

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 20, 1999 in Room 526-S of the Capitol.

All members were present except: Representative Nancy Kirk - excused  
Representative Tom Sloan - excused

Committee staff present: Leah Robinson, Legislative Research Department  
Jim Wilson, Revisor of Statutes  
Janet Mosser, Committee Secretary

Conferees appearing before the committee: Robert L. DeBruyn, Chairman of the Board, The MASTER Teacher

Others attending: See attached list

Chairman Wilk noted that, at the committee's request, Bobbi Mariani, Assistant Director, Division of Personnel Services, Department of Administration has provided each committee member a copy of the 1998 Report of the Employee Award Board (**Attachment 1**) and a copy of the Work Force Report for Fiscal Year 1998 (**Attachment 2**).

Mr. Robert L. DeBruyn, Chairman of the Board, The MASTER Teacher, gave a presentation on Legislative Strategies for Maximizing Teacher and Administrator Performance and Student Learning. At the request of the committee, Mr. DeBruyn agreed to forward to the committee a written copy of his presentation.

Chairperson Wilk adjourned the meeting at 3:00 p.m.

The next meeting is scheduled for January 21, 1999.



1998 Report Of The  
EMPLOYEE AWARD BOARD  
To Members Of The  
LEGISLATIVE COORDINATING COUNCIL

January 11, 1999

In accord with the requirements of K.S.A. 75-37,110, the Employee Award Board herewith submits its report concerning awards made during calendar year 1998, and related matters.

Summary

The Employee Award Board, established July 1, 1986, is responsible for the service award and suggestion award programs for state employees. The five-member board is appointed by both the administrative and legislative branches of state government. Staffing and other support services are provided to the board by the Department of Administration, Division of Personnel Services.

In 1998, adopted suggestions resulted in a first year's estimated savings of \$47,645. Since July 1, 1986, adopted suggestions have produced an estimated first year's savings of \$10,434,968.

Cash awards, totaling \$6,728 in 1998, were approved for meritorious suggestions to 21 state employees and their supervisors. No employees were provided with Certificate of Merit awards for meritorious suggestions which were adopted without a cash award. Certificate of Recognition awards were provided to another 9 employees in appreciation for sharing good but not-adoptable suggestions. Their suggestions were not adopted, generally, due to fiscal restraints, limited resources, lack of enabling legislation or insufficient merit. A listing of awards is incorporated in Appendices I, II and III.

Program Information

The Employee Award Board is responsible for the service and suggestion awards programs. The board's authority is established under K.S.A. 75-37,106, et seq. A description of the board and the service and suggestion award programs is in the following sections.

A. Employee Award Board

The Employee Award Board was established July 1, 1986, to administer the state employee service and suggestion award programs. The board is composed of five members appointed as follows: two persons in the unclassified service by the Chairperson of the Legislative Coordinating Council and three persons in the classified service by the Secretary of Administration.

Kansas 2000 Select Committee

Meeting Date 1-20-99

Attachment 1

The board replaced the Kansas State Employee Awards Committee that had administered the service and suggestion programs from Fiscal Year 1979 through Fiscal Year 1986. The five members of the committee were appointed by the Secretary of Administration. Only cash awards for employee suggestions exceeding fifty dollars were subject to approval by the committee.

For Fiscal Year 1998, the sum of \$3,000 was allocated for use by the board in making awards. Awards can also be paid from agency funds. Staffing, publicity and related expenses are borne by the Division of Personnel Services.

#### B. Service Award Program

State employees are eligible for service awards after attaining their ten-year, twenty-year, thirty-year and forty-year anniversaries of state service. The award is a pin designed for wearing either on a lapel or a tie. The design of the pin includes an engraved sunflower and the word "Kansas." To acknowledge the different decades of service, semiprecious stones are added. Forty-year pins contain a small diamond and, customarily, are awarded by the governor.

In 1998, 3,309 service pins were requested by state agencies for presentation by them to eligible employees. The Department of Administration has provided the service award pins to state agencies since the onset of the program in 1980.

#### C. Suggestion Award Program

Most state employees and retirees are eligible to receive a cash award for meritorious suggestions that reduce costs, increase productivity, improve services or morale or avoid expenses. Awards can be approved for an amount up to 10% of the first year's estimated savings. The maximum award allowed is \$5,000 and the minimum, \$25. Generally, supervisors of employees granted cash awards receive their own award equal to 10% of the amount received by the employee. Supervisory awards do not reduce awards given to employees. Cash awards may be paid in net amounts.

Suggestions are submitted centrally to the Employee Award Board, then forwarded to appropriate agencies, organizations or persons for an appraisal. A report of the merits and value of the suggestion is returned to the board. Suggestions are forwarded for review without an indication of the employee's identity. The board adopts or not adopts each suggestion after reviewing all information made available by the employee and the agency. All awards must be approved by the board.

The payment of cash awards may come from allocations made therefor or from the agency which has expenditures reduced as a result of the suggestion or accomplishment of the employee. The board has established a policy that allocations made therefor are used to pay for suggestions



with intangible benefits or benefiting the state as a whole. This policy is adopted to encourage agencies to share a portion of the financial benefit with employees whose adopted suggestions reduce the agency's expenditures.

## APPENDICES

- Appendix I. Cash Awards Approved for Adopted Employee Suggestions
- Appendix II. Certificate of Merit Awards
- Appendix III. Certificate of Recognition Awards
- Appendix IV. Synopsis of Adopted Employee Suggestions
- Appendix V. Employee Award Board Members

1-5

APPENDIX I

CASH AWARDS APPROVED FOR ADOPTED EMPLOYEE SUGGESTIONS

Employee Award Board  
Calendar Year 1998

<u>Employee</u>	<u>Suggestion</u>	<u>Award</u>	<u>Savings</u>
Ronald D. Peterson Office Supervisor Department of Revenue Hoyt	Eliminating Envelopes With the Indicia #970046	\$ 654 Employee 65 Supervisor Paid by Agency	\$6,535
David M. Riebel Welder Department of Transportation Iola	Lifting Spreaders #980020	\$ 50 Employee 5 Supervisor Paid by Agency	\$1,050
Robert R. Bennett Equipment Mechanic II Department of Transportation Great Bend	Trailer Hitch #980026	\$ 500 Employee 50 Supervisor Paid by Agency	
Ricky L. Woods Robert W. Martindale Corrections Counselor II Laundry Manager Newton Augusta	Eliminate Laundry Bags in the Segregation Units #980033	\$ 100 Each Employee 20 Supervisor Paid by Agency	\$2,000

<u>Employee</u>	<u>Suggestion</u>	<u>Award</u>	<u>Savings</u>
Elaine M. Salmans Secretary II Larned State Hospital Larned	Reduce Laser Copier Paper Costs #960064	\$3,000 Employee 300 Supervisor Paid by Agency	\$30,000
Leo J. Luttjohann, Jr. Applications Programmer/ Analyst I Department of Revenue Topeka	Change to Program Logic and Frequency #960185	\$ 25 Employee Paid by Agency	\$ 130
Brian Patrick Keefe Office Supervisor University of Kansas Lawrence	Student Parking Holds Report #980047	\$ 25 Employee Paid by Agency	\$ 200
Patrick Gleason Office Assistant III Department of Revenue Topeka	Combine Two Work Units #950104	\$ 600 Employee 60 Supervisor Paid by Agency	
Therman R. (Ron) Cockran Environmental Technician III Adjutant General Department Topeka	Removing and Disposing of Hazardous Waste from Industrial Drains #980006	\$ 517 Employee 52 Supervisor Paid by Agency	\$ 5,168

1-7

<u>Employee</u>	<u>Suggestion</u>	<u>Award</u>	<u>Savings</u>
Larry L. Burdick Equipment Operator II Department of Transportation Centralia	Simplifying Chemical Storage Bulkheads #980042	\$ 500 Employee 50 Supervisor Paid by Agency	\$ 2,562
Beulah A. Green Office Assistant II Department of Social and Rehabilitation Services Iola	Add Fields on Child's Benefit Application To Eliminate Follow-Up Calls #990003	\$ 50 Employee 5 Supervisor	

APPENDIX II

CERTIFICATE OF MERIT AWARDS<sup>1</sup>

Employee Suggestion Program  
Calendar Year 1998

Employee

Suggestion

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<sup>1</sup> A Certificate of Merit is awarded to employees for meritorious suggestions that are adopted. Employees listed in this report were given a Certificate of Merit but no cash award. Employees who receive cash awards also receive a Certificate of Merit.

APPENDIX III

CERTIFICATE OF RECOGNITION AWARDS<sup>1</sup>

Employee Suggestion Program  
Calendar Year 1998

<u>Employee</u>	<u>Suggestion</u>
Mary M. Smith Office Assistant III Department of Social and Rehabilitation Services Newton	Security Clearance #980013
Ronald Edwards Equipment Operator II Department of Transportation Jetmore	Truck Bed Steps #980015
Richard E. Zink Equipment Operator II Department of Transportation Marysville	Backup or Reserve Power Generator #980016
Keith Tate Human Resource Professional II Department of Administration Lenexa	Internet - Kansas Home Page Addition - Tourism and Pictures #980027
Kathryn Johnson Drivers License Examiner Department of Revenue Eudora	Revise Two Forms for Compatibility #970052

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<sup>1</sup>A Certificate of Recognition is awarded to employees in appreciation for sharing a good idea to improve state government, but whose suggestion is not adopted, generally due to fiscal restraints, limited resources or the lack of enabling legislation.

Sally S. Moege  
Accounting Specialist  
State Treasurer's Office  
Holton

Legislative Bill Tracking and Printing  
#980050

Richard L. Ruff  
Correctional Specialist I  
Norton correctional Facility  
Logan

Use Pill Window Cleaners to Strip Floors  
Instead of Stripper  
#980038

Eric J. Schmidt  
Equipment Operator II  
Department of Transportation  
Augusta

Window Safety Guard  
#980043

Wesley A. Moore  
Equipment Operator II  
Department of Transportation  
Paola

Cover for Slow-Moving Vehicle Emblems  
#990013



APPENDIX IV

SYNOPSIS OF  
ADOPTED EMPLOYEE SUGGESTIONS  
Calendar Year 1998

Savings on Mailing of Monthly Sales Tax Forms

The employee suggests that currently various sales tax forms are mailed in a pre-stamped envelope. Due to post office regulations, each mailing that has different inserts must be sorted by weight, thus, making it difficult to obtain a good postage rate. The suggester proposes that the pre-stamped envelope be replaced with a plain envelope, metering the mail runs, then spraying the bar code on the letters, which would allow Central Mail to obtain a good postage rate.

# 970046

Lifting Spreaders

The employee suggested and designed an adjustable lifting bar for spreaders. His design eliminates the practice in several districts of lifting spreaders by chains. His suggestion resulted in a first year's estimated savings of \$1,050.

# 980020

Trailer Hitch

The employee suggested that a standard trailer hitch supplied by the manufacturer used on some Department of Transportation vehicles was seriously under built to carry expected loads which far exceeded the rating on the hitch. The hitch, as furnished by the manufacturer, was in serious danger of failure. He observed that hitches on commercial trailers were heavier. After measuring the weight of loads normally carried on the trailers he concluded the hitches did not meet state specifications. His alert caused a quick shutdown of 345 trailers with that type of hitch and the manufacturer agreed to retrofit all of the trailers with a corrected hitch at the manufacturer's expense. Through his research and diligence potential dangerous situations were eliminated.

# 980026

### **Eliminate Laundry Bags in the Segregation Units**

The employee suggested a new laundry service that eliminates the need for laundry bags in the segregation units, allowing security to better check the laundry when it is delivered and eliminates direct mailing to specific inmates in segregation units from inmates in the laundry system. This suggestion produced a first year's estimated savings of \$2,000.

# 980033

### **Reduce Laser Copier Paper Costs**

The employee suggested the use of high quality photocopy paper in laser printers in place of more expensive cotton rag content paper. After reviewing this matter and determining the idea has merit, her agency initiated an agency-wide policy to implement the suggestion. The result is a first year's estimated savings of \$30,000.

# 960064

### **Change to Program Logic and Frequency**

The suggester recommended that a change be made both to the program code (program logic) and the frequency of program execution of a report generated for accounting changes in the KAIR System. His suggestions generates a first year's estimated savings of \$130.

# 960185

### **Student Parking Holds Report**

The employee suggested that a copy of the Student Parking Holds Report no longer be sent to the University Parking Department. While the report is used by several offices on the Lawrence campus, the report is not needed by the University Parking Department which is the source of the data. The employee's suggestion eliminated the production and distribution of an unnecessary copy of a report.

# 980047

### **Combine Two Work Units**

The employee's suggestion resulted in an impact on the final reorganization, equipping and training required to streamline the process and work flow between the edit unit and the correction unit in the pre audit section of the titles and registrations bureau of his agency.

# 950104

### **Removing and Disposing of Hazardous Waste from Industrial Drains**

The employee's suggestion deals with listed or characteristic waste that would have to be treated as hazardous waste and collected through floor drains over wash platforms and in maintenance bays that drain into a holding tank. He recommended that service drains with holding pits be fitted with a system that filters particulate matter until the suspended matter can more easily be removed. After filtering, only the remaining matter needs testing for hazardous material.

# 980006

### **Simplifying Chemical Storage Bulkheads**

The employee suggested a new way to insert and remove bulkheads in chemical storage domes. The suggestion provides a safer means of inserting and removing the bulkhead while using fewer people than traditional methods. A pulley and winch are used to raise and lower the bulkhead. Once in position, the bulkhead rests on pins in the extended channel. What once took three employees and a loader can now be done safely by one person. The first year's estimated savings is \$2,562.

# 980042

### **Add Fields on Child's Benefit Application Form to Eliminate Follow up Calls**

The employee suggested that when benefits for a child are applied for under the name of a parent, the forms be modified to record the date of birth and social security number of the parent. With this information on the child's application, agency staff will not have to make Follow up telephone calls trying to get that needed information and the child's application can be registered faster.

# 990003

APPENDIX V

EMPLOYEE AWARD BOARD

Ben Barrett, Chairperson  
Unclassified Member  
Director  
Legislative Research Department

Leslie S. Fowler  
Classified Member  
Attorney II  
Department of Transportation

Alfred G. Gutierrez  
Classified Member  
Public Service Administrator III  
Department of Health and Environment

Patricia A. Saville  
Unclassified Member  
Secretary of the Senate  
Senate

Elizabeth A. Wong  
Classified Member  
Human Resources Professional II  
Department of Administration

STATE OF KANSAS

# WORK FORCE REPORT

Fiscal Year 1998

Department of Administration  
Division of Personnel Services

Kansas 2000 Select Committee

Meeting Date 1-20-99

Attachment 2

# INTRODUCTION

The *Work Force Report for Fiscal Year 1998* profiles characteristics, trends, and statistics of the Kansas state government work force. The report, published by the Department of Administration, Division of Personnel Services, gathers and presents data within a standard framework that can be used for general reference purposes. The report provides information from both an overall statewide perspective and the agency level.

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.

The *Work Force Report for Fiscal Year 1998* is divided into three sections:

Section 1 – AGENCIES AND POSITIONS

Section 2 – EMPLOYMENT TRENDS

Section 3 – EMPLOYMENT CHARACTERISTICS

Department of Administration  
Division of Personnel Services  
900 S.W. Jackson St., Rm. 951-S  
Topeka, KS 66612-1251

**PROFILE OF CLASSIFIED AND UNCLASSIFIED EMPLOYEES  
FISCAL YEAR 1998**

	<b>Classified</b>	<b>Unclassified</b>
<b>Number of employees on June 30, 1998</b>	25,366	12,995
<b>Average</b>		
<b>Age</b>	44 years old	45 years old
<b>Years of Service</b>	12 years	10 years
<b>Base Pay</b>	\$27,583	\$48,801
<b>Used Sick Leave</b>	72.1 hours	52.4 hours
<b>Sick Leave Balance</b>	368.74 hours	330.24 hours
<b>Used Vacation Leave</b>	121.3 hours	87 hours
<b>Vacation Leave Balance</b>	115.9 hours	96.22 hours
<b>Gross Longevity Bonus</b>	\$699.89	\$699.89

- Temporary and student employees are excluded from all data.
- Leave data
  1. Also excludes employees at Regents institutions (6,274 classified; 9,616 unclassified). Regents maintain their own systems for time and leave records.
  2. Balances are as of the last pay period in FY98
  3. Average leave use was determined by adding the leave hours used by all employees and dividing by the number of employees on 6-30-98, the last day of FY98.
  4. Average leave balance was determined by adding the leave balances of all employees and dividing by the number of employees in the last pay period of FY98.
  5. Leave used does not include leave donations (such as shared leave) or payouts (such as upon termination). Data reflects employees' personal use of leave for employee or family illness, doctor appointments, vacations, etc.
- Longevity Data
  1. Includes 10,906 employees (10,067 classified; 839 unclassified)

# TABLE OF CONTENTS

	Page
<b>SECTION 1 – AGENCIES AND POSITIONS</b>	1
Kansas State Government Functions	2
Position Reference Table – Classified Service	4
Position Reference Table – Unclassified Service	5
Position by Agency (FTE)	6
Number of Positions by Government Function	11
<b>SECTION 2 – EMPLOYMENT TRENDS</b>	13
Number of State Government Employees	14
Percentage of Full-Time and Part-Time Filled Classified Positions	15
Appointment of Classified Employees by Agency	16
Separation of Classified Employees by Agency	18
Average Salaries for Classified Employees	20
Percentage of Classified Employees by Annual Salary	21
Number of Classified and Unclassified Employees by Agency	22
Average Classified and Unclassified Salaries by Agency	24
Employment and Average Salaries in All State Governments	26
<b>SECTION 3 – EMPLOYMENT CHARACTERISTICS</b>	27
Ethnic Distribution of Classified Employees by Agency	28
Appointments, Promotions and Separations of Classified Employees by Ethnic Group	30
Comparison of Classified Employee Work Force and Kansas Employed Labor Force	31
Number, Age, Salary and Years of Service of Classified Employees by Agency	32
Number, Age, Salary and Years of Service of Unclassified Employees by Agency	34
Classified Employees by Years of Service	36
Classified Employees by Age Group	37
Classified Employees Sick Leave Use by Agency	38
Unclassified Employees Sick Leave Use by Agency	40
Classified Employees Vacation Leave Use by Agency	42
Unclassified Employees Vacation Leave Use by Agency	44
Classified Employees by County of Work	46
Occupational Categories of Classified Employees by Gender, Average Age, Salary and Years of Service	48
Definitions	49



# SECTION 1

## AGENCIES AND POSITIONS

Section 1 provides graphs and tables showing positions in state government. It is important to note the difference between positions and employees. The 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 may not match with the position data in Section 1.

- From FY 1994 to FY 1998, agencies performing Human Resources functions (such as state hospitals, social services, and job placement) had the greatest drop in their authorized FTE – a decrease of 1,619.8.
- For FY 1998, the largest percentage of FTE (43.3%) was allocated to agencies performing Education functions. The remaining FTE were distributed as follows:

Transportation	7.3%
Agriculture & Natural Resources	3%
Public Safety	11.6%
Human Resources	21.9%
General Government	12.8%

## Kansas State Government Functions

<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> <p>028 Board of Accountancy  058 Kansas Human Rights Commission  082 Attorney General  094 Banking Department  100 Board of Barbering  102 Behavioral Sciences Regulatory Board  105 Board of Healing Arts  122 Citizens' Utility Ratepayer Board  143 Kansas Corporation Commission  149 Board of Cosmetology  159 Department of Credit Unions  167 Kansas Dental Board  173 Department of Administration  204 Board of Mortuary Arts  247 Governmental Standards &amp; Conduct  252 Office of the Governor  270 Health Care Stabilization Board of Governors  300 Department of Commerce and Housing  328 Board of Indigents' Defense Services  331 Insurance Department  349 Judicial Council  360 Kansas, Inc.  365 Kansas Public Employees Retirement System  371 Kansas Technology Enterprise Corp.  422 Legislative Coordinating Council  425 Legislative Research Department  428 Legislature  446 Office of the Lieutenant Governor  450 Kansas Lottery  454 Consumer Credit Commissioner  482 Board of Nursing  488 Board of Examiners in Optometry  531 Board of Pharmacy  540 Legislative Division of Post Audit  543 Kansas Real Estate Appraisal Board  549 Kansas Real Estate Commission  553 Kansas Racing &amp; Gaming Commission  562 Board of Tax Appeals  565 Department of Revenue  579 Revisor of Statutes  622 Secretary of State  625 Office of the Securities Commissioner  663 Board of Technical Professions  670 State Treasurer  677 Judiciary  700 Board of Veterinary Examiners</p>	<p><b>Public Safety</b> agencies' goal is to preserve the safety and security of Kansas citizens.</p> <p>034 Adjutant General  083 Kansas Bureau of Investigation  147 Ombudsman for Corrections  177 Ellsworth Correctional Facility  195 El Dorado Correctional Facility  206 Emergency Medical Services Board  234 State Fire Marshal  280 Highway Patrol  313 Hutchinson Correctional Facility  319 Topeka Juvenile Correctional Facility  325 Beloit Juvenile Correctional Facility  350 Juvenile Justice Authority  355 Atchison Juvenile Correctional Facility  400 Lansing Correctional Facility  408 Larned Correctional Mental Health Facility  412 Larned Juvenile Correctional Facility  521 Department of Corrections  523 Kansas Parole Board  581 Norton Correctional Facility  626 Kansas Sentencing Commission  660 Topeka Correctional Facility  712 Winfield Correctional Facility</p>
	<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; and social services to elderly and disadvantaged citizens.</p> <p>039 Department on Aging  261 Kansas Guardianship Program  264* Health and Environment--Health  296 Department of Human Resources  363 Kansas Neurological Institute  410 Larned State Hospital  494 Osawatomie State Hospital  507 Parsons St. Hospital &amp; Training Center  555 Rainbow Mental Health Facility  629 Social and Rehabilitation Services  694 Commission on Veterans Affairs  713 Winfield St. Hospital &amp; Training Center</p>

**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 and inspection; 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          055 Animal Health Department          264* Health and Environment -- Environment          373 Kansas State Fair          391 Kansas Wheat Commission          634 State Conservation Commission          709 Kansas Water Office          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          246 Fort Hays State University          288 Historical Society          359 Kansas Arts Commission          367 Kansas State University          379 Emporia State University          385 Pittsburg State University          434 State Library          561 Board of Regents          604 School for the Blind          610 School for the Deaf          652 Department of Education          682 University of Kansas          683 KU Medical Center          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 1999, Division of the Budget

## POSITION REFERENCE TABLE - CLASSIFIED SERVICE

January 15, 1999

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 Others?	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)	Yes	Yes	No	No
Sick Leave	Yes	Prorated basis	No	No
Vacation Leave	Yes	Prorated basis	No	No
Holiday Credit/Discretionary Day	Yes	Partial Credit	No	No
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.

The above table briefly summarizes information and provides a general description. It should be used for general reference purposes only. The information is not intended to replace the Kansas Statutes Annotated or Administrative Regulations which contain complete provisions.

**POSITION REFERENCE TABLE - UNCLASSIFIED SERVICE**

January 15, 1999

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, Agency Statutes and K.S.A. 75-2935(1)(i)	Special Projects, Agency Statutes and 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 Others ?	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 or Governor's approval	Agency enabling language or Governor's approval	Agency discretion	Agency discretion
Pay Increases	Yes	Yes	Yes	Yes
Longevity Bonus	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>1</sup>	Position specific	Position specific
KPERS (Retirement System)	Yes	Yes	Position specific	Position specific
Sick Leave	Yes	Prorated basis	Position specific	Position specific
Vacation Leave	Yes	Prorated basis	Position specific	Position specific
Holiday Credit/Discretionary Day	Yes	Position Specific	Position specific	Position specific
Deferred Comp./TSA	Yes	Yes	Position specific	Position specific
Shared Leave	Yes	Yes	Position specific	Position specific
Flexible Spending Account	Yes	Yes	Position specific	Position specific

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

The above table briefly summarizes information and provides a general description. It should be used for general reference purposes only. The information is not intended to replace the Kansas Statutes Annotated or Administrative Regulations which contain complete provisions.

## Positions by Agency

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

Agency Number and Name	Fiscal Year					FY 94-98
	1994	1995	1996	1997	1998	+/-
28 Board of Accountancy	3.0	3.0	3.0	3.0	3.0	0.0
34 Adjutant General						
FTE Positions	191.5	229.5	226.0	225.5	219.0	27.5
Unclassified Temporary Positions	5.0	16.0	52.0	46.5	35.0	30.0
Total	196.5	245.5	278.0	272.0	254.0	57.5
36 Council on Vocational Education	2.0	2.0	2.0	1.0	--	-2.0
39 Department on Aging						
FTE Positions	31.0	40.8	39.8	57.3	160.3	129.3
Unclassified Temporary Positions	4.3	4.8	4.7	3.8	4.5	0.2
Total	35.3	45.6	44.5	61.1	164.8	129.5
46 Department of Agriculture						
FTE Positions	326.5	327.5	322.8	305.8	316.0	-10.5
Unclassified Temporary Positions	16.0	17.2	18.4	22.0	19.0	3.0
Total	342.5	344.7	341.2	327.8	335.0	-7.5
55 Animal Health Department	29.5	29.5	29.0	29.0	29.0	-0.5
58 Kansas Human Rights Commission						
FTE Positions	40.0	38.0	38.0	38.0	37.0	-3.0
Unclassified Temporary Positions	2.0	--	2.0	2.0	3.0	1.0
Total	42.0	38.0	40.0	40.0	40.0	-2.0
82 Attorney General	67.0	68.0	80.8	86.0	85.8	18.8
83 Kansas Bureau of Investigation						
FTE Positions	190.0	190.0	192.0	194.5	196.5	6.5
Unclassified Temporary Positions	10.0	9.0	16.0	17.0	10.0	0.0
Total	200.0	199.0	208.0	211.5	206.5	6.5
94 Banking Department	73.0	74.0	73.0	72.0	72.0	-1.0
100 Board of Barbering	2.0	2.0	2.0	2.0	1.5	-0.5
102 Behavioral Sciences Regulatory Board	6.5	8.5	6.5	6.5	6.5	0.0
105 Board of Healing Arts	24.0	26.0	27.0	27.0	27.0	3.0
122 Citizens' Utility Ratepayer Board						
FTE Positions	3.0	3.0	2.0	2.0	2.0	-1.0
Unclassified Temporary Positions	1.0	1.0	1.0	1.0	1.0	0.0
Total	4.0	4.0	3.0	3.0	3.0	-1.0
140 Corporation for Change	7.5	9.0	7.5	5.0	--	-7.5
143 Kansas Corporation Commission						
FTE Positions	224.0	224.0	213.0	212.0	212.0	-12.0
Unclassified Temporary Positions	--	1.0	1.0	--	--	--
Total	224.0	225.0	214.0	212.0	212.0	-12.0
147 Ombudsman for Corrections	4.0	4.0	4.0	4.0	4.0	0.0
149 Board of Cosmetology	9.0	9.0	9.0	9.0	11.0	2.0
159 Department of Credit Unions	12.0	12.0	12.0	12.0	12.0	0.0
167 Kansas Dental Board	2.4	2.4	2.4	2.4	2.4	0.0
173 Department of Administration						
FTE Positions	918.0	925.8	905.8	866.3	863.4	-54.6
Unclassified Temporary Positions	8.0	1.0	9.5	9.5	7.5	-0.5
Total	926.0	926.8	915.3	875.8	870.9	-55.1
177 Ellsworth Correctional Facility						
FTE Positions	189.5	190.5	190.5	184.5	184.5	-5.0
Unclassified Temporary Positions	--	--	--	1.0	1.0	1.0
Total	189.5	190.5	190.5	185.5	185.5	-4.0
195 El Dorado Correctional Facility	390.0	390.0	404.0	387.0	386.0	-4.0
204 Board of Mortuary Arts	3.0	3.0	3.0	3.0	3.0	0.0
206 Emergency Medical Services Board						
FTE Positions	13.0	13.0	13.0	13.0	13.0	0.0
Unclassified Temporary Positions	--	--	--	--	2.0	2.0
Total	13.0	13.0	13.0	13.0	15.0	2.0
234 State Fire Marshal						
FTE Positions	36.0	40.0	40.0	40.0	40.0	4.0
Unclassified Temporary Positions	--	--	--	--	2.0	2.0
Total	36.0	40.0	40.0	40.0	42.0	6.0



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

Agency Number and Name	Fiscal Year					FY 94-98
	1994	1995	1996	1997	1998	+/-
246 Fort Hays State University	664.6	690.6	694.9	689.8	692.2	27.6
247 Governmental Standards & Conduct						
FTE Positions	6.0	8.0	9.0	9.0	9.0	3.0
Unclassified Temporary Positions	1.0	3.0	2.0	0.6	0.4	-0.6
Total	7.0	11.0	11.0	9.6	9.4	2.4
252 Office of the Governor						
FTE Positions	29.0	29.5	29.5	28.5	29.5	0.5
Unclassified Temporary Positions	--	--	7.7	5.5	4.4	4.4
Total	29.0	29.5	37.2	34.0	33.9	4.9
258 Grain Inspection Department	137.0	135.0	135.0	117.0	--	-137.0
261 Kansas Guardianship Program	--	--	12	12.0	12.0	12.0
264 Health and Environment, Dept. of--Environment						
FTE Positions	345.5	393.5	397.0	392.0	391.0	45.5
Unclassified Temporary Positions	105.0	77.5	75.5	75.5	75.5	-29.5
Total	450.5	471.0	472.5	467.5	466.5	16.0
264 Health and Environment, Dept. of--Health						
FTE Positions	420.5	436.1	422.1	408.6	429.6	9.1
Unclassified Temporary Positions	72.7	82.1	74.6	79.1	79.1	6.4
Total	493.2	518.2	496.7	587.7	508.7	15.5
270 Health Care Stabilization Bd of Governors	--	14.7	16.0	16.0	16.0	16.0
276 Kansas Department of Transportation						
FTE Positions	3299.0	3304.0	3304.5	3238.5	3129.5	-169.5
Unclassified Temporary Positions	6.0	5.0	5.0	2.5	2.0	-4.0
Total	3305.0	3309.0	3309.5	3241.0	3131.5	-173.5
280 Highway Patrol						
FTE Positions	811.5	815.6	815.5	799.5	780.8	-30.7
Unclassified Temporary Positions	--	12.0	14.0	14.0	14.0	14.0
Total	811.5	827.6	829.5	813.5	794.8	-16.7
288 Historical Society						
FTE Positions	141.5	140.5	136.5	136.5	136.5	-5.0
Unclassified Temporary Positions	6.0	8.0	--	10	10	4.0
Total	147.5	148.5	136.5	146.5	146.5	-1.0
296 Department of Human Resources						
FTE Positions	915.0	930.5	1033.5	1020.5	1003.5	88.5
Unclassified Temporary Positions	8.0	14.0	17.0	29.0	29.0	21.0
Total	923.0	944.5	1050.5	1049.5	1032.5	109.5
300 Department of Commerce and Housing						
FTE Positions	114.5	116.5	124.0	134.0	134.0	19.5
Unclassified Temporary Positions	11.0	12.0	9.0	2.0	1.0	-10.0
Total	125.5	128.5	133.0	136.0	135.0	9.5
313 Hutchinson Correctional Facility	521.0	521.0	532.0	512.0	510.0	-11.0
319 Topeka Juvenile Correctional Facility						
FTE Positions	218.0	218.0	219.0	219.0	222.0	4.0
Unclassified Temporary Positions	--	9.0	10.0	--	--	--
Total	218.0	227.0	229.0	219.0	222.0	4.0
325 Beloit Juvenile Correctional Facility	103.0	103.0	103.0	94.0	92.0	-11.0
328 Board of Indigents' Defense Services						
FTE Positions	97.0	113.0	146.0	153.0	168.0	71.0
Unclassified Temporary Positions	--	--	1	2.0	1.5	1.5
Total	97.0	113.0	147.0	155.0	169.5	72.5
331 Insurance Department						
FTE Positions	172.2	162.5	163.5	164.2	161.5	-10.7
Unclassified Temporary Positions	--	--	--	2.0	2.0	2.0
Total	172.2	162.5	163.5	166.2	163.5	-8.7
349 Judicial Council	4.0	4.0	4.0	4.0	4.0	0.0
350 Juvenile Justice Authority						
FTE Positions	--	--	--	1	28.0	28.0
Unclassified Temporary Positions	--	--	--	--	2.0	2.0
Total	--	--	--	1	30.0	30.0

## Positions by Agency

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

Agency Number and Name	Fiscal Year					FY 94-98 +/-
	1994	1995	1996	1997	1998	
355 Atchison Juvenile Correctional Facility	127.5	128.0	128.0	128.0	119.0	-8.5
359 Kansas Arts Commission	9.0	9.0	9.0	8.0	8.0	-1.0
360 Kansas, Inc.	4.5	5.0	5.0	5.0	5.0	0.5
363 Kansas Neurological Institute						
FTE Positions	815.5	815.5	765.0	701.5	676.0	-139.5
Unclassified Temporary Positions	--	--	30.0	3.0	3.0	3.0
Total	815.5	815.5	795.0	704.5	679.0	-136.5
365 Kansas Public Employees Retirement System	76.0	76.0	76.0	77.0	77.0	1.0
367 Kansas State University (KSU)	2971.1	3109.3	3140.4	3045.2	3147.8	176.7
KSU -- ESARP*	1271.6	1270.6	1273.6	1275.3	1273.3	1.7
KSU Veterinary Medical Center	248.8	247.8	250.8	253.8	253.8	5.0
371 Kansas Technology Enterprise Corp.						
FTE Positions	11.0	11.0	22.0	19.0	18.0	7.0
Unclassified Temporary Positions	15.5	24.0	14.0	14.0	14.0	-1.5
Total	26.5	35.0	36.0	33.0	32.0	5.5
373 Kansas State Fair	17.0	17.0	17.0	18.0	18.0	1.0
379 Emporia State University	691.1	716.1	739.2	739.1	738.6	47.5
385 Pittsburg State University	698.1	699.9	704.8	717.1	800.8	102.7
391 Kansas Wheat Commission	8.0	8.0	8.0	8.0	8.0	0.0
400 Lansing Correctional Facility	724.0	708.0	719.0	716.0	702.0	-22.0
408 Larned Correctional Mental Health Facility	175.0	174.0	174.0	168.0	178.0	3.0
410 Larned State Hospital	869.1	849.1	808.6	782.8	771.6	-97.5
412 Larned Juvenile Correctional Facility						
FTE Positions	59.0	122.0	122.0	122.0	127.0	68.0
Unclassified Temporary Positions	--	--	--	--	5.0	5.0
Total	59.0	122.0	122.0	122.0	132.0	73.0
422 Legislative Coordinating Council						
FTE Positions	10.0	10.0	10.0	10.0	10.0	0.0
Unclassified Temporary Positions	--	--	1	1.0	1.0	1.0
Total	10.0	10.0	11.0	11.0	11.0	1.0
425 Legislative Research Department	35.3	35.4	36.0	37.0	37.0	1.7
428 Legislature						
FTE Positions	31.0	31.0	39.0	30.0	30.0	-1.0
Unclassified Temporary Positions	--	64.3	--	--	--	--
Total	31.0	95.3	39.0	30.0	30.0	-1.0
434 State Library	26.0	26.0	26.0	26.0	27.0	1.0
446 Office of the Lieutenant Governor	2.5	3.0	3.0	3.0	3.0	0.5
450 Kansas Lottery						
FTE Positions	98.0	98.0	89.0	88.0	89.0	-9.0
Unclassified Temporary Positions	--	--	2.0	--	2.0	2.0
Total	98.0	98.0	91.0	88.0	91.0	-7.0
454 Consumer Credit Commissioner	7.0	7.0	6.0	7.0	7.0	0.0
482 Board of Nursing						
FTE Positions	17.0	17.0	16.0	16.5	16.5	-0.5
Unclassified Temporary Positions	--	--	--	--	2.0	2.0
Total	17.0	17.0	16.0	16.5	18.5	1.5
488 Board of Optometry Examiners	0.3	0.3	0.3	0.3	0.3	0.0
494 Osawatomie State Hospital	591.5	590.5	572.1	573.7	519.2	-72.3
507 Parsons St. Hospital & Training Center						
FTE Positions	535.0	525.0	524.0	518.0	524.0	-11.0
Unclassified Temporary Positions	--	--	--	0.1	0.1	0.1
Total	535.0	525.0	524.0	518.1	524.1	-10.9
521 Department of Corrections						
FTE Positions	364.0	359.0	359.0	308.0	305.0	-59.0
Unclassified Temporary Positions	4.0	--	2.0	5.0	10.0	6.0
Total	368.0	359.0	361.0	313.0	315.0	-53.0
523 Kansas Parole Board	13.0	13.0	11.0	5.0	4.0	-9.0
531 Board of Pharmacy	6.0	6.0	6.0	6.0	6.0	0.0



## Positions by Agency

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

Agency Number and Name	Fiscal Year					FY 94-98 +/-
	1994	1995	1996	1997	1998	
540 Legislative Division of Post Audit						
FTE Positions	19.0	20.0	20.0	20.0	20.0	1.0
Unclassified Temporary Positions	--	1.9	2.9	2.5	2.5	2.5
Total	19.0	21.9	22.9	22.5	22.5	3.5
543 Kansas Real Estate Appraisal Board	2.0	2.0	2.0	2.0	3.0	1.0
549 Kansas Real Estate Commission	15.0	14.0	14.0	14.0	14.0	-1.0
553 Kansas Racing & Gaming Commission						
FTE Positions	42.0	50.5	54.0	55.0	59.0	17.0
Unclassified Temporary Positions	--	--	--	3.0	3.0	3.0
Total	42.0	50.5	54.0	58.0	62.0	20.0
555 Rainbow Mental Health Facility	130.0	130.1	136.4	136.4	143.4	13.4
561 Board of Regents	18.0	18.0	18.0	18.0	18.0	0.0
562 Board of Tax Appeals	36.0	35.0	35.0	32.0	30.0	-6.0
565 Department of Revenue						
FTE Positions	1261.0	1259.0	1226.0	1208.5	1182.5	-78.5
Unclassified Temporary Positions	8.0	10.0	--	--	1.0	-7.0
Total	1269.0	1269.0	1226.0	1208.5	1183.5	-85.5
579 Revisor of Statutes						
FTE Positions	27.8	26.7	27.8	25.8	26.0	-1.8
Unclassified Temporary Positions	--	6.0	--	--	--	--
Total	27.8	32.7	27.8	25.8	26.0	-1.8
581 Norton Correctional Facility	252.0	252.0	252.0	235.0	236.0	-16.0
604 School for the Blind						
FTE Positions	93.5	93.5	93.5	93.5	93.5	0.0
Unclassified Temporary Positions	--	2.0	13.0	12.0	16.5	16.5
Total	93.5	95.5	106.5	105.5	110.0	16.5
610 School for the Deaf	177.5	178.5	204.5	203.5	203.5	26.0
622 Secretary of State	61.0	60.0	52.0	56.0	55.0	-6.0
625 Office of the Securities Commissioner	26.0	26.0	26.0	26.0	27.0	1.0
626 Kansas Sentencing Commission						
FTE Positions	5.0	5.0	6.0	6.0	7.0	2.0
Unclassified Temporary Positions	--	3.0	4.0	3.0	6.0	6.0
Total	5.0	8.0	10.0	9.0	13.0	8.0
629 Social and Rehabilitation Services						
FTE Positions	3927.7	4243.8	4746.3	4612.0	4318.0	390.3
Unclassified Temporary Positions	944.0	150.5	153.0	132.3	108.7	-835.3
Total	4871.7	4394.3	4899.3	4744.3	4426.7	-445.0
634 State Conservation Commission						
FTE Positions	11.0	14.0	14.0	14.0	14.0	3.0
Unclassified Temporary Positions	1.0	--	--	--	--	-1.0
Total	12.0	14.0	14.0	14.0	14.0	2.0
652 Department of Education						
FTE Positions	198.0	207.0	207.0	204.0	205.0	7.0
Unclassified Temporary Positions	46.0	43.5	45.8	40.8	37.8	-8.2
Total	244.0	250.5	252.8	244.8	242.8	-1.2
660 Topeka Correctional Facility						
FTE Positions	322.0	300.0	298.0	281.0	300.0	-22.0
Unclassified Temporary Positions	2.0	3.0	3.0	3.0	3.0	1.0
Total	324.0	303.0	301.0	284.0	303.0	-21.0
663 Board of Technical Professions	4.0	4.0	4.0	4.0	6.0	2.0
664 Topeka State Hospital						
FTE Positions	611.5	589.5	570.1	530.1	--	-611.5
Unclassified Temporary Positions	27.0	--	--	--	--	-27.0
Total	638.5	589.5	570.1	530.1	--	-638.5
670 State Treasurer	58.5	57.5	57.5	56.5	56.5	-2.0
677 Judiciary	1713.0	1733.0	1746.0	1749.0	1766.0	53.0
682 University of Kansas	4451.2	4506.7	4500.9	4504.6	4488.0	36.8
683 KU Medical Center	4804.5	4821.3	4683.3	4325.8	4618.5	-186.0

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

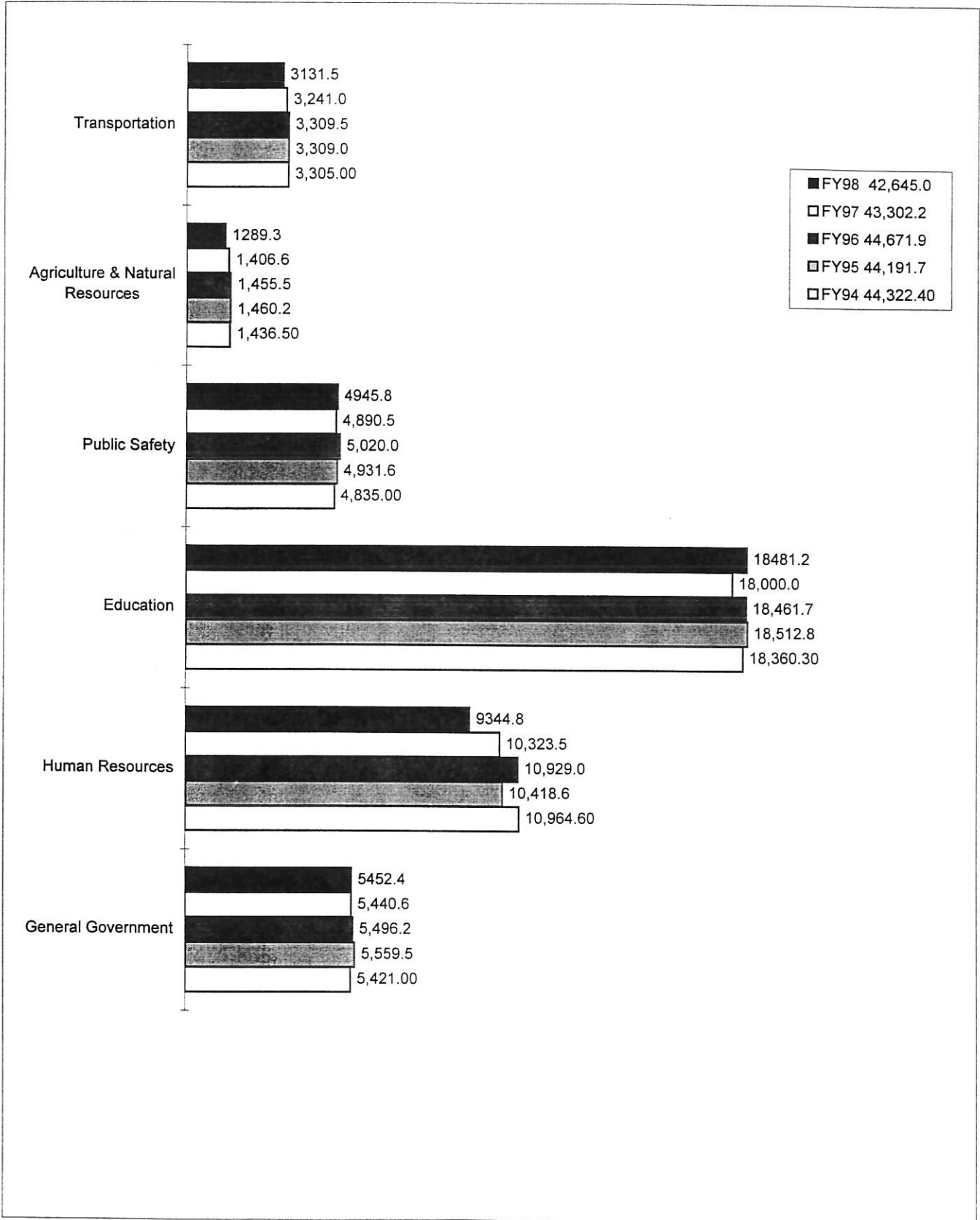
Agency Number and Name	Fiscal Year					FY 94-98 +/-
	1994	1995	1996	1997	1998	
694 Commission on Veterans Affairs						
FTE Positions	191.8	191.8	195.8	191.8	190.8	-1.0
Unclassified Temporary Positions	--	--	--	--	1.0	1.0
Total	191.8	191.8	195.8	191.8	191.8	0.0
700 Board of Veterinary Examiners	1.0	1.0	1.0	2.0	2.0	1.0
709 Kansas Water Office						
FTE Positions	22.0	2.0	22.0	22.0	21.5	-0.5
Unclassified Temporary Positions	1.0	3.0	1.0	1.0	1.0	0.0
Total	23.0	25.0	23.0	23.0	22.5	-0.5
710 Department of Wildlife and Parks						
FTE Positions	406.0	406.0	404.8	393.3	393.3	-12.7
Unclassified Temporary Positions	11.0	10.0	11.0	9.0	3.0	-8.0
Total	417.0	416.0	415.8	402.3	396.3	-20.7
712 Winfield Correctional Facility	105.0	104.0	111.0	158.0	202.0	97.0
713 Winfield St. Hospital & Training Center	860.5	815.5	816.5	521.5	371.0	-489.5
715 Wichita State University	1714.7	1722.5	1718.5	1697.0	1712.4	-2.3
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>43588.9</b>	<b>44061.3</b>	<b>42717.5</b>	<b>42091.5</b>	<b>-901.6</b>
<b>Total Unclassified Temporary Positions</b>	<b>281.3</b>	<b>602.8</b>	<b>610.6</b>	<b>584.7</b>	<b>553.5</b>	<b>272.2</b>
<b>Total Positions</b>	<b>43274.4</b>	<b>44191.7</b>	<b>44671.9</b>	<b>43302.2</b>	<b>42645.0</b>	<b>-629.4</b>

Note: Positions by Agency reflects the total number of positions authorized for each state agency. Total positions are divided into full-time equivalent (FTE) positions and unclassified temporary positions. FTE positions are permanent full-time or regular part-time positions equated to full-time. The number of FTE positions for each agency is typically constrained by a limitation included in appropriation bills; however, positions in legislative and judicial agencies along with several agencies of the executive branch, such as Regents institutions, are not constrained by a limitation. Similarly, unclassified temporary positions are not subject to a position limitation.

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, FY99, Division of the Budget

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



Source: Fiscal Year 1999 Comparison Report, The Governor's Budget Report with Legislative Authorizations

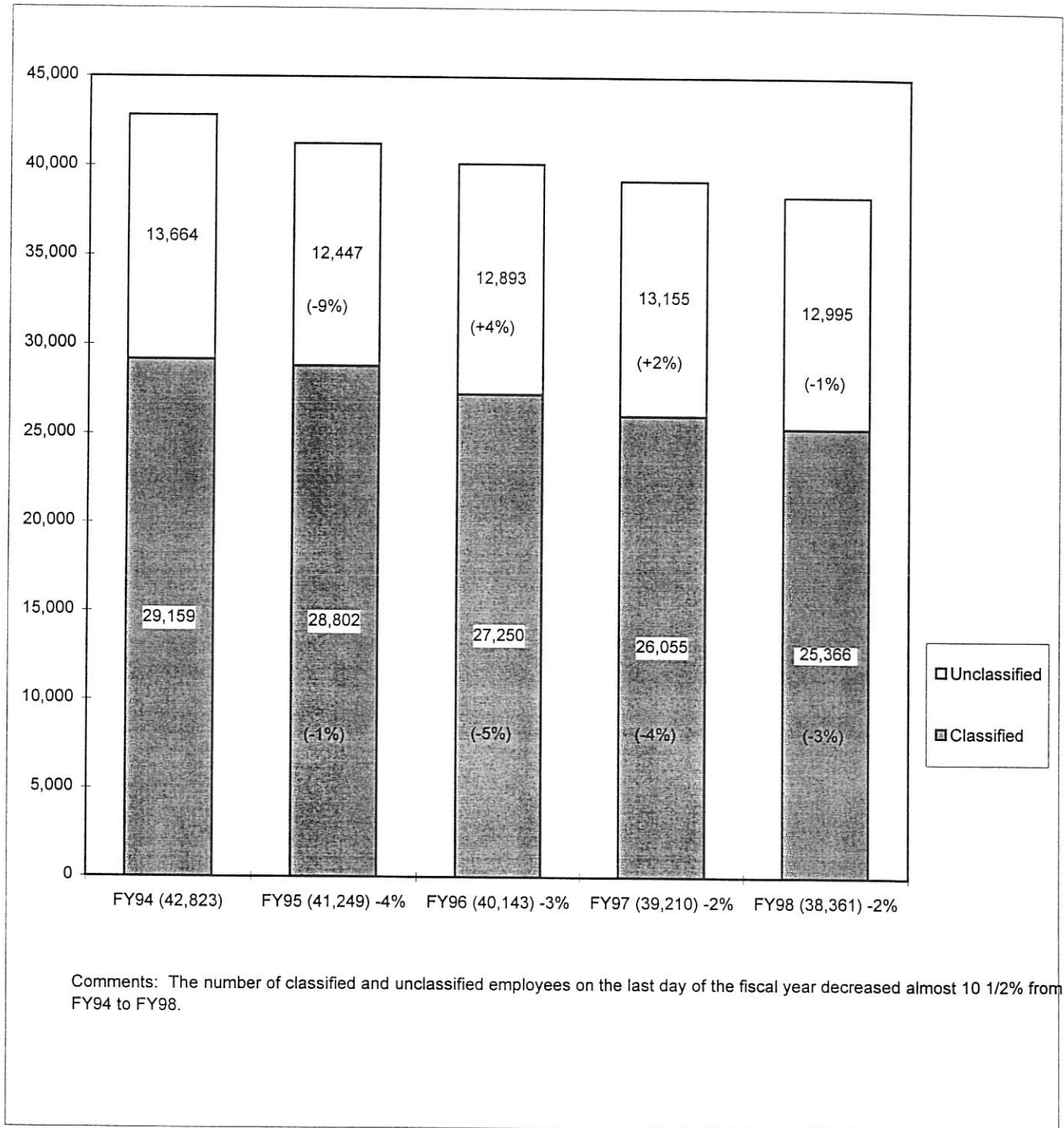
## SECTION 2

# EMPLOYMENT TRENDS

Section 2 shows either total FY 1998 data or figures on the last day of the fiscal year (June 30, 1998). Temporary and student employees were excluded from all data.

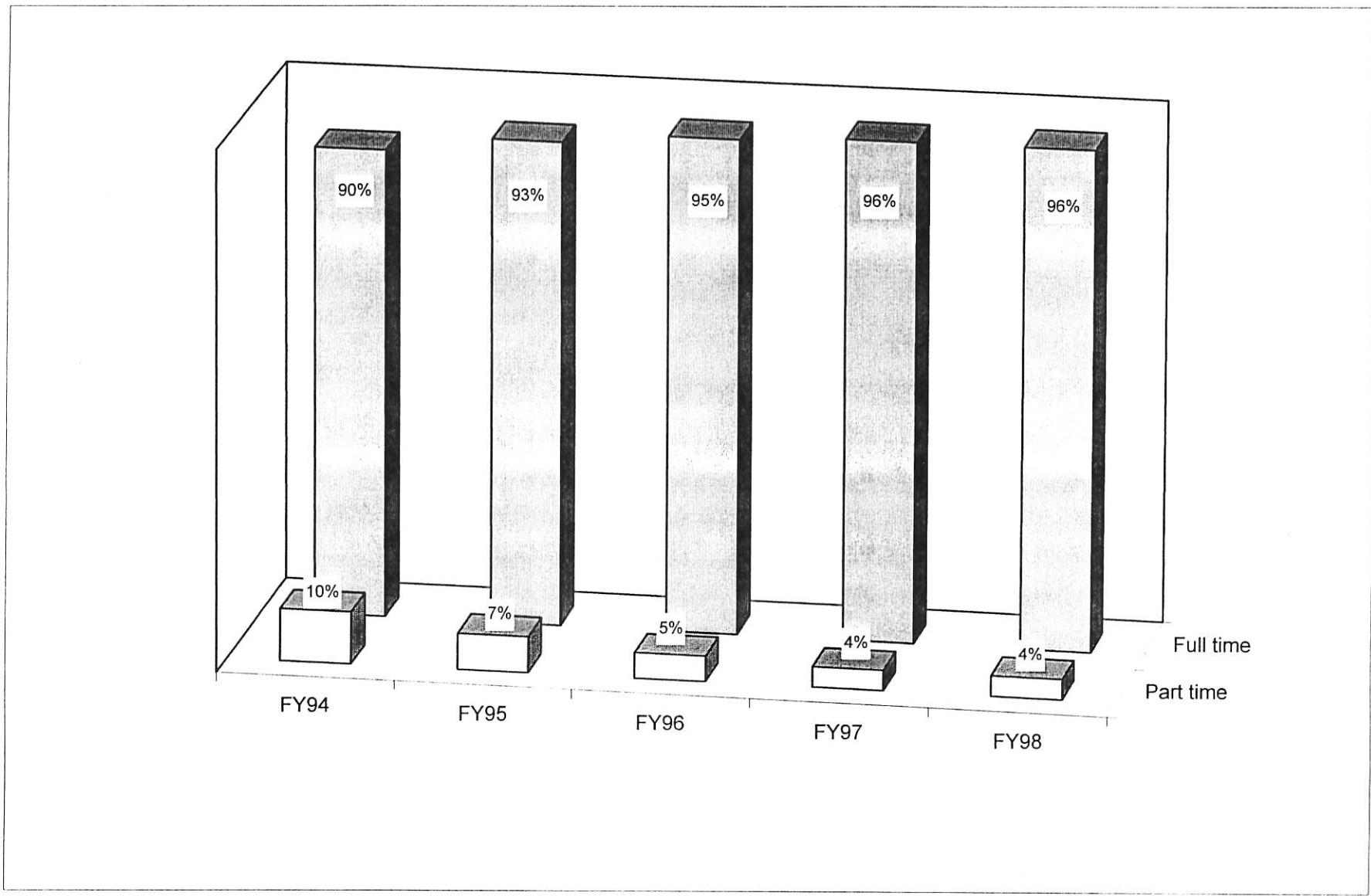
- Classified employees comprised 66% of the state work force, down 4% from FY 1995.
- The number of classified and unclassified employees on the last day of the fiscal year decreased 4,462 from FY 1994 - FY 1998, almost an 11% decrease.
- From FY 1994 – FY 1998, the number of classified employees decreased 13% and the number of unclassified employees decreased 5%.
- From FY 1997- FY 1998, the number of classified employees decreased 3%.
- The number of classified employees earning less than \$20,000 dropped 4% from FY 1997 to FY 1998.

## Number of State Government Employees



Source: Prior annual reports KIPPS data; SHARP (6-30-98)  
 Excludes: Temporary and student employees

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



Source: Prior annual reports KIPPS data; SHARP (6-30-98)  
Excludes: unclassified, temporary, and student employees

## Appointment of Classified Employees by Agency Fiscal Year 1998

Data represents appointment of new and current state employees. Movement of current employees occurred both within and between agencies. The data was gathered from the SHARP action reason codes listed below.

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			1		
34 Adjutant General	2		3		2
39 Department on Aging	14	9	28	4	10
46 Department of Agriculture	12	8	16		15
55 Animal Health Department	2		1		1
58 Kansas Human Rights Commission	1	1	2		1
82 Attorney General					
83 Kansas Bureau of Investigation	1	1	31	2	12
94 Banking Department	3		12		
100 Board of Barbering					
102 Behavioral Sciences Regulatory Board	1				
105 Board of Healing Arts	2	2	2	1	1
122 Citizens' Utility Ratepayer Board					
143 Kansas Corporation Commission	9	1	9		2
147 Ombudsman for Corrections					
149 Board of Cosmetology	2				
159 Department of Credit Unions			2		
167 Kansas Dental Board					
173 Department of Administration	28	22	127	11	54
177 Ellsworth Correctional Facility	17	6	20	1	2
195 El Dorado Correctional Facility	103	14	107	5	14
204 Board of Mortuary Arts					
206 Emergency Medical Services Board	1		2		
234 State Fire Marshal	3	1	1		
246 Fort Hays State University	14	6	48	3	4
247 Governmental Standards & Conduct					
252 Office of the Governor					
264 Health and Environment	35	21	56	3	16
270 Health Care Stabilization Bd of Governors		1	1		
276 Kansas Department of Transportation	153	55	328	30	79
280 Highway Patrol	53	15	34	6	25
288 Historical Society	3	4	4	3	2
296 Department of Human Resources	31	28	98	10	23
300 Department of Commerce and Housing	9	13	9	2	2
313 Hutchinson Correctional Facility	71	11	89	3	44
319 Topeka Juvenile Correctional Facility	15	22	29	3	20
325 Beloit Juvenile Correctional Facility	19	4	12	1	1
328 Board of Indigents' Defense Services	10	8	16		7
331 Insurance Department	2	1	5	3	
349 Judicial Council					
350 Juvenile Justice Authority	4	3	11	1	5
355 Youth Center at Atchison	9	3	14	2	5
359 Kansas Arts Commission					
360 Kansas, Inc.					
363 Kansas Neurological Institute	18	26	45	4	61
365 Kansas Public Employees Retirement System	2	3	8	1	3
367 Kansas State University	133	40	66	15	82

# Appointment of Classified Employees by Agency

Fiscal Year 1998

Agency Number and Name	Hires	Rehires	Promotions	Demotions	Transfers
371 Kansas Technology Enterprise Corp.					
373 Kansas State Fair	2		1		
379 Emporia State University	20	21	21	1	23
385 Pittsburg State University	13	6	41	1	2
391 Kansas Wheat Commission	1				
400 Lansing Correctional Facility	102	19	110	3	7
408 Larned Correctional Mental Health Facility	38	5	56	3	6
410 Larned State Hospital	52	44	52	10	112
412 Larned Juvenile Correctional Facility	10	11	40		18
422 Legislative Coordinating Council					
425 Legislative Research Department					
428 Legislature					
434 State Library	2	2	3		
446 Office of the Lieutenant Governor					
450 Kansas Lottery	1	2	2		
454 Consumer Credit Commissioner					
482 Board of Nursing			1		
488 Board of Optometry Examiners		1			
494 Osawatomie State Hospital	12	29	20	6	59
507 Parsons St. Hospital & Training Center	32	5	16	3	1
521 Department of Corrections	12	13	38	3	12
523 Kansas Parole Board					
531 Board of Pharmacy		1			
540 Legislative Division of Post Audit					
543 Kansas Real Estate Appraisal Board		1			
549 Kansas Real Estate Commission					
553 Kansas Racing & Gaming Commission	4	3	7		
555 Rainbow Mental Health Facility	26	21	19	1	3
561 Board of Regents					
562 Board of Tax Appeals	1	3	3	1	
565 Department of Revenue	55	35	126	12	22
579 Revisor of Statutes					
581 Norton Correctional Facility	18	6	31	3	1
604 School for the Blind	3	2	1		
610 School for the Deaf	8	2	2		
622 Secretary of State					
625 Office of the Securities Commissioner	2	2			
626 Kansas Sentencing Commission					
629 Social and Rehabilitation Services	264	174	380	57	134
634 State Conservation Commission		1	2		
652 Department of Education	9	5	6	3	5
660 Topeka Correctional Facility	33	23	62	5	12
663 Board of Technical Professions					
670 State Treasurer	1	1	3	1	1
677 Judiciary					
682 University of Kansas	138	145	113	14	82
683 KU Medical Center	366	72	74	18	134
694 Commission on Veterans Affairs	34	12	8	5	29
700 Board of Veterinary Examiners					
709 Kansas Water Office	1	1	3		
710 Department of Wildlife and Parks	4	4	59	1	5
712 Winfield Correctional Facility	32	15	87	7	13
715 Wichita State University	70	16	42	8	4
TOTAL	2148	1032	2666	280	1178

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 1998

Data represents employees leaving state service. Data was gathered from the following SHARP action reason codes:  
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	1		
34 Adjutant General	4		2
39 Department on Aging	5		
46 Department of Agriculture	15	3	16
55 Animal Health Department			1
58 Kansas Human Rights Commission	1		1
82 Attorney General			
83 Kansas Bureau of Investigation	8		1
94 Banking Department	3		
100 Board of Barbering			
102 Behavioral Sciences Regulatory Board	1		
105 Board of Healing Arts	1		1
122 Citizens' Utility Ratepayer Board			
143 Kansas Corporation Commission	8		
147 Ombudsman for Corrections			
149 Board of Cosmetology	2		1
159 Department of Credit Unions	1		1
167 Kansas Dental Board			1
173 Department of Administration	66		21
177 Ellsworth Correctional Facility	18		
195 El Dorado Correctional Facility	81		2
204 Board of Mortuary Arts			
206 Emergency Medical Services Board			1
234 State Fire Marshal			
246 Fort Hays State University	20		7
247 Governmental Standards & Conduct			
252 Office of the Governor			
264 Health and Environment	55		14
270 Health Care Stabilization Bd of Governors			
276 Kansas Department of Transportation	164		104
280 Highway Patrol	45		19
288 Historical Society	10		1
296 Department of Human Resources	44	4	19
300 Department of Commerce and Housing	25		1
313 Hutchinson Correctional Facility	71		4
319 Topeka Juvenile Correctional Facility	37		6
325 Beloit Juvenile Correctional Facility	18		1
328 Board of Indigents' Defense Services	15		
331 Insurance Department	3		
349 Judicial Council			
350 Juvenile Justice Authority	2		
355 Atchison Juvenile Correctional Facility	20		
359 Kansas Arts Commission			
360 Kansas, Inc.			
363 Kansas Neurological Institute	90	6	17
365 Kansas Public Employees Retirement System	4		1
367 Kansas State University	196		23
371 Kansas Technology Enterprise Corp.			
373 Kansas State Fair	2		
379 Emporia State University	14		6

# Separation of Classified Employees by Agency

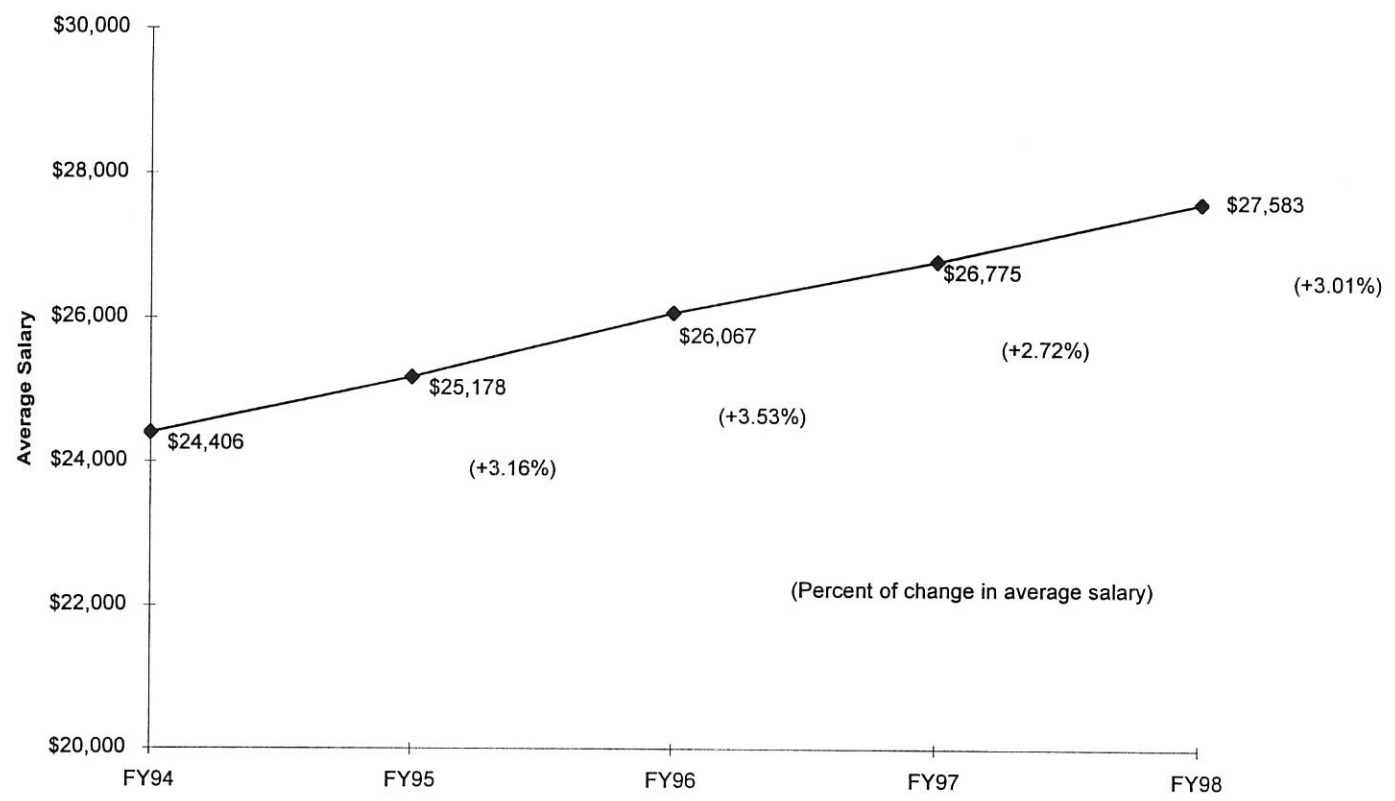
## Fiscal Year 1998

Agency Number and Name	Terminations	Layoffs	Retirements
385 Pittsburg State University	7		8
391 Kansas Wheat Commission	1		
400 Lansing Correctional Facility	98		6
408 Larned Correctional Mental Health Facility	40		4
410 Larned State Hospital	69		19
412 Larned Juvenile Correctional Facility	18		2
422 Legislative Coordinating Council			
425 Legislative Research Department			
428 Legislature			
434 State Library	4		
446 Office of the Lieutenant Governor			
450 Kansas Lottery	2		1
454 Consumer Credit Commissioner			
482 Board of Nursing	1		
488 Board of Optometry Examiners			
494 Osawatomie State Hospital	80		12
507 Parsons St. Hospital & Training Center	44		5
521 Department of Corrections	25		1
523 Kansas Parole Board			
531 Board of Pharmacy			
540 Legislative Division of Post Audit			
543 Kansas Real Estate Appraisal Board			
549 Kansas Real Estate Commission	1		
553 Kansas Racing & Gaming Commission	4		
555 Rainbow Mental Health Facility	40		1
561 Board of Regents			
562 Board of Tax Appeals			1
565 Department of Revenue	78		20
579 Revisor of Statutes			
581 Norton Correctional Facility	13		
604 School for the Blind	12		
610 School for the Deaf	4		1
622 Secretary of State			
625 Office of the Securities Commissioner	1		
626 Kansas Sentencing Commission			
629 Social and Rehabilitation Services	374	11	63
634 State Conservation Commission	1		
652 Department of Education	9		2
660 Topeka Correctional Facility	33		9
663 Board of Technical Professions			
670 State Treasurer	1		1
677 Judiciary			
682 University of Kansas	235		18
683 KU Medical Center	516		28
694 Commission on Veterans Affairs	54		4
700 Board of Veterinary Examiners			
709 Kansas Water Office	2	1	
710 Department of Wildlife and Parks	20		6
712 Winfield Correctional Facility	25		3
715 Wichita State University	78		13
<u>Agencies closed during FY1998</u>			
258 Grain Inspection Department		59	11
664 Topeka State Hospital		13	
713 Winfield State Hospital	20	374	1
TOTAL	2960	471	512

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

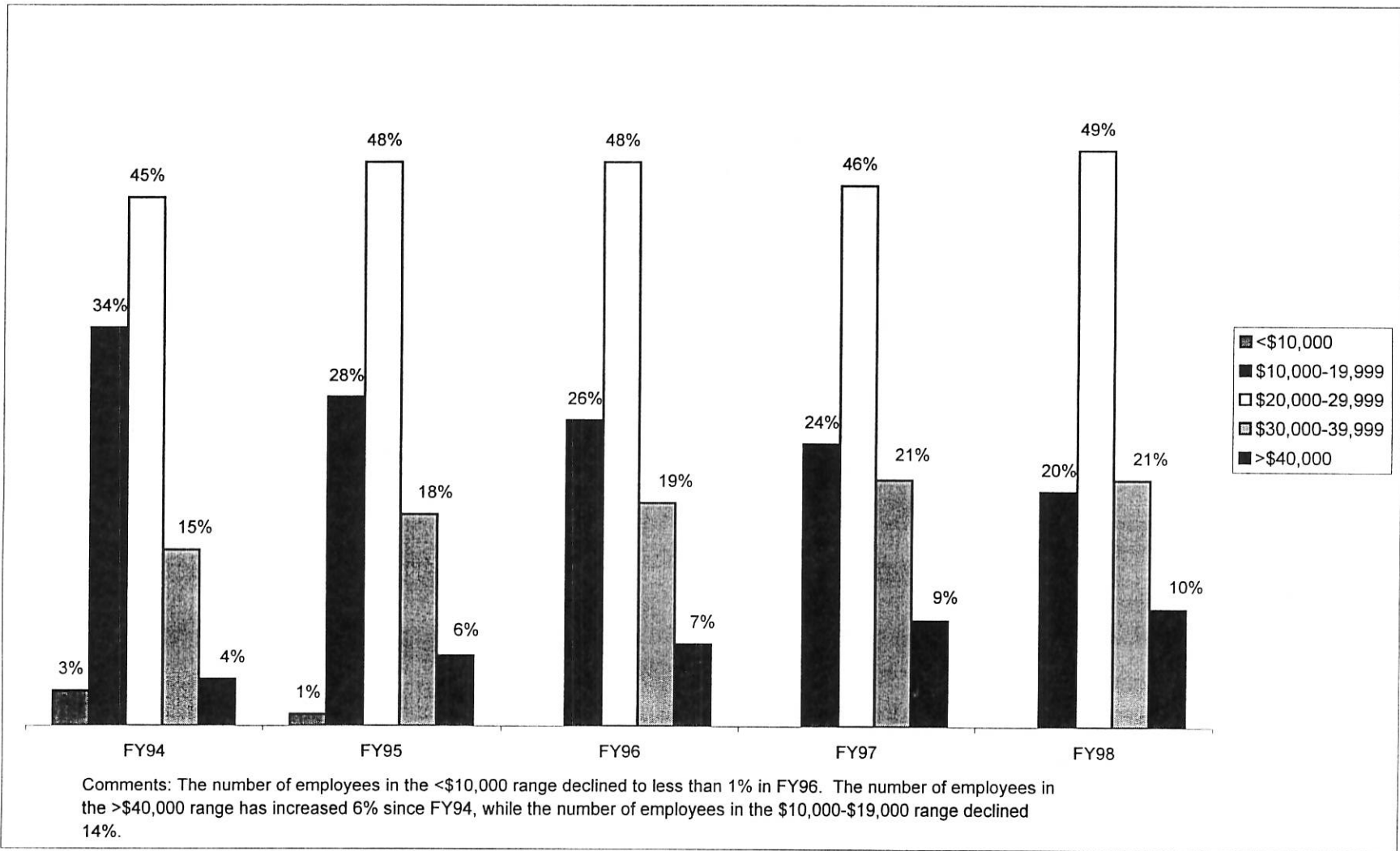


Various factors contribute to changes in the average annual salary. General increases in the basic pay plan totalled 4% from FY94 to FY98. Also, many employees are eligible for step movement within the pay plan each year, a 2.5% increase. Correspondingly, the number of classified employees has steadily 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 both in FY97 and FY98.

Source: Prior annual reports KIPPS data; SHARP (6-30-98)  
Excludes: unclassified, temporary, and student employees

# Percentage of Classified Employees by Annual Salary

4-2-94



Source: Prior annual reports KIPPS data; SHARP (6-30-98)  
 Excludes: unclassified, temporary, and student employees

## Number of Classified and Unclassified Employees by Agency Fiscal Year 1998

AGENCY	# Unclassified Employees	# Classified Employees	Total
28 Board of Accountancy	1	2	3
34 Adjutant General	156	45	201
39 Department on Aging	9	133	142
46 Department of Agriculture	9	270	279
55 Animal Health Department	1	26	27
58 Kansas Human Rights Commission	4	31	35
82 Attorney General	84	2	86
83 Kansas Bureau of Investigation	4	180	184
94 Banking Department	4	54	58
100 Board of Barbering	1	1	2
102 Behavioral Sciences Regulatory Board	1	6	7
105 Board of Healing Arts	5	20	25
122 Citizens' Utility Ratepayer Board	1	1	2
143 Kansas Corporation Commission	67	130	197
147 Ombudsman for Corrections	3	1	4
149 Board of Cosmetology		9	9
159 Department of Credit Unions	1	10	11
167 Kansas Dental Board	1	1	2
173 Department of Administration	42	735	777
177 Ellsworth Correctional Facility	2	180	182
195 El Dorado Correctional Facility	1	378	379
204 Board of Mortuary Arts	1	2	3
206 Emergency Medical Services Board	1	12	13
234 State Fire Marshal	2	35	37
246 Fort Hays State University	300	287	587
247 Governmental Standards & Conduct	8		8
252 Office of the Governor	28		28
264 Health and Environment	13	741	754
270 Health Care Stabilization Bd of Governors	7	8	15
276 Kansas Department of Transportation	10	2900	2910
280 Highway Patrol	3	722	725
288 Historical Society	2	132	134
296 Department of Human Resources	26	784	810
300 Department of Commerce and Housing	11	117	128
313 Hutchinson Correctional Facility	1	490	491
319 Topeka Juvenile Correctional Facility	1	208	209
325 Beloit Juvenile Correctional Facility	1	90	91
328 Board of Indigents' Defense Services	91	65	156
331 Insurance Department	99	54	153
349 Judicial Council	5		5
350 Juvenile Justice Authority	7	21	28
355 Atchison Juvenile Correctional Facility	1	111	112
359 Kansas Arts Commission	1	7	8
360 Kansas, Inc.	5		5
363 Kansas Neurological Institute	5	614	619
365 Kansas Public Employees Retirement System	11	62	73
367 Kansas State University	2010	1736	3746
371 Kansas Technology Enterprise Corp.	31		31
373 Kansas State Fair	1	17	18
379 Emporia State University	384	297	681

# Number of Classified and Unclassified Employees by Agency Fiscal Year 1998

AGENCY	# Unclassified Employees	# Classified Employees	Total
385 Pittsburg State University	402	288	690
391 Kansas Wheat Commission	2	6	8
400 Lansing Correctional Facility	1	683	684
408 Larned Correctional Mental Health Facility		162	162
410 Larned State Hospital	23	664	687
412 Larned Juvenile Correctional Facility	1	122	123
422 Legislative Coordinating Council	12		12
425 Legislative Research Department	34		34
428 Legislature	195		195
434 State Library	4	23	27
446 Office of the Lieutenant Governor	2		2
450 Kansas Lottery	38	45	83
454 Consumer Credit Commissioner		6	6
482 Board of Nursing	2	15	17
488 Board of Optometry Examiners		1	1
494 Osawatomie State Hospital	17	414	431
507 Parsons St. Hospital & Training Center	6	475	481
521 Department of Corrections	11	285	296
523 Kansas Parole Board	4		4
531 Board of Pharmacy	1	5	6
540 Legislative Division of Post Audit	31		31
543 Kansas Real Estate Appraisal Board	1	2	3
549 Kansas Real Estate Commission	1	11	12
553 Kansas Racing & Gaming Commission	19	30	49
555 Rainbow Mental Health Facility	4	129	133
561 Board of Regents	10	6	16
562 Board of Tax Appeals	11	19	30
565 Department of Revenue	32	1067	1099
579 Revisor of Statutes	25		25
581 Norton Correctional Facility		230	230
604 School for the Blind	56	34	90
610 School for the Deaf	130	55	185
622 Secretary of State	52		52
625 Office of the Securities Commissioner	5	22	27
626 Kansas Sentencing Commission	7		7
629 Social and Rehabilitation Services	30	3889	3919
634 State Conservation Commission	7	7	14
652 Department of Education	25	165	190
660 Topeka Correctional Facility	1	296	297
663 Board of Technical Professions	2	3	5
670 State Treasurer	9	40	49
677 Judiciary	1786		1786
682 University of Kansas	2563	1517	4080
683 KU Medical Center	3050	1456	4506
694 Commission on Veterans Affairs	5	172	177
700 Board of Veterinary Examiners	2		2
709 Kansas Water Office	1	19	20
710 Department of Wildlife and Parks	5	385	390
712 Winfield Correctional Facility		198	198
715 Wichita State University	907	693	1600
TOTAL	12995	25366	38361

Source: SHARP; Excludes temporary and student employees.

**Average Classified and Unclassified Salaries by Agency**  
**Fiscal Years 1997 and 1998**

Agency Number and Name	CLASSIFIED		UNCLASSIFIED	
	FY97	FY98	FY97	FY98
28 Board of Accountancy	\$20,654	\$21,008	\$38,295	\$39,832
34 Adjutant General	\$28,486	\$29,356	\$25,672	\$26,810
39 Department on Aging	\$31,835	\$31,589	\$51,503	\$54,827
46 Department of Agriculture	\$32,763	\$34,427	\$47,780	\$54,669
55 Animal Health Department	\$27,258	\$28,375	\$65,880	\$68,515
58 Kansas Human Rights Commission	\$27,815	\$28,675	\$52,428	\$53,520
82 Attorney General	\$28,787	\$29,952	\$38,800	\$39,630
83 Kansas Bureau of Investigation	\$33,962	\$35,491	\$60,680	\$63,108
94 Banking Department	\$38,277	\$39,990	\$53,500	\$51,955
100 Board of Barbering	\$24,170	\$25,147	\$31,855	\$32,800
102 Behavioral Sciences Regulatory Board	\$23,306	\$23,882	\$44,059	\$47,424
105 Board of Healing Arts	\$24,335	\$25,785	\$48,829	\$50,792
122 Citizens' Utility Ratepayer Board	\$29,349	\$29,086	\$51,164	\$59,451
143 Kansas Corporation Commission	\$31,823	\$32,953	\$45,562	\$49,855
147 Ombudsman for Corrections	\$23,005	\$23,941	\$36,271	\$37,050
149 Board of Cosmetology	\$23,008	\$23,171		
159 Department of Credit Unions	\$38,811	\$39,006	\$56,568	\$54,999
167 Kansas Dental Board	\$32,365	\$25,771	\$20,713	\$21,545
173 Department of Administration	\$30,552	\$31,663	\$54,817	\$53,191
177 Ellsworth Correctional Facility	\$26,487	\$27,792	\$35,493	\$54,254
195 El Dorado Correctional Facility	\$25,098	\$25,437	\$35,499	\$36,918
204 Board of Mortuary Arts	\$25,480	\$26,770	\$46,921	\$48,803
206 Emergency Medical Services Board	\$30,553	\$31,255	\$61,649	\$61,649
234 State Fire Marshal	\$31,719	\$33,469	\$44,557	\$47,357
246 Fort Hays State University	\$21,434	\$21,745	\$43,036	\$41,102
247 Governmental Standards & Conduct			\$34,212	\$35,537
252 Office of the Governor			\$36,318	\$39,321
264 Health and Environment	\$35,080	\$36,029	\$72,472	\$64,440
270 Health Care Stabilization Bd of Governors	\$22,292	\$23,351	\$44,824	\$43,816
276 Kansas Department of Transportation	\$29,005	\$29,704	\$70,711	\$74,070
280 Highway Patrol	\$31,545	\$32,449	\$60,509	\$62,684
288 Historical Society	\$26,908	\$27,559	\$59,186	\$61,935
296 Department of Human Resources	\$31,648	\$32,618	\$54,521	\$54,468
300 Department of Commerce and Housing	\$33,059	\$34,146	\$58,430	\$60,837
313 Hutchinson Correctional Facility	\$26,686	\$27,245	\$34,925	\$36,321
319 Topeka Juvenile Correctional Facility	\$24,230	\$24,574	\$58,931	\$61,287
325 Beloit Juvenile Correctional Facility	\$24,642	\$25,176	\$67,344	\$70,038
328 Board of Indigents' Defense Services	\$22,457	\$23,300	\$39,249	\$40,616
331 Insurance Department	\$21,521	\$21,993	\$73,851	\$73,365
349 Judicial Council			\$41,253	\$38,403
350 Juvenile Justice Authority	\$35,518	\$32,166	\$65,500	\$63,942
355 Atchison Juvenile Correctional Facility	\$24,316	\$24,762	\$60,451	\$62,868
359 Kansas Arts Commission	\$33,656	\$34,992	\$49,383	\$49,383
360 Kansas, Inc.			\$42,246	\$44,808
363 Kansas Neurological Institute	\$23,184	\$24,056	\$78,408	\$81,368
365 Kansas Public Employees Retirement System	\$29,351	\$29,818	\$61,187	\$64,529
367 Kansas State University	\$23,034	\$23,782	\$52,534	\$56,032
371 Kansas Technology Enterprise Corp.			\$45,855	\$46,998
373 Kansas State Fair	\$26,811	\$28,314	\$71,635	\$70,000
379 Emporia State University	\$27,267	\$23,859	\$46,730	\$44,831

## Average Classified and Unclassified Salaries by Agency Fiscal Years 1997 and 1998

Agency Number and Name	CLASSIFIED		UNCLASSIFIED	
	FY97	FY98	FY97	FY98
385 Pittsburg State University	\$23,333	\$23,816	\$50,400	\$53,579
391 Kansas Wheat Commission	\$30,614	\$31,013	\$50,871	\$52,905
400 Lansing Correctional Facility	\$26,439	\$27,049	\$34,256	\$35,624
408 Larned Correctional Mental Health Facility	\$25,325	\$25,769		
410 Larned State Hospital	\$24,590	\$25,307	\$94,575	\$97,381
412 Larned Juvenile Correctional Facility	\$22,873	\$23,251	\$56,451	\$58,710
422 Legislative Coordinating Council			\$37,116	\$42,464
425 Legislative Research Department			\$46,872	\$49,358
428 Legislature (legislative staff only)			\$30,873	\$33,524
434 State Library	\$28,515	\$29,278	\$30,692	\$31,061
446 Office of the Lieutenant Governor			\$23,684	\$24,630
450 Kansas Lottery	\$30,330	\$30,672	\$36,697	\$37,204
454 Consumer Credit Commissioner	\$33,457	\$34,795	\$49,697	
482 Board of Nursing	\$27,862	\$28,905	\$49,641	\$54,448
488 Board of Optometry Examiners		\$16,598		
494 Osawatomie State Hospital	\$25,368	\$26,393	\$88,023	\$93,443
507 Parsons St. Hospital & Training Center	\$25,013	\$25,828	\$73,393	\$76,909
521 Department of Corrections	\$31,746	\$31,947	\$58,933	\$59,675
523 Kansas Parole Board			\$82,990	\$86,385
531 Board of Pharmacy	\$31,541	\$31,678	\$51,998	\$54,088
540 Legislative Division of Post Audit			\$43,589	\$46,500
543 Kansas Real Estate Appraisal Board	\$30,826	\$30,254	\$45,194	\$47,010
549 Kansas Real Estate Commission	\$23,216	\$24,690	\$49,596	\$52,572
553 Kansas Racing & Gaming Commission	\$26,101	\$27,932	\$48,009	\$48,040
555 Rainbow Mental Health Facility	\$26,701	\$27,402	\$91,719	\$115,668
561 Board of Regents	\$23,272	\$24,069	\$60,562	\$65,048
562 Board of Tax Appeals	\$22,580	\$22,397	\$59,995	\$62,435
565 Department of Revenue	\$27,827	\$28,803	\$46,499	\$47,811
579 Revisor of Statutes			\$47,293	\$49,106
581 Norton Correctional Facility	\$25,848	\$26,478		
604 School for the Blind	\$22,895	\$25,103	\$29,426	\$31,452
610 School for the Deaf	\$20,824	\$21,603	\$31,631	\$30,898
622 Secretary of State			\$28,111	\$28,872
625 Office of the Securities Commissioner	\$40,814	\$40,884	\$63,222	\$60,027
626 Kansas Sentencing Commission			\$34,360	\$33,979
629 Social and Rehabilitation Services	\$27,791	\$28,698	\$62,473	\$64,528
634 State Conservation Commission	\$25,153	\$25,834	\$43,980	\$45,386
652 Department of Education	\$33,427	\$34,601	\$66,546	\$69,407
660 Topeka Correctional Facility	\$27,424	\$27,641	\$69,114	\$71,879
663 Board of Technical Professions	\$21,313	\$22,166	\$53,500	\$45,506
670 State Treasurer	\$24,597	\$26,469	\$47,468	\$54,383
677 Judiciary			\$31,793	\$32,556
682 University of Kansas	\$23,140	\$23,496	\$56,432	\$58,869
683 KU Medical Center	\$20,775	\$21,696	\$43,739	\$46,525
694 Commission on Veterans Affairs	\$21,212	\$22,093	\$47,385	\$47,895
700 Board of Veterinary Examiners			\$40,888	\$34,831
709 Kansas Water Office	\$40,741	\$44,369	\$65,778	\$65,778
710 Department of Wildlife and Parks	\$30,514	\$31,510	\$53,310	\$49,131
712 Winfield Correctional Facility	\$25,811	\$26,244		
715 Wichita State University	\$21,528	\$22,234	\$47,477	\$48,561
Average Salary		\$27,583		\$48,801

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

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



# Employment and Average Salaries in All State Governments

1995 and 1997, U.S. Bureau of the Census

26  
2-2-98

State	FTE per 10,000 Population			Average Annual Salary			State	FTE per 10,000 Population			Average Annual Salary		
	1995	1997	1997 Rank	1995	1997	1997 Rank		1995	1997	1997 Rank	1995	1997	1997 Rank
Alabama	191	188	18	\$ 28,245	\$ 29,429	36	<i>Montana</i>	208	208	11	\$ 28,548	\$ 28,845	39
Alaska	366	367	2	\$ 43,387	\$ 43,365	2	<i>Nebraska</i>	181	179	23	\$ 26,233	\$ 26,854	48
<i>Arizona</i>	135	134	44	\$ 29,355	\$ 30,226	33	<i>Nevada</i>	134	137	42	\$ 32,759	\$ 35,482	15
<i>Arkansas</i>	192	192	16	\$ 27,380	\$ 28,276	43	New Hampshire	147	145	39	\$ 30,926	\$ 30,300	31
California	107	104	50	\$ 42,072	\$ 44,110	1	<i>New Jersey</i>	157	153	32	\$ 42,295	\$ 42,502	3
<i>Colorado</i>	153	153	33	\$ 38,163	\$ 40,523	6	<i>New Mexico</i>	251	237	5	\$ 27,559	\$ 28,342	42
Connecticut	193	183	21	\$ 38,983	\$ 40,847	5	New York	142	138	41	\$ 40,254	\$ 41,356	4
Delaware	307	299	3	\$ 31,861	\$ 32,522	20	North Carolina	159	165	27	\$ 29,496	\$ 31,460	24
Florida	123	128	45	\$ 29,045	\$ 31,793	22	<i>North Dakota</i>	257	240	4	\$ 26,778	\$ 28,885	38
Georgia	159	149	36	\$ 28,425	\$ 29,784	35	Ohio	128	125	48	\$ 34,457	\$ 34,786	17
Hawaii	436	435	1	\$ 31,154	\$ 31,879	21	<i>Oklahoma</i>	206	217	8	\$ 23,323	\$ 23,968	50
<i>Idaho</i>	179	186	19	\$ 28,310	\$ 27,446	47	Oregon	166	166	26	\$ 33,229	\$ 33,832	19
<i>Illinois</i>	119	119	49	\$ 33,639	\$ 35,851	13	Pennsylvania	126	125	47	\$ 35,910	\$ 36,136	12
<i>Indiana</i>	153	148	37	\$ 30,228	\$ 30,633	28	Rhode Island	203	204	13	\$ 37,475	\$ 37,673	9
<i>Iowa</i>	187	196	14	\$ 34,403	\$ 35,484	14	South Carolina	213	207	12	\$ 27,273	\$ 28,382	40
<i>Kansas</i>	187	171	25	\$ 27,200	\$ 30,541	29	<i>South Dakota</i>	194	180	22	\$ 26,883	\$ 28,377	41
Kentucky	191	183	20	\$ 28,238	\$ 30,757	27	Tennessee	161	152	34	\$ 26,887	\$ 29,030	37
<i>Louisiana</i>	214	217	9	\$ 27,250	\$ 30,436	30	<i>Texas</i>	143	135	43	\$ 29,622	\$ 30,804	26
Maine	172	162	29	\$ 30,502	\$ 31,508	23	<i>Utah</i>	215	219	7	\$ 29,219	\$ 30,227	32
Maryland	161	157	31	\$ 33,939	\$ 35,166	16	Vermont	216	211	10	\$ 29,160	\$ 29,893	34
Massachusetts	135	147	38	\$ 35,498	\$ 36,435	11	Virginia	175	157	30	\$ 29,689	\$ 31,105	25
<i>Michigan</i>	148	141	40	\$ 36,289	\$ 39,534	7	Washington	175	193	15	\$ 35,696	\$ 34,112	18
<i>Minnesota</i>	158	152	35	\$ 34,325	\$ 37,004	10	West Virginia	189	178	24	\$ 25,558	\$ 27,931	44
<i>Missouri</i>	149	164	28	\$ 25,745	\$ 27,476	46	<i>Wisconsin</i>	126	125	46	\$ 36,619	\$ 37,880	8
Mississippi	186	188	17	\$ 28,060	\$ 27,862	45	<i>Wyoming</i>	227	230	6	\$ 25,061	\$ 25,409	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. Bureau includes 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 may include city and county governments. They recategorize 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.

## SECTION 3

# EMPLOYMENT CHARACTERISTICS

Section 3 reviews characteristics of state employment.

- The number of classified employees with less than 5 years of service dropped another 4.6% from FY 1997 to FY 1998. Since FY 1995, the number of classified employees with less than 5 years of service declined 22.6%, over 2,000 employees.
- The percentage of classified employees who are under 40 years of age continued its gradual decline, while those from 40 - 59 years old increased.
- The number of classified employees working in Cowley County dropped from 584 in FY 1997 to 249 in FY 1998. Winfield State Hospital, located in Cowley County, closed during FY 1998.

# Ethnic Distribution of Classified Employees by Agency

## Fiscal Year 1998

AGENCY	Non-Minority		Minority		Not Identified		Total
	Male	Female	Male	Female	Male	Female	
28 Board of Accountancy		100.0%					2
34 Adjutant General	31.1%	55.6%	8.9%	4.4%			45
39 Department on Aging	20.3%	66.2%	3.0%	9.8%	0.8%		133
46 Department of Agriculture	67.0%	28.5%	1.9%	2.6%			270
55 Animal Health Department	42.3%	50.0%		7.7%			26
58 Kansas Human Rights Commission	22.6%	45.2%	16.1%	16.1%			31
82 Attorney General		100.0%					2
83 Kansas Bureau of Investigation	57.8%	39.4%	2.8%				180
94 Banking Department	63.0%	35.2%	1.9%				54
100 Board of Barbering	100.0%						1
102 Behavioral Sciences Regulatory Board	33.3%	66.7%					6
105 Board of Healing Arts	30.0%	70.0%					20
122 Citizens' Utility Ratepayer Board		100.0%					1
143 Kansas Corporation Commission	52.3%	38.5%	3.8%	5.4%			130
147 Ombudsman for Corrections		100.0%					1
149 Board of Cosmetology		88.9%	11.1%				9
159 Department of Credit Unions	60.0%	30.0%	10.0%				10
167 Kansas Dental Board		100.0%					1
173 Department of Administration	47.2%	39.0%	6.1%	7.5%	0.1%		735
177 Ellsworth Correctional Facility	71.1%	23.3%	5.0%	0.6%			180
195 El Dorado Correctional Facility	72.0%	21.7%	4.8%	1.3%		0.3%	378
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	65.7%	28.6%	5.7%				35
246 Fort Hays State University	43.9%	55.1%	1.0%				287
247 Governmental Standards & Conduct							
252 Office of the Governor							
264 Health and Environment	37.7%	53.6%	3.9%	4.7%		0.1%	741
270 Health Care Stabilization Bd of Governors		87.5%		12.5%			8
276 Kansas Department of Transportation	79.1%	14.3%	5.7%	0.8%			2900
280 Highway Patrol	74.7%	20.4%	3.9%	1.1%			722
288 Historical Society	48.5%	48.5%	1.5%	1.5%			132
296 Department of Human Resources	35.1%	49.1%	7.4%	8.4%			784
300 Department of Commerce and Housing	32.5%	53.0%	6.0%	8.5%			117
313 Hutchinson Correctional Facility	72.2%	18.2%	6.3%	1.6%	1.2%	0.4%	490
319 Topeka Juvenile Correctional Facility	40.4%	18.8%	35.1%	5.8%			208
325 Beloit Juvenile Correctional Facility	27.8%	64.4%	1.1%	2.2%		4.4%	90
328 Board of Indigents' Defense Services	18.5%	56.9%	9.2%	13.8%		1.5%	65
331 Insurance Department	5.6%	81.5%		13.0%			54
349 Judicial Council							
350 Juvenile Justice Authority	38.1%	38.1%	9.5%	14.3%			21
355 Atchison Juvenile Correctional Facility	35.1%	32.4%	20.7%	11.7%			111
359 Kansas Arts Commission	42.9%	28.6%	14.3%	14.3%			7
360 Kansas, Inc.							
363 Kansas Neurological Institute	18.7%	34.0%	17.4%	29.8%			614
365 Kansas Public Employees Retirement System	22.6%	67.7%		9.7%			62
367 Kansas State University	32.5%	55.7%	4.8%	6.7%	0.2%		1736
371 Kansas Technology Enterprise Corp.							
373 Kansas State Fair	64.7%	35.3%					17
379 Emporia State University	37.0%	54.9%	2.7%	5.4%			297
385 Pittsburg State University	41.0%	56.3%	1.0%	1.0%		0.7%	288
391 Kansas Wheat Commission	33.3%	66.7%					6
400 Lansing Correctional Facility	61.9%	19.5%	9.8%	3.5%	3.5%	1.8%	683
408 Larned Correctional Mental Health Facility	66.0%	27.2%	4.9%	1.9%			162
410 Larned State Hospital	33.1%	58.0%	2.6%	6.2%		0.2%	664

## Ethnic Distribution of Classified Employees by Agency Fiscal Year 1998

AGENCY	Non-Minority		Minority		Not Identified		Total
	Male	Female	Male	Female	Male	Female	
412 Larned Juvenile Correctional Facility	54.1%	37.7%	6.6%	1.6%			122
422 Legislative Coordinating Council							
425 Legislative Research Department							
428 Legislature							
434 State Library	26.1%	69.6%		4.3%			23
446 Office of the Lieutenant Governor							
450 Kansas Lottery	40.0%	53.3%	4.4%	2.2%			45
454 Consumer Credit Commissioner	50.0%	50.0%					6
482 Board of Nursing	13.3%	80.0%		6.7%			15
488 Board of Optometry Examiners				100.0%			1
494 Osawatomie State Hospital	28.7%	65.0%	1.7%	4.6%			414
507 Parsons St. Hospital & Training Center	31.4%	53.3%	6.1%	9.3%			475
521 Department of Corrections	45.3%	40.7%	8.4%	5.6%			285
523 Kansas Parole Board							
531 Board of Pharmacy	40.0%	60.0%					5
540 Legislative Division of Post Audit							
543 Kansas Real Estate Appraisal Board	50.0%	50.0%					2
549 Kansas Real Estate Commission	36.4%	54.5%		9.1%			11
553 Kansas Racing & Gaming Commission	30.0%	50.0%		10.0%	3.3%	6.7%	30
555 Rainbow Mental Health Facility	14.7%	38.0%	20.9%	25.6%	0.8%		129
561 Board of Regents	16.7%	66.7%		16.7%			6
562 Board of Tax Appeals	5.3%	89.5%		5.3%			19
565 Department of Revenue	30.8%	58.0%	2.8%	8.2%		0.1%	1067
579 Revisor of Statutes							
581 Norton Correctional Facility	71.3%	27.0%	1.7%				230
604 School for the Blind	20.6%	32.4%	20.6%	23.5%	2.9%		34
610 School for the Deaf	30.9%	63.6%	3.6%	1.8%			55
622 Secretary of State							
625 Office of the Securities Commissioner	59.1%	40.9%					22
626 Kansas Sentencing Commission							
629 Social and Rehabilitation Services	19.2%	67.8%	2.3%	10.4%	0.0%	0.2%	3889
634 State Conservation Commission		57.1%		42.9%			7
652 Department of Education	23.6%	70.9%	1.2%	3.6%		0.6%	165
660 Topeka Correctional Facility	54.1%	26.0%	13.5%	6.4%			296
663 Board of Technical Professions		100.0%					3
670 State Treasurer	15.0%	85.0%					40
677 Judiciary							
682 University of Kansas	33.7%	56.2%	5.5%	4.5%	0.1%		1517
683 KU Medical Center	19.8%	33.4%	16.4%	29.5%	0.3%	0.5%	1456
694 Commission on Veterans Affairs	33.1%	57.6%	2.9%	5.8%		0.6%	172
700 Board of Veterinary Examiners							
709 Kansas Water Office	42.1%	52.6%	5.3%				19
710 Department of Wildlife and Parks	76.9%	19.5%	1.6%	0.5%	1.0%	0.5%	385
712 Winfield Correctional Facility	61.6%	28.3%	8.1%	2.0%			198
715 Wichita State University	29.1%	50.1%	9.2%	11.1%	0.3%	0.1%	693
TOTAL	41.6%	44.4%	6.0%	7.6%	0.2%	0.1%	25366

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

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

No data indicates agency does not have classified employees.

## Appointments, Promotions, and Separations of Classified Employees by Ethnic Group FY 1998

Ethnic Group	Appointments				Promotions				Separations			
	Male	%	Female	%	Male	%	Female	%	Male	%	Female	%
White	1074	33.77%	1369	43.05%	1130	42.39%	1134	42.54%	1292	32.77%	1733	43.95%
Black	205	6.45%	252	7.92%	106	3.98%	125	4.69%	284	7.20%	335	8.50%
Hispanic	43	1.35%	77	2.42%	51	1.91%	39	1.46%	69	1.75%	89	2.26%
Asian/Pacific Islander	15	0.47%	29	0.91%	9	0.34%	8	0.30%	22	0.56%	44	1.12%
American Indian/Alaskan Native	19	0.60%	22	0.69%	23	0.86%	17	0.64%	30	0.76%	23	0.58%
Indeterminate			6	0.19%					1	0.03%	2	0.05%
Alien	1	0.03%										
No Indication	34	1.07%	34	1.07%	13	0.49%	11	0.41%	6	0.15%	13	0.33%
<b>Total</b>	<b>1391</b>		<b>1789</b>		<b>1332</b>		<b>1334</b>		<b>1704</b>		<b>2239</b>	
		<b>3180</b>				<b>2666</b>				<b>3943</b>		

**Appointments**

Hire: Concurrent (Multiple) Positions, Higher Higher Step-Exceptional Qualifications, Vacant Position. Rehire: Exceptional Qualifications for Higher Step Reemployment, Higher Step ROFR, Higher Step Interview Right, Higher Step Reinst, Higher Step Rehire.

**Promotions**

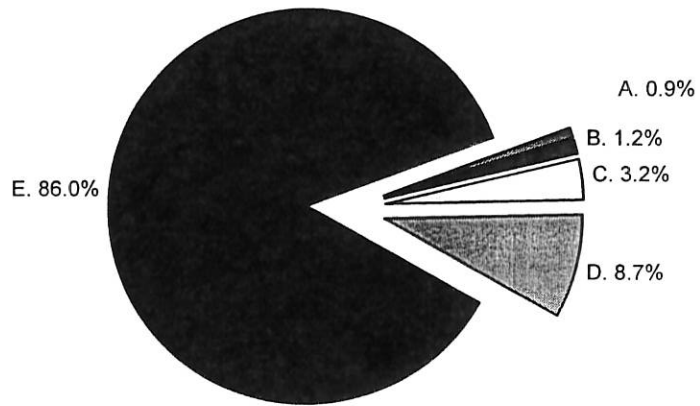
Promotion to New Position/Class, Promotion to Higher Step-Exceptional Qualifications, From Training Class.

**Separations**

Personal Conduct, All Layoff reason codes, All Resign reason codes, Unsatisfactory Work Performance, Regular Retirement

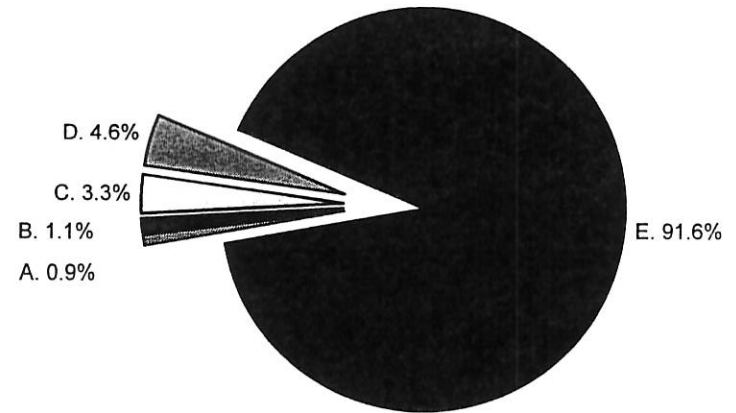
## Comparison of Classified Employee Work Force and Kansas Employed Labor Force

### Classified State Employee Work Force



Excludes: Unclassified, temporary and student employees

### Kansas Employed Labor Force



Statewide labor force data contains job classifications not in the state government 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 1998**

AGENCY	# Classified Employees	Average Salary	Average Age	Average Years of Service
28 Board of Accountancy	2	\$21,008	38	10
34 Adjutant General	45	\$29,356	45	11
39 Department on Aging	133	\$31,589	46	11
46 Department of Agriculture	270	\$34,427	46	14
55 Animal Health Department	26	\$28,375	48	12
58 Kansas Human Rights Commission	31	\$28,675	47	13
82 Attorney General	2	\$29,952	58	14
83 Kansas Bureau of Investigation	180	\$35,491	42	13
94 Banking Department	54	\$39,990	38	10
100 Board of Barbering	1	\$25,147	60	4
102 Behavioral Sciences Regulatory Board	6	\$23,882	47	8
105 Board of Healing Arts	20	\$25,785	44	12
122 Citizens' Utility Ratepayer Board	1	\$29,806	52	27
143 Kansas Corporation Commission	130	\$32,953	47	14
147 Ombudsman for Corrections	1	\$23,941	43	7
149 Board of Cosmetology	9	\$23,171	52	13
159 Department of Credit Unions	10	\$39,006	52	16
167 Kansas Dental Board	1	\$25,771	59	32
173 Department of Administration	735	\$31,663	45	13
177 Ellsworth Correctional Facility	180	\$27,792	43	7
195 El Dorado Correctional Facility	378	\$25,437	40	5
204 Board of Mortuary Arts	2	\$26,770	43	13
206 Emergency Medical Services Board	12	\$31,255	45	10
234 State Fire Marshal	35	\$33,469	48	10
246 Fort Hays State University	287	\$21,745	45	10
247 Governmental Standards & Conduct				
252 Office of the Governor				
264 Health and Environment	741	\$36,029	46	13
270 Health Care Stabilization Bd of Governors	8	\$23,351	44	12
276 Kansas Department of Transportation	2900	\$29,704	44	14
280 Highway Patrol	722	\$32,449	42	13
288 Historical Society	132	\$27,559	46	12
296 Department of Human Resources	784	\$32,618	48	15
300 Department of Commerce and Housing	117	\$34,146	44	9
313 Hutchinson Correctional Facility	490	\$27,245	42	9
319 Topeka Juvenile Correctional Facility	208	\$24,574	42	11
325 Beloit Juvenile Correctional Facility	90	\$25,176	42	10
328 Board of Indigents' Defense Services	65	\$23,300	39	6
331 Insurance Department	54	\$21,993	44	11
349 Judicial Council				
350 Juvenile Justice Authority	21	\$32,166	39	7
355 Atchison Juvenile Correctional Facility	111	\$24,762	43	11
359 Kansas Arts Commission	7	\$34,992	48	11
360 Kansas, Inc.				
363 Kansas Neurological Institute	614	\$24,056	42	12
365 Kansas Public Employees Retirement System	62	\$29,818	47	13
367 Kansas State University	1736	\$23,782	44	11
371 Kansas Technology Enterprise Corp.				
373 Kansas State Fair	17	\$28,314	45	10
379 Emporia State University	297	\$23,859	45	11

## Number, Age, Salary and Years of Service of Classified Employees by Agency -- Fiscal Year 1998

AGENCY	# Classified Employees	Average Salary	Average Age	Average Years of Service
385 Pittsburg State University	288	\$23,816	45	11
391 Kansas Wheat Commission	6	\$31,013	49	14
400 Lansing Correctional Facility	683	\$27,049	42	9
408 Larned Correctional Mental Health Facility	162	\$25,769	40	7
410 Larned State Hospital	664	\$25,307	45	13
412 Larned Juvenile Correctional Facility	122	\$23,251	39	7
422 Legislative Coordinating Council				
425 Legislative Research Department				
428 Legislature				
434 State Library	23	\$29,278	45	12
446 Office of the Lieutenant Governor				
450 Kansas Lottery	45	\$30,672	44	10
454 Consumer Credit Commissioner	6	\$34,795	46	18
482 Board of Nursing	15	\$28,905	49	11
488 Board of Optometry Examiners	1	\$16,598	39	3
494 Osawatomie State Hospital	414	\$26,393	46	13
507 Parsons St. Hospital & Training Center	475	\$25,828	44	12
521 Department of Corrections	285	\$31,947	43	11
523 Kansas Parole Board				
531 Board of Pharmacy	5	\$31,678	45	6
540 Legislative Division of Post Audit				
543 Kansas Real Estate Appraisal Board	2	\$30,254	46	4
549 Kansas Real Estate Commission	11	\$24,690	47	7
553 Kansas Racing & Gaming Commission	30	\$27,932	41	10
555 Rainbow Mental Health Facility	129	\$27,402	44	11
561 Board of Regents	6	\$24,069	50	19
562 Board of Tax Appeals	19	\$22,397	42	9
565 Department of Revenue	1067	\$28,803	44	13
579 Revisor of Statutes				
581 Norton Correctional Facility	230	\$26,478	44	9
604 School for the Blind	34	\$25,103	46	11
610 School for the Deaf	55	\$21,603	47	11
622 Secretary of State				
625 Office of the Securities Commissioner	22	\$40,884	45	12
626 Kansas Sentencing Commission				
629 Social and Rehabilitation Services	3889	\$28,698	44	11
634 State Conservation Commission	7	\$25,834	44	13
652 Department of Education	165	\$34,601	46	13
660 Topeka Correctional Facility	296	\$27,641	43	11
663 Board of Technical Professions	3	\$22,166	44	9
670 State Treasurer	40	\$26,469	44	13
677 Judiciary				
682 University of Kansas	1517	\$23,496	44	11
683 KU Medical Center	1456	\$21,696	42	10
694 Commission on Veterans Affairs	172	\$22,093	47	10
700 Board of Veterinary Examiners				
709 Kansas Water Office	19	\$44,369	48	17
710 Department of Wildlife and Parks	385	\$31,510	43	13
712 Winfield Correctional Facility	198	\$26,244	42	9
715 Wichita State University	693	\$22,234	45	10
Total number of classified employees	25366			
Average for all classified employees		\$27,583	44	12

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

No data indicates agency does not have classified employees



## Number, Age, Salary and Years of Service of Unclassified Employees by Agency -- Fiscal Year 1998

AGENCY	# Unclassified Employees	Average Salary	Average Age	Average Years of Service
28 Board of Accountancy	1	\$39,832	46	2
34 Adjutant General	156	\$26,810	44	7
39 Department on Aging	9	\$54,827	45	5
46 Department of Agriculture	9	\$54,669	42	7
55 Animal Health Department	1	\$68,515	55	6
58 Kansas Human Rights Commission	4	\$53,520	49	13
82 Attorney General	84	\$39,630	40	7
83 Kansas Bureau of Investigation	4	\$63,108	50	6
94 Banking Department	4	\$51,955	42	7
100 Board of Barbering	1	\$32,800	52	11
102 Behavioral Sciences Regulatory Board	1	\$47,424	55	17
105 Board of Healing Arts	5	\$50,792	43	11
122 Citizens' Utility Ratepayer Board	1	\$59,451	49	6
143 Kansas Corporation Commission	67	\$49,855	47	8
147 Ombudsman for Corrections	3	\$37,050	52	14
149 Board of Cosmetology				
159 Department of Credit Unions	1	\$54,999	41	1
167 Kansas Dental Board	1	\$21,545	64	6
173 Department of Administration	42	\$53,191	45	8
177 Ellsworth Correctional Facility	2	\$54,254	49	12
195 El Dorado Correctional Facility	1	\$36,918	33	5
204 Board of Mortuary Arts	1	\$48,803	44	18
206 Emergency Medical Services Board	1	\$61,649	50	21
234 State Fire Marshal	2	\$47,357	54	10
246 Fort Hays State University	300	\$41,102	48	12
247 Governmental Standards & Conduct	8	\$35,537	41	16
252 Office of the Governor	28	\$39,321	37	5
264 Health and Environment	13	\$64,440	45	7
270 Health Care Stabilization Bd of Governors	7	\$43,816	43	10
276 Kansas Department of Transportation	10	\$74,070	54	19
280 Highway Patrol	3	\$62,684	45	19
288 Historical Society	2	\$61,935	53	17
296 Department of Human Resources	26	\$54,468	49	5
300 Department of Commerce and Housing	11	\$60,837	43	4
313 Hutchinson Correctional Facility	1	\$36,321	45	3
319 Topeka Juvenile Correctional Facility	1	\$61,287	56	33
325 Beloit Juvenile Correctional Facility	1	\$70,038	60	36
328 Board of Indigents' Defense Services	91	\$40,616	37	5
331 Insurance Department	99	\$73,365	43	8
349 Judicial Council	5	\$38,403	32	9
350 Juvenile Justice Authority	7	\$63,942	48	10
355 Atchison Juvenile Correctional Facility	1	\$62,868	57	9
359 Kansas Arts Commission	1	\$49,383	46	3
360 Kansas, Inc.	5	\$44,808	43	6
363 Kansas Neurological Institute	5	\$81,368	56	16
365 Kansas Public Employees Retirement System	11	\$64,529	45	11
367 Kansas State University	2010	\$56,032	47	11
371 Kansas Technology Enterprise Corp.	31	\$46,998	42	5
373 Kansas State Fair	1	\$70,000	45	1
379 Emporia State University	384	\$44,831	47	10

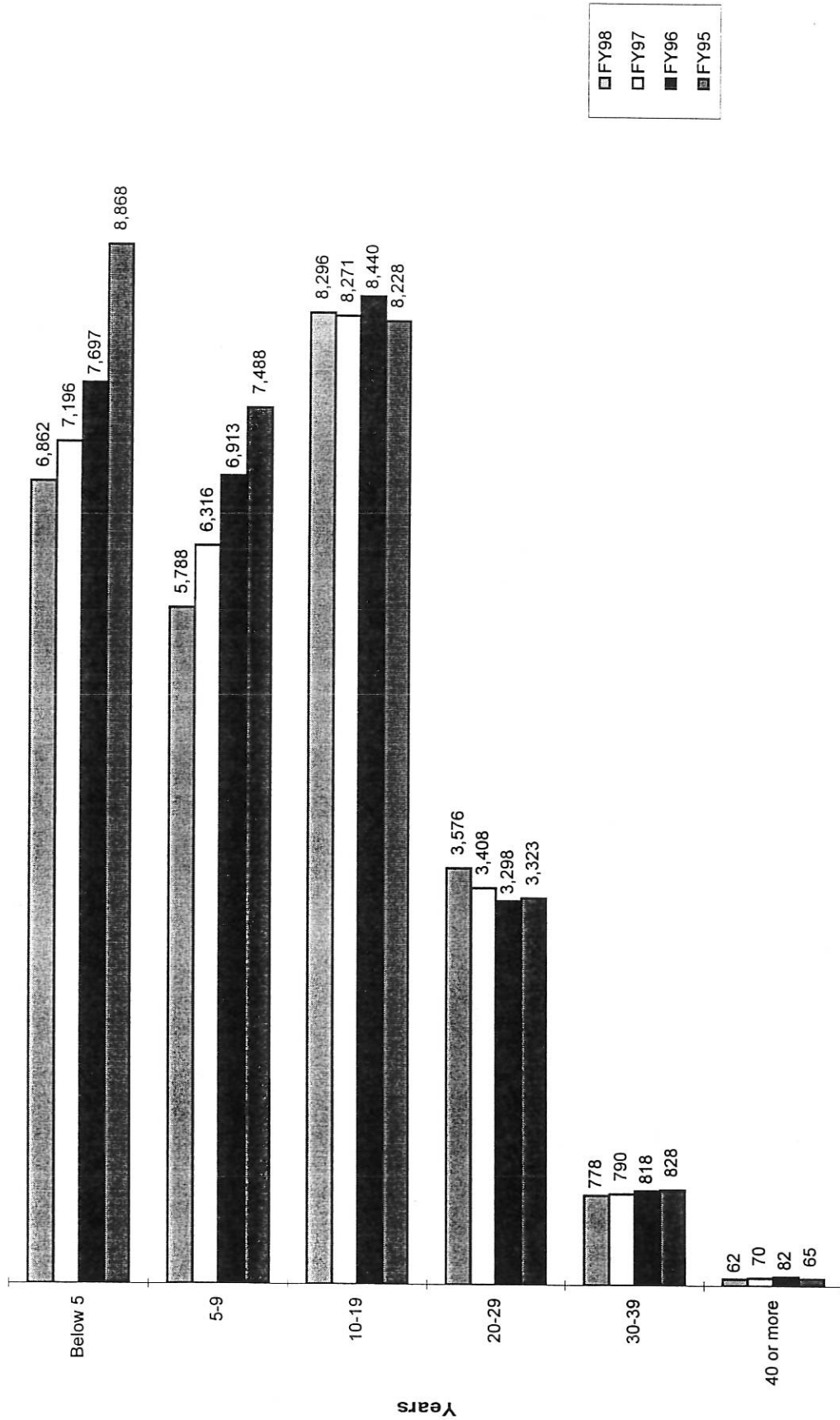
# Number, Age, Salary and Years of Service of Unclassified Employees by Agency -- Fiscal Year 1998

AGENCY	# Unclassified Employees	Average Salary	Average Age	Average Years of Service
385 Pittsburg State University	402	\$53,579	47	11
391 Kansas Wheat Commission	2	\$52,905	49	11
400 Lansing Correctional Facility	1	\$35,624	35	2
408 Larned Correctional Mental Health Facility				
410 Larned State Hospital	23	\$97,381	55	10
412 Larned Juvenile Correctional Facility	1	\$58,710	49	24
422 Legislative Coordinating Council	12	\$42,464	49	9
425 Legislative Research Department	34	\$49,358	45	15
428 Legislature	195	\$33,524	50	5
434 State Library	4	\$31,061	49	7
446 Office of the Lieutenant Governor	2	\$24,630	31	2
450 Kansas Lottery	38	\$37,204	45	8
454 Consumer Credit Commissioner				
482 Board of Nursing	2	\$54,448	51	5
488 Board of Optometry Examiners			55	
494 Osawatomie State Hospital	17	\$93,443	53	12
507 Parsons St. Hospital & Training Center	6	\$76,909	57	17
521 Department of Corrections	11	\$59,675	47	14
523 Kansas Parole Board	4	\$86,385	59	10
531 Board of Pharmacy	1	\$54,088	47	3
540 Legislative Division of Post Audit	31	\$46,500	43	9
543 Kansas Real Estate Appraisal Board	1	\$47,010	38	7
549 Kansas Real Estate Commission	1	\$52,572	64	21
553 Kansas Racing & Gaming Commission	19	\$48,040	48	7
555 Rainbow Mental Health Facility	4	\$115,668	52	20
561 Board of Regents	10	\$65,048	47	12
562 Board of Tax Appeals	11	\$62,435	49	9
565 Department of Revenue	32	\$47,811	41	7
579 Revisor of Statutes	25	\$49,106	48	16
581 Norton Correctional Facility				
604 School for the Blind	56	\$31,452	44	9
610 School for the Deaf	130	\$30,898	44	12
622 Secretary of State	52	\$28,872	41	9
625 Office of the Securities Commissioner	5	\$60,027	42	10
626 Kansas Sentencing Commission	7	\$33,979	41	2
629 Social and Rehabilitation Services	30	\$64,528	51	19
634 State Conservation Commission	7	\$45,386	44	6
652 Department of Education	25	\$69,407	49	13
660 Topeka Correctional Facility	1	\$71,879	55	20
663 Board of Technical Professions	2	\$45,506	47	7
670 State Treasurer	9	\$54,383	47	9
677 Judiciary	1786	\$32,566	44	9
682 University of Kansas	2563	\$58,869	47	12
683 KU Medical Center	3050	\$46,525	42	8
694 Commission on Veterans Affairs	5	\$47,895	49	6
700 Board of Veterinary Examiners	2	\$34,831	48	2
709 Kansas Water Office	1	\$65,778	51	13
710 Department of Wildlife and Parks	5	\$49,131	39	5
712 Winfield Correctional Facility				
715 Wichita State University	907	\$48,561	47	12
Total number of unclassified employees	12995			
Average for all unclassified employees		\$48,801	45	10

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

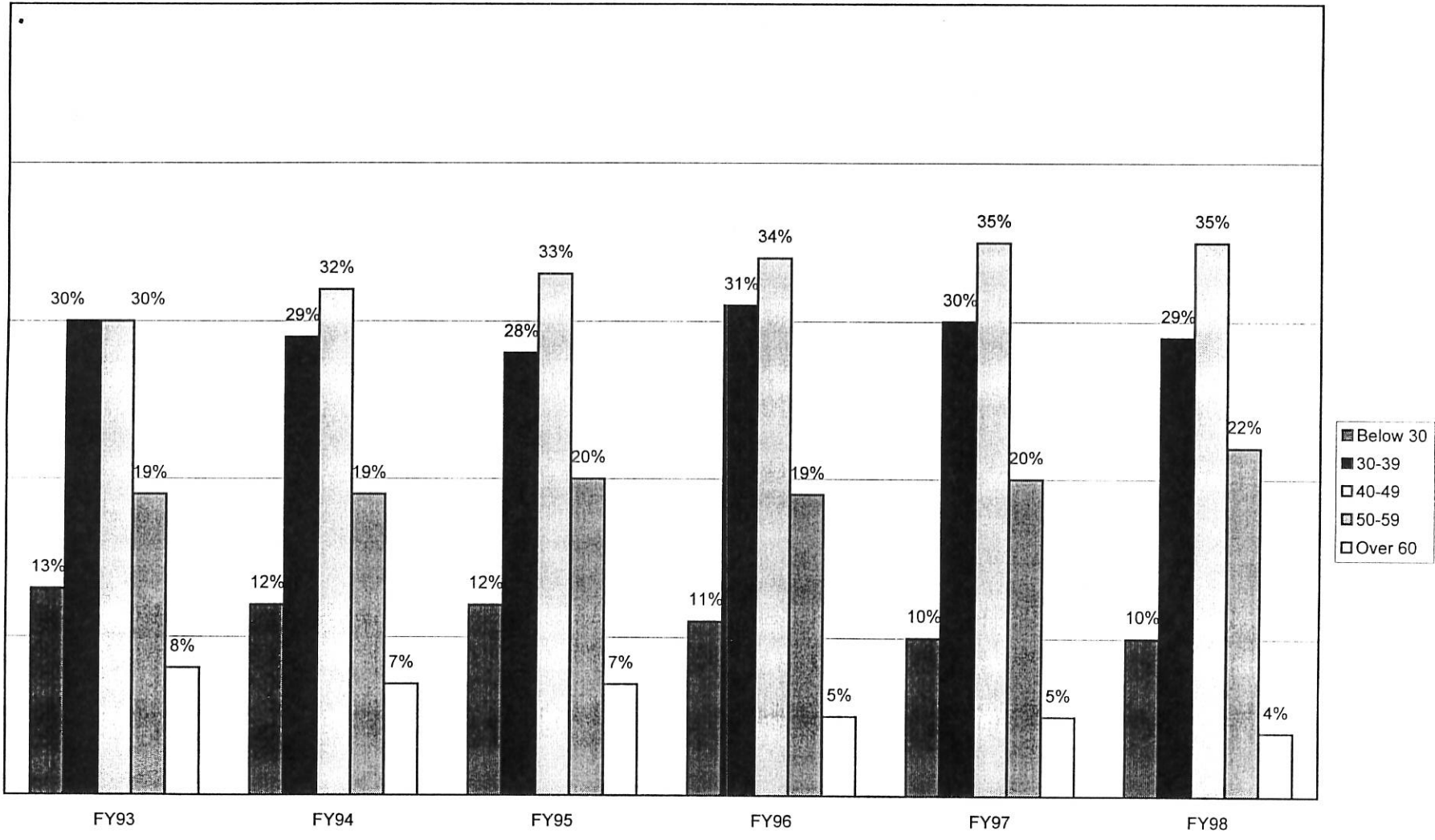
No data indicates agency does not have unclassified employees

# Classified Employees by Years of Service



Source: Prior annual reports KIPPS data; SHARP (6-30-98)  
 Excludes: unclassified, temporary, and student employees

### Classified Employees by Age Group



Source: Prior annual reports KIPPS data; SHARP (6-30-98)  
Excludes: unclassified, temporary, and student employees

## Classified Employees Sick Leave Usage by Agency FY1998

Agency Number and Name	# Classified Employees	Agency Total		Average per Employee	
		Hours	Dollars	Hours	Dollars
28 Board of Accountancy	2	68.75	\$646.31	34.4	\$ 323.16
34 Adjutant General	45	3,116.75	\$40,525.97	69.3	\$ 900.58
39 Department on Aging	133	8,509.25	\$126,563.19	64.0	\$ 951.60
46 Department of Agriculture	270	24,035.00	\$367,660.59	89.0	\$ 1,361.71
55 Animal Health Department	26	2,398.50	\$32,914.81	92.3	\$ 1,265.95
58 Kansas Human Rights Commission	31	1,900.25	\$23,193.18	61.3	\$ 748.17
82 Attorney General	2	37.00	\$484.58	18.5	\$ 242.29
83 Kansas Bureau of Investigation	180	7,915.00	\$121,235.61	44.0	\$ 673.53
94 Banking Department	54	3,746.75	\$71,104.10	69.4	\$ 1,316.74
100 Board of Barbering	1	22.00	\$260.28	22.0	\$ 260.28
102 Behavioral Sciences Regulatory Board	6	259.50	\$3,246.49	43.3	\$ 541.08
105 Board of Healing Arts	20	2,109.75	\$26,706.05	105.5	\$ 1,335.30
122 Citizens' Utility Ratepayer Board	1	74.50	\$1,053.84	74.5	\$ 1,053.84
143 Kansas Corporation Commission	130	8,920.25	\$131,437.59	68.6	\$ 1,011.06
147 Ombudsman for Corrections	1	92.00	\$1,017.52	92.0	\$ 1,017.52
149 Board of Cosmetology	9	524.25	\$5,882.62	58.3	\$ 653.62
159 Department of Credit Unions	10	463.50	\$8,845.04	46.4	\$ 884.50
167 Kansas Dental Board	1	178.50	\$2,790.22	178.5	\$ 2,790.22
173 Department of Administration	735	49,803.75	\$695,772.91	67.8	\$ 946.63
177 Ellsworth Correctional Facility	180	10,805.25	\$134,521.42	60.0	\$ 747.34
195 El Dorado Correctional Facility	378	27,761.00	\$341,182.91	73.4	\$ 902.60
204 Board of Mortuary Arts	2	68.75	\$735.83	34.4	\$ 367.92
206 Emergency Medical Services Board	12	364.75	\$4,987.85	30.4	\$ 415.65
234 State Fire Marshal	35	2,469.50	\$38,014.92	70.6	\$ 1,086.14
246 Fort Hays State University					
247 Governmental Standards & Conduct					
252 Office of the Governor					
264 Health and Environment	741	55,398.75	\$903,299.42	74.8	\$ 1,219.03
270 Health Care Stabilization Bd of Governors	8	866.00	\$8,892.75	108.3	\$ 1,111.59
276 Kansas Department of Transportation	2900	214,240.60	\$2,926,933.56	73.9	\$ 1,009.29
280 Highway Patrol	722	44,056.75	\$649,329.69	61.0	\$ 899.35
288 Historical Society	132	9,361.50	\$120,642.76	70.9	\$ 913.96
296 Department of Human Resources	784	56,115.75	\$824,744.53	71.6	\$ 1,051.97
300 Department of Commerce and Housing	117	7,451.50	\$115,893.41	63.7	\$ 990.54
313 Hutchinson Correctional Facility	490	34,334.50	\$441,657.04	70.1	\$ 901.34
319 Topeka Juvenile Correctional Facility	208	15,789.75	\$180,916.08	75.9	\$ 869.79
325 Beloit Juvenile Correctional Facility	90	5,971.50	\$70,481.91	66.4	\$ 783.13
328 Board of Indigents' Defense Services	65	4,072.25	\$45,141.36	62.7	\$ 694.48
331 Insurance Department	54	4,198.50	\$44,415.25	77.8	\$ 822.50
349 Judicial Council					
350 Juvenile Justice Authority	21	566.75	\$8,588.57	27.0	\$ 408.98
355 Atchison Juvenile Correctional Facility	111	8,851.50	\$110,535.89	79.7	\$ 995.82
359 Kansas Arts Commission	7	734.75	\$11,855.56	105.0	\$ 1,693.65
360 Kansas, Inc.					
363 Kansas Neurological Institute	614	51,512.25	\$586,383.74	83.9	\$ 955.02
365 Kansas Public Employees Retirement System	62	4,780.00	\$65,634.82	77.1	\$ 1,058.63
367 Kansas State University					
371 Kansas Technology Enterprise Corp.					
373 Kansas State Fair	17	721.50	\$9,412.53	42.4	\$ 553.68
379 Emporia State University					
385 Pittsburg State University					
391 Kansas Wheat Commission	6	185.00	\$2,876.57	30.8	\$ 479.43
400 Lansing Correctional Facility	683	52,186.00	\$676,732.79	76.4	\$ 990.82
408 Larned Correctional Mental Health Facility	162	10,180.25	\$122,346.12	62.8	\$ 755.22
410 Larned State Hospital	664	61,106.75	\$742,691.25	92.0	\$ 1,118.51

## Classified Employees Sick Leave Use by Agency FY1998

Agency Number and Name	# Classified Employees	Agency Total		Average per Employee	
		Hours	Dollars	Hours	Dollars
412 Larned Juvenile Correctional Facility	122	9,867.75	\$112,712.31	80.9	\$ 923.87
422 Legislative Coordinating Council					
425 Legislative Research Department					
428 Legislature					
434 State Library	23	1,215.50	\$16,483.94	52.8	\$ 716.69
446 Office of the Lieutenant Governor					
450 Kansas Lottery	45	2,939.00	\$39,605.07	65.3	\$ 880.11
454 Consumer Credit Commissioner	6	404.00	\$6,417.52	67.3	\$ 1,069.59
482 Board of Nursing	15	1,805.25	\$26,126.31	120.4	\$ 1,741.75
488 Board of Optometry Examiners	1				
494 Osawatomie State Hospital	414	39,234.00	\$470,467.34	94.8	\$ 1,136.39
507 Parsons St. Hospital & Training Center	475	37,884.50	\$457,375.44	79.8	\$ 962.90
521 Department of Corrections	285	15,416.50	\$227,783.41	54.1	\$ 799.24
523 Kansas Parole Board					
531 Board of Pharmacy	5	282.00	\$4,282.84	56.4	\$ 856.57
540 Legislative Division of Post Audit					
543 Kansas Real Estate Appraisal Board	2	35.50	\$529.15	17.8	\$ 264.58
549 Kansas Real Estate Commission	11	923.00	\$10,259.00	83.9	\$ 932.64
553 Kansas Racing & Gaming Commission	30	1,907.50	\$23,735.53	63.6	\$ 791.18
555 Rainbow Mental Health Facility	129	10,836.50	\$138,835.59	84.0	\$ 1,076.24
561 Board of Regents	6	230.50	\$2,706.04	38.4	\$ 451.01
562 Board of Tax Appeals	19	1,305.00	\$13,993.63	68.7	\$ 736.51
565 Department of Revenue	1067	82,515.25	\$1,063,826.65	77.3	\$ 997.03
579 Revisor of Statutes					
581 Norton Correctional Facility	230	14,872.75	\$186,316.85	64.7	\$ 810.07
604 School for the Blind	34	2,574.00	\$30,847.40	75.7	\$ 907.28
610 School for the Deaf	55	3,404.75	\$32,972.47	61.9	\$ 599.50
622 Secretary of State					
625 Office of the Securities Commissioner	22	1,180.00	\$21,203.51	53.6	\$ 963.80
626 Kansas Sentencing Commission					
629 Social and Rehabilitation Services	3889	292,326.50	\$3,821,471.09	75.2	\$ 982.64
634 State Conservation Commission	7	748.75	\$8,861.95	107.0	\$ 1,265.99
652 Department of Education	165	13,249.75	\$216,549.91	80.3	\$ 1,312.42
660 Topeka Correctional Facility	296	21,184.25	\$267,223.26	71.6	\$ 902.78
663 Board of Technical Professions	3	120.50	\$1,264.67	40.2	\$ 421.56
670 State Treasurer	40	2,257.75	\$28,441.07	56.4	\$ 711.03
677 Judiciary					
682 University of Kansas					
683 KU Medical Center					
694 Commission on Veterans Affairs	172	9,368.75	\$96,633.99	54.5	\$ 561.83
700 Board of Veterinary Examiners					
709 Kansas Water Office	19	1,909.25	\$38,280.47	100.5	\$ 2,014.76
710 Department of Wildlife and Parks	385	17,618.25	\$252,690.44	45.8	\$ 656.34
712 Winfield Correctional Facility	198	10,638.00	\$133,111.79	53.7	\$ 672.28
715 Wichita State University					
TOTAL	19,092	1,396,581.60	\$18,601,198.07	73.2	\$ 974.29
<u>Agencies closed during FY1998</u>					
258 Grain Inspection Department		800.75	\$10,034.61		
664 Topeka State Hospital		87.75	\$1,228.01		
713 Winfield State Hospital		18,931.50	\$227,133.99		

Source: SHARP; Excludes unclassified, temporary, 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 6-30-98, the last day of FY98. Averages do not include agencies that closed during FY98.

## Unclassified Employees Sick Leave Use by Agency FY1998

Agency Number and Name	# Unclassified Employees	Agency Total		Average per Employee	
		Hours	Dollars	Hours	Dollars
28 Board of Accountancy	1	12.00	\$220.93	12.0	\$ 220.93
34 Adjutant General	156	13,650.25	\$166,991.13	87.5	\$ 1,070.46
39 Department on Aging	9	535.50	\$11,867.60	59.5	\$ 1,318.62
46 Department of Agriculture	9	425.00	\$10,247.24	47.2	\$ 1,138.58
55 Animal Health Department	1			0.0	\$ -
58 Kansas Human Rights Commission	4	196.00	\$5,100.17	49.0	\$ 1,275.04
82 Attorney General	84	4,544.75	\$79,859.68	54.1	\$ 950.71
83 Kansas Bureau of Investigation	4	100.00	\$2,980.86	25.0	\$ 745.22
94 Banking Department	4	224.00	\$6,065.97	56.0	\$ 1,516.49
100 Board of Barbering	1	11.00	\$168.48	11.0	\$ 168.48
102 Behavioral Sciences Regulatory Board	1			0.0	\$ -
105 Board of Healing Arts	5	236.00	\$6,838.91	47.2	\$ 1,367.78
122 Citizens' Utility Ratepayer Board	1	4.00	\$98.39	4.0	\$ 98.39
143 Kansas Corporation Commission	67	3,285.50	\$69,266.97	49.0	\$ 1,033.84
147 Ombudsman for Corrections	3	265.00	\$4,758.07	88.3	\$ 1,586.02
149 Board of Cosmetology					
159 Department of Credit Unions	1			0.0	\$ -
167 Kansas Dental Board	1	42.00	\$418.24	42.0	\$ 418.24
173 Department of Administration	42	1,558.50	\$37,204.33	37.1	\$ 885.82
177 Ellsworth Correctional Facility	2	100.00	\$2,886.60	50.0	\$ 1,443.30
195 El Dorado Correctional Facility	1	108.00	\$1,843.26	108.0	\$ 1,843.26
204 Board of Mortuary Arts	1			0.0	\$ -
206 Emergency Medical Services Board	1	44.00	\$1,304.13	44.0	\$ 1,304.13
234 State Fire Marshal	2	74.00	\$1,785.22	37.0	\$ 892.61
246 Fort Hays State University					
247 Governmental Standards & Conduct	8	340.00	\$5,097.16	42.5	\$ 637.15
252 Office of the Governor	28	1,207.00	\$20,383.90	43.1	\$ 728.00
264 Health and Environment	13	300.00	\$7,621.15	23.1	\$ 586.24
270 Health Care Stabilization Bd of Governors	7	181.00	\$2,420.18	25.9	\$ 345.74
276 Kansas Department of Transportation	10	258.00	\$5,555.88	25.8	\$ 555.59
280 Highway Patrol	3	152.00	\$4,434.29	50.7	\$ 1,478.10
288 Historical Society	2	74.00	\$2,357.53	37.0	\$ 1,178.77
296 Department of Human Resources	26	1,007.25	\$27,744.53	38.7	\$ 1,067.10
300 Department of Commerce and Housing	11	544.50	\$13,529.25	49.5	\$ 1,229.93
313 Hutchinson Correctional Facility	1	48.00	\$816.70	48.0	\$ 816.70
319 Topeka Juvenile Correctional Facility	1			0.0	\$ -
325 Beloit Juvenile Correctional Facility	1	64.00	\$2,072.13	64.0	\$ 2,072.13
328 Board of Indigents' Defense Services	91	3,940.00	\$74,868.18	43.3	\$ 822.73
331 Insurance Department	99	4,696.25	\$79,759.81	47.4	\$ 805.65
349 Judicial Council	5	162.00	\$2,032.10	32.4	\$ 406.42
350 Juvenile Justice Authority	7	84.00	\$1,951.90	12.0	\$ 278.84
355 Atchison Juvenile Correctional Facility	1	8.00	\$232.50	8.0	\$ 232.50
359 Kansas Arts Commission	1			0.0	\$ -
360 Kansas, Inc.	5	224.50	\$3,803.74	44.9	\$ 760.75
363 Kansas Neurological Institute	5	44.00	\$1,925.05	8.8	\$ 385.01
365 Kansas Public Employees Retirement System	11	394.50	\$10,638.44	35.9	\$ 967.13
367 Kansas State University					
371 Kansas Technology Enterprise Corp.	31	1,937.25	\$34,650.75	62.5	\$ 1,117.77
373 Kansas State Fair	1	4.00	\$125.00	4.0	\$ 125.00
379 Emporia State University					
385 Pittsburg State University					
391 Kansas Wheat Commission	2	44.00	\$996.95	22.0	\$ 498.48
400 Lansing Correctional Facility	1			0.0	\$ -
408 Larned Correctional Mental Health Facility					
410 Larned State Hospital	23	1,952.75	\$90,805.80	84.9	\$ 3,948.08



# Unclassified Employees Sick Leave by Agency FY1998

Agency Number and Name	# Unclassified Employees	Agency Total		Average per Employee	
		Hours	Dollars	Hours	Dollars
412 Larned Juvenile Correctional Facility	1			0.0 \$	-
422 Legislative Coordinating Council	12	489.50	\$9,064.26	40.8 \$	755.36
425 Legislative Research Department	34	1,628.00	\$35,727.50	47.9 \$	1,050.81
428 Legislature	195	1,162.50	\$15,294.72	6.0 \$	78.43
434 State Library	4	53.00	\$492.81	13.3 \$	123.20
446 Office of the Lieutenant Governor	2	59.00	\$666.77	29.5 \$	333.39
450 Kansas Lottery	38	970.50	\$18,905.99	25.5 \$	497.53
454 Consumer Credit Commissioner					
482 Board of Nursing	2	120.00	\$3,043.39	60.0 \$	1,521.70
488 Board of Optometry Examiners					
494 Osawatomie State Hospital	17	1,150.00	\$52,429.55	67.6 \$	3,084.09
507 Parsons St. Hospital & Training Center	6	260.00	\$8,380.70	43.3 \$	1,396.78
521 Department of Corrections	11	368.00	\$9,106.93	33.5 \$	827.90
523 Kansas Parole Board	4	77.00	\$3,063.64	19.3 \$	765.91
531 Board of Pharmacy	1	4.00	\$100.00	4.0 \$	100.00
540 Legislative Division of Post Audit	31	1,207.00	\$24,429.41	38.9 \$	788.05
543 Kansas Real Estate Appraisal Board	1			0.0 \$	-
549 Kansas Real Estate Commission	1	76.00	\$1,875.13	76.0 \$	1,875.13
553 Kansas Racing & Gaming Commission	19	384.50	\$8,988.94	20.2 \$	473.10
555 Rainbow Mental Health Facility	4	472.00	\$23,180.74	118.0 \$	5,795.19
561 Board of Regents	10	840.00	\$18,476.55	84.0 \$	1,847.66
562 Board of Tax Appeals	11	378.50	\$8,612.02	34.4 \$	782.91
565 Department of Revenue	32	1,682.50	\$37,490.59	52.6 \$	1,171.58
579 Revisor of Statutes	25	1,016.00	\$19,896.68	40.6 \$	795.87
581 Norton Correctional Facility					
604 School for the Blind	56	2,985.50	\$43,455.12	53.3 \$	775.98
610 School for the Deaf	130	6,216.25	\$95,421.70	47.8 \$	734.01
622 Secretary of State	52	4,017.25	\$57,371.16	77.3 \$	1,103.29
625 Office of the Securities Commissioner	5	272.00	\$7,019.75	54.4 \$	1,403.95
626 Kansas Sentencing Commission	7	379.00	\$5,257.25	54.1 \$	751.04
629 Social and Rehabilitation Services	30	868.00	\$25,775.30	28.9 \$	859.18
634 State Conservation Commission	7	282.00	\$6,156.87	40.3 \$	879.55
652 Department of Education	25	685.75	\$20,225.11	27.4 \$	809.00
660 Topeka Correctional Facility	1	16.00	\$531.64	16.0 \$	531.64
663 Board of Technical Professions	2	48.00	\$1,084.61	24.0 \$	542.31
670 State Treasurer	9	404.50	\$9,998.09	44.9 \$	1,110.90
677 Judiciary	1786	105,011.50	\$1,260,535.59	58.8 \$	705.79
682 University of Kansas					
683 KU Medical Center					
694 Commission on Veterans Affairs	5	78.00	\$1,665.45	15.6 \$	333.09
700 Board of Veterinary Examiners	2	120.00	\$1,760.40	60.0 \$	880.20
709 Kansas Water Office	1	60.00	\$1,897.44	60.0 \$	1,897.44
710 Department of Wildlife and Parks	5	159.00	\$3,025.83	31.8 \$	605.17
712 Winfield Correctional Facility					
715 Wichita State University					
TOTAL	3,379	177,083.25	\$2,644,136.73	52.4 \$	782.52
<u>Agencies closed during FY1998</u>					
258 Grain Inspection Department					
664 Topeka State Hospital					
713 Winfield State Hospital		315.75	\$9,016.89		

Source: SHARP; Excludes classified, temporary, 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 6-30-98, the last day of FY98.



## Classified Employees Vacation Leave Use by Agency FY 1998

Agency Number and Name	# Classified Employees	Agency Total		Average per Employee	
		Hours	Dollars	Hours	Dollars
28 Board of Accountancy	2	207.25	\$2,110.96	103.6	\$ 1,055.48
34 Adjutant General	45	6,353.00	\$92,050.10	141.2	\$ 2,045.56
39 Department on Aging	133	13,829.75	\$213,779.68	104.0	\$ 1,607.37
46 Department of Agriculture	270	36,688.25	\$599,480.86	135.9	\$ 2,220.30
55 Animal Health Department	26	3,458.25	\$48,345.57	133.0	\$ 1,859.45
58 Kansas Human Rights Commission	31	3,591.25	\$47,514.93	115.8	\$ 1,532.74
82 Attorney General	2	238.75	\$3,289.29	119.4	\$ 1,644.65
83 Kansas Bureau of Investigation	180	22,146.00	\$377,072.31	123.0	\$ 2,094.85
94 Banking Department	54	6,441.75	\$122,846.05	119.3	\$ 2,274.93
100 Board of Barbering	1	72.00	\$848.24	72.0	\$ 848.24
102 Behavioral Sciences Regulatory Board	6	642.00	\$7,586.93	107.0	\$ 1,264.49
105 Board of Healing Arts	20	2,571.00	\$31,699.87	128.6	\$ 1,584.99
122 Citizens' Utility Ratepayer Board	1	159.50	\$2,250.55	159.5	\$ 2,250.55
143 Kansas Corporation Commission	130	16,879.00	\$260,702.99	129.8	\$ 2,005.41
147 Ombudsman for Corrections	1	123.00	\$1,360.38	123.0	\$ 1,360.38
149 Board of Cosmetology	9	910.75	\$10,356.23	101.2	\$ 1,150.69
159 Department of Credit Unions	10	1,404.00	\$27,115.71	140.4	\$ 2,711.57
167 Kansas Dental Board	1	145.75	\$2,065.75	145.8	\$ 2,065.75
173 Department of Administration	735	93,785.00	\$1,433,195.04	127.6	\$ 1,949.93
177 Ellsworth Correctional Facility	180	20,712.50	\$272,914.20	115.1	\$ 1,516.19
195 El Dorado Correctional Facility	378	36,115.00	\$463,199.33	95.5	\$ 1,225.40
204 Board of Mortuary Arts	2	292.25	\$3,664.13	146.1	\$ 1,832.07
206 Emergency Medical Services Board	12	1,280.75	\$17,727.91	106.7	\$ 1,477.33
234 State Fire Marshal	35	4,470.50	\$70,208.47	127.7	\$ 2,005.96
246 Fort Hays State University					
247 Governmental Standards & Conduct					
252 Office of the Governor					
264 Health and Environment	741	93,999.75	\$1,606,665.47	126.9	\$ 2,168.24
270 Health Care Stabilization Bd of Governors	8	1,105.75	\$12,645.05	138.2	\$ 1,580.63
276 Kansas Department of Transportation	2900	382,410.00	\$5,541,775.06	131.9	\$ 1,910.96
280 Highway Patrol	722	91,866.50	\$1,454,120.53	127.2	\$ 2,014.02
288 Historical Society	132	17,395.50	\$236,142.87	131.8	\$ 1,788.96
296 Department of Human Resources	784	102,057.75	\$1,596,975.22	130.2	\$ 2,036.96
300 Department of Commerce and Housing	117	13,485.50	\$223,392.92	115.3	\$ 1,909.34
313 Hutchinson Correctional Facility	490	54,849.75	\$744,468.76	111.9	\$ 1,519.32
319 Topeka Juvenile Correctional Facility	208	23,413.75	\$295,719.74	112.6	\$ 1,421.73
325 Beloit Juvenile Correctional Facility	90	10,519.75	\$133,335.53	116.9	\$ 1,481.51
328 Board of Indigents' Defense Services	65	5,248.25	\$58,948.69	80.7	\$ 906.90
331 Insurance Department	54	6,489.00	\$69,502.71	120.2	\$ 1,287.09
349 Judicial Council					
350 Juvenile Justice Authority	21	960.25	\$16,090.42	45.7	\$ 766.21
355 Atchison Juvenile Correctional Facility	111	12,548.75	\$155,190.20	113.1	\$ 1,398.11
359 Kansas Arts Commission	7	1,022.75	\$16,877.04	146.1	\$ 2,411.01
360 Kansas, Inc.					
363 Kansas Neurological Institute	614	73,435.75	\$868,549.56	119.6	\$ 1,414.58
365 Kansas Public Employees Retirement System	62	7,674.25	\$111,711.42	123.8	\$ 1,801.80
367 Kansas State University					
371 Kansas Technology Enterprise Corp.					
373 Kansas State Fair	17	1,694.50	\$24,777.04	99.7	\$ 1,457.47
379 Emporia State University					
385 Pittsburg State University					
391 Kansas Wheat Commission	6	744.00	\$10,518.12	124.0	\$ 1,753.02
400 Lansing Correctional Facility	683	82,112.50	\$1,094,753.11	120.2	\$ 1,602.86
408 Larned Correctional Mental Health Facility	162	15,851.75	\$206,450.91	97.9	\$ 1,274.39
410 Larned State Hospital	664	85,252.00	\$1,060,963.54	128.4	\$ 1,597.84

## Classified Employees Vacation Leave Use by Agency FY 1998

Agency Number and Name	# Classified Employees	Agency Total		Average per Employee	
		Hours	Dollars	Hours	Dollars
412 Larned Juvenile Correctional Facility	122	12,500.50	\$143,602.12	102.5 \$	1,177.07
422 Legislative Coordinating Council					
425 Legislative Research Department					
428 Legislature					
434 State Library	23	2,817.75	\$41,117.67	122.5 \$	1,787.72
446 Office of the Lieutenant Governor					
450 Kansas Lottery	45	5,552.00	\$82,977.56	123.4 \$	1,843.95
454 Consumer Credit Commissioner	6	878.75	\$14,256.82	146.5 \$	2,376.14
482 Board of Nursing	15	1,738.75	\$23,737.43	115.9 \$	1,582.50
488 Board of Optometry Examiners	1				
494 Osawatomie State Hospital	414	54,327.75	\$691,409.39	131.2 \$	1,670.07
507 Parsons St. Hospital & Training Center	475	57,983.75	\$725,099.75	122.1 \$	1,526.53
521 Department of Corrections	285	32,434.00	\$511,215.63	113.8 \$	1,793.74
523 Kansas Parole Board					
531 Board of Pharmacy	5	497.50	\$8,107.72	99.5 \$	1,621.54
540 Legislative Division of Post Audit					
543 Kansas Real Estate Appraisal Board	2	111.00	\$1,654.78	55.5 \$	827.39
549 Kansas Real Estate Commission	11	1,352.25	\$15,480.00	122.9 \$	1,407.27
553 Kansas Racing & Gaming Commission	30	2,727.00	\$35,762.94	90.9 \$	1,192.10
555 Rainbow Mental Health Facility	129	13,220.75	\$179,256.53	102.5 \$	1,389.59
561 Board of Regents	6	758.50	\$8,826.17	126.4 \$	1,471.03
562 Board of Tax Appeals	19	1,790.25	\$19,820.33	94.2 \$	1,043.18
565 Department of Revenue	1067	140,055.00	\$1,926,547.60	131.3 \$	1,805.57
579 Revisor of Statutes					
581 Norton Correctional Facility	230	27,124.25	\$351,997.20	117.9 \$	1,530.42
604 School for the Blind	34	4,306.75	\$50,138.19	126.7 \$	1,474.65
610 School for the Deaf	55	5,694.25	\$59,946.92	103.5 \$	1,089.94
622 Secretary of State					
625 Office of the Securities Commissioner	22	2,445.75	\$47,221.66	111.2 \$	2,146.44
626 Kansas Sentencing Commission					
629 Social and Rehabilitation Services	3889	463,592.25	\$6,483,582.50	119.2 \$	1,667.16
634 State Conservation Commission	7	842.50	\$11,228.73	120.4 \$	1,604.10
652 Department of Education	165	20,929.00	\$341,449.49	126.8 \$	2,069.39
660 Topeka Correctional Facility	296	33,792.75	\$467,367.90	114.2 \$	1,578.95
663 Board of Technical Professions	3	414.50	\$4,449.06	138.2 \$	1,483.02
670 State Treasurer	40	4,900.50	\$61,463.87	122.5 \$	1,536.60
677 Judiciary					
682 University of Kansas					
683 KU Medical Center					
694 Commission on Veterans Affairs	172	20,051.50	\$215,805.52	116.6 \$	1,254.68
700 Board of Veterinary Examiners					
709 Kansas Water Office	19	2,645.75	\$55,919.47	139.3 \$	2,943.13
710 Department of Wildlife and Parks	385	48,266.25	\$742,644.66	125.4 \$	1,928.95
712 Winfield Correctional Facility	198	18,602.00	\$245,985.91	93.9 \$	1,242.35
715 Wichita State University					
<b>TOTAL</b>	<b>19,092</b>	<b>2,339,008.50</b>	<b>\$33,219,032.91</b>	<b>122.5 \$</b>	<b>1,739.95</b>
<u>Agencies closed during FY1998</u>					
258 Grain Inspection Department		1,996.75	\$25,654.85		
664 Topeka State Hospital		279.25	\$3,562.59		
713 Winfield State Hospital		21,281.65	\$258,394.79		

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

Average vacation leave use per employee was determined by calculating the vacation leave for each agency and dividing by the number of employees on 6-30-98, the last day of FY98. Averages do not include agencies that closed during FY98.

# Unclassified Employees Vacation Leave Use by Agency

## FY 1998

Agency Number and Name	# Unclassified Employees	Agency Total		Average per Employee	
		Hours	Dollars	Hours	Dollars
28 Board of Accountancy	1	60.00	\$1,104.67	60.0	\$ 1,104.67
34 Adjutant General	156	17,701.75	\$222,600.96	113.5	\$ 1,426.93
39 Department on Aging	9	741.00	\$18,114.56	82.3	\$ 2,012.73
46 Department of Agriculture	9	994.00	\$26,296.21	110.4	\$ 2,921.80
55 Animal Health Department	1	68.00	\$2,153.76	68.0	\$ 2,153.76
58 Kansas Human Rights Commission	4	372.00	\$9,509.79	93.0	\$ 2,377.45
82 Attorney General	84	7,526.00	\$143,702.71	89.6	\$ 1,710.75
83 Kansas Bureau of Investigation	4	416.00	\$12,236.37	104.0	\$ 3,059.09
94 Banking Department	4	268.00	\$7,055.00	67.0	\$ 1,763.75
100 Board of Barbering	1	103.00	\$1,582.54	103.0	\$ 1,582.54
102 Behavioral Sciences Regulatory Board	1	64.00	\$1,403.13	64.0	\$ 1,403.13
105 Board of Healing Arts	5	713.00	\$17,098.64	142.6	\$ 3,419.73
122 Citizens' Utility Ratepayer Board	1	64.00	\$1,655.05	64.0	\$ 1,655.05
143 Kansas Corporation Commission	67	7,227.75	\$160,390.48	107.9	\$ 2,393.89
147 Ombudsman for Corrections	3	341.00	\$6,220.26	113.7	\$ 2,073.42
149 Board of Cosmetology					
159 Department of Credit Unions	1	36.00	\$970.04	36.0	\$ 970.04
167 Kansas Dental Board	1	87.00	\$866.35	87.0	\$ 866.35
173 Department of Administration	42	2,578.25	\$69,915.82	61.4	\$ 1,664.66
177 Ellsworth Correctional Facility	2	156.00	\$3,853.11	78.0	\$ 1,926.56
195 El Dorado Correctional Facility	1	88.00	\$1,504.65	88.0	\$ 1,504.65
204 Board of Mortuary Arts	1	36.00	\$812.08	36.0	\$ 812.08
206 Emergency Medical Services Board	1	160.00	\$4,742.25	160.0	\$ 4,742.25
234 State Fire Marshal	2	200.00	\$4,531.44	100.0	\$ 2,265.72
246 Fort Hays State University					
247 Governmental Standards & Conduct	8	1,172.00	\$20,278.59	146.5	\$ 2,534.82
252 Office of the Governor	28	2,226.50	\$39,324.92	79.5	\$ 1,404.46
264 Health and Environment	13	1,086.00	\$38,394.86	83.5	\$ 2,953.45
270 Health Care Stabilization Bd of Governors	7	782.00	\$17,423.58	111.7	\$ 2,489.08
276 Kansas Department of Transportation	10	1,222.00	\$44,282.82	122.2	\$ 4,428.28
280 Highway Patrol	3	424.00	\$12,765.81	141.3	\$ 4,255.27
288 Historical Society	2	252.00	\$7,255.69	126.0	\$ 3,627.85
296 Department of Human Resources	26	2,250.25	\$63,131.23	86.5	\$ 2,428.12
300 Department of Commerce and Housing	11	760.00	\$20,427.16	69.1	\$ 1,857.01
313 Hutchinson Correctional Facility	1	64.00	\$1,085.34	64.0	\$ 1,085.34
319 Topeka Juvenile Correctional Facility	1	188.00	\$5,362.68	188.0	\$ 5,362.68
325 Beloit Juvenile Correctional Facility	1	72.00	\$2,331.16	72.0	\$ 2,331.16
328 Board of Indigents' Defense Services	91	7,284.00	\$141,264.85	80.0	\$ 1,552.36
331 Insurance Department	99	7,232.00	\$130,796.05	73.1	\$ 1,321.17
349 Judicial Council	5	381.50	\$7,414.70	76.3	\$ 1,482.94
350 Juvenile Justice Authority	7	320.00	\$9,337.01	45.7	\$ 1,333.86
355 Atchison Juvenile Correctional Facility	1	144.00	\$4,250.12	144.0	\$ 4,250.12
359 Kansas Arts Commission	1	80.00	\$1,899.35	80.0	\$ 1,899.35
360 Kansas, Inc.	5	464.50	\$13,915.67	92.9	\$ 2,783.13
363 Kansas Neurological Institute	5	680.00	\$25,662.57	136.0	\$ 5,132.51
365 Kansas Public Employees Retirement System	11	1,286.00	\$38,837.08	116.9	\$ 3,530.64
367 Kansas State University					
371 Kansas Technology Enterprise Corp.	31	2,744.00	\$61,939.44	88.5	\$ 1,998.05
373 Kansas State Fair	1	84.00	\$2,864.30	84.0	\$ 2,864.30
379 Emporia State University					
385 Pittsburg State University					
391 Kansas Wheat Commission	2	162.00	\$4,148.62	81.0	\$ 2,074.31
400 Lansing Correctional Facility	1	48.00	\$790.51	48.0	\$ 790.51
408 Larned Correctional Mental Health Facility					
410 Larned State Hospital	23	2,781.25	\$128,518.43	120.9	\$ 5,587.76

## Unclassified Employees Vacation Leave Use by Agency FY 1998

Agency Number and Name	# Unclassified Employees	Agency Total		Average per Employee	
		Hours	Dollars	Hours	Dollars
412 Larned Juvenile Correctional Facility	1	108.00	\$2,931.12	108.0	\$ 2,931.12
422 Legislative Coordinating Council	12	1,354.00	\$23,463.37	112.8	\$ 1,955.28
425 Legislative Research Department	34	4,273.50	\$99,330.14	125.7	\$ 2,921.47
428 Legislature	195	1,702.00	\$25,575.64	8.7	\$ 131.16
434 State Library	4	324.00	\$8,089.59	81.0	\$ 2,022.40
446 Office of the Lieutenant Governor	2	124.00	\$1,385.96	62.0	\$ 692.98
450 Kansas Lottery	38	4,312.25	\$76,347.16	113.5	\$ 2,009.14
454 Consumer Credit Commissioner					
482 Board of Nursing	2	212.00	\$5,226.26	106.0	\$ 2,613.13
488 Board of Optometry Examiners					
494 Osawatomie State Hospital	17	2,212.00	\$96,119.41	130.1	\$ 5,654.08
507 Parsons St. Hospital & Training Center	6	860.00	\$31,312.47	143.3	\$ 5,218.75
521 Department of Corrections	11	1,532.75	\$43,653.69	139.3	\$ 3,968.52
523 Kansas Parole Board	4	284.00	\$11,351.52	71.0	\$ 2,837.88
531 Board of Pharmacy	1	34.00	\$853.98	34.0	\$ 853.98
540 Legislative Division of Post Audit	31	2,124.50	\$48,957.15	68.5	\$ 1,579.26
543 Kansas Real Estate Appraisal Board	1	80.00	\$1,738.24	80.0	\$ 1,738.24
549 Kansas Real Estate Commission	1	140.00	\$3,492.71	140.0	\$ 3,492.71
553 Kansas Racing & Gaming Commission	19	1,570.50	\$36,644.63	82.7	\$ 1,928.66
555 Rainbow Mental Health Facility	4	688.00	\$30,987.96	172.0	\$ 7,746.99
561 Board of Regents	10	2,124.00	\$64,886.26	212.4	\$ 6,488.63
562 Board of Tax Appeals	11	1,168.00	\$32,094.97	106.2	\$ 2,917.72
565 Department of Revenue	32	2,604.50	\$61,656.85	81.4	\$ 1,926.78
579 Revisor of Statutes	25	2,656.00	\$61,426.83	106.2	\$ 2,457.07
581 Norton Correctional Facility					
604 School for the Blind	56	211.50	\$7,156.65	3.8	\$ 127.80
610 School for the Deaf	130	304.00	\$10,641.22	2.3	\$ 81.86
622 Secretary of State	52	5,315.00	\$75,264.34	102.2	\$ 1,447.39
625 Office of the Securities Commissioner	5	720.00	\$21,631.40	144.0	\$ 4,326.28
626 Kansas Sentencing Commission	7	429.00	\$7,222.57	61.3	\$ 1,031.80
629 Social and Rehabilitation Services	30	2,776.00	\$83,350.40	92.5	\$ 2,778.35
634 State Conservation Commission	7	763.25	\$16,988.19	109.0	\$ 2,426.88
652 Department of Education	25	3,192.00	\$101,503.74	127.7	\$ 4,060.15
660 Topeka Correctional Facility	1	52.00	\$1,727.85	52.0	\$ 1,727.85
663 Board of Technical Professions	2	168.00	\$4,175.29	84.0	\$ 2,087.65
670 State Treasurer	9	801.25	\$18,525.52	89.0	\$ 2,058.39
677 Judiciary	1786	173,258.50	\$2,224,493.55	97.0	\$ 1,245.52
682 University of Kansas					
683 KU Medical Center					
694 Commission on Veterans Affairs	5	390.75	\$8,586.31	78.2	\$ 1,717.26
700 Board of Veterinary Examiners	2	104.00	\$2,563.08	52.0	\$ 1,281.54
709 Kansas Water Office	1	112.00	\$3,541.89	112.0	\$ 3,541.89
710 Department of Wildlife and Parks	5	526.00	\$13,391.71	105.2	\$ 2,678.34
712 Winfield Correctional Facility					
715 Wichita State University					
<b>TOTAL</b>	<b>3,379</b>	<b>293,802.00</b>	<b>\$4,930,312.03</b>	<b>87</b>	<b>\$ 1,459.10</b>

Agencies closed during FY1998

258 Grain Inspection Department					
664 Topeka State Hospital					
713 Winfield State Hospital		464.75	\$13,400.57		

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

Average vacation leave use per employee was determined by calculating the vacation leave for each agency and dividing by the number of employees on 6-30-98, the last day of FY98.

## Classified Employees by County of Work FY 1998

2-49  
46

County		Number Employees	Average			County		Number Employees	Average		
	Age		Years of Service	Annual Salary			Age		Years of Service	Annual Salary	
AL	Allen	73	44	14	\$29,196	GT	Grant	35	40	7	\$25,468
AN	Anderson	37	44	12	\$27,527	GW	Greenwood	24	42	11	\$17,053
AT	Atchison	164	43	10	\$25,737	GY	Gray	13	46	9	\$15,560
BA	Barber	15	45	11	\$23,605	HG	Hodgeman	9	47	11	\$23,430
BB	Bourbon	48	49	7	\$28,118	HM	Hamilton	25	44	14	\$27,045
BR	Brown	79	43	14	\$28,395	HP	Harper	17	44	9	\$23,998
BT	Barton	117	45	15	\$29,248	HS	Haskell	10	45	8	\$24,078
BU	Butler	495	41	10	\$26,141	HV	Harvey	66	44	10	\$26,972
CA	Clark	10	43	7	\$25,538	JA	Jackson	28	45	12	\$26,645
CD	Cloud	42	44	11	\$27,539	JF	Jefferson	38	45	14	\$29,308
CF	Coffey	20	42	12	\$27,555	JO	Johnson	528	44	12	\$28,355
CK	Cherokee	51	45	10	\$26,734	JW	Jewell	27	42	14	\$27,668
CL	Cowley	249	44	12	\$27,098	KE	Kearny	15	39	9	\$26,155
CM	Comanche	8	43	11	\$14,983	KM	Kingman	26	42	9	\$27,431
CN	Cheyenne	9	42	9	\$26,141	KW	Kiowa	18	42	10	\$28,458
CQ	Chautauqua	14	43	11	\$17,052	LB	Labette	562	44	12	\$26,035
CR	Crawford	451	45	12	\$25,991	LC	Lincoln	14	43	9	\$24,208
CS	Chase	13	48	15	\$26,979	LE	Lane	10	48	12	\$24,012
CY	Clay	36	42	12	\$28,479	LN	Linn	25	42	9	\$26,288
DC	Decatur	12	48	17	\$27,867	LO	Logan	38	43	12	\$27,827
DG	Douglas	1704	44	11	\$24,369	LV	Leavenworth	769	42	10	\$27,299
DK	Dickinson	41	45	11	\$27,500	LY	Lyon	424	45	11	\$25,575
DP	Doniphan	17	42	14	\$27,160	MC	Mitchell	114	42	11	\$25,750
ED	Edwards	12	45	9	\$27,031	ME	Meade	18	42	13	\$27,502
EK	Elk	6	44	10	\$29,141	MG	Montgomery	145	48	13	\$28,141
EL	Ellis	505	44	11	\$25,659	MI	Miami	485	45	13	\$26,551
EW	Ellsworth	218	43	9	\$27,801	MN	Marion	47	42	13	\$28,344
FI	Finney	237	44	11	\$28,711	MP	McPherson	49	44	12	\$28,669
FO	Ford	266	44	10	\$25,425	MR	Morris	27	46	11	\$26,049
FR	Franklin	60	46	13	\$28,502	MS	Marshall	29	44	16	\$27,703
GE	Geary	92	41	9	\$26,496	MT	Morton	9	34	9	\$24,655
GH	Graham	20	44	13	\$27,259	NM	Nemaha	26	43	13	\$26,451
GL	Greeley	11	43	10	\$23,521	NO	Neosho	218	47	14	\$31,466
GO	Gove	12	52	22	\$26,461	NS	Ness	10	47	15	\$25,384

# Classified Employees by County of Work FY 1998

County		Number Employees	Age	Average		County		Number Employees	Age	Average	
				Years of Service	Annual Salary					Years of Service	Annual Salary
NT	Norton	285	44	11	\$27,479	SF	Stafford	15	44	12	\$31,993
OB	Osborne	15	43	10	\$26,062	SG	Sedgwick	1803	45	10	\$26,254
OS	Osage	50	42	12	\$28,250	SH	Sherman	38	44	11	\$25,536
OT	Ottawa	14	47	14	\$25,545	SM	Smith	13	45	12	\$24,970
PL	Phillips	43	44	12	\$28,135	SN	Shawnee	7287	44	13	\$31,347
PN	Pawnee	968	44	11	\$25,189	ST	Stanton	2	71	8	\$23,951
PR	Pratt	141	45	13	\$29,752	SU	Sumner	56	45	11	\$26,698
PT	Pottawatomie	68	43	14	\$28,267	SV	Stevens	13	40	7	\$24,250
RA	Rawlins	29	43	10	\$25,085	SW	Seward	75	40	9	\$27,275
RC	Rice	19	46	13	\$27,004	TH	Thomas	64	43	11	\$28,339
RH	Rush	13	48	15	\$26,088	TR	Trego	23	40	11	\$26,937
RL	Riley	1705	44	11	\$24,420	WA	Wallace	10	50	7	\$23,764
RN	Reno	784	43	10	\$27,834	WB	Wabaunsee	27	46	13	\$26,571
RO	Rooks	62	43	9	\$27,035	WH	Wichita	2	49	9	\$23,951
RP	Republic	43	46	14	\$27,661	WL	Wilson	25	42	10	\$28,366
RS	Russell	34	44	14	\$28,841	WO	Woodson	40	47	11	\$27,316
SA	Saline	407	44	11	\$29,144	WS	Washington	17	44	13	\$25,093
SC	Scott	20	43	10	\$26,492	WY	Wyandotte	2102	43	11	\$23,791
SD	Sheridan	11	46	15	\$24,913						

Source: SHARP (6-30-98)

Excludes: unclassified, temporary, and student employees



## Occupational Categories of Classified Employees by Gender, Average Age, Salary, and Years of Service - FY 1998

15-0  
48

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	1001	34%	45	13	\$ 38,218	66%	44	14	\$ 31,247
A2	Public Relations, Marketing and Economic Development Professionals	107	49%	44	9	\$ 39,195	51%	42	9	\$ 36,451
A3	Regulatory and Compliance Inspectors	237	38%	50	12	\$ 36,940	62%	47	8	\$ 38,356
A4	General Business Administrators and Managers	918	42%	48	16	\$ 43,650	58%	46	16	\$ 38,096
A5	Real Estate and Property Appraisers	81	65%	48	10	\$ 39,082	35%	46	8	\$ 36,067
A6	Human Resources Professionals and Trainers	777	31%	48	12	\$ 32,962	69%	45	13	\$ 30,928
A7	Architect and Engineer Professionals and Associates	1105	90%	44	16	\$ 37,390	10%	39	11	\$ 31,851
A8	Analysts, Consultants and Planners	209	59%	48	16	\$ 41,020	41%	43	14	\$ 37,708
C3	Science Professionals, Technicians and Technologists	611	71%	46	14	\$ 37,685	29%	42	11	\$ 32,241
D1	Psychologists, Social Workers and Rehabilitation Counselors	777	25%	47	15	\$ 36,905	75%	42	11	\$ 32,159
D2	Human Services Professionals and Technicians	1336	38%	43	11	\$ 27,464	62%	43	12	\$ 28,708
D3	Legal Professionals and Technicians	200	51%	45	10	\$ 44,378	50%	41	8	\$ 37,042
E1	Archival, Historical, Museum & Library Professionals and Technicians	263	27%	45	13	\$ 29,438	73%	46	14	\$ 26,097
E2	Graphic and Performing Artists	89	67%	42	13	\$ 29,833	33%	41	11	\$ 29,304
F1	Non-Licensed Medical and Health Technicians	1100	24%	40	10	\$ 23,891	76%	44	10	\$ 20,759
F2	Licensed Medical and Health Professionals and Technicians	1110	26%	40	11	\$ 25,671	74%	44	12	\$ 28,711
F3	Animal Medical and Health Professionals and Technicians	95	58%	45	14	\$ 28,206	42%	39	9	\$ 24,258
K1	Administrative Specialists	386	35%	48	12	\$ 29,556	65%	46	13	\$ 26,627
K2	Office Support Workers	5672	9%	43	10	\$ 20,473	91%	44	11	\$ 21,114
L1	Protective Services Professionals and Technicians	3315	81%	42	10	\$ 29,373	19%	40	8	\$ 26,729
M1	Conservation, Horticultural & Wildlife/Forestry Professionals and Technicians	323	93%	43	14	\$ 31,260	7%	38	9	\$ 25,094
M2	Grain Service Inspectors, Operators and Examiners	10	100%	46	16	\$ 32,413	0%			
N1	Printing Workers	154	73%	46	14	\$ 27,444	27%	44	12	\$ 25,527
N2	Building and Electronic Trades Workers	1457	97%	47	11	\$ 25,587	3%	42	10	\$ 21,414
N3	Vehicle, Equipment and Aircraft Mechanics/Operators	1586	97%	43	12	\$ 24,897	3%	42	8	\$ 21,559
P1	Information Resource Management Professionals and Technicians	154	64%	44	12	\$ 43,695	36%	43	15	\$ 39,418
P2	Data Processing Professionals and Technicians	625	56%	43	12	\$ 38,632	44%	42	15	\$ 34,860
P3	Telecommunications Professionals and Technicians	145	82%	44	11	\$ 37,437	18%	44	17	\$ 36,638
R1	Dietetic, Nutrition and Food Services Professionals and Technicians	333	18%	40	8	\$ 17,970	82%	47	12	\$ 21,085
R2	Miscellaneous Services Professionals and Workers	1186	46%	46	10	\$ 16,913	54%	47	9	\$ 16,622

Source: SHARP (6-30-98)

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