

Approved 3-13-89
Date

MINUTES OF THE SENATE COMMITTEE ON GOVERNMENTAL ORGANIZATION

The meeting was called to order by Senator Lana Oleen at
Chairperson

1:30 ~~am~~/p.m. on February 20, 1989 in room 531-N of the Capitol.

All members were present except: Senator Doyen - Absent

Committee staff present: Julian Efird - Research
Jill Wolters - Revisor
Nancy Jones - Secretary

Conferees appearing before the committee: Susan Irza - Dept. of Transportation
Tom Morris - Historical Society
John Pinegar - Kansas Bureau of Investigation
Dr. Loren Phillips - Health & Environment
Ramon Powers - Historical Society

Motion was made by Senator Francisco to approve minutes of the February 13 & 14 meetings; seconded by Senator Kanan. Motion carried.

SB 204 - Concerning employee awards program

Susan Irza briefly reviewed testimony given previously and emphasized the morale problem created due to the total amount of award received is less than granted due to withholdings. The Board supports withholding be taken from the fund rather than the receiver's check. The Board will continue to work within the parameters of the \$10,000 allocation which is included in the Governor's recommendation. (Attachment 1)

Chairman Oleen stated consideration should be given to creation of new guidelines for selection process of members serving on the Employees Award Board. Limitations on terms of office should be set to lend a greater variety of individuals to serve. History of the formation of the board was discussed. Legislative intent of present statutes is that all members be state employees. (Attachment 2)

Chairman Oleen requested language be drafted amending SB 204 requiring a term of office for all Board members.

SB 205 - Concerning reproduction of public records by optical disc

Tom Morris stated that the Historical Society is not opposed to SB 205, but does have concerns regarding use of the optic disc. It is not a secure means of preserving long term and permanent records as life expectancy of the disc is 15 to 30 years according to their best estimates. There is a concern that the optic system is dependent upon software and hardware for retrieval of information. This could be very costly. It is recommended provisions be included in the bill to prohibit destruction of any record series without specific approval of the State Record Board. A further recommendation is establishment of a central control over the purchase of soft ware and hard ware and to ensure compatibility among the various agencies. National standards must be met with usage of the system. (Attachment 3)

Concern was expressed by the committee regarding illegal destruction, by agencies, of hard copies which should be retained.

Dr. Loren Phillips displayed an optical disc and stated that Health & Environment has requested the system for the Vital Statistics division in order that original documents can be stored in the salt mines. One optical disc can store 40 to 50 thousand records at a cost of \$450. Images are lasar burned onto the disc and cannot be altered in anyway.

Unless specifically noted, the individual remarks recorded herein have not been transcribed verbatim. Individual remarks as reported herein have not been submitted to the individuals appearing before the committee for editing or corrections.

CONTINUATION SHEET

MINUTES OF THE SENATE COMMITTEE ON GOVERNMENTAL ORGANIZATION,
room 531-N, Statehouse, at 1:30 ~~am~~/p.m. on February 20, 1989

Chairman Oleen, upon the request of a constituent, introduced a conceptual proposal concerning military retirement pay to be considered as marital property.

Motion was made by Senator Francisco to introduce the proposal; seconded by Senator Bogina. Motion carried.

HB 2048 - Concerning the historical society; assistant secretary position to be unclassified.

Ramon Powers stated the intent of the legislation is to unclassify the position of the assistant Director of the Historical Society, which is vacant at this time. The House amendment would make the bill effective upon publication in the Kansas Register.

SB 206 - Relating to the law enforcement officers memorial.

John Pinegar testified the purpose of this legislation is to establish a Kansas Law Enforcement Memorial Committee to oversee the care and maintenance of the memorial and determine the names to be added.

(Attachment 4)

Written testimony of Ramon Powers in support of SB 206 was given to the Committee members.

(Attachment 5)

Meeting adjourned. The next meeting will be February 21, 1989.

GUEST LIST

COMMITTEE: SENATE GOVERNMENTAL ORGANIZATION

DATE 2/20

NAME	COMPANY / ORGANIZATION	ADDRESS
James H. Parker	DISC	LSOB - 7th floor
John R. Phillips	KJWE	LSOB - 1st Floor
Dutchen Deane	KCC	DSOB - 4th flr
Milo Kratochvil	KDOT	DSOB - 9 th floor
Kelly L. Jennings	KAPE	400W 8th Suite 103
John J. Collins	DOA-DPS	951-9. L.S.O.B.
Susan J. JRA	DOA-DPS	951-S LSOB
James A. Grant	KHP	Topeka, KS
Thomas R. Norris	KS HS	Topeka, KS
Ramon Powers	KS HS	Topeka, KS

Testimony to
SENATE GOVERNMENTAL ORGANIZATION COMMITTEE

by

Susan Irza, Director of Personnel Services

February 7, 1989

Good afternoon. Madam Chairman and members of the Committee, my name is Susan Irza. I am here as Director of the Division of Personnel Services, Department of Administration.

One of the Division of Personnel Services' responsibilities is to staff the Employee Award Board. This is a five person board made of three classified employees (Linda Morse, Kansas State University; Milo Kratochvil, Department of Transportation; Leo Taylor, Department of Corrections) and two unclassified employees appointed by the Legislature (Ben Barrett, Legislative Research Department; and Sue Bauman, Governor's Office).

One of the purposes of the Employee Award Board is what I want to talk about today. The Board reviews suggestions from employees and, after exploration of those suggestions, may award cash for suggestions that increase the efficiency and effectiveness of state agency operations.

The employee suggestion award program was started in 1980, but it did not flourish because of awkward and cumbersome procedures. In 1986, Senator Ben Vidricksen provided the leadership to substantially change the Employee Suggestion Award Program. Since that time it has become a successful program.

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2-20-89
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The State of Kansas program received a national award for Performance Excellence from the National Association of Suggestion Systems. NASS membership is comprised of 1,000 North American businesses and governmental agencies. Since July 1, 1986, some 507 suggestions have resulted in estimated savings of over \$600,000.

The Employee Award Board requests that legislation be enacted so cash awards can be paid to employees in net amounts up to the maximum level permitted by law. Maximum awards can be approved up to 10% of the first year's estimated savings, or \$5,000, whichever is less.

The employee's supervisor is also awarded an amount equal to ten percent of the award to the employee. Awards are funded from the agency's savings if the suggestion is specific only to that agency. Suggestions with benefits that are intangible or apply to many agencies are funded from the Employee Award Board's fund of \$10,000.

Cash awards are reduced by applicable federal and state payroll deductions. These withholdings mean the award check for the employee is substantially less than the amount awarded by the Board. Attached for you is a representative list.

State employees receiving cash awards and administrators presenting award checks are often surprised and disappointed when the face amount of the check is much less than the announced amount of the award.

The Employee Award Board seeks the attached legislation to

amount of the check is the amount of the award.

The proposed legislation will have no cost impact on the Fiscal Year 1990 budget proposed for the employee award program. The legislation will, however, increase the total amount paid for cash awards but such increases will be taken from savings produced by the adopted suggestion or otherwise justified by improvements in state service.

Thank you for your time. I would be pleased to answer any questions or respond to any comments.

EMPLOYEE SUGGESTION AWARDS PROGRAM

Examples of Gross-to-Net Awards

<u>Employee</u>	<u>Suggestion</u>	<u>Savings</u>	<u>Gross</u>	<u>Net</u>
William Allen Systems Analyst Dept. of Agricul. Topeka #880175	Use of Standard Land Description To Locate Wells	Intangible	901	500
Michael Jacobs Construction Engineer DOT Fort Scott #880055	Improvements to Communications Between Super- visors and Employees	Intangible	71	50
Joan Newman Social Worker SRS Chanute #870159	Reduce Cost of Pre-Screening SRS Clients for Medical Services	50,000	5,000	2,807
William Pearson Child Support Enforcement Officer SRS Parsons #870054	Increase of Day Care Services for AFDC Children	240,000	2,837	2,000
Delbert Tuttle Corrections Officer Correctional Vocational Training Center Topeka #870165	Combining Five Forms Into a Single Form	Intangible	143	100
Bertha Webb Carroll Newman Custodial Supervisors Wichita State U. Wichita #870182	Wrote <u>Housekeeping</u> <u>Manual</u> for Custodial Staff. <u>Manual</u> was Distributed to Other State Agencies	9,000	900 900	689 685

PROPOSED BILL NO. _____

By

AN ACT concerning the employee suggestion award program; relating to cash awards; amending K.S.A. 1988 Supp. 75-37,110 and repealing the existing section.

Be it enacted by the Legislature of the State of Kansas:

Section 1. K.S.A. 1988 Supp. 75-37,110 is hereby amended to read as follows: 75-37,110. (a) Subject to criteria approved by the board, the payment of cash awards to state employees and immediate supervisors for meritorious suggestions and accomplishments may be made: (1) From appropriations made therefor, or (2) by the state agency employing the employee or by a state agency which has expenditures reduced as a result of the suggestion or accomplishment of the employee, from money appropriated for such state agency and available for operating expenditures or salaries and wages or from money appropriated in any item of appropriation from which expenditures are so reduced.

(b) The maximum net cash award made to a state employee for a suggestion shall be limited to 10% of the first year's estimated savings, or \$5,000, whichever is less, except that cash awards approved for suggestions that have a first year's estimated savings of less than \$250 shall be \$25.

(c) On the first day of each regular session of the legislature the secretary of administration shall report to each member of the legislative coordinating council the amount and the purposes for which all awards granted during the preceding calendar year were made.

Sec. 2. K.S.A. 1988 Supp. 75-37,110 is hereby repealed.

Sec. 3. This act shall take effect and be in force from and after its publication in the statute book.

EMERGENCY RESPONSE COMMISSION, STATE

(Title III, P.L. 99-499; K.S.A. 1987 Supp. 65-5703)

(Serve at the pleasure of the Governor)

Rep. Nancy Brown, 15429 Overbrook Lane, Stanely 66224

David Carpenter, 207 W. 24th, Hays 67601

Michael J. Everhart, 5614 S. 103rd St. East, Derby 67037

Willis Hart, 7001 Birch, Prairie Village 66208

Lyle Schmaus, 504 St. John, Garden City 67846

Governor or designee

Lieutenant Governor or designee

Secretary of Wildlife and Parks or designee

Secretary of Human Resources or designee

Secretary of Agriculture or designee

Secretary of Health and Environment or designee

The Adjutant General or designee

Superintendent of Kansas Highway Patrol or designee

State Fire Marshal or designee

Secretary of Transportation or designee

Attorney General or designee

EMPLOYEE AWARD BOARD

(K.S.A. 1987 Supp. 75-37,107)

Appointed by Chairperson of Legislative Coordinating Council:

Ben Barrett, 5842 N.W. North Hills Drive, Topeka 66617

Sue Bauman, 540 N.E. Edgewood Drive, Topeka 66617

Appointed by the Secretary of Administration:

Debra L. Miller, 920 N.E. 62nd, Topeka 66618

Linda L. Morse, 2118 Spain Drive, Manhattan 66502

Charles Stevenson, 9315 S.W. 53rd, Topeka 66604

(f) Nothing in this section shall be construed as requiring either negotiations pursuant to this section or bids pursuant to K.S.A. 75-3739 and amendments thereto for the procurement of professional services or services for which, in the judgment of the director of purchases, meaningful specifications cannot be determined.

History: L. 1987, ch. 324, § 1; July 1.

75-37,103 to 75-37,105. Reserved.

75-37,106. Employee suggestion award program and employee service award program. (a) There is established an employee suggestion award program for employees and retired employees of state government. Under this program cash or honorary awards may be made to state employees and retired state employees whose adopted suggestions will result in substantial savings or improvement in state operations. Except as provided in K.S.A. 1986 Supp. 75-37,109, if a cash award is made to a state employee, an additional cash award shall be awarded to the immediate supervisor of the state employee who made the suggestion, which additional cash award shall be in an amount equal to 10% of the amount of the cash award to the state employee.

(b) There is hereby established an employee service award program. Under this program the board shall formulate, establish and maintain plans to provide a uniform system through which state employees may receive appropriate recognition for their service dedication to Kansas state government in a scheduled, timely manner.

History: L. 1986, ch. 320, § 1; July 1.

75-37,107. Same; employee award board established; composition of board. There is hereby established within the department of administration an employee award board which shall be composed of three persons who are in the classified service under the Kansas civil service act named by the secretary of administration and two persons named by the chairperson of the legislative coordinating council.

History: L. 1986, ch. 320, § 2; July 1.

75-37,108. Same; duties of board; rules and regulations. (a) It shall be the duty of the board to adopt rules governing its proceedings, to elect a chairperson and secretary, to keep permanent and accurate records of its proceedings, to establish criteria for making awards, to adopt rules and regulations to carry

out the provisions of this act and to approve each award made.

(b) The rules and regulations of the secretary of administration relating to awards pursuant to K.S.A. 75-2956b shall continue to be effective until revised, amended, repealed or nullified pursuant to law.

History: L. 1986, ch. 320, § 3; July 1.

75-37,109. Same; levels of management not eligible to receive cash awards. In establishing criteria for making suggestion awards, the board may exclude certain levels of positions from participation in the program, but in no event shall the following levels of management be eligible to receive cash awards, either for suggestions or as immediate supervisors, under the program:

(a) Level I: Governor's staff, department secretary or equivalent.

(b) Level II: Assistant or deputy secretary, assistant to a department secretary, major fiscal and administrative policy departmental director or equivalent.

(c) Level III: Division director or section head.

(d) Level IV: Assistant to division director or section head or head of major departmental function or equivalent.

History: L. 1986, ch. 320, § 4; July 1.

75-37,110. Same; cash awards; maximum amounts; report to members of legislative coordinating council. (a) Subject to criteria approved by the board, the payment of cash awards to state employees and immediate supervisors for meritorious suggestions and accomplishments may be made: (1) From appropriations made therefor, or (2) by the state agency employing the employee or by a state agency which has expenditures reduced as a result of the suggestion or accomplishment of the employee, from money appropriated for such state agency and available for operating expenditures or salaries and wages or from money appropriated in any item of appropriation from which expenditures are so reduced.

(b) The maximum cash award made to a state employee for a suggestion shall be limited to 10% of the first year's estimated savings, or \$5,000, whichever is less, except that cash awards approved for suggestions that have a first year's estimated savings of less than \$250 shall be \$25.

(c) On the first day of each regular session of the legislature the secretary of administration shall report to each member of the leg-

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islative coordinating council the amount and the purposes for which all awards granted during the preceding calendar year were made.

History: L. 1986, ch. 320, § 5; July 1.

Article 39.—DEPARTMENT OF WILDLIFE AND PARKS

Revisor's Note:

The department of wildlife and parks was created by executive reorganization order No. 22, issued by the governor on Feb. 10, 1987 (L. 1987, ch. 417, §§ 1 to 10).

Cross References to Related Sections:

Park and resources authority, see ch. 74, art. 45.

State parks, see ch. 74, art. 45.

Fish and game commission, see ch. 74, art. 33.

Forestry, fish and game, see ch. 32.

75-3901. Establishment and administration of department; secretary of wildlife and parks, appointment, confirmation and salary. In order to reorganize the administration, planning and regulation of the state's parks, wildlife and other natural resources, there is hereby established within the executive branch of government the Kansas department of wildlife and parks, which shall be administered under the direction and supervision of a secretary of wildlife and parks who shall be appointed by the governor, with the consent of the senate as provided in K.S.A. 75-4315b, and amendments thereto. The secretary shall serve at the pleasure of the governor. The secretary shall be in the unclassified service under the Kansas civil service act and shall receive an annual salary to be fixed by the governor.

History: L. 1987, ch. 417, § 1; July 1.

75-3902. Assistant secretaries, appointment and salaries; staff assistants and employees, appointment and duties; delegation of powers of secretary to assistants and employees; establishment and location of offices and facilities; wildtrust program, supervision by secretary. (a) The secretary of wildlife and parks shall appoint an assistant secretary for administration and an assistant secretary for operations. The assistant secretaries shall serve at the pleasure of the secretary of wildlife and parks. The assistant secretaries shall be in the unclassified service under the Kansas civil service act and shall receive an annual salary fixed by the secretary of wildlife and parks with the approval of the governor. The secretary of wildlife and parks also may appoint such other staff assistants and employees as are necessary to enable the secretary to carry out the duties of the office. Except as otherwise provided in

this order and in K.S.A. 75-2935, and amendments thereto, such staff assistants and employees shall be within the classified service under the Kansas civil service act. The assistant secretaries and such other staff assistants and employees shall have such powers, duties and functions as are assigned to them by the secretary or are prescribed by law. The assistant secretaries, staff assistants and employees shall act for and exercise the powers of the secretary of wildlife and parks to the extent authority to do so is delegated by the secretary of wildlife and parks. The assistant secretary for administration shall maintain an office in Shawnee county, Kansas. The assistant secretary for operations shall maintain an office in Pratt county, Kansas. The secretary may maintain offices and facilities to carry out the functions of the department in other locations in this state.

(b) The secretary of the Kansas department of wildlife and parks shall supervise the wildtrust program which shall be responsible for the receipt and expenditure of moneys through gifts and donations.

History: L. 1987, ch. 417, § 2; July 1.

75-3903. Fish and game commission and office of director abolished; transfer of powers, duties, functions and property to department and secretary of wildlife and parks; orders, directives and rules and regulations. (a) The Kansas fish and game commission created by K.S.A. 74-3301, and amendments thereto, and the office of director of the fish and game commission created by K.S.A. 74-3302, and amendments thereto, are hereby abolished.

(b) Except as otherwise provided by this order, all of the powers, duties and functions of the existing Kansas fish and game commission and the existing director of the fish and game commission are hereby transferred to and conferred and imposed upon the secretary of the Kansas department of wildlife and parks established by this order.

(c) Except as otherwise provided by this order, the secretary of wildlife and parks established by this order shall be the successor in every way to the powers, duties and functions of the Kansas fish and game commission and the director of the fish and game commission in which the same were vested prior to the effective date of this order. Every act performed in the exercise of such powers, duties and functions by or under the authority of

COMMENTS CONCERNING SENATE BILL NO. 205

Presented to the Senate Committee on Governmental Organization
by Thomas D. Norris, State Records Specialist
Department of Archives
Kansas State Historical Society

I appreciate very much this chance to speak before the committee as a representative of the State Historical Society's Department of Archives. As custodian of the official state archives and because of our statutory obligation (see K.S.A. 45-406) to provide records management assistance to state agencies, this department is very interested in any proposal such as Senate Bill No. 205 which is related to the storage of state government records.

The optical disk is a new product of technology which allows images of paper documents and other records (e.g. photographs and maps) to be converted into digital electronic data and stored upon the disks. This data can then be retrieved and viewed on a computer video display terminal (VDT) or printed out in a hard copy (paper) form that closely resembles the original document. Optical disks have the capability of storing relatively immense quantities of visual information in a physically small area, and retrieving that information most rapidly. Because of this and because the technology uses visual scanners rather than labor intensive and time-consuming manual data entry techniques, the optical disk shows great potential for use in records management for both government and business organizations. Optical disk systems now on the market and under development should eventually provide an excellent means of reducing the volume of paper records and speeding the retrieval of the information within them, thereby effecting significant savings in both time and money.

Unfortunately, there are certain drawbacks to the use of optical disk technology in storing records. The first of these disadvantages is that the optical disk is not a secure means of preserving long-term and permanent records. Although these disks are sturdy enough to survive a great deal of mis-treatment, their present known life-expectancy is not more than about 30 years and often far less (as low as 15 years) due to the chemical composition of the disk coating which holds the data stored on them. Simply put, the images stored on optical disks lack true permanency. This statement is based upon a 1986 report by the National Research Council's Committee on Preservation of Historical Records, as well as statements made to me by vendors of optical disk systems. Although disks containing information of long-term value may be re-recorded at periodic intervals, there must be resources available to perform this operation, as well as a system established and maintained to ensure that it does indeed take place. Otherwise, valuable and irreplaceable records may be lost forever. Recent announcements by the Sony

J.G.O.
2-20-89
ATTACH 3

Corporation have indicated that this problem may soon be corrected with the introduction of longer-lasting disks, but the Archives Department staff has not heard of any substantiating research by independent testing agencies to back up this claim.

Even if such a system is developed and resources provided to operate it, there is still the problem that optical disks are dependent upon both hardware and software for retrieval of the information upon them. If optical disks are used indiscriminately for the storage of state records, agencies or the state archives may find itself in the position of constantly updating disks to new systems or of maintaining old obsolete systems in order to gain access to records of enduring value. Indeed, the optical disk is such a new technological development, it is entirely possible that it may become completely obsolete in a relatively short period. History is abundant with examples of such occurrences ranging from the wire sound recorders of the 1940s to the Sony Betamax video recorders of the 1970s. This technology is so new that the American National Standards Institute has yet to formulate and issue quality standards for it such as exists for microfilm operations and materials.

The State Historical Society does not entirely oppose this bill--optical disk technology has the potential to provide state agencies with an effective means of dealing with much of the great quantities of paper they must necessarily create and receive in the course of their operations. But, we do believe it is vital that certain safeguards be implaced to prevent the indiscriminant use of this new media in regard to permanent or long-term records. While we do not propose any specific language to amend the bill, we recommend that the committee consider the advisability of including provisions which prohibit the destruction of any record series transferred to optical disk without specific approval by the State Records Board. This would allow a proper review of the materials and help ensure that those records of enduring value are properly preserved for future use. Furthermore, because this technology is so new, it would seem wise to establish certain central controls over the purchase and implementation of optical disk systems. Such an action would help to promote both adherence to national standards (once they are developed) for optical imaging and a greater compatibility of equipment, supplies, and software among the various users in state government. These controls could be similar to those exercised by the Department of Administration's Division of Information Systems and Communication over data processing systems acquired and utilized by agencies.

HB 206



DAVID E. JOHNSON
DIRECTOR

KANSAS BUREAU OF INVESTIGATION

DIVISION OF THE OFFICE OF ATTORNEY GENERAL
STATE OF KANSAS
1620 TYLER
TOPEKA, KANSAS 66612-1837
(913) 232-6000



ROBERT T. STEPHAN
ATTORNEY GENERAL

TESTIMONY OF JOHN D. PINEGAR, DEPUTY DIRECTOR
KANSAS BUREAU OF INVESTIGATION
BEFORE THE
SENATE ORGANIZATION COMMITTEE
MONDAY, FEBRUARY 20, 1989
ROOM 531-N
STATE CAPITOL

Chairman Oleen, members of the Senate Governmental Organization Committee, I am pleased to testify in behalf of Attorney General Stephan and Kansas Bureau of Investigation Director Johnson in support of Senate Bill 206, which as you know, would establish the Kansas Law Enforcement Memorial Committee. Since the inception of an informal committee in 1983, law enforcement officers representing the Kansas Peace Officers Association, Kansas Chiefs of Police, Kansas Fraternal Order of Police, Kansas State Troopers Association and the Kansas Sheriff's Association have been performing the responsibilities associated with the construction, continued maintenance and financial support of the Kansas Law Enforcement Memorial which is located on the grounds to the northeast of the Capitol.

The purpose of establishing a permanent committee would insure that law enforcement representation is utilized in determining those names to be added to the memorial. The committee would also be responsible for overseeing the care and maintenance of the memorial.

Attorney General Stephan and Director Johnson would like to personally recognize and thank Senator Doyen for his continued support and commitment to this important Memorial which has been dedicated to law enforcement officers who were killed in the line of duty.

We ask for your support of Senate Bill 206. Thank you for your time and consideration.

S.G.O.
2-20-89
ATTACH-4

COMMENTS CONCERNING SENATE BILL NO. 206

Presented to the Senate Committee on Governmental Organization
by Ramon Powers, Executive Director
Kansas State Historical Society
February 20, 1989

A concentrated effort was initiated in 1983, by the Kansas Sheriffs Association, Kansas Peace Officers Association, Kansas F.O.P., Kansas Association of Chiefs of Police, Kansas State Troopers Associations, and the Attorney General, to have a monument placed on the state house grounds, dedicated to all fallen Kansas officers. In 1984, permission was granted to establish the monument, and in 1986, funds were provided by the legislature to enable the research to be completed in the locating of names to be placed on the monument.

Money to construct the monument was raised privately under the guidance of the Law Enforcement Memorial Committee which consisted of the above named organizations in addition to the K.B.I., Kansas Highway Patrol. The State Architect oversaw design and construction of the monument.

Since the inception of the project the Kansas State Historical Society has been the Committee Archives and has served as a research base to locate the names of officers killed in the line of duty. The initial research yielded 163 names and these were placed on the monument in 1987. The following year Mr. Larry Jochims conducted the research on 15 additional names and they were duly added. This year we will add the name of Officer R. J. Hammers of Clearwater, killed in 1934.

S.G.O.
2-20-89
ATTACH-5

The monument is very important to Kansans. I think the best example of this is the fact that the addition of Officer Hammers was suggested by the city council and mayor of Clearwater.

The Historical Society has the facilities and the ability and interest necessary to insure that all eligible officers are included and their deeds of heroism are remembered.

Mr. Jochims has worked with the Committee for the past two years and finds the meetings to be well attended and that the attendees are truly interested in the work that needs to be done. It has worked well.