

MINUTES OF THE HOUSE KANSAS 2000 SELECT COMMITTEE.

The meeting was called to order by Chairperson Kenny Wilk at 1:30 p.m. on January 12, 1999 in Room 526-S of the Capitol.

All members were present except:

Committee staff present: Alan Conroy, Legislative Research Department  
Leah Robinson, Legislative Research Department  
Paul West, Legislative Research Department  
Gordon Self, Revisor of Statutes  
Jim Wilson, Revisor of Statutes  
Janet Mosser, Committee Secretary

Conferees appearing before the committee: Rep. Robin Jennison, Speaker of the House  
Alan Conroy, Legislative Research Department  
Paul West, Legislative Research Department

Others attending: See attached list

Chairperson Wilk introduced Speaker Robin Jennison who wished to share his vision for the committee. Speaker Jennison began by noting that the uniqueness of a select committee is that it allows an opportunity to look at an issue or idea and to offer suggestions and solutions. The composition of the Kansas 2000 Select Committee was chosen to be geographically and philosophically well-balanced. Composed of Representatives chosen because of their interest in government and their individual expertise, it is not a committee to move an agenda but rather one of individuals willing to discuss issues and be fair with those issues and with people. In order to receive maximum input, it is important for the committee to function while the legislature is in session. While it is the prerogative of the committee to choose its agenda, Speaker Jennison hoped that two issues would be considered. First, alternative ways to compensate state employees using a performance pay plan. At the very least, he would like the committee to look at the pay matrix because of the belief that it has too many steps and it does not allow for market rate pay. Secondly, because of the flexibility it offers, he would like the committee to look into the area of a defined contribution pension plan. Speaker Jennison concluded by wishing the committee an enjoyable two years.

Chairperson Wilk then welcomed the committee. Each committee member and committee staff introduced themselves.

Chairperson Wilk then told the committee that he, Representative Deena Horst, Vice Chair, and Representative Bonnie Sharp, Ranking Minority, had discussed the agenda and decided that performance based pay would be the first issue reviewed. In order to gather information, a series of briefings are planned. Chairperson Wilk emphasized that this is a "blue sky" committee so if there are ideas members want to pursue, now is the time. He emphasized that "no idea is a bad idea."

Paul West and Alan Conroy, Legislative Research Department, provided background information on the existing state employee work force (**Attachment 1**).

Chairperson Wilk adjourned the meeting at 2:40 p.m.

The next meeting is scheduled for January 13, 1999.

KANSAS 2000 SELECT COMMITTEE GUEST LIST

DATE: 1-12-99

| NAME          | REPRESENTING                |
|---------------|-----------------------------|
| Julie Thomas  | DOB                         |
| Ron Secher    | Dept of Admin               |
| Karen Watney  | DoA                         |
| D. Monahan    | Dept of Admin.              |
| Jack Robinson | SRS                         |
| H. R. T.      | Dept. of Admin.             |
| Steve Ashley  | Dept of Admin               |
| Bill Henry    | Ks Governmental/ Consulting |
| Marlene Reed  | KIA                         |
| Keith Houston | SEAK                        |
| Stacy Seldon  | Hein + Ullis Chtel.         |
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January 12, 1999

**To:** Kansas 2000 Select Committee  
**From:** Kansas Legislative Research Department  
**Re:** Full-Time Equivalent State Employees

The attached table summarize full-time equivalent (FTE) state employees by function of government for the period of FY 1990 to FY 1999.

- Due to a definition change in FY 1996 which increased the number of FTE employees by 2.6 percent, the pre-FY 1996 numbers are not directly comparable to the post-FY 1996 period.
- Since FY 1996 the number of FTE state employees has decreased by 2,512 FTE (5.7 percent).
- Numerous factors are responsible for this reduction, with major forces including the closure of two state hospitals, privatization of services formerly performed by state agencies, and retirement reductions associated with state law that require the elimination of at least 25 percent of positions vacated due to retirement under the Kansas Public Employees Retirement System.

Kansas 2000 Select Committee

Meeting Date 1-12-99

Attachment 1

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**FULL-TIME EQUIVALENT (FTE) POSITIONS BY FUNCTION OF GOVERNMENT  
FY 1990 - FY 1999**

| <u>Function of Government</u> | <u>FY 1990</u>         | <u>FY 1991</u>         | <u>FY 1992</u>         | <u>FY 1993</u>         | <u>FY 1994</u>         | <u>FY 1995</u>         | <u>FY 1996*</u>        | <u>FY 1997</u>         | <u>Approved**<br/>FY 1998</u> | <u>Approved**<br/>FY1999</u> |
|-------------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|-------------------------------|------------------------------|
| General Government            | 5,354.0                | 5,366.0                | 5,239.7                | 5,270.4                | 5,363.7                | 5,426.2                | 5,451.4                | 5,394.8                | 5,406.1                       | 5,444.1                      |
| Human Resources               | 4,424.0                | 4,368.0                | 4,480.5                | 10,047.4               | 9,867.1                | 9,739.3                | 10,585.5               | 10,081.8               | 9,119.4                       | 8,606.6                      |
| Health and Hospitals          | 5,480.0                | 5,556.0                | 5,489.8                | ***                    |                        |                        |                        |                        |                               |                              |
| Education                     | 17,845.0               | 18,117.0               | 18,072.5               | 18,282.7               | 18,335.6               | 18,441.9               | 18,536.7               | 18,146.0               | 18,389.9                      | 18,376.9                     |
| Public Safety                 | 4,178.0                | 4,311.0                | 4,723.3                | 4,818.5                | 4,817.0                | 4,881.6                | 4,926.6                | 4,805.5                | 4,855.8                       | 4,896.3                      |
| Ag. and Natural Resources     | 1,002.0                | 1,007.0                | 994.0                  | 1,330.5                | 1,301.5                | 1,354.5                | 1,355.8                | 1,307.6                | 1,190.8                       | 1,193.8                      |
| Transportation                | <u>3,271.0</u>         | <u>3,293.0</u>         | <u>3,293.0</u>         | <u>3,308.0</u>         | <u>3,299.0</u>         | <u>3,304.0</u>         | <u>3,304.5</u>         | <u>3,227.5</u>         | <u>3,129.5</u>                | <u>3,129.5</u>               |
| <b>TOTAL</b>                  | <b><u>41,554.0</u></b> | <b><u>42,018.0</u></b> | <b><u>42,292.8</u></b> | <b><u>43,507.5</u></b> | <b><u>42,983.9</u></b> | <b><u>43,167.5</u></b> | <b><u>44,160.5</u></b> | <b><u>42,936.2</u></b> | <b><u>42,091.5</u></b>        | <b><u>41,648.2</u></b>       |

**Notes:**

\* A definition change in FY 1996 resulted in the addition of 1,096.2 FTE positions which previously had been classified as special project positions. Absent this change the total increase in FTE positions from FY 1995 was 14.0.

\*\* As approved by the 1998 Legislature.

\*\*\* Beginning in FY 1993 this function was distributed between Human Resources and Agricultural and Natural Resources.

**Source:** Kansas Legislative Research Department *Appropriations Report* 1991 to 1998.



January 12, 1999

**To:** Kansas 2000 Select Committee  
**From:** Paul West, Senior Fiscal Analyst  
**Re:** State Payroll Expenditures

The attached table summarizes state payroll expenditures for the period of FY 1993 through FY 1997 and comparable data for the approved budgets for FY 1998 and FY 1999.

- Total payroll expenditures increased by \$147.8 million (10.0 percent) during the FY 1993-FY 1997 time frame—an average of \$36.9 million (2.5 percent) per year.
  - State General Fund expenditures increased by \$48.8 million (6.7 percent) during the same time period—an average of \$12.2 million (1.7 percent) per year.
- The assessment for sick and vacation leave paid on retirement had the greatest percentage growth during this time frame, primarily due to the expansion of the assessment to cover vacation leave in FY 1994. Since FY 1995, however, the assessment has been relatively stable.
- The relatively large growth in retirement contributions between FY 1993 and FY 1997 (25.1 percent) reflects enhanced benefits passed by the 1993 Legislature and increased state financial contributions to reduce the unfunded liability in the Kansas Public Employers Retirement System (KPERS).
- Health insurance contributions have shown the greatest variability, with an actual decline in the FY 1993 to FY 1997 time frame. The approved budgets for FY 1998 and FY 1999, however, indicate that costs are increasing again.
- Payroll taxes have remained relatively constant, representing approximately 40.0 percent of fringe benefit costs in most years.

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**SALARY AND WAGE EXPENDITURES FY 1993 to FY 1999 (approved)**  
 (Dollar amounts in thousands)

|                                                                               | <u>Actual</u><br><u>FY 1993</u> | <u>Actual</u><br><u>FY 1994</u> | <u>Actual</u><br><u>FY1995</u> | <u>Actual</u><br><u>FY 1996</u> | <u>Actual</u><br><u>FY 1997</u> | <u>Dollar</u><br><u>Change</u><br><u>FY 93-FY 97</u> | <u>Percent</u><br><u>Change</u><br><u>FY 93-FY 97</u> | <u>Approved</u><br><u>FY 1998</u> | <u>Approved</u><br><u>FY 1999</u> |
|-------------------------------------------------------------------------------|---------------------------------|---------------------------------|--------------------------------|---------------------------------|---------------------------------|------------------------------------------------------|-------------------------------------------------------|-----------------------------------|-----------------------------------|
| <b>Salaries and Wages</b>                                                     | \$1,219,981                     | \$1,277,489                     | \$1,339,362                    | \$1,364,729                     | \$1,348,997                     | \$ 129,016                                           | 10.6%                                                 | \$456,860                         | \$467,128                         |
| <b>Retirement Contributions</b>                                               | 56,859                          | 59,108                          | 63,749                         | 66,357                          | 71,154                          | 14,295                                               | 25.1%                                                 | 78,742                            | 81,722                            |
| <b>Payroll Taxes (FICA, Workers Compensation,<br/>Unemployment Insurance)</b> | 103,404                         | 112,638                         | 112,849                        | 115,456                         | 113,778                         | 10,374                                               | 10.0%                                                 | 126,590                           | 130,186                           |
| <b>Sick and Annual Leave Assessment</b>                                       | 2,814                           | 4,365                           | 6,136                          | 6,300                           | 6,268                           | 3,454                                                | 122.7%                                                | 6,713                             | 6,295                             |
| <b>Health Insurance Contributions</b>                                         | 96,161                          | 108,092                         | 102,029                        | 83,252                          | 86,814                          | (9,347)                                              | -9.7%                                                 | 109,170                           | 113,488                           |
| <b>Subtotal - Fringe Benefits</b>                                             | \$ 259,239                      | \$ 284,204                      | \$ 284,763                     | \$ 271,366                      | \$ 278,014                      | \$ 18,775                                            | 7.2%                                                  | \$ 321,215                        | \$ 331,691                        |
| <b>Less: Shrinkage</b>                                                        | NA                              | NA                              | NA                             | NA                              | NA                              | NA                                                   | NA                                                    | (67,879)                          | (59,590)                          |
| <b>Less: Retirement Reductions</b>                                            | NA                              | NA                              | NA                             | NA                              | NA                              | NA                                                   | NA                                                    | (1,868)                           | 0                                 |
| <b>TOTAL EXPENDITURES</b>                                                     | \$1,479,220                     | \$1,561,693                     | \$1,624,125                    | \$1,636,095                     | \$1,627,011                     | \$ 147,791                                           | 10.0%                                                 | \$1,708,328                       | \$1,739,229                       |
| <b>State General Fund</b>                                                     | \$ 729,636                      | \$ 740,125                      | \$ 778,943                     | \$ 776,871                      | \$ 778,460                      | \$ 48,824                                            | 6.7%                                                  | \$ 807,460                        | \$ 843,028                        |
| <b>State General Fund Percentage</b>                                          | 49.33%                          | 47.39%                          | 47.96%                         | 47.48%                          | 47.85%                          |                                                      |                                                       | 47.27%                            | 48.47%                            |

Sources: Governor's Budget Report, Volume 1 FY 1995 to FY 1999; Comparison Report, FY 1999



January 12, 1999

**To:** Kansas 2000 Select Committee  
**From:** Kansas Legislative Research Department  
**Re:** State Pay Plan

The state's base pay delivery system for classified employees consists of a pay plan, or pay matrix, with 36 pay grades and 15 steps per range. All job classifications are assigned to a salary range and salary advancement is based on time on step and satisfactory performance evaluation ratings. Attached is the current pay matrix which includes the 1.5 percent base adjustment approved by the 1998 Legislature.

- Each step on the pay grade is approximately 2.5 percent above the preceding step, and each pay represents an increase of approximately 5.0 percent above the previous pay grade.
- A typical new employee will start on step A of a pay grade and after successfully completing a six-month probationary period will advance to step B. After an additional six months of satisfactory service the employee progresses to step C. Subsequent step movement occurs annually, assuming continued satisfactory service.
- An employee who does not change jobs or advance to a higher pay range will reach the end of the pay grade after 13 years of employment.
- Step 5 of the pay grade is designated as the market rate. Market rate may be defined as the average rate of pay in the labor market for an employee performing similar duties.
- Base pay adjustments and other factors in the private and public employment sectors would affect whether the pay matrix market continues to reflect the average rate of pay for comparable positions over a period of time.
- In addition, employees with ten years or more of service are eligible for annual longevity bonuses. The bonus equals \$40 per year of service up to a maximum of \$1,000.



**BILL GRAVES**  
Governor

**DAN STANLEY**  
Secretary of Administration

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**DEPARTMENT OF ADMINISTRATION**  
Division of Personnel Services

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MEMORANDUM

TO: All Agency Personnel Officers

FROM: William B. McGlasson, Director  
Division of Personnel Services *WBM*

DATE: May 28, 1998

SUBJECT: FY 99 Pay Plans

The new pay matrices for the classified service of the Kansas Civil Service Act are attached. The new pay plans consists of the following:

1. Bi-weekly salary pay plan.
2. Law enforcement hourly pay plan based on 2,223 hours.
3. Hourly pay plan based on 2,080 hours.

These plans are effective June 14, 1998 and reflects a 1.5% general increase.

WBM:TDB:keo

Attachments

**KANSAS STATE CIVIL SERVICE BASIC PAY PLAN (FY 99)**

**Basic Steps (Hourly Rates)**

| PG | Basic Steps |        |        |        |          | LONGEVITY STEPS |        |        |        |         |         |         |         |         |         |
|----|-------------|--------|--------|--------|----------|-----------------|--------|--------|--------|---------|---------|---------|---------|---------|---------|
|    | Step 1      | Step 2 | Step 3 | Step 4 | Step 5 * | Step 6          | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
| 5  | 5.39        | 5.53   | 5.67   | 5.82   | 5.96     | 6.10            | 6.24   | 6.40   | 6.56   | 6.74    | 6.90    | 7.06    | 7.24    | 7.41    | 7.59    |
| 6  | 5.67        | 5.82   | 5.96   | 6.10   | 6.24     | 6.40            | 6.56   | 6.74   | 6.90   | 7.06    | 7.24    | 7.41    | 7.59    | 7.80    | 7.98    |
| 7  | 5.96        | 6.10   | 6.24   | 6.40   | 6.56     | 6.74            | 6.90   | 7.06   | 7.24   | 7.41    | 7.59    | 7.80    | 7.98    | 8.18    | 8.39    |
| 8  | 6.24        | 6.40   | 6.56   | 6.74   | 6.90     | 7.06            | 7.24   | 7.41   | 7.59   | 7.80    | 7.98    | 8.18    | 8.39    | 8.59    | 8.81    |
| 9  | 6.56        | 6.74   | 6.90   | 7.06   | 7.24     | 7.41            | 7.59   | 7.80   | 7.98   | 8.18    | 8.39    | 8.59    | 8.81    | 9.02    | 9.24    |
| 10 | 6.90        | 7.06   | 7.24   | 7.41   | 7.59     | 7.80            | 7.98   | 8.18   | 8.39   | 8.59    | 8.81    | 9.02    | 9.24    | 9.48    | 9.70    |
| 11 | 7.24        | 7.41   | 7.59   | 7.80   | 7.98     | 8.18            | 8.39   | 8.59   | 8.81   | 9.02    | 9.24    | 9.48    | 9.70    | 9.95    | 10.18   |
| 12 | 7.59        | 7.80   | 7.98   | 8.18   | 8.39     | 8.59            | 8.81   | 9.02   | 9.24   | 9.48    | 9.70    | 9.95    | 10.18   | 10.45   | 10.70   |
| 13 | 7.98        | 8.18   | 8.39   | 8.59   | 8.81     | 9.02            | 9.24   | 9.48   | 9.70   | 9.95    | 10.18   | 10.45   | 10.70   | 10.96   | 11.23   |
| 14 | 8.39        | 8.59   | 8.81   | 9.02   | 9.24     | 9.48            | 9.70   | 9.95   | 10.18  | 10.45   | 10.70   | 10.96   | 11.23   | 11.51   | 11.79   |
| 15 | 8.81        | 9.02   | 9.24   | 9.48   | 9.70     | 9.95            | 10.18  | 10.45  | 10.70  | 10.96   | 11.23   | 11.51   | 11.79   | 12.09   | 12.39   |
| 16 | 9.24        | 9.48   | 9.70   | 9.95   | 10.18    | 10.45           | 10.70  | 10.96  | 11.23  | 11.51   | 11.79   | 12.09   | 12.39   | 12.69   | 13.00   |
| 17 | 9.70        | 9.95   | 10.18  | 10.45  | 10.70    | 10.96           | 11.23  | 11.51  | 11.79  | 12.09   | 12.39   | 12.69   | 13.00   | 13.33   | 13.66   |
| 18 | 10.18       | 10.45  | 10.70  | 10.96  | 11.23    | 11.51           | 11.79  | 12.09  | 12.39  | 12.69   | 13.00   | 13.33   | 13.66   | 14.00   | 14.33   |
| 19 | 10.70       | 10.96  | 11.23  | 11.51  | 11.79    | 12.09           | 12.39  | 12.69  | 13.00  | 13.33   | 13.66   | 14.00   | 14.33   | 14.69   | 15.04   |
| 20 | 11.23       | 11.51  | 11.79  | 12.09  | 12.39    | 12.69           | 13.00  | 13.33  | 13.66  | 14.00   | 14.33   | 14.69   | 15.04   | 15.43   | 15.80   |
| 21 | 11.79       | 12.09  | 12.39  | 12.69  | 13.00    | 13.33           | 13.66  | 14.00  | 14.33  | 14.69   | 15.04   | 15.43   | 15.80   | 16.19   | 16.59   |
| 22 | 12.39       | 12.69  | 13.00  | 13.33  | 13.66    | 14.00           | 14.33  | 14.69  | 15.04  | 15.43   | 15.80   | 16.19   | 16.59   | 17.01   | 17.41   |
| 23 | 13.00       | 13.33  | 13.66  | 14.00  | 14.33    | 14.69           | 15.04  | 15.43  | 15.80  | 16.19   | 16.59   | 17.01   | 17.41   | 17.85   | 18.29   |
| 24 | 13.66       | 14.00  | 14.33  | 14.69  | 15.04    | 15.43           | 15.80  | 16.19  | 16.59  | 17.01   | 17.41   | 17.85   | 18.29   | 18.74   | 19.21   |
| 25 | 14.33       | 14.69  | 15.04  | 15.43  | 15.80    | 16.19           | 16.59  | 17.01  | 17.41  | 17.85   | 18.29   | 18.74   | 19.21   | 19.69   | 20.17   |
| 26 | 15.04       | 15.43  | 15.80  | 16.19  | 16.59    | 17.01           | 17.41  | 17.85  | 18.29  | 18.74   | 19.21   | 19.69   | 20.17   | 20.68   | 21.17   |
| 27 | 15.80       | 16.19  | 16.59  | 17.01  | 17.41    | 17.85           | 18.29  | 18.74  | 19.21  | 19.69   | 20.17   | 20.68   | 21.17   | 21.70   | 22.23   |
| 28 | 16.59       | 17.01  | 17.41  | 17.85  | 18.29    | 18.74           | 19.21  | 19.69  | 20.17  | 20.68   | 21.17   | 21.70   | 22.23   | 22.79   | 23.35   |
| 29 | 17.41       | 17.85  | 18.29  | 18.74  | 19.21    | 19.69           | 20.17  | 20.68  | 21.17  | 21.70   | 22.23   | 22.79   | 23.35   | 23.93   | 24.52   |
| 30 | 18.29       | 18.74  | 19.21  | 19.69  | 20.17    | 20.68           | 21.17  | 21.70  | 22.23  | 22.79   | 23.35   | 23.93   | 24.52   | 25.12   | 25.74   |
| 31 | 19.21       | 19.69  | 20.17  | 20.68  | 21.17    | 21.70           | 22.23  | 22.79  | 23.35  | 23.93   | 24.52   | 25.12   | 25.74   | 26.38   | 27.02   |
| 32 | 20.17       | 20.68  | 21.17  | 21.70  | 22.23    | 22.79           | 23.35  | 23.93  | 24.52  | 25.12   | 25.74   | 26.38   | 27.02   | 27.70   | 28.36   |
| 33 | 21.17       | 21.70  | 22.23  | 22.79  | 23.35    | 23.93           | 24.52  | 25.12  | 25.74  | 26.38   | 27.02   | 27.70   | 28.36   | 29.09   | 29.79   |
| 34 | 22.23       | 22.79  | 23.35  | 23.93  | 24.52    | 25.12           | 25.74  | 26.38  | 27.02  | 27.70   | 28.36   | 29.09   | 29.79   | 30.53   | 31.28   |
| 35 | 23.35       | 23.93  | 24.52  | 25.12  | 25.74    | 26.38           | 27.02  | 27.70  | 28.36  | 29.09   | 29.79   | 30.53   | 31.28   | 32.06   | 32.84   |
| 36 | 24.52       | 25.12  | 25.74  | 26.38  | 27.02    | 27.70           | 28.36  | 29.09  | 29.79  | 30.53   | 31.28   | 32.06   | 32.84   | 33.66   | 34.50   |
| 37 | 25.74       | 26.38  | 27.02  | 27.70  | 28.36    | 29.09           | 29.79  | 30.53  | 31.28  | 32.06   | 32.84   | 33.66   | 34.50   | 35.34   | 36.24   |
| 38 | 27.02       | 27.70  | 28.36  | 29.09  | 29.79    | 30.53           | 31.28  | 32.06  | 32.84  | 33.66   | 34.50   | 35.34   | 36.24   | 37.11   | 38.04   |

\* Market Rate

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KANSAS STATE CIVIL SERVICE BASIC PAY PLAN (FY 99)  
 Basic Steps (Hourly Rates Based on 2,223 Hours)

LONGEVITY STEPS

| PG | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 * | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
|----|--------|--------|--------|--------|----------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|
| 17 | 9.07   | 9.31   | 9.52   | 9.77   | 10.01    | 10.25  | 10.51  | 10.77  | 11.03  | 11.31   | 11.58   | 11.87   | 12.17   | 12.46   | 12.77   |
| 18 | 9.52   | 9.77   | 10.01  | 10.25  | 10.51    | 10.77  | 11.03  | 11.31  | 11.58  | 11.87   | 12.17   | 12.46   | 12.77   | 13.09   | 13.40   |
| 19 | 10.01  | 10.25  | 10.51  | 10.77  | 11.03    | 11.31  | 11.58  | 11.87  | 12.17  | 12.46   | 12.77   | 13.09   | 13.40   | 13.73   | 14.07   |
| 20 | 10.51  | 10.77  | 11.03  | 11.31  | 11.58    | 11.87  | 12.17  | 12.46  | 12.77  | 13.09   | 13.40   | 13.73   | 14.07   | 14.43   | 14.77   |
| 21 | 11.03  | 11.31  | 11.58  | 11.87  | 12.17    | 12.46  | 12.77  | 13.09  | 13.40  | 13.73   | 14.07   | 14.43   | 14.77   | 15.14   | 15.52   |
| 22 | 11.58  | 11.87  | 12.17  | 12.46  | 12.77    | 13.09  | 13.40  | 13.73  | 14.07  | 14.43   | 14.77   | 15.14   | 15.52   | 15.92   | 16.29   |
| 23 | 12.17  | 12.46  | 12.77  | 13.09  | 13.40    | 13.73  | 14.07  | 14.43  | 14.77  | 15.14   | 15.52   | 15.92   | 16.29   | 16.70   | 17.11   |
| 24 | 12.77  | 13.09  | 13.40  | 13.73  | 14.07    | 14.43  | 14.77  | 15.14  | 15.52  | 15.92   | 16.29   | 16.70   | 17.11   | 17.53   | 17.98   |
| 25 | 13.40  | 13.73  | 14.07  | 14.43  | 14.77    | 15.14  | 15.52  | 15.92  | 16.29  | 16.70   | 17.11   | 17.53   | 17.98   | 18.41   | 18.87   |
| 26 | 14.07  | 14.43  | 14.77  | 15.14  | 15.52    | 15.92  | 16.29  | 16.70  | 17.11  | 17.53   | 17.98   | 18.41   | 18.87   | 19.35   | 19.79   |
| 27 | 14.77  | 15.14  | 15.52  | 15.92  | 16.29    | 16.70  | 17.11  | 17.53  | 17.98  | 18.41   | 18.87   | 19.35   | 19.79   | 20.31   | 20.80   |
| 28 | 15.52  | 15.92  | 16.29  | 16.70  | 17.11    | 17.53  | 17.98  | 18.41  | 18.87  | 19.35   | 19.79   | 20.31   | 20.80   | 21.32   | 21.84   |
| 29 | 16.29  | 16.70  | 17.11  | 17.53  | 17.98    | 18.41  | 18.87  | 19.35  | 19.79  | 20.31   | 20.80   | 21.32   | 21.84   | 22.39   | 22.94   |
| 30 | 17.11  | 17.53  | 17.98  | 18.41  | 18.87    | 19.35  | 19.79  | 20.31  | 20.80  | 21.32   | 21.84   | 22.39   | 22.94   | 23.51   | 24.08   |

\* Market Rate

**KANSAS STATE CIVIL SERVICE BASIC PAY PLAN (FY 99)**  
**Bi-Weekly Pay Plan**

6-1

| PG |         |         |         |         |          | LONGEVITY STEPS |         |         |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|----------|-----------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|    | Step 1  | Step 2  | Step 3  | Step 4  | Step 5 * | Step 6          | Step 7  | Step 8  | Step 9  | Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 |
| 15 | 704.80  | 721.60  | 739.20  | 758.40  | 776.00   | 796.00          | 814.40  | 836.00  | 856.00  | 876.80  | 898.40  | 920.80  | 943.20  | 967.20  | 991.20  |
| 16 | 739.20  | 758.40  | 776.00  | 796.00  | 814.40   | 836.00          | 856.00  | 876.80  | 898.40  | 920.80  | 943.20  | 967.20  | 991.20  | 1015.20 | 1040.00 |
| 17 | 776.00  | 796.00  | 814.40  | 836.00  | 856.00   | 876.80          | 898.40  | 920.80  | 943.20  | 967.20  | 991.20  | 1015.20 | 1040.00 | 1066.40 | 1092.80 |
| 18 | 814.40  | 836.00  | 856.00  | 876.80  | 898.40   | 920.80          | 943.20  | 967.20  | 991.20  | 1015.20 | 1040.00 | 1066.40 | 1092.80 | 1120.00 | 1146.40 |
| 19 | 856.00  | 876.80  | 898.40  | 920.80  | 943.20   | 967.20          | 991.20  | 1015.20 | 1040.00 | 1066.40 | 1092.80 | 1120.00 | 1146.40 | 1175.20 | 1203.20 |
| 20 | 898.40  | 920.80  | 943.20  | 967.20  | 991.20   | 1015.20         | 1040.00 | 1066.40 | 1092.80 | 1120.00 | 1146.40 | 1175.20 | 1203.20 | 1234.40 | 1264.00 |
| 21 | 943.20  | 967.20  | 991.20  | 1015.20 | 1040.00  | 1066.40         | 1092.80 | 1120.00 | 1146.40 | 1175.20 | 1203.20 | 1234.40 | 1264.00 | 1295.20 | 1327.20 |
| 22 | 991.20  | 1015.20 | 1040.00 | 1066.40 | 1092.80  | 1120.00         | 1146.40 | 1175.20 | 1203.20 | 1234.40 | 1264.00 | 1295.20 | 1327.20 | 1360.80 | 1392.80 |
| 23 | 1040.00 | 1066.40 | 1092.80 | 1120.00 | 1146.40  | 1175.20         | 1203.20 | 1234.40 | 1264.00 | 1295.20 | 1327.20 | 1360.80 | 1392.80 | 1428.00 | 1463.20 |
| 24 | 1092.80 | 1120.00 | 1146.40 | 1175.20 | 1203.20  | 1234.40         | 1264.00 | 1295.20 | 1327.20 | 1360.80 | 1392.80 | 1428.00 | 1463.20 | 1499.20 | 1536.80 |
| 25 | 1146.40 | 1175.20 | 1203.20 | 1234.40 | 1264.00  | 1295.20         | 1327.20 | 1360.80 | 1392.80 | 1428.00 | 1463.20 | 1499.20 | 1536.80 | 1575.20 | 1613.60 |
| 26 | 1203.20 | 1234.40 | 1264.00 | 1295.20 | 1327.20  | 1360.80         | 1392.80 | 1428.00 | 1463.20 | 1499.20 | 1536.80 | 1575.20 | 1613.60 | 1654.40 | 1693.60 |
| 27 | 1264.00 | 1295.20 | 1327.20 | 1360.80 | 1392.80  | 1428.00         | 1463.20 | 1499.20 | 1536.80 | 1575.20 | 1613.60 | 1654.40 | 1693.60 | 1736.00 | 1778.40 |
| 28 | 1327.20 | 1360.80 | 1392.80 | 1428.00 | 1463.20  | 1499.20         | 1536.80 | 1575.20 | 1613.60 | 1654.40 | 1693.60 | 1736.00 | 1778.40 | 1823.20 | 1868.00 |
| 29 | 1392.80 | 1428.00 | 1463.20 | 1499.20 | 1536.80  | 1575.20         | 1613.60 | 1654.40 | 1693.60 | 1736.00 | 1778.40 | 1823.20 | 1868.00 | 1914.40 | 1961.60 |
| 30 | 1463.20 | 1499.20 | 1536.80 | 1575.20 | 1613.60  | 1654.40         | 1693.60 | 1736.00 | 1778.40 | 1823.20 | 1868.00 | 1914.40 | 1961.60 | 2009.60 | 2059.20 |
| 31 | 1536.80 | 1575.20 | 1613.60 | 1654.40 | 1693.60  | 1736.00         | 1778.40 | 1823.20 | 1868.00 | 1914.40 | 1961.60 | 2009.60 | 2059.20 | 2110.40 | 2161.60 |
| 32 | 1613.60 | 1654.40 | 1693.60 | 1736.00 | 1778.40  | 1823.20         | 1868.00 | 1914.40 | 1961.60 | 2009.60 | 2059.20 | 2110.40 | 2161.60 | 2216.00 | 2268.80 |
| 33 | 1693.60 | 1736.00 | 1778.40 | 1823.20 | 1868.00  | 1914.40         | 1961.60 | 2009.60 | 2059.20 | 2110.40 | 2161.60 | 2216.00 | 2268.80 | 2327.20 | 2383.20 |
| 34 | 1778.40 | 1823.20 | 1868.00 | 1914.40 | 1961.60  | 2009.60         | 2059.20 | 2110.40 | 2161.60 | 2216.00 | 2268.80 | 2327.20 | 2383.20 | 2442.40 | 2502.40 |
| 35 | 1868.00 | 1914.40 | 1961.60 | 2009.60 | 2059.20  | 2110.40         | 2161.60 | 2216.00 | 2268.80 | 2327.20 | 2383.20 | 2442.40 | 2502.40 | 2564.80 | 2627.20 |
| 36 | 1961.60 | 2009.60 | 2059.20 | 2110.40 | 2161.60  | 2216.00         | 2268.80 | 2327.20 | 2383.20 | 2442.40 | 2502.40 | 2564.80 | 2627.20 | 2692.80 | 2760.00 |
| 37 | 2059.20 | 2110.40 | 2161.60 | 2216.00 | 2268.80  | 2327.20         | 2383.20 | 2442.40 | 2502.40 | 2564.80 | 2627.20 | 2692.80 | 2760.00 | 2827.20 | 2899.20 |
| 38 | 2161.60 | 2216.00 | 2268.80 | 2327.20 | 2383.20  | 2442.40         | 2502.40 | 2564.80 | 2627.20 | 2692.80 | 2760.00 | 2827.20 | 2899.20 | 2968.80 | 3043.20 |

\* Market Rate



**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. Weekly 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<br>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<br>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<br>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<br>7.0% - Others                            | 9.4                             | 8.7                         | 8.2                                          |
| 1983        | 6.5%                                                                                                                                          | 10.2% - Ft. Hays <sup>d</sup><br>7.5% - Others <sup>e</sup> | 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 <sup>e</sup>                                            | 7.41                            | 2.8                         | 3.5                                          |
| 1987        | 3.0% <sup>b</sup>                                                                                                                             | 2.5% <sup>e</sup>                                           | 3.68                            | 2.2                         | 3.2                                          |
| 1988        | 2.0% effective 12/18/87 <sup>d</sup>                                                                                                          | 3.0% eff. 12/18/87 <sup>e</sup>                             | 4.22                            | 4.1                         | 3.0                                          |
| 1989        | 4.0% <sup>c</sup>                                                                                                                             | 7.5 <sup>f</sup>                                            | 5.62                            | 4.7                         | 2.8                                          |
| 1990        | 3.0% <sup>c</sup>                                                                                                                             | 8.5 <sup>g</sup>                                            | 4.81                            | 4.8                         | 2.7                                          |
| 1991        | 1.5% <sup>b</sup>                                                                                                                             | 2.00% to 4.00% <sup>i</sup>                                 | 3.69                            | 5.4                         | 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.)                     | 1.9                         | 3.5 (est.)                                   |
| 1999        | 1.5%                                                                                                                                          | 4.0%                                                        | 3.75 (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 control 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  
December 11, 1998

**INCREASES IN SALARIES FOR STATE CLASSIFIED EMPLOYEES  
FY 1987-FY 1999**

| <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% <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                               | 4.7                              |
| 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                 | 5.4                              |
| 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 <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                 | 1.9                              |
| 1999               | 2.5                   | 1.5                           | 4.0                                             | \$400 to \$1,000                 | 2.1(est.)                        |

**Employer Paid Health Insurance Costs**

For FY 1999 the employer's paid health insurance costs in the *Governor's Budget Report* contains an annual single member health insurance premium of \$2,342, plus an annual dependent health insurance premium of \$1,209. The FY 1999 total budgeted health insurance premium for each state employee with dependents that the state pays is \$3,551.

**Employer Contributions**

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

|                                                                                    |                      |
|------------------------------------------------------------------------------------|----------------------|
| Kansas Public Employees Retirement System<br>(Assumes membership in KPERS-Regular) | 3.99%                |
| FICA (Composite Rate for OASDI and Medicare)                                       | 7.65                 |
| Workers Compensation Assessment                                                    | 1.00                 |
| Unemployment Insurance Assessment                                                  | 0.30                 |
| State Leave Payment Assessment                                                     | <u>0.35</u>          |
| <b>TOTAL</b>                                                                       | <b><u>13.29%</u></b> |

On the average classified state employee's salary of \$26,775, the above employer costs for fringe benefits would total an average of \$3,558. 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 \$7,109.

**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).



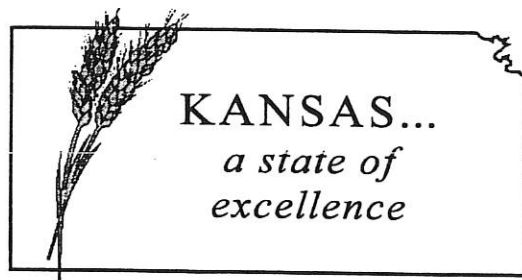
# WORK FORCE REPORT

Fiscal Year 1997

Department of Administration  
Division of Personnel Services

The *Work Force Report for Fiscal Year 1997* profiles statistics, trends, and characteristics of the Kansas state government work force. For several years, the Division of Personnel Services, Department of Administration, has published an annual report with limited statistical information. The following information for Fiscal Year 1997, and prior years when used to show trends, is the Division's first compilation of data separate from the annual report.

In December of 1995, the State of Kansas implemented a new automated personnel and payroll system -- Statewide Human Resource and Payroll (SHARP). This new system replaced KIPPS (Kansas Integrated Personnel and Payroll System). The information presented in this report was gathered from SHARP; annual reports containing KIPPS data; information published by the Division of the Budget, State of Kansas; Kansas Department of Human Resources; and the U.S. Census Bureau.



Division of Personnel Services  
Department of Administration  
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# INTRODUCTION

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Section I provides graphs and tables showing positions in state government. It is important to note the difference between positions and employees. Legislature authorizes the number of full-time equivalent (FTE) positions for agencies to provide services and perform functions. While the number of positions normally remains constant during a fiscal year, the number of employees filling those positions varies from day-to-day. Therefore, the employee data provided in the other sections will not precisely match with the position data presented in Section I.

- Positions are placed in classified service or unclassified service. The two types of service are depicted in "Position Reference Table" for each category.
- The reported number of positions in Fiscal Year 1996 increased from the previous year as part of the Governor's intent to report the full size of the state workforce. In prior years, certain positions were not included in determining the number of FTE positions. In Fiscal Year 1996, some of these positions were converted to FTE positions.
- In September 1995, Governor Bill Graves initiated a plan to decrease the number FTE positions based on a reduction of 2% by the end of FY 1996 and an additional 3% (a total of 5%) by the end of FY 1997.
- Another factor affecting the size of the state workforce results from a law passed by the 1993 Legislature which requires that at least 25% of positions vacated by state employees who retire be eliminated.

# SECTION 1

## AGENCIES AND POSITIONS

## Kansas State Government Functions

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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| <p><b>General Government</b> includes agencies that provide overall policy guidance to state government and general administrative services to other state agencies. These agencies collect and distribute state revenues and perform state licensure and regulatory functions.</p> <ul style="list-style-type: none"> <li>028 Board of Accountancy</li> <li>058 Kansas Human Rights Commission</li> <li>082 Attorney General</li> <li>094 Banking Department</li> <li>100 Board of Barbering</li> <li>102 Behavioral Sciences Regulatory Board</li> <li>105 Board of Healing Arts</li> <li>122 Citizens' Utility Ratepayer Board</li> <li>143 Kansas Corporation Commission</li> <li>149 Board of Cosmetology</li> <li>159 Department of Credit Unions</li> <li>167 Kansas Dental Board</li> <li>173 Department of Administration</li> <li>204 Board of Mortuary Arts</li> <li>247 Governmental Standards &amp; Conduct</li> <li>252 Office of the Governor</li> <li>270 Health Care Stabilization Board of Governors</li> <li>300 Department of Commerce and Housing</li> <li>328 Board of Indigents' Defense Services</li> <li>331 Insurance Department</li> <li>349 Judicial Council</li> <li>360 Kansas, Inc.</li> <li>365 Kansas Public Employees Retirement System</li> <li>371 Kansas Technology Enterprise Corp.</li> <li>422 Legislative Coordinating Council</li> <li>425 Legislative Research Department</li> <li>428 Legislature</li> <li>446 Office of the Lieutenant Governor</li> <li>450 Kansas Lottery</li> <li>454 Consumer Credit Commissioner</li> <li>482 Board of Nursing</li> <li>488 Board of Examiners in Optometry</li> <li>531 Board of Pharmacy</li> <li>540 Legislative Division of Post Audit</li> <li>543 Kansas Real Estate Appraisal Board</li> <li>549 Kansas Real Estate Commission</li> <li>553 Kansas Racing &amp; Gaming Commission</li> <li>562 Board of Tax Appeals</li> <li>565 Department of Revenue</li> <li>579 Revisor of Statutes</li> <li>622 Secretary of State</li> <li>625 Office of the Securities Commissioner</li> <li>663 Board of Technical Professions</li> <li>670 State Treasurer</li> <li>677 Judiciary</li> <li>700 Board of Veterinary Examiners</li> </ul> | <p><b>Public Safety</b> agencies' goal is to preserve the safety and security of Kansas citizens.</p> <ul style="list-style-type: none"> <li>034 Adjutant General</li> <li>083 Kansas Bureau of Investigation</li> <li>147 Ombudsman for Corrections</li> <li>177 Ellsworth Correctional Facility</li> <li>195 El Dorado Correctional Facility</li> <li>206 Emergency Medical Services Board</li> <li>234 State Fire Marshal</li> <li>280 Highway Patrol</li> <li>313 Hutchinson Correctional Facility</li> <li>319 Youth Center at Topeka</li> <li>325 Youth Center at Beloit</li> <li>350 Juvenile Authority</li> <li>355 Youth Center at Atchison</li> <li>400 Lansing Correctional Facility</li> <li>408 Larned Correctional Mental Health Facility</li> <li>412 Youth Center at Larned</li> <li>521 Department of Corrections</li> <li>523 Kansas Parole Board</li> <li>581 Norton Correctional Facility</li> <li>626 Kansas Sentencing Commission</li> <li>660 Topeka Correctional Facility</li> <li>712 Winfield Correctional Facility</li> </ul> <p><b>Human Resources</b> agencies provide a wide range of services to Kansans, including job training and placement; payment of unemployment insurance benefits; veterans' counseling and care; preventive health services through aid to local health departments; as well as welfare, social services, and medical assistance to poor, elderly, and disadvantaged citizens.</p> <ul style="list-style-type: none"> <li>039 Department on Aging</li> <li>140 Corporation for Change</li> <li>261 Kansas Guardianship Program</li> <li>264* Health and Environment--Health</li> <li>296 Department of Human Resources</li> <li>363 Kansas Neurological Institute</li> <li>410 Larned State Hospital</li> <li>494 Osawatomie State Hospital</li> <li>507 Parsons St. Hospital &amp; Training Center</li> <li>555 Rainbow Mental Health Facility</li> <li>629 Social and Rehabilitation Services</li> <li>664 Topeka State Hospital</li> <li>694 Commission on Veterans Affairs</li> <li>713 Winfield St. Hospital &amp; Training Center</li> </ul> |
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## Kansas State Government Functions

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Agriculture &amp; Natural Resources</b> agencies promote, protect, improve, and restore natural resources in Kansas. This includes agricultural product regulation; maintenance of state parks, state fishing lakes, and wildlife areas; conservation and management of soil and water resources; environmental protection; commodity inspections; public health maintenance through control of infectious disease; and promotion of Kansas products.</p> <p>046 Department of Agriculture<br/>         055 Animal Health Department<br/>         258 Grain Inspection Department<br/>         264* Health and Environment -- Environment<br/>         373 Kansas State Fair<br/>         391 Kansas Wheat Commission<br/>         634 State Conservation Commission<br/>         709 Kansas Water Office<br/>         710 Department of Wildlife and Parks</p> | <p><b>Education</b> includes state support of primary, secondary, and higher education, and other education agencies.</p> <p>036 Council on Vocational Education<br/>         246 Fort Hays State University<br/>         288 Historical Society<br/>         359 Kansas Arts Commission<br/>         367 Kansas State University<br/>         368 KSU -- Salina, College of Technology<br/>         379 Emporia State University<br/>         385 Pittsburg State University<br/>         434 State Library<br/>         561 Board of Regents<br/>         604 School for the Blind<br/>         610 School for the Deaf<br/>         652 Department of Education<br/>         682 University of Kansas<br/>         683 KU Medical Center<br/>         715 Wichita State University</p> |
| <p><b>Transportation's</b> only agency provides a statewide transportation system that meets the needs of Kansas and is responsible for maintenance and improvement of the 10,000-mile state highway system.</p> <p>276 Kansas Department of Transportation</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

\* Programs within the Department of Health and Environment are divided between two functions

Source: Comparison Report: The Governor's Budget Report with Legislative Authorizations, Fiscal Year 1998, Division of the Budget

**POSITION REFERENCE TABLE - CLASSIFIED SERVICE**

January 26, 1998

| POSITION TYPE                          | REGULAR                 |                         | TEMPORARY                                                                       |                                                                                 |
|----------------------------------------|-------------------------|-------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------|
|                                        | FULL-TIME               | PART-TIME               | FULL-TIME                                                                       | PART-TIME                                                                       |
| <b>POSITION</b>                        |                         |                         |                                                                                 |                                                                                 |
| Counts toward FTE?                     | Yes                     | Yes                     | No                                                                              | No                                                                              |
| Statutory Authority                    | FTE Limit               | FTE Limit               | N/A                                                                             | N/A                                                                             |
| <b>EMPLOYEE MOVEMENT</b>               |                         |                         |                                                                                 |                                                                                 |
| Promotion and Transfer                 | Yes                     | Yes                     | Yes                                                                             | Yes                                                                             |
| Suspension and Demotion                | Yes                     | Yes                     | No                                                                              | No                                                                              |
| Layoff Alternatives                    | Yes                     | Yes                     | No                                                                              | No                                                                              |
| Dismissal                              | Yes                     | Yes                     | Yes                                                                             | Yes                                                                             |
| <b>SELECTION</b>                       |                         |                         |                                                                                 |                                                                                 |
| Selection Process                      | Civil Service Procedure | Civil Service Procedure | Agency discretion                                                               | Agency discretion                                                               |
| Meet MQ?                               | Yes                     | Yes                     | Yes                                                                             | Yes                                                                             |
| Eligibility Pools Considered?          | Yes                     | Yes                     | Optional                                                                        | Optional                                                                        |
| Compete with Other Candidates?         | Yes                     | Yes                     | Agency discretion                                                               | Agency discretion                                                               |
| <b>COMPENSATION</b>                    |                         |                         |                                                                                 |                                                                                 |
| Hour Limitations                       | None                    | Below 100%              | 999 hrs. in 12 months                                                           | 999 hrs. in 12 months                                                           |
| Probationary Period?                   | Yes                     | Yes                     | No                                                                              | No                                                                              |
| Pay                                    | Pay Matrix              | Pay Matrix              | Typically Step 1 unless previous permanent status or exceptional qualifications | Typically Step 1 unless previous permanent status or exceptional qualifications |
| Step Movement                          | Yes                     | Yes                     | No                                                                              | No                                                                              |
| Longevity Bonus                        | Yes                     | Yes                     | No                                                                              | No                                                                              |
| Overtime Exemption?                    | Position specific       | Position specific       | Position specific                                                               | Position specific                                                               |
| Length of Service                      | Yes                     | Yes                     | No                                                                              | No                                                                              |
| <b>BENEFITS ELIGIBILITY</b>            |                         |                         |                                                                                 |                                                                                 |
| GHI                                    | Yes                     | Yes <sup>1</sup>        | No                                                                              | No                                                                              |
| KPERS (Retirement System) <sup>2</sup> | Yes                     | Yes <sup>1</sup>        | No                                                                              | No                                                                              |
| Sick Leave                             | Yes                     | Prorated basis          | No                                                                              | No                                                                              |
| Vacation Leave                         | Yes                     | Prorated basis          | No                                                                              | No                                                                              |
| Holiday Credit/Discretionary Day       | Yes                     | Partial Credit          | Yes <sup>3</sup>                                                                | Partial credit <sup>3</sup>                                                     |
| Deferred Comp./TSA                     | Yes                     | Yes                     | Yes                                                                             | Yes                                                                             |
| Shared Leave                           | Yes                     | Yes                     | No                                                                              | No                                                                              |
| Flexible Spending Account              | Yes                     | Yes                     | No                                                                              | No                                                                              |

<sup>1</sup>For employees with 50% appointment or more.

<sup>2</sup>Fire fighters, judges, teachers, and selected employees in the Department of Corrections have own systems set by statute or contract.

<sup>3</sup>Does count toward 999 hour limit.

# POSITION REFERENCE TABLE - UNCLASSIFIED SERVICE

February 5, 1998

| POSITION TYPE                                         | REGULAR                        |                                | TEMPORARY                                                        |                                                                  |
|-------------------------------------------------------|--------------------------------|--------------------------------|------------------------------------------------------------------|------------------------------------------------------------------|
|                                                       | FULL-TIME                      | PART-TIME                      | FULL-TIME                                                        | PART-TIME                                                        |
| <b>POSITION</b>                                       |                                |                                |                                                                  |                                                                  |
| Counts toward FTE?                                    | Yes                            | Yes                            | No                                                               | No                                                               |
| Statutory Authority                                   | KSA 75-2935 or agency          | KSA 75-2935 or agency          | Special Projects,<br>Agency Statutes and<br>K.S.A. 75-2935(1)(i) | Special Projects,<br>Agency Statutes and<br>K.S.A. 75-2935(1)(i) |
| <b>EMPLOYEE MOVEMENT</b>                              |                                |                                |                                                                  |                                                                  |
| Promotion, Demotion, and Transfer within Unclassified | Yes                            | Yes                            | Yes                                                              | Yes                                                              |
| Promotion, Demotion and Transfer to Classified        | Yes                            | Yes                            | Yes                                                              | Yes                                                              |
| Suspension and Demotion                               | Yes                            | Yes                            | Yes                                                              | Yes                                                              |
| Dismissal                                             | Yes                            | Yes                            | Yes                                                              | Yes                                                              |
| <b>SELECTION</b>                                      |                                |                                |                                                                  |                                                                  |
| Selection Process                                     | Appointed or agency discretion | Appointed or agency discretion | Agency discretion                                                | Agency discretion                                                |
| Meet MQ?                                              | N/A                            | N/A                            | N/A                                                              | N/A                                                              |
| Eligibility Pools Considered?                         | N/A                            | N/A                            | N/A                                                              | N/A                                                              |
| Compete with Other Candidates?                        | Agency discretion              | Agency discretion              | Agency discretion                                                | Agency discretion                                                |
| <b>COMPENSATION</b>                                   |                                |                                |                                                                  |                                                                  |
| Hour Limitations                                      | None                           | None                           | None                                                             | None                                                             |
| Probationary Period?                                  | Optional                       | Optional                       | Optional                                                         | Optional                                                         |
| Pay                                                   | Agency enabling language       | Agency enabling language       | Agency enabling language                                         | Agency enabling language                                         |
| Pay Increases                                         | Yes                            | Yes                            | Yes                                                              | Yes                                                              |
| Longevity Bonus <sup>1</sup>                          | No                             | No                             | No                                                               | No                                                               |
| Overtime Exemption?                                   | Position specific              | Position specific              | Position specific                                                | Position specific                                                |
| Length of Service                                     | Typically Yes                  | Typically Yes                  | Position specific                                                | Position specific                                                |
| <b>BENEFITS ELIGIBILITY</b>                           |                                |                                |                                                                  |                                                                  |
| GHI                                                   | Yes                            | Yes <sup>2</sup>               | Position specific                                                | No                                                               |
| KPERS (Retirement System) <sup>3</sup>                | Yes                            | Yes <sup>2</sup>               | Position specific                                                | No                                                               |
| Sick Leave                                            | Yes                            | Prorated basis                 | Position specific                                                | No                                                               |
| Vacation Leave                                        | Yes                            | Prorated basis                 | Position specific                                                | No                                                               |
| Holiday Credit/Discretionary Day                      | Yes                            | Position Specific              | Position specific                                                | Position specific                                                |
| Deferred Comp./TSA                                    | Yes                            | Yes                            | Position specific                                                | No                                                               |
| Shared Leave                                          | Yes <sup>4</sup>               | Yes <sup>4</sup>               | No                                                               | No                                                               |
| Flexible Spending Account                             | Yes                            | Yes                            | Position specific                                                | No                                                               |

<sup>1</sup>Some employees in the Legislative branch, Judicial branch, Insurance Department, and Attorney General's office may receive longevity bonuses depending on the agency's current practice.

<sup>2</sup>For employees with 50% appointment or more.

<sup>3</sup>Firefighters, judges and teachers have own systems set by statute or contract.

<sup>4</sup>Applies to persons whose salary is approved by Governor.

## Positions by Agency

### Full Time Equivalent (FTE) and Unclassified Temporary

| Agency Number and Name                   | Fiscal Year |       |       |       |       |
|------------------------------------------|-------------|-------|-------|-------|-------|
|                                          | 1993        | 1994  | 1995  | 1996  | 1997  |
| 28 Board of Accountancy                  | 3.0         | 3.0   | 3.0   | 3.0   | 3.0   |
| 34 Adjutant General                      |             |       |       |       |       |
| FTE Positions                            | 186.5       | 191.5 | 229.5 | 226.0 | 227.0 |
| Unclassified Temporary Positions         | —           | 5.0   | 16.0  | 52.0  | 42.5  |
| Total                                    | 186.5       | 196.5 | 245.5 | 278.0 | 269.5 |
| 36 Council on Vocational Education       | 2.0         | 2.0   | 2.0   | 2.0   | 1.0   |
| 39 Department on Aging                   |             |       |       |       |       |
| FTE Positions                            | 31.0        | 31.0  | 40.8  | 39.8  | 79.8  |
| Unclassified Temporary Positions         | 4.3         | 4.3   | 4.8   | 4.7   | 4.7   |
| Total                                    | 35.3        | 35.3  | 45.6  | 44.5  | 84.5  |
| 46 Department of Agriculture             |             |       |       |       |       |
| FTE Positions                            | 328.5       | 326.5 | 327.5 | 322.8 | 305.8 |
| Unclassified Temporary Positions         | 11.0        | 16.0  | 17.2  | 18.4  | 22.0  |
| Total                                    | 339.5       | 342.5 | 344.7 | 341.2 | 327.8 |
| 55 Animal Health Department              | 38.5        | 29.5  | 29.5  | 29.0  | 29.0  |
| 58 Kansas Human Rights Commission        |             |       |       |       |       |
| FTE Positions                            | 40.0        | 40.0  | 38.0  | 38.0  | 38.0  |
| Unclassified Temporary Positions         | 2.0         | 2.0   | —     | 2.0   | 2.0   |
| Total                                    | 42.0        | 42.0  | 38.0  | 40.0  | 40.0  |
| 82 Attorney General                      |             |       |       |       |       |
| FTE Positions                            | 67.0        | 67.0  | 68.0  | 80.8  | 85.8  |
| Unclassified Temporary Positions         | —           | —     | —     | —     | 2.0   |
| Total                                    | 67.0        | 67.0  | 68.0  | 80.8  | 87.8  |
| 83 Kansas Bureau of Investigation        |             |       |       |       |       |
| FTE Positions                            | 190.0       | 190.0 | 190.0 | 192.0 | 194.5 |
| Unclassified Temporary Positions         | 9.0         | 10.0  | 9.0   | 16.0  | 26.0  |
| Total                                    | 199.0       | 200.0 | 199.0 | 208.0 | 220.5 |
| 94 Banking Department                    | 73.0        | 73.0  | 74.0  | 73.0  | 72.0  |
| 100 Board of Barbering                   | 2.0         | 2.0   | 2.0   | 2.0   | 2.0   |
| 102 Behavioral Sciences Regulatory Board | 5.0         | 6.5   | 8.5   | 6.5   | 6.5   |
| 105 Board of Healing Arts                | 23.0        | 24.0  | 26.0  | 27.0  | 27.0  |
| 122 Citizens' Utility Ratepayer Board    |             |       |       |       |       |
| FTE Positions                            | 3.0         | 3.0   | 3.0   | 2.0   | 2.0   |
| Unclassified Temporary Positions         | —           | 1.0   | 1.0   | 1.0   | 1.0   |
| Total                                    | 3.0         | 4.0   | 4.0   | 3.0   | 3.0   |
| 140 Corporation for Change               | —           | 7.5   | 9.0   | 7.5   | 5.0   |
| 143 Kansas Corporation Commission        |             |       |       |       |       |
| FTE Positions                            | 224.0       | 224.0 | 224.0 | 213.0 | 212.0 |
| Unclassified Temporary Positions         | —           | —     | 1.0   | 1.0   | —     |
| Total                                    | 224.0       | 224.0 | 225.0 | 214.0 | 212.0 |
| 147 Ombudsman for Corrections            | 4.0         | 4.0   | 4.0   | 4.0   | 4.0   |
| 149 Board of Cosmetology                 |             |       |       |       |       |
| FTE Positions                            | 8.0         | 9.0   | 9.0   | 9.0   | 10.0  |
| Unclassified Temporary Positions         | 3.0         | —     | —     | —     | —     |
| Total                                    | 11.0        | 9.0   | 9.0   | 9.0   | 10.0  |
| 159 Department of Credit Unions          | 12.0        | 12.0  | 12.0  | 12.0  | 12.0  |
| 167 Kansas Dental Board                  | 1.8         | 2.4   | 2.4   | 2.4   | 2.4   |
| 173 Department of Administration         |             |       |       |       |       |
| FTE Positions                            | 914.0       | 918.0 | 925.8 | 905.8 | 866.3 |
| Unclassified Temporary Positions         | 8.0         | 8.0   | 1.0   | 9.5   | 9.5   |
| Total                                    | 922.0       | 926.0 | 926.8 | 915.3 | 875.8 |
| 177 Ellsworth Correctional Facility      | 185.5       | 189.5 | 190.5 | 190.5 | 184.5 |

## Positions by Agency

### Full Time Equivalent (FTE) and Unclassified Temporary

| Agency Number and Name                            | Fiscal Year |        |        |        |        |
|---------------------------------------------------|-------------|--------|--------|--------|--------|
|                                                   | 1993        | 1994   | 1995   | 1996   | 1997   |
| 195 El Dorado Correctional Facility               | 390.0       | 390.0  | 390.0  | 404.0  | 387.0  |
| 204 Board of Mortuary Arts                        | 3.0         | 3.0    | 3.0    | 3.0    | 3.0    |
| 206 Emergency Medical Services Board              | 13.0        | 13.0   | 13.0   | 13.0   | 13.0   |
| 234 State Fire Marshal                            | 37.0        | 36.0   | 40.0   | 40.0   | 40.0   |
| 246 Fort Hays State University                    | 649.5       | 664.6  | 690.6  | 694.9  | 694.0  |
| 247 Governmental Standards & Conduct              |             |        |        |        |        |
| FTE Positions                                     | 6.0         | 6.0    | 8.0    | 9.0    | 9.0    |
| Unclassified Temporary Positions                  | --          | 1.0    | 3.0    | 2.0    | 0.6    |
| Total                                             | 6.0         | 7.0    | 11.0   | 11.0   | 9.6    |
| 252 Office of the Governor                        |             |        |        |        |        |
| FTE Positions                                     | 33.0        | 29.0   | 29.5   | 29.5   | 28.5   |
| Unclassified Temporary Positions                  | --          | --     | --     | 7.7    | 5.9    |
| Total                                             | 33.0        | 29.0   | 29.5   | 37.2   | 34.4   |
| 258 Grain Inspection Department                   | 150.0       | 137.0  | 135.0  | 135.0  | 117.0  |
| 261 Kansas Guardianship Program                   | --          | --     | --     | 12.0   | 12.0   |
| 264 Health and Environment, Dept. of--Environment |             |        |        |        |        |
| FTE Positions                                     | 345.5       | 345.5  | 393.5  | 397.0  | 391.0  |
| Unclassified Temporary Positions                  | 55.0        | 105.0  | 77.5   | 75.5   | 75.5   |
| Total                                             | 400.5       | 450.5  | 471.0  | 472.5  | 466.5  |
| 264 Health and Environment, Dept. of--Health      |             |        |        |        |        |
| FTE Positions                                     | 415.5       | 420.5  | 436.1  | 422.1  | 411.6  |
| Unclassified Temporary Positions                  | 46.0        | 72.7   | 82.1   | 74.6   | 77.1   |
| Total                                             | 461.5       | 493.2  | 518.2  | 496.7  | 488.7  |
| 270 Health Care Stabilization Bd of Governors     | --          | --     | 14.7   | 16.0   | 16.0   |
| 276 Kansas Department of Transportation           |             |        |        |        |        |
| FTE Positions                                     | 3308.0      | 3299.0 | 3304.0 | 3304.5 | 3227.5 |
| Unclassified Temporary Positions                  | 4.0         | 6.0    | 5.0    | 5.0    | 2.0    |
| Total                                             | 3312.0      | 3305.0 | 3309.0 | 3309.5 | 3229.5 |
| 280 Highway Patrol                                |             |        |        |        |        |
| FTE Positions                                     | 814.5       | 811.5  | 815.6  | 815.5  | 799.5  |
| Unclassified Temporary Positions                  | --          | --     | 12.0   | 14.0   | 14.0   |
| Total                                             | 814.5       | 811.5  | 827.6  | 829.5  | 813.5  |
| 288 Historical Society                            |             |        |        |        |        |
| FTE Positions                                     | 141.5       | 141.5  | 140.5  | 136.5  | 136.5  |
| Unclassified Temporary Positions                  | --          | 6.0    | 8.0    | --     | --     |
| Total                                             | 141.5       | 147.5  | 148.5  | 136.5  | 136.5  |
| 296 Department of Human Resources                 |             |        |        |        |        |
| FTE Positions                                     | 882.5       | 915.0  | 930.5  | 1033.5 | 1014.5 |
| Unclassified Temporary Positions                  | --          | 8.0    | 14.0   | 17.0   | 21.0   |
| Total                                             | 882.5       | 923.0  | 944.5  | 1050.5 | 1035.5 |
| 300 Department of Commerce and Housing            |             |        |        |        |        |
| FTE Positions                                     | 114.7       | 114.5  | 116.5  | 124.0  | 134.0  |
| Unclassified Temporary Positions                  | 11.0        | 11.0   | 12.0   | 9.0    | 2.0    |
| Total                                             | 125.7       | 125.5  | 128.5  | 133.0  | 136.0  |
| 313 Hutchinson Correctional Facility              | 522.0       | 521.0  | 521.0  | 532.0  | 512.0  |
| 319 Youth Center at Topeka                        |             |        |        |        |        |
| FTE Positions                                     | 220.0       | 218.0  | 218.0  | 219.0  | 218.0  |
| Unclassified Temporary Positions                  | --          | --     | 9.0    | 10.0   | 10.0   |
| Total                                             | 220.0       | 218.0  | 227.0  | 229.0  | 228.0  |
| 325 Youth Center at Beloit                        | 103.0       | 103.0  | 103.0  | 103.0  | 94.0   |

## Positions by Agency

### Full Time Equivalent (FTE) and Unclassified Temporary

| Agency Number and Name                         | Fiscal Year |        |        |        |        |
|------------------------------------------------|-------------|--------|--------|--------|--------|
|                                                | 1993        | 1994   | 1995   | 1996   | 1997   |
| 328 Board of Indigents' Defense Services       |             |        |        |        |        |
| FTE Positions                                  | 79.5        | 97.0   | 113.0  | 146.0  | 149.0  |
| Unclassified Temporary Positions               | —           | —      | —      | 1.0    | —      |
| Total                                          | 79.5        | 97.0   | 113.0  | 147.0  | 149.0  |
| 331 Insurance Department                       |             |        |        |        |        |
| FTE Positions                                  | 164.2       | 172.2  | 162.5  | 163.5  | 161.5  |
| Unclassified Temporary Positions               | —           | —      | —      | —      | 2.0    |
| Total                                          | 164.2       | 172.2  | 162.5  | 163.5  | 163.5  |
| 349 Judicial Council                           | 4.0         | 4.0    | 4.0    | 4.0    | 4.0    |
| 350 Juvenile Justice Authority                 | —           | —      | —      | —      | 5.0    |
| 355 Youth Center at Atchison                   | 127.5       | 127.5  | 128.0  | 128.0  | 128.0  |
| 359 Kansas Arts Commission                     | 9.0         | 9.0    | 9.0    | 9.0    | 9.0    |
| 360 Kansas, Inc.                               | 4.5         | 4.5    | 5.0    | 5.0    | 5.0    |
| 363 Kansas Neurological Institute              |             |        |        |        |        |
| FTE Positions                                  | 852.5       | 815.5  | 815.5  | 765.0  | 702.0  |
| Unclassified Temporary Positions               | —           | —      | —      | 30.0   | 30.0   |
| Total                                          | 852.5       | 815.5  | 815.5  | 795.0  | 732.0  |
| 365 Kansas Public Employees Retirement System  |             |        |        |        |        |
| FTE Positions                                  | 73.0        | 76.0   | 76.0   | 76.0   | 77.0   |
| Unclassified Temporary Positions               | 1.0         | —      | —      | —      | —      |
| Total                                          | 74.0        | 76.0   | 76.0   | 76.0   | 77.0   |
| 367 Kansas State University (KSU)              | 2971.2      | 2971.1 | 2981.2 | 3013.3 | 3024.6 |
| KSU — ESARP*                                   | 1270.6      | 1271.6 | 1270.6 | 1273.6 | 1275.3 |
| KSU — Salina College of Technology             | 127.1       | 127.1  | 128.1  | 127.1  | 127.1  |
| KSU Veterinary Medical Center                  | 248.8       | 248.8  | 247.8  | 250.8  | 253.8  |
| 371 Kansas Technology Enterprise Corp.         |             |        |        |        |        |
| FTE Positions                                  | 11.0        | 11.0   | 11.0   | 22.0   | 18.0   |
| Unclassified Temporary Positions               | —           | 15.5   | 24.0   | 14.0   | 14.0   |
| Total                                          | 11.0        | 26.5   | 35.0   | 36.0   | 32.0   |
| 373 Kansas State Fair                          | 17.0        | 17.0   | 17.0   | 17.0   | 18.0   |
| 379 Emporia State University                   | 681.7       | 691.1  | 716.1  | 739.2  | 739.2  |
| 385 Pittsburg State University                 | 664.2       | 698.1  | 699.9  | 704.8  | 784.5  |
| 391 Kansas Wheat Commission                    | 8.0         | 8.0    | 8.0    | 8.0    | 8.0    |
| 400 Lansing Correctional Facility              | 724.0       | 724.0  | 708.0  | 719.0  | 716.0  |
| 408 Larned Correctional Mental Health Facility | 175.0       | 175.0  | 174.0  | 174.0  | 168.0  |
| 410 Larned State Hospital                      | 928.1       | 869.1  | 849.1  | 808.6  | 782.8  |
| 412 Youth Center at Larned                     | —           | 59.0   | 122.0  | 122.0  | 122.0  |
| 422 Legislative Coordinating Council           |             |        |        |        |        |
| FTE Positions                                  | 10.0        | 10.0   | 10.0   | 10.0   | 10.0   |
| Unclassified Temporary Positions               | —           | —      | —      | 1.0    | 1.0    |
| Total                                          | 10.0        | 10.0   | 10.0   | 11.0   | 11.0   |
| 425 Legislative Research Department            | 35.3        | 35.3   | 35.4   | 36.0   | 37.0   |
| 428 Legislature                                |             |        |        |        |        |
| FTE Positions                                  | 27.0        | 31.0   | 31.0   | 39.0   | 38.0   |
| Unclassified Temporary Positions               | —           | —      | 64.3   | —      | —      |
| Total                                          | 27.0        | 31.0   | 95.3   | 39.0   | 38.0   |
| 434 State Library                              | 26.0        | 26.0   | 26.0   | 26.0   | 26.0   |
| 446 Office of the Lieutenant Governor          | 3.0         | 2.5    | 3.0    | 3.0    | 3.0    |
| 450 Kansas Lottery                             |             |        |        |        |        |
| FTE Positions                                  | 99.0        | 98.0   | 98.0   | 89.0   | 95.0   |
| Unclassified Temporary Positions               | —           | —      | —      | 2.0    | 2.0    |
| Total                                          | 99.0        | 98.0   | 98.0   | 91.0   | 97.0   |

## Positions by Agency

### Full Time Equivalent (FTE) and Unclassified Temporary

| Agency Number and Name                     | Fiscal Year |        |        |        |        |
|--------------------------------------------|-------------|--------|--------|--------|--------|
|                                            | 1993        | 1994   | 1995   | 1996   | 1997   |
| 454 Consumer Credit Commissioner           | 7.0         | 7.0    | 7.0    | 6.0    | 7.0    |
| 482 Board of Nursing                       | 15.0        | 17.0   | 17.0   | 16.0   | 16.5   |
| 488 Board of Optometry Examiners           | 0.3         | 0.3    | 0.3    | 0.3    | 0.3    |
| 494 Osawatomie State Hospital              | 615.5       | 591.5  | 590.5  | 572.1  | 572.7  |
| 507 Parsons St. Hospital & Training Center | 563.0       | 535.0  | 525.0  | 524.0  | 518.0  |
| 521 Department of Corrections              |             |        |        |        |        |
| FTE Positions                              | 370.0       | 364.0  | 359.0  | 359.0  | 355.0  |
| Unclassified Temporary Positions           | 3.0         | 4.0    | —      | 2.0    | 5.0    |
| Total                                      | 373.0       | 368.0  | 359.0  | 361.0  | 360.0  |
| 523 Kansas Parole Board                    | 13.0        | 13.0   | 13.0   | 11.0   | 5.0    |
| 531 Board of Pharmacy                      | 6.0         | 6.0    | 6.0    | 6.0    | 6.0    |
| 540 Legislative Division of Post Audit     |             |        |        |        |        |
| FTE Positions                              | 19.0        | 19.0   | 20.0   | 20.0   | 20.0   |
| Unclassified Temporary Positions           | —           | —      | 1.9    | 2.9    | 2.0    |
| Total                                      | 19.0        | 19.0   | 21.9   | 22.9   | 22.0   |
| 543 Kansas Real Estate Appraisal Board     | —           | 2.0    | 2.0    | 2.0    | 2.0    |
| 549 Kansas Real Estate Commission          | 15.0        | 15.0   | 14.0   | 14.0   | 14.0   |
| 553 Kansas Racing & Gaming Commission      |             |        |        |        |        |
| FTE Positions                              | 41.5        | 42.0   | 50.5   | 54.0   | 56.0   |
| Unclassified Temporary Positions           | —           | —      | —      | —      | 8.0    |
| Total                                      | 41.5        | 42.0   | 50.5   | 54.0   | 64.0   |
| 555 Rainbow Mental Health Facility         | 129.0       | 130.0  | 130.1  | 136.4  | 136.4  |
| 561 Board of Regents                       | 18.0        | 18.0   | 18.0   | 18.0   | 18.0   |
| 562 Board of Tax Appeals                   | 36.0        | 36.0   | 35.0   | 35.0   | 32.0   |
| 565 Department of Revenue                  |             |        |        |        |        |
| FTE Positions                              | 1258.0      | 1261.0 | 1259.0 | 1226.0 | 1196.5 |
| Unclassified Temporary Positions           | 6.0         | 8.0    | 10.0   | —      | —      |
| Total                                      | 1264.0      | 1269.0 | 1269.0 | 1226.0 | 1196.5 |
| 579 Revisor of Statutes                    |             |        |        |        |        |
| FTE Positions                              | 27.3        | 27.8   | 26.7   | 27.8   | 25.8   |
| Unclassified Temporary Positions           | —           | —      | 6.0    | —      | —      |
| Total                                      | 27.3        | 27.8   | 32.7   | 27.8   | 25.8   |
| 581 Norton Correctional Facility           | 252.0       | 252.0  | 252.0  | 252.0  | 235.0  |
| 604 School for the Blind                   |             |        |        |        |        |
| FTE Positions                              | 93.5        | 93.5   | 93.5   | 93.5   | 93.5   |
| Unclassified Temporary Positions           | —           | —      | 2.0    | 13.0   | 13.0   |
| Total                                      | 93.5        | 93.5   | 95.5   | 106.5  | 106.5  |
| 610 School for the Deaf                    | 177.5       | 177.5  | 178.5  | 204.5  | 204.5  |
| 622 Secretary of State                     | 61.0        | 61.0   | 60.0   | 52.0   | 56.0   |
| 625 Office of the Securities Commissioner  | 26.0        | 26.0   | 26.0   | 26.0   | 26.0   |
| 626 Kansas Sentencing Commission           |             |        |        |        |        |
| FTE Positions                              | 5.0         | 5.0    | 5.0    | 6.0    | 6.0    |
| Unclassified Temporary Positions           | —           | —      | 3.0    | 4.0    | 3.0    |
| Total                                      | 5.0         | 5.0    | 8.0    | 10.0   | 9.0    |
| 629 Social and Rehabilitation Services     |             |        |        |        |        |
| FTE Positions                              | 3957.9      | 3927.7 | 4243.8 | 4746.3 | 4627.6 |
| Unclassified Temporary Positions           | 67.0        | 944.0  | 150.5  | 153.0  | 121.3  |
| Total                                      | 4024.9      | 4871.7 | 4394.3 | 4899.3 | 4748.9 |
| 634 State Conservation Commission          |             |        |        |        |        |
| FTE Positions                              | 11.0        | 11.0   | 14.0   | 14.0   | 14.0   |
| Unclassified Temporary Positions           | 1.0         | 1.0    | —      | —      | —      |
| Total                                      | 12.0        | 12.0   | 14.0   | 14.0   | 14.0   |



## Positions by Agency Full Time Equivalent (FTE) and Unclassified Temporary

| Agency Number and Name                        | Fiscal Year    |                |                |                |                |
|-----------------------------------------------|----------------|----------------|----------------|----------------|----------------|
|                                               | 1993           | 1994           | 1995           | 1996           | 1997           |
| 652 Department of Education                   |                |                |                |                |                |
| FTE Positions                                 | 196.0          | 198.0          | 207.0          | 107.0          | 205.0          |
| Unclassified Temporary Positions              | 43.0           | 46.0           | 43.5           | 45.8           | 38.8           |
| Total                                         | 239.0          | 244.0          | 250.5          | 252.8          | 243.8          |
| 660 Topeka Correctional Facility              |                |                |                |                |                |
| FTE Positions                                 | 322.0          | 322.0          | 300.0          | 298.0          | 281.0          |
| Unclassified Temporary Positions              | 2.0            | 2.0            | 3.0            | 3.0            | 3.0            |
| Total                                         | 324.0          | 324.0          | 303.0          | 301.0          | 284.0          |
| 663 Board of Technical Professions            | 4.0            | 4.0            | 4.0            | 4.0            | 4.0            |
| 664 Topeka State Hospital                     |                |                |                |                |                |
| FTE Positions                                 | 611.5          | 611.5          | 589.5          | 570.1          | 404.4          |
| Unclassified Temporary Positions              | —              | 27.0           | —              | —              | —              |
| Total                                         | 611.5          | 638.5          | 589.5          | 570.1          | 404.4          |
| 670 State Treasurer                           | 59.5           | 58.5           | 57.5           | 57.5           | 57.5           |
| 677 Judiciary                                 | 1691.5         | 1713.0         | 1733.0         | 1746.0         | 1748.0         |
| 682 University of Kansas                      | 4461.2         | 4451.2         | 4506.7         | 4500.9         | 4499.7         |
| 683 KU Medical Center                         | 4788.0         | 4804.5         | 4821.3         | 4683.3         | 4495.2         |
| 694 Commission on Veterans Affairs            | 189.5          | 191.8          | 191.8          | 195.8          | 189.8          |
| 700 Board of Veterinary Examiners             | 1.0            | 1.0            | 1.0            | 1.0            | 2.0            |
| 709 Kansas Water Office                       |                |                |                |                |                |
| FTE Positions                                 | 22.0           | 22.0           | 22.0           | 22.0           | 22.0           |
| Unclassified Temporary Positions              | 1.0            | 1.0            | 3.0            | 1.0            | 1.0            |
| Total                                         | 23.0           | 23.0           | 25.0           | 23.0           | 23.0           |
| 710 Department of Wildlife and Parks          |                |                |                |                |                |
| FTE Positions                                 | 410.0          | 406.0          | 406.0          | 404.8          | 402.8          |
| Unclassified Temporary Positions              | 2.0            | 11.0           | 10.0           | 11.0           | 11.0           |
| Total                                         | 412.0          | 417.0          | 416.0          | 415.8          | 413.8          |
| 712 Winfield Correctional Facility            | 105.0          | 105.0          | 104.0          | 111.0          | 111.0          |
| 713 Winfield St. Hospital & Training Center   | 870.5          | 860.5          | 815.5          | 816.5          | 521.5          |
| 715 Wichita State University                  | 1711.7         | 1714.7         | 1722.5         | 1718.5         | 1715.2         |
| Civil Air Patrol                              | 0.5            | 0.5            | 0.5            | 0.5            | —              |
| Healthy Kids Corporation                      | 2.0            | 2.0            | —              | —              | —              |
| <b>Total FTE Positions</b>                    | <b>42993.1</b> | <b>42997.4</b> | <b>43588.9</b> | <b>44061.3</b> | <b>43012.4</b> |
| <b>Total Unclassified Temporary Positions</b> | <b>281.3</b>   | <b>1325.0</b>  | <b>602.8</b>   | <b>610.6</b>   | <b>577.9</b>   |
| <b>Total Positions</b>                        | <b>43274.4</b> | <b>44322.4</b> | <b>44191.7</b> | <b>44671.9</b> | <b>43590.3</b> |

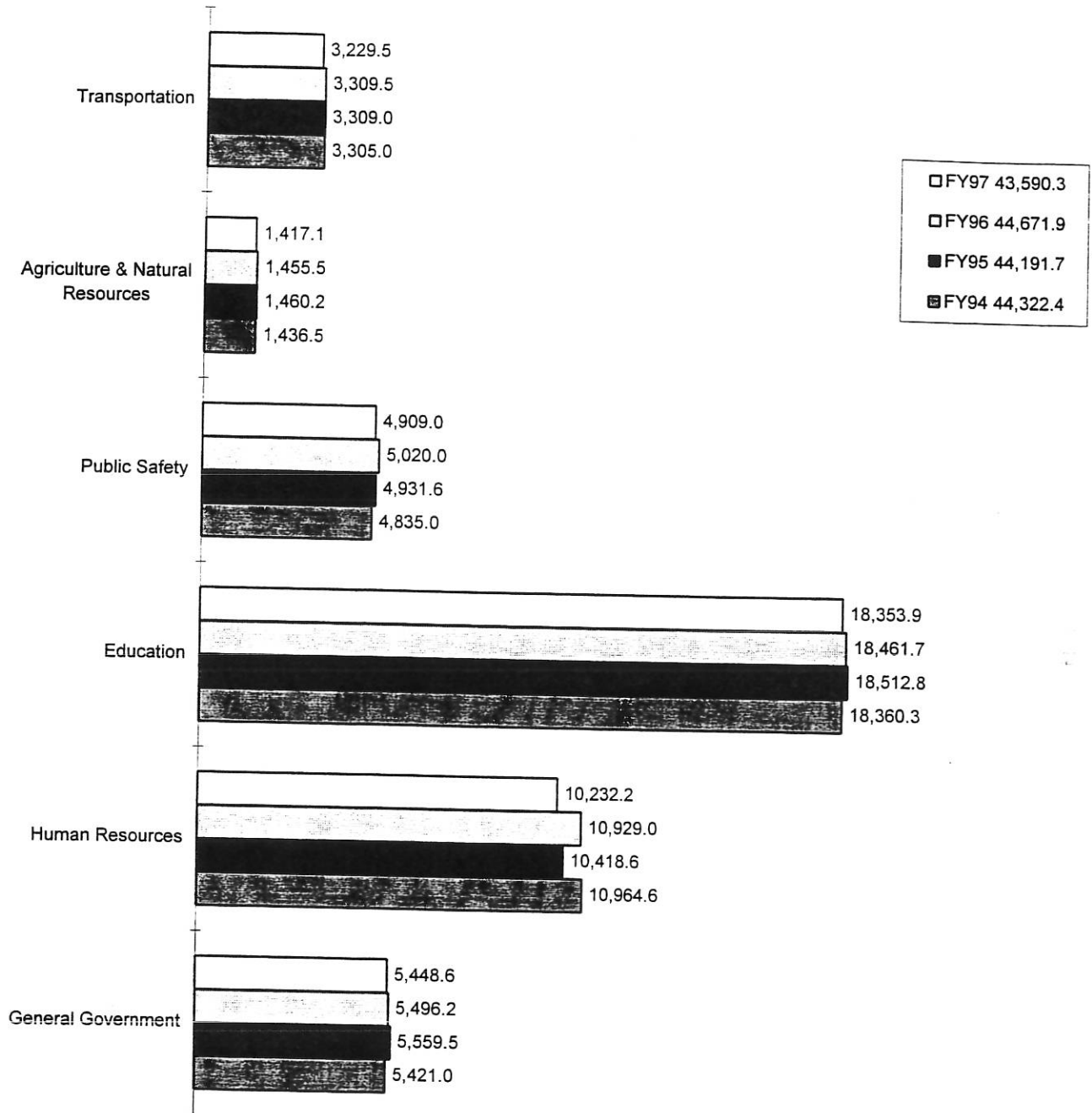
\* K.S.A. 1992 Supp. 75-3717d established the Extension Systems and Agricultural Research Programs of Kansas State University as a separate state agency for the purpose of the Governor's Budget Report and related legislative measures.

Note: Total positions are divided into full-time equivalent (FTE) positions and unclassified temporary positions. The reported number of positions in FY 1996 increased from the previous year as part of the Governor's intent to report the full size of the state workforce. In prior years, "special project" positions were not included in determining the number of state employees. In FY 1996, some of these positions were converted to FTE positions. The remaining "special project" positions are now defined as "unclassified temporary" positions. In addition, certain positions, formerly called classified part-time intermittents, were added to the position count as part of the changes necessary to implement the state's new personnel and payroll system (SHARP).

Source: Comparison Report: The Governor's Budget Report With Legislative Authorizations, FY98, Division of the Budget



## Number of Positions by Government Function (FTE and Unclassified Temporary Positions)



Comments: The number of authorized positions decreased by 2% from FY94 - FY97, with the largest decrease occurring in FY97 (1,081.6 positions). 64% of those positions were from Human Resources agencies.

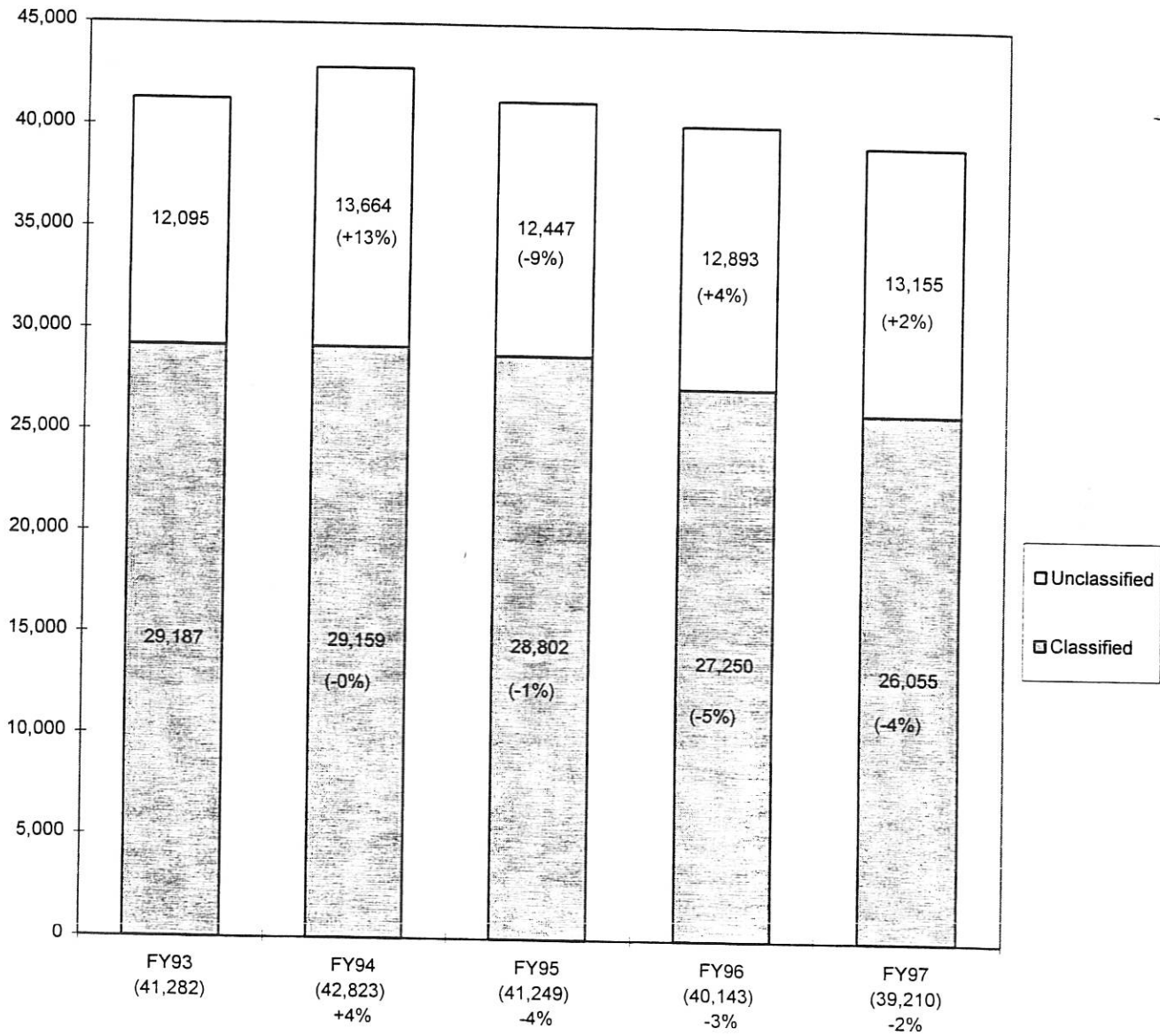
Section II shows either cumulative Fiscal Year 1997 figures or data as of the end of the fiscal year (June 30, 1997). In some graphs, data from previous years is used to depict trends. Most of the information provided pertains to employees in the classified service, unless otherwise noted. Temporary and student employees were excluded from all data.

- The total number of state employees on the last day of the fiscal year decreased 5% from Fiscal Year 1993 to Fiscal Year 1997. The number of classified employees decreased 11% and the number of unclassified employees increased 9%.
- Full-time employment has risen 10% in the last four fiscal years, with a corresponding decrease in part-time employment.
- Factors affecting increases in average salaries for classified employees include general increases in the basic pay plan, employees eligible for step movement, more employees in upper salary ranges, and more employees with over 20 years of service.
- Employees in agencies performing transportation and public safety functions had the most overtime.
- According to U.S. Census Bureau 1995 data, Kansas ranked below national averages for both FTE per 10,000 population and annual salary.

# SECTION 2

## EMPLOYMENT TRENDS

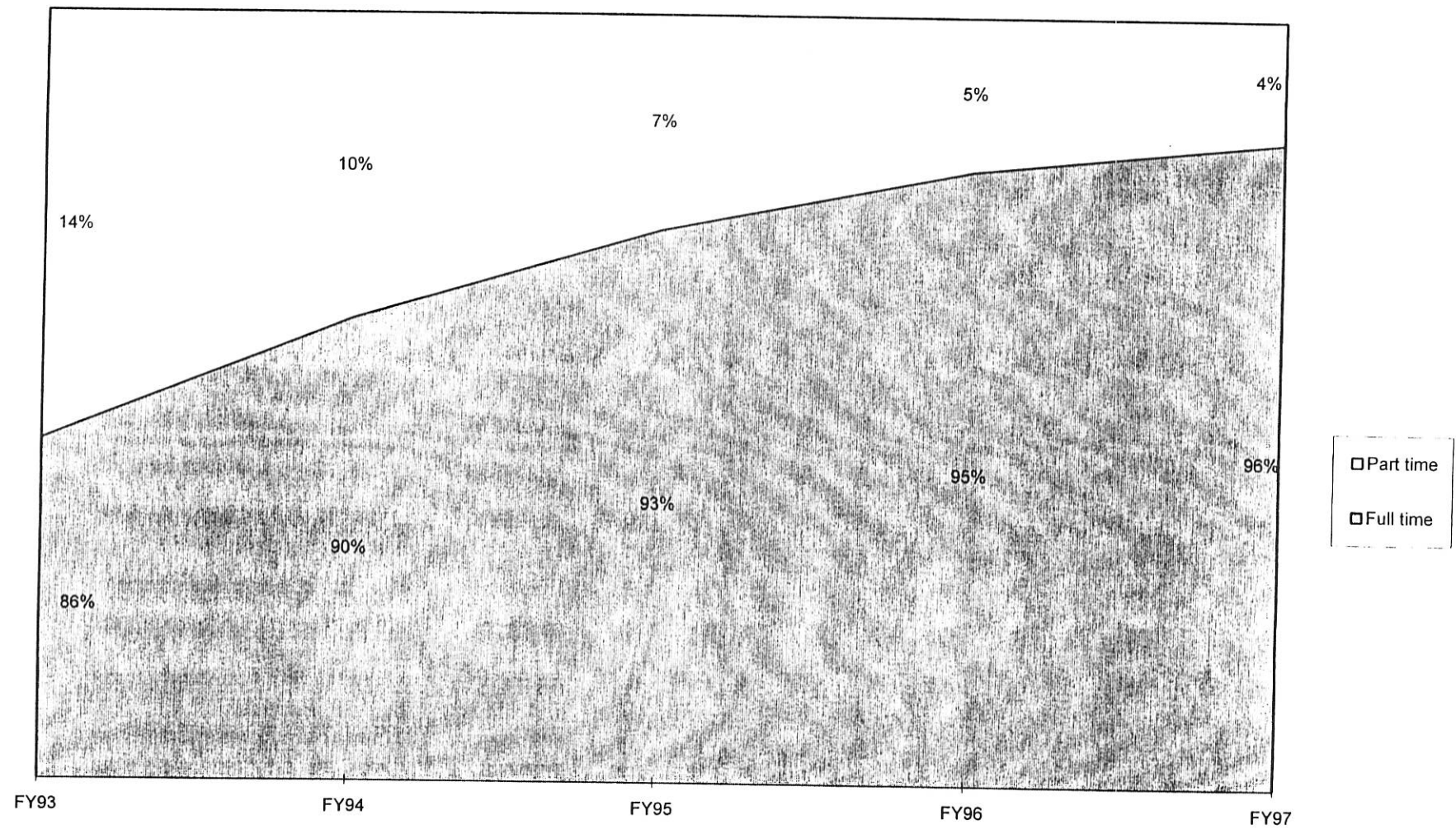
## Number of State Government Employees



Comments: The total number of state employees decreased 5% from FY 1993 to FY 1997. The number of unclassified employees increased 9% and the number of classified employees decreased 11%.

Source: Prior annual reports KIPPS data; SHARP (6-30-97)  
 Excludes: Temporary and student employees

# Percentage of Full-Time and Part-Time Filled Positions



Comments: Full-time employment has risen 10%, with a corresponding decrease in part-time employment.

Source: Prior annual reports KIPPS data; SHARP (6-30-97)  
Excludes: unclassified, temporary, and student employees

## Appointment of Classified Employees by Agency Fiscal Year 1997

Hires: Concurrent (Multiple Positions, Higher Higher Step-Exceptional Qualifications, Vacant Position. Rehires: Exceptional Qualifications for Higher Step Reemployment, Higher Step ROFR, Higher Step Interview Right, Higher Step Reinst, and Higher Step Rehire; Interview Right; Rehire; Reemployment; Reinstatement; Right of First Refusal. Promotions: Promotion to New Position/Class, Promotion to Higher Step-Exceptional Qualifications, From Training Class. Demotions: Involuntary, In Lieu of Layoff, Unsatisfactory Performance, Voluntary. Transfers: Employee Request, Employer Request, In Lieu of Layoff

| Agency Number and Name                        | Hires | Rehires | Promotions | Demotions | Transfers |
|-----------------------------------------------|-------|---------|------------|-----------|-----------|
| 28 Board of Accountancy                       |       |         |            |           |           |
| 34 Adjutant General                           | 2     | 1       | 1          |           |           |
| 36 Council on Vocational Education            |       |         |            |           |           |
| 39 Department on Aging                        | 4     | 2       | 15         | 2         | 1         |
| 46 Department of Agriculture                  | 17    | 8       | 22         |           | 9         |
| 55 Animal Health Department                   |       | 1       | 1          |           |           |
| 58 Kansas Human Rights Commission             |       | 2       | 4          |           |           |
| 82 Attorney General                           |       |         |            |           |           |
| 83 Kansas Bureau of Investigation             | 7     | 10      | 25         | 1         |           |
| 94 Banking Department                         | 1     | 1       | 7          |           |           |
| 100 Board of Barbering                        |       |         |            |           |           |
| 102 Behavioral Sciences Regulatory Board      | 1     |         | 1          |           | 1         |
| 105 Board of Healing Arts                     | 2     |         | 4          |           | 1         |
| 122 Citizens' Utility Ratepayer Board         |       |         |            |           |           |
| 140 Corporation for Change                    |       |         |            |           |           |
| 143 Kansas Corporation Commission             | 4     |         | 6          | 1         | 3         |
| 147 Ombudsman for Corrections                 |       |         |            |           |           |
| 149 Board of Cosmetology                      |       | 1       | 1          |           |           |
| 159 Department of Credit Unions               |       | 1       | 1          |           |           |
| 167 Kansas Dental Board                       |       |         |            |           |           |
| 173 Department of Administration              | 33    | 22      | 60         | 11        | 37        |
| 177 Ellsworth Correctional Facility           | 13    | 2       | 40         | 3         | 2         |
| 195 El Dorado Correctional Facility           | 71    | 12      | 92         | 4         | 13        |
| 204 Board of Mortuary Arts                    |       |         | 1          |           |           |
| 206 Emergency Medical Services Board          |       |         |            |           |           |
| 234 State Fire Marshal                        | 1     | 1       | 3          | 1         |           |
| 246 Fort Hays State University                | 23    | 4       | 29         | 1         |           |
| 247 Governmental Standards & Conduct          |       |         |            |           |           |
| 252 Office of the Governor                    |       |         |            |           |           |
| 258 Grain Inspection Department               | 2     | 1       | 2          |           | 1         |
| 264 Health and Environment                    | 17    | 12      | 34         | 2         | 21        |
| 270 Health Care Stabilization Bd of Governors |       | 1       | 1          |           |           |
| 276 Kansas Department of Transportation       | 113   | 27      | 246        | 30        | 102       |
| 280 Highway Patrol                            | 17    | 6       | 29         | 8         | 27        |
| 288 Historical Society                        | 7     | 4       | 9          | 2         | 1         |
| 296 Department of Human Resources             | 27    | 31      | 71         | 6         | 24        |
| 300 Department of Commerce and Housing        | 11    | 8       | 21         |           | 6         |
| 313 Hutchinson Correctional Facility          | 45    | 9       | 70         | 1         | 31        |
| 319 Youth Center at Topeka                    | 17    | 7       | 26         | 7         | 27        |
| 325 Youth Center at Beloit                    | 11    | 5       | 9          | 1         | 9         |
| 328 Board of Indigents' Defense Services      | 13    | 5       | 14         |           | 6         |
| 331 Insurance Department                      | 2     | 1       | 6          |           | 1         |
| 349 Judicial Council                          |       |         |            |           |           |
| 350 Juvenile Justice Authority                |       |         |            |           |           |
| 355 Youth Center at Atchison                  | 3     |         | 13         |           | 4         |
| 359 Kansas Arts Commission                    |       |         | 2          |           |           |
| 360 Kansas, Inc.                              |       |         |            |           |           |
| 363 Kansas Neurological Institute             | 22    | 28      | 77         | 14        | 92        |
| 365 Kansas Public Employees Retirement System |       | 1       | 6          | 1         | 1         |
| 367 Kansas State University                   | 131   | 46      | 51         | 3         | 61        |

# Appointment of Classified Employees by Agency

Fiscal Year 1997

| Agency Number and Name                         | Hires | Rehires | Promotions | Demotions | Transfers |
|------------------------------------------------|-------|---------|------------|-----------|-----------|
| 371 Kansas Technology Enterprise Corp.         |       |         |            |           |           |
| 373 Kansas State Fair                          | 2     | 1       | 3          | 1         |           |
| 379 Emporia State University                   | 10    | 3       | 14         |           | 17        |
| 385 Pittsburg State University                 | 13    | 8       | 14         | 2         | 2         |
| 391 Kansas Wheat Commission                    |       |         |            |           |           |
| 400 Lansing Correctional Facility              | 91    | 23      | 128        | 9         | 4         |
| 408 Larned Correctional Mental Health Facility | 15    | 1       | 21         | 5         | 1         |
| 410 Larned State Hospital                      | 29    | 26      | 37         | 5         | 111       |
| 412 Youth Center at Larned                     | 8     | 10      | 12         | 4         | 70        |
| 422 Legislative Coordinating Council           |       |         |            |           |           |
| 425 Legislative Research Department            |       |         |            |           |           |
| 428 Legislature                                |       |         |            |           |           |
| 434 State Library                              |       |         |            |           |           |
| 446 Office of the Lieutenant Governor          |       |         |            |           |           |
| 450 Kansas Lottery                             | 1     | 2       | 4          |           | 1         |
| 454 Consumer Credit Commissioner               |       |         | 1          |           |           |
| 482 Board of Nursing                           | 1     |         |            |           |           |
| 488 Board of Optometry Examiners               |       |         |            |           |           |
| 494 Osawatomie State Hospital                  | 25    | 33      | 13         | 6         | 51        |
| 507 Parsons St. Hospital & Training Center     | 20    | 9       | 32         | 5         | 3         |
| 521 Department of Corrections                  | 13    | 5       | 30         | 7         | 8         |
| 523 Kansas Parole Board                        |       |         |            |           |           |
| 531 Board of Pharmacy                          |       | 1       | 1          |           |           |
| 540 Legislative Division of Post Audit         |       |         |            |           |           |
| 543 Kansas Real Estate Appraisal Board         |       |         | 1          |           |           |
| 549 Kansas Real Estate Commission              | 1     |         |            |           |           |
| 553 Kansas Racing & Gaming Commission          | 2     | 2       | 4          |           | 3         |
| 555 Rainbow Mental Health Facility             | 12    | 14      | 9          | 5         | 13        |
| 561 Board of Regents                           | 1     |         |            |           |           |
| 562 Board of Tax Appeals                       |       | 1       | 3          |           |           |
| 565 Department of Revenue                      | 19    | 18      | 73         | 8         | 42        |
| 579 Revisor of Statutes                        |       |         |            |           |           |
| 581 Norton Correctional Facility               | 26    | 4       | 39         | 1         | 6         |
| 604 School for the Blind                       | 7     | 1       | 2          |           |           |
| 610 School for the Deaf                        | 2     | 1       |            |           |           |
| 622 Secretary of State                         |       |         |            |           |           |
| 625 Office of the Securities Commissioner      |       |         |            |           |           |
| 626 Kansas Sentencing Commission               |       |         |            |           |           |
| 629 Social and Rehabilitation Services         | 133   | 81      | 349        | 84        | 231       |
| 634 State Conservation Commission              |       |         |            |           |           |
| 652 Department of Education                    | 7     | 1       | 8          | 2         | 6         |
| 660 Topeka Correctional Facility               | 12    | 10      | 49         | 6         | 13        |
| 663 Board of Technical Professions             | 1     |         |            |           |           |
| 664 Topeka State Hospital                      |       | 4       | 36         | 2         | 19        |
| 670 State Treasurer                            |       | 1       | 1          |           | 1         |
| 677 Judiciary                                  |       |         |            |           |           |
| 682 University of Kansas                       | 90    | 91      | 89         | 16        | 123       |
| 683 KU Medical Center                          | 346   | 89      | 38         | 17        | 222       |
| 694 Commission on Veterans Affairs             | 24    | 7       | 11         | 2         | 21        |
| 700 Board of Veterinary Examiners              |       |         |            |           |           |
| 709 Kansas Water Office                        |       | 2       |            |           | 1         |
| 710 Department of Wildlife and Parks           | 4     | 5       | 18         | 1         | 8         |
| 712 Winfield Correctional Facility             | 8     | 5       | 28         | 2         | 3         |
| 713 Winfield St. Hospital & Training Center    |       | 2       | 11         | 3         | 38        |
| 715 Wichita State University                   | 77    | 10      | 57         | 6         | 7         |
| TOTAL                                          | 1617  | 731     | 2136       | 298       | 1506      |

Source: SHARP. Excludes unclassified, temporary, and student employees.

No data indicates agency does not have classified employees or did not have activity

# Separation of Classified Employees by Agency Fiscal Year 1997

**Terminations:** Personal Conduct, all Resign Reasons (Other, Family Reasons, Job Abandonment, Health Reasons, Personal Reasons, Other Position, Mutual Consent, Return to School, Dissatisfied w/Work, Dissatisfied w/Pay), Unsatisfactory Work Performance. **Layoffs:** Shortage of Work/Funds, Incumbent Returns from Leave, Incumbent Returns Per CSB, Other, Hospital Closure. **Retirements:** Regular Retirement.

| Agency Number and Name                        | Terminations | Layoffs | Retirements |
|-----------------------------------------------|--------------|---------|-------------|
| 28 Board of Accountancy                       |              |         |             |
| 34 Adjutant General                           | 2            |         |             |
| 36 Council on Vocational Education            |              |         |             |
| 39 Department on Aging                        | 2            |         | 2           |
| 46 Department of Agriculture                  | 16           |         | 4           |
| 55 Animal Health Department                   | 1            |         |             |
| 58 Kansas Human Rights Commission             | 3            | 1       |             |
| 82 Attorney General                           |              |         |             |
| 83 Kansas Bureau of Investigation             | 4            |         | 2           |
| 94 Banking Department                         | 5            |         | 3           |
| 100 Board of Barbering                        |              |         |             |
| 102 Behavioral Sciences Regulatory Board      | 1            |         |             |
| 105 Board of Healing Arts                     | 5            |         |             |
| 122 Citizens' Utility Ratepayer Board         |              |         |             |
| 140 Corporation for Change                    |              |         |             |
| 143 Kansas Corporation Commission             | 2            |         | 7           |
| 147 Ombudsman for Corrections                 |              |         |             |
| 149 Board of Cosmetology                      |              |         | 1           |
| 159 Department of Credit Unions               |              |         | 1           |
| 167 Kansas Dental Board                       |              |         |             |
| 173 Department of Administration              | 74           |         | 13          |
| 177 Ellsworth Correctional Facility           | 20           |         | 1           |
| 195 El Dorado Correctional Facility           | 81           |         | 1           |
| 204 Board of Mortuary Arts                    | 1            |         |             |
| 206 Emergency Medical Services Board          |              |         |             |
| 234 State Fire Marshal                        | 4            |         | 1           |
| 246 Fort Hays State University                | 13           |         | 3           |
| 247 Governmental Standards & Conduct          |              |         |             |
| 252 Office of the Governor                    |              |         |             |
| 258 Grain Inspection Department               | 5            | 3       | 1           |
| 264 Health and Environment                    | 36           |         | 17          |
| 270 Health Care Stabilization Bd of Governors | 2            |         |             |
| 276 Kansas Department of Transportation       | 177          |         | 85          |
| 280 Highway Patrol                            | 44           |         | 28          |
| 288 Historical Society                        | 8            |         | 1           |
| 296 Department of Human Resources             | 49           |         | 20          |
| 300 Department of Commerce and Housing        | 10           |         | 1           |
| 313 Hutchinson Correctional Facility          | 50           |         | 7           |
| 319 Youth Center at Topeka                    | 30           | 10      | 5           |
| 325 Youth Center at Beloit                    | 15           | 7       |             |
| 328 Board of Indigents' Defense Services      | 19           |         | 1           |
| 331 Insurance Department                      | 1            | 2       |             |
| 349 Judicial Council                          |              |         |             |
| 350 Juvenile Justice Authority                |              |         |             |
| 355 Youth Center at Atchison                  | 8            | 9       | 2           |
| 359 Kansas Arts Commission                    | 1            |         |             |
| 360 Kansas, Inc.                              |              |         |             |
| 363 Kansas Neurological Institute             | 105          |         | 9           |
| 365 Kansas Public Employees Retirement System | 2            |         | 3           |
| 367 Kansas State University                   | 150          |         | 29          |



# Separation of Classified Employees by Agency

Fiscal Year 1997

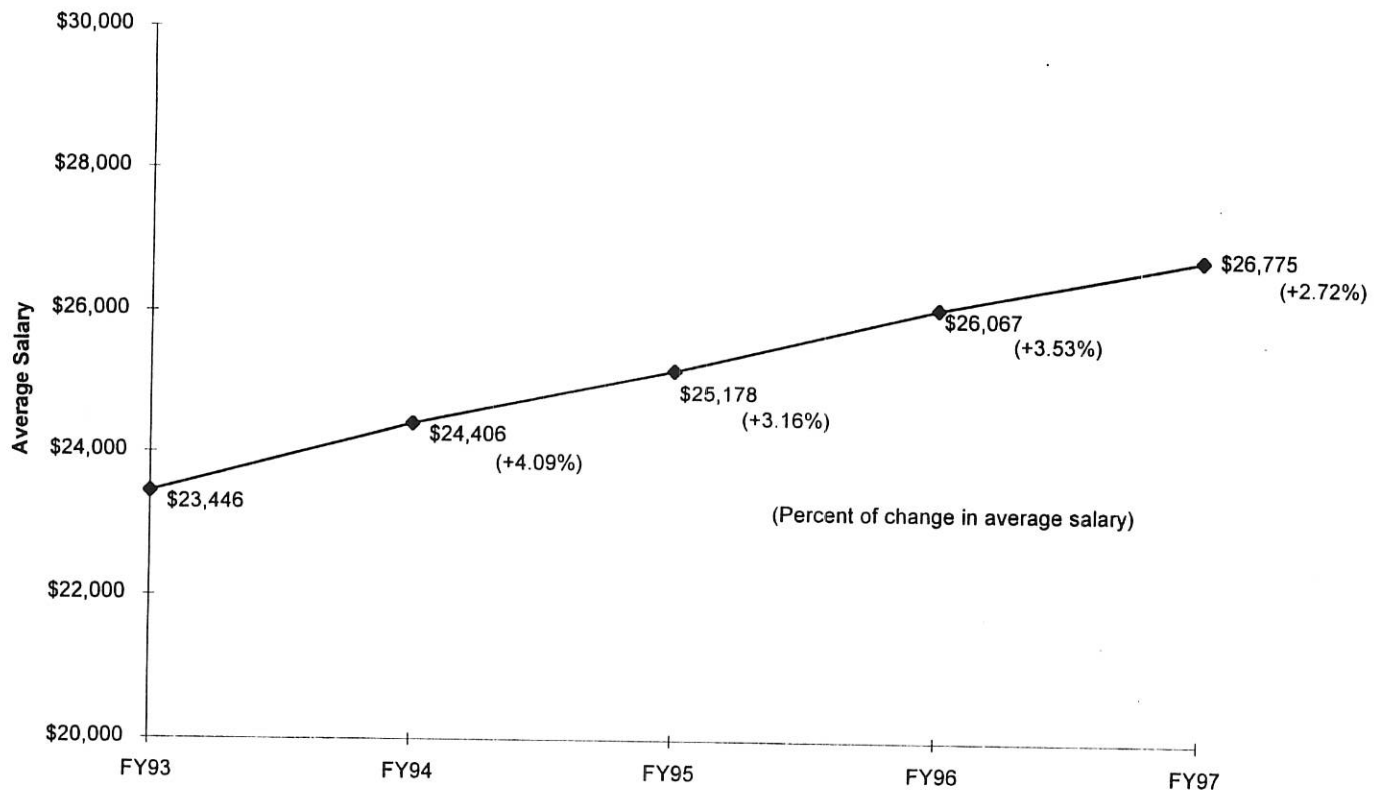
| Agency Number and Name                         | Terminations | Layoffs | Retirements |
|------------------------------------------------|--------------|---------|-------------|
| 371 Kansas Technology Enterprise Corp.         |              |         |             |
| 373 Kansas State Fair                          | 3            |         |             |
| 379 Emporia State University                   | 13           |         | 2           |
| 385 Pittsburg State University                 | 13           |         | 6           |
| 391 Kansas Wheat Commission                    |              |         |             |
| 400 Lansing Correctional Facility              | 92           | 1       | 9           |
| 408 Larned Correctional Mental Health Facility | 21           |         | 1           |
| 410 Larned State Hospital                      | 60           |         | 21          |
| 412 Youth Center at Larned                     | 11           |         |             |
| 422 Legislative Coordinating Council           |              |         |             |
| 425 Legislative Research Department            |              |         |             |
| 428 Legislature                                |              |         |             |
| 434 State Library                              |              |         |             |
| 446 Office of the Lieutenant Governor          | 1            |         |             |
| 450 Kansas Lottery                             | 4            |         | 1           |
| 454 Consumer Credit Commissioner               |              |         |             |
| 482 Board of Nursing                           |              |         |             |
| 488 Board of Optometry Examiners               |              |         |             |
| 494 Osawatomie State Hospital                  | 69           |         | 22          |
| 507 Parsons St. Hospital & Training Center     | 26           |         | 8           |
| 521 Department of Corrections                  | 21           |         | 2           |
| 523 Kansas Parole Board                        |              |         |             |
| 531 Board of Pharmacy                          | 2            |         |             |
| 540 Legislative Division of Post Audit         |              |         |             |
| 543 Kansas Real Estate Appraisal Board         |              |         |             |
| 549 Kansas Real Estate Commission              |              |         |             |
| 553 Kansas Racing & Gaming Commission          | 7            |         |             |
| 555 Rainbow Mental Health Facility             | 29           |         | 1           |
| 561 Board of Regents                           |              |         |             |
| 562 Board of Tax Appeals                       | 1            |         |             |
| 565 Department of Revenue                      | 42           |         | 38          |
| 579 Revisor of Statutes                        |              |         |             |
| 581 Norton Correctional Facility               | 25           |         | 3           |
| 604 School for the Blind                       | 7            |         |             |
| 610 School for the Deaf                        | 3            |         | 1           |
| 622 Secretary of State                         |              |         |             |
| 625 Office of the Securities Commissioner      | 1            |         | 1           |
| 626 Kansas Sentencing Commission               |              |         |             |
| 629 Social and Rehabilitation Services         | 507          | 50      | 73          |
| 634 State Conservation Commission              |              |         |             |
| 652 Department of Education                    | 9            |         | 2           |
| 660 Topeka Correctional Facility               | 32           |         | 4           |
| 663 Board of Technical Professions             |              |         |             |
| 664 Topeka State Hospital                      | 72           | 235     | 16          |
| 670 State Treasurer                            |              |         | 1           |
| 677 Judiciary                                  |              |         |             |
| 682 University of Kansas                       | 189          |         | 18          |
| 683 KU Medical Center                          | 468          |         | 28          |
| 694 Commission on Veterans Affairs             | 38           | 1       | 1           |
| 700 Board of Veterinary Examiners              |              |         |             |
| 709 Kansas Water Office                        | 1            |         |             |
| 710 Department of Wildlife and Parks           | 20           |         | 9           |
| 712 Winfield Correctional Facility             | 16           |         | 3           |
| 713 Winfield St. Hospital & Training Center    | 99           |         | 23          |
| 715 Wichita State University                   | 66           |         | 6           |
| TOTAL                                          | 2914         | 319     | 548         |

Source: SHARP. Excludes unclassified, temporary, and student employees.

No data indicates agency does not have classified employees or did not have activity



## Average Salaries for Classified Employees

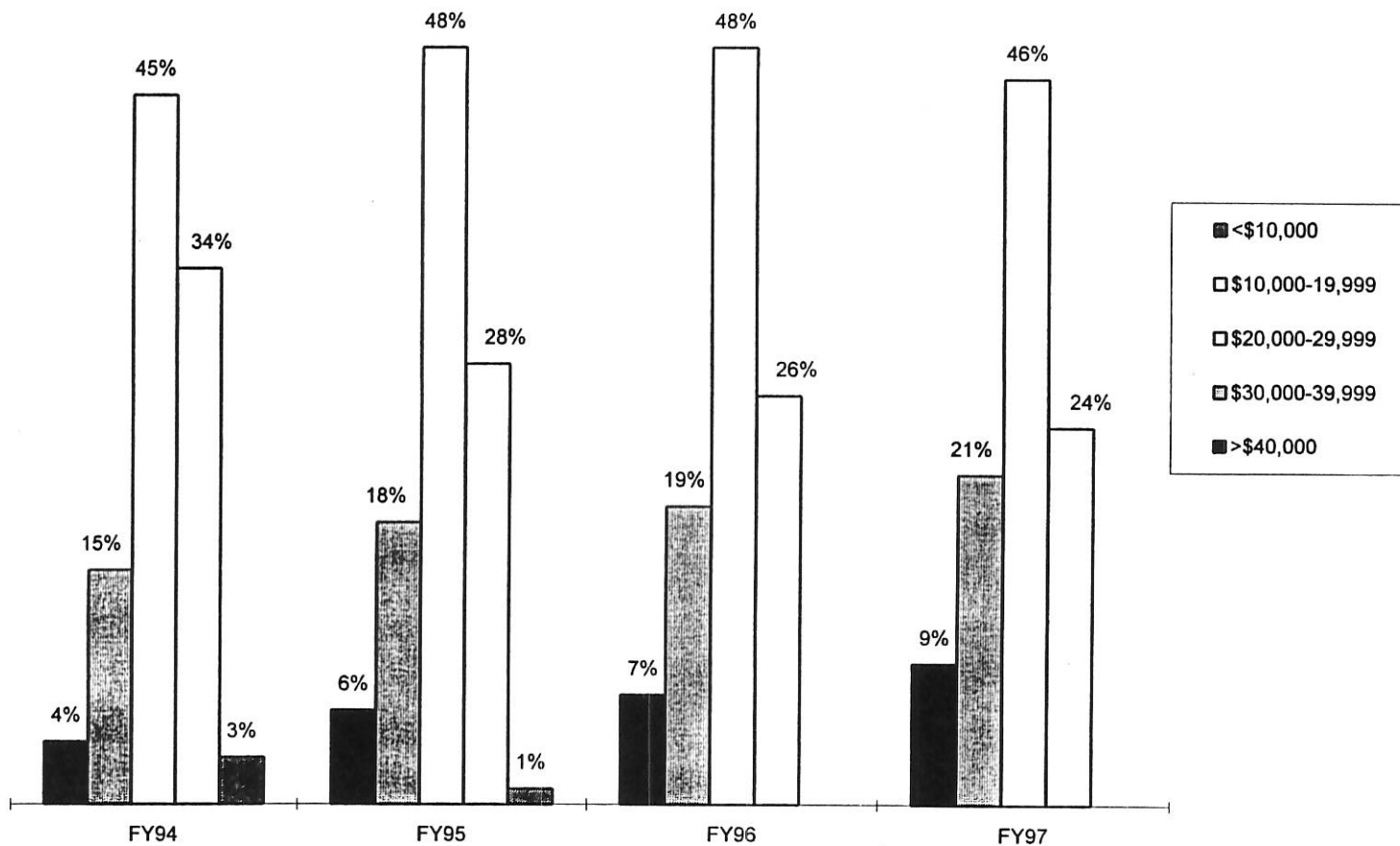


(Percent of change in average salary)

Various factors contribute to changes in the average annual salary. General increases in the basic pay plan totalled 3.5% from FY93 to FY97. Also, many employees are eligible for step movement within the pay plan each year, a 2.5% increase. Correspondingly, the number of classified employees has steadily increased in the upper salary ranges (see graph "Percentage of Classified Employees by Annual Salary") and the number of classified employees with 20-29 years of service increased in FY97.

Source: Prior annual reports KIPPS data; SHARP (6-30-97)  
Excludes: unclassified, temporary, and student employees

## Percentage of Classified Employees by Annual Salary



Comments: The number of employees has steadily increased in both the >\$40,000 range (+5% in 4 years) and the \$30,000-\$39,999 range (+6%). The \$20,000-\$29,999 range remained fairly constant, while those in the \$10,000-\$19,999 range declined significantly (-10%). The number of employees in the <\$10,000 declined to less than 1%.

Source: Prior annual reports KIPPS data; SHARP (6-30-97)  
Excludes: unclassified, temporary, and student employees

## Average Classified and Unclassified Salaries by Agency Fiscal Years 1996 and 1997

| Agency Number and Name                        | CLASSIFIED |          | UNCLASSIFIED |          |
|-----------------------------------------------|------------|----------|--------------|----------|
|                                               | FY96       | FY97     | FY96         | FY97     |
| 28 Board of Accountancy                       | \$19,968   | \$20,654 | \$33,935     | \$38,295 |
| 34 Adjutant General                           | \$27,770   | \$28,486 | \$25,010     | \$25,672 |
| 36 Council on Vocational Education            |            |          | \$47,172     |          |
| 39 Department on Aging                        | \$31,622   | \$31,835 | \$48,109     | \$51,503 |
| 46 Department of Agriculture                  | \$31,760   | \$32,763 | \$53,523     | \$47,780 |
| 55 Animal Health Department                   | \$26,820   | \$27,258 | \$62,100     | \$65,880 |
| 58 Kansas Human Rights Commission             | \$28,479   | \$27,815 | \$49,420     | \$52,428 |
| 82 Attorney General                           | \$27,799   | \$28,787 | \$34,543     | \$38,800 |
| 83 Kansas Bureau of Investigation             | \$33,385   | \$33,962 | \$57,201     | \$60,680 |
| 94 Banking Department                         | \$36,984   | \$38,277 | \$49,496     | \$53,500 |
| 100 Board of Barbering                        | \$23,358   | \$24,170 | \$30,025     | \$31,855 |
| 102 Behavioral Sciences Regulatory Board      | \$24,093   | \$23,306 | \$42,994     | \$44,059 |
| 105 Board of Healing Arts                     | \$24,520   | \$24,335 | \$44,094     | \$48,829 |
| 122 Citizens' Utility Ratepayer Board         | \$28,392   | \$29,349 | \$48,229     | \$51,164 |
| 140 Corporation for Change                    |            |          | \$37,326     |          |
| 143 Kansas Corporation Commission             | \$31,036   | \$31,823 | \$42,471     | \$45,562 |
| 147 Ombudsman for Corrections                 | \$22,235   | \$23,005 | \$34,658     | \$36,271 |
| 149 Board of Cosmetology                      | \$22,880   | \$23,008 | \$40,512     |          |
| 159 Department of Credit Unions               | \$38,399   | \$38,811 | \$53,845     | \$56,568 |
| 167 Kansas Dental Board                       | \$31,564   | \$32,365 | \$19,521     | \$20,713 |
| 173 Department of Administration              | \$29,823   | \$30,552 | \$59,504     | \$54,817 |
| 177 Ellsworth Correctional Facility           | \$26,129   | \$26,487 | \$33,288     | \$35,493 |
| 195 El Dorado Correctional Facility           | \$24,761   | \$25,098 | \$33,301     | \$35,499 |
| 204 Board of Mortuary Arts                    | \$24,856   | \$25,480 | \$41,172     | \$46,921 |
| 206 Emergency Medical Services Board          | \$29,574   | \$30,553 | \$58,681     | \$61,649 |
| 234 State Fire Marshal                        | \$30,882   | \$31,719 | \$48,000     | \$44,557 |
| 246 Fort Hays State University                | \$21,406   | \$21,434 | \$44,349     | \$43,036 |
| 247 Governmental Standards & Conduct          |            |          | \$34,494     | \$34,212 |
| 252 Office of the Governor                    |            |          | \$35,162     | \$36,318 |
| 258 Grain Inspection Department               | \$26,940   | \$27,778 | \$46,513     | \$49,344 |
| 264 Health and Environment                    | \$34,103   | \$35,080 | \$74,668     | \$72,472 |
| 270 Health Care Stabilization Bd of Governors | \$21,856   | \$22,292 | \$43,966     | \$44,824 |
| 276 Kansas Department of Transportation       | \$28,330   | \$29,005 | \$66,046     | \$70,711 |
| 280 Highway Patrol                            | \$30,922   | \$31,545 | \$57,574     | \$60,509 |
| 288 Historical Society                        | \$26,185   | \$26,908 | \$55,726     | \$59,186 |
| 296 Department of Human Resources             | \$30,594   | \$31,648 | \$53,490     | \$54,521 |
| 300 Department of Commerce and Housing        | \$32,314   | \$33,059 | \$55,322     | \$58,430 |
| 313 Hutchinson Correctional Facility          | \$26,032   | \$26,686 | \$32,999     | \$34,925 |
| 319 Youth Center at Topeka                    | \$23,266   | \$24,230 | \$55,548     | \$58,931 |
| 325 Youth Center at Beloit                    | \$24,165   | \$24,642 | \$63,480     | \$67,344 |
| 328 Board of Indigents' Defense Services      | \$22,310   | \$22,457 | \$35,639     | \$39,249 |
| 331 Insurance Department                      | \$20,582   | \$21,521 | \$67,389     | \$73,851 |
| 349 Judicial Council                          |            |          | \$38,199     | \$41,253 |
| 350 Juvenile Justice Authority                |            | \$35,518 |              | \$65,500 |
| 355 Youth Center at Atchison                  | \$23,318   | \$24,316 | \$56,160     | \$60,451 |
| 359 Kansas Arts Commission                    | \$31,671   | \$33,656 | \$47,004     | \$49,383 |
| 360 Kansas, Inc.                              |            |          | \$40,830     | \$42,246 |
| 363 Kansas Neurological Institute             | \$22,424   | \$23,184 | \$71,928     | \$78,408 |
| 365 Kansas Public Employees Retirement System | \$28,182   | \$29,351 | \$63,612     | \$61,187 |
| 367 Kansas State University                   | \$22,739   | \$23,034 | \$49,255     | \$52,534 |
| 371 Kansas Technology Enterprise Corp.        |            |          | \$45,677     | \$45,855 |
| 373 Kansas State Fair                         | \$26,807   | \$26,811 | \$67,523     | \$71,635 |
| 379 Emporia State University                  | \$22,379   | \$27,267 | \$47,680     | \$46,730 |
| 385 Pittsburg State University                | \$23,441   | \$23,333 | \$48,901     | \$50,400 |
| 391 Kansas Wheat Commission                   | \$29,765   | \$30,614 | \$47,696     | \$50,871 |

# Average Classified and Unclassified Salaries by Agency Fiscal Years 1996 and 1997

| Agency Number and Name                        | CLASSIFIED |          | UNCLASSIFIED |          |
|-----------------------------------------------|------------|----------|--------------|----------|
|                                               | FY96       | FY97     | FY96         | FY97     |
| 400 Lansing Correctional Facility             | \$26,075   | \$26,439 |              | \$34,256 |
| 408 Lamed Correctional Mental Health Facility | \$24,924   | \$25,325 |              |          |
| 410 Lamed State Hospital                      | \$24,460   | \$24,590 | \$80,215     | \$94,575 |
| 412 Youth Center at Lamed                     | \$22,372   | \$22,873 |              | \$56,451 |
| 422 Legislative Coordinating Council          |            |          | \$37,050     | \$37,116 |
| 425 Legislative Research Department           |            |          | \$46,031     | \$46,872 |
| 428 Legislature (legislative staff only)      |            |          | \$25,651     | \$30,873 |
| 434 State Library                             | \$27,923   | \$28,515 | \$29,589     | \$30,692 |
| 446 Office of the Lieutenant Governor         |            |          | \$26,772     | \$23,684 |
| 450 Kansas Lottery                            | \$29,210   | \$30,330 | \$31,615     | \$36,697 |
| 454 Consumer Credit Commissioner              | \$32,964   | \$33,457 | \$47,075     | \$49,697 |
| 482 Board of Nursing                          | \$27,775   | \$27,862 | \$46,991     | \$49,641 |
| 488 Board of Optometry Examiners              |            |          |              |          |
| 494 Osawatomie State Hospital                 | \$24,663   | \$25,368 | \$78,753     | \$88,023 |
| 507 Parsons St. Hospital & Training Center    | \$24,306   | \$25,013 | \$64,686     | \$73,393 |
| 521 Department of Corrections                 | \$30,091   | \$31,746 | \$53,851     | \$58,933 |
| 523 Kansas Parole Board                       |            |          | \$80,122     | \$82,990 |
| 531 Board of Pharmacy                         | \$30,898   | \$31,541 | \$49,009     | \$51,998 |
| 540 Legislative Division of Post Audit        |            |          | \$45,646     | \$43,589 |
| 543 Kansas Real Estate Appraisal Board        | \$25,730   | \$30,826 | \$42,648     | \$45,194 |
| 549 Kansas Real Estate Commission             | \$22,262   | \$23,216 | \$46,740     | \$49,596 |
| 553 Kansas Racing & Gaming Commission         | \$24,480   | \$26,101 | \$45,837     | \$48,009 |
| 555 Rainbow Mental Health Facility            | \$24,827   | \$26,701 | \$76,076     | \$91,719 |
| 561 Board of Regents                          | \$23,137   | \$23,272 | \$60,162     | \$60,562 |
| 562 Board of Tax Appeals                      | \$21,877   | \$22,580 | \$57,404     | \$59,995 |
| 565 Department of Revenue                     | \$27,057   | \$27,827 | \$44,149     | \$46,499 |
| 579 Revisor of Statutes                       |            |          | \$45,098     | \$47,293 |
| 581 Norton Correctional Facility              | \$25,411   | \$25,848 |              |          |
| 604 School for the Blind                      | \$23,418   | \$22,895 | \$29,679     | \$29,426 |
| 610 School for the Deaf                       | \$20,046   | \$20,824 | \$30,090     | \$31,631 |
| 622 Secretary of State                        |            |          | \$27,046     | \$28,111 |
| 625 Office of the Securities Commissioner     | \$39,535   | \$40,814 | \$59,592     | \$63,222 |
| 626 Kansas Sentencing Commission              |            |          | \$33,470     | \$34,360 |
| 629 Social and Rehabilitation Services        | \$26,682   | \$27,791 | \$58,499     | \$62,473 |
| 634 State Conservation Commission             | \$24,928   | \$25,153 | \$41,453     | \$43,980 |
| 652 Department of Education                   | \$32,201   | \$33,427 | \$62,802     | \$66,546 |
| 660 Topeka Correctional Facility              | \$27,019   | \$27,424 | \$65,466     | \$69,114 |
| 663 Board of Technical Professions            | \$22,776   | \$21,313 | \$47,351     | \$53,500 |
| 664 Topeka State Hospital                     | \$24,988   | \$27,872 | \$91,036     |          |
| 670 State Treasurer                           | \$24,990   | \$24,597 | \$40,568     | \$47,468 |
| 677 Judiciary                                 |            |          | \$30,938     | \$31,793 |
| 682 University of Kansas                      | \$22,899   | \$23,140 | \$56,980     | \$56,432 |
| 683 KU Medical Center                         | \$20,637   | \$20,775 | \$41,209     | \$43,739 |
| 694 Commission on Veterans Affairs            | \$20,483   | \$21,212 | \$45,897     | \$47,385 |
| 700 Board of Veterinary Examiners             |            |          | \$38,891     | \$40,888 |
| 709 Kansas Water Office                       | \$41,736   | \$40,741 | \$62,005     | \$65,778 |
| 710 Department of Wildlife and Parks          | \$29,820   | \$30,514 | \$44,828     | \$53,310 |
| 712 Winfield Correctional Facility            | \$24,589   | \$25,811 |              |          |
| 713 Winfield St. Hospital & Training Center   | \$23,321   | \$23,899 | \$52,359     | \$58,673 |
| 715 Wichita State University                  | \$21,453   | \$21,528 | \$46,125     | \$47,477 |

Source: SHARP; Excludes temporary and student employees, Board/Commission Members receiving daily pay only.

Average salary was calculated based on the annual salaries derived by multiplying hourly rates by 2080 hours.

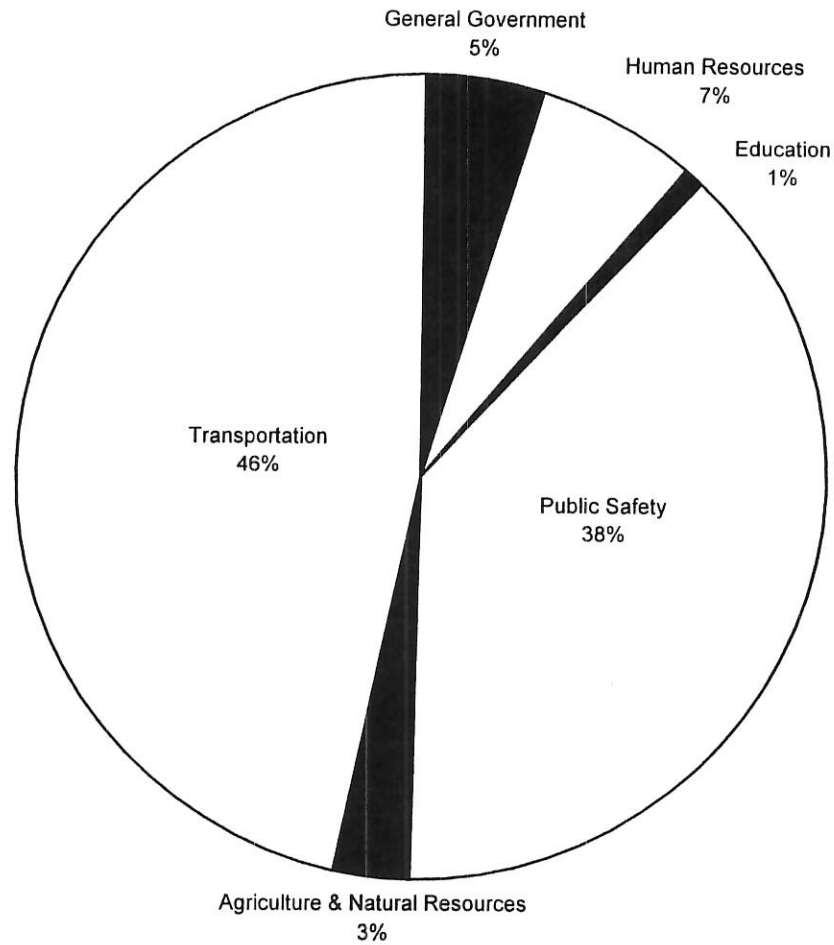
## Overtime Expenditures by Agency Fiscal Year 1997

|                                               |    |              |                                                |    |            |
|-----------------------------------------------|----|--------------|------------------------------------------------|----|------------|
| 28 Board of Accountancy                       |    |              | 400 Lansing Correctional Facility              | \$ | 789,859.63 |
| 34 Adjutant General                           | \$ | 3,089.66     | 408 Larned Correctional Mental Health Facility | \$ | 114,666.77 |
| 36 Council on Vocational Education            |    |              | 410 Larned State Hospital                      | \$ | 99,809.86  |
| 39 Department on Aging                        | \$ | 2,019.15     | 412 Youth Center at Larned                     | \$ | 15,116.56  |
| 46 Department of Agriculture                  | \$ | 7,904.03     | 422 Legislative Coordinating Council           |    |            |
| 55 Animal Health Department                   |    |              | 425 Legislative Research Department            |    |            |
| 58 Kansas Human Rights Commission             |    |              | 428 Legislature                                |    |            |
| 82 Attorney General                           |    |              | 434 State Library                              | \$ | 18,760.50  |
| 83 Kansas Bureau of Investigation             | \$ | 317,761.38   | 446 Office of the Lieutenant Governor          |    |            |
| 94 Banking Department                         |    |              | 450 Kansas Lottery                             | \$ | 28,006.87  |
| 100 Board of Barbering                        |    |              | 454 Consumer Credit Commissioner               |    |            |
| 102 Behavioral Sciences Regulatory Board      |    |              | 482 Board of Nursing                           |    |            |
| 105 Board of Healing Arts                     | \$ | 168.87       | 494 Osawatomie State Hospital                  | \$ | 5,438.14   |
| 122 Citizens' Utility Ratepayer Board         |    |              | 507 Parsons St. Hospital & Training Center     | \$ | 4,925.28   |
| 140 Corporation for Change                    |    |              | 521 Department of Corrections                  | \$ | 81,606.38  |
| 143 Kansas Corporation Commission             | \$ | 773.59       | 523 Kansas Parole Board                        |    |            |
| 147 Ombudsman for Corrections                 |    |              | 531 Board of Pharmacy                          | \$ | 4,182.57   |
| 149 Board of Cosmetology                      | \$ | 1,761.15     | 540 Legislative Division of Post Audit         |    |            |
| 159 Department of Credit Unions               | \$ | 17.97        | 543 Kansas Real Estate Appraisal Board         | \$ | 1,243.20   |
| 167 Kansas Dental Board                       |    |              | 549 Kansas Real Estate Commission              |    |            |
| 173 Department of Administration              | \$ | 213,428.62   | 553 Kansas Racing & Gaming Commission          | \$ | 25,631.45  |
| 177 Ellsworth Correctional Facility           | \$ | 36,800.33    | 555 Rainbow Mental Health Facility             | \$ | 42,360.16  |
| 195 El Dorado Correctional Facility           | \$ | 328,894.12   | 561 Board of Regents                           |    |            |
| 204 Board of Mortuary Arts                    |    |              | 562 Board of Tax Appeals                       |    |            |
| 206 Emergency Medical Services Board          | \$ | 762.66       | 565 Department of Revenue                      | \$ | 38,043.13  |
| 234 State Fire Marshal                        | \$ | 3,377.67     | 579 Revisor of Statutes                        |    |            |
| 246 Fort Hays State University                |    |              | 581 Norton Correctional Facility               | \$ | 153,116.79 |
| 247 Governmental Standards & Conduct          |    |              | 604 School for the Blind                       | \$ | 5,066.01   |
| 252 Office of the Governor                    |    |              | 610 School for the Deaf                        | \$ | 14,743.74  |
| 258 Grain Inspection Department               | \$ | 89,981.60    | 622 Secretary of State                         |    |            |
| 264 Health and Environment                    | \$ | 7,022.51     | 625 Office of the Securities Commissioner      |    |            |
| 270 Health Care Stabilization Bd of Governors |    |              | 626 Kansas Sentencing Commission               |    |            |
| 276 Kansas Department of Transportation       | \$ | 3,453,158.62 | 629 Social and Rehabilitation Services         | \$ | 171,534.99 |
| 280 Highway Patrol                            | \$ | 254,627.11   | 634 State Conservation Commission              |    |            |
| 288 Historical Society                        | \$ | 483.99       | 652 Department of Education                    | \$ | 8,418.16   |
| 296 Department of Human Resources             | \$ | 35,444.22    | 660 Topeka Correctional Facility               | \$ | 163,162.83 |
| 300 Department of Commerce and Housing        | \$ | 2,292.18     | 663 Board of Technical Professions             | \$ | 190.95     |
| 313 Hutchinson Correctional Facility          | \$ | 510,991.67   | 664 Topeka State Hospital                      | \$ | 26,846.74  |
| 319 Youth Center at Topeka                    | \$ | 8,074.18     | 670 State Treasurer                            | \$ | 1,491.49   |
| 325 Youth Center at Beloit                    | \$ | 2,734.90     | 677 Judiciary                                  |    |            |
| 328 Board of Indigents' Defense Services      | \$ | 752.32       | 682 University of Kansas                       |    |            |
| 331 Insurance Department                      |    |              | 683 KU Medical Center                          |    |            |
| 349 Judicial Council                          |    |              | 694 Commission on Veterans Affairs             | \$ | 3,438.66   |
| 350 Juvenile Justice Authority                |    |              | 700 Board of Veterinary Examiners              |    |            |
| 355 Youth Center at Atchison                  | \$ | 1,106.87     | 709 Kansas Water Office                        |    |            |
| 359 Kansas Arts Commission                    |    |              | 710 Department of Wildlife and Parks           | \$ | 103,907.99 |
| 360 Kansas, Inc.                              |    |              | 712 Winfield Correctional Facility             | \$ | 64,128.39  |
| 363 Kansas Neurological Institute             | \$ | 65,733.94    | 713 Winfield St. Hospital & Training Center    | \$ | 22,070.58  |
| 365 Kansas Public Employees Retirement System | \$ | 23,976.05    | 715 Wichita State University                   |    |            |
| 367 Kansas State University                   |    |              |                                                |    |            |
| 371 Kansas Technology Enterprise Corp.        |    |              |                                                |    |            |
| 373 Kansas State Fair                         | \$ | 36,141.93    |                                                |    |            |
| 379 Emporia State University                  |    |              |                                                |    |            |
| 385 Pittsburg State University                |    |              |                                                |    |            |
| 391 Kansas Wheat Commission                   |    |              |                                                |    |            |
| <b>TOTAL</b>                                  |    |              | <b>\$7,417,049</b>                             |    |            |

Excludes: unclassified, temporary, and student employees and Regents institutions



# Percent of Total Overtime by Government Function FY 1997



Source: SHARP; Excludes unclassified, temporary, and student employees, and Regents institutions.

# Employment and Average Salaries in All States

## 1993 and 1995, U.S. Bureau of the Census

17-1  
26

| State         | FTE per 10,000 Population |      |           | Average Annual Salary |           |           | State          | FTE per 10,000 Population |      |           | Average Annual Salary |           |           |
|---------------|---------------------------|------|-----------|-----------------------|-----------|-----------|----------------|---------------------------|------|-----------|-----------------------|-----------|-----------|
|               | 1993                      | 1995 | 1995 Rank | 1993                  | 1995      | 1995 Rank |                | 1993                      | 1995 | 1995 Rank | 1993                  | 1995      | 1995 Rank |
| Alabama       | 198                       | 191  | 17        | \$ 27,684             | \$ 28,245 | 35        | Montana        | 207                       | 208  | 11        | \$ 28,524             | \$ 28,548 | 32        |
| Alaska        | 364                       | 366  | 2         | \$ 43,680             | \$ 43,387 | 1         | Nebraska       | 181                       | 181  | 23        | \$ 26,568             | \$ 26,233 | 46        |
| Arizona       | 144                       | 135  | 42        | \$ 29,088             | \$ 29,355 | 28        | Nevada         | 137                       | 134  | 44        | \$ 33,540             | \$ 32,759 | 19        |
| Arkansas      | 192                       | 192  | 16        | \$ 27,132             | \$ 27,380 | 39        | New Hampshire  | 150                       | 147  | 39        | \$ 30,120             | \$ 30,926 | 22        |
| California    | 110                       | 107  | 50        | \$ 43,728             | \$ 42,072 | 3         | New Jersey     | 140                       | 157  | 34        | \$ 39,636             | \$ 42,295 | 2         |
| Colorado      | 153                       | 153  | 35        | \$ 36,504             | \$ 38,163 | 6         | New Mexico     | 265                       | 251  | 5         | \$ 26,676             | \$ 27,559 | 38        |
| Connecticut   | 183                       | 193  | 15        | \$ 40,044             | \$ 38,983 | 5         | New York       | 147                       | 142  | 41        | \$ 40,020             | \$ 40,254 | 4         |
| Delaware      | 292                       | 307  | 3         | \$ 29,628             | \$ 31,861 | 20        | North Carolina | 159                       | 159  | 31        | \$ 28,992             | \$ 29,496 | 27        |
| Florida       | 122                       | 123  | 48        | \$ 27,192             | \$ 29,045 | 31        | North Dakota   | 247                       | 257  | 4         | \$ 27,816             | \$ 26,778 | 45        |
| Georgia       | 171                       | 159  | 32        | \$ 27,708             | \$ 28,425 | 33        | Ohio           | 127                       | 128  | 45        | \$ 33,324             | \$ 34,457 | 13        |
| Hawaii        | 442                       | 436  | 1         | \$ 31,524             | \$ 31,154 | 21        | Oklahoma       | 211                       | 206  | 12        | \$ 22,764             | \$ 23,323 | 50        |
| Idaho         | 187                       | 179  | 24        | \$ 27,360             | \$ 28,310 | 34        | Oregon         | 156                       | 166  | 28        | \$ 33,360             | \$ 33,229 | 18        |
| Illinois      | 113                       | 119  | 49        | \$ 34,068             | \$ 33,639 | 17        | Pennsylvania   | 120                       | 126  | 46        | \$ 33,648             | \$ 35,910 | 10        |
| Indiana       | 154                       | 153  | 36        | \$ 32,184             | \$ 30,228 | 24        | Rhode Island   | 198                       | 203  | 13        | \$ 35,388             | \$ 37,475 | 7         |
| Iowa          | 181                       | 187  | 20        | \$ 35,652             | \$ 34,403 | 14        | South Carolina | 214                       | 213  | 10        | \$ 25,092             | \$ 27,273 | 40        |
| Kansas        | 188                       | 187  | 21        | \$ 27,468             | \$ 27,200 | 42        | South Dakota   | 194                       | 194  | 14        | \$ 26,856             | \$ 26,883 | 44        |
| Kentucky      | 189                       | 191  | 18        | \$ 27,540             | \$ 28,238 | 36        | Tennessee      | 151                       | 161  | 29        | \$ 26,856             | \$ 26,887 | 43        |
| Louisiana     | 211                       | 214  | 9         | \$ 26,904             | \$ 27,250 | 41        | Texas          | 137                       | 143  | 40        | \$ 29,112             | \$ 29,622 | 26        |
| Maine         | 172                       | 172  | 27        | \$ 29,460             | \$ 30,502 | 23        | Utah           | 226                       | 215  | 8         | \$ 26,472             | \$ 29,219 | 29        |
| Maryland      | 169                       | 161  | 30        | \$ 32,904             | \$ 33,939 | 16        | Vermont        | 220                       | 216  | 7         | \$ 30,048             | \$ 29,160 | 30        |
| Massachusetts | 134                       | 135  | 43        | \$ 34,968             | \$ 35,498 | 12        | Virginia       | 182                       | 175  | 26        | \$ 28,260             | \$ 29,689 | 25        |
| Michigan      | 143                       | 148  | 38        | \$ 38,772             | \$ 36,289 | 9         | Washington     | 183                       | 175  | 25        | \$ 35,844             | \$ 35,696 | 11        |
| Minnesota     | 148                       | 158  | 33        | \$ 37,524             | \$ 34,325 | 15        | West Virginia  | 184                       | 189  | 19        | \$ 24,180             | \$ 25,558 | 48        |
| Missouri      | 151                       | 149  | 37        | \$ 25,704             | \$ 25,745 | 47        | Wisconsin      | 138                       | 126  | 47        | \$ 34,956             | \$ 36,619 | 8         |
| Mississippi   | 181                       | 186  | 22        | \$ 26,124             | \$ 28,060 | 37        | Wyoming        | 231                       | 227  | 6         | \$ 25,524             | \$ 25,061 | 49        |

Central States Compensation Association member states are italicized.

Based on Census Bureau reports, the average FTE per 10,000 population for all states in 1995 was 224 and the average annual salary was \$31,392. The Bureau relies on government reports, financial statements, and state accounting or payroll systems as a major statistical source. Governments differ in size, activities, organization, responsibilities and internal reporting methods. They include data drawn not only from the central records of a government's finance or payroll office but also those of dependent educational institutions, semi-autonomous boards, special authorities, and the like. The Bureau recategorizes the original data within a standard framework based on the common nature of particular activities or transactions. Thus, Census Bureau statistics often do not agree with those issued by the governments themselves.

Source: U.S. Bureau of the Census, Internet site, <http://www.census.gov/ftp/pub/govs/www/apes95.html> (accessed 12-1-97)  
October 1995 data is the latest data available from the U.S. Census Bureau

Section III reviews characteristics of state employment in greater detail than in the previous sections. Information is provided on topics such as ethnic and gender distribution, average years of service, sick leave use and occupational categories.

- Minorities comprise 14% of employees in the classified service.
- The number of classified employees with less than 10 years of services declined 17% from Fiscal Year 1995 to Fiscal Year 1997.
- The number of classified employees from 40 - 49 years of age has steadily increased since Fiscal Year 1992. Those under the age of 40 remained fairly constant, while the number of employees over the age of 60 gradually decreased during the same time period.
- Classified employees averaged 9 days of sick leave for Fiscal Year 1997.
- 28% of classified employees work in Shawnee County, home of the state capitol in Topeka.
- 23% of the classified work force are office support workers and 91% of them are female.

# SECTION 3

## EMPLOYMENT CHARACTERISTICS

# Ethnic Distribution of Classified Employees by Agency

Fiscal Year 1997

| AGENCY                                        | Non-Minority |        | Minority |        | Not Identified |        | Total |
|-----------------------------------------------|--------------|--------|----------|--------|----------------|--------|-------|
|                                               | Male         | Female | Male     | Female | Male           | Female |       |
| 28 Board of Accountancy                       |              | 100.0% |          |        |                |        | 2     |
| 34 Adjutant General                           | 36.5%        | 51.9%  | 7.7%     | 3.8%   |                |        | 52    |
| 36 Council on Vocational Education            |              |        |          |        |                |        | 0     |
| 39 Department on Aging                        | 20.6%        | 67.0%  | 3.1%     | 9.3%   |                |        | 97    |
| 46 Department of Agriculture                  | 64.3%        | 30.7%  | 1.8%     | 3.2%   |                |        | 283   |
| 55 Animal Health Department                   | 44.4%        | 48.1%  |          | 7.4%   |                |        | 27    |
| 58 Kansas Human Rights Commission             | 18.8%        | 50.0%  | 15.6%    | 15.6%  |                |        | 32    |
| 82 Attorney General                           |              | 100.0% |          |        |                |        | 2     |
| 83 Kansas Bureau of Investigation             | 57.7%        | 38.5%  | 3.8%     |        |                |        | 182   |
| 94 Banking Department                         | 64.8%        | 33.3%  | 1.9%     |        |                |        | 54    |
| 100 Board of Barbering                        | 100.0%       |        |          |        |                |        | 1     |
| 102 Behavioral Sciences Regulatory Board      | 16.7%        | 83.3%  |          |        |                |        | 6     |
| 105 Board of Healing Arts                     | 26.3%        | 73.7%  |          |        |                |        | 19    |
| 122 Citizens' Utility Ratepayer Board         |              | 100.0% |          |        |                |        | 1     |
| 140 Corporation for Change                    |              |        |          |        |                |        | 0     |
| 143 Kansas Corporation Commission             | 49.2%        | 42.2%  | 3.9%     | 4.7%   |                |        | 128   |
| 147 Ombudsman for Corrections                 |              | 100.0% |          |        |                |        | 1     |
| 149 Board of Cosmetology                      | 10.0%        | 90.0%  |          |        |                |        | 10    |
| 159 Department of Credit Unions               | 72.7%        | 18.2%  | 9.1%     |        |                |        | 11    |
| 167 Kansas Dental Board                       | 50.0%        | 50.0%  |          |        |                |        | 2     |
| 173 Department of Administration              | 46.6%        | 39.3%  | 6.7%     | 7.2%   | 0.1%           |        | 759   |
| 177 Ellsworth Correctional Facility           | 68.7%        | 24.2%  | 6.6%     | 0.5%   |                |        | 182   |
| 195 El Dorado Correctional Facility           | 72.3%        | 21.1%  | 5.2%     | 1.4%   |                |        | 365   |
| 204 Board of Mortuary Arts                    | 50.0%        | 50.0%  |          |        |                |        | 2     |
| 206 Emergency Medical Services Board          | 50.0%        | 41.7%  |          | 8.3%   |                |        | 12    |
| 234 State Fire Marshal                        | 63.6%        | 33.3%  | 3.0%     |        |                |        | 33    |
| 246 Fort Hays State University                | 43.7%        | 55.2%  | 1.0%     |        |                |        | 286   |
| 247 Governmental Standards & Conduct          |              |        |          |        |                |        | 0     |
| 252 Office of the Governor                    |              |        |          |        |                |        | 0     |
| 258 Grain Inspection Department               | 74.7%        | 13.3%  | 9.6%     | 2.4%   |                |        | 83    |
| 264 Health and Environment                    | 37.4%        | 52.7%  | 4.4%     | 5.3%   |                |        | 748   |
| 270 Health Care Stabilization Bd of Governors |              | 100.0% |          |        |                | 0.1%   | 8     |
| 276 Kansas Department of Transportation       | 79.2%        | 14.0%  | 6.1%     | 0.7%   | 0.0%           |        | 2948  |
| 280 Highway Patrol                            | 76.6%        | 18.7%  | 3.6%     | 1.0%   |                |        | 715   |
| 288 Historical Society                        | 47.3%        | 48.9%  | 1.5%     | 2.3%   |                |        | 131   |
| 296 Department of Human Resources             | 36.0%        | 49.1%  | 6.8%     | 8.1%   |                |        | 778   |
| 300 Department of Commerce and Housing        | 35.5%        | 52.9%  | 5.0%     | 6.6%   |                |        | 121   |
| 313 Hutchinson Correctional Facility          | 73.8%        | 17.3%  | 7.0%     | 1.6%   | 0.2%           |        | 485   |
| 319 Youth Center at Topeka                    | 40.0%        | 20.5%  | 34.1%    | 5.5%   |                |        | 220   |
| 325 Youth Center at Beloit                    | 28.1%        | 69.7%  | 1.1%     |        | 1.1%           |        | 89    |
| 328 Board of Indigents' Defense Services      | 20.3%        | 64.4%  | 6.8%     | 8.5%   |                |        | 59    |
| 331 Insurance Department                      | 5.5%         | 81.8%  |          | 12.7%  |                |        | 55    |
| 349 Judicial Council                          |              |        |          |        |                |        | 0     |
| 350 Juvenile Justice Authority                | 40.0%        | 40.0%  |          | 20.0%  |                |        | 5     |
| 355 Youth Center at Atchison                  | 35.4%        | 37.2%  | 17.7%    | 9.7%   |                |        | 113   |
| 359 Kansas Arts Commission                    | 42.9%        | 28.6%  | 14.3%    | 14.3%  |                |        | 7     |
| 360 Kansas, Inc.                              |              |        |          |        |                |        | 0     |
| 363 Kansas Neurological Institute             | 17.9%        | 34.1%  | 17.6%    | 30.3%  |                |        | 659   |
| 365 Kansas Public Employees Retirement System | 23.0%        | 65.6%  | 1.6%     | 9.8%   |                |        | 61    |
| 367 Kansas State University                   | 31.5%        | 56.4%  | 4.7%     | 7.3%   | 0.2%           |        | 1748  |
| 371 Kansas Technology Enterprise Corp.        |              |        |          |        |                |        | 0     |
| 373 Kansas State Fair                         | 64.7%        | 35.3%  |          |        |                |        | 17    |
| 379 Emporia State University                  | 38.3%        | 53.8%  | 3.0%     | 5.0%   |                |        | 303   |
| 385 Pittsburg State University                | 40.8%        | 56.6%  | 1.5%     | 1.1%   |                |        | 272   |
| 391 Kansas Wheat Commission                   | 16.7%        | 83.3%  |          |        |                |        | 6     |

# Ethnic Distribution of Classified Employees by Agency

## Fiscal Year 1997

| AGENCY                                         | Non-Minority |        | Minority |        | Not Identified |        | Total |
|------------------------------------------------|--------------|--------|----------|--------|----------------|--------|-------|
|                                                | Male         | Female | Male     | Female | Male           | Female |       |
| 400 Lansing Correctional Facility              | 64.1%        | 19.4%  | 11.3%    | 4.1%   | 0.4%           | 0.6%   | 680   |
| 408 Larned Correctional Mental Health Facility | 66.7%        | 27.5%  | 4.6%     | 1.3%   |                |        | 153   |
| 410 Larned State Hospital                      | 33.1%        | 57.1%  | 3.5%     | 6.2%   |                | 0.2%   | 659   |
| 412 Youth Center at Larned                     | 52.2%        | 38.1%  | 7.1%     | 2.7%   |                |        | 113   |
| 422 Legislative Coordinating Council           |              |        |          |        |                |        | 0     |
| 425 Legislative Research Department            |              |        |          |        |                |        | 0     |
| 428 Legislature                                |              |        |          |        |                |        | 0     |
| 434 State Library                              | 21.7%        | 78.3%  |          |        |                |        | 23    |
| 446 Office of the Lieutenant Governor          |              |        |          |        |                |        | 0     |
| 450 Kansas Lottery                             | 41.3%        | 52.2%  | 4.3%     | 2.2%   |                |        | 46    |
| 454 Consumer Credit Commissioner               | 50.0%        | 50.0%  |          |        |                |        | 6     |
| 482 Board of Nursing                           | 20.0%        | 73.3%  |          | 6.7%   |                |        | 15    |
| 488 Board of Optometry Examiners               |              |        |          |        |                |        | 0     |
| 494 Osawatomie State Hospital                  | 29.1%        | 64.2%  | 1.8%     | 4.9%   |                |        | 453   |
| 507 Parsons St. Hospital & Training Center     | 32.7%        | 51.9%  | 5.9%     | 9.3%   |                | 0.2%   | 474   |
| 521 Department of Corrections                  | 47.3%        | 39.6%  | 7.4%     | 5.7%   |                |        | 283   |
| 523 Kansas Parole Board                        |              |        |          |        |                |        | 0     |
| 531 Board of Pharmacy                          | 40.0%        | 60.0%  |          |        |                |        | 5     |
| 540 Legislative Division of Post Audit         |              |        |          |        |                |        | 0     |
| 543 Kansas Real Estate Appraisal Board         |              | 100.0% |          |        |                |        | 1     |
| 549 Kansas Real Estate Commission              | 41.7%        | 50.0%  | 8.3%     |        |                |        | 12    |
| 553 Kansas Racing & Gaming Commission          | 25.0%        | 62.5%  | 4.2%     | 4.2%   |                | 4.2%   | 24    |
| 555 Rainbow Mental Health Facility             | 16.0%        | 36.0%  | 20.0%    | 27.2%  | 0.8%           |        | 125   |
| 561 Board of Regents                           | 16.7%        | 66.7%  |          | 16.7%  |                |        | 6     |
| 562 Board of Tax Appeals                       | 6.3%         | 87.5%  |          | 6.3%   |                |        | 16    |
| 565 Department of Revenue                      | 31.3%        | 57.0%  | 3.0%     | 8.6%   |                | 0.1%   | 1072  |
| 579 Revisor of Statutes                        |              |        |          |        |                |        | 0     |
| 581 Norton Correctional Facility               | 72.7%        | 26.4%  | 0.9%     |        |                |        | 227   |
| 604 School for the Blind                       | 20.0%        | 37.5%  | 20.0%    | 20.0%  | 2.5%           |        | 40    |
| 610 School for the Deaf                        | 30.2%        | 64.2%  | 3.8%     | 1.9%   |                |        | 53    |
| 622 Secretary of State                         |              |        |          |        |                |        | 0     |
| 625 Office of the Securities Commissioner      | 55.0%        | 45.0%  |          |        |                |        | 20    |
| 626 Kansas Sentencing Commission               |              |        |          |        |                |        | 0     |
| 629 Social and Rehabilitation Services         | 19.2%        | 68.3%  | 2.7%     | 9.6%   | 0.0%           | 0.1%   | 3943  |
| 634 State Conservation Commission              |              | 71.4%  |          | 28.6%  |                |        | 7     |
| 652 Department of Education                    | 23.6%        | 70.9%  | 1.2%     | 3.6%   |                | 0.6%   | 165   |
| 660 Topeka Correctional Facility               | 55.0%        | 25.4%  | 12.5%    | 7.1%   |                |        | 280   |
| 663 Board of Technical Professions             |              | 100.0% |          |        |                |        | 3     |
| 664 Topeka State Hospital                      | 42.9%        | 57.1%  |          |        |                |        | 7     |
| 670 State Treasurer                            | 17.1%        | 80.5%  |          | 2.4%   |                |        | 41    |
| 677 Judiciary                                  |              |        |          |        |                |        | 0     |
| 682 University of Kansas                       | 34.4%        | 55.5%  | 5.8%     | 4.2%   |                |        | 1525  |
| 683 KU Medical Center                          | 19.9%        | 34.2%  | 16.3%    | 29.3%  | 0.3%           | 0.1%   | 1600  |
| 694 Commission on Veterans Affairs             | 29.7%        | 60.0%  | 3.0%     | 6.1%   |                | 1.2%   | 165   |
| 700 Board of Veterinary Examiners              |              |        |          |        |                |        | 0     |
| 709 Kansas Water Office                        | 45.5%        | 45.5%  | 4.5%     | 4.5%   |                |        | 22    |
| 710 Department of Wildlife and Parks           | 76.2%        | 20.4%  | 1.6%     | 0.5%   | 1.0%           | 0.3%   | 387   |
| 712 Winfield Correctional Facility             | 62.4%        | 25.4%  | 9.8%     | 2.3%   |                |        | 173   |
| 713 Winfield St. Hospital & Training Center    | 16.3%        | 64.8%  | 4.2%     | 14.7%  |                |        | 361   |
| 715 Wichita State University                   | 29.5%        | 49.5%  | 9.3%     | 11.5%  | 0.3%           |        | 689   |
| TOTAL                                          | 41.4%        | 44.5%  | 6.2%     | 7.8%   | 0.1%           | 0.1%   | 26054 |

Comments: Minority defined as American Indian/Alaskan Native, Asian/Pacific Islander, Black, and Hispanic. Non-minority defined as White.

Excludes: unclassified, temporary, and student employees. No data indicates agency does not have classified employees.

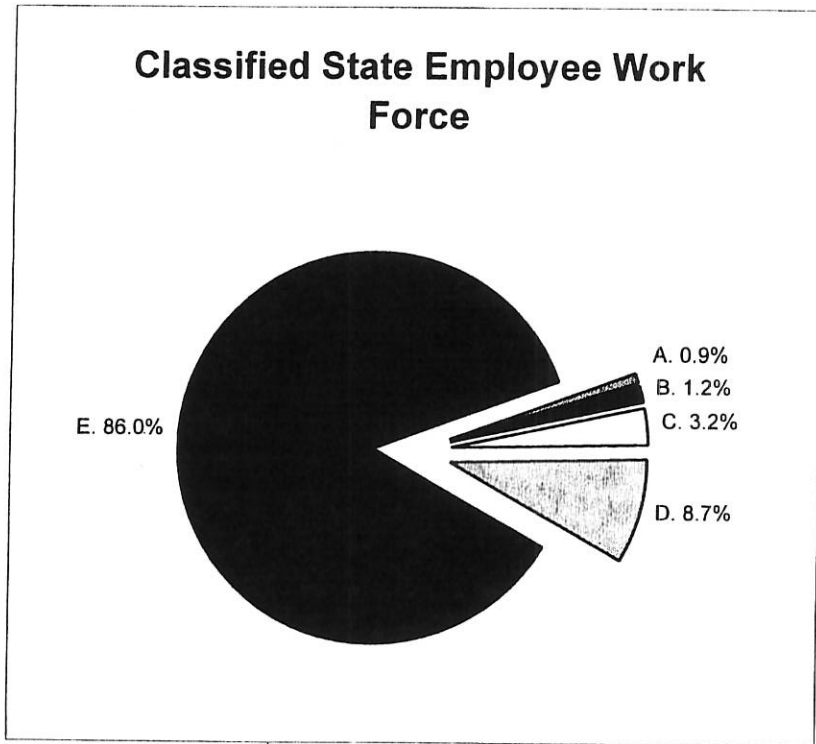


## Appointments, Promotions, and Terminations by Ethnic Group FY 1997

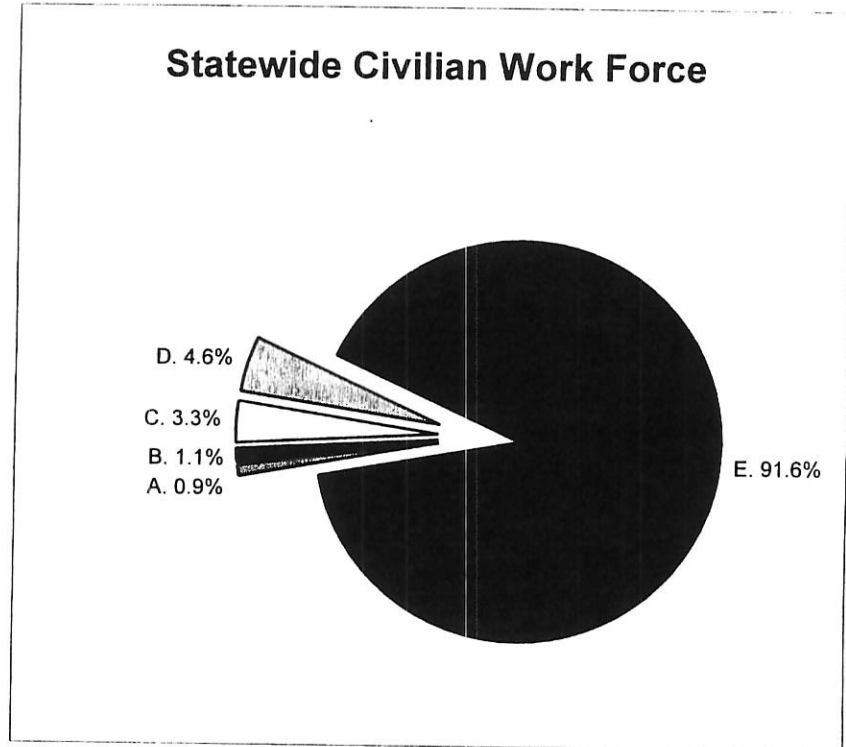
| Ethnic Group                   | Appointments |        |             |       | Promotions  |        |             |        | Terminations |        |             |        |
|--------------------------------|--------------|--------|-------------|-------|-------------|--------|-------------|--------|--------------|--------|-------------|--------|
|                                | Male         | %      | Female      | %     | Male        | %      | Female      | %      | Male         | %      | Female      | %      |
| White                          | 794          | 33.83% | 1000        | 42.6% | 893         | 41.81% | 937         | 43.87% | 1270         | 33.59% | 1704        | 45.07% |
| Black                          | 169          | 7.20%  | 191         | 8.1%  | 102         | 4.78%  | 96          | 4.49%  | 212          | 5.61%  | 352         | 9.31%  |
| Hispanic                       | 50           | 2.13%  | 63          | 2.7%  | 40          | 1.87%  | 21          | 0.98%  | 71           | 1.88%  | 76          | 2.01%  |
| Asian/Pacific Islander         | 12           | 0.51%  | 19          | 0.8%  | 7           | 0.33%  | 8           | 0.37%  | 16           | 0.42%  | 21          | 0.56%  |
| American Indian/Alaskan Native | 16           | 0.68%  | 13          | 0.6%  | 17          | 0.80%  | 6           | 0.28%  | 21           | 0.56%  | 29          | 0.77%  |
| Indeterminate                  | 2            | 0.09%  |             |       | 1           | 0.05%  |             |        | 2            | 0.05%  |             |        |
| Alien                          |              |        |             |       | 1           | 0.05%  |             |        |              |        |             |        |
| No Indication                  | 6            | 0.26%  | 12          | 0.5%  | 4           | 0.19%  | 3           | 0.14%  | 1            | 0.03%  | 6           | 0.16%  |
| <b>Total</b>                   | <b>1049</b>  |        | <b>1298</b> |       | <b>1065</b> |        | <b>1071</b> |        | <b>1593</b>  |        | <b>2188</b> |        |
|                                |              | 2347   |             |       |             | 2136   |             |        |              | 3781   |             |        |

Source: SHARP; Excludes unclassified, temporary, and student employees.

# Comparison of Classified Employee Work Force and Statewide Civilian Work Force



Excludes: Unclassified, temporary and student employees



Statewide work force data contains job classifications not in the state work force.

|                                   |                           |             |          |          |
|-----------------------------------|---------------------------|-------------|----------|----------|
| A. American Indian/Alaskan Native | B. Asian/Pacific Islander | C. Hispanic | D. Black | E. White |
|-----------------------------------|---------------------------|-------------|----------|----------|

# Number, Age, Salary and Years of Service of Classified Employees by Agency -- Fiscal Year 1997

| AGENCY                                        | # Classified Employees | Average Salary | Average Age | Average Years of Service |
|-----------------------------------------------|------------------------|----------------|-------------|--------------------------|
| 28 Board of Accountancy                       | 2                      | \$20,654       | 45          | 9                        |
| 34 Adjutant General                           | 52                     | \$28,486       | 44          | 10                       |
| 36 Council on Vocational Education            | -                      | -              | -           | -                        |
| 39 Department on Aging                        | 97                     | \$31,835       | 47          | 12                       |
| 46 Department of Agriculture                  | 283                    | \$32,763       | 47          | 14                       |
| 55 Animal Health Department                   | 27                     | \$27,258       | 46          | 12                       |
| 58 Kansas Human Rights Commission             | 32                     | \$27,815       | 47          | 12                       |
| 82 Attorney General                           | 2                      | \$28,787       | 57          | 13                       |
| 83 Kansas Bureau of Investigation             | 182                    | \$33,962       | 42          | 12                       |
| 94 Banking Department                         | 54                     | \$38,277       | 37          | 9                        |
| 100 Board of Barbering                        | 1                      | \$24,170       | 59          | 4                        |
| 102 Behavioral Sciences Regulatory Board      | 6                      | \$23,306       | 44          | 6                        |
| 105 Board of Healing Arts                     | 19                     | \$24,335       | 44          | 12                       |
| 122 Citizens' Utility Ratepayer Board         | 1                      | \$29,349       | 51          | 26                       |
| 140 Corporation for Change                    | -                      | -              | -           | -                        |
| 143 Kansas Corporation Commission             | 128                    | \$31,823       | 47          | 14                       |
| 147 Ombudsman for Corrections                 | 1                      | \$23,005       | 42          | 6                        |
| 149 Board of Cosmetology                      | 10                     | \$23,008       | 54          | 13                       |
| 159 Department of Credit Unions               | 11                     | \$38,811       | 51          | 15                       |
| 167 Kansas Dental Board                       | 2                      | \$32,365       | 61          | 17                       |
| 173 Department of Administration              | 759                    | \$30,552       | 45          | 12                       |
| 177 Ellsworth Correctional Facility           | 182                    | \$26,487       | 42          | 7                        |
| 195 El Dorado Correctional Facility           | 365                    | \$25,098       | 39          | 5                        |
| 204 Board of Mortuary Arts                    | 2                      | \$25,480       | 42          | 12                       |
| 206 Emergency Medical Services Board          | 12                     | \$30,553       | 46          | 12                       |
| 234 State Fire Marshal                        | 33                     | \$31,719       | 46          | 10                       |
| 246 Fort Hays State University                | 286                    | \$21,434       | 44          | 10                       |
| 247 Governmental Standards & Conduct          | -                      | -              | -           | -                        |
| 252 Office of the Governor                    | -                      | -              | -           | -                        |
| 258 Grain Inspection Department               | 83                     | \$27,778       | 45          | 19                       |
| 264 Health and Environment                    | 748                    | \$35,080       | 45          | 12                       |
| 270 Health Care Stabilization Bd of Governors | 8                      | \$22,292       | 41          | 11                       |
| 276 Kansas Department of Transportation       | 2948                   | \$29,005       | 43          | 14                       |
| 280 Highway Patrol                            | 715                    | \$31,545       | 42          | 13                       |
| 288 Historical Society                        | 131                    | \$26,908       | 45          | 12                       |
| 296 Department of Human Resources             | 778                    | \$31,648       | 48          | 15                       |
| 300 Department of Commerce and Housing        | 121                    | \$33,059       | 43          | 9                        |
| 313 Hutchinson Correctional Facility          | 485                    | \$26,686       | 42          | 8                        |
| 319 Youth Center at Topeka                    | 220                    | \$24,230       | 42          | 11                       |
| 325 Youth Center at Beloit                    | 89                     | \$24,642       | 41          | 10                       |
| 328 Board of Indigents' Defense Services      | 59                     | \$22,457       | 38          | 5                        |
| 331 Insurance Department                      | 55                     | \$21,521       | 44          | 10                       |
| 349 Judicial Council                          | -                      | -              | -           | -                        |
| 350 Juvenile Justice Authority                | 5                      | \$35,518       | 42          | 13                       |
| 355 Youth Center at Atchison                  | 113                    | \$24,316       | 42          | 11                       |
| 359 Kansas Arts Commission                    | 7                      | \$33,656       | 47          | 10                       |
| 360 Kansas, Inc.                              | -                      | -              | -           | -                        |
| 363 Kansas Neurological Institute             | 659                    | \$23,184       | 42          | 11                       |
| 365 Kansas Public Employees Retirement System | 61                     | \$29,351       | 46          | 12                       |
| 367 Kansas State University                   | 1748                   | \$23,034       | 44          | 11                       |
| 371 Kansas Technology Enterprise Corp.        | -                      | -              | -           | -                        |
| 373 Kansas State Fair                         | 17                     | \$26,811       | 43          | 9                        |
| 379 Emporia State University                  | 303                    | \$27,267       | 44          | 11                       |
| 385 Pittsburg State University                | 272                    | \$23,333       | 45          | 11                       |
| 391 Kansas Wheat Commission                   | 6                      | \$30,614       | 48          | 15                       |

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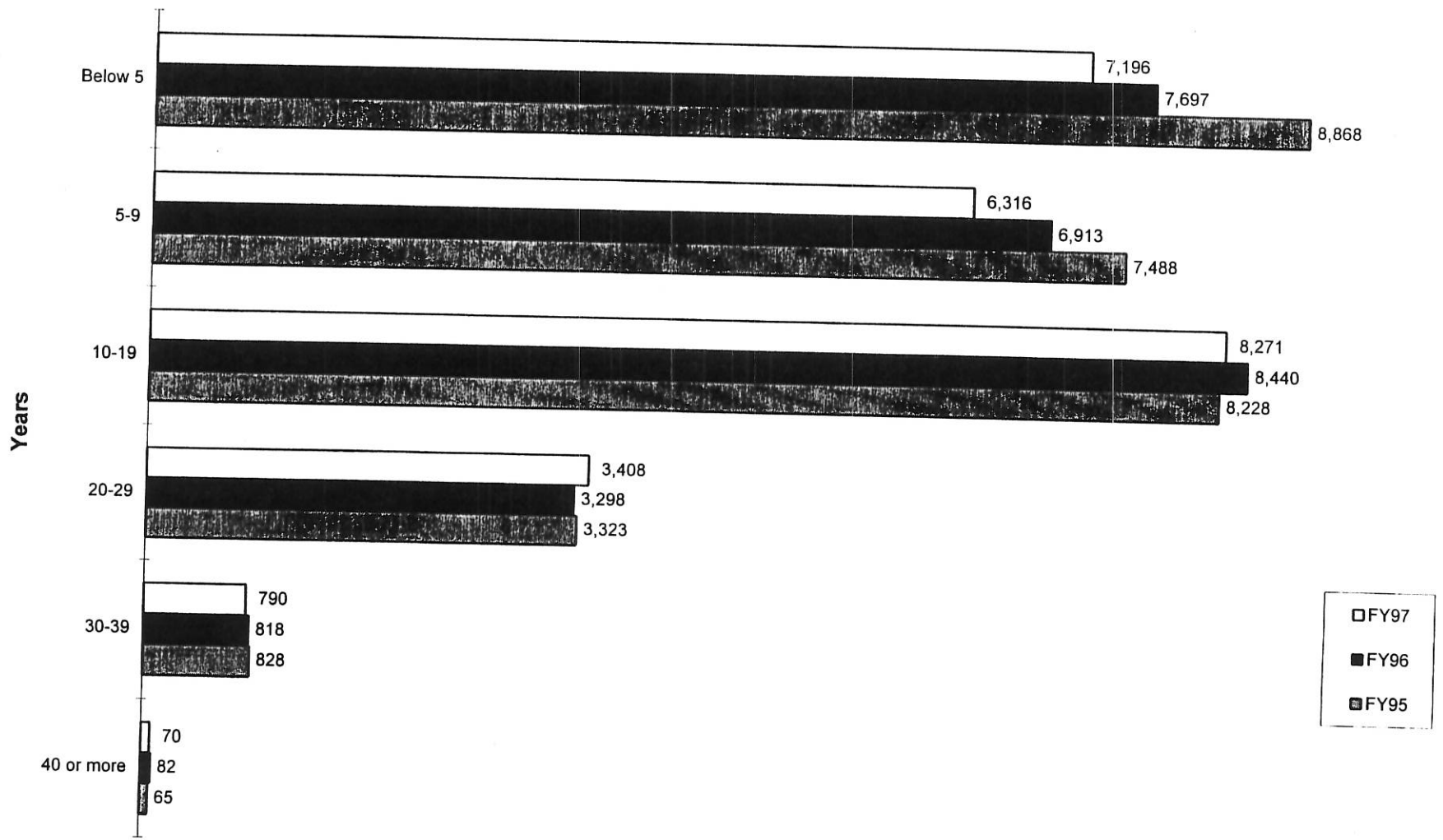
**Number, Age, Salary and Years of Service of Classified Employees by Agency -- Fiscal Year 1997**

| AGENCY                                         | # Classified Employees | Average Salary | Average Age | Average Years of Service |
|------------------------------------------------|------------------------|----------------|-------------|--------------------------|
| 400 Lansing Correctional Facility              | 680                    | \$26,439       | 41          | 9                        |
| 408 Larned Correctional Mental Health Facility | 153                    | \$25,325       | 41          | 7                        |
| 410 Larned State Hospital                      | 659                    | \$24,590       | 45          | 13                       |
| 412 Youth Center at Larned                     | 113                    | \$22,873       | 40          | 8                        |
| 422 Legislative Coordinating Council           | -                      | -              | -           | -                        |
| 425 Legislative Research Department            | -                      | -              | -           | -                        |
| 428 Legislature                                | -                      | -              | -           | -                        |
| 434 State Library                              | 23                     | \$28,515       | 45          | 13                       |
| 446 Office of the Lieutenant Governor          | -                      | -              | -           | -                        |
| 450 Kansas Lottery                             | 46                     | \$30,330       | 43          | 10                       |
| 454 Consumer Credit Commissioner               | 6                      | \$33,457       | 45          | 17                       |
| 482 Board of Nursing                           | 15                     | \$27,862       | 47          | 11                       |
| 488 Board of Optometry Examiners               | -                      | -              | -           | -                        |
| 494 Osawatomie State Hospital                  | 453                    | \$25,368       | 45          | 13                       |
| 507 Parsons St. Hospital & Training Center     | 474                    | \$25,013       | 43          | 12                       |
| 521 Department of Corrections                  | 283                    | \$31,746       | 42          | 11                       |
| 523 Kansas Parole Board                        | -                      | -              | -           | -                        |
| 531 Board of Pharmacy                          | 5                      | \$31,541       | 44          | 6                        |
| 540 Legislative Division of Post Audit         | -                      | -              | -           | -                        |
| 543 Kansas Real Estate Appraisal Board         | 1                      | \$30,826       | 38          | 8                        |
| 549 Kansas Real Estate Commission              | 12                     | \$23,216       | 46          | 6                        |
| 553 Kansas Racing & Gaming Commission          | 24                     | \$26,101       | 43          | 9                        |
| 555 Rainbow Mental Health Facility             | 125                    | \$26,701       | 44          | 10                       |
| 561 Board of Regents                           | 6                      | \$23,272       | 49          | 18                       |
| 562 Board of Tax Appeals                       | 16                     | \$22,580       | 42          | 10                       |
| 565 Department of Revenue                      | 1072                   | \$27,827       | 44          | 13                       |
| 579 Revisor of Statutes                        | -                      | -              | -           | -                        |
| 581 Norton Correctional Facility               | 227                    | \$25,848       | 43          | 9                        |
| 604 School for the Blind                       | 40                     | \$22,895       | 45          | 9                        |
| 610 School for the Deaf                        | 53                     | \$20,824       | 47          | 10                       |
| 622 Secretary of State                         | -                      | -              | -           | -                        |
| 625 Office of the Securities Commissioner      | 20                     | \$40,814       | 44          | 13                       |
| 626 Kansas Sentencing Commission               | -                      | -              | -           | -                        |
| 629 Social and Rehabilitation Services         | 3943                   | \$27,791       | 44          | 11                       |
| 634 State Conservation Commission              | 7                      | \$25,153       | 42          | 14                       |
| 652 Department of Education                    | 165                    | \$33,427       | 46          | 13                       |
| 660 Topeka Correctional Facility               | 280                    | \$27,424       | 43          | 11                       |
| 663 Board of Technical Professions             | 3                      | \$21,313       | 43          | 8                        |
| 664 Topeka State Hospital                      | 7                      | \$27,872       | 48          | 17                       |
| 670 State Treasurer                            | 41                     | \$24,597       | 43          | 12                       |
| 677 Judiciary                                  | -                      | -              | -           | -                        |
| 682 University of Kansas                       | 1525                   | \$23,140       | 44          | 11                       |
| 683 KU Medical Center                          | 1600                   | \$20,775       | 41          | 9                        |
| 694 Commission on Veterans Affairs             | 165                    | \$21,212       | 48          | 10                       |
| 700 Board of Veterinary Examiners              | -                      | -              | -           | -                        |
| 709 Kansas Water Office                        | 22                     | \$40,741       | 47          | 15                       |
| 710 Department of Wildlife and Parks           | 387                    | \$30,514       | 43          | 13                       |
| 712 Winfield Correctional Facility             | 173                    | \$25,811       | 43          | 9                        |
| 713 Winfield St. Hospital & Training Center    | 361                    | \$23,899       | 45          | 13                       |
| 715 Wichita State University                   | 689                    | \$21,528       | 45          | 9                        |

Source: SHARP; Excludes unclassified, temporary, and student employees.

No data indicates agency does not have classified employees

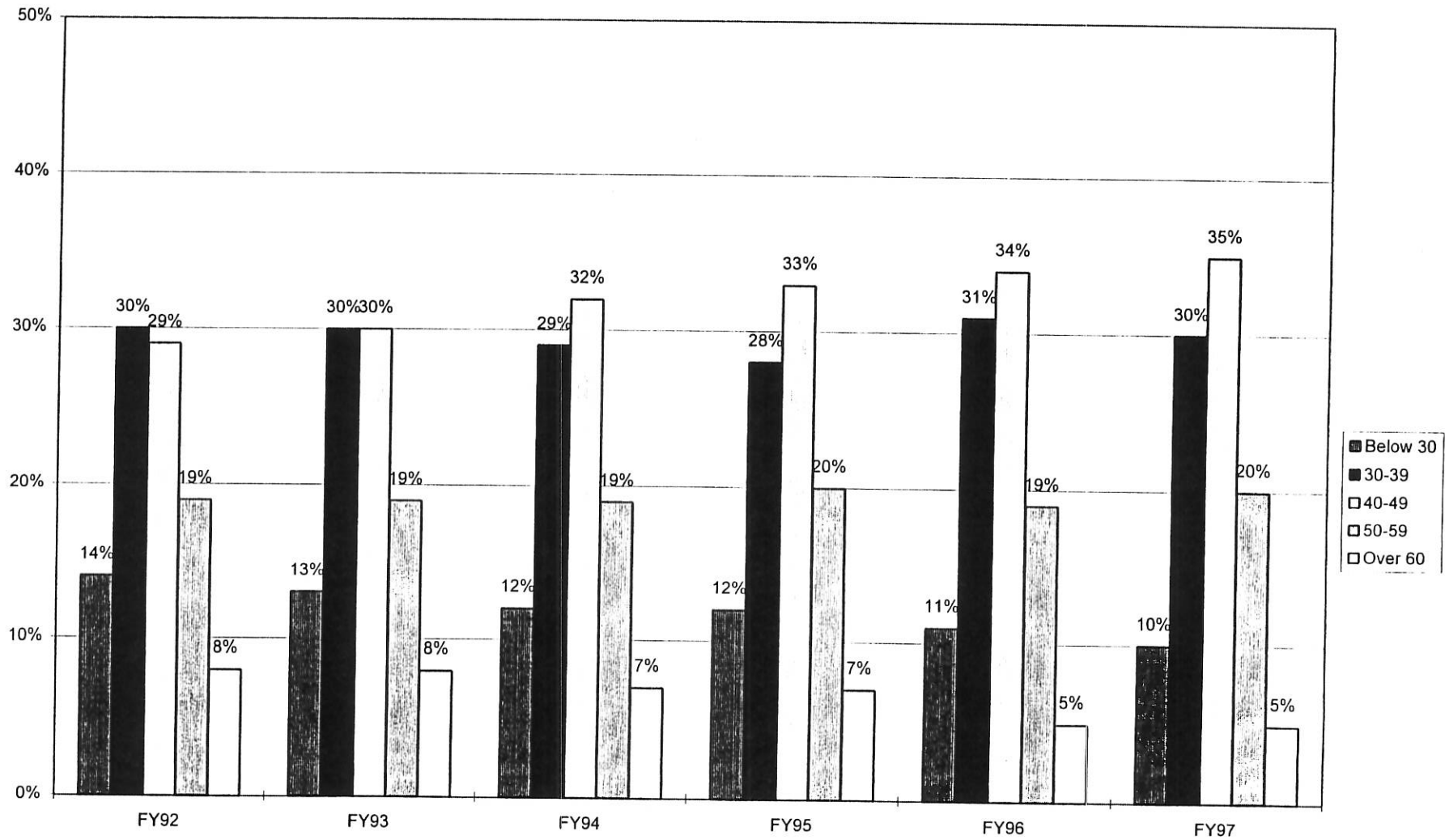
### Classified Employees by Years of Service



Source: Prior annual reports KIPPS data; SHARP (6-30-97)  
Excludes: unclassified, temporary, and student employees



### Classified Employees by Age Group



Source: Prior annual reports KIPPS data; SHARP (6-30-97)  
Excludes: unclassified, temporary, and student employees

## Sick Leave Use by Agency, FY 1997

| Agency Number and Name                        | # Classified Employees | Agency Total |                | Average per Employee |            |
|-----------------------------------------------|------------------------|--------------|----------------|----------------------|------------|
|                                               |                        | Hours        | Dollars        | Hours                | Dollars    |
| 28 Board of Accountancy                       | 2                      | 76.75        | \$718.10       | 38.4                 | \$359.05   |
| 34 Adjutant General                           | 52                     | 3,673.25     | \$48,802.39    | 70.6                 | \$938.51   |
| 36 Council on Vocational Education            |                        |              |                |                      |            |
| 39 Department on Aging                        | 97                     | 2,601.00     | \$41,418.03    | 26.8                 | \$426.99   |
| 46 Department of Agriculture                  | 283                    | 19,361.00    | \$292,758.82   | 68.4                 | \$1,034.48 |
| 55 Animal Health Department                   | 27                     | 2,175.25     | \$28,245.31    | 80.6                 | \$1,046.12 |
| 58 Kansas Human Rights Commission             | 32                     | 1,994.25     | \$26,864.81    | 62.3                 | \$839.53   |
| 82 Attorney General                           | 2                      | 55.50        | \$643.25       | 27.8                 | \$321.63   |
| 83 Kansas Bureau of Investigation             | 182                    | 8,016.25     | \$118,381.77   | 44.0                 | \$650.45   |
| 94 Banking Department                         | 54                     | 3,546.75     | \$61,186.43    | 65.7                 | \$1,133.08 |
| 100 Board of Barbering                        | 1                      | 84.00        | \$943.32       | 84.0                 | \$943.32   |
| 102 Behavioral Sciences Regulatory Board      | 6                      | 201.75       | \$2,311.56     | 33.6                 | \$385.26   |
| 105 Board of Healing Arts                     | 19                     | 1,746.75     | \$21,410.79    | 91.9                 | \$1,126.88 |
| 122 Citizens' Utility Ratepayer Board         | 1                      | 44.00        | \$600.60       | 44.0                 | \$600.60   |
| 140 Corporation for Change                    |                        |              |                |                      |            |
| 143 Kansas Corporation Commission             | 128                    | 8,466.25     | \$118,360.09   | 66.1                 | \$924.69   |
| 147 Ombudsman for Corrections                 | 1                      | 59.00        | \$630.71       | 59.0                 | \$630.71   |
| 149 Board of Cosmetology                      | 10                     | 1,085.50     | \$12,670.23    | 108.6                | \$1,267.02 |
| 159 Department of Credit Unions               | 11                     | 224.00       | \$3,995.54     | 20.4                 | \$363.23   |
| 167 Kansas Dental Board                       | 2                      | 82.00        | \$1,229.96     | 41.0                 | \$614.98   |
| 173 Department of Administration              | 759                    | 51,644.80    | \$710,920.70   | 68.0                 | \$1,736.59 |
| 177 Ellsworth Correctional Facility           | 182                    | 9,853.75     | \$122,830.13   | 54.1                 | \$674.89   |
| 195 El Dorado Correctional Facility           | 365                    | 24,777.50    | \$295,040.99   | 67.9                 | \$808.33   |
| 204 Board of Mortuary Arts                    | 2                      | 50.25        | \$589.97       | 25.1                 | \$294.99   |
| 206 Emergency Medical Services Board          | 12                     | 596.00       | \$8,354.90     | 49.7                 | \$696.24   |
| 234 State Fire Marshal                        | 33                     | 2,048.50     | \$28,825.28    | 62.1                 | \$873.49   |
| 246 Fort Hays State University                |                        |              |                |                      |            |
| 247 Governmental Standards & Conduct          |                        |              |                |                      |            |
| 252 Office of the Governor                    |                        |              |                |                      |            |
| 258 Grain Inspection Department               | 83                     | 5,889.50     | \$78,398.90    | 71.0                 | \$944.57   |
| 264 Health and Environment                    | 748                    | 54,915.25    | \$884,273.72   | 73.4                 | \$1,182.18 |
| 270 Health Care Stabilization Bd of Governors | 8                      | 617.75       | \$6,193.66     | 77.2                 | \$774.21   |
| 276 Kansas Department of Transportation       | 2948                   | 214,602.25   | \$2,852,868.97 | 72.8                 | \$967.73   |
| 280 Highway Patrol                            | 715                    | 52,750.00    | \$780,026.36   | 73.8                 | \$1,090.95 |
| 288 Historical Society                        | 131                    | 9,707.00     | \$124,120.85   | 74.1                 | \$947.49   |
| 296 Department of Human Resources             | 778                    | 55,838.25    | \$794,766.46   | 71.8                 | \$1,021.55 |
| 300 Department of Commerce and Housing        | 121                    | 8,333.50     | \$129,274.10   | 68.9                 | \$1,068.38 |
| 313 Hutchinson Correctional Facility          | 485                    | 30,971.50    | \$398,888.59   | 63.9                 | \$822.45   |
| 319 Youth Center at Topeka                    | 220                    | 14,233.00    | \$162,332.49   | 64.7                 | \$737.87   |
| 325 Youth Center at Beloit                    | 89                     | 4,670.50     | \$54,320.78    | 52.5                 | \$610.35   |
| 328 Board of Indigents' Defense Services      | 59                     | 3,412.25     | \$36,991.35    | 57.8                 | \$626.97   |
| 331 Insurance Department                      | 55                     | 3,835.50     | \$39,244.47    | 69.7                 | \$713.54   |
| 349 Judicial Council                          |                        |              |                |                      |            |
| 350 Juvenile Justice Authority                | 5                      | -            | \$0.00         |                      |            |
| 355 Youth Center at Atchison                  | 113                    | 8,164.75     | \$99,716.98    | 72.3                 | \$882.45   |
| 359 Kansas Arts Commission                    | 7                      | 904.75       | \$14,537.24    | 129.3                | \$2,076.75 |
| 360 Kansas, Inc.                              |                        |              |                |                      |            |
| 363 Kansas Neurological Institute             | 659                    | 48,165.50    | \$527,201.60   | 73.1                 | \$800.00   |
| 365 Kansas Public Employees Retirement System | 61                     | 4,810.25     | \$66,118.95    | 78.9                 | \$1,083.92 |
| 367 Kansas State University                   |                        |              |                |                      |            |
| 371 Kansas Technology Enterprise Corp.        |                        |              |                |                      |            |
| 373 Kansas State Fair                         | 17                     | 649.75       | \$7,286.51     | 38.2                 | \$428.62   |
| 379 Emporia State University                  |                        |              |                |                      |            |
| 385 Pittsburg State University                |                        |              |                |                      |            |
| 391 Kansas Wheat Commission                   | 6                      | 258.00       | \$3,741.83     | 43.0                 | \$623.64   |

### Sick Leave Use by Agency, FY 1997

| Agency Number and Name                         | # Classified Employees | Agency Total        |                        | Average per Employee |             |
|------------------------------------------------|------------------------|---------------------|------------------------|----------------------|-------------|
|                                                |                        | Hours               | Dollars                | Hours                | Dollars     |
| 400 Lansing Correctional Facility              | 680                    | 49,514.00           | \$627,513.71           | 72.8                 | \$921.46    |
| 408 Larned Correctional Mental Health Facility | 153                    | 11,300.00           | \$135,656.04           | 73.9                 | \$886.64    |
| 410 Larned State Hospital                      | 659                    | 65,778.75           | \$777,002.62           | 99.8                 | \$1,179.06  |
| 412 Youth Center at Larned                     | 113                    | 8,235.75            | \$89,769.88            | 72.9                 | \$794.42    |
| 422 Legislative Coordinating Council           |                        |                     |                        |                      |             |
| 425 Legislative Research Department            |                        |                     |                        |                      |             |
| 428 Legislature                                |                        |                     |                        |                      |             |
| 434 State Library                              | 23                     | 1,416.00            | \$17,528.38            | 61.6                 | \$762.10    |
| 446 Office of the Lieutenant Governor          |                        |                     |                        |                      |             |
| 450 Kansas Lottery                             | 46                     | 2,882.50            | \$37,272.75            | 62.7                 | \$810.28    |
| 454 Consumer Credit Commissioner               | 6                      | 307.25              | \$4,179.37             | 51.2                 | \$696.56    |
| 488 Board of Optometry Examiners               |                        |                     |                        |                      |             |
| 482 Board of Nursing                           | 15                     | 1,540.00            | \$21,516.87            | 102.7                | \$1,434.46  |
| 494 Osawatomie State Hospital                  | 453                    | 38,812.75           | \$450,855.44           | 85.7                 | \$995.27    |
| 507 Parsons St. Hospital & Training Center     | 474                    | 35,317.75           | \$414,026.48           | 74.5                 | \$873.47    |
| 521 Department of Corrections                  | 283                    | 18,556.50           | \$260,998.23           | 65.6                 | \$1,202.76  |
| 523 Kansas Parole Board                        |                        |                     |                        |                      |             |
| 531 Board of Pharmacy                          | 5                      | 577.50              | \$7,641.05             | 115.5                | \$1,528.21  |
| 540 Legislative Division of Post Audit         |                        |                     |                        |                      |             |
| 543 Kansas Real Estate Appraisal Board         | 1                      | 25.00               | \$309.25               | 25.0                 | \$309.25    |
| 549 Kansas Real Estate Commission              | 12                     | 936.00              | \$9,633.16             | 78.0                 | \$802.76    |
| 553 Kansas Racing & Gaming Commission          | 24                     | 1,523.25            | \$17,576.73            | 63.5                 | \$732.36    |
| 555 Rainbow Mental Health Facility             | 125                    | 9,836.00            | \$119,374.59           | 78.7                 | \$955.00    |
| 561 Board of Regents                           | 6                      | 356.50              | \$3,944.82             | 59.4                 | \$657.47    |
| 562 Board of Tax Appeals                       | 16                     | 1,367.00            | \$14,887.24            | 85.4                 | \$930.45    |
| 565 Department of Revenue                      | 1072                   | 77,830.50           | \$1,001,653.13         | 72.6                 | \$934.38    |
| 579 Revisor of Statutes                        |                        |                     |                        |                      |             |
| 581 Norton Correctional Facility               | 227                    | 14,741.75           | \$180,134.12           | 64.9                 | \$793.54    |
| 604 School for the Blind                       | 40                     | 2,781.50            | \$31,171.70            | 69.5                 | \$779.29    |
| 610 School for the Deaf                        | 53                     | 3,334.50            | \$32,186.86            | 62.9                 | \$607.30    |
| 622 Secretary of State                         |                        |                     |                        |                      |             |
| 625 Office of the Securities Commissioner      | 20                     | 1,741.75            | \$32,398.28            | 87.1                 | \$1,619.91  |
| 626 Kansas Sentencing Commission               |                        |                     |                        |                      |             |
| 629 Social and Rehabilitation Services         | 3943                   | 304,454.25          | \$3,831,608.17         | 77.2                 | \$971.75    |
| 634 State Conservation Commission              | 7                      | 465.00              | \$5,116.89             | 66.4                 | \$730.98    |
| 652 Department of Education                    | 165                    | 11,956.25           | \$187,152.15           | 72.5                 | \$1,134.26  |
| 660 Topeka Correctional Facility               | 280                    | 21,732.75           | \$274,107.39           | 77.6                 | \$978.95    |
| 663 Board of Technical Professions             | 3                      | 154.50              | \$1,691.88             | 51.5                 | \$563.96    |
| 664 Topeka State Hospital                      | 404.4                  | 31,580.50           | \$381,519.70           | 78.1                 | \$54,502.81 |
| 670 State Treasurer                            | 41                     | 2,407.25            | \$26,759.40            | 58.7                 | \$743.32    |
| 677 Judiciary                                  |                        |                     |                        |                      |             |
| 682 University of Kansas                       |                        |                     |                        |                      |             |
| 683 KU Medical Center                          |                        |                     |                        |                      |             |
| 694 Commission on Veterans Affairs             | 165                    | 11,092.25           | \$110,424.02           | 67.2                 | \$669.24    |
| 700 Board of Veterinary Examiners              |                        |                     |                        |                      |             |
| 709 Kansas Water Office                        | 22                     | 1,507.75            | \$29,144.74            | 68.5                 | \$1,324.76  |
| 710 Department of Wildlife and Parks           | 387                    | 22,249.25           | \$317,812.04           | 57.5                 | \$821.22    |
| 712 Winfield Correctional Facility             | 173                    | 6,979.25            | \$81,373.96            | 40.3                 | \$470.37    |
| 713 Winfield St. Hospital & Training Center    | 521.5                  | 58,402.80           | \$673,830.74           | 112.0                | \$1,866.57  |
| 715 Wichita State University                   |                        |                     |                        |                      |             |
| <b>TOTAL</b>                                   | <b>20,556</b>          | <b>1,486,887.60</b> | <b>\$19,215,809.27</b> | <b>72.3</b>          |             |

Source: SHARP; Excludes unclassified, temporary, and student employees and Regents institutions

Average sick leave use per employee was determined by calculating the sick leave for each agency and dividing by the number of employees on 6-30-97, the last day of FY97. Due to hospital closures, the number of employees at Topeka State Hospital and Winfield State Hospital declined throughout FY1997. Averages at these facilities are based on the number of authorized FTE for the fiscal year instead of the number of employees on 6-30-97.

# Classified Employees by County FY 1997

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| County |            | Number<br>Employees | Average             |                  |          | County |             | Number<br>Employees | Average             |                  |          |
|--------|------------|---------------------|---------------------|------------------|----------|--------|-------------|---------------------|---------------------|------------------|----------|
|        | Age        |                     | Years of<br>Service | Annual<br>Salary |          |        | Age         |                     | Years of<br>Service | Annual<br>Salary |          |
| AL     | Allen      | 67                  | 44                  | 12               | \$29,293 | GT     | Grant       | 34                  | 40                  | 7                | \$25,029 |
| AN     | Anderson   | 36                  | 46                  | 13               | \$28,059 | GW     | Greenwood   | 25                  | 42                  | 10               | \$26,167 |
| AT     | Atchison   | 174                 | 43                  | 12               | \$25,291 | GY     | Gray        | 11                  | 45                  | 12               | \$25,983 |
| BA     | Barber     | 15                  | 44                  | 6                | \$22,317 | HG     | Hodgeman    | 8                   | 47                  | 11               | \$23,267 |
| BB     | Bourbon    | 50                  | 47                  | 12               | \$26,841 | HM     | Hamilton    | 26                  | 44                  | 13               | \$26,165 |
| BR     | Brown      | 80                  | 42                  | 15               | \$27,699 | HP     | Harper      | 17                  | 43                  | 8                | \$23,568 |
| BT     | Barton     | 118                 | 45                  | 10               | \$28,129 | HS     | Haskell     | 9                   | 52                  | 11               | \$25,173 |
| BU     | Butler     | 492                 | 40                  | 7                | \$25,692 | HV     | Harvey      | 66                  | 43                  | 9                | \$26,177 |
| CA     | Clark      | 9                   | 46                  | 11               | \$24,380 | JA     | Jackson     | 28                  | 44                  | 12               | \$26,137 |
| CD     | Cloud      | 43                  | 43                  | 11               | \$26,244 | JF     | Jefferson   | 37                  | 46                  | 15               | \$28,289 |
| CF     | Coffey     | 20                  | 41                  | 11               | \$27,103 | JO     | Johnson     | 541                 | 43                  | 12               | \$27,630 |
| CK     | Cherokee   | 53                  | 45                  | 12               | \$25,963 | JW     | Jewell      | 27                  | 41                  | 13               | \$26,737 |
| CL     | Cowley     | 584                 | 45                  | 12               | \$24,865 | KE     | Kearny      | 13                  | 38                  | 10               | \$25,635 |
| CM     | Comanche   | 9                   | 40                  | 7                | \$23,342 | KM     | Kingman     | 24                  | 42                  | 10               | \$26,783 |
| CN     | Cheyenne   | 10                  | 40                  | 10               | \$24,157 | KW     | Kiowa       | 18                  | 43                  | 10               | \$27,716 |
| CQ     | Chautauqua | 16                  | 46                  | 14               | \$27,569 | LB     | Labette     | 558                 | 44                  | 12               | \$25,313 |
| CR     | Crawford   | 443                 | 45                  | 12               | \$25,472 | LC     | Lincoln     | 12                  | 47                  | 12               | \$23,790 |
| CS     | Chase      | 12                  | 46                  | 13               | \$25,537 | LE     | Lane        | 18                  | 46                  | 13               | \$26,121 |
| CY     | Clay       | 36                  | 43                  | 13               | \$28,577 | LN     | Linn        | 24                  | 41                  | 8                | \$25,479 |
| DC     | Decatur    | 15                  | 48                  | 15               | \$26,183 | LO     | Logan       | 40                  | 44                  | 12               | \$27,025 |
| DG     | Douglas    | 1709                | 44                  | 11               | \$23,954 | LV     | Leavenworth | 766                 | 42                  | 9                | \$26,690 |
| DK     | Dickinson  | 38                  | 45                  | 12               | \$27,140 | LY     | Lyon        | 427                 | 44                  | 11               | \$27,723 |
| DP     | Doniphan   | 17                  | 41                  | 15               | \$27,094 | MC     | Mitchell    | 112                 | 41                  | 11               | \$25,201 |
| ED     | Edwards    | 12                  | 46                  | 11               | \$25,392 | ME     | Meade       | 19                  | 42                  | 14               | \$27,423 |
| EK     | Elk        | 6                   | 47                  | 12               | \$29,026 | MG     | Montgomery  | 142                 | 47                  | 12               | \$27,063 |
| EL     | Ellis      | 509                 | 44                  | 11               | \$25,033 | MI     | Miami       | 527                 | 44                  | 12               | \$25,544 |
| EW     | Ellsworth  | 221                 | 43                  | 8                | \$26,705 | MN     | Marion      | 53                  | 40                  | 12               | \$27,414 |
| FI     | Finney     | 229                 | 44                  | 11               | \$27,828 | MP     | McPherson   | 51                  | 44                  | 11               | \$27,148 |
| FO     | Ford       | 261                 | 44                  | 10               | \$24,779 | MR     | Morris      | 27                  | 45                  | 11               | \$25,089 |
| FR     | Franklin   | 60                  | 45                  | 13               | \$26,953 | MS     | Marshall    | 28                  | 44                  | 16               | \$26,530 |
| GE     | Geary      | 99                  | 41                  | 9                | \$25,903 | MT     | Morton      | 9                   | 34                  | 6                | \$23,261 |
| GH     | Graham     | 18                  | 44                  | 12               | \$25,878 | NM     | Nemaha      | 29                  | 42                  | 12               | \$24,768 |
| GL     | Greeley    | 9                   | 40                  | 7                | \$21,935 | NO     | Neosho      | 203                 | 47                  | 13               | \$30,558 |
| GO     | Gove       | 12                  | 51                  | 21               | \$25,542 | NS     | Ness        | 11                  | 47                  | 16               | \$25,215 |

### Classified Employees by County FY 1997

| County |              | Number<br>Employees | Average             |                  |          | County |                     | Number<br>Employees | Average          |    |          |
|--------|--------------|---------------------|---------------------|------------------|----------|--------|---------------------|---------------------|------------------|----|----------|
|        | Age          |                     | Years of<br>Service | Annual<br>Salary |          | Age    | Years of<br>Service |                     | Annual<br>Salary |    |          |
| NT     | Norton       | 284                 | 44                  | 11               | \$26,862 | SF     | Stafford            | 13                  | 45               | 13 | \$30,381 |
| OB     | Osborne      | 17                  | 43                  | 9                | \$24,934 | SG     | Sedgwick            | 1781                | 44               | 10 | \$25,468 |
| OS     | Osage        | 51                  | 43                  | 12               | \$27,235 | SH     | Sherman             | 41                  | 46               | 12 | \$24,892 |
| OT     | Ottawa       | 14                  | 49                  | 15               | \$26,022 | SM     | Smith               | 15                  | 45               | 11 | \$24,013 |
| PL     | Phillips     | 47                  | 44                  | 12               | \$26,934 | SN     | Shawnee             | 7423                | 44               | 13 | \$30,324 |
| PN     | Pawnee       | 946                 | 44                  | 11               | \$24,558 | ST     | Stanton             | 2                   | 70               | 7  | \$23,026 |
| PR     | Pratt        | 143                 | 46                  | 13               | \$28,965 | SU     | Sumner              | 56                  | 45               | 10 | \$26,218 |
| PT     | Pottawatomie | 68                  | 43                  | 13               | \$27,210 | SV     | Stevens             | 12                  | 38               | 7  | \$23,546 |
| RA     | Rawlins      | 30                  | 44                  | 11               | \$25,757 | SW     | Seward              | 80                  | 41               | 8  | \$26,662 |
| RC     | Rice         | 16                  | 44                  | 13               | \$26,335 | TH     | Thomas              | 66                  | 44               | 12 | \$27,693 |
| RH     | Rush         | 12                  | 47                  | 15               | \$24,717 | TR     | Trego               | 23                  | 41               | 11 | \$26,856 |
| RL     | Riley        | 1720                | 44                  | 11               | \$23,696 | WA     | Wallace             | 10                  | 51               | 9  | \$24,051 |
| RN     | Reno         | 795                 | 43                  | 10               | \$27,191 | WB     | Wabaunsee           | 28                  | 45               | 14 | \$26,038 |
| RO     | Rooks        | 65                  | 43                  | 9                | \$26,918 | WH     | Wichita             | 7                   | 51               | 13 | \$25,474 |
| RP     | Republic     | 44                  | 45                  | 13               | \$26,598 | WL     | Wilson              | 27                  | 43               | 12 | \$27,588 |
| RS     | Russell      | 37                  | 44                  | 14               | \$28,099 | WO     | Woodson             | 39                  | 46               | 10 | \$26,447 |
| SA     | Saline       | 425                 | 45                  | 12               | \$28,351 | WS     | Washington          | 15                  | 45               | 13 | \$24,536 |
| SC     | Scott        | 18                  | 39                  | 9                | \$26,097 | WY     | Wyandotte           | 2249                | 42               | 10 | \$22,764 |
| SD     | Sheridan     | 11                  | 45                  | 14               | \$24,007 |        |                     |                     |                  |    |          |

Source: SHARP (6-30-97)

Excludes: unclassified, temporary, and student employees



# Occupational Categories by Gender and Average Age, Salary, and Years of Service

95-1  
40

| Code | Occupational Category                                                         | #    | % Male | Average |                  |               | % Female | Average |                  |               |
|------|-------------------------------------------------------------------------------|------|--------|---------|------------------|---------------|----------|---------|------------------|---------------|
|      |                                                                               |      |        | Age     | Years of Service | Annual Salary |          | Age     | Years of Service | Annual Salary |
|      |                                                                               |      |        |         |                  |               |          |         |                  |               |
| A1   | Accountants, Auditors and Financial Examiners                                 | 962  | 37%    | 44      | 12               | \$ 36,623     | 63%      | 43      | 14               | \$ 30,705     |
| A2   | Public Relations, Marketing and Economic Development Professionals            | 113  | 49%    | 43      | 8                | \$ 38,135     | 51%      | 41      | 10               | \$ 35,140     |
| A3   | Regulatory and Compliance Inspectors                                          | 223  | 39%    | 50      | 12               | \$ 35,923     | 61%      | 47      | 8                | \$ 37,341     |
| A4   | General Business Administrators and Managers                                  | 862  | 43%    | 48      | 17               | \$ 43,295     | 57%      | 46      | 16               | \$ 37,182     |
| A5   | Real Estate and Property Appraisers                                           | 82   | 65%    | 48      | 9                | \$ 37,932     | 35%      | 46      | 8                | \$ 35,379     |
| A6   | Human Resources Professionals and Trainers                                    | 756  | 30%    | 48      | 12               | \$ 32,301     | 70%      | 45      | 13               | \$ 29,893     |
| R1   | Architect and Engineer Professionals and Associates                           | 1163 | 90%    | 44      | 16               | \$ 36,113     | 10%      | 38      | 10               | \$ 30,885     |
|      | Analysts, Consultants and Planners                                            | 207  | 61%    | 48      | 16               | \$ 40,444     | 39%      | 42      | 13               | \$ 36,933     |
| C3   | Science Professionals, Technicians and Technologists                          | 617  | 73%    | 46      | 13               | \$ 36,224     | 27%      | 42      | 10               | \$ 31,394     |
| D1   | Psychologists, Social Workers and Rehabilitation Counselors                   | 801  | 25%    | 47      | 15               | \$ 36,276     | 75%      | 42      | 11               | \$ 31,419     |
| D2   | Human Services Professionals and Technicians                                  | 1356 | 38%    | 42      | 10               | \$ 26,856     | 62%      | 43      | 11               | \$ 27,824     |
| D3   | Legal Professionals and Technicians                                           | 194  | 51%    | 45      | 10               | \$ 43,700     | 49%      | 40      | 8                | \$ 36,752     |
| E1   | Archival, Historical, Museum & Library Professionals and Technicians          | 269  | 28%    | 44      | 13               | \$ 28,547     | 72%      | 45      | 13               | \$ 25,749     |
| E2   | Graphic and Performing Artists                                                | 92   | 66%    | 43      | 13               | \$ 28,788     | 34%      | 40      | 10               | \$ 28,193     |
| F1   | Non-Licensed Medical and Health Technicians                                   | 1219 | 24%    | 40      | 10               | \$ 22,852     | 76%      | 42      | 9                | \$ 20,051     |
| F2   | Licensed Medical and Health Professionals and Technicians                     | 1319 | 26%    | 39      | 10               | \$ 24,513     | 74%      | 44      | 12               | \$ 27,593     |
| F3   | Animal Medical and Health Professionals and Technicians                       | 96   | 55%    | 44      | 14               | \$ 27,520     | 45%      | 38      | 8                | \$ 23,609     |
| K1   | Administrative Specialists                                                    | 373  | 38%    | 47      | 12               | \$ 28,437     | 62%      | 46      | 12               | \$ 25,777     |
| K2   | Office Support Workers                                                        | 5879 | 9%     | 43      | 10               | \$ 20,395     | 91%      | 44      | 11               | \$ 20,797     |
| L1   | Protective Services Professionals and Technicians                             | 3227 | 82%    | 41      | 10               | \$ 28,731     | 18%      | 40      | 8                | \$ 26,392     |
| M1   | Conservation, Horticultural & Wildlife/Forestry Professionals and Technicians | 328  | 92%    | 42      | 14               | \$ 30,251     | 8%       | 38      | 9                | \$ 26,109     |
| M2   | Grain Service Inspectors, Operators and Examiners                             | 69   | 99%    | 44      | 19               | \$ 28,616     | 1%       | 41      | 14               | \$ 32,344     |
| N1   | Printing Workers                                                              | 156  | 71%    | 45      | 14               | \$ 27,298     | 29%      | 43      | 12               | \$ 24,826     |
| N2   | Building and Electronic Trades Workers                                        | 1498 | 97%    | 46      | 11               | \$ 24,926     | 3%       | 42      | 10               | \$ 20,922     |
| N3   | Vehicle, Equipment and Aircraft Mechanics/Operators                           | 1590 | 96%    | 43      | 12               | \$ 24,416     | 4%       | 41      | 7                | \$ 20,198     |
| P1   | Information Resource Management Professionals and Technicians                 | 138  | 65%    | 45      | 13               | \$ 44,178     | 35%      | 42      | 14               | \$ 38,675     |
| P2   | Data Processing Professionals and Technicians                                 | 648  | 58%    | 43      | 12               | \$ 38,216     | 42%      | 42      | 14               | \$ 33,620     |
| P3   | Telecommunications Professionals and Technicians                              | 140  | 80%    | 45      | 11               | \$ 36,369     | 20%      | 43      | 16               | \$ 36,172     |
| R1   | Dietetic, Nutrition and Food Services Professionals and Technicians           | 386  | 19%    | 39      | 6                | \$ 17,208     | 81%      | 47      | 12               | \$ 20,291     |
| R2   | Miscellaneous Services Professionals and Workers                              | 1287 | 46%    | 44      | 9                | \$ 16,379     | 54%      | 46      | 9                | \$ 16,058     |

Source: SHARP (6-30-97)

Excludes: unclassified, temporary, and student employees

## DEFINITIONS

- Agency**  
a unit of state government assigned a unique department identification number
- Classified Service**  
all positions in the state service, except those which are specifically placed in the unclassified service by K.S.A. 75-2935, as amended, or other sections of the statutes
- Demotion**  
a change of an employee from a position in one class to a position in another class having a lower pay grade
- Established position**  
a position which is in the budget as approved by the legislature, and which has been allocated
- Fiscal Year**  
the time period from July 1 to June 30
- Full-Time Equivalency (FTE)**  
a unit of measurement equivalent to one full-time position
- KIPPS**  
Kansas Integrated Personnel and Payroll System, replaced by SHARP in December of 1995
- Length of Service**  
total time worked in the classified service or unclassified service, with certain exclusions
- Pay Grade**  
a salary and wage range in the pay plan prepared by the director of personnel services as required by K.S.A. 75-2938
- Position**  
a group of duties and responsibilities, assigned or delegated by an appointing authority, requiring the services of an employee on a full-time basis or, in some cases, on a less than full-time basis
- Promotion**  
a change of an employee from a position in one class to a position in another class having a higher pay grade, by an employee who meets the required selection criteria for promotion
- Rehire**  
any person hired by the state who was previously employed by the state
- Resignation**  
the voluntary termination of employment by an employee
- SHARP**  
Statewide Human Resource and Payroll system implemented in December, 1995
- Temporary position (classified service)**  
a position which is limited to not more than 999 hours of employment in a 12-month period. Does not affect the position limitation of an agency
- Transfer**  
a change by an employee from one position to another position with a close similarity of duties, essentially the same basic qualifications, and the same pay grade
- Unclassified Service**  
those positions specifically designated as unclassified by K.S.A. 75-2935, as amended, or other sections of the statutes



**BILL GRAVES**  
Governor

**DAN STANLEY**  
Secretary of Administration

**WILLIAM B. McGLASSON**  
Director of Personnel Services  
900 S.W. Jackson, Room 951-S  
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(785) 296-4278  
FAX (785) 296-6793

**DEPARTMENT OF ADMINISTRATION**  
Division of Personnel Services

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**MEMORANDUM**

**TO:** Paul West  
Legislative Research Department

**FROM:** Mary Adkins *Mary Adkins*  
Division of Personnel Services

**DATE:** December 29, 1998

**SUBJECT:** Request for SHARP Information

Attached you will find three reports that should answer the questions your office had regarding the number of employees paid from the Statewide Human Resource and Payroll system in each county. The reports are:

- Total Number of Regular State Employee Paychecks for Pay Period Ending 11-14-98 Sorted by County of Residence
- Total Number of State Employee Paychecks for Pay Period Ending 11-14-98 Sorted by County of Residence
- Total Number of Regents Paychecks for Pay Period Ending 11-14-98. The county of work was used for this report since other data is not available.

Please feel free to contact me if you need additional information or additional explanation of this report. My number is 6-3800.

cc: Ron Seeber

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Total Number of Regular State Employee Paychecks for Pay Period Ending 11-14-98 Sorted by County of Residence

| County of Residence | Number of Employees |
|---------------------|---------------------|
| All Other           | 41                  |
| Allen               | 99                  |
| Anderson            | 69                  |
| Atchison            | 226                 |
| Barber              | 22                  |
| Barton              | 311                 |
| Bourbon             | 82                  |
| Brown               | 84                  |
| Buchanan            | 26                  |
| Butler              | 468                 |
| Cass                | 6                   |
| Chase               | 21                  |
| Chautauqua          | 16                  |
| Cherokee            | 75                  |
| Cheyenne            | 14                  |
| Clark               | 16                  |
| Clay                | 70                  |
| Clinton             | 2                   |
| Cloud               | 64                  |
| Coffey              | 43                  |
| Comanche            | 13                  |
| Cowley              | 304                 |
| Crawford            | 205                 |
| Decatur             | 34                  |
| Dekalb              | 1                   |
| Dickinson           | 90                  |
| Doniphan            | 40                  |
| Douglas             | 713                 |
| Edwards             | 34                  |
| Elk                 | 18                  |
| Ellis               | 212                 |
| Ellsworth           | 163                 |
| Finney              | 218                 |
| Ford                | 261                 |
| Franklin            | 177                 |
| Geary               | 121                 |
| Gove                | 21                  |
| Graham              | 26                  |
| Grant               | 25                  |
| Gray                | 43                  |
| Greeley             | 9                   |
| Greenwood           | 79                  |
| Hamilton            | 28                  |
| Harper              | 26                  |
| Harvey              | 116                 |
| Haskell             | 19                  |
| Henry               | 1                   |

Total Number of Regular State Employee Paychecks for Pay Period Ending 11-14-98 Sorted by County of Residence

|              |       |
|--------------|-------|
| Hodgeman     | 16    |
| Jackson      | 466   |
| Jasper       | 5     |
| Jefferson    | 392   |
| Jewell       | 37    |
| Johnson      | 989   |
| Kearny       | 27    |
| Kingman      | 50    |
| Kiowa        | 23    |
| Labette      | 497   |
| Lane         | 16    |
| Leavenworth  | 668   |
| Lincoln      | 40    |
| Linn         | 88    |
| Logan        | 38    |
| Lyon         | 187   |
| Marion       | 60    |
| Marshall     | 40    |
| McPherson    | 125   |
| Meade        | 29    |
| Miami        | 379   |
| Mitchell     | 105   |
| Montgomery   | 172   |
| Morris       | 49    |
| Morton       | 10    |
| Nemaha       | 59    |
| Neosho       | 212   |
| Ness         | 20    |
| Norton       | 226   |
| Osage        | 378   |
| Osborne      | 25    |
| Ottawa       | 38    |
| Pawnee       | 740   |
| Phillips     | 71    |
| Platte       | 34    |
| Pottawatomie | 167   |
| Pratt        | 140   |
| Rawlins      | 36    |
| Reno         | 695   |
| Republic     | 49    |
| Rice         | 86    |
| Riley        | 205   |
| Rooks        | 71    |
| Rush         | 40    |
| Russell      | 45    |
| Saline       | 377   |
| Scott        | 27    |
| Sedgwick     | 1,273 |
| Seward       | 76    |



Total Number of Regular State Employee Paychecks for Pay Period Ending 11-14-98 Sorted by County of Residence

|                                                                                                                      |                                  |
|----------------------------------------------------------------------------------------------------------------------|----------------------------------|
| Shawnee                                                                                                              | 6,703                            |
| Sheridan                                                                                                             | 13                               |
| Sherman                                                                                                              | 44                               |
| Smith                                                                                                                | 25                               |
| Stafford                                                                                                             | 60                               |
| Stanton                                                                                                              | 7                                |
| Stevens                                                                                                              | 28                               |
| Sumner                                                                                                               | 88                               |
| Thomas                                                                                                               | 60                               |
| Trego                                                                                                                | 22                               |
| Wabaunsee                                                                                                            | 143                              |
| Wallace                                                                                                              | 10                               |
| Washington                                                                                                           | 32                               |
| Wichita                                                                                                              | 7                                |
| Wilson                                                                                                               | 51                               |
| Woodson                                                                                                              | 33                               |
| Wyandotte                                                                                                            | 597                              |
|                                                                                                                      |                                  |
|                                                                                                                      |                                  |
|                                                                                                                      | 22,273                           |
|                                                                                                                      | <b>Total Number of Employees</b> |
| Includes: Paycheck Data for all Regular, Full-Time and Part-Time State Employees for the Pay Period Ending 11-14-98. |                                  |
| Excludes: Paycheck Data for Regents Institutions and Temporary Employees.                                            |                                  |
| Source: SHARP Data - Prepared by the Division of Personnel Services                                                  |                                  |

| County of Residence | Number of Employees |
|---------------------|---------------------|
| All Other           | 46                  |
| Allen               | 100                 |
| Anderson            | 70                  |
| Atchison            | 241                 |
| Barber              | 22                  |
| Barton              | 330                 |
| Bourbon             | 87                  |
| Brown               | 86                  |
| Buchanan            | 26                  |
| Butler              | 513                 |
| Cass                | 6                   |
| Chase               | 24                  |
| Chautauqua          | 17                  |
| Cherokee            | 80                  |
| Cheyenne            | 15                  |
| Clark               | 17                  |
| Clay                | 74                  |
| Clinton             | 3                   |
| Cloud               | 65                  |
| Coffey              | 44                  |
| Comanche            | 14                  |
| Cowley              | 336                 |
| Crawford            | 219                 |
| Decatur             | 35                  |
| Dekalb              | 1                   |
| Dickinson           | 92                  |
| Doniphan            | 43                  |
| Douglas             | 807                 |
| Edwards             | 37                  |
| Elk                 | 20                  |
| Ellis               | 224                 |
| Ellsworth           | 164                 |
| Finney              | 234                 |
| Ford                | 273                 |
| Franklin            | 186                 |
| Geary               | 138                 |
| Gove                | 21                  |
| Graham              | 29                  |
| Grant               | 28                  |
| Gray                | 45                  |
| Greeley             | 12                  |
| Greenwood           | 83                  |
| Hamilton            | 31                  |
| Harper              | 26                  |
| Harvey              | 122                 |
| Haskell             | 21                  |
| Henry               | 1                   |

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Total Number of State Employee Paychecks for Pay Period Ending 11-14-98 Sorted by County of Residence

|              |       |
|--------------|-------|
| Hodgeman     | 17    |
| Jackson      | 495   |
| Jasper       | 5     |
| Jefferson    | 426   |
| Jewell       | 38    |
| Johnson      | 1,045 |
| Kearny       | 28    |
| Kingman      | 55    |
| Kiowa        | 25    |
| Labette      | 642   |
| Lane         | 17    |
| Leavenworth  | 689   |
| Lincoln      | 43    |
| Linn         | 93    |
| Logan        | 41    |
| Lyon         | 216   |
| Marion       | 67    |
| Marshall     | 41    |
| McPherson    | 130   |
| Meade        | 31    |
| Miami        | 440   |
| Mitchell     | 107   |
| Montgomery   | 189   |
| Morris       | 53    |
| Morton       | 13    |
| Nemaha       | 62    |
| Neosho       | 221   |
| Ness         | 21    |
| Norton       | 231   |
| Osage        | 399   |
| Osborne      | 26    |
| Ottawa       | 42    |
| Pawnee       | 823   |
| Phillips     | 73    |
| Platte       | 34    |
| Pottawatomie | 177   |
| Pratt        | 160   |
| Rawlins      | 36    |
| Reno         | 716   |
| Republic     | 51    |
| Rice         | 88    |
| Riley        | 240   |
| Rooks        | 71    |
| Rush         | 40    |
| Russell      | 47    |
| Saline       | 392   |
| Scott        | 27    |
| Sedgwick     | 1,387 |
| Seward       | 80    |

Total Number of State Employee Paychecks for Pay Period Ending 11-14-98 Sorted by County of Residence

|                                                                                                             |                                         |
|-------------------------------------------------------------------------------------------------------------|-----------------------------------------|
| Shawnee                                                                                                     | 7,338                                   |
| Sheridan                                                                                                    | 15                                      |
| Sherman                                                                                                     | 47                                      |
| Smith                                                                                                       | 27                                      |
| Stafford                                                                                                    | 64                                      |
| Stanton                                                                                                     | 7                                       |
| Stevens                                                                                                     | 35                                      |
| Sumner                                                                                                      | 101                                     |
| Thomas                                                                                                      | 63                                      |
| Trego                                                                                                       | 25                                      |
| Wabaunsee                                                                                                   | 151                                     |
| Wallace                                                                                                     | 11                                      |
| Washington                                                                                                  | 35                                      |
| Wichita                                                                                                     | 8                                       |
| Wilson                                                                                                      | 53                                      |
| Woodson                                                                                                     | 34                                      |
| Wyandotte                                                                                                   | 640                                     |
|                                                                                                             |                                         |
|                                                                                                             | <b>24,152 Total Number of Employees</b> |
| Includes: Paycheck Data for all Full-Time and Part-Time State Employees for the Pay Period Ending 11-14-98. |                                         |
| Excludes: Paycheck Data for Regents Institutions.                                                           |                                         |
| Source: SHARP Data - Prepared by the Division of Personnel Services                                         |                                         |

Total Number of Regent Paychecks for Pay Period Ending 11-14-98

| <b>Regents</b>                                                                   | <b>County</b> | <b>Number of Employees</b> |              |
|----------------------------------------------------------------------------------|---------------|----------------------------|--------------|
| Emporia State                                                                    | Lyon          | 1,702                      |              |
| Wichita State                                                                    | Sedgwick      | 3,193                      |              |
| Fort Hays State                                                                  | Ellis         | 1,796                      |              |
| Pittsburg State                                                                  | Crawford      | 1,575                      |              |
| KU                                                                               | Douglas       | 8,604                      |              |
| KUMC                                                                             | Wyandotte     | 2,812                      |              |
| K-State                                                                          | Riley         | 9,181                      |              |
|                                                                                  |               | 28,863                     | <b>Total</b> |
| Includes: Paycheck Data for Regent Employees for the Pay Period Ending 11-14-98. |               |                            |              |
| Source: BDAS Data - Prepared by the Division of Personnel Services               |               |                            |              |