

2021

# THE READY OR NOT PROPOSAL

## Criminal Justice Reform: Incentivized Parole

The Ready Or Not proposal is an all encompassing comprehensive plan of action to maximize the correctional process, while also creating the lowest recidivism rates in the country. This bold new approach makes easy the transition that in times past has failed to implement change to a system that in many ways is archaic and counterproductive. This proposal has two (2) distinct phases, one of which Secretary Mark Inch has already begun structuring.

The following proposal is a thorough plan of action that brings true meaningful reform. One that the legislators need not stress the restructuring of decades of old sentencing statutes, as reform will come by creating legislation for Incentivized Parole that gives pardoning power over any mandatory minimum, juvenile, elderly, sick, first time offender, and any other specialized category of offender who is a proven product of change.

Our concern should not be whether an offender is labeled as violent or non-violent, but whether they are Ready... Or Not to be released back into society.

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## **Criminal Justice Reform – Incentivized Parole**

In Florida today, there is no parole system as it was abolished almost 40 years ago. In 1983 sentencing guidelines were enacted, effectively abolishing parole for those offenders who were sentenced on or after October 1, 1983. It is now closing in on half of a century, and we have seen our prison population only skyrocket, and the recidivism rate grow as our system turned purely punitive in nature devoid of rehabilitation.

Parole was abolished as the courts and politicians believed they were handcuffed by parolees being released and committing new crimes, yet they have now become handicapped by the “Negative Compound Interest Effect” that comes when an unchanged offender is released back out to multiply their criminality among society.

The Negative Compound Interest Effect: An unchanged offender gets released and at least, two (2) other people will gravitate to them. They end up teaching them their criminality; whether it is selling drugs, credit card fraud, gang banging, stealing, robbery, molestation, rape, murder, etc. Before you know it; 1 becomes 3... 3 becomes 9... 9 becomes 27... 27 becomes 91.

In eliminating parole, they essentially eliminated rehabilitation, and made most ineligible for any redeeming possibility, even those who have truly sought out substantial reform. They unknowingly, yet quite effectively created the rampant victimization that our society finds itself in today.

Ready Or Not (RON) seeks to learn from the past mistakes, and give Floridians a new policy that provides answers rather than problems. To do this RON will lay out the following blueprint that will usher in hope, prosperity, and many more great possibilities that today’s courts and politicians can bring to the people of Florida.

## **The Florida Parole Committee Incentive Plan**

In order to understand how RON’s incentivized parole plan will work one must grasp its infrastructural dynamics. We must start with legislation enacting a new parole system that has learned valuable lessons from the past. One that is willing to adopt and implement workable formats. There are two (2) different phases that must take place to incorporate this new parole system within the Florida Department of Corrections (FDC):

- 1.) The Florida Parole Committee Incentive Plan
- 2.) The Florida Incentivized Prison Plan

Though the Florida Parole Committee Incentive Plan will have to be implemented after the infrastructure of the Florida Incentivized Prison Plan is fully developed, we will first go over its implementation to give a clear path to where we are

going. Ready Or Not will operate off of a sound progressive merit system that utilizes today's problem as tomorrow's solution.

As today there are people who fail to hold themselves accountable for maintaining work ethics to the highest of standards, it has been woven into RON's DNA to take full advantage of this negative as an actual positive. We cannot expect integrity to be a given ingredient allowing Correctional staff to be autonomous has stripped away accountability. RON's foundational premise is to create a system that utilizes self-ambition as its controlling factor for its success.

Great work ethic comes naturally when incentive is clearly seen, and incentive is at the forefront of every aspect of Ready Or Not. It is through RON's incentive bonus pay and the incentivized layout of RON's operational blueprint that excellence will be actualized within the Department of Corrections. It will use personal ambition to bring about accountability within the work ethics of both staff and offenders alike, and to materialize universal success.

The Florida Parole Committee Incentive Plan will birth accountability not only in accurately paroling an offender, but will also add an earnest desire to promote rehabilitation in each offender who spends any amount of time within the FDC. Where self-ambition was the culprit that took integrity away, RON will use it to bring integrity back.

#### 1.) LOCAL PAROLE COMMITTEE

RON's parole system will devise parole committees that are made up of 4-5 of the IMPACT Management Camp's staff members who are around the offender on a daily basis (RON's IMPACT Management Camps are FDC Secretary Mark Inch's incentivized prisons). In times past, the parole board was in Tallahassee and only visited an institution to do parole hearings once a year, or even less.

Many times they had never met the offender prior to holding the hearing, and only had access to certificates of completion (i.e., programs, classes, GED, etc.) that the inmate earned, and how they appeared/spoke at the short meeting to assess whether to parole the offender or not.

The benefit of having an institutional parole committee will prevent inmates from "fake it to make it" thinking and behavior. This was the downfall of the old parole system. Such a policy left our courts and politicians no choice but to abolish parole, for to them it was a broken system.

As the new parole committee will interact with the offenders/inmates on a daily basis there will be daily accountability. Inmates will be aware of the daily observation and weekly reviews/comments, which will cultivate positive thinking patterns as simulation will bring about actualization. Their initial desire may not be to change, but as they are held to a stringent accountability they will become what they practice as to continue in their criminality will run the risk of them losing their incentive: parole.

#### 2.) COMMITTEE MAKEUP

The Parole Committee can be made up of a case management team of FDC staff (i.e., the offender's dorm sergeant, teacher, vocational instructor, psyche counselor, chaplain, and the offender's classification officer). This management team would

change in personnel according to the familiarity with the inmate being considered for parole to ensure that each inmate is afforded a fair assessment. A Regional Parole Committee member will oversee that the Institutional Committees maintain a sense of awareness for the offenders who are pursuing parole, and will be the "outside" voice that will review their present recommendation and their previous success rates.

### **3.) RESPONSIBILITIES OF COMMITTEES**

The committee will oversee an offender's weekly progress and will be responsible to write comments, recommendations, and monthly reports on each offender. The strengths and weaknesses can be evaluated, discussed among each team member, and personal goal planning can be drawn up for that specific offender to complete.

The offender will be expected to take initiative in their own development, but they will have the knowledge that there is assistance, if needed. As each committee member has their main institutional responsibility they will not be providing daily mentorship, but will monitor the offender's progress.

However, due to the committee's vested interest in the offender's success (incentive bonus pay for accurately paroling an offender) should a problem or concern arise, they would naturally assist the offender in a progressive resolution. The whole point is to instill accountability, pro-activity, and sustainability to become an intrinsic part of all who desires to have a productive life.

### **4.) CONCERN FOR CORRUPTION**

In today's corrections, there has been a real issue of corruption within the department itself. The idea of receiving bonuses for releasing offenders may seem like it could create even more of a problem than a solution, but RON is specifically designed to thwart such corruption. By creating a system that will cultivate accountability and integrity it will, organically, rid the system of such corruption.

Those who are serious about their incentive bonus pay will want to hold those who are not serious accountable. The whole stratagem is based on the principle that "your success is directly linked to my success", so if a co-worker is corrupting that process, then it will be reported and dealt with immediately. With RON, incentive pay can come from a legal source, rather than the illegal smuggling of phones, drugs, or any other profitable contraband.

### **5.) COSTS VERSUS SAVINGS**

The Implementation of Incentivized Parole will not only produce the lowest recidivism rates in recent history, but also the economical savings will be undeniable. In order for the parole committee to qualify for the incentive bonus pay they must assess and recommend an offender who successfully remains a productive member of society.

Their incentive pay will be based on the success of those they parole; thus, only by correctly paroling the offenders who stay recidivism free will they receive their bonus pay. On the other hand, if the selected parolees come back to prison, the committee members will be evaluated, reprimanded, or go through additional training according to their collected past caseload's success rate.

## **6.) INCENTIVE BONUS PAYOUT**

The incentive bonus pay will equal \$100.00 per year the inmate has been successfully paroled, paid at the end of every two (2) years, ending on the tenth year:

- 1) A bonus of \$200.00 after accurately paroling an offender who stays recidivism free for over 2 years.
- 2) A bonus of \$400.00 after accurately paroling an offender who stays recidivism free for over 4 years.
- 3) A bonus of \$600.00 after accurately paroling an offender who stays recidivism free for over 6 years.
- 4) A bonus of \$800.00 after accurately paroling an offender who stays recidivism free for over 8 years.
- 5) A bonus of \$1,000.00 after accurately paroling an offender who stays recidivism free for over 10 years.

This will be a ten (10) year payout of \$3,000.00 in incentive bonuses for every member of the parole committee that accurately paroles an offender who stays recidivism free for a full ten (10) years.

This would mean that a five (5) member Parole Committee payout would only equate to a sum total of \$15,000.00, which is a far less sum total than the \$200,000.00 plus that it would cost to house that same individual offender upon being inaccurately paroled and returned to prison for those same ten (10) years.

This is a savings every 10 years of approximately:

- \$200,000.00 (2 hundred thousand) for every 1 offender
- \$2,000,000.00 (2 million) for every 10 offenders
- \$200,000,000.00 (2 hundred million) for every 100 offenders
- \$400,000,000.00 (4 hundred million) for every 200 offenders
- \$2,000,000,000.00 (2 billion) for every 1,000 offenders

Note: There is close to a hundred thousand inmates yearly in the FDC, and to have a success rate of 1% would mean a savings of \$20,000,000.00 (20 million dollars) every year, which is the cost of housing a thousand inmates for a year.

To have a 10% success rate would equate to a savings of \$200,000,000.00 (2 hundred million dollars) every year.

Amazingly, that 10% success rate for 10 consecutive years could pay for the sum total of housing all 100,000 inmates for 1 whole year, and this is not even taking into account the culminating cost that is saved by not having to re-investigate, re-arrest, or retry those 10% for new offenses!

## **7.) THE INITIAL PAYOUT**

It would take, at least, a year to get the parole system up and running smoothly to free up money that will be needed to pay the incentive bonus pay. Therefore, during the first year all FDC employees' pay would remain the same to allow a balanced budget, while a wave of low-risk offenders would be selected for immediate release (placed on ankle monitors) to clear cap space for the implementation of Incentivized Parole.

This initial wave should only release low-risk inmates as they will be unable to go through RON's qualifying criteria for Incentivized Parole. Once the initial year is over and RON is fully operational, then all offenders will have the opportunity to benefit from RON's Incentivized Parole plan.

After this initial wave, the budget would relax and RON will open up for all offenders to be eligible to receive parole as long as they meet all their qualifications. The moneys that were used for the initial wave would be free to reallocate elsewhere, such as a quarterly bonus pay-out to all employees (i.e. a bonus of 1% of their yearly income) can be given to usher in RON, emphasizing that helping inmates in corrective ways will be rewarding.

## **8.) FIRST YEAR PREPARATIONS**

During the first year the FDC will be able to establish the rezoned regions, an up to date classification system with RON in mind, and the distributing of resources to their needed locations (See, the Florida Incentivized Prison Plan for further illustrations). Moneys freed up from the initial wave of parolees' release will allow all officers working at Behavior and Mental Health Centers to get a raise in their annual income to account for their volatile assignment (hazard pay), as they are not eligible for the incentive pay associated with paroling.

At the same time, the newly formed parole committees at the IMPACT Camps (Incentivized Prisons) can begin their process of selecting new parolees, and two years after the release of their first selections they will begin collecting their incentive bonus pay.

## **9.) ELIGIBILITY**

The eligibility of Incentivized Parole can be similar to the criteria set forth in clemency (commutation of sentence) or judicial review with parole being granted in the place of any mitigation. The idea of parole is not new, and thus it will not be a difficult task for legislation to enact the Incentivized Parole plan.

Each offender must go through the qualifications set forth in the Florida Prison Incentive Plan which mandates specific behavior, educational, vocational, and time qualifications to be met:

1. An inmate must pass the behavior qualifications (TBD).
2. An inmate must pass the educational qualifications (TBD).
3. An inmate must pass the psychological (Mental Health) qualifications (TBD).
4. An inmate must pass the vocational qualifications (TBD).
5. An inmate must be D.R. free for at least five years from any major infractions.

6. An inmate must have completed at least one third of their sentence (third of a Life sentence would be 15-20 years).

(Please note: Anything beyond a fifteen year parole eligibility date often works to the detriment of the offender. A long wait of twenty-five years with only a possibility of parole diminishes any real hope of reintegrating back into society again, many times succumbing to an institutionalized mindset.

It is also our belief that Life Without the Possibility of Parole should be defunct as there are many redeemable people who will spend 30, 40, even 50 years in prison under such a stringent inflexible law. The fact remains, if the offender is not Ready to be released, then (s)he will Not be paroled).

#### 10.) IN SUMMARY

The compounding effect of this incentivized parole system will be beneficial in many areas:

##### 1. Florida's Society

- a) After the initial startup costs, the annual budget allocated for the prison system can be lowered as decreasing the number of housing offenders will reduce the annual cost, and this reduction in costs will allow taxes to be lowered, or the reallocation to other areas such as education.
- b) It can have an even broader affect as increased educational opportunities and quality learning has a direct link in lowering crime rates.
- c) Lowering crime rates will allow the lowering of Florida's taxes, which will bring more people to reside in our great state.
- d) Bringing more people to a safer Florida with lower tax rates will consequently bring more business (money) to our local entrepreneurs.
- e) Major corporations and industries will begin to relocate to a state that has the lowest taxation, the highest growth rate, and a thriving business sector.

##### 2. The Florida Department of Corrections

- a) Institutional and Regional levels will begin to naturally foster accountability and ownership throughout the whole system and would maximize productivity on a multidimensional level.
- b) For those on the Parole Committees the prospect of advancement (also receiving bonus pay) for being successful at identifying those who are Ready to be paroled would establish accountability and productivity as an intrinsic part of everyday.

- c) The staff who are not on the Parole Committees would have an incentive to show that they would be a good candidate for the Parole Committee. They would be creative in developing different methods to help offenders prepare to be recidivism free, which would prove to the institution their eagerness and potential as a good selection for the Parole Committee.
- d) Institutional and Regional offices can both cultivate a pride in being the most productive institution/region, and as the budget becomes more flexible the institution/region offices can be awarded (as a whole) the title of the "Best Institution/Region" with all staff who do not qualify for yearly bonus pay to be awarded a yearly bonus, which would have every institution/region trying to win the title every year.
- e) The corruption and violence that has become an epidemic in the FDC will soon become considerably less, and Florida will be looked upon for its forward-thinking and innovative approach in criminal justice reform.

1. Ex-Offenders

- a) Beyond the obvious incentive of parole, under RON ex-offenders can expect additional benefits such as confidence placed into communities to hire ex-offenders as the correction process has become evidence-based in rehabilitation and correction.
- b) Families would be reunited with ex-offenders who are no longer a negative, destructive, or a bad influence, but rather positive, organized, and productive.
- c) Housing for ex-offenders would become less restrictive as more and more renters, lending agencies, and neighborhood associations would be more inviting to those who have a criminal history.
- d) The strong network of local volunteers from the Incentivized IMPACT Management Camps would give all parolees a solid network to depend upon release.

In closing, the enactment of an Incentivized Parole system will provide a true reform to an issue that the whole Nation is looking for resolutions in their efforts to end mass incarceration. The only question is whether Florida is Ready... Or Not.



## The Florida Incentivized Prison Plan

The implementation of Ready Or Not has many different components, but the legislative body should not be discouraged from delving into the great possibilities of such an innovative plan of action. The need for such an overhaul to the present system should be of the utmost importance, and surprisingly, it would be relatively simple.

The key to RON's implementation is first identifying the necessary components that will be catalyst in creating the necessary structure that would make RON operational. It is vital that the transition from the present archaic criminal justice system be timely and efficiently done. For far too long now, Florida's criminal justice system has been purely punitive in nature, yet has been under pseudo reform for decades.

The following description is what the present breakdown of RON's infrastructure will look like, and the components that have to be identified are as follows:

### 1.) REZONED LOCALIZED REGIONS

To implement RON into Florida's criminal justice system it would be essential to rezone its regions to better utilize the centralization requirements particular to the geographical locations of Florida's penological institutions. The entire network of Florida's prisons (approximately 50 main institutions) must work uniformly with each other. Each regional office will have varying responsibilities meant to raise accountability and proficiency of each institution within their individual region.

The regional offices will oversee the functionality of the institutions that are within their localized region. The specific operation of each institution will be according to its developmental purpose; see, Institutional Designation, Subsection (5)(a)-(e).

The purpose behind rezoning is to establish the uniformity and cohesiveness necessary to make RON operational. In making smaller regional offices that have clearer directives each institution will be better suited to deal with the localized offenders; see, Institutional Geographic Identity, Subsection (4)(a)-(d) for further illustration.

It is also vital that we create a network that cultivates a new mindset within the incarcerated community, one that strives for positive change and possesses the resources and personnel (be it staffing or volunteers) to institute those changes. The benefits will be innumerable and undeniable:

- a) Smaller Localized Regions - The rezoning into smaller localized regions would decrease regional/cultural differences that occur from long distance transfers between institutional personnel, offenders, and administrations (i.e., north Floridian citizens having cultural differences in relating to a south Floridian offender).

- b) **Specialized Designation** – Delegating specialized goals to specific facilities within the smaller localized regions would maximize time, responsibility, and assets (i.e., all offender computers to be designated primarily to the Educational facilities, all psyche counselors designated to the Mental Health facilities, etc.) best addressing the specific needs of the offenders within each facility.
- c) **Family Support** – Rezoning into smaller localized regions would bring offenders closer to family support, which is essential in helping to cultivate behavior accountability, re-entry tangibility, and goal development. The culminating benefits reinforced by the offenders' interaction with children, families, potential employers, local clergy, and local mentors are endless.

## 2.) **REGIONAL ILLUSTRATION**

For an example into how rezoning of the 8 new localized regions would look the following illustration is given (each Reception Center would cover its 2 surrounding regions):

**REGION ONE** – All offenders from the counties of Dade, Broward, Palm Beach, Martin, Okeechobee, St. Lucie, Indian River, and Glades will be designated to oversee the following facilities:

- A.) **Orientation Center** - South Florida Reception Center  
(Note: These facilities will deal with offender intake and all short sentenced offenders.)
- B.) **Behavior Center** – Okeechobee C.I.  
(Note: These facilities will be located in the most rural areas and will be constructed as a controlled environment; resembling FDC Secretary Mark Inch's Administrative Management Units.)
- C.) **Mental Health Center** – Dade C.I.  
(Note: These facilities will deal with the psychological assessment of each offender after they transition beyond the Orientation and Behavior/AMU Centers.)
- D.) **IMPACT Center** – Martin C.I.  
(Note: These facilities will be located in the most metropolitan areas and will be constructed as educational and vocational centers; resembling FDC Secretary Mark Inch's Incentivized Prisons.)
- E.) **IMPACT Center** – Everglades C.I.  
(Note: These facilities will be located in the most metropolitan areas and will be constructed as educational and vocational centers; resembling FDC Secretary Mark Inch's Incentivized Prisons.)

**REGION TWO** - All offenders from the counties of Monroe, Collier, Charlotte, Lee, Hendry, Manatee, Sarasota, Desoto, Hardee, and Hardee will be designated to oversee the following facilities:

**A.) Orientation Center - South Florida Reception Center**

(Note: These facilities will deal with offender intake and all short sentenced offenders.)

**B.) Behavior Center - Hardee C.I.**

(Note: These facilities will be located in the most rural areas and will be constructed as a controlled environment; resembling FDC Secretary Mark Inch's Administrative Management Units.)

**C.) Mental Health Center - Charlotte C.I.**

(Note: These facilities will deal with the psychological assessment of each offender after they transition beyond the Orientation and the Behavior/AMU Centers.)

**D.) IMPACT Center - Avon Park C.I.**

(Note: These facilities will be located in the most metropolitan areas and will be constructed as educational and vocational centers; resembling FDC Secretary Mark Inch's Incentivized Prisons.)

**E.) IMPACT Center - Desoto C.I.**

(Note: These facilities will be located in the most metropolitan areas and will be constructed as educational and vocational centers; resembling FDC Secretary Mark Inch's Incentivized Prisons.)

**3.) DESIGNATED SPECIFICATIONS**

The designation of regions should only hold one or two of Florida's major metropolitan cities; i.e. Region 3 and 4 would split Tampa and Orlando with Central Florida Reception Center being the Orientation Center for both regions.

Regional Zoning must be accomplished to ensure that the necessitated institutions are within each region, and that they meet all prerequisites of each designated RON facility.

It must also take into consideration the need of rezoning according to the designations of:

1. The facilities in metropolitan/urban areas being best tailored for outside programs, donations, vocational/educational resources, and a strong volunteer base due to the high density in population.
2. The facilities in rural areas are best tailored for behavior control, and restrictive movement, as it normally lacks the resources and strong volunteer base due to the low density in population.

#### **4.) INSTITUTIONAL DESIGNATION**

Through a new enhanced designation process each institution will be categorized with one or more of the following specializations:

a) **Orientation Centers** - These facilities will identify the characteristics and potential of each offender, and will identify the specified institutions most conducive to the offender's present behavior, abilities, educational background, job skills, and state of mental health.

Each offender's orientation into the Florida Department of Corrections will be initiated at the Orientation Center located within their localized region. Upon being processed at the Orientation Center the offender can be progressively classified to the next step within the RON screening process, and would activate the offender status to be transferred to the next designated facility.

b) **Behavior Centers** - These institutions will be located in the rural areas of each localized region, and are tailored for inmates who show patterns of disruption, resistance to change, or lack the ability to progress positively in an interpersonal environment.

The main focus of these institutions will be to micro manage the offenders who are problematic, ultimately, believing that the strict movement and stringent atmosphere will create a desire to change.

Each localized regional classification department will track and segregate the offenders who have shown behavior, mental, emotional, or adjustment problems. The goal is to no longer allow the dysfunction of those who refuse to change to disrupt the progress of those who are willing to change.

c) **Educational Centers (IMPACT Camps)** - These facilities will be specialized institutions that are located in metropolitan/urban areas that are tailored to provide education to those who are receptive to change. This is to consolidate material and properly trained personnel that are necessary to equip each IMPACT Camp.

These IMPACT Camps are geared to resemble a university type atmosphere, while keeping to the penological goals of the prison. They are designed to maximize time and space by creating a learning atmosphere without requiring any extra security.

d) **Mental Health Centers** - These facilities will be localized institutions that are tailored to assist offenders in dissecting their lives, review behavior patterns, identify past failures and criminal thinking, anger management, substance abuse, sexual deviations, and all other subject-matter that orbit around the mental, emotional, and psychological elements of an individual.

These facilities will be staffed with an increased number of psychologists, psychiatrists, and mental health counselors who are best qualified to assist the individual offender in analyzing and identifying issues from within. The main focal point will be to assist in identifying the controlling factors of their losing control, while also learning new coping techniques.

e) Vocational Centers (IMPACT Camps) - These facilities will be localized institutions that are tailored to empower and prepare parole eligible offenders with employability skills, re-entry information, family integration techniques, and basic technological development prior to being released.

These facilities will bring in surrounding businesses, field professionals, ministries, and many other volunteer based sponsors that will bring up-to-date materials and knowledge of today's work force. This will cultivate intrinsic motivation in every offender who is serious about the change process.

## 6.) INMATE CLASSIFICATION DEMOGRAPHIC

In order to properly utilize the above features, offenders must go through a classification process that identifies those who wish to change from those who refuse to change. By creating demographic categories, institutions can run systematically in ways that are codifying to the entire incarcerated population. This must be thorough, detailed, and direct in purpose and delivery.

a) Classification Demographics can be separated into Disruptive, Progressive, or Transitional categories.

b) Initial Screening can be accomplished at the Orientation Centers, and offenders that show a willingness to change and have short term sentences (under a year and a half) will be placed at the Orientation Center's annex as a Transient for further observation, and to benefit from the concentrated subject-matter that maximizes the time they have within the FDC.

c) During the screening, if an offender is deemed to be disruptive they will be placed at a Behavior Center (AMU) within their localized region to prevent any disruptive behavior from affecting the efforts of those who are trying to be productive.

d) Once an offender passes initial screening and additional observation shows a willingness to change, they will be classified as Progressive and transferred to an Educational Center or a Mental Health Center.

Every offender will be expected to actively participate in the progressive objectives. Reviews and notations will be made during and upon completion of each phase within Ron's screening process.

e) At any point, if an offender violates non-tolerable offenses or digresses too far in their development, they may be placed back into the Transitional stage for closer observation, or reduced to Disruptive and sent to a Behavior Center (AMU). Otherwise, success in programs and positive reviews will advance an offender to the next phase of the parole incentive plan.

## IN CLONCLUSION

It is essential for the FDC to identify the correctional officers and other staff members who are, either micro or macro minded when it comes to their managing style. As the designated Correctional Centers are distinct in the offenders who they target, it

will need to be correctly staffed with those who have the right managing mindset for that specific facility.

a.) Micro-minded managers should be utilized in the Orientation Centers and Behavior Centers where strict guidelines are set and analysis can be systematically made. Inmates coming into the system must be broken down to allow the penological rules and regulations to be instilled in the new arrivals, and set them in a strict path of condensed rehabilitation.

Likewise, the offenders who have behavior issues, and still seek a life of criminality will be placed under the micro management of Behavior Centers (AMUs). The strict rules and authority will help create stability and structure, while also forcing the desire to change upon the unruly.

b.) Macro-minded managers (interpersonal management) should be used in institutions that focus on release, education, vocation, and volunteer funded programs to allow autonomy in each specialized area. The interpersonal managing style of the macro-minded cultivates a desire to succeed in the offender as their belief in change will, naturally, foster change in the offenders themselves.

### WELCOME NEW OPPORTUNITIES

As there will be new positions to be filled the job market will not decrease at all, but will only alter its image as FDC employees will have the potential to become parole officers, psyche counselors, regional personnel, educators, and vocational instructors, etc.

The success of the new FDC will establish Florida as the frontrunner in criminal justice reform, and will put an end to the continuous cycle of victimization that has plagued our communities. If for no other reason, putting a stop to the repetitive cycle of victimization within our society should, in and of itself, be persuasive enough to promote and implement such a Restorative Criminal Justice System here in Florida.

We must always remember, the best way to gage a society is to see how it IMPACTS its worst... Let us excel at impacting ours! The only question that you need to ask yourself is whether you are READY... OR NOT.

Sincerely,  
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