



## MINUTES OF THE KANSAS 2000 SELECT COMMITTEE.

The meeting was called to order by Chairperson Kenny Wilk at 1:30 p.m. on February 15, 2000 in Room 526-S of the Capitol.

All members were present except: Representative Nancy Kirk - excused

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

Conferees appearing before the committee:

Others attending: See attached list.

The fiscal note for **HB 2874** on which there was a hearing last week was distributed.

Chairperson Wilk called the committee's attention to **HB 2624 - Death benefit for active KPF members**. Representative Sloan reminded the committee of the contents of the bill. Discussion followed. Jack Hawn, Deputy Executive Secretary, Kansas Public Employees Retirement System, was recognized and assisted in answering questions. Representative Sloan moved to pass favorably HB 2624. The motion was seconded by Representative Sharp. The motion carried.

Chairperson Wilk called the committee's attention to **HB 2481 - State civil service pilot projects, human resource management**.

Representative Horst distributed and reviewed a balloon that was prepared by the Department of Administration (Attachment 1). Representative Horst moved to adopt the balloon. The motion was seconded by Representative Gregory. Discussion followed.

Representative Sharp made a substitute motion to strike on page 1, in line 30 of the balloon, the phrase "within 12 months of the effective date of this act" and adopt the balloon. The motion was seconded by Representative Alldritt. The motion carried.

Representative Horst made a conceptionsal motion to limit to 3 the number of pilot projects that can be implemented at the same time. The motion was seconded by Representative Sloan. Discussion followed. The motion did not carry.

Representative Horst moved to limit to 1 the number of pilot projects that can be implemented concurrently. The motion failed due to the lack of a second.

Representative Gregory moved to limit no more than 5% of classified state employees covered by the Kansas Civil Service Act be involved in pilot projects at the same time. The motion was seconded by Representative Campbell. Discussion followed. The motion did not carry.

Representative Sloan moved to pass the bill favorably as amended. The motion was seconded by Representative Wagle. The Chair ruled that it appeared that the motion did not carry. Division was requested. A show of hands indicated nine in favor and six against. The motion carried.

Chairperson Wilk adjourned the meeting at 2:10 p.m.

The next meeting is scheduled for February 16, 2000.





<http://da.state.ks.us>

**DEPARTMENT OF ADMINISTRATION**  
Division of Personnel Services

---

**BILL GRAVES**  
Governor

**DAN STANLEY**  
Secretary of Administration

**WILLIAM B. McGLASSON**  
Director of Personnel Services  
900 S.W. Jackson, Room 951-S  
Landon State Office Building  
Topeka, KS 66612-1251  
(785) 296-4278  
FAX (785) 296-6793

February 15, 2000

Representative Deena Horst  
Room 181-W  
Statehouse

Dear Rep. Horst:

Attached is a revised balloon amendment to the pilot project bill based on the discussion we had yesterday. We also included the comments we received from Rep. Sloan and Rep. Gregory regarding the first balloon amendment we distributed for comment.

I hope this draft will facilitate the committee's discussion when you work the bill. Thank you for your suggestions.

Sincerely,

Bobbi Mariani  
Assistant Director

BJM:kw

Attachment

Cc: Rep. Wilk, Chairperson

Kansas 2000 Select Committee  
Meeting Date 2-15-00  
Attachment 1



# HOUSE BILL No. 2481

By Committee on Taxation

2-11

9 AN ACT concerning state employees; authorizing the establishment and  
10 implementation of pilot programs related to the civil service.  
11

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

13 Section 1. (a) The director of personnel services may develop plans  
14 for pilot projects within the state employee workforce for the purpose of  
15 determining whether a specified change in human resource management  
16 policies or procedures or a new human resources program would result  
17 in improved statewide human resource management. The plan shall de-  
18 scribe the primary elements of the proposed pilot project which shall  
19 include:

- 20 (1) The purpose and duration of the project;
- 21 (2) the potential impact of the project;
- 22 (3) the criteria and methodology by which the effectiveness of the  
23 project will be evaluated;
- 24 (4) the anticipated fiscal impact of the project;
- 25 (5) a description of the state agency or agencies and the group or  
26 groups of state employees to be included in the project; and
- 27 (6) a specific delineation of any provisions of personnel rules and  
28 regulations or laws relating to state agencies and state employees that are  
29 to be suspended with respect to participants in the project.

30 (b) The director of personnel services shall submit the plan for a pilot  
31 project to the secretary of administration for review. The secretary may  
32 approve the pilot project, modify and approve the project, or reject the  
33 project. Each plan that is approved or modified and approved by the  
34 secretary shall be submitted to the governor.

35 (c) The governor may authorize implementation of the pilot project  
36 plan by issuing an executive directive. The executive directive may place  
37 additional limitations or conditions on implementation of the pilot project  
38 as the governor deems advisable. The executive directive shall stipulate  
39 any provisions of personnel rules and regulations or laws relating to state  
40 agencies and state employees that are suspended for participants in the  
41 pilot project. Such a suspension of provisions of rules and regulations or  
42 laws shall be effective only for pilot project participants and only for the  
43 duration of the project.

A pilot project is a temporary project conducted and whether that change is fiscally responsible. A request to develop a plan may be submitted to the director of personnel services by any state agency. Such plans shall be limited in scope by the provisions of the Kansas civil service act and any statute directly related to the administration of the Kansas civil service act

with the duration not to exceed three years

(3) performance outcomes expected

(4)

(5)

(6)

with no more than five percent of the state employees covered by the Kansas civil service act to be included in pilot projects with the same purpose and subject matter.

(7) a description of the means by which state employees will be involved in the development and evaluation of the pilot project; and

(8)

provisions of the Kansas civil service act and any statute directly related to the administration of the Kansas civil service act

(b) No pilot project regarding performance based pay shall be authorized [within 12 months of the effective date of this act]   
 strike

(c) pilot

(d) pilot

provisions of the Kansas civil service act and any statute directly related to the administration of the Kansas civil service act

pilot

1-3

(d) (1) No pilot project shall suspend the provisions of any of the following laws:

(e)

(A) K.S.A. 75-2925, subsection (g) of 75-2926, 75-2941 or subsection (a) of 75-2949, and amendments thereto, or any other statute or rule and regulation that prohibits discrimination in personnel administration actions; or (B) K.S.A. 75-2949, and amendments thereto, or any other statute or rule and regulation relating to the appeal of a suspension, demotion or dismissal to the civil service board.

(2) Nothing in this section shall affect any rights of employees included within pilot projects, except those rights explicitly identified in the pilot project.

(3) Suspension of any regulation or law pursuant to this statute shall not be in conflict with any applicable federal statutes or regulation.

(e) A copy of each executive directive authorizing implementation of a pilot project shall be submitted to the president of the Kansas senate and the speaker of the Kansas house of representatives.

(f)

Sec. 2. This act shall take effect and be in force from and after its publication in the statute book.