

SPECIAL COMMITTEE ON FEDERAL AND STATE AFFAIRS

June 10 and 11, 1975

Members Present

Senator Neil Arasmith, Chairman
Representative Lloyd Buzzi, Vice-Chairman
Senator Arden Booth
Senator Charles Wilson
Representative Eugene Anderson (June 10 only)
Representative Carlos Cooper
Representative Paul Feliciano
Representative Tom Slattery
Representative James Ungerer

Staff Present

Russell Mills, Legislative Research Department
Mary Torrence, Revisor of Statutes Office

Conferees

Dorothy Thompson, Office of Affirmative Action, Kansas State University
M. Jane Brown, Office of Affirmative Action, Kansas State University
Marilyn Whitaker, Office of Affirmative Action, Kansas State University
Laurel Wise, Office of Affirmative Action, Kansas University
Martin Sherman, Kansas University
Lee Tadtman, Personnel Director, Kansas State University
Cora Hobbble, Kansas Commission on the Status of Women
Alvin Knett, Equal Opportunity Office, Department of Social and Rehabilitation Services
Lowell Long, Director of Personnel, Department of Administration
W. Keith Weltmer, Secretary of Administration
Representative Ken Marshall
Veryl Switzer, University Minority Affairs, Kansas State University

Conferees (Cont'd.)

Pam Cooper, Equal Opportunity Officer, Department of Administration
Ruben Corona, El Centro De Servicios Para Mexicanos
Tony Lopez, Executive Director, Kansas Commission on Civil Rights

June 10, 1975

Proposal No. 17 - Sex-Based
Inequities in the State
Pay Plan

The meeting was called to order by the chairman at 9:30 a.m. He addressed the Committee on the rules on governing interim Committee meetings and gave the Committee the dates of future meetings. The chairman explained that the topic for the agenda for the meeting today was Proposal No. 17, which deals with sex based inequities in Civil Service pay scales. He explained that the study was prompted by a letter from Ms. Dorothy Thompson, Office for Affirmative Action, Kansas State University, to the Governor and Representative Luzzati. He asked that the Committee look at the proposal from the standpoint of determining if there is a problem. He told the Committee that he had received a letter from the League of Women Voters stating they would be in support of any action taken to assure equal employment opportunity. (Attachment I).

The following individuals from the Office of Affirmative Action, Kansas State University, were introduced: Dorothy Thompson, M. Jane Brown, and Marilyn Whitaker.

Ms. Thompson representing the Commission on the Status of Women at KSU, appeared before the Committee with a prepared statement. (Attachment II). She stated that the Commission is charged with acting as an advisory group to the University's Affirmative Action Program as mandated by Federal Executive Order 11246, and that among the obligations under an affirmative action program, is the obligation to examine the pay practices to assure that there are no sex-based disparities in salaries or rates of pay. Ms. Thompson distributed an analysis prepared by the Commission, with some recent updating, to the Committee. She explained that the Commission has completed this analysis in April of 1974 when Mr. Lowell Long, Director of the State Division of Personnel, asked state agencies for recommendations for changes in the state's pay plan, and that the analysis had been forwarded to Mr. Long at that time.

Ms. Thompson stated that the Commission believes that this material supports the contention that classifications within the pay schedule in which women predominate, largely office and

clerical classes, are improperly aligned within the pay schedule. She stated that the Commission also believes that the changes in the plan approved by the last session of the legislature work to increase these internal inequities. She stated that a clear pattern emerges from this analysis: classifications in which women predominate require more education and experience, for the same pay, than do classification in which men predominate. She stated that since greater education and experience are needed to perform within many classifications held predominantly by women, it would seem only just that these classifications be more equitably realigned within the pay scale.

Ms. Thompson stated that the Commission would like to point out the effect of two features of the new salary schedule on jobs held predominantly by women or men at Kansas State University. Ms. Thompson noted that special authorization was granted to clip the salary ranges for 57 labor and trade classes. This means that the starting salary for these classes will be step C, skipping steps A and B, and that current employees in steps A and B will automatically be moved to step C. No secretarial or clerical classes were assigned the shortened schedule. She pointed out that this means, for example, that in range 8, a Laborer II (no education or experience necessary) starts at step C and reaches the top of the salary range two years before a Clerk-Steno II (high school graduate plus 1-3 years experience). She noted too, that the clerical and secretarial classes, unlike the labor classes, further require a Civil Service examination as a condition of employment. Ms. Thompson also pointed out that 112 classifications, largely professional, were moved up one salary range. Again, no range adjustments were made for any clerical or secretarial classifications to bring them into line with jobs having similar education and experience requirements.

In summary, Ms. Thompson stated that this analysis indicated the following needs: recruitment of women for all types of positions; validation of Civil Service tests and other qualifications for employment and promotion to assure that they are job-related; a review of the classification of jobs performed by women; development of career ladders that allow movement from clerical and secretarial positions to other kinds of jobs. Finally, that it is important that state-level efforts be made to help employees in personnel and supervisory positions, to examine attitudes toward the employment of women and to give them greater guidance in understanding and carrying out their responsibilities to assure equal opportunity for women in the State's Civil Service System.

Ms. Thompson was asked whether in their review of the situation at Kansas State they had found the situation different than in the past, or if the situation was a long standing one. She stated that the situation had always existed, but the changes in the plan approved by the legislature had not been beneficial

to the people on the bottom of the pay scale. She pointed out that a percentage increase does not benefit the people with the lower salary as much as the people with the higher salary. She stated that in their opinion many of these classification should not be in the same salary range in the first place.

In response to a question Ms. Thompson stated that they had received complaints that women had applies for jobs held predominantly by men and been denied employment at the upper levels. She said that someone from the outside is often brought in rather than promote from within.

Ms. Thompson was asked whether there were efforts being made to recruit women for many of these jobs. She stated that there was some recruitment effort, but that there was no training program to give women the training needed. She stated that they believed that there was a need for training for the high skilled areas to give women and minorities access to these trades that they do not get in private industry.

In response to a question, Ms. Thompson stated that they were definitely concerned about the professional positions. She stated that salary discrimination in colleges and universities has long been a problem, that women are less well paid and promoted more slowly. She stated that they have been working on these problems for three years and that some progress has been made.

Ms. Thompson was asked if women were applying for the labor jobs, and men for the clerical jobs. She responded that some were. She said that there seems to be a reluctance to hire men for the clerical positions. She said that the number of women applying for the labor jobs would be less than 10%.

Ms. Thompson was asked if they had considered a merit salary increse system. She stated that had been considered and that they felt it was a laudable concept.

Ms. Thompson was asked if she felt that this was a matter that required legislation. She responded that it would probably be up to the State Division of Personnel, perhaps with legislative prompting.

Ms. Thompson was asked if there had been any studies done to compare civil service salaries and classifications with private industry. She stated that they had not done a comparison and that the figures statewide were not available to them.

In response to a question, Ms. Thompson said that there was quite a high turnover rate for women, but that is usually true of low paying jobs and if the pay were higher the turnover would not be as high.

Ms. Thompson was asked if civil service did not use on-the-job training. She stated that there was some on-the-job

training, but that there were no job training programs. She stated that she felt that Proposal No. 17 and Proposal No. 19, which deals with the hiring of minorities, should be combined because the two are so closely related, and that minority women often face a double jeopardy. She stated that testing is something that needs a great deal of attention, and that the tests need to be validated to find if they fulfill any actual purpose.

Ms. Brown pointed out that the civil service examinations utilized the Veterans Preference System, whereby a veteran is given 10 points because he is a veteran, and with the "rule of 5", it is not unusual for the top five to be composed mostly of veterans who might not be there if it were not for the ten points.

Ms. Whitaker stated that the state does not give merit increases, that everyone gets a yearly increase regardless of performance, and that merit increases should be looked into.

It was pointed out by a member of the Committee that the "rule of 5" was put into effect to do away with political patronage.

Ms. Laurel Wise, Office of Affirmative Action, Kansas University, was introduced. Ms. Wise told the Committee that due to the fact that they did not learn of the meeting until too late to prepare a statement, they would like to be asked to return to the Committee at a later date to testify further. She stated that she represents an organization at Kansas University which represents the office and clerical workers. She stated that KU compares second last only to Oklahoma in salaries in the Big 8 Universities.

Martin Sherman, Kansas University, was introduced. He told the Committee that he felt that the civil service examination was not job-related on the job for which he was hired, and pointed out that on-the-job training does not accomplish anything unless you have first fulfilled the qualifications for the position. He stated that the testing has no relevance because all jobs under the same classification will have completely different duties and that he felt that the test should be made relevant to the position. Mr. Sherman stated in response to a question that the discrimination seems to come in the job interview rather than in the testing. Mr. Sherman was asked if he felt there was discrimination in reclassifying jobs. He stated that it was extremely difficult to get a job re-classified, and that there were very few job classifications in the higher classification.

Lee Tadtman, Personnel Director, Kansas State University, was introduced to the Committee. He told the Committee that under the Civil Service System an employee can move up the career ladder without taking the Civil Service exams. He stated that if a position opens up, and an employee qualifies for it, he can be considered without taking the exam. He stated that each Civil Service exam has certain qualifications that must be met.

Mr. Sherman stated that it was his understanding that you can move into a higher classification, but that the next time the exam was given you would be required to take it. He said that the people on the list were given first consideration.

Mr. Tadtman was asked if he felt the "rule of 5" was discriminatory. He stated that he felt that the "rule of 5" was not good, that he felt having all people who are qualified available is certainly better. He stated that he was not certain whether the testing was or was not related to the job. He was asked if under the "rule of 5" anything other than a person's test score was taken into consideration. He stated that each person responsible for hiring would probably have different guidelines, but that under the "rule of 5", they are limited to a very few people.

Ms. Cora Hobble, Kansas Commission on the Status of Women, was introduced to the Committee. Ms. Hobble told the Committee that in a 1968 study of just one department there was only one woman in an administrative position. She stated that she does not believe that the system works.

Mr. Alvin Knett, Equal Opportunity Officer for the Department of Social and Rehabilitation Services, was introduced to the Committee. He stated he felt that it was impossible to accomplish Affirmative Action by promotion from within. He pointed out that this denies access to jobs to minorities. He stated that systematic discrimination is built in when the job classifications are too high and that many job classifications should be re-classified. Mr. Knett was asked if he felt that promoting minorities would cause employees to resign. He stated that he felt you would find much less of this than you would have a few years ago. A member of the Committee pointed out that not promoting from within could be considered discrimination against the employees already within the system.

Afternoon Session

Mr. Lowell Long, Director of Personnel, Department of Administration, was introduced to the Committee. Mr. Long explained to the Committee that the pay plan of the State of Kansas was adopted in 1970. He stated that the ranking and graduation of jobs was done originally by a consulting firm with some modifications made by the State Finance Council. (Attachment IIA).

Mr. Long stated that in the spring of 1974, the Division of Personnel undertook a major review of the pay plan. He said the review consisted of a salary study of other public and private employers for selected bench mark jobs, extensive meetings with

state agency representatives to review pay problems that they wished to comment on, and review of a host of other kinds of pay data, such as starting pay for college graduates in various disciplines, changes in Consumer Price Index, other national or regional pay studies, and attention to their own experience in recruiting and retaining employees. He said the Division of Personnel submitted a package of recommendations for pay changes in the classified service, and that, although these recommendations as such were not adopted, they did have an impact on those recommendations which were finally adopted.

Mr. Long stated that this particular kind of pay plan has been recommended by Public Administration Services in a large number of public jurisdictions in this country during the last twenty to twenty-five years. He said that while in many respects this particular kind of pay plan has been a reasonably satisfactory kind of vehicle in order to respond to compensation problems in public service, it does have some deficiencies and these problems have in some instances become more acute in recent years, especially as a result of collective bargaining pressures in public service.

Mr. Long stated that during the course of the 1974 review, they gave serious consideration to recommending a totally separate pay plan for labor and trade classes. He said that in a good many public jurisdictions single integrated pay plans have served their usefulness and are being discarded in favor of other approaches. He said there is no compelling reason why one pay plan has to be or needs to continue to be the only method of compensation for state employees. Mr. Long said that in general terms, there should probably be two or three separate pay plans: one for professional and managerial classes and one general service schedule for the balance of our job classes. He said that different kinds of work frequently require different kinds of pay response and a mix of pay plans rather than a single universal schedule has a considerable amount of merit to it.

A member of the Committee asked Mr. Long to explain what he meant when he referred to collective bargaining pressures. Mr. Long explained that a few years ago the legislature passed a law which gave public employees the right to meet and confer with employers on wages, hours, job conditions, etc. He said that there are approximately twenty organized units representing state employees that meet and confer with the state.

In response to a question, Mr. Long stated that there are approximately 40,000 people employed by the state, but that he did not know what percentage would be ethnic minority groups. He said that it would be hard to say whether the state had been fair to minorities in hiring. He said that salary ranges were set up by the Division of Personnel with final approval by the State Finance Council. He said that the basic plan has been changed three times since 1970, but that the relative grading and ranking of jobs has remained the same.

A member of the Committee asked Mr. Long who sets up the civil service exams and what they are intended to accomplish. He stated that they are set up by the personnel office. He said if a job classification calls for certain skills, these skills are tested. He said that there has been practically no use of general intelligence tests.

Mr. Long was asked if Ms. Thompson's study would be applicable on a state-wide basis and said that he did not feel that it would be substantially different. When asked if there were any plans for ongoing study in this area, Mr. Long stated that there were none at the moment. He stated that sometime this fall the levels and adequacies of pay would be discussed and reviewed. Mr. Long was asked what the personnel department was doing to establish a performance rating system. He stated that all employers are required to rate their employees on their performance. He said that there is some question as to the success of this.

Mr. W. Keith Weltmer, Secretary of Administration, was introduced to the Committee. Mr. Weltmer explained that the original concept of the 1975 pay raise was to give more money at the lower levels, but that they ran into a problem by doing that. He said that one plan would have given more money to the lower ranges than to their supervisors. When asked if any state employees had expressed any appreciation, he said that they had received no complaints.

Mr. Weltmer was asked what had prompted them to use the clipped schedule for the 57 trade classifications. He stated that this was in order to be competitive with the private sector. A Committee member asked if there was a higher turnover in the trade classifications than the clerical. Mr. Long stated that, in his opinion, there was.

Mr. Weltmer volunteered to draft a statement for the Committee stating what changes his department is trying to get accomplished that would solve some of these problems and submit it to the Committee at the next meeting. The chairman said that the Committee would greatly appreciate this.

The meeting was recessed until 9:30 a.m., June 11, 1975.

June 11, 1975

Proposal No. 19 - Treatment of
Minority Employees

The chairman told the Committee that the topic for this meeting was Proposal No. 19 -- concerning the treatment of minority employees in state government.

Representative Ken Marshall was introduced to the Committee. Mr. Marshall stated that he was appearing before the Committee because a good many people had been in contact with him during the 1975 Session in regard to hiring and treatment of minorities in state government.

Mr. Marshall stated that he believes that "rule of 5" is unjust and unfair. He said that he believes that if we give people the opportunity they can be useful citizens, and this rule does not give them the opportunity.

Mr. Marshall cites an example of a young lady who had been in touch with him who was required to sign statements that were not required by all employees in the department in which she was employed.

He cited the example of two young men whom he felt had been unfairly laid off from state employment and were now on welfare. Mr. Marshall stated that he felt there was something wrong with our system if we are going to create welfare in our own government.

Mr. Marshall gave the Committee several documents relating to minority employees in the State Highway Commission (Attachment III) and the Department of Social and Rehabilitation Services (Attachment IV).

Mr. Marshall pointed out to the Committee that Governor Docking had asked the legislature to repeal the law of the "rule of 5" during his administration. He urged the Committee to seriously look into the hiring practices of the state. He stated that in his opinion the only reason the unfair practices exist is because the legislature allows them to exist.

In response to a question, Mr. Marshall stated that he had not seen very many minorities employed by the state, and that the federal laws regarding the hiring of minorities do not apply to the state.

Mr. Marshall was asked what he felt should be substituted for the "rule of 5". He cited the example of the Real Estate Commission which required only that you make a score of 80 on their test to be considered competent. He said that he could see no reason to ask that people be more than competent. Mr. Marshall was asked if he felt testing should be eliminated completely. He stated that he did not, but that a passing score should be all that is required. He stated that with the "rule of 5", most of these people never get to the interview situation.

Ms. Pam Cooper, Equal Opportunity Office, Department of Administration, was introduced to the Committee. She was asked if elimination of the "rule of 5" would make it easier for an employer not to hire minorities if that was his desire. Ms.

Cooper stated that eliminating the "rule of 5" would make this possible, but that their flexibility of the "rule of 5" already makes this possible. She stated the problem was not that the minorities were not passing the test, it was that they were never getting to the interview stage. In response to a question, Ms. Cooper said that the elimination of the "rule of 5" would permit patronage, but that she felt that this already exists and that would not be enough reason to keep the majority of minorities out of the system. Ms. Cooper stated that she understood that in the past the entire list was certified and that this system had worked.

In response to a question, Ms. Cooper stated that her department was attempting to validate the testing, but that this would take a great deal of time. She stated that this Committee could possibly encourage further test validation. When asked how she felt the current situation compared with the situation twenty years ago, Ms. Cooper stated that she felt that the over-all picture had probably not changed that much.

Mr. Ruben Corona, El Centro De Servicios Para Mexicanos, was introduced. Mr. Corona cited examples of employees who had come to him but requested that their names not be used because of possible retaliations. He stated that many employees had told him that they had been told that there was no grievance procedure for them to use. Mr. Corona told the Committee that it has been proven that in the case of minorities, testing is not accurate. He stated that it was not always possible to test which person would be the most productive employee. He said that in cases of the Mexican-American, who does not readily understand English, the tests put them at a disadvantage. He said that their organization had found that their most successful people had left the state and were living in other areas. He said that we speak of not being able to find qualified people, but we drive the qualified people out by not allowing them to find adequate work.

Ms. Cooper informed the Committee that she would make available to the Committee later statistics breaking down the state employees into classifications and the number of minorities in those positions. (Attachment V).

In response to a question, Mr. Corona stated that he felt that the biggest problem was probably in access to employment in state government. He stated that he felt that they had had some success in helping the Mexican-American get access to state employment.

Mr. Veryl Switzer, Associate Dean for University Minority Affairs, Kansas State University, was introduced. Mr. Switzer told the Committee that under their Affirmative Action Program at Kansas State a utilization analysis was conducted according to the availability of minorities in the employment pool to determine whether or not minorities were underutilized in the various classified work categories. After determination

was made that minorities were underutilized in specific areas, goals and timetables were established to overcome the underutilization of minorities through efforts of an Affirmative Action recruitment program. (Attachment VI).

Mr. Switzer stated that, although the University has had an Affirmative Action Plan since May, 1973, no significant change has occurred in utilization of minorities in the university's classified work force. He stated that in April, 1973, minorities had an underutilization of 70.7, and that in April, 1975, the underutilization was 58.7. Mr. Switzer stated that they are overutilizing minorities as service workers and other entry level employment positions.

Mr. Switzer stated that he felt that the following factors had been the most detrimental to their efforts to increase utilization:

1. The State Civil Service testing system may not be geared to many of the classified job categories.
2. The State Civil Service Personnel's referral system needs to be revised. (Five top scores on register.)
3. The problem of identifying minorities on state civil service registers.
4. The lack of a concerted effort state-wide to place minorities in communities where the minority population is limited numbers.
5. A tight job market due to the economic recession forcing employees to accept jobs below their level of training.
6. A negative reaction by many employers to the Affirmative Action concept. In addition, employers are fearful of lawsuits by minorities charging unfair employment treatment if hired.
7. Inadequate inservice training programs for state employees responsible for hiring and promoting members of racial minority groups.
8. Lack of training programs to upgrade and retain minorities for traditional and non-traditional positions in the state system.
9. Lack of a coordinated effort to establish adequate procedures to fully implement the Affirmative Action recruitment program for classified civil service personnel.

Mr. Switzer further stated that he considers the state-wide standardized testing program for classified personnel to have several inequities as it affects racial minorities. He said that in the labor series and technical skills areas some test results are not job related. He felt that experience, potential and training would more adequately meet the standards for employment. Mr. Switzer stated that with the "rule of 5", if an employer decides that he or she does not want minorities on their work force, it is expedient to select any one of the other candidates.

Mr. Switzer recommended the development of a mechanism to properly identify racial minorities in a state-wide recruitment pool to assist local state agencies and institutions to meet their Affirmative Action goals and timetables of utilizing minorities in their work forces.

Mr. Switzer stated that in most instances at Kansas State University they are overutilizing minorities in entry level jobs such as service workers. He stated that unless training programs are developed, we cannot expect to significantly increase our minority staff through promotional channels. Mr. Switzer stated that he felt that an inservice program on human relations is essential to overcome myths and stereotypes.

A member of the Committee asked Mr. Switzer if he knew of employees being unfairly treated. He stated that he had had feedback, but that there were so few minorities employed that most do not have the job experience needed to be eligible for promotion and that he felt that there was a need for ongoing training to provide upward mobility. When asked if he felt that promotion from within was discriminatory to minorities outside the system, Mr. Switzer said that he would like to see more minorities employed, but that he felt that there was a need for ongoing training as well. He stated that he felt that there should be a state wide applicant pool to enable the smaller communities to identify the minority talent. In response to a question, Mr. Switzer stated that private industry should access to this pool if this presented the best opportunity to the candidate. When asked if other states had implemented such a plan, Mr. Switzer stated that he felt that Kansas might be slightly unique, because of the limited number of minorities, and that it had the opportunity to solve these problems before they became insurmountable as they had in other states. Mr. Switzer was asked if he felt the state vocational schools could be utilized for these training programs. He stated that he felt that every community should have a vocational school. He said that the present schools cannot handle all the students who could take advantage of them and that often the standards of admittance are too high.

Mr. Tony Lopez, Executive Director, Kansas Commission on Civil Rights, was introduced. (Attachment VII). Mr. Lopez referred to a 1971 survey done by the KCCR on minorities in state employment. The results of that survey showed that 91.53% of the state

employees were white. Mr. Lopez stated that although the number of minorities has increased, it has not increased as rapidly as the number of whites, and that it has in fact decreased in the past four years. Mr. Lopez stated that the commission noted that there were significant classifications in which these minorities were utilized. Sixty three point four percent of all blacks work in five of 112 agencies, 32.5% of the of the Mexican-American employees are employed in health and food services, 48 of 112 agencies have 100% white forces. Mr. Lopez stated that the 1971 survey does show a definite underutilization as of March, 1971.

Mr. Lopez stated that the KCCR does have a state-wide pooling on a specific level. the KCCR has a survey of college graduates that he felt has been quite effective.

Mr. Lopez stated that the KCCR has one of two tests that have been validated. He said that the validation was a result of complaints. He stated that test validation was costly and did take considerable time, but that he felt that all test mechanisms need to be validated.

Mr. Lopez stated that he felt that the "rule of 5" is a definite roadblock fo the pursuit of affirmative action. He stated that if an employer is aware of the fact that he is underutilizing minorities, the "rule of 5" makes it impossible for him to reach the minorities to correct that situation.

Afternoon Session

Mr. Lopez stated that he felt that Kansas needs a state-wide affirmative action plan. He said that the Kansas Supreme Court has stated that when there are finding of discriminations you must establish goals and timetables and quotas until that deficiency is corrected. When asked if he felt the state was fulfilling that obligation, Mr. Lopez stated that he did not feel that it was along the guidelines he had referred to. Mr. Lopez was asked about the attitudes of employers and stated that education programs were a very important part of an affirmative action program. Mr. Lopez further stated that it was not the intent of the KCCR to advocate quotas. He said he was aware of several agencies that had set up their own Affirmative Action programs. He stated that the Department of Administration was cooperating with the KCCR and that he felt that there was a very definite concern.

Mr. Weltmer was asked if the Department of Administration had any plans for the validating of the civil service tests. Mr. Weltmer stated that there was a study underway and that he definitely felt that some of these tests were discriminatory, but that validating the tests would take considerable time. He stated that they hoped to have an affirmative action plan out in the next several weeks that would be applicable state-wide.

Mr. Long stated that federal guidelines for public jurisdictions still have not been set up. He said that in the spring of 1974, the state had signed a technical assistance agreement with the United States Civil Service Commission, whereby they asked them to identify the areas that need attention. He stated that one of the areas that they had identified was the area of job requirements. When asked if there was any action taken by his department, Mr. Long stated that they were in the process of preparing an affirmative action program. He said that they had added a person to the examination staff for the purpose of college recruitment, emphasizing the hiring of women and minority students. He stated that they had underway test validation for several of the tests, and that they were in the process of reviewing the educational requirements. He stated that they felt that many of the tests were applicable to the jobs, but that they did not have the statistics to prove this.

Mr. Long further stated that he felt that this was an area for constant improvement and attention. He said that he felt that part of the problem was that recruitment was not as systematic or organized as it should be, and that job requirements have to be altered before many of these other steps can be evaluated.

Mr. Long was asked what the state's policy was regarding grievances. He stated that it was up to each department to set up its own guidelines on this, but that as far as state policy was concerned, there was no reason why an employee should not submit any grievance that he or she might have.

After Committee discussion, Representative Cooper moved that the staff request representatives of the department referred to in today's testimony be asked to appear at the next Committee meeting to obtain both viewpoints. Representative Feliciano seconded the motion. Motion carried.

Chairman Arasmith suggested that the Committee members use the time until the next meeting to talk to state employees and get their viewpoints on this issue.

Representative Feliciano suggested that the Department of Administration make available to the Committee a brief background on civil service.

Chairman Arasmith informed the Committee that the next meeting would be at 9:30 a.m., June 24, 1975.

The meeting adjourned.

Prepared by J. Russell Mills, Jr.

Approved by Committee on:

James R. Mills, Jr.
(Approved)

Attachment I
LEAGUE OF WOMEN VOTERS OF KANSAS



Affiliated with the
League of Women Voters of the United States

June 4, 1975

The Honorable Neil H. Arasmith, Chairman
Federal and State Affairs Committee
The Statehouse
Topeka, Kansas 66612

Dear Senator Arasmith:

The League of Women Voters of Kansas, an organization of over 1400 members, is interested in the hearings to be held by the Federal and State Affairs Interim Committee on the sex-based inequities in the state's classified pay scale. Also of concern to us is the entire treatment of minorities.

The League supports equal rights for all, regardless of race or sex, and believes that all persons should have equal access to opportunities for employment. If there are openings in certain job classifications, there should be no discrimination in the hiring policy. If persons are performing the same work, they should receive the same pay. Since the State of Kansas is the employer of the largest number of persons in the state, it should set an example in its hiring policies and abide by the laws concerning discrimination already in the statutes.

The League requests that this letter be filed with the record of the hearing.

Sincerely yours,

Mary Ann Bradford

Mary Ann Bradford, President
1809 Webster Avenue
Topeka, Kansas 66604

STATEMENT TO THE COMMITTEE ON FEDERAL AND STATE AFFAIRS
OF THE LEGISLATURE BY THE COMMISSION ON THE STATUS OF WOMEN,
KANSAS STATE UNIVERSITY, June 10, 1975

Subject: Sex-Based Inequities in the State Classified Civil Service and
Pay Scale

The Commission on the Status of Women at Kansas State University is charged with acting as an advisory group to the University's Affirmative Action Program as mandated by Federal Executive Order 11246. Among the obligations under an affirmative action program, is the obligation to examine pay practices to assure that there are no sex-based disparities in salaries or rates of pay. Kansas State presently has 1480 Civil Service Employees, of whom approximately 58% are women. Because these employees work under the State's civil service pay system, at first glance it would appear that there is no possibility of sex discrimination in pay. However, since employment policies that appear fair on their face may, in fact, have a discriminatory effect, the Commission members decided to examine in more detail the State Civil Service pay scale for men and women at Kansas State.

The analysis that we did, with some recent updating showing the changes effective July 1, 1975, is attached. We had completed this analysis in April of 1974 when Mr. Lowell Long, Director of the State Division of Personnel, asked state agencies for recommendations for changes in the State's pay plan. More specifically he asked that classes that we believed to be improperly aligned within the pay structure be

brought to his attention. Thus we forwarded our material to him.

We would like at this time to review this material, which we believe supports the contention that classifications within the pay schedule in which women predominate, largely office and clerical classes, are improperly aligned within the pay schedule. Secondly, we would like to call your attention that fact that the changes in the plan approved by the last session of the Legislature work to increase these internal inequities.

The attached comparison chart divides all the Civil Service classifications at Kansas State University into two groups, those held predominantly by men and those held predominantly by women. Each classification has minimal education and experience requirements and is assigned to a salary range. To compare the education and experience requirements of "predominantly male" and "predominantly female" classifications within each salary range, we designed a simple weighting scheme, shown on page 1 of the chart. This scheme consists of weighting education and experience requirements equally, using a scale of 0-4 and 0-5 respectively, and averaging the job requirements within a given salary range. You'll note that a clear pattern emerges from this analysis; classifications in which women predominate require more education and experience, for the same pay, than do classifications in which men predominate. To cite a few salary ranges with many men and many women: in salary range 8 the "predominantly male" jobs have an average requirement level of less than one, while the predominantly female jobs have an average requirement of level 2.2, more than twice the men's jobs. Similarly, in salary range 10 the average requirement

for the predominantly male jobs is 1.57, but the average requirement for the female job is 4.25, an even greater disparity. And finally, in salary range 13 the average requirement of the predominantly male jobs is 4 compared to an average requirement level of 5.33 for the predominantly female jobs. Therefore, since greater education and experience are needed to perform within many classifications held predominantly by women, it would seem only just that these classifications be more equitably realigned within the pay scale.

Now, in addition, we would like to point out the effect of two features of the new salary schedule on jobs held predominantly by women or men at Kansas State University.

First, special authorization was granted to shorten the salary ranges for 57 labor and trade classes. As you undoubtedly know, each salary range has six steps (A through F). This means that the starting salary for these classes will be step C and that current employees in steps A and B will automatically be moved to step C. Note that at K-State four classifications held by women and thirty-eight classifications held by men are scheduled for the special treatment. No secretarial or clerical classes were assigned the shortened schedule. This means, for example, that in range 8, a Laborer II (no education or experience requirements) starts at step C and reaches the top of the salary range two years before a Clerk-Steno II (high school graduate plus 1-3 years experience). And a Farmer I (no education or experience requirements) reaches the top of the salary range two years before a Clerk III (high

school graduate plus 3-5 years experience). Note too that the clerical and secretarial classes, unlike the labor classes, further require a civil service examination as a condition of employment. These are only two of many instances of obvious inequities being further magnified by the new pay plan.

Second, 112 classifications, largely professional, were moved up one salary range. At KSU, 12 classifications held predominantly by men and 4 held predominantly by women at the time of our analysis received the one range increase. Again, no range adjustments were made for any clerical or secretarial classifications to bring them into line with jobs having similar education and experience requirements.

As you may know, when the members of the Commission on the Status of Women learned of the proposed pay plan changes, we wrote to Governor Bennett because we believed that the proposed plan failed to redress the sex-based inequities we felt were in the old plan and, in fact, magnified them. We received several replies, including one from Mr. Keith Weltmer, Secretary of Administration. He seemed very positive in his intention to eliminate sex and race discrimination in all aspects of state employment. However we do not believe that he or others have given an adequate explanation of the basis for the pay plan changes. He indicated that the revisions were a response to "the inflationary period in which we live" and the "competitiveness of the State as an employer in the market place." He added that "the pay adjustments have been designed to assist the state in recruiting employees in a wide variety of job classifications." But we have seen no evidence

that either the inflationary period or the problems of recruiting and retaining state employees necessitates the changes we have noted above. A laborer is no harder hit by inflation than a secretary or clerical worker in the same salary range. She is harder hit than someone in a trades or professional classification, both already much better paid. Thus, these changes cannot be explained as a response to the effects of inflation on employees' salaries. The question then becomes, does the relative ease or difficulty in recruiting employees in the various work categories justify the low salaries for jobs held predominantly by women and the new changes in the salary schedule that now leave these employee, relative to others, even less well paid than before? Does the Division of Personnel have data that show that it is more difficult to recruit and retain employees for labor positions with no education or experience requirements than to recruit and retain employees for secretarial and clerical positions requiring a high school diploma, specified years of experience, and the ability to pass a civil service examination?

What about the supply of persons in the trades? If the Division of Personnel has data supporting a scarcity of persons in these semi-skilled and skilled areas, as is popularly conceded, wouldn't it be desirable for the State to develop some apprenticeship programs to increase this supply and, at the same time, train women and minorities in skills they are denied access to in the private sector? And, last, does the evidence support the need to raise 112 classifications, largely professional, one salary range? The Commission on the Status of Women at Kansas State does not, of course, have access to the information necessary to answer these

questions. But we believe they need to be answered in some detail if this Committee is to determine the question of equity in the State's salary scale. In addition, we believe it is necessary to consider what the effect of the State's recruitment efforts and promotion policies have on the supply of women available for low paying jobs. It appears to us that women have not been actively recruited, and may have been actively excluded, from other than service and secretarial and clerical positions. We also believe that their opportunities for upward mobility have been severely limited. Note for example, that at Kansas State women virtually disappear from the upper salary ranges.

Kansas State University, like several other state agencies is a federal contractor and therefore required to carry out an affirmative action program in all areas of employment. This means that we are legally obligated, not only to assure equal opportunity, but to try to make positive efforts to overcome underutilization of women and minorities in all job categories. We have found, however, that unless the State Civil Service System, which governs a large part of our employment system, examines and revises its practices and procedures, our progress will be limited. Our experience indicates the following needs: recruitment of women for all types of positions; validation of Civil Service tests and other qualifications for employment and promotion to assure that they are job-related; a review of the classification of jobs performed by women; development of career ladders that allow movement from clerical and secretarial positions to other kinds of jobs. Finally we believe it is important that state-level

7

efforts be made to help employees in personnel and supervisory positions, to examine attitudes toward the employment of women and to give them greater guidance in understanding and carrying out their responsibilities to assure equal opportunity for women in the State's Civil Service System.

KANSAS STATE UNIVERSITY
CLASSIFIED SALARY SCALE

PREDOMINANTLY MEN					PREDOMINANTLY WOMEN						
Salary Range	Classification	No.*	Educ.	Exp. Lev.	Req.	Salary Range	Classification	No.*	Educ.	Exp. Lev.	Req.
8 \$488-608	*Automotive Mechanic's Helper	1	N	O	0	8 \$488-608	Cashier	2	H	A	3
	Automotive Driver	4	N	O	0		Clerk-Steno II	107	H	B	4
	* Custodial Supervisor I	13	J	B	3		Cook I	22	N	O	0
	Gardener	2	N	O	0		Lab Technician II	14	H	B	4
	* Laborer II	28	N	O	0						
					<u>.6</u>						<u>2.75</u>
10 \$533-667	Dairy Food Processor	3	N	O	0	10 \$533-667	Account Clerk I	8	H+	B	5
	* Equipment Operator II	2	S	B	-		Clerk III	40	H	C	5
	* Farmer I	22	N	O	0		Cook II	17	J	B	3
	Fire & Safety Officer	1	H+	B	5		Duplicator Machine Operator II	5	H	B	4
	Forestry Technician I	4	N	O	0		<u>Practical Nurse</u>	1	S	O	-
	Meat Cutter	2	J	A	2		Secretary I	38	H	B	4
	* Print Shop Apprentice	2	N	O	0						
	Storekeeper II	9	H	B	4						<u>4.2</u>
					<u>1.57</u>						
11 \$557-698	Biological Technician	1	H+	B	5	11 \$557-698	Medical Records Technician	1	S	B	-
	Florist	1	H	B	4						
	* Labor Foreman I	1	J	A	2						
					<u>3.67</u>						
12 \$582-732	* Custodial Supervisor II	4	J	C	4	12 \$582-732	Ag. Lab. Technician I	1	H	A	3
	* Equipment Operator III	2	S	C	-		* Food Service Supervisor I	6	H	B	4
	Fish Culturist II	1	J	C	4		Switchboard Op. III	1	H	D	6
	Meat Lab Assistant	2	H	C	5						
	* Stationary Fireman	8	J	A	2						
					<u>3.75</u>						<u>4.33</u>

KANSAS STATE UNIVERSITY
CLASSIFIED SALARY SCALE

PREDOMINANTLY MEN					PREDOMINANTLY WOMEN				
Salary Range	Classification	No.*	Educ. Exp.	Req. Lev.	Salary Range	Classification	No.*	Educ. Exp.	Req. Lev.
3 \$394-488					3 \$394-488	Clerk I	8	H O	<u>2</u> 2
4 \$410-510					4 \$410-510	Clerk-Typist I	12	H O	2
						Domestic Worker	1	N O	0
						*Food Service Worker I	51	N O	0
									<u>0</u> .67
5 \$428-533	*Laborer I	5	N O	0	5 \$428-533	Clerk-Steno I	3	H O	2
						*Custodial Worker	83	N O	0
						Laboratory Technician I	5	N O	0
				<u>0</u>					<u>0</u> .67
6 \$447-557	Security Officer I	6	N O	0	6 \$447-557	Addressograph Operator	1	H B	4
						Bookkeeping Machine Op.	1	H B	4
						Clerk II	15	H B	4
						*Food Service Worker II	15	N O	0
						Switchboard Operator I	5	H B	4
				<u>0</u>					<u>4</u> 3.2
7 \$467-582	Storekeeper I	6	H O	2	7 \$467-582	Clerk-Typist II	97	H B	4
						Key Punch Operator	6	H A	3
				<u>2</u>					<u>3</u> 3.5

Requirement Weighting	Education	Requirement Weighting	Experience
0 N	None	0 O	None
1 J	8th Grade	1 A	Some experience (6 mo.-1 yr.)
2 H	High School Graduate	2 B	Experience (1 yr.-3 yrs.)
3 H+	High School Graduate + College Hours	3 C	Considerable experience (3 yrs.-5 yrs.)
. T	Technical School Graduate	4 D	Thorough experience (5 yrs. or more)
. K	4 Year College Graduate	5 E	Extensive experience (8 yrs. or more)
. S	Special Qualifications		

*Total number of persons holding the classification on May 22, 1974.

KANSAS STATE UNIVERSITY
CLASSIFIED SALARY SCALE

PREDOMINANTLY MEN					PREDOMINANTLY WOMEN						
Salary Range	Classification	No.*	Educ.	Exp. Lev.	Req.	Salary Range	Classification	No.*	Educ.	Exp. Lev.	Req.
16 \$698-885	Animal Caretaker III	2	H+	C	6	16 \$698-885	Account Clerk III	4	H+	D	7
	Chief of Cust. Services	2	H	D	6		Ag Lab Technician II	1	H+	B	5
	Electronics Technician I	2	T	O	3		Dupl. Supervisor II	1	H	D	6
	Farmer III	7	H	D	6		<u>Graduate Nurse I</u>	6	S	O	-
	Instrument Maker	7	J	C	4		Medical Technician II	2	H+	C	6
	* Pressman	6	H	C	5		Radiological Technician	3	S	B	-
	* Printer	5	H	C	5		Secretary III	5	H	D	6
	* Ref. & Air Cond. Mechanic	8	J	A	2						
					<u>4.62</u>						<u>6</u>
17 \$732-928	*Auto. Mechanic II	3	J	C	4	17 \$732-928					
	*Construction Foreman	1	J	C	4						
	*Sheet Metal Foreman	1	J	C	4						
	*Main. Carpenter Foreman	2	J	C	4						
	*Main. Electrician Foreman	1	J	C	4						
	*Main. Painter Foreman	2	J	C	4						
	*Main. Plumber Foreman	1	J	C	4						
	<u>Patrolman Lieutenant</u>	3	H	C	5						
					<u>4.13</u>						
18 \$767-973	<u>Accountant I</u>	6	K	O	4	18 \$767-973	Clerk V	8	H+	E	8
	Fed. Surplus Propert Agent	1	K	B	6		Extension Repr. I	1	K	O	4
	*Maintenance Engineer II	3	J	C	4		Transcript Analyst	1	K	O	4
	Photographer II	1	H	C	5		<u>Microbiologist I</u>	2	K	O	4
	Stage Manager	1	K	B	6		Library Assistant	10	K	O	4
	Informational Writer I	1	K	B	6						
					<u>5.17</u>						<u>4.8</u>

KANSAS STATE UNIVERSITY
CLASSIFIED SALARY SCALE

PREDOMINANTLY MEN							PREDOMINANTLY WOMEN						
Salary Range	Classification	No.*	Educ.	Exp.	Req. Lev.		Salary Range	Classification	No.*	Educ.	Exp.	Req. Lev.	
19 \$805- 1,020	Electronics Technician II	4	T	C	7		19 \$805- 1,020	<u>Graduate Nurse II</u>	2	S	B	-	
	* Print Shop Supervisor I	3	H	B	4								
	Programmer I, ADP System	1	H+	O	5								
	Sanitarian I	1	K+	C	7								
					5.75								
20 \$844- 1,071	<u>Auditor I</u>	1	K	A	5		20 \$844- 1,071						
	Grain Mill Superintendent	1	J	C	4								
	Informational Writer II	1	K	B	6								
	Nuclear Reactor Operator	1	S	B	-								
	Radio Supervisor	1	S	C	-								
					5.0								
21 \$885- 1,124	<u>Accountant II</u>	6	K	B	6		21 \$885- 1,124	<u>Psychologist I</u>	1	M	O	-	
	Engineering Technician V	1	H	D	6								
	* Maintenance Engineer III	3	H+	D	7								
	Purchasing Agent	1	K	C	7								
	Van de Graff Accel. Operator	1	H+	B	5								
					6.2								
22 \$928- 1,179	Computer Op. Supervisor II	2	H	E	7		22 \$928- 1,179	Medical Technologist II	1	S	B	-	
	<u>Director of Security Traffic</u>	1	H+	E	8								
	* Print Shop Supervisor II	2	H	C	5								
					6.67								6

KANSAS STATE UNIVERSITY
CLASSIFIED SALARY SCALE

PREDOMINANTLY MEN							PREDOMINANTLY WOMEN						
Salary Range	Classification	No.*	Educ.	Exp.	Req. Lev.	Salary Range	Classification	No.*	Educ.	Exp.	Req. Lev.		
24 \$1,020- 1,298	<u>Accountant III</u>	2	K	C	7	24 \$1,020- 1,298							
	Asst. Supt. Physical Plant	1	K	C	7								
	<u>Civil Engineer II</u>	1	S	2 yrs.	-								
	<u>Landscape Architect II</u>	1	K	C	7								
					7.0								
25 \$1,071- 1,361	Programmer III, ADP System	2	H+	D	7	25 \$1,071- 1,361							
	Print Shop Supervisor III	1	H	D	6								
					6.5								
26 \$1,124- 1,428	Computer System Analyst	1	S	C	-	26 \$1,124- 1,428							
27 \$1,179- 1,497	<u>Accountant IV</u>	1	K	D	8	27 \$1,179- 1,497							
					8								
28 \$1,237- 1,571	Superintendent Physical Plant	1	K	E	9	28 \$1,237- 1,571							
					9								
30 \$1,361- 1,729	<u>Accountant V</u>	1	K	E	9	30 \$1,361- 1,729							
					9								

NOTE: The following 8 classifications in which men and women were equally distributed were excluded from this analysis. A total of 20 employees are included in these classifications.

- | | |
|--------------------------|-------------------------------|
| Animal Caretaker I | Bookbinder I |
| Photographic Processor | Audio Visual Educ. Technician |
| Bookbinder II | Medical Technologist I |
| Administrative Officer I | <u>Pharmacist I</u> |

*Classifications assigned a shortened schedule as of July 18, 1975.

Classifications raised one range as of July 18, 1957.

LOWELL LONG

Attachment II A

The current pay plan of the State of Kansas was adopted in November, 1970 following an extensive study of job classification and pay plan structure of the state previously in effect. The various job classes were identified and then assigned to one of the 44 pay ranges. The ranking and graduation of jobs were done originally by the consulting firm but some modifications were made by the State Finance Council following a series of public hearings.

The pay plan, although new, was similar in design and structure to the one it replaced. I am, in fact, advised that the same consulting firm had been employed years earlier for a study similar to the 1969-70 review, so for a good many years the state's pay plan has been reflective of this particular consultant's approach to compensation of public employees. The pay plan adopted in 1970 has continued in effect to the current time, and the relative ranking and grading of jobs in classified service has remained essentially as adopted in 1970. There have been some job classes that have been reassigned from one grade level to another, but overall these changes haven't been numerous.

In the spring of 1974, the Division of Personnel undertook a rather major review of the pay plan. The review consisted of a salary study of other public and private employers for selected bench mark jobs, extensive meetings with state agency representatives to review pay problems that they wish to comment on, and review of a host of other kinds of pay data, such as starting pay for college graduates in various disciplines, changes in Consumer Price Index, other national or regional pay studies, and attention

to our own experience in recruiting and retaining employees. In the fall of 1974, the Division of Personnel submitted a package of recommendations for pay changes in the classified service. Although these recommendations as such were not adopted, they did have an impact on those recommendations which were finally adopted. These changes, which are now in the process of implementation, included: (1) a general increase in the amount of 5% plus \$25 per month in the basic pay plan, (2) a special one grade adjustment (approximately 5%) for 112 job classes in the pay plan, (3) the use of clipped ranges for labor and trades job classes in the state service. This has been accomplished by deleting the A and B steps on the salary plan for these classes and using the C step as the hiring rate.

The state's pay plan consists of a series of pay ranges numbered 1 thru 44. Each range has six steps, A through F, and there is approximately 5% difference between each step, and about 5% difference between each range. The width of each range, from lowest level to the highest, is approximately 25%. This particular kind of pay plan has been installed by Public Administration Service in a large number of public jurisdictions in this country during the last twenty to twenty-five years. In many respects during this period, this particular kind of pay plan has been a reasonably satisfactory kind of vehicle in order to respond to compensation problems in public service. The pay plan, however, does have some deficiencies to it and these problems have in some instances become more acute in recent years, especially as a result of collective bargaining pressures in public service. One of the

problem areas with our kind of pay plan has to do with labor and trade jobs. For the most part, these jobs in the private sector and in many public jurisdictions are paid on either a flat rate of pay or on a very limited range. Thus, in assigning these kinds of jobs to one of the ranges in the pay plan you either have to "under pay" the job at the hiring rate level in order to avoid overpricing the job at the upper steps of the range, or if you try to provide a realistic kind of starting rate for the class in terms of competitive rates, you tend to provide an unduly high rate of pay for that class of work in the middle and upper steps of the range. With the skilled trade jobs, the problem is further compounded by the fact that if such classes are assigned to a higher and somewhat more realistic pay range level in terms of competing wage rates, two other things happen. (1) Such rates artificially inflate compensation levels for such employees supervisors thereby causing other adjustments in pay for other supervising levels and this ripple affect becomes difficult to contain. (2) The basic price for the job becomes disproportionate to other kinds of jobs which the employer views organizationally as more important to the agency success. In summary then, the use of clipped ranges for labor and trades jobs becomes a mechanism to avoid the impact of some of the built-in deficiencies in the kind and type of pay plan we have.

During the course of the 1974 review that I previously referred to, we gave serious consideration to recommending a totally separate pay plan for labor and trades classes. In a good many public jurisdictions, single integrated pay plans have served their usefulness and are being discarded in favor of other approaches. There is no

compelling reason why one pay plan has to be or needs to continue to be the only method of compensation for state employees. Collective bargaining pressure, if it continues to mount, will be a key factor in this problem. In general terms, we probably should have two or three separate pay plans -- one for labor and trades classes, one for professional and managerial classes and one general service schedule for the balance of our job classes. Each pay plan would be different in its design and hopefully more responsive to the specific kinds of jobs in that individual schedule. Differing kinds of work frequently require different kinds of pay response and a mix of pay plans rather than a single universal schedule has a considerable amount of merit to it.

ATTACHMENT III
State Highway Commission of Kansas

May 12, 1975

Miss Linda Clardy
Office

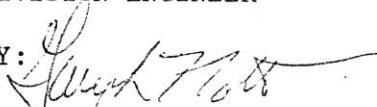
Miss Linda Clardy:

As per our earlier conversation, I wish to advise you that your employment as a Messenger in the First Division Office will end August 29, 1975, at 5 P.M.

We hope this will be adequate notice for you to find other employment.

Very truly yours,

F.J. REID, P. E.
FOR: DIVISION ENGINEER

BY: 
GARY L. NOTT
DIVISION AUDITOR

GLN/dgd

I, Linda Clardy, understand I will not be able to attain permanent status on the Messenger position because this position is used in cooperation with the Topeka High School Co-op program each school year.

Linda F. Clardy
LINDA CLARDY

SUBSCRIBED AND SWORN TO BEFORE ME THIS 14th DAY OF MARCH 1975.

NOTARY PUBLIC

Gary L. Nott

GARY L. NOTT
NOTARY PUBLIC
STATE
SHAWNEE COUNTY, KANSAS

MY COMMISSION EXPIRES JULY 3, 1976.

State Highway Commission of Kansas

March 14, 1975

Miss Linda Clardy
Division Office

Dear Miss Clardy:


I have been requested to allow you to remain on the job after March 14, 1975. However, I have been advised that since this position is not budgeted for as a full time position, I do not have to work you full time. Therefore, you will be expected to report for work the afternoon of the 17th. Beginning that date and until such time you are needed full time, your working hours will be from 1 PM through 5 PM, Monday through Friday.

If you are unable to report for work on any day, you are expected to call in. This should be done in advance. If you fail to call in you will automatically be charged without pay for such time you are absent.

You have been notified on at least three separate occasions that you would be unable to attain permanent status on the position you presently have. So there is no misunderstanding about this, I have made an agreement for you to sign.

Very truly yours,

L. C. BRISBIN, P. E.
DIVISION ENGINEER


GARY L. NOTT
DIVISION AUDITOR


GLN:aln

Topeka, Kansas
March 13, 1975

TO WHOM IT MAY CONCERN:

Miss Linda Clardy has been an employee of the Kansas Highway Commission since December 18, 1974. Her appointment was for a very limited time, therefore it is difficult to assess her full potential but during her tenyre here I have found Linda to be very cooperative, polite and she always presents a pleasant appearance. Miss Clardy accepted work assignments and completed them with minimum supervision, in a manner that does her credit.

Any consideration shown to Miss Clardy will be appreciated.

Yours very truly

Cletus Clark
Asst. Division Auditor
Division One
Topeka, Kansas



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

911 WALNUT STREET - ROOM 500
KANSAS CITY, MISSOURI 64106
TELEPHONE NO. - AREA CODE 816
374-5773 OR 374-5961

March 20, 1975

Mr. Thayer B. Phillips
1404 South Quincy
Topeka, Kansas 66612

In reply refer to:

TKCS-1804

T. Phillips v. State of Kansas
(Youth Center at Topeka)

Dear Mr. Phillips:

We have received your communication in which you complain of an unlawful act of discrimination in violation of the Civil Rights Act of 1964, from the Kansas Commission on Civil Rights, 535 Kansas Avenue, 5th Floor, Topeka, Kansas 66603.

The law requires us to give your State Civil Rights Commission an opportunity to resolve your complaint before we can take any action. This normally means we wait for 61 days before initiating our own procedures.

Unless you notify us that your complaint has been settled to your satisfaction by the State Commission, we shall process it after the State Commission has had the opportunity required by law. Because of the great number of complaints we have received, however, it will require some time before we can begin our own investigation. We hope this delay will not discourage you as discrimination can be eliminated if we all have the courage to continue our efforts in spite of the difficulties. On our own responsibility, we shall do everything possible to resolve your complaint in the quickest possible way. Meanwhile, we ask you to inform us if you should change your address as we must be able to contact you when we are ready to begin investigating your complaint.

We shall perform the actions necessary to protect your legal rights under the Federal law. We do encourage you, however, to cooperate with your State Civil Rights Commission in its efforts to protect your rights under the State law. We shall contact you again when we are ready to begin our investigation of your complaint. Meanwhile, if you should have any questions, please feel free to contact Ms. Helene Scott by writing to 911 Walnut, Kansas City, Missouri 64106, or by telephoning (Area Code 816) 374-5773.

Sincerely,

B. A. Villarreal

B. A. Villarreal, Acting Director
Kansas City District Office

BAV:AU:jk

February 28, 1975

State Representative
William K. Marshall
3rd Floor, State Capitol Building
Topeka, Kansas 66612

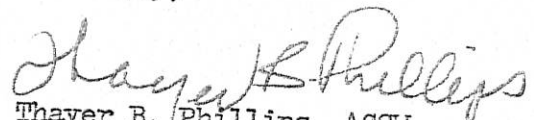
Dear Ken:

I am enclosing a copy of the complaint I recently filed with the Kansas Commission on Civil Rights alleging discriminatory practices here at the Youth Center for your information.

You may share this information with the other members of the Kansas Minority Caucus as I feel they too may have an interest.

I realize you are very busy at this time with the Legislature in session, but do hope that you will have time to visit the Center to become aware of the programs being offered and to talk to other staff members concerning the problems they are encountering in their work here.

Sincerely,


Thayer B. Phillips, ACSW
Casework Supervisor

TBP:nkm

STATE OF KANSAS: COMMISSION ON CIVIL RIGHTS

DOCKET No. 2023-73

On the complaint of

Thayer B. Phillips

Complainant,

COMPLAINT

vs.
State of KS, Social & Rehab. Services
Youth Center at Topeka
(Boys Industrial School) Respondent,

I, Thayer B. Phillips
residing at 1404 S. Quincy, Topeka, KS 66612 (Boys Industrial School)
charge State of KS, Social & Rehab. Services, Youth Center at Topeka
whose address is 1440 N. W. K-Hwy 172, Topeka, KS

with an unlawful practice within the meaning of the Act Against Discrimination (Chapter 41, Art. 10, K.S.A.), and specifically within the meaning of subsection (a)(1) of Section 1009 of said Act, because of my RACE (X), RELIGION (), COLOR (), SEX (), NATIONAL ORIGIN (), ANCESTRY (), PHYSICAL HANDICAP ().

Date of incident, on or about December 20, 1974
The facts on which the aforesaid charge is based are as follows:

I am a Black American. I am employed as a supervisor at the Youth Center at Topeka.

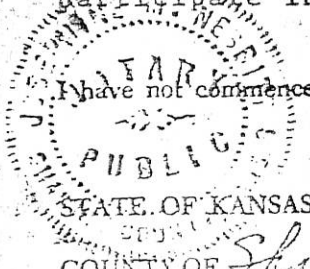
During my employment I have been accused of being cold, callous, and indifferent when I told the truth, and have been accused of being defensive and unable to accept criticism when I spoke out for what I believed in.

On November 20, 1974, I was evaluated by my supervisor, Stanford Miller. I was rated as good, but I had several fair and unsatisfactories on my evaluation which I opposed.

I then requested an appeal hearing. The Appeal Committee was selected December 17, 1974. The Appeal Committee seemed more interested in supporting the findings of the original rater and selected persons to interview who had little knowledge of my work. Testimony was allowed by the original rater which related to periods other than the rating period of November 1, 1973 through November 30, 1974.

On December 20, 1974, I was told by Dr. Ruby that the Appeal Committee had been restricted in their investigation by the short time they had to complete their report; also limited time to participate in developing information.

I have not commenced any action, civil or criminal, based upon the grievance set forth above, except



STATE OF KANSAS,
COUNTY OF Shawnee } ss.

Thayer B. Phillips
(Signature of Complainant)

Thayer B. Phillips, being duly sworn, deposes and says that: that he is the Complainant herein; that he has read the foregoing complaint and knows the contents thereof; that the same is true of his own knowledge except as to the matters therein stated on information and belief; that as to those matters he believes the same to be true.

Subscribed and sworn to before me
this 8th day of March, 1975

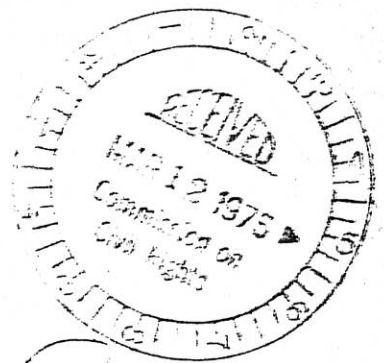
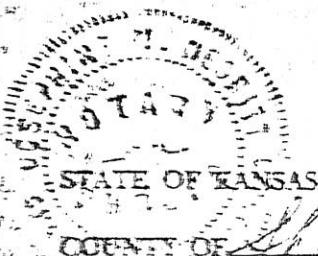
Thayer B. Phillips
(Signature of Complainant)

Josephine M. Nesbitt
(Signature of Notary Public or Attorney)

The Appraisal Committee made very few changes on my evaluation. It was almost a carbon copy of the original evaluation.

I believe the reason for this disparate and humiliating evaluation of my work and experience, is my race.

I hereby charge the State of Kansas, Social Rehabilitation Services Youth Center at Topeka, (Boys Industrial School), and their Representatives with a direct violation of the Kansas Act Against Discrimination, for discriminating against me in the terms and conditions under which I have to work, and the humiliation I have received because I am a Black American.



Charles B Phillips
(Signature of Complainant)

_____, being duly sworn, deposes and says that: that _____ he is the Complainant herein, that _____ he has read the foregoing complaint and knows the content thereof; that the same is true of his own knowledge except as to the matters therein stated on information and belief; that as to those matters _____ he believes the same to be true.

Subscribed and sworn to before me
this 7th day of March 1975
Joseph M. Hedlitt
(Signature of Notary Public or Attorney)

Charles B Phillips
(Signature of Complainant)

ALL CLASSIFIED AND UNCLASSIFIED EMPLOYEES PAID APRIL 1, 1975ETHNIC GROUP

<u>JOB CATEGORY</u>	<u>WHITE</u>	<u>BLACK</u>	<u>MEXICAN- AMERICAN</u>	<u>AMERICAN- INDIAN</u>	<u>OTHER</u>	<u>TOTAL</u>
Officials, Administrators	95.3	1.4	.3	.1	2.9	100.0
Professionals	95.5	1.4	1.1	.2	1.8	100.0
Technicals	92.3	5.3	1.8	.3	.3	100.0
Protective Services	94.1	4.6	1.3	-	-	100.0
Para- Professionals	80.4	16.2	2.0	.2	1.2	100.0
Office Clericals	92.2	3.8	1.0	.7	2.3	100.0
Skilled- Crafted	95.4	2.2	2.2	.1	.1	100.0
Service Maintenance	77.4	18.4	2.9	.5	.8	100.0
Other	95.3	4.7	-	-	-	100.0

ALL CLASSIFIED AND UNCLASSIFIED EMPLOYEES PAID APRIL 1, 1975

JOB CATEGORIES	<u>MALES</u>						<u>FEMALES</u>						Grand Total
	Whites	Blacks	Mexican-American	American-Indian	Other	Total	Whites	Blacks	Mexican-American	American-Indian	Other	Total	
Officials, Administrators	3,479	41	11	2	110	3,643	613	14	1	-	16	644	4,287
Professionals	3,688	81	70	7	78	3,924	3,184	25	4	7	45	3,265	7,189
Technicals	2,119	39	28	7	5	2,198	857	128	26	3	4	1,018	3,216
Protective Services	1,028	31	12	-	2	1,073	50	13	-	-	-	63	1,136
Para-Professionals	1,186	226	42	4	21	1,479	2,472	500	47	6	26	3,051	4,530
Office-Clericals	2,875	94	27	4	205	3,205	7,659	333	80	10	51	8,133	11,338
Skilled Crafted	2,681	61	64	8	6	2,820	57	1	-	1	-	59	2,879
Service Maintenance	1,516	236	33	3	7	1,795	1,009	373	59	4	8	1,453	3,248
Other	48	2	-	-	-	50	12	1	-	-	-	13	63
TOTALS	18,620	811	287	35	434	20,187	15,913	1,388	217	31	150	17,699	37,886

ETHNIC GROUP TOTALS

<u>White</u>	<u>Black</u>	<u>Mexican-American</u>	<u>American-Indian</u>	<u>Other</u>	<u>Total</u>
34,533	2,199	504	66	584	37,886

Missing Valid Ethnic Code = 5,672

x = 1,061

TO: Members of Special Committee on Federal and State Affairs
c/o Senator Neil Arasmith, Chairman

FROM: Veryl Switzer, Associate Dean for University Minority Affairs,
Kansas State University, Manhattan, Kansas

RE: Statement on Treatment of Minority Employees in State Governments

DATE: June 10, 1975

First, I wish to take this opportunity to express my appreciation to Mr. J. Russell Mills for scheduling me in this special hearing. Second, I want to commend the Committee for conducting the hearings in an effort to meet the employment needs of all state employees and prospective employees.

Many employment disparities relative to minorities continue to exist in the State Civil Service System. However, I will testify to the Committee on employment inequities for minorities in the State system within the context of my current employment as Director of Kansas State University's Affirmative Action Program for racial minorities.

As a result of Executive Order 11246 as amended by Title VI of the Civil Rights Act of 1964, Kansas State University, along with many other State institutions and agencies, developed and implemented an Affirmative Action Program designed to upgrade the utilization of women and minorities within its unclassified and classified work forces. First, a utilization analysis was conducted according to the availability of minorities in the employment pool to determine whether or not minorities were underutilized in the various classified work categories. After a

determination was made that minorities were underutilized in specific areas, goals and timetables were established to overcome the underutilization of minorities through efforts of an Affirmative Action recruitment program.

Although the University has had a written Affirmative Action Plan approved by University officials since May, 1973, no significant change has occurred in utilization of minorities in the University's classified work force. However, I feel that the affirmative action concept has been beneficial as a catalyst in defining the disparities in minority employment. The following statistics will demonstrate the lack of meaningful results over a three year period. For example, in April, 1973, 46 racial minorities from a total classified work force of 1,542 were employed at Kansas State University. This represented an underutilization of 70.7 racial minorities. After a one year period ending April 30, 1974, 53 racial minorities were employed in the classified categories with 65.4 minorities underutilization. As of April 30, 1975, 51 racial minorities were employed in the classified categories of a total work force of 1,480 and 58.7 minorities were underutilized. It is significant to note that the number of minorities employed have remained constant during a three year period, 1973 through April of 1975. Another significant factor is that we have had over a 50% annual turn-over of minorities classified staff during this same three year period. This can be attributed to the staffing patterns for a large majority of minorities in the work force. Whereas the University is utilizing racial minorities at 50% level of their availability in all

job categories, we are overutilizing minorities as service workers and other entry level employment positions.

Many factors contribute to our unsuccessful effort to increase our utilization of racial minorities in the University work force. I have listed those that are considered to be the most detrimental but not necessarily in order of importance:

1. The State Civil Service testing system may not be geared to many of the classified job categories.
2. The State Civil Service Personnel's referral system needs to be revised. (Five top scores on register.)
3. The problem of identifying minorities on state civil service registers.
4. The lack of a concerted effort state-wide to place minorities in communities where the minority population is limited in numbers.
5. A tight job market due to the economic recession forcing employees to accept jobs below their level of training.
6. A negative reaction by many employers to the Affirmative Action concept. In addition, employers are fearful of lawsuits by minorities charging unfair employment treatment if hired.
7. Inadequate inservice training programs for state employees responsible for hiring and promoting members of racial minority groups.
8. Lack of training programs to upgrade and pretrain minorities for traditional and non-traditional positions in the State system.
9. Lack of a coordinated effort to establish adequate procedures to fully implement the Affirmative Action recruitment program for classified civil service personnel.

In an attempt to provide you with a general overview of each of the above listed areas I consider detrimental to expanding employment opportunities for minorities, I believe these specific problems are paramount to overcoming some of the employment inequities in the state

system relative to equal opportunity for minorities.

I consider the state-wide standardized testing program for classified personnel to have several inequities as it affects racial minorities. In the labor series and technical skills areas some test results are not job related. For example, tests are generally given on a time basis regardless of job category. Persons not accustomed to taking tests are not psychologically prepared to perform well. There are many instances whereby tests cannot measure the personality needed for certain job requirements. Experiences, potentiality and training would more adequately meet the standards for employment.

Item number two demonstrates that tests are not the sole criteria for employment. Employers are allowed to interview the top five on a state-wide register and also may be allowed to screen several more if he or she can justify not selecting one of the top five. If an employer decides that he or she does not want minorities on their work force, it is expedient to select any one of the other candidates.

To accommodate the need for a vigorous, systematic, affirmative recruitment program, I urge the development of a mechanism to properly identify racial minorities in a state-wide recruitment pool to assist local state agencies and institutions to meet their Affirmative Action goals and timetables of utilizing minorities in their work forces. This effort would assist local isolated communities in hiring minorities and above the entry-level jobs.

As a result of our national economic recession, the job market is limited; "it's an employer's market." For example, many college

graduates are accepting jobs below their academic preparation. Moreover, their credentials highly outrank those persons that normally are in the skilled labor pool with no more than a high school diploma. In addition, college graduates are subject to score high on standardized tests in competition for these classified positions. This also has created another dilemma for many job candidates that traditionally have not been meaningfully employed in certain job categories.

In most instances at Kansas State University, we are overutilizing minorities in entry level jobs such as service workers. In the skilled positions and professional levels, we have a tremendous disparity in underutilizing minorities. Unless training programs are developed, we cannot expect to significantly increase our minority staff through promotional channels. There is a great turnover of staff at the entry level as indicated earlier in this report.

To overcome the myths and stereotypes held by many state employers responsible for hiring qualified staff regardless of race, sex, religion, and national origin, I think that inservice programs on human relations are essential. These inservice experiences can act as a facilitator for assisting state employers deal with their misconceptions of groups, which acts as a deterrent in meeting minorities' employment needs.

Attachment VI

"TREATMENT OF MINORITY EMPLOYEES IN STATE GOVERNMENT"

Special Committee on Federal and State Affairs
Presentation by Anthony D. Lopez, Executive Director
Kansas Commission on Civil Rights
June 11, 1975

The Chairman of the Kansas Commission on Civil Rights, Mr. Lawrence C. Wilson, is currently out of Topeka and has requested that I appear before your Committee and make a presentation. Since I have listened to presentations made by other conferees most of my comments will be repetitive.

For your information, I have enclosed a seven (7) page letter addressed to Mr. Lowell Long, Director of the Division of Personnel, and dated December 7, 1973. The comments made in this letter discuss the results of a 1971 Preliminary Report of Minority Group Employment in government. This preliminary report does identify several areas of concern in relation to the underutilization of minority employees in state government. Also included in this letter is a format for preparing an affirmative action program which would provide a method for correcting these deficiencies.

In addition to the Commission's letter dated December 7, 1973, I wish to offer the following recommendations for improving the treatment of both women and minorities in state government:

1. The current civil service selection procedures and requirements need to be validated in conformity with the Commission and the Equal Employment Opportunity Commission's Guidelines on Employee Selection Procedures and Recruitment.

2. The statutory provisions of the "Rule of 5" needs to be modified to provide departmental flexibility which would permit the use of affirmative action throughout state government.

3. All state agencies should immediately adopt and implement a viable affirmative action program.

TOPEKA
GENARO VIEYRA
HITCHINSON
C NE SCROGGINS
AS CITY
B. L. GOOCH
WICHITA
TERRY O'KEEFE
WICHITA
DANIEL OROPESA
WICHITA
RUTH SHECHTER
SHAWNEE MISSION



EXECUTIVE DIRECTOR
FRANK L. ROSS
ASSISTANT DIRECTOR
DUANE M. M
SUPERVISOR COMPLIANCE
JOSEPH L. TATE
FIELD SUPERVISOR
NORMA JEAN HODISON
OFFICE SECRETARY

COMMISSION ON CIVIL RIGHTS

ROOM 1155W STATE OFFICE BUILDING TOPEKA, KANSAS 66612

PHONE (913) 296-3205

December 7, 1973

Mr. Lowell Long, Director
Division of Personnel
Department of Administration
State of Kansas
801 Harrison
Topeka, Kansas

Re: Affirmative Action and State Employment

Dear Mr. Long:

I have had an opportunity to read and analyze your agencies document titled "Equal Employment Opportunity Affirmative Action Compliance Program." It appears that this document is what is commonly called an "affirmative action plan" which should set out specific and result-oriented procedures to which an employer commits himself to apply every effort.

An acceptable affirmative action program must include an analysis of areas within which the company or firm is deficient in the utilization of minority groups and women, and further, goals and timetables to which the company's efforts must be directed to correct the deficiencies.

The Kansas Commission on Civil Rights feels that a meaningful Affirmative Action Program must contain the following information:

1. An analysis of all major job classifications at the facility, with explanation if minorities or women are currently being under utilized in any one or more job classification.
2. In determining whether minorities are being under-utilized in any job classification, the company will consider the following factors:
 - a. The minority population of the labor area surrounding the facility.
 - b. The size of the minority unemployment in the labor area surrounding the facility.

- c. The percentage of the minority work force as compared with the total work force in the immediate labor area.
 - d. The availability of minorities having requisite skills in the immediate labor area.
 - e. The availability of promotable and transferable minorities within the company's organization.
3. Establishment of goals and timetables:
- a. Goals and timetables developed by the company should be attainable in terms of the company's analysis of his deficiencies and his entire affirmative action program.
 - b. Goals should be significant, measurable and attainable.
 - c. Goals should be specific for planned results, with timetables for completion.
 - d. Goals must be targets reasonably attainable by applying every effort to make all aspects of the entire affirmative action program work.
 - e. Goals, timetables, and affirmative action commitments must be designed to correct any deficiencies.
 - f. The contractor shall establish any set forth specific goals and timetables separately for minorities and women.
 - g. Such goals and timetables, with supporting data, shall be a part of the company's written affirmative action program and shall be maintained at each establishment of the company.
 - h. Support data shall be compiled and maintained as part of the company's affirmative action program. This data will include but not be limited to progression line charts, seniority rosters, applicant flow data, and applicant rejection ratios indicating minority and sex status.
 - i. Each company's compliance posture shall be reviewed and determined by reviewing the contents of his program, the extent of his adherence to this program, and his efforts to make his program work.
4. Development of the equal employment opportunity policy:
- a. The company's policy statement should indicate the chief executive officers' attitude on the subject matter, assign overall responsibility and provide for a reporting and monitoring procedure.
 - b. The company should disseminate his policy internally as follows:

1. Include it in company's policy manual.
 2. Publicize in company newspaper, magazine, annual report.
 3. Conduct special meetings with executive management, and supervisory personnel to explain intent of policy and individual responsibility for effective implementation.
 4. Discuss the policy thoroughly in both employee orientation and management training programs.
 5. Meet with union officials to inform them of policy, and request their cooperation.
 6. Post the policy on company bulletin boards.
 7. Inform all recruiting sources verbally and in writing of company policy, stipulating that these sources actively recruit and refer minorities and women for all positions listed.
 8. Notify minority and women's organizations, community agencies, community leaders, secondary schools and colleges, of company policy, preferably in writing.
5. An executive of the company should be appointed as director or manager of company Equal Opportunity Programs.
- a. His or her responsibilities should include, but not necessarily be limited to
 1. Developing policy statements, affirmative action programs, internal and external communication techniques.
 2. Assisting in the identification of problem areas.
6. Identification of problem areas by organizational units and job classification.
- a. Composition of the work force by minority group status and sex.
 - b. Composition of applicant flow by minority group status and sex.
 - c. The total selection process including position descriptions, position titles, worker specifications, application forms, interview procedures, test administration, test validity, referral procedures, final selection process and similar factors.
 - d. Transfer and promotion practices.

- e. Seniority practices and seniority provisions of union contracts.
- f. If any of the following items are found in the analysis, special corrective action should be appropriate.
 1. An "underutilization" of minorities or women in specific work classifications.
 2. Lateral and/or vertical movement of minority or female employees occurring at a lesser rate (compared to work force mix) than that of non-minority or male employees.
 3. The selection process eliminates a significantly higher percentage of minorities or women than nonminorities or men.
 4. Position descriptions inaccurate in relations to actual functions and duties.
 5. Tests and other selection techniques not validated as required by the OFCC Order and EEOC Guidelines on Employee Testing and other Selection Procedures.
 6. Minorities or women are excluded from or are not participating in company sponsored activities or programs.
 7. De facto segregation still exists at some facilities.
 8. Seniority provisions contribute to overt or inadvertent discrimination, i.e., a disparity by minority group status or sex exists between length of service and types of job held.

In reviewing your program it appears that you have omitted a number of relevant and key points in your affirmative action compliance program. On page three (3) your minority and female employees percentages are verified by the Commission Preliminary Report on Minority Group Employment in the Kansas Civil Service which was done in 1971. Those figures do not indicate that although the number of black and Mexican American state employees has increased since the first survey in 1967, it did not increase as rapidly as the number of white employees. The number of Indian employees actually decreased from 51 in March 1967, to 49 in March 1971. As a result, the overall proportion of black, Mexican-American and Indian participation in the Kansas Civil Service has decreased in the past four years. Blacks decreased from 6.2% of the total workforce in March 1967, to 5.19% in March 1971. In the same period of time Mexican-Americans decreased from 1.03% to 0.94% of the total, and Indians decreased from 0.2% to 0.12%.

Nearly two-thirds (63.4%) of all blacks employed by the State work in five of the 112 agencies covered by the report. These five agencies together employ only a little more than one-third (34.47%) of the total State workforce. The average black repre-

sentation on the workforces of the other 97 agencies is 2.0%. The advanced report of the 1970 Census indicates a black population of 4.76% for Kansas.

About one-third (32.5%) of the Mexican-Americans who work for the State are employed in "Health and Hospital" agencies, while such agencies encompass only 21.91% of the total State workforce. On the other hand, "Education and Research" agencies employ 49.1% of the total State workforce but only 20.55% of the State's Mexican-American employees.

Slightly more than half (51.02%) of Indians who work for the State are employed in three agencies which together employ little more than one-third (34.43%) of the total workforce. One agency alone employs 28.57% of Indian State employees although it employs only 2.26% of the total State workforce.

Forty-eight of the 112 State agencies studied in the report have work forces which are 100% white. Thirty of the agencies with no non-white employees have workforces of less than ten persons. Larger agencies with 100% white workforces include: Parks and Resources Authority (87 employees) Penal Institutions (75 employees), Girls Industrial School (72 employees), Veterans Commission (66 employees), Board for Vocation Education (33 employees), Water Resources Board (26 employees), Bank Commissioner (34 employees), Animal Health Department (40 employees), Department of Post-Audit (23 employees), Department of Economic Development (24 employees), Property Valuation Department (39 employees), Kansas State Fair (17 employees), Food Service and Lodging Board (16 employees), Consumer Credit Commissioner (12 employees), Real Estate Commission (10 employees), Revisor of Statutes (12 employees) and the Commission on Criminal Administration (17 employees).

Beside the forty-eight agencies which are 100% white, nine more agencies employ some minorities but no blacks. Agencies in this category with more than 25 employees include: Schilling Institute (76 employees), Division of Institutional Management (38 employees), Alcoholic Beverage Control (55 employees), Insurance Department (79 employees), Public Employees Retirement System (51 employees) and the Labor Department (29 employees).

Beside the forty-eight agencies which are 100% white, 18 more as well as the entire judicial system employ some minorities but no Mexican Americans. Agencies in this category with more than 25 employees include: Kansas State University Experimental Stations (99 employees), Kansas State College, Pittsburg (1,473 employees), School for the Deaf (187 employees), Superintendent of Public Instruction (161 employees) Schilling Institute (76 employees), Adjutant General (50 employees), Forestry, Fish and Game Commission (188 employees), Industrial Farm for Women (55 employees), Children's Receiving Home (44 employees) Ports of Entry (251 employees), Insurance Department (79 employees) and Workmen's Compensation (27 employees).

Eighty-five of the 112 State agencies have black workforces which are below the general percentage of blacks in the overall population of the State. Ninety-two state agencies have workforces which are less than 3% Mexican-American.

Data gathered for the report indicate that the average salary for monthly black State employees is lower than the average for monthly white employees in all but 7 agencies. For monthly Mexican-American State employees, the average salary is lower than the average white salary in all but 8 agencies. The average salary for black monthly employees exceeds \$1,000 per month in two agencies (which employ one black each). One agency employing one Mexican-American reports an average monthly salary in excess of \$1,000 for that employee, and one agency with one monthly Indian employee also reports a salary in excess of \$1,000. Six agencies with a total of 189 white monthly employees report an average monthly salary in excess of \$1,000 for them. There is a group of 14 monthly Indian employees in one institution, however, with an average monthly salary of \$944. This data does not indicate that only four non-whites have salaries in excess of \$1,000 monthly but only that non-whites generally are in lower paying jobs.

A little more than half (53.79%) of all black monthly state employees are classified in nursing and maintenance positions, although only 14.53% of the total monthly State workforce is employed in similar positions. Slightly less than half (47.65%) of monthly Mexican-American employees are in nursing, general clerical and maintenance positions while only 29.10% of the total monthly State workforce is in similar positions. There are no monthly non-whites in personnel positions, except for one Mexican-American.

The two most frequent types of jobs for blacks are nursing (501) and maintenance (299). The two most frequent types of jobs for Mexican-Americans are nursing (64) and general clerical (45). The two most frequent types of jobs for whites are as unclassified professors and similar positions (5,362) and in general clerical positions (4,138).

Blacks hold less than 5% of all monthly State jobs in every classification except unclassified administrators, food service, maintenance personal services, general teaching, instructional, nursing, therapy medical technicians, correctional and miscellaneous health and welfare positions. Mexican-Americans hold less than 3% of all monthly State positions with the exception of unclassified professionals, mechanical machines, personal services and general teaching.

Of the blacks in unclassified administrative positions, only one of the twenty-three worked in an agency where the average black salary for such positions was \$1,000 or more. Fifty-one agencies reported average monthly salaries for their unclassified administrators as \$1,000 or more.

December 7, 1973

A little less than half (47.57%) of all black monthly employees in the unclassified professors and similar positions work in one agency which has only slightly less than 16% of all such positions. The average salary for the black unclassified professors and similar positions in that agency is \$303 monthly (compared with \$463 monthly for white employees in the same agency). Seven agencies with unclassified professors and similar positions report an average monthly salary for white employees in such positions in excess of \$1,000.

The report indicates that some positive changes in minority group employment have been made. Both the judicial system and the Attorney General's office, as well as the Secretary of State's office were listed in the 1967 report as 100% white. They are no longer so; although non-whites are still generally under-represented in these areas. In the unclassified position of professionals, both Indians and blacks have a higher monthly salary than white and Mexican-Americans earn only slightly less. All earn in excess of \$1,000 per month in such positions. But this is an exception rather than a rule.

Do you have in your records any additional information regarding the total employment picture for both women and minorities which might reflect upon the states "good faith" effort to actively recruit, hire and promote qualified minorities and women? If so, please advise me of these facts.

The Commission would like to offer its services to you in redrafting and implementing your affirmative action program.

Sincerely,



Harold D. Miller
Chairman

ADL:HDM:nh

CC: Dr. Charles Roquemore
Jesse Campos
Jerry Doby

MINORITY GROUP EMPLOYMENT IN THE
KANSAS CIVIL SERVICE

Preliminary Report

The present preliminary report is based on an analysis of the state payroll for March 1971. There were 37,943 employees in that month, comprised of 29,662 monthly, 740 part-time and 7,541 hourly workers.

The total workforce was made up of 34,730 (91.53%) whites,
1,970 (5.19%) blacks, 360 (0.94%) Mexican-Americans, 49 (0.12%)
Indians and 834 (2.19%) employees classified as "Other".

The Kansas Commission on Civil Rights made similar surveys of the State's workforce in March 1967 and October 1968. The present figures indicate that although the number of black and Mexican-American State employees has increased since the first survey in 1967, it did not increase as rapidly as the number of white employees. The number of Indian employees actually decreased from 51 in March 1967, to 49 in March 1971. As a result, the overall proportion of black, Mexican-American and Indian participation in the Kansas Civil Service has decreased in the past four years. Blacks decreased from 6.2% of the total workforce in March 1967, to 5.19% in March 1971. In the same period of time Mexican-Americans decreased from 1.03% to 0.94% of the total, and Indians decreased from 0.2% to 0.12%.

Nearly two-thirds (63.4%) of all blacks employed by the State work in five of the 112 agencies covered by the report. These five agencies together employ only a little more than one-third (34.47%) of the total State workforce. The average black representation on the workforces of the other 97 agencies is 2.89%. The advanced report of the 1970 Census indicates a black population of 4.76% for Kansas.

About one-third (32.5%) of the Mexican-Americans who work for the State are employed in "Health and Hospital" agencies, while such agencies encompass only 21.91% of the total State workforce. On the other hand, "Education and Research" agencies employ 49.1% of the total State workforce but only 20.55% of the State's Mexican-American employees.

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Children's Receiving Home (44 employees) Ports of Entry (251 employees), Insurance Department (79 employees) and Workmen's Compensation (27 employees).

Eighty-five of the 112 State agencies have black workforces which are below the general percentage of blacks in the overall population of the State. Ninety-two state agencies have workforces which are less than 3% Mexican-American.

Data gathered for the report indicate that the average salary for monthly black State employees is lower than the average for monthly white employees in all but 7 agencies. For monthly Mexican-American State employees, the average salary is lower than the average white salary in all but 8 agencies. The average salary for black monthly employees exceeds \$1,000 per month in two agencies (which employ one black each). One agency employing one Mexican-American reports an average monthly salary in excess of \$1,000 for that employee, and one agency with one monthly Indian employee also reports a salary in excess of \$1,000. Six agencies with a total of 189 white monthly employees report an average monthly salary in excess of \$1,000 for them. There is a group of 14 monthly Indian employees in one institution, however, with an average monthly salary of \$944. This data does not indicate that only four non-whites have salaries in excess of \$1,000 monthly but only that non-whites generally are in lower paying jobs.

A little more than half (53.79%) of all black monthly State employees are classified in nursing and maintenance positions, although only 14.53% of the total monthly State workforce is employed in similar positions. Slightly less than half (47.65%) of monthly Mexican-American employees are in nursing, general clerical and maintenance positions while only 29.10% of the total monthly State workforce is in similar positions. There are no monthly non-whites in personnel positions, except for one Mexican-American.

The two most frequent types of jobs for blacks are nursing (501) and maintenance (299). The two most frequent types of jobs for Mexican-Americans are nursing (64) and general clerical (45). The two most frequent types of jobs for whites are as unclassified professors and similar positions (5,362) and in general clerical positions (4,138).

Blacks hold less than 5% of all monthly State jobs in every classification except unclassified administrators, food service, maintenance, personal services, general teaching, instructional, nursing, therapy, medical technicians, correctional and miscellaneous health and welfare positions. Mexican-Americans hold less than 3% of all monthly State positions with the exception of unclassified professionals, mechanical machines, personal services and general teaching.

Of the blacks in unclassified administrative positions, only one of the twenty-three worked in an agency where the average black salary for such positions was \$1,000 or more. Fifty-one agencies reported average monthly salaries for their unclassified administrators as \$1,000 or more.

A little less than half (47.57%) of all black monthly employees in the unclassified professors and similar positions work in one agency which has only slightly less than 16% of all such positions. The average salary for the black unclassified professors and similar positions in that agency is \$303 monthly (compared with \$463 monthly for white employees in the same positions in the same agency). Seven agencies with unclassified professors and similar positions report an average monthly salary for white employees in such positions in excess of \$1,000.

The report indicates that some positive changes in minority group employment have been made. Both the judicial system and the Attorney General's office, as well as the Secretary of State's office were listed in the 1967 report as 100% white. They are no longer so although non-whites are still generally under-represented in these areas. In the unclassified position of professionals, both Indians and blacks have a higher monthly salary than whites and Mexican-Americans earn only slightly less. All earn in excess of \$1,000 per month in such positions. But this is an exception rather than a rule.

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RACIAL COMPOSITION OF KANSAS CITIES AND COUNTIES 1950, 1960 and 1970

Prepared from the 1950, 1960 and 1970¹ U.S. Census Reports by the

KANSAS COMMISSION ON CIVIL RIGHTS
1155W State Office Building
Topeka, Kansas

Population Count
Cities of 10,000 or More

CITIES	TOTAL POPULATION			WHITE			% OF NON-WHITE			NEGRO			OTHER RACES		
	1950	1960	1970	1950	1960	1970	1950	1960	1970	1950	1960	1970	1950	1960	1970
Arkansas City	12,903	14,262	13,216	12,312	13,432	12,308	4.6	5.8	6.9	539	615	632	52	215	276
Atchison	12,792	12,529	12,565	11,521	11,226	11,397	9.9	10.4	9.3	1,263	1,268	1,052	8	35	116
Chanute	10,109	10,849	10,341	9,793	10,550	9,983	3.1	2.8	3.5	306	284	266	10	15	92
Coffeyville	17,113	17,382	15,116	14,928	15,471	13,230	12.8	11.0	12.5	2,162	1,852	1,722	23	59	164
Dodge City	11,262	13,520	14,127	11,007	13,237	13,747	2.3	2.1	2.7	252	262	317	3	21	63
El Dorado	11,037	12,523	12,308	10,839	12,115	12,066	1.8	1.7	2.0	190	190	197	8	18	45
Emporia	15,669	18,190	23,327	15,214	17,646	22,484	2.9	3.0	3.6	439	452	569	16	92	274
Garden City	10,905	11,811	14,708	10,676	11,621	14,450	2.1	1.6	1.8	224	183	169	5	7	89
Great Bend	12,665	16,670	16,133	12,260	16,193	15,698	3.2	2.9	2.7	405	470	354	0	7	81
Hays	8,625	11,947	15,396	8,623	11,938	15,310	...	0.1	.6	1	1	15	1	8	71
Hutchinson	33,575	37,574	36,885	32,630	36,331	35,372	2.8	3.3	4.1	937	1,155	1,283	8	88	230
Independence	11,335	11,222	10,347	10,179	10,177	9,291	10.2	9.3	10.2	1,154	1,032	984	2	13	72
Junction City	13,462	18,700	19,018	12,267	15,695	15,901	8.9	16.1	16.4	1,139	2,422	2,625	56	583	492
Kansas City	129,553	121,901	168,213	102,843	93,574	132,770	20.6	23.2	21.1	26,660	28,134	34,345	50	193	1,098
Lawrence	23,351	32,858	45,698	21,419	29,855	41,888	8.3	9.1	8.3	1,564	1,657	2,029	368	1,346	1,781
Leavenworth	20,579	22,052	25,147	18,526	19,425	22,283	10.0	11.9	11.4	2,034	2,529	2,691	19	98	173
Leawood			10,349			10,327			0.2			9			13
Liberal	7,134	13,813	13,471	7,057	13,499	12,753	1.1	2.3	5.3	76	296	620	1	18	98
Manhattan	19,056	22,993	27,575	18,455	21,854	26,449	3.2	5.0	4.1	539	814	731	62	325	395
McPherson			10,851			10,685			1.5			95			71
Merriam			10,851			10,561			2.7			255			35

¹1970 figures are from the "Advance Report" which carries a note to the effect that the total population for the state is about 2,500 greater than the sum of the figures used here. We assume in using these figures that the effect of the corrections will be, for our purposes, negligible.

Population Count - Cities
of 10,000 or More (Con't)

ge. 2

CITIES	TOTAL POPULATION			WHITE			% OF NON-WHITE			NEGRO			OTHER RACES		
	1950	1960	1970	1950	1960	1970	1950	1960	1970	1950	1960	1970	1950	1960	1970
Newton	11,590	14,877	15,439	11,214	14,402	14,979	3.2	3.2	3.0	356	458	390	20	17	70
North Ft. Riley (unincorporated)			12,469			9,924			20.4			2,155			390
Olathe	5,593	10,987	17,917	5,339	10,563	17,353	4.5	3.9	2.8	251	395	479	3	29	85
Ottawa	10,081	10,673	11,036	9,757	10,349	10,687	3.2	3.0	3.2	320	291	297	4	33	50
Overland Park	*	21,110	76,623		21,079	76,265		0.1	0.5		8	107		23	251
Parsons	14,750	13,929	13,015	13,498	12,889	11,967	8.5	7.5	8.1	1,207	1,012	977	45	28	71
Pittsburg	19,341	18,678	20,171	18,982	18,269	19,670	1.9	2.2	2.5	357	376	336	2	33	165
Prairie Village	**	25,356	28,138		25,313	28,031		0.2	0.4		25	36		18	71
Salina	26,176	43,202	37,714	25,547	41,593	36,266	2.4	3.7	3.8	611	1,407	1,205	18	202	243
Shawnee			20,482			20,355			0.6			42			85
Topeka	78,791	119,484	125,011	72,248	109,687	113,062	8.3	8.2	9.6	6,228	9,145	10,444	315	652	1,505
Wichita	168,279	254,698	276,554	159,910	233,539	246,943	5.0	8.3	10.7	8,082	19,861	26,841	287	1,298	2,770
Winfield	10,264	11,117	11,405	9,984	10,828	11,088	2.7	2.6	2.8	255	253	258	25	36	59

* Incorporated May 2, 1960

** Incorporated February 19, 1951

STANDARD METROPOLITAN STATISTICAL AREAS
1970

CITIES	TOTAL POP.	WHITE	% OF NON-WHITE	NEGRO	OTHER RACES
Kansas City Mo.-Kan (that part in Kan.)	404,507	365,721	9.6	36,728	2,048
Topeka	155,322	142,372	8.3	11,196	1,754
Wichita	389,352	357,836	8.1	28,017	3,499

SUMMARY OF CHARACTERISTICS FOR STATE

	1950	1960	1970
Total Population	1,905,299	2,178,611	2,246,578*
White	1,828,961	2,078,666	2,122,068
% of Non-White	4.0	4.6	5.5
Negro	73,158	91,445	106,977
Other Races	3,180	8,500	17,533

TE: Bureau of Census includes Mexican Americans
in "White" Race.
"Other Races" include Indians, Japanese, Chinese, etc.

*Corrected 1970 Population Count

Population Count by Counties

COUNTIES	TOTAL POPULATION			WHITE			% OF NON-WHITE			NEGRO			OTHER RACES		
	1950	1960	1970	1950	1960	1970	1950	1960	1970	1950	1960	1970	1950	1960	1970
Allen	18,187	16,369	15,043	17,788	16,040	14,728	2.2	2.0	2.1	331	303	271	68	26	44
Anderson	10,267	9,035	8,501	10,238	9,015	8,463	0.3	0.2	0.4	28	19	19	1	1	19
Atchison	21,496	20,898	19,165	20,051	19,414	17,892	6.7	7.1	6.6	1,428	1,424	1,149	17	60	124
Barber	8,521	8,713	7,016	8,481	8,670	6,937	0.5	0.5	1.1	36	27	28	4	16	51
Barton	29,909	32,368	30,663	29,371	31,756	30,113	1.8	1.9	1.8	529	587	413	9	25	137
Bourbon	19,153	16,090	15,215	18,478	15,493	14,742	3.5	3.7	3.1	661	582	433	14	15	40
Brown	14,651	13,229	11,685	14,132	12,722	11,155	3.5	3.8	4.5	173	138	124	346	369	406
Butler	31,001	38,395	38,658	30,769	38,135	38,261	0.7	0.7	1.0	201	203	234	31	57	163
Chase	4,831	3,921	3,408	4,790	3,866	3,376	0.8	1.4	0.9	40	51	27	1	4	5
Chautauqua	7,376	5,956	4,642	7,309	5,877	4,563	0.9	1.3	1.7	52	55	26	15	24	53
Cherokee	25,144	22,279	21,549	24,795	21,936	21,133	1.4	1.5	1.9	330	274	230	19	69	186
Cheyenne	5,668	4,708	4,256	5,664	4,705	4,253	0.1	0.1	0.1	4	1	1	0	2	2
Clark	3,946	3,396	2,896	3,932	3,393	2,884	0.4	0.1	0.4	13	0	2	1	3	10
Clay	11,697	10,675	9,890	11,683	10,655	9,865	0.1	0.2	0.3	11	13	4	3	7	21
Cloud	16,104	14,407	13,466	16,087	14,398	13,437	0.1	0.1	0.2	10	9	4	7	0	25
Coffey	10,408	8,403	7,397	10,399	8,395	7,382	0.1	0.1	0.2	7	4	1	2	4	14
Comanche	3,888	3,271	2,702	3,885	3,269	2,699	0.1	0.1	0.1	0	0	0	3	2	3
Cowley	36,905	37,861	35,012	35,930	36,615	33,649	2.6	3.3	3.9	886	952	904	89	294	459
Crawford	40,231	37,032	37,850	39,662	36,516	37,203	1.4	1.4	1.7	565	472	416	4	44	231
Decatur	6,185	5,778	4,988	6,184	5,776	4,981	...	...	0.1	1	0	1	0	2	6
Dickinson	21,190	21,572	19,993	20,990	21,349	19,767	0.9	1.0	1.1	196	161	112	4	62	114
Doniphan	10,499	9,574	9,107	10,073	9,186	8,767	4.1	4.1	3.7	403	372	296	23	16	44
Douglas	34,086	43,720	57,932	31,977	40,573	53,891	6.2	7.2	7.0	1,724	1,764	2,134	385	1,383	1,907
Edwards	5,936	5,118	4,581	5,921	5,103	4,533	0.3	0.3	1.0	15	13	4	0	2	44
Elk	6,679	5,048	3,858	6,663	5,041	3,843	0.2	0.1	0.4	4	7	1	12	0	14
Ellis	19,043	21,270	24,730	19,008	21,228	24,602	0.2	0.2	0.5	33	29	35	2	13	93
Ellsworth	8,465	7,677	6,146	8,429	7,640	6,120	0.4	0.5	0.4	34	36	9	2	1	17
Finney	15,092	16,093	18,947	14,825	15,876	18,662	0.8	1.3	1.5	262	208	189	5	9	96
Ford	19,670	20,938	22,587	19,393	20,641	22,167	1.4	1.4	1.9	263	274	344	14	23	76
Franklin	19,928	19,548	20,007	19,566	19,187	19,622	1.8	1.8	1.9	346	309	305	16	52	80

Population Count by
Counties (Con't)
Page 2

COUNTIES	TOTAL POPULATION			WHITE			% OF NON-WHITE			NEGRO			OTHER RACES		
	1950	1960	1970	1950	1960	1970	1950	1960	1970	1950	1960	1970	1950	1960	1970
Geary	21,671	28,779	28,111	20,009	24,634	23,948	7.7	14.4	14.8	1,570	3,370	3,454	92	775	709
Gove	4,447	4,107	3,940	4,431	4,098	3,936	0.4	0.2	0.1	15	8	0	1	1	4
Graham	5,020	5,586	4,751	4,755	5,390	4,597	5.3	3.5	3.2	265	195	152	0	1	2
Grant	4,638	5,269	5,961	4,629	5,257	5,899	0.2	0.2	1.0	2	1	8	7	11	54
Gray	4,894	4,380	4,516	4,875	4,364	4,500	0.4	0.4	0.4	19	14	6	0	2	10
Greeley	2,010	2,087	1,819	1,975	2,070	1,805	1.7	0.7	0.8	34	14	12	1	1	2
Greenwood	13,574	11,253	9,141	13,560	11,243	9,105	0.1	0.1	0.4	6	0	6	8	10	30
Hamilton	3,696	3,144	2,747	3,676	3,129	2,743	0.5	0.5	0.1	9	15	2	11	0	2
Harper	10,263	9,541	7,871	10,203	9,507	7,824	0.6	0.4	0.6	20	32	31	40	2	16
Harvey	21,698	25,865	27,236	21,291	25,355	26,681	1.9	2.0	2.0	385	476	428	22	34	127
Haskell	2,606	2,990	3,672	2,595	2,973	3,653	0.4	0.6	0.5	0	1	8	11	16	11
Hodgeman	3,310	3,115	2,662	3,304	3,092	2,634	0.2	0.7	1.1	5	20	25	1	3	3
Jackson	11,098	10,309	10,342	10,622	9,932	9,893	4.3	3.7	4.3	35	23	19	441	354	430
Jefferson	11,084	11,252	11,945	10,970	11,113	11,797	1.0	1.2	1.2	98	100	88	16	39	60
Jewell	9,698	7,217	6,099	9,690	7,213	6,085	0.1	0.1	0.2	5	2	4	3	2	10
Johnson	62,783	143,792	217,662	62,054	142,673	215,845	1.2	0.8	0.8	706	943	1,031	23	176	786
Kearny	3,492	3,108	3,047	3,491	3,098	3,015	...	0.3	1.1	0	1	1	1	9	31
Kingman	10,324	9,958	8,886	10,293	9,945	8,843	0.3	0.1	0.5	31	11	8	0	2	35
Kiowa	4,743	4,626	4,088	4,741	4,622	4,083	...	0.1	0.1	2	0	2	0	4	3
Labette	29,285	26,805	25,775	27,700	25,486	24,465	5.4	4.9	5.1	1,534	1,269	1,147	51	50	163
Lane	2,808	3,060	2,707	2,802	3,059	2,701	0.2	...	0.2	5	1	0	1	0	6
Leavenworth	42,361	48,524	53,340	38,549	43,835	47,987	9.0	9.7	10.0	3,663	4,412	4,850	149	277	503
Lincoln	6,643	5,556	4,582	6,637	5,539	4,570	0.1	0.3	0.3	4	1	0	2	16	12
Linn	10,053	8,274	7,770	9,965	8,205	7,713	0.9	0.8	0.7	86	66	43	2	3	14
Logan	4,206	4,036	3,814	4,110	3,974	3,759	2.3	1.5	1.4	95	52	42	1	10	13
Lyon	26,576	26,928	32,071	26,031	26,334	31,157	2.1	2.2	2.8	528	497	604	17	97	310
McPherson	23,670	24,285	24,778	23,624	24,189	24,577	0.2	0.4	0.8	41	67	110	5	29	91
Marion	16,307	15,143	13,935	16,272	15,095	13,850	0.2	0.3	0.6	32	22	60	3	26	25
Marshall	17,926	15,598	13,139	17,896	15,582	13,116	0.2	0.1	0.2	29	14	13	1	2	10
Meade	5,710	5,505	4,912	5,700	5,493	4,877	0.2	0.2	0.7	10	3	1	0	9	34
Miami	19,698	19,884	19,254	18,902	19,154	18,542	4.0	3.7	3.7	794	717	635	2	13	77
Mitchell	10,320	8,866	8,010	10,288	8,850	7,977	0.3	0.2	0.4	32	12	20	0	4	13
Montgomery	46,487	45,007	39,949	42,878	41,873	36,788	7.8	7.0	7.9	3,581	2,997	2,785	28	137	376
Morris	8,485	7,392	6,432	8,402	7,329	6,391	1.0	0.9	0.6	81	62	30	2	1	11
Morton	2,610	3,354	3,576	2,605	3,344	3,568	0.2	0.3	0.2	5	3	2	0	7	6

COUNTIES	TOTAL POPULATION			WHITE			% OF NON-WHITE			NEGRO			OTHER RACES		
	1950	1960	1970	1950	1960	1970	1950	1960	1970	1950	1960	1970	1950	1960	1970
Nemaha	14,341	12,897	11,825	14,269	12,845	11,752	0.5	0.4	0.6	70	42	49	2	4	24
Neosho	20,348	19,455	18,812	19,981	19,129	18,425	1.8	1.7	2.1	355	310	283	12	16	104
Ness	6,322	5,470	4,791	6,319	5,468	4,788	...	...	0.1	3	2	0	0	0	3
Norton	8,808	8,035	7,279	8,784	8,004	7,246	0.3	0.4	0.5	19	15	9	5	16	24
Osage	12,811	12,886	13,352	12,767	12,852	13,302	0.3	0.3	0.4	40	20	11	4	14	39
Osborne	8,558	7,506	6,416	8,533	7,483	6,398	0.3	0.3	0.3	25	23	15	0	0	3
Ottawa	7,265	6,779	6,183	7,243	6,763	6,171	0.3	0.2	0.2	22	14	8	0	2	4
Pawnee	11,041	10,254	8,484	10,832	9,997	8,201	1.9	2.5	3.3	207	225	245	2	32	38
Phillips	9,273	8,709	7,888	9,250	8,689	7,850	0.2	0.2	0.5	21	20	23	2	0	15
Pottawatomie	12,344	11,957	11,755	12,319	11,904	11,689	0.2	0.4	0.6	16	19	26	9	34	40
Pratt	12,156	12,122	10,056	11,872	11,857	9,827	2.3	2.2	2.3	284	255	194	0	10	35
Rawlins	5,728	5,279	4,393	5,727	5,279	4,373	...	...	0.5	1	0	0	0	0	20
Reno	54,058	59,055	60,765	53,073	57,755	59,165	1.8	2.2	2.6	968	1,200	1,320	17	100	280
Republic	11,478	9,768	8,498	11,473	9,764	8,485	...	...	0.2	4	2	1	1	2	12
Rice	15,635	13,909	12,320	15,543	13,806	12,154	0.6	0.7	1.3	89	92	102	3	11	64
Riley	33,405	41,914	56,788	32,586	39,472	51,995	2.5	5.8	8.4	706	1,896	3,682	113	546	1,111
Rooks	9,043	9,734	7,628	8,995	9,697	7,602	0.5	0.4	0.3	48	33	19	0	4	7
Rush	7,231	6,160	5,117	7,223	6,148	5,110	0.1	0.2	0.1	6	3	3	2	9	4
Russell	13,406	11,348	9,428	13,347	11,302	9,366	0.4	0.4	0.7	53	39	35	6	7	27
Saline	33,409	54,715	46,592	32,779	52,732	44,367	1.9	3.6	4.8	612	1,742	1,837	18	241	388
Scott	4,921	5,228	5,606	4,904	5,222	5,568	0.3	0.1	0.7	2	6	2	15	0	36
Sedgwick	222,290	343,231	350,694	212,144	321,215	319,575	4.6	6.4	8.9	9,746	20,469	27,783	400	1,547	3,336
Seward	9,972	15,930	15,744	9,883	15,596	15,013	0.9	2.1	4.6	80	298	622	9	36	109
Shawnee	105,418	141,286	155,322	97,656	130,956	142,372	7.4	7.3	8.3	7,386	9,513	11,196	376	817	1,754
Sheridan	4,607	4,267	3,859	4,606	4,266	3,853	...	...	0.2	0	1	0	1	0	6
Sherman	7,373	6,682	7,792	7,371	6,654	7,770	...	0.4	0.3	2	18	6	0	10	16
Smith	8,846	7,776	6,757	8,844	7,774	6,736	...	...	0.3	2	0	2	0	2	19
Stafford	8,816	7,451	5,943	8,789	7,425	5,919	0.3	0.3	0.4	23	17	9	4	9	15
Stanton	2,263	2,108	2,287	2,253	2,081	2,235	0.4	1.3	2.3	5	3	6	5	24	46
Stevens	4,516	4,400	4,198	4,434	4,326	4,125	1.8	1.7	1.7	79	66	50	3	8	23
Sumner	23,646	25,316	23,553	23,378	25,063	23,272	1.1	1.0	1.2	259	241	188	9	12	93

Population Count by
 Counties (con't)
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COUNTIES	TOTAL POPULATION			WHITE			% OF NON-WHITE			NEGRO			OTHER RACES		
	1950	1960	1970	1950	1960	1970	1950	1960	1970	1950	1960	1970	1950	1960	1970
Thomas	7,572	7,358	7,501	7,565	7,356	7,475	0.1	...	0.3	6	0	10	1	2	16
Trego	5,868	5,473	4,436	5,846	5,469	4,423	0.4	0.1	0.3	17	4	3	5	0	10
Wabaunsee	7,212	6,648	6,397	7,008	6,510	6,293	2.8	2.1	1.6	204	128	92	0	10	12
Wallace	2,508	2,069	2,215	2,485	2,036	2,173	0.9	1.6	1.9	23	32	27	0	1	15
Washington	12,977	10,739	9,249	12,976	10,731	9,243	...	0.1	0.1	0	5	2	1	3	4
Wichita	2,640	2,765	3,274	2,628	2,764	3,266	0.5	...	0.2	10	1	5	2	0	3
Wilson	14,815	13,077	11,317	14,731	13,013	11,255	0.6	0.5	0.5	83	55	39	1	8	23
Woodson	6,711	5,423	4,789	6,704	5,423	4,746	0.1	...	0.8	2	0	23	5	0	20
Wyandotte	165,318	185,495	186,845	135,843	154,319	149,876	17.8	16.8	19.8	29,367	30,922	35,707	108	254	1,262