



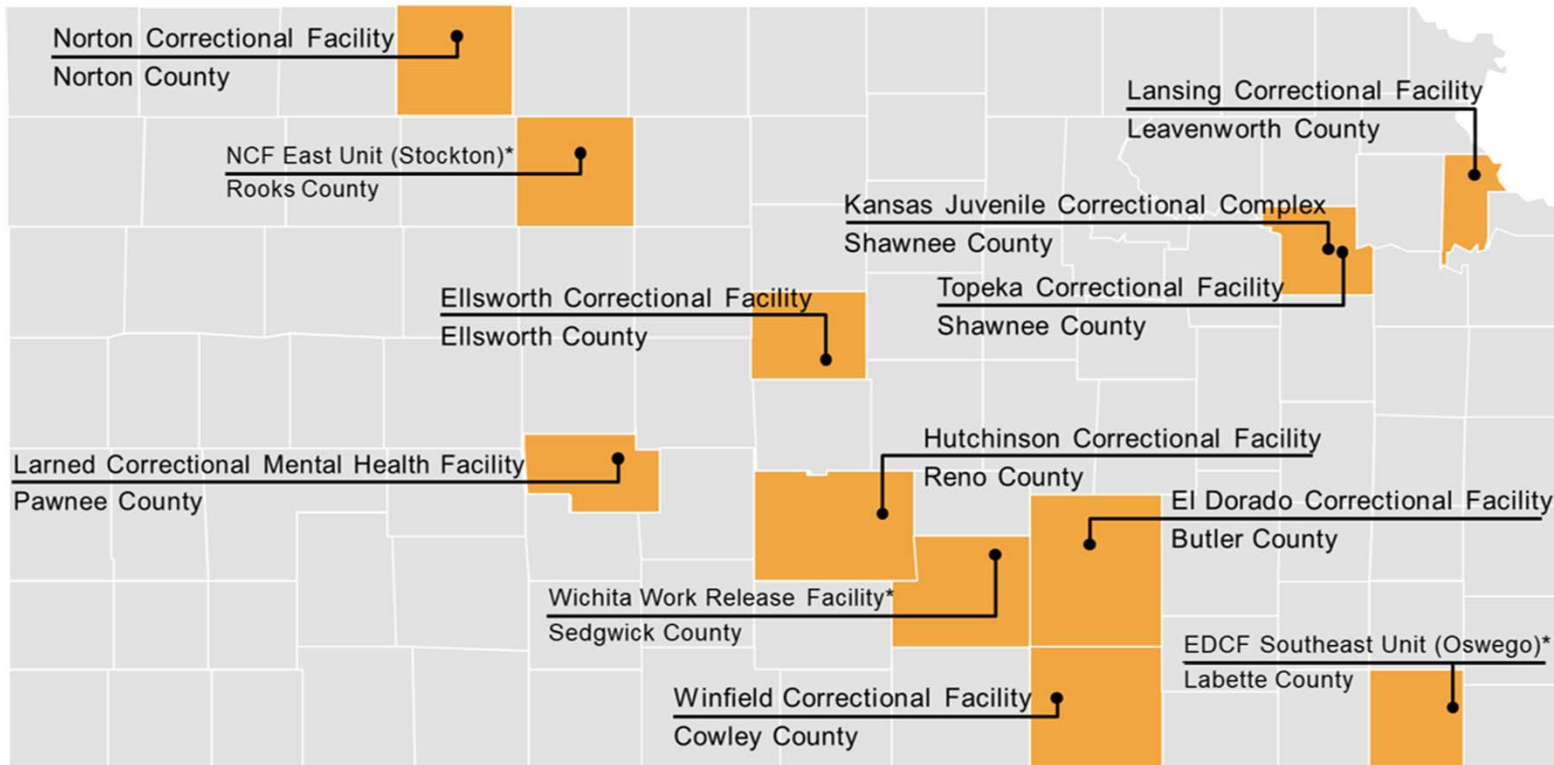
Presentation to Joint Corrections and
Juvenile Justice Oversight Committee

Presented by Corrections Secretary Joe Norwood

October 23, 2018



KDOC | Correctional Facilities



* Parent institutions: Wichita Work Release Facility is under Winfield Correctional Facility. NCF East Unit (Stockton) is under Norton Correctional Facility. EDCF Southeast Unit (Oswego) is under El Dorado Correctional Facility.

ADULT FACILITIES | Imprisonment Rates



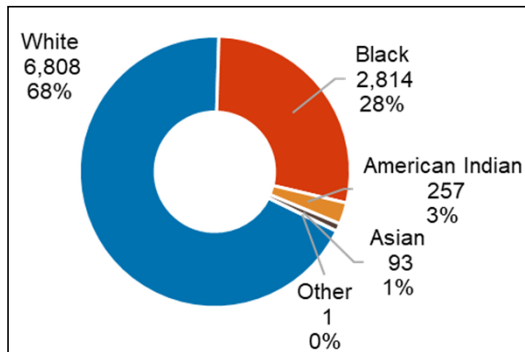
Imprisonment Rate per 100,000 residents as of December 31, 2016

Rank	State	Rate	Rank	State	Rate	Rank	State	Rate
1	Louisiana	760	18	Tennessee	422	35	Connecticut	290
2	Oklahoma	673	19	Michigan	414	36	Iowa	286
3	Mississippi	624	20	South Carolina	408	37	Alaska	281
4	Arizona	585	21	Wyoming	406	38	Nebraska	274
5	Arkansas	583	22	West Virginia	392	39	Washington	259
6	Alabama	571	23	Indiana	384	40	New York	256
7	Texas	563	24	Pennsylvania	383	41	Hawaii	254
8	Missouri	532	24	Wisconsin	383	42	North Dakota	234
9	Kentucky	518	26	Oregon	367	43	New Jersey	221
10	Georgia	512	27	Montana	364	44	New Hampshire	211
11	Florida	481	28	Colorado	356	45	Utah	201
12	Nevada	460	29	Illinois	341	46	Vermont	197
13	Ohio	449	30	North Carolina	339	47	Rhode Island	192
14	Virginia	448	31	New Mexico	335	48	Minnesota	191
15	South Dakota	440	32	California	331	49	Massachusetts	156
16	Idaho	435	32	Kansas	331	50	Maine	137
17	Delaware	428	34	Maryland	329		U.S. Total	450

ADULT FACILITIES | Of 9,973 Total Population

Racial Group*

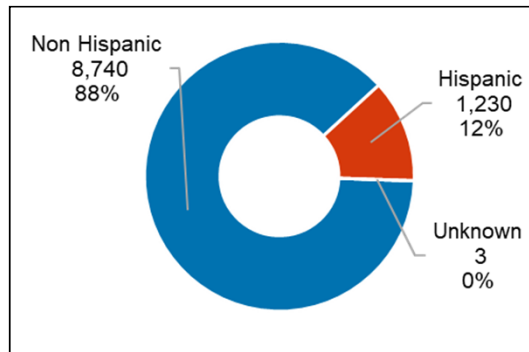
■ White ■ Black ■ American Indian ■ Asian ■ Other



*Hispanic is considered an ethnic identification and is not included.

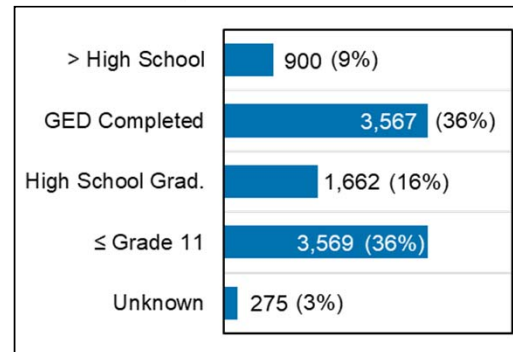
Ethnicity

■ Non Hispanic ■ Hispanic ■ Unknown



Education

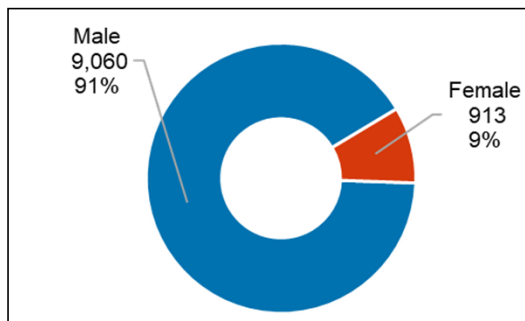
Last Grade Completed After RDU*



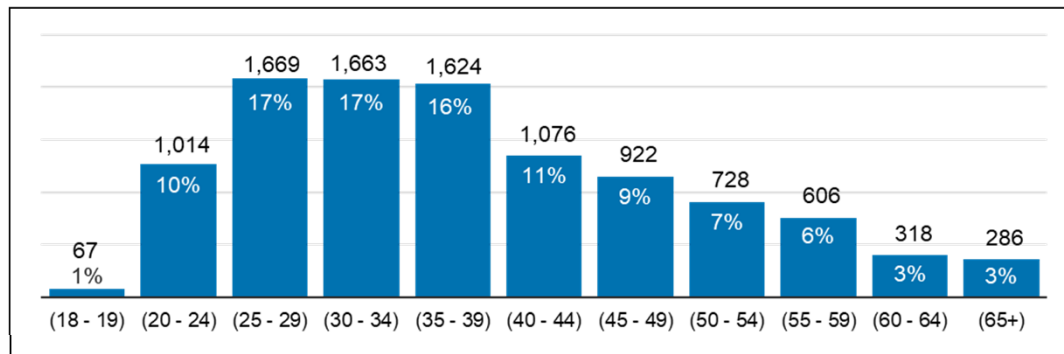
*RDU = Reception & Diagnostic Unit

Gender

■ Male ■ Female



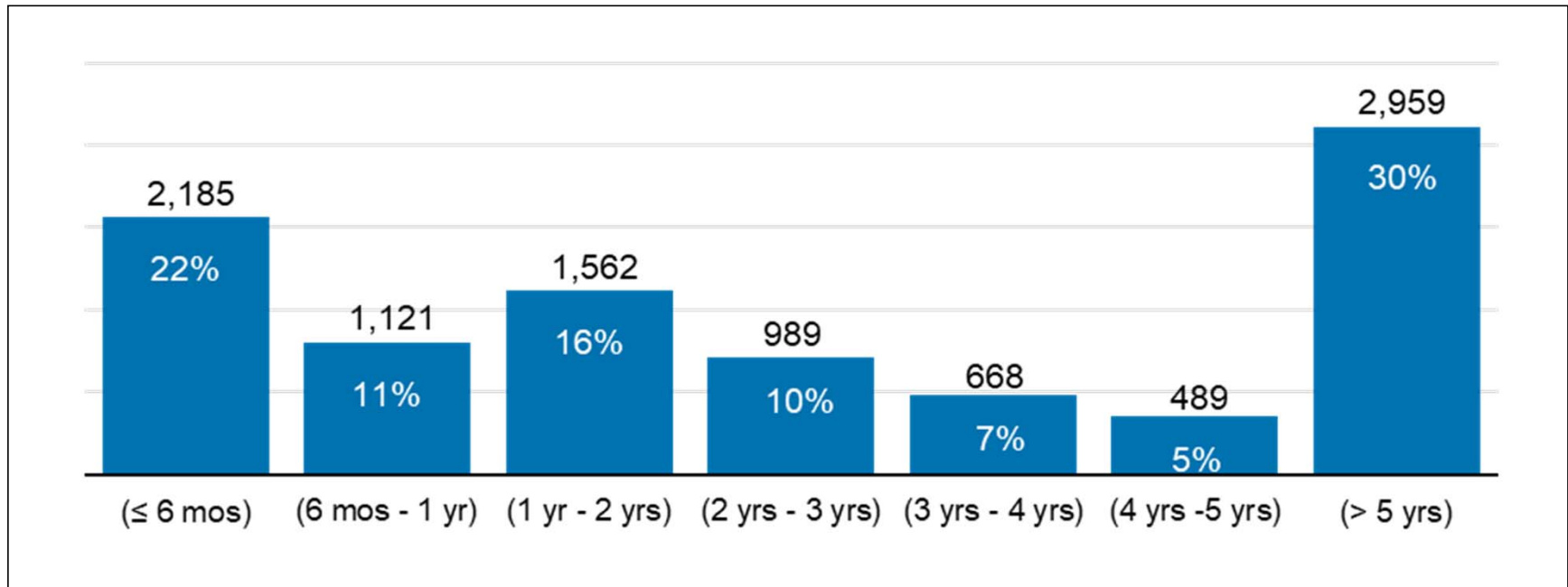
Age



ADULT FACILITIES | Duration of Confinement

Duration of Confinement

Correctional Facility Population of 9,973 Total

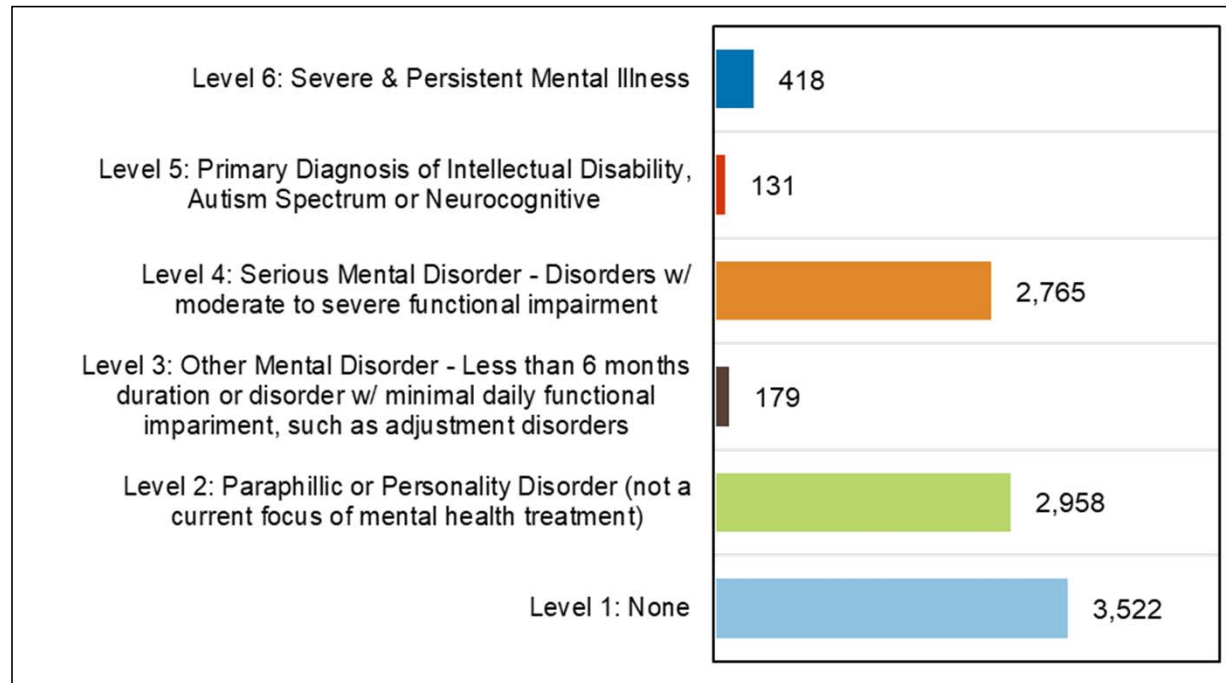


ADULT FACILITIES | Mental Health

33% of the adult inmate population comprise Levels 4, 5 and 6

Adult Mental Health Disorder Levels

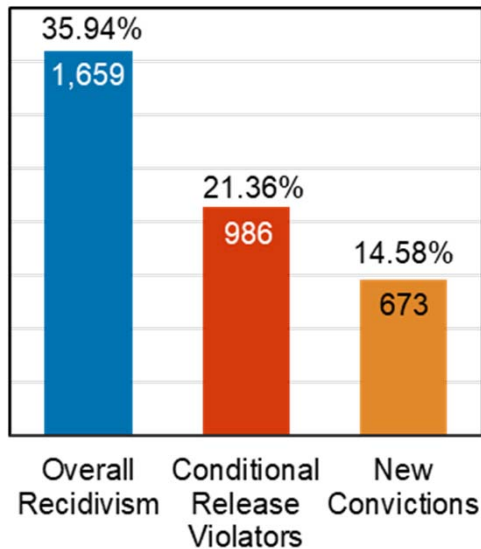
Based on Total Population of 9,973



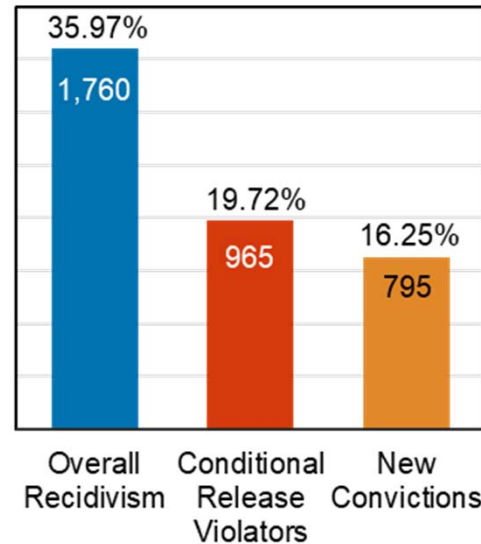
ADULT FACILITIES | Recidivism

Recidivism counting rules are based on the Association of State Correctional Administrators (ASCA) defined parameters as measured on a 12-month calendar year.

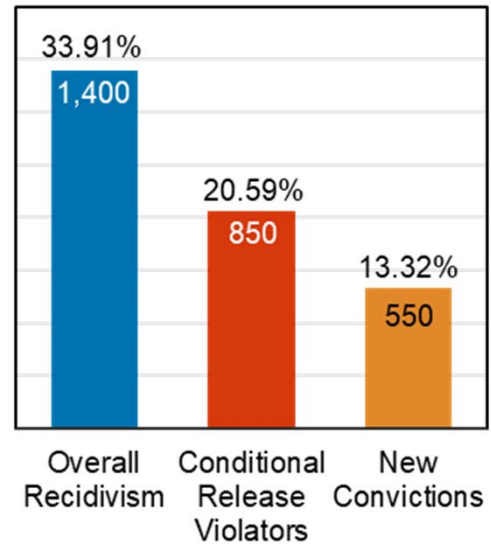
CY 2012
(Total Released: 4,616)



CY 2013
(Total Released: 4,893)



CY 2014
(Total Released: 4,128)



NOTE: Work Release Aggregate Recidivism Rate = 28.37%

ADULT FACILITIES | Recidivism

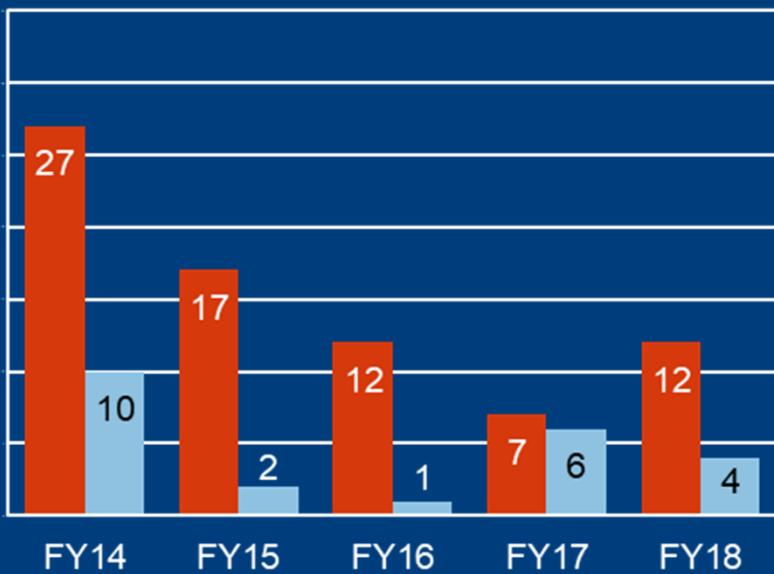
Work Release

- Total Released in CY2014 = 215 offenders
- Total Returned within 36months = 61 offenders
- Aggregate Recidivism rate = 28.37%
- Returns with a New Sentence = 44 offenders or 20.46%
- Returns with a Technical Violation = 17 or 7.91%

As defined by the Association of State Correctional Administrators (ASCA), batteries with serious injuries, require more than first-aid treatment, requires emergency care or restricts staff from their normal duties.

Batteries

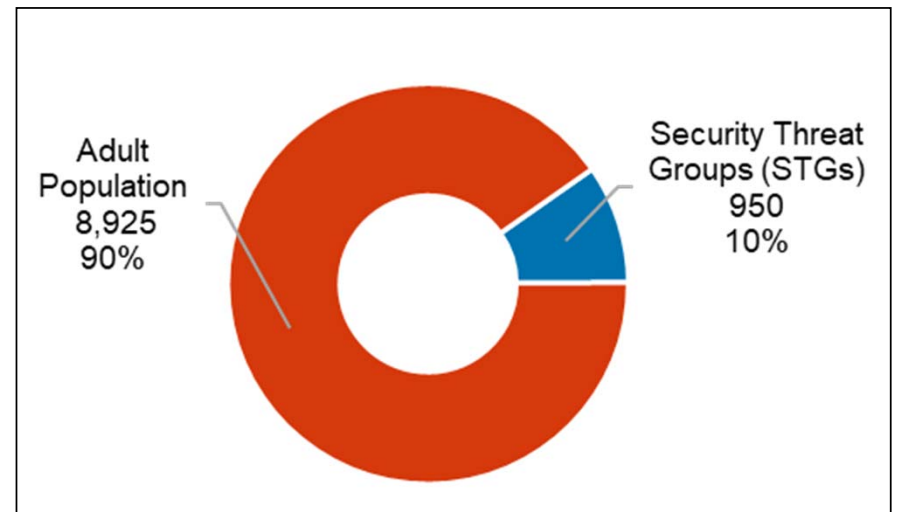
■ Inmate on Inmate ■ Inmate on Staff



ADULT FACILITIES | Batteries and STGs

Security Threat Groups (STGs)

950 Offenders Total



ADULT FACILITIES | Escapes/Walk-Aways

FY 2014 to FY 2018					
	FY14	FY15	FY16	FY17	FY18
Escape Secure Facility	0	0	0	0	0
Walk-Away Non-Secure Facility	13	5	3	10	5
Total	13	5	3	10	5

Note: Non-secure facilities are work assignments/work release centers.

ADULT FACILITY | Restrictive Housing

- Use the least restrictive setting necessary to ensure an inmate's own safety, and the safety of other inmates, staff, and the public
- Reduced the use of restrictive housing by 25% & successfully sustained that for 2 years
- Instituted a comprehensive review of the use of restrictive housing/segregation
- Developed new managed movement units to address specific needs that were previously housed in restrictive housing/segregation to provide more managed time out of cell
 - Mental Health Units
 - Protective Custody
 - Adjustment Difficulties

Volunteers |

- 1,607 active volunteers
- Must be 21, case by case exceptions
- Training requirements for volunteers IMPP 13-101D (handout)
- Volunteers are required to follow same rules of conduct as employees
- Most common reasons for removing volunteer
 - Undue familiarity and other inappropriate behavior in the facility

ADULT FACILITY | Programs

Female Topeka inmates get day with kids at Kansas Discovery Center



Video from CJOnline, Oct. 1, 2018

https://www.youtube.com/watch?time_continue=2&v=EMlbOCBOR44

LANSING | Construction

Anticipated Occupancy: January 2020

Capacity: 2,432



LANSING | Construction

Support Building and Building A



Support Building Footings



Building A Footing Excavation

LANSING | Construction

Building B



Building B



Building B Slab-On-Grade

LANSING | Construction Modules

- A typical cell, as pictured, is 7'x 12'2"



LANSING | Construction

During demolition, metal was exported off-site for recycling and all stone/concrete/block was crushed onsite for reuse onsite.



	Amount Recycled
Stone, Concrete and Block	31,500 tons
Metal	4,995 tons

KDOC STAFF | Turnover

Non Uniform (June 30, 2018)

	FTE	Average Vacant	Annual Vacancy Rate	Average Filled	Separations	Turnover Rate
Adult Facility						
El Dorado	126	7.65	6.07%	118.35	21	17.74%
Ellsworth	72	4.06	5.64%	67.94	17	25.02%
Hutchinson	149	5.79	3.89%	143.21	21	14.66%
Lansing	164	22.82	13.92%	141.18	40	28.33%
Larned	55	1.44	2.62%	53.56	4	7.47%
Norton	68	2.92	4.29%	65.08	9	13.83%
Topeka	82	7.21	8.79%	74.79	20	26.74%
Winfield/WWRF	67	2.63	3.93%	64.37	8	12.43%
Adult Facility Total	783	54.52	8.25%	728.48	140	19.22%
Juvenile Facility						
Kansas Juvenile Correctional Complex	75.5	11.25	14.90%	64.25	14	21.79%
Parole						
Northern Region	70.5	9.16	12.99%	61.34	21	34.24%
Southern Region	68.5	5.58	8.15%	62.92	8	12.72%
Parole Total	139	14.74	10.60%	124.26	29	23.34%

KDOC STAFF | Turnover

Uniform (June 30, 2018)

	FTE	Average Vacant	Annual Vacancy Rate	Average Filled	Separations	Turnover Rate
Adult Facility						
El Dorado	360	64.39	17.89%	295.61	159	53.79%
Ellsworth	163	19.6	12.03%	143.4	61	42.54%
Hutchinson	359	32.46	9.04%	326.54	137	41.96%
Lansing	432.5	28.11	6.5%	404.39	161	39.81%
Larned	132	18.15	13.75%	113.85	53	45.55%
Norton	196	20.21	10.31%	175.79	53	30.14%
Topeka	180	12.08	6.71%	167.92	61	36.33%
Winfield/WWRF	133	4.33	3.26%	128.67	32	24.87%
Adult Facility Total	1,955.5	199.33	10.19%	1,756.17	717	40.83%
Juvenile Facility						
Kansas Juvenile Correctional Complex	184	38.5	20.92%	145.5	31	21.31%

KDOC STAFF | Shrinkage

- Lack of a mechanism to adjust State General Fund budgets to account for inflation requires the KDOC to increase shrinkage rates in order to balance the budget.
 - As a result, in FY 2019 the adult correctional facilities will have to hold open 255 positions, or 9%, of the total authorized staffing, to meet shrinkage. This does not consider unanticipated expenditures that may require additional positions be held open.

	Shrinkage Rate	Amount	# of Positions	Total FTE	% of FTE
El Dorado	7.00%	\$1,896,346	37	486.0	7.6%
Ellsworth	8.80%	\$1,253,490	24	235.0	10.4%
Hutchinson	7.60%	\$2,406,364	46	508.0	9.1%
Lansing	7.30%	\$2,769,268	53	677.0	7.8%
Larned	11.30%	\$1,332,733	26	187.0	13.8%
Norton	13.10%	\$2,171,011	42	264.0	16.0%
Topeka	7.30%	\$1,156,186	22	262.0	8.6%
Winfield	1.60%	\$191,430	4	200.0	1.9%
Total		\$13,176,828	255	2,819.0	9.0%

Number of positions held open based on the starting rate for a Corrections Officer I (A), using family health insurance rates and location-specific workers compensation rates.

KDOC STAFF | Vehicles

The most vulnerable time managing inmates is during transports. The reliability of the transport vehicle is vital to public safety.

- In FY17 12,008 inmates were moved 295,730 miles on scheduled transfers
- In FY18 12,022 inmates were moved 333,144 miles on scheduled transfers
- Facilities conduct an average of 75 scheduled medical trips per week and occasional unscheduled emergency medical transports

Facility assigned vehicles transport inmates, patrol facility perimeters or respond to emergencies						
Odometer reading	<10,000	10-50,000	50-75,000	75-100,000	100-125,000	>125,000
# of transport vehicles	2	4	5	7	10	5
# of patrol vehicles	0	3	7	9	7	3
# of response vehicles	0	5	3	7	3	2
Total	2	12	15	23	20	10

KDOC STAFF | Vehicles

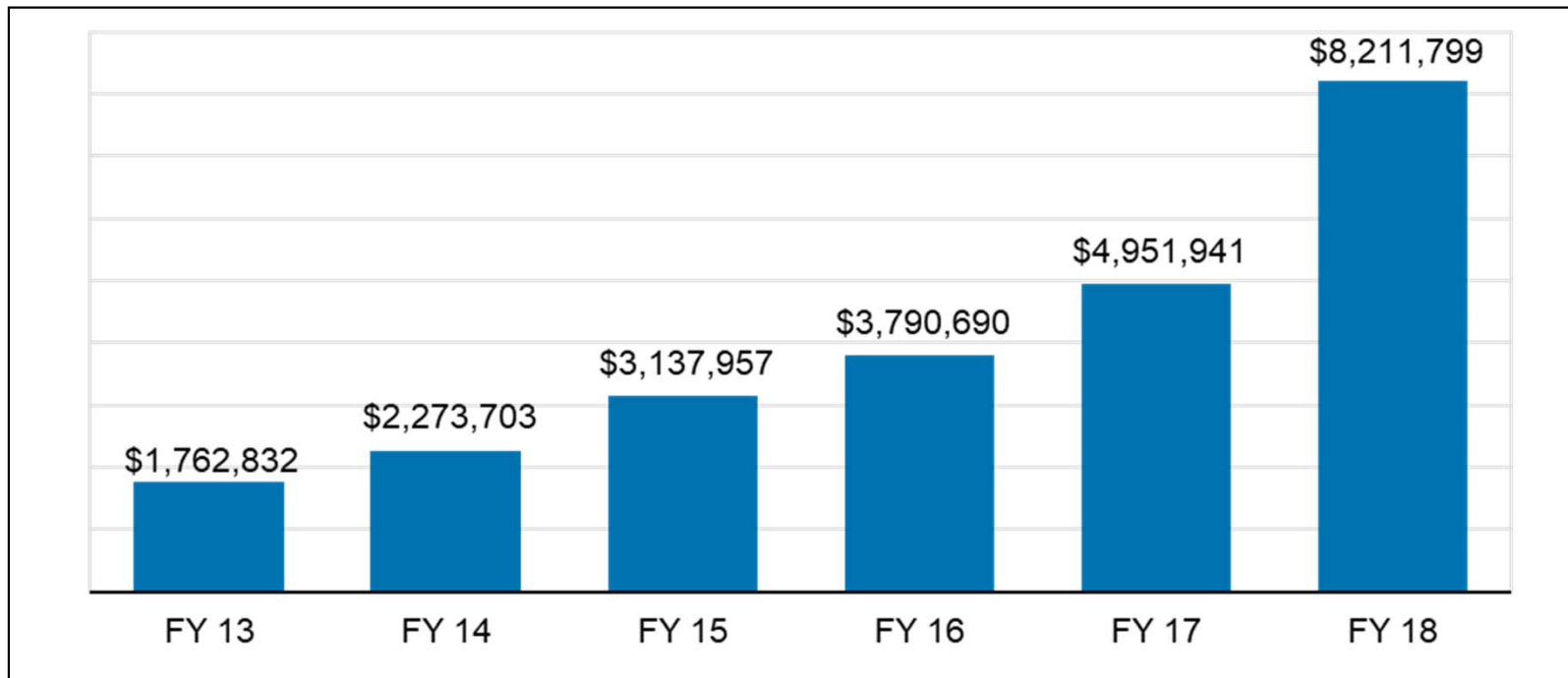
Correctional Facility Hub Bus Mileage

Bus	Mileage
2014 Freightliner	80,587
2014 Freightliner	159,856
2014 Freightliner	171,559
2009 Freightliner	238,396
2009 Freightliner	244,367
2013 Freightliner	252,729
1993 Thomas*	353,237
2002 Bluebird*	500,000

*Denotes backup bus that is currently rarely utilized.

KDOC STAFF | Overtime

FY 2013 to FY 2018



KDOC STAFF | Pay

2018 Legislative pay enhancements were a welcome relief for KDOC employees.

Low-Income Workers See Long-Awaited Wage Gains

Many left behind by recent economic growth, are beginning to see pay raises. Historically low unemployment is creating worker shortages and wage gains. A growing demand for service workers exists but the number of people interested in those jobs is shrinking.

The lowest-paid Americans saw weekly earnings grow more than 5% in the second quarter from a year earlier, more than the national median gain of 1.7% for all workers, according to a quarterly survey of households produced by the Labor Department.

Nunn, Sharon (2018, October 6-7). Low-Income Workers See Long-Awaited Gains in Wages. The Wall Street Journal, p. A6

KDOC STAFF | Pay

Uniformed Staff Pay Increase Summary

- **Pay Parity:** Governor's budget allowed the KDOC to hire uniformed positions at step 10 and allowed current staff who were not already at step 10 to move up
 - Systemwide, 537 officers were already at, or above, step 10 and were not eligible for an increase. Of this, 255 were from EL Dorado
- **Two-Step Increase:** Legislature authorized a two-step increase for all uniformed staff who had been continuously employed since 7/1/17. However, hiring authority was not increased
 - 358 officers were not eligible for the increase because they were hired or rehired after 7/1/17
 - As part of the legislative pay plan, the Governor issued an ED to increase the hiring authority but it has not been approved by KOSE over wage compression concerns

KDOC STAFF | Pay

Non Uniformed Pay Increase Summary

Non-uniformed

- Parole officers, UTM, UTS, and counselors received a 5% increase. This was in the governor's budget and approved by the legislature.
- 2.5% increase for employees who received a 2.5% increase in FY 2018 or a 5% increase for employees who received no increase in FY 2018.
 - This applied only to employees who have been continuously employed since 7/1/17 and excludes uniformed staff. This was part of the legislative pay plan.
 - A total of 235 employees did not receive this increase (41 hired after 7/1/17, 175 received 5% on 7/2/17, and 19 rehired after 7/1/17).

KDOC STAFF | Pay

30 year wage index comparison utilizing social security wage index.

- The wage index puts pay from past years into today's dollars
- This is based on starting hourly pay only and does not consider step increases that were provided in previous years or any other type of longevity pay or bonus.

	1987 Starting Pay	2017 Social Security Wage index	1987 pay in 2017 dollars	Actual 2017 Pay	Current starting pay
Corrections Officer	\$7.58	2.64	\$20.01	\$14.66 (\$15.75 EDC)	\$15.75
Parole Officer I	\$10.17	2.64	\$26.85	\$16.56	\$17.39
Corrections Counselor I	\$10.17	2.64	\$26.85	\$16.56	\$17.39

KDOC STAFF | Pay

Pay enhancements received in FY 2018 had a more significant impact on staff with less time in service

Pay Increase by Years of Service						
	0%	5%	7%	9%	11.50%	Total
0-5 years	98	61	227	396	25	805
5-10 years	0	42	55	124	63	284
10-20 years	0	165	138	13	58	374
20+ years	0	231	4	3	2	240
Totals	98	499	424	536	148	1,705

KDOC STAFF | Pay

Area Starting Pay Rates	Hourly Pay
Amazon Warehouse Fulfillment	\$15.00
KDOC Corrections Officer IA	\$15.75
Shawnee County Jail	\$15.81
Sedgwick County Detention	\$15.96
Douglas County Corrections	\$16.19
Spirit AeroSystems Assembler	\$17.85
Wyandotte County Detention	\$19.71
Bureau of Prisons CO	\$19.81
Private Correctional Facility CO	\$19.89

Area Pay Rates- Average Wage	Hourly Pay
KDOC Corrections Counselor I	\$17.39
KDOC Parole Officer I	\$17.39
Sedgwick County Comm Corrections ISO	\$20.02
Wyandotte County Comm Corrections ISO	\$20.67
Statewide Average Comm Corrections ISO	\$21.11
Douglas County Comm Corrections ISO	\$22.59
Johnson County Comm Corrections ISO	\$24.76
Shawnee County Comm Corrections ISO	\$26.11
Federal Probation Officer*	\$27.88

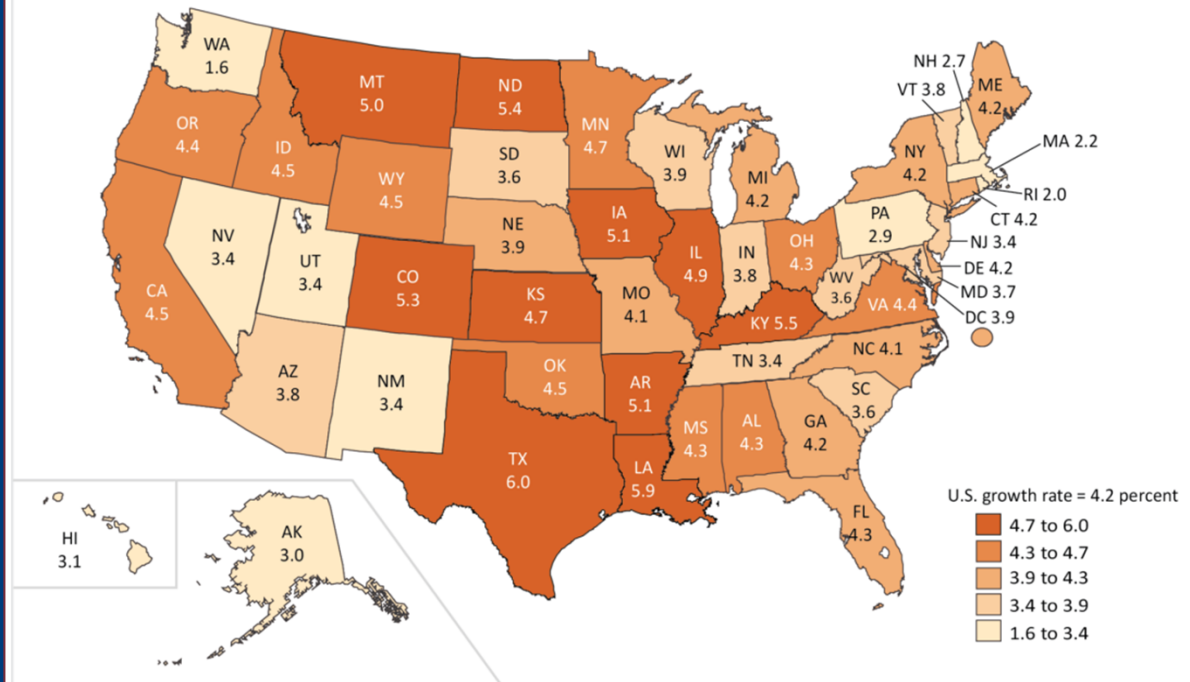
*KDOC employee hired at this wage October 2018

KDOC STAFF | Pay

Personal income in Kansas grew at an annual rate of 4.7 percent during the second quarter of this year, which was better than the national average and the average for the seven-state Plains Region.

The U.S. Bureau of Economic Analysis reported that Kansas had the 10th highest personal income growth rate in the nation. Texas, with a second quarter growth rate of 6 percent, ranked highest while the state of Washington, at 1.6 percent, ranked lowest.

Personal Income: Percent Change at Annual Rate, 2018:Q1–2018:Q2

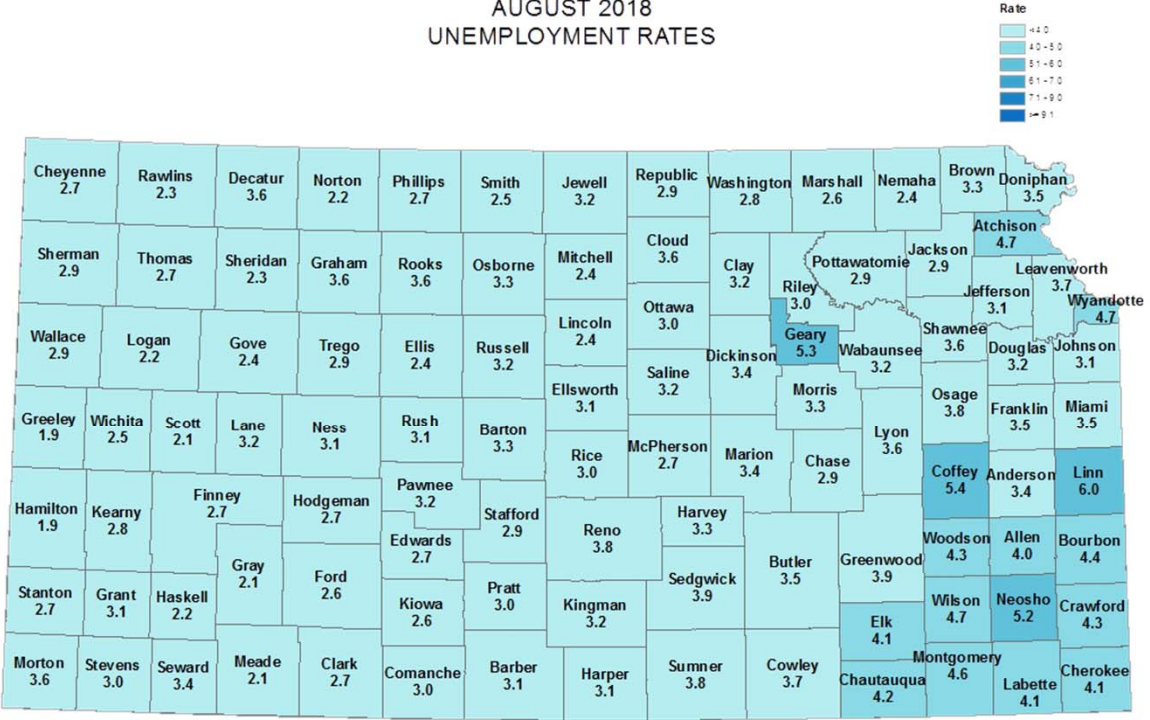


U.S. Bureau of Economic Analysis

KDOC STAFF | Pay

Preliminary estimates reported by the Kansas Department of Labor and Bureau of Labor Statistics show a seasonally adjusted unemployment rate of 3.3 percent in August 2018. This was down from 3.4 percent in July and down from 3.6 percent in August 2017.

AUGUST 2018
UNEMPLOYMENT RATES



Note: County unemployment rates are only available not seasonally adjusted
 Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Local Area Unemployment Statistics (LAUS)
 Created: September 2018

KDOC STAFF | Benefits Cost Increase

Increasing Cost of State Employee Benefits

Plan A				
	2008	2013	2018	2019
Copay Primary Care	\$20.00	\$25.00	\$40.00	\$40.00
Copay Specialist	\$40.00	\$45.00	\$60.00	\$60.00
Copay Urgent Care	10% coinsurance	\$25.00	\$50.00	\$50.00
Copay ER	\$100.00	\$100.00	\$100.00	\$100.00
Preventive	Covered in Full	Covered in Full	Covered in Full	Covered in Full
Co-insurance	10%	20%	20%	20%
Deductible	\$0	\$300/\$600	\$1,000/\$2,000/\$3,000	\$1,000/\$2,000/\$3,000
Out-of-pocket Maximum	\$1,000/\$2,000	\$1,700/\$3,400	\$6,250/\$12,500	\$6,250/\$12,500

Contribution Rates				
	2008	2013	2018	2019
Employee Contribution	\$8.49	\$34.90	\$38.61	\$39.90
Employee + Spouse	\$88.14	\$124.12	\$225.15	\$262.82
Employee + Children	\$71.81	\$104.83	\$122.48	\$126.56
Employee + Family	\$148.45	\$195.35	\$394.19	\$460.14

Based on BlueCross Blue Shield rates for network providers. Paid twice monthly.

KDOC STAFF | Benefits Cost Increase

Increasing Cost of State Employee Benefits

Plan C				
	2008	2013	2018	2019
Co-insurance	20%	0%	20%	20%
Deductible	\$1,500/\$3,000	\$2,500/\$5,000	\$2,750/\$5,500	\$2,750/\$5,500
Preventive	Covered in Full	Covered in Full	Covered in Full	Covered in Full
Out-of-pocket Maximum	\$5,000/\$10,000	\$2,500/\$5,000	\$5,500/\$11,000	\$5,500/\$11,000

Contribution Rates				
	2008	2013	2018	2019
Employee Contribution	\$1.99	\$21.22	\$34.06	\$35.20
Employee + Spouse	\$44.84	\$34.85	\$117.37	\$137.01
Employee + Children	\$35.87	\$32.05	\$62.92	\$65.02
Employee + Family	\$75.72	\$46.08	\$197.70	\$230.77

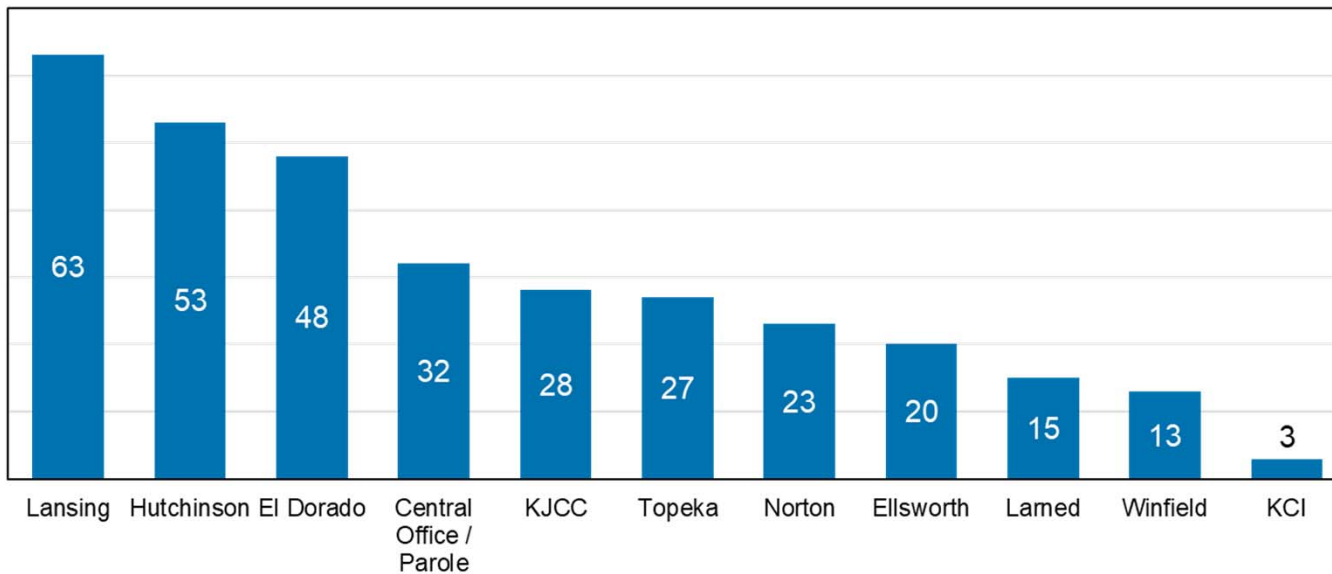
Based on BlueCross Blue Shield rates for network providers. Paid twice monthly.

KDOC STAFF | Qualify for Assistance

HealthyKIDS

- 325, almost 10 percent, of KDOC employees are eligible for the HealthyKIDS program that helps State employees cover the cost of the premiums for their children enrolled in the State Employee Health Plan.
- Funding comes from agency budget. No additional funds are appropriated to cover the costs.

■ KDOC Employee Participants in HealthyKIDS



Household Size	Annual Income
2	\$39,504
3	\$49,872
4	\$60,240
5	\$70,608
6	\$80,976
7	\$91,344



END