

M I N U T E S

SPECIAL COMMITTEE ON WAYS AND MEANS

August 8, 1975

Members Present

Senator Ross Doyen, Chairman  
Representative Wendell Lady, Vice Chairman  
Senator Bob Storey  
Senator T. D. Saar  
Senator Joe Warren  
Senator D. Wayne Zimmerman  
Representative William Buntin  
Representative James Cubit  
Representative Keith Farrar  
Representative Mike Hayden  
Representative James Holderman  
Representative John T. Ivy  
Representative Irving R. Niles

Staff Present

Jim Wilson, Revisor of Statutes Office  
Arden Ensley, Revisor of Statutes Office  
Carl Tramel, Legislative Research Department  
Robert Haley, Legislative Research Department  
Robert Epps, Legislative Research Department

Chairman Ross Doyen called to order the Special Committee on Ways and Means at 9:33 a.m., August 8, 1975. A quorum was present.

Senator T. D. Saar moved that the minutes of the July 16 meeting be approved. Vice Chairman Wendell Lady seconded and motion carried.

Subjects on the agenda were reversed, beginning with testimony from Jim Wilson, Revisor of Statutes Office, in relation to Proposal No. 57.

Proposal No. 57 - Retirement Matters

Mr. Wilson pointed out that six of 24 cities have made changes in their retirement plans since the Segal report was completed last fall. Material has been received from the charter cities of Overland Park, Prairie Village, and Wichita; there are some available data from Topeka and Kansas City, Kansas and Hutchinson. However, information from the latter three cities is incomplete. Dr. John Mackin, the consulting actuary of Martin E. Segal and Co., is analyzing those changes at the present time.

The Committee's attention was drawn to Mr. Wilson's explanation of House Bill No. 2634. Attachment No. 1 contains a listing of possible alternatives to the bill in its present form. At the request of Vice Chairman Lady, Mr. Wilson proceeded to give the following summary of the bill.

Section 1 pertains to legislative intent and applicability. The provisions of the bill are uniformly applicable to all cities and are not subject to the home rule power of cities. Section 2 defines in detail the terms used in the act. Section 3 provides that no city shall establish or create any local police or fire pension plan after July 1, 1975. Section 4 provides that policemen or fireman employed on or after January 1, 1977, will become members of the Kansas Police and Fire retirement system or, under certain circumstances, of the Kansas Public Employees Retirement System. Section 5 provides that cities may maintain their local systems for employees hired on or before December 31, 1976, but they must make annual contributions to amortize liabilities for active members over 30 years and for retired members over 20 years. Employees must contribute nine percent of their compensation to such local plans.

Section 6 allows active members of local police or fire pension plans, who previously elected to stay under such plans when the city entered KP&F to again elect whether or not to become members of KP&F when the city merges the local police or fire pension plan for purposes of the active and retired members into KP&F under this act. Vice Chairman Lady inquired as to the status of members, both current and future, if a city elects to affiliate with KP&F. Mr. Wilson explained that if an employee should so desire, he may file an option to stay under the local provisions. If the city is merged with KP&F, employees who elect to remain under the local plan provisions would become special members of KP&F. In response to the Vice Chairman's question on contribution rates, Mr. Wilson reported that under the bill all active members remaining under a local plan provisions would contribute nine percent of compensation. Future employees would automatically become members of KP&F.

Section 7 provides that all moneys and other assets in police and fire pension plans which affiliate with KP&F are transferred to KP&F. Under Section 8 all active members and retirants of a local plan in a city that affiliates with KP&F who elect not to become members of KP&F are made special members of KP&F. Section 9 provides a method of determining employer contributions using the regular KP&F actuarial standard. Section 10 provides that the act be administered by the Board of Trustees of the Kansas Public Employees Retirement System.

Section 11 amends K.S.A. 74-4954. This section of existing law relates to affiliation of cities with KP&F and is further amended to allow such affiliation with regard to retired members of local police or fire pension plans and to require that any affiliation with regard to such retired members shall also be for affiliation with regard to all of the active members of such plans.

Senator Saar asked if existing federal legislation would have any effect on state or local plans to which Mr. Wilson responded it would not. Mr. Corkhill remarked that the federal law does not now affect public plans.

Mr. Wilson indicated he worked with KPERS staff on possible alternatives and proceeded to discuss possible alternatives i.e. Attachment No. 1 as follows:

Option 1 would be to simply do nothing.

Option 2 would require all new members hired after a specified date to become KP&F members, regardless of the existence of local plans. Vice Chairman Lady inquired if all new employees would automatically become members after the specified date; Mr. Wilson replied that would be the case under that option.

Option 3 would require all new employees to become KP&F members and prohibit the creation of any new plans. Certain funding standards would be established and cities would be permitted to affiliate with KP&F. Option 4 would prohibit the creation of new local plans, require funding standards for existing local plans, but falls short of requiring KP&F membership for new employees. It would permit affiliation by retirants as well as actives and hirees.

Option 5 would offer several incentives for affiliating with KP&F, for example shorter amortization periods, mandatory employee contributions in excess of current rates, or the imposing of sanctions on cities not meeting the funding standards.

Representative Farrar posed a question as to whether it was proper to legislate retirement changes on those cities whose local plans were properly funded. If these plans were properly funded, he believed they should be left alone. Guidelines, in his opinion, were needed and he asked whether Kansas could use standards similar to the federal government. Mr. Corkhill indicated there should be uniform requirements and uniform actuarial standards for all cities.

Vice Chairman Lady addressed Arden Ensley, specifically asking if Kansas would have the statutory power to enforce standards if they were established. Mr. Ensley replied that laws having uniform application are not subject to the home rule powers and in the absence of compliance on the part of a city, recourse in the last instance is always available through the courts.

Senator Warren inquired as to the audit manpower requirements associated with any funding standards that may be imposed. Mr. Corkhill replied that all local pension plans are subject to municipal audit conducted by Accounts and Reports. A periodic actuarial evaluation would have to be made, however, and possibly reviewed by the KPERS Board. Most likely actuarial expertise would have to be secured because municipal auditors do not have that capability.

Another inquiry was posed by Senator Warren in relation to an employee's status should he transfer from one city to another. Mr. Corkhill advised that there are currently no transfer provisions and a state-wide system would facilitate such transfers.

W. R. McCarter, Topeka Fire Department, drew the Committee's attention to a federal regulation limiting discrimination in employment with respect to age. Should a person, age 64, meet all requirements for employment i.e., written exam and physical, his name must be placed on an eligibility list for consideration of employment. This restriction has been effective since May, 1974.

Representative Niles asked Mr. Corkhill whether or not an unfunded pension plan would cost the taxpayer less than a funded one. Mr. Corkhill indicated that funded systems are less costly overall. When plans are funded on a pay-as-you-go basis, costs increase rapidly as the number of retirants increase, shifting the financing burden to future generations. Reserves are not created to provide investment earnings to reduce the amounts required to meet future pension payments.

Vice Chairman Lady indicated that consulting actuaries often have differences of opinion in determining what is actuarially sound. Mr. Corkhill responded that that was the result of different schools of philosophy. In addition, actuarial assumptions vary, depending upon specific system goals.

Representative Holderman asked that, if the Board was vested with regulatory authority, how and under what circumstances would the state intervene. Mr. Corkhill responded that it would depend on the standards established, but that every effort should be made to insure that cities comply with the standards established.

Senator Warren cautioned that an extremely low rate of employer and employee contributions would cause future generations to pick up the costs whereas anything unreasonably high would reduce future requirements. He stated that no one could make an exact economic forecast over a set period of years and that the best solution would be to take a more conservative approach.

Turning to the Committee's request that the staff prepare a bill providing for first day coverage, Mr. Wilson indicated that there were certain policy questions to be addressed. It was the decision of the Committee that both school and non-school employees should become members of KPERS on the first day of employment as opposed to the beginning of the first payroll period immediately following employment. Vice Chairman Lady stressed the importance of consistency in these programs.

John Dekker, Wichita city attorney, was recognized by the Chairman and proceeded to report on the Wichita retirement system.

The attorney stated that a combination of actuarial and CPA reports would provide the basis of a sound retirement system. As police and firemen are local employees, it would be more advantageous for their pension programs and other personnel programs to be handled locally than at a state level.

When Wichita's plan was first initiated, an actuarial report indicated a 30 year amortization period. According to Mr. Dekker, the same problem existed in Wichita as had been the case for other city and state programs -- little or no leeway from which to adapt the system for future use.

Such a problem could be remedied by lowering or extending the years of coverage, depending upon current taxing ability. Standards need to be adopted in the following phases. First, make a thorough study of the situation by both actuaries and accountants. Second, upon approval of the actuarial and accountants' reports, develop a set of guidelines for proper administration. Mr. Dekker believed the federal system could be easily adopted to a state level. A lateral transfer of pension systems from local to state level could then be made. Wichita maintains the potential for such a transfer and Mr. Dekker pointed out the city is not adverse to paying its cost of the bill.



Proposal No. 56 - Employment of Attorneys by State Agencies

Mr. Tramel referred the Committee to the staff report which reflected information on executive agency expenditures for legal services during part of fiscal year 1975. It was indicated that the information relative to staff attorneys was taken from the May, 1975 payroll and that the information relative to outside counsel services was taken from the expenditure reports as of May 31, 1975. Additional clarification of the report was given as follows:

1. The staff attorney position shown for the Board of Agriculture is shared with the Animal Health Department and the State Fair.
2. The report includes the Appeals Referee class used by the Employment Security Division and the Workmen's Compensation Examiner class used by the Office of the Workmen's Compensation Director as examples of positions which are not titled as attorneys but which require the person appointed to the position to be an attorney. It was further indicated that the Hearing Examiner class to be established effective July 1, 1975 and used by the Civil Rights Commission would require the appointee to be an attorney.

Mr. Tramel made two further distinctions concerning appointment of attorneys. First, attorney positions can be in either the classified or the unclassified service. Classified positions are covered by the civil service rules and regulations whereas an appointee to an unclassified position serves at the pleasure of the appointing authority. And secondly, some appointments to unclassified positions require the approval of the Attorney General (Attorney for the Commission on Civil Rights and for the Alcoholic Beverage Control Board were examples of positions requiring such approval). It was further indicated that beginning June 18, 1975, different salary schedules exist depending upon the type of appointment i.e. classified or unclassified.

With respect to salary levels, Senator Storey indicated that \$18,000 was the highest salary for an Attorney I. However, Senator Doyen stated that the unclassified pay scale had been adjusted with actual salary rates, depending upon the person's experience and the scale was now subject to the Governor's approval. Mr. Tramel indicated the current pay schedule for

unclassified attorneys adopted by the State Finance Council on July 10, 1975 to be as follows: (See attachment No. 2 for further breakdown).

<u>Levels</u>	<u>Title</u>	<u>Range</u>
A	Attorney	\$10,000 - 16,000
B	Attorney	16,000 - 25,000
C	Attorney	18,000 - 27,500
D	Chief Attorney	25,000 - 32,500

Following general discussion as to how many attorneys there are in the state service and how they are paid, Representative Hayden stressed two areas in which the Committee should have additional information. They are:

1. The total dollars spent per year for legal services; and
2. A breakdown as to how the Attorney General allocates his staff time to the agencies.

It was the Committee's consensus that the staff would proceed to accumulate the information suggested by Representative Hayden. In addition, it was concluded that representatives from state agencies would be invited to present their views on delivery of legal services. Suggestions were that the Forestry, Fish, and Game Commission and the Corporation Commission be invited to appear. The staff would select other agencies.

#### Proposal No. 58 - Review of Need and Use of Advisory Committees

Mr. Haley presented the staff report. It was indicated that the information may not be all inclusive. The information was gathered by reviewing statutes, utilizing the 1973 interim report, survey of the files in both the Secretary of State's Office and the Legislative Research Department, and by agency contacts.

It was indicated that the committees could be classified as follows:

1. Those established by specific statute i.e. Advisory Commission on Environment;
2. Those agencies established by executive order i.e. Apprenticeship Council;

3. Those set by by federal mandate i.e. Library Service and Construction Act Advisory Council;
4. Those appointed at the discretion of the agency head.

Mr. Haley mentioned that there are certain difficulties with the survey, such as amenable data from which to draw conclusions and determine expenses. Vice Chairman Lady inquired whether all committees were compensated. It was indicated that there was no uniform policy but that 1975 Senate Bill No. 552 eliminated the per diem compensation payments to non-legislative members of most committees. Members would continue to receive subsistence allowances, mileage, and other expenses when specified.

Representative Farrar noted the use of the phrase "other expenses" was used relating to some committees while "and related expenses" was used relating to others. Mr. Tramel indicated that the meaning was the same. Expenses falling into those categories would include registration fees, taxi fares, etc., as outlined in the Accounts and Reports' Policy and Procedure Manual.

Senator Doyen noted that the Computer Advisory Board was required to meet quarterly but that no meetings had been held in FY 1975. Representative Holderman then asked what happened in those cases when meetings were not held as required. Mr. Tramel indicated that if it was not necessary for the committee to meet the agency head would, presumably, communicate the fact to the Legislature or that the Ways and Means Committee would become aware of the Committee's inactivity. Representative Farrar followed up by questioning whether there is a published report which indicates the number and frequency of advisory committee meetings. Mr. Tramel indicated that to his knowledge, one would have to inquire of every agency to accumulate that information.

Senator Warren indicated the need for cost information on the committees' activity. It was the consensus of the Committee that the staff would accumulate the actual cost for fiscal year 1975 and project an estimated annual ongoing cost. It was further indicated that cost data should be distinguished as to State General Fund and other funds.

Representative Bunten suggested that the question of necessity of such committees be deferred to the Ways and Means Committee with the subcommittees scrutinizing any advisory committee's activities to determine which ones are essential. The suggestion drew wide support.



Proposal No. 59 - Review of Proposed State Historical  
Society Museum

At the request of Chairman Doyen, Mr. Haley introduced the staff report on the museum. The FY 1976 request for \$470,000 for preliminary and final planning of a new building is not based on the downtown museum provided for in the 1971 Initial Planning for the Capitol Area Plaza Project. The Society hopes to locate the new museum on the 81 acre Pottawatomie Baptist Mission site adjoining Interstate 70 just west of the Topeka city limits.

The staff report provided a summary of the organization of the Society and a short description of the activities of the agency. It was noted that the Historical Society contends that the growth of the collections of the museum, library, newspaper and census, and archives and manuscripts division is creating a problem of lack of space.

The Society estimated that annual visitation has been stable at about 80,000 per year for the last 15 years. The agency believes that this is a result of two major drawbacks. First, there are few, if any, parking facilities. Second, tourists are reluctant to leave a well marked highway to enter an unfamiliar town.

The staff report also noted that the fire marshal has indicated the lack of emergency exits from the museum and the method of storage of the collections could cause problems.

During the afternoon session, the Committee was accompanied on a tour of the Memorial Building by Judge Arthur J. Stanley, Jr., president of the Historical Society; Mr. Nyle H. Miller, executive director; Mr. Edgar Langsdorf, deputy director; Mr. Stanley D. Sohl, museum director; and Mr. Thomas A. Witty, state archeologist.

During the tour it was pointed out that the building lacks a freight elevator, which hampers the movement of materials between workrooms and display areas. A number of special "traveling" display cases were being prepared in the main workroom that will be used throughout the Topeka school system during the upcoming school year. The museum staff indicated that present display areas lacked sufficient space to display many items and that the available space was generally inadequate to properly display many items. Given additional space the museum staff would like to revise many of the current displays into "working displays". For example, the existing display of an early Kansas printshop could be set up to allow visitors to actually operate some of the equipment.

The major deficiencies cited for the present museum building were the lack of display space and the fire hazard imposed by the building's age and structure.

Following the inspection of the display areas, Mr. Witty explained briefly the activities carried out by the archeological staff. The group was then shown through the archives section where the museum's microfilm program was being conducted.

After the tour, the Committee met with the representatives of the Historical Society. Chairman Doyen and Representative Buntin inquired into the allocation of space in the present museum and in the proposed building. Mr. Langsdorf provided the following data on the present museum:

<u>Activity</u>	<u>Square Feet</u>
Museum display space	24,200
Museum storage space	13,380
Museum workrooms, office, etc.	1,980
Museum space	<u>39,560</u>
Other activities of the Historical Society	46,660
Total space	<u><u>86,220</u></u>

Mr. Miller stated that even with a new facility the Society will need the Memorial Building for its other activities. He also indicated that storage space would account for about one-third of the 220,000 square feet in the proposed building.

Representative Buntin asked about the use of low cost storage space. Mr. Langsdorf noted that the Society was using one of the old Kansas Technical Institute buildings. It had inquired about space at the old Forbes Air Force Base but the Society was told cost would be prohibitive.

Senator Warren asked if the 1971 Schirmer report included the cost of the land and if the present proposal was in multi-phases. The Society staff indicated that Schirmer did not include land costs and that the new proposal was not in phases.

Representative Hayden expressed concern about the high cost of display space and whether the building would be designed for efficient use of utilities. Mr. Miller contended that a two-thirds display to one-third storage space ratio was considered the common allocation. The director noted that the display space would not be that expensive as it would be poured concrete. The deputy director stated that the storage space

would need humidity control which would increase its costs. Representative Farrar expressed concern that a large display area would encounter the same problem that the Smithsonian Institute has with wasted space.

Senator Doyen asked about the practice of charging at other museums. The staff replied that it did not know of any state that charged for the museum. However, some states as Ohio charge for activities such as the Ohio Frontier Village.

Judge Stanley expressed concern that the collection of Kansas and western history is subject to a high fire risk.

Representative Farrar asked why the Society kept a copy of material after it was microfilmed. Mr. Miller stated that photo reproductions could not be made from the microfilm.

#### Other Matters

Jim Wilson reminded the assembly of an August 15, 1975 meeting on retirement matters which involves John Corkhill, Executive Secretary of KPERS and representatives of the local units of government concerning House Bill No. 2634. Carl Tramel indicated that Rosemary McDonough of the College and University Section of the Kansas Library Association wished to enter a report in the minutes (see Attachment No. 4).

Chairman Doyen reminded the Committee of its next meeting on September 5, 1975 and called for adjournment at 3:00 p.m.

Prepared by Fiscal Staff  
of Legislative Research Department

Approved by the Committee on:

  
(Date)

POSSIBLE LEGISLATIVE ALTERNATIVES TO HOUSE BILL NO. 2634  
(Local Police or Fire Pension Plans)

1. Do nothing.
2. Require that all new employees be made members of K P & F in lieu of any local police or fire pension plan, after a specified date.
3. Require all new employees to be members of K P & F, prohibit creation of any new local plans, and require certain funding standards be met with regard to existing local plans or in lieu thereof, require merger of local plans into K P & F. (Essentially H. B. No. 2634 without "incentives.")
4. Without imposing any sanctions or creating any incentives, prohibit creation of any new local police or fire pension plans, impose funding standards on existing local plans, and amend existing law to permit affiliation with regard to retired members in addition to active members and newly employed.
5. Adopt No. 3 or No. 4, but incorporate some incentives, e.g.:
  - (a) Impose shorter amortization periods for existing liabilities of local plans. (There may be other policy reasons to incorporate this feature beyond the "incentive" value.)
  - (b) Impose mandatory employee contributions in amount above existing rates.
  - (c) Impose sanctions upon the cities which do not adhere to local plan funding standards, e.g., withhold power to tax
6. Further variation of any of the above.

## PAY SCHEDULE FOR UNCLASSIFIED ATTORNEYS

## I. Full time

<u>Levels*</u>	<u>Title</u>	<u>Range</u>
A	Attorney	\$10,000 - 16,000
B	Attorney	16,000 - 25,000
C	Attorney	18,000 - 27,500
D	Chief Attorney	25,000 - 32,500

## II. Part time

Retainer fee - \$100 to \$250 per month plus one hundred dollars (\$100) per day for the following services:

1. Attendance at a board meeting where the attorney is required to be present for a legal hearing or proceeding.
2. For a court appearance. Court appearance is defined as follows:

An actual appearance plus preparing time for such an appearance.

Retainer fees above \$100.00 per month will be considered on a case-by-case basis upon request by the agency.

\*The minute establishing the four levels did not include a definition. However, it is gleaned from the staff materials utilized by the subcommittees that the following applies:

Attorney Level A - A position in a state agency that requires an attorney-at-law which position is filled by an incumbent whose experience totals less than five years in the practice of public, private, or corporate legal practice.

Attorney Level B - A position in a state agency that requires an attorney-at-law which position is filled by an incumbent whose experience totals five or more years of public, private or corporate legal practice.



Attorney Level C - A position within a single state agency of an attorney-at-law that is distinguished as the general counsel, agency attorney or otherwise designated by the Constitution or by statute as having responsibility for providing legal counsel and services to the agency. An Attorney III is distinguished from a Chief Attorney by the fact that said Attorney III does not supervise a staff of one or more attorneys-at-law.

Chief Attorney Level D - A position within a single state agency of an attorney-at-law that is distinguished as the general counsel, agency attorney, or otherwise designated by the Constitution or by statute as having responsibility for providing legal counsel and services to the agency and who is responsible for the acts of one or more additional attorneys-at-law within the agency.

<u>Name</u>	<u>Address</u>	<u>Representing</u>
John K. Corkhill	Topeka	KPERS
Harold E. Lowe	Shawnee Mission	KRTA - AARP
Wendell R. Godwin	Topeka	KRTA
Richard Bradshaw	Topeka	KSFFA
W. R. McCarter	Topeka	KSCFF
Ed Redmon	Topeka	KSFFA
Nancy Echols	Topeka	Division of Personnel
Tom Pitner	Topeka	Governor's Office
William M. Douglas	Topeka	League of Kansas Municipalities
Larry Bird	Topeka	Topeka Police Department
Ted W. Baelnic	Topeka	Topeka Police Department
Rosemary McDonough	Lawrence	College and University Section, Kansas Library Association
Marshall Crowther	Lawrence	KPERS
Jack Hawn	Topeka	KPERS
Jim Span	Wichita	Wichita Police and Fire Board
Charles Hicks	Wichita	Wichita Police and Fire Board
John Dekker	Wichita	Wichita City Attorney
Janet Kennedy	Topeka	Citizen
James E. Lowther	Emporia	Representative, 16th District
Gary Stotts	Topeka	Division of the Budget
Walter Johnson	Topeka	State County and City Retirees, KPERS
Harry A. Riley	Topeka	KAPE
Murle M. Hayden	Topeka	Topeka Area Retired Teachers Association
Dennis Williams	Topeka	Division of the Budget

August 7, 1975

To the Interim Committee Studying Proposal 57:

On behalf of the College and University Section of the Kansas Library Association, I want to support Proposal 57 for a decrease in the length of time before employer contributions to the Kansas Public Employee Retirement System are vested in the employee.

People who belong to the College and University Section of the Kansas Library Association are librarians in the community colleges of Kansas, in private two- and four-year colleges, in Haskell American Indian Junior College, and in the colleges and universities under the Kansas Board of Regents. Many members of the College and University Section belong, as I do, to KPERS; a number of members who work in the private colleges belong to Teachers Insurance Annuity Association/College Retirement Equities Fund (TIAA/CREF). A comparison of the two retirement systems to which section members belong has been made. This comparison has been prompted partly by the fact that the State of Kansas provides TIAA/CREF for some of its employees and KPERS for others.

With respect to length of time before vesting, TIAA/CREF is far superior, from the viewpoint of an employee, to KPERS. In TIAA/CREF vesting of employer contributions begins with the first month's contributions to the system while the employee receives a vested right in KPERS only after approximately ten years' service.

In discussions about vesting in retirement systems, two arguments are often given--one to support the immediate vesting in TIAA/CREF and a different one to support the delayed vesting in KPERS. In support of immediate vesting in TIAA/CREF, the fact that American society is highly mobile is cited. Mobility is accepted as a good in this argument, good for the employee as

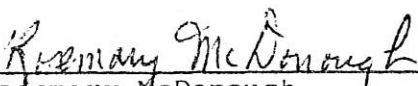
he moves to those positions which are most satisfying and rewarding to him and good for the employing agency because it helps to avoid stagnation in the work force. The mobility argument appears to have some merit. It is difficult to see why it should not apply as much to KPERS members as to people who belong to TIAA/CREF.

The argument sometimes used to support delayed vesting in KPERS is that the delay lessens turnover. High employee turnover can be very costly, but the one year's waiting period between date of employment and date of eligibility for membership in KPERS provides some protection against the state's incurring retirement costs for people who leave their jobs before they become productive. If the one-year waiting period is not enough to protect the state from paying excessive total compensation (salaries and fringe benefits) to employees who have not become fully productive, a longer interval between the date of employment and the date KPERS membership starts might be considered as an alternative to delayed vesting of employer contributions. In the Kansas colleges and universities under the Regents there is a two-year period before a teacher receives TIAA/CREF coverage, unless he has a TIAA/CREF contract from previous positions when employment with the Kansas institution begins.

Some people hold a view that long-term employees should be more highly rewarded than people who work a few years only in each of a number of positions. But people who work many years for one employer are not necessarily more productive in any year than others who work a few years in a succession of positions. It seems fair that total compensation, wages and fringe benefits, should be paid fully in the periods during which the work is done. That the reward for work done in 1975 should be affected by how things turn out in 1984 or 1985 does not seem right.

If every pension system required membership or service of ten years before vesting, people who are employed by only five or six different organizations during working lives of 40 to 50 years could easily fail to qualify for retirement rights with any employer.

Members of the College and University Section of the Kansas Library Association are aware that on the whole KPERS is a good retirement system and that it compares well with the retirement systems of many other states. However, according to Employee Benefits Factbook, compiled by the Martin E. Segal Company (New York, Fleet Academic Editions, 1970) there were by 1970 ten states with retirement systems which provide vesting of benefits in five years or less; one of these, Wisconsin, provides for immediate vesting. According to the Employee Benefits Factbook, vesting in the Federal Civil Service retirement system occurs after five years' membership. Because of these examples and for the reasons given above, members of the Committee on Legislation, College and University Section, Kansas Library Association, hope that the Kansas legislature will provide for a considerable reduction in the length of time before benefits are vested in the KPERS program.

  
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Rosemary McDonough  
Committee on Legislation  
College and University Section  
Kansas Library Association

copy: Mrs. Donna Jones, Chairperson  
College and University Section, Kansas Library Association  
Colby County Community College  
Colby, Kansas