

M I N U T E S

LEGISLATIVE BUDGET COMMITTEE

May 27, 1976

The Legislative Budget Committee convened at 10:00 a.m. on May 27, 1976, in Room 510 of the State House. All members were present except Senator Steineger. Staff members in attendance all or part of the time were: Dr. Drury, R. W. Ryan, Marlin Rein, Fred Carman, Arden Ensley, James Wilson, and James Bibb.

Morning Session

Proposal No. 54 - State Personnel System

All of the morning session was devoted to a staff briefing on and Committee discussion of Proposal No. 54. Specifically, Dr. Drury and Mr. Rein covered two items which are in the Committee notebook. One such item relates to the dimension of the Kansas personnel operation, to general impressions of the current system, to areas of possible study in broad terms, and to an outline in some detail of a comprehensive personnel study. The other item is a memorandum re state agency personnel costs. Dr. Drury also reviewed the 1970 proposal of the Public Administration Service for decentralization of personnel administration.

The staff stressed the magnitude of the personnel study if it is to be as comprehensive as outlined in the material presented and indicated that it might not be possible to complete such a study before the next legislative session. Therefore, it was suggested that the Committee may want to propose areas of study that should be given priority.

Speaker McGill traced the development of the concept of a personnel study, discussions of which started before the 1976 session and continued off and on through the session and up to the present time. He referred to conversations he had with the Governor and others in the executive department and with legislative staff relating to how a study might be structured. At the time Proposal No. 54 was approved by the Legislative Coordinating Council, it was agreed that the role of the Legislative Budget Committee would be to provide policy direction to an executive department staff which would conduct the study, to monitor the study, and to receive reports and recommendations from the executive staff.

Afternoon Session

Proposal No. 54, Continued

Conferees were Keith Weltmer, Secretary of Administration; Dr. Mike Harder, Director of the Capitol Complex Center of the University of Kansas; and Ed Flentje, Director of the Division of Planning and Research.

Mr. Weltmer said a study of the state personnel system should include a review of present Kansas and federal laws and regulations, interviews with agency heads and personnel officers and others who could provide some input, analysis of model personnel acts and laws of other states, and an exploration of alternatives to or modifications of the present system. He indicated that the Department of Administration can arrange for and supervise such a study, under guidelines agreed to by the Committee, and could prepare recommendations for consideration by the Committee. A full-time staff director would be needed, along with two researchers, a secretary, and two part-time assistants, for a total cost of \$31,700.

Mr. Flentje reported that his division has a HUD grant of \$15,000 which could be used to help finance the study, so long as the study pertains to personnel policies and not techniques. The state would have to provide a one-third match, which could be "soft" (not cash), and the money would have to be committed by June 30 and spent by October 30. Mr. Weltmer said \$6,000 is available from the Personnel Division and possibly additional moneys could be used for the study from moneys already appropriated to the Department of Administration.

Dr. Harder said one of the problems with the present personnel system is that it hinders lateral movements within the system. There needs to be greater flexibility to permit shifting of personnel as changes occur in priorities and programs. He also favored examination of alternatives that are available to Kansas with respect to possible changes in the system, citing Minnesota and Oregon as two states which have recently modified or restructured their personnel systems. Dr. Harder emphasized that, while he was willing to serve as staff director for the study, he is not pushing for that position.

Mr. Weltmer mentioned that he knows of a former Kansan now employed by the federal government who might be available on an intergovernmental personnel loan to serve as staff director. Speaker McGill's reaction was that the director should be someone already familiar with the Kansas system if real progress is to be made on the study prior to the 1977 Session.

The Committee requested Mr. Weltmer to prepare for the next meeting on June 10 the following:

1. A written outline of a comprehensive study of the personnel system together with a time-table for its completion.
2. A proposed staffing arrangement.
3. A proposed budget, showing the sources of funding of the study.

### Other Proposals

The staff briefly reviewed other proposals assigned to the Committee and materials thereon which are in the notebooks. As to No. 48 - State Finance Council - it was suggested by Speaker McGill that the staff begin to work on necessary or desirable changes in the legislation enacted in 1976, and that the staff consult with counsel for the Finance Council in the pending litigation on the validity of the 1976 legislation.

At the suggestion of the Chairman, Senator Doyen, the Committee agreed to study the cost of complying with the Interstate Motor Fuel Use Act and 1976 SB 897 as it relates thereto. The staff was instructed to schedule a conference on this matter at the July meeting with representatives of the Department of Revenue.

### Architectural Services Advisory Committee

A change order dated May 10 was received from the Division of Architectural Services in the amount of \$111,625 representing a reinstatement of Alternate EL-3 (escalator) on the elevator contract for the clinical facilities building at the Medical Center. The Chairman said that the minutes should show that the Advisory Committee consider it having been "advised and consulted with" as required by KSA 1975 Supp. 75-5411.

### Next Meeting

The Committee scheduled its next meeting on June 10, beginning at 10:00 a.m. in Room 510 of the State House.

Prepared by Richard Ryan

Approved by Committee on  
June 10, 1976  
(date)