



2022 Special Committee on State Employee and Board Member Compensation

Presented by Randy Bowman
Executive Director of Public Affairs

November 29, 2022

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Workforce Retention and Initiatives

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Staffing is a National Challenge



Hiring new correctional staff and retaining existing staff who are burdened by the impact of vacancies is not unique to the Kansas Department of Corrections.

- [West Virginia](#) Staffing declined 36% since August 2020 resulting in a State of Emergency in prisons and regional jails
- [New Mexico](#) Santa Fe County jail 44% vacancy rate in June of 2022 and 10 jails over 30 percent
- [Texas \(juvenile\)](#) Turnover rate reached 70% last year with children confined to cells 23 hours per day
- [Minnesota](#) With 20% vacancies offering sign-on bonus of \$10,000 to recruit new corrections officers
- [North Carolina](#) With 34% vacancies closing units and operating under modified lockdown conditions
- [Michigan](#) Facing over 800 vacancies, the Legislature passed HB5765 allowing retired corrections officers to continue receiving benefits if they resume employment at DOC

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Neighbor State DOC's



- Colorado recently announced new hire bonus of up to \$7,000, retention bonus of \$4,000 and referral bonus of \$2,000 in attempt to address 22% vacancy rate.

[CDOC is trying to recruit prison staff with bonuses of up to \\$7,000 \(coloradosun.com\)](#)

- Nebraska implemented their plan in November of 2021 to become one of the highest paying DOC's in the nation. Paying \$28.00 hr. to start and a comprehensive bonus program paying up to \$15,000. As of October 2022, vacancies had been reduced from 427 to 119 with 270 new hires relocating from one of 39 other States.

[Editorial: Nebraska continues to make progress on prison staffing \(omaha.com\)](#)

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24/7 Base Pay Increases



New adult and juvenile Corrections Officers (CO) now eligible for 2.5% base pay increases at 3 and 9 months and a 5% increase in base pay at 12 months after hire for a total 10% increase after one year of employment.

- Starting pay \$18.26
- Three months \$18.70
- Nine month \$19.16
- 12 months \$20.13

experience received base pay increases ranging from 2.5-11%.

Parole Officers and Unit Team members received base pay increase from \$18.26 to \$22.16 per hour

Current Parole Officers and Unit Team members received pay increase ranging from 6% to 22%

Corrections Officers with 3 or more months of

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Pay Differentials



Hourly employees working at a 24/7 Facility are eligible for one or more of four temporary pay differentials

Differential		Amount
1	each employee assigned to a correctional facility as their official work location	\$1.50 per hour
2	all KDOC uniformed security staff, counselors, unit team staff, at all correctional facilities	\$2.00 per hour
3	as we contract our medical services, applies only to 1 KDOC employee	\$4.50 per hour
4	each employee in differential #1, only when their facility has a 25% or higher vacancy level	\$2.50 per hour

Salaried employees working at a 24/ Facility were eligible for a one-time meritorious bonus of \$3,500 – the maximum amount allowed under Kansas law

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24/7 Facility Pay Plan Expenditures



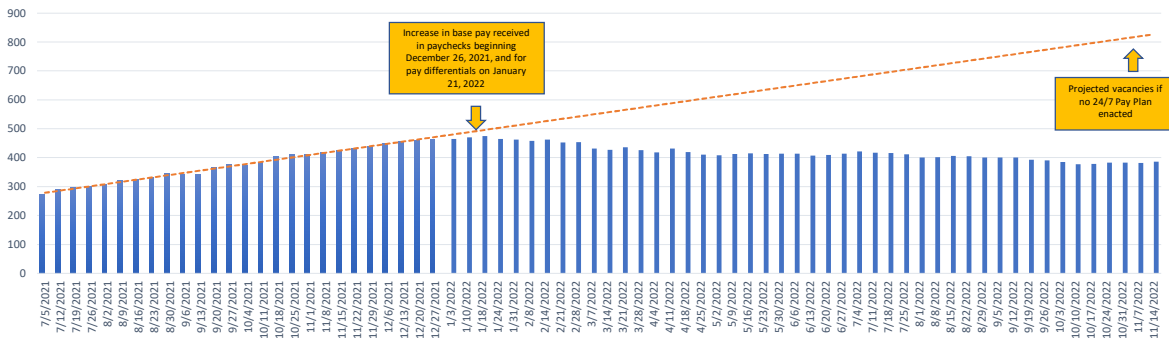
- Funding for FY2022 was provided from the SPARK Committee with approval from the State Finance Council. KDOC received \$18.3 million
- To continue for FY2023, \$33.9 million was appropriated.

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Impact of 24/7 Facility Pay Plan



Fiscal Year 2022 and 2023 (thru November 14) Uniformed Adult Corrections Officer Vacancies



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Vacancies as of November 14, 2022



Facility	Uniformed	Non-Uniformed	Total Vacant
Ellsworth	43	9	52
El Dorado	100	8	108
Hutchinson	59	14	73
Lansing	93	8	101
Larned	30	1	31
Norton	51	7	58
Topeka	2	11	13
Winfield	8	10	18
Adult Total	386	68	454
KJCC	68	15	83
Parole	11	2.5	13.5

- Average uniformed vacancy rate of adult facilities is 21%
 - Four adult facilities are above 25%
- Parole vacancy rate is 10%
- KJCC uniformed vacancy rate is 38%

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Not just correctional facility staff



Staffing challenges impacting nearly every State of Kansas job classification.

- Parole officers – pay remains below court services officers
- Wages not competitive for most positions including:
 - Administrative support, Accounting, Human Resources, Information Technology, Legal, Maintenance

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Thank you