

Approved: 03/31/93
Date

MINUTES OF THE HOUSE COMMITTEE ON APPROPRIATIONS.

The meeting was called to order by Chairman Rochelle Chronister at 1:30 p.m. on March 22, 1993 in Room 514-S of the Capitol.

All members were present except: Rep. Wanda Fuller, excused absence

Committee staff present: Alan Conroy, Legislative Research Department
Pat Mah, Legislative Research Department
Jim Wilson, Revisor of Statutes
Jerry Cole, Committee Secretary
Sharon Schwartz, Administrative Assistant

Conferees appearing before the committee:

Ron Thornburgh, Assistant Secretary of State
Rep. Sheila Hochhauser, sponsor of HB 2299
Nancy Twiss, Kansas State University
Ted Ayers, Kansas Board of Regents
Major General James Rueger, Adjutant General
Secretary Susan Seltsam, Department of Administration
Brad Avery, Kansas Association of Public Employees
Brian Thompson, Kansas Department of Transportation
Harvey Wallace, state employee
Alan Conroy, Legislative Research Department

Others attending: See attached list

Chairman Chronister told the committee that an interoffice memorandum had been distributed from the State Treasurer's office on the 1992 Investment bill. (See Attachment 1).

Ron Thornburgh, Assistant Secretary of State, spoke to the committee in favor of **HB 2529**. The Secretary of State's office requested passage of the bill to relieve them of responsibility for the unfunded program. The \$107,000 for the program was not appropriated. (See Attachment 2).

Rep. Sheila Hochhauser, sponsor of **HB 2299**, briefed the committee on the purpose behind the legislation. (See Attachment 3). Nancy Twiss, Kansas State University, spoke to the committee in favor of the bill and suggested including one other distinguished scholarship-Brasenose. (See Attachment 4). Ted Ayers, Board of Regents', addressed the committee supporting the bill. (See Attachment 5).

Major General James Rueger, Adjutant General, testified in support of and adding some clarification to **SB 143**. (See Attachment 6).

Secretary Susan Seltsam, Department of Administration, testified in support of **HB 2192**. (See Attachments 7, 7a & 7b). Brad Avery, Kansas Association of Public Employees, appeared before the committee giving reasons for his support of the bill. (See Attachment 8). Brian Thompson, Kansas Department of Transportation, and Harvey Wallace, state employee, testified in support of the bill authorizing reclassification and pay increases. (See Attachments 9 & 10). Alan Conroy, Legislative Research Department, testified to the committee on the modification proposals offered by Chairman Chronister. (See Attachments 11 and 11a).

Chairman Chronister redirected the committee's attention to **HB 2299** for action. She offered a proviso as a substitute for the bill. (See Attachment 12). Rep. Hochhauser made a motion that the language in the proviso be added to that contained in **SB 43** dealing with the Marshall and Rhodes scholars and that the Brasenose

CONTINUATION SHEET

MINUTES OF THE HOUSE COMMITTEE ON APPROPRIATIONS, Room 514-S Statehouse, at 1:30 p.m. on March 22, 1993.

scholarship be included in the proviso. Rep. Teagarden seconded the motion and it carried.

Rep. Blumenthal made a motion to table **HB 2529**. Rep. Teagarden seconded his motion and it failed on a vote of 10-10. Rep. Pottorff moved to pass and favorably recommend the bill. Rep. Carmody seconded the motion and it failed 10-10. Rep. Lowther made a motion to amend the bill by reinstating section 1b and that the words "shall" contained in that section be changed to the words "may". The motion carried with Rep. Carmody seconding. Rep. Heinemann moved to pass and favorably recommend the bill as it had been amended and the motion carried after Rep. Carmody's second.

Rep. Kline moved to pass and favorably recommend **SB 143** from the committee. Rep. Teagarden seconded the motion and it carried. Chairman Chronister adjourned the meeting at 3:19 p.m.

The next meeting is scheduled for March 23, 1993.

GUEST LIST

COMMITTEE: HOUSE APPROPRIATIONS

DATE: MARCH 22, 1993

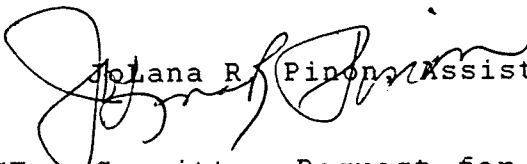
NAME (PLEASE PRINT)	ADDRESS	COMPANY/ORGANIZATION
<i>Paul Shelby</i> TESS BAWION	Topeka <i>TOPEKA</i>	KAPE
Paul Shelby	"	OJA
Jerry Sloan	"	"
Gloria Timmer	"	Division of Budget
Susan Seltman	"	Dept of Adm
Linda Rasmussen	Topeka	Division of Personnel/Ser
Nancy Echols	"	" " "
B. Mancini	"	" " "
Kevin Darter	"	" " "
Sue Peterson	Manhattan	Kansas State University
Nancy Twiss	Manhattan	Kansas State University
Gina Sylvester	Manhattan	Kansas State University
Harvey E. Wallace	Topeka	State Employee
Judy Rickerson	Topeka	Dept. of Corrections
Jack Rickerson	Topeka	SRS
Phyllis Maxson	"	"
James Leary	TOPEKA	TAG.
William VONDERSCAMPT	TOPEKA	ADJUTANT GENERAL'S DEPT
Charles G. Breckahl	Topeka	Adi Gen Dept
TOM DAY	TOPEKA	KCC
Norma Gubman	"	KCC
Brian R. Thompson	"	State Employee
LEONARD M TYLER	"	" "
George Dove	"	" "
ALLAN DAVIDSON	TOPEKA	KDOT
Tom Burgess	Topeka	KAPE

OFFICE OF THE TREASURER STATE OF KANSAS

I N T E R O F F I C E M E M O R A N D U M

DATE: March 18, 1993

TO: House Appropriations Committee
 The Honorable Rochelle Chronister, Chair

FROM:  Dolana R. Pinon, Assistant State Treasurer

SUBJECT: Committee Request for Update on 1992 Investment Bill,
 S.B. 480

This memo is in response to the request made on Wednesday, March 10, for information regarding the current status of investments due to the change in statute effective 7-1-92.

We in the State Treasurer's Office are very pleased with the results of the legislation. The Municipal Investment Pool, a new investment tool for municipalities, has reached a high of \$420 million since its inception in August. This Pool can only be accessed by municipalities if local banks are not willing or able to pay the "investment rate" which was established in last year's legislation. The rates received by the pool participants have generally exceeded both the 0-90 day and 3 month rates which municipalities could have received from other authorized investments. Information regarding the Pool is attached. Representatives of municipalities have also expressed their satisfaction with the statute in general due to increased investment options including their ability to extend maturities and, consequently, increase interest income.

The state of Kansas has also realized substantial benefit from the implementation of S.B. 480. The idle funds portfolio's earnings for the month of February were 4.80%. Under previous law the comparable rate would have approximated 3.14%. On \$1.3 billion (the February average balance in state idle funds), this means an additional \$20 million a year to the State General Fund if the dollars and rate of return were to be held constant for a one year period. FY 93 will not show that type of increase due to the phasing in period of the new investment authority and the fact that rates have continued to decrease. The increase will be more evident in FY 94.

ATTACHMENT 1

Page 2
March 18, 1993

The following is a recap of idle funds interest/earnings for the fiscal year through February 1993, which is \$1,872,000 in excess of the estimate.

Net interest received in cash	\$26,869,000
Gains/(Losses)	<u>463,000</u>
Net cash received	27,332,000
Net interest earned but not yet received	<u>7,682,000</u>
Net income for period	<u>\$35,014,000</u>

The state accounting system, as you know, is maintained on a cash basis; consequently interest is not recorded until received. Under the previous law, interest was received at least quarterly on the majority of investments. With investments authorized under current statute, interest is received at varying intervals. Monies in Kansas banks pay quarterly. However, other investments pay semi-annually or at maturity. Thus at any given date there will be a substantial amount of interest that has been earned but not received.

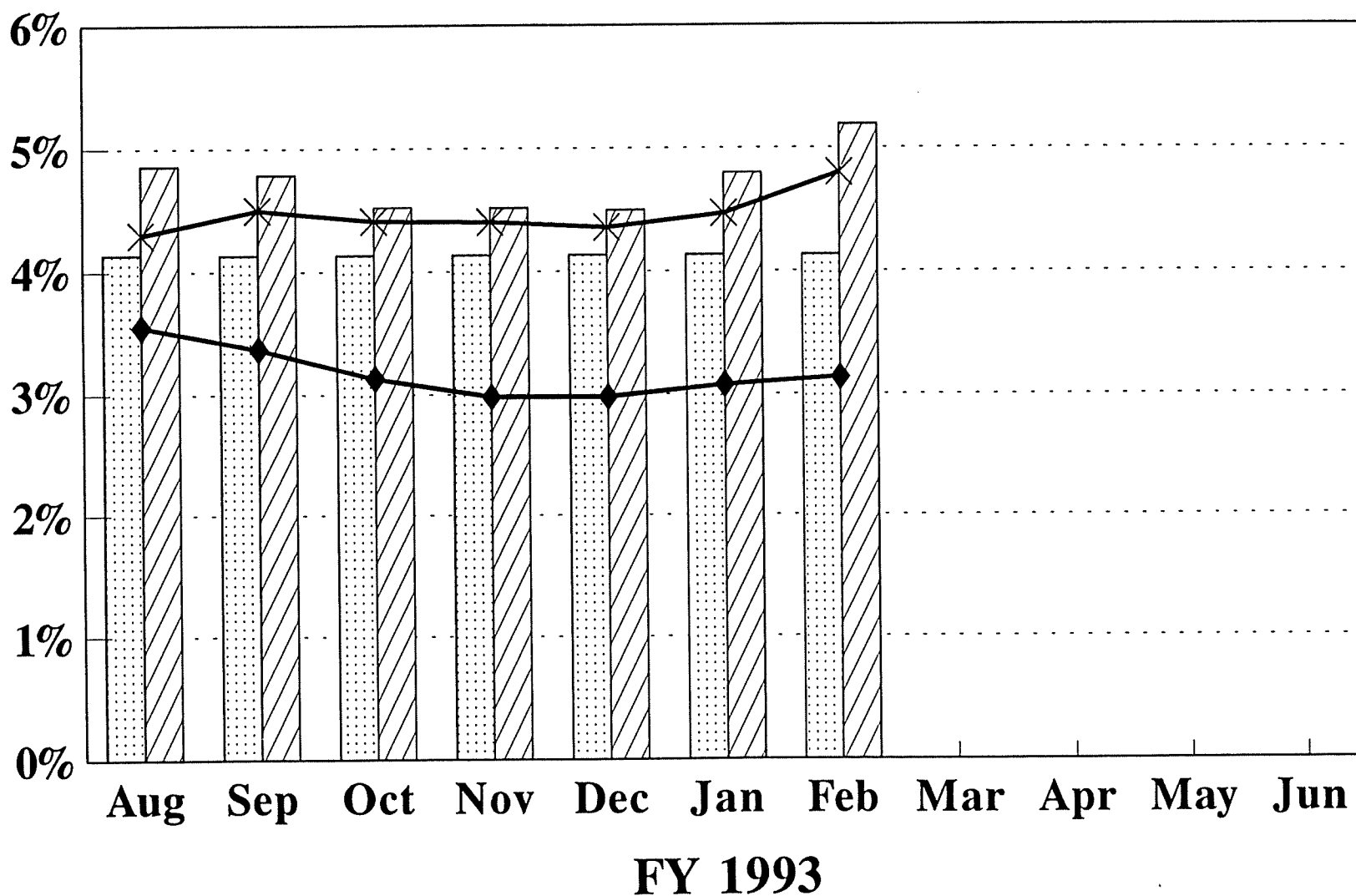
The estimate for the remainder of the fiscal year is \$21,540,000 which, if reached, would provide for earned interest income of \$56,554,000.

This estimated general fund interest is in excess of that earned in FY 92 of \$42,751,000. This is particularly significant in light of the tremendous decline in interest rates over the past year. Under previous law it is estimated that general fund interest for FY 93 would approximate \$37,700,000. With the program in effect for a complete year, FY 94 will show even more significant changes.

Attached you will find additional information in regard to the idle funds portfolio. We would be pleased to provide additional detail upon request.

cc: Richard Ryan, Legislative Research

WEIGHTED AVERAGE RATES



◆ 91 day T-bill (1) ▨ CD's ▩ Securities × Investment Yield

(1) Previous Statutory Rate

Idle Funds Portfolio Investment Results

Total Invested (EOM)	\$1,372,439,527
Total Offered to KS banks on Apportioned Basis (FYTD)	\$350,000,000
Total Apportioned Placed in KS banks (FYTD)	\$206,319,000
Total Offered to KS banks on Competitive Basis (FYTD)	\$700,000,000
Total Competitive Placed in KS banks (FYTD)	\$79,650,000
Offered but Not Placed in KS banks (FYTD)	\$764,031,000

	% of Portfolio	Return	
Repurchase Agreements	22.82%	3.28%	
KS Bank Time Deposits	22.35%	4.14%	
Investment Securities	45.55%	4.69%	
Loan Refinancings	1.00%	6.75%	
KVCI	0.45%	0.00%	
PMIB Loans	3.15%	6.46%	
Inactive Accounts	4.33%	3.89%	
Average Portfolio Rate of Return (FYTD)			4.25%

	% of Portfolio	Return	
Repurchase Agreements	20.04%	3.05%	
KS Bank Time Deposits	20.84%	4.13%	
Investment Securities	57.27%	5.19%	
Loan Refinancings	1.74%	6.72%	
KVCI	0.36%	0.00%	
PMIB Loans	1.63%	5.62%	
Inactive Accounts	0.00%	0.00%	
Average Portfolio Rate of Return (MTD)			4.80%

Weighted Days to Maturity	945.1
Weighted Years to Maturity	2.6
Yield on Comparable Maturity Treasury (EOM)	4.18%
Treasury/Idle Funds Variance	0.62%

Idle Funds Maturity Schedule

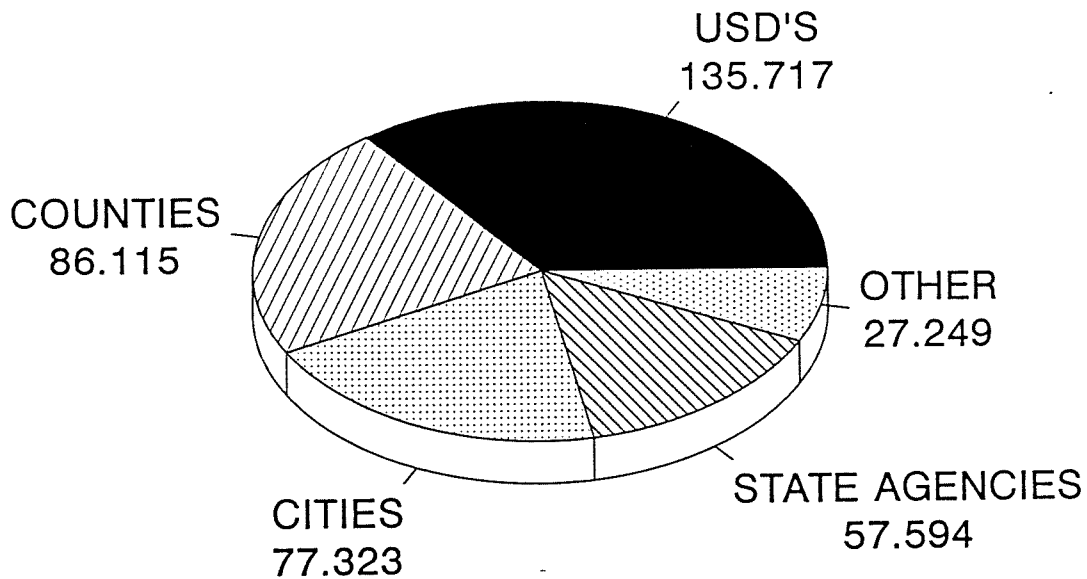
**Includes Investment Securities and
Kansas Bank Time Deposits Only**

YEAR	QTR	AMOUNT	YIELD	% OF TOTAL
1993	2	79,473,000	3.39%	6.97%
1993	3	48,901,000	3.48%	4.29%
1993	4	178,423,000	3.76%	15.64%
1994	1	47,099,000	3.83%	4.13%
1994	2	113,823,000	4.07%	9.98%
1994	3	100,000,000	4.41%	8.76%
1994	4	71,850,000	4.13%	6.30%
1995	1	25,000,000	4.55%	2.19%
1995	2	72,650,000	4.38%	6.37%
1995	3	65,600,000	4.71%	5.75%
1995	4	48,535,000	4.61%	4.25%
1996	1	48,160,000	4.92%	4.22%
1996	2	95,125,000	5.13%	8.34%
1996	3	66,100,000	5.14%	5.79%
1996	4	56,005,000	5.30%	4.91%
1997	1	0	0.00%	0.00%
1997	2+	24,220,266	6.44%	2.12%

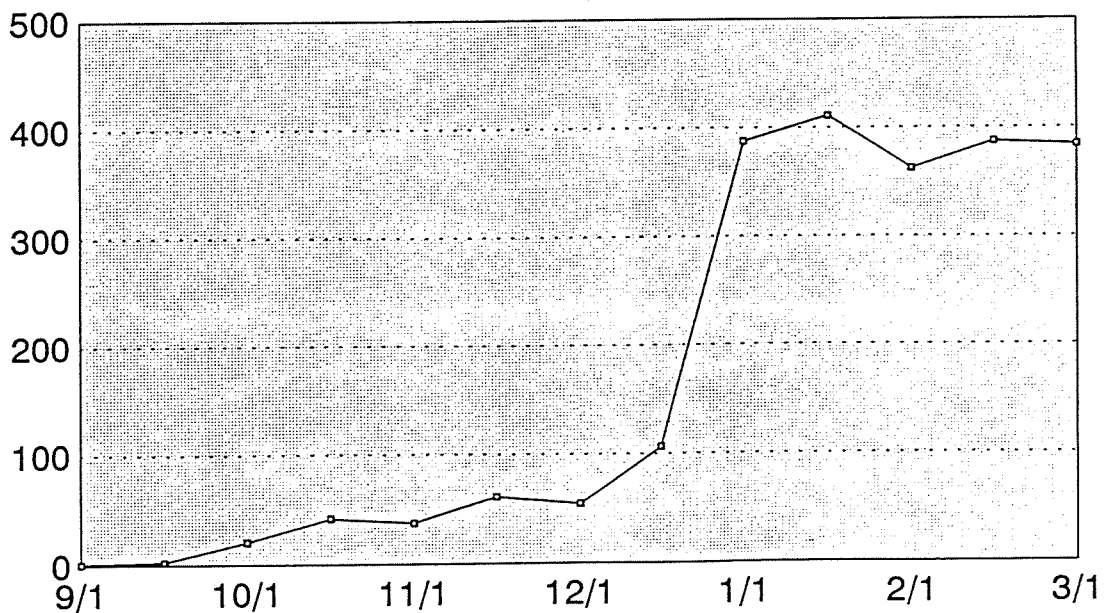
KANSAS STATE TREASURER

MUNICIPAL INVESTMENT POOL

FEBRUARY 28, 1993



PARTICIPATION BY \$ INVESTED (IN MILLIONS)



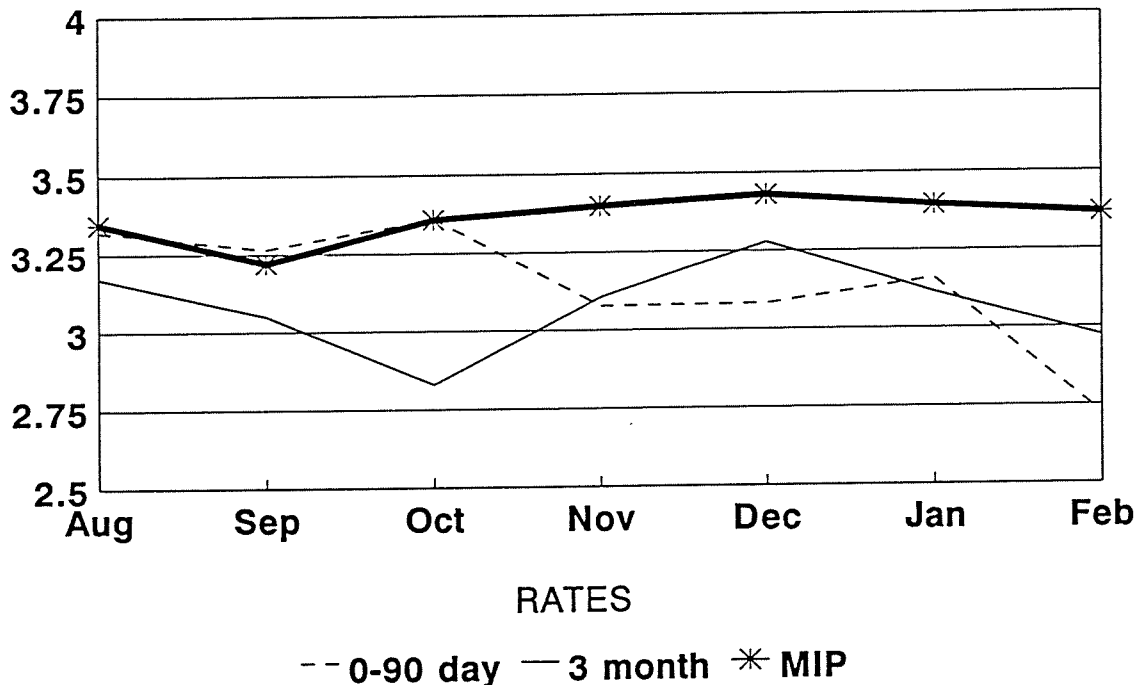
MONTHLY BALANCE (IN MILLIONS)

SALLY THOMPSON
STATE TREASURER
PEGGY HANNA
DIRECTOR OF CASH MANAGEMENT
SUSAN COPELAND
CHIEF INVESTMENT OFFICER

Municipal INVESTMENT POOL

OFFICE OF THE STATE TREASURER
900 SW JACKSON, SUITE 201
TOPEKA, KANSAS 66612-1235
(913) 296-3171 FACSIMILE: (913) 296-2857

MIP YIELD vs INV RATE*



* KSA 12-1675

MUNICIPAL INVESTMENT POOL (MIP) FACTS

- ** 66 participants of which 43 are active (see attached list)
- ** Highest balance - \$420 million
- ** Current blended MIP yield - 3.366%
- ** Current weighted average maturity (WAM) - 118 days
- ** WAM has ranged from 1 day to 301 days
- ** Participant maturities currently range from 1 to 721 days

February 28, 1993

MUNICIPAL INVESTMENT POOL PARTICIPANTS

Active Participant Name

CITIES

Buhler
Chanute
Dodge City
*****Fort Scott
*****Garden City
Hesston
Iola
*****Junction City
*****Lawrence
*****Leawood
*****Lenexa
Liberal
*****Lindsorg
*****Manhattan
*****McPherson
Mission
*****Newton
North Newton
*****Ottawa
*****Overland Park
Park City
*****Prairie Village
Russell
*****Salina
*****Wellington

COUNTIES

Allen
*****Chase
Coffey
*****Elk
Ellis
*****Greenwood
Hodgeman
*****Johnson
Labette
*****Leavenworth
*****Lyon
*****McPherson
*****Morton
*****Pottawatomie
*****Reno
Riley
*****Sedgwick
*****Shawnee

Active Participant Name

SCHOOL DISTRICTS

Augusta USD #402
*****Blue Valley USD #229
*****Effingham USD #377
Garden City USD #457
*****Hays USD #490
Hutchinson USD #308
*****Leavenworth USD #453
*****McPherson USD #418
*****Newton USD #373
*****Olathe USD #233
Shawnee Mission USD #512
*****Topeka USD #501
*****Wichita USD #259

OTHER MUNICIPALITIES

*****Garden City Rec Commission
*****Hutchinson Comm College
*****Johnson County Community College
*****Johnson County Park & Recreation District
*****Johnson Co. Cons. Fire Dist #2
*****KDFA
*****Leavenworth Water Dept
Riley Co—Manhattan Health Dept
Shawnee County Motor Vehicles
Topeka Metropolitan Transit Authority

ACCOUNT TYPE TOTALS

25 Cities
18 Counties
13 School Districts
10 Other Municipalities
66



Ron Thornburgh
Assistant Secretary of State

Bill Graves
Secretary of State
2nd Floor, State Capitol
Topeka, KS 66612-1594
(913) 296-2236

STATE OF KANSAS

TESTIMONY OF RON THORNBURGH
HOUSE APPROPRIATIONS COMMITTEE
MARCH 22, 1993

HOUSE BILL 2529

Thank you Madam Chairman and members of the committee. I appear before you today in support of House Bill 2529.

Ten days ago this committee adopted the Secretary of State's budget. Part of the committee's recommendation was to introduce HB 2529 eliminating the central voter registration database.

We support HB 2529 because we cannot afford to fund the requirement to maintain the database without a legislative appropriation of \$107,000. You have already decided not to fund the program. We support this bill amending state law to reflect your prior decision.

I will be happy to stand for questions.

SHEILA HOCHHAUSER
REPRESENTATIVE, 66TH DISTRICT

1636 LEAVENWORTH
MANHATTAN, KANSAS 66502

(913) 539-6177 HOME
(913) 296-7687 TOPEKA OFFICE



TOPEKA

HOUSE OF
REPRESENTATIVES

COMMITTEE ASSIGNMENTS
MEMBER: APPROPRIATIONS
GOVERNMENTAL ORGANIZATION
AND ELECTIONS
RULES AND JOURNAL

**TESTIMONY ON HOUSE BILL 2299
BEFORE THE HOUSE APPROPRIATIONS COMMITTEE
March 22, 1993**

Madam Chair and Members of the Committee:

Thank you for agreeing to hold hearings on House Bill 2299, which expands and changes the name of the Kansas-Rhodes Scholarship Program enacted by the Legislature in 1988.

The Kansas-Phodes Scholarship Program was established by the Legislature to encourage Kansas recipients of Rhodes Scholarships to return to Kansas for graduate school. These academically-distinguished people would be granted a full scholarship for tuition and fees for each semester they enrolled in one of our state educational institutions.

The British Marshall Scholarship is equally distinguished in academic circles as the Rhodes. Hence, it would be equally fortunate for Kansas to lure a Marshall scholar back to Kansas for graduate studies. Thus, HB 2299 expands the scholarship program to include a graduate of a state educational institution or a Kansas resident who is awarded a Marshall scholarship.

The bill also expands the eligible recipients to include, not just Kansas residents with Rhodes or Marshall scholarships, but graduates of any Kansas state educational institution who have been awarded the Rhodes or Marshall scholarship.

Please note that since 1988, no one has utilized the Kansas-Rhodes Scholarship Program. Moreover, both the 1988 program and HB 2299 are subject to "the limits of appropriations therefor." In addition, we now know of two KU Medical Center students and one potential KSU graduate student who would qualify and are interested.

Appearing to testify in support of the bill is Nancy Twiss. Ms. Twiss is an advisor in the Kansas State University College of Arts and Sciences. She is very knowledgeable about the various distinguished academic scholarships, and she suggested the need for this bill.

Madam Chair and Members of the Appropriations Committee:

I am here to support H.B. 2299.

My name is Nancy Twiss. I work at Kansas State University, where part of my job involves working with students who are applying for national scholarships.

In 1988, the Kansas Legislature passed the Kansas Rhodes Scholarship program, which provided that tuition and fees would be awarded to Kansas Rhodes Scholars who enroll at any Kansas educational institution.

The amendment now under consideration (H.B. 2299) would extend eligibility to Marshall Scholars, as well as Rhodes Scholars, from Kansas institutions of higher education. I support that amendment. Also, I suggest that wording be added to H.B. 2299 that would extend eligibility to recipients of the two or three other international scholarships that are comparable to the Rhodes Scholarship in duration and monetary support. One of these is the Brasenose Scholarship, for which one student is selected in the United States. Such scholars would be eligible for the awards specified in HB 2299 and would be called Distinguished Kansas Scholars.

My reasons for supporting the change in the Kansas Rhodes scholarship program are:

1) The rationale that justifies the eligibility of our state's Rhodes Scholars for the Kansas Rhodes Scholarship applies equally to a small, very select number of additional scholars. Students who receive a scholarship comparable to the Rhodes Scholarship should also be eligible to become Kansas Distinguished Scholars.

The Rhodes and Marshall Scholarships are comparable in:

Selectivity

Only 32 of the nation's most outstanding young people are selected each year for the Rhodes Scholarship and only 36, this year, for the Marshall. Four of our state's recent Marshall Scholars withdrew from the Rhodes selection process to accept a Marshall Scholarship. In past years, students have sometimes withdrawn from the Marshall process to accept a Rhodes Scholarship. Receiving either is an

exceptional honor.

Monetary Support

British currency provides tuition, fees, living expenses, and international transportation for two to three years of study in Britain for both the Rhodes and the Marshall Scholarships. The value of each is approximately \$40,000 to \$60,000.

2.) Kansas would benefit from attracting as many as possible of our state's Rhodes and Marshall scholars back to Kansas.

These are individuals who have been selected as some of the most distinguished students in the nation. Their potential is recognized by Britain to the extent that it pays their expenses for 2 to 3 years of study. Clearly, these are students who represent rich human resources of Kansas. Tangible evidence of the state's pride in them may encourage some of these exceptional individuals to settle here, where their talent and ability can contribute to the good of the state. Certainly this bill can generate good will, whether or not students accept the offer to become a Kansas Distinguished Scholar.

3.) Passing H.B. 2299 would enlarge (slightly) the pool of potential Kansas Distinguished Scholars, thus increasing the possibility that students in our Kansas educational institutions will have the opportunity to be enriched and inspired by these Distinguished Scholars.

I'd like to address two other points: the number of eligible participants and the cost.

Number of Eligible Participants

The number of participants eligible to participate is small, despite our state's fine record in national scholarship competitions.

Since 1983, 12 Rhodes Scholars have been named from the state of Kansas. The earliest of this group returned from Britain in 1986 and 1987, enabling them to begin study as Kansas Rhodes

Scholars in 1988, when the program was established.

However, thus far, none of the Scholars have participated in the Kansas Rhodes Scholarship program.

Since 1983, 5 students from Kansas educational institutions have won Marshall Scholarships and one has won a Brasenose Scholarship. So the number of students eligible to participate in the near future is likely to remain small, as the pool that H.B. 2299 would authorize would increase by only 6.

I will not read the numbers and names of Rhodes, Marshall, and Brasenose Scholars selected from Kansas since 1983, who would be eligible to become Kansas Distinguished Scholars, but this information appears on pages attached to this testimony, along with the Scholars' home states, their schools, and the year of their awards.

Cost

The costs associated with H.B. 2299 would be similar to those of the original Kansas Rhodes scholarship program.

Cost can be determined by multiplying the number of Kansas Distinguished Scholars who enroll in Kansas institutions by the tuition and fees required for each Scholar's program. Administrative expense will include the cost of notifying eligible scholars about the program, verifying their credentials, and arranging payment.

Under the currently announced rates for tuition and fees for Fiscal Year 1993, the cost per semester would range from \$936 to \$8,284. The cost varies according to institution, program, and the decision of the institution on granting residency after 2 or 3 years abroad.

Because Rhodes and Marshall Scholars typically scatter across the country to pursue advanced degrees after completing their scholarship study abroad, and because thus far, none of the eligible students have returned to the state to study in the Kansas Rhodes scholarship program, it seems clear that in most years there will be few, if any, applicants for the Kansas Distinguished Scholarship. Among the Rhodes, Brasenose, and Marshall Scholars I know, I am aware of only one or two who are considering returning to Kansas to study.

4.

In closing, I consider the Kansas Distinguished scholar program a constructive means of recognizing national scholarship winners who graduate from Kansas educational institutions. In addition, I believe that this program may prove to be an innovative way to encourage some of the most talented students in the country to begin making their professional contributions as leaders right here in Kansas.

Thank you, Madam Chair, for hearing this testimony of support for H.B.2299.

Recent Rhodes Scholars from the State of Kansas

Year of Entering Oxford	Name and Home	School
1984	Jeanette M. Pitts Kansas City, KS	Stanford
1985	Juan A. Sepulveda, Jr. Topeka, KS	Harvard
1986	Virgil Wiebe Garden City, KS	Kansas State University
1987	Kelly Dean Welch Moran, KS	Kansas State University
	David H. Mehnert Roeland Park, KS	Princeton
1988	Richard Yoonsik Chin Leawood, KS	Harvard
	Marilyn Richtarik Lawrence, KS	Radcliffe College of Harvard
1989	John Eugene Crandon Parsons, KS	Stanford
1990	Mary Hale Manhattan, KS	Kansas State University
	Janelle Larson Manhattan, KS	Kansas State University
1991	Kristy Parker Valley Center, KS	Kansas State University
1992	No Kansas Rhodes Scholars	
1993	Pamela Dawn McElwee Lawrence, KS	University of Kansas

Recent Marshall Scholars from the State of Kansas

Year of Entering Study in Britain	Name and Home	School
1984	Dan Robison Winfield, KS	Kansas State University
1988	My Data Incomplete	University of Kansas
1991	Luis Montaner Puerto Rico	Kansas State University
	Julie Tarara Massachusetts	Kansas State University
1992	Christopher Baldwin McPherson, KS	Kansas State University
1993	Cynthia Riemann Derby, KS	Kansas State University

Brasenose Scholar from the State of Kansas

Year of Entering Study in Britain	Name and Home	School
1993	Jean Sonnenfield Nebraska	Kansas State University

The Testimony of

Ted D. Ayres
General Counsel and Director of
Governmental Relations

Kansas Board of Regents

before
THE HOUSE COMMITTEE ON APPROPRIATIONS
1993 Legislative Session

in re
House Bill 2299

1:30 p.m.
March 22, 1993
Room 514-S
Kansas Statehouse

ATTACHMENT 5

Chairperson Chronister and Members of the Committee:

My name is Ted D. Ayres and I am here representing the Kansas Board of Regents. I appear to offer comments relative to House Bill 2299. I appreciate this opportunity to provide input to the Committee.

The existing Kansas-Rhodes Scholarship Program (K.S.A. 74-3278 et seq.) has been in existence since 1988 (L. 1988, ch. 357). The first potential recipients have been identified relative to the academic year 1993-94 (see Senate Ways and Means Subcommittee Report, Item 3).

A recent survey of Regents institutions of scholarship recipients over the past four years provided the following information:

	<u>Rhodes Scholars</u>	<u>Marshall Scholars</u>
University of Kansas	1	1
Wichita State University	0	0
Emporia State University	0	0
Pittsburg State University	0	0
Fort Hays State University	0	0
Kansas State University	4	4

Of course, these numbers do not include Kansans who have received these scholarships while matriculating at other institutions, whether in-state or out.

In view of the relatively small universe of possible scholarship recipients, we estimate minimal impact on our financial assistance staff relative to administration of the existing Kansas-Rhodes Scholarship Program as expanded by House Bill 2299.

I would be happy to stand for questions.

TED D. AYRES
General Counsel and Director of
Governmental Relations

STATE OF KANSAS
THE ADJUTANT GENERAL
2800 S.W. TOPEKA BLVD.
TOPEKA, KANSAS 66611-1287

HOUSE APPROPRIATIONS COMMITTEE

PRESENTATION BY

The Adjutant General of Kansas
Major General James F. Rueger

Madam Chairperson and Members of the Committee:

I appreciate this opportunity to discuss and request your favorable consideration of Senate Bill 143.

Senate Bill 143 proposes an amendment to K.S.A. 75-3717b. In the past we were authorized to purchase and contract certain projects through the state and have our state comptroller certify to the United States Property and Fiscal Officer for direct payment to the vendors and contractors. We have now been informed this direct payment option is scheduled to terminate at the conclusion of the federal fiscal year 1993.

This bill would allow The Adjutant General's Department to overcome the difference in fiscal years between the state and federal, plus allow us timely response when funds are made available through congressional add-ons, turn back of funds from other states or rescheduling of funds. In past years we have received a lion's share of federal funds because of legislative support and our timely responses.

I would request the committee favorably consider legislative change to waive the requirements of this statute by The Adjutant General for those projects funded 100% with federal funds. Also, The Adjutant General's Department would be required to report annually to the State Building Construction Committee on these projects constructed or repaired with federal funds.

Thank you for your time and consideration of this proposal.

**Testimony To The
HOUSE APPROPRIATIONS COMMITTEE**

**By
Susan Seltsam, Secretary
Department of Administration**

**March 22, 1993
Re: HB 2192**

Ms. Chairperson, members of the committee, thank you for the opportunity to appear before you today.

The Department of Administration strongly supports House Bill 2192. This bill provides financing for salary adjustments for employees in both the classified and unclassified service and for the implementation of the final stages of the Comprehensive Classification and Job Rate Study (CCJRS). Governor Finney believes that it is time to resolve the issue of how the study will be fully implemented. This bill addresses the issue of implementation through an incremental approach which also reflects Governor Finney's desire to limit the cost of funding the study.

Each year the Division of Personnel Services provides a recommendation for adjustments in the annual salary budget based on salary data from relevant labor markets. The Division is also responsible for the development and maintenance of the State of Kansas Classification Plan. Prior to the CCJRS, this plan was last reviewed comprehensively in 1970 by an outside consultant. Since

that time, it has experienced considerable change through the addition, deletion, and revision of individual classes.

We feel strongly that it is critical to fund both the general increase and the study implementation. Both the study, which updates existing classifications in terms of salary and job description, and the general increase, which helps the state to keep pace with cost of living and other comparable employers, are necessary to keep the state competitive in the labor market.

There is a direct relationship between implementing classification studies and updating the pay plan. When the results of a study are implemented, the salaries for the classes are adjusted to market rate. But without on-going adjustments to the pay plan which reflect the market, the salaries of state employees quickly fall behind their counterparts in other organizations.

If you think of the classification study as buying a new car, the salary adjustment is like performing regular maintenance, without it you will eventually lag behind or even need a major overhaul.

I would first like to address the need to implement the comprehensive study.

In 1984, the Division of Personnel Services conducted a thorough assessment of the Kansas Classification Plan. As a result of this assessment, it was determined that:

- The number of classes in the plan had increased from 750 classes in 1970 to approximately 1,200 classes by 1985, and over 40% of the classes had fewer than six incumbents.
- Information included in class specifications was not uniform, which hampered comparison among classes.
- Descriptions of work in class specifications had not kept pace with significant technological changes in work performed by state employees.

This assessment led to the Comprehensive Classification and Job Rate Study (CCJRS). This study began in 1985 and was conducted to identify and eliminate unnecessary classes, to develop consistent and accurate class specifications, and to determine the appropriate pay or "job rates" associated with the various classes.

The complexity and variety of work performed in state government has increased dramatically in the past 20 years. The role of state government has expanded into many new areas, such as environmental protection, economic development, and information technology. Technology is creating, altering, and eliminating the need for jobs at an ever quickening pace.

Since the CCJRS began, a total of 21,377 individual positions have already been studied and implemented. The effect of this review has been to improve the descriptions of work and to bring the pay for those positions in line with the relevant labor market.

However, without complete implementation of the CCJRS the state continues to face many difficulties. Partial implementation has, and will continue to cause salary compression between employees whose positions have been implemented and employees whose positions have yet to be implemented.

Many of the positions in classifications that have already been implemented are eligible for, and earning, overtime pay in addition to adjusted salaries, while many supervisors and other managerial and technical employee salaries remain at pre-study levels. This salary compression and the fact that employees in positions that have already been implemented have been receiving proportionally higher pay for several years, has resulted in many internal alignment inequities within agencies.

Until the remaining classes studied as part of the CCJRS are implemented, the current classification system remains out of date, inefficient, and inequitable. Agencies are making an attempt to operate with the existing classes, but there are many jobs within state service which are improperly allocated due to deficient or nonexistent classifications.

Agencies have also attempted to compensate for inadequate salary range assignments by requesting authorization to hire individuals above step "A" of the pay range. This request represents an attempt to attract a well qualified employee that

would not accept the position at the predetermined starting salary. Requests to hire above step "A" have increased 106 percent from FY '91 to FY '92.

These attempts to cope with missing or inadequate classes have distorted the classification plan and hampers agencies' ability to properly staff and manage their organizations. Implementing the changes proposed as part of the CCJRS would eliminate classes which are no longer needed, up-date descriptions of work performed to match the current environment, and create new classes for work not now covered.

While the implementation of the final stages of the comprehensive study is very important, the general increase which helps to maintain the competitive salaries of previously implemented classifications is just as critical. The state of Kansas employs a diverse workforce and competes for employees in a variety of distinct labor markets. Although we recognize that fiscal resources are limited, we believe that expenditures for general increase adjustments are necessary. In order for the state to continue to provide the best possible service to the citizens of Kansas we must make every effort to recruit and retain a skilled, productive state workforce. General increase adjustments to the pay matrix represent the single most effective method for maintaining competitive salaries for classified employees.

In the past five years the adjustments to the state's pay plan have not kept pace with the Consumer Price Index (CPI) or with the adjustments provided by other employers. From 1988 to 1992, the CPI has increased at the average rate of 4.3 percent per year while the average employer has adjusted its pay plan by 3.7 percent per year. In the same five year period, the state has adjusted its pay plan by an average of only 2 percent per year.

(See Attachment A)

The cumulative effects of these practices over the last five years has been an 11.7 percent reduction in CPI adjusted salaries for state employees. Other employers have also lagged behind inflation, but not to the extent the state has.

(See Attachment B)

The 1.5 percent adjustment to the pay plan would limit additional loss of CPI adjusted salaries for state employees. With the CPI estimate for 1993 at 3.5 percent, the proposed adjustment to the pay plan is essential in order to reduce the loss of adjusted salary for state employees. If no general increase is provided this session, the salaries of state employees will further lag behind the CPI by more than 15 percent by the end of the year.

Pay plan adjustments in the past five years have led to a clear disparity between the cumulative pay adjustments by the state and the cumulative pay adjustments by other employers. If the

state's pay plan continues to lose ground in relation to other employers, the state could be placed at a competitive disadvantage when it comes to attracting and retaining qualified employees, especially in professional and technical fields.

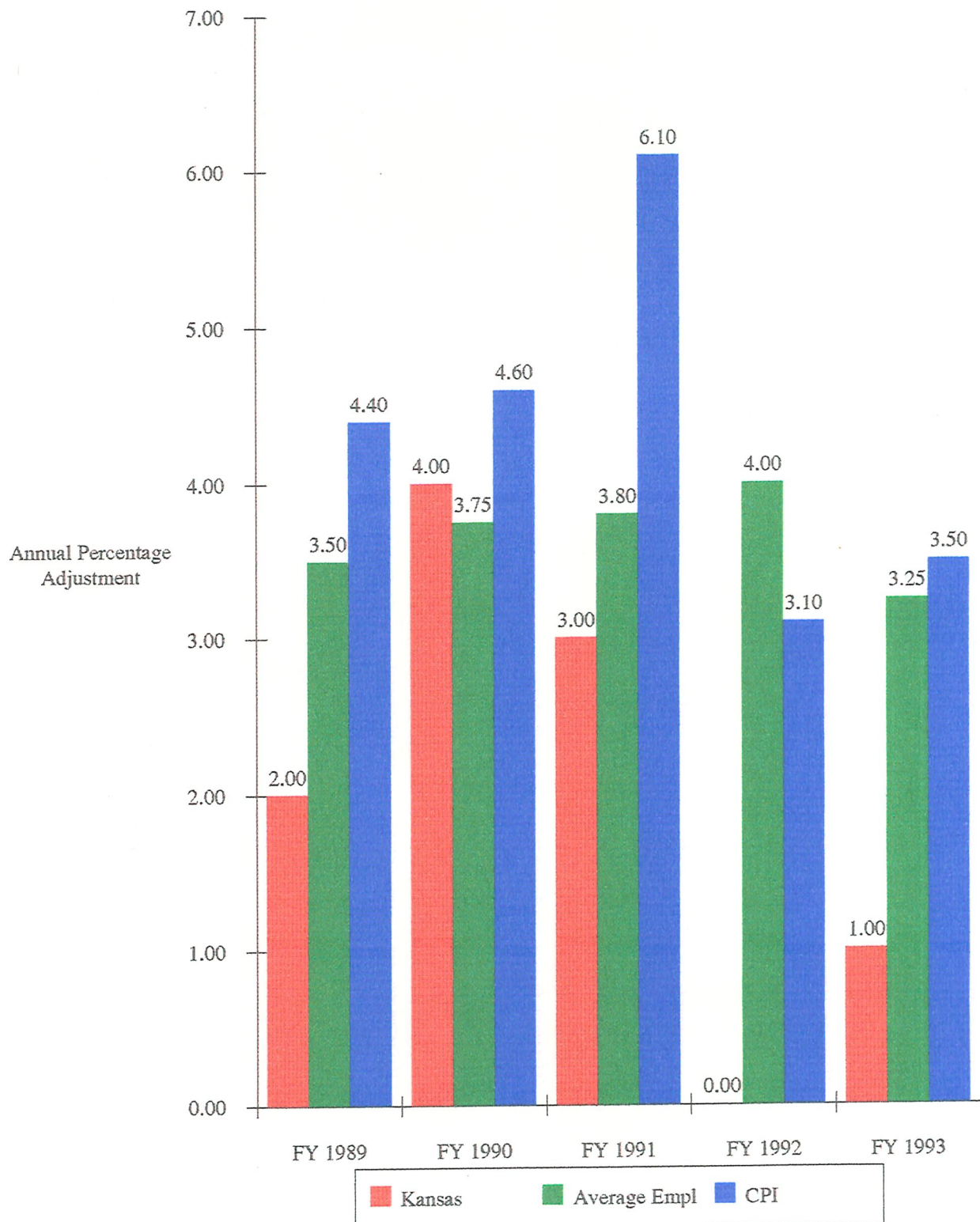
The proposed bill would allow us to recognize the diversity of the state's workforce through a classification and pay system that is competitive and that increases our ability to adapt to changes occurring in technology, the economy, and the workplace.

It should be noted that annualization of the FY 1993 step movement and funding for the step movement in FY 1994 has been included in the agencies' budgets. Funding for longevity payments of \$40 per year of service for state employees with a minimum of 10 years state service to a maximum of \$1000 per employee per year is also in the respective agency budgets.

The budgets for the regents institutions include a three percent base increase to be granted on a merit basis to unclassified staff. The Governor recommends that the increases be targeted to teaching faculty in an effort to recognize those faculty who have regular, direct contact with students. In addition, a one percent increase in the state contribution to the retirement system for Regents unclassified personnel is included in the budgets with statutory authorization for the increase included in House Bill 2504.

Thank you for allowing me this time. I would be happy to answer any questions you may have.

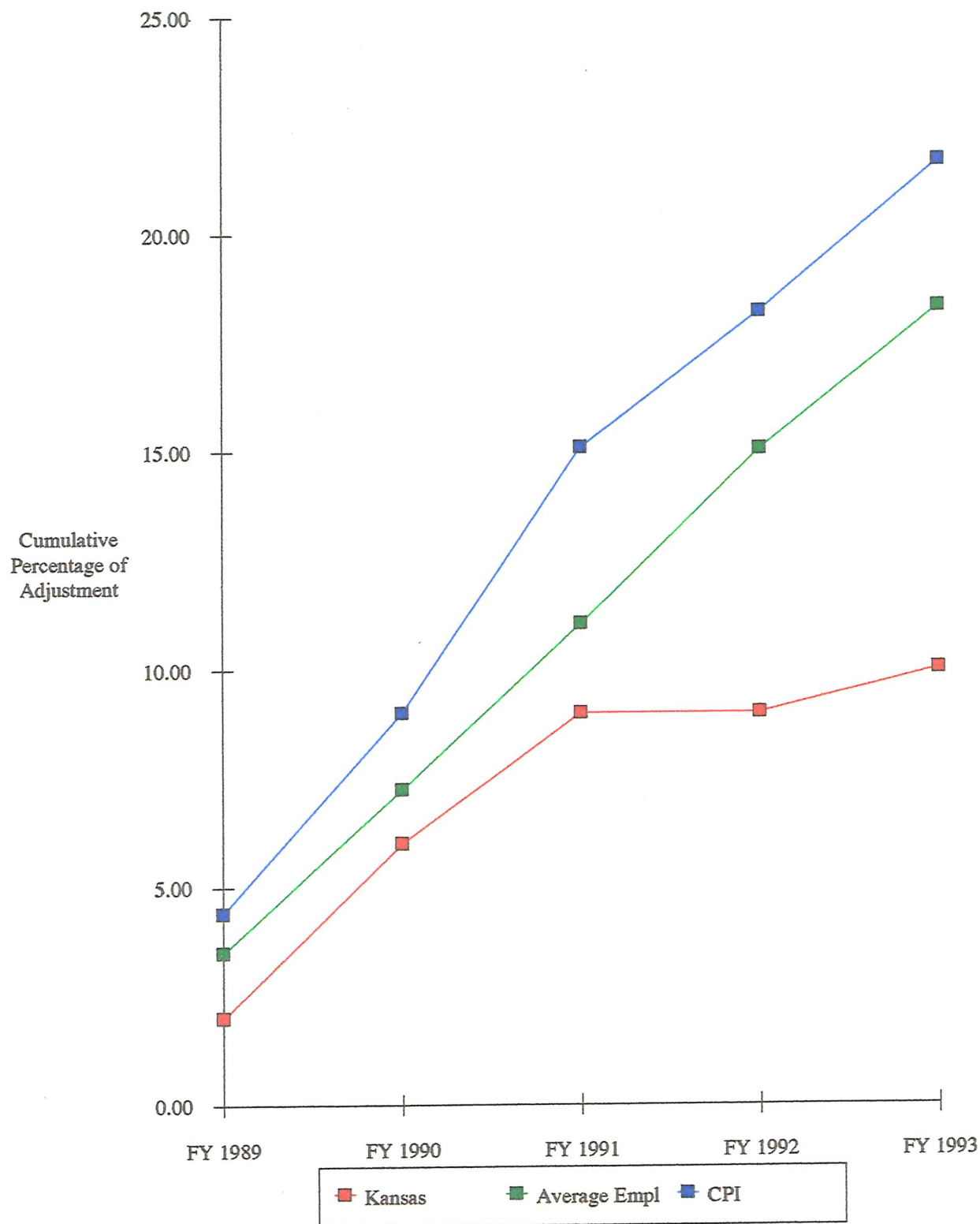
Comparison of Pay Plan Adjustments State of Kansas vs. Other Employers



Source: American Compensation Association
The Kiplinger Washington Letter, August 21, 1992

Cumulative Effect of Pay Plan Adjustments

State of Kansas vs. Other Employers



Source: American Compensation Association
The Kiplinger Washington Letter, August 21, 1992

COMPREHENSIVE CLASSIFICATION AND JOB RATE STUDY

FINAL REPORT

DEPARTMENT OF ADMINISTRATION
DIVISION OF PERSONNEL SERVICES
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NOVEMBER 1992

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COMPREHENSIVE CLASSIFICATION AND JOB RATE STUDY

Final Report

November, 1992

I. Executive Summary

The Kansas Classification Plan was last reviewed comprehensively by the Public Administration Service in 1970. Since that time, it has experienced considerable change through the addition, deletion and revision of individual classes. The Comprehensive Classification and Job Rate Study (CCJRS) was conducted to identify and eliminate unused or unneeded classes, to describe work consistently and accurately in terms of up-to-date technology in new class specifications, and to determine the appropriate pay or "job rates" associated with the various classes in the plan through relevant labor market surveys.

The CCJRS, which began in 1985, was originally divided into six segments or "phases". These phases were scheduled over a five-year period with a completion date for implementation in fiscal year 1989. A total of 21,377 positions in clerical, labor and trades, nursing, direct care, service, law enforcement occupations, medical records, and vocational rehabilitation have been studied and the results have been implemented. These positions were in classes studied in Phase I, Phase II, Phase III, parts of Phase IV, and parts of the remainder of the CCJRS.

The review of all classes that remained to be studied in the CCJRS began in August, 1991 and was completed in June, 1992. These classes include positions performing health, agricultural, engineering, information technology, technical, professional, administrative and managerial work. This is the final component of the CCJRS, and satisfies the 1989 legislative proviso in HB 2064 which mandated its completion prior to FY 1993. During this span of time, 888 classes, representing approximately 12,240 positions, were reviewed. The review of the 888 classes resulted in the abolishment of 89 classes that had no incumbents and were not slated for future use. The work encompassed by the remaining 799 classes was consolidated into 565 proposed new classes.

Salary range recommendations and estimates of implementation cost for the remaining classes include a limited number of classes being assigned to one of the two proposed additional ranges on the current pay matrix. These additional ranges are proposed to accommodate the market-based job rates of a limited number of high level professional, technical and managerial jobs.

The total direct estimated cost from all funds to implement all segments of the CCJRS is \$18,823,325. The total estimated cost of \$21,210,123 includes 12.68% for benefits. Appendix A summarizes the estimated cost of each remaining segment of the CCJRS.

Until full implementation of the CCJRS occurs, i.e. implementation of the remaining classes studied and referred to in this report, the current classification and pay system is problematic. The resulting classification and pay system: 1) fails to recognize the impact of technology which creates, modifies, and eliminates jobs at an ever quickening pace; 2) forces agencies to utilize classifications that do not reflect the work currently being performed nor the skills needed to perform this work; 3) hampers the State's ability to compete effectively in the job market as pay ranges have not kept pace with the market rate; 4) creates salary compression between employees in reporting relationship roles resulting in recruitment and morale problems; 5) and disturbs the relationship between classes that must function within the same organizational structure. Therefore, the State must recognize the diversity within its work force through the classification and pay system and increase its ability to adapt readily to changes occurring in the work place.

II. History/Background

Statutes require the Division of Personnel Services (DPS) to maintain the civil service classification plan and the pay plan. Recommendations are to be made to the Secretary of Administration, Governor and the Legislature on an annual basis in connection with maintenance of these plans. The Kansas Classification Plan was last reviewed comprehensively by the Public Administration Service (PAS) in 1970. Since that time it has experienced considerable change through the addition, deletion and revision of individual classes.

In 1984, DPS assessed the Kansas Classification Plan. As a result of the assessment, the Division determined that:

- The number of classes in the plan had increased from 750 classes in 1970 to approximately 1,200 classes by 1985, and over 40% of the classes had fewer than six incumbents.
- Information included in class specifications was not uniform, which hampered comparison among classes.
- Descriptions of work in class specifications had not kept pace with significant technological changes in work performed by state employees.

Based upon this review, the Secretary of Administration directed the Division of Personnel Services to conduct a Comprehensive Classification and Job Rate Study (CCJRS) of all job classes, including the survey of relevant labor markets to determine the appropriate pay or "job rates" associated with the various classes in the plan.

The CCJRS originally was divided into six segments or "phases" which were scheduled over a five-year period. Phase I included Administrative Support and Clerical classes. Phase II studied Mechanics, Repairers and Operators. Phase III studied Service Occupations which included law enforcement classes. Phase IV included Nurses, Pharmacists, Therapists and Dietitians, Health Technicians and Technologists, and Agricultural and Forestry Workers. Phase V contained a variety of occupational groups: Architects and Engineers; Mathematicians and Natural Scientists; Teachers, Librarians, and Counselors; Health Practitioners; Design and Communication Workers; and, non-medical Technologists and Technicians. Phase VI included Administrative and Managerial classes, Social Scientists, Lawyers, and Religious Workers. Classes in Phase I through Phase IV were studied in accordance with this classification study timetable.

In a January 12, 1988, memorandum to the Secretary of Administration, Governor Hayden instructed that future reclassifications associated with the CCJRS should be implemented over a longer period of time than the original five-year period. Specifically, DPS was instructed to "recommend future upgrades in packages which require no more than an amount equivalent to a one percent cost-of-living adjustment for all state employees in any fiscal year." The Governor further instructed that reclassifications should be studied in a way that "gives priority attention to those classes needing market adjustment." Classifications having pay ranges that were the farthest from the market rate were to be studied first.

The last phase of the CCJRS to be implemented was Phase III, with partial implementation of some classes in December, 1989 and the remaining classes in June, 1989. The change in policy created selective implementation of some classes previously studied as part of a phase, and reordered the review of classes remaining to be studied. For example, Nurses and other selected classes which were studied in Phase IV were implemented prior to Phase III classes. Appendix B summarizes implementation of study segments.

Also, the study of Engineering and related classifications, and most of what comprises the Information Technology study were extracted from Phase V. The two groups became independent studies because of recruiting urgencies associated with the highway program and changing information resource technology. The Information Technology Study differed from others because it was not based on a study of existing positions; rather, it was based on the development of class specifications which were intended to guide the development of positions which would satisfy the need for state-of-the art functions in telecommunications, systems analysis, data processing, and information resources management.

The 1989 legislature included a proviso in House Bill 2064, which stated that all activities under the CCJRS "including corresponding job classifications and reclassifications and pay plan adjustments, will be accomplished pursuant to a schedule, which is authorized and directed to be adopted by the director of personnel services, which shall provide for completion of all job groups under study prior to fiscal year 1993."

Lee and Burgess Associates, a private consulting firm, was retained in October, 1989, to provide salary data for classifications as they were completed in the CCJRS and for classes developed for the Engineering Study and the Information Technology Study. Lee and Burgess was also to assist in determining the priority order for studying remaining classes according to need indicated by market data. The contract with Lee and Burgess was interrupted after June 30, 1990, because the 1990 legislature did not appropriate the funds to continue their services in FY 1991 or FY 1992.

The 1990 legislature funded implementation of Licensed Practical Nurse classes (except at Kansas University Medical Center) for FY 1991. The movement of all KUMC nursing classes to the unclassified service by the 1990 legislature was a direct result of the inability to increase pay rates for nursing classes in time to relieve their recruiting and retention problems which had reached crisis proportion.

DPS recommended implementation of Phase IV (health care and agricultural classes) and Engineering classes for FY 1990 and again for FY 1991. These classes comprise 2,685 positions, approximately 8.32% of the current classified work force. The initiation of Information Technology implementation plans was also planned in anticipation of a recommended implementation of Information Technology classes for FY 1992. However, decisions regarding these recommendations were deferred pending completion of the study of other remaining classes. The movement of some medical classes utilized by KUMC and physician, dentist, pharmacist, and medical technologist classes utilized statewide, to the unclassified service by the 1992 legislature was again a direct result of the inability to increase pay rates in time to relieve recruiting and retention problems.

In summary, a total of 21,377 positions in clerical, labor and trades, nursing, direct care, service, law enforcement occupations, medical records, and vocational rehabilitation have been studied and the results have been implemented.

III. The Study of Remaining Classes

Since August, 1991, 888 classes, representing approximately 12,240 positions, remaining in the CCJRS have been reviewed in accordance with the 1989 legislative proviso in HB 2064. These classes include positions performing health, agricultural, engineering, information technology, technical, professional, administrative and managerial work. The review of the 888 classes resulted in the abolishment of 89 classes that had no incumbents and were not slated for future use. The work encompassed by the remaining 799 classes was consolidated into 565 proposed new classes. Included in the 565 proposed new classes are classes to cover work that is being performed but for which an appropriate classification does not exist. Listings of classes studies and subsequently abolished, classes without incumbents to be abolished upon implementation of related classes, and remaining existing classes are listed in Appendix C.

A. Methodology

The study of remaining classes in the CCJRS attempted to achieve the following objectives:

- the elimination of unused or unneeded job classes.
- the elimination of agency specific job classes where appropriate.
- the consolidation of similar work into common job class series to the extent possible.
- the creation of new job classes for work not currently described in existing job classes.
- the simplification and standardization of minimum qualifications and necessary special requirements for job classes.
- the establishment of market-based salary range recommendations consistent with agency organizational relationships.

A project organization was established in order to accomplish the objectives and to complete the CCJRS by the July 1, 1992 deadline of the 1989 HB 2064 proviso. The organization consisted of the following components and accomplished the following key tasks:

- a project manager responsible for the coordination of teams, clarification of policy issues, and quality and timely completion of the Study.
- three team leaders responsible for supervision of the job analysis and development of class specifications for the 19 job families awaiting review.
- the teams consisted of staff from all areas of DPS and staff members of agencies having the greatest number of positions in the respective Job Families. This represented 40 people, including 16 agency staff members, who committed an equivalent of approximately 17 full-time staff hours per week for a period of three to four months.
- a compensation team responsible for the development and selection of relevant market salary surveys, analysis of salary data, and establishment of proposed salary ranges. Members of this team are certified by the American Compensation Association.

- staff reviewed 73 classes representing 1,090 positions in what remains of Phase IV, and 48 classes representing 1,523 positions in engineering and related work. The Phase IV classes, which encompass both health care and agricultural work, were originally studied in 1987, and the engineering classes were originally studied in 1989. These groups required restudy because job and salary data had become outdated.
- staff reviewed Information Technology classes. These classes are based on the need to integrate bodies of work that involve data processing, telecommunications and information resource management technologies. As such, the classes describe future work as well as existing work, and the class specifications were designed from national standards in structure and job definition rather than from current job descriptions. Job analysis on current positions for allocation purposes will need to occur when agencies submit their information technology implementation plans to the Division of Information Systems and Communications (DISC) for review and approval.
- staff reviewed administrative and managerial positions and developed a Public Service Executive series. Early in the analysis of administrative and managerial jobs, it was discovered that many of these jobs were in classes that had only one or a few number of incumbents. Job analysts also recognized that managerial work is based upon a set of knowledge, abilities and skills that are independent of any technical background that a manager may have. For these reasons, a four-level series of managerial classes entitled Public Service Executive and a Public Service Administrator class were developed to provide for approximately 386 positions. The five classes consolidate work currently contained in over one hundred existing classes.

The completion of the Study was accomplished in accordance with a project plan which contained the following sequence of events. The order of events was sequenced so that an estimate of the cost to implement all remaining classes would be available prior to the 1992 legislative session.

1. Developed benchmark job descriptions for salary survey purposes.
2. Designed and distributed salary surveys.
3. Analyzed jobs and wrote full or abbreviated versions of class specifications.

4. Developed and proposed salary range based on market data compared to class specifications.
5. Estimated and reported cost to implement new classes.
6. Reported preliminary results to user agencies.
7. Refined preliminary salary ranges based on agency comments and concerns.
8. Completed final class specifications.

Items 1 through 5 were completed prior to December 31, 1991. Items 6 through 8 were completed prior to July 1, 1992.

B. Salary Surveys

Surveys were used to:

- Obtain information about what other organizations pay their employees in general and what rate or range of rates they pay for specific classes of jobs in order to determine the market value of the classes under consideration.
- Obtain information for trend analysis.
- Determine other employer pay practices and obtain additional information, such as the benefits other employers provide.

This formalized process of surveying ensures that compensation data and other information are as correct and valid as possible and provides a sound basis for developing a pay structure that is competitive with external markets. Other considerations in securing the data for the study included the cost and time involved in obtaining the information, a judgment about data reliability, and assuring the confidentiality of the data. It was determined that for this segment of the CCJRS, the relevant labor market for the classifications could be regional, national or by functional definition.

Five sources of surveys used in this portion of the CCJRS are as follows:

- Trade and Professional Association and Organization Surveys. A list of respondents was developed utilizing two catalogues of trade and professional associations and organizations (Appendix D). The list includes both

national, and Kansas specific associations. An in-house survey was developed for these respondents to obtain salary data.

- Consultant Studies. Information from Lee and Burgess Consulting Group was used for engineering, medical, scientist, lawyer, mathematician, counselor and library classifications.
- Government Surveys. Survey information was available from the Central States Wage and Salary Consortium. The consortium represents sixteen neighboring states.
- Area Surveys. Surveys were developed by DPS to obtain information from employers in Kansas, and from employers who hire in specific specialty areas such as jobs involving history, historic preservation, or museum work.
- National Third Party Survey. The annual surveys conducted by firms such as Hansen and Associates for data processing and telecommunications, human resources, and accounting professionals were purchased.

Approximately 195 jobs contained in the 888 classes were identified as benchmarks. The selected benchmarks are jobs that:

- are widespread.
- can be precisely defined.
- have a title that has a fairly uniform meaning but is matched on actual work performed and not just job title.
- are not easily misconstrued.
- are performed in a similar manner regardless of the type of employer.
- include a large number of employees within the class.

Additionally, components of the occupational survey method were used for several of the class series. The method identifies certain basic occupational groups, accounting, manufacturing, personnel, purchasing, and so forth, and then identifies certain class series within the occupational groups. Each organization provides by class title and hierarchy (A, B, C or I, II, III), the classes it has within each specific occupation.

The information that was obtained through the various surveys included:

- a job summary of the class.
- the employer job title.
- the percentage of match between the benchmark and the employer's job.
- the number of incumbents in the class.
- the pay unit (monthly, weekly, etc.)
- the average entry salary.
- the average actual salary.
- the maximum of the salary range.
- a determination of if the class was bonus eligible, and the annual amount if applicable.

Information was also obtained regarding the employer size, including gross sales or gross revenue if a private employer, total operating budget for a public employer, and the total number of employees in the organization.

All salary data was adjusted to a common point in time. In order to "age" the data, the Consumer Price Index plus results of the American Compensation Association survey, the Executive Compensation Services annual survey and the Hansen survey about wage movement were used to establish a common "aging" factor. The adjusted salary data was then "aged" to match up with the current pay matrix which is effective through December 17, 1992.

Next, the salary data was weighted. Weighting was done:

- in deference to the identified labor market.
- if a high or low paying employer was not hiring.
- if a high or low paying employer was experiencing high turnover of employees.
- if the employer reported either a few incumbents or many incumbents and whose salaries deviated consistently from a simple average.

This process minimizes the effect of developing a biased sample.

The average of the benchmark (either simple or weighted) was delineated as the market rate and then compared to the existing pay matrix to determine the appropriate range assignment. Classes that were not benchmarks were then slotted into the pay matrix based upon their level in the class series or by determining differences in work from the benchmark positions.

The preliminary class specifications and pay ranges were presented to agencies. Their feedback included additional survey information and/or internal equity issues which led to some minor modifications of assigned pay ranges.

IV. Results

Appendix E is a series of databases that list the proposed classes and corresponding salary ranges which have resulted from the study of remaining classes in the CCJRS. Automatic migration of existing positions into classes with similar titles cannot be assumed. The movement of existing positions into new classes will be determined by individual position allocations at the time classes are implemented. The classes are displayed alphabetically with the following exceptions:

1. Classes implemented, via executive directive, remain as a group.
2. Classes previously studied under the Engineering component of the CCJRS remain as a group.
3. Classes previously studied under Phase IV in the CCJRS remain as a group.
4. Classes previously studied under the Information Technology component of the CCJRS remain as a group.

V. Conclusions

In the future, the extent to which the salary ranges of these and previously implemented classes keep pace with the relevant market or "job rate", is directly proportional to 1) the timeliness of implementation, including addressing organizational changes which necessitate modification to classes and compilation of additional salary data and 2) the extent to which the pay matrix is maintained to approximate labor market movement. Otherwise, pay rates will continue to lag behind the market and the State of Kansas will be unable to compete effectively in the job market. Inflation continues to erode the spendable income of employees when the pay matrix is allowed to fall behind the rate at which inflation is increasing.

The state of Kansas employs a diverse work force and competes for employees in a variety of diverse labor markets. In order to accommodate the market rates for some managerial, technical or professional classes, two additional ranges were proposed to be added to the existing matrix. The addition of these two ranges somewhat replicated the matrix in existence prior to the current matrix which did accommodate higher paid employees. When the current matrix was implemented those higher paid employees became unclassified. This matrix is compressing the appropriate salary range for many of the upper level classes. The market has simply caught up with the established matrix and the additional ranges are being proposed to reflect current rates. Even with the addition of two ranges, some classes had to be artificially forced into the expanded pay matrix.

Partial implementation has, and will continue to cause salary compression between employees and their supervisors. This problem is exacerbated by the fact that many nonexempt employees are earning overtime on top of salaries which have been adjusted by the CCJRS, while supervisor salaries remain at pre-study levels. This salary compression, as well as the fact that benefits from the CCJRS have been anticipated for seven years, has created morale problems among employees. Ad hoc and partial study implementation often disrupts perceived internal alignment within agencies. Some of this has already occurred with implementation of the phases, but employees were told to wait their turn in the study. The length of time it has taken to conduct the study has virtually wiped out the effectiveness of that position.

Until the remaining classes studied in this component of the CCJRS are implemented, the current classification system remains outdated and inefficient. Agencies are making do with the existing classes resulting in jobs being improperly allocated. Agencies attempt to compensate for inadequate salary range assignment by requesting authorization to hire individuals above Step A of the range, either on an individual basis or on a class basis and reallocation/promotion actions (106% increase in FY'92 over FY'91). This in turn has distorted the classification plan and hampers agencies' ability to properly staff their organization. The proposed changes to the classification plan would increase agencies' ability to manage by eliminating classes which are no longer needed, up-dating descriptions of work performed to match the current environment, and creating new classes for work not now covered.

Technology is having a profound affect upon the workplace. It is creating, modifying, and eliminating jobs at an ever quickening pace. The complexity and variety of work performed in state government has increased since the 1970 PAS study. Under current economic, social, and legal climates, the role of state government has expanded into many new areas, such as environmental protection, economic development and information technology. Shifts that are

occurring in the work force are related to the increased utilization of technology, changes in the way work is performed, and new types of work that are created as a result of these changes. The number of clerical and general administrative jobs are decreasing while the number of technical and specialized jobs are increasing. There is a growing need to refine or replace the skills of the state's work force to keep pace with these changes.

The state must recognize the diversity within its work force through the classification and pay system and increase its ability to adapt readily to changes occurring in the workplace.

Appendix A summarizes the estimated cost of each remaining segment of the CCJRS. Cost estimates are predicated on a proposed 38 range pay matrix, necessitating expansion of the current pay matrix by two additional ranges. The total direct estimated cost from all funds to implement all components of the CCJRS is \$18,823,325. The estimated cost of \$21,210,123 includes 12.68% for benefits.

Finally, implementation costs can have an off-setting effect upon the cost of step movement budgeted in a given fiscal year. Savings in budgeted step movement may be realized by implementation of new classes, because employees who do receive salary increases from the CCJRS receive a new step movement date. This delays step movement, in cases of employees above step C on the pay plan, for 12 months.

APPENDIX A

**Estimated cost of each remaining segment of the Comprehensive
Classification and Job Rate Study**

Appendix A

<u>CATEGORY</u>	<u>NO. POS.</u>	<u>ANNUAL COST</u>
Administrative and Managerial	2,786	3,114,911
Accountants, Auditors, and Fiscal Control	922	1,170,901
Health Service Administrators (Public Health Educator, MR Unit Director)	42	55,788
Health and Regulatory Inspectors (Agricultural Inspector, Grain Inspector, Driver License Examiner)	698	714,112
Personnel and Labor Relations	542	676,743
Purchasing and Marketing	110	169,606
General Administrative and Managerial	472	327,761
Mathematicians and Natural Scientists	325	445,286
Statisticians and Research Analysts	92	98,826
Physical Scientists (Chemist, Criminalist)	76	88,446
Agricultural and Biological Scientists (Micro-, Fisheries, Wildlife Biologists)	157	258,014
Social Scientists, Social Workers, Lawyers	3,615	3,818,157
Social Scientists (Historical Society classes, Psychologists)	205	351,354
Social and Religious Workers (IMW, CSES, Social Worker)	3,237	3,243,223
Lawyers	173	223,580
Teachers, Librarians and Counselors	364	201,719
Teachers and Extension Workers (Education Specialists)	137	172,832
Librarians and Library Assistants	227	28,887
Engineers and Architects	1,523	2,448,870
(engineers, geologist, hydrologist)		
Design and Communications Workers	189	293,831
Designers (Graphic, Illustrator, Photographer)	65	165,039
Communications Specialists (Public Information Officer, Informational Writers and Representatives)	124	128,792
Information Technology Workers	1,059	2,747,599
Health Care and Agriculture (Phase IV)	1,019	2,208,054
(Health Technicians, Therapists, Dietitians, Animal Care Workers, Farmers)		
Non-Medical Technologists and Technicians	288	378,902
Scientific Technicians (Agricultural Technicians, Laboratory Technicians)		
Public Service Administrators and Executives	659	3,165,996
TOTAL	11,827	18,823,325
TOTAL plus 12.68% BENEFITS		21,210,123

APPENDIX B

Comprehensive Classification and Job Rate Study Summary Sheet of Implemented Classification Segments

Appendix B

Department of Administration Division of Personnel Services

Comprehensive Classification and Job Rate Study Summary of Implemented Classification Segments

<u>Date of Implementation</u>	<u>Study Segment</u>	<u>Number of Positions</u>	<u>Percentage of all Positions</u>
12-18-86	Phase I Clerical Classes	7,285	22.5
*12-18-87	Nurses and some Therapists (Part of Phase IV)	1,244	3.9
12-18-87	Phase II Labor & Trade Classes	3,583	11.1
12-18-88	Phase III Direct Care & Service Classes	5,891	18.2
06-18-89	Phase III Law Enforcement	2,976	9.2
06-18-90	LPN and Senior LPN (Part of Phase IV)	124	.4
FY '93	Remainder of Study Medical Records Vocational Rehab	274	.9
Total Implemented to Date:		21,377	66.2

* Medical Center Nurses and LPNs which became unclassified in FY 1992 are included.

APPENDIX C

**Listing of classes studied and subsequently abolished by
Executive Directive, classes without incumbents to be
abolished upon implementation of related classes, and
remaining existing classes**

Appendix C

Classes Studied and Subsequently Abolished by Executive Directive

CLASS CODE	CLASS TITLE
7346	ADMIN CHILD CARE FACILITY LICENSURE
5216	ADMIN MGMT & SUPPORT/OPER DIS DETERM SERV
5265	ADMIN VOCATIONAL REHABILITATION CENTER
1417	ADMINISTRATIVE INTERN
9022	ADMINISTRATOR, KANSAS PARTNERSHIP FUND
1655	ADMINISTRATOR OF CONCILIATION SERVICES
7620	ADULT CARE HOME CONSULTANT ADMINISTRATOR
8092	AMBULANCE LICENSURE ADMINISTRATOR
1058	APPLICATIONS PROGRAMMER ANALYST PROJECT MGR
1054	APPLICATIONS PROGRAMMER ANALYST STAFF SPEC.
8001	ASSISTANT ADJUTANT GENERAL
3519	ASSISTANT DIRECTOR OF CORRECTIONAL INDUSTRIES
8021	ASST CHIEF DRIVER LICENSE EXAMINING
6051	ASST. DIRECTOR DIVISION OF INSPECTIONS
5379	ASST. SECRETARY HISTORICAL SOCIETY
1351	BUSINESS ENTERPRISE FIELD SUPERVISOR
8028	CHIEF DRIVER LICENSE EXAMINING
5205	CHIEF EVALUATOR
7505	COMMUNITY CORRECTIONAL SPECIALIST
1252	COMMUNITY EMPLOYMENT PLANNING COORDINATOR
7644	CONSULTANT FOR THE HANDICAPPED
7437	CYTOTECHNOLOGIST
4081	DAIRY FOODS PROCESSOR
7153	DENTAL HEALTH OFFICER I
7653	DIR ALCOHOL & DRUG ABUSE PRE/TREAT/SER
7351	DIR DIVISION OF INCOME MAINTENANCE
5217	DIRECTOR, DISABILITY DETERMINATION SERVICES
7608	DIRECTOR, HEALTH FACILITIES
7145	DIRECTOR, INSTITUTIONAL PROGRAMS
1230	DIRECTOR DIVISION OF STAFF SERVICES
1148	DIRECTOR OF DUPLICATING SERVICES
5215	DISABILITY DETERMINATION PROGRAM ADMIN
5212	DISABILITY EXAMINER I
5213	DISABILITY EXAMINER II
5214	DISABILITY EXAMINER III
1478	DIVISION OF EMPLOYMENT AREA SUPERVISOR
5041	EDUCATION DIRECTOR
1887	ELECTRONIC SYSTEMS FIELD COORDINATOR
2461	ENTOMOLOGIST AIDE
2462	ENTOMOLOGIST I
2463	ENTOMOLOGIST II
7478	ENVIRONMENTAL PESTICIDE SPECIALIST
7643	EX SEC COMM ON EMPLOYMENT OF THE HANDICAPPED
8049	E.E.O COMPLIANCE TECHNICIAN
1597	FINANCIAL ECONOMIST
2268	FISHERIES TECHNICIAN
1355	GENERAL MANAGER INDUSTRIES FOR THE BLIND

Appendix C

Classes Studied and Subsequently Abolished by Executive Directive (Continued)

CLASS CODE	CLASS TITLE
7647	HEALTH FACILITY SURVEYOR SUPERVISOR
7171	HEALTH OFFICER I
7463	HEARING CONSERVATION SPECIALIST
8056	HOPPER AND TRACK SCALE INSPECTOR
5015	INSTITUTIONAL/VOCATIONAL EDUCATOR I
5016	INSTITUTIONAL/VOCATIONAL EDUCATOR II
5154	INSTRUCTOR FOR THE BLIND
1258	LABOR AND EMPLOYMENT STANDARDS ADMIN
3071	LABORATORY EQUIPMENT REPAIR TECHNICIAN
6140	LABORATORY TECHNICIAN IN PHYSICS
8072	LIVESTOCK INSPECTION SUPERVISOR
7186	LOCAL HEALTH OFFICER I
7187	LOCAL HEALTH OFFICER II
7188	LOCAL HEALTH OFFICER III
1667	MANAGER OF REVENUE ANALYSIS
2476	MARKET ANALYST
1443	MEDICAL FACILITIES CERTIFICATION ADMIN
1071	MEDICAL RECORDS SUPERVISOR
1073	MEDICAL RECORDS TECHNICIAN
1070	MEDICAL RECORDS TECHNICIAN TRAINEE
7663	MENTAL RETARDATION FACILITY CONSULTANT
5344	MUSEUM EDUCATION COORDINATOR
7038	NURSING CONSULTANT
6237	OPERATIONS ASST TO CHIEF OF RGT-OF-WAY DOT
7431	OPHTHALMIC TECHNICIAN
5155	ORIENT & MOB INSTRUCTOR FOR THE BLIND
8096	PETROLEUM MEASUREMENT SUPERVISOR
7440	PHARMACIST INTERN
7416	PHARMACY ATTENDANT
7006	PHYSICIAN'S ASSISTANT I, CORRECTIONS
7007	PHYSICIAN'S ASSISTANT II, CORRECTIONS
3775	PRINTING SUPPLY COORDINATOR
1428	PROGRAMMING AND EVALUATION SPECIALIST
1423	PROGRAMMING AND EVALUATION SUPERVISOR
1451	PSYCHIATRIC HOSPITAL MEDICAL RECORDS ADMIN
7219	PSYCHOLOGY CONSULTANT
7067	PUBLIC HEALTH DENTAL HYGIENIST
1247	PUBLIC SERVICE EMPLOYMENT COORDINATOR
5207	QUALITY ASSURANCE SPECIALIST
1911	RADIO PROGRAM DIRECTOR
4182	RADIOLOGICAL INSTRUMENT FIELD SPECIALIST
8059	RAILROAD TRACK INSPECTOR I
8060	RAILROAD TRACK INSPECTOR II
5151	REHABILITATION TEACHER FOR THE BLIND
1950	REIMBURSEMENT OFFICER I
1951	REIMBURSEMENT OFFICER II
1356	SALES MANAGER BLIND MADE PRODUCTS

Appendix C

Classes Studied and Subsequently Abolished by Executive Directive (Continued)

CLASS CODE	CLASS TITLE
7648	SANITARIAN I
7649	SANITARIAN II
7468	SANITARIAN TECHNICIAN I
7469	SANITARIAN TECHNICIAN II
2431	SEED ANALYST I
2432	SEED ANALYST II
7389	SOCIAL WORKER AIDE
1448	SUPR REHABILITATION CENTER FOR THE BLIND
1069	SYSTEMS ANALYSIS PROJECT MANAGER
1059	SYSTEMS ANALYSIS STAFF SPECIALIST
7609	TRAINING AND ACCREDITATION CONSULTANT
6093	TRANSPORTATION MANAGER IV
5263	VOC REHAB FIELD SERVICE ADMINISTRATOR
5261	VOCATIONAL REHABILITATION COUNSELOR I
5266	VOCATIONAL REHABILITATION COUNSELOR II
5273	VOCATIONAL REHABILITATION FISCAL/PROG COOR
5275	VOCATIONAL REHABILITATION PROGRAM EVALUATOR
5262	VOCATIONAL REHABILITATION SUPERVISOR I
5264	VOCATIONAL REHABILITATION SUPERVISOR II
5277	VOCATIONAL REHABILITATION TRAINING SPEC
6034	WATER QUALITY BIOLOGIST
1628	WORKERS' COMPENSATION REHAB SERV REP
1633	WORKERS' COMPENSATION REHABILITATION ADMIN

Appendix C

Classes Without Incumbents to be Abolished upon Implementation of Related Classes

CLASS CODE	CURRENT TITLE
7462	ANATOMICAL TECHNICIAN
6127	ARCHEOLOGICAL LABORATORY SUPERVISOR
7323	CHILD SUPPORT ENFORCEMENT SPECIALIST III
6026	CIVIL ENGINEER VI
5366	CONSERVATOR II
7659	COORDINATOR OF CHILDRENS SERVICES
7437	CYTOTECHNOLOGIST
7151	DENTIST
1548	DIRECTOR, REGULATOR INFO & PUBLIC PART
1261	EXTENSION REPRESENTATIVE I
5285	EX. DIR., ST. COUNCIL ON VOC. EDUCATION
5360	FOLK ARTS COORDINATOR
8089	FOOD, DRUG AND LODGING SURVEYOR I
8101	INDUSTRIAL INSPECTOR I
1638	INSURANCE CLAIMS INVESTIGATOR I
1637	INSURANCE CLAIMS INVESTIGATOR TRAINEE
7419	MEDICAL TECHNOLOGIST I
7420	MEDICAL TECHNOLOGIST II
5373	MUSEUM SPECIALIST INTERN
2478	NOXIOUS WEED LAW ADMIN
3650	NUCLEAR REACTOR OPERATOR TRAINEE
7130	OPHTHALMOLOGY CONSULTANT
6170	PETROLEUM INDUSTRY REGULATORY TECHNICIAN V
1971	PETROLEUM PRORATION ANALYST
1973	PETROLEUM PRORATION SUPERVISOR
7441	PHARMACIST I
7442	PHARMACIST II
7121	PHYSICIAN
7601	PROGRAM AIDE
1992	PROPERTY APPRAISER TRAINEE
7062	PUBLIC HEALTH NURSE I
7062	PUBLIC HEALTH NURSE I
7458	RADIOLOGIC TECHNOLOGIST RADIATION THERAPY
7443	RESPIRATORY THERAPIST I
7444	RESPIRATORY THERAPIST II
1612	REVENUE FIELD REPRESENTATIVE I
6231	RIGHT-OF-WAY AGENT I
1643	SUPERVISOR COMMON CARRIER RATES SECTION
1256	SUPERVISOR OF FIELD REPRESENTATIVE (ES) I
9025	WATER RESOURCE PLANNER I
2351	WEED PROGRAM SPECIALIST

Appendix C

Existing Classes

CLASS CODE	CURRENT TITLE	# OF POS.

1531	ACCOUNTANT I	119
1532	ACCOUNTANT II	105
1533	ACCOUNTANT III	66
1543	ACCOUNTANT IV	20
1544	ACCOUNTANT V	5
7149	ACTIVE TREATMENT PROGRAM DIRECTOR	7
7288	ACTIVITY THERAPIES SUPERVISOR	5
7285	ACTIVITY THERAPIST I	109
7286	ACTIVITY THERAPIST II	30
1956	ADMINISTRATIVE LAW JUDGE	9
1411	ADMINISTRATIVE OFFICER I	202
1413	ADMINISTRATIVE OFFICER III	8
1413	ADMINISTRATIVE OFFICER III	1
8111	AGRICULTURAL INSPECTOR I	57
8113	AGRICULTURAL INSPECTOR II	20
8112	AGRICULTURAL INSPECTOR III	14
2451	AGRICULTURAL LABORATORY TECHNICIAN I	14
2452	AGRICULTURAL LABORATORY TECHNICIAN II	17
2388	AGRICULTURAL MARKETING PROGRAMS COORDINATOR	3
2385	AGRICULTURAL MARKETING SPECIALIST I	2
2386	AGRICULTURAL MARKETING SPECIALIST II	3
2387	AGRICULTURAL MARKETING SPECIALIST III	3
2055	AGRICULTURAL TECHNICIAN	31
7244	ALCOHOLISM COUNSELOR	11
7246	ALCOHOLISM UNIT DIRECTOR	5
7650	ALCOHOL/DRUG ABUSE PROGRAM CONSULTANT I	4
7651	ALCOHOL/DRUG ABUSE PROGRAM CONSULTANT II	4
2030	ANIMAL CARETAKER I	18
2031	ANIMAL CARETAKER II	57
2032	ANIMAL CARETAKER III	21
1960	APPEALS REFEREE	2
6141	ARCHEOLOGIST I	0
6142	ARCHEOLOGIST II	6
6143	ARCHEOLOGIST III	1
6056	ARCHITECT I	14
6057	ARCHITECT II	5
6058	ARCHITECT III	10
5361	ARCHIVIST I	5
5362	ARCHIVIST II	4
5364	ARCHIVIST III	2
1965	AREA EMPLOYMENT AND TRAINING SUPERVISOR	2
2445	ARTIFICIAL INSEMINATION TECHNICIAN	2
5381	ARTS PROGRAM COORDINATOR I	1
1630	ASSISTANT DEPUTY COMMISSIONER/ADMINISTRATOR	2
1635	ASSISTANT DIRECTOR, WORKERS' COMPENSATION	2
1903	ASST DIR OF CIVIL DEFENSE LOCAL	15
5367	ASST. DIR. STATE HISTORICAL MUSEUM	1

Appendix C

Existing Classes (Continued)

CLASS CODE	CURRENT TITLE	# OF POS.
1327	ASST. DIR. FEDERAL SURPLUS PROPERTY	1
5481	ASST. STATE SCHOOL FINANCE ADMINISTRATOR	1
5111	ATHLETIC INSTRUCTOR	1
1957	ATTORNEY I	66
1958	ATTORNEY II	50
1959	ATTORNEY III	16
1964	ATTORNEY IV	1
1271	AUDIO-VISUAL EDUCATION TECHNICIAN	5
1273	AUDIO-VISUAL SUPERVISOR	5
1535	AUDITOR I	27
1536	AUDITOR II	63
1537	AUDITOR III	18
1538	AUDITOR IV	2
8062	BARBER SHOP INSPECTOR	2
8061	BEAUTY SHOP INSPECTOR	5
1060	BENEFITS SPECIALIST	1
7417	BIOMEDICAL INSTRUMENTATION SPECIALIST I	1
7418	BIOMEDICAL INSTRUMENTATION SPECIALIST II	18
1592	BUDGET ANALYST I	3
1593	BUDGET ANALYST II	4
7457	CARDIAC CATHETERIZATION TECHNICIAN	5
1550	CENTRAL ACCOUNTANT I	8
1551	CENTRAL ACCOUNTANT II	22
1552	CENTRAL ACCOUNTANT III	22
1553	CENTRAL ACCOUNTANT IV	17
7287	CERTIFIED OCCUPATIONAL THERAPY ASSISTANT	4
7461	CHEMICAL/BIOLOGICAL TECHNICIAN	2
6111	CHEMIST I	11
6112	CHEMIST II	20
6113	CHEMIST III	9
2465	CHIEF ENG/DIRECTOR WATER RESOURCE	1
1990	CHIEF SECURITIES REGULATORY AUDITOR	1
7344	CHILD CARE LICENSING/PROGRAM SPECAILIST	3
7321	CHILD SUPPORT ENFORCEMENT SPECIALIST I	152
7322	CHILD SUPPORT ENFORCEMENT SPECIALIST II	21
6021	CIVIL ENGINEER I	43
6022	CIVIL ENGINEER II	112
6023	CIVIL ENGINEER III	82
6024	CIVIL ENGINEER IV	54
6025	CIVIL ENGINEER V	12
8050	CIVIL RIGHTS HEARING EXAMINER	1
8035	CIVIL RIGHTS INTAKE WORKER	2
8039	CIVIL RIGHTS INVESTIGATOR I	17
8040	CIVIL RIGHTS INVESTIGATOR II	2
8044	CIVIL RIGHTS INVESTIGATOR SUPERVISOR	3
8051	CLAIMS INVESTIGATOR/CRIME VICTIMS REP	1
7631	CLINICAL CHAPLAIN I	3

Appendix C

Existing Classes (Continued)

CLASS CODE	CURRENT TITLE	# OF POS.
7632	CLINICAL CHAPLAIN II	15
7630	CLINICAL PASTORAL TRAINEE	7
1871	COMMUNICATIONS OPERATOR I	35
1872	COMMUNICATIONS OPERATOR II	37
1873	COMMUNICATIONS OPERATOR III	8
8075	COMMUNITY PROGRAM CONSULTANT I	21
8076	COMMUNITY PROGRAM CONSULTANT II	9
2033	COMPANION ANIMAL INSPECTOR	4
8100	COMPLIANCE OFFICER - MEAT AND POULTRY	2
1100	COMPUTER ENGINEER	3
1115	COMPUTER OPERATIONS MANAGER	8
1149	COMPUTER OPERATIONS SPECIALIST	9
1103	COMPUTER OPERATIONS SUPERVISOR I	21
1104	COMPUTER OPERATIONS SUPERVISOR II	9
1152	COMPUTER OPERATOR I	13
1153	COMPUTER OPERATOR II	43
1154	COMPUTER OPERATOR III	37
1081	COMPUTER SYSTEMS ANALYST I	9
1082	COMPUTER SYSTEMS ANALYST II	59
1083	COMPUTER SYSTEMS ANALYST III	48
2158	CONSERVATION WORKER	22
5368	CONSERVATOR I	2
8052	CONTRACT COMPLIANCE FIELD INVESTIGATOR	3
7660	COORD. OF INSTITUTIONAL RESEARCH & TRAINING	5
7509	CORRECTIONAL INDUSTRIES DEVELOPMT SPEC	3
3516	CORRECTIONAL INDUSTRIES MANAGER I	25
3517	CORRECTIONAL INDUSTRIES MANAGER II	17
3518	CORRECTIONAL INDUSTRIES SALES REP	1
3520	CORRECTIONAL INDUSTRIES SPECIALIST (PAINT)	1
5446	COSTUME TECHNICIAN	1
7675	COUNSELOR I	21
7676	COUNSELOR II	0
8018	CRIME LABORATORY ADMINISTRATOR	1
8009	CRIMINAL JUSTICE COMMUNICATIONS SUPERVISOR	1
8011	CRIMINAL JUSTICE SYSTEMS ADMINISTRATOR	1
8014	CRIMINALIST I	9
8015	CRIMINALIST II	17
8016	CRIMINALIST III	5
8017	CRIMINALIST TECHNICIAN	2
7459	DARK ROOM TECHNICIAN	10
1186	DATA CONTROL SUPERVISOR I	6
1187	DATA CONTROL SUPERVISOR II	6
1181	DATA CONTROL TECHNICIAN I	12
1182	DATA CONTROL TECHNICIAN II	41
1183	DATA CONTROL TECHNICIAN III	36
1184	DATA CONTROL TECHNICIAN IV	7
1189	DATA OPERATIONS COORDINATOR	1

Appendix C

Existing Classes (Continued)

CLASS CODE	CURRENT TITLE	# OF POS.
1491	DATA PROCESSING TRAINING SPECIALIST I	1
1493	DATA PROCESSING TRAINING SPECIALIST II	2
1493	DATA PROCESSING TRAINING SPECIALIST III	1
7471	DENTAL ASSISTANT	8
9039	DIETETIC TECHNICIAN	62
4051	DIETITIAN I	4
4052	DIETITIAN II	20
4053	DIETITIAN III	8
7635	DIR CHAPLAINCY SERVICE	2
7353	DIRECTOR, ADMINISTRATIVE SERVICES	1
5375	DIRECTOR OF REFERENCE KANSAS STATE LIBRARY	1
7406	DIRECTOR OFFICE OF LABORATORIES & RESEARCH	1
8098	DISEASE INTERVENTION SPECIALIST	5
7621	DORMITORY DIRECTOR I	1
8027	DRIVER LICENSE EXAMINER FIELD OFFICER	8
8026	DRIVER LICENSE EXAMINER I	44
8025	DRIVER LICENSE EXAMINER II	51
8024	DRIVER LICENSE EXAMINER III	30
8029	DRIVER LICENSE EXAMINER IV	31
8023	DRIVER LICENSE EXAMINER V	7
6041	D.O.T EQUIPMENT ENGINEER	0
2477	ECOLOGICAL SPECIALIST	27
1242	ECONOMIC DEVELOPMENT REPRESENTATIVE I	3
1243	ECONOMIC DEVELOPMENT REPRESENTATIVE II	12
1244	ECONOMIC DEVELOPMENT REPRESENTATIVE III	9
1240	ECONOMIC DEVELOPMENT REPRESENTATIVE IV	14
1241	ECONOMIC DEVELOPMENT REPRESENTATIVE V	10
1098	EDP POLICY & SYSTEMS ANALYST	5
5409	EDUCATION CERTIFICATION SPECIALIST	4
5420	EDUCATION PROGRAM SPECIALIST	60
7456	ELECTROCARDIOGRAPHIC (EKG) TECHNICIAN	10
7455	ELECTROENCEPHALOGRAPH TECHNICIAN	6
6043	ELECTRONIC COMMUNICATION TECHNICIAN	6
1883	ELECTRONIC COMMUNICATIONS SPECIALIST	11
1883	ELECTRONIC COMMUNICATIONS SPECIALIST	4
3660	ELECTRONIC CONTROL CENTER MECHANIC	5
3665	ELECTRONIC CONTROL CENTER SUPERVISOR	2
1889	ELECTRONIC SYSTEMS ADMINISTRATOR	1
6044	ELECTRONICS TECHNICIAN I	25
6044	ELECTRONICS TECHNICIAN I	12
6045	ELECTRONICS TECHNICIAN II	28
6045	ELECTRONICS TECHNICIAN II	35
6046	ELECTRONICS TECHNOLOGIST	6
6046	ELECTRONICS TECHNOLOGIST	11
1319	EMERGENCY MEDICAL SERVICES EDUCATION COORD	2
1310	EMERGENCY MEDICAL SERVICES SPECIALIST I	1
1318	EMERGENCY MEDICAL SERVICES SPECIALIST II	1

Appendix C

Existing Classes (Continued)

CLASS CODE	CURRENT TITLE	# OF POS.
4185	EMERGENCY OPERATIONS COORDINATOR	2
4189	EMERGENCY PREPAREDNESS PLANNER I	3
4190	EMERGENCY PREPAREDNESS PLANNER II	2
1306	EMPLOYMENT AND TRAINING PLANNING SPECIALIST	5
1249	EMPLOYMENT SECURITY CONSULTANT	19
1246	EMPLOYMENT/TRAINING POLICY/PROGRAMMING ANAL	4
6007	ENGINEER IN TRAINING	29
6011	ENGINEERING TECHNICIAN I	0
6012	ENGINEERING TECHNICIAN II	124
6013	ENGINEERING TECHNICIAN III	233
6014	ENGINEERING TECHNICIAN IV	258
6015	ENGINEERING TECHNICIAN V	206
6016	ENGINEERING TECHNICIAN VI	69
6101	ENVIRONMENTAL ENGINEER I	6
6102	ENVIRONMENTAL ENGINEER II	13
6103	ENVIRONMENTAL ENGINEER III	18
6104	ENVIRONMENTAL ENGINEER IV	4
6105	ENVIRONMENTAL ENGINEER V	9
6106	ENVIRONMENTAL GEOLOGIST I	14
6107	ENVIRONMENTAL GEOLOGIST II	19
6108	ENVIRONMENTAL GEOLOGIST III	4
6081	ENVIRONMENTAL TECHNICIAN I	0
6082	ENVIRONMENTAL TECHNICIAN II	2
6083	ENVIRONMENTAL TECHNICIAN III	17
6084	ENVIRONMENTAL TECHNICIAN IV	46
6087	ENVIRONMENTAL TECHNICIAN V	18
7445	EPIDEMIOLOGIST	2
8055	EQUAL EMPLOYMENT OPPORTUNITY OFFICER	4
1483	ESSI PROGRAMMER	4
1485	ESSI PROGRAMMER/ANALYST	13
1487	ESSI PROGRAMMER/ANALYST SUPERVISOR	2
1605	EX OFFICER POOLED MONEY INVESTMENT BOARD	1
1400	EXECUTIVE MANAGER	1
7624	EXTENSION NUTRITIONAL ASSISTANT I	49
7625	EXTENSION NUTRITIONAL ASSISTANT II	7
1262	EXTENSION REPRESENTATIVE II	1
8063	E.E.O. CONSULTANT I	4
8064	E.E.O. CONSULTANT II	1
6069	FACILITIES DESIGN SPECIALIST	1
7553	FACILITIES SPECIALIST, CORRECTIONS	0
2011	FARMER I	3
2012	FARMER II	48
2051	FARMER III	20
1325	FEDERAL SURPLUS PROPERTY AGENT	4
1255	FIELD REPRESENTATIVE (E.S.)	9
2225	FIELD SUPERVISOR I (WILDLIFE AND PARKS)	9
2226	FIELD SUPERVISOR II (WILDLIFE AND PARKS)	8

Appendix C

Existing Classes (Continued)

CLASS CODE	CURRENT TITLE	# OF POS.
1620	FINANCIAL EXAMINER I	11
1621	FINANCIAL EXAMINER II	9
1622	FINANCIAL EXAMINER III	11
1626	FINANCIAL EXAMINER IV	25
1623	FINANCIAL EXAMINER V	15
1559	FINANCIAL SECURITIES OFFICER I	2
1671	FIRE PREVENTION INSPECTOR I	1
1672	FIRE PREVENTION INSPECTOR II	15
1598	FISCAL OFFICER	5
2243	FISH HATCHERY ASSISTANT	7
2271	FISHERIES BIOLOGIST I	0
2272	FISHERIES BIOLOGIST II	22
2273	FISHERIES BIOLOGIST III	1
2121	FLORIST	2
8045	FOOD, DRUG AND LODGING SURVEYOR II	14
8090	FOOD, DRUG AND LODGING SURVEYOR III	1
8091	FOOD, DRUG AND LODGING SURVEYOR IV	1
2157	FOREST SEEDLING TECHNICIAN	2
2150	FORESTRY TECHNICIAN I	14
2151	FORESTRY TECHNICIAN II	11
7225	FOSTER GRANDPARENT PROGRAM COORDINATOR	2
7230	FOSTER GRANDPARENT (FEDERAL)	118
7235	FOSTER GRANDPARENT (STATE)	11
8005	FUNERAL HOME INSPECTOR	1
2071	GARDENER	10
6121	GEOLOGIST I	12
6122	GEOLOGIST II	8
6123	GEOLOGIST III	6
6124	GEOLOGIST IV	1
3075	GLASS BLOWER	1
2330	GRAIN INSPECTOR I	0
2331	GRAIN INSPECTOR II	5
2332	GRAIN INSPECTOR III	17
2333	GRAIN INSPECTOR IV	8
2334	GRAIN INSPECTOR V	5
2486	GRAIN MARKETING COORDINATOR	1
2488	GRAIN MILL SUPERINTENDENT	1
2487	GRAIN MILL TECHNICIAN	2
2313	GRAIN SAMPLER-WEIGHER I	113
2314	GRAIN SAMPLER-WEIGHER II	11
1641	GRAIN WAREHOUSE ADMINISTRATOR	1
1629	GRAIN WAREHOUSE EXAMINER I	2
1631	GRAIN WAREHOUSE EXAMINER II	5
1632	GRAIN WAREHOUSE EXAMINER III	7
1636	GRAIN WAREHOUSE EXAMINER IV	2
1640	GRAIN WAREHOUSE EXAMINER V	1
1936	GRAPHIC DESIGNER I	8

Appendix C

Existing Classes (Continued)

CLASS CODE	CURRENT TITLE	# OF POS.
1937	GRAPHIC DESIGNER II	22
1776	HEALTH AND ENVIRONMENT ANALYST	15
7645	HEALTH FACILITY SURVEYOR	16
7686	HEALTH OR ENVIRONMENTAL PLANNING CONSULTANT	11
7072	HEALTH PROMOTION ADMINISTRATOR	6
7070	HEALTH SERVICE ADMINISTRATOR CORRECTIONS	1
5354	HISTORIAN	1
5357	HISTORIC PRESERVATION SPECIALIST I	1
5358	HISTORIC PRESERVATION SPECIALIST II	6
5359	HISTORIC PRESERVATION SPECIALIST III	2
5371	HISTORICAL PROPERTY CURATOR I	14
5372	HISTORICAL PROPERTY CURATOR II	2
7436	HISTOTECHNOLOGIST	1
7302	HOME CARE MANAGER I	28
7303	HOME CARE MANAGER II	5
7300	HOME CARE WORKER I	811
7301	HOME CARE WORKER II	26
2061	HORTICULTURIST	8
7014	HOSPITAL ATTENDANT SUPERVISOR	2
1687	HUMAN RESOURCE SPECIALIST I	38
1688	HUMAN RESOURCE SPECIALIST II	196
1689	HUMAN RESOURCE SPECIALIST III	52
1690	HUMAN RESOURCE SPECIALIST IV	29
6150	HYDROLOGIST I	5
6151	HYDROLOGIST II	10
6152	HYDROLOGIST III	10
6153	HYDROLOGIST IV	7
6155	HYDROLOGIST V	1
1942	ILLUSTRATOR	3
7311	INCOME MAINTENANCE WORKER I	483
7312	INCOME MAINTENANCE WORKER II	93
7313	INCOME MAINTENANCE WORKER III	6
7314	INCOME MAINTENANCE WORKER IV	73
8117	INDUSTRIAL HYGIENIST I	4
8118	INDUSTRIAL HYGIENIST II	4
8103	INDUSTRIAL INSPECTOR III	2
7295	INDUSTRIAL THERAPY COORDINATOR	7
1576	INFORMATION RESOURCE MANAGER I	2
1087	INFORMATION RESOURCE MANAGER II	3
1577	INFORMATION RESOURCE MANAGER III	1
1211	INFORMATIONAL REPRESENTATIVE	2
1221	INFORMATIONAL WRITER I	6
1222	INFORMATIONAL WRITER II	9
7546	INSTITUTIONAL TRAINING OFFICER. CORRECTIONS	7
3073	INSTRUMENT MAKER	4
1639	INSURANCE CLAIMS INVESTIGATOR II	6
8047	INTERGROUP EDUCATION SPECIALIST	3

Appendix C

Existing Classes (Continued)

CLASS CODE	CURRENT TITLE	# OF POS.
5447	INTERIOR DECORATOR	1
1055	KANS-A-N SWITCHBOARD OPERATOR I	4
1056	KANS-A-N SWITCHBOARD OPERATOR II	17
1057	KANS-A-N SWITCHBOARD OPERATOR III	1
1650	LABOR CONCILIATION INTERN	2
1651	LABOR CONCILIATOR I	3
1652	LABOR CONCILIATOR II	1
1653	LABOR CONCILIATOR III	1
7646	LABORATORY CERTIFICATION SUPERVISOR	1
7414	LABORATORY EDUCATIONAL TECHNICIAN	12
7405	LABORATORY IMPROVEMENT SPECIALIST	6
7411	LABORATORY TECHNICIAN I	29
7412	LABORATORY TECHNICIAN II	58
1079	LAND ENGINEERING SURVEY COORDINATOR	1
6061	LANDSCAPE ARCHITECT I	8
6062	LANDSCAPE ARCHITECT II	5
6063	LANDSCAPE ARCHITECT III	2
1019	LAW CLERK	14
1910	LAW ENFORCEMENT TELECOMMUNICATIONS OPERATOR I	10
1961	LEGAL ASSISTANT	14
1336	LIBRARIAN I	16
1337	LIBRARIAN II	5
1338	LIBRARIAN III	4
1331	LIBRARY ASSISTANT I	93
1332	LIBRARY ASSISTANT II	86
1328	LIBRARY ASSOCIATE	22
8070	LIVESTOCK BRAND INSPECTOR	8
8071	LIVESTOCK INSPECTOR	5
7555	LONG-TERM CARE OMBUDSMAN I	3
7610	LONG-TERM CARE OMBUDSMAN II	1
1275	LOTTERY COMMUNICATIONS COORDINATOR	1
1908	MANAGEMENT ANALYST I	9
1909	MANAGEMENT ANALYST II	21
1923	MANAGEMENT ANALYST III	26
1372	MARKETING MANAGER CORRECTIONAL INDUSTRIES	1
2441	MEAT LABORATORY ASSISTANT	1
6031	MECHANICAL ENGINEER I	3
6032	MECHANICAL ENGINEER II	5
6033	MECHANICAL ENGINEER III	4
1917	MEDIA PRODUCTION DIRECTOR	3
1916	MEDIA PRODUCTION TECHNICIAN	6
7004	MEDICAL ASSISTANT, CORRECTIONS	2
7421	MEDICAL TECHNICIAN I	12
7422	MEDICAL TECHNICIAN II	10
2318	METROLOGIST	1
7465	MICROBIOLOGIST I	25
7466	MICROBIOLOGIST II	13

Appendix C

Existing Classes (Continued)

CLASS CODE	CURRENT TITLE	# OF POS.
7467	MICROBIOLOGIST III	1
2376	MILK SANITATION RATING OFFICER	2
5311	MUSEUM ASSISTANT	7
5370	MUSEUM CONSERVATION TECHNICIAN	1
5346	MUSEUM EXHIBIT TECHNICIAN	3
5347	MUSEUM EXHIBITS DIRECTOR	2
5345	MUSEUM PUBLIC EDUCATION DIRECTOR	1
5374	MUSEUM SPECIALIST	8
3651	NUCLEAR REACTOR OPERATOR	2
7034	NURSING EDUCATION SPECIALIST	2
7035	NURSING PRACTICE SPECIALIST	1
4057	NUTRITION PROGRAM SPECIALIST	2
4059	NUTRITIONAL/DIETETIC CONSULTANT	3
7480	NUTRITIONIST	0
7027	OPERATING ROOM TECHNICIAN	31
7428	ORTHOTIC/PROSTHETIC ASS'T/LAB SUPERVISOR	3
7429	ORTHOTIC/PROSTHETIC TECHNICIAN I	0
7430	ORTHOTIC/PROSTHETIC TECHNICIAN II	4
7427	ORTHOTIST/PROSTHETIST	3
5363	PALEONTOLOGIST	1
1736	PERSONNEL MANAGEMENT SPECIALIST I	19
1737	PERSONNEL MANAGEMENT SPECIALIST II	70
1738	PERSONNEL MANAGEMENT SPECIALIST III	55
1739	PERSONNEL MANAGEMENT SPECIALIST IV	7
1756	PERSONNEL REPRESENTATIVE	3
2479	PESTICIDE USE LAW ADMINISTRATOR	2
6168	PETROLEUM INDUSTRY REGULATORY TECH I	6
6166	PETROLEUM INDUSTRY REGULATORY TECH II	26
6167	PETROLEUM INDUSTRY REGULATORY TECH III	4
6169	PETROLEUM INDUSTRY REGULATORY TECH IV	2
8095	PETROLEUM MEASUREMENT INSPECTOR	4
7416	PHARMACY ATTENDANT	0
1932	PHOTOGRAPHER I	10
1933	PHOTOGRAPHER II	13
7275	PHYSICAL THERAPY ASSISTANT	9
6144	PLANNER I	0
6145	PLANNER II	1
6146	PLANNER III	0
6147	PLANNER IV	1
2464	PLANT PROTECTION ADMINISTRATOR	1
1475	POLICY CONSULTANT AND STAFF ASSISTANT	13
1595	PRINCIPAL BUDGET ANALYST	3
1321	PROCUREMENT OFFICER I	26
1322	PROCUREMENT OFFICER II	12
7604	PROGRAM TECHNICIAN	141
7602	PROGRAM WORKER I	24
7603	PROGRAM WORKER II	100

Appendix C

Existing Classes (Continued)

CLASS CODE	CURRENT TITLE	# OF POS.

1105	PROGRAMMER I	18
1106	PROGRAMMER II	56
1107	PROGRAMMER III	64
1109	PROGRAMMER IV	47
1982	PROPERTY APPRAISER I	32
1983	PROPERTY APPRAISER II	3
1984	PROPERTY APPRAISER III	5
1985	PROPERTY APPRAISER IV	8
1986	PROPERTY APPRAISER V	1
7211	PSYCHOLOGIST I	25
7215	PSYCHOLOGIST II	65
7216	PSYCHOLOGIST III	14
7218	PSYCHOLOGIST IV	9
7210	PSYCHOLOGY TRAINEE	11
7671	PSYCHOMETRIC TECHNICIAN	5
7692	PUBLIC HEALTH EDUCATOR I	2
7693	PUBLIC HEALTH EDUCATOR II	2
7413	PUBLIC HEALTH LABORATORY TECHNICIAN I	6
7415	PUBLIC HEALTH LABORATORY TECHNICIAN II	5
7063	PUBLIC HEALTH NURSE II	2
7065	PUBLIC HEALTH NURSE IV	2
7066	PUBLIC HEALTH NURSE V	2
7068	PUBLIC HEALTH NURSE VI	18
7476	PUBLIC HEALTH PHYSICIST	3
1280	PUBLIC INFORMATION OFFICER I	8
1281	PUBLIC INFORMATION OFFICER II	6
7057	QUALIFIED MENTAL RETARDATION PROFESSIONAL	55
4186	RADIAC INSTRUMENT PROGRAM COORDINATOR	1
7451	RADIATION CONTROL INSPECTOR	7
7474	RADIATION PROTECTION SPECIALIST	4
1914	RADIO ANNOUNCER/PRODUCER	1
7454	RADIOLOGIC SPECIALTY TECHNOLOGIST	31
7452	RADIOLOGIC TECHNOLOGIST I DIAGNOSTIC X-RAY	10
7453	RADIOLOGIC TECHNOLOGIST II DIAGNOSTIC X-RAY	42
4181	RADIOLOGICAL DEFENSE OFFICER LOCAL	4
1627	REAL ESTATE EDUCATIONAL/EXAMINING SPEC	1
1618	REAL ESTATE SPECIALIST	4
7155	REGISTERED DENTAL HYGIENIST	1
7425	RENAL DIALYSIS TECHNICIAN I	3
7426	RENAL DIALYSIS TECHNICIAN II	2
1841	RESEARCH ANALYST I	9
1842	RESEARCH ANALYST II	16
1843	RESEARCH ANALYST III	18
1844	RESEARCH ANALYST IV	6
1845	RESEARCH ANALYST V	9
3653	RESEARCH INSTRUMENT OPERATOR I	2
3654	RESEARCH INSTRUMENT OPERATOR II	4

Appendix C

Existing Classes (Continued)

CLASS CODE	CURRENT TITLE	# OF POS.
3655	RESEARCH TECHNICIAN	2
7239	RESIDENCE HALL MANAGER	4
7448	RESPIRATORY THERAPY TEAM LEADER	1
1293	RETIREMENT FIELD REPRESENTATIVE	3
1663	REVENUE ANALYST III	3
1664	REVENUE ANALYST IV	4
1603	REVENUE AUDIT MANAGER	5
1615	REVENUE AUDITOR I	4
1616	REVENUE AUDITOR II	30
1607	REVENUE AUDITOR III	14
1608	REVENUE AUDITOR IV	1
1645	REVENUE FIELD REPRESENTATIVE II	39
1646	REVENUE FIELD REPRESENTATIVE III	5
1647	REVENUE FIELD REPRESENTATIVE IV	6
1601	REVENUE MANAGER I	1
6232	RIGHT-OF-WAY AGENT II	8
6233	RIGHT-OF-WAY AGENT III	4
6234	RIGHT-OF-WAY AGENT IV	4
1979	RIGHT-OF-WAY PROPERTY APPRAISER I	5
1980	RIGHT-OF-WAY PROPERTY APPRAISER II	2
1981	RIGHT-OF-WAY PROPERTY APPRAISER III	1
8057	SAFETY SPECIALIST I	3
8058	SAFETY SPECIALIST II	5
5291	SCHOOL FOOD SERVICE SPECIALIST	9
1989	SECURITIES SPECIAL INVESTIGATOR/AUDITOR I	9
1988	SECURITIES SPECIAL INVESTIGATOR/AUDITOR II	2
1987	SECURITIES SPECIAL INVESTIGATOR/AUDITOR III	2
1993	SECURITIES SPECIAL INVESTIGATOR/AUDITOR IV	2
7623	SENIOR COMPANION	127
1594	SENIOR BUDGET ANALYST	6
1885	SENIOR ELECTRONIC COMMUNICATIONS SPECIALIST	9
1654	SENIOR LABOR CONCILIATOR	1
6115	SENIOR PUBLIC HEALTH LABORATORY SCIENTIST	8
1886	SENIOR TELEVISION ENGINEER	3
4500	SERVICE ASSISTANT	240
3171	SIGN SHOP WORKER	6
3172	SIGN SHOP WORKER SUPERVISOR	2
7348	SOCIAL WORK INSTRUCTOR	3
7390	SOCIAL WORKER I	437
7391	SOCIAL WORKER II	266
7392	SOCIAL WORKER III	41
7393	SOCIAL WORKER IV	118
7394	SOCIAL WORKER V	9
7395	SOCIAL WORKER VI	1
8078	SPECIAL INVESTIGATOR I	1
8079	SPECIAL INVESTIGATOR II	50
8080	SPECIAL INVESTIGATOR III	23

Appendix C

Existing Classes (Continued)

CLASS CODE	CURRENT TITLE	# OF POS.

5445	STAGE MANAGER	2
8034	STATE CONTRACT COMPLIANCE ADMINISTRATOR	1
1363	STATE CONTRACTING OFFICER I	1
1364	STATE CONTRACTING OFFICER II	4
1365	STATE CONTRACTING OFFICER III	6
1367	STATE CONTRACTING OFFICER IV	7
9034	STATE DEMOGRAPHER	1
1905	STATE EMS COMMUNICATIONS COORDINATOR	1
2425	STATE SEED LABORATORY SUPERVISOR	1
8068	SUPERVISOR INDUSTRIAL SAFETY	1
1257	SUPERVISOR OF FIELD REPRESENTATIVES (ES) II	3
1370	SURPLUS PROPERTY MANAGEMENT OFFICER	1
1061	SWITCHBOARD OPERATOR I	27
1062	SWITCHBOARD OPERATOR II	7
1097	SYSTEMS ANALYSIS & PROGRAM MANAGER	17
1489	SYSTEMS ANALYSIS & PROGRAM MANAGER ESSI	1
1150	SYSTEMS SOFTWARE SPECIALIST	22
1600	TAX AUDIT ADMINISTRATOR	1
1609	TAX EXAMINER I	14
1610	TAX EXAMINER II	108
1611	TAX EXAMINER III	28
1614	TAX EXAMINER IV	11
1561	TAX SPECIALIST I	0
1562	TAX SPECIALIST II	7
1563	TAX SPECIALIST III	2
1091	TECHNICAL SUPPORT PROGRAMMER I	19
1092	TECHNICAL SUPPORT PROGRAMMER II	31
1095	TECHNICAL SUPPORT SUPERVISOR	28
1479	TECHNICAL TRAINING MANAGER, ESSI	1
1894	TELECOMMUNICATIONS OPERATOR II	13
1895	TELECOMMUNICATIONS OPERATOR III	3
1891	TELECOMMUNICATIONS SPECIALIST I	17
1892	TELECOMMUNICATIONS SPECIALIST II	7
1890	TELECOMMUNICATIONS SPECIALIST III	3
5450	THEATRE TECHNICAL DIRECTOR/COORDINATOR	2
3235	TOWER AND ANTENNA SPECIALIST	3
2420	TRAINING OFFICER (MEAT INSPECTION)	0
7148	UNIT DIRECTOR, MENTAL RETARDATION INSTITU.	13
3652	VAN DE GRAAFF ACCELERATOR OPERATOR	2
5351	VERTEBRATE ZOOLOGIST	1
7611	VETERANS SERVICE REPRESENTATIVE I	27
7612	VETERANS SERVICE REPRESENTATIVE II	2
2412	VETERINARIAN I	0
2413	VETERINARIAN II	5
2415	VETERINARY TECHNICIAN	2
2415	VETERINARY TECHNICIAN	15
5211	VOCATIONAL EVALUATOR	7

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Existing Classes (Continued)

CLASS CODE	CURRENT TITLE	# OF POS.
5141	VOCATIONAL INSTRUCTOR	4
5161	VOCATIONAL TRAINING SUPERVISOR	1
7243	VOLUNTEER SERVICES COORDINATOR	24
7531	WARDEN I	1
7532	WARDEN II	5
7528	WARDEN III	5
7529	WARDEN IV	4
9024	WATER RESOURCE MANAGER	3
9026	WATER RESOURCE PLANNER II	10
1080	WILDLIFE AND PARKS PROGRAM SPECIALIST I	19
1088	WILDLIFE AND PARKS PROGRAM SPECIALIST II	10
2274	WILDLIFE BIOLOGIST I	1
2275	WILDLIFE BIOLOGIST II	21
2276	WILDLIFE BIOLOGIST III	5
2230	WILDLIFE EDUCATION COORDINATOR	2
2235	WILDLIFE INFORMATION REPRESENTATIVE I	7
2236	WILDLIFE INFORMATION REPRESENTATIVE II	1
1625	WORKERS' COMPENSATION CLAIMS ADVISOR I	4
1624	WORKERS' COMPENSATION CLAIMS ADVISOR II	1

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Existing Classes (Continued)

CLASS CODE	CURRENT TITLE	# OF POS.
1412	ADMINISTRATIVE OFFICER II	110
1413	ADMINISTRATIVE OFFICER III	52
3090	ADMIN. SMALL CITIES COMM DEV BLOCK GRANT PROG	1
2388	AGRICULTURAL MKTING PROGRAMS COORD.	1
5382	ARTS PROGRAM COORDINATOR II	4
9023	ASSISTANT DIRECTOR, KANSAS WATER OFFICE	1
1366	ASSISTANT DIRECTOR OF PURCHASES	2
1407	ASSIST. DIR. FOR MINORITY BUSINESS AFFAIRS	1
7685	ASSOC DIR, STATE OFFICE OF COMP HEALTH PLAN	0
1453	ASST DIR COMMISSION ON CIVIL RIGHTS	1
1534	ASST DIR DIV OF ACCOUNTS & REPORTS	1
1403	ASST GENERAL MANAGER - KANSAS STATE FAIR	1
2315	ASST GRAIN DIRECTOR	1
1118	ASST. DIR. DIV. OF INFO SYSTEMS & COM.	5
1275	ASST. DIR. DIV. OF PRINTING	1
1409	ASST. SECRETARY OF AGRICULTURE	1
6086	ASST. TRANS. SAFETY ADMINISTRATOR	0
1920	BENEFITS ANALYSIS MANAGER	1
3645	BUILDING AND GROUNDS SUPERINTENDENT	1
1554	CENTRAL ACCOUNTANT V	6
7073	CHIEF ADMIN MEDICAL SERVICES	1
7607	CHIEF OF SERVICES	18
7368	CHIEF OF STAFF OPERATIONS	7
8010	CRIMINAL JUSTICE RECORDS SUPERVISOR	1
1231	DEPUTY DIR, DIV OF ARCHITECTURAL SERV	3
1499	DEPUTY DIR DIV OF EMERGENCY PREPAREDNESS	1
1596	DEPUTY DIRECTOR, DIVISION OF THE BUDGET	1
1418	DEPUTY DIR., DIV. OF INFOR. SYSTEMS & COM.	2
1298	DEPUTY EXECUTIVE SECRETARY KPERS	1
1919	DIR, WORKERS' COMPENSATION SELF INSURANCE FUND	1
7369	DIR DIV OF CHILDREN IN NEED OF CARE	1
1477	DIR EMPLOYMENT SECURITY SYSTEMS INSTITUTE	1
8065	DIR STATE EQUAL EMPLOYMENT OPPORTUNITY OFFI	1
7353	DIRECTOR, ADMINISTRATIVE SERVICES	1
2377	DIRECTOR, DOMESTIC & INT'L AGRI MARKETING	2
2474	DIRECTOR, PLANT HEALTH DIVISION	1
7356	DIRECTOR AGING PLAN AND POLICY ANALYSIS	1
5217	DIRECTOR DISABILITY DETERMINATION SERVICES	1
6052	DIRECTOR DIV OF AGRICULTURAL LABORATORIES	1
6053	DIRECTOR DIV OF INSPECTION	1
7350	DIRECTOR OF ADULT PROGRAMS	2
3521	DIRECTOR OF CORRECTIONAL INDUSTRIES	1
1778	DIRECTOR OF THE OFFICE OF VITAL STATISTICS	1
7599	DIRECTOR. JUVENILE OFFENDER PROGRAMS	1
1449	DIR., HEALTH & ENVIRONMENT EDUCATION	0
7665	DIR., OFFICE OF HEALTH & ENVN. PLANNING	0

Appendix C

Existing Classes (Continued)

CLASS CODE	CURRENT TITLE	# OF POS.
5365	DIV DIR STATE HIST SOCIT	3
1458	EMPLOYMENT SECURITY ADMINISTRATOR I	12
1466	EMPLOYMENT SECURITY ADMINISTRATOR II	6
1306	EMPLOYMENT & TRAINING PLANNING SPECIALIST	5
1400	EXECUTIVE MANAGER	8
1560	FINANCIAL SECURITIES OFFICER II	0
1598	FISCAL OFFICER	1
7687	HEALTH PLANNING PROJECT REVIEWER	0
3062	HIGHWAY TRAFFIC SAFETY ADMINISTRATOR	1
1693	HUMAN RESOURCE MANAGER I	4
1694	HUMAN RESOURCE MANAGER II	28
1695	HUMAN RESOURCE MANAGER III	7
7316	INCOME MAINTENANCE ADMINISTRATOR	2
7315	INCOME MAINTENANCE WORKER V	4
7352	INSTITUTIONAL BUDGET SPECIALIST	1
1761	INSTITUTIONAL BUSINESS ADMINISTRATOR I	2
1762	INSTITUTIONAL BUSINESS ADMINISTRATOR II	8
1763	INSTITUTIONAL BUSINESS ADMINISTRATOR III	11
1101	KDHE MANAGER	11
8105	OCCUPATIONAL HEALTH AND SAFETY ADMINISTRATOR	1
1730	PERSONNEL ADMINISTRATOR I	3
1731	PERSONNEL ADMINISTRATOR II	5
1740	PERSONNEL MANAGEMENT SPECIALIST V	6
4186	RADIOLOGICAL SYSTEMS MANAGER	1
2227	REGIONAL WILDLIFE/PARKS LAW ENFORCEMENT SUP	5
2228	REGIONAL WILDLIFE/PARKS SUPERVISOR	10
1601	REVENUE MANAGER I	10
1602	REVENUE MANAGER II	10
7360	SOCIAL SERVICE ADMINISTRATOR I	32
7361	SOCIAL SERVICE ADMINISTRATOR II	60
7362	SOCIAL SERVICE ADMINISTRATOR III	52
7364	SOCIAL SERVICE ADMINISTRATOR IV	23
7398	SRS AREA MANAGER I	0
7399	SRS AREA MANAGER II	12
1365	STATE CONTRACTING OFFICER III	1
1568	TAX POLICY MANAGER	0
6090	TRANSPORTATION MANAGER I	16
6091	TRANSPORTATION MANAGER II	10
6092	TRANSPORTATION MANAGER III	4
1977	UTILITIES COMPLIANCE ADMINISTRATOR	1
5263	VOCATIONAL REHABILITATION FIELD SERVICES AD	2
2285	WILDLIFE AND PARKS PROGRAM ADMINISTRATOR	3
1089	WILDLIFE AND PARKS PROGRAM SPECIALIST III	2

APPENDIX D

Listing of Trade and Professional Associations and Organizations

Appendix D

Trade and Professional Associations and Organizations

Academy of Dentistry for the Handicapped
Academy of General Dentistry
Advertising Council
Advertising Photographers
Advertising Photographers of America
American Academy of Advertising
American Academy of Environmental Engineers
American Accounting Association
American Advertising Federation
American Aging Association
American Animal Hospital Association
American Association for Budget & Program Analysis
American Association for Counseling and Development
American Association for Laboratory Accreditation
American Association for Laboratory Animal Science
American Association for Rehabilitation Therapy
American Association of Certified Appraisers
American Association of Highway and Transportation Officials
American Association of Hospital Dentists
American Association of Food Stamps Directors
American Association of Marriage and Family Counselors
American Association of Public Health Dentistry
American Association of Public Welfare Attorneys
American Association of Tax Professionals
American Bar Association
American Catholic Correctional Chaplains Assn.
American Chemical Society
American Clinical Laboratories Association
American College of Dentists
American College of Health Care Administrators
American College of Health Care Executives
American College of Laboratory Animal Medicine
American College of Physician Executives
American Conference of Governmental Industrial Hygienists
American College of Veterinary Internal Medicine
American Correctional Association
American Dental Association
American Dental Hygienists Association
American Dietetic Association
American Economic Development Council
American Family Therapy Association
American Geriatric Society
American Health Care Association
American Home Economics Association
American Institute for Conservation of Historic & Artistic Works
American Institute of Architects
American Institute of Biologist Sciences
American Institute of Certified Planners

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American Institute of Chemists
American Institute of Fishery Research Biologists
American Institute of Graphics Arts
American Institute of Nutrition
American Institute of Real Estate Appraisers
American Library Association
American Marketing Association
American Medical Association
American Mental Health Counselors Association
American National Standards Institute
American Newspaper Publishers Association
American Nutritionists Association
American Protestant Correctional Chaplains Assn.
American Psychological Association
American Public Health Association
American Public Works Association
American Purchasing Society
American Rehabilitation Counseling Association
American Society for Conservation Archaeology
American Society for Healthcare Human Resources Administration
American Society for Microbiology
American Society for Public Administration
American Society for Quality Control
American Society of Appraisers
American Society of Business Press Editors
American Society of Civil Engineers
American Society of Farm Managers and Rural Appraisers
American Society of Laboratory Animal Practitioners
American Society of Landscape Architects
American Society of Magazine Editors
American Society of Magazine Photographers
American Society of Mechanical Engineers
American Society of Microbiology
American Society of Newspaper Editors
American Society of Photographers
American Society of Tax Professionals
American Society on Aging
American Veterinary Medical Association
American Vocational Association
American Water Resources Association
Archeological Institute of America
Associated Business Writers of America
Associated Press Broadcasters
Association of Accounting Administrators
Association of Administrative Law Judges
Association of American Veterinary Medical Colleges
Association of American Pesticide Control Officials
Association of Business Publishers

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Association of College and Research Libraries
Association of Conservation Engineers
Association of Environmental Engineering Professionals
Association of Government Accountants
Association of Management Analysts in State and Local
Government
Association of Maternal and Child Health Programs
Association of Mental Health Administrators
Association of Official Seed Analysts
Association of Official Seed Certifying Agencies
Association of Private Pension and Welfare Plans
Association of Publishers
Association of Research Libraries
Association of State Correctional Administrators
Association of State and Interstate Water Pollution
Control Administrators
Association of State and Territorial Directors of Public
Health Education
Association of State and Territorial Health Officials
Association of State and Territorial Public Health Nutrition
Directors
Chief Officers of State Library Agencies
Coalition for Government Purchasing
Coalition for Government Procurement
Clinical Laboratory Management Association
Conference of Public Health Laboratorians
Conference of State Bank Supervisors
Council of Communications Management
Council of Library Association Executives
Council on Soil Testing and Plant Analysis
Council of State Administrators of Vocational Rehabilitation
Council of State and Territorial Epidemiologists
Council of State Policy and Planning Agencies
Ecological Society of America
Federation of Tax Administrators
Federal Water Quality Association
Financial Management Association
Graphic Arts Employers of America
Graphic Artists Guild National
Graphic Communications Association
Hospital Presidents Association
International Association of Business Communicators
International Radio and Television Society
Library Administration and Management Association
Magazine Publishers of America
Multi-level Marketing International Association
National Agri-Marketing Association
National Agricultural Chemicals Association
National Agricultural Marketing Officials

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National Association for Home Care
National Association for Marketing and Public Relations
National Association of Agriculture Employees
National Association of Alcoholism and Drug Abuse Counselors
National Association of Broadcast-Employees and Technicians
National Association of Broadcasters
National Association of County Agricultural Agents
National Association of County Health Officials
National Association of County Information Officers
National Association of Disability Examiners
National Association of Educational Buyers
National Association of Enrolled Federal Tax Accountants
National Association of Environmental Professionals
National Association of Fire Investigators
National Association of Government Archivists and Records
Administrators
National Association of Government Communicators
National Association of Government Inspectors and Quality
Assurance Inspectors
National Association of Governor's Highway Safety
Administrators
National Association of Legal Assistants
National Association of Market Developers
National Association of Medical Staff Services
National Association of Public Hospitals
National Association of Paralegal Personnel
National Association of Purchasing Management
National Association of Public Child Welfare Administrators
National Association of Public Employee Wellness
National Association of Public Child Welfare Administrators
National Association of Rehabilitation Agencies
National Association of Rehabilitation Facilities
National Association of Real Estate Appraisers
National Association of Reimbursement Officers
National Association of State Alcohol and Drug Abuse Directors
National Association of State Archaeologists
National Association of State Budget Officers
National Association of State Departments of Agriculture
National Association of State Directors of Veterans Affairs
National Association of State Emergency Medical Services
Training Coordinators
National Association of State Mental Health Program Directors
National Association of State Mental Retardation Program
Directors
National Association of State Park Directors
National Association of State Planning Agencies
National Association of State Purchasing Officials
National Association of State Recreation Planners
National Association of State Units on Aging
National Association of Social Workers.

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National Computer Graphics Association
National Conference of State Historic Preservation Officers
National Conference of Weights and Measures
National Child Support Enforcement Association
National Conference on Public Employee retirement Systems
National Dental Association
National Employment Counselors Association
National Federation of Societies for Clinical Social Work
National Institute of Government Purchasing
National Librarians Association
National Mental Health Association
National Newspaper Association
National Press Photographers Association
National Rehabilitation Association
National Rehabilitation Counseling Association
National Society for Professional Sanitarians
National Society of Architectural Engineers
National Solid Waste Management Association
National Society of Professional Engineers
National Society of Professional Sanitarians
Newspaper Personnel Relations Association
North American Association of Wardens and Superintendents
Procurement Roundtable
Professional Photographers of America
Promotion Marketing Association of America
Psychology Society
Psychometric Society
Public Library Association
Public Relations Society of America
Radio-Television News Directors Association
Society for Clinical Social Work
Society for Historical Archaeology
Society for Hospital Social Work Directors
Society for Nutrition Education
Society for Public Health Education
Society of American Archivists
Society of American Registered Architects
Society of Geochemistry and Health
Society of Government Economists
Society of Professional Archaeologists
Society of Real Estate Appraisers
Water Pollution Control Federation
Water Quality Association
Weed Science Society of America

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Kansas Associations

American Association of Industrial Veterinarians
Association of Community Mental Health Centers in Kansas Inc.
Kansas Association of Professional Psychologists
Kansas Association of Broadcasters, Inc.
Kansas Association of City Management
Kansas Association of Counties
Kansas Association of School Administrators
Kansas Association of School Boards
Kansas Bar Association
Kansas Chamber of Commerce and Industry
Kansas Chamber of Commerce Executives
Kansas County Engineers Association
Kansas Dental Association
Kansas Dietetic Association
Kansas Engineering Society
Kansas Association of Fire Chiefs
Kansas Veterinary Medicine Association
Kansas Vocational Association
League of Kansas Municipalities
Legal Assistant Management Association
National Association for Allied Health Professionals
National Association of Social Workers, Inc. Kansas Chapter
Purchasing Management Association of Wichita
The Kansas Association of Financial Services
United School Administrators of Kansas
Western Association of Nurserymen
Wichita District Dietetics Association

APPENDIX E

**Listing of classes studied and subsequently implemented
in FY 1993 by Executive Directive and
proposed new classes**

NOTE: Automatic migration of existing positions into classes with similar titles cannot be assumed. The movement of existing positions into new classes will be determined by individual allocations at the time classes are implemented.

Appendix E

Classes Studied and Subsequently Implemented in FY 1993 by Executive Directive

CLASS TITLE	PROPOSED SALARY RANGE
BUSINESS ENTERPRISE FIELD SUPERVISOR	22
DAIRY FOODS ASSISTANT	18
DISABILITY DETERMINATION PROGRAM DIRECTOR	33
DISABILITY DETERMINATION PROGRAM MANAGER	30
DISABILITY EXAMINER I	20
DISABILITY EXAMINER II	22
DISABILITY EXAMINER III	24
DISABILITY EXAMINER IV	27
FINANCIAL ECONOMIST	31
GENERAL MANAGER INDUSTRIES FOR THE BLIND	25
MEDICAL RECORDS ADMINISTRATOR	24
MEDICAL RECORDS SUPERVISOR	22
MEDICAL RECORDS TECHNICIAN	19
MEDICAL RECORDS TECHNICIAN IN TRAINING	16
RAILROAD TRACK INSPECTOR	25
REHABILITATION COUNSELOR I	24
REHABILITATION COUNSELOR II	26
REHABILITATION MANAGER I	28
REHABILITATION MANAGER II	30
REHABILITATION SPECIALIST I	24
REHABILITATION SPECIALIST II	26

Appendix E

Proposed New Classes

CLASS TITLE	PROPOSED SALARY RANGE
<hr/>	
ACCOUNTANT I	24
ACCOUNTANT II	26
ACCOUNTANT III	28
ACCOUNTANT IV	30
ACCOUNTING SPECIALIST	19
ACTIVE TREATMENT PROGRAM DIRECTOR	33
ADMINISTRATIVE LAW JUDGE	32
ADMINISTRATIVE OFFICER	21
AGRICULTURAL INSPECTOR I	19
AGRICULTURAL INSPECTOR II	22
AGRICULTURAL INSPECTOR III	25
AGRICULTURAL TECHNICIAN	17
ALCOHOL/DRUG ABUSE PROGRAM CONSULTANT	24
APPEALS REFEREE	28
ARCHEOLOGIST I	21
ARCHEOLOGIST II	23
ARCHEOLOGIST III	26
ARCHIVIST I	21
ARCHIVIST II	23
ARCHIVIST III	26
ASSISTANT COORDINATOR EMERGENCY PREPAREDNESS	18
ASSISTANT DIRECTOR, WORKERS' COMPENSATION	34
ASST. DIR. STATE HISTORICAL MUSEUM	24
ASST. STATE SCHOOL FINANCE ADMINISTRATOR	30
ATTORNEY I	28
ATTORNEY II	31
ATTORNEY III	33
ATTORNEY IV	35
AUDIO-VISUAL TECHNICIAN	18
AVIATION TECHNICIAN	22
BARBER SHOP INSPECTOR	21
BEAUTY SHOP INSPECTOR	21
BUDGET ANALYST I	27
BUDGET ANALYST II	29
CENTRAL ACCOUNTANT I	24
CENTRAL ACCOUNTANT II	26
CENTRAL ACCOUNTANT III	28
CENTRAL ACCOUNTANT IV	30
CHEMICAL DEPENDENCY COUNSELOR	21
CHEMICAL DEP. RECOVERY PROGRAM DIRECTOR	24
CHEMIST I	24
CHEMIST II	26
CHEMIST III	29
CHILD CARE LICENSE & REG PROG MANAGER	23
CHILD SUPPORT ENFORCEMENT OFFICER	19
CHILD SUPPORT ENFORCEMENT SUPERVISOR	23

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Proposed New Classes (Continued)

CLASS TITLE	PROPOSED SALARY RANGE
CLINICAL CHAPLAIN	24
CLINICAL PASTORAL TRAINEE	20
COMMUNITY PROGRAM CONSULTANT	23
COMPANION ANIMAL INSPECTOR	21
CONSERVATION PROGRAM SPECIALIST I	27
CONSERVATION PROGRAM SPECIALIST II	29
CONSERVATION SUPERVISOR	27
CONSERVATION WORKER	22
CONSERVATOR	23
CONSTRUCTION COMPLIANCE ADMINISTRATOR	26
CONSTRUCTION CONTRACT COMPLIANCE SPECIALIST	23
CORRECTIONAL FACILITIES SPECIALIST I	26
CORRECTIONAL FACILITIES SPECIALIST II	29
CORRECTIONAL INDUSTRIES MANAGER I	22
CORRECTIONAL INDUSTRIES MANAGER II	26
COUNSELOR	25
CRIME LABORATORY ADMINISTRATOR	31
CRIMINALIST I	23
CRIMINALIST II	25
CRIMINALIST III	27
CRIMINALIST IV	29
DECORATOR	21
DIRECTOR, CHAPLAINCY SERVICE	27
DIRECTOR OF REFERENCE	29
DISEASE INTERVENTION SPECIALIST	23
DRIVER LICENSE EXAMINER FIELD OFFICER	21
DRIVER LICENSE EXAMINER I	17
DRIVER LICENSE EXAMINER II	19
DRIVER LICENSE EXAMINER III	21
ECOLOGICAL SPECIALIST	25
ECONOMIC DEVELOPMENT REPRESENTATIVE I	24
ECONOMIC DEVELOPMENT REPRESENTATIVE II	28
ECONOMIC DEVELOPMENT REPRESENTATIVE III	30
ECONOMIC DEVELOPMENT REPRESENTATIVE IV	32
EDUCATION CERTIFICATION SPECIALIST	24
EDUCATION PROGRAM CONSULTANT	29
EDUCATIONAL/INFORMATIONAL REPRESENTATIVE I	18
EDUCATIONAL/INFORMATIONAL REPRESENTATIVE II	21
ELECTRONIC CONTROL CENTER SUPERVISOR	23
ELECTRONIC CONTROL CENTER TECH	20
ELECTRONICS TECHNICIAN I	21
ELECTRONICS TECHNICIAN II	23
ELECTRONICS TECHNOLOGIST	27
EMERGENCY MEDICAL SERVICES SPECIALIST	23
EMERGENCY OPERATIONS COORDINATOR	26
EMERGENCY PREPAREDNESS PLANNER I	23

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Proposed New Classes (Continued)

CLASS TITLE	PROPOSED SALARY RANGE

EMERGENCY PREPAREDNESS PLANNER II	26
ENVIRONMENTAL SCIENTIST I	27
ENVIRONMENTAL SCIENTIST II	29
ENVIRONMENTAL SCIENTIST III	31
EPIDEMIOLOGIST	27
EX OFFICER POOLED MONEY INVESTMENT BOARD	30
EXTENSION NUTRITIONAL ASSISTANT I	11
EXTENSION NUTRITIONAL ASSISTANT II	13
FIRE INVESTIGATION SUPERVISOR	27
FIRE PREVENTION INSPECTOR	24
FIRE PREVENTION SUPERVISOR	26
FISCAL OFFICER	30
FISH HATCHERY ASSISTANT	23
FISHERIES BIOLOGIST I	26
FISHERIES BIOLOGIST II	29
FOOD, DRUG AND LODGING SURVEYOR I	21
FOOD, DRUG AND LODGING SURVEYOR II	23
FOOD, DRUG AND LODGING SURVEYOR III	26
FOSTER GRANDPARENT PROJECT DIRECTOR	19
FOSTER GRANDPARENT (STATE)	3
FUNERAL HOME INSPECTOR	21
GLASS BLOWER	24
GRAIN INSPECTOR I	19
GRAIN INSPECTOR II	21
GRAIN INSPECTOR III	23
GRAIN INSPECTOR IV	26
GRAIN MILL MANAGER	22
GRAIN MILL TECHNICIAN	18
GRAIN SAMPLER-WEIGHER I	14
GRAIN SAMPLER-WEIGHER II	16
GRAIN WAREHOUSE ADMINISTRATOR	29
GRAIN WAREHOUSE EXAMINER I	22
GRAIN WAREHOUSE EXAMINER II	25
GRAIN WAREHOUSE EXAMINER III	27
GRAPHIC DESIGNER I	23
GRAPHIC DESIGNER II	26
HEALTH FACILITY SURVEYOR I	26
HEALTH FACILITY SURVEYOR II	29
HEALTH FACILITY SURVEYOR III	31
HISTORIAN	23
HISTORIC PRESERVATION SPECIALIST I	21
HISTORIC PRESERVATION SPECIALIST II	23
HISTORIC PRESERVATION SPECIALIST III	26
HISTORIC SITE CURATOR I	16
HISTORIC SITE CURATOR II	18
HISTORIC SITES ADMINISTRATOR	21

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Proposed New Classes (Continued)

CLASS TITLE	PROPOSED SALARY RANGE

HRM SPECIALIST I	23
HRM SPECIALIST II	26
HRM SPECIALIST III	29
HRM SPECIALIST IV	32
ILLUSTRATOR	23
INCOME MAINTENANCE WORKER I	21
INCOME MAINTENANCE WORKER II	23
INCOME MAINTENANCE WORKER III	26
INDUSTRIAL HYGIENIST	25
INDUSTRIAL SAFETY COORDINATOR	28
INSTRUMENT MAKER	19
LABOR CONCILIATOR I	21
LABOR CONCILIATOR II	24
LABOR CONCILIATOR III	27
LABORATORY CERTIFICATION PROGRAM MANAGER	31
LABORATORY DIRECTOR	*37
LABORATORY EDUCATIONAL TECHNICIAN	20
LABORATORY INSPECTOR	29
LABORATORY RESEARCH TECHNOLOGIST	25
LABORATORY TECHNICIAN I	13
LABORATORY TECHNICIAN II	15
LABORATORY TECHNICIAN III	18
LAND ENGINEERING SURVEY COORDINATOR	28
LAW CLERK	18
LEGAL ASSISTANT	20
LIBRARIAN I	22
LIBRARIAN II	25
LIBRARIAN III	27
LIBRARY ASSISTANT I	14
LIBRARY ASSISTANT II	18
LIBRARY ASSISTANT III	20
LIVESTOCK AND BRAND INSPECTOR	19
LONG TERM CARE STAFF MANAGER	24
LONG TERM CARE SUPERVISOR	10
LONG TERM CARE WORKER	8
LONG-TERM CARE OMBUDSMAN I	24
LONG-TERM CARE OMBUDSMAN II	26
MANAGEMENT ANALYST I	25
MANAGEMENT ANALYST II	28
MANUFACTURING MANAGER	26
MARKETING MANAGER	22
MEDIA PRODUCTION DIRECTOR	25
MEDIA PRODUCTION TECHNICIAN	21
MENTAL RETARDATION UNIT DIRECTOR	28
METROLOGIST	24
MICROBIOLOGIST I	24

* Salary ranges 37-38 are dependent upon approval to add 2 additional ranges.

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Proposed New Classes (Continued)

CLASS TITLE	PROPOSED SALARY RANGE
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MICROBIOLOGIST II	26
MICROBIOLOGIST III	29
MUSEUM ASSISTANT	18
MUSEUM EXHIBITS DIRECTOR	25
MUSEUM SPECIALIST	21
NUCLEAR REACTOR OPERATOR	21
NURSING EDUCATION SPECIALIST	29
NURSING PRACTICE SPECIALIST	29
PALEONTOLOGIST	22
PESTICIDE USE LAW ADMINISTRATOR	27
PETROLEUM IND REG TECH I	22
PETROLEUM IND REG TECH II	25
PETROLEUM IND REG TECH III	29
PETROLEUM MEASUREMENT INSPECTOR	19
PHOTOGRAPHER I	18
PHOTOGRAPHER II	21
PLANNER I	23
PLANNER II	28
PLANT PROTECTION ADMINISTRATOR	27
PRINCIPAL BUDGET ANALYST	35
PROCUREMENT OFFICER I	22
PROCUREMENT OFFICER II	24
PROCUREMENT OFFICER III	27
PROGRAM SERVICES CONSULTANT	27
PROGRAM SPECIALIST I	21
PROGRAM SPECIALIST II	23
PROGRAM SPECIALIST III	26
PROGRAM TECHNICIAN	15
PROPERTY APPRAISER I	24
PROPERTY APPRAISER II	27
PROPERTY APPRAISER III	30
PSYCHOLOGIST I	26
PSYCHOLOGIST II	30
PSYCHOLOGIST III	32
PSYCHOLOGIST IV	34
PSYCHOLOGY TRAINEE	25
PSYCHOMETRIC TECHNICIAN	23
PUBLIC HEALTH EDUCATOR	25
PUBLIC HEALTH PHYSICIST	31
PUBLIC INFORMATION OFFICER I	24
PUBLIC INFORMATION OFFICER II	26
PUBLIC PROGRAMMING/PERFORMANCE MANAGER	22
PUBLIC PROGRAMMING/PERFORMANCE TECHNICIAN	18
PUBLICATIONS EDITOR	27
PUBLICATIONS WRITER I	21
PUBLICATIONS WRITER II	24

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Proposed New Classes (Continued)

CLASS TITLE	PROPOSED SALARY RANGE
<hr style="border-top: 1px dashed black;"/>	
RADIATION CONTROL INSPECTOR	28
RADIATION PROTECTION SPECIALIST	24
RADIO ANNOUNCER/PRODUCER	18
RADIOLOGICAL OFFICER	18
RADIOLOGICAL PROGRAM COORDINATOR	27
REAL ESTATE SPECIALIST	21
RESEARCH ANALYST I	20
RESEARCH ANALYST II	23
RESEARCH ANALYST III	25
RESEARCH ANALYST IV	28
RESEARCH ANALYST V	30
RESEARCH INSTRUMENTATION TECHNICIAN	22
RESEARCH LABORATORY SHOP SUPERVISOR	22
RESIDENCE HALL MANAGER	15
REVENUE FIELD REPRESENTATIVE I	21
REVENUE FIELD REPRESENTATIVE II	24
REVENUE FIELD REPRESENTATIVE III	26
RIGHT-OF-WAY AGENT	26
RIGHT-OF-WAY PROPERTY APPRAISER	25
RIGHT-OF-WAY PROPERTY APPRAISER SUPERVISOR	28
RIGHT-OF-WAY SUPERVISOR	29
SAFETY AND HEALTH INSPECTOR I	22
SAFETY AND HEALTH INSPECTOR II	24
SALES REPRESENTATIVE	20
SCHOOL FOOD SERVICE CONSULTANT	27
SECURITIES SPECIAL INVESTIGATOR I	26
SECURITIES SPECIAL INVESTIGATOR II	28
SECURITIES SPECIAL INVESTIGATOR III	30
SECURITIES SPECIAL INVESTIGATOR IV	32
SENIOR BUDGET ANALYST	31
SENIOR LABORATORY SCIENTIST	32
SIGN SHOP SUPERVISOR	16
SIGN SHOP WORKER	13
SOCIAL WORK DIRECTOR	31
SOCIAL WORK SUPERVISOR	28
SOCIAL WORKER I	21
SOCIAL WORKER II	24
SOCIAL WORKER III	26
SPECIAL INVESTIGATOR I	24
SPECIAL INVESTIGATOR II	26
STATE AUDIT ADMINISTRATOR	35
STATE AUDITOR I	25
STATE AUDITOR II	28
STATE AUDITOR III	31
STATE AUDITOR IV	33
STATE CONTRACTING OFFICER I	24

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Proposed New Classes (Continued)

CLASS TITLE	PROPOSED SALARY RANGE
STATE CONTRACTING OFFICER II	27
STATE CONTRACTING OFFICER III	29
STATE CONTRACTING OFFICER IV	32
STATE DEMOGRAPHER	32
STATE SEED LABORATORY SUPERVISOR	22
SURPLUS PROPERTY AGENT	20
TAX EXAMINER I	15
TAX EXAMINER II	18
TAX EXAMINER III	21
TAX SPECIALIST I	28
TAX SPECIALIST II	31
TAX SPECIALIST III	33
TRAINING SPECIALIST I	24
TRAINING SPECIALIST II	28
VERTEBRATE ZOOLOGIST	23
VETERANS SERVICE REPRESENTATIVE I	21
VETERANS SERVICE REPRESENTATIVE II	23
VOLUNTEER SERVICES COORDINATOR	24
WARDEN I	29
WARDEN II	32
WARDEN III	34
WARDEN IV	36
WILDLIFE BIOLOGIST I	26
WILDLIFE BIOLOGIST II	29
WORKERS' COMPENSATION CLAIMS ADVISOR I	20
WORKERS' COMPENSATION CLAIMS ADVISOR II	22

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Proposed New Classes Engineering

CLASS TITLE	PROPOSED SALARY RANGE
ARCHITECT I	24
ARCHITECT II	27
ARCHITECT III	30
ARCHITECTURAL INTERN	22
ARCHITECTURAL PROJECT DESIGNER	23
BUILDING SYSTEMS ENGINEER I	27
BUILDING SYSTEMS ENGINEER II	30
BUILDING SYSTEMS ENGINEER III	35
CHIEF ENG/DIRECTOR WATER RESOURCE	35
CIVIL ENGINEER I	28
CIVIL ENGINEER II	30
CIVIL ENGINEER III	33
CIVIL ENGINEER IV	35
CIVIL ENGINEER V	*37
CIVIL ENGINEER IN TRAINING	25
CONSTRUCTION REPRESENTATIVE	27
ENGINEER IN TRAINING	25
ENGINEERING PROJECT DESIGNER	26
ENGINEERING TECHNICIAN I	14
ENGINEERING TECHNICIAN II	19
ENGINEERING TECHNICIAN III	23
ENGINEERING TECHNICIAN IV	26
ENVIRONMENTAL ENGINEER I	28
ENVIRONMENTAL ENGINEER II	30
ENVIRONMENTAL ENGINEER III	33
ENVIRONMENTAL ENGINEER IV	35
ENVIRONMENTAL ENGINEER V	*37
ENVIRONMENTAL TECHNICIAN I	14
ENVIRONMENTAL TECHNICIAN II	19
ENVIRONMENTAL TECHNICIAN III	23
ENVIRONMENTAL TECHNICIAN IV	26
GEOLOGIST I	26
GEOLOGIST II	28
GEOLOGIST III	30
GEOLOGIST IV	32
KDOT EQUIPMENT ENGINEER	29
LANDSCAPE ARCHITECTURAL SPECIALIST I	24
LANDSCAPE ARCHITECTURAL SPECIALIST II	27
LANDSCAPE TECHNICIAN	21
WATER RESOURCE MANAGER	31
WATER RESOURCE PLANNER	29
WATER RESOURCE TECHNOLOGIST I	27
WATER RESOURCE TECHNOLOGIST II	29
WATER RESOURCE TECHNOLOGIST III	31

* Salary ranges 37-38 are dependent upon approval to add 2 additional ranges.

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Proposed New Classes Information Technology

CLASS TITLE	PROPOSED SALARY RANGE

APPLICATIONS PROGRAMMER I	21
APPLICATIONS PROGRAMMER II	25
APPLICATIONS PROGRAMMER III	27
APPLICATIONS PROGRAMMER IV	29
APPLICATIONS PROGRAMMER PROJ MGR	31
APPLICATIONS PROGRAMMER STAFF SPEC	31
APPLICATIONS PROGRAMMING MANAGER	33
APPLICATIONS PROGRAMMING SUPERVISOR	31
APPLICATIONS PROG/ANAL I	25
APPLICATIONS PROG/ANAL II	27
APPLICATIONS PROG/ANAL III	29
APPLICATIONS PROG/ANAL IV	31
APPLICATIONS PROG/ANAL MANAGER	35
APPLICATIONS PROG/ANAL PROJECT MANAGER	32
APPLICATIONS PROG/ANAL STAFF SPECIALIST	32
APPLICATIONS PROG/ANAL SUPERVISOR	33
APPLICATIONS SYS ANAL AND PROG MGR	36
BROADCAST ENGINEER	30
BROADCAST SUPERVISOR	20
BROADCAST TECH I	16
BROADCAST TECH II	18
CAPACITY PLANNING SPECIALIST	25
COMMUNICATIONS SPECIALIST I	16
COMMUNICATIONS SPECIALIST II	18
COMMUNICATIONS SPECIALIST III	20
COMMUNICATIONS SPECIALIST SUPERVISOR	22
COMPUTER CONSOLE SUPERVISOR	22
COMPUTER CONSOLE TECHNICIAN	19
COMPUTER ENGINEER	30
COMPUTER OPERATIONS FACILITY SPECIALIST	23
COMPUTER OPERATIONS MANAGER	25
COMPUTER OPERATIONS SUPERVISOR	22
COMPUTER OPERATOR I	14
COMPUTER OPERATOR II	17
COMPUTER OPERATOR III	19
DATA CONTROL SUPERVISOR	21
DATA CONTROL TECHNICIAN I	12
DATA CONTROL TECHNICIAN II	14
DATA CONTROL TECHNICIAN III	18
DATA LIBRARIAN	16
DATA PROCESSING OPERATIONS MANAGER I	26
DATA PROCESSING OPERATIONS MANAGER II	28
DATA PROCESSING OPERATIONS MANAGER III	31
DATA SYSTEMS AUDIT MANAGER	36
DATA SYSTEMS AUDIT SUPERVISOR	34
DATA SYSTEMS AUDITOR I	26

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Proposed New Classes Information Technology (Continued)

CLASS TITLE	PROPOSED SALARY RANGE
DATA SYSTEMS AUDITOR II	29
DATA SYSTEMS AUDITOR III	31
DATABASE MANAGER	36
DATABASE PROG/ANAL I	25
DATABASE PROG/ANAL II	27
DATABASE PROG/ANAL III	29
DATABASE PROG/ANAL PROJ MGR	32
DATABASE PROG/ANAL SUPERVISOR	34
DOCUMENTATION CLERK I	14
DOCUMENTATION CLERK II	16
DOCUMENTATION TECHNICAL WRITER	21
EQUIPMENT PLANNING SUPERVISOR	33
EQUIPMENT PLANNING TECHNICIAN I	27
EQUIPMENT PLANNING TECHNICIAN II	29
EQUIPMENT PLANNING TECHNICIAN III	31
INFORMATION CENTER MANAGER	34
INFORMATION CENTER SUPERVISOR	32
INFORMATION RESOURCE MANAGER I	32
INFORMATION RESOURCE MANAGER II	34
INFORMATION RESOURCE MANAGER III	36
INFORMATION RESOURCE SPECIALIST I	28
INFORMATION RESOURCE SPECIALIST II	30
INFORMATION RESOURCE SPECIALIST III	32
INFORMATION RESOURCE TRAINEE	20
INFORMATION SYSTEMS FISCAL ADMINISTRATOR I	29
INFORMATION SYSTEMS FISCAL ADMINISTRATOR II	31
INFORMATION SYSTEMS FISCAL ADMINISTRATOR III	33
INFORMATION SYSTEMS FISCAL ADMINISTRATOR IV	35
INFORMATION TECH ACQUISITION SPECIALIST I	24
INFORMATION TECH ACQUISITION SPECIALIST II	26
INFORMATION TECH ACQUISITION SPECIALIST III	29
INFORMATION TECH ACQUISITION SPECIALIST IV	32
INFORMATION TECH CONSULTANT I	25
INFORMATION TECH CONSULTANT II	27
INFORMATION TECH CONSULTANT III	30
INFORMATION TECH TRAINING MANAGER	31
INFORMATION TECH TRAINING SPECIALIST I	23
INFORMATION TECH TRAINING SPECIALIST II	25
INFORMATION TECH TRAINING SPECIALIST III	27
INFORMATION TECH TRAINING SUPERVISOR	29
INSTALLATION/SERVICE SUPERVISOR	29
INSTALLATION/SERVICE TECHNICIAN I	23
INSTALLATION/SERVICE TECHNICIAN II	26
INSTALLATION/SERVICE TECHNICIAN III	28
LAN ADMINISTRATOR	30
LAN SPECIALIST	26

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Proposed New Classes Information Technology (Continued)

CLASS TITLE	PROPOSED SALARY RANGE
LAW ENFORCEMENT TELECOM SUPERVISOR	19
LAW ENFORCEMENT TELECOM TECH I	14
LAW ENFORCEMENT TELECOM TECH II	17
NETWORK CONTROL MANAGER	31
NETWORK CONTROL SUPERVISOR	29
NETWORK CONTROL TECHNICIAN I	22
NETWORK CONTROL TECHNICIAN II	25
NETWORK CONTROL TECHNICIAN III	27
NETWORK PLANNING MANAGER	35
NETWORK RECORDS SUPPORT SUPERVISOR	26
NETWORK RECORDS SUPPORT TECHNICIAN I	21
NETWORK RECORDS SUPPORT TECHNICIAN II	23
NETWORK TRANSMISSION ENGINEER	30
NETWORK TRANSMISSION SPECIALIST	26
PRODUCTION CONTROL MANAGER	24
SWITCHBOARD OPERATOR I	12
SWITCHBOARD OPERATOR II	14
SWITCHBOARD OPERATOR III	16
SWITCHBOARD OPERATOR SUPERVISOR	19
SYSTEMS ANALYSIS MANAGER	36
SYSTEMS ANALYSIS PROJECT MANAGER	34
SYSTEMS ANALYSIS STAFF SPECIALIST	34
SYSTEMS ANALYSIS SUPERVISOR	35
SYSTEMS ANALYST I	26
SYSTEMS ANALYST II	28
SYSTEMS ANALYST III	31
SYSTEMS ANALYST IV	33
SYSTEMS SOFTWARE ANAL AND PROG MGR	36
SYSTEMS SOFTWARE PROG/ANAL I	26
SYSTEMS SOFTWARE PROG/ANAL II	29
SYSTEMS SOFTWARE PROG/ANAL III	31
SYSTEMS SOFTWARE PROG/ANAL IV	33
SYSTEMS SOFTWARE PROG/ANAL MANAGER	36
SYSTEMS SOFTWARE PROG/ANAL PROJECT MANAGER	33
SYSTEMS SOFTWARE PROG/ANAL STAFF SPECIALIST	33
SYSTEMS SOFTWARE PROG/ANAL SUPERVISOR	35
TELECOMMUNICATIONS OPERATIONS MANAGER I	31
TELECOMMUNICATIONS OPERATIONS MANAGER II	33
TELECOMMUNICATIONS PROG/ANAL I	25
TELECOMMUNICATIONS PROG/ANAL II	27
TELECOMMUNICATIONS PROG/ANAL III	29
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Proposed New Classes Phase IV

CLASS TITLE	PROPOSED SALARY RANGE

ACTIVITY THERAPIST I	23
ACTIVITY THERAPIST II	25
AGRICULTURAL ASSISTANT	13
ANIMAL SCIENCE TECH. I	16
ANIMAL SCIENCE TECH. II	18
BIOMEDICAL INSTRUMENTATION SPECIALIST	26
BIOMEDICAL INSTRUMENTATION SPECIALIST TRAINEE	24
CARDIAC CATHETERIZATION TECHNICIAN	25
CLIENT TRAINING SUPERVISOR	22
DENTAL ASSISTANT	13
DENTAL HYGENIST	29
DIETETIC TECHNICIAN	13
DIETITIAN I	25
DIETITIAN II	27
DIETITIAN III	29
HEALTH CARE ASSISTANT	12
HEALTH CARE TECHNICIAN I	17
HEALTH CARE TECHNICIAN II	19
LABORATORY TECHNOLOGIST I	27
MEAT CUTTER	11
NUTRITIONIST I	25
NUTRITIONIST II	27
NUTRITIONIST III	29
OCCUPATIONAL THERAPY ASSISTANT	17
ORTHOTIC/PROSTHETIC ASS'T	21
ORTHOTIC/PROSTHETIC TECHNICIAN I	14
ORTHOTIC/PROSTHETIC TECHNICIAN II	17
ORTHOTIST/PROSTHETIST	30
PHYSICAL THERAPY ASSISTANT	18
PLANT SCIENCE TECH. I	16
PLANT SCIENCE TECH. II	18
PUBLIC HEALTH NURSE II	25
QUALIFIED MENTAL RETARDATION PROFESSIONAL	26
RADIOLOGIC TECHNOLOGIST I	23
RADIOLOGIC TECHNOLOGIST II	25
RADIOLOGIC TECHNOLOGIST III	27
REGISTERED NURSE I	20
RENAL DIALYSIS TECHNICIAN I	17
RENAL DIALYSIS TECHNICIAN II	20
RESPIRATORY THERAPIST	21
THERAPY SERVICES SUPERVISOR	30
VETERINARIAN	*38
VETERINARY TECHNICIAN I	18
VETERINARY TECHNICIAN II	20

* Salary ranges 37-38 are dependent upon approval to add 2 additional ranges.

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Proposed New Classes Public Service Administrators and Executives

CLASS TITLE	PROPOSED SALARY RANGE
PUBLIC SERVICE ADMINISTRATOR	26
PUBLIC SERVICE EXECUTIVE I	32
PUBLIC SERVICE EXECUTIVE II	34
PUBLIC SERVICE EXECUTIVE III	36
PUBLIC SERVICE EXECUTIVE IV	*38

* Salary ranges 37-38 are dependent upon approval to add 2 additional ranges.

State of Kansas

**INFORMATION TECHNOLOGY
CLASSIFICATION STUDY**

**Department of Administration
Division of Personnel Services**

REVISED DECEMBER, 1992

State of Kansas
INFORMATION TECHNOLOGY CLASSIFICATION STUDY

CLASSIFICATION GROUP: INFORMATION TECHNOLOGY

CLASSIFICATION FAMILIES:

- (a) INFORMATION RESOURCE MANAGEMENT - 25 classes
- (b) TELECOMMUNICATIONS - 41 classes
- (c) DATA PROCESSING - 68 classes

NUMBER OF PROPOSED CLASSES: 134

The classification study for Information Technology positions has produced the proposed new classes displayed on the following pages. This study recognizes the rapid pace of change resulting from the introduction and implementation of advanced technologies and integrated systems in state agencies.

The study was structured to identify and describe work necessary to design, manage and operate an effective information management program for the State of Kansas. The individual proposed class specifications were designed to define an area of responsibility, the sum of which defines all work associated with the information technology group of classes.

To accomplish the study in an orderly fashion, several guiding principles were established. In the broadest sense, the proposed new classes were designed to reflect national standards in structure and job definition. More specifically, individual class specifications were developed in accordance with the following guiding principles:

- *CLASS SPECIFICATIONS WILL DESCRIBE EXISTING WORK AS WELL AS FUTURE WORK
- *CAREER PATHS ARE CLEARLY DEFINED IN THE CLASS SERIES
- *CLASS TITLES ARE CONSISTENTLY USED TO IDENTIFY COMPARABLE LEVELS OF RESPONSIBILITY AMONG THE FAMILIES AND SUB-FAMILIES
- *ENTRY LEVEL CLASSES ARE NARROW AND SPECIALIZED WHILE UPPER LEVELS HAVE CORRESPONDINGLY INCREASING BREADTH
- *TRAINING CLASSES PROVIDE OPPORTUNITIES FOR MINIMALLY QUALIFIED EMPLOYEES WITHIN JOB FAMILIES
- *EXTENSIVE USE OF SELECTIVE CERTIFICATION PROCEDURES WILL BE UTILIZED TO MINIMIZE THE NEED FOR MANY SPECIALIZED CLASSES

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Job Families (cont.)

Data Processing

Applic Systems Analysis & Prog.

Appl Sys Analysis & Prg Mgr	17
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Systems Analyst	19
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Documentation	21

Systems Analysis & Programming

Sys Software Prog/Analyst	22
Sys Software Analyst/Prg Mgr	22
Data Base Prog/Analyst	23
Data Librarian	23
Computer Engineer	24
Production Control Manager	24
Data Control	24

Operations

Data Systems Auditing	25
Data Proc Operations Mgr	25
Capacity Planning Spec	26
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Computer Operators	27
Facility Specialist	27

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Guide for Identifying Appropriate Job Family/Class Series
(Based on the NATURE of the work)

INFORMATION RESOURCE MANAGEMENT & TELECOMMUNICATIONS

ACTIVITIES PERFORMED

INFORMATION RESOURCE MANAGEMENT & TELECOMMUNICATIONS	CLASS SERIES													
	Information Resource Mgmt.	Information Center	Training & Support	Info. Systems Fiscal Admin.	Info. Technology Acquisitions	Equipment Planning	Network Design & Planning	Broadcast/Transmissions	Network Records Support	Installation & Service	Communications Operators	Network Control	Telecommunications Programming	Law Enforcement Telecommunications
ACTIVITIES PERFORMED														
Program management, coordination and administrative planning	X													
End user support and product training		X												
IT training and education support			X											
Cost allocation, budgeting, billing, etc.				X										
IT acquisitions					X									
Interface with users to determine their telecom systems needs						X	X							
Strategic planning for network optimization/expansion						X	X							
Design network to satisfy user needs & goals						X	X							
Evaluate products & interface with vendors						X								
Television broadcast transmission								X						
Network records and system documentation									X					
Installation and service										X				
Communications operations											X			
Network operations, control and monitoring												X		
Program equipment and systems to satisfy user needs													X	
Law enforcement criminal history database input														X

Guide for Identifying Appropriate Job Family/Class Series
(Based on the NATURE of the work)

DATA PROCESSING

ACTIVITIES PERFORMED

Guide for Identifying Appropriate Job Family/Class Series
(Based on the NATURE of the work)

DATA PROCESSING

CLASS SERIES

ACTIVITIES PERFORMED

Interface with users to determine their data processing requirements	X	X									
Design systems to satisfy user requirements	X	X		X					X		
Write computer programs to satisfy systems design specifications	X		X								
Write computer programs which support the machine operating system				X					X		
Manage computer, data entry, data control, tape library, supplies, etc.					X						
Operate computer to process day-to-day activity						X					
Receive, process & control the flow of user-provided data into computer operations & computer output to users							X				
Audit the operating efficiency of computer systems and the validity of their internal controls								X			
Control the integrity of data bases by monitoring incoming data and data transactions									X		
Develop and maintain systems, programming and operations documentation										X	X
Develop and maintain documentation and magnetic tape files											X

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INFORMATION RESOURCE MANAGEMENT

Page 1 of 4 pages

THE INFORMATION RESOURCE MANAGEMENT FAMILY: GENERALLY CONSISTS OF CLASSES THAT ARE CONCERNED WITH THE INTEGRATION AND APPLICATION OF AN ORGANIZATION'S INFORMATION AND ITS INFORMATION TECHNOLOGIES TO ACHIEVE THE OPTIMUM AFFECT IN MEETING THE ORGANIZATION'S GOALS AND OBJECTIVES. INVOLVES STRATEGIC PLANNING AND POLICY DEVELOPMENT REGARDING THE COLLECTION, PROCESSING, STORING AND RETRIEVAL OF INFORMATION AND THE ACQUISITION AND USE OF TECHNOLOGIES, SUCH AS EQUIPMENT, SOFTWARE, AND SERVICES.

INFORMATION RESOURCE MANAGER SERIES

INFORMATION RESOURCE MANAGER III

INFORMATION RESOURCE MANAGER II

INFORMATION RESOURCE MANAGER I

KEY CHARACTERISTICS:

- Administrative and managerial work.
- Participates in strategic planning and policy development for the agency.
- Responsible for formulating and/or recommending policy pertaining to the collection, processing, storing and retrieval of information within the agency.
- Responsible for formulating and/or recommending policy pertaining to all information technologies used in the agency.
- Responsible for strategic planning for the agency's acquisition and use of information technologies.

INFORMATION RESOURCE MANAGEMENT

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INFORMATION RESOURCE SPECIALIST SERIES

INFORMATION RESOURCE SPECIALIST III

INFORMATION RESOURCE SPECIALIST II

INFORMATION RESOURCE SPECIALIST I

KEY CHARACTERISTICS:

- Specialized and technical work
- Staff responsibilities
- Develops recommendations affecting an agency's handling and dissemination of information and/or acquisition and use of technologies
- Collects and analyzes data, and prepares reports pertaining to an agency's information technology needs
- Expertise in planning, acquiring, evaluating and/or implementing one or more information technology

INFORMATION TECHNOLOGY CONSULTANT SERIES

INFORMATION CENTER MANAGER

INFORMATION CENTER SUPERVISOR

INFORMATION TECHNOLOGY CONSULTANT III

INFORMATION TECHNOLOGY CONSULTANT II

INFORMATION TECHNOLOGY CONSULTANT I

KEY CHARACTERISTICS:

- Specialized or technical work
- Works in an information center or a distributed computing environment
- Expertise in operating and/or maintaining proprietary software and/or hardware associated with an information technology
- Provides technical support and training to end users

INFORMATION RESOURCE MANAGEMENT

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INFORMATION TECHNOLOGY TRAINING SPECIALIST SERIES

INFORMATION TECHNOLOGY TRAINING MANAGER

INFORMATION TECHNOLOGY TRAINING SUPERVISOR

INFORMATION TECHNOLOGY TRAINING SPECIALIST III

INFORMATION TECHNOLOGY TRAINING SPECIALIST II

INFORMATION TECHNOLOGY TRAINING SPECIALIST I

KEY CHARACTERISTICS:

- Technical work
- Formal classroom setting, not one-on-one training
- Training subject content relates to information technologies (data, voice, and video) and/or applied technical hardware or software job skills
- Comprehensive vs problem specific (trouble shooting) training
- Training delivered to information technology users
- Develops course materials and training outline
- Conducts classroom training sessions
- Identifies agency's training needs

INFORMATION TECHNOLOGY ACQUISITION SPECIALIST SERIES

INFORMATION TECHNOLOGY ACQUISITION SPECIALIST IV

INFORMATION TECHNOLOGY ACQUISITION SPECIALIST III

INFORMATION TECHNOLOGY ACQUISITION SPECIALIST II

INFORMATION TECHNOLOGY ACQUISITION SPECIALIST I

KEY CHARACTERISTICS:

- Specialized work
- Purchase of information technology equipment, software and/or services
- Product evaluation
- Bid specification writing
- Contract negotiation with vendors
- Contract enforcement

INFORMATION RESOURCE MANAGEMENT

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INFORMATION SYSTEMS FISCAL ADMINISTRATOR SERIES

INFORMATION SYSTEMS FISCAL ADMINISTRATOR IV

INFORMATION SYSTEMS FISCAL ADMINISTRATOR III

INFORMATION SYSTEMS FISCAL ADMINISTRATOR II

INFORMATION SYSTEMS FISCAL ADMINISTRATOR I

KEY CHARACTERISTICS:

- Technical work.
- Professional level cost accounting.
- Rate design and billing systems related to the use of information technology equipment and services.
- Financing and budgeting of information technology equipment and services.

INFORMATION RESOURCE TRAINEE

INFORMATION RESOURCE TRAINEE

KEY CHARACTERISTICS:

- Training class for job family
- On-the-job training in an aspect of information resource management, such information technology (IT) product evaluation, IT strategic planning, IT acquisition, and IT rate design

TELECOMMUNICATIONS

Page 1 of 8 pages

THE TELECOMMUNICATIONS FAMILY: GENERALLY CONSISTS OF CLASSES THAT ARE CONCERNED WITH THE PLANNING, INSTALLATION, ENGINEERING AND USE OF DEVICES THAT COMMUNICATE VOICE, DATA AND/OR VIDEO TRANSMISSIONS. IN THE CASES OF THE EQUIPMENT PLANNING SERIES AND INSTALLATION REPAIR TECHNICIAN SERIES, SOME POSITIONS MAY BE PROVIDING AGENCY PLANNING OR INSTALLATION OF PERSONAL COMPUTERS AND PERIPHERALS (PRINTERS, MODEMS, ETC.).

TELECOMMUNICATIONS MANAGER SERIES

TELECOMMUNICATIONS OPERATIONS MANAGER II

TELECOMMUNICATIONS OPERATIONS MANAGER I

KEY CHARACTERISTICS:

- Functions in a single location environment or a multi-location environment.
- Managerial work directing, planning and developing telecommunications systems/network design.
- Usually responsible for their unit/division's budget. Approves acquisitions. Establishes system standards.
- Generally has a technical staff consisting of more than one class series, such as telecommunications programmers, network records personnel, network control personnel, installation and service technicians.

TELECOMMUNICATIONS

Page 2 of 8 pages

INSTALLATION/SERVICE TECHNICIAN CLASS SERIES

INSTALLATION/SERVICE SUPERVISOR

INSTALLATION/SERVICE TECHNICIAN III

INSTALLATION/SERVICE TECHNICIAN II

INSTALLATION/SERVICE TECHNICIAN I

KEY CHARACTERISTICS:

- Installs telecommunications equipment and computers, including FAX's, telephones, answering machines, satellite and microwave communications.
- Isolates system network problems for repair when the problems are related to hardware malfunction.
- Emphasis is placed upon direct knowledge of telecommunications equipment. Work with telecommunications equipment may include routine servicing and installation.

BROADCAST SERIES

BROADCAST ENGINEER

BROADCAST SUPERVISOR

BROADCAST TECHNICIAN II

BROADCAST TECHNICIAN I

KEY CHARACTERISTICS:

- Technical and skilled work.
- Installs, modifies, tests, maintains and operates broadcast equipment.
- Monitors and checks audio and broadcasting equipment.
- Transports broadcast production equipment to remote locations.
- Operates video cameras and makes audio recordings.

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TELECOMMUNICATIONS

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SWITCHBOARD OPERATOR CLASS SERIES

SWITCHBOARD OPERATOR SUPERVISOR

SWITCHBOARD OPERATOR III

SWITCHBOARD OPERATOR II

SWITCHBOARD OPERATOR I

KEY CHARACTERISTICS:

- Work answering and placing calls on a telephone switchboard. May operate teletype devices for the deaf.
- Keeps records of uses of the network, places conference calls, long-distance calls and handles equipment trouble reports.
- May also include routine clerical work and receptionist work.

COMMUNICATIONS SPECIALIST SERIES

COMMUNICATION SPECIALIST SUPERVISOR

COMMUNICATION SPECIALIST III

COMMUNICATION SPECIALIST II

COMMUNICATION SPECIALIST I

KEY CHARACTERISTICS:

- Work transmitting and receiving messages for law enforcement and public safety personnel, and the public.
- Operates two-way radio systems, data entry terminals, teletypes and telephones. Maintains logs and records of transmissions. Uses knowledge of radio call signals, local geography, topography, major streets and roads.
- Tracks law enforcement personnel, identifying and tracking their positions.

TELECOMMUNICATIONS

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LAW ENFORCEMENT TELECOMMUNICATIONS TECHNICIAN SERIES

LAW ENFORCEMENT TELECOMMUNICATIONS SUPERVISOR

LAW ENFORCEMENT TELECOMMUNICATIONS TECHNICIAN II

LAW ENFORCEMENT TELECOMMUNICATIONS TECHNICIAN I

KEY CHARACTERISTICS:

- Technical work.
- Maintains computerized law enforcement communication databases.
- Retrieves and transmits criminal record information by computer to other law enforcement agencies.

LOCAL AREA NETWORK SERIES

LOCAL AREA NETWORK ADMINISTRATOR

LOCAL AREA NETWORK SPECIALIST

KEY CHARACTERISTICS:

- Provides technical support for network hardware and software. Installs system hardware and configures software. Evaluates system periodically and trouble-shoots operational problems. Develops utility and application programs.
- Meets with users to discuss automation needs, conducts feasibility studies. In a limited capacity, serves as system administrator (i.e., as a secondary duty on a small network).
- Supervises the operations and/or personnel for a microcomputer network. Serves as database administrator. Sets security standards, grants access to users, provides user support.
- Conducts periodic systems analysis and writes utility programs.
- Determines the type and amount of data stored on the file server. Evaluates software/hardware upgrades. Evaluates security guidelines. Compiles reports from data in the system.
- May provide some technical hardware guidance for small systems.

TELECOMMUNICATIONS

Page 5 of 8 pages

NETWORK CONTROL MANAGER

NETWORK CONTROL MANAGER

KEY CHARACTERISTICS:

- Administrative and managerial work over network programming, records and network control.
- Evaluates network performance, monitors network security and manages the installation of network switches and terminal connection.
- Requires extensive knowledge of network operations and equipment.

TELECOMMUNICATIONS PROGRAMMER/ANALYST SERIES

TELECOMMUNICATION PROGRAMMER/ANALYST III

TELECOMMUNICATION PROGRAMMER/ANALYST II

TELECOMMUNICATION PROGRAMMER/ANALYST I

KEY CHARACTERISTICS:

- Analysis, design, testing and maintenance of telecommunications and/or video transmission systems.
- Develops logic flow chart or program structure of network systems. Writes, tests and debugs communications programs. Writes program documentation.

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TELECOMMUNICATIONS

Page 6 of 8 pages

NETWORK RECORDS SUPPORT TECHNICIAN SERIES

NETWORK RECORDS SUPPORT SUPERVISOR

NETWORK RECORDS SUPPORT TECHNICIAN II

NETWORK RECORDS SUPPORT TECHNICIAN I

KEY CHARACTERISTICS:

- Adds, updates, and deletes records in a network control center database. Issues technical reports and updates about building circuitry.
- Interprets source diagrams to determine the information necessary to update the network operations database.

NETWORK CONTROL TECHNICIAN SERIES

NETWORK CONTROL SUPERVISOR

NETWORK CONTROL TECHNICIAN III

NETWORK CONTROL TECHNICIAN II

NETWORK CONTROL TECHNICIAN I

KEY CHARACTERISTICS:

- Work testing and analyzing telecommunications network problems. Uses routine diagnostic system to analyze network problems with communications lines.
- Talks with users to get information about network problems. Assist users by phone in correcting problems.
- Refers problems that cannot be resolved to proper company, or equipment supplier and coordinates testing; follows up on resolution.

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TELECOMMUNICATIONS

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NETWORK PLANNING MANAGER

NETWORK PLANNING MANAGER

KEY CHARACTERISTICS:

- Managerial and technical work assessing network capacity and requirements.
- Reviews network hardware and software, coordinates acquisition and installation.
- Requires knowledge of network engineering.

EQUIPMENT PLANNING TECHNICIAN SERIES

EQUIPMENT PLANNING SUPERVISOR

EQUIPMENT PLANNING TECHNICIAN III

EQUIPMENT PLANNING TECHNICIAN II

EQUIPMENT PLANNING TECHNICIAN I

KEY CHARACTERISTICS:

- Evaluates equipment for a complex, existing and/or proposed network system.
- Develops technical standards and interface applications for voice or data communications at the intercity or local loop level.
- Maintains inventory of telecommunication and subscriber equipment, services and costs.
- Designs telecommunications systems for users. Recommends quantities, types and service features to the agency.

TELECOMMUNICATIONS

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NETWORK TRANSMISSION SERIES

NETWORK TRANSMISSION ENGINEER

NETWORK TRANSMISSION SPECIALIST

KEY CHARACTERISTICS:

- Conducts analysis of hardware and software in a network transmission system. Determines the electrical standards for network design, and system needs and requirements.
- Designs telecommunication circuitry and evaluates compatibility with existing structures.
- Drafts blueprints to identify transmission test points and parameters for use by installation/service technicians and network vendors.

TELECOMMUNICATIONS TRAINEE

TELECOMMUNICATIONS TRAINEE

KEY CHARACTERISTICS:

- Training class for job family.
- On-the-job, vendor and in-house training in telecommunications operations work.
- Training in installation/service, video production, network control and equipment planning.

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DATA PROCESSING

Page 1 of 11 pages

THE DATA PROCESSING JOB FAMILY: GENERALLY CONSISTS OF CLASSES THAT ARE CONCERNED WITH THE DESIGN, DEVELOPMENT AND OPERATION OF COMPUTER SYSTEMS AND THE PROCESSING OF ELECTRONIC DATA.

APPLICATIONS SYSTEMS ANALYSIS AND PROGRAMMING MANAGER

APPLICATIONS SYSTEMS ANALYSIS AND PROGRAMMING MANAGER

KEY CHARACTERISTICS:

- Administrative work with responsibility for all systems analysis and programming activities.
- Reviews all project requests and coordinates schedules and personnel.
- Requires managerial skills and knowledge of systems analysis and programming.

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DATA PROCESSING

Page 2 of 11 pages

APPLICATIONS PROGRAMMER/ANALYST SERIES

APPLICATIONS PROGRAMMING AND ANALYSIS MANAGER
APPLICATIONS PROGRAMMING AND ANALYSIS SUPERVISOR
APPLICATIONS PROGRAMMER/ANALYST PROJECT MANAGER
APPLICATIONS PROGRAMMER/ANALYST STAFF SPECIALIST
APPLICATIONS PROGRAMMER/ANALYST IV
APPLICATIONS PROGRAMMER/ANALYST III
APPLICATIONS PROGRAMMER/ANALYST II
APPLICATIONS PROGRAMMER/ANALYST I

KEY CHARACTERISTICS:

- Specialized technical work.
- Evaluates, designs, codes, tests, debugs and documents applications programs.
- Analyzes computer system needs.
- Knowledge of operating systems and system controls.
- (Generally, found in smaller data processing operations.)

DATA PROCESSING

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SYSTEMS ANALYST SERIES

SYSTEMS ANALYSIS MANAGER

SYSTEMS ANALYSIS SUPERVISOR

SYSTEMS ANALYSIS PROJECT MANAGER

SYSTEMS ANALYSIS STAFF SPECIALIST

SYSTEMS ANALYST IV

SYSTEMS ANALYST III

SYSTEMS ANALYST II

SYSTEMS ANALYST I

KEY CHARACTERISTICS:

- Specialized technical work.
- Analyzes computer system needs.
- Knowledge of operating systems and system controls.

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DATA PROCESSING

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APPLICATIONS PROGRAMMER SERIES

APPLICATIONS PROGRAMMING MANAGER
APPLICATIONS PROGRAMMING SUPERVISOR
APPLICATIONS PROGRAMMER PROJECT MANAGER
APPLICATIONS PROGRAMMER STAFF SPECIALIST
APPLICATIONS PROGRAMMER IV
APPLICATIONS PROGRAMMER III
APPLICATIONS PROGRAMMER II
APPLICATIONS PROGRAMMER I

KEY CHARACTERISTICS:

- Specialized technical work.
- Codes, tests and debugs application programs.

PROGRAMMER/ANALYST TRAINEE SERIES

PROGRAMMER/ANALYST TRAINEE

KEY CHARACTERISTICS:

- Training class for job family.
- On-the-job vendor and in-house training in programming and systems analysis work.
- Trains in applications, systems operations, systems software, network and data base programming and/or analysis.

DATA PROCESSING

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DOCUMENTATION SERIES

DOCUMENTATION TECHNICAL WRITER

DOCUMENTATION CLERK II

DOCUMENTATION CLERK I

KEY CHARACTERISTICS:

- Technical clerical work.
- Evaluates, edits, prepares and/or maintains systems, programming and operations documentation, procedures and methods.
- Knowledge of the functional parts and uses of control languages, or programming languages.

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DATA PROCESSING

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SYSTEMS SOFTWARE AND PROGRAMMER/ANALYST SERIES

SYSTEMS SOFTWARE MANAGER

SYSTEMS SOFTWARE SUPERVISOR

SYSTEMS SOFTWARE PROJECT MANAGER

SYSTEMS SOFTWARE STAFF SPECIALIST

SYSTEMS SOFTWARE PROGRAMMER/ANALYST IV

SYSTEMS SOFTWARE PROGRAMMER/ANALYST III

SYSTEMS SOFTWARE PROGRAMMER/ANALYST II

SYSTEMS SOFTWARE PROGRAMMER/ANALYST I

KEY CHARACTERISTICS:

- Specialized technical work.
- Develops and modifies software, such as utility programs, control language, macros and subroutines.
- Installs, tailors, generates, tests, documents, and maintains systems software packages.

SYSTEMS SOFTWARE ANALYSIS AND PROGRAMMING MANAGER

SYSTEMS SOFTWARE ANALYSIS AND PROGRAMMING MANAGER

KEY CHARACTERISTICS:

- Managerial and administrative work with responsibility for systems software analysis and database system programming.
- Conducts feasibility studies, prepares time and cost estimates and coordinates personnel for major projects.
- Requires managerial skills and knowledge of systems programming and analysis.

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DATA PROCESSING

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DATABASE PROGRAMMER/ANALYST SERIES

DATA BASE MANAGER

DATA BASE SUPERVISOR

DATA BASE PROJECT MANAGER

DATA BASE PROGRAMMER/ANALYST III

DATA BASE PROGRAMMER/ANALYST II

DATA BASE PROGRAMMER/ANALYST I

KEY CHARACTERISTICS:

- Specialized technical work.
- Designs, codes, tests, debugs and documents databases and data base management programs.
- Analyzes data base needs.
- Knowledge of data base structures and data management techniques.

DATA LIBRARIAN

DATA LIBRARIAN

KEY CHARACTERISTICS:

- Technical clerical work.
- Maintains library of program/system documentation.
- Maintains system to catalogue off-line storage media.
- Responsible for tape security.

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DATA PROCESSING

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COMPUTER ENGINEER

COMPUTER ENGINEER

KEY CHARACTERISTICS:

- Designs and maintains computerized interfaces with technical/scientific equipment.
- Serves as a technical consultant to research staff.
- Knowledge of electrical or computer engineering required.

PRODUCTION CONTROL MANAGER

PRODUCTION CONTROL MANAGER

KEY CHARACTERISTICS:

- Managerial work over data control, documentation and tape library.
- Evaluates production activities and procedures.
- Knowledge of computer operations and data control is required.

DATA CONTROL SERIES

DATA CONTROL SUPERVISOR

DATA CONTROL TECHNICIAN III

DATA CONTROL TECHNICIAN II

DATA CONTROL TECHNICIAN I

KEY CHARACTERISTICS:

- Technical work.
- Prepares, edits and review of data input, output and control documents.
- Maintains and revises lists, control records and coding schemes necessary to process source data.
- Monitors time schedules for data input and output.
- Designs and assists in design and modification of forms and data formats.
- Codes source data and lists according to prescribed code designations.

DATA PROCESSING

Page 9 of 11 pages

DATA SYSTEMS AUDITOR SERIES

DATA SYSTEMS AUDIT MANAGER

DATA SYSTEMS AUDIT SUPERVISOR

DATA SYSTEMS AUDITOR III

DATA SYSTEMS AUDITOR II

DATA SYSTEMS AUDITOR I

KEY CHARACTERISTICS:

- Technical work.
- Checking for the maintenance of integrity and security of data.
- Evaluate data system controls for data processing applications.
- Checking for compliance with data processing system standards.

DATA PROCESSING OPERATIONS MANAGER SERIES

DATA PROCESSING OPERATIONS MANAGER III
(WITH SYSTEMS SOFTWARE RESPONSIBILITY)

DATA PROCESSING OPERATIONS MANAGER II
(WITH SYSTEMS SOFTWARE RESPONSIBILITY)

DATA PROCESSING OPERATIONS MANAGER I

KEY CHARACTERISTICS:

- Managerial work responsible for all computer processing operations.
- Supervises multi-shift operations, data control and operations support.
- Higher levels have system software responsibilities.

DATA PROCESSING

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CAPACITY PLANNING SPECIALIST

CAPACITY PLANNING SPECIALIST

KEY CHARACTERISTICS:

- Technical work planning, monitoring and evaluating data processing operations.
- Evaluates hardware to determine if modifications can be made that will increase processing capacity.
- Requires knowledge of computer hardware and computer operations.

COMPUTER OPERATIONS MANAGER

COMPUTER OPERATIONS MANAGER

KEY CHARACTERISTICS:

- Supervisory work for multishift computer operations and peripheral equipment.
- Establishes equipment schedules, coordinates operations between shifts.
- Requires extensive knowledge of computer operations.

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DATA PROCESSING

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COMPUTER OPERATIONS/COMPUTER CONSOLE SERIES

COMPUTER CONSOLE SUPERVISOR
COMPUTER CONSOLE TECHNICIAN
COMPUTER OPERATIONS SUPERVISOR
COMPUTER OPERATOR III
COMPUTER OPERATOR II
COMPUTER OPERATOR I

KEY CHARACTERISTICS:

- Technical work operating mainframe/mini computers and auxiliary equipment.
- Operates console or terminal to monitor computers and peripherals.
- Identifies error conditions, corrects processing errors and re-routes output.
- Maintains performance records.

COMPUTER OPERATIONS FACILITY SPECIALIST

COMPUTER OPERATIONS FACILITY SPECIALIST

KEY CHARACTERISTICS:

- Responsible for management of physical facilities containing mainframe computers and auxiliary equipment.
- Work with building architects and engineers to assist in the installation of computer hardware.
- Requires knowledge of electrical engineering and environmental control systems.

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APPENDIX A

Proposed New Classes Information Technology

CLASS TITLE	PROPOSED SALARY RANGE	CLASS TITLE	PROPOSED SALARY RANGE
APPLICATIONS PROGRAMMER I	21	DATA CONTROL TECHNICIAN I	12
APPLICATIONS PROGRAMMER II	25	DATA CONTROL TECHNICIAN II	14
APPLICATIONS PROGRAMMER III	27	DATA CONTROL TECHNICIAN III	18
APPLICATIONS PROGRAMMER IV	29	DATA LIBRARIAN	16
APPLICATIONS PROGRAMMER PROJ MGR	31	DATA PROCESSING OPERATIONS MANAGER I	26
APPLICATIONS PROGRAMMER STAFF SPEC	31	DATA PROCESSING OPERATIONS MANAGER II	28
APPLICATIONS PROGRAMMING MANAGER	33	DATA PROCESSING OPERATIONS MANAGER III	31
APPLICATIONS PROGRAMMING SUPERVISOR	31	DATA SYSTEMS AUDIT MANAGER	36
APPLICATIONS PROG/ANAL I	25	DATA SYSTEMS AUDIT SUPERVISOR	34
APPLICATIONS PROG/ANAL II	27	DATA SYSTEMS AUDITOR I	26
APPLICATIONS PROG/ANAL III	29	DATA SYSTEMS AUDITOR II	29
APPLICATIONS PROG/ANAL IV	31	DATA SYSTEMS AUDITOR III	31
APPLICATIONS PROG/ANAL MANAGER	35	DATABASE MANAGER	36
APPLICATIONS PROG/ANAL PROJECT MANAGER	32	DATABASE PROG/ANAL I	25
APPLICATIONS PROG/ANAL STAFF SPECIALIST	32	DATABASE PROG/ANAL II	27
APPLICATIONS PROG/ANAL SUPERVISOR	33	DATABASE PROG/ANAL III	29
APPLICATIONS SYS ANAL AND PROG MGR	36	DATABASE PROG/ANAL PROJ MGR	32
BROADCAST ENGINEER	30	DATABASE PROG/ANAL SUPERVISOR	34
BROADCAST SUPERVISOR	20	DOCUMENTATION CLERK I	14
BROADCAST TECH I	16	DOCUMENTATION CLERK II	16
BROADCAST TECH II	18	DOCUMENTATION TECHNICAL WRITER	21
CAPACITY PLANNING SPECIALIST	25	EQUIPMENT PLANNING SUPERVISOR	33
COMMUNICATIONS SPECIALIST I	16	EQUIPMENT PLANNING TECHNICIAN I	27
COMMUNICATIONS SPECIALIST II	18	EQUIPMENT PLANNING TECHNICIAN II	29
COMMUNICATIONS SPECIALIST III	20	EQUIPMENT PLANNING TECHNICIAN III	31
COMMUNICATIONS SPECIALIST SUPERVISOR	22	INFORMATION CENTER MANAGER	34
COMPUTER CONSOLE SUPERVISOR	22	INFORMATION CENTER SUPERVISOR	32
COMPUTER CONSOLE TECHNICIAN	19	INFORMATION RESOURCE MANAGER I	32
COMPUTER ENGINEER	30	INFORMATION RESOURCE MANAGER II	34
COMPUTER OPERATIONS FACILITY SPECIALIST	23	INFORMATION RESOURCE MANAGER III	36
COMPUTER OPERATIONS MANAGER	25	INFORMATION RESOURCE SPECIALIST I	28
COMPUTER OPERATIONS SUPERVISOR	22	INFORMATION RESOURCE SPECIALIST II	30
COMPUTER OPERATOR I	14	INFORMATION RESOURCE SPECIALIST III	32
COMPUTER OPERATOR II	17	INFORMATION RESOURCE TRAINEE	20
COMPUTER OPERATOR III	19	INFORMATION SYSTEMS FISCAL ADMINISTRATOR I	29
DATA CONTROL SUPERVISOR	21	INFORMATION SYSTEMS FISCAL ADMINISTRATOR II	31

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APPENDIX A

Proposed New Classes Information Technology (Continued)

CLASS TITLE	PROPOSED SALARY RANGE	CLASS TITLE	PROPOSED SALARY RANGE
INFORMATION SYSTEMS FISCAL ADMINISTRATOR III	33	NETWORK TRANSMISSION ENGINEER	30
INFORMATION SYSTEMS FISCAL ADMINISTRATOR IV	35	NETWORK TRANSMISSION SPECIALIST	26
INFORMATION TECH ACQUISITION SPECIALIST I	24	PRODUCTION CONTROL MANAGER	24
INFORMATION TECH ACQUISITION SPECIALIST II	26	PROGRAMMER/ANALYST TRAINEE	18
INFORMATION TECH ACQUISITION SPECIALIST III	29	SWITCHBOARD OPERATOR I	12
INFORMATION TECH ACQUISITION SPECIALIST IV	32	SWITCHBOARD OPERATOR II	14
INFORMATION TECH CONSULTANT I	25	SWITCHBOARD OPERATOR III	16
INFORMATION TECH CONSULTANT II	27	SWITCHBOARD OPERATOR SUPERVISOR	19
INFORMATION TECH CONSULTANT III	30	SYSTEMS ANALYSIS MANAGER	36
INFORMATION TECH TRAINING MANAGER	31	SYSTEMS ANALYSIS PROJECT MANAGER	34
INFORMATION TECH TRAINING SPECIALIST I	23	SYSTEMS ANALYSIS STAFF SPECIALIST	34
INFORMATION TECH TRAINING SPECIALIST II	25	SYSTEMS ANALYSIS SUPERVISOR	35
INFORMATION TECH TRAINING SPECIALIST III	27	SYSTEMS ANALYST I	26
INFORMATION TECH TRAINING SUPERVISOR	29	SYSTEMS ANALYST II	28
INSTALLATION/SERVICE SUPERVISOR	29	SYSTEMS ANALYST III	31
INSTALLATION/SERVICE TECHNICIAN I	23	SYSTEMS ANALYST IV	33
INSTALLATION/SERVICE TECHNICIAN II	26	SYSTEMS SOFTWARE ANAL AND PROG MGR	36
INSTALLATION/SERVICE TECHNICIAN III	28	SYSTEMS SOFTWARE PROG/ANAL I	26
LAN ADMINISTRATOR	30	SYSTEMS SOFTWARE PROG/ANAL II	29
LAN SPECIALIST	26	SYSTEMS SOFTWARE PROG/ANAL III	31
LAW ENFORCEMENT TELECOM SUPERVISOR	19	SYSTEMS SOFTWARE PROG/ANAL IV	33
LAW ENFORCEMENT TELECOM TECH I	14	SYSTEMS SOFTWARE PROG/ANAL MANAGER	36
LAW ENFORCEMENT TELECOM TECH II	17	SYSTEMS SOFTWARE PROG/ANAL PROJECT MANAGER	33
NETWORK CONTROL MANAGER	31	SYSTEMS SOFTWARE PROG/ANAL STAFF SPECIALIST	33
NETWORK CONTROL SUPERVISOR	29	SYSTEMS SOFTWARE PROG/ANAL SUPERVISOR	35
NETWORK CONTROL TECHNICIAN I	22	TELECOMMUNICATIONS OPERATIONS MANAGER I	31
NETWORK CONTROL TECHNICIAN II	25	TELECOMMUNICATIONS OPERATIONS MANAGER II	33
NETWORK CONTROL TECHNICIAN III	27	TELECOMMUNICATIONS PROG/ANAL I	25
NETWORK PLANNING MANAGER	35	TELECOMMUNICATIONS PROG/ANAL II	27
NETWORK RECORDS SUPPORT SUPERVISOR	26	TELECOMMUNICATIONS PROG/ANAL III	29
NETWORK RECORDS SUPPORT TECHNICIAN I	21	TELECOMMUNICATIONS TRAINEE	14
NETWORK RECORDS SUPPORT TECHNICIAN II	23		

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APPENDIX B

Positions in Current Classes Identified as Performing IT Work (95 Classes)

CLASS CODE	CURRENT TITLE	# OF POS.	CLASS CODE	CURRENT TITLE	# OF POS.
1531	ACCOUNTANT I	1	1493	DATA PROCESSING TRAINING SPECIALIST II	2
1532	ACCOUNTANT II	3	1493	DATA PROCESSING TRAINING SPECIALIST III	1
1543	ACCOUNTANT IV	1	7353	DIRECTOR, ADMINISTRATIVE SERVICES	1
1411	ADMINISTRATIVE OFFICER I	4	1098	EDP POLICY & SYSTEMS ANALYST	5
1412	ADMINISTRATIVE OFFICER II	1	6043	ELECTRONIC COMMUNICATION TECHNICIAN	6
1273	AUDIO VISUAL SUPERVISOR	1	1883	ELECTRONIC COMMUNICATIONS SPECIALIST	11
3252	BROADCAST SUPERVISOR	2	1889	ELECTRONIC SYSTEMS ADMINISTRATOR	1
1871	COMMUNICATIONS OPERATOR I	35	6044	ELECTRONICS TECHNICIAN I	12
1872	COMMUNICATIONS OPERATOR II	37	6045	ELECTRONICS TECHNICIAN II	28
1873	COMMUNICATIONS OPERATOR III	8	6046	ELECTRONICS TECHNOLOGIST	11
1100	COMPUTER ENGINEER	3	1483	ESSI PROGRAMMER	4
1115	COMPUTER OPERATIONS MANAGER	8	1485	ESSI PROGRAMMER/ANALYST	13
1149	COMPUTER OPERATIONS SPECIALIST	9	1487	ESSI PROGRAMMER/ANALYST SUPERVISOR	2
1103	COMPUTER OPERATIONS SUPERVISOR I	21	1776	HEALTH & ENVIRONMENT ANALYST	1
1104	COMPUTER OPERATIONS SUPERVISOR II	9	1576	INFORMATION RESOURCE MANAGER I	2
1152	COMPUTER OPERATOR I	13	1087	INFORMATION RESOURCE MANAGER II	3
1153	COMPUTER OPERATOR II	43	1577	INFORMATION RESOURCE MANAGER III	1
1154	COMPUTER OPERATOR III	37	1055	KANS-A-N SWITCHBOARD OPERATOR I	4
1081	COMPUTER SYSTEMS ANALYST I	9	1056	KANS-A-N SWITCHBOARD OPERATOR II	17
1082	COMPUTER SYSTEMS ANALYST II	59	1057	KANS-A-N SWITCHBOARD OPERATOR III	1
1083	COMPUTER SYSTEMS ANALYST III	48	1067	KEYBOARD OPERATOR II	1
8009	CRIMINAL JUSTICE COMMUNICATIONS SUPERVISOR	1	1068	KEYBOARD OPERATOR III	3
8011	CRIMINAL JUSTICE SYSTEMS ADMINISTRATOR	1	1910	LAW ENFORCEMENT TELECOMMUNICATIONS OPERATOR I	10
1186	DATA CONTROL SUPERVISOR I	6	1908	MANAGEMENT ANALYST I	5
1187	DATA CONTROL SUPERVISOR II	6	1909	MANAGEMENT ANALYST II	11
1181	DATA CONTROL TECHNICIAN I	12	1923	MANAGEMENT ANALYST III	5
1182	DATA CONTROL TECHNICIAN II	41	1924	MANAGEMENT ANALYST IV	2
1183	DATA CONTROL TECHNICIAN III	36	1034	OFFICE ASSISTANT I	2
1184	DATA CONTROL TECHNICIAN IV	7	1036	OFFICE ASSISTANT III	1
1189	DATA OPERATIONS COORDINATOR	1	1037	OFFICE ASSISTANT IV	1
1491	DATA PROCESSING TRAINING SPECIALIST I	1	1038	OFFICE SPECIALIST	7

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APPENDIX B

Positions in Current Classes Identified as Performing IT Work (95 Classes) (Continued)

CLASS CODE	CURRENT TITLE	# OF POS.	CLASS CODE	CURRENT TITLE	# OF POS.
1039	OFFICE SUPERVISOR	2	1097	SYSTEMS ANALYSIS & PROGRAM MANAGER	17
1737	PERSONNEL MANAGEMENT SPECIALIST II	1	1489	SYSTEMS ANALYSIS & PROGRAM MANAGER ESSI	1
1105	PROGRAMMER I	18	1150	SYSTEMS SOFTWARE SPECIALIST	22
1106	PROGRAMMER II	56	1091	TECHNICAL SUPPORT PROGRAMMER I	19
1107	PROGRAMMER III	64	1092	TECHNICAL SUPPORT PROGRAMMER II	31
1109	PROGRAMMER IV	47	1095	TECHNICAL SUPPORT SUPERVISOR	28
1842	RESEARCH ANALYST II	1	1479	TECHNICAL TRAINING MANAGER, ESSI	1
1843	RESEARCH ANALYST III	1	1894	TELECOMMUNICATIONS OPERATOR II	13
1661	REVENUE ANALYST I	1	1895	TELECOMMUNICATIONS OPERATOR III	3
1662	REVENUE ANALYST II	5	1891	TELECOMMUNICATIONS SPECIALIST I	17
1663	REVENUE ANALYST III	2	1892	TELECOMMUNICATIONS SPECIALIST II	7
1664	REVENUE ANALYST IV	4	1890	TELECOMMUNICATIONS SPECIALIST III	3
1885	SENIOR ELECTRONIC COMMUNICATIONS SPECIALIST	9	3235	TOWER AND ANTENNA SPECIALIST	3
1886	SENIOR TELEVISION ENGINEER	3	6090	TRANSPORTATION MANAGER I	3
7360	SOCIAL SERVICE ADMINISTRATOR I	1	6091	TRANSPORTATION MANAGER II	1
1061	SWITCHBOARD OPERATOR I	27	3261	UTILITY WORKER	3
1062	SWITCHBOARD OPERATOR II	7			
					1,059

76-32

Information Resource Technology Classification Recommendations (December 1992)

DATA PROCESSING UPPER MANAGEMENT LEVEL

Operations & Documentation	Systems Development	Technical Support
	App Sys Analy & Prog Mgr	Sys Soft Analysis & Prog Mgr
DP Ops Mgr III (w/soft)		

TELECOMMUNICATIONS U

CUSTOMER SERVICES	General A
	Telecommunicat
	Telecommunicat

DATA PROCESSING STAFF MANAGEMENT LEVEL

Operations & Documentation	Systems Development	Technical Support
	Programming	Data Base
	Prog/Analysis	Software
	Sys Analysis	
	Manager	Manager
	Manager	Supervisor
	Project Manager	Supervisor
	Manager	Project Manager
	Supervisor	
	Project Manager	
DP Ops Mgr 2 (no software)		
DP Ops Mgr 1 (no software)		
Computer Operations Mgr		
Prod Control Manager		
Computer Operations Spv		
Computer Console Spv		
Data Control Spv		

TELECOMMUNICATIONS S

CUSTOMER SERVICES	ADMINISTRATION	TRANSMISSION & Equipment
		Equip Planning Su
		Local Area Net Ad
Installation Supv		
	Network Records Supv	
Switchboard Supv		

DATA PROCESSING STAFF LEVEL

Operations & Documentation	Systems Development	Technical Support
	Programming	Data Base
	Prog/Analysis	Software
	Sys Analysis	
		Staff Specialist
		Sys Analyst IV
	Staff Specialist	Staff Specialist
	Staff Specialist	Analyst IV
Computer Engineer	Prog IV	Analyst III
	Prog III	Analyst II
	Prog II	Analyst I
Capacity Planning Spec	Prog I	
Facilities Spec		
Docum Tech Writer		
Console Tech		
Computer Op III		
Data Control Tech III	Prog/Anal Trainee	Prog/Anal Trn
Computer Op II		
Documentation Clerk II		
Data Librarian		
Documentation Clerk I		
Data Control Tech II		
Computer Op I		
Data Control Tech I		

TELECOMMUNICA

CUSTOMER SERVICES	ADMINISTRATION	TRANSMISSION & Equipment
		Equip Planning Tc
		Net Transmission F
		Equip Planning Tec
Installation Tech III		
		Equip Planning Tec
Installation Tech II		Net Transmission S
		Local Area Special
Installation Tech I	Network Records Tech II	
	Network Records Tech I	
L.E.T. Spv		
L.E.T. Tech II		
Switchboard Op III		
L.E.T. Tech I		Telecom Trainee
Switchboard Op II		
Switchboard Op I		

INFORMATION RESOURCE MANAGEMENT &
ADMINISTRATION UPPER MANAGEMENT LEVEL

LEVEL	PURCHASING & FINANCIAL ADMIN
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INFORMATION RESOURCE MANAGEMENT &
ADMINISTRATION STAFF MANAGEMENT LEVEL

**PURCHASING &
FINANCIAL ADMIN**

FINANCIAL ADMIN	
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INFORMATION RESOURCE MANAGEMENT & ADMINISTRATION STAFF LEVEL

**PURCHASING &
FINANCIAL ADMIN**

APPENDIX C

Examples of How Work Performed in Current Classes is Distributed Among Proposed New Titles

CLASS CODE	CURRENT TITLE	# OF POS.	NEW CLASS TITLE
1082	COMPUTER SYSTEMS ANALYST II	19	APPLICATIONS PROG/ANAL II
1082	COMPUTER SYSTEMS ANALYST II	2	APPLICATIONS PROG/ANAL III
1082	COMPUTER SYSTEMS ANALYST II	1	APPLICATIONS PROG/ANAL III
1082	COMPUTER SYSTEMS ANALYST II	11	APPLICATIONS PROG/ANAL III
1082	COMPUTER SYSTEMS ANALYST II	1	APPLICATIONS PROG/ANAL IV
1082	COMPUTER SYSTEMS ANALYST II	6	INFORMATION RESOURCE SPECIALIST II
1082	COMPUTER SYSTEMS ANALYST II	3	INFORMATION TECH CONSULTANT II
1082	COMPUTER SYSTEMS ANALYST II	1	LAN SPECIALIST
1082	COMPUTER SYSTEMS ANALYST II	5	SYSTEMS ANALYST II
1082	COMPUTER SYSTEMS ANALYST II	1	SYSTEMS ANALYST III
1082	COMPUTER SYSTEMS ANALYST II	7	SYSTEMS SOFTWARE PROG/ANAL II
1082	COMPUTER SYSTEMS ANALYST II	2	SYSTEMS SOFTWARE PROG/ANAL III
1908	MANAGEMENT ANALYST I	1	INFORMATION TECH CONSULTANT I
1908	MANAGEMENT ANALYST I	4	INFORMATION TECH CONSULTANT II
1909	MANAGEMENT ANALYST II	8	INFORMATION RESOURCE SPECIALIST I
1909	MANAGEMENT ANALYST II	1	INFORMATION SYSTEMS FISCAL ADMINISTRATOR I
1909	MANAGEMENT ANALYST II	1	INFORMATION TECH CONSULTANT I
1909	MANAGEMENT ANALYST II	1	INFORMATION TECH CONSULTANT II
1923	MANAGEMENT ANALYST III	1	EQUIPMENT PLANNING SUPERVISOR
1923	MANAGEMENT ANALYST III	1	INFORMATION CENTER SUPERVISOR
1923	MANAGEMENT ANALYST III	1	INFORMATION SYSTEMS FISCAL ADMINISTRATOR II
1923	MANAGEMENT ANALYST III	1	INFORMATION TECH CONSULTANT III
1923	MANAGEMENT ANALYST III	1	SYSTEMS ANALYSIS PROJECT MANAGER
1924	MANAGEMENT ANALYST IV	2	SYSTEMS ANALYSIS MANAGER



KANSAS
ASSOCIATION OF
PUBLIC EMPLOYEES

1300 South Topeka Avenue Topeka, Kansas 66612 913-235-0262 Fax 913-235-8788

TESTIMONY BY BRAD E. AVERY
EXECUTIVE DIRECTOR
KANSAS ASSOCIATION OF PUBLIC EMPLOYEES
ON HB 2192

House Bill 2192 provides, among other things, a 1.5 percent increase in each step of the state pay plan and funding for the last phase of a reclassification effort that was begun in 1985 and was due to be completed last year.

Although KAPE is a proponent of HB 2192 because it does provide for the first full year adjustment in the step figures since FY 1990, it is not a solution to the disregard shown toward the salaries of state employees for the last several years.

Last year the Legislature provided for an adjustment of one percent in steps of the state's salary plan for six months. The year before, there was no cost of living increase.

Other public employees have done much better. Last year, according to the Department of Education, teachers received a statewide increase in wages that averaged 8 percent.



While teachers are entitled to what they received, state employees are properly asking the question, "What about us?" I think legislators too often tend to see state employees in terms of numbers of full time equivalent positions without considering the fact they have families to feed and bills to pay.

Their plight is exacerbated by the fact that by any measure one cares to establish, state employees' wages have declined in terms of real dollar amounts.

As measured against the Consumer Price Index, no COLA provided has matched the rate of inflation for the last four years. (see Attachment A). Even if the merit or step increases were included in the calculations, inflation would still have robbed state employees of the value of their pay checks in three out of the last four years.

As measured by growth in personal income from wages in all sectors of the Kansas economy, state employees are behind. In the private sector statewide, personal income from wages grew as fast or faster than the rate of inflation in each of the last four years. That was not true of the wages of state workers.

Private sector growth in personal income from wages exceeded the combination of cost of living increases and step increases in three of the last four years. (Attachment B)

If House Bill 2192 is enacted, there will be a 1.5 percent increase in each of the steps of the state's pay

plan. The steps are set at 2.5 percentage points apart, so together with step movement, state employees' wages under the governor's proposal will be increased by four percent.

In addition, she has proposed that state employees' KPERS contributions be decreased by 1/2 percent to provide a total increase of 4.5 percent. KAPE believes the additional 1/2 percent should not come from reduced employee contributions but rather from the savings the State has incurred from its reduced reduced contributions to KPERS.

For every four dollars contributed by employees, the state is contributing approximately 82 cents. KAPE believes these savings should, in part, be distributed back to employees in the form of the half percent COLA.

These amounts will not be sufficient for state employees to make-up for previous lost wages. The amount does stand a chance, together with step increases, to at least match or slightly exceed the rate of inflation.

However, it should be pointed out that not all state employees are eligible for step increases. Once an employee reaches the end of his or her step level, the step increases stop.

According to the Division of Personnel, there are 1,407 employees who have reached the last step of the pay plan, step "O." It is patently unfair for these employees not to get the same increase other employees will receive because

the structure of the pay plan.

According to figures provided by Legislative Research, it would cost \$373,863.00 in SGF money for employees who will not receive a step increase to provide an additional 2.5 percent increase on top of the 1.5 percent now in the bill.

House Bill 2192 also completes the commitment the Legislature has made to reclassify state employees. For the purposes of my testimony, reclassification is a process by which the Department of Administration determines whether employees in various position classifications are in the correct pay range.

It makes those determinations through surveys of comparable positions in the private and public sector. The Legislature in 1989 mandated that this work be completed prior to ~~the end of~~ FY '93.

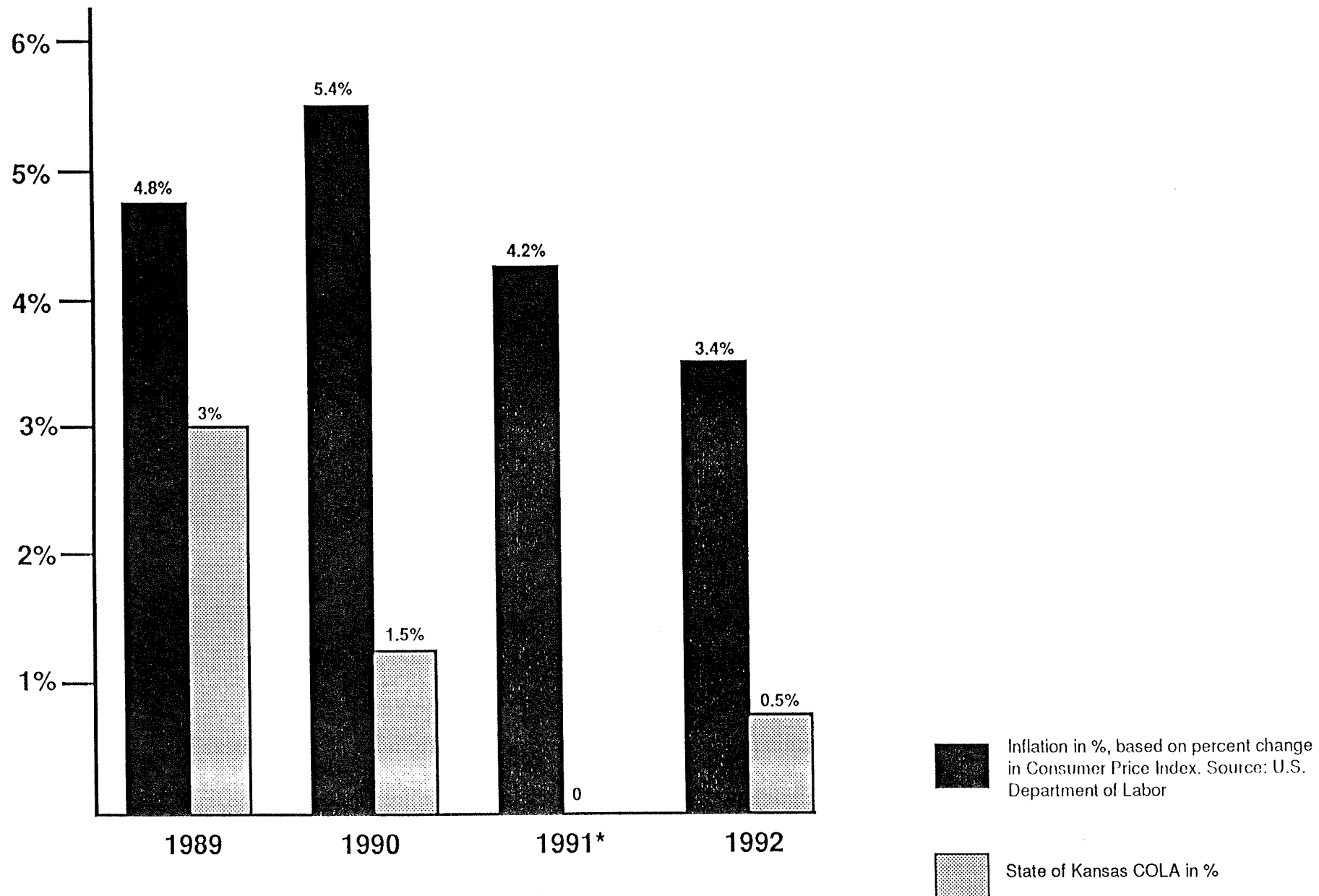
For FY '94, the Governor proposes to reclassify 5,500 positions in 13 job classifications. While there may be individual flaws within the study, KAPE is supportive of the necessity of reclassification and would urge the Legislature to follow through on its initial commitment to this process.

Amendment to 2192

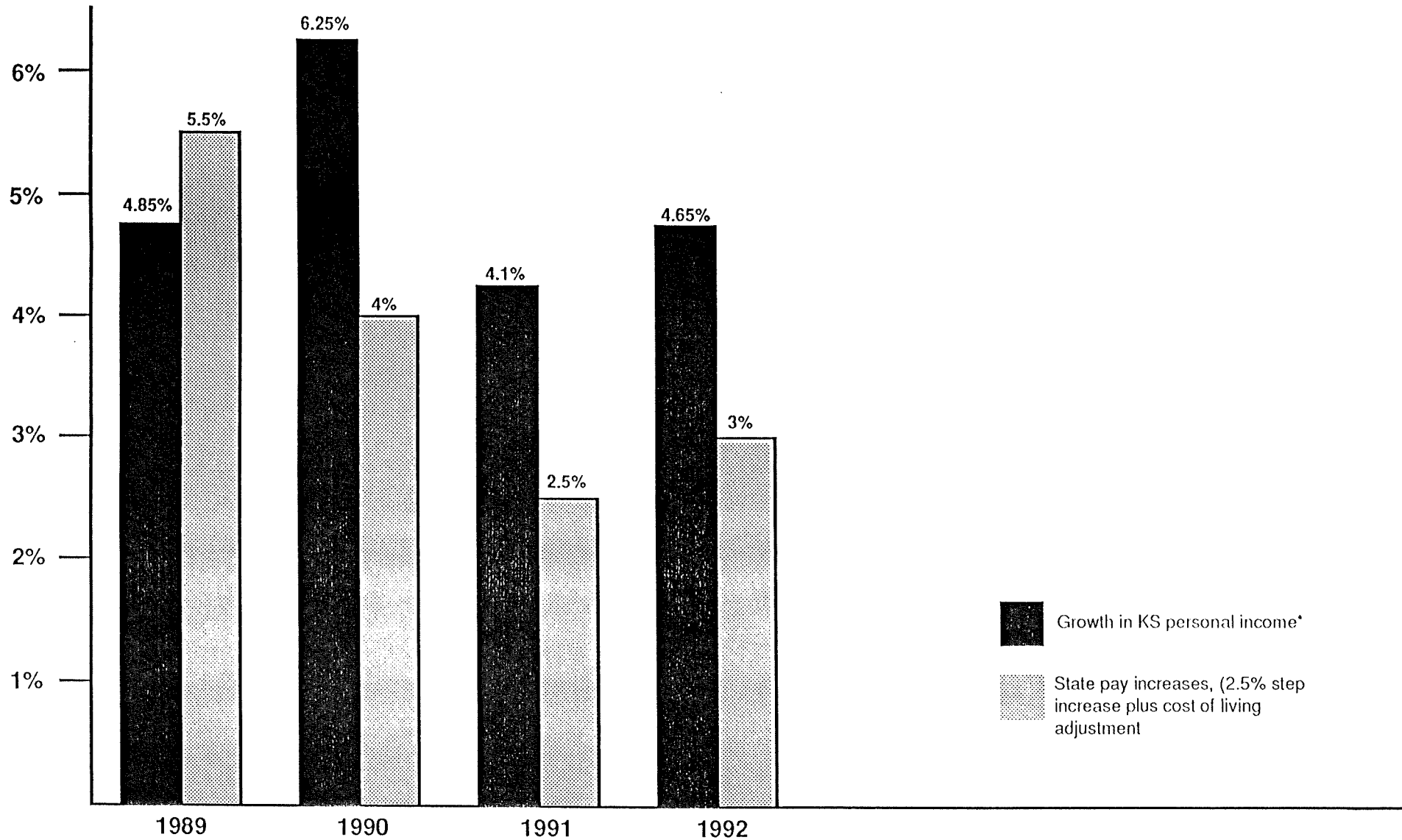
Following language added to Section 1(a), line 21 following
"monthly":

In addition, those employees on the last step of the state pay plan and therefore not eligible for step movement, shall receive an amount equal to 2.5 percent of their current wages, adjusted to the nearest dollar. Said amount shall not be reflected in the pay plan but shall constitute a bonus to those eligible for such.

Inflation vs. Kansas State Employee Cost of Living Adjustments

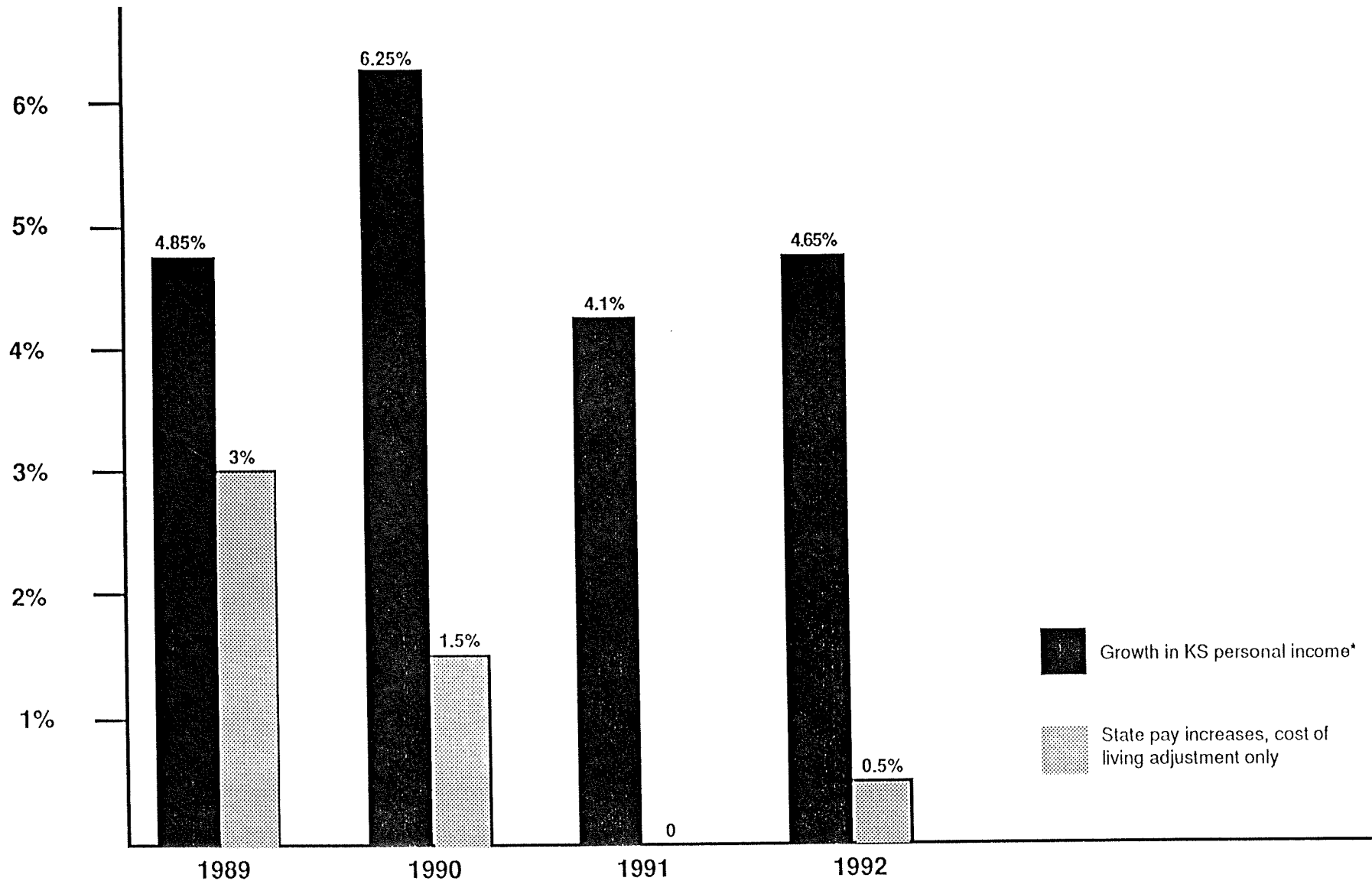


Growth In Kansas Personal Income (Salary + Wages) vs. State Pay Increases (Steps + COLA)



* Source: Governor's Economic & Demographic Report

Growth In Kansas Personal Income (Salary + Wages) vs. State Pay Increases (COLA only)



* Source: Governor's Economic & Demographic Report

MEMORANDUM

Kansas Legislative Research Department

300 S.W. 10th Avenue
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Topeka, Kansas 66612-1504
Telephone (913) 296-3181 FAX (913) 296-3824

March 2, 1993

To: Alan Conroy
From: Kathy Porter
Re: The Cost of Providing a 2.5 Percent Salary Increase for State
Employees Who Are Above Range or at Step "O"

The following information is in response to your request for an estimate of the cost of providing a 2.5 percent salary increase for those state employees who are either above range on the state pay plan or who are at step "0," the final step of each range under the current pay plan. Under the pay plan, classified employees in either of these circumstances would receive no step movement.

Information on the number of employees who would be affected was obtained from the Division of Personnel Services based on data extracted from the Kansas Integrated Personnel and Payroll System (KIPPS) for the pay period ending January 17, 1993. Regents data was extracted from tapes supplied by each institution for the pay period ending December 17, 1992. As of those dates, there were a total of 1,449 employees who were either above range (42 employees) or at step "O" (1,407 employees). The aggregate salary of the 1,449 employees was \$47,816,910, and the total cost of providing a 2.5 percent salary increase would be \$1,195,423. Of that cost, \$373,863 would be from the State General Fund and \$821,560 would be from other funding sources.

It should be noted that these amounts would reflect the cost of providing a 2.5 percent salary increase as of December 17, 1992, for the Regents institutions and as of January 17, 1993, for other agencies. Presumably, additional employees would reach step "O" during the remainder of FY 1993 and during FY 1994. That number may be offset to some extent by persons retiring or separating from employment with the state.

If additional information would be helpful, please feel free to contact me.

93-5349/kp

testimony in support of House Bill 2192. Which concerns salaries and compensation State officers and employees and which authorizes and provides for certain increases and revisions.

Chairperson Chronister and members of the House Committee on Appropriations:

I wish to thank you for this opportunity to present some of my comments relative to the issue.

I am a Road Designer in the Road Section, Bureau of Design, Kansas Department of Transportation.

First, I would like to comment on reclassification. This issue was first addressed by the 1985 Legislature, it has been 8 years and is still not complete. I feel you have an obligation to champion passage of this issue.

When KDOT hires a graduate Engineer it generally takes 3 to 5 years of training and experience and approximately \$100,000 to \$150,000. At this point these employees start to save the people of Kansas anywhere from \$100,000 to \$300,000 per year in outside Engineering fees.

If we do not keep abreast of private sector compensation we will not retain these employee's that we need to oversee the highway program and insure that they conform to KDOT specifications.

Therefore by enacting this portion of 2192 will save money not cost money.

Second I would like to address the 1.5% COLA as inadequate. According to the U.S. Department of Labor, consumer prices have risen by the following:

1990 - 5.4%
1991 - 4.2%
1992 - 3.4%

Where as State employees have received the following COLA's:

1990 - 1.5%
1991 - 0.0%
1992 - 1.0% (1/2 year)

We are not exempt from these increases in the consumer price index. I feel a 13.0% increase in the price index in the United States and a 2.5% increase in COLA's is neither fair nor just.

As you study this Bill, I ask you to consider what is fair and equitable for your employees.

The KDOT Employee who goes out at considerable risk to clear the snow and ice from roads and bridges. The KDHE Employee's that expose themselves to hazardous spills. The SRS Employee who has a caseload of 40 when the national average is 20. The KHP Trooper who is at risk every day to protect the citizens of Kansas. The DOC Employee who must guard us from convicted felons. I could go on and on but the point is we are here serving the people of Kansas, we are people, we have needs and wants.

And last but not least, as employee's we do not increase staff, it is either done via Legislative or Administrative Action. If some of the Federal Programs are economically unfeasible, than JUST SAY NO.

In closing, I wish to again thank you for this opportunity to address these issues.

TESTIMONY IN SUPPORT OF HOUSE BILL 2192, WHICH CONCERNS SALARIES AND
COMPENSATION OF STATE OFFICERS AND EMPLOYEES AND WHICH AUTHORIZES AND
PROVIDES FOR CERTAIN INCREASES AND REVISIONS.

CHAIRPERSON CHRONISTER AND MEMBERS OF THE HOUSE COMMITTEE ON
APPROPRIATIONS:

I wish to thank you for this opportunity to present some of my
comments relative to the issue. First, Reclassification-

I am a supervisor, a middle manager, responsible for the work
done by a staff of 40. Six of those 40 have received past
reclassification. Thirty-four (34) are still waiting for the cycle to
be completed. Those 34 are composed of Engineers, Chemists and
Engineering Technicians. All of these classifications are included in
the proposed reclassification.

Using the current and proposed pay ranges for the several
classifications of individuals on my staff leads to some interesting
observations. The work is technical in nature, the skill and
knowledge requirements are, for the most part, fairly complex. Of
those 34 employees:

13 (38%) would be at market rate (Step E), or above;
21 (62%) would be below market rate (Steps A to D);

18 (53%) would be below the proposed starting salary
and, of that group,
9 (26%) would be 10% or more below starting salary;
4 (12%) would be 15% or more below starting salary;
2 (6%) would be 20% or more below starting salary;
1 (3%) would be 25% below starting salary.

10 persons (29%) would be paid at or above the market rate
(Step E);
And, of that group-
9 (26%) would be paid 5% or more above market rate;
2 (6%) would be paid 10% above market rate, and that is as
high as it goes.

The Pay Matrix allows 10 steps higher than the market rate, or
25% over Step E. This progression should take 10 years after reaching
Step E. All of the employees who would be paid at a salary higher
than the market rate have at least 20 years of service, most have
over 30 years of service, and 2 have over 40 years of service.

Last year we purchased an expensive piece of equipment, a
device having two capabilities known as the Vacuum Arc- Inductively
Coupled Plasma Spectrometer at a cost of \$178,000. As a part of

that purchase program, two employees were to be factory trained on the Vacuum Arc portion of the equipment, and two employees were to be factory trained on the Plasma portion of the equipment. One of the employees was a newly hired female Chemist. Shortly after returning from the training, this employee received an offer from the vendor to go to work for the vendor. She took the job. Why, because she was employed at what we now have documented to be a salary 25 percent below the starting salary for persons with that education, not even considering the additional specialized training. What would you expect?

Where did it all go bad? It started getting worse with two years of salary freeze in Fiscal Years 1983 and 1984. This was followed by the "Squared Matrix" which placed many long-term employees at the top of their earning capability starting June 18, 1985. This has been further complicated by the completed reclassifications in 1986, for the Clerical employees, and in 1987, for the Maintenance and Trades employees. Those who have not seen reclassification applied to their positions are abundantly aware that they have been left behind. Their situation has not been improved by the scant cost of living adjustments since 1986, they have only seen their salaries falling farther behind.

And now, many of these people look forward to a retirement based on a High 4 Years Salary in which there were no merit raises and in which, their salary has continued to fall further behind the increases in inflation. And we can only say "Don't look back, that's only history".

COST OF LIVING ADJUSTMENTS-

Recently, several state employees were discussing the merits of a proposal by the Governor which was to decrease the employees contribution to KPERS by one-half of one percent. It was stated that this would be helpful to a particular Office Assistant since it would provide a sufficient increase to pay for a box of disposable diapers each month. I wondered if this was actually the case. My findings were that this was not the case.

An Office Assistant II at Step E, the market rate, has a salary of \$1309 per month. One-half of one percent, less any taxes or deductions would equate to about one-half of a box of Pampers. On the other hand, the one and one-half percent cost of living adjustment contained in House Bill 2192 would comfortably provide for the purchase of a box of Pampers with enough left over to buy a "Big Mac", fries and a medium soft drink once a month.

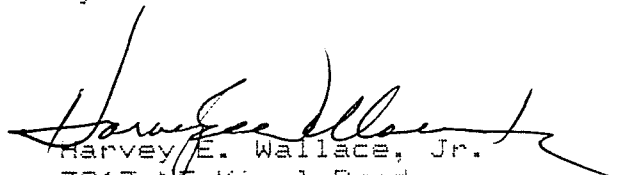
I encourage you to "GO FOR IT", keep that kid in diapers, maybe even find a way so that the lady could buy two boxes of disposable diapers.

It seems to me that one of the responsibilities of the Legislature is to assure that the public is well served by competent employees. The providing of that staff of competent employees is directly related to the ability to hire and retain such employees as those we are currently unable to hire and retain as a result of the inaction in previous years regarding Reclassification of those classes covered in House Bill 2192.

You have in your hands at this time, an opportunity to make partial correction for the omissions of the recent years. You can do this by approving House Bill 2192. You cannot make full correction or compensation for the inaction of the recent years, you cannot change history. You can make the future better for those ill-treated employees who have been ignored and you can create an atmosphere, once again, in which we may hire and retain competent employees for the future service to the people of the State of Kansas. And you can do these things by your approval of House Bill 2192.

Or you can, once again, say "We don't want to find the money to make a wise investment in state employee salaries, so we will just ignore the problems again". I hope that you will not commit that error of judgement again this year.

I wish you wisdom and compassion in your discussion and actions on House Bill 2192.


Harvey E. Wallace, Jr.
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MEMORANDUM

Kansas Legislative Research Department

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March 22, 1993

To: House Committee on Appropriations
From: Alan Conroy, Principal Fiscal Analyst
Re: Reduction in the State Workforce

The Chairman of the House Appropriations requested that this office provide the following information concerning possible amendments to 1993 H.B. 2192 the State employee pay plan adjustment for FY 1994.

Governor's FY 1994 Proposal

The Governor's FY 1994 budget recommendations include the annual increases provided through step movement to all classified employees and longevity payments of \$40 a year for each of service with a ten year minimum to a maximum of 25 years. The Governor's recommendation provide an estimated expenditure of \$10.9 million, including fringe benefits for longevity pay in FY 1994. Funding for step movement and annualization of the 1.0 percent base salary increase provided for one half year in FY 1993, both affecting classified employees, totals an estimated \$20.9 million with benefits included. These amounts are reflected in each agency's budget.

For judges and unclassified staff of the legislative, executive, and judicial branches, the Governor recommends a 2.5 percent salary pool, which is included in each agency's budget. The Governor also recommends a 3.0 percent salary increase for unclassified employees of the Regents institutions. These amounts are reflected in each agency's budget.

H.B. 2192. The Governor, in addition to step movement and unclassified salary increases, recommends in H.B. 2192 a base salary adjustment of 1.5 percent for all classified employees and non-Regents unclassified employees, including legislators, other elected officials, judges, and employees whose salaries are linked to judges' salaries. The cost of the base adjustment according to the Governor is estimated to be \$14.4 million, of which \$8.2 million is from the State General Fund.

The Governor also recommends in H.B. 2192 that the Comprehensive Classification and Job Rate Study which was begun in 1985, be completed in four phases in FY 1994 and FY 1995. For FY 1994, the recommendation would finance the reclassification of approximately 5,500 positions in 13 job classes at a cost of \$10.1 million (\$4.1 million from the State General Fund). Selected health, scientific and engineering job classes would be reclassified on June 18, 1993 and information technology job classes on December 18, 1993. A total of approximately 6,300 selected human resources and social sciences positions would be reclassified on June 18, 1994 and administrator job

ATTACHMENT 11

classes on December 18, 1994. It should be noted that no specific appropriations are recommended at this time for the FY 1995 reclassifications.

Modifications to 1993 H.B. 2192

The Chairman of the House Appropriations Committee has recommended several amendments to H.B. 2192. The amendments would not change the current proposed step movement and longevity pay for classified employees or the 2.5 percent merit pool for all unclassified employees, including Regents unclassified positions. Approximately 4,925.5 FTE positions because of the nature of their positions, because they are from an agency of 100.0 or fewer FTE or any agency that has a Governor's recommended FY 1994 all funds state operations budget amount which is a 3.0 percent reduction or greater from the FY 1991 actual would be guaranteed a 1.0 percent base salary adjustment in mid-year FY 1994. For the remaining 38,000 plus FTE positions the 1.5 percent base salary adjustment recommended by the Governor for FY 1994 would be deleted at a estimated net savings of approximately \$7.4 million from the State General Fund and \$14.4 million in all funds. Based on the premise that state government can and should be down-sized without impacting the level of services provided to the citizens of Kansas, the amendments include the following:

1. **Reduction in Salary and Wage Expenditures.** For every one percent reduction in the approved salary and wage amount for FY 1994 which results from the abolishment of full-time equivalent positions the remaining employees will be eligible for a 0.5 percent salary and wage increase. The maximum amount of reduction that an agency would receive credit for would be 10 percent, but no one individual could receive an increase of more than 2.5 percent. However, for most state employees the potential would exist for a composite 5.0 percent salary increase, plus longevity pay for classified employees. Those state employee positions that would shoulder the burden of an increased workload as positions are abolished within their respective agencies would be financially rewarded.

The agency heads would be required to certify to the Director of the Budget the unit that would be used to determine if a reduction has been made in the approved salary and wage amount for FY 1994. The agency head could certify the entire agency, a division, a program or unit. The Governor would have the final determination as to what level or size of agency unit would be certified for the executive branch agencies and the Supreme Court for the judicial branch. The Governor and the Supreme Court shall act no later than September 1, 1993.

By November 1, 1993 the calculation of any positions to be abolished and potential salary and wage savings shall be forwarded by the agencies to the Director of the Budget and the Director of the Legislative Research Department. The State Finance Council would be required to act no later than December 1, 1993 concerning the positions to be abolished and the resulting salary and wage increases. The salary increases would start being paid in the first payroll period which ends after December 31, 1993. For most employees this would be December 18, 1993 to January 17, 1994 payroll period which is paid on February 1, 1994.

2. **Exempt Agencies and Certain Public Safety/Judicial Positions.** Agencies with less 100 FTE positions, certain public safety and judicial positions, and agencies

that have an approved FY 1994 all funds state operations budget amount which is a 3.0 percent reduction or greater from the FY 1991 actual amount. These agencies in total comprise only 13.1 percent of the state workforce would not be eligible to participate in this program. These positions would be granted a 1.0 percent base salary adjustment mid-year FY 1994 (\$0.8 million). It might not be equitable to small agencies to expect them to make substantial reductions in their FTE position count given that they are starting with a small base number (e.g., Board of Barbering with 2.0 FTE positions).

Certain public safety and judicial positions by the very nature of their positions would not be eligible to participate in the proposed program. The exempt positions include all justices of the Supreme Court, judges of the Court of Appeals, district court and magistrate judges and 316.0 FTE Court Services officers. Exempt public safety positions include 85.0 sworn law enforcement positions in the Kansas Bureau of Investigation, 596.0 sworn law enforcement positions in the Kansas Highway patrol, 1,390 correctional officer positions within the security programs at correctional institutions, and 10.0 security positions at the Youth Center at Topeka. Attachment I lists the agencies that have a FTE limitation of 100 or less as recommended by the Governor for FY 1994 that would not be eligible to participate in the proposed program. Attachment II lists for illustration purposes the agencies that would be eligible to participate in the proposed program and what a 1 percent reduction in FTE positions would generate in FTE reductions.

Only one agency, Winfield State Hospital, would fall under the exemption of a 3.0 percent state operations all funds expenditures reduction from FY 1991 actual to FY 1994 approved (Governor's recommendations).

3. **Delayed Implementation of Comprehensive Reclassification and Job Rate Study.** Instead of implementing the final four phases of the Comprehensive Reclassification and Job Rate Study in two years, provide for implementation of one phase per year beginning mid-year in FY 1994 and ending in FY 1997. This proposal would save \$2.85 million from the State General Fund and \$6.55 million in all funds in FY 1994 from the Governor's recommendation. The classes would be reclassified mid-year follows:

FY 1994 (mid-year) - Health, Scientific, Engineering
FY 1995 - Information Technology
FY 1996 - Human Resources, Social Sciences
FY 1997 - Administrators

4. **Summary Fiscal Impact.** The initial fiscal impact would provide for a reduction of \$20.95 million in all funds and approximately \$10.25 million from the State General Fund below the Governor's recommendation. However, as the proposed plan was implemented agencies would be eligible to award a maximum increase of 2.5 percent to employees for the last six months of FY 1994. However, this cost might should be offset by the abolishment of FTE positions. There would be costs associated with the Department of Administration to implement the various employee salary ramifications of this proposal, although at this time those costs are not determinable.

ATTACHMENT I

**FY 1994 Governor's Recommended FTE Positions for
Agencies with 100 or Less**

<u>Agency</u>	<u>Gov. Rec. FY 1994</u>
Abstracters Board of Examiners	0.0
Board of Accountancy	3.0
Attorney General	67.0
Banking Department	73.0
Board of Barbering	2.0
Behavioral Sciences Regulatory Board	5.0
Citizens' Utility Ratepayer Board	4.0
Consumer Credit Commissioner	7.0
Board of Cosmetology	9.0
Department of Credit Unions	12.0
Kansas Dental Board	1.8
Governmental Standards and Conduct Comm.	6.0
Office of the Governor	27.0
Board of Healing Arts	23.0
Hearing Aid Board of Examiners	0.0
Kansas Human Rights Commission	40.0
Board of Indigents' Defense Services	80.0
Interstate Cooperation Commission	0.0
Judicial Council	4.0
Kansas Public Employees Retirement System	74.0
Kansas Technology Enterprise Corp.	11.0
Kansas, Inc.	4.5
Legislative Coordinating Council	10.0
Legislative Division of Post Audit	19.0
Legislative Education Planning Committee	0.0
Legislative Research Department	35.3
Legislature	31.0
Office of Lieutenant Governor	3.0
Kansas Lottery	99.0
Board of Mortuary Arts	3.0
Board of Nursing	15.0
Board of Examiners in Optometry	0.3
Board of Pharmacy	6.0
Kansas Racing Commission	50.5
Kansas Real Estate Commission	15.0

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<u>Agency</u>	<u>Gov. Rec. FY 1994</u>
Revisor of Statutes	27.6
Savings and Loan Department	2.0
Secretary of State	61.0
Office of the Securities Commissioner	26.0
Board of Tax Appeals	36.0
Board of Technical Professions	4.0
State Treasurer	59.5
Board of Veterinary Examiners	1.0
Department on Aging	31.0
Corporation for Change	0.0
Kansas Healthy Kids Corporation	0.0
Kansas Arts Commission	9.0
School for the Blind	93.5
State Library	26.0
Public Broadcasting Commission	0.0
Board of Regents	18.0
Council on Vocational Education	2.0
Department of Civil Air Patrol	0.5
Ombudsman of Corrections	4.0
Emergency Medical Services	13.0
State Fire Marshal	37.0
Kansas Parole Board	13.0
Kansas Sentencing Commission	4.6
Winfield Correctional Facility(1	35.0
Youth Center at Beloit	98.0
Animal Health Department	30.5
State Conservation Commission	11.0
Kansas State Fair	17.0
Kansas Water Office	22.0
Kansas Wheat Commission	8.0
GRAND TOTAL	1,430.6

1) Excludes 70.0 FTE security positions.

ATTACHMENT II

FY 1994 Governor's Recommended FTE Positions for
Agencies with 100 or MORE FTE

<u>Agency</u>	<u>Gov. Rec. FY 1994</u>	<u>1% Reduction</u>
General Government:		
Kansas Corporation Commission	224.0	2.2
Department of Administration	915.0	9.2
Department of Commerce and Housing	115.5	1.2
Insurance Department	168.2	1.7
Department of Revenue	1,269.0	12.7
Judicial Branch ⁽¹⁾	1,138.5	11.4
Subtotal - General Government	<u>3,830.2</u>	<u>38.4</u>
Public Welfare:		
Department of Human Resources	885.5	8.9
Department of Social and Rehabilitation Services	3,903.5	39.0
Commission on Veteran Affairs/Soldiers Home	188.8	1.9
Subtotal - Public Welfare	<u>4,977.8</u>	<u>49.8</u>
Education and Research:		
Fort Hays State University	660.5	6.6
Kansas State University	2,971.7	29.7
KSU - Vet. Medical Center	248.8	2.5
KSU - Agricultural Extension	1,270.6	12.7
KSU - Salina	127.1	1.3
Emporia State University	688.1	6.9
Pittsburg State University	697.5	7.0
School for the Deaf	177.5	1.8
Department of Education	196.0	2.0
University of Kansas	4,466.2	44.7
University of Kansas Medical Center	4,807.5	48.1
Wichita State University	1,711.9	17.1
Subtotal - Education and Research	<u>18,023.4</u>	<u>180.4</u>
Public Safety:		
Adjutant General	133.5	1.3
Kansas Bureau of Investigation ⁽²⁾	105.0	1.1
El Dorado Correctional Facility ⁽³⁾	105.0	1.1
Highway Patrol ⁽⁴⁾	218.5	2.2
Hutchinson Correctional Facility ⁽⁵⁾	188.0	1.9
Youth Center at Topeka ⁽⁶⁾	210.0	2.1
Youth Center at Atchison	124.5	1.2
Lansing Correctional Facility ⁽⁷⁾	183.0	1.8
Department of Corrections ⁽⁸⁾	339.0	3.4
Topeka Correctional Facility ⁽⁹⁾	124.0	1.2
Subtotal - Public Safety	<u>1,730.5</u>	<u>17.3</u>

<u>Agency</u>	<u>Gov. Rec. FY 1994</u>	<u>1% Reduction</u>
Agriculture and Natural Resources:		
Board of Agriculture	327.5	3.3
Grain Inspection Department	137.0	1.4
Subtotal - Agriculture	<u>464.5</u>	<u>4.7</u>
Health and Hospitals:		
Department of Health and Environment	766.0	7.7
Kansas Neurological Institute	815.5	8.2
Larned State Hospital	928.1	9.3
Osawatomie State Hospital	601.5	6.0
Parsons State Hospital	534.0	5.3
Rainbow Mental Health Facility	130.0	1.3
Topeka State Hospital	<u>594.5</u>	<u>5.9</u>
Subtotal - Health and Hospitals	4,369.6	43.7
Recreational and Historical:		
State Historical Society	141.5	1.4
Department of Wildlife and Parks	410.0	4.1
Subtotal - Recreational and Historical	<u>551.5</u>	<u>5.5</u>
Transportation:		
Department of Transportation	3,308.0	33.1
GRAND TOTAL ⁽¹⁰⁾	<u><u>37,255.5</u></u>	<u><u>372.9</u></u>

- 1) Excludes 316.0 FTE Court Services Officers and 235.0 FTE judges.
- 2) Excludes 85.0 sworn FTE positions.
- 3) Excludes 285.0 FTE security positions.
- 4) Excludes 596.0 sworn FTE positions.
- 5) Excludes 334.0 FTE security positions.
- 6) Excludes 10.0 FTE security positions.
- 7) Excludes 541.0 FTE security positions.
- 8) Excludes 32.0 FTE security positions.
- 9) Excludes 198.0 FTE security positions.
- 10) Excludes Winfield State Hospital

Only one agency who has 100.0 FTE positions or greater had a 3 percent or more reduction in state operations from FY 1991 to FY 1994 (Governor's recommendation), that being Winfield State Hospital and Training Center which is also deleted from the listing.

HOUSE BILL No. 2192

By Committee on Appropriations

2-2

PROPOSED AMENDMENTS
For Consideration by House Appropriations
March 22, 1993

8 AN ACT concerning state officers and employees; relating to salaries
9 and compensation; authorizing and providing for certain increases
10 and revisions; making appropriations for the fiscal year ending
11 June 30, 1994, and authorizing certain transfers and adjustments
12 in expenditure limitations therefor.

[amending KSA 75-2938 and repealing the existing section

14 Be it enacted by the Legislature of the State of Kansas:

15 Section 1. (a) The governor is hereby authorized and directed
16 to modify the pay plan adopted for fiscal year 1993 in accordance
17 with this subsection and to adopt such pay plan as so modified. The
18 existing pay plan shall be modified to provide for an increase of
19 ~~1.5%~~ adjusted to the nearest ~~dollar~~ in each monthly step of the
20 schedule of salary and wage ranges and steps of such pay plan or
21 the equivalent increase for payroll periods other than monthly. The
22 pay plan adopted by the governor under this subsection shall be the
23 pay plan for the classified service under the Kansas civil service act
24 and shall be effective on the first day of the first payroll period
25 which is chargeable to the fiscal year ending June 30, 1994. Such
26 pay plan shall be subject to modification and approval as provided
27 under K.S.A. 75-2938 and amendments thereto and to any enact-
28 ments of the legislature applicable thereto.

[1%

[\$1

[and which ends after December 31, 1993

29 (b) (1) The governor is hereby authorized to modify or authorize
30 the modification of the salaries of state officers and employees who
31 are in the unclassified service under the Kansas civil service act and
32 whose salaries are subject to approval by the governor under K.S.A.
33 75-2935b or 75-2935c and amendments thereto to provide for base
34 salary increases, to be distributed on a merit basis from a merit
35 salary increase pool which equals ~~1.5%~~ of the base salaries of such
36 officers and employees, effective on the first day of the first payroll
37 period which is chargeable to the fiscal year ending on June 30,
38 1994. Funding provided under this act for the salary modifications
39 provided pursuant to this subsection is in addition to the funding
40 for the 2.5% salaries and wages increase pool which is contained in
41 state agency budgets for fiscal year 1994.

[1%

adjusted to the nearest \$1 for each monthly payroll period or the equivalent increase for payroll periods other than monthly,

[and which ends after December 31, 1993

42 (2) Except as otherwise provided by this subsection (b)(2), each
43 elected state official of the executive branch of state government,

ATTACHMENT Ha

1 including the state board of education and the board of trustees of
2 the Kansas public employees retirement system, in such official or
3 board's discretion, is hereby authorized to modify or to authorize
4 the modification of the salaries of the state officers and employees
5 of such official or board who are in the unclassified service under
6 the Kansas civil service act and whose salaries are not subject to
7 approval by the governor under K.S.A. 75-2935b and amendments
8 thereto, to provide for an average increase of 1.5% adjusted to the
9 nearest dollar for each monthly payroll period or the equivalent
10 increase for payroll periods other than monthly, effective on the first
11 day of the first payroll period which is chargeable to the fiscal year
12 ending June 30, 1994. Funding provided under this act for salary
13 increases provided pursuant to this subsection is in addition to the
14 funding for the 2.5% salaries and wages increase pool which is con-
15 tained in state agency budgets for fiscal year 1994. The provisions
16 of this subsection (b)(2) shall not apply to any state officers or em-
17 ployees under the jurisdiction of the state board of regents who are
18 in the unclassified service under the Kansas civil service act.

[1%

[#1

[and which ends after December 31, 1993

[Insert Sec. 2. attached

19 Sec. 2. (a) Upon recommendation of the director of the budget,
20 the state finance council, acting on this matter which is hereby
21 characterized as a matter of legislative delegation and subject to the
22 guidelines prescribed in subsection (c) of K.S.A. 75-3711c and
23 amendments thereto, except paragraph (3) of such subsection (c), is
24 hereby authorized to increase expenditure limitations on special rev-
25 enue funds and accounts established for the fiscal year ending June
26 30, 1994, for the purpose of paying from such funds or accounts the
27 proportionate share of the cost to such funds or accounts, including
28 associated employer contributions, of:

29 (1) The salary increases provided for by adoption of the pay plan
30 under subsection (a) of section 1 for state officers and employees in
31 the classified service under the Kansas civil service act;

32 (2) the salary increases for unclassified state officers and em-
33 ployees provided for in subsection (b)(1) or (b)(2) of section 1;

34 (3) compensation increases for the governor, lieutenant governor,
35 secretary of state, state treasurer, commissioner of insurance and
36 attorney general under K.S.A. 75-3111a and amendments thereto;
37 and

38 (4) ~~(A)~~ the revision of the classification and compensation of clas-
39 sified positions in each of the following job class series, effective on
40 the first day of the first payroll period which is chargeable to the
41 fiscal year ending June 30, 1994:

(A) 42 (i) Health service administrators;

(B) 43 (ii) health and other inspectors;

, and which ends after December 31, 1993

Sec. 2. (a) As used in this section:

(1) "State agency" means any agency within the executive or judicial branch of state government which is a state agency as defined by K.S.A. 75-3701 and amendments thereto but does not include any such agency which is authorized and funded for the employment of persons in less than 100.0 full-time equivalent positions or which has had a 3% or greater reduction in appropriations for state operations from fiscal year 1991 through fiscal year 1994;

(2) "agency head" means the individual or body of individuals in which the ultimate legal authority of the state agency is vested by any provision of law;

(3) "employee" means any officer or employee of a state agency within the classified or unclassified service under the Kansas civil service act, but does not include:

(A) Any elected state officer or employee;

(B) any judge of the district court, judge of the court of appeals or justice of the supreme court;

(C) any court services officer of the unified judicial branch; or

(D) any employee who is (i) a sworn agent of the Kansas bureau of investigation, (ii) a sworn trooper of the Kansas highway patrol; (iii) in a correctional officer job class in a security program at a correctional institution as defined by K.S.A. 75-5202 and amendments thereto; or (iv) in a security officer job class in a security program at the youth center at Topeka or; and

(4) "position reduction pay plan schedule" means a schedule of increased salary and wage ranges and steps of the pay plan for the classified service under the Kansas civil service act established under this section for the classified positions in an organization unit of a state agency for which the number of positions have been reduced in accordance with this section.

(b) Subject to approval by the state finance council acting on this matter which is hereby characterized as a matter of

legislative delegation and subject to the guidelines prescribed by subsection (c) of K.S.A. 75-3711c and amendments thereto, the compensation for the remaining positions of the employees in an organizational unit of a state agency, which has been designated and approved under subsection (c) and for which a permanent reduction is made in the full-time equivalent number of positions, excluding seasonal and temporary positions but including all other filled or unfilled positions, authorized and funded for fiscal year 1994, shall be increased in accordance with this section by an increase in the rate of compensation by .5% for each 1% of the total authorized and appropriated amount for salaries and wages for fiscal year 1994 that is attributable to the reduction in the positions in the organizational unit and that will not be expended for the abolished positions. The aggregate increase in the rate of compensation for the positions of the employees in an organizational unit under this section shall not exceed 2.5%.

(c) In order to make reductions in the number of positions and provide for compensation increases pursuant to this section, each agency head shall designate one or more organizational units and, after approval as required by this subsection, certify a description of such organizational unit to the director of the budget on or before September 1, 1993. An agency head may designate the entire state agency as the organizational unit. Each organizational unit which is part of a state agency in the executive branch of state government shall be subject to approval by the governor. Each organizational unit in the judicial branch of state government shall be subject to approval by the supreme court. The governor and the supreme court shall act on all proposed organizational units which are part of a state agency prior to September 1, 1993.

(d) Each proposal for reducing positions and providing for position reduction compensation increases in accordance with this section, and all amendments and revisions of such proposal, shall include a budget estimate for such proposal and shall be

submitted by the agency head to the director of the budget on or before November 1, 1993, and, if approved by the state finance council, shall take effect on the first day of the first payroll period of the state agency which is chargeable to the fiscal year ending June 30, 1994, and which ends after December 31, 1993. Each such proposal shall be on the agenda of the state finance council prior to December 1, 1993. The director of the budget shall review each such proposal and make recommendations to the state finance council thereon. At the same time as each agency head submits such proposal, and all amendments and revisions thereof, such agency head shall submit a copy of such proposal, including the budget estimate for such proposal, and all amendments and revisions of such proposal, directly to the legislative research department.

(e) Upon approval by the state finance council of each proposal for reducing positions and providing for position reduction compensation increases in accordance with this section, the governor is hereby authorized and directed to modify the pay plan adopted for fiscal year 1994 in accordance with this subsection and to adopt such pay plan as so modified. The existing pay plan shall be modified to provide for a separate position reduction pay plan schedule for positions in the classified service under the Kansas civil service act eligible for increased compensation under such proposal, which provides an increase equal to the percentage increase prescribed in the approved proposal adjusted to the nearest dollar in each monthly step of the schedule of salary and wage ranges and steps of such pay plan or the equivalent increase for payroll periods other than monthly. The separate position reduction pay plan schedule adopted by the governor under this subsection shall be the pay plan schedule for positions in the classified service under the Kansas civil service act in the organizational unit for which the proposal was approved and shall be effective on the first day of the first payroll period which is chargeable to the fiscal year ending June 30, 1994, and which ends after December 31, 1993.

Such pay plan schedule shall be subject to modification and approval as provided under K.S.A. 75-2938 and amendments thereto and to any enactments of the legislature applicable thereto.

(f) (1) Upon approval by the state finance council of each proposal for reducing positions and providing for position reduction compensation increases in accordance with this section, the governor is hereby authorized to modify or authorize the modification of the salaries of employees who are in the unclassified service under the Kansas civil service act and whose salaries are subject to approval by the governor under K.S.A. 75-2935b or 75-2935c and amendments thereto to provide for base salary increases and who are eligible for increased compensation under such proposal which equal the percentage increase prescribed in the approved proposal applied to the base salaries of such employees, adjusted to the nearest dollar for each monthly payroll period or the equivalent increase for payroll periods other than monthly, effective on the first day of the first payroll period which is chargeable to the fiscal year ending on June 30, 1994, and which ends after December 31, 1993.

(2) Upon approval by the state finance council of each proposal for reducing positions and providing for position reduction compensation increases in accordance with this section, each elected state official of the executive branch of state government, excluding the governor but including the state board of education, the state board of regents and the board of trustees of the Kansas public employees retirement system, in such official or board's discretion, is hereby authorized to modify or to authorize the modification of the salaries of the employees of such official or board who are in the unclassified service under the Kansas civil service act, whose salaries are not subject to approval by the governor under K.S.A. 75-2935b and amendments thereto and who are eligible for increased compensation under such proposal, to provide for base salary increases which equal the percentage increase prescribed in the approved proposal applied to the base salaries of such employees,

adjusted to the nearest dollar for each monthly payroll period or the equivalent increase for payroll periods other than monthly, effective on the first day of the first payroll period which is chargeable to the fiscal year ending June 30, 1994, and which ends after December 31, 1993.

(g) Upon approval by the state finance council of a proposal for reducing positions and providing for position reduction compensation increases in accordance with this section, the positions designated to accomplish the reduction shall be abolished and any limitation on positions which is established for the state agency by appropriation act of the 1993 regular session of the legislature or by the state finance council and which is applicable to the positions abolished is hereby reduced by the number of positions equated to full-time that represents the positions abolished pursuant to the proposal and as prescribed by this subsection.

- (C) 1 (iii) mathematicians and statisticians;
(D) 2 (iv) physical scientists;
(E) 3 (v) agricultural and biological scientists;
(F) 4 (vi) teachers and related job classes;
(G) 5 (vii) librarians and library assistants;
(H) 6 (viii) designers;
(I) 7 (ix) communications job classes;
(J) 8 (x) scientific technicians;
(K) 9 (xi) engineering job classes; and
(L) 10 (xii) certain health care and agricultural job classes; and

11 (B) the revision of the classification and compensation of classified
12 positions in the information technology job class series, effective on
13 the first day of any payroll period which is chargeable to the fiscal
14 year ending June 30, 1994, and which ends after December 31,
15 1993.

16 (b) There is hereby appropriated from the state general fund for
17 the state finance council, for the fiscal year ending June 30, 1994,
18 the sum of \$10,498,931 to be used for the purpose of paying the
19 proportionate share of the cost to the state general fund, including
20 associated employer contributions, of: (1) The salary increases pro-
21 vided for by adoption of the pay plan under subsection (a) of section
22 1 for state officers and employees in the classified service under the
23 Kansas civil service act; (2) the salary increases for unclassified state
24 officers and employees provided in subsection (b)(1) or (b)(2) of sec-
25 tion 1; (3) compensation increases for the governor, lieutenant gov-
26 ernor, secretary of state, state treasurer, commissioner of insurance
27 and attorney general under K.S.A. 75-3111a and amendments
28 thereto; and (4) the revision of the classification and compensation
29 of classified positions in each of the job class series listed in para-
30 graphs (4)(A) and (4)(B) of subsection (a) of this section. To pay the
31 proportionate share of the cost to the state general fund of each state
32 agency for such salary increases and such classification and compen-
33 sation revisions, upon recommendation of the director of the budget,
34 the state finance council, acting on this matter which is hereby
35 characterized as a matter of legislative delegation and subject to the
36 guidelines prescribed in subsection (c) of K.S.A. 75-3711c and
37 amendments thereto, except paragraph (3) of such subsection (c), is
38 hereby authorized and directed to transfer moneys from the appro-
39 priation made by this subsection to proper accounts created by state
40 general fund appropriations for the fiscal year ending June 30, 1994.

41 (c) Each state agency of the executive branch of state government
42 shall prepare and submit a budget estimate for such salary increases
43 and such compensation revisions, and all amendments and revisions

\$ 525,411

paragraph (4)

1 of such estimates, to the director of the budget on forms prescribed
 2 by the director of the budget. At the same time as each such state
 3 agency submits such estimate, and all amendments and revisions
 4 thereof, each such state agency shall submit a copy of such estimate,
 5 and all amendments and revisions thereof, directly to the legislative
 6 research department.

4 7 Sec. 3.

8 KANSAS COMMISSION ON INTERSTATE COOPERATION

9 (a) There is appropriated for the above agency from the state
 10 general fund for the fiscal year ending June 30, 1994, the following:

11 National memberships and other operating expenditures (including of-
 12 ficial hospitality).....

[\$136]

[\$45]

5 13 Sec. 4.

14 LEGISLATIVE COORDINATING COUNCIL

15 (a) There is appropriated for the above agency from the state
 16 general fund for the fiscal year ending June 30, 1994, the following:

17 Legislative coordinating council — operations

[\$5,522]

[\$1,841]

18 Legislative research department — operations

[25,273]

[8,424]

19 Office of the revisor of statutes — operations

[21,101]

[7,034]

20 Legislative research department for legislative educational planning com-
 21 mittee—operations (including official hospitality)

[138]

[46]

22
 23 Total.....

[\$52,034]

[\$17,345]

6 24 Sec. 5.

25 LEGISLATURE

26 (a) There is appropriated for the above agency from the state
 27 general fund for the fiscal year ending June 30, 1994, the following:

28 Operations (including official hospitality)

[\$56,376]

[\$18,792]

7 29 Sec. 6.

30 DIVISION OF POST AUDIT

31 (a) There is appropriated for the above agency from the state
 32 general fund for the fiscal year ending June 30, 1994, the following:

33 Operations (including legislative post audit committee)

[\$13,858]

[\$4,619]

8 34 Sec. 7.

35 JUDICIAL COUNCIL

36 (a) There is appropriated for the above agency from the state
 37 general fund for the fiscal year ending June 30, 1994, the following:

38 Operating expenditures

[\$2,341]

[\$780]

9 39 Sec. 8.

40 JUDICIAL BRANCH

41 (a) There is appropriated for the above agency from the state
 42 general fund for the fiscal year ending June 30, 1994, the following:

43 Appellate operations

[\$77,076]

[\$8,237]

11-2-9

1 District court operations [739,667] [128,151]
 2
 3 Total [816,743] [\$136,388]

(b) 4 ~~Sec. 9:~~ (a) Effective on the first day of the first payroll period
 5 which is chargeable to the fiscal year ending June 30, 1995, the
 6 revision of the classification and compensation of the classified po-
 7 sitions in each of the following job class series shall be implemented:

- 8 (1) Accountants and auditors;
- 9 (2) human resource professionals;
- 10 (3) purchasing and marketing professionals;
- 11 (4) general administrative job classes;
- 12 (5) social scientists;
- 13 (6) social and religious workers; and
- 14 (7) attorneys.

(c) 15 (b) Effective on the first day of ~~any~~ payroll period which is
 16 chargeable to the fiscal year ending June 30, 1995, and which ends
 17 after December 31, 1994, the revision of the classification and com-
 18 pensation of positions in the public service executive job class series
 19 shall be implemented.

13 20 Sec. 10. This act shall take effect and be in force from and after
 21 its publication in the Kansas register.

1996, and which ends
after December 31,

the first

1997

1996

Sec. 10.(a) Effective on the first day of the first payroll period which is chargeable to the fiscal year ending June 30, 1995, and which ends after December 31, 1996, the revision of the classification and compensation of classified positions in the information technology job class series shall be implemented.

Insert Section 11 amending KSA 75-2938
and
Attached Section 12 repealer

11-2-16

Sec. 11. K.S.A. 75-2938 is hereby amended to read as follows: 75-2938. (1) Except as otherwise provided in the Kansas civil service act, the director of personnel services, after consultation with the heads of state agencies or persons designated by them, shall assign each position in the classified service to a class according to the duties and responsibilities thereof. Titles shall be specified by the director for each such class for use in examining and certifying the names of persons for appointment under this act. A description of the duties and responsibilities with suitable qualifications required for satisfactory performance in each class shall be specified by the director. The classes and titles so specified and described shall be used for (a) original appointments, (b) promotions, (c) payrolls and (d) all other records affecting the status of persons in the classified service. Each class when approved or modified and approved as modified by the governor shall take effect on a date or dates specified by the governor. After consultation with the director of the budget and the heads of state agencies or persons designated by them, the director shall recommend changes in classes from time to time, and such changes, when approved or modified and approved as modified by the governor, shall take effect on a date or dates specified by the governor.

(2) The director of personnel services shall recommend to the governor the assignment, and from time to time the reassignment, of each class to a specified range approved or modified and approved as modified by the governor, the same shall become effective on a date or dates specified by the governor. In adopting or revising any plans, the governor shall give consideration to pertinent rates in other public and private employment in the appropriate labor markets, and for this purpose the director shall have made periodic wage and salary surveys with one survey to be conducted each year. The results of such survey and recommendations for revisions in the pay plan are to be forwarded to the governor, the secretary of administration, the director of the budget and the legislature. The recommendations shall give consideration and weight to survey

results, to changes in the cost-of-living and to proper internal alignment of the various job classes. The director may use the results of other appropriate surveys conducted by public or private agencies in lieu of or in addition to surveys authorized to be conducted under this subsection (2).

(3) The secretary of administration may delegate the authority to assign positions in the classified service to a class according to the duties and responsibilities thereof to the appointing authority. Such delegation shall specify the particular classes, ranges, and schedules authorized. Appointing authorities delegated such assigning authority shall make monthly reports of assigning transactions to the director of personnel services. Any delegation of such authority is subject to review by the secretary of administration who may modify any delegation made in order to ensure consistency with the state classification plan and may withdraw the delegated authority from the appointing authority upon evidence of improper use of such authority by the appointing authority. The decision of the secretary of administration in regard to the withdrawal of such delegated authority shall be final.

(4) After consultation with the director of the budget and the secretary of administration, the director of personnel services shall prepare a pay plan which shall contain ~~a--schedule~~ one or more schedules of salary and wage ranges and steps, and from time to time changes therein. When such pay plan or any change therein is approved or modified and approved as modified by the governor, the same shall become effective on a date or dates specified by the governor and any such modification, change of date shall be in accordance with any enactments of the legislature applicable thereto.

(5) The classes and pay plan for the classified service as approved by the governor shall be used by the director of the budget in preparation of the budget.

(6) Whenever any appropriation or other act specifies any pay plan or any change, limitation or condition upon the pay plan, personnel or policies of the state or any state agency,

such appropriation act or other act shall control the provisions of this section to the extent of their application thereto.

Sec. 12. K.S.A. 75-2938 is hereby repealed.

Kansas distinguished scholarship program.....

15,720

Provided, That all expenditures from this account shall be made for tuition and required fees for persons who (1) are Kansas residents or hold an academic degree from a state educational institution, as defined by K.S.A. 76-711 and amendments thereto, (2) have been designated as a Rhoades scholar or a British Marshall scholar, (3) are acceptable to a state educational institution, as defined by K.S.A. 76-711 and amendments thereto, to be enrolled or are enrolled and are in good standing and making satisfactory progress at a state educational institution, as defined by K.S.A. 76-711 and amendments thereto, and (4) apply for and are awarded a Kansas distinguished scholarship in accordance with rules and regulations adopted by the state board of regents prescribing procedures and additional guidelines and criteria for award of Kansas distinguished scholarships, subject to the provisions of appropriation acts: Provided further, That such policies shall include procedures for reallocation of amounts which were paid pursuant to the scholarship award and which would otherwise be refunded in the case of a Kansas distinguished scholar who discontinues attendance at a state educational institution, as defined by K.S.A. 76-711 and amendments thereto, before the end of any semester.