

Approved: 1/31/95
Date

MINUTES OF THE HOUSE COMMITTEE ON APPROPRIATIONS.

The meeting was called to order by Chairperson Robin Jennison at 1:30 p. m. on January 30, 1995 in Room 514-S of the Capitol.

All members were present except:

Representative Bradley, excused	Representative Cornfield, excused
Representative Dean, excused	Representative Edlund, excused
Representative Haulmark, excused	Representative Kline, excused
Representative Mollenkamp, excused	

Committee staff present: Alan Conroy, Legislative Research Department
Julian Efir, Legislative Research Department
Kathy Porter, Legislative Research Department
Jim Wilson, Revisor of Statutes
Lenore Olson, Committee Secretary

Conferees appearing before the committee:

Others attending: See attached list

Alan Conroy, staff, presented a briefing on the state civil service pay matrix and other state employee compensation information. Mr. Conroy said a November 17, 1994, Kansas Integrated Personnel and Payroll System (KIPPS) extract indicated a total of 42,550 full-time employees were employed by the State of Kansas. He reviewed the State's basic salary plan and the 1.5 percent base salary adjustment approved by the 1994 Legislature. The maximum accumulation of annual leave and the sick leave and compensation upon retirement were also covered by staff (Attachment 1).

Kathy Porter, staff, reviewed a chart showing increases in salaries for state classified employees, Regents' faculty and classroom teachers of school districts, in private sector wages, and in the rate of inflation from FY 1994 through FY 1995 (Attachment 2). In response to a question, Ms. Porter explained that SHARP stands for Statewide Human Resource and Payroll system and is the proposed new computer personnel payroll system project. This system is to replace KIPPS, the current system.

The meeting adjourned at 2:40 p.m.

The next meeting is scheduled for January 31, 1995.

MEMORANDUM

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January 30, 1995

To: House Appropriations Committee

Re: The Civil Service Pay Matrix and Other State Employee Compensation Information

Current State Employee Workforce

According to a November 17, 1994, KIPPS (Kansas Integrated Personnel and Payroll System) extract, a total of 42,550 full-time employees (29,146 classified and 13,404 unclassified) were employed by the State of Kansas. The *Kansas Division of Personnel Services Annual Report* for FY 1994 states that Kansas had a labor force of 1,319,000 in FY 1994. State employees made up 3.2 percent of that workforce.

The November 17, 1994, extract notes the total number of employees by branch and type (either classified or unclassified) as follows:

<u>Branch</u>	<u>Classification</u>	<u>Number of Employees</u>
Elected Officials	Classified	104
	Unclassified	262
Executive Branch	Classified	21,958
	Unclassified	1,545
Judicial Branch	Unclassified	1,754
Legislative Branch	Unclassified	299
Regents Institutions	Classified	7,084
	Unclassified	9,544
	<u>Classification</u>	<u>Number of Employees</u>
	Classified	29,146
	Unclassified	13,404
	TOTAL	42,550

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attachment 1

According to the *Kansas Division of Personnel Services Annual Report* for FY 1994, the average state classified employee is 42 years old, has nine years of service, and earns an annual salary of \$24,406. Of the total number of classified state employees, 28.2 percent work in Shawnee County, 10.4 percent work in Wyandotte County, 6.1 percent work in Douglas County, 6.1 percent work in Sedgwick County, 5.7 percent work in Riley County, 3.7 percent work in Cowley County, 3.6 percent work in Pawnee County, 2.7 percent work in Leavenworth County, and 33.5 percent work in other counties.

Governor's FY 1996 State Employee Salary Adjustments

The Governor recommends the following pay plan adjustments for FY 1996:

I. Classified		State General Fund*	All Funds
A.	Step Movement (2.5 percent to all classified employees on their anniversary of state service, assuming satisfactory performance)	\$12.34	\$26.09
B.	Annualization of 1.5 percent base salary increase that was approved beginning September 18, 1994	1.55	2.54
C.	Annualization of last stage of the Comprehensive Classification and Job Rate Study that was effective December 18, 1994	0.31	0.52
D.	Longevity -- Longevity of \$40 a year for each year of service for those employees that have at least ten years of service up to a maximum of 25 years	5.68	12.00
E.	1.0 Percent Base Salary Adjustment	4.12	8.70
II. Unclassified			
A.	3.5 percent Base Increase for unclassified employees in the executive (including Regents unclassified), judiciary and legislative branches of government, and judges, and elected officials of the executive, judicial, and legislative branches	9.93	21.00
B.	Annualization of 1.5 percent base salary adjustment for judicial and legislative employees that was approved effective September 18, 1994	0.25	0.25
GRAND TOTAL		\$34.18	\$71.10

* This tabulation assumes an estimated 47.3 percent of the financing for most salary adjustments is from the State General Fund.

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The Civil Service Pay Matrix

The state's base pay delivery system for classified employees consists of a pay plan, or pay matrix, with 38 pay ranges and 15 steps per range. Included as Attachment 1 is the pay matrix effective September 18, 1994, which includes the 1.5 percent base salary adjustment approved by the 1994 Legislature.

All job classifications are assigned to a salary range and salary advancement is based on time-on-step and satisfactory performance evaluation ratings. Each step on a pay range is an increase of 2.5 percent above the preceding step, and each range represents an increase of approximately 5 percent above the preceding range. An employee starting at step A of a pay range will advance to step B upon the completion of six months of satisfactory or above job performance, and will advance to step C upon the completion of an additional six months of satisfactory or above performance. Movement to subsequent steps occurs once per year on the employee's service anniversary date. An employee starting at step A who does not change jobs or advance to a higher pay range will reach the end of the matrix (step O) in 13 years. This type of pay matrix may be referred to as an automatic step-rate base pay delivery method.

Step E of the pay matrix is designated as the market rate. Market rate may be defined as the average rate of pay in the labor market (consisting of both private and other governmental entities surveyed) for an employee fully performing the duties of a particular job. In other words, it can be assumed that, at the time a job class is assigned to a salary range, an employee at step E of that range would receive a rate of pay equal to the market average for persons fully performing the duties of equivalent jobs, as determined by market surveys. Base pay adjustments and other factors in the private and public sectors would affect whether the pay matrix market rate (step E) continues to reflect the average rate of pay for comparable positions over a period of time.

Longevity Pay. In addition to the base pay delivery system, the state provides longevity pay, which may be considered a form of variable pay. Variable pay may be defined as that portion of direct cash compensation that does not become a permanent part of employee base pay. After ten years of satisfactory service, employees receive longevity pay equal to \$40 for each year of satisfactory service, up to 25 years of service (\$1,000).

Assignment of Job Classifications to a Salary Range -- Implementation of the Comprehensive Classification and Job Rate Study

The method through which job classifications are assigned to ranges on the pay matrix is illustrated by the methods employed in the Comprehensive Classification and Job Rate Study (CCJRS), which was begun in 1985 and was completed with reclassifications effective on December 18, 1994.

The CCJRS was conducted, among other reasons, to identify and eliminate unused or unneeded classes, to describe work consistently and accurately in terms of up-to-date technology in new class specifications, and to determine the appropriate pay, or "job rates," associated with the various classes in the plan through relevant labor market surveys. The following are among the steps performed by the Division of Personnel Services (DPS) in implementing the CCJRS:

- The Division developed benchmark job descriptions for salary survey purposes. Benchmark jobs are described as jobs that: are widespread; can be precisely defined; have a title that has a fairly uniform meaning; are not easily misconstrued;

are performed in a similar manner regardless of the type of employer; and include a large number of employees within the class. The average rate of pay of the benchmark may be delineated as the market rate and then compared to the existing pay matrix to determine the appropriate range assignment. Classes that are not benchmarks were then slotted into the pay matrix based upon their level in the class series or by determining differences in work from the benchmark positions.

- Salary surveys were designed and distributed. Among other purposes, salary surveys were used to determine the market rate of the classes under consideration. Five sources of surveys were used in the CCJRS: trade and professional association and organization surveys, including both national and Kansas organizations; consultant studies; government surveys, such as from the Central States Wage and Salary Consortium, which represents 16 neighboring states; area surveys, which were developed by DPS to obtain information from employers in Kansas and from employers who hire in specific specialty areas, such as jobs involving history, historic preservation, or museum work; and national third party surveys.
- DPS analyzed jobs and wrote full or abbreviated versions of class specifications.
- DPS developed and proposed salary ranges based on the market data compared to the class specifications. The cost of implementing the new classes was estimated.
- The preliminary results were reported to the user agencies, and preliminary salary ranges were then refined based on agency comments and concerns.
- Final class specifications were completed.

Although the above summary is a somewhat simplified listing of the steps performed by DPS in assigning particular job classifications to a range on the pay matrix, it provides some indication of the steps undertaken to attempt to develop a pay structure that is competitive with external markets.

Numbers of Classified Employees by Range and Step

Attachment 2 provides information on the numbers of classified non-Regents institution employees by range and step as of a June 18, 1994, KIPPS (Kansas Integrated Personnel and Payroll System) extract. Attachments 3 through 9 provide information on classified employees of the Regents institutions as of a March, 1994 Regents data extract.

Types of Positions or Appointments Included in the State Personnel Classification System

The state personnel classification system includes FTE (full-time equivalent) positions and limited-term, temporary, intermittent, emergency, and special project appointments. Limited-term appointments are included within an agency's FTE limitation. Temporary, intermittent, special project, and emergency appointments are not included within the FTE limitation for state agencies.

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Both the *Governor's Budget Report* for FY 1996 and the Kansas Legislative Research Department *FY 1996 Budget Analysis* book report the number of FTE positions and the number of special project appointments for FY 1994, FY 1995, and FY 1996.

Attachment 10 details, by type of appointment, the benefits, status, rights, and other relevant information for FTE, limited-term appointments, and special project appointments.

It should be noted that the Department of Administration's FY 1995 and FY 1996 budgets include funding for the SHARP Project (the Statewide Human Resource Project), which would replace the current KIPPS system. Implementation of the SHARP system could include a change from the types of employee positions and appointments currently in use.

Accumulation of Annual and Sick Leave and Compensation Upon Retirement

The following table notes the number of hours of annual leave accrued per month and the maximum hours of annual leave that state employees may accumulate, both of which are based upon the individual employee's length of service.

**Maximum Accumulation of Annual Leave
for State Employees**

<u>Length of Service</u>	<u>Annual Leave Hours Accrued Per Month*</u>	<u>Maximum Accumulation</u>
Less than 5 years	8 hours	144 hours (18 working days)
5 years and less than 10 years	10 hours	176 Hours (22 working days)
10 years and less than 15 years	12 hours	208 hours (26 working days)
15 years and over	14 hours	240 hours (30 working days)

* For employees paid on a monthly basis.

An employee who retires or is otherwise separated from service may be compensated for accumulated annual leave up to the maximum allowed accumulation.

Full time employees paid on a monthly basis earn a maximum of eight hours of sick leave per pay period. The following table notes the compensation for accumulated sick leave which may be paid out upon retirement. **Employees who have accumulated 100 days or more of sick leave may receive compensation upon retirement as follows:**

<u>Days of Sick Leave Accumulated</u>	<u>Years of Service</u>	<u>Compensation Upon Retirement</u>
At least 100 but less than 125 days	8 or more years	Not more than 30 days
At least 125 but less than 150 days	15 or more years	Not more than 45 days
At least 150 days	25 or more years	Not more than 60 days

Total Salaries and Wages FY 1987-1996

Attachment 11 notes the amounts paid for salaries and wages from all funds for FY 1987 through FY 1996. The table also notes salaries and wages as a percentage of total expenditures, the amount and percent change from the previous year, and the base pay adjustments approved for state classified employees.

Fringe Benefits

Attachment 12 notes, by benefit, the employer contribution toward state employee fringe benefits for FY 1995 and FY 1996.

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KANSAS STATE CIVIL SERVICE BASIC SALARY PLAN
Basic Steps (Annual Rates)

Effective September 18, 1994

Range No.	LONGEVITY STEPS														
	Step A	Step B	Step C	Step D	*Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O
3	9,828	10,068	10,320	10,584	10,836	11,124	11,388	11,664	11,964	12,252	12,552	12,864	13,176	13,524	13,848
4	10,320	10,584	10,836	11,124	11,388	11,664	11,964	12,252	12,552	12,864	13,176	13,524	13,848	14,184	14,544
5	10,836	11,124	11,388	11,664	11,964	12,252	12,552	12,864	13,176	13,524	13,848	14,184	14,544	14,904	15,264
6	11,388	11,664	11,964	12,252	12,552	12,864	13,176	13,524	13,848	14,184	14,544	14,904	15,264	15,648	16,032
7	11,964	12,252	12,552	12,864	13,176	13,524	13,848	14,184	14,544	14,904	15,264	15,648	16,032	16,428	16,860
8	12,552	12,864	13,176	13,524	13,848	14,184	14,544	14,904	15,264	15,648	16,032	16,428	16,860	17,256	17,688
9	13,176	13,524	13,848	14,184	14,544	14,904	15,264	15,648	16,032	16,428	16,860	17,256	17,688	18,108	18,564
10	13,848	14,184	14,544	14,904	15,264	15,648	16,032	16,428	16,860	17,256	17,688	18,108	18,564	19,032	19,488
11	14,544	14,904	15,264	15,648	16,032	16,428	16,860	17,256	17,688	18,108	18,564	19,032	19,488	19,980	20,448
12	15,264	15,648	16,032	16,428	16,860	17,256	17,688	18,108	18,564	19,032	19,488	19,980	20,448	20,988	21,480
13	16,032	16,428	16,860	17,256	17,688	18,108	18,564	19,032	19,488	19,980	20,448	20,988	21,480	22,020	22,548
14	16,860	17,256	17,688	18,108	18,564	19,032	19,488	19,980	20,448	20,988	21,480	22,020	22,548	23,124	23,676
15	17,688	18,108	18,564	19,032	19,488	19,980	20,448	20,988	21,480	22,020	22,548	23,124	23,676	24,276	24,876
16	18,564	19,032	19,488	19,980	20,448	20,988	21,480	22,020	22,548	23,124	23,676	24,276	24,876	25,476	26,112
17	19,488	19,980	20,448	20,988	21,480	22,020	22,548	23,124	23,676	24,276	24,876	25,476	26,112	26,772	27,420
18	20,448	20,988	21,480	22,020	22,548	23,124	23,676	24,276	24,876	25,476	26,112	26,772	27,420	28,116	28,776
19	21,480	22,020	22,548	23,124	23,676	24,276	24,876	25,476	26,112	26,772	27,420	28,116	28,776	29,496	30,204
20	22,548	23,124	23,676	24,276	24,876	25,476	26,112	26,772	27,420	28,116	28,776	29,496	30,204	30,984	31,728
21	23,676	24,276	24,876	25,476	26,112	26,772	27,420	28,116	28,776	29,496	30,204	30,984	31,728	32,508	33,324
22	24,876	25,476	26,112	26,772	27,420	28,116	28,776	29,496	30,204	30,984	31,728	32,508	33,324	34,164	34,968
23	26,112	26,772	27,420	28,116	28,776	29,496	30,204	30,984	31,728	32,508	33,324	34,164	34,968	35,856	36,732
24	27,420	28,116	28,776	29,496	30,204	30,984	31,728	32,508	33,324	34,164	34,968	35,856	36,732	37,632	38,580
25	28,776	29,496	30,204	30,984	31,728	32,508	33,324	34,164	34,968	35,856	36,732	37,632	38,580	39,540	40,512
26	30,204	30,984	31,728	32,508	33,324	34,164	34,968	35,856	36,732	37,632	38,580	39,540	40,512	41,532	42,516
27	31,728	32,508	33,324	34,164	34,968	35,856	36,732	37,632	38,580	39,540	40,512	41,532	42,516	43,596	44,652
28	33,324	34,164	34,968	35,856	36,732	37,632	38,580	39,540	40,512	41,532	42,516	43,596	44,652	45,768	46,896
29	34,968	35,856	36,732	37,632	38,580	39,540	40,512	41,532	42,516	43,596	44,652	45,768	46,896	48,060	49,248
30	36,732	37,632	38,580	39,540	40,512	41,532	42,516	43,596	44,652	45,768	46,896	48,060	49,248	50,460	51,696
31	38,580	39,540	40,512	41,532	42,516	43,596	44,652	45,768	46,896	48,060	49,248	50,460	51,696	52,992	54,264
32	40,512	41,532	42,516	43,596	44,652	45,768	46,896	48,060	49,248	50,460	51,696	52,992	54,264	55,632	56,976
33	42,516	43,596	44,652	45,768	46,896	48,060	49,248	50,460	51,696	52,992	54,264	55,632	56,976	58,416	59,832
34	44,652	45,768	46,896	48,060	49,248	50,460	51,696	52,992	54,264	55,632	56,976	58,416	59,832	61,320	62,832
35	46,896	48,060	49,248	50,460	51,696	52,992	54,264	55,632	56,976	58,416	59,832	61,320	62,832	64,392	65,952
36	49,248	50,460	51,696	52,992	54,264	55,632	56,976	58,416	59,832	61,320	62,832	64,392	65,952	67,620	69,300
37	51,696	52,992	54,264	55,632	56,976	58,416	59,832	61,320	62,832	64,392	65,952	67,620	69,300	70,992	72,780
38	54,264	55,632	56,976	58,416	59,832	61,320	62,832	64,392	65,952	67,620	69,300	70,992	72,780	74,544	76,404

* Market Rate

Effective September 25, 1994 for KU Medical Center

KANSAS STATE CIVIL SERVICE BASIC SALARY PLAN

Basic Steps (Monthly Rates)

Effective September 18, 1994

Range No.	LONGEVITY STEPS														
	Step A	Step B	Step C	Step D	*Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O
3	819	839	860	882	903	927	949	972	997	1,021	1,046	1,072	1,098	1,127	1,154
4	860	882	903	927	949	972	997	1,021	1,046	1,072	1,098	1,127	1,154	1,182	1,212
5	903	927	949	972	997	1,021	1,046	1,072	1,098	1,127	1,154	1,182	1,212	1,242	1,272
6	949	972	997	1,021	1,046	1,072	1,098	1,127	1,154	1,182	1,212	1,242	1,272	1,304	1,336
7	997	1,021	1,046	1,072	1,098	1,127	1,154	1,182	1,212	1,242	1,272	1,304	1,336	1,369	1,405
8	1,046	1,072	1,098	1,127	1,154	1,182	1,212	1,242	1,272	1,304	1,336	1,369	1,405	1,438	1,474
9	1,098	1,127	1,154	1,182	1,212	1,242	1,272	1,304	1,336	1,369	1,405	1,438	1,474	1,509	1,547
10	1,154	1,182	1,212	1,242	1,272	1,304	1,336	1,369	1,405	1,438	1,474	1,509	1,547	1,586	1,624
11	1,212	1,242	1,272	1,304	1,336	1,369	1,405	1,438	1,474	1,509	1,547	1,586	1,624	1,665	1,704
12	1,272	1,304	1,336	1,369	1,405	1,438	1,474	1,509	1,547	1,586	1,624	1,665	1,704	1,749	1,790
13	1,336	1,369	1,405	1,438	1,474	1,509	1,547	1,586	1,624	1,665	1,704	1,749	1,790	1,835	1,879
14	1,405	1,438	1,474	1,509	1,547	1,586	1,624	1,665	1,704	1,749	1,790	1,835	1,879	1,927	1,973
15	1,474	1,509	1,547	1,586	1,624	1,665	1,704	1,749	1,790	1,835	1,879	1,927	1,973	2,023	2,073
16	1,547	1,586	1,624	1,665	1,704	1,749	1,790	1,835	1,879	1,927	1,973	2,023	2,073	2,123	2,176
17	1,624	1,665	1,704	1,749	1,790	1,835	1,879	1,927	1,973	2,023	2,073	2,123	2,176	2,231	2,285
18	1,704	1,749	1,790	1,835	1,879	1,927	1,973	2,023	2,073	2,123	2,176	2,231	2,285	2,343	2,398
19	1,790	1,835	1,879	1,927	1,973	2,023	2,073	2,123	2,176	2,231	2,285	2,343	2,398	2,458	2,517
20	1,879	1,927	1,973	2,023	2,073	2,123	2,176	2,231	2,285	2,343	2,398	2,458	2,517	2,582	2,644
21	1,973	2,023	2,073	2,123	2,176	2,231	2,285	2,343	2,398	2,458	2,517	2,582	2,644	2,709	2,777
22	2,073	2,123	2,176	2,231	2,285	2,343	2,398	2,458	2,517	2,582	2,644	2,709	2,777	2,847	2,914
23	2,176	2,231	2,285	2,343	2,398	2,458	2,517	2,582	2,644	2,709	2,777	2,847	2,914	2,988	3,061
24	2,285	2,343	2,398	2,458	2,517	2,582	2,644	2,709	2,777	2,847	2,914	2,988	3,061	3,136	3,215
25	2,398	2,458	2,517	2,582	2,644	2,709	2,777	2,847	2,914	2,988	3,061	3,136	3,215	3,295	3,376
26	2,517	2,582	2,644	2,709	2,777	2,847	2,914	2,988	3,061	3,136	3,215	3,295	3,376	3,461	3,543
27	2,644	2,709	2,777	2,847	2,914	2,988	3,061	3,136	3,215	3,295	3,376	3,461	3,543	3,633	3,721
28	2,777	2,847	2,914	2,988	3,061	3,136	3,215	3,295	3,376	3,461	3,543	3,633	3,721	3,814	3,908
29	2,914	2,988	3,061	3,136	3,215	3,295	3,376	3,461	3,543	3,633	3,721	3,814	3,908	4,005	4,104
30	3,061	3,136	3,215	3,295	3,376	3,461	3,543	3,633	3,721	3,814	3,908	4,005	4,104	4,205	4,308
31	3,215	3,295	3,376	3,461	3,543	3,633	3,721	3,814	3,908	4,005	4,104	4,205	4,308	4,416	4,522
32	3,376	3,461	3,543	3,633	3,721	3,814	3,908	4,005	4,104	4,205	4,308	4,416	4,522	4,636	4,748
33	3,543	3,633	3,721	3,814	3,908	4,005	4,104	4,205	4,308	4,416	4,522	4,636	4,748	4,868	4,986
34	3,721	3,814	3,908	4,005	4,104	4,205	4,308	4,416	4,522	4,636	4,748	4,868	4,986	5,110	5,236
35	3,908	4,005	4,104	4,205	4,308	4,416	4,522	4,636	4,748	4,868	4,986	5,110	5,236	5,366	5,496
36	4,104	4,205	4,308	4,416	4,522	4,636	4,748	4,868	4,986	5,110	5,236	5,366	5,496	5,635	5,775
37	4,308	4,416	4,522	4,636	4,748	4,868	4,986	5,110	5,236	5,366	5,496	5,635	5,775	5,916	6,065
38	4,522	4,636	4,748	4,868	4,986	5,110	5,236	5,366	5,496	5,635	5,775	5,916	6,065	6,212	6,367

* Market Rate
 # Effective September 25, 1994 for KU Medical Center

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KANSAS STATE CIVIL SERVICE BASIC SALARY PLAN
Basic Steps (Hourly Rates)

Effective September 18, 1994

Range No.	LONGEVITY STEPS															
	Step A	Step B	Step C	Step D	*Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O	
3	4.73	4.84	4.96	5.09	5.21	5.35	5.48	5.61	5.75	5.89	6.03	6.18	6.33	6.50	6.66	
4	4.96	5.09	5.21	5.35	5.48	5.61	5.75	5.89	6.03	6.18	6.33	6.50	6.66	6.82	6.99	
5	5.21	5.35	5.48	5.61	5.75	5.89	6.03	6.18	6.33	6.50	6.66	6.82	6.99	7.17	7.34	
6	5.48	5.61	5.75	5.89	6.03	6.18	6.33	6.50	6.66	6.82	6.99	7.17	7.34	7.52	7.71	
7	5.75	5.89	6.03	6.18	6.33	6.50	6.66	6.82	6.99	7.17	7.34	7.52	7.71	7.90	8.11	
8	6.03	6.18	6.33	6.50	6.66	6.82	6.99	7.17	7.34	7.52	7.71	7.90	8.11	8.30	8.50	
9	6.33	6.50	6.66	6.82	6.99	7.17	7.34	7.52	7.71	7.90	8.11	8.30	8.50	8.71	8.93	
10	6.66	6.82	6.99	7.17	7.34	7.52	7.71	7.90	8.11	8.30	8.50	8.71	8.93	9.15	9.37	
11	6.99	7.17	7.34	7.52	7.71	7.90	8.11	8.30	8.50	8.71	8.93	9.15	9.37	9.61	9.83	
12	7.34	7.52	7.71	7.90	8.11	8.30	8.50	8.71	8.93	9.15	9.37	9.61	9.83	10.09	10.33	
13	7.71	7.90	8.11	8.30	8.50	8.71	8.93	9.15	9.37	9.61	9.83	10.09	10.33	10.59	10.84	
14	8.11	8.30	8.50	8.71	8.93	9.15	9.37	9.61	9.83	10.09	10.33	10.59	10.84	11.12	11.38	
15	8.50	8.71	8.93	9.15	9.37	9.61	9.83	10.09	10.33	10.59	10.84	11.12	11.38	11.67	11.96	
16	8.93	9.15	9.37	9.61	9.83	10.09	10.33	10.59	10.84	11.12	11.38	11.67	11.96	12.25	12.55	
17	9.37	9.61	9.83	10.09	10.33	10.59	10.84	11.12	11.38	11.67	11.96	12.25	12.55	12.87	13.18	
18	9.83	10.09	10.33	10.59	10.84	11.12	11.38	11.67	11.96	12.25	12.55	12.87	13.18	13.52	13.83	
19	10.33	10.59	10.84	11.12	11.38	11.67	11.96	12.25	12.55	12.87	13.18	13.52	13.83	14.18	14.52	
20	10.84	11.12	11.38	11.67	11.96	12.25	12.55	12.87	13.18	13.52	13.83	14.18	14.52	14.90	15.25	
21	11.38	11.67	11.96	12.25	12.55	12.87	13.18	13.52	13.83	14.18	14.52	14.90	15.25	15.63	16.02	
22	11.96	12.25	12.55	12.87	13.18	13.52	13.83	14.18	14.52	14.90	15.25	15.63	16.02	16.43	16.81	
23	12.55	12.87	13.18	13.52	13.83	14.18	14.52	14.90	15.25	15.63	16.02	16.43	16.81	17.24	17.66	
24	13.18	13.52	13.83	14.18	14.52	14.90	15.25	15.63	16.02	16.43	16.81	17.24	17.66	18.09	18.55	
25	13.83	14.18	14.52	14.90	15.25	15.63	16.02	16.43	16.81	17.24	17.66	18.09	18.55	19.01	19.48	
26	14.52	14.90	15.25	15.63	16.02	16.43	16.81	17.24	17.66	18.09	18.55	19.01	19.48	19.97	20.44	
27	15.25	15.63	16.02	16.43	16.81	17.24	17.66	18.09	18.55	19.01	19.48	19.97	20.44	20.96	21.47	
28	16.02	16.43	16.81	17.24	17.66	18.09	18.55	19.01	19.48	19.97	20.44	20.96	21.47	22.00	22.55	
29	16.81	17.24	17.66	18.09	18.55	19.01	19.48	19.97	20.44	20.96	21.47	22.00	22.55	23.11	23.68	
30	17.66	18.09	18.55	19.01	19.48	19.97	20.44	20.96	21.47	22.00	22.55	23.11	23.68	24.26	24.85	
31	18.55	19.01	19.48	19.97	20.44	20.96	21.47	22.00	22.55	23.11	23.68	24.26	24.85	25.48	26.09	
32	19.48	19.97	20.44	20.96	21.47	22.00	22.55	23.11	23.68	24.26	24.85	25.48	26.09	26.75	27.39	
33	20.44	20.96	21.47	22.00	22.55	23.11	23.68	24.26	24.85	25.48	26.09	26.75	27.39	28.08	28.77	
34	21.47	22.00	22.55	23.11	23.68	24.26	24.85	25.48	26.09	26.75	27.39	28.08	28.77	29.48	30.21	
35	22.55	23.11	23.68	24.26	24.85	25.48	26.09	26.75	27.39	28.08	28.77	29.48	30.21	30.96	31.71	
36	23.68	24.26	24.85	25.48	26.09	26.75	27.39	28.08	28.77	29.48	30.21	30.96	31.71	32.51	33.32	
37	24.85	25.48	26.09	26.75	27.39	28.08	28.77	29.48	30.21	30.96	31.71	32.51	33.32	34.13	34.99	
38	26.09	26.75	27.39	28.08	28.77	29.48	30.21	30.96	31.71	32.51	33.32	34.13	34.99	35.84	36.73	

* Market Rate

Effective September 25, 1994 for KU Medical Center

b-1

KANSAS STATE CIVIL SERVICE BASIC SALARY PLAN
(Overtime Rates Based on 40 Hour Work Period)

Effective September 18, 1994

Range No.	LONGEVITY STEPS														
	Step A	Step B	Step C	Step D	*Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step N	Step O
3	7.09	7.26	7.44	7.63	7.81	8.02	8.21	8.41	8.63	8.84	9.05	9.28	9.50	9.75	9.99
4	7.44	7.63	7.81	8.02	8.21	8.41	8.63	8.84	9.05	9.28	9.50	9.75	9.99	10.23	10.49
5	7.81	8.02	8.21	8.41	8.63	8.84	9.05	9.28	9.50	9.75	9.99	10.23	10.49	10.75	11.01
6	8.21	8.41	8.63	8.84	9.05	9.28	9.50	9.75	9.99	10.23	10.49	10.75	11.01	11.28	11.56
7	8.63	8.84	9.05	9.28	9.50	9.75	9.99	10.23	10.49	10.75	11.01	11.28	11.56	11.85	12.16
8	9.05	9.28	9.50	9.75	9.99	10.23	10.49	10.75	11.01	11.28	11.56	11.85	12.16	12.44	12.76
9	9.50	9.75	9.99	10.23	10.49	10.75	11.01	11.28	11.56	11.85	12.16	12.44	12.76	13.06	13.39
10	9.99	10.23	10.49	10.75	11.01	11.28	11.56	11.85	12.16	12.44	12.76	13.06	13.39	13.73	14.05
11	10.49	10.75	11.01	11.28	11.56	11.85	12.16	12.44	12.76	13.06	13.39	13.73	14.05	14.41	14.75
12	11.01	11.28	11.56	11.85	12.16	12.44	12.76	13.06	13.39	13.73	14.05	14.41	14.75	15.14	15.49
13	11.56	11.85	12.16	12.44	12.76	13.06	13.39	13.73	14.05	14.41	14.75	15.14	15.49	15.88	16.26
14	12.16	12.44	12.76	13.06	13.39	13.73	14.05	14.41	14.75	15.14	15.49	15.88	16.26	16.68	17.07
15	12.76	13.06	13.39	13.73	14.05	14.41	14.75	15.14	15.49	15.88	16.26	16.68	17.07	17.51	17.94
16	13.39	13.73	14.05	14.41	14.75	15.14	15.49	15.88	16.26	16.68	17.07	17.51	17.94	18.37	18.83
17	14.05	14.41	14.75	15.14	15.49	15.88	16.26	16.68	17.07	17.51	17.94	18.37	18.83	19.31	19.77
18	14.75	15.14	15.49	15.88	16.26	16.68	17.07	17.51	17.94	18.37	18.83	19.31	19.77	20.28	20.75
19	15.49	15.88	16.26	16.68	17.07	17.51	17.94	18.37	18.83	19.31	19.77	20.28	20.75	21.27	21.78
20	16.26	16.68	17.07	17.51	17.94	18.37	18.83	19.31	19.77	20.28	20.75	21.27	21.78	22.34	22.88
21	17.07	17.51	17.94	18.37	18.83	19.31	19.77	20.28	20.75	21.27	21.78	22.34	22.88	23.44	24.03
22	17.94	18.37	18.83	19.31	19.77	20.28	20.75	21.27	21.78	22.34	22.88	23.44	24.03	24.64	25.22
23	18.83	19.31	19.77	20.28	20.75	21.27	21.78	22.34	22.88	23.44	24.03	24.64	25.22	25.86	26.49
24	19.77	20.28	20.75	21.27	21.78	22.34	22.88	23.44	24.03	24.64	25.22	25.86	26.49	27.14	27.82
25	20.75	21.27	21.78	22.34	22.88	23.44	24.03	24.64	25.22	25.86	26.49	27.14	27.82	28.51	29.22
26	21.78	22.34	22.88	23.44	24.03	24.64	25.22	25.86	26.49	27.14	27.82	28.51	29.22	29.95	30.66
27	22.88	23.44	24.03	24.64	25.22	25.86	26.49	27.14	27.82	28.51	29.22	29.95	30.66	31.44	32.20
28	24.03	24.64	25.22	25.86	26.49	27.14	27.82	28.51	29.22	29.95	30.66	31.44	32.20	33.01	33.82
29	25.22	25.86	26.49	27.14	27.82	28.51	29.22	29.95	30.66	31.44	32.20	33.01	33.82	34.66	35.52
30	26.49	27.14	27.82	28.51	29.22	29.95	30.66	31.44	32.20	33.01	33.82	34.66	35.52	36.39	37.28
31	27.82	28.51	29.22	29.95	30.66	31.44	32.20	33.01	33.82	34.66	35.52	36.39	37.28	38.22	39.13
32	29.22	29.95	30.66	31.44	32.20	33.01	33.82	34.66	35.52	36.39	37.28	38.22	39.13	40.12	41.09
33	30.66	31.44	32.20	33.01	33.82	34.66	35.52	36.39	37.28	38.22	39.13	40.12	41.09	42.13	43.15
34	32.20	33.01	33.82	34.66	35.52	36.39	37.28	38.22	39.13	40.12	41.09	42.13	43.15	44.22	45.31
35	33.82	34.66	35.52	36.39	37.28	38.22	39.13	40.12	41.09	42.13	43.15	44.22	45.31	46.44	47.56
36	35.52	36.39	37.28	38.22	39.13	40.12	41.09	42.13	43.15	44.22	45.31	46.44	47.56	48.76	49.98
37	37.28	38.22	39.13	40.12	41.09	42.13	43.15	44.22	45.31	46.44	47.56	48.76	49.98	51.20	52.49
38	39.13	40.12	41.09	42.13	43.15	44.22	45.31	46.44	47.56	48.76	49.98	51.20	52.49	53.76	55.10

* Market Rate

Effective September 25, 1994 for KU Medical Center

01-1

NUMBER OF CLASSIFIED EMPLOYEES
ON RANGE AND STEP
EXCLUDES REGENTS CLASSIFIED EMPLOYEES

RANGE	STEP																TOTAL
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	AR	
3	83	1	1	2	3	1	0	1	0	0	0	1	0	0	0	0	93
4	99	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	99
5	29	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	29
6	68	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	69
7	727	130	685	165	15	21	50	35	165	54	177	95	25	10	20	2	2,376
8	30	11	15	15	4	9	1	8	3	2	1	7	3	0	4	0	113
9	266	50	63	40	30	67	124	11	22	14	28	5	7	2	14	0	743
10	109	79	6	7	6	6	3	5	1	2	1	3	1	1	3	0	233
11	402	170	390	201	107	131	165	133	269	54	41	85	43	14	68	1	2,274
12	51	69	33	70	35	58	77	8	5	4	5	8	8	5	9	1	446
13	183	91	164	140	140	160	131	200	261	79	51	88	41	13	53	0	1,795
14	119	80	102	59	70	41	87	144	29	21	14	22	10	10	5	0	813
15	303	81	244	159	105	204	198	176	177	51	88	75	42	20	74	0	1,997
16	100	73	117	122	177	241	464	229	59	46	103	76	12	10	27	0	1,856
17	152	157	298	215	172	309	226	116	112	72	49	47	16	28	65	2	2,036
18	134	108	304	156	95	173	191	145	122	85	108	155	29	28	92	1	1,926
19	117	177	156	213	109	199	126	117	82	105	65	72	22	40	134	1	1,735
20	41	16	28	15	37	21	10	12	22	17	12	8	1	2	16	0	258
21	135	91	212	103	68	141	139	78	65	79	56	56	31	25	115	3	1,397
22	72	171	125	116	107	133	80	85	51	50	17	32	40	14	35	1	1,129
23	76	84	92	79	129	101	121	102	63	39	104	69	43	114	126	1	1,343
24	37	68	97	57	68	78	65	56	38	35	22	32	11	17	52	0	733
25	65	57	41	43	74	54	87	133	58	89	35	58	42	16	48	0	900
26	67	79	163	69	66	77	90	47	38	44	45	50	29	52	43	1	960
27	67	44	44	31	19	31	35	27	32	23	26	34	10	16	48	0	487
28	54	62	40	26	34	37	29	36	27	30	24	44	30	12	40	1	526
29	73	68	19	5	12	20	16	13	18	11	11	28	5	4	6	0	309
30	18	108	30	7	26	11	7	37	11	20	6	22	7	2	13	0	325
31	34	38	13	14	21	21	16	26	15	15	13	17	8	6	20	0	277
32	11	7	8	5	4	6	6	8	9	6	9	6	2	4	8	0	99
33	17	29	16	8	4	43	7	5	2	1	0	1	0	2	5	0	140
34	3	8	2	4	2	2	2	3	2	1	1	1	0	2	2	0	35

NUMBER OF CLASSIFIED EMPLOYEES
ON RANGE AND STEP
EXCLUDES REGENTS CLASSIFIED EMPLOYEES

RANGE	STEP																TOTAL
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	AR	
35	4	10	12	9	7	7	4	32	5	3	3	4	2	2	4	0	108
36	0	0	0	2	0	1	1	2	0	1	1	0	1	1	2	0	12
37	0	1	3	4	3	0	0	14	0	0	0	0	0	0	0	0	25
38	0	6	1	0	0	0	0	1	0	3	0	0	0	0	0	0	11
TOTAL	3,746	2,225	3,524	2,161	1,749	2,404	2,558	2,045	1,763	1,056	1,116	1,201	521	472	1,151	15	27,707

SOURCE: MARCH EXTRACT REGENTS DATA

DATE: JUNE 8, 1994

21-1

NUMBER OF CLASSIFIED EMPLOYEES
ON RANGE AND STEP
UNIVERSITY OF KANSAS MEDICAL CENTER CLASSIFIED EMPLOYEES

RANGE	STEP																TOTAL
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	AR	
7	37	17	18	20	17	15	30	5	23	20	12	4	13	4	30	0	265
8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
9	16	11	19	9	8	14	27	0	8	5	5	3	6	1	5	1	138
10	2	3	1	7	3	3	0	1	0	0	0	0	0	0	0	0	20
11	19	11	13	8	7	6	13	8	19	2	5	1	1	0	4	0	117
12	53	138	2	1	1	14	1	9	0	0	0	0	0	0	0	0	219
13	59	34	57	42	42	48	43	29	89	9	14	19	6	3	6	0	500
14	3	2	4	0	1	0	1	0	0	0	1	0	0	0	1	0	13
15	46	23	28	24	21	38	27	21	30	12	4	12	3	5	6	0	300
16	6	4	8	2	2	7	5	10	1	5	3	0	1	2	0	0	56
17	13	41	10	6	2	4	14	7	2	2	0	5	1	0	2	0	109
18	10	15	16	18	19	10	14	12	6	6	2	13	0	2	1	0	144
19	7	18	13	8	2	4	9	18	4	2	4	1	0	0	1	0	91
20	1	1	0	2	1	2	0	3	1	0	0	1	0	0	0	0	12
21	5	7	4	9	9	7	6	7	2	2	5	7	1	0	0	0	71
22	3	3	6	1	2	0	0	1	0	0	0	0	0	0	0	0	16
23	4	9	2	3	8	3	3	3	2	1	1	2	1	1	1	0	44
24	1	2	1	2	1	1	1	0	1	0	0	2	0	0	0	0	12
25	3	23	10	4	0	5	1	0	0	3	1	1	1	0	0	0	52
26	5	10	3	1	0	0	0	0	0	0	0	0	0	0	0	0	19
27	9	9	5	1	0	0	0	1	0	1	0	0	0	0	0	0	26
28	1	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	4
29	4	0	4	1	1	0	0	0	0	0	0	1	0	0	0	0	11
30	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	3
31	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6
TOTAL	312	383	226	169	147	184	195	135	188	70	57	72	34	18	58	1	2,249

SOURCE: MARCH EXTRACT REGENTS DATA
DATE: JUNE 8, 1994

1-13

NUMBER OF CLASSIFIED EMPLOYEES
ON RANGE AND STEP
UNIVERSITY OF KANSAS CLASSIFIED EMPLOYEES

RANGE	STEP																TOTAL
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	AR	
7	28	1	1	4	1	4	0	1	0	1	1	0	0	3	0	0	45
8	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
9	37	27	19	21	20	14	40	4	3	2	11	1	0	0	3	0	202
10	4	2	3	3	9	5	1	8	2	2	1	1	2	2	7	0	52
11	31	13	13	19	5	6	12	4	9	3	3	3	0	0	3	0	124
12	3	0	2	0	0	1	0	1	0	0	0	0	0	0	0	0	7
13	38	27	31	27	32	12	16	16	18	6	2	5	3	2	4	0	239
14	2	0	0	1	0	3	0	1	0	0	1	1	0	0	0	0	9
15	19	22	43	29	43	47	41	17	23	5	7	4	5	3	7	0	315
16	11	13	15	14	9	0	7	12	6	6	7	1	0	1	7	0	109
17	15	3	10	11	8	9	14	10	1	1	2	3	0	0	2	0	89
18	11	15	21	21	19	26	17	7	14	6	7	12	1	0	7	1	185
19	7	7	9	18	7	11	6	25	5	5	5	4	7	0	2	0	118
20	2	1	2	1	1	1	5	0	5	2	2	7	1	0	3	0	33
21	6	5	13	11	12	23	12	11	9	5	2	2	2	1	2	0	116
22	0	2	1	2	3	2	0	4	2	1	4	1	3	0	4	0	29
23	1	5	8	5	3	1	6	9	1	3	3	0	1	0	2	1	49
24	0	0	2	1	0	1	2	3	1	1	2	1	0	0	0	0	14
25	1	2	1	0	2	8	0	0	0	4	1	0	0	0	2	0	21
26	8	2	0	3	0	2	1	2	0	0	0	0	2	0	0	0	20
27	2	10	1	4	1	2	1	0	2	0	0	1	0	0	0	0	24
28	1	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	3
29	2	1	0	0	0	3	0	0	0	0	0	0	0	0	0	0	6
30	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
31	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	4
TOTAL	231	161	195	196	176	184	181	135	101	53	61	47	27	12	55	2	1,817

SOURCE: MARCH EXTRACT REGENTS DATA

DATE: JUNE 8, 1994

NUMBER OF CLASSIFIED EMPLOYEES
ON RANGE AND STEP
WICHITA STATE UNIVERSITY CLASSIFIED EMPLOYEES

RANGE	STEP																TOTAL
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	AR	
3	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2
4	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	2
7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	8
9	45	10	5	6	5	8	30	0	1	4	1	0	1	0	1	0	117
10	5	4	0	0	1	0	0	0	0	0	0	0	0	0	0	0	10
11	14	5	5	5	5	9	6	3	4	2	2	0	2	0	0	0	62
13	30	12	24	11	14	15	15	15	13	1	6	3	3	1	3	0	166
14	0	1	2	2	1	0	5	0	0	0	0	0	0	0	0	0	11
15	9	2	13	7	7	11	11	7	4	1	3	4	1	0	4	0	84
16	6	6	2	3	5	4	6	6	1	4	4	2	0	0	2	0	51
17	4	2	3	1	2	1	3	2	2	0	0	0	0	0	1	0	21
18	2	6	4	7	4	3	8	0	0	6	3	2	1	1	1	0	48
19	1	1	2	2	2	5	8	6	1	0	1	0	1	1	1	0	32
20	2	2	1	0	0	0	1	0	0	0	0	1	0	0	0	0	7
21	7	5	5	2	4	5	4	3	0	0	4	4	0	1	1	0	45
22	2	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	4
23	2	5	2	2	0	2	2	3	0	2	0	1	0	1	0	0	22
24	1	2	1	0	1	1	0	0	0	0	0	0	0	0	0	0	6
25	1	0	1	0	2	5	2	1	1	1	0	0	0	1	0	0	15
26	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6
27	1	0	0	1	1	0	0	0	1	0	0	0	0	0	0	0	4
28	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	2
29	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
30	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	4
TOTAL	148	63	70	52	55	71	103	46	28	21	24	18	9	6	16	0	730

SOURCE: MARCH EXTRACT REGENTS DATA
DATE: JUNE 8, 1994

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NUMBER OF CLASSIFIED EMPLOYEES
ON RANGE AND STEP
KANSAS STATE UNIVERSITY CLASSIFIED EMPLOYEES

RANGE	STEP																TOTAL
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	AR	
7	0	0	0	0	1	0	2	2	1	0	4	3	0	0	0	0	13
8	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2
9	10	4	15	10	15	27	67	4	7	1	9	1	1	1	0	0	172
10	3	1	1	1	1	3	1	3	1	1	0	1	0	3	0	0	20
11	19	17	11	7	7	15	14	3	14	1	1	3	0	0	2	0	114
13	25	21	36	22	32	15	25	17	28	9	2	8	2	1	1	0	244
14	0	0	2	0	0	1	3	2	0	0	0	3	0	0	0	0	11
15	10	13	18	27	26	37	52	29	21	6	6	7	5	1	4	0	262
16	7	44	16	9	6	17	21	13	3	14	10	6	0	5	5	0	176
17	7	17	4	3	7	10	22	12	6	1	3	2	0	6	0	0	100
18	6	22	21	19	23	28	17	19	14	5	4	13	5	4	6	0	206
19	6	3	12	8	7	11	11	21	4	4	0	4	3	0	1	0	95
20	3	17	4	3	1	3	1	3	0	0	0	0	2	0	0	0	37
21	4	8	5	4	11	9	16	17	9	3	6	2	2	3	3	0	102
22	3	4	2	2	3	2	1	3	2	3	0	1	0	2	0	0	28
23	5	9	2	4	2	2	5	8	0	2	2	3	1	0	1	0	46
24	1	0	0	1	1	4	1	0	2	1	2	0	0	0	0	0	13
25	7	10	5	4	2	4	1	3	3	1	3	1	0	1	1	0	46
26	4	3	0	0	1	0	1	0	0	1	0	0	0	0	0	0	10
27	8	4	2	2	0	3	5	1	0	0	0	1	0	0	0	0	26
28	0	0	1	1	0	3	0	0	0	1	2	0	0	0	0	0	8
29	4	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	6
30	4	0	1	0	0	1	1	0	0	0	0	0	0	0	0	0	7
31	4	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	7
TOTAL	141	198	158	128	149	195	267	160	115	54	55	59	21	27	24	0	1,751

SOURCE: MARCH EXTRACT REGENTS DATA
DATE: JUNE 8, 1994

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NUMBER OF CLASSIFIED EMPLOYEES
ON RANGE AND STEP
EMPORIA STATE UNIVERSITY CLASSIFIED EMPLOYEES

RANGE	STEP																TOTAL
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	AR	
7	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
9	8	2	3	1	3	9	21	0	3	0	1	1	0	0	1	0	53
10	3	0	1	0	1	1	0	0	0	0	0	1	0	0	0	0	7
11	1	3	1	1	0	1	0	1	0	0	0	0	0	0	0	0	8
12	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
13	6	6	8	0	2	2	3	7	4	0	1	1	0	0	0	0	40
14	0	0	0	0	2	0	0	1	0	0	0	0	0	0	0	0	3
15	7	7	4	2	2	6	8	6	3	1	1	7	3	0	0	0	57
16	1	4	0	0	0	1	1	2	1	0	2	4	1	1	0	1	19
17	0	0	0	1	1	2	3	1	2	1	0	1	3	2	1	0	18
18	1	0	3	0	1	1	1	3	1	1	3	1	1	2	1	0	20
19	2	1	3	0	2	1	1	4	0	1	0	1	2	0	0	0	18
20	2	0	1	1	0	1	0	0	2	0	0	0	0	0	0	0	7
21	1	0	3	3	1	3	5	0	2	1	2	2	0	0	3	0	26
22	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	2
23	0	1	0	0	0	1	0	0	0	1	0	0	0	1	0	0	4
24	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
25	1	0	2	1	0	2	0	0	0	0	0	1	1	0	0	0	8
26	3	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	4
27	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
29	4	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	5
30	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
31	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	3
TOTAL	45	25	29	10	15	32	45	25	18	8	10	21	11	6	7	1	308

SOURCE: MARCH EXTRACT REGENTS DATA
DATE: JUNE 8, 1994

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NUMBER OF CLASSIFIED EMPLOYEES
ON RANGE AND STEP
PITTSBURG STATE UNIVERSITY CLASSIFIED EMPLOYEES

RANGE	STEP																TOTAL
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	AR	
3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
8	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
9	58	3	4	4	4	2	9	0	0	1	2	0	0	0	0	0	87
10	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
11	4	0	1	1	1	3	6	0	2	0	0	0	1	0	0	0	19
13	7	2	3	3	5	4	1	1	4	1	0	1	2	0	1	0	35
14	2	1	0	2	2	2	0	0	0	0	0	0	1	0	0	0	10
15	3	1	5	5	3	2	4	8	13	3	4	1	0	1	1	0	54
16	1	1	1	1	1	1	2	1	1	1	0	4	0	1	0	0	16
17	2	2	1	1	1	2	5	9	1	0	0	2	1	1	1	0	29
18	1	3	1	1	0	0	1	3	1	1	0	1	0	1	1	0	15
19	0	0	1	5	2	1	0	7	2	1	0	2	0	1	0	0	22
20	0	0	0	1	0	0	0	0	1	0	0	1	0	0	0	0	3
21	5	5	0	1	0	2	1	1	1	0	0	0	1	1	0	0	18
22	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	6
23	1	1	2	2	0	0	1	0	0	2	0	0	0	0	0	0	9
24	0	0	1	0	0	0	1	0	0	0	0	1	0	0	1	0	4
25	3	1	0	2	1	1	1	0	0	1	0	0	0	0	0	0	10
26	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
27	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	4
28	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
29	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
30	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
TOTAL	97	24	21	31	22	22	33	30	26	11	6	13	6	6	5	0	353

SOURCE: MARCH EXTRACT REGENTS DATA

DATE: JUNE 8, 1994

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NUMBER OF CLASSIFIED EMPLOYEES
ON RANGE AND STEP
FORT HAYS STATE UNIVERSITY CLASSIFIED EMPLOYEES

RANGE	STEP																TOTAL
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	AR	
3	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
6	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10
9	2	4	4	5	2	2	12	3	2	1	3	0	1	0	0	0	41
10	2	0	1	0	0	0	2	0	0	0	0	0	0	0	0	0	5
11	4	1	1	2	3	3	3	2	1	0	0	0	1	0	0	0	21
12	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	2
13	5	4	5	4	2	6	3	6	19	1	0	6	0	0	1	0	62
14	0	0	1	3	0	1	0	0	0	0	0	0	1	0	0	0	6
15	2	4	2	2	1	5	2	1	2	0	0	3	1	0	2	0	27
16	2	2	2	1	0	0	0	1	1	0	1	0	0	1	0	0	11
17	1	3	2	1	1	1	1	1	2	2	1	1	0	1	0	0	18
18	2	4	2	1	2	2	0	3	1	0	1	0	0	0	0	0	18
19	1	0	0	3	0	0	0	7	1	1	0	0	0	0	0	0	13
20	0	0	2	1	0	0	0	0	1	0	1	1	0	0	0	0	6
21	2	0	1	3	1	3	5	0	0	0	1	0	0	0	0	0	16
22	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	2
23	0	2	1	0	0	0	0	1	1	1	0	0	0	0	0	0	6
25	1	0	0	0	0	1	0	0	1	1	0	1	0	0	0	0	5
26	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	4
27	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	3
28	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
29	2	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	5
30	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
TOTAL	45	28	26	28	12	25	30	25	32	7	8	13	4	2	3	0	288

SOURCE: MARCH EXTRACT REGENTS DATA
DATE: JUNE 8, 1994

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- Classified Services** -- All positions in the state service except those which are specifically placed in the unclassified service by K.S.A. 75-2935 and other statutes.
- Position** -- Group of duties and responsibilities, assigned by an appointing authority, requiring the service of an employee on a full-time basis, or, in some cases, on a less than full-time basis.
- Type of Appointment** -- All vacancies in the classified service are filled by original appointment, promotional appointment, conditional appointment, temporary appointment, emergency appointment, reemployment, reinstatement, transfer, or demotion.

	Benefits			Status	Rights	Salary
	Insurance	Retirement	Leave			
<p>Full-Time Equivalent (FTE) Positions -- A position established or proposed to be established with the intent that it be filled on a full-time basis. Positions which are less than full time should be expressed to the nearest one-tenth. Temporary, intermittent, special project, and emergency appointments are not included in the FTE limitations.</p>	<p>Full health policy; 60-day waiting period.</p> <p>First day coverage of group life, disability.</p> <p>May purchase added optional life insurance.</p>	<p>Will participate in KPERS after one year.</p>	<p>Amount of vacation earned is based on length of service (K.A.R. 1-9-4).</p> <p>Employees earn eight hours of sick leave per pay period.</p> <p>Employees receive holidays per K.A.R. 1-9-2.</p>	<p>Serves probationary period -- minimum of six months, maximum of one year.</p>	<p>If employee achieves permanent status, has "bumping rights" per K.A.R 1-§4-10.</p> <p>Employee with permanent status has right to hearing before Civil Service Board if dismissed, suspended, or demoted.</p>	<p>Normal hiring rule is Step A. If performance is satisfactory, the employee receives an increase to Step B after six months; an increase to Step C in another six months; and may receive additional step increases at yearly intervals.</p> <p>Eligible for longevity pay after ten years of service.</p>
<p>Limited-Term Appointment -- An appointment to a position in the classified service within the authorized FTE limitation that is scheduled to terminate within a predetermined period of time, as stipulated in grant specifications or other contractual agreements.</p>	<p>Same as above.</p>	<p>Same as above.</p>	<p>Same as above.</p>	<p>Position is limited in duration based on funding.</p> <p>Position is abolished and employee terminated when funding ends.</p>	<p>Employee does not have "bumping rights" when funding ends.</p> <p>Employee with permanent status has right to hearing before Civil Service Board if dismissed, suspended, or demoted.</p>	<p>Same as above.</p>
<p>Special Project -- K.S.A. 75-2935(1)(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. Reviewed and approved annually by the Legislature and Governor through appropriations process. Not included in agency FTE limitation.</p>	<p>Same as above.</p>	<p>Same as above.</p>	<p>Same as above.</p>	<p>Serves at the pleasure of the appointing authority.</p>	<p>Employee does not have "bumping rights" when funding ends.</p>	<p>Salary is approved by Governor and subject to availability of funds. Not eligible for longevity pay.</p>

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**STATE OF KANSAS
TOTAL SALARIES AND WAGES
FY 1987-1996***

Fiscal Year	All Funds	Percentage of Total Expend.	Change		Base Pay Adjustments State Classified Employees**
			Amount	Percent	
1996	\$ 1,648,215,471 *	21.3%	\$ 55,926,243 *	3.5%	1.0%
1995	1,592,289,228 *	21.4	91,074,724 *	6.1	1.5
					effective 9/18/94
1994	1,501,214,504	22.1	77,886,713	5.5	0.5
1993	1,423,327,791	24.0	69,601,950	5.1	1.0
					effective 12/18/92
1992	1,353,725,841	24.7	68,029,600	5.3	--
1991	1,285,696,241	25.3	47,955,337	3.9	1.5
1990	1,237,740,904	26.0	122,398,698	11.0	3.0
1989	1,115,342,206	26.0	122,634,940	12.4	4.0
1988	992,707,266	25.6	16,420,100	1.7	2.0
1987	976,287,166	26.9	40,990,330	4.4	3.0

* FY 1995 and FY 1996 reflect Governor's amended recommendations. All other years are from the *Governor's Budget Report*.

** The increases shown are in addition to merit pay or step increases, if any, to which individual employees were entitled in the fiscal year. Longevity pay for eligible employees would also be in addition to the amounts shown.

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FRINGE BENEFIT RATES

	<u>FY 1995</u>	<u>FY 1996</u>
KPERS (Regular)	3.20%	3.30%
FICA	7.65%	7.65%
Workers Compensation	1.50%	1.50%
Unemployment	0.10%	0.20%
Sick and Annual Leave at Retirement	0.37%	0.34%
TOTAL	12.82%	12.99%
Health Insurance Rates (As Included in Agency Budget Requests -- Does Not Reflect Revised Rates Included in Governor's Recommendation)		
Single Member:		
Full-Time	\$ 2,492.28	\$ 2,542.08
Part-Time	\$ 1,907.28	\$ 1,945.44
Dependent Health:		
Full-Time	\$ 682.56	\$ 696.24
Part-Time	\$ 684.48	\$ 698.16
FOOTNOTES:		
KPERS Insured Benefit		
Only -- new state employees (instead of above KPERS)	0.6%	0.6%
OTHERS		
TIAA Members		
Current Service	8.5%	8.5%
Prior Service Benefits	1.1%	1.1%
KBI	8.4%	8.4%
Highway Patrol	9.7%	9.8%
Judges Retirements (Composite Rate)	8.1%	10.3%
Security Officers - Group A - Age 55	4.8%	4.4%
Security Officers - Group B - Age 60	4.1%	3.6%
Correctional Employees - Group C	3.2%	3.3%
Special Disability		
Regents Law Enforcement	6.8%	6.9%

**INCREASES IN SALARIES FOR STATE CLASSIFIED EMPLOYEES, REGENTS'
FACULTY AND CLASSROOM TEACHERS OF SCHOOL DISTRICTS, IN
PRIVATE SECTOR WAGES, AND IN THE RATE OF INFLATION**

Fiscal Year	State Classified Service ¹	Regents' Faculty ²	Classroom Teachers ³	Inflation Rate ⁴	Avg. Weekly Wage Private Sector ⁵
1974	5.0%	5.5%	*	8.9%	--
1975	5.5%; \$30 minimum increase per month	10.0% - KU and WSU 11.0% - Others	7.25%	11.1	--
1976	5.0% plus \$25 per month	10.0%	10.5	7.1	--
1977	2.8% plus \$15 per month	9.0% - Ft. Hays 8.0% - Others	6.88	5.8	9.9
1978	3.0% or \$25 per month, whichever less; 2.0% for employees on Step F or above who were not eligible for a longevity increase	7.0% - Ft. Hays 6.0% - Others	6.62	6.7	3.7
1979	7.25%, subject to a maximum increase of \$125 per month	7.0%	5.92	9.4	9.8
1980	4% plus \$26 per month	6.5%	7.41	13.3	10.2
1981	New pay plan adopted; it was estimated that nearly all employees received at least an 8% increase and that the average increase was about 11%	9.0%	11.41	11.6	9.7
1982	5.0%	9.0% - Ft. Hays 7.0% - Others	9.4	8.6	8.2
1983	6.5%	10.2% - Ft. Hays ^a 7.5% - Others ^a	9.76	4.3	4.8
1984	4.5% effective 12/18/83	4.5% eff. 12/18/83	5.99	3.7	4.0
1985	5.0% plus \$204 (\$102 in two payments)	7.0%	8.38	3.9	3.5
1986	New pay plan adopted; wide variation in individual percentage increases, but est. to average about 6%	5.0 ^c	7.41	2.9	3.5
1987	3.0% ^b	2.5% ^c	3.68	2.2	3.2
1988	2.0% effective 12/18/87 ^d	3.0% eff. 12/18/87 ^c	4.22	4.1	3.0
1989	4.0% ^e	7.5 ^f	5.62	4.6	2.8
1990	3.0% ^e	8.5 ^g	4.81	4.8	2.7
1991	1.5% ^h	2.00% to 4.00% ^l	3.69	5.4	4.2
1992	--	2.5% ^l	3.62	3.2	3.3
1993	1.0% effective 12/18/92	2.5% plus 1% eff. 12/18/92	6.36	3.1	3.9
1994	0.5% ^k	2.25% ^c	3.44 (est.)	2.6	?
1995	1.5% effective 9/18/94 ^l	6% high-4% low ^m	?	?	?

1. So-called "cost of living" adjustments. The increases shown are in addition to merit pay or step increases, if any, to which individual employees were entitled in the fiscal year. Through FY 1980, merit increases of between 4 percent and 5 percent were typical until an employee reached the top of his range. There were no separate merit increases in FY 1981 when a new pay plan was implemented (classified personnel were assigned to specific ranges and steps on the new plan). Merit increases were approved in the budget for FY 1982, ranging from 5 percent to 7.5 percent for those entitled to such increases. A merit increase of about 1.25 percent for FY 1983, as authorized by the 1982 Legislature, was first deferred by order of the Governor and then was eliminated by the 1983 Legislature. No money was appropriated for merit increases in FY 1984 and 1985. The pay plan adopted in 1985 permitted step increases of approximately 2.5 percent for eligible employees in FY 1986 and thereafter (no "cost of living" increase in FY 1986, but implementation of the new plan included a "catch-up" feature to compensate for step increases not granted in the prior three years). The 1989 Legislature revised the pay plan, effective in FY 1990, to establish an annual bonus payment of \$40 per year of service (if ten or more but not to exceed 25 years or \$1,000), to reduce the three-year time-on-step requirement for employees on upper salary steps to a one-year requirement for the 2.5 percent step increase, and to add two steps to each salary range. No "cost-of-living" adjustment was approved for FY 1992, but money was appropriated to finance step movement and bonus payments for eligible employees, and such appropriations were made again for FY 1993, FY 1994, and FY 1995.

2. The percentage of increase to base salary budgets which is designated for salary increases for unclassified positions. Institutions under the Board of Regents allocate their appropriations for salary increases on a merit basis, not by a uniform or flat percentage increase. Thus, some faculty members received a higher percentage increase than shown in this column while others received less.

1/30/95

House Appropriations Attachment 2

3. Systemwide average increase (excluding fringe benefits) for teachers in all unified school districts as reported by the State Department of Education. Beginning in FY 1988, the figures represent the total increase, including federal Section 125 salary reduction plans. Thus, these figures are not strictly comparable with those for prior years.
 4. Consumer Price Index -- All Urban Consumers (1982-84 equals 100): the increase in the average index for the fiscal year (July-June).
 5. Source: Kansas Department of Human Resources. Data are for contributing employers to unemployment insurance coverage; prior to FY 1989, essentially for the private sector but includes some governmental units although not Kansas state government; for FYs 1989-FY 1993, includes only the private sector. Data are not available prior to FY 1977.
 - a) Also, \$900,000 was appropriated for allocation among faculty in specified curricula at all institutions.
 - b) In addition, salary upgrades for the clerical job series were approved beginning in the last six months of FY 1987. (Phase I of salary upgrade program.)
 - c) The state's contribution for faculty retirement was increased from 5 percent to 6 percent in FY 1986, to 7 percent in FY 1987, to 8 percent in FY 1988, to 8.5 percent in FY 1994.
 - d) Plus salary upgrades for the mechanics, repairers, and operators job classes, and for registered nurses and licensed therapists; all effective mid-FY 1988. (Phase II of salary upgrade program.)
 - e) Plus salary upgrades for employees in direct care and other service worker classes (effective mid-FY 1989) and for security and law enforcement personnel (effective FY 1990). (Phase III of salary upgrade program.)
 - f) Systemwide average, with increases among the Regents' institutions ranging from 7.3 percent to 9.2 percent. Includes 5 percent basic increase plus percentage equivalent of the amount of the Margin of Excellence program appropriation allocated to salaries. Source: Board of Regents.
 - g) Systemwide average, with increases among the Regents' institutions ranging from 7.3 percent to 10.2 percent. Includes 5 percent basic increase plus percentage equivalent of the amount of the Margin of Excellence program appropriation allocated to salaries. Source: Board of Regents.
 - h) Plus salary upgrades for licensed practical nurses.
 - i) WSU, 2.00 percent; KU, 2.03 percent; FHSU, 2.25 percent; KSU; 2.30 percent; PSU, 2.44 percent; KUMC, 2.70 percent; ESU, 2.75 percent; KCT, 3.00 percent; KSU-VMC, 4.00. Source: Board of Regents. The range of increases reflects variations in applying the 1.75 percent General Fund appropriation reductions and other budget adjustments, rather than explicit legislative policy with regard to average salary increases. Prior to the 1.75 percent reduction and irrespective of other budget adjustments, appropriation amounts were based upon 4 percent faculty salary increases.
 - j) Financing was provided to give unclassified health care workers at the Medical Center an average increase of 6.5 percent.
 - k) Also, the 1993 Legislature approved reclassification of employees in health, scientific, and engineering job classes (effective 6/18/93) and in information technology job classes (effective 12/18/93).
 - l) Also, the 1994 Legislature approved reclassification of accountants and auditors, human resource professionals, purchasing and marketing professionals, general administrative job classes, social scientists, and attorneys (effective 6/18/94), and of management classes (effective 12/18/94).
 - m) Ranked faculty: 6 percent KU; 5.25 percent KSU and KSU-ESARP; 5 percent WSU; 4.5 percent KUMC, KSU-VMC, KSU-SCT; and 4 percent ESU, FHSU, PSU.
- * Not possible to compute percentage increase because comparable data are not available for FY 1973.

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