



KDOC Overview to Joint Committee on Corrections and Juvenile Justice

Joe Norwood
Secretary of Corrections
November 14, 2016

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

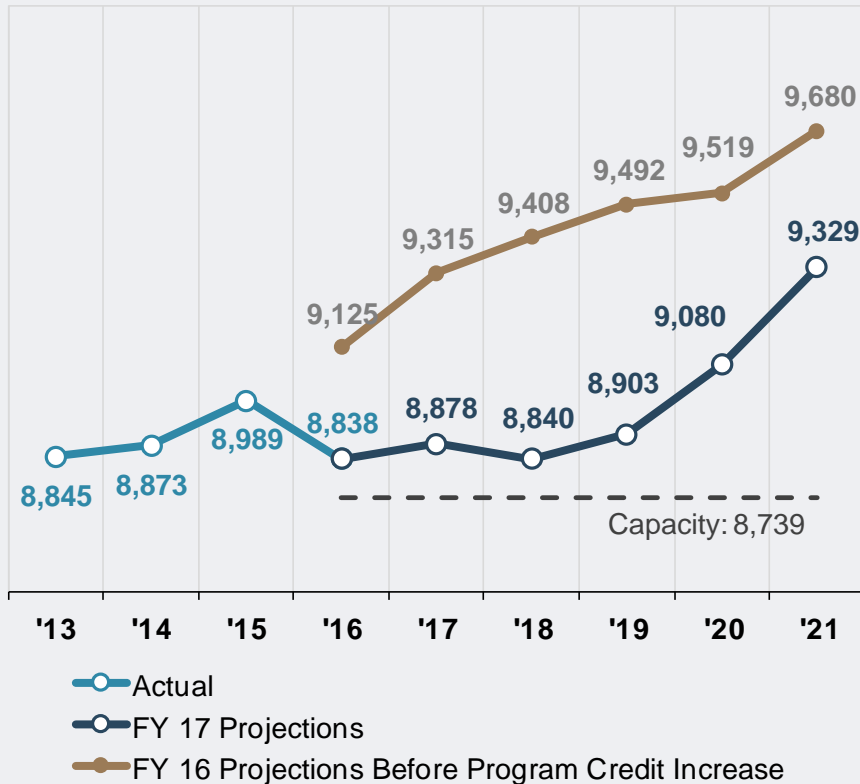
Adult Inmate Population

Actual and Projected

(Before & After Program Credit Increase)

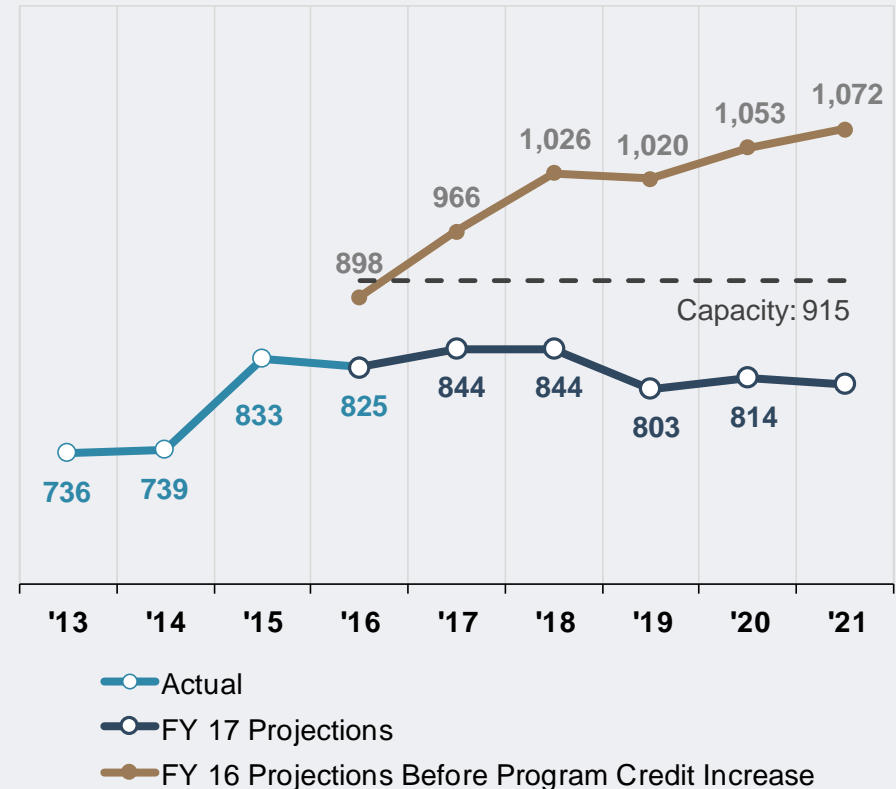
Male Inmate Population

Actual and Projected | FY 2013 to FY 2021



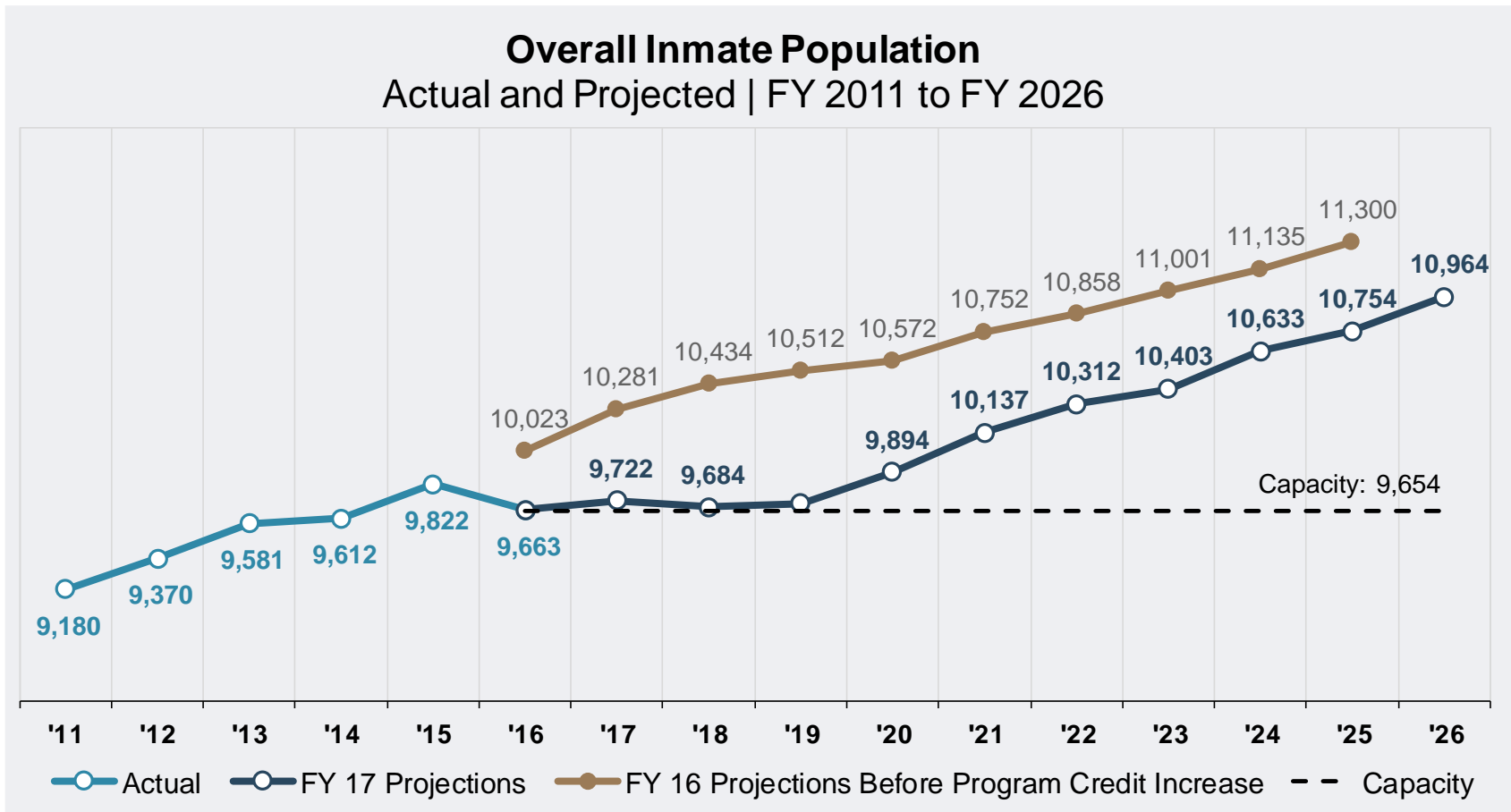
Female Inmate Population

Actual and Projected | FY 2013 to FY 2021



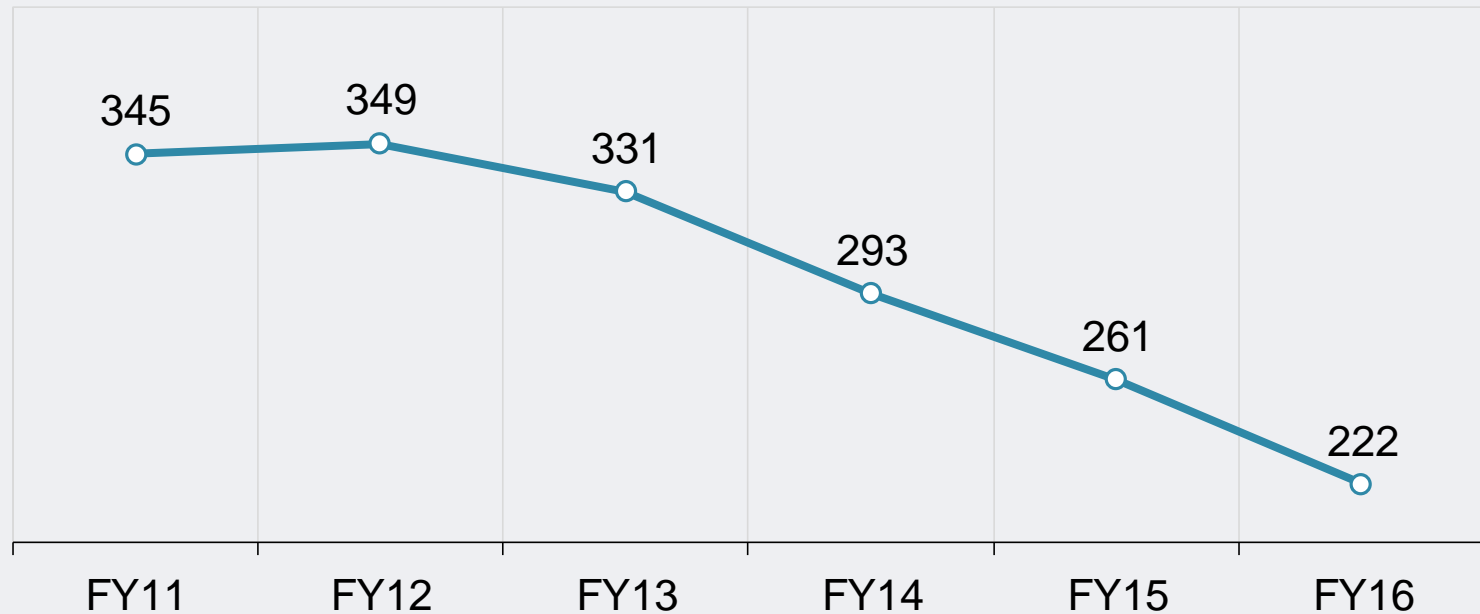
Adult Inmate Population

Actual and Projected (Before & After Program Credit Increase)



Juvenile Population

Juvenile Correctional Facility Population Statewide
FY 2011 to FY 2016

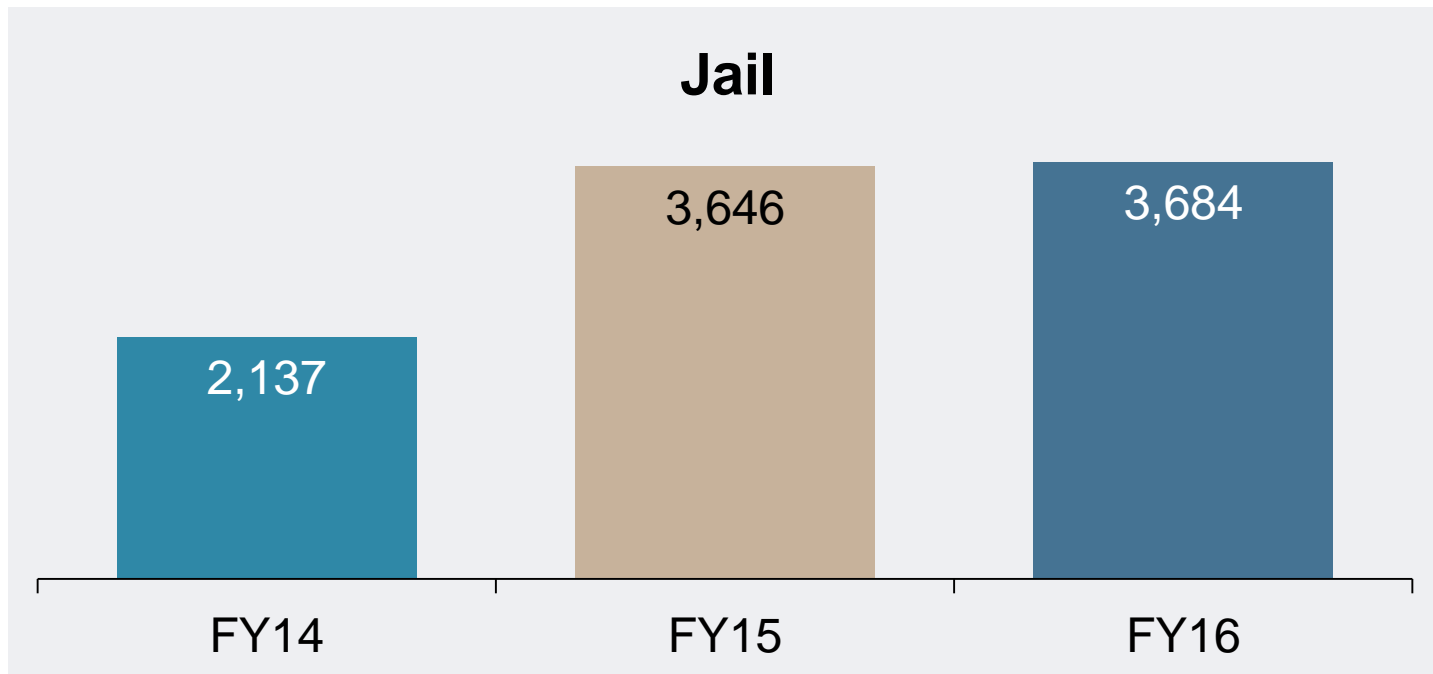


Prison Bed Expansion Options

- ▶ 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

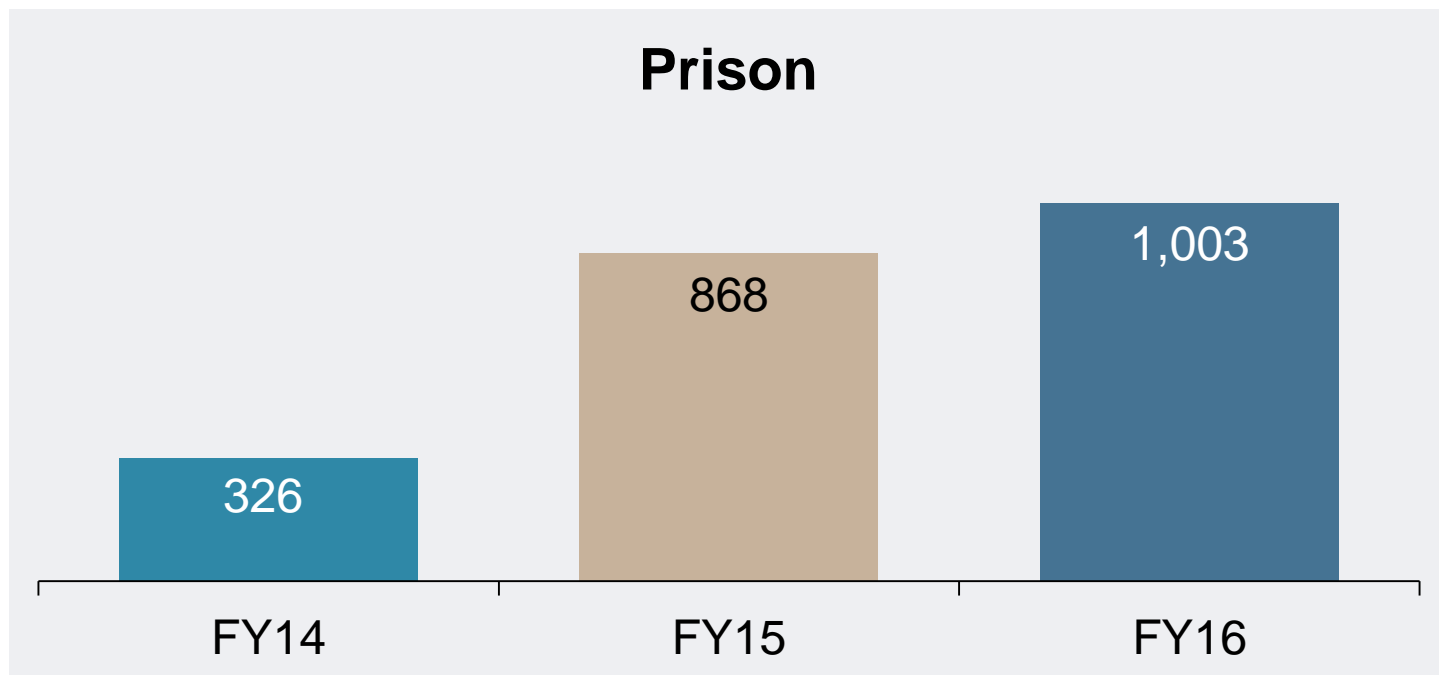
Status of 2013 HB 2170 Justice Reinvestment Initiative (JRI)

1. Swift and Certain Sanctions for Minor Violations of Supervision



Status of 2013 HB 2170 JRI Continued

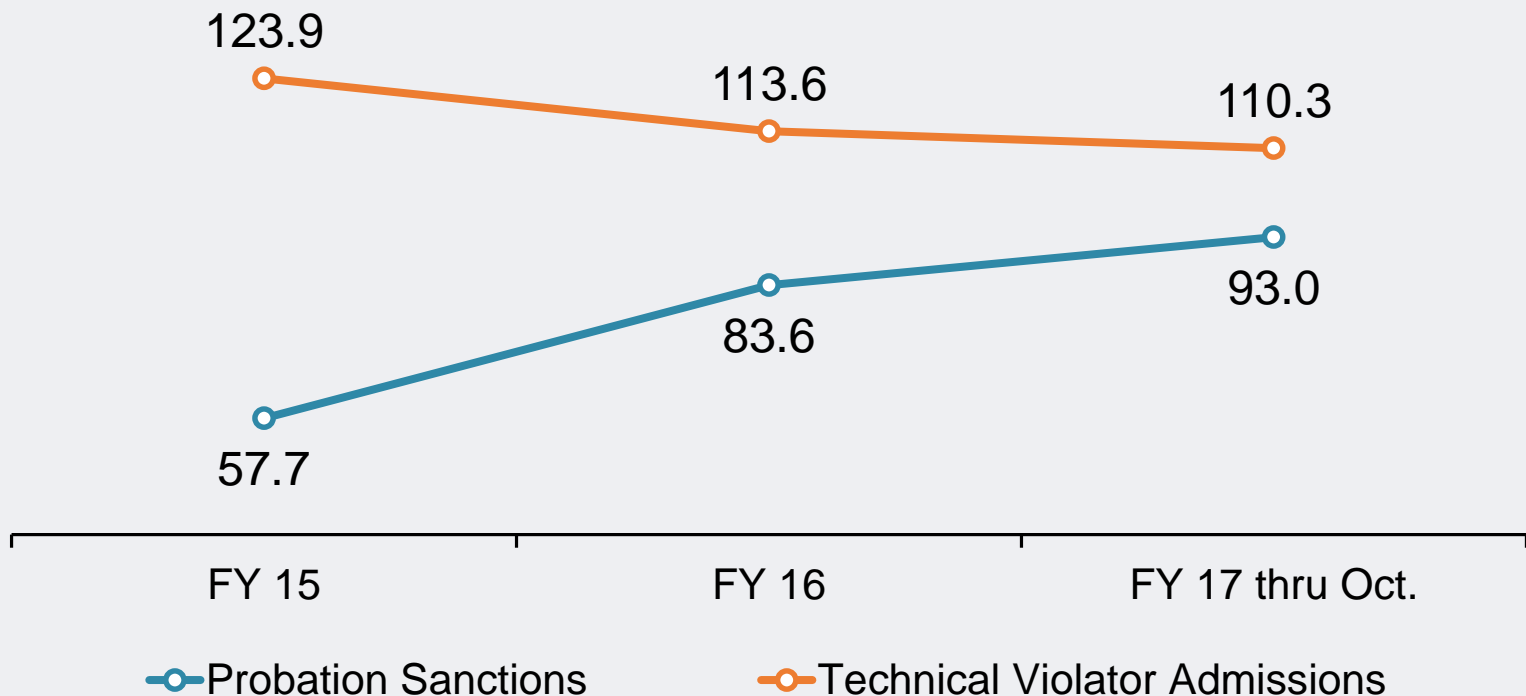
2. Imposition of Progressive Sanctions for Repeated Technical Violations of Probations



Probation Sanctions vs. Technical Violator Admissions

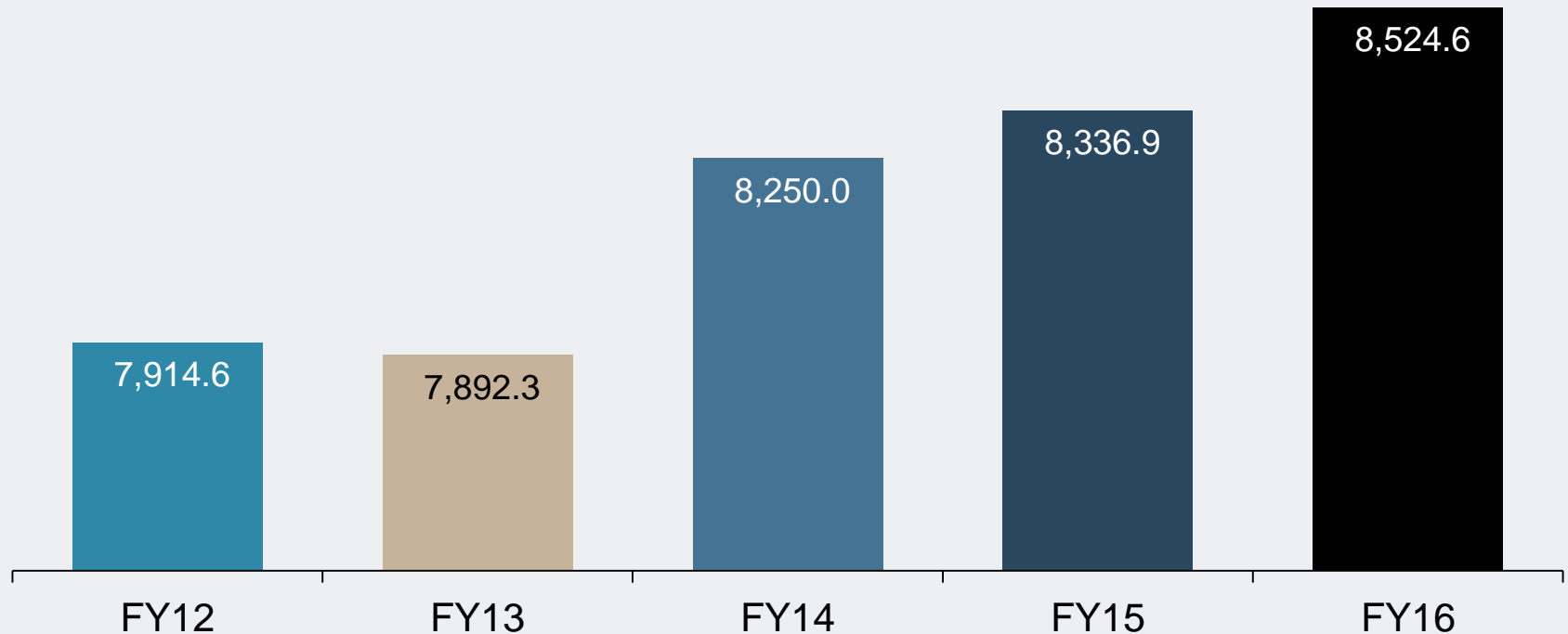
Probation Sanctions vs. Technical Violator Admissions

Monthly Average | FY15 – FY 17 thru October



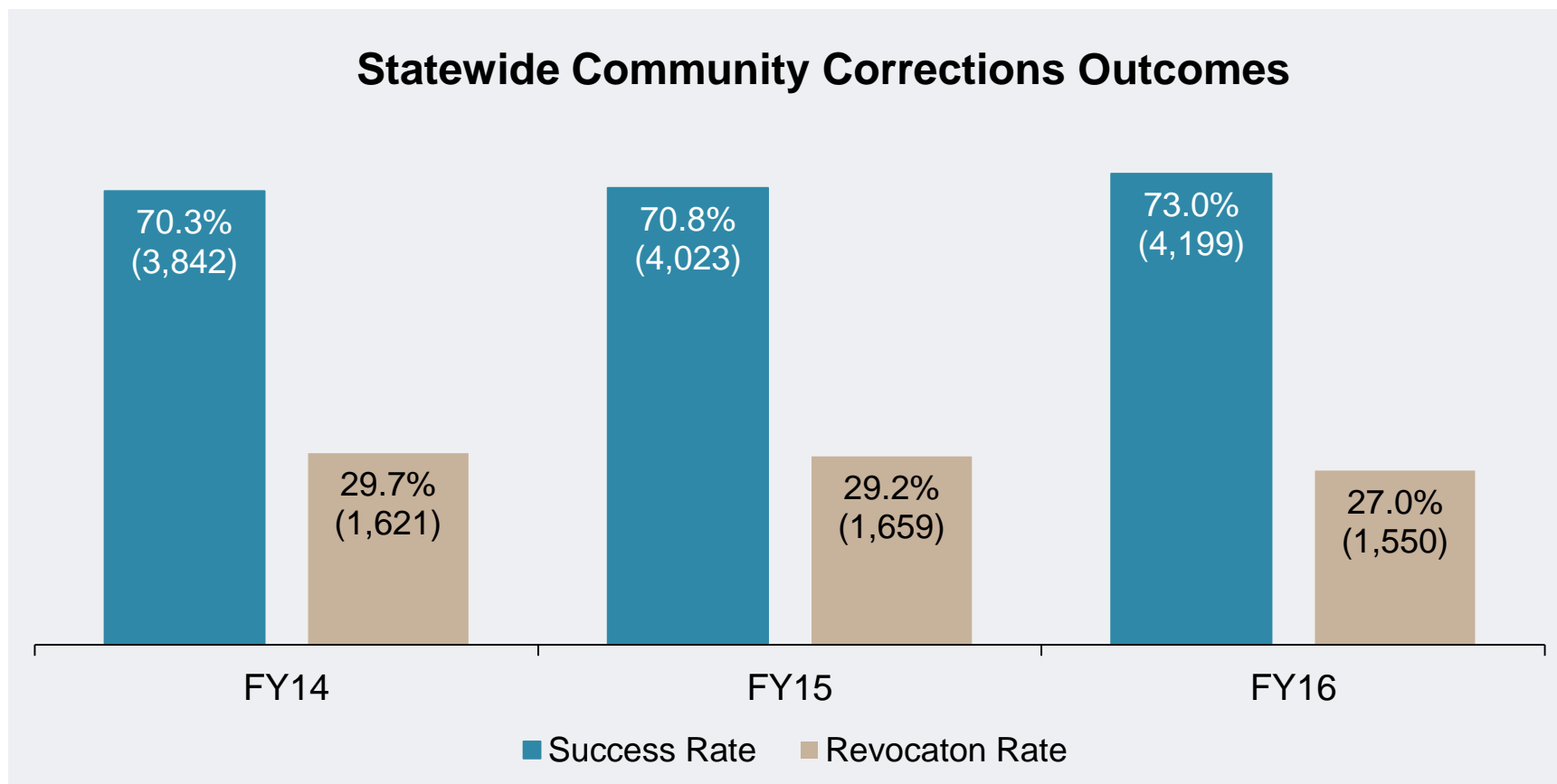
Status of 2013 HB 2170 JRI Continued

Community Corrections – Average Daily Population
(as of June 30 each fiscal year)



Status of 2013 HB 2170 JRI Continued

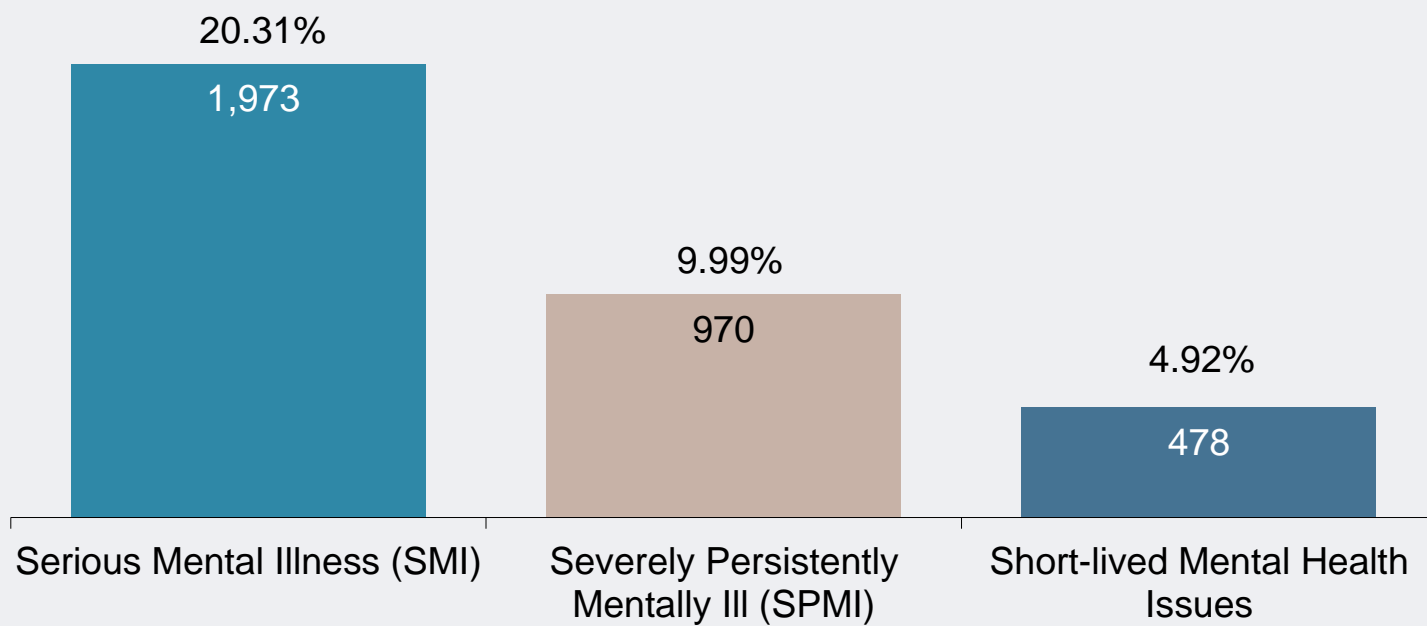
Statewide Community Corrections Outcomes



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.

PROGRAMS

► Mentoring4Success (M4S)

- **To date, 7,434 adult mentor matches have been made, and 226 matches have been made with juvenile offenders.**
- Launched in July 2011 for adult offenders followed by juvenile services in 2014.
- Pairs offenders with volunteers who help offenders safely and successfully transition back into society.
- Begins six months prior to release through six months into an offender's post-release supervision.
- **Lowers recidivism rates significantly** for participants. Only 8.7% of M4S participants recidivate during their first year of post release, compared to 20.7% of the overall population.

PROGRAMS

► **Thinking for a Change (T4C)**

- Helps inmates build cognitive and social skills to change their patterns of criminal thinking, which then helps reduce their likelihood of continuing criminal behavior.
- Targets moderate and high-risk offenders.
- A 2014 evaluation of T4C found that offenders across all risk levels who successfully completed the program had a recidivism rate 7.6% lower than the general population.

► **Substance Abuse Program (SAP)**

- Aimed at moderate to high-risk offenders, SAP helps offenders develop the motivation to change their behaviors, identify triggers that can lead to cravings and improve their coping skills.
- Strong results: A January 2016 evaluation found that, while the general population has a 36.3% recidivism rate, SAP completers recidivated at a rate of 28.7%.
- The highest-risk offenders, who have recidivism rates of 48.1% when left untreated, dropped a 32.3% recidivism rate upon completion of SAP – a 15.8% reduction.

PROGRAMS

► Sex Offender Treatment Program (SOTP)

- Offered at Lansing and Hutchinson for men and Topeka for women
- Takes 5-8 months and consists of groups that meet 2-3 times per week, depending on risk level
- A robust, evidence-based curriculum teaches offenders how to develop core cognitive and social skills to help them avoid reoffending in the future.
- In FY16, 281 sex offenders were enrolled in the SOTP, with 83% successfully completing treatment
- Release data from FY16 indicates that 77% of offenders assessed as needing SOTP received the treatment
- The most recent recidivism data available indicates that, of the sex offenders released in Calendar Year 2012, only 9.6% of those who recidivated came back on new charges, and only 1.8% returned to prison for new sex offenses.

Duration of Confinement

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

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

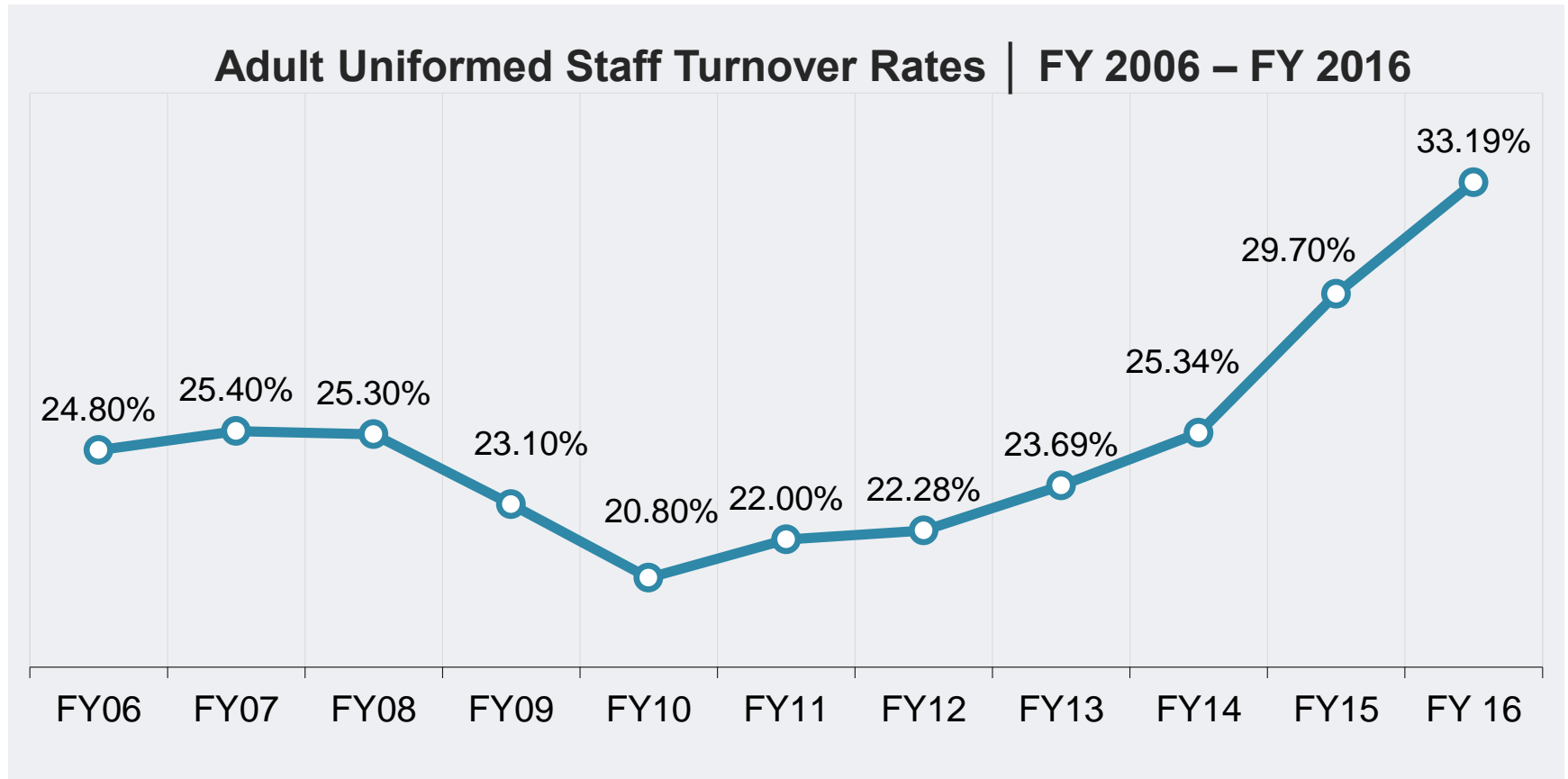
KDOC Uniformed Staff Turnover

Turnover in Uniformed Staff

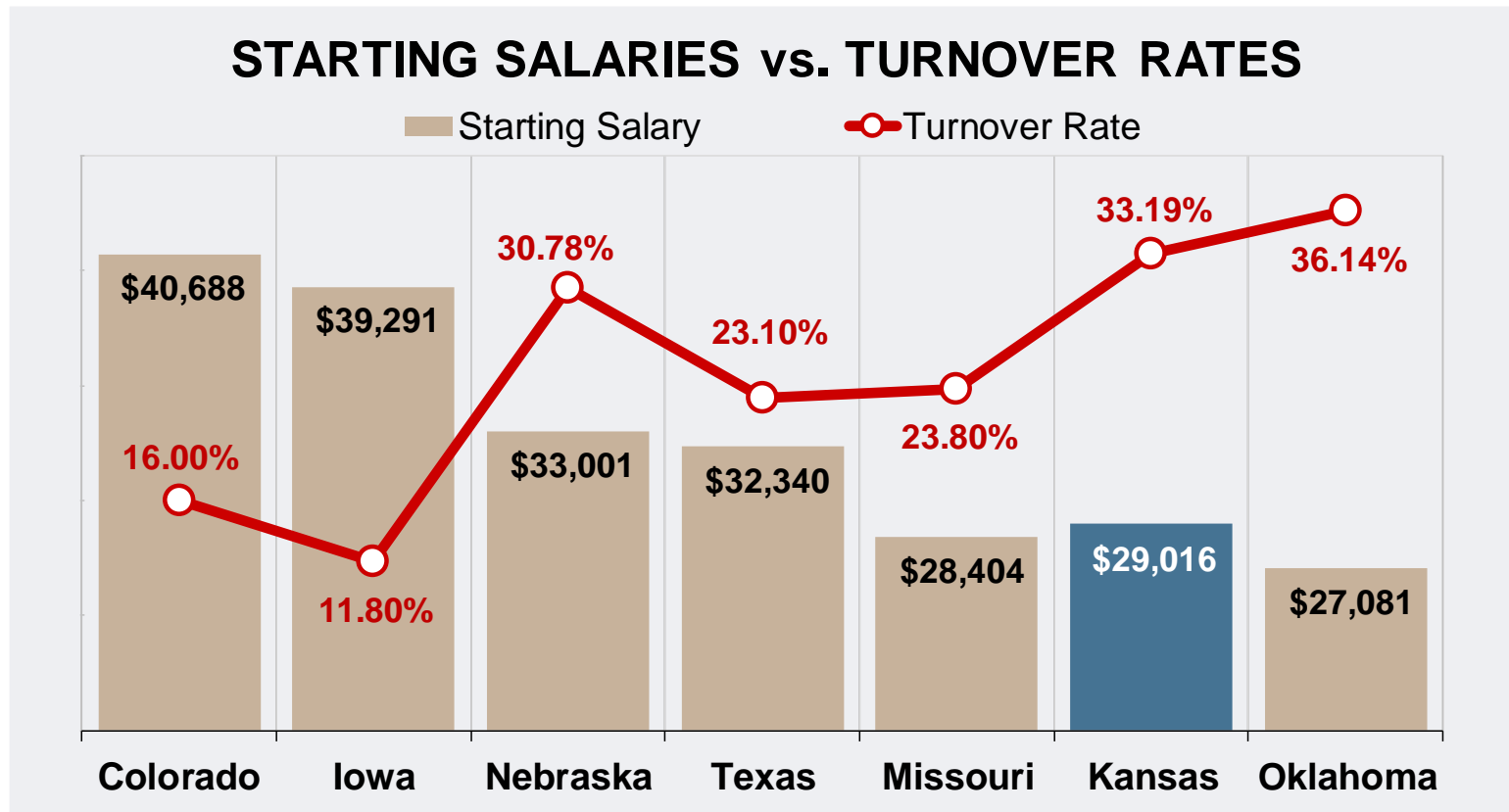
By Adult Correctional Facility and Parole | FY 2016

	FTE	Separations	Turnover Rate
Correctional Facility			
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%
Parole	111	27	24.32%
TOTAL	2,136	699	32.72%

KDOC Adult Uniformed Staff Turnover Rate



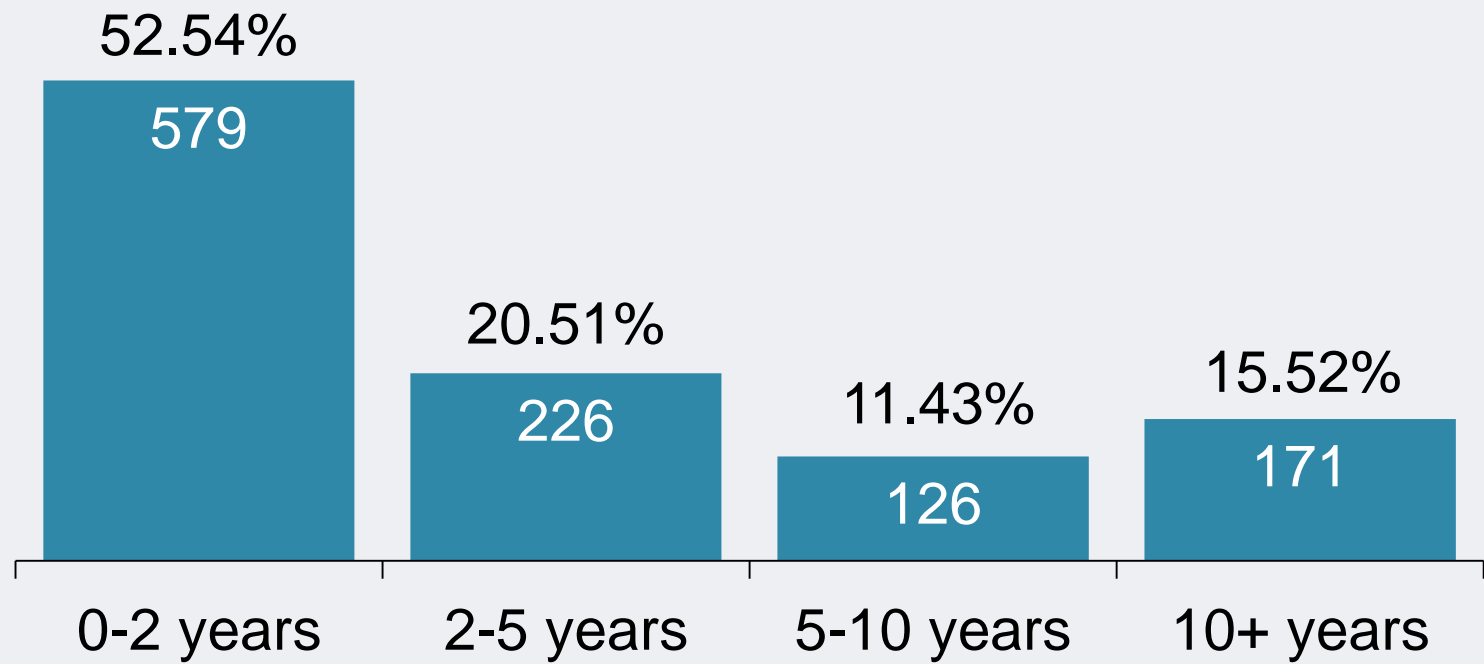
Uniformed Officer Turnover Rates



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

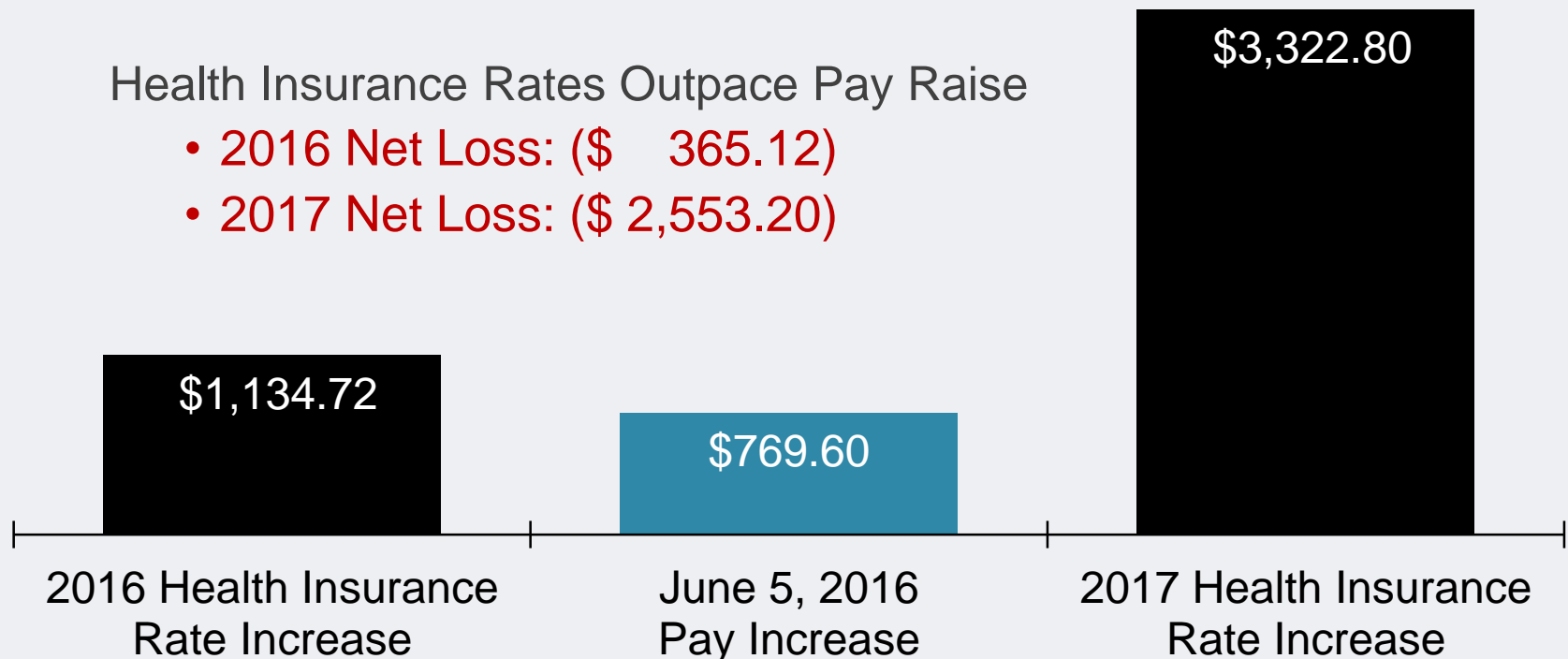
Pay Increase vs. Health Insurance Rates

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)





End