

**Proposal to Fund FY22 24/7 Facility Staff Pay Plan**

<b>New or existing program(s)?</b>	Existing program
<b>Description</b>	Gov. Laura Kelly recently announced new pay initiatives designed to address critical staffing shortages at several 24/7 State facilities, including Kansas Department of Corrections (KDOC) facilities, Kansas Department for Aging and Disability Services (KDADS) state hospitals and the Kansas Commission of Veterans Affairs Office (KCVAO) veterans’ homes. The plan, which is closely aligned with recent policy changes in other states such as <a href="#">Nebraska</a> and <a href="#">Missouri</a> , provides both long-term and temporary pay increases, including a permanent base pay increase and temporary pay differentials, with “differential pay” defined as extra compensation (premium pay) for employees during extraordinary times of staff shortages due to the COVID-19 pandemic.
<b>Budget requested</b>	<p><b>Total: Up to \$30.30M</b></p> <p><u>Hourly employees (Up to \$28.62M)</u></p> <ul style="list-style-type: none"> <li>• Four tiers of differential pay (premium pay) as follow: <ul style="list-style-type: none"> <li>○ Differential #1 (\$8.36M): All 24/7 Facility staff</li> <li>○ Differential #2 (\$4.96M): Uniformed KDOC security staff at 24/7 Facilities</li> <li>○ Differential #3 (\$1.82M): Nursing staff at 24/7 Facilities</li> <li>○ Differential #4 (\$7.04M): All staff working at 24/7 Facilities that are designated at “critical staffing levels” with 25% (or higher) vacancy rates</li> </ul> </li> <li>• Base pay increases for all KDOC-specific job classes and 24/7 nursing staff (\$6.44M)</li> </ul> <p><u>Salaried Employees</u></p> <ul style="list-style-type: none"> <li>• One-time allocation of hourly premium pay up to \$3,500 for salaried staff at KDOC, KDADS and KCVAO 24/7 facilities (Up to \$1.60M)</li> </ul>
<b>Proposed funding source</b>	ARPA – State Fiscal Recovery Funds
<b>Rationale</b>	Staffing shortages in State 24/7 Facilities have been exacerbated by the COVID-19 pandemic, and funding the pay plan is a necessary step to address the ongoing challenges brought on by the pandemic, prioritize public health and safety, and care for Kansas's most vulnerable populations.
<b>Allowability</b>	Current U.S. Department of Treasury <a href="#">guidance</a> identifies premium pay for essential workers—which includes 24/7 Facility staff—as an allowable use.

# State of Kansas: 24/7 Facility Staff Pay Plan

(Hourly Employees)

<p><b><u>Differential Four</u></b> 24/7 Facilities Designated as "Critical Staffing Levels"</p>	<p><b>Temporary</b> <i>(as designated)</i></p>	<p>\$2.50 per Hour for all 24/7 Facility Staff with 25% Vacancy Rate (or Higher) Employees Impacted: 1,991*</p>	<p><b><u>Cost (FY22)</u></b> \$7.04M*</p>	<p><b><u>Cost (FY23)</u></b> \$14.07M*</p>
<p><b><u>Differential Three</u></b> All 24/7 Facility Nursing Staff</p>	<p><b>Temporary</b></p>	<p>\$4.50 per Hour for all 24/7 Nursing Staff Employees Impacted: 300*</p>	<p><b><u>Cost (FY22)</u></b> \$1.82M*</p>	<p><b><u>Cost (FY23)</u></b> \$3.64M*</p>
<p><b><u>Differential Two</u></b> All KDOC Uniformed Security Staff</p>	<p><b>Temporary</b></p>	<p>\$2.00 per Hour for all KDOC Uniformed Security Staff &amp; Security Staff at LSH Employees Impacted: 1,703*</p>	<p><b><u>Cost (FY22)</u></b> \$4.96M*</p>	<p><b><u>Cost (FY23)</u></b> \$9.92M*</p>
<p><b><u>Differential One</u></b> All 24/7 Facility Staff</p>	<p><b>Temporary</b></p>	<p>\$1.50 per Hour for all 24/7 Facility Staff Employees Impacted: 3,904*</p>	<p><b><u>Cost (FY22)</u></b> \$8.36M*</p>	<p><b><u>Cost (FY23)</u></b> \$16.72M*</p>
<p><b>Base Pay Increase</b></p>	<p><b>Permanent</b></p>	<p><b>Base Pay Increases for <u>ALL</u> KDOC-specific Job Classes and 24/7 Nursing Staff</b> Employees Impacted: 2,355*</p>	<p><b><u>Cost (FY22)</u></b> \$6.44M*</p>	<p><b><u>Cost (FY23)</u></b> \$11.96M*</p>

Premium Pay	Temporary <i>(one-time)</i>	\$3,500 Premium Payments for <u>ALL</u> Salaried Employees at 24/7 Facilities Employees Impacted: 327*	<u>Cost (FY22)</u> \$1.60M*	<u>Cost (FY23)</u> N/A
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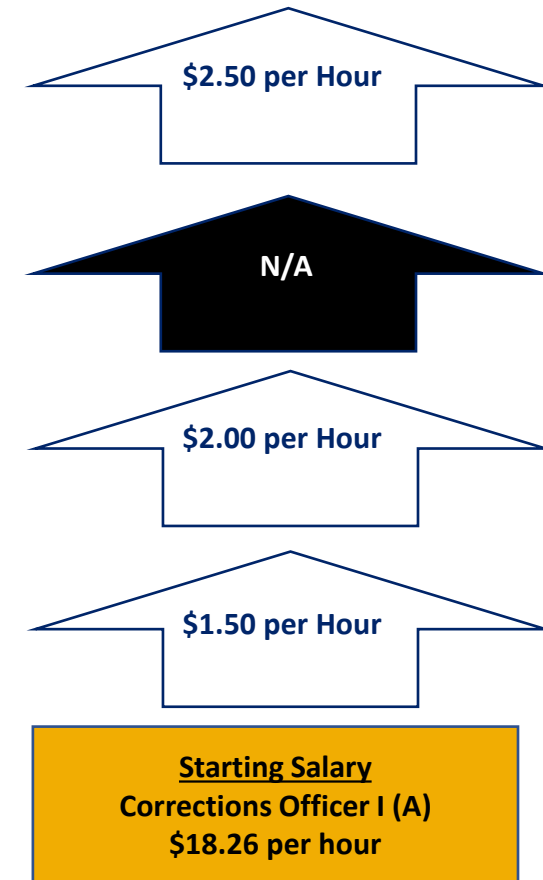
**Note:** Rather than providing hourly differentials for salaried employees, the State of Kansas has determined that premium pay—similar to a bonus—is the appropriate solution in order to avoid any potential issues with Treasury Guidance related to the source of funding and Federal Fair Labor Standards Act (FLSA) law. State law limits the value of bonuses that can be paid to an employee in a single Fiscal Year. Governor Kelly’s plan recommends the premium pay for salaried staff not exceed the equivalent bonus amount that is allowed under the current law.

# 24/7 Facility Pay Plan Example: *Corrections Officer I (A)*

## Pay Example: Corrections Officer I (A)

**New Net Hourly Rate**  
**Corrections Officer I (A)**  
 \$24.26 per hour  
*(Increase to \$24.70 after 3 months &  
 \$25.16 after 9 months)*

<b><u>Differential Four</u></b> 24/7 Facilities Designated as "Critical Staffing Levels"	Temporary <i>(as designated)</i>	\$2.50 per Hour for all 24/7 Facility Staff with 25% Vacancy Level (or Higher)
<b><u>Differential Three</u></b> All 24/7 Facility Nursing Staff	Temporary	\$4.50 per Hour for all 24/7 Nursing Staff
<b><u>Differential Two</u></b> All KDOC Uniformed Security Staff	Temporary	\$2.00 per Hour for all KDOC Uniformed Security Staff & Security Staff at LSH
<b><u>Differential One</u></b> All 24/7 Facility Staff	Temporary	\$1.50 per Hour for all 24/7 Facility Staff
<b>Base Pay Increase</b>	<b>Permanent</b>	<b>Base Pay Increases for <u>ALL</u> KDOC-specific Job Classes and 24/7 Nursing Staff</b>



## Pay Example: Corrections Officer II

<b><u>Differential Four</u></b> 24/7 Facilities Designated as "Critical Staffing Levels"	Temporary <i>(as designated)</i>	\$2.50 per Hour for all 24/7 Facility Staff with 25% Vacancy Level (or Higher)
<b><u>Differential Three</u></b> All 24/7 Facility Nursing Staff	Temporary	\$4.50 per Hour for all 24/7 Nursing Staff
<b><u>Differential Two</u></b> All KDOC Uniformed Security Staff	Temporary	\$2.00 per Hour for all KDOC Uniformed Security Staff & Security Staff at LSH
<b><u>Differential One</u></b> All 24/7 Facility Staff	Temporary	\$1.50 per Hour for all 24/7 Facility Staff
<b>Base Pay Increase</b>	<b>Permanent</b>	<b>Base Pay Increases for <u>ALL</u> KDOC-specific Job Classes and 24/7 Nursing Staff</b>

**New Net Hourly Rate**  
**Corrections Officer II**  
**\$27.13 per hour**

\$2.50 per Hour

N/A

\$2.00 per Hour

\$1.50 per Hour

**Starting Salary**  
**Corrections Officer II**  
**\$21.13 per hour**

# 24/7 Facility Pay Plan Example: *Mental Health/Developmental Disability Technician (MHDDT)*

## Pay Example: MHDDT

<b><u>Differential Four</u></b> 24/7 Facilities Designated as "Critical Staffing Levels"	Temporary <i>(as designated)</i>	\$2.50 per Hour for all 24/7 Facility Staff with 25% Vacancy Level (or Higher)
<b><u>Differential Three</u></b> All 24/7 Facility Nursing Staff	Temporary	\$4.50 per Hour for all 24/7 Nursing Staff
<b><u>Differential Two</u></b> All KDOC Uniformed Security Staff	Temporary	\$2.00 per Hour for all KDOC Uniformed Security Staff & Security Staff at LSH
<b><u>Differential One</u></b> All 24/7 Facility Staff	Temporary	\$1.50 per Hour for all 24/7 Facility Staff
<b>Base Pay Increase</b>	<b>Permanent</b>	<b>Base Pay Increases for <u>ALL</u> KDOC-specific Job Classes and 24/7 Nursing Staff</b>

**New Net Hourly Rate**  
MHDDT  
\$20.16 per hour

\$2.50 per Hour

N/A

N/A

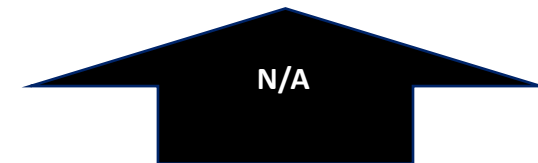
\$1.50 per Hour

**Starting Salary**  
MHDDT  
\$16.16 per hour

## Pay Example: Registered Nurse

<b>Differential Four</b> 24/7 Facilities Designated as "Critical Staffing Levels"	Temporary <i>(as designated)</i>	\$2.50 per Hour for all 24/7 Facility Staff with 25% Vacancy Level (or Higher)
<b>Differential Three</b> All 24/7 Facility Nursing Staff	Temporary	\$4.50 per Hour for all 24/7 Nursing Staff
<b>Differential Two</b> All 24/7 Uniformed Security Staff	Temporary	\$2.00 per Hour for all KDOC Uniformed Security Staff & Security Staff at LSH
<b>Differential One</b> All 24/7 Facility Staff	Temporary	\$1.50 per Hour for all 24/7 Facility Staff
<b>Base Pay Increase</b>	<b>Permanent</b>	<b>Base Pay Increases for ALL KDOC-specific Job Classes and 24/7 Nursing Staff</b>

**New Net Hourly Rate**  
Registered Nurse  
\$39.30 per hour



**Starting Salary**  
Registered Nurse  
\$30.80 per hour