



Mayor's Orange County Jail Oversight Commission Presentation to the Board of County Commissioners July 1, 2025



Presentation Outline

- Jail Oversight Commission Background
- Jail Oversight Commission Members
- Subcommittee Recommendations
- Requested Action



Mayor's Orange County Jail Oversight Commission

- **Mayor Demings convened the Orange County Jail Oversight Commission (JOC) on January 31, 2025**
- **Purpose:**
 - **Conduct a comprehensive review regarding the increase in the inmate population in recent years**
 - **Review the cost-effectiveness of health and behavioral health services**
 - **Examine recruitment and retention opportunities for Correctional Officers**
- **Formed Three Subcommittees:**
 - **Criminal Justice Case Processing**
 - **Medical, Mental Health, and Substance Use Disorder**
 - **Recruitment and Retention**



Mayor's Orange County Jail Oversight Commission

Jail Oversight Commission consisted of 27 members representing

- Criminal Justice System
 - Law Enforcement
 - Medical and Mental Health Professionals
 - Legal Community
 - Community Stakeholders
-
- Held 21 meetings | 5 Months
 - Developed 31 recommendations





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Mayor's Orange County Jail Oversight Commission

Co-Chairs & Subcommittee Co-Chairs

Co-Chairs:

Honorable Lisa T. Munyon, Chief Judge, Ninth Judicial Circuit

Retired Chief Judge Belvin Perry, Ninth Judicial Circuit

Subcommittee Chairs:

- Honorable Reginald Whitehead, Circuit Judge, Ninth Judicial Circuit**
- Michael Griffin, Sr. Vice President of Advocacy and Public Policy, AdventHealth**
- Chief Carl Metzger, UCF Police Department & President Orange/Osceola Police Chiefs Association**



Mayor's Orange County Jail Oversight Commission Members

- **Martha Are, CEO, Homeless Services Network of Central Florida**
- **Maria Bledsoe, CEO, Central Florida Cares Health System**
- **Jeff Goltz, Ph.D., Dean, Valencia College School of Public Safety**
- **Johnny Jallad, Retired Insurance Executive**
- **Paulette Julien, Retired, Orange County Corrections Department**
- **Fred Kittinger, Vice President, University of Central Florida**
- **Honorable Alicia L. Latimore, Circuit Judge, Ninth Judicial Circuit**
- **Scott Lynch, Director of Security, Full Sail University**
- **Honorable John Mina, Orange County Sheriff**
- **Mark NeJame, Attorney at Law, NeJame Law**
- **Alisia Adamson Profit, Attorney at Law, HAMW**



Mayor's Orange County Jail Oversight Commission Members

- **George Ralls, M.D., Sr. Vice President and Chief Medical Officer, Orlando Health**
- **Retired Judge Jose Rodriguez, Ninth Judicial Circuit**
- **Chief Paul Rooney, Asst. Vice President, Campus Safety and Services, Valencia College**
- **Honorable Tiffany Moore Russell, Clerk of the Courts, Orange County**
- **Chief Eric Smith, Orlando Police Department**
- **Marni Stahlman, President, The Mental Health Association of Central Florida**
- **Honorable Melissa Vickers, Public Defender, Ninth Judicial Circuit**
- **Bridget Williams, Ed.D., Deputy Superintendent, Orange County Public Schools**
- **Honorable Monique Worrell, State Attorney, Ninth Judicial Circuit**
- **Donna Wyche, Retired, Orange County Government**
- **Larry Zwieg, Retired, Chief Deputy, Orange County Sheriff's Office**



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Mayor's Orange County Jail Oversight Commission

Criminal Justice Case Processing Subcommittee



Mayor's Orange County Jail Oversight Commission Criminal Justice Case Processing Subcommittee

Co-Chair: Honorable Reginald Whitehead, Circuit Judge, Ninth Judicial Circuit

Members:

- **Alisia Adamson Profit, Attorney at Law, HAMW**
- **Johnny Jallad, Retired Insurance Executive**
- **Mark NeJame, Attorney at Law, NeJame Law**
- **Retired Judge Jose Rodriguez, Ninth Judicial Circuit**
- **Chief Paul Rooney, Asst. Vice President, Campus Safety and Services, Valencia College**
- **Honorable Tiffany Moore Russell, Clerk of the Courts, Ninth Judicial Circuit**
- **Honorable Melissa Vickers, Public Defender, Ninth Judicial Circuit**
- **Honorable Monique Worrell, State Attorney, Ninth Judicial Circuit**



Mayor's Orange County Jail Oversight Commission Criminal Justice Case Processing Subcommittee

Recommendations

- 1) Encourage the judiciary, attorneys, and public defenders to attend and complete Crisis Response and Management Training (formerly known as CIT)
| *Interagency Collaboration*
- 2) Evaluate additional inmate vocational training programs that are specific to in-demand jobs in Florida | *Fiscal Impact*
- 3) Consider hosting a Central Florida Summit aimed at educating stakeholders on the 11th Judicial Circuit, Miami-Dade Criminal Mental Health Project (CMHP)
| *Interagency Collaboration & Fiscal Impact*
- 4) Encourage the judiciary to hear motions to compel release (33-day motion) be held on weekends and holidays | *Interagency Collaboration*



Mayor's Orange County Jail Oversight Commission Criminal Justice Case Processing Subcommittee

Recommendations

- 5) Explore communication modalities that minimize delays for attorneys entering the jail to facilitate meetings with inmate clients. This may include technologies to assist with inmate movement | *Interagency Collaboration***
- 6) Explore cost effective technologies to expedite communication between attorneys and OCCD (e.g. attorney phone helpline) | *Interagency Collaboration***
- 7) Encourage judges to resolve technical violations of probation (VOP) as promptly as possible | *Interagency Collaboration***
- 8) Continue to monitor inmates detained civilly on writs to ensure timely hearings and prompt releases | *Interagency Collaboration***



Mayor's Orange County Jail Oversight Commission Criminal Justice Case Processing Subcommittee

Recommendations

- 9) Explore cost effective methods to provide inmates with the necessary treatment within the jail while awaiting placement in state facilities | *Interagency Collaboration & Fiscal Impact***
- 10) Explore cost effective opportunities to repurpose the Work Release Center in a way that is beneficial to the community while relieving pressure on the jail | *Interagency Collaboration & Fiscal Impact***
- 11) Encourage law enforcement to utilize Notice to Appear (NTA) and civil citations whenever possible to divert persons from the jail | *Interagency Collaboration***
- 12) Explore opportunities to facilitate virtual plea hearing options at the Booking and Release Center (BRC) | *Interagency Collaboration***



Mayor's Orange County Jail Oversight Commission

Medical, Mental Health, & Substance Use Disorder Subcommittee



Mayor's Orange County Jail Oversight Commission

Medical, Mental Health, & Substance Use Disorder Subcommittee

**Chair: Mike Griffin, Sr. Vice President of Advocacy and Public Policy,
AdventHealth**

Members:

- **Martha Are, CEO, Homeless Services Network of Central Florida**
- **Maria Bledsoe, CEO, Central Florida Cares Health System**
- **Honorable Alicia L. Latimore, Circuit Judge, Ninth Judicial Circuit**
- **George Ralls, M.D., Sr. Vice President and Chief Medical Officer, Orlando Health**
- **Marni Stahlman, President, The Mental Health Association of Central FL**
- **Donna Wyche, Retired, Orange County Government**



Mayor's Orange County Jail Oversight Commission

Medical, Mental Health, & Substance Use Disorder Subcommittee

Medical Recommendations

- 13) Change the current cart medication dispensing method to a fixed site where appropriate. Introduce additional fixed medication dispensing sites (“pill windows”) to reduce the time nurses spend transporting medication carts though the jail multiple times a day. (JOC 2002: MD-ME03-45) | *Fiscal Impact***

- 14) Create and approve a formal communication process with the State Attorney and the Public Defender to identify medically high-risk nonviolent inmates and recommend early release when appropriate. (JOC 2002: MD-ME08-62) | *Interagency Collaboration***



Mayor's Orange County Jail Oversight Commission

Medical, Mental Health, & Substance Use Disorder Subcommittee

Medical Recommendations

- 15) Work with the Orange County Legislative delegation, Florida Association of Counties and Florida Sheriffs Association to advocate for a change in the Florida Statute 409.9025, which would allow counties to bill Medicaid for inmates enrolled in Medicaid who are hospitalized for 24 hours or more. This change will save Orange County approximately \$1.3M annually in outside medical care | *Interagency Collaboration & Fiscal Impact***



Mayor's Orange County Jail Oversight Commission

Medical, Mental Health, & Substance Use Disorder Subcommittee

Mental Health Recommendations

- 16) Encourage the expansion of BRU deployment, or Mobile Crisis Units or similar community response programs across all 11 municipalities where financially feasible | *Interagency Collaboration***
- 17) The County will convene an appropriate group of stakeholders to establish a plan to eliminate barriers to the effective treatment of inmates experiencing severe mental illnesses, taking into account Florida Statute § 394.4598 | *Interagency Collaboration***

Substance Use Disorder Recommendations

- 18) Diversify substance abuse treatment options available for inmates and make an effort to expand the number of community providers employed by the County that offer these services | *Interagency Collaboration & Fiscal Impact***



Mayor's Orange County Jail Oversight Commission

Medical, Mental Health, & Substance Use Disorder Subcommittee

Substance Use Disorder Recommendations

- 19) Work with the court system to review and revise procedures to ensure patients enrolled in substance use disorder programs, mental health programs and/or experiencing homelessness are released during daylight hours (8am-5pm) | *Interagency Collaboration***
- 20) Review of county contracted substance abuse treatment facilities' exclusion criteria | *Interagency Collaboration***



Mayor's Orange County Jail Oversight Commission

Recruitment and Retention Subcommittee



Mayor's Orange County Jail Oversight Commission Recruitment and Retention Subcommittee

**Chair: Chief Carl Metzger, UCF Police Department & President,
Orange/Osceola County Police Chiefs Association**

Members:

- **Jeff Goltz, Ph.D., Dean, Valencia College School of Public Safety**
- **Paulette Julien, Retired, Orange County Corrections Department**
- **Fred Kittinger, Vice President, University of Central Florida**
- **Scott Lynch, Director of Security, Full Sail University**
- **Honorable John Mina, Orange County Sheriff | Chief Deputy Carlos Torres**
- **Chief Eric Smith, Orlando Police Department | Deputy Chief Chad Ochiuzzo**
- **Bridget Williams, Ed.D., Deputy Superintendent, OCPS**
- **Larry Zwiieg, Retired, Chief Deputy, Orange County Sheriff's Office**



Mayor's Orange County Jail Oversight Commission Recruitment and Retention Subcommittee

Wages and Compensation Recommendations

- 21) Periodically evaluate Correctional Officers' wages in order to remain competitive with other corrections and law enforcement agencies | *Fiscal Impact***
- 22) Evaluate the effectiveness of the referral program and sign-on bonus | *Fiscal Impact***
- 23) Review the effectiveness of other agencies' longevity bonus in retaining veteran staff | *Fiscal Impact***

Improve Training and Academy Recommendations

- 24) Evaluate opportunities to create a recruit mentoring program that pairs a mentor/tutor with a corrections academy recruit to increase successful certifications of new officers | *Fiscal Impact***



Mayor's Orange County Jail Oversight Commission Recruitment and Retention Subcommittee

Improve Training and Academy Recommendations (Continued)

- 25) Evaluate opportunities to provide leadership training and advanced educational opportunities for correctional officers | *Interagency Collaboration & Fiscal Impact***

Increase Training and Investment Opportunities Recommendations

- 26) Explore opportunities to increase the amount of the tuition reimbursement program | *Interagency Collaboration & Fiscal Impact***
- 27) Explore opportunities to expand the current recruitment team | *Fiscal Impact***
- 28) Update the Department's recruitment video showcasing the many specialty positions within Corrections | *Fiscal Impact***



Mayor's Orange County Jail Oversight Commission Recruitment and Retention Subcommittee

Increase Training and Investment Opportunities Recommendations (Cont'd)

- 29) Explore opportunities to incentivize the Department's wellness program | *Fiscal Impact*
- 30) Explore the possibility of partnering with private childcare facilities for opportunities to provide overnight care | *Fiscal Impact*
- 31) Continually study and evaluate recruitment and retention strategies of other Corrections and law enforcement agencies.



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Requested Action

- **Acceptance of the Orange County Jail Oversight Commission Proposed Recommendations.**



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