

Approved: 4/23/98
Date

MINUTES OF THE HOUSE COMMITTEE ON APPROPRIATIONS.

The meeting was called to order by Chairperson Phil Kline at 1:30 p.m. on March 23, 1998 in Room 514-S of the Capitol.

All members were present except: Representative Rocky Nichols

Committee staff present: Alan Conroy, Stuart Little, Shannon Nichols, Mark Burenheide, Rae Anne Davis, April Holman, Reed Holwegner, Russell Mills, Leah Robinson, Paul West, Legislative Research Department;
Jim Wilson, Mike Corrigan, Revisor of Statutes Office;
Helen Abramson, Administrative Aide; Linda Swain, Appropriations Secretary

Conferees appearing before the committee:

Gary R. Mitchell, Secretary, Kansas Department of Health & Environment
Jerry Slaughter, Executive Director, Kansas Medical Society
Terri Roberts, J.D., R.N., Executive Director, Kansas State Nursing Association
Dorothy Woodin, Registered Nurse, Topeka
Sally Finney, M. Ed., Kansas Public Health Association
Alan Conroy, Legislative Research Department
Dan Stanley, Secretary, Department of Administration
Paul K. Wilson, Executive Director, Kansas Association of Public Employees
Don M. Rezac, Lobbyist, State Employees Association of Kansas

Others attending: See attached list

Hearing on HB 2996 - Kansas department of health and environment; certain officer's qualifications; creating the office of epidemiological services.

Gary R. Mitchell, Secretary, Kansas Department of Health & Environment, spoke in support of **HB 2996** with an amendment (Attachment 1). Secretary Mitchell explained the proposed amendment. The attachment included a copy of the Balloon Amendment and a copy of selected pages of a 1997 Salary Survey of State and Territorial Health Officials. A discussion followed.

Jerry Slaughter, Executive Director, Kansas Medical Society, spoke neither as a proponent nor an opponent but to voice some concerns. He suggested that some different options may need to be discussed and felt that professionals in the field, physicians particularly, will view this change as a step backwards. He noted it was important to have a physician in the agency with significant impact on policy matters. A discussion followed.

Terri Roberts, J.D., R.N., Executive Director, Kansas State Nursing Association spoke against passage of this bill (Attachment 2). She noted that the Director of Health should at the very least be a licensed health care provider, and ideally have the credentials currently specified in the statutes - an M.D., with public health experience.

Dorothy Woodin, Registered Nurse, Topeka, testified against the bill. Ms. Woodin testified from the perspective of 47 years experience in nursing and 20 years as director of the nursing program in the Kansas Department of Health and Environment. (Attachment 3).

Sally Finney, M. Ed., Kansas Public Health Association spoke against the bill stressing the qualifications be amended to require administrative experience and an advanced degree in public health or a health related field (Attachment 4). A brief discussion followed.

John Ryan, M.D., President of Kansas Academy of Family Physicians, an opponent, was unable to be present but his testimony was distributed (Attachment 5).

The hearing on **HB 2996** was closed.

Hearing on HB 2633 - State officers and employees, compensation increases, statutorily fixed biweekly and per diem rates.

Alan Conroy, Legislative Research Department, briefly explained **HB 2633** providing charts which included the Governor's recommendation for increases in salaries for state classified employees, Regent's faculty, and classroom teachers (Attachment 6). A discussion followed.

Representative Helgeson requested additional information from Legislative Research Department concerning longevity increases.

Dan Stanley, Secretary, Department of Administration, spoke as a proponent for **HB 2633** noting the bill represents the Governor's recommendation (Attachment 7). He stressed the employees are being asked to do more work because of the reduction of FTE's. A discussion followed.

Representative Helgerson requested information on how much savings should be seen in the budget due to the 5% reduction of FTE's.

Paul K. Wilson, Executive Director, Kansas Association of Public Employees, spoke in support of the bill (Attachment 8).

Don M. Rezac, Lobbyist, State Employees Association of Kansas, spoke in support of the bill (Attachment 9).

The public hearing on **HB 2633** was closed.

Chair Kline advised the committee they would consider a few bills heard earlier in session. The first was **HB 2758** which concerns higher education and provides for the Kansas comprehensive grant.

Gloria Timmer, Director, Division of the Budget, spoke briefly on the bill. She noted the bill takes three grant programs and combined them into one, mainly for administrative ease. A brief discussion followed.

Mike Corrigan, Revisor of Statutes Office, noted the revisor needed room to draft the amendment submitted by the budget director to correctly reflect the director's intent.

A motion was made by Representative Reinhardt, seconded by Representative Helgerson to pass out HB 2758 favorably as amended. A discussion followed. The motion carried as amended. Representative Edmonds is recorded as voting no.

Chair Kline introduced **HB 2633**, heard earlier in the meeting. It was noted the Revisor of Statutes Office had some technical amendments to make to the bill.

A motion was made by Representative Helgerson, seconded by Representative Ballard to correct a miscalculation in daily legislative pay and to correct mistaken statutory references. A discussion followed. The motion carried.

Representative McKechnie spoke concerning the Legislator's salary/retirement noting how the retirement is figured. He noted the retirement system unfairly benefits legislators; unfairly holds legislators to an inappropriate standard; and hurts legislators as well. He suggested an amendment that would include legislators in the deferred compensation plan, based on actual salary, expenses in non session and the legislators would be immediately vested. The state would pay the 80% versus the legislator paying the 4%. Legislators would be treated like cabinet secretaries.

A motion was made by Representative McKechnie, seconded by Representative Weber to amend the bill to include legislators in the deferred compensation plan, based on actual salary, expenses in non session and the legislators would be immediately vested. An extensive discussion followed. The motion carried. Representatives Edmonds and Spangler are recorded as voting no.

A motion to amend was made by Representative Helgerson, seconded by Representative Pottorff that the Revisors make the necessary changes so the legislators would be able to choose one plan or another. A discussion followed. The motion carried.

A motion was made by Representative Edmonds, seconded by Representative Pottorff to amend by reducing the 4% budgetary increase to 2%, with an exception in the step movement in the classified pay plan which would be 2 1/2%. An extensive discussion followed. The motion was withdrawn.

A motion was made by Representative McKechnie, seconded by Representative Helgerson to pass HB 2633 favorably as amended. The motion failed with 9 in favor, 12 opposed. Representative Edmonds is recorded as voting no. Representatives Helgerson, Dean, Feuerborn, Peterson, McKechnie, Ballard, Farmer, Spangler, Reinhardt are recorded as voting yes.

A motion was made by Representative Feuerborn, seconded by Representative Helgerson to introduce a bill on the state employees shared leave program. The motion carried.

Chair Kline noted the distribution of a handout from Randy Allen, Executive Director of Kansas Association of Counties, concerning requested information on demand transfers (Attachment 10).

Alan Conroy, Mark Burenheide, and Paul West, Legislative Research Department, briefly explained charts to be used during the next meeting scheduled for March 24. The meeting adjourned at 3:45 p.m.

APPROPRIATIONS COMMITTEE GUEST LIST

DATE: 3/23/98

NAME	REPRESENTING
Patrick Hurley	Kolc Academy Family Physicians
Dorothy Woodin	Self
Le Ann Nauman	Self
Kathy Finney	Ka. Public Health Assn
Keith Haxton	S.E.A.K.
Josie Torres	Families Together, Inc.
Don Ryan	SEAR
Don Rost	KTEC
Sherry Brown	KDOC's H
Sarah Plinsky	City of Ottawa
Jusan anderson	Hein + Wei
Paul Wilson	KAPE
Jan Stanley	DoA
Sch Wells	Budget
GARY Mitchell	KDHE
Bob Harder	MPS
Paul Wriggerson	K's Arts Council
Chris Howell	Ks Arts Commission
Carlye Duwo	KDHE

APPROPRIATIONS COMMITTEE GUEST LIST

DATE: _____

NAME	REPRESENTING
Roger Franke	KGC.
Michaela Jacobs	Leg. Intern
ARON RICH	KADM - OSTEOPATHIC ASSN



KANSAS
DEPARTMENT OF HEALTH & ENVIRONMENT
BILL GRAVES, GOVERNOR
Gary R. Mitchell, Secretary

Testimony presented to the House Appropriations Committee
Monday, March 23, 1998

by
Gary R. Mitchell, Secretary
Kansas Department of Health & Environment
House Bill 2996

Mr. Chairman and members of the Committee, thank you for the opportunity to appear before you today in support of House Bill 2996, with amendment. I believe it is essential that the Department of Health & Environment (KDHE) have a physician on staff. KDHE supports and is committed to a continuing medical doctor presence in the Department, but I believe that requirement should be written into the statute as a requirement for the State Epidemiologist. With this amendment, I support removal of the requirement that the Director of Health be a physician.

Medical expertise is critical for KDHE to address disease outbreaks, infections, and chronic disease and the role of the public health system in addressing these issues. The question which needs to be addressed is whether the physician requirement should be required in the Director of the Division of Health position or be maintained in the position of the State Epidemiologist.

I believe the requirement for a physician should be in the Office of Epidemiology rather than as a requirement for the Director of health for the following reasons:

- The Director of Health needs to, in addition to dealing with disease and health issues:
- manage approximately 400 employees;
 - oversee regulation of nursing homes;
 - regulate restaurant and hotel inspection;
 - regulate child care licensing and registration;
 - coordinate with multiple state and federal agencies; private entities, 98 local health departments and manage a substantial budget with a myriad of funding streams.

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Attachment 1

Because of the current requirement that the Director of Health be a physician licensed to practice medicine and surgery and have experience and educational training in the field of public health, we have a limited pool of candidates to interview and hire. Since the Director of Health position has become vacant, there have been excellent candidates' resumes sent to me, however they must be automatically rejected because they may only have a Masters in Public Health or a Ph. D. in Public Health Administration. The physician requirement causes difficulty in recruitment and overlooks the very necessary other requirements for the Director of Health I have outlined above.

Without the amendment I am proposing, I could not support HB 2996 because it does not require the Department of Health & Environment to have a physician on staff. However, with the amendment I have proposed, I support this bill.

For informational purposes, I have attached a recently released survey by the Association of State and Territorial Officials, which delineates the position requirements of state health officials around the country. Note that of the 47 agencies responding, 23 **did not** require the Director of Health to be a physician. Please also note, that the physician requirement caused the State of Kansas to pay at the very top of the pay range for its Director as compared with other states and U.S. territories.

Thank you for the opportunity to appear before you today in support of HB 2996. I would be happy to answer any questions the Committee may have.

C:\MyFiles\hb2996.wpd

HOUSE BILL No. 2996

By Committee on Appropriations

Balloon Amendment

AN ACT concerning the department of health and environment; relating to qualifications for certain officers; creating the office of epidemiological services; amending K.S.A. 75-5603 and repealing the existing section.

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

New Section 1. (a) There is hereby established within and as a part of the department of health and environment an office of epidemiological services, the head of which shall be the state epidemiologist. Under the supervision of the secretary of health and environment, the state epidemiologist shall administer the office of epidemiological services.

(b) The state epidemiologist (1) shall be either a physician holding a valid license to practice medicine and surgery, ~~or shall have a doctorate in a professional medical field, epidemiology or public health;~~

(2) shall have experience in a state or a large local government health department; and

(3) shall have training ^ in disease outbreak investigation.

(c) The secretary of health and environment shall appoint the state epidemiologist. The state epidemiologist shall be in the unclassified service and shall receive an annual salary fixed by the secretary and approved by the governor.

Sec. 2. K.S.A. 75-5603 is hereby amended to read as follows: 75-5603. There is hereby established within and as a part of the department of health and environment a division of health, the head of which shall be the director of the division of health. Under the supervision of the secretary of health and environment, the director of the division of health shall administer the division of health. ~~The director shall be a physician; hold a valid license to practice medicine and surgery; and have experience and educational training in the field of public health. The secretary of health and environment shall appoint the director of the division of health. The first person appointed to such office after the effective date of this act shall be appointed subject to confirmation by the senate as provided in K.S.A. 75-4315b and amendments thereto and shall serve for a term of four years from and after the date of such appointment; and thereafter at the pleasure of the secretary. In the case of a vacancy in the~~

~~office of the director of the division of health, the secretary of health and environment shall appoint a successor to fill the vacancy for the unexpired term. The director shall be in the unclassified service and shall receive an annual salary fixed by the secretary and approved by the governor.~~

Sec. 3. K.S.A. 75-5603 is hereby repealed.

Sec. 4. This act shall take effect and be in force from and after its publication in the statute book.

or expertise

1-3

1997 SALARY SURVEY

OF

STATE AND TERRITORIAL HEALTH OFFICIALS



Including Alaska, Hawaii, and the Territories of American Samoa, Guam, Micronesia, Northern Mariana Islands, Puerto Rico, and the Virgin Islands.

Association of State and Territorial Health Officials
1275 K Street, NW, Suite 800, Washington, DC 20005-4006
<http://www.astho.org>

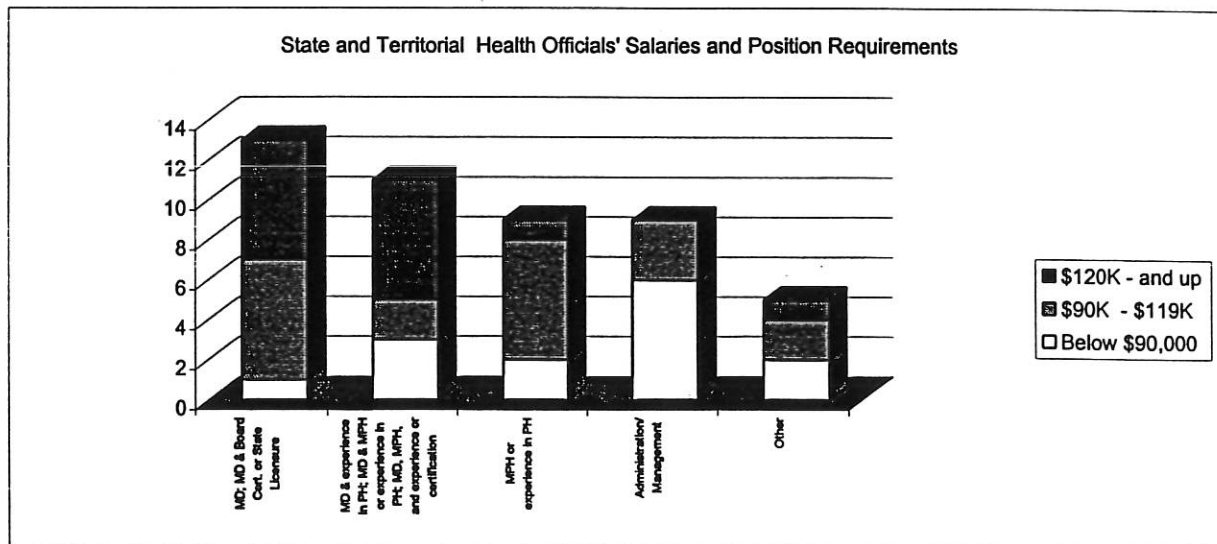
CHART E

STATE AND TERRITORIAL HEALTH OFFICIALS' SALARIES AND POSITION REQUIREMENTS

Requirements	Total No. of Agencies	Below \$90,000	\$90K - \$119K	\$120K - and up	Mean Salary	Median ** Salary	Range
MD, MD & Board Cert or State Licensure	13	1	6	6	\$ 122,862	\$121,200	\$96,000 - \$160,000
MD & experience in PH; MD & MPH or experience in PH; MD, MPH, and experience or certification	11	3	2	6	\$ 110,458	\$107,844	\$78,624 - \$152,033
MPH or experience in PH	9	2	6	1	\$ 100,616	\$ 96,469	\$ 80,000 - \$120,000
Administration/ Management	9	6	3	0		\$ 89,000	\$74,000 - \$95,640
Other	5	2	2	1		\$ 72,645	\$67,500 - \$122,690
Total Number of Agencies Responding*							
	47	14	19	14			

* One state reported vacant position

** In instances where there were an even number of respondents, the average of the two middle numbers was calculated.



How Does Kansas Compare

How Does Kansas Compare				
Director of Division of Health				
Incumbent	Start		End	
	Date	Salary	Date	Salary
Potsic, S	July 3, 1993	116,000	February 7, 1998	130,520
Konisberg, C	October 1, 1988	95,036	August 18, 1991	105,074



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the Voice of Nursing in Kansas

Debbie Folkerts, A.R.N.P.--C.
President

Terri Roberts, J.D., R.N.
Executive Director

Terri Roberts J.D., R.N.
Executive Director
Phone 233-8638
March 23, 1998

H.B. 2996 DIRECTOR OF HEALTH QUALIFICATIONS

Chairperson Kline and members of the House Appropriations Committee, my name is Terri Roberts and I am the Executive Director of the Kansas State Nurses Association. The Kansas State Nurses Association (KSNA) is the professional organization for Registered Nurses in Kansas.

KSNA represents the interests of registered nurses and nursing in the state of Kansas, some of whom work for KDHE and the county health departments. We are very concerned and alarmed that the legislature would seek to eliminate the MD requirement with public health experience for the Director of Health for the state agency responsible for the administration of public health programs and regulatory affairs involving nursing homes and hospitals where clients/patients receive care ordered by physicians..

Recommendations made in the House Appropriations Subcommittee report on the Department of Health and Environment Budget resulted in the proposed amendments to K.S.A. 75-5603 in HB 2996 which changes the required qualifications for the Director of Health. We understand that this recommendation was promoted by the Secretary of KDHE Gary Mitchell. The Director of Health is responsible for the oversight of all the areas of Kansas health, including, but not limited to, immunization, infectious and chronic disease prevention/control, public health clinics, the monitoring of various areas of public health that require a concerted state intervention and liaison with federal agencies like the Center for Disease Control (CDC).

In order to more completely understand the ramifications of various health related activities, as well as the long-term impact of preventive health measures and chronic disease states, the Director of Health should **at the very least be a licensed health care provider** and ideally have the credentials of a MD and public health education and experience. To eliminate these requirements is a deviation from current nation-wide trends (52% of all states require a MD, with public health experience) with three of the surrounding states Missouri, Nebraska, and Oklahoma requiring a physician. We know that some states have undergone restructuring of their state health agencies and provided for the clinical expertise of physicians through another model, similar to the "Surgeon General" model used at the federal level at the Department of Human Resources. H.B. 2996 eliminates the M.D. requirement for the Director of Health and proposes to create an office of epidemiology and the Secretary has proposed an amendment to require that the head of the epidemiology be an M.D. The number of epidemiologist at KDHE has increased significantly under the leadership of Dr. Potsic, the immediate past Director of Health. They all currently answer through the chief epidemiologist to the Director of Health. *This statutory proposal is simple a codification of what already exists at*

KDHE and is probably intended to alleviate fears that no physicians would be on the *KDHE* staff. Epidemiology is a specialty that focuses on etiology, cause and effect of disease processes and effective interventions. It is a very narrow focus and may not provide the agency with the depth or breadth of advice/leadership on major public health initiatives that would be necessary. We believe that the credentials and experience of the Director of Health demand education and expertise in medicine and the public health care field to provide leadership in order to:

- * protect and promote the health of Kansas,
- * to assure the public health safety net, and
- * to prevent and control significant health hazards that impact Kansans.

We respectfully request that this bill die in this committee, so that the current law addressing the Director of Health requirements will remain and the Secretary of *KDHE* will embark on a search to fill this currently vacant position.

Thank you.

Testimony - House Bill 2996 - Director of Health Qualifications
Chairman Kline and Members of the House Appropriations committee

My name is Dorothy Woodin. For 20 years from 1963-1983 I was director of the nursing program in the Kansas Department of Health and Environment. During the first two years of my tenure with the state I was the school nursing consultant and during the last three I was the Director of Health Promotion. My 47 year nursing career was spent in the field of public health. I received my bachelors degree in nursing from the University of Nebraska and my MPH from the University of Minnesots. I am appearing as a concerned citizen in opposition to House Bill 2996.

There are two major divisions of the Department of Health and Environment as the name implies, Health and Environment. The head of the Division of Health should have recognized credentials in the area being over-seen. To me that means that the director should be a medical doctor with at least a Masters in Public Health and experience in the field. No one person has a corner on all the knowledge in the field. The effectiveness can be increased by relating to peers in surrounding states and at the regional and national level. The state benefits from this peer interaction. The Directors of Health in Nebraska, Oklahoma and Missouri are medical doctors and it is important to the most effective sharing that the director in our state also be a medical doctor.

The director of Health oversees in part the whole maternal child health area which includes the care of crippled children, family planning, pre and post natal care, school health and child care services. This position also is concerned with disease control and health promotion. The person in this position should be able to give credible leadership to local health services both public and private and make a contribution to the regional & national level. Watering down the credentials of our top leadership position in health does not seem to me to be the direction to go. The leader of the team should have the best credentials possible. At one time Kansas was recognized as a leader in the public health field. The citizens of our state deserve the kind of over-sight of their health that makes such recognition possible.

I also question taking the epidemiology service out of the Division of Health and making it a third part of the department. Epidemiology needs to relate closely to maternal and child health and the total nursing service. It provides information vital to other services and also receives needed field support. Epidemiology cannot work in a vacuum. It needs to be a vital part of the whole health field. While I would like to see a physician epidemiologist, very fine epidemiologists are being prepared at the Phd level. If there needs to be a choice, the physician should be at the Health Division level.

Thank you for allowing me to testify, Dorothy Woodin, 7230
SW Bloomsbury Court #1, Topeka, KS 66614

*Appropriations
3-23-98
Attachment 3*



Kansas Public Health Association, Inc.

Affiliated with the American Public Health Association

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Topeka, Kansas 66603-3729

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Testimony Presented by
Sally Finney, M.Ed.
on HB 2996
March 23, 1998

Rep. Kline and members of the Committee on Appropriations, thank you for allowing me to appear today on HB 2996. The Kansas Public Health Association opposes the sections of this bill that pertain to changes in qualifications for the director of health.

Although KPHA agrees with the assertion that the director of health need not be a physician, we are concerned that the position be filled by an individual familiar with public health. We are also concerned that the changes being considered in HB 2996 may open the possibility of that position being filled based on political motivations rather than on merit. Therefore, we ask you to consider modifying the proposed qualifications for the director of health by requiring the following:

- administrative experience, and
- and advanced degree in public health or a health related field.

Thank you for your time.

*Appropriations
3-23-98
Attachment 4*



Kansas Academy of Family Physicians

889 N. Maize Rd, Suite 110 • Wichita, KS 67212

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Representing the
largest medical
specialty group
in Kansas

STATEMENT ON HB 2996

Prepared for hearing Monday, March 3, 1998

Chairman Kline, members of the Appropriations Committee, and guests,

Thank you for this opportunity to share our thoughts about HB 2996. The Kansas Academy of Family Physicians opposes the bill. It would effectively make KDHE the branch of state government in charge of health issues without any physician in a position in a position of responsibility, authority and guidance. KDHE is a key state agency: those in the top positions on the health side should be peers with those whom they seek to cooperate and work.

In our view, the Director of Health must be a physician. Kansas needs a physician in this position, especially during these years of changes in health care. We need leadership who understands the perspective of a physician, and is able to communicate effectively with the physicians across the state. **Peer-to-peer communication will be an essential key for the new Director of Health in developing the cooperation and building the "bridges" necessary to be an effective leader in health.** For purposes of scientific validity, the head of epidemiological services should also be a physician or a PhD epidemiologist.

As you review this bill please look at the underlying message it would send. Do you value the health of the citizenry enough to keep the requirements for the best qualifications in the top two positions in the department in charge of health? We urge you to vote no on HB 2996.

Sincerely,



John Ryan, M.D.
President

Appropriations
3-23-98
Attachment 5

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kafp@southwind.net • <http://www2.southwind.net/~kafp/>

House Bill No. 2633

Section 1(a)—**Classified Base Salary Increase** - Directs the Governor to modify the classified employees pay plan by 1.5 percent. All salary grades and salary steps would be increased automatically by 1.5 percent.

Cost: \$ 6.0 million - State General Fund
12.0 million - All Funds

Section 1(b) and 1(c)—**Unclassified Merit Pool** - Directs the Governor and other executive branch officials to modify the salaries of unclassified employees (including Regents faculty) by an average of 4.0 percent. The salary increases would be distributed from a merit salary increase pool, with some unclassified employees receiving greater than a 4.0 percent increase and others receiving less than a 4.0 percent increase.

Cost: \$ 16.0 million - State General Fund
28.3 million - All Funds

Section 2—Increases the salary of the **Commissioner of Insurance** by 4.0 percent above the current level. In addition, amends the statutory amount to reflect the FY 1999 amount.

Section 3—Increases **legislative compensation** by 4.0 percent above the current level. Legislative daily compensation would increase from \$69.29 a day to \$72.06 a day. In addition, amends the statutory amount to reflect the FY 1999 amount for legislative compensation, subsistence and non-session expenses.

Section 4—Increases **legislative leadership salaries** by 4.0 percent above the current level. In addition, amends the statutory amount to reflect the FY 1999 amount.

Section 5—Increases the salary of the **Governor** by 4.0 percent above the current level. In addition, amends the statutory amount to reflect the FY 1999 amount.

Section 6—Increases the salary of the **Lieutenant Governor** by 4.0 percent above the current level. In addition, amends the statutory amount to reflect the FY 1999 amount.

Section 7—Increases the salary of the **Secretary of State** by 4.0 percent above the current level. In addition, amends the statutory amount to reflect the FY 1999 amount.

Section 8—Increases the salary of the **State Treasurer** by 4.0 percent above the current level. In addition, amends the statutory amount to reflect the FY 1999 amount.

Section 9—Increases the salary of the **Attorney General** by 4.0 percent above the current level. In addition, amends the statutory amount to reflect the FY 1999 amount.

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Attachment 6*

Section 10—Provides that the salaries of the state-wide elected officials would be increased by the same average percentage increase in all steps of the pay plan approved for persons in the classified service under the Kansas Civil Service Act chargeable to payroll periods commencing after June 30, 1999.

Section 11(a)—Classified Pay? Salary Increase - Directs the Governor to modify the classified employees pay plan by 1.5 percent. All salary grades and salary steps would be increased automatically by 1.5 percent.

Cost: \$ 6.0 million - State General Fund
\$ 1.0 million - All Funds

Section 11(b) and 11(c)—Classified Pay Pool - Directs the Governor and other executive branch officials to modify the salaries of unclassified employees (including Regent faculty) by an average of 4.0 percent. The salary increases would be distributed from a merit salary increase pool with some unclassified employees receiving greater than a 4.0 percent increase and others receiving less than a 4.0 percent increase.

Cost: \$ 18.0 million - State General Fund
\$ 2.0 million - All Funds

Section 12—Increases the salary of the Commissioner of Insurance by 4.0 percent above the current level. In addition, amends the statutory amount to reflect the FY 1999 amount.

Section 13—Increases legislative compensation by 4.0 percent above the current level. Legislative daily compensation would increase from \$65.29 a day to \$72.08 a day. In addition, amends the statutory amount to reflect the FY 1999 amount for legislative compensation above and below session expenses.

Section 14—Increases legislative leadership salaries by 4.0 percent above the current level. In addition, amends the statutory amount to reflect the FY 1999 amount.

Section 15—Increases the salary of the Governor by 4.0 percent above the current level. In addition, amends the statutory amount to reflect the FY 1999 amount.

Section 16—Increases the salary of the Lieutenant Governor by 4.0 percent above the current level. In addition, amends the statutory amount to reflect the FY 1999 amount.

Section 17—Increases the salary of the Secretary of State by 4.0 percent above the current level. In addition, amends the statutory amount to reflect the FY 1999 amount.

Section 18—Increases the salary of the State Treasurer by 4.0 percent above the current level. In addition, amends the statutory amount to reflect the FY 1999 amount.

Section 19—Increases the salary of the Attorney General by 4.0 percent above the current level. In addition, amends the statutory amount to reflect the FY 1999 amount.

#23710.01(3/23/98(10:37AM))

Appropriations
3-23-98
Attachment 6

**INCREASES IN SALARIES FOR STATE CLASSIFIED EMPLOYEES
FY 1990-FY 1999 (Governor's Recommendation)**

<u>Fiscal Year</u>	<u>Step Movement*</u>	<u>Base Salary Adjustment</u>	<u>Base Salary Increase Excluding Longevity</u>	<u>Longevity Bonus Payment**</u>	<u>Percent Increase CPI-U***</u>
1987	2.5% ^(a)	3.0%	5.5%	No	2.2%
1988	2.5 ^(b)	2.0 effective 12/18/87	4.5	No	4.1
1989	2.5 ^(c)	4.0	6.5	No	4.7
1990	2.5 ^(d)	3.0	5.5	\$400 to \$1,000	4.8
1991	2.5 ^(e)	1.5	4.0	\$400 to \$1,000	5.4
1992	2.5	--	2.5	\$400 to \$1,000	3.2
1993	2.5	1.0 effective 12/18/92	3.5	\$400 to \$1,000	3.1
1994	2.5 ^(f)	0.5	3.0	\$400 to \$1,000	2.6
1995	2.5 ^(g)	1.5 effective 9/18/94	4.0	\$400 to \$1,000	2.9
1996	2.5	1.0	3.5	\$400 to \$1,000	2.9
1997	2.5	--	2.5	\$400 to \$1,000	2.9
1998	2.5	1.0	3.5	\$400 to \$1,000	1.9(est.)
1999 (Gov. Rec.)	2.5	1.5	4.0	\$400 to \$1,000	2.1(est.)

Employer Paid Health Insurance Costs

For FY 1998 the employer's paid health insurance costs in the *Governor's Budget Report* contains an annual single member health insurance premium of \$2,198, plus an annual dependent health insurance premium of \$1,116. The FY 1999 total budgeted health insurance premium for each state employee with dependents that the state pays is \$3,552.

Employer Contributions

The following employer contributions will be made for state employees in FY 1999:

Kansas Public Employees Retirement System (Assumes membership in KPERS-Regular)	3.99%
FICA (Composite Rate for OASDI and Medicare)	7.65
Workers Compensation Assessment	1.55
Unemployment Insurance Assessment	0.30
State Leave Payment Assessment	0.43
TOTAL	<u><u>13.92%</u></u>

On the average classified state employee's salary of \$26,775, the above employer costs for fringe benefits would total an average of \$3,727. These employer cost when combined with employer health insurance (member and dependent) would bring the total fringe benefits costs for an average state employee to \$7,279.

Vacation and Sick Leave

State employees earn vacation leave hours based on the number of years of service with the state. For an employee with less than five years of service the individual earns 12 days a year. For an employee with 15 or more years of service the individual earns 21 days of vacation leave a year. State employees all earn 12 days of sick leave a year. Employees when they retire who have at least eight years of service and who have accumulated 100 days or more of sick leave may receive compensation for their sick leave upon retirement. The compensation ranges from 30 days to 60 days of salary depending on the years of service with the state.

Paid Vacation Days

For calendar year 1998 state employees receive ten paid holidays, including a discretionary day.

Footnotes:

- * Increase is granted on the employees anniversary of state service, assuming satisfactory performance.
 - ** Longevity of \$40 a year for each year of service for those employees that have at least ten years (\$400) of service up to a maximum of 25 years (\$1,000). The estimated additional salary on average translates into 1 percent additional pay.
 - *** Consumer Price Index -- All Urban Consumers.
- a) In addition, salary upgrades for the clerical job series were approved beginning last six months of FY 1987. (Phase I of salary upgrade program.)
 - b) 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.)
 - c) Plus salary upgrades for employees in direct care and other service worker classes (effective mid-FY 1989). (Phase III of salary upgrade program.)
 - d) Plus salary upgrades for security and law enforcement personnel. (Phase III of salary upgrade program.) The Legislature also replaced the three-year time-on-step requirement for steps above step D in each pay range with a one-year requirement and added two additional steps at the top of each pay range. An employee starting at step A should reach the top step after 13 years of elapsed time instead of the previous 23 years, assuming no changes occur in the employee's pay range assignment.
 - e) Plus salary upgrades for licensed practical nurses.
 - f) Plus salary upgrades for employees in health, scientific, and engineering job classes (effective 6/18/93), and information technology job classes (effective 12/18/93).
 - g) Plus salary upgrades for accountants and auditors, human resource professionals, purchasing and marketing professionals, general administrative job classes, social scientists, attorneys (effective 6/18/94), and of management classes (effective 12/18/94).

**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%	11.2	—
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	6.6	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	8.7	8.2
1983	6.5%	10.2% - Ft. Hays ^a 7.5% - Others ^a	9.76	4.4	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	2.8	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	4.7	2.8
1990	3.0% ^e	8.5 ^g	4.81	4.8	2.7
1991	1.5% ^h	2.00% to 4.00% ⁱ	3.69	5.4	4.2
1992	—	2.5% ^j	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	3.42	2.6	2.8
1995	1.5% effective 9/18/94 ^l	6% high-4% low ^m	1.62	2.9	3.2
1996	1.0%	3.5% ⁿ	2.31	2.9	3.5
1997	—	2.5% (half year) ^o	2.2	2.9	4.6
1998	1.0%	3.5%	3.0 (est.)	1.9 (est.)	3.5 (est.)
1999	1.5% (Gov. Rec.)	4.0% (Gov. Rec.)	2.75 (est.)	2.1 (est.)	3.5 (est.)

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, FY 1995, FY 1996, and FY 1997 (except for FY 1997 the appropriation for bonus payments was greatly limited although the substantive law was not changed).

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.
3. Statewide 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 1995, 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.
 - n) Increase authorized by the 1995 Legislature. Due to budgetary problems, the University of Kansas applied the 3.5 percent for the last half of FY 1996 and Fort Hays State University reduced the increase to 2.5 percent for all of FY 1996.
 - o) Average increase authorized by the 1996 Legislature, to be allocated on a merit basis, for the last half of FY 1997.
- * Not possible to compute percentage increase because comparable data are not available for FY 1973.

Kansas Legislative Research Department
March 19, 1998

FY 1998 Average (Full-Time Continuing Contract) Faculty Salary Increases

	<u>Professors</u>	<u>Associate Professors</u>	<u>Assistant Professors</u>	<u>Instructors</u>	<u>All</u>
University of Kansas	3.93%	4.50%	4.16%	2.95%	4.13%
Kansas State University	3.68%	4.17%	4.60%	4.07%	4.01%
KSU-Veterinary Medical Center	2.61%	4.26%	3.09%	5.38%	3.27%
Wichita State University	6.27%	5.71%	5.35%	5.27%	5.79%
Emporia State University	4.55%	4.99%	4.97%	4.85%	4.86%
Pittsburg State University	5.00%	5.79%	5.75%	3.90%	5.43%
Fort Hays State University	3.56%	3.75%	3.51%	3.81%	3.60%
Regents System	4.08%	4.66%	4.58%	4.34%	4.36%

Testimony To The
APPROPRIATIONS COMMITTEE

By
Dan Stanley, Secretary
Department of Administration

March 23, 1998
RE: House Bill 2633

Mr. Chairman, members of the committee. Thank you for the opportunity to appear before you today in support of House Bill 2633. The bill before you represents the Governor's request for increases in state employee compensation. Specifically this includes a 1.5% cost of living adjustment to the pay plan for classified employees. An equivalent 4% salary increase is funded for the unclassified employee merit pool. These adjustments would be effective with the pay period beginning June 14, 1998. The bill also increases the salaries for those employees whose salaries are determined by statute.

In addition, the Governor has recommended the equivalent of a 4% increase for all state employees which, in addition to the 1.5% increase, includes a 2.5% step movement for employees on the classified pay matrix. The Governor also supports continued funding for longevity bonus payments for eligible employees.

I encourage your favorable consideration of House Bill 2633 and for funding step movement and longevity. As the Governor stated in his State of the State message, we are asking our employees to do more with less and they have earned our support of their effort. Thank you.

Appropriations
3-23-98
Attachment 7



The Kansas Association of Public Employees
1300 SW Topeka Blvd., Topeka, KS 66612
(785)-235-0262 or (800) 232-KAPE
Fax (785)-232-3920

Testimony of Paul K. Wilson, Executive Director
Kansas Association of Public Employees, KAPE/AFT, AFL-CIO
Before the House Appropriations Committee
On House Bill 2633
Delivered March 23, 1998

Good afternoon Mr. Chairman and members of the committee. My name is Paul Wilson and I am the Executive Director of the Kansas Association of Public Employees. I appreciate the opportunity to appear before you this afternoon in support of House Bill 2633.

My comments are quite brief this afternoon. The length of my comments is a direct result of what KAPE considers to be a very acceptable pay proposal authored by the Governor and outlined in this bill.

This bill accomplishes two of the goals that any good pay plan should address. First, it provides career growth through the funding of step increases. And second, it makes the career growth meaningful by offsetting the effects of inflation through an across the board increase to the pay matrix. All too often KAPE finds itself before the legislature in the final hours of the legislative session trying to secure a pay increase for state employees. And all too often, those efforts become confrontational. The resulting raises, therefore, sometimes become a product of convenience rather than a reasoned response to labor market conditions. KAPE is of the opinion that the Governor's recommendation is such a reasoned response to those conditions.

State employees are being asked to do more with less every day. The Governor's action of recommending a fair and reasonable pay raise for those employees helps them believe that their contributions to their jobs are appreciated. Such a recommendation will likely improve their satisfaction with their job and likewise their loyalty to the state as an employer. KAPE, therefore, commends the Governor for his recommendation and is happy to support those recommendations as contained in House Bill 2633.

I would be happy to answer any questions you may have.

*Appropriations
3-23-98
Attachment B*

State Employees Association of Kansas

MY NAME IS DON REZAC APPEARING ON BEHALF OF THE STATE EMPLOYEES ASSOCIATION OF KANSAS IN SUPPORT OF A COST OF LIVING ADJUSTMENT FOR ACTIVE STATE EMPLOYEES.

GOVERNOR GRAVES, IN HIS JANUARY ADDRESS TO THE LEGISLATURE, NOTED THE SACRIFICES THAT STATE EMPLOYEES HAD MADE IN THE LAST SEVERAL YEARS. THE GRAVES ADMINISTRATION HAS BEEN PERSISTENT IN ASKING STATE EMPLOYEES TO DO MORE WITH LESS. AS A RESULT, THE GOVERNOR ASKED THE LEGISLATURE TO PROVIDE FUNDS FOR A 1.5 PERCENT COST OF LIVING ADJUSTMENT. SEAK APPLAUDS THE GOVERNOR FOR RECOGNIZING THIS NEED AND WOULD ASK THIS COMMITTEE AND THE LEGISLATURE TO DO LIKEWISE AND PROVIDE THE NECESSARY FUNDING FOR THE GOVERNOR'S PROPOSAL.

IN THE LAST THREE YEARS, THE LEGISLATURE HAS PROVIDED COST OF LIVING ADJUSTMENTS OF ONE PERCENT, 0 PERCENT, AND LAST YEAR ONE PERCENT, AN AVERAGE ADJUSTMENT OF .66 PERCENT. LEGISLATORS SHOULD BE REMINDED THAT THERE ARE STATE EMPLOYEES WHO DO NOT RECEIVE A STEP INCREASE BECAUSE THEY ARE AT THE END OF THEIR PAY RANGE. THEY MUST DEPEND ON THESE INCREASES TO MEET THE EVER GROWING FISCAL PRESSURES THAT SQUEEZE ALL AMERICAN'S PAY CHECKS.

HB 2633 PROVIDES A MODEST 1.5 PERCENT COST OF LIVING

*Appropriations
3-23-98
Attachment 9*

TESTIMONY OF DON REZAC
PAGE TWO
MARCH 23, 1998

IF APPROVED, THIS PERCENTAGE, TAKEN TOGETHER WITH A STEP INCREASE, WILL RESULT IN A SMALL GAIN IN REAL WAGES OVER INFLATION FOR MOST CLASSIFIED, STATE EMPLOYEES. AS MENTIONED, FOR MANY OTHER STATE EMPLOYEES, 1.5 PERCENT WILL BE THE ONLY INCREASE THEY SEE.

SEAK AGREES WITH THE GOVERNOR THAT GIVEN THE STATE'S FAVORABLE, FISCAL ENVIRONMENT AND THE DEMANDS THE STATE HAS PLACED UPON ITS EMPLOYEES THAT SUCH AN INCREASE IS MORE THAN JUSTIFIED. THIS COMMITTEE SHOULD ALSO BE AWARE THAT LABOR SHORTAGES IN THE AREA OF EMPLOYEES WITH COMPUTER AND TECHNICAL KNOWLEDGE HAS COMPELLED THE GOVERNOR TO AUTHORIZE AND SOME AGENCIES TO PAY BONUSES TO HELP RETAIN AND ATTRACT INDIVIDUALS WITH THESE TYPES OF SKILLS.

WITH THE "YEAR 2000" PROBLEM RAPIDLY APPROACHING, IT IS ESSENTIAL THAT THE EXECUTIVE BRANCH AND THE LEGISLATURE DO ALL THAT IS POSSIBLE TO RETAIN A STATE WORK FORCE ABLE TO MEET THIS CHALLENGE AND OTHERS WHICH WILL FACE US.

WHILE A 1.5 PERCENT C.O.L.A. IS NOT BY ITSELF AN ANSWER TO THIS PROBLEM, SEAK BELIEVES ANY LESSENING OF IT WOULD SEND THE WRONG MESSAGE TO CURRENT STATE EMPLOYEES. WE STRONGLY URGE THIS COMMITTEE TO PROCEED WITH APPROVAL OF THIS LEGISLATION.



KANSAS
ASSOCIATION OF
COUNTIES

To: Representative Henry Helgerson
From: Randy Allen, Executive Director
Subject: County Assessed Valuation and Mill Levy Rate Data for 1996, 1997
Date: March 23, 1998

Randy Allen

In follow-up to your request for information at the conclusion of the House Appropriations Committee's hearing on the demand transfers last Wednesday, I am providing assessed valuation and mill levy rate data for all Kansas counties for 1996 and 1997. As you will notice, two counties (Coffey, Linn) experienced assessed valuation decreases from 1996 and 1997. Further, mill levy rates in 58 counties *decreased* from 1996 to 1997.

Without examining the detailed budget pages of individual counties, it is impossible to know how commissioners allocated property tax dollars in 1996 or 1997. However, as you know, a single project (e.g. new road section; the opening of a new or expanded jail) could drastically change a mill levy in many of our counties.

Attachment (1)

cc: Chairman Phil Kline and members of the House Appropriations Committee (w/ attachment)

700 SW Jackson
Suite 805
Topeka KS 66603
785•233•2271
Fax 785•233•4830
email kac@ink.org

*Appropriations
3-23-98
Attachment 10*

<u>COUNTY</u>	<u>ASSESSED</u>		<u>VALUATION</u>		<u>LEVY</u>	<u>RATES</u>	
	<u>1996</u>		<u>1997</u>	<u>% CHANGE</u>		<u>1996</u>	<u>1997</u>
Allen	\$ 59,537,213	\$	63,200,356	6.2%	35.714	34.628	-3.0%
Anderson	\$ 44,025,194	\$	48,466,763	10.1%	55.182	54.345	-1.5%
Atchison	\$ 68,483,904	\$	75,890,245	10.8%	43.526	41.628	-4.4%
Barber	\$ 45,093,408	\$	47,756,034	5.9%	44.119	41.894	-5.3%
Barton	\$ 145,666,718	\$	151,515,482	4.0%	24.398	27.500	12.7%
Bourbon	\$ 56,581,450	\$	60,282,703	6.5%	41.711	42.440	1.7%
Brown	\$ 55,972,094	\$	59,033,339	5.5%	40.231	38.609	-4.0%
Butler	\$ 265,382,882	\$	280,074,660	5.5%	29.251	29.248	-0.01%
Chase	\$ 25,962,033	\$	27,748,891	6.9%	55.763	56.109	0.6%
Chautauqua	\$ 20,977,786	\$	21,809,095	4.0%	68.908	66.697	-3.2%
Cherokee	\$ 93,195,174	\$	95,738,570	2.7%	28.806	32.393	12.5%
Cheyenne	\$ 28,764,214	\$	29,403,985	2.2%	48.830	48.680	-0.3%
Clark	\$ 27,704,705	\$	28,830,922	4.1%	59.921	59.445	-0.8%
Clay	\$ 43,411,473	\$	45,948,941	5.8%	54.572	54.650	0.1%
Cloud	\$ 48,304,549	\$	49,904,245	3.3%	56.712	54.436	-4.0%
Coffey	\$ 559,712,809	\$	532,772,341	-4.8%	24.385	25.883	6.1%
Comanche	\$ 21,796,573	\$	25,090,121	15.1%	60.203	61.714	2.5%
Cowley	\$ 158,806,020	\$	162,803,186	2.5%	25.204	26.192	3.9%
Crawford	\$ 143,042,741	\$	152,758,532	6.8%	36.600	37.571	2.7%
Decatur	\$ 27,356,355	\$	27,836,150	1.8%	56.910	56.237	-1.2%
Dickinson	\$ 92,380,342	\$	98,442,848	6.6%	30.033	32.191	3.6%
Doniphan	\$ 43,754,251	\$	44,485,514	1.7%	36.015	35.153	-2.4%
Douglas	\$ 528,354,653	\$	578,842,132	9.6%	25.186	24.663	-2.1%
Edwards	\$ 33,706,825	\$	35,200,717	4.4%	63.007	61.949	-1.7%
Elk	\$ 16,327,396	\$	20,070,966	22.9%	66.574	63.880	-4.0%
Ellis	\$ 155,512,761	\$	171,807,180	10.5%	30.855	31.009	0.5%
Ellsworth	\$ 56,477,796	\$	57,484,237	1.8%	45.257	49.515	9.4%
Finney	\$ 306,507,682	\$	360,407,698	17.6%	28.640	28.770	0.5%
Ford	\$ 163,764,755	\$	171,855,800	4.9%	32.411	35.999	11.1%
Franklin	\$ 109,677,704	\$	120,474,726	9.8%	41.615	45.823	10.1%
Gearv	\$ 91,289,664	\$	97,910,228	7.3%	44.379	45.705	3.0%
Gove	\$ 29,700,999	\$	31,814,823	7.1%	54.226	51.600	-4.8%
Graham	\$ 28,148,055	\$	31,613,913	12.3%	94.577	88.481	-6.4%
Grant	\$ 300,721,825	\$	357,663,232	18.9%	33.580	27.591	-17.8%
Gray	\$ 46,596,987	\$	49,628,012	6.5%	55.480	51.904	-6.4%

<u>COUNTY</u>	<u>ASSESSED</u>		<u>VALUATION</u>		<u>LEVY</u>	<u>RATES</u>	
	<u>1996</u>		<u>1997</u>	<u>% CHANGE</u>		<u>1996</u>	<u>1997</u>
Greeley	\$ 24,369,605	\$	26,798,655	10.0%	61.235	75.737	23.7%
Greenwood	\$ 49,918,087	\$	52,353,990	4.9%	50.101	49.372	-1.5%
Hamilton	\$ 43,044,518	\$	51,171,748	18.9%	67.573	67.607	0.1%
Harper	\$ 45,943,511	\$	47,510,449	3.4%	60.586	63.189	4.3%
Harvey	\$ 153,091,934	\$	162,986,220	6.5%	32.098	30.618	-4.6%
Haskell	\$ 130,077,010	\$	165,387,214	27.1%	19.240	18.240	-5.2%
Hodgeman	\$ 21,688,629	\$	22,926,142	5.7%	95.223	97.036	1.9%
Jackson	\$ 50,377,895	\$	52,303,997	3.8%	50.466	52.480	4.0%
Jefferson	\$ 82,508,054	\$	88,232,833	6.9%	56.052	61.821	10.3%
Jewell	\$ 26,593,917	\$	27,469,888	3.3%	76.652	76.615	-0.05%
Johnson	\$ 3,397,947,814	\$	3,811,087,016	12.2%	16.590	15.305	-7.7%
Kearny	\$ 208,502,338	\$	253,886,368	21.8%	24.778	20.138	-18.7%
Kingman	\$ 67,242,958	\$	70,099,248	4.2%	38.103	35.860	-5.9%
Kiowa	\$ 46,533,941	\$	51,559,623	10.8%	55.841	51.068	-8.5%
Labette	\$ 83,773,987	\$	87,368,654	4.3%	34.024	35.053	3.0%
Lane	\$ 23,398,678	\$	24,803,001	6.0%	70.160	63.605	-9.3%
Leavenworth	\$ 257,953,877	\$	270,931,489	5.0%	28.209	28.502	1.0%
Lincoln	\$ 22,042,315	\$	23,389,515	6.1%	83.767	75.703	-9.6%
Linn	\$ 146,325,477	\$	145,881,201	-0.3%	27.529	29.174	6.0%
Logan	\$ 26,960,338	\$	29,061,389	7.8%	46.149	43.682	-5.3%
Lyon	\$ 152,149,926	\$	159,484,440	4.8%	45.661	43.998	-3.6%
Marion	\$ 67,164,862	\$	71,985,737	7.2%	40.660	40.510	-0.4%
Marshall	\$ 60,534,313	\$	64,695,169	6.9%	44.107	44.800	1.6%
McPherson	\$ 188,281,370	\$	203,988,187	8.3%	28.330	28.003	-1.2%
Meade	\$ 69,474,530	\$	76,338,602	9.9%	35.315	31.728	-10.2%
Miami	\$ 151,564,559	\$	166,533,242	9.9%	37.547	41.255	9.9%
Mitchell	\$ 37,109,663	\$	38,510,982	3.8%	45.892	43.286	-5.7%
Montgomery	\$ 161,793,303	\$	173,345,815	7.1%	32.952	33.903	2.9%
Morris	\$ 37,103,483	\$	39,199,444	5.6%	48.015	50.854	5.9%
Morton	\$ 120,655,272	\$	160,170,640	32.8%	33.370	30.217	-9.4%
Nemaha	\$ 58,957,650	\$	61,238,312	3.9%	41.236	40.913	-0.8%
Neosho	\$ 63,653,061	\$	67,982,556	6.8%	36.325	34.077	-6.2%
Ness	\$ 41,213,613	\$	44,176,768	7.2%	41.443	39.463	-4.8%
Norton	\$ 29,688,811	\$	30,116,875	1.4%	75.708	74.764	-1.2%
Osage	\$ 69,803,584	\$	77,109,957	10.5%	24.031	23.374	-2.7%

<u>COUNTY</u>	<u>ASSESSED</u>		<u>VALUATION</u>		<u>% CHANGE</u>	<u>LEVY</u>		<u>RATES</u>	
	<u>1996</u>		<u>1997</u>			<u>1996</u>	<u>1997</u>	<u>% CHANGE</u>	
Osborne	\$ 25,061,985	\$	26,034,252		3.9%	62.477	56.214	-10.0%	
Ottawa	\$ 36,443,232	\$	38,121,858		4.6%	58.441	55.227	-5.5%	
Pawnee	\$ 44,214,880	\$	45,801,080		3.6%	52.981	55.300	4.4%	
Phillips	\$ 38,505,720	\$	40,285,287		4.6%	59.482	62.637	5.3%	
Pottawatomie	\$ 304,115,380	\$	308,901,356		1.6%	24.117	24.343	0.9%	
Pratt	\$ 70,911,135	\$	72,564,609		2.3%	40.799	43.769	7.3%	
Rawlins	\$ 27,295,144	\$	27,229,395		-0.2%	62.598	66.543	1.7%	
Reno	\$ 323,986,633	\$	355,241,460		9.6%	22.412	22.020	-1.7%	
Republic	\$ 37,383,551	\$	38,226,523		2.3%	69.670	77.576	11.3%	
Rice	\$ 71,645,176	\$	75,257,116		5.0%	44.922	43.933	2.2%	
Riley	\$ 201,524,680	\$	211,539,090		5.0%	32.193	34.015	5.7%	
Rooks	\$ 40,314,835	\$	43,926,078		9.0%	64.980	68.307	5.1%	
Rush	\$ 30,220,045	\$	31,749,189		5.1%	79.626	79.276	-0.4%	
Russell	\$ 56,171,093	\$	56,795,202		1.1%	50.688	60.684	19.7%	
Saline	\$ 295,157,864	\$	322,410,885		9.2%	22.925	18.141	-20.9%	
Scott	\$ 50,139,773	\$	52,081,266		3.9%	34.275	34.052	-0.7%	
Sedgwick	\$ 2,199,453,995	\$	2,333,124,177		6.1%	28.088	30.196	7.5%	
Seward	\$ 172,574,323	\$	207,866,759		20.5%	23.238	27.072	16.5%	
Shawnee	\$ 900,124,828	\$	952,964,314		5.9%	36.668	37.193	1.4%	
Sheridan	\$ 25,470,374	\$	28,902,920		13.5%	81.614	72.789	-10.8%	
Sherman	\$ 47,708,364	\$	49,689,277		4.2%	47.188	46.904	-0.6%	
Smith	\$ 28,785,751	\$	29,372,591		2.0%	68.885	71.401	3.7%	
Stafford	\$ 47,286,996	\$	50,174,534		6.1%	47.068	45.084	-4.2%	
Stanton	\$ 86,737,386	\$	105,660,429		21.8%	43.210	40.810	-5.6%	
Stevens	\$ 315,797,183	\$	402,926,597		27.6%	22.920	20.920	-8.7%	
Sumner	\$ 114,270,318	\$	120,503,942		5.5%	53.864	50.451	-6.3%	
Thomas	\$ 62,323,280	\$	66,772,898		7.1%	28.143	27.271	-3.1%	
Trego	\$ 28,324,173	\$	30,891,525		9.1%	69.364	69.471	0.2%	
Wabaunsee	\$ 38,158,546	\$	41,295,059		8.2%	37.720	37.407	-0.8%	
Wallace	\$ 20,381,348	\$	22,808,158		11.9%	54.105	46.874	-13.4%	
Washington	\$ 43,623,730	\$	44,656,465		2.4%	57.937	60.752	4.9%	
Wichita	\$ 24,088,724	\$	25,524,837		6.0%	75.628	72.947	-3.5%	
Wilson	\$ 47,274,699	\$	50,345,150		6.5%	55.405	57.420	3.6%	
Woodson	\$ 24,181,327	\$	25,538,969		5.6%	56.568	57.754	2.1%	
Wyandotte	\$ 615,659,442	\$	663,808,616		7.8%	31.255	27.526	-11.9%	
Total	\$ 16,655,457,786	\$	18,113,643,816		8.8%	46.469	46.274	-0.4%	
						Avg.	Avg.	Avg. Chg.	