

Jeff Zmuda, Secretary

Laura Kelly, Governor

To: Juvenile and Adult Facility Residents and Family Members

From: Jeff Zmuda, Secretary

Date: July 2, 2021

Re: Staffing Changes at El Dorado and Lansing

Today we are announcing to our staff statewide, measures that will be implemented at the El Dorado Correctional Facility (EDCF) and Lansing Correctional Facility (LCF) which will change our shift pattern for uniformed officers from the traditional three, eight-hour shifts, to, two, twelve-hour shifts beginning July 25<sup>th</sup>. In making that change, I want each of our residents and their family members to be aware of this transition.

As you may be experiencing in your profession, and/or have seen in the media, hiring and retaining staff is a challenge facing most public and private employers at this time. For the Kansas Department of Corrections (KDOC), this challenge is felt the most among the uniformed staff at these two facilities but is organization wide. Staffing challenges are impacting our uniformed and non-uniformed staff at facilities, our parole offices, the administrative and support functions in those locations, as well as central office.

The move to twelve-hour shifts at EDCF and LCF will help stabilize workforce requirements at those facilities and continue to ensure safe, secure operations and adequate staffing levels to respond to any disruptions or emergencies. Adequate staffing levels also allow facilities to keep consistent schedules for residents to have access to recreation, programming and support services, keep electronic message and mail flowing, support visitation, and numerous other processes that are important to each of you.

I understand that this change will also have an impact upon your daily routines in the facilities, and upon your families. As we have navigated the ongoing challenges presented by the coronavirus pandemic this past eighteen (18) months, I ask that you join me in supporting this newest challenge as well.