

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
PGM: JUSTICE ADMIN COMM						21300000
EXECUTIVE DIR/SUPPORT SVCS						21300800
GOV OPERATIONS/SUPPORT						16
EXEC LEADERSHIP/SUPPRT SVC						1602.00.00.00
WORKLOAD						3000000
STAFFING INCREASE FOR INFORMATION						
TECHNOLOGY SECTION						3002350
SALARY RATE						000000
SALARY RATE.....		120,000			120,000	
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		2.00	181,876		2.00	181,876
SPECIAL CATEGORIES						100000
OPERATING EXPENDITURES						103230
GENERAL REVENUE FUND -STATE		17,750	3,868		17,750	1000 1
TR/DMS/HR SVCS/STW CONTRCT						107040
GENERAL REVENUE FUND -STATE		428			428	1000 1
TOTAL: STAFFING INCREASE FOR INFORMATION						3002350
TECHNOLOGY SECTION						
TOTAL POSITIONS.....		2.00			2.00	
TOTAL ISSUE.....		200,054	3,868		200,054	
TOTAL SALARY RATE.....		120,000			120,000	

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 Amended FY2022-2023 Narrative after December 15, 2021.

The Justice Administrative Commission (JAC) requests \$200,054 in General Revenue (\$3,868 nonrecurring), two full-time equivalent positions (FTEs), and associated salary rate. These positions would fund a Systems Administrator II and an Applications/Database Administrator to provide technical and programming support for the agency.

JAC has two primary functions for which it is statutorily responsible: 1) administratively serving 49 judicial-related offices (JROs); 2) ensuring statutory compliance for all court-appointed attorney and due process vendor payments

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PGM: JUSTICE ADMIN COMM						21300000
<u>EXECUTIVE DIR/SUPPORT SVCS</u>						21300800
GOV OPERATIONS/SUPPORT						16
<u>EXEC LEADERSHIP/SUPPRT SVC</u>						<u>1602.00.00.00</u>
WORKLOAD						3000000
STAFFING INCREASE FOR INFORMATION						
TECHNOLOGY SECTION						3002350

(court-appointed payments). JAC is the 3rd largest processor of invoices, by volume, in state government. There is 88 staff handling these mission-critical functions for the JROs, who have a combined annual budget of \$957 million, and court-appointed payments with an annual budget of \$80 million. JAC can only perform these functions through the extensive leveraging of technology. Without resources to adequately support and enhance our systems, JAC will be unable to provide the exemplary service for which it is known.

JAC's current Information Technology (IT) staff consists of seven employees responsible for every aspect of server, network, maintenance, and support; information security management; infrastructure administration; and compliance with the requirements of s. 282.318, F.S. In addition, IT Section built and maintains custom software to contract with court-appointed attorneys and related vendors, as well as track and process court-appointed payments [i.e., the Court Appointed Attorney Tracking System (CAATS) and JAC's Online Billing Submission system (JACOBS)], develops workflows used by JAC's electronic document management system (EDMS), and is heavily involved with the JAC's transition from Florida Accounting Information Resource system (FLAIR) to the Florida Planning, Accounting, and Ledger Management (PALM) system. Without these systems and support, JAC would require a much larger staff to perform the same volume of work.

JAC will use the requested FTEs to work on the following initiatives:

1. Enhance the JACOBS to fully implement tracking of hourly bills submitted by Investigators, Mitigation Specialists, Expert Witnesses, and Attorneys. This enhancement is critical to improving audit staff's ability to identify possible fraud through excessive or duplicative payment of hours.
2. Develop a portal for clerks to upload registries for attorneys.
3. Develop a web service to allow JROs to securely send electronic documents related to Employee Personnel Action Requests (PARs) to JAC's Human Resources Section.
4. Increase focus on cloud-first initiatives.
5. Assist JAC's EDMS Administrator in troubleshooting issues related to the electronic document management system.
6. Modify CAATS and JACOBS functionality to prepare for necessary changes required for PALM;
7. Work with vendors providing agency business applications with the transition from FLAIR to PALM.
8. Perform administration of user accounts for the critical statewide Active Directory required for accessing Statewide Travel Management System (STMS) and PALM for JAC and the 49 JROs.
9. Assist, during peak periods, with the deployment, configuration and administration of JAC's servers, hardware, software, and network tools needed to maintain the IT infrastructure.
10. Improve Disaster Recovery Planning (DRP) and Continuity of Operations Plan (COOP) strategic teams to solidify the agency's DRP and COOP response capabilities.
11. Modify an internal database to incorporate necessary data tables from the Information Warehouse in preparation for the implementation of PALM. This modification is critical for JAC's continued production of the large volume of required financial reports and providing financial data for over 400+ public records requests a year.

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
JUSTICE ADMINISTRATION										21000000
PGM: JUSTICE ADMIN COMM										21300000
<u>EXECUTIVE DIR/SUPPORT SVCS</u>										21300800
GOV OPERATIONS/SUPPORT										16
<u>EXEC LEADERSHIP/SUPPRT SVC</u>										<u>1602.00.00.00</u>
WORKLOAD										3000000
STAFFING INCREASE FOR INFORMATION										
TECHNOLOGY SECTION										3002350

JAC requests two FTEs, \$200,054, and associated salary rate in the Salary and Benefits category in the General Revenue Fund, equating to 2.7 percent of JAC's total operating appropriation. The FTEs will help JAC reduce its exposure to various security risks and failed systems while increasing its ability to continue providing the highest level of service to its 88 employees, the 49 judicial-related offices and their 10,000+ employees, and the 3,000+ court-appointed attorneys and vendors.

FTE - 2.0  
 Salary Rate Needed - 120,000  
 Salaries and Benefits Needed - \$181,876  
 Expenses Needed - \$17,750, of which \$3,868 is nonrecurring  
 HR Outsourcing Needed - \$428

Total Request - \$200,054 of which \$3,868 is nonrecurring.

This is a new issue

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
NEW POSITIONS							
1710 PROGRAM ADMINISTRATOR N0002 001	1.00	60,000		30,938	90,938	0.00	90,938
1807 SYSTEMS ADMINISTRATOR II N0001 001	1.00	60,000		30,938	90,938	0.00	90,938

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION 21000000  
 PGM: JUSTICE ADMIN COMM 21300000  
EXECUTIVE DIR/SUPPORT SVCS 21300800  
 GOV OPERATIONS/SUPPORT 16  
 EXEC LEADERSHIP/SUPPRT SVC 1602.00.00.00  
 WORKLOAD 3000000  
 STAFFING INCREASE FOR INFORMATION  
 TECHNOLOGY SECTION 3002350

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
NEW POSITIONS						
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						
2.00	120,000		61,876	181,876		181,876

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NEW INFORMATION RESOURCE MANAGEMENT  
 INFRASTRUCTURE PROJECT 3600000  
 FLORIDA PLANNING, ACCOUNTING, AND  
 LEDGER MANAGEMENT (PALM) READINESS 3600PC0  
 SALARY RATE 000000  
 SALARY RATE..... 220,000 100,000 120,000-  
 SALARIES AND BENEFITS 010000  
 GENERAL REVENUE FUND -STATE 4.00 340,058 2.00 158,182 2.00- 181,876- 1000 1

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PGM: JUSTICE ADMIN COMM						21300000
EXECUTIVE DIR/SUPPORT SVCS						21300800
GOV OPERATIONS/SUPPORT						16
EXEC LEADERSHIP/SUPPRT SVC						1602.00.00.00
NEW INFORMATION RESOURCE MANAGEMENT						
INFRASTRUCTURE PROJECT						3600000
FLORIDA PLANNING, ACCOUNTING, AND						
LEDGER MANAGEMENT (PALM) READINESS						3600PC0
SPECIAL CATEGORIES						100000
OPERATING EXPENDITURES						103230
GENERAL REVENUE FUND -STATE	34,212	16,462	3,868		17,750-	1000 1
TR/DMS/HR SVCS/STW CONTRCT						107040
GENERAL REVENUE FUND -STATE	856	428			428-	1000 1
TOTAL: FLORIDA PLANNING, ACCOUNTING, AND						3600PC0
LEDGER MANAGEMENT (PALM) READINESS						
TOTAL POSITIONS.....	4.00	2.00			2.00-	
TOTAL ISSUE.....	375,126	175,072	3,868		200,054-	
TOTAL SALARY RATE.....	220,000	100,000			120,000-	

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? YES

The Justice Administrative Commission (JAC) requests \$375,126 in General Revenue (\$7,736 nonrecurring), four full-time equivalent positions (FTEs), and associated salary rate. These positions would fund a Systems Administrator II, Applications/Database Administrator to provide technical and programming support for the agency's business systems, and two Senior Management Analysts to perform the financial and data analysis required for the successful transition from FLAIR (Florida Accounting Information Resource) to Florida Planning, Accounting, and Ledger Management system (PALM).

JAC has two primary functions for which it is statutorily responsible: 1) administratively serving 49 judicial-related offices (JROs); and 2) ensuring statutory compliance for all court-appointed attorney and due process vendor payments (court-appointed payments). JAC is the 3rd largest processor of invoices, by volume, in state government. There are 88 staff handling these mission critical functions for the JROs who have a combined annual budget of \$957 million, and for court-appointed payments which has an annual budget of \$80 million. JAC is only capable of performing these functions through the extensive leveraging of technology. Without resources to adequately support our business systems, continuing to prepare for changes required for PALM, and continuing to handle the impacts from the Statewide Travel Management System (STMS), JAC will not be able to provide the exemplary service for which it is known.

JAC's current Information Technology (IT) staff consists of seven employees who are responsible for every aspect of

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PGM: JUSTICE ADMIN COMM						21300000
<u>EXECUTIVE DIR/SUPPORT SVCS</u>						21300800
GOV OPERATIONS/SUPPORT						16
EXEC LEADERSHIP/SUPPRT SVC						<u>1602.00.00.00</u>
NEW INFORMATION RESOURCE MANAGEMENT						
INFRASTRUCTURE PROJECT						3600000
FLORIDA PLANNING, ACCOUNTING, AND						
LEDGER MANAGEMENT (PALM) READINESS						3600PC0

server, network, maintenance and support; information security management; infrastructure administration; and compliance with the requirements of s. 282.318, F.S. In addition, JAC's IT Section built and maintains custom business systems to contract with court-appointed attorneys and related vendors, as well as track and process court-appointed payments [i.e., the Court Appointed Attorney Tracking System (CAATS) and JAC's Online Billing Submission system (JACOBS)], develops workflows used by Laserfiche (JAC's electronic document management system), and is heavily involved with the JAC's transition from FLAIR to PALM. Without these systems and support, JAC would require a much larger staff to perform the same volume of work.

In order to prepare for transition to PALM, modifications will be needed to CAATS, JACOBS, and Laserfiche used for JRO payments and court-appointed payments. Data for approved invoices from JACOBS is currently uploaded to FLAIR and FLAIR warrant information is downloaded back into JACOBS. Both JRO and JACOBS payment documentation are electronically received and stored as image files in Laserfiche. A major change with PALM will be uploading all invoices and supporting documentation for the payments from Laserfiche to PALM. Resources are needed to prepare for programmatically uploading these images into PALM.

Access to both Florida PALM and STMS functions are built on a premise that all agencies have an Active Directory for their staff; however, an Active Directory shared among the JROs and JAC did not exist. This is because by law, JAC does not supervise, direct, or control the JROs it serves and therefore the counties are tasked with providing IT support. In order to transition to STMS and PALM, JAC created a virtual Active Directory with existing resources. However, this Active Directory for all 50 offices and 10,000 employees requires additional resources to process the continual change of employees and supervisors among those offices. For example, the agency experienced more than 3,400 new hires and terminations during the most recent fiscal year.

In addition, JAC produces a large volume of financial reporting and provides financial data for more than 400 public records requests a year. In order to prepare reporting, JAC merges data from tables stored in the FLAIR Information Warehouse with our internal JACOBS data. The FLAIR Information Warehouse data will be discontinued with the Financials Wave transition to PALM. During our discussions with the PALM team, JAC was notified that it will not be able to connect to the PALM tables. Timely financial information is required to generate the critical reports necessary for JAC, including those required by s. 27.405, F.S. While PALM provides many query and reporting functions that allow users to export data, the system has limited data to only 7,315 lines, which is not sufficient for JAC's needs. JAC will use the requested programmer to expand the current internal database to incorporate the data FLAIR Information Warehouse currently provides while preparing for transition to receiving data from PALM. It is critical to begin creating these tables so updates can be initiated for the large volume of queries and reports using the impacted tables before the Financials Wave goes live in 2024. There will be some table adjustment for PALM differences, but it will be minor in scope compared to the massive updates required to our current queries. Most of the chart fields in PALM are similar in

COL A12	COL A14	COL A15	COL A16	COL A14-A12	
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
					21000000
					21300000
					21300800
					16
					<u>1602.00.00.00</u>
					3600000
					3600PC0

nature and size to the fields in FLAIR.

In summary, JAC will use the two requested IT FTEs to work on the following initiatives:

1. Assist with identifying and implementing changes to transition agency business systems interfaces from FLAIR to PALM;
2. Perform administration of user accounts for the critical statewide Active Directory required for accessing STMS and PALM for JAC and the 49 JROs;
3. Modify an internal database to incorporate FLAIR data tables from the Information Warehouse in preparation for implementation of PALM;
4. Assist JAC's Laserfiche administrator; and
5. Provide extensive training to JAC employees for a more efficient and effective use of all the affected systems.

The impact of PALM changes on JAC's Financial Services and Accounting sections' internal procedures is evaluated separately from the system changes above.

When considering the preparations for PALM required in the past year, the level of research and assistance needed for the recent implementation of the CMS Wave, and the upcoming analysis and planning required by JAC's Financial Services and Accounting sections in the next fiscal year, JAC will require two FTEs to have sufficient resources to commit to the project. The two units are fully staffed, and their resources have been fully allocated to current tasks.

This project's complexity is higher for JAC because of the administrative services provided to the 49 JROs. The Financials Wave implementation will wholly and fundamentally change how 19 Financial Services and Accounting staff perform their jobs. In addition, there will be significant changes for the Operations and Budget staff since they also use other major systems. JAC will be responsible for:

1. Analyzing and understanding the PALM business process models for workflows and future operations;
2. Cross-walking those workflows back to our internal processes;
3. Determining the needed changes in our internal processes, how the data provided by the JROs needs to change, and how the supporting documentation has to be formatted for upload to PALM;
4. Serving as access administrators for PALM. The system is created to support good internal controls, such as separation of duties. When JAC works to assign access to JAC and JRO staff, it will analyze how to adjust our internal process to avoid conflicts. Small staff often have limited options. Time will be needed to determine how best to allocate all of the permissions. One example is the approval of every payment in PALM; currently, JAC verifies the entries outside the system;
5. Drafting, compiling, and supplying information to finish specific PALM tasks;
6. Explaining FLAIR to PALM changes to the various JRO staff and help them understand how the changes impact their

COL A12	COL A14	COL A15	COL A16	COL A14-A12	
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
					CODES
JUSTICE ADMINISTRATION					21000000
PGM: JUSTICE ADMIN COMM					21300000
<u>EXECUTIVE DIR/SUPPORT SVCS</u>					21300800
GOV OPERATIONS/SUPPORT					16
EXEC LEADERSHIP/SUPPRT SVC					<u>1602.00.00.00</u>
NEW INFORMATION RESOURCE MANAGEMENT					
INFRASTRUCTURE PROJECT					3600000
FLORIDA PLANNING, ACCOUNTING, AND					
LEDGER MANAGEMENT (PALM) READINESS					3600PC0

internal systems. This is a difficult task as JRO personnel will change, elected officials will change, and JAC is unfamiliar with differences between offices;  
 7. Training JRO staff members to use PALM, once PALM goes live, in the capacities that they now use FLAIR. Training will be customized to fit the agency; and  
 8. Identifying what is missing in the workflows or provided in the reports. This was a difficult experience with the CMS wave.

In order for JAC to successfully transition to PALM, these sections will need to be able to dedicate the two requested FTEs to PALM implementation tasks.

JAC requests \$375,126 in General Revenue (\$7,736 nonrecurring), four FTEs, and associated salary rate, equating to 5.1 percent of JAC's total appropriation, to address JAC's implementation of Florida PALM.

FTE - 4.0  
 Salary Rate Needed - 220,000  
 Salaries and Benefits Needed - \$340,058  
 Operating Expenditures Needed - \$34,212 of which \$7,736 is nonrecurring  
 HR Outsourcing Needed - \$856

Total Request - \$375,126 of which \$7,736 is nonrecurring.  
 Amended FY2022-2023 Narrative after December 15, 2021.

The Justice Administrative Commission (JAC) requests \$175,072 in General Revenue (\$3,868 nonrecurring), two full-time equivalent positions (FTEs), and associated salary rate. These positions would fund two Senior Management Analysts to perform the financial and data analysis required for the successful transition from FLAIR (Florida Accounting Information Resource) to Florida Planning, Accounting, and Ledger Management system (PALM).

JAC has two primary functions for which it is statutorily responsible: 1) administratively serving 49 judicial-related offices (JROs); 2) ensuring statutory compliance for all court-appointed attorney and due process vendor payments (court-appointed payments). JAC is the 3rd largest processor of invoices, by volume, in state government. There are 88 staff handling these mission critical functions for the JROs who have a combined annual budget of \$957 million, and for court-appointed payments which has an annual budget of \$80 million. Without additional resources to continue analysis of the PALM system and its impact on our current fiscal processes, JAC will not be able to provide the exemplary service for which it is known.



COL A12	COL A14	COL A15	COL A16	COL A14-A12	
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
					CODES
JUSTICE ADMINISTRATION					21000000
PGM: JUSTICE ADMIN COMM					21300000
<u>EXECUTIVE DIR/SUPPORT SVCS</u>					21300800
GOV OPERATIONS/SUPPORT					16
EXEC LEADERSHIP/SUPPRT SVC					<u>1602.00.00.00</u>
NEW INFORMATION RESOURCE MANAGEMENT					
INFRASTRUCTURE PROJECT					3600000
FLORIDA PLANNING, ACCOUNTING, AND					
LEDGER MANAGEMENT (PALM) READINESS					3600PC0

When considering the preparations, research and assistance needed for the July 1, 2021, implementation of the CMS Wave, and the considerable staffing resources necessary for the analysis of Business Processes and preparation for meetings this fiscal year, JAC will require two FTEs to have sufficient resources to commit to the project. The Financial Services and Accounting Sections are fully staffed, and their resources have been fully allocated to current tasks.

This project's complexity is higher for JAC because of the administrative services provided to the 49 JROs. The Financials Wave implementation will wholly and fundamentally change how 19 Financial Services and Accounting staff perform their jobs. In addition, there will be significant changes for the Operations and Budget staff since they also use other major systems. JAC will be responsible for:

1. Analyzing and understanding the PALM conceptual workflows and future operations;
2. Cross-walking those workflows to our internal processes;
3. Determining the needed changes in our internal processes, how the data provided by the JROs needs to change, and how the supporting documentation has to be formatted for upload to PALM;
4. Serving as access administrators for PALM. The system is created to support good internal controls, such as separation of duties. When JAC works to assign access to JAC and JRO staff, it will analyze how to adjust our internal process to avoid conflicts. Small JRO staff often have limited options. Time will be needed to determine how best to allocate all of the permissions. One example is the approval of every payment in PALM; currently, JAC verifies the entries outside the system;
5. Drafting, compiling, and supplying information to finish specific PALM tasks;
6. Explaining FLAIR to PALM changes to the various JRO staff and help the JROs understand how the changes impact their internal systems. This is a difficult task as JRO personnel will change, elected officials will change, and JAC is unfamiliar with differences between offices;
7. Training JRO staff members to use PALM, once PALM goes live, in the capacities that they now use FLAIR. Training will be customized to fit the agency; and
8. Identifying what is missing in the workflows or provided in the reports. This was a difficult experience within the CMS wave.
9. Modifying the very complex financial reports and financial data queries necessary to produce the large volume of statutorily required reports and for more than 400 public records requests a year. These report frequently merge financial data and Court Appointed Attorney Tracking System (CAATS) data. Analysis of the current queries and identification of the new financial data in PALM is a massive task.

When JAC successfully transitions to PALM, these sections will need to be able to dedicate the two requested FTEs to PALM tasks.

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
JUSTICE ADMINISTRATION										21000000
PGM: JUSTICE ADMIN COMM										21300000
<u>EXECUTIVE DIR/SUPPORT SVCS</u>										21300800
GOV OPERATIONS/SUPPORT										16
EXEC LEADERSHIP/SUPPRT SVC										<u>1602.00.00.00</u>
NEW INFORMATION RESOURCE MANAGEMENT										
INFRASTRUCTURE PROJECT										3600000
FLORIDA PLANNING, ACCOUNTING, AND										
LEDGER MANAGEMENT (PALM) READINESS										3600PC0

JAC requests \$175,072 in General Revenue (\$3,868 nonrecurring), two FTEs, and associated salary rate, equating to 2.4 percent of JAC's total appropriation, to address JAC's implementation of Florida PALM.

FTE - 2.0  
 Salary Rate Needed - 100,000  
 Salaries and Benefits Needed - \$158,182  
 Operating Expenditures Needed - \$16,462 of which \$3,868 is nonrecurring  
 HR Outsourcing Needed - \$428

Total Request - \$175,072 of which \$3,868 is nonrecurring.

Summary:  
 This issue is modified from 4 FTES to 2 FTES and from \$376,774 to \$175,072. The 2 FTE removed are IT related and can be found under issue code 3002350.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2022-23							
NEW POSITIONS							
1710 PROGRAM ADMINISTRATOR							
N0001 001	1.00	60,000		30,938	90,938	0.00	90,938
1807 SYSTEMS ADMINISTRATOR II							
N0002 001	1.00	60,000		30,938	90,938	0.00	90,938
4005 SENIOR MANAGEMENT ANALYST - JAC							
N0003 001	2.00	100,000		58,182	158,182	0.00	158,182

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY FIN REQ FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	

JUSTICE ADMINISTRATION 21000000  
 PGM: JUSTICE ADMIN COMM 21300000  
EXECUTIVE DIR/SUPPORT SVCS 21300800  
 GOV OPERATIONS/SUPPORT 16  
 EXEC LEADERSHIP/SUPPRT SVC 1602.00.00.00  
 NEW INFORMATION RESOURCE MANAGEMENT  
 INFRASTRUCTURE PROJECT 3600000  
 FLORIDA PLANNING, ACCOUNTING, AND  
 LEDGER MANAGEMENT (PALM) READINESS 3600PC0

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2022-23						
NEW POSITIONS						
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						
4.00	220,000		120,058	340,058		340,058

A14 - AGY AMD REQ FY 2022-23

NEW POSITIONS						
4005 SENIOR MANAGEMENT ANALYST - JAC						
N0003 001						
2.00	100,000		58,182	158,182	0.00	158,182
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						
2.00	100,000		58,182	158,182		158,182

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PGM: STW/GUARDIAN AD LITEM						21310000
HEALTH AND HUMAN SERVICES						13
SERVICES/MOST VULNERABLE						<u>1304.00.00.00</u>
OTHER PROGRAMS						4200000
ESTABLISH TRUST FUND AUTHORITY						4203300
SALARY RATE						000000
SALARY RATE.....	3,061,234	3,061,234				
=====						
SALARIES AND BENEFITS						010000
	67.50	67.50				
GRANTS AND DONATIONS TF -RECPNT	3,744,803	3,744,803				2339 9
=====						
OTHER PERSONAL SERVICES						030000
GRANTS AND DONATIONS TF -RECPNT	486,147	486,147				2339 9
=====						
EXPENSES						040000
GRANTS AND DONATIONS TF -RECPNT	166,092	166,092	15,651			2339 9
=====						
TOTAL: ESTABLISH TRUST FUND AUTHORITY						4203300
TOTAL POSITIONS.....	67.50	67.50				
TOTAL ISSUE.....	4,397,042	4,397,042	15,651			
TOTAL SALARY RATE.....	3,061,234	3,061,234				
=====						

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Section 39.822(1) requires that a Guardian ad Litem (GAL) shall be appointed by the court at the earliest possible time to represent the child in any child abuse, abandonment, or neglect judicial proceeding, whether civil or criminal. Currently, the costs for providing such representation are funded primarily by General Revenue. Recent changes to federal policy allow Florida to claim federal reimbursement under Title IV-E for eligible legal representation costs. These costs include certain administrative costs of independent legal representation by an attorney for a child who is eligible or a candidate for Title IV-E foster care to prepare for and participate in all stages of foster care legal proceedings. The GAL Program, as an entity providing legal representation to children separate and apart from the Department of Children and Families ("DCF"), has already negotiated a Memorandum of Understanding (MOU) with DCF to participate in and receive reimbursements for eligible Title IV-E expenditures. For FY 2022-23 the Program requests an increase of \$4,397,042 million in GDTF spending authority and 67.50 new FTEs. The additional spending authority will allow the Program to meet its statutory obligation of providing legal representation to 100% of the eligible children in

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
JUSTICE ADMINISTRATION										21000000
PGM: STW/GUARDIAN AD LITEM										21310000
HEALTH AND HUMAN SERVICES										13
SERVICES/MOST VULNERABLE										<u>1304.00.00.00</u>
OTHER PROGRAMS										4200000
ESTABLISH TRUST FUND AUTHORITY										4203300

care by using Title IV-E funds to provide representation for the 4,035 children not currently represented by the GAL Program.

This budget issue includes a request for 67.50 new FTEs to include seventeen and a half (17.50) Senior Attorneys; thirteen (13) Paralegals, twenty-eight (28) Child Advocate Managers; and nine (9) Child Advocate Manager Supervisors. This issue also includes sufficient rate authority for the Program to fill five (5) Senior Attorney and five (5) Child Advocate Manager FTEs that are currently unfunded in the GAL budget and ten (10) new Child Advocate Managers positions in OPS. This issue also includes additional spending authority for the operating expenditures associated with the new FTE positions. Operating expenditure for the ten (10) existing FTEs and new OPS positions will be funded with existing Program resources.

If approved, the existing FTEs and OPS positions will be filled on July 1, 2022 and the new FTEs will be lapsed at 25% in FY 2022-23. This lapse will allow the GAL Program to work with local partners to develop the necessary infrastructure in local offices to support new positions and generate the trust fund cash balance necessary to pay salary expenses in the GDTF once the FTE positions are filled. The GAL Program will work with DCF to ensure an animalization issue is included in the 2023-24 LBR to fully fund the positions requested in this issue with Title IV-E funds.

Total salary rate requested for 77.50 FTEs (10 existing FTEs and 67.50 new FTEs) is \$3,061,234. Positions to be funded in the Grants & Donations Trust Fund.

Note: the OAD transaction was used with this request to increase Salary and Benefits dollars authority without additional FTE.

Amended 2022-23 Narrative after December 15, 2022

Section 39.822(1) requires that a Guardian ad Litem (GAL) shall be appointed by the court at the earliest possible time to represent the child in any child abuse, abandonment, or neglect judicial proceeding, whether civil or criminal. Currently, the costs for providing such representation are funded primarily by General Revenue. Recent changes to federal policy allow Florida to claim federal reimbursement under Title IV-E for eligible legal representation costs. These costs include certain administrative costs of independent legal representation by an attorney for a child who is eligible or a candidate for Title IV-E foster care to prepare for and participate in all stages of foster care legal proceedings. The GAL Program, as an entity providing legal representation to children separate and apart from the Department of Children and Families ("DCF"), has already negotiated a Memorandum of Understanding (MOU) with DCF to

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23 POS	AMOUNT	AGY AMD REQ FY 2022-23 POS	AMOUNT	AGY AMD N/R FY 2022-23 POS	AMOUNT	AGY AMD ANZ FY 2022-23 POS	AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23 POS	AMOUNT	
JUSTICE ADMINISTRATION										21000000
PGM: STW/GUARDIAN AD LITEM										21310000
HEALTH AND HUMAN SERVICES										13
SERVICES/MOST VULNERABLE										<u>1304.00.00.00</u>
OTHER PROGRAMS										4200000
ESTABLISH TRUST FUND AUTHORITY										4203300

participate in and receive reimbursements for eligible Title IV-E expenditures. For FY 2022-23 the Program requests an increase of \$4,397,042 million in GDTF spending authority and 67.50 new FTEs. The additional spending authority will allow the Program to meet its statutory obligation of providing legal representation to 100% of the eligible children in care by using Title IV-E funds to provide representation for the 4,035 children not currently represented by the GAL Program.

This budget issue includes a request for 67.50 new FTEs to include seventeen and a half (17.50) Senior Attorneys; thirteen (13) Paralegals, twenty-eight (28) Child Advocate Managers; and nine (9) Child Advocate Manager Supervisors. This issue also includes sufficient rate authority for the Program to fill five (5) Senior Attorney and five (5) Child Advocate Manager FTEs that are currently unfunded in the GAL budget and ten (10) new Child Advocate Managers positions in OPS. This issue also includes additional spending authority for the operating expenditures associated with the new FTE positions. Operating expenditure for the ten (10) existing FTEs and new OPS positions will be funded with existing Program resources.

If approved, the existing FTEs and OPS positions will be filled on July 1, 2022 and the new FTEs will be lapsed at 25% in FY 2022-23. This lapse will allow the GAL Program to work with local partners to develop the necessary infrastructure in local offices to support new positions and generate the trust fund cash balance necessary to pay salary expenses in the GDTF once the FTE positions are filled. The GAL Program will work with DCF to ensure an annualization issue is included in the 2023-24 LBR to fully fund the positions requested in this issue with Title IV-E funds.

Total salary rate requested for 77.50 FTEs (10 existing FTEs and 67.50 new FTEs) is \$3,061,234. Positions to be funded in the Grants & Donations Trust Fund.

Note: the OAD transaction was used with this request to increase Salary and Benefits dollars authority without additional FTE.

Summary: This amendment corrects a typographical error in the third paragraph. The word animalization has been corrected to read annualization.

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS	AGY AMD REQ FY 2022-23	POS	AGY AMD N/R FY 2022-23	POS	AGY AMD ANZ FY 2022-23	POS	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
AMOUNT		AMOUNT		AMOUNT		AMOUNT		AMOUNT	AMOUNT	

JUSTICE ADMINISTRATION 21000000  
 PGM: STW/GUARDIAN AD LITEM 21310000  
 HEALTH AND HUMAN SERVICES 13  
 SERVICES/MOST VULNERABLE 1304.00.00.00  
 OTHER PROGRAMS 4200000  
 ESTABLISH TRUST FUND AUTHORITY 4203300

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
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A12 - AGY FIN REQ FY 2022-23

CHANGES TO CURRENTLY AUTHORIZED POSITIONS  
 OTHER SALARY AMOUNT  
 2339 GRANTS AND DONATIONS TF

659,602  
 -----  
 659,602  
 =====

NEW POSITIONS

8401 CHILD ADVOCATE MANAGER N0003 001	28.00	988,960	589,500	1,578,460	25.00	1,183,845
8402 SENIOR CHILD ADVOCATE MANAGER N0004 001	9.00	342,684	194,063	536,747	25.00	402,560
8417 PARALEGAL SPECIALIST N0002 001	13.00	394,150	261,689	655,839	25.00	491,879
8701 SENIOR PROGRAM ATTORNEY N0001 001	17.50	901,320	441,236	1,342,556	25.00	1,006,917

TOTALS FOR ISSUE BY FUND  
 2339 GRANTS AND DONATIONS TF

67.50	2,627,114	1,486,488	4,113,602	3,085,201
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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
PGM: STW/GUARDIAN AD LITEM										21310000
HEALTH AND HUMAN SERVICES										13
SERVICES/MOST VULNERABLE										<u>1304.00.00.00</u>
OTHER PROGRAMS										4200000
ESTABLISH TRUST FUND AUTHORITY										4203300

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2022-23						
NEW POSITIONS						
RA06 RATE ADJ - NO FTE - NO SALARY - NO BENEFITS						
N0005 001		434,120				
TOTAL SALARY RATE		434,120				

A14 - AGY AMD REQ FY 2022-23

CHANGES TO CURRENTLY AUTHORIZED POSITIONS  
 OTHER SALARY AMOUNT  
 2339 GRANTS AND DONATIONS TF

659,602  
 -----  
 659,602  
 =====

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
PGM: STW/GUARDIAN AD LITEM										21310000
HEALTH AND HUMAN SERVICES										13
SERVICES/MOST VULNERABLE										<u>1304.00.00.00</u>
OTHER PROGRAMS										4200000
ESTABLISH TRUST FUND AUTHORITY										4203300

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
NEW POSITIONS							
8401 CHILD ADVOCATE MANAGER							
N0003 001	28.00	988,960		589,500	1,578,460	25.00	1,183,845
8402 SENIOR CHILD ADVOCATE MANAGER							
N0004 001	9.00	342,684		194,063	536,747	25.00	402,560
8417 PARALEGAL SPECIALIST							
N0002 001	13.00	394,150		261,689	655,839	25.00	491,879
8701 SENIOR PROGRAM ATTORNEY							
N0001 001	17.50	901,320		441,236	1,342,556	25.00	1,006,917
TOTALS FOR ISSUE BY FUND							
2339 GRANTS AND DONATIONS TF							3,085,201
	67.50	2,627,114		1,486,488	4,113,602		3,085,201
RA06 RATE ADJ - NO FTE - NO SALARY - NO BENEFITS							
N0005 001		434,120					
TOTAL SALARY RATE		434,120					

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TOTAL: SERVICES/MOST VULNERABLE							<u>1304.00.00.00</u>
BY FUND TYPE							
TRUST FUNDS.....	67.50	4,397,042	67.50	4,397,042	15,651		2000
SALARY RATE.....	3,061,234	3,061,234					

=====

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-1ST JUD CIRCUIT						21500100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
STATE ATTNYS REVENUE TF -STATE	90,000	90,000	90,000			2058 1

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

The State Attorney in the First Judicial Circuit is requesting \$90,000 in non-recurring State Attorney Revenue Trust Fund funds to replace three aging vehicles currently in use by the office.

3 new vehicles @ \$30,000 each = \$90,000

2005 Ford Explorer, VIN 1FMZU72K85ZA66913. Actual mileage as of June 30, 2021, is 184,782. This vehicle will be 17 years old and the mileage has already exceeded the 120,000 miles requirement as well as the age requirement of DMS replacement criteria.

2012 Chevrolet Impala, VIN 2G1WF5E31C1119511. Actual mileage as of June 30, 2021 is 164,276. This vehicle will be 10 years old and the mileage has already exceeded the 120,000 miles requirement of DMS replacement criteria.

2013 Chevrolet Impala, VIN 2G1WF5E35D1146972. Actual mileage as of June 30, 2021 is 143,591. This vehicle will be 9 years old and the mileage has already exceeded the 120,000 miles requirement of DMS replacement criteria.

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-1ST JUD CIRCUIT						21500100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
WORKLOAD						3000000
ADDITIONAL OPERATIONAL EXPENSES						3000510
SPECIAL CATEGORIES						100000
STATE ATTORNEY OPERATIONS						103225
STATE ATTNYS REVENUE TF -STATE		25,000		25,000		25,000 2058 1

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021

The requested funds will be used to develop a new community juvenile engagement program, which will provide a focus to pre-at-risk juveniles in developing a work career path within the Justice System. It will provide direct engagement to interest teenage/high school level minors in the opportunities to work within the Prosecutors Office and law enforcement. It will stress mentorship of selected candidates which have not become at-risk or low risk in the behaviors, education, and character needed to work in the justice career area. Funds will facilitate workshops, meeting support, and intra-circuit student approved participation, including exposure to the work of prosecutors in the court, law enforcement relationships, and other justice careers.

Summary: this is a new issue.

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-1ST JUD CIRCUIT						21500100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		800,000			800,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		1,093,280			1,093,280	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		1,093,280			1,093,280	
TOTAL SALARY RATE.....		800,000			800,000	
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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 2022-23 Amended Narrative after December 15, 2021

Recruitment and retention of Assistant State Attorney (ASA) FTE is a major priority for the State Attorney's Office for the First Judicial Circuit (SA01) and the Florida Prosecuting Attorney Association (FPAA). In order to keep current ASA FTE and recruit new ASA FTE, the FPAA is requesting a \$10,000.00 pay increase for all current ASA FTE and an increase in starting pay for ASA FTE by \$10,000.00. Furthermore, the FPAA is requesting that each State Attorney be given authority to grant pay adjustments to address recruitment, retention, or pay inequities from within the requested resources.

ASAs are leaving public service faster than they can be trained and replaced. Private law firms are paying significantly more than the starting salaries approved by the Florida legislature, and SA01 and the other offices of the FPAA are finding it increasingly difficult to compete for talent. At last count, Florida has over 270 ASA FTE vacancies and the numbers increase daily as potential hires and trial experienced ASAs are lured away to the private law firms that can pay higher salaries. High turnover rates create situations where attorneys handle serious felony cases long before they are ready to do so. SA01 currently has 8 vacant ASA FTE positions that must be filled to adequately fulfill SA01's constitutional duties and the turnover rate is not improving.

As of the time of this request, SA01 has 72 filled ASA FTE positions with current salary & benefits set at a total of \$6,966,887, which includes \$4,391,953 in salary rate and \$2,574,934 in benefits. A \$10,000.00 pay increase for SA01's filled ASA FTE positions would be \$983,952, which includes \$720,000 in salary rate and \$263,952 in benefits. At the time

COL A12	COL A14	COL A15	COL A16	COL A14-A12	
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION					21000000
STATE ATTORNEYS					21500000
PGM: SA-1ST JUD CIRCUIT					21500100
PUBLIC PROTECTION					12
LEGAL REPRESENTATION					1203.00.00.00
OTHER PROGRAMS					4200000
ATTORNEY RECRUITMENT AND RETENTION					4206A00

of this request, SA01 has 8 vacant ASA FTE positions that must be filled to properly execute SA01's constitutional duties. A \$10,000.00 pay increase for starting salary would increase the starting salary for ASA FTE from \$50,000.00 to \$60,000.00. If SA01's vacant ASA FTE positions are filled at the requested increase to \$60,000, the additional money needed to cover the increase by \$10,000.00 per position would be \$109,328, which includes \$80,000 in salary rate and \$29,328 in benefits. Therefore, SA01 is requesting \$1,093,280, which includes \$800,000.00 in salary rate and \$293,280 in benefits, to provide a \$10,000.00 pay increase to our 72 filled ASA FTE positions and 8 vacant ASA FTE positions for recruitment and retention purposes.

Public safety is the number one priority for SA01 and the FPAA. The requested pay increases will provide SA01 and all the agencies in the FPAA with much-needed help in keeping our trained Assistant State Attorney FTE and recruiting new Assistant State Attorney FTE against the recruiting efforts of the private sector.

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0001 001	0.00	800,000	293,280	1,093,280	0.00	1,093,280
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						1,093,280
	0.00	800,000	293,280	1,093,280		1,093,280

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	POS	POS	POS	POS	AMOUNT
	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-1ST JUD CIRCUIT						21500100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
TOTAL: LEGAL REPRESENTATION						1203.00.00.00
BY FUND TYPE						
GENERAL REVENUE FUND		1,093,280			1,093,280	1000
TRUST FUNDS	90,000	115,000	115,000		25,000	2000
TOTAL PROG COMP.....	90,000	1,208,280	115,000		1,118,280	
TOTAL SALARY RATE.....		800,000			800,000	
	=====	=====	=====	=====	=====	

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-2ND JUD CIRCUIT						21500200
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
ADJUSTMENTS TO CURRENT YEAR						
ESTIMATED EXPENDITURES						1600000
TRANSFER FUNDS BETWEEN CATEGORIES						
- ADD						160F010
OTHER PERSONAL SERVICES						030000
STATE ATTNYS REVENUE TF -STATE		75,000			75,000	2058 1

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2022

The State Attorney's Office in the Second Judicial Circuit is requesting the re-approval of FY 2021-22 budget amendment numbered ATTY-002-012, B7029. This amendment moved \$75,000 in Operations budget authority to the Other Personal Services (OPS) category within the State Attorneys Revenue Trust Fund. The additional OPS trust fund authority is needed to continue the employment of certified legal interns to assist with the case backlog created by COVID-19.

Please reference corresponding issue code 160F020.

Summary: This is a new issue.

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TRANSFER FUNDS BETWEEN CATEGORIES						
- DEDUCT						160F020
SPECIAL CATEGORIES						100000
STATE ATTORNEY OPERATIONS						103225
STATE ATTNYS REVENUE TF -STATE		75,000-			75,000-	2058 1

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO



	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-2ND JUD CIRCUIT						21500200
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
ADJUSTMENTS TO CURRENT YEAR						
ESTIMATED EXPENDITURES						1600000
TRANSFER FUNDS BETWEEN CATEGORIES						
- DEDUCT						160F020

Amended 2022-23 Narrative after December 15, 2022

The State Attorney's Office in the Second Judicial Circuit is requesting the re-approval of FY 2021-22 budget amendment numbered ATTY-002-012, B7029. This amendment moved \$75,000 in Operations budget authority to the Other Personal Services (OPS) category within the State Attorneys Revenue Trust Fund. The additional OPS trust fund authority is needed to continue the employment of certified legal interns to assist with the case backlog created by COVID-19.

Please reference corresponding issue code 160F010.

Summary: This is a new issue.

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EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021

STATE ATTNYS REVENUE TF	-STATE	96,000	96,000	96,000		2058	1
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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

The State Attorney, Second Judicial Circuit, requests funding for replacement of 3 vehicles assigned to investigators and/or assistant state attorneys for use in their assigned duties. Assistant state attorneys are required to travel for depositions and trials within the circuit, which includes the 6 counties of Leon, Jefferson, Gadsden, Wakulla, Liberty and Franklin. Vehicles are also used to respond to violent crime scenes on a 24/7 basis. The immediate response is critical to a successful investigation and prosecution. These vehicles are necessary in the performance of our critical mission. The FY 22/23 funding request is calculated using a price of \$32,000 per vehicle.

The following vehicles meet the Minimum Replacement Criteria set by the Florida Department of Management Services and qualify for replacement. Each vehicle either has anticipated mileage in excess of 120,000 miles as set forth below or is 12 or more years old, and therefore has a Replacement Eligibility Factor qualifying for a "Dropdead Value".

COL A12	COL A14	COL A15	COL A16	COL A14-A12	
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT

JUSTICE ADMINISTRATION 21000000  
 STATE ATTORNEYS 21500000  
 PGM: SA-2ND JUD CIRCUIT 21500200  
 PUBLIC PROTECTION 12  
 LEGAL REPRESENTATION 1203.00.00.00  
 EQUIPMENT NEEDS 2400000  
 REPLACEMENT OF MOTOR VEHICLES 2401500

YEAR MAKE/MODEL	VEHICLE ID#	MILEAGE
2013 Chevrolet Caprice	6G1MK5U35DL826324	121,000
2013 Ford Fusion	3FA6POHRXDR373356	121,000
2014 Ford Interceptor	1FAHP2MK5EG170266	122,000

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OTHER PROGRAMS					4200000
ATTORNEY RECRUITMENT AND RETENTION					4206A00
SALARY RATE					000000
SALARY RATE.....	460,000			460,000	
=====					
SALARIES AND BENEFITS					010000
GENERAL REVENUE FUND -STATE	628,636			628,636	1000 1
=====					
TOTAL: ATTORNEY RECRUITMENT AND RETENTION					4206A00
TOTAL ISSUE.....	628,636			628,636	
TOTAL SALARY RATE.....	460,000			460,000	
=====					

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021

Recruitment and retention of Assistant State Attorney (ASA) FTE is a major priority for the State Attorney's Office for the Second Judicial Circuit (SA2) and the Florida Prosecuting Attorney Association (FPAA). In order to keep current ASA FTE and recruit new ASA FTE, the FPAA is requesting a \$10,000 pay increase for all current ASA FTE and an increase in starting pay for ASA FTE by \$10,000. Furthermore, the FPAA is requesting that each State Attorney be given authority to grant pay adjustments to address recruitment, retention, or pay inequities from within the requested resources.

ASAs are leaving public service faster than they can be trained and replaced. Private law firms are paying significantly

COL A12	COL A14	COL A15	COL A16	COL A14-A12	CODES
AGY FIN REQ FY 2022-23 POS AMOUNT	AGY AMD REQ FY 2022-23 POS AMOUNT	AGY AMD N/R FY 2022-23 POS AMOUNT	AGY AMD ANZ FY 2022-23 POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23 POS AMOUNT	
					21000000
					21500000
					21500200
					12
					<u>1203.00.00.00</u>
					4200000
					4206A00

JUSTICE ADMINISTRATION  
 STATE ATTORNEYS  
 PGM: SA-2ND JUD CIRCUIT  
 PUBLIC PROTECTION  
 LEGAL REPRESENTATION  
 OTHER PROGRAMS  
 ATTORNEY RECRUITMENT AND RETENTION

more than the starting salaries approved by the Florida legislature, and SA2 and the other offices of the FPAA are finding it increasingly difficult to compete for talent. At last count, Florida has over 270 ASA FTE vacancies and the numbers increase daily as potential hires and trial experienced ASAs are lured away to the private law firms that can pay higher salaries. High turnover rates create situations where attorneys handle serious felony cases long before they are ready to do so.

As of the time of this request, SA2 has 46 ASA FTE positions with current salary & benefits set at a total of \$4,881,069, which includes \$3,135,097 in salary rate and \$1,745,972 in benefits. A \$10,000 pay increase for SA2's ASA FTE positions would be \$628,636, which includes \$460,000 in salary rate and \$168,636 in benefits. A \$10,000 pay increase for starting salary would increase the starting salary for ASA FTE from \$50,000 to \$60,000.

Public safety is the number one priority for SA2. The requested pay increases will provide SA2 and all the agencies in the FPAA with much needed help in keeping our trained staff and recruiting new staff against the recruiting efforts of the private sector.

Summary: this is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE N0001 001	0.00	460,000	168,636	628,636	0.00	628,636
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND	0.00	460,000	168,636	628,636		628,636

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	POS	POS	POS	POS	AMOUNT
	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-2ND JUD CIRCUIT						21500200
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
TOTAL: LEGAL REPRESENTATION						1203.00.00.00
BY FUND TYPE						
GENERAL REVENUE FUND		628,636			628,636	1000
TRUST FUNDS	96,000	96,000	96,000			2000
TOTAL PROG COMP.....	96,000	724,636	96,000		628,636	
TOTAL SALARY RATE.....		460,000			460,000	
	=====	=====	=====	=====	=====	

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-3RD JUD CIRCUIT						21500300
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
STATE ATTNYS REVENUE TF -STATE	60,000	60,000	60,000			2058 1

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO

The State Attorney's Office, Third Judicial Circuit encompasses the 7 counties of Columbia, Dixie, Hamilton, Lafayette, Madison, Suwannee, and Taylor. While the office provides prosecution services in 7 counties, offices are only located in four of those counties: Columbia, Dixie, Suwannee, and Taylor. This office maintains a pool of state owned vehicles for employees to use for their travel to courthouses in other counties, depositions, victim interviews, and meetings with law enforcement related to cases. In addition, employees who are traveling to training throughout the state may use a state vehicle to avoid reimbursement of mileage for use of a privately owned vehicle.

For Fiscal Year 2022-2023, two (2) vehicles will meet the replacement criteria that has been set by Department of Management Services, Bureau of Motor Vehicles. It is imperative that this office have an adequate pool of reliable vehicles for travel between the 7 counties of this circuit and other areas of the state as necessary.

The vehicles meeting replacement criteria are:  
 State Vehicle # YI197, 2015 Chevrolet Impala, VIN # 2G1WA5E36F1121077. This vehicle has 126,637 miles as of 6/30/2021. It was requested to be replaced in FY 2020-2021 but due to budget constraints related to the 6% holdback and unstable revenues, this agency was not able to replace the vehicle.

State Vehicle # 24381, 2010 Ford Taurus, VIN # 1FAHP2DW7AG168869. This vehicle will meet the drop-dead age requirement of 12 years in Fiscal Year 2022 - 2023. This request is for two (2) Dodge Charger vehicles at \$30,000 each.

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23	CODES
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-3RD JUD CIRCUIT						21500300
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		290,000			290,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		396,314			396,314	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		396,314			396,314	
TOTAL SALARY RATE.....		290,000			290,000	
=====						

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 2022-23 Amended Narrative after December 15, 2021

Recruitment and retention of Assistant State Attorney (ASA) FTE is a major priority for the State Attorney's Office for the Third Judicial Circuit (SA3) and the Florida Prosecuting Attorney Association (FPAA). In order to keep current ASA FTE and recruit new ASA FTE, the FPAA is requesting a \$10,000.00 pay increase for all current ASA FTE and an increase in starting pay for ASA FTE by \$10,000.00. Furthermore, the FPAA is requesting that each State Attorney be given authority to grant pay adjustments to address recruitment, retention, or pay inequities from within the requested resources.

ASAs are leaving public service faster than they can be trained and replaced. Private law firms are paying significantly more than the starting salaries approved by the Florida legislature, and SA3 and the other offices of the FPAA are finding it increasingly difficult to compete for talent. At last count, Florida has over 270 ASA FTE vacancies and the numbers increase daily as potential hires and trial experienced ASAs are lured away to the private law firms that can pay higher salaries. High turnover rates create situations where attorneys handle serious felony cases long before they are ready to do so. SA3 currently has 7 vacant ASA FTE positions that must be filled to adequately fulfill SA3's constitutional duties and the turnover rate is not improving.

As of the time of this request, SA3 has 22 filled ASA FTE positions with current salary & benefits set at a total of \$2,125,835., which includes \$1,555,565 in salary rate and \$570,270 in benefits. A \$10,000.00 pay increase for SA3's filled ASA FTE positions would be \$300,652, which includes \$220,000 in salary rate and \$80,652 in benefits. At the time

COL A12	COL A14	COL A15	COL A16	COL A14-A12	
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION					21000000
STATE ATTORNEYS					21500000
PGM: SA-3RD JUD CIRCUIT					21500300
PUBLIC PROTECTION					12
LEGAL REPRESENTATION					1203.00.00.00
OTHER PROGRAMS					4200000
ATTORNEY RECRUITMENT AND RETENTION					4206A00

of this request, SA3 has 7 vacant ASA FTE positions that must be filled to properly execute SA3's constitutional duties. A \$10,000.00 pay increase for starting salary would increase the starting salary for ASA FTE from \$50,000.00 to \$60,000.00. If SA3's vacant ASA FTE positions are filled at the requested increase to \$60,000, the additional money needed to cover the increase by \$10,000.00 per position would be \$95,662, which includes \$70,000.00 in salary rate and \$25,662 in benefits. Therefore, SA3 is requesting \$396,314 which includes \$290,000 in salary rate and \$106,314 in benefits, to provide a \$10,000.00 pay increase to our 22 filled ASA FTE positions and 7 vacant ASA FTE positions for recruitment and retention purposes.

Public safety is the number one priority for SA3. The requested pay increases will provide SA3 and all the agencies in the FPAA with much needed help in keeping our trained staff and recruiting new staff against the recruiting efforts of the private sector.

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0001 001	0.00	290,000	106,314	396,314	0.00	396,314
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						396,314
	0.00	290,000	106,314	396,314		396,314

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
						AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-3RD JUD CIRCUIT						21500300
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
TOTAL: LEGAL REPRESENTATION						1203.00.00.00
BY FUND TYPE						
GENERAL REVENUE FUND		396,314			396,314	1000
TRUST FUNDS	60,000	60,000	60,000			2000
TOTAL PROG COMP.....	60,000	456,314	60,000		396,314	
TOTAL SALARY RATE.....		290,000			290,000	
	=====	=====	=====	=====	=====	



	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-4TH JUD CIRCUIT						21500400
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
GENERAL REVENUE FUND -STATE	150,000	150,000	150,000			1000 1

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

The State Attorney's Office in the 4th Judicial Circuit is requesting General Revenue Funds to purchase 5 vehicles to replace its current aging fleet. Each replacement vehicle is estimated to cost \$30,000. The vehicles listed below each meet one of the two DMS criteria for replacement (10 years or 120,000 miles).

Asset #	Year	VIN	Mileage
2817	2011	2G1WF5EK0B1168446	142,012
3016	2012	2G1WF5E37C1190888	144,000
3179	2013	2G1WF5E39D1145484	135,406
3321	2014	2G1WD5E33E1160067	130,121
3631	2013	2GKFLTEK5D6226937	180,376

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-4TH JUD CIRCUIT						21500400
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
AGENCY-WIDE INFORMATION TECHNOLOGY						3620000
ELECTRONIC CASE MANAGEMENT						36230C0
SPECIAL CATEGORIES						100000
STATE ATTORNEY OPERATIONS						103225
FORFEIT/INVES SUPPORT TF -STATE		800,000	800,000		800,000	2316 1

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? YES

2022-23 Amended Narrative Request after December 15, 2021

The State Attorney's Office seeks funding to migrate to a new case management system. The current case management system, STAC, was implemented in 2003. In 2017, the MacArthur Foundation selected the office as part of a grant project for its Safety and Justice Challenge to develop prosecutorial performance indicators or PPIs. PPIs are data points prosecutors can use to create data-driven policies and measure changes over time. An objective of the project was to transform our case management system into an analytical tool. Along with offices in Chicago, Milwaukee, and Tampa, we developed a data dashboard to meet the objective. This project culminated in the publication of the State Attorney's Office data dashboard (<https://sao4thdatadashboard.com/>) in late 2020.

In response to the pandemic, the office moved toward a paperless filing system and greater paperless and file-less options while employees worked remotely. The office added a digital portal for electronic discovery. However, as the office focuses on data-driven policies and greater paperless and file-less solutions, the need for a new case management system becomes more evident. Moreover, with attorneys, investigators, paralegals, victim advocates, and clerical staff using one system, the need to change the user interface for each group is significant, and the capacity of our current system to make these changes is limited.

The State Attorney's Office began receiving quotes from national vendors for a new case management system last October and November. On average, the cost to implement a new case management system for an office the size of the Fourth Judicial Circuit is approximately \$600,000 to \$800,000. For example, a national company with many years of experience developing case management systems for prosecutors quoted the State Attorney's Office implementation cost of a new case management system at almost \$600,000 with an annual support fee of \$135,000. While this vendor's product has not yet been implemented in Florida but is used by over 350 agencies in 29 states. In a recent demonstration, it is clear the product provides the most current case management technology available and is superior to our current system. It provides cloud-based hosting, which allows for greater resiliency, storage growth, and data stability. The eDiscovery portal allows our office to share discovery both reports and digital media directly with defense attorneys. Unlike our



COL A12	COL A14	COL A15	COL A16	COL A14-A12	
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23	CODES
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION					21000000
STATE ATTORNEYS					21500000
<u>PGM: SA-4TH JUD CIRCUIT</u>					21500400
PUBLIC PROTECTION					12
<u>LEGAL REPRESENTATION</u>					<u>1203.00.00.00</u>
OTHER PROGRAMS					4200000
SALARY AND BENEFITS ADJUSTMENT					4205A40

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 2022-23 Amended Narrative after December 15, 2021

Florida's state prosecutors represent the State of Florida in the prosecution of all criminal matters in their respective circuits, ranging from theft and fraud, child molestation, sexual assault, public corruption to capital murder. Like our law enforcement partners, prosecutors are charged with protecting the public, maintaining public safety, upholding the rule of law, and respecting the constitutional rights of all Floridians. While law enforcement officers make arrests and seek to solve crime, it is our state's prosecutors who are ultimately responsible for ensuring the guilty are held accountable and that dangerous and violent offenders are incapacitated. In this Freedom First Budget, Governor DeSantis proposed an increase of up to 25% for law enforcement officers. The Fourth Judicial Circuit seeks consideration of the same for its prosecutors commensurate with the 25% increase proposed for law enforcement in the Governor's proposed budget. Providing this increase will make salaries competitive with the rest of the country and acknowledge the significant workload increase shouldered by our current prosecutors. However, our state prosecutor's average salary is the forty-seventh (47th) lowest in the nation (and \$16,000.00 below the national average salary of their peers). Florida's average salary (across all prosecutors in the state) is \$6,000.00 lower than the starting national average starting prosecutor salary. Our prosecutor salaries are also lower than other public sector legal jobs within the state. In Jacksonville, the starting salary for our prosecutors is \$13,000-14,000 lower than the starting salary for attorney positions in our city's Office of General Counsel or the Attorney General's Office.

Additionally, the pandemic-related increase of our state's prosecutor workloads warrants their inclusion in your budget. In Duval County, felony case counts have increased by 40% since March 2020 a surge replicated across the state. In just the first six months of 2021, our office received over 30,000 criminal referrals. Several prosecutors in our office are currently carrying felony caseloads in excess of 100 cases. In July 2021, the state's trial courts estimated almost 1 million pending cases "above normal" and expect that "above normal" number to remain over 700,000 cases in 2022. This backlog is predicted to remain our new reality for years to come. These cases and the victims represented in these cases deserve the same attention and quality of service as provided in any other case. Moreover, unique to Jacksonville is the cost of its housing market. According to Zillow.com, Jacksonville's housing market is expected to be the second most active in the country, and it predicts Duval County home values will jump 22% through November. The average home value in Jacksonville is slightly more than \$300,000. The Jacksonville News and Daily record reported that Jacksonville saw a record increase in 2021 of 22% year over year of rent growth. According to the Florida Apartment Association, the average monthly rent in the Jacksonville area went from \$1,125 in 2020 to \$1,411 in 2022. At the current starting salary of \$50,000, recruiting and retaining newly admitted attorneys is challenging when a significant portion of their monthly salary is devoted to housing costs.

COL A12	COL A14	COL A15	COL A16	COL A14-A12	
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION					21000000
STATE ATTORNEYS					21500000
PGM: SA-4TH JUD CIRCUIT					21500400
PUBLIC PROTECTION					12
LEGAL REPRESENTATION					1203.00.00.00
OTHER PROGRAMS					4200000
SALARY AND BENEFITS ADJUSTMENT					4205A40

In addition to the funding request under issue code 4206A00, Attorney Recruitment and Retention, the State Attorney's Office requests that ASA FTE salaries should be raised commensurate with the Governor's proposed law enforcement increase to address both the low salary levels and the added housing cost of living in our circuit. This request would raise the starting salary for ASAs from 50,000 to 62,500 before benefits. The total cost of raising salaries \$12,500 per ASA would be \$2,015,736, \$1,475,000 in base pay and \$540,736 in additional benefits.

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0001 001	0.00	1,475,000	540,736	2,015,736	0.00	2,015,736
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						2,015,736
	0.00	1,475,000	540,736	2,015,736		2,015,736

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-4TH JUD CIRCUIT						21500400
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		1,180,000			1,180,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		1,612,588			1,612,588	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		1,612,588			1,612,588	
TOTAL SALARY RATE.....		1,180,000			1,180,000	
=====						

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 2022-23 Amended Narrative after December 15, 2021

Recruitment and retention of Assistant State Attorney (ASA) FTE is a major priority for the State Attorney's Office for the Fourth Judicial Circuit (SA4) and the Florida Prosecuting Attorney Association (FPAA). In order to keep current ASA FTE and recruit new ASA FTE, the FPAA is requesting a \$10,000.00 pay increase for all current ASA FTE and an increase in starting pay for ASA FTE by \$10,000.00. Furthermore, the FPAA is requesting that each State Attorney be given authority to grant pay adjustments to address recruitment, retention, or pay inequities from within the requested resources.

ASAs are leaving public service faster than they can be trained and replaced. Private law firms are paying significantly more than the starting salaries approved by the Florida legislature, and SA4 and the other offices of the FPAA are finding it increasingly difficult to compete for talent. At last count, Florida has over 270 ASA FTE vacancies and the numbers increase daily as potential hires and trial experienced ASAs are lured away to the private law firms that can pay higher salaries. High turnover rates create situations where attorneys handle serious felony cases long before they are ready to do so.

As of the time of this request, SA4 has 118 filled ASA FTE positions and 6 vacant ASA FTE positions. A \$10,000.00 pay increase for starting salary would increase the starting salary for ASA FTE from \$50,000.00 to \$60,000.00. If SA4's vacant ASA FTE positions are filled at the requested increase to \$60,000, additional money is needed to cover the increase by \$10,000.00 per position. Therefore, SA4 is requesting an increase in salary rate and in benefits, to provide

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-4TH JUD CIRCUIT						21500400
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

a \$10,000.00 pay increase to our 118 filled ASA FTE positions and the 6 vacant ASA FTE positions for recruitment and retention purposes.

Public safety is the number one priority for SA4 and the FPAA. The requested pay increases will provide SA4 and all the agencies in the FPAA with much-needed help in keeping our trained Assistant State Attorney FTE and recruiting new Assistant State Attorney FTE against the recruiting efforts of the private sector.

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	1,180,000		432,588	1,612,588	0.00	1,612,588
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							1,612,588
	0.00	1,180,000		432,588	1,612,588		1,612,588

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
						AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-4TH JUD CIRCUIT						21500400
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
TOTAL: LEGAL REPRESENTATION						1203.00.00.00
BY FUND TYPE						
GENERAL REVENUE FUND	150,000	3,778,324	150,000		3,628,324	1000
TRUST FUNDS		800,000	800,000		800,000	2000
TOTAL PROG COMP.....	150,000	4,578,324	950,000		4,428,324	
TOTAL SALARY RATE.....		2,655,000			2,655,000	
	=====	=====	=====	=====	=====	



	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-5TH JUD CIRCUIT						21500500
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
STATE ATTNYS REVENUE TF -STATE	136,000	136,000	136,000			2058 1

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

The State Attorney's Office, Fifth Judicial Circuit is requesting (4) replacement vehicles. The Fifth Circuit covers 4,558 square miles including five counties. To serve this area and conduct business for the State, the State Attorney maintains a fleet of vehicles which are used by attorneys, investigators, and victim-witness coordinators for locating, interviewing and transporting victims and witnesses. Vehicles are also used to carry out various administrative duties. Of the vehicles in this fleet, three currently have a combined mileage of 398,338 and one is 20 years old. In the near future these vehicles will have to be retired due to the costly repairs and maintenance. The only current alternative is to pay employees \$.445 cent per mile for the use of private vehicles.

SA05 is requesting to purchase (4) 2021 Ford Explorer 4FWD XLT (K8D). The Explorer's will also be used to investigate and evaluate crime scenes in rural areas. The need for a front wheel drive vehicle is warranted because the counties cover approximately 1,500 acres of The Ocala National Forest and many other areas that require 4-wheel drive to access. These rural roads are comprised of sand, mud, gravel and various unimproved roads which a 4-wheel drive vehicle is better equipped to handle.

(4) 2021 Ford Explorer's 4WD \$34,000 each.

Year	Make/Model	VIN	Actual Mileage
2001	Ford	1FAFP522X1A254771	86,387
2003	Chevy Impala	2G1WF52E639373013	167,520
2006	Ford Crown Victoria	2FAFP73V86X122739	84,946
2006	Ford Crown Victoria	2FAFP73V46X122740	145,872

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-5TH JUD CIRCUIT						21500500
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		1,110,000			1,110,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		1,516,926			1,516,926	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		1,516,926			1,516,926	
TOTAL SALARY RATE.....		1,110,000			1,110,000	
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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 2022-23 Amended Narrative after December 15, 2021

Recruitment and retention of Assistant State Attorney (ASA) FTE is a major priority for the State Attorney's Office for the Fifth Judicial Circuit (SA5) and the Florida Prosecuting Attorney Association (FPAA). In order to keep current ASA FTE and recruit new ASA FTE, the FPAA is requesting a \$10,000.00 pay increase for all current ASA FTE and an increase in starting pay for ASA FTE by \$10,000.00. Furthermore, the FPAA is requesting that each State Attorney be given authority to grant pay adjustments to address recruitment, retention, or pay inequities from within the requested resources.

ASAs are leaving public service faster than they can be trained and replaced. Private law firms are paying significantly more than the starting salaries approved by the Florida legislature, and SA5 and the other offices of the FPAA are finding it increasingly difficult to compete for talent. At last count, Florida has over 270 ASA FTE vacancies and the numbers increase daily as potential hires and trial experienced ASAs are lured away to the private law firms that can pay higher salaries. High turnover rates create situations where attorneys handle serious felony cases long before they are ready to do so. SA5 currently has 16 vacant ASA FTE positions that must be filled to adequately fulfill SA5's constitutional duties and the turnover rate is not improving.

In order to accomplish this issue, the additional cost for the 95 filled ASA positions would be \$1,298,270, which includes \$950,000 in salary rate and benefits of \$348,270. At the time of this request, SA5 has 16 vacant ASA FTE positions that must be filled to properly execute SA5's constitutional duties. A \$10,000.00 pay increase for starting

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
						AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-5TH JUD CIRCUIT						21500500
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

salary would increase the starting salary for ASA FTE from \$50,000.00 to \$60,000.00. If SA5's vacant ASA FTE positions are filled at the requested increase to \$60,000, the additional money needed to cover the increase would be \$218,656, which includes \$160,000 in salary rate and \$58,656.

Public safety is the number one priority for SA5 and the FPAA. The requested pay increases will provide SA5 and all of the agencies in the FPAA with much-needed help in retention of our trained Assistant State Attorneys and recruiting new ones in a competitive fashion against the private sector.

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	1,110,000		406,926	1,516,926	0.00	1,516,926
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							1,516,926
	0.00	1,110,000		406,926	1,516,926		1,516,926

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	POS	POS	POS	POS	AMOUNT
	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-5TH JUD CIRCUIT						21500500
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
TOTAL: LEGAL REPRESENTATION						1203.00.00.00
BY FUND TYPE						
GENERAL REVENUE FUND		1,516,926			1,516,926	1000
TRUST FUNDS	136,000	136,000	136,000			2000
TOTAL PROG COMP.....	136,000	1,652,926	136,000		1,516,926	
TOTAL SALARY RATE.....		1,110,000			1,110,000	

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	POS	POS	POS	POS	AMOUNT
	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-6TH JUD CIRCUIT						21500600
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
STATE ATTNYS REVENUE TF -STATE	81,000	136,000	136,000		55,000	2058 1

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

REPLACE	ASSET	YEAR	MAKE/MODEL	VIN	EST MILEAGE	6/30/2023
2022-23	11600	2013	Dodge Charger	2C3CDXBG8DH535622	132,674	
2022-23	10976	2011	Chevy Impala	2G1WF5EK1B1173865	68,000	
2022-23	11604	2013	Dodge Charger	2C3CDXBG1DH535624	135,000	

The qualification for vehicle replacement is that vehicles have over 120,000 miles or aged over 12 years. Asset 11600 and 11604 qualify by mileage, and Asset 10976 qualifies by age.

The vehicles are necessary and are linked to agency activities: felony, misdemeanor, and juvenile prosecution.

Amended FY 2022 - 2023 Narrative after December 15, 2021

REPLACE	ASSET	#	YEAR	MAKE/MODEL	VIN	EST MILEAGE	6/30/2022
2022-23	11600		2013	Dodge Charger	2C3CDXBG8DH535622	132,674	
2022-23	10976		2011	Chevy Impala	2G1WF5EK1B1173865	65,690	
2022-23	11604		2013	Dodge Charger	2C3CDXBG1DH535624	135,000	
2022-23	11626		2013	Dodge Charger	2C3CDXBG4DH655563	142,000	

This is an amended issue code 2401500 for Replacement Equipment - Motor Vehicles. The amended issue is to add an additional vehicle and request additional funds to purchase replacement motor vehicles.

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
<u>PGM: SA-6TH JUD CIRCUIT</u>										21500600
PUBLIC PROTECTION										12
<u>LEGAL REPRESENTATION</u>										<u>1203.00.00.00</u>
EQUIPMENT NEEDS										2400000
REPLACEMENT OF MOTOR VEHICLES										2401500

The State of Florida's purchasing contract for vehicles was released on November 17, 2021, and there was a significant increase in purchase price for several vehicles. This amended issue is being submitted to add a 2013 Dodge Charger (VIN# 2C3CDXBG4DH655563) that we were not able to purchase during fiscal year 2021-2022 because the price is now more than the authority granted to us in Trust authority to make the purchase. We were given authority of \$25,000.00 to make this purchase but the price pursuant to the State of Florida purchasing contract for a Dodge Charger is now \$29,375.00.

With the increase in price, we are requested additional authority to purchase each of the replacement motor vehicles, included the added motor vehicle. The authority requested is Trust authority as we will be purchasing these replacement motor vehicles with Trust money.

The qualification for vehicle replacement is that vehicles have over 120,000 miles or aged over 12 years. Asset #s 11626, 11600, & 11604 qualify by mileage, and Asset # 10976 qualifies by age.

The vehicles are necessary and are linked to agency activities: felony, misdemeanor, and juvenile prosecution.

Summary:

SA06 requests an increase of \$55,000 in the acquisition of motor vehicles appropriation category to cover the increased cost of the original requested vehicles as well as replace an additional vehicle.

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COL A12	COL A14	COL A15	COL A16	COL A14-A12	
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23	CODES
POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	
					21000000
					21500000
					21500600
					12
					<u>1203.00.00.00</u>
					3000000
					3000080
					010000
	15.00			15.00	

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 Amended 2022-23 Narrative after December 15, 2021

The State Attorney's Office in the 6th Judicial Circuit is requesting authority for 15.00 additional FTE, Assistant State Attorney positions, with zero fiscal impact. The reason for the increase in this specific FTE is the continued population growth of the Sixth Judicial Circuit and the corollary increase in workload. With the current population and caseload increases, our office needs additional Assistant State Attorney FTE to keep up with the workload. In particular, the caseloads in Pasco County have increased to a point that additional FTE is an absolute necessity.

The Sixth Judicial Circuit is growing exponentially. According to The Florida Legislature's Office of Economic and Demographic Research's published county population estimates, in 2012, Pasco County had a population of 468,562 and Pinellas County had a population of 920,381. According to The Florida Legislature's Office of Economic and Demographic Research's published county population estimates, in 2020, Pasco County had a population of 542,638 and Pinellas County had a population of 984,054. This is a total estimated population increase of 137,749 residents in the Sixth Judicial Circuit. With the current rate of population increase and the visible construction boom in both Pasco and Pinellas counties, the population of the Sixth Circuit will continue to skyrocket.

With the rise in population, there has been a corollary and exponential rise in caseloads. Our office has had to expand existing specialty divisions in our Pinellas County office with additional, seasoned Assistant State Attorneys due to increased caseloads that involve complex cases. With the increase in population in Pasco alone, the increase in caseloads requires us to create new FTE Assistant State Attorney positions to meet the increased workload and the need to create specialized divisions with additional, seasoned Assistant State Attorneys to keep Pasco County safe.

As of November 30, 2021, there were 18,492 total active, pending felony and misdemeanor cases in our office. Of that total, 7,029 cases are in Pasco county which is 38% of the total Circuit workload. There are currently no specialized divisions in Pasco County. In Pinellas County, the current caseloads in specialized divisions, which includes the Career

COL A12	COL A14	COL A15	COL A16	COL A14-A12	
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
					CODES
JUSTICE ADMINISTRATION					21000000
STATE ATTORNEYS					21500000
PGM: SA-6TH JUD CIRCUIT					21500600
PUBLIC PROTECTION					12
LEGAL REPRESENTATION					1203.00.00.00
WORKLOAD					3000000
INCREASED CURRENT PROSECUTION					3000080

Criminal Division (301), the Sex Crimes Division (167), the White Collar and Consumer Fraud Divisions (120), and the Gang Prosecution Division (269), has a total caseload of 857 cases. These specialized divisions have a combined total of 14 assigned FTE Assistant State Attorney positions. The cases handled by these specialized divisions are complex, felony cases and require extra work and attention per case. In Pasco County, there were 2,495 pending felony cases on December 31, 2012, and as of November 30, 2021, there were 4,200 pending felony cases for a 59% increase in felony workload alone.

Our Office currently is authorized to have 187 Assistant State Attorney FTE positions and we currently have 172 of those positions filled. Due to the pandemic and the corresponding problems with recruiting new attorneys, we are in a crunch with positions if we once again become fully staffed by filling the entry-level Assistant State Attorney vacancies. Especially with the need for creating specialized divisions in our Pasco office, the need to increase Assistant State Attorney FTE in our office is urgent. We do not currently need to request any addition money, and therefore, are only requesting authority for the FTE.

Summary: This is a new issue

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POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
NEW POSITIONS						
6901 ASSISTANT STATE ATTORNEY-OVER MILLION						
N0001 001	15.00				0.00	
TOTALS FOR ISSUE BY FUND	15.00					

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23	AGY FIN REQ FY 2022-23
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT
	=====	=====	=====	=====	=====	=====
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-6TH JUD CIRCUIT						21500600
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
WORKLOAD						3000000
STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS						3001060
SALARY RATE						000000
SALARY RATE.....	273,376	273,376				
	=====	=====	=====	=====	=====	=====
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	7.00 466,638	7.00 466,638				1000 1
	=====	=====	=====	=====	=====	=====
SPECIAL CATEGORIES						100000
STATE ATTORNEY OPERATIONS						103225
GENERAL REVENUE FUND -STATE	35,427	35,427	23,803			1000 1
	=====	=====	=====	=====	=====	=====
TR/DMS/HR SVCS/STW CONTRCT						107040
GENERAL REVENUE FUND -STATE	1,498	1,498				1000 1
	=====	=====	=====	=====	=====	=====
TOTAL: STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS						3001060
TOTAL POSITIONS.....	7.00	7.00				
TOTAL ISSUE.....	503,563	503,563	23,803			
TOTAL SALARY RATE.....	273,376	273,376				
	=====	=====	=====	=====	=====	=====

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

If additional criminal judges are appointed and criminal divisions created, it will become necessary for the State Attorney to staff them accordingly. This request reflects the resources necessary for the State Attorney to staff one newly created criminal division based on the Florida Prosecuting Attorney's Association (FPAA) model. This configuration will need to be repeated for each new criminal division created in the Sixth Judicial Circuit.

Link to Agency Activities: Felony, misdemeanor, and juvenile prosecution.

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-6TH JUD CIRCUIT						21500600
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
WORKLOAD						3000000
STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS						3001060

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2022-23							
NEW POSITIONS							
6112 LEGAL ASSISTANT/SECRETARY II N0002 001	2.00	52,758		38,804	91,562	0.00	91,562
6561 WITNESS COORDINATOR I N0003 001	1.00	20,614		18,337	38,951	0.00	38,951
6901 ASSISTANT STATE ATTORNEY-OVER MILLION N0001 001	4.00	200,004		136,121	336,125	0.00	336,125
TOTALS FOR ISSUE BY FUND 1000 GENERAL REVENUE FUND	7.00	273,376		193,262	466,638		466,638

A14 - AGY AMD REQ FY 2022-23

NEW POSITIONS							
6112 LEGAL ASSISTANT/SECRETARY II N0002 001	2.00	52,758		38,804	91,562	0.00	91,562
6561 WITNESS COORDINATOR I N0003 001	1.00	20,614		18,337	38,951	0.00	38,951
6901 ASSISTANT STATE ATTORNEY-OVER MILLION N0001 001	4.00	200,004		136,121	336,125	0.00	336,125

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-6TH JUD CIRCUIT						21500600
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
WORKLOAD						3000000
STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS						3001060

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
NEW POSITIONS							
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							466,638
	7.00	273,376		193,262	466,638		466,638

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OTHER PROGRAMS							4200000
ATTORNEY RECRUITMENT AND RETENTION							4206A00
SALARY RATE							000000
SALARY RATE.....		1,840,000			1,840,000		
SALARIES AND BENEFITS							010000
GENERAL REVENUE FUND -STATE		2,514,544			2,514,544		1000 1
TOTAL: ATTORNEY RECRUITMENT AND RETENTION							4206A00
TOTAL ISSUE.....		2,514,544			2,514,544		
TOTAL SALARY RATE.....		1,840,000			1,840,000		

COL A12	COL A14	COL A15	COL A16	COL A14-A12	
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23	CODES
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION					21000000
STATE ATTORNEYS					21500000
PGM: SA-6TH JUD CIRCUIT					21500600
PUBLIC PROTECTION					12
LEGAL REPRESENTATION					1203.00.00.00
OTHER PROGRAMS					4200000
ATTORNEY RECRUITMENT AND RETENTION					4206A00

AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

2022-23 Amended Narrative as of December 15, 2021

Recruitment and retention of Assistant State Attorney (ASA) FTE is a major priority for the State Attorney's Office for the Sixth Judicial Circuit (SA6) and the Florida Prosecuting Attorney Association (FPAA). In order to keep current ASA FTE and recruit new ASA FTE, the FPAA is requesting a \$10,000.00 pay increase for all current ASA FTE and an increase in starting pay for ASA FTE by \$10,000.00. Furthermore, the FPAA is requesting that each State Attorney be given authority to grant pay adjustments to address recruitment, retention, or pay inequities from within the requested resources.

ASAs are leaving public service faster than they can be trained and replaced. Private law firms are paying significantly more than the starting salaries approved by the Florida legislature, and SA6 and the other offices of the FPAA are finding it increasingly difficult to compete for talent. At last count, Florida has over 270 ASA FTE vacancies and the numbers increase daily as potential hires and trial experienced ASAs are lured away to the private law firms that can pay higher salaries. High turnover rates create situations where attorneys handle serious felony cases long before they are ready to do so. SA6 currently has 15 vacant ASA FTE positions that must be filled to adequately fulfill SA6's constitutional duties and the turnover rate is not improving.

As of the time of this request, SA6 has 169 filled ASA FTE positions with current salary & benefits set at a total of \$16,956,978.12, which includes \$12,408,150.24 in salary rate and \$4,548,827.88 in benefits. A \$10,000.00 pay increase for SA6's filled ASA FTE positions would be \$2,309,554.00, which includes \$1,690,000.00 in salary rate and \$619,554.00 in benefits. At the time of this request, SA6 has 15 vacant ASA FTE positions that must be filled to properly execute SA6's constitutional duties. A \$10,000.00 pay increase for starting salary would increase the starting salary for ASA FTE from \$50,000.00 to \$60,000.00. If SA6's vacant ASA FTE positions are filled at the requested increase to \$60,000, the additional money needed to cover the increase by \$10,000.00 per position would be \$204,990.00, which includes \$150,000.00 in salary rate and \$54,990.00 in benefits. Therefore, SA6 is requesting \$2,514,544.00, which includes \$1,840,000.00 in salary rate and \$674,544.00 in benefits, to provide a \$10,000.00 pay increase to our 169 filled ASA FTE positions and 15 vacant ASA FTE positions for recruitment and retention purposes.

Public safety is the number one priority for SA6 and the FPAA. The requested pay increases will provide SA6 and all the agencies in the FPAA with much-needed help in keeping our trained Assistant State Attorney FTE and recruiting new Assistant State Attorney FTE against the recruiting efforts of the private sector.

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS	AGY AMD REQ FY 2022-23	POS	AGY AMD N/R FY 2022-23	POS	AGY AMD ANZ FY 2022-23	POS	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
AMOUNT		AMOUNT		AMOUNT		AMOUNT		AMOUNT	AMOUNT	

JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
PGM: SA-6TH JUD CIRCUIT										21500600
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	1,840,000		674,544	2,514,544	0.00	2,514,544
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							2,514,544
	0.00	1,840,000		674,544	2,514,544		2,514,544

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TOTAL: LEGAL REPRESENTATION							1203.00.00.00
BY FUND TYPE							
GENERAL REVENUE FUND	503,563	3,018,107	23,803		2,514,544		1000
TRUST FUNDS	81,000	136,000	136,000		55,000		2000
TOTAL POSITIONS.....	7.00	22.00			15.00		
TOTAL PROG COMP.....	584,563	3,154,107	159,803		2,569,544		
TOTAL SALARY RATE.....	273,376	2,113,376			1,840,000		

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
						AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-7TH JUD CIRCUIT						21500700
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
STATE ATTNYS REVENUE TF -STATE	180,000	180,000	180,000			2058 1

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

The following vehicles meet the Minimum Replacement Criteria set by the Florida Department of Management Services and quality for replacement with the FY 19/20 budget year. Each vehicle has mileage in excess of 120,000 miles as set forth below, and has a Replacement Eligibility Factor of 999, qualifying for "Dropdead Value". These vehicles are necessary in the performance of SAO Seventh Circuit's critical mission that covers a four county area, much of it rural. Vehicles are used to respond to violent crime scenes on a 24/7 basis. Homicide scenes are often situated in remote, inaccessible areas, often at night requiring Investigators and Assistant State Attorneys to be capable of responding preloaded with the necessary equipment and supplies to conduct the investigation at all hours of the night. An immediate response to all violent crimes is critical for a successful investigation and prosecution. Vehicles are also used to locate fugitives, serve warrants, transport witnesses and evidence in our four county jurisdiction.

Link to Agency Activities: Felony, Misdemeanor, and Juvenile investigations and prosecutions

YEAR	MAKE/MODEL	VIN#	REPLACEMENT ELIGIBILITY FACTOR	MILEAGE
2017	FORD/EXPLORER	1FM5K7B84HGA04434	DROPDEAD 999	127,822
2013	FORD/TAURUS	1FAHP2D88EG171710	DROPDEAD 999	120,503
2013	CHEVY/IMPALA	2G1WF5E36D1144891	DROPDEAD 999	124,444
2014	FORD/TAURUS	1FAHP2D81EG171709	DROPDEAD 999	123,257

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23	AGY FIN REQ FY 2022-23
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-7TH JUD CIRCUIT						21500700
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
WORKLOAD						3000000
STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS						3001060
SALARY RATE						000000
SALARY RATE.....	319,456	319,456				
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	7.00 529,553	7.00 529,553				1000 1
SPECIAL CATEGORIES						100000
STATE ATTORNEY OPERATIONS						103225
GENERAL REVENUE FUND -STATE	34,727	34,727	23,803			1000 1
TR/DMS/HR SVCS/STW CONTRCT						107040
GENERAL REVENUE FUND -STATE	1,498	1,498				1000 1
TOTAL: STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS						3001060
TOTAL POSITIONS.....	7.00	7.00				
TOTAL ISSUE.....	565,778	565,778	23,803			
TOTAL SALARY RATE.....	319,456	319,456				

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Two new Judge positions have been added in the 7th Circuit in the past 3 years. It is necessary to fund these positions for the office to staff both divisions. This request reflects the resources necessary to staff both newly created Judgeships based on our experience within the Seventh Circuit. NDAA, and FPAA staffing models. The staffing model would need to be repeated if any further Judgeships are to be created in the future. However, the creation of this new Division to address the increased workload in the Circuit creates identical demand for resources from the office as the creation of a new Judgeship by the Legislature would create. The office does not have any excess staff to adequately cover this expansion

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
PGM: SA-7TH JUD CIRCUIT										21500700
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
WORKLOAD										3000000
STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS										3001060

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2022-23							
NEW POSITIONS							
6151 LEGAL ASSISTANT I N0002 001	2.00	41,228		36,675	77,903	0.00	77,903
6561 WITNESS COORDINATOR I N0003 001	1.00	20,614		18,337	38,951	0.00	38,951
6661 INVESTIGATOR I N0004 001	1.00	32,614		25,469	58,083	0.00	58,083
6901 ASSISTANT STATE ATTORNEY-OVER MILLION N0001 001	3.00	225,000		129,616	354,616	0.00	354,616
TOTALS FOR ISSUE BY FUND 1000 GENERAL REVENUE FUND	7.00	319,456		210,097	529,553		529,553

A14 - AGY AMD REQ FY 2022-23

NEW POSITIONS							
6151 LEGAL ASSISTANT I N0002 001	2.00	41,228		36,675	77,903	0.00	77,903
6561 WITNESS COORDINATOR I N0003 001	1.00	20,614		18,337	38,951	0.00	38,951
6661 INVESTIGATOR I N0004 001	1.00	32,614		25,469	58,083	0.00	58,083



	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-7TH JUD CIRCUIT						21500700
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
WORKLOAD						3000000
STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS						3001060

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
NEW POSITIONS							
6901 ASSISTANT STATE ATTORNEY-OVER MILLION							
N0001 001	3.00	225,000		129,616	354,616	0.00	354,616
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							529,553
	7.00	319,456		210,097	529,553		529,553

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OTHER PROGRAMS							4200000
ATTORNEY RECRUITMENT AND RETENTION							4206A00
SALARY RATE							000000
SALARY RATE.....		820,000			820,000		
SALARIES AND BENEFITS							010000
GENERAL REVENUE FUND -STATE		1,120,612			1,120,612		1000 1
TOTAL: ATTORNEY RECRUITMENT AND RETENTION							4206A00
TOTAL ISSUE.....		1,120,612			1,120,612		
TOTAL SALARY RATE.....		820,000			820,000		

COL A12	COL A14	COL A15	COL A16	COL A14-A12	
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23	CODES
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION					21000000
STATE ATTORNEYS					21500000
<u>PGM: SA-7TH JUD CIRCUIT</u>					21500700
<u>PUBLIC PROTECTION</u>					12
<u>LEGAL REPRESENTATION</u>					<u>1203.00.00.00</u>
OTHER PROGRAMS					4200000
ATTORNEY RECRUITMENT AND RETENTION					4206A00

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 2022-23 Amended Narrative after December 15, 2021

Recruitment and retention of Assistant State Attorney (ASA) FTE is a major priority for the State Attorney's Office for the Seventh Judicial Circuit (SA7) and the Florida Prosecuting Attorney Association (FPAA). In order to keep current ASA FTE and recruit new ASA FTE, the FPAA is requesting a \$10,000.00 pay increase for all current ASA FTE and an increase in starting pay for ASA FTE by \$10,000.00. Furthermore, the FPAA is requesting that each State Attorney be given authority to grant pay adjustments to address recruitment, retention, or pay inequities from within the requested resources.

ASAs are leaving public service faster than they can be trained and replaced. Private law firms are paying significantly more than the starting salaries approved by the Florida legislature, and SA7 and the other offices of the FPAA are finding it increasingly difficult to compete for talent. At last count, Florida has over 270 ASA FTE vacancies and the numbers increase daily as potential hires and trial experienced ASAs are lured away to the private law firms that can pay higher salaries. High turnover rates create situations where attorneys handle serious felony cases long before they are ready to do so. SA7 currently has 12 vacant ASA FTE positions that must be filled to adequately fulfill SA7's constitutional duties and the turnover rate is not improving.

As of the time of this request, SA7 has 70 filled ASA FTE positions with current salary & benefits set at a total of \$8,331,853 which includes \$6,125,774 in salary rate and \$2,205,279 in benefits. A \$10,000.00 pay increase for SA7's filled ASA FTE positions would be \$952,000.00, which includes \$700,000.00 in salary rate and \$256,620.00 in benefits. At the time of this request, SA7 has 12 vacant ASA FTE positions that must be filled to properly execute SA7's constitutional duties. A \$10,000.00 pay increase for starting salary would increase the starting salary for ASA FTE from \$50,000.00 to \$60,000.00. If SA7's vacant ASA FTE positions are filled at the requested increase to \$60,000, the additional money needed to cover the increase by \$10,000.00 per position would be \$163,992.00, which includes \$120,000.00 in salary rate and \$43,992.00 in benefits. Therefore, SA7 is requesting \$1,120,612.00, which includes \$820,000.00 in salary rate and \$300,612 in benefits, to provide a \$10,000.00 pay increase to our 70 filled ASA FTE positions and 12 vacant ASA FTE positions for recruitment and retention purposes.

Public safety is the number one priority for SA7. The requested pay increases will provide SA7 and all the agencies in the FPAA with much needed help in keeping our trained staff and recruiting new staff against the recruiting efforts of the private sector.

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
PGM: SA-7TH JUD CIRCUIT										21500700
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0001 001	0.00	820,000		300,612	1,120,612	0.00 1,120,612
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						
	0.00	820,000		300,612	1,120,612	1,120,612

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-7TH JUD CIRCUIT						21500700
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
SALARY RATE ADJUSTMENTS						51R0000
INCREASE CURRENT AUTHORIZED RATE						51R0100
SALARY RATE						000000
SALARY RATE.....		675,000			675,000	

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 2022-23 Amended Narrative after December 15, 2021

During this fiscal year we have experienced various issues including the increase in minimum wage, compression, retention of employees, inability to attract qualified job applicants, and of course covid. We have developed a strategy to address these issues in the coming fiscal year but to implement the plan we will require additional Rate. After filling the FTE's we are currently hiring for and making some salary adjustments we will have approximately \$45,000 Rate left. We have sufficient vacant positions (FTE's) as well as sufficient Authority and funding to meet our requested Rate increase. Cash balance for GDTF & SARTF is currently \$3,069,737, with \$2,510,132 in unused Salary Authority. We are committed to spend an additional \$800,000 this fiscal year in addition to the \$425,000 we have already spent on salaries, all of which we have sufficient Rate, Authority and funding for. We have sufficient funding and Authority to complete our strategy to perform our constitutional and statutory duties, but we do not have enough Rate. We had sufficient Rate in past years when we received increases in GDTF and SARTF funds and therefore did not request additional Rate at those times. However, since then we have used our Rate to address compression, covid and other issues. We receive approximately \$1,800,000 in Trust Funds annually, which with our Funding and Authority balances will completely fund and authorize our requested Rate increase of \$675,000. Therefore, we respectfully request an increase in our Rate of \$675,000 to implement our ongoing plan of addressing our staffing needs to perform the statutory and constitutional duties of the State Attorney's Office Seventh Circuit. We do not need any additional positions or authority.

Summary: This is a new issue.

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-7TH JUD CIRCUIT						21500700
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						<u>1203.00.00.00</u>
SALARY RATE ADJUSTMENTS						51R0000
INCREASE CURRENT AUTHORIZED RATE						51R0100

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA06 RATE ADJ - NO FTE - NO SALARY - NO BENEFITS							
N0001 001		675,000					
TOTAL SALARY RATE		675,000					
		=====	=====	=====	=====		=====

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TOTAL: LEGAL REPRESENTATION							<u>1203.00.00.00</u>
BY FUND TYPE							
GENERAL REVENUE FUND		565,778	1,686,390	23,803		1,120,612	1000
TRUST FUNDS		180,000	180,000	180,000			2000
TOTAL POSITIONS.....	7.00	7.00					
TOTAL PROG COMP.....		745,778	1,866,390	203,803		1,120,612	
TOTAL SALARY RATE.....	319,456	1,814,456				1,495,000	
		=====	=====	=====	=====	=====	

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-8TH JUD CIRCUIT						21500800
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
STATE ATTNYS REVENUE TF -STATE	170,000	170,000	170,000			2058 1

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

The State Attorney, Eighth Judicial Circuit, requests replacement of vehicles assigned to investigators and/or assistant state attorneys for use in their assigned duties, State Attorney Investigators are certified law enforcement officers and are available 24/7 to respond to crime scenes, conduct criminal investigations, locate and transport witnesses and victims for required criminal justice appearances and the serve subpoenas. Assistant State Attorneys are required to travel for depositions and trials within the Eighth Judicial Circuit which encompasses 3,466 square miles. This issue impacts all of our agency activities including Felony, Misdemeanor, Juvenile and Civil cases, therefore it is critical that we have sufficient funding to provide quality public safety. The following five vehicles either meet or will meet the Department of Management Services (DMS) replacement criteria by June 30, 2022.

Year	Make	Model	VIN#	Mileage as of 06/30/2021	Estimated Mileage 06/30/2022
2013	Ford	F150	1FTEX1EM7DKG12791	125,283	148,860
2013	Ford	F150	1FTEX1EM9DKG12792	113,141	123,641
2011	Chevrolet	Impala	2G1WF5EK5B1133840	113,973	122,000
2010	Chevrolet	Impala	2G1WA5EK8A1115278	120,564	129,558
2013	Chevrolet	Silverado	3GCPCSEAXDG195948	110,886	129,051

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-8TH JUD CIRCUIT						21500800
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
STATE FUNDING REDUCTIONS						3300000
REDUCE TRUST FUND AUTHORITY						3301510
SPECIAL CATEGORIES						100000
STATE ATTORNEY OPERATIONS						103225
FORFEIT/INVES SUPPORT TF -FEDERL	27,026-	27,026-				2316 3

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 The State Attorney, Eighth Judicial Circuit plans to fully expend the funds in this account during FY 2021-2022 to provide necessary equipment and programs for our Investigators needed to perform their duties. We do not expect to receive any additional funding during the next several years therefore we are requesting to reduce the authority in this fund by (\$27,026).  
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OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		575,000			575,000	
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		785,796			785,796	1000 1
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		785,796			785,796	
TOTAL SALARY RATE.....		575,000			575,000	

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 2022-23 Amended Narrative after December 15, 2021

Recruitment and retention of Assistant State Attorney (ASA) FTE is a major priority for the State Attorney's Office for

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
<u>PGM: SA-8TH JUD CIRCUIT</u>						21500800
PUBLIC PROTECTION						12
<u>LEGAL REPRESENTATION</u>						<u>1203.00.00.00</u>
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

the Eighth Judicial Circuit (SA8) and the Florida Prosecuting Attorney Association (FPAA). In order to keep current ASA FTE and recruit new ASA FTE, the FPAA is requesting a \$10,000.00 pay increase for all current ASA FTE and an increase in starting pay for ASA FTE by \$10,000.00. Furthermore, the FPAA is requesting that each State Attorney be given authority to grant pay adjustments to address recruitment, retention, or pay inequities from within the requested resources.

ASAs are leaving public service faster than they can be trained and replaced. Private law firms are paying significantly more than the starting salaries approved by the Florida legislature, and SA8 and the other offices of the FPAA are finding it increasingly difficult to compete for talent. At last count, Florida has over 270 ASA FTE vacancies and the numbers increase daily as potential hires and trial experienced ASAs are lured away to the private law firms that can pay higher salaries. High turnover rates create situations where attorneys handle serious felony cases long before they are ready to do so. SA8 currently has 11.50 vacant ASA FTE positions that must be filled to adequately fulfill SA8's constitutional duties and the turnover rate is not improving.

A \$10,000.00 pay increase for SA8's 46 filled ASA FTE positions would be \$628,636.00, which includes \$460,000.00 in salary rate and \$168,636.00 in benefits. At the time of this request, SA8 has 11.50 vacant ASA FTE positions that must be filled for to properly execute SA8's constitutional duties. A \$10,000.00 pay increase for starting salary would increase the starting salary for ASA FTE from \$50,000.00 to \$60,000.00. If SA8's vacant ASA FTE positions are filled at the requested increase to \$60,000, the additional money needed to cover the increase by \$10,000.00 per position would be \$157,159.00, which includes \$115,000.00 in salary rate and \$42,159.00 in benefits. Therefore, SA8 is requesting \$785,795.00, which includes \$575,000.00 in salary rate and \$210,795.00 in benefits, to provide a \$10,000.00 pay increase to our 46 filled ASA FTE positions and 11.50 vacant ASA FTE positions for recruitment and retention purposes.

Public safety is the number one priority for SA8. The requested pay increases will provide SA8 and all the agencies in the FPAA with much needed help in keeping our trained staff and recruiting new staff against the recruiting efforts of the private sector.

Summary: This is a new issue.

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-8TH JUD CIRCUIT						21500800
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	575,000		210,796	785,796	0.00	785,796
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							785,796
	0.00	575,000		210,796	785,796		785,796

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TOTAL: LEGAL REPRESENTATION							1203.00.00.00
BY FUND TYPE							
GENERAL REVENUE FUND		785,796				785,796	1000
TRUST FUNDS	142,974	142,974	170,000				2000
TOTAL PROG COMP.....	142,974	928,770	170,000			785,796	
TOTAL SALARY RATE.....		575,000			575,000		

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-9TH JUD CIRCUIT						21500900
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
STATE ATTNYS REVENUE TF -STATE	78,000	150,000	150,000		72,000	2058 1

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

The State Attorney's Office, Ninth Judicial Circuit is requesting \$78K to replace three motor vehicles. These vehicles will be approaching the 120,000 miles marker by June 30, 2022 as outlined in the Replacement Eligibility Factor (REF). These funds are available within the State Attorney Revenue Trust Fund, Cost of Prosecution. The three replacement vehicles are listed below:

Unit#	Year	Make/Model	VIN Number	Mileage as of 6/30/21	Est. Mileage as of 06/30/2022
14720	2013	Ford Taurus	1FAHP2D81DG144945	113,874	125,000
14738	2013	Ford Taurus	1FAHP2D87DG181689	114,411	127,000
14930	2015	Ford Taurus	1FAHP2D81FG132099	117,280	130,000

This issue supports all State Attorney activities.

The issue is for Orange and Osceola Counties.

3 @ \$26,000 = \$78,000

2022-23 Amended Narrative after December 15, 2021

The State Attorney's Office, Ninth Judicial Circuit is requesting \$150K to replace five motor vehicles. Three of the vehicles will be approaching the 120,000 miles marker by June 30, 2022 as outlined in the Replacement Eligibility Factor (REF). The two remaining vehicles do not meet the 120,000 mile marker however, the cars were totaled in two separate car accidents and per DMS, damaged beyond economical repair. These funds are available within our State Attorney Revenue

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-9TH JUD CIRCUIT						21500900
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500

Trust Fund, Cost of Prosecution. The five replacement vehicles are listed below:

Unit#	Year	Make/Model	VIN Number	Mileage as of 6/30/21	Est. Mileage as of 6/30/22
14720	2013	Ford Taurus	1FAHP2D81DG144945	113,874	125,000
14738	2013	Ford Taurus	1FAHP2D87DG181689	114,411	127,000
14930	2015	Ford Taurus	1FAHP2D81FG132099	117,280	130,000
16181	2016	Ford Fusion	3FA6P0G71GR398084	43,412	49,492
16180	2016	Ford Fusion	3FA6P0G71GR398103	47,952	48,337

This issue supports all State Attorney activities.  
 The issue is for Orange and Osceola Counties.  
 5 @ \$30,000 = \$150,000

Summary: SA09 is amending its original request for Motor Vehicle funding in the State Attorney Revenue Trust Fund to include additional funding for replacement of two additional vehicles. The amended request also increases per vehicle from \$26,000 to \$30,000 to account for the changes made in the State Term Contract for vehicle purchases.

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AGENCY-WIDE INFORMATION TECHNOLOGY						3620000
INFORMATION TECHNOLOGY NEEDS						36202C0
SPECIAL CATEGORIES						100000
STATE ATTORNEY OPERATIONS						103225

GENERAL REVENUE FUND	-STATE	287,000	287,000	287,000	1000	1
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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? YES

2022-23 Amended Narrative after December 15, 2021

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
<u>PGM: SA-9TH JUD CIRCUIT</u>										21500900
PUBLIC PROTECTION										12
<u>LEGAL REPRESENTATION</u>										<u>1203.00.00.00</u>
AGENCY-WIDE INFORMATION TECHNOLOGY										3620000
INFORMATION TECHNOLOGY NEEDS										36202C0

A. Summary of the Issue

The impact of digital evidence has been overwhelming, significantly increasing our workload and severely depleting our technological capacity to manage digital evidence. Most criminal cases received from law enforcement have body worn camera, dash cameras, or other video surveillance (especially retail stores with self-checkout surveillance and home surveillance like Nest Cams, Ring doorbell, etc.). To offer prospective, since just April 2021, there have been over 10,000+ cases with body cams evidence provided to our office, and each case typically has 5 or more videos for review, processing and management, that can last anywhere between 5 minutes to several hours.

The quality of video surveillance has also increased exponentially. Older store-surveillance systems would record at standard video resolution (at most 640x480 pixels) but now record in full HD or higher (1280x720 pixels and up). This means most newer surveillance systems produce much larger files. Body Worn Cameras also record in HD and above and produce larger file sizes. While the increase in the number of videos would already be a lot to ingest into our systems, the sizes of the videos add even more to the problem and increases cost to manage.

With respect to storing digital evidence, once we receive these files, we must store them for some time and cannot delete any files. The number and size of these files means we must increase our server storage capacity greatly. With one agency, OPD, we're storing about 50-70 GB a day of BWC (1.5 TB a month). Once we store the files, they must be backed up. That means for every 1 GB of BWC video we receive, we need 2 GB of storage space. This storage must be maintained and encrypted, which requires specialized staff. This also requires additional spending.

Further, redacting and converting videos has also become a much larger task. Many surveillance systems use proprietary formats, meaning that in order to redact things for trial, or to make it easier for a jury to watch, those videos need to be converted to a universal format. With the larger availability of surveillance systems, staff workload of converting videos has increased. The number of redactions needed has also increased greatly. Everybody camera on scene, every witness-captured cellphone video, every Ring camera is potentially a video that is going to need some redactions. Public Records requests for all these items also require reviewing, and possibly converting and redacting.

Lastly, our Assistant State Attorneys and dedicated staff members have to watch hours of videos for a single case since currently, almost all criminal incidents are captured on multiple BWC videos and other digital devices. Our multimedia team also must redact more videos than ever before for trial and court proceedings, since that evidence is necessary for most proceedings.

As such, our office must invest in upgraded hardware and software to be able to store and organize the significant increase in videos and other digital evidence, as well as reduce highly time-consuming manual tasks into rapid, automated, and auditable workflows. Our current system will not support this need.

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD ANZ FY 2022-23	AGY FIN REQ FY 2022-23	AGY FIN REQ FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	
JUSTICE ADMINISTRATION									21000000	
STATE ATTORNEYS									21500000	
<u>PGM: SA-9TH JUD CIRCUIT</u>									21500900	
PUBLIC PROTECTION									12	
<u>LEGAL REPRESENTATION</u>									<u>1203.00.00.00</u>	
AGENCY-WIDE INFORMATION TECHNOLOGY									3620000	
INFORMATION TECHNOLOGY NEEDS									36202C0	

B. Funding Request - Digital Evidence Solution (DES) Software System - \$287,000 (non-recurring)

Our office has vetted several providers of digital media solutions, and have identified NICE Public Safety, Inc. as the best option to resolve our digital media issues. Its Digital Evidence Solution (DES) will integrate with our in-house Case Management system (CM) and serve as a central point of collection, analysis and sharing of all types of digital evidence from all sources, enabling complete, fast, and secure information exchange among users from 9th Circuit Law Enforcement, State Attorney's Office, Public Defender, and Courts.

Specifically, this system will provide:

- uniform process of evidence collection from any number of law enforcement agencies, automatically organizing and standardizing all evidence items for centralized, synchronized viewing and playback.
  - comprehensive, automated evidence collection and automated case building via the integration to the State Attorney's Case Management system, while also leveraging intelligence and workflow automation throughout the evidence request and collection process.
  - staff will be able to rapidly assemble and share evidence for disclosure, with increased level of confidence in its completeness
- Regardless of the source and format of each evidence item (video, documents, images), NICE solutions provide universal, standardized viewing and playback for every authorized user at any stage of the process via automated transcoding; no need to search for countless video players and codecs.
- built-in tools for redaction of document and media evidence, along with clear, organized views of what has been collected and reviewed, expedite the preparation of disclosure packets.
  - built-in transcription services for audio and video evidence expedite the preparation of exhibits for court - a rare functionality in a DEMS solution.
  - video processing to standardize video from virtually any sources and formats, making it immediately, universally playable by any SA staff and their justice partners.
  - integrated sharing of discovery to Defense in a streaming and downloadable format minimizes follow-up communications

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-9TH JUD CIRCUIT						21500900
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
AGENCY-WIDE INFORMATION TECHNOLOGY						3620000
INFORMATION TECHNOLOGY NEEDS						36202C0

related to access and viewing of evidence.

As such, the 9th Circuit requests \$287,000 in non-recurring funds to implement the software for use. See attached NICE Public Safety, Inc. pricing sheet.

Summary: This is a new issue. It is submitted in conjunction with IC 5008010 - Body Camera Evidence Review.

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OTHER PROGRAMS						4200000
SALARY AND BENEFITS ADJUSTMENT						4205A40
SALARY RATE						000000
SALARY RATE.....		3,930,000			3,930,000	
	=====	=====	=====	=====	=====	
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		5,086,974			5,086,974	1000 1
	=====	=====	=====	=====	=====	
TOTAL: SALARY AND BENEFITS ADJUSTMENT						4205A40
TOTAL ISSUE.....		5,086,974			5,086,974	
TOTAL SALARY RATE.....		3,930,000			3,930,000	
	=====	=====	=====	=====	=====	

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

2022-23 Amended Narrative after December 15, 2021

The inability to recruit and retain Assistant State Attorneys and Support Staff is of ongoing critical concern for the 9th Judicial Circuit State Attorney's Office. Public safety is at risk. The COVID pandemic and labor market decreases has exacerbated the staffing shortages to critical levels. Prosecutor and support staff vacancies are at an all-time high and we cannot recruit or retain skilled prosecutors, or the staff they rely on, to assist our already traumatized victims and witnesses of crime.

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
PGM: SA-9TH JUD CIRCUIT										21500900
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
SALARY AND BENEFITS ADJUSTMENT										4205A40

Our Assistant State Attorneys (ASA) are willing to forego the much higher salaries they can earn in private practice, and exemplify the true meaning of public service. However, that should not mean that they have to take a vow of poverty. We cannot have an effective criminal justice system if we cannot recruit or retain skilled ASAs, especially when criminal caseloads have skyrocketed due to the pandemic. In the last year alone, the 9th Circuit has lost more than 46 prosecutors, and has not been able to recruit nearly that amount. Today, prosecutors who handle violent crime cases, such as attempted murders, aggravated assaults and rapes, have tried less than a handful of felony cases. Additionally, we have several support staff vacancies and receive resignations daily for higher paying jobs, and our remaining staff struggles to complete even the most critical tasks in a timely manner. Simply stated, starting salaries for all SAO team members need to be increased significantly.

In Orange County, the lack of proper funding is further compounded by the increasing cost-of-living. Orange County is recognized as the 22nd most expensive housing market in the United States, but our prosecutors start at \$24.00 per hour. This starting salary is the second lowest rate among big city prosecution offices (as highlighted by the National Jurist in an article titled, "Starting assistant DA salaries seem criminally low"). Our young lawyers are also often burdened with student loans surpassing \$120k and with increasing costs for rents and mortgages, food and clothing that they can barely afford. We recognize that increasing salaries is expensive, but the alternative is far more costly and far more dangerous to our community. The community depends on us for their safety and well-being.

The 9th Circuit completely supports the FPAA's request for \$10,000.00 increase per ASA FTE under issue code 4206A00, Attorney Recruitment and Retention. However, in addition, the 9th Circuit also requests that ASA FTE salaries be raised an additional \$15,000.00 per FTE (i.e., the ASA starting salary will be \$75,000) to address both the low salaries and the added high cost of living in our circuit. At the time of this request, the 9th Circuit has 158 ASA positions. The additional money needed to cover the increase of \$15,000 per ASA FTE would be \$3,238,842 which includes \$2,370,000 in salary rate and \$868,842, in retirement and Fica.

Additionally, the 9th Circuit requests \$8,000. per Support Staff FTE. At the time of this request, the 9th Circuit has 195 Support Staff positions. The additional money needed to cover the increase of \$8,000. per support staff FTE would be \$1,848,132 which includes \$1,560,000 in salary rate and \$288,132 in retirement and Fica. Therefore, the 9th Circuit requests funding in the amount of \$5,086,974 which includes \$3,930,000 in salary rate and \$1,176,974 in benefits to provide a \$15,000 per ASA FTE and \$8,000 per support staff FTE request.

This issue impacts the following activities of this agency: Violent Crime and Felony Prosecution, Misdemeanor Prosecution, Juvenile Prosecution, Investigations, Witness Coordination and Civil Prosecution.

Non Approval Impact statement: Non approval of this request will impair essential victim services to the citizens of the 9th Circuit in the investigation and prosecution of crimes.

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
PGM: SA-9TH JUD CIRCUIT										21500900
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
SALARY AND BENEFITS ADJUSTMENT										4205A40

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0002 001	0.00	1,560,000	288,132	1,848,132	0.00	1,848,132
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0001 001	0.00	2,370,000	868,842	3,238,842	0.00	3,238,842
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						5,086,974
	0.00	3,930,000	1,156,974	5,086,974		5,086,974

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-9TH JUD CIRCUIT						21500900
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		1,880,000			1,880,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		2,569,208			2,569,208	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		2,569,208			2,569,208	
TOTAL SALARY RATE.....		1,880,000			1,880,000	
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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 2022-23 Amended Narrative after December 15, 2021

Recruitment and retention of Assistant State Attorney (ASA) FTE is a major priority for the State Attorney's Office for the Ninth Judicial Circuit (SA9) and the Florida Prosecuting Attorney Association (FPAA). In order to keep current ASA FTE and recruit new ASA FTE, the FPAA is requesting a \$10,000.00 pay increase for all current ASA FTE and an increase in starting pay for ASA FTE by \$10,000.00. Furthermore, the FPAA is requesting that each State Attorney be given authority to grant pay adjustments to address recruitment, retention, or pay inequities from within the requested resources.

ASAs are leaving public service faster than they can be trained and replaced. Private law firms are paying significantly more than the starting salaries approved by the Florida legislature, and SA9 and the other offices of the FPAA are finding it increasingly difficult to compete for talent. At last count, Florida has over 270 ASA FTE vacancies and the numbers increase daily as potential hires and trial experienced ASAs are lured away to the private law firms that can pay higher salaries. High turnover rates create situations where attorneys handle serious felony cases long before they are ready to do so. SA9 currently has 30 vacant ASA FTE positions that must be filled to adequately fulfill SA9's constitutional duties and the turnover rate is not improving.

As of the time of this request, SA9 has 158 filled ASA FTE positions with current salary & benefits set at a total of \$16,111,720.71, which includes \$10,458,371.88 in salary rate and \$5,653,348.83 in benefits. A \$10,000.00 pay increase for

COL A12	COL A14	COL A15	COL A16	COL A14-A12	COL A14-A12	COL A14-A12	COL A14-A12	COL A14-A12	COL A14-A12	COL A14-A12	COL A14-A12	COL A14-A12
AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	AGY FIN REQ	AGY AMD REQ	AGY FIN REQ	AGY AMD REQ	AGY FIN REQ	AGY AMD REQ	AGY FIN REQ	AGY AMD REQ
FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
JUSTICE ADMINISTRATION												21000000
STATE ATTORNEYS												21500000
PGM: SA-9TH JUD CIRCUIT												21500900
PUBLIC PROTECTION												12
LEGAL REPRESENTATION												1203.00.00.00
OTHER PROGRAMS												4200000
ATTORNEY RECRUITMENT AND RETENTION												4206A00

SA9's filled ASA FTE positions would be \$2,159,228.00, which includes \$1,580,000.00 in salary rate and \$579,228.00 in benefits. At the time of this request, SA9 has 30 vacant ASA FTE positions that must be filled for to properly execute SA9's constitutional duties. A \$10,000.00 pay increase for starting salary would increase the starting salary for ASA FTE from \$50,000.00 to \$60,000.00. If SA9's vacant ASA FTE positions are filled at the requested increase to \$60,000, the additional money needed to cover the increase by \$10,000.00 per position would be \$409,980.00, which includes \$300,000.00 in salary rate and \$109,980.00 in benefits. Therefore, SA9 is requesting \$2,569,208.00, which includes \$1,880,000.00 in salary rate and \$649,711.00 in benefits, to provide a \$10,000.00 pay increase to our 158 filled ASA FTE positions and 30 vacant ASA FTE positions for recruitment and retention purposes.

Public safety is the number one priority for SA9. The requested pay increases will provide SA9 and all the agencies in the FPAA with much needed help in keeping our trained staff and recruiting new staff against the recruiting efforts of the private sector.

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0001 001	0.00	1,880,000	689,208	2,569,208	0.00	2,569,208
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						2,569,208
	0.00	1,880,000	689,208	2,569,208		2,569,208

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-9TH JUD CIRCUIT						21500900
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
IMPROVED PROGRAMS						5000000
STATE SPONSORED DAY CARE CENTER						5006010
SPECIAL CATEGORIES						100000
STATE ATTORNEY OPERATIONS						103225
GENERAL REVENUE FUND -STATE		380,000		380,000		380,000 1000 1

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 2022-23 Amended Narrative after December 15, 2021

A. Summary of the Issue

The inability to recruit and retain Assistant State Attorneys and Support Staff in the current overly competitive job market is of critical concern the 9th Circuit. In the last year alone, we have lost more than 46 prosecutors, and have not been able to recruit nearly that amount. 73% of those prosecutors have expressly stated that they have resigned for higher paying jobs and simply can't afford to live on a prosecutor's salary. Additionally, we also receive daily resignations by Support Staff who have been able to obtain higher paying jobs with less work and job stress.

The 9th Circuit is requesting funding to operate a State-Sponsored Day Care Center for the benefit of our employees in order to increase our ability to retain more employees. The more non-monetary benefits we can provide our employees, the more likely we are to retain them and recruit other qualified employees.

B. Monthly Child Care Costs

Monthly infant care in Florida costs an average of \$770 (and can go as high as \$1,050 per month). Florida prosecutor salaries start at \$50,000, the fifth lowest prosecutor salary in the nation. The average salary for our support staff is \$36,041 (similar to the median wage in Florida in 2018 which was \$34,560). As such, a family earning two median incomes would spend 13.3% of gross income on infant care services for one child, and a single parent would spend 26%. See Child Care Costs by State 2020 - Procure Solutions (procaresoftware.com)

If we could offer our employees an average stipend of \$7,000 8,000 a year for child-care, which would also be conveniently located at their place of employment, we would be able to compete with local employers and retain our talented prosecutors and support staff long term.

C. Budget Request Cost to Renovate Agency Space for Day Care Center \$207,000-280,000 (non-recurring)

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	POS	POS	POS	POS	CODES
	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT	
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-9TH JUD CIRCUIT						21500900
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						<u>1203.00.00.00</u>
IMPROVED PROGRAMS						5000000
STATE SPONSORED DAY CARE CENTER						5006010

Under the State Employee Child Care Program, individual agencies may sponsor worksite childcare centers, operated by private sector childcare providers, to be housed in state-owned or leased space. Such work-site centers shall be open to all eligible state employees with employees of the sponsoring agency having first priority for child enrollment. See Section 110.151 , F.S., State officers' and employees' child care services ; Rule 60L-38, F.A.C., State Child Care Program. The current physical set-up of the office would require renovations to create a feasible space for child-care operations. The estimated cost would be between \$207,000-280,000. See Attached estimate. The estimated cost for furniture and start-up equipment is \$100,000. Accordingly, the 9th Circuit is requesting a \$380,000 non-recurring appropriation to cover the cost of the childcare space renovation, furniture and start-up equipment, and any other unknown related variable renovation expenses that may arise.

This issue impacts the following activities of this agency: Employee Retention

Summary: This is a new issue.

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TOTAL: LEGAL REPRESENTATION						<u>1203.00.00.00</u>
BY FUND TYPE						
GENERAL REVENUE FUND		8,323,182	667,000		8,323,182	1000
TRUST FUNDS	78,000	150,000	150,000		72,000	2000
TOTAL PROG COMP.....	78,000	8,473,182	817,000		8,395,182	
TOTAL SALARY RATE.....		5,810,000			5,810,000	
	=====	=====	=====	=====	=====	

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-10TH JUD CIRCUIT						21501000
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
STATE ATTNYS REVENUE TF -STATE	90,000	90,000	90,000			2058 1

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

YEAR	MAKE/ MODEL	VIN	EST MILEAGE	6/30/2022
2009	Chevrolet Impala	2G1WB57K291318267	120,000	Meets Dropdead Mileage for Replacement
2011	Chevrolet Impala	2G1WF5EK7B1174597	135,000	Meets Dropdead Mileage for Replacement
2012	Ford Fusion	3FAHP0GA3CR350973	124,051	Meets Dropdead Mileage for Replacement

The qualification for vehicle replacement is that vehicles have over 120,000 miles or aged over 12 years.

The vehicles are necessary and are linked to agency activities: felony, misdemeanor, and juvenile prosecution. As a note these vehicle were listed on the 20-21 LBR however due to budget concerns they were not replaced. This request is for three replacement vehicles for the cost of \$30,000 each.

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WORKLOAD						3000000
STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS						3001060
SALARY RATE						000000
SALARY RATE.....	260,004	260,004				
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	6.00	436,267	6.00	436,267		1000 1

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
						AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-10TH JUD CIRCUIT						21501000
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
WORKLOAD						3000000
STAFFING ADJUSTMENTS FOR WORKLOAD						
AND INCREASED JUDGESHIPS						3001060
SPECIAL CATEGORIES						100000
STATE ATTORNEY OPERATIONS						103225
GENERAL REVENUE FUND -STATE	31,110	31,110	20,602			1000 1
TR/DMS/HR SVCS/STW CONTRCT						107040
GENERAL REVENUE FUND -STATE	1,284	1,284				1000 1
TOTAL: STAFFING ADJUSTMENTS FOR WORKLOAD						3001060
AND INCREASED JUDGESHIPS						
TOTAL POSITIONS.....	6.00	6.00				
TOTAL ISSUE.....	468,661	468,661	20,602			
TOTAL SALARY RATE.....	260,004	260,004				

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

If additional criminal judges are appointed and criminal divisions created, it will become necessary for the State Attorney to staff them accordingly. This request reflects the resources necessary for the State Attorney to staff one newly created criminal division based on the Florida Prosecuting Attorney's Association (FPAA) model. This configuration will need to be repeated for each new criminal division created in the Tenth Judicial Circuit.

Link to Agency Activities: Felony, misdemeanor, and juvenile prosecution.

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
PGM: SA-10TH JUD CIRCUIT										21501000
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
WORKLOAD										3000000
STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS										3001060

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2022-23							
NEW POSITIONS							
6152 LEGAL ASSISTANT II N0002 001	2.00	60,000		40,142	100,142	0.00	100,142
6901 ASSISTANT STATE ATTORNEY-OVER MILLION N0001 001	4.00	200,004		136,121	336,125	0.00	336,125
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND	6.00	260,004		176,263	436,267		436,267

A14 - AGY AMD REQ FY 2022-23

NEW POSITIONS							
6152 LEGAL ASSISTANT II N0002 001	2.00	60,000		40,142	100,142	0.00	100,142
6901 ASSISTANT STATE ATTORNEY-OVER MILLION N0001 001	4.00	200,004		136,121	336,125	0.00	336,125

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-10TH JUD CIRCUIT						21501000
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
WORKLOAD						3000000
STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS						3001060

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
NEW POSITIONS							
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							436,267
	6.00	260,004		176,263	436,267		436,267

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STATE FUNDING REDUCTIONS							3300000
REDUCE TRUST FUND AUTHORITY							3301510
SALARY RATE							000000
SALARY RATE.....		81,120-			81,120-		
SALARIES AND BENEFITS							010000
GRANTS AND DONATIONS TF -RECPNT		3.00-	153,580-		3.00-	153,580-	2339 9
TOTAL: REDUCE TRUST FUND AUTHORITY							3301510
TOTAL POSITIONS.....		3.00-			3.00-		
TOTAL ISSUE.....			153,580-			153,580-	
TOTAL SALARY RATE.....		81,120-			81,120-		



COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
PGM: SA-10TH JUD CIRCUIT										21501000
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
STATE FUNDING REDUCTIONS										3300000
REDUCE TRUST FUND AUTHORITY										3301510

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021

Three trust funded Victims of Crime Act (VOCA) Grant positions: position # 16146, 16147, 16148, are all Victim Advocate I positions. These positions are no longer needed since the VOCA contract will not be renewed. The contract expired 09/30/2021. The State Attorney's Office, 10th Circuit, requests to remove the VOCA Trust Fund Budget in the amount of \$153,580 and also remove the VOCA positions. The three VOCA positions are at the rate of \$27,040, the total rate for those three positions is \$81,120.

Summary: this is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
6551 VICTIM WITNESS COUNSELOR I N0001 001	3.00-	81,120-		58,573-	139,693-	0.00 139,693-
TOTALS FOR ISSUE BY FUND						
2339 GRANTS AND DONATIONS TF						139,693-
	3.00-	81,120-		58,573-	139,693-	139,693-

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-10TH JUD CIRCUIT						21501000
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
STATE FUNDING REDUCTIONS						3300000
REDUCE TRUST FUND AUTHORITY						3301510

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
OTHER SALARY AMOUNT							
2339 GRANTS AND DONATIONS TF							13,887-
							153,580-
							=====

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OTHER PROGRAMS							4200000
ATTORNEY RECRUITMENT AND RETENTION							4206A00
SALARY RATE							000000
SALARY RATE.....		1,020,000			1,020,000		
	=====	=====	=====	=====	=====		
SALARIES AND BENEFITS							010000
GENERAL REVENUE FUND -STATE		1,393,932			1,393,932	1000 1	
	=====	=====	=====	=====	=====		
TOTAL: ATTORNEY RECRUITMENT AND RETENTION							4206A00
TOTAL ISSUE.....		1,393,932			1,393,932		
TOTAL SALARY RATE.....		1,020,000			1,020,000		
	=====	=====	=====	=====	=====		

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:  
 2022-23 Amended Narrative after December 15, 2021

IT COMPONENT? NO

COL A12	COL A14	COL A15	COL A16	COL A14-A12	
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23	CODES
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION					21000000
STATE ATTORNEYS					21500000
<u>PGM: SA-10TH JUD CIRCUIT</u>					21501000
PUBLIC PROTECTION					12
<u>LEGAL REPRESENTATION</u>					<u>1203.00.00.00</u>
OTHER PROGRAMS					4200000
ATTORNEY RECRUITMENT AND RETENTION					4206A00

Recruitment and retention of Assistant State Attorney (ASA) FTE is a major priority for the State Attorney's Office for the Tenth Judicial Circuit (SA10) and the Florida Prosecuting Attorney Association (FPAA). In order to keep current ASA FTE and recruit new ASA FTE, the FPAA is requesting a \$10,000.00 pay increase for all current ASA FTE and an increase in starting pay for ASA FTE by \$10,000.00. Furthermore, the FPAA is requesting that each State Attorney be given authority to grant pay adjustments to address recruitment, retention, or pay inequities from within the requested resources.

ASAs are leaving public service faster than they can be trained and replaced. Private law firms are paying significantly more than the starting salaries approved by the Florida legislature, and SA10 and the other offices of the FPAA are finding it increasingly difficult to compete for talent. At last count, Florida has over 270 ASA FTE vacancies and the numbers increase daily as potential hires and trial experienced ASAs are lured away to the private law firms that can pay higher salaries. High turnover rates create situations where attorneys handle serious felony cases long before they are ready to do so. SA10 currently has 16 vacant ASA FTE positions that must be filled to adequately fulfill SA10's constitutional duties and the turnover rate is not improving.

As of the time of this request, SA10 has 86 filled ASA FTE positions with current salary & benefits set at a total of \$10,422,975.17, which includes \$6,627,217.80 in salary rate and \$3,795,757.37 in benefits. A \$10,000.00 pay increase for SA10's filled ASA FTE positions would be \$1,175,276.00, which includes \$860,000.00 in salary rate and \$315,276.00 in benefits. At the time of this request, SA10 has 16 vacant ASA FTE positions that must be filled to properly execute SA10's constitutional duties. A \$10,000.00 pay increase for starting salary would increase the starting salary for ASA FTE from \$50,000.00 to \$60,000.00. If SA10's vacant ASA FTE positions are filled at the requested increase to \$60,000, the additional money needed to cover the increase by \$10,000.00 per position would be \$218,656.00, which includes \$160,000.00 in salary rate and \$58,656.00 in benefits. Therefore, SA10 is requesting \$1,393,932.00, which includes \$1,020,000.00 in salary rate and \$373,932.00 in benefits, to provide a \$10,000.00 pay increase to our 86 filled ASA FTE positions and 16 vacant ASA FTE positions for recruitment and retention purposes.

Public safety is the number one priority for SA10 and the FPAA. The requested pay increases will provide SA10 and all the agencies in the FPAA with much-needed help in keeping our trained Assistant State Attorney FTE and recruiting new Assistant State Attorney FTE against the recruiting efforts of the private sector.

Summary: This is a new issue.

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS	AGY AMD REQ FY 2022-23	POS	AGY AMD N/R FY 2022-23	POS	AGY AMD ANZ FY 2022-23	POS	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	AMOUNT

JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
PGM: SA-10TH JUD CIRCUIT										21501000
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0001 001	0.00	1,020,000		373,932	1,393,932	0.00 1,393,932
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						
	0.00	1,020,000		373,932	1,393,932	1,393,932

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TOTAL: LEGAL REPRESENTATION						1203.00.00.00
BY FUND TYPE						
GENERAL REVENUE FUND	468,661	1,862,593	20,602		1,393,932	1000
TRUST FUNDS	90,000	63,580-	90,000		153,580-	2000
TOTAL POSITIONS.....	6.00	3.00			3.00-	
TOTAL PROG COMP.....	558,661	1,799,013	110,602		1,240,352	
TOTAL SALARY RATE.....	260,004	1,198,884			938,880	

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-11TH JUD CIRCUIT						21501100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
FORFEIT/INVEST SUPPORT TF -STATE	270,000	270,000	270,000			2316 1

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Year	Make/Model	Identification #	Actual Miles	6/30/21 Estimate Miles	12/31/22 Replacement Criteria	Replacement Cost
2012*	Chevrolet Impala	2G1WF5E34C1216783	112,300	130,000	Dropdead (miles)	\$ 30,000
2013*	Chevrolet Impala	2G1WF5E37D1168729	108,100	130,000	Dropdead (miles)	\$ 30,000
2014*	Chevrolet Impala	2G1WA5E36E1155468	112,600	130,000	Dropdead (miles)	\$ 30,000
2013*	Chevrolet Impala	2G1WF5E33D1170350	106,700	130,000	Dropdead (miles)	\$ 30,000
2013*	Chevrolet Impala	2G1WF5E31D1178107	100,900	120,000	Dropdead (miles)	\$ 30,000
2011*	Chevrolet Impala	2G1WF5EK3B1152757	95,000	110,000	12 Years (age)	\$ 30,000
2013*	Chevrolet Impala	2G1WF5E35D1169152	84,400	120,000	Dropdead (miles)	\$ 30,000
2013*	Chevrolet Impala	2G1WF5E31D1169410	75,800	120,000	Dropdead (miles)	\$ 30,000
2013*	Chevrolet Impala	2G1WF5E33401169062	76,500	120,000	Dropdead (miles)	\$ 30,000
						\$ 270,000

The above vehicles will meet the Department of Management Services' replacement criteria in FY 2022-23. Maintaining these older vehicles in a safe road worthy condition is not cost effective when compared to the purchase price of newer, more efficient vehicles. This request is for nine (9) vehicles.

\*These cars were approved for replacement in FY 2021-22, but upon calculating actual mileage it is likely they will not meet the drop-dead criteria by June 2022. Rather than replace cars that are still serviceable, it is requested that they be replaced in FY2022-23.

This issue impacts the following activities of this agency: Felony Prosecution, Misdemeanor Prosecution, Juvenile Prosecution, Investigations, Witness Coordination, Child Support Enforcement and Civil Prosecution.

Non-Approval impact: Non approval of this request will impair essential services to the citizens of Miami-Dade County in the investigation and prosecution of criminal, civil, misdemeanor crimes and Child Support Enforcement.

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-11TH JUD CIRCUIT						21501100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
COMPETITIVE AREA DIFFERENTIAL						
FUNDING FOR SUPPORT STAFF						4200A10
SALARY RATE						000000
SALARY RATE.....	4,156,944				4,156,944-	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	2,730,734				2,730,734-	1000 1
CHILD SUPPORT TRUST FUND -MATCH	284,328				284,328-	2084 2
-RECPNT	1,542,413				1,542,413-	2084 9
TOTAL CHILD SUPPORT TRUST FUND	1,826,741				1,826,741-	2084
GRANTS AND DONATIONS TF -STATE	367,257				367,257-	2339 1
TOTAL APPRO.....	4,924,732				4,924,732-	
=====						
TOTAL: COMPETITIVE AREA DIFFERENTIAL						4200A10
FUNDING FOR SUPPORT STAFF						
TOTAL ISSUE.....	4,924,732				4,924,732-	
TOTAL SALARY RATE.....	4,156,944				4,156,944-	
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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Salary and benefits funding is requested for the Eleventh Judicial Circuit, State Attorney's Office to implement a Competitive Area Differential (CAD) comparable to those already in effect for state employees in Miami-Dade County. It is essential that we establish a competitive position within the job market to recruit and retain vital employees that are high quality and susceptible to recruitment by other employers and local government. The substantial difference in the cost of living across counties severely impacts our operations and the amount of training required because we cannot compete with other local government agencies and the private sector.

The role of support staff to the State Attorney's Office operations is the critical link to the prosecution of the insurmountable amount of cases handled by our office. A Miami-Dade County Legal Secretary 1 entry level position pays a minimum annual salary of \$31,444.92 in comparison to the State Attorney's General Revenue salary pay plan's Legal Assistant I entry level minimum annual salary of \$27,040.08. That is a difference of over \$4,000 for a similar comparison

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-11TH JUD CIRCUIT						21501100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
COMPETITIVE AREA DIFFERENTIAL						
FUNDING FOR SUPPORT STAFF						4200A10

of duties. State Attorney Office employees deserve better.

	FTE	CAD	Rate
General Revenue Support Staff	461	\$5,000	\$2,305,000
Grants and Donations Support Staff	62	\$5,000	\$ 310,000
Child Support Staff	48	\$5,000	\$ 240,000
Child Support Staff*	347	\$3,752	\$1,301,944
Totals	918		\$4,156,944

Recognizing that comparative area differentials have been approved for other state agencies in Miami-Dade County, an adjustment to our Rate is requested for implementation of CAD for our support staff

\* The Department of Revenue currently funds a \$1,248 CAD for Child Support personnel in pay grades 40-47. This issue includes other CSP Support Staff positions plus the difference needed to bring the CAD for all Child Support support staff to the same level.

This issue impacts the following activities of this agency: Felony Prosecution, Misdemeanor Prosecution, Juvenile Prosecution, Investigations, Witness Coordination, Child Support and Civil Prosecutions.

Non Approval Impact statement: Non approval of this request will impair essential victim services to the citizens of Miami-Dade County in the investigation and prosecution of criminal, civil, misdemeanor crimes and Child Support Enforcement.

Amended 2022-2023 Narrative after December 15, 2021

Summary: This issue has been deleted.

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23		AGY AMD REQ FY 2022-23		AGY AMD N/R FY 2022-23		AGY AMD ANZ FY 2022-23		AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23		
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	

JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
PGM: SA-11TH JUD CIRCUIT										21501100
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
COMPETITIVE AREA DIFFERENTIAL										
FUNDING FOR SUPPORT STAFF										4200A10

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
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A12 - AGY FIN REQ FY 2022-23

CHANGES TO CURRENTLY AUTHORIZED POSITIONS

RA01 RATE & SALARY ADJ - BENEFITS NO FTE

N0001 001	0.00	2,305,000		425,734	2,730,734	0.00	2,730,734
N0002 001	0.00	310,000		57,257	367,257	0.00	367,257
N0003 001	0.00	240,000		44,328	284,328	0.00	284,328
N0004 001	0.00	1,301,944		240,469	1,542,413	0.00	1,542,413

TOTALS FOR ISSUE BY FUND

1000 GENERAL REVENUE FUND							2,730,734
2339 GRANTS AND DONATIONS TF							367,257
2084 CHILD SUPPORT TRUST FUND							1,826,741
	0.00	4,156,944		767,788	4,924,732		4,924,732

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COMPETITIVE AREA DIFFERENTIAL  
 FUNDING

SALARY RATE							4200A60
SALARY RATE.....	2,800,000				2,800,000-		000000



	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-11TH JUD CIRCUIT						21501100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
COMPETITIVE AREA DIFFERENTIAL FUNDING						4200A60
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	3,443,832				3,443,832-	1000 1
CHILD SUPPORT TRUST FUND -MATCH	85,494				85,494-	2084 2
-RECPNT	165,960				165,960-	2084 9
TOTAL CHILD SUPPORT TRUST FUND	251,454				251,454-	2084
GRANTS AND DONATIONS TF -STATE	131,194				131,194-	2339 1
TOTAL APPRO.....	3,826,480				3,826,480-	
TOTAL: COMPETITIVE AREA DIFFERENTIAL FUNDING						4200A60
TOTAL ISSUE.....	3,826,480				3,826,480-	
TOTAL SALARY RATE.....	2,800,000				2,800,000-	

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Salary and benefits funding is requested to support a Comparative Area Differential for all Assistant State Attorneys. The rationale for paying comparative area differentials is that the cost of living is higher in certain parts of the state. The substantial difference in the cost of living between Miami-Dade County and other parts of the state severely affects our ability to recruit and retain quality prosecutors and to compete with local governmental agencies and other state agencies for attorneys. The cost of living in Miami Dade is 14% higher than the national average with housing 44% higher than the national average. Even within the state of Florida, the cost of living in Miami-Dade remains higher than every other county (salary.com). It is no surprise that our ASA turnover rate remains very high. Our annual turnover requires that we hire a "medium-sized law firm" every year, which for the last 5 fiscal years has required us to hire and train more than 50 new hires and lateral transfers annually. This is due to the low salaries paid to Assistant State Attorneys residing in Miami-Dade County and the exorbitant costs of residing here. The federal government recognizes this and as of 2021, has a Locality Pay Adjustment for Miami that is 23.51%, which means that federal employees in this area are paid 23.51% more than the General Schedule Base Pay in locality pay alone. This in conjunction with higher starting salaries makes it very difficult to recruit and nearly impossible to retain qualified attorneys. As such, we are requesting a Comparative Area Differential be provided to the Assistant State Attorneys of the Miami-Dade State Attorney's Office

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-11TH JUD CIRCUIT						21501100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						<u>1203.00.00.00</u>
OTHER PROGRAMS						4200000
COMPETITIVE AREA DIFFERENTIAL						
FUNDING						4200A60

	FTE	CAD	Rate
General Revenue Assistant State Attorneys	315	8,000	\$ 2,520,000
Grants and Donations Assistant State Attorneys	12	8,000	\$ 96,000
Child Support Assistant State Attorneys	23	8,000	\$ 184,000
Totals	<u>350</u>		<u>\$ 2,800,000</u>

This issue impacts the following activities of this agency: Felony Prosecution, Misdemeanor Prosecution, Juvenile Prosecution, Investigations, Witness Coordination, Child Support Enforcement and Civil Prosecutions.

Non Approval Impact statement: Non approval of this request will impair essential victim services to the citizens of Miami-Dade County in the investigation and prosecution of criminal, civil, misdemeanor crimes and Child Support Enforcement

Amended 2022-2023 Narrative after December 15, 2021

Summary: This issue has been deleted.

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD ANZ FY 2022-23	AGY FIN REQ FY 2022-23		
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	

JUSTICE ADMINISTRATION 21000000  
 STATE ATTORNEYS 21500000  
 PGM: SA-11TH JUD CIRCUIT 21501100  
 PUBLIC PROTECTION 12  
 LEGAL REPRESENTATION 1203.00.00.00  
 OTHER PROGRAMS 4200000  
 COMPETITIVE AREA DIFFERENTIAL  
 FUNDING 4200A60

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0001 001	0.00	2,520,000	923,832	3,443,832	0.00	3,443,832
N0002 001	0.00	96,000	35,194	131,194	0.00	131,194
N0003 001	0.00	184,000	67,454	251,454	0.00	251,454
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						3,443,832
2339 GRANTS AND DONATIONS TF						131,194
2084 CHILD SUPPORT TRUST FUND						251,454
0.00	2,800,000		1,026,480	3,826,480		3,826,480

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ADDED SALARY AND LOCALITY PAY  
 ADDITIVE 4200A90  
 SALARY RATE 000000  
 SALARY RATE..... 12,587,000 12,587,000

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-11TH JUD CIRCUIT						21501100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ADDED SALARY AND LOCALITY PAY						4200A90
ADDITIVE						010000
SALARIES AND BENEFITS						
GENERAL REVENUE FUND -STATE		10,651,950			10,651,950	1000 1
CHILD SUPPORT TRUST FUND -MATCH		1,433,093			1,433,093	2084 2
-RECPNT		2,781,887			2,781,887	2084 9
TOTAL CHILD SUPPORT TRUST FUND		4,214,980			4,214,980	2084
GRANTS AND DONATIONS TF -STATE		997,136			997,136	2339 1
TOTAL APPRO.....		15,864,066			15,864,066	
TOTAL: ADDED SALARY AND LOCALITY PAY						4200A90
ADDITIVE						
TOTAL ISSUE.....		15,864,066			15,864,066	
TOTAL SALARY RATE.....		12,587,000			12,587,000	

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

2022-2023 Amended Narrative after December 15, 2021

The inability to recruit and retain Assistant State Attorneys and Support Staff is an ongoing concern for the Eleventh Judicial Circuit State Attorney's Office (SA11). The COVID pandemic has exacerbated the staffing shortages to critical levels. Prosecutor and Support Staff vacancies are at an all-time high and we cannot recruit or retain skilled prosecutors or the staff they rely on to assist our already traumatized victims and witnesses of crime.

Our Assistant State Attorneys (ASA) are willing to forego the much higher salaries they can get in private practice and exemplify the true meaning of public service, but that should not mean having to take a vow of poverty. We cannot have an effective criminal justice system if we cannot recruit or retain ASAs, especially when our caseloads have skyrocketed due to the pandemic. In the last year alone, SA11 has lost more than 81 prosecutors. Today, Prosecutors on violent crime

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
<u>PGM: SA-11TH JUD CIRCUIT</u>										21501100
PUBLIC PROTECTION										12
<u>LEGAL REPRESENTATION</u>										<u>1203.00.00.00</u>
OTHER PROGRAMS										4200000
ADDED SALARY AND LOCALITY PAY										
ADDITIVE										4200A90

cases such as attempted murders and rapes have tried less than a handful of felony cases. Additionally, we have over 180 Support Staff vacancies and our remaining staff struggles to complete even the most critical tasks on time. Simply stated, starting salaries for all SAO team members need to be increased significantly.

In Miami, the lack of proper funding is compounded by our uniquely high cost-of-living. Miami is recognized as the 2nd most expensive housing market in the US, second only to New York, and the 19th least affordable housing market in the world. Yet our prosecutors start at \$24.00 per hour. Our starting salary was the second lowest rate among a group of big city offices highlighted by the National Jurist in an article entitled, Starting Assistant DA Salaries Seem Criminally Low. Our young lawyers often are burdened with student loans surpassing \$120k and with rents and mortgages they can barely afford. The Federal government recognizes the high cost of living in South Florida and provides their employees a 23.51% locality pay salary additive for the Miami Ft. Lauderdale area. Our prosecutors and Support Staff deserve no less. We recognize that increasing salaries and providing locality pay additives is expensive, but the alternative is far more costly and far more dangerous to our community. The community depends on us for their safety and well-being.

SA11 completely supports the FPAA's request for \$10,000 increase per ASA FTE under issue code 4206A00, Attorney Recruitment and Retention. However, SA11 requests that ASA FTE salaries be raised an additional \$15,000 per FTE to address both the low salary levels and the added high cost of living in our circuit. At the time of this request, SA11 has 349 ASA positions. The additional money needed to cover the increase of \$15,000 per ASA FTE would be \$7,154,152. which includes \$5,235,000. in Salary and \$1,919,152. in Retirement & FICA.

Additionally, SA11 requests \$8,000 per Support Staff FTE. At the time of this request, SA11 has 919 Support Staff positions. The additional money needed to cover the increase of \$8,000 per Support Staff FTE would be \$8,709,914 which includes \$7,352,000. in Salary and \$1,357,914 in Retirement & FICA.

This is a new issue.

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-11TH JUD CIRCUIT						21501100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ADDED SALARY AND LOCALITY PAY						
ADDITIVE						4200A90

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0002 001	0.00	7,352,000		1,357,914	8,709,914	0.00	8,709,914
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	5,235,000		1,919,152	7,154,152	0.00	7,154,152
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							10,651,950
2339 GRANTS AND DONATIONS TF							997,136
2084 CHILD SUPPORT TRUST FUND							4,214,980
	0.00	12,587,000		3,277,066	15,864,066		15,864,066

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ATTORNEY RECRUITMENT AND RETENTION							4206A00
SALARY RATE							000000
SALARY RATE.....		3,490,000			3,490,000		
SALARIES AND BENEFITS							010000
GENERAL REVENUE FUND -STATE		4,769,434			4,769,434		1000 1

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-11TH JUD CIRCUIT						21501100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		4,769,434			4,769,434	
TOTAL SALARY RATE.....		3,490,000			3,490,000	

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

2022-23 Amended Narrative after December 15, 2021

Recruitment and retention of Assistant State Attorney (ASA) FTE is a major priority for the State Attorney's Office for the Eleventh Judicial Circuit (SA11) and the Florida Prosecuting Attorney Association (FPAA). In order to keep current ASA FTE and recruit new ASA FTE, the FPAA is requesting a \$10,000 pay increase for all current ASA FTE and an increase in starting pay for ASA FTE by \$10,000. Furthermore, the FPAA is requesting that each State Attorney be given authority to grant pay adjustments to address recruitment, retention, or pay inequities from within the requested resources.

ASAs are leaving public service faster than they can be trained and replaced. Private law firms are paying significantly more than the starting salaries approved by the Florida legislature, and SA11 and the other offices of the FPAA are finding it increasingly difficult to compete for talent. At last count, Florida has over 270 ASA FTE vacancies and the numbers increase daily as potential hires and trial experienced ASAs are lured away to the private law firms that can pay higher salaries. High turnover rates create situations where attorneys handle serious felony cases long before they are ready to do so. SA11 currently has 56 vacant ASA FTE positions that must be filled to adequately fulfill SA11's constitutional duties and the turnover rate is not improving.

As of the time of this request, SA11 has 293 filled ASA FTE positions with current Salary & Retirement & FICA set at a total of \$27,699,824 which includes \$20,269,154 in Salary and \$7,430,670 in Retirement & FICA. A \$10,000 pay increase for SA11's 293 filled ASA FTE positions would be \$4,004,138 which includes \$2,930,000 in Salary and \$1,074,138 in Retirement & FICA. At the time of this request, SA11 has 56 vacant ASA FTE positions that must be filled to properly execute SA11's constitutional duties. A \$10,000 pay increase for starting salary would increase the starting salary for ASA FTE from \$50,000 to \$60,000. If SA11's vacant ASA FTE positions are filled at the requested increase to \$60,000, the additional money needed to cover the increase by \$10,000 per position would be \$765,296. which includes \$560,000 in Salary and \$205,296 in Retirement & FICA. Therefore, SA11 is requesting \$4,769,434, which includes \$3,490,000 in Salary and \$1,279,434 in Retirement & FICA to provide a \$10,000 pay increase to our 293 filled ASA FTE positions and 56 vacant ASA FTE positions for recruitment and retention purposes.

COL A12	COL A14	COL A15	COL A16	COL A14-A12	COL A14-A12	COL A14-A12	COL A14-A12	COL A14-A12	COL A14-A12	COL A14-A12	COL A14-A12	COL A14-A12
AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	AGY FIN REQ	AGY FIN REQ	AGY FIN REQ	AGY FIN REQ	AGY FIN REQ	AGY FIN REQ	AGY FIN REQ	AGY FIN REQ
FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
JUSTICE ADMINISTRATION												21000000
STATE ATTORNEYS												21500000
PGM: SA-11TH JUD CIRCUIT												21501100
PUBLIC PROTECTION												12
LEGAL REPRESENTATION												1203.00.00.00
OTHER PROGRAMS												4200000
ATTORNEY RECRUITMENT AND RETENTION												4206A00

Public safety is the number one priority for SAll and the FPAA. The requested pay increases will provide SAll and all the agencies in the FPAA with much-needed help in keeping our trained Assistant State Attorney FTE and recruiting new Assistant State Attorney FTE against the recruiting efforts of the private sector.

This issue impacts the following activities of this agency: Felony Prosecution, Misdemeanor Prosecution, Juvenile Prosecution, Investigations, Witness Coordination and Civil Prosecution.

Non Approval Impact statement: Non approval of this request will impair essential victim services to the citizens of Miami-Dade County in the investigation and prosecution of criminal, civil, misdemeanor crimes and Child Support cases.

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0001 001	0.00	3,490,000		1,279,434	4,769,434	0.00
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						4,769,434
	0.00	3,490,000		1,279,434	4,769,434	4,769,434

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
						AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-11TH JUD CIRCUIT						21501100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
TOTAL: LEGAL REPRESENTATION						1203.00.00.00
BY FUND TYPE						
GENERAL REVENUE FUND	6,174,566	15,421,384			9,246,818	1000
TRUST FUNDS	2,846,646	5,482,116	270,000		2,635,470	2000
TOTAL PROG COMP.....	9,021,212	20,903,500	270,000		11,882,288	
TOTAL SALARY RATE.....	6,956,944	16,077,000			9,120,056	
	=====	=====	=====	=====	=====	

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-12TH JUD CIRCUIT						21501200
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
STATE ATTNYS REVENUE TF -STATE	116,000	132,000	132,000		16,000	2058 1

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Year	Make/Model	Vehicle Identification Number	Estimated FY 2021-22 Mileage	Estimated FY 2022-23 Mileage	12 Year Threshold
2012	Chevy Impala	2G1WF5E35C1154780	119,013	142,077	
2013	Chevy Impala	2G1WF5E31D1148721	110,780	123,474	
2013	Chevy Impala	2G1WF5E3XD1177330	121,658	143,738	
2014	Chevy Impala	2G1WB5E32E1131049	115,590	133,818	

The State Attorney's Office, 12th Judicial Circuit requests replacement of the above vehicles that will meet the statutory requirements for replacement in FY 2022-23. Our vehicles are essential to the day-to-day operations of our office. We depend on them to safely and timely transport our prosecutors and staff to their destinations with reliability. Without replacement, these vehicles become more unreliable and the cost to repair them grows, with the added burden of the loss of their use during repair. With loss of use, we are left scrambling to provide another vehicle, one that may be in the same type of unreliable condition as the one it is replacing as it too may be in need of replacement. For these reasons, we are requesting replacement for four vehicles as it is critical to ensuring the efficient operation of our office and will allow us to better perform our constitutional and statutorily mandated duties.

Replacement Policy: The State Attorney follows the State standard for replacement vehicles which is twelve (12) years old and/or have in excess of 120,000 miles. Vehicles are used by our investigator and prosecutors to respond to crime scenes and to travel to and from depositions and seminars and by staff to travel between four office locations. Our DeSoto County office is located 100 miles roundtrip from the main office.

Link to Agency Activities: Felony, misdemeanor, juvenile prosecution and civil matters.

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
PGM: SA-12TH JUD CIRCUIT										21501200
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
EQUIPMENT NEEDS										2400000
REPLACEMENT OF MOTOR VEHICLES										2401500

Year	Make/Model	VIN	Estimated		Mileage
			FY 2021-22	FY 2022-23	
2012	Chevy Impala		2G1WF5E35C1154780	119,013	142,077
2013	Chevy Impala		2G1WF5E31D1148721	110,780	123,474
2013	Chevy Impala		2G1WF5E3XD1177330	121,658	143,738
2014	Chevy Impala		2G1WB5E32E1131049	115,590	133,818

The State Attorney's Office, 12th Judicial Circuit requests replacement of the above vehicles that will meet the statutory requirements for replacement in FY 2022-23. Our vehicles are essential to the day-to-day operations of our office. We depend on them to safely and timely transport our prosecutors and staff to their destinations with reliability. Without replacement, these vehicles become more unreliable and the cost to repair them grows, with the added burden of the loss of their use during repair. With loss of use, we are left scrambling to provide another vehicle, one that may be in the same type of unreliable condition as the one it is replacing as it too may be in need of replacement. For these reasons, we are requesting replacement for these vehicles as it is critical to ensuring the efficient operation of our office and will allow us to better perform our constitutional and statutorily mandated duties.

Replacement Policy: The State Attorney follows the State standard for replacement vehicles which is twelve (12) years old and/or have in excess of 120,000 miles. Vehicles are used by our investigator and prosecutors to respond to crime scenes and to travel to and from depositions and seminars and by staff to travel between four office locations. Our DeSoto County office is located 100 miles roundtrip from the main office.

Link to Agency Activities: Felony, misdemeanor, juvenile prosecution and civil matters.

Summary: This amended issue seeks an additional \$16,000 of authority to cover increases in the State of Florida contract prices for vehicles. Therefore, the total request for this issue is \$132,000 to cover the cost of replacement of these vehicles.

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
						AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-12TH JUD CIRCUIT						21501200
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
WORKLOAD						3000000
STAFFING ADJUSTMENTS FOR WORKLOAD						
AND INCREASED JUDGESHIPS						3001060
SALARY RATE						000000
SALARY RATE.....	262,404	262,404				
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	6.00 439,111	6.00 439,111				1000 1
SPECIAL CATEGORIES						100000
STATE ATTORNEY OPERATIONS						103225
GENERAL REVENUE FUND -STATE	25,702	25,702	15,930			1000 1
TR/DMS/HR SVCS/STW CONTRCT						107040
GENERAL REVENUE FUND -STATE	1,284	1,284				1000 1
TOTAL: STAFFING ADJUSTMENTS FOR WORKLOAD						3001060
AND INCREASED JUDGESHIPS						
TOTAL POSITIONS.....	6.00	6.00				
TOTAL ISSUE.....	466,097	466,097	15,930			
TOTAL SALARY RATE.....	262,404	262,404				

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

The State Attorney's Office, 12th Judicial Circuit requests the funding necessary to staff four (4) criminal divisions created by the Chief Judge in the 12th Circuit. These divisions were created as a result of judges on the civil bench being assigned to four new criminal divisions, two in Sarasota County and two in Manatee County. The Judiciary created the additional criminal divisions without our office having sufficient necessary to support them. Personnel was shifted to cover the courtrooms which has created a great burden over time and a shortage of the staff necessary to properly manage the existing and additional divisions and courtrooms.

This general revenue request is for salary rate necessary to hire four Assistant State Attorneys at the default rate and

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-12TH JUD CIRCUIT						21501200
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
WORKLOAD						3000000
STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS						3001060

two legal assistants (2 @ \$31,200 each) to cover the needs of our four office locations and three counties, Sarasota Manatee and DeSoto. State Attorney Operating Expenditures budget of \$25,702 (\$15,930 non-recurring) is requested to establish the positions as per Standard # 3, modified for State Attorneys.

Link to Agency Activities: Felony, misdemeanor, juvenile prosecution and civil matters.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2022-23							
NEW POSITIONS							
6151 LEGAL ASSISTANT I							
N0002 001	2.00	62,400		40,586	102,986	0.00	102,986
6901 ASSISTANT STATE ATTORNEY-OVER MILLION							
N0001 001	4.00	200,004		136,121	336,125	0.00	336,125
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							439,111
	6.00	262,404		176,707	439,111		439,111

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY FIN REQ FY 2022-23	AMOUNT	

JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
PGM: SA-12TH JUD CIRCUIT										21501200
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
WORKLOAD										3000000
STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS										3001060

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
NEW POSITIONS							
6151 LEGAL ASSISTANT I							
N0002 001	2.00	62,400		40,586	102,986	0.00	102,986
6901 ASSISTANT STATE ATTORNEY-OVER MILLION							
N0001 001	4.00	200,004		136,121	336,125	0.00	336,125
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							439,111
	6.00	262,404		176,707	439,111		439,111

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-12TH JUD CIRCUIT						21501200
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		820,000			820,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		1,120,612			1,120,612	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		1,120,612			1,120,612	
TOTAL SALARY RATE.....		820,000			820,000	
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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 2022-23 Amended Narrative after December 15, 2021

Recruitment and retention of Assistant State Attorney (ASA) FTE is a major priority for the State Attorney's Office for the Twelfth Judicial Circuit (SA12) and the Florida Prosecuting Attorney Association (FPAA). In order to keep current ASA FTE and recruit new ASA FTE, the FPAA is requesting a \$10,000.00 pay increase for all current ASA FTE and an increase in starting pay for ASA FTE by \$10,000.00. Furthermore, the FPAA is requesting that each State Attorney be given authority to grant pay adjustments to address recruitment, retention, or pay inequities from within the requested resources.

ASAs are leaving public service faster than they can be trained and replaced. Private law firms are paying significantly more than the starting salaries approved by the Florida legislature, and SA12 and the other offices of the FPAA are finding it increasingly difficult to compete for talent. At last count, Florida has over 270 ASA FTE vacancies and the numbers increase daily as potential hires and trial experienced ASAs are lured away to the private law firms that can pay higher salaries. High turnover rates create situations where attorneys handle serious felony cases long before they are ready to do so. SA12 currently has 6 vacant ASA FTE positions that must be filled to adequately fulfill SA12's constitutional duties and the turnover rate is not improving.

As of the time of this request, SA12 has 76 filled ASA FTE positions with current salary & benefits set at a total of

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
PGM: SA-12TH JUD CIRCUIT										21501200
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00

\$8,571,749.64, which includes \$5,425,180.92 in salary rate and \$3,146,568.72 in benefits. A \$10,000.00 pay increase for SA12's filled ASA FTE positions would be \$1,038,616, which includes \$760,000 in salary rate and \$278,616 in benefits. At the time of this request, SA12 has 6 vacant ASA FTE positions that must be filled to properly execute SA12's constitutional duties. A \$10,000.00 pay increase for starting salary would increase the starting salary for ASA FTE from \$50,000.00 to \$60,000.00. If SA12's vacant ASA FTE positions are filled at the requested increase to \$60,000, the additional money needed to cover the increase by \$10,000.00 per position would be \$81,996 which includes \$60,000 in salary rate and \$21,996 in benefits. Therefore, SA12 is requesting \$1,120,612, which includes \$820,000 in salary rate and \$300,612 in benefits, to provide a \$10,000.00 pay increase to our 76 filled ASA FTE positions and 6 vacant ASA FTE positions for recruitment and retention purposes.

Public safety is the number one priority for SA12 and the FPAA. The requested pay increases will provide SA12 and all the agencies in the FPAA with much-needed help in keeping our trained Assistant State Attorney FTE and recruiting new Assistant State Attorney FTE against the recruiting efforts of the private sector.

Link to Agency Activities: Felony, misdemeanor, juvenile prosecution and civil matters..

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0001 001	0.00	820,000	300,612	1,120,612	0.00	1,120,612



COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
PGM: SA-12TH JUD CIRCUIT										21501200
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						
0.00	820,000		300,612	1,120,612		1,120,612

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TOTAL: LEGAL REPRESENTATION						1203.00.00.00
BY FUND TYPE						
GENERAL REVENUE FUND	466,097	1,586,709	15,930	1,120,612	1000	
TRUST FUNDS	116,000	132,000	132,000	16,000	2000	
TOTAL POSITIONS.....	6.00	6.00				
TOTAL PROG COMP.....	582,097	1,718,709	147,930	1,136,612		
TOTAL SALARY RATE.....	262,404	1,082,404		820,000		

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
						AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-13TH JUD CIRCUIT						21501300
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
STATE ATTNYS REVENUE TF -STATE	75,000	84,000	84,000		9,000	2058 1

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:  
 Priority #5:

IT COMPONENT? NO

This Issue benefits all four core activities of the State Attorney, 13th Judicial Circuit, Hillsborough County. These activities are Felony Prosecution, Misdemeanor Prosecution, Juvenile Prosecution and Civil Action Services. The cost to replace three (3) vehicles is estimated to be \$25,000 each, for a total request of \$75,000. The vehicles slated for replacement are projected to meet the Florida Department of Management Services Minimum Equipment Replacement Criteria by FY22/23.

- Vehicle #: 89217; Year: 2011 Ford/Fusion; ID#: 3FAHP0HG0BR344422; Milage as of 06/30/21: 120,540
- Vehicle #: 89221; Year: 2013 Dodge/Charger; ID#: 2C3CDXBG5DH531799; Milage as of 06/30/21: 114,231
- Vehicle #: 89229; Year: 2014 Dodge/Charger; ID#: 2C3CDXBG8EH132712; Milage as of 06/30/21: 135,173

Amended 2022-23 Narrative after December 15, 2021

Priority #5: This Issue benefits all four core activities of the State Attorney, 13th Judicial Circuit, Hillsborough County. These activities are Felony Prosecution, Misdemeanor Prosecution, Juvenile Prosecution and Civil Action Services. The cost to replace three (3) vehicles is estimated to be \$28,000 each, for a total request of \$84,000. The vehicles slated for replacement are projected to meet the Florida Department of Management Services Minimum Equipment Replacement Criteria by FY22/23. Summary: This request is being amended due to an increase to the cost of each vehicle as outlined in State Term Contract No. 25100000-21-STC For Motor Vehicles beginning November 17, 2021, expiring on November 16, 2022. Our initial request was \$75,000 in State Attorney Revenue Trust Fund authority; however, due to the increase in cost of each vehicle the State Attorney, 13th Judicial Circuit, Hillsborough County is requesting \$84,000 in State Attorney Revenue Trust Fund authority.

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-13TH JUD CIRCUIT						21501300
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500

Vehicle #: 89217; Year: 2011 Ford/Fusion; ID#: 3FAHP0HG0BR344422; Milage as of 06/30/21: 120,540  
 Vehicle #: 89221; Year: 2013 Dodge/Charger; ID#: 2C3CDXBG5DH531799; Milage as of 06/30/21: 114,231  
 Vehicle #: 89229; Year: 2014 Dodge/Charger; ID#: 2C3CDXBG8EH132712; Milage as of 06/30/21: 135,173

Summary: The State Attorney's Office in the Thirteenth Judicial Circuit is requesting an additional \$9,000, for a new total of \$84,000, for the purchase of three new vehicles.

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WORKLOAD						3000000
STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS						3001060
SALARY RATE						000000
SALARY RATE.....	974,555	974,555				
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	7.00	7.00				1000 1
	1,397,103	1,397,103				
=====						
SPECIAL CATEGORIES						100000
STATE ATTORNEY OPERATIONS						103225
GENERAL REVENUE FUND -STATE	39,333	39,333	24,850			1000 1
=====						
TR/DMS/HR SVCS/STW CONTRCT						107040
GENERAL REVENUE FUND -STATE	1,498	1,498				1000 1
=====						

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-13TH JUD CIRCUIT						21501300
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
WORKLOAD						3000000
STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS						3001060
TOTAL: STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS						3001060
TOTAL POSITIONS.....	7.00	7.00				
TOTAL ISSUE.....	1,437,934	1,437,934	24,850			
TOTAL SALARY RATE.....	974,555	974,555				

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 Priority #2:

For County Criminal Division:  
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The State Attorney's Office, Thirteenth Judicial Circuit, requests the funding necessary to staff two (2) county criminal divisions. The Chief Judge in the Thirteenth Judicial Circuit has reinstated county criminal division B and plans to create one (1) new county criminal division. County criminal division B was previously dissolved in January 2021 by order of the Chief Judge. Assistant State Attorneys were moved into existing divisions and support staff were moved to other divisions with existing vacancies. As a result, we no longer have funding to fill support staff positions in county criminal division B; and therefore, we are requesting salaries and benefits for three (3) support staff positions. The Office of the State Attorney, Thirteenth Judicial Circuit, is also requesting salaries and benefits for four (4) Assistant State Attorney positions and three (3) support staff positions for the newly created county criminal division. The new county criminal division is being created to keep up with the number of cases and case assignments in Hillsborough County.

The reinstated County Criminal Division B requires the following positions:  
 3 Legal Assistant I (Salary \$29,120.04 x 3 = \$87,360.12)  
 Salary Rate: \$87,360.12

The new County Criminal Division requires the following positions:  
 4 Entry Level Assistant State Attorneys (Salary \$50,000 x 4 = \$200,000)

COL A12	COL A14	COL A15	COL A16	COL A14-A12	CODES
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION					21000000
STATE ATTORNEYS					21500000
<u>PGM: SA-13TH JUD CIRCUIT</u>					21501300
PUBLIC PROTECTION					12
<u>LEGAL REPRESENTATION</u>					<u>1203.00.00.00</u>
WORKLOAD					3000000
STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS					3001060

3 Legal Assistant I (Salary \$29,120.04 x 3 = \$87,360.12)  
 Salary Rate: \$287,360.12

Total Salary Rate (2 Divisions): \$374,720.24

The Office of the State Attorney, 13th Judicial Circuit, is requesting salaries and benefits, no FTE positions. It may be necessary to make changes to this Issue Code at a later date depending on additional Administrative Orders issued by the Chief Judge.

For Felony Prosecution:

This issue also benefits the Felony Prosecution activity of the Office of the State Attorney, 13th Judicial Circuit, Hillsborough County.

Funding for one (1) Felony Prosecution Division is requested in order to staff one (1) new Felony Judgeship anticipated to be certified for this circuit. It is imperative to have proper funding in order to staff this new division if the Judgeship is added.

The new Felony Prosecution Division would require the following positions:

- 1 Felony Division Chief Assistant State Attorney (Salary \$94,500)
- 1 Felony Division Deputy Chief Assistant State Attorney (Salary \$78,000)
- 1 Felony Division Lead Trial Assistant State Attorney (Salary \$68,000)
- 3 Felony Line Assistant State Attorneys (Salary \$59,000 x 3 = \$177,000)
- 1 Intake Assistant State Attorney (Salary \$70,000)
- 2 Legal Assistant II (Salary \$31,167.24 x 2 = \$62,334.48)
- 1 Investigator I (Salary \$50,000)
- Total Salary Rate: \$599,334.48

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-13TH JUD CIRCUIT						21501300
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
WORKLOAD						3000000
STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS						3001060

The Office of the State Attorney, 13th Judicial Circuit, is requesting seven (7) Assistant State Attorney FTE positions with salaries and benefits. We are also requesting salaries and benefits for two (2) Legal Assistant II and one (1) Investigator I. It may be necessary to make changes to this Issue Code at a later date.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0002 001	0.00	174,720		32,271	206,991	0.00	206,991
N0004 001	0.00	62,335		11,514	73,849	0.00	73,849
N0005 001	0.00	50,000		16,770	66,770	0.00	66,770
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	200,000		73,320	273,320	0.00	273,320
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							620,930
	0.00	487,055		133,875	620,930		620,930

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
PGM: SA-13TH JUD CIRCUIT										21501300
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
WORKLOAD										3000000
STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS										3001060

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2022-23							
NEW POSITIONS							
6901 ASSISTANT STATE ATTORNEY-OVER MILLION							
N0003 001	7.00	487,500		288,673	776,173	0.00	776,173
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							776,173
	7.00	487,500		288,673	776,173		776,173

A14 - AGY AMD REQ FY 2022-23

CHANGES TO CURRENTLY AUTHORIZED POSITIONS

RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0002 001	0.00	174,720		32,271	206,991	0.00	206,991
N0004 001	0.00	62,335		11,514	73,849	0.00	73,849
N0005 001	0.00	50,000		16,770	66,770	0.00	66,770
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	200,000		73,320	273,320	0.00	273,320

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
PGM: SA-13TH JUD CIRCUIT										21501300
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
WORKLOAD										3000000
STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS										3001060

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
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A14 - AGY AMD REQ FY 2022-23

CHANGES TO CURRENTLY AUTHORIZED POSITIONS

TOTALS FOR ISSUE BY FUND  
 1000 GENERAL REVENUE FUND

0.00	487,055		133,875	620,930		620,930
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NEW POSITIONS

6901 ASSISTANT STATE ATTORNEY-OVER MILLION  
 N0003 001

7.00	487,500		288,673	776,173	0.00	776,173
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TOTALS FOR ISSUE BY FUND  
 1000 GENERAL REVENUE FUND

7.00	487,500		288,673	776,173		776,173
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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-13TH JUD CIRCUIT						21501300
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
STATE FUNDING REDUCTIONS						3300000
REDUCE TRUST FUND AUTHORITY						3301510
SALARIES AND BENEFITS						010000
GRANTS AND DONATIONS TF -STATE	25,000-	25,000-				2339 1
SPECIAL CATEGORIES						100000
STATE ATTORNEY OPERATIONS						103225
STATE ATTNYS REVENUE TF -STATE	170,000-	170,000-				2058 1
TOTAL: REDUCE TRUST FUND AUTHORITY						3301510
TOTAL ISSUE.....	195,000-	195,000-				

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

The office of the State Attorney, 13th Judicial Circuit, has a negative unreserved fund balance on the Trust Fund Schedule I reports of the FY2022-2023 Legislative Budget Request. This office is requesting a reduction of \$170,000 in unfunded State Attorney Revenue Trust Fund authority.

The Office of the State Attorney, 13th Judicial Circuit, entered into an agreement with the Florida International University (MacArthur Grant Subaward #2) on 10/31/19. The Subaward became effective January 1, 2020 and terminated December 31, 2020; therefore the Office of the State Attorney, 13th Judicial Circuit, is requesting to eliminate \$25,000 in GDTF Authority.

Note: The Other Salary Amount (OAD) transaction was used to request reducing Salaries and Benefits authority without impacting positions or salary rate.

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
PGM: SA-13TH JUD CIRCUIT										21501300
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
STATE FUNDING REDUCTIONS										3300000
REDUCE TRUST FUND AUTHORITY										3301510

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
OTHER SALARY AMOUNT						
2339 GRANTS AND DONATIONS TF						
						25,000-
						25,000-
						=====

A14 - AGY AMD REQ FY 2022-23

CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
OTHER SALARY AMOUNT						
2339 GRANTS AND DONATIONS TF						
						25,000-
						25,000-
						=====

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-13TH JUD CIRCUIT						21501300
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		1,380,000			1,380,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		1,885,908			1,885,908	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		1,885,908			1,885,908	
TOTAL SALARY RATE.....		1,380,000			1,380,000	
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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 2022-23 Amended Narrative after December 15, 2021

Recruitment and retention of Assistant State Attorney (ASA) FTE is a major priority for the State Attorney's Office for the Thirteenth Judicial Circuit (SA13) and the Florida Prosecuting Attorney Association (FPAA). In order to keep current ASA FTE and recruit new ASA FTE, the FPAA is requesting a \$10,000.00 pay increase for all current ASA FTE and an increase in starting pay for ASA FTE by \$10,000.00. Furthermore, the FPAA is requesting that each State Attorney be given authority to grant pay adjustments to address recruitment, retention, or pay inequities from within the requested resources.

ASAs are leaving public service faster than they can be trained and replaced. Private law firms are paying significantly more than the starting salaries approved by the Florida legislature, and SA13 and the other offices of the FPAA are finding it increasingly difficult to compete for talent. At last count, Florida has over 270 ASA FTE vacancies and the numbers increase daily as potential hires and trial experienced ASAs are lured away to the private law firms that can pay higher salaries. High turnover rates create situations where attorneys handle serious felony cases long before they are ready to do so. SA13 currently has 12 vacant ASA FTE positions that must be filled to adequately fulfill SA13's constitutional duties and the turnover rate is not improving.

As of the time of this request, SA13 has 126 filled ASA FTE positions with current salary & benefits set at a total of \$14,987,281.75, which includes \$9,532,738.56 in salary rate and \$5,454,543.19 in benefits. A \$10,000.00 pay increase for

COL A12	COL A14	COL A15	COL A16	COL A14-A12	
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION					21000000
STATE ATTORNEYS					21500000
PGM: SA-13TH JUD CIRCUIT					21501300
PUBLIC PROTECTION					12
LEGAL REPRESENTATION					1203.00.00.00
OTHER PROGRAMS					4200000
ATTORNEY RECRUITMENT AND RETENTION					4206A00

SA13's filled ASA FTE positions would be \$1,721,916.00, which includes \$1,260,000.00 in salary rate and \$461,916.00 in benefits. At the time of this request, SA13 has 12 vacant ASA FTE positions that must be filled to properly execute SA13's constitutional duties. A \$10,000.00 pay increase for starting salary would increase the starting salary for ASA FTE from \$53,000.00 to \$63,000.00. If SA13's vacant ASA FTE positions are filled at the requested increase to \$63,000, the additional money needed to cover the increase by \$10,000.00 per position would be \$163,992.00, which includes \$120,000.00 in salary rate and \$43,992.00 in benefits. Therefore, SA13 is requesting \$1,885,908.00, which includes \$1,380,000.00 in salary rate and \$505,908.00 in benefits, to provide a \$10,000.00 pay increase to our 126 filled ASA FTE positions and 12 vacant ASA FTE positions for recruitment and retention purposes.

Public safety is the number one priority for SA13 and the FPAA. The requested pay increases will provide SA13 and all the agencies in the FPAA with much-needed help in keeping our trained Assistant State Attorney FTE and recruiting new Assistant State Attorney FTE against the recruiting efforts of the private sector.

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0001 001	0.00	1,380,000	505,908	1,885,908	0.00	1,885,908
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						1,885,908
	0.00	1,380,000	505,908	1,885,908		1,885,908

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
						AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-13TH JUD CIRCUIT						21501300
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
TOTAL: LEGAL REPRESENTATION						1203.00.00.00
BY FUND TYPE						
GENERAL REVENUE FUND	1,437,934	3,323,842	24,850		1,885,908	1000
TRUST FUNDS	120,000-	111,000-	84,000		9,000	2000
TOTAL POSITIONS.....	7.00	7.00				
TOTAL PROG COMP.....	1,317,934	3,212,842	108,850		1,894,908	
TOTAL SALARY RATE.....	974,555	2,354,555			1,380,000	

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-14TH JUD CIRCUIT						21501400
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
STATE ATTNYS REVENUE TF -STATE	27,000	31,000	31,000		4,000	2058 1

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 The following vehicle was approved for replacement in the 2020-2021 General Appropriations Act, with \$27,000 in State Attorney Revenue Trust Fund (SARTF) budget authority for the State Attorney's Office, 14th Judicial Circuit, allocated for replacement. This issue is being submitted in an abundance of caution in the event that the replacement vehicle is not delivered by the certified forward spend deadline in the last week of September, 2021. Due to the release holdbacks in FY 2020-2021, the replacement vehicle was ordered on March 25, 2021. At that time, delivery time was stated to be within four months. The dealership has advised that there is currently a microchip shortage and delivery could be delayed. This issue requests the same \$27,000 in SARTF budget authority that was previously allocated be carried over, to ensure that the office can pay for the vehicle when it is delivered. If the vehicle is delivered prior to the deadline, this office will delete the issue in an amended LBR in December, 2021.

The following information on the vehicle that is being replaced was provided in the 2020-2021 LBR:

Asset #: 03097  
 Year: 2007  
 Make/Model: Ford Econoline E-150 Van  
 VIN: 1FMNE11W37DA90422  
 Mileage 06/30/2021: 57,113

Amended 2022-23 Narrative After December 15, 2021

The State Attorney's Office, 14th Judicial Circuit, requests \$31,000 in State Attorney Revenue Trust Fund (SARTF) budget authority to replace a vehicle that was initially approved for replacement in the 2020-2021 General Appropriations Act (GAA). The vehicle meets the DMS replacement criteria due to age, and is in need of major repair. Due to the release holdbacks in FY 2020-2021, the replacement vehicle was ordered on March 25, 2021. At that time, delivery time was stated to be within four months. Due to a microchip shortage, delivery of the vehicle was delayed until after the certified-forward deadline for fiscal year 2020-2021. When the vehicle finally arrived at the dealership, it was not



	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-14TH JUD CIRCUIT						21501400
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
WORKLOAD						3000000
STAFFING ADJUSTMENTS FOR WORKLOAD						
AND INCREASED JUDGESHIPS						3001060
SPECIAL CATEGORIES						100000
STATE ATTORNEY OPERATIONS						103225
GENERAL REVENUE FUND -STATE	11,238	11,238	7,100			1000 1
TR/DMS/HR SVCS/STW CONTRCT						107040
GENERAL REVENUE FUND -STATE	428	428				1000 1
TOTAL: STAFFING ADJUSTMENTS FOR WORKLOAD						3001060
AND INCREASED JUDGESHIPS						
TOTAL POSITIONS.....	2.00	2.00				
TOTAL ISSUE.....	179,729	179,729	7,100			
TOTAL SALARY RATE.....	100,002	100,002				

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

The 14th Judicial Circuit has been allocated two additional circuit judgeships in the past two fiscal years, FY 2020-2021 and FY 2021-2022, through Chapter 2020-112, Laws of Florida, and Chapter 2021-45, Laws of Florida. The Chief Judge of the 14th Judicial Circuit has issued a judicial assignments plan that assigns these judges to two counties that previously shared judges with another county. As a result, four counties within the 14th Judicial Circuit that previously shared two circuit judges will each have their own circuit judge assigned. The State Attorney's Office, 14th Judicial Circuit, requests general revenue funding for the salary and benefits of two entry-level Assistant State Attorneys to assist the senior attorneys in these counties with the additional court proceedings these counties will take on.

Link to agency activities: felony, misdemeanor, and juvenile prosecutions, and civil matters.

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION 21000000  
 STATE ATTORNEYS 21500000  
 PGM: SA-14TH JUD CIRCUIT 21501400  
 PUBLIC PROTECTION 12  
 LEGAL REPRESENTATION 1203.00.00.00  
 WORKLOAD 3000000  
 STAFFING ADJUSTMENTS FOR WORKLOAD  
 AND INCREASED JUDGESHIPS 3001060

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2022-23							
NEW POSITIONS							
6901 ASSISTANT STATE ATTORNEY-OVER MILLION							
N0001 001	2.00	100,002		68,061	168,063	0.00	168,063
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							168,063
	2.00	100,002		68,061	168,063		168,063

A14 - AGY AMD REQ FY 2022-23

NEW POSITIONS							
6901 ASSISTANT STATE ATTORNEY-OVER MILLION							
N0001 001	2.00	100,002		68,061	168,063	0.00	168,063
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							168,063
	2.00	100,002		68,061	168,063		168,063

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-14TH JUD CIRCUIT						21501400
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		410,000			410,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		560,306			560,306	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		560,306			560,306	
TOTAL SALARY RATE.....		410,000			410,000	
=====						

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 2022-23 Amended Narrative after December 15, 2021

Recruitment and retention of Assistant State Attorney (ASA) FTE is a major priority for the State Attorney's Office for the Fourteenth Judicial Circuit (SA14) and the Florida Prosecuting Attorney Association (FPAA). In order to keep current ASA FTE and recruit new ASA FTE, the FPAA is requesting a \$10,000.00 pay increase for all current ASA FTE and an increase in starting pay for ASA FTE by \$10,000.00. Furthermore, the FPAA is requesting that each State Attorney be given authority to grant pay adjustments to address recruitment, retention, or pay inequities from within the requested resources.

ASAs are leaving public service faster than they can be trained and replaced. Private law firms are paying significantly more than the starting salaries approved by the Florida legislature, and SA14 and the other offices of the FPAA are finding it increasingly difficult to compete for talent. At last count, Florida has over 270 ASA FTE vacancies and the numbers increase daily as potential hires and trial experienced ASAs are lured away to the private law firms that can pay higher salaries. High turnover rates create situations where attorneys handle serious felony cases long before they are ready to do so. SA14 currently has 14.75 vacant ASA FTE positions that must be filled to adequately fulfill SA14's constitutional duties and the turnover rate is not improving.

As of the time of this request, SA14 has 26.25 filled ASA FTE positions with current salary & benefits set at a total of

COL A12	COL A14	COL A15	COL A16	COL A14-A12	
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23	CODES
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION					21000000
STATE ATTORNEYS					21500000
PGM: SA-14TH JUD CIRCUIT					21501400
PUBLIC PROTECTION					12
LEGAL REPRESENTATION					1203.00.00.00
OTHER PROGRAMS					4200000
ATTORNEY RECRUITMENT AND RETENTION					4206A00

\$2,947,970.04, which includes \$2,175,479.28 in salary rate and \$772,490.76 in benefits. A \$10,000.00 pay increase for SA14's filled ASA FTE positions would be \$358,732.50, which includes \$262,500.00 in salary rate and \$96,232.50 in benefits. At the time of this request, SA14 has 14.75 vacant ASA FTE positions that must be filled for to properly execute SA14's constitutional duties. A \$10,000.00 pay increase for starting salary would increase the starting salary for ASA FTE from \$50,000.00 to \$60,000.00. If SA14's vacant ASA FTE positions are filled at the requested increase to \$60,000, the additional money needed to cover the increase by \$10,000.00 per position would be \$201,573.50, which includes \$147,500.00 in salary rate and \$54,073.50 in benefits. Therefore, SA14 is requesting \$560,306.00, which includes \$410,000.00 in salary rate and \$150,306.00 in benefits, to provide a \$10,000.00 pay increase to our 26.25 filled ASA FTE positions and 14.75 vacant ASA FTE positions for recruitment and retention purposes.

Public safety is the number one priority for SA14. The requested pay increases will provide SA14 and all the agencies in the FPAA with much needed help in keeping our trained staff and recruiting new staff against the recruiting efforts of the private sector.

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0001 001	0.00	410,000	150,306	560,306	0.00	560,306
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						560,306
	0.00	410,000	150,306	560,306		560,306

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	POS	POS	POS	POS	CODES
	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT	
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-14TH JUD CIRCUIT						21501400
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
TOTAL: LEGAL REPRESENTATION						1203.00.00.00
BY FUND TYPE						
GENERAL REVENUE FUND	179,729	740,035	7,100		560,306	1000
TRUST FUNDS	27,000	31,000	31,000		4,000	2000
TOTAL POSITIONS.....	2.00	2.00				
TOTAL PROG COMP.....	206,729	771,035	38,100		564,306	
TOTAL SALARY RATE.....	100,002	510,002			410,000	

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-15TH JUD CIRCUIT						21501500
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
ADJUSTMENTS TO CURRENT YEAR						
ESTIMATED EXPENDITURES						1600000
REAPPROVAL OF SALARY RATE TRANSFER						
BETWEEN BUDGET ENTITIES						1600A20
SALARY RATE						000000
SALARY RATE.....		200,000-			200,000-	

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021

This issue is to request the reapproval of FY21-22 budget amendment numbered ATTY-015-021, EOG Code P0026 which was approved on December 10, 2021.

The Office of State Attorney, Twentieth Judicial Circuit is preparing to fill 30 vacant positions, this includes both Legal and Support staff. The 20th Circuit has the appropriation to fill these positions, but additional rate is needed to complete this process. This office has agreed to transfer 200,000 in Rate to enable the 20th Circuit to fill these positions. No positions or salary dollars are changing between offices as a result of this request.

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA06 RATE ADJ - NO FTE - NO SALARY - NO BENEFITS							
N0001 001		200,000-					
TOTAL SALARY RATE		200,000-					

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-15TH JUD CIRCUIT						21501500
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
STATE ATTNYS REVENUE TF -STATE	25,000	30,000	30,000		5,000	2058 1

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

BLACK DODGE CHARGER- 2014 VIN 2C3CDXBG7EH263467 MILEAGE-JUNE 30, 21 = 110592

State Attorney 15th Circuit presently has 1 vehicle that currently has 111,000 miles and will have 125,000 miles by June 2022. The vehicle is being driven by an investigator who covers the entire county while searching for victims and witnesses, meeting with law enforcement, viewing evidence and crime scenes, transporting victims/witnesses in emergency situations and undertaking investigations in pending prosecutions. The pool vehicles are also used by Assistant State Attorneys and staff to attend out of county depositions, trainings and seminars in lieu of paying mileage for personal vehicle use. This vehicle is averaging approx. 15,000 miles per year.

UNMARKED LAW ENFORCEMENT VEHICLES @25,000 EACH

Linked to Agency Activities: Felony, Misdemeanor, Juvenile and Civil prosecutions

Amended FY2022-2023 Narrative after December 15,2021

VEHICLE BLACK DODGE CHARGER- 2014 VIN 2C3CDXBG7EH263467 MILEAGE-JUNE 30, 21 =110592

State Attorney 15th Circuit presently has 1 vehicle that currently has 111,000 miles and will have 125,000 miles by June 2022. The vehicle is being driven by an investigator who covers the entire county while searching for victims and

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-15TH JUD CIRCUIT						21501500
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500

witnesses, meeting with law enforcement, viewing evidence and crime scene, transporting victims/witnesses in emergency situations and undertaking investigations in pending prosecutions. The pool vehicles are also used by Assistant State Attorneys and staff to attend out of county depositions, trainings and seminars in lieu of paying mileage for personal vehicle use. This vehicle is averaging approx. 15,000 miles per year. The current auto contract has raised the prices for replacement vehicles and more authority is needed to meet these new prices.

Summary: In reviewing the current auto sales contract and the issues surrounding the inability to purchase certain law enforcement vehicles SA15 is currently asking for \$30,000 in authority to replace this vehicle instead of the standard 25,000. There are a couple vehicles this circuit will attempt to purchase that are around 27,000-29,000 so the request is 30,000 authority.

UNMARKED LAW ENFORCEMENT VEHICLES @30,000 EACH instead of 25,000

Linked to Agency Activities: Felony, Misdemeanor, Juvenile and Civil prosecutions

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OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		1,250,000			1,250,000	
	=====	=====	=====	=====	=====	
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND	-STATE	1,708,250			1,708,250	1000 1
	=====	=====	=====	=====	=====	
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		1,708,250			1,708,250	
TOTAL SALARY RATE.....		1,250,000			1,250,000	
	=====	=====	=====	=====	=====	

COL A12		COL A14		COL A15		COL A16		COL A14-A12		
AGY FIN REQ		AGY AMD REQ		AGY AMD N/R		AGY AMD ANZ		AGY AMD REQ		
FY 2022-23		FY 2022-23		FY 2022-23		FY 2022-23		FY 2022-23		
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
PGM: SA-15TH JUD CIRCUIT										21501500
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00

AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-2023 Narrative after December 15, 2021

Recruitment and retention of Assistant State Attorney (ASA) FTE is a major priority for the State Attorney's Office for the Fifteenth Judicial Circuit (SA15) and the Florida Prosecuting Attorney Association (FPAA). In order to keep current ASA FTE and recruit new ASA FTE, the FPAA is requesting a \$10,000 pay increase for all current ASA FTE and an increase in starting pay for ASA FTE by \$10,000. Furthermore, the FPAA is requesting that each State Attorney be given authority to grant pay adjustments to address recruitment, retention, or pay inequities from within the requested resources.

ASAs are leaving public service faster than they can be trained and replaced. Private law firms are paying significantly more than the starting salaries approved by the Florida legislature, and SA15 and the other offices of the FPAA are finding it increasingly difficult to compete for talent. At last count, Florida has over 270 ASA FTE vacancies and the numbers increase daily as potential hires and trial experienced ASAs are lured away to the private law firms that can pay higher salaries. High turnover rates create situations where attorneys handle serious felony cases long before they are ready to do so. SA15 currently has 20 vacant ASA FTE positions that must be filled to adequately fulfill SA15's constitutional duties and the turnover rate is not improving.

As of the time of this request, SA15 has 105 filled ASA FTE positions with current salary & benefits set at a total of \$17,247,265, which includes \$12,641,063 in salary rate and \$4,606,202 in benefits. A \$10,000 pay increase for SA15's filled ASA FTE positions would be \$1,434,930, which includes \$1,050,000 in salary rate and \$384,930 in benefits. At the time of this request, SA15 has 20 vacant ASA FTE positions that must be filled for to properly execute SA15's constitutional duties. A \$10,000 pay increase for starting salary would increase the starting salary for ASA FTE from \$50,000 to \$60,000. If SA15's vacant ASA FTE positions are filled at the requested increase to \$60,000, the additional money needed to cover the increase by \$10,000 per position would be \$273,320 which includes \$200,000 in salary rate and 73,320 in benefits. Therefore, SA15 is requesting \$1,708,250 which includes \$1,250,000 in salary rate and \$458,250 in benefits, to provide a \$10,000 pay increase to our 105 filled ASA FTE positions and 20 vacant ASA FTE positions for recruitment and retention purposes.

Public safety is the number one priority for SA15. The requested pay increases will provide SA15 and all the agencies in the FPAA with much needed help in keeping our trained staff and recruiting new staff against the recruiting efforts of the private sector.



	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
						AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-15TH JUD CIRCUIT						21501500
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	1,250,000		458,250	1,708,250	0.00	1,708,250
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							1,708,250
	0.00	1,250,000		458,250	1,708,250		1,708,250

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TOTAL: LEGAL REPRESENTATION							1203.00.00.00
BY FUND TYPE							
GENERAL REVENUE FUND		1,708,250			1,708,250		1000
TRUST FUNDS	25,000	30,000	30,000		5,000		2000
TOTAL PROG COMP.....	25,000	1,738,250	30,000		1,713,250		
TOTAL SALARY RATE.....		1,050,000			1,050,000		

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-16TH JUD CIRCUIT						21501600
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		200,000			200,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		273,320			273,320	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		273,320			273,320	
TOTAL SALARY RATE.....		200,000			200,000	
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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 2022-23 Amended Narrative after December 15, 2021

Recruitment and retention of Assistant State Attorney (ASA) is the major priority for the State Attorney's Office for the Sixteenth Judicial Circuit(SA 16) and the Florida Prosecuting Attorney Association(FPAA). In order to keep current ASA and recruit new ASAs, the FPAA is requesting a \$10,000 pay increase for all current ASAs. Furthermore, the FPAA is requesting that each State Attorney be given the authority to grant pay adjustments to address recruitment, retention, or pay inequities from within the requested resources. ASAs are leaving public service faster than they can be trained and replaced. Private law firms are paying significantly more than the starting salaries approved by the Florida legislature, and SA 16 and other offices of the FPAA are finding it increasingly difficult to compete for talent. At last count Florida has over 270 ASA vacancies and the numbers increase daily as potential hires and trial experienced ASAs are lured away to the private law firms that can pay higher salaries. High turnover rates create situations where attorneys handle serious felony cases long before they are ready to do so. Vacant positions must be filled to adequately fulfill SA16's constitutional duties and we are unable to do so at the current rates. SA 16 has 20 ASA positions. A \$10,0000 pay increase would be \$200,000 in salary, and \$73,200 in benefits. Therefore SA 16 is asking for \$273,200 for salary and benefits. Public safety is the number one priority for SA16 and the FPAA. The requested pay increases will provide SA16 and all the agencies in the FPAA with much needed help in keeping our trained ASAs and recruiting new attorneys.

Summary: This is a new issue.

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY FIN REQ FY 2022-23	AMOUNT	

JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
PGM: SA-16TH JUD CIRCUIT										21501600
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0001 001	0.00	200,000		73,320	273,320	0.00 273,320
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						
	0.00	200,000		73,320	273,320	273,320

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TOTAL: LEGAL REPRESENTATION						1203.00.00.00
BY FUND TYPE						
GENERAL REVENUE FUND.....		273,320			273,320	1000
SALARY RATE.....		200,000			200,000	

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23	AGY FIN REQ FY 2022-23
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-17TH JUD CIRCUIT						21501700
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		2,310,000			2,310,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		3,156,846			3,156,846	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		3,156,846			3,156,846	
TOTAL SALARY RATE.....		2,310,000			2,310,000	
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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 2022-23 Amended Narrative after December 15, 2021

Recruitment and retention of Assistant State Attorney (ASA) FTE is a major priority for the State Attorney's Office for the Seventeenth Judicial Circuit (SA17) and the Florida Prosecuting Attorney Association (FPAA). In order to keep current ASA FTE and recruit new ASA FTE, the FPAA is requesting a \$10,000.00 pay increase for all current ASA FTE and an increase in starting pay for ASA FTE by \$10,000.00. Furthermore, the FPAA is requesting that each State Attorney be given authority to grant pay adjustments to address recruitment, retention, or pay inequities from within the requested resources.

ASAs are leaving public service faster than they can be trained and replaced. Private law firms are paying significantly more than the starting salaries approved by the Florida legislature, and SA17 and the other offices of the FPAA are finding it increasingly difficult to compete for talent. At last count, Florida has over 270 ASA FTE vacancies and the numbers increase daily as potential hires and trial experienced ASAs are lured away to the private law firms that can pay higher salaries. High turnover rates create situations where attorneys handle serious felony cases long before they are ready to do so. SA17 currently has 32 vacant ASA FTE positions that must be filled to adequately fulfill SA17's constitutional duties and the turnover rate is not improving.

As of the time of this request, SA17 has 199 filled ASA FTE positions with current salary & benefits set at a total of \$23,068,766 which includes \$14,835,018 in salary rate and \$8,233,748 in benefits. A \$10,000.00 pay increase for SA17's

COL A12	COL A14	COL A15	COL A16	COL A14-A12	CODES
AGY FIN REQ FY 2022-23 POS AMOUNT	AGY AMD REQ FY 2022-23 POS AMOUNT	AGY AMD N/R FY 2022-23 POS AMOUNT	AGY AMD ANZ FY 2022-23 POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23 POS AMOUNT	
JUSTICE ADMINISTRATION					21000000
STATE ATTORNEYS					21500000
PGM: SA-17TH JUD CIRCUIT					21501700
PUBLIC PROTECTION					12
LEGAL REPRESENTATION					1203.00.00.00
OTHER PROGRAMS					4200000
ATTORNEY RECRUITMENT AND RETENTION					4206A00

filled ASA FTE positions would be \$3,411,329, which includes \$1,990,000 in salary rate and \$729,534 in benefits. At the time of this request, SA17 has 32 vacant ASA FTE positions that must be filled to properly execute SA17's constitutional duties. A \$10,000.00 pay increase for starting salary would increase the starting salary for ASA FTE from \$50,000.00 to \$60,000.00. If SA17's vacant ASA FTE positions are filled at the requested increase to \$60,000, the additional money needed to cover the increase by \$10,000.00 per position would be \$437,312, which includes \$320,000 in salary rate and \$117,312 in benefits. Therefore, SA17 is requesting \$3,156,846, which includes \$2,310,000 in salary rate and \$846,846 in benefits, to provide a \$10,000.00 pay increase to our 199 filled ASA FTE positions and 32 vacant ASA FTE positions for recruitment and retention purposes.

Public safety is the number one priority for SA17 and the FPAA. The requested pay increases will provide SA17 and all the agencies in the FPAA with much-needed help in keeping our trained Assistant State Attorney FTE and recruiting new Assistant State Attorney FTE against the recruiting efforts of the private sector.

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE N0001 001	0.00	2,310,000	846,846	3,156,846	0.00	3,156,846
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						3,156,846
	0.00	2,310,000	846,846	3,156,846		3,156,846

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
<u>PGM: SA-17TH JUD CIRCUIT</u>										21501700
PUBLIC PROTECTION										12
<u>LEGAL REPRESENTATION</u>										<u>1203.00.00.00</u>
TOTAL: LEGAL REPRESENTATION										<u>1203.00.00.00</u>
BY FUND TYPE										
GENERAL REVENUE FUND.....		3,156,846						3,156,846		1000
SALARY RATE.....		2,310,000						2,310,000		
=====										

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-18TH JUD CIRCUIT						21501800
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
STATE ATTNYS REVENUE TF -STATE	90,000	90,000	90,000			2058 1

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

The State Attorney's Office, 18th Judicial Circuit, is requesting budget authority to replace the following vehicles.

Year	Make/Model	Identification Number	Mileage	As Of
2013	CHEVROLET IMPALA	2G1WF5E35D1100588	86,768	7/15/2021
2013	CHEVROLET IMPALA	2G1WF5E30D1105455	89,356	7/15/2021
2012	CHEVROLET IMPALA	2G1WF5E37C1139259	95,348	7/15/2021

The operating costs for these vehicles will exceed the vehicle's value as maintenance and repair increases with older vehicles. The safety and dependability of these vehicles will also become an issue. The vehicles listed for replacement were purchased with state funds and meet the state guidelines for replacement. Total requested dollars was determined based on the price of prior year vehicle purchases and allowing for anticipated inflation.

We are requesting two vehicles to be replaced with mid-size SUVs that are the same price or less than the traditional sedan that has been purchased previously. The SUVs will provide greater versatility in moving equipment, materials, and staff around the Eighteenth Judicial Circuit and the State of Florida. The SUVs will be able to accommodate staff members and luggage traveling during assignments and the supplies and equipment needed for community outreach events. The vehicle may also be utilized by the Investigative Division for training and other purposes as needed.

Motor vehicles are used by Investigators and Assistant State Attorneys for agencies activities; Felony Prosecution, Misdemeanor Prosecution, Juvenile Prosecution, and Civil Action Services.  
 This issue is in support of all State Attorney Activities.  
 This issue is for Brevard and Seminole Counties.

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-18TH JUD CIRCUIT						21501800
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		1,260,000			1,260,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		1,721,916			1,721,916	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		1,721,916			1,721,916	
TOTAL SALARY RATE.....		1,260,000			1,260,000	
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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 2022-23 Amended Narrative after December 15, 2021

Recruitment and retention of Assistant State Attorney (ASA) FTE is a major priority for the State Attorney's Office for the Eightieth Judicial Circuit (SA18) and the Florida Prosecuting Attorney Association (FPAA). In order to keep current ASA FTE and recruit new ASA FTE, the FPAA is requesting a \$10,000.00 pay increase for all current ASA FTE and an increase in starting pay for ASA FTE by \$10,000.00. Furthermore, the FPAA is requesting that each State Attorney be given authority to grant pay adjustments to address recruitment, retention, or pay inequities from within the requested resources.

ASAs are leaving public service faster than they can be trained and replaced. Private law firms are paying significantly more than the starting salaries approved by the Florida legislature, and SA18 and the other offices of the FPAA are finding it increasingly difficult to compete for talent. At last count, Florida has over 270 ASA FTE vacancies and the numbers increase daily as potential hires and trial experienced ASAs are lured away to the private law firms that can pay higher salaries. High turnover rates create situations where attorneys handle serious felony cases long before they are ready to do so. SA18 currently has 19 vacant ASA FTE positions that must be filled to adequately fulfill SA18's constitutional duties and the turnover rate is not improving.

As of the time of this request, SA18 has 107 filled ASA FTE positions with current salary & benefits set at a total of \$12,792,790.00, which includes \$8,598,818.00 in salary rate and \$4,193,972.00 in benefits. A \$10,000.00 pay increase for SA18's filled ASA FTE positions would be \$1,462,048.00, which includes \$1,070,000.00 in salary rate and \$392,300.00 in



COL A12	COL A14	COL A15	COL A16	COL A14-A12	
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
					CODES
JUSTICE ADMINISTRATION					21000000
STATE ATTORNEYS					21500000
PGM: SA-18TH JUD CIRCUIT					21501800
PUBLIC PROTECTION					12
LEGAL REPRESENTATION					1203.00.00.00
OTHER PROGRAMS					4200000
ATTORNEY RECRUITMENT AND RETENTION					4206A00

benefits. At the time of this request, SA18 has 19 vacant ASA FTE positions that must be filled for to properly execute SA18's constitutional duties. A \$10,000.00 pay increase for starting salary would increase the starting salary for ASA FTE from \$50,000.00 to \$60,000.00. If SA18's vacant ASA FTE positions are filled at the requested increase to \$60,000, the additional money needed to cover the increase by \$10,000.00 per position would be \$259,616.00, which includes \$190,000.00 in salary rate and \$69,616.00 in benefits. Therefore, SA18 is requesting \$1,721,916.00, which includes \$1,260,000.00 in salary rate and \$461,916.00 in benefits, to provide a \$10,000.00 pay increase to our 107 filled ASA FTE positions and 19 vacant ASA FTE positions for recruitment and retention purposes.

Public safety is the number one priority for SA18. The requested pay increases will provide SA18 and all the agencies in the FPAA with much needed help in keeping our trained staff and recruiting new staff against the recruiting efforts of the private sector.

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0001 001	0.00	1,260,000	461,916	1,721,916	0.00	1,721,916
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						1,721,916
	0.00	1,260,000	461,916	1,721,916		1,721,916

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	POS	POS	POS	POS	AMOUNT
	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-18TH JUD CIRCUIT						21501800
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
TOTAL: LEGAL REPRESENTATION						1203.00.00.00
BY FUND TYPE						
GENERAL REVENUE FUND		1,721,916			1,721,916	1000
TRUST FUNDS	90,000	90,000	90,000			2000
TOTAL PROG COMP.....	90,000	1,811,916	90,000		1,721,916	
TOTAL SALARY RATE.....		1,260,000			1,260,000	
	=====	=====	=====	=====	=====	

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-19TH JUD CIRCUIT						21501900
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
GENERAL REVENUE FUND -STATE	108,000	108,000	108,000			1000 1

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO

THIS ISSUE AFFECTS OUR ENTIRE SERVICE AREA AND ALL ACTIVITIES

Below please find the four (4) vehicles we are seeking to replace based on the Minimum Replacement Criteria set by the Florida Department of Management Services.:

- 2004 Ford Crown Vic - 2FAHP71W14X151582 Current Mileage as of June 30, 2021: 179,838 (DROP DEAD AGE AND MILEAGE)
- 2006 Ford Crown Vic - 2FAFP74V86X112663 Current Mileage as of June 30, 2021: 181,234 (DROP DEAD AGE AND MILEAGE)
- 2005 Ford Freestar - 2FMZA50695BA17953 Current Mileage as of June 30, 2021: 88,622 (DROP DEAD BASED ON AGE ALONE)
- 2009 Ford Crown Vic - 2FAHP71V39X142655 Current Mileage as of June 30, 2021: 131,925 (DROP DEAD AGE AND MILEAGE)

The State Attorney, 19th Judicial Circuit, requests funding for replacement of four (4) vehicles currently driven by investigators and/or assistant state attorneys for use in their assigned duties. Assistant state attorneys are required to travel for depositions and trials inside and outside of our four county circuit. Vehicles are also used to respond to violent crime scenes on a 24/7 basis. The immediate response is critical to a successful investigation and prosecution. These vehicles are necessary in the performance of our critical mission. This funding request is calculated using a price of \$27,000 per vehicle. The following vehicles meet the Minimum Replacement Criteria set by the Florida Department of Management Services and qualify for replacement. Three of our vehicles currently have mileage in excess of 120,000 miles as set forth below, and have a Replacement Eligibility Factor qualifying for a "Drop dead Value". One of our vehicles meets the "Drop dead Value" on age alone.

We are requesting General Revenue funding in lieu of trust fund authority, as our trust fund receipts are insufficient and we typically use all our trust fund revenues to reimburse our General Revenue Salary account; thus, leaving no available funds for vehicle replacements.

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-19TH JUD CIRCUIT						21501900
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		580,000			580,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		792,628			792,628	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		792,628			792,628	
TOTAL SALARY RATE.....		580,000			580,000	
=====						

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 2022-23 Amended Narrative after December 15, 2021

Recruitment and retention of Assistant State Attorney (ASA) FTE is a major priority for the State Attorney's Office for the Nineteenth Judicial Circuit (SA19) and the Florida Prosecuting Attorney Association (FPAA). In order to keep current ASA FTE and recruit new ASA FTE, the FPAA is requesting a \$10,000.00 pay increase for all current ASA FTE and an increase in starting pay for ASA FTE by \$10,000.00. Furthermore, the FPAA is requesting that each State Attorney be given authority to grant pay adjustments to address recruitment, retention, or pay inequities from within the requested resources.

ASAs are leaving public service faster than they can be trained and replaced. Private law firms are paying significantly more than the starting salaries approved by the Florida legislature, and SA19 and the other offices of the FPAA are finding it increasingly difficult to compete for talent. At last count, Florida has over 270 ASA FTE vacancies and the numbers increase daily as potential hires and trial experienced ASAs are lured away to the private law firms that can pay higher salaries. High turnover rates create situations where attorneys handle serious felony cases long before they are ready to do so. SA19 currently has 14 vacant ASA FTE positions that must be filled to adequately fulfill SA19's constitutional duties and the turnover rate is not improving.

As of the time of this request, SA19 has 44 filled ASA FTE positions with current salary & benefits set at a total of

COL A12	COL A14	COL A15	COL A16	COL A14-A12	
AGY FIN REQ FY 2022-23 POS	AGY AMD REQ FY 2022-23 POS	AGY AMD N/R FY 2022-23 POS	AGY AMD ANZ FY 2022-23 POS	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23 POS	AMOUNT
JUSTICE ADMINISTRATION					21000000
STATE ATTORNEYS					21500000
PGM: SA-19TH JUD CIRCUIT					21501900
PUBLIC PROTECTION					12
LEGAL REPRESENTATION					1203.00.00.00
OTHER PROGRAMS					4200000
ATTORNEY RECRUITMENT AND RETENTION					4206A00

\$5,107,038.88 which includes \$3,737,587. in salary rate and \$1,369,451.88 in benefits. A \$10,000.00 pay increase for SA19's filled ASA FTE positions would be \$601,216., which includes \$440,000. in salary rate and \$161,304. in benefits. At the time of this request, SA19 has 14 vacant ASA FTE positions that must be filled to properly execute SA19's constitutional duties. A \$10,000.00 pay increase for starting salary would increase the starting salary for ASA FTE from \$50,000.00 to \$60,000.00. If SA19's vacant ASA FTE positions are filled at the requested increase to \$60,000, the additional money needed to cover the increase by \$10,000.00 per position would be \$191,296., which includes \$140,000. in salary rate and \$51,324. in benefits. Therefore, SA19 is requesting \$792,628. which includes \$580,000 in salary rate and \$212,628. in benefits, to provide a \$10,000.00 pay increase to our 44 filled ASA FTE positions and 14 vacant ASA FTE positions for recruitment and retention purposes.

Public safety is the number one priority for SA19 and the FPAA. The requested pay increases will provide SA6 and all the agencies in the FPAA with much-needed help in keeping our trained Assistant State Attorney FTE and recruiting new Assistant State Attorney FTE against the recruiting efforts of the private sector.

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0001 001	0.00	580,000	212,628	792,628	0.00	792,628
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						792,628
	0.00	580,000	212,628	792,628		792,628

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS	AGY AMD REQ FY 2022-23	POS	AGY AMD N/R FY 2022-23	POS	AGY AMD ANZ FY 2022-23	POS	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
AMOUNT		AMOUNT		AMOUNT		AMOUNT		AMOUNT	AMOUNT	
										21000000
										21500000
										21502000
										12
										<u>1203.00.00.00</u>
										1600000
										1600A20
										000000
SALARY RATE.....		200,000						200,000		

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021

This issue is to request the reapproval of FY21-22 budget amendment numbered ATTY-015-021, EOG Code P0026 which was approved on December 10, 2021.

The Office of State Attorney, Twentieth Judicial Circuit is preparing to fill 30 vacant positions, this includes both Legal and Support staff. Our agency has the appropriation to fill these positions, but additional rate is needed to complete this process. Filling these positions would require \$547,500 in additional rate at this time, our agency has \$343,746 available, leaving us \$206,414 short in rate. To fill these vacant positions would require additional rate of approximately \$200,000.

Filling these positions is critical to our agency. Due to the pandemic, hiring staff has been difficult and the lack of staffing has created additional workload on our existing staff members. Overworked staff fuels the high turnover rate. To stabilize our overworked workforce, these staff members need to be hired. Rate from the 15th Circuit would enable this to happen. No positions or salary dollars are changing between offices as a result of this request.

Summary: This is a new issue.

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS	AGY AMD REQ FY 2022-23	POS	AGY AMD N/R FY 2022-23	POS	AGY AMD ANZ FY 2022-23	POS	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
AMOUNT		AMOUNT		AMOUNT		AMOUNT		AMOUNT	AMOUNT	

JUSTICE ADMINISTRATION 21000000  
 STATE ATTORNEYS 21500000  
 PGM: SA-20TH JUD CIRCUIT 21502000  
 PUBLIC PROTECTION 12  
 LEGAL REPRESENTATION 1203.00.00.00  
 ADJUSTMENTS TO CURRENT YEAR  
 ESTIMATED EXPENDITURES 1600000  
 REAPPROVAL OF SALARY RATE TRANSFER  
 BETWEEN BUDGET ENTITIES 1600A20

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA06 RATE ADJ - NO FTE - NO SALARY - NO BENEFITS						
N0001 001	200,000					
TOTAL SALARY RATE	200,000					

EQUIPMENT NEEDS 2400000  
 REPLACEMENT OF MOTOR VEHICLES 2401500  
 SPECIAL CATEGORIES 100000  
 ACQUISITION/MOTOR VEHICLES 100021

STATE ATTNYS REVENUE TF -STATE 270,000 305,000 305,000 35,000 2058 1

AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Year	Make/Model	Identification Number	FY21-22 Mileage	FY22-23 Mileage	Unit #
2012	Toyota Camry	4T1BF1FK8CU610808	118,762	133,846	STV202
2012	Chevrolet Traverse	1GNKRGED5CJ385676	132,536	147,272	STV203
2012	Chevrolet Malibu	1G1ZC5EU5CF393902	127,363	131,483	STV206
2013	Chevrolet Impala	2G1WG5E32D1130869	127,149	129,217	STV208



COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
STATE ATTORNEYS										21500000
PGM: SA-20TH JUD CIRCUIT										21502000
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										<u>1203.00.00.00</u>
EQUIPMENT NEEDS										2400000
REPLACEMENT OF MOTOR VEHICLES										2401500

2012	Toyota Prius	JTDKN3DU3C1592386		124,490		138,238		STV209
2013	Chevrolet Equinox	2GNALDEKXD6168505		125,371		136,391		STV210
2013	Chevrolet Cruze	1G1PK5SB1D7229412		127,629		144,157		STV230
2013	Nissan Frontier	1N6AD0ER4DN721413		110,450		127,178		STV231
2014	Chevrolet Cruze	1G1PK5SB8E7167119		106,082		125,478		STV233

A safe and reliable fleet is imperative to our agency as we are the largest geographical circuit in the State serving over a million citizens, and encompassing over 5,400 square miles. It is anticipated that all nine (9) vehicles listed above will meet the Department of Management Services replacement criteria of 120,000 miles or 12 years.

Amended 2022-23 Narrative after December 15, 2021

Year	Make/Model	Identification Number	FY21-22 Mileage	FY22-23 Mileage	Unit #
2012	Toyota Camry	4T1BF1FK8CU610808	118,762	133,846	STV202
2012	Chevrolet Traverse	1GNKRGED5CJ385676	132,536	147,272	STV203
2012	Chevrolet Malibu	1G1ZC5EU5CF393902	127,363	131,483	STV206
2013	Chevrolet Impala	2G1WG5E32D1130869	127,149	129,217	STV208
2012	Toyota Prius	JTDKN3DU3C1592386	124,490	138,238	STV209
2013	Chevrolet Equinox	2GNALDEKXD6168505	125,371	136,391	STV210
2013	Chevrolet Cruze	1G1PK5SB1D7229412	127,629	144,157	STV230
2013	Nissan Frontier	1N6AD0ER4DN721413	110,450	127,178	STV231
2014	Chevrolet Cruze	1G1PK5SB8E7167119	106,082	125,478	STV233
2013	Ford F-150	1FTFW1EF2DKD31491	140,887	150,887	STV227

A safe and reliable fleet is imperative to our agency as we are the largest geographical circuit in the State serving over a million citizens, and encompassing over 5,400 square miles. It is anticipated that all ten (10) vehicles listed above will meet the Department of Management Services replacement criteria of 120,000 miles or 12 years.

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-20TH JUD CIRCUIT						21502000
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500

Summary:

The State Attorney's Office in the Twentieth Judicial Circuit is requesting an additional \$35,000 in Acquisition of Motor Vehicles to replace an additional vehicle.

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WORKLOAD						3000000
STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS						3001060
SALARY RATE						000000
SALARY RATE.....		79,540			79,540	
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		2.00	132,374		2.00	132,374
SPECIAL CATEGORIES						100000
STATE ATTORNEY OPERATIONS						103225
GENERAL REVENUE FUND -STATE			9,936	6,751		9,936
TR/DMS/HR SVCS/STW CONTRCT						107040
GENERAL REVENUE FUND -STATE			428			428
TOTAL: STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS						3001060
TOTAL POSITIONS.....		2.00			2.00	
TOTAL ISSUE.....			142,738	6,751		142,738
TOTAL SALARY RATE.....		79,540			79,540	

COL A12	COL A14	COL A15	COL A16	COL A14-A12	
AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT

JUSTICE ADMINISTRATION					21000000
STATE ATTORNEYS					21500000
PGM: SA-20TH JUD CIRCUIT					21502000
PUBLIC PROTECTION					12
LEGAL REPRESENTATION					1203.00.00.00
WORKLOAD					3000000
STAFFING ADJUSTMENTS FOR WORKLOAD					
AND INCREASED JUDGESHIPS					3001060

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15,2021

HB 5301 revised the number of circuit and county Judges with the state of Florida. Within the 20/21 State budget, court operations was appropriated for 6 county court Judgeships (1 for Lee County, 1 for Orange County, and 4 for Hillsborough County).

There is a direct correlation between the number of Judges allocated within a circuit and the numbers of Prosecutors required to represent the citizens of Florida. When a new Judgeship is created the effect on the Prosecutors office is not just one of Attorney staffing but a "prosecution team" that is necessary to meet the workload demands.

The prosecution team would consist of an Attorney and a Legal Secretary. This request reflects the necessary positions and operating expenditures to staff the "Courts Divisionalization" that was created when the added judgeship was received.

Summary: This is a new issue

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	POS	POS	POS	POS	AMOUNT
	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-20TH JUD CIRCUIT						21502000
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
WORKLOAD						3000000
STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS						3001060

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
6151 LEGAL ASSISTANT I							
N0002 001	1.00	27,040		19,525	46,565	0.00	46,565
6901 ASSISTANT STATE ATTORNEY-OVER MILLION							
N0001 001	1.00	52,500		33,309	85,809	0.00	85,809
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							132,374
	2.00	79,540		52,834	132,374		132,374

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-20TH JUD CIRCUIT						21502000
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		1,230,000			1,230,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		1,680,918			1,680,918	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		1,680,918			1,680,918	
TOTAL SALARY RATE.....		1,230,000			1,230,000	
=====						

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021

Recruitment and retention of Assistant State Attorney (ASA) FTE is a major priority for the State Attorney's Office for the Twentieth Judicial Circuit (SA20) and the Florida Prosecuting Attorney Association (FPAA). In order to keep current ASA FTE and recruit new ASA FTE, the FPAA is requesting a \$10,000 pay increase for all current ASA FTE and an increase in starting pay for ASA FTE by \$10,000. Furthermore, the FPAA is requesting that each State Attorney be given authority to grant pay adjustments to address recruitment, retention, or pay inequities from within the requested resources.

ASAs are leaving public service faster than they can be trained and replaced. Private law firms are paying significantly more than the starting salaries approved by the Florida legislature, and SA20 and the other offices of the FPAA are finding it increasingly difficult to compete for talent. At last count, Florida has over 270 ASA FTE vacancies and the numbers increase daily as potential hires and trial experienced ASAs are lured away to the private law firms that can pay higher salaries. High turnover rates create situations where attorneys handle serious felony cases long before they are ready to do so. SA20 currently has 15 vacant ASA FTE positions that must be filled to adequately fulfill SA20's constitutional duties and the turnover rate is not improving.

At the time of this request, SA20 has 108 filled ASA FTE positions with current salary & benefits set at a total of \$12,788,122.92, which includes \$8,144,910.96 in salary rate and \$4,643,211.96 in benefits. A \$10,000 pay increase for SA20's filled ASA FTE positions would be \$1,475,928, which includes \$1,080,000 in salary rate and \$395,928 in benefits. At the time of this request, SA20 has 15 vacant ASA FTE positions that must be filled to properly execute SA20's

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-20TH JUD CIRCUIT						21502000
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

constitutional duties. A \$10,000 pay increase for starting salary would increase the starting salary for ASA FTE from \$50,000 to \$60,000. If SA20's vacant ASA FTE positions are filled at the requested increase to \$60,000, the additional money needed to cover the increase by \$10,000 per position would be \$204,990, which includes \$150,000 in salary rate and \$54,990 in benefits. Therefore, SA20 is requesting \$1,680,918, which includes \$1,230,000 in salary rate and \$450,918 in benefits, to provide a \$10,000 pay increase to our 108 filled ASA FTE positions and 15 vacant ASA FTE positions for recruitment and retention purposes.

Public safety is the number one priority for SA20 and the FPAA. The requested pay increases will provide SA20 and all the agencies in the FPAA with much-needed help in keeping our trained Assistant State Attorney FTE and recruiting new Assistant State Attorney FTE against the recruiting efforts of the private sector.

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	1,230,000		450,918	1,680,918	0.00	1,680,918
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND	0.00	1,230,000		450,918	1,680,918		1,680,918

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
						AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
STATE ATTORNEYS						21500000
PGM: SA-20TH JUD CIRCUIT						21502000
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
TOTAL: LEGAL REPRESENTATION						1203.00.00.00
BY FUND TYPE						
GENERAL REVENUE FUND		1,823,656	6,751		1,823,656	1000
TRUST FUNDS	270,000	305,000	305,000		35,000	2000
TOTAL POSITIONS.....		2.00			2.00	
TOTAL PROG COMP.....	270,000	2,128,656	311,751		1,858,656	
TOTAL SALARY RATE.....		1,509,540			1,509,540	

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-1ST JUD CIRCUIT						21600100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		640,000			640,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		874,624			874,624	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		874,624			874,624	
TOTAL SALARY RATE.....		640,000			640,000	
=====						

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021  
 IC#4206A00 Attorney Recruitment and Retention  
 FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.



	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-1ST JUD CIRCUIT						21600100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						<u>1203.00.00.00</u>
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

Public Defenders seek a competitive pay increase of \$10,000 for all Assistant Public Defenders and Chief Assistant Public Defenders positions (5901 and 5909 class codes respectively), to be distributed by the Public Defenders as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase statewide for the Florida Public Defender Association circuits is \$15.7 million, plus associated benefits.

New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS	AGY AMD REQ FY 2022-23	POS	AGY AMD N/R FY 2022-23	POS	AGY AMD ANZ FY 2022-23	POS	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
AMOUNT		AMOUNT		AMOUNT		AMOUNT		AMOUNT	AMOUNT	

JUSTICE ADMINISTRATION										21000000
PUBLIC DEFENDERS										21600000
PGM: PD-1ST JUD CIRCUIT										21600100
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS	
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	640,000		234,624	874,624	0.00	874,624
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							
	0.00	640,000		234,624	874,624		874,624

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TOTAL: LEGAL REPRESENTATION							1203.00.00.00
BY FUND TYPE							
GENERAL REVENUE FUND.....		874,624			874,624	1000	
SALARY RATE.....		640,000			640,000		

=====

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-2ND JUD CIRCUIT						21600200
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		430,000			430,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		587,638			587,638	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		587,638			587,638	
TOTAL SALARY RATE.....		430,000			430,000	
=====						

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021  
 IC#4206A00 Attorney Recruitment and Retention  
 FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-2ND JUD CIRCUIT						21600200
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						<u>1203.00.00.00</u>
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

Public Defenders seek a competitive pay increase of \$10,000 for all Assistant Public Defenders and Chief Assistant Public Defenders positions (5901 and 5909 class codes respectively), to be distributed by the Public Defenders as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase statewide for the Florida Public Defender Association circuits is \$15.7 million, plus associated benefits.

New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
PUBLIC DEFENDERS										21600000
PGM: PD-2ND JUD CIRCUIT										21600200
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										<u>1203.00.00.00</u>
OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS	
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	430,000		157,638	587,638	0.00	587,638
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							
	0.00	430,000		157,638	587,638		587,638

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TOTAL: LEGAL REPRESENTATION							<u>1203.00.00.00</u>
BY FUND TYPE							
GENERAL REVENUE FUND.....		587,638			587,638	1000	
SALARY RATE.....		430,000			430,000		

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-3RD JUD CIRCUIT						21600300
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
INDIGENT CRIM DEFENSE TF -STATE	35,000	35,000	35,000			2974 1

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

The Third Circuit Public Defender's Office (PD3) consists of seven, rural north Florida counties. A substantial majority of the roads are unpaved, and many can become impassable to smaller, 2WD vehicles. Our investigators and supervisors need larger vehicles that can better maneuver over rural unpaved roads. Recent vehicle prices are higher and vehicle sizes are becoming smaller. Small front wheel drive Sports Utility Vehicles (SUV's) can cost up to \$30,000. PD3 currently has a vehicle replacement appropriation of \$30,000 in the Indigent Criminal Defense Trust Fund. However, due to the extensive unpaved rural roads throughout the Third Circuit, PD3 will need to begin to migrate to mid-size four-wheel drive SUV's in the coming years. They will better accommodate the unpaved roads and employees and/or non-employees (i.e., witnesses) who have some physical mobility deficits and cannot easily access the smaller vehicles. These models are available for \$30,000 - \$35,000. Our oldest unit is a 2010 Ford Crown Victoria. It will be need to be replaced in FY 21-22. PD3 has sufficient trust funds to cover the increased appropriation.

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OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		195,000			195,000	
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		266,488			266,488	1000 1
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		266,488			266,488	
TOTAL SALARY RATE.....		195,000			195,000	

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-3RD JUD CIRCUIT						21600300
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021

IC#4206A00 Attorney Recruitment and Retention

FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-3RD JUD CIRCUIT						21600300
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

Public Defenders seek a competitive pay increase of \$10,000 for all Assistant Public Defenders and Chief Assistant Public Defenders positions (5901 and 5909 class codes respectively), to be distributed by the Public Defenders as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase statewide for the Florida Public Defender Association circuits is \$15.7 million, plus associated benefits.

New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	195,000		71,488	266,488	0.00	266,488



	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-3RD JUD CIRCUIT						21600300
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							266,488
	0.00	195,000		71,488	266,488		266,488

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TOTAL: LEGAL REPRESENTATION							1203.00.00.00
BY FUND TYPE							
GENERAL REVENUE FUND		266,488			266,488	1000	
TRUST FUNDS	35,000	35,000	35,000			2000	
TOTAL PROG COMP.....	35,000	301,488	35,000		266,488		
TOTAL SALARY RATE.....		195,000			195,000		

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	POS	POS	POS	POS	AMOUNT
	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-4TH JUD CIRCUIT						21600400
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
INDIGENT CRIM DEFENSE TF -STATE	56,000	56,000	56,000			2974 1

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

The Public Defender's Office, Fourth Judicial Circuit requests funds to purchase two replacement vehicles due to high mileage. The following vehicles will meet the mileage criteria for replacement as specified by the Department of Management Services within FY 2021-2022. Since the Fourth Judicial Circuit serves a three-county area, reliable vehicles are needed for investigation of cases as well as pool cars for attorneys to visit outlying detention facilities, attend court proceedings located within the three-county area, and attend out of town trainings.

The vehicles meeting the requirement for replacement are as follows:

Year	Make/Model	Identification Number	6/21 Mileage	Estimated 6/22 Mileage
2013	Ford Taurus	1FAHP2D85DG222465	122,560	134,645
2014	Chevrolet Impala	2G1WA5E35E1140055	108,261	122,631

The present elected Public Defender declined to have an office car assigned to him as was the case with his predecessor. This has reduced the overall demand on the office's vehicles. Even with this change, the listed vehicles will meet the mileage guidelines for replacement and the Office is requesting to replace them with the purchase of one (1) similar full-size vehicle @ \$25,000 and one (1) mid-size sport utility vehicle (suv) @ \$31,000 for a total of \$56,000.

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-4TH JUD CIRCUIT						21600400
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		880,000			880,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		1,202,608			1,202,608	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		1,202,608			1,202,608	
TOTAL SALARY RATE.....		880,000			880,000	
=====						

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021  
 IC#4206A00 Attorney Recruitment and Retention  
 FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-4TH JUD CIRCUIT						21600400
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

Public Defenders seek a competitive pay increase of \$10,000 for all Assistant Public Defenders and Chief Assistant Public Defenders positions (5901 and 5909 class codes respectively), to be distributed by the Public Defenders as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase statewide for the Florida Public Defender Association circuits is \$15.7 million, plus associated benefits.

New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS	AGY AMD REQ FY 2022-23	POS	AGY AMD N/R FY 2022-23	POS	AGY AMD ANZ FY 2022-23	POS	AGY AMD REQ FY 2022-23 OVER(UUNDER)	AGY FIN REQ FY 2022-23	
AMOUNT		AMOUNT		AMOUNT		AMOUNT		AMOUNT	AMOUNT	

JUSTICE ADMINISTRATION										21000000
PUBLIC DEFENDERS										21600000
PGM: PD-4TH JUD CIRCUIT										21600400
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	880,000		322,608	1,202,608	0.00	1,202,608
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							1,202,608
	0.00	880,000		322,608	1,202,608		1,202,608

\*\*\*\*\*

TOTAL: LEGAL REPRESENTATION							1203.00.00.00
BY FUND TYPE							
GENERAL REVENUE FUND		1,202,608			1,202,608		1000
TRUST FUNDS	56,000	56,000	56,000				2000
TOTAL PROG COMP.....	56,000	1,258,608	56,000		1,202,608		
TOTAL SALARY RATE.....		880,000			880,000		

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-5TH JUD CIRCUIT						21600500
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		710,000			710,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		970,286			970,286	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		970,286			970,286	
TOTAL SALARY RATE.....		710,000			710,000	
=====						

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021  
 IC#4206A00 Attorney Recruitment and Retention  
 FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-5TH JUD CIRCUIT						21600500
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						<u>1203.00.00.00</u>
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

Public Defenders seek a competitive pay increase of \$10,000 for all Assistant Public Defenders and Chief Assistant Public Defenders positions (5901 and 5909 class codes respectively), to be distributed by the Public Defenders as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase statewide for the Florida Public Defender Association circuits is \$15.7 million, plus associated benefits.

New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
PUBLIC DEFENDERS										21600000
PGM: PD-5TH JUD CIRCUIT										21600500
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										<u>1203.00.00.00</u>
OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0001 001	0.00	710,000		260,286	970,286	0.00
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						970,286
	0.00	710,000		260,286	970,286	970,286

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TOTAL: LEGAL REPRESENTATION						<u>1203.00.00.00</u>
BY FUND TYPE						
GENERAL REVENUE FUND.....		970,286			970,286	1000
SALARY RATE.....		710,000		710,000		

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-6TH JUD CIRCUIT						21600600
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		1,237,500			1,237,500	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		1,691,168			1,691,168	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		1,691,168			1,691,168	
TOTAL SALARY RATE.....		1,237,500			1,237,500	
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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021  
 IC#4206A00 Attorney Recruitment and Retention  
 FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-6TH JUD CIRCUIT						21600600
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

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New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UUNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
PUBLIC DEFENDERS										21600000
PGM: PD-6TH JUD CIRCUIT										21600600
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0001 001	0.00	1,237,500		453,668	1,691,168	0.00 1,691,168
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						
	0.00	1,237,500		453,668	1,691,168	1,691,168

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IMPROVED PROGRAMS						5000000
TREATMENT AND JOB PLACEMENT FOR						5000550
MENTALLY ILL DEFENDANTS						000000
SALARY RATE						
SALARY RATE.....		130,024			130,024	
SALARIES AND BENEFITS						
GENERAL REVENUE FUND	-STATE	3.00	206,944		3.00	206,944 1000 1

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-6TH JUD CIRCUIT						21600600
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
IMPROVED PROGRAMS						5000000
TREATMENT AND JOB PLACEMENT FOR MENTALLY ILL DEFENDANTS						5000550
OTHER PERSONAL SERVICES						030000
GENERAL REVENUE FUND -STATE		20,000			20,000	1000 1
SPECIAL CATEGORIES						100000
PUBLIC DEFENDER OPERATIONS						103226
GENERAL REVENUE FUND -STATE		15,457	10,650		15,457	1000 1
TR/DMS/HR SVCS/STW CONTRCT						107040
GENERAL REVENUE FUND -STATE		642			642	1000 1
TOTAL: TREATMENT AND JOB PLACEMENT FOR MENTALLY ILL DEFENDANTS						5000550
TOTAL POSITIONS.....		3.00			3.00	
TOTAL ISSUE.....		243,043	10,650		243,043	
TOTAL SALARY RATE.....		130,024			130,024	

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 2022-23 Amended Narrative After December 15, 2021

In 2005, Florida's Mental Health Act was modified to include involuntary outpatient services as an alternative to inpatient commitment. The hope was to reduce the overwhelming number of individuals committed under Florida's Baker Act by assisting individuals before they are in need of acute inpatient treatment. Although outpatient services are cheaper than an inpatient stay, most communities do not have the manpower and resources to independently fund an additional court treatment program. With the assistance of a Substance Abuse and Mental Health Services Administration (SAMHSA) Grant, the Office of the Public Defender of the 6th Judicial Circuit has partnered with the State Attorney's Office, the Judiciary, Pinellas County Board of County Commissioners, the Florida Department of Health, and local treatment providers

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-6TH JUD CIRCUIT						21600600
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
IMPROVED PROGRAMS						5000000
TREATMENT AND JOB PLACEMENT FOR						
MENTALLY ILL DEFENDANTS						5000550

developed the Assisted Outpatient Treatment (AOT) Program modeled from the statutory provision for involuntary outpatient services. Despite obstacles created from the COVID-19 Pandemic, the Pinellas County AOT Program has served over 150 individuals. By providing mental health treatment, social services, and court supervision to individuals for 6-12 months, AOT reduces the financial burden on our local emergency rooms and public mental health receiving facilities by decreasing the number of those in need of acute emergency services. AOT could also reduce the number of defendants filtered through the criminal justice system based upon a 2016 statutory amendment which allows for criminal county court judges to order involuntary outpatient services for those deemed appropriate. The SAMHSA grant support for this program will end in September 2022. PD 6 hopes to maintain the current program as well as to expand and offer the program as a resource to the criminal court judges. In order for the Public Defender's Office to continue to operate the AOT program, this request is for funding for a full time assistant public defender, a full-time mitigation specialist and a full-time disposition specialist from General Revenue Salaries and Benefits, as well as a Court Liaison from OPS.

This issue impacts all agency activities.

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
NEW POSITIONS							
5571 DISPOSITION SPECIALIST I							
N0002 001	1.00	38,000		21,549	59,549	0.00	59,549
N0003 001	1.00	38,000		21,549	59,549	0.00	59,549
5901 ASST PUBLIC DEFENDER							
N0001 001	1.00	54,024		33,822	87,846	0.00	87,846

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	POS	POS	POS	POS	AMOUNT
	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-6TH JUD CIRCUIT						21600600
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
IMPROVED PROGRAMS						5000000
TREATMENT AND JOB PLACEMENT FOR						
MENTALLY ILL DEFENDANTS						5000550

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
NEW POSITIONS							
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							206,944
	3.00	130,024		76,920	206,944		206,944

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TOTAL: LEGAL REPRESENTATION							1203.00.00.00
BY FUND TYPE							
GENERAL REVENUE FUND.....	3.00	1,934,211	10,650		3.00	1,934,211	1000
SALARY RATE.....		1,367,524				1,367,524	

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-7TH JUD CIRCUIT						21600700
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
AGENCY-WIDE INFORMATION TECHNOLOGY						3620000
COUNTY AGREEMENT FOR INFORMATION						
TECHNOLOGY PERSONNEL SERVICES						36224C0
SALARIES AND BENEFITS						010000
GRANTS AND DONATIONS TF -STATE	25,000	25,000				2339 1

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? YES

Office of the Public Defender, 7th Circuit (PD7) is requesting additional budget authority in the Grants and Donations Trust Fund. This fund provides PD7 with the much needed resources to pay Salaries and Benefits to Information Technology (IT) personnel. Due to the rising salary cost of quality IT personnel, PD7 requests \$25,000 in additional authority to ensure that we have the best available IT personnel. PD7 has the available cash to cover the additional requested authority.

Note: The Other Salary Amount (OAD) transaction was used to request the Salaries and Benefits without adding positions or rate.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
OTHER SALARY AMOUNT							
2339 GRANTS AND DONATIONS TF							25,000
							-----
							25,000
							=====

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
PUBLIC DEFENDERS										21600000
PGM: PD-7TH JUD CIRCUIT										21600700
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										<u>1203.00.00.00</u>
AGENCY-WIDE INFORMATION TECHNOLOGY										3620000
COUNTY AGREEMENT FOR INFORMATION										
TECHNOLOGY PERSONNEL SERVICES										36224C0

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
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A14 - AGY AMD REQ FY 2022-23

CHANGES TO CURRENTLY AUTHORIZED POSITIONS  
 OTHER SALARY AMOUNT  
 2339 GRANTS AND DONATIONS TF

25,000  
 -----  
 25,000  
 =====

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OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00
SALARY RATE										000000
SALARY RATE.....		670,000				670,000				
=====										
SALARIES AND BENEFITS										010000
GENERAL REVENUE FUND -STATE		915,622						915,622		1000 1
=====										
TOTAL: ATTORNEY RECRUITMENT AND RETENTION										4206A00
TOTAL ISSUE.....		915,622						915,622		
TOTAL SALARY RATE.....		670,000						670,000		
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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO



	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-7TH JUD CIRCUIT						21600700
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						<u>1203.00.00.00</u>
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

Amended 2022-23 Narrative after December 15, 2021

IC#4206A00 Attorney Recruitment and Retention

FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-7TH JUD CIRCUIT						21600700
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

Public Defenders seek a competitive pay increase of \$10,000 for all Assistant Public Defenders and Chief Assistant Public Defenders positions (5901 and 5909 class codes respectively), to be distributed by the Public Defenders as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase statewide for the Florida Public Defender Association circuits is \$15.7 million, plus associated benefits.

New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	670,000		245,622	915,622	0.00	915,622
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							915,622
	0.00	670,000		245,622	915,622		915,622

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
						AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-7TH JUD CIRCUIT						21600700
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
TOTAL: LEGAL REPRESENTATION						1203.00.00.00
BY FUND TYPE						
GENERAL REVENUE FUND		915,622			915,622	1000
TRUST FUNDS	25,000	25,000				2000
TOTAL PROG COMP.....	25,000	940,622			915,622	
TOTAL SALARY RATE.....		670,000			670,000	
	=====	=====	=====	=====	=====	

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-8TH JUD CIRCUIT						21600800
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
INDIGENT CRIM DEFENSE TF -STATE	34,000	34,000	34,000			2974 1

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

The Eighth Circuit Public Defender's Office is requesting \$34,000 for a mid-size sedan or sports utility vehicle (SUV) to replace an existing state vehicle that has reached replacement mileage. The vehicle is a 2014 Ford Fusion, 4 Door Sedan, VIN# 3FA6P0G72ER394171 that had 152,627 miles on June 30, 2021. The Eighth Circuit has a very large geographical area that consists of six counties that stretch from the Gulf of Mexico to the Georgia state line. Attorneys and investigators must travel extensively throughout the circuit to contact clients and witnesses. Additionally, attorneys, investigators, and administrators regularly travel throughout the state for various training seminars, conferences, and association meetings.

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OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		410,000			410,000	
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		560,306			560,306	1000 1
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		560,306			560,306	
TOTAL SALARY RATE.....		410,000			410,000	

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
						AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-8TH JUD CIRCUIT						21600800
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021

IC#4206A00 Attorney Recruitment and Retention

FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-8TH JUD CIRCUIT						21600800
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

Public Defenders seek a competitive pay increase of \$10,000 for all Assistant Public Defenders and Chief Assistant Public Defenders positions (5901 and 5909 class codes respectively), to be distributed by the Public Defenders as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase statewide for the Florida Public Defender Association circuits is \$15.7 million, plus associated benefits.

New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	410,000		150,306	560,306	0.00	560,306

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-8TH JUD CIRCUIT						21600800
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							560,306
	0.00	410,000		150,306	560,306		560,306

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TOTAL: LEGAL REPRESENTATION							1203.00.00.00
BY FUND TYPE							
GENERAL REVENUE FUND		560,306				560,306	1000
TRUST FUNDS	34,000	34,000	34,000				2000
TOTAL PROG COMP.....	34,000	594,306	34,000			560,306	
TOTAL SALARY RATE.....		410,000			410,000		

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-9TH JUD CIRCUIT						21600900
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		1,400,000			1,400,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		1,913,240			1,913,240	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		1,913,240			1,913,240	
TOTAL SALARY RATE.....		1,400,000			1,400,000	
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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021

The Ninth Circuit Public Defender Office requests a competitive pay increase of \$10,000 for all Assistant Public Defenders (5901 and 5909 class codes respectively). The cost is \$1.4 million plus associated benefits for 140 Assistant Public Defender positions authorized as of 6/30/21. We are requesting new General Revenue funds for this increase due to the recurring nature of the cost.

Despite our recruitment and training efforts, we have experienced a severely high turnover rate due to an increase in demand from the private sector. Our attorneys have been actively approached by the private sector at unprecedented rates by firms that offer substantially higher pay. Our turnover rates are as follows:

- FY17-18: 30.80%
- FY18-19: 37.91%
- FY19-20: 24.58%
- FY20-21: 48.10%



	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-9TH JUD CIRCUIT						21600900
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

The growing departure of Assistant Public Defenders significantly impacts the court system as well. The cost of inaction will be a delay in the resolution of cases which leads to increased costs throughout the system. This situation also creates higher caseloads for the attorneys left behind, which exacerbates the problem.

This pay increase will help with the recruiting and retention of Assistant Public Defenders needed to reduce delays in the court proceedings as well as to avoid the complications and errors derived from vacancies and inexperience.

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	1,400,000		513,240	1,913,240	0.00	1,913,240
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							1,913,240
	0.00	1,400,000		513,240	1,913,240		1,913,240

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TOTAL: LEGAL REPRESENTATION							1203.00.00.00
BY FUND TYPE							
GENERAL REVENUE FUND.....		1,913,240			1,913,240		1000
SALARY RATE.....		1,400,000			1,400,000		

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-10TH JUD CIRCUIT						21601000
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
INDIGENT CRIM DEFENSE TF -STATE	30,000	30,000	30,000			2974 1

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

2008 Ford Focus, Vehicle Identification Number 1FAHP35N38W254742, Mileage as of 6/30/21 was 92,486, Estimated Mileage for 6/30/22 is 95,000

The above referenced vehicle has reached the age standards for replacement. The vehicle is currently operational, but requires extensive maintenance on the air conditioner. The investigators for this Agency conduct field investigations and transport witnesses subpoenaed to appear at trial for defense of criminal charges filed against our clients. The interviewers for this Agency utilize the vehicles to travel to the South County Jail to conduct initial interviews with the client. The South County Jail is 52 miles round-trip from the main office located at the Polk County Courthouse. It is imperative to have a safe and reliable vehicle for employees who drive the vehicles and members of the public who are transported in them. Failure to obtain a vehicle replacement would hamper the investigation of evidence and the transportation of critical defense witnesses.

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OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		595,000			595,000	
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		813,128			813,128	1000 1
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		813,128			813,128	
TOTAL SALARY RATE.....		595,000			595,000	

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
						AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-10TH JUD CIRCUIT						21601000
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021

IC#4206A00 Attorney Recruitment and Retention

FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience

COL A12	COL A14	COL A15	COL A16	COL A14-A12	
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23	CODES
POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	
					21000000
					21600000
					21601000
					12
					<u>1203.00.00.00</u>
					4200000
					4206A00

levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

Public Defenders seek a competitive pay increase of \$10,000 for all Assistant Public Defenders and Chief Assistant Public Defenders positions (5901 and 5909 class codes respectively), to be distributed by the Public Defenders as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase statewide for the Florida Public Defender Association circuits is \$15.7 million, plus associated benefits.

New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0001 001	0.00	595,000	218,128	813,128	0.00	813,128

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
PUBLIC DEFENDERS										21600000
PGM: PD-10TH JUD CIRCUIT										21601000
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						
0.00	595,000		218,128	813,128		813,128

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TOTAL: LEGAL REPRESENTATION						1203.00.00.00
BY FUND TYPE						
GENERAL REVENUE FUND		813,128			813,128	1000
TRUST FUNDS	30,000	30,000	30,000			2000
TOTAL PROG COMP.....	30,000	843,128	30,000		813,128	
TOTAL SALARY RATE.....		595,000		595,000		

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23	CODES
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-11TH JUD CIRCUIT						21601100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
COMPETITIVE AREA DIFFERENTIAL FUNDING						4200A60
SALARY RATE						000000
SALARY RATE.....		1,904,000			1,904,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		2,602,006			2,602,006	1000 1
=====						
TOTAL: COMPETITIVE AREA DIFFERENTIAL FUNDING						4200A60
TOTAL ISSUE.....		2,602,006			2,602,006	
TOTAL SALARY RATE.....		1,904,000			1,904,000	
=====						

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 2022-23 Amended Narrative after December 15, 2021

Salary and benefits and associated rate funding is requested to support a Comparative Area Differential for all Assistant Public Defenders (APD). The rationale for paying comparative area differentials is that the cost of living is higher in certain parts of the state. The substantial difference in the cost of living between Miami-Dade County and other parts of the state severely affects our ability to recruit and retain quality defenders and to compete with local government agencies and other state agencies for attorneys. The cost of living in Miami Dade is 14% higher than the national average with housing 44% higher than the national average. Even within the state of Florida, the cost of living in Miami-Dade remains higher than every other county (salary.com). It is no surprise that our APD turnover rate remains very high and continues to go up.

PD-11 Turnover Rate

	FY18-19	FY19-20	FY20-21
Trials	19.94%	19.44%	35.63%
Appellate	14.81%	16.67%	16.67%

PD Statewide Turnover Rate

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-11TH JUD CIRCUIT						21601100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
COMPETITIVE AREA DIFFERENTIAL						
FUNDING						4200A60

	FY 18-19	FY 19-20	FY 20-21
Statewide	20.96%	18.78%	26.35%
Trials	21.90%	19.16%	27.50%
Appellate	9.94%	14.36%	12.42%

Our annual turnover requires that we hire a "medium-sized law firm" every year, which for the last 5 fiscal years has required us to hire and train more than 40 new hires and lateral transfers annually. This is due to the low salaries paid to Assistant Public Defenders residing in Miami-Dade County and the exorbitant costs of residing here. The federal government recognizes this and as of 2021, has a Locality Pay Adjustment for Miami that is 23.51%, which means that federal employees in this area are paid 23.51% more than the General Schedule Base Pay in locality pay alone. This in conjunction with higher starting salaries makes it very difficult to recruit and nearly impossible to retain qualified attorneys. As such, we are requesting a Comparative Area Differential be provided to the Assistant Public Defenders of the Miami-Dade Public Defender's Office. Request S&B funding for: 238 FTE Assistant Public Defenders CAD of \$8,000. No additional FTE's or standard #3 cost are requested. This issue impacts all agency activities.

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
NEW POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	1,904,000		698,006	2,602,006	0.00	2,602,006

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-11TH JUD CIRCUIT						21601100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
COMPETITIVE AREA DIFFERENTIAL						
FUNDING						4200A60

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
NEW POSITIONS							
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							2,602,006
	0.00	1,904,000		698,006	2,602,006		2,602,006

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ATTORNEY RECRUITMENT AND RETENTION							4206A00
SALARY RATE							000000
SALARY RATE.....		2,150,000			2,150,000		
SALARIES AND BENEFITS							010000
GENERAL REVENUE FUND -STATE		2,938,190			2,938,190		1000 1
TOTAL: ATTORNEY RECRUITMENT AND RETENTION							4206A00
TOTAL ISSUE.....		2,938,190			2,938,190		
TOTAL SALARY RATE.....		2,150,000			2,150,000		

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO



	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-11TH JUD CIRCUIT						21601100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

Amended 2022-23 Narrative after December 15, 2021

IC#4206A00 Attorney Recruitment and Retention

FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

COL A12	COL A14	COL A15	COL A16	COL A14-A12	
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23	CODES
POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	
					21000000
					21600000
					21601100
					12
					<u>1203.00.00.00</u>
					4200000
					4206A00

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

Public Defenders seek a competitive pay increase of \$10,000 for all Assistant Public Defenders and Chief Assistant Public Defenders positions (5901 and 5909 class codes respectively), to be distributed by the Public Defenders as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase statewide for the Florida Public Defender Association circuits is \$15.7 million, plus associated benefits.

New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01	RATE & SALARY ADJ - BENEFITS NO FTE					
N0001 001	0.00	2,150,000	788,190	2,938,190	0.00	2,938,190

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-11TH JUD CIRCUIT						21601100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							2,938,190
	0.00	2,150,000		788,190	2,938,190		2,938,190

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TOTAL: LEGAL REPRESENTATION							1203.00.00.00
BY FUND TYPE							
GENERAL REVENUE FUND.....		5,540,196			5,540,196		1000
SALARY RATE.....		4,054,000			4,054,000		

=====

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-12TH JUD CIRCUIT						21601200
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		455,000			455,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		621,804			621,804	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		621,804			621,804	
TOTAL SALARY RATE.....		455,000			455,000	
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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021  
 IC#4206A00 Attorney Recruitment and Retention  
 FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-12TH JUD CIRCUIT						21601200
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

Public Defenders seek a competitive pay increase of \$10,000 for all Assistant Public Defenders and Chief Assistant Public Defenders positions (5901 and 5909 class codes respectively), to be distributed by the Public Defenders as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase statewide for the Florida Public Defender Association circuits is \$15.7 million, plus associated benefits.

New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-13TH JUD CIRCUIT						21601300
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
INDIGENT CRIM DEFENSE TF -STATE	90,000	90,000	90,000			2974 1

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

All vehicles listed below meet the Department of Management Services criteria for replacement by either being 12 years of age or older or having in excess of 120,000 miles:

YEAR:	MAKE/MODEL:	MILEAGE:	VEHICLE ID (VIN):
2007	Chevrolet Trailblazer	86,176	1GNDT13S872272037
2009	Chevrolet Malibu	72,655	1G1ZF57599F200558
2012	Toyota Highlander	132,453	5TDZK3EH4CS072922

The Public Defender, 13th Judicial Circuit is requesting \$90,000 in Indigent Trust Fund spending authority for the replacement of three motor vehicles that have or will have reached the mandatory "drop-dread" criteria for replacement at the end of FY 21/22.

These vehicles are mission critical for the service of process, transportation of office supplies and equipment, computer equipment, audio visual equipment and office mail to and from our satellite offices, our offices located at each jail, and various other sites throughout Hillsborough County. Furthermore, investigators for this agency utilize fleet vehicles to conduct case-related field investigations.

Finally, fleet vehicles are used for group travel as a cost-efficient means to attend training and educational opportunities as part of the official state duties in lieu of mileage reimbursement to each individual traveling to and from said activities.

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-13TH JUD CIRCUIT						21601300
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
WORKLOAD						3000000
STAFFING ADJUSTMENTS FOR WORKLOAD						
AND INCREASED JUDGESHIPS						3001060
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND						
-STATE	357,918	357,918				1000 1

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

The Office of the Public Defender, 13th Judicial Circuit, requests the funding necessary to staff two (2) county criminal divisions. The Chief Judge in the Thirteenth Judicial Circuit has reinstated county criminal division B and plans to create one (1) new county criminal division based on new county judge positions. County criminal division B was previously dissolved in January 2021 by order of the Chief Judge. Assistant Public Defenders were moved into existing divisions and support staff were moved to other divisions with existing vacancies. As a result, we no longer have funding to fill support staff positions in county criminal division B; and therefore, we are requesting three (3) Assistant Public Defender positions and two (2) support staff positions for the newly created county criminal divisions. The new county criminal division is being created to keep up with the increased number of cases and case assignments in Hillsborough County.

The reinstated County Criminal Division B requires the following positions and funding:  
 Two (2) Legal Assistants at \$32,400 each to include salaries and benefits.  
 Three (3) Assistant Public Defenders at \$50,000 each to include salaries and benefits.

The Office of the Public Defender, 13th Judicial Circuit is not requesting additional Full-Time Equivalent (FTEs) or Rate as existing vacant positions will be used.

\*It may be necessary to make changes to this Issue Code at a later date depending upon additional Administrative Orders issued by the Chief Judge.

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-13TH JUD CIRCUIT						21601300
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
WORKLOAD						3000000
STAFFING ADJUSTMENTS FOR WORKLOAD AND INCREASED JUDGESHIPS						3001060

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
OTHER SALARY AMOUNT							
1000 GENERAL REVENUE FUND							357,918
							357,918
							=====

A14 - AGY AMD REQ FY 2022-23

CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
OTHER SALARY AMOUNT							
1000 GENERAL REVENUE FUND							357,918
							357,918
							=====

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23	AGY FIN REQ FY 2022-23
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-13TH JUD CIRCUIT						21601300
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		1,315,000			1,315,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		1,797,080			1,797,080	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		1,797,080			1,797,080	
TOTAL SALARY RATE.....		1,315,000			1,315,000	
=====						

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021  
 IC#4206A00 Attorney Recruitment and Retention  
 FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-13TH JUD CIRCUIT						21601300
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

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New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-13TH JUD CIRCUIT						21601300
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	1,315,000		482,080	1,797,080	0.00	1,797,080
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							1,797,080
	0.00	1,315,000		482,080	1,797,080		1,797,080

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TOTAL: LEGAL REPRESENTATION							1203.00.00.00
BY FUND TYPE							
GENERAL REVENUE FUND	357,918	2,154,998			1,797,080		1000
TRUST FUNDS	90,000	90,000	90,000				2000
TOTAL PROG COMP.....	447,918	2,244,998	90,000		1,797,080		
TOTAL SALARY RATE.....		1,315,000			1,315,000		

=====

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-14TH JUD CIRCUIT						21601400
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		365,000			365,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		498,810			498,810	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		498,810			498,810	
TOTAL SALARY RATE.....		365,000			365,000	
=====						

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021  
 IC#4206A00 Attorney Recruitment and Retention  
 FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-14TH JUD CIRCUIT						21601400
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

Public Defenders seek a competitive pay increase of \$10,000 for all Assistant Public Defenders and Chief Assistant Public Defenders positions (5901 and 5909 class codes respectively), to be distributed by the Public Defenders as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase statewide for the Florida Public Defender Association circuits is \$15.7 million, plus associated benefits.

New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
						AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-14TH JUD CIRCUIT						21601400
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	365,000		133,810	498,810	0.00	498,810
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							498,810
	0.00	365,000		133,810	498,810		498,810

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TOTAL: LEGAL REPRESENTATION							1203.00.00.00
BY FUND TYPE							
GENERAL REVENUE FUND.....		498,810			498,810	1000	
SALARY RATE.....		365,000			365,000		

=====

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-15TH JUD CIRCUIT						21601500
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		1,110,000			1,110,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		1,516,926			1,516,926	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		1,516,926			1,516,926	
TOTAL SALARY RATE.....		1,110,000			1,110,000	
=====						

AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021  
 IC#4206A00 Attorney Recruitment and Retention  
 FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.



	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-15TH JUD CIRCUIT						21601500
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

Public Defenders seek a competitive pay increase of \$10,000 for all Assistant Public Defenders and Chief Assistant Public Defenders positions (5901 and 5909 class codes respectively), to be distributed by the Public Defenders as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase statewide for the Florida Public Defender Association circuits is \$15.7 million, plus associated benefits.

New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-15TH JUD CIRCUIT						21601500
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	1,110,000		406,926	1,516,926	0.00	1,516,926
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							1,516,926
	0.00	1,110,000		406,926	1,516,926		1,516,926

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TOTAL: LEGAL REPRESENTATION							1203.00.00.00
BY FUND TYPE							
GENERAL REVENUE FUND.....		1,516,926			1,516,926		1000
SALARY RATE.....		1,110,000			1,110,000		

=====

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-16TH JUD CIRCUIT						21601600
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		190,000			190,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		259,654			259,654	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		259,654			259,654	
TOTAL SALARY RATE.....		190,000			190,000	
=====						

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021  
 IC#4206A00 Attorney Recruitment and Retention  
 FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-16TH JUD CIRCUIT						21601600
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
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This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

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New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS	AGY AMD REQ FY 2022-23	POS	AGY AMD N/R FY 2022-23	POS	AGY AMD ANZ FY 2022-23	POS	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
AMOUNT		AMOUNT		AMOUNT		AMOUNT		AMOUNT	AMOUNT	

JUSTICE ADMINISTRATION										21000000
PUBLIC DEFENDERS										21600000
PGM: PD-16TH JUD CIRCUIT										21601600
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS	
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	190,000		69,654	259,654	0.00	259,654
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							
	0.00	190,000		69,654	259,654		259,654

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TOTAL: LEGAL REPRESENTATION							1203.00.00.00
BY FUND TYPE							
GENERAL REVENUE FUND.....		259,654			259,654	1000	
SALARY RATE.....		190,000			190,000		

=====

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-17TH JUD CIRCUIT						21601700
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						<u>1203.00.00.00</u>
AGENCY-WIDE INFORMATION TECHNOLOGY						3620000
COUNTY AGREEMENT FOR INFORMATION						
TECHNOLOGY PERSONNEL SERVICES						36224C0
SALARIES AND BENEFITS						010000
GRANTS AND DONATIONS TF -STATE		400,000			400,000	2339 1

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

Amended 2022-23 Narrative After December 15, 2021

IT COMPONENT? YES

Due to the pandemic, our technology consulting fees, hardware and software needs have greatly increased. Staff has also been hired to assist with zoom and remote visitations. The County has allowed us to reallocate amongst our funds to shift appropriations to our salary needs. With this increase in IT based salaries, we request an Authority increase of \$400,000 in our Grants and Donations Trust Fund. This would bring the total G&D Authority to \$1,338,773. Similar to our current ICDTF Trust Fund Authority for salaries.

The OAD transaction was utilized with this request. No additional rate or positions are being requested.

Summary: This is a new issue.

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-17TH JUD CIRCUIT						21601700
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
AGENCY-WIDE INFORMATION TECHNOLOGY						3620000
COUNTY AGREEMENT FOR INFORMATION						
TECHNOLOGY PERSONNEL SERVICES						36224C0

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
OTHER SALARY AMOUNT							
2339 GRANTS AND DONATIONS TF							400,000
							400,000
							=====

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OTHER PROGRAMS							4200000
ATTORNEY RECRUITMENT AND RETENTION							4206A00
SALARY RATE							000000
SALARY RATE.....		1,280,000			1,280,000		
		=====			=====		
SALARIES AND BENEFITS							010000
GENERAL REVENUE FUND -STATE		1,749,248			1,749,248		1000 1
		=====			=====		
TOTAL: ATTORNEY RECRUITMENT AND RETENTION							4206A00
TOTAL ISSUE.....		1,749,248			1,749,248		
TOTAL SALARY RATE.....		1,280,000			1,280,000		
		=====			=====		

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-17TH JUD CIRCUIT						21601700
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						<u>1203.00.00.00</u>
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

Amended 2022-23 Narrative after December 15, 2021

IC#4206A00 Attorney Recruitment and Retention

FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression



	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-17TH JUD CIRCUIT						21601700
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

Public Defenders seek a competitive pay increase of \$10,000 for all Assistant Public Defenders and Chief Assistant Public Defenders positions (5901 and 5909 class codes respectively), to be distributed by the Public Defenders as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase statewide for the Florida Public Defender Association circuits is \$15.7 million, plus associated benefits.

New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	1,280,000		469,248	1,749,248	0.00	1,749,248
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							1,749,248
	0.00	1,280,000		469,248	1,749,248		1,749,248

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	POS	POS	POS	POS	AMOUNT
	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-17TH JUD CIRCUIT						21601700
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
TOTAL: LEGAL REPRESENTATION						1203.00.00.00
BY FUND TYPE						
GENERAL REVENUE FUND		1,749,248			1,749,248	1000
TRUST FUNDS		400,000			400,000	2000
TOTAL PROG COMP.....		2,149,248			2,149,248	
TOTAL SALARY RATE.....		1,280,000			1,280,000	

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-18TH JUD CIRCUIT						21601800
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
INDIGENT CRIM DEFENSE TF -STATE	26,000	26,000	26,000			2974 1

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

This request is for an investigative and administrative use vehicle to replace a vehicle which has exceeded the required age and/or mileage criteria as defined by the Department of Management Services for replacement. The vehicle will require additional engine and transmission cooling features commonly found on investigative, high use vehicles. The vehicle will require room to carry up to five adults and baggage in order to meet the administrative needs for transporting attorney staff to training programs.

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OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....	605,000			605,000		
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		826,794			826,794	1000 1
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		826,794			826,794	
TOTAL SALARY RATE.....	605,000			605,000		

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-18TH JUD CIRCUIT						21601800
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						<u>1203.00.00.00</u>
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

Amended 2022-23 Narrative after December 15, 2021

IC#4206A00 Attorney Recruitment and Retention

FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression

COL A12	COL A14	COL A15	COL A16	COL A14-A12	
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23	CODES
POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	
					21000000
					21600000
					21601800
					12
					<u>1203.00.00.00</u>
					4200000
					4206A00

issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

Public Defenders seek a competitive pay increase of \$10,000 for all Assistant Public Defenders and Chief Assistant Public Defenders positions (5901 and 5909 class codes respectively), to be distributed by the Public Defenders as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase statewide for the Florida Public Defender Association circuits is \$15.7 million, plus associated benefits.

New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE N0001 001	0.00	605,000	221,794	826,794	0.00	826,794
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND	0.00	605,000	221,794	826,794		826,794

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
						AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-18TH JUD CIRCUIT						21601800
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
TOTAL: LEGAL REPRESENTATION						1203.00.00.00
BY FUND TYPE						
GENERAL REVENUE FUND		826,794			826,794	1000
TRUST FUNDS	26,000	26,000	26,000			2000
TOTAL PROG COMP.....	26,000	852,794	26,000		826,794	
TOTAL SALARY RATE.....		605,000			605,000	
	=====	=====	=====	=====	=====	

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	POS	POS	POS	POS	AMOUNT
	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-19TH JUD CIRCUIT						21601900
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
EQUIPMENT NEEDS						2400000
REPLACEMENT OF MOTOR VEHICLES						2401500
SPECIAL CATEGORIES						100000
ACQUISITION/MOTOR VEHICLES						100021
INDIGENT CRIM DEFENSE TF -STATE	32,000	32,000	32,000			2974 1

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

All vehicles listed below meet the Department of Management Services criteria for replacement by either being 12 years of age or older or having 120,000 or more miles.

Year	Make/Model	Identification (VIN) Number	Current Mileage	Estimated Mileage at 6/30/22
2011	Chevrolet/ Equinox	#2CNALBEC9B6448785	115,237	125,000

The Public Defender's Office, 19th Circuit, is comprised of Martin, St. Lucie, Indian River and Okeechobee Counties. The 19th Circuit purchased a Chevrolet Equinox, VIN #2CNALBEC9B6448785, in 2011, which will meet it's drop-dead age of 12 years in FY 22-23. The vehicle will continue to be used to transport up to 5-6 people, plus luggage, to conferences, seminars and meetings throughout the state, as well as throughout the circuit for various trainings, meetings, depositions, jail visits and other case related travel. This vehicle is also used to transport supplies and equipment, including computer Information Technology equipment throughout the circuit when necessary for replacement and repair.

Budget authority totaling \$32,000 for FY22-23 is being requested for the replacement of the vehicle with another Sports Utility Vehicle that can hold multiple passengers.

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-19TH JUD CIRCUIT						21601900
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		370,000			370,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		505,642			505,642	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		505,642			505,642	
TOTAL SALARY RATE.....		370,000			370,000	
=====						

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021  
 IC#4206A00 Attorney Recruitment and Retention  
 FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.



	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-19TH JUD CIRCUIT						21601900
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

Public Defenders seek a competitive pay increase of \$10,000 for all Assistant Public Defenders and Chief Assistant Public Defenders positions (5901 and 5909 class codes respectively), to be distributed by the Public Defenders as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase statewide for the Florida Public Defender Association circuits is \$15.7 million, plus associated benefits.

New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23 POS	AMOUNT	AGY AMD REQ FY 2022-23 POS	AMOUNT	AGY AMD N/R FY 2022-23 POS	AMOUNT	AGY AMD ANZ FY 2022-23 POS	AMOUNT	AGY AMD REQ FY 2022-23 OVER(UUNDER) AGY FIN REQ FY 2022-23 POS	AMOUNT	

JUSTICE ADMINISTRATION										21000000
PUBLIC DEFENDERS										21600000
PGM: PD-19TH JUD CIRCUIT										21601900
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										<u>1203.00.00.00</u>
OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	370,000		135,642	505,642	0.00	505,642
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							505,642
	0.00	370,000		135,642	505,642		505,642

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TOTAL: LEGAL REPRESENTATION							<u>1203.00.00.00</u>
BY FUND TYPE							
GENERAL REVENUE FUND		505,642				505,642	1000
TRUST FUNDS	32,000	32,000	32,000				2000
TOTAL PROG COMP.....	32,000	537,642	32,000			505,642	
TOTAL SALARY RATE.....		370,000			370,000		

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-20TH JUD CIRCUIT						21602000
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		880,000			880,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		1,202,608			1,202,608	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		1,202,608			1,202,608	
TOTAL SALARY RATE.....		880,000			880,000	
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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021  
 IC#4206A00 Attorney Recruitment and Retention  
 FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-20TH JUD CIRCUIT						21602000
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

Public Defenders seek a competitive pay increase of \$10,000 for all Assistant Public Defenders and Chief Assistant Public Defenders positions (5901 and 5909 class codes respectively), to be distributed by the Public Defenders as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase statewide for the Florida Public Defender Association circuits is \$15.7 million, plus associated benefits.

New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS	AGY AMD REQ FY 2022-23	POS	AGY AMD N/R FY 2022-23	POS	AGY AMD ANZ FY 2022-23	POS	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
AMOUNT		AMOUNT		AMOUNT		AMOUNT		AMOUNT	AMOUNT	

JUSTICE ADMINISTRATION										21000000
PUBLIC DEFENDERS										21600000
PGM: PD-20TH JUD CIRCUIT										21602000
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										<u>1203.00.00.00</u>
OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0001 001	0.00	880,000		322,608	1,202,608	0.00 1,202,608
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						
0.00	880,000		322,608	1,202,608		1,202,608

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TOTAL: LEGAL REPRESENTATION						<u>1203.00.00.00</u>
BY FUND TYPE						
GENERAL REVENUE FUND.....		1,202,608			1,202,608	1000
SALARY RATE.....		880,000			880,000	

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS APPEL DIV						21650000
PGM: PDA-2ND JUD CIRCUIT						21650200
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		280,000			280,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		382,648			382,648	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		382,648			382,648	
TOTAL SALARY RATE.....		280,000			280,000	
=====						

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021  
 IC#4206A00 Attorney Recruitment and Retention  
 FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS APPEL DIV						21650000
PGM: PDA-2ND JUD CIRCUIT						21650200
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

Public Defenders seek a competitive pay increase of \$10,000 for all Assistant Public Defenders and Chief Assistant Public Defenders positions (5901 and 5909 class codes respectively), to be distributed by the Public Defenders as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase statewide for the Florida Public Defender Association circuits is \$15.7 million, plus associated benefits.

New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
PUBLIC DEFENDERS APPEL DIV										21650000
PGM: PDA-2ND JUD CIRCUIT										21650200
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	280,000		102,648	382,648	0.00	382,648
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							382,648
	0.00	280,000		102,648	382,648		382,648

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TOTAL: LEGAL REPRESENTATION							1203.00.00.00
BY FUND TYPE							
GENERAL REVENUE FUND.....		382,648			382,648		1000
SALARY RATE.....		280,000			280,000		

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS APPEL DIV						21650000
PGM: PDA-7TH JUD CIRCUIT						21650700
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		260,000			260,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		355,316			355,316	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		355,316			355,316	
TOTAL SALARY RATE.....		260,000			260,000	
=====						

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021  
 IC#4206A00 Attorney Recruitment and Retention  
 FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23	CODES
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS APPEL DIV						21650000
PGM: PDA-7TH JUD CIRCUIT						21650700
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

Public Defenders seek a competitive pay increase of \$10,000 for all Assistant Public Defenders and Chief Assistant Public Defenders positions (5901 and 5909 class codes respectively), to be distributed by the Public Defenders as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase statewide for the Florida Public Defender Association circuits is \$15.7 million, plus associated benefits.

New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
PUBLIC DEFENDERS APPEL DIV										21650000
PGM: PDA-7TH JUD CIRCUIT										21650700
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	260,000		95,316	355,316	0.00	355,316
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							355,316
	0.00	260,000		95,316	355,316		355,316

\*\*\*\*\*

TOTAL: LEGAL REPRESENTATION							1203.00.00.00
BY FUND TYPE							
GENERAL REVENUE FUND.....		355,316			355,316	1000	
SALARY RATE.....		260,000			260,000		

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23	AGY FIN REQ FY 2022-23
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS APPEL DIV						21650000
PGM: PDA-10TH JUD CIRCUIT						21651000
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		250,000			250,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		341,650			341,650	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		341,650			341,650	
TOTAL SALARY RATE.....		250,000			250,000	
=====						

AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021  
 IC#4206A00 Attorney Recruitment and Retention  
 FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS APPEL DIV						21650000
PGM: PDA-10TH JUD CIRCUIT						21651000
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

Public Defenders seek a competitive pay increase of \$10,000 for all Assistant Public Defenders and Chief Assistant Public Defenders positions (5901 and 5909 class codes respectively), to be distributed by the Public Defenders as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase statewide for the Florida Public Defender Association circuits is \$15.7 million, plus associated benefits.

New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
PUBLIC DEFENDERS APPEL DIV										21650000
PGM: PDA-10TH JUD CIRCUIT										21651000
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0001 001	0.00	250,000		91,650	341,650	0.00 341,650
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						
	0.00	250,000		91,650	341,650	341,650

\*\*\*\*\*

TOTAL: LEGAL REPRESENTATION						1203.00.00.00
BY FUND TYPE						
GENERAL REVENUE FUND.....		341,650			341,650	1000
SALARY RATE.....		250,000			250,000	

=====

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS APPEL DIV						21650000
PGM: PDA-11TH JUD CIRCUIT						21651100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
COMPETITIVE AREA DIFFERENTIAL FUNDING						4200A60
SALARY RATE						000000
SALARY RATE.....		120,000			120,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		163,992			163,992	1000 1
=====						
TOTAL: COMPETITIVE AREA DIFFERENTIAL FUNDING						4200A60
TOTAL ISSUE.....		163,992			163,992	
TOTAL SALARY RATE.....		120,000			120,000	
=====						

AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021

Salary and benefits and associated rate funding is requested to support a Comparative Area Differential for all Assistant Public Defenders (APD). The rationale for paying comparative area differentials is that the cost of living is higher in certain parts of the state. The substantial difference in the cost of living between Miami-Dade County and other parts of the state severely affects our ability to recruit and retain quality defenders and to compete with local government agencies and other state agencies for attorneys. The cost of living in Miami Dade is 14% higher than the national average with housing 44% higher than the national average. Even within the state of Florida, the cost of living in Miami-Dade remains higher than every other county (salary.com). It is no surprise that our APD turnover rate remains very high and continues to go up.

	PD-11 Turnover Rate		
	FY18-19	FY19-20	FY20-21
Trials	19.94%	19.44%	35.63%
Appeals	14.81%	16.67%	16.67%

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS APPEL DIV						21650000
PGM: PDA-11TH JUD CIRCUIT						21651100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
COMPETITIVE AREA DIFFERENTIAL						
FUNDING						4200A60

PD Statewide Turnover Rate

	FY18-19	FY19-20	FY20-21
Statewide	20.96%	18.78%	26.35%
Trials	21.90%	19.16%	27.50%
Appeals	9.94%	14.36%	12.42%

Our annual turnover requires that we hire a "medium-sized law firm" every year, which for the last 5 fiscal years has required us to hire and train more than 40 new hires and lateral transfers annually. This is due to the low salaries paid to Assistant Public Defenders residing in Miami-Dade County and the exorbitant costs of residing here. The federal government recognizes this and as of 2021, has a Locality Pay Adjustment for Miami that is 23.51%, which means that federal employees in this area are paid 23.51% more than the General Schedule Base Pay in locality pay alone. This in conjunction with higher starting salaries makes it very difficult to recruit and nearly impossible to retain qualified attorneys. As such, we are requesting a Comparative Area Differential to be provided to Assistant Public Defenders of the Miami-Dade Public Defender's Office.

Request S&B funding for: 15 FTE Assistant Public Defenders CAD of \$8,000. No additional FTE's or Standard #3 costs are requested. This issue impacts all agency activities.

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
NEW POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	120,000		43,992	163,992	0.00	163,992



	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS APPEL DIV						21650000
PGM: PDA-11TH JUD CIRCUIT						21651100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
COMPETITIVE AREA DIFFERENTIAL						
FUNDING						4200A60

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
NEW POSITIONS							
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							163,992
	0.00	120,000		43,992	163,992		163,992

ATTORNEY RECRUITMENT AND RETENTION							4206A00
SALARY RATE							000000
SALARY RATE.....		150,000			150,000		
SALARIES AND BENEFITS							010000
GENERAL REVENUE FUND -STATE		204,990			204,990		1000 1
TOTAL: ATTORNEY RECRUITMENT AND RETENTION							4206A00
TOTAL ISSUE.....		204,990			204,990		
TOTAL SALARY RATE.....		150,000			150,000		

AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS APPEL DIV						21650000
<u>PGM: PDA-11TH JUD CIRCUIT</u>						21651100
PUBLIC PROTECTION						12
<u>LEGAL REPRESENTATION</u>						<u>1203.00.00.00</u>
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

Amended 2022-23 Narrative after December 15, 2021

IC#4206A00 Attorney Recruitment and Retention

FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS APPEL DIV						21650000
PGM: PDA-11TH JUD CIRCUIT						21651100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

Public Defenders seek a competitive pay increase of \$10,000 for all Assistant Public Defenders and Chief Assistant Public Defenders positions (5901 and 5909 class codes respectively), to be distributed by the Public Defenders as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase statewide for the Florida Public Defender Association circuits is \$15.7 million, plus associated benefits.

New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	150,000		54,990	204,990	0.00	204,990

COL A12	COL A14	COL A15	COL A16	COL A14-A12	CODES
AGY FIN REQ FY 2022-23 POS AMOUNT	AGY AMD REQ FY 2022-23 POS AMOUNT	AGY AMD N/R FY 2022-23 POS AMOUNT	AGY AMD ANZ FY 2022-23 POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23 POS AMOUNT	

JUSTICE ADMINISTRATION					21000000
PUBLIC DEFENDERS APPEL DIV					21650000
PGM: PDA-11TH JUD CIRCUIT					21651100
PUBLIC PROTECTION					12
LEGAL REPRESENTATION					1203.00.00.00
OTHER PROGRAMS					4200000
ATTORNEY RECRUITMENT AND RETENTION					4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND	0.00	150,000		54,990	204,990	204,990

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TOTAL: LEGAL REPRESENTATION						1203.00.00.00
BY FUND TYPE						
GENERAL REVENUE FUND.....		368,982		368,982		1000
SALARY RATE.....		270,000		270,000		

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS APPEL DIV						21650000
PGM: PDA-15TH JUD CIRCUIT						21651500
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		290,000			290,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		396,314			396,314	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		396,314			396,314	
TOTAL SALARY RATE.....		290,000			290,000	
=====						

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021  
 IC#4206A00 Attorney Recruitment and Retention  
 FPDA Priority Issue #1

Public Defenders seek to achieve competitive pay for their experienced Assistant Public Defenders. Retention of experienced attorneys is critically important in order to ensure that Public Defenders effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Public Defender offices experience an average annual turnover rate of roughly 19.5% statewide. In FY20-21, this spiked to an all-time high of 26.35%. This dramatic increase in turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Public Defender offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Public Defenders. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Public Defender offices are able to pay. Despite recruitment efforts, Public Defender Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS APPEL DIV						21650000
PGM: PDA-15TH JUD CIRCUIT						21651500
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS	14.36%	9.94%	14.36%	12.89%	12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented turnover rate and lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression issues for Assistant Public Defenders who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

Public Defenders seek a competitive pay increase of \$10,000 for all Assistant Public Defenders and Chief Assistant Public Defenders positions (5901 and 5909 class codes respectively), to be distributed by the Public Defenders as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase statewide for the Florida Public Defender Association circuits is \$15.7 million, plus associated benefits.

New General Revenue (GR) funds are requested because statewide the Indigent Criminal Defense Trust Fund (ICDTF) and Grants and Donations Trust Fund (G&DTF) will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

Summary: This is a new issue. Amended issue code 4209A20 filed on 1/6/22 has been withdrawn.

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
PUBLIC DEFENDERS APPEL DIV										21650000
PGM: PDA-15TH JUD CIRCUIT										21651500
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS	
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	290,000		106,314	396,314	0.00	396,314
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							
	0.00	290,000		106,314	396,314		396,314

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TOTAL: LEGAL REPRESENTATION							1203.00.00.00
BY FUND TYPE							
GENERAL REVENUE FUND.....		396,314			396,314	1000	
SALARY RATE.....		290,000			290,000		

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23	CODES
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	
JUSTICE ADMINISTRATION						21000000
REGIONAL CONFLICT COUNSELS						21800000
PGM: REG CONFLICT CNSL-1ST						21800100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		810,000			810,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		961,426			961,426	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		961,426			961,426	
TOTAL SALARY RATE.....		810,000			810,000	
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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2021-22 Narrative after December 15, 2021

The Regional Counsels seek to achieve competitive pay for their experienced Assistant Regional Counsels. Just as other similarly situated judicially related offices like the Public Defenders and the State Attorneys, retention of experienced attorneys is critically important in order to ensure that Regional Counsels effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Regional Counsel offices experience turnover due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. But the more current, pervasive, and alarming problem is the lack of qualified applicants. The private sector directly competes with Regional Counsel offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Regional Counsels. The Regional Counsels must also compete with salary increases granted to other government agencies meant to combat the same issues.

The failure to be able to retain and now recruit qualified attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people in serious and complex cases as is statutorily required. The Regional Counsels are experiencing the same unprecedented lack of applicants to fill vacant positions as the Public Defenders and State Attorneys. Like those agencies, the Regional Counsels are an integral part of the justice system and the failure to be able to recruit qualified attorneys will result in inability to fulfill their constitutional responsibilities.

Additionally, a recent base salary increase was provided to the Public Defender and State Attorney offices to \$50,000 for starting attorneys, but Assistant Regional Counsels were not included in this mandatory increase. The Regional Counsels



	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
						CODES
JUSTICE ADMINISTRATION						21000000
REGIONAL CONFLICT COUNSELS						21800000
PGM: REG CONFLICT CNSL-1ST						21800100
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

have had to absorb the effects of this increase to remain competitive in the market.

Like our counterparts in the judicial system, the Public Defenders, and the State Attorneys, the Regional Counsels seek a competitive pay increase of \$10,000 for all Assistant Regional Counsel, Assistant Regional Counsel - Supervisor, and Chief Assistant Regional Counsel positions (9901, 9903, and 9909 class codes respectively), to be distributed by the Regional Counsels as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase for RC1 is \$961,426 including benefits.

This issue impacts all agency activities.

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	10,000		3,666	13,666	0.00	13,666
N0002 001	0.00	800,000		147,760	947,760	0.00	947,760
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							961,426
	0.00	810,000		151,426	961,426		961,426

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
JUSTICE ADMINISTRATION										21000000
REGIONAL CONFLICT COUNSELS										21800000
<u>PGM: REG CONFLICT CNSL-1ST</u>										21800100
PUBLIC PROTECTION										12
<u>LEGAL REPRESENTATION</u>										<u>1203.00.00.00</u>
TOTAL: LEGAL REPRESENTATION										<u>1203.00.00.00</u>
BY FUND TYPE										
GENERAL REVENUE FUND.....		961,426						961,426		1000
SALARY RATE.....		810,000						810,000		
=====										

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
REGIONAL CONFLICT COUNSELS						21800000
PGM: REG CONFLICT CNSL-2ND						21800200
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
WORKLOAD						3000000
ADDITIONAL OPERATIONAL EXPENSES						3000510
SPECIAL CATEGORIES						100000
REG CONFLICT COUNSEL OPER						103227
GENERAL REVENUE FUND -STATE	32,836	32,836	32,836			1000 1

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Due to the ongoing transmission of COVID 19 virus, additional and specialty janitorial services are required to protect our staff, clients and community from contracting and further spread of this virus. The Office of Criminal Conflict and Civil Regional Counsel in the 2nd District Court of Appeals (RC02) is requesting non-recurring funds for these additional janitorial services for a total of \$32,836.

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CRIMINAL CONFLICT AND CIVIL						
REGIONAL COUNSEL WORKLOAD						3001360
SALARY RATE						000000
SALARY RATE.....	715,000				715,000-	
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	13.00 1,147,716				13.00- 1,147,716-	1000 1
SPECIAL CATEGORIES						100000
REG CONFLICT COUNSEL OPER						103227
GENERAL REVENUE FUND -STATE	153,978				153,978-	1000 1
TR/DMS/HR SVCS/STW CONTRCT						107040
GENERAL REVENUE FUND -STATE	2,782				2,782-	1000 1

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
REGIONAL CONFLICT COUNSELS						21800000
PGM: REG CONFLICT CNSL-2ND						21800200
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
WORKLOAD						3000000
CRIMINAL CONFLICT AND CIVIL						
REGIONAL COUNSEL WORKLOAD						3001360
TOTAL: CRIMINAL CONFLICT AND CIVIL						3001360
REGIONAL COUNSEL WORKLOAD						
TOTAL POSITIONS.....	13.00				13.00-	
TOTAL ISSUE.....		1,304,476				1,304,476-
TOTAL SALARY RATE.....		715,000				715,000-

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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO

The Office of Criminal Conflict & Civil Regional Counsel, 2nd District Court of Appeals (RC2) requests five (5) Full-Time Equivalent (FTE) dependency attorneys, five (5) FTE Criminal attorneys and three (3) Forensic Social workers to handle the additional caseload requirements resulting from the backlog of Covid 19 cases (approximately 1,000 cases).

RC2 is requesting corresponding rate and Salaries and Benefits for the 13 requested positions.

Standard #3 is essential for the onboarding and set up for the new employees statewide. Operating Expenditures (category 103227) per Standard #3 for 13 positions will be \$153,978 total, of which \$59,683 is non-recurring. Standard #3 includes Voice over IP phone systems for attorneys and non-attorney professional staff.

Transfer for Human Resource Services for 13 positions will be \$2,782 (13 x \$214).

Total request is \$1,304,476

Amended 2022-23 Narrative after December 15, 2021

Summary: This issue has been deleted.

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS
JUSTICE ADMINISTRATION						21000000
REGIONAL CONFLICT COUNSELS						21800000
PGM: REG CONFLICT CNSL-2ND						21800200
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
WORKLOAD						3000000
CRIMINAL CONFLICT AND CIVIL						
REGIONAL COUNSEL WORKLOAD						3001360

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2022-23							
NEW POSITIONS							
9668 FORENSIC SOCIAL WORKER							
N0002 001	3.00	165,000		74,066	239,066	0.00	239,066
9901 ASSISTANT REGIONAL COUNSEL							
N0001 001	10.00	550,000		358,650	908,650	0.00	908,650
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							1,147,716
	13.00	715,000		432,716	1,147,716		1,147,716

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23	CODES
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	
JUSTICE ADMINISTRATION						21000000
REGIONAL CONFLICT COUNSELS						21800000
PGM: REG CONFLICT CNSL-2ND						21800200
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
SALARY ADJUSTMENT FOR ASSISTANT						
REGIONAL COUNSELS						4203A10
SALARY RATE						000000
SALARY RATE.....		836,700			836,700	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		1,143,435			1,143,435	1000 1
=====						
TOTAL: SALARY ADJUSTMENT FOR ASSISTANT						4203A10
REGIONAL COUNSELS						
TOTAL ISSUE.....		1,143,435			1,143,435	
TOTAL SALARY RATE.....		836,700			836,700	
=====						

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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021

Regional Counsel 2nd District (RC2) experiences an exceedingly high annual turnover of Assistant Regional Counsel (ARC) attorneys and endures a costly cycle of recruiting and training new attorneys. ARC attorneys are leaving RC2 for more lucrative positions in the private sector. The previous two years of the pandemic has increased this turnover with our agency's ARC attorney's leaving the remaining attorneys with an excessive case load which perpetuates the lack of retention of our competent attorneys. Offering competitive salaries for our existing attorneys and potential new hire attorneys is critical in our associate retention and filling open positions that need to be filled in order to provide adequate representation for the clientele of the State of Florida.

The appropriation of this salary adjustment for retention and onboarding new attorneys will improve core functionality for RC2 attorneys, the represented of the State of Florida and Florida's judicial system.

FTE	# of attorneys	x amount	Total
0.50	18	x 5,000	90,000
0.75	11	x 7,500	82,500

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
REGIONAL CONFLICT COUNSELS						21800000
PGM: REG CONFLICT CNSL-2ND						21800200
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
SALARY ADJUSTMENT FOR ASSISTANT						
REGIONAL COUNSELS						4203A10
0.80	1	x	8,000		8,000	
0.87	1	x	8,700		8,700	
0.90	2	x	9,000		9,000	
0.99	5	x	9,900		49,500	
1.00	58	x	10,000		580,000	
	96		total:		\$836,700	

Summary: This is the new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	836,700		306,735	1,143,435	0.00	1,143,435
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							1,143,435
	0.00	836,700		306,735	1,143,435		1,143,435

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT
JUSTICE ADMINISTRATION						21000000
REGIONAL CONFLICT COUNSELS						21800000
PGM: REG CONFLICT CNSL-2ND						21800200
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ESTABLISH TRUST FUND AUTHORITY						4203300
SALARY RATE						000000
SALARY RATE.....	400,000				400,000-	
=====						
SALARIES AND BENEFITS						010000
	8.00				8.00-	
GENERAL REVENUE FUND -STATE	641,445				641,445-	1000 1
=====						
SPECIAL CATEGORIES						100000
REG CONFLICT COUNSEL OPER						103227
GRANTS AND DONATIONS TF -RECPNT	93,948				93,948-	2339 9
=====						
RCC DUE PROCESS						103542
GRANTS AND DONATIONS TF -RECPNT	167,273				167,273-	2339 9
=====						
TR/DMS/HR SVCS/STW CONTRCT						107040
GRANTS AND DONATIONS TF -RECPNT	1,712				1,712-	2339 9
=====						
TOTAL: ESTABLISH TRUST FUND AUTHORITY						4203300
TOTAL POSITIONS.....	8.00				8.00-	
TOTAL ISSUE.....	904,378				904,378-	
TOTAL SALARY RATE.....	400,000				400,000-	
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AGENCY ISSUE NARRATIVE:  
 2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO

The Office of Criminal Conflict and Civil Regional Counsel, 2nd District Court of Appeals (RC2) is requesting authority for \$904,378 in anticipated revenue from the Federal Title IV-E Grant. RC2 will need the authority for Salaries and Benefits, Operations, Human Resources Assessment and Due Process in order to utilize the Title IV-E revenue.



COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
JUSTICE ADMINISTRATION										21000000
REGIONAL CONFLICT COUNSELS										21800000
<u>PGM: REG CONFLICT CNSL-2ND</u>										21800200
PUBLIC PROTECTION										12
<u>LEGAL REPRESENTATION</u>										<u>1203.00.00.00</u>
OTHER PROGRAMS										4200000
ESTABLISH TRUST FUND AUTHORITY										4203300

RC2 is requesting five (5) Full-Time Equivalent (FTE) dependency attorneys and three (3) forensic social workers to handle Title IV-E cases. Salaries and Benefits (category 010000) = \$641,445

Funding for Operations (category 103227) per Standard #3 for 8 positions of dependency attorneys and forensic workers will be \$93,948 (total) of which \$36,728 is non-recurring.

Transfer to the Department of Management Services for Human Resource Services (category 107040) for 8 positions of dependency attorneys and forensic workers will be \$1,712 (8 X \$214 = \$1,712).

Due Process authority (category 103542) = \$167,723

Amended 2022-23 Narrative after December 15, 2021

Summary: This issue has been deleted.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2022-23							
NEW POSITIONS							
9668 FORENSIC SOCIAL WORKER							
N0002 001	3.00	150,000		71,295	221,295	0.00	221,295
9901 ASSISTANT REGIONAL COUNSEL							
N0001 001	5.00	250,000		170,150	420,150	0.00	420,150

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
REGIONAL CONFLICT COUNSELS										21800000
<u>PGM: REG CONFLICT CNSL-2ND</u>										21800200
PUBLIC PROTECTION										12
<u>LEGAL REPRESENTATION</u>										<u>1203.00.00.00</u>
OTHER PROGRAMS										4200000
ESTABLISH TRUST FUND AUTHORITY										4203300

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2022-23						
NEW POSITIONS						
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						
8.00	400,000		241,445	641,445		641,445

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TOTAL: LEGAL REPRESENTATION						<u>1203.00.00.00</u>
BY FUND TYPE						
GENERAL REVENUE FUND	1,978,757	1,176,271	32,836		802,486-	1000
TRUST FUNDS	262,933				262,933-	2000
TOTAL POSITIONS.....	21.00				21.00-	
TOTAL PROG COMP.....	2,241,690	1,176,271	32,836		1,065,419-	
TOTAL SALARY RATE.....	1,115,000	836,700			278,300-	

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23	AGY FIN REQ FY 2022-23
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT
JUSTICE ADMINISTRATION						21000000
REGIONAL CONFLICT COUNSELS						21800000
PGM: REG CONFLICT CNSL-3RD						21800300
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		510,000			510,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		607,835			607,835	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		607,835			607,835	
TOTAL SALARY RATE.....		510,000			510,000	
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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE: IT COMPONENT? NO  
 2022-23 Amended Narrative after December 15, 2021

Regional Counsels seek to achieve competitive pay for their experienced Assistant Regional Counsels. Retention of experienced attorneys is critically important in order to ensure that Regional Counsels effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Regional Counsel offices experience an average annual turnover rate of roughly 7.65% statewide. A portion of the turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Regional Counsel offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Regional Counsels. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Regional Counsel offices are able to pay. Despite recruitment efforts, Regional Counsel Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
9.84%	4.92%	8.20%	7.65%	4.84%

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
REGIONAL CONFLICT COUNSELS						21800000
<u>PGM: REG CONFLICT CNSL-3RD</u>						21800300
<u>PUBLIC PROTECTION</u>						12
<u>LEGAL REPRESENTATION</u>						<u>1203.00.00.00</u>
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00

exacerbated by increased turnover of experienced attorneys. The unprecedented lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression issues for Assistant Regional Counsels who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

The Regional Counsels seek a competitive pay increase of \$10,000 for all Assistant Regional Counsel, Assistant Regional Counsel - Supervisor, and Chief Assistant Regional Counsel positions (9901, 9903, and 9909 class codes respectively), to be distributed by the Regional Counsels as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase for RC3 is \$607,835 including benefits.

This is a new issue. This issue impacts all agency activities.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	490,000		90,503	580,503	0.00	580,503
N0002 001	0.00	20,000		7,332	27,332	0.00	27,332

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
REGIONAL CONFLICT COUNSELS										21800000
PGM: REG CONFLICT CNSL-3RD										21800300
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
ATTORNEY RECRUITMENT AND RETENTION										4206A00

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						
0.00	510,000		97,835	607,835		607,835

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TOTAL: LEGAL REPRESENTATION						1203.00.00.00
BY FUND TYPE						
GENERAL REVENUE FUND.....		607,835		607,835	1000	
SALARY RATE.....	510,000			510,000		

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
					AGY AMD REQ	
					FY 2022-23	
					OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
REGIONAL CONFLICT COUNSELS						21800000
PGM: REG CONFLICT CNSL-4TH						21800400
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
SALARY AND BENEFITS ADJUSTMENT						4205A40
SALARY RATE						000000
SALARY RATE.....	471,380	471,380				
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	558,444	558,444				1000 1
=====						
TOTAL: SALARY AND BENEFITS ADJUSTMENT						4205A40
TOTAL ISSUE.....	558,444	558,444				
TOTAL SALARY RATE.....	471,380	471,380				
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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

A six percent (6%) increase in the amount of \$558,442.68 to RC4's current salary and benefits allocation is requested to more reasonably and more equitably compensate both assistant regional counsel attorneys and non-attorney staff members. The increase would permit RC4 to be competitive with comparable agencies in establishing the salary of both entry level positions and of advanced managerial & supervisory positions, and would, further, permit RC4 to award increases based on meritorious performance and continued dedicated service.

Core functionality and long-term stability of the agency depends upon the ability to hire qualified entry level assistant regional counsel attorneys ("ARCs") and for those ARCs to be well supervised by an experienced management & supervisory team. Additionally, RC4's non-attorney support staff -- which includes both non-attorney professionals such as Forensic Social Workers and Mitigation Specialists, who hold special educational credentials and skill sets, and general support staff such as legal assistants -- are also mission critical to agency functionality and stability.

In recent years, comparable stakeholder agencies have received funding to establish base, entry level salaries for new attorneys. This has necessitated issuing raises at RC4 in multiple offices and divisions, without new funding for this purpose, to correct serious imbalances in the pay scale when compared to "sister" agencies and in order to establish a competitive (but still lower than other agencies) base threshold for new hire attorneys. Moreover, throughout the years, it has been occasionally necessary to issue raises, without the requisite funding for this purpose, to staff members who have been promoted and tasked with additional responsibilities or to retain staff members who would otherwise depart the agency for better compensation in the private sector. Both factors have combined over time to create a competitiveness and compression gap in RC4's Salaries & Benefits budget category which the funding sought in this issue will rectify.

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY AMD REQ	
	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	FY 2022-23	
	POS	POS	POS	POS	POS	AMOUNT
	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
REGIONAL CONFLICT COUNSELS						21800000
PGM: REG CONFLICT CNSL-4TH						21800400
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
SALARY AND BENEFITS ADJUSTMENT						4205A40

Note: An informal analysis done at the beginning of FY 2021-22 in which the salaries of RC4 class title positions were compared to those of counterpart positions at six other state government agencies in the RC4 region showed the salaries of RC4's assistant regional counsel attorneys to be 11.36% lower than attorneys at the other agencies and the salaries of RC4's legal assistants and paralegals to be 6.88% lower than their legal assistant and paralegal counterparts.

The Offices of Criminal Conflict & Civil Regional Counsel are proven successes in fulfilling the legislature's intent to create a fiscally conservative, costs-savings model for safeguarding the representation of the indigent entitled to court-appointed counsel. This increase permitting salary adjustments will guarantee the agency's long-term, continued success. No additional FTEs are requested with this issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	471,380		87,064	558,444	0.00	558,444
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							558,444
	0.00	471,380		87,064	558,444		558,444

COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23	POS AMOUNT	AGY AMD N/R FY 2022-23	POS AMOUNT	AGY AMD ANZ FY 2022-23	POS AMOUNT	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	

JUSTICE ADMINISTRATION										21000000
REGIONAL CONFLICT COUNSELS										21800000
PGM: REG CONFLICT CNSL-4TH										21800400
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										<u>1203.00.00.00</u>
OTHER PROGRAMS										4200000
SALARY AND BENEFITS ADJUSTMENT										4205A40

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS	
A14 - AGY AMD REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
N0001 001	0.00	471,380		87,064	558,444	0.00	558,444
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							
	0.00	471,380		87,064	558,444		558,444

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TOTAL: LEGAL REPRESENTATION							<u>1203.00.00.00</u>
BY FUND TYPE							
GENERAL REVENUE FUND.....	558,444	558,444					1000
SALARY RATE.....	471,380	471,380					

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	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23	AGY FIN REQ FY 2022-23
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT
JUSTICE ADMINISTRATION						21000000
REGIONAL CONFLICT COUNSELS						21800000
PGM: REG CONFLICT CNSL-5TH						21800500
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
ATTORNEY RECRUITMENT AND RETENTION						4206A00
SALARY RATE						000000
SALARY RATE.....		600,000			600,000	
=====						
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE		716,277			716,277	1000 1
=====						
TOTAL: ATTORNEY RECRUITMENT AND RETENTION						4206A00
TOTAL ISSUE.....		716,277			716,277	
TOTAL SALARY RATE.....		600,000			600,000	
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AGENCY ISSUE NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

Amended 2022-23 Narrative after December 15, 2021

The Office of Criminal Conflict and Civil Regional Counsel, Fifth Region (RC5), seeks to achieve competitive pay for their experienced Assistant Regional Counsels. Retention of experienced attorneys is critically important in order to ensure that Regional Counsels effectively and efficiently meet their constitutional, ethical, and statutory responsibilities. Since July 1, 2018 to December 2021 (a three and one half fiscal year period) RC5 has experienced a total turnover rate of 37%. A portion of the turnover was due in part to the COVID-19 pandemic and to competition from the private sector and other government agencies. The private sector directly competes with Regional Counsel offices by offering higher pay and better incentives with more enticing benefits to entry-level attorneys and experienced Assistant Regional Counsels. Additionally, salary studies have shown that other government agencies on average pay higher salaries than Regional Counsel offices are able to pay. Despite recruitment efforts, Regional Counsel Offices statewide are experiencing a severe lack of applicants, both entry-level and those with prior experience.

This turnover creates a costly cycle of recruiting and training new attorneys. The continual influx of new attorneys routinely causes delays and disruptions in court dockets for defendants and victims. Additionally, the lack of experienced attorneys makes case assignments and case management difficult, as there are specific skills and experience levels required to competently represent people charged with serious and complex cases. This preexisting problem is exacerbated by increased turnover of experienced attorneys. The unprecedented lack of applicants to fill vacant positions is nothing short of a constitutional crisis in the making.

COL A12	COL A14	COL A15	COL A16	COL A14-A12	CODES
AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23	
POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	
					21000000
					21800000
					21800500
					12
					<u>1203.00.00.00</u>
					4200000
					4206A00

JUSTICE ADMINISTRATION  
 REGIONAL CONFLICT COUNSELS  
PGM: REG CONFLICT CNSL-5TH  
 PUBLIC PROTECTION  
LEGAL REPRESENTATION  
 OTHER PROGRAMS  
 ATTORNEY RECRUITMENT AND RETENTION

Additionally, the recent base salary increase to \$50,000 for starting attorneys has created serious salary compression issues for Assistant Regional Counsels who have more experience than their entry level counterparts, with a lack of attrition to meet this compression advancement in pay.

RC5 seeks a competitive pay increase of \$10,000 for all Assistant Regional Counsels and Chief Assistant Regional Counsel positions (9901 and 9909 class codes respectively), to be distributed by the Regional Counsels as necessary to recruit and retain qualified personnel. The calculation of this increase should be based on authorized positions, both filled and vacant, under the aforementioned class codes. The estimated cost of this increase for RC5 is \$716,277 including benefits.

This issue impacts all agency activities.

Summary: This is a new issue.

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POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A14 - AGY AMD REQ FY 2022-23						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
N0001 001	0.00	570,000	105,279	675,279	0.00	675,279
N0002 001	0.00	30,000	10,998	40,998	0.00	40,998
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						
0.00	600,000		116,277	716,277		716,277

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COL A12		COL A14		COL A15		COL A16		COL A14-A12		CODES
AGY FIN REQ FY 2022-23	POS	AGY AMD REQ FY 2022-23	POS	AGY AMD N/R FY 2022-23	POS	AGY AMD ANZ FY 2022-23	POS	AGY AMD REQ FY 2022-23 OVER(UNDER)	AGY FIN REQ FY 2022-23	
AMOUNT		AMOUNT		AMOUNT		AMOUNT		AMOUNT	AMOUNT	
										21000000
										21800000
										21800500
										12
										1203.00.00.00
										9900000
										990A000
										080000
										080031
GENERAL REVENUE FUND	-STATE		286,000		286,000				286,000	1000 1

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AGENCY NARRATIVE:

2022-2023 BUDGET YEAR NARRATIVE: RC05 OFFICE BUILDING IT COMPONENT? NO

Amended FY2022-23 Narrative after December 15, 2021

The Office of Criminal Conflict and Civil Regional Counsel, 5th District Court of Appeals (DCA) Region ("RC5") is requesting the nonrecurring sum of \$286,000 for capital outlay, to allow RC5 to initiate, negotiate, and purchase property located at 307 NW 3rd Street, Ocala, FL 34475 ("307 NW 3rd"). RC5 has leased and occupied 307 NW 3rd in its entirety since 2013 at a current rate of \$3,579.55 per month. 307 NW 3rd is directly across the street from the Public Defender's office; within eye site and walking distance of the Marion County Courthouse; and essentially "on campus" referring to the same geographic location that houses the Clerk of Courts, Public Defender, State Attorney, and Judges. It is the only standing office space that meets the needs of RC5 in the area. RC5 currently has eight (8) attorneys and two (2) legal assistants working at that location and will hire two (2) additional attorneys due to the current caseload in Marion County. A Broker Opinion of Value from July 2021 list the value at \$286,000 (4,400 square feet x \$65 per square foot).

Should RC5 purchase this property, the building and the land will be owned by the Department of Environmental Protection Board of Trustees of the Internal Improvement Trust Fund and maintained by RC5 with legislative appropriations.

307 NW 3rd is currently owned by a private entity, NW THIRD ST PARTNERSHIP INC. In addition to cost savings to the state over a long-term period, should 307 NW 3rd ever be sold by current ownership and RC5 was no longer able to occupy the building there would be a detrimental impact to RC5's critical Marion County operations. Owning 307 NW 3rd would allow RC5 predictability in both operational cost and facility location in Marion County for an infinite amount of time. Ownership would also be beneficial to hiring and retention due to the proximity to the Marion County Courthouse.

Summary: This is a new issue.

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