

# **KDOC Presentation to House Appropriations Committee**

Presented by Secretary Roger Werholtz  
January 30, 2019



KANSAS DEPARTMENT OF CORRECTIONS



# Lansing Correctional Facility Replacement

Mike Gaito, Director of Capitol Improvements

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# Lansing Correctional Facility

## Overview

- Lease sign on January 24, 2018.
- Design meetings took place over the winter and spring.
- Demolition of the existing medium security unit began in April 2018.
  - Recycled 31,500 tons of concrete and 495 tons of steel.
  - Q Dorm was added to the list of buildings to be demolished.

# Lansing Correctional Facility

## Design

- Maximum and Medium Security site, 1,920 beds.
- 3 New Buildings, A Cellhouse, B Cellhouse, Support Building.
- A Cellhouse will have 896 beds in eight living areas.
  - 64 segregation beds and 64 crisis mental health beds.
  - 256 transition mental health beds.
  - 512 General population maximum security beds.
- B cellhouse will have 1,024 beds in eight living areas.
  - 4 double bunked living units of 128 beds.
  - 4 Four person cells in living units of 128 beds.

# Lansing Correctional Facility

## Design

- Maximum and Medium Security site
- Support Building
  - Medical services with 30 general beds, 10 suicide watch beds, 4 isolation beds.
  - Food Service with two dining rooms and full kitchen.
  - Spiritual Life, Recreation, Canteen and staff support.
- Existing Administration Building
  - Upper Level: Administration offices, Staff Training, Intake, Control.
  - Lower level (Inmate Areas): Programs, Visiting, Major's Office Area, Library.

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# Lansing Correctional Facility

## Design

- Minimum Security site, 512 beds.
- 1 New Building
- Housing
  - 4 Living areas of 128 beds.
  - Group Rooms and staff offices in each living area.
  - Laundry in each housing unit.
- Support Space
  - Areas for medical, food service, chapel, recreation, visiting and staff offices.

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# Lansing Correctional Facility



# Lansing Correctional Facility

## Summary

- Construction is over 50% complete
- Maximum/Medium Site
  - Demolition, site grading, foundations, under slab utilities complete.
  - Setting of precast concrete cell modules underway. Over 200 additional Modules ready to be delivered.
  - Opening scheduled for January 23, 2020.
- Minimum Site
  - Demolition, site grading, foundations, under slab utilities, structural steel complete.
  - Opening scheduled for October 16, 2019.

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# Lansing Correctional Facility



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# **KDOC Staff**

Roger Werholtz, Secretary of Corrections

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# 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%        |
| <b>Total</b>   |                | <b>\$17,236,931</b> | <b>323</b>     | <b>3,512.3</b> | <b>9.2%</b> |

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## 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 |
|--------------------------------|-------------------|---------------------------------|--------------------------|---------------------------|----------------------|
| <b>Corrections Officer</b>     | \$7.58            | \$2.64                          | \$20.01                  | \$14.66<br>(\$15.75 EDCF) | \$15.75              |
| <b>Parole Officer I</b>        | \$10.17           | \$2.64                          | \$26.85                  | \$16.56                   | \$17.39              |
| <b>Corrections Counselor I</b> | \$10.17           | \$2.64                          | \$26.85                  | \$16.56                   | \$17.39              |

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## Increasing Cost of State Employee Benefits

| <b>Plan A</b>         |                 |                 |                         |                         |
|-----------------------|-----------------|-----------------|-------------------------|-------------------------|
|                       | <b>2008</b>     | <b>2013</b>     | <b>2018</b>             | <b>2019</b>             |
| 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        |

| <b>Contribution Rates</b> |             |             |             |             |
|---------------------------|-------------|-------------|-------------|-------------|
|                           | <b>2008</b> | <b>2013</b> | <b>2018</b> | <b>2019</b> |
| 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.

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## Increasing Cost of State Employee Benefits

| <b>Plan C</b>         |                  |                 |                  |                  |
|-----------------------|------------------|-----------------|------------------|------------------|
|                       | <b>2008</b>      | <b>2013</b>     | <b>2018</b>      | <b>2019</b>      |
| 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 |

| <b>Contribution Rates</b> |             |             |             |             |
|---------------------------|-------------|-------------|-------------|-------------|
|                           | <b>2008</b> | <b>2013</b> | <b>2018</b> | <b>2019</b> |
| 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

## History of Pay Increases

### June 17, 2018

- 5% (2 step) increase and establish Step 10 - \$15.75 as new Hire Rate
  - Corrections Series (CO I A through CS III) (JCO I A – JCO III)
  - EAI Investigator / Supervisor
  - **Entry Level: Gr. 19 Step 10 \$15.75**
- 5% (2 step) increase
  - CCI, CCII, Unit Team Supervisor, Unit Team Manager
    - **Entry Level, Gr. 24 \$17.39**
  - PO I, II, Supervisor and Managers
    - **Entry Level, Gr. 24 \$17.39**
  - Legislative State-wide Increase: 2.5% based on individual service date and job classification

### August 27, 2017

- Step 7 Established as new Hire Rate and 5% Increase
  - CO I A through CS III
  - JCO I A – JCO III
  - EAI Investigator / Supervisor
  - **Entry Level: Gr. 19, Step 7 \$14.66**
- El Dorado Only: Step 10 Established as new Hire rate and those below minimum given additional increase up to 7.5%:
  - CO I A – CS II
  - **Entry Level: Gr. 19, Step 10 \$15.75**

# KDOC Staff

## History of Pay Increases

### July 2, 2017

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

### June 5, 2016

- Corrections Series – 2.5%
- Unit Team – 0%
- Parole – 0%  
Entry Level: No Change

### December 2015

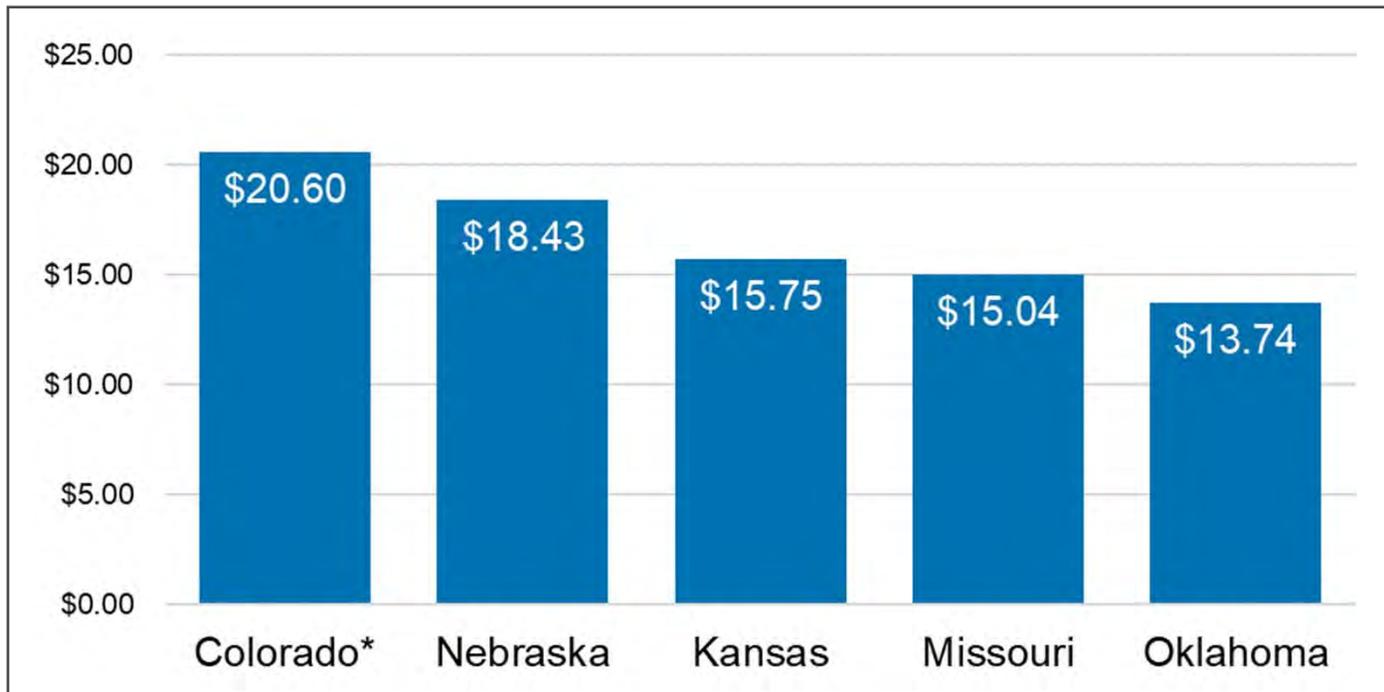
- Corrections Series – 2.5%
- Unit Team – 0%
- Parole – 0%  
Entry Level: No Change

### September 16, 2012

- Corrections Series – 7.5%
  - **Entry Level 18/6 13.61:**
- Unit Team Series – 7.5%
  - **Entry Level: 23/4: \$16.56**
- Parole Officer Series – 7.5%
  - **Entry Level: 23/4- \$16.56**

# KDOC Staff

## Hourly Starting Salaries for Corrections Officers by State



\*Includes a \$1,000 signing bonus

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# KDOC Staff

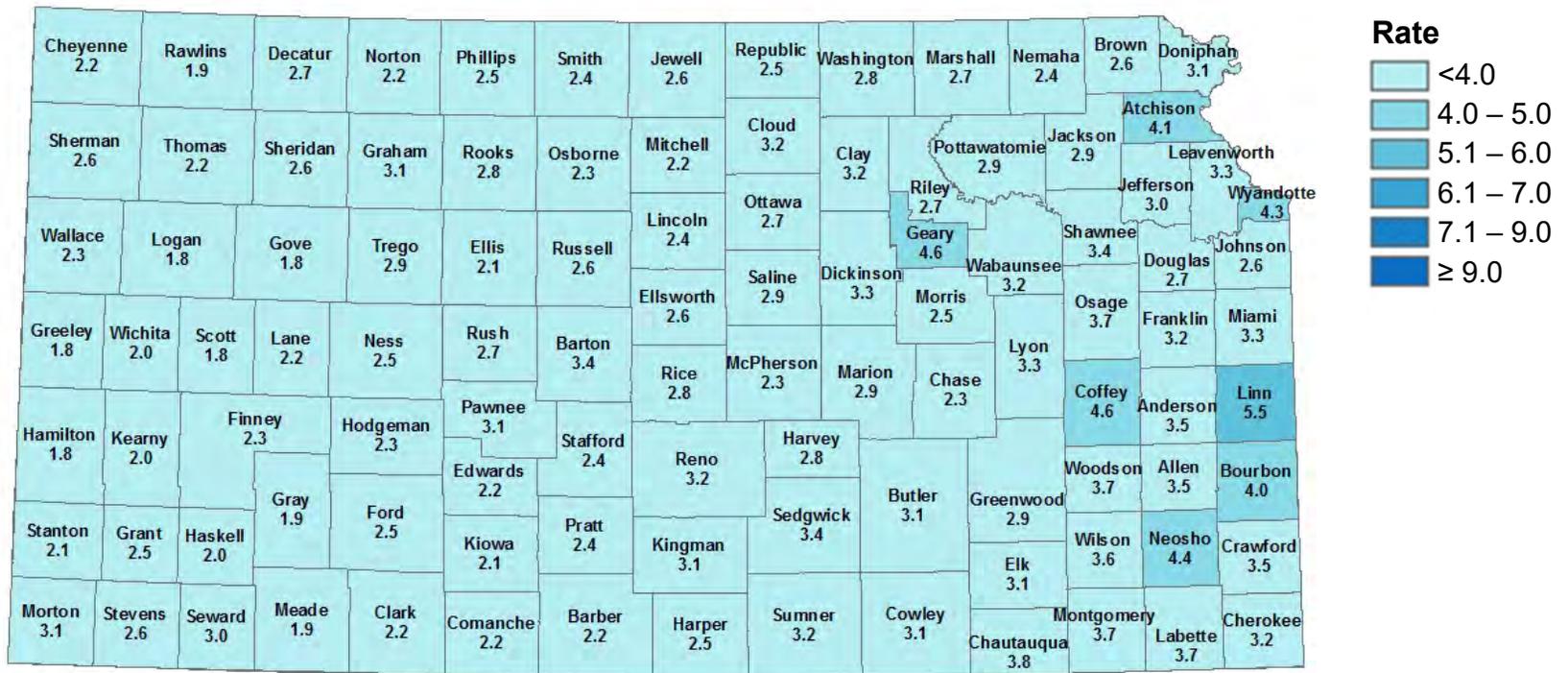
## Competition by Region

| Location   | Position  | Starting salary per hour                         |
|------------|---|--|
| Ellsworth  | • Local law enforcement   | \$15-\$17  |
| El Dorado  | • Local law enforcement<br>• Pioneer Balloon/BG Products  | \$16-\$17<br>\$13 - \$20+                        |
| Hutchinson | • Local law enforcement   | \$16-\$17  |
| Lansing    | • CoreCivic<br>• Federal Penitentiary<br>• Wyandotte County Deputy<br>• Leavenworth Dispatch and Detention<br>• Amazon Warehouse Assoc. | \$17.02<br>\$19.80<br>\$21.50<br>\$16.90<br>\$15 |
| Larned     | • Local law enforcement,<br>Larned State Hospital   | \$14-\$16  |
| Norton     | • Corrections Officers (Neb.)<br>• Takko Enterprises, Prairie Land Electric   | \$18.43<br>\$24                                  |

| Location                         | Position  | Starting salary per hour  |
|----------------------------------|---|---------------------------|
| Topeka                           | • Shawnee/Douglas County Law Enforcement<br>• Frito-Lay, Goodyear, Mars | \$15-\$16<br>\$16-\$26    |
| Winfield                         | • Local law enforcement<br>• Pioneer Balloon/BG Products                | \$16-\$17<br>\$13 - \$20+ |
| Northern Parole Region           | • KC-area Community Corrections<br>• KC-area court services officers    | \$18-\$22<br>\$20+        |
| Southern Parole Region           | • Wichita-area law enforcement and court services                       | \$20                      |
| KS Juvenile Correctional Complex | • Shawnee/Douglas County Law Enforcement<br>• Frito-Lay, Goodyear, Mars | \$15-\$16<br>\$16-\$26    |

# Unemployment Rates

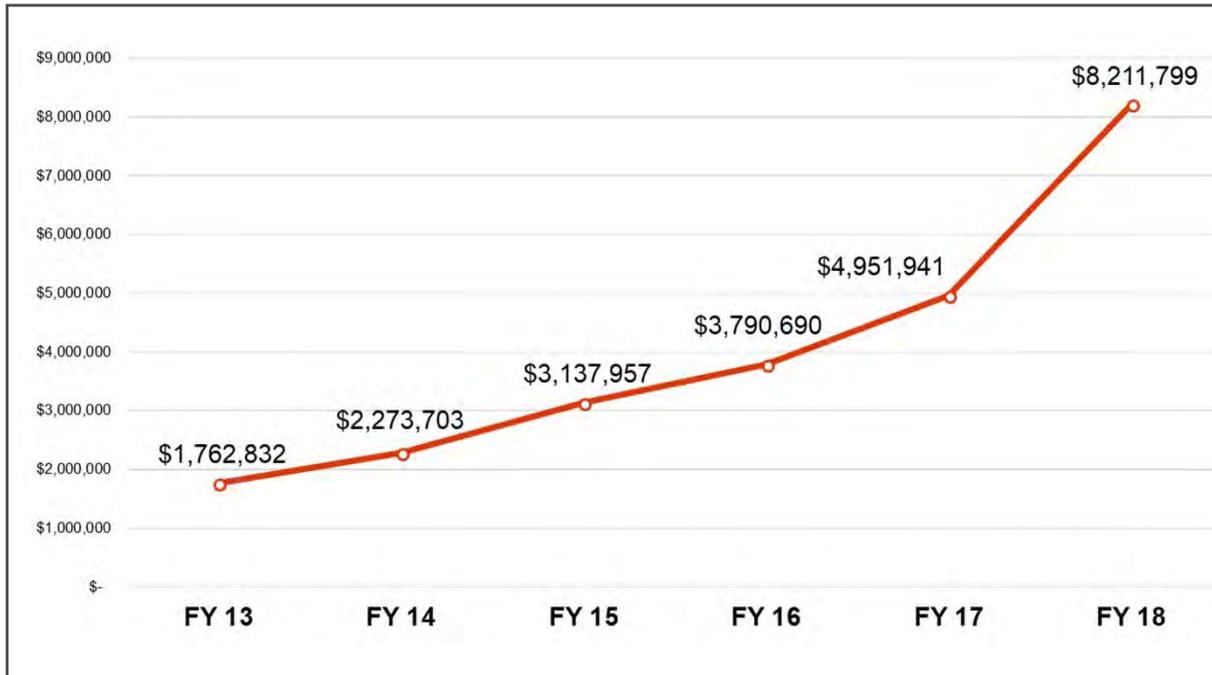
December 2018



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

# Increased Reliance on Overtime

## Overtime Expenditures



| Location     | FY 2019 Expenditures to Date | FY 2018 Historical to Same |
|--------------|------------------------------|----------------------------|
| Ellsworth    | \$197,265                    | \$160,965                  |
| El Dorado    | \$1,439,987                  | \$1,430,114                |
| Hutchinson   | \$1,497,968                  | \$961,384                  |
| Lansing      | \$1,146,702                  | \$1,244,959                |
| Larned       | \$241,771                    | \$252,840                  |
| Norton       | \$459,964                    | \$495,901                  |
| Topeka       | \$343,923                    | \$215,681                  |
| Winfield     | \$76,770                     | \$63,687                   |
| KJCC         | \$200,158                    | \$174,262                  |
| <b>Total</b> | <b>\$5,604,508</b>           | <b>\$4,999,794</b>         |

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**END**

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