

Approved: 4-28-92  
Date

MINUTES OF THE HOUSE COMMITTEE ON APPROPRIATIONS.

The meeting was called to order by Chairperson George Teagarden at 12:45 p.m. on April 1, 1992 in room 514-S of the Capitol.

All members were present except: Representatives Everhart Blumenthal, Pottorff, Vancrum, Kline, Goossen, and Helgerson. (All excused).

Committee staff present: Ellen Piekalkiewicz, Legislative Research Department  
Debra Duncan, Legislative Research Department  
Jim Wilson, Revisor of Statutes  
Sue Krische, Administrative Aide  
Rose Baker, Committee Secretary

Conferees appearing before the committee:

Ted Ayers, Board of Regents  
Bob Wunch, KUMC  
Representative Alex Scott  
Nancy Echols, Director of Personnel, Department of Administration

Others attending: See attached list

HB 3193 - Concerning the state board of regents; relating to awards of vocational education scholarships.

Ted Ayers, Board of Regents, presented testimony in support of HB 3193. (Attachment 1). Mr. Ayers stated that the maximum award allowed is \$500. The national and federal formula is used to determine the need of the student and also whether they are a dependent or independent student. Representative Chronister moved that HB 3193 be recommended favorably for passage. Seconded by Representative Wisdom. Motion carried.

HB 3196 - Concerning mental health institutions of SRS; unclassifying certain employees.

Nancy Echols, Director of Personnel, Department of Administration, presented testimony in support of HB 3196. (Attachment 2). Director Echols stated that the Division of Personnel supports the recommendation to place pharmacists and medical technologists into the unclassified service and also would recommend all SRS and other agencies who have health care classifications be placed into the unclassified area, as well. Donna Whiteman, Secretary, SRS, provided written testimony (Attachment 3) supporting HB 3196 along with an attachment recommending the requested amendments for the bill.

At Chairman Teagarden's request, Director Echols will provide the committee information regarding medical technicians, their salaries and classification. Staff stated that the SRS recommended amendments relate only to SRS institutions. The Division of Personnel's recommended amendments are much broader. After lengthy discussion, the following recommended amendments unclassifying certain employees were to include: pharmacists and medical technologists employed by Regents Institutions; client help in any state facility; pharmacists and medical technologists employed by MHRS and SRS MH or MR Institutions; and dentists and medical technologists employed by any board, commission, or any institution.

HB 2941 - KU Medical scholarships; pay back provisions.

Chairman Teagarden explained that there are three interrelated parts to this discussion: 1) a medical student loan program; 2) a bill that deals with the residency program in Salina; and 3) a bridging program for medical students between residency and practice.

## CONTINUATION SHEET

MINUTES OF THE HOUSE COMMITTEE ON APPROPRIATIONS, room 514-S Statehouse, at 12:45 p.m. on April 1, 1992.

Bob Wunch, KUMC, presented testimony in support of HB 2941 (Attachment 4) and provided the committee a handout describing the proposed amendments to the Kansas Medical Scholarship Program (Attachment 5). Representative Chronister stated that the pay back interest rate is 15%. She stated that a commitment was needed from the students and noted that this funding was from the State and not a bank. In response to a question from Representative Dean, Mr. Wunch explained that a student's requirement for satisfying a loan is on a year for year basis, while two years of service working to satisfy one year of loan obligation are required for a faculty position.

Representative Alex Scott presented testimony in support of HB 2941. Dr. Scott explained to the committee the changes that have taken place within small communities and the need to maintain as many Kansas educated physicians as possible. Representative Gatlin expressed concern for a need for more emergency room doctors. Representative Chronister stated that this is an area that is being established for residency training. Dr. Scott stated that the emergency room physician is an evolving and growing specialty. They will not only be involved in the emergency room, but also intensive care working closely with other specialty physicians.

Chairman Teagarden explained to the committee that the Salina residency program in conjunction with KUMC, has a favorable return to rural Kansas. Introduction of a bill to allow payment of an additional stipend in the Salina residency program was requested, so as to encourage more residents to come to Salina for training. Representative Heinemann moved to introduce a bill amending the statues on the Kansas affiliated family practice residency training program regarding stipends with the request that this bill be referred to the Committee of the Whole. Seconded by Representative Hamm. Motion carried.

Bob Wunch, KUMC, explained the proposed State of Kansas residency bridging program. (Attachment 6). Representative Wisdom moved to introduce a bill establishing the State of Kansas residency bridging program with the request that it be referred to the Committee of the Whole. Seconded by Representative Chronister. Motion carried.

Representative Chronister moved to amend HB 2941 by substituting a new bill creating the medical loan program and that the new bill be recommended favorably for passage. Seconded by Representative Hamm. Motion carried.

Marlin Rein, University of Kansas, explained to the committee how the medical scholarship repayment fund is utilized. Over the last four years, we have utilized this fund to pay off the medical scholarships in full, which has amounted to \$1.2M. The balance of this fund has been utilized by the legislature as a reduction or an offset to the SGF.

Meeting adjourned at 2:15 p.m. The next scheduled meeting will be April 2, 1992 upon adjournment of the House in room 514-S.



The Testimony of

Ted D. Ayres  
General Counsel  
Kansas Board of Regents

before  
HOUSE APPROPRIATIONS COMMITTEE  
1992 Legislative Session

in re  
House Bill 3193

1:30 p.m.  
April 1, 1992  
Room 514-S  
Kansas Statehouse

HA  
4-1-92  
Attachment 1

Chairperson Teagarden and Members of the Committee:

My name is Ted D. Ayres and I am General Counsel to the Kansas Board of Regents. I appreciate this opportunity to provide information to the House Appropriations Committee.

We support the changes to the Vocational Education Scholarship program proposed in House Bill 3193. The changes, as we interpret them, reflect the general philosophy Kansas has traditionally expressed through its student financial aid programs.

Currently, 300-400 students apply for the 100 vocational education scholarships which are authorized. It is our interpretation that effective for the 1993-94 academic year we will include financial need as a factor for eligibility and that we will fund a maximum of 100 new scholars. The procedural implications include identifying the top 125 - 135 scorers and awarding in academic rank order adjusted for "greatest financial need" and enrollment in a designated vocational program.

Allocating scholarship funds on demonstrated financial need helps ensure that needy, able students will be assisted first (see page 1, lines 32-33). Allocating scarce resources to needy students mirrors the procedures of the nursing scholarship program and is similar to the "need only" requirement in the minority, state scholarship and tuition grant programs.

Based on the discussion of the House Appropriations subcommittee, we interpret lines 38-39 on page 1 to allow the funding of 100 scholarships instead of the designation of 100 scholars. Previous experience suggests that about 80% of the students applying for the vocational scholarship, through taking the BEMAT (Bureau of Educational Measurements Aptitude Test) will actually enroll in a designated vocational program. Therefore, in previous years only 78-82 new scholars have been funded. We would propose to maintain the rank-order list and actually award 100 scholarships. This is our understanding of the legislative intent.

Thank you for your consideration and I will stand for questions.

STATE OF KANSAS



DEPARTMENT OF ADMINISTRATION  
Division of Personnel Services

JOAN FINNEY,  
Governor

NANCY M. ECHOLS,  
Director of Personnel Services

Room 951-South  
Landon State Office Building  
900 S.W. Jackson Street  
Topeka, Kansas 66612-1251  
913-296-4278  
FAX 913-296-6793

April 1, 1992

The Honorable George Teagarden  
Chairperson, House Appropriations Committee  
Kansas House of Representatives  
Room 514 South, Capitol Building  
Topeka, Kansas 66612

Dear Representative Teagarden:

House Bill 3196 is before the House Appropriations Committee for consideration. I am writing to express my support for the provision of that bill which would place the pharmacists and medical technologists employed at state mental health institutions in the unclassified service. I further support extending this provision to all SRS institutions and other agencies or institutions which have employees in these health care classifications.

In an effort to address these health care classifications consistently through state service, the Division of Personnel Services suggests amendment to the Civil Service Act which establishes positions in the classified and unclassified services. Specifically, we suggest amending K.S.A. 75-2935 to add these classes to subsections (f), (1)(f), (1)(o) and (1)(p). In addition, we recommend also placing the remaining physicians and dentists positions in the unclassified service in the few agencies where they are still classified. Suggested amendments are attached.

Currently, classified physicians and dentists are employed at the Department of Corrections institutions, Kansas School for the Deaf, Kansas School for the Visually Handicapped, and Kansas Commission on Veterans' Affairs. Classified pharmacists and medical technologists are employed at the SRS institutions, Kansas State University, Emporia State University, and the University of Kansas. Attached is a table which shows the number of remaining classified positions in these classifications for each agency.

Historically, these agencies have had difficulty in recruiting and retaining highly-skilled employees in these medical positions.

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Attachment 2

Representative Teagarden  
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Page two

Above step A authority to recruit and appoint in these classifications has been granted by the Director of Personnel Services on a fiscal year basis for the Department of Social and Rehabilitation Services and the other agencies as needed. Authority to hire at a higher salary is the only means for attracting potential employees. SRS has undertaken elaborate and costly recruitment efforts to attract qualified candidates. All agencies that use these classifications were contacted and reported that candidates are unwilling to accept employment at the beginning salary and often require appointment at the top of the pay range. This leads to retention problems because candidates appointed at the top of the range for these positions are then unable to receive step increases in the future.

The pharmacist and medical technologist positions were studied in December 1988, as part of Phase IV of the Comprehensive Classification and Job Rate Study. Some classes, but not all classes, studied during this phase have been implemented. Each year since 1988, the Division of Personnel Services conducts salary surveys to provide recommendations for implementation of the other professional and technical medical positions studied during Phase IV, which includes the remaining classified physician and dentist positions.

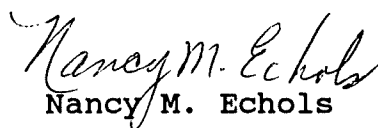
Salary surveys of these classifications were recently completed by the Division of Personnel Services. The data indicate that the salaries currently being paid to employees in these classifications are drastically below the relevant job market rate. The State's market rate which has been identified as step E of the classified pay plan, is 30-50 percent below the rate being paid by our competitors (ie. dentist - 35%; medical technologist - 40%; pharmacist - 30%; and physician - 50%). An adjustment is needed to be competitive in the employment of such highly-skilled employees.

It is critical for all agencies to have flexibility in the employment of qualified and experienced employees in these professional classes to provide quality services; however, it is particularly critical to SRS in order to meet state and federal accreditation and certification requirements. Currently, physicians and dentists at the SRS institutions and physicians at the Department of Corrections institutions are unclassified. The University of Kansas Medical Center placed all medical technologist and several other professional and technical medical positions in the unclassified service in 1989 in response to employee turnover and recruitment difficulties. And recently, the passage of House Bill 2626 transferred more health care positions at KUMC to the unclassified service and gave the university the authority to add other health care employees as needed.

Representative Teagarden  
April 1, 1992  
Page three

I recommend House Bill 3196 be amended to reflect these revisions to K.S.A. 75-2935 as indicated. Please feel free to contact me at 296-4278, should you have any questions or would like to discuss the proposal.

Sincerely,

  
Nancy M. Echols

Attachments

cc: Susan Seltsam  
Gary Reser  
Art Griggs



## PROPOSED REVISED KANSAS CIVIL SERVICE ACT

75-2935

75-2935. Classified and unclassified ~~service~~ services. The civil service of the state of Kansas is hereby divided into the unclassified and the classified services.

(1) The unclassified service comprises positions held by state officers or employees who are:

- (a) Chosen by election or appointment to fill an elective office;
- (b) members of boards and commissions, heads of departments required by law to be appointed by the governor or by other elective officers, and the executive or administrative heads of offices, departments, divisions and institutions specifically established by law;
- (c) except as otherwise provided under this section, one personal secretary to each elective officer of this state, and in addition thereto, 10 deputies, clerks or employees designated by such elective officer;
- (d) all employees in the office of the governor;
- (e) officers and employees of the senate and house of representatives of the legislature and of the legislative coordinating council and all officers and employees of the office of revisor of statutes, of the legislative research department, of the division of legislative administrative services, of the division of post audit and the legislative counsel;
- (f) chancellor, president, deans, administrative officers, student health service physicians, pharmacists, teaching and research personnel, health care employees and student employees in the institutions under the state board of regents, the executive officer of the board of regents and the executive officer's employees other than clerical employees, and, at the discretion of the state board of regents, directors or administrative officers

of departments and divisions of the institution, except that this subsection (1)(f) shall not be construed to include the custodial, clerical or maintenance employees, or any employees performing duties in connection with the business operations of any such institution, except administrative officers and directors; as used in this subsection (1)(f), "health care employees" means employees of the university of Kansas medical center who are medical technicians or technologists or respiratory therapists or who are licensed professional nurses or licensed practical nurses, ~~at the university of Kansas medical center~~ and employees who are medical technologists at any institution under the board of regents;

(g) operations, maintenance and security personnel employed to implement agreements entered into by the adjutant general and the federal national guard bureau, and officers and enlisted persons in the national guard and the naval militia;

(h) persons engaged in public work for the state but employed by contractors when the performance of such contract is authorized by the legislature or other competent authority;

(i) persons temporarily employed or designated by the legislature or by a legislative committee or commission or other competent authority to make or conduct a special inquiry, investigation, examination or installation;

(j) officers and employees in the office of the attorney general and special counsel to state departments appointed by the attorney general, except that officers and employees of the division of the Kansas bureau of investigation shall be in the classified or unclassified service as provided in K.S.A. 75-711 and amendments thereto;

- (k) all employees of courts;
- (l) patient and inmate help in any state ~~charitable, penal and correctional~~ institutions;
- (m) all attorneys for boards, commissions and departments;
- (n) the secretary and assistant secretary of the Kansas state historical society;
- (o) physician specialists, dentists, dental hygienists, pharmacists, and medical technologists employed by the commissioner of mental health and retardation services and assigned by the commissioner to a position in mental health and retardation services or any institution under the supervision of the state department of social and rehabilitation services;
- (p) physician specialists, dentists and medical technologists employed at any ~~institution under the supervision of the secretary of corrections board, commission or department~~;
- (q) student employees enrolled in public institutions of higher learning;
- (r) administrative officers, directors and teaching personnel of the state board of education and the state department of education and of any institution under the supervision and control of the state board of education, except that this subsection (l)(r) shall not be construed to include the custodial, clerical or maintenance employees, or any employees performing duties in connection with the business operations of any such institution, except administrative officers and directors;

(s) all officers and employees in the office of the secretary of state;

(t) one personal secretary and one special assistant to the following:

The secretary of administration, the secretary of aging, the secretary of commerce, the secretary of corrections, the secretary of health and environment, the superintendent of the Kansas highway patrol, the secretary of human resources, the secretary of revenue, the secretary of social and rehabilitation services, the secretary of transportation and the secretary of wildlife and parks;

(u) one personal secretary and one special assistant to the chancellor and presidents of institutions under the state board of regents;

(v) one personal secretary and one special assistant to the executive vice chancellor of the university of Kansas medical center;

(w) one public information officer and one chief attorney for the following: The department of administration, the department on aging, the department of commerce, the department of corrections, the department of health and environment, the department of human resources, the department of revenue, the department of social and rehabilitation services, the department of transportation and the Kansas department of wildlife and parks;

(x) civil service examination monitors;

(y) the secretary of the state corporation commission;

(z) specifically designated by law as being in the unclassified service.

(2) The classified service comprises all positions now existing or hereafter created which are not included in the unclassified service.

Appointments in the classified service shall be made according to merit and fitness from eligible lists prepared upon the basis of examination which so

far as practicable shall be competitive. No person shall be appointed, promoted, reduced or discharged as an officer, clerk, employee or laborer in the classified service in any manner or by any means other than those prescribed in the Kansas civil service act and the rules adopted in accordance therewith.

(3) For positions involving unskilled, or semiskilled labor, the secretary of administration, as provided by law, shall establish rules and regulations concerning certifications, appointments, layoffs and reemployment which may be different from the rules and regulations established concerning these processes for other positions in the classified service.

(4) Officers authorized by law to make appointments to positions in the unclassified service, and appointing officers of departments or institutions whose employees are exempt from the provisions of the Kansas civil service act because of the constitutional status of such departments or institutions shall be permitted to make appointments from appropriate registers of eligibles maintained by the division of personnel services.

History: L. 1941, ch. 358, § 11; L. 1957, ch. 445, § 1; L. 1963, ch. 424, § 1; L. 1963, ch. 400, § 3; L. 1965, ch. 464, § 1; L. 1969, ch. 399, § 1; L. 1971, ch. 272, § 1; L. 1972, ch. 318, § 1; L. 1974, ch. 383, § 1; L. 1976, ch. 377, § 1; L. 1976, ch. 378, § 1; L. 1978, ch. 332, § 7; L. 1982, ch. 225, § 5; L. 1985, ch. 256, § 15; L. 1987, ch. 347, § 1; L. 1989, ch. 266; § 2; L. 1989, ch. 233, § 2; L. 1990, ch. 305, § 1; March 22, ch. 305.

## NUMBER OF REMAINING CLASSIFIED MEDICAL POSITIONS BY AGENCY

AGENCY	CLASS	NO. OF FILLED POSITIONS	NO. OF VACANT POSITIONS	TOTAL
Dept. of SRS	pharmacists	13	2	15
	medical technologists	3	6	9
Regents Institutions (Kansas State Univ.) (Emporia State Univ.) (Kansas University)	pharmacists	4	1	5
	medical technologists	4	2	6
Dept. of Corrections	dentists	2	0	2
KS School for the Deaf	dentists	1	0	1
	physicians	2	0	2
KS School for the Visually Handicapped	physicians	2	0	2
KS Commission on Veterans Affairs	physicians	1	0	1
TOTAL		32	11	43

## SALARIES OF REMAINING CLASSIFIED MEDICAL POSITIONS

Class	Current Salary Range	% Below Market Rate	Proposed Salary Range
Dentist	31 (41,280)	35%	38 (58,080)
Medical Technologist I	19 (22,980)	40%	27 (33,984)
Medical Technologist II	21 (25,344)	40%	29 (37,440)
Pharmacist I	24 (29,328)	35%	31 (41,280)
Pharmacist II	27 (33,948)	30%	33 (45,516)
Physician	33 (45,516)	50%	43 (74,000)



JOAN FINNEY, GOVERNOR OF THE STATE OF KANSAS

KANSAS DEPARTMENT OF SOCIAL  
AND REHABILITATION SERVICES

DONNA WHITEMAN, SECRETARY

April 1, 1992

The Honorable George Teagarden  
Chairperson, House Committee on Appropriations  
Statehouse Room 514-S  
Topeka, KS 66612

SUBJECT: House Bill 3196

Dear Representative Teagarden:

The Kansas Department of Social and Rehabilitation Services supports favorable action on House Bill 3196. This bill helps provide flexibility in recruiting for the difficult to fill positions of pharmacists and medical technologists.

The department requests the Appropriations Committee consider favorably the addition of the three mental retardation hospitals to the exceptions for two reasons:

- \* The MR Hospitals hire the same positions and need the same flexibility as the MH Hospitals, and
- \* We would like to maintain equivalent requirements among all hospitals in the Mental Health and Retardation System in order to avoid disparity and unfair recruiting advantage within the system.

Attached is a balloon which provides the requested amendments.  
Thank you for your consideration.

Sincerely,

A handwritten signature in cursive script that reads "Donna L. Whiteman".

Donna L. Whiteman  
Secretary

cc: Jack Rickerson  
George Vega

# HOUSE BILL No. 3196

By Committee on Appropriations

3-30

8 AN ACT concerning mental health institutions of the department of  
9 social and rehabilitation services; placing certain employees in the  
10 unclassified service under the Kansas civil service act; amending  
11 K.S.A. 76-12a05 and repealing the existing section.

12  
13 *Be it enacted by the Legislature of the State of Kansas:*

14 Section 1. K.S.A. 76-12a05 is hereby amended to read as follows:

15 76-12a05. (a) Employees of each institution, except physicians, shall  
16 be appointed by the superintendent of the institution. All employees  
17 so appointed shall be in the classified service of the Kansas civil  
18 service act, except ~~patient help~~ *the following* who shall be in the  
19 unclassified service of the Kansas civil service act: (1) Patient help  
20 of any institution, and (2) pharmacists and medical technologists at  
21 Topeka state hospital, Osawatomie state hospital, Rainbow mental  
22 health facility, and Larned state hospital.

23 (b) Special project employees shall be appointed and serve as  
24 provided in K.S.A. 76-12a08, and amendments thereto.

25 Sec. 2. K.S.A. 76-12a05 is hereby repealed.

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

and retardation

K.S.A. 75-2935(1) identifies positions in the unclassified service. The following ammendments to subsections (1) and (o) of that statute would provide appropriate change:

(1) client, patient and inmate help in state-charitable, penal-and-correctional-institutions facilities operated by the department of social and rehabilitation services and the department of corrections;

(o) physician specialists, dentists, ~~and~~ dental hygienists, ~~pharmacists~~ and medical technologists employed by the commissioner of mental health and retardation services and assigned by the commissioner to a position in mental health and retardation services or any institution under the supervision of the state department of social and rehabilitation services;

Client or

Kansas neurological institute, Parsons state hospital and training center and Winfield state hospital and training center.



Testimony before the House Appropriations Committee on HB 2941

April 1, 1992

Robert S. Wunsch  
University of Kansas  
Medical Center

Thank you, Mr. Chairman. I am appearing as a conferee on behalf of the University of Kansas Medical Center. I do not appear as a proponent or opponent. It is the Medical Center's responsibility to administer the Medical Scholarship Program and in this connection, I am here to discuss House Bill 2941.

Beside being a vehicle to provide finances to pay the significant increase in tuition which occurred in the late '70s, the initial focus of the Medical Scholarship Program was twofold, i.e. to retain KUMC graduates in Kansas and to provide KUMC graduates for underserved areas. There was no focus on the primary care specialties of family practice, general pediatrics and general internal medicine as is now the case. Likewise the service area available to physicians to satisfy service obligations was greater than it is today. In certain instances it was anywhere in the State of Kansas and in other instances it was in underserved areas in Kansas. Beginning in 1982, a new service area of "critically underserved" was established. Now, for students first receiving benefits after January 1, 1986, the service area is no longer: a. anywhere in the State of Kansas; b. underserved areas or c. critically underserved areas but incorporated cities of 12,000 or less population. The designation of critically underserved and underserved areas will soon not be necessary for physicians entering practice in years to come will have first received benefits after January 1, 1986.

House Bill 2941 makes significant changes for persons first awarded scholarship after December 31, 1992. The bill increases the population requirement in satisfying a service area obligation. It first positively excludes Wyandotte, Johnson, Sedgwick and Shawnee counties from ever being areas that would satisfy a service obligation. It then defines "county" as meaning any county of this state of less than 40,000 population which has a ratio of less than 1 practicing physician per 1,000 population with hospital based physician specialists being excluded from the definition of physician. There are counties in Kansas other than Wyandotte, Johnson, Sedgwick and Shawnee which have a population of more than 40,000. It would appear that these counties are not incorporated within this proposed bill which redefines a qualifying service area. At this moment, we do not know how many counties with a population of less than 40,000 meet the definition of county within the provisions of this bill. A further qualifying provision appears to be that if 30% of the physicians in any one of 101 counties are not primary care physicians, such county shall be a county as defined by this section.

It does appear that the intention of House Bill 2941 is to change the focus of the program by redefining, so to speak, what is considered "rural". Certainly what is "rural" Kansas is

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Attachment 4

legislative policy. We will administer the program, however, the legislature re-writes the service area obligation provisions of the Program.

Additionally, House Bill 2941 would significantly change the payment requirements for those who do not satisfy their service obligation. The bill provides that on and after January 1, 1993 any person failing the practice within a qualifying service area will be required to repay 150% of the money received plus 15% interest from the date of receipt. This bill would seem to apply to student's under contract as well as those first receiving benefits after December 31, 1992. This provision may not be enforceable for those students currently under contract. It would, however, be unquestionably applicable to those first receiving benefits after January 1, 1993 as their contract would prescribe such repayment revision. It is the opinion of the personnel who administer the Program that this significant of a penalty might well prove to defeat it. In Oklahoma the repayment requirement is double the amount received but compliance with their program is less than compliance with our program.

Additionally, Sec. (d) of KSA 76-376, lines 10 through 21, page 6 of HB 2941 does not provide for the various exceptions presently enumerated in Sec. (a) of KSA 76-376 or KSA 76-377 itself. This may be an oversight as to remove such exceptions and KSA 76-377 from and after January 1, 1993 would seem quite drastic.

I would happy to stand for questions. Thank you.

## PROPOSED AMENDMENTS TO THE KANSAS MEDICAL SCHOLARSHIP PROGRAM

Retitle the program as the Medical Student Loan Program. All references in statutes that remain in effect where references are made to scholarships would be altered to "loans." There would have to be some language that would allow the new statutory provisions related to loans to be applicable to those physicians who have received scholarships where appropriate.

1. Eliminate any references in the future to Type 1 or Type 2 scholarships and replace with only medical student loans. Provide that for persons first awarded loans after December 31, 1991, that they must initiate a practice in a community within the state at any location other than incorporated cities in the following counties: Wyandotte, Johnson, Sedgwick, Douglas, Shawnee, Reno and Saline.
2. Provide that for persons first awarded loans after December 31, 1991, they can satisfy their service obligation by the following:
  - a. Service in any community in the state exclusive of those counties enumerated above.
  - b. Full-time employment at state medical care facilities or institutions. (Includes but is not limited to the Kansas state school for the visually handicapped, the Kansas state school for the deaf, any institution under the secretary of social and rehabilitation services, as defined by subsection (b) of K.S.A. 76-12a01 and amendments thereto or by subsection (b) of K.S.A. 76-12a18 and amendments thereto, the Kansas soldiers' home and any correctional institution under the secretary of corrections, as defined by subsection (d) of K.S.A. 75-5202 and amendments thereto, but shall not include any state educational institution under the state board of regents, as defined by subsection (a) of K.S.A. 76-711 and amendments thereto, except as specifically provided by statute.)
  - c. Full-time faculty positions in family medicine or family practice at the University of Kansas School of Medicine.
  - d. Full-time employment with hospitals operated by the Veterans Administration.

- e. Within exempt counties, by commitment of at least 20 hours of service each week in charity clinics operated by non-profit or public jurisdictions or a similar type provision such as now provided in K.S.A. 76-375(e)(2).
- 3. A provision that for persons awarded medical scholarships prior to December 31, 1991, they too could satisfy their required service obligations by service in any of the above areas as well as by performance of service that would be in compliance with their original contractual obligations.
- 4. Persons receiving loans must agree to enter into a residency training program in general internal medicine, general pediatrics, emergency medicine, family medicine, or family practice. In turn they must enter into practice upon completion of that residency training within nine months in order to remain in compliance.
- 5. Students would be eligible to obtain loans in an amount equal to tuition, plus a monthly stipend while in school of an amount they should specify up to but not exceeding \$1500 per month.
- 6. Persons who fail to satisfy the obligation of entering appropriate residency training would be immediately out of compliance. Persons who select the appropriate residency, but fail to enter into a satisfactory practice arrangement within nine months of completion of residency training, shall be also out of compliance. Persons who fail to comply with the conditions of their loan shall be responsible to pay to the state all monies advanced by the state, together with interest at the rate of 15% on monies received commencing from the date of receipt of such income. Repayment shall be commenced within nine months after completing residency training. Provide a time to complete repayment.
- 7. Persons could satisfy their service obligation on a year-for-year basis except that persons on a faculty appointment would be required to perform two years of service for each year in which a loan is received.
- 8. Provision be made for less than full-time service upon a finding of exceptional circumstances. Minimum threshold to be one-half time, with credit against service obligation adjusted accordingly.
- 9. Provide for partial repayment forgiveness if non-resident person returns to a Kansas practice in a qualifying service commitment area.

Apart from the above and provisions for postponement of repayment due to military service, etc., and satisfying criteria like permanent disability or death as provided in the existing program and for provisions necessary to make the program workable the existing statutes would largely be repealed.

## PROPOSED STATE OF KANSAS RESIDENCY BRIDGING PROGRAM

- A. General Statement of Purpose: to provide an incentive for residents in primary care residency training programs operated by or affiliated with the University of Kansas School of Medicine to commit to locating their medical practice upon completion of training in rural communities throughout the state of Kansas.
- B. Communities eligible for participation in the program would be all communities within the state other than those located in those counties excluded for eligibility under the Medical Student Loan Program.
- C. Administration of the program would be vested with the Rural Health Institute located on the Kansas City and Wichita campuses of the University of Kansas School of Medicine.
- D. Upon commencement of the second year of residency training, a resident would be eligible to commit to the program and to select a community for eventual practice location. If such a commitment occurs, the Rural Health Institute administrator shall also certify and the resident shall be entitled to a maximum of \$5000 with funding to be from the appropriation by the Kansas Legislature to the State Bridging Grant Program. The community when selected shall also make a similar payment to the resident. Similar payments shall also be made in the third year of residency training by both the state and the community when selected.
- E. All payments to the resident shall be considered as a loan and subject to satisfaction of the conditions of the loan which are as follows:
- The resident may satisfy all obligations by practicing medicine in the community selected for three years. Failure to practice for three years shall require that monies advanced by the state and the community shall be paid in full together with 15% interest on monies from the date received.
- F. While in training, the resident shall spend at least four weeks in both the second and third year of residency training under a medical preceptor in the community selected. Preceptors shall be designated by the Rural Health Institute. If no physician is available in the community or is unwilling to serve as a preceptor, arrangements will be made with a physician in a nearby community to serve as a preceptor by the Rural Health Institute.

- G. Residents must agree to serve as medical preceptors for medical students and residents in years after they have established their medical practice in the community.
- H. Additional community responsibilities would be:
  - 1. To provide a \$ 6,000 bonus for the primary care physician upon completion of residency.
  - 2. For two years after residency provide physician with a guaranteed salary for practice in the community.
- I. Adopt other aspects of the current Primary Care Bridging Plan.