

Approved: Deena Horst

1-25-01 Date

MINUTES OF THE e-GOVERNMENT COMMITTEE.

The meeting was called to order by Chairperson Deena Horst at 3:35 p.m. on January 23, 2001, in Room 526-S of the Capitol.

All members were present.

Committee staff present:

Audrey Nogle, Kansas Legislative Research Department
Amory Lovin, Kansas Legislative Research Department
Robert Chapman, Kansas Legislative Research Department
Jim Wilson, Revisor of Statutes' Office
Gary Deeter, Temporary Committee Secretary

Conferees appearing before the committee:

Bobbi Mariani, Director, Division of Personnel Services, Department of Administration

Others attending: See attached sheet.

The minutes for the January 18, 2001, meeting were approved as printed. (Motion, Representative Gatewood, seconded by Representative Levinson)

Bobbi Mariani, Director of Personnel Services for the Department of Administration, outlined information from the annual Kansas Workforce Report. (Attachment 1) She said Kansas is recognized nationally for its state government human resources programs. She stated that the Workforce Report enables the Personnel Division to be aware of trends in state government, addressing present and future staff requirements in the state agencies and in various job classifications. She highlighted rates of turnover (13%), salary rank compared with neighboring states (29th), retirement statistics (more than 60% of the state workforce over 40 years of age) and strategies for retention and recruitment, the last of which includes developing competency models rather than merely evaluating education and experience. Ms. Mariani discussed the benefits and drawbacks of the state's salary matrix, noting that it was increasingly difficult to compete with the private sector at entry-level positions. (Attachment 2) She said some states use a modified matrix that provides changes at selected points of the matrix without requiring full-spectrum adjustments.

Answering questions, Ms. Mariani noted that low unemployment has impinged on the pool of applications to state government. She said longevity bonuses, employee benefits and job stability help retain employees. Prospective employees in targeted jobs receive up-front bonuses. She replied that the Workforce Report includes Regents' schools statistics. She said she could not provide information for positions funded but not filled; she offered to provide an agency-by-agency list of actual employees. She expressed concern that with the increase in retirements, the state will find it more difficult to provide services for its citizens. She said her office compares the state salary matrix to market figures; however, the rigidity of the matrix obviates much flexibility. She noted that the 40% spread of ranges is adequate, making additional steps above step 15 untenable. She said the report is also available on the Division's web-site.

The meeting was adjourned at 4:40 p.m. **The next meeting is scheduled for Thursday, January 25, 2001, at 3:30 p.m. in Room 526-S, to discuss HB 2004.**

e-GOVERNMENT COMMITTEE

GUEST LIST

DATE: JANUARY 23 2001

NAME	REPRESENTING
Andy Sanchez	K.A.P.E.
Bob Clawson	SRS
Richard Hays	Legislature
Keith Haxton	SEAK

Introduction

The Division of Personnel Services is pleased to present the fourth annual State of Kansas Workforce Report.

The Fiscal Year 2000 report presents financial facts and statistics, employment and agency trends and characteristics of the Kansas state government workforce. The report provides information from both statewide and agency perspectives. The purpose of the report is to provide useful fact-based data for human resource planning and decision-making.

The size of the state workforce has declined by more than 11% since Fiscal Year 1995. The reduction, in large part, is the result of the Governor's initiative for state agencies to find ways to reduce the size of state government and agency program changes. Due to the decline, the State of Kansas, as other employers, must continue to improve services with fewer employees. To meet our goals, our efforts will focus on the necessity to attract and retain a quality workforce through new and revised programs.

The Division of Personnel Services has enhanced its ability to conduct workforce analysis due, in large part, to use of the Statewide Human Resource and Payroll system (SHARP) and the Microsoft Access database software. SHARP is an integrated database which provides information that enables state agencies as well as the legislature to make proactive human resource decisions based on detailed information. Data regarding retirement projections, turnover assessments and recruitment analyses are included in this report.

The information presented in this report was gathered from SHARP; annual reports containing KIPPS (Kansas Integrated Personnel and Payroll System) data for Fiscal Year 1995; information published by the Division of Budget, State of Kansas; Kansas Department of Human Resources; and the U.S. Census Bureau.

The Division of Personnel Services welcomes your comments or questions regarding this report. You may contact us at (785) 296-1844 or by e-mail at workforce.planning@state.ks.us.

Attachment 1
e-Gov 1-23-01

STATE OF KANSAS FISCAL YEAR 2000 STATISTICAL HIGHLIGHTS

PROFILE OF CLASSIFIED AND UNCLASSIFIED EMPLOYEES

	CLASSIFIED	UNCLASSIFIED
Number of Employees	24,454	12,139
	<i>AVERAGES</i>	<i>AVERAGES</i>
Age	45 years	45 years
Length of Service	12 years	11 years
Annual Salary	\$28,842	\$50,416
Percent Ethnic Minorities	12.2	11.5

Source: SHARP 5-31-2000; Excludes legislators, temporary and student employees.

GENERAL KANSAS STATISTICS COMPARED TO OTHER U.S. STATES

Kansas Population	2,654,052
<u>Rank out of 50 states</u>	
Population	32nd
Number of State Employees Per 10,000 Population	25th
Average Annual State Workers' Salary	29th

Comments: The Kansas population estimate is taken from the U.S. Bureau of the Census estimates dated July 1, 1999. The rank of state Employees Per 10,000 Population and Average Annual State Workers' Salary rank were derived from the most recent information from the U.S. Bureau of the Census. The Bureau includes data not only from the Central records of a government's finance or payroll office but also those of independent educational institutions, semi-autonomous boards, special authorities, and may include city and county governments.

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Kansas State Government Functions

General Government agencies provide overall policy guidance to state government, perform general administrative services to all state agencies, collect and distribute state revenues and carry out regulatory functions.

Agency Number and Name

028	Accountancy, Board of
173	Administration, Department of
082	Attorney General
094	Banking Department
100	Barbering, Board of
102	Behavioral Sciences Regulatory Board
122	Citizens' Utility Ratepayer Board
300	Commerce and Housing, Department of
143	Corporation Commission, Kansas
149	Cosmetology, Board of
159	Credit Unions, Department of
167	Dental Board, Kansas
247	Governmental Ethics Commission
252	Governor, Office of the
105	Healing Arts, Board of
270	Health Care Stabilization Board of Governors
058	Human Rights Commission, Kansas
328	Indigents' Defense Services, Board of
331	Insurance Department
349	Judicial Council
677	Judiciary
365	Kansas Public Employees Retirement System
360	Kansas, Inc.
422	Legislative Coordinating Council
540	Legislative Division of Post Audit
425	Legislative Research Department
428	Legislature
446	Lieutenant Governor, Office of the
450	Lottery, Kansas
204	Mortuary Arts, Board of
482	Nursing, Board of
488	Optometry Examiners, Board of
531	Pharmacy, Board of
553	Racing and Gaming Commission, Kansas
543	Real Estate Appraisal Board, Kansas
549	Real Estate Commission, Kansas
565	Revenue, Department of
579	Revisor of Statutes
622	Secretary of State
625	Securities Commissioner, Office of the
670	State Treasurer
562	Tax Appeals, Board of
663	Technical Professions, Board of
371	Technology Enterprise Corporation, Kansas
700	Veterinary Examiners, Board of

Public Safety agencies' goals are to preserve the security and safety of Kansas citizens.

Agency Number and Name

034	Adjutant General
355	Atchison Juvenile Correctional Facility
325	Beloit Juvenile Correctional Facility
521	Corrections, Department of
195	El Dorado Correctional Facility
177	Ellsworth Correctional Facility
206	Emergency Medical Services Board
234	Fire Marshal, State
280	Highway Patrol
313	Hutchinson Correctional Facility
083	Investigation, Kansas Bureau of
350	Juvenile Justice Authority
400	Lansing Correctional Facility
408	Larned Correctional Mental Health Facility
412	Larned Juvenile Correctional Facility
581	Norton Correctional Facility
147	Ombudsman for Corrections
523	Parole Board, Kansas
626	Sentencing Commission, Kansas
660	Topeka Correctional Facility
319	Topeka Juvenile Correctional Facility
712	Winfield Correctional Facility

Education includes state support of primary, secondary, higher education, and other education agencies.

Agency Number and Name

604	Blind, School for the
610	Deaf, School for the
652	Education, Department of
379	Emporia State University
246	Fort Hays State University
288	Historical Society
359	Kansas Arts Commission
367	Kansas State University
683	KU Medical Center
434	Library, State
385	Pittsburg State University
561	Regents, Board of
682	University of Kansas
715	Wichita State University

Transportation is a single agency function that is responsible for the maintenance and improvement of the 10,000-mile state highway system.

Agency Number and Name

276	Transportation, Kansas Department of
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Kansas State Government Functions

Agriculture & Natural Resources agencies promote, protect, and restore natural resources in Kansas. This includes agricultural product regulation and inspection; inspection of livestock facilities and monitoring the status of the environment; 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 wheat products.

Agency Number and Name

046	Agriculture, Department of
055	Animal Health Department
373	Fair, Kansas State
264*	Health and Environment — Environment
634	State Conservation Commission
709	Water Office, Kansas
391	Wheat Commission, Kansas
710	Wildlife and Parks, Department of

Human Resources 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.

Agency Number and Name

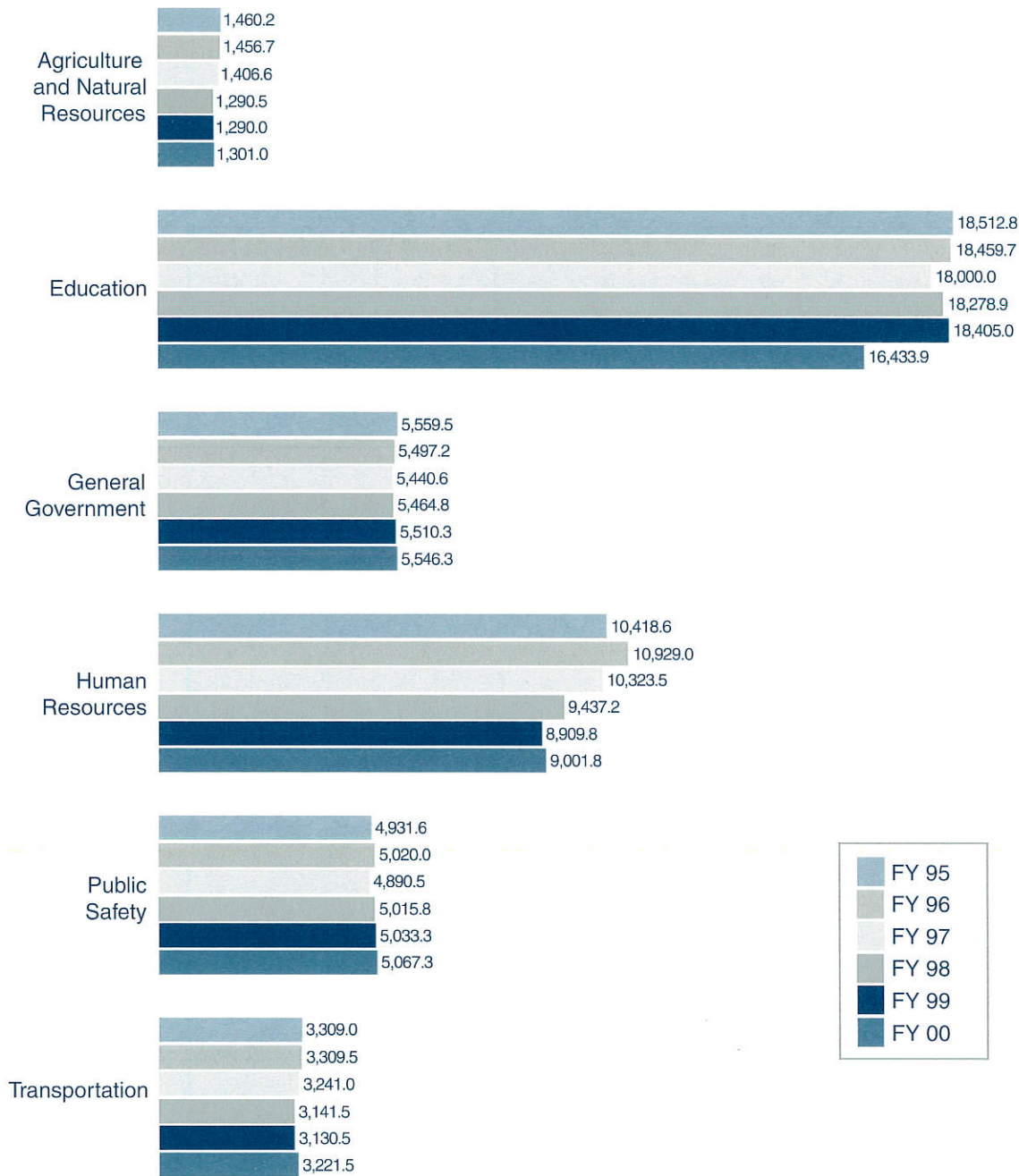
039	Aging, Department on
261	Guardianship Program, Kansas
264*	Health and Environment—Health
296	Human Resources, Department of
410	Larned State Hospital
363	Neurological Institute, Kansas
494	Osawatomie State Hospital
507	Parsons State Hospital and Training Center
555	Rainbow Mental Health Facility
629	Social and Rehabilitation Services
694	Veterans Affairs, Commission on

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

Source: Fiscal Year 2000 Comparison Report, The Governor's Budget Report with Legislative Authorizations.

Number of Positions by Government Function

(FTE and Unclassified Temporary Postitions)



Comments: The largest decrease of positions occurred in the Human Resource function with a decrease of 14% since 1995. This decrease is largely due to the closure of Winfield and Topeka State Hospitals in 1997. The Public Safety function was the only function with an increase in positions since Fiscal Year 1995.

Source: Fiscal Year 2000 Comparison Report, The Governor's Budget Report with Legislative Authorizations.

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Workforce Characteristics

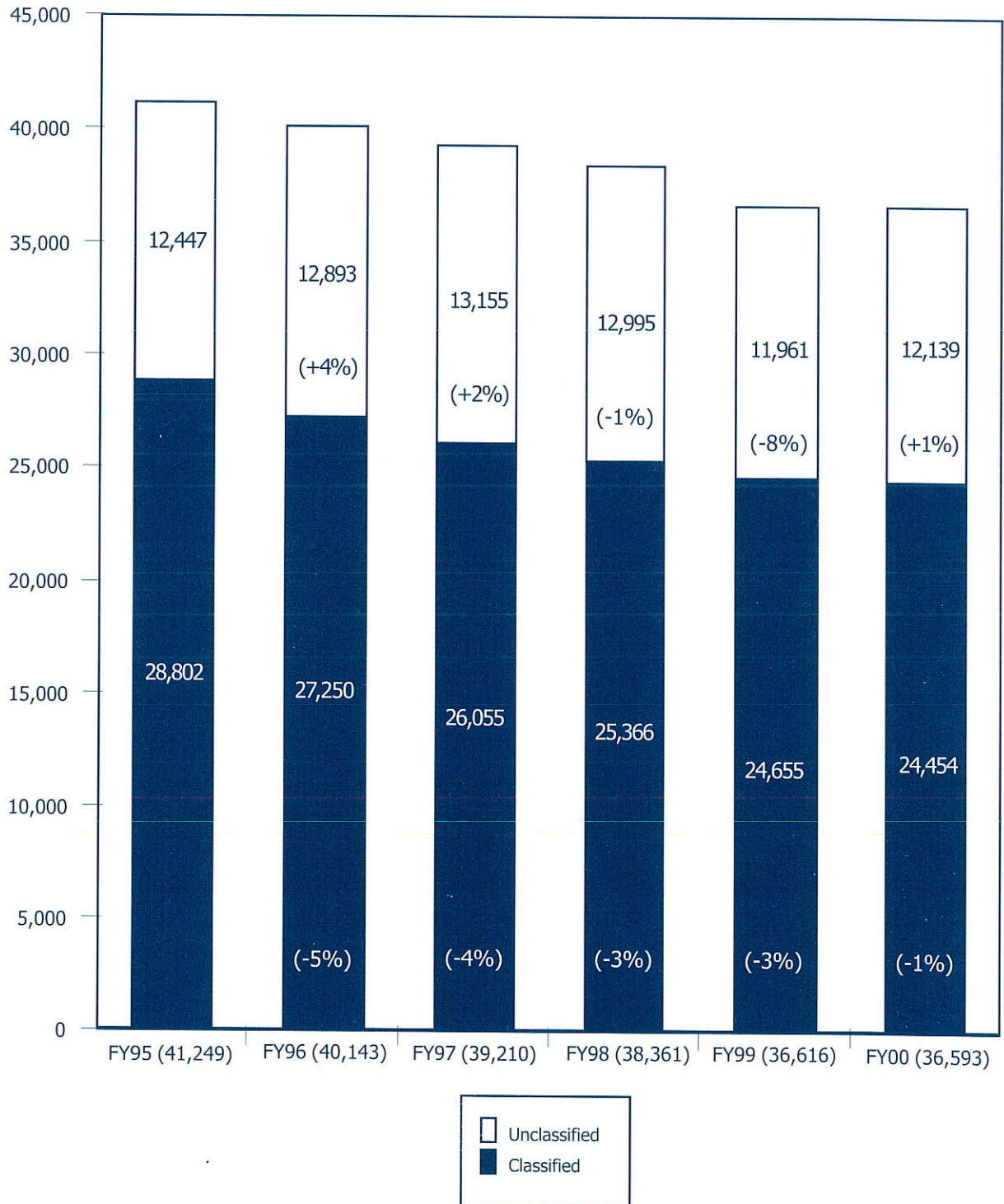
SECTION ONE

Section One of this report illustrates employment data encompassing a six-year period. The data provides information using statewide and agency perspectives. The following comments are in regards to classified state employees only.

- The number of employees in the 50-59 age category **increased 6%** since 1995, while the number of employees in the below 30 age category **decreased 18%** during the same time frame.
- Similar trends are occurring in the annual salary categories. The number of employees earning over \$40,000 has **increased 48%** since 1995. Those earning between \$10,000 and \$19,999 have **decreased 49%** since 1995.
- Since 1995, there has been a **29% increase** in the number of employees with 20-29 years of service. Conversely, the number of employees with 5-9 years of service has **decreased 35%** since 1995.

The number of employees earning less than \$10,000 annually have remained constant at less than 1% of total employees for the past five years. The number of part-time employees has remained fairly constant for the last four years declining by only 1%.

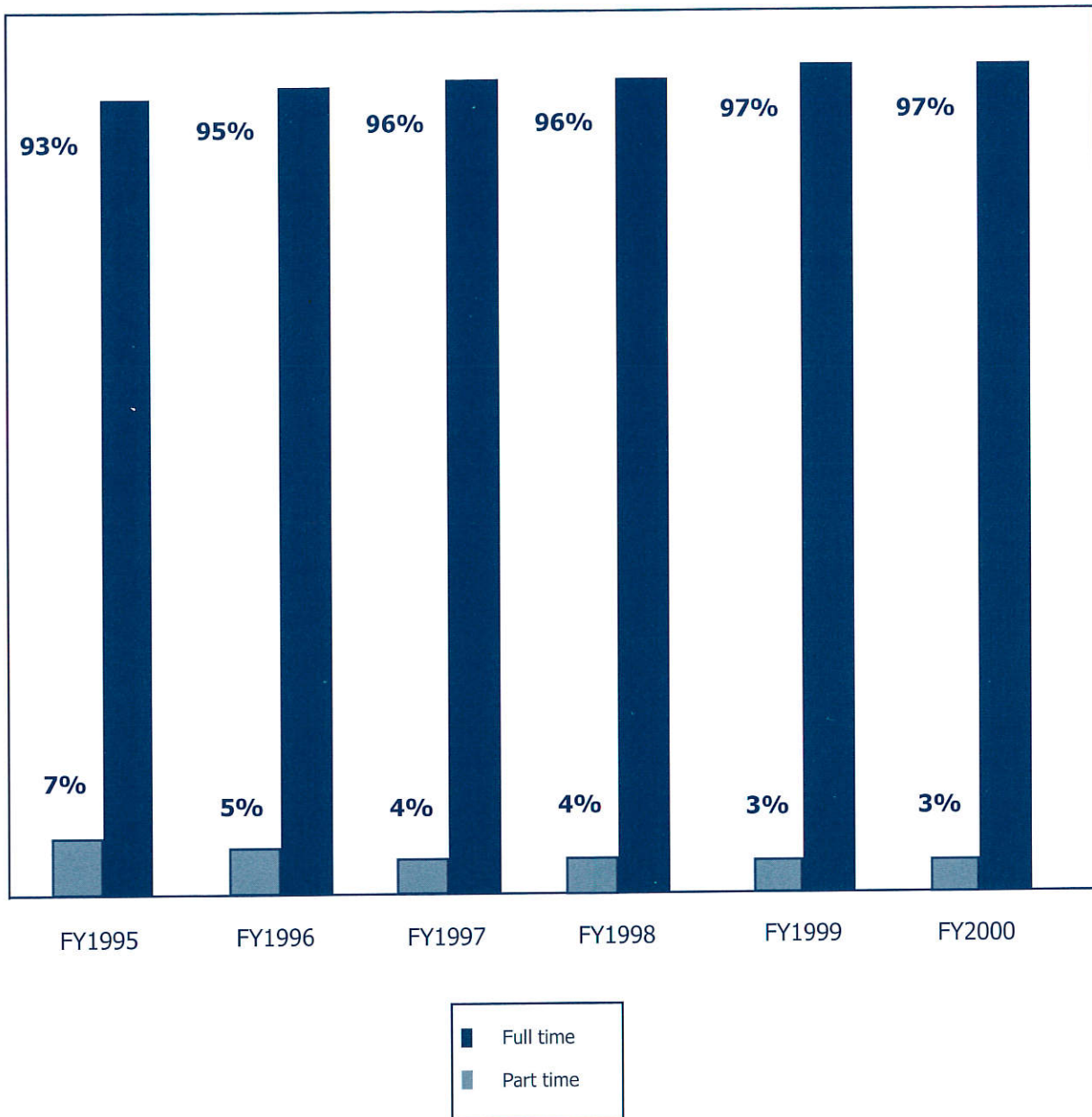
Number of State Government Employees



Comments: The number of classified and unclassified employees has decreased by 11.3% since the end of Fiscal Year 1995. The percentages noted in parentheses reflect the percentage of change from the previous fiscal year. Facility closures, the Retirement Reduction program and program privatization have contributed in large part to the decrease in the number of state employees.

Source: Fiscal Year 2000 Comparison Report, The Governor's Budget Report with Legislative Authorizations.

Percentage of Full-time and Part-time Filled Classified Positions



Comments: Prior to Fiscal Year 1996, 646.7 classified intermittent (.49 FTE) positions existed in state service. These intermittent positions were not reflected in the FTE position count for the state. To more accurately report the size of the state workforce, these positions were converted during Fiscal Year 1996 to FTE positions, thus counting toward the state workforce totals.

Source: Prior annual reports KIPPS data; SHARP (5-31-2000).

Classified Employees by County of Work

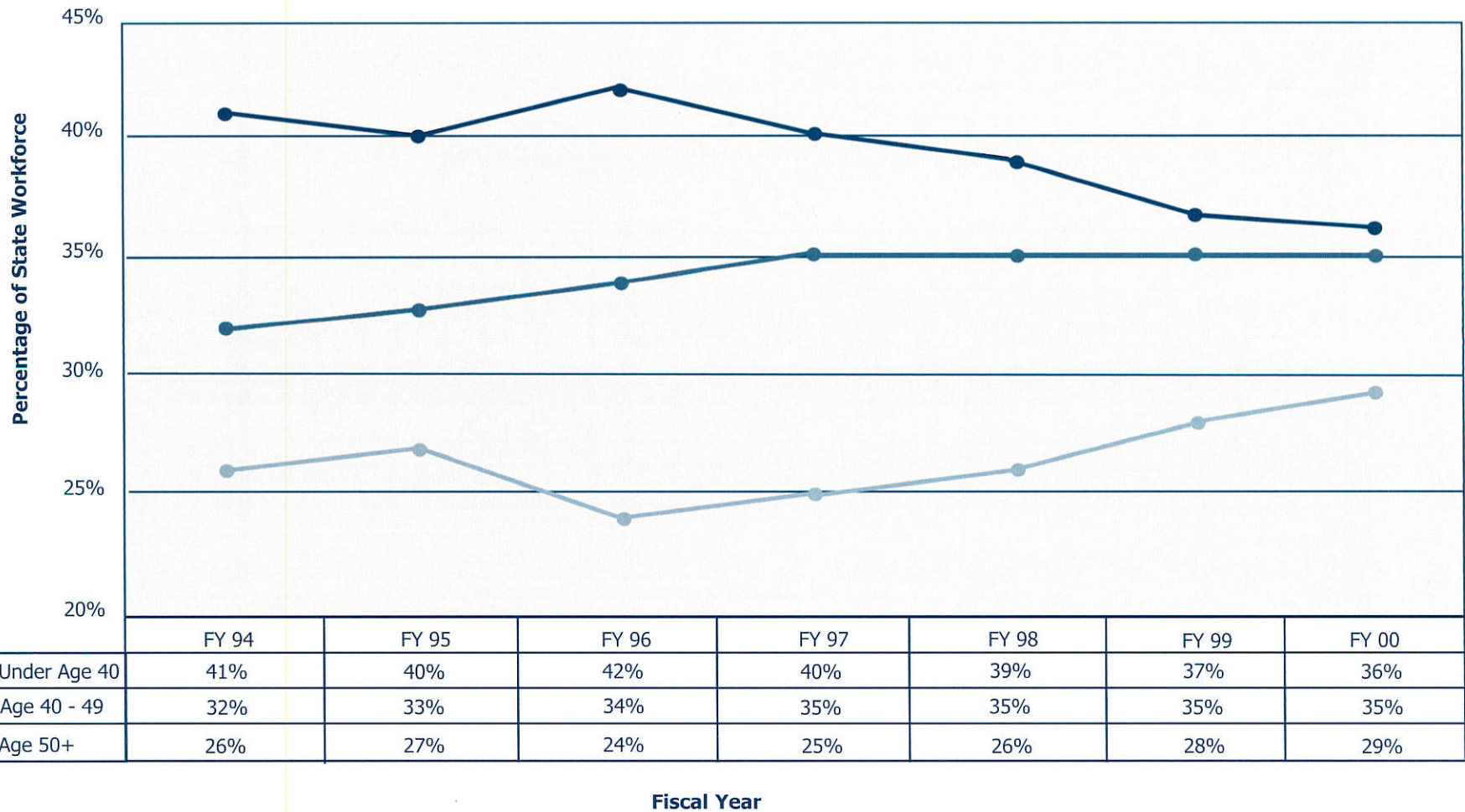
Fiscal Year 2000

County	Number Employees	Age	Years of Service	Annual Salary	County	Number Employees	Age	Years of Service	Annual Salary
Allen	66	45	12	\$29,346	Leavenworth	759	43	10	\$28,175
Anderson	40	46	12	\$28,454	Logan	36	42	13	\$28,237
Atchison	162	44	12	\$26,934	Lyon	430	46	12	\$26,470
Barber	14	46	9	\$24,993	Marion	52	43	13	\$28,474
Barton	120	43	10	\$30,536	Marshall	25	45	17	\$28,296
Bourbon	48	50	14	\$28,941	McPherson	42	46	14	\$30,223
Brown	77	45	16	\$29,551	Meade	19	44	14	\$28,545
Butler	479	41	8	\$27,376	Miami	479	45	12	\$26,914
Chase	11	47	15	\$28,761	Mitchell	126	43	11	\$26,512
Chautauqua	16	42	10	\$27,642	Montgomery	141	47	13	\$29,052
Cherokee	47	47	14	\$28,385	Morris	28	47	12	\$26,308
Cheyenne	10	44	13	\$26,335	Morton	9	39	10	\$26,053
Clark	10	43	12	\$26,786	Nemaha	29	44	13	\$26,884
Clay	35	42	11	\$29,525	Neosho	204	47	14	\$32,233
Cloud	41	45	12	\$27,897	Ness	11	48	17	\$26,720
Coffey	22	43	12	\$29,003	Norton	311	44	11	\$28,010
Comanche	9	42	9	\$25,586	Osage	49	43	12	\$28,949
Cowley	299	45	11	\$27,037	Osborne	13	43	13	\$27,339
Crawford	471	47	12	\$27,277	Ottawa	14	47	13	\$26,618
Decatur	13	45	13	\$27,437	Pawnee	966	45	12	\$26,012
Dickinson	43	46	13	\$29,105	Phillips	45	45	11	\$28,802
Doniphan	17	44	16	\$28,360	Pottawatomie	62	44	14	\$28,814
Douglas	1712	45	11	\$25,245	Pratt	142	46	13	\$30,590
Edwards	9	45	11	\$27,354	Rawlins	33	45	11	\$26,461
Elk	3	47	9	\$27,636	Reno	804	43	10	\$28,513
Ellis	518	45	12	\$25,765	Republic	44	45	13	\$28,550
Ellsworth	218	44	10	\$28,571	Rice	16	48	15	\$27,404
Finney	237	45	11	\$29,791	Riley	1723	45	12	\$25,227
Ford	256	45	10	\$26,444	Rooks	61	46	10	\$28,459
Franklin	54	47	13	\$28,615	Rush	14	49	16	\$29,628
Geary	87	42	10	\$27,108	Russell	31	43	14	\$28,667
Gove	12	52	21	\$27,111	Saline	415	45	12	\$29,653
Graham	18	43	13	\$28,241	Scott	16	45	13	\$28,457
Grant	38	42	6	\$25,960	Sedgwick	1743	46	11	\$27,463
Gray	12	47	9	\$27,182	Seward	66	42	10	\$27,720
Greeley	12	45	9	\$24,697	Shawnee	7256	45	14	\$32,731
Greenwood	22	44	13	\$28,046	Sheridan	11	47	16	\$25,887
Hamilton	25	40	11	\$26,493	Sherman	41	44	10	\$26,072
Harper	18	46	10	\$25,328	Smith	15	42	11	\$25,199
Harvey	64	45	10	\$27,894	Stafford	15	46	12	\$32,178
Haskell	10	47	8	\$25,337	Stanton	1	38	1	\$15,558
Hodgeman	7	46	8	\$23,204	Stevens	12	36	7	\$24,792
Jackson	29	46	14	\$27,242	Sumner	50	45	12	\$28,610
Jefferson	36	47	14	\$30,905	Thomas	57	45	12	\$29,166
Jewell	25	44	14	\$29,156	Trego	21	42	13	\$28,322
Johnson	513	45	12	\$29,766	Wabaunsee	29	45	12	\$26,943
Kearny	16	38	8	\$26,091	Wallace	11	50	8	\$24,346
Kingman	23	47	12	\$28,671	Washington	19	46	12	\$26,071
Kiowa	16	43	13	\$31,196	Wichita	2	51	11	\$25,043
Labette	563	44	12	\$26,487	Wilson	23	43	10	\$29,068
Lane	11	44	10	\$23,171	Woodson	38	49	12	\$28,551
Lincoln	14	45	11	\$26,168	Wyandotte	1247	45	12	\$27,220
Linn	20	41	11	\$27,090					

Comments: Several counties may face a drastic increase in turnover during the next five to ten years due to their employees' increasing years of service and age. Recruitment/employee development initiatives should be designed and implemented to reduce the disruption caused by these vacancies. The average classified state employee is 45 years of age with 12 years of service and earns \$28,842 annually.

Source: SHARP (5-31-2000); Excludes unclassified, temporary and student employees.

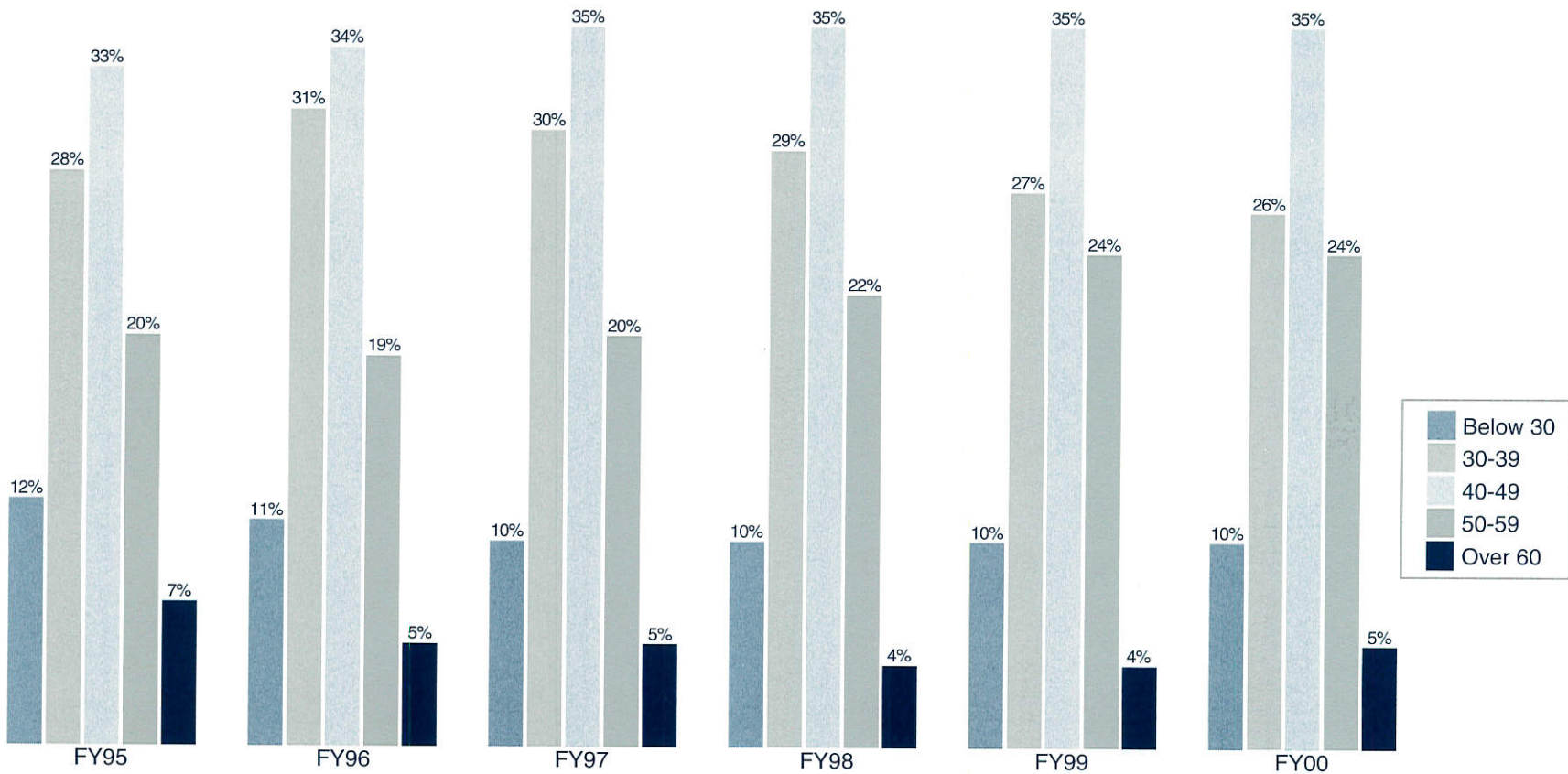
Classified Employees Aging Trends FY 1994 to FY 2000



Comments: Almost two-thirds of the current classified state workforce is age 40 and above.

Source: Fiscal Year 2000 Comparison Report, The Governor's Budget Report with Legislative Authorizations.

Classified Employees by Age Group



Comments: The number of classified employees in the 40-49 and 50-59 age groups had the greatest change with a total increase of 6% since 1995. The number of classified employees in the below 30 and 30-39 age groups decreased by a total of 4% since 1995. This trend is expected to continue over the next several years increasing our focus on recruitment and retention efforts to ensure a productive state workforce.

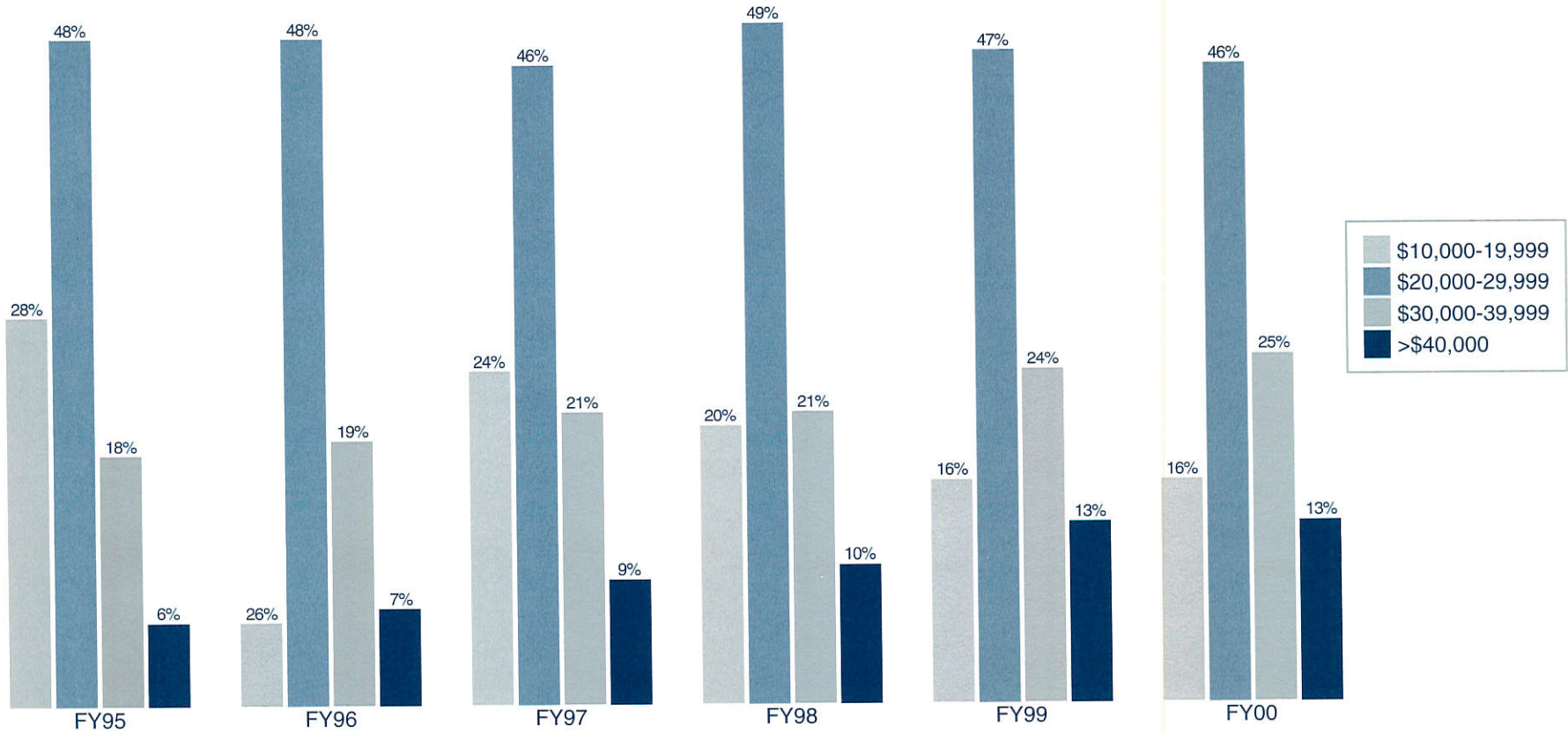
Source: Prior annual reports KIPPS data; SHARP (5-31-2000); Excludes unclassified, temporary and student employees.

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Classified Employees by Annual Salary



Comments: The number of classified employees falling within the \$10,000-\$19,999 and \$20,000-\$29,999 salary category has decreased 12% and 2% respectively since 1995. The number of classified employees in the \$30,000-\$39,999 and over \$40,000 salary categories have experienced increases of 7% since 1995. Factors influencing changes include minimum wage and cost of living increases, annual step movement increases and promotions. The under \$10,000 category was intentionally excluded from this chart due to the low numbers of employees (less than 1%).

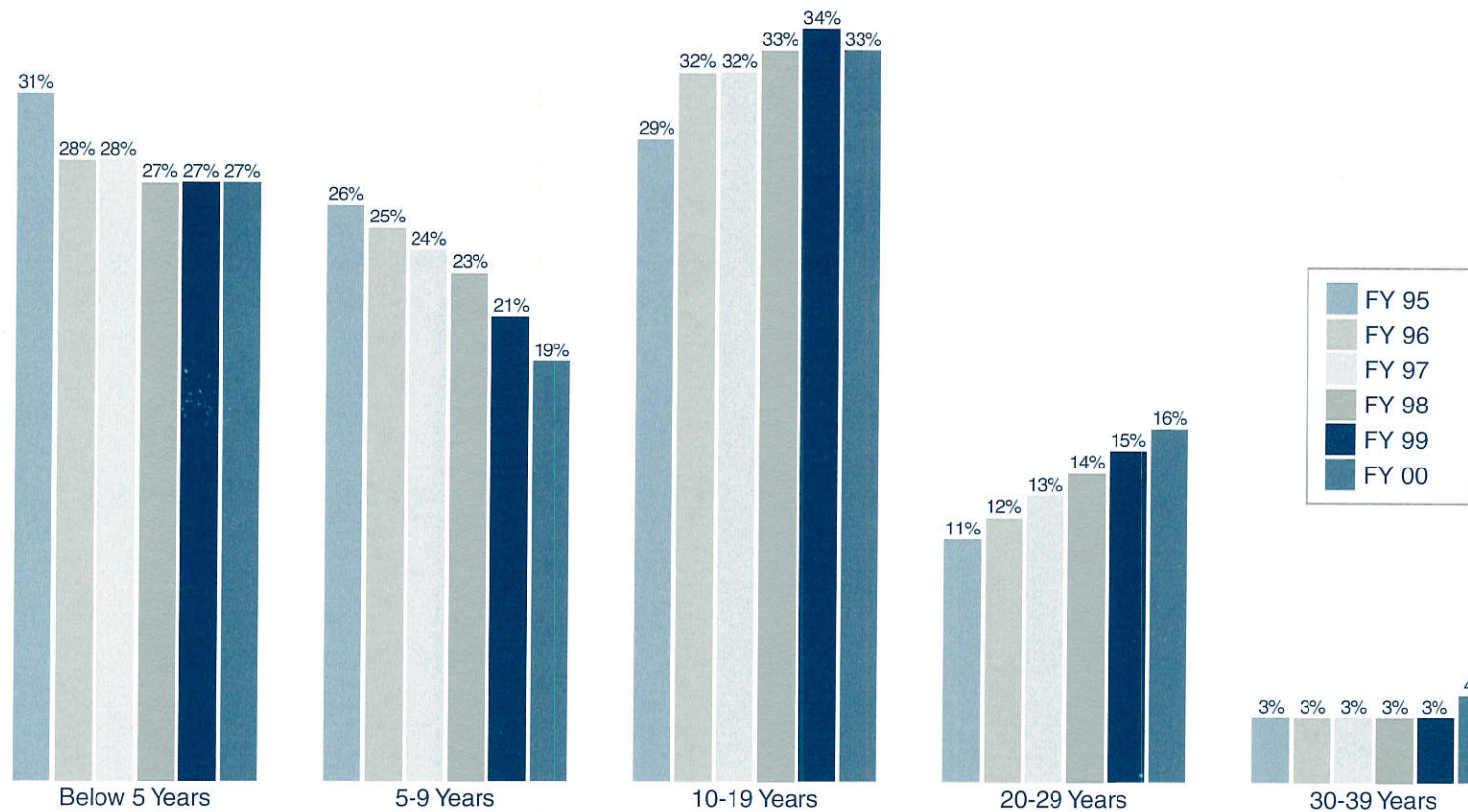
Source: SHARP (5-31-2000); Excludes unclassified, temporary and student employees.

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Classified Employees by Years of Service



Comments: The number of employees in the higher years of service ranges has increased steadily over the past five years. These numbers indicate that vacancies due to retirement will continue to increase over the next several years. Information provided in Section Two specifies the job classes with increased turnover. The greater than 40 years of service range was intentionally excluded from this chart due to the low number of employees (less than 1%) in this category.

Source: SHARP (5-31-2000); Excludes unclassified, temporary and student employees.

Number of Classified and Unclassified Employees by Agency

Fiscal Year 2000

Agency Name	# Classified Employees	# Unclassified Employees	Total Employees
Accountancy, Board of	2	1	3
Adjutant General	49	153	202
Administration, Department of	724	26	750
Aging, Department on	129	11	140
Agriculture, Department of	269	10	279
Animal Health Department	25	1	26
Atchison Juvenile Correctional Facility	110	1	111
Attorney General	2	78	80
Banking Department	64	5	69
Barbering, Board of	1	1	2
Behavioral Sciences Regulatory Board	5	2	7
Beloit Juvenile Correctional Facility	103	1	104
Blind, School for the	33	55	88
Citizens' Utility Ratepayer Board	1	1	2
Commerce and Housing, Department of	114	11	125
Corporation Commission, Kansas	128	65	193
Corrections, Department of	288	11	299
Cosmetology, Board of	10	1	11
Credit Unions, Department of	11	1	12
Deaf, School for the	49	119	168
Dental Board, Kansas	1	1	2
Education, Department of	159	27	186
El Dorado Correctional Facility	364	1	365
Ellsworth Correctional Facility	180	1	181
Emergency Medical Services Board	10	1	11
Emporia State University	305	411	716
Fair, Kansas State	19	1	20
Fire Marshal, State	41	1	42
Fort Hays State University	305	337	642
Governmental Ethics Commission	0	9	9
Governor, Office of the	0	22	22
Healing Arts, Board of	22	6	28
Health and Environment, Department of	776	14	790
Health Care Stabilization Bd of Governors	7	8	15
Highway Patrol	709	6	715
Historical Society, State	126	2	128
Human Resources, Department of	781	30	811
Human Rights Commission, Kansas	30	4	34
Hutchinson Correctional Facility	504	1	505
Indigents' Defense Services, Board of	64	86	150
Insurance Department	47	95	142
Investigation, Kansas Bureau of	174	4	178
Judicial Council	0	5	5
Judiciary	0	1825	1825
Juvenile Justice Authority	23	9	32
Kansas Arts Commission	7	1	8
Kansas Public Employees Retirement System	60	12	72
Kansas State University	1755	2174	3929
Kansas, Inc.	0	4	4
KU Medical Center	646	1961	2607
Lansing Correctional Facility	672	1	673
Larned Correctional Mental Health Facility	168	0	168
Larned Juvenile Correctional Facility	121	1	122
Larned State Hospital	657	22	679
Legislative Coordinating Council	0	12	12

Number of Classified and Unclassified Employees by Agency

Fiscal Year 2000

Agency Name	# Classified Employees	# Unclassified Employees	Total Employees
Legislative Division of Post Audit	0	20	20
Legislative Research Department	0	37	37
Legislature	0	33	33
Library, State	23	4	27
Lieutenant Governor, Office of the	0	2	2
Lottery, Kansas	43	38	81
Mortuary Arts, Board of	2	1	3
Neurological Institute, Kansas	599	5	604
Norton Correctional Facility	255	0	255
Nursing, Board of	13	2	15
Ombudsman for Corrections	1	3	4
Optometry Examiners, Board of	1	0	1
Osawatomie State Hospital	411	16	427
Parole Board, Kansas	0	4	4
Parsons State Hospital and Training Center	478	6	484
Pharmacy, Board of	5	1	6
Pittsburg State University	305	402	707
Racing and Gaming Commission, Kansas	37	18	55
Rainbow Mental Health Facility	104	5	109
Real Estate Appraisal Board, Kansas	1	1	2
Real Estate Commission, Kansas	10	1	11
Regents, Board of	10	13	23
Revenue, Department of	1026	30	1056
Revisor of Statutes	0	26	26
Secretary of State	0	51	51
Securities Commissioner, Office of the	21	7	28
Sentencing Commission, Kansas	0	8	8
Social and Rehabilitation Services, Dept. of	3719	43	3762
State Conservation Commission	6	6	12
Tax Appeals, Board of	19	12	31
Technical Professions, Board of	4	2	6
Technology Enterprise Corp., Kansas	0	31	31
Topeka Correctional Facility	292	1	293
Topeka Juvenile Correctional Facility	217	1	218
Transportation, Kansas Department of	2969	10	2979
Treasurer, State	25	23	48
University of Kansas	1531	2698	4229
Veterans Affairs, Commission on	219	5	224
Veterinary Examiners, Board of	0	3	3
Water Office, Kansas	22	1	23
Wheat Commission, Kansas	6	2	8
Wichita State University	647	912	1559
Wildlife and Parks, Department of	385	6	391
Winfield Correctional Facility	198	0	198
TOTAL	24454	12139	36593

Comments: The number of classified and unclassified employees remained relatively unchanged since Fiscal Year 1999. The number of classified employees decreased by 1% while the number of unclassified employees increased by 1%.

Source: SHARP (5-31-2000); Excludes legislators, temporary and student employees.

Average Classified and Unclassified Salaries by Agency

Fiscal Years 1999 and 2000

Agency Name	Classified		Unclassified	
	FY99	FY00	FY99	FY00
Accountancy, Board of	\$22,485	\$21,216	\$39,832	\$46,402
Adjutant General	\$30,036	\$30,753	\$26,810	\$27,548
Administration, Department of	\$32,713	\$33,204	\$53,191	\$57,275
Aging, Department on	\$32,429	\$33,276	\$54,827	\$57,162
Agriculture, Department of	\$35,008	\$35,270	\$54,669	\$54,055
Animal Health Department	\$28,776	\$29,563	\$68,515	\$70,913
Atchison Juvenile Correctional Facility	\$26,033	\$26,427	\$62,868	\$64,755
Attorney General	\$30,566	\$30,878	\$39,630	\$41,320
Banking Department	\$38,723	\$38,339	\$51,955	\$50,587
Barbering, Board of	\$25,397	\$25,397	\$32,800	\$33,322
Behavioral Sciences Regulatory Board	\$17,857	\$26,720	\$47,424	\$26,553
Beloit Juvenile Correctional Facility	\$26,525	\$25,941	\$70,038	\$71,614
Blind, School for the	\$26,917	\$26,640	\$31,452	\$34,493
Citizens' Utility Ratepayer Board	\$30,098	\$30,098	\$59,451	\$66,252
Commerce and Housing, Department of	\$35,521	\$36,008	\$60,837	\$63,487
Corporation Commission, Kansas	\$33,835	\$34,298	\$49,855	\$51,425
Corrections, Department of	\$33,056	\$32,914	\$59,675	\$68,830
Cosmetology, Board of	\$22,553	\$21,994	N/A	N/A
Credit Unions, Department of	\$39,599	\$39,477	\$54,999	\$58,917
Deaf, School for the	\$22,585	\$22,833	\$30,898	\$31,931
Dental Board, Kansas	\$23,587	\$23,587	\$21,545	\$46,679
Education, Department of	\$35,263	\$35,289	\$69,407	\$73,711
El Dorado Correctional Facility	\$26,308	\$26,625	\$36,918	\$46,932
Ellsworth Correctional Facility	\$28,346	\$28,496	\$54,254	\$48,114
Emergency Medical Services Board	\$32,346	\$33,746	\$61,649	\$58,000
Emporia State University	\$24,157	\$24,517	\$44,831	\$44,048
Fair, Kansas State	\$28,520	\$27,296	\$70,000	\$73,500
Fire Marshal, State	\$35,508	\$35,443	\$47,357	\$50,064
Fort Hays State University	\$21,549	\$21,432	\$41,102	\$39,549
Governmental Ethics Commission	N/A	N/A	\$35,537	\$38,098
Governor, Office of the	N/A	N/A	\$39,321	\$40,601
Healing Arts, Board of	\$26,553	\$27,166	\$50,792	\$52,303
Health and Environment, Department of	\$36,664	\$36,786	\$64,440	\$68,619
Health Care Stabilization Bd of Governors	\$24,187	\$23,982	\$43,816	\$43,163
Highway Patrol	\$32,734	\$32,906	\$62,684	\$63,930
Historical Society, State	\$27,770	\$28,898	\$61,935	\$64,104
Human Resources, Department of	\$33,162	\$33,610	\$54,468	\$52,973
Human Rights Commission, Kansas	\$28,133	\$28,999	\$53,520	\$55,394
Hutchinson Correctional Facility	\$27,846	\$27,786	\$36,321	\$45,813
Indigents' Defense Services, Board of	\$23,855	\$24,513	\$40,616	\$43,186
Insurance Department	\$23,083	\$23,542	\$73,365	\$87,584
Investigation, Kansas Bureau of	\$37,894	\$38,887	\$63,108	\$65,316
Judicial Council	N/A	N/A	\$38,403	\$39,970
Judiciary	N/A	N/A	\$32,556	\$34,145
Juvenile Justice Authority	\$35,650	\$36,160	\$63,942	\$60,352
Kansas Arts Commission	\$35,374	\$35,797	\$49,383	\$64,688
Kansas Public Employees Retirement System	\$29,992	\$31,059	\$64,529	\$71,058
Kansas State University	\$23,990	\$24,628	\$56,032	\$55,492
Kansas, Inc.	N/A	N/A	\$44,808	\$49,825
KU Medical Center	\$24,593	\$25,118	\$46,525	\$48,191
Lansing Correctional Facility	\$27,530	\$27,878	\$35,624	\$44,694
Larned Correctional Mental Health Facility	\$26,425	\$27,072	N/A	N/A
Larned Juvenile Correctional Facility	\$25,128	\$25,485	\$58,710	\$60,617
Larned State Hospital	\$25,558	\$25,737	\$97,381	\$96,411
Legislative Coordinating Council	N/A	N/A	\$42,464	\$37,832

Average Classified and Unclassified Salaries by Agency

Fiscal Years 1999 and 2000

Agency Name	Classified		Unclassified	
	FY99	FY00	FY99	FY00
Legislative Division of Post Audit	N/A	N/A	\$46,500	\$49,005
Legislative Research Department	N/A	N/A	\$49,358	\$50,534
Legislature (legislative staff only)	N/A	N/A	\$33,524	\$35,590
Library, State	30,478	\$30,728	\$31,061	\$32,676
Lieutenant Governor, Office of the	N/A	N/A	\$24,630	\$23,886
Lottery, Kansas	\$31,229	\$32,724	\$37,204	\$38,657
Mortuary Arts, Board of	\$27,716	\$27,997	\$48,803	\$50,531
Neurological Institute, Kansas	\$25,219	\$25,290	\$81,368	\$82,755
Norton Correctional Facility	\$26,721	\$27,003	N/A	N/A
Nursing, Board of	\$29,149	\$30,298	\$54,448	\$54,448
Ombudsman for Corrections	\$24,773	\$26,021	\$37,050	\$39,843
Optometry Examiners, Board of	\$17,618	\$18,054	N/A	N/A
Osawatomie State Hospital	\$26,357	\$26,659	\$93,443	\$93,230
Parole Board, Kansas	N/A	N/A	\$86,385	\$86,385
Parsons State Hospital and Training Center	\$26,165	\$26,202	\$76,909	\$79,601
Pharmacy, Board of	\$32,598	\$38,651	\$54,088	\$58,685
Pittsburg State University	\$24,993	\$25,331	\$53,579	\$54,053
Racing and Gaming Commission, Kansas	\$29,236	\$29,773	\$48,040	\$49,944
Rainbow Mental Health Facility	\$29,240	\$28,765	\$115,668	\$106,862
Real Estate Appraisal Board, Kansas	\$31,647	\$34,008	\$47,010	\$48,673
Real Estate Commission, Kansas	\$26,433	\$26,300	\$52,572	\$47,000
Regents, Board of	\$29,131	\$27,681	\$65,048	\$62,983
Revenue, Department of	\$29,859	\$30,433	\$47,811	\$49,869
Revisor of Statutes	N/A	N/A	\$49,106	\$50,449
Secretary of State	N/A	N/A	\$28,872	\$29,157
Securities Commissioner, Office of the	\$41,891	\$41,459	\$60,027	\$60,342
Sentencing Commission, Kansas	N/A	N/A	\$33,979	\$33,372
Social and Rehabilitation Services, Dept. of	\$29,594	\$29,946	\$64,528	\$64,782
State Conservation Commission	\$30,143	\$28,704	\$45,386	\$46,992
Tax Appeals, Board of	\$22,458	\$23,183	\$62,435	\$65,097
Technical Professions, Board of	\$21,726	\$23,026	\$45,506	\$47,117
Technology Enterprise Corporation, Kansas	N/A	N/A	\$46,998	\$49,642
Topeka Correctional Facility	\$28,555	\$28,283	\$71,879	\$112,717
Topeka Juvenile Correctional Facility	\$25,866	\$26,007	\$61,287	\$63,586
Transportation, Kansas Department of	\$30,279	\$30,522	\$74,070	\$75,658
Treasurer, State	\$26,606	\$27,964	\$54,383	\$49,507
University of Kansas	\$24,346	\$24,358	\$58,869	\$55,867
Veterans Affairs, Commission on	\$22,981	\$22,097	\$47,895	\$49,499
Veterinary Examiners, Board of	N/A	N/A	\$34,831	\$35,983
Water Office, Kansas	\$43,856	\$44,394	\$65,778	\$70,804
Wheat Commission, Kansas	\$32,143	\$31,411	\$52,905	\$54,777
Wichita State University	\$23,123	\$23,739	\$48,561	\$51,182
Wildlife and Parks, Department of	\$32,921	\$33,157	\$49,131	\$51,546
Winfield Correctional Facility	\$27,231	\$27,650	N/A	N/A

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

Comments: The Kansas Water Office, a small office of environmental scientists, has the highest average classified salaries. The Office of the Securities Commissioner and the Department of Credit Unions have the second and third highest average classified salaries. Topeka Correctional Facility has the highest average unclassified salaries. Rainbow Mental Health Facility and Larned State Hospital follow with the second and third highest averages for unclassified salaries.

Source: SHARP (5-31-2000); Excludes legislators, temporary, student employees, Board/Commission Members receiving daily pay only and Regents staff that are paid with non-state funds, such as grants and endowment funds.

Number, Salary, Age, and Years of Service of Classified Employees by Agency

Fiscal Year 2000

Agency Name	# Classified Employees	Average Salary	Average Age	Average Years of Service
Accountancy, Board of	2	\$21,216	31	8
Adjutant General	49	\$30,753	45	10
Administration, Department of	724	\$33,204	45	14
Aging, Department on	129	\$33,276	48	12
Agriculture, Department of	269	\$35,270	46	14
Animal Health Department	25	\$29,563	47	11
Atchison Juvenile Correctional Facility	110	\$26,427	44	11
Attorney General	2	\$30,878	60	16
Banking Department	64	\$38,339	38	10
Barbering, Board of	1	\$25,397	62	6
Behavioral Sciences Regulatory Board	5	\$26,720	44	2
Beloit Juvenile Correctional Facility	103	\$25,941	43	10
Blind, School for the	33	\$26,640	47	11
Citizens' Utility Ratepayer Board	1	\$30,098	54	29
Commerce and Housing, Department of	114	\$36,008	45	10
Corporation Commission, Kansas	128	\$34,298	48	14
Corrections, Department of	288	\$32,914	43	11
Cosmetology, Board of	10	\$21,994	46	10
Credit Unions, Department of	11	\$39,477	53	16
Deaf, School for the	49	\$22,833	47	11
Dental Board, Kansas	1	\$23,587	47	26
Education, Department of	159	\$35,289	47	13
El Dorado Correctional Facility	364	\$26,625	40	6
Ellsworth Correctional Facility	180	\$28,496	44	8
Emergency Medical Services Board	10	\$33,746	47	11
Emporia State University	305	\$24,517	45	11
Fair, Kansas State	19	\$27,296	45	10
Fire Marshal, State	41	\$35,443	48	10
Fort Hays State University	305	\$21,432	45	10
Governmental Ethics Commission	0			
Governor, Office of the	0			
Healing Arts, Board of	22	\$27,166	43	11
Health and Environment, Department of	776	\$36,786	45	12
Health Care Stabilization Board of Governors	7	\$23,982	37	11
Highway Patrol	709	\$32,906	42	13
Historical Society, State	126	\$28,898	46	13
Human Resources, Department of	781	\$33,610	49	15
Human Rights Commission, Kansas	30	\$28,999	45	12
Hutchinson Correctional Facility	504	\$27,786	43	9
Indigents' Defense Services, Board of	64	\$24,513	41	7
Insurance Department	47	\$23,542	47	13
Investigation, Kansas Bureau of	174	\$38,887	44	14
Judicial Council	0			
Judiciary	0			
Juvenile Justice Authority	23	\$36,160	42	10
Kansas Arts Commission	7	\$35,797	46	9
Kansas Public Employees Retirement Syst	60	\$31,059	49	14
Kansas State University	1755	\$24,628	45	11
Kansas, Inc.	0			
KU Medical Center	646	\$25,118	45	11
Lansing Correctional Facility	672	\$27,878	42	10
Larned Correctional Mental Health Facility	168	\$27,072	40	8
Larned Juvenile Correctional Facility	121	\$25,485	40	8
Larned State Hospital	657	\$25,737	46	13
Legislative Coordinating Council	0			

Number, Salary, Age, and Years of Service of Classified Employees by Agency

Fiscal Year 2000

Agency Name	# Classified Employees	Average Salary	Average Age	Average Years of Service
Legislative Division of Post Audit	0			
Legislative Research Department	0			
Legislature	0			
Library, State	23	\$30,728	47	11
Lieutenant Governor, Office of the	0			
Lottery, Kansas	43	\$32,724	47	11
Mortuary Arts, Board of	2	\$27,997	45	15
Neurological Institute, Kansas	599	\$25,290	42	12
Norton Correctional Facility	255	\$27,003	44	9
Nursing, Board of	13	\$30,298	48	11
Ombudsman for Corrections	1	\$26,021	61	18
Optometry Examiners, Board of	1	\$18,054	41	5
Osawatomie State Hospital	411	\$26,659	45	12
Parole Board, Kansas	0			
Parsons State Hospital and Training Center	478	\$26,202	44	12
Pharmacy, Board of	5	\$38,651	37	5
Pittsburg State University	305	\$25,331	46	11
Racing and Gaming Commission, Kansas	37	\$29,773	41	9
Rainbow Mental Health Facility	104	\$28,765	46	11
Real Estate Appraisal Board, Kansas	1	\$34,008	41	10
Real Estate Commission, Kansas	10	\$26,300	50	9
Regents, Board of	10	\$27,681	50	16
Revenue, Department of	1026	\$30,433	45	13
Revisor of Statutes	0			
Secretary of State	0			
Securities Commissioner, Office of the	21	\$41,459	47	14
Sentencing Commission, Kansas	0			
Social and Rehabilitation Services, Department	3719	\$29,946	45	13
State Conservation Commission	6	\$28,704	40	16
Tax Appeals, Board of	19	\$23,183	44	10
Technical Professions, Board of	4	\$23,026	49	9
Technology Enterprise Corporation, Kansas	0			
Topeka Correctional Facility	292	\$28,283	43	11
Topeka Juvenile Correctional Facility	217	\$26,007	43	11
Transportation, Kansas Department of	2969	\$30,522	44	14
Treasurer, State	25	\$27,964	46	14
University of Kansas	1531	\$24,358	45	11
Veterans Affairs, Commission on	219	\$22,097	47	9
Veterinary Examiners, Board of	0			
Water Office, Kansas	22	\$44,394	48	15
Wheat Commission, Kansas	6	\$31,411	47	12
Wichita State University	647	\$23,739	47	11
Wildlife and Parks, Department of	385	\$33,157	44	14
Winfield Correctional Facility	198	\$27,650	43	9

Source: SHARP (5-31-2000); Excludes legislators, unclassified, temporary and student employees.

No data indicates agency does not have classified employees.

Number, Salary, Age, and Years of Service of Unclassified Employees by Agency

Fiscal Year 2000

Agency Name	# Unclassified Employees	Average Salary	Average Age	Average Years of Service
Accountancy, Board of	1	\$46,402	48	4
Adjutant General	153	\$27,286	44	7
Administration, Department of	26	\$58,542	44	11
Aging, Department on	11	\$60,232	45	8
Agriculture, Department of	10	\$54,449	42	7
Animal Health Department	1	\$70,913	57	8
Atchison Juvenile Correctional Facility	1	\$64,755	59	11
Attorney General	78	\$41,100	43	8
Banking Department	5	\$60,082	40	9
Barbering, Board of	1	\$35,322	54	13
Behavioral Sciences Regulatory Board	2	\$34,703	43	1
Beloit Juvenile Correctional Facility	1	\$71,614	62	38
Blind, School for the	55	\$36,951	46	10
Citizens' Utility Ratepayer Board	1	\$68,253	51	8
Commerce and Housing, Department of	11	\$60,503	43	4
Corporation Commission, Kansas	65	\$52,177	47	10
Corrections, Department of	11	\$68,085	48	16
Cosmetology, Board of	0	\$41,415	49	17
Credit Unions, Department of	1	\$58,917	43	3
Deaf, School for the	119	\$34,018	46	14
Dental Board, Kansas	1	\$35,009	45	1
Education, Department of	27	\$70,393	50	14
El Dorado Correctional Facility	1	\$46,932	35	7
Ellsworth Correctional Facility	1	\$48,114	45	8
Emergency Medical Services Board	1	\$58,000	56	5
Emporia State University	411	\$64,826	47	10
Fair, Kansas State	1	\$73,500	47	3
Fire Marshal, State	1	\$54,545	62	14
Fort Hays State University	337	\$38,140	47	11
Governmental Ethics Commission	8	\$35,589	42	16
Governor, Office of the	22	\$43,277	39	7
Healing Arts, Board of	6	\$50,252	41	10
Health and Environment, Department of	14	\$68,563	48	9
Health Care Stabilization Board of Governors	8	\$44,186	47	12
Highway Patrol	6	\$60,150	44	13
Historical Society, State	2	\$64,104	55	19
Human Resources, Department of	30	\$51,707	47	6
Human Rights Commission, Kansas	4	\$55,394	51	15
Hutchinson Correctional Facility	1	\$45,813	47	5
Indigents' Defense Services, Board of	86	\$43,660	37	6
Insurance Department	95	\$44,694	46	10
Investigation, Kansas Bureau of	4	\$65,316	52	8
Judicial Council	5	\$40,570	34	11
Judiciary	1825	\$34,060	44	10
Juvenile Justice Authority	9	\$60,080	48	11
Kansas Arts Commission	1	\$64,688	55	1
Kansas Public Employees Retirement System	12	\$78,979	48	15
Kansas State University	2174	\$61,111	47	13
Kansas, Inc.	4	\$49,825	47	8
KU Medical Center	1961	\$49,746	43	8
Lansing Correctional Facility	1	\$42,500	49	9
Larned Correctional Mental Health Facility	0			
Larned Juvenile Correctional Facility	1	\$60,617	51	26
Larned State Hospital	22	\$95,818	56	11
Legislative Coordinating Council	12	\$37,088	48	10

Number, Salary, Age, and Years of Service of Unclassified Employees by Agency

Fiscal Year 2000

Agency Name	# Unclassified Employees	Average Salary	Average Age	Average Years of Service
Legislative Division of Post Audit	20	\$48,925	38	10
Legislative Research Department	37	\$50,534	46	16
Legislature	33	\$33,745	39	6
Library, State	4	\$32,676	51	9
Lieutenant Governor, Office of the	2	\$23,886	31	2
Lottery, Kansas	38	\$38,764	46	10
Mortuary Arts, Board of	1	\$50,531	46	20
Neurological Institute, Kansas	5	\$91,251	54	16
Norton Correctional Facility	0			
Nursing, Board of	2	\$50,235	42	4
Ombudsman for Corrections	3	\$37,229	44	9
Optometry Examiners, Board of	0			
Osawatomie State Hospital	16	\$95,058	51	13
Parole Board, Kansas	4	\$92,690	56	13
Parsons State Hospital and Training Center	6	\$79,601	59	19
Pharmacy, Board of	1	\$58,685	49	5
Pittsburg State University	402	\$55,583	48	11
Racing and Gaming Commission, Kansas	18	\$49,944	50	8
Rainbow Mental Health Facility	5	\$121,485	55	23
Real Estate Appraisal Board, Kansas	1	\$48,673	40	9
Real Estate Commission, Kansas	1	\$47,000	47	9
Regents, Board of	13	\$65,023	43	10
Revenue, Department of	30	\$49,053	40	8
Revisor of Statutes	26	\$50,449	48	18
Secretary of State	51	\$29,265	40	8
Securities Commissioner, Office of the	4	\$57,865	38	5
Sentencing Commission, Kansas	8	\$35,090	42	3
Social and Rehabilitation Services, Department	43	\$67,074	50	18
State Conservation Commission	6	\$47,004	47	7
Tax Appeals, Board of	12	\$63,423	42	4
Technical Professions, Board of	2	\$48,685	52	14
Technology Enterprise Corporation, Kansas	31	\$50,475	44	6
Topeka Correctional Facility	1	\$112,717	57	22
Topeka Juvenile Correctional Facility	1	\$63,586	58	35
Transportation, Kansas Department of	10	\$76,583	55	21
Treasurer, State	23	\$41,452	45	10
University of Kansas	2698	\$53,678	46	12
Veterans Affairs, Commission on	5	\$48,205	52	7
Veterinary Examiners, Board of	3	\$35,983	48	8
Water Office, Kansas	1	\$70,804	53	15
Wheat Commission, Kansas	2	\$54,854	38	10
Wichita State University	912	\$50,570	47	12
Wildlife and Parks, Department of	6	\$51,748	41	8
Winfield Correctional Facility	0			

Comments: The high average unclassified salaries at some correctional facilities and state hospitals are due to physicians being in the unclassified service.

Source: SHARP (5-31-2000); Excludes legislators, classified, temporary, student employees and Board/Commission Members receiving daily pay only, and Regents staff that are paid with non-state funds, such as grants and endowment funds.

No data indicates agency does not have unclassified employees.

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

Agency Name	Fiscal Year					FY 96-00 +/-
	1996	1997	1998	1999	2000	
Accountancy, Board of	3.0	3.0	3.0	3.0	3.0	0.0
Adjutant General	278.0	272.0	277.0	249.0	250.0	-28.0
FTE Positions	226.0	225.5	218.0	216.0	215.0	-11.0
Unclassified Temporary Positions	52.0	46.5	59.0	33.0	35.0	-17.0
Administration, Department of	915.3	870.8	865.6	874.8	897.6	-17.7
FTE Positions	905.8	863.3	855.4	863.4	889.4	-16.4
Unclassified Temporary Positions	9.5	7.5	10.2	11.4	8.2	-1.3
Aging, Department on	44.5	61.1	163.3	158.8	159.8	115.3
FTE Positions	39.8	57.3	159.5	155.8	157.8	118.0
Unclassified Temporary Positions	4.7	3.8	3.8	3.0	2.0	-2.7
Agriculture, Department of	341.2	327.8	330.0	330.0	332.5	-8.7
FTE Positions	322.8	305.8	311.0	307.0	314.5	-8.3
Unclassified Temporary Positions	18.4	22.0	19.0	23.0	18.0	-0.4
Animal Health Department	29.0	29.0	29.0	30.0	30.0	1.0
Atchison Juvenile Correctional Facility	128.0	128.0	119.0	120.0	120.0	-8.0
Attorney General	80.8	86.0	86.0	86.8	89.8	9.0
Banking Department	73.0	72.0	71.0	67.0	67.0	-6.0
Barbering, Board of	2.0	2.0	1.5	1.5	1.5	-0.5
Behavioral Sciences Regulatory Board	6.5	6.5	6.5	6.5	6.8	0.3
Beloit Juvenile Correctional Facility	103.0	94.0	92.0	92.0	104.0	1.0
Blind, School for the	106.5	105.5	104.5	107.5	106.5	0.0
FTE Positions	93.5	93.5	92.5	93.5	92.5	-1.0
Unclassified Temporary Positions	13.0	12.0	12.0	14.0	14.0	1.0
Citizens' Utility Ratepayer Board	3.0	3.0	4.0	4.0	4.0	1.0
FTE Positions	2.0	2.0	3.0	3.0	3.0	1.0
Unclassified Temporary Positions	1.0	1.0	1.0	1.0	1.0	0.0
Civil Air Patrol	0.5	0.0	0.0	0.0	0.0	-0.5
Commerce and Housing, Department of	133.0	135.0	139.0	135.0	134.0	1.0
FTE Positions	124.0	134.0	134.0	132.0	133.0	9.0
Unclassified Temporary Positions	9.0	1.0	5.0	3.0	1.0	-8.0
Conservation Commission, State	14.0	14.0	14.0	13.5	13.5	-0.5
Corporation Commission, Kansas	214.0	213.0	211.0	211.0	210.0	-4.0
FTE Positions	213.0	213.0	211.0	211.0	210.0	-3.0
Unclassified Temporary Positions	1.0	0.0	0.0	0.0	0.0	-1.0
Corporation for Change, Kansas	7.5	5.0	0.0	0.0	0.0	-7.5
FTE Positions	0.0	0.0	0.0	0.0	0.0	0.0
Unclassified Temporary Positions	7.5	5.0	0.0	0.0	0.0	-7.5
Corrections, Department of	361.0	313.0	311.0	314.0	323.0	-38.0
FTE Positions	359.0	308.0	303.0	302.0	311.0	-48.0
Unclassified Temporary Positions	2.0	5.0	8.0	12.0	12.0	10.0
Cosmetology, Board of	9.0	9.0	11.0	12.0	12.0	3.0
Credit Unions, Department of	12.0	12.0	12.0	12.0	12.0	0.0
Deaf, School for the	204.5	203.5	202.5	202.5	202.5	-2.0
FTE Positions	204.5	176.5	175.5	175.5	175.5	-29.0
Unclassified Temporary Positions	0.0	27.0	27.0	27.0	27.0	27.0
Dental Board, Kansas	2.4	2.4	1.6	1.6	2.0	-0.4
Education, Department of	252.8	244.8	244.3	246.4	236.4	-16.4
FTE Positions	207.0	204.0	204.0	208.5	199.5	-7.5
Unclassified Temporary Positions	45.8	40.8	40.3	37.9	36.9	-8.9
El Dorado Correctional Facility	404.0	387.0	386.0	386.0	386.0	-18.0
Ellsworth Correctional Facility	190.5	185.5	186.5	185.5	185.5	-5.0
FTE Positions	190.5	184.5	185.5	184.5	184.5	-6.0
Unclassified Temporary Positions	0.0	1.0	1.0	1.0	1.0	1.0
Emporia State University	739.2	739.1	738.8	757.4	760.5	21.3
Fair, Kansas State	17.0	18.0	18.0	18.0	21.0	4.0
Fire Marshal	40.0	40.0	42.0	46.0	46.0	6.0
FTE Positions	40.0	40.0	40.0	44.0	44.0	4.0
Unclassified Temporary Positions	0.0	0.0	2.0	2.0	2.0	2.0
Emergency Medical Services Board	13.0	13.0	15.0	15.0	13.0	0.0
FTE Positions	13.0	13.0	13.0	13.0	13.0	0.0
Unclassified Temporary Positions	0.0	0.0	2.0	2.0	0.0	0.0

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

Agency Name	Fiscal Year					FY 96-00 +/-
	1996	1997	1998	1999	2000	
Fort Hays State University	694.9	689.8	689.2	710.2	709.2	14.3
Guardianship Program, Kansas	12.0	12.0	12.0	13.0	13.0	1.0
Governmental Ethics Commission	11.0	9.6	9.4	9.6	9.5	-1.5
FTE Positions	9.0	9.0	9.0	9.0	9.0	0.0
Unclassified Temporary Positions	2.0	0.6	0.4	0.6	0.5	-1.5
Governor, Office of the	37.2	34.0	34.1	33.9	31.9	-5.3
FTE Positions	29.5	28.5	30.0	30.0	29.0	-0.5
Unclassified Temporary Positions	7.7	5.5	4.1	3.9	2.9	-4.8
Grain Inspection Department	135.0	117.0	0.0	0.0	0.0	-135.0
Healing Arts, Board of	27.0	27.0	27.0	27.0	29.0	2.0
Health and Environment, Dept of —Environ.	472.5	467.5	472.5	472.5	477.0	4.5
FTE Positions	397.0	392.0	401.0	401.0	400.5	3.5
Unclassified Temporary Positions	75.5	75.5	71.5	71.5	76.5	1.0
Health and Environment, Dept of—Health	496.7	487.7	505.8	517.2	525.7	29.0
FTE Positions	422.1	408.6	420.0	435.5	445.0	22.9
Unclassified Temporary Positions	74.6	79.1	85.8	81.7	80.7	6.1
Health Care Stabilization Board of Governor	16.0	16.0	16.0	16.0	16.0	0.0
Highway Patrol	829.5	813.5	798.8	809.8	826.8	-2.7
FTE Positions	815.5	799.5	782.8	793.8	808.8	-6.7
Unclassified Temporary Positions	14.0	14.0	16.0	16.0	18.0	4.0
Historical Society, State	136.5	146.5	147.5	148.5	147.5	11.0
FTE Positions	136.5	136.5	136.5	138.5	137.5	1.0
Unclassified Temporary Positions	0.0	10.0	11.0	10.0	10.0	10.0
Human Resources, Department of	1050.5	1049.5	1062.5	1066.5	1061.5	11.0
FTE Positions	1033.5	1020.5	1002.5	1001.5	996.5	-37.0
Unclassified Temporary Positions	17.0	29.0	60.0	65.0	65.0	48.0
Human Rights Commission, Kansas	40.0	40.0	40.0	40.0	37.0	-3.0
FTE Positions	38.0	38.0	37.0	37.0	36.0	-2.0
Unclassified Temporary Positions	2.0	2.0	3.0	3.0	1.0	-1.0
Hutchinson Correctional Facility	532.0	512.0	511.0	510.0	510.0	-22.0
Indigents' Defense Services, Board of	147.0	155.0	172.0	166.0	166.0	19.0
FTE Positions	146.0	153.0	170.0	165.0	165.0	19.0
Unclassified Temporary Positions	1.0	2.0	2.0	1.0	1.0	0.0
Insurance Department	163.5	166.2	163.5	165.5	166.5	3.0
FTE Positions	163.5	164.2	161.5	163.5	164.5	1.0
Unclassified Temporary Positions	0.0	2.0	2.0	2.0	2.0	2.0
Investigation, Kansas Bureau of	208.0	211.5	243.5	239.0	228.0	20.0
FTE Positions	192.0	194.5	195.5	194.0	203.0	11.0
Unclassified Temporary Positions	16.0	17.0	48.0	45.0	25.0	9.0
Judicial Council	4.0	5.0	4.0	4.0	4.0	0.0
FTE Positions	4.0	4.0	4.0	4.0	4.0	0.0
Unclassified Temporary Position	0.0	1.0	0.0	0.0	0.0	0.0
Judiciary	1746.0	1749.0	1766.0	1787.0	1801.5	55.5
Juvenile Justice Authority	0.0	1.0	36.0	40.0	42.0	42.0
FTE Positions	0.0	1.0	30.0	35.0	36.0	36.0
Unclassified Temporary Positions	0.0	0.0	6.0	5.0	6.0	6.0
Kansas Arts Commission	9.0	8.0	8.0	8.0	8.0	-1.0
Kansas Public Employees Retirement System	76.0	76.0	76.0	76.0	76.0	0.0
Kansas State University (KSU)	3140.4	3045.2	3147.9	3145.3	3145.2	4.8
Kansas, Inc.	5.0	5.0	5.0	5.0	5.0	0.0
KU Medical Center	4683.3	4325.8	4618.5	4465.3	2494.9	-2188.4
Lansing Correctional Facility	719.0	716.0	703.0	702.0	707.0	-12.0
Larned Correctional Mental Health Facilit	174.0	168.0	178.0	177.0	176.0	2.0
Larned Juvenile Correctional Facility	122.0	122.0	133.0	134.0	134.0	12.0
FTE Positions	122.0	122.0	127.0	128.0	128.0	6.0
Unclassified Temporary Positions	0.0	0.0	6.0	6.0	6.0	6.0
Larned State Hospital	808.6	787.8	771.6	768.6	766.6	-42.0
Legislative Coordinating Council	11.0	11.0	12.0	14.0	14.0	3.0
FTE Positions	10.0	10.0	11.0	13.0	13.0	3.0
Unclassified Temporary Positions	1.0	1.0	1.0	1.0	1.0	0.0

Positions by Agency

Full Time Equivalent (FTE) and Unclassified Temporary

Agency Name	Fiscal Year					FY 96-00 +/-
	1996	1997	1998	1999	2000	
Legislative Division of Post Audit	22.9	22.5	22.1	21.2	22.0	-0.9
FTE Positions	20.0	20.0	20.0	20.0	21.0	1.0
Unclassified Temporary Positions	2.9	2.5	2.1	1.2	1.0	-1.9
Legislative Research Department	36.0	37.0	37.0	37.0	37.0	1.0
Legislature	39.0	30.0	30.0	32.0	32.0	-7.0
FTE Positions	39.0	30.0	30.0	32.0	32.0	-7.0
Unclassified Temporary Positions	0.0	0.0	0.0	0.0	0.0	0.0
Library, State	26.0	26.0	27.0	27.0	-27.0	1.0
Lieutenant Governor, Office of the	3.0	3.0	3.6	4.0	4.0	1.0
FTE Positions	3.0	3.0	3.0	3.0	3.0	0.0
Unclassified Temporary Positions	0.0	0.0	0.6	1.0	1.0	1.0
Lottery, Kansas	91.0	88.0	95.0	93.0	93.0	2.0
FTE Positions	89.0	88.0	89.0	88.0	88.0	-1.0
Unclassified Temporary Positions	2.0	0.0	6.0	5.0	5.0	3.0
Mortuary Arts, Board of	3.0	3.0	3.0	3.0	3.0	0.0
Neurological Institute, Kansas	795.0	704.5	690.0	688.0	687.0	-108.0
FTE Positions	765.0	701.5	676.0	674.0	673.0	-92.0
Unclassified Temporary Positions	30.0	3.0	14.0	14.0	14.0	-16.0
Norton Correctional Facility	252.0	235.0	236.0	266.0	266.0	14.0
Nursing, Board of	16.0	16.5	18.5	17.5	16.5	0.5
FTE Positions	16.0	16.5	16.5	16.5	16.5	0.5
Unclassified Temporary Positions	0.0	0.0	2.0	1.0	0.0	0.0
Ombudsman for Corrections	4.0	4.0	4.0	4.0	4.0	0.0
Optometry Examiners, Board of	1.3	1.3	2.0	2.0	2.0	0.7
FTE Positions	0.3	0.3	1.0	1.0	1.0	0.7
Unclassified Temporary Positions	1.0	1.0	1.0	1.0	1.0	0.0
Osawatomie State Hospital	572.1	573.7	529.4	485.4	482.4	-89.7
Parole Board, Kansas	11.0	5.0	4.0	4.0	3.0	-8.0
Parsons State Hospital and Training Center	524.0	518.1	525.1	525.1	523.1	-0.9
FTE Positions	524.0	518.0	524.0	523.0	521.0	-3.0
Unclassified Temporary Positions	0.0	0.1	1.1	2.1	2.1	2.1
Pharmacy, Board of	6.0	6.0	6.0	6.0	6.0	0.0
Pittsburg State University	704.8	717.1	717.0	796.8	797.2	92.4
Racing and Gaming Commission, Kansas	54.0	58.0	61.0	73.0	75.0	21.0
FTE Positions	54.0	55.0	52.0	62.0	62.0	8.0
Unclassified Temporary Positions	0.0	3.0	9.0	11.0	13.0	13.0
Rainbow Mental Health Facility	136.4	136.4	151.4	149.4	144.4	8.0
FTE Positions	136.4	136.4	143.4	141.4	136.4	0.0
Unclassified Temporary Positions	0.0	0.0	8.0	8.0	8.0	8.0
Real Estate Appraisal Board, Kansas	2.0	2.0	3.0	3.0	3.0	1.0
Real Estate Commission, Kansas	14.0	14.0	14.0	14.0	14.0	0.0
Regents, Board of	18.0	18.0	18.0	18.0	26.0	8.0
Revenue, Department of	1226.0	1208.5	1179.5	1185.5	1180.0	-46.0
FTE Positions	1226.0	1208.5	1179.5	1185.5	1180.0	-46.0
Unclassified Temporary Positions	0.0	0.0	0.0	0.0	0.0	0.0
Reviser of Statutes	27.8	25.8	36.0	36.0	36.0	8.2
FTE Positions	27.8	25.8	26.0	26.0	26.0	-1.8
Unclassified Temporary Positions	0.0	0.0	10.0	10.0	10.0	10.0
Secretary of State	52.0	56.0	54.0	55.0	54.0	2.0
Securities Commissioner, Office of the	26.0	26.0	27.0	27.0	27.8	1.8
Sentencing Commission, Kansas	10.0	9.0	13.0	12.0	12.0	2.0
FTE Positions	6.0	6.0	9.0	9.0	9.0	3.0
Unclassified Temporary Positions	4.0	3.0	4.0	3.0	3.0	-1.0
Social and Rehabilitation Services	4899.3	4744.3	4390.0	4311.0	4299.5	-599.8
FTE Positions	4746.3	4612.0	4317.0	4182.0	4170.5	-575.8
Unclassified Temporary Positions	153.0	132.3	73.0	129.0	129.0	-24.0
Tax Appeals, Board of	35.0	32.0	32.0	39.0	39.0	4.0
FTE Positions	35.0	32.0	30.0	37.0	37.0	2.0
Unclassified Temporary Positions	0.0	0.0	2.0	2.0	2.0	2.0
Technical Professions, Board of	4.0	4.0	5.0	6.0	6.0	2.0

Positions by Agency

Full Time Equivalent (FTE) and Unclassified Temporary

Agency Name	Fiscal Year					FY 96-00 +/-
	1996	1997	1998	1999	2000	
Technology Enterprise Corporation, Kansas	36.0	33.0	33.0	33.0	33.0	-3.0
FTE Positions	22.0	19.0	18.0	18.0	18.0	-4.0
Unclassified Temporary Positions	14.0	14.0	15.0	15.0	15.0	1.0
Topeka Correctional Facility	301.0	284.0	303.0	304.0	308.0	7.0
FTE Positions	298.0	281.0	300.0	300.0	304.0	6.0
Unclassified Temporary Positions	3.0	3.0	3.0	4.0	4.0	1.0
Topeka Juvenile Correctional Facility	229.0	219.0	222.0	222.0	222.0	-7.0
FTE Positions	219.0	219.0	222.0	222.0	222.0	3.0
Unclassified Temporary Positions	10.0	0.0	0.0	0.0	0.0	-10.0
Topeka State Hospital	570.1	530.1	0.0	0.0	0.0	-570.1
FTE Positions	570.1	530.1	0.0	0.0	0.0	-570.1
Unclassified Temporary Positions	0.0	0.0	0.0	0.0	0.0	0.0
Transportation, Kansas Department of	3309.5	3241.0	3141.5	3130.5	3221.5	-88.0
FTE Positions	3304.5	3238.5	3139.5	3129.5	3219.5	-85.0
Unclassified Temporary Positions	5.0	2.5	2.0	1.0	2.0	-3.0
Treasurer, State	57.5	56.5	56.5	53.5	55.5	-2.0
University of Kansas	4500.9	4504.6	4406.0	4514.0	4520.5	19.6
Veterans Affairs, Commission on	195.8	191.8	190.8	226.8	338.8	143.0
FTE Positions	195.8	191.8	189.8	225.8	337.8	142.0
Unclassified Temporary Positions	0.0	0.0	1.0	1.0	1.0	1.0
Veterinary Examiners, Board of	1.0	2.0	2.0	3.0	3.0	2.0
Vocational Education, Council on	2.0	1.0	0.0	0.0	0.0	-2.0
Water Office, Kansas	23.0	23.0	22.5	22.5	23.5	0.5
FTE Positions	22.0	22.0	21.5	21.5	22.5	0.5
Unclassified Temporary Positions	1.0	1.0	1.0	1.0	1.0	0.0
Wheat Commission, Kansas	8.0	8.0	8.0	8.0	8.0	0.0
Wichita State University	1718.5	1697.0	1681.6	1731.6	1728.0	9.5
Winfield State Hospital and Training Center	816.5	521.5	445.3	0.0	0.0	-816.5
FTE Positions	816.5	521.5	432.0	0.0	0.0	-816.5
Unclassified Temporary Positions	0.0	0.0	13.3	0.0	0.0	0.0
Wildlife and Parks, Department of	417.0	402.3	396.5	395.5	395.5	-21.5
FTE Positions	406.0	393.3	393.5	392.5	392.5	-13.5
Unclassified Temporary Positions	11.0	9.0	3.0	3.0	3.0	-8.0
Winfield Correctional Facility	111.0	158.0	202.0	202.0	201.0	90.0
Total FTE Positions	44060.5	42716.5	41950.1	41583.2	39902.6	-4157.9
Total Unclassified Temporary Positions	611.6	585.7	678.6	695.7	669.2	57.6
Total Positions	44672.1	43302.2	42628.7	42278.9	40571.8	-4100.3

Comments: *Positions by Agency* reflects the total number of positions authorized for each state agency. Total positions are divided into FTE positions and unclassified temporary positions. The number of FTE positions for each agency is typically constrained by a limitation included in appropriation bills. Positions in legislative and judicial agencies along with several agencies of the executive branch, such as Regents institutions and the Board of Indigent's Defense, are not constrained by a limitation. Similarly, unclassified temporary positions are not subject to a position limitation.

The reported number of positions in Fiscal Year 1996 increased from the previous year as part of the Governor's intent to report the full size of the state workforce. In prior years, "special project" positions were not included in determining the number of state employees. In Fiscal Year 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 personnel payroll system (SHARP).

Source: Fiscal Year 2000 Comparison Report, The Governor's Budget Report with Legislative Authorizations.

Workforce Trends

Section Two of this report illustrates fundamental trends with the State of Kansas and how our state compares to other state governments. The information in this section supports the fact that many agencies' characteristics are similar. The similarities across different agencies illustrate the concept of the State of Kansas as a single employer.

- **55.3 days** is the average number of days from when a vacancy appears on the Notice of Vacancies until the new employee's first day on the job. A vacancy is typically posted for ten days. The remainder of this time is used to complete the interview process and the normal two week notice given to a current employer.

Effective November 8, 1999, the Governor implemented a ninety day hiring freeze on vacant positions, a suspension of all position reallocations and the use of temporary appointments due to fiscal constraints. A waiver procedure was put in place to assure that this action did not impact public safety or workers who provided direct care to Kansans. The freeze ended February 5, 2000.

- **63%** of the classified, regular employees who left state service (excluding retirements) in Fiscal Year 2000 had 1-5 years of service.

The current turnover rate for classified employees is **13.01%**. This has remained relatively unchanged for several years.

- **17.8%** of the current State of Kansas workforce will be retirement eligible as of December 2005.
- Average salaries for classified employees are consistently below the Central States averages. The variables identified are attributed to the State of Kansas' emphasis on allocating the salary budget to individual employee higher step movement as opposed to maintaining the pay structure.
- The State of Kansas employs a greater percentage of minorities in the classified service than what is represented in the available Kansas workforce.

Recruitment Analysis

Criteria used for the recruitment section of this report

- All data includes Classified-regular full-time employees.
- The data for this section was generated by SHARP and Recruitment Tracking as of 5/31/2000.
- Job Classes not listed in the following charts indicate no vacancy activity for the stated time frame.
- The number of applicants represents the average number of applicants per requisition.

State of Kansas Recruitment Averages

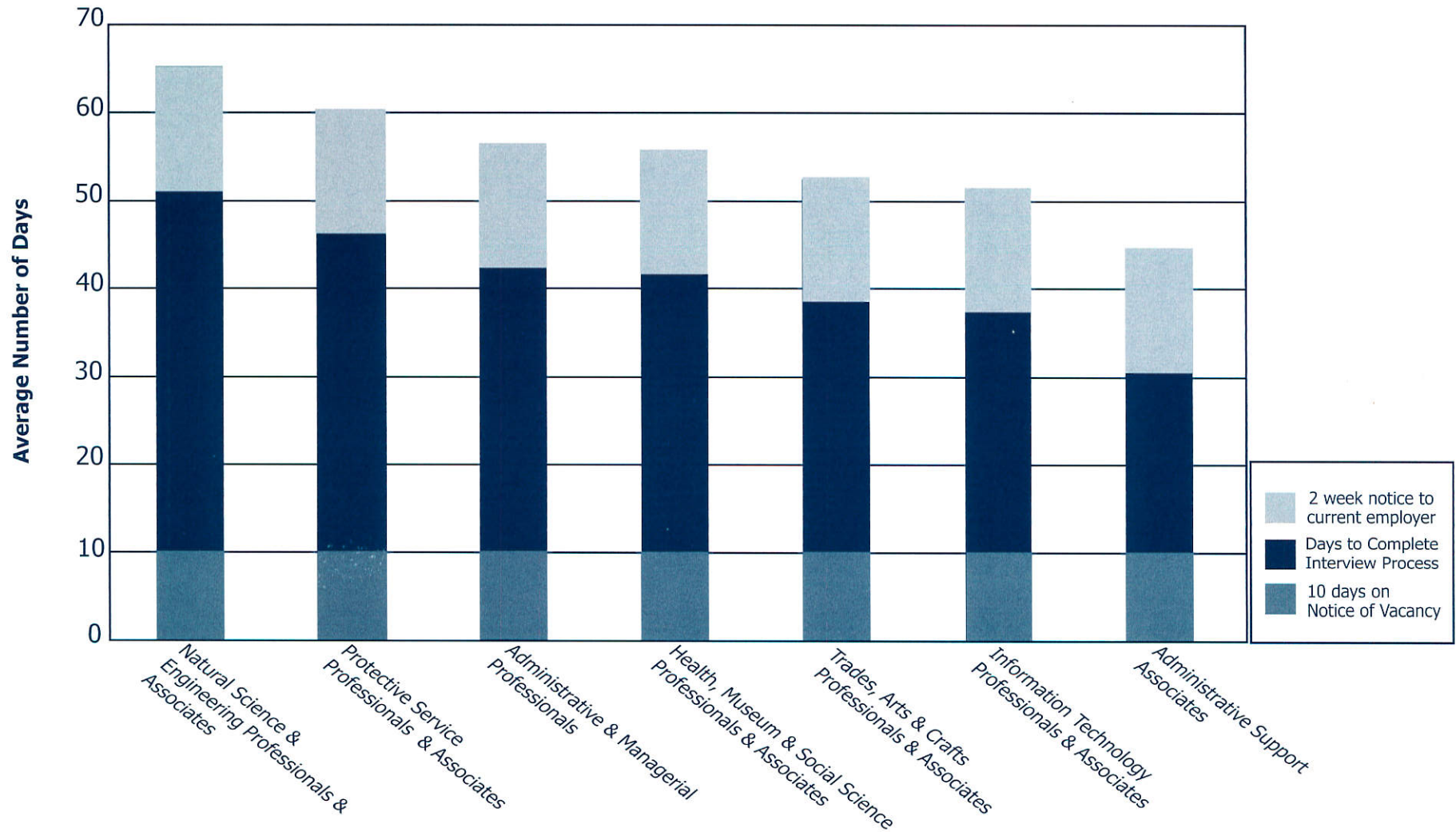
General Recruitment Information

- 5,805 requisitions were open between January 1, 1999 and March 31, 2000
 - 5,796 were classified positions
 - 9 were unclassified positions(Unclassified positions are not required to be posted on the Notice of Vacancies.)
- 10.94 was the average number of applications received per vacancy
- 21,662 people submitted 63,523 applications
- 2.93 was the average number of times a person applied
- The average employee retires 33 months after becoming retirement eligible

Applicant Residence

- 98.1% of the applicants reside in Kansas
- 1.7% reside in Missouri
- 0.2% reside in other states
- 36% of applicants applying for full time positions are from outside of state service
- 64% of applicants applying for full time positions are currently employed in state service or have been employed by the State of Kansas in the past.

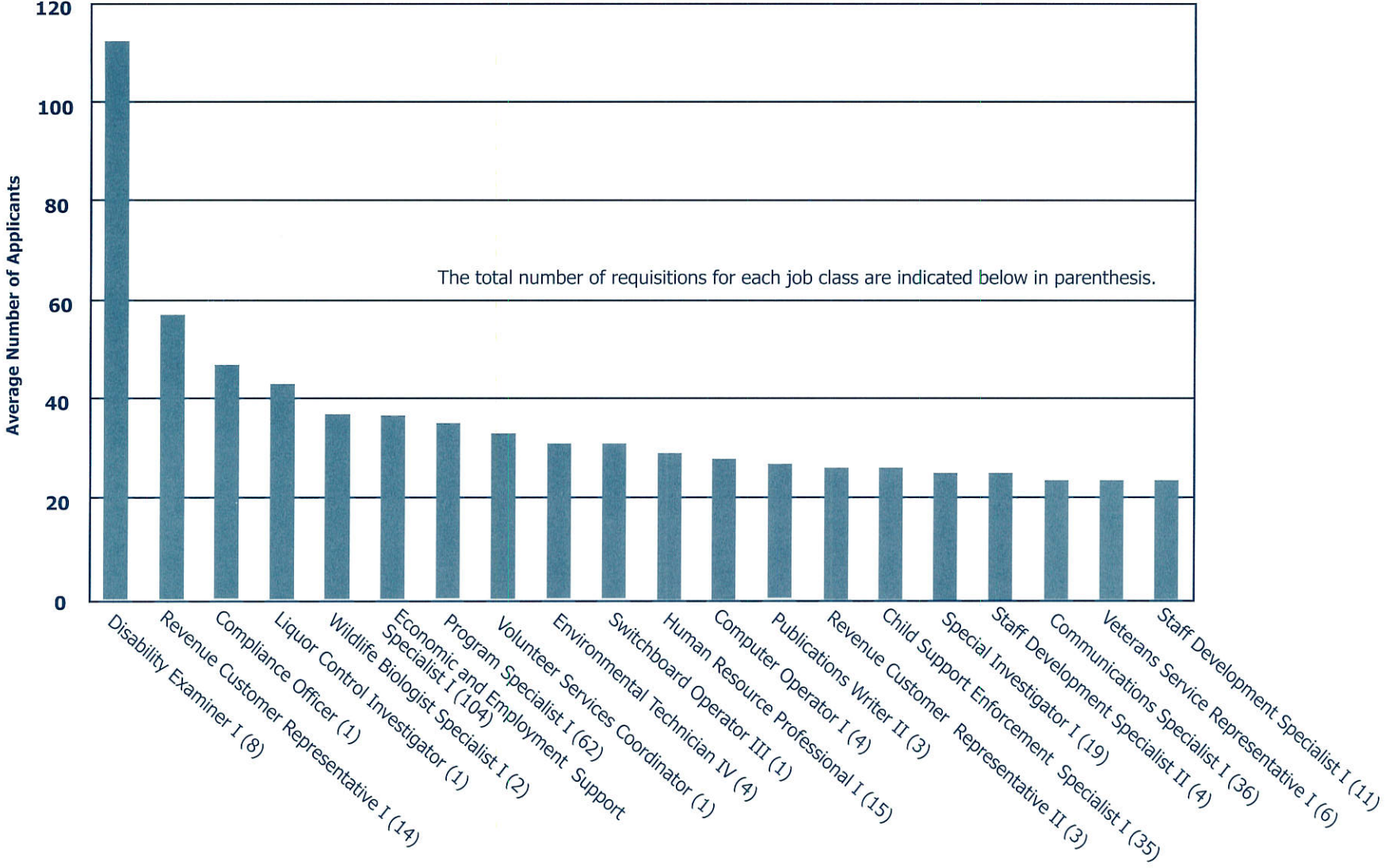
Average Number of Days to Fill a Vacancy by Job Category January 1, 1999 to March 31, 2000



Comments: The average number of days starts when the vacancy is posted on the Notice of Vacancies and ends on the new employee's first day. This time includes the 10 days the vacancy is on the Notice of Vacancies and the typical two week notice given to the current employer. These seven job categories correspond to the seven State of Kansas Employment Registration booklets. The ninety day hiring freeze was in effect from 11/8/99 through 2/5/00.

Source: SHARP (6-30-2000); Excludes unclassified, temporary, student employees.

Job Classes with the Highest Average Number of Applicants January 1, 1999 to March 31, 2000



Source: SHARP (3-31-2000); Excludes unclassified, temporary, student employees.

Appointment of Classified Employees by Agency

Fiscal Year 2000

Agency Name	Hires	Rehires	Promotions	Demotions	Transfers
Accountancy, Board of	2	0	1	0	0
Adjutant General	3	1	3	0	1
Administration, Department of	48	16	96	7	21
Aging, Department on	1	4	15	0	3
Agriculture, Department of	11	13	28	2	2
Animal Health Department	2	0	4	0	1
Atchison Juvenile Correctional Facility	2	1	6	2	8
Attorney General	0	0	0	0	0
Banking Department	5	3	7	3	0
Barbering, Board of	0	0	0	0	0
Behavioral Sciences Regulatory Board	2	3	1	0	0
Beloit Juvenile Correctional Facility	24	0	7	2	1
Blind, School for the	2	1	0	0	0
Citizens' Utility Ratepayer Board	0	0	0	0	0
Commerce and Housing, Department of	12	10	17	0	0
Corporation Commission, Kansas	5	3	13	0	2
Corrections, Department of	15	9	28	1	32
Cosmetology, Board of	1	1	1	0	0
Credit Unions, Department of	1	0	0	0	1
Deaf, School for the	4	2	1	0	0
Dental Board, Kansas	0	0	0	0	0
Education, Department of	10	5	10	0	3
El Dorado Correctional Facility	68	14	39	6	10
Ellsworth Correctional Facility	19	2	14	3	3
Emergency Medical Services Board	0	0	2	0	0
Emporia State University	31	11	11	3	29
Fair, Kansas State	3	3	1	0	0
Fire Marshal, State	5	0	5	0	1
Fort Hays State University	18	2	20	0	4
Governmental Ethics Commission	N/A	N/A	N/A	N/A	N/A
Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Healing Arts, Board of	0	1	3	0	1
Health and Environment, Department of	53	26	56	1	18
Health Care Stabilization Bd of Governors	1	0	2	1	0
Highway Patrol	52	14	82	11	23
Historical Society, State	6	11	7	1	3
Human Resources, Department of	27	19	90	15	17
Human Rights Commission, Kansas	1	0	3	1	1
Hutchinson Correctional Facility	72	18	43	7	24
Indigents' Defense Services, Board of	9	1	16	4	1
Insurance Department	1	0	5	0	0
Investigation, Kansas Bureau of	4	0	24	1	6
Judicial Council	0	0	0	0	0
Judiciary	N/A	N/A	N/A	N/A	N/A
Juvenile Justice Authority	0	1	1	0	3
Kansas Arts Commission	1	0	0	0	0
Kansas Public Employees Retirement System	1	0	9	0	1
Kansas State University	136	72	159	7	33
Kansas, Inc.	N/A	N/A	N/A	N/A	N/A
KU Medical Center	67	12	24	2	48
Lansing Correctional Facility	113	18	74	9	8
Larned Correctional Mental Health Facility	26	3	18	0	1
Larned Juvenile Correctional Facility	11	4	16	1	8
Larned State Hospital	48	29	41	5	67
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A
Legislative Research Department	N/A	N/A	N/A	N/A	N/A
Legislature	N/A	N/A	N/A	N/A	N/A
Library, State	2	2	4	0	0
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A

Appointment of Classified Employees by Agency

Fiscal Year 2000

Agency Name	Hires	Rehires	Promotions	Demotions	Transfers
Lottery, Kansas	3	0	3	0	0
Mortuary Arts, Board of	0	0	0	0	0
Neurological Institute, Kansas	9	16	25	5	74
Norton Correctional Facility	18	2	16	1	1
Nursing, Board of	2	1	1	1	0
Ombudsman for Corrections	0	0	1	0	0
Optometry Examiners, Board of	0	0	0	0	0
Osawatomie State Hospital	56	22	28	4	39
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital and Training Center	21	5	45	6	7
Pharmacy, Board of	0	0	0	0	0
Pittsburg State University	19	6	17	2	3
Racing and Gaming Commission, Kansas	1	1	8	0	0
Rainbow Mental Health Facility	2	10	17	1	1
Real Estate Appraisal Board, Kansas	0	0	0	0	0
Real Estate Commission, Kansas	1	0	0	0	0
Regents, Board of	1	0	0	0	0
Revenue, Department of	38	21	217	14	39
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	0	0	4	0	1
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A
Social and Rehabilitation Services, Dept. of	155	74	171	34	74
State Conservation Commission	1	0	1	0	0
Tax Appeals, Board of	2	0	3	0	0
Technical Professions, Board of	0	0	3	0	1
Technology Enterprise Corporation, Kansas	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	44	14	50	6	7
Topeka Juvenile Correctional Facility	11	9	9	3	21
Transportation, Kansas Department of	212	65	372	31	95
Treasurer, State	0	1	3	0	0
University of Kansas	173	74	97	12	110
Veterans Affairs, Commission on	60	13	8	3	11
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	1	1	3	0	0
Wheat Commission, Kansas	1	1	0	0	1
Wichita State University	52	14	23	1	3
Wildlife and Parks, Department of	2	5	21	0	10
Winfield Correctional Facility	19	7	18	4	10
TOTAL	1829	697	2171	223	893

Comments: Data represents appointment of new and current state employees. Movement of current employees occurred both within and between agencies. The data was gathered from SHARP action reason codes listed as follows. Hires: Concurrent (multiple) Positions, Higher Step - Exceptional Qualifications for Higher Step Reemployment, Higher Step Right of First Refusal (ROFR), Higher Step Interview Right (IR), Higher Step Reinstatement, and Higher Step Rehire; IR; Rehire; Reemployment, Reinstatement, ROFR. 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.

Effective November 8, 1999, the Governor implemented a statewide ninety day hiring freeze on vacant positions, a suspension of all position reallocations and the use of temporary appointments. A waiver procedure was put in place to assure that this action did not impact public safety or workers who provided direct care to Kansans. The freeze ended February 5, 2000.

Source: SHARP (5-31-2000); Excludes unclassified, temporary, and student employees. No data indicates agency does not have classified employees.

Vacancies by Gender and Ethnic Group

Fiscal Year 2000

Ethnic Group	State	All Applicants			Applicants Hired		
	Employees	Male	Female	Unknown	Male	Female	Unknown
Caucasian	87.4%	39.9%	57.9%	2.2%	45.7%	54.2%	0.1%
African American	7.0%	31.9%	67.6%	0.4%	42.4%	57.6%	0.0%
Hispanic	3.2%	35.1%	64.8%	0.1%	37.8%	62.2%	0.0%
Asian/Pacific Islander	1.1%	37.3%	62.4%	0.3%	42.4%	57.6%	0.0%
American Indian/Alaskan Native	0.9%	36.9%	63.0%	0.1%	50.0%	50.0%	0.0%
No Indication	0.4%	20.3%	37.3%	42.4%	36.1%	56.9%	6.9%
Total/Average Percentage	100.0%	33.6%	58.8%	7.6%	42.4%	56.4%	1.2%

Excludes unclassified, temporary and student employees.

Total Kansas Employed Labor Force:

Caucasian	92.1%
African American	4.2%
Hispanic	3.1%
Asian/Pacific Islander	1.1%
American Indian/Alaskan Native	0.8%

Source: SHARP (3-31-2000); Statewide figures come from the Kansas Department of Human Resources, Affirmative Action Report. The figures for the Kansas Employed Labor Force are based on 1990 census estimates. They been adjusted to 1999 annual average labor force estimates developed by the Kansas Department of Human Resources.

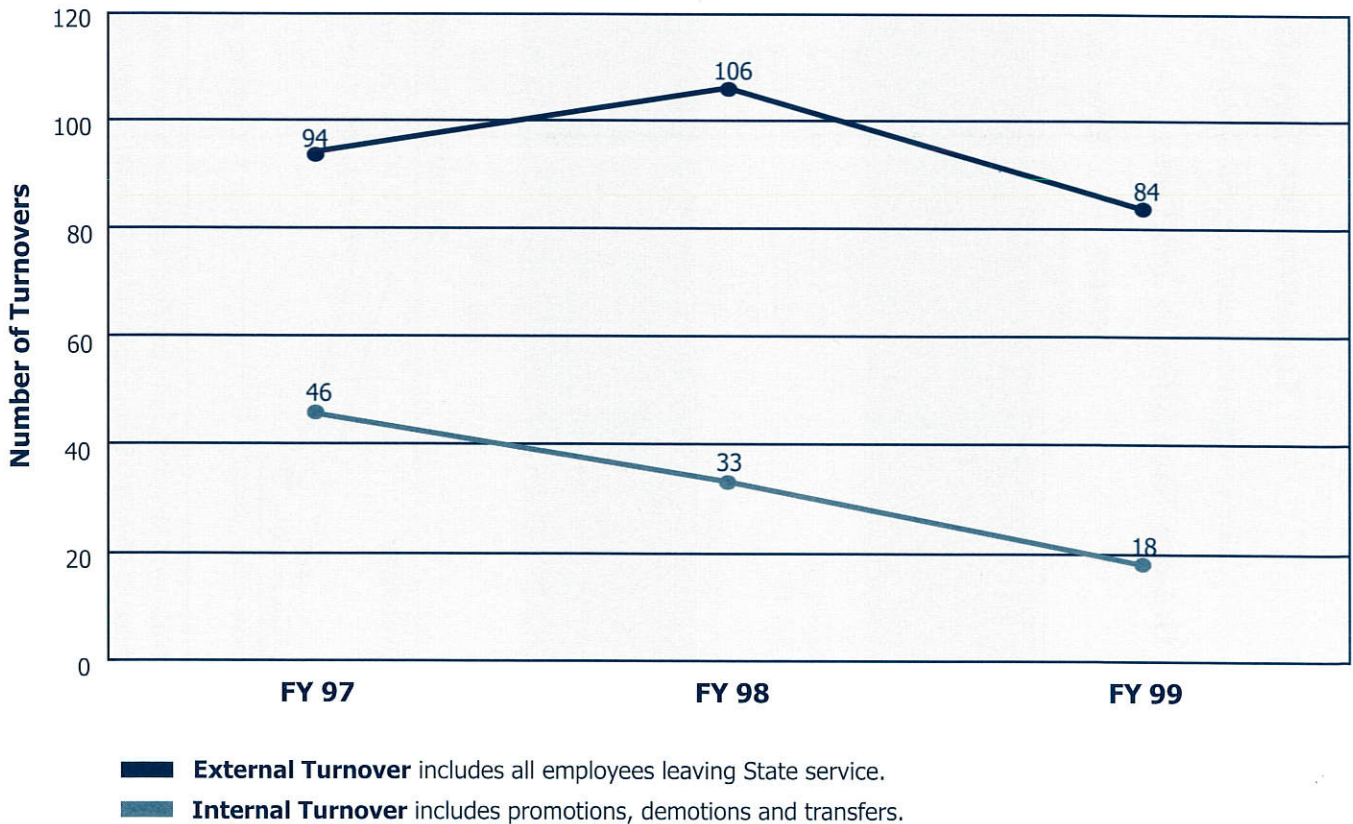
Information Technology Bonus Program

In an effort to enhance recruitment and retention of Information Technology employees, the State of Kansas implemented the Information Technology Bonus Program during Calendar Year 1997. This program has been successful in reducing internal and external turnover as the chart below indicates.

Types of IT Bonuses

<p>Mission Critical Skills Bonus</p> <ul style="list-style-type: none"> IT employees whose skills are needed in a mission critical area Up to 10% of annual base pay Annual increases in bonus up to 13% <p>Mission Critical Project Bonus</p> <ul style="list-style-type: none"> IT employees assigned to specific projects Up to 10% of annual base pay for successful completion of project <p>Recruitment Bonus</p> <ul style="list-style-type: none"> \$500 for state employees who successfully recruit IT employees from outside state government for specific jobs <p>Signing Bonus</p> <ul style="list-style-type: none"> Up to \$3,000 for prospective employees who possess certain skills <p>Skills Acquisition Bonus</p> <ul style="list-style-type: none"> IT employees who acquire designated key skills and demonstrate proficiency Up to 10% of annual base pay
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Internal and External Information Technology Turnover
Calendar Year 1997 to 1999



Source: SHARP (12-31-1999); Excludes unclassified, temporary, student employees.

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Turnover by Classified Job Class and Agency

(Turnover statistics include employees leaving state service through retirement and termination only.)

Turnover Greater Than 30% by Job Class

Turnover Greater Than 20% by Agency

Job Class	Percent Turnover	Employees FY 00	Agency Name	Percent Turnover	Employees FY 00
Mental Health Trainee	84.21%	47.5	Dental Board, Kansas	100.00%	1.0
Food Service Worker	52.17%	92.0	Accountancy, Board of	100.00%	2.0
Communications Specialist	51.06%	23.5	Real Estate Appraisal Board, Kansas	66.67%	1.50
Mental Retardation Trainee	49.35%	38.5	Behavioral Sciences Regulatory Board	57.14%	13.5
Equipment Operator II Trainee	45.27%	121.5	Wheat Commission, Kansas	54.55%	5.50
Custodial Specialist	44.19%	172.0	Health Care Stabilization Fund Bd of Gov	28.57%	7.0
Communications Specialist II	43.59%	39.0	Nursing, Board of	27.59%	14.5
Food Service Supervisor II	43.48%	11.5	Rainbow Mental Health Facility	25.37%	102.5
Service Assistant	42.67%	37.5	Osawatomie State Hospital	24.51%	412.0
Engineering Technician Associate	40.00%	57.5	Tax Appeals, Board of	24.39%	20.5
Corrections Officer I (A)	39.93%	603.5	Treasurer, State	23.26%	21.5
Keyboard Operator I	36.36%	16.5	Veterans Affairs, Commission on	23.24%	206.5
Disability Examiner I	36.36%	16.5	Fair, Kansas State	22.86%	17.5
Economic Development Representative II	36.00%	25.0	Commerce and Housing, Department of	21.74%	115.0
Disability Examiner IV	34.48%	14.5	Topeka Correctional Facility	21.40%	285.0
Utility Worker	30.67%	81.5	Library, State	21.28%	23.5
Office Assistant I	30.43%	46.0	El Dorado Correctional Facility	21.27%	371.5

Statewide Turnover Average 13.01%

Definition of Turnover Rate:

Turnover = $\frac{\text{*Terminations 100\%}}{(\text{Begin Count} + \text{End Count})/2}$

← Total # of Terminations during FY00
← *Terminations: Retirements, voluntary, involuntary and neutral terminations.
← Multiply by 100 to change decimal to percent
← Voluntary Terminations: Resignations.
← Average # of classified employees in FY00
← Involuntary Terminations: Layoffs and Dismissals related to personal conduct, unsatisfactory work performance or end of limited term appointment.

← Neutral Terminations: Deaths

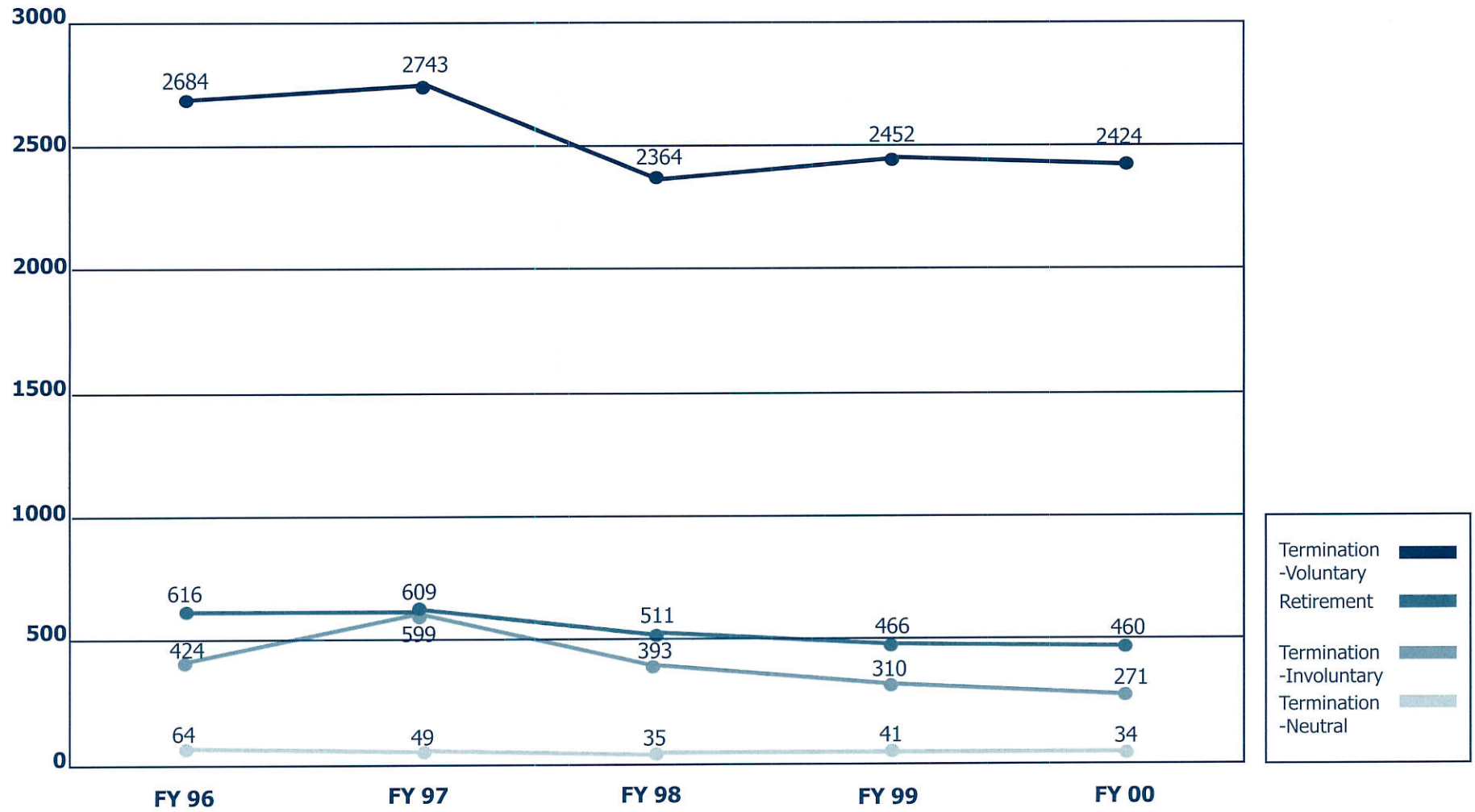
Comments: Job Codes with less than ten classified employees were not included in the above data. Retirements are included even if the employee returned to state service of any kind before the end of FY 2000. Some positions may experience more than one termination during the report period. Categories with a low FTE number may have an artificially inflated turnover rate. Actual counts should be considered when examining turnover rates. Column headings "Employees FY00" represent the average number of employees.

Source: SHARP (7-1-99 to 6-30-00); Excludes unclassified, temporary and student employees; Fiscal Year 2000 Report, The Governor's Budget Report with Legislative Authorizations.

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Turnover by Reason FY 1996 to FY 2000



Comments: The increased number of involuntary terminations during FY 96, FY 97 and FY 98 were largely due to the closure of Topeka and Winfield State Hospitals.

Source: SHARP (6-30-2000); Excludes unclassified, temporary, student employees.

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Retirement Analysis

Criteria used for the retirement charts:

- All data includes Classified-regular, Unclassified-regular and Unclassified-temporary employees.
- All retirement data includes early retirements.
- Retirement buy back options were not considered in retirement calculations.
- The data for this section was generated by SHARP as of 5/19/2000.
- All retirement calculations are based on the service date and birthdate as reported in SHARP.
- Employees not contributing to Kansas Public Employees Retirement System (KPERs) are not included in this data.

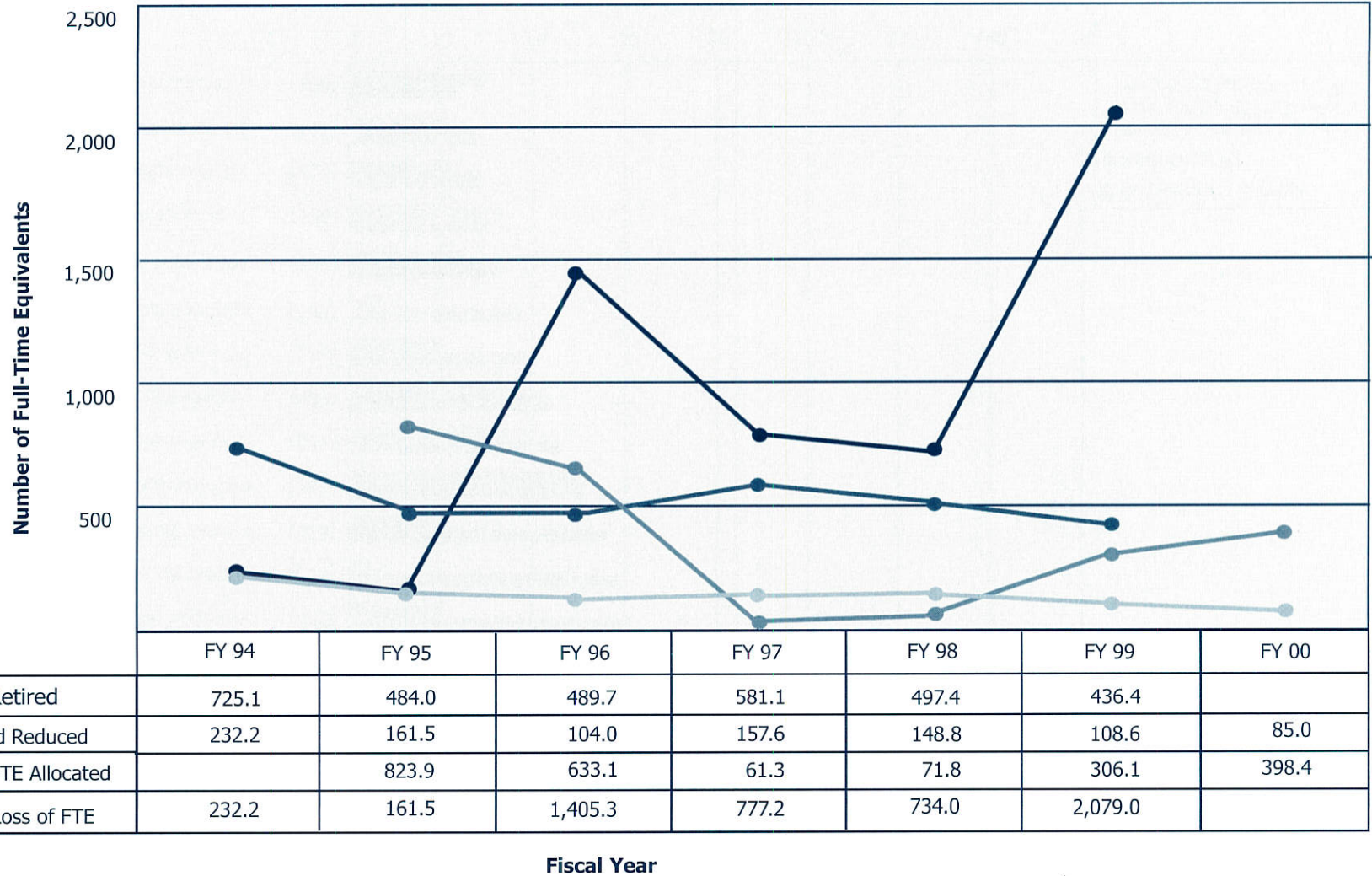
The retirement eligibility criteria:

- Employees age 65 and over;
- Employees age 62 and over with 10 years of qualifying state employment;
- Employees qualifying under the "85-point" plan; OR
- Employees age 55 or over with 10 years of service (not qualifying under any of the previous three criteria) taking early retirement with reduced benefits.

State of Kansas Retirement Averages

- 61 years is the average age a male retires from state service.
- 62 years is the average age a female retires from state service.
- The average employee retires with 22 years of state service.
- The average employee retires 33 months after becoming retirement eligible.

Workforce Trends FY 1994 to FY 2000



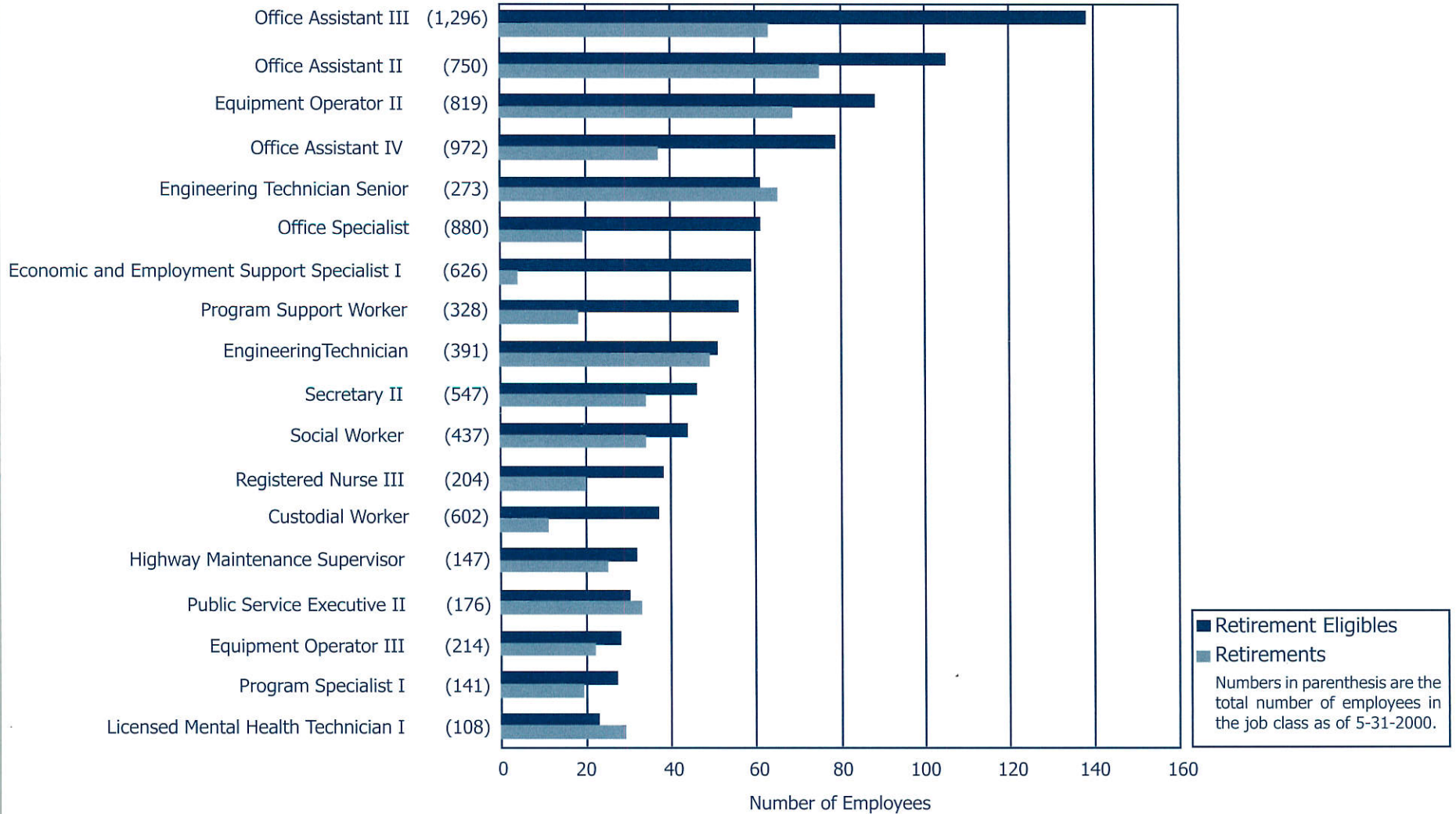
Comments: The 2000 Legislature repealed the Retirement Reduction program. The *Retired Reduced* figures include data gathered as of April 27, 2000.

Source: Fiscal Year 2000 Comparison Report, The Governor's Budget Report with Legislative Authorizations.

Job Classes with the Highest Number of Retirements

January 1996-May 2000

07-1



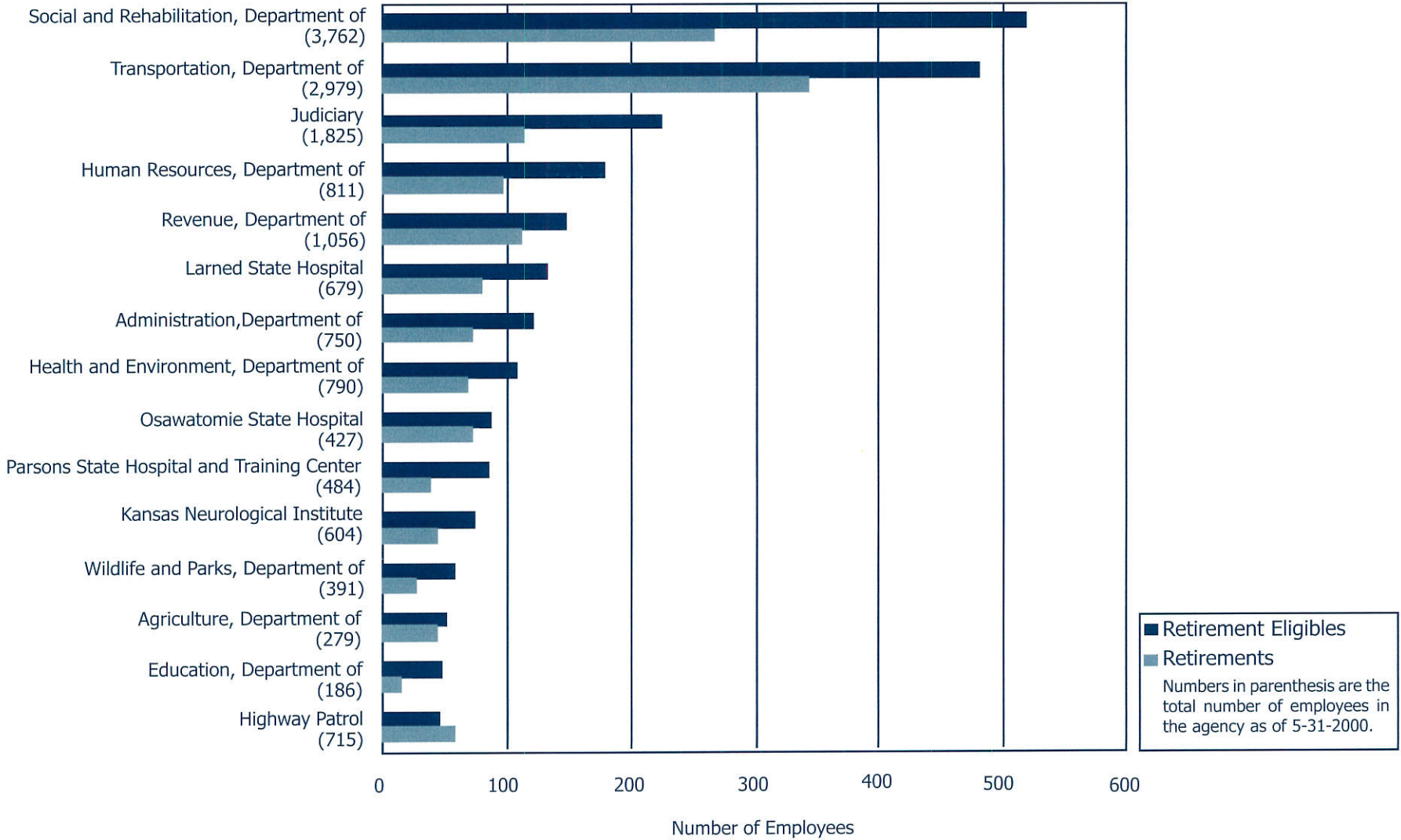
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Source: SHARP 5-19-2000; Eligibility figures include all employees who were contributing to KPERS and who were qualified for retirement as of December 1999. Retirement buyback options were not considered in retirement calculations.

Agencies with the Highest Number of Retirements

January 1996-May 2000



Source: SHARP 5-19-2000; Eligibility figures include all employees who were contributing to KPERs and who were qualified for retirement as of December 1999.

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Projected Retirements by Classified Job Class and Agency

As of December 2005

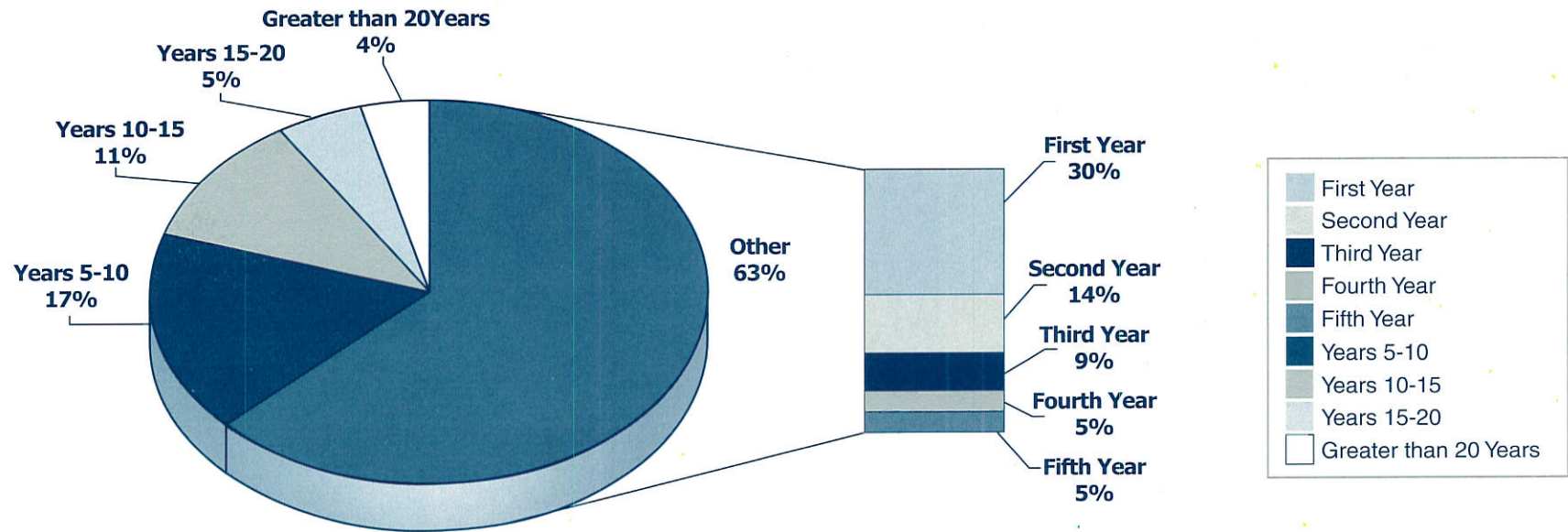
Job Class	Current Number Of Employees	Projected Eligibles	Percent Eligibles	Agency Name	Current Number Of Employees	Projected Eligibles	Percent Eligibles
Office Assistant III	1296	285	22.0%	Social and Rehabilitation, Department of	3762	1331	35.4%
Office Assistant II	750	205	27.3%	Transportation, Department of	2979	897	30.1%
Equipment Operator II	819	189	23.1%	Judiciary	1825	542	29.7%
Economic & Employment Support Specialist I	626	184	29.4%	Human Resources, Department of	811	407	50.2%
Office Assistant IV	972	159	16.4%	Revenue, Department of	1056	340	32.2%
Office Specialist	880	130	14.8%	Health and Environment, Department of	790	288	36.5%
Program Support Worker	328	111	33.8%	Administration, Department of	750	275	36.7%
Social Worker	437	106	24.3%	Larned State Hospital	679	268	39.5%
Engineering Technician	391	104	26.6%	Osawatomie State Hospital	427	160	37.5%
Secretary II	547	100	18.3%	Parsons State Hospital and Training Center	484	157	32.4%
Public Service Executive II	176	98	55.7%	Kansas Neurological Institute	604	141	23.3%
Engineering Technician Senior	273	94	34.4%	Wildlife and Parks, Department of	391	123	31.5%
Registered Nurse III	204	84	41.2%	Highway Patrol	715	102	14.3%
Program Consultant I	200	72	36.0%	Agriculture, Department of	279	101	36.2%
Program Consultant II	161	71	44.1%	Education, Department of	186	93	50.0%

Comments: All projected retirements are in the classified service. Data includes current employees only. Employees hired after 5/19/2000 are not included in projections.

17.8% of the current State of Kansas workforce will be retirement eligible by December 2005.

Source: SHARP (5-31-2000); Includes only employees contributing to KPERs.

Terminations by Years of Service



Separation of Classified Employees by Agency

Fiscal Year 2000

Agency Name	Terminations	Retirements	Layoffs
Accountancy, Board of	0	0	
Adjutant General	1	1	
Administration, Department of	21	12	
Aging, Department on	5	2	
Agriculture, Department of	4	8	
Animal Health Department	0	1	
Atchison Juvenile Correctional Facility	8	0	
Attorney General	0	0	
Banking Department	9	0	
Barbering, Board of	0	0	
Behavioral Sciences Regulatory Board	1	0	
Beloit Juvenile Correctional Facility	5	0	
Blind, School for the	1	2	
Citizens' Utility Ratepayer Board	0	0	
Commerce and Housing, Department of	16	3	
Corporation Commission, Kansas	5	3	
Corrections, Department of	9	4	1
Cosmetology, Board of	0	1	
Credit Unions, Department of	0	0	
Deaf, School for the	3	1	
Dental Board, Kansas	0	1	
Education, Department of	1	2	
El Dorado Correctional Facility	54	1	
Ellsworth Correctional Facility	16	2	
Emergency Medical Services Board	0	1	
Emporia State University	5	5	
Fair, Kansas State	3	0	
Fire Marshal, State	1	1	
Fort Hays State University	15	1	
Governmental Ethics Commission	0	0	
Governor, Office of the	0	0	
Healing Arts, Board of	2	1	
Health and Environment, Department of	33	17	1
Health Care Stabilization Board of Governors	1	0	
Highway Patrol	28	23	4
Historical Society, State	13	4	
Human Resources, Department of	30	15	3
Human Rights Commission, Kansas	3	0	
Hutchinson Correctional Facility	32	10	
Indigents' Defense Services, Board of	1	0	
Insurance Department	0	0	
Investigation, Kansas Bureau of	7	1	
Judicial Council	0	0	
Judiciary	0	0	
Juvenile Justice Authority	0	1	
Kansas Arts Commission	0	0	
Kansas Public Employees Retirement System	2	1	
Kansas State University	88	27	
Kansas, Inc.	0	0	
KU Medical Center	54	13	
Lansing Correctional Facility	89	8	
Larned Correctional Mental Health Facility	24	0	
Larned Juvenile Correctional Facility	15	1	
Larned State Hospital	15	11	
Legislative Coordinating Council	0	0	

Separation of Classified Employees by Agency

Fiscal Year 2000

Agency Name	Terminations	Retirements	Layoffs
Legislative Division of Post Audit	0	0	
Legislative Research Department	0	0	
Legislature	0	0	
Library, State	1	1	
Lieutenant Governor, Office of the	0	0	
Lottery, Kansas	6	0	
Mortuary Arts, Board of	0	0	
Neurological Institute, Kansas	42	5	
Norton Correctional Facility	10	7	
Nursing, Board of	3	1	
Ombudsman for Corrections	0	0	
Optometry Examiners, Board of	0	0	
Osawatomie State Hospital	69	14	
Parole Board, Kansas	0	0	
Parsons State Hospital and Training Center	17	9	
Pharmacy, Board of	0	1	
Pittsburg State University	1	2	
Racing and Gaming Commission, Kansas	2	1	
Rainbow Mental Health Facility	8	3	
Real Estate Appraisal Board, Kansas	1	0	
Real Estate Commission, Kansas	0	0	
Regents, Board of	0	0	
Revenue, Department of	54	16	
Revisor of Statutes	0	0	
Secretary of State	0	0	
Securities Commissioner, Office of the	0	0	
Sentencing Commission, Kansas	0	0	
Social and Rehabilitation Services, Department. of	145	38	
State Conservation Commission	0	0	
Tax Appeals, Board of	2	0	1
Technical Professions, Board of	0	0	
Technology Enterprise Corporation, Kansas	0	0	
Topeka Correctional Facility	19	4	
Topeka Juvenile Correctional Facility	27	0	1
Transportation, Kansas Department of	178	35	
Treasurer, State	1	0	
University of Kansas	90	22	
Veterans Affairs, Commission on	9	3	
Veterinary Examiners, Board of	0	0	
Water Office, Kansas	0	0	
Wheat Commission, Kansas	0	1	
Wichita State University	75	9	
Wildlife and Parks, Department of	13	4	
Winfield Correctional Facility	25	1	
TOTAL	1419	316	11

Comments: Data represents employees leaving state service. Data was gathered from the following SHARP action reason codes as follows:

Terminations: Personal Conduct, all Resign Reasons (Other, Family Reasons, Job Abandonment, Health Reasons, Personal Reasons, other Position, Mutual Consent, Return to School, Dissatisfied with Work, Dissatisfied with Pay), Unsatisfactory Work Performance.

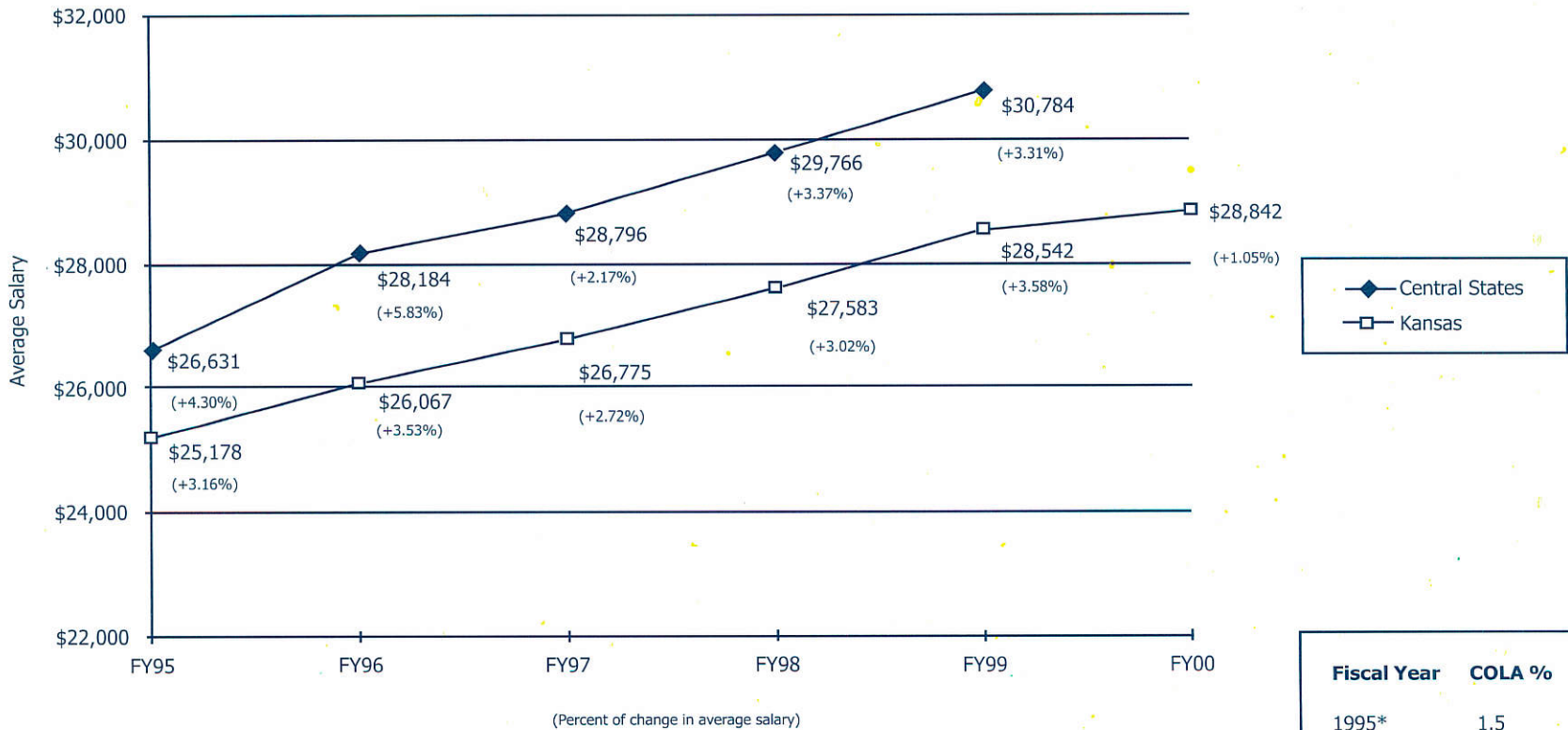
Layoffs: Shortage of Work/Funds, Incumbent Returns from Leave, Incumbent Returns Per Civil Service Board, Other.

Retirements: Regular Retirement

Source: SHARP (5-31-2000); 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 vs. Central States



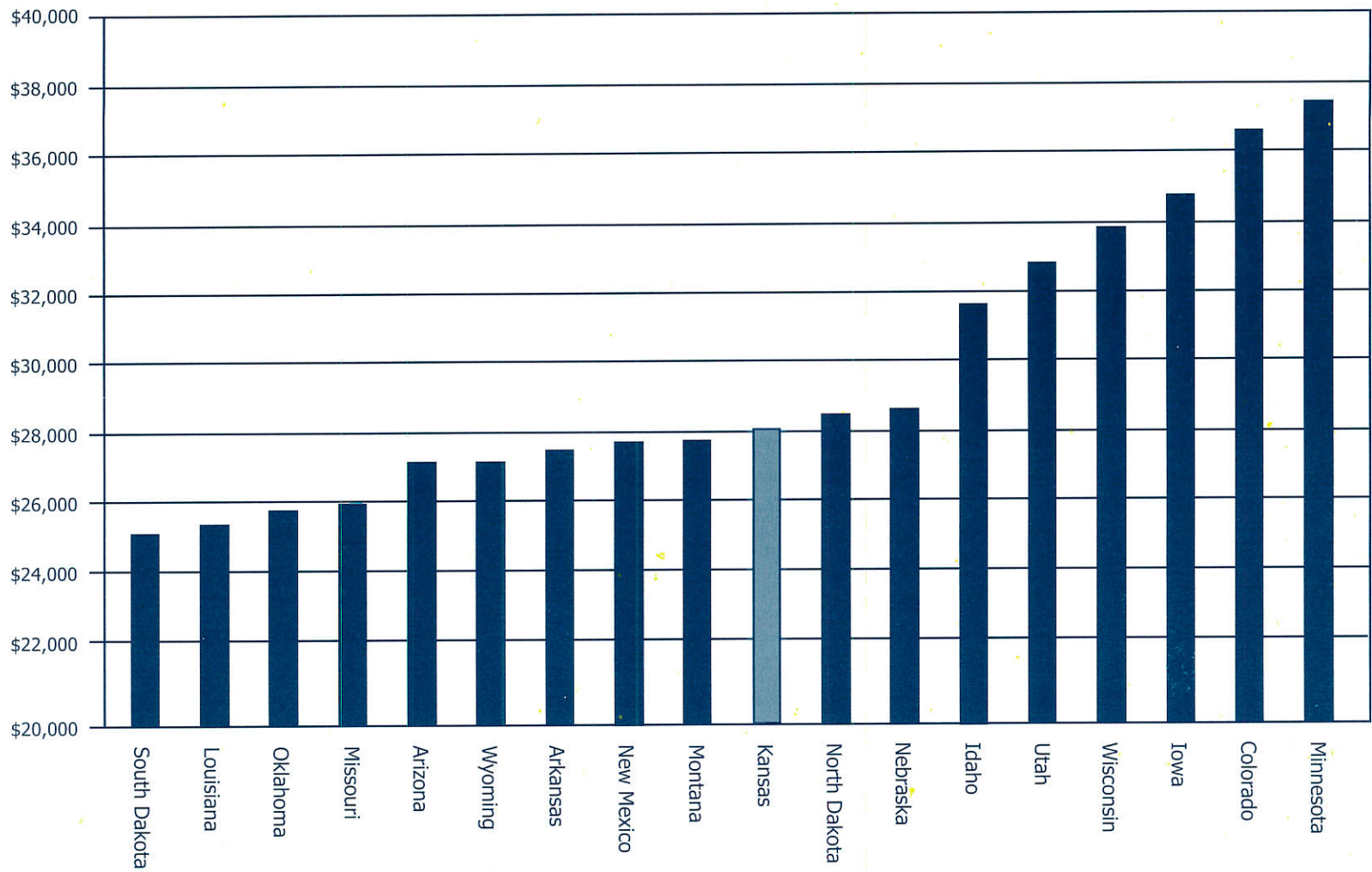
Fiscal Year	COLA %
1995*	1.5
1996	1.0
1997	0.0
1998	1.0
1999	1.5
2000	1.0

*Last 9 months only

Comments: Various factors contribute to change in the average annual salary. Many employees are eligible for step movement within the pay plan each year, approximately a 2.5% increase. Cost of Living Adjustments (COLA) are based on legislative approval. The State of Kansas has historically allocated the majority of the annual salary budget to fund longevity based programs (step movement and longevity payment). This has resulted in marginal annual adjustments to the pay structure. The cumulative effect has eroded the state's ability to provide competitive wages and hinders recruitment efforts. In contrast, other employers have maintained the competitive status of their pay structures by annually allocating the majority of their annual salary budget to pay structure adjustments.

Source: Prior annual reports KIPPS data; SHARP (5-31-2000); American Compensation Association; 1999 Central States Compensation Association. At publication the 2000 Central States data was not available.

Average Classified Salary for Central States



Comments: The average classified salary for Kansas ranked 9th in comparison to the other 18 Central States averages.

Source: 1999 Central States Compensation Association. At publication the 2000 Central States data was not available.

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Employment and Average Salaries in All State and Local Governments 1997 and 1998, U.S. Bureau of the Census

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State	FTE per 10,000 Population		1998 Rank	Average Annual Salary		1998 Rank	State	FTE per 10,000 Population		1998 Rank	Average Annual Salary		1998 Rank
	1997	1998		1997	1998			1997	1998				
Alabama	188	190	15	\$29,429	\$29,662	38	Montana	208	219	8	\$28,845	\$28,772	45
Alaska	367	361	2	\$43,365	\$44,123	3	Nebraska	179	175	24	\$26,854	\$27,425	48
Arizona	134	133	44	\$30,226	\$32,833	26	Nevada	137	138	41	\$35,482	\$36,469	16
Arkansas	192	194	14	\$28,276	\$30,401	36	New Hampshire	145	144	37	\$30,300	\$51,177	1
California	104	103	50	\$44,110	\$45,245	2	New Jersey	153	152	33	\$42,502	\$44,031	4
<i>Colorado</i>	<i>153</i>	<i>155</i>	<i>32</i>	<i>\$40,523</i>	<i>\$41,010</i>	<i>7</i>	<i>New Mexico</i>	<i>237</i>	<i>246</i>	<i>4</i>	<i>\$28,342</i>	<i>\$28,692</i>	<i>46</i>
Connecticut	183	186	18	\$40,847	\$43,008	5	New York	138	138	40	\$41,356	\$42,605	6
Delaware	299	297	3	\$32,522	\$33,937	22	North Carolina	165	163	28	\$31,460	\$32,369	31
Florida	128	119	48	\$31,793	\$33,576	23	<i>North Dakota</i>	<i>240</i>	<i>240</i>	<i>5</i>	<i>\$28,885</i>	<i>\$29,241</i>	<i>39</i>
Georgia	149	147	35	\$29,784	\$31,452	34	Ohio	125	121	47	\$34,786	\$35,871	18
Hawaii	435	441	1	\$31,879	\$32,785	28	<i>Oklahoma</i>	<i>217</i>	<i>213</i>	<i>10</i>	<i>\$23,968</i>	<i>\$23,917</i>	<i>50</i>
<i>Idaho</i>	<i>186</i>	<i>179</i>	<i>21</i>	<i>\$27,446</i>	<i>\$32,482</i>	<i>29</i>	Oregon	166	169	26	\$33,832	\$34,783	21
<i>Illinois</i>	<i>119</i>	<i>115</i>	<i>49</i>	<i>\$35,851</i>	<i>\$36,618</i>	<i>15</i>	Pennsylvania	125	124	45	\$36,136	\$36,883	14
<i>Indiana</i>	<i>148</i>	<i>140</i>	<i>38</i>	<i>\$30,633</i>	<i>\$31,799</i>	<i>32</i>	Rhode Island	204	205	13	\$37,673	\$37,996	12
<i>Iowa</i>	<i>196</i>	<i>185</i>	<i>19</i>	<i>\$35,484</i>	<i>\$36,257</i>	<i>17</i>	South Carolina	207	209	12	\$28,382	\$29,179	41
Kansas	171	169	27	\$30,541	\$32,822	27	<i>South Dakota</i>	<i>180</i>	<i>177</i>	<i>22</i>	<i>\$28,377</i>	<i>\$29,161</i>	<i>42</i>
Kentucky	183	184	20	\$30,757	\$31,494	33	Tennessee	152	149	34	\$29,030	\$30,094	37
Louisiana	217	216	9	\$30,436	\$28,906	44	Texas	135	136	43	\$30,804	\$33,377	24
Maine	162	161	30	\$31,508	\$32,449	30	Utah	219	221	7	\$30,227	\$30,758	35
Maryland	157	173	25	\$35,166	\$35,815	19	Vermont	211	212.06	11	\$29,893	\$32,839	25
Massachusetts	147	137	42	\$36,435	\$38,676	10	Virginia	157	163	29	\$31,105	\$34,876	20
<i>Michigan</i>	<i>141</i>	<i>139</i>	<i>39</i>	<i>\$39,534</i>	<i>\$39,794</i>	<i>9</i>	Washington	193	187	17	\$34,112	\$37,046	13
<i>Minnesota</i>	<i>152</i>	<i>146</i>	<i>36</i>	<i>\$37,004</i>	<i>\$40,753</i>	<i>8</i>	West Virginia	178	177	23	\$27,931	\$28,408	47
Mississippi	188	188	16	\$27,862	\$29,043	43	<i>Wisconsin</i>	<i>125</i>	<i>124</i>	<i>46</i>	<i>\$37,880</i>	<i>\$38,575</i>	<i>11</i>
Missouri	164	159	31	\$27,476	\$29,194	40	Wyoming	230	231	6	\$25,409	\$26,199	49

italicized data represents Central States Compensation Association member states.

Average FTE per 10,000 population for all states in 1997: 182
 Average FTE per 10,000 population for Kansas in 1997: 171
 Average annual salary for all states in 1997: \$32,196
 Average annual salary for Kansas in 1997: \$30,541

Average FTE per 10,000 population for all states in 1998: 181
 Average FTE per 10,000 population for Kansas in 1998: 169
 Average annual salary for all states in 1998: \$34,298
 Average annual salary for Kansas in 1998: \$32,822

Comments: The U.S. Bureau of the Census relies on government reports, financial statements, and state accounting or payroll systems as a major statistical source. Bureau statistics include data drawn not only from the central records of a government's finance or payroll office, but also those of dependent educational institutions, semi-autonomous boards, special authorities, and may include city and county governments. Thus, Bureau statistics often do not agree with those issued by the governments themselves.

Source: U.S. Bureau of the Census internet site, www.census.gov/govs/apes98.html#Summary (accessed 6-16-2000); At publication there was no 1999 census data available.

Most Populous Job Classes and Agencies

25 Most Populous Job Classes

25 Most Populous Agencies

Job Classes	Number of Employees	Agency Name	Number of Positions
Office Assistant III	1296	University of Kansas	4520.5
Office Assistant IV	972	Social and Rehabilitation Services, Dept. of	4299.5
Office Specialist	880	Transportation, Kansas Department of	3221.5
Equipment Operator II	819	Kansas State University	3145.2
Office Assistant II	750	KU Medical Center	2494.9
Economic and Employment Support Specialist I	626	Judiciary	1801.5
Corrections Officer I (A)	618	Wichita State University	1728.0
Custodial Worker	602	Kansas State University-ESARP	1270.1
Secretary II	547	Revenue, Department of	1180.0
Social Worker	437	Human Resources, Department of	1061.5
Mental Retardation Technician I	423	Health and Environment, Department of	1002.7
Corrections Officer II	416	Administration, Department of	897.6
Corrections Officer I (B)	400	Highway Patrol	826.8
Engineering Technician	391	Pittsburg State University	797.2
Program Support Worker	328	Larned State Hospital	766.6
Utility Worker	302	Emporia State University	760.5
Corrections Specialist I	288	Fort Hays State University	709.2
Engineering Technician Senior	273	Lansing Correctional Facility	707.0
Secretary I	264	Kansas Neurological Institute	687.0
Office Assistant I	252	Parsons State Hospital and Training Center	523.1
Equipment Operator III	240	Hutchinson Correctional Facility	510.0
Juvenile Corrections Officer I	240	Osawatomie State Hospital	482.4
General Maintenance and Repair Technician II	239	Wildlife and Parks, Department of	395.5
Mental Health Aide	209	El Dorado Correctional Facility	386.0
Custodial Specialist	207	Veterans' Affairs, Commission on	338.8

Comments: During Fiscal Year 2000, almost one-third (30.8%) of the classified workforce was employed in one of the ten most populous job classes. During Fiscal Year 2000, the State of Kansas had approximately 720 job classes.

Source: SHARP (5-31-2000); Excludes unclassified, temporary and student employees.

Comments: During Fiscal Year 2000, over one-half (52.3%) of the total positions (FTE and unclassified temporary) in state agencies were allocated to the seven most populous agencies. During Fiscal Year 2000, the State of Kansas had 99 state agencies.

Source: Fiscal Year 2000 Report, The Governor's Budget Report with Legislative Authorizations.

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

Fiscal Year 2000

Occupational Category	Number of Employees	% Male	Average			% Female	Average		
			Age	Years of Service	Annual Salary		Age	Years of Service	Annual Salary
*Accountants, Auditors and Financial Examiners	1044	30%	46	14	\$38,838	70%	45	15	\$31,243
*Public Relations, Marketing and Economic Development Professionals	117	45%	45	9	\$40,106	55%	42	10	\$36,559
*Regulatory and Compliance Inspectors	234	40%	49	12	\$36,844	60%	47	8	\$39,283
*General Business Administrators and Managers	1010	39%	49	17	\$45,339	61%	47	16	38,862
Real Estate and Property Appraisers	86	58%	50	12	\$40,694	42%	47	9	\$36,041
*Human Resources Professionals and Trainers	521	34%	49	13	\$34,816	66%	47	14	\$32,217
*Architect and Engineer Professionals and Associates	1131	89%	45	16	\$37,917	11%	40	11	\$32,005
Analysts, Consultants and Planners	258	52%	48	16	\$41,132	48%	43	14	\$38,376
*Science Professionals, Technicians and Technologists	626	70%	46	13	\$38,366	30%	41	10	\$32,059
*Psychologists, Social Workers and Rehabilitation Counselors	759	24%	48	15	\$38,034	76%	43	11	\$32,913
*Human Services Professionals and Technicians	1211	26%	47	13	\$31,964	74%	45	13	\$30,500
*Legal Professionals and Technicians	188	47%	47	12	\$46,408	53%	42	10	\$37,028
*Archival, Historical, Museum & Library Professionals and Technicians	264	25%	46	13	\$29,963	75%	46	14	\$26,436
*Graphic and Performing Artists	96	64%	44	12	\$29,095	36%	42	10	\$27,585
*Non-Licensed Medical and Health Technicians	933	25%	43	10	\$25,180	75%	44	11	\$22,067
*Licensed Medical and Health Professionals and Technicians	1072	27%	41	12	\$26,395	73%	45	12	\$29,440
*Animal Medical and Health Professionals and Technicians	100	51%	47	15	\$28,795	49%	39	8	\$26,034
*Administrative Specialists	355	34%	49	14	\$30,633	66%	46	15	\$28,425
*Office Support Workers	5032	8%	44	11	\$21,652	92%	45	11	\$22,006
*Protective Services Professionals and Technicians	3669	77%	42	10	\$29,943	23%	40	8	\$26,738
*Conservation, Horticultural & Wildlife/Forestry Professionals and Technicians	329	93%	44	15	\$33,068	7%	40	10	\$25,758
*Grain Service Inspectors, Operators and Examiners	10	100%	47	17	\$33,353				
Printing Workers	147	76%	47	15	\$28,444	24%	45	14	\$26,210
*Building and Electronic Trades Workers	1437	97%	47	12	\$26,266	3%	44	11	\$22,819
Vehicle, Equipment and Aircraft Mechanics/Operators	1588	97%	44	12	\$25,649	3%	43	9	\$22,618
Information Resource Management Professionals and Technicians	187	61%	43	11	\$43,967	39%	44	14	\$40,236
*Data Processing Professionals and Technicians	651	58%	43	12	\$39,448	42%	43	15	\$36,757
*Telecommunications Professionals and Technicians	143	82%	44	12	\$36,800	18%	45	20	\$37,018
*Dietetic, Nutrition and Food Services Professionals and Technicians	291	17%	40	8	\$19,613	83%	47	10	\$21,558
*Miscellaneous Services Professionals and Workers	961	47%	47	10	\$18,257	53%	51	9	\$18,368

*Occupational categories may include para-professionals, technicians, and office/clerical support positions.

Source: SHARP (5-31-2000); Excludes unclassified, temporary and student employees.

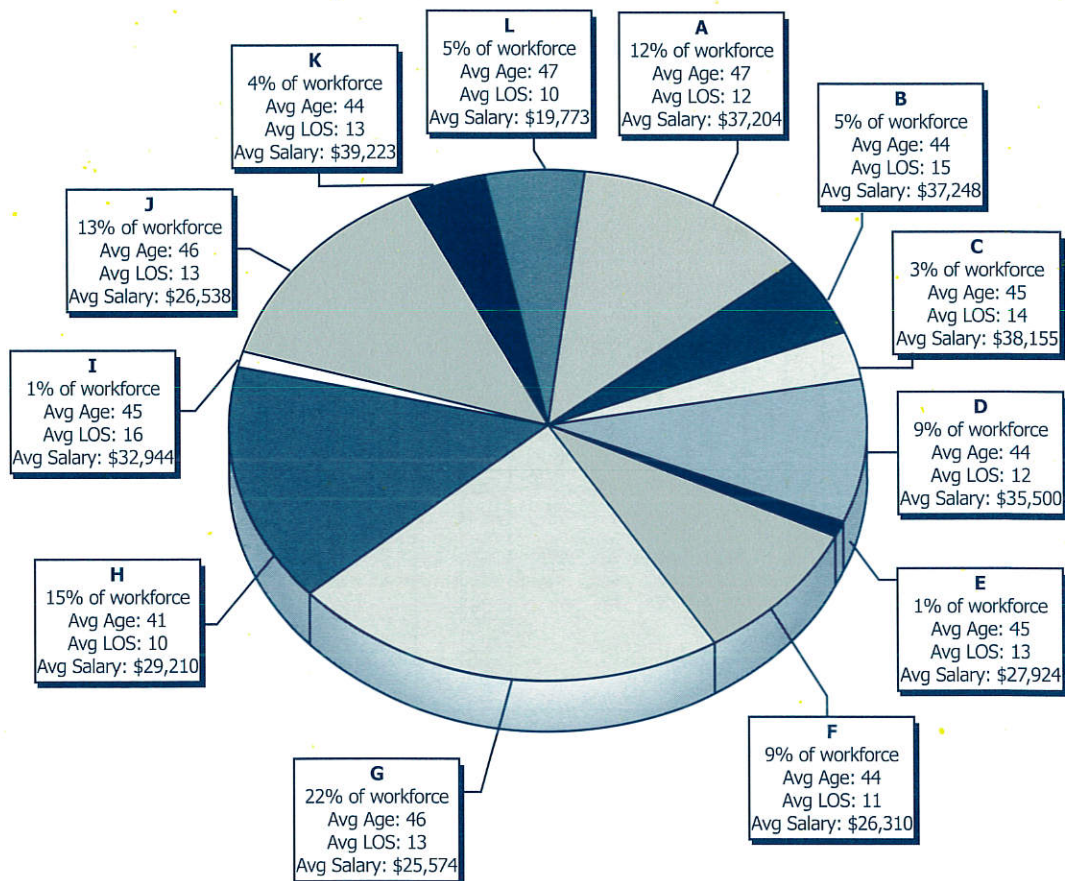
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Occupational Category Comparison

Percentage of Workforce, Average Age, Salary, and Length of Service



Category A: Accountants, Auditors, Financial Examiners, Public Relations, Marketing, Economic Development Professionals, Regulatory and Compliance Inspectors, General Business Administrators and Managers, Real Estate and Property Appraisers, Human Resource Professionals and Trainers

Category B: Architect and Engineer Professionals and Associates

Category C: Analysts, Consultants, Planners, Science Professionals, Technicians and Technologists

Category D: Psychologists, Social Workers, Rehabilitation Counselors, Human Service Professionals and Technicians

Category E: Archival, Historical, Museum and Library Professionals and Technicians, Graphic and Performing Artists

Category F: Non-Licensed Medical and Health Technicians, Licensed Medical and Health Professionals and Technicians, Animal Medical and Health Professionals and Technicians

Category G: Administrative Specialists and Office Support Workers

Category H: Protective Services Professionals and Technicians

Category I: Conservation, Horticultural and Wildlife/Forestry Professionals and Technicians, Grain Service Inspectors, Operators and Examiners

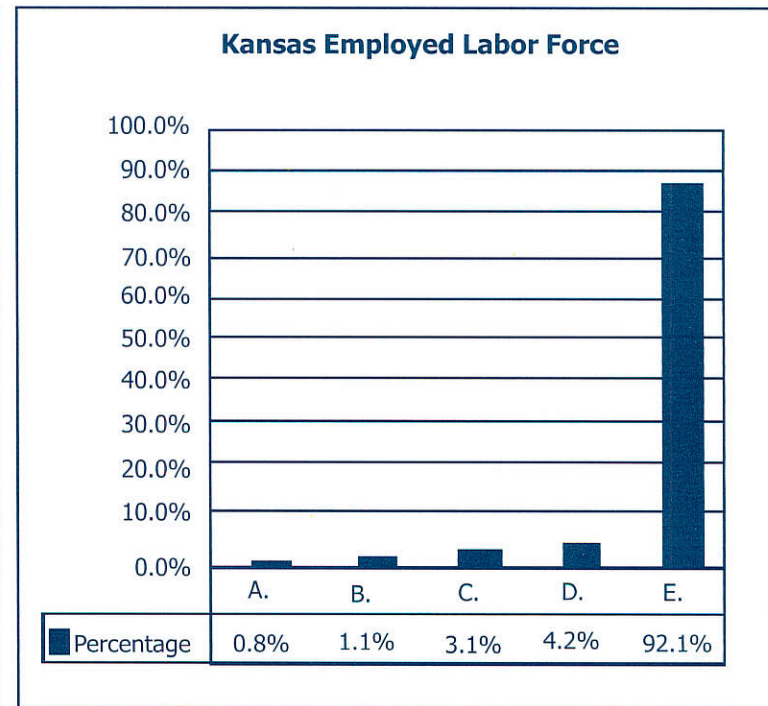
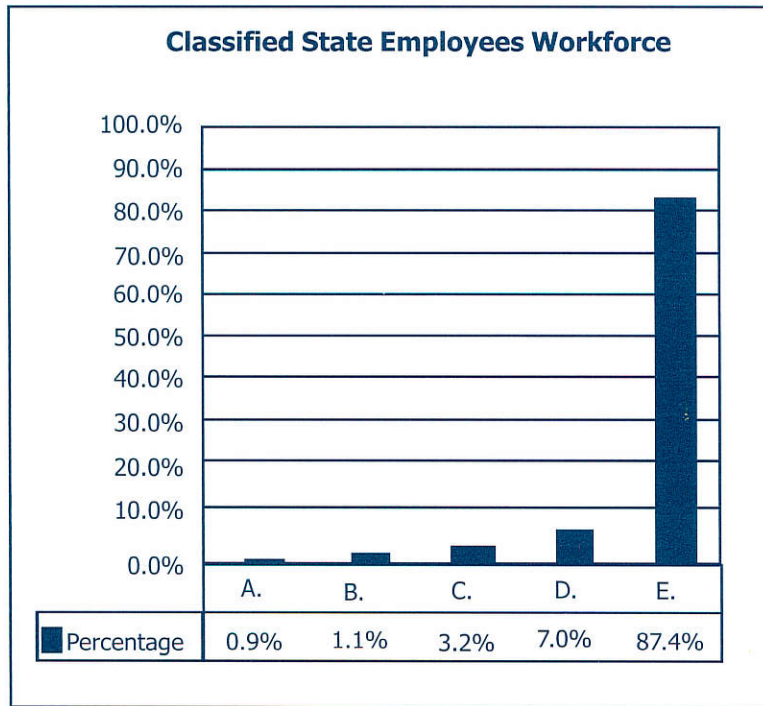
Category J: Printing Workers, Building and Electronic Trades Workers, Vehicle, Equipment and Aircraft Mechanics and Operators

Category K: Information Resource Management Professionals and Technicians, Data Processing Professionals and Technicians, Telecommunications Professionals and Technicians

Category L: Dietetic, Nutrition and Food Services Professionals and Technicians, Miscellaneous Services

Source: SHARP (5-31-2000); Excludes unclassified, temporary and student employees.

The Ethnic Distribution Comparison of Classified Employee Workforce and Kansas Employed Labor Force



A. American Indian/Alaskan Native B. Asian/Pacific Islander C. Hispanic D. African-American E. Caucasian

Comments: The percentages in the *Kansas Employed Labor Force* chart include data from state government workforce and non-state government workforce combined. The *unclassified* workforce consists of 11.5% determinable minorities, compared to 12.2% determinable minorities for the *classified* workforce. The data on these charts remained unchanged from FY 99, with the exception of the Classified State Employees Work Force, Asian/Pacific Islander increased by .17% and the African-American decreased by .1%.

Source: SHARP (5-31-2000); Kansas Department of Human Resources, Affirmative Action Report. The figures for the *Kansas Employed Labor Force* chart are based on 1990 census estimated they have been adjusted to 1997 annual average labor force estimates developed by the Kansas Department of Human Resources.

Appointments, Promotions, and Separations of Classified Employees by Ethnic Group

Fiscal Year 2000

Ethnic Group	Appointments				Promotions				Separations			
	Male		Female		Male		Female		Male		Female	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
White	959	37.97%	1141	45.17%	929	42.74%	976	44.90%	756	42.12%	740	41.23%
Black	80	3.17%	135	5.35%	52	2.40%	85	3.91%	101	5.63%	89	4.96%
Hispanic	41	1.63%	58	2.30%	45	2.07%	46	2.12%	33	1.84%	22	1.23%
Asian/Pacific Islander	11	0.44%	26	1.03%	5	0.23%	12	0.56%	7	0.39%	9	0.51%
American Indian/Alaskan Native	12	0.48%	15	0.60%	9	0.42%	5	0.23%	8	0.45%	11	0.62%
Indeterminate	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Alien	1	0.04%	0	0.00%	1	0.05%	0	0.00%	0	0.00%	0	0.00%
No Indication	20	0.80%	27	1.07%	3	0.14%	6	0.28%	8	0.45%	11	0.62%
Total Percentage		44.50%		55.51%		48.03%		51.98%		50.87%		49.14%
Subtotal	1124		1402		1044		1130		913		882	
Total (Male + Female)		2526				2174				1795		

Appointments

Hire: Concurrent (Multiple) Positions, Higher Step-Exceptional Qualifications, Vacant Position.

Rehire: Exceptional Qualifications for Higher Step Reemployment, Higher Step Right of First Refusal (ROFR), Higher Step Interview Right, Higher Step Reinstatement, 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.

Source: SHARP (5-31-2000); Excludes unclassified, temporary and student employees.

Ethnic Distribution of Classified Employees by Agency

Fiscal Year 2000

Agency Name	Non-Minority		Minority		Total Employees
	Male	Female	Male	Female	
Accountancy, Board of	0.00%	50.00%	0.00%	50.00%	2
Adjutant General	28.57%	53.06%	8.16%	8.16%	49
Administration, Department of	47.51%	39.92%	5.52%	6.49%	724
Aging, Department on	21.71%	65.89%	2.33%	10.08%	129
Agriculture, Department of	65.06%	30.86%	1.49%	2.60%	269
Animal Health Department	44.00%	52.00%	0.00%	4.00%	25
Atchison Juvenile Correctional Facility	31.82%	34.55%	16.36%	17.27%	110
Attorney General	0.00%	100.00%	0.00%	0.00%	2
Banking Department	53.13%	45.31%	0.00%	1.56%	64
Barbering, Board of	100.00%	0.00%	0.00%	0.00%	1
Behavioral Sciences Regulatory Board	20.00%	60.00%	0.00%	0.00%	5
Beloit Juvenile Correctional Facility	33.01%	62.14%	0.97%	1.94%	103
Blind, School for the	21.21%	36.36%	21.21%	15.15%	33
Citizens' Utility Ratepayer Board	0.00%	100.00%	0.00%	0.00%	1
Commerce and Housing, Department of	32.46%	51.75%	4.39%	10.53%	114
Corporation Commission, Kansas	51.56%	39.84%	5.47%	2.34%	128
Corrections, Department of	45.49%	42.36%	6.25%	5.90%	288
Cosmetology, Board of	0.00%	80.00%	10.00%	10.00%	10
Credit Unions, Department of	72.73%	27.27%	0.00%	0.00%	11
Deaf, School for the	30.61%	59.18%	6.12%	4.08%	49
Dental Board, Kansas	0.00%	100.00%	0.00%	0.00%	1
Education, Department of	21.38%	74.21%	0.63%	3.14%	159
El Dorado Correctional Facility	71.98%	21.98%	4.67%	1.37%	364
Ellsworth Correctional Facility	69.44%	25.00%	5.00%	0.56%	180
Emergency Medical Services Board	50.00%	40.00%	0.00%	10.00%	10
Emporia State University	37.70%	55.08%	2.62%	4.59%	305
Fair, Kansas State	68.42%	31.58%	0.00%	0.00%	19
Fire Marshal, State	63.41%	31.71%	4.88%	0.00%	41
Fort Hays State University	44.59%	54.43%	0.66%	0.33%	305
Governmental Ethics Commission	N/A	N/A	N/A	N/A	N/A
Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Healing Arts, Board of	27.27%	72.73%	0.00%	0.00%	22
Health and Environment, Department of	38.92%	51.80%	4.25%	4.77%	776
Health Care Stabilization Board of Governors	0.00%	100.00%	0.00%	0.00%	7
Highway Patrol	72.07%	21.72%	4.23%	1.27%	709
Historical Society, State	44.44%	50.79%	2.38%	1.59%	126
Human Resources, Department of	33.03%	49.17%	7.30%	10.37%	781
Human Rights Commission, Kansas	20.00%	43.33%	6.67%	30.00%	30
Hutchinson Correctional Facility	73.61%	18.65%	6.55%	0.79%	504
Indigents' Defense Services, Board of	17.19%	62.50%	7.81%	9.38%	64
Insurance Department	2.13%	82.98%	0.00%	14.89%	47
Investigation, Kansas Bureau of	56.32%	40.23%	3.45%	0.00%	174
Judicial Council	N/A	N/A	N/A	N/A	N/A
Judiciary	N/A	N/A	N/A	N/A	N/A
Juvenile Justice Authority	43.48%	26.09%	4.35%	21.74%	23
Kansas Arts Commission	42.86%	14.29%	14.29%	14.29%	7
Kansas Public Employees Retirement System	21.67%	68.33%	0.00%	10.00%	60
Kansas State University	31.97%	55.78%	4.27%	7.75%	1755
Kansas, Inc.	N/A	N/A	N/A	N/A	N/A
KU Medical Center	31.73%	37.46%	15.17%	15.33%	646
Lansing Correctional Facility	60.71%	22.47%	11.46%	5.36%	672
Larned Correctional Mental Health Facility	63.69%	29.17%	5.95%	1.19%	168
Larned Juvenile Correctional Facility	51.24%	42.98%	5.79%	0.00%	121
Larned State Hospital	35.01%	56.77%	2.44%	5.78%	657
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A

Ethnic Distribution of Classified Employees by Agency

Fiscal Year 2000

Agency Name	Non-Minority		Minority		Total Employees
	Male	Female	Male	Female	
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A
Legislative Research Department	N/A	N/A	N/A	N/A	N/A
Legislature	N/A	N/A	N/A	N/A	N/A
Library, State	26.09%	73.91%	0.00%	0.00%	23
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Lottery, Kansas	39.53%	51.16%	4.65%	2.33%	43
Mortuary Arts, Board of	50.00%	50.00%	0.00%	0.00%	2
Neurological Institute, Kansas	19.03%	34.39%	17.20%	29.38%	599
Norton Correctional Facility	70.20%	28.24%	1.57%	0.00%	255
Nursing, Board of	7.69%	69.23%	7.69%	15.38%	13
Ombudsman for Corrections	0.00%	100.00%	0.00%	0.00%	1
Optometry Examiners, Board of	0.00%	0.00%	0.00%	100.00%	1
Osawatomie State Hospital	27.49%	66.42%	1.22%	3.89%	411
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital and Training Center	32.01%	51.46%	6.49%	9.41%	478
Pharmacy, Board of	40.00%	60.00%	0.00%	0.00%	5
Pittsburg State University	43.28%	54.10%	0.66%	0.98%	305
Racing and Gaming Commission, Kansas	35.14%	51.35%	0.00%	8.11%	37
Rainbow Mental Health Facility	17.31%	27.88%	21.15%	31.73%	104
Real Estate Appraisal Board, Kansas	0.00%	100.00%	0.00%	0.00%	1
Real Estate Commission, Kansas	40.00%	60.00%	0.00%	0.00%	10
Regents, Board of	10.00%	80.00%	0.00%	10.00%	10
Revenue, Department of	30.02%	57.50%	3.22%	8.97%	1026
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	57.14%	42.86%	0.00%	0.00%	21
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A
Social and Rehabilitation Services, Dept. of	18.66%	67.49%	2.26%	10.84%	3719
State Conservation Commission	16.67%	83.33%	0.00%	0.00%	6
Tax Appeals, Board of	10.53%	78.95%	0.00%	10.53%	19
Technical Professions, Board of	0.00%	100.00%	0.00%	0.00%	4
Technology Enterprise Corporation, Kansas	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	53.08%	29.79%	10.62%	6.16%	292
Topeka Juvenile Correctional Facility	37.33%	17.97%	31.80%	12.90%	217
Transportation, Kansas Department of	78.17%	15.19%	5.49%	0.84%	2969
Treasurer, State	24.00%	76.00%	0.00%	0.00%	25
University of Kansas	33.90%	55.78%	5.49%	4.83%	1531
Veterans Affairs, Commission on	28.77%	59.36%	2.74%	6.85%	219
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	45.45%	50.00%	4.55%	0.00%	22
Wheat Commission, Kansas	16.67%	83.33%	0.00%	0.00%	6
Wichita State University	28.90%	49.61%	9.27%	12.21%	647
Wildlife and Parks, Department of	76.10%	19.22%	1.82%	0.78%	385
Winfield Correctional Facility	63.13%	28.28%	5.56%	3.03%	198

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

Records not indicating an ethnic group are not included in this chart.

Source: SHARP (5-31-2000); Excludes unclassified, temporary and student employees.

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

Classified Employees Vacation Leave by Agency

Fiscal Year 2000

Agency Name	Classified Employees	Agency Total		Average per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	2	129.75	1,379.40	64.88	689.70
Adjutant General	49	4,970.50	75,470.07	101.44	1,540.21
Administration, Department of	724	84,579.25	1,376,321.93	116.82	1,901.00
Aging, Department on	129	15,517.50	250,611.10	120.29	1,942.72
Agriculture, Department of	269	30,872.75	539,853.63	114.77	2,006.89
Animal Health Department	25	3,038.00	45,256.17	121.52	1,810.25
Atchison Juvenile Correctional Facility	110	11,307.50	152,428.21	102.80	1,385.71
Attorney General	2	247.00	3,646.94	123.50	1,823.47
Banking Department	64	6,186.25	121,140.06	96.66	1,892.81
Barbering, Board of	1	31.00	378.51	31.00	378.51
Behavioral Sciences Regulatory Board	5	211.25	2,110.17	42.25	422.03
Beloit Juvenile Correctional Facility	103	9,354.50	125,688.23	90.82	1,220.27
Blind, School for the	33	3,819.50	50,437.25	115.74	1,528.40
Citizens' Utility Ratepayer Board	1	163.00	2,358.62	163.00	2,358.62
Commerce and Housing, Department of	114	10,566.75	186,208.74	92.69	1,633.41
Corporation Commission, Kansas	128	14,083.25	236,671.27	110.03	1,848.99
Corrections, Department of	288	27,778.00	456,369.87	96.45	1,584.62
Cosmetology, Board of	10	910.00	10,482.49	91.00	1,048.25
Credit Unions, Department of	11	969.00	19,049.76	88.09	1,731.80
Deaf, School for the	49	5,009.25	55,909.10	102.23	1,141.00
Dental Board, Kansas	1	54.50	618.03	54.50	618.03
Education, Department of	159	17,892.00	305,803.19	112.53	1,923.29
El Dorado Correctional Facility	364	30,775.75	412,389.93	84.55	1,132.94
Ellsworth Correctional Facility	180	17,726.25	249,452.21	98.48	1,385.85
Emergency Medical Services Board	10	1,387.75	21,657.04	138.78	2,165.70
Emporia State University	N/R				
Fair, Kansas State	19	1,471.50	20,651.20	77.45	1,086.91
Fire Marshal, State	41	3,434.00	58,378.86	83.76	1,423.87
Fort Hays State University	N/R				
Governmental Ethics Commission	0	N/A	N/A	N/A	N/A
Governor, Office of the	0	N/A	N/A	N/A	N/A
Healing Arts, Board of	22	2,376.50	32,929.29	108.02	1,496.79
Health and Environment, Department of	776	85,327.00	1,538,905.77	109.96	1,983.13
Health Care Stabilization Board of Governor	7	885.50	10,617.29	126.50	1,516.76
Highway Patrol	709	75,676.25	1,259,379.44	106.74	1,776.28
Historical Society, State	126	13,903.00	194,985.94	110.34	1,547.51
Human Resources, Department of	781	94,465.90	1,562,066.80	120.96	2,000.09
Human Rights Commission, Kansas	30	3,160.25	44,006.41	105.34	1,466.88
Hutchinson Correctional Facility	504	43,866.25	609,615.26	87.04	1,209.55
Indigents' Defense Services, Board of	64	5,358.75	63,347.93	83.73	989.81
Insurance Department	47	5,259.00	59,221.87	111.89	1,260.04
Investigation, Kansas Bureau of	174	17,385.00	326,002.62	99.91	1,873.58
Judicial Council	0	N/A	N/A	N/A	N/A
Judiciary	0	N/A	N/A	N/A	N/A
Juvenile Justice Authority	23	2,553.50	45,312.31	111.02	1,970.10
Kansas Arts Commission	7	688.50	11,674.87	98.36	1,667.84
Kansas Public Employees Retirement System	60	6,784.00	100,891.83	113.07	1,681.53
Kansas State University	N/R				
Kansas, Inc.	0	N/A	N/A	N/A	N/A
KU Medical Center	N/R				
Lansing Correctional Facility	672	66,630.25	933,335.10	99.15	1,388.89
Larned Correctional Mental Health Facility	168	16,594.75	227,655.90	98.78	1,355.09
Larned Juvenile Correctional Facility	121	11,161.50	141,558.96	92.24	1,169.91
Larned State Hospital	657	72,691.50	934,931.32	110.64	1,423.03
Legislative Coordinating Council	0	N/A	N/A	N/A	N/A

Classified Employees Vacation Leave by Agency

Fiscal Year 2000

Agency Name	Classified Employees	Agency Total		Average per Employee	
		Hours	Dollars	Hours	Dollars
Legislative Division of Post Audit	0	N/A	N/A	N/A	N/A
Legislative Research Department	0	N/A	N/A	N/A	N/A
Legislature	0	N/A	N/A	N/A	N/A
Library, State	23	2,460.75	36,635.28	106.99	1,592.84
Lieutenant Governor, Office of the	0	N/A	N/A	N/A	N/A
Lottery, Kansas	43	5,234.75	83,272.32	121.74	1,936.57
Mortuary Arts, Board of	2	194.75	2,485.18	97.38	1,242.59
Neurological Institute, Kansas	599	69,493.00	864,986.49	116.02	1,444.05
Norton Correctional Facility	255	25,960.75	351,939.39	101.81	1,380.15
Nursing, Board of	13	1,247.50	18,929.87	95.96	1,456.14
Ombudsman for Corrections	1	33.00	405.63	33.00	405.63
Optometry Examiners, Board of	1	80.50	683.52	80.50	683.52
Osawatomie State Hospital	411	41,943.50	561,901.70	102.05	1,367.16
Parole Board, Kansas	0	N/A	N/A	N/A	N/A
Parsons State Hospital and Training Center	478	53,347.75	697,415.56	111.61	1,459.03
Pharmacy, Board of	5	504.00	9,024.48	100.80	1,804.90
Pittsburg State University	N/R				
Racing and Gaming Commission, Kansas	37	3,769.75	52,662.81	101.89	1,423.32
Rainbow Mental Health Facility	104	10,691.00	146,604.10	102.80	1,409.65
Real Estate Appraisal Board, Kansas	1	168.00	2,550.16	168.00	2,550.16
Real Estate Commission, Kansas	10	1,042.00	13,027.85	104.20	1,302.79
Regents, Board of	10	1,340.00	17,532.67	134.00	1,753.27
Revenue, Department of	1026	120,143.75	1,767,444.49	117.10	1,722.66
Revisor of Statutes	0	N/A	N/A	N/A	N/A
Secretary of State	0	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	21	2,295.00	45,047.92	109.29	2,145.14
Sentencing Commission, Kansas	0	N/A	N/A	N/A	N/A
Social and Rehabilitation Services, Dept.	3719	426,901.25	6,309,104.90	114.79	1,696.45
State Conservation Commission	6	796.75	11,434.40	132.79	1,905.73.
Tax Appeals, Board of	19	2,237.50	26,011.81	117.76	1,369.04
Technical Professions, Board of	4	291.50	3,102.12	72.88	775.53
Technology Enterprise Corporation, Kansas	0	N/A	N/A	N/A	N/A
Topeka Correctional Facility	292	28,780.50	410,157.40	98.56	1,404.65
Topeka Juvenile Correctional Facility	217	22,644.75	293,922.69	104.35	1,354.48
Transportation, Kansas Department of	2969	336,569.25	5,104,360.48	113.36	1,719.22
Treasurer, State	25	3,490.25	45,221.23	139.61	1,808.85
University of Kansas	N/R				
Veterans Affairs, Commission on	219	17,554.00	204,751.45	80.16	934.94
Veterinary Examiners, Board of	0	N/A	N/A	N/A	N/A
Water Office, Kansas	22	2,478.50	55,822.86	112.66	2,537.40
Wheat Commission, Kansas	6	550.00	8,021.23	91.67	1,336.87
Wichita State University	N/R				
Wildlife and Parks, Department of	385	40,602.25	668,473.56	105.46	1,736.29
Winfield Correctional Facility	198	19,252.25	261,832.20	97.23	1,322.38
Total	24,454	2,069,472.15	30,953,563.51	84.63	1,265.78

Comments: Average vacation leave used per employee was determined by calculating the vacation leave use for each agency and dividing by the total number of employees in the agency on 5-31-2000.

Source: SHARP (5-31-2000); Excludes unclassified, temporary and student employees. N/R indicates leave was not included by Regents institutions. No data indicates agency does not have classified employees.

Unclassified Employees Vacation Leave Use by Agency

Fiscal Year 2000

Agency Name	Unclassified Employees	Agency Total		Average per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	1	104.00	2,320.10	104.00	2,320.10
Adjutant General	153	14,610.00	197,583.85	95.49	1,291.40
Administration, Department of	26	2,873.25	81,713.27	110.51	3,142.82
Aging, Department on	11	1,112.00	32,284.62	101.09	2,934.97
Agriculture, Department of	10	732.00	19,472.18	73.20	1,947.22
Animal Health Department	1	124.00	4,227.51	124.00	4,227.51
Atchison Juvenile Correctional Facility	1	120.00	3,735.85	120.00	3,735.85
Attorney General	78	6,953.75	140,638.86	89.15	1,803.06
Banking Department	5	400.00	10,059.83	80.00	2,011.97
Barbering, Board of	1	73.00	1,239.67	73.00	1,239.67
Behavioral Sciences Regulatory Board	2	64.00	1,067.80	32.00	533.90
Beloit Juvenile Correctional Facility	1	88.00	3,029.82	88.00	3,029.82
Blind, School for the	55	160.00	6,583.65	2.91	119.70
Citizens' Utility Ratepayer Board	1	88.00	2,887.62	88.00	2,887.62
Commerce and Housing, Department of	11	401.00	11,676.82	36.45	1,061.53
Corporation Commission, Kansas	65	6,234.50	157,097.10	95.92	2,416.88
Corrections, Department of	11	992.00	32,800.98	90.18	2,981.91
Cosmetology, Board of	1	104.00	2,070.75	104.00	2,070.75
Credit Unions, Department of	1	80.00	2,266.07	80.00	2,266.07
Deaf, School for the	1119	80.00	2,977.80	0.67	25.02
Dental Board, Kansas	1	72.00	1,211.86	72.00	1,211.86
Education, Department of	27	2,598.00	84,063.30	96.22	3,113.46
El Dorado Correctional Facility	1	80.00	1,805.06	80.00	1,805.06
Ellsworth Correctional Facility	1	104.00	2,405.68	104.00	2,405.68
Emergency Medical Services Board	1			0.00	0.00
Emporia State University	N/R				
Fair, Kansas State	1	44.00	1,554.81	44.00	1,554.81
Fire Marshal, State	1	184.00	4,411.53	184.00	4,411.53
Fort Hays State University	N/R				
Governmental Ethics Commission	9	1,128.00	21,168.12	125.33	2,352.01
Governor, Office of the	22	1,744.00	34,311.52	79.27	1,559.61
Healing Arts, Board of	6	590.75	14,329.05	98.46	2,388.18
Health and Environment, Department of	14	1,174.50	39,912.21	83.89	2,850.87
Health Care Stabilization Board of Governors	8	868.25	19,401.92	108.53	2,425.24
Highway Patrol	6	336.00	10,490.36	56.00	1,748.39
Historical Society, State	2	224.00	7,289.32	112.00	3,644.66
Human Resources, Department of	30	1,909.50	55,087.63	63.65	1,836.25
Human Rights Commission, Kansas	4	384.00	9,954.62	96.00	2,488.66
Hutchinson Correctional Facility	1	60.00	1,321.52	60.00	1,321.52
Indigents' Defense Services, Board of	86	7,284.00	160,219.21	84.70	1,863.01
Insurance Department	95	7,233.00	152,066.25	76.14	1,600.70
Investigation, Kansas Bureau of	4	324.00	9,184.71	81.00	2,296.18
Judicial Council	5	243.00	3,459.30	48.60	691.86
Judiciary	1825			0.00	0.00
Juvenile Justice Authority	9	1,052.25	28,894.80	116.92	3,210.53
Kansas Arts Commission	1	16.00	497.60	16.00	497.60
Kansas Public Employees Retirement System	12	2,048.00	79,141.28	170.67	6,595.11
Kansas State University	N/R				
Kansas, Inc.	4	268.50	5,793.63	67.13	1,448.41
KU Medical Center	N/R				
Lansing Correctional Facility	1	8.00	171.90	8.00	171.90
Larned Correctional Mental Health Facility	0	N/A	N/A	N/A	N/A
Larned Juvenile Correctional Facility	1	136.00	3,963.44	136.00	3,963.44
Larned State Hospital	22	2,616.00	128,301.28	118.91	5,831.88
Legislative Coordinating Council	12	1,378.00	26,537.82	114.83	2,211.49

Unclassified Employees Vacation Leave Use by Agency

Fiscal Year 2000

Agency Name	Unclassified Employees	Agency Total		Average per Employee	
		Hours	Dollars	Hours	Dollars
Legislative Division of Post Audit	20	1,991.50	49,650.71	99.58	2,482.54
Legislative Research Department	37	4,328.00	108,505.48	116.97	2,932.58
Legislature	33	1,923.75	32,117.61	58.30	973.26
Library, State	4	208.00	4,761.52	52.00	1,190.38
Lieutenant Governor, Office of the	2	43.50	489.12	21.75	244.56
Lottery, Kansas	38	3,658.50	66,878.89	96.28	1,759.97
Mortuary Arts, Board of	1	144.00	3,498.31	144.00	3,498.31
Neurological Institute, Kansas	5	476.00	21,721.79	95.20	4,344.36
Norton Correctional Facility	0	N/A	N/A	N/A	N/A
Nursing, Board of	2	84.00	1,908.12	42.00	954.06
Ombudsman for Corrections	3	323.50	6,074.56	107.83	2,024.85
Optometry Examiners, Board of	0	N/A	N/A	N/A	N/A
Osawatimie State Hospital	16	1,548.00	76,191.34	96.75	4,761.96
Parole Board, Kansas	4	284.00	12,609.58	71.00	3,152.40
Parsons State Hospital and Training Center	6	636.00	24,246.81	106.00	4,041.14
Pharmacy, Board of	1	176.00	4,965.67	176.00	4,965.67
Pittsburg State University	N/R				
Racing and Gaming Commission, Kansas	18	1,501.25	36,418.01	83.40	2,023.22
Rainbow Mental Health Facility	5	584.00	34,395.59	116.80	6,879.12
Real Estate Appraisal Board, Kansas	1	16.00	374.41	16.00	374.41
Real Estate Commission, Kansas	1			0.00	0.00
Regents, Board of	13	1,656.00	50,034.67	127.38	3,848.82
Revenue, Department of	30	2,419.25	59,052.06	80.64	1,968.40
Revisor of Statutes	26	2,798.00	69,678.42	107.62	2,679.94
Secretary of State	51	5,140.50	73,281.94	100.79	1,436.90
Securities Commissioner, Office of the	7	532.00	14,678.79	76.00	2,096.97
Sentencing Commission, Kansas	8	575.75	9,993.62	71.97	1,249.20
Social and Rehabilitation Services, Dept. of	43	4,008.00	125,094.69	93.21	2,909.18
State Conservation Commission	6	483.25	12,198.23	80.54	2,033.04
Tax Appeals, Board of	12	508.00	13,366.67	42.33	1,113.89
Technical Professions, Board of	3	216.00	5,721.64	72.00	1,907.21
Technology Enterprise Corporation, Kansas	31	2,546.50	63,005.05	82.15	2,032.42
Topeka Correctional Facility	0	N/A	N/A	N/A	N/A
Topeka Juvenile Correctional Facility	1	140.00	4,279.75	140.00	4,279.75
Transportation, Kansas Department of	10	1,045.50	39,599.70	104.55	3,959.97
Treasurer, State	23	1,399.25	29,762.68	60.84	1,294.03
University of Kansas	N/R				
Veterans Affairs, Commission on	5	334.75	7,503.11	66.95	1,500.62
Veterinary Examiners, Board of	3	418.50	6,698.09	139.50	2,232.70
Water Office, Kansas	1	160.00	5,446.46	160.00	5,446.46
Wheat Commission, Kansas	2	136.00	3,752.02	68.00	1,876.01
Wichita State University	N/R				
Wildlife and Parks, Department of	6	468.00	12,887.48	78.00	2,147.91
Winfield Correctional Facility	0	N/A	N/A	N/A	N/A
Total	12,139	27,096.00	4,896,679.59	22.32	403.38

Comments: Average vacation leave used per employee was determined by calculating the vacation leave for each agency and dividing by the total number of employees in the agency on 5-31-2000.

Source: SHARP (5-31-2000); Excludes unclassified, temporary and student employees. N/R indicates leave was not reported by Regents institutions. No data indicates agency does not have unclassified employees.

Classified Employees Sick Leave Use by Agency

Fiscal Year 2000

Agency Name	Classified Employees	Agency Total		Average per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	2	102.25	1,078.12	51.13	539.06
Adjutant General	49	3,873.25	54,558.08	79.05	1,113.43
Administration, Department of	724	46,145.00	690,717.01	63.74	954.03
Aging, Department on	129	10,213.50	160,803.51	79.17	1,246.54
Agriculture, Department of	269	18,011.00	294,732.81	66.96	1,095.66
Animal Health Department	25	1,655.75	21,516.55	66.23	860.66
Atchison Juvenile Correctional Facility	110	6,141.00	76,717.23	55.83	697.43
Attorney General	2	83.00	1,162.94	41.50	581.47
Banking Department	64	4,625.25	86,034.09	72.27	1,344.28
Barbering, Board of	1	20.00	244.20	20.00	244.20
Behavioral Sciences Regulatory Board	5	226.25	2,008.45	45.25	401.69
Beloit Juvenile Correctional Facility	103	4,970.25	62,344.52	48.25	605.29
Blind, School for the	33	1,972.50	25,044.79	59.77	758.93
Citizens' Utility Ratepayer Board	1	24.50	354.52	24.50	354.52
Commerce and Housing, Department of	114	5,717.75	92,494.41	50.16	811.35
Corporation Commission, Kansas	128	7,647.50	120,809.30	59.75	943.82
Corrections, Department of	288	13,973.25	211,532.34	48.52	734.49
Cosmetology, Board of	10	560.25	6,450.55	56.03	645.06
Credit Unions, Department of	11	329.50	6,292.25	29.95	572.02
Deaf, School for the	49	4,590.25	46,518.19	93.68	949.35
Dental Board, Kansas	1	99.00	1,122.66	99.00	1,122.66
Education, Department of	159	10,873.50	182,502.74	68.39	1,147.82
El Dorado Correctional Facility	364	23,480.75	292,372.20	64.51	803.22
Ellsworth Correctional Facility	180	11,248.00	149,523.76	62.49	830.69
Emergency Medical Services Board	10	492.25	7,298.93	49.23	729.89
Emporia State University	N/R			0.00	0.00
Fair, Kansas State	19	889.50	11,781.09	46.82	620.06
Fire Marshal, State	41	2,089.75	36,706.51	50.97	895.28
Fort Hays State University	N/R				
Governmental Ethics Commission	0	N/A	N/A	N/A	N/A
Governor, Office of the	0	N/A	N/A	N/A	N/A
Healing Arts, Board of	22	1,651.00	21,670.61	75.05	985.03
Health and Environment, Department of	776	53,474.00	922,549.13	68.91	1,188.85
Health Care Stabilization Board of Governors	7	672.75	7,337.08	96.11	1,048.15
Highway Patrol	709	39,677.50	614,311.42	55.96	866.45
Historical Society, State	126	8,570.25	112,107.47	68.02	889.74
Human Resources, Department of	781	59,752.25	952,905.94	76.51	1,220.11
Human Rights Commission, Kansas	30	2,575.00	34,131.01	85.83	1,137.70
Hutchinson Correctional Facility	504	33,223.25	459,991.05	65.92	912.68
Indigents' Defense Services, Board of	64	4,405.25	50,910.26	68.83	795.47
Insurance Department	47	3,161.25	34,713.38	67.26	738.58
Investigation, Kansas Bureau of	174	7,549.25	129,494.51	43.39	744.22
Judicial Council	0	N/A	N/A	N/A	N/A
Judiciary	0	N/A	N/A	N/A	N/A
Juvenile Justice Authority	23	1,240.00	19,743.96	53.91	858.43
Kansas Arts Commission	7	485.25	8,337.75	69.32	1,191.11
Kansas Public Employees Retirement System	60	4,177.00	61,509.78	69.62	1,025.16
Kansas State University	N/R				
Kansas, Inc.	0	N/A	N/A	N/A	N/A
KU Medical Center	N/R				
Lansing Correctional Facility	672	44,164.25	581,692.12	65.72	865.61
Larned Correctional Mental Health Facility	168	11,203.00	141,018.91	66.68	839.40
Larned Juvenile Correctional Facility	121	9,855.00	121,504.21	81.45	1,004.17
Larned State Hospital	657	52,210.50	654,057.21	79.47	995.52
Legislative Coordinating Council	0	N/A	N/A	N/A	N/A

Classified Employees Sick Leave Use by Agency

Fiscal Year 2000

Agency Name	Classified Employees	Agency Total		Average per Employee	
		Hours	Dollars	Hours	Dollars
Legislative Division of Post Audit	0	N/A	N/A	N/A	N/A
Legislative Research Department	0	N/A	N/A	N/A	N/A
Legislature	0	N/A	N/A	N/A	N/A
Library, State	23	1,334.50	19,215.80	58.02	835.47
Lieutenant Governor, Office of the	0	N/A	N/A	N/A	N/A
Lottery, Kansas	43	2,757.75	41,136.36	64.13	956.66
Mortuary Arts, Board of	2	47.50	610.61	23.75	305.31
Neurological Institute, Kansas	599	45,649.50	537,156.20	76.21	896.75
Norton Correctional Facility	255	19,514.00	254,760.03	76.53	999.06
Nursing, Board of	13	1,223.75	17,363.84	94.13	1,335.68
Ombudsman for Corrections	1	63.50	780.29	63.50	780.29
Optometry Examiners, Board of	1	86.25	734.14	86.25	734.14
Osawatomie State Hospital	411	30,848.50	402,042.95	75.06	978.21
Parole Board, Kansas	0	N/A	N/A	N/A	N/A
Parsons State Hospital and Training Center	478	36,947.50	464,945.75	77.30	972.69
Pharmacy, Board of	5	115.00	1,592.07	23.00	318.41
Pittsburg State University	N/R				
Racing and Gaming Commission, Kansas	37	2,482.00	33,055.39	67.08	893.39
Rainbow Mental Health Facility	104	7,835.00	101,989.15	75.34	980.66
Real Estate Appraisal Board, Kansas	1	162.00	2,382.88	162.00	2,382.88
Real Estate Commission, Kansas	10	794.25	9,949.43	79.43	994.94
Regents, Board of	10	915.00	12,451.55	91.50	1,245.16
Revenue, Department of	1026	78,453.50	1,120,459.81	76.47	1,092.07
Revisor of Statutes	0	N/A	N/A	N/A	N/A
Secretary of State	0	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	21	1,124.25	20,089.86	53.54	956.66
Sentencing Commission, Kansas	0	N/A	N/A	N/A	N/A
Social and Rehabilitation Services, Dept. of	3719	274,479.00	3,874,181.04	73.80	1,041.73
State Conservation Commission	6	499.00	7,059.90	83.17	1,176.65
Tax Appeals, Board of	19	1,755.00	20,471.33	92.37	1,077.44
Technical Professions, Board of	4	140.50	1,511.06	35.13	377.77
Technology Enterprise Corporation, Kansas	0	N/A	N/A	N/A	N/A
Topeka Correctional Facility	292	20,953.75	281,844.92	71.76	965.22
Topeka Juvenile Correctional Facility	217	16,322.25	202,417.18	75.22	932.80
Transportation, Kansas Department of	2969	195,982.75	2,787,155.46	66.01	938.75
Treasurer, State	25	2,026.75	24,905.34	81.07	996.21
University of Kansas	N/R				
Veterans Affairs, Commission on	219	10,302.25	111,581.88	47.04	509.51
Veterinary Examiners, Board of	0	N/A	N/A	N/A	N/A
Water Office, Kansas	22	1,160.00	23,205.77	52.73	1,054.81
Wheat Commission, Kansas	6	208.75	3,549.84	34.79	591.64
Wichita State University	N/R				
Wildlife and Parks, Department of	385	17,677.50	275,791.27	45.92	716.34
Winfield Correctional Facility	198	11,208.75	147,264.67	56.61	743.76
Total	24,454	1,301,187.50	18,372,573.40	53.21	751.31

Comments: Average sick leave used per employee was determined by calculating the sick leave for each agency and dividing by the total number of employees in the agency on 5-31-2000.

Source: SHARP (5-31-2000); Excludes unclassified, temporary and student employees. N/R indicates leave was not reported by Regents institutions. No data indicates agency does not have classified employees.

Unclassified Employees Sick Leave Use by Agency

Fiscal Year 2000

Agency Name	Unclassified Employees	Agency Total		Average per employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	1	16.00	356.94	16.00	356.94
Adjutant General	153	11,648.75	152,976.36	76.14	999.85
Administration, Department of	26	1,426.00	35,709.29	54.85	1,373.43
Aging, Department on	11	464.00	12,934.04	42.18	1,175.82
Agriculture, Department of	10	888.00	21,297.00	88.80	2,129.70
Animal Health Department	1	24.00	818.23	24.00	818.23
Atchison Juvenile Correctional Facility	1	8.00	249.06	8.00	249.06
Attorney General	78	5,049.75	94,643.37	64.74	1,213.38
Banking Department	5	208.00	5,242.09	41.60	1,048.42
Barbering, Board of	1	0.00	0.00	0.00	0.00
Behavioral Sciences Regulatory Board	2	40.00	843.88	20.00	421.94
Beloit Juvenile Correctional Facility	1	24.00	826.32	24.00	826.32
Blind, School for the	55	2,572.25	43,899.19	46.77	798.17
Citizens' Utility Ratepayer Board	1	0.00	0.00	0.00	0.00
Commerce and Housing, Department of	11	315.50	8,698.02	28.68	790.73
Corporation Commission, Kansas	65	3,822.50	93,033.05	58.81	1,431.28
Corrections, Department of	11	316.00	8,468.09	28.73	769.83
Cosmetology, Board of	1	8.00	159.29	8.00	159.29
Credit Unions, Department of	1	8.00	226.61	8.00	226.61
Deaf, School for the	119	7,386.75	124,473.69	62.07	1,046.00
Dental Board, Kansas	1	84.00	1,413.83	84.00	1,413.83
Education, Department of	27	927.50	29,042.84	34.35	1,075.66
El Dorado Correctional Facility	1	52.00	1,173.28	52.00	1,173.28
Ellsworth Correctional Facility	1	24.00	555.15	24.00	555.15
Emergency Medical Services Board	1	8.00	223.08	8.00	223.08
Emporia State University	N/R				
Fair, Kansas State	1	28.00	989.42	28.00	989.42
Fire Marshal, State	1	56.00	1,330.65	56.00	1,330.65
Fort Hays State University	N/R				
Governmental Ethics Commission	9	810.00	17,081.60	90.00	1,897.96
Governor, Office of the	22	1,748.00	38,285.81	79.45	1,740.26
Healing Arts, Board of	6	188.00	5,055.01	31.33	842.50
Health and Environment, Department of	14	533.50	14,342.11	38.11	1,024.44
Health Care Stabilization Board of Governors	8	388.50	5,651.52	48.56	706.44
Highway Patrol	6	192.00	4,993.16	32.00	832.19
Historical Society, State	2	112.00	3,778.24	56.00	1,889.12
Human Resources, Department of	30	1,048.75	22,795.87	34.96	759.86
Human Rights Commission, Kansas	4	120.00	3,097.32	30.00	774.33
Hutchinson Correctional Facility	1	16.00	352.41	16.00	352.41
Indigents' Defense Services, Board of	86	3,832.00	81,840.78	44.56	951.64
Insurance Department	95	5,185.50	101,778.80	54.58	1,071.36
Investigation, Kansas Bureau of	4	228.00	7,836.95	57.00	1,959.24
Judicial Council	5	168.50	2,334.16	33.70	466.83
Judiciary	1825	93,099.25	1,183,307.17	51.01	648.39
Juvenile Justice Authority	9	329.25	7,764.33	36.58	862.70
Kansas Arts Commission	1	0.00	0.00	0.00	0.00
Kansas Public Employees Retirement System	12	456.00	18,661.78	38.00	1,555.15
Kansas State University	N/R				
Kansas, Inc.	4	166.75	3,248.47	41.69	812.12
KU Medical Center	N/R				
Lansing Correctional Facility	1	8.00	171.90	8.00	171.90
Larned Correctional Mental Health Facility	0	N/A	N/A	N/A	N/A
Larned Juvenile Correctional Facility	1	0.00	0.00	0.00	0.00
Larned State Hospital	22	1,404.00	64,857.58	63.82	2,948.07
Legislative Coordinating Council	12	413.75	6,588.84	34.48	549.07

Unclassified Employees Sick Leave Use by Agency

Fiscal Year 2000

Agency Name	Unclassified Employees	Agency Total		Average per employee	
		Hours	Dollars	Hours	Dollars
Legislative Division of Post Audit	20	1,233.50	24,626.58	61.68	1,231.33
Legislative Research Department	37	0.00	0.00	0.00	0.00
Legislature	33	1,060.75	16,739.18	32.14	507.25
Library, State	4	195.00	3,835.74	48.75	958.94
Lieutenant Governor, Office of the	2	14.00	155.33	7.00	77.67
Lottery, Kansas	38	1,733.00	29,324.44	45.61	771.70
Mortuary Arts, Board of	1	0.00	0.00	0.00	0.00
Neurological Institute, Kansas	5	152.00	7,602.28	30.40	1,520.46
Norton Correctional Facility	0	N/A	N/A	N/A	N/A
Nursing, Board of	2	44.00	940.72	22.00	470.36
Ombudsman for Corrections	3	271.00	5,110.20	90.33	1,703.40
Optometry Examiners, Board of	0	N/A	N/A	N/A	N/A
Osawatomie State Hospital	16	636.00	26,047.53	39.75	1,627.97
Parole Board, Kansas	4	136.00	6,062.90	34.00	1,515.73
Parsons State Hospital and Training Center	6	220.00	5,404.90	36.67	900.82
Pharmacy, Board of	1	16.00	451.43	16.00	451.43
Pittsburg State University	N/R				
Racing and Gaming Commission, Kansas	18	499.50	12,406.37	27.75	689.24
Rainbow Mental Health Facility	5	108.00	6,718.22	21.60	1,343.64
Real Estate Appraisal Board, Kansas	1	0.00	0.00	0.00	0.00
Real Estate Commission, Kansas	1	0.00	0.00	0.00	0.00
Regents, Board of	13	576.00	14,673.48	44.31	1,128.73
Revenue, Department of	30	1,558.00	36,853.83	51.93	1,228.46
Revisor of Statutes	26	1,576.00	36,380.39	60.62	1,399.25
Secretary of State	51	3,987.25	51,453.77	78.18	1,008.90
Securities Commissioner, Office of the	7	372.00	10,542.67	53.14	1,506.10
Sentencing Commission, Kansas	8	467.25	7,020.10	58.41	877.51
Social and Rehabilitation Services, Dept. of	43	1,424.00	42,332.96	33.12	984.49
State Conservation Commission	6	226.25	5,342.79	37.71	890.47
Tax Appeals, Board of	12	472.00	11,367.43	39.33	947.29
Technical Professions, Board of	3	188.00	3,910.72	62.67	1,303.57
Technology Enterprise Corporation, Kansas	31	2,091.25	42,671.44	67.46	1,376.50
Topeka Correctional Facility	0	N/A	N/A	N/A	N/A
Topeka Juvenile Correctional Facility	1	64.00	1,956.45	64.00	1,956.45
Transportation, Kansas Department of	10	164.00	5,056.90	16.40	505.69
Treasurer, State	23	527.00	12,201.85	22.91	530.52
University of Kansas	N/R				
Veterans Affairs, Commission on	5	116.50	2,551.32	23.30	510.26
Veterinary Examiners, Board of	3	91.50	1,230.63	30.50	410.21
Water Office, Kansas	1	60.00	2,042.41	60.00	2,042.41
Wheat Commission, Kansas	2	0.00	0.00	0.00	0.00
Wichita State University	N/R				
Wildlife and Parks, Department of	6	207.00	4,511.75	34.50	751.96
Winfield Correctional Facility	0	N/A	N/A	N/A	N/A
Total	12,139	40,877.50	802,591.20	3.37	66.12

Comments: Average sick leave used per employee was determined by calculating the sick leave for each agency and dividing by the total number of employees in the agency on 5-31-2000.

Source: SHARP (5-31-2000); Excludes classified, legislators, temporary and student employees. N/R indicates leave was not reported by Regents institutions. No data indicates agency does not have unclassified employees

Shared Leave

Fiscal Year 2000

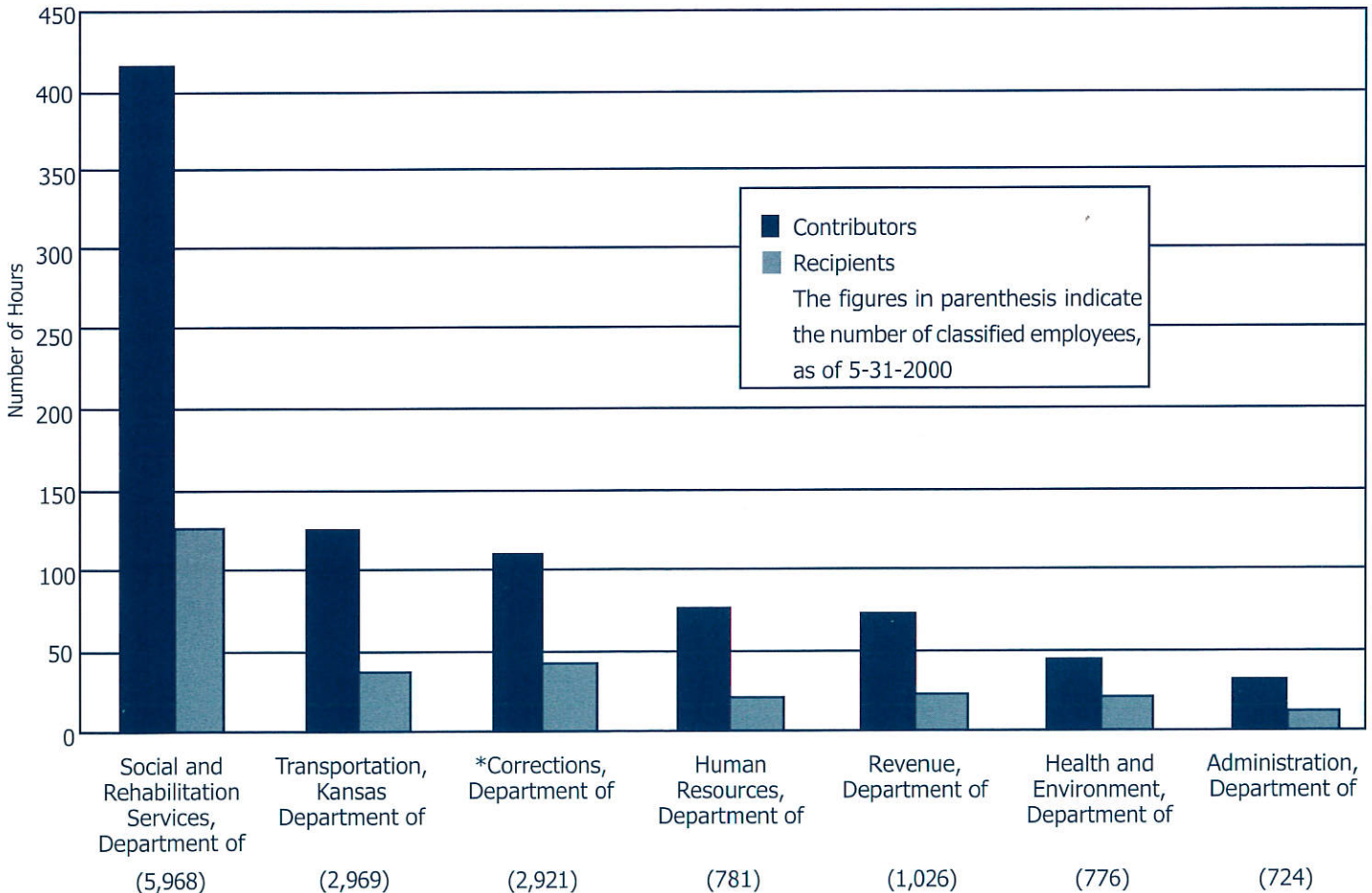
The Kansas Shared Leave Program is a means to transfer vacation and sick leave to a qualifying employee experiencing a serious medical condition, either personally or by a family member, and provides some income protection for employees who will be absent from work for a prolonged period of time and have exhausted all paid leave. The Shared Leave Program was amended effective June 16, 2000 to exempt employees leaving state service, who wish to donate leave to another employee, from the regulation's minimum leave balance requirements.

General Shared Leave Information

- 47 agencies participated
- 1,253 were the total number of donations
 - 767 donations totaling 81,984 sick leave hours were donated
 - 486 donations totaling 16,179 vacation leave hours were donated
- 345 requests to use leave were approved
 - 76,923 hours of sick leave were used
 - 16,243 hours of vacation leave were used

Contributors	Recipients
<ul style="list-style-type: none"> • 340 employees received leave <ul style="list-style-type: none"> • 236 were females • 104 were males • 45 was the average age of the recipient • 10.16 is the average years of service the recipient had at the time the shared leave request was submitted 	<ul style="list-style-type: none"> • 1161 employees contributed leave <ul style="list-style-type: none"> • 552 were females • 609 were males • 50 was the average age of the recipient • 18.84 is the average years of service the recipient had at the time the shared leave request was submitted

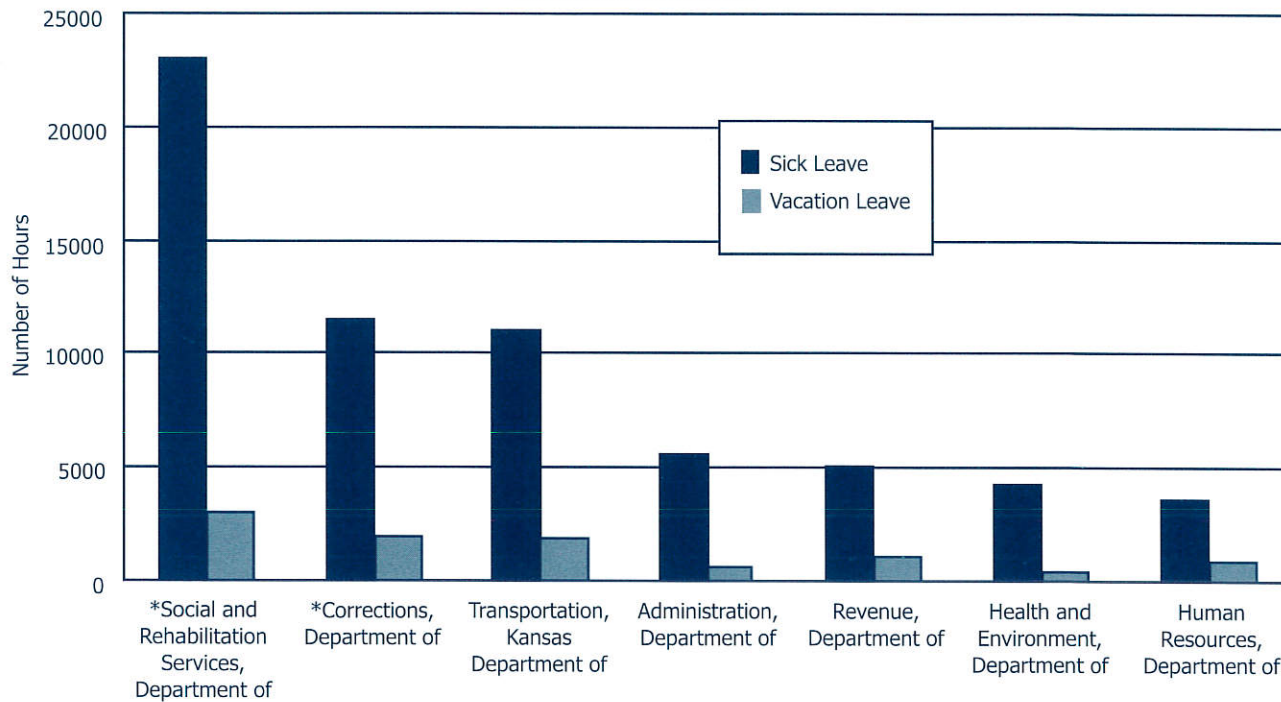
Shared Leave Activity Among Selected Agencies



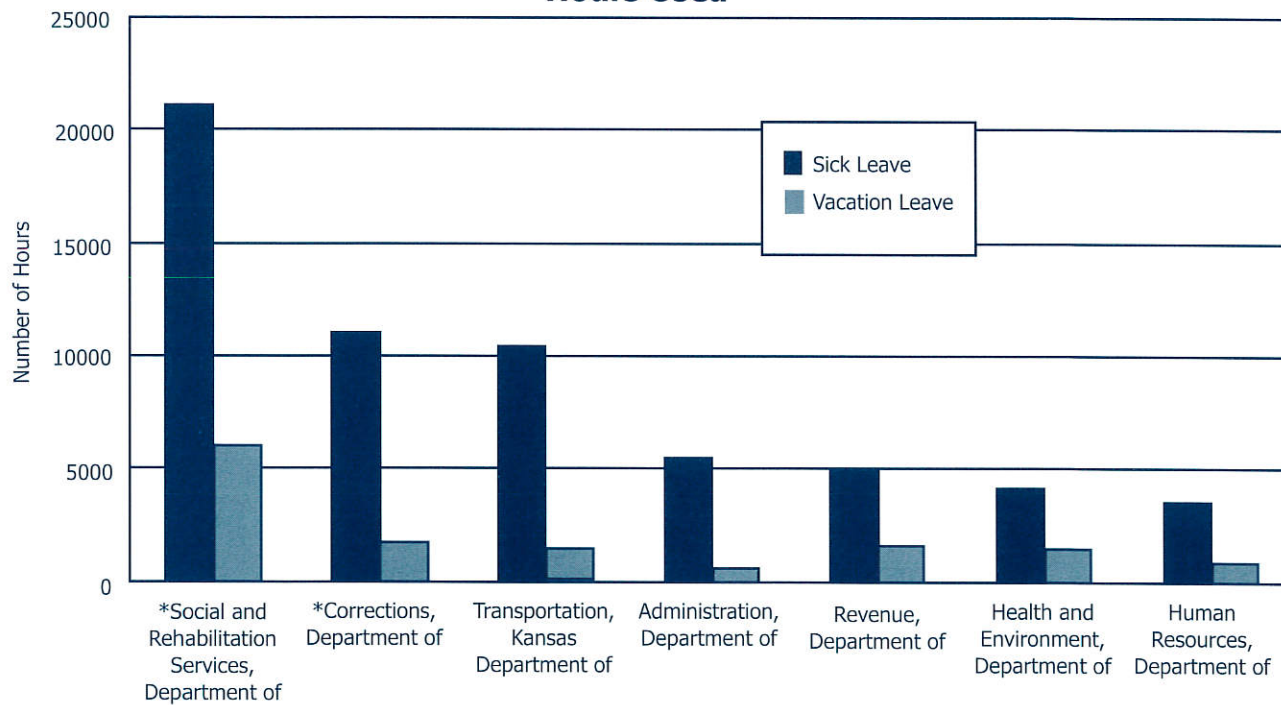
Shared Leave

Fiscal Year 2000

Hours Donated



Hours Used



*All Departments of Social and Rehabilitation and Corrections facilities are included.

References

Glossary

Agency: a unit of state government assigned a unique department identification number.

Central States Association: the Central States' Compensation Association formed to enable state governments to share data and issues concerning employee compensation.

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 (may or may not have ever been filled).

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.

Interview Right (IR): classified, regular employees laid off from approved state institutions have a right to an interview for any position in the same or higher pay grade than the pay grade on which the eligible employee was paid at the time of the layoff. IR expires two years from the layoff date.

K.A.R.: Kansas Administrative Regulation

K.S.A.: Kansas Statutes Annotated

KIPPS: Kansas Integrated Personnel and Payroll System, replaced by SHARP in December 1995.

Length of Service: total time working in the classified service or unclassified service, with certain exclusions per K.A.R. 1-2-46.

Notice of Vacancies (NOV): the centralized statewide listing of all classified job vacancies announced weekly to all applicants. Unclassified and temporary vacancies may be listed. NOV is available on the Internet, at personnel offices of larger state agencies, at the Department of Human Resources Workforce Centers, and at the Civil Service Employment Information office in Topeka.

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.

Retirement: one of the following four criteria must be met to be considered retirement eligible: age 65 or over; age 65 or over with 10 years of qualifying service; qualifying under the "85-point" plan; age 55 or over with ten years of service taking early retirement with reduced benefits. The 85-point plan is age plus length of service in years equaling at least 85 points (for example, 55 years old with 30 years of service).

Right of First Refusal (ROFR): classified, regular employees laid off from approved institutions may exercise the ROFR for any position in the same or lower pay grade than the pay grade on which the eligible employee was paid at the time of layoff. ROFR expires two years from the layoff date.

SHARP: Statewide Human Resource and Payroll system implemented in December, 1995.

Student Position: a position filled by a student at a regents institution.

Temporary Position (classified service): a position which is limited to not more than 999 hours of employment in a 12-month period. Temporary positions do not affect the position limitation of an agency.

Temporary Position (unclassified service): a position filled by a person temporarily or designated by the legislature or by a legislative committee or commission or other competent authority to make or conduct a special inquiry, investigation, examination or installation.

Transfer: a change by an employee from one position with a close similarity of duties, essentially the same basic qualifications, and the same pay grade.

Unclassified Service: position specifically designated as unclassified by K.S.A. 75-2935, as amended, or other section of the statutes.

Fiscal Year 1995-2000 Legislative Summary

This summary contains legislative highlights with regards to the creation of new agencies, the abolition of existing agencies and FTE approvals affecting greater than 5.0 FTE. The FTE revisions illustrate both increases and decreases in agency FTE's. Following the legislative summary is a chart depicting the number of positions affected by the Retirement Reduction plan, implemented by 1993 HB 2211.

Fiscal Year 1995

- 1994 HB 2573 established the Kansas Information Resources Council and the Office of the Chief Information Architect. The council is comprised of 20 executives representing various state agencies and the private sector.
- 10.0 FTE positions were added to Judiciary due to new crime legislation; plus 3 judgeships to manage the overall growth in judicial caseloads.
- 63.0 limited term FTE positions were added to the Youth Center at Larned to accommodate increases in the length-of-stay for juveniles at the state youth centers.
- 40.0 FTE positions were added for the Adjutant General's Retro Europe Repair Site located at Ft. Riley.
- 35.0 FTE positions were deleted from the Topeka Correctional Facility because of an anticipated decrease in minimum-security inmate population.
- 9.0 FTE positions and 62.0 special project positions were added to Social and Rehabilitation Services to implement welfare reform.
- 9.0 special project positions were added to the Youth Center at Topeka to conduct a Physical Training Program. This program will require that juveniles located at the youth center participate in a physical exercise training program similar in style to programs operated at boot camps.

Fiscal Year 1996

- January 1, 1996, all state employees were placed on a bi-weekly pay cycle. (Prior to 1-1-96 the majority of state employees were on a monthly pay cycle.)
- 1,096.2 part-time (.49) classified intermittent and special project positions were converted to FTE positions to better reflect the true size of the state workforce.
- The Kansas Youth Authority was authorized. The Authority consists of 7 members appointed by the Governor and is responsible for development of confinement and dispositional alternatives for juvenile offenders.
- The Kansas Guardianship Program was created. The program provides recruitment, training, monitoring and support for volunteers willing to become court-appointed guardians for clients identified as being in need of these services. This function was transferred from a private, not-for-profit corporation that was funded through grants administered by Social and Rehabilitation Services.
- 43.0 FTE positions were added at Winfield, Lansing, Topeka, El Dorado and Hutchinson Correctional Facilities to manage projected increases in the inmate population.
- 9.0 FTE positions were deleted from the Kansas Corporation Commission. The Legislature left it to the discretion of the Commission to determine which positions would be eliminated with the understanding that none should be associated with the Commission's abandoned well-plugging activities.
- The Farmers' Assistance, Counseling, and Training Program (FACTS) was transferred from the Department of Agriculture to Kansas State University's Cooperative Extension Service, where current resources will provide various educational, legal, and mediation services. This deleted 7.0 FTE positions from the Department of Agriculture.

Fiscal Year 1997

- Topeka State Hospital and Winfield State Hospital and Training Center closed.
- 32.4 FTE positions were added for Medicaid fraud and abuse and court debt collections in the Attorney General's Office, contracts for retired judges and administration of Access to Justice Program in the Judiciary, an assistant investment officer for Kansas Public Employees Retirement System, telecommunications analysts and legal staff in the Kansas Corporation Commission, blood alcohol content administration and legal staff in the Kansas Corporation Commission, blood alcohol content administration in the Department of Revenue, and an auditor of local elected officials in the Commission on Governmental Standards.

- The Executive Director's position of the Parole Board was eliminated. The Board's administrative functions were consolidated with the Parole and Post-Release Supervision Program of the Department of Corrections.
- 120.0 FTE positions were reduced from Department of Corrections due to the privatization of food service operations in the system's nine correctional facilities.
- 23.0 FTE positions were shifted from the Winfield Correctional Facility to the Lansing Correctional Facility because of increased inmate population.

Fiscal Year 1998

- The transfer of Long Term Care Programs for the Elderly from the Department of Social and Rehabilitation Services to the Department on Aging.
- The Winfield Veterans Home was established on the grounds of the Winfield State Hospital and Training Center after its closure. 2.0 FTE positions were approved for the agency to begin basic operation in the second half of Fiscal Year 1998.
- The Grain Inspection Department was abolished effective September 1, 1997. This inspection and grading of grain became the responsibility of a private entity. The authority and responsibility of the Department's Warehouse Program was transferred to the Secretary of Agriculture.
- The Juvenile Justice Authority was created to implement the Juvenile Justice Reform Act, which is intended to strengthen the juvenile system. The Authority was given 30.0 FTE positions, excluding the juvenile correctional facilities' personnel. The services for juvenile offenders transferred from other agencies, such as the Department of Social and Rehabilitation Services.
- 24.0 FTE positions were added to the Department of Administration for the operation of the Topeka State Hospital Grounds.
- 20.5 FTE positions were transferred from the Department of Social and Rehabilitation Services to Kansas Department of Health and Environment. The authority for licensure inspection of family foster homes, child placement agencies, 24-hour care residential facilities and detention facilities was transferred from the Department of Social and Rehabilitation Services to Kansas Department of Health and Environment. This was done to provide neutral oversight of the quality of inspection of those facilities.
- 17.1 FTE positions were added to Pittsburg State University's Technology Center due to a change in the servicing of new buildings formula for staffing.

Fiscal Year 1999

- The KU Hospital portion of the KU Medical Center became a public authority and no longer part of a state agency in October 1998 (1998 SB 373). Approximately half of the KU Medical Center's FTE was transferred to the public authority.
- 23.0 FTE positions were added to the Sex Predator Treatment Program at Larned State Hospital to provide staff necessary for expanding the program. The new positions were hired as additional residents are added to the program. The positions to be added include direct care staff, a Psychologist III, a Social Worker and a Registered Nurse.
- 14.0 FTE positions were added to the Highway Patrol, 7 troopers to patrol the highways and 7 to implement the Criminal Justice Information System (CJIS).
- 11.0 FTE positions were added to the Division of Environment of the Kansas Department of Health and Environment enhanced funding for inspections of large swine feeding facilities is intended to ensure the protection of the environment by monitoring the state's air, landscape and water resources.
- 10.0 FTE positions were added to the Judiciary to assist the courts in dealing with increasing caseloads throughout the states.
- 10.0 FTE positions were added to the Kansas Racing and Gaming Commission to allow the Commission to complete its own background investigations.
- 7.0 FTE positions were added to the Department of Revenue to implement provisions included in the 1998 Tax Relief Act.
- 7.0 FTE positions were added to the Board of Tax Appeals. A small claims division was established within the Board and creates a new executive director position.
- Transferred the Office of the Long-Term Care Ombudsman from the Department on Aging to the Department of Administration. This included 5.5 FTE positions. The transfer was intended to ensure impartiality in the investigations that the Ombudsman conducts.

Fiscal Year 2000

- 9.0 FTE positions were added to the Racing and Gaming Commission for the opening of a new racetrack.
- 12.0 FTE positions were added to the Department of Corrections for work crew supervisors.
- 11.0 FTE positions were added to Larned Correctional Mental Health Facility for security staff and drug treatment personnel.
- 60.5 FTE positions were transferred from the Topeka Correctional Facility to El Dorado Correctional Facility for the relocation of the Reception and Diagnostic Unit. The affected employees were given ROFR and IR.
- 16.0 FTE positions were added to the Highway Patrol for new troopers for the Motor Carrier Safety Assistance Program.
- 21.0 FTE positions were reduced from the Department of Revenue. 17 positions will be eliminated through restructuring regional tax offices and 4.0 to be eliminated through restructuring of the Alcoholic Beverage Control Division.
- 1.3 FTE positions were reduced from the Department of Agriculture for the privatization of the Grain Commodity Commission.
- 8.0 FTE positions abolished for the privatization of the Kansas Wheat Commission.
- As of January 1, 2000, positions that had been vacant for four years or more as determined by the Director of the Budget in consultation with the Director of Personnel Services were abolished.
- An additional 38.8 FTE positions will be deleted in FY 2001. This was accomplished by abolishing all FTE positions that, as of March 1, 2000, had been vacant for three years or more.
- A non-judicial salary initiative fund to be used for compensation of non-judicial officers and employees in the judicial branch as approved by the Chief Justice of the Supreme Court was established in the state treasury.

Fiscal Year 2001

During the 2000 Legislative session, the Legislature approved changes that will affect all state agencies. These changes will take effect on the first day of Fiscal Year 2001.

- The Kansas Wheat Commission was privatized. As a result, the 8.0 FTE positions at the Kansas Wheat Commission were abolished and 1.3 FTE positions at the Department of Agriculture were reduced.
- The Legislature abolished FTE positions that, as of January 1, 2000, had been vacant for four years or more as determined by the Director of the Budget in consultation with the Director of Personnel Services. This action resulted in the deletion of 37.7 FTE positions in eight state agencies.
- An additional 38.3 FTE positions will be deleted in FY 2001. This was accomplished by abolishing all FTE positions that, as of March 1, 2000, had been vacant for three years or more.

Classified Service Position Reference Table

May 31, 2000

POSITION TYPE			TEMPORARY	
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
POSITION				
Counts Toward FTE?	Yes	Yes	No	No
Statutory Authority	FTE Limit	FTE Limit	N/A	N/A
EMPLOYEE MOVEMENT				
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
SELECTION				
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
COMPENSATION				
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	K.A.R. 1-5-9	K.A.R. 1-5-9
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
BENEFITS ELIGIBILITY				
GHI	Yes	Yes ¹	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 Compensation/ TSA	Yes	Yes	Yes	Yes
Shared Leave	Yes	Yes	No	No
Flexible Spending Account	Yes	Yes	No	No

¹For employees with 50% appointment or more. The table 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.

Unclassified Service Position Reference Table

May 31, 2000

POSITION TYPE	REGULAR		TEMPORARY	
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
POSITION				
Counts Toward FTE?	Yes	Yes	No	No
Statutory Authority	K.S.A. 75-2935 or agency	K.S.A. 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)
EMPLOYEE MOVEMENT				
Promotion, Demotion and Transfer within Unclassified	Yes	Yes	Yes	Yes
Promotion, Demotion and Transfer to Classified	Yes	Yes	Yes	Yes
Suspension	Yes	Yes	Yes	Yes
Dismissal	Yes	Yes	Yes	Yes
SELECTION				
Selection Process	Appointed or agency discretion	Appointed or agency discretion	Agency discretion/ Governor's approval	Agency discretion/ Governor's approval
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
COMPENSATION				
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/ Governor's Approval	Agency discretion/ Governor's Approval
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
BENEFITS ELIGIBILITY				
GHI	Yes	Yes ¹	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 Compensation/ TSA	Yes	Yes	Position specific	Position specific
Shared Leave	Yes	Yes	Position specific	Position specific
Flexible Spending Account	Yes	Yes	Position specific	Position specific

¹For employees with 50% appointment or more. The table 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.

KANSAS STATE CIVIL SERVICE BASIC PAY PLAN (FY 2000)

Basic Steps (Hourly Rates)

LONGEVITY STEPS

PG	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
5	5.44	5.59	5.73	5.88	6.02	6.16	6.30	6.46	6.63	6.81	6.97	7.13	7.31	7.48	7.67
6	5.73	5.88	6.02	6.16	6.30	6.46	6.63	6.81	6.97	7.13	7.31	7.48	7.67	7.88	8.06
7	6.02	6.16	6.30	6.46	6.63	6.81	6.97	7.13	7.31	7.48	7.67	7.88	8.06	8.26	8.47
8	6.30	6.46	6.63	6.81	6.97	7.13	7.31	7.48	7.67	7.88	8.06	8.26	8.47	8.68	8.90
9	6.63	6.81	6.97	7.13	7.31	7.48	7.67	7.88	8.06	8.26	8.47	8.68	8.90	9.11	9.33
10	6.97	7.13	7.31	7.48	7.67	7.88	8.06	8.26	8.47	8.68	8.90	9.11	9.33	9.57	9.80
11	7.31	7.48	7.67	7.88	8.06	8.26	8.47	8.68	8.90	9.11	9.33	9.57	9.80	10.05	10.28
12	7.67	7.88	8.06	8.26	8.47	8.68	8.90	9.11	9.33	9.57	9.80	10.05	10.28	10.55	10.81
13	8.06	8.26	8.47	8.68	8.90	9.11	9.33	9.57	9.80	10.05	10.28	10.55	10.81	11.07	11.34
14	8.47	8.68	8.90	9.11	9.33	9.57	9.80	10.05	10.28	10.55	10.81	11.07	11.34	11.63	11.91
15	8.90	9.11	9.33	9.57	9.80	10.05	10.28	10.55	10.81	11.07	11.34	11.63	11.91	12.21	12.51
16	9.33	9.57	9.80	10.05	10.28	10.55	10.81	11.07	11.34	11.63	11.91	12.21	12.51	12.82	13.13
17	9.80	10.05	10.28	10.55	10.81	11.07	11.34	11.63	11.91	12.21	12.51	12.82	13.13	13.46	13.80
18	10.28	10.55	10.81	11.07	11.34	11.63	11.91	12.21	12.51	12.82	13.13	13.46	13.80	14.14	14.47
19	10.81	11.07	11.34	11.63	11.91	12.21	12.51	12.82	13.13	13.46	13.80	14.14	14.47	14.84	15.19
20	11.34	11.63	11.91	12.21	12.51	12.82	13.13	13.46	13.80	14.14	14.47	14.84	15.19	15.58	15.96
21	11.91	12.21	12.51	12.82	13.13	13.46	13.80	14.14	14.47	14.84	15.19	15.58	15.96	16.35	16.76
22	12.51	12.82	13.13	13.46	13.80	14.14	14.47	14.84	15.19	15.58	15.96	16.35	16.76	17.18	17.58
23	13.13	13.46	13.80	14.14	14.47	14.84	15.19	15.58	15.96	16.35	16.76	17.18	17.58	18.03	18.47
24	13.80	14.14	14.47	14.84	15.19	15.58	15.96	16.35	16.76	17.18	17.58	18.03	18.47	18.93	19.40
25	14.47	14.84	15.19	15.58	15.96	16.35	16.76	17.18	17.58	18.03	18.47	18.93	19.40	19.89	20.37
26	15.19	15.58	15.96	16.35	16.76	17.18	17.58	18.03	18.47	18.93	19.40	19.89	20.37	20.89	21.38
27	15.96	16.35	16.76	17.18	17.58	18.03	18.47	18.93	19.40	19.89	20.37	20.89	21.38	21.92	22.45
28	16.76	17.18	17.58	18.03	18.47	18.93	19.40	19.89	20.37	20.89	21.38	21.92	22.45	23.02	23.58
29	17.58	18.03	18.47	18.93	19.40	19.89	20.37	20.89	21.38	21.92	22.45	23.02	23.58	24.17	24.77
30	18.47	18.93	19.40	19.89	20.37	20.89	21.38	21.92	22.45	23.02	23.58	24.17	24.77	25.37	26.00
31	19.40	19.89	20.37	20.89	21.38	21.92	22.45	23.02	23.58	24.17	24.77	25.37	26.00	26.64	27.29
32	20.37	20.89	21.38	21.92	22.45	23.02	23.58	24.17	24.77	25.37	26.00	26.64	27.29	27.98	28.64
33	21.38	21.92	22.45	23.02	23.58	24.17	24.77	25.37	26.00	26.64	27.29	27.98	28.64	29.38	30.09
34	22.45	23.02	23.58	24.17	24.77	25.37	26.00	26.64	27.29	27.98	28.64	29.38	30.09	30.84	31.59
35	23.58	24.17	24.77	25.37	26.00	26.64	27.29	27.98	28.64	29.38	30.09	30.84	31.59	32.38	33.17
36	24.77	25.37	26.00	26.64	27.29	27.98	28.64	29.38	30.09	30.84	31.59	32.38	33.17	34.00	34.85
37	26.00	26.64	27.29	27.98	28.64	29.38	30.09	30.84	31.59	32.38	33.17	34.00	34.85	35.69	36.60
38	27.29	27.98	28.64	29.38	30.09	30.84	31.59	32.38	33.17	34.00	34.85	35.69	36.60	37.48	38.42

Attachment 2
e-Gov 1-23-01

KANSAS STATE CIVIL SERVICE BASIC PAY PLAN (FY 2000)

BI-Weekly Pay Plan

LONGEVITY STEPS

PG	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
15	712.00	728.80	746.40	765.60	784.00	804.00	822.40	844.00	864.80	885.60	907.20	930.40	952.80	976.80	1000.80
16	746.40	765.60	784.00	804.00	822.40	844.00	864.80	885.60	907.20	930.40	952.80	976.80	1000.80	1025.60	1050.40
17	784.00	804.00	822.40	844.00	864.80	885.60	907.20	930.40	952.80	976.80	1000.80	1025.60	1050.40	1076.80	1104.00
18	822.40	844.00	864.80	885.60	907.20	930.40	952.80	976.80	1000.80	1025.60	1050.40	1076.80	1104.00	1131.20	1157.60
19	864.80	885.60	907.20	930.40	952.80	976.80	1000.80	1025.60	1050.40	1076.80	1104.00	1131.20	1157.60	1187.20	1215.20
20	907.20	930.40	952.80	976.80	1000.80	1025.60	1050.40	1076.80	1104.00	1131.20	1157.60	1187.20	1215.20	1246.40	1276.80
21	952.80	976.80	1000.80	1025.60	1050.40	1076.80	1104.00	1131.20	1157.60	1187.20	1215.20	1246.40	1276.80	1308.00	1340.80
22	1000.80	1025.60	1050.40	1076.80	1104.00	1131.20	1157.60	1187.20	1215.20	1246.40	1276.80	1308.00	1340.80	1374.40	1406.40
23	1050.40	1076.80	1104.00	1131.20	1157.60	1187.20	1215.20	1246.40	1276.80	1308.00	1340.80	1374.40	1406.40	1442.40	1477.60
24	1104.00	1131.20	1157.60	1187.20	1215.20	1246.40	1276.80	1308.00	1340.80	1374.40	1406.40	1442.40	1477.60	1514.40	1552.00
25	1157.60	1187.20	1215.20	1246.40	1276.80	1308.00	1340.80	1374.40	1406.40	1442.40	1477.60	1514.40	1552.00	1591.20	1629.60
26	1215.20	1246.40	1276.80	1308.00	1340.80	1374.40	1406.40	1442.40	1477.60	1514.40	1552.00	1591.20	1629.60	1671.20	1710.40
27	1276.80	1308.00	1340.80	1374.40	1406.40	1442.40	1477.60	1514.40	1552.00	1591.20	1629.60	1671.20	1710.40	1753.60	1796.00
28	1340.80	1374.40	1406.40	1442.40	1477.60	1514.40	1552.00	1591.20	1629.60	1671.20	1710.40	1753.60	1796.00	1841.60	1886.40
29	1406.40	1442.40	1477.60	1514.40	1552.00	1591.20	1629.60	1671.20	1710.40	1753.60	1796.00	1841.60	1886.40	1933.60	1981.60
30	1477.60	1514.40	1552.00	1591.20	1629.60	1671.20	1710.40	1753.60	1796.00	1841.60	1886.40	1933.60	1981.60	2029.60	2080.00
31	1552.00	1591.20	1629.60	1671.20	1710.40	1753.60	1796.00	1841.60	1886.40	1933.60	1981.60	2029.60	2080.00	2131.20	2183.20
32	1629.60	1671.20	1710.40	1753.60	1796.00	1841.60	1886.40	1933.60	1981.60	2029.60	2080.00	2131.20	2183.20	2238.40	2291.20
33	1710.40	1753.60	1796.00	1841.60	1886.40	1933.60	1981.60	2029.60	2080.00	2131.20	2183.20	2238.40	2291.20	2350.40	2407.20
34	1796.00	1841.60	1886.40	1933.60	1981.60	2029.60	2080.00	2131.20	2183.20	2238.40	2291.20	2350.40	2407.20	2467.20	2527.20
35	1886.40	1933.60	1981.60	2029.60	2080.00	2131.20	2183.20	2238.40	2291.20	2350.40	2407.20	2467.20	2527.20	2590.40	2653.60
36	1981.60	2029.60	2080.00	2131.20	2183.20	2238.40	2291.20	2350.40	2407.20	2467.20	2527.20	2590.40	2653.60	2720.00	2788.00
37	2080.00	2131.20	2183.20	2238.40	2291.20	2350.40	2407.20	2467.20	2527.20	2590.40	2653.60	2720.00	2788.00	2855.20	2928.00
38	2183.20	2238.40	2291.20	2350.40	2407.20	2467.20	2527.20	2590.40	2653.60	2720.00	2788.00	2855.20	2928.00	2998.40	3073.60

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