

HOUSE BILL No. 2897

By Representative Powers

2-13

9 AN ACT concerning the Kansas civil service act; relating to the pay plan
10 for the classified service and to regular step movement thereunder;
11 amending K.S.A. 75-2938 and repealing the existing section.
12

13 *Be it enacted by the Legislature of the State of Kansas:*

14 Section 1. K.S.A. 75-2938 is hereby amended to read as follows: 75-
15 2938. (a) Except as otherwise provided in the Kansas civil service act, the
16 director of personnel services, after consultation with the heads of state
17 agencies or persons designated by them, shall assign each position in the
18 classified service to a class according to the duties and responsibilities
19 thereof. Titles shall be specified by the director for each such class for
20 use in certifying the names of persons for appointment under this act. A
21 description of the duties and responsibilities with suitable qualifications
22 required for satisfactory performance in each class shall be specified by
23 the director. The classes and titles so specified and described shall be
24 used for: (1) Original appointments; (2) promotions; (3) payrolls; and (4)
25 all other records affecting the status of persons in the classified service.
26 Each class when approved or modified and approved as modified by the
27 governor shall take effect on a date or dates specified by the governor.
28 After consultation with the director of the budget and the heads of state
29 agencies or persons designated by them, the director shall recommend
30 changes in classes from time to time, and such changes, when approved
31 or modified and approved as modified by the governor, shall take effect
32 on a date or dates specified by the governor.

33 (b) The director of personnel services shall recommend to the gov-
34 ernor the assignment, and from time to time the reassignment, of each
35 class to a specified range approved or modified and approved as modified
36 by the governor, the same shall become effective on a date or dates spec-
37 ified by the governor. In adopting or revising any plans, the governor shall
38 give consideration to pertinent rates in other public and private employ-
39 ment in the appropriate labor markets, and for this purpose the director
40 shall have made periodic wage and salary surveys with one survey to be
41 conducted each year. The results of such survey and recommendations
42 for revisions in the pay plan are to be forwarded to the governor, the
43 secretary of administration, the director of the budget and the legislature.

1 The recommendations shall give consideration and weight to survey re-
2 sults, to changes in the cost-of-living and to proper internal alignment of
3 the various job classes. The director may use the results of other appro-
4 priate surveys conducted by public or private agencies in lieu of or in
5 addition to surveys authorized to be conducted under this subsection.

6 (c) The secretary of administration may delegate the authority to as-
7 sign positions in the classified service to a class according to the duties
8 and responsibilities thereof to the appointing authority. Such delegation
9 shall specify the particular classes, ranges, and schedules authorized. Ap-
10 pointing authorities delegated such assigning authority shall make
11 monthly reports of assigning transactions to the director of personnel
12 services. Any delegation of such authority is subject to review by the
13 secretary of administration who may modify any delegation made in order
14 to ensure consistency with the state classification plan and may withdraw
15 the delegated authority from the appointing authority upon evidence of
16 improper use of such authority by the appointing authority. The decision
17 of the secretary of administration in regard to the withdrawal of such
18 delegated authority shall be final.

19 (d) After consultation with the director of the budget and the sec-
20 retary of administration, the director of personnel services shall prepare
21 a pay plan which shall contain a schedule of salary and wage ranges and
22 steps, and from time to time changes therein. When such pay plan or any
23 change therein is approved or modified and approved as modified by the
24 governor, the same shall become effective on a date or dates specified by
25 the governor and any such modification, change of date shall be in ac-
26 cordance with any enactments of the legislature applicable thereto. *The*
27 *pay plan for the classified service shall include and shall be administered*
28 *to provide regular annual step movement as provided in subsection (g).*

29 (e) The classes and pay plan for the classified service as approved by
30 the governor shall be used by the director of the budget in preparation
31 of the budget. *Each state agency shall request adequate funds to finance*
32 *the regular annual step movement for the unclassified officers and em-*
33 *ployees of the state agency under the pay plan for the classified service*
34 *in each budget estimate submitted to the division of the budget pursuant*
35 *to K.S.A. 75-3717, and amendments thereto. The legislature shall make*
36 *appropriations for state agencies to provide for the regular annual step*
37 *movement under the pay plan for the classified service under the Kansas*
38 *civil service act.*

39 (f) *Except as otherwise provided in subsection (g) for regular annual*
40 *step movement under the pay plan for the classified service, whenever*
41 *any appropriation or other act specifies any pay plan or any change, lim-*
42 *itation or condition upon the pay plan, personnel or policies of the state*
43 *or any state agency, such appropriation act or other act shall control the*

1 provisions of this section to the extent of their application thereto.

2 (g) *Commencing with the first day of the first payroll period charge-*
3 *able to the fiscal year ending June 30, 2007, and effective for each payroll*
4 *period thereafter, the pay plan for the classified service under the Kansas*
5 *civil service act shall include regular annual step movement for each state*
6 *officer or employee in the classified service who is in good standing within*
7 *the classified service under the Kansas civil service act. Regular annual*
8 *step movement under the pay plan for the classified service under the*
9 *Kansas civil service act shall be equivalent to at least a 2.5% increase in*
10 *the classified employee's current base biweekly pay rate. The pay plan for*
11 *the classified service shall be administered and maintained to provide for*
12 *such regular annual step movement for the classified service under the*
13 *Kansas civil service act.*

14 Sec. 2. K.S.A. 75-2938 is hereby repealed.

15 Sec. 3. This act shall take effect and be in force from and after its
16 publication in the Kansas register.