

State of Kansas

Department of Administration Office of Human Resources

Rev (1/18/2012)

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Introduction

The Department of Administration, Office of Human Resources presents its 10th annual State of Kansas Workforce Report. This report presents facts and statistics about the state government workforce for Fiscal Year 2011. It supplies information from both statewide and agency perspectives, providing useful fact-based data for human resource planning and decision-making.

The information presented in this report was gathered from SHARP (Statewide Human Resource and Payroll System), the Kansas Department of Labor and the U.S. Census Bureau.

The Office of Human Resources welcomes your comments and questions regarding this report. Please call Jan Cavalieri at (785) 296-4743 or email at jan.cavalieri@da.ks.gov if you have comments or questions.

State of Kansas Fiscal Year 2011

Section 1: Workforce Highlights

Profile of Classified and Unclassified Employees

	Classified	Unclassified	
Number of Employees	19,702	16,101	
Average Age	47	47	
Average Length of Service	14	12	
Average Annual Salary	\$37,904	62,764	
Percent Ethnic Minorities	13%	13%	

Source: SHARP (June 2011); Excludes legislators, temporary, and student employees. Includes Regent employees.

General Kansas Statistics Compared to Other U.S. States

Kansas Population 2,694,641

Source: U.S. Census Bureau (July 2002)

Rank out of 50 States

Population	32 nd
Number of State Employees (per 10,000 population)	29 th
Average Annual State Workers' Salary	30 th

Source: U.S. Census Bureau (July 2002)

Comments: The rank of State Employees per 10,000 Population and Average Annual State Workers' Salary rank were derived from the most recent information from the U.S. Bureau of the Census. The Bureau includes data not only from the Central records of a government's finance or payroll office, but also those of independent educational institutions, semi-autonomous boards, special authorities, and may include city and county governments.

Kansas Government Functions

General Government

Agency Number and Name

- 028 Accountancy, Board of
- 173 Administration, Department of
- 178 Administrative Hearings, Office Of
- 082 Attorney General
- 094 Bank Commissioner, Office of the State
- 100 Barbering, Board of
- 102 Behavioral Sciences Regulatory Board
- 122 Citizens' Utility Ratepayer Board
- 300 Commerce & Housing, Department of
- 143 Corporation Commission, Kansas
- 149 Cosmetology, Board of
- 159 Credit Unions, Department of
- 167 Dental Board, Kansas
- 247 Ethics Commission, Kansas Gov
- 252 Governor, Office of the
- 105 Healing Arts, Board of
- 270 Heath Care Stabilization Fund Bd of Gov
- 058 Human Rights Commission, Kansas
- 328 Indigents Defense Services Board
- 331 Insurance Department
- 677 Judicial Branch
- 349 Judicial Council
- 365 Kansas Public Employees Ret Sys
- 360 Kansas, Inc.
- 422 Legislative Coordinating Council
- 540 Legislative Division of Post Audit
- 425 Legislative Research Department
- 428 Legislature
- 446 Lieutenant Governor, Office of the
- 450 Lottery, Kansas
- 204 Mortuary Arts, Board of
- 482 Nursing, Board of
- 488 Optometry, Board of Examiners
- 531 Pharmacy, Board of
- 553 Racing & Gaming Commission, Kansas
- 543 Real Estate Appraisal Board
- 549 Real Estate Commission, Kansas
- 565 Revenue, Department of
- 579 Revisor of Statutes
- 622 Secretary of State
- 625 Securities Commissioner, Office of the
- 562 Tax Appeals, Court of
- 663 Technical Professions, Board of
- 371 Technology Enterprise Corp, Kansas
- 670 Treasurer, State
- 700 Veterinary Examiners, Board of

Public Safety

Agency Number and Name

- 034 Adjutant General
- 355 Atchison Juvenile Correctional Facility
- 325 Beloit Juvenile Correctional Facility
- 521 Corrections, Department of
- 195 El Dorado Correctional Facility
- 177 Ellsworth Correctional Facility
- 206 Emergency Medical Services Board
- 234 Fire Marshal
- 280 Highway Patrol
- 313 Hutchinson Correctional Facility
- 083 Investigation, Kansas Bureau of
- 353 Juvenile Correctional Complex
- 350 Juvenile Justice Authority
- 400 Lansing Correctional Facility
- 408 Larned Correctional Mental Health Facility
- 412 Larned Juvenile Correctional Facility
- 581 Norton Correctional Facility
- 147 Ombudsman for Corrections
- 523 Parole Board, Kansas
- 529 Peace Officers, Stds and Trng
- 626 Sentencing Commission, Kansas
- 660 Topeka Correctional Facility
- 319 Topeka Juvenile Correctional Facility
- 712 Winfield Correctional Facility

Education

Agency Number and Name

- 359 Arts Commission, Kansas
- 604 Blind, School for the
- 610 Deaf, School for the
- 652 Education, Department of
- 379 Emporia State University
- 246 Fort Hays State University
- 288 Historical Society, State
- 367 Kansas State University
- 434 Library, State
- 385 Pittsburg State University
- 561 Regents, Board of
- 682 University of Kansas
- 683 University of Kansas Medical Center
- 715 Wichita State University

Transportation

Agency Number and Name

276 Transportation, Kansas Department of

Agriculture & Natural Resources Agency Number and Name

O46 Agriculture, Department of
O55 Animal Health Department
Conservation Commission, State

373 Fair, Kansas State

264 Health and Environment - Environment

709 Water Office, Kansas

710 Wildlife and Parks, Department of

Human Services

Agency Number and Name

039 Aging, Department on

261 Guardianship Program, Kansas

264 Health and Environment, Department of Health

171 Health Policy Authority

296 Labor, Department of

410 Larned State Hospital

363 Neurological Institute, Kansas

494 Osawatomie State Hospital

507 Parsons State Hospital and Training Center

555 Rainbow Mental Health Facility

629 Social and Rehabilitation Services, Dept of

694 Veterans' Affairs, Commission on

Agriculture and Natural Resources: agencies that promote protect and restore natural resources in Kansas. This includes agricultural product regulation and inspection, inspection of livestock facilities and monitoring the status of the environment; maintenance of state parks, state fishing lakes, and wildlife areas; conservation and management of soil and water resources; environmental protection, commodity inspections, and public health maintenance through control of animal infectious diseases.

Education: agencies that support primary, secondary, and higher education.

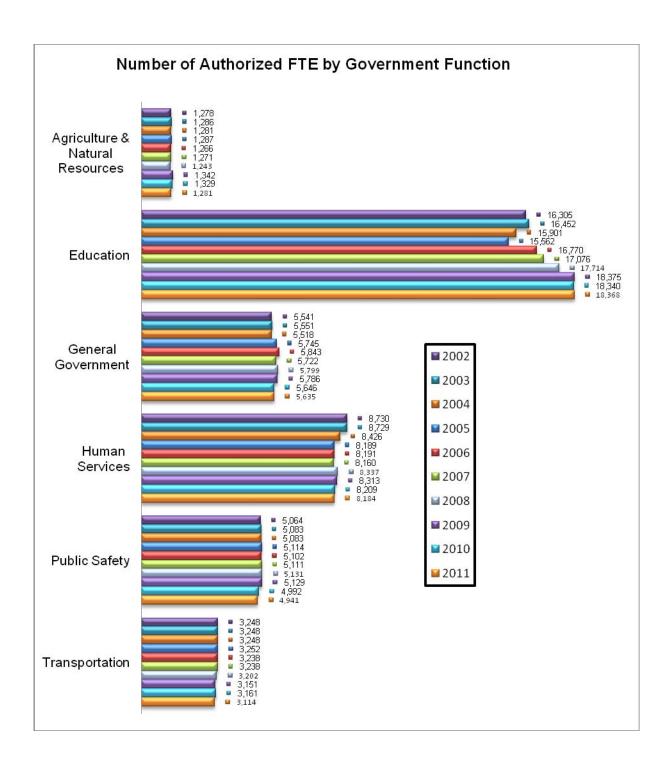
General Government: agencies that provide overall policy guidance to state government, perform administrative services to all state agencies, collect and distribute state revenues, and carry out regulatory functions.

Human Services: agencies that provide a wide range of services to Kansans, including job training and placement, payment of unemployment insurance benefits, veterans' counseling and care; preventive health services and social services to elderly and disadvantaged citizens.

Public Safety: agencies that preserve the security and safety of Kansas citizens.

Transportation: the Kansas Department of Transportation provides maintenance and improvement of the 10,000-mile state highway system.

Source: Fiscal Year 2011 Budget Comparison Report, Schedule 7.



Source: Fiscal Year 2011 Budget Comparison Report, (Schedule 7).

Number of Positions by Agency

Full Time Equivalent (FTE) Positions

											FY 00- 10
Agency Name	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	+/-
Accountancy, Board of	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	0.0
Adjutant General	215.0	215.0	215.0	215.0	215.0	219.0	219.0	219.0	219.0	219.0	4.0
Administration, Dept of	879.4	882.2	888.2	808.0	936.0	759.6	760.6	760.6	760.5	747.0	-132.5
Administrative Hearings, Office Of	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	13.0	13.0	13.0
Aging, Department on	157.0	157.1	221.0	213.0	208.0	208.0	209.0	214.0	214.0	214.0	57.0
Agriculture, Dept of	303.5	300.5	298.5	302.5	302.5	308.5	314.5	354.5	344.5	341.5	38.0
Animal Health Dept	31.0	31.0	31.0	33.0	33.0	33.0	33.0	33.0	33.0	33.0	2.0
Arts Commission, Kansas	8.0	8.0	8.0	8.0	8.0	8.0	8.0	8.0	8.0	8.0	0.0
Atchison Juvenile Corr Fac	120.0	119.0	119.0	119.0	118.0	99.0	99.0	99.0	3.0	0.0	-120.0
Attorney General	95.5	95.0	95.0	94.5	94.5	102.0	102.0	104.0	110.0	110.0	14.5
Bank Comm, Office of the State	85.0 1.5	85.0 1.5	86.0	86.0	90.0 1.5	90.0	97.0 1.5	99.0	99.0 1.5	99.0 1.5	14.0 0.0
Barbering, Board of Behavioral Sciences Reg Bd	8.0	8.0	1.5 8.0	1.5 8.0	8.0	1.5 8.0	8.0	1.5 8.0	8.0	8.0	0.0
Beloit Juvenile Corr Fac	104.0	104.0	103.0	100.0	94.0	87.0	87.0	87.0	87.0	0.0	-104.0
Blind, School for the	93.5	93.5	93.5	93.5	93.5	93.5	93.5	93.5	93.5	33.5	-60.0
Citizens' Utility Ratepayer Bd	0.0	5.0	5.0	5.0	6.0	3.0	6.0	6.0	6.0	6.0	6.0
Commerce, Department of	149.0	148.0	108.5	390.1	389.1	423.1	424.0	418.7	314.8	314.8	165.8
Conservation Commission, State	14.5	15.5	15.5	14.0	14.0	13.0	14.0	14.0	14.0	13.0	-1.5
Corporation Commission, Ks	210.0	210.0	210.0	212.0	214.0	214.0	214.0	214.0	214.0	214.0	4.0
Corrections, Dept of	319.0	319.0	322.0	322.5	302.2	308.7	320.7	324.7	325.7	321.0	2.0
Cosmetology, Board of	12.0	12.0	12.0	12.0	12.0	12.0	12.0	12.0	12.0	12.0	0.0
Credit Unions, Dept of	13.0	13.0	13.0	13.0	13.0	13.0	12.0	12.0	12.0	12.0	-1.0
Deaf, School for the	173.5	173.5	173.5	173.5	173.5	173.5	173.5	173.5	173.5	173.5	0.0
Dental Board, Kansas	2.5	2.5	2.5	3.0	3.0	3.0	3.0	3.0	3.0	3.0	0.5
Education, Dept of	190.5	208.0	208.3	210.8	211.8	211.8	216.2	213.3	213.3	210.3	19.8
El Dorado Corr Fac	468.5	466.5	466.5	466.5	466.0	465.0	465.0	462.0	446.0	426.0	-42.5
Ellsworth Corr Fac	223.0	223.0	223.0	223.0	223.0	223.0	223.0	219.0	219.0	219.0	-4.0
Emergency Med Srvs Bd	13.0	13.0	13.0	13.0	14.0	14.0	14.0	14.0	14.0	14.0	1.0
Emporia State University	758.1	775.1	742.3	754.1	792.6	793.6	802.4	822.6	830.1	835.6	77.5
Ethics Comm, Kansas Gov	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	0.0
Fair, Kansas State	22.0	22.0	23.0	23.0	23.0	24.0	23.0	24.0	24.0	24.0	2.0
Fire Marshal	46.0	46.0	46.0	51.0	51.0	51.0	52.0	53.0	53.0	53.0	7.0
Fort Hays State University	722.6	723.6 29.0	705.6 34.0	701.3	719.6 39.0	745.9 39.0	738.0 40.7	737.5 37.8	769.8 37.9	756.5 40.0	33.9 10.0
Governor, Office of the Guardianship Program, Kansas	30.0 13.0	13.0	12.0	38.0 12.0	12.0	12.0	12.0	12.0	12.0	11.0	-2.0
Healing Arts, Board of	29.0	29.0	29.0	29.0	32.0	32.0	39.0	39.0	45.0	45.0	16.0
Health & Env, Dept of Env	478.0	488.0	484.0	485.0	464.0	462.3	424.2	475.6	473.9	428.0	-50.0
Health & Env, Dept of Health	523.0	513.0	404.5	404.0	415.0	416.7	465.3	407.9	369.2	363.4	-159.6
Health Care Stab Fund Bd of Gov	16.0	16.0	16.0	16.0	16.0	17.0	17.0	17.0	17.0	18.0	2.0
Health Policy Authority	0.0	0.0	0.0	0.0	6.0	171.2	225.8	263.9	272.7	294.7	294.7
Hearing Instruments, Bd of Examiners	0.4	0.4	0.4	0.4	0.4	0.4	0.0	0.4	0.5	0.5	0.1
Highway Patrol	823.8	823.8	823.8	823.8	826.1	859.0	0.0 859.0	859.0	0.5 859.0	859.0	0.1 35.2
Historical Society, State	136.5	136.5	136.5	136.5	134.0	134.0	134.0	134.0	134.0	134.0	-2.5
Human Rights Commission	37.0	37.0	36.0	36.0	40.0	34.0	34.0	34.0	34.0	34.0	-3.0
Hutchinson Corr Fac	512.0	512.0	513.0	513.0	513.0	515.0	515.0	512.0	512.0	512.0	0.0
Indigents Defense Srvs, Bd of	164.0	165.5	165.0	173.0	174.0	187.0	193.0	193.0	195.0	195.0	31.0
Insurance Dept	157.0	157.0	157.0	146.7	146.0	143.0	143.0	143.0	138.4	138.4	-18.6
Investigation, Kansas Bureau of	200.0	200.0	200.0	200.0	207.0	220.0	220.0	220.0	221.0	221.0	21.0
Judicial Council	4.0	4.0	4.0	4.0	4.0	7.0	7.0	7.0	7.0	7.0	3.0
Judicial Branch	1815.5	1816.0	1816.3	1834.8	1830.3	1834.3	1846.3	1858.3	1858.3	1855.3	39.8
Juvenile Corr Complex	0.0	0.0	0.0	38.2	0.0	256.5	253.0	253.5	269.5	297.5	297.5
Juvenile Justice Authority	37.0	38.0	39.0	42.0	42.0	42.0	42.0	42.0	42.0	45.0	8.0
Kansas, Inc.	4.0	4.0	4.0	4.0	4.5	4.5	4.5	4.5	4.5	4.5	0.5
Kansas Public Emp Ret Sys	84.0	85.0	85.0	85.0	85.2	85.3	85.3	88.3	87.3	87.3	3.3
Kansas State University	4697.4	4890.6	4830.5	4413.0	4880.3	4955.5	4975.2	5188.6	5114.7	5017.9	320.5
Labor, Department of	964.3	940.4	940.4	652.8	634.2	601.2	602.2	552.0	552.0	552.0	-412.3
Lansing Corr Fac	710.0	710.0	710.0	700.0	699.0	696.0	696.0	700.0	682.0	682.0	-28.0
Larned Corr Mental Health Fac	186.0	186.0	186.0	186.0	186.0	187.0	186.0	185.0	185.0	185.0	-1.0
Larned Juvenile Corr Fac	129.0	148.0	148.0	148.0	147.0	146.0	146.0	146.0	157.0	157.0	28.0
Larned State Hospital	747.8	725.8	792.8	798.2	940.2	966.2	978.2	976.2	976.0	976.2	228.4

Number of Positions by Agency

Full Time Equivalent (FTE) Positions

											FY 00- 10
Agency Name	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	+/-
Legislative Coord Council	13.0	13.0	13.0	12.0	12.0	12.0	12.0	11.0	15.0	14.0	1.0
Legislative Research Dept	37.0	37.0	37.0	38.0	38.0	38.0	40.0	40.0	40.0	40.0	3.0
Legislature	36.0	33.0	33.0	33.0	34.0	35.0	35.0	37.0	37.0	37.0	1.0
Library, State	27.0	27.0	27.0	27.0	27.0	27.0	27.0	27.0	26.0	25.0	-2.0
Lieutenant Gov, Office of the	3.0	3.0	3.0	3.0	3.0	4.0	4.0	4.0	3.5	3.5	0.5
Lottery, Kansas	89.0	88.0	87.0	87.0	87.0	87.0	87.0	99.0	99.0	99.0	10.0
Mortuary Arts, Bd of	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	0.0
Neurological Institute, Ks	659.0	656.0	530.0	588.0	588.0	575.0	575.0	570.0	570.2	546.7	-112.3
Norton Corr Fac	266.0	266.0	266.0	266.0	265.0	265.0	265.0	264.0	232.0	264.0	-2.0
Nursing, Board of	22.0	22.0	22.0	22.0	22.0	22.0	24.0	24.0	24.0	24.0	2.0
Ombudsman for Corrections	4.0	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-4.0
Optometry, Board of Examiners	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	0.8	0.8	-0.2
Osawatomie State Hospital	477.0	477.0	436.0	399.0	399.0	399.0	420.0	491.0	441.4	441.4	-35.6
Parole Board, Kansas	4.0	4.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	-1.0
Parsons State Hosp/ Trng Cntr	515.0	514.0	424.0	467.0	467.0	467.0	497.0	497.0	497.2	495.2	-19.8
Peace Officers, Stds and Trng	0.0	0.0	0.0	0.0	0.0	0.0	7.0	4.0	7.0	7.0	7.0
Pharmacy, Board of	6.0	6.0	7.0	7.0	7.0	7.0	10.0	8.0	8.0	8.0	2.0
Pittsburg State University	794.0	796.0	790.0	773.0	831.0	841.0	855.0	878.0	896.8	887.5	93.5
Post Audit, Legislative Division	21.0	21.0	21.0	21.0	26.0	26.0	26.0	27.0	27.0	22.0	1.0
Racing & Gaming Comm, Ks	64.0	64.0	67.0	67.0	67.0	67.0	102.0	119.0	73.5	73.5	9.5
Rainbow Mental Health Fac	132.0	127.0	112.0	115.0	115.0	115.0	122.0	122.0	122.2	122.2	-9.8
Real Estate Appraisal Board	3.0	3.0	2.0	2.0	2.0	2.0	2.0	2.0	3.0	2.0	-1.0
Real Estate Comm, Ks	13.0	13.0	13.0	13.0	14.0	14.0	15.0	15.0	15.0	15.0	2.0
Regents, Bd of	43.0	54.0	54.0	57.0	58.0	59.0	64.0	64.0	63.5	63.5	20.5
Revenue, Dept of	1196.0	1196.0	1196.0	1196.0	1146.0	1146.0	1146.0	1096.0	1096.0	1096.0	-100.0
Revisor of Statutes	26.0	26.0	26.0	26.0	27.0	30.0	34.0	32.0	31.5	31.5	5.5
Secretary of State	57.0	56.0	56.0	54.0	54.0	55.0	55.0	55.0	55.0	54.0	-3.0
Securities Comm, Office of the	28.0	28.0	28.0	28.0	30.0	30.0	32.0	32.0	32.1	32.1	4.1
Sentencing Commission, Ks	10.0	10.0	7.0	7.0	7.0	9.0	10.0	10.0	10.0	10.0	0.0
Social & Rehab Services, Dept	3986.0	4049.0	3982.0	3982.0	3848.0	3671.0	3671.0	3670.0	3669.1	3669.1	-316.9
Tax Appeals, Court of	31.0	28.0	26.0	26.0	26.0	26.0	26.0	26.0	26.0	26.0	-5.0
Technical Professions, State Bd	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0	5.0	5.0	-1.0
Technology Enterprise Corp,	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	3.0	-1.0
Ks	19.0	29.0	27.0	29.0	29.0	29.0	16.0	16.0	16.0	14.7	-4.3
Topeka Corr Fac	247.0	249.0	248.0	248.0	248.0	248.0	248.0	246.0	246.0	246.0	-1.0
Topeka Juvenile Corr Fac	226.0	226.0	394.0	228.0	274.0	0.0	0.0	0.0	0.0	0.0	-226.0
Transportation, Dept of	3248.0	3248.0	3248.0	3252.0	3238.0	3238.0	3202.0	3151.0	3113.5	3113.5	-134.5
Treasurer, State	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	55.5	53.5	-2.5
University of Kansas	4485.0	4487.0	4180.0	4181.0	4640.0	4685.0	5343.0	5450.0	5515.0	5405.0	920.0
University of Kansas Med Cntr	2449.0	2352.0	2284.0	2347.0	2445.0	2479.0	2423.0	2703.0	2604.9	2916.5	467.5
Veterans Affairs, Comm on	556.0	558.0	559.0	558.0	558.0	558.0	558.0	537.0	513.0	498.0	-58.0
Veterinary Examiners, Bd of	3.0	3.0	3.0	4.0	3.0	3.0	3.0	3.0	3.0	3.0	0.0
Water Office, Kansas	23.0	23.0	23.0	23.0	23.0	23.0	24.0	24.0	23.5	23.5	0.5
Wichita State University	1727.0	1727.0	1668.0	1688.0	1757.0	1807.0	1861.0	1881.0	1897.0	1841.2	114.2
Wildlife & Parks, Dept of	407.0	407.0	407.0	407.0	407.0	408.0	411.0	417.0	416.5	417.5	10.5
Winfield Corr Fac	201.0	201.0	201.0	201.0	201.0	201.0	201.0	200.0	200.0	200.0	-1.0
Total FTE	40170	42352	41614	41152	40407	40515	42084	42094	41631	41521	1351.0

Comments: Positions by agency reflects the total number full-time equivalent positions authorized for each agency. Typically, agencies have more positions than employees, because there are vacancies at any given time. In some cases more than one employee may be used to fill an FTE.

Source: Fiscal Year 2011 Budget Comparison Report, (Schedule 7).

Number of Classified and Unclassified Employees by Agency Fiscal Year 2011

Number of Employees

Agency Name	Classified	Unclassified	Total
Accountancy, Board of	1	1	2
Adjutant General	37	118	155
Administration, Department of	467	20	487
Administrative Hearings, Office of	8	1	9
Aging, Department of	126	9	135
Agriculture, Department of	247	9	256
Animal Health Department	22	2	24
Arts Commission, Kansas	5	0	5
Attorney General	0	75	75
Bank Commissioner, Office of the State	71	17	88
Barbering, Board of	1	11	2
Behavioral Sciences Regulatory Bd	5	3	8
Blind, School for the	17	52	69
Citizens Utility Ratepayer Bd	0	5	5
Commerce, Department of	214	11	225
Conservation Commission	4	7	11
Corporation Commission	129	49	178
Corrections, Department of	256 10	15 1	271 11
Cosmetology, Board of	10	1	12
Credit Unions, Department of Deaf, School for the	29	88	117
Dental Board	29	1	3
Education, Department of	134	26	160
El Dorado Correctional Facility	393	1	394
Ellsworth Correctional Facility	214	0	214
Emergency Medical Services	10	1	11
Emporia State University	275	449	724
Ethics Commission, Kansas Gov	0	7	7
Fair, Kansas State	22	1	23
Fire Marshal	42	2	44
Fort Hays State University	276	485	761
Governor, Office of the	0	27	27
Healing Arts, State Board of	28	10	38
Health & Environment, Department of	661	10	671
Health Care Stabilization Fund Bd of Gov	6	11	17
Health Policy Authority, Kansas	95	108	203
Highway Patrol	754	6	760
Historical Society, Kansas State	85	1	86
Human Rights Commission, Kansas	20	1	21
Hutchinson Correctional Facility	491	0	491
Indigents Defense Services Board	58	88	146
Insurance Department	14	91	105
Investigation, Kansas Bureau of	180	5	185
Judicial Branch	0	1707	1707
Judicial Council	0	6	6
Juvenile Correctional Complex	203	0	203
Juvenile Justice Authority	17	7	24
Kansas Inc	0	2	2
Kansas Public Employees Retirement System	65	16	81
Kansas State University Labor, Department of	1467 358	2566 25	4033 383
Lansing Correctional Facility	633	1	634
Larned Correctional Mental Health Fac.	154	0	154
Larned Juvenile Correctional Facility	104	2	106
Larned State Hospital	758	21	779
Legislative Coordinating Council	0	11	11
Legislative Research Department	0	39	39
Legislature	0	33	33
Library, State	20	0	20
Lieutenant Governor, Office of the	0	2	2

Number of Classified and Unclassified Employees by Agency Fiscal Year 2011

	Numb	Number of Employees			
Agency Name	Classified	Unclassified	Total		
Lottery, The Kansas	45	34	79		
Mortuary Arts, Board of	2	1	3		
Neurological Institute, Kansas	391	2	393		
Norton Correctional Facility	249	1	250		
Nursing, Board of	19	2	21		
Optometry Board of Examiners	1	0	1		
Osawatomie State Hospital	369	16	385		
Parole Board, Kansas	0	3	3		
Parsons State Hospital & Trng Ctr	434	4	438		
Peace Officers, Std & Trng	0	3	3		
Pharmacy, Board of	5	1	6		
Pittsburg State University	295	469	764		
Post Audit, Legislative Division of	0	20	20		
Racing & Gaming Commission	33	14	47		
Rainbow Mental Health Facility	94	6	100		
Real Estate Appraisal Board	1	1	2		
Real Estate Commission	8	2	10		
Regents, Board of	8	41	49		
Revenue, Department of	951	28	979		
Revisor of Statutes	0	28	28		
Secretary of State	0	45	45		
Securities Commissioner, Office of the	15	11	26		
Sentencing Commission, Kansas	0	6	6		
Social & Rehabilitation Services, Dept of	2746	36	2782		
Tax Appeals, Board of	8	10	18		
Technical Professions, State Board of	3	2	5		
Technology Enterprise Corp, Kansas	0	5	5		
Topeka Correctional Facility	212	0	212		
Transportation, Department of	2744	10	2754		
Treasurer, State	10	32	42		
University of Kansas	0	5053	5053		
University of Kansas Medical Center	393	2828	3221		
Veteran Affairs, Commission on	252	4	256		
Veterinary Examiners, Board of	0	3	3		
Water Office, Kansas	15	3	18		
Wichita State University	650	1115	1765		
Wildlife and Parks, Department of	392	8	400		
Winfield Correctional Facility	158	0	158		
Total	19702	16101	35803		

Source: SHARP (FY 2011); Excludes temporary, and student employees

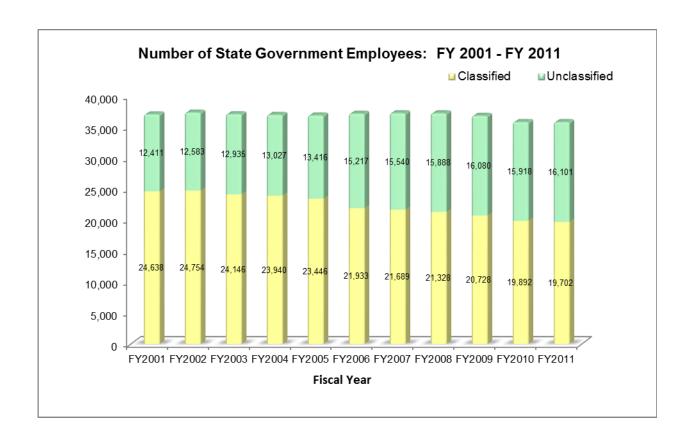
Appointment of Classified Employees by Agency Fiscal Year 2011

Agency	Hires	Rehires	Promotions	Demotions	Transfers
Accountancy, Board of	0	0	0	0	0
Adjutant General	0	0	6	0	1
Administration, Department of	21	6	26	1	17
Administrative Services	0	0	2	0	0
Aging, Department on	15	4	9	7	4
Agriculture, Department of	11	5	12	1	21
Animal Health Department	0	0	1	0	0
Arts Commission, Kansas	0	0	1	0	0
Bank Commissioner, Office of the State	7	1	16	0	0
Barbering, Board of	0	0	0	0	0
Behavioral Sciences Regulatory Bd	0	0	0	0	0
Blind, School for the	2	1	0	0	0
Commerce, Department of	13	8	16	0	9
Conservation Commission	0	0	0	0	0
Corporation Commission	6	4	7	1	2
Corrections, Department of	8	5	10	1	9
Cosmetology, Board of	0	0	0	0	0
Credit Unions, Department of	0	0	0	0	0
Deaf, School for the	4	0	6	0	0
Dental Board	0	0	0	0	0
Education, Department of	5	3	3	4	4
El Dorado Correctional Facility	68	19	60	3	29
Ellsworth Correctional Facility	35	10	44	7	11
Emergency Medical Services	0	0	0	0	0
Emporia State University	12	8	2	2	13
Fair, Kansas State	2	1	0	0	1
Fire Marshal	0	1	2	1	1
Fort Hays State University	8	2	7	0	1
Governor, Office of the	0	0	0	0	2
Healing Arts, State Board of	1	2	0	0	2
Health & Environment, Department of	17	12	31	14	94
Health Care Stabilization Fund Bd of Gov	0	0	0	0	0
Health Policy Authority, Kansas	2	5	2	0	0
Highway Patrol	13	6	76	1	35
Historical Society, State	2	2	2	0	0
Human Rights Commission, Kansas	0	0	0	0	0
Hutchinson Correctional Facility	99	7	70	5	41
ndigents Defense Services Board	1	0	3	0	2
nsurance Department	1	0	1	0	0
nvestigation, Kansas Bureau of	11	2	31	0	9
Juvenile Correctional Complex	41	16	6	0	18
Juvenile Justice Authority	0	1	2	0	0
Kansas Public Employees Ret Sys	4	1	16	1	5
Kansas State University	81	62	71	3	23
Labor, Department of	4	3	18	4	6
Lansing Correctional Facility	66	13	79	1	9
Larned Correctional Mental Health Fac.	28	9	22	5	11
Larned Juvenile Correctional Facility	29	10	6	0	3
Larned State Hospital	65	51	94	12	124
Library, State	1	1	3	0	0
Lottery, The Kansas	1_	0	7	0	1
Mortuary Arts, Board	0	0	0	0	0
Neurological Institute, Kansas	6	31	40	2	18
Norton Correctional Facility	51	9	39	0	33
Nursing, Board of	2	0	2	0	1

Appointment of Classified Employees by Agency Fiscal Year 2011

Agency	Hires	Rehires	Promotions	Demotions	Transfers
Optometry Board of Examiners	0	0	0	1	0
Osawatomie State Hospital	28	33	35	2	24
Parsons State Hospital & Trng Ctr	17	23	24	6	1
Pharmacy, Board of	0	0	0	0	0
Pittsburg State University	22	13	2	1	2
Pooled Money Investment Bd	0	1	0	0	0
Racing & Gaming Commission, Kansas	3	2	2	0	0
Rainbow Mental Health Facility	9	24	17	0	3
Real Estate Appraisal Board	0	0	0	0	0
Real Estate Commission	1	0	0	0	0
Regents, Board of	0	0	0	0	0
Revenue, Department of	25	24	95	8	11
Securities Commissioner, Office of the	1	0	0	0	0
Social & Rehabilitation Services, Dept of	142	81	95	19	45
Tax Appeals, Board of	0	0	0	0	0
Technical Professions, State Board of	0	0	0	0	0
Topeka Correctional Facility	25	8	26	5	7
Transportation, Department of	194	80	284	33	62
Treasurer, State	0	0	0	0	0
University of Kansas Medical Center	33	8	4	0	18
Veteran Affairs, Commission on	16	43	15	1	5
Water Office, Kansas	0	0	3	0	0
Wichita State University	46	11	10	0	0
Wildlife & Parks, Department of	7	22	26	0	17
Winfield Correctional Facility	17	3	16	1	9
Total	1329	697	1505	153	764

Source: SHARP (FY 2011); Excludes temporary, and student employees



Comments: The number of employees has decreased by 3% since FY2001. The number of unclassified employees has increased by 30% since FY 2001, while the number of classified employees has decreased by 20% since 2001.

Source: SHARP (FY 2001 - 2011); Excludes temporary and student employees

Twenty-Five Most Populous Job Classes Classified Jobs - FY 2011

Rank	Job Title	Number of Employees
1	Administrative Specialist	954
2	Senior Administrative Asst	928
3	Human Services Specialist	878
4	Administrative Assistant	797
5	MHDD Technician	710
6	Custodial Specialist	605
7	Equipment Operator Senior	536
8	Corrections Officer I (A)	505
9	Equipment Operator	445
10	Corrections Officer I (B)	429
11	Corrections Officer II	403
12	Social Worker Specialist	368
13	Public Service Administrator I	333
14	Corrections Specialist I	309
15	Human Services Assistant	262
16	Hwy Patrol Master/Tech Trooper	259
17	Engineering Technician	243
18	Public Service Executive II	212
19	Public Service Administrator 2	203
20	Program Consultant I	189
21	Seasonal Worker Senior	179
22	Program Consultant II	174
23	Registered Nurse Senior	172
24	Engineering Technician Senior	164
25	Administrative Officer	161

Comments: In FY 2011, one-half (50%) of the classified workforce was employed in one of the twenty-five most populous job classes. This is a decrease from FY 2007 when 54% of the classified workforce was employed in the top twenty-five most populous job classes. It is a slight decrease from FY 2010, 2009 and 2008 when 51% of the classified workforce was employed in the top twenty-five most populous job classes.

Source: SHARP (FY 2011); Excludes unclassified, temporary, and student employees

	Twenty-Five Most Popul	ous Agencies							
FY 2011									
		Numbe	er of Employees	5					
Rank	Agency Name	Classified	Unclassified	Total					
1	University of Kansas	0	5053	5053					
2	Kansas State University	1467	2566	4033					
3	University of Kansas Medical Center	393	2828	3221					
4	Social & Rehabilitation Services, Dept of	2746	36	2782					
5	Transportation, Department of	2744	10	2754					
6	Wichita State University	650	1115	1765					
7	Judicial Branch	0	1707	1707					
8	Revenue, Department of	951	28	979					
9	Larned State Hospital	758	21	779					
10	Pittsburg State University	295	469	764					
11	Fort Hays State University	276	485	761					
12	Highway Patrol	754	6	760					
13	Emporia State University	275	449	724					
14	Health & Environment, Department of	661	10	671					
15	Lansing Correctional Facility	633	1	634					
16	Hutchinson Correctional Facility	491	0	491					
17	Administration, Department of	467	20	487					
18	Parsons State Hospital & Trng Ctr	434	4	438					
19	Wildlife and Parks, Department of	392	8	400					
20	El Dorado Correctional Facility	393	1	394					
21	Neurological Institute, Kansas	391	2	393					
22	Osawatomie State Hospital	369	16	385					
23	Labor, Department of	358	25	383					
24	Corrections, Department of	256	15	271					
25	Agriculture, Department of	247	9	256					
25	Veteran Affairs, Commission on	252	4	256					
			Total	31,541					

Comments: Eighty-eight percent of employees, excluding temporary and student employees, are located in the top twenty-five most populous agencies.

Source: SHARP (FY 2011); Excludes temporary and student employees

State of Kansas

Fiscal Year 2011

Section 2: Workforce Characteristics

- ➤ The number of employees has decreased by 3% since FY 2001. Since FY 2001, the number of unclassified employees has increased 30%, while the number of classified employees has decreased 20%.
- ➤ The percentage of employees over age 60 has doubled from 5% to 10% of the workforce in the last 10 years. The 50-59 year old age group has increased by 5% since 2001, while there has been a 7% decrease in the percentage of employees in the 30-39 year old age group and a 9% decrease for the 40-49 year age group.
- ➤ In FY 2011, 70% of the classified state workforce was over 40 years of age. The number of employees in this category has increased consistently over the last decade. For the first time, in FY 2006, the number of employees between 50 and 59 years of age was greater than the number of employees between 40 and 49 years of age.
- In FY 2011 classified salaries decreased slightly across all salary ranges except in the 20-29K group.
- ➤ The percentage of classified employees with less than 5 yrs of service has dropped 3% since FY 2005. The percentage of employees with 30-34 years of service has increased 2% during the same time period.
- As during previous fiscal years, the percentage of minorities in the classified (12.6%) and unclassified (13.3%) service is a greater percentage than in the available workforce (9.2%).

Number of Classified Employees by Location on the Civil Service Plan

	STEPS																
		4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Total
	008	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
	009	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	010	3	1	0	0	0	1	0	1	0	0	0	2	5	0	0	13
	011	15	19	0	2	3	0	2	4	5	0	0	2	1	0	0	53
	012	15	10	8	33	3	0	0	1	2	1	2	1	4	0	0	80
Р	013	37	21	2	3	4	2	1	0	3	2	4	5	3	0	0	87
Α	014	278	192	21	18	50	16	12	30	17	14	14	10	11	2	2	687
Υ	015	83	43	2	4	2	3	2	3	2	6	2	3	6	2	0	163
	016	83	54	71	165	117	43	37	4	2	4	4	7	15	18	0	624
	017	737	491	444	300	61	59	43	42	49	45	84	54	109	5	1	2,524
	018	158	185	114	327	228	108	72	39	39	30	42	33	66	112	0	1,553
	019	406	280	105	275	60	92	68	75	59	68	59	44	102	26	0	1,719
	020	187	263	273	68	118	60	76	63	112	79	64	63	58	72	6	1,562
	021	207	179	94	39	38	54	33	29	29	23	25	26	31	9	2	818
G	022	500	448	128	165	70	171	56	71	65	50	40	52	81	27	2	1,926
R	023	91	89	73	18	21	21	26	20	16	19	11	8	12	14	0	439
Α	024	336	267	89	120	83	76	77	72	53	49	58	34	47	14	1	1,376
D	025	235	219	48	60	50	57	48	33	25	23	25	14	25	1	0	863
E	026	237	141	82	29	46	43	53	61	22	23	8	14	25	12	0	796
	027	281	230	79	76	51	60	66	48	29	30	11	13	25	2	0	1,001
	028	61	139	81	34	40	41	38	19	20	15	10	10	15	5	0	528
	029	192	164	70	184	68	48	55	44	37	24	22	24	26	4	2	964
	030	79	63	42	17	30	79	34	34	19	65	37	8	7	7	0	521
	031	70	74	32	21	18	19	23	14	4	7	6	6	9	3	0	306
	032	65	92	29	51	52	35	27	21	14	16	18	18	23	0	0	461
	033	64	36	36	46	40	26	24	18	6	24	12	11	14	0	0	357
	034	16	29	18	12	3	9	18	14	10	9	9	5	13	1	0	166
	035	6	6	10	11	8	12	10	20	7	10	12	5	8	0	0	125
	036	6	4	2	2	1	3	3	3	1	0	3	0	2	0	0	30
	037	8	2	3	9	6	3	3	8	6	8	3	3	4	0	0	66
	038	0	1	1	0	0	0	1	0	0	0	1	0	0	0	0	4
	FY11	4,461	3,743	1,957	2,089	1,271	1,141	908	791	653	644	586	475	747	336	16	19,818
	FY10	3,782	4,048	1,724	2,414	1,298	1,209	990	916	717	695	640	522	843	382	19	20,199
	FY09	3,986	4,607	2,594	1,502	1,208	1,073	1,023	842	809	652	596	521	1,032	113	21	20,579
	FY08	3,983	5,184	2,099	1,595	1,134	1,150	1,077	948	865	728	723	544	1,252	NA	NA	21,282
	FY07	2,178	6,453	2,063	1,568	1,066	1,217	1,171	1,027	782	714	808	759	1,544	NA	NA	21,350
	FY06	7,900	2,438	1,418	1,107	1,323	1,219	1,101	803	777	861	857	1,735	NA	NA	NA	21,539
	FY05 FY04	9,119 8,097	1,540 1,565	1,852 2,020	946 1,139	1,452 1,678	1,208 1,319	1,214 1,074	932 967	882 985	973 983	956 1,070	2,069 2,280	NA NA	NA NA	NA NA	23,143 23,177
	FY03	6,938	1,648	2,020	1,005	1,076	1,437	1,074	984	1,026	1,112	1,070	2,666	NA NA	NA	NA	23,177
	FY02	6,656	1,808	2,671	1,080	1,985	1,544	1,166	1,074	1,065	1,204	1,236	2,909	NA	NA	NA	24,398
		,			,	,	,	,	,	,	,	,	,				,

Comments: Records of some employees are not included due to data errors. There is a decrease in the number of employees in the upper steps since FY2002; this is primarily due to the lack of funding for step movement.

Source: SHARP (FY2002 - 2011); excludes legislators, unclassified, temporary and student employees

Number, Salary, Age and Years of Service of Classified Employees by Agency Fiscal Year 2011

Agency Name	Number of Classified Emp	Average Salary	Average Age	Average Yrs of Service
_				
Accountancy, Board of Adjutant General	37	N/R \$40,312.65	N/R 49.75	N/R 13.48
Administration, Department of	467	\$42,088.51	49.56	16.58
Administrative Hearings, Office of	8	\$54,631.20	55.20	22.48
Aging, Department of	126	\$45,780.30	52.76	13.30
Agriculture, Department of	247	\$44,169.60	47.57	14.12
Animal Health Department	22	\$42,603.13	54.14	18.34
Arts Commission, Kansas	5	\$44,607.68	40.89	11.32
Bank Commissioner, Office of the State	71	\$52,977.60	40.61	10.15
Barbering, Board of	1	N/R	N/R	N/R
Behavioral Sciences Regulatory Bd	5	\$37,964.16	50.44	07.55
Blind, School for the	17	\$36,347.39	55.75	19.29
Commerce, Department of	214	\$42,330.82	48.32	13.12
Conservation Commission	4	N/R	N/R	N/R
Corporation Commission	129	\$44,381.88	51.48	16.13
Corrections, Department of	256	\$41,140.86	47.58	14.73
Cosmetology, Board of	10	\$31,385.12	50.55	08.87
Credit Unions, Department of	11	\$51,878.98	50.97	14.40
Deaf, School for the	29 2	\$32,002.59	51.21 N/R	11.67
Dental Board Education, Department of	134	N/R \$47,110.45	50.49	N/R 14.17
El Dorado Correctional Facility	393	\$33,081.63	42.97	08.55
Ellsworth Correctional Facility	214	\$34,193.74	43.56	09.36
Emergency Medical Services	10	\$41,616.64	50.54	12.72
Emporia State University	275	\$31,221.10	51.16	15.12
Fair, Kansas State	22	\$34,798.40	49.07	09.16
Fire Marshal	42	\$46,083.89	49.79	14.64
Fort Hays State University	276	\$31,627.15	50.78	14.87
Healing Arts, State Board of	28	\$37,475.66	45.74	10.66
Health & Environment, Department of	661	\$46,656.79	48.70	14.79
Health Care Stabilization Fund Bd of Gov	6	\$35,217.87	48.69	13.69
Health Policy Authority, Kansas	95	\$42,638.47	49.53	15.57
Highway Patrol	754	\$47,908.13	43.64	14.21
Historical Society, Kansas State	85	\$39,317.14	51.61	16.63
Human Rights Commission, Kansas	20	\$41,118.48	50.70	17.01
Hutchinson Correctional Facility	491	\$33,494.31	41.58	10.01
Indigents Defense Services Board	58	\$35,243.09	46.95	12.20
Insurance Department	14	\$34,247.20	54.03 45.28	17.57
Investigation, Kansas Bureau of	180 203	\$52,149.53 \$33,151,16		14.50
Juvenile Correctional Complex Juvenile Justice Authority	203	\$32,151.16 \$46,117.27	43.15 41.59	10.07 11.84
Kansas Public Employees Retirement System	65	\$39,275.52	46.45	12.94
Kansas State University	1467	\$32,556.18	48.93	14.33
Labor, Department of	358	\$44,020.99	50.54	17.69
Lansing Correctional Facility	633	\$34,083.45	42.68	10.72
Larned Correctional Mental Health Fac.	154	\$34,250.31	42.54	10.13
Larned Juvenile Correctional Facility	104	\$34,246.60	44.50	11.43
Larned State Hospital	758	\$34,063.32	45.74	10.76
Library, State	20	\$39,773.76	52.12	17.18
Lottery, The Kansas	45	\$42,715.34	51.31	15.21
Mortuary Arts, Board of	2	N/R	N/R	N/R
Neurological Institute, Kansas	391	\$33,132.86	47.23	17.00
Norton Correctional Facility	249	\$34,103.31	46.19	11.27
Nursing, Board of	19	\$44,323.71	47.22	09.40
Optometry Board of Examiners	1	N/R	N/R	N/R
Osawatomie State Hospital	369	\$36,520.80	46.21	10.24
Parsons State Hospital & Trng Ctr	434	\$32,470.96	46.68	13.23
Pharmacy, Board of	5	\$49,133.76	54.25	08.62
Pittsburg State University	295	\$32,854.69 \$46.840.16	50.41	12.44
Racing & Gaming Commission	33	\$46,849.16	43.96	10.70

Number, Salary, Age and Years of Service of Classified Employees by Agency Fiscal Year 2011

Agency Name	Number of Classified Emp	Average Salary	Average Age	Average Yrs of Service
Rainbow Mental Health Facility	94	\$36,912.48	46.07	07.65
Real Estate Appraisal Board	1	N/R	N/R	N/R
Real Estate Commission	8	\$37,109.80	52.81	11.00
Regents, Board of	8	\$37,466.00	55.66	17.36
Revenue, Department of	951	\$40,239.45	47.49	15.71
Securities Commissioner, Office of the	15	\$53,202.24	50.34	16.25
Social & Rehabilitation Services, Dept of	2746	\$38,976.65	48.06	15.04
Tax Appeals, Board of	8	\$36,202.40	53.21	23.35
Technical Professions, State Board of	3	N/R	N/R	N/R
Topeka Correctional Facility	212	\$34,855.70	43.83	11.15
Transportation, Department of	2744	\$38,728.42	46.75	14.39
Treasurer, State	10	\$42,355.04	49.26	17.05
University of Kansas Medical Center	393	\$33,554.63	48.10	13.38
Veteran Affairs, Commission on	252	\$30,949.41	46.37	09.51
Water Office, Kansas	15	\$55,451.41	46.26	15.54
Wichita State University	650	\$31,767.81	50.17	12.43
Wildlife and Parks, Department of	392	\$42,699.06	45.92	14.47
Winfield Correctional Facility	158	\$36,822.06	48.09	14.10

Source: SHARP (FY 2011); excludes legislators, unclassified, temporary and student employees. Agencies with less than 5 classified employees are listed as "NR" for "not reported".

Number, Salary, Age and Years of Service of Unclassified Employees by Agency Fiscal Year 2011

Agancy Nama	Number of Unclass Emp	Average Salary	Average	Average Yrs of Service
Agency Name	· · · · · · · · · · · · · · · · · · ·		Age	
Accountancy, Board of	1	N/R	N/R	N/R
Adjutant General	118	\$38,446.59	49.69	11.59
Administration, Department of	20	\$72,122.29	49.58	17.54
Administrative Hearings, Office of	1	N/R	N/R	N/R
Aging, Department of	9	\$67,522.20	50.16 47.80	08.37
Agriculture, Department of Animal Health Department	9	\$62,379.74 N/R	47.80 N/R	05.61 N/R
Attorney General	75	\$54,712.37	46.79	11.09
Bank Commissioner, Office of the State	17	\$78,029.41	45.08	17.33
Barbering, Board of	1	Ψ/0,023.41 N/R	N/R	N/R
Behavioral Sciences Regulatory Bd	3	N/R	N/R	N/R
Blind, School for the	52	\$47,362.98	52.13	17.23
Citizens Utility Ratepayer Bd	5	\$67,875.15	45.44	12.78
Commerce, Department of	11	\$77,270.28	49.84	12.83
Conservation Commission	7	\$66,865.42	54.48	13.96
Corporation Commission	49	\$64,592.53	49.49	13.03
Corrections, Department of	15	\$73,259.86	51.89	16.90
Cosmetology, Board of	1	N/R	N/R	N/R
Credit Unions, Department of	1	N/R	N/R	N/R
Deaf, School for the	88	\$46,984.64	48.71	15.75
Dental Board	1	N/R	N/R	N/R
Education, Department of	26	\$88,610.77	52.48	15.37
El Dorado Correctional Facility	1_	N/R	N/R	N/R
Emergency Medical Services	1_	N/R	N/R	N/R
Emporia State University	449	\$64,350.19	49.82	11.53
Ethics Commission, Kansas Gov	7	\$42,998.74	47.92	22.15
Fair, Kansas State	1	N/R	N/R	N/R
Fire Marshal	2	N/R	N/R	N/R
Fort Hays State University	485	\$55,712.54	46.98	10.60
Governor, Office of the	27	\$53,507.03	42.48	07.62
Healing Arts, State Board of	10	\$68,318.43	43.22	08.49
Health & Environment, Department of	10	\$90,339.05	46.54	10.72
Health Care Stabilization Fund Bd of Gov	11_	\$62,610.36	52.82	11.56
Health Policy Authority, Kansas	108	\$48,659.85	46.41	10.57
Highway Patrol	6	\$82,724.45	55.29	12.81
Historical Society, Kansas State Human Rights Commission, Kansas	1	N/R N/R	N/R N/R	N/R
Indigents Defense Services Board	88	\$57,621.59	44.66	N/R 11.80
Insurance Department	91	\$50,239.10	48.86	13.86
Investigation, Kansas Bureau of	5	\$89,826.88	50.12	18.19
Judicial Branch	1707	\$49,521.43	49.57	14.40
Judicial Council	6	\$59,979.28	47.38	12.26
Juvenile Justice Authority	7	\$78,018.70	46.70	08.79
Kansas Inc	2	N/R	N/R	N/R
Kansas Public Employees Retirement System	16	\$89,798.60	49.49	11.46
Kansas State University	2566	\$80,850.52	48.27	14.15
Labor, Department of	25	\$80,318.41	56.12	13.55
Lansing Correctional Facility	1	N/R	N/R	N/R
Larned Juvenile Correctional Facility	2	N/R	N/R	N/R
Larned State Hospital	21	\$109,859.21	55.90	06.06
Legislative Coordinating Council	11	\$49,884.76	56.16	15.68
Legislative Research Department	39	\$59,881.89	44.34	12.75
Legislature	33	\$50,540.96	42.42	07.72
Lieutenant Governor, Office of the	2	N/R	N/R	N/R
Lottery, The Kansas	34	\$49,883.95	51.62	15.45
Mortuary Arts, Board of	1	N/R	N/R	N/R
Neurological Institute, Kansas	2	N/R	N/R	N/R
Norton Correctional Facility	1	N/R	N/R	N/R
Nursing, Board of	2	N/R	N/R	N/R
Osawatomie State Hospital	16	\$107,693.57	58.05	15.19

Number, Salary, Age and Years of Service of Unclassified Employees by Agency Fiscal Year 2011

Agency Name	Number of Unclass Emp	Average Salary	Average Age	Average Yrs of Service
Parole Board, Kansas	3	N/R	N/R	N/R
Parsons State Hospital & Trng Ctr	4	N/R	N/R	N/R
Peace Officers, Std & Trng	3	N/R	N/R	N/R
Pharmacy, Board of	1	N/R	N/R	N/R
Pittsburg State University	469	\$71,076.16	49.50	12.75
Post Audit, Legislative Division of	20	\$66,942.71	38.14	10.16
Racing & Gaming Commission	14	\$66,301.18	49.04	10.95
Rainbow Mental Health Facility	6	\$97,001.94	51.81	05.26
Real Estate Appraisal Board	1	N/R	N/R	N/R
Real Estate Commission	2	N/R	N/R	N/R
Regents, Board of	41	\$73,025.17	48.47	12.96
Revenue, Department of	28	\$66,226.78	48.66	10.24
Revisor of Statutes	28	\$62,226.48	45.93	14.20
Secretary of State	45	\$46,657.88	44.24	11.30
Securities Commissioner, Office of the	11	\$81,239.22	49.79	12.41
Sentencing Commission, Kansas	6	\$50,940.67	54.16	11.49
Social & Rehabilitation Services, Dept of	36	\$76,462.84	51.74	12.71
Tax Appeals, Board of	10	\$84,755.87	50.98	11.86
Technical Professions, State Board of	2	N/R	N/R	N/R
Technology Enterprise Corp, Kansas	5	\$89,041.68	52.93	14.41
Transportation, Department of	10	\$89,046.06	51.85	18.04
Treasurer, State	32	\$41,722.53	47.55	11.66
University of Kansas	5053	\$59,472.49	47.85	12.02
University of Kansas Medical Center	2828	\$58,877.68	43.40	07.92
Veteran Affairs, Commission on	4	N/R	N/R	N/R
Veterinary Examiners, Board of	3	N/R	N/R	N/R
Water Office, Kansas	3	N/R	N/R	N/R
Wichita State University	1115	\$68,682.54	47.37	11.93
Wildlife and Parks, Department of	8	\$71,130.67	51.96	18.93

Source: SHARP (FY 2011); Excludes Legislators, classified, temporary and student employees. Agencies with less than 5 unclassified employees are listed as "NR" for "not reported".

Classified Employees by County of Work Fiscal Year 2011

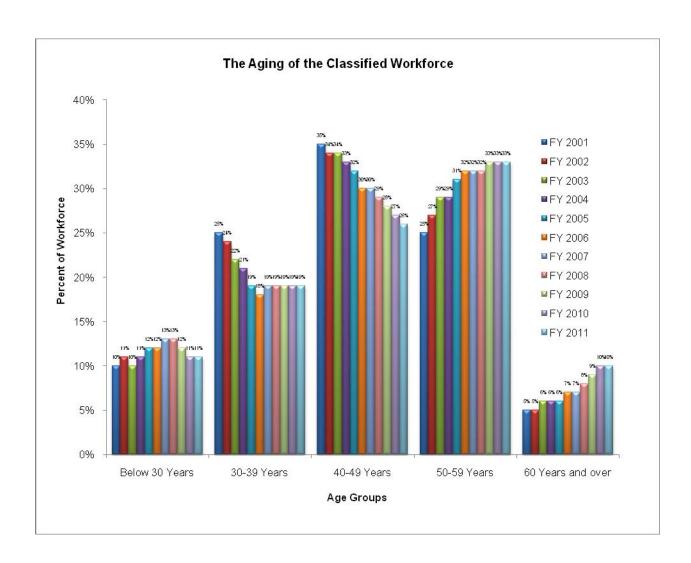
			Ava	i iscai	Teal 2011			Ava	
	Num	Avg	Avg Yrs	Avg		Num	Avg	Avg Yrs	Avg
County	of Emp	Age	Service	Salary	County	of Emp	Age	Service	Salary
Allen	59	44.68	12.64	\$47,610	Lincoln	14	47.22	14.47	\$37,771
Anderson	37	43.99	12.00	\$38,229	Linn	16	46.64	13.78	\$37,172
Atchison	47	46.63	15.38	\$37,269	Logan	29	43.27	11.97	\$39,324
Barber	9	44.17	11.46	\$35,279	Lyon	386	50.32	14.96	\$33,470
Barton	108	47.40	14.34	\$40,362	Marion	35	43.83	12.93	\$38,129
Bourbon	36	50.76	14.84	\$34,955	Marshall	26	46.41	18.66	\$36,855
Brown	56	49.07	21.30	\$40,280	McPherson	46	48.18	15.30	\$39,875
Butler	517	43.65	10.10	\$34,850	Meade	15	46.23	15.99	\$38,512
Chase	9	43.74	14.30	\$35,271	Miami	415	46.37	10.83	\$36,675
Chautauqua	10	44.84	09.98	\$31,768	Mitchell	17	48.37	14.82	\$40,031
Cherokee	39	46.04	12.68	\$35,839	Montgomery	96	46.82	13.48	\$37,485
Cheyenne	9	47.40	08.16	\$30,846	Morris	15	47.44	12.29	\$34,598
Clark	9	51.50	12.85	\$38,412	Morton	8	45.37	09.63	\$33,504
Clay	23	46.14	16.16	\$41,739	Nemaha	22	44.20	15.98	\$41,274
Cloud	35	46.39	17.33	\$38,346	Neosho	165	50.03	16.53	\$41,875
Coffey	19	44.79	15.75	\$40,844	Ness	6	47.57	14.72	\$34,045
Comanche	8	45.48	15.12	\$33,664	Norton	285	45.56	11.79	\$35,609
Cowley	352	46.95	12.71	\$34,384	Osage	43	45.16	12.36	\$36,729
Crawford	441	49.55	13.15	\$35,488	Osborne	12	46.93	19.68	\$37,724
Decatur	9	49.42	20.85	\$35,695	Ottawa	14	45.17	10.63	\$35,528
Dickinson	22	46.29	16.36	\$38,533	Pawnee	1028	45.11	10.79	\$34,114
Doniphan	9	47.58	20.17	\$39,329	Phillips	53	47.47	16.95	\$39,181
Douglas	184	46.29	13.99	\$41,863	Pottawatomie	53	47.90	17.62	\$39,625
Edwards	12	51.25	14.24	\$36,962	Pratt	132	48.17	15.03	\$42,478
Elk	1	60.39	09.03	\$41,870	Rawlins	25	43.80	12.92	\$36,461
Ellis	467	49.90	15.38	\$35,954	Reno	760	44.07	11.69	\$35,353
Ellsworth	245	43.77	09.95	\$34,960	Republic	30	52.55	19.06	\$39,045
Finney	174	48.29	13.44	\$39,156	Rice	9	52.45	18.35	\$37,055
Ford	194	48.85	12.80	\$37,320	Riley	1447	48.51	14.17	\$32,957
Franklin	48	46.95	12.35	\$36,468	Rooks	56	46.48	11.42	\$40,292
Geary	92	44.99	11.35	\$36,122	Rush	6	48.55	09.32	\$38,552
Gove	11	48.97	12.54	\$33,159	Russell	22	45.92	16.63	\$39,648
Graham	8	45.24	13.16	\$34,915	Saline	379	48.40	13.37	\$39,547
Grant	18	43.01	07.75	\$37,983	Scott	15	48.38	17.20	\$40,181
Gray	10	48.11	14.59	\$37,642	Sedgwick	1638	48.40	12.42	\$37,019
Greeley	10	45.92	12.39	\$30,955	Seward	55	48.01	12.72	\$38,402
Greenwood	15	43.33	12.80	\$36,516	Shawnee	5964	47.72	15.54	\$42,618
Hamilton	21	44.31	12.89	\$36,241	Sheridan	10	50.51	16.81	\$36,885
Harper	13	50.49	12.79	\$34,765	Sherman	31	44.97	13.09	\$37,609
Harvey	46	46.20	10.21	\$36,475	Smith	9	48.00	16.28	\$35,364
Haskell	8	51.07	09.73	\$32,811	Stafford	9	47.36	14.70	\$44,787
Hodgeman	6	40.70	15.05	\$32,107	Stevens	6	52.24	15.94	\$31,788
Jackson	27	46.87	12.54	\$36,865	Sumner	40	48.54	13.94	\$38,140
Jefferson	26	48.74	15.51	\$40,146	Thomas	52	46.56	15.91	\$39,531
Jewell	26	47.05	16.32	\$38,653	Trego	25	45.05	13.84	\$40,548
Johnson	473	46.52	12.03	\$39,454	Wabaunsee	27	45.33	15.38	\$37,742
Kearny	9	42.44	09.45	\$31,910	Wallace	8	51.89	11.48	\$33,813
Kingman	13	46.04	15.72	\$36,397	Washington	14	52.04	11.08	\$35,728
Kiowa	13	47.32	16.52	\$41,078	Wilson	14	49.93	12.72	\$39,451
Labette	499	47.24	13.96	\$33,208	Woodson	19	50.25	14.39	\$35,863
Lane	7	54.78	16.56	\$33,054	Wyandotte	837	47.00	13.05	\$36,390
Leavenworth	725	43.46	11.26	\$34,742					

Source: SHARP (FY 2011); Excludes unclassified, temporary and student employees

Unclassified Employees by County of Work Fiscal Year 2011

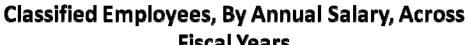
_	Num	Avg	Avg Yrs	Avg	real ZUTT	Num	Avg	Avg Yrs	Avg
County	of Emp	Age	Service	Salary	County	of Emp	Age	Service	Salary
Allen	12	48.53	13.93	\$47,610	Linn	8	48.61	10.65	\$48,674
Anderson	9	44.08	16.81	\$52,627	Logan	5	48.54	09.59	\$42,825
Atchison	14	51.54	21.92	\$52,434	Lyon	481	49.84	11.81	\$63,734
Barber	6	44.01	14.52	\$48,062	Marion	8	51.27	15.96	\$53,232
Barton	27	53.28	17.73	\$46,840	Marshall	9	43.20	11.93	\$39,415
Bourbon	10	47.54	11.56	\$48,098	McPherson	18	47.43	14.33	\$47,615
Brown	16	50.46	16.08	\$54,620	Meade	4	48.61	08.12	\$42,920
Butler	32	50.53	14.65	\$51,471	Miami	32	52.18	13.84	\$80,218
Chase	4	44.21	09.93	\$43,898	Mitchell	5	47.36	13.90	\$45,551
Charakaa	4	56.48	19.30	\$43,228	Montgomery	24	51.81	13.02	\$47,236
Cherokee	13	53.26	16.18	\$50,136 \$44,600	Morris	8	50.91	13.15	\$39,104
Cheyenne	4	58.95	13.93	\$44,600	Morton	4	43.10	16.02	\$49,864
Clark	4	48.72	16.11	\$44,336	Nemaha	7	51.90	18.80	\$45,030
Clay Cloud	5 13	50.88 49.49	12.34	\$53,539 \$43,335	Neosho	24 8	48.00	18.03	\$58,114 \$43,444
	7		15.95	\$43,335	Ness		48.77	21.12	\$43,114
Coffey		49.63	16.69	\$48,052	Norton	11 8	48.27	17.48	\$48,448
Comanche	4	63.83	12.25	\$43,129	Osage		49.97	11.30	\$40,731
Cowley	26	49.04	13.29	\$53,426	Osborne	4	48.39	19.24	\$40,584
Crawford	499	49.59	13.17	\$69,122	Ottawa	5	52.91	18.52	\$49,373
Decatur	4	56.00	21.52	\$46,537	Pawnee	35	53.21	09.28	\$85,664
Dickinson	14	45.78	10.59	\$44,483	Phillips	5	51.55	08.81	\$43,560
Doniphan	5	49.11	11.36	\$40,825	Pottawatomie	16	48.77	15.79	\$40,982
Douglas	4867	47.81	12.07	\$59,317 \$44,347	Pratt	12 5	58.44	22.62	\$50,808 \$45,750
Edwards	5	44.68	11.00	\$44,317	Rawlins		69.53	19.39	\$45,759
Elk	5	44.99	07.40	\$44,499	Reno	82	49.58	13.53	\$53,165 \$44,200
Ellis	519	47.05 56.81	10.89	\$56,294	Republic	6	44.86	08.64	\$44,200
Ellsworth	10 56	49.83	15.16	\$48,700	Rice	6 2167	57.68	20.63	\$40,267 \$70,448
Finney Ford	25	49.63 47.62	13.06 12.93	\$54,913 \$52,167	Riley Rooks	5	48.70 36.09	14.19	\$79,448 \$42,857
Franklin	25	47.02	16.06	\$52,167 \$51,257	Rush	2	54.20	11.31 16.06	\$33,998
Geary	95	48.66	11.00	\$43,507	Russell	8	54.89	16.55	\$38,824
Gove	4	50.27	06.96		Saline	133	46.91	13.16	\$60,513
Graham	5	52.52	12.55	\$41,008 \$56,427	Scott	5	55.61	16.11	\$46,620
Grant	7	47.80				1582			
Gray	5	51.64	09.50 17.76	\$43,327 \$45,400	Sedgwick Seward	17	47.65 50.45	12.26 12.80	\$65,677 \$47,181
•	6	49.77	15.03	\$54,658	Shawnee	1375	47.88	12.56	\$60,102
Greeley Greenwood	10	49.77	11.63	\$53,025	Sheridan	5	52.22	21.98	\$44,482
Hamilton	4	48.46	15.89	\$46,149	Sherman	9			\$46,039
	7	46.46	11.55	\$53,282	Smith	4	58.37 56.76	16.47 23.37	
Harper	22				Stafford				\$47,125 \$45,770
Harvey	5	46.79 39.36	13.58 07.03	\$49,042 \$41,920	Stanton	5 4	52.81	12.01 14.24	\$45,770 \$37,643
Haskell	3					8	56.47		
Hodgeman		52.99 50.66	16.75	\$29,608	Stevens		45.01 49.99	12.86	\$56,296 \$48,530
Jackson	15		16.12	\$51,817 \$51,424	Sumner	16		15.44	\$48,530
Jefferson	9	50.52 59.14	21.11	\$51,421 \$44,488	Thomas	27 4	46.66 44.69	15.52 09.71	\$59,440 \$44,700
Jewell			12.49		Trego				
Johnson	364	49.10 56.40	13.16	\$48,382	Wabaunsee	7	41.00	12.01	\$40,940 \$45,045
Kearny	5 10	56.49 42.57	12.11 10.40	\$49,335 \$41,541	Wallace Washington	4 6	53.66	20.00 09.61	\$45,945 \$58,820
Kingman				\$41,541	•		58.38		
Kiowa	5	52.46	16.52	\$45,500 \$50,742	Wichita	3	48.42	17.03	\$44,096 \$46,603
Labette	68	52.24	15.36	\$59,742	Wilson	12	51.45	15.14	\$46,602 \$45,943
Lane	3	57.88	23.56	\$52,950 \$46,646	Woodson	5	51.08	17.51	\$45,843 \$57,335
Leavenworth	36	47.53	12.53	\$46,646	Wyandotte	2911	43.63	08.30	\$57,325
Lincoln	6	43.70	11.76	\$48,082					

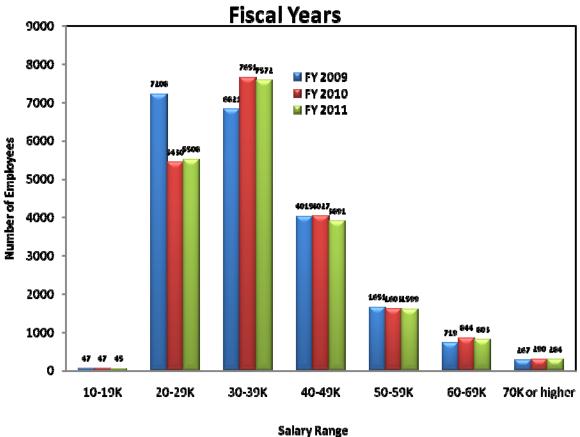
Source: SHARP (FY 2011); Excludes classified, temporary and student employees.



Comments: The percentage of employees over age 60 has doubled from 5% to 10% of the workforce in the last 10 years. The 50-59 year old age group has increased by 5% since 2001, while there has been a 7% decrease in the percentage of employees in the 30-39 year old age group and an 9% decrease for the 40-49 year old age group for the same time period. The percentage of employees below age 30 has varied during the last decade (holding between 10-13% depending on the year).

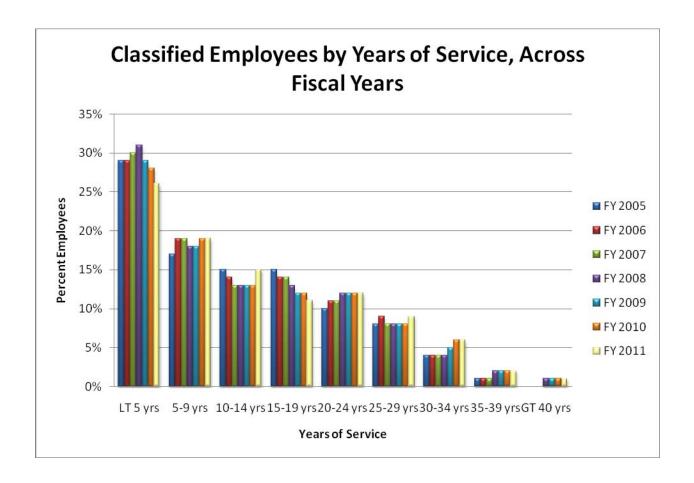
Source: SHARP (FY 2001-2011); Excludes unclassified, temporary and student employees.





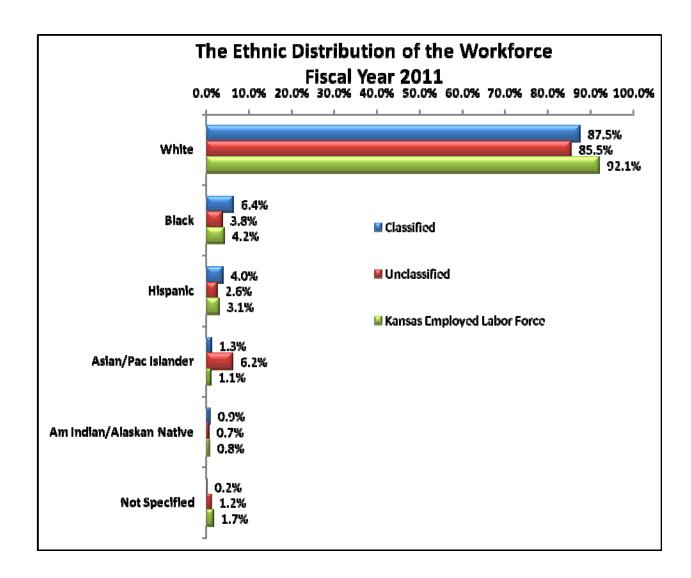
Comments: In FY 2011, classified salaries decreased slightly across all salary ranges except in the 20-29K group.

Source: SHARP (FY 2009-2011); Excludes unclassified, temporary and student employees.



Comments: The percentage of employees with less than 5 yrs of service has dropped 3% since FY 2005. The percentage of employees with 30-34 yrs of service has increased 2% since FY 2005.

Source: SHARP (FY 2005-2011); Excludes unclassified, temporary and student employees.



Comments: The Kansas Employed Labor Force chart includes data from state and non-state government workforces combined.

Source: SHARP (FY 2011); Kansas Department of Human Resources Census STFA3 reports (July 2001). Kansas Department of Human Resources, Affirmative Action Report. These percentages do not equal 100%. The figures for the Kansas Employed Labor Force chart are based on 1990 census estimates, but they have been adjusted to 2000 annual average labor force estimates developed by the Kansas Department of Labor.

Ethnic and Gender Distribution by Agency: Classified Employees Fiscal Year 2011

	Number of Classified	Minority		Non-Minority				Not
Agency	Employees	Male	Female	Ma		Female		Reported
Adjutant General	37	8.11%	8.11%		.65%	35.14%	_	0.00%
Administration, Department of	467	6.64%	6.42%		.18%	35.76%		0.00%
Aging, Department on	126	1.59%	5.56%		.08%	75.40%		2.38%
Agriculture, Department of	247	3.24%	3.24%		.09%	36.44%		0.00%
Animal Health Department	22	0.00%	0.00%	45	.45%	54.55%		0.00%
Bank Commissioner, Office of the State	71	1.41%	4.23%	47	.89%	46.48%		0.00%
Blind, School for the	17	29.41%	17.65%	29	.41%	23.53%		0.00%
Commerce, Department of	214	6.54%	12.62%	27	.10%	53.27%		0.47%
Corporation Commission	129	3.10%	1.55%	50	.39%	42.64%		2.33%
Corrections, Department of	256	4.69%	5.86%	40	.63%	48.83%		0.00%
Deaf, School for the	29	10.34%	6.90%	34	.48%	48.28%		0.00%
Education, Department of	134	1.49%	2.99%	23	.13%	70.15%		2.24%
El Dorado Correctional Facility	393	7.38%	1.53%	67	.94%	23.16%		0.00%
Ellsworth Correctional Facility	214	5.14%	2.34%	71	.03%	21.50%		0.00%
Emporia State University	275	3.27%	4.36%	37	.45%	54.18%		0.73%
Fair, Kansas State	22	0.00%	0.00%	54	.55%	45.45%		0.00%
Fire Marshal	42	4.76%	0.00%	57	.14%	38.10%		0.00%
Fort Hays State University	276	0.36%	0.36%	42	.03%	56.88%		0.36%
Healing Arts, State Board of	28	0.00%	3.57%	17	.86%	78.57%		0.00%
Health & Environment, Department of	661	3.63%	5.45%	36	.31%	54.61%		0.00%
Health Policy Authority, Kansas	95	3.16%	13.68%	12	.63%	70.53%		0.00%
Highway Patrol	754	4.64%	1.19%	71	.75%	22.41%		0.00%
Historical Society, Kansas	85	2.35%	1.18%	41	.18%	55.29%		0.00%
Human Rights Commission, Kansas	20	10.00%	20.00%	25	.00%	45.00%		0.00%
Hutchinson Correctional Facility	491	8.76%	1.83%	70	.06%	19.35%		0.00%
Indigents Defense Services Board	58	1.72%	13.79%	15	.52%	68.97%		0.00%
Investigation, Kansas Bureau of	180	3.89%	2.22%	49	.44%	44.44%		0.00%
Juvenile Correctional Complex	203	18.72%	10.34%	43	.35%	26.60%		0.99%
Juvenile Justice Authority	17	5.88%	11.76%	41	.18%	41.18%		0.00%
Kansas Public Employees Ret Sys	65	1.54%	12.31%	18	.46%	66.15%		1.54%
Kansas State University	1467	4.70%	6.27%	32	.58%	56.17%		0.27%
Labor, Department of	358	6.42%	12.57%	23	.46%	57.54%		0.00%
Lansing Correctional Facility	633	12.16%	5.06%	62	.09%	20.38%		0.32%
Larned Corr Mental Health Fac.	154	6.49%	0.65%		.53%	25.32%		0.00%
Larned Juvenile Correctional Fac	104	7.69%	0.96%	52	.88%	38.46%		0.00%
Larned State Hospital	758	2.90%	5.01%		.34%	54.35%		0.40%
Library, State	20	0.00%	0.00%	30	.00%	70.00%		0.00%
Lottery, The Kansas	45	0.00%	0.00%		.00%	60.00%		0.00%
Neurological Institute, Kansas	391	14.07%	31.71%		.23%	32.99%		0.00%
Norton Correctional Facility	249	2.01%	0.40%		.87%	28.92%		0.80%
Nursing, Board of	19	5.26%	10.53%		.26%	78.95%		0.00%
Osawatomie State Hospital	369	0.81%	4.88%		.73%	65.31%		0.27%
Parsons State Hospital & Trng Ctr	434	7.60%	5.99%		.48%	50.92%		0.00%
Pittsburg State University	295	0.68%	1.02%		.36%	56.95%		0.00%
Racing & Gaming Commission, Ks	33	0.00%	0.00%		.76%	24.24%		0.00%
Rainbow Mental Health Facility	94	18.08%	31.91%		.70%	38.30%		0.00%
Revenue, Department of	951	3.58%	9.57%		.55%	59.20%		0.11%
Securities Commissioner, Office of the	15	0.00%	0.00%		.33%	46.67%		0.00%
Social & Rehabilitation Serv, Dept of	2746	2.95%	12.96%		.42%	67.08%		0.58%
Topeka Correctional Facility	212	9.43%	6.13%	50	.47%	33.96%		0.00%

Ethnic and Gender Distribution by Agency: Classified Employees cont., Fiscal Year 2011

	Number of Classified	Mino	ority	Non-Mi	nority	Not
Agency	Employees	Male	Female	Male	Female	Reported
Transportation, Department of	2744	5.21%	1.09%	76.79%	16.91%	0.00%
University of Kansas Medical Center	393	23.41%	16.79%	37.40%	22.39%	0.00%
Veteran Affairs, Commission on	252	4.37%	13.10%	28.17%	53.17%	1.19%
Water Office, Kansas	15	0.00%	6.67%	20.00%	73.33%	0.00%
Wichita State University	650	10.31%	15.54%	29.08%	45.08%	0.00%
Wildlife & Parks, Department of	392	2.30%	0.00%	77.04%	18.62%	2.04%
Winfield Correctional Facility	158	10.13%	2.53%	62.03%	24.68%	0.63%

Comments: Minority is defined as American Indian/Alaskan Native/Pacific Islander, African-American, and Hispanic. Non-minority is defined as White.

Source: SHARP (FY 2011); Excludes unclassified, temporary and student employees. Excludes agencies with less than 15 classified employees.

State of Kansas

Fiscal Year 2011

Section 3: Workforce Trends

Turnover

- > The statewide turnover rate for classified jobs in FY 2011 was 12.19%. This is significantly higher than turnover in FY 2010 (11.13%).
- ➤ In FY 2011, 13% of terminations occurred within the first year of service. This is a significant decrease from FY 2007, when 26% of terminations occurred within the first year of service.
- In FY 2011, 48% of terminations occurred within the first 5 yrs of service, significantly lower than in FY 2009 (56%).
- Jobs in Public Safety have the highest turnover rate (15.74%) while Agriculture/Natural Resource jobs have the lowest turnover rate (8.60%).
- Unclassified turnover in FY 2011 was 15.93% higher than in FY 2010 (12.39%).
- The number of voluntary terminations in the classified service has dropped substantially since 2000 when there were 2,424 voluntary terminations in the classified workforce, compared to only 1,379 in 2011.
- > The number of voluntary terminations in the unclassified service increased from 1,169 in FY 2010 to 1,314 in FY 2011. The number of involuntary terminations increased from 553 in FY 2010 to 1,011 in FY 2011.
- In FY 2011, the percentage of terminations that were voluntary was higher in the classified service (56%) compared to the unclassified service (49%) However, the percentage of involuntary terminations are far higher in the unclassified service (38%) compared to the classified service (28%). Terminations due to retirement are significantly lower in the unclassified service (12%) compared to the classified service (28%).

Retirement

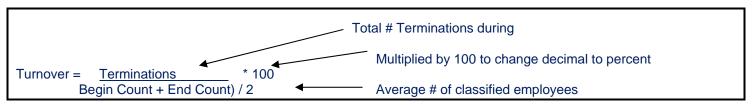
Forty-one percent of the state workforce will be retirement eligible by the year 2016. This percentage has started to increase over the last few fiscal years, with 37% retirement eligible in FY 2010, 36% retirement eligible in FY2009 and 35% in FY 2008.

Leave Analysis

- Average number of vacation days used by classified employees in FY 2011 was 16 days. Average number of vacation days used by unclassified employees in FY 2010 was 13 days.
- Average number of sick days used by both classified and unclassified employees in FY 2011 was 8 days.

Turnover Report information:

Definition of Turnover Rate:



Terminations: Retirements and voluntary, involuntary and neutral terminations.

Voluntary Terminations: Resignations

Involuntary Terminations: Layoffs and Dismissals related to Personal Conduct, Unsatisfactory Work

Performance or End of Limited Term Appointment.

Neutral Terminations: Death.

Report information:

Includes/Excludes:

- Includes Classified, Regular employees only; employees *leaving state service* through Retirements (RET) and Terminations (TER) only (even if employee returned to state service at a later date).
- Excludes Classified, Temporary; Unclassified, Regular; and Unclassified, Temporary employees; employees transferring between agencies; Hires (HIR), Rehires (REH), Promotions (PRO), Demotions (DEM) or any other Action that is not coded as "RET" or "TER" in SHARP.

Turnover Calculation:

- Begin Count: The number of active (Active, Leave with Pay, Leave without Pay, Suspended) employees pulled from SHARP as of July 1, 2010 for each agency and for each job code.
- End Count: The number of active (Active, Leave with Pay, Leave without Pay, Suspended) employees pulled from SHARP as of June 30, 2011 for each agency and for each job code.
- Average Employee Count: The Begin Count added to the End Count, then divided by 2.
- Voluntary Terminations: Resignation made by employee's choice.
- Involuntary Terminations: Termination made by employer's choice.
- Neutral Terminations: Resignation incurred by incumbent's death. Reason code of "DEA".
- Retirements: Resignation incurred by employee's retirement. Reason code of "REG".
- Total Terminations: The sum total of all Retirements and all types of Terminations.
- Turnover Percentage: Total Terminations divided by Average Employee Count, multiplied by 100 to change decimal to a percent.

Termination Actions Used in these Reports:

Action	Reason	Description	Turnover Type
TER	CON	Personal Conduct	Involuntary
TER	UNS	Unsatisfactory Work Performance	Involuntary
TER	PRB	Original Probationary Term	Involuntary
TER	ELT	End of Limited Term	Involuntary
TER	LA1	Layoff - Shortage of Work/Fund	Involuntary
TER	LA2	Layoff - Incumbent Returns from Leave	Involuntary
TER	LA3	Layoff - Incumbent Returns Per CSB	Involuntary
TER	LA4	Layoff - Other	Involuntary
TER	LA5	Layoff - Agency Closure	Involuntary
TER	LA6	Layoff - Probationary EE	Involuntary
TER	LA7	Layoff - Non State Job Hire	Involuntary
TER	IPD	Inability perform Position Duties	Involuntary
TER	LIC	Lack of license/authorization	Involuntary
TER	PRL	Probationary – Lack of Funds	Involuntary
TER	TAF	Transfer to Affiliate (KUMC only)	Involuntary
TER	TNR	Not Reappointed/Continued	Involuntary
TER	RS0	Resign - Other	Voluntary

TER	RS1	Resign - Family Reasons	Voluntary
TER	RS2	Resign - Job Abandonment	Voluntary
TER	RS3	Resign - Health Reasons	Voluntary
TER	RS4	Resign - Personal Reasons	Voluntary
TER	RS5	Resign - Other Position	Voluntary
TER	RS6	Resign - Mutual Consent	Voluntary
TER	RS7	Resign - Return to School	Voluntary
TER	RS8	Resign - Dissatisfied w/Work	Voluntary
TER	RS9	Resign - Dissatisfied w/Pay	Voluntary
TER	RSN	Resign - Insufficient Notice	Voluntary
TER	DEA	Death	Neutral

Retirement Actions:

Action	Reason	Description	Turnover Type
RET	REG	Regular Retirement	Voluntary

Additional Notes:

- Averages may not represent the totality of employment.
- Some positions may have experienced more than one termination during the report period.
- Categories (Agency/Job Code) with low employee numbers may have an "artificially inflated" turnover rate.
 Actual counts should be considered when examining turnover rates. Categories with a Begin Count or End Count of "0" will have an artificially inflated turnover rate.
- Job Classes/Codes that were abolished/established will show an inaccurate turnover rate due to the lack of beginning or ending counts.
- For additional explanation of Action/Reason codes, view the Action Reason Code User Guide on http://www.da.ks.gov/sharp/.

Job Classes Abolished During Fiscal Year 2011

Date Abolished	Class	Job Code		
None	None	None		

Job Classes Established During Fiscal Year 2011

Date Established	Class	Job Code		
None	None	None		

Abolished/Defunded/Reorganization of Agencies During Fiscal Year 2011

Agency Number	Agency Name	Additional Info		
055	Animal Health Department	Moved to Dept of Agriculture. Agency Abolished ERO 40.		
171	Health Policy Authority, Kansas	Moved to Dept of Health and Environment- Div of Health Care Finance – Agency Abolished ERO 38.		
359	Arts Commission, Kansas	Defunded		
634	Conservation Commission	Moved to Dept of Agriculture. Agency Abolished ERO 40		
300	Commerce – Commission on Disability Concerns	Moved to Office of the Governor. ERO 35		
300	Commerce – Division of Tourism	Moved to Wildlife, Parks and Tourism ERO 36.		
300	Commerce – Agricultural Products Development Division	Moved to Dept of Agriculture. ERO 40.		
360	Kansas, Inc.	Abolished. ERO 37.		

Separation of Classified Employees by Agency Fiscal Year 2011

	Ava Num of	Terminations			Total	
Agency Name	Avg Num of Employees	Retirements	Involuntary	Neutral	Voluntary	Separations
Accountancy, Board of	1	0	0	0	0	0
Adjutant General	38.5	2	0	0	1	3
Administration, Department of	477	19	12	0	16	47
Administrative Hearings, Office of	8	0	0	0	0	0
Aging, Department on	138.5	12	17	1	8	38
Agriculture, Department of	261	8	2	0	11	21
Animal Health Department	12	0	5	0	1	6
Arts Commission, Kansas	2.5	0	5	0	1	6
Attorney General	NA	NA	NA	NA	NA	NA
Bank Commissioner, Office of the	77.5	0	1	0	5	6
Barbering, Board of	1	0	0	0	0	0
Behavioral Sciences Reg Bd	4	0	0	0	0	0
Blind, School for the	20	0	0	0	1	1
Citizen's Utility Ratepayer Board	NA	NA 14	NA 5	NA	NA	NA 50
Commerce, Department of	228.5	14	0	0	31 0	50 0
Conservation Commission	135	4	2	1	3	
Corporation Commission Corrections, Department of	261.5	9	3	0	15	10 27
Cosmetology, Board of	261.5	0	0	0	15	1
Credit Unions, Department of	10	1	0	0	1	2
Deaf, School for the	37	1	1	0	3	5
Dental Board	2	0	0	0	0	0
Development Finance Auth, Ks	NA NA	NA NA	NA NA	NA NA	NA NA	NA NA
Education, Department of	140.5	9	0	0	7	16
El Dorado Correctional Facility	417	14	19	0	47	80
Ellsworth Correctional Facility	211.5	9	6	1	26	42
Emergency Medical Services	11.5	0	0	0	1	1
Emporia State University	275	8	0	0	7	15
Ethics Commission, Kansas Gov	NA	NA	NA	NA	NA	NA
Fair, Kansas State	22.5	0	0	0	4	4
Fire Marshal	43	2	1	0	3	6
Fort Hays State University	280	9	3	0	7	19
Governor, Office of the	NA	NA	NA	NA	NA	NA
Healing Arts, State Board of	31	2	0	0	3	5
Health & Environment, Dept of	716.5	21	13	0	29	63
Health Care Stab Fund Bd of Gov	6	0	0	0	0	0
Health Policy Authority, Kansas	52.5	8	5	0	5	18
Hearing Instruments, Bd of Exam	NA	NA	NA	NA	NA	NA
Highway Patrol	780.5	37	2	1	12	52
Historical Society, Kansas State	88.5	7	0	0	4	11
Home Inspectors Reg Bd, Ks	NA	NA	NA	NA	NA	NA
Human Rights Commission, Ks	21	0	0	0	0	0
Hutchinson Correctional Facility	496	13	22	3	75	113
Indigents Defense Services Board	60.5	1	0	0	2	3
Insurance Department	16.5	1	0	0	1	2
Investigation, Kansas Bureau of	167	7	2	0	4	13
Judicial Branch	NA	NA	NA	NA	NA	NA
Judicial Council	NA	NA	NA	NA	NA	NA
Juvenile Correctional Complex	219.5	3	14	1	47	65
Juvenile Justice Authority	19	1	0	0	2	3
Kansas Inc	NA 69	NA 4	NA O	NA O	NA 2	NA
Kansas Public Emp Ret Sys Kansas State University	68 1475	4	0 7	0 6	3 97	7 158
Labor, Department of	1475	48		0		
	370 651	26 18	5 14	3	20 54	51 89
Lansing Correctional Facility Larned Corr Mental Health Fac.	178	18	8	1	33	48
Larned Corr Mental Health Fac. Larned Juvenile Correctional Fac	178	3	8	0	21	32
Larned State Hospital	782.5	27	13	1	133	174
Legislative Coordinating Council	782.5 NA	NA	NA	NA NA	NA	174 NA
Legislative Research Department	NA NA	NA NA	NA NA	NA NA	NA NA	NA NA
Logislative Research Department	INA	INA	INA	IVA	INA	INA

Separation of Classified Employees by Agency Fiscal Year 2011

	Ava Num af		Termina	tions		Total
	Avg Num of Employees	Retirements	Involuntary	Neutral	Voluntary	Total Separations
Legislature	NA	NA	NA	NA	NA	NA
Library, State	19.5	0	1	0	0	1
Lieutenant Gov, Office of the	NA	NA	NA	NA	NA	NA
Lottery, The Kansas	43	0	0	0	0	0
Mortuary Arts, Board	2	0	0	0	0	0
Neurological Institute, Kansas	492.5	10	20	2	39	71
Norton Correctional Facility	232.5	5	2	0	24	31
Nursing, Board of	18.5	1	0	0	0	1
Optometry Board of Examiners	0.5	0	0	0	0	0
Osawatomie State Hospital	374.5	14	4	0	53	71
Parole Board, Kansas	NA	NA	NA	NA	NA	NA
Parsons State Hosp & Trng Ctr	441	9	6	0	31	46
Peace Officers, Std & Trng	NA	NA	NA	NA	NA	NA
Pharmacy, Board of	6	0	0	0	0	0
Pittsburg State University	293	16	1	0	13	30
Pooled Money Investment Bd	4	1	0	0	0	1
Post Audit, Legislative Divi of	NA		NA	NA	NA	NA
Racing & Gaming Comm, Ks	37	1	1	0	3	5
Rainbow Mental Health Facility	101.5	7	8	0	29	44
Real Estate Appraisal Board	1	0	0	0	0	0
Real Estate Commission	9	0	0	0	1	1
Regents, Board of	10	2	1	0	0	3
Revenue, Department of	956	29	7	1	32	69
Revisor of Statutes	NA	NA	NA	NA	NA	NA
Secretary of State	NA	NA	NA	NA	NA	NA
Securities Comm, Office of the	16.5	2	2	0	2	6
Sentencing Commission, Kansas	NA	NA	NA	NA	NA	NA
Social & Rehab Serv Dept of	2835	94	32	4	152	282
Tax Appeals, Board of	8	0	0	0	0	0
Technical Prof, State Bd of	3	0	0	0	0	0
Technology Ent Corp, Ks	NA	NA	NA	NA	NA	NA
Topeka Correctional Facility	212.5	9	10	1	20	40
Transportation, Department of	2717.5	86	19	9	125	239
Treasurer, State	6	0	0	0	0	0
University of Kansas	NA	NA	NA	NA	NA	NA
University of Ks Med Center	398	12	12	2	22	48
Veteran Affairs, Commission on	272	8	7	1	40	56
Veterinary Examiners, Board of	NA	NA	NA	NA	NA	NA
Water Office, Kansas	16.5	1	0	0	1	2
Wichita State University	642	13	13	0	22	48
Wildlife & Parks, Department of	399	17	4	0	11	32
Winfield Correctional Facility	194.5	6	3	1	14	24
Total	20,211	697	348	40	1,379	2,464
FY 2011 % of Total Separati	ons	28.29%	14.12%	1.62%	55.97%	
FY 2010 % of Total Separati		26.44%	16.30%	1.82%	55.44%	
<u>.</u>		20.50%	17.63%	2.24%	59.68%	
FY 2009 % of Total Separati					_	
FY 2008 % of Total Separati	ons	20.90%	9.55%	1.21%	68.34%	

Source: SHARP (FY 2008-2011); Excludes unclassified, temporary and student employees. Agencies marked "N/A" have no classified employees.

Classified Employees Turnover by Agency Fiscal Years 2001-2011

				Fisca	I Years 200	01-2011						
	Avg Num of Cls Emp FY					Τι	ırnover R	ate				
Agency Name	2011	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011
Accountancy, Board of	1	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	200.00%	0.00%
Adjutant General	38.5	9.90%	0.00%	11.65%	14.89%	6.67%	11.49%	14.12%	22.78%	8.00%	0.00%	7.79%
Administration, Department of	477	9.23%	10.20%	14.79%	9.49%	7.29%	10.13%	6.32%	8.01%	6.89%	8.99%	9.85%
Administrative Hearings, Office of	8	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.00%	0.00%	0.00%
Aging, Department on	138.5	9.76%	10.17%	20.00%	15.24%	10.91%	12.20%	10.83%	14.79%	9.71%	11.30%	27.44%
Agriculture, Department of	261	9.47%	4.97%	8.03%	7.68%	10.04%	7.35%	12.31%	6.46%	10.09%	7.27%	8.05%
Animal Health Department	12	7.69%	7.41%	7.55%	15.38%	3.85%	11.32%	0.00%	10.53%	11.32%	8.16%	50.00%
Arts Commission, Kansas	2.5	0.00%	30.77%	0.00%	14.29%	0.00%	15.38%	54.55%	16.67%	50.00%	0.00%	240.00%
Atchison Juvenile Correctional Fac	NA	15.50%	15.67%	16.51%	34.59%	35.03%	31.71%	28.38%	29.37%	127.54%	N/A	NA
Attorney General	NA	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	200.00%	0.00%	N/A	NA
Bank Commissioner, Off of the State	77.5	15.04%	7.30%	14.09%	5.41%	19.58%	5.63%	17.69%	10.67%	7.64%	9.03%	7.74%
Barbering, Board of	1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Behavioral Sciences Reg Bd	4	54.55%	0.00%	0.00%	66.67%	0.00%	22.22%	0.00%	0.00%	0.00%	20.00%	0.00%
Beloit Juvenile Correctional Fac	NA 20	19.10%	19.25%	21.18%	5.99%	39.51%	40.88%	29.06%	20.17%	23.42%	168.63%	NA 5 000/
Blind, School for the	20	9.52%	3.39%	10.53%	7.41%	23.53%	12.24%	8.51%	19.51%	5.26%	0.00%	5.00%
Citizen's Utility Ratepayer Board	NA 220 F	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA
Commerce, Department of Conservation Commission	228.5 2	18.88% 16.67%	15.25% 33.33%	13.08% 0.00%	5.23% 18.18%	11.27% 0.00%	14.22% 0.00%	18.93% 0.00%	26.29% 0.00%	14.29% 0.00%	15.26% 0.00%	21.88% 0.00%
Corporation Commission	135	8.59%	7.72%	5.34%	5.38%	4.51%	9.59%	7.38%	6.57%	4.33%	5.05%	7.41%
Corrections, Department of	261.5	13.47%	8.11%	10.73%	11.02%	8.19%	11.83%	9.28%	10.43%	6.77%	7.68%	10.33%
Cosmetology, Board of	10	31.58%	0.00%	20.00%	10.00%	30.00%	20.00%	28.57%	9.09%	19.05%	10.00%	10.00%
Credit Unions, Department of	11	9.09%	9.09%	0.00%	0.00%	0.00%	0.00%	57.14%	0.00%	20.00%	0.00%	18.18%
Deaf, School for the	37	23.40%	14.29%	18.56%	14.74%	10.42%	25.81%	11.11%	10.99%	23.81%	21.92%	13.51%
Dental Board	2	0.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%
Development Finance Authority	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA
Education, Department of	140.5	7.72%	7.52%	12.58%	9.50%	8.31%	14.41%	18.58%	10.83%	9.09%	8.70%	11.39%
El Dorado Correctional Facility	417	20.68%	24.61%	21.22%	26.34%	19.82%	30.80%	33.45%	30.80%	24.54%	15.48%	19.18%
Ellsworth Correctional Facility	211.5	18.38%	12.87%	17.57%	20.09%	21.96%	21.81%	12.06%	17.33%	17.54%	18.14%	19.86%
Emergency Medical Services	11.5	19.05%	8.70%	17.39%	8.70%	8.70%	0.00%	9.09%	16.67%	0.00%	8.00%	8.70%
Emporia State University	275	10.08%	8.14%	8.67%	7.12%	8.92%	9.35%	8.75%	8.64%	4.55%	3.21%	5.45%
Ethics Commission, Kansas Gov	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA
Fair, Kansas State	22.5	10.00%	20.00%	30.00%	9.30%	18.60%	14.29%	13.64%	0.00%	13.33%	8.89%	17.78%
Fire Marshal	43	7.32%	2.33%	4.60%	6.98%	6.67%	4.35%	8.70%	6.32%	8.51%	17.58%	13.95%
Fort Hays State University	280	8.43%	8.70%	6.98%	6.01%	6.73%	7.56%	6.99%	5.24%	5.27%	4.94%	6.79%
Governor, Office of the	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA
Healing Arts, State Board of	31	14.29%	0.00%	18.18%	13.64%	8.00%	20.00%	11.76%	0.00%	9.68%	12.90%	16.13%
Health & Environment, Dept of	716.5	9.58%	10.73%	11.68%	9.03%	7.68%	11.56%	9.61%	8.92%	8.70%	6.62%	8.79%
Health Care Stab Fund Bd of Gov	6	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	40.00%	0.00% 15.26%	20.00%	18.18%	0.00%
Health Policy Authority, Kansas Hearing Instruments, Bd of Exam	52.5 NA	N/A N/A	N/A N/A	N/A N/A	N/A N/A	0.00% N/A	2.24% N/A	7.80% N/A	15.26% N/A	9.05% N/A	7.55% N/A	34.29% NA
Highway Patrol	780.5	12.40%	11.53%	7.36%	7.89%	6.21%	7.34%	6.50%	6.39%	N/A 3.72%	5.61%	6.66%
Historical Society, State	88.5	20.08%	9.72%	13.04%	7.34%	9.01%	11.93%	7.48%	10.19%	11.76%	6.38%	12.43%
Home Inspectors Reg Bd, Ks	NA NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA NA
Housing Resources Corp, Ks	NA	ND	ND	ND	5.56%	6.15%	14.04%	23.26%	9.52%	0.00%	0.00%	NA
Human Rights Commission, Ks	21	42.11%	21.43%	0.00%	29.09%	7.55%	18.87%	0.00%	3.45%	7.27%	17.02%	0.00%
Hutchinson Correctional Facility	496	15.51%	16.02%	18.29%	15.00%	16.21%	17.27%	21.65%	18.72%	18.60%	21.14%	22.78%
Indigents Defense Services Bd	60.5	16.92%	17.19%	9.60%	17.74%	4.65%	13.64%	9.23%	7.52%	7.52%	7.87%	4.96%
Insurance Department	16.5	4.82%	5.48%	8.70%	19.05%	10.34%	12.00%	4.76%	10.26%	5.26%	0.00%	12.12%
Investigation, Kansas Bureau of	167	9.63%	5.93%	6.33%	6.12%	5.57%	7.61%	3.25%	5.59%	6.27%	9.18%	7.78%
Judicial Branch	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA
Judicial Council	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA
Juvenile Correctional Complex	219.5	N/A	N/A	N/A	N/A	9.52%	28.00%	30.66%	26.85%	35.48%	37.44%	29.61%
Juvenile Justice Authority	19	12.50%	19.61%	15.39%	31.37%	16.00%	4.17%	31.82%	15.00%	4.76%	19.51%	15.79%
Kansas Inc	NA	N/A	N/A	N/a	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA
Kansas Public Employees Ret Sys	68	6.61%	7.52%	14.93%	7.52%	4.55%	12.21%	7.75%	9.23%	5.93%	8.76%	10.29%
Kansas State University	1475	12.99%	10.41%	11.11%	9.19%	12.06%	11.91%	12.03%	11.73%	10.88%	8.58%	10.71%
Labor, Department of	370	11.23%	8.32%	7.37%	9.42%	12.75%	9.75%	15.69%	9.82%	5.31%	7.13%	13.78%
Lansing Correctional Facility	651	23.66%	24.24%	26.14%	26.80%	28.64%	22.51%	20.94%	21.70%	19.55%	15.40%	13.67%
Larned Corr Mental Health Fac.	178 120.5	19.39%	15.34%	16.81%	12.96%	18.99%	17.00%	18.97%	14.29%	21.47%	30.47%	26.97%
Larned Juvenile Correctional Fac.	120.5	19.33%	17.72%	11.48%	14.39%	16.79%	16.92%	19.84%	21.79%	18.75%	21.77%	26.56%

Classified Employees Turnover by Agency Fiscal Years 2001-2011

	Avg Num of Cls											
	Emp					Τι	urnover Ra	ate				
Agency Name	FY 2011	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011
Larned State Hospital	782.5	17.17%	11.82%	16.63%	17.32%	21.88%	18.20%	23.12%	22.74%	18.64%	20.02%	22.24%
Legislative Coordinating Council	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA
Legislative Research Department	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA
Legislature	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA
Library, State	19.5	4.26%	4.17%	8.33%	8.51%	9.09%	0.00%	9.76%	5.00%	5.00%	5.13%	5.13%
Lieutenant Governor, Office of the	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA
Lottery, The Kansas	43	2.35%	22.50%	2.53%	4.88%	0.00%	10.39%	2.53%	4.71%	7.14%	4.88%	0.00%
Mortuary Arts, Board	2	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Neurological Institute, Kansas	492.5	16.34%	17.13%	13.73%	13.03%	17.98%	12.84%	15.07%	11.64%	12.23%	14.45%	14.42%
Norton Correctional Facility	232.5	10.18%	9.16%	7.35%	12.70%	14.20%	18.40%	12.00%	13.78%	17.57%	14.00%	13.33%
Nursing, Board of	18.5	14.29%	24.24%	21.62%	5.26%	10.26%	10.26%	10.53%	5.26%	15.79%	5.56%	5.41%
Optometry Board of Examiners	0.5	200.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Osawatomie State Hospital	374.5	25.80%	21.79%	20.33%	18.47%	21.47%	22.35%	28.37%	26.33%	17.19%	20.08%	18.96%
Parole Board, Kansas	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA
Parsons State Hospital & Trng Ctr	441	10.94%	8.98%	10.88%	9.16%	11.50%	16.80%	9.99%	10.89%	7.14%	10.83%	10.43%
Peace Officers, Std & Trng	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA
Pharmacy, Board of	6	40.00%	75.00%	0.00%	0.00%	0.00%	18.18%	20.00%	0.00%	18.18%	0.00%	0.00%
Pittsburg State University	293	8.97%	8.91%	5.32%	6.95%	8.00%	9.73%	5.97%	7.93%	6.22%	6.67%	10.24%
Pooled Money Investment Board	4	N/R	N/R	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	25.00%	25.00%
Post Audit, Legislative Division of	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA
Racing & Gaming Commission, Ks	37	20.25%	10.13%	7.60%	4.88%	7.50%	5.19%	5.13%	7.14%	33.77%	2.99%	13.51%
Rainbow Mental Health Facility	101.5	26.67%	17.62%	33.78%	23.36%	20.66%	21.40%	16.04%	26.29%	18.96%	27.36%	43.35%
Real Estate Appraisal Board	1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Real Estate Commission	9	0.00%	28.57%	0.00%	9.52%	19.05%	10.00%	10.00%	10.53%	0.00%	10.53%	11.11%
Regents, Board of	10	0.00%	0.00%	0.00%	16.22%	10.00%	16.22%	11.11%	0.00%	6.90%	7.69%	30.00%
Revenue, Department of	956	9.89%	7.97%	6.92%	7.31%	8.19%	7.89%	7.24%	6.11%	6.27%	5.32%	7.22%
Revisor of Statutes	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA
Secretary of State	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA
Securities Commissioner, Off of the	16.5	15.79%	12.12%	6.25%	0.00%	5.56%	10.26%	0.00%	8.89%	9.09%	0.00%	36.36%
Sentencing Commission, Kansas	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA
Social & Rehab Serv Dept of	2835	9.85%	9.10%	10.60%	8.73%	11.79%	11.30%	12.40%	10.82%	9.48%	10.04%	9.95%
Tax Appeals, Board of	8	0.00%	11.11%	19.36%	7.41%	0.00%	0.00%	16.67%	10.00%	0.00%	11.76%	0.00%
Technical Professions, State Bd of	3	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%
Technology Enterprise Corp, Ks	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA
Topeka Correctional Facility	212.5	34.07%	16.47%	10.21%	13.51%	10.02%	18.10%	11.48%	14.67%	15.32%	16.63%	18.82%
Topeka Juvenile Correctional Fac.	NA	13.18%	24.39%	19.62%	37.41%	60.83%	N/A	N/A	N/A	N/A	N/A	NA
Transportation, Department of	2717.5	9.27%	9.36%	9.16%	8.37%	10.19%	10.46%	10.53%	9.33%	7.05%	7.66%	8.79%
Treasurer, State	6	20.00%	0.00%	0.00%	8.70%	0.00%	10.53%	11.76%	0.00%	14.29%	0.00%	0.00%
University of Kansas	NA	21.34%	20.34%	16.88%	17.40%	17.46%	1.41%	0.00%	0.00%	N/A	N/A	NA
University of Kansas Med Center	398	21.48%	16.17%	20.97%	12.75%	13.93%	14.30%	20.22%	16.35%	14.62%	12.25%	12.06%
Veteran Affairs, Commission on	272	29.16%	55.68%	41.97%	35.42%	30.70%	27.20%	28.31%	26.29%	24.29%	23.79%	20.59%
Veterinary Examiners, Board of	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA
Water Office, Kansas	16.5	9.52%	19.51%	5.26%	5.56%	0.00%	5.13%	5.41%	5.26%	11.11%	5.88%	12.12%
Wichita State University	642	12.30%	11.90%	13.56%	10.55%	9.84%	13.92%	12.04%	13.22%	9.88%	7.68%	7.48%
Wildlife & Parks, Department of	399	6.18%	4.09%	6.11%	4.05%	5.61%	8.51%	6.67%	5.53%	3.74%	7.04%	8.02%
Winfield Correctional Facility	194.5	16.00%	14.65%	13.17%	16.61%	17.17%	16.67%	17.77%	16.41%	15.82%	16.88%	12.34%
Statewide	20,211	13.47%	12.50%	12.69%	11.84%	13.05%	12.83%	13.46%	12.61%	11.12%	11.13%	12.19%

Source: SHARP (FY 2001-2011); excludes unclassified, temporary and student employees. Agencies marked "N/A" have no classified employees. Note: turnover for years prior to FY2011 is calculated based upon the average number of employees for that fiscal year.

Unclassified Employees, Turnover by Agency Fiscal Years 2009 to 2011

		% Tu	rnover	r		
	Avg Num Unc	FY	FY	FY		
Agency Name	Emp FY 2011	2009	2010	2011		
Accountancy, Board of	1	0.00%	0.00%	0.00%		
Adjutant General	145.5	10.53%	9.27%	22.68%		
Administration, Department of	21.5	12.24%	4.55%	27.91%		
Administrative Hearings, Office of Aging, Department of	1 10	0.00% 22.22%	0.00% 0.00%	0.00% 50.00%		
Agriculture, Department of	16	16.67%	8.33%	25.00%		
Animal Health Department	0.5	0.00%	133.33%	0.00%		
Arts Commission, Kansas	0.5	0.00%	0.00%	200.00%		
Attorney General	99	12.22%	6.35%	35.35%		
Bank Commissioner, Office of the State	17.5	0.00%	17.65%	5.71%		
Barbering, Board of	1	0.00%	100.00%	0.00%		
Behavioral Sciences Regulatory Board	3	0.00%	0.00%	33.33%		
Blind, School for the	56.5	6.72%	7.02%	12.39%		
Citizens Utility Ratepayer Bd Commerce, Department of	6 10.5	0.00% 0.00%	0.00% 18.18%	0.00% 19.05%		
Conservation Commission	3.5	0.00%	14.29%	0.00%		
Corporation Commission	62	15.04%	15.63%	20.97%		
Corrections, Department of	14.5	13.79%	0.00%	20.69%		
Cosmetology, Board of	1	0.00%	0.00%	100.00%		
Credit Unions, Department of	1	0.00%	0.00%	0.00%		
Deaf, School for the	94	9.90%	12.57%	9.57%		
Dental Board	1	0.00%	0.00%	0.00%		
Education, Department of	35.5	10.26%	16.44%	2.82%		
El Dorado Correctional Facility	1	0.00%	0.00%	0.00%		
Emergency Medical Services	1	0.00%	100.00%	0.00%		
Emporia State University Ethics Commission, Kansas Gov	450 7.5	13.26% 11.76%	6.76% 0.00%	11.78% 26.67%		
Fair, Kansas State	7.3	0.00%	0.00%	0.00%		
Fire Marshal	. 2	66.67%	0.00%	100.00%		
Fort Hays State University	468.5	9.63%	13.12%	15.37%		
Governor, Office of the	35.5	26.87%	17.65%	50.70%		
Healing Arts, State Board of	12.5	10.00%	14.81%	32.00%		
Health & Environment, Department of	66	8.00%	0.00%	10.61%		
Health Care Stabilization Fund Bd of Gov	12	28.57%	8.70%	0.00%		
Health Policy Authority, Kansas	69	8.76%	8.60%	34.78%		
Highway Patrol	6.5	14.29%	0.00%	46.15% 0.00%		
Historical Society, State Human Rights Commission, Kansas	1 2	0.00% 0.00%	0.00% 50.00%	0.00%		
Indigents Defense Services Board	105.5	15.32%	11.27%	14.22%		
Insurance Department	106	3.74%	10.28%	11.32%		
Investigation, Kansas Bureau of	5	16.67%	20.00%	20.00%		
Judicial Branch	1784.5	8.25%	5.51%	7.57%		
Judicial Council	5.5	0.00%	0.00%	54.55%		
Juvenile Correctional Complex	1.5	0.00%	100.00%	66.67%		
Juvenile Justice Authority	7.5	11.11%	0.00%	26.67%		
Kansas Inc	1	50.00%	0.00%	200.00%		
Kansas Public Employees Ret Sys	16.5	5.88%	0.00%	24.24%		
Kansas State University	2562.5	7.29%	7.06%	8.31%		
Labor, Department of Lansing Correctional Facility	29.5 1	3.33% 0.00%	6.67% 0.00%	33.90% 0.00%		
Larned Correctional Mental Health Fac.	1	0.00%	0.00%	100.00%		
Larned Juvenile Correctional Facility	2	50.00%	0.00%	0.00%		
Larned State Hospital	20.5	43.48%	31.11%	19.51%		
Legislative Coordinating Council	11	0.00%	0.00%	9.09%		
Legislative Research Department	39	10.00%	10.00%	10.26%		
Legislature	196.5	4.95%	3.03%	20.36%		
Library, State	1	200.00%	0.00%	0.00%		
Lieutenant Governor, Office of the	3.5	0.00%	120.00%	57.14%		
Lottery, The Kansas	35.5	5.19%	0.00%	11.27%		
Mortuary Arts, Board of	1	0.00%	0.00%	0.00%		

Unclassified Employees, Turnover by Agency Fiscal Years 2009-2011

		% Turnover			
	Avg Num Unc	FY	FY	FY	
Agency Name	Emp FY 2011	2009	2010	2011	
Neurological Institute, Kansas	2.5	0.00%	0.00%	40.00%	
Norton Correctional Facility	1	0.00%	0.00%	0.00%	
Nursing, Board of	2.5	0.00%	40.00%	0.00%	
Osawatomie State Hospital	18	4.76%	25.00%	5.56%	
Parole Board, Kansas	1.5	0.00%	33.33%	66.67%	
Parsons State Hospital & Trng Ctr	5.5	0.00%	0.00%	18.18%	
Peace Officers, Std and Trng	5.5	25.00%	0.00%	0.00%	
Pharmacy, Board of	1	0.00%	0.00%	0.00%	
Pittsburg State University	467.5	6.51%	7.78%	7.27%	
Pooled Money Investment Board	1.5	50.00%	0.00%	0.00%	
Post Audit, Legislative Division of	21	5.63%	30.30%	14.29%	
Racing & Gaming Commission, Kansas	17	0.00%	12.50%	11.76%	
Rainbow Mental Health Facility	5.5	0.00%	40.00%	0.00%	
Real Estate Appraisal Board	1	0.00%	0.00%	0.00%	
Real Estate Commission	2	0.00%	0.00%	0.00%	
Regents, Board of	45	2.38%	6.90%	6.67%	
Revenue, Department of	29	7.02%	7.02%	31.03%	
Revisor of Statutes	28	6.67%	10.34%	25.00%	
Secretary of State	46	4.12%	14.74%	19.57%	
Securities Commissioner, Office of the	10	0.00%	0.00%	50.00%	
Sentencing Commission, Kansas	8	23.53%	12.50%	12.50%	
Social & Rehabilitation Services, Dept of	31	16.39%	0.00%	61.29%	
Tax Appeals, Board of	10	0.00%	0.00%	10.00%	
Technical Professions, State Board of	2	50.00%	0.00%	0.00%	
Technology Enterprise Corp, Kansas	4.5	34.78%	40.00%	111.11%	
Topeka Correctional Facility	0.5	0.00%	0.00%	0.00%	
Transportation, Department of	11.5	25.00%	0.00%	17.39%	
Treasurer, State	33	0.00%	9.23%	21.21%	
University of Kansas	5019	20.95%	18.75%	22.04%	
University of Kansas Medical Center	2806	14.49%	14.40%	17.64%	
Veteran Affairs, Commission on	5	20.00%	0.00%	40.00%	
Veterinary Examiners, Board of	3	0.00%	0.00%	0.00%	
Water Office, Kansas	3	33.33%	0.00%	0.00%	
Wichita State University	1213	10.28%	8.31%	11.87%	
Wildlife & Parks, Department of	8	28.57%	0.00%	12.50%	

Source: SHARP (FY 2011); Includes unclassified, regular employees. Excludes classified employees, students and temporary employees.

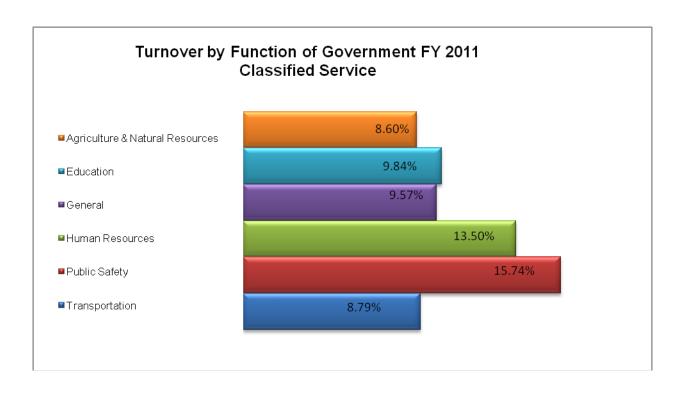
Agency Turnover FY 2011

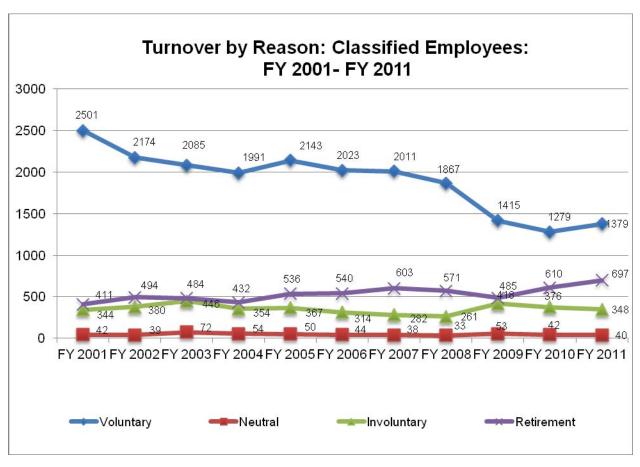
Agencies with less than 10% Turnover: Classified Employees

Excludes agencies with less than an average of 50 classified employees for FY 2011.

	Avg Number of Classified	
Agency Name	Employees	Turnover
Indigents Defense Services Board	60.5	4.96%
Emporia State University	275	5.45%
Highway Patrol	780.5	6.66%
Fort Hays State University	280	6.79%
Revenue, Department of	956	7.22%
Corporation Commission	135	7.41%
Wichita State University	642	7.48%
Bank Commissioner, Office of the State	77.5	7.74%
Investigation, Kansas Bureau of	167	7.78%
Wildlife & Parks, Department of	399	8.02%
Agriculture, Department of	261	8.05%
Health & Environment, Department of	716.5	8.79%
Transportation, Department of	2717.5	8.79%
Administration, Department of	477	9.85%
Social & Rehabilitation Services, Dept of	2835	9.95%

Source: SHARP (FY 2011); Excludes unclassified, temporary and student employees.





Source: SHARP (FY2001-2011); Excludes unclassified, temporary and student employees.

Turnover: Classified Job Classes Above the FY 2011 State Average (12.19%)

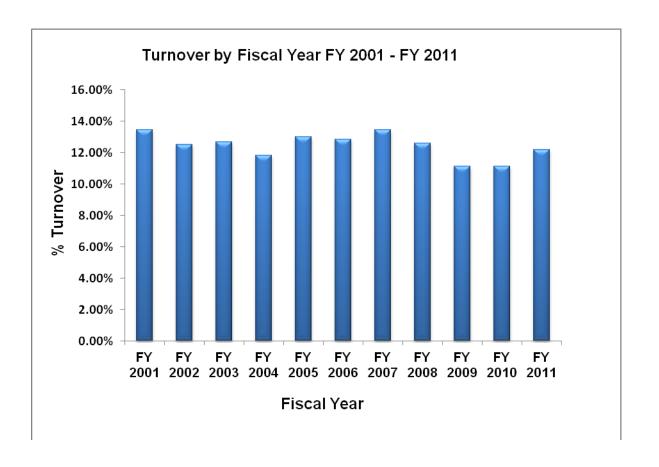
	Avg Num		Turnover Rate									
	of Employees											
Job Class	FY 2011	FY2001	FY2002	FY2003	FY2004	FY2005	FY2006	FY2007	FY2008	FY2009	FY2010	FY2011
Accountant II	101.5	12.06%	3.77%	6.87%	4.76%	8.80%	6.28%	9.18%	4.88%	3.76%	6.67%	13.79%
Accountant III	37	2.68%	7.02%	5.46%	12.43%	5.32%	8.33%	7.45%	6.42%	3.17%	6.28%	12.37%
Accounting Specialist	138.5	8.60%	9.79%	6.62%	6.64%	8.19%	6.22%	8.65%	7.65%	14.42%	8.61%	14.44%
Activity Specialist I	55	18.95%	8.42%	12.63%	2.11%	4.12%	12.63%	6.12%	13.73%	15.38%	14.68%	14.55%
Administrative Assistant	701	NA	30.77%	16.62%	13.56%	14.67%	14.76%	13.69%	10.92%	11.50%	11.29%	12.41%
Agricultural Technician	24	0.00%	19.51%	19.51%	5.88%	6.90%	5.00%	8.70%	21.05%	0.00%	11.11%	12.50%
Animal Science Technician I	18.5	16.17%	9.62%	21.33	10.67	17.95	20.00	29.51%	32.26%	16.67%	14.55%	21.62%
Applications Developer I	32.5	NA	NA	NA	NA	0.00%	18.18%	14.74%	8.25%	4.30%	2.38%	18.46%
Attorney II	88	8.40%	1.71%	4.92%	0.00%	9.01%	1.89%	9.35%	0.00%	9.95%	9.23%	13.64%
Attorney IV	19.5	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.26%	20.51%
Certified Nurse's Aide I	61.5	NA	NA	NA	NA	NA	39.46%	53.90%	40.88%	42.03%	35.66%	35.77%
Certified Nurse Aide II	41	NA	NA	NA	NA	4.65%	17.58%	12.12%	18.87%	12.96%	14.58%	21.95%
Clinical Chaplain	15.5	12.12%	32.26%	6.25%	23.53%	29.41%	12.12%	18.75%	0.00%	12.50%	6.25%	19.35%
Computer Operations Supv	15	0.00%	9.52%	10.26%	5.13%	27.27%	0.00%	0.00%	12.90%	0.00%	0.00%	20.00%
Computer Operator II	41	16.22%	11.11%	0.00%	0.00%	0.00%	0.00%	18.67%	7.14%	6.38%	8.89%	12.20%
Cook Senior	86	NA	0.00	15.15%	15.38%	12.90%	14.29%	12.31%	0.00%	18.18%	17.98%	20.93
Corrections Counselor I	78.5	12.82%	10.32%	16.11%	8.33%	11.11%	8.16%	14.57%	15.38%	12.66%	10.32%	14.01%
Corrections Officer I (A)	578	45.50%	0.44	45.57%	51.28%	50.62%	52.13%	51.15%	51.19%	45.70%	42.11%	43.08%
Corrections Officer I (B)	429	11.51%	11.36%	13.10%	10.83%	15.68%	13.19%	14.67%	12.82%	13.14%	14.69%	12.82%
Corrections Officer II	403.5	15.37%	12.29%	9.74%	14.15%	10.10%	10.31%	11.41%	10.23%	14.82%	12.14%	12.89%
Custodial Specialist	545.5	29.91%	26.72%	22.75%	20.31%	17.53%	14.89%	13.21%	9.06%	13.59%	13.01%	13.38%
Driver License Examiner Spec	35.5	NA	5.83%	3.96%	8.42%	8.99%	9.41%	4.76%	7.06%	4.94%	2.63%	14.08%
Education Program Consultant	43	6.25%	5.77%	15.93%	10.26%	14.16%	12.84%	22.22%	15.53%	18.56%	10.99%	13.95%
Equipment Operator	457.5	NA	35.15%	9.14%	11.29%	17.48%	17.87%	17.40%	11.84%	9.06%	11.33%	15.74%
Equipment Operator Trainee	38.5	11.67%	35.15%	34.59%	36.99%	44.94%	40.00%	40.00%	38.46%	53.90%	35.00%	54.55%
Financial Examiner	19.5	NA	11.11%	27.03%	11.76%	17.65%	5.00%	21.28%	18.52%	22.64%	9.09%	15.38%
Fire Prevention Inspector	17.5	0.00%	0.00%	13.79%	13.79%	0.00%	10.81%	5.00%	9.52%	4.88%	5.00%	17.14%
Food Service Supervisor Senior	36	NA	8.70%	16.00%	7.69%	26.09%	16.67%	0.00%	4.76%	5.06%	5.33%	13.89%
Food Service Worker	75	56.98%	46.15%	39.31%	51.19%	50.60%	36.25%	57.69%	40.26%	29.49%	35.67%	22.67
Food, Drug And Lodg Surv I	24	5.56%	36.84%	22.86%	18.75%	6.90%	37.04%	14.29%	6.67%	21.05%	0.00%	12.50%
Gen Maint And Repair Tech	77	NA	25.93%	20.29%	20.10%	21.54%	11.04%	10.61%	11.51%	18.84%	8.70%	16.88%
Health Facility Surveyor I	69	11.51%	22.22%	24.06%	13.85%	11.51%	20.83%	15.28%	20.55%	15.49%	19.12%	20.29%
Highway Patrol Captain	18	0.00%	13.79%	13.33%	15.00%	10.53%	15.00%	5.26%	5.41%	5.41%	5.56%	16.67%
Hlth Or Environ Prog Analyst	16	10.53%	4.26%	16.33%	4.00%	7.84%	8.00%	0.00%	9.52%	5.41%	10.53%	12.50%
Human Services Consultant	87	NA	NA	NA	6.62%	9.03%	6.64%	9.02%	8.33%	10.36%	10.63%	13.79%
Juvenile Corrections Officer I	177	22.03%	28.86%	23.84%	40.08%	42.41%	40.92%	38.18%	37.47%	55.24%	51.06%	44.07%
Juvenile Corrections Officer II	28	6.82%	12.77%	12.12%	26.80%	22.73%	15.56%	16.47%	20.00%	19.18%	22.86%	25.00%
Librarian I	16	0.00%	6.45%	6.25%	0.00%	8.70%	8.89%	5.00%	0.00%	16.22%	0.00%	18.75%
Licensed Mental Health Tech	37.5	NA	NA	NA	NA	NA	9.70%	10.96%	13.01%	5.50%	21.05%	26.67%
Licensed Practical Nurse	29	49.35%	29.73%	36.62%	27.16%	6.90%	22.22%	23.08%	39.39%	17.33%	42.42%	41.38%
Licensed Practical Nurse Senior	101	33.01%	26.79	25.00%	27.20%	20.00%	20.78%	27.27%	22.80%	27.84%	26.13%	19.80%
Mental Health/Disability Tech Mental Health/Disability Tech	807.5	NA	NA	NA	NA	NA	16.70%	16.75%	15.65%	13.91%	18.96%	19.81%
Trn	52	NA	NA	NA	NA	NA	54.12%	73.63%	115.04%	81.40%	47.15%	69.23%
Painter Senior	22	NA	18.18%	10.00%	7.41%	6.67%	3.85%	4.55%	4.35%	4.14%	8.51%	13.64%
Parole Officer I	70	20.61%	7.45%	14.19%	12.16%	9.15%	20.41%	16.90%	13.51%	14.08%	8.57%	14.29%
Physical Plant Supervisor Sen	40.5	NA	4.55%	1.96%	3.85%	7.41%	8.33%	9.64%	4.71%	9.52%	4.88%	12.35%
Program Specialist I	92	16.81%	8.73%	11.11%	13.58%	18.47%	21.15%	19.90%	24.76%	16.75%	21.90%	36.96%
Program Specialist II	44	16.46%	12.57%	10.42%	8.04%	10.70%	10.81%	29.45%	41.18%	18.00%	11.49%	13.64%
Public Service Executive III	87	7.19%	6.25%	8.81%	3.53%	11.96%	4.40%	5.32%	11.40%	2.15%	9.84%	17.24%
Public Service Executive IV	28	11.54%	7.55%	14.55%	3.45%	12.90%	3.45%	12.00%	13.33%	4.08%	11.11%	14.29%

Turnover: Classified Job Classes Above the FY 2011 State Average (12.19%) cont.,

	Avg Num					Turn	over Ra	te				
Job Class	of Employees FY 2011	FY2001	FY2002	FY2003	FY2004	FY2005	FY2006	FY2007	FY2008	FY2009	FY2010	FY2011
Qualified Dev Disability Prof	16.5	0.00%	4.26%	0.00%	8.70%	4.44%	13.33%	0.00%	8.89%	8.89%	4.88%	18.18%
Registered Nurse	27.5	NA	NA	NA	21.28%	23.81%	53.33%	6.67%	30.30%	26.67%	25.64%	21.82%
Registered Nurse Senior	172.5	NA	NA	NA	22.75%	21.88%	30.49%	25.91%	24.00%	20.60%	24.79%	20.29%
Registered Nurse Specialist	25.5	NA	NA	NA	6.67%	8.99%	10.13%	21.33%	27.03%	6.25%	10.91%	25.50%
Research Analyst I	16	7.69%	6.67%	0.00%	5.71%	0.00%	9.79%	4.55%	9.30%	10.53%	5.71%	18.75%
Revenue Customer Rep Senior	70	NA	6.54%	7.11%	4.63%	8.21%	8.48%	6.29%	5.13%	12.90%	6.67%	15.71%
Safety And Security Officer I	105.5	20.44%	23.58%	26.18%	16.75%	14.81%	20.32%	29.59%	29.27%	27.49%	12.84%	14.22%
Social Worker Specialist	385	NA	0.00%	4.44%	17.02%	21.53%	15.13%	16.62%	12.78%	16.60%	12.32%	13.77%
State Auditor II	77	16.67%	4.30%	5.35%	7.92%	5.56%	8.28%	6.80%	10.67%	2.56%	11.18%	14.29%
System Software Analyst II	26	NA	NA	NA	NA	6.06%	6.15%	10.00%	4.00%	4.44%	12.24%	23.08%
Utility Worker	31.5	28.57%	35.51%	30.38%	26.09%	16.67%	14.71%	26.92%	14.63%	5.41%	16.33%	15.87%
Veterinary Technician II	22	16.00%	0.00%	0.00%	16.67%	46.67%	20.00%	42.42%	23.53%	25.64%	13.95%	13.64%

Comments: Excludes job classes with less than an average of 15 employees and job classes with a turnover rate below the state average (12.19%).

Source: SHARP (FY 2001-2011); excludes unclassified, temporary and student employees.



Source: SHARP (FY 2001-2011); Excludes unclassified, temporary and student employees

Job Class Turnover FY 2011

Classified Job Classes with 0% To	urnover in FY 2011
Job Title	Average Number of Employees
Custodial Manager	17
Library Assistant I	15
Network Service Technician II	24
Network Service Technician III	23
Power Plant Operator Senior	20
Procurement Officer I	21.5
Procurement Officer II	19.5
Professional Environ Eng I	15
Professional Geologist III	21
Research Analyst III	24.5
System Software Analyst III	19.5
VIN Inspector Lead	20
*Excludes job classes with less than an average of 15	employees in FY 2011.

Avg Num of Employees **Job Title** Turnover Animal Science Technician I 18.5 21.62% Attorney IV 19.5 20.51% Certified Nurse Aide I 61.5 35.77% Certified Nurse Aide II 41 21.95% Computer Operations Supv 15 20.00% Cook Senior 86 20.93% Corrections Officer I (A) 578 43.08% **Equipment Operator Trainee** 38.5 54.55% Food Service Worker 75 22.67% Health Facility Surveyor I 69 20.29% Juvenile Corrections Officer I 177 44.07% Juvenile Corrections Officer II 28 25.00% Licensed Mental Health Tech 37.5 26.67% Licensed Practical Nurse 29 41.38% MHDD Technician Trn 52 69.23% Program Specialist I 92 36.96%

27.5

172.5

26

21.82%

20.29% 23.08%

Classified Job Classes with 20% or Higher Turnover Rates in FY 2011

Source: SHARP (FY 2011)); Excludes unclassified, temporary and student employees.

Registered Nurse

Registered Nurse Senior

System Software Analyst II

*Excludes job classes with less than an average of 15 employees in FY 2011

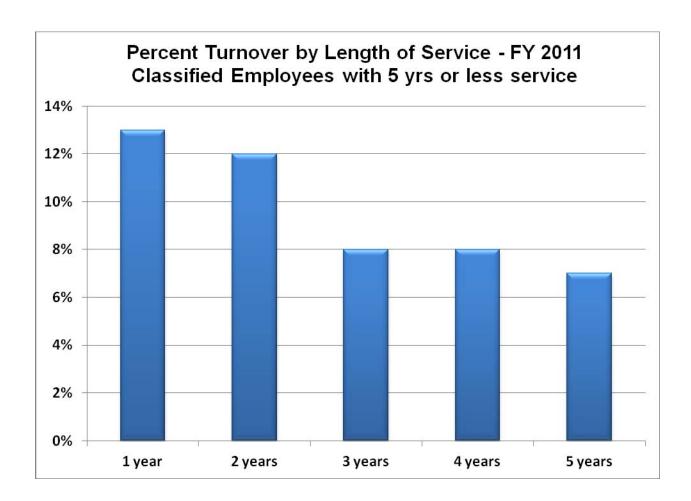
Turnover: Unclassified Job Classes Above the FY 2011 State Average (15.93%)

Average Number of

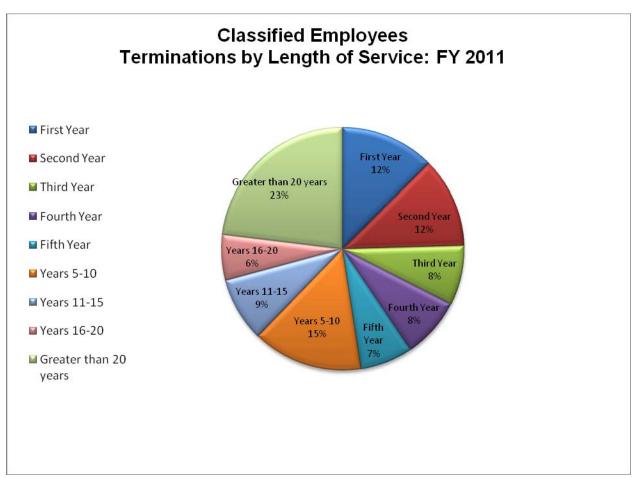
Job Class	Employees FY 2011	FY 2011
Tutor	31.5	247.62%
Lecturer	289.5	175.47%
Fam Support Advocate	17.5	68.57%
Special Assistant	18.5	59.46%
Teaching Assistant	27	55.56%
Medical Resident Year 6	29	55.17%
Medical Resident Year 5	72.5	45.52%
Auditor	15	40.00%
Head Of Division Of State Agcy	21.5	37.21%
Medical Resident Year 4	85	34.12%
Lecturer/Academic Prog Assoc	15	33.33%
Research Aide	21	33.33%
Assistant Attorney General	40	32.50%
Assistant Coach	37.5	32.00%
Research Assistant	345.5	31.84%
Appointive State Agency Head	26.5	30.19%
Fellow (Post Doc Res)	227.5	29.45%
Assistant	31	29.03%
Custodian	163	28.83%
Program Associate	22	27.27%
Dormitory Teacher	15	26.67%
Clinical Research Coordinator	26.5	26.42%
Medical Resident Year 3	121	25.62%
Research Associate	310	25.16%
Judicial Executive Assist I	16	25.00%
Representative	125	24.00%
Associate Dean/professor	26	23.08%
General Maintenance Worker	44	22.73%
Advisor	123.5	22.67%
Teacher Aide	26.5	22.64%
Staff Assistant	38	21.05%
Custodial Supervisor	38	21.05%
Attorney C	24.5	20.41%
Program Director	29.5	20.34%
Office Specialist	15	20.00%
Counselor	50	20.00%
Administrative Assistant	167.5	19.70%
Multi Term Lecturer	20.5	19.51%
Executive Assistant	26.5	18.87%
Secretary III	16	18.75%
Records Clerk II	16.5	18.18%
Research Associate Professor	22	18.18%
Senior Coordinator	94	18.09%
Research Assistant Professor	98.5	17.26%
Research Analyst	116.5	17.17%
Coordinator	352	16.76%
Medical Staff Professional	30	16.67%
Attorney A	42	16.67%
Public Defender	91	16.48%
Chief Judge	30.5	16.39%
•		

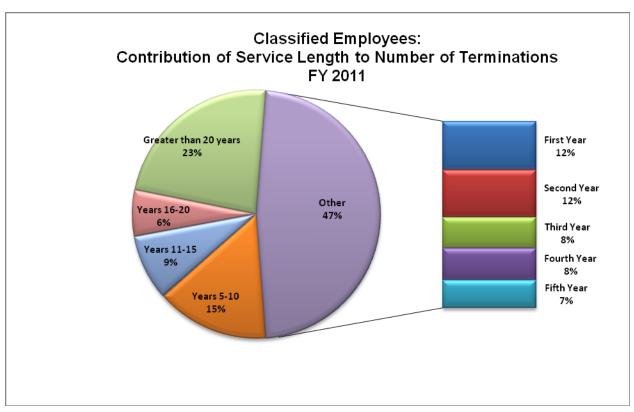
Comments: Some job classes, such as Lecturer and Medical Resident would be expected to have a high turnover rate.

Source: SHARP (FY 2011); Includes unclassified, regular employees. Excludes classified employees, students and temporary employees. Excludes job codes with less than 15 unclassified employees.

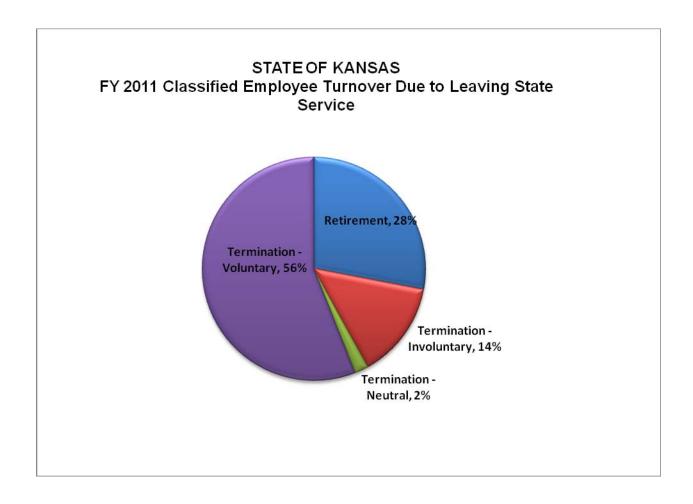


Source: SHARP (FY 2011); Excludes unclassified, temporary and student employees

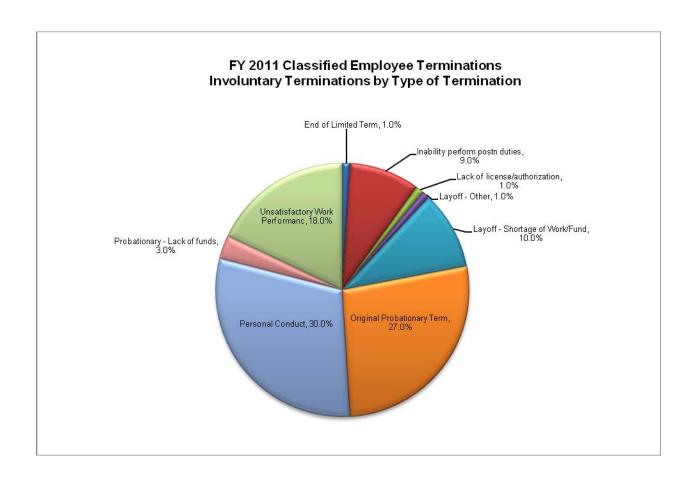


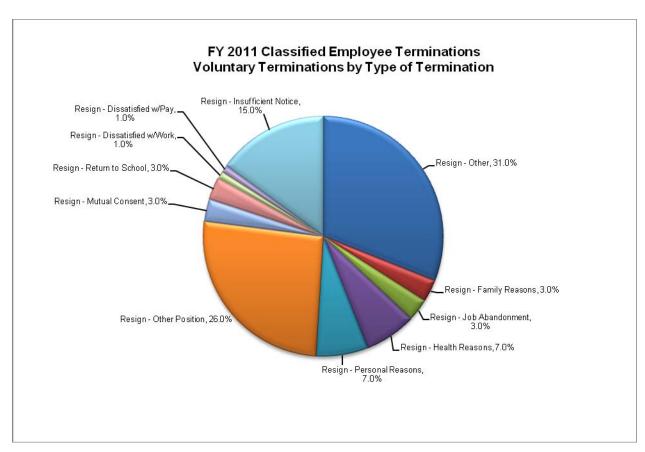


Source: SHARP (FY 2011); Excludes unclassified, temporary and student employees.

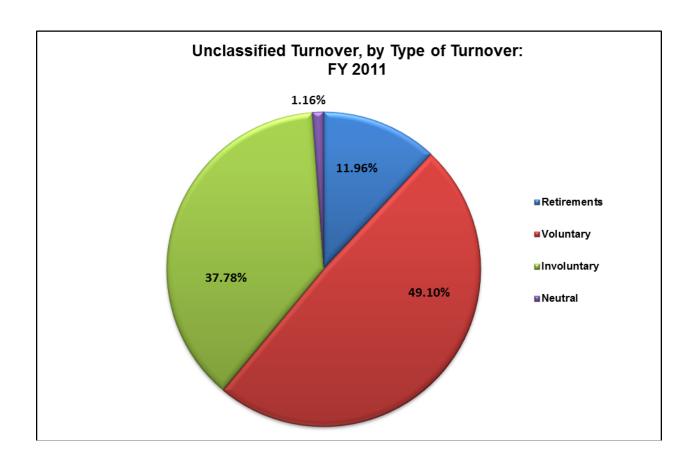


Source: SHARP (2011); Excludes unclassified, temporary and student employees.





Source: SHARP (FY 2011); Excludes unclassified, temporary and student employees.



Source: SHARP (FY 2011); Includes unclassified, regular employees. Excludes classified employees, students and temporary employees.

Retirement Analysis

Criteria use for the retirement charts:

- > All data includes classified regular, unclassified regular and unclassified temporary employees.
- > All retirement data includes early retirements.
- > Retirement buy back options were not considered in retirement calculations.
- > The data for this section was generated from SHARP as of July 1, 2011
- All retirement calculations are based on the service date and birth date as reported in SHARP. This does not account for employees who may have other KPERS eligible service.
- ➤ Employees not contributing to the Kansas Public Employees Retirement System (KPERS) are not included in this data, with the exception of counts of state employees, which includes all employees except temporary and student employees.

Retirement Eligibility Criteria

- > Employees age 65 or over;
- > Employees age 62 or over, with 10 years of qualifying state employment
- > Employees qualifying under the "85 point" plan; OR
- Employees age 55 or over with 10 years of service (not qualifying under any of the previous three criteria) taking *early* retirement with reduced benefits.

Actual and Eligible Retirements by Agency Fiscal Year 2011

	Number of Employees Fiscal	Actual Retirements	Retireme	mber 2016		
Agency Name	Year 2011	FY 2011	Early	Full	Total	% Eligible
Accountancy, Board of	2	0	0	1	1	50%
Adjutant General	155	11	22	55	77	50%
Administration, Department of	487	24	42	215	257	53%
Administrative Hearings, Office of	9	0	1	7	8	89%
Aging, Department of	135	14	21	54	75	56%
Agriculture, Department of	256	8	35	98	133	52%
Animal Health Department	24	0	0	0	0	0%
Arts Commission, Kansas	5	0	0	0	0	0%
Attorney General	75	2	15	19	34	45%
Bank Commissioner, Office of the State	88	0	7	20	27	31%
Barbering, Board of	2	0	0	0	0	0%
Behavioral Sciences Regulatory Bd	8	1	0	2	2	25%
Blind, School for the	69	3	9	36	45	65%
Citizens Utility Ratepayer Bd	5	0	1	1	2	40%
Commerce, Department of	225	16	18	83	101	45%
Conservation Commission	11	0	0	0	0	0%
Corporation Commission	178	7	25	74	99	56%
Corrections, Department of	271	16	25	87	112	41%
Cosmetology, Board of	11	0	2	5	7	64%
Credit Unions, Department of	12	1	0	5	5	42%
Deaf, School for the	117	5	19	38	57	49%
Dental Board	3	0	0	2	2	67%
Education, Department of	160	11	24	68	92	58%
El Dorado Correctional Facility	394	14	12	19	31	8%
Ellsworth Correctional Facility	214	9	9	15	24	11%
Emergency Medical Services	11	0	1	7	8	73%
Emporia State University	N/R	N/R	N/R	N/R	N/R	N/R
Ethics Commission, Kansas Gov	7	1	0	3	3	43%
Fair, Kansas State	23	0	6	3	9	39%
Fire Marshal	44	1	2	15	17	39%
Fort Hays State University	N/R	N/R	N/R	N/R	N/R	N/R
Governor, Office of the	27	2	3	7	10	37%
Healing Arts, State Board of	38	2	6	5	11_	29%
Health & Environment, Department of	671	24	111	318	429	64%
Health Care Stabilization Fund Bd of Gov	17	0	2	8	10	59%
Health Policy Authority, Kansas	203	10	0	0	0	0%
Highway Patrol	760	39	25	102	127	17%
Historical Society, Kansas State	86	6	7	45	52	60%
Human Rights Commission, Kansas	21	0	1	12	13	62%
Hutchinson Correctional Facility	491	13	5	31	36	7%
Indigents Defense Services Board	146	2	22	32	54	37%
Insurance Department	105	5	13	48	61	58%
Investigation, Kansas Bureau of	185	7	11	35	46	25%
Judicial Branch	1707	41	231	666	897	53%
Judicial Council	6	1	1	1	2	33%
Juvenile Correctional Complex	203	3	19	40	59	29%
Juvenile Justice Authority	24	4	2	6	8	33%
Kansas Inc Kansas Public Employees Retirement	2	1	0	0	0	0%
Sys Kansas Stato University	81 N/P	6 N/P	13 N/P	26 N/P	39 N/P	48% N/P
Kansas State University	N/R	N/R	N/R	N/R	N/R	N/R

Actual and Eligible Retirements by Agency Fiscal Year 2011

	Number of		Retire	ment Flia	ibles by Decemi	ner 2016		
A manay Nama	Employees Fiscal Year 2011	Actual Retirements FY 2011		Early Full Total				
Agency Name						% Eligible		
Labor, Department of	383	29	42	164	206	54%		
Lansing Correctional Facility	634	18	10	27	37	6%		
Larned Correctional Mental Health Fac.	154	7	4	6	10	6%		
Larned Juvenile Correctional Facility	106	3	15	25	40	38%		
Larned State Hospital	779	30	68	256	324	42%		
Legislative Coordinating Council	11	1	1	8	9	82%		
Legislative Research Department	39	1	4	13	17	44%		
Legislature	33	0	4	15	19	58%		
Library, State	20	0	7	8	15	75%		
Lieutenant Governor, Office of the	2	0	0	0	0	0%		
Lottery, The Kansas	79	2	17	31	48	61%		
Mortuary Arts, Board of	3	0	0	3	3	100%		
Neurological Institute, Kansas	393	10	47	154	201	51%		
Norton Correctional Facility	250	6	3	13	16	6%		
Nursing, Board of	21	1	3	5	8	38%		
Optometry Board of Examiners	1	0	0	0	0	0%		
Osawatomie State Hospital	385	12	33	121	154	40%		
Parole Board, Kansas	3	1	0	0	0	0%		
Parsons State Hospital & Trng Ctr	438	9	37	155	192	44%		
Peace Officers, Std & Trng	3	0	0	2	2	67%		
Pharmacy, Board of	6	0	3	1	4	67%		
Pittsburg State University	N/R	N/R	N/R	N/R	N/R	N/R		
	20	0	0	3	3	15%		
Post Audit, Legislative Division of	47	2						
Racing & Gaming Commission		7	2 5	12	14 33	30%		
Rainbow Mental Health Facility	100			28				
Real Estate Appraisal Board	2	0	1	1	2	100%		
Real Estate Commission	10	0	2	5	7	70%		
Regents, Board of	49	4	2	21	23	47%		
Revenue, Department of	979	30	95	377	472	48%		
Revisor of Statutes	28	4	0	12	12	43%		
Secretary of State	45	0	4	13	17	38%		
Securities Commissioner, Office of the	26	3	1	10	11	42%		
Sentencing Commission, Kansas	6	0	0	4	4	67%		
Social & Rehabilitation Services, Dept of	2782	103	289	1042	1331	48%		
Tax Appeals, Board of	18	0	0	9	9	50%		
Technical Professions, State Board of	5	0	1	4	5	100%		
Technology Enterprise Corp, Kansas	5	0	0	0	0	0%		
Topeka Correctional Facility	212	9	5	14	19	9%		
Transportation, Department of	2754	88	333	928	1261	46%		
Treasurer, State	42	2	5	11	16	38%		
University of Kansas	N/R	N/R	N/R	N/R	N/R	N/R		
University of Kansas Medical Center	N/R	N/R	N/R	N/R	N/R	N/R		
Veteran Affairs, Commission on	256	10	39	74	113	44%		
Veterinary Examiners, Board of	3	0	0	2	2	67%		
Water Office, Kansas	18	1	1	8	9	50%		
Wichita State University	N/R	N/R	N/R	N/R	0	N/R		
Wildlife and Parks, Department of	400	17	25	134	159	40%		
Winfield Correctional Facility	158	6	4	12	16	10%		
Total	19482	726	1880	6045	7925			
					Statewide	41%		

Source: SHARP (FY2011). Excludes temporary and student employees. "N/R" indicates the information was not reported. Number of employees includes employees not participating in KPERS.

Agencies with 40% or more of their workforce consisting of employees that are retirement eligible by 2016

Excludes agencies with less than 100 employees for FY 2011

Adjutant General	50%
Administration, Department of	53%
Aging, Department of	56%
Agriculture, Department of	52%
Commerce, Department of	45%
Corporation Commission	56%
Corrections, Department of	41%
·	
Deaf, School for the	49%
Education, Department of	58%
Health & Environment, Department of	64%
Insurance Department	58%
Judicial Branch	53%
Labor, Department of	54%
Larned State Hospital	42%
Neurological Institute, Kansas	51%
Osawatomie State Hospital	40%
Parsons State Hospital & Trng Ctr	44%
Revenue, Department of	48%
Social & Rehabilitation Services, Dept of	48%
Transportation, Department of	46%
Veteran Affairs, Commission on	44%
Wildlife & Parks, Department of	40%
vinding a ranks, Department of	70 /0

Agencies with 20% or less of their workforce consisting of employees that are retirement eligible by 2016

Excludes agencies with less than 100 employees for FY2011

Larned Correctional Mental Health Fac.	6%
Winfield Correctional Facility	10%
Health Policy Authority, Kansas	0%
Topeka Correctional Facility	9%
Ellsworth Correctional Facility	11%
Norton Correctional Facility	6%
El Dorado Correctional Facility	8%
Hutchinson Correctional Facility	7%
Lansing Correctional Facility	6%
Highway Patrol	17%

Source: SHARP (FY 2010). Excludes temporary and student employees.

Classified Employee Vacation Leave Usage by Agency Fiscal Year 2011

	Number of	Agency	Total	Average Emplo	
Agency Name	Employees	Hours	Dollars	Hours	Dollars
Accountancy, Board of	1	N/R	N/R	N/R	N/R
Adjutant General	37	4,264	\$82,777	115	\$2,237
Administration, Department of	467	62,926	\$1,320,221	135	\$2,827
Administrative Hearings, Office of	8	1,272	\$32,991	159	\$4,124
Aging, Department of	126	16,409	\$363,862	130	\$2,888
Agriculture, Department of	247	32,042	\$694,399	130	\$2,811
Animal Health Department	22	3,061	\$64,035	139	\$2,911
Arts Commission, Kansas	5	430	\$9,639	86	\$1,928
Attorney General	0	N/A	N/A	N/A	N/A
Bank Commissioner, Office of the State	71	8,806	\$229,154	124	\$3,228
Barbering, Board of	1	N/R	N/R	N/R	N/R
Behavioral Sciences Regulatory Bd	5	399	\$7,392	80	\$1,478
Blind, School for the	17	2,522	\$43,779	148	\$2,575
Citizens Utility Ratepayer Bd	0	N/A	N/A	N/A	N/A
Commerce, Department of	214	27,181	\$565,066	127	\$2,640
Conservation Commission	4	N/R	N/R	N/R	N/R
Corporation Commission	129	16,756	\$365,680	130	\$2,835
Corrections, Department of	256	33,618	\$685,558	131	\$2,678
Cosmetology, Board of	10	1,140	\$17,386	114	\$1,739
Credit Unions, Department of	11	1,170	\$29,511	106	\$2,683
Deaf, School for the	29	3,762	\$60,923	130	\$2,101
Dental Board	2	N/R	N/R	N/R	N/R
Education, Department of	134	17,583	\$399,759	131	\$2,983
El Dorado Correctional Facility	393	47,468	\$786,509	121	\$2,001
Ellsworth Correctional Facility	214	22,216	\$384,636	104	\$1,797
Emergency Medical Services	10	1,204	\$22,698	120	\$2,270
Emporia State University	N/R	N/R	N/R	N/R	N/R
Ethics Commission, Kansas Gov	0	N/A	N/A	N/A	N/A
Fair, Kansas State	22	2,404	\$42,426	109	\$1,928
Fire Marshal	42	5,116	\$117,094	122	\$2,788
Fort Hays State University	N/R	N/R	N/R	N/R	N/R
Governor, Office of the	0	N/A	N/A	N/A	N/A
Healing Arts, State Board of	28	3,648	\$67,515	130	\$2,411
Health & Environment, Department of	661	87,471	\$2,016,698	132	\$3,051
Health Care Stabilization Fund Bd of Gov	6	783	\$13,091	131	\$2,182
Health Policy Authority, Kansas	95	11,855	\$253,857	125	\$2,672
Highway Patrol	754	95,877	\$2,313,531	127	\$3,068
Historical Society, Kansas State	85	11,256	\$216,476	132	\$2,547
Human Rights Commission, Kansas	20	2,888	\$58,151	144	\$2,908
Hutchinson Correctional Facility	491	53,365	\$910,250	109	\$1,854
Indigents Defense Services Board	58	8,059	\$136,102	139	\$2,347
Insurance Department	14	2,241	\$35,574	160	\$2,541
Investigation, Kansas Bureau of	180	21,239	\$535,721	118	\$2,976
Judicial Branch	0	N/A	N/A	N/A	N/A
Judicial Council	0	N/A	N/A	N/A	N/A
Juvenile Correctional Complex	203	22,012	\$346,991	108	\$1,709
Juvenile Justice Authority	17	2,457	\$54,752	145	\$3,221
Kansas Inc Kansas Public Employees Retirement	0	N/A	N/A	N/A	N/A
System	65	8,221	\$161,265	126	\$2,481
Kansas State University	N/R	N/R	N/R	N/R	N/R
Labor, Department of	358	51,136	\$1,096,964	143	\$3,064
Lansing Correctional Facility	633	75,163	\$1,288,191	119	\$2,035
Larned Correctional Mental Health Fac.	154	19,865	\$340,968	129	\$2,214
Larned Juvenile Correctional Facility	104	12,923	\$217,743	124	\$2,094
Larned State Hospital	758	87,800	\$1,468,695	116	\$1,938
Legislative Coordinating Council	0	N/A	N/A	N/A	N/A
Legislative Research Department	0	N/A	N/A	N/A	N/A
Legislature	0	N/A	N/A	N/A	N/A
Library, State	20	2,518	\$48,858	126	\$2,443
Lieutenant Governor, Office of the	0	N/A	N/A	N/A	N/A

Classified Employee Vacation Leave Usage by Agency

Fiscal Year 2011

	Number of	Agenc	Average Emplo		
Agency Name	Employees	Hours	Dollars	Hours	Dollars
Lottery, The Kansas	45	5,624	\$117,330	125	\$2,607
Mortuary Arts, Board of	2	N/R	N/R	N/R	N/R
Neurological Institute, Kansas	391	61,130	\$966,148	156	\$2,471
Norton Correctional Facility	249	28,390	\$494,067	114	\$1,984
Nursing, Board of	19	2,237	\$46,374	118	\$2,441
Optometry Board of Examiners	1	N/R	N/R	N/R	N/R
Osawatomie State Hospital	369	40,322	\$716,378	109	\$1,941
Parole Board, Kansas	0	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Ctr	434	55,547	\$888,168	128	\$2,046
Peace Officers, Std & Trng	0	N/A	N/A	N/A	N/A
Pharmacy, Board of	5	445	\$10,280	89	\$2,056
Pittsburg State University	295	N/R	N/R	N/R	N/R
Post Audit, Legislative Division of	0	N/A	N/A	N/A	N/A
Racing & Gaming Commission	33	3,837	\$88,152	116	\$2,671
Rainbow Mental Health Facility	94	9,657	\$179,555	103	\$1,910
Real Estate Appraisal Board	1	N/R	N/R	N/R	N/R
Real Estate Commission	8	1,122	\$20,679	140	\$2,585
Regents, Board of	8	1,488	\$27,175	186	\$3,397
Revenue, Department of	951	128,509	\$2,533,609	135	\$2,664
Revisor of Statutes	0	N/A	N/A	N/A	N/A
Secretary of State	0	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	15	2,148	\$54,863	143	\$3,658
Sentencing Commission, Kansas	0	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	2746	365,150	\$6,971,430	133	\$2,539
Tax Appeals, Board of	8	1,256	\$22,046	157	\$2,756
Technical Professions, State Board of	3	N/R	N/R	N/R	N/R
Technology Enterprise Corp, Kansas	0	N/A	N/A	N/A	N/A
Topeka Correctional Facility	212	24,594	\$435,773	116	\$2,056
Transportation, Department of	2744	348,869	\$6,759,164	127	\$2,463
Treasurer, State	10	1,459	\$29,314	146	\$2,931
University of Kansas	N/R	N/R	N/R	N/R	N/R
University of Kansas Medical Center	N/R	N/R	N/R	N/R	N/R
Veteran Affairs, Commission on	252	29,208	\$449,756	116	\$1,785
Veterinary Examiners, Board of	0	N/A	N/A	N/A	N/A
Water Office, Kansas	15	2,327	\$61,033	155	\$4,069
Wichita State University	N/R	N/R	N/R	N/R	N/R
Wildlife and Parks, Department of	392	43,856	\$916,983	112	\$2,339
Winfield Correctional Facility	158	25,250	\$450,062	160	\$2,848
Totals	16,641	2,074,941	\$40,145,224	125	\$2,412

Comments: Agency Total Dollars was determined by calculating the vacation leave for each classified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average vacation leave used per classified employee was determined by calculating the vacation leave for each agency and dividing by the total number of classified employees in the agency as of June 30, 2011 Average dollars per employee was determined by calculating the total dollars for the agency and dividing by the total number of classified employees in the agency as of June 30, 2011.

Source: SHARP (FY 2011); Excludes unclassified, temporary and student employees. "N/R" indicates leave was not reported (for Regent's institutions and for agencies with less than 5 classified employees). "N/A" indicates the number is not available because there is no accurate leave data or the agency does not have classified employees.

Unclassified Employee Vacation Leave Usage by Agency Fiscal Year 2011

	Number of	Agency Total			rage Per mployee
Agency Name	Employees	Hours	Dollars	Hours	Dollars
Accountancy, Board of	1	N/R	N/R	N/R	N/R
Adjutant General	118	17,216	\$303,037	146	\$2,568
Administration, Department of	20	2,621	\$93,828	131	\$4,691
Administrative Hearings, Office of	1	N/R	N/R	N/R	N/R
Aging, Department of	9	936	\$33,654	104	\$3,739
Agriculture, Department of	9	993	\$31,994	110	\$3,555
Animal Health Department	2	N/R	N/R	N/R	N/R
Arts Commission, Kansas	0	N/A	N/A \$222,294	N/A 125	N/A
Attorney General Bank Commissioner, Office of the State	75 17	9,372 2,359	\$87,570	139	\$2,964 \$5,151
Barbering, Board of	1	N/R	ψ07,570 N/R	N/R	ψ3,131 N/R
Behavioral Sciences Regulatory Bd	3	N/R	N/R	N/R	N/R
Blind, School for the	52	2,162	\$57,734	42	\$1,110
Citizens Utility Ratepayer Bd	5	770	\$23,422	154	\$4,684
Commerce, Department of	11	832	\$32,403	76	\$2,946
Conservation Commission	7	941	\$30,124	134	\$4,303
Corporation Commission	49	6,524	\$201,719	133	\$4,117
Corrections, Department of	15	1,708	\$60,754	114	\$4,050
Cosmetology, Board of	1	N/R	N/R	N/R	N/R
Credit Unions, Department of	1	N/R	N/R	N/R	N/R
Deaf, School for the	88	1,810	\$42,747	21	\$486
Dental Board	1	N/R	N/R	N/R	N/R
Education, Department of	26	3,305	\$136,875	127	\$5,264
El Dorado Correctional Facility	1 0	N/R	N/R	N/R	N/R
Ellsworth Correctional Facility Emergency Medical Services	1	N/A N/R	N/A N/R	N/A N/R	N/A N/R
Emporia State University	449	N/R	N/R	N/R	N/R N/R
Ethics Commission, Kansas Gov	7	1,048	\$22,197	150	\$3,171
Fair, Kansas State	. 1	N/R	N/R	N/R	N/R
Fire Marshal	2	N/R	N/R	N/R	N/R
Fort Hays State University	N/R	N/R	N/R	N/R	N/R
Governor, Office of the	27	2,272	\$58,621	84	\$2,171
Healing Arts, State Board of	10	1,304	\$40,594	130	\$4,059
Health & Environment, Department of	10	1,794	\$64,367	179	\$6,437
Health Care Stabilization Fund Bd of Gov	11	1,294	\$40,747	118	\$3,704
Health Policy Authority, Kansas	108	14,082	\$343,404	130	\$3,180
Highway Patrol	6	912	\$34,684	152	\$5,781
Historical Society, Kansas State	1	N/R	N/R	N/R	N/R
Human Rights Commission, Kansas	1	N/R	N/R	N/R	N/R
Hutchinson Correctional Facility	0	N/A	N/A	N/A 119	N/A
Indigents Defense Services Board Insurance Department	91	10,505 11,987	\$295,660 \$290,142	132	\$3,360 \$3,188
Investigation, Kansas Bureau of	5	720	\$30,817	144	\$6,163
Judicial Branch	1707	205,283	\$4,080,286	120	\$2,390
Judicial Council	6	678	\$18,584	113	\$3,097
Juvenile Correctional Complex	0	N/A	N/A	N/A	N/A
Juvenile Justice Authority	7	792	\$27,778	113	\$3,968
Kansas Inc	2	N/R	N/R	N/R	N/R
Kansas Public Employees Retirement System	16	2,252	\$96,223	141	\$6,014
Kansas State University	N/R	N/R	N/R	N/R	N/R
Labor, Department of	25	3,132	\$137,168	125	\$5,487
Lansing Correctional Facility	1	N/R	N/R	N/R	N/R
Larned Correctional Mental Health Fac.	0	N/A	N/A	N/A	N/A
Larned Juvenile Correctional Facility	2	N/R	N/R	N/R	N/R
Larned State Hospital	21	1,769	\$96,007	84	\$4,572
Legislative Coordinating Council	11 39	1,210	\$28,679 \$86,555	110	\$2,607 \$2,210
Legislative Research Department Legislature	39	2,960 1,854	\$86,555 \$49,973	76 56	\$2,219 \$1,514
Library, State	0	N/A	Ψ49,973 N/A	N/A	\$1,514 N/A
Lieutenant Governor, Office of the	2	N/R	N/R	N/R	N/R
,	_	***			

Unclassified Employee Vacation Leave Usage by Agency

Fiscal Year 2011

	Number of	Agency Total			rage Per mployee
Agency Name	Employees	Hours	Dollars	Hours	Dollars
Lottery, The Kansas	34	4,928	\$115,976	145	\$3,411
Mortuary Arts, Board of	1	N/R	N/R	N/R	N/R
Neurological Institute, Kansas	2	N/R	N/R	N/R	N/R
Norton Correctional Facility	1	N/R	N/R	N/R	N/R
Nursing, Board of	2	N/R	N/R	N/R	N/R
Optometry Board of Examiners	0	N/A	N/A	N/A	N/A
Osawatomie State Hospital	16	1,942	\$101,004	121	\$6,313
Parole Board, Kansas	3	N/R	N/R	N/R	N/R
Parsons State Hospital & Trng Ctr	4	N/R	N/R	N/R	N/R
Peace Officers, Std & Trng	3	N/R	N/R	N/R	N/R
Pharmacy, Board of	1	N/R	N/R	N/R	N/R
Pittsburg State University	N/R	N/R	N/R	N/R	N/R
Post Audit, Legislative Division of	20	2,015	\$66,511	101	\$3,326
Racing & Gaming Commission	14	1,579	\$46,758	113	\$3,340
Rainbow Mental Health Facility	6	648	\$30,883	108	\$5,147
Real Estate Appraisal Board	1	N/R	N/R	N/R	N/R
Real Estate Commission	2	N/R	N/R	N/R	N/R
Regents, Board of	41	7,063	\$240,934	172	\$5,876
Revenue, Department of	28	2,464	\$77,805	88	\$2,779
Revisor of Statutes	28	2,224	\$78,867	79	\$2,817
Secretary of State	45	5,098	\$110,551	113	\$2,457
Securities Commissioner, Office of the	11	1,196	\$45,544	109	\$4,140
Sentencing Commission, Kansas	6	934	\$21,701	156	\$3,617
Social & Rehabilitation Services, Dept of	36	3,444	\$130,963	96	\$3,638
Tax Appeals, Board of	10	972	\$34,460	97	\$3,446
Technical Professions, State Board of	2	N/R	N/R	N/R	N/R
Technology Enterprise Corp, Kansas	5	747	\$24,626	149	\$4,925
Topeka Correctional Facility	0	N/A	N/A	N/A	N/A
Transportation, Department of	10	1,615	\$69,897	161	\$6,990
Treasurer, State	32	4,161	\$87,106	130	\$2,722
University of Kansas	N/R	N/R	N/R	N/R	N/R
University of Kansas Medical Center	N/R	N/R	N/R	N/R	N/R
Veteran Affairs, Commission on	4	N/R	N/R	N/R	N/R
Veterinary Examiners, Board of	3	N/R	N/R	N/R	N/R
Water Office, Kansas	3	N/R	N/R	N/R	N/R
Wichita State University	N/R	N/R	N/R	N/R	N/R
Wildlife and Parks, Department of	8	1,122	\$39,573	140	\$4,947
Winfield Correctional Facility	0	N/A	N/A	N/A	N/A
Totals	3585	359,543	8,523,802	100	\$2,378

Comments: Agency Total Dollars was determined by calculating the vacation leave for each unclassified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average vacation leave used per unclassified employee was determined by calculating the vacation leave for each agency and dividing by the total number of unclassified employees in the agency as of June 30, 2011. Average dollars per employee was determined by calculating the total dollars for the agency and dividing by the total number of unclassified employees in the agency as of June 30, 2011.

Source: SHARP (FY 2011); Excludes classified, temporary and student employees. "N/R" indicates leave was not reported (for Regent's institutions and for agencies with less than 5 unclassified employees). "N/A" indicates the number is not available because there is no accurate leave data or the agency does not have unclassified employees.

Classified Employee Sick Leave Usage by Agency

Fiscal Year 2011

	Number of	Agency Total		Average Per Employee		
Agency Name	Employees	Hours	Dollars	Hours	Dollars	
Accountancy, Board of	1	N/R	N/R	N/R	N/R	
Adjutant General	37	2,269	\$41,403	61	\$1,119.01	
Administration, Department of	467	33,932	\$667,222	73	\$1,428.74	
Administrative Hearings, Office of	8	549	\$10,340	69	\$1,292.52	
Aging, Department of	126	10,472	\$228,288	83	\$1,811.81	
Agriculture, Department of	247	16,862	\$353,287	68	\$1,430.31	
Animal Health Department	22	2,011	\$37,993	91	\$1,726.94	
Arts Commission, Kansas	5	452	\$9,090	90	\$1,817.99	
Attorney General	0	N/A	N/A	N/A	N/A	
Bank Commissioner, Office of the State	71	4,925	\$120,498	69	\$1,697.15	
Barbering, Board of	1	N/R	N/R	N/R	N/R	
Behavioral Sciences Regulatory Bd	5	282	\$5,329	56	\$1,065.71	
Blind, School for the	17	1,730	\$30,291	102	\$1,781.81	
Citizens Utility Ratepayer Bd	0	N/A	N/A	N/A	N/A	
Commerce, Department of	214	17,797	\$350,075	83 N/D	\$1,635.86	
Conservation Commission Corporation Commission	129	N/R 10,264	N/R \$217,618	N/R 80	N/R \$1,686.96	
Corrections, Department of	256	18,605	\$357,271	73	\$1,395.59	
Cosmetology, Board of	10	875	\$13,361	73 87	\$1,336.06	
Credit Unions, Department of	11	552	\$12,451	50	\$1,131.94	
Deaf. School for the	29	2,286	\$38,141	79	\$1,315.22	
Dental Board	2	N/R	N/R	N/R	N/R	
Education, Department of	134	10,504	\$233,285	78	\$1,740.93	
El Dorado Correctional Facility	393	34,487	\$551,709	88	\$1,403.84	
Ellsworth Correctional Facility	214	13,708	\$225,156	64	\$1,052.13	
Emergency Medical Services	10	1,093	\$22,432	109	\$2,243.23	
Emporia State University	275	N/R	N/R	N/R	N/R	
Ethics Commission, Kansas Gov	0	N/A	N/A	N/A	N/A	
Fair, Kansas State	22	1,060	\$17,310	48	\$786.82	
Fire Marshal	42	2,753	\$61,435	66	\$1,462.74	
Fort Hays State University	276	N/R	N/R	N/R	N/R	
Governor, Office of the	0	N/A	N/A	N/A	N/A	
Healing Arts, State Board of	28	1,850	\$34,394	66	\$1,228.36	
Health & Environment, Department of	661	53,439	\$1,182,402	81	\$1,788.81	
Health Care Stabilization Fund Bd of Gov	6	581	\$9,641	97	\$1,606.84	
Health Policy Authority, Kansas	95	7,217	\$148,122	76	\$1,559.18	
Highway Patrol	754	45,264	\$998,867	60	\$1,324.76	
Historical Society, Kansas State	85	5,437	\$102,350	64	\$1,204.12	
Human Rights Commission, Kansas Hutchinson Correctional Facility	20 491	1,547	\$29,289	77 70	\$1,464.43 \$1,432.56	
Indigents Defense Services Board	58	34,229 5,246	\$556,086 \$86,969	90	\$1,132.56 \$1,499.47	
Insurance Department	14	1,653	\$26,531	118	\$1,895.06	
Investigation, Kansas Bureau of	180	9,888	\$237,352	55	\$1,318.62	
Judicial Branch	0	N/A	N/A	N/A	N/A	
Judicial Council	0	N/A	N/A	N/A	N/A	
Juvenile Correctional Complex	203	15,321	\$242,457	75	\$1,194.37	
Juvenile Justice Authority	17	1,500	\$32,420	88	\$1,907.09	
Kansas Inc	0	N/A	N/A	N/A	N/A	
Kansas Public Employees Retirement System	65	5,620	\$105,058	86	\$1,616.28	
Kansas State University	1467	N/R	N/R	N/R	N/R	
Labor, Department of	358	31,265	\$651,382	87	\$1,819.50	
Lansing Correctional Facility	633	53,586	\$890,049	85	\$1,406.08	
Larned Correctional Mental Health Fac.	154	12,719	\$211,438	83	\$1,372.98	
Larned Juvenile Correctional Facility	104	7,988	\$132,608	77	\$1,275.08	
Larned State Hospital	758	66,270	\$1,088,840	87	\$1,436.46	
Legislative Coordinating Council	0	N/A	N/A	N/A	N/A	
Legislative Research Department	0	N/A	N/A	N/A	N/A	
Legislature	0	N/A	N/A	N/A	N/A	
Library, State	20	1,514	\$28,222	76	\$1,411.11	
Lieutenant Governor, Office of the	0	N/A	N/A	N/A	N/A	

Classified Employee Sick Leave Usage by Agency

Fiscal Year 2011

					Average Per		
	Number of	Ager	ncy Total		Emp	loyee	
Agency Name	Employees	Hours		Dollars	Hours	Dollars	
Lottery, The Kansas	45	3,951		\$80,498	88	\$1,788.84	
Mortuary Arts, Board of	2	N/R		N/R	N/R	N/R	
Neurological Institute, Kansas	391	42,017		\$632,584	107	\$1,617.86	
Norton Correctional Facility	249	18,459		\$303,406	74	\$1,218.50	
Nursing, Board of	19	1,688		\$34,448	89	\$1,813.06	
Optometry Board of Examiners	1	N/R		N/R	N/R	N/R	
Osawatomie State Hospital	369	28,556		\$490,571	77	\$1,329.46	
Parole Board, Kansas	0	N/A		N/A	N/A	N/A	
Parsons State Hospital & Trng Ctr	434	41,181		\$635,163	95	\$1,463.51	
Peace Officers, Std & Trng	0	N/A		N/A	N/A	N/A	
Pharmacy, Board of	5	341		\$7,232	68	\$1,446.43	
Pittsburg State University	295	N/R		N/R	N/R	N/R	
Post Audit, Legislative Division of	0	N/A		N/A	N/R	N/R	
Racing & Gaming Commission	33	2,035		\$43,986	62	\$1,332.92	
Rainbow Mental Health Facility	94	7,479		\$142,142	80	\$1,512.15	
Real Estate Appraisal Board	1	N/R		N/R	N/R	N/R	
Real Estate Commission	8	758		\$12,366	95	\$1,545.77	
Regents, Board of	8	831		\$15,480	104	\$1,935.03	
Revenue, Department of	951	78,160		\$1,472,356	82	\$1,548.22	
Revisor of Statutes	0	N/A		N/A	N/A	N/A	
Secretary of State	0	N/A		N/A	N/A	N/A	
Securities Commissioner, Office of the	15	1,456		\$35,476	97	\$2,365.05	
Sentencing Commission, Kansas	0	N/A		N/A	N/A	N/A	
Social & Rehabilitation Services, Dept of	2746	220,631		\$4,039,109	80	\$1,470.91	
Tax Appeals, Board of	8	618		\$11,077	77	\$1,384.65	
Technical Professions, State Board of	3	N/R		N/R	N/R	N/R	
Technology Enterprise Corp, Kansas	0	N/A		N/A	N/A	N/A	
Topeka Correctional Facility	212	16,934		\$287,665	80	\$1,356.91	
Transportation, Department of	2744	213,134		\$3,932,586	78	\$1,433.16	
Treasurer, State	10	416		\$8,091	42	\$809.11	
University of Kansas	0	N/R		N/R	N/R	N/R	
University of Kansas Medical Center	393	N/R		N/R	N/R	N/R	
Veteran Affairs, Commission on	252	20,240		\$303,881	80	\$1,205.88	
Veterinary Examiners, Board of	0	N/A		N/A	N/A	N/A	
Water Office, Kansas	15	1,003		\$23,726	67	\$1,581.74	
Wichita State University	650	N/R		N/R	N/R	N/R	
Wildlife and Parks, Department of	392	20,476		\$415,196	52	\$1,059.17	
Winfield Correctional Facility	158	14,908		\$248,439	94	\$1,572.40	
Totals	19702	1,284,865		23,573,943	65	\$1,197	

Comments: Agency Total Dollars was determined by calculating the sick leave for each classified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average sick leave used per classified employee was determined by calculating the sick leave for each agency and dividing by the total number of classified employees in the agency as of June 2011. Average dollars per employee was determined by calculating the total dollars for the agency and dividing by the total number of classified employees in the agency as of June 2011.

Source: SHARP (FY 2011); Excludes unclassified, temporary and student employees. "N/R" indicates leave was not reported (for Regent's institutions and for agencies with less than 5 classified employees). "N/A" indicates the number is not applicable because there is no accurate leave data or the agency does not have classified employees.

Unclassified Employee Sick Leave Usage by Agency

Fiscal Year 2011

	Number of	Agency Total			rage Per mployee
Agency Name	Employees	Hours	Dollars	Hours	Dollars
Accountancy, Board of	1	N/R	N/R	N/R	N/R
Adjutant General	118	10,656	\$181,370	90	\$1,537
Administration, Department of	20	1,028	\$33,354	51	\$1,668
Administrative Hearings, Office of	1	N/R	N/R	N/R	N/R
Aging, Department of	9	529	\$16,169	59	\$1,797
Agriculture, Department of	9	592	\$17,754	66	\$1,973
Animal Health Department	2	N/R	N/R	N/R	N/R
Arts Commission, Kansas	0	N/A	N/A	N/A	N/A
Attorney General	75	6,277	\$146,261	84	\$1,950
Bank Commissioner, Office of the State	17	1,236	\$44,244	73	\$2,603
Barbering, Board of	1	N/R	N/R	N/R	N/R
Behavioral Sciences Regulatory Bd	3	N/R	N/R	N/R	N/R
Blind, School for the	52	3,717	\$83,418	71	\$1,604
Citizens Utility Ratepayer Bd	5	573	\$18,110	115	\$3,622
Commerce, Department of	11 7	373 392	\$12,399	34	\$1,127
Conservation Commission	49		\$12,841 \$107,105	56 79	\$1,834 \$2,400
Corporation Commission	49 15	3,871 499	\$107,195 \$17,383	33	\$2,188 \$1,159
Corrections, Department of	1	499 N/R	φ17,363 N/R	N/R	φ1,159 N/R
Cosmetology, Board of Credit Unions, Department of	1	N/R	N/R	N/R	N/R
Deaf, School for the	88	4,308	\$91,947	49	\$1,045
Dental Board	1	N/R	W/R	N/R	Ψ1,043 N/R
Education, Department of	26	1,010	\$38,898	39	\$1,496
El Dorado Correctional Facility	1	N/R	N/R	N/R	N/R
Ellsworth Correctional Facility	0	N/A	N/A	N/A	N/A
Emergency Medical Services	1	N/R	N/R	N/R	N/R
Emporia State University	N/R	N/R	N/R	N/R	N/R
Ethics Commission, Kansas Gov	7	352	\$6,775	50	\$968
Fair, Kansas State	1	N/R	N/R	N/R	N/R
Fire Marshal	2	N/R	N/R	N/R	N/R
Fort Hays State University	N/R	N/R	N/R	N/R	N/R
Governor, Office of the	27	1,209	\$28,590	45	\$1,059
Healing Arts, State Board of	10	1,183	\$38,483	118	\$3,848
Health & Environment, Department of	10	703	\$21,146	70	\$2,115
Health Care Stabilization Fund Bd of Gov	11	870	\$23,139	79	\$2,104
Health Policy Authority, Kansas	108	9,859	\$217,542	91	\$2,014
Highway Patrol	6	262	\$10,262	44	\$1,710
Historical Society, Kansas State	1	N/R	N/R	N/R	N/R
Human Rights Commission, Kansas	1	N/R	N/R	N/R	N/R
Hutchinson Correctional Facility	0	N/A	N/A	N/A	N/A
Indigents Defense Services Board	88	6,869	\$188,447	78	\$2,141
Insurance Department	91	6,259	\$139,266	69	\$1,530
Investigation, Kansas Bureau of	5	156	\$6,595	31	\$1,319
Judicial Branch	1,707	109,992	\$2,083,612	64	\$1,221
Judicial Council	6	368	\$10,034	61	\$1,672
Juvenile Correctional Complex	0	N/A	N/A	N/A	N/A
Juvenile Justice Authority	7	448 N/D	\$15,671	64 N/D	\$2,239
Kansas Inc Kansas Public Employees Retirement	2	N/R	N/R	N/R	N/R
System	16	904	\$37,038	57	\$2,315
Kansas State University	N/R	N/R	N/R	N/R	N/R
Labor, Department of	25	1,419	\$56,677	57	\$2,267
Lansing Correctional Facility	1	N/R	N/R	N/R	N/R
Larned Correctional Mental Health Fac.	0	N/A	N/A	N/A	N/A
Larned Juvenile Correctional Facility	2	N/R	N/R	N/R	N/R
Larned State Hospital	21	1,500	\$102,621	71	\$4,887
Legislative Coordinating Council	11	429	\$11,198	39	\$1,018
Legislative Research Department	39	2,830	\$82,975	73	\$2,128
Legislature	33	935	\$24,329	28	\$737
Library, State	0	N/A	N/A	N/A	N/A
Lieutenant Governor, Office of the	2	N/R	N/R	N/R	N/R

Unclassified Employee Sick Leave Usage by Agency

Fiscal Year 2011

	Number of		Agency Total		verage Per Employee
Agency Name	Employees	Hours	Dollars	Hours	Dollars
Lottery, The Kansas	34	2,164	\$46,284	64	\$1,361
Mortuary Arts, Board of	1	N/R	N/R	N/R	N/R
Neurological Institute, Kansas	2	N/R	N/R	N/R	N/R
Norton Correctional Facility	1	N/R	N/R	N/R	N/R
Nursing, Board of	2	N/R	N/R	N/R	N/R
Optometry Board of Examiners	0	N/A	N/A	N/A	N/A
Osawatomie State Hospital	16	602	\$34,128	38	\$2,133
Parole Board, Kansas	3	N/R	N/R	N/R	N/R
Parsons State Hospital & Trng Ctr	4	N/R	N/R	N/R	N/R
Peace Officers, Std & Trng	3	N/R	N/R	N/R	N/R
Pharmacy, Board of	1	N/R	N/R	N/R	N/R
Pittsburg State University	N/R	N/R	N/R	N/R	N/R
Post Audit, Legislative Division of	20	1,694	\$51,743	85	\$2,587
Racing & Gaming Commission	14	883	\$24,619	63	\$1,759
Rainbow Mental Health Facility	6	252	\$11,449	42	\$1,908
Real Estate Appraisal Board	1	N/R	N/R	N/R	N/R
Real Estate Commission	2	N/R	N/R	N/R	N/R
Regents, Board of	41	3,062	\$97,845	75	\$2,386
Revenue, Department of	28	1,975	\$61,068	71	\$2,181
Revisor of Statutes	28	1,352	\$46,560	48	\$1,663
Secretary of State	45	3,138	\$65,792	70	\$1,462
Securities Commissioner, Office of the	11	1,024	\$34,309	93	\$3,119
Sentencing Commission, Kansas	6	535	\$10,865	89	\$1,811
Social & Rehabilitation Services, Dept of	36	1,851	\$67,312	51	\$1,870
Tax Appeals, Board of	10	360	\$11,280	36	\$1,128
Technical Professions, State Board of	2	N/R	N/R	N/R	N/R
Technology Enterprise Corp, Kansas	5	581	\$15,374	116	\$3,075
Topeka Correctional Facility	0	N/A	N/A	N/A	N/A
Transportation, Department of	10	500	\$20,396	50	\$2,040
Treasurer, State	32	2,147	\$40,074	67	\$1,252
University of Kansas	N/R	N/R	N/R	N/R	N/R
University of Kansas Medical Center	N/R	N/R	N/R	N/R	N/R
Veteran Affairs, Commission on	4	N/R	N/R	N/R	N/R
Veterinary Examiners, Board of	3	N/R	N/R	N/R	N/R
Water Office, Kansas	3	N/R	N/R	N/R	N/R
Wichita State University Wildlife and Parks, Department of	N/R 8	N/R 349	N/R \$10,348	N/R 44	N/R \$1,293
Winfield Correctional Facility	0	N/R	N/A	N/A	N/A
Total	3,136	204,072	\$4,575,185.85	65	\$1,458.92

Comments: Agency Total Dollars was determined by calculating the sick leave for each unclassified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average sick leave used per unclassified employee was determined by calculating the sick leave for each agency and dividing by the total number of unclassified employees in the agency as of June 2011. Average dollars per employee was determined by calculating the total dollars for the agency and dividing by the total number of unclassified employees in the agency as of June 2011.

Source: SHARP (FY 2011); Excludes classified, temporary and student employees. "N/R" indicates leave was not reported (for Regent's institutions and for agencies with less than 5 unclassified employees). "N/A" indicates the number is not applicable because there is no accurate leave data or the agency does not have unclassified employees.

Glossary

Agency: a unit of state government assigned a unique department identification number.

Classified Service: all positions in the state service, except those which are specifically placed in the unclassified service by K.S.A. 75-2935, as amended or other sections of the statutes.

Demotion: the movement of an employee from a position in one class to a position in another class having a lower pay grade, either on an involuntary basis for disciplinary purposes or on a voluntary basis.

Fiscal Year: the time period from July 1, to June 30.

Full-Time Equivalency (FTE): a unit of measurement equivalent to one full-time position.

K.A.R.: Kansas Administrative Regulation

K.S.A.: Kansas Statutes Annotated

Length of Service: total time working in the classified or unclassified service with certain exclusions per K.A.R. 1-2-46.

Pay Grade: a salary and wage range in the pay plan prepared by the Director of Personnel Services as required by K.S.A. 75-2938.

Promotion: a change of employment from a position in one class to a position in another class having a higher pay grade, by an employee who meets the required selection criteria for promotion.

SHARP: Statewide Human Resource and Payroll system implemented in December 1995.

Student Position: a position filled by a student at a Regents institution.

Temporary Position (classified service): a position, which is limited to not more than 999 hours of employment in a 12-month period. Temporary positions do not affect the position limitation of an agency.

Temporary Position (unclassified service): a position filled by a person temporarily or designated by a legislative committee or commission or other competent authority to make or conduct a special inquiry, investigation, examination or installation (K.S.A. 75-2935).

Transfer: a change by an employee from one position with a close similarity of duties, essentially the same basic qualifications, and the same pay grade.

Unclassified Service: position specifically designated as unclassified by K.S.A. 75-2935, as amended or other section of the statute or as designated in the agency's enabling statute.

Classified Service - Executive Branch Position Reference Table

Cius	POSITION TYPE					
	REGI	JLAR	TEMPO	DRARY		
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME		
POSITION						
Counts Toward FTE	Yes	Yes	0	No		
Statutory Authority	FTE Limit	FTE Limit	N/A	N/A		
EMPLOYEE MOVEMENT						
Promotion and Transfer	Yes	Yes	Yes	Yes		
Suspension and Demotion	Yes	Yes	No	No		
Layoff Alternatives	Yes	Yes	No	No		
Dismissal	Yes	Yes	Yes	Yes		
SELECTION						
Selection Process	Civil Service Procedure	Civil Service Procedure	Agency Discretion	Agency Discretion		
Meets MQ	Yes	Yes	Yes	Yes		
Eligibility Pools Considered?	Yes	Yes	Agency Discretion	Agency Discretion		
Compete with Others	Yes	Yes	Agency Discretion	Agency Discretion		
COMPENSATION						
Hour Limitations	None	Below 100%	999 Hours in 12 Months	999 Hours in 12 Months		
Probationary Period	Yes	Yes	No	No		
Pay	Pay Matrix	Pay Matrix	K.A.R. 1-5-9	K.A.R. 1-5-9		
Step Movement	Yes Eligibility changes	Yes Eligibility changes	No	No		
Longevity Bonus	effective 6/15/08. See statute for	effective 6/15/08. See statute for	.,	N		
0 " 5 "	details	details	No	No D O		
Overtime Exemption	Position Specific	Position Specific	Position Specific	Position Specific		
Length of Service BENEFITS	Yes	Yes	No	No		
ELIGIBILITY						
GHI KPERS (Retirement	Yes	Yes ¹	No	No		
System)	Yes	Yes	No	No		
Sick Leave	Yes	Prorated Basis	No	No		
Vacation Leave	Yes	Prorated Basis	No	No		
Holiday Credit/ Discretionary Day Deferred	Yes	Possible Credit ²	No	No		
Compensation/TSA	Yes	Yes	Yes	Yes		
Shared Leave	Yes	Yes	No	No		
Flexible Spending Account	Yes	Yes	No	No		

Unclassified Service - Executive Branch Position Reference Table

POSITION TYPE TEMPORARY REGULAR FULL-TIME PART-TIME FULL-TIME PART-TIME POSITION Counts Toward FTE Yes Yes No No Agency Statues and Agency Statues and K.S.A. 75-2935 or K.S.A. 75-2935 or K.S.A. 75-2935(1)(I) K.S.A. 75-2935(1)(I) Statutory Authority (Special Projects (Special Projects Agency Statutes Agency Statutes **EMPLOYEE MOVEMENT** Agency Discretion Promotion and Transfer Agency Discretion Agency Discretion Agency Discretion Suspension and Demotion Agency Discretion Agency Discretion Agency Discretion Agency Discretion Layoff Alternatives Agency Discretion Agency Discretion Agency Discretion Agency Discretion Dismissal Agency Discretion Agency Discretion Agency Discretion Agency Discretion **SELECTION** Agency Discretion/ Agency Discretion/ Agency Discretion/ Agency Discretion/ Selection Process Governor's approval Governor's approval Governor's approval Governor's approval Meets MQ N/A N/A N/A N/A Eligibility Pools Considered? N/A N/A N/A N/A Compete with Others Agency Discretion Agency Discretion Agency Discretion Agency Discretion COMPENSATION Hour Limitations None None None None **Probationary Period** Optional Optional Optional Optional Agency Agency Agency Agency Pay Statutes/Governor's Statutes/Governor's Statutes/Governor's Statutes/Governor's Approval Approval Approval Approval Pay Increases Yes Yes Yes Yes Longevity Bonus Position Specific Position Specific Position Specific Position Specific Overtime Exemption Position Specific Position Specific Position Specific Position Specific Length of Service Typically Yes Typically Yes Position Specific Position Specific **BENEFITS ELIGIBILITY** Yes1 GHI Yes Position Specific Position Specific **KPERS** Retirement Yes Position Specific Position Specific Yes System **Prorated Basis** Position Specific Sick Leave Yes Position Specific Vacation Leave Yes **Prorated Basis** Position Specific Position Specific Holiday Credit/ Discretionary Day Position Specific² Yes Position Specific Position Specific

Deferred

Compensation/TSA

Flexible Spending Account

Shared Leave

Yes

Yes

Yes

Position Specific

Position Specific

Position Specific

Position Specific

Position Specific

Position Specific

Yes

Yes

Yes

¹For employees who work 1,000 or more.

² Employees on a regular schedule receive holiday credit equal to their work time when a holiday falls within their regular work schedule. Employees on an irregular schedule do not receive holiday credit.