

Testimony on HB2277

Submitted To

The House Committee on Appropriations

By

Jeff Zmuda, Secretary
Kansas Department of Corrections

March 14, 2023

The Kansas Department of Corrections (KDOC) appreciates the opportunity to offer our support for House Bill 2277. We are a proponent of the bill.

KDOC continues to experience critical staffing shortages that make our workplaces and communities less safe. We are not alone in this challenge, as nearly every private and public employer face labor shortage each day. However, as sign-on, referral and retention bonuses have become common strategies used by many employers, which current state makes those are unavailable to KDOC and our peer agencies. House Bill 2277 would amend current law in K.S.A. 75-37,105 and provide us the option to pay bonuses as an additional tool to compete in this labor market.

When this bill becomes law, our initial focus would be on these areas:

- New hires. Establish a bonus paid partially upon hire and then periodically throughout the employees first months or years of employment.
- Referrals. Our current employees are our best advertising and recruiters. A bonus program could reward them for referring their acquaintances, friends and family members who are hired by KDOC.
- Retention. Establish a bonus to incentivize our staff to stay with KDOC to retain their experience that is vital to safety and contributes to the development of new staff.
- Supervisory Retention Initiative. Based upon the plan in Nebraska, incentivize supervisors to contribute to a work environment that increases retention of their direct reports.

In the attachments to this testimony, I have included a few examples of how other correctional organizations have defined their bonus programs, examples that will inform our program.

On March 6th KDOC had 403 uniformed and 52 non-uniformed vacancies at our adult facilities with another 58 and 16 of each at our juvenile facility. And 34 vacancies in our parole (10) and central office (24). Each of which is essential to the safe operation of correctional facilities, supervision of offenders in the community and to providing the human resources, technology, training and other supports necessary to meet our responsibilities for the safety of our fellow Kansans.

Adding bonuses as an option to the available strategies will not solve our workforce needs. But when paired with the Governor's recommended pay plan, proposed legislation that would improve the retirement benefits of our employees, and our continued efforts to market our employment opportunities, we can improve our ability to compete for workers in this very competitive market.

I urge you to pass HB2277 and to work with the full Senate and the House to enact this bill this session.

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DEPT OF CORRECTIONAL SERVICES



Pete Ricketts, Governor

NDCS Hiring Bonuses

Current as of 10/8/2021

\$15,000 Hiring Bonus for Corporals

- Applies to corporals employed after 7/30/21 at LCC/DEC, TSCI & NSP
- Payments will be made over three years in four-month increments, with the first payment made after the fourth month of employment
- Transfer or promotion to other facilities will end eligibility for additional payouts
- Those who resign following the announcement of this incentive will not be eligible for the bonus upon rehire

Health Care Position Hiring Bonus

Registered nurses, licensed practical nurses and those who fall under the classification of Staff Care Technician II are eligible for the following hiring bonuses:

- RN \$5,000
- Admin Nurse \$5,000
- LPN \$3,000
- Staff Care Tech II \$2,000

The hiring bonus is available to those hired after July 30, 2021. Payments will be made quarterly for one year, with the first payment made after the third month of employment.

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Food Service Position Hiring Bonus

- Food Service Worker \$2,000

The hiring bonus is available to those hired after July 30, 2021. Payments will be made quarterly for one year, with the first payment made in the third month of employment.

TSCI Commuter Bonus

Staff members who commute to and from TSCI will receive the following commuter payouts:

- Less than 30 miles = \$100/month
- More than 30 miles = \$200/month

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NDCS Referral Bonuses

Current as of 10/8/2021

\$10,000 Referral Bonus for Corporals

- Available to any teammate who recommends someone while his hired on as a corporal at LCC/DEC, TSCI & NSP
- Payments will be made over three years in four-month increments, with the first payment made after the fourth month of employment, with subsequent payments linked to consecutive employment by the recruit
- No limit to the number of people referred. (For example, if you refer three corporals to the mentioned facilities, you could earn \$3,333.33 in bonus payments for a total of \$30,000)

\$1,000 Referral Bonus for Nurses

- This bonus applies to all nursing classifications hired at any location
- The team member must be employed as a permanent teammate as of September 27, 2021 and/or before September 27, 2022.
- The bonus will be paid to the qualifying teammate for each referred new hire who completes original probation. The payment will be made in the pay period following the successful original probation end date of the referred new hire. Note, the teammate must be employed by the State of Nebraska at the end of a pay period for which the payment is scheduled to be made
- New hires may include former state teammates who are eligible for rehire as a permanent teammate.
- There is no limit to the number of people who may be referred.

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Across Job Classification Referral Incentive

Any NDCS employee may receive this incentive for the recruitment of newly hired permanent employees in any classification. This also includes corporals hired outside of LCC/DEC, TSCI and NSP.

- For each person who is referred who completes STA = \$50
- For each person who completes his/her original probation = additional \$200
- For recruitment of a newly hired veteran (who completes STA) = \$100
- For recruitment of a newly hired veteran (who completes his/her first year of original probation = an additional \$300)
- New hires can include former NDCS employees who are eligible for rehire
- No limit to the number of team members who are referred

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NDCS Retention Incentives

Current as of 10/8/2021

Supervisory Retention Initiative

First and second line supervisors can receive a bonus for each new teammate who completes his/her original probation. In addition, a second bonus will be paid when that teammate reaches his/her one year anniversary.

- First Line Supervisors – you will receive a \$250 payment when your newly hired teammate successfully completes his/her six month probation. You will receive an additional payment of \$150 when the new hire achieves one year of employment in NDCS
 - To qualify for the first payment, you must supervise the new teammate for at least three of the original six months. To qualify for the second payment, you must supervise the teammate at least seven of the 12 months

- Second Line Supervisors – you will receive a \$125 payment when your newly hired teammate successfully completes his/her six month probation. You will receive a second payment of \$75 when the new hire achieves one year of employment in NDCS
 - To qualify for the first payment, you must supervise the new teammate for at least three of the original six months. To qualify for the second payment, you must supervise the teammate at least seven of the 12 months

- This is available to all supervisors, including sergeants

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Merit/Longevity Pay Program

This program extends the existing merit/longevity pay program at TSCI to also include NSP, LCC and DEC. It applies to those who are covered by the current NAPE/AFSCME labor contract or by the Nebraska Classified Personnel Rules and Regulations.

Those teammates will receive a percentage adjustment to their gross pay in each pay period (in 2.5% increments) starting July 1, 2019 according to the following schedule:

	NSP, LCC/DEC		TSCI
1YR Service	2.5% Increase	1YR	2.5% Increase
3YR Service	5.0% Increase	3YR	5.0% Increase
7YR Service	7.5% increase	5YR	7.5% increase
10 YR Service	10.0% Increase	7YR	10.0% Increase

Timeframes for providing the longevity/merit bonus to employees at TSCI have been accelerated in an effort to maximize the impact of the program. Continuous state service will count toward this merit incentive.



Incentive Plan Combined for 24/7 Facility Staffing: Utilization of Personnel Board Rule 3-21

Motivation:

Colorado Department of Corrections (CDOC) operations have been faced with historical low applications and challenges resulting in modified operations and program closures within our facilities. In support of our mission and vision, we are focused on public safety and providing necessary services.

Our goal is to fill all vacant positions; this comprehensive approach is expected to make a significant impact in the filling of all CDOC positions, with special attention to the Correctional Officer series position and those within 24/7 facilities. Available funding shall be utilized by June 30, 2023; plan implementation effective date of September 21, 2022. These are one-time funds, and this plan may be discontinued at any time based on agency needs. Employees may expect to see incentive pay beginning on their October 31, 2022 monthly pay.

Incentives:

- 1. New Hire Incentive:** This will be paid $\frac{1}{2}$ at the successful completion of 3 months and $\frac{1}{2}$ at the completion of six months. Paid out by June 30, 2023
 - a. \$4500 for Correctional Officer positions
 - b. \$3250 of all other positions that regularly report to a 24/7 facility
 - c. \$2500 additional bonus for hardest hit facilities (SCF, LCF, BVCF, and Canon Facilities)
 - d. New Hire Incentive guidelines are as follows:
 - i. New hire must successfully complete the probationary period, staying one year
 - ii. If new hire leaves the department prior to 1 year, incentive shall be paid back/collected at the time of final payout
 - iii. Not applicable to employee promotions
 - iv. Currently will be paid out at three months and six months of service; to be re-evaluated January 2023
- 2. New Employee Relocation Incentive:** Available after one month of service; must be repaid if the employee leaves before one year.
 - a. \$5000 available to first 50 new employees in the Correctional Officer series or Clinical Professionals relocating from Weld County or out of state to the locations of Fremont County or Chaffee County, and are assigned to a Canon or Buena Vista facility
 - b. Eligible employee must successfully complete the probationary period, and stay for one year
- 3. Referral Incentive:** \$2000; $\frac{1}{2}$ received after new employee's successful completion of CTA, and $\frac{1}{2}$ received after new employee's successful 6 months of service; new employee must be assigned to a 24/7 facility and the referral must be for the position of a Correctional Support Trades Supervisor I, Correctional Officer I, Teacher I, or Clinical Professional
 - a. Available to the first 500 referrals in which an applicant is hired, successfully completes the CTA and successfully remains with the department for 6 months or more.
 - b. The applicant must specify the referring employee's name on the application.

- c. The referral must be for the position of a Correctional Support Trades Supervisor I, Correctional Officer I, Teacher I, or Clinical Professional.
 - d. The referring employee must complete and submit AR Form 1450-03A, *Discretionary Pay Differentials*, and comply with instructions and deadlines within the policy.
 - e. All permanent CDOC employees are eligible for the referral incentive, with the exception of:
 - i. Appointing Authorities, Directors and members of the Executive Team
 - ii. Office of Human Resources assigned staff
 - f. There is no limit to the number of referral incentives for each employee, up to the first 500
 - g. The referring employee must be employed by the CDOC at the time of payout to be eligible.
4. **Retention Incentive:** The retention incentive is for current employees, paid out in three installments, beginning on the October paycheck. Staff must be employed with the Department at the time of each installment to receive the full amount of the pay and fall into one of the categories below.
- a. \$4000 for Correctional Officer series I-IV
 - b. \$4000 for re-deployed security posts which are of long-term modified assignment (i.e. teachers or case managers assigned to security posts and correctional support staff assigned long-term to housing/security)
 - c. \$1000 for all other staff that are assigned to and regularly report to a 24/7 facility

Guidelines:

- Incentives will be non-base building cash payments.
- CDOC Office of Human Resource (OHR) will review and respond to any disputes or interpretations of this incentive program.
- Incentives will be approved by the executive team with future review by the Chief Human Resources Officer.
- Payments will be processed after plan approval, on a first-come basis until funding runs out; incentives are based on funding approval.

Payment Methods:

The Incentive Pay will be included with monthly pay. Pay will be coded as INC so that employees can clearly differentiate incentive pay from monthly salary.

Communication Plan:

The approved plan has been submitted to the Governor’s Office, DPA, and COWINS. On September 21st, the Department of Corrections’ Executive Director will communicate with employees and the Public Information Officer will further publish on DOCNET.

Communication Sequence:

Governor’s Office	Initial submitted July 27; Final approved by August 12, 2022
DPA	Plan submitted and approved
COWINS	Notified August 19, 2022
Employees (via email)	September 21, 2022
Published on DOCNET	September 21, 2022

This plan will be effective **September 21, 2022**, and may be discontinued at any time based on agency needs.

SHERIFF



County offers sign-on bonuses for corrections deputy new and lateral hires

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Clark County is offering sign-on bonuses for deputies hired in the Corrections Branch of the Sheriff's Office.

Individuals who have current experience working as a Corrections officer hired as a Clark County Corrections deputy will received a \$25,000 sign-on bonus as described below.

Lateral hires

\$8,000 on first paycheck

\$8,500 following successful completion of probation

\$8,500 following three years of employment

Individuals who do not have any current experience working as a Corrections officer will receive a \$10,000 sign-on bonus as described below.

New hires

\$2,000 on first paycheck

\$8,000 after successful completion of the CJTC academy, FTO process, and probation.

Corrections deputies provide crucial services supporting community members who are housed in the jail. The mission of Corrections is to promote and maintain public safety through effective correctional and reentry practices with a vision to help inmates successfully re-enter our community through a comprehensive level of supervision and care.

The Corrections Deputies Guild and the enforcement Deputies Guild are bargained separately. The enforcement Deputies Guild is still in the bargaining process with the county.

The Sheriff's Office is a full service, 24/7 law enforcement agency, that offers many employment opportunities for commissioned law enforcement deputies, correctional facility deputies and civilian support workers.

To learn more about Sheriff's Office recruitment, visit the Clark County website at <https://clark.wa.gov/sheriff/recruitment> or email staff at sheriffrecruitment@clark.wa.gov.

