

KDOC Overview Presentation to House Transportation & Public Safety Budget Committee

Keith Bradshaw, Executive Director, Contract Programs & Finance
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FY 2019 KDOC Systemwide Budget

Base Budget

- \$419.6 million, with \$374.9 million from the State General Fund
 - Legislative approved budget of \$367.5 million SGF plus Finance Council transfer of \$5.5 million for pay increases and \$1.9 million in reappropriations

Supplemental Requests total \$11.1 million and include:

- Medical Contract	\$1.4 million
- Food Service Contract	\$277,836
- Shrinkage Rate Reductions	\$8.3 million
- Security Equipment	\$1.1 million

FY 2019 KDOC Systemwide Budget

Governor's Recommendation

- \$421.3 million, with \$376.2 million from the State General Fund

Approved supplemental requests include:

- \$1,350,944 from SGF to fully fund the medical contract
- \$277,836 from Kansas Correctional Industries (KCI) to fully fund the food service contract

FY 2020 KDOC Systemwide Budget

Base Budget

- \$414.4 million, with \$374.1 million from the State General Fund

Enhancement Requests total \$24.6 million and include:

- Medical Contract	\$4.1 million
- Food Service Contract	\$1.2 million
- To move juvenile corrections officers and parole officers to Corrections KPERS	\$1.64 million
- To replace TOADS database	\$2.2 million
- For data center as a service (OITS data center)	\$3.5 million
- Desktop as a service (IT equipment leases)	\$478,958
- Shrinkage Rate Reductions	\$10.4 million
- Security Equipment	\$341,687
- Vehicle Replacements	\$744,740

FY 2020 KDOC Systemwide Budget

Governor's Recommendation

- \$422.9 million, with \$379.9 million from the State General Fund

Approved enhancement requests total \$8.5 million and include:

- To fully fund the Medical Contract	\$4.1 million
- To fully fund the Food Service Contract	\$1.2 million
- Shrinkage Rate Reductions	\$3.0 million
- To replace parole and inmate transport vehicles	\$241,600

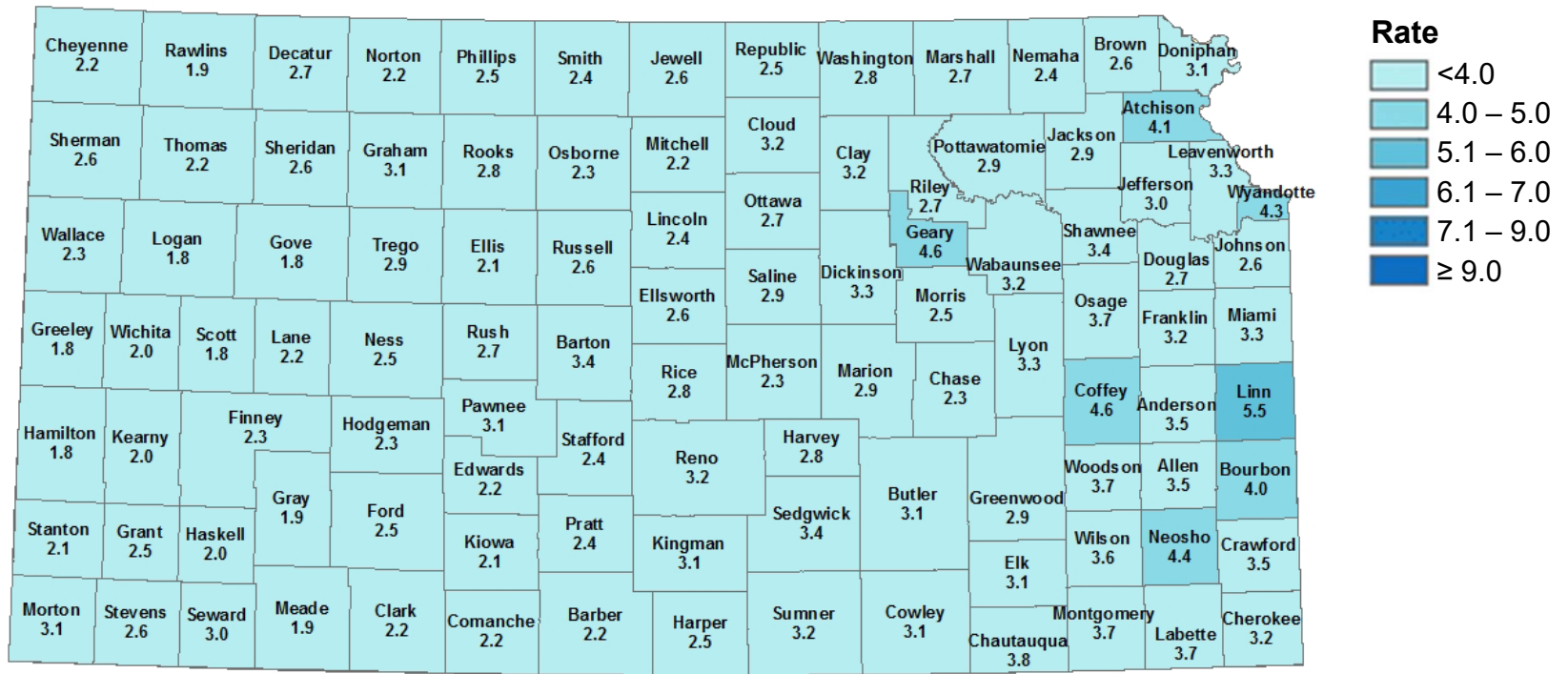
FY 2020 Shrinkage Impact on Staffing

Equivalent number of positions held open entire year

Location	Shrinkage Rate	Amount	# of Positions	Total FTE	% of FTE
Ellsworth	10.5%	\$1,523,444	29	235.0	12.4%
El Dorado	9.1%	\$2,505,419	48	486.0	9.8%
Hutchinson	9.0%	\$2,895,762	55	507.0	10.8%
Lansing	7.3%	\$2,426,316	45	685.0	6.6%
Larned	12.8%	\$1,545,377	29	187.0	15.7%
Norton	13.1%	\$2,204,241	42	264.0	15.9%
Topeka	9.4%	\$1,496,946	29	262.0	10.9%
Winfield	3.3%	\$401,046	8	201.0	3.8%
KJCC	5.0%	\$781,444	14	264.5	5.5%
Parole	6.3%	\$602,652	11	156.0	6.9%
Central Office	5.1%	\$854,284	13	264.8	5.1%
Total		\$17,236,931	323	3,512.3	9.2%

Unemployment Rates

December 2018



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: January 2019

KDOC Staff

History of Pay Increases

September 16, 2012

Corrections Series – 7.5%

- **Entry Level: \$13.61**

Unit Team Series – 7.5%

- **Entry Level: \$16.56**

Parole Officer Series – 7.5%

- **Entry Level: \$16.56**

December 2015

Corrections Series – 2.5%

- **Entry Level: \$13.95**

June 5, 2016

Corrections Series – 2.5%

- Existing staff only; no change in hiring authority

July 2, 2017

Various classified and unclassified employees received either 2.5% or 5% based on specified length of employment.

KDOC Staff

History of Pay Increases

August 27, 2017

Increased starting rate and 5% increase for existing staff

- CO I A through CS III
- JCO I A – JCO III
- EAI Investigator / Supervisor
- **Entry Level: \$14.66**

El Dorado Only: Step 10 Established as new starting rate and those below minimum given additional increase up to 7.5%:

- CO I A – CS II
- **Entry Level: \$15.75**

June 17, 2018

Parity with EDCF

- CO I A through CS III
- JCO I A – JCO III
- EAI Investigator / Supervisor
- **Entry Level - \$15.75**

5% (2 step) increase for existing uniformed staff

5% (2 step) increase in starting rate and for existing staff

- CCI, CCII, Unit Team Supervisor, Unit Team Mgr.
 - **Entry Level - \$17.39**
- PO I, II, Supervisor
 - **Entry Level - \$17.39**
- Legislative statewide Increase: 2.5% or 5.0% based on individual service date and amount received in FY18

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 EDCF)	\$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

Recruitment and Retention

Wage Compression

- **Less experienced staff paid at same or higher rates than more experienced staff**
 - Ellsworth – CS I with 20 years experience makes the same as a CS I with 3 years experience (\$21.13)
 - Norton – training officer (CS II) has 8 years experience, earns \$23.31; supervisor (staff development specialist) has 14 years experience, earns \$20.58
- **Many non-uniformed classifications seen limited or no pay increases**
 - Accounting, HR (FY 09), clerical (FY 11), maintenance (FY 09, FY 11), activities specialists, program consultants (none since FY 06)
- **Positions usually filled by uniformed staff no longer attractive, such as corrections counselors and activities specialist**

Recruitment and Retention

Wage Compression

Starting Rate	Classification	Education / Experience
\$15.75	Corrections Officer I A	High school diploma/GED
\$16.56	Corrections Officer I B	High school diploma/GED; one year as CO I A
\$17.39	Corrections Officer II	High school diploma/GED; one year experience
	Corrections Counselor I	Bachelor's degree
	Program Consultant I	Bachelor's degree
	Parole Officer I	Bachelor's degree
\$19.16	Corrections Counselor II	Bachelor's degree; one year experience working with offenders
	Parole Officer II	Bachelor's degree; one year experience working with offenders
\$20.13	Corrections Supervisor I	High school diploma/GED; two years experience
	Program Consultant II	Bachelor's degree
\$21.13	Unit Team Manager	Bachelor's degree; two years experience working with offenders
	Parole Supervisor	Bachelor's degree; two years experience working with offenders
\$22.16	Corrections Supervisor II	High school diploma/GED; three years experience
\$24.48	Corrections Supervisor III	High school diploma/GED; four years experience with one year as supervisor

KANSAS DEPARTMENT OF CORRECTIONS

KDOC Staff

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.

KANSAS DEPARTMENT OF CORRECTIONS

KDOC Staff

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.

Other Issues

EDCF vacancies

- 84 uniformed vacancies (23% of uniformed positions)
- Implementing 12-hour shifts
- Part-time, no benefits positions

Projected budget deficits due to overtime

Hepatitis C treatment

- Nationwide litigation
- Treatment is expensive but highly effective
 - \$1.5 million in contract for treatment
- Current Status
 - 6,170 tested
 - 591 require treatment – 9.6% infection rate
 - 35 undergoing treatment and 25 have completed

KANSAS DEPARTMENT OF CORRECTIONS

END
