



# **Mayor's Orange County Jail Oversight Commission**

**Recruitment and Retention Subcommittee**

**Chair: Chief Carl Metzger**

**Scott Lynch, Director of Security, Full Sail University**

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**June 23, 2025**



# **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 Zwieg, Retired, Chief Deputy, Orange County Sheriff's Office**



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

- **Recruitment and Retention Subcommittee met on May 23<sup>rd</sup> to review the draft recommendations presented at the May Jail Oversight Commission meeting**
- **11 draft recommendations were reviewed and approved in the following areas:**
  - **Wages and Compensation**
  - **Improve Training Academy Graduation Rate**
  - **Increase Training and Investment of Correctional Staff**
  - **Final Recommendation**



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## **Wages and Compensation Recommendations**

- 21) Periodically evaluate correctional officer wages 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)**



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## **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)**
- 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)**



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## **Increase Training and Investment Opportunities Recommendations**

- 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)**
- 29) Explore opportunities to incentivize the department's wellness program. (Fiscal Impact)**
- 30) Explore the possibility of partnering with private childcare facilities to provide overnight care. (Fiscal Impact)**



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- 31) Continually study and evaluate recruitment and retention strategies of other corrections and law enforcement agencies.**