

MINUTES OF THE SENATE COMMITTEE ON WAYS AND MEANS.

The meeting was called to order by Chairperson August Bogina at 11:00 a.m. on February 13, 1995 in Room 123-S of the Capitol.

All members were present except: Senator Brady, who was excused

Committee staff present: Alan Conroy, Legislative Research Department
Kathy Porter, Legislative Research Department
Eric Milstead, Legislative Research Department
Julian Efird, Legislative Research Department
Norman Furse, Revisor of Statutes
Michael Corrigan, Revisor of Statutes
Judy Bromich, Administrative Assistant
Ronda Miller, Committee Secretary

Conferees appearing before the committee:

Jerry Magnuson, Director of the Statewide Human Resource and Payroll System Project (SHaRP)
Bobbi Mariani, Acting Assistant Director of the Division of Personnel Services
Paul Dickhoff, Kansas Association of Public Employees (KAPE)
Cindy Diehl, Kansas Technology Enterprise Corporation (KTEC)

Others attending: See attached list

It was moved by Senator Salisbury and seconded by Senator Moran that a technical amendment be made to the minutes of February 8, 1995 and that the minutes of February 7 and February 8 as amended be approved. The motion carried on a voice vote.

SB 172: State officers and employees; payroll accounting

Mr. Jerry Magnuson, Director of SHaRP, distributed and reviewed copies of his written testimony in support of **SB 172 (Attachment 1)**. It was noted by the Chairman that Sec. 6 (c), new (d), (e), and (f) contain the provisions of **SB 111** as recommended by the Joint Committee on Rules and Regulations and referred to Senate Ways and Means. There was discussion regarding the implications of the change of responsibility for the integration and implementation of the biweekly payroll periods from the Director of Accounts and Reports to the Secretary of Administration [Sec. 4 (b) and (c)]. Gloria Timmer, Director, Division of the Budget, reported to members that the changes in policy are due in part to SHaRP and in part as the result of a bill passed during the 1994 Legislature that allows the Secretary of Administration to reorganize functions and/or personnel of an agency as best she/he sees fit. In answer to a concern, she stated that there is no major reorganization of personnel that is planned, but SHaRP requires significant restructuring. It was pointed out that the responsibility of approving the establishment of a biweekly payroll period is given to the Secretary of Administration in line 18, page 2 of the bill. In answer to a question, Mr. Magnuson stated that the implementation cost associated with SHaRP is estimated to be \$11.5 million in FY 94, FY 95 and FY 96. Part of that estimate includes expenditures through FY 2000 for maintenance of the software.

Senator Morris moved, Senator Vancrum seconded, that SB 172 be recommended favorable for passage. The motion carried on a roll call vote.

SB 175: State officers and employees; selection, appointment and layoff

Ms. Bobbi Mariani, Acting Assistant Director of the Division of Personnel Services, reviewed her written testimony in support of **SB 175 (Attachment 2)**. She explained that the applicant portion of KIPPS will become a function of SHaRP. However, under SHaRP, lists of eligible applicants will be based on skills rather than on completion of civil service exams. Ms. Mariani stated that one purpose of the bill is to ensure that employees are not laid off, but are put into a pool for placement. There was some discussion regarding the way that preference for veterans would be handled.

Mr. Paul Dickhoff, Kansas Public Employees Association, appeared before the Committee to express his limited opposition to **SB 175 (Attachment 3)**. Mr. Dickhoff expressed reservations about the language in lines 13-16 on page 9 of the bill which he believed would authorize any appointing authority to request that the Secretary of Administration waive consideration of length of service to expand the pool of applicants for promotion. He stated that length of service is the only measurable part of the criteria listed, and he opposed the language which would allow its exemption. Senator Rock moved, Senator Karr seconded, that SB 175 be amended by striking lines 13-16 on page 9. The motion failed on a show of hands.

CONTINUATION SHEET

MINUTES OF THE SENATE COMMITTEE ON WAYS AND MEANS, Room 123-S Statehouse, at 11:00 a.m. on February 13, 1995.

Senator Vancrum moved that SB 175 be amended by inserting the word "principles" after the word "merit" on line 10, page 9 for the purpose of uniformity. The motion carried on a voice vote.

It was moved by Senator Kerr and seconded by Senator Vancrum that SB 175 as amended be recommended favorable for passage. The motion carried on a roll call vote, 6 to 4.

SB 176: **State officers and employees; unclassified service; Kansas, Inc.; K-TEC; Kansas corporation for change**

Ms. Bobbi Mariani reviewed her written testimony in support of **SB 176** (Attachment 4). She stated that approximately 47 employees in three agencies are neither classified nor unclassified, but are paid by the state. She noted that one problem with the quasi-public agencies is the lack of mobility to transfer in or out without losing annual and sick leave. In responding to a question, Ms. Mariani stated that if Information Network of Kansas (INK) has the same language as that deleted in section 2 of the bill, it would be the Department's intent to include them in section 2 of the bill. The revisor noted that:

- 1) K.S.A. 74-9307 Sub (a) has the same language as that deleted in **SB 176**
- 2) under paragraph (6) of K.S.A. 74-4908 several unclassified state officers have their salaries fixed by the board, not by the Governor. Therefore, these exceptions should be added to Sec. 8 of K.S.A. 75-2935b along with the other offices and employees not subject to the Governor's compensation establishing authority.

Ms. Cindy Diehl, Director of Operations for KTEC, appeared before the Committee in support of **SB 176** and reviewed her written testimony (Attachment 5). In answer to members' questions, it was stated that the bill has no effect on KPERS or pay, but allows employees to keep their annual and sick leave when transferring. Ms. Mariani told the Committee that without the passage **SB 176**, edits to the payroll system would have to be made. Costs of the modifications were estimated at \$60,000.

It was moved by Senator Kerr and seconded by Senator Moran that SB 176 be amended to include the Information Network of Kansas (INK). The motion carried on a voice vote.

The Chairman noted that the **SB 176** would be held pending further information regarding Sec. 8.

SB 190: **State officers and employees, pay plan COLA and step increases, longevity bonuses, appropriations for FY 96**

A balloon containing technical amendments to **SB 190** was reviewed by staff (Attachment 6). It was moved by Senator Morris and seconded by Senator Vancrum that **SB 190** be amended with the balloon. The motion carried on a voice vote.

Senator Salisbury moved, Senator Rock seconded, that **SB 190** as amended be recommended favorable for passage.

A substitute motion offered by Senator Vancrum and seconded by Senator Lawrence to amend **SB 190** by deleting the 1.0% base salary adjustment for classified employees and the 1.0% base increase for unclassified in the executive, judiciary and legislative branches of government and judges, and elected official of the executive, judicial and legislative branches. Senator Kerr expressed his support of the substitute motion, provided that the savings be appropriated to elementary and secondary education to raise the per pupil budget. It was noted by the Chairman that the 1.5% adjustment in the base salary for state employees made in CY 91 - 92 equated to a 5.9% increase as tabulated by the actuarial consultant of KPERS (Attachment 7). The substitute motion failed on a show of hands.

Senator Petty offered a substitute motion which was seconded for the purpose of clarification by Senator Karr to conceptually amend **SB 190** by deleting the 1.0% increase for legislators only. There was discussion regarding the savings that would be realized. It was Senator Rock's opinion that salaries and benefits for legislators should be increased in order to attract new, young and qualified persons to the Legislature. The substitute motion failed on a voice vote.

The Chairman noted that there were technical adjustments that needed to be made to the bill regarding numbers. Senator Salisbury offered a substitute motion which was seconded by Senator Moran to further amend **SB 190** with the technical amendments and to recommended **SB 190** as amended favorable for passage. The motion carried on a roll call vote.

The Chairman adjourned the meeting at 12:37 P.M. The next meeting is scheduled for February 14, 1995.

SENATE WAYS AND MEANS COMMITTEE GUEST LIST

DATE: FEBRUARY 13, 1995

NAME	REPRESENTING
LINDA McGILL	PMA
Kelly Jennings	KAPE
David Dickhoff	KAPE
Jennie Magallon	DFA A&R
Jerry Magnusson	DFA
B. Mariani	Dept of Adm.
Bill McAlister	DFA
Gloria Linner	Do/B
Margaret Kern	KCC
Dolores Douglas	KCC
Elaine Frisbie	Div. of Budget
Mikel Miller	KS Inc.
Jacq. A. Vandewilde	SRS
Gary Brunh	Corporation for Change
Cindy Diehl	KTEC

Testimony To The
SENATE WAYS AND MEANS COMMITTEE

By
Jerry Magnuson
SHARP Project Director
&
Bobbi Mariani
Division of Personnel Services

Monday, February 13, 1995
RE: Senate Bill 172
Senate Bill 175
Senate Bill 176

Mr. Chairperson and members of the committee, thank you for the opportunity to appear before you today in support of Senate Bills 172, 175 and 176. My name is Jerry Magnuson, and I am the Director of the Statewide Human Resource and Payroll System Project (SHARP). I would like to first briefly describe the SHARP project which relates to the three bills you are hearing testimony on today and then address the proposed legislation.

The SHARP project began in May 1994 as a result of the Kansas Personnel/Payroll Study requested by the Legislature in 1992. This study concluded that KIPPS, the state's current personnel and payroll system, is outdated and unable to meet the needs of the state. SHARP will utilize the PeopleSoft, Inc. software package for its statewide human resource/benefits/payroll system. This system will efficiently and effectively support human resource, agency management and legislative policymaking needs. SHARP will issue its first payroll warrants in January 1996. At that time SHARP will replace KIPPS and will move our state personnel/payroll functions from 1970's technology into the 21st century. A summary document outlining the SHARP project scope, benefits, organization, budget, schedule and biweekly pay issues is attached to this testimony for your review.

In order to facilitate the SHARP transition, some of our present terminology and processes need to be updated to coincide with new SHARP functions and biweekly pay which represent the best human resource/payroll business practices throughout the public and private sectors.

Under the current KIPPS system, there are five different pay cycles running each month: one biweekly, two semi-monthly and two monthly cycles. While the majority of employees are paid monthly, the effort required to run five pay cycles each month can be reduced significantly by consolidating all employees to the same pay cycle. The efficiencies realized from running only one pay cycle spread to other related payroll processes such as eliminating salary advances, reducing the number of supplemental pay runs, distributing paychecks using direct deposit and the streamlining of reconciliation/remittances processes.

With the implementation of a biweekly pay cycle, employees will be paid more quickly for their work. For most employees paid monthly, the existing pay period is the 18th through the 17th and they are paid on the first. There can be up to a six week delay in getting paid for work

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performed. With biweekly pay, there can be as little as a two week delay. This also means that new employees will be paid sooner, which eliminates the need for new employee salary advances. Being paid more frequently may also aid recruitment efforts because biweekly pay periods reflect the majority of the private sector's pay periods. Employees will be paid more frequently (26 times a year, compared to the current 12 times per year).

To provide more consistency, pay dates will be standard (every other Friday) and will also fall on a working day. Therefore, electronic fund transfer of warrants will occur consistently every pay date.

Biweekly pay will simplify the compliance with the provisions of the Fair Labor Standards Act (FLSA). A biweekly pay period will allow the state to standardize work weeks and work periods for most employees and synchronize work periods and pay periods, which enhances the ability of the state to track overtime pay requirements of the Fair Labor Standards Act (FLSA). The new SHARP system will provide for time and leave recording consistency throughout the state. Standard hours in each pay period will also simplify the process of accruing vacation, sick and other types of leave. All of these changes allow the state to become more efficient.

This bill also provides that longevity bonus payments will be included in the employee's regular pay warrant. This eliminates the need for an additional pay warrant for longevity pay.

A very important change in this bill is relevant to how the payment of salaries and wages is charged to appropriations. This bill is changing the accounting practice to charge the salaries and wages to the fiscal year in which the payment occurs.

Senate Bill 172 will help to expedite the smooth transition to the new SHARP system. In fact, because the proposed bill supports many of the existing SHARP functions, programming costs to modify SHARP have been kept to a minimum. Also, limiting the number of modifications will make it more efficient and less costly to implement software upgrades over the life of the system.

The Department of Administration would appreciate your support for passage of this bill. Thank you for allowing me to address this bill, and I would be happy to answer any questions you may have.

Testimony To The
SENATE WAYS AND MEANS COMMITTEE

Monday, February 13, 1995
Senate Bill 175

Mr. Chairperson and members of the committee, thank you for the opportunity to appear before you today in support of Senate Bill 175. My name is Bobbi Mariani, and I am the Acting Assistant Director of the Division of Personnel Services.

In order to facilitate the SHARP transition, some of our present terminology and processes need to be updated to coincide with new SHARP functions which represent best human resource/payroll business practices throughout the public and private sectors.

One of these changes is the application and selection process. Terminology currently referred to as "applicants" and "lists" would change to "candidates" and "pools". The selection process will also become more timely and provide more specifically qualified candidates for agencies.

In addition, the amendments will simplify the application process for candidates for state positions. Currently, applicants complete an Application for Examination for each job class for which they want to apply. Applicants are then scored and placed on an eligible list for that class. Often, in this system, applicants believe they are applying for a vacant position. In reality, however, they are only being ranked for a list that will be used at a later time if and when there is a vacancy in that particular class.

With the passage of this bill, "candidates" will initially register their basic skills with the state. Candidates will only have to register once, but may update their skills at any time. Candidates will then apply directly for actual vacancies. The SHARP system will screen candidates for specific vacancies to see if they meet the minimum qualifications. Candidates meeting those minimum qualifications will then be further screened for specific skills and characteristics required for that particular vacancy. Using this method, agencies will get a pool of candidates uniquely suited for a particular position.

The proposed bill also establishes statewide reemployment pools for employees who are laid off. In the current system, employees who are laid off are placed on a list for reemployment to a specific class. Employees remain on the reemployment list for three years for the agency from which they were laid off, and one year for other agencies who have not had a layoff. The new system will allow statewide placement for reemployment based on skill identification.

In addition, veterans' preference will be given when certifying the names of veterans to pools of eligible candidates. Currently, veterans' preference points are given on applicant examinations. Because there will normally not be any examinations as we currently know them under the new system, administrative rules and regulations will define what type of preference veterans will receive within the eligible pools.

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Attachment 2

A K-Goal Audit of the Division of Personnel Services done January, 1994 made the following specific recommendation:

To improve the efficiency of the State's central hiring procedures, the State and the Division of Personnel Services should provide a more efficient way for State agencies to take into consideration their specific hiring needs when hiring from central applicant lists. Options in this area include:

- b eliminating the requirement for centralized examinations and rankings of applicants*
- b allowing State agencies to adjust central applicant scores to take into account the agencies' individual needs (for example, Affirmative Action goals).*
- b revising or eliminating the "rule of five" so that State agencies could hire from a larger group of candidates.*

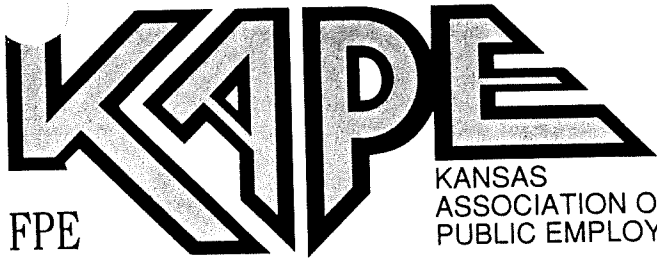
The new hiring process for SHaRP implements this recommendation.

The bill also changes position types. "Permanent" positions would be "regular" positions to again accommodate SHARP terminology. Also, position types will be reduced to regular and temporary. We will continue to use classified or unclassified and part-time or full-time designations. Currently, conditional position types are used for appointments when applicant eligible lists are not available for a particular class. With the proposed system, eligible candidate pools will provide agencies with more potential employees with the needed skills for specific positions so there will be no need for conditional appointments. Because of the nature of temporary and training appointments, we will retain the ability to make these appointments without the use of a certified pool of eligible candidates.

A number of other technical or clean-up changes are included in the proposed bill:

- 1) Update language to ensure that it is consistent with the federal Americans with Disabilities Act (ADA) regarding reasonable accommodation.
- 2) Remove definition of "status eligible" because it is not referenced in either statutes or administrative rules and regulations.
- 3) Allow employees to transfer between classes without the specific approval of the Director of Personnel Services. Administrative rules and regulations adopted by the Secretary of Administration will govern the method for transfers.

The Department of Administration would appreciate your support for passage of Senate Bill 175. Thank you for allowing me this time. I would be happy to answer any questions you may have



KANSAS
ASSOCIATION OF
PUBLIC EMPLOYEES

1300 South Topeka Avenue Topeka, Kansas 66612 913-235-0262 Fax 913-235-3920

Testimony of Paul K. Dickhoff Jr.
Director of Negotiations
KAPE/AFT, AFL-CIO
In Opposition to
Senate Bill 175

Mr. Chairman and members of the committee, good morning. My name is Paul K. Dickhoff, Jr. and I am the Director of Negotiations for the Kansas Association of Public Employees and I appear here this morning in behalf of KAPE to testify in very limited opposition to Senate Bill 175.

Senate Bill 175 seeks to amend portions of the current statutory mandates regarding the selection, appointment, promotion, lay-off, and reappointment of employees in the service of the State of Kansas.

KAPE has had the opportunity to discuss these proposed changes with officials in the Department of Administration, and many of the concerns which KAPE initially had regarding this bill were resolved by those discussions. KAPE appreciates and commends the administration for this newly adopted "mutual concern" approach to problem solving and hopes to continue it in the future.

Both KAPE and the Department of Administration share the common vision of an employment system which insures to the state the highest quality, properly compensated, and most productive work force possible. Such a system should be designed to give all interested and qualified citizens an equal opportunity for state employment and eliminate, to the greatest extent possible, the potential for abuse within the system. Most of the provisions of this bill are proposed to provide the framework necessary to make those goals attainable.

As we are all aware, statutes outline "what" the legislature wants done, but administrative rules and regulations outline "how" those legislative directives will be carried out. Based on our recent discussions, KAPE is confident that the Department of Administration intends to provide the rules and regulations necessary to implement Senate Bill 175 to the improvement of our state personnel system.



The only provision of the bill which gives KAPE any basis for concern appears on page nine in lines ten through sixteen.

Currently an employee's length of service to the state is not controlling, but is one of several factors which are taken into consideration when promotional opportunities arise. The bill would allow an appointing authority to ignore this criteria in order to expand the pool of applicants for the promotion.

In KAPE's view, such a practice sends the very negative message to state employees that the promotional system may be manipulated, and their loyalty and career commitment to the state may count for nothing at promotion time.

In the alternative, a system which relies more heavily on objective, measurable criteria, such as seniority, sends two messages. First, that the system attempts to eliminate opportunities for discrimination; and second, that the state appreciates loyalty, and intends to reward that loyalty with special consideration.

KAPE does not propose that long term service to the state be a replacement for promotional qualifications. But if an employee is properly qualified, their career commitment to the state should carry with it some value. Under such a system, all employees would know that their qualifications, coupled with their years of satisfactory service, will pay a dividend. That single change could provide a tremendous boost to morale, a corresponding effort at greater productivity, and lower turnover among all state employees. Such a practice would truly be an example of a win - win proposition. The state would fill a promotional vacancy with a qualified employee who had demonstrated a prior commitment to state service, and the employees would feel a greater sense of loyalty and commitment to a thankful employer.

With this single amendment to the bill, KAPE would be appearing in support rather than opposition to it.

Thank you for your attention and I would be happy to answer any questions you may have.

Testimony To The
SENATE WAYS AND MEANS COMMITTEE

Monday, February 13, 1995
Senate Bill 176

Mr. Chairperson and members of the committee, thank you for the opportunity to appear before you today in support of Senate Bill 176. My name is Bobbi Mariani, and I am the Acting Assistant Director of the Division of Personnel Services.

In order to facilitate the SHARP transition, some of our present terminology and processes need to be updated to coincide with new SHARP functions which represent the best human resource/payroll business practices throughout the public and private sectors. One of these processes is addressed in Senate Bill 176, which relates to employees of the Kansas Corporation for Change; Kansas, Inc.; and Kansas Technology Enterprise Corporation (KTEC). The proposed legislation places all employees of these agencies in the unclassified state service under the Kansas Civil Service Act. The salaries and compensations of these officers and employees will not be subject to the Governor's approval but will continue to be set by the Boards of those agencies.

These employees have never been considered "classified" or "unclassified" which means they have not had the rights and benefits of other state employees. By placing them in the unclassified service, they will receive several benefits. The proposed change will allow these employees to be considered "within the system" for promotion and transfer opportunities. Currently, if they want to transfer to another position or agency, the employees in these three agencies are treated the same as an applicant from outside state service. This bill would allow these employees to go to a classified position in state service, and their time spent as an unclassified employee would count toward their length of service for longevity bonuses, vacation accrual credits, placement in reemployment pools and layoff scores. Their leave balances would also be carried over into the new position.

Senate Bill 176 coordinates with the implementation of the SHARP project. For efficiency, two categories of employees, classified and unclassified, are recognized by the SHARP system. Employees of these agencies currently belong to neither category. If the bill does not pass, SHARP functions would have to be modified significantly to accommodate edits for a third type of employee group which includes 47 employees in three agencies.

Finally, the proposed bill changes the language in the statute from examination "lists" and "registers" to merit "pools" in order to coordinate with other statutory changes reflecting terminology to be used in conjunction with the SHARP system.

I encourage your favorable consideration of Senate Bill 176. I will be glad to answer any of your questions at this time.



KANSAS
TECHNOLOGY
ENTERPRISE
CORPORATION

*KTEC's mission is to create and maintain
employment by fostering innovation, stimulating
commercialization, and promoting the
growth and expansion of Kansas businesses.*

THE KANSAS TECHNOLOGY ENTERPRISE CORPORATION

Senate Ways and Means Senate Bill 176

February 13, 1995

Cindy Diehl, Director of Operations

I am here today to express the support of the Kansas Technology Enterprise Corporation (KTEC) for Senate Bill 176.

KTEC was created by the 1986 Legislature as a "quasi-public agency" to "foster technological innovation in existing and developing businesses." KTEC functions as a corporation with its corporate powers coming directly from statutes. As with all of the quasi-public agencies, KTEC is governed by a board of directors. KTEC's board is comprised of the governor or the secretary of commerce if the governor so chooses; legislators; the secretary of agriculture; one individual each representing the University of Kansas, Kansas State University, Wichita State University, and Pittsburg State University; and Kansas citizens from various private sector areas who are selected by the governor and the House and Senate leadership. The statutes governing KTEC became effective January 12, 1987.

K.S.A. 74-8113 states that the president and all other employees of KTEC shall be considered to be state employees for the purposes of benefits only. In April of 1993, it was determined that employees of all quasi-public agencies shall still be entitled to benefits such as health insurance and KPERS; however, the determination was made that employees wishing to transfer from "traditional" state agencies to quasi-public agencies, or quasi-public employees wishing to work at a traditional state agency, would not be able to transfer their accumulated annual and sick leave from one to the other. Additionally, years of service at KTEC or other quasi-public agencies would not be counted as years of service when an individual would become employed by a traditional agency.

KTEC supports Senate Bill 176 which will remove the "quasi-public employee" status and will make KTEC's employees "unclassified employees" as specified in K.S.A. 75-2935b who will continue to report to KTEC's board of directors. The barrier will then be removed between quasi-public and traditional agencies for purposes of employment.

SENATE BILL No. 190

By Committee on Ways and Means

2-2

9 AN ACT concerning salaries and compensation and longevity bonus pay-
 10 ments for state officers and employees; making appropriations for the
 11 fiscal year ending June 30, 1996; amending K.S.A. 40-102, 46-137a,
 12 46-137b and K.S.A. 1994 Supp. 75-3101, 75-3103, 75-3104, 75-3108,
 13 75-3110 and 75-3111a and repealing the existing sections.
 14

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

16 New Section 1. (a) The governor is hereby authorized and directed
 17 to modify the pay plan adopted for fiscal year 1995 in accordance with
 18 this subsection and to adopt such pay plan as so modified. The existing
 19 pay plan for fiscal year 1995 shall be modified to provide for an increase
 20 of 1% adjusted to the nearest \$1 in each monthly step of the schedule of
 21 salary and wage ranges and steps of such pay plan or the equivalent in-
 22 crease for payroll periods other than monthly. The pay plan adopted by
 23 the governor under this subsection shall be the pay plan for the classified
 24 service under the Kansas civil service act and shall be effective on the
 25 first day of the first payroll period which is chargeable to the fiscal year
 26 ending June 30, 1996. Such pay plan shall be subject to modification and
 27 approval as provided under K.S.A. 75-2938 and amendments thereto and
 28 to any enactments of the legislature applicable thereto.

29 (b) There is hereby appropriated from the state general fund for the
 30 state finance council, for the fiscal year ending June 30, ~~1995~~, the sum of
 31 \$3,931,584 to be used for the purpose of paying the proportionate share
 32 of the cost to the state general fund of the salary increases which are
 33 provided for by adoption of the pay plan under subsection (a) for state
 34 officers and employees in the classified service under the Kansas civil
 35 service act

1996

36 (c) To pay the proportionate share of the cost to the state general
 37 fund of each state agency for the salary increases which are provided for
 38 by adoption of the pay plan under subsection (a) for state officers and
 39 employees in the classified service under the Kansas civil service act, upon
 40 recommendation of the director of the budget, the state finance council,
 41 acting on this matter which is hereby characterized as a matter of legis-
 42 lative delegation and subject to the guidelines prescribed in subsection
 43 (c) of K.S.A. 75-3711c and amendments thereto, except paragraph (3) of

including associated employer contributions,

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1 such subsection (c), is hereby authorized and directed to approve the
2 transfer of moneys from the appropriation under subsection (b) to the
3 proper accounts created by state general fund appropriations for the fiscal
4 year ending June 30, 1996.

5 (d) Upon recommendation of the director of the budget, the state
6 finance council, acting on this matter which is hereby characterized as a
7 matter of legislative delegation and subject to the guidelines prescribed
8 in subsection (c) of K.S.A. 75-3711c and amendments thereto, except
9 paragraph (3) of such subsection (c), is hereby authorized to approve
10 increases in expenditure limitations on special revenue funds and ac-
11 counts established for the fiscal year ending June 30, 1996, for the pur-
12 pose of paying from such funds or accounts the proportionate share of
13 the cost to such funds or accounts, including associated employer contri-
14 butions, of the salary increases which are provided for by adoption of the
15 pay plan under subsection (a) for state officers and employees in the
16 classified service under the Kansas civil service act.

17 (e) Each state agency of the executive branch of state government
18 shall prepare and submit a budget estimate for such salary increases, and
19 all amendments and revisions of such estimates, to the director of the
20 budget on forms prescribed by the director of the budget. At the same
21 time as each state agency submits such estimate, and all amendments and
22 revisions thereof, each state agency shall submit a copy of such estimate,
23 and all amendments and revisions thereof, directly to the legislative re-
24 search department.

25 New Sec. 2. (a) There is hereby appropriated from the state general
26 fund for the state finance council, for the fiscal year ending June 30, 1996,
27 the sum of \$7,762,045 to be used for the purpose of paying the propor-
28 tionate share of the cost to the state general fund of (1) The salary in-
29 creases which are provided for step movements of the pay plan for state
30 officers and employees in the classified service under the Kansas civil
31 service act

32 (b) To pay the proportionate share of the cost to the state general
33 fund of each state agency for the salary increases which are provided for
34 step movements of the pay plan for state officers and employees in the
35 classified service under the Kansas civil service act, including associated
36 employer contributions, upon recommendation of the director of the
37 budget, the state finance council, acting on this matter which is hereby
38 characterized as a matter of legislative delegation and subject to the
39 guidelines prescribed in subsection (c) of K.S.A. 75-3711c and amend-
40 ments thereto, except paragraph (3) of such subsection (c), is hereby
41 authorized and directed to approve the transfer of moneys from the ap-
42 propriation under subsection (c) to the proper accounts created by state
43 general fund appropriations for the fiscal year ending June 30, 1996.

the

(a)

2-2

1 or board. The provisions of this subsection (a)(2) shall not authorize or
2 provide any salary increase for the governor, lieutenant governor, secre-
3 tary of state, state treasurer, commissioner of insurance, attorney general,
4 or to any member of any state board, commission, council or committee
5 receiving per diem compensation as provided by statute.

6 (b) There is hereby appropriated from the state general fund for the
7 state finance council, for the fiscal year ending June 30, 1996, the sum of
8 \$14,140,618 to be used for the purpose of paying the proportionate share
9 of the cost to the state general fund of the salary increases for state officers
10 and employees in the unclassified service under the Kansas civil service
11 act which are provided for in subsection (a)(1) and subsection (a)(2).

12 (c) To pay the proportionate share of the cost to the state general
13 fund of each state agency for the salary increases for state officers and
14 employees in the unclassified service under the Kansas civil service act
15 which are provided for in subsection (a)(1) and subsection (a)(2), includ-
16 ing associated employer contributions, upon recommendation of the di-
17 rector of the budget, the state finance council, acting on this matter which
18 is hereby characterized as a matter of legislative delegation and subject
19 to the guidelines prescribed in subsection (c) of K.S.A. 75-3711c and
20 amendments thereto, except paragraph (3) of such subsection (c), is
21 hereby authorized and directed to approve the transfer of moneys from
22 the appropriation under subsection (c) to the proper accounts created by
23 state general fund appropriations for the fiscal year ending June 30, 1996.

(b)

24 (d) Upon recommendation of the director of the budget, the state
25 finance council, acting on this matter which is hereby characterized as a
26 matter of legislative delegation and subject to the guidelines prescribed
27 in subsection (c) of K.S.A. 75-3711c and amendments thereto, except
28 paragraph (3) of such subsection (c), is hereby authorized to approve
29 increases in expenditure limitations on special revenue funds and ac-
30 counts established for the fiscal year ending June 30, 1996, for the pur-
31 pose of paying from such funds or accounts the proportionate share of
32 the cost to such funds or accounts, including associated employer contri-
33 butions, of the salary increases for state officers and employees in the
34 unclassified service under the Kansas civil service act which are provided
35 for in subsection (a)(1) and subsection (a)(2).

36 (e) Each state agency of the executive branch of state government
37 shall prepare and submit a budget estimate for such salary increases, and
38 all amendments and revisions of such estimates, to the director of the
39 budget on forms prescribed by the director of the budget. At the same
40 time as each state agency submits such estimate, and all amendments and
41 revisions thereof, each state agency shall submit a copy of such estimate,
42 and all amendments and revisions thereof, directly to the legislative re-
43 search department.

6-3

1 New Sec. 4. (a) There is hereby appropriated from the state general
 2 fund for the state finance council, for the fiscal year ending June 30, 1996,
 3 the sum of \$4,962,773 to be used for the purpose of paying the propor-
 4 tionate share of the cost to the state general fund of the longevity bonus
 5 payments under K.S.A. 75-5541 and amendments thereto for state offi-
 6 cers and employees in the classified service under the Kansas civil service
 7 act and for state officers and employees in the unclassified service under
 8 the Kansas civil service act of agencies in the executive branch of state
 9 government.

of longevity bonus payments, which shall each
 be a bonus as defined by 29 C.F.R. § 778.208,

10 (b) To pay the proportionate share of the cost to the state general
 11 fund of each state agency for the longevity bonus payments under K.S.A.
 12 75-5541 and amendments thereto for state officers and employees in the
 13 classified service under the Kansas civil service act and for state officers
 14 and employees in the unclassified service under the Kansas civil service
 15 act of agencies in the executive branch of state government, including
 16 associated employer contributions, upon recommendation of the director
 17 of the budget, the state finance council, acting on this matter which is
 18 hereby characterized as a matter of legislative delegation and subject to
 19 the guidelines prescribed in subsection (c) of K.S.A. 75-3711c and amend-
 20 ments thereto, except paragraph (3) of such subsection (c), is hereby
 21 authorized and directed to approve the transfer of moneys from the ap-
 22 propriation under subsection (c) to the proper accounts created by state
 23 general fund appropriations for the fiscal year ending June 30, 1996.

Nothing in this section shall be construed to
 require the payment of longevity bonuses for
 state officers and employees in the
 unclassified service under the Kansas civil
 service act of agencies in the executive
 branch of state government.

24 (c) Upon recommendation of the director of the budget, the state
 25 finance council, acting on this matter which is hereby characterized as a
 26 matter of legislative delegation and subject to the guidelines prescribed
 27 in subsection (c) of K.S.A. 75-3711c and amendments thereto, except
 28 paragraph (3) of such subsection (c), is hereby authorized to approve
 29 increases in expenditure limitations on special revenue funds and ac-
 30 counts established for the fiscal year ending June 30, 1996, for the pur-
 31 pose of paying from such funds or accounts the proportionate share of
 32 the cost to such funds or accounts, including associated employer contri-
 33 butions, of the longevity bonus payments under K.S.A. 75-5541 and
 34 amendments thereto for state officers and employees in the classified
 35 service under the Kansas civil service act and for state officers and em-
 36 ployees in the unclassified service under the Kansas civil service act of
 37 agencies in the executive branch of state government.

(a)

38 (d) Each state agency of the executive branch of state government
 39 shall prepare and submit a budget estimate for such longevity bonus pay-
 40 ments, and all amendments and revisions of such estimates, to the direc-
 41 tor of the budget on forms prescribed by the director of the budget. At
 42 the same time as each state agency submits such estimate, and all amend-
 43 ments and revisions thereof, each state agency shall submit a copy of such

7-9

KANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM

1991 SALARY EXPERIENCE FOR EMPLOYEES ACTIVE
AS OF JANUARY 1, 1991 AND 1992

	Number of Employees	Average Annual Salary		Percent Increase	Expected Increase
		1/1/91	1/1/92		
STATE					
Under 30	2,819	\$19,358	\$20,342	5.1 %	6.7 %
30 - 39	7,005	22,380	23,368	4.4	6.4
40 - 49	6,623	24,836	25,849	4.1	5.8
50 - 59	4,841	24,960	25,866	3.6	5.4
60 & over	1,499	23,498	24,359	3.7	5.0
Total	22,787	\$23,342	\$24,310	4.2 %	5.9 %
SCHOOL					
Under 30	4,889	\$21,179	\$22,511	6.3 %	6.7 %
30 - 39	14,023	23,613	24,943	5.6	6.4
40 - 49	17,335	26,650	27,970	5.0	5.8
50 - 59	10,569	27,291	28,370	4.0	5.4
60 & over	2,363	23,413	24,228	3.5	5.0
Total	49,179	\$25,222	\$26,470	4.9 %	5.9 %
LOCAL					
Under 30	2,121	\$18,648	\$20,119	7.9 %	6.7 %
30 - 39	5,615	21,457	22,936	6.9	6.4
40 - 49	4,885	22,478	23,824	6.0	5.8
50 - 59	4,024	21,335	22,469	5.3	5.4
60 & over	1,466	19,629	20,526	4.6	5.0
Total	18,111	\$21,228	\$22,547	6.2 %	5.9 %

Source: The Segal Company

salaries.wk1

SWAM
February 13, 1995
Attachment 7