

<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)  Employees Impacted: 2,381*	<u>Cost (FY22)</u> \$8.31M*	<u>Cost (FY23)</u> \$14.41M*
<b>Differential Three</b> All 24/7 Facility Nursing Staff		Temporary	\$4.50 per Hour for all 24/7 Nursing Staff  Employees Impacted: 349*	<u>Cost (FY22)</u> \$2.23M*	<u>Cost (FY23)</u> \$3.87M*
<b>Differential Two</b> All KDOC Uniformed Security Staff		Temporary	\$2.00 per Hour for all KDOC Uniformed Security Staff & Security Staff at LSH  Employees Impacted: 1,933*	<u>Cost (FY22)</u> \$5.88M*	<u>Cost (FY23)</u> \$10.19M*
<b>Differential One</b> All 24/7 Facility Staff		Temporary	\$1.50 per Hour for all 24/7 Facility Staff  Employees Impacted: 4,138*	<u>Cost (FY22)</u> \$9.88M*	<u>Cost (FY23)</u> \$17.12M*
<b>Base Pay Increase</b>	<b>Permanent</b>	<b>Base Pay Increases for ALL KDOC-specific Job Classes and 24/7 Nursing Staff</b>  Employees Impacted: 2,407*		<u>Cost (FY22)</u> \$6.53M*	<u>Cost (FY23)</u> \$11.49M*

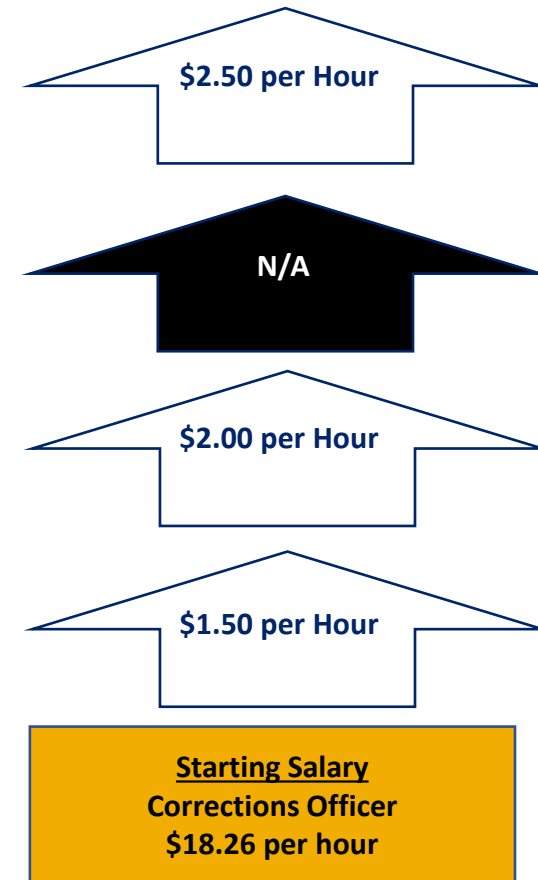
Bonuses	One-Time	\$3,500 Bonuses for <u>ALL</u> Salaried Employees at 24/7 Facilities Employees Impacted: 331*	<u>Cost (FY22)</u> \$1.62M*	<u>Cost (FY23)</u> N/A
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Note: Rather than providing hourly differentials for salaried employees, the State of Kansas has determined that bonuses are the appropriate solution in order to avoid any potential issues with Federal Fair Labor Standards Act (FLSA) law. State law limits the amount of bonuses that can be paid to an employee in a single Fiscal Year. Governor Kelly's plan recommends the maximum bonus for salaried staff that is allowed under the current law.

**Pay Example: Corrections Officer**

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

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<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 ALL KDOC-specific Job Classes and 24/7 Nursing Staff</b>



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

## Pay Example: Mental Health/Developmental Disability Technician

<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 KDOC 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>	Permanent	Base Pay Increases for <u>ALL</u> KDOC-specific Job Classes and 24/7 Nursing Staff

**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

# 24/7 Facility Pay Plan Example: Registered Nurse

## Pay Example: Registered Nurse

<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 24/7 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**  
Registered Nurse  
\$39.30 per hour

\$2.50 per Hour

\$4.50 per Hour

N/A

\$1.50 per Hour

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