

MINUTES OF THE SENATE WAYS AND MEANS.

The meeting was called to order by Chairperson Alicia Salisbury at 11:00 a.m. on March 18, 1999 in Room 123S of the Capitol.

All members were present except:

Committee staff present: Alan Conroy, Legislative Research Department  
Debra Hollon, Legislative Research Department  
Rae Anne Davis, Legislative Research Department  
Norman Furse, Revisor of Statutes  
Michael Corrigan, Revisor of Statutes  
Judy Bromich, Administrative Assistant  
Ann Deitcher, Committee Secretary

Conferees appearing before the committee: John Campbell, Attorney General's Office  
Dan Stanley, Dept. of Administration  
Marvin Burris, Board of Regents  
Paul Wilson - KAPE  
Don Rezak - SEAK

Others attending: See attached list.

**SB 339**                      **Tobacco Master settlement agreement payment**

Deputy Attorney General, John Campbell, explained that **SB 339** was to prevent manufacturers of cigarettes who are not part of the master settlement agreement from using a price advantage to gain market shares against those who did sign the agreement.

Senator Ranson asked why they would want to do that since it's a free market. She felt all they were doing was helping those who did sign the agreement..

Deputy Campbell said the state didn't have to pass it, but if they don't and the market share drops for the signees, then the money owed to them drops.

Senator Ranson saw it as encouraging more people to buy more cigarettes at a higher price so that there will be more money in the fund.

The Deputy said he didn't see that. They want all companies to raise their prices. They hope it will keep kids from smoking.

Mike Corrigan of the Revisor's Office explained the technical amendments that have been requested by the Attorney General's Office.

Senator Morris made the motion, seconded by Senator Salmans, to adopt the technical amendment to SB 339. The motion carried on a voice vote.

It was moved by Senator Morris and seconded by Senator Petty to recommend the SB 339 as amended favorably for passage. The motion failed on a roll-call vote.

**SB 342**                      **Concerning state board of regents; moving expenses for state officers and employees**

A letter in support of **SB 342** was distributed by Marvin Burris of the Kansas Board of Regents (Attach. 1).

time, it was decided by the Committee to hold SB 342.

**SB 352**

**Concerning salaries and compensation for state officers and employees**

Alan Conroy of the of Legislative Research spoke to the Committee in regard to SB 352. (Attach. 2).

Paul Wilson, representing KAPE, spoke to the Committee in support of SB 352. (Attach. 3).

Next to appear before the Committee as a proponent for SB 352 was Don Rezak, of the State Employees Association of Kansas. (Attach. 4).

Secretary of the Dept. of Administration, Dan Stanley spoke in support of SB 352. (Attach. 5).

Senator Ranson spoke of Mr. Rezak's statement that only half of the positions in state government were paid at market level and nearly 40 percent of state jobs were paid below market level. She asked the Secretary Stanley if that picture would change if the fringe benefits were added.

The Secretary said it would. He said the money they invest in the step movement doesn't move the matrix, it just moves people through the matrix. He said they continue to get further behind with the concept of the step movement.

Senator Feleciano asked why the Governor hadn't approved SB 61, a similar bill or provided some kind of package.

Secretary Stanley said the pay plan was broken and any change is going to be a herculean effort. There need to be caps on jobs because some jobs are only worth so much, the people understood this when they came into those jobs.

Senator Feleciano said he was talking about people who started 30-35 years ago.

Secretary Stanley said he didn't quibble that there was something seriously wrong with this system that was created in 1939, but he truly felt that another band-aid wouldn't help. He encouraged the Committee to assist him in fundamentally changing a pay plan.

Carolyn Rampey of Legislative Research spoke to the Committee in regard to the \$800,000 that the Governor recommended for salary increases for judges. (Attach. 6).

Ms. Rampey explained that the salaries of the judiciary, the Supreme Court Justices, the Appellate Court Justices, the District Court Judges and the Magistrates, are statutory.

The Governor recommended a total of \$800,000 for salary increases for district court judges and magistrate judges only, to be allocated as the Judicial Branch saw fit. The Senate Ways and Means Committee concurred with the Subcommittee which concurred with the Governor on this recommendation.

To do exactly what the Governor recommended, they need to put a proviso to the appropriations to the Judicial Branch that would allow them to spend this additional money that exceeds what the statute provides for. The Governor's recommendation is to apply only to the 159 District Court Judges and 69 District Magistrates. It does not include the seven Justices in the Supreme Court or the 10 Judges in the Court of Appeals.

The Committee agreed to a proviso to pay judges above their statutory amount as determined by the Chief Justice but this proviso would go into the Appropriations Committee bill.

It was moved by Senator Ranson and seconded by Senator Jordan to amend SB 352 so that the \$800,000 would be given as a pool to the Supreme Court for the purpose of judge and justice compensation over and above the statutory amount paid to them. The motion to amend passed on a voice vote.

It was moved by Senator Lawrence and seconded by Senator Salisbury to pass SB 352 favorably out of Committee. The motion carried on a roll-call vote.

The Committee returned to **SB 342**.

Marvin Burris of the Board of Regents spoke to the Committee. He said he'd spoken to the Ethics Commission as to whether the amendment in **SB 342** would cause them a problem. They told him that the General Counsel of the Commission said that the moving expense reimbursement from the private funds provided by the Endowment Association in the institution's behalf, constitutes compensation to the employee and they would have no problem with it.

Chairman Kerr recommended the word "compensation" be inserted in the bill to clear this up.

It was moved by Senator Feleciano and seconded by Senator Ranson to amend **SB 342** to include compensation in both sections of the bill. The motion to amend passed on a voice vote.

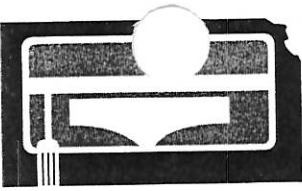
It was moved by Senator Feleciano that the last section be amended to say that **SB 342** takes affect when entered in the register and that the bill be recommended favorably. It was seconded by Senator Lawrence and the motion passed on a roll-call vote.

The meeting was adjourned at 12:10 p.m. The next meeting is scheduled for Tuesday, March 23, 1999.

# SENATE WAYS AND MEANS COMMITTEE GUEST LIST

DATE: 3/18/99

NAME	REPRESENTING
Ken Subit	Ks. Governmental Consulting
William Hessel	DOB
Sally Finney	Ks. Public Health Association
John Pepperdine	American Cancer Society
Jayce Calmat	Kansas Association of Medical Professionals
Linda McGill	MGA
Don Rejz	S. EAK
S. Manami	DoFA
Don Stark	DoA
PAUL WILSON	KAPE
MC Pomato	PSU
Joe Rossillon	ESU
Debra Pridemuf	FHSU
Eric Seyton	WSU
Robert Myer	SoJ
/	



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## MEMORANDUM

TO: Senator Dave Kerr

FROM: Marvin Burris *MB*  
Director of Planning, Budget and Governmental Affairs

RE: **SENATE BILL 342 - REIMBURSEMENT OF MOVING EXPENSES**

DATE: March 15, 1999

Last Friday during the hearing on SB 342, you requested the Regents to check with the office of the Kansas Commission on Governmental Standards and Conduct, relative to language in the bill that would allow moving expense reimbursements to be made from private funds provided by the universities' endowment associations or other affiliated corporations. This question was raised in Committee by Norman Furse, Revisor of Statutes.

Friday afternoon, I spoke with Vera Gannaway, General Counsel of the Commission and explained to her that the purpose of the amendment is to allow the reimbursement to be reported on the employee's W-2 as part of the employee's compensation. She indicated that as long as the reimbursement is part of the employee's compensation, the Commission should have no problem with the language in SB 342. I then called Mr. Furse to advise him regarding my conversation with Ms. Gannaway.

cc: Norman Furse  
Vera Gannaway

Senate Ways and Means Committee  
Date *3/18*  
Attachment # *21*

**INCREASES IN SALARIES FOR STATE CLASSIFIED EMPLOYEES  
FY 1987-FY 2000 (Gov. Rec.)**

Fiscal Year	Step Movement*	Base Salary Adjustment	Base Salary Increase Excluding Longevity	Longevity Bonus Payment**	Percent Increase CPI-U***
1987	2.5% <sup>(a)</sup>	3.0%	5.5%	No	2.2%
1988	2.5 <sup>(b)</sup>	2.0 effective 12/18/87	4.5	No	4.1
1989	2.5 <sup>(c)</sup>	4.0	6.5	No	4.6
1990	2.5 <sup>(d)</sup>	3.0	5.5	\$400 to \$1,000	4.8
1991	2.5 <sup>(e)</sup>	1.5	4.0	\$400 to \$1,000	5.5
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 <sup>(f)</sup>	0.5	3.0	\$400 to \$1,000	2.6
1995	2.5 <sup>(g)</sup>	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	2.7
1997	2.5	--	2.5	\$400 to \$1,000	2.9
1998	2.5	1.0	3.5	\$400 to \$1,000	1.8
1999	2.5	1.5	4.0	\$400 to \$1,000	2.0 (est.)
2000 (Gov. Rec.)	2.5	1.0	3.5	\$400 to \$1,000	2.5 (est.)

**Employer Paid Health Insurance Costs**

For FY 2000 the employer's paid health insurance costs in the *Governor's Budget Report* contains an annual single member health insurance premium of **\$2,288**, plus an annual dependent health insurance premium of **\$1,009**. The FY 1999 total budgeted health insurance premium for each state employee with dependents that the state pays is **\$3,297**.

**Employer Contributions**

The following employer contributions will be made for state employees in FY 2000:

Kansas Public Employees Retirement System (Assumes membership in KPERS-Regular)	4.19%
FICA (Composite Rate for OASDI and Medicare)	7.65
Workers Compensation Assessment	1.00
Unemployment Insurance Assessment	0.20
State Leave Payment Assessment	0.34
<b>TOTAL</b>	<b>13.38%</b>

On the average (FY 1998) classified state employee's salary of \$26,775, the above employer costs for fringe benefits would total an average of **\$3,582**. 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 **\$6,879**.

**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 1999 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).

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**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 <sup>1</sup>	Regents' Faculty <sup>2</sup>	Classroom Teachers <sup>3</sup>	Inflation Rate <sup>4</sup>	Avg. Wage Private Sector <sup>5</sup>
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	8.6	8.2
1983	6.5%	10.2% - Ft. Hays <sup>a</sup> 7.5% - Others <sup>a</sup>	9.76	4.3	4.8
1984	4.5% effective 12/18/83	4.5% eff. 12/18/83	5.99	3.7	4.0
1985	5.0% plus \$204 (\$102 in two payments)	7.0%	8.38	3.9	3.5
1986	New pay plan adopted; wide variation in individual percentage increases, but est. to average about 6%	5.0 <sup>c</sup>	7.41	2.9	3.5
1987	3.0% <sup>b</sup>	2.5% <sup>c</sup>	3.68	2.2	3.2
1988	2.0% effective 12/18/87 <sup>d</sup>	3.0% eff. 12/18/87 <sup>c</sup>	4.22	4.1	3.0
1989	4.0% <sup>e</sup>	7.5 <sup>f</sup>	5.62	4.6	2.8
1990	3.0% <sup>e</sup>	8.5 <sup>g</sup>	4.81	4.8	2.7
1991	1.5% <sup>h</sup>	2.00% to 4.00% <sup>i</sup>	3.69	5.5	4.2
1992	-	2.5% <sup>j</sup>	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% <sup>k</sup>	2.25% <sup>c</sup>	3.42	2.6	2.8
1995	1.5% effective 9/18/94 <sup>l</sup>	6% high-4% low <sup>m</sup>	1.62	2.9	3.2
1996	1.0%	3.5% <sup>n</sup>	1.63	2.7	3.5
1997	-	2.5% (half year) <sup>o</sup>	2.03	2.9	4.6
1998	1.0%	3.5%	2.15 (est.)	1.8	3.5 (est.)
1999	1.5%	4.0%	3.25 (est.)	2.0 (est.)	3.5 (est.)
2000 (Gov. Rec.)	1.0%	3.5% <sup>p</sup>	2.90 (est.)	2.5 (est.)	N/A

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 (i.e. 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).

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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.
  - p) The Governor has also recommended a \$2,500,000 salary pool to be distributed by the Board of Regents to faculty members teaching full-time.
  - \* Not possible to compute percentage increase because comparable data are not available for FY 1973.

Kansas Legislative Research Department  
December 11, 1998  
Updated: February 3, 1999

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FY 2000

SALARY COMPUTATIONS BY AGENCY GROUPING	Longevity Pay		Unclassified Merit Pool		Classified Step Movement		Base Salary Increase		Grand Total	
	SGF	ALL FUNDS	SGF	ALL FUNDS	SGF	ALL FUNDS	SGF	ALL FUNDS	SGF	ALL FUNDS
Abstracters Board of Examiners	0	0	0	273	0	0	0	0	0	273
Board of Accountancy	0	1,088	0	1,779	0	1,053	0	492	0	4,412
State Bank Commissioner	0	16,684	0	7,893	0	58,557	0	27,125	0	110,259
Board of Barbering	0	0	0	1,381	0	1,647	0	150	0	3,178
Behavioral Sciences Regulatory Board	0	544	0	1,882	0	2,378	0	1,595	0	6,399
Board of Healing Arts	0	8,000	0	9,877	0	8,741	0	6,461	0	33,079
Board of Cosmetology	0	4,989	0	1,587	0	6,321	0	2,821	0	15,718
Department of Credit Unions	0	6,395	0	2,259	0	10,133	0	4,918	0	23,705
Kansas Dental Board	0	1,134	0	1,202	0	553	0	277	0	3,166
Board of Mortuary Arts	0	1,270	0	1,937	0	2,451	0	624	0	6,282
Hearing Aid Board of Examiners	0	0	0	183	0	0	0	0	0	183
Consumer Credit Commissioner	0	4,127	0	2,259	0	3,767	0	2,430	0	12,583
Board of Nursing	0	5,822	0	4,234	0	12,233	0	4,837	0	27,126
Board of Examiners in Optometry	0	0	0	238	0	482	0	197	0	917
Board of Pharmacy	0	590	0	2,146	0	769	0	2,062	0	5,567
Real Estate Appraisal Board	0	0	0	1,865	0	1,734	0	711	0	4,310
Kansas Real Estate Commission	0	3,035	0	2,024	0	6,044	0	3,531	0	14,634
Office of the Securities Commissioner	0	9,698	0	17,000	0	11,796	0	8,977	0	47,471
Board of Technical Professions	0	1,315	0	3,610	0	2,073	0	960	0	7,958
Board of Veterinary Examiners	0	0	0	4,022	0	0	0	0	0	4,022
<b>Subtotal</b>	<b>0</b>	<b>64,691</b>	<b>0</b>	<b>67,651</b>	<b>0</b>	<b>130,732</b>	<b>0</b>	<b>68,168</b>	<b>0</b>	<b>331,242</b>
Legislative Coordinating Council	4,581	4,581	21,048	21,048	0	0	0	0	25,629	25,629
Legislature	0	0	202,468	202,468	0	0	0	0	202,468	202,468
Division of Post Audit	5,669	5,669	37,161	37,161	0	0	0	0	42,830	42,830
Revisor of Statutes	17,279	17,279	50,121	50,121	0	0	0	0	67,400	67,400
Kansas Legislative Research Dept.	21,043	21,043	71,534	71,534	0	0	0	0	92,577	92,577
Governor's Department	0	0	44,293	44,293	0	0	0	0	44,293	44,293
Lieutenant Governor	0	0	2,280	2,280	0	0	0	0	2,280	2,280
Attorney General	0	0	102,642	151,676	0	1,715	0	703	102,642	154,094
Secretary of State	0	0	31,448	57,112	0	0	0	0	31,448	57,112
State Treasurer	14,080	20,173	18,412	26,294	14,066	21,892	8,011	12,177	54,569	80,536
Insurance Department	0	21,041	0	149,707	0	25,859	0	14,866	0	211,473
Health Care Stabilization Fund	0	4,149	0	12,847	0	3,043	0	2,104	0	22,143
<b>Subtotal</b>	<b>62,652</b>	<b>93,935</b>	<b>581,407</b>	<b>826,541</b>	<b>14,066</b>	<b>52,509</b>	<b>8,011</b>	<b>29,850</b>	<b>666,136</b>	<b>1,002,835</b>
Adjutant General	16,956	27,730	12,263	198,323	46,122	201,286	11,700	16,662	87,041	444,001
Fire Marshal	0	16,164	0	6,315	0	42,586	0	16,787	0	81,852
Parole Board	0	0	13,255	13,255	0	0	0	0	13,255	13,255
Highway Patrol	276,051	429,449	7,377	21,473	291,704	441,975	194,344	293,132	769,476	1,186,029
Kansas Bureau of Investigation	83,289	89,915	29,242	31,566	106,586	114,589	73,117	78,866	292,234	314,936
Topeka Juvenile Correctional Facility	110,374	110,374	2,346	2,346	132,229	132,229	61,130	61,130	306,079	306,079
Beloit Juvenile Correctional Facility	36,770	36,770	2,737	2,737	40,388	40,388	26,208	26,208	106,103	106,103
Atchison Juvenile Correctional Facility	47,643	47,643	2,420	2,420	44,307	44,307	33,112	33,112	127,482	127,482
Larned Juvenile Correctional Facility	28,910	28,910	12,172	12,172	39,601	39,601	33,446	33,446	114,129	114,129
Ombudsman of Corrections	0	0	4,410	4,410	661	661	278	278	5,349	5,349

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FY 2000

SALARY COMPUTATIONS BY AGENCY GROUPING	Longevity Pay		Unclassified Merit Pool		Classified Step Movement		Base Salary Increase		Grand Total	
	SGF	ALL FUNDS	SGF	ALL FUNDS	SGF	ALL FUNDS	SGF	ALL FUNDS	SGF	ALL FUNDS
Juvenile Justice Authority	5,624	5,624	29,571	29,571	10,210	10,210	8,182	8,182	53,587	53,587
Emergency Medical Services Board	4,520	4,520	2,477	2,477	10,546	10,546	4,288	4,288	21,831	21,831
Sentencing Commission	0	0	6,852	13,514	0	0	0	0	6,852	13,514
Subtotal	610,137	797,099	125,122	340,579	722,354	1,078,378	445,805	572,091	1,903,418	2,788,147
Board of Tax Appeals	7,039	7,039	13,471	13,471	6,463	6,463	5,830	5,830	32,803	32,803
Department of Revenue	283,667	537,490	38,255	59,139	279,023	456,169	205,542	358,687	806,487	1,411,485
Kansas Lottery	0	17,880	0	55,328	0	39,044	0	16,928	0	129,180
Racing and Gaming Commission	0	10,612	0	43,596	0	39,539	0	13,977	0	107,724
Department of Commerce & Housing	7,959	47,095	4,544	26,887	14,207	84,067	6,856	40,569	33,566	198,618
Kansas, Inc.	0	0	5,562	9,030	0	0	0	0	5,562	9,030
Kansas Technology Enterprise Corp. (KTEC)	0	0	0	60,932	0	0	0	0	0	60,932
Subtotal	298,665	620,116	61,832	268,383	299,693	625,282	218,228	435,991	878,418	1,949,772
KPERS	0	28,520	0	29,588	0	48,159	0	19,062	0	125,329
Governmental Ethics Commission	0	0	9,386	13,087	0	0	0	0	9,386	13,087
Human Rights Commission	10,895	15,600	6,175	9,152	20,445	20,445	7,127	10,412	44,642	55,609
State Corporation Commission	0	74,848	0	123,822	0	83,041	0	51,397	0	333,108
Citizens' Utility Ratepayer Board	0	1,134	0	6,349	0	0	0	337	0	7,820
Department of Administration	124,939	129,276	67,488	68,127	158,145	162,245	89,644	91,566	440,216	451,214
Subtotal	135,834	249,378	83,049	250,125	178,590	313,890	96,771	172,774	494,244	986,167
Homestead Property Tax Refunds									0	0
Department of Human Resources	10,346	470,481	8,191	119,827	16,098	598,845	7,369	303,691	42,004	1,492,844
Commission on Veterans Affairs/Soldiers Home	38,986	73,698	5,470	10,340	6,199	11,718	43,850	82,892	94,505	178,648
Department of Health & Environment	120,524	325,741	74,794	202,145	264,233	714,142	134,046	362,287	593,597	1,604,315
Department on Aging	35,842	62,731	16,669	26,539	37,879	66,156	28,283	51,041	118,673	206,467
Corporation for Change	0	0	0	0	0	0	0	0	0	0
Subtotal	205,698	932,651	105,124	358,851	324,409	1,390,861	213,548	799,911	848,779	3,482,274
University of Kansas	218,161	495,904	4,447,583	5,877,711	429,787	976,955	307,877	440,822	5,403,408	7,791,392
University of Kansas Medical Center	268,301	441,422	2,020,039	3,786,557	285,064	445,101	164,037	203,044	2,737,441	4,876,124
Kansas State University	253,334	545,917	2,193,697	3,862,027	307,897	470,672	241,312	371,639	2,996,240	5,250,255
KSU - Extension & Ag. Research	113,534	172,071	1,072,570	1,812,821	129,836	151,703	81,117	120,521	1,397,057	2,257,116
KSU Veterinary Medical Center	34,246	60,311	213,116	320,513	108,037	176,710	39,945	44,423	395,344	601,957
Wichita State University	137,252	236,328	1,367,511	2,144,744	117,715	176,710	147,402	173,753	1,769,880	2,731,535
Emporia State University	81,858	129,060	579,767	908,084	36,871	48,248	49,779	83,740	748,275	1,169,132
Fort Hays State University	73,383	97,701	568,485	836,449	113,791	151,500	51,206	79,392	806,865	1,165,042
Pittsburg State University	56,383	76,161	614,144	943,930	129,512	174,943	54,740	87,430	854,779	1,282,464
Board of Regents	4,762	4,762	29,977	29,977	1,933	1,933	1,666	1,666	38,338	38,338
Subtotal	1,241,214	2,259,637	13,106,889	20,522,813	1,660,443	2,774,475	1,139,081	1,606,430	17,147,627	27,163,355
Judicial Council	1,589	1,678	6,235	6,586	0	0	0	0	7,824	8,264
Board of Indigents' Defense Services	5,863	5,863	144,773	144,773	40,037	40,037	17,616	17,616	208,289	208,289
Judicial Branch	607,268	630,768	2,250,665	2,314,961	0	0	0	0	2,857,933	2,945,729
Subtotal	614,720	638,309	2,401,673	2,466,320	40,037	40,037	17,616	17,616	3,074,046	3,162,282
Department of Transportation	0	1,442,225	0	29,961	0	1,668,572	0	1,032,004	0	4,172,762

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FY 2000

SALARY COMPUTATIONS BY AGENCY GROUPING	Longevity Pay		Unclassified Merit Pool		Classified Step Movement		Base Salary Increase		Grand Total	
	SGF	ALL FUNDS	SGF	ALL FUNDS	SGF	ALL FUNDS	SGF	ALL FUNDS	SGF	ALL FUNDS
Department of Education	45,941	82,118	54,566	115,053	63,039	120,549	38,522	72,186	202,068	389,906
Department of Corrections	83,518	117,256	43,066	46,137	100,019	100,019	72,257	101,680	298,860	365,092
Topeka Correctional Facility	115,202	116,247	8,064	8,528	123,428	123,428	95,201	96,092	341,895	344,295
Hutchinson Correctional Facility	168,801	169,866	1,682	1,682	210,189	212,735	154,677	155,826	535,349	540,109
Lansing Correctional Facility	251,681	251,681	1,660	1,660	326,584	326,584	211,734	211,734	791,659	791,659
Ellsworth Correctional Facility	47,091	47,091	1,758	2,658	68,968	68,968	56,142	56,142	173,959	174,859
Winfield Correctional Facility	60,439	61,516	0	0	54,928	54,928	57,435	58,509	172,802	174,953
Norton Correctional Facility	72,503	72,503	0	0	76,792	76,792	77,033	77,033	226,328	226,328
El Dorado Correctional Facility	42,180	42,180	1,714	1,714	188,168	188,168	110,814	110,814	342,876	342,876
Larned Correctional Mental Health Facility	36,997	36,997	0	0	74,827	74,827	50,075	50,075	161,899	161,899
Subtotal	878,412	915,337	57,944	62,379	1,223,903	1,226,449	885,368	917,905	3,045,627	3,122,070
State Library	13,212	13,212	4,069	4,069	35,088	35,088	8,217	8,217	60,586	60,586
Arts Commission	2,073	3,098	1,351	2,018	6,565	8,948	2,856	2,856	12,845	16,920
School for the Blind	6,893	7,745	6,893	7,745	6,893	7,745	6,893	7,745	27,572	30,980
School for the Deaf	14,749	14,898	14,749	14,898	14,749	14,749	14,749	14,898	58,996	59,443
Historical Society	62,722	68,349	6,583	10,299	46,522	71,251	38,567	42,652	154,394	192,551
Subtotal	99,649	107,302	33,645	39,029	109,817	137,781	71,282	76,368	314,393	360,480
Department of Social & Rehab. Services	640,099	1,707,129	86,529	217,601	1,224,403	3,235,539	504,032	1,319,886	2,455,063	6,480,155
Kansas Neurological Institute	89,841	276,899	7,517	22,848	125,799	384,054	57,843	176,339	281,000	860,140
Larned State Hospital	92,066	314,078	44,033	107,192	83,190	408,833	59,154	192,573	278,443	1,022,676
Osawatomie State Hospital	42,496	208,812	3,267	61,061	46,046	255,896	22,688	130,160	114,497	655,929
Parsons State Hospital & Training Center	54,971	212,680	6,709	19,128	59,040	235,130	37,970	145,634	158,690	612,572
Rainbow Mental Health Facility	12,526	52,936	5,951	25,473	8,509	35,679	9,080	37,886	36,066	151,974
Guardianship Program	0	0	14,237	14,237	0	0	0	0	14,237	14,237
Subtotal	931,999	2,772,534	168,243	467,540	1,546,987	4,555,131	690,767	2,002,478	3,337,996	9,797,683
Department of Agriculture	95,500	142,555	20,666	51,022	115,822	173,601	72,816	110,359	304,804	477,537
Animal Health Department	2,934	11,055	303	2,651	10,391	26,512	3,375	9,537	17,003	49,755
Wheat Commission	0	3,401	0	4,198	0	3,505	0	2,164	0	13,268
Kansas State Fair	0	7,286	0	2,734	0	6,169	0	5,523	0	21,712
Conservation Commission	2,859	2,859	10,694	12,359	2,399	2,855	1,743	1,989	17,695	20,062
Water Office	13,816	14,412	2,576	2,687	12,766	16,299	9,717	10,137	38,875	43,535
Department of Wildlife and Parks	31,226	220,590	2,022	12,253	49,310	318,599	23,583	142,401	106,141	693,843
Subtotal	146,335	402,158	36,261	87,904	190,688	547,540	111,234	282,110	484,518	1,319,712
<b>GRAND TOTAL-FY 2000</b>	<b>5,271,256</b>	<b>11,377,490</b>	<b>16,815,755</b>	<b>25,903,129</b>	<b>6,374,026</b>	<b>14,662,186</b>	<b>3,936,233</b>	<b>8,085,882</b>	<b>32,397,270</b>	<b>60,028,687</b>
TOTAL WITHOUT LEGISLATIVE & JUDICIAL	4,613,827	10,696,472	14,176,523	23,199,250	6,374,026	14,662,186	3,936,233	8,085,882	29,100,609	56,643,790



The Kansas Association of Public Employees  
1300 SW Topeka Blvd., Topeka, KS 66612  
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FPE / AFT / AFL-CIO

Testimony of Paul K. Wilson, Executive Director  
Kansas Association of Public Employees, KAPE/AFT, AFL-CIO  
Before the Senate Ways and Means Committee on  
SB 352

Delivered March 18, 1999

Good morning Mr. Chairman and members of the committee. My name is Paul Wilson and I am the Executive Assistant to the President of KAPE. I'm here today to speak to you in favor of Senate Bill 352.

This bill would provide most of the employees we represent with an increase in wages of 3.5%. As you have heard me testify in the past, the pay plan has three basic elements. The first is steps which are designed to reward employees for their continued satisfactory service and loyalty to the taxpayers and the State of Kansas as their employer. The second is a longevity bonus plan which, to a degree, rewards employees who have reached the top step of their pay grade with an increase for their continued service and loyalty to the State of Kansas. The third element is a cost of living adjustment (COLA) which is designed to insure that step increases and longevity bonuses are not nullified by the affects of inflation. In a perfect world, the proposed increase would be the combination of the rate of inflation, which is approximately 2.4%, coupled with a 2.5% step increase. The total would then be a 4.9% increase as compared with the 3.5% contained in this bill.

Two factors have led KAPE to support SB 352. The first is a belief among many that the Consumer Price Index (CPI) is overstated by approximately 1% and accordingly, those same people believe that COLA's should reflect that fact. If that belief is true, the appropriate raise for state employees would be 3.9%. KAPE does not necessarily agree with the belief that the CPI is overstated but chooses not to debate that question through this bill.

The second factor is the knowledge that work is currently underway to redesign the state employee pay plan to bring state pay rates more into line with those paid in the open labor market. It is KAPE's hope that this review will ultimately result in a plan which contains adequate COLA adjustments, frequent market surveys and the market adjustments indicated by those surveys, and an opportunity for skill improvement and career advancement for all state employees.

Until that work is done, continuation of the current pay plan, with step advancement, a 1% COLA, and continuation of longevity bonuses appears to KAPE to be a reasonable course of action. KAPE therefore, supports passage of SB 352.

Thank you for the opportunity to appear and I will be happy to answer questions.

Senate Ways and Means Committee

Date 3/18/99  
Attachment # 3

# **S** *tate Employees Association of Kansas*

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## TESTIMONY OF THE STATE EMPLOYEES ASSOCIATION REGARDING SB 352

The State of Kansas has had the same basic pay plan since the beginning of World War II. It has been altered slightly over the years, adding or subtracting steps and changing the percentage amount between steps. The last substantial change occurred in 1989 when two steps were added and the longevity plan introduced.

From an employee perspective, the implementation of the state pay plan has had some failings. Kansas is at the low end of the pay scale relative to other states. The Division of Personnel has stated that only half of the positions in state government are paid at the market level. Nearly forty percent of state jobs are paid below market level. While the pay plan provides for yearly compensation studies, the last series of such studies was begun in 1984 and took 10 years to fund and complete.

Despite the flaws in the current system, SEAK supports Senate Bill 352 which would provide a step increase and a one percent cost of living adjustment. While the bill will not correct the major problems created by a competitive labor market, it does provide for continuity in a system that has functioned reasonably well. SEAK has testified in the House that the structural changes being considered in that body would have a major deleterious impact

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Senate Ways and Means Committee

Date 3/18/99

Attachment # 4-1

(2)

upon the morale of state employees and manner in which the state conducts its business.

There is one change in the present matrix system that SEAK would respectfully request this committee to consider. State employees are trapped on a pay range once the employee reaches the last pay step in the range. SEAK believe this portion of the plan unfairly penalizes the state's most senior employees by denying them the same step increase their fellow employees receive.

There is no logic to designating a class of employee entitled to receive a step increase and a class which is not. That is especially true when the only basis for doing so is that one employee has been with the state longer than the other. To alleviate the problem, SEAK supports SB 61 and requests that its provisions be amended into SB 352. SB 61 is a modification in the pay plan that would allow an employee to skip to the next higher range of the pay plan to a step that would provide the equivalent to a step increase. This is a common sense, relatively inexpensive means of fixing the most glaring problem within the state pay matrix.

While SB 352 does not address the major problems created by a competitive labor market, state employees appreciate the continuity of the state pay plan. The lack of change it has undergone is a testament to its basic soundness. The best changes are often the simplest, and doing away with the cap on the pay ranges would benefit all state employees and is an expedient way of resolving a major flaw in the current system.

**Testimony by  
Dan Stanley, Secretary  
Department of Administration  
before the  
Senate Ways and Means Committee  
March 18, 1999**

**Senate Bill 352**

Mr. Chairperson and members of the committee, thank you for the opportunity to appear before you today in support of Senate Bill 352. This bill provides a 1% cost of living adjustment to the pay plan for classified employees. An equivalent 3.5% salary increase is funded for the unclassified employee merit pool. These adjustments would be effective with the pay period beginning June 13, 1999. The bill also increases the salaries for those employees whose salaries are determined by statute.

The Governor has recommended the equivalent of a 3.5% increase for all state employees which, in addition to the 1% 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.

State employees continue to find innovative ways to better serve the citizens of Kansas while adjusting to tighter budgets and reductions in staff. I encourage your favorable consideration of Senate Bill 352 and for funding step movement and longevity. Thank you.

Senate Ways and Means Committee

Date

Attachment # 5-1



**Kansas Civil Service  
Adjustments in Basic Salary Plan  
Since November, 1970**

<b>Effective Date</b>	<b>Amount of Increase</b>
November 1, 1970	New pay Plan was recommended by PAS and as amended by State Finance Council (Approximate average increase of 8.5%)
July 1, 1973 (FY74)	5% general increase
July 1, 1974 (FY75)	5.5% general increase or \$30 per month, whichever amount greater (Average increase 6.1%)
July, 1975 (FY76)	5% general increase plus \$25 (Average increase 8.4%)
July, 1976 (FY77)	2.8% general increase plus \$15 (Average increase 4.4%)
July, 1977 (FY78)	3% general increase or \$25 per month, whichever amount smaller (Average increase 2.2%)
July, 1978 (FY79)	7.25% up to a maximum of \$125 per month
July, 1979 (FY80)	4% plus \$26 (Average increase 6.6%)
July, 1980 (FY81)	New Pay Plan (Average increase 11%)
July, 1981 (FY82)	5% general increase
July, 1982 (FY83)	6.5% general increase
January, 1984 (last half of FY84)	4.5% general increase
July, 1984 (FY85)	5% general increase plus \$204 bonus in two payments paid on November 1, 1984 and March 1, 1985
July, 1985 (FY86)	New Pay Plan (34 ranges, 13 steps) Average increase from conversion to new matrix – 1.2% Average increase from step movement – 4.6% Total average increase – 5.8%
July, 1986 (FY87)	3% general increase; 2.5% step movement funded
November, 1987 (last half of FY88)	2% general increase; 2.5% step movement funded
July 1, 1988 (FY89)	4% general increase; 2.5% step movement funded

**Kansas Civil Service  
Adjustments in Basic Salary Plan  
Since November, 1970**

<b>Effective Date</b>	<b>Amount of Increase</b>
July 1, 1989 (FY90)	New Pay Plan (34 ranges, 15 steps). 3% general increase; 2.5% step movement; longevity payment of \$40 for each year of service beginning at year 10 and reaching maximum after year 25.
July 1, 1990 (FY91)	1.5% general increase; 2.5% step movement; longevity payment of \$40 for each year of service beginning at year 10 and reaching maximum after year 25.
July 1, 1991 (FY92)	2.5% step movement; longevity payment of \$40 for each year of service beginning at year 10 and reaching maximum after year 25.
December 18, 1992 (last half of FY93)	1.0% general increase; 2.5% step movement; longevity payment of \$40 for each year of service beginning at year 10 and reaching a maximum after year 25.
July 1, 1993 (FY94)	0.5% general increase; 2.5% step movement; longevity payment of \$40 for each year of service beginning at year 10 and reaching a maximum after year 25.
September 18, 1994 (last 9 months of FY95)	1.5% general increase; 2.5% step movement; longevity payment of \$40 for each year of service beginning at year 10 and reaching a maximum after year 25.
July 1, 1995 (FY96)	1.0% general increase; 2.5% step movement; longevity payment of \$40 for each year of service beginning at year 10 and reaching a maximum after year 25.
July 1, 1996 (FY97)	No general increase. 2.5% step movement; longevity payment of \$40 for each year of service beginning at year 10 and reaching a maximum after year 25.
July 1, 1997 (FY98)	1% general increase; 2.5% step movement; longevity payment of \$40 for each year of service beginning at year 10 and reaching a maximum after year 25.
July 1, 1998 (FY99)	1.5% general increase; 2.5% step movement; longevity payment of \$40 for each year of service beginning at year 10 and reaching a maximum after year 25.

March 16, 1999

**To:** Senator Dave Kerr

**From:** Carolyn Rampey

**Re:** \$800,000 Recommended by Governor for Salary Increases for Judges

**Governor's Recommendation.** The Judicial Branch requested \$2,547,650 to provide salary increases of \$10,000 each for the seven Supreme Court justices, ten Appellate Court justices, and 159 district court judges. The amount also included funding for \$5,000 raises for 69 district magistrates. The Governor recommended a total of \$800,000, which the Budget Division says was for salary increases for district court judges and district magistrates only, to be allocated as the Judicial Branch saw fit. That amount of money would provide salary increases of \$3,500 for each district court judge and \$1,750 for district magistrates.

**House Appropriations Committee.** The House Committee established funding priorities and said its first priority was funding 34.0 new FTE positions. To avoid going over the Governor on its first priority, the Committee used the \$800,000 for judges' salary increases and \$208,228 available when the Judicial Branch withdrew its request for 4.0 FTE district magistrate positions the Governor recommended, for a total of \$1,008,228. Funding for the new positions totaled \$969,793, which left \$38,435 to spend. The House Committee added \$1.0 million to that amount and, as its second priority, said salaries of clerks of the district court should be upgraded (at a cost of \$107,500) and raises should be given to all judges, not just district court judges and district magistrates. The amount of money recommended by the House Committee would fund salary increases of \$3,500 for appellate and district court judges and \$1,750 for district magistrate judges. Recognizing the authority of the Supreme Court to allocate money as it wishes, the House Committee report states: "The Budget Committee recommends that the money be made available for salary increases for judges and clerks of the district court or for other priorities that the Judicial Branch believes appropriate."

**Senate Ways and Means Committee.** The Senate Committee concurred with the Governor on the matter of the \$800,000 for salary increases for judges.

**Note:** According to Jim Wilson, the bill containing the Governor's recommendations for the Judicial Branch is defective because it needs a proviso allowing money for raises to be spent. Judges' salaries are set in statute (K.S.A. 75-3120f through 3120L). Provision is made in these statutes for judges' salaries to increase whenever classified employees get step increases or cost of living adjustments, but, in order for the judges to get any other salary increase, specific provision must be made in the appropriation for the Judicial Branch.

Senate Ways and Means Committee

Date 3/18/99

Attachment # 6