

MINUTES OF THE SENATE WAYS AND MEANS COMMITTEE

The meeting was called to order by Chairman Dwayne Umbarger at 10:30 A.M. on February 7, 2005 in Room 123-S of the Capitol.

Committee members absent: Senator Jay Emler - excused
Senator Chris Steineger - excused

Committee staff present:

Norman Furse, Revisor of Statutes
Debra Hollon, Kansas Legislative Research Department
Susan Kannarr, Kansas Legislative Research Department
Matt Spurgin, Kansas Legislative Research Department
Judy Bromich, Administrative Analyst
Mary Shaw, Committee Secretary

Conferees appearing before the committee:

Reginald Robinson, President and CEO, Kansas Board of Regents
Robert Hemenway, Chancellor, University of Kansas
David Shulenburger, Executive Vice Chancellor and Provost, University of Kansas
Dennis Constance, Member, KU Classified Senate
Andy Sanchez, Executive Director, Kansas Association of Public Employees

Others attending:

See attached list.

Copies of a letter from Ed Van Petten, Executive Director, Kansas Lottery, dated February 4, 2005, in response to questions and requests of Senators Betts and Steineger regarding the Kansas Lottery's contract with the Kansas Speedway for the year 2004 (Attachment 1).

The Chairman referred the following bill to the KPERS Issues Subcommittee:

SB 189--Increasing KPERS lump-sum death benefit to \$5,000

Chairman Umbarger welcomed John Frederick, Governmental Relations Manager, Boeing, who presented a briefing on the National Institute of Aviation Research (NIAR), and addressed the current situation, urgency and proposal (Attachment 2). Mr. Frederick explained that the aviation industry is a major contributor to the economic vitality of Kansas and has the potential for significant growth as a cluster of innovation. He noted that the aviation industry in Kansas must be able to compete in a global economic environment, far different than in the past, and they will not be able to do it alone.

Mr Frederick addressed funding needs that are detailed in his written testimony. He emphasized that state funding provides the leverage for growth. Some examples new in 2004 are:

- Center of Excellence for Advanced Materials - Federal Aviation Administration
- National Center for Advanced Materials Performance (NCAMP) - NASA

They requested support for appropriation and approval of the \$2 million request for aviation related research in the 2005 Legislative Session. Mr. Frederick provided an Executive Summary of the NIS (NIAR/Industry/State Research) 2004 Projects (Attachment 3). He explained that the NIS Program was created by the State Legislature in FY 2004 to support the Kansas aviation manufacturing industries' efforts to compete in the global technological environment. The committee discussed jobs and keeping the aviation industry infrastructure in Kansas. Mr. Frederick mentioned that he will provide more specific numbers regarding new jobs in the aviation industry in Wichita.

CONTINUATION SHEET

MINUTES OF THE Senate Ways and Means Committee at 10:30 A.M. on February 7, 2005 in Room 123-S of the Capitol.

The Chairman opened the public hearing on:

SB 74--State educational institutions; conversion of positions to classified service

Staff briefed the committee on the bill.

Chairman Umbarger recognized the following conferees who testified on **SB 74**:

Reginald Robinson, President and CEO, Kansas Board of Regents, testified in support of **SB 74**. Mr. Robinson explained that, if enacted, **SB 74** would allow the Board of Regents to approve proposals presented by governed universities to convert to classified, civil service employee positions to unclassified, university support staff positions (Attachment 4). He noted that the statutory change would be permissive so that each university could determine the cost and benefit based on their specific facts and circumstances. Mr. Robinson also mentioned that if the legislation were approved, any university wishing to take advantage of the new classification would have to bring a specific plan to the Board of Regents for approval.

Robert Hemenway, Chancellor, University of Kansas, testified in favor of **SB 74** (Attachment 5). Chancellor Hemenway explained that the bill would enable participating universities to better fulfill their mission, while leveraging state funds to best advantage, and with a high degree of accountability. He noted that this change would be permissive, so that each university could determine whether it wants to take this step. If approved, a university could then bring a specific plan to the Kansas Board of Regents for review and approval.

Chancellor Hemenway introduced David Shulenburg, Executive Vice Chancellor and Provost, at the University of Kansas, who addressed the following examples in his testimony regarding how the disadvantages of the current system affect the university and its classified staff:

- Rigid job classifications
- Rigid pay matrix
- No mechanism for merit pay
- A dispute resolution system

Mr. Shulenburg provided reasons why this alternative to State Civil Service is good public policy and why support it. He mentioned that **SB 74** is the result of extensive consultation with Lawrence classified staff over a period of years, and **SB 74** is similar to past initiatives that have worked. He noted that most public universities operate this way, and regarding the University of Kansas, management of roughly 1,800 unclassified non-faculty has been excellent. (Mr. Shulenburg's testimony is part of Chancellor Hemenway's written testimony.)

Chairman Umbarger welcomed Dennis Constance of the University of Kansas Classified Senate, who testified in support of **SB 74** (Attachment 6). Mr. Constance explained that he has recently become a member of the University of Kansas work-group developing the proposal to transform classified staff to University Support Staff. He noted that the work-group is currently working to address a key area of concern, by developing grievance and appeal procedures. Mr. Constance mentioned that he appeared at the hearing as one of the people who would be affected by this choice, convinced that it holds the best promise for the future of classified employees at the University of Kansas.

The Chairman recognized Norman Furse, Revisor of Statutes, who expressed concern regarding changing from classified to unclassified in **SB 74** (Attachment 7). The Revisor called the committee's attention to the case of Darling V. Kansas Water Office where the Court considered it unconstitutional. The University of Kansas Medical Center changes were discussed and Chancellor Hemenway noted it would be similar to what was done at that facility and that what is proposed in **SB 74** would need to fit within the legal structure. Committee discussion followed.

Chairman Umbarger welcomed Andy Sanchez, Executive Director, Kansas Association of Public Employees, who testified in opposition to **SB 74** (Attachment 8). Mr. Sanchez described the following three concerns the Kansas Association of Public Employees (KAPE) has with the bill:

CONTINUATION SHEET

MINUTES OF THE Senate Ways and Means Committee at 10:30 A.M. on February 7, 2005 in Room 123-S of the Capitol.

1. **SB 74** attempts to weaken conditions of employment by declassifying or removing a large group of employees at the state universities out from the classified status to an unclassified status without civil service rights.
2. KAPE respects the process of the Legislature as it makes annual appropriations each year including the pay adjustments for state employees.
3. From the employees' perspective, the impetus for the bill is more money in their pockets. However, it should be noted that this will give a great deal of discretion to University Human Resources offices.

Mr. Sanchez noted that grants are unpredictable and short lived, and the bill is simply not the solution and would cause heartache to employees and the state. Copies of Agency Turnover FY 2004 were distributed to the committee (Attachment 9).

There being no further conferees to come before the committee, the Chairman closed the public hearing on **SB 74**.

The meeting adjourned at 12:15 p.m. The next meeting is scheduled for February 8, 2005.

**SENATE WAYS AND MEANS
GUEST LIST**

Date February 7, 2005

NAME	REPRESENTING
Julia Thomas	DOB
Julia Thomas	DOB
Karen Watney	Day A
Kit Mab	Hew Low Firm
John Peterson	Rajtheon Aircraft Co
Andy Jensen	KAPE
Dennis Constance	KU
Jon Josseland	University of Kansas
Bud Burke	Cessna Aircraft
Pat Duman	University of Kansas
Reggie Rohrer	KBRN
David Shilberg	KU
Bob Hemenway	KU
Paul Curtin	KU
Tony Rombeck	JOURNAL-WORLD
Fred Sudermann	Wichita State Community
John Tomblin	Wichita State Univ.
SKIP LOPER	WICHITA STATE UNIV.
Ola Faucher	KU
Kathy Stiers	KU
Beverly Nightingale	KU Classified
Mike Wheeler	KU Classified
Shannon Bell	KSBOR

SENATE WAYS AND MEANS
GUEST LIST

Date February 7, 2005

NAME	REPRESENTING
Kip Peterson	KBOR
Gavin Young	DoFA
Mike Huttles	HGC



KANSAS LOTTERY

ED VAN PETTEN, EXECUTIVE DIRECTOR

KATHLEEN SEBELIUS, GOVERNOR

February 4, 2005

Senator Dwayne Umbarger
Senate Ways and Means Committee
State Capitol, Room 120-S
Topeka, Kansas 66612

Dear Senator Umbarger:

Based upon the request of Senators Steineger and Betts, I have put together some information regarding the Kansas Lottery's contract with the Kansas Speedway for the year 2004. On the documentation enclosed herewith, we have listed the breakdown of what is received for our contract with the Kansas Speedway and the cost thereof, which was \$188,500 for the year 2004. Obviously, this would have included three racing weekends; the weekend in June for the ARCA race; the July weekend races, which include the Sears Craftsman Truck Series and IRL race; as well as the big NASCAR weekend, which includes the Bush Series and Nextel NASCAR Series races. The game sales figure given on this sheet includes only the sales from the two instant games that featured the Kansas Speedway.

Of course, there is no way to gauge the specific impact of advertising with the Speedway in the increased sales of all games; however, based upon our dramatic increase in instant ticket sales for the year 2004, we are confident that this is a wise investment. You will see the transfers to the State of Kansas, which total \$320,110. This is based upon sales times 31.28 percent, which was the average transfer rate for the year. Thus, strictly comparing the cost of the contract with the benefit to the State from the sale on those two Speedway themed games would be \$131,610.

This is an extremely simplistic view of this matter, for as all of you know, advertising is an integral part of sales. The value of the billboard for the Kansas Lottery at the Speedway, where some 75,000 to 100,000 fans see it throughout the race season, as well as on television, is very difficult to put a firm value on. The value of advertising cannot be minimized by anyone knowledgeable of sales, as can be evidenced by the fact that the best known products that are household items and household words continue to advertise to remind the buying public of their product. This is especially important with regard to our products, which are continually changing.

Items also which are included within our contract but cannot be valued include the fact that we held a drawing on the track last year, which was witnessed by thousands of race fans, and the Governor gave away a vehicle on NASCAR weekend in front of the grandstands immediately before the race started. It is my understanding that in excess of 100,000 people witnessed that race.

If I can answer any additional questions regarding this partnership agreement, or any of the other many wonderful partnerships we have with Kansas-based businesses, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink that reads "Ed Van Petten". The signature is fluid and cursive, with a long horizontal stroke extending from the end of the name.

Ed Van Petten
Executive Director

Enclosure

cc: Senate Ways and Means Committee Members
Governor's Office
Julian Efird, Legislative Research Department

Kansas Lottery-- February 2, 2005

Value Assessment:

Quantity Designation

- Name/Title Sponsor of Event
- Right to include sponsor name in Official Title of Event
- Right to develop mutually agreeable logo for promotion of Event
- Right to use Event title and logo to promote the Event
- Prominent Event logo placement on Pace Car
- Prominent Event logo placement in Victory Lane
- Prominent Event logo placement on Infield Turf
- Prominent Event logo placement on Starter's Stand
- Prominent Event logo placement on IRL Event tickets
- Opportunity for VIP participation in IRL pre-race ceremony
- Opportunity for VIP participation in IRL post-race ceremony

Promotional Rights

- Official Status
- Right to Use Kansas Speedway Marks
- Themed Advertising
- Point-of-Sale Material
- Marketing Collateral
- Consumer Promotions including event tickets in the prize packaging
- Employee Incentive Programs
- Right to create co-branded merchandise & collectibles

Signage

- 1 Trackside Billboards
- 2 Grandstand Signs
- 2 Concourse Spirals
- 1 Concourse Directional
- 1 Parking Sign

Advertising

- 1 PA/Matrix Board - IRL/NCTS
- 1 PA/Matrix Board - NBS/NWCS
- 1 Program Ad- ARCA RE/MAX
- 1 Program Ad- NCTS/IRL
- 1 Program Ad - NBS/NWCS

Corporate Display Midway

- 1 Display- ARCA/NCTS/IRL
- 1 Display - NBS/NNCS

Tickets

- 100 Upper Level Season Tickets
- 25000 ARCA RE/MAX Admissions
- 100 Fan Walk - NCTS/IRL (each day)
- 100 Fan Walk - NBS/NWCS (each day)
- 4 Cold Pit Passes - NCTS/IRL
- 4 Cold Pit Passes - NBS/NWCS

Hospitality

- 1 Lower Level Single Suite (32 admissions)
- 1 Chalet (100 person)

Contract Value:

CONTRACT COST	\$188,500
GAME SALES	\$1,023,372
STATE TRANSFER FROM SALES	\$320,110
BENEFIT	\$131,610

Aviation Research

Agenda

- ◆ *Current Situation*
- ◆ *Urgency*
- ◆ *Proposal*

2/7/05

Current Situation



The aviation industry is a major contributor to the economic vitality of Kansas and has the potential for significant growth as a cluster of innovation.



Urgency



The aviation industry in Kansas must be able to compete in a global economic environment, far different than our past. We will not be able to do it alone.



2/7/05

Current Products

2-4



◆ Boeing 737 Fuselage



2/7/05

Future Products - Future Research



Overall Funding Requirements

- ◆ *Significant progress has been made*
- ◆ *Over \$60M for aviation related research is needed at the WSU National Institute for Aviation Research to support industry needs over the next decade*
- ◆ *State funding of \$20M is needed during FY2004-2007 (\$13M of \$20M approved in 2002 Legislative Session – HB2690)*

2/7/05

Specific Funding Needs Summary

◆ **Wind Tunnels**

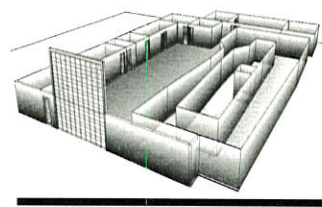
- Low Speed (complete December 2004)
- Icing (completion in 2007)



\$22.0M

◆ **Laboratories**

- Virtual Reality (completed 2004)
- Crashworthiness (complete in December 2004)



\$20.3M

- Composites, materials, & structures (ongoing enhancement)

◆ **Research / Technical**



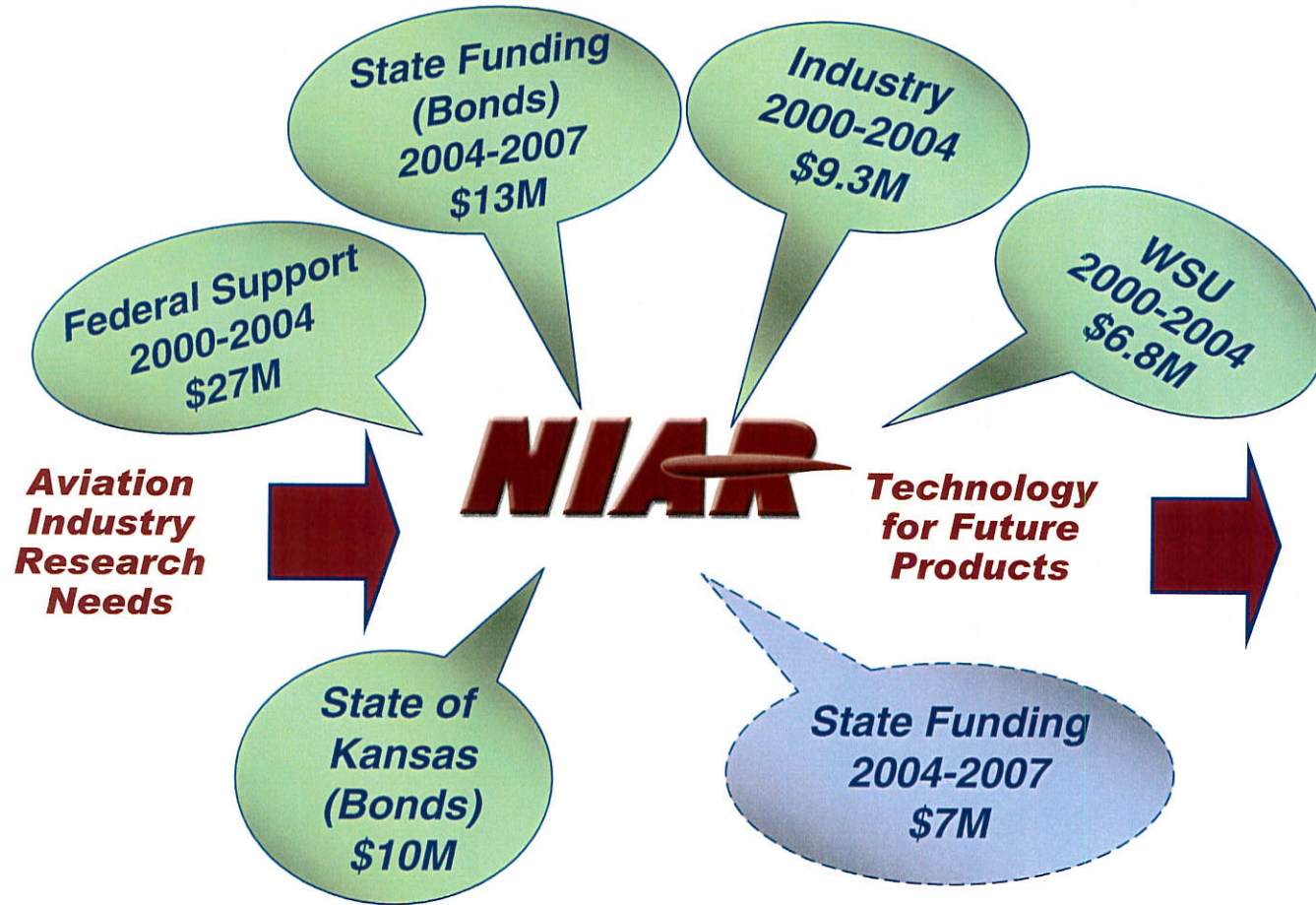
\$18.1M

Total:

\$60.4M

2/7/05

Aviation Research Funding

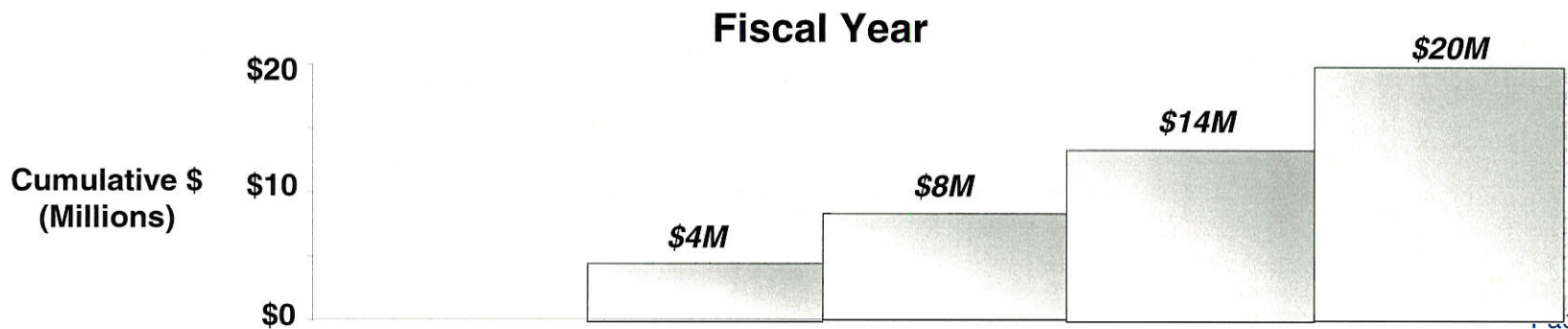


2/7/05

Facilities / Equipment / Research / Technical

2-9

TASK						
Recm'd Funding (Minutes 3/21/02)	Research	<div style="display: flex; justify-content: space-around; align-items: center;"> \$1M Approved \$2M Approved \$2M \$2M </div>				
	Bonding (Approved HB2690)	Crashworthiness, Composites & Materials	\$4M			
		Virtual Reality	\$2M			
		Icing Tunnel	\$6M			
		Wind Tunnel	\$1M			
		2003	2004	2005	2006	2007

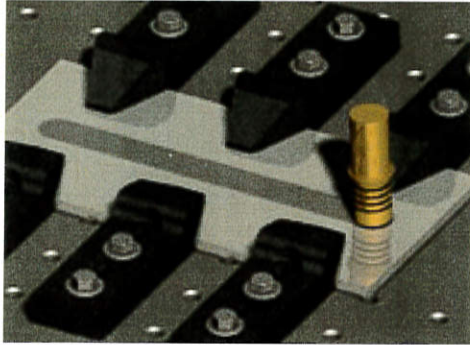


Targeted Research to Support Our Future Products

STATUS OVERVIEW

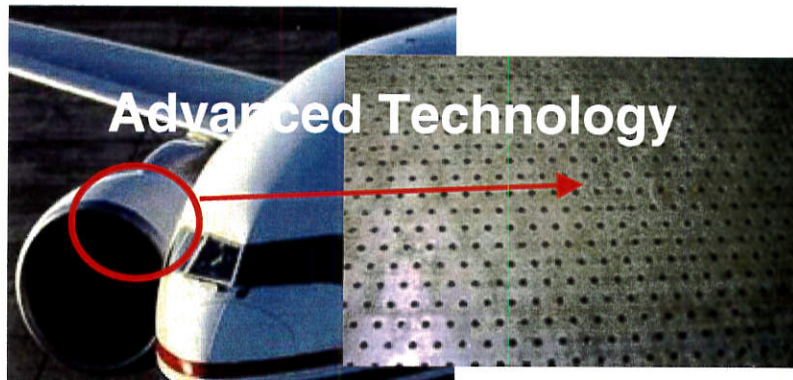
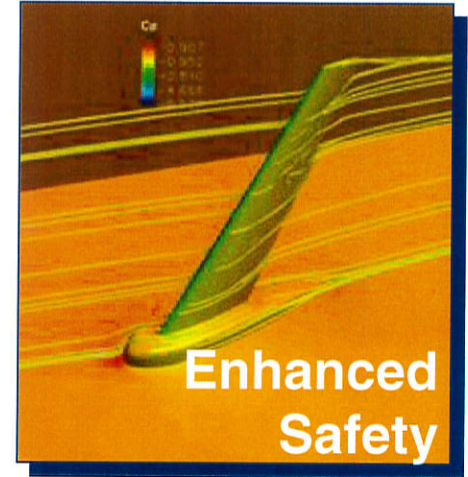
- ◆ *FY 2004 funding of \$1M, FY 2005 funding of \$2M*
- ◆ *Programs proposed and selected by industry with highest priority given to reduced cycle time-to-market, reduced cost, enhanced quality and safety for improved competitiveness*
- ◆ *10 programs selected in 2004, 15 programs selected in 2005 including 6 continuations*
- ◆ *Executive Summary of 2004 attached*

Research Programs Focus



Reduced Cycle Time-to-Market and Reduced Cost

ENABLING MORE COMPETITIVE PRODUCTS



Targeted Research to Support Our Future Products

Icing

Manufacturing

Advanced
Joining

Design

Safety

Advanced
Materials

*Reduced cycle time-to-market, reduced cost, enhanced
quality and safety for improved competitiveness*

State Funding Provides the Leverage for Growth

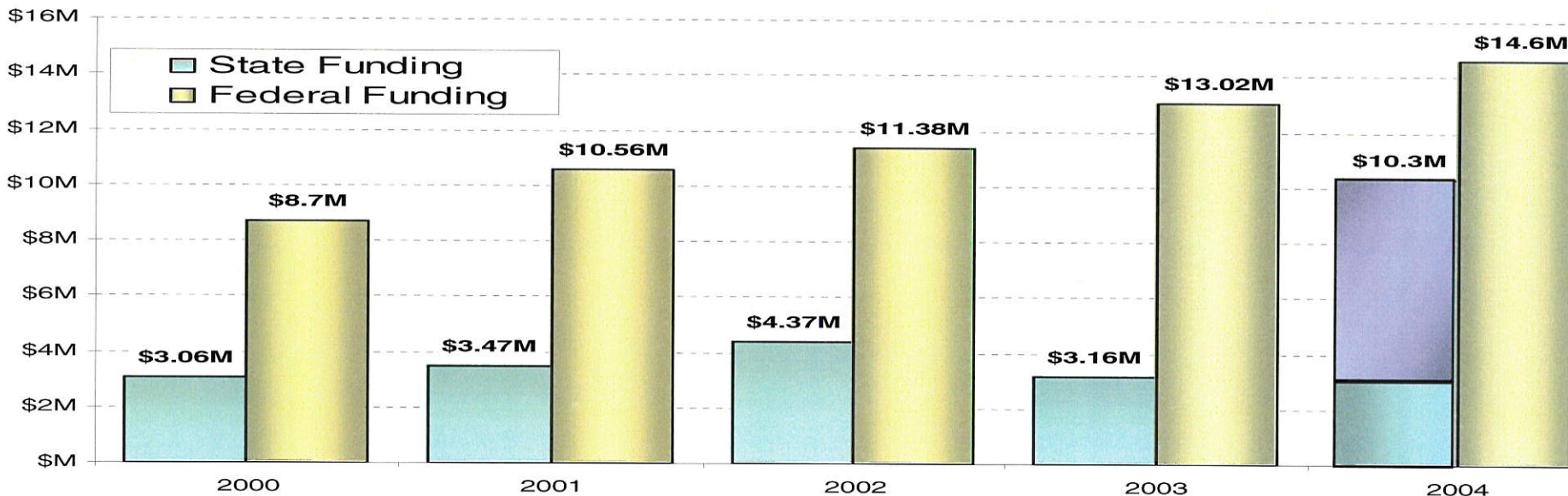


- ◆ Center of Excellence for Advanced Materials

NEW in 2004



- ◆ National Center for Advanced Materials Performance (NCAMP)



2/7/05

Proposal



We request your support for appropriation and approval of the \$2M request for aviation related research in the 2005 Legislative Session.



Summary



- ◆ *Industry must be capable of competing in a global economic environment*
- ◆ *We cannot do it by ourselves*
- ◆ *With your help our industry can become*
 - *An aviation cluster of innovation*
 - *And, significantly grow the economic base of Kansas*



“We can retain our leadership if we choose to”



2/7/05

Aviation Industry Cluster of Innovation



Raytheon

David Riemer
Raytheon Aircraft Company



Boeing

Robert Waner
The Boeing Company

Thank you for your support.



Cessna

Randy Nelson
Cessna Aircraft Company



Bombardier

Ivan Vlatko
Bombardier Aerospace Corporation

Executive Summary of NIS 2004 Projects

The NIAR/Industry/State research (NIS) program was created by the State Legislature in FY 2004 to support the Kansas aviation manufacturing industries' efforts to compete in the global technological environment. While this research program is operated through the National Institute for Aviation Research, all research projects are identified and selected by an executive committee composed of representatives from Boeing, Bombardier-Learjet, Cessna and Raytheon. WSU's associate vice president for research, the executive director of NIAR, and the dean of the College of Engineering serve in a project management capacity with respect to university policies and procedures.

The first year of the program was funded in the amount of \$1 million dollars which supported 10 research programs for 12 months. The results of these FY 2004 programs are documented in final reports to be shared and utilized by the entire Kansas aviation industry. Brief project descriptions, narratives, and benefits to the industry are provided for each project below:

Lightning Protection of Composite Aircraft

Description: *Assessment of use of the Blitzen Lightning Strike Prediction computer code to model lightning strike currents in composite aircraft.*

Benefits to industry: *Cost and time savings achieved by using computer codes that simulate the aircraft system in a lightning strike situation rather than physical testing methods. Typical cost per test is \$100K at minimum.*

Network-based Aviation Security

Description: *Facilitation of an enhanced security feature for smaller aircraft by enhancement of the existing security framework within the aircraft and between the aircraft and ground stations.*

Benefits to industry: *First step toward a business jet secure office in the sky, inclusive of real-time video.*

Paint Thickness Measurement over Composites

Description: *Improve accuracy and ease of a commercial paint thickness measurement system that analyses the reflection pattern of acoustic pulse echo and examine other, more advanced methods of measurement relative to paint thickness as a critical factor in lightning strike dissipation characteristics.*

Benefits to industry: *Increase fuel efficiency and decrease capacity of a damaging lightning strike. An improved paint thickness measurement process will increase accuracy to 6 – 8% and reduce industry rework cost.*

Simulated Icing Test Nozzle Design and Feasibility Study

Description: *Assess methods for adapting existing spray boom systems to generate icing clouds and identify spray system hardware and software to support development of spray rigs.*

Benefits to industry: *Improved safety for aircraft operating in icing conditions by providing methods to identify and exit severe conditions through use of improved simulation tools for aircraft testing and certification. Currently, aircraft certification requires 50 – 100 hours of ice testing priced at approximately \$25K per hour. Testing time could be reduced by more than 50% with simulation use.*

Carbon Tri-axial Braid Material Qualification

Description: *Develop a material database for an advanced composite which satisfies all FAA regulations for safety assurance.*

Benefits to industry: *Reduced cost related to material qualification for primary structures. (Current qualification cost of material characterized for airframe use is \$1M to \$2M.)*

Assessment of Load Distributions in Composite Panels with Semi-parasitic Acoustic Treatments

Description: *Develop a simple analysis tool that captures load distributions and predicts stiffness properties.*

Benefits to industry: *Provide maximum acoustic treatment for engine inlets and fan ducts while optimizing design for weight and cost*

Development of Design Philosophies for Large Bonded and Fastened Assemblies Containing Metals and Composites with Large CTE Differences

Description: *Generate design data and philosophies for accommodation of thermal effects within large aircraft composite/metallic assemblies and subsequent reduction of premature failure of joints.*

Benefits to industry: *Maximize cost and weight improvements by increased ability to use aluminum composite hybrids.*

Cabin Acoustics

Description: *Creation of a database containing the acoustical characterization (absorption, reflection, transmission loss) of various fibers and foams.*

Benefits to industry: *Provide industry with capability to select appropriate materials for noise control issues, and elimination of the need to perform materials testing.*

Friction Stir Welding and Laser Welding Feasibility Studies

Description: *Investigate and develop processes for friction stir welding and laser welding to join aluminum materials.*

Benefits to industry: *Friction stir and laser welding produce desirable joint characteristics. Joints achieve 70 – 90% efficiency of parent material strength.*

Analysis of a Tri-axial Braided Composite Structure with a Constant Cross-section

Description: *Develop a simplified method of determining internal loads and performing structural analysis on advanced braided composite sections.*

Benefits to industry: *Ability for increased use of braided composites in aircraft primary structures provides reduced production cost, part count, and weight.*

NIS 2005 Projects

The second year of funding (FY 2005) was approved by the State Legislature in the amount of \$2 million. The participating members of the aviation industry generated a list of proposed topics in priority order for possible funding. The NIS executive committee met on May 20, 2004 to review and select programs for FY 2005 based upon applications submitted by interested faculty in response to the prioritized topic list. All applications received expressed appropriate interest and experience in the industry topics. However, limited by the amount of funding available for FY 2005, along with the individual company research priorities, the executive committee recommended 15 projects for funding. These decisions were made in the interest of each project reaching its greatest potential for a successful completion and achieving desired deliverables as determined by the industry. These FY 2005 projects are listed below:

- (1) Design Philosophies for Structures Utilizing Metal and Composites with Large CTE Differences
- (2) Effects of Different Variables Applied to Bonded Repairs of Solid Laminates
- (3) Blind or One-Sided Fastener Usage in Composite Applications
- (4) Analysis and Validation of Braided Composites Structures
- (5) Crashworthiness of Composite Structures – High Strain Rate Effects on Material Properties
- (6) Evaluation of Friction Stir Weld Process and Properties for Aircraft Application
- (7) Tolerancing Overview of Application to Support Aircraft Final Assembly
- (8) Automated Interface for Crack Growth Analysis with CATIA Version 5.0
- (9) Characterization of Fatigue Crack Development and Growth from Dents in 7475-T7351, Machined Wing Planks and Crack Growth Correlation Between CRACKS95, AFGROW, and Empirical Data
- (10) Review of the Capabilities of the Photogrammetry and ESPI Technologies as Non-Destructive Inspection Methods
- (11) Adhesive Joint Characterization and Testing
- (12) Aviation Based Network Security
- (13) Icing Tanker Spray Nozzle Characteristics and Performance Evaluation
- (14) Acoustic Material Database
- (15) Lightning Protection for Composite Aircraft



KANSAS BOARD OF REGENTS

1000 SW JACKSON • SUITE 520 • TOPEKA, KS 66612-1368

TELEPHONE – 785-296-3421
FAX – 785-296-0983
www.kansasregents.org

Testimony on SB 74 Senate Ways and Means Committee

February 7, 2005

Reginald L. Robinson
President and CEO, Kansas Board of Regents

Good morning Chairman Umbarger and Members of the Committee. Thank you for the opportunity to appear before your Committee. I am here this morning to speak on behalf of Senate Bill 74.

As you may know, Senate Bill 74, if enacted, would allow the Board of Regents to approve proposals presented by governed universities to convert classified, civil service employee positions to unclassified, university support staff positions. The statutory change would be permissive so that each university could determine the cost and benefit based on their specific facts and circumstances. If this legislation were approved, any university wishing to take advantage of the new classification would have to bring a specific plan to the Board of Regents for approval.

While the state universities have been afforded greater flexibility under tuition ownership, they have also been challenged to re-design administrative and support processes to increase efficiency. An alternative to the State Civil Service will give universities, at their option, the administrative flexibility necessary to remove the barriers in pay and job title administration while maintaining the best features of state civil service. If a university cannot financially reward its best employees, those employees will not stay with the university.

The rigidity inherent in state classified job descriptions does not appropriately reflect the employment environment in higher education. In addition, the salaries for state civil service staff are controlled by a pay matrix that is uniform across the state. There is no recognition of regional differences in cost of living or market salaries, nor is there a mechanism to reward employees based on merit. Because classified employees have been frozen in the pay matrix for four years, we are now experiencing serious salary compression because new employees are being hired at the same pay range as employees who have worked for the universities for four years.

The pay matrix system simply does not work in some instances and it does not provide the flexibility needed in higher education, as evidenced by current experience and a review of employment systems in other comparable systems of higher education.

Senate Ways and Means
2-07-05
Attachment 4

Since the legislation is permissive, there is no fiscal impact or administrative impact to the universities that choose not to pursue the alternative to civil service. For those universities that do pursue the change, the costs can be managed through reduced turnover and training.

Finally, I should point out to the Committee that the Board of Regents has very carefully considered this proposal. This initiative was first presented to the Board about a year ago. At that time, the Board was intrigued by this approach and viewed it in generally favorable terms, but declined to pursue this legislation at that time because it had some questions that needed to be addressed. Last fall, however, the Board again considered this issue, and in light of the additional information it received, unanimously embraced this proposal and is wholeheartedly pursuing the legislative proposal you are considering today.

Again, Mr. Chairman, thank you for the opportunity to appear before your Committee this morning. I appreciate your time and consideration and would be pleased to address your questions.

Senate Ways and Means Committee

Introduction by Chancellor Robert Hemenway: SB-74

Monday, February 7, 2005

Room 123 South, State Capitol, 10:30 a.m.

- Good morning, Senator Umbarger and members of the committee, and thank you for this opportunity to discuss Senate Bill 74, a bill of great interest to classified staff at the University of Kansas and throughout the Regents system.
- Last Thursday, when I testified before the Ways and Means Subcommittee for Education, I touched on three basic themes:
 - Our success in fulfilling KU's mission as a state institution;
 - Our efforts to provide an excellent return on the state's investment in us; and
 - Our need for appropriate state support, including management flexibility, as well as our willingness to be held accountable for the results.
- Those themes are equally relevant to this discussion of SB-74, a bill that would enable participating universities to better fulfill their mission, while leveraging state funds to best advantage, and with a high degree of accountability.
- In recent years, the Governor and the Legislature have shown a clear desire to free public higher education from cumbersome and unproductive management requirements, many of which were imposed 50 or more years ago.
- Tuition ownership and block grant funding were instituted as part of this transformation, and the Board of Regents took on an expanded coordinating role.
- Consistent with that trend, the Board now seeks statutory authority - through SB-74 -- to create a new category of unclassified employees called "University Support Staff."
- The change would be permissive, so that each university could determine whether it wants to take this step. If approved, a university could then bring a specific plan to the Board for review and approval.
- This proposed alternative to the State Civil Service would give participating universities beneficial administrative flexibility in an area that is now rigid, inflexible and counterproductive for everyone. The *status quo* severely impedes our ability to advance our mission on behalf of the state of Kansas.
- SB-74 would help us and our employees greatly - at no new cost to the state - while maintaining accountability where it properly belongs: with the university and the Board of Regents.
- David Shulenburg, executive vice chancellor and provost at Lawrence, has been immersed in this topic for the past several years. I've asked him to speak to you and respond to your questions concerning specifics of the Regents' proposal.
- Classified staff at the KU campus in Lawrence have taken a leadership role in advancing this initiative: enlisting local campus support, working closely with the administration, and engaging the Board as advocates. We are grateful for their persistence and support.

Senate Ways and Means
2-07-05
Attachment 5

Senate Ways and Means Committee

Testimony by David Shulenburger, EVC and Provost: SB-74

- Thank you, Chancellor, and thank you to the Committee for inviting us to participate in this hearing.
- Civil Service, in Kansas and elsewhere, developed in the last century out of a legitimate desire to eliminate a spoils system of patronage, while ensuring that government positions were held by qualified people, regardless of political party.
- As a management system for ensuring fairness and order in state offices, Civil Service has worked well. The working world has changed dramatically, however, and a system that was satisfactory 50 years ago now has some distinct disadvantages for universities and their classified employees. While preserving the best of Civil Service, SB-74 would help address those disadvantages, which include these four examples:
 - Rigid state classified job descriptions that don't truly reflect the employment environment in higher education;
 - Salaries that are controlled by a rigid pay matrix that is uniform across the state, with no acknowledgment of regional differences in cost of living or job market;
 - No mechanism to reward employees based on merit; and
 - A dispute resolution system that shifts responsibility and accountability from the campus to an office in Topeka.
- Many of the non-academic support positions of the university are in the state's classified civil service system. Jobs in this category include plumbers, power plant technicians, custodians, and administrative assistants, all classified centrally under 350 job titles and descriptions for our roughly 1,400 classified staff.
- How do the disadvantages of the current system affect the university and its classified staff? Here are some examples:
 - Rigid job classifications: Narrowly written job classifications prevent us from adapting a position to meet new job demands and inhibit our ability to provide staff with opportunities for personal growth.
 - Why is this a problem for a university? First, unlike most state offices, we are in the midst of rapid, market-driven change. With some skilled hires, we are forced to fit people into rigid job classifications and titles that were created to describe a previous generation of technology. Since "title equals pay" on the state matrix, an inaccurate title can mean inappropriate salary. The state system has not kept pace.
 - Another unfortunate result is a lack of genuine professional growth opportunities for classified staff, many of whom are locked into a narrow set of required skills and duties.
 - The annual cycle of enrollment, examinations and graduation causes peaks and valleys in our workflow. To serve our students best, we need broadly trained employees who can serve many needs at peak times and then return to their

normal duties at less busy times. Most classified staff – but not all -- are very pleased to work outside their job classifications. Broader job classifications that would follow approval of our request would guarantee this.

- Rigid pay matrix: For some positions, in some locations, the centrally approved state wage is simply non-competitive. In the Lawrence area, for example, it is difficult to fill and retain staff in positions that are vital to the functioning of the university.
 - We face considerable difficulty hiring and keeping electricians, plumbers, police officers and refrigeration/air conditioning technicians, because the salaries we're permitted to offer are so much lower than the local market rate.
 - For example, in the recent past we tried to fill a power plant operator position in our Facilities Operations department and found that the city of Baldwin offered a better salary than we could, despite the fact that the power plant at Baldwin is smaller than the one at KU.
 - We have also found that certain positions – such as police officers and refrigeration/air conditioning technicians – we train people who then go into private sector construction and trades at a significantly higher salary level.
- No mechanism for merit pay: Within State Civil Service, those who excel at their work receive the same pay increases as those who only perform at an acceptable level. Since no salary step increases have been granted in recent years, there is currently no reward whatsoever for merit in the Civil Service system. The only increases have been for cost of living, not to reward genuine merit.
 - On the Lawrence campus of KU, 52 percent of our classified staff are currently frozen on the beginning step of the pay matrix, while 5 percent are frozen at the top step.
- A dispute resolution system: Currently, the final decision when a classified employee appeals a disciplinary action is made by the Civil Service Board in Topeka, by individuals who may have little or no understanding of the unique working environment of a university.
 - However, appeals of performance evaluations are currently resolved successfully on our campus, in less time and with less expense, by individuals who are more familiar with a university environment. It doesn't make sense to resolve one form of appeal in Topeka and another form on the campus. We should be permitted to handle both.
- In short, we endure the limitations imposed by an antiquated system, while being unable to reward appropriately the people who are locked in the system with us. SB-74 would help us address these challenges.
- SB-74, if adopted, would permit a university to propose a specific plan for review and approval by the Board of Regents. No campus would be forced to change to the proposed alternative to State Civil Service.
- Under the legislation, existing classified employees would be converted to unclassified, university support staff positions. The legislation would delegate to a university the authority to:

- Manage positions in this service, including job titles and compensation, allowing institutions to adjust salaries to reflect local market demand and salary compression problems;
- Collapse narrow job classifications into broader categories with top and bottom salary ranges, a process known as "broad-banding"; and
- Use a merit system for salary increases, just as we do with existing unclassified staff, with one-third of the pool based on merit.
- Not everything would change under this proposal. Campus-based grievance and appeal processes for these employees would continue, and would be similar to the existing KU grievance and appeal procedures. Full due process would be guaranteed.
- Now, however, the people judging these processes would be closer to the situation and more knowledgeable than those outside the university.
- Also, employees in the new system would retain membership in the Kansas Public Employees Retirement system and participate in the State Employee Health Care and leave plans. Any additional costs for these benefits programs would be borne by the university as part of the block operating grant.
- Also unchanged under SB-74 would be the use of:
 - Merit principles of recruitment and selection;
 - Existing electronic application systems at KU;
 - Existing electronic performance appraisal evaluation at KU;
 - The progressive disciplinary process currently used by KU that ensures due process; and
 - Existing protections, so that staff are not "employees at will."
- Why do we believe this alternative to State Civil Service is good public policy, and why should you support it?
- First, SB-74 is the result of extensive consultation with Lawrence classified staff over a period of years. Our Classified Senate was instrumental in shaping this proposal and, if it passes, they will remain involved in the process of creating a new plan.
 - Classified staff continue to support this initiative. Last November, as the Board of Regents was discussing this initiative, our Classified Senate unanimously reaffirmed its support. Members of our Senate, and other Classified Staff, will be in the Capitol tomorrow, on their own time, to advocate for SB-74 and other issues of concern to Classified Staff. They are testifying today on work time. They believe this bill will have a positive effect on them and on the university.
- Second, SB-74 is similar to past initiatives that have worked. In the late 1970's, a crisis occurred at the KU Medical Center concerning salaries for nurses and other healthcare workers. The rigid, centrally imposed salaries for these high-demand workers were too meager to attract good candidates for available positions. This situation threatened the Hospital's ability to function.

- At that time, KU sought authority to create a new system for these specific employees. The legislature granted this authority, and our ability to recruit and retain staff was greatly improved.
- Third, most public universities operate this way. Within the Big Twelve Conference, only Colorado, outside of Kansas, still uses a state civil service system for its public universities.
- And Colorado is considering making a change.
- Finally, our experience managing roughly 1,800 unclassified non-faculty has been excellent and has prepared us to make equally productive use of "Unclassified Support Staff," should SB-74 be adopted.
- Since the legislation is permissive, there is no fiscal or administrative impact for universities that choose not to pursue the alternative to State Civil Service.
- Universities that do make this change, such as the Lawrence campus of KU, would manage the extra costs through reduced turnover and lower training costs, or as part of the block operating grant.
- In summary, we believe permissive legislation that allows universities to pursue this new system will greatly enhance the ability of the university to manage all of its staff, resulting in:
 - Improved salary and working conditions for classified staff;
 - Elimination of barriers in pay and job title administration; and
 - Maintenance of the best features of State Civil Service.
- Obviously, any time you propose such a departure from past practice there are likely to be some questions and concerns. The Chancellor and I would be happy to respond to any questions you may have.

#####

Senate Ways and Means Committee
Testimony of Dennis Constance
SB 74
February 7, 2005

My name is Dennis Constance, and I stand before you wearing several hats. I am a citizen of Kansas, a 30-year classified employee of the state, a housekeeping supervisor senior by occupation, a dues-paying member of the Kansas Association of Public Employees, a graduate of the University of Kansas, a former elected city official of Lawrence. I am also a long-standing member of the KU Classified Senate and the chair or co-chair of that body's Legislative Affairs Committee for over 10 years.

Most recently I have become a member of the KU work-group developing the proposal to transform classified staff to University Support Staff. All of these roles have some bearing on the perspective I hope to share with you today

First of all, thank you for giving us the time and opportunity to address you. It is a vital part of the decision process you are facing, and we are confident it will make clear the value of supporting SB74.

From the very beginning of the process that has brought us here today, the University of Kansas has also recognized the importance of the input of those affected by change. It really began, in fact, with simple questions, posed by Chancellor Hemenway to the Classified Senate several years ago, about how we go about improving conditions for our classified staff. That task is complicated as we all know, because as a state agency, the University has very limited local control over many aspects of the classified system, including job descriptions and wages and benefits. One of the solutions we began to examine was removing us from the classified system and to bring back the operating control of employment conditions to the University level, similar to what was done some years ago at the Medical Center. The University told us it would not pursue this option unless it was the will of the classified staff to do so.

Answering *that* question triggered a study and information process that in over three years of effort covered a lot of territory. It went through two incarnations of an employee-university administration work group. There were several "town meetings" with employees between February and October of 2003 to both give and receive information and concerns. These resulted in several versions of a plan for change, as appropriate modifications were made in response to what was learned. There two votes of the workers. A proposal was presented and testimony given to the Kansas Board of Regents. It took that kind of time and effort to both develop a well-reasoned plan for change, and to make as sure as reasonably possible that the questions and concerns of the workers it would so profoundly affect, were addressed.

"Two votes" you may be asking?

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There were two votes of the classified staff taken, because the first one, pretty much to everyone's astonishment, was a dead-even tie. The KU Classified Senate had decided fairly early in the process that our support, or not, for any proposal to change would be based on a simple majority of the employee vote. A tie gave no majority to either side of the issue, so the second vote was needed. However, the important fact to note about the balloting was that the vote, which decided us in favor of pursuing separation from the classified service, was based on a ⁷⁸74% voter turn-out! You are all sitting in your chairs today by virtue of an electoral process, so I'm sure you are as impressed as I am with the significance of such a high response. What it told us at KU was that even though the vote was still close, it was a highly reliable directive to move forward with the process.

One of the more important things that occurred along the way was establishing a feel for working together. There has been a lot of mutual support and cooperation in this process and that has been vital to establishing a sense of confidence that this is how we will continue to work in the future. I think we have done pretty well, and I think we will get better at it as we go forward.

The KU work-group is currently working to address a key area of concern, by developing grievance and appeal procedures. The intention is to model them in a form generally similar to what exists in the classified system now, maintaining, for example, the existence of an ultimate appeal arbiter similar to the civil service board. However, we believe we have an opportunity to make them better. Better because they will be based on our institutional experiences at KU. Better because like wages, they will be attuned to the regional conditions in which KU exists. Better because they are being cooperatively designed by the people who must live with them.

There is another area of concern that also has the potential to be better than it is. Broadening job descriptions, rather than being a threat, can have a beneficial impact from the employee perspective. I believe it may open doors of opportunity that narrowly defined position descriptions tend to keep closed. Too tight a definition tends to put a limit on what others believe your abilities to be. I have learned a lot in my 30 years at the university, more than my title "custodial supervisor" would suggest. Too tight a definition can also put limits on what you have the opportunity to learn, knowledge that could translate to real, economic value.

I stand before you today, as one of the people who will be affected by this choice, convinced that it holds the best promise for the future of classified employees at The University of Kansas. The retirement and health care plans will remain unchanged. Rights of appeal and due process are being maintained. An agreement to keep employees involved in any future changes is part of the deal. The opportunity for fair and appropriate reward will be improved, and opportunities for constructive change will be enhanced.

I am also convinced that these changes are important for the University of Kansas to fulfill its mission to the people of this state, to both educate their children and do the research that affords us all a brighter future. I report to work every day at KU and my success and security as a worker, a measure of my self-esteem in fact, is inescapably tied to the success of that mission. I urge you to move SB74 out of committee with your blessings for passage.

####

Darling v. Kansas Water Office

No. 62,249

DAVID DARLING, et al., Appellees/Cross-Appellants, v. KANSAS WATER OFFICE, Appellant/Cross-Appellees, and DAVID DARLING, et al., Appellees/Cross-Appellants, v. JOSEPH F. HARKINS, et al., Appellants/Cross-Appellees.

SYLLABUS BY THE COURT

1. CIVIL SERVICE—*Property Interest in Public Employment—Deprivation of Interest—Due Process.* While the Kansas Legislature may elect not to confer a property interest in public employment through enactment of a civil service act, it may not constitutionally authorize the deprivation of such an interest, once conferred, without appropriate procedural safeguards.
2. PUBLIC OFFICERS AND EMPLOYEES—*Kansas Water Office—Constitutionality of Statute Which Declassifies Certain Classified Positions and Terminates Employees in Those Positions.* Senate Bill No. 501 (L. 1984, ch. 285), amending K.S.A. 1983 Supp. 74-2614 and creating K.S.A. 74-2614a, which declassifies certain classified positions in the Kansas Water Office and terminates all employees occupying such positions, is examined and held to be unconstitutional as violative of said employees' procedural and substantive rights to due process under the Fourteenth Amendment to the United States Constitution, all as is more fully set forth in the opinion.

Appeal from Shawnee district court, JAMES M. MACNISH, JR., judge. Opinion filed May 26, 1989. Affirmed.

David D. Plinsky, assistant attorney general, argued the cause, and Robert T. Stephan, attorney general, was with him on the briefs for appellants/cross-appellees.

Patricia E. Riley, of Weathers & Riley, of Topeka, argued the cause, and Wesley A. Weathers, of the same firm, was with her on the briefs for appellees/cross-appellants.

Linda J. Fund, staff attorney, was on the brief *amicus curiae* for the Kansas Department of Administration.

The opinion of the court was delivered by

McFARLAND, J.: Plaintiffs herein were classified employees of the Kansas Water Office (KWO). In 1984, the Kansas Legislature enacted Senate Bill No. 501 (L. 1984, ch. 285), which changed plaintiffs' jobs from being in the classified service of the Kansas Civil Service Act, K.S.A. 75-2925 *et seq.*, to being unclassified and directed their termination. Plaintiffs were terminated and appealed their terminations to the Civil Service Board, which held it had no jurisdiction as plaintiffs were no longer classified employees. Plaintiffs appealed the Board's action to the district court (Case No. 84-CV-876) and filed a separate action against

The Kansas
Association of
Public Employees

KAPE

Working to Protect Kansas Public
Employees since 1962

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Cindy Lovell, Data Control

Working Together,
We Make A Difference!



Testimony
Before the Senate Ways and Means Committee
February 7, 2005
Presented by Andy Sanchez, Executive Director
Kansas Association of Public Employees

Thank you Mr. Chairman and members of the committee. I appreciate the opportunity to appear before you today and speak on SB 74. As you know, KAPE is the largest public employee representative in the state. As such, we work with the state at every available opportunity to resolve conditions of employment. While we can only speculate on the far reaching impacts of this bill, I wish to convey our concerns in (3) main points.

First, SB 74 attempts to weaken conditions of employment by declassifying or removing a large group of employees at our state universities out from the classified status to an unclassified status without civil service rights. Civil Service is not only a pay system but also a system for responsible accountable government. To differentiate, unclassified employees are "at will" employees and may be removed for any or no reason. Civil Service is an important element to the work of KAPE, but it is also an important protection to all taxpaying Kansans. It replaced what was referred to as the "spoils system", when state jobs were dependent upon political patronage and a good ole boy system. In our opinion, we must not return to a system where hiring, firings, promotions, demotions and pay are dependent on factors other than qualifications. Civil Service establishes rules and regulations to insure the rights of state employees. Thus, SB 74 takes drastic steps to remove accountability and protection in the hopes of bettering their compensation package. It is a trade-off that should not be offered and one KAPE cannot support.

Second, we respect the process of the legislature as they make annual appropriations each year including the pay adjustments for state employees. There are 38,000 state employees who trust you will make the fair and appropriate decision there. This is an enormous responsibility that should remain with the legislature. SB 74 would remove a group of state employees from your responsibility in the hope that their group might receive higher annual pay raises. Although some individual employees may support this bill, the overall negative impact far outweighs any immediate benefits in pay.

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Third, as already stated, from the employees' perspective the impetus for this bill is more money in their pockets. However, it should be noted that this will give a great deal of discretion to University Human Resource offices. It is clear that the reasoning for SB 74 is to allow the appointing authorities (local human resource offices) more autonomy. What does this mean? It means expanded discretion and flexibility in all aspects of managing their workforce. Discretion is not just scary, in this case it also means without accountability to the Division of Personnel Services in Topeka, the Civil Service System and the Legislature. Attached to my testimony you will find 1-1-1 of the Kansas Administrative Rules and Regulations (K.A.R.'s). This should illustrate the magnitude of the rights that these employees are being asked to give up. We have to consider that these are positions of public service. Though some of the current occupants of these positions want to give up their rights, shouldn't we consider that future occupants of their positions may put a greater emphasis on the importance of these rights. Just the notion of having to give up rights for adequate pay increases does not make sense.

In recent years the legislature has found itself in tough financial times. We understand that the work of legislature depends on revenues to fund state government which involves peaks and valleys in our state economy. Taking steps to scrap our current personnel system for temporary quick-fix methods is risky. Where will the funding come from? It has been suggested that this could be accomplished through already escalating tuition increases. In this instance costs have merely been shifted to Kansas students and families, a population already struggling to absorb these costs. Another quick-fix method suggested for funding is to utilize grants. Grants are unpredictable and short lived. This is simply not the solution and will only cause heartache to employees and the state.

Thank you

Kansas Legislature

[Home](#) > [Statutes](#) > [KS Administrative Regs](#) > Kansas Administrative Regulation 1-1-1

Kansas Administrative Regulation 1-1-1

1-1-1 State human resource program, responsibilities, regulations and guidelines.

(a) The Kansas civil service act shall be administered by the director to provide a complete human resource program that is both effective and efficient. To provide an effective, responsible and quality workforce, regulations and guidelines which address the following shall be centrally maintained by the director:

- (1) workforce planning and control;
- (2) classification;
- (3) compensation;
- (4) recruiting and staffing;
- (5) probationary periods;
- (6) performance reviews;
- (7) training and career development;
- (8) hours and leaves;
- (9) employee-management relations;
- (10) guidance and discipline;
- (11) terminations;
- (12) records, reports and research;
- (13) layoffs;
- (14) employee awards;
- (15) quality management;
- (16) employee benefits.

(16) employee benefits;

(17) equal employment opportunity; and

(18) other pertinent human resource issues as determined by the director.

These regulations and guidelines shall apply only to classified employees unless otherwise specifically stated.

(b) The central personnel office for the state as one employer shall be the division. Agency assistance, as well as direction and review of agency human resource programs shall be provided by the division.

(c) Any human resource duty which is delegated to an agency by the director shall be the responsibility of the delegated agency and the agency shall comply with statewide personnel regulations and statutes. Each human resource program delegated to an agency shall be monitored by the director.

(d) Human resource regulations and bulletins shall be provided to each agency by the director.

(e) Each agency shall make available for inspection all human resource regulations and bulletins to all employees in an area which is both known to employees and available at all times. (Authorized by K.S.A. 1995 Supp. 75-3747; implementing K.S.A. 75-3746; effective May 1, 1979; amended May 31, 1996.)

Civil Service Board

The state Civil Service Board is an administrative board that has the statutory authority to hear appeals of classified state employees with permanent status who are entitled by statute to appeal to the board. They have the responsibility of determining the reasonableness of agency actions that are appealed to the board.

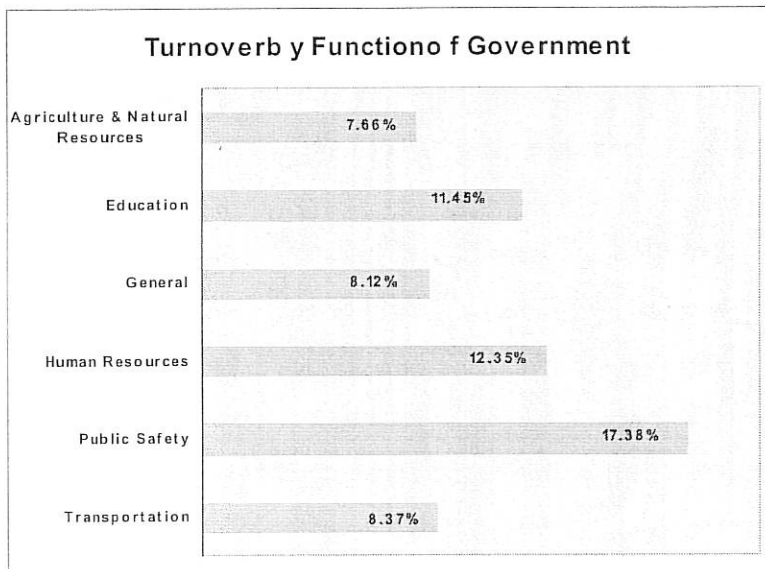
Nine basic principles of Civil Service:

- 1. Recruitment of qualified individuals based on ability, knowledge and skills.*
- 2. Applicants receive fair, equitable treatment.*
- 3. Equal pay for work of equal value.*
- 4. Employees must maintain integrity, good conduct and concern for the public.*
- 5. Workforce must be used efficiently and effectively.*
- 6. Retention of employees based upon adequacy of performance.*
- 7. Education and training should be provided to improve performance.*
- 8. Employees should be protected from arbitrary action, favoritism, political coercion and should be prohibited from influencing the results of election.*
- 9. Whistle blower protection in cases where there is evidence of crime, waste, abuse of authority or danger to the public.*

Agencies with less than 10% Turnover

Excludes agencies with less than an average of 100 employees for FY 2004.

Agency Name	Average Number of Employees	Turnover
Wildlife and Parks, Department of	395	4.05%
Commerce, Department of	210.5	5.23%
Corporation Commission	130	5.38%
Fort Hays State University	299.5	6.01%
Investigation, Kansas Bureau of	147	6.12%
Pittsburg State University	302	6.95%
Emporia State University	309	7.12%
Revenue, Department of	1012	7.31%
Historical Society, State	109	7.34%
Agriculture, Department of	260.5	7.68%
Highway Patrol	785.5	7.89%
Transportation, Department of	3082.5	8.37%
Social & Rehabilitation Services, Dept	3357	8.73%
Health and Environment, Department of	786.5	9.03%
Parsons State Hospital & Training Center	447.5	9.16%
Kansas State University	1665	9.19%
Labor, Department of	668.5	9.42%
Administration, Department of	636	9.49%
Education, Department of	168.5	9.50%



Source: SHARP (August 2004 or FY 2004); Excludes unclassified, temporary and student employees.

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Classified Employees Turnover by Agency

Agency Name	Avg Number of Employees		Turnover Rate(%)				
	FY2004	FY 2000	FY 2001	FY 2002	FY 2003	FY2004	
Accountancy, Board of	2.0	100.00	0.00	50.00	0.00	0.00	
Adjutant General	47.0	6.19	9.90	0.00	11.65	14.89	
Administration, Department of	636.0	12.11	9.23	10.20	14.79	9.49	
Aging, Department of	164.0	7.78	9.76	10.17	20.00	15.24	
Agriculture, Department of	260.5	13.63	9.47	4.97	8.03	7.68	
Animal Health Department	26.0	3.85	7.69	7.41	7.55	15.38	
Atchison Juvenile Correctional Facility	92.5	12.56	15.50	15.67	16.51	34.59	
Attorney General	1.0	0.00	66.67	0.00	0.00	0.00	
Banking Department	74.0	13.74	15.04	7.30	14.09	5.41	
Barbering, Board of	1.0	0.00	0.00	0.00	0.00	0.00	
Behavioral Sciences Reg Board	4.5	57.14	54.55	0.00	0.00	66.67	
Beloit Juvenile Correctional Facility	83.5	14.58	19.10	19.25	21.18	5.99	
Blind, School for the	27.0	9.09	9.52	3.39	10.53	7.41	
Citizens Utility Ratepayer Bd	2.0	0.00	0.00	0.00	0.00	0.00	
Commerce and Housing, Department of	210.5	21.74	18.88	15.25	13.08	5.23	
Corporation Commission	130.0	8.66	8.59	7.72	5.34	5.38	
Corrections, Department of	275.5	8.45	13.47	8.11	10.73	11.02	
Cosmetology, Board of	10.0	10.00	31.58	0.00	20.00	10.00	
Credit Unions, Department of	12.0	18.18	9.09	9.09	0.00	0.00	
Deaf, School for the	47.5	14.43	23.40	14.29	18.56	14.74	
Dental Board	1.5	100.00	0.00	100.00	0.00	0.00	
Education, Department of	168.5	8.31	7.72	7.52	12.58	9.50	
El Dorado Correctional Facility	448.0	21.27	20.68	24.61	21.22	26.34	
Ellsworth Correctional Facility	219.0	11.83	18.38	12.87	17.57	20.09	
Emergency Medical Services	11.5	9.09	19.05	8.70	17.39	8.70	
Emporia State University	309.0	12.44	10.08	8.14	8.67	7.12	
Fair, Kansas State	21.5	22.86	10.00	20.00	30.00	9.30	
Fire Marshal, State	43.0	10.39	7.32	2.33	4.60	6.98	
Fort Hayes State University	299.5	10.20	8.43	8.70	6.98	6.01	
Governmental Ethics Commission	N/A	N/A	N/A	N/A	N/A	N/A	
Governor, Office of the	N/A	N/A	N/A	N/A	N/A	N/A	
Healing Arts, State Board of	22.0	13.64	14.29	0.00	18.18	13.64	
Health & Environment, Department of	786.5	11.92	9.58	10.73	11.68	9.03	
Health Care Stabilization Fund Board of Governors	8.0	28.57	0.00	0.00	0.00	0.00	
Highway Patrol	785.5	13.67	12.40	11.53	7.36	7.89	
Historical Society, State	109.0	15.08	20.08	9.72	13.04	7.34	
Housing Resources Corporation	N/A	N/A	N/A	N/A	N/A	N/A	
Human Resources, Department of / Labor, Dept of	668.5	10.18	11.23	8.32	7.37	9.42	
Human Rights Commission, Kansas	27.5	10.17	42.11	21.43	0.00	29.09	
Hutchinson Correctional Facility	506.5	14.72	15.51	16.02	18.29	15.00	
Indigent Defense Services, Board of	62.0	12.70	16.92	17.19	9.60	17.74	
Insurance Department	31.5	2.15	4.82	5.48	8.70	19.05	
Investigation, Kansas Bureau of	147.0	6.32	9.83	5.93	6.33	6.12	
Judicial Council	N/A	N/A	N/A	N/A	N/A	N/A	
Judiciary	N/A	N/A	N/A	N/A	N/A	N/A	
Juvenile Justice Authority	25.5	4.65	12.50	19.61	15.39	31.37	
Kansas Arts Commission	7.0	0.00	0.00	30.77	0.00	14.29	
Kansas Housing Resources Corporation	36.0	ND	ND	ND	ND	5.56	
Kansas, Inc.	N/A	N/A	N/A	N/A	N/A	N/A	
Kansas Public Employees Retirement System	66.5	6.78	6.61	7.52	14.93	7.52	
Kansas State University	1,665.0	12.39	12.99	10.41	11.11	9.19	
KU Medical Center	478.5	17.87	21.48	16.17	20.97	12.75	
Larned Correctional Mental Health Facility	177.5	17.87	19.39	15.34	16.81	12.96	
Larned Juvenile Correctional Facility	132.0	19.01	19.33	17.72	11.48	14.39	
Larned State Hospital	698.5	13.75	17.17	11.82	16.63	17.32	
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A	N/A	

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Classified Employees Turnover by Agency

Agency Name	Avg Number of	Turnover Rate(%)				
	Employees FY2003	FY 2000	FY 2001	FY 2002	FY 2003	FY2004
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A	N/A
Legislative Research	N/A	N/A	N/A	N/A	N/A	N/A
Legislature	N/A	N/A	N/A	N/A	N/A	N/A
Library, State	23.5	21.28	4.26	4.17	8.33	8.51
Lieutenant Governor, Office of	N/A	N/A	N/A	N/A	N/A	N/A
Lottery, Kansas	41.0	17.78	2.35	22.50	2.53	4.88
Mortuary Arts, Board of	2.0	0.00	0.00	50.00	0.00	0.00
Neurological Institute, Kansas	552.5	11.59	16.34	17.13	13.73	13.03
Norton Correctional Facility	252.0	10.94	10.18	9.16	7.35	12.70
Nursing, Board of	19.0	27.59	14.29	24.24	21.62	5.26
Ombudsman for Corrections	N/A	0.00	0.00	0.00	200.00	N/A
Optometry Board of Examiners	1.0	0.00	200.00	0.00	0.00	0.00
Osawatomie State Hospital	377.0	24.51	25.80	21.76	20.33	18.47
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital and Training Center	447.5	9.85	10.94	8.98	10.88	9.16
Pharmacy, Board of	5.5	20.00	40.00	75.00	0.00	0.00
Pittsburg State University	302.0	8.99	8.97	8.91	5.32	6.95
Pooled Money Investment Board	4.5	N/R	N/R	N/R	22.22	0.00
Racing and Gaming Commission, Kansas	41.0	12.66	20.25	10.13	7.60	4.88
Rainbow Mental Health Facility	107.0	25.37	26.67	17.62	33.78	23.36
Real Estate Appraisal Board	1.0	66.67	0.00	0.00	0.00	0.00
Real Estate Commission	10.5	10.00	0.00	28.57	0.00	9.52
Regents, Board of	18.5	9.52	0.00	0.00	0.00	16.22
Revenue, Department of	1,012.0	9.17	9.89	7.97	6.92	7.31
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A	N/A
Securities Commissioner of Kansas	17.0	14.29	15.79	12.12	6.25	0.00
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Department of	3,357.0	10.20	9.85	9.10	10.60	8.73
State Conservation Commission	5.5	0.00	16.67	33.33	0.00	18.18
Tax Appeals, Board of	13.5	24.39	0.00	11.11	19.36	7.41
Technical Professions, Board of	3.0	0.00	0.00	0.00	0.00	0.00
Technology Enterprise Corporation	N/A	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	222.0	21.40	34.07	16.47	10.21	13.51
Topeka Juvenile Correctional Facility	216.5	15.74	13.18	24.39	19.62	37.41
Transportation, Kansas Department of	3,082.5	10.18	9.27	9.36	9.16	8.37
Treasurer, State	11.5	23.26	20.00	0.00	0.00	8.70
University of Kansas	1,471.5	21.07	21.34	20.34	16.88	17.40
Veterans' Affairs, Commission on	336.0	23.24	29.16	55.68	41.97	35.42
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	18.0	0.00	9.52	19.51	5.26	5.56
Wichita State University	654.0	14.62	12.30	11.90	13.56	10.55
Wildlife and Parks, Department of	395.0	5.18	6.18	4.09	6.11	4.05
Winfield Correctional Facility	198.5	16.58	16.00	14.65	13.17	16.61
Statewide		13.01	13.47	12.50	12.69	11.84

Source: SHARP (June 2000-2003, August 2004); excludes unclassified, temporary and student employees.

Feb. 7, 2002

Intro

- ✓ Governing Magazine's "Grading the States 2001" rated Kansas one of the top 11 HR programs
 - Kansas received a B+ for HR programs, *only three* states received better grades
 - Important indicator serves as external measure of the quality of Kansas' personnel program

Intro

Accomplishments

Workforce Planning Program helped agencies analyze their future workforce needs

Council of State Governments' *2001 Best Innovation Award* finalist for Workforce Planning Program

IPMA *Best Practices Award* for Workforce Planning Program