

HOUSE BILL No. 2391

By Committee on Appropriations

2-24

1 AN ACT concerning state employees; relating to classified and
2 unclassified service; ~~longevity bonus payments; leave sharing program;~~
3 ~~amending K.S.A. 75-5549 and K.S.A. 2014 Supp. 75-2935 and 75-~~
4 ~~5544 and repealing the existing sections~~ **section.**

5
6 *Be it enacted by the Legislature of the State of Kansas:*

7 Section 1. K.S.A. 2014 Supp. 75-2935 is hereby amended to read as
8 follows: 75-2935. The civil service of the state of Kansas is hereby divided
9 into the unclassified and the classified services.

10 (1) The unclassified service comprises positions held by state officers
11 or employees who are:

12 (a) Chosen by election or appointment to fill an elective office;

13 (b) members of boards and commissions, heads of departments
14 required by law to be appointed by the governor or by other elective
15 officers, and the executive or administrative heads of offices, departments,
16 divisions and institutions specifically established by law;

17 (c) except as otherwise provided under this section, one personal
18 secretary to each elective officer of this state, and in addition thereto, 10
19 deputies, clerks or employees designated by such elective officer;

20 (d) all employees in the office of the governor;

21 (e) officers and employees of the senate and house of representatives
22 of the legislature and of the legislative coordinating council and all officers
23 and employees of the office of revisor of statutes, of the legislative
24 research department, of the division of legislative administrative services,
25 of the division of post audit and the legislative counsel;

26 (f) chancellor, president, deans, administrative officers, student health
27 service physicians, pharmacists, teaching and research personnel, health
28 care employees and student employees in the institutions under the state
29 board of regents, the executive officer of the board of regents and the
30 executive officer's employees other than clerical employees, and, at the
31 discretion of the state board of regents, directors or administrative officers
32 of departments and divisions of the institution and county extension
33 agents, except that this subsection (1)(f) shall not be construed to include
34 the custodial, clerical or maintenance employees, or any employees

1 performing duties in connection with the business operations of any such
2 institution, except administrative officers and directors; as used in this
3 subsection (1)(f), "health care employees" means employees of the
4 university of Kansas medical center who provide health care services at
5 the university of Kansas medical center and who are medical technicians
6 or technologists or respiratory therapists, who are licensed professional
7 nurses or licensed practical nurses, or who are in job classes which are
8 designated for this purpose by the chancellor of the university of Kansas
9 upon a finding by the chancellor that such designation is required for the
10 university of Kansas medical center to recruit or retain personnel for
11 positions in the designated job classes; and employees of any institution
12 under the state board of regents who are medical technologists;

13 (g) operations, maintenance and security personnel employed to
14 implement agreements entered into by the adjutant general and the federal
15 national guard bureau, and officers and enlisted persons in the national
16 guard and the naval militia;

17 (h) persons engaged in public work for the state but employed by
18 contractors when the performance of such contract is authorized by the
19 legislature or other competent authority;

20 (i) persons temporarily employed or designated by the legislature or
21 by a legislative committee or commission or other competent authority to
22 make or conduct a special inquiry, investigation, examination or
23 installation;

24 (j) officers and employees in the office of the attorney general and
25 special counsel to state departments appointed by the attorney general,
26 except that officers and employees of the division of the Kansas bureau of
27 investigation shall be in the classified or unclassified service as provided
28 in K.S.A. 75-711, and amendments thereto;

29 (k) all employees of courts;

30 (l) client, patient and inmate help in any state facility or institution;

31 (m) all attorneys for boards, commissions and departments;

32 (n) the secretary and assistant secretary of the Kansas state historical
33 society;

34 (o) physician specialists, dentists, dental hygienists, pharmacists,
35 medical technologists and long term care workers employed by the Kansas
36 department for aging and disability services;

37 (p) physician specialists, dentists and medical technologists employed
38 by any board, commission or department or by any institution under the
39 jurisdiction thereof;

40 (q) student employees enrolled in public institutions of higher
41 learning;

42 (r) administrative officers, directors and teaching personnel of the
43 state board of education and the state department of education and of any

1 institution under the supervision and control of the state board of
2 education, except that this subsection (1)(r) shall not be construed to
3 include the custodial, clerical or maintenance employees, or any
4 employees performing duties in connection with the business operations of
5 any such institution, except administrative officers and directors;

6 (s) all officers and employees in the office of the secretary of state;

7 (t) one personal secretary and one special assistant to the following:
8 The secretary of administration, the secretary for aging and disability
9 services, the secretary of agriculture, the secretary of commerce, the
10 secretary of corrections, the secretary of health and environment, the
11 superintendent of the Kansas highway patrol, the secretary of labor, the
12 secretary of revenue, the secretary for children and families, the secretary
13 of transportation, the secretary of wildlife, parks and tourism and the
14 commissioner of juvenile justice;

15 (u) one personal secretary and one special assistant to the chancellor
16 and presidents of institutions under the state board of regents;

17 (v) one personal secretary and one special assistant to the executive
18 vice chancellor of the university of Kansas medical center;

19 (w) one public information officer and one chief attorney for the
20 following: The department of administration, the Kansas department for
21 aging and disability services, the department of agriculture, the department
22 of commerce, the department of corrections, the department of health and
23 environment, the department of labor, the department of revenue, the
24 Kansas department for children and families, the department of
25 transportation, the Kansas department of wildlife, parks and tourism and
26 the commissioner of juvenile justice;

27 (x) ~~civil service examination monitors~~ *if designated by the appointing*
28 *authority, persons in newly hired positions, including any employee who is*
29 *rehired into such position and any current state employee who voluntarily*
30 *transfers into, or is voluntarily promoted or demoted into such position, on*
31 *and after July 1, 2015, in any state agency;*

32 (y) one executive director, one general counsel and one director of
33 public affairs and consumer protection in the office of the state corporation
34 commission;

35 (z) specifically designated by law as being in the unclassified service;

36 (aa) any position that is classified as a position in the information
37 resource manager job class series, that is the chief position responsible for
38 all information resources management for a state agency, and that becomes
39 vacant on or after the effective date of this act. Nothing in this section shall
40 affect the classified status of any employee in the classified service who is
41 employed on the date immediately preceding the effective date of this act
42 in any position that is a classified position in the information resource
43 manager job class series and the unclassified status as prescribed by this

1 subsection shall apply only to a person appointed to any such position on
2 or after the effective date of this act that is the chief position responsible
3 for all information resources management for a state agency; ~~and~~

4 (bb) positions at state institutions of higher education that have been
5 converted to unclassified positions pursuant to K.S.A. 2014 Supp. 76-
6 715a, and amendments thereto; *and*

7 (cc) *notwithstanding the provisions of K.S.A. 22-4524, 32-802, 44-
8 510g, 44-551, 44-552, 48-205, 48-919, 49-402e, 58-4105, 58-4503, 65-
9 2878, 65-6103, 73-1210a, 73-1234, 74-506d, 74-515b, 74-561, 74-569,
10 74-631, 74-1106, 74-1704, 74-1806, 74-2435, 74-2614, 74-2702, 74-
11 2906a, 74-5014, 74-5210, 74-6707, 74-6901, 74-6904, 74-7008, 74-7501,
12 74-8704, 74-8805, 74-9804, 75-118, 75-1202d, 75-2537, 75-2944, 75-
13 3148, 75-3702c, 75-4222, 75-5005, 75-5015, 75-5016, 75-5122, 75-5157,
14 75-5309, 75-5310, 75-5378, 75-5610, 75-5702, 75-5708, 75-5733, 75-
15 5910, 75-7028, 75-7054, 75-7304, 76-1002a, 76-1116, 76-12a04, 76-
16 12a05, 76-12a08, 76-12a16, 76-3202 and 82a-1205 and K.S.A. 2014
17 Supp. 39-1911, and amendments thereto, any vacant position within the
18 classified service may be converted by the appointing authority to an
19 unclassified position.*

20 (2) The classified service comprises all positions now existing or
21 hereafter created which are not included in the unclassified service.
22 Appointments in the classified service shall be made according to merit
23 and fitness from eligible pools which so far as practicable shall be
24 competitive. No person shall be appointed, promoted, reduced or
25 discharged as an officer, clerk, employee or laborer in the classified
26 service in any manner or by any means other than those prescribed in the
27 Kansas civil service act and the rules adopted in accordance therewith.

28 (3) For positions involving unskilled, or semiskilled duties, the
29 secretary of administration, as provided by law, shall establish rules and
30 regulations concerning certifications, appointments, layoffs and
31 reemployment which may be different from the rules and regulations
32 established concerning these processes for other positions in the classified
33 service.

34 (4) Officers authorized by law to make appointments to positions in
35 the unclassified service, and appointing officers of departments or
36 institutions whose employees are exempt from the provisions of the
37 Kansas civil service act because of the constitutional status of such
38 departments or institutions shall be permitted to make appointments from
39 appropriate pools of eligibles maintained by the division of personnel
40 services.

41 (5) *On and after the effective date of this act, any state agency that
42 has positions in the classified service within the Kansas civil service act to
43 satisfy any requirement of maintaining personnel standards on a merit*

1 *basis pursuant to federal law or the rules and regulations promulgated*
2 *thereunder by the federal government or any agency thereof, ~~may~~ {shall}*
3 *adopt a binding statement of agency policy pursuant to K.S.A. 77-415, and*
4 *amendments thereto, to satisfy such requirements if the appointing*
5 *authority has made any such position unclassified.*

6 ~~Sec. 2.—K.S.A. 2014 Supp. 75-5541 is hereby amended to read as~~
7 ~~follows: 75-5541. (a) Except as otherwise provided by this section, each~~
8 ~~classified employee, excluding any such employee who is on temporary~~
9 ~~appointment, shall receive a bonus as provided by this section, which shall~~
10 ~~be referred to as a longevity bonus, under the terms and conditions and~~
11 ~~subject to the limitations prescribed by this section.~~

12 ~~(b) After June 30, 1989, any such officer or employee who has been~~
13 ~~employed by any agency, board or department within any branch of state~~
14 ~~government, whether or not the entire period of service is continuous with~~
15 ~~the same agency, board or department, shall be eligible to receive a~~
16 ~~longevity bonus upon completion of 120 months of state service. Length~~
17 ~~of service and service anniversary dates shall be determined pursuant to~~
18 ~~rules and regulations adopted by the secretary of administration.~~

19 ~~(c) The amount of each longevity bonus payment shall be computed~~
20 ~~by multiplying \$40 by the number of full years of state service, not to~~
21 ~~exceed 25 years, rendered by such officer or employee as of the service~~
22 ~~anniversary date within such fiscal year.~~

23 ~~(d) Each longevity bonus payment shall be included in the employee's~~
24 ~~regular pay warrant. The amount of the bonus shall be displayed separately~~
25 ~~on the warrant stub or advice.~~

26 ~~(e) Longevity bonus payments shall be compensation, within the~~
27 ~~meaning of K.S.A. 74-4901 et seq., and amendments thereto, for all~~
28 ~~purposes under the Kansas public employees retirement system and shall~~
29 ~~be subject to applicable deductions for employee contributions~~
30 ~~notwithstanding the fact that payments are made annually. Longevity~~
31 ~~bonus payments shall be in addition to the regular earnings to which an~~
32 ~~officer or employee may become entitled or for which such employee may~~
33 ~~become eligible.~~

34 ~~(f) The purpose of longevity pay is to recognize permanent~~
35 ~~employees who have provided experience and faithful long-term service to~~
36 ~~the state of Kansas in order to encourage officers and employees to remain~~
37 ~~in the service of the state. The provisions of this section shall apply to~~
38 ~~fiscal years commencing after June 30, 1989. The amendatory language of~~
39 ~~this section shall be construed to confirm that longevity pay is intended,~~
40 ~~and has been intended since its enactment, to be a bonus as defined in 29~~
41 ~~C.F.R. § 778.208.~~

42 ~~(g) In accordance with the provisions of K.S.A. 75-3706, and~~
43 ~~amendments thereto, the secretary of administration shall adopt rules and~~

1 regulations to implement the provisions of this section with respect to
2 officers and employees in the executive branch of state government.

3 ~~(h) The provisions of this section shall not apply to any state officer~~
4 ~~or employee who is employed or re-employed as a state officer or~~
5 ~~employee on or after June 15, 2008.~~

6 ~~(i) Officers and employees in the executive branch of state~~
7 ~~government who are eligible to receive a longevity bonus shall receive~~
8 ~~such bonus in any fiscal year if moneys are appropriated for such fiscal~~
9 ~~year and provision for such bonus is made by the legislature in an~~
10 ~~appropriations act.~~

11 Sec. 3. K.S.A. 75-5549 is hereby amended to read as follows: 75-
12 5549. The secretary of administration, upon recommendation of the
13 director of personnel services, is hereby authorized to adopt rules and
14 regulations as provided by K.S.A. 75-3706, and amendments thereto,
15 establishing a program for the sharing of leave between employees of the
16 state of Kansas. Employees authorized to share leave pursuant to such
17 rules and regulations shall be authorized to donate annual and sick leave to
18 other state employees who are suffering from, or who have a family
19 member suffering from, an extraordinary or severe illness, injury,
20 impairment or physical or mental *a life threatening medical* condition
21 which has caused, or is likely to cause, the employee to take leave without
22 pay or terminate employment. As used in this section "extraordinary or
23 severe" means serious, extreme or life threatening.

24 Sec. 4. 2. K.S.A. 75-5549 and K.S.A. 2014 Supp. 75-2935 and 75-
25 5541 are hereby repealed.

26 Sec. 5. 3. This act shall take effect and be in force from and after its
27 publication in the statute book.