

The Florida Senate  
**COMMITTEE MEETING EXPANDED AGENDA**  
 APPROPRIATIONS COMMITTEE ON CRIMINAL AND CIVIL  
 JUSTICE  
 Senator Bradley, Chair  
 Senator Powell, Vice Chair

**MEETING DATE:** Wednesday, October 11, 2023  
**TIME:** 11:00 a.m.—12:30 p.m.  
**PLACE:** *Mallory Horne Committee Room, 37 Senate Building*

**MEMBERS:** Senator Bradley, Chair; Senator Powell, Vice Chair; Senators Baxley, Burgess, Hooper, Martin, Pizzo, Rouson, Torres, and Yarborough

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TAB	BILL NO. and INTRODUCER	BILL DESCRIPTION and SENATE COMMITTEE ACTIONS	COMMITTEE ACTION
1	Department of Corrections Update on Key Issues		Presented

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Other Related Meeting Documents

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# FLORIDA DEPARTMENT OF CORRECTIONS

STAFFING, EDUCATION, AND HEAT MITIGATION

OCTOBER 11, 2023

# FLORIDA'S CORRECTIONS SYSTEM

## STAFFING CHALLENGES

↳ CONTINUE TO IMPROVE RECRUITMENT AND RETENTION

## INMATE IDLENESS

↳ EDUCATION AND PROGRAM ADVANCEMENTS

## INFRASTRUCTURE

↳ ENHANCE FLEET, INFORMATION TECHNOLOGY AND PHYSICAL PLANT





**TOTAL  
AUTHORIZED  
POSITIONS**

**23,692**  
*(3,295 vacant)*

**AUTHORIZED  
SECURITY  
POSITIONS**

**18,967**  
*(2,682 vacant)*

**INMATE  
POPULATION**

**85,269**  
*73,576*  
*(FDC facilities)*  
**11,693**  
*(private-operated facilities)*

**OFFENDER  
POPULATION**

**140,000**



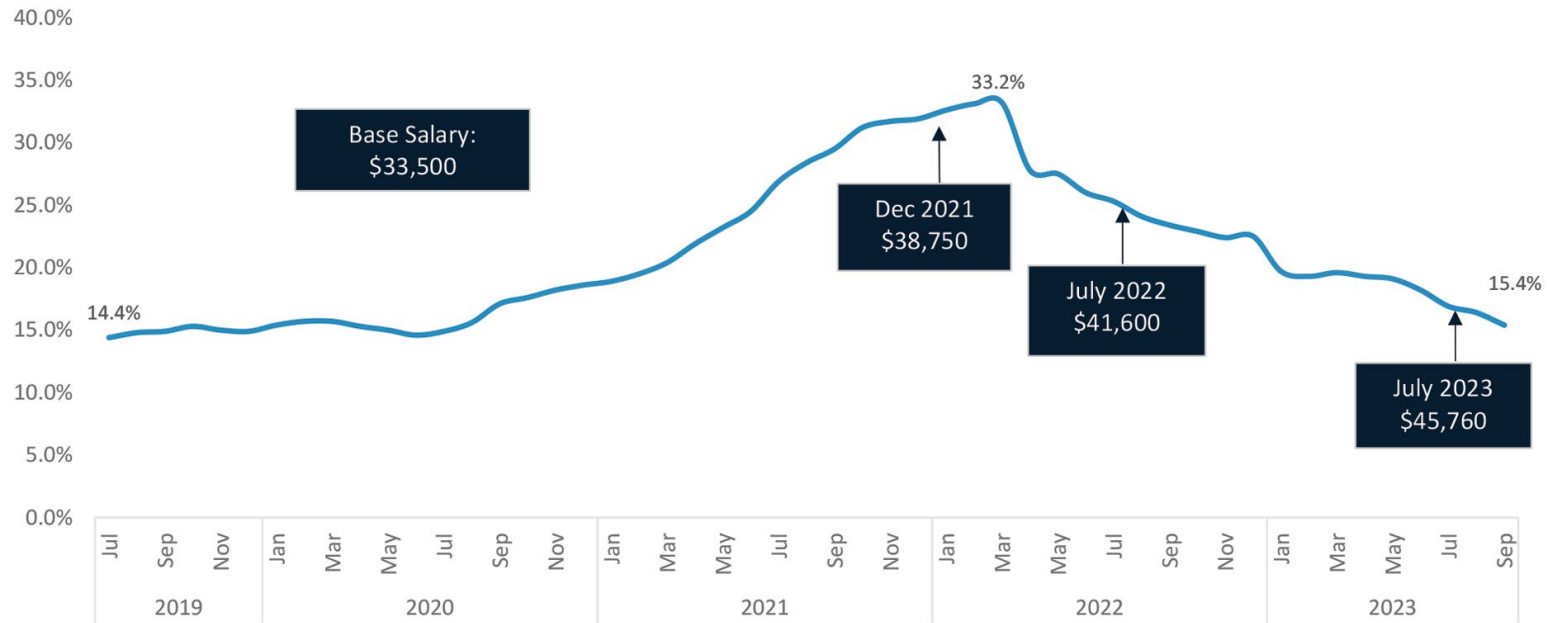
# LEGISLATIVE ACTIONS | LAST SESSION

- ✓ Historic Pay Raise - \$22/hr for Officers
- ✓ \$5,000 Hiring & Retention Bonus
- ✓ Education and Programs Expansion
- ✓ Teacher Pay Increase
- ✓ Classification & Chaplain Pay Increase
- ✓ Retention Pay - 2, 5, & 8 Years of Service
- ✓ Inmate Welfare Trust Fund Authority Increase
- ✓ Library Technician OPS to FTE Conversion



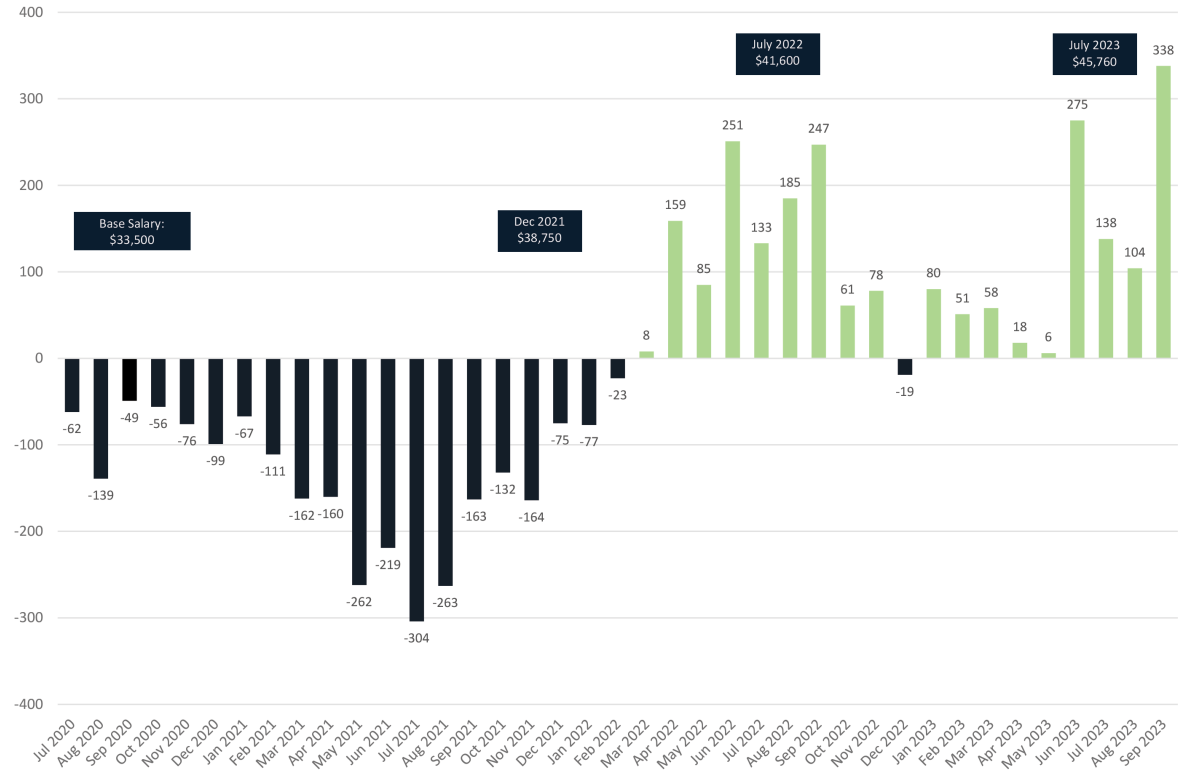
# IMPACT OF RECENT PAY INCREASES

Correctional Officer Series Vacancy Rate

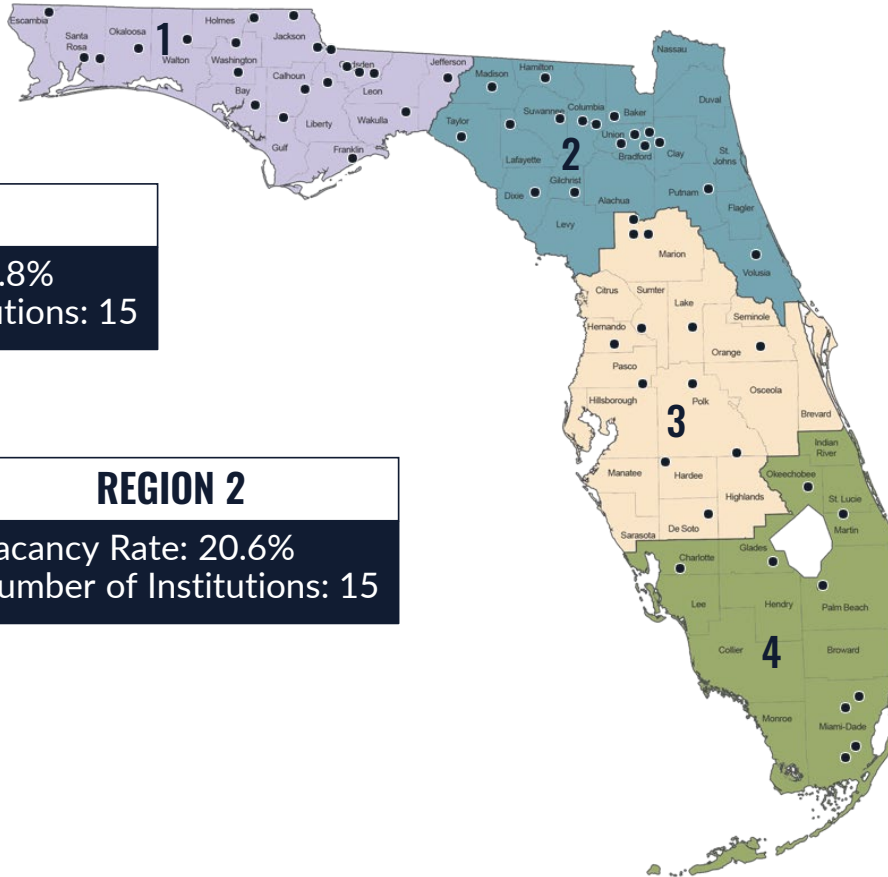


# HIRES & SEPARATIONS

Statewide Correctional Officer Series Hires and Separations  
Monthly Net Change



# VACANCY RATES BY REGION



## REGION 1

Vacancy Rate: 21.8%  
Number of Institutions: 15

## REGION 3

Vacancy Rate: 5.9%  
Number of Institutions: 12

## REGION 2

Vacancy Rate: 20.6%  
Number of Institutions: 15

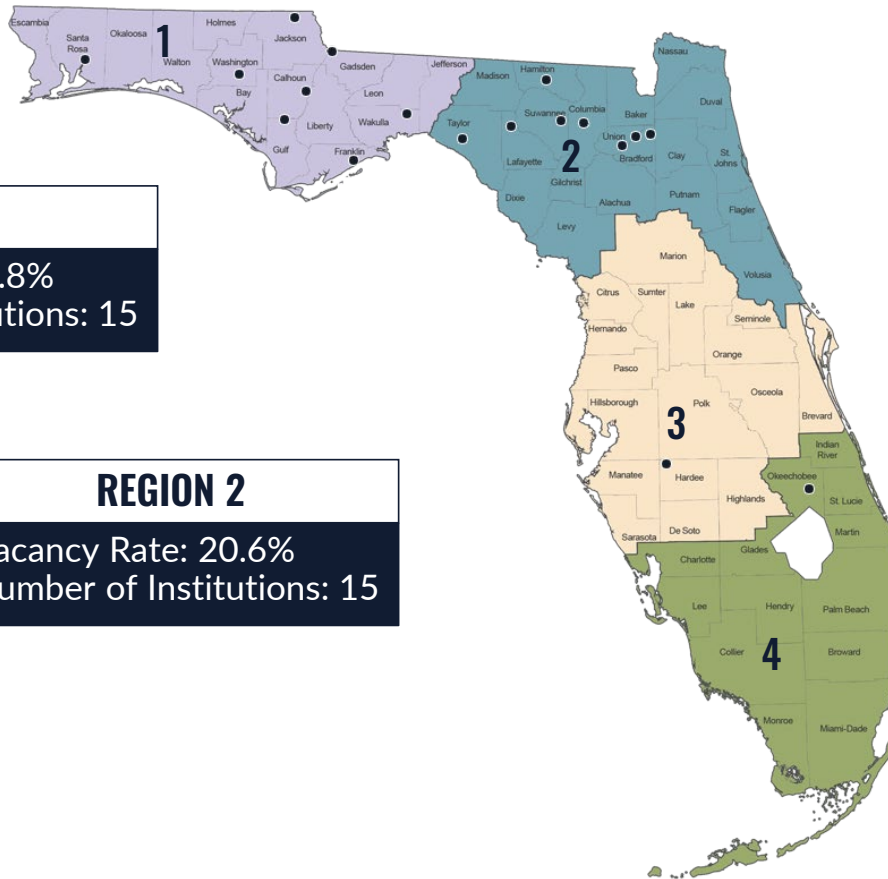
## REGION 4

Vacancy Rate: 13.9%  
Number of Institutions: 7





# VACANCY RATES BY REGION | 18 FACILITIES



**REGION 1**  
Vacancy Rate: 21.8%  
Number of Institutions: 15

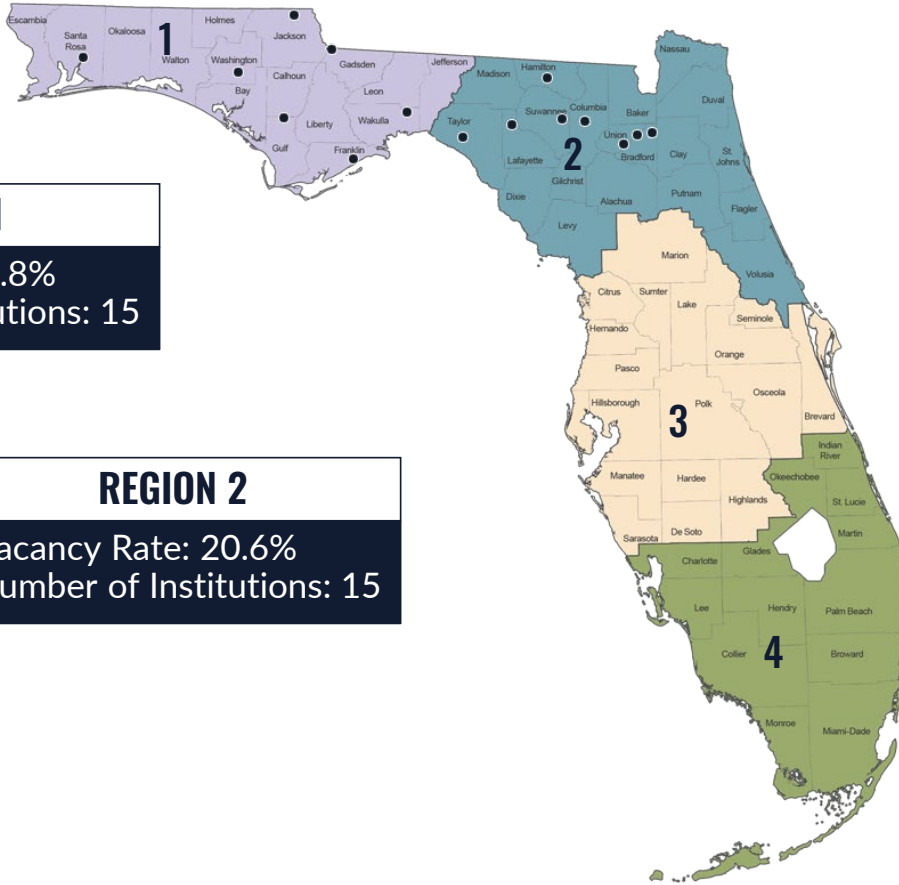
**REGION 2**  
Vacancy Rate: 20.6%  
Number of Institutions: 15

**REGION 3**  
Vacancy Rate: 5.9%  
Number of Institutions: 12

**REGION 4**  
Vacancy Rate: 13.9%  
Number of Institutions: 7



# VACANCY RATES BY REGION | 15 FACILITIES



## REGION 1

Vacancy Rate: 21.8%  
Number of Institutions: 15

## REGION 3

Vacancy Rate: 5.9%  
Number of Institutions: 12

## REGION 2

Vacancy Rate: 20.6%  
Number of Institutions: 15

## REGION 4

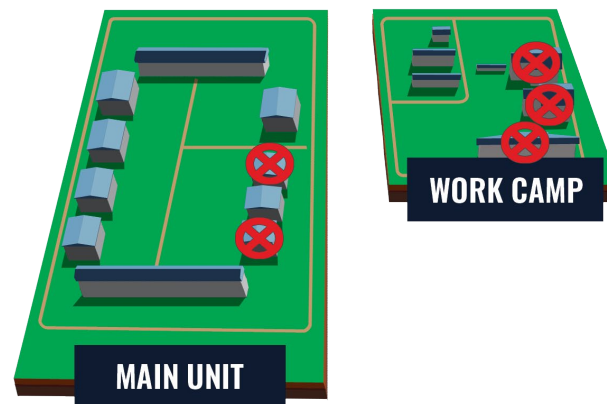
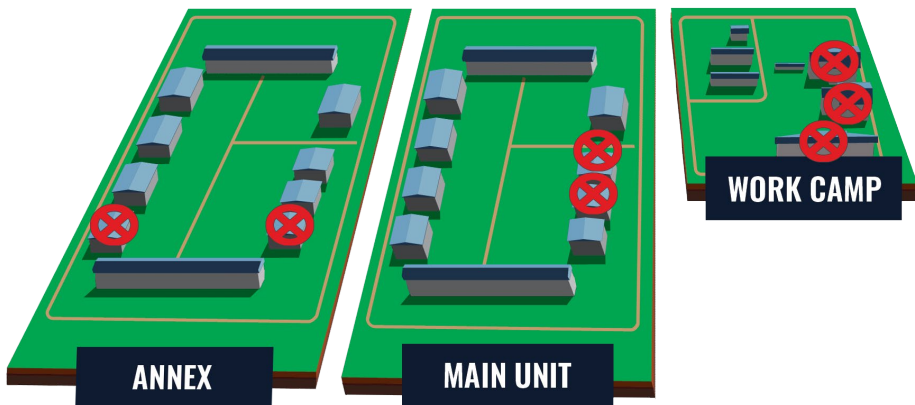
Vacancy Rate: 13.9%  
Number of Institutions: 7



# HIGH VACANCY RATES RELATIVE TO DORM CLOSURES

SUWANNEE CI	
Total Capacity at Full Staffing:	3,196
Total Capacity to be Gained from Closed Dorms:	1,049
Current Capacity at Current Staffing:	2,149
Current # of Staff:	410
Required # of Staff:	646
Dorms Closed:	7

FRANKLIN CI	
Total Capacity at Full Staffing:	1,778
Total Capacity to be Gained from Closed Dorms:	740
Current Capacity at Current Staffing:	1,039
Current # of Staff:	116
Required # of Staff:	290
Dorms Closed:	5



# \$5,000 HIRING & RETENTION BONUS

Facilities that received the \$5,000 hiring and retention bonus on September 18, 2023.

- APALACHEE CORRECTIONAL INSTITUTION
- COLUMBIA CORRECTIONAL INSTITUTION
- FLORIDA STATE PRISON
- FRANKLIN CORRECTIONAL INSTITUTION
- GULF CORRECTIONAL INSTITUTION
- HAMILTON CORRECTIONAL INSTITUTION
- JACKSON CORRECTIONAL INSTITUTION
- MAYO CORRECTIONAL INSTITUTION
- NORTHWEST FLORIDA RECEPTION CENTER
- RECEPTION AND MEDICAL CENTER
- UNION CORRECTIONAL INSTITUTION
- SANTA ROSA CORRECTIONAL INSTITUTION
- SUWANNEE CORRECTIONAL INSTITUTION
- TAYLOR CORRECTIONAL INSTITUTION
- WAKULLA CORRECTIONAL INSTITUTION





# STAFF APPRECIATION EVENTS



# RECRUITMENT CAMPAIGNS





# NATIONAL GUARD



- CALHOUN CI
- FLORIDA STATE PRISON
- FRANKLIN CI
- HAMILTON CI
- JACKSON CI
- MAYO CI
- NWFRC
- RMC
- SANTA ROSA CI
- UNION CI



# MOBILE DEPLOYMENT





# EDUCATION EXPANSION | OVERVIEW

- Most inmates enter the Department's custody with an elementary education.
- FDC offers various levels of education and programming, including but not limited to:
  - Basic literacy courses
  - General Education Development Test (GED)
  - Career & Technical Education (CTE)
  - Credentials and certifications
  - Employment opportunities through partnerships with businesses



# EDUCATION EXPANSION | HOW WE ARE EXPANDING

- FDC is rapidly filling educational vacancies due to the Governor's and Legislature's support for pay increases in the last session.
- The additional Academic Teachers will result in approximately **5,000** more seats for inmates to participate in academic programming.
- The additional Career & Technical Education contract funds will result in approximately **1,500** added seats for Career & Technical Education programming.



# EDUCATION EXPANSION | PROGRESS REPORT

26% decrease in overall vacancies since July 1, 2023

POSITION TITLE	VACANCIES AS OF 7/1/2023	VACANCIES AS OF 10/1/2023
ACADEMIC INSTRUCTORS	198	145
PLACEMENT AND TRANSITION SPECIALISTS	32	23
EDUCATION SUPERVISORS	17	12
SUPPORT POSITIONS	19	11
SPECIAL EDUCATION TEACHERS	5	2
VOCATIONAL TEACHERS	15	9
<b>TOTAL</b>	<b>307</b>	<b>227</b>



# EDUCATION EXPANSION | LOOKING FORWARD

## STRATEGIES FOR GROWTH

- Installing 55 Learning Labs, constructing 12 new portable classrooms and adding 800 Substance Use Treatment and counseling seats.
- Requesting special risk for education staff to assist with recruitment and retention.
- Partnering with outside employers for increased workplace opportunities upon release.
- Challenging our partners, such as PRIDE (Prison Rehabilitative Industries and Diversified Enterprises) to increase their operations and footprint in institutions.





# HEAT MITIGATION



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Newer institutions are designed with air conditioning.

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All non-air-conditioned housing units use some form of climate control to mitigate heat, such as fans or exhaust systems.

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Air-conditioned dorms serve specific populations.

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# HEAT MITIGATION | CURRENT EFFORTS

Every institution is audited and compliant with standards from the American Correctional Association regarding ventilation and HVAC systems.

Department staff are informed on best practices to avoid heat exhaustion and heat stroke.

Medical staff educate inmates on heat illness prevention.

All housing units contain refrigerated water fountains.

Iced water has been provided throughout the summer months.

Authorized Class C Uniforms (shorts/t-shirts) for inmate population.

Inmates are provided hydration packets.

Scheduled breaks are provided for inmates working outdoors.



# HEAT MITIGATION | PHYSICAL PLANT CHALLENGES



# HEAT MITIGATION | OPPORTUNITIES

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Improve air flow through use of additional fans

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Add misting units in high-traffic, outdoor areas

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Add covered pavilions on recreation yards

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Repair and replace broken doors and windows

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Install insulation in housing units

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Install ventilation systems in housing unit attics

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Retrofit additional housing units with air conditioning

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Replace geothermal cooling systems with air conditioning units

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Replace housing units that are past repair

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Repair and modernize institutions' electrical infrastructure to support air conditioning units







**THANK YOU**

# CourtSmart Tag Report

Room: SB 37

Case No.:

Type:

Caption: Senate Appropriations Committee on Criminal and Civil Justice

Judge:

Started: 10/11/2023 11:00:43 AM

Ends: 10/11/2023 12:27:31 PM Length: 01:26:49

11:02:15 AM Sen. Bradley (Chair)  
11:02:54 AM Tab 1 - Dept. of Corrections Update on Key Issues  
11:03:16 AM Ricky Dixon, Secretary, Florida Dept. of Corrections  
11:17:37 AM Sen. Bradley  
11:17:41 AM Sen. Powell  
11:17:56 AM R. Dixon  
11:17:59 AM Sen. Powell  
11:18:54 AM R. Dixon  
11:19:24 AM Sen. Powell  
11:19:45 AM R. Dixon  
11:20:06 AM Sen. Pizzo  
11:20:17 AM Sen. Bradley  
11:20:30 AM R. Dixon  
11:20:50 AM Sen. Torres  
11:21:07 AM R. Dixon  
11:21:09 AM Sen. Torres  
11:21:21 AM R. Dixon  
11:21:57 AM Sen. Bradley  
11:22:27 AM R. Dixon  
11:27:09 AM Sen. Bradley  
11:27:21 AM R. Dixon  
11:29:00 AM Sen. Torres  
11:29:22 AM R. Dixon  
11:36:57 AM Sen. Baxley  
11:38:56 AM R. Dixon  
11:40:50 AM Sen. Pizzo  
11:42:14 AM R. Dixon  
11:42:23 AM Sen. Pizzo  
11:42:39 AM Marti Harkness, Staff Director, Senate Appropriations Committee on Criminal and Civil Justice  
11:42:57 AM Sen. Pizzo  
11:43:07 AM R. Dixon  
11:43:13 AM Sen. Pizzo  
11:43:17 AM R. Dixon  
11:43:20 AM Sen. Pizzo  
11:43:34 AM R. Dixon  
11:43:43 AM Sen. Pizzo  
11:44:19 AM R. Dixon  
11:44:34 AM Sen. Pizzo  
11:44:40 AM R. Dixon  
11:45:19 AM Sen. Pizzo  
11:45:56 AM R. Dixon  
11:45:58 AM Sen. Bradley  
11:46:08 AM Sen. Pizzo  
11:46:28 AM R. Dixon  
11:47:30 AM Sen. Pizzo  
11:47:53 AM R. Dixon  
11:48:09 AM Sen. Pizzo  
11:48:37 AM R. Dixon  
11:49:03 AM Sen. Pizzo  
11:49:37 AM R. Dixon  
11:49:51 AM Sen. Rouson  
11:50:27 AM R. Dixon

11:50:47 AM Sen. Hooper  
11:52:35 AM Sen. Burgess  
11:53:39 AM R. Dixon  
11:54:57 AM Sen. Yarborough  
11:56:01 AM R. Dixon  
11:57:07 AM Sen. Yarborough  
11:57:59 AM Sen. Bradley  
12:00:50 PM R. Dixon  
12:01:08 PM Sen. Bradley  
12:01:24 PM Kim White  
12:03:01 PM Connie Edson  
12:04:24 PM Keith Harris  
12:06:30 PM Sen. Pizzo  
12:07:05 PM K. Harris  
12:07:23 PM Sen. Pizzo  
12:07:40 PM K. Harris  
12:07:41 PM Sen. Pizzo  
12:07:42 PM K. Harris  
12:07:50 PM Sen. Pizzo  
12:07:56 PM K. Harris  
12:08:00 PM Sen. Pizzo  
12:08:25 PM Marsia OFerral  
12:10:34 PM Sen. Pizzo  
12:11:07 PM Jackie Dunn  
12:14:12 PM Leslye Matta  
12:18:18 PM James Baiardi, Director of Operations for Corrections, Florida PBA  
12:20:16 PM John Eddings  
12:22:50 PM Sen. Pizzo  
12:23:21 PM Sen. Torres  
12:25:31 PM Sen. Powell  
12:27:18 PM Sen. Bradley

The Florida Senate

# APPEARANCE RECORD

Deliver both copies of this form to  
Senate professional staff conducting the meeting

10/11/2023

Meeting Date

Bill Number or Topic

Amendment Barcode (if applicable)

Senate Appropriations Committee on  
Criminal and Civil Justice  
Committee

Name Ricky Dixon

Phone 850-717-3030

Address 501 South Calhoun Street  
Street

Email ricky.dixon@fdc.myflorida.com

Tallahassee  
City

FL  
State

32399  
Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:  
Florida Department of Corrections

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022JointRules.pdf \(flsenate.gov\)](#)

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S-001 (08/10/2021)

The Florida Senate

# APPEARANCE RECORD

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Meeting Date

CS App.  
Committee

Bill Number or Topic

Amendment Barcode (if applicable)

Name

Kim White

Phone

512 466-6323

Address

4351 Meadowland  
Street  
Mt. Dora FL 32757  
City State Zip

Email

kwhite78652@gmail.com

Speaking:



For



Against



Information

**OR**

Waive Speaking:



In Support



Against

### PLEASE CHECK ONE OF THE FOLLOWING:



I am appearing without compensation or sponsorship.



I am a registered lobbyist, representing:



I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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S-001 (08/10/2021)

The Florida Senate  
**APPEARANCE RECORD**

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Meeting Date

CJ App

Bill Number or Topic

Committee

Amendment Barcode (if applicable)

Name

Connie Edson

Phone

321-230-1162

Address

8104 Dominguez Street

Email

Street

Orlando, Fla 32817

City

State

Zip

Speaking:

For

Against

Information

**OR**

Waive Speaking:

In Support

Against

**PLEASE CHECK ONE OF THE FOLLOWING:**



I am appearing without  
compensation or sponsorship.

I am a registered lobbyist,  
representing:

I am not a lobbyist, but received  
something of value for my appearance  
(travel, meals, lodging, etc.),  
sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf](#) [flsenate.gov](#)

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S-001 (08/10/2021)

The Florida Senate

# APPEARANCE RECORD

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Senate professional staff conducting the meeting

Bill Number or Topic

Amendment Barcode (if applicable)

10-11-23

Meeting Date

CRM Justice App

Committee

Name

KEITH R. HARRIS

Phone

850 999-9629

Address

P.O. Box 4366

Email

keithrichardharris

Street

Winter PARK, FL 32793

City

State

Zip

**Reset Form**

Speaking:

For

Against

Information

**OR**

Waive Speaking:

In Support

Against

### PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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S-001 (08/10/2021)

10-11-23

Meeting Date

# The Florida Senate APPEARANCE RECORD

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Bill Number or Topic

Committee

Amendment Barcode (if applicable)

Name Marsia O'Ferral

Phone 716-527-9788

Address 3354 Ft Collins

Email MarsiaPRRfreelife@gmail.com

Street

Tallahassee

City

State

Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

### PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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S-001 (08/10/2021)



The Florida Senate

APPEARANCE RECORD

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10/11/2023

Meeting Date

Appropriations CT

Committee

Bill Number or Topic

Amendment Barcode (if applicable)

Name JACKIE DUNN

Phone 404-723-4778

Address PO Box 17096

Street

Email DATA4CHANGE@OUTLOOK.COM

FERNANDINA BEACH FL 32035

City

State

Zip

Speaking: [ ] For [ ] Against [x] Information OR Waive Speaking: [x] In Support [ ] Against

PLEASE CHECK ONE OF THE FOLLOWING:

[x] I am appearing without compensation or sponsorship.

[ ] I am a registered lobbyist, representing:

[ ] I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. 2020-2022JointRules.pdf (flsenate.gov)

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10/11/23

Meeting Date

# The Florida Senate APPEARANCE RECORD

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Bill Number or Topic

Committee

Amendment Barcode (if applicable)

Name

Leslie Matta

Phone

954-937-0937

Address

9084 Ravena Rd

Email

leslie.matta@gmail.com

Street

Tallahassee FL 32309

City

State

Zip

Speaking:

For

Against

Information

**OR**

Waive Speaking:

In Support

Against

### PLEASE CHECK ONE OF THE FOLLOWING:



I am appearing without compensation or sponsorship.



I am a registered lobbyist, representing:



I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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S-001 (08/10/2021)

Oct 11, 2023

Meeting Date

# The Florida Senate APPEARANCE RECORD

Deliver both copies of this form to  
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Connections

Bill Number or Topic

Committee

Amendment Barcode (if applicable)

Name

James Baiardi - Florida PBA

Phone

305 986 4071

Address

300 East Broadway St

Street

Email

Jimmy@FPBA.org

City

Jacksonville

State

FLA

Zip

32201

Speaking:

For

Against

Information

**OR**

Waive Speaking:

In Support

Against

### PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without  
compensation or sponsorship.

I am a registered lobbyist,  
representing:

FLA PBA

I am not a lobbyist, but received  
something of value for my appearance  
(travel, meals, lodging, etc.),  
sponsored by:

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S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

FDC Updates

10/11/2023

Meeting Date

Bill Number or Topic

Deliver both copies of this form to Senate professional staff conducting the meeting

Approp on Criminal & Civil Justice

Committee

Amendment Barcode (if applicable)

Name John W. Eddings

Phone 954-292-1616

Address 373 Sheffield P

Email johneddings13@gmail.com

WPB

FL

33417

City

State

Zip

Speaking: [ ] For [ ] Against [ ] Information OR Waive Speaking: [ ] In Support [ ] Against

PLEASE CHECK ONE OF THE FOLLOWING:

[X] I am appearing without compensation or sponsorship.

[ ] I am a registered lobbyist, representing:

[ ] I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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