

Kansas Turnpike Authority  
Before the House Transportation Committee  
Concerning House Bill 2234  
February 14, 2013

From the Post Audit Report dated January 1994:

The Audit states KTA employee salaries were lower until 1988. Since then, according to the report, the KDOT salary ranges increased only about six to eleven percent while the Consumer Price Index increased 22 percent, about the rate at which the KTA's salaries have increased during the same time period.

# COLA INCREASES

## KANSAS TURNPIKE AUTHORITY

1993	3.0%
1994	3.75%
1995	2.5%
1996	2.5%
1997	3.0%
1998	2.5%
1999	1.6%
2000	2.5%
2001	3.5%
2002	2.5%
2003	1.5%
2004	2.0%
2005	2.5%
2006	2.5%
2007	4.0%
2008	3.0%
2009	2.0%
2010	0.0%
2011	1.0%
2012	3.5%

49.4%

19 out of 20 years

## STATE OF KANSAS

07/93-06/94	0.0%
09/18/94-06/95	0.5%
07/95-06/96	1.5%
	1.0%
	0.0%
07/97-06/98	1.0%
07/98-06/99	1.5%
07/99-06/00	1.0%
	0.0%
12/09/01	1.5%
07/20/03	1.5%
06/06/04	3.0%
06/05/05	1.5%
06/18/06	1.5%
06/17/07	2.0%
	0.0%
	0.0%
	0.0%
	0.0%
	0.0%

17.5%

12 out of 20 years

## Summary of Findings HayGroup Study, March 2000:

The following summarizes the consultants' findings and provides some suggestions for improving KTA's competitive position.

- The sole clerical position studied appears to be appropriately competitive with the market. Assuming all other clerical positions are in the appropriate KTA Grades in comparison to the Accounting Clerk I, these positions probably have sufficient salary ranges to attract and retain employees.
- The salary ranges for the nonexempt maintenance and operations positions appear to be competitive with the local area market for the majority of jobs based on a combination of the graphic analysis of the trendlines and the job-based tables.
- KTA's current Grades 16 through 23 for professional positions tend to be somewhat competitive. However, the Director level positions and above are well below the market compared to jobs of similar size.
- When comparing the exempt positions in the engineering and maintenance areas, the Grade 9 and 10 Foreman salary levels are competitive at the lower quartile of the market. This competitive position decreases significantly for Foreman and Superintendents above KTA Grade 12.

Further comments on the HayGroup Report:

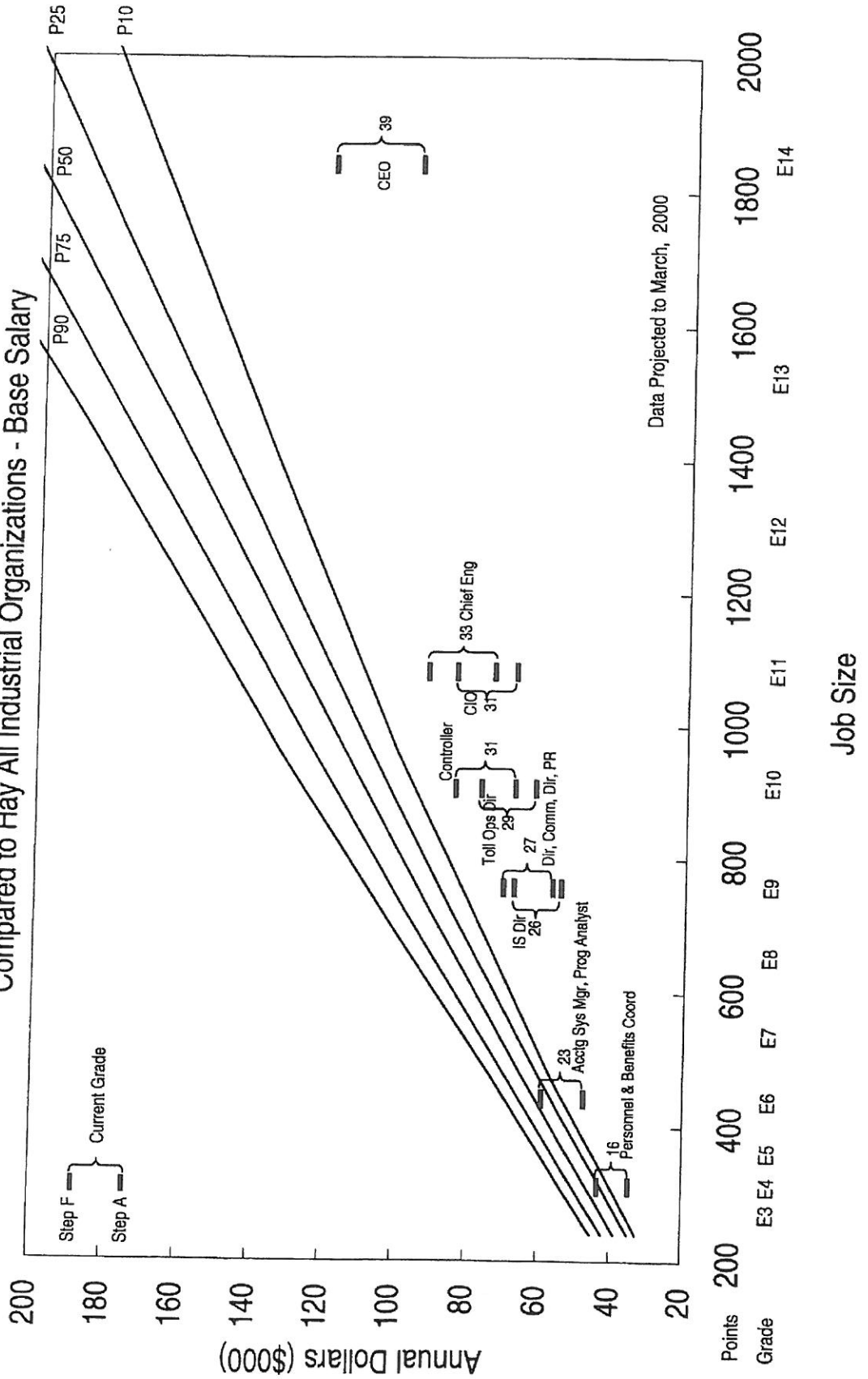
The salaries were determined to be well within the market. And no single category was found to be out of the market.

In the HayGroup report there were no findings that KTA salaries were over the market.

Exhibits and graphs are attached from the HayGroup Report.

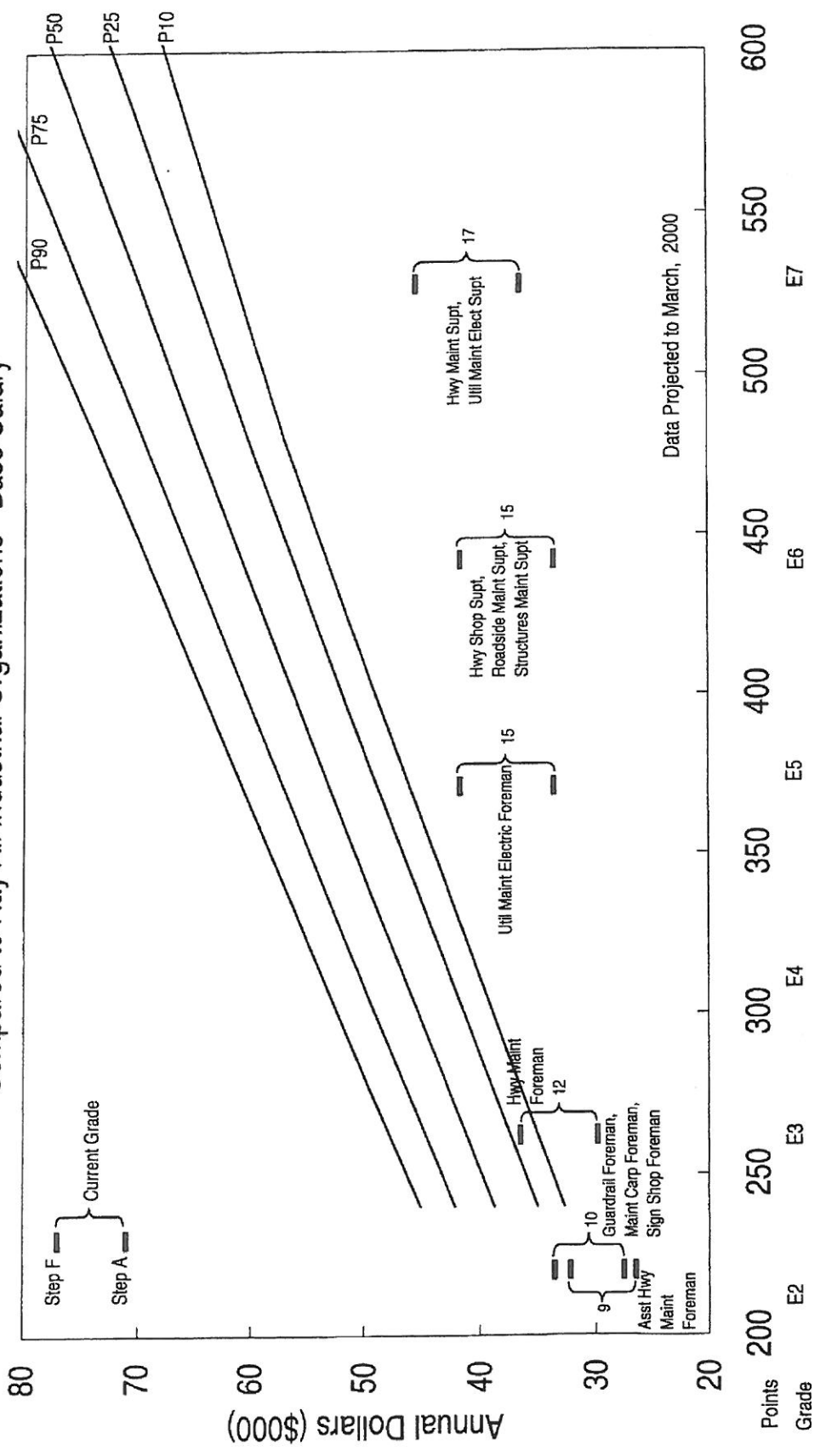
# Kansas Turnpike Authority

Current Step Values - Management/Exempt Positions  
 Compared to Hay All Industrial Organizations - Base Salary



# Kansas Turnpike Authority

Current Step Values - Exempt Engineering/Maintenance Positions  
 Compared to Hay All Industrial Organizations - Base Salary



Job Size

**Base Salary (Annualized)**  
 Comprised of six step ranges (A-F)

Longevity increases are given at  
 5 yr. intervals equivalent to a  
 step increase (approx. 4%)

Accountant I	42,360 - 52,212
Accountant III	52,212 - 65,136
Account Clerk II	32,328 - 39,156
Sr. Programmer Analyst	65,136 - 80,856
Design Const. Engineer II	74,292 - 92,148
Engineering Tech	49,980 - 62,364
Computer Systems Analyst	45,984 - 57,060
Director Information Services	74,292 - 92,148
Programmer	62,364 - 77,568
Auto Mechanic I	34,812 - 42,360



	<b>Years of Service</b>	<b>Base Salary (Annualized)</b> Comprised of six step ranges (A-F)	Longevity increases are given at 5 yr. intervals equivalent to a step increase (approx. 4%)
Bakaitis Alan	14	96,312 - 120,108	
Becker Eric	13	92,148 - 114,900	
Callahan Lisa	34	88,224 - 109,860	
Compton Carl	27	88,224 - 109,860	
David Jacobson	18	88,224 - 109,860	
Marty Wiltse	33	100,536 - 125,652	