



The Florida Senate

Local Funding Initiative Request

Fiscal Year 2025-2026

LFIR # 1410

1. Project Title

2. Senate Sponsor

3. Date of Request

4. Project/Program Description

Despite ongoing efforts to stabilize the workforce, the Florida Department of Corrections (FDOC) continues to see a decrease among workforce applicants, length of employment, and an overall decline in workforce size. In order to minimize attrition (employee turnover) and ensure a healthy pipeline of FDOC workforce, Qualtrics proposes the development and implementation of a full-scale Employee Experience Solution to identify areas of opportunity across the employee lifecycle to most effectively support current and potential staff and retain them. Qualtrics will develop individual surveys and touchpoints to measure employee satisfaction and engagement across a number of key factors within their work day. This will enhance engagement of individual and collective staff to ensure transparency and accountability across the Department.

5. State Agency to receive requested funds

State Agency contacted? Yes

6. Amount of the Nonrecurring Request for Fiscal Year 2025-2026

Type of Funding	Amount
Operating	725,000
Fixed Capital Outlay	0
Total State Funds Requested	725,000

7. Total Project Cost for Fiscal Year 2025-2026 (including matching funds available for this project)

Type of Funding	Amount	Percentage
Total State Funds Requested (from question #6)	725,000	88%
Matching Funds		
Federal	0	0%
State (excluding the amount of this request)	0	0%
Local	0	0%
Other	100,000	12%
Total Project Costs for Fiscal Year 2025-2026	825,000	100%

8. Has this project previously received state funding? No

If yes, provide the most recent instance:

Fiscal Year (YYYY-YY)	Amount		Specific Appropriation #	Vetoed
	Recurring	Nonrecurring		

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

a. If yes, indicate nonrecurring amount per year.

b. Describe the source of funding that can be used in lieu of state funding.



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Complete questions 10 and 11 for Fixed Capital Outlay Projects

10. Status of Construction

a. What is the current phase of the project?

- Planning
 Design
 Construction
 N/A

b. Is the project "shovel ready" (i.e permitted)?

c. What is the estimated start date of construction?

d. What is the estimated completion date of construction?

e. What funding stream will be used for ongoing operations and maintenance of the project?

11. List the owners of the facility to receive, directly or indirectly, any fixed capital outlay funding. Include the relationship between the owners of the facility and the entity.

12. Details on how the requested state funds will be expended

Spending Category	Description	Amount
Administrative Costs:		
Executive Director/Project Head Salary and Benefits		0
Other Salary and Benefits		0
Expense/Equipment/Travel/Supplies/Other	The Qualtrics Employee Experience Solution includes licenses needed to run the full Program (Surveys, Analytics, Dashboards) for up to 30,000 (Estimated) employees within the Department of Corrections statewide.	500,000
Consultants/Contracted Services/Study	Qualtrics Partners (Implementation) will provide 3rd party services for Implementation (setup of the software) and consultancy (program outcomes and measurements) to ensure the Department of Corrections is maximizing its investment of state funds. Qualtrics (1st party) will manage the ongoing maintenance and support of the contract if the Department has any requested changes on questions, visualizations, and program strategy (distribution channels and timelines).	225,000
Operational Costs		
Salary and Benefits		0
Expense/Equipment/Travel/Supplies/Other		0
Consultants/Contracted Services/Study		0
Fixed Capital Construction/Major Renovation:		
Construction/Renovation/Land/Planning Engineering		0
Total State Funds Requested (must equal total from question #6)		725,000

13. Program Performance

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



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The intended goal of the program is to 1) retain existing employees within the Department of Corrections and 2) support the development of new talent to ensure a sustainable pipeline of employees now and into the future.

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

Software implementation and program consultancy will be provided throughout the lifecycle of the program. Qualtrics is providing the program guidance, software platform, and support to ensure a successful implementation and intended purpose being met.

c. What direct services will be provided to citizens by the appropriation project?

Employees within the Department of Corrections will experience improved employee experience and reduce turnover among employees. By stabilizing the workforce within the Department, inmate safety and satisfaction will increase, and therefore improving public safety as a whole.

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

The target population is the Corrections staff statewide. A minimum of 30,000 staff are expected to be contacted throughout the first year of the Employee Experience Solution.

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

Through the use of Qualtrics proprietary technology and methodology, we should see increases in employee retention and satisfaction, as well as a decrease in inmate violence.

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?

Repayment of funds will be made to the state if the Qualtrics fails to meet the deliverables or performance measure criteria within the contract.

14. Is this project related to mitigation, response, or recovery from a natural disaster? No

a. If Yes, what phase best describes the project?

- Mitigation (reducing or eliminating potential loss of life or property)
- Response (addressing the immediate and short-term effects of a natural disaster)
- Recovery (assisting communities return to normal operations, including rebuilding damaged infrastructure)

b. Name of the natural disaster (or Executive Order # for events not under a federal declaration):

15. Has the entity applied for or received federal assistance for this project?

- Yes, Applied
- Yes, Received
- No
- No, but intends to apply

a. If yes, provide the FEMA project worksheet ID#:

b. Provide the total project cost listed on the FEMA project worksheet:



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16. Has the entity applied for or received state assistance for this project (other than this request)?

- Yes, Applied
- Yes, Received
- No
- No, but intends to apply

a. If yes, specify the program and state agency (ex. Local Government Emergency Bridge Loan, Department of Commerce):

17. Requester Contact Information

a. First Name **Last Name**

b. Organization

c. E-mail Address

d. Phone Number **Ext.**

18. Recipient Contact Information

a. Organization

b. Municipality and County

c. Organization Type

- For Profit Entity
- Non Profit 501(c)(3)
- Non Profit 501(c)(4)
- Local Entity
- University or College
- Other (please specify)

d. First Name **Last Name**

e. E-mail Address

f. Phone Number **Ext.**

19. Lobbyist Contact Information

a. Name

b. Firm Name



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c. E-mail Address

d. Phone Number

The information provided will be posted to the Florida Senate website for public viewing if sponsored by a Senator.