



# KDOC Overview to House Corrections and Juvenile Justice Committee

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Secretary of Corrections  
January 12, 2017

# KDOC Challenges and Opportunities: Adult Facilities, Juvenile Services and Parole

- ▶ Population management
- ▶ Program access for inmates with short sentences
- ▶ Managing offenders with mental and behavioral health needs
- ▶ Staff retention, recruitment and training

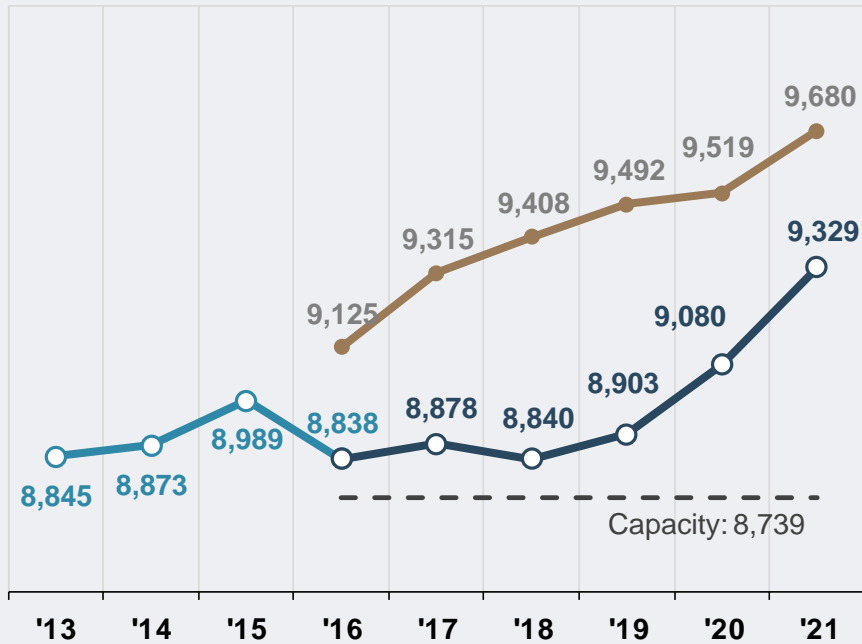
# Adult Inmate Population

## Actual and Projected

### (Before & After Program Credit Increase)

#### Male Inmate Population

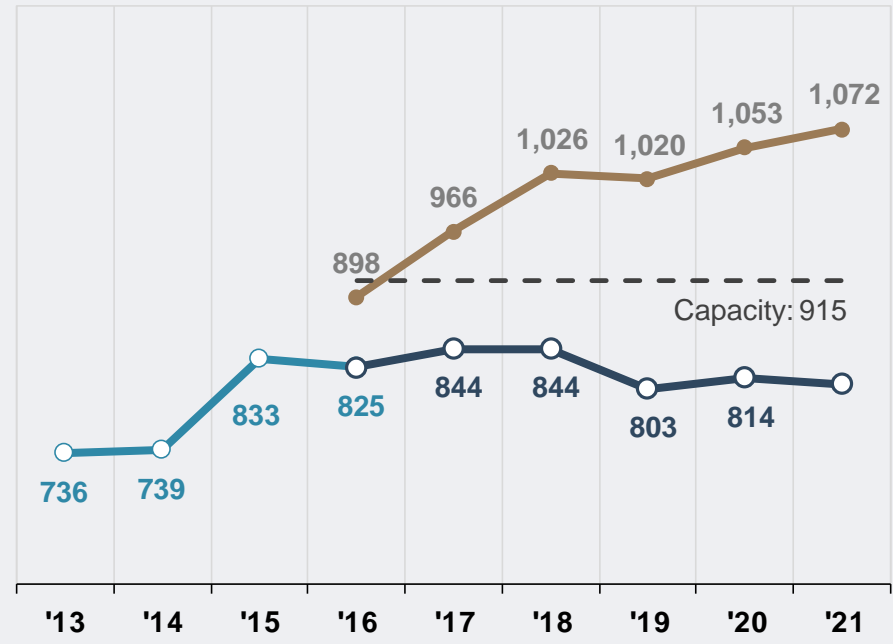
Actual and Projected | FY 2013 to FY 2021



- Actual
- FY 17 Projections
- FY 16 Projections Before Program Credit Increase

#### Female Inmate Population

Actual and Projected | FY 2013 to FY 2021

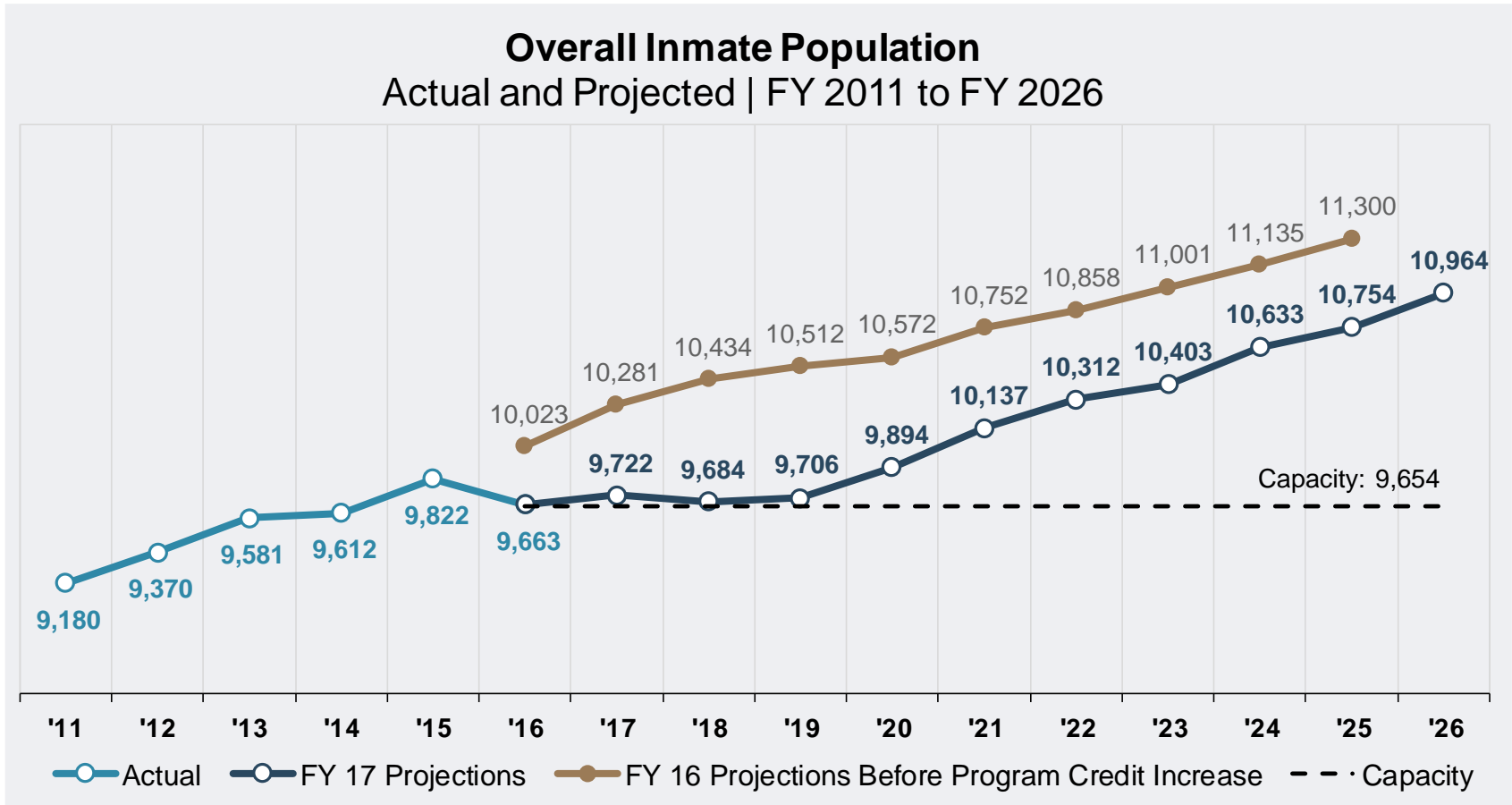


- Actual
- FY 17 Projections
- FY 16 Projections Before Program Credit Increase

# Adult Inmate Population

## Actual and Projected

### (Before & After Program Credit Increase)

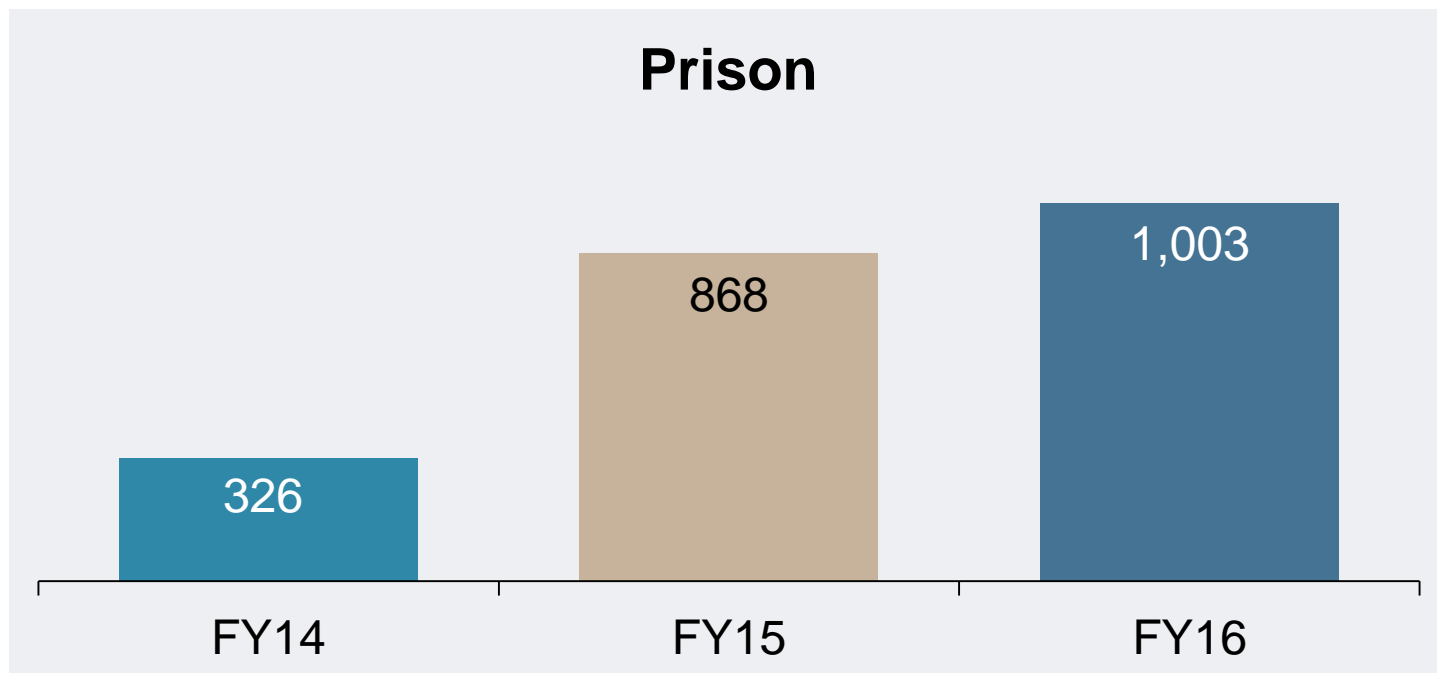


# Prison Bed Expansion Options

- ▶ The 2016 program credit increase from 90 to 120 days has mitigated the need for immediate expansion
- ▶ The KDOC still has the ability to build 512 beds at El Dorado Correctional Facility (EDCF) should the need arise in the future, but that is not necessary at this time

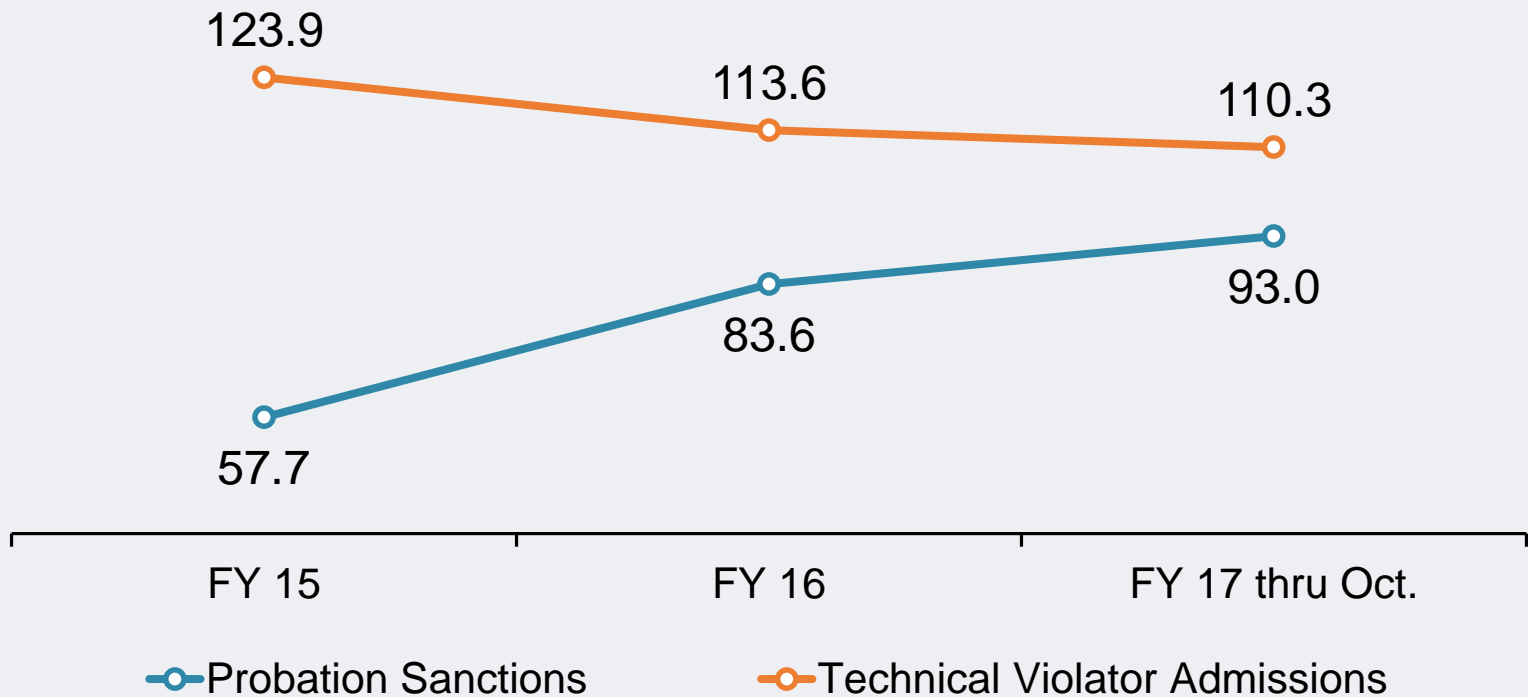
# Status of 2013 HB 2170 JRI

## 1. Imposition of Progressive Sanctions for Repeated Technical Violations of Probations



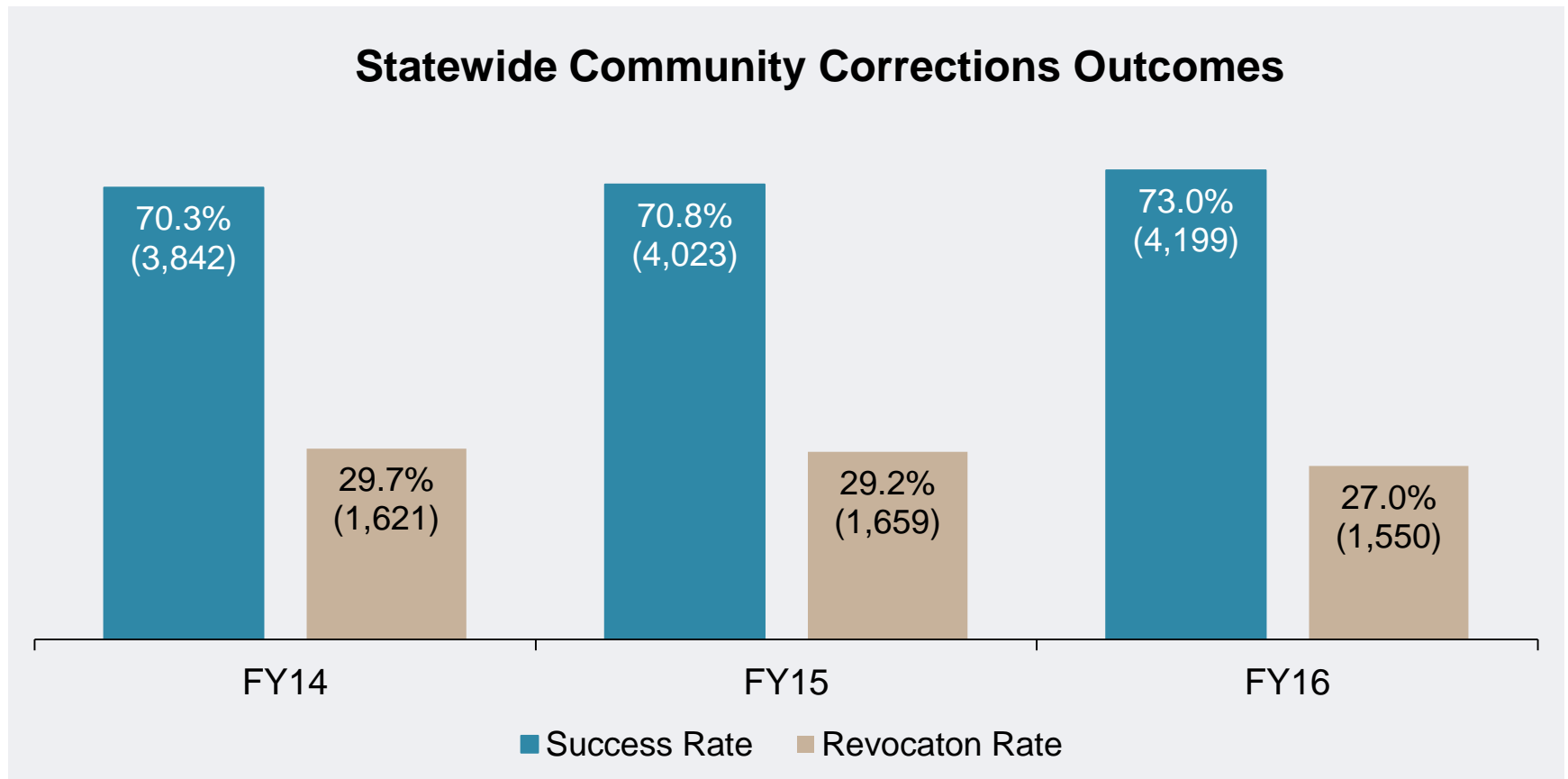
# Probation Sanctions vs. Technical Violator Admissions

**Probation Sanctions vs. Technical Violator Admissions**  
Monthly Average | FY15 – FY 17 thru October



# Status of 2013 HB 2170 JRI Continued

## Statewide Community Corrections Outcomes

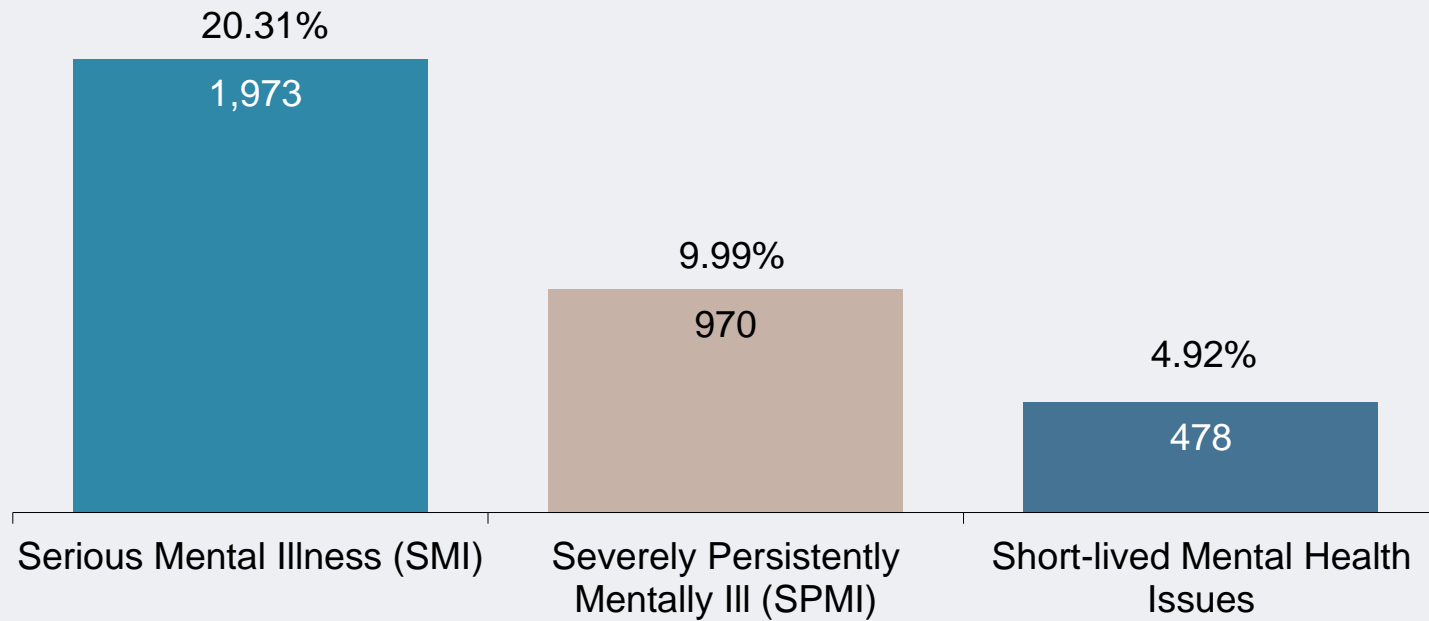




# 35% of the Adult Inmate Population Suffers from Mental Illness

## Mentally Ill Adult Inmate Population

FY 2016 | Based on an Average Daily Population of 9,712



# Responding to Offender Mental & Behavioral Health Needs

## ► In FY 2015,

- Added 150 more specialized mental health beds to the Treatment and Reintegration Unit (TRU) at Lansing Correctional Facility.
- Expanded the KDOC's restrictive units at targeted facilities to include additional treatment units to provide a safe environment for treatment in these areas.
- Increased behavioral health staffing levels by 34 full-time employees to provide treatment to meet the needs of mentally ill inmates in all KDOC units.

# Responding to Offender Mental & Behavioral Health Needs

## ► In FY 2016,

- Added a 48-bed unit for sheltered placement of stable offenders with SPMI at Lansing's medium unit.
- Added 6 behavioral health/medical staff at Lansing to accommodate the treatment needs of the increasing mental health population.
- Added a 30-bed behavioral health unit at El Dorado, with plans to add 4 new mental health/medical staff there as well.
- Purchased new group therapy curricula, continuing to target high risk/need areas for offenders with mental illness.
- Established outcome measures for each clinical therapy group.
- Repurposed a programs building at Lansing's maximum unit to provide additional clinical space for group and activity therapy.
- Opened a 6-bed crisis unit at Larned Correctional Mental Health Facility for patients requiring continuous monitoring.

# Reducing Recidivism

Research clearly indicates that offenders who participate in programs that address mental health, criminal thinking, substance abuse and employability are considerably less likely to re-offend or violate conditions of supervision.

## ▶ **Education Programs**

- Correctional education programs
  - › Participation reduces recidivism by 13%
- Vocational education programs
  - › Participation provides a 28% greater chance of gaining employment

# Reducing Recidivism

## ► Treatment Programs

- Thinking for a Change (T4C): builds cognitive and social skills to change criminal thinking patterns
  - › Completion lowered recidivism rates by 7.6%
- Substance Abuse Program (SAP): develops motivation to change behaviors, identifies triggers and teaches coping skills
  - › Completion lowered recidivism rates to 28.7%, a 7.6% decrease from the general population
- Sex Offender Treatment Program (SOTP): develops core cognitive and social skills to help avoid reoffending
  - › Based on sex offenders released in 2012, 9.6% recidivated with new charges while only 1.8% returned to prison for new sex offenses

# Reducing Recidivism

## ▶ **Mentoring4Success (M4S)**

- Pairs offenders with volunteers who help offenders safely and successfully transition back to society.
  - › Participation dropped recidivism rates to 8.7% during the first year of post release, compared to 20.7% of the overall population



# Duration of Confinement

## Duration of Confinement in KDOC and Non-KDOC Facilities Adult Inmate Population | June 30, 2016

	#*	%
<b>6 months or Less</b>	2,083	21.56%
<b>Over 6 months to 1 year</b>	1,070	11.07%
<b>1 year to 2 years</b>	1,518	15.71%
<b>Over 2 years to 3 years</b>	917	9.49%
<b>Over 3 years to 4 years</b>	694	7.18%
<b>Over 4 years to 5 years</b>	568	5.88%
<b>Over 5 years</b>	2,813	29.11%
<b>Total</b>	9,663	100%

\*Population as of June 30 each fiscal year includes inmates housed in non-KDOC facilities. In FY 2016, this includes 132 inmates housed in non-KDOC facilities.

# KDOC Uniformed Staff Turnover

## Turnover in Uniformed Staff

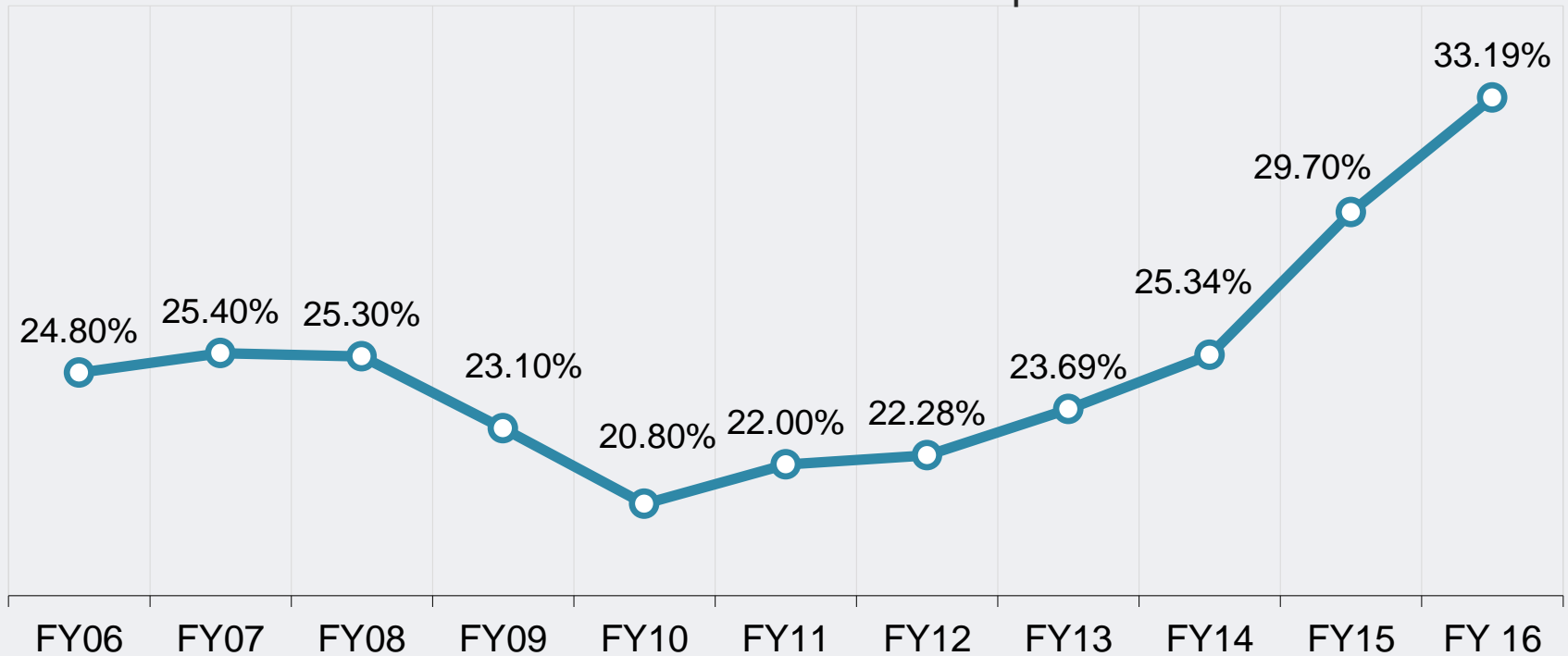
By Adult Correctional Facility and Parole | FY 2016

	FTE	Separations	Turnover Rate
<b>Correctional Facility</b>			
El Dorado	360	125	34.72%
Ellsworth	161	58	36.02%
Hutchinson	362	120	33.15%
Lansing	501	184	36.73%
Larned	135	48	35.56%
Norton	196	38	19.39%
Topeka	180	69	38.33%
Winfield	130	30	24.00%
Subtotal	2,025	672	33.19%
<b>Parole</b>	111	27	24.32%
<b>TOTAL</b>	<b>2,136</b>	<b>699</b>	<b>32.72%</b>

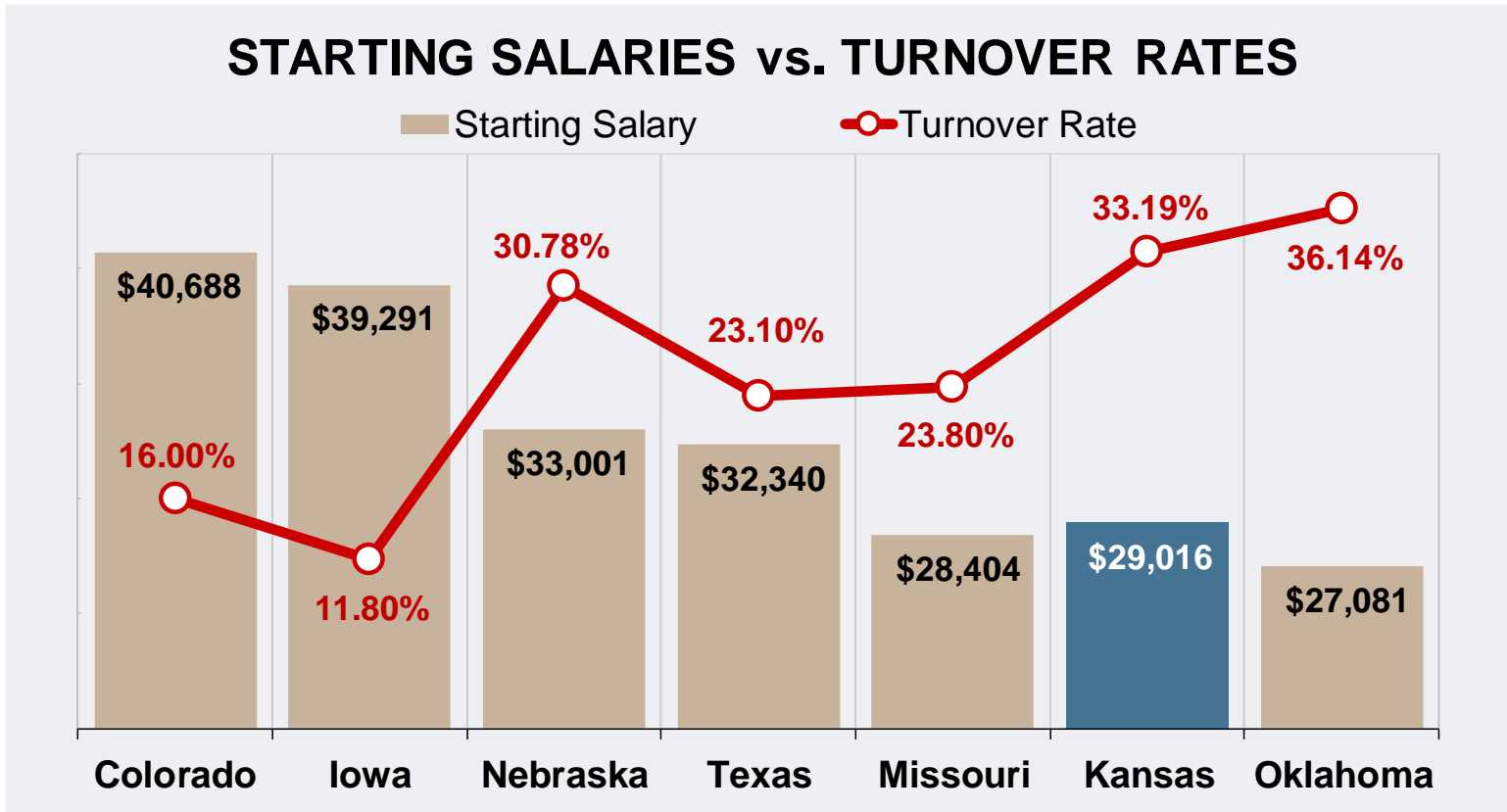


# KDOC Adult Uniformed Staff Turnover Rate

Adult Uniformed Staff Turnover Rates | FY 2006 – FY 2016



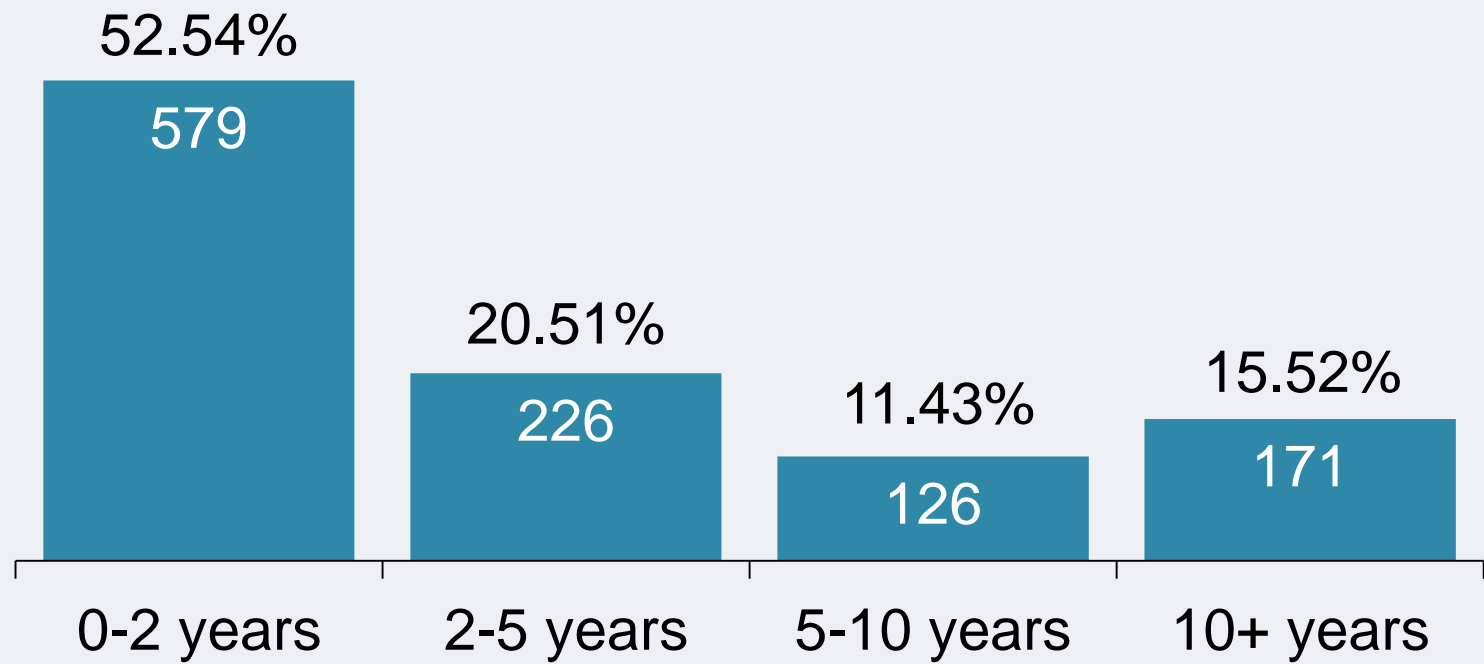
# Uniformed Officer Turnover Rates



# Correctional Officer Experience

## Correctional Officer I Length of Service

1,102 Total | As of November 2016



# KDOC Correctional Officer Pay

## Correctional Officer Classification and Pay Scale

Position	Range	Hourly Salary
• <b>Corrections Officer 1A</b> (Entry Level)	18	\$13.95
• <b>Corrections Officer 1B</b> (After 1 year as KDOC Corrections Officer)	19	\$14.30
• <b>Corrections Officer II</b> (After 1 year as KDOC Corrections Officer & Basic Officer Training completion)	20	\$15.03
• <b>Corrections Supervisor I</b> (First Line Supervisor)	23	\$17.39
• <b>Corrections Supervisor II</b> (Assistant Shift Supervisor)	25	\$19.16
• <b>Corrections Supervisor III</b> (Shift Captain)	27	\$21.13

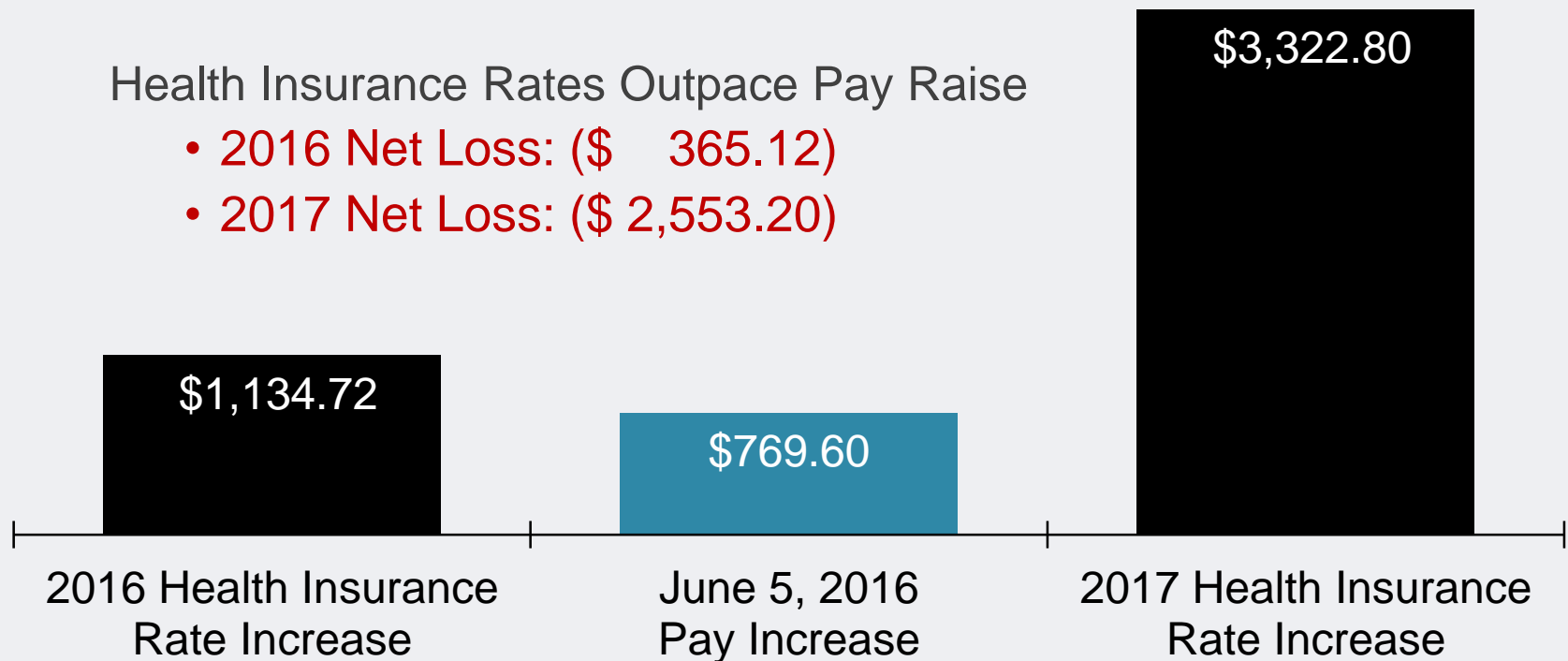
# Pay Increase vs. Health Insurance Rates

## Pay Increase vs. Health Insurance Rate Increase

Correctional Officer I Annual Salary \$31,262

Health Insurance Rates Outpace Pay Raise

- 2016 Net Loss: (\$ 365.12)
- 2017 Net Loss: (\$ 2,553.20)





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End