

MINUTES OF THE HOUSE COMMITTEE ON PENSIONS, INVESTMENTS AND BENEFITS

The meeting was called to order by REPRESENTATIVE DAVID F. LOUIS, CHAIRMAN at  
Chairperson

9:00 a.m.  
a.m./p.m. on Wednesday, March 5, 1986 in room 527-S of the Capitol.

All members were present except:

Representatives R.H. Miller, Dyck—excused.

Committee staff present:

Richard Ryan  
Alan Conroy  
Gordon Self  
Rosalie Black

Conferees appearing before the committee:

See attached list.

The meeting was called to order by Representative David Louis, Chairman, to hear House Bill 2940 and House Bill 2979. Committee discussion and possible action was also scheduled.

House Bill 2940 - Hearing

Representative Clyde Graeber explained that HB 2940 would allow teachers who are 55 years of age and who have given 30 years of service to teaching to take early retirement. Attachment 1.

Craig Grant, Kansas-NEA, said the replacement of "burned out" teachers by younger teachers, who would be making less salary, would reduce the fiscal cost of \$6.5 million. Attachment 2.

Richard Ryan, Kansas Legislative Research Department, indicated passage of HB 2940 would increase the employer contribution rate by approximately .6 percent which would total \$6.5 million from the state general fund.

In answer to a question from Representative Graeber, Marshall Crowther, Executive Director of KPERS, said fiscal notes are prepared by consultants who rely on data of experience from pension plans in other states. He added that savings gained by early retirement of "burned out" teachers replaced by younger teachers would be realized at local school district levels.

House Bill 2979 - Hearing

Gordon Self, Revisor's Office, explained HB 2979 would establish a retirement program for volunteer ambulance attendants who are not

CONTINUATION SHEET

MINUTES OF THE HOUSE COMMITTEE ON PENSIONS, INVESTMENTS AND BENEFITS,  
room 527-S, Statehouse, at 9:00 a.m. on March 5, 1986.

House Bill 2979 - con't.

covered under the KP&F system and who meet eligibility and service requirements. All benefits would be paid from the KPERS fund which would be reimbursed the following fiscal year from the state general fund.

Lyle Eckhart, Bureau of Emergency Medical Services, Kansas Highway Patrol; JoAnn Knak, Marion County, Director of Emergency Medical Services; Jim Emrick, Republic County, Director of Emergency Medical Services; Mary Matzke, Pottawatomie County, Director of Ambulance Service; and Gerald Cooper, Director of Southwest Kansas EMS; supported HB 2979 indicating the advantages to ambulance programs would be financial incentive for longevity; attracting and retaining experienced personnel; public recognition and respect for hours of service; compensation for low pay, odd hours and stress; acknowledgement of pre-hospital care as a profession deserving benefits. Attachment 3.

The meeting adjourned at 10:10 a.m.



Please PRINT Name, Address, the organization you represent, and the Number of the Bill in which you are interested. Thank you.

Wed., 3-5-86

NAME	ADDRESS	ORGANIZATION	BILL NO.
Mary Matzke	120 W. 8th, Onaga	Pott. Co. EMS	2979
Barbara Kolterman	120 W. 8th, Onaga	Pott. Co. EMS	2979
Lyle Eckhart	111 W 6th Topeka	KHP/EMS	2979
Jim Emrick	RR 2 Box 281 Bellefonte, Mo	Republic Co EMS	2979
Gerald Cooper	1111 Kansas Pl.	SK EMS	2979
John W. Cook	P.O. Box 282 Marion, Mo	Marion Co. EMS	2979
Dennis Williams	Topeka	Div. of Budget	
Craig Grant	Lawrence	H-WEA	2940
Marshall Grantham	"	KPEERS	
Just Shaw	Topeka	"	

TESTIMONY - CLYDE GRAEBER

Mr. Chairman - Committee Members:

House Bill 2940 would allow teachers who are 55 years of age and who have given 30 years of service to our state and its schools to take early retirement. Teaching school in today's world must be one of the most challenging and demanding careers any individual can enter and I sincerely feel there are those teachers who after 30 years of service need to quit teaching not only for their own well-being but for the good of the students and their schools also. This bill would allow a teacher to do this with a reduced monthly retirement benefit.

Any teacher who has reached 55 years of age with 30 years of service in our public school system has certainly made a significant contribution to our state's young people and our state's future. I feel there are those teachers who after such a long and dedicated career feel the need to hang it up, either because they are burned out or even possibly desire and need some change of pace and challenge in another field.

In my area retirement is an accepted way of life. Many of our citizens in the Leavenworth area are former military who have retired after 20 years of service at one-half pay or 30 years service at three-fourth pay.

Many of our citizens are former Fort Leavenworth civilian employees or former employees of our large V.A. hospital or the Federal Penitentiary who have retired after 30 years service.

Kansas state employees; correction officers; at Lansing State Prison can and are allowed to take early retirement after 30 years of service at 55 years of age.

All of these retirement opportunities cause many of the teachers in my area to ask why cannot the State of Kansas offer some type of early retirement to them. I feel we should; therefore I have introduced H.B. 2940 - Its provisions are not etched in stone but is intended as a point of beginning which I sincerely hope, can and will cause this committee and the legislature to recognize the need of our state's teachers

Atch. 1  
3/5/86  
H. P. B.

Attachment 1

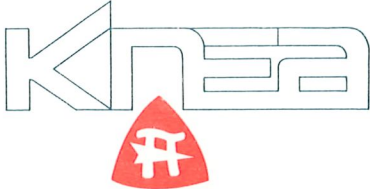
Page Two.

to have a retirement opportunity when after 30 years of dedicated service they feel the time has come to take early retirement rather than continue teaching and possibly work themselves into poor health or let the quality of their teaching service suffer in our classrooms. H.B. 2940 would help us do that. I also feel early retirement could in many cases provide opportunities for advancement for our younger "eager" teachers; reduce salary costs, and keep teachers in our state.

In closing - one thing we hear over and over is the need to retain our quality teachers in Kansas schools. I feel an early retirement program as would be provided by H.B. 2940 would add to the "package" of benefits to attract and retain quality teachers in our schools.

I ask you to seriously consider the benefits to our state and our public school system and our teachers that could be accomplished by reason of the passage of H.B. 2940.

Thank you.



Craig Grant Testimony Before The  
House Pensions & Investments Committee  
Wednesday, March 5, 1986

Thank you, Mr. Chairman. Members of the Committee, my name is Craig Grant and I represent Kansas-NEA. I appreciate this chance to speak with the committee on HB 2940.

Lest I sound like a broken record, I will attempt to give a little different slant than last time when I spoke to HB 2683. HB 2940 takes part of the benefits spoken to in HB 2683 and applies them to teachers and other employees subject to the continuing contract law. A teacher who is 55 years old and has completed 30 years of service certainly has made a significant contribution to the schools and children of Kansas. The energy needed to teach the youth of today certainly is great. Teachers who have given 30 or more years of their lives expending that energy deserve to have an option to take early retirement rather than work themselves into poor health and not be able to enjoy retirement.

With the continued pressures, both internal and external, placed on teachers to do the best possible job of educating the students, we want the most energetic teachers in our classrooms. HB 2940 would allow some of our teachers who are "burned out" to leave and enjoy their much deserved retirement. These teachers would be replaced by the younger more eager teachers (who would also be making less salary which would lower the fiscal cost of \$6.5 million) to keep the high quality programs started by the retired teachers. Although there is a cost to the state, it would be a worthwhile expenditure.

Kansas-NEA would ask that you report HB 2940 favorably for passage. Thank you for listening to our concerns.

March 05, 1986

Kansas State House Bill # 2979

Testimony Before The House Pension Committee

by

Jim Emrick, Director  
Republic County E M S  
Route 2, Box 281  
Belleville, Kansas 66935  
(913) 527-7149

Republic County Emergency Medical Service is a county based service staffed by two (2) full-time personnel, three (3) part-time personnel and seventeen (17) volunteers. Our office and EMS vehicles are located in Belleville, Kansas which is the county seat and is located in the central part of Republic County. We have two (2) crews on-call twenty-four (24) hours a day. While on-call the EMTs are required to come into our office in Belleville. Both crews are required to be enroute to the scene of a call in three (3) minutes or less. They are notified of an EMS call by pagers or hand held radios. Some of the EMTs live in Belleville and some live in the surrounding communities. When not on call at the EMS office, the EMTs who do not live in Belleville act as First Responders to their communities. When Republic County EMS receives a call, a First Responder from the nearest community responds to the scene as well as the EMS crew from the office in Belleville.

*Atch. 3  
3/5/86  
H. P. B.*

*Attachment 3*

EMTs trained in Republic County must successfully complete a two hundred and thirty (230) hour EMT Program, approved by the K. U. Emergency Medical Training Division, which consists of didactic and practical skills sessions. To work as a member of Republic County EMS our EMTs must attend eighty percent (80%) of our monthly continuing education programs, twenty-seven (27) hours, and go through our practical skills review stations twice each year. On March 18th I will begin instructing an EMT-Intermediate Program. This program is an advanced training program for EMTs and consists of one hundred and thirty (130) hours of didactic and practical skills sessions. Seven (7) of our volunteer EMTs are committed to this program.

Although we employ three part-time personnel it is the group of volunteer EMTs who cover the majority of the on-call time. Our system does not provide accrued benefits for our part-time EMTs and our volunteer EMTs are not covered by the Kansas State Retirement System.

The volunteer EMT is faced with perplexing questions and situations every day. I would take this opportunity to relate to you an example of one question/situation volunteers are faced with.

There are an estimated two million four hundred and fifty thousand (2,450,000) people living in Kansas. Each of these people will die eventually; no two (2) of these people will die exactly alike. Some people will die peacefully



in their sleep and be discovered by family members. Some people will die suddenly and very traumatically. Some people have a certain view of how death should be until it is imminent- and then they change their minds. Others want to avoid death for as long as possible by whatever means. Into this awesome environment enters the volunteer EMT confronted by one of two million four hundred and fifty thousand (2,450,000) different scenarios of death. In a matter of seconds these EMTs are confronted with medical, legal and ethical challenges. If these same challenges were presented in a court of law, these questions would consume years in their resolution.

Most of the contemporary concerns in EMS, such as quality assurance - skill maintenance - continuing education and knowledge reinforcement, convey an impression of sincere concern for the availability, quality, and reliability of the volunteer EMT and the volunteer Emergency Medical Service. These concerns are being addressed for the volunteer EMT by EMS Directors, Instructor/Coordinators, and Training Officers. By addressing these concerns these Directors, Instructor/Coordinators, and Training Officers are making a commitment to the volunteer EMTs. The volunteer EMT Retirement Benefit Program we are discussing today is an opportunity for the State of Kansas to make a commitment to the volunteer EMTs.

In order to forestall attrition, prevent the inroads of emotional exhaustion, and foster development of a truly cooperative team approach, matters such as this Retirement Benefit Program before you today needs to be addressed, processed, and implemented as soon as possible.

**COMMUNITY HOSPITAL**

120 WEST EIGHTH STREET — TELEPHONE 913 889-4274  
ONAGA, KANSAS 66521

March 5, 1986

Testimony in Support of H.B. 2979

Mary Matzke, RN, EMT, Ambulance Director

A. Description of Pott. Co. Ambulance Service and Community Hospital-Onaga

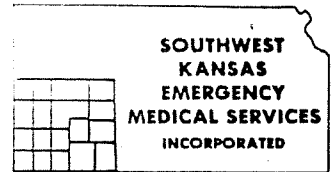
1. Service area—predominantly rural, parts of 3 counties, 30 mile radius.
2. Licensed Type II-5 minute or less response time out of station.
3. Contract with county commissioners—rates and wages established by county
4. Schedule: Team of on call technicians 24 hrs/day 365 days/year
5. Wages: Paid 50¢/hr call and \$5.00/hr transport time.
6. Payroll totals 17,000/year
7. Employ 9 people.
8. No full time employees—all have additional positions

B. Problems in rural ambulance services

1. Loss of trained emergency personnel
2. 1982-trained 43, 1986-7 remain active
3. Low pay, stress, perceived lack of respect
4. Leave county to seek other employment or with fulltime service

C. Benefits of House Bill 2979

1. Financial incentive for longevity—decreasing turnover
2. No additional costs for employer
3. Attracts and keeps experienced personnel active—strengthens statewide care
4. Gives public recognition and respect for hours of service.
5. Compensates for the low pay, odd hours and stress
6. Acknowledges pre-hospital care as a profession deserving benefits



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March 4, 1986

TO: Rep. David Louis  
 Chairman  
 Pension and Investment Comm.

RE: Volunteer EMT Retirement Plan

The Southwest Kansas EMS Council members developed the idea of a retirement program as an inducement to solicit new volunteers and retain current volunteer EMT's. Our local services are having trouble maintaining an adequate number of volunteers to keep the services functional.

Estimates by the State EMS Office show that volunteer services save Kansans approximately \$24 million a year compared to the cost of full-time ambulance services. We feel it is vital to the health care economy of Kansas to preserve and encourage the volunteers.

Sincerely,

Gerald Cooper  
 Program Director

GC:ph

Enclosures

EMT INFORMATION

FEBRUARY 1986

<u>AGE</u>	<u>Number of EMT</u>	<u>Amb. Svc.</u>	<u>AGE</u>	<u>Number of EMT</u>	<u>Amb. Sv</u>
19	8		43	124	52 2236
20	35		44	122	50 2200
21	68		45	89	40 1800
22	89	5 110	46	95	39 1794
23	134	18 414	47	77	37 1739
24	148	18 432	48	86	53 2544
25	185	37 925	49	79	47 2303
26	164	33 858	50	70	31 1550
27	190	44 1188	51	71	37 1887
28	207	47 1316	52	57	32 1664
29	254	57 1653	53	51	31 1643
30	230	62 1860	54	48	22 1188
31	239	75 2325	55	46	19 1045
32	235	64 2048	56	42	20 1120
33	241	82 2706	57	35	22 1254
34	219	71 2414	58	33	20 1160
35	232	73 2555	59	40	20 1180
36	199	74 2664	60	17	14 840
37	214	80 2960	61	22	15 915
38	174	69 2622	62	18	15 930
39	161	66 2574	63	15	8 504
40	184	49 1960	64	11	9 576
41	93	34 1394	65	11	7 455
42	104	39 1638	66	5	3 198

# of EMT 5,271

Amb. Svc. 1,740

*Average age of all attendants  
with ambulance service is 39.85 years*

1740 169,341  
39.85

*J. Ann KNAK*



## **Marion County Emergency Medical Service**

BOX 282

PHONE 382-3271

**Marion, Kansas 66861**

Marion County Emergency Medical Service started in 1972 with two ambulances manned entirely by volunteers. We added to this service, and by 1978 we had six ambulances and a fully equipped rescue vehicle, staffed by volunteers.

As of January 1986, we have thirty-eight certified Emergency Medical Technicians, and twenty-four drivers. We serve 924 square miles and a population of approximately 13,500.

In 1985 we trained and certified twenty-two E.M.T.'s for the cardiac monitoring program.

This has all been accomplished and maintained in all phases by volunteers.

SUMMARY OF TESTIMONY  
BEFORE THE HOUSE PENSIONS, INVESTMENTS & BENEFITS COMMITTEE

HOUSE BILL 2979

PRESENTED BY THE KANSAS HIGHWAY PATROL  
BUREAU OF EMERGENCY MEDICAL SERVICES

March 5, 1986

*Life Gehhart*

The Kansas Highway Patrol supports House Bill 2979.

Kansas law has required ambulance service licensure for all services since 1980. There are presently 201 services providing emergency response. Of these, 140 utilize employees not presently enjoying a state retirement plan. Many are volunteers who receive no payment or minimal payment for their service.

It is our belief that these dedicated personnel do not and will not provide this service to their communities on the basis of payment but rather do so in the interest of their neighbors, families and friends. This volunteer commitment should be encouraged.

Extensive training and retraining is necessary to gain and maintain the knowledge and skill necessary to provide effective emergency care. It requires almost 18,000 annual hours of commitment to assure one ambulance is available twenty four hours a day every day of the year. In many communities this commitment is fulfilled by from five to twenty five individuals. Many of these personnel have already performed in excess of five years service. National experience indicates an attrition rate of about twenty percent for these personnel. This means the loss and replacement of qualified and committed individuals every five years at a time when their experience has peaked their qualification for such service.

We believe the development of this state supported retirement system will enhance attendant morale, facilitate recruitment and contribute to a substantial improvement in the attrition rate of these personnel. For these reasons the Bureau of Emergency Medical Services, Kansas Highway Patrol encourages the committee to support this bill.