

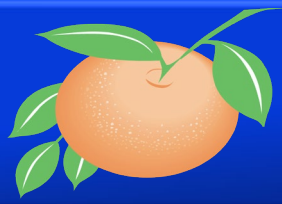
Orange County Corrections Department

**Orange County Jail Oversight Commission
Recruitment and Retention Subcommittee**

February 20, 2025

Captain Clint Rashall

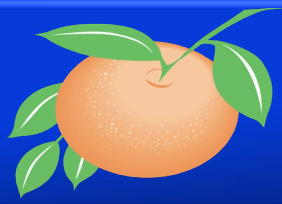




Outline

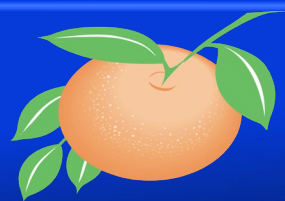
- **Orange County Corrections Overview**
- **Recruitment**
- **Basic Corrections Officer Academy**
- **Turnover**
- **Recruitment and Turnover Summary**
- **Retention**





Orange County Corrections Overview

- Orange County Corrections Department (OCCD) is the 4th largest jail in Florida
- Report to Orange County Board of County Commissioners
- Average Daily Population for 2024 was 3,111
- Annual budget FY 2024-25 is \$194.9 million
- 880 Correctional Officer positions
- Correctional Officer starting hourly rate is \$23.44
- Collective Bargaining Agreement (Fraternal Order of Police 86)

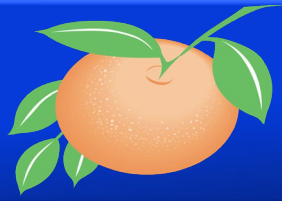


Recruitment

Recruitment		
Year	Correctional Officers	Non-Certified Officers
2022	24	46
2023	26	63
2024	21	56
TOTAL	71	165
Avg. Hire Rate/Month	2.0	5.9

- **Average 24 COs and 55 NCOs per year**
- **For 2024, received 1,526 NCO and 565 CO applications**
- **As of February 2025 – Hired 4 COs and 17 NCOs**

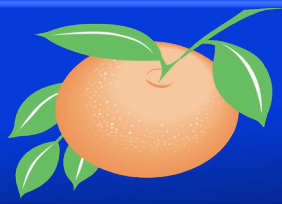




Recruitment

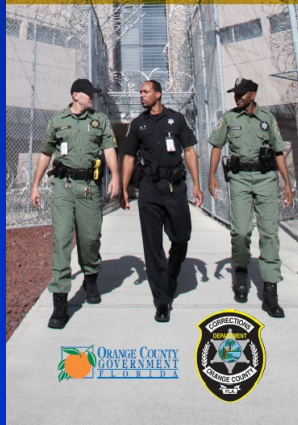
- **Updated the Department's Hiring Standards**
 - **Modified uniformed dress code policy - Tattoo**
 - **Use of marijuana**
 - **Suspended Neighborhood Checks**
- **Streamlined hiring process**
- **Hire recruits as soon as possible**
- **Orange County implemented an employee referral bonus**
- **Sign-on incentives**





Recruitment

- Advertising
- Events



Orange County corrections Department **is HIRING** IN CENTRAL FLORIDA

CORRECTIONAL OFFICER TRAINEE

APPLY NOW

We Offer

- \$1,000 sign-on bonus
- Paid sponsorship to 12-week academy
- \$50,016 annually upon passing state exam
- Additional pay for education, experience, and shift differential
- Virtual interviews
- Lots of Florida sunshine and theme parks
- Benefits begin on day one

Civilian positions also available

Orange County Government logo and Department of Corrections logo.



WE ARE HIRING!

CORRECTIONS HIRING EVENT

Friday, September 29, 2023
9 a.m. to 2 p.m.

Valencia College School of Public Safety
8600 Valencia College Lane, Orlando, FL 32825

Positions we are hiring for:

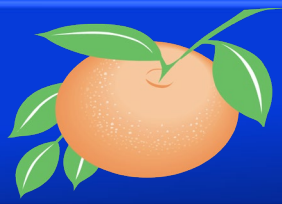
<p>Non-Certified Correctional Officer Trainee</p> <p>Job Opening ID: 32678</p> <p>Starting pay rate \$21.83 per hour</p> <p>\$1,000 sign on incentive</p>	<p>Correctional Officer</p> <p>Job Opening ID: 32680</p> <p>Starting pay rate \$31,005.42 per year</p> <p>\$1,000 sign on incentive</p>
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OCFL.net/Careers

Scan to Apply!

Orange County Government logo and Department of Corrections logo.



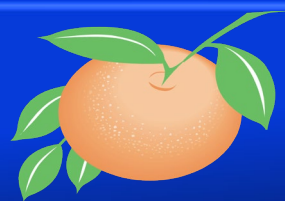


Recruitment

Challenges

- COVID followed immediately by the “Great Resignation”
- Competition with law enforcement and corrections
- Competition with private industry
- Wages
- Stereotype of what it is like to work inside a jail
- Staffing shortages are impacting employee morale





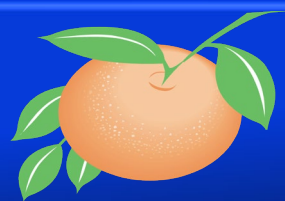
Basic Corrections Officer Academy

Three classes per year with a maximum class size of 50.

Year	Total Recruits	Pass	Fail	Incomplete	Pass Rate
2022	38	19	16	3	50%
2023	56	26	22	8	46%
2024	48	26	19	3	54%
TOTAL	142	71	57	14	50%
Jan 2025	17	-	2	2	-
May 2025	27	-	-	-	-

50% pass rate since 2022





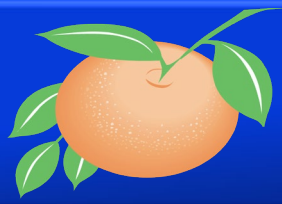
Basic Corrections Officer Academy

Academy failures

- Academics
- Firearms

Typically, it takes 124 days from the academy start date to certification, followed by an additional seven-week Field Training and Evaluation Program (FTEP) before a recruit is ready to work independently.





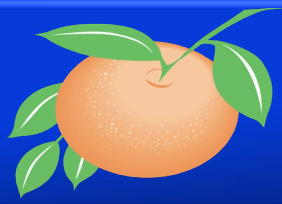
Turnover

880 Total Correctional Officer Positions

Year	Vacancy #	Vacancy %
2022	139	15.7%
2023	206	23.4%
2024	219	24.8%
Jan 2025	249	28.3%
Feb 2025	233	26.5%

➤ **27 Correctional Officers currently in DROP**



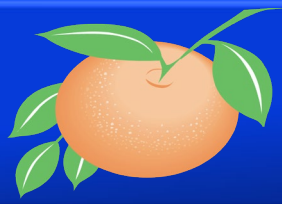


Turnover

Top reasons for turnover among correctional officers

1. Another Job
2. Retirement
3. Career Change
4. Work/Life Balance
5. Misconduct



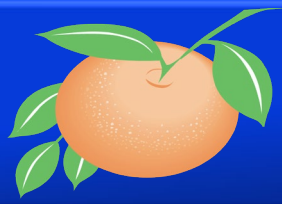


Recruitment and Turnover Summary

Recruitment		
Year	Correctional Officers	Non-Certified Officers
2022	24	46
2023	26	63
2024	21	56
TOTAL	71	165
Avg. Hire Rate/Month	2	6

Turnover		
Year	Correctional Officers	Non-Certified Officers
2022	113	2
2023	60	8
2024	67	9
TOTAL	240	19
Avg. Attrition Rate/Month	7	0.5

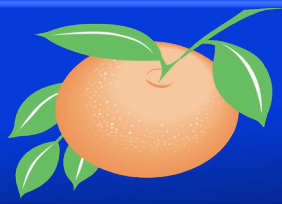




Retention

- Implemented Staff Wellness Program “We **CARE**”
 - **C**orrections **A**ssistance and **R**esources for **E**mployees
- Department survey
- Cross-Functional Teams
- Critical Incident Stress Management (CISM) Team
- “Chat with the Chief” and “Express Yourself”
- Bi-annual Town Hall Meeting
- Monthly “Super Star” award
- Bi-annual special recognitions ceremony

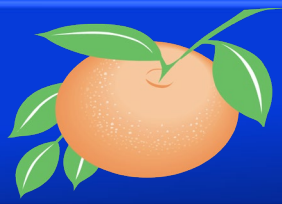




Retention

- **Weekend incentive overtime pay**
- **Longevity incentive for tenured employees**
- **Training Opportunities**
- **Conferences**
- **Addressing aging facilities**
- **Introducing technology to reduce contraband and provide for a secure facility**
- **Ongoing contract negotiations with union**





Questions?



Orange County Corrections Department

Orange County Jail Oversight Commission

Recruitment and Retention

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