

MINUTES OF THE SELECT COMMITTEE ON STATE EMPLOYEE PAY PLAN

The meeting was called to order by Chairman Pat George at 12:00 NOON on January 25, 2007 in Room 514-S of the Capitol.

All members were present.

Committee staff present:

Alan Conroy, Kansas Legislative Research Department  
J. G. Scott, Kansas Legislative Research Department  
Julian Efird, Kansas Legislative Research Department

Conferees appearing before the committee:

Others attending:

See attached list.

The Chair welcomed members and briefly described the work of the Select Committee in reviewing the state employee pay plan.

Alan Conroy, Director, KLRD, presented the following materials for review during the initial meeting of the Select Committee:

State Employees Pay Overview, Attachment 1

Total State FTE Positions, Attachment 2

Kansas Civil Service Pay Plan, Attachment 3

Increases in Salaries for State Classified Employees FY 1994 to FY 2008, Attachment 4

Increases in Salaries for State Classified Employees FY 1987 to FY 2008, including Employee Benefits, Attachment 5

Mr. Conroy also described a pay plan study being conducted by a legislative consultant. He indicated that phase 1 includes a market survey salaries in the public and private sector and that the report would be presented to the Legislature on January 30, 2007. He also noted that phase 2 includes an analysis and recommendations for a framework to develop a new compensation system for the state. That work should be completed in late March 2007.

Committee members asked a number of questions, some of which require additional information to be developed and that will be provided by staff at a later meeting.

The Chair announced the next meeting on January 30, 2007, in room 292-E of the Statehouse, to start at noon on Tuesday with a box lunch to be provided. The consultant report on phase 1 will be presented.

Minutes prepared by  
Julian Efird

## State Employee Pay Overview

- Total number of approved full-time equivalent (FTE) state employees - 40,514.6 (FY 2007 approved)
- As of June, 2005 there were 23,446 classified state employees
- The average classified state employees is:
  - 46 years of age;
  - worked for the state 13 years;
  - average annual salary of \$32,634;
  - work for either the Department of Social and Rehabilitation Services or the Department of Transportation;
  - would be classified as a Senior Administrative Assistant;
  - live in Shawnee County.
- The average unclassified state employee is:
  - 47 years of age;
  - worked for the state 11 years;
  - average annual salary of \$56,880
  - work for the University of Kansas or Kansas State University;
  - live in Douglas or Riley counties
- Classified and unclassified employees:
  - Classified employees have civil service protection;
  - Unclassified employees are “at will” employees.
  - Classified employees are within the Executive Branch
  - Unclassified employees maybe in the Executive Branch (Regents), Judicial Branch and Legislative Branch
- Current Classified Pay Plan
  - Classified pay matrix has 34 pay grades and 13 steps (see attachment);
  - Steps are approximately 2.5 percent apart;

- Pay grades have a difference of 5 percent;
  - Step movement takes place on the anniversary of state service (at least satisfactory performance);
  - New employees would have the opportunity (assuming step movement) of having received a 5.0 percent increase at the end of their first year;
  - For state employees, after one year of service the employee starts contributing 4.0 percent of salary.
  - If there was step movement, the employee after 11 years the employee would reach the maximum pay for their assigned job class.
- Division of Personnel Services will have their **2006 Workforce Report** ready for distribution within the next few days.
  - Pay Plan Study
    - Legislative Coordinating Council hired the Hay Consulting Group to conduct a State Employee Pay Plan Study
      - Phase I (which is completed) is a salary survey
        - Survey is a market survey of public and private employers;
        - Survey looks to surrounding state governments; and
        - Public and private employers in Kansas.
      - Phase II (which is just beginning) is development of a new compensation system;
        - Look at innovative components of other state's compensation plans;
        - Look for opportunities to reward outstanding employee performance;
        - Suggestions on key points of an effective compensation system;
        - Tentatively scheduled to be completed by the end of March, 2007.
  - Consultant will be here January 30, 2007 to testify before various legislative committees.

**TOTAL STATE FULL-TIME EQUIVALENT  
(FTE) POSITIONS  
FY 1998 TO FY 2007 (APPROVED)**

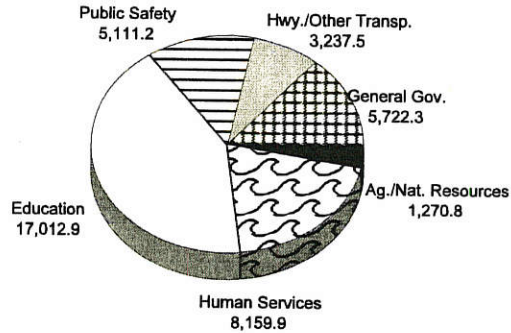
Fiscal Year	Total FTEs		Numerical Change	Percent Change
1998	41,950.1	*	(766.4)	(1.8)%
1999	41,530.1	*	(420.0)	(1.0)
2000	39,765.2	*	(1,764.9)	(4.2)
2001	39,732.4	*	(32.8)	(0.1)
2002	39,892.3	*	159.9	0.4
2003	39,209.6	*	(682.7)	(1.7)
2004	40,098.4	*	888.8	2.3
	40,306.2	*	207.8	0.5
	40,425.3		119.1	0.3
2007	40,514.6		89.3	0.2
Change				
FY 1998-FY 2007			(1,435.5)	(3.4)%

*Governor's Budget Report.*

FY 2006 and FY 2007 are as approved by the 2006  
Legislature.

**FY 2007 FULL-TIME EQUIVALENT (FTE) POSITIONS  
BY FUNCTION OF GOVERNMENT**

Total FTE Positions: 40,514.6



**FTE POSITIONS AUTHORIZED FOR FY 2007**

The 2006 Legislature authorized 40,514.6 full-time equivalent positions for FY 2007, a net increase of 89.3 positions from the FY 2006 number of 40,425.3. Major position adjustments include the following:

- An increase of 41.3 FTE positions related to staffing for the Health Policy Authority to reflect a full year of operations for the agency.
- An increase of 26.0 new FTE positions related to staffing for the Isaac Ray State Security Hospital at Larned State Hospital.
- An increase of 13.0 FTE positions at the Kansas Bureau of Investigation primarily for laboratories and for responsibilities associated with concealed carry legislation enacted by the 2006 Legislature.



Kansas Civil Service Basic Pay Plan (effective June 18, 2006)  
Basic Steps (Bi-Weekly Rates)

PG	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
5													
6													
7													
8													
9													
10													
11													
12													
13													
14													
15													
16													
17													
18	\$ 992.80	\$ 1,017.60	\$ 1,041.60	\$ 1,067.20	\$ 1,094.40	\$ 1,121.60	\$ 1,149.60	\$ 1,176.80	\$ 1,205.60	\$ 1,236.80	\$ 1,267.20	\$ 1,296.80	\$ 1,331.20
19	\$ 1,041.60	\$ 1,067.20	\$ 1,094.40	\$ 1,121.60	\$ 1,149.60	\$ 1,176.80	\$ 1,205.60	\$ 1,236.80	\$ 1,267.20	\$ 1,296.80	\$ 1,331.20	\$ 1,361.60	\$ 1,396.80
20	\$ 1,094.40	\$ 1,121.60	\$ 1,149.60	\$ 1,176.80	\$ 1,205.60	\$ 1,236.80	\$ 1,267.20	\$ 1,296.80	\$ 1,331.20	\$ 1,361.60	\$ 1,396.80	\$ 1,430.40	\$ 1,465.60
21	\$ 1,149.60	\$ 1,176.80	\$ 1,205.60	\$ 1,236.80	\$ 1,267.20	\$ 1,296.80	\$ 1,331.20	\$ 1,361.60	\$ 1,396.80	\$ 1,430.40	\$ 1,465.60	\$ 1,503.20	\$ 1,540.00
22	\$ 1,205.60	\$ 1,236.80	\$ 1,267.20	\$ 1,296.80	\$ 1,331.20	\$ 1,361.60	\$ 1,396.80	\$ 1,430.40	\$ 1,465.60	\$ 1,503.20	\$ 1,540.00	\$ 1,575.20	\$ 1,616.80
23	\$ 1,267.20	\$ 1,296.80	\$ 1,331.20	\$ 1,361.60	\$ 1,396.80	\$ 1,430.40	\$ 1,465.60	\$ 1,503.20	\$ 1,540.00	\$ 1,575.20	\$ 1,616.80	\$ 1,656.80	\$ 1,696.00
24	\$ 1,331.20	\$ 1,361.60	\$ 1,396.80	\$ 1,430.40	\$ 1,465.60	\$ 1,503.20	\$ 1,540.00	\$ 1,575.20	\$ 1,616.80	\$ 1,656.80	\$ 1,696.00	\$ 1,739.20	\$ 1,783.20
25	\$ 1,396.80	\$ 1,430.40	\$ 1,465.60	\$ 1,503.20	\$ 1,540.00	\$ 1,575.20	\$ 1,616.80	\$ 1,656.80	\$ 1,696.00	\$ 1,739.20	\$ 1,783.20	\$ 1,826.40	\$ 1,872.80
26	\$ 1,465.60	\$ 1,503.20	\$ 1,540.00	\$ 1,575.20	\$ 1,616.80	\$ 1,656.80	\$ 1,696.00	\$ 1,739.20	\$ 1,783.20	\$ 1,826.40	\$ 1,872.80	\$ 1,916.80	\$ 1,964.80
27	\$ 1,540.00	\$ 1,575.20	\$ 1,616.80	\$ 1,656.80	\$ 1,696.00	\$ 1,739.20	\$ 1,783.20	\$ 1,826.40	\$ 1,872.80	\$ 1,916.80	\$ 1,964.80	\$ 2,012.00	\$ 2,064.00
28	\$ 1,616.80	\$ 1,656.80	\$ 1,696.00	\$ 1,739.20	\$ 1,783.20	\$ 1,826.40	\$ 1,872.80	\$ 1,916.80	\$ 1,964.80	\$ 2,012.00	\$ 2,064.00	\$ 2,112.80	\$ 2,166.40
29	\$ 1,696.00	\$ 1,739.20	\$ 1,783.20	\$ 1,826.40	\$ 1,872.80	\$ 1,916.80	\$ 1,964.80	\$ 2,012.00	\$ 2,064.00	\$ 2,112.80	\$ 2,166.40	\$ 2,220.80	\$ 2,274.40
30	\$ 1,783.20	\$ 1,826.40	\$ 1,872.80	\$ 1,916.80	\$ 1,964.80	\$ 2,012.00	\$ 2,064.00	\$ 2,112.80	\$ 2,166.40	\$ 2,220.80	\$ 2,274.40	\$ 2,331.20	\$ 2,388.80
31	\$ 1,872.80	\$ 1,916.80	\$ 1,964.80	\$ 2,012.00	\$ 2,064.00	\$ 2,112.80	\$ 2,166.40	\$ 2,220.80	\$ 2,274.40	\$ 2,331.20	\$ 2,388.80	\$ 2,447.20	\$ 2,508.00
32	\$ 1,964.80	\$ 2,012.00	\$ 2,064.00	\$ 2,112.80	\$ 2,166.40	\$ 2,220.80	\$ 2,274.40	\$ 2,331.20	\$ 2,388.80	\$ 2,447.20	\$ 2,508.00	\$ 2,567.20	\$ 2,633.60
33	\$ 2,064.00	\$ 2,112.80	\$ 2,166.40	\$ 2,220.80	\$ 2,274.40	\$ 2,331.20	\$ 2,388.80	\$ 2,447.20	\$ 2,508.00	\$ 2,567.20	\$ 2,633.60	\$ 2,697.60	\$ 2,764.80
34	\$ 2,166.40	\$ 2,220.80	\$ 2,274.40	\$ 2,331.20	\$ 2,388.80	\$ 2,447.20	\$ 2,508.00	\$ 2,567.20	\$ 2,633.60	\$ 2,697.60	\$ 2,764.80	\$ 2,831.20	\$ 2,903.20
35	\$ 2,274.40	\$ 2,331.20	\$ 2,388.80	\$ 2,447.20	\$ 2,508.00	\$ 2,567.20	\$ 2,633.60	\$ 2,697.60	\$ 2,764.80	\$ 2,831.20	\$ 2,903.20	\$ 2,973.60	\$ 3,048.80
36	\$ 2,388.80	\$ 2,447.20	\$ 2,508.00	\$ 2,567.20	\$ 2,633.60	\$ 2,697.60	\$ 2,764.80	\$ 2,831.20	\$ 2,903.20	\$ 2,973.60	\$ 3,048.80	\$ 3,124.00	\$ 3,199.20
37	\$ 2,508.00	\$ 2,567.20	\$ 2,633.60	\$ 2,697.60	\$ 2,764.80	\$ 2,831.20	\$ 2,903.20	\$ 2,973.60	\$ 3,048.80	\$ 3,124.00	\$ 3,199.20	\$ 3,282.40	\$ 3,360.00
38	\$ 2,633.60	\$ 2,697.60	\$ 2,764.80	\$ 2,831.20	\$ 2,903.20	\$ 2,973.60	\$ 3,048.80	\$ 3,124.00	\$ 3,199.20	\$ 3,282.40	\$ 3,360.00	\$ 3,444.80	\$ 3,530.40

*Subst. State Employee Pay Plan  
Jan. 25, 2007  
Attachment 3*

Select Committee On  
State Employee Pay  
1/25/07  
Attachment 3

Kansas Civil Service Basic Pay Plan (effective June 18, 2006)  
Basic Steps (Hourly Rates)

PG	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
5	\$ 6.59	\$ 6.75	\$ 6.92	\$ 7.08	\$ 7.24	\$ 7.43	\$ 7.62	\$ 7.82	\$ 7.99	\$ 8.19	\$ 8.38	\$ 8.61	\$ 8.83
6	\$ 6.92	\$ 7.08	\$ 7.24	\$ 7.43	\$ 7.62	\$ 7.82	\$ 7.99	\$ 8.19	\$ 8.38	\$ 8.61	\$ 8.83	\$ 9.03	\$ 9.26
7	\$ 7.24	\$ 7.43	\$ 7.62	\$ 7.82	\$ 7.99	\$ 8.19	\$ 8.38	\$ 8.61	\$ 8.83	\$ 9.03	\$ 9.26	\$ 9.50	\$ 9.71
8	\$ 7.62	\$ 7.82	\$ 7.99	\$ 8.19	\$ 8.38	\$ 8.61	\$ 8.83	\$ 9.03	\$ 9.26	\$ 9.50	\$ 9.71	\$ 9.98	\$ 10.22
9	\$ 7.99	\$ 8.19	\$ 8.38	\$ 8.61	\$ 8.83	\$ 9.03	\$ 9.26	\$ 9.50	\$ 9.71	\$ 9.98	\$ 10.22	\$ 10.44	\$ 10.73
10	\$ 8.38	\$ 8.61	\$ 8.83	\$ 9.03	\$ 9.26	\$ 9.50	\$ 9.71	\$ 9.98	\$ 10.22	\$ 10.44	\$ 10.73	\$ 10.98	\$ 11.27
11	\$ 8.83	\$ 9.03	\$ 9.26	\$ 9.50	\$ 9.71	\$ 9.98	\$ 10.22	\$ 10.44	\$ 10.73	\$ 10.98	\$ 11.27	\$ 11.52	\$ 11.81
12	\$ 9.26	\$ 9.50	\$ 9.71	\$ 9.98	\$ 10.22	\$ 10.44	\$ 10.73	\$ 10.98	\$ 11.27	\$ 11.52	\$ 11.81	\$ 12.11	\$ 12.41
13	\$ 9.71	\$ 9.98	\$ 10.22	\$ 10.44	\$ 10.73	\$ 10.98	\$ 11.27	\$ 11.52	\$ 11.81	\$ 12.11	\$ 12.41	\$ 12.72	\$ 13.02
14	\$ 10.22	\$ 10.44	\$ 10.73	\$ 10.98	\$ 11.27	\$ 11.52	\$ 11.81	\$ 12.11	\$ 12.41	\$ 12.72	\$ 13.02	\$ 13.34	\$ 13.68
15	\$ 10.73	\$ 10.98	\$ 11.27	\$ 11.52	\$ 11.81	\$ 12.11	\$ 12.41	\$ 12.72	\$ 13.02	\$ 13.34	\$ 13.68	\$ 14.02	\$ 14.37
16	\$ 11.27	\$ 11.52	\$ 11.81	\$ 12.11	\$ 12.41	\$ 12.72	\$ 13.02	\$ 13.34	\$ 13.68	\$ 14.02	\$ 14.37	\$ 14.71	\$ 15.07
17	\$ 11.81	\$ 12.11	\$ 12.41	\$ 12.72	\$ 13.02	\$ 13.34	\$ 13.68	\$ 14.02	\$ 14.37	\$ 14.71	\$ 15.07	\$ 15.46	\$ 15.84
18	\$ 12.41	\$ 12.72	\$ 13.02	\$ 13.34	\$ 13.68	\$ 14.02	\$ 14.37	\$ 14.71	\$ 15.07	\$ 15.46	\$ 15.84	\$ 16.21	\$ 16.64
19	\$ 13.02	\$ 13.34	\$ 13.68	\$ 14.02	\$ 14.37	\$ 14.71	\$ 15.07	\$ 15.46	\$ 15.84	\$ 16.21	\$ 16.64	\$ 17.02	\$ 17.46
20	\$ 13.68	\$ 14.02	\$ 14.37	\$ 14.71	\$ 15.07	\$ 15.46	\$ 15.84	\$ 16.21	\$ 16.64	\$ 17.02	\$ 17.46	\$ 17.88	\$ 18.32
21	\$ 14.37	\$ 14.71	\$ 15.07	\$ 15.46	\$ 15.84	\$ 16.21	\$ 16.64	\$ 17.02	\$ 17.46	\$ 17.88	\$ 18.32	\$ 18.79	\$ 19.25
22	\$ 15.07	\$ 15.46	\$ 15.84	\$ 16.21	\$ 16.64	\$ 17.02	\$ 17.46	\$ 17.88	\$ 18.32	\$ 18.79	\$ 19.25	\$ 19.69	\$ 20.21
23	\$ 15.84	\$ 16.21	\$ 16.64	\$ 17.02	\$ 17.46	\$ 17.88	\$ 18.32	\$ 18.79	\$ 19.25	\$ 19.69	\$ 20.21	\$ 20.71	\$ 21.20
24	\$ 16.64	\$ 17.02	\$ 17.46	\$ 17.88	\$ 18.32	\$ 18.79	\$ 19.25	\$ 19.69	\$ 20.21	\$ 20.71	\$ 21.20	\$ 21.74	\$ 22.29
25	\$ 17.46	\$ 17.88	\$ 18.32	\$ 18.79	\$ 19.25	\$ 19.69	\$ 20.21	\$ 20.71	\$ 21.20	\$ 21.74	\$ 22.29	\$ 22.83	\$ 23.41
26	\$ 18.32	\$ 18.79	\$ 19.25	\$ 19.69	\$ 20.21	\$ 20.71	\$ 21.20	\$ 21.74	\$ 22.29	\$ 22.83	\$ 23.41	\$ 23.96	\$ 24.56
27	\$ 19.25	\$ 19.69	\$ 20.21	\$ 20.71	\$ 21.20	\$ 21.74	\$ 22.29	\$ 22.83	\$ 23.41	\$ 23.96	\$ 24.56	\$ 25.15	\$ 25.80
28	\$ 20.21	\$ 20.71	\$ 21.20	\$ 21.74	\$ 22.29	\$ 22.83	\$ 23.41	\$ 23.96	\$ 24.56	\$ 25.15	\$ 25.80	\$ 26.41	\$ 27.08
29	\$ 21.20	\$ 21.74	\$ 22.29	\$ 22.83	\$ 23.41	\$ 23.96	\$ 24.56	\$ 25.15	\$ 25.80	\$ 26.41	\$ 27.08	\$ 27.76	\$ 28.43
30	\$ 22.29	\$ 22.83	\$ 23.41	\$ 23.96	\$ 24.56	\$ 25.15	\$ 25.80	\$ 26.41	\$ 27.08	\$ 27.76	\$ 28.43	\$ 29.14	\$ 29.86
31	\$ 23.41	\$ 23.96	\$ 24.56	\$ 25.15	\$ 25.80	\$ 26.41	\$ 27.08	\$ 27.76	\$ 28.43	\$ 29.14	\$ 29.86	\$ 30.59	\$ 31.35
32	\$ 24.56	\$ 25.15	\$ 25.80	\$ 26.41	\$ 27.08	\$ 27.76	\$ 28.43	\$ 29.14	\$ 29.86	\$ 30.59	\$ 31.35	\$ 32.09	\$ 32.92
33	\$ 25.80	\$ 26.41	\$ 27.08	\$ 27.76	\$ 28.43	\$ 29.14	\$ 29.86	\$ 30.59	\$ 31.35	\$ 32.09	\$ 32.92	\$ 33.72	\$ 34.56
34	\$ 27.08	\$ 27.76	\$ 28.43	\$ 29.14	\$ 29.86	\$ 30.59	\$ 31.35	\$ 32.09	\$ 32.92	\$ 33.72	\$ 34.56	\$ 35.39	\$ 36.29
35	\$ 28.43	\$ 29.14	\$ 29.86	\$ 30.59	\$ 31.35	\$ 32.09	\$ 32.92	\$ 33.72	\$ 34.56	\$ 35.39	\$ 36.29	\$ 37.17	\$ 38.11
36	\$ 29.86	\$ 30.59	\$ 31.35	\$ 32.09	\$ 32.92	\$ 33.72	\$ 34.56	\$ 35.39	\$ 36.29	\$ 37.17	\$ 38.11	\$ 39.05	\$ 39.99
37	\$ 31.35	\$ 32.09	\$ 32.92	\$ 33.72	\$ 34.56	\$ 35.39	\$ 36.29	\$ 37.17	\$ 38.11	\$ 39.05	\$ 39.99	\$ 41.03	\$ 42.00
38	\$ 32.92	\$ 33.72	\$ 34.56	\$ 35.39	\$ 36.29	\$ 37.17	\$ 38.11	\$ 39.05	\$ 39.99	\$ 41.03	\$ 42.00	\$ 43.06	\$ 44.13

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**INCREASES IN SALARIES FOR STATE CLASSIFIED EMPLOYEES  
FY 1994-FY 2008 (Gov. Rec.)**

Fiscal Year	Step Movement <sup>(1)</sup>	Base Salary Adjustment	Base Salary Increase Excluding Longevity	Longevity Bonus Payment <sup>(2)</sup>	Percent Increase CPI-U <sup>(3)</sup>
1994	2.5%	0.5%	3.0%	\$400 to \$1,000	2.6%
1995	2.5	1.5 effective 9/18/94	4.0	\$400 to \$1,000	2.9
1996	2.5	1.0	3.5	\$400 to \$1,000	2.7
1997	2.5	--	2.5	\$400 to \$1,000	2.9
1998	2.5	1.0	3.5	\$400 to \$1,000	1.8
1999	2.5	1.5	4.0	\$400 to \$1,000	1.6
2000	2.5	1.0	3.5	\$400 to \$1,000	2.2
2001	2.5	--	2.5	\$400 to \$1,000	2.8
2002	--	1.5 effective 6/10/01; 1.5 effective 12/9/01	3.0	\$400 to \$1,000	1.6
2003	--	--	--	\$400 to \$1,000	2.3
2004	--	1.5 effective 7/20/03	1.5	\$400 to \$1,000	2.3
2005	--	3.0	3.0	\$400 to \$1,000	3.4
2006	--	1.25 effective 6/5/05 1.25 effective 12/4/05	2.5	\$400 to \$1,000	3.4
2007	2.5 effective 9/10/06	1.5	4.0	\$400 to \$1,000	3.1 (est.)
2008 (Gov. Rec.)	2.5	1.5	4.0	\$500 to \$1,250 <sup>(4)</sup>	2.6 (est.)

**Footnotes**

- 1) Increase is granted on the employees anniversary of state service, assuming satisfactory performance.
- 2) Longevity of \$40 a year for each year of service for those employees that have at least ten years (\$400) of service up to a maximum of 25 years (\$1,000). The estimated additional salary on average translates into 1 percent additional pay.
- 3) Consumer Price Index – All Urban Consumers.
- 4) Governor has recommended an increase to \$50 per year for the longevity bonus payment with the same required years of service (ten-year minimum – \$500, to 25-year maximum – \$1,250).



**INCREASES IN SALARIES FOR STATE CLASSIFIED EMPLOYEES  
FY 1987-FY 2008 (Gov. Rec.)**

Fiscal Year	Step Movement*	Base Salary Adjustment	Base Salary Increase Excluding Longevity	Longevity Bonus Payment**	Percent Increase CPI-U***
1987	2.5% <sup>a</sup>	3.0%	5.5%	No	2.2%
1988	2.5 <sup>b</sup>	2.0 effective 12/18/87	4.5	No	4.1
1989	2.5 <sup>c</sup>	4.0	6.5	No	4.6
1990	2.5 <sup>d</sup>	3.0	5.5	\$400 to \$1,000	4.8
1991	2.5 <sup>e</sup>	1.5	4.0	\$400 to \$1,000	5.5
1992	2.5	--	2.5	\$400 to \$1,000	3.2
1993	2.5	1.0 effective 12/18/92	3.5	\$400 to \$1,000	3.1
1994	2.5 <sup>f</sup>	0.5	3.0	\$400 to \$1,000	2.6
1995	2.5 <sup>g</sup>	1.5 effective 9/18/94	4.0	\$400 to \$1,000	2.9
1996	2.5	1.0	3.5	\$400 to \$1,000	2.7
1997	2.5	--	2.5	\$400 to \$1,000	2.9
1998	2.5	1.0	3.5	\$400 to \$1,000	1.8
1999	2.5	1.5	4.0	\$400 to \$1,000	1.6
2000	2.5	1.0	3.5	\$400 to \$1,000	2.2
2001	2.5	--	2.5	\$400 to \$1,000	2.8
2002	--	1.5 effective 6/10/01; 1.5 effective 12/9/01	3.0	\$400 to \$1,000	1.6
2003	--	--	--	\$400 to \$1,000	2.3
2004	--	1.5 effective 7/20/03	1.5	\$400 to \$1,000	2.3
2005	--	3.0	3.0	\$400 to \$1,000	3.4
2006	--	1.25 effective 6/5/05 1.25 effective 12/4/05	2.5	\$400 to \$1,000	3.4
2007	2.5 effective 9/10/06	1.5	4.0	\$400 to \$1,000	3.1 (est.)
2008 (Gov. Rec.)	2.5	1.5	4.0	\$500 to \$1,250	2.6 (est.)

**Employer Paid Health Insurance Costs**

For FY 2008 the employer's paid health insurance costs in the Governor's recommended budget contains an annual single member health insurance premium of **\$4,813**, plus an annual dependent health insurance premium of **\$2,227**. The FY 2008 total budgeted health insurance premium for each state employee with dependents that the state pays is **\$7,040**.

**Employer Contributions**

The following employer contributions will be made for state employees in FY 2008:

Kansas Public Employees Retirement System (Assumes membership in KPERs-Regular)	6.37%
FICA (Composite Rate for OASDI and Medicare)	7.65
Workers Compensation Assessment*	1.08
Unemployment Insurance Assessment	0.17
State Leave Payment Assessment	0.50
<b>TOTAL</b>	<b>15.77%</b>

\* Actual rate is experienced-based by agency.

On the average (FY2006) classified state employee's salary of \$33,476, the above employer costs for fringe benefits would total an average of **\$5,279**. These employer costs, when combined with employer health insurance (member and dependent), would bring the total fringe benefits costs for an average state employee to **\$12,319**.

**Vacation and Sick Leave**

State employees earn vacation leave hours based on the number of years of service with the state. For an employee with less than five years of service the individual earns 12 days a year. For an employee with 15 or more years of service the individual earns 21 days of vacation leave a year. State employees all earn 12 days of sick leave a year. Employees when they retire who have at least eight years of service and who have accumulated 100 days or more of sick leave may receive compensation for their sick leave upon retirement. The compensation ranges from 30 days to 60 days of salary depending on the years of service with the state.

**Paid Vacation Days**

For calendar year 2007 state employees receive ten paid holidays, including a discretionary day.

**Footnotes**

- \* Increase is granted on the employee's anniversary of state service, assuming satisfactory performance.
- \*\* Longevity of \$40 a year for each year of service for those employees that have at least ten years (\$400) of service up to a maximum of 25 years (\$1,000). The estimated additional salary on average translates into 1 percent additional pay. The Governor has recommended for FY 2008 an increase in the longevity bonus payment to \$50 per year of service, still with the same years of required service (ten-year minimum – \$500, and 25-year maximum – \$1,250).
- \*\*\* Consumer Price Index – All Urban Consumers.
- a) In addition, salary upgrades for the clerical job series were approved beginning last six months of FY 1987. (Phase I of salary upgrade program.)
- b) Plus salary upgrades for the mechanics, repairers, and operators job classes, and for registered nurses and licensed therapists; all effective mid-FY 1988. (Phase II of salary upgrade program.)
- c) Plus salary upgrades for employees in direct care and other service worker classes (effective mid-FY 1989). (Phase III of salary upgrade program.)
- d) Plus salary upgrades for security and law enforcement personnel. (Phase III of salary upgrade program.) The Legislature also replaced the three-year time-on-step requirement for steps above step D in each pay range with a one-year requirement and added two additional steps at the top of each pay range. An employee starting at step A should reach the top step after 13 years of elapsed time instead of the previous 23 years, assuming no changes occur in the employee's pay range assignment.
- e) Plus salary upgrades for licensed practical nurses.
- f) Plus salary upgrades for employees in health, scientific, and engineering job classes (effective 6/18/93), and information technology job classes (effective 12/18/93).
- g) Plus salary upgrades for accountants and auditors, human resource professionals, purchasing and marketing professionals, general administrative job classes, social scientists, attorneys (effective 6/18/94), and of management classes (effective 12/18/94).