

MINUTES OF THE HOUSE APPROPRIATIONS COMMITTEE

The meeting was called to order by Chair Sharon Schwartz at 9:00 A.M. on February 6, 2008, in Room 514-S of the Capitol.

All members were present except:

- Representative Barbara Ballard - excused
- Representative Jerry Henry - excused
- Representative Harold Lane - excused
- Representative Tom Sawyer - excused
- Representative Jason Watkins - excused

Committee staff present:

- Alan Conroy, Legislative Research Department
- J. G. Scott, Legislative Research Department
- Reed Holwegner, Legislative Research Department
- Cody Gorges, Legislative Research Department
- Julian Efird, Legislative Research Department
- Jim Wilson, Revisor of Statutes
- Nobuko Folmsbee, Revisor of Statutes
- Shirley Jepson, Committee Assistant

Conferees appearing before the committee:

- Carol Foreman, Department of Administration
- Tod Bunting, Adjutant General
- Tony Folsom, Deputy Director, Division of Property Valuation, Department of Revenue

Others attending:

See attached list.

- Attachment 1 Request for introduction of legislation
- Attachment 2 Testimony on **HCR 5030**
- Attachment 3 Testimony on **HCR 5030**
- Attachment 4 Overview of State Disasters and Training Facilities
- Attachment 5 Update on Impact of Machinery and Equipment Tax Exemption

Introduction of Legislation

Senator Steineger appeared before the Committee to request the introduction of legislation with regard to capitol restoration sales tax exemption (Attachment 1).

Representative Wolf moved to introduce legislation with regard to capitol restoration sales tax exemption. The motion was seconded by Representative Gatewood. Motion carried.

Representative Carlin moved to introduce legislation regarding child advocacy centers. The motion was seconded by Representative Feuerborn. Motion carried.

Representative Schwartz moved to introduce legislation regarding property tax relief. The motion was seconded by Representative Tafanelli. Motion carried.

Approval of Minutes

Representative Tafanelli moved to approve the minutes of January 23, January 24, January 29 and January 30, as written. The motion was seconded by Representative Feuerborn. Motion carried.

Hearing on HCR 5030

Hearing on HCR 5030 - Concurrent resolution recommending implementation and funding for new classified state employee pay plans, with multi-year market adjustment funding and an implementation oversight board.

CONTINUATION SHEET

MINUTES OF THE House Appropriations Committee at 9:00 A.M. on February 6, 2008, in Room 514-S of the Capitol.

Representative George explained that **HCR 5030** is legislation brought forth by the Special Committee on State Employee Pay Plan to incorporate the recommendations of the Pay Plan Commission with regard to the development of a new salary structure for state employees (Attachment 2).

Carol Foreman, Department of Administration and Chairperson of the State Employee Compensation Oversight Commission, presented testimony in support of **HCR 5030** (Attachment 3). Ms. Foreman stated that the new pay plan for state employees as proposed by the Commission is supported by state employees, state employee organizations, state agencies, Board of Regents and the legislative, executive and judicial branches of state government.

There were no other proponents or opponents who appeared to testify before the Committee.

The hearing on HCR 5030 was closed.

With the consent of the members, the Committee proceeded with action on **HCR 5030**, Chair Schwartz requested a recommendation from the Committee.

Representative George moved to recommend HCR 5030 favorable for passage. The motion was seconded by Representative Holmes. Motion carried.

Update on Great Plains Training Center, Disaster Expenditures

Major General Tod M. Bunting, Adjutant General and Director of Homeland Security & Emergency Management, presented an update on 2007 disasters affecting the State (Attachment 4). These disasters included the winter ice/snow storm on December 31, 2006, which affected 44 counties; the destruction of Greensburg and flooding in northeast Kansas on May 4, 2007, which affected 23 counties; and the winter ice/snow storm of December 10, 2007, which affected 105 counties.

General Bunting explained that additional federal funding is available to the State from the federal Hazard Mitigation Grant Program (HMGP). Funding from this grant is procured through an application process and need not be attached to a declared disaster area. The applicant must show that the funding will not be used for an area which has not been maintained but will make the system stronger.

General Bunting felt that the Great Plains Joint Regional Training Center provides a tremendous resource for trainees from the state as well as outside of the state. The trainees will have access to a wide variety of military training and disaster training at the Salina Airport and Smoky Hill Weapons Range. Building concepts are in the development stage for a crisis city project that will provide training on a variety of potential disasters.

Impact of Tax Exemption on Machinery and Equipment

Tony Folsom, Deputy Director, Division of Property Valuation, Department of Revenue, presented an update of the effects of the 2006 legislation that exempted from property tax all commercial and industrial machinery and equipment, and telecommunications and railroad machinery and equipment (Attachment 5). Mr. Folsom reported that \$25,860,360 has been reimbursed from the state to county governments for any reduction in county revenues as a result of this action by the Legislature.

Mr. Folsom stated that it is a difficult process to forecast future reimbursements to the counties because of the calculation of depreciation on the machinery and equipment.

The meeting was adjourned at 10:30 a.m. The next meeting of the Committee will be held on February 7, 2008.


Rep. Sharon Schwartz, Chair

CHRIS STEINEGER
SENATOR, SIXTH DISTRICT
51 S. 64TH ST.
KANSAS CITY, KANSAS 66111
(913) 287-7636



TOPEKA

SENATE CHAMBER

STATE CAPITOL BLDG., ROOM 181-E
TOPEKA, KANSAS 66612-1504
(785) 296-7375
steineger@senate.state.ks.us

Capitol Restoration Sales Tax Exemption

Here's an easy chance to pick some low hanging fiscal fruit !!!!!!!!!

When the Capitol restoration was begun years ago, for some reason, a sales tax exemption was not issued. Thus, we've been paying city & county sales tax for at least 8 years !

- We paid sales tax on construction labor because this is a "remodeling project".
- We paid sales tax on all materials.
- We paid sales tax on all new furniture.
- Total cost thus far is at least \$5 million.

Estimated additional cost if we do nothing: \$ 8.5 million !

PS--- the more we spend, the more we borrow. The Capitol renovation is financed with bonds, so we're paying bond interest on sales tax money spent !!!

HOUSE APPROPRIATIONS

DATE 2-06-2008
ATTACHMENT 1

KANSAS STATEHOUSE PRESERVATION AND RESTORATION

PROJECT TAX SUMMARY

ESTIMATED SALES TAX INCURRED THROUGH 2007	\$3,242,267.22
ESTIMATED SALES TAX FORECAST 2008 THROUGH 2011	\$5,258,901.73
ESTIMATED SALES TAX COLLECTED AND PROJECTED	\$8,501,168.96

ESTIMATED KANSAS REMODEL TAX INCURRED THROUGH 2007	\$1,880,199.60
ESTIMATED KANSAS REMODEL TAX FORECAST 2008 THROUGH 2011	\$3,352,500.00
ESTIMATED KANSAS REMODEL TAX COLLECTED AND PROJECTED	\$5,232,699.60

ESTIMATED TOTAL TAX COLLECTED AND PROJECTED	\$13,733,868.55
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- 1 The tax value information provided represents estimated calculations based upon actual project cost distribution.
- 2 JE Dunn does not maintain accounting records for sales tax paid for direct purchases
- 3 JE Dunn does not require tax records from Subcontractors, nor attempt to account for Subcontractor tax (sales or remodel) paid on behalf of the project

STATE OF KANSAS

COMMITTEE ASSIGNMENTS
APPROPRIATIONS
TRANSPORTATION
SOCIAL SERVICE BUDGET

PAT GEORGE

REPRESENTATIVE 119TH DISTRICT
HOME ADDRESS: 3007 WESTVIEW
DODGE CITY, KANSAS 67801
620-227-2012

OFFICE ADDRESS: STATE CAPITOL
TOPEKA, KANSAS 66612
785-296-7646



TOPEKA

HOUSE OF
REPRESENTATIVES

One year ago Speaker Neufeld established the House Select Committee on the State Employee Pay Plan. The Committee's mission was to review the State Employee Market Salary Survey that had just been completed by the Hay Group (known as the "Gold Standard" in large group employee pay structure and salaries, public and private). The Select Committee agreed that the State of Kansas has a work force that was largely paid below market but more important the committee realized the problem was "bigger than your think" in that it was not just about money & salaries. In fact the money is just a symptom of a pay plan system that is "broken".

The committee asked the Speaker to broaden our scope in order to work on correcting the problem, not merely throwing good money after bad, our annual band aid approach. Through the work of last year's Select Committee a Commission was established, consisting of appointments by the Governor, Senate, House and Regents. The Commission chaired by Carol Foreman, Deputy Secretary of the Department of Administration met throughout the summer and fall. The first order of business was developing a philosophy in which all salary structure, delivery and pay decisions would be made. From their diligent work, recommendations were formed that will provide the road map to bring Kansas' classified employee pay system, salaries and most important; the Work Force, into the 21st century and beyond.

Before you is Concurrent Resolution 5030 which contains the Commission's recommendations. The Resolution enables the Department of Personal Services to begin work on instituting a five-year plan to fundamentally change the way we pay our valued employees. It also encourages the legislature to authorize a multi-year appropriation to fund salaries that are currently below market to current market levels.

In closing I want to acknowledge the great work of the Select Committee that I have had the privilege to chair, the Commission that was led by Carol Foreman and the Joint Senate/House Committee that has brought forth Concurrent Resolution 5030.

HOUSE APPROPRIATIONS

DATE 2-06-2008
ATTACHMENT 2

31 Compensation Philosophy

- **Umbrella Statement**

The compensation program (compensation and benefits opportunity and delivery) for State employees will be designed to support the mission of the various branches of government and the agencies and departments within those branches. The foundation of the compensation program is to attract and retain quality employees with competitive compensation based on relevant labor markets. The programs will be based upon principles of fairness and equity and will be administered with sound fiscal discipline.

32 Compensation Philosophy Component Statements

1. The Legislature will be accountable for the adoption of the compensation philosophy and framework. The Executive Branch through delegated authority from the Governor to the Department of Administration will be accountable for the consistent administration of the program for classified employees. Agency Heads will be accountable for proper administration of the program within their Agencies. The Chief Justice, through delegated authority to the Office of Judicial Administration will be accountable for the consistent administration of the program for Judicial Branch employees. The Board of Regents, through delegated authority to the Chief Executive Officer of each campus, will be accountable for the consistent administration of the program for higher education faculty and non-classified employees. The respective appointing authorities will have accountability for the consistent administration of compensation for non-classified employees.

Compensation Philosophy Component Statements (cont'd)

2. The compensation program will be based on consistent principles of fairness throughout the State, yet will be flexible to meet changing needs. This will allow for multiple pay plans to fit different needs and market variables for the different Branches of government and within those Branches.
3. Establishing the value of compensation will be primarily based on establishing the appropriate market value of the job. For positions for which a market value cannot be readily identified, the value of compensation for those positions will be based on a fair, defensible and understandable method.

Compensation Philosophy Component Statements (cont'd)

4. While recognizing that service and tenure yields valued experience, pay delivery mechanisms will be based on a combination of achievement of performance objectives, recognition of differences in job content, acquisition and application of further skill and education and pay for the achievement of team/unit or department goals.
5. All aspects of compensation (base salary, benefits, lump sum payments, allowances and other variable elements of compensation) will be considered as a total compensation package for State employees. The State's pay programs will utilize both fixed and variable compensation as well as non-cash reward and recognition programs.

Compensation Philosophy Component Statements (cont'd)

6. Total compensation, as defined above, will be targeted at a competitive level when compared to the appropriate labor markets to allow the State to attract and retain the quality and quantity of employees needed to fulfill service commitments to its citizens.
7. The State is committed to ensuring that its salary structures are up to date through the conduct of market surveys at regular intervals. There will be a planned approach to ensure that the classification structure and classification of employees is kept current.
8. The compensation programs will reinforce a work culture and climate where employees are recognized and rewarded for their contribution. Any changes to compensation must be reasonable and take into consideration the needs of the State as an employer, the work culture afforded to the employees as public service providers and the citizens receiving services from the State.

Testimony Regarding the Work of the State Employee Compensation Oversight Commission

Before the House Select Committee on the State Employee Pay Plan
February 5, 2008

By Carol Foreman, Chairperson
State Employee Compensation Oversight Commission

Mr. Chairman, members of the committee, my name is Carol Foreman and I am the Deputy Secretary of the Department of Administration. Thank you for the opportunity to appear before you today.

State Employee Compensation Oversight Commission

As I am sure you are all aware, the 2007 Legislature authorized the formation of both the State Employee Compensation Oversight Commission (the Commission) and the State Employee Pay Philosophy Task Force (the Task Force) to meet during the interim and make important decisions regarding the pay for the State's classified workforce. Both of these groups were composed of 11 members representing all three branches of State government. The members of these groups can be seen on *Attachment I*.

Both groups had their initial meeting on May 14, 2007, with the Task Force meeting in the morning and the Commission meeting in the afternoon. The Task Force was chaired by Rep. Pat George and worked through a session facilitated by Neville Kenning, the National Director of State Government Consulting Practice for the Hay Group, to prepare a compensation philosophy to serve as the philosophical framework for the work of the Commission. The philosophy that was prepared by the Task Force can be seen in *Attachment II*.

With the work of the Philosophy Task Force completed, the members took on the task of examining the State of Kansas pay plan. The Commission covered several topics over the next four meetings, including:

- Review of State's current plan;
- Comparison of the State of Kansas to other states;
- Testimony and e-mail comments from employees, representatives from agencies and employee organizations regarding possible changes to the State's pay plan for classified employees (A list of the conferees can be found in *Attachment III*);
- A Benefit Value Comparison Analysis from the Hay Group;
- A panel of private and public sector employers discussing their pay plans and philosophies;
- Direction to the Hay Group as to the general guidelines for a revised State of Kansas pay plan; and
- A presentation from Mr. Kenning on the general concepts and structures of the recommended pay plans for the classified workforce as well as an overall implementation plan.

The Commission's last meeting occurred on October 15, 2007. The Commission again asked for comments from agencies, employees and employee organizations, so the first part of the meeting was dedicated to hearing comments from those parties regarding the Hay Group's proposals.

HOUSE APPROPRIATIONS

DATE 2-06-2008
ATTACHMENT 3

Mr. Kenning then presented additional, more detailed information about the proposed pay plans and implementation plan and answered questions from the members regarding these subjects. At the conclusion of the meeting, the Commission voted unanimously to propose the plans recommended by the Hay Group to the 2008 Legislature.

Proposed Pay Plans

The Hay Group's proposal is to adopt five pay plans, with each plan addressing the specific occupational issues of the job classifications assigned to the plan. As an employer, the State of Kansas has the most diverse workforce in the State, and no other employer would have such diverse occupations within one enterprise. Because of this, the "one-size-fits-all" plan that is currently in existence simply does not work.

The Hay Group's recommended plans, along with the numbers of classifications and employees assigned to each, are as follows:

1. Basic Vocational Pay Plan (57 classifications with 3,844 employees) – Classifications assigned to this plan perform very structured, routine work and performance can be measured on a pass/fail basis. The plan is a step plan, with more narrow pay grades than those that exist under the current plan.
2. General Classified Pay Plan (282 classifications with 11,917 employees) – Classifications assigned to this plan are those that do not fall within the parameters established for any of the other plans. This plan is a hybrid model with movement based on steps up to market and an open range, regulated through the use of zones, beyond market.
3. Management Pay Plan (20 classifications with 256 employees) – Classifications assigned to this plan are limited to exempt, high level managerial jobs. Incumbents of these classifications are involved in managerial functions of planning, leading, organizing, controlling, motivating and innovating. The actual *supervision* of various activities is largely delegated. A classification in this plan has managerial concern for integrating the sub-functions which report to it. This plan consists of open pay grades with pay movement based in position-in-range and performance.
4. Professional Individual Contributor Pay Plan (130 classifications with 2,751 employees) – Classifications assigned to this plan are characterized by having knowledge that requires an understanding of the principles and theories of a professional discipline normally gained through a college curriculum. This plan is an open range model with market anchors.
5. Protective Services Pay Plan (42 classifications with 3,215 employees) – All uniformed officers of the Department of Corrections and Juvenile Justice Authority, troopers of the Kansas Highway Patrol and all classifications that meet the definition of "police officer" or "law enforcement officer" set out in K.S.A. 74-5602 are assigned to this pay plan. This plan is a step model.

This proposed system aligns both wage rates and compensation practices with industry and market standards, allowing the State to provide for true competitive compensation for employees in diverse occupations. In addition, the proposed system moves employees to the "market rate" for their particular occupation faster than the current system.

The initial proposed assignment of job classifications to one of the five pay plans can be viewed in *Attachment IV*. The basis for the assignments to each of the plans is the definition for each of the plans as set out in the descriptions above. The numbers in the “plan” column of the attachment correspond with the numbering of the pay plans used above.

Implementation

The proposed pay plans are proposed to be implemented over a five year period, beginning in FY2009 and lasting through FY2013. For implementation purposes, the classified workforce will be divided into three groups and each group will go through its own separate three-year implementation phase during the overall, five-year implementation period. The assignment of classifications to the different implementation groups was based on a number of considerations, with cost, internal equity and ease of transition being the most significant. The assignment of classes to the implementation groups can also be found in *Attachment IV*.

The five-year implementation period was recommended for a number of reasons, with one of the foremost being cost. Given that the estimated cost of bringing the classified workforce to market is nearly \$72 million, it was determined that a five-year implementation plan would allow for the funding to be broken up over the entire implementation period. In addition, successful implementation will require a great deal of work. *Attachment V* shows how the implementation process will occur and highlights the activities that will occur during each group’s implementation phase.

With over 22,000 positions in the classified workforce, the classification review of all classified positions is an immense process, but one that must be completed to insure that employees are properly classified before moving to the new pay plans. Policies, procedures and regulations must also be developed and amended to implement the new system, as must the State’s automated payroll and accounting system.

Another very important reason for the five-year implementation period is that it will allow for each implementation group to go through a “dry run” year. This is something that was strongly recommended to the Commission by the panel of public and private sector representatives who discussed the transitions to their own new compensation systems. We believe that this is a crucial step in the implementation strategy as it will allow for policies, procedures and systems to be thoroughly tested and for employees, supervisors and managers to gain hands-on experience with the new system before it is actually implemented.

Performance Management

The State’s current system is focused on the “job” but largely ignores the value that the employee brings to the job. The proposed system provides more employee involvement in building their career and allows employees to be compensated for what they contribute. In order to effectively evaluate this contribution, a new performance review system is required.

A major component of the first year of implementation is the development of this new performance review system and the training of supervisors and managers on that new system. In order to insure that implementation remains on schedule, work on developing this new system will begin in the current fiscal year, with the goal of completing the design by the beginning of FY2009.

The system will be designed by a Steering Committee, consisting of top level agency leadership positions as well as members of the HR Community and a Design Team, made up of employees representing the different occupations throughout the State workforce. This was the template recommended by the Hay Group, which will be working with staff from DPS to lead and facilitate these groups. These teams will work in cooperation to develop the new program, insuring that input from stakeholders throughout the workforce is included in the design of the new system.

Once the system is developed, members of these groups and staff from DPS will conduct "train the trainer" sessions with training staff from agencies. The goal is to have these sessions completed as close to the beginning of FY2009 as possible so that the agency training staff can then begin delivering the training to the employees in Group 1.

Funding

The final, and most important, piece of the plan is the funding for FY2009 that will be necessary to begin implementation of the plan. With the goal of moving all classifications as close to market as possible by the time they move to the new plan, strategic funding is critical to the success of the plan. The initial year of the five-year implementation period is especially critical with respect to funding, as it will demonstrate a commitment to the new plan.

In recognition of the importance of this first year, the Governor has proposed a 2.5% increase for all classified employees and also recommended \$16 million be directed toward the first year of targeted market adjustments. These strategic increases will not be limited to classifications assigned to a particular pay plan or implementation group. While the classifications in group one will be the primary focus, some occupations are so far behind market and have so many incumbents that it will require a number of years of targeted increases to move them to where they need to be prior to implementation, so they will also begin receiving increases in this first year.

Market Surveys

In order to ensure that the new compensation system keeps pace with the market, beginning in FY2009, salary surveys will be conducted for one-third of the classified workforce on an annual basis. While it would be ideal to survey the entire workforce every year, such a comprehensive annual survey would be extremely detailed and based on past experience, it is likely that many of those requested to complete the survey would decline to participate. The recommended practice strikes a reasonable balance by establishing a regular survey cycle with manageable surveys so that compensation decisions will always be based on data that is no more than two years old.

Implementation Oversight

The final component of the Commission's recommendation is that a group similar in nature, role and representation to the Commission be established to provide oversight regarding the implementation of the new systems. The focus of this group would be to ensure that the plans and processes developed for the new system are being managed and administered in accordance with the State's compensation philosophy.

Conclusion

The Commission believes that this proposal is the solution to the State's problems with employee compensation. The proposed system is a collaborative effort of all Branches of State Government and was designed by the Hay Group, which is widely regarded as one of the foremost experts in the field of compensation practices. The proposal is also based on a comprehensive Compensation Philosophy for the State of Kansas which contains guiding principles for the effective administration of compensation throughout the State workforce.

The Hay Group's proposal adopts the correct balance between the incorporation of private industry concepts and the principles of the merit system. The new system addresses a serious deficiency in State government and will provide for improved efficiency and a more effective return on investment.

I thank you again for the opportunity to have this discussion with you today. I would be happy to stand for any questions that the Committee may have

Attachment I

**State Employee Compensation Oversight
Commission**

Appointed by the Governor

Carol Foreman, Chairperson
Deputy Secretary of Administration

Secretary Jim Garner
Kansas Department of Labor

George Vega
Director of Personnel Services
Department of Administration

Appointed by the President of the Senate

Senator Roger Reitz

Senator Vicki Schmidt

Appointed by the Senate Minority Leader

Senator Laura Kelly

Appointed by the Speaker of the House

Representative Pat George, Vice-Chairperson

Representative Lee Tafanelli

Appointed by the House Minority Leader

Representative Tom Hawk

**Appointed by the Chief Justice of the
Kansas Supreme Court**

Patricia Henshall
Director of Personnel
Kansas Judicial Branch

**Appointed by the Chairperson of the
Kansas Board of Regents**

Dr. Richard Lariviere
Provost & Executive Vice Chancellor
University of Kansas

Attachment I

State Employee Pay Philosophy Task Force

Appointed by the Governor

Carol Foreman
Deputy Secretary of Administration

Secretary Jim Garner
Kansas Department of Labor

George Vega
Director of Personnel Services
Department of Administration

Appointed by the President of the Senate

Senator Roger Reitz

Senator Vicki Schmidt

Appointed by the Senate Minority Leader

Senator Marci Francisco

Appointed by the Speaker of the House

Representative Pat George, Chairperson

Representative Lee Tafanelli

Appointed by the House Minority Leader

Representative Tom Hawk

**Appointed by the Chief Justice of the
Kansas Supreme Court**

Patricia Henshall
Director of Personnel
Kansas Judicial Branch

**Appointed by the Chairperson of the
Kansas Board of Regents**

Dr. Richard Lariviere
Provost & Executive Vice Chancellor
University of Kansas

Attachment II

STATE OF KANSAS

STATEMENT OF COMPENSATION PHILOSOPHY**Umbrella Statement**

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Component Statements

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2. The compensation program will be based on consistent principles of fairness throughout the State, yet will be flexible to meet changing needs. This will allow for multiple pay plans to fit different needs and market variables for the different Branches of government and within those Branches.
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8. The compensation programs will reinforce a work culture and climate where employees are recognized and rewarded for their contribution. Any changes to compensation must be reasonable and take into consideration the needs of the State as an employer, the work culture afforded to the employees as public service providers and the citizens receiving services from the State.

Attachment III

STATE EMPLOYEE COMPENSATION OVERSIGHT COMMISSION

Presentations from Interested Organizations, Associations and Individuals

Agenda

June 25, 2007

Room 313-S, Statehouse

- 9:00 – 10:30 am Kraig Knowlton, Division of Personnel Services
Report on Communications with State Employees
- Gary Adkins
State Employees Association of Kansas
- Howard Schwartz
Judicial Administrator
- Board of Regents
Jennyfer Owensby – K-State Classified Staff Representative
Jackie Scott – Emporia State University
Dennis Constance - KU USS Representative
- 10:30 am Break
- 10:45 – 12:00 John M. Kruzel
Employee with Department of Labor
- Greg Hattan
Employee with Department of Health & Environment
- Denise Moore
Director, Division of Information Systems and Communications
- Mark Wendland
Employee with Department of Administration
- 12:00 Lunch

1:00 – 2:30 pm Jim Schieferecke
Employee with Kansas Bureau of Investigation

Jon Brady
Employee with Department of Health & Environment

Janet Palmer
Human Resource Director for Department of Labor

Ron York with PolicePay.Net
Kansas State Troopers Association

Mark Hurt
Kansas Council of Governmental Engineers & Scientists

2:30 pm Break

2:45 – 4:00 pm Department of Corrections
Greg Piper, Corrections Specialist I, Ellsworth Correctional Facility
Kari Webb, Parole Officer II, Olathe
Jan Clausing, Human Resource Director

Allen Humphrey
Human Resource Director for Department of Transportation

Michael Hatcher and Charlie Dodson
Kansas Organization of State Employees

Gerald Raab
Kansas Association of Public Employees

Attachment IV

Job Classification	Emp Count	Pay Plan	Group	PG
Accountant I	103	2	2	23
Accountant II	98	2	2	24
Accountant III	91	4	2	26
Accountant IV	60	4	2	29
Accountant V	12	3	3	32
Accounting Specialist	173	2	2	19
Activity Specialist I	47	2	2	22
Activity Specialist II	13	2	2	24
Activity Therapist I	39	2	2	22
Activity Therapist II	14	2	2	24
Activity Therapy Technician	18	2	2	14
Administrative Assistant	871	1	1	13
Administrative Law Judge	6	4	1	33
Administrative Officer	151	2	2	21
Administrative Specialist	1033	2	2	18
Adv Regstrd Nurse Practitioner	3	4	1	34
Advertising Coordinator	1	2	2	32
Agricultural Assistant	14	1	1	13
Agricultural Inspector II	75	2	2	22
Agricultural Inspector III	14	2	2	25
Agricultural Technician	13	1	1	17
Animal Science Technician I	31	1	1	16
Animal Science Technician II	24	1	1	18
Applications Developer I	48	4	2	27
Applications Developer II	144	4	2	29
Applications Developer III	90	4	2	31
Applications Development Supv	36	4	2	33
Applications Support Technicn	5	4	2	21
Archeologist I	0	4	1	22
Archeologist II	4	4	1	24
Archeologist III	1	4	1	27
Architect I	0	4	2	24
Architect II	3	4	2	27
Architect III	5	4	2	30
Architectural Intern	1	4	2	23
Architectural Project Designer	3	4	2	23
Assistant Director, Workers Comp	0	4	3	34
Assistive Technology Specialis	4	2	2	17
Attorney I	56	4	1	28
Attorney II	52	4	1	31
Attorney III	15	4	1	33
Attorney IV	3	4	1	35
Audio Visual Technician	3	2	1	18
Automotive Driver	13	1	1	9
Aviation Technician	4	2	3	22
Barber Shop Inspector	1	2	2	19
Beauty Shop Inspector	5	2	2	19
Bookbinder	4	2	2	X
Bookbinder Apprentice	0	2	2	X
Bookbinder Apprentice Senior	0	2	2	X
Bookbinder Senior	7	2	2	X
Broadcast Engineer	5	2	2	30
Building Construction Insp	8	2	3	24
Building Systems Engineer I	1	4	2	29

Attachment IV

Building Systems Engineer II	1	4	2	32
Building Systems Engineer III	6	4	2	35
Buildings System Technician	49	2	3	19
Capitol Area Guard I	13	1	1	15
Capitol Area Guard II	2	1	1	17
Carpenter	8	2	3	16
Carpenter Senior	47	2	3	19
Certified Asbestos Worker	3	2	3	20
Certified Asbestos Wrkr Senior	5	2	3	22
Certified Nurse Aide I	72	2	1	14
Certified Nurse Aide II	50	2	1	16
Certified Nurse Aide Trainee	0	2	1	12
Chemical Depend Rec Prog Dir	4	2	1	25
Chemical Dependency Counselor	7	2	1	22
Chemist I	4	4	2	23
Chemist II	16	4	2	25
Chemist III	8	4	2	28
Chief Eng/Dir Water Resource	1	4	2	38
Client Training Supervisor	82	2	2	22
Clinical Chaplain	17	4	1	24
Clothing Specialist	2	1	1	11
Collector	3	2	2	19
Collector Senior	8	2	2	21
Communications Special Super	7	2	3	22
Communications Specialist I	18	2	3	17
Communications Specialist II	42	2	3	19
Compliance Officer	1	2	2	19
Computer Oper Facility Tech	2	2	2	24
Computer Operations Manager	4	2	2	26
Computer Operations Supv	16	2	2	24
Computer Operator I	15	2	2	19
Computer Operator II	37	2	2	21
Conservation Worker	3	1	1	22
Conservator	0	2	1	23
Cook	56	1	1	12
Cook Senior	31	1	1	14
Coord Of Children's Service	5	2	1	26
Correctional Facilities Spec 2	6	2	3	26
Correctional Industries Mgr	20	4	2	22
Correctional Industries Mgr Sr	12	4	2	26
Corrections Counselor I	82	2	3	22
Corrections Counselor II	79	2	3	24
Corrections Manager I	22	3	3	27
Corrections Manager II	12	3	3	29
Corrections Manager III	9	3	3	31
Corrections Officer I (A)	655	5	3	17
Corrections Officer I (B)	398	5	3	18
Corrections Officer II	429	5	3	19
Corrections Specialist I	303	5	3	22
Corrections Specialist II	88	5	3	24
Corrections Specialist III	52	5	3	26
Cosmetologist	1	2	1	11
Custodial Crew Leader	31	1	1	12
Custodial Manager	18	2	1	20
Custodial Specialist	380	1	1	12
Custodial Supervisor	72	1	1	16

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Attachment IV

Custodial Supervisor Sr	24	1	1	18
Custodial Worker	150	1	1	10
Dairy Foods Assistant	2	1	1	18
Database Administration Supv	3	4	2	33
Database Administrator I	2	4	2	27
Database Administrator II	11	4	2	29
Database Administrator III	9	4	2	31
Dental Assistant	1	2	2	15
Developmntl Disblty Specialist	15	2	1	18
Dietitian I	2	4	2	25
Dietitian II	3	4	2	27
Dietitian III	3	4	2	29
Director of Reference Library	0	2	1	29
Disease Intervention Spec	5	2	2	23
Driver License Examiner	14	2	2	16
Driver License Examiner Coor	8	2	2	22
Driver License Examiner Senior	54	2	2	18
Driver License Examiner Spec	41	2	2	20
Economic Development Rep I	8	4	2	24
Economic Development Rep II	21	4	2	28
Economic Development Rep III	27	4	2	30
Economic Development Rep IV	9	4	2	32
Education Program Consultant	49	4	2	30
Education Specialist	3	2	1	22
Educational/Info Rep I	5	2	2	18
Educational/Info Rep II	12	2	2	21
Electrician	14	2	3	17
Electrician Senior	38	2	3	20
Electronic Control Center Sup	4	2	3	23
Electronic Control Center Tech	7	2	3	20
Electronics Technician	13	2	3	21
Electronics Technician Sr	27	2	3	23
Electronics Technologist	10	2	3	27
Emerg Med Services Specialist	2	2	3	23
Enforcement Agent	35	5	3	27
Engineering Associate I	8	4	2	25
Engineering Associate II	33	4	2	28
Engineering Associate III	86	4	2	30
Engineering Project Designer	6	4	2	26
Engineering Technician	320	2	2	19
Engineering Technician Assoc	34	2	2	14
Engineering Technician Senior	178	2	2	23
Engineering Technician Spec	109	2	2	26
Environmental Scientist I	56	4	2	27
Environmental Scientist II	112	4	2	29
Environmental Scientist III	46	4	2	31
Environmental Scientist IV	44	4	2	32
Environmental Scientist V	21	4	2	34
Environmental Technician I	1	2	2	15
Environmental Technician II	5	2	2	20
Environmental Technician III	53	2	2	24
Environmental Technician IV	28	2	2	27
Equipment Body Mechanic	5	2	3	19
Equipment Mechanic	62	2	3	19
Equipment Mechanic Senior	63	2	3	21
Equipment Mechanic Specialist	9	2	3	23
Equipment Operator	515	2	3	16

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Attachment IV

Equipment Operator Senior	477	2	3	18
Equipment Operator Specialist	116	2	3	20
Equipment Operator Trainee	110	2	3	14
Equipment Planning Techn I	23	2	2	29
Equipment Planning Techn II	10	2	2	31
Extension Nutritional Asst I	15	1	1	11
Extension Nutritional Asst II	2	1	1	13
Facilities Maintenance Super	146	2	3	21
Facilities Specialist	125	2	3	20
Financial Economist	4	4	2	33
Financial Examiner	20	4	2	24
Financial Examiner Administrtr	3	4	2	34
Financial Examiner Principal	26	4	2	31
Financial Examiner Senior	14	4	2	28
Fire Investigation Supervisor	0	5	3	27
Fire Investigator	11	5	3	27
Fire Prevention Inspector	17	2	3	26
Fire Protection Specialist	3	2	3	27
Food Service Manager	6	2	1	20
Food Service Supervisor	38	1	1	16
Food Service Supervisor Senior	2	1	1	18
Food Service Worker	77	1	1	10
Food, Drug And Lodg Surv I	15	2	2	22
Food, Drug And Lodg Surv II	0	2	2	24
Food, Drug And Lodg Surv III	3	2	2	26
Forensic Scientist I	5	4	2	25
Forensic Scientist II	2	4	2	29
Forensic Scientist III	1	4	2	31
Forensic Scientist IV	0	4	2	32
Funeral Home Crematory Inspect	1	2	2	21
Gen Maint And Repair Tech	69	2	3	13
Gen Maint And Repair Tech Sr	177	2	3	17
Geology Associate	12	4	2	27
Geology Trainee	1	4	2	25
Grain Mill Supervisor	0	1	1	22
Grain Mill Technician	2	1	1	18
Grain Warehouse Examiner I	1	2	1	22
Grain Warehouse Examiner II	5	2	1	24
Grain Warehouse Examiner III	1	2	1	27
Graphic Designer	7	2	1	21
Graphic Designer Senior	16	2	1	24
Graphic Designer Specialist	9	2	1	27
Grounds Maintenance Super I	8	1	1	17
Grounds Maintenance Super II	13	1	1	19
Health Care Assistant	3	1	1	12
Health Care Technician I	1	1	1	17
Health Care Technician II	4	1	1	19
Health Facility Surveyor I	74	4	2	26
Health Facility Surveyor II	13	4	2	29
Health Facility Surveyor III	10	4	2	31
Health or Environmental Pgm Analyst	24	2	2	29
Health or Environmental Planning Cons.	5	2	2	27
Highway Patrol Captain	20	3	3	35
Highway Patrol Lieutenant	75	5	3	32
Highway Patrol Major	3	3	3	37

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Attachment IV

Highway Patrol Master/Tech Trooper	184	5	3	29
Highway Patrol Trooper	188	5	3	26
Highway Patrol Trooper Trainee	8	5	3	24
Historic Preservation Spec I	0	2	1	21
Historic Preservation Spec II	4	2	1	23
Historic Site Curator I	8	2	1	18
Historic Site Curator II	2	2	1	21
Human Resource Prof I	37	2	3	23
Human Resource Prof II	53	2	3	26
Human Resource Prof III	37	4	3	29
Human Resource Prof IV	11	4	3	32
Human Services Assistant	280	1	1	15
Human Services Consultant	132	2	1	24
Human Services Counselor	115	2	1	26
Human Services Specialist	897	2	1	21
Human Services Supervisor	127	2	1	27
Industrial Hygienist	1	4	2	26
Industrial Safety Coordinator	1	2	2	29
Information Resource Mgr III	1	3	3	36
Information Systems Manager I	6	3	3	32
Information Systems Manager II	8	4	2	35
Investigative Agent	3	5	3	26
IT Architecture Analyst I	4	4	2	30
IT Architecture Analyst II	0	4	2	32
IT Project Analyst	1	4	2	30
IT Project Manager	11	3	3	32
IT Security Analyst I	5	4	2	30
IT Security Analyst II	5	4	2	32
IT Security Analyst III	2	4	2	34
Juvenile Corrections Director	4	5	3	26
Juvenile Corrections Officer I	218	5	3	17
Juvenile Corrections Officer II	49	5	3	20
Juvenile Corrections Officer III	27	5	3	23
Juvenile Corrections Specialst	1	5	3	20
Labor Conciliator I	4	2	3	23
Labor Conciliator II	0	2	3	26
Labor Conciliator III	1	2	3	30
Laboratory Educational Technician	10	2	2	20
Laboratory Improvement Specialist	6	4	2	29
Laboratory Technician I	3	2	2	15
Laboratory Technician II	22	2	2	17
Laboratory Technician III	29	2	2	20
Laborer Supervisor	2	1	1	14
Land Surveyor I	13	4	2	31
Land Surveyor II	2	4	2	34
Landscape Architect I	0	4	2	24
Landscape Architect II	2	4	2	27
Landscape Technician	3	2	2	21
Laundry Manager	9	2	1	19
Laundry Supervisor	8	1	1	15
Laundry Worker	15	1	1	9
Law Clerk	0	2	1	17
Law Enforcement Officer I	18	5	3	23
Law Enforcement Officer II	34	5	3	25
Law Enforcement Officer III	12	5	3	28
Legal Assistant	56	2	1	20

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Attachment IV

Librarian I	19	2	1	22
Librarian II	6	2	1	25
Librarian III	5	2	1	27
Library Assistant I	22	2	1	16
Library Assistant II	57	2	1	18
Library Assistant III	38	2	1	20
Licensed Mental Health Tech	77	2	1	17
Licensed Pharmacy Inspector	1	4	2	32
Licensed Practical Nurse	52	2	1	18
Licensed Practical Nurse Sr	81	2	1	20
Lifeguard	0	1	1	6
Lock System Specialist	3	2	3	17
Lock System Specialist Sr	12	2	3	20
Long-Term Care Ombudsman	8	2	2	24
Machinist	4	2	3	19
Management Systems Analyst I	79	2	2	26
Management Systems Analyst II	82	2	2	29
Management Systems Analyst III	16	4	2	32
Manufacturing Manager	3	2	2	30
Marketing Manager	1	2	2	28
Mechanic	18	2	3	16
Mechanic Senior	4	2	3	18
Mechanic's Helper	4	1	1	11
Media Production Director	3	2	1	26
Media Production Technician	11	2	1	21
Medical Record Supervisor	1	2	2	22
Mental Health Develop. Disability Tech.	741	2	1	17
MHDD Technician Trainee	124	2	1	14
Microbiologist I	5	4	2	24
Microbiologist II	19	4	2	26
Microbiologist III	8	4	2	29
Motor Carrier Inspector I	8	1	1	17
Motor Carrier Inspector II	31	1	1	19
Museum Assistant	3	2	1	18
Museum Exhibits Director	2	2	1	26
Museum Exhibits Technician	2	2	1	18
Museum Specialist	6	2	1	21
Natural Resource Officer I	59	5	3	26
Natural Resource Officer II	17	5	3	27
Natural Resource Officer III	11	5	3	29
Natural Resource Officer IV	8	3	3	31
Network Control Supervisor	2	2	2	29
Network Control Technician I	5	2	2	23
Network Control Technician II	17	2	2	26
Network Control Technician III	4	2	2	28
Network Service Supervisor	2	2	2	30
Network Service Technician I	7	2	2	23
Network Service Technician II	26	2	2	26
Network Service Technician III	21	2	2	28
Nursing Education Specialist	2	4	1	32
Nursing Practice Specialist	1	4	1	32
Nutritionist	3	4	2	27
Nutritionist Senior	2	4	2	29
Office Assistant	125	1	1	11
Painter	16	2	3	16

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Attachment IV

Painter Senior	22	2	3	19
Park Attendant	0	1	1	11
Parole Officer I	74	5	3	22
Parole Officer II	34	5	3	24
Parole Supervisor	16	5	3	26
Petroleum Ind Reg Tech I	1	2	2	22
Petroleum Ind Reg Tech II	26	2	2	25
Petroleum Ind Reg Tech III	8	2	2	29
Pharmacy Compliance Inspector	2	2	2	24
Photographer	3	2	1	18
Photographer Senior	7	2	1	21
Photographic Platemaker Comb	3	2	2	X
Photographic Platemaker Comb App	1	2	2	X
Physical Plant Supervisor	90	2	3	23
Physical Plant Supervisor Sen	43	2	3	25
Physical Plant Supervisor Spec	12	2	3	28
Pilot	0	2	3	23
Planner I	0	2	2	23
Planner II	4	2	2	27
Planner III	0	2	2	31
Plant Science Technician I	11	1	1	16
Plant Science Technician II	37	1	1	18
Plumber	9	2	3	17
Plumber Senior	35	2	3	20
Policy And Program Analyst	6	2	2	29
Power Plant Operator	8	2	3	14
Power Plant Operator Senior	21	2	3	17
Prepress Technician	0	2	2	x
Print Shop Manager	3	2	2	25
Print Shop Supervisor	7	2	2	22
Printer	1	2	2	11
Printer Senior	10	2	2	15
Printer Specialist	23	2	2	19
Printer-Electronic Photocomp	3	2	2	x
Printer-Electronic Photocomp Appren.	0	2	2	x
Printing Press Operator	7	2	2	x
Printing Press Operator Apprentice	0	2	2	x
Printing Press Operator Assistant	0	2	2	x
Printing Press Operator Asst. Appren.	0	2	2	x
Printing Process Supervisor	6	2	2	20
Printing Service Coordinator	7	2	2	19
Procurement Officer I	24	2	2	23
Procurement Officer II	19	2	2	26
Procurement Officer III	9	4	2	29
Procurement Officer IV	11	4	2	32
Professional Civil Eng I	69	4	2	33
Professional Civil Eng II	90	4	2	35
Professional Civil Eng III	9	4	2	37
Professional Civil Eng IV	2	4	2	38
Professional Environ Eng I	13	4	2	33
Professional Environ Eng II	17	4	2	35
Professional Environ Eng III	9	4	2	37
Professional Geologist II	27	4	2	29
Professional Geologist III	26	4	2	31

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Attachment IV

Professional Geologist IV	8	4	2	32
Program Consultant I	201	2	2	24
Program Consultant II	212	2	2	27
Program Services Manager I	1	2	2	25
Program Services Manager II	52	2	2	27
Program Services Manager III	16	2	2	29
Program Specialist I	92	2	2	20
Program Specialist II	93	2	2	22
Program Specialist III	3	2	2	25
Property Appraiser I	21	2	2	24
Property Appraiser II	19	2	2	27
Property Appraiser III	10	2	2	30
Property Appraiser IV	1	3	3	35
Psychologist I	1	4	1	26
Psychologist II	27	4	1	30
Psychologist III	11	4	1	32
Psychologist IV	4	4	1	34
Public Health Educator	3	2	2	27
Public Health Nurse I	3	4	1	25
Public Health Nurse II	2	4	1	27
Public Health Nurse III	10	4	1	28
Public Information Officer I	3	2	2	24
Public Information Officer II	2	2	2	26
Public Prog/Perform Technician	3	2	1	18
Public Service Administrator I	320	2	3	24
Public Service Administrator II	192	2	3	27
Public Service Administrator III	61	2	3	29
Public Service Executive I	136	4	3	29
Public Service Executive II	231	4	3	32
Public Service Executive III	92	3	3	34
Public Service Executive IV	26	3	3	36
Publications Editor	2	2	2	27
Publications Writer I	4	2	2	21
Publications Writer II	6	2	2	24
Qualified Dev Disability Prof	23	2	2	26
Radiation Control Inspector	0	2	2	28
Radiologic Technologist I	4	2	1	23
Radiologic Technologist II	0	2	1	25
Real Estate Specialist	3	2	2	21
Refrig And A C Svc Tech	4	2	3	17
Refrig And A C Svc Tech Senior	32	2	3	19
Registered Nurse	13	4	1	25
Registered Nurse Administrator	5	4	1	34
Registered Nurse Senior	203	4	1	28
Registered Nurse Specialist	37	4	1	31
Rehab Support Worker I	4	2	2	12
Rehab Support Worker II	1	2	2	14
Rehabilitation Instructor	5	2	2	17
Research Analyst I	22	2	1	20
Research Analyst II	30	2	1	23
Research Analyst III	27	2	1	25
Research Analyst IV	13	2	1	28
Research Analyst V	6	4	1	30
Research Instrument Operator	1	2	3	22
Research Technologist	13	2	2	25
Revenue Customer Rep	54	2	2	19
Revenue Customer Rep Senior	80	2	2	21

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Attachment IV

Revenue Customer Rep Specialist	111	2	2	24
Right-of-Way Agent I	10	2	2	23
Right-of-way Agent II	2	2	2	24
Right-of-way Agent III	5	2	2	27
Right-of-way Property App I	7	2	2	25
Right-of-way Property App II	2	2	2	27
Right-of-way Property App Sup	1	2	2	29
Safety And Health Specialist	14	2	2	24
Safety And Health Technician	1	2	2	23
Safety And Security Chief	3	1	1	19
Safety And Security Officer I	95	1	1	15
Safety And Security Officer II	21	1	1	17
Sales Representative	3	2	2	20
School Food Service Consultant	13	4	2	27
Seasonal Park Ranger	0	5	3	X
Seasonal Worker	0	1	1	5
Seasonal Worker Senior	2	1	1	6
Securities Special Invest I	1	5	3	27
Securities Special Invest II	5	5	3	29
Securities Special Invest III	0	5	3	30
Securities Special Invest IV	2	3	3	32
Senior Administrative Asst	1110	1	1	15
Senior Administrative Spec	101	2	2	19
Senior Laboratory Scientist	4	4	2	32
Senior Special Agent - KBI	48	5	3	32
Service Assistant	11	1	1	7
Sign Shop Supervisor	1	2	3	22
Sign Shop Worker	5	2	3	17
Social Work Supervisor	57	2	1	27
Social Worker	35	2	1	22
Social Worker Specialist	381	2	1	24
Special Agent - KBI	14	5	3	30
Special Agent in Charge - KBI	9	5	3	35
Special Investigator I	46	2	3	22
Special Investigator II	51	2	2	24
Speech Pathologist/Audio I	2	4	1	26
Speech Pathologist/Audio II	1	4	1	29
Staff Development Special I	56	2	3	26
Staff Development Special II	11	4	3	29
State Audit Administrator	1	3	3	34
State Auditor I	21	2	2	24
State Auditor II	70	2	2	26
State Auditor III	36	4	2	29
State Auditor IV	11	4	2	32
Storekeeper	1	1	1	10
Storekeeper Senior	58	1	1	14
Storekeeper Specialist	66	1	1	17
Surplus Property Agent	3	2	2	20
System Software Analyst I	7	4	2	27
System Software Analyst II	30	4	2	29
System Software Analyst III	27	4	2	31
System Software Staff Consultant	9	4	2	33
System Software Supervisor	5	4	2	33
Tax Examiner	0	2	2	16
Tax Examiner Manager	1	2	2	24
Tax Examiner Senior	6	2	2	19
Tax Examiner Specialist	0	2	2	21

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Attachment IV

Tax Specialist	9	3	3	32
Technology Support Consultant I	61	2	2	25
Technology Support Consultant II	69	2	2	27
Technology Support Consultant III	51	2	2	29
Technology Support Supervisor	24	2	2	30
Technology Support Tech I	12	2	2	19
Technology Support Tech II	33	2	2	22
Therapy Services Supervisor	4	3	3	30
Tourist Counselor	3	1	1	15
Unit Team Manager	42	5	3	26
University Detective	3	5	3	25
University Police Captain	9	3	3	30
University Police Corporal	3	5	3	23
University Police Lieutenant	1	5	3	28
University Police Officer	62	5	3	21
University Police Officer Trainee	3	5	3	19
University Police Sergeant	21	5	3	25
Utility Worker	31	1	1	11
Veterinarian	6	4	1	38
Veterinary Anesthesia Tech	3	2	1	22
Veterinary Technician I	0	2	1	18
Veterinary Technician II	16	2	1	20
VIN Inspector	1	1	1	15
VIN Inspector Lead	21	1	1	17
VIN Inspector Supervisor	3	1	1	20
Volunteer Services Coordinator	8	2	2	21
Warden III	4	3	3	35
Warden IV	4	3	3	37
Welder	9	2	3	18
Wildlife/Parks Assistant Mgr	9	2	3	23

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Attachment V

Proposed Implementation Schedule

	FY 2009 *	FY 2010	FY 2011	FY 2012	FY 2013
Group 1 7,758 emp. 147 classes	Preparation & Market Adjustments	Dry Run & Market Adjustments	Implement & Market Adjustments	Maintain	Maintain
Group 2 6,833 emp. 249 classes	Market Adjustments	Preparation & Market Adjustments	Dry Run & Market Adjustments	Implement & Market Adjustment	Maintain
Group 3 7,392 emp. 135 classes	Market Adjustments	Market Adjustments	Preparation & Market Adjustments	Dry Run & Market Adjustment	Implement & Market Adjustment

* FY 2009 will also involve the development and presentation of significant educational activities to inform employees, supervisors and managers of the new employee compensation system and address their questions.

Market Adjustments

Recommendations for market adjustments for jobs within any Group will be part of each year's activities. Market alignment among classes varies substantially at this time. It may take several years of providing adjustments to bring some occupations to market while others may be achieved over a much shorter time period. Employees in some classes which are in Group 2 or 3 may receive market adjustments prior to the first year of their 3-year study cycle. It is our intent to bring each class up to market, or as close to market as possible, by the time the class moves to full implementation on the new plan. Once the classes are implemented, annual market studies will be conducted to identify any need for adjustment in order to maintain market alignment.

First Year Activities

The first year of the 3-year cycle will involve preparation. The preparation will include the review and modification of current job classes; reallocation of positions to the proper job class; development of performance criteria; training on new performance standards and evaluations; and additional education for employees and supervisors. Employees will be compensated under the current system during the first year of the 3-year study for their Group.

Second Year Activities

The second year of the 3-year cycle will involve a "dry run." Employees will be evaluated under the revised performance standards and agencies will provide the Division

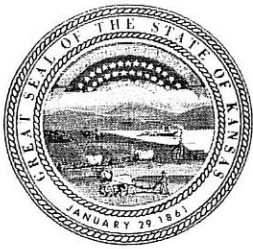
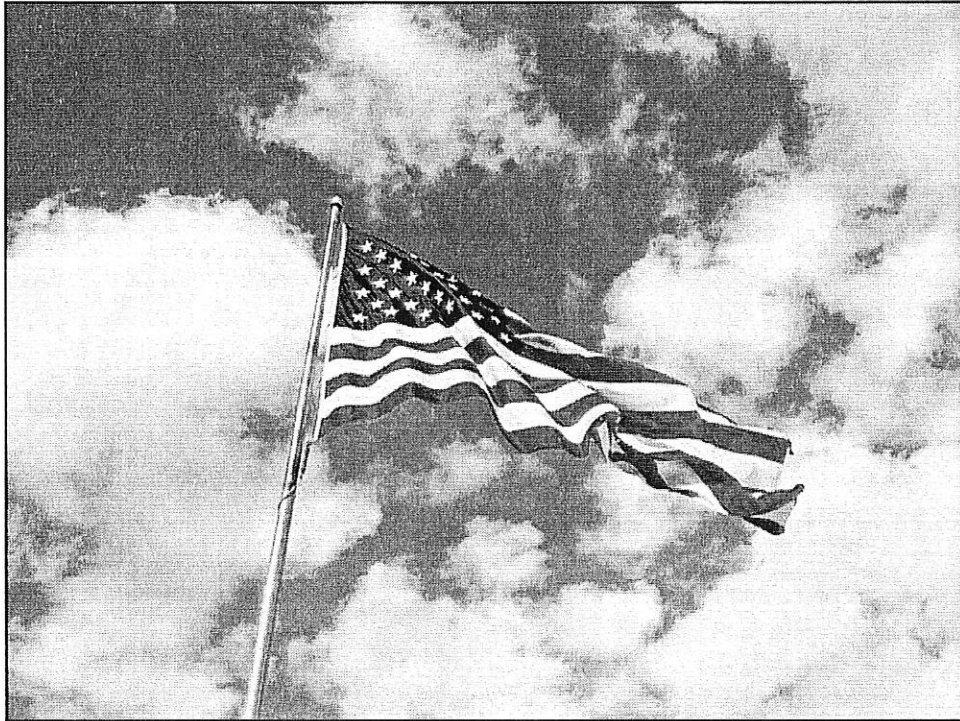
of Personnel Service with a report detailing the performance evaluation experience; how the agency would have allocated their annual classified employee salary budget; the results of such actions, and proposed changes they believe are needed. Agencies will identify any need for training or changes in the performance review system and make such modifications. Employees will continue to be paid under the current employee compensation system.

Third Year Activities

The third year of the 3-year cycle will involve full implementation for that Group. Employee compensation will be provided on the basis of the new employee compensation system. Jobs within this Group should be aligned with the relevant labor market. State agencies will work with the Division of Personnel Services to identify further modification and actions.

Beyond the Third Year

After jobs are implemented into the new employee compensation system, annual market studies will be conducted to identify any need for adjustments to ensure market alignment. The employee compensation system and the administration of the new system will also be reviewed and evaluated to identify any needs for change.

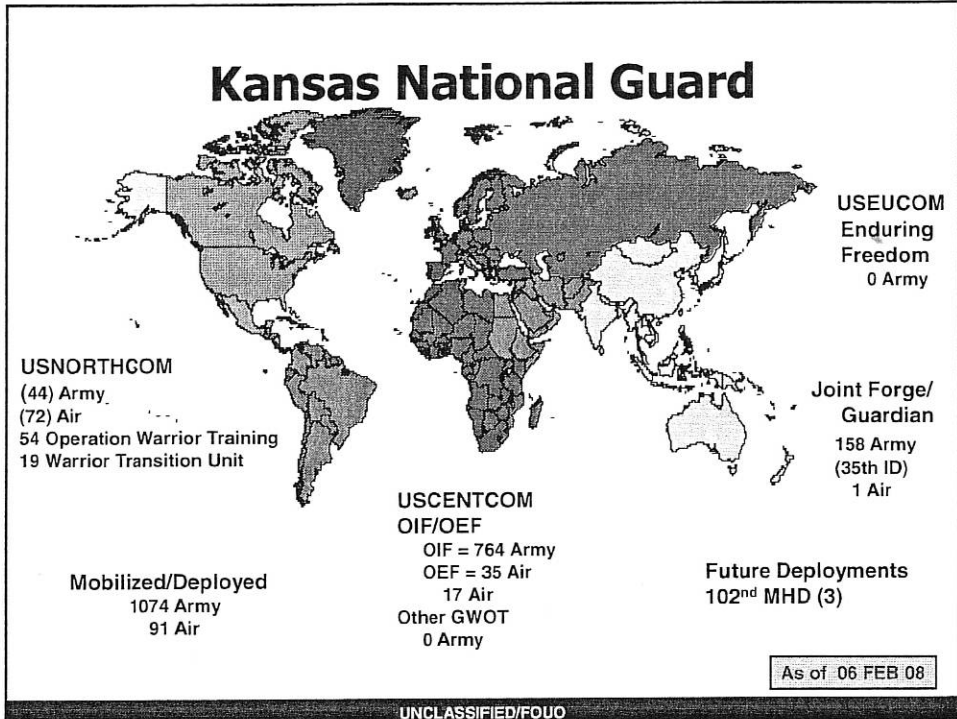


**Major General Tod M. Bunting
Adjutant General, Kansas
Director, Homeland Security &
Emergency Management**

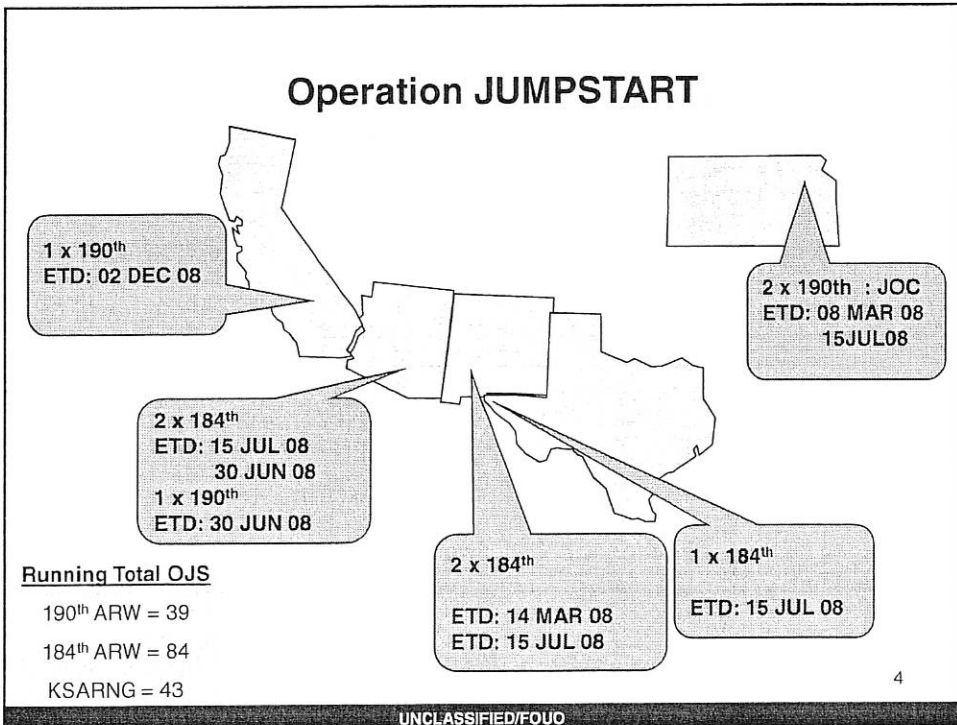
HOUSE APPROPRIATIONS

DATE 2-06-2008
ATTACHMENT 4

Kansas National Guard

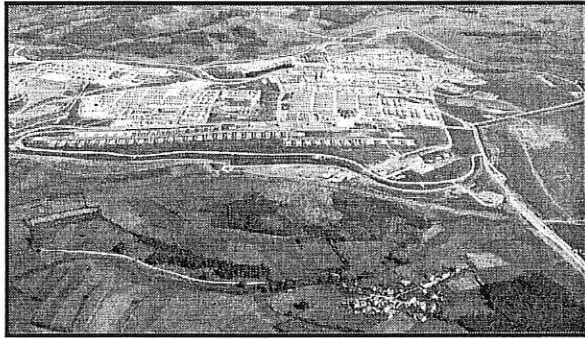


Operation JUMPSTART

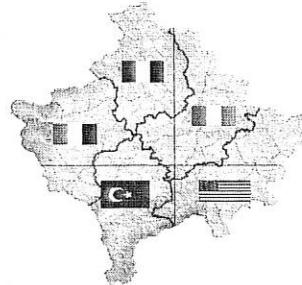


4-2
2

Kansas Soldiers Supporting Kosovo

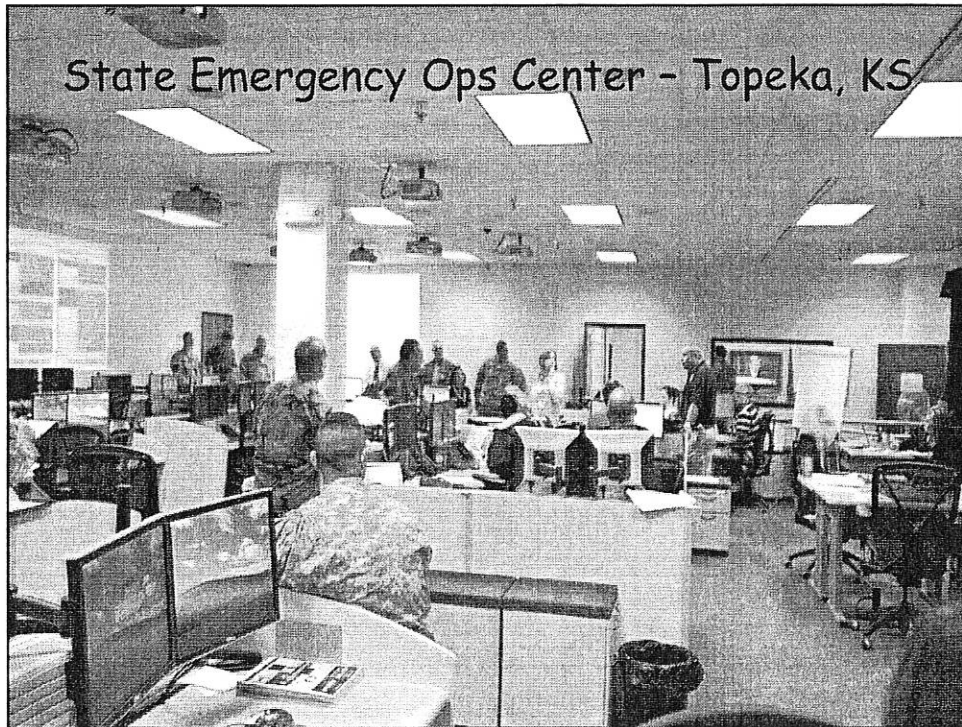


35th Infantry Division
"Santa Fe Division"

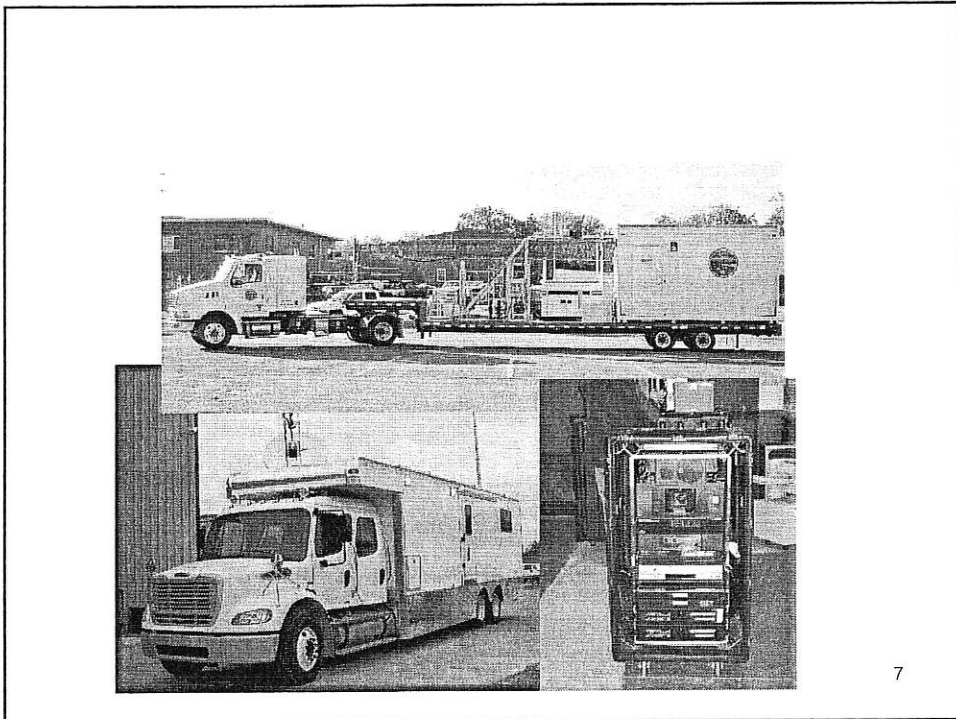


Provide a Safe and Secure Environment and promote a transition of responsibilities to civilian authorities.

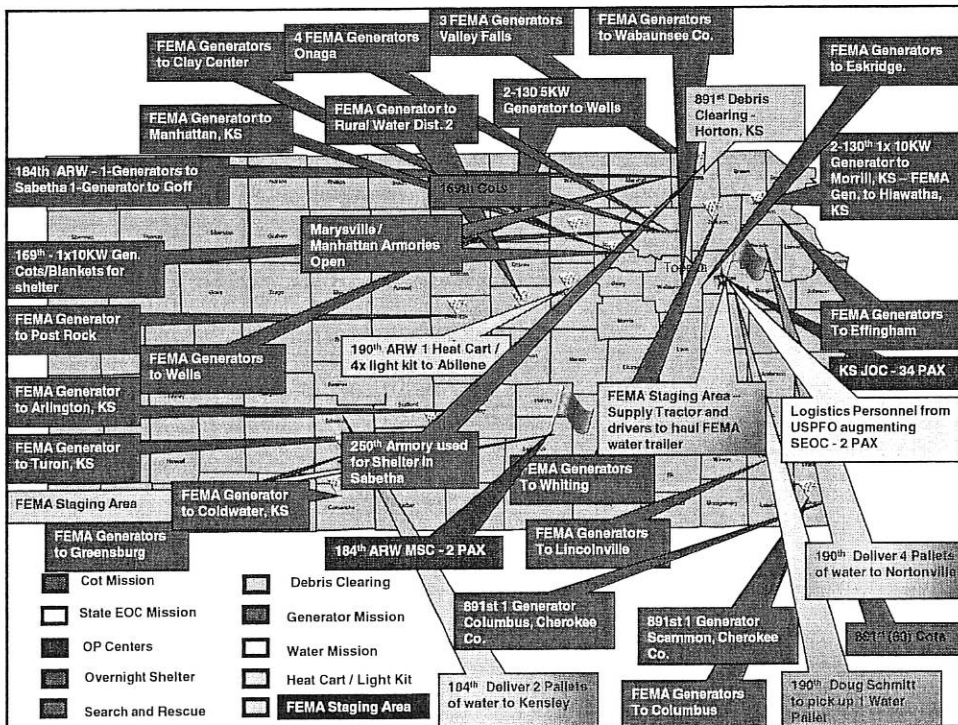
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4-3



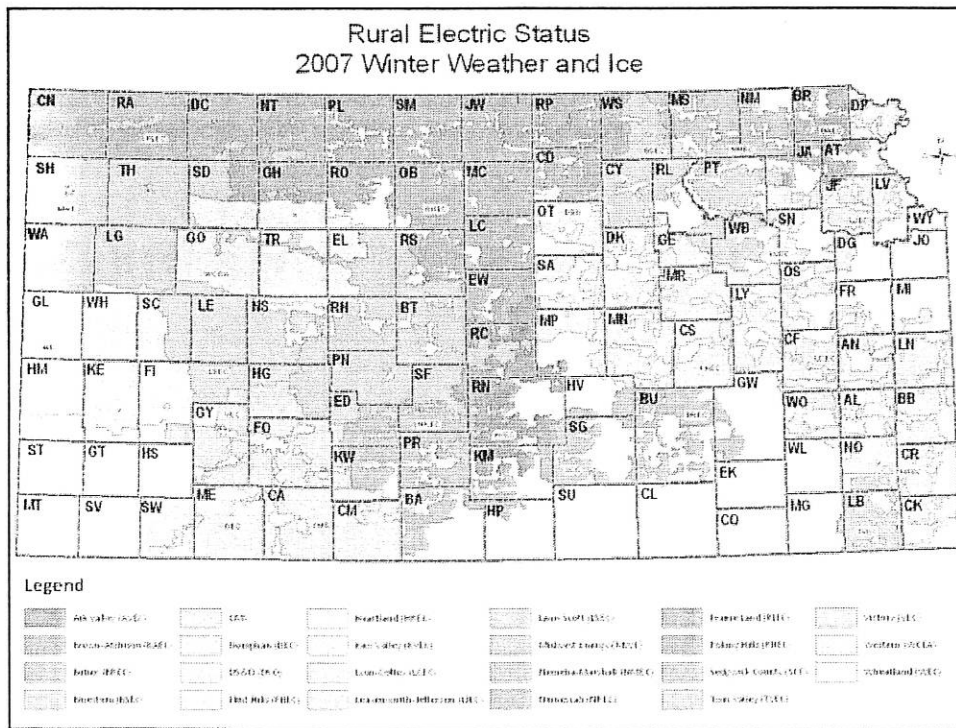
7



4-4

Kansas 2007 Presidential Disasters

- **Dec. 31, 2006** - Winter Ice/Snow Storm - 44 counties
- **May 4, 2007** - Greensburg Destroyed by Tornado/Flooding in NE KS - 41 counties.
- **June 30, 2007** - Record setting floods in SE Kansas - 23 counties.
- **December 10, 2007** - Winter Ice/Snow Storm - 105 counties. (not approved yet, but \$\$ threshold met)



4-5

Kansas Disasters 2007

11

Federal Thresholds

Public Assistance

- County
 - \$3.11 per capita
 - State
 - \$1.24 per capita
 - Kansas population
 - 2,688,418
- State total: \$3,333,638

Individual Assistance

- Small Business Administration (SBA)
 - 25 homes and/or businesses with more than a 40% uninsured loss
- FEMA programs
 - 100 major/destroyed homes
 - \$3 million uninsured housing loss
 - economic impact, fatalities, demographics, etc
 - food, fuel and generators are not eligible

12

4-6
6

Cost share of FEMA programs

Public Assistance

- 75% federal
- 25% non-federal
 - 15% local
 - 10% state

Individual Assistance

- 75% federal
- 25% state

Direct Federal Assistance

- 75% federal
- 25% state

13

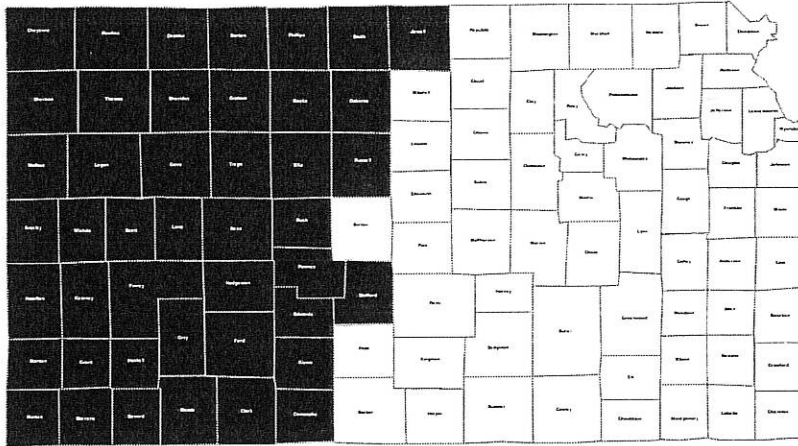
Winter storm
beginning December 2006

DR-1675-KS

14

4-7
7

Winter storm
December 2006 - January 2007
DR-1675-KS



15

Public Assistance

- **Category A**
 - Debris Removal
 - \$1,090,477

- **Category B**
 - Emergency Protective Measures
 - \$1,660,755

- **Category C**
 - Roads
 - \$9,323,254

16

4-8

Public Assistance

- **Category D**
 - Water Control Facilities
 - \$0

- **Category E**
 - Public Buildings
 - \$393,438

- **Category F**
 - Utilities
 - \$342,820,992

17

Public Assistance

- **Category G**
 - Recreational or other
 - \$18,660

- **Total all categories**
 - \$355,307,580
 - 75% federal share
 - 10% state share
 - \$35,530,758

18

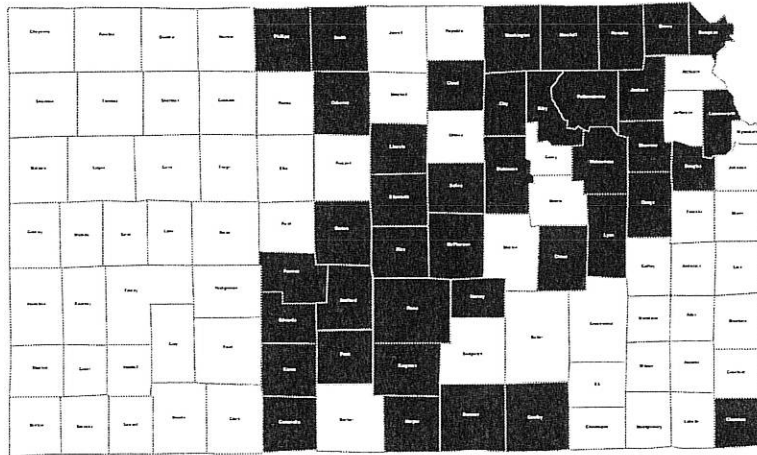
4-9

**Severe storms and flooding
beginning May 2007**

DR-1699-KS

19

**Severe Storms and Flooding
DR-1699-KS**



20

4-10
10

Federal Assistance

- **Total direct federal assistance**
 - 9 missions
 - Federal Share \$5,915,000
 - State Share \$1,478,750
 - 100% federal cost share adjustment not included
- **Urban Search & Rescue**
 - Total \$329,284
 - State Share \$82,321

21

Individual Assistance

- **Other Needs Assistance - \$1,661,116**
 - 75% federal share
 - 25% state share
 - \$415,279
- **Disaster Recovery Centers - 9**
 - 5,468 visits
 - 100% federal for FEMA staff, facilities, equipment, phones, etc.
 - 100% state expense for staffing
 - Revenue, SRS, KDEM, KDHE, etc.

22

Public Assistance

- **Category A**
 - Debris removal
 - \$4,700,000

- **Category B**
 - Emergency protective measures
 - \$6,075,000

- **Category C**
 - Roads
 - \$15,400,000

23

Public Assistance

- **Category D**
 - Water control facilities
 - \$214,000

- **Category E**
 - Public buildings
 - \$13,500,000

- **Category F**
 - Utilities
 - \$27,000,000

24

4-12

Public Assistance

- **Category G**
 - Recreational or other
 - \$1,600,000
- **Total all categories**
 - \$68,389,000
 - 75% federal share
 - 10% state share
 - \$6,838,900

25

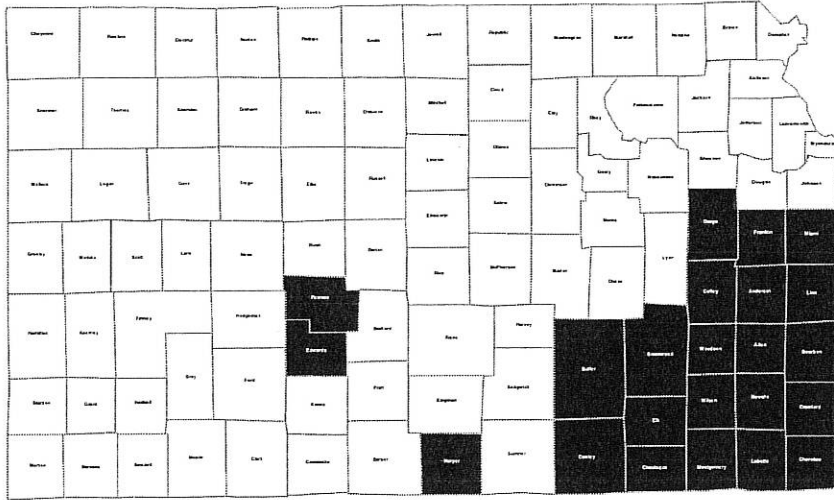
**Flooding
beginning June 2007**

DR-1711-KS

26

4-13

**Flooding
DR-1711-KS**



Federal Assistance

- **Total direct federal assistance**
 - 9 missions
 - water and ice
 - **Total \$1,461,202**
 - federal share \$1,169,026
 - state share \$292,256

Public Assistance

- **Category D**
 - Water Control Facilities
 - \$930,282

- **Category E**
 - Public Buildings
 - \$2,050,873

- **Category F**
 - Utilities
 - \$10,591,163

31

Public Assistance

- **Category G**
 - Recreational or other
 - \$490,743

- **Total all categories**
 - \$25,790,239
 - 10% state share
 - \$2,579,023

32

4-15

January 2007 vs December 2007

January 2007

- 42 counties declared
- Electrical damage
 - 9 rural electrics
 - 15,128 poles
 - 46,300 meters
 - 21 transmission towers
- Total utility damage
 - \$342,820,992

December 2007

- 60 counties declared*
- Electrical damage
 - 24 rural electrics
 - 10,889 poles
 - 58,505 meters
 - 0 transmission towers
- Total utility damage*
 - \$150,000,000

*estimates-major declaration request pending

35

Federal Assistance

- Total direct federal assistance
 - 63 missions
 - Generators, Water Trucks, COT's
 - Federal Share, \$139,500
 - State Share \$ 46,500
 - Combined Share \$186,000

36

4-17

Public Assistance
Preliminary Damage Assessment (PDA) Data
DR-1741-KS

- **Category A**
 - Debris removal
 - \$17,637,535

- **Category B**
 - Emergency protective measures
 - \$4,075,130

- **Category C**
 - Roads
 - \$694,329

37

Public Assistance
Preliminary Damage Assessment (PDA) Data
DR-1741-KS

- **Category D**
 - Water control facilities
 - no damage reported

- **Category E**
 - Public buildings
 - \$149,562

- **Category F**
 - Utilities
 - \$148,468,303

38

Public Assistance

Preliminary Damage Assessment (PDA) Data DR-1741-KS

- **Category G**
 - Recreational or other
 - \$6,466

- **Total Estimate - all categories**
 - \$171,031,324
 - federal share (75%)
 - local share (15%)
 - state share (10%)
 - \$17,103,132

39

Hazard Mitigation Grant Program

HMGP from DR-1675 – DR-1741

- **Total Available - \$86 mil (Fed share est.)**
 - Acquisition/Demo Flood Prone Properties
 - Safe Rooms in Schools
 - Protection of Critical Facilities
 - Water Intake Facilities
 - Waste Water Treatment Plants
 - Pump Stations
 - Strengthening REC Systems
 - Warning System Improvement
 - Inundation Studies

4-19

HMGP cont'd

- **Requires FEMA Approved Mitigation Plan**
 - Waived for 10 SE counties & Kiowa
 - Eligible Statewide w/approved plan
- **Requires 25% Non-Federal Match**
 - Local Funds
 - In-kind
 - Donated Resources
 - Community Development Block Grant
 - State Matching Funds

HMGP Activities

- **Acquisition/Demo, Approved – SE Counties**
 - Neodesha – 28 properties
 - Iola – 120 properties
 - Independence – 106 properties
- **Acq/Demo – In work**
 - Allen Co.
 - Cherokee Co.
 - Coffeyville
 - Montgomery Co.
 - Neosho Co.
 - Wilson Co.
 - Douglas Co
 - Leavenworth Co. & City

HMGP Activities

(cont'd)

- **Mitigation Plans**
 - 11 approved to date
 - 65 Planning grant applications
 - State Plan Update
- **Safe Rooms**
 - Numerous requests (76) statewide
 - Individual safe room initiative Greensburg
- **REC System**
 - Awaiting FEMA determination of eligible work

HMGP Activities

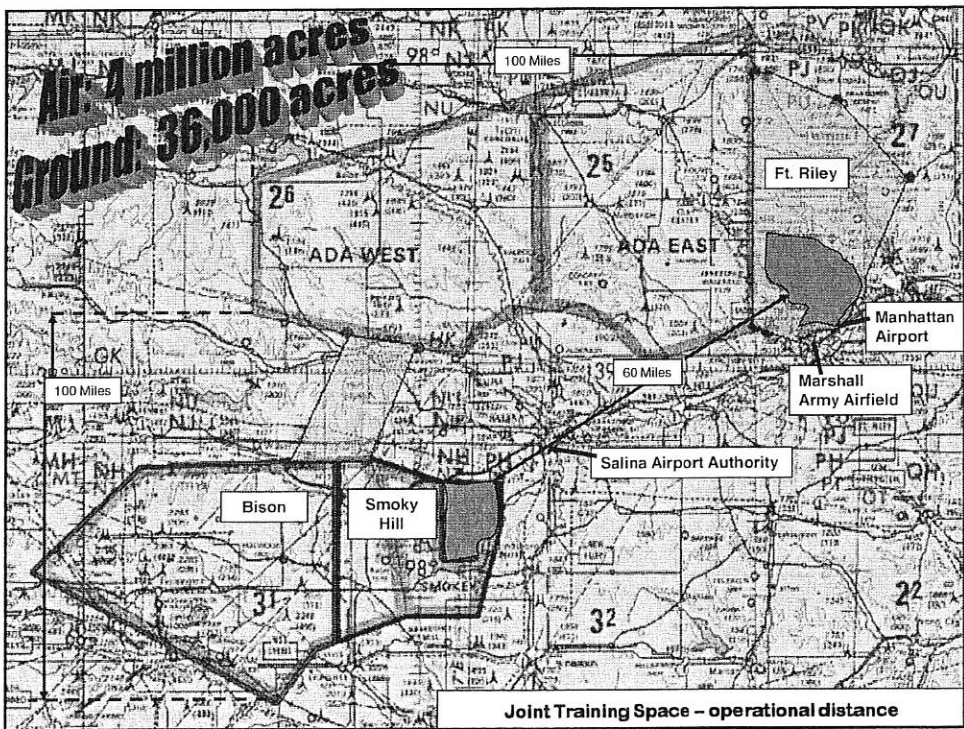
(cont'd)

- **Encourage Projects in Waiver Co. SE Ks.**
 - Eligible for any mitigation type project
- **Funds Committed to date**
 - \$16m Federal
 - \$2m State
 - Priority 1 – 10% match SE Ks. Acq/Demo
 - Priority 2 – 25% match Mitigation Planning Grants

4-21

National Treasure

We have the wide open spaces!

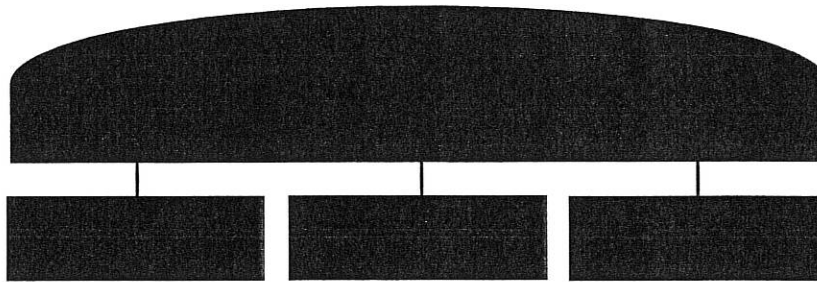


4-22



GPJRTC

The Big Picture

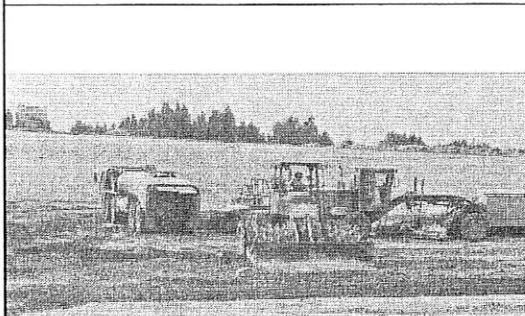


- Salina Airport
- Military training focus
- Smoky Hill ANG Range
- War focus (Joint)
- Homeland Security focus
- Operational Spring 2009

Great Plains Joint Regional Training Center

1,800 soldiers combat trained for theater operations

<u>Unit</u>	<u>State</u>
• 4 th Brigade 1 st ID	FT Riley, Kansas
• 161 st Field Artillery	Wichita, Kansas
• 287 th Sustainment Brigade	Wichita, Kansas



**Congressional Funding for Smokey Hill Weapons Range
FY08**

Procurement

<u>Project</u>	<u>Cost</u>
Safety Equipment	320,000
Urban Target Complex	2,400,000
Radio's	5,000,000
Trunked Radio's	2,5000,000

Operation & Maintenance

<u>Project</u>	<u>Cost</u>
Safety Equipment	1,280,000
Remodeling on Existing Facility	1,100,000

MILCON - ANG

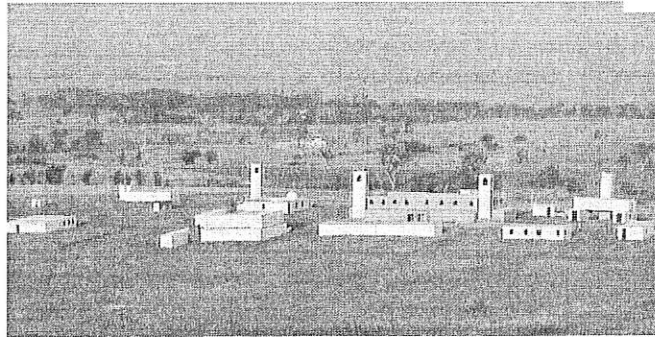
<u>Project</u>	<u>Cost</u>
ASOS	9,000,000

Ground Breaking Spring FY 08

49

**Smoky Hill
Weapons Range**

- **Largest Range in the Air National Guard**
- **Numerous target arrays**
- **State of the Art Electronic Counter Measures**

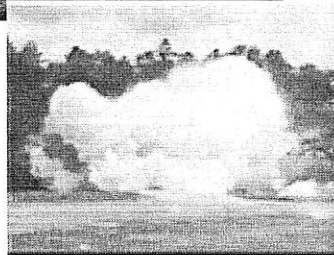


50

4-24
25

Air Support Operations Squadron (ASOS) (70)

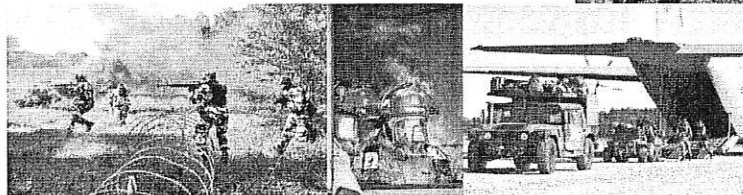
- *Advises US Army and Army National Guard commanders on the capabilities and employment of air power*
- *Provide terminal attack control for close air support (CAS) missions*
- *Provides quick response emergency communications to the state headquarters in support of the state emergency action plan*



51

Joint Operations Training and Exercise Capability

- Military Ops/Urban Warfare Training
- Combined UAV/Intel/Land Forces Training
- Integrated with 184th assets
- Convoy Training
- Civilian Responder Training
 - Law Enforcement, Fire & Medical



52

4-25

UAS SYMPOSIUM 2006-2007



53

Crisis City



1. Disaster Town HQ
2. Firing Range
3. Drivers Course
4. Skid Pad
5. Simulator Building
6. Classroom / Gym
7. MOUT Village
8. Fire Training Tower
9. Haz-Mat Props
10. CHU Billeting
11. Maintenance Shed

54

Conceptual Design

4-26
27

Crisis City Stake Holders

- Kansas Fire Marshall's Office
- Kansas Bureau of Investigation
- Kansas Department of Transportation
- Kansas Highway Patrol
- Kansas Sheriff's Departments
- Police Departments
- Fire Departments
- University of Kansas Fire Training Division
- Kansas Department of Health and Environment
- Emergency Medical Services
- Kansas Wildlife And Parks Department
- Kansas Emergency Management Association
- Active Duty and National Guard/Reserve Military Components
- Federal Law Enforcement and Emergency responders
- Kansas Emergency Management Association

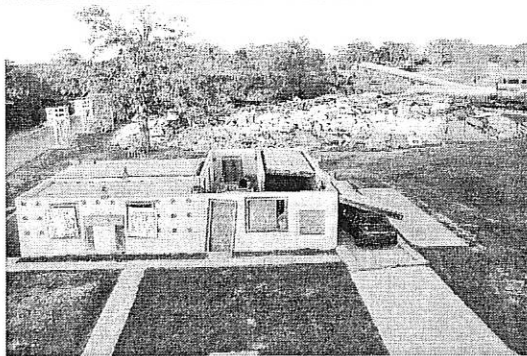
55

Building Concepts

Key Elements:

- Disaster City-like design/approach
- First responder emergency training focus
- Multi-discipline
- Multi-agency focus
- Small campus (40-160 acres)
- Concrete/semi-permanent structures/training aids
- National Guard involvement will primarily be

Military Assistance to Civilian Authority-focused



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4-27



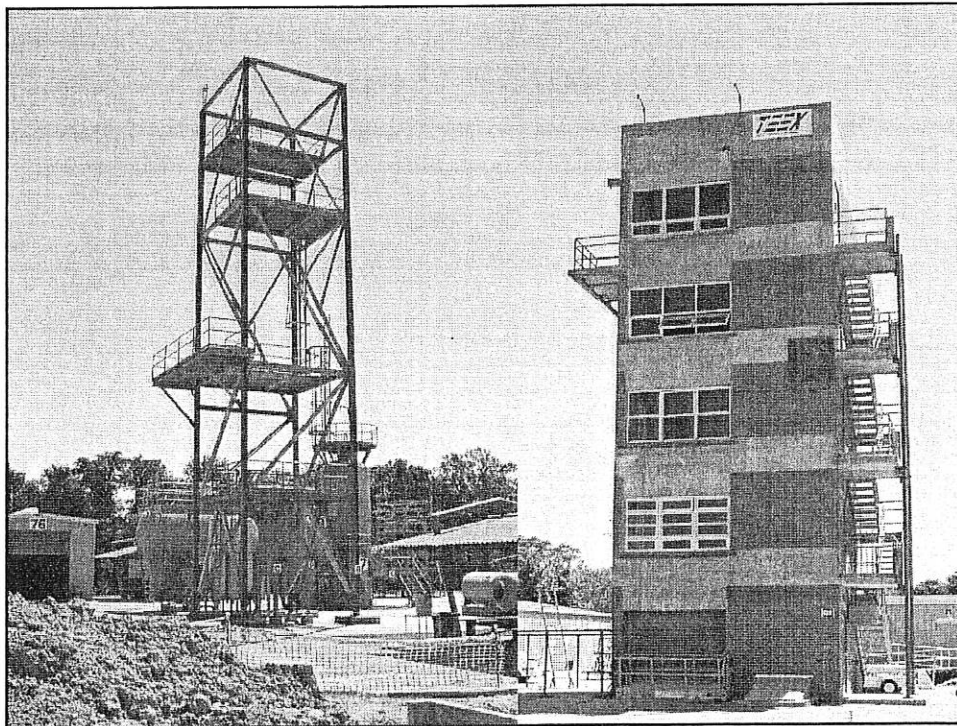
Project Management

Charter - Statement of Work

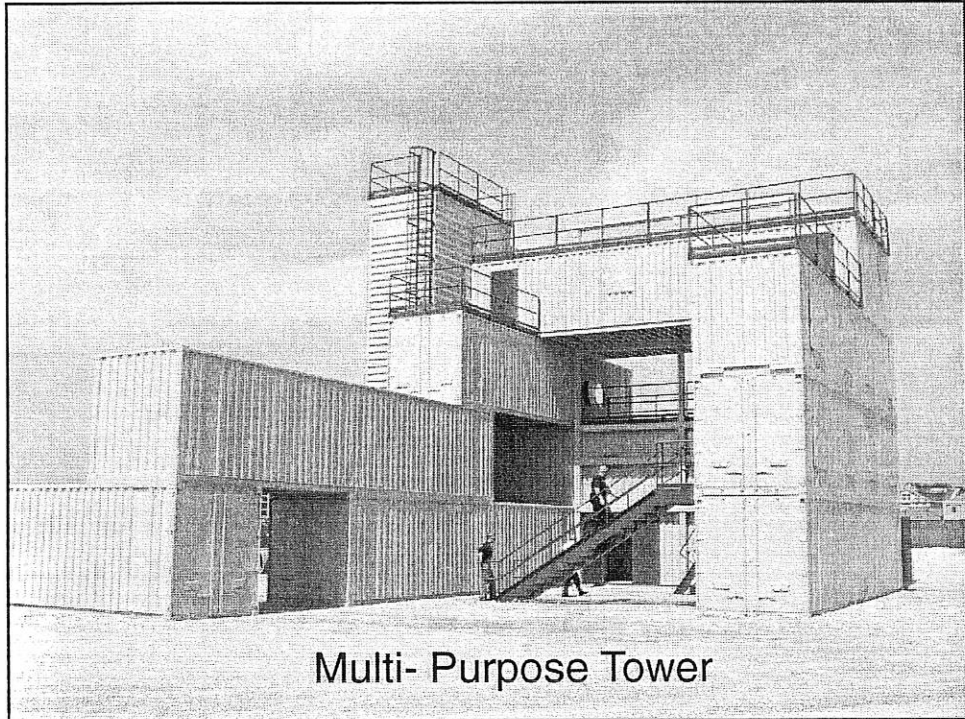
Statement of Work: Within 18 months of Crisis City project charter approval and funding, Crisis City will be designed, completed, and initial training conducted.



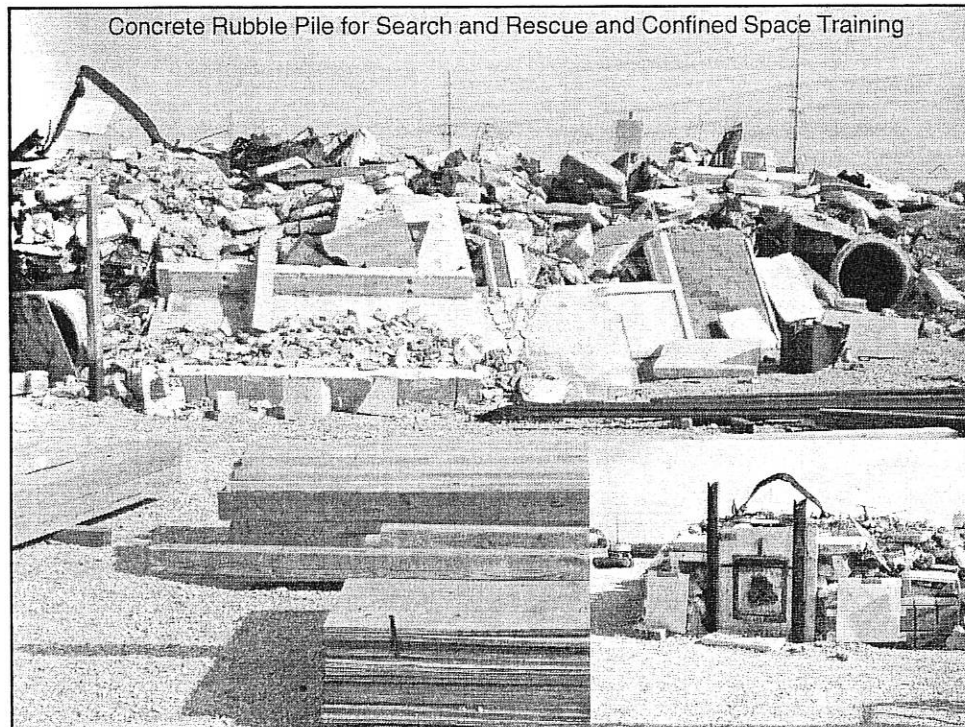
57



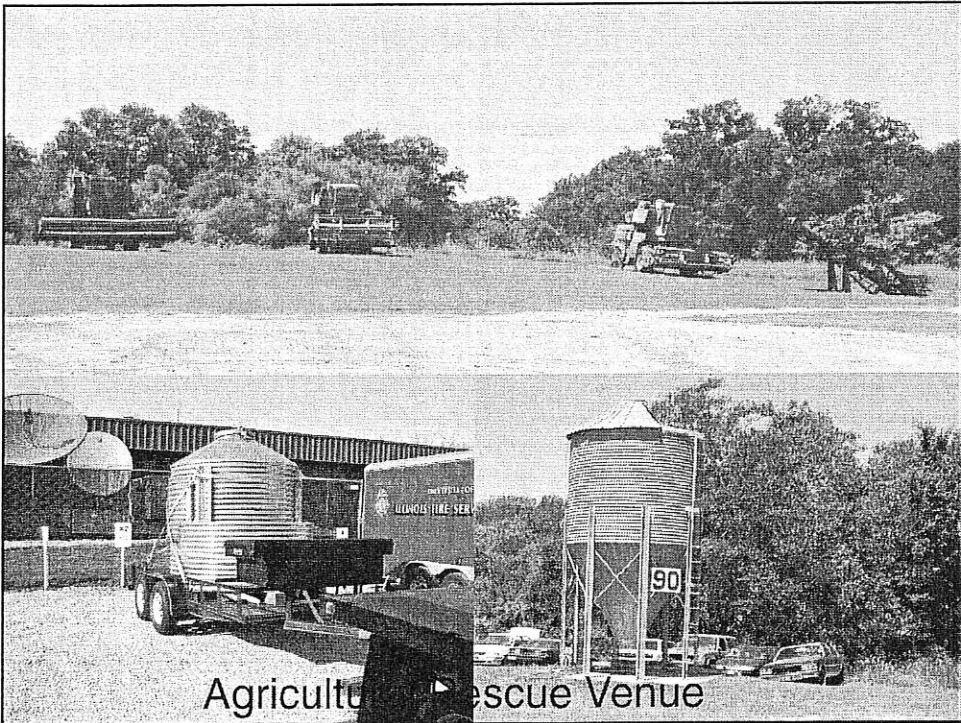
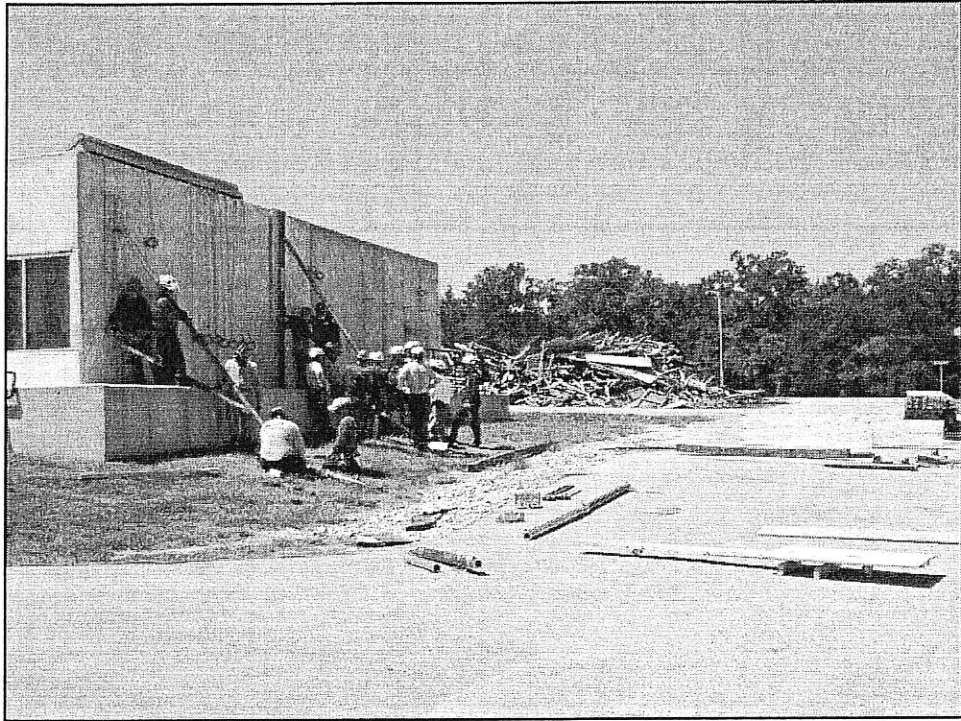
4-28
29



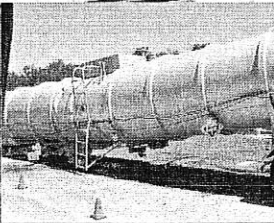
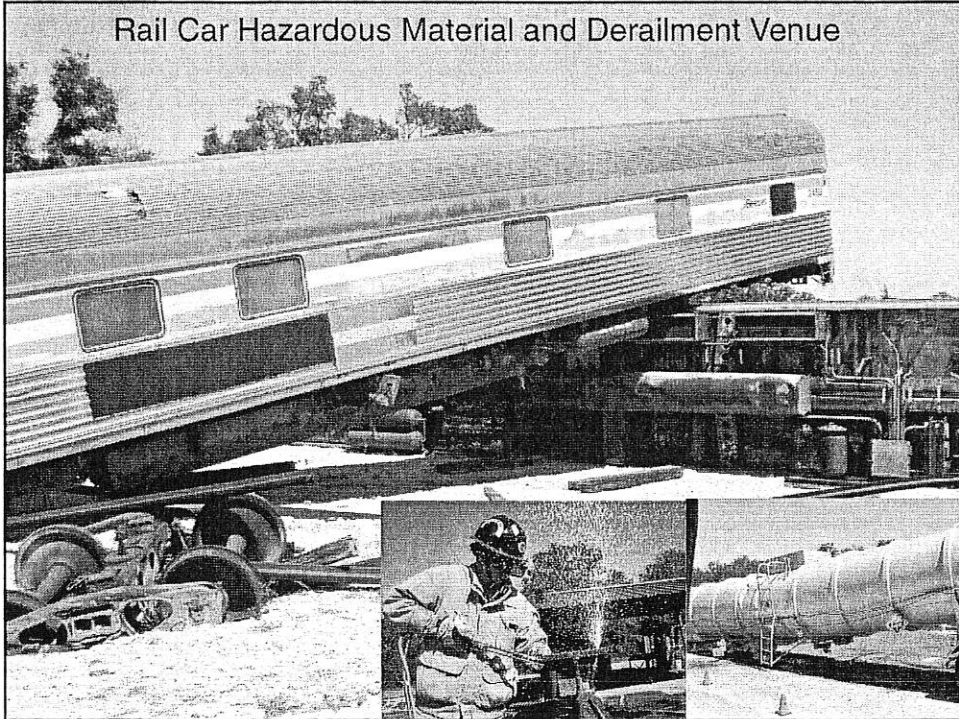
Multi- Purpose Tower



Concrete Rubble Pile for Search and Rescue and Confined Space Training



Rail Car Hazardous Material and Derailment Venue

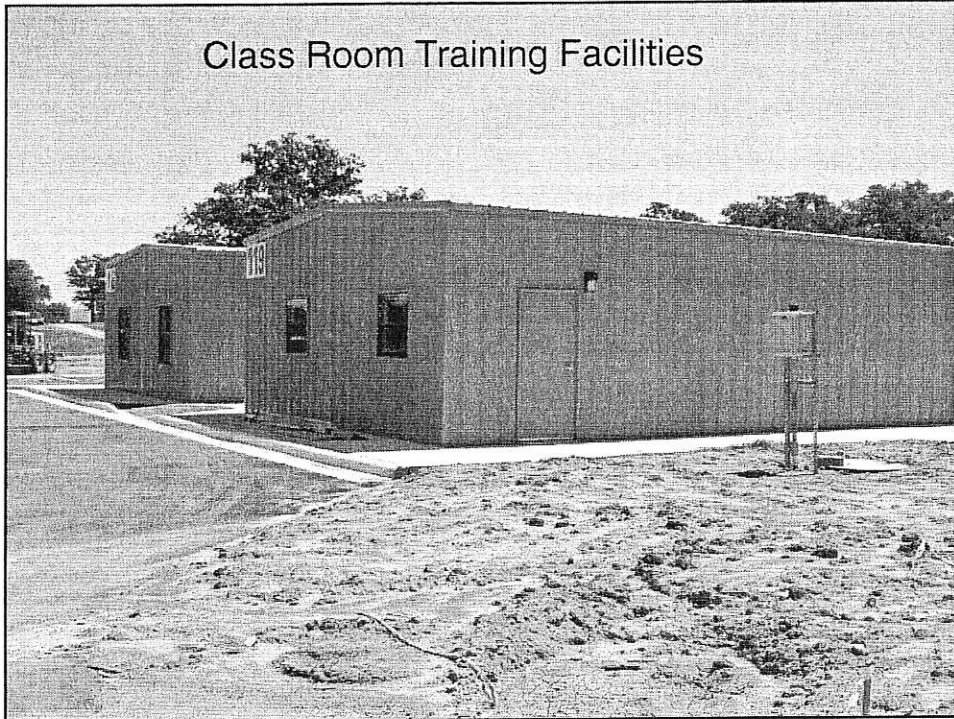


Vehicle Rescue Venue



4-31

Class Room Training Facilities



Eisenhower Center Vision

- Public/Private Consortium
- One Stop Shop for Kansas Home Land Security
- An Independent Entity
- Partners:
 - The Adjutant General's Department
 - Kansas Universities
 - Community colleges
 - Emergency Managers
 - Local, State & Federal Responders
 - Private Industry

66

4-32



Eisenhower Center Mission

Four Core Missions:

1. Research and Forecasting
2. Integrated Evaluation
3. Multi-Discipline/Education
4. HLS Best Practices



To Maximize HLS Resource Use
Through Education and Simulations

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Eisenhower Center Multi-Discipline Education

Courses:

- Kansas HLS 101
- HLS Project Management
- HLS Crisis Communications
- Intel for HLS Professionals
- Leadership for HLS Executives/
Elected Officials
- Continuity of Operations (COOP)

68

4-33



4-34
35

Individual Assistance

- **Other Needs Assistance - \$3,873,567**
 - 75% federal share
 - 25% state share
 - \$988,316
- **Disaster Recovery Centers - 14**
 - 7,504 visits
 - 100% federal for FEMA staff, facilities, equipment, phones, etc.
 - 100% state expense for staffing state employees
 - Revenue, SRS, KDEM, KDHE, etc.

29

Public Assistance

- **Category A**
 - Debris Removal
 - \$736,704
 - Spiller responsible for oil contaminated disaster debris
- **Category B**
 - Emergency Protective Measures
 - \$2,761,407
- **Category C**
 - Roads
 - \$8,229,063

30

4-35

MEMORANDUM

**TO: Honorable Sharon Schwartz, Chairperson
House Committee on Appropriations**

FROM: Mark S Beck, Director

DATE: February 6, 2008

RE: M&E Slider Reimbursement

Brief History

The 2006 Legislature exempted from property tax all commercial and industrial machinery and equipment and telecommunications and railroad machinery and equipment purchased, leased or transported into the state after June 30, 2006.

Also created were the business machinery and equipment tax reduction assistance fund and the telecommunications and railroad machinery and equipment tax reduction assistance fund to be administered by the state treasurer. All expenditures from these funds are for partial reimbursement to counties for any reduction in taxes levied on commercial and industrial M&E and telecommunications and railroad M&E. Payments to the county treasurers will be made on or before February 15th. The total amount of reimbursement as currently reported is **\$25,860,360**.

Calculation of Slider Reimbursements

The secretary of revenue on or before January 31st is to determine the amount each county is to receive as a reimbursement from the state. The calculation is based upon the difference between the amount of taxes levied on commercial and industrial M&E and telecommunications and railroad M&E for 2005 (base year) and the amount levied for 2007 (2008, 2009, 2010, 2011). Ninety percent (90%) of the calculated amount will be distributed to the county for 2007 on or before February 15, 2008. This percentage will decrease each year for the next four years – 70%, 50%, 30% and 10%.

IRB/EDX Amendment to the Slider

A 2007 amendment to the slider allows the subtraction of taxes levied on commercial and industrial M&E and telecommunications and railroad M&E that was exempt as an industrial revenue bond exemption or an economic development exemption. Only exemptions which have expired after July 1st, 2006 would qualify and would be subtracted from the 2007 (2008, 2009, 2010, 2011) M&E taxes reported by the county.

Estimates for Future Reimbursements

Projections for future estimates remain unchanged. (\$ In Millions)

TAX YEAR	INITIAL ESTIMATE	ACTUAL
2007	28.300	25.860
2008	44.846	
2009	45.263	
2010	31.983	
2011	11.498	

**2007 M/E Reimbursement
(Less IRB/EDX)**

Report #1

County	2005	2007		
	Base Year Taxes	Taxes	Difference	90% Reimbursement
Allen	1,419,151	1,705,870	-	-
Anderson	189,248	213,897	-	-
Atchison	1,476,124	1,422,380	53,745	48,370
Barber	419,281	387,836	31,445	28,300
Barton	2,159,648	1,985,315	174,334	156,901
Bourbon	1,100,816	1,060,609	40,207	36,187
Brown	567,663	591,872	-	-
Butler	2,970,240	2,722,120	248,120	223,308
Chase	110,769	97,005	13,764	12,388
Chautauqua	132,872	113,456	19,415	17,474
Cherokee	1,184,202	1,295,128	-	-
Cheyenne	80,523	71,611	8,911	8,020
Clark	123,555	91,797	31,758	28,582
Clay	291,663	251,177	40,486	36,438
Cloud	480,107	393,180	86,927	78,234
Coffey	257,012	233,791	23,221	20,899
Comanche	72,142	90,639	-	-
Cowley	3,406,085	3,559,355	-	-
Crawford	2,989,964	2,641,487	348,478	313,630
Decatur	110,973	107,060	3,913	3,522
Dickinson	682,090	875,450	-	-
Doniphan	615,392	552,511	62,882	56,593
Douglas	6,690,150	6,074,327	615,823	554,241
Edwards	286,020	270,366	15,654	14,088
Elk	162,804	287,439	-	-
Ellis	1,448,812	1,438,421	10,390	9,351
Ellsworth	330,298	389,732	-	-
Finney	2,268,592	1,837,029	431,563	388,406
Ford	3,543,189	3,303,478	239,711	215,740
Franklin	1,102,294	1,614,497	-	-
Geary	1,487,908	1,154,727	333,182	299,863
Gove	142,004	158,146	-	-
Graham	86,147	98,743	-	-
Grant	307,362	331,030	-	-
Gray	216,780	201,790	14,989	13,491

5-3

**2007 M/E Reimbursement
(Less IRB/EDX)**

Report #1

County	2005	2007		
	Base Year Taxes	Taxes	Difference	90% Reimbursement
Greeley	62,243	60,675	1,568	1,412
Greenwood	260,455	223,127	37,328	33,595
Hamilton	86,419	77,549	8,871	7,983
Harper	374,442	391,535	-	-
Harvey	1,848,530	1,519,920	328,610	295,749
Haskell	129,065	124,636	4,429	3,986
Hodgeman	65,852	69,378	-	-
Jackson	526,547	516,018	10,529	9,476
Jefferson	647,888	765,440	-	-
Jewell	73,952	64,962	8,991	8,092
Johnson	54,198,729	50,576,336	3,622,393	3,260,154
Kearny	128,360	113,325	15,035	13,532
Kingman	455,586	405,017	50,569	45,512
Kiowa	100,319	83,329	16,990	15,291
Labette	1,539,721	1,343,153	196,568	176,911
Lane	107,849	96,985	10,864	9,778
Leavenworth	2,758,104	2,186,634	571,471	514,324
Lincoln	193,108	175,693	17,416	15,674
Linn	322,719	313,861	8,858	7,972
Logan	115,398	121,427	-	-
Lyon	2,542,487	2,279,562	262,925	236,633
Marion	497,152	382,036	115,116	103,604
Marshall	921,890	861,649	60,241	54,216
McPherson	4,082,335	4,924,060	-	-
Meade	97,803	103,170	-	-
Miami	1,104,793	1,030,709	74,084	66,676
Mitchell	470,942	459,684	11,258	10,132
Montgomery	4,196,971	3,128,110	1,068,861	961,975
Morris	244,699	196,909	47,790	43,011
Morton	171,587	170,633	955	859
Nemaha	688,862	599,378	89,485	80,536
Neosho	1,663,667	1,495,550	168,117	151,306
Ness	91,979	128,313	-	-
Norton	282,170	269,697	12,473	11,226
Osage	465,395	402,248	63,148	56,833

5-4

2007 M/E Reimbursement
(Less IRB/EDX)

Report #1

County	2005	2007		
	Base Year Taxes	Taxes	Difference	90% Reimbursement
Osborne	231,065	172,338	58,727	52,854
Ottawa	169,708	158,797	10,912	9,820
Pawnee	207,664	159,948	47,716	42,944
Phillips	368,210	387,646	-	-
Pottawatomie	1,150,296	1,198,425	-	-
Pratt	720,319	760,408	-	-
Rawlins	79,793	85,812	-	-
Reno	5,757,564	5,116,828	640,736	576,662
Republic	223,570	203,996	19,574	17,616
Rice	608,783	468,614	140,170	126,153
Riley	1,984,898	1,753,758	231,140	208,026
Rooks	193,175	261,915	-	-
Rush	304,708	371,083	-	-
Russell	464,310	497,695	-	-
Saline	5,363,289	4,804,186	559,102	503,192
Scott	170,665	152,385	18,280	16,452
Sedgwick	41,596,428	39,370,855	2,225,573	2,003,015
Seward	1,451,093	1,244,293	206,800	186,120
Shawnee	17,488,053	15,391,503	2,096,550	1,886,895
Sheridan	80,316	92,123	-	-
Sherman	388,843	627,200	-	-
Smith	164,454	152,065	12,389	11,151
Stafford	140,154	148,649	-	-
Stanton	73,094	90,061	-	-
Stevens	214,327	142,487	71,840	64,656
Sumner	1,721,475	1,226,337	495,137	445,624
Thomas	622,783	631,415	-	-
Trego	128,958	125,703	3,254	2,929
Wabaunsee	373,308	380,929	-	-
Wallace	46,793	68,281	-	-
Washington	166,209	136,667	29,543	26,588
Wichita	198,335	211,670	-	-
Wilson	842,626	663,613	179,013	161,111
Woodson	126,734	104,474	22,259	20,033
Wyandotte	29,902,930	24,122,734	5,780,195	5,202,176
Total	234,154,827	214,768,871	22,582,770	20,324,493

Counties Receiving Reimbursement

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2007 Railroad M/E Reimbursements

Report #2

County	2005	2007		
	Base Year Taxes	Taxes	Difference	90% Reimbursement
Allen	31,911	34,739	-	-
Anderson	62,041	72,385	-	-
Atchison	68,471	82,025	-	-
Barber	15,543	25,375	-	-
Barton	1,877	1,786	91	82
Bourbon	39,233	55,449	-	-
Brown	88,768	94,587	-	-
Butler	206,836	246,277	-	-
Chase	137,578	168,970	-	-
Chautauqua	-	-	-	-
Cherokee	33,501	50,835	-	-
Cheyenne	524	424	100	90
Clark	36,013	41,118	-	-
Clay	8,425	11,552	-	-
Cloud	38,068	48,374	-	-
Coffey	32,055	39,525	-	-
Comanche	-	-	-	-
Cowley	151,263	180,232	-	-
Crawford	41,911	53,991	-	-
Decatur	3,316	2,957	359	323
Dickinson	150,748	164,550	-	-
Doniphan	39,045	41,980	-	-
Douglas	81,172	94,012	-	-
Edwards	25,312	34,108	-	-
Elk	1,645	2,933	-	-
Ellis	41,040	46,861	-	-
Ellsworth	64,240	64,544	-	-
Finney	22,302	26,767	-	-
Ford	121,329	157,959	-	-
Franklin	94,453	109,214	-	-
Geary	24,547	25,384	-	-
Gove	50,530	54,680	-	-
Graham	-	-	-	-
Grant	-	-	-	-
Gray	16,419	25,911	-	-

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2007 Railroad M/E Reimbursements

Report #2

County	2005	2007		
	Base Year Taxes	Taxes	Difference	90% Reimbursement
Greeley	409	378	31	28
Greenwood	-	-	-	-
Hamilton	21,179	30,162	-	-
Harper	31,537	75,327	-	-
Harvey	150,329	169,005	-	-
Haskell	2,126	1,586	540	486
Hodgeman	92	91	1	1
Jackson	11,629	13,551	-	-
Jefferson	59,288	62,128	-	-
Jewell	16,604	23,121	-	-
Johnson	375,223	435,541	-	-
Kearny	12,435	18,551	-	-
Kingman	993	900	93	84
Kiowa	59,244	71,974	-	-
Labette	87,755	112,932	-	-
Lane	644	1,565	-	-
Leavenworth	70,998	71,462	-	-
Lincoln	501	462	39	35
Linn	37,408	49,914	-	-
Logan	60,125	71,977	-	-
Lyon	89,889	115,326	-	-
Marion	204,187	244,920	-	-
Marshall	166,723	180,040	-	-
McPherson	97,731	107,067	-	-
Meade	73,595	92,586	-	-
Miami	137,378	169,024	-	-
Mitchell	7,403	6,170	1,233	1,110
Montgomery	66,448	77,078	-	-
Morris	62,683	74,859	-	-
Morton	-	-	-	-
Nemaha	39,453	42,133	-	-
Neosho	46,268	54,696	-	-
Ness	898	845	53	48
Norton	4,527	3,677	850	765
Osage	81,329	103,084	-	-

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2007 Railroad M/E Reimbursements

Report #2

County	2005	2007		
	Base Year Taxes	Taxes	Difference	90% Reimbursement
Osborne	6,490	5,058	1,432	1,289
Ottawa	6,727	7,538	-	-
Pawnee	681	649	32	29
Phillips	5,984	5,181	803	723
Pottawatomie	62,508	66,404	-	-
Pratt	96,938	116,361	-	-
Rawlins	1,299	965	334	301
Reno	196,666	234,126	-	-
Republic	27,396	20,065	7,331	6,598
Rice	1,287	1,092	195	176
Riley	18,875	18,909	-	-
Rooks	2,306	1,498	808	727
Rush	892	833	59	53
Russell	73,773	72,955	818	736
Saline	69,027	72,346	-	-
Scott	1,731	1,326	405	365
Sedgwick	206,213	238,562	-	-
Seward	56,323	65,640	-	-
Shawnee	1,391,538	1,783,235	-	-
Sheridan	1,300	1,068	232	209
Sherman	3,233	3,100	133	120
Smith	4,375	3,572	803	723
Stafford	28,001	37,995	-	-
Stanton	-	-	-	-
Stevens	-	-	-	-
Sumner	198,065	255,084	-	-
Thomas	42,228	44,644	-	-
Trego	57,314	59,944	-	-
Wabaunsee	88,773	108,451	-	-
Wallace	47,583	58,434	-	-
Washington	55,889	62,476	-	-
Wichita	371	377	-	-
Wilson	56,293	56,605	-	-
Woodson	46,572	52,548	-	-
Wyandotte	510,468	580,429	-	-
Total	7,174,266	8,579,106	16,775	15,101
Counties Receiving Reimbursement				24

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2007 Telecommunications Reimbursements

Report #3

County	2005	2007		
	Base Year Taxes	Taxes	Difference	90% Reimbursement
Allen	303,592	375,747	-	-
Anderson	150,667	159,481	-	-
Atchison	364,424	339,386	25,038	22,534
Barber	711,828	667,485	44,343	39,909
Barton	571,622	517,642	53,980	48,582
Bourbon	476,078	422,120	53,958	48,562
Brown	425,483	407,064	18,419	16,577
Butler	1,463,310	1,229,192	234,118	210,706
Chase	200,877	168,300	32,577	29,319
Chautauqua	226,505	204,343	22,162	19,946
Cherokee	597,754	636,900	-	-
Cheyenne	138,276	130,807	7,469	6,722
Clark	229,577	217,904	11,673	10,506
Clay	227,216	299,617	-	-
Cloud	574,770	577,255	-	-
Coffey	162,424	154,316	8,108	7,297
Comanche	141,505	146,602	-	-
Cowley	799,007	746,102	52,905	47,615
Crawford	865,018	821,773	43,245	38,921
Decatur	173,051	180,095	-	-
Dickinson	459,401	383,684	75,717	68,145
Doniphan	88,806	90,467	-	-
Douglas	1,216,937	1,200,036	16,901	15,211
Edwards	165,652	144,478	21,174	19,057
Elk	229,379	190,419	38,960	35,064
Ellis	697,976	717,862	-	-
Ellsworth	338,948	321,750	17,198	15,478
Finney	497,369	453,655	43,714	39,343
Ford	1,173,704	1,105,324	68,380	61,542
Franklin	524,909	445,736	79,173	71,256
Geary	340,562	339,068	1,494	1,345
Gove	176,013	201,997	-	-
Graham	192,695	242,708	-	-
Grant	345,515	373,696	-	-
Gray	326,748	362,140	-	-

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2007 Telecommunications Reimbursements

Report #3

County	2005	2007		
	Base Year Taxes	Taxes	Difference	90% Reimbursement
Greeley	93,124	98,861	-	-
Greenwood	419,509	423,458	-	-
Hamilton	99,796	102,780	-	-
Harper	318,677	275,664	43,013	38,712
Harvey	575,309	496,068	79,241	71,317
Haskell	110,617	104,475	6,142	5,528
Hodgeman	93,955	113,179	-	-
Jackson	310,250	281,146	29,104	26,194
Jefferson	336,916	294,145	42,771	38,494
Jewell	254,749	206,842	47,907	43,116
Johnson	10,226,435	9,267,998	958,437	862,593
Kearny	80,490	90,733	-	-
Kingman	340,177	341,245	-	-
Kiowa	217,743	286,031	-	-
Labette	879,128	827,729	51,399	46,259
Lane	105,938	110,850	-	-
Leavenworth	1,010,546	861,783	148,763	133,887
Lincoln	233,799	230,397	3,402	3,062
Linn	390,493	418,222	-	-
Logan	186,193	189,343	-	-
Lyon	807,245	677,862	129,383	116,445
Marion	448,559	403,776	44,783	40,305
Marshall	669,683	550,149	119,534	107,581
McPherson	916,752	696,752	220,000	198,000
Meade	204,949	198,147	6,802	6,122
Miami	601,122	504,629	96,493	86,844
Mitchell	247,399	251,728	-	-
Montgomery	903,285	862,947	40,338	36,304
Morris	242,301	441,465	-	-
Morton	119,268	140,906	-	-
Nemaha	296,930	257,825	39,105	35,195
Neosho	487,946	483,305	4,641	4,177
Ness	182,421	187,982	-	-
Norton	469,235	545,504	-	-
Osage	337,152	286,706	50,446	45,401

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2007 Telecommunications Reimbursements

Report #3

County	2005	2007		
	Base Year Taxes	Taxes	Difference	90% Reimbursement
Osborne	157,106	219,037	-	-
Ottawa	294,852	331,161	-	-
Pawnee	245,250	237,650	7,600	6,840
Phillips	275,922	366,300	-	-
Pottawatomie	418,798	456,683	-	-
Pratt	473,830	507,984	-	-
Rawlins	252,073	222,099	29,974	26,977
Reno	1,320,043	1,158,495	161,548	145,393
Republic	292,929	218,314	74,615	67,154
Rice	355,232	298,668	56,564	50,908
Riley	635,160	644,734	-	-
Rooks	257,364	309,790	-	-
Rush	393,400	369,793	23,607	21,246
Russell	229,076	337,930	-	-
Saline	821,262	768,726	52,536	47,282
Scott	203,988	196,454	7,534	6,781
Sedgwick	8,032,375	6,854,150	1,178,225	1,060,403
Seward	320,530	283,792	36,738	33,064
Shawnee	4,395,257	3,578,248	817,009	735,308
Sheridan	121,582	137,539	-	-
Sherman	442,654	416,898	25,756	23,180
Smith	270,590	286,900	-	-
Stafford	268,741	205,582	63,159	56,843
Stanton	67,589	82,472	-	-
Stevens	107,459	110,389	-	-
Sumner	1,119,838	1,069,511	50,327	45,294
Thomas	820,727	772,074	48,653	43,788
Trego	190,051	276,167	-	-
Wabaunsee	233,125	216,758	16,367	14,730
Wallace	46,866	54,441	-	-
Washington	389,294	366,479	22,815	20,534
Wichita	71,925	80,102	-	-
Wilson	258,392	217,357	41,035	36,932
Woodson	215,419	185,508	29,911	26,920
Wyandotte	2,990,196	2,732,401	257,795	232,016
Total	65,784,584	61,056,369	6,134,178	5,520,766

Counties Receiving Reimbursement

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IRB/EDX Report
Expiring After July 1, 2006

Report #.

County	Assessed Value	Tax	Owner
Cloud	147,326	\$26,879	Alstom Power Inc.
Crawford	377,652	\$53,721	Kendall Packaging
	5,010	\$660	Progressive Products, Inc.
	428,637	\$60,973	Vinylplex, Inc.
	811,299	\$115,353	
Douglas	77,730	\$9,159	Amarr Garage Door Group
Harvey	9,200	\$1,336	Southwest & Associates
	38,786	\$5,710	Legg Company
	47,986	\$7,046	
Johnson	1,300,892	\$156,998	CFS West Holdings
	75,427	\$9,044	Eskridge Inc.
	176,514	\$21,164	Great Plains Metro Mall LLC
	1,552,833	\$187,206	
Lyon	246,689	\$36,830	Camoplast
	159,770	\$23,853	Menu Foods Midwest
	134,880	\$20,137	Norfolk Iron
	541,339	\$80,820	
Montgomery	54,819	\$9,824	Acme Foundry Inc.
	584,345	\$77,044	Cessna Co.
	13,934	\$2,332	Charloma, Inc.
	13,102	\$2,348	Darwin Industries, Inc.
	27,447	\$4,390	KOPCO
	693,647	\$95,937	
Reno	13,219	\$2,077	Prairie Village Residences'
	223,207	\$35,078	Alcoa Inc's
	236,426	\$37,155	
Rice	167,001	\$21,561	Cal Maine Foods Inc.
Saline	13,444	\$1,575	ADM Milling Co.
	3,841	\$450	Raytheon Aircraft Co.
	17,285	\$2,025	

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IRB/EDX Report
Expiring After July 1, 2006

Report #

County	Assessed Value	Tax	Owner
Sedgwick	2,822	\$303	Boeing Co.
	3,883	\$418	Cessna Co.
	16,375	\$1,845	Cessna Co.
	941,225	\$106,047	Raytheon Co.
	179,034	\$19,702	Cessna Co.
	218	\$24	Boeing Co.
	4,828,782	\$522,537	Boeing Co.
	223,899	\$24,229	Spirit Aerosystems Inc.
	1,980,626	\$211,265	Cessna Co.
	5,488	\$697	Universal Products Inc.
	265	\$31	Boeing Co.
	1,030	\$122	Boeing Co.
	631	\$74	Boeing Co.
	238	\$28	Boeing Co.
	54,426	\$6,425	Mid-Central Mfg Inc.
	23,349	\$2,756	Rand Graphic Inc.
	119,999	\$14,166	McCormick Armstrong Co.
	41,200	\$4,864	ZTM Inc.
	548,054	\$64,698	Learjet Inc.
	197	\$23	Boeing Co.
42,608	\$5,037	Cessna Co.	
372,386	\$43,278	Boeing Co.	
93,586	\$10,876	Benecor Inc.	
881	\$104	Cessna Co.	
	9,481,198	\$1,039,548	
Shawnee	1,004,100	\$142,919	Frito Lay
Wyandotte	76,906	\$13,326	Assoc. Wholsale Grocers Inc.
	1,979	\$330	Arrow Speed Warehouse
	393,500	\$65,892	Certain-teed
	182,661	\$30,587	GNB Tec/Exide Corp.
	336,831	\$53,907	Millard Refrigerated
	3,859	\$600	Comfort Inn
	995,736	\$164,642	
2007 Total	15,773,906	\$1,930,252	

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No M&E Reimbursement

Allen – New manufacturing (Stuart Manufacturing now out of business) and some expansion of existing manufacturing plants (B&W, Hospital and Russell Stover).

Anderson – Ethanol plant???

Brown – Manufacturing expansion.

Cherokee – Jayhawk (chemical manufacturer) expansion.

Comanche – Power line company equipment maintained in county. Asphalt/cement plants moved in for a road/bridge project. All temporary and has already moved out.

Cowley – Rubbermaid, Calmar Inc., Winfield Consumer Products and several other manufacturers had expansions. Rubbermaid and Calmar are shutting down other plants in other states and moving the operations to KS.

Dickinson – Russell Stover expansion.

Elk – Martin Marietta moved equipment out of Greenwood county into Elk.

Ellsworth – Equipment for highway project.

Franklin – Wal-Mart's and American Eagle's distribution centers had an expansion.

Gove – Westwind Wood Specialties cabinets (granted a IRB exemption starting 1, 1, 2007), Western Plains Energy (ethanol plant, some personal property is on the tax roll).

Graham – Dan's dirt construction company purchased a new dozer.

Grant – Pioneer Communications – switching and head-end equipment.

Harper – Waste Connections(landfill) large equipment purchases.

Hodgeman – Highway material plant in for a road project.

Jefferson – Hamm and King Construction equipment located in the county 1, 1, 2007.

Logan – Cellular communications equipment expansion.

McPherson – Manufacturer and pharmaceuticals producer expansion.

Meade – Equipment associated with a highway project.

Ness – Cellular communications equipment and local Co-op equipment expansion.

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Phillips – Tamko Roofing – equipment expansion.

Pottawatomie – Equipment associated with major bridge project at Tuttle Creek Dam.

Pratt – Dirt construction equipment moved to the county.

Rawlins – Cellular communication equipment expansion.

Rooks – Trailer containing expensive analytical equipment.

Rush – Increase value for helium plant.

Russell – EPCO (fish food producer) on tax roll for 2007 after exemption expired the beginning of 2006. Shut down before 1, 1, 2007 and the equipment was dismantled and sold in March 2007.

Sheridan – Power line company in to replace miles of line (PAR).

Sherman – Mellon Finance Corp. (Sunflower Plant) expansion, Highway Project and new Wal-Mart.

Stafford – Equipment in county for a road project (Venture).

Stanton – Equipment moved in for highway project and heavy construction equipment purchased after the first of 2006.

Thomas – New business, Truck Town and a new bigger Wal-Mart store.

Wabaunsee – Equipment associated with watersheds and rock quarries and expansion at the Hormel Plant.

Wallace – New equipment.

Wichita – Equipment for 2 bridge projects.

2007 M/E Tax Reimbursement

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County	Business M&E					RR M&E					Telecom M&E					Total 90% Reimbursement
	2005 Tax	2007 Tax	Difference	% Change	90%	2005 Tax	2007 Tax	Difference	% Change	90%	2005 Tax	2007 Tax	Difference	% Change	90%	
Allen	1,419,151	1,705,870	286,720	20.2%	-	31,911	34,739	2,828	8.9%	-	303,592	375,747	72,155	23.8%	-	-
Anderson	189,248	213,897	24,649	13.0%	-	62,041	72,385	10,344	16.7%	-	150,667	159,481	8,814	5.8%	-	-
Atchison	1,476,124	1,422,380	(53,745)	-3.6%	48,370	68,471	82,025	13,554	19.8%	-	364,424	339,386	(25,038)	-6.9%	22,534	70,904
Barber	419,281	387,836	(31,445)	-7.5%	28,300	15,543	25,375	9,832	63.3%	-	711,828	667,485	(44,343)	-6.2%	39,909	68,209
Barton	2,159,648	1,985,315	(174,334)	-8.1%	156,901	1,877	1,786	(91)	-4.8%	82	571,622	517,642	(53,980)	-9.4%	48,582	205,565
Bourbon	1,100,816	1,060,609	(40,207)	-3.7%	36,187	39,233	55,449	16,216	41.3%	-	476,078	422,120	(53,958)	-11.3%	48,562	84,749
Brown	567,663	591,872	24,209	4.3%	-	88,768	94,587	5,819	6.6%	-	425,483	407,064	(18,419)	-4.3%	16,577	16,577
Butler	2,970,240	2,722,120	(248,120)	-8.4%	223,308	206,836	246,277	39,441	19.1%	-	1,463,310	1,229,192	(234,118)	-16.0%	210,706	434,014
Chase	110,769	97,005	(13,764)	-12.4%	12,388	137,578	168,970	31,392	22.8%	-	200,877	168,300	(32,577)	-16.2%	29,319	41,707
Chautauqua	132,872	113,456	(19,415)	-14.6%	17,474	-	-	-	-	-	226,505	204,343	(22,162)	-9.8%	19,946	37,420
Cherokee	1,184,202	1,295,128	110,926	9.4%	-	33,501	50,835	17,334	51.7%	-	597,754	636,900	39,146	6.5%	-	-
Cheyenne	80,523	71,611	(8,911)	-11.1%	8,020	524	424	(100)	-19.1%	90	138,276	130,807	(7,469)	-5.4%	6,722	14,832
Clark	123,555	91,797	(31,758)	-25.7%	28,582	36,013	41,118	5,105	14.2%	-	229,577	217,904	(11,673)	-5.1%	10,506	39,088
Clay	291,663	251,177	(40,486)	-13.9%	36,438	8,425	11,552	3,127	37.1%	-	227,216	299,617	72,401	31.9%	-	36,438
Cloud	480,107	393,180	(86,927)	-18.1%	78,234	38,068	48,374	10,306	27.1%	-	574,770	577,255	2,485	0.4%	-	78,234
Coffey	257,012	233,791	(23,221)	-9.0%	20,899	32,055	39,525	7,470	23.3%	-	162,424	154,316	(8,108)	-5.0%	7,297	28,196
Comanche	72,142	90,639	18,497	25.6%	-	-	-	-	-	-	141,505	146,602	5,097	3.6%	-	-
Cowley	3,406,085	3,559,355	153,270	4.5%	-	151,263	180,232	28,969	19.2%	-	799,007	746,102	(52,905)	-6.6%	47,615	47,615
Crawford	2,989,964	2,641,487	(348,478)	-11.7%	313,630	41,911	53,991	12,080	28.8%	-	865,018	821,773	(43,245)	-5.0%	38,921	352,551
Decatur	110,973	107,060	(3,913)	-3.5%	3,522	3,316	2,957	(359)	-10.8%	323	173,051	180,095	7,044	4.1%	-	3,845
Dickinson	682,090	875,450	193,360	28.3%	-	150,748	164,550	13,802	9.2%	-	459,401	383,684	(75,717)	-16.5%	68,145	68,145
Doniphan	615,392	552,511	(62,882)	-10.2%	56,593	39,045	41,980	2,935	7.5%	-	88,806	90,467	1,661	1.9%	-	56,593
Douglas	6,690,150	6,074,327	(615,823)	-9.2%	554,241	81,172	94,012	12,840	15.8%	-	1,216,937	1,200,036	(16,901)	-1.4%	15,211	569,452
Edwards	286,020	270,366	(15,654)	-5.5%	14,088	25,312	34,108	8,796	34.8%	-	165,652	144,478	(21,174)	-12.8%	19,057	33,145
Elk	162,804	287,439	124,635	76.6%	-	1,645	2,933	1,288	78.3%	-	229,379	190,419	(38,960)	-17.0%	35,064	35,064
Ellis	1,448,812	1,438,421	(10,390)	-0.7%	9,351	41,040	46,861	5,821	14.2%	-	697,976	717,862	19,886	2.8%	-	9,351
Ellsworth	330,298	389,732	59,434	18.0%	-	64,240	64,544	304	0.5%	-	338,948	321,750	(17,198)	-5.1%	15,478	15,478
Finney	2,268,592	1,837,029	(431,563)	-19.0%	388,406	22,302	26,767	4,465	20.0%	-	497,369	453,655	(43,714)	-8.8%	39,343	427,749
Ford	3,543,189	3,303,478	(239,711)	-6.8%	215,740	121,329	157,959	36,630	30.2%	-	1,173,704	1,105,324	(68,380)	-5.8%	61,542	277,282
Franklin	1,102,294	1,614,497	512,203	46.5%	-	94,453	109,214	14,761	15.6%	-	524,909	445,736	(79,173)	-15.1%	71,256	71,256
Geary	1,487,908	1,154,727	(333,182)	-22.4%	299,863	24,547	25,384	837	3.4%	-	340,562	339,068	(1,494)	-0.4%	1,345	301,208
Gove	142,004	158,146	16,143	11.4%	-	50,530	54,680	4,150	8.2%	-	176,013	201,997	25,984	14.8%	-	-
Graham	86,147	98,743	12,596	14.6%	-	-	-	-	-	-	192,695	242,708	50,013	26.0%	-	-
Grant	307,362	331,030	23,668	7.7%	-	-	-	-	-	-	345,515	373,696	28,181	8.2%	-	-
Gray	216,780	201,790	(14,989)	-6.9%	13,491	16,419	25,911	9,492	57.8%	-	326,748	362,140	35,392	10.8%	-	13,491

2007 M/E Tax Reimbursement

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County	Business M&E					RR M&E					Telecom M&E					Total 90% Reimbursement
	2005 Tax	2007 Tax	Difference	% Change	90%	2005 Tax	2007 Tax	Difference	% Change	90%	2005 Tax	2007 Tax	Difference	% Change	90%	
Greeley	62,243	60,675	(1,568)	-2.5%	1,412	409	378	(31)	-7.6%	28	93,124	98,861	5,737	6.2%	-	1,440
Greenwood	260,455	223,127	(37,328)	-14.3%	33,595	-	-	-	-	-	419,509	423,458	3,949	0.9%	-	33,595
Hamilton	86,419	77,549	(8,871)	-10.3%	7,983	21,179	30,162	8,983	42.4%	-	99,796	102,780	2,984	3.0%	-	7,983
Harper	374,442	391,535	17,093	4.6%	-	31,537	75,327	43,790	138.9%	-	318,677	275,664	(43,013)	-13.5%	38,712	38,712
Harvey	1,848,530	1,519,920	(328,610)	-17.8%	295,749	150,329	169,005	18,676	12.4%	-	575,309	496,068	(79,241)	-13.8%	71,317	367,066
Haskell	129,065	124,636	(4,429)	-3.4%	3,986	2,126	1,586	(540)	-25.4%	486	110,617	104,475	(6,142)	-5.6%	5,528	10,000
Hodgeman	65,852	69,378	3,525	5.4%	-	92	91	(1)	-1.1%	1	93,955	113,179	19,224	20.5%	-	1
Jackson	526,547	516,018	(10,529)	-2.0%	9,476	11,629	13,551	1,922	16.5%	-	310,250	281,146	(29,104)	-9.4%	26,194	35,670
Jefferson	647,888	765,440	117,553	18.1%	-	59,288	62,128	2,840	4.8%	-	336,916	294,145	(42,771)	-12.7%	38,494	38,494
Jewell	73,952	64,962	(8,991)	-12.2%	8,092	16,604	23,121	6,517	39.2%	-	254,749	206,842	(47,907)	-18.8%	43,116	51,208
Johnson	54,198,729	50,576,336	(3,622,393)	-6.7%	3,260,154	375,223	435,541	60,318	16.1%	-	10,226,435	9,267,998	(958,437)	-9.4%	862,593	4,122,747
Kearny	128,360	113,325	(15,035)	-11.7%	13,532	12,435	18,551	6,116	49.2%	-	80,490	90,733	10,243	12.7%	-	13,532
Kingman	455,586	405,017	(50,569)	-11.1%	45,512	993	900	(93)	-9.4%	84	340,177	341,245	1,068	0.3%	-	45,596
Kiowa	100,319	83,329	(16,990)	-16.9%	15,291	59,244	71,974	12,730	21.5%	-	217,743	286,031	68,288	31.4%	-	15,291
Labette	1,539,721	1,343,153	(196,568)	-12.8%	176,911	87,755	112,932	25,177	28.7%	-	879,128	827,729	(51,399)	-5.8%	46,259	223,170
Lane	107,849	96,985	(10,864)	-10.1%	9,778	644	1,565	921	143.0%	-	105,938	110,850	4,912	4.6%	-	9,778
Leavenworth	2,758,104	2,186,634	(571,471)	-20.7%	514,324	70,998	71,462	464	0.7%	-	1,010,546	861,783	(148,763)	-14.7%	133,887	648,211
Lincoln	193,108	175,693	(17,416)	-9.0%	15,674	501	462	(39)	-7.8%	35	233,799	230,397	(3,402)	-1.5%	3,062	18,771
Linn	322,719	313,861	(8,858)	-2.7%	7,972	37,408	49,914	12,506	33.4%	-	390,493	418,222	27,729	7.1%	-	7,972
Logan	115,398	121,427	6,029	5.2%	-	60,125	71,977	11,852	19.7%	-	186,193	189,343	3,150	1.7%	-	-
Lyon	2,542,487	2,279,562	(262,925)	-10.3%	236,633	89,889	115,326	25,437	28.3%	-	807,245	677,862	(129,383)	-16.0%	116,445	353,078
Marion	497,152	382,036	(115,116)	-23.2%	103,604	204,187	244,920	40,733	19.9%	-	448,559	403,776	(44,783)	-10.0%	40,305	143,909
Marshall	921,890	861,649	(60,241)	-6.5%	54,216	166,723	180,040	13,317	8.0%	-	669,683	550,149	(119,534)	-17.8%	107,581	161,797
McPherson	4,082,335	4,924,060	841,725	20.6%	-	97,731	107,067	9,336	9.6%	-	916,752	696,752	(220,000)	-24.0%	198,000	198,000
Meade	97,803	103,170	5,368	5.5%	-	73,595	92,586	18,991	25.8%	-	204,949	198,147	(6,802)	-3.3%	6,122	6,122
Miami	1,104,793	1,030,709	(74,084)	-6.7%	66,676	137,378	169,024	31,646	23.0%	-	601,122	504,629	(96,493)	-16.1%	86,844	153,520
Mitchell	470,942	459,684	(11,258)	-2.4%	10,132	7,403	6,170	(1,233)	-16.7%	1,110	247,399	251,728	4,329	1.7%	-	11,242
Montgomery	4,196,971	3,128,110	(1,068,861)	-25.5%	961,975	66,448	77,078	10,630	16.0%	-	903,285	862,947	(40,338)	-4.5%	36,304	998,279
Morris	244,699	196,909	(47,790)	-19.5%	43,011	62,683	74,859	12,176	19.4%	-	242,301	441,465	199,164	82.2%	-	43,011
Morton	171,587	170,633	(955)	-0.6%	859	-	-	-	-	-	119,268	140,906	21,638	18.1%	-	859
Nemaha	688,862	599,378	(89,485)	-13.0%	80,536	39,453	42,133	2,680	6.8%	-	296,930	257,825	(39,105)	-13.2%	35,195	115,731
Neosho	1,663,667	1,495,550	(168,117)	-10.1%	151,306	46,268	54,696	8,428	18.2%	-	487,946	483,305	(4,641)	-1.0%	4,177	155,483
Ness	91,979	128,313	36,334	39.5%	-	898	845	(53)	-5.9%	48	182,421	187,982	5,561	3.0%	-	48
Norton	282,170	269,697	(12,473)	-4.4%	11,226	4,527	3,677	(850)	-18.8%	765	469,235	545,504	76,269	16.3%	-	11,991
Osage	465,395	402,248	(63,148)	-13.6%	56,833	81,329	103,084	21,755	26.7%	-	337,152	286,706	(50,446)	-15.0%	45,401	102,234

2007 M/E Tax Reimbursement

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County	Business M&E					RR M&E					Telecom M&E					Total 90% Reimbursement
	2005 Tax	2007 Tax	Difference	% Change	90%	2005 Tax	2007 Tax	Difference	% Change	90%	2005 Tax	2007 Tax	Difference	% Change	90%	
Osborne	231,065	172,338	(58,727)	-25.4%	52,854	6,490	5,058	(1,432)	-22.1%	1,289	157,106	219,037	61,931	39.4%	-	54,143
Ottawa	169,708	158,797	(10,912)	-6.4%	9,820	6,727	7,538	811	12.1%	-	294,852	331,161	36,309	12.3%	-	9,820
Pawnee	207,664	159,948	(47,716)	-23.0%	42,944	681	649	(32)	-4.7%	29	245,250	237,650	(7,600)	-3.1%	6,840	49,813
Phillips	368,210	387,646	19,435	5.3%	-	5,984	5,181	(803)	-13.4%	723	275,922	366,300	90,378	32.8%	-	723
Pottawatomie	1,150,296	1,198,425	48,129	4.2%	-	62,508	66,404	3,896	6.2%	-	418,798	456,683	37,885	9.0%	-	-
Pratt	720,319	760,408	40,090	5.6%	-	96,938	116,361	19,423	20.0%	-	473,830	507,984	34,154	7.2%	-	-
Rawlins	79,793	85,812	6,019	7.5%	-	1,299	965	(334)	-25.7%	301	252,073	222,099	(29,974)	-11.9%	26,977	27,278
Reno	5,757,564	5,116,828	(640,736)	-11.1%	576,662	196,666	234,126	37,460	19.0%	-	1,320,043	1,158,495	(161,548)	-12.2%	145,393	722,055
Republic	223,570	203,996	(19,574)	-8.8%	17,616	27,396	20,065	(7,331)	-26.8%	6,598	292,929	218,314	(74,615)	-25.5%	67,154	91,368
Rice	608,783	468,614	(140,170)	-23.0%	126,153	1,287	1,092	(195)	-15.2%	176	355,232	298,668	(56,564)	-15.9%	50,908	177,237
Riley	1,984,898	1,753,758	(231,140)	-11.6%	208,026	18,875	18,909	34	0.2%	-	635,160	644,734	9,574	1.5%	-	208,026
Rooks	193,175	261,915	68,739	35.6%	-	2,306	1,498	(808)	-35.0%	727	257,364	309,790	52,426	20.4%	-	727
Rush	304,708	371,083	66,376	21.8%	-	892	833	(59)	-6.6%	53	393,400	369,793	(23,607)	-6.0%	21,246	21,299
Russell	464,310	497,695	33,385	7.2%	-	73,773	72,955	(818)	-1.1%	736	229,076	337,930	108,854	47.5%	-	736
Saline	5,363,289	4,804,186	(559,102)	-10.4%	503,192	69,027	72,346	3,319	4.8%	-	821,262	768,726	(52,536)	-6.4%	47,282	550,474
Scott	170,665	152,385	(18,280)	-10.7%	16,452	1,731	1,326	(405)	-23.4%	365	203,988	196,454	(7,534)	-3.7%	6,781	23,598
Sedgwick	41,596,428	39,370,855	(2,225,573)	-5.4%	2,003,015	206,213	238,562	32,349	15.7%	-	8,032,375	6,854,150	(1,178,225)	-14.7%	1,060,403	3,063,418
Seward	1,451,093	1,244,293	(206,800)	-14.3%	186,120	56,323	65,640	9,317	16.5%	-	320,530	283,792	(36,738)	-11.5%	33,064	219,184
Shawnee	17,488,053	15,391,503	(2,096,550)	-12.0%	1,886,895	1,391,538	1,783,235	391,697	28.1%	-	4,395,257	3,578,248	(817,009)	-18.6%	735,308	2,622,203
Sheridan	80,316	92,123	11,807	14.7%	-	1,300	1,068	(232)	-17.8%	209	121,582	137,539	15,957	13.1%	-	209
Sherman	388,843	627,200	238,356	61.3%	-	3,233	3,100	(133)	-4.1%	120	442,654	416,898	(25,756)	-5.8%	23,180	23,300
Smith	164,454	152,065	(12,389)	-7.5%	11,151	4,375	3,572	(803)	-18.4%	723	270,590	286,900	16,310	6.0%	-	11,874
Stafford	140,154	148,649	8,496	6.1%	-	28,001	37,995	9,994	35.7%	-	268,741	205,582	(63,159)	-23.5%	56,843	56,843
Stanton	73,094	90,061	16,967	23.2%	-	-	-	-	-	-	67,589	82,472	14,883	22.0%	-	-
Stevens	214,327	142,487	(71,840)	-33.5%	64,656	-	-	-	-	-	107,459	110,389	2,930	2.7%	-	64,656
Sumner	1,721,475	1,226,337	(495,137)	-28.8%	445,624	198,065	255,084	57,019	28.8%	-	1,119,838	1,069,511	(50,327)	-4.5%	45,294	490,918
Thomas	622,783	631,415	8,631	1.4%	-	42,228	44,644	2,416	5.7%	-	820,727	772,074	(48,653)	-5.9%	43,788	43,788
Trego	128,958	125,703	(3,254)	-2.5%	2,929	57,314	59,944	2,630	4.6%	-	190,051	276,167	86,116	45.3%	-	2,929
Wabaunsee	373,308	380,929	7,622	2.0%	-	88,773	108,451	19,678	22.2%	-	233,125	216,758	(16,367)	-7.0%	14,730	14,730
Wallace	46,793	68,281	21,488	45.9%	-	47,583	58,434	10,851	22.8%	-	46,866	54,441	7,575	16.2%	-	-
Washington	166,209	136,667	(29,543)	-17.8%	26,588	55,889	62,476	6,587	11.8%	-	389,294	366,479	(22,815)	-5.9%	20,534	47,122
Wichita	198,335	211,670	13,335	6.7%	-	371	377	6	1.6%	-	71,925	80,102	8,177	11.4%	-	-
Wilson	842,626	663,613	(179,013)	-21.2%	161,111	56,293	56,605	312	0.6%	-	258,392	217,357	(41,035)	-15.9%	36,932	198,043
Woodson	126,734	104,474	(22,259)	-17.6%	20,033	46,572	52,548	5,976	12.8%	-	215,419	185,508	(29,911)	-13.9%	26,920	46,953
Wyandotte	29,902,930	24,122,734	(5,780,195)	-19.3%	5,202,176	510,468	580,429	69,961	13.7%	-	2,990,196	2,732,401	(257,795)	-8.6%	232,016	5,434,192
Totals					20,324,493					15,101					5,520,766	25,860,360