Approved June 11, 1991

MINUTES OF THE SENATE COMMITTEE ON WAYS AND MEANS.

The meeting was called to order by Senator August "Gus" Bogina, Chairperson at 11:15 a.m. on April 27, 1991, in Room 123-S of the Capitol.

All members were present except:
Senators Rock, Salisbury and Doyen, who were excused

Committee staff present:
Norman Furse, Revisors' Office
Diane Duffy, Leah Robinson, Kansas Legislative Research Department
Judy Bromich, Administrative Assistant
Ronda Miller, Committee Secretary

Conferees appearing before the committee:
Terence Scanlon, President, KDFA
Secretary Art Griggs, Department of Administration
Sally Thompson, State Treasurer
Ernie Mosher, League of Kansas Municipalities
Victoria Thomas, Chief Counsel, University of Kansas Medical Center

The Chairman announced that the Omnibus Appropriations Bill had passed the House and explained that once it is assigned to Senate Ways and Means, the Committee will meet at the rail to introduce a substitute HB 2640 based upon decisions made in the April 22 and 23 meetings. He stated that once the bill passes the Senate, conference committee members will be appointed. Senator Bogina noted that House leadership had requested that House Appropriations begin writing a new Omnibus Appropriations bill instead of amending Sub. HB 2640.

At Senator Doyen's request, Senator Gaines moved, Senator Winter seconded the introduction of bill draft 1 RS 0067 - an act concerning alcohol and other drug abuse treatment and evaluation; providing for licensure of alcohol and other drug abuse counselors. The motion carried.

Senator Gaines moved, Senator Parrish seconded, the introduction of bill draft 1 RS 1663 - an act relating to the presidential preference primary election. The motion carried.

Senator Harder moved, Senator Gaines seconded, that the minutes of the March 28, 29, April 2, 3, 4, and 5 meetings be approved. The motion carried.

HB 2610 - Kansas Development Finance Authority; start up costs repayment requirement cancelled on balance due

Terence Scanlon appeared before the Committee in support of HB 2610 and reviewed Attachment 1. He outlined the three portions of the bill:
1) changing the fiscal reporting period to match up with other state operations
2) forgiveness of the $40,330. debt to the state general fund in repayment of startup costs
3) qualifying KDFA personnel to be state employees

In answer to a question regarding forgiveness of the debt, Mr. Scanlon stated that the one time fees on the different bond issues have not been sufficient to provide the necessary cash flow. He noted that the agency is considering adjusting the fee structure and said KDFA could be competitive because other financing agencies charge continuing fees.

Senator Winter noted his disappointment that KDFA was not self-supporting as the Legislature had been told it would be. Mr. Scanlon stated that it was his belief that the agency could be self-supporting; extension of the debt would give the agency time.
It was stated by staff that the ending balance of $1,461. (Attachment 2)

anticipates that the $40,330. debt would be paid. In answer to Senator Kerr's question, Mr. Scanlon stated that the agency could pay $20,000. before June 30, 1991.

Secretary Art Griggs appeared before the Committee in support of HB 2610.

Senator Feleciano moved, Senator Kerr seconded, that section 2 of HB 2610 be amended to defer half of the FY91 payment of $40,330. The motion carried.

It was moved by Senator Feleciano, seconded by Senator Gaines, that HB 2610 as amended be recommended favorable for passage.

Senator Kerr offered a substitute motion to amend HB 2610 by deleting new section 3. The motion, which was seconded by Senator Winter, passed on a voice vote.

Senator Feleciano moved, Senator Kerr seconded, that HB 2610 as amended be recommended favorable for passage. The motion carried.

HB 2617 - State Treasurer, removing requirements to pay certain warrants by mail

Sally Thompson distributed Attachment 3 in support of HB 2617.

Senator Brady moved, Senator Parrish seconded, that HB 2617 be recommended favorable for passage. The motion carried on a voice vote.

HB 2618 - Bonds, calling temporary notes before maturity

Sally Thompson appeared in support of HB 2618 and reviewed Attachment 4. In answer to a question, she noted that bonds and notes are not withstanding at the same time.

Ernie Mosher expressed concern about what might happen when temporary notes are accompanies with a revenue bond where there's a negotiated sale. He added that, although the League was uncertain if the concern was valid, it might offer amendments to the bill next legislative session if problems arise.

Senator Allen moved, Senator Feleciano seconded, that HB 2618 be recommended favorable for passage. The motion carried on a roll call vote.

HB 2626 - Health care employees at medical center placed in unclassified service

Victoria Thomas appeared in support of the bill and reviewed Attachment 5. She called to attention subsection b of sections 2 and 3 which would appear to provide the rights and benefits of classified service and longevity pay for all individuals hired as unclassified since May 1989, noting that this was contrary to legislative policy. There was discussion regarding the reason for these amendments. Ms. Thomas noted that when nursing personnel was unclassified last year, they were to receive the benefits and rights of classified personnel until the Regents developed specific personnel policies.

Senator Winter moved, Senator Gaines seconded, that HB 2626 be amended by striking sections 2 and 3. The motion carried.

Senator Gaines moved, Senator Winter seconded, that HB 2626 as amended be recommended favorable for passage. The motion failed on a roll call vote, leaving the bill in Committee.

The meeting as adjourned by the Chairman.

GUEST LIST

COMMITTEE: SENATE WAYS AND MEANS

DATE: April 27, 1991

NAME (PLEASE PRINT)	ADDRESS	COMPANY/ORGANIZATION
Ray Hauke	Topeka	Board of Regents
Dick Koerth	Topeka	DWP
Sherri Holliday	"	Budget
Mike Wojcicki	"	DOB
Marty Bloomquist	"	KDFA
Art Griggs	"	Dept of Admin
Terry Scanlon	KDFA Topeka	
D.J. Scanlon	Wichita, Ks	
Sally Thompson	Topeka	State Treasurer
Glenys J O'Dell	Topeka	[illegible] State Treasurer
Ray Trail	Wichita	City of Wichita
[illegible]	Top	League of Ks Municipalities
Carol Morgan	Topeka	Ks Dept of Commerce
Doug Grieger	Topeka	Washburn University
Richard Morrissey	Topeka	KDHE
Susan Peterson	Manhattan	Kansas State
Jerry Sloan	Topeka	OJA
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Suite 1C
Capitol T
400 S.W. 8
Topeka, KS 66603

(913) 296-6747
FAX (913) 296-6810

MARTY BLOOMQUIST, PROGRAM MANAGER

KDFA
KANSAS
DEVELOPMENT FINANCE AUTHORITY

April 27, 1991

M E M O R A N D U M

TO: Members of the Senate Ways and Means Committee

FROM: Terence J. Scanlon, President
The Kansas Development Finance Authority (KDFA)

SUBJECT: Briefing on KDFA

SAVINGS AND INNOVATIONS

The existence of KDFA and its ability to provide cost-effective access to national capital markets for state financing needs is a benefit in and of itself. The logic of a centralized state authority for all state bond issues is that economies of scale, aggregation of smaller issues, specialized expertise and heightened market acceptance of the issuer will result in appreciable cost savings as compared to a decentralized approach. This KDFA has most certainly accomplished. The authority's commitment to the competitive bidding process for bond counsel and underwriter services alone has undoubtedly saved many tens of thousands of dollars. KDFA has more than paid for itself in this way.

Savings:

In addition to these operational economies, KDFA has been instrumental in directly saving the State of Kansas over $10 million, savings that are empirical and measurable. In 1987, KDFA issued $16 million in certificates of participation for state agency equipment, saving agencies $1.6 million over what they would have paid by leasing the same equipment from vendors and third-party finance companies. Also in 1987, KDFA issued bonds to buy the Wichita State Office Building from the private owners who were leasing it to the State. By buying out the existing 12-year ballooning lease agreement with the building's previous owners, using long-term tax-exempt bonds, KDFA was able to save the State $2.3 million in office rental costs. In 1988, KDFA refinanced outstanding revenue bonds as part of an expansion of the Ellsworth state prison, using an innovative refunding technique, and saved the State $1.6 in lower debt service costs. In 1989, with state finance council approval, KDFA issued bonds to purchase the KBI headquarters building in Topeka after an impasse was reached in renegotiating the building's lease from a Pennsylvania limited

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Attachment 1

partnership. By getting very favorable long term tax-exempt financing, KDFA was able to save the State $4.45 million compared to what the State's final offer to the building owner had been.

Innovations:

Nearly all of KDFA's bond issues include some element that is innovative, but there are several KDFA financing programs under way that are truly innovative and deserve mention. In conjunction with the Department of Administration, KDFA has set up a blanket financing contract for state agency equipment lease-purchases that utilizes a line of credit with a major financial institution, competitively selected, and an interest rate-fixing formula that provides a low-cost equipment financing program that is easy to administer.

Also in conjunction with the Department of Administration, KDFA has developed an energy conservation improvements financing program in which the improvements are paid for by the energy cost savings that they generate. There is no budgetary impact until the bonds are retired, then 100% of the savings accrue to the state general fund for the balance of the useful life of the improvements.

KDFA has experimented with using a college savings bond approach to marketing bonds issued on behalf of Board of Regents institution. Two series of bonds, one for Kansas State University and one for Emporia State University, were structured with zero-coupon bonds in $1,000 maturity values. The longer bonds sold at discounted prices as low as $240 and were intended to be targeted to investors seeking a college tuition investment. In the future, the authority hopes to bring more financings of this type to the marketplace.

The Kansas Water Pollution Control Revolving Fund Program was created in conjunction with the Department of Health and Environment and the U.S. Environmental Protection Agency. The EPA is providing capitalization grants expected to reach $70 million over six years, and KDFA is providing the required 20% state match through the issuance of bonds. The gross resources in the revolving fund are lent to municipalities at interest rates around 4% to finance sewer treatment facilities. To ease the administration and provide cost-effective state match financing, KDFA has established a line of credit with a major financial institution, similar to the equipment blanket financing arrangements described earlier.

The Community Provider Pooled Loan Program will make tax-exempt loans to non-profit mental health, mental retardation and drug and alcohol abuse service providers who receive a substantial amount of there funding through SRS. A portion of the state aid and/or medicaid payments made by SRS to the providers will be diverted by SRS and sent to a bond trustee to pay off the providers' loans. This program has been in development for three years due to various unavoidable delays, including the need for a legislative action. Everything is now in place to proceed with the financing and KDFA plans to close on its first series of bonds for this program in May.

PENDING PROJECTS

In addition to the Community Provider Loan Program, another financing nearing completion is the Water Assurance District Program, which KDFA is undertaking on behalf of the Kansas Water Office. In this program, the State is purchasing storage capacity in federal reservoirs and managing the releases of water from the reservoirs in such a way as to "assure" the members of the District that they will receive adequate water supplies in the event of drought. The purchase is being financed with revenue bonds paid from the fees paid-in by District members. This bond issue will close in June.

The other pending projects all fall under the category of private sector financing. These include a beginning farmer loan program and a rural development loan program that KDFA has adapted from other states, and several low income multi-family housing projects.

The beginning farmer loan program may be KDFA's most successful program. The program exists because a provision of the federal tax code allows tax-exempt bonds to be used to finance the purchase of land and equipment for "first-time farmers", meaning farmers who have never owned any farmland to speak of. KDFA issues a separate tax-exempt bond for each farmer's loan and sells it to the farmer's bank at as much as 3% below their normal lending rate. In the 4 months that the program was available last summer, 49 loans were closed with 29 banks around the state for a total loan amount of $3,218,643. The program started again in January of this year, and to date 19 applications have been received of which $1,663,411 in loans have been closed. KDFA could expect to do at least $10 million in 1991.

An adjunct to this program is a new rural development loan program that works in exactly the same way as the Beginning Farmer Program, except with manufacturing businesses instead of farms. Banks have expressed an interest in this type of program and KDFA staff have heard from several expanding businesses that could potentially benefit. Bond counsel has been selected and documents and an application have been drafted.

Another private sector pending project is the Kansas Basic Enterprise Loan Program which was a legislative initiative from the 1989 legislative session. This program is targeted to Kansas basis industries as defined by the statute and includes agriculture, mining, manufacturing, tourism, communications and interstate trade and services. KDFA would issue bonds to fund loans made to the aforementioned types of business, with the bonds guaranteed in part by a fund established in the treasury with lottery proceeds appropriated by the legislature. In FY 1989, the legislature appropriated $1 million to leverage the fund, but the appropriation was rescinded in the 1990 session to help fund the property tax circuit breaker.

The multi-family housing projects are on behalf of developers and involve using the low-income housing tax credit to syndicate the equity portion of the capital formation. The projects KDFA is currently working on involve both the acquisition and rehabilitation of existing and construction of new apartment complexes. KDFA would act as a conduit for the financing which will be handled primarily by the developers and their agents.

Kansas Development Finance Authority
03/28/91

Actual Fee Revenues for the Period June 1, 1990 to February 28, 1991
Projected Fee Revenues for the Period March 1, 1991 to December 31, 1991

Project Description	Project Amount	June, 1990	July, 1990	Aug., 1990	Sept., 1990	Oct., 1990	Nov., 1990	Dec., 1990	Jan., 1991	Feb., 1991	Mar., 1991	Apr., 1991	May, 1991	June, 1991
Larned Mental Health Facility	14,500,000	72,500												
Emporia State University Parking	365,000			1,825										
Labette County Conservation Camp	2,000,000			10,000										
Energy Conservation Program	4,415,000							22,075						
Energy Conservation Program # 2	4,000,000													
Wichita Office Building Renovation	330,000													
Wichita Work Release Center	1,740,000				8,700									
Water Assurance District	1,615,000													8,075
Regents Center	4,000,000									20,000				
Community Providers' Program	10,000,000													
Waste Water Revolving Loan Program			286							2,412				
Dept. of Admin. Capital Improvements	1,340,000				6,700									
Beginning Farmer Program, 1991	2,000,000	440	3,224	1,603	2,539	11,699	1,190		2,257	5,014	2,154	7,050	2,000	2,000
Blanket Financing, 1988 & 1989			1,897		3,426	2,260		1,732	1,890	567	700	700	700	700
Total	46,305,000	72,940	5,407	13,428	21,365	13,959	1,190	23,807	4,147	27,993	2,854	7,750	2,700	10,775

Actual Cash Flow for the Period June 1, 1990 to February 28, 1991
Cash Flow Projection for the Period March 1, 1991 to December 31, 1991

Balance Forward	176,996	174,483	158,518	154,825	150,051	130,954	92,098	162,362	141,606	163,903	139,598	135,848	118,205
Project Income	72,940	5,407	13,428	21,365	13,959	1,190	23,807	4,147	27,993	2,854	7,750	2,700	10,775
Project Reimbursements	16,040	3,660	5,200	14,172	12,485	1,954	83,659	7,312	25,965	1,893	10,742	2,000	2,000
Interest Income/Deposits	968	(710)	4,784	248	(1,917)	650	1,131	676	1,101	250	350	250	250
Total Cash Forward and Received	266,944	182,840	181,930	190,610	174,578	134,748	200,695	174,497	196,665	168,900	158,440	140,798	131,230
Payroll Expense	12,366	0	12,826	12,826	12,797	12,669	12,228	11,105	11,354	17,580	12,750	12,750	12,750
KDFA Operating	52,446	16,270	2,723	5,512	6,099	4,272	5,262	15,604	11,146	5,840	9,125	9,125	49,455
Outlay for Projects	27,649	8,052	11,556	22,221	24,728	25,709	20,843	6,182	10,262	5,882	718	718	718
Total Cash Outlay	92,461	24,322	27,105	40,559	43,624	42,650	38,333	32,891	32,762	29,302	22,593	22,593	62,923
Cash Balance	174,483	158,518	154,825	150,051	130,954	92,098	162,362	141,606	163,903	139,598	135,848	118,205	68,308

NOTE: As of March, 1991, $15,492.19 of cash is obligated to the Community Provider Program Bond Issue.

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Attachment 2

Kansas Development Finance Authority
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Project Description	Project Amount	July, 1991	Aug., 1991	Sept., 1991	Oct., 1991	Nov., 1991	Dec., 1991	Total
Larned Mental Health Facility	14,500,000							72,500
Emporia State University Parking	365,000							1,825
Labette County Conservation Camp	2,000,000							10,000
Energy Conservation Program	4,415,000							22,075
Energy Conservation Program # 2	4,000,000						20,000	20,000
Wichita Office Building Renovation	330,000							0
Wichita Work Release Center	1,740,000							8,700
Water Assurance District	1,615,000							8,075
Regents Center	4,000,000							20,000
Community Providers' Program	10,000,000	50,000						50,000
Waste Water Revolving Loan Program								2,698
Dept. of Admin. Capital Improvements	1,340,000							6,700
Beginning Farmer Program, 1991	2,000,000	2,000						43,170
Blanket Financing, 1988 & 1989		700	700	700	700	700	700	18,772
Total	46,305,000	52,700	700	700	700	700	20,700	284,515

	July, 1991	Aug., 1991	Sept., 1991	Oct., 1991	Nov., 1991	Dec., 1991	Total
Balance Forward	68,308	85,173	63,531	41,888	24,746	3,103	176,996
Project Income	52,700	700	700	700	700	20,700	284,515
Project Reimbursements	2,000			4,500			193,582
Interest Income/Deposits	(15,242)	250	250	250	250	250	(5,961)
Total Cash Forward and Received	107,766	86,123	64,481	47,338	25,696	24,053	649,132
Payroll Expense	12,750	12,750	12,750	12,750	12,750	12,750	230,501
KDFA Operating	9,125	9,125	9,125	9,125	9,125	9,125	247,629
Outlay for Projects	718	718	718	718	718	718	169,542
Total Cash Outlay	22,593	22,593	22,593	22,593	22,593	22,593	647,672
Cash Balance	85,173	63,531	41,888	24,746	3,103	1,461	1,461

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STATE OF KANSAS

Sally Thompson
TREASURER

900 JACKSON, SUITE 201
TOPEKA, KANSAS 66612-1235

TELEPHONE
(913) 296-3171

Testimony on HB 2617
before the Senate Committee on Ways and Means
by
State Treasurer Sally Thompson

Mr. Chairman and members of the Committee. I appreciate the opportunity to discuss HB 2617 wherein the "directly by mail" or "mailed" requirements for distribution of certain tax monies are amended.

Statutes controlling the distribution of county and city sales and compensating use taxes, transient guest taxes and the city and county highway funds do not contain similarly restrictive language; neither should the statutes regarding city and county revenue sharing (K.S.A. 79-2966), local alcoholic liquor tax (K.S.A. 79-41a04), or local ad valorem tax reduction funds (K.S.A. 79-2962).

In a concerted effort to hasten the movement of monies in this electronic age, the ability to wire funds or pay them through electronic means leads to greater efficiencies as well as increased professionalism at both the state and local levels. Mailing of distributions should no longer be required.

I respectfully request your approval of HB 2617.

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Attachment 3

STATE OF KANSAS

Sally Thompson
TREASURER

900 JACKSON, SUITE 201
TOPEKA, KANSAS 66612-1235

TELEPHONE
(913) 296-3171

Testimony on HB 2618
before the Senate Committee on Ways and Means
by
State Treasurer Sally Thompson

Mr. Chairman and members of the Committee. I appreciate the opportunity to discuss HB 2618 where K.S.A. 1990 Supp. 10-129 is amended to add "temporary notes" to the language which deals with notification of the State Treasurer's office on the call of municipal bonds.

The current statute covering bonds requires at least a 30 day notice period. Temporary notes have had no such statutory call procedures. This change would then equalize the procedures between bonds and notes to provide the office of the State Treasurer and/or paying agent sufficient time to fulfill their statutory duties.

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Attachment 4

TESTIMONY BEFORE THE SENATE WAYS AND MEANS COMMITTEE

HOUSE BILL 2626

House Bill 2626 was introduced in response to a recommendation contained in the report of the Special Interim Committee on Ways and Means/Appropriations on Proposal 39. One component of the interim study on Regents System Issues was the University of Kansas Hospital. In its report, the interim committee supported a series of long-range goals the institution had suggested for improving hospital operations. One of the goals was to broaden the authority to move health care personnel from the classified to the unclassified service. House bill 2626 would accomplish that objective.

The legislation before the committee today is the third in a series of bills the Legislature has considered over the past three sessions. Some of you may remember 1989 Senate Bill 350. That bill created a new class of unclassified employee at the University of Kansas Medical Center titled a Health Care employee. As introduced, that bill would have permitted the institution to move from the classified service to this new unclassified title any health care employees it felt was necessary

Since Senate Bill 350 was, in effect, the beginning of this continuing saga, it is perhaps important to review some of that testimony offered two years ago. Members of appropriations committees had become accustomed to annual requests from the University for upgrading salary ranges for selected classified positions, most notably, registered nurses, among others. With each year, the institution's competitive position was becoming worse. These requests created for the Legislature a dilemma of how to justify moving classified titles at the University Hospital to higher salary ranges if there were employees at other institutions, though they be few in number, who were in the same or similar class titles. While the Legislature struggled with this seemingly continual problem of the institution; the institution found itself waging a losing battle of trying to remain competitive with salaries offered in the metropolitan area.

When salary range upgrades were approved, they typically were funded on a least-cost method of implementation which raised the starting salary but did little to benefit existing employees of the institution. As a result, newly-hired employees were making nearly the same as employees with several years of experience. While the institution's entry level salary was extremely competitive, often among the highest in the metropolitan area, the fact that employees were not able to advance salary-wise resulted in a severe retention problem.

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Attachment 5

As early as 1982, the Legislature suggested to the institution that one approach to this problem was to move any health care personnel it chose from the classified to the unclassified service. However, aside from cost implications, there were other concerns that prohibited any wide-scale use of this authority. For example, Regents' unclassified employees are not eligible for overtime, shift differential, etc. As a consequence, during the subsequent years very little use was made of the latitude the institution had been given. It was in the 1989 session that the proposal to create this new unclassified group of employees was first presented to the Legislature. In effect, these employees are unclassified only as regards the establishment of salary plans. With regards to all other fringe benefits, including sick leave, overtime, holiday pay, shift differential, vacation, etc., they receive the same benefits as classified employees. The advantage to the institution is that it is able to structure a salary plan in a manner that is comparable to that offered by other institutions and to adjust salaries as needed to maintain an adequate work force.

Senate Bill 350 was enacted by the 1989 Legislature in a somewhat restrictive form. Essentially, it limited the use of this new authority to medical technologists and respiratory therapists. It also provided that the institution could unclassify special care nurses though that provision was never utilized by the institution.

A year ago, Senate Bill 464 was enacted by the Legislature broadening this authority to include all registered and licensed nurses employed at the institution. House Bill 2626 is similar to the original Senate Bill 350 in that it provides the institution with the authority to transfer unspecified other health care provider classes of positions to the unclassified health care employee category.

It would be our hope that with two years of experience with this new authority, our track record will confirm that the decisions of the last two sessions were wise ones, and that the proposal before this committee today has merit. Additionally, I believe the material that we can present will demonstrate clearly to the Committee that the institution has utilized this authority in a very responsible manner; that is, we have not increased salaries beyond levels that were absolutely warranted.

When we appeared before the Legislature in 1989, we reported that we had 18 vacant medical technologists and technician positions vacant; today we have three positions vacant. With regard to respiratory therapists, in the 1989 session we reported 8 vacant positions; today, we have six vacancies.

Our situation with nurses was even more serious. Two years ago when we appeared on behalf of Senate Bill 350, we reported 70 vacant positions. Last year, that number had risen to 81. I can report to you today, we have 48 nursing positions vacant.

In the attachment to the testimony, we have indicated for each of the classes of positions that we have previously moved to the health care worker category, comparative information which shows how we compare in the metropolitan area. While we would like to be more competitive than we are, we do not have unlimited resources available to us. Further, we have exercised restraint in the use of this new authority. And salaries, while they are important, have to compete with all other obligations of the hospital which must be financed within the funds available to the institution. Granting us authority to control our own salaries does not provide us with any additional resources.

The attachment to the testimony includes a list of six additional classified titles that we would like to eventually unclassify. Included in the material is the number of positions in each class title and the weighted average salary currently paid employees of the University Hospital as compared to the weighted average salary offered by hospitals in the metropolitan area. The problems we are experiencing with this group of positions are becoming increasingly acute. With one exception, we are currently paying below the market in Kansas City ranging from 4 to 15% for the positions identified. Currently, we are slightly above the Kansas City average for X-ray technologists because of special salary latitude granted us by the Division of Personnel Services. I would suspect that come July 1, our problem will become even more acute. Turnover continues to be a problem for us. As an example, in the last 18 months, we have had a total of 6 resignations in the 11 authorized positions for radiological technologists (radiation therapy). Of the 30 radiological technologist (X-ray) -- in that same 18 month period -- we have had a total of 13 resignations -- a turnover rate of 28% a year.

The problems we are already encountering with these classes of positions will only worsen in the months to come. If we are not able to address our salary problems through unclassifying these positions, we will have to revert to the old methods of requesting of the Department of Administration to increase the salary ranges for these classes. These workers are too vital to the patient care program of the institution to allow our position to erode further.

In conclusion, I would be remiss if I did not express our appreciation for the support the Kansas Legislature has given the University Hospital in the past. Much of the success we have achieved is directly attributable to your support.

I would be pleased to respond to any questions.

# # #

CLASSES PREVIOUSLY UNCLASSIFIED

PER SB 350 AND SB 464

CLASS	Avg. Weighted Hrly Rate KUMC	K.C. Area	Ranking In Area
Medical Technician	$ 8.44	$ 7.65	3 of 33
Medical Technologist	12.37	14.65	32 of 35
Respiratory Therapist I	9.13	11.50	11 of 20
Respiratory Therapist II	12.06	13.35	24 of 33
Medical Center Nurse	14.90	15.91	26 of 41
Licensed Practical Nurse	10.48	10.48	4 of 41

CLASSES PROPOSED FOR CONVERSION TO UNCLASSIFIED

CLASS	# of Positions	Weighted Avg Hourly Rate KUMC	K.C.Area	Ranking In KC Area
Radiologic Spec Tech.	30	$12.80	$14.32	23 of 30
Radiologic Tech (X-Ray)	37	12.20	11.70	6 of 35
Radiologic Tech (Therapy)	11	12.78	13.82	
Occupational Therapist	16	12.89	13.81	27 of 34
Physical Therapist	11	13.21	15.25	29 of 35
Histotechnologist	12	11.39	11.91	