

Salary Adjustment Proposal

1. Request a Joint Interim Committee to Study the State Employee Pay System, including;
 - a. State Employee Compensation as compared to the other public sector and private sector employees using market studies prepared by the Department of Administration.
 - b. Evaluating the State employment system as it relates to use of the classified and unclassified service.
 - c. Compliance with existing Kansas statutes regarding state employees.
 - d. Evaluating other State's employment systems for comparison to Kansas.
 - e. Evaluating options to tie compensation to performance reviews.
 - f. Other duties as determined by the Chair related to State Employees and the State employment system.
2. Appropriate \$144.4 million, including \$41.5 million SGF to the State Finance Council for FY 2023 and stipulate that all adjustments below require certification by the State Finance Council (*This is a reduction of \$15.9 million, including \$15.3 million SGF from the Governor's Recommendation – Estimate includes \$2.5 million SGF, and \$500,000 in other funds for discretionary allocations*)
 - a. Add language to provide the State Finance Council authority to utilize any remaining funds after salary adjustments described below to address salary inequities elsewhere identified by the Director of Personnel Services
3. Employee Performance Requirement:
 - a. Classified Employees– Two steps on the Salary Matrix and provide the Director of Personnel Services the authority to add two steps to the salary matrix to accommodate those adjustments.
 - b. Unclassified Employees – Agencies would be appropriated an amount necessary to provide a 5.0 percent salary adjustment for unclassified employees as a merit pool.
4. Employees Excluded from the 5.0 percent salary adjustments:
 - a. Employees who are hourly employee recipients of the 24/7 Pay Plan
 - b. Legislators
 - c. Elected Officials
 - d. Kansas Highway Patrol Troopers included in the career progression plan
 - e. Teachers at the Schools for Blind and Deaf
 - f. Employees and Judges of the Judicial Branch
 - g. Kansas Bureau of Investigation agents and forensic scientists included in agency salary enhancement recommended by House Budget Committee.
 - h. Exclude employees of the Sentencing Commission who received market adjustments
 - i. Employees of the State Fire Marshal who received recent market adjustments
 - j. Employees of the Board of Indigents' Defense Services included in agency salary enhancements
 - k. Employees of the Office of Administrative Hearings
 - l. Any other employees on a Career Progression Plan