

	COL A12	COL A04	COL A05	
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ	
	FY 2023-24	FY 2023-24	FY 2023-24	
	POS	AMOUNT	POS	AMOUNT
				AMOUNT
				CODES
CORRECTIONS, DEPT OF				70000000
PGM: DEPT ADMINISTRATION				70010000
<u>EXECUTIVE DIR/SUPPORT SVCS</u>				70010200
GOV OPERATIONS/SUPPORT				16
<u>EXEC LEADERSHIP/SUPPRT SVC</u>				<u>1602.00.00.00</u>
WORKLOAD				3000000
PROFESSIONAL DEVELOPMENT TRAINING				
AND SUPPORT STAFFING				3000460
SALARY RATE				000000
SALARY RATE.....	624,000			
	=====	=====	=====	
SALARIES AND BENEFITS				010000
	12.00			
GENERAL REVENUE FUND -STATE	920,414			1000 1
	=====	=====	=====	
EXPENSES				040000
GENERAL REVENUE FUND -STATE	360,756	301,860		1000 1
	=====	=====	=====	
SPECIAL CATEGORIES				100000
TR/DMS/HR SVCS/STW CONTRCT				107040
GENERAL REVENUE FUND -STATE	4,099			1000 1
	=====	=====	=====	
TOTAL: PROFESSIONAL DEVELOPMENT TRAINING				3000460
AND SUPPORT STAFFING				
TOTAL POSITIONS.....	12.00			
TOTAL ISSUE.....	1,285,269	301,860		
TOTAL SALARY RATE.....	624,000			
	=====	=====	=====	

AGENCY ISSUE NARRATIVE:

2023-2024 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

This issue requests \$1,285,269 from the General Revenue Fund to fund 12 FTE for professional development, training, and support staffing. Additionally, this funding will allow the Florida Department of Corrections (FDC) to invest in and leverage the use of technology to enhance research, development, and delivery of training at all levels of need.

Currently, the Bureau of Professional Development and Training (BPDT) lacks sufficient FTE to accomplish new and ongoing required training commensurate with industry standards while simultaneously meeting federal, state, and agency requirements. BPDT's 10 FTE to perform an expansive list of duties that include:

-Administrative oversight of all Criminal Justice Standards and Training Commission (CJSTC) training, including basic recruit training, in service training, specialized post-basic and mission specific facility required training;

COL A12		COL A04		COL A05		CODES
AGY FIN REQ FY 2023-24	POS	AGY REQ N/R FY 2023-24	POS	AG REQ ANZ FY 2023-24	POS	
AMOUNT		AMOUNT		AMOUNT		
						70000000
						70010000
						70010200
						16
						<u>1602.00.00.00</u>
						3000000
						3000460

CORRECTIONS, DEPT OF
 PGM: DEPT ADMINISTRATION
EXECUTIVE DIR/SUPPORT SVCS
 GOV OPERATIONS/SUPPORT
EXEC LEADERSHIP/SUPPRT SVC
 WORKLOAD
 PROFESSIONAL DEVELOPMENT TRAINING
 AND SUPPORT STAFFING

70000000
 70010000
 70010200
 16
1602.00.00.00
 3000000
 3000460

- Oversight and audits of approximately 250 classes between basic recruit training and required advanced/specialized training;
- Curriculum development, annual reviews, updates, procedure reviews, public records requests, and production;
- Maintaining FDLE/CJSTC compliance standards for basic recruit academy classes occurring at 31 statewide sites; and
- Accounting and oversight for statewide travel, Trust Fund allocations and expenditures, and General Revenue oversight for \$1.4M per year.

This funding would allow BPDT to produce quality instructional products to ensure staff are trained and maintain requisite certifications. The additional FTEs' daily tasks will be conducted in different working environments, which cover digital audits, virtual and instructor trainings, virtual meetings, proctoring online/offline examinations, and capturing training videos from the field. This funding would allow BPDT to fund expenses for travel and purchase audio/visual recording equipment, headsets, and curriculum software.

Failure to appropriate additional FTE and provide necessary technological means may result in a failure of FDC to meet industry training, federal, state, and FDC standards and requirements. Failing to meet these standards and requirements may result in improperly trained staff may pose a concern for the State of Florida.

In order to hire personnel with the knowledge and skill levels required in BPDT, the rates for the requested positions are higher than the standard base rates.

This issue is consistent with the Florida Strategic Plan for Economic Development strategy to improve the efficiency and effectiveness of government agencies at all levels.

Long Range Program Plan Activity Reference: Executive Direction

	COL A12	COL A04	COL A05	
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ	
	FY 2023-24	FY 2023-24	FY 2023-24	
POS	AMOUNT	POS	AMOUNT	POS AMOUNT
CORRECTIONS, DEPT OF				70000000
PGM: SECURITY/INSTIT OPER				70030000
<u>ADULT MALE CUSTODY OPER</u>				70031100
PUBLIC PROTECTION				12
<u>ADULT PRISONS</u>				<u>1206.00.00.00</u>
PRICE LEVEL INCREASES				2300000
PRIVATE PRISON OPERATIONS				2300015
SPECIAL CATEGORIES				100000
PRIVATE PRISON OPERATIONS				105235
GENERAL REVENUE FUND -STATE	3,403,689			1000 1

AGENCY ISSUE NARRATIVE:

2023-2024 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

This issue requests \$11,053,561 from the General Revenue Fund to provide funding to cover the projected deficit based on the increased per diem rates at privately operated correctional facilities.

Per diem increases that have occurred are as follows:

- Gadsden Correctional Facility - from \$47.20 to \$61.08, an increase of \$13.88 or 29%
- Lake City Correctional Facility - from \$59.38 to \$81.26, an increase of \$21.88 or 37%
- South Bay Correctional Facility - from \$49.50 to \$59.62, an increase of \$10.12 or 20%

This issue is consistent with the Florida Strategic Plan for Economic Development strategy to improve the efficiency and effectiveness of government agencies at all levels.

Long Range Program Plan Activity Reference: Maintaining Security

EMPLOYEE RETENTION AND DEVELOPMENT				8500000
RETENTION PAY				8500A10
SALARY RATE				000000
SALARY RATE.....	1,099,000			
SALARIES AND BENEFITS				010000
GENERAL REVENUE FUND -STATE	1,488,925			1000 1
TOTAL: RETENTION PAY				8500A10
TOTAL ISSUE.....	1,488,925			
TOTAL SALARY RATE.....	1,099,000			

COL A12		COL A04		COL A05		CODES
AGY FIN REQ FY 2023-24	POS	AMOUNT	POS	AMOUNT	POS	
						70000000
						70030000
						70031100
						12
						<u>1206.00.00.00</u>
						8500000
						8500A10

CORRECTIONS, DEPT OF
 PGM: SECURITY/INSTIT OPER
ADULT MALE CUSTODY OPER
 PUBLIC PROTECTION
ADULT PRISONS
 EMPLOYEE RETENTION AND DEVELOPMENT
 RETENTION PAY

AGENCY ISSUE NARRATIVE:

2023-2024 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

This issue requests \$3,365,322 from the General Revenue Fund for targeted retention of Correctional Officer (\$2,977,850), Correctional Probation Officer (\$361,054), and Inspector General (\$26,418) series positions. This is a continuation of the retention plan approved in Fiscal Year 2021-22.

The Florida Department of Corrections (FDC) faces historically high turnover rates in the Correctional Officer (CO) and Correctional Probation Officer (CPO) series. While some of the turnover rate is due to stress of extended work schedules and increased demand for overtime in dangerous environments, much of it is also due to FDC's inability to compete with higher salaries paid by counties, Sheriff's Offices, and other state law enforcement agencies.

Florida Department of Corrections' Office of the Inspector General (OIG) also struggles to recruit and retain experienced investigative staff. The current starting salary of \$48,000 is not competitive in a market where many entry-level State Law Enforcement Officers' starting salaries are a minimum of \$50,000. On average, OIG has maintained a 30% vacancy rate in its Criminal Investigative Bureau, which is responsible for statewide investigations of in-custody deaths and criminal violations related to the introduction of contraband and excessive force.

The Department requests funding for a targeted retention pay-step plan to address these pay disparities. Staff eligible to receive this increase will be those who have reached continuous years of service at the two, five, and eight-year benchmark with FDC as of June 30, 2023:

- \$1,000 Employee has reached two years of continuous employment
- \$500 Employee has reached five years of continuous employment
- \$1,000 Employee has reached eight years of continuous employment

The expected benefits to the State include reduced turnover of CO, CPO, and OIG positions, thereby reducing costs associated with vacancies, including hiring, overtime, training, and workers' compensation costs.

Failure to provide more competitive wages to CO, CPO, and OIG positions will impede FDC's efforts to successfully recruit and retain staff. As such, vacancies and costs related to hiring, overtime, training, and workers' compensation will continue to rise. This places a significant cost burden on the State, increases the State's liability, and presents a staff, inmate, and public safety issue. Additionally, failure to successfully recruit and retain OIG positions will impede the Department's ability to investigate criminal activities.

No positions are involved with this request. The Other Salary Additive transaction was used to increase salaries for positions related to this issue.

This issue is consistent with the Florida Strategic Plan for Economic Development strategy to improve the efficiency and effectiveness of government agencies at all levels.

COL A12		COL A04		COL A05		CODES
AGY FIN REQ		AGY REQ N/R		AG REQ ANZ		
FY 2023-24		FY 2023-24		FY 2023-24		
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	
CORRECTIONS, DEPT OF						70000000
PGM: SECURITY/INSTIT OPER						70030000
<u>ADULT MALE CUSTODY OPER</u>						70031100
PUBLIC PROTECTION						12
<u>ADULT PRISONS</u>						<u>1206.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT						8500000
RETENTION PAY						8500A10

Long Range Program Plan Activity Reference: Maintaining Security
 Inspector General Investigations
 Instruct, Supervise, Investigate, and Report

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2023-24						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
C3113 001	0.00	1,099,000	214,965	1,313,965	0.00	1,313,965
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						
	0.00	1,099,000	214,965	1,313,965		1,313,965
OTHER SALARY AMOUNT						
1000 GENERAL REVENUE FUND						
						174,960
						<u>1,488,925</u>

	COL A12	COL A04	COL A05	
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ	
	FY 2023-24	FY 2023-24	FY 2023-24	
POS	AMOUNT	POS	AMOUNT	POS
				AMOUNT
				CODES
CORRECTIONS, DEPT OF				70000000
PGM: SECURITY/INSTIT OPER				70030000
<u>ADULT MALE CUSTODY OPER</u>				70031100
PUBLIC PROTECTION				12
<u>ADULT PRISONS</u>				<u>1206.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT				8500000
PAY PARITY CLASSIFICATION				8500A20
SALARY RATE				000000
SALARY RATE.....	6,067,336			
=====				
SALARIES AND BENEFITS				010000
GENERAL REVENUE FUND -STATE	7,380,011			1000 1
=====				
TOTAL: PAY PARITY CLASSIFICATION				8500A20
TOTAL ISSUE.....	7,380,011			
TOTAL SALARY RATE.....	6,067,336			
=====				

AGENCY ISSUE NARRATIVE:

2023-2024 BUDGET YEAR NARRATIVE: IT COMPONENT? NO
 This issue requests \$15,524,723 from the General Revenue Fund to provide a pay parity package for selected classes in the Florida Department of Corrections (FDC) Bureau of Classification Management.

Florida Department of Corrections Fiscal Year 2022-23 authorized budget provided significant minimum salary increases for Florida Department of Corrections (FDC) certified staff. In addition, the legislature provided funding for a minimum salary of \$31,200 for all FTE.

Non-supervisory Classification staff were not included in the Fiscal Year 2022-23 salary increase. The significant pay/benefit disparity between certified positions and Classification positions jeopardizes FDC's ability to attract and retain strong candidates for Classification. The average Classification Officer's salary is \$39,421 and the average Senior Classification Officer's salary is \$43,142.

The requested funding will align the salaries of Classification staff with security staff, based on comparable knowledge, skill, and abilities necessary for the positions. It will also facilitate the consolidation of support staff positions and establish pay steps within the Classification bureau, resulting from the new minimum salary base of \$31,200.

The specific classes and proposed rates are as follows:

Class Code	Class Title	Avg Filled Rate	Proposed Rate
2000	Data Entry Operator - F/C	\$31,576	\$34,320
8070	Correctional Sentence Technician - F/C	\$32,227	\$34,320
0010	Senior Clerical Supervisor-F/C - SES	\$31,635	\$41,184
8073	Correctional Sentence Specialist	\$32,832	\$41,184
8051	Classification Officer	\$39,421	\$57,886

COL A12		COL A04		COL A05		CODES
AGY FIN REQ FY 2023-24	POS	AGY REQ N/R FY 2023-24	POS	AG REQ ANZ FY 2023-24	POS	
CORRECTIONS, DEPT OF						70000000
PGM: SECURITY/INSTIT OPER						70030000
<u>ADULT MALE CUSTODY OPER</u>						70031100
PUBLIC PROTECTION						12
<u>ADULT PRISONS</u>						<u>1206.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT						8500000
PAY PARITY CLASSIFICATION						8500A20
8055		Correctional Services Asst Admin	SES	\$40,492		\$63,675
8041		Correctional Probation Sr Officer-Institution		\$56,974		\$63,675
8052		Senior Classification Officer		\$43,142		\$63,675
2224		Government Analyst I		\$48,181		\$70,043

This request is critical to ensure Classification continues to perform its vital role as a properly functioning system with competent and knowledgeable staff.

Failure to provide more competitive wages to these positions will impede FDC's efforts to successfully recruit and retain staff. As such, vacancies, hiring costs, overtime costs, and training costs will continue to rise.

No positions are involved with this request. The Other Salary Additive transaction was used to increase salaries for positions related to this issue.

This issue is consistent with the Florida Strategic Plan for Economic Development strategy to improve the efficiency and effectiveness of government agencies at all levels.

Long Range Program Plan Activity Reference: Classification Management

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2023-24						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
C3111 001	0.00	6,067,336	1,186,771	7,254,107	0.00	7,254,107
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						
0.00	6,067,336		1,186,771	7,254,107		7,254,107

	COL A12	COL A04	COL A05		
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ		
	FY 2023-24	FY 2023-24	FY 2023-24		
POS	AMOUNT	POS	AMOUNT	POS	
				AMOUNT	
				CODES	
CORRECTIONS, DEPT OF					70000000
PGM: SECURITY/INSTIT OPER					70030000
<u>ADULT MALE CUSTODY OPER</u>					70031100
PUBLIC PROTECTION					12
<u>ADULT PRISONS</u>					<u>1206.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT					8500000
PAY PARITY CLASSIFICATION					8500A20

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2023-24							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
OTHER SALARY AMOUNT							
1000 GENERAL REVENUE FUND							125,904
							<u>7,380,011</u>
							=====

COMPREHENSIVE PAY PLAN							8500A50
SALARY RATE							000000
SALARY RATE.....	23,448,795						
	=====						
SALARIES AND BENEFITS							010000
GENERAL REVENUE FUND -STATE	31,702,135						1000 1
	=====						
TOTAL: COMPREHENSIVE PAY PLAN							8500A50
TOTAL ISSUE.....	31,702,135						
TOTAL SALARY RATE.....	23,448,795						
	=====						

AGENCY ISSUE NARRATIVE:

2023-2024 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

This issue requests \$73,931,722 from the General Revenue Fund to implement a competitive comprehensive pay package for selected Florida Department of Corrections (FDC) Security, Inspector General, and Community Corrections staff.

In Fiscal Year 2022-23, the baseline salary for certified staff increased to \$41,600. Though helpful, FDC continues to face staff attrition and recruiting issues, with over 4,000 certified vacancies in the Correctional Officers (CO's) and Correctional Probation Officers (CPO's) series as of September 27, 2022.

	COL A12	COL A04	COL A05	
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ	
	FY 2023-24	FY 2023-24	FY 2023-24	
	POS	AMOUNT	POS	AMOUNT
				AMOUNT
				CODES
CORRECTIONS, DEPT OF				70000000
PGM: SECURITY/INSTIT OPER				70030000
<u>ADULT MALE CUSTODY OPER</u>				70031100
PUBLIC PROTECTION				12
<u>ADULT PRISONS</u>				<u>1206.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT				8500000
COMPREHENSIVE PAY PLAN				8500A50

The proposed comprehensive pay plan allows for the following actions:

- Approves a baseline salary of \$45,760 for certified staff in the CO and CPO series
- Adjusts salaries among managerial classes in Security Operations, including Duty Wardens and Community Corrections, to avoid pay compression and remove disincentives for promotions and external job opportunities
- Aligns pay for positions in the Office of the Inspector General (OIG) to be comparable to the level of responsibility in Security Operations.

The specific classes and proposed rates are as follows:

Class Code	Class Title	Current Appt Rate	New Rates
8003	CORRECTIONAL OFFICER	41,600	45,760
8005	CORRECTIONAL OFFICER SERGEANT	45,760	50,336
8011	CORRECTIONAL OFFICER LIEUTENANT	52,624	57,886
8013	CORRECTIONAL OFFICER CAPTAIN	57,886	63,675
8015	CORRECTIONAL OFFICER MAJOR - SES	69,463	73,226
8017	CORRECTIONAL OFFICER COLONEL - SES	76,409	80,182
7941	ASSISTANT WARDEN-DC	84,050	88,200
7948	WARDEN-DC	100,860	105,840
8273	ASSISTANT REGIONAL DIRECTOR-DC	110,946	116,424
8271	REGIONAL DIRECTOR OF INSTITUTIONS-DC	122,041	128,066
8053	CLASSIFICATION SUPERVISOR	69,463	73,226
8058	CORRECTIONAL SERVICE ADMINISTRATOR -SES	76,409	80,182
8026	INSPECTORS	48,000	63,675
8028	SENIOR INSPECTOR	55,000	73,226
8029	INSPECTOR SUPERVISOR	67,000	80,182
9019	ASSISTANT CHIEF OF INVESTIGATIONS - DC		88,200
8961	CHIEF INTERNAL AUDITOR-DC		105,840
9032	CHIEF OF INVESTIGATIONS - DC		105,840
8019	DEPUTY INSPECTOR GENERAL - DC		128,066
8036	CORRECTIONAL PROBATION OFFICER	41,600	45,760
8039	CORRECTIONAL PROBATION SENIOR OFFICER	47,840	50,336
8040	CORRECTIONAL PROBATION SPECIALIST	47,840	57,886
8045	CORRECTIONAL PROBATION SUPERVISOR	52,624	63,675
8046	CORRECTIONAL PROBATION SENIOR SUPERVISOR	57,886	73,226
5258	DEPUTY CIRCUIT ADMINISTRATOR-DC	84,050	88,200
5256	CIRCUIT ADMINISTRATOR-DC	100,860	105,840
5259	ASSISTANT REGIONAL DIR COMMU CORR	110,946	116,424
8272	REGIONAL DIR OF COMMUNITY CORRECTIONS-DC	122,041	128,066

	COL A12	COL A04	COL A05	
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ	
	FY 2023-24	FY 2023-24	FY 2023-24	
POS	AMOUNT	POS	AMOUNT	POS
				AMOUNT
				CODES
CORRECTIONS, DEPT OF				70000000
PGM: SECURITY/INSTIT OPER				70030000
<u>ADULT MALE CUSTODY OPER</u>				70031100
PUBLIC PROTECTION				12
<u>ADULT PRISONS</u>				<u>1206.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT				8500000
COMPREHENSIVE PAY PLAN				8500A50

Failure to provide more competitive wages to CO, CPO, and OIG positions will impede FDC's efforts to successfully recruit and retain staff. As such, vacancies, hiring costs, overtime costs, training costs, and workers' compensation costs will continue to rise. This places a significant cost burden on the State, increases the State's liability, and presents a staff, inmate, and public safety issue. Additionally, failure to successfully recruit and retain OIG positions will impede the Department's ability to investigate criminal activities.

No positions are involved with this request. The Other Salary Additive transaction was used to increase salaries for positions related to this issue.

This issue is consistent with the Florida Strategic Plan for Economic Development strategy to improve the efficiency and effectiveness of government agencies at all levels.

Long Range Program Plan Activity Reference: Maintaining Security
 Inspector General Investigations
 Director of Security Operations
 Instruct, Supervise, Investigate, and Report

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2023-24							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
C3112 001	0.00	23,448,795		4,586,584	28,035,379	0.00	28,035,379
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							28,035,379
	0.00	23,448,795		4,586,584	28,035,379		28,035,379

COL A12		COL A04		COL A05		CODES
AGY FIN REQ		AGY REQ N/R		AG REQ ANZ		
FY 2023-24		FY 2023-24		FY 2023-24		
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	
CORRECTIONS, DEPT OF						70000000
PGM: SECURITY/INSTIT OPER						70030000
<u>ADULT MALE CUSTODY OPER</u>						70031100
PUBLIC PROTECTION						12
<u>ADULT PRISONS</u>						<u>1206.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT						8500000
COMPREHENSIVE PAY PLAN						8500A50

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2023-24						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
OTHER SALARY AMOUNT						
1000 GENERAL REVENUE FUND						3,666,756
						31,702,135
						=====

TOTAL: ADULT PRISONS						<u>1206.00.00.00</u>
BY FUND TYPE						
GENERAL REVENUE FUND.....	43,974,760					1000
SALARY RATE.....	30,615,131					
	=====	=====	=====	=====		

	COL A12	COL A04	COL A05		
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ		
	FY 2023-24	FY 2023-24	FY 2023-24		
POS	AMOUNT	POS	AMOUNT	POS	
				AMOUNT	
				CODES	
CORRECTIONS, DEPT OF					70000000
PGM: SECURITY/INSTIT OPER					70030000
<u>FEMALE CUSTODY OPERATIONS</u>					70031200
PUBLIC PROTECTION					12
<u>ADULT PRISONS</u>					<u>1206.00.00.00</u>
PRICE LEVEL INCREASES					2300000
PRIVATE PRISON OPERATIONS					2300015
SPECIAL CATEGORIES					100000
PRIVATE PRISON OPERATIONS					105235
GENERAL REVENUE FUND -STATE	5,655,555				1000 1

AGENCY ISSUE NARRATIVE:

2023-2024 BUDGET YEAR NARRATIVE: IT COMPONENT? NO
 This issue requests \$11,053,561 from the General Revenue Fund to provide funding to cover the projected deficit based on the increased per diem rates at privately operated correctional facilities.

- Per diem increases that have occurred are as follows:
- Gadsden Correctional Facility - from \$47.20 to \$61.08, an increase of \$13.88 or 29%
 - Lake City Correctional Facility - from \$59.38 to \$81.26, an increase of \$21.88 or 37%
 - South Bay Correctional Facility - from \$49.50 to \$59.62, an increase of \$10.12 or 20%

This issue is consistent with the Florida Strategic Plan for Economic Development strategy to improve the efficiency and effectiveness of government agencies at all levels.

Long Range Program Plan Activity Reference: Maintaining Security

EMPLOYEE RETENTION AND DEVELOPMENT					8500000
PAY PARITY CLASSIFICATION					8500A20
SALARY RATE					000000
SALARY RATE.....	627,997				
	=====	=====	=====		
SALARIES AND BENEFITS					010000
GENERAL REVENUE FUND -STATE	772,180				1000 1
	=====	=====	=====		
TOTAL: PAY PARITY CLASSIFICATION					8500A20
TOTAL ISSUE.....	772,180				
TOTAL SALARY RATE.....	627,997				
	=====	=====	=====		

COL A12		COL A04		COL A05		CODES
AGY FIN REQ	AGY REQ N/R	AGY REQ N/R	AG REQ ANZ	AG REQ ANZ	AG REQ ANZ	
FY 2023-24	FY 2023-24	FY 2023-24	FY 2023-24	FY 2023-24	FY 2023-24	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	
						70000000
						70030000
						70031200
						12
						<u>1206.00.00.00</u>
						8500000
						8500A20

CORRECTIONS, DEPT OF
 PGM: SECURITY/INSTIT OPER
FEMALE CUSTODY OPERATIONS
 PUBLIC PROTECTION
ADULT PRISONS

EMPLOYEE RETENTION AND DEVELOPMENT
 PAY PARITY CLASSIFICATION

AGENCY ISSUE NARRATIVE:

2023-2024 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

This issue requests \$15,524,723 from the General Revenue Fund to provide a pay parity package for selected classes in the Florida Department of Corrections (FDC) Bureau of Classification Management.

Florida Department of Corrections Fiscal Year 2022-23 authorized budget provided significant minimum salary increases for Florida Department of Corrections (FDC) certified staff. In addition, the legislature provided funding for a minimum salary of \$31,200 for all FTE.

Non-supervisory Classification staff were not included in the Fiscal Year 2022-23 salary increase. The significant pay/benefit disparity between certified positions and Classification positions jeopardizes FDC's ability to attract and retain strong candidates for Classification. The average Classification Officer's salary is \$39,421 and the average Senior Classification Officer's salary is \$43,142.

The requested funding will align the salaries of Classification staff with security staff, based on comparable knowledge, skill, and abilities necessary for the positions. It will also facilitate the consolidation of support staff positions and establish pay steps within the Classification bureau, resulting from the new minimum salary base of \$31,200.

The specific classes and proposed rates are as follows:

Class Code	Class Title	Avg Filled Rate	Proposed Rate
2000	Data Entry Operator - F/C	\$31,576	\$34,320
8070	Correctional Sentence Technician - F/C	\$32,227	\$34,320
0010	Senior Clerical Supervisor-F/C - SES	\$31,635	\$41,184
8073	Correctional Sentence Specialist	\$32,832	\$41,184
8051	Classification Officer	\$39,421	\$57,886
8055	Correctional Services Asst Admin SES	\$40,492	\$63,675
8041	Correctional Probation Sr Officer-Institution	\$56,974	\$63,675
8052	Senior Classification Officer	\$43,142	\$63,675
2224	Government Analyst I	\$48,181	\$70,043

This request is critical to ensure Classification continues to perform its vital role as a properly functioning system with competent and knowledgeable staff.

Failure to provide more competitive wages to these positions will impede FDC's efforts to successfully recruit and retain staff. As such, vacancies, hiring costs, overtime costs, and training costs will continue to rise.

No positions are involved with this request. The Other Salary Additive transaction was used to increase salaries for

COL A12		COL A04		COL A05		CODES
AGY FIN REQ		AGY REQ N/R		AG REQ ANZ		
FY 2023-24		FY 2023-24		FY 2023-24		
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	
						70000000
						70030000
						70031200
						12
						<u>1206.00.00.00</u>
						8500000
						8500A20

CORRECTIONS, DEPT OF
 PGM: SECURITY/INSTIT OPER
FEMALE CUSTODY OPERATIONS
 PUBLIC PROTECTION
ADULT PRISONS
 EMPLOYEE RETENTION AND DEVELOPMENT
 PAY PARITY CLASSIFICATION

positions related to this issue.

This issue is consistent with the Florida Strategic Plan for Economic Development strategy to improve the efficiency and effectiveness of government agencies at all levels.

Long Range Program Plan Activity Reference: Classification Management

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2023-24							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
C3121 001	0.00	627,997		122,836	750,833	0.00	750,833
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							750,833
	0.00	627,997		122,836	750,833		750,833

OTHER SALARY AMOUNT
 1000 GENERAL REVENUE FUND

21,347

772,180

	COL A12	COL A04	COL A05		
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ		
	FY 2023-24	FY 2023-24	FY 2023-24		
POS	AMOUNT	POS	AMOUNT	POS	
				AMOUNT	
				CODES	
CORRECTIONS, DEPT OF					70000000
PGM: SECURITY/INSTIT OPER					70030000
<u>FEMALE CUSTODY OPERATIONS</u>					70031200
PUBLIC PROTECTION					12
<u>ADULT PRISONS</u>					<u>1206.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT					8500000
COMPREHENSIVE PAY PLAN					8500A50
SALARY RATE					000000
SALARY RATE.....	2,156,257				
=====					
SALARIES AND BENEFITS					010000
GENERAL REVENUE FUND -STATE	2,916,051				1000 1
=====					
TOTAL: COMPREHENSIVE PAY PLAN					8500A50
TOTAL ISSUE.....	2,916,051				
TOTAL SALARY RATE.....	2,156,257				
=====					

AGENCY ISSUE NARRATIVE:

2023-2024 BUDGET YEAR NARRATIVE: IT COMPONENT? NO
 This issue requests \$73,931,722 from the General Revenue Fund to implement a competitive comprehensive pay package for selected Florida Department of Corrections (FDC) Security, Inspector General, and Community Corrections staff.

In Fiscal Year 2022-23, the baseline salary for certified staff increased to \$41,600. Though helpful, FDC continues to face staff attrition and recruiting issues, with over 4,000 certified vacancies in the Correctional Officers (CO's) and Correctional Probation Officers (CPO's) series as of September 27, 2022.

- The proposed comprehensive pay plan allows for the following actions:
- Approves a baseline salary of \$45,760 for certified staff in the CO and CPO series
 - Adjusts salaries among managerial classes in Security Operations, including Duty Wardens and Community Corrections, to avoid pay compression and remove disincentives for promotions and external job opportunities
 - Aligns pay for positions in the Office of the Inspector General (OIG) to be comparable to the level of responsibility in Security Operations.

The specific classes and proposed rates are as follows:

Class Code	Class Title	Current Appt Rate	New Rates
8003	CORRECTIONAL OFFICER	41,600	45,760
8005	CORRECTIONAL OFFICER SERGEANT	45,760	50,336
8011	CORRECTIONAL OFFICER LIEUTENANT	52,624	57,886
8013	CORRECTIONAL OFFICER CAPTAIN	57,886	63,675
8015	CORRECTIONAL OFFICER MAJOR - SES	69,463	73,226
8017	CORRECTIONAL OFFICER COLONEL - SES	76,409	80,182
7941	ASSISTANT WARDEN-DC	84,050	88,200

	COL A12	COL A04	COL A05	
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ	
	FY 2023-24	FY 2023-24	FY 2023-24	
POS	AMOUNT	POS	AMOUNT	POS
				AMOUNT
				CODES
CORRECTIONS, DEPT OF				70000000
PGM: SECURITY/INSTIT OPER				70030000
<u>FEMALE CUSTODY OPERATIONS</u>				70031200
PUBLIC PROTECTION				12
<u>ADULT PRISONS</u>				1206.00.00.00
EMPLOYEE RETENTION AND DEVELOPMENT				8500000
COMPREHENSIVE PAY PLAN				8500A50
7948	WARDEN-DC		100,860	105,840
8273	ASSISTANT REGIONAL DIRECTOR-DC		110,946	116,424
8271	REGIONAL DIRECTOR OF INSTITUTIONS-DC		122,041	128,066
8053	CLASSIFICATION SUPERVISOR		69,463	73,226
8058	CORRECTIONAL SERVICE ADMINISTRATOR -SES		76,409	80,182
8026	INSPECTORS		48,000	63,675
8028	SENIOR INSPECTOR		55,000	73,226
8029	INSPECTOR SUPERVISOR		67,000	80,182
9019	ASSISTANT CHIEF OF INVESTIGATIONS - DC			88,200
8961	CHIEF INTERNAL AUDITOR-DC			105,840
9032	CHIEF OF INVESTIGATIONS - DC			105,840
8019	DEPUTY INSPECTOR GENERAL - DC			128,066
8036	CORRECTIONAL PROBATION OFFICER	41,600		45,760
8039	CORRECTIONAL PROBATION SENIOR OFFICER	47,840		50,336
8040	CORRECTIONAL PROBATION SPECIALIST	47,840		57,886
8045	CORRECTIONAL PROBATION SUPERVISOR	52,624		63,675
8046	CORRECTIONAL PROBATION SENIOR SUPERVISOR	57,886		73,226
5258	DEPUTY CIRCUIT ADMINISTRATOR-DC	84,050		88,200
5256	CIRCUIT ADMINISTRATOR-DC	100,860		105,840
5259	ASSISTANT REGIONAL DIR COMMU CORR	110,946		116,424
8272	REGIONAL DIR OF COMMUNITY CORRECTIONS-DC	122,041		128,066

Failure to provide more competitive wages to CO, CPO, and OIG positions will impede FDC's efforts to successfully recruit and retain staff. As such, vacancies, hiring costs, overtime costs, training costs, and workers' compensation costs will continue to rise. This places a significant cost burden on the State, increases the State's liability, and presents a staff, inmate, and public safety issue. Additionally, failure to successfully recruit and retain OIG positions will impede the Department's ability to investigate criminal activities.

No positions are involved with this request. The Other Salary Additive transaction was used to increase salaries for positions related to this issue.

This issue is consistent with the Florida Strategic Plan for Economic Development strategy to improve the efficiency and effectiveness of government agencies at all levels.

Long Range Program Plan Activity Reference: Maintaining Security
 Inspector General Investigations
 Director of Security Operations
 Instruct, Supervise, Investigate, and Report

	COL A12	COL A04	COL A05		
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ		
	FY 2023-24	FY 2023-24	FY 2023-24		
POS	AMOUNT	POS	AMOUNT	POS	
				AMOUNT	
				CODES	
CORRECTIONS, DEPT OF					70000000
PGM: SECURITY/INSTIT OPER					70030000
<u>FEMALE CUSTODY OPERATIONS</u>					70031200
PUBLIC PROTECTION					12
<u>ADULT PRISONS</u>					<u>1206.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT					8500000
COMPREHENSIVE PAY PLAN					8500A50

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2023-24							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
C3122 001	0.00	2,156,257		421,764	2,578,021	0.00	2,578,021
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							2,578,021
	0.00	2,156,257		421,764	2,578,021		2,578,021
OTHER SALARY AMOUNT							
1000 GENERAL REVENUE FUND							338,030
							2,916,051

TOTAL: ADULT PRISONS							<u>1206.00.00.00</u>
BY FUND TYPE							
GENERAL REVENUE FUND.....		9,343,786					1000
SALARY RATE.....		2,784,254					
		=====					

	COL A12	COL A04	COL A05		
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ		
	FY 2023-24	FY 2023-24	FY 2023-24		
POS	AMOUNT	POS	AMOUNT	POS	
				AMOUNT	
				CODES	
CORRECTIONS, DEPT OF					70000000
PGM: SECURITY/INSTIT OPER					70030000
<u>MALE/YOUTH OFFENDER CUST</u>					70031300
PUBLIC PROTECTION					12
<u>ADULT PRISONS</u>					<u>1206.00.00.00</u>
PRICE LEVEL INCREASES					2300000
PRIVATE PRISON OPERATIONS					2300015
SPECIAL CATEGORIES					100000
PRIVATE PRISON OPERATIONS					105235
GENERAL REVENUE FUND -STATE	1,994,317				1000 1

AGENCY ISSUE NARRATIVE:

2023-2024 BUDGET YEAR NARRATIVE: IT COMPONENT? NO
 This issue requests \$11,053,561 from the General Revenue Fund to provide funding to cover the projected deficit based on the increased per diem rates at privately operated correctional facilities.

- Per diem increases that have occurred are as follows:
- Gadsden Correctional Facility - from \$47.20 to \$61.08, an increase of \$13.88 or 29%
 - Lake City Correctional Facility - from \$59.38 to \$81.26, an increase of \$21.88 or 37%
 - South Bay Correctional Facility - from \$49.50 to \$59.62, an increase of \$10.12 or 20%

This issue is consistent with the Florida Strategic Plan for Economic Development strategy to improve the efficiency and effectiveness of government agencies at all levels.

Long Range Program Plan Activity Reference: Maintaining Security

EMPLOYEE RETENTION AND DEVELOPMENT					8500000
PAY PARITY CLASSIFICATION					8500A20
SALARY RATE					000000
SALARY RATE.....	130,613				
	=====	=====	=====		
SALARIES AND BENEFITS					010000
GENERAL REVENUE FUND -STATE	156,161				1000 1
	=====	=====	=====		
TOTAL: PAY PARITY CLASSIFICATION					8500A20
TOTAL ISSUE.....	156,161				
TOTAL SALARY RATE.....	130,613				
	=====	=====	=====		

COL A12		COL A04		COL A05		CODES
AGY FIN REQ	AGY REQ N/R	AG REQ ANZ				
FY 2023-24	FY 2023-24	FY 2023-24				
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	
						70000000
						70030000
						70031300
						12
						<u>1206.00.00.00</u>
						8500000
						8500A20

CORRECTIONS, DEPT OF
 PGM: SECURITY/INSTIT OPER
MALE/YOUTH OFFENDER CUST
 PUBLIC PROTECTION
ADULT PRISONS

EMPLOYEE RETENTION AND DEVELOPMENT
 PAY PARITY CLASSIFICATION

AGENCY ISSUE NARRATIVE:

2023-2024 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

This issue requests \$15,524,723 from the General Revenue Fund to provide a pay parity package for selected classes in the Florida Department of Corrections (FDC) Bureau of Classification Management.

Florida Department of Corrections Fiscal Year 2022-23 authorized budget provided significant minimum salary increases for Florida Department of Corrections (FDC) certified staff. In addition, the legislature provided funding for a minimum salary of \$31,200 for all FTE.

Non-supervisory Classification staff were not included in the Fiscal Year 2022-23 salary increase. The significant pay/benefit disparity between certified positions and Classification positions jeopardizes FDC's ability to attract and retain strong candidates for Classification. The average Classification Officer's salary is \$39,421 and the average Senior Classification Officer's salary is \$43,142.

The requested funding will align the salaries of Classification staff with security staff, based on comparable knowledge, skill, and abilities necessary for the positions. It will also facilitate the consolidation of support staff positions and establish pay steps within the Classification bureau, resulting from the new minimum salary base of \$31,200.

The specific classes and proposed rates are as follows:

Class Code	Class Title	Avg Filled Rate	Proposed Rate
2000	Data Entry Operator - F/C	\$31,576	\$34,320
8070	Correctional Sentence Technician - F/C	\$32,227	\$34,320
0010	Senior Clerical Supervisor-F/C - SES	\$31,635	\$41,184
8073	Correctional Sentence Specialist	\$32,832	\$41,184
8051	Classification Officer	\$39,421	\$57,886
8055	Correctional Services Asst Admin SES	\$40,492	\$63,675
8041	Correctional Probation Sr Officer-Institution	\$56,974	\$63,675
8052	Senior Classification Officer	\$43,142	\$63,675
2224	Government Analyst I	\$48,181	\$70,043

This request is critical to ensure Classification continues to perform its vital role as a properly functioning system with competent and knowledgeable staff.

Failure to provide more competitive wages to these positions will impede FDC's efforts to successfully recruit and retain staff. As such, vacancies, hiring costs, overtime costs, and training costs will continue to rise.

No positions are involved with this request. The Other Salary Additive transaction was used to increase salaries for

	COL A12	COL A04	COL A05	
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ	
	FY 2023-24	FY 2023-24	FY 2023-24	
POS	AMOUNT	POS	AMOUNT	POS
				AMOUNT
				CODES
CORRECTIONS, DEPT OF				70000000
PGM: SECURITY/INSTIT OPER				70030000
<u>MALE/YOUTH OFFENDER CUST</u>				70031300
PUBLIC PROTECTION				12
<u>ADULT PRISONS</u>				<u>1206.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT				8500000
PAY PARITY CLASSIFICATION				8500A20

positions related to this issue.

This issue is consistent with the Florida Strategic Plan for Economic Development strategy to improve the efficiency and effectiveness of government agencies at all levels.

Long Range Program Plan Activity Reference: Classification Management

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2023-24							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
C3131 001	0.00	130,613		25,548	156,161	0.00	156,161
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							156,161
	0.00	130,613		25,548	156,161		156,161

COMPREHENSIVE PAY PLAN		8500A50
SALARY RATE		000000
SALARY RATE.....	704,497	
	=====	=====

	COL A12	COL A04	COL A05	
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ	
	FY 2023-24	FY 2023-24	FY 2023-24	
POS	AMOUNT	POS	AMOUNT	POS
				AMOUNT
				CODES
CORRECTIONS, DEPT OF				70000000
PGM: SECURITY/INSTIT OPER				70030000
<u>MALE/YOUTH OFFENDER CUST</u>				70031300
PUBLIC PROTECTION				12
<u>ADULT PRISONS</u>				<u>1206.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT				8500000
COMPREHENSIVE PAY PLAN				8500A50
SALARIES AND BENEFITS				010000
GENERAL REVENUE FUND -STATE	951,220			1000 1
TOTAL: COMPREHENSIVE PAY PLAN				8500A50
TOTAL ISSUE.....	951,220			
TOTAL SALARY RATE.....	704,497			

AGENCY ISSUE NARRATIVE:

2023-2024 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

This issue requests \$73,931,722 from the General Revenue Fund to implement a competitive comprehensive pay package for selected Florida Department of Corrections (FDC) Security, Inspector General, and Community Corrections staff.

In Fiscal Year 2022-23, the baseline salary for certified staff increased to \$41,600. Though helpful, FDC continues to face staff attrition and recruiting issues, with over 4,000 certified vacancies in the Correctional Officers (CO's) and Correctional Probation Officers (CPO's) series as of September 27, 2022.

The proposed comprehensive pay plan allows for the following actions:

- Approves a baseline salary of \$45,760 for certified staff in the CO and CPO series
- Adjusts salaries among managerial classes in Security Operations, including Duty Wardens and Community Corrections, to avoid pay compression and remove disincentives for promotions and external job opportunities
- Aligns pay for positions in the Office of the Inspector General (OIG) to be comparable to the level of responsibility in Security Operations.

The specific classes and proposed rates are as follows:

Class Code	Class Title	Current Appt Rate	New Rates
8003	CORRECTIONAL OFFICER	41,600	45,760
8005	CORRECTIONAL OFFICER SERGEANT	45,760	50,336
8011	CORRECTIONAL OFFICER LIEUTENANT	52,624	57,886
8013	CORRECTIONAL OFFICER CAPTAIN	57,886	63,675
8015	CORRECTIONAL OFFICER MAJOR - SES	69,463	73,226
8017	CORRECTIONAL OFFICER COLONEL - SES	76,409	80,182
7941	ASSISTANT WARDEN-DC	84,050	88,200
7948	WARDEN-DC	100,860	105,840
8273	ASSISTANT REGIONAL DIRECTOR-DC	110,946	116,424
8271	REGIONAL DIRECTOR OF INSTITUTIONS-DC	122,041	128,066
8053	CLASSIFICATION SUPERVISOR	69,463	73,226

	COL A12	COL A04	COL A05	
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ	
	FY 2023-24	FY 2023-24	FY 2023-24	
POS	AMOUNT	POS	AMOUNT	POS
				AMOUNT
				CODES
CORRECTIONS, DEPT OF				70000000
PGM: SECURITY/INSTIT OPER				70030000
<u>MALE/YOUTH OFFENDER CUST</u>				70031300
PUBLIC PROTECTION				12
<u>ADULT PRISONS</u>				<u>1206.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT				8500000
COMPREHENSIVE PAY PLAN				8500A50
8058	CORRECTIONAL SERVICE ADMINISTRATOR -SES	76,409		80,182
8026	INSPECTORS	48,000		63,675
8028	SENIOR INSPECTOR	55,000		73,226
8029	INSPECTOR SUPERVISOR	67,000		80,182
9019	ASSISTANT CHIEF OF INVESTIGATIONS - DC			88,200
8961	CHIEF INTERNAL AUDITOR-DC			105,840
9032	CHIEF OF INVESTIGATIONS - DC			105,840
8019	DEPUTY INSPECTOR GENERAL - DC			128,066
8036	CORRECTIONAL PROBATION OFFICER	41,600		45,760
8039	CORRECTIONAL PROBATION SENIOR OFFICER	47,840		50,336
8040	CORRECTIONAL PROBATION SPECIALIST	47,840		57,886
8045	CORRECTIONAL PROBATION SUPERVISOR	52,624		63,675
8046	CORRECTIONAL PROBATION SENIOR SUPERVISOR	57,886		73,226
5258	DEPUTY CIRCUIT ADMINISTRATOR-DC	84,050		88,200
5256	CIRCUIT ADMINISTRATOR-DC	100,860		105,840
5259	ASSISTANT REGIONAL DIR COMMU CORR	110,946		116,424
8272	REGIONAL DIR OF COMMUNITY CORRECTIONS-DC	122,041		128,066

Failure to provide more competitive wages to CO, CPO, and OIG positions will impede FDC's efforts to successfully recruit and retain staff. As such, vacancies, hiring costs, overtime costs, training costs, and workers' compensation costs will continue to rise. This places a significant cost burden on the State, increases the State's liability, and presents a staff, inmate, and public safety issue. Additionally, failure to successfully recruit and retain OIG positions will impede the Department's ability to investigate criminal activities.

No positions are involved with this request. The Other Salary Additive transaction was used to increase salaries for positions related to this issue.

This issue is consistent with the Florida Strategic Plan for Economic Development strategy to improve the efficiency and effectiveness of government agencies at all levels.

Long Range Program Plan Activity Reference: Maintaining Security
 Inspector General Investigations
 Director of Security Operations
 Instruct, Supervise, Investigate, and Report

	COL A12	COL A04	COL A05		
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ		
	FY 2023-24	FY 2023-24	FY 2023-24		
POS	AMOUNT	POS	AMOUNT	POS	
				AMOUNT	
				CODES	
CORRECTIONS, DEPT OF					70000000
PGM: SECURITY/INSTIT OPER					70030000
<u>MALE/YOUTH OFFENDER CUST</u>					70031300
PUBLIC PROTECTION					12
<u>ADULT PRISONS</u>					<u>1206.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT					8500000
COMPREHENSIVE PAY PLAN					8500A50

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2023-24							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
C3132 001	0.00	704,497		137,800	842,297	0.00	842,297
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							842,297
	0.00	704,497		137,800	842,297		842,297
OTHER SALARY AMOUNT							
1000 GENERAL REVENUE FUND							108,923
							951,220

TOTAL: ADULT PRISONS							<u>1206.00.00.00</u>
BY FUND TYPE							
GENERAL REVENUE FUND.....		3,101,698					1000
SALARY RATE.....		835,110					
		=====					

	COL A12	COL A04	COL A05	
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ	
	FY 2023-24	FY 2023-24	FY 2023-24	
POS	AMOUNT	POS	AMOUNT	POS
				AMOUNT
				CODES
CORRECTIONS, DEPT OF				70000000
PGM: SECURITY/INSTIT OPER				70030000
<u>SPECIALTY INST OPERATIONS</u>				70031400
PUBLIC PROTECTION				12
<u>ADULT PRISONS</u>				<u>1206.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT				8500000
RETENTION PAY				8500A10
SALARY RATE				000000
SALARY RATE.....	1,099,000			
=====				
SALARIES AND BENEFITS				010000
GENERAL REVENUE FUND -STATE	1,488,925			1000 1
=====				
TOTAL: RETENTION PAY				8500A10
TOTAL ISSUE.....	1,488,925			
TOTAL SALARY RATE.....	1,099,000			
=====				

AGENCY ISSUE NARRATIVE:

2023-2024 BUDGET YEAR NARRATIVE: IT COMPONENT? NO
 This issue requests \$3,365,322 from the General Revenue Fund for targeted retention of Correctional Officer (\$2,977,850), Correctional Probation Officer (\$361,054), and Inspector General (\$26,418) series positions. This is a continuation of the retention plan approved in Fiscal Year 2021-22.

The Florida Department of Corrections (FDC) faces historically high turnover rates in the Correctional Officer (CO) and Correctional Probation Officer (CPO) series. While some of the turnover rate is due to stress of extended work schedules and increased demand for overtime in dangerous environments, much of it is also due to FDC's inability to compete with higher salaries paid by counties, Sheriff's Offices, and other state law enforcement agencies.

Florida Department of Corrections' Office of the Inspector General (OIG) also struggles to recruit and retain experienced investigative staff. The current starting salary of \$48,000 is not competitive in a market where many entry-level State Law Enforcement Officers' starting salaries are a minimum of \$50,000. On average, OIG has maintained a 30% vacancy rate in its Criminal Investigative Bureau, which is responsible for statewide investigations of in-custody deaths and criminal violations related to the introduction of contraband and excessive force.

The Department requests funding for a targeted retention pay-step plan to address these pay disparities. Staff eligible to receive this increase will be those who have reached continuous years of service at the two, five, and eight-year benchmark with FDC as of June 30, 2023:

- \$1,000 Employee has reached two years of continuous employment
- \$500 Employee has reached five years of continuous employment
- \$1,000 Employee has reached eight years of continuous employment

The expected benefits to the State include reduced turnover of CO, CPO, and OIG positions, thereby reducing costs associated with vacancies, including hiring, overtime, training, and workers' compensation costs.

COL A12		COL A04		COL A05		CODES
AGY FIN REQ FY 2023-24	POS	AGY REQ N/R FY 2023-24	POS	AG REQ ANZ FY 2023-24	POS	
AMOUNT		AMOUNT		AMOUNT		
						70000000
						70030000
						70031400
						12
						<u>1206.00.00.00</u>
						8500000
						8500A10

CORRECTIONS, DEPT OF
 PGM: SECURITY/INSTIT OPER
SPECIALTY INST OPERATIONS
 PUBLIC PROTECTION
ADULT PRISONS
 EMPLOYEE RETENTION AND DEVELOPMENT
 RETENTION PAY

Failure to provide more competitive wages to CO, CPO, and OIG positions will impede FDC's efforts to successfully recruit and retain staff. As such, vacancies and costs related to hiring, overtime, training, and workers' compensation will continue to rise. This places a significant cost burden on the State, increases the State's liability, and presents a staff, inmate, and public safety issue. Additionally, failure to successfully recruit and retain OIG positions will impede the Department's ability to investigate criminal activities.

No positions are involved with this request. The Other Salary Additive transaction was used to increase salaries for positions related to this issue.

This issue is consistent with the Florida Strategic Plan for Economic Development strategy to improve the efficiency and effectiveness of government agencies at all levels.

Long Range Program Plan Activity Reference: Maintaining Security
 Inspector General Investigations
 Instruct, Supervise, Investigate, and Report

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2023-24						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
C3143 001	0.00	1,099,000	214,965	1,313,965	0.00	1,313,965

TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						1,313,965
	0.00	1,099,000	214,965	1,313,965		1,313,965
	=====	=====	=====	=====		=====

	COL A12	COL A04	COL A05		
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ		
	FY 2023-24	FY 2023-24	FY 2023-24		
POS	AMOUNT	POS	AMOUNT	POS	
				AMOUNT	
				CODES	
CORRECTIONS, DEPT OF					70000000
PGM: SECURITY/INSTIT OPER					70030000
<u>SPECIALTY INST OPERATIONS</u>					70031400
PUBLIC PROTECTION					12
<u>ADULT PRISONS</u>					1206.00.00.00
EMPLOYEE RETENTION AND DEVELOPMENT					8500000
RETENTION PAY					8500A10

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2023-24							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
OTHER SALARY AMOUNT							
1000 GENERAL REVENUE FUND							174,960
							1,488,925

PAY PARITY CLASSIFICATION							8500A20
SALARY RATE							000000
SALARY RATE.....	5,923,983						
SALARIES AND BENEFITS							010000
GENERAL REVENUE FUND -STATE	7,188,337						1000 1
TOTAL: PAY PARITY CLASSIFICATION							8500A20
TOTAL ISSUE.....	7,188,337						
TOTAL SALARY RATE.....	5,923,983						

AGENCY ISSUE NARRATIVE:

2023-2024 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

This issue requests \$15,524,723 from the General Revenue Fund to provide a pay parity package for selected classes in the Florida Department of Corrections (FDC) Bureau of Classification Management.

Florida Department of Corrections Fiscal Year 2022-23 authorized budget provided significant minimum salary increases for Florida Department of Corrections (FDC) certified staff. In addition, the legislature provided funding for a minimum salary of \$31,200 for all FTE.

	COL A12	COL A04	COL A05	
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ	
	FY 2023-24	FY 2023-24	FY 2023-24	
POS	AMOUNT	POS	AMOUNT	POS
				AMOUNT
				CODES
CORRECTIONS, DEPT OF				70000000
PGM: SECURITY/INSTIT OPER				70030000
<u>SPECIALTY INST OPERATIONS</u>				70031400
PUBLIC PROTECTION				12
<u>ADULT PRISONS</u>				<u>1206.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT				8500000
PAY PARITY CLASSIFICATION				8500A20

Non-supervisory Classification staff were not included in the Fiscal Year 2022-23 salary increase. The significant pay/benefit disparity between certified positions and Classification positions jeopardizes FDC's ability to attract and retain strong candidates for Classification. The average Classification Officer's salary is \$39,421 and the average Senior Classification Officer's salary is \$43,142.

The requested funding will align the salaries of Classification staff with security staff, based on comparable knowledge, skill, and abilities necessary for the positions. It will also facilitate the consolidation of support staff positions and establish pay steps within the Classification bureau, resulting from the new minimum salary base of \$31,200.

The specific classes and proposed rates are as follows:

Class Code	Class Title	Avg Filled Rate	Proposed Rate
2000	Data Entry Operator - F/C	\$31,576	\$34,320
8070	Correctional Sentence Technician - F/C	\$32,227	\$34,320
0010	Senior Clerical Supervisor-F/C - SES	\$31,635	\$41,184
8073	Correctional Sentence Specialist	\$32,832	\$41,184
8051	Classification Officer	\$39,421	\$57,886
8055	Correctional Services Asst Admin SES	\$40,492	\$63,675
8041	Correctional Probation Sr Officer-Institution	\$56,974	\$63,675
8052	Senior Classification Officer	\$43,142	\$63,675
2224	Government Analyst I	\$48,181	\$70,043

This request is critical to ensure Classification continues to perform its vital role as a properly functioning system with competent and knowledgeable staff.

Failure to provide more competitive wages to these positions will impede FDC's efforts to successfully recruit and retain staff. As such, vacancies, hiring costs, overtime costs, and training costs will continue to rise.

No positions are involved with this request. The Other Salary Additive transaction was used to increase salaries for positions related to this issue.

This issue is consistent with the Florida Strategic Plan for Economic Development strategy to improve the efficiency and effectiveness of government agencies at all levels.

Long Range Program Plan Activity Reference: Classification Management

	COL A12	COL A04	COL A05		
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ		
	FY 2023-24	FY 2023-24	FY 2023-24		
POS	AMOUNT	POS	AMOUNT	POS	
				AMOUNT	
				CODES	
CORRECTIONS, DEPT OF					70000000
PGM: SECURITY/INSTIT OPER					70030000
<u>SPECIALTY INST OPERATIONS</u>					70031400
PUBLIC PROTECTION					12
<u>ADULT PRISONS</u>					<u>1206.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT					8500000
PAY PARITY CLASSIFICATION					8500A20

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2023-24							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
C3141 001	0.00	5,923,983		1,158,731	7,082,714	0.00	7,082,714
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							7,082,714
	0.00	5,923,983		1,158,731	7,082,714		7,082,714
OTHER SALARY AMOUNT							
1000 GENERAL REVENUE FUND							105,623
							7,188,337

COMPREHENSIVE PAY PLAN							8500A50
SALARY RATE							000000
SALARY RATE.....	19,019,517						
SALARIES AND BENEFITS							010000
GENERAL REVENUE FUND -STATE	25,719,716						1000 1
TOTAL: COMPREHENSIVE PAY PLAN							8500A50
TOTAL ISSUE.....	25,719,716						
TOTAL SALARY RATE.....	19,019,517						

COL A12		COL A04		COL A05		CODES
AGY FIN REQ FY 2023-24 POS	AMOUNT	AGY REQ N/R FY 2023-24 POS	AMOUNT	AG REQ ANZ FY 2023-24 POS	AMOUNT	
						70000000
						70030000
						70031400
						12
						<u>1206.00.00.00</u>
						8500000
						8500A50

CORRECTIONS, DEPT OF
 PGM: SECURITY/INSTIT OPER
SPECIALTY INST OPERATIONS
 PUBLIC PROTECTION
ADULT PRISONS
 EMPLOYEE RETENTION AND DEVELOPMENT
 COMPREHENSIVE PAY PLAN

AGENCY ISSUE NARRATIVE:

2023-2024 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

This issue requests \$73,931,722 from the General Revenue Fund to implement a competitive comprehensive pay package for selected Florida Department of Corrections (FDC) Security, Inspector General, and Community Corrections staff.

In Fiscal Year 2022-23, the baseline salary for certified staff increased to \$41,600. Though helpful, FDC continues to face staff attrition and recruiting issues, with over 4,000 certified vacancies in the Correctional Officers (CO's) and Correctional Probation Officers (CPO's) series as of September 27, 2022.

The proposed comprehensive pay plan allows for the following actions:

- Approves a baseline salary of \$45,760 for certified staff in the CO and CPO series
- Adjusts salaries among managerial classes in Security Operations, including Duty Wardens and Community Corrections, to avoid pay compression and remove disincentives for promotions and external job opportunities
- Aligns pay for positions in the Office of the Inspector General (OIG) to be comparable to the level of responsibility in Security Operations.

The specific classes and proposed rates are as follows:

Class Code	Class Title	Current Appt Rate	New Rates
8003	CORRECTIONAL OFFICER	41,600	45,760
8005	CORRECTIONAL OFFICER SERGEANT	45,760	50,336
8011	CORRECTIONAL OFFICER LIEUTENANT	52,624	57,886
8013	CORRECTIONAL OFFICER CAPTAIN	57,886	63,675
8015	CORRECTIONAL OFFICER MAJOR - SES	69,463	73,226
8017	CORRECTIONAL OFFICER COLONEL - SES	76,409	80,182
7941	ASSISTANT WARDEN-DC	84,050	88,200
7948	WARDEN-DC	100,860	105,840
8273	ASSISTANT REGIONAL DIRECTOR-DC	110,946	116,424
8271	REGIONAL DIRECTOR OF INSTITUTIONS-DC	122,041	128,066
8053	CLASSIFICATION SUPERVISOR	69,463	73,226
8058	CORRECTIONAL SERVICE ADMINISTRATOR -SES	76,409	80,182
8026	INSPECTORS	48,000	63,675
8028	SENIOR INSPECTOR	55,000	73,226
8029	INSPECTOR SUPERVISOR	67,000	80,182
9019	ASSISTANT CHIEF OF INVESTIGATIONS - DC		88,200
8961	CHIEF INTERNAL AUDITOR-DC		105,840
9032	CHIEF OF INVESTIGATIONS - DC		105,840
8019	DEPUTY INSPECTOR GENERAL - DC		128,066

COL A12		COL A04		COL A05		CODES
AGY FIN REQ	AGY REQ N/R	AGY REQ N/R	AGY REQ N/R	AG REQ ANZ	AG REQ ANZ	
FY 2023-24	FY 2023-24	FY 2023-24	FY 2023-24	FY 2023-24	FY 2023-24	
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	
CORRECTIONS, DEPT OF						70000000
PGM: SECURITY/INSTIT OPER						70030000
<u>SPECIALTY INST OPERATIONS</u>						70031400
PUBLIC PROTECTION						12
<u>ADULT PRISONS</u>						<u>1206.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT						8500000
COMPREHENSIVE PAY PLAN						8500A50
8036	CORRECTIONAL PROBATION OFFICER		41,600		45,760	
8039	CORRECTIONAL PROBATION SENIOR OFFICER		47,840		50,336	
8040	CORRECTIONAL PROBATION SPECIALIST		47,840		57,886	
8045	CORRECTIONAL PROBATION SUPERVISOR		52,624		63,675	
8046	CORRECTIONAL PROBATION SENIOR SUPERVISOR		57,886		73,226	
5258	DEPUTY CIRCUIT ADMINISTRATOR-DC		84,050		88,200	
5256	CIRCUIT ADMINISTRATOR-DC		100,860		105,840	
5259	ASSISTANT REGIONAL DIR COMMU CORR		110,946		116,424	
8272	REGIONAL DIR OF COMMUNITY CORRECTIONS-DC		122,041		128,066	

Failure to provide more competitive wages to CO, CPO, and OIG positions will impede FDC's efforts to successfully recruit and retain staff. As such, vacancies, hiring costs, overtime costs, training costs, and workers' compensation costs will continue to rise. This places a significant cost burden on the State, increases the State's liability, and presents a staff, inmate, and public safety issue. Additionally, failure to successfully recruit and retain OIG positions will impede the Department's ability to investigate criminal activities.

No positions are involved with this request. The Other Salary Additive transaction was used to increase salaries for positions related to this issue.

This issue is consistent with the Florida Strategic Plan for Economic Development strategy to improve the efficiency and effectiveness of government agencies at all levels.

Long Range Program Plan Activity Reference: Maintaining Security
 Inspector General Investigations
 Director of Security Operations
 Instruct, Supervise, Investigate, and Report

	COL A12	COL A04	COL A05		
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ		
	FY 2023-24	FY 2023-24	FY 2023-24		
POS	AMOUNT	POS	AMOUNT	POS	
				AMOUNT	
				CODES	
CORRECTIONS, DEPT OF					70000000
PGM: SECURITY/INSTIT OPER					70030000
<u>SPECIALTY INST OPERATIONS</u>					70031400
PUBLIC PROTECTION					12
<u>ADULT PRISONS</u>					<u>1206.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT					8500000
COMPREHENSIVE PAY PLAN					8500A50

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2023-24							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
C3142 001	0.00	19,019,517		3,720,217	22,739,734	0.00	22,739,734
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							22,739,734
	0.00	19,019,517		3,720,217	22,739,734		22,739,734
OTHER SALARY AMOUNT							
1000 GENERAL REVENUE FUND							2,979,982
							25,719,716

TOTAL: ADULT PRISONS							<u>1206.00.00.00</u>
BY FUND TYPE							
GENERAL REVENUE FUND.....		34,396,978					1000
SALARY RATE.....		26,042,500					
		=====					

	COL A12	COL A04	COL A05		
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ		
	FY 2023-24	FY 2023-24	FY 2023-24		
POS	AMOUNT	POS	AMOUNT	POS	
				AMOUNT	
				CODES	
CORRECTIONS, DEPT OF					70000000
PGM: SECURITY/INSTIT OPER					70030000
<u>PUB SVC SQUADS/WRK RELEASE</u>					70031600
PUBLIC PROTECTION					12
<u>ADULT PRISONS</u>					1206.00.00.00
EMPLOYEE RETENTION AND DEVELOPMENT					8500000
COMPREHENSIVE PAY PLAN					8500A50
SALARY RATE					000000
SALARY RATE.....	2,310,281				
=====					
SALARIES AND BENEFITS					010000
GENERAL REVENUE FUND -STATE	3,125,601				1000 1
=====					
TOTAL: COMPREHENSIVE PAY PLAN					8500A50
TOTAL ISSUE.....	3,125,601				
TOTAL SALARY RATE.....	2,310,281				
=====					

AGENCY ISSUE NARRATIVE:

2023-2024 BUDGET YEAR NARRATIVE: IT COMPONENT? NO
 This issue requests \$73,931,722 from the General Revenue Fund to implement a competitive comprehensive pay package for selected Florida Department of Corrections (FDC) Security, Inspector General, and Community Corrections staff.

In Fiscal Year 2022-23, the baseline salary for certified staff increased to \$41,600. Though helpful, FDC continues to face staff attrition and recruiting issues, with over 4,000 certified vacancies in the Correctional Officers (CO's) and Correctional Probation Officers (CPO's) series as of September 27, 2022.

- The proposed comprehensive pay plan allows for the following actions:
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 - Adjusts salaries among managerial classes in Security Operations, including Duty Wardens and Community Corrections, to avoid pay compression and remove disincentives for promotions and external job opportunities
 - Aligns pay for positions in the Office of the Inspector General (OIG) to be comparable to the level of responsibility in Security Operations.

The specific classes and proposed rates are as follows:

Class Code	Class Title	Current Appt Rate	New Rates
8003	CORRECTIONAL OFFICER	41,600	45,760
8005	CORRECTIONAL OFFICER SERGEANT	45,760	50,336
8011	CORRECTIONAL OFFICER LIEUTENANT	52,624	57,886
8013	CORRECTIONAL OFFICER CAPTAIN	57,886	63,675
8015	CORRECTIONAL OFFICER MAJOR - SES	69,463	73,226
8017	CORRECTIONAL OFFICER COLONEL - SES	76,409	80,182
7941	ASSISTANT WARDEN-DC	84,050	88,200

	COL A12	COL A04	COL A05	
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ	
	FY 2023-24	FY 2023-24	FY 2023-24	
POS	AMOUNT	POS	AMOUNT	POS
				AMOUNT
				CODES
CORRECTIONS, DEPT OF				70000000
PGM: SECURITY/INSTIT OPER				70030000
<u>PUB SVC SQUADS/WRK RELEASE</u>				70031600
PUBLIC PROTECTION				12
<u>ADULT PRISONS</u>				1206.00.00.00
EMPLOYEE RETENTION AND DEVELOPMENT				8500000
COMPREHENSIVE PAY PLAN				8500A50
7948	WARDEN-DC		100,860	105,840
8273	ASSISTANT REGIONAL DIRECTOR-DC		110,946	116,424
8271	REGIONAL DIRECTOR OF INSTITUTIONS-DC		122,041	128,066
8053	CLASSIFICATION SUPERVISOR		69,463	73,226
8058	CORRECTIONAL SERVICE ADMINISTRATOR -SES		76,409	80,182
8026	INSPECTORS		48,000	63,675
8028	SENIOR INSPECTOR		55,000	73,226
8029	INSPECTOR SUPERVISOR		67,000	80,182
9019	ASSISTANT CHIEF OF INVESTIGATIONS - DC			88,200
8961	CHIEF INTERNAL AUDITOR-DC			105,840
9032	CHIEF OF INVESTIGATIONS - DC			105,840
8019	DEPUTY INSPECTOR GENERAL - DC			128,066
8036	CORRECTIONAL PROBATION OFFICER	41,600		45,760
8039	CORRECTIONAL PROBATION SENIOR OFFICER	47,840		50,336
8040	CORRECTIONAL PROBATION SPECIALIST	47,840		57,886
8045	CORRECTIONAL PROBATION SUPERVISOR	52,624		63,675
8046	CORRECTIONAL PROBATION SENIOR SUPERVISOR	57,886		73,226
5258	DEPUTY CIRCUIT ADMINISTRATOR-DC	84,050		88,200
5256	CIRCUIT ADMINISTRATOR-DC	100,860		105,840
5259	ASSISTANT REGIONAL DIR COMMU CORR	110,946		116,424
8272	REGIONAL DIR OF COMMUNITY CORRECTIONS-DC	122,041		128,066

Failure to provide more competitive wages to CO, CPO, and OIG positions will impede FDC's efforts to successfully recruit and retain staff. As such, vacancies, hiring costs, overtime costs, training costs, and workers' compensation costs will continue to rise. This places a significant cost burden on the State, increases the State's liability, and presents a staff, inmate, and public safety issue. Additionally, failure to successfully recruit and retain OIG positions will impede the Department's ability to investigate criminal activities.

No positions are involved with this request. The Other Salary Additive transaction was used to increase salaries for positions related to this issue.

This issue is consistent with the Florida Strategic Plan for Economic Development strategy to improve the efficiency and effectiveness of government agencies at all levels.

Long Range Program Plan Activity Reference: Maintaining Security
 Inspector General Investigations
 Director of Security Operations
 Instruct, Supervise, Investigate, and Report

	COL A12	COL A04	COL A05		
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ		
	FY 2023-24	FY 2023-24	FY 2023-24		
POS	AMOUNT	POS	AMOUNT	POS	
				AMOUNT	
				CODES	
CORRECTIONS, DEPT OF					70000000
PGM: SECURITY/INSTIT OPER					70030000
<u>EXEC DIRECTION/SUPPORT</u>					70031900
GOV OPERATIONS/SUPPORT					16
<u>EXEC LEADERSHIP/SUPPRT SVC</u>					1602.00.00.00
EMPLOYEE RETENTION AND DEVELOPMENT					8500000
RETENTION PAY					8500A10
SALARY RATE					000000
SALARY RATE.....	19,500				
=====					
SALARIES AND BENEFITS					010000
GENERAL REVENUE FUND -STATE	26,418				1000 1
=====					
TOTAL: RETENTION PAY					8500A10
TOTAL ISSUE.....	26,418				
TOTAL SALARY RATE.....	19,500				
=====					

AGENCY ISSUE NARRATIVE:

2023-2024 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

This issue requests \$3,365,322 from the General Revenue Fund for targeted retention of Correctional Officer (\$2,977,850), Correctional Probation Officer (\$361,054), and Inspector General (\$26,418) series positions. This is a continuation of the retention plan approved in Fiscal Year 2021-22.

The Florida Department of Corrections (FDC) faces historically high turnover rates in the Correctional Officer (CO) and Correctional Probation Officer (CPO) series. While some of the turnover rate is due to stress of extended work schedules and increased demand for overtime in dangerous environments, much of it is also due to FDC's inability to compete with higher salaries paid by counties, Sheriff's Offices, and other state law enforcement agencies.

Florida Department of Corrections' Office of the Inspector General (OIG) also struggles to recruit and retain experienced investigative staff. The current starting salary of \$48,000 is not competitive in a market where many entry-level State Law Enforcement Officers' starting salaries are a minimum of \$50,000. On average, OIG has maintained a 30% vacancy rate in its Criminal Investigative Bureau, which is responsible for statewide investigations of in-custody deaths and criminal violations related to the introduction of contraband and excessive force.

The Department requests funding for a targeted retention pay-step plan to address these pay disparities. Staff eligible to receive this increase will be those who have reached continuous years of service at the two, five, and eight-year benchmark with FDC as of June 30, 2023:

- \$1,000 Employee has reached two years of continuous employment
- \$500 Employee has reached five years of continuous employment
- \$1,000 Employee has reached eight years of continuous employment

The expected benefits to the State include reduced turnover of CO, CPO, and OIG positions, thereby reducing costs associated with vacancies, including hiring, overtime, training, and workers' compensation costs.

COL A12		COL A04		COL A05		CODES
AGY FIN REQ FY 2023-24	POS	AGY REQ N/R FY 2023-24	POS	AG REQ ANZ FY 2023-24	POS	
CORRECTIONS, DEPT OF						70000000
PGM: SECURITY/INSTIT OPER						70030000
<u>EXEC DIRECTION/SUPPORT</u>						70031900
GOV OPERATIONS/SUPPORT						16
<u>EXEC LEADERSHIP/SUPPRT SVC</u>						<u>1602.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT						8500000
RETENTION PAY						8500A10

Failure to provide more competitive wages to CO, CPO, and OIG positions will impede FDC's efforts to successfully recruit and retain staff. As such, vacancies and costs related to hiring, overtime, training, and workers' compensation will continue to rise. This places a significant cost burden on the State, increases the State's liability, and presents a staff, inmate, and public safety issue. Additionally, failure to successfully recruit and retain OIG positions will impede the Department's ability to investigate criminal activities.

No positions are involved with this request. The Other Salary Additive transaction was used to increase salaries for positions related to this issue.

This issue is consistent with the Florida Strategic Plan for Economic Development strategy to improve the efficiency and effectiveness of government agencies at all levels.

Long Range Program Plan Activity Reference: Maintaining Security
 Inspector General Investigations
 Instruct, Supervise, Investigate, and Report

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2023-24						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
C3193 001	0.00	19,500	3,814	23,314	0.00	23,314
TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						23,314
	0.00	19,500	3,814	23,314		23,314

	COL A12	COL A04	COL A05	
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ	
	FY 2023-24	FY 2023-24	FY 2023-24	
POS	AMOUNT	POS	AMOUNT	POS
				AMOUNT
				CODES
CORRECTIONS, DEPT OF				70000000
PGM: SECURITY/INSTIT OPER				70030000
<u>EXEC DIRECTION/SUPPORT</u>				70031900
GOV OPERATIONS/SUPPORT				16
<u>EXEC LEADERSHIP/SUPPRT SVC</u>				1602.00.00.00
EMPLOYEE RETENTION AND DEVELOPMENT				8500000
RETENTION PAY				8500A10

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2023-24							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
OTHER SALARY AMOUNT							
1000 GENERAL REVENUE FUND							3,104
							26,418
							=====

PAY PARITY CLASSIFICATION							8500A20
SALARY RATE							000000
SALARY RATE.....	23,447						
	=====	=====	=====	=====			
SALARIES AND BENEFITS							010000
GENERAL REVENUE FUND -STATE	28,034						1000 1
	=====	=====	=====	=====			
TOTAL: PAY PARITY CLASSIFICATION							8500A20
TOTAL ISSUE.....	28,034						
TOTAL SALARY RATE.....	23,447						
	=====	=====	=====	=====			

AGENCY ISSUE NARRATIVE:

2023-2024 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

This issue requests \$15,524,723 from the General Revenue Fund to provide a pay parity package for selected classes in the Florida Department of Corrections (FDC) Bureau of Classification Management.

Florida Department of Corrections Fiscal Year 2022-23 authorized budget provided significant minimum salary increases for Florida Department of Corrections (FDC) certified staff. In addition, the legislature provided funding for a minimum salary of \$31,200 for all FTE.

	COL A12	COL A04	COL A05	
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ	
	FY 2023-24	FY 2023-24	FY 2023-24	
POS	AMOUNT	POS	AMOUNT	POS
				AMOUNT
				CODES
CORRECTIONS, DEPT OF				70000000
PGM: SECURITY/INSTIT OPER				70030000
<u>EXEC DIRECTION/SUPPORT</u>				70031900
GOV OPERATIONS/SUPPORT				16
<u>EXEC LEADERSHIP/SUPPRT SVC</u>				<u>1602.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT				8500000
PAY PARITY CLASSIFICATION				8500A20

Non-supervisory Classification staff were not included in the Fiscal Year 2022-23 salary increase. The significant pay/benefit disparity between certified positions and Classification positions jeopardizes FDC's ability to attract and retain strong candidates for Classification. The average Classification Officer's salary is \$39,421 and the average Senior Classification Officer's salary is \$43,142.

The requested funding will align the salaries of Classification staff with security staff, based on comparable knowledge, skill, and abilities necessary for the positions. It will also facilitate the consolidation of support staff positions and establish pay steps within the Classification bureau, resulting from the new minimum salary base of \$31,200.

The specific classes and proposed rates are as follows:

Class Code	Class Title	Avg Filled Rate	Proposed Rate
2000	Data Entry Operator - F/C	\$31,576	\$34,320
8070	Correctional Sentence Technician - F/C	\$32,227	\$34,320
0010	Senior Clerical Supervisor-F/C - SES	\$31,635	\$41,184
8073	Correctional Sentence Specialist	\$32,832	\$41,184
8051	Classification Officer	\$39,421	\$57,886
8055	Correctional Services Asst Admin SES	\$40,492	\$63,675
8041	Correctional Probation Sr Officer-Institution	\$56,974	\$63,675
8052	Senior Classification Officer	\$43,142	\$63,675
2224	Government Analyst I	\$48,181	\$70,043

This request is critical to ensure Classification continues to perform its vital role as a properly functioning system with competent and knowledgeable staff.

Failure to provide more competitive wages to these positions will impede FDC's efforts to successfully recruit and retain staff. As such, vacancies, hiring costs, overtime costs, and training costs will continue to rise.

No positions are involved with this request. The Other Salary Additive transaction was used to increase salaries for positions related to this issue.

This issue is consistent with the Florida Strategic Plan for Economic Development strategy to improve the efficiency and effectiveness of government agencies at all levels.

Long Range Program Plan Activity Reference: Classification Management

	COL A12	COL A04	COL A05		
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ		
	FY 2023-24	FY 2023-24	FY 2023-24		
POS	AMOUNT	POS	AMOUNT	POS	
				AMOUNT	
				CODES	
CORRECTIONS, DEPT OF					70000000
PGM: SECURITY/INSTIT OPER					70030000
EXEC DIRECTION/SUPPORT					70031900
GOV OPERATIONS/SUPPORT					16
EXEC LEADERSHIP/SUPPRT SVC					1602.00.00.00
EMPLOYEE RETENTION AND DEVELOPMENT					8500000
PAY PARITY CLASSIFICATION					8500A20

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2023-24							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
C3191 001	0.00	23,447		4,587	28,034	0.00	28,034
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							28,034
	0.00	23,447		4,587	28,034		28,034

COMPREHENSIVE PAY PLAN							8500A50
SALARY RATE							000000
SALARY RATE.....	2,269,961						
SALARIES AND BENEFITS							010000
GENERAL REVENUE FUND -STATE	3,047,528						1000 1
TOTAL: COMPREHENSIVE PAY PLAN							8500A50
TOTAL ISSUE.....	3,047,528						
TOTAL SALARY RATE.....	2,269,961						

AGENCY ISSUE NARRATIVE:

2023-2024 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

This issue requests \$73,931,722 from the General Revenue Fund to implement a competitive comprehensive pay package for selected Florida Department of Corrections (FDC) Security, Inspector General, and Community Corrections staff.

	COL A12	COL A04	COL A05	
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ	
	FY 2023-24	FY 2023-24	FY 2023-24	
POS	AMOUNT	POS	AMOUNT	POS
				AMOUNT
				CODES
CORRECTIONS, DEPT OF				70000000
PGM: SECURITY/INSTIT OPER				70030000
<u>EXEC DIRECTION/SUPPORT</u>				70031900
GOV OPERATIONS/SUPPORT				16
<u>EXEC LEADERSHIP/SUPPRT SVC</u>				<u>1602.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT				8500000
COMPREHENSIVE PAY PLAN				8500A50

In Fiscal Year 2022-23, the baseline salary for certified staff increased to \$41,600. Though helpful, FDC continues to face staff attrition and recruiting issues, with over 4,000 certified vacancies in the Correctional Officers (CO's) and Correctional Probation Officers (CPO's) series as of September 27, 2022.

The proposed comprehensive pay plan allows for the following actions:

- Approves a baseline salary of \$45,760 for certified staff in the CO and CPO series
- Adjusts salaries among managerial classes in Security Operations, including Duty Wardens and Community Corrections, to avoid pay compression and remove disincentives for promotions and external job opportunities
- Aligns pay for positions in the Office of the Inspector General (OIG) to be comparable to the level of responsibility in Security Operations.

The specific classes and proposed rates are as follows:

Class Code	Class Title	Current Appt Rate	New Rates
8003	CORRECTIONAL OFFICER	41,600	45,760
8005	CORRECTIONAL OFFICER SERGEANT	45,760	50,336
8011	CORRECTIONAL OFFICER LIEUTENANT	52,624	57,886
8013	CORRECTIONAL OFFICER CAPTAIN	57,886	63,675
8015	CORRECTIONAL OFFICER MAJOR - SES	69,463	73,226
8017	CORRECTIONAL OFFICER COLONEL - SES	76,409	80,182
7941	ASSISTANT WARDEN-DC	84,050	88,200
7948	WARDEN-DC	100,860	105,840
8273	ASSISTANT REGIONAL DIRECTOR-DC	110,946	116,424
8271	REGIONAL DIRECTOR OF INSTITUTIONS-DC	122,041	128,066
8053	CLASSIFICATION SUPERVISOR	69,463	73,226
8058	CORRECTIONAL SERVICE ADMINISTRATOR -SES	76,409	80,182
8026	INSPECTORS	48,000	63,675
8028	SENIOR INSPECTOR	55,000	73,226
8029	INSPECTOR SUPERVISOR	67,000	80,182
9019	ASSISTANT CHIEF OF INVESTIGATIONS - DC		88,200
8961	CHIEF INTERNAL AUDITOR-DC		105,840
9032	CHIEF OF INVESTIGATIONS - DC		105,840
8019	DEPUTY INSPECTOR GENERAL - DC		128,066
8036	CORRECTIONAL PROBATION OFFICER	41,600	45,760
8039	CORRECTIONAL PROBATION SENIOR OFFICER	47,840	50,336
8040	CORRECTIONAL PROBATION SPECIALIST	47,840	57,886
8045	CORRECTIONAL PROBATION SUPERVISOR	52,624	63,675
8046	CORRECTIONAL PROBATION SENIOR SUPERVISOR	57,886	73,226

	COL A12	COL A04	COL A05	
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ	
	FY 2023-24	FY 2023-24	FY 2023-24	
	POS	AMOUNT	POS	AMOUNT
				AMOUNT
				CODES
CORRECTIONS, DEPT OF				70000000
PGM: COMMUNITY CORRECTIONS				70050000
COMMUNITY SUPERVISION				70050100
PUBLIC PROTECTION				12
ADULT PRISONS				1206.00.00.00
EMPLOYEE RETENTION AND DEVELOPMENT				8500000
RETENTION PAY				8500A10
SALARY RATE				000000
SALARY RATE.....	266,500			
=====				
SALARIES AND BENEFITS				010000
GENERAL REVENUE FUND -STATE	361,054			1000 1
=====				
TOTAL: RETENTION PAY				8500A10
TOTAL ISSUE.....	361,054			
TOTAL SALARY RATE.....	266,500			
=====				

AGENCY ISSUE NARRATIVE:

2023-2024 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

This issue requests \$3,365,322 from the General Revenue Fund for targeted retention of Correctional Officer (\$2,977,850), Correctional Probation Officer (\$361,054), and Inspector General (\$26,418) series positions. This is a continuation of the retention plan approved in Fiscal Year 2021-22.

The Florida Department of Corrections (FDC) faces historically high turnover rates in the Correctional Officer (CO) and Correctional Probation Officer (CPO) series. While some of the turnover rate is due to stress of extended work schedules and increased demand for overtime in dangerous environments, much of it is also due to FDC's inability to compete with higher salaries paid by counties, Sheriff's Offices, and other state law enforcement agencies.

Florida Department of Corrections' Office of the Inspector General (OIG) also struggles to recruit and retain experienced investigative staff. The current starting salary of \$48,000 is not competitive in a market where many entry-level State Law Enforcement Officers' starting salaries are a minimum of \$50,000. On average, OIG has maintained a 30% vacancy rate in its Criminal Investigative Bureau, which is responsible for statewide investigations of in-custody deaths and criminal violations related to the introduction of contraband and excessive force.

The Department requests funding for a targeted retention pay-step plan to address these pay disparities. Staff eligible to receive this increase will be those who have reached continuous years of service at the two, five, and eight-year benchmark with FDC as of June 30, 2023:

- \$1,000 Employee has reached two years of continuous employment
- \$500 Employee has reached five years of continuous employment
- \$1,000 Employee has reached eight years of continuous employment

The expected benefits to the State include reduced turnover of CO, CPO, and OIG positions, thereby reducing costs associated with vacancies, including hiring, overtime, training, and workers' compensation costs.

COL A12		COL A04		COL A05		CODES
AGY FIN REQ FY 2023-24	POS	AGY REQ N/R FY 2023-24	POS	AG REQ ANZ FY 2023-24	POS	
CORRECTIONS, DEPT OF						70000000
PGM: COMMUNITY CORRECTIONS						70050000
<u>COMMUNITY SUPERVISION</u>						70050100
PUBLIC PROTECTION						12
<u>ADULT PRISONS</u>						<u>1206.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT						8500000
RETENTION PAY						8500A10

Failure to provide more competitive wages to CO, CPO, and OIG positions will impede FDC's efforts to successfully recruit and retain staff. As such, vacancies and costs related to hiring, overtime, training, and workers' compensation will continue to rise. This places a significant cost burden on the State, increases the State's liability, and presents a staff, inmate, and public safety issue. Additionally, failure to successfully recruit and retain OIG positions will impede the Department's ability to investigate criminal activities.

No positions are involved with this request. The Other Salary Additive transaction was used to increase salaries for positions related to this issue.

This issue is consistent with the Florida Strategic Plan for Economic Development strategy to improve the efficiency and effectiveness of government agencies at all levels.

Long Range Program Plan Activity Reference: Maintaining Security
 Inspector General Investigations
 Instruct, Supervise, Investigate, and Report

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2023-24						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
RA01 RATE & SALARY ADJ - BENEFITS NO FTE						
C5013 001	0.00	266,500	52,127	318,627	0.00	318,627

TOTALS FOR ISSUE BY FUND						
1000 GENERAL REVENUE FUND						318,627
	0.00	266,500	52,127	318,627		318,627
	=====	=====	=====	=====		=====

	COL A12	COL A04	COL A05		
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ		
	FY 2023-24	FY 2023-24	FY 2023-24		
POS	AMOUNT	POS	AMOUNT	POS	
				AMOUNT	
				CODES	
CORRECTIONS, DEPT OF					70000000
PGM: COMMUNITY CORRECTIONS					70050000
<u>COMMUNITY SUPERVISION</u>					70050100
PUBLIC PROTECTION					12
<u>ADULT PRISONS</u>					1206.00.00.00
EMPLOYEE RETENTION AND DEVELOPMENT					8500000
RETENTION PAY					8500A10

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2023-24							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
OTHER SALARY AMOUNT							
1000 GENERAL REVENUE FUND							42,427
							361,054

COMPREHENSIVE PAY PLAN							8500A50
SALARY RATE							000000
SALARY RATE.....	4,803,855						
SALARIES AND BENEFITS							010000
GENERAL REVENUE FUND -STATE	6,469,471						1000 1
TOTAL: COMPREHENSIVE PAY PLAN							8500A50
TOTAL ISSUE.....	6,469,471						
TOTAL SALARY RATE.....	4,803,855						

AGENCY ISSUE NARRATIVE:

2023-2024 BUDGET YEAR NARRATIVE:

IT COMPONENT? NO

This issue requests \$73,931,722 from the General Revenue Fund to implement a competitive comprehensive pay package for selected Florida Department of Corrections (FDC) Security, Inspector General, and Community Corrections staff.

In Fiscal Year 2022-23, the baseline salary for certified staff increased to \$41,600. Though helpful, FDC continues to face staff attrition and recruiting issues, with over 4,000 certified vacancies in the Correctional Officers (CO's) and Correctional Probation Officers (CPO's) series as of September 27, 2022.

	COL A12	COL A04	COL A05	
	AGY FIN REQ	AGY REQ N/R	AG REQ ANZ	
	FY 2023-24	FY 2023-24	FY 2023-24	
	POS	AMOUNT	POS	AMOUNT
				AMOUNT
				CODES
CORRECTIONS, DEPT OF				70000000
PGM: COMMUNITY CORRECTIONS				70050000
<u>COMMUNITY SUPERVISION</u>				70050100
PUBLIC PROTECTION				12
<u>ADULT PRISONS</u>				<u>1206.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT				8500000
COMPREHENSIVE PAY PLAN				8500A50

The proposed comprehensive pay plan allows for the following actions:

- Approves a baseline salary of \$45,760 for certified staff in the CO and CPO series
- Adjusts salaries among managerial classes in Security Operations, including Duty Wardens and Community Corrections, to avoid pay compression and remove disincentives for promotions and external job opportunities
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8005	CORRECTIONAL OFFICER SERGEANT	45,760	50,336
8011	CORRECTIONAL OFFICER LIEUTENANT	52,624	57,886
8013	CORRECTIONAL OFFICER CAPTAIN	57,886	63,675
8015	CORRECTIONAL OFFICER MAJOR - SES	69,463	73,226
8017	CORRECTIONAL OFFICER COLONEL - SES	76,409	80,182
7941	ASSISTANT WARDEN-DC	84,050	88,200
7948	WARDEN-DC	100,860	105,840
8273	ASSISTANT REGIONAL DIRECTOR-DC	110,946	116,424
8271	REGIONAL DIRECTOR OF INSTITUTIONS-DC	122,041	128,066
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8058	CORRECTIONAL SERVICE ADMINISTRATOR -SES	76,409	80,182
8026	INSPECTORS	48,000	63,675
8028	SENIOR INSPECTOR	55,000	73,226
8029	INSPECTOR SUPERVISOR	67,000	80,182
9019	ASSISTANT CHIEF OF INVESTIGATIONS - DC		88,200
8961	CHIEF INTERNAL AUDITOR-DC		105,840
9032	CHIEF OF INVESTIGATIONS - DC		105,840
8019	DEPUTY INSPECTOR GENERAL - DC		128,066
8036	CORRECTIONAL PROBATION OFFICER	41,600	45,760
8039	CORRECTIONAL PROBATION SENIOR OFFICER	47,840	50,336
8040	CORRECTIONAL PROBATION SPECIALIST	47,840	57,886
8045	CORRECTIONAL PROBATION SUPERVISOR	52,624	63,675
8046	CORRECTIONAL PROBATION SENIOR SUPERVISOR	57,886	73,226
5258	DEPUTY CIRCUIT ADMINISTRATOR-DC	84,050	88,200
5256	CIRCUIT ADMINISTRATOR-DC	100,860	105,840
5259	ASSISTANT REGIONAL DIR COMMU CORR	110,946	116,424
8272	REGIONAL DIR OF COMMUNITY CORRECTIONS-DC	122,041	128,066

COL A12		COL A04		COL A05		CODES
AGY FIN REQ		AGY REQ N/R		AG REQ ANZ		
FY 2023-24		FY 2023-24		FY 2023-24		
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	
						70000000
						70050000
						70050100
						12
						<u>1206.00.00.00</u>
						8500000
						8500A50

CORRECTIONS, DEPT OF
 PGM: COMMUNITY CORRECTIONS
COMMUNITY SUPERVISION
 PUBLIC PROTECTION
ADULT PRISONS
 EMPLOYEE RETENTION AND DEVELOPMENT
 COMPREHENSIVE PAY PLAN

Failure to provide more competitive wages to CO, CPO, and OIG positions will impede FDC's efforts to successfully recruit and retain staff. As such, vacancies, hiring costs, overtime costs, training costs, and workers' compensation costs will continue to rise. This places a significant cost burden on the State, increases the State's liability, and presents a staff, inmate, and public safety issue. Additionally, failure to successfully recruit and retain OIG positions will impede the Department's ability to investigate criminal activities.

No positions are involved with this request. The Other Salary Additive transaction was used to increase salaries for positions related to this issue.

This issue is consistent with the Florida Strategic Plan for Economic Development strategy to improve the efficiency and effectiveness of government agencies at all levels.

Long Range Program Plan Activity Reference: Maintaining Security
 Inspector General Investigations
 Director of Security Operations
 Instruct, Supervise, Investigate, and Report

POSITION DETAIL OF SALARIES AND BENEFITS:

	FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2023-24							
CHANGES TO CURRENTLY AUTHORIZED POSITIONS							
RA01 RATE & SALARY ADJ - BENEFITS NO FTE							
C5012 001	0.00	4,803,855		939,634	5,743,489	0.00	5,743,489
TOTALS FOR ISSUE BY FUND							
1000 GENERAL REVENUE FUND							5,743,489
	0.00	4,803,855		939,634	5,743,489		5,743,489

COL A12		COL A04		COL A05		CODES
AGY FIN REQ		AGY REQ N/R		AG REQ ANZ		
FY 2023-24		FY 2023-24		FY 2023-24		
POS	AMOUNT	POS	AMOUNT	POS	AMOUNT	
CORRECTIONS, DEPT OF						70000000
PGM: COMMUNITY CORRECTIONS						70050000
<u>COMMUNITY SUPERVISION</u>						70050100
PUBLIC PROTECTION						12
<u>ADULT PRISONS</u>						<u>1206.00.00.00</u>
EMPLOYEE RETENTION AND DEVELOPMENT						8500000
COMPREHENSIVE PAY PLAN						8500A50

POSITION DETAIL OF SALARIES AND BENEFITS:

FTE	BASE RATE	ADDITIVES	BENEFITS	SUBTOTAL	LAPSE %	LAPSED SALARIES AND BENEFITS
A12 - AGY FIN REQ FY 2023-24						
CHANGES TO CURRENTLY AUTHORIZED POSITIONS						
OTHER SALARY AMOUNT						
1000 GENERAL REVENUE FUND						725,982
						<u>6,469,471</u>
						=====

TOTAL: ADULT PRISONS						<u>1206.00.00.00</u>
BY FUND TYPE						
GENERAL REVENUE FUND.....	6,830,525					1000
SALARY RATE.....	5,070,355					
	=====	=====	=====	=====		