### EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

STATE OF FLORIDA	_	ISSUE AND APPROPI	RIATION CATEGORY			
			COL A15  AGY AMD N/R		AGY AMD REQ FY 2022-23 OVER(UNDER)	
			AGY AMD N/R FY 2022-23			
		POS AMOUNT				CODES
						0100000
USTICE ADMINISTRATION UBLIC DEFENDERS						21000000 21600000
GM: PD-1ST JUD CIRCUIT						21600000
PUBLIC PROTECTION						12
EGAL REPRESENTATION						1203.00.00.0
THER PROGRAMS						4200000
MPETITIVE PAY ADJUSTMENT FOR						
SSISTANT PUBLIC DEFENDERS						4209A20
SALARY RATE	200 000				200 000	000000
SALARY RATE	280,000			=========	280,000-	
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	382,648				382,648-	1000 1
TAL: COMPETITIVE PAY ADJUSTMENT	FOR	=======================================	===========		=======================================	4209A20
ASSISTANT PUBLIC DEFEND						
TOTAL ISSUE	•				382,648-	
TOTAL SALARY RATE	280,000				280,000-	
	==========	==========	==========	=========	=========	

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

STATE OF FLORIDA

### IT COMPONENT? NO

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 COIVD-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 TRIALS	14.36% 19.16%	9.94% 21.90%	14.36% 19.16%	12.89% 20.07%	12.42% 27.50%
IKIALS	19.10%	21.90%	19.100	20.07%	47.50%

### EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

STATE OF FLORIDA COL A12 COL A14 COL A15 COL A16 COL A14-A12

> AGY AMD REO 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 AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT CODES

JUSTICE ADMINISTRATION PUBLIC DEFENDERS

PGM: PD-1ST JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION

OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS

21000000 21600000 21600100 1203.00.00.00 4200000

4209A20

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 \$5,000 for all Assistant Public Defenders and Chief Assistant Public Defenders (5901 and 5909 class codes respectively). The calculation of this increase should be based on filled positions prior to the onset of the COVID 19 pandemic in February 2020. The estimated cost of this increase statewide is \$7.8 million, plus associated benefits.

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

Amended FY 2022-23 Narrative after December 15, 2021

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FY17-18 FY18-19 FY19-20 3 yr avg FY20-21

### BUDGET PERIOD: 2009-2023 EXPENDITURES BY STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

	COL A	12	COL A	A14	CC	OL A15	C	COL A16	AGY 2 FY 20	A14-A12 AMD REQ 022-23	
									OVER	(UNDER)	
	AGY FIN	~	AGY AMI	~		AMD N/R		AMD ANZ		FIN REQ	
	FY 2022		FY 202			2022-23		2022-23		022-23	
	POS .	AMOUNT P	OS	AMOUNT	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
COMPETITIVE PAY ADJUSTMENT FOR											1000-00
ASSISTANT PUBLIC DEFENDERS											4209A20
STATEWIDE	18.78%	20.	96%	18.78	용	19.51%	26	.35%			
APPEALS	14.36%	9.	94%	14.36	용	12.89%	12	.42%			
TRIALS	19.16%	21.	90%	19.16	용	20.07%	27	.50%			

3

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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This issue impacts all agency activities.

Summary: The rate for this issue has been increased by \$7,127,000 and the Salaries and Benefits have been increased by \$9,739,755 Statewide to enable a \$10,000 competitive pay adjustment rather than the \$5,000 adjustment originally requested.

Second Amended Narrative after January 6, 2022

Summary: This issue has been deleted and replaced with issue code 4206A00 "Attorney Recruitment and Retention."

### 01/14/2022 09:47 PAGE:

EXHIBIT D-3A BUDGET PERIOD: 2009-2023 EXPENDITURES BY

		PRIATION CATEGORY				
			COL A16	COL A14-A12 AGY AMD REQ FY 2022-23 OVER(UNDER)		
FY 2022-23 POS AMOUNT	FY 2022-23 POS AMOUNT	FY 2022-23 POS AMOUNT	FY 2022-23 POS AMOUN	FY 2022	-23 AMOUNT	CODES
						21000000 21600000 21600100 12 1203.00.00.00 4200000
ND BENEFITS:					LAPSE	LAPSED SALARIE
FTE 	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	%	AND BENEFITS
ENEFITS NO FTE	280,000			382,648	0.00	382,648
						382,648
				382,648		382,648
E	COL A12  AGY FIN REQ FY 2022-23 POS AMOUNT  ND BENEFITS: FTE  ED POSITIONS ENEFITS NO FTE	COL A12 COL A14  AGY FIN REQ AGY AMD REQ FY 2022-23 FY 2022-23 POS AMOUNT POS AMOUNT  ND BENEFITS:  FTE BASE RATE  ED POSITIONS ENEFITS NO FTE	COL A12 COL A14 COL A15  AGY FIN REQ AGY AMD REQ AGY AMD N/R FY 2022-23 FY 2022-23 POS AMOUNT POS AMOUNT POS AMOUNT  THE BASE RATE ADDITIVES  ED POSITIONS ENEFITS NO FTE 0.00 280,000	COL A12 COL A14 COL A15 COL A16  AGY FIN REQ AGY AMD REQ AGY AMD N/R AGY AMD ANZ FY 2022-23 FY 2022-23 FY 2022-23 POS AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT  ND BENEFITS:  FTE BASE RATE ADDITIVES BENEFITS  ED POSITIONS ENEFITS NO FTE	COL A12 COL A14 COL A15 COL A16 COL A14  AGY AMD FY 2022- OVER(UNI AGY FIN REQ AGY AMD REQ AGY AMD N/R AGY AMD ANZ AGY FIN FY 2022-23 FY 2022-23 FY 2022-23 FY 2022-23 POS AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT POS  TELEMONT POS AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT POS  ED POSITIONS ENEFITS NO FTE  0.00 280,000 102,648 382,648	COL A12

BY FUND TYPE

382,648- 1000

SALARY RATE..... 280,000 280,000BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A SP 01/14/2022 09:47 PAGE: 5
BUDGET PERIOD: 2009-2023 EXPENDITURES BY

EXPENDITURES BY
ISSUE AND APPROPRIATION CATEGORY

			KIAIION CAILGOKI			
	COL A12  AGY FIN REQ	COL A14  AGY AMD REQ	COL A15  AGY AMD N/R	COL A16  AGY AMD ANZ	AGY AMD REQ FY 2022-23 OVER(UNDER)	
			FY 2022-23		FY 2022-23	GODEG
	POS AMOUNT	CODES				
USTICE ADMINISTRATION UBLIC DEFENDERS GM: PD-2ND JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION THER PROGRAMS OMPETITIVE PAY ADJUSTMENT FOR SSISTANT PUBLIC DEFENDERS SALARY RATE SALARY RATE	195,000				195,000-	21000000 21600000 21600200 12 1203.00.00.00 4200000 4209A20 000000
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	266,488				266,488-	
OTAL: COMPETITIVE PAY ADJUSTMENT F ASSISTANT PUBLIC DEFENDE	-	==========	==========	==========	==========	4209A20
ADDIDIANT FUDDIC DELENDE	266,488				266,488-	

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

STATE OF FLORIDA

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TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

6

### EXHIBIT D-3A EXPENDITURES BY

### ISSUE AND APPROPRIATION CATEGORY

	C	OL A12	CC	OL A14	C	OL A15	C	OL A16	AGY FY 2	A14-A12 AMD REQ	
	7.03	T DEC	7.037	AMD DEC	7.01	7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	7.01	7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7		R(UNDER)	
		FIN REQ 2022-23		AMD REQ 2022-23		AMD N/R 2022-23		AMD ANZ 2022-23		FIN REQ 2022-23	
	POS	AMOUNT		AMOUNT		AMOUNT		AMOUNT		AMOUNT	CODES
		AMOUNT		AMOUNT		AMOUNT		AMOUNT		AMOUNT	CODED
JUSTICE ADMINISTRATION											21000000
PUBLIC DEFENDERS											21600000
PGM: PD-2ND JUD CIRCUIT											21600200
PUBLIC PROTECTION											12
LEGAL REPRESENTATION											1203.00.00.00
OTHER PROGRAMS											4200000
COMPETITIVE PAY ADJUSTMENT FOR											
ASSISTANT PUBLIC DEFENDERS											4209A20

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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FY17-18 FY18-19 FY19-20 3 yr avg FY20-21

7

# BNEADLO1 LAS/PBS SYSTEM EXHIBIT D-3A BUDGET PERIOD: 2009-2023 EXPENDITURES BY STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

	COL .			A14		DL A15	COL A16	COL A14-A1 AGY AMD RE FY 2022-23 OVER (UNDER	2
	AGY FI					AMD N/R	AGY AMD ANZ	AGY FIN RE	Q.
	FY 202			22-23		2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS AMOUNT	POS AMO	UNT 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
COMPETITIVE PAY ADJUSTMENT FOR									120000
ASSISTANT PUBLIC DEFENDERS									4209A20
STATEWIDE	18.78%	20	0.96%	18.7	8%	19.51%	26.35%		
APPEALS	14.36%	9	9.94%	14.3	6%	12.89%	12.42%		
TRIALS	19.16%	23	1.90%	19.1	6%	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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Second Amended Narrative after January 6, 2022

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EXHIBIT D-3A BUDGET PERIOD: 2009-2023 EXPENDITURES BY

STATE OF FLORIDA		ISSUE AND APPROP	RIATION CATEGORY				
	COL A12  AGY FIN REQ FY 2022-23 POS AMOUNT	COL A14  AGY AMD REQ FY 2022-23 POS AMOUNT	AGY AMD N/R FY 2022-23 POS AMOUNT	COL A16  AGY AMD ANZ FY 2022-23 F POS AMOUN	AGY AMD FY 2022- OVER(UNI AGY FIN FY 2022- IT POS	REQ -23 DER) REQ -23 AMOUNT	CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-2ND JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS							21000000 21600000 21600200 12 1203.00.00.00 4200000
POSITION DETAIL OF SALARIES AND	D BENEFITS:						LAPSED SALARIES
		BASE RATE	ADDITIVES				
A12 - AGY FIN REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZE RA01 RATE & SALARY ADJ - BEI N0001 001	NEFITS NO FTE 0.00	195,000					
TOTALS FOR ISSUE BY FUND 1000 GENERAL REVENUE FUND							266,488
	0.00	195,000		71,488	266,488		266,488

\* TOTAL: LEGAL REPRESENTATION 1203.00.00.00

BY FUND TYPE

GENERAL REVENUE FUND..... 266,488 266,488- 1000

SALARY RATE..... 195,000 195,000BUDGET PERIOD: 2009-2023 EXPENDITURES BY
STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	FY 2022-23	FY 2022-23	AGY AMD N/R FY 2022-23	FY 2022-23	FY 2022-23	GODIIG
	POS AMOUNT	POS AMOUNT	POS AMOUN'I'	POS AMOUNT	POS AMOUNT	CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-3RD JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS SALARY RATE SALARY RATE	. 92,500 ======				92,500- ======	21000000 21600000 21600300 12 1203.00.00.00 4209000
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE					126,410-	1000 1
TOTAL: COMPETITIVE PAY ADJUSTMENT	======================================	==========	==========	==========	=========	4209A20
ASSISTANT PUBLIC DEFEND	DERS					1209A20
TOTAL ISSUE					126,410-	

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

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TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

STATE OF FLORIDA

### EXHIBIT D-3A EXPENDITURES BY

01/14/2022 09:47 PAGE:

### ISSUE AND APPROPRIATION CATEGORY

	С	OL A12	CO	L A14	C	COL A15	C	OL A16	AGY 2	A14-A12 AMD REQ 022-23 (UNDER)	
	AGY	FIN REO	AGY	AMD REO	AGY	AMD N/R	AGY	AMD ANZ		FIN REQ	
	FY	2022-23	FY 2	022-23	FY	2022-23	FY	2022-23		022-23	
	POS	AMOUNT	POS	AMOUNT	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
COMPETITIVE PAY ADJUSTMENT FOR											
ASSISTANT PUBLIC DEFENDERS											4209A20

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FY17-18 FY18-19 FY19-20 3 yr avg FY20-21

### EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

	COL	A12	C	COL A14	C	COL A15	COL A16		COL A14 AGY AMI FY 2022 OVER(UN	D REQ 2-23	
	AGY F	IN REQ	AGY	AMD REQ	AGY	AMD N/R	AGY AMD A	NZ	AGY FIN		
	FY 20:	22-23	FY	2022-23	FY	2022-23	FY 2022-2	3	FY 2022	2-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS AM	OUNT F	POS	AMOUNT	CODES
											0100000
JUSTICE ADMINISTRATION PUBLIC DEFENDERS											21000000 21600000
PGM: PD-3RD JUD CIRCUIT											21600300
PUBLIC PROTECTION											12
LEGAL REPRESENTATION											1203.00.00.00
OTHER PROGRAMS											4200000
COMPETITIVE PAY ADJUSTMENT FOR											
ASSISTANT PUBLIC DEFENDERS											4209A20
STATEWIDE	18.78%	2	0.96%	18.7	8%	19.51%	26.35%				
APPEALS	14.36%	9	9.94%	14.3	6%	12.89%	12.42%				
TRIALS	19.16%	2	1.90%	19.1	6%	20.07%	27.50%				

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STATE OF FLORIDA

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Second Amended Narrative after January 6, 2022

Summary: This issue has been deleted and replaced with issue code 4206A00 "Attorney Recruitment and Retention."

SALARY RATE..... 92,500

92,500-

### BUDGET PERIOD: 2009-2023 EXPENDITURES BY

STATE OF FLORIDA			OPRIATION CATEGOR	Y				
	COL A12	COL A14	COL A15	COL A16	COL A14-A12 AGY AMD REQ FY 2022-23 OVER(UNDER)			
	FY 2022-23	FY 2022-23	AGY AMD N/R FY 2022-23 NT POS AMOUN	FY 2022-23	AGY FIN FY 2022-	REQ	CODES	
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-3RD JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION DTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR							21000000 21600000 21600300 12 1203.00.00.00 4200000	
ASSISTANT PUBLIC DEFENDERS							4209A20	
POSITION DETAIL OF SALARIES AN	ND BENEFITS:					TADCE	LAPSED SALARIE	
	FTE	BASE RATE	ADDITIVES	BENEFITS			AND BENEFITS	
A12 - AGY FIN REQ FY 2022-23								
CHANGES TO CURRENTLY AUTHORIZI RA01 RATE & SALARY ADJ - BI	ENEFITS NO FTE							
N0001 001	0.00	92,500		33,910 	126,410	0.00	126,410	
TOTALS FOR ISSUE BY FUND 1000 GENERAL REVENUE FUND							126,410	
	0.00				126,410		126,410	
	=======================================	========	=======================================	=======================================	========		========	
**********	* * * * * * * * * * * * * * * * * *	******	* * * * * * * * * * * * * * * * * *	* * * * * * * * * * * * * * * *	*****	*****	* * * * * * * * * * * * * * * *	
TOTAL: LEGAL REPRESENTATION							1203.00.00.00	
BY FUND TYPE	106 410				1 /	06 410	1000	
GENERAL REVENUE FUND					0.2 E.O.O	26,410-		

BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A 01/14/2022 09:47 PAGE: 13 BUDGET PERIOD: 2009-2023

EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

DITTE OF FEDERALDIT	•	IBBOL IND INTROL	0111200111			
	COL A12	COL A14	COL A15	COL A16	COL A14-A12 AGY AMD REQ FY 2022-23 OVER(UNDER)	
	~	~		AGY AMD ANZ	~	
				FY 2022-23		
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	CODES
USTICE ADMINISTRATION						21000000
UBLIC DEFENDERS						21600000
GM: PD-4TH JUD CIRCUIT						21600400
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.
THER PROGRAMS						4200000
OMPETITIVE PAY ADJUSTMENT FOR						
SSISTANT PUBLIC DEFENDERS						4209A20
SALARY RATE						000000
SALARY RATE	396,000				396,000-	
	==========	=========	==========	=========	==========	
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	541,174				541,174-	1000 1
	==========	==========	==========	==========	=========	
OTAL: COMPETITIVE PAY ADJUSTMENT ASSISTANT PUBLIC DEFEND	-					4209A20
TOTAL ISSUE	541,174				541,174-	
TOTAL SALARY RATE	396.000				396,000-	

AGENCY ISSUE NARRATIVE:

STATE OF FLORIDA

2022-2023 BUDGET YEAR NARRATIVE:

### IT COMPONENT? NO

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 COIVD-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%

ASSISTANT PUBLIC DEFENDERS

STATE OF FLORIDA

### EXHIBIT D-3A SP 01/14/2022 09:47 PAGE: EXPENDITURES BY

4209A20

ISSUE AND APPROPRIATION CATEGORY

	COL A12	COL A14	COL A15	COL A16	COL A14-A12 AGY AMD REQ FY 2022-23 OVER(UNDER)	
	AGY FIN REQ	AGY AMD REO	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	Γ POS AMOUNT	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
COMPETITIVE PAY ADJUSTMENT FOR	₹					

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 \$5,000 for all Assistant Public Defenders and Chief Assistant Public Defenders (5901 and 5909 class codes respectively). The calculation of this increase should be based on filled positions prior to the onset of the COVID 19 pandemic in February 2020. The estimated cost of this increase statewide is \$7.8 million, plus associated benefits.

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

Amended FY 2022-23 Narrative after December 15, 2021

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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

### EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

	COL A AGY FIN FY 2022	REQ	COL AGY AM FY 202	D REQ	AGY A	AMD N/R		A16 MD ANZ 22-23	AGY 2 FY 2 OVER AGY 2	A14-A12 AMD REQ 022-23 (UNDER) FIN REQ 022-23	
	POS	AMOUNT I	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION											21000000
PUBLIC DEFENDERS PGM: PD-4TH JUD CIRCUIT											21600000 21600400
PUBLIC PROTECTION											12
LEGAL REPRESENTATION											1203.00.00.00
OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR											4200000
ASSISTANT PUBLIC DEFENDERS											4209A20
STATEWIDE	18.78%	20	.96%	18.78	3왕	19.51%	26.3	5%			
APPEALS	14.36%		.94%	14.36		12.89%	12.4				
TRIALS	19.16%	21	.90%	19.16	5%	20.07%	27.5	0%			

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 funds are requested because statewide the Indigent Criminal Defense Trust Fund and the Grants and Donations Trust Fund will not have the recurring cash necessary to fund this issue long term.

This issue impacts all agency activities.

STATE OF FLORIDA

Summary: The rate for this issue has been increased by \$7,127,000 and the Salaries and Benefits have been increased by \$9,739,755 Statewide to enable a \$10,000 competitive pay adjustment rather than the \$5,000 adjustment originally requested.

Second Amended Narrative after January 6, 2022

Summary: This issue has been deleted and replaced with issue code 4206A00 "Attorney Recruitment and Retention."

### SP 01/14/2022 09:47 PAGE: 16

EXHIBIT D-3A BUDGET PERIOD: 2009-2023 EXPENDITURES BY STATE OF FLORIDA

ISSUE AND APPROPRIATION CATEGORY	
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STATE OF FLORIDA							
	AGY FIN REQ FY 2022-23 OS AMOUNT	COL A14  AGY AMD REQ FY 2022-23 F POS AMOUN	AGY AMD N/R FY 2022-23 T POS AMOUI	AGY AMD AN FY 2022-23 NT POS AMO	FY 2022- UNT POS	REQ -23 DER) REQ -23 AMOUNT	CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-4TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS							21000000 21600000 21600400 12 1203.00.00.00 4200000
POSITION DETAIL OF SALARIES AND	BENEFITS:					LAPSE	LAPSED SALARIES
		BASE RATE		BENEFITS		% 	AND BENEFITS
A12 - AGY FIN REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED RA01 RATE & SALARY ADJ - BENE N0001 001	FITS NO FTE 0.00	396,000		145,174	541,174	0.00	541,174
TOTALS FOR ISSUE BY FUND 1000 GENERAL REVENUE FUND							541,174
	0.00	396,000 ==================================		145,174	541,174		541,174
**************************************	541,174		******	******		11,174-	1203.00.00.00

BNEADL01 LAS/PBS SYSTEM 01/14/2022 09:47 PAGE: 17 EXHIBIT D-3A BUDGET PERIOD: 2009-2023

EXPENDITURES BY TOOLE AND ADDDODDIATION CATEGODY

STATE OF FLORIDA		ISSUE AND APPROP	RIATION CATEGORY			
	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	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 COMPETITIVE PAY ADJUSTMENT FOR						4200000
ASSISTANT PUBLIC DEFENDERS						4209A20
SALARY RATE						000000
SALARY RATE	340.000				340,000-	00000
Silliner Idirli	=========		=========	=========	=========	
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	464,644				464,644-	1000 1
		=========	==========	=========	=======================================	1000-00
TOTAL: COMPETITIVE PAY ADJUSTMENT ASSISTANT PUBLIC DEFEND						4209A20
TOTAL ISSUE	464,644				464,644-	
TOTAL SALARY RATE	340,000				340,000-	
*********	*********	==========	******	******	======== * * * * * * * * * * * * * * * *	*****

AGENCY ISSUE NARRATIVE: 2022-2023 BUDGET YEAR NARRATIVE:

CTATE OF ELOPIDA

### IT COMPONENT? NO

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	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%
APPEALS TRIALS	14.36% 19.16%	9.94% 21.90%	14.36% 19.16%	12.89% 20.07%	12.42% 27.50%
IKIALS	19.10%	21.90%	19.100	20.07%	47.50%

STATE OF FLORIDA

### EXHIBIT D-3A EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

COL A12 COL A14 COL A15 COL A16 COL A14-A12 AGY AMD REO 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 AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT CODES JUSTICE ADMINISTRATION 21000000 PUBLIC DEFENDERS 21600000 PGM: PD-5TH JUD CIRCUIT 21600500 PUBLIC PROTECTION 1203.00.00.00 LEGAL REPRESENTATION OTHER PROGRAMS 4200000 COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS 4209A20

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FY18-19 FY19-20 3 yr avg FY20-21

## BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A SP 01/14/2022 09:47 PAGE: 19 BUDGET PERIOD: 2009-2023 EXPENDITURES BY

### EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

	COL A	12	COL	A14	C	COL A15	COI	1 A16	AGY . FY 2	A14-A12 AMD REQ 022-23 (UNDER)	
	AGY FIN	REQ	AGY AM	D REQ	AGY	AMD N/R	AGY A	AMD ANZ		FIN REQ	
	FY 2022	-23	FY 202	2-23	FY	2022-23	FY 20	)22-23	FY 2	022-23	
	POS	AMOUNT PO	OS	AMOUNT	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 COMPETITIVE PAY ADJUSTMENT FOR											4200000
ASSISTANT PUBLIC DEFENDERS											4209A20
STATEWIDE	18.78%	20.9		18.7		19.51%	26.3				
APPEALS	14.36%	9.9		14.3		12.89%	12.4				
TRIALS	19.16%	21.9	JU8	19.1	6号	20.07%	27.5	o0%			

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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STATE OF FLORIDA

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Second Amended Narrative after January 6, 2022

Summary: This issue has been deleted and replaced with issue code 4206A00 "Attorney Recruitment and Retention."

01/14/2022 09:47 PAGE: 20

#### EXHIBIT D-3A BUDGET PERIOD: 2009-2023 EXPENDITURES BY STATE OF FLORIDA

ISSUE AND APPROPRIATION CATEGORY

STATE OF FLORIDA	•	ISSUE AND APPRO	PRIATION CATEGOR	.Y			
	~	FY 2022-23	COL A15  AGY AMD N/R FY 2022-23 F POS AMOUN	FY 2022-23	FY 2022	REQ -23 DER) REQ	CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-5TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION DTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS							21000000 21600000 21600500 12 1203.00.00.00 4200000
POSITION DETAIL OF SALARIES AN	ND BENEFITS: FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIE: AND BENEFITS
A12 - AGY FIN REQ FY 2022-23  CHANGES TO CURRENTLY AUTHORIZE  RA01 RATE & SALARY ADJ - BE  N0001 001	ENEFITS NO FTE	340,000		124,644	464,644	0.00	464,644
TOTALS FOR ISSUE BY FUND 1000 GENERAL REVENUE FUND							464,644
	0.00	340,000		124,644	464,644		464,644
**************************************	. 464,644	******	*******	******		***** 54,644-	1203.00.00.00

BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A 01/14/2022 09:47 PAGE: BUDGET PERIOD: 2009-2023

EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

	AGY FIN REQ FY 2022-23		AGY AMD N/R FY 2022-23	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	CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-6TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS SALARY RATE SALARY RATE	568,750				568,750- ======	21000000 21600000 21600600 12 1203.00.00.00 4209A20 000000
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	,				777,253-	1000 1
TOTAL: COMPETITIVE PAY ADJUSTMENT F	======================================	=========	==========	=========	==========	4209A20
	-					4209A20
	ייטפיי					
ASSISTANT PUBLIC DEFENDE					777,253-	

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

STATE OF FLORIDA

### IT COMPONENT? NO

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APPEALS TRIALS	14.36% 19.16%	9.94% 21.90%	14.36% 19.16%	12.89% 20.07%	12.42% 27.50%
IKIALS	19.10%	21.90%	19.100	20.07%	47.50%

ASSISTANT PUBLIC DEFENDERS

STATE OF FLORIDA

4209A20

### EXHIBIT D-3A EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

COL A12 COL A14 COL A15 COL A16 COL A14-A12 AGY AMD REO 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 AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT CODES JUSTICE ADMINISTRATION 21000000 PUBLIC DEFENDERS 21600000 PGM: PD-6TH JUD CIRCUIT 21600600 PUBLIC PROTECTION 1203.00.00.00 LEGAL REPRESENTATION OTHER PROGRAMS 4200000 COMPETITIVE PAY ADJUSTMENT FOR

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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Amended FY 2022-23 Narrative after December 15, 2021

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FY18-19 FY19-20 3 yr avg FY20-21

### BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A SP 01/14/2022 09:47 PAGE: 23 BUDGET PERIOD: 2009-2023 EXPENDITURES BY

### EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

	COL A AGY FIN FY 2022	I REQ		A14 MD REQ 22-23	AGY A	A15  AMD N/R 022-23	COL AGY AM FY 202		AGY A FY 20 OVER AGY B	A14-A12 AMD REQ D22-23 (UNDER) FIN REQ D22-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION											21000000
PUBLIC DEFENDERS PGM: PD-6TH JUD CIRCUIT											21600000 21600600
PUBLIC PROTECTION											12
LEGAL REPRESENTATION											1203.00.00.00
OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR											4200000
ASSISTANT PUBLIC DEFENDERS											4209A20
STATEWIDE	18.78%	20	1.96%	18.78	3%	19.51%	26.35	5%			
APPEALS	14.36%		.94%	14.36		12.89%	12.42				
TRIALS	19.16%	21	90%	19.16	5%	20.07%	27.50	0%			

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 filled positions prior to the onset of the COVID 19 pandemic in February 2020. The estimated cost of this increase statewide is \$14.2 million, plus associated benefits.

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

This issue impacts all agency activities.

STATE OF FLORIDA

Summary: The rate for this issue has been increased by \$7,127,000 and the Salaries and Benefits have been increased by \$9,739,755 Statewide to enable a \$10,000 competitive pay adjustment rather than the \$5,000 adjustment originally requested.

Second Amended Narrative after January 6, 2022

Summary: This issue has been deleted and replaced with issue code 4206A00 "Attorney Recruitment and Retention."

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#### EXHIBIT D-3A BUDGET PERIOD: 2009-2023 EXPENDITURES BY STATE OF FLORIDA

ISSUE AND APPROPRIATION CATEGORY

STATE OF FLORIDA		ISSUE AND APPROP	RIALION CALEGORY				
	FY 2022-23	AGY AMD REQ FY 2022-23	COL A15  AGY AMD N/R FY 2022-23 POS AMOUNT	AGY AMD ANZ FY 2022-23	AGY AMD FY 2022 OVER(UN AGY FIN FY 2022	REQ -23 DER) REQ	CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-6TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION DTHER PROGRAMS							21000000 21600000 21600600 12 1203.00.00.00
COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS							4209A20
POSITION DETAIL OF SALARIES AND	BENEFITS: FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE	LAPSED SALARIE AND BENEFITS
A12 - AGY FIN REQ FY 2022-23  CHANGES TO CURRENTLY AUTHORIZED  RA01 RATE & SALARY ADJ - BENI  N0001 001		568,750		208,503	777,253	0.00	777,253
TOTALS FOR ISSUE BY FUND 1000 GENERAL REVENUE FUND							777,253
	0.00	568,750		208,503	777,253		777,253
**************************************	777,253	******	******	******		77,253-	1203.00.00.00

BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A 01/14/2022 09:47 PAGE: BUDGET PERIOD: 2009-2023

EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

	COL A12	COL A14	COL A15	COL A16	COL A14-A12	
	002 1112	002 1121	002 1120	002 1120	AGY AMD REO	
					FY 2022-23	
					OVER (UNDER)	
	AGY FIN REO	AGY AMD REO	AGY AMD N/R	AGY AMD ANZ		
			FY 2022-23		FY 2022-23	
		POS AMOUNT		POS AMOUNT		CODES
						00225
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS						21600000
PGM: PD-7TH JUD CIRCUIT						21600700
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.00
OTHER PROGRAMS						4200000
COMPETITIVE PAY ADJUSTMENT FOR						
ASSISTANT PUBLIC DEFENDERS						4209A20
SALARY RATE						000000
SALARY RATE	295 000				295,000-	
	==========		=========		============	
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	403,148				403,148-	1000 1
	==========	=========	==========	=========	=========	
TOTAL: COMPETITIVE PAY ADJUSTMENT	-					4209A20
ASSISTANT PUBLIC DEFEND						
TOTAL ISSUE	403,148				403,148-	
TOTAL SALARY RATE	295,000				295,000-	
	==========	==========	==========	==========	=========	
**********	*****	******	******	******	******	******

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

STATE OF FLORIDA

### IT COMPONENT? NO

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 COIVD-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%

PUBLIC DEFENDERS

OTHER PROGRAMS

ASSISTANT PUBLIC DEFENDERS

STATE OF FLORIDA

4209A20

### EXHIBIT D-3A EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

COL A12 COL A14 COL A15 COL A16 COL A14-A12 AGY AMD REO 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 AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT CODES JUSTICE ADMINISTRATION 21000000 21600000 PGM: PD-7TH JUD CIRCUIT 21600700 PUBLIC PROTECTION 1203.00.00.00 LEGAL REPRESENTATION 4200000 COMPETITIVE PAY ADJUSTMENT FOR

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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Amended FY 2022-23 Narrative after December 15, 2021

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FY18-19 FY19-20 3 yr avg FY20-21

### BNEADLO1 LAS/PBS SYSTEM EXHIBIT D-3A SP 01/14/2022 09:47 PAGE: 27

BUDGET PERIOD: 2009-2023 EXPENDITURES BY
STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

	COL A12		COL A14		COL A15		COL A16		AGY 2	A14-A12 AMD REQ 022-23 (UNDER)	
	AGY FIN	~	AGY AM	~		AMD N/R		AMD ANZ		FIN REQ	
	FY 2022		FY 202			022-23		)22-23		022-23	
	POS	AMOUNT	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
OTHER PROGRAMS											4200000
COMPETITIVE PAY ADJUSTMENT FOR											4000700
ASSISTANT PUBLIC DEFENDERS											4209A20
STATEWIDE	18.78%	20	.96%	18.78	3%	19.51%	26.3	35%			
APPEALS	14.36%	9	.94%	14.36	5%	12.89%	12.4	12%			
TRIALS	19.16%	21	.90%	19.16	5%	20.07%	27.5	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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Summary: The rate for this issue has been increased by \$7,127,000 and the Salaries and Benefits have been increased by \$9,739,755 Statewide to enable a \$10,000 competitive pay adjustment rather than the \$5,000 adjustment originally requested.

Second Amended Narrative after January 6, 2022

Summary: This issue has been deleted and replaced with issue code 4206A00 "Attorney Recruitment and Retention."

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EXHIBIT D-3A BUDGET PERIOD: 2009-2023 EXPENDITURES BY STATE OF FLORIDA

ISSU	E AND	APPROPRIATION	CATEGORY
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COL A12 COL A14 COL A15 COL A16 COL A14-A12 AGY AMD REO FY 2022-23 OVER (UNDER) AGY FIN REQ AGY AMD REQ AGY AMD N/R AGY AMD ANZ AGY FIN REO FY 2022-23 FY 2022-23 FY 2022-23 FY 2022-23 AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT CODES JUSTICE ADMINISTRATION 21000000 PUBLIC DEFENDERS 21600000 PGM: PD-7TH JUD CIRCUIT 21600700 PUBLIC PROTECTION 12 1203.00.00.00 LEGAL REPRESENTATION 4200000 OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS 4209A20 POSITION DETAIL OF SALARIES AND BENEFITS: LAPSE LAPSED SALARIES % AND BENEFITS FTE BASE RATE ADDITIVES BENEFITS SUBTOTAL A12 - AGY FIN REO FY 2022-23 CHANGES TO CURRENTLY AUTHORIZED POSITIONS RA01 RATE & SALARY ADJ - BENEFITS NO FTE 295,000 N0001 001 0.00 108,148 403,148 0.00 403,148 TOTALS FOR ISSUE BY FUND 1000 GENERAL REVENUE FUND 403,148 -----108,148 403,148 0.00 295,000 403,148 \* TOTAL: LEGAL REPRESENTATION 1203.00.00.00 BY FUND TYPE 403,148- 1000

295,000-

BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A 01/14/2022 09:47 PAGE: BUDGET PERIOD: 2009-2023

EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

STATE OF FLORIDA	-	ISSUE AND AFFROE	KIAIION CAILGORI			
	COL A12	COL A14	COL A15	COL A16	COL A14-A12 AGY AMD REQ FY 2022-23 OVER(UNDER)	
	AGY FIN REO	AGY AMD REO	AGY AMD N/R	AGY AMD ANZ	AGY FIN REO	
	~	~	FY 2022-23		FY 2022-23	
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	CODES
USTICE ADMINISTRATION						21000000
UBLIC DEFENDERS						21600000
GM: PD-8TH JUD CIRCUIT						21600800
PUBLIC PROTECTION						12
LEGAL REPRESENTATION						1203.00.00.0
THER PROGRAMS						4200000
OMPETITIVE PAY ADJUSTMENT FOR						
SSISTANT PUBLIC DEFENDERS						4209A20
SALARY RATE						000000
SALARY RATE	195,000				195,000-	
	=======================================	==========	==========	==========	==========	
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	266,488				266,488-	1000 1
OTAL: COMPETITIVE PAY ADJUSTMENT	======================================	==========	==========	==========	==========	4209A20
ASSISTANT PUBLIC DEFEND						12071120
TOTAL ISSUE	266,488				266,488-	
TOTAL SALARY RATE	195 000				195,000-	

AGENCY ISSUE NARRATIVE: 2022-2023 BUDGET YEAR NARRATIVE:

STATE OF FLORIDA

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TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

STATE OF FLORIDA

# EXHIBIT D-3A EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

ISSUE AND APPROPRIATION CATEGORY

	COI	1 A12	C	COL A14	C	COL A15	(	COL A16	AGY FY 2	A14-A12 AMD REQ 022-23	
		FIN REQ 022-23 AMOUNT	FY	AMD REQ 2022-23 AMOUNT	FY	AMD N/R 2022-23 AMOUN	FY	AMD ANZ 2022-23 AMOUNT	AGY FY 2	(UNDER) FIN REQ 022-23 AMOUNT	CODES
											0100000
JUSTICE ADMINISTRATION PUBLIC DEFENDERS											21000000 21600000
PGM: PD-8TH JUD CIRCUIT											21600800
PUBLIC PROTECTION											12
LEGAL REPRESENTATION											1203.00.00.00
OTHER PROGRAMS											4200000
COMPETITIVE PAY ADJUSTMENT FOR											
ASSISTANT PUBLIC DEFENDERS											4209A20

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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FY17-18 FY18-19 FY19-20 3 yr avg FY20-21

## SUDGET PERIOD: 2009-2023 EXPENDITURES BY STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

	COL A12		C	COL A14	C	COL A15	COL A16	AG FY	L A14-A12 Y AMD REQ 2022-23 ER(UNDER)	
	AGY FI	N REQ	AGY	AMD REQ	AGY	AMD N/R	AGY AMD ANZ		Y FIN REQ	
	FY 202	2-23	FY	2022-23	FY	2022-23	FY 2022-23	FY	2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS AMOUN	T POS	AMOUNT	CODES
										0100000
JUSTICE ADMINISTRATION PUBLIC DEFENDERS										21000000 21600000
PGM: PD-8TH JUD CIRCUIT										21600800
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
COMPETITIVE PAY ADJUSTMENT FOR										
ASSISTANT PUBLIC DEFENDERS										4209A20
STATEWIDE	18.78%	20	0.96%	18.7	8%	19.51%	26.35%			
APPEALS	14.36%	٥	9.94%	14.3	6%	12.89%	12.42%			
TRIALS	19.16%	21	1.90%	19.1	6%	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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Second Amended Narrative after January 6, 2022

BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A BUDGET PERIOD: 2009-2023 EXPENDITURES BY STATE OF FLORIDA

ISSUE AND APPROPRIATION CATEGORY

STATE OF FLORIDA	-	LSSUE AND APPROP	RIAIION CAIEGOR	ĭ			
	FY 2022-23	AGY AMD REQ	AGY AMD N/R FY 2022-23	FY 2022-23	AGY AMD FY 2022 OVER(UN) AGY FIN FY 2022	REQ -23 DER) REQ	CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-8TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS							21000000 21600000 21600800 12 1203.00.00.00 4200000
POSITION DETAIL OF SALARIES AND	BENEFITS: FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES
A12 - AGY FIN REQ FY 2022-23  CHANGES TO CURRENTLY AUTHORIZED  RA01 RATE & SALARY ADJ - BEN  N0001 001	EFITS NO FTE	195,000		71,488	266,488	0.00	266,488
TOTALS FOR ISSUE BY FUND 1000 GENERAL REVENUE FUND							266,488
		195,000		71,488	266,488		266,488
**************************************	266,488	******	******	*********		66,488-	1203.00.00.00

BNEADL01 LAS/PBS SYSTEM 01/14/2022 09:47 PAGE: 33 EXHIBIT D-3A BUDGET PERIOD: 2009-2023

EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

	COL A12	COL A14	COL A15	COL A16	COL A14-A12 AGY AMD REQ FY 2022-23 OVER(UNDER)	
		FY 2022-23	AGY AMD N/R FY 2022-23 POS AMOUNT	FY 2022-23	AGY FIN REQ FY 2022-23	CODES
TICE ADMINISTRATION						21000000
BLIC DEFENDERS						21600000
: PD-10TH JUD CIRCUIT						21601000
BLIC PROTECTION						12
GAL REPRESENTATION  LER PROGRAMS						1203.00.00.00 4200000
LER PROGRAMS IPETITIVE PAY ADJUSTMENT FOR						4200000
SISTANT PUBLIC DEFENDERS						4209A20
LARY RATE						000000
SALARY RATE	277,500				277,500-	
	=========	==========	=========	=========	==========	
LARIES AND BENEFITS						010000
ENERAL REVENUE FUND -STA	TE 379,232				379,232-	1000 1
AL: COMPETITIVE PAY ADJUSTMEN ASSISTANT PUBLIC DEFE		============		===========	=======================================	4209A20
TOTAL ISSUE					379,232-	
TOTAL SALARY RATE	277,500				277,500-	
	=========	*********	===========	==========	=========	

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

STATE OF FLORIDA

### IT COMPONENT? NO

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 COIVD-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 TRIALS	14.36% 19.16%	9.94% 21.90%	14.36% 19.16%	12.89% 20.07%	12.42% 27.50%
IKIALS	19.10%	21.90%	19.100	20.07%	47.50%

STATE OF FLORIDA

# EXHIBIT D-3A EXPENDITURES BY ISSUE AND ADDROPRIATION CATEGORY

ISSUE AND APPROPRIATION CATEGORY

COL A12 COL A14 COL A15 COL A16 COL A14-A12 AGY AMD REO 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 AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT CODES JUSTICE ADMINISTRATION 21000000 PUBLIC DEFENDERS 21600000 PGM: PD-10TH JUD CIRCUIT 21601000 PUBLIC PROTECTION 1203.00.00.00 LEGAL REPRESENTATION OTHER PROGRAMS 4200000 COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS 4209A20

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Amended FY 2022-23 Narrative after December 15, 2021

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FY17-18 FY18-19 FY19-20 3 yr avg FY20-21

## SUDGET PERIOD: 2009-2023 EXPENDITURES BY STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

	COL A	12	COL .	A14	CC	)L A15	COI	. A16	AGY FY 2	A14-A12 AMD REQ 022-23 (UNDER)	
	AGY FIN	~	AGY AM	~		AMD N/R		AMD ANZ		FIN REQ	
	FY 2022	-23	FY 202	2-23	FY 2	2022-23	FY 20	)22-23	FY 2	022-23	
	POS	AMOUNT 1	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
COMPETITIVE PAY ADJUSTMENT FOR											
ASSISTANT PUBLIC DEFENDERS											4209A20
STATEWIDE	18.78%	20	.96%	18.78	3%	19.51%	26.3	35%			
APPEALS	14.36%		.94%	14.36		12.89%	12.4				
TRIALS	19.16%		.90%	19.16		20.07%	27.5				

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 filled positions prior to the onset of the COVID 19 pandemic in February 2020. The estimated cost of this increase statewide is \$14.2 million, plus associated benefits.

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

This issue impacts all agency activities.

Summary: The rate for this issue has been increased by \$7,127,000 and the Salaries and Benefits have been increased by \$9,739,755 Statewide to enable a \$10,000 competitive pay adjustment rather than the \$5,000 adjustment originally requested.

Second Amended Narrative after January 6, 2022

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#### EXHIBIT D-3A BUDGET PERIOD: 2009-2023 EXPENDITURES BY STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

STATE OF FLORIDA		ISSUE AND APPROP	RIALION CALEGOR	ĭ			
	AGY FIN REQ FY 2022-23	COL A14  AGY AMD REQ FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD AN FY 2022-23	AGY AMD FY 2022- OVER(UNI Z AGY FIN FY 2022-	REQ -23 DER) REQ -23	
I	POS AMOUNT	POS AMOUNT	POS AMOUN			AMOUNT	CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-10TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION DTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS							21000000 21600000 21601000 12 1203.00.00.00 4200000
POSITION DETAIL OF SALARIES AND	BENEFITS:						
	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIE AND BENEFITS
A12 - AGY FIN REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED RA01 RATE & SALARY ADJ - BENI N0001 001	EFITS NO FTE	277,500		101 722	270 222	0 00	379,232
NOOOT OOT					379,232		319,232
TOTALS FOR ISSUE BY FUND 1000 GENERAL REVENUE FUND							379,232
	0.00			101,732	379,232		379,232
	=======================================	=======================================	=======================================	=======================================	========		=========
**************************************	******	******	******	******	******	*****	*********** 1203.00.00.00
GENERAL REVENUE FUNDSALARY RATE					3' 277,500-	79,232-	1000

BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A 01/14/2022 09:47 PAGE: 37 BUDGET PERIOD: 2009-2023

EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

DITTE OF FEDERAL	-	IDDOL IND INTROL	itilizion chizacont			
				COL A16  AGY AMD ANZ	AGY AMD REQ FY 2022-23 OVER(UNDER)	
				FY 2022-23		
			POS AMOUNT			CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-11TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS SALARY RATE SALARY RATE	. 952,500 ======	==========	========	========	952,500- =======	21000000 21600000 21601100 12 1203.00.00.00 4200000 4209A20 000000
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	1,301,686				1,301,686-	1000 1
		=========	===========	==========	=======================================	
TOTAL: COMPETITIVE PAY ADJUSTMENT ASSISTANT PUBLIC DEFENI	-					4209A20
TOTAL ISSUE	1,301,686				1,301,686-	
TOTAL SALARY RATE	. 952,500				952,500-	
	=========	=========	==========	==========	=========	
********	*****	* * * * * * * * * * * * * * * *	*****	* * * * * * * * * * * * * * *	* * * * * * * * * * * * * * * *	******

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

STATE OF FLORIDA

## IT COMPONENT? NO

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 COIVD-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%

JUSTICE ADMINISTRATION

LEGAL REPRESENTATION

PGM: PD-11TH JUD CIRCUIT

PUBLIC DEFENDERS

PUBLIC PROTECTION

STATE OF FLORIDA

# EXHIBIT D-3A EXPENDITURES BY

ISSUE AND APPROPRIATION CATEGORY

COL A12 COL A14 COL A15 COL A16 COL A14-A12 AGY AMD REO 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 AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT CODES 21000000 21600000 21601100 1203.00.00.00 4200000

OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS

4209A20

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 \$5,000 for all Assistant Public Defenders and Chief Assistant Public Defenders (5901 and 5909 class codes respectively). The calculation of this increase should be based on filled positions prior to the onset of the COVID 19 pandemic in February 2020. The estimated cost of this increase statewide is \$7.8 million, plus associated benefits.

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

Amended FY 2022-23 Narrative after December 15, 2021

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 COIVD-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.

# EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

	COL A	A12	COL	A14	CC	L A15	COL A16	COL A14-A12 AGY AMD REQ FY 2022-23 OVER(UNDER)	
	AGY FIN	I REQ	AGY A	MD REQ	AGY	AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022	2-23	FY 20	22-23	FY 2	2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS AMOUNT	POS AMOUNT	CODES
JUSTICE ADMINISTRATION									21000000
PUBLIC DEFENDERS									21600000
GM: PD-11TH JUD CIRCUIT									21601100
PUBLIC PROTECTION									12
LEGAL REPRESENTATION									1203.00.00.0
THER PROGRAMS									4200000
COMPETITIVE PAY ADJUSTMENT FOR									
ASSISTANT PUBLIC DEFENDERS									4209A20
STATEWIDE	18.78%	20	).96%	18.78	8%	19.51%	26.35%		
APPEALS	14.36%		.94%	14.36		12.89%	12.42%		
TRIALS	19.16%	21	90%	19.16	6%	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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This issue impacts all agency activities.

STATE OF FLORIDA

Summary: The rate for this issue has been increased by \$7,127,000 and the Salaries and Benefits have been increased by \$9,739,755 Statewide to enable a \$10,000 competitive pay adjustment rather than the \$5,000 adjustment originally requested.

Second Amended Narrative after January 6, 2022

# SP 01/14/2022 09:47 PAGE: 40

EXHIBIT D-3A BUDGET PERIOD: 2009-2023

	EΣ	KPENDITURES BY	
ISSUE	AND	APPROPRIATION	CATEGORY

STATE OF FLORIDA		ISSUE AND APPROI	PRIATION CATEGOR	Ϋ́			
	AGY FIN REQ FY 2022-23	FY 2022-23	COL A15  AGY AMD N/R FY 2022-23 F POS AMOUN	AGY AMD AN FY 2022-23	FY 2022	REQ -23 DER) REQ	CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-11TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS							21000000 21600000 21601100 12 1203.00.00.00 4200000
POSITION DETAIL OF SALARIES AN	ID BENEFITS:					LAPSE	LAPSED SALARIES
	FTE 	BASE RATE	ADDITIVES	BENEFITS		% 	·-
A12 - AGY FIN REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZE RA01 RATE & SALARY ADJ - BE N0001 001	ENEFITS NO FTE	952,500		349,186	1,301,686	0.00	1,301,686
TOTALS FOR ISSUE BY FUND 1000 GENERAL REVENUE FUND							1,301,686
	0.00	952,500		349,186	1,301,686		1,301,686
**************************************	1,301,686	******			******	***** 01,686-	*********** 1203.00.00.00

BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A 01/14/2022 09:47 PAGE: 41 BUDGET PERIOD: 2009-2023

EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

	·					
	COL A12	COL A14	COL A15	COL A16	COL A14-A12 AGY AMD REQ FY 2022-23 OVER(UNDER)	
			AGY AMD N/R			
	FY 2022-23 POS AMOUNT		FY 2022-23 POS AMOUNT			CODES
JSTICE ADMINISTRATION						21000000
JBLIC DEFENDERS						21600000
GM: PD-12TH JUD CIRCUIT						21601200
PUBLIC PROTECTION						12
JEGAL REPRESENTATION						1203.00.00.0
THER PROGRAMS						4200000
OMPETITIVE PAY ADJUSTMENT FOR SSISTANT PUBLIC DEFENDERS						4209A20
SALARY RATE						000000
SALARY RATE	217 500				217,500-	00000
SALARI RAIE	217,500				217,300-	
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	297,236				297,236-	1000 1
	===========	=========	===========	==========	==========	
OTAL: COMPETITIVE PAY ADJUSTMENT ASSISTANT PUBLIC DEFEND	-					4209A20
TOTAL ISSUE	297,236				297,236-	
TOTAL SALARY RATE	217,500				217,500-	

AGENCY ISSUE NARRATIVE: 2022-2023 BUDGET YEAR NARRATIVE:

STATE OF FLORIDA

## IT COMPONENT? NO

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 COIVD-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 TRIALS	14.36% 19.16%	9.94% 21.90%	14.36% 19.16%	12.89% 20.07%	12.42% 27.50%
IKIALS	19.10%	21.90%	19.100	20.07%	47.50%

# EXPENDITURES BY

01/14/2022 09:47 PAGE:

4200000

4209A20

ISSUE AND APPROPRIATION CATEGORY STATE OF FLORIDA

COL A12 COL A14 COL A15 COL A16 COL A14-A12 AGY AMD REO 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 AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT CODES JUSTICE ADMINISTRATION 21000000 PUBLIC DEFENDERS 21600000 PGM: PD-12TH JUD CIRCUIT 21601200 PUBLIC PROTECTION 1203.00.00.00 LEGAL REPRESENTATION

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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Amended FY 2022-23 Narrative after December 15, 2021

OTHER PROGRAMS

COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS

> 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 COIVD-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.

# BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A SP 01/14/2022 09:47 PAGE: 43 BUDGET PERIOD: 2009-2023 EXPENDITURES BY

# EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

		A12	AGY	L A14  AMD REQ 022-23	AGY	AMD N/R	COL AGY AN FY 202	ID ANZ	AGY FY 2 OVER AGY	A14-A12 AMD REQ 022-23 (UNDER) FIN REQ 022-23	
	POS	AMOUNT		AMOUNT		AMOUNT		AMOUNT		AMOUNT	CODES
JUSTICE ADMINISTRATION											21000000
PUBLIC DEFENDERS PGM: PD-12TH JUD CIRCUIT											21600000 21601200
PUBLIC PROTECTION											12
LEGAL REPRESENTATION											1203.00.00.00
OTHER PROGRAMS											4200000
COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS											4209A20
STATEWIDE	18.78%	2	0.96%	18.78	8%	19.51%	26.35	58			
APPEALS	14.36%		9.94%	14.36		12.89%	12.42				
TRIALS	19.16%	2	1.90%	19.16	6%	20.07%	27.50	) 응			

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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This issue impacts all agency activities.

STATE OF FLORIDA

Summary: The rate for this issue has been increased by \$7,127,000 and the Salaries and Benefits have been increased by \$9,739,755 Statewide to enable a \$10,000 competitive pay adjustment rather than the \$5,000 adjustment originally requested.

Second Amended Narrative after January 6, 2022

## BUDGET PERIOD: 2009-2023 EXPENDITURES BY

ISSUE AND APPROPRIATION CATEGORY STATE OF FLORIDA COL A12 COL A14 COL A15 COL A16 COL A14-A12 AGY AMD REO FY 2022-23 OVER (UNDER) AGY AMD N/R AGY AMD ANZ AGY FIN REO AGY FIN REO AGY AMD REO FY 2022-23 FY 2022-23 FY 2022-23 FY 2022-23 AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT CODES JUSTICE ADMINISTRATION 21000000 PUBLIC DEFENDERS 21600000 PGM: PD-12TH JUD CIRCUIT 21601200 PUBLIC PROTECTION 1203.00.00.00 LEGAL REPRESENTATION 4200000 OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS 4209A20 POSITION DETAIL OF SALARIES AND BENEFITS: LAPSE LAPSED SALARIES % AND BENEFITS FTE BASE RATE ADDITIVES BENEFITS SUBTOTAL A12 - AGY FIN REO FY 2022-23 CHANGES TO CURRENTLY AUTHORIZED POSITIONS RA01 RATE & SALARY ADJ - BENEFITS NO FTE N0001 001 0.00 217,500 79,736 297,236 0.00 297,236 TOTALS FOR ISSUE BY FUND 1000 GENERAL REVENUE FUND 297,236 \_\_\_\_\_ 79,736 297,236 0.00 217,500 297,236 \* TOTAL: LEGAL REPRESENTATION 1203.00.00.00 BY FUND TYPE 297,236- 1000 SALARY RATE..... 217,500 217,500-

01/14/2022 09:47 PAGE: 44

BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A 01/14/2022 09:47 PAGE: 45 BUDGET PERIOD: 2009-2023

EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

DITTE OF FEDERAL	-	BOOL THIS THE TROP	ittilitoi, chillicont			
	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		
	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
USTICE ADMINISTRATION						21000000
UBLIC DEFENDERS						21600000
GM: PD-13TH JUD CIRCUIT						21601300
PUBLIC PROTECTION						12
EGAL REPRESENTATION						1203.00.00.00
THER PROGRAMS						4200000
OMPETITIVE PAY ADJUSTMENT FOR						
SSISTANT PUBLIC DEFENDERS						4209A20
SALARY RATE						000000
SALARY RATE	. 580,000				580,000-	
	==========	=========	=======================================	=========	=========	
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	792,628				792,628-	1000 1
	======================================	========	==========	=========	=========	4000700
OTAL: COMPETITIVE PAY ADJUSTMENT ASSISTANT PUBLIC DEFENI	-					4209A20
TOTAL ISSUE					792,628-	
TOTAL SALARY RATE	580,000				580,000-	
	=======================================			_=========		
*********	*******	******	*******	******	******	******

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

STATE OF FLORIDA

## IT COMPONENT? NO

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 COIVD-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 APPEALS	18.78% 14.36%	20.96% 9.94%	18.78% 14.36%	19.51% 12.89%	26.35% 12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

STATE OF FLORIDA

ASSISTANT PUBLIC DEFENDERS

4209A20

# EXPENDITURES BY

ISSUE AND APPROPRIATION CATEGORY

COL A12 COL A14 COL A15 COL A16 COL A14-A12 AGY AMD REO 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 AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT CODES JUSTICE ADMINISTRATION 21000000 PUBLIC DEFENDERS 21600000 PGM: PD-13TH JUD CIRCUIT 21601300 PUBLIC PROTECTION 1203.00.00.00 LEGAL REPRESENTATION OTHER PROGRAMS 4200000 COMPETITIVE PAY ADJUSTMENT FOR

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 funds are requested because statewide the Indigent Criminal Defense Trust Fund and Grants and Donations Trust Fund will not have the recurring cash necessary to fund this issue long term.

Amended FY 2022-23 Narrative after December 15, 2021

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 COIVD-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.

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# BUDGET PERIOD: 2009-2023 EXPENDITURES BY STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

	COL A	12	COL A14	С	OL A15	COL A16	COL A14-A12 AGY AMD REQ FY 2022-23	
	AGY FIN	REQ	AGY AMD REQ	AGY	AMD N/R	AGY AMD ANZ	OVER(UNDER) AGY FIN REQ	
	FY 2022	-23	FY 2022-23	FY	2022-23	FY 2022-23	FY 2022-23	
	POS	AMOUNT PO	OS AMOUI	NT POS	AMOUNT	POS AMOUNT	POS AMOUNT	CODES
THE TOTAL ADMINISTRATION								21000000
JUSTICE ADMINISTRATION PUBLIC DEFENDERS								21000000 21600000
PGM: PD-13TH JUD CIRCUIT								21601300
PUBLIC PROTECTION								12
LEGAL REPRESENTATION								1203.00.00.00
OTHER PROGRAMS								4200000
COMPETITIVE PAY ADJUSTMENT FOR								
ASSISTANT PUBLIC DEFENDERS								4209A20
STATEWIDE	18.78%	20.9	96% 18	.78%	19.51%	26.35%		
APPEALS	14.36%	9.9	94% 14	.36%	12.89%	12.42%		
TRIALS	19.16%	21.9	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 filled positions prior to the onset of the COVID 19 pandemic in February 2020. The estimated cost of this increase statewide is \$14.2 million, plus associated benefits.

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

This issue impacts all agency activities.

Summary: The rate for this issue has been increased by \$7,127,000 and the Salaries and Benefits have been increased by \$9,739,755 Statewide to enable a \$10,000 competitive pay adjustment rather than the \$5,000 adjustment originally requested.

Second Amended Narrative after January 6, 2022

SALARY RATE..... 580,000

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580,000-

# EXHIBIT D-3A BUDGET PERIOD: 2009-2023 EXPENDITURES BY

STATE OF FLORIDA			PRIATION CATEGORY	Z.			
	COL A12	COL A14	COL A15	COL A16	COL A14- AGY AMD FY 2022- OVER(UNI	REQ -23	
	FY 2022-23	FY 2022-23	AGY AMD N/R FY 2022-23 F POS AMOUNT	FY 2022-23	AGY FIN FY 2022-	REQ	CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-13TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS							21000000 21600000 21601300 12 1203.00.00.00 4200000
POSITION DETAIL OF SALARIES AN	D BENEFITS: FTE	BASE RATE	ADDITIVES	BENEFITS		LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZE RA01 RATE & SALARY ADJ - BE N0001 001		580,000		212,628	792,628	0.00	792,628
TOTALS FOR ISSUE BY FUND							792,628
1000 GENERAL REVENUE FUND							

BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A 01/14/2022 09:47 PAGE: BUDGET PERIOD: 2009-2023

EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

STATE OF FLORIDA	-	ISSUE AND APPROPI	CIATION CATEGORY			
	AGY FIN REQ		AGY AMD N/R		AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ	
		POS AMOUNT	FY 2022-23 POS AMOUNT		FY 2022-23 POS AMOUNT	CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-14TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION DTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS SALARY RATE SALARY RATE	131,250				131,250-	21000000 21600000 21601400 12 1203.00.00.00 4200000
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	179,367				179,367-	1000 1
TOTAL: COMPETITIVE PAY ADJUSTMENT F ASSISTANT PUBLIC DEFENDE TOTAL ISSUE	ERS		========		179,367-	4209A20
TOTAL SALARY RATE	•				131,250-	
*********	========= * * * * * * * * * * * * * * *	=======================================	=======================================	==========	========= ************	**********

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

STATE OF FLORIDA

## IT COMPONENT? NO

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 COIVD-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%

STATE OF FLORIDA

# EXHIBIT D-3A EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

COL A12 COL A14 COL A15 COL A16 COL A14-A12 AGY AMD REO 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 AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT CODES JUSTICE ADMINISTRATION 21000000 PUBLIC DEFENDERS 21600000 PGM: PD-14TH JUD CIRCUIT 21601400 PUBLIC PROTECTION 1203.00.00.00 LEGAL REPRESENTATION OTHER PROGRAMS 4200000 COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS 4209A20

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 \$5,000 for all Assistant Public Defenders and Chief Assistant Public Defenders (5901 and 5909 class codes respectively). The calculation of this increase should be based on filled positions prior to the onset of the COVID 19 pandemic in February 2020. The estimated cost of this increase statewide is \$7.8 million, plus associated benefits.

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Amended FY 2022-23 Narrative after December 15, 2021

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# BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A SP 01/14/2022 09:47 PAGE: 51 BUDGET PERIOD: 2009-2023 EXPENDITURES BY

# EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

	COI	A12	CO	L A14	C	OL A15	COI	L A16	AGY FY 2	A14-A12 AMD REQ 022-23 (UNDER)	
	AGY F	'IN REQ	AGY .	AMD REQ	AGY	AMD N/R	AGY A	AMD ANZ	AGY	FIN REQ	
	FY 20	22-23	FY 2	022-23	FY	2022-23	FY 20	)22-23	FY 2	022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION											21000000
PUBLIC DEFENDERS											21600000
PGM: PD-14TH JUD CIRCUIT											21601400
PUBLIC PROTECTION LEGAL REPRESENTATION											12 1203.00.00.00
OTHER PROGRAMS											4200000
COMPETITIVE PAY ADJUSTMENT FOR											4200000
ASSISTANT PUBLIC DEFENDERS											4209A20
STATEWIDE	18.78%	20	0.96%	18.78	8%	19.51%	26.3	35%			
APPEALS	14.36%	9	9.94%	14.36	6%	12.89%	12.4	12%			
TRIALS	19.16%	2	1.90%	19.16	6%	20.07%	27.5	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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STATE OF FLORIDA

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Second Amended Narrative after January 6, 2022

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EXHIBIT D-3A EXDENDITIBES BY BUDGET PERIOD: 2009-2023 STATE OF FLORIDA

	E 2	ZEFNDIIOKES DI	
ISSUE	AND	APPROPRIATION	CATEGORY

STATE OF FLORIDA	ISSUE AND APPROPRIATION CATEGORY										
	FY 2022-23 POS AMOUNT		FY 2022-23 T POS AMOU	FY 2022-23 NT POS AMO	FY 2022- UNT POS	REQ -23 DER) REQ -23 AMOUNT	CODES				
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-14TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS							21000000 21600000 21601400 12 1203.00.00.00 4200000				
POSITION DETAIL OF SALARIES AN	D BENEFITS:	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES				
A12 - AGY FIN REQ FY 2022-23 CHANGES TO CURRENTLY AUTHORIZE											
RA01 RATE & SALARY ADJ - BE N0001 001		131,250					179,367				
TOTALS FOR ISSUE BY FUND 1000 GENERAL REVENUE FUND							179,367				
		131,250	=======================================	48,117	179,367		179,367				
**************************************	179,365		*******	********		79,367-	1203.00.00.00				

BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A 01/14/2022 09:47 PAGE: BUDGET PERIOD: 2009-2023

EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

	AGY FIN REQ		COL A15  AGY AMD N/R FY 2022-23		AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ	
		POS AMOUNT		POS AMOUNT		CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-15TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS SALARY RATE SALARY RATE	417,500		==========	==========	417,500- =======	21000000 21600000 21601500 12 1203.00.00.00 4200000 4209A20 000000
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	570,556				570,556-	1000 1
	=======================================	=========	==========	=========	==========	1000-00
TOTAL: COMPETITIVE PAY ADJUSTMENT F ASSISTANT PUBLIC DEFENDE	-					4209A20
	570,556				570,556-	
TOTAL ISSUE	570,550					

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

STATE OF FLORIDA

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TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

# EXHIBIT D-3A EXPENDITURES BY

ISSUE AND APPROPRIATION CATEGORY

	C	OL A12	COI	L A14	(	COL A15	C	COL A16	AGY FY 2	A14-A12 AMD REQ 2022-23 R(UNDER)	
	AGY	FIN REQ	AGY A	AMD REQ	AG	Y AMD N/R	AGY	AMD ANZ	AGY	FIN REQ	
	FY	2022-23	FY 20	022-23	FY	2022-23	FY	2022-23	FY 2	2022-23	
	POS	AMOUNT	POS	AMOUNT	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
COMPETITIVE PAY ADJUSTMENT FOR											
ASSISTANT PUBLIC DEFENDERS											4209A20

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# EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

	COL AGY FI FY 202	N REQ	COL AGY AM FY 202	1D REQ	AGY	AMD N/R 022-23	COL AGY AM FY 202	1D ANZ	AGY FY 2 OVER AGY	A14-A12 AMD REQ 022-23 (UNDER) FIN REQ 022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-15TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS											21000000 21600000 21601500 12 1203.00.00.00 4200000
STATEWIDE APPEALS TRIALS	18.78% 14.36% 19.16%	9	).96% ).94% L.90%	18.78 14.36 19.16	5%	19.51% 12.89% 20.07%	26.35 12.42 27.50	28			

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Second Amended Narrative after January 6, 2022

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BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A

BUDGET PERIOD: 2009-2023 STATE OF FLORIDA	=	EXPENDIT ISSUE AND APPROP	URES BY RIATION CATEGORY			
	COL A12  AGY FIN REQ FY 2022-23	COL A14  AGY AMD REQ FY 2022-23	COL A15  AGY AMD N/R FY 2022-23	COL A16  AGY AMD ANZ FY 2022-23	COL A14-A12 AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23	
	POS AMOUNT					CODES
JUSTICE ADMINISTRATION						21000000

PUBLIC DEFENDERS PGM: PD-15TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION

OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS

21600000 21601500 12 1203.00.00.00 4200000

4209A20

1203.00.00.00

POSITION DETAIL OF SALARIES AND BENEFITS:

					LAPSE	LAPSED SALARIES
FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	%	AND BENEFITS

A12 - AGY FIN REO FY 2022-23

CHANGES TO CURRENTLY AUTHORIZED POSITIONS RA01 RATE & SALARY ADJ - BENEFITS NO FTE

> N0001 001 0.00 417,500 153,056 570,556 0.00 570,556

TOTALS FOR ISSUE BY FUND 1000 GENERAL REVENUE FUND

570,556 -----0.00 417,500 153,056 570,556 570,556 

\*

TOTAL: LEGAL REPRESENTATION BY FUND TYPE

GENERAL REVENUE FUND..... 570,556 570,556- 1000

SALARY RATE..... 417,500 417,500-

BNEADL01 LAS/PBS SYSTEM 01/14/2022 09:47 PAGE: EXHIBIT D-3A BUDGET PERIOD: 2009-2023

# EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

STATE OF FLORIDA		ISSUE AND APPROP	RIAIION CALEGORY			
	AGY FIN REQ FY 2022-23	COL A14  AGY AMD REQ FY 2022-23 POS AMOUNT	AGY AMD N/R FY 2022-23	AGY AMD ANZ	AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ FY 2022-23	CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-16TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS SALARY RATE SALARY RATE	. 75,000 ========	· ========	============	=============	75,000- =======	21000000 21600000 21601600 12 1203.00.00.00 4200000 4209A20 000000
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	E 102,496	i			102,496-	1000 1
TOTAL: COMPETITIVE PAY ADJUSTMENT ASSISTANT PUBLIC DEFENI TOTAL ISSUE	DERS	;	=========	========	102,496-	4209A20
TOTAL SALARY RATE	. 75,000				75,000-	
**********		******	*******	*******	*****	******

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

STATE OF FLORIDA

## IT COMPONENT? NO

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TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

OTHER PROGRAMS

ASSISTANT PUBLIC DEFENDERS

STATE OF FLORIDA

4209A20

# EXHIBIT D-3A EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

COL A12 COL A14 COL A15 COL A16 COL A14-A12 AGY AMD REO 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 AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT CODES JUSTICE ADMINISTRATION 21000000 PUBLIC DEFENDERS 21600000 PGM: PD-16TH JUD CIRCUIT 21601600 PUBLIC PROTECTION 1203.00.00.00 LEGAL REPRESENTATION 4200000 COMPETITIVE PAY ADJUSTMENT FOR

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# BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A SP 01/14/2022 09:47 PAGE: 59 BUDGET PERIOD: 2009-2023 EXPENDITURES BY

# EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

	COL i	A12	CO	OL A14	CC	OL A15	COL A16	COL A14-A12 AGY AMD REQ FY 2022-23 OVER(UNDER)	
	AGY FI	N REQ	AGY	AMD REQ	AGY	AMD N/R	AGY AMD ANZ	AGY FIN REQ	
	FY 2022	2-23	FY 2	2022-23	FY 2	2022-23	FY 2022-23	FY 2022-23	
	POS	TRUOMA	POS	AMOUNT	POS	AMOUNT	POS AMOUNT	POS AMOUNT	CODES
THORETON ADMINISTRATION									2100000
JUSTICE ADMINISTRATION PUBLIC DEFENDERS									21000000 21600000
PGM: PD-16TH JUD CIRCUIT									21601600
PUBLIC PROTECTION									12
LEGAL REPRESENTATION									1203.00.00.00
OTHER PROGRAMS									4200000
COMPETITIVE PAY ADJUSTMENT FOR									4000700
ASSISTANT PUBLIC DEFENDERS									4209A20
STATEWIDE	18.78%	20	).96%	18.7	8%	19.51%	26.35%		
APPEALS	14.36%	ç	9.94%	14.3	6%	12.89%	12.42%		
TRIALS	19.16%	21	.90%	19.1	6%	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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This issue impacts all agency activities.

STATE OF FLORIDA

Summary: The rate for this issue has been increased by \$7,127,000 and the Salaries and Benefits have been increased by \$9,739,755 Statewide to enable a \$10,000 competitive pay adjustment rather than the \$5,000 adjustment originally requested.

Second Amended Narrative after January 6, 2022

BUDGET PERIOD: 2009-2023 EXPENDITURES BY
STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

STATE OF FLORIDA		ISSUE AND APPROP	RIALION CALEGOR	.Y			
P	COL A12  AGY FIN REQ FY 2022-23 OS AMOUNT	AGY AMD REQ FY 2022-23 POS AMOUNT	FY 2022-23 POS AMOUN	AGY AMD ANZ FY 2022-23 T POS AMOU	AGY AMD FY 2022 OVER(UN Z AGY FIN FY 2022 JNT POS	REQ -23 DER) REQ	CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-16TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS							21000000 21600000 21601600 12 1203.00.00.00 4200000
POSITION DETAIL OF SALARIES AND	BENEFITS:					TADOR	
	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	% 	LAPSED SALARIE AND BENEFITS
A12 - AGY FIN REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZED RA01 RATE & SALARY ADJ - BENE N0001 001		75,000		27,496	102,496	0.00	102,496
TOTALS FOR ISSUE BY FUND 1000 GENERAL REVENUE FUND							102,496
	0.00	75,000		27,496	102,496		102,496
**************************************	102,496		*******	******		02,496-	1203.00.00.00

BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A 01/14/2022 09:47 PAGE: BUDGET PERIOD: 2009-2023

EXPENDITURES BY TOOLE AND ADDDODDIATION CATECODY

STATE OF FLORIDA			ISSUE AND	APPROP		CATEGORY			
	COL A	12	COL					COL A14-A12 AGY AMD REQ FY 2022-23 OVER(UNDER) AGY FIN REQ	
	FY 2022	-23	FY 202	22-23	FY 2	022-23	FY 2022-23	FY 2022-23	
	POS					AMOUNT	POS AMOUN		CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-17TH JUD CIRCUIT  PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS SALARY RATE SALARY RATE	645,000 =====	=====	======		=====	======		645,000- ==================================	21000000 21600000 21601700 12 1203.00.00.00 4200000 4209A20 000000
SALARIES AND BENEFITS									010000
GENERAL REVENUE FUND -STATE		- ,						881,458-	1000 1
TOTAL: COMPETITIVE PAY ADJUSTMENT ASSISTANT PUBLIC DEFEND		=====	======	:======	=====	=======	=========	=======================================	4209A20
TOTAL ISSUE TOTAL SALARY RATE	8	81,458						881,458- 645,000-	
*********	======= ******	===== *****	====== * * * * * * *	*****	===== * * * * * *	====== *****	==========	== ===================================	*****

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

## IT COMPONENT? NO

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 COIVD-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 APPEALS	18.78% 14.36%	20.96% 9.94%	18.78% 14.36%	19.51% 12.89%	26.35% 12.42%
TRIALS	19.16%	21.90%	19.16%	20.07%	27.50%

JUSTICE ADMINISTRATION

LEGAL REPRESENTATION

PGM: PD-17TH JUD CIRCUIT

PUBLIC DEFENDERS

PUBLIC PROTECTION

4209A20

# EXHIBIT D-3A EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

OTHER PROGRAMS
COMPETITIVE PAY ADJUSTMENT FOR
ASSISTANT PUBLIC DEFENDERS

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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Amended FY 2022-23 Narrative after December 15, 2021

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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

#### 

# BUDGET PERIOD: 2009-2023 EXPENDITURES BY STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

	COL A	12	COL	A14	CC	)L A15	COL	A16	AGY FY 2	A14-A12 AMD REQ 022-23 (UNDER)	
	AGY FIN	~	AGY AM	~		AMD N/R		MD ANZ		FIN REQ	
	FY 2022	-23	FY 202	2-23	FY 2	2022-23	FY 20	22-23	FY 2	022-23	
	POS	AMOUNT	POS	AMOUNT	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
COMPETITIVE PAY ADJUSTMENT FOR											
ASSISTANT PUBLIC DEFENDERS											4209A20
STATEWIDE	18.78%	20	.96%	18.78	3%	19.51%	26.3	5%			
APPEALS	14.36%		.94%	14.36		12.89%	12.4				
TRIALS	19.16%		.90%	19.16		20.07%	27.5				

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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Second Amended Narrative after January 6, 2022

BY FUND TYPE

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## EXHIBIT D-3A BUDGET PERIOD: 2009-2023 EXPENDITURES BY

STATE OF FLORIDA		ISSUE	EXPENDIT AND APPROP	CURES BY PRIATION CAT	regory					
	AGY FIN REQ		COL A14 COL A15  AGY AMD REQ AGY AMD N/R				COL A14 AGY AMD FY 2022 OVER(UN Z AGY FIN	REQ -23 DER)		
	FY 2022-23 POS AMO	FY	2022-23	FY 2022-	-23	FY 2022-23	FY 2022		CODES	
USTICE ADMINISTRATION UBLIC DEFENDERS GM: PD-17TH JUD CIRCUIT  PUBLIC PROTECTION LEGAL REPRESENTATION THER PROGRAMS OMPETITIVE PAY ADJUSTMENT FOR									21000000 21600000 21601700 12 1203.00.00.00 4200000	
SOMPETITIVE PAY ADJUSTMENT FOR SSISTANT PUBLIC DEFENDERS									4209A20	
POSITION DETAIL OF SALARIES AN	D BENEFITS:							1 3 D C D		
	FTE	BASE		ADDITIVES		NEFITS	SUBTOTAL	%	LAPSED SALARIE AND BENEFITS	
A12 - AGY FIN REQ FY 2022-23										
A12 - AGY FIN REQ FY 2022-23  CHANGES TO CURRENTLY AUTHORIZE  RA01 RATE & SALARY ADJ - BE  N0001 001			645,000			236,458	881,458	0.00	881,458	
CHANGES TO CURRENTLY AUTHORIZE RA01 RATE & SALARY ADJ - BE	NEFITS NO FTE 0.0	0					881,458		881,458	
CHANGES TO CURRENTLY AUTHORIZE RA01 RATE & SALARY ADJ - BE	NEFITS NO FTE 0.0	0	<u>-</u>							

TOTAL: LEGAL REPRESENTATION 1203.00.00.00

GENERAL REVENUE FUND.......... 881,458 881,458- 1000

SALARY RATE..... 645,000 645,000BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A 01/14/2022 09:47 PAGE: BUDGET PERIOD: 2009-2023

EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

BILLE OF FEOREDIE	•	IDDOL IND INTROL	TELLITION CHILDCON			
		COL A14		COL A16	AGY AMD REQ FY 2022-23 OVER(UNDER)	
				AGY AMD ANZ		
				FY 2022-23		
	POS AMOUNT	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
OTHER PROGRAMS						4200000
COMPETITIVE PAY ADJUSTMENT FOR						
ASSISTANT PUBLIC DEFENDERS						4209A20
SALARY RATE						000000
SALARY RATE	. 310,000				310,000-	
	=========	=========	=========	=========	==========	
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STAT	£ 423,646				423,646-	1000 1
	=========	=========	==========	==========	=========	
TOTAL: COMPETITIVE PAY ADJUSTMENT ASSISTANT PUBLIC DEFEN	-					4209A20
TOTAL ISSUE	. 423,646				423,646-	
TOTAL SALARY RATE	. 310,000				310,000-	
	==========	==========	==========	==========	==========	
********	*****	******	*****	*****	*****	*****

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

STATE OF FLORIDA

## IT COMPONENT? NO

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BUDGET PERIOD: 2009-2023 STATE OF FLORIDA

COL A12 COL A14 COL A15 COL A16 COL A14-A12 AGY AMD REO 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 AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT CODES 21000000 21600000

JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-18TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR

ASSISTANT PUBLIC DEFENDERS

21601800 1203.00.00.00 4200000

4209A20

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# BUDGET PERIOD: 2009-2023 EXPENDITURES BY STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

	COL	A12	COI	A14	С	OL A15	COI	L A16	AGY FY 2	A14-A12 AMD REQ 022-23 (UNDER)	
	AGY FI	~		AMD REQ		AMD N/R		AMD ANZ		FIN REQ	
	FY 202	2-23	FY 20	)22-23	FY	2022-23	FY 20	)22-23	FY 2	022-23	
	POS	AMOUNT	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
OTHER PROGRAMS											4200000
COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS											4209A20
ASSISTANT FUBLIC DEFENDERS											42UJA2U
STATEWIDE	18.78%	20	0.96%	18.78	8%	19.51%	26.3	35%			
APPEALS	14.36%	9	9.94%	14.3	6%	12.89%	12.4	12%			
TRIALS	19.16%	2	1.90%	19.1	6%	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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Second Amended Narrative after January 6, 2022

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#### EXHIBIT D-3A BUDGET PERIOD: 2009-2023 EXPENDITURES BY STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

STATE OF FLORIDA	-	ISSUE AND APPROP	RIAIION CALEGORY				
	AGY FIN REQ FY 2022-23	AGY AMD REQ FY 2022-23	COL A15  AGY AMD N/R FY 2022-23 POS AMOUNT	AGY AMD ANZ FY 2022-23	AGY AMD FY 2022 OVER(UN AGY FIN FY 2022	REQ -23 DER)	CODES
JUSTICE ADMINISTRATION  PUBLIC DEFENDERS  PGM: PD-18TH JUD CIRCUIT  PUBLIC PROTECTION  LEGAL REPRESENTATION  OTHER PROGRAMS  COMPETITIVE PAY ADJUSTMENT FOR  ASSISTANT PUBLIC DEFENDERS							21000000 21600000 21601800 12 1203.00.00.00 4200000
POSITION DETAIL OF SALARIES AND	BENEFITS:	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIE
A12 - AGY FIN REQ FY 2022-23  CHANGES TO CURRENTLY AUTHORIZED  RA01 RATE & SALARY ADJ - BEN  N0001 001	EFITS NO FTE	310,000		113,646	423,646	0.00	423,646
TOTALS FOR ISSUE BY FUND 1000 GENERAL REVENUE FUND							423,646
	0.00	310,000		,	423,646 		423,646
**************************************	423,646	******	******	*****		***** 23,646-	1203.00.00.00

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EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

STATE OF FHORIDA	-	ISSUE AND AFFROE	KIAIION CAILGOKI			
	COL A12	COL A14	COL A15	COL A16	COL A14-A12 AGY AMD REQ FY 2022-23 OVER(UNDER)	
	AGY FIN REO	AGY AMD REO	AGY AMD N/R	AGY AMD ANZ	AGY FIN REO	
			FY 2022-23		FY 2022-23	
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	CODES
JSTICE ADMINISTRATION						21000000
JBLIC DEFENDERS						21600000
M: PD-19TH JUD CIRCUIT						21601900
UBLIC PROTECTION EGAL REPRESENTATION						12
HER PROGRAMS						1203.00.00.0 4200000
HER PROGRAMS  MPETITIVE PAY ADJUSTMENT FOR						4200000
SSISTANT PUBLIC DEFENDERS						4209A20
SALARY RATE						000000
SALARY RATE	175,000				175,000-	
	=======================================	=========	=========	=========	=======================================	
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	239,156				239,156-	1000 1
DEAT . COMPRESSION DAY AD THE COMPANY	======================================	=======================================	=======================================	==========	=======================================	4200720
TAL: COMPETITIVE PAY ADJUSTMENT ASSISTANT PUBLIC DEFEND	-					4209A20
TOTAL ISSUE	239,156				239,156-	
TOTAL SALARY RATE	175.000				175,000-	

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

STATE OF FLORIDA

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## EXHIBIT D-3A EXPENDITURES BY

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ISSUE AND APPROPRIATION CATEGORY

	CC	DL A12	COL	A14	C	OL A15	C	OL A16	AGY FY	A14-A12 AMD REQ 2022-23	
	7.037	EIN DEO	7 (137 7)	WD DEO	7.03	7 7 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	7.037	7 1 7 7 7 7 7		R(UNDER)	
		FIN REQ 2022-23	FY 20	~		AMD N/R 2022-23		AMD ANZ 2022-23		FIN REQ 2022-23	
	POS	AMOUNT		AMOUNT		AMOUNT		AMOUNT		AMOUNT	CODES
											01.000.00
JUSTICE ADMINISTRATION											21000000
PUBLIC DEFENDERS											21600000
PGM: PD-19TH JUD CIRCUIT											21601900
PUBLIC PROTECTION											12
LEGAL REPRESENTATION											1203.00.00.00
OTHER PROGRAMS											4200000
COMPETITIVE PAY ADJUSTMENT FOR											
ASSISTANT PUBLIC DEFENDERS											4209A20

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Amended FY 2022-23 Narrative after December 15, 2021

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# EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

	COL A AGY FIN FY 2022	I REQ		A14 MD REQ 22-23	AGY A	AMD N/R	COL AGY AI FY 202		AGY A FY 20 OVER AGY I	A14-A12 AMD REQ J22-23 (UNDER) FIN REQ J22-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION											21000000
PUBLIC DEFENDERS PGM: PD-19TH JUD CIRCUIT											21600000 21601900
PUBLIC PROTECTION											12
LEGAL REPRESENTATION											1203.00.00.00
OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR											4200000
ASSISTANT PUBLIC DEFENDERS											4209A20
STATEWIDE	18.78%	20	.96%	18.78	3%	19.51%	26.3	5%			
APPEALS	14.36%		.94%	14.36		12.89%	12.42				
TRIALS	19.16%	21	.90%	19.16	5%	20.07%	27.50	0%			

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 filled positions prior to the onset of the COVID 19 pandemic in February 2020. The estimated cost of this increase statewide is \$14.2 million, plus associated benefits.

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

This issue impacts all agency activities.

STATE OF FLORIDA

Summary: The rate for this issue has been increased by \$7,127,000 and the Salaries and Benefits have been increased by \$9,739,755 Statewide to enable a \$10,000 competitive pay adjustment rather than the \$5,000 adjustment originally requested.

Second Amended Narrative after January 6, 2022

01/14/2022 09:47 PAGE: 72

EXHIBIT D-3A BUDGET PERIOD: 2009-2023 EXPENDITURES BY STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

STATE OF FLORIDA	<u>-</u>	ISSUE AND APPROF	Y				
	AGY FIN REQ FY 2022-23	~		FY 2022-23	FY 2022 JNT POS	REQ -23 DER) REQ	CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-19TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS							21000000 21600000 21601900 12 1203.00.00.00 4200000
POSITION DETAIL OF SALARIES AN		BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2022-23  CHANGES TO CURRENTLY AUTHORIZE  RA01 RATE & SALARY ADJ - BE  N0001 001	NEFITS NO FTE	175,000		64,156	239,156	0.00	239,156
TOTALS FOR ISSUE BY FUND 1000 GENERAL REVENUE FUND							239,156
	0.00	175,000		64,156	239,156		239,156
**************************************	239,156	******	*******	******		39,156-	1203.00.00.00

BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A 01/14/2022 09:47 PAGE: 73 BUDGET PERIOD: 2009-2023

EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

	COL A12	COL A14	COL A15	COL A16	COL A14-A12 AGY AMD REQ FY 2022-23	
	FY 2022-23	FY 2022-23	AGY AMD N/R FY 2022-23	FY 2022-23	FY 2022-23	
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-20TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS SALARY RATE SALARY RATE	402,500				402,500-	21000000 21600000 21602000 12 1203.00.00.00 4200000
	============	=========	===========	==========	==========	
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	<b>,</b>				550,056-	1000 1
TOTAL: COMPETITIVE PAY ADJUSTMENT ASSISTANT PUBLIC DEFEND	FOR					4209A20
TOTAL ISSUE	•				550,056- 402,500-	
*********	======================================	==========	======================================	==========	========= * * * * * * * * * * * * * * *	*****

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

STATE OF FLORIDA

#### IT COMPONENT? NO

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 COIVD-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 TRIALS	14.36% 19.16%	9.94% 21.90%	14.36% 19.16%	12.89% 20.07%	12.42% 27.50%
IKIALS	19.10%	21.90%	19.100	20.07%	47.50%

STATE OF FLORIDA

### EXHIBIT D-3A EXPENDITURES BY

01/14/2022 09:47 PAGE:

ISSUE AND APPROPRIATION CATEGORY

	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					
	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
COMPETITIVE PAY ADJUSTMENT FOR						
ASSISTANT PUBLIC DEFENDERS						4209A20

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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Amended FY 2022-23 Narrative after December 15, 2021

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FY17-18 FY18-19 FY19-20 3 yr avg FY20-21

#### 

### BUDGET PERIOD: 2009-2023 EXPENDITURES BY STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

	COL A AGY FIN FY 2022	REQ	COL AGY AM FY 202	ID REQ	AGY A	AMD N/R		A16 MD ANZ 22-23	AGY 2 FY 2 OVER AGY 2	A14-A12 AMD REQ 022-23 (UNDER) FIN REQ 022-23	
	POS	AMOUNT 1	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION											21000000
PUBLIC DEFENDERS PGM: PD-20TH JUD CIRCUIT											21600000 21602000
PUBLIC PROTECTION											12
LEGAL REPRESENTATION											1203.00.00.00
OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR											4200000
ASSISTANT PUBLIC DEFENDERS											4209A20
STATEWIDE	18.78%	20	.96%	18.78	3%	19.51%	26.3	5%			
APPEALS	14.36%	9	.94%	14.36	5%	12.89%	12.4	2%			
TRIALS	19.16%	21	.90%	19.16	5%	20.07%	27.5	0%			

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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Summary: The rate for this issue has been increased by \$7,127,000 and the Salaries and Benefits have been increased by \$9,739,755 Statewide to enable a \$10,000 competitive pay adjustment rather than the \$5,000 adjustment originally requested.

Second Amended Narrative after January 6, 2022

Summary: This issue has been deleted and replaced with issue code 4206A00 "Attorney Recruitment and Retention."

EXHIBIT D-3A EXPENDITURES BY BUDGET PERIOD: 2009-2023

		II DINDITORED DI	
ISSUE	AND	APPROPRIATION	CATEGORY

STATE OF FLORIDA		ISSUE AND APPRO	PRIATION CATEGOR	ĽΥ			
	AGY FIN REQ FY 2022-23	FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD AN FY 2022-23	FY 2022	REQ -23 DER) REQ	CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS PGM: PD-20TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS							21000000 21600000 21602000 12 1203.00.00.00 4200000
POSITION DETAIL OF SALARIES AN	D BENEFITS:					LAPSE	LAPSED SALARIES
	FTE 	BASE RATE	ADDITIVES	BENEFITS		% 	·-
A12 - AGY FIN REQ FY 2022-23							
CHANGES TO CURRENTLY AUTHORIZE RA01 RATE & SALARY ADJ - BE N0001 001	NEFITS NO FTE	402,500		147,556	550,056	0.00	550,056 
TOTALS FOR ISSUE BY FUND 1000 GENERAL REVENUE FUND							550,056
	0.00	402,500		147,556	550,056		550,056 =======
**************************************	******** 550,056	******			******	***** 50,056-	******** 1203.00.00.00

BNEADL01 LAS/PBS SYSTEM 01/14/2022 09:47 PAGE: EXHIBIT D-3A BUDGET PERIOD: 2009-2023

EXPENDITURES BY TOOLE AND ADDDODDIATION CATEGODY

STATE OF FLORIDA	-					
		COL A14			AGY AMD REQ FY 2022-23 OVER(UNDER)	
	AGY FIN REQ	AGY AMD REQ	AGY AMD N/R	AGY AMD ANZ	AGY FIN REO	
		FY 2022-23 POS AMOUNT	FY 2022-23 POS AMOUNT			CODES
USTICE ADMINISTRATION						21000000
JELIC DEFENDERS APPEL DIV						21650000
GM: PDA-2ND JUD CIRCUIT						21650200
PUBLIC PROTECTION EGAL REPRESENTATION						12 1203.00.00.0
HER PROGRAMS						4200000
MPETITIVE PAY ADJUSTMENT FOR						
SSISTANT PUBLIC DEFENDERS SALARY RATE						4209A20 000000
SALARY RATE	125,000				125,000-	000000
	===========	==========	=========	=========	==========	
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	170,826				170,826-	1000 1
OTAL: COMPETITIVE PAY ADJUSTMENT I ASSISTANT PUBLIC DEFENDI	-					4209A20
TOTAL ISSUE	•				170,826-	
	125,000				125,000-	

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

CTATE OF ELOPIDA

#### IT COMPONENT? NO

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 COIVD-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%

JUSTICE ADMINISTRATION

LEGAL REPRESENTATION

PUBLIC PROTECTION

OTHER PROGRAMS

PUBLIC DEFENDERS APPEL DIV

PGM: PDA-2ND JUD CIRCUIT

COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS

4209A20

# EXHIBIT D-3A EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

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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FY17-18 FY18-19 FY19-20 3 yr avg FY20-21

# SUDGET PERIOD: 2009-2023 EXPENDITURES BY STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

	COL	A12	C	COL A14	C	COL A15	COL A16	<u>;</u> 1	COL A14-A12 AGY AMD REQ FY 2022-23 OVER(UNDER)	
	AGY FI	N REQ	AGY	AMD REQ	AGY	AMD N/R	AGY AMD ANZ		AGY FIN REQ	
	FY 202	2-23	FY	2022-23	FY	2022-23	FY 2022-23	]	FY 2022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS AMOU	NT PO	S AMOUNT	CODES
JUSTICE ADMINISTRATION										21000000
PUBLIC DEFENDERS APPEL DIV PGM: PDA-2ND JUD CIRCUIT										21650000 21650200
PUBLIC PROTECTION										12
LEGAL REPRESENTATION										1203.00.00.00
OTHER PROGRAMS										4200000
COMPETITIVE PAY ADJUSTMENT FOR										
ASSISTANT PUBLIC DEFENDERS										4209A20
STATEWIDE	18.78%	20	).96%	18.7	8%	19.51%	26.35%			
APPEALS	14.36%	9	9.94%	14.3	6%	12.89%	12.42%			
TRIALS	19.16%	21	90%	19.1	6%	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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Summary: The rate for this issue has been increased by \$7,127,000 and the Salaries and Benefits have been increased by \$9,739,755 Statewide to enable a \$10,000 competitive pay adjustment rather than the \$5,000 adjustment originally requested.

Second Amended Narrative after January 6, 2022

Summary: This issue has been deleted and replaced with issue code 4206A00 "Attorney Recruitment and Retention."

EXHIBIT D-3A BUDGET PERIOD: 2009-2023 EXPENDITURES BY

ISSUE	AND	APPROPRIATION	CATEGORY

STATE OF FLORIDA		ISSUE AND APPROI	PRIATION CATEGORY	Z .			
	AGY FIN REQ FY 2022-23	COL A14  AGY AMD REQ FY 2022-23 POS AMOUNT	COL A15  AGY AMD N/R FY 2022-23 F POS AMOUNT	AGY AMD ANZ FY 2022-23	AGY AMD FY 2022 OVER(UN) AGY FIN FY 2022	REQ -23 DER) REQ	CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS APPEL DIV PGM: PDA-2ND JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS							21000000 21650000 21650200 12 1203.00.00.00 4200000
POSITION DETAIL OF SALARIES A	ND BENEFITS: FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2022-23  CHANGES TO CURRENTLY AUTHORIZ  RA01 RATE & SALARY ADJ - B  N0001 001	ENEFITS NO FTE	125,000		45,826	170,826	0.00	170,826
TOTALS FOR ISSUE BY FUND 1000 GENERAL REVENUE FUND							170,826
	0.00	125,000		45,826	170,826		170,826
**************************************	. 170,826	******	**********	*********		70,826-	1203.00.00.00

BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A 01/14/2022 09:47 PAGE: BUDGET PERIOD: 2009-2023

EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

	AGY FIN REQ FY 2022-23	FY 2022-23	AGY AMD N/R FY 2022-23	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 PUBLIC DEFENDERS APPEL DIV PGM: PDA-7TH JUD CIRCUIT  PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS SALARY RATE SALARY RATE	125,000	============	==========	=========	125,000-	21000000 21650000 21650700 12 1203.00.00.00 4200000 4209A20 000000
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	170,826				170,826-	1000 1
TOTAL: COMPETITIVE PAY ADJUSTMENT I	FOR					4209A20
TOTAL ISSUE	170,826				170,826- 125,000-	
********	======== *************	=======================================	======================================	======================================	======================================	******

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

STATE OF FLORIDA

#### IT COMPONENT? NO

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 COIVD-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.

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APPEALS TRIALS	14.36% 19.16%	9.94% 21.90%	14.36% 19.16%	12.89% 20.07%	12.42% 27.50%
IKIALS	19.10%	21.90%	19.100	20.07%	47.50%

JUSTICE ADMINISTRATION

PUBLIC PROTECTION

PUBLIC DEFENDERS APPEL DIV

PGM: PDA-7TH JUD CIRCUIT

STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

LEGAL REPRESENTATION
OTHER PROGRAMS
COMPETITIVE PAY ADJUSTMENT FOR
ASSISTANT PUBLIC DEFENDERS

4200000 4209A20

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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FY17-18 FY18-19 FY19-20 3 yr avg FY20-21

## SUDGET PERIOD: 2009-2023 EXPENDITURES BY STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

21.90%

19.16%

	COL	A12	CO	L A14	C	OL A15	COI	A16	AGY 2	A14-A12 AMD REQ 022-23 (UNDER)	
	AGY FI	N REQ	AGY	AMD REQ	AGY	AMD N/R	AGY A	MD ANZ	AGY 1	FIN REQ	
	FY 202	2-23	FY 2	2022-23	FY 2	2022-23	FY 20	22-23	FY 2	022-23	
	POS	AMOUNT	POS	AMOUNT	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
COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS											4209A20
STATEWIDE	18.78%	20	0.96%	18.7	8%	19.51%	26.3	5%			
APPEALS	14.36%	9	9.94%	14.3	6%	12.89%	12.4	:2%			

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.

19.16%

20.07%

27.50%

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 filled positions prior to the onset of the COVID 19 pandemic in February 2020. The estimated cost of this increase statewide is \$14.2 million, plus associated benefits.

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

This issue impacts all agency activities.

TRIALS

Summary: The rate for this issue has been increased by \$7,127,000 and the Salaries and Benefits have been increased by \$9,739,755 Statewide to enable a \$10,000 competitive pay adjustment rather than the \$5,000 adjustment originally requested.

Second Amended Narrative after January 6, 2022

Summary: This issue has been deleted and replaced with issue code 4206A00 "Attorney Recruitment and Retention."

#### EXHIBIT D-3A BUDGET PERIOD: 2009-2023 EXPENDITURES BY STATE OF FLORIDA

ISSUE AND APPROPRIATION CATEGORY

STATE OF FLORIDA		ISSUE AND APPROP	RIAIION CALEGORY				
	FY 2022-23	AGY AMD REQ FY 2022-23	COL A15  AGY AMD N/R FY 2022-23 POS AMOUNT	AGY AMD ANZ FY 2022-23	AGY AMD FY 2022 OVER(UN AGY FIN FY 2022	REQ -23 DER) REQ	CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS APPEL DIV PGM: PDA-7TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS							21000000 21650000 21650700 12 1203.00.00.00 4200000
POSITION DETAIL OF SALARIES AN		BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIE AND BENEFITS
A12 - AGY FIN REQ FY 2022-23  CHANGES TO CURRENTLY AUTHORIZE  RA01 RATE & SALARY ADJ - BE  N0001 001	NEFITS NO FTE	125,000			170,826	0.00	170,826
TOTALS FOR ISSUE BY FUND 1000 GENERAL REVENUE FUND							170,826
	0.00	125,000		45,826	170,826		170,826
**************************************	======= =: *****************************	125,000 ==================================	=======================================	45,826 ====================================	170,826 ======= ******	****** 70,826-	170, ======== ****************************

BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A 01/14/2022 09:47 PAGE: BUDGET PERIOD: 2009-2023

EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

SITTE OF FEOREDIT	· · · · · · · · · · · · · · · · · · ·	IDDOL IND INTROL	TELLITION CHILDON			
				COL A16	AGY AMD REQ FY 2022-23 OVER(UNDER)	
				AGY AMD ANZ		
				FY 2022-23		
	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	POS AMOUNT	CODES
JUSTICE ADMINISTRATION						21000000
PUBLIC DEFENDERS APPEL DIV						21650000
PGM: PDA-10TH JUD CIRCUIT						21651000
PUBLIC PROTECTION						12 1203.00.00.00
LEGAL REPRESENTATION						
OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR						4200000
ASSISTANT PUBLIC DEFENDERS						4209A20
SALARY RATE						000000
SALARY RATE	141 000				141,000-	00000
DIEMICI INTELLECTION	==========	=========	==========	: =========	=======================================	
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STAT	E 192,691				192,691-	1000 1
		==========	==========	==========	=======================================	
TOTAL: COMPETITIVE PAY ADJUSTMENT ASSISTANT PUBLIC DEFEN	-					4209A20
TOTAL ISSUE	. 192,691				192,691-	
TOTAL SALARY RATE	. 141,000				141,000-	
	==========	==========	==========	==========	==========	
********	* * * * * * * * * * * * * * * * * * * *	******	******	******	*****	*****

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

STATE OF FLORIDA

#### IT COMPONENT? NO

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 COIVD-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%

STATE OF FLORIDA

#### EXHIBIT D-3A EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

COL A12 COL A14 COL A15 COL A16 COL A14-A12 AGY AMD REO FY 2022-23 OVER (UNDER) AGY FIN REQ AGY AMD REQ AGY AMD N/R AGY AMD ANZ AGY FIN REO FY 2022-23 FY 2022-23 FY 2022-23 FY 2022-23 AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT CODES JUSTICE ADMINISTRATION 21000000 21650000 PUBLIC DEFENDERS APPEL DIV PGM: PDA-10TH JUD CIRCUIT 21651000 PUBLIC PROTECTION LEGAL REPRESENTATION 1203.00.00.00 4200000 OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS 4209A20

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STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%

#### BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A 01/14/2022 09:47 PAGE: BUDGET PERIOD: 2009-2023 EXPENDITURES BY

STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

	COL	A12	CO:	L A14	CC	OL A15	COI	A16	AGY A	A14-A12 AMD REQ 022-23 (UNDER)	
	AGY FI	N REQ	AGY .	AMD REQ	AGY	AMD N/R	AGY A	MD ANZ		FIN REQ	
	FY 202	2-23	FY 2	022-23	FY 2	2022-23	FY 20	22-23	FY 20	022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JUSTICE ADMINISTRATION											21000000
UBLIC DEFENDERS APPEL DIV											21650000
GM: PDA-10TH JUD CIRCUIT											21651000
PUBLIC PROTECTION LEGAL REPRESENTATION											12 1203.00.00.00
THER PROGRAMS											4200000
COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS											4209A20
APPEALS	14.36%	9	9.94%	14.3	6%	12.89%	12.4	2%			
TRIALS	19.16%	21	90%	19.1	6%	20.07%	27.5	0%			

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Second Amended Narrative after January 6, 2022

Summary: This issue has been deleted and replaced with issue code 4206A00 "Attorney Recruitment and Retention." \*

EXHIBIT D-3A EADEMDILLIDES DA BUDGET PERIOD: 2009-2023

	E:2	CPENDITURES BY	
ISSUE	AND	APPROPRIATION	CATEGORY

COL A12	COL A14					
FY 2022-23	FY 2022-23	AGY AMD N/R FY 2022-23	AGY AMD ANZ FY 2022-23	FY 2022-	REQ -23 DER) REQ -23	CODES
						CODES
						21000000 21650000 21651000 12 1203.00.00.00 4200000
BENEFITS:						
FTE	BASE RATE	ADDITIVES 1	BENEFITS			AND BENEFITS
TITS NO FTE	141,000		51,691	192,691	0.00	192,691
						192,691
	S AMOUNT BENEFITS: FTE POSITIONS FITS NO FTE	DS AMOUNT POS AMOUNT  BENEFITS:  FTE BASE RATE  POSITIONS FITS NO FTE	DS AMOUNT POS AMOUNT POS AMOUNT  BENEFITS:  FTE BASE RATE ADDITIVES  POSITIONS FITS NO FTE	DS AMOUNT POS AMOUNT P	DS AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT POS A BENEFITS:  FTE BASE RATE ADDITIVES BENEFITS SUBTOTAL  POSITIONS FITS NO FTE	AMOUNT POS

BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A 01/14/2022 09:47 PAGE: BUDGET PERIOD: 2009-2023

EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

STATE OF FLORIDA		_	LOSUE A								
	COL A	12	CO:	L A14	C	OL A15	C	OL A16	COL AI AGY AI FY 201 OVER(I	MD REQ 22-23	
	AGY FIN	REO	AGY .	AMD REO	AGY	AMD N/R	AGY	AMD ANZ	AGY F	,	
						2022-23			FY 202	~	
	POS .	TRUOMA	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	CODES
JSTICE ADMINISTRATION											21000000
JBLIC DEFENDERS APPEL DIV											21650000
SM: PDA-11TH JUD CIRCUIT											21651100
UBLIC PROTECTION											12
EGAL REPRESENTATION											1203.00.00.0
THER PROGRAMS  MPETITIVE PAY ADJUSTMENT FOR											4200000
SSISTANT PUBLIC DEFENDERS											4209A20
ALARY RATE											000000
SALARY RATE	60 000								60,000-	_	00000
DIEMIT MILL	=======	=====	=====	======	=====	=======	=====	=======	======	======	
SALARIES AND BENEFITS											010000
GENERAL REVENUE FUND -STATE		81,996								81,996-	1000 1
OTAL: COMPETITIVE PAY ADJUSTMENT	FOR	=====	=====	=======	=====	=======	=====	=======	======	======	4209A20
ASSISTANT PUBLIC DEFEND											
TOTAL ISSUE		81,996								81,996-	
									60,000-	•	

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

STATE OF FLORIDA

#### IT COMPONENT? NO

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IKIALS	19.10%	21.90%	19.100	20.07%	47.50%

JUSTICE ADMINISTRATION

LEGAL REPRESENTATION

PUBLIC PROTECTION

OTHER PROGRAMS

PUBLIC DEFENDERS APPEL DIV

PGM: PDA-11TH JUD CIRCUIT

ASSISTANT PUBLIC DEFENDERS

STATE OF FLORIDA

4209A20

#### EXHIBIT D-3A EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

COL A12 COL A14 COL A15 COL A16 COL A14-A12 AGY AMD REO 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 AMOUNT POS AMOUNT POS AMOUNT POS AMOUNT CODES 21000000 21650000 21651100 1203.00.00.00 4200000 COMPETITIVE PAY ADJUSTMENT FOR

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FY18-19 FY19-20 3 yr avg FY20-21

## SUDGET PERIOD: 2009-2023 EXPENDITURES BY STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

	COL .	A12	C	OL A14	С	OL A15	COL A1	.6	AGY A	A14-A12 AMD REQ 022-23 (UNDER)	
	AGY FI	N REQ	AGY	AMD REQ	AGY	AMD N/R	AGY AMD	ANZ		FIN REQ	
	FY 202	2-23	FY	2022-23	FY	2022-23	FY 2022-	23	FY 20	022-23	
	POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	POS A	MOUNT	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 PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS											4209A20
ASSISTANT FUBLIC DEFENDERS											42UJA2U
STATEWIDE	18.78%	20	.96%	18.7	8%	19.51%	26.35%				
APPEALS	14.36%	9	.94%	14.3	6%	12.89%	12.42%				
TRIALS	19.16%	21	.90%	19.1	6%	20.07%	27.50%				

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Second Amended Narrative after January 6, 2022

#### EXHIBIT D-3A BUDGET PERIOD: 2009-2023 EXPENDITURES BY STATE OF FLORIDA

ISSUE AND APPROPRIATION CATEGORY

AGY FY: OVEN MD ANZ AGY 22-23 FY: AMOUNT POS SUBTOTAL	A14-A12 AMD REQ 2022-23 R(UNDER) FIN REQ 2022-23 AMOUNT	_
SUBTOTA 		_
996 81		0100000
996 81		21000000 21650000 21651100 12 1203.00.00.00 4200000
996 81		4209A20
996 81	LADSF	E LAPSED SALARI
	,996 0.( 	00 81,99
		81,99
996 81		81,99
996 === ====	81	 81,996 

BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A 01/14/2022 09:47 PAGE: 93 BUDGET PERIOD: 2009-2023

EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

	COL A12	COL A14	COL A15	COL A16	COL A14-A12 AGY AMD REQ FY 2022-23 OVER(UNDER)	
			AGY AMD N/R		AGY FIN REQ	
			FY 2022-23 POS AMOUNT			CODES
	POS AMOUNI	POS AMOUNI	POS AMOUNT	POS AMOUNI	POS AMOUNI	CODES
CUSTICE ADMINISTRATION PUBLIC DEFENDERS APPEL DIV PGM: PDA-15TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION PTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS SALARY RATE SALARY RATE	130,000				130,000-	21000000 21650000 21651500 12 1203.00.00.0 4200000 4209A20 000000
SALARIES AND BENEFITS						010000
GENERAL REVENUE FUND -STATE	177,658				177,658-	1000 1
OTAL: COMPETITIVE PAY ADJUSTMENT ASSISTANT PUBLIC DEFEND	-					4209A20
	177,658				177,658-	
TOTAL ISSUE					130,000-	

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

STATE OF FLORIDA

#### IT COMPONENT? NO

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IKIALS	19.10%	21.90%	19.100	20.07%	47.50%

STATE OF FLORIDA

#### SP 01/14/2022 09:47 PAGE:

# EXHIBIT D-3A EXPENDITURES BY ISSUE AND APPROPRIATION CATEGORY

ISSUE AND APPROPRIATION CATEGORY

	COL	A12	CC	DL A14	CC	DL A15	C	OL A16	AGY 2	A14-A12 AMD REQ 022-23 (UNDER)	
		IN REQ 22-23		AMD REQ 2022-23		AMD N/R 2022-23		AMD ANZ 2022-23		FIN REQ 022-23	
	POS	AMOUNT		AMOUNT		AMOUNT		AMOUNT		AMOUNT	CODES
JUSTICE ADMINISTRATION PUBLIC DEFENDERS APPEL DIV PGM: PDA-15TH JUD CIRCUIT PUBLIC PROTECTION											21000000 21650000 21651500
LEGAL REPRESENTATION OTHER PROGRAMS											1203.00.00.00 4200000
COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS											4209A20

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	FY17-18	FY18-19	FY19-20	3 yr avg	FY20-21
STATEWIDE	18.78%	20.96%	18.78%	19.51%	26.35%

#### BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A BUDGET PERIOD: 2009-2023 EXPENDITURES BY

STATE OF FLORIDA ISSUE AND APPROPRIATION CATEGORY

	COL A	12	COL .	A14	CO	L A15	CO	L A16		A14-A12 AMD REO	
										022-23	
									OVER	(UNDER)	
	AGY FIN	~	AGY AM	~		AMD N/R		AMD ANZ		FIN REQ	
	FY 2022		FY 202			022-23		022-23		022-23	
	POS	AMOUNT	POS	AMOUNT	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
COMPETITIVE PAY ADJUSTMENT FOR											4200720
ASSISTANT PUBLIC DEFENDERS											4209A20
APPEALS	14.36%	9	.94%	14.3	6%	12.89%	12.	42%			
TRIALS	19.16%	21	.90%	19.1	6%	20.07%	27.	50%			

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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.

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 filled positions prior to the onset of the COVID 19 pandemic in February 2020. The estimated cost of this increase statewide is \$14.2 million, plus associated benefits.

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

This issue impacts all agency activities.

Summary: The rate for this issue has been increased by \$7,127,000 and the Salaries and Benefits have been increased by \$9,739,755 Statewide to enable a \$10,000 competitive pay adjustment rather than the \$5,000 adjustment originally requested.

Second Amended Narrative after January 6, 2022

Summary: This issue has been deleted and replaced with issue code 4206A00 "Attorney Recruitment and Retention." \*

BNEADL01 LAS/PBS SYSTEM EXHIBIT D-3A BUDGET PERIOD: 2009-2023 EXPENDITURES BY

		II DIVDII OICED DI	
ISSUE	AND	APPROPRIATION	CATEGORY

STATE OF FLORIDA		ISSUE AND APPROP	RIATION CATEGORY	Y			
		COL A14  AGY AMD REQ FY 2022-23 POS AMOUNT	COL A15  AGY AMD N/R FY 2022-23 POS AMOUNT			REQ -23 DER)	CODES
							66226
JUSTICE ADMINISTRATION PUBLIC DEFENDERS APPEL DIV PGM: PDA-15TH JUD CIRCUIT PUBLIC PROTECTION LEGAL REPRESENTATION OTHER PROGRAMS COMPETITIVE PAY ADJUSTMENT FOR ASSISTANT PUBLIC DEFENDERS							21000000 21650000 21651500 12 1203.00.00.00 4200000
POSITION DETAIL OF SALARIES AN	ID BENEFITS:					TADCE	LAPSED SALARIES
	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	AND BENEFITS
A12 - AGY FIN REQ FY 2022-23  CHANGES TO CURRENTLY AUTHORIZE  RA01 RATE & SALARY ADJ - BE  N0001 001		130,000		47,658	177,658	0.00	177,658
TOTALS FOR ISSUE BY FUND 1000 GENERAL REVENUE FUND							177,658
	0.00	130,000		47,658	177,658		177,658
	=======================================	=======================================	=======================================	=======================================	=======		==========
**************************************	******	******	******	******	******	*****	*********** 1203.00.00.00
GENERAL REVENUE FUND	130,000				130,000-		1000
TOTAL: REPORT  TOTAL REPORT  TOTAL SALARY RATE	9,739,767			==========		39,767-	