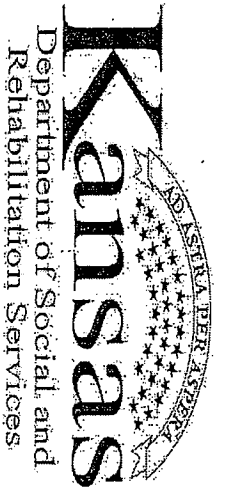


Office of Financial Management  
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Phyllis Gilmore, Secretary

Salmi Brownback, Governor

Positions that will be Transferred from Department for Children and Families  
 to Larned State Hospital

Positions that will be Filled at Larned State Hospital

POSITION	JOB CODE	JOB DESCRIPTION	GRADE	JOB CODE	JOB DESCRIPTION	GRADE	Number
K0043400	1072K2	Senior Administrative Asst	19	8371F1	Activity Therapist II	24	2
K0047490	1071K2	Administrative Assistant	17	1073K2	Administrative Specialist	20	1
K0050019	1071K2	Administrative Assistant	17	5005F2	Licensed Mental Health Technician	17	4
K0051852	4520R2	Custodial Specialist	14	5004F2	MHDD Technician	17	15
K0053937	1071K2	Administrative Assistant	17	4170D1	Psychologist IV	34	1
K0056227	1072K2	Senior Administrative Asst	19				23
K0057129	1072K2	Senior Administrative Asst	19				
K0057929	1071K2	Administrative Assistant	17				
K0058319	1071K2	Administrative Assistant	17				
K0063650	1071K2	Administrative Assistant	17				
K0070145	1071K2	Administrative Assistant	17				
K0070443	1071K2	Administrative Assistant	17				
K0071861	1071K2	Administrative Assistant	17				
K0073259	1071K2	Administrative Assistant	17				
K0075649	1072K2	Senior Administrative Asst	19				
K0090544	1072K2	Senior Administrative Asst	19				
K0102623	1072K2	Senior Administrative Asst	19				
K0110793	1072K2	Senior Administrative Asst	19				
K0131780	3262N2	Gen Maint And Repair Tech	15				
K0150648	1072K2	Senior Administrative Asst	19				
K0152110	1072K2	Senior Administrative Asst	19				
K0158581	1071K2	Administrative Assistant	17				



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Phyllis Gilmore, Secretary

Sam Brownback, Governor

**Proposed Nursing Staff Pay Rate Adjustment  
 Larned State Hospital**

Job Code	Job Classification	Current Hourly Rate	Proposed Step	Proposed Hourly Rate
7111F2	Licensed Practical Nurse	\$ 14.30	14	\$ 17.39
7109F2	Licensed Practical Nurse Sr	\$ 15.03	13	\$ 17.79
7109F2	Licensed Practical Nurse Sr	\$ 15.03	13	\$ 17.79
7109F2	Licensed Practical Nurse Sr	\$ 15.03	13	\$ 17.79
7109F2	Licensed Practical Nurse Sr	\$ 15.03	13	\$ 17.79
7109F2	Licensed Practical Nurse Sr	\$ 15.03	13	\$ 17.79
7109F2	Licensed Practical Nurse Sr	\$ 15.03	13	\$ 17.79
7109F2	Licensed Practical Nurse Sr	\$ 15.03	13	\$ 17.79
7109F2	Licensed Practical Nurse Sr	\$ 15.03	13	\$ 17.79
7109F2	Licensed Practical Nurse Sr	\$ 15.03	13	\$ 17.79
7109F2	Licensed Practical Nurse Sr	\$ 15.03	13	\$ 17.79
7109F2	Licensed Practical Nurse Sr	\$ 15.03	13	\$ 17.79
7109F2	Licensed Practical Nurse Sr	\$ 15.75	13	\$ 17.79
7109F2	Licensed Practical Nurse Sr	\$ 16.16	13	\$ 17.79
7109F2	Licensed Practical Nurse Sr	\$ 16.56	13	\$ 17.79
7109F2	Licensed Practical Nurse Sr	\$ 16.56	13	\$ 17.79
7109F2	Licensed Practical Nurse Sr	\$ 16.56	13	\$ 17.79
7109F2	Licensed Practical Nurse Sr	\$ 16.56	13	\$ 17.79
7109F2	Licensed Practical Nurse Sr	\$ 16.56	13	\$ 17.79
7109F2	Licensed Practical Nurse Sr	\$ 17.39	13	\$ 17.79
7109F3	Licensed Practical Nurse Sr-Vacant	\$ 15.03	13	\$ 17.79
7109F4	Licensed Practical Nurse Sr-Vacant	\$ 15.03	13	\$ 17.79
7109F5	Licensed Practical Nurse Sr-Vacant	\$ 15.03	13	\$ 17.79
7114F2	Registered Nurse Senior	\$ 23.31	14	\$ 29.73
7114F2	Registered Nurse Senior	\$ 23.31	14	\$ 29.73
7114F2	Registered Nurse Senior	\$ 23.31	14	\$ 29.73

Job Code	Job Classification	Current Hourly Rate	Proposed Step	Proposed Hourly Rate
7114F2	Registered Nurse Senior	\$ 29.03	14	\$ 29.73
7114F2	Registered Nurse Senior	\$ 29.03	14	\$ 29.73
7114F2	Registered Nurse Senior	\$ 29.03	14	\$ 29.73
7114F2	Registered Nurse Senior	\$ 29.03	14	\$ 29.73
7114F2	Registered Nurse Senior	\$ 29.03	14	\$ 29.73
7114F2	Registered Nurse Senior	\$ 29.03	14	\$ 29.73
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7114F2	Registered Nurse Senior	\$ 29.03	14	\$ 29.73
7114F2	Registered Nurse Senior	\$ 29.03	14	\$ 29.73
7114F2	Registered Nurse Senior	\$ 29.03	14	\$ 29.73
7114F2	Registered Nurse Senior	\$ 29.03	14	\$ 29.73
7114F2	Registered Nurse Senior	\$ 29.03	14	\$ 29.73
7114F3	Registered Nurse Senior-VACANT	\$ 23.31	14	\$ 29.73
7114F4	Registered Nurse Senior-VACANT	\$ 23.31	14	\$ 29.73
7114F5	Registered Nurse Senior-VACANT	\$ 23.31	14	\$ 29.73
7114F6	Registered Nurse Senior-VACANT	\$ 23.31	14	\$ 29.73
7114F7	Registered Nurse Senior-VACANT	\$ 23.31	14	\$ 29.73
7114F8	Registered Nurse Senior-VACANT	\$ 23.31	14	\$ 29.73
7114F9	Registered Nurse Senior-VACANT	\$ 23.31	14	\$ 29.73
7114F10	Registered Nurse Senior-VACANT	\$ 23.31	14	\$ 29.73
7114F11	Registered Nurse Senior-VACANT	\$ 23.31	14	\$ 29.73
7114F12	Registered Nurse Senior-VACANT	\$ 23.31	14	\$ 29.73
7114F13	Registered Nurse Senior-VACANT	\$ 23.31	14	\$ 29.73
7114F14	Registered Nurse Senior-VACANT	\$ 23.31	14	\$ 29.73
7114F15	Registered Nurse Senior-VACANT	\$ 23.31	14	\$ 29.73
7114F16	Registered Nurse Senior-VACANT	\$ 23.31	14	\$ 29.73
7114F17	Registered Nurse Senior-VACANT	\$ 23.31	14	\$ 29.73
7114F18	Registered Nurse Senior-VACANT	\$ 23.31	14	\$ 29.73

Salary Increase	\$	715,239.20
Benefits	\$	225,138.80
Total	\$	940,378.00

\*\*Data Source: SHARP as of April 23, 2012

## Response to Questions Regarding Market Adjustments

Senate Committee on Ways and Means  
April 30, 2012

Kraig Knowlton, Director  
Office of Human Resources

Madam Chairperson and members of the Committee, a question has been raised as to whether the Licensed Practical Nurse (LPN) and Registered Nurse (RN) classifications would be included in market adjustments for FY2013 if funding for such market adjustments is approved. Unfortunately, we are unable to provide a definitive response to that question at this time.

The State of Kansas is required to meet-and-confer with employee organizations as part of the process of determining which classifications receive market adjustments. We would therefore be exposing ourselves to potential claims of unilateral action or bargaining in bad faith if we were to make a determination with respect to any classification which would receive a market adjustment in FY2013 without first going through the required meet-and-confer process.

In addition, while salary survey data indicates that compensation for both the LPN and RN classifications remains under-market, there are numerous other classifications within the State's workforce which are in a substantially worse market position than these classifications. Since market position is the primary factor determining priority for receipt of a market adjustment, it is possible that the LPN and RN classifications would not be considered to be priorities for receipt of a market adjustment, particularly since market adjustments have a statewide impact.

The Office of Human Resources has been working closely with the Department on Aging and the Department of Social and Rehabilitation Services in developing the plan that has been proposed for the LPN and RN classifications at the Larned State Hospital. The plan has been specifically tailored to address the crisis currently facing Larned State Hospital and is not co-mingled with other issues which could delay or even prevent the implementation of the proposal.

We therefore fully support Secretary Sullivan's proposal and would urge the Committee to approve the request. Thank you.