



The Florida Senate

Local Funding Initiative Request

Fiscal Year 2019-2020

LFIR#: 2638

1. **Title of Project:** Retention Plan for Juvenile Justice Professionals

2. **Senate Sponsor:** Jeff Brandes

3. **Date of Submission:** 03/26/2019

4. **Project/Program Description:**

Requests funding to provide retention bonuses for Juvenile Justice direct care staff employed by contracted providers. Current contracted employees working directly with children under the Department's care, control, and custody will receive across the board retention pay bonus increases. This proposal addresses the high turnover rate and offers a competitive wage to retain staff.

5. **State Agency to receive requested funds :** Department of Juvenile Justice

State Agency Contacted? No

6. **Amount of the Nonrecurring Request for Fiscal Year 2019-2020**

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

7. **Total Project Cost for Fiscal Year 2019-2020 (including matching funds available for this project)**

Type of Funding	Amount	Percent
Total State Funds Requested (from question #6)	9,000,000	100.00%
Federal		0.00%
State (excluding the amount of this request)		0.00%
Local		0.00%
Other		0.00%
Total Project Costs for Fiscal Year 2019-2020	9,000,000	100.0%

8. **Has this project previously received state funding?** Yes

Fiscal Year (yyyy-yy)	Amount		Specific Appropriation #	Vetoed
	Recurring	NonRecurring		
2017-18		2,000,000	1155	No

9. **Is future-year funding likely to be requested?** Yes

a. If yes, indicate non-recurring amount per year. \$9,000,000

10. **Details on how the requested state funds will be expended**

Spending Category	Description	Amount
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Administrative Costs:		
Executive Director/Project Head Salary and Benefits		
Other Salary and Benefits		
Expense/Equipment/Travel/Supplies/Other		
Consultants/Contracted Services/Study		
Operational Costs:		
Salary and Benefits	Retention pay bonuses to 'direct care' staff working directly with children.	9,000,000
Expense/Equipment/Travel/Supplies/Other		
Consultants/Contracted Services/Study		
Fixed Capital Construction/Major Renovation:		
Construction/Renovation/Land/Planning		
Engineering		
Total State Funds Requested (must equal total from question #6)		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 provide retention pay bonuses for direct care staff of providers contracted with the Department of Juvenile Justice. 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 will receive across the board retention pay bonus increases. This proposal addresses the high turnover rate and offers a competitive wage to retain staff.

c. 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 are 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.

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



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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.

e. 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 for this project will be a measurable decrease in staff turnover.

f. 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?

N/A

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. **E-mail Address:** cminor@fjja.org
- d. **Phone Number:** (321)223-4234

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)223-4234

15. Lobbyist Contact Information

- a. **Name:** Wansley Walters
- b. **Firm Name:** Ballard Partners



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c. E-mail Address: wansley@ballardfl.com

d. Phone Number: (305)333-1469