



The Florida Senate

Local Funding Initiative Request - Fiscal Year 2018-2019

1. **Title of Project:** Staff Retention Plan for Contracted Direct Care Juvenile Justice Professionals

2. **Senate Sponsor:** Darryl Rouson

3. **Date of Submission:** 01/22/2018

4. **Project/Program Description:**

Requests GR funding to increase the base rate of pay for Juvenile Justice direct care staff employed by contracted providers by 10%. Current contracted employees working directly with children under the Department's care, control, and custody would receive an across the board pay increase of 10% and the base rate of pay for vacant positions would be increased by 10%. This proposal addresses the high turnover rate and offers a competitive wage to retain staff.

5. **State Agency Contacted?** No

a. If yes, which state agency?

b. If no, which is the most appropriate state agency to place an appropriation for the issue being requested?
Department of Juvenile Justice

6. **Amount of Non-recurring Requested for fiscal year 2018-19:**

Amount Requested for Operations	Amount Requested for Fixed Capital Outlay	Total Amount of Requested State Funds
9,000,000		9,000,000

7. **Type, amount and percent of matching funds available for this project for fiscal year 2018-19:**

Type	Amount	Percent
Federal	0	0.0%
State (excluding the amount of this request)	0	0.0%
Local	0	0.0%
Other	0	0.0%
TOTAL	0	0.0 %

8. **Total Project Cost for fiscal year 2018-19 (including the Total Amount of Requested State Funds):** 9,000,000

9. **Previous Year Funding Details:**

a. Has funding been provided in a previous state budget for this activity? No

b. In the previous 5 fiscal years, how many years was funding provided? (Optional)

c. What is the most recent fiscal year the project was funded?



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- d. Were the funds provided in the most recent fiscal year subsequently vetoed?
e. Complete the following Worksheet.

FY:	Input Prior FY Appropriation for this project for FY 2017-18 (If appropriated in FY 2017-18 enter the appropriated amount, even if vetoed.)		
Column:	A	B	C
Funds Description:	Prior Year Recurring Funds *	Prior Year Nonrecurring Funds *	Total Funds Appropriated (Column A + Column B)
Input Amounts:			

10. Is future-year funding likely to be requested?

Yes

- a. If yes, indicate non-recurring amount per year.

\$9,000,000

11. Program Performance:

- a. What is the specific purpose or goal that will be achieved by the funds requested?

Funding will be used to increase the salaries and base rate of pay for direct care staff of providers contracted with the Department of Juvenile Justice by 10% across the board. Positions affected by this request work directly with children under the care, control, and custody of the Department, such as Child Care Worker I, Child Care Worker II, Child Care Worker Supervisor, Case Manager, Senior Case Manager, and Case Manager Supervisor.

- b. What are the activities and services that will be provided to meet the intended purpose of these funds?

Current contracted employees working directly with children under the Departments care, control, and custody would receive an across the board pay increase of 10% and the base rate of pay for vacant positions would be increased by 10%. This proposal addresses the high turnover rate and offers a competitive wage to retain staff.

- c. How will the funds be expended?

Spending Category	Description	Amount
Administrative Costs		
<input type="checkbox"/> Executive Director/Project Head Salary and Benefits		



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<input type="checkbox"/> Other Salary and Benefits		
<input type="checkbox"/> Expense/Equipment/Travel/Supplies/Other		
<input type="checkbox"/> Consultants/Contracted Services/Study		
Operational Costs		
<input checked="" type="checkbox"/> Salary and Benefits	Expended for 10% salary increase to 'direct care' staff working directly with children.	9,000,000
<input type="checkbox"/> Expense/Equipment/Travel/Supplies/Other		
<input type="checkbox"/> Consultants/Contracted Services/Study		
Fixed Capital Construction/Major Renovation		
<input type="checkbox"/> Construction/Renovation/Land/Planning Engineering		
TOTAL		9,000,000

d. What are the direct services to be provided to citizens by the appropriations project?

While delinquency is at a 40 plus year low in our state over 60,000 children a year are still arrested and referred to the Department of Juvenile Justice for community based diversion, supervision, and residential care. The workforce providing services to these children is a combination of state and contracted employees. Each contracted direct service employee affected by this request must meet minimum statutory hiring requirements and undergo over 100 hours of training before working directly with a child. The concentrated level of acuity of the children receiving care in the community and in residential settings is much higher today than ever before. The system requires that we continue to hire and most importantly retain skilled workers to provide direct care to the children in Florida's juvenile justice system's broad continuum of services from CINS/FINS group home settings to deep end secure residential care.

e. Who is the target population served by this project? How many individuals are expected to be served?

In FY 2016-17 DJJ received 64,824 delinquency referrals. It is estimated that approximately 50,000 children will receive delinquency rehabilitation and intervention services by the contracted service providers benefiting from this request.

f. What is the expected benefit or outcome of this project? What is the methodology by which this outcome will be measured?

This proposal addresses the high turnover rate and offers a competitive wage to retain staff. The outcome of this project would be a measurable decrease in staff turnover.



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- g. What are the suggested penalties that the contracting agency may consider in addition to its standard penalties for failing to meet deliverables or performance measures provided for in the contract?

Financial penalties for staff vacancies that exceed 90 days

12. The owner(s) of the facility to receive, directly or indirectly, any fixed capital outlay funding. Include the relationship between the owner(s) of the facility and the entity.

N/A

13. Requestor Contact Information:

- a. Name: Christian Minor
- b. Organization: Florida Juvenile Justice Association
- c. Email: cminor@fjja.org
- d. Phone Number: (321)223-4232

14. Recipient Contact Information:

- a. Organization: Florida Juvenile Justice Association
- b. County: Statewide
- c. Organization Type:
 - ☐ For Profit
 - ☐ Non Profit 501(c) (3)
 - ☐ Non Profit 501(c) (4)
 - ☐ Local Entity
 - ☐ University or College
 - ☒ Other (Please specify) FL Juvenile Justice Association, a 501 (c) (6), on behalf of privately contracted providers

w/DJJ

- d. Contact Name: Christian Minor
- e. E-mail Address: cminor@fjja.org
- f. Phone Number: (321)223-4232

15. If there is a registered lobbyist, fill out the lobbyist information below.

- a. Name: Wansley Walters
- b. Firm: Ballard Partners
- c. Email: wansley@ballardfl.com
- d. Phone Number: (305)333-1469