

State of Kansas

# Workforce Report 2017



Photo by Stephanie Moore



July 2017

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## Introduction

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The Department of Administration, Office of Personnel Services (OPS) presents its 16th annual State of Kansas Workforce Report. This report presents facts and statistics about the state government workforce for Fiscal Year 2017. 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.

Beginning with the FY 2015 report, data from Regents Universities is no longer included as the Universities publish their own reports or workforce data.

The changes that were originally made in the FY 2012 Workforce Report and continued in subsequent reports are continued in this report as well. These changes were made so that data in the Workforce Report would be comparable to the data sources found in other reports that OPS routinely provides and represents the most accurate and appropriate measures of the current workforce. These changes, however, prevent some exact comparisons to data found in Workforce Reports from prior years.

Readers interested in comparing data between Workforce Reports are cautioned to read the footnotes that accompany each presentation to determine if the population of employees contained in each presentation is the same.

Due to the increasing complexity of determining retirement eligibility, all retirement reports were eliminated starting in FY 2012.

The Office of Personnel Services welcomes your comments and questions regarding this report. Please call Michael Phillips at (785) 296-4710 or email at [Michael.Phillips@ks.gov](mailto:Michael.Phillips@ks.gov) if you have comments or questions.

**State of Kansas**  
**Fiscal Year 2017**  
**Section 1: Workforce Highlights**

**Profile of Classified and Unclassified Employees**

	<b>Classified</b>	<b>Unclassified</b>
<b>Number of Employees</b>	<b>8,097</b>	<b>11,139</b>
<b>Average Age</b>	<b>46</b>	<b>45</b>
<b>Average Length of Service</b>	<b>14</b>	<b>10</b>
<b>Average Annual Salary</b>	<b>\$37,643</b>	<b>\$48,391</b>

**Source:** SHARP (June 2017); Includes classified and unclassified, benefit-eligible employees including full and part-time employees. Excludes Regents universities, legislators, student employees, classified temporary and unclassified non-benefit eligible temporary employees.

**General Kansas Statistics Compared to Other U.S. States**

**Kansas Population** **2,913,123**  
**Population Rank Out of 50 States** **35th**

**Source:** U.S. Census Bureau (2015 State Population Estimates, Jul. 2017)

**% of State & Local Government Employees to U.S. Total** **1.3%**

**Source:** U.S. Census Bureau; July 2017, Census of Governments

## Kansas Government Functions

### General Government

#### Agency Name and Number

016 Abstracters Board of Examiners  
082 Attorney General  
094 Bank Commissioner  
266 Examiners for Hearing Aids, Board of  
102 Behavioral Sciences Reg Board  
028 Accountancy, Board of  
100 Barbering, Board of  
149 Cosmetology, Board of  
204 Mortuary Arts, Board of  
482 Nursing, Board of  
531 Pharmacy, Board of  
700 Veterinary Examiners, Board of  
122 Citizens Utility Ratepayer Bd  
143 Corporation Commission  
562 Tax Appeals, Board of  
167 Dental Board  
173 Administration, Department of  
159 Credit Unions, Department of  
565 Revenue, Department of  
300 Commerce, Department of  
252 Governor  
270 Health Care Stabilization  
328 Indigents Defense Services Board  
331 Insurance Department  
677 Judicial Branch  
349 Judicial Council  
058 Kansas Human Rights Commission  
553 Racing & Gaming Commission, Kansas  
522 Correctional Industries, Kansas  
247 Ethics Commission, Kansas Gov  
291 Home Inspectors Registration Board  
365 Public Employees Retirement System, Kansas  
422 Legislative Coordinating Council  
425 Legislative Research Department  
428 Legislature  
446 Lieutenant Governor  
178 Office of Administrative Hearings  
488 Optometry Board of Examiners  
671 Pooled Money Investment Board  
540 Legislative Division of Post Audit  
543 Real Estate Appraisal Board  
549 Real Estate Commission  
579 Revisor of Statutes  
622 Secretary of State  
625 Securities Commissioner of Kansas  
105 State Board of Healing Arts  
670 State Treasurer  
663 Technical Professions, Board of  
450 Lottery, Kansas

### Public Safety

#### Agency Name and Number

034 Adjutant General  
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  
352 Juvenile Correctional Complex  
400 Lansing Correctional Facility  
408 Larned Correctional Mental Health Facility  
412 Larned Juvenile Correctional Facility  
581 Norton Correctional Facility  
529 Peace Officers, Standards & Training  
626 Sentencing Commission, Kansas  
660 Topeka Correctional Facility  
712 Winfield Correctional Facility

### Education

#### Agency Name and Number

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, Kansas  
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 Name and Number

276 Transportation, Department of

### Agriculture and Natural Resources

#### Agency Name and Number

046 Agriculture, Department of  
264 Dept of Health & Environment - Environment  
373 Fair, Kansas State  
709 Water Office, Kansas  
710 Wildlife, Parks & Tourism, Department of

## Human Services

### Agency Name and Number

039	Aging & Disability Services, Dept for
629	Children and Families, Department for
261	Guardianship Program, Kansas
264	Health & Environment - Department of Health
296	Labor, Department of
410	Larned State Hospital
363	Neurological Institute, Kansas
494	Osawatomie State Hospital
507	Parsons State Hospital & Training Center
555	Rainbow Mental Health Facility
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.

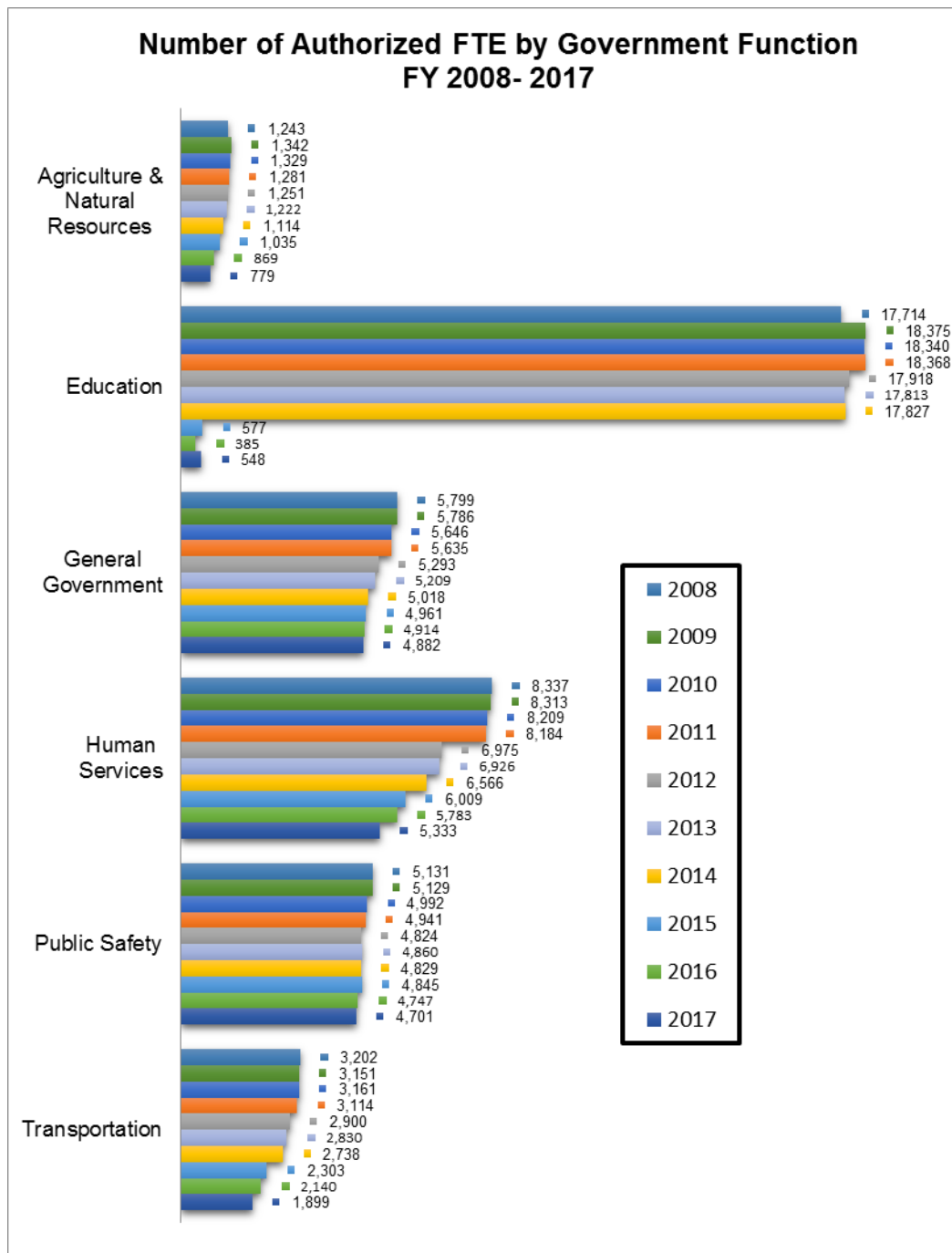
**General Government:** agencies that provide overall policy guidance to state government, perform administrative services to all state agencies, collect and distribute state revenues, and carry out regulatory functions.

**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 2017 Budget Comparison Report, Schedule 7.



**Source:** Fiscal Year 2017 Budget Comparison Report, (Schedule 7). The number of positions in Education decreased in Fiscal Year 2015 because Regents Universities are no longer included in the Workforce Report.

**Number of Positions by Agency**  
Full Time Equivalent (FTE) Positions

												<b>FY 08 -17</b>
<b>Agy #</b>	<b>Agency Name</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>+/-</b>
028	Board of Accountancy	3.00	3.00	3.00	3.00	3.00	2.00	1.00	1.00	1.00	1.00	-2.0
034	Adjutant General	219.00	219.00	219.00	219.00	199.00	197.00	200.50	185.50	132.50	132.50	-86.5
039	Ks Dept for Aging & Disability Svcs	209.00	214.00	214.00	214.00	164.00	277.25	233.00	217.00	195.00	167.50	-41.5
046	Kansas Dept of Agriculture	314.50	354.50	344.50	341.50	353.50	352.49	270.00	233.00	138.48	118.00	-196.5
055	Animal Health Department	33.00	33.00	33.00	33.00	0.00	0.00	0.00	0.00	0.00	0.00	-33.0
058	Kansas Human Rights Comm	34.00	34.00	34.00	34.00	25.00	23.00	23.00	23.00	23.00	23.00	-11.00
082	Attorney General	102.00	104.00	110.00	110.00	109.40	103.50	116.00	116.00	120.00	119.39	17.39
083	Kansas Bureau of Investigation	220.00	220.00	221.00	221.00	209.00	218.00	211.00	223.00	223.00	223.00	3.00
094	Bank Commissioner	97.00	99.00	99.00	99.00	99.00	109.00	109.00	103.00	95.00	94.00	-3.00
100	Board of Barbering	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.00	1.00	1.00	-0.50
102	Behavioral Sciences Reg Board	8.00	8.00	8.00	8.00	8.00	9.00	9.00	6.00	6.00	6.00	-2.0
105	State Board of Healing Arts	39.00	39.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	46.00	7.0
122	Citizens Utility Ratepayer Bd	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	6.00	0.0
143	Corporation Commission	214.00	214.00	214.00	214.00	212.00	209.00	198.00	198.00	197.00	204.50	-9.5
149	Board of Cosmetology	12.00	12.00	12.00	12.00	11.00	11.00	11.00	11.00	11.00	7.00	-5.0
159	Department of Credit Unions	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	0.00
167	Dental Board	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	0.00
171	Health Policy Authority	225.80	263.90	272.70	294.70	0.00	0.00	0.00	0.00	0.00	0.00	-225.80
173	Department of Administration	760.60	760.60	760.50	747.00	568.30	542.25	467.15	466.15	391.00	372.75	-387.85
177	Ellsworth Correctional Facility	223.00	219.00	219.00	219.00	220.00	217.00	232.00	232.00	232.00	235.00	12.00
178	Office of Admin Hearings	0.00	0.00	13.00	13.00	13.00	13.00	10.00	9.00	4.00	3.00	3.0
195	El Dorado Correctional Facility	465.00	462.00	446.00	426.00	422.00	422.00	477.50	480.50	483.00	480.00	15.0
204	Board of Mortuary Arts	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	0.0
206	Emergency Medical Services	14.00	14.00	14.00	14.00	14.00	14.00	14.00	14.00	14.00	14.00	0.0
247	Ks Gov Ethics Commission	9.00	9.00	9.00	9.00	9.00	9.00	7.50	7.50	7.50	7.50	-1.50
252	Governor	40.70	37.80	37.90	40.00	40.10	40.00	36.87	30.42	31.17	35.50	-5.20
261	Ks Guardianship Program	12.00	12.00	12.00	11.00	10.00	10.00	10.00	10.00	10.00	10.00	-2.00
264	Dept of Health & Environment	424.20	475.60	473.90	428.00	421.00	404.63	378.58	345.58	291.48	221.93	-202.27
264	Dept of Health & Environment	465.30	407.90	369.20	363.40	554.40	536.93	466.75	452.90	496.60	302.05	-163.3
266	Bd of Examiners for Hearing Aids	0.00	0.40	0.50	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.0
270	Health Care Stabilization Fund	17.00	17.00	17.00	18.00	18.00	18.00	18.00	19.00	20.00	20.00	3.0
276	Department of Transportation	3202.00	3151.00	3113.50	3113.50	2916.50	2829.50	2687.50	2302.50	2139.50	1899.00	-1,303.0
280	Highway Patrol	859.00	859.00	859.00	859.00	851.00	841.00	841.00	841.00	834.00	829.00	-30.0
288	Kansas Historical Society	134.00	134.00	134.00	134.00	117.00	117.00	95.50	95.50	95.50	95.50	-38.50
296	Department of Labor	602.20	552.00	552.00	552.00	499.00	489.00	443.44	335.05	232.45	217.85	-384.35
300	Dept of Commerce	424.00	418.70	314.80	314.80	251.80	238.00	192.00	164.25	149.00	137.12	-286.88
313	Hutchinson Correctional Facility	515.00	512.00	512.00	512.00	510.00	504.00	504.00	504.00	504.00	501.00	-14.00
319	Topeka Juvenile Correctional Facility	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
325	Beloit Juvenile Correctional Facility	87.00	87.00	87.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-87.0
328	Board of Indigents Defense Services	193.00	193.00	195.00	195.00	185.00	188.00	186.50	187.00	187.00	188.50	-4.5
331	Insurance Department	143.00	143.00	138.40	138.40	123.40	122.36	122.36	122.36	122.36	118.50	-24.5
349	Judicial Council	7.00	7.00	7.00	7.00	4.00	5.00	5.00	5.00	5.00	5.00	-2.0
350	Juvenile Justice Authority	42.00	42.00	42.00	45.00	32.00	32.00	0.00	0.00	0.00	0.00	-42.0
352	Kansas Juvenile Correct Complex	253.00	253.50	269.50	297.50	292.50	288.50	266.50	262.50	236.50	226.50	-26.50
355	Atchison Juvenile Correctional Facility	99.00	99.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-99.00
359	Ks Arts Commission	8.00	8.00	8.00	8.00	0.00	0.00	0.00	0.00	0.00	0.00	-8.00
360	Kansas, Inc.	4.50	4.50	4.50	4.50	0.00	0.00	0.00	0.00	0.00	0.00	-4.50
363	Kansas Neurological Institute	575.00	570.00	570.20	546.70	485.70	469.70	471.70	473.50	457.20	437.70	-137.30
365	Ks Pub Employees Ret Sys	85.30	88.30	87.30	87.30	86.30	95.25	97.35	98.35	98.35	98.35	13.1
371	Ks Tech Enterprise Corp	16.00	16.00	16.00	14.70	0.00	0.00	0.00	0.00	0.00	0.00	-16.0
373	Kansas State Fair Board	23.00	24.00	24.00	24.00	25.00	25.00	25.00	25.00	25.00	25.00	2.0
400	Lansing Correctional Facility	696.00	700.00	682.00	682.00	682.00	679.00	679.00	682.00	681.00	678.00	-18.00
408	Larned Cor Mental Health Facility	186.00	185.00	185.00	185.00	184.00	183.00	182.00	182.00	184.00	184.00	-2.00
410	Larned State Hospital	978.20	976.20	976.00	976.20	839.20	889.20	928.00	936.50	936.50	924.50	-53.70

**Number of Positions by Agency**



## Full Time Equivalent (FTE) Positions

FY 08  
-17

Agy #	Agency Name	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	+/-
412	Larned Juvenile Correctional Facility	146.00	146.00	157.00	157.00	150.00	148.00	142.00	147.00	137.00	136.00	-10.0
422	Legislative Coordinating Council	12.00	11.00	15.00	14.00	15.00	12.00	8.00	8.00	8.00	8.00	-4.0
425	Legislative Research Department	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	0.0
428	Legislature	35.00	37.00	37.00	37.00	39.00	48.00	48.00	48.00	48.00	48.00	13.0
434	State Library	27.00	27.00	26.00	25.00	24.00	24.00	25.00	24.00	18.00	16.00	-11.0
446	Office of the Lt Governor	4.00	4.00	3.50	3.50	3.50	3.00	0.00	0.00	0.00	0.00	-4.0
450	The Kansas Lottery	87.00	99.00	99.00	99.00	99.00	96.00	90.00	85.00	75.00	76.00	-11.0
482	Kansas Board of Nursing	24.00	24.00	24.00	24.00	24.00	23.00	26.00	25.00	26.00	26.00	2.0
488	Optometry Board of Examiners	1.00	1.00	0.80	0.80	0.80	0.80	0.80	0.80	1.00	1.00	0.0
494	Osawatimie State Hospital	420.00	491.00	441.40	441.40	396.40	386.40	396.40	498.10	483.10	483.10	63.1
507	Parsons State Hospital & Training Center	497.00	497.00	497.20	495.20	455.20	437.20	427.70	467.20	467.20	477.20	-19.8
521	Kansas Department of Corrections	320.70	324.70	325.70	321.00	298.50	357.00	311.50	305.00	316.00	298.00	-22.7
523	Ks Parole Board	3.00	3.00	3.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00	-3.0
529	KS Cmsn on Peace Officers Stds & Training	7.00	4.00	7.00	7.00	7.00	7.00	7.00	6.00	5.00	5.00	-2.0
531	Board of Pharmacy	10.00	8.00	8.00	8.00	8.00	8.00	8.00	9.00	9.00	10.00	0.0
540	Legislative Division of Post Audit	26.00	27.00	27.00	22.00	22.00	22.00	22.00	25.00	25.00	25.00	-1.0
543	Real Estate Appraisal Board	2.00	2.00	3.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	0.0
549	Real Estate Commission	15.00	15.00	15.00	15.00	13.00	13.00	11.00	9.00	9.00	4.00	-11.0
553	Kansas Racing & Gaming Commission	102.00	119.00	73.50	73.50	99.50	98.00	93.50	91.50	113.00	110.50	8.5
555	Rainbow Mental Health Facility	122.00	122.00	122.20	122.20	112.20	109.20	112.20	0.00	0.00	0.00	-122.0
561	Board of Regents	64.00	64.00	63.50	63.50	63.50	62.50	62.50	62.50	62.50	62.50	-1.5
562	Board of Tax Appeals	26.00	26.00	26.00	26.00	20.00	19.00	19.00	17.00	17.00	17.00	-9.0
565	Kansas Department of Revenue	1146.00	1096.00	1096.00	1096.00	1046.00	994.00	944.00	944.00	944.00	971.70	-174.3
579	Revisor of Statutes	34.00	32.00	31.50	31.50	31.50	31.50	31.50	31.50	31.50	31.50	-2.5
581	Norton Correctional Facility	265.00	264.00	232.00	264.00	259.00	261.00	260.00	264.00	262.00	261.00	-4.0
604	School for the Blind	93.50	93.50	93.50	33.50	82.50	82.50	81.50	81.50	81.50	81.50	-12.0
610	School for the Deaf	173.50	173.50	173.50	173.50	150.50	150.50	143.50	143.50	143.50	143.50	-30.0
622	Secretary of State	55.00	55.00	55.00	54.00	51.00	51.00	50.00	48.00	48.00	47.00	-8.0
625	Office of the State Securities Commissioner	32.00	32.00	32.10	32.10	32.10	30.00	30.00	30.00	26.75	30.00	-2.0
626	Kansas Sentencing Commission	10.00	10.00	10.00	10.00	8.00	8.00	9.00	9.00	9.50	9.50	-0.5
629	Kansas Department for Children and Families	3671.00	3670.00	3669.10	3669.10	3119.10	2987.63	2743.76	2251.51	2136.51	2024.91	-1,646.1
634	Ks Conservation Commission	14.00	14.00	14.00	13.00	0.00	0.00	0.00	0.00	0.00	0.00	-14.0
652	Department of Education	216.20	213.30	213.30	210.30	188.00	187.25	170.50	170.00	160.00	148.90	-67.3
660	Topeka Correctional Facility	248.00	246.00	246.00	246.00	238.00	239.00	239.00	255.00	255.00	255.00	7.0
663	State Board of Technical Professions	6.00	6.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	-1.0
670	State Treasurer	56.00	56.00	55.50	53.50	46.50	46.50	46.50	45.50	45.50	45.50	-10.5
677	Judicial Branch	1846.30	1858.30	1858.30	1855.30	1855.30	1855.30	1858.30	1859.30	1899.30	1861.80	15.5
694	Veterans Commission	558.00	537.00	513.00	498.00	340.00	333.00	333.00	368.00	368.00	368.00	-190.0
700	Board of Veterinary Examiners	3.00	3.00	3.00	3.00	3.00	3.00	4.00	0.00	4.00	4.00	1.0
709	Kansas Water Office	24.00	24.00	23.50	23.50	21.00	21.00	18.00	18.00	19.00	19.00	-5.0
710	KS Wildlife, Parks & Tourism	411.00	417.00	416.50	417.50	430.50	418.50	418.50	412.50	395.50	395.50	-15.5
712	Winfield Correctional Facility	201.00	200.00	200.00	200.00	200.00	196.00	198.00	198.00	198.00	197.00	-4.0
<b>Total FTE</b>		<b>24,373</b>	<b>24,374</b>	<b>23,963</b>	<b>23,748</b>	<b>21,837</b>	<b>21,621</b>	<b>20,734</b>	<b>19,674</b>	<b>18,974</b>	<b>18,180</b>	<b>-6,193</b>

**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 2017 Budget Comparison Report, (Schedule 7).

**Number of Classified and Unclassified Employees by Agency  
Fiscal Year 2017**

Agy #	Agency Name	Number of Employees		Total
		Classified	Unclassified	
016	Abstracters Board of Examiners	0	0	0
028	Board of Accountancy	0	1	1
034	Adjutant General	10	220	230
039	Ks Dept for Aging & Disability Svs	43	203	246
046	Kansas Dept of Agriculture	38	275	313
058	Kansas Human Rights Comm	11	4	15
082	Attorney General	0	131	131
083	Kansas Bureau of Investigation	168	111	279
094	Bank Commissioner	0	100	100
100	Board of Barbering	0	2	2
102	Behavioral Sciences Reg Board	2	7	9
105	State Board of Healing Arts	2	50	52
122	Citizens Utility Ratepayer Bd	0	6	6
143	Corporation Commission	7	172	179
149	Board of Cosmetology	2	12	14
159	Department of Credit Unions	0	10	10
167	Dental Board	1	2	3
173	Department of Administration	125	314	439
177	Ellsworth Correctional Facility	192	26	218
178	Office of Admin Hearings	0	11	11
195	El Dorado Correctional Facility	338	60	398
204	Board of Mortuary Arts	1	1	2
206	Emergency Medical Services	7	5	12
234	Fire Marshal	8	48	56
247	Ks Gov Ethics Commission	0	9	9
252	Governor	0	36	36
264	Dept of Health & Environment	252	750	1,002
266	Bd of Examiners for Hearing Aids	0	0	0
270	Health Care Stabilization Fund	1	18	19
276	Department of Transportation	867	1,351	2,218
280	Highway Patrol	679	64	743
288	Kansas Historical Society	54	9	63
296	Department of Labor	100	277	377
300	Dept of Commerce	97	145	242
313	Hutchinson Correctional Facility	399	77	476
328	Board of Indigents Defense Services	25	149	174
331	Insurance Department	1	123	124
349	Judicial Council	0	5	5
352	Kansas Juvenile Correct Complex	178	31	209
363	Kansas Neurological Institute	291	112	403
365	Ks Pub Employees Ret Sys	0	110	110

**Number of Classified and Unclassified Employees by Agency  
Fiscal Year 2017**

Agy #	Agency Name	Number of Employees		Total
		Classified	Unclassified	
373	Kansas State Fair Board	9	14	23
400	Lansing Correctional Facility	517	64	581
408	Larned Cor Mental Health Facility	156	22	178
410	Larned State Hospital	307	371	678
422	Legislative Coordinating Council	0	8	8
425	Legislative Research Dept	0	41	41
428	Legislature	0	207	207
434	State Library	12	15	27
450	The Kansas Lottery	4	83	87
482	Board of Nursing	10	14	24
488	Optometry Board of Examiners	1	0	1
494	Osawatomie State Hospital	123	285	408
507	Parsons St Hosp & Trng Center	288	149	437
521	Department of Corrections	178	203	381
522	Ks Correctional Industries	12	41	53
529	Ks Comm Peace Ofcrs Std & Trng	0	4	4
531	Board of Pharmacy	3	9	12
540	Legislation Division of Post Audit	0	23	23
543	Real Estate Appraisal Board	0	2	2
549	Real Estate Commission	0	10	10
553	Kansas Racing & Gaming Comm	8	77	85
561	Board of Regents	0	57	57
562	Board of Tax Appeals	2	13	15
565	Department of Revenue	537	444	981
579	Revisor of Statutes	0	30	30
581	Norton Correctional Facility	210	32	242
604	School for the Blind	10	47	57
610	School for the Deaf	21	108	129
622	Secretary of State	0	40	40
626	Kansas Sentencing Commission	0	13	13
629	Dept for Children and Families	983	1,194	2,177
652	Department of Education	67	170	237
660	Topeka Correctional Facility	194	44	238
663	State Bd of Technical Professions	0	5	5
670	State Treasurer	1	37	38
671	Pooled Money Investment Board	1	4	5
677	Judicial Branch	0	1,817	1,817
694	Veterans Commission	205	107	312
700	Board of Veterinary Examiners	0	4	4
709	Kansas Water Office	1	15	16
710	KS Wildlife, Parks & Tourism	177	244	421
712	Winfield Correctional Facility	161	35	196
	<b>TOTAL</b>	<b>8,097</b>	<b>11,139</b>	<b>19,236</b>

**Source:** SHARP (FY 2017); Includes classified and unclassified, benefit-eligible employees including full and part-time employees. Excludes Regents universities, legislators, classified temporary and unclassified non-benefit eligible employees.

**Classified Employees by County of Work**  
**Fiscal Year 2017**

County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary	County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary
Allen	18	47.22	14.28	\$38,061.69	Lincoln	9	46.78	15.00	\$36,434.67
Anderson	17	45.88	14.35	\$35,922.82	Linn	6	42.00	14.00	\$46,016.53
Atchison	12	44.25	14.42	\$38,684.53	Logan	13	50.00	13.15	\$43,531.20
Barber	3	55.00	21.67	\$50,516.27	Lyon	43	49.44	14.47	\$37,255.70
Barton	62	47.84	16.44	\$47,083.97	Marion	13	47.85	13.92	\$39,649.60
Bourbon	13	47.85	10.31	\$36,412.80	Marshall	14	48.71	19.86	\$35,526.40
Brown	18	51.61	24.39	\$39,641.33	McPherson	28	48.11	16.46	\$40,209.37
Butler	363	40.62	9.85	\$35,463.66	Meade	4	50.75	23.50	\$50,473.80
Chase	4	41.00	15.75	\$38,916.80	Miami	147	48.29	14.21	\$33,525.02
Chautauqua	9	46.67	12.00	\$34,047.29	Mitchell	10	48.40	17.20	\$40,152.32
Cherokee	20	51.05	17.80	\$37,261.12	Montgomery	51	48.45	13.78	\$37,942.46
Cheyenne	2	48.00	13.50	\$34,694.40	Morris	8	46.88	14.00	\$37,146.20
Clark	4	51.50	17.25	\$34,262.80	Morton	3	42.33	11.67	\$46,210.67
Clay	11	44.09	14.45	\$43,992.00	Nemaha	6	45.83	15.33	\$44,661.07
Cloud	11	46.73	18.55	\$43,789.67	Neosho	62	51.74	17.27	\$41,984.46
Coffey	15	43.13	12.53	\$43,889.39	Ness	2	55.50	10.00	\$31,252.00
Comanche	5	47.40	16.80	\$35,584.64	Norton	205	44.80	11.40	\$35,388.31
Cowley	277	42.85	9.57	\$31,802.97	Osage	12	46.83	10.08	\$37,323.87
Crawford	72	50.64	14.75	\$41,009.51	Osborne	8	42.50	14.75	\$48,682.40
Decatur	6	50.00	20.67	\$38,070.93	Ottawa	7	43.14	12.00	\$42,259.66
Dickinson	11	46.64	19.82	\$45,018.76	Pawnee	471	45.72	10.89	\$34,893.68
Doniphan	2	37.00	13.00	\$53,404.00	Phillips	19	46.32	14.95	\$38,800.76
Douglas	74	49.19	15.42	\$41,360.80	Pottawatomie	16	49.25	18.88	\$41,046.20
Edwards	5	53.40	16.20	\$33,987.20	Pratt	49	46.78	15.76	\$39,351.90
Ellis	74	48.35	16.08	\$44,236.40	Rawlins	8	57.50	17.88	\$41,048.80
Ellsworth	207	42.66	8.98	\$35,998.07	Reno	494	39.53	9.50	\$34,988.69
Finney	72	48.07	15.10	\$40,962.42	Republic	18	57.06	19.72	\$35,184.36
Ford	118	45.88	10.86	\$32,634.32	Rice	5	49.80	19.20	\$45,086.08
Franklin	28	51.96	15.21	\$39,105.49	Riley	53	49.74	16.09	\$42,211.83
Geary	46	46.91	12.37	\$37,057.91	Rooks	39	42.64	10.51	\$35,358.40
Gove	3	53.33	16.33	\$44,019.73	Rush	4	41.75	4.00	\$33,243.60
Graham	5	50.80	13.00	\$37,876.80	Russell	9	46.89	17.11	\$41,539.91
Grant	6	53.50	14.83	\$49,302.93	Saline	193	47.15	13.67	\$40,272.41
Gray	5	47.40	14.80	\$61,185.28	Scott	9	44.67	11.67	\$43,215.47
Greeley	1	61.00	12.00	\$36,171.20	Sedgwick	463	48.65	14.17	\$40,096.40
Greenwood	8	43.50	11.63	\$32,539.00	Seward	36	47.50	12.53	\$36,765.73
Hamilton	4	47.25	10.00	\$31,657.60	Shawnee	2436	49.11	16.68	\$40,696.40
Harper	6	54.00	18.00	\$38,923.73	Sheridan	3	47.33	18.00	\$38,389.87
Harvey	23	48.96	13.91	\$37,100.87	Sherman	15	46.80	14.20	\$40,338.13
Haskell	1	43.00	14.00	\$58,884.80	Smith	4	40.75	10.00	\$41,917.20
Hodgeman	3	42.67	19.33	\$44,713.07	Stafford	6	38.33	13.83	\$47,392.80
Jackson	14	51.14	18.14	\$42,111.09	Stevens	3	56.00	15.00	\$31,096.00
Jefferson	14	46.43	13.93	\$43,999.43	Sumner	16	46.38	14.69	\$47,647.60
Jewell	11	52.27	16.82	\$35,384.58	Thomas	20	45.60	14.55	\$47,265.97
Johnson	238	49.57	13.32	\$39,620.50	Trego	14	43.64	13.14	\$46,862.40
Kearny	3	34.67	6.67	\$48,152.00	Wabaunsee	17	50.76	16.00	\$37,688.38
Kingman	4	38.00	10.25	\$51,698.40	Wallace	3	53.67	16.00	\$33,827.73
Kiowa	6	54.83	19.83	\$41,936.27	Washington	3	45.33	14.33	\$61,623.47
Labette	360	46.58	13.15	\$32,422.26	Wilson	8	42.88	9.00	\$42,322.80
Lane	2	51.50	17.50	\$34,465.60	Woodson	12	44.83	10.75	\$33,302.53
Leavenworth	558	40.50	9.29	\$35,319.63	Wyandotte	146	49.57	15.52	\$37,723.70

**Source:** SHARP (FY 2017); Excludes Regents universities, unclassified, temporary and student employees.

## Unclassified Employees by County of Work Fiscal Year 2017

County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary	County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary
Allen	33	47.58	11.58	\$45,371.99	Linn	15	45.80	9.60	\$41,846.49
Anderson	19	47.68	13.79	\$46,353.15	Logan	19	39.74	8.89	\$39,740.96
Atchison	34	46.85	10.74	\$42,559.41	Lyon	78	41.17	7.86	\$42,114.69
Barber	9	52.33	6.67	\$35,570.12	Marion	24	42.25	12.79	\$42,670.05
Barton	78	46.97	11.64	\$43,433.47	Marshall	16	43.44	8.63	\$36,834.32
Bourbon	30	44.03	6.53	\$38,390.04	McPherson	31	50.29	10.68	\$42,035.30
Brown	40	46.13	13.50	\$43,401.30	Meade	11	43.45	8.18	\$39,763.16
Butler	137	45.25	11.35	\$43,035.27	Miami	329	42.59	4.88	\$49,742.28
Chase	6	46.67	16.67	\$40,642.91	Mitchell	12	42.58	11.42	\$41,811.68
Chautauqua	4	59.75	23.00	\$43,594.18	Montgomery	56	45.48	8.84	\$43,586.69
Cherokee	24	45.58	10.63	\$43,647.38	Morris	11	54.73	15.82	\$36,411.43
Cheyenne	5	45.20	6.60	\$37,405.89	Morton	9	48.00	6.44	\$45,479.91
Clark	7	46.14	14.71	\$40,386.64	Nemaha	16	41.88	8.50	\$37,720.04
Clay	18	42.78	7.00	\$36,841.43	Neosho	105	48.41	12.01	\$46,402.74
Cloud	31	45.52	9.87	\$39,595.95	Ness	10	53.70	19.70	\$38,848.89
Coffey	9	44.89	14.22	\$48,183.54	Norton	62	45.90	12.26	\$46,393.90
Comanche	5	43.00	4.80	\$39,155.74	Osage	19	40.00	7.26	\$37,709.96
Cowley	132	44.52	7.66	\$40,468.77	Osborne	5	39.20	11.00	\$39,384.74
Crawford	96	45.31	10.83	\$44,789.14	Ottawa	11	45.55	8.73	\$38,125.63
Decatur	5	53.20	19.00	\$44,205.06	Pawnee	408	40.38	6.56	\$42,624.01
Dickinson	21	48.67	9.19	\$41,534.45	Phillips	19	47.58	17.47	\$44,930.84
Doniphan	11	48.36	11.00	\$36,574.47	Pottawatomie	32	47.72	12.06	\$45,568.10
Douglas	122	42.98	9.20	\$46,882.13	Pratt	86	46.72	13.23	\$47,207.47
Edwards	8	54.88	15.38	\$41,764.07	Rawlins	15	43.87	10.13	\$40,300.53
Elk	3	51.00	3.33	\$37,880.19	Reno	245	47.01	11.68	\$42,827.28
Ellis	107	46.12	11.67	\$46,833.17	Republic	11	42.55	12.64	\$42,465.10
Ellsworth	50	50.76	11.36	\$41,938.36	Rice	10	55.80	10.80	\$36,203.30
Finney	110	44.75	8.88	\$43,790.35	Riley	211	43.41	9.29	\$50,580.86
Ford	117	46.81	7.81	\$43,627.66	Rooks	17	41.18	12.65	\$47,048.41
Franklin	35	45.26	11.51	\$43,351.65	Rush	6	52.83	9.83	\$38,571.83
Geary	86	42.02	6.55	\$43,586.15	Russell	12	46.75	11.50	\$37,982.84
Gove	8	47.88	7.88	\$35,308.27	Saline	182	47.72	11.15	\$45,203.56
Graham	7	49.57	14.57	\$42,355.76	Scott	13	49.46	5.31	\$33,939.58
Grant	12	40.75	10.42	\$39,466.64	Sedgwick	766	45.11	9.23	\$45,198.67
Gray	9	49.22	7.33	\$40,871.45	Seward	28	43.61	11.79	\$39,614.14
Greeley	6	46.00	11.50	\$35,764.73	Shawnee	5231	45.43	10.11	\$53,172.36
Greenwood	10	45.80	9.80	\$38,205.59	Sheridan	7	53.57	23.29	\$40,543.70
Hamilton	15	49.93	14.60	\$43,427.28	Sherman	20	49.15	10.30	\$35,720.48
Harper	8	52.75	6.00	\$39,615.65	Smith	8	43.63	13.88	\$38,505.23
Harvey	39	47.03	11.67	\$42,359.43	Stafford	9	41.44	8.33	\$42,958.90
Haskell	6	38.33	1.00	\$36,449.13	Stanton	3	59.33	11.67	\$44,240.48
Hodgeman	7	42.57	8.00	\$34,727.13	Stevens	8	45.00	13.50	\$55,109.09
Jackson	15	49.40	11.67	\$40,039.61	Sumner	34	44.65	9.50	\$45,591.15
Jefferson	20	48.85	13.65	\$46,997.39	Thomas	31	41.55	11.48	\$43,134.48
Jewell	14	50.57	13.93	\$40,461.71	Trego	14	40.14	10.43	\$38,349.38
Johnson	519	44.19	9.14	\$46,006.86	Wabaunsee	9	48.33	17.89	\$42,053.88
Kearny	7	48.43	2.57	\$34,937.13	Wallace	4	42.00	9.50	\$38,752.16
Kingman	19	44.05	11.63	\$41,919.37	Washington	16	48.31	8.88	\$42,681.87
Kiowa	6	51.17	9.33	\$39,025.64	Wichita	3	49.33	8.67	\$39,251.95
Labette	180	39.24	5.69	\$34,608.08	Wilson	15	48.93	11.73	\$43,455.63
Lane	7	52.86	7.57	\$35,107.82	Woodson	8	42.50	8.25	\$43,817.86
Leavenworth	152	46.72	10.64	\$43,709.63	Wyandotte	343	46.46	11.02	\$45,954.02
Lincoln	9	42.89	8.11	\$42,263.88	All Other	9	43.89	8.44	\$45,772

**Source:** SHARP (FY 2017); Excludes Regents universities, classified, student employees, legislators, and unclassified temporary employees that are non-benefit eligible.

**Twenty-Five Most Populous Job Titles  
Classified Jobs - FY 2017**

<b>Rank</b>	<b>Job Title</b>	<b>Number of Employees</b>
1	Corrections Officer I (B)	592
2	MHDD Technician	439
3	Corrections Officer I (A)	368
4	Corrections Officer II	339
5	Human Services Specialist	336
6	Corrections Supervisor I	305
7	Hwy Patrol Master/Tech Trooper	242
8	Administrative Assistant	231
9	Equipment Operator Senior	216
10	Administrative Specialist	208
11	Senior Administrative Asst	197
12	Equipment Operator	174
13	Human Services Assistant	130
14	Driver License Examiner	119
15	Engineering Technician Senior	113
16	Program Consultant I	105
17	Engineering Technician	96
18	Custodial Specialist	90
19	Corrections Counselor I	82
20	Highway Patrol Lieutenant	81
21	Corrections Supervisor II	79
22	Highway Patrol Trooper	79
23	Juvenile Corrections Off I (B)	79
24	Equipment Operator Specialist	76
25	Parole Officer I	74

**Source:** SHARP (FY 2017); Includes part-time and full-time classified employees. Excludes Regents universities, unclassified, temporary, and student employees.

Twenty-Five Most Populous Agencies FY 2017					
			Number of Employees		
Rank	Agy #	Agency Name	Classified	Unclassified	Total
1	276	Department of Transportation	867	1351	2218
2	629	Dept for Children and Families	983	1194	2208
3	677	Judicial Branch	0	1817	1817
4	264	Dept of Health & Environment	252	750	1021
5	565	Department of Revenue	537	444	1002
6	280	Highway Patrol	679	64	784
7	410	Larned State Hospital	307	371	690
8	400	Lansing Correctional Facility	517	64	583
9	313	Hutchinson Correctional Facility	399	77	476
10	173	Department of Administration	125	314	439
11	507	Parsons St Hosp & Trng Center	288	149	439
12	710	KS Wildlife, Parks & Tourism	177	244	421
13	494	Osawatomie State Hospital	123	285	411
14	363	Kansas Neurological Institute	291	112	405
15	195	El Dorado Correctional Facility	338	60	399
16	521	Department of Corrections	178	203	381
17	296	Department of Labor	100	277	377
18	046	Kansas Dept of Agriculture	38	275	329
19	694	Veterans Commission	205	107	313
20	083	Kansas Bureau of Investigation	168	111	279
21	039	Ks Dept for Aging & Disability Svs	43	203	246
22	300	Dept of Commerce	97	145	245
23	581	Norton Correctional Facility	210	32	243
24	660	Topeka Correctional Facility	194	44	240
25	652	Department of Education	67	170	238

**Comments:** Eighty-three percent of employees are in the top twenty-five most populous agencies.

**Source:** SHARP (FY 2017); Includes classified and unclassified, benefit-eligible employees including full and part-time employees. Excludes Regents universities, legislators, student employees, classified temporary and unclassified non-benefit eligible temporary employees.

**State of Kansas**  
**Fiscal Year 2017**  
**Section 2: Workforce Characteristics**

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**Workforce Summary**

- The average age of the Classified and Unclassified workforce was 45 and had 10 years of service.
- Forty-two percent of employees were age 50 or older.
- 60% of employees had less than 10 years of employment and 43% had less than 5 years.



**Number, Salary, Age and Years of Service of Classified Employees By Agency**  
**Fiscal Year 2017**

<b>Agy #</b>	<b>Agency Name</b>	<b># Classified Employees</b>	<b>Average Salary</b>	<b>Average Age</b>	<b>Average Yrs of Service</b>
016	Abstracters Board of Examiners	0	NR	NR	NR
028	Board of Accountancy	0	NR	NR	NR
034	Adjutant General	10	\$37,404	57.20	19.60
039	Ks Dept for Aging & Disability Svs	43	\$45,423	56.42	20.58
046	Kansas Dept of Agriculture	38	\$46,743	55.11	19.26
058	Kansas Human Rights Comm	11	\$41,488	52.55	16.45
082	Attorney General	0	NR	NR	NR
083	Kansas Bureau of Investigation	168	\$56,666	43.76	11.77
094	Bank Commissioner	0	NR	NR	NR
100	Board of Barbering	0	NR	NR	NR
102	Behavioral Sciences Reg Board	2	\$32,656	65.00	9.00
105	State Board of Healing Arts	2	\$35,558	55.00	15.50
122	Citizens Utility Ratepayer Bd	0	NR	NR	NR
143	Corporation Commission	7	\$42,491	65.14	26.71
149	Board of Cosmetology	2	\$33,602	59.50	28.50
159	Department of Credit Unions	0	NR	NR	NR
167	Dental Board	1	\$29,016	64.00	12.00
173	Department of Administration	125	\$37,352	53.20	19.51
177	Ellsworth Correctional Facility	192	\$35,477	42.42	8.56
178	Office of Admin Hearings	0	NR	NR	NR
195	El Dorado Correctional Facility	338	\$34,234	38.01	7.32
204	Board of Mortuary Arts	1	\$39,853	73.00	31.00
206	Emergency Medical Services	7	\$41,547	47.43	10.14
234	Fire Marshal	8	\$42,975	47.88	8.88
247	Ks Gov Ethics Commission	0	NR	NR	NR
252	Governor	0	NR	NR	NR
264	Dept of Health & Environment	252	\$46,234	54.66	19.73
266	Bd of Examiners for Hearing Aids	0	NR	NR	NR
270	Health Care Stabilization Fund	1	\$41,870	58.00	31.00
276	Department of Transportation	867	\$35,781	51.18	16.89
280	Highway Patrol	679	\$53,603	42.86	13.76
288	Kansas Historical Society	54	\$38,699	52.54	19.13
296	Department of Labor	100	\$43,091	54.25	20.95
300	Dept of Commerce	97	\$35,618	48.19	9.16
313	Hutchinson Correctional Facility	399	\$34,329	37.20	8.07
328	Board of Indigents Defense Services	25	\$35,620	53.44	19.04
331	Insurance Department	1	\$37,981	64.00	40.00
349	Judicial Council	0	NR	NR	NR
352	Kansas Juvenile Correct Complex	178	\$33,163	40.84	8.51
363	Kansas Neurological Institute	291	\$31,297	47.47	15.90
365	Ks Pub Employees Ret Sys	0	NR	NR	NR
373	Kansas State Fair Board	9	\$32,737	57.56	14.67

**Number, Salary, Age and Years of Service of Classified Employees By Agency cont.**  
**Fiscal Year 2017**

<b>Agy #</b>	<b>Agency Name</b>	<b># Classified Employees</b>	<b>Average Salary</b>	<b>Average Age</b>	<b>Average Yrs of Service</b>
400	Lansing Correctional Facility	517	\$34,830	39.64	8.78
408	Larned Cor Mental Health Facility	156	\$35,183	40.53	9.33
410	Larned State Hospital	307	\$34,525	48.26	11.54
412	Larned Juvenile Correctional Facility	0	NR	NR	NR
422	Legislative Coordinating Council	0	NR	NR	NR
425	Legislative Research Dept	0	NR	NR	NR
428	Legislature	0	NR	NR	NR
434	State Library	12	\$36,088	56.08	19.50
450	The Kansas Lottery	4	\$48,552	52.25	27.00
482	Board of Nursing	10	\$51,330	54.80	14.00
488	Optometry Board of Examiners	1	\$40,872	52.00	16.00
494	Osawatomie State Hospital	123	\$31,977	48.82	13.83
507	Parsons St Hosp & Trng Center	288	\$31,980	48.14	14.63
521	Department of Corrections	178	\$40,392	44.69	12.56
522	Ks Correctional Industries	12	\$37,086	48.25	10.50
529	Ks Comm Peace Ofcrs Std & Trng	0	NR	NR	NR
531	Board of Pharmacy	3	\$59,488	61.00	14.67
540	Legislation Division of Post Audit	0	NR	NR	NR
543	Real Estate Appraisal Board	0	NR	NR	NR
549	Real Estate Commission	0	NR	NR	NR
553	Kansas Racing & Gaming Comm	8	\$44,317	48.38	14.25
561	Board of Regents	0	NR	NR	NR
562	Board of Tax Appeals	2	\$38,750	57.00	26.00
565	Department of Revenue	537	\$38,771	51.12	17.54
579	Revisor of Statutes	0	NR	NR	NR
581	Norton Correctional Facility	210	\$35,291	44.24	10.86
604	School for the Blind	10	\$37,715	54.40	20.40
610	School for the Deaf	21	\$36,276	51.43	12.57
622	Secretary of State	0	NR	NR	NR
625	Office of the Securities Comm	0	NR	NR	NR
626	Kansas Sentencing Commission	0	NR	NR	NR
629	Dept for Children and Families	983	\$37,543	51.60	17.93
652	Department of Education	67	\$47,398	53.21	14.99
660	Topeka Correctional Facility	194	\$34,207	36.43	7.20
663	State Bd of Technical Professions	0	NR	NR	NR
670	State Treasurer	1	\$37,981	55.00	32.00
671	Pooled Money Investment Board	1	\$47,258	54.00	23.00
677	Judicial Branch	0	NR	NR	NR
694	Veterans Commission	205	\$27,648	43.77	8.64
709	Kansas Water Office	1	\$60,382	63.00	15.00
710	KS Wildlife, Parks & Tourism	177	\$39,283	45.55	12.76
712	Winfield Correctional Facility	161	\$35,291	42.39	8.96

**Source:** SHARP (FY 2017); Includes full-time and part-time classified employees. Excludes Regents universities, legislators, unclassified, and student employees. So that individuals cannot be easily identified, agencies with less than 5 classified employees are listed as "NR" for "not reported". Agencies without classified employees are also listed as "NR".

**Number, Salary, Age and Years of Service of Unclassified Employees By Agency**  
**Fiscal Year 2017**

<b>Agy #</b>	<b>Agency Name</b>	<b># Unclassified Employees</b>	<b>Average Salary</b>	<b>Average Age</b>	<b>Average Yrs of Service</b>
016	Abstracters Board of Examiners	0	NR	NR	NR
028	Board of Accountancy	1	\$75,040	64.00	20.00
034	Adjutant General	220	\$44,191	46.19	8.71
039	Ks Dept for Aging & Disability Svcs	203	\$49,188	48.41	7.42
046	Kansas Dept of Agriculture	275	\$49,477	42.91	9.21
058	Kansas Human Rights Comm	4	\$44,053	45.00	15.50
082	Attorney General	131	\$58,965	44.41	8.27
083	Kansas Bureau of Investigation	111	\$50,492	40.49	7.05
094	Bank Commissioner	100	\$64,969	41.04	10.86
100	Board of Barbering	2	\$22,249	52.50	6.00
102	Behavioral Sciences Reg Board	7	\$42,214	51.57	9.00
105	State Board of Healing Arts	50	\$48,743	46.66	9.20
122	Citizens Utility Ratepayer Bd	6	\$60,010	50.33	7.67
143	Corporation Commission	172	\$54,163	50.06	14.30
149	Board of Cosmetology	12	\$34,046	45.00	6.25
159	Department of Credit Unions	10	\$53,499	45.80	5.40
167	Dental Board	2	\$49,380	41.00	5.00
173	Department of Administration	314	\$52,352	49.19	13.30
177	Ellsworth Correctional Facility	26	\$39,539	49.62	9.81
178	Office of Admin Hearings	11	\$54,470	47.00	6.55
195	El Dorado Correctional Facility	60	\$41,316	45.22	11.57
204	Board of Mortuary Arts	1	\$75,404	63.00	36.00
206	Emergency Medical Services	5	\$46,654	51.40	5.20
234	Fire Marshal	48	\$45,138	47.38	9.96
247	Ks Gov Ethics Commission	9	\$36,828	51.67	17.00
252	Governor	36	\$56,905	47.19	6.97
264	Dept of Health & Environment	750	\$47,514	42.69	8.01
270	Health Care Stabilization Fund	18	\$59,397	53.00	14.39
276	Department of Transportation	1351	\$44,058	45.15	11.85
280	Highway Patrol	64	\$46,931	45.86	8.81
288	Kansas Historical Society	9	\$42,755	46.78	8.33
296	Department of Labor	277	\$47,911	43.46	8.71
300	Dept of Commerce	145	\$52,649	46.53	9.57
313	Hutchinson Correctional Facility	77	\$39,850	46.00	10.73
328	Board of Indigents Defense Services	149	\$55,605	43.30	8.93
331	Insurance Department	123	\$55,897	47.94	11.86
349	Judicial Council	5	\$63,874	48.80	13.80
352	Kansas Juvenile Correct Complex	31	\$42,714	42.61	10.00
363	Kansas Neurological Institute	112	\$31,455	33.47	3.30
365	Ks Pub Employees Ret Sys	110	\$62,492	46.78	12.08
373	Kansas State Fair Board	14	\$43,586	49.86	6.00
400	Lansing Correctional Facility	64	\$42,017	47.42	11.53

**Number, Salary, Age and Years of Service of Unclassified Employees By Agency cont.**  
**Fiscal Year 2017**

<b>Agy #</b>	<b>Agency Name</b>	<b># Unclassified Employees</b>	<b>Average Salary</b>	<b>Average Age</b>	<b>Average Yrs of Service</b>
408	Larned Cor Mental Health Facility	22	\$41,067	45.91	13.23
410	Larned State Hospital	371	\$42,270	39.87	5.72
412	Larned Juvenile Correctional Facility	0	NR	NR	NR
422	Legislative Coordinating Council	8	\$46,238	57.50	10.75
425	Legislative Research Dept	41	\$60,744	42.98	11.02
428	Legislature	207	\$92,664	53.51	7.80
434	State Library	15	\$37,701	37.07	6.87
450	The Kansas Lottery	83	\$50,698	49.61	12.12
482	Board of Nursing	14	\$52,574	50.07	5.64
494	Osawatomie State Hospital	285	\$51,128	41.88	4.22
507	Parsons St Hosp & Trng Center	149	\$32,546	37.01	4.68
521	Department of Corrections	203	\$48,261	43.45	9.62
522	Ks Correctional Industries	41	\$45,413	53.22	10.98
529	Ks Comm Peace Ofcrs Std & Trng	4	\$59,740	47.75	4.25
531	Board of Pharmacy	9	\$50,298	37.67	3.44
540	Legislation Division of Post Audit	23	\$65,802	36.35	8.70
543	Real Estate Appraisal Board	2	\$56,855	61.00	31.00
549	Real Estate Commission	10	\$43,862	39.40	7.70
553	Kansas Racing & Gaming Comm	77	\$50,458	45.45	7.43
561	Board of Regents	57	\$66,568	47.58	9.75
562	Board of Tax Appeals	13	\$71,117	56.00	16.46
565	Department of Revenue	444	\$45,022	42.79	8.30
579	Revisor of Statutes	30	\$60,513	44.20	10.87
581	Norton Correctional Facility	32	\$43,195	45.09	10.63
604	School for the Blind	47	\$52,457	53.49	14.89
610	School for the Deaf	108	\$45,649	47.08	12.11
622	Secretary of State	40	\$49,108	45.28	9.75
625	Office of the Securities Comm	0	NR	NR	NR
626	Kansas Sentencing Commission	13	\$43,420	46.15	8.92
629	Dept for Children and Families	1194	\$41,645	41.88	7.78
652	Department of Education	170	\$54,797	48.93	10.48
660	Topeka Correctional Facility	44	\$40,717	44.09	8.48
663	State Bd of Technical Professions	5	\$41,076	36.00	7.00
670	State Treasurer	37	\$43,974	45.81	11.81
671	Pooled Money Investment Board	4	\$75,465	49.00	11.50
677	Judicial Branch	1817	\$50,291	49.09	12.60
694	Veterans Commission	107	\$36,259	43.06	3.50
700	Board of Veterinary Examiners	4	\$49,381	58.00	10.00
709	Kansas Water Office	15	\$62,980	42.00	14.33
710	KS Wildlife, Parks & Tourism	244	\$49,405	42.70	11.78
712	Winfield Correctional Facility	35	\$44,327	49.06	12.91

**Source:** SHARP (FY 2017); Includes full-time and part-time employees. Includes unclassified temporary employees that are benefit eligible. Excludes Regents universities, legislators, classified, temporary non-benefit eligible employees and student employees. Agencies with less than 5 unclassified employees are listed as "NR" for "not reported".

### Number of Classified Employees by Location on the Civil Service Plan 2017

		Steps																Total
		4	5	6	7	8	9	10	11	12	13	14	15	16	17	18		
Pay Grade	008	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3		
	009	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	010	2	1	0	0	0	0	0	0	0	0	1	1	0	0	5		
	011	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	012	10	0	0	3	0	0	0	0	0	0	0	1	0	0	14		
	013	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1		
	014	67	10	14	3	0	6	4	1	4	4	0	2	2	0	0	117	
	015	73	11	1	2	2	1	2	0	1	0	0	1	2	0	0	96	
	016	23	3	3	13	0	0	2	0	0	0	0	0	1	0	0	45	
	017	287	136	17	29	14	181	12	13	25	16	38	16	38	0	1	823	
	018	86	18	41	424	48	14	14	5	6	4	2	4	2	6	0	674	
	019	96	46	16	404	88	98	39	35	17	13	19	9	30	6	3	919	
	020	139	109	58	194	164	85	36	58	38	30	19	23	22	52	7	1,034	
	021	107	50	16	27	14	22	13	15	19	16	18	8	8	1	1	335	
	022	252	99	32	30	45	48	20	22	15	17	9	15	27	10	0	641	
	023	136	38	30	186	42	81	16	28	9	15	4	9	15	7	6	622	
	024	162	65	30	25	14	19	19	15	11	7	9	7	8	0	0	391	
	025	99	80	21	61	29	46	26	21	10	14	18	16	13	6	8	468	
	026	75	26	7	11	6	16	8	12	3	3	2	2	6	1	1	179	
	027	84	99	32	28	41	24	31	20	16	13	7	9	12	6	5	427	
	028	39	29	17	11	8	0	4	2	3	3	0	2	2	0	0	120	
	029	49	36	26	17	17	13	12	9	6	6	5	2	1	0	2	201	
	030	13	11	10	10	12	11	10	4	1	6	40	4	4	13	1	150	
	031	16	11	7	4	15	3	6	3	1	2	0	1	2	1	0	72	
	032	59	11	59	11	58	5	63	2	41	2	39	4	23	8	5	390	
	033	37	7	9	4	9	5	6	7	2	2	5	2	1	0	0	96	
	034	4	5	3	0	3	1	2	4	2	0	2	2	5	0	0	33	
	035	8	2	1	2	0	3	0	6	3	5	3	5	0	0	0	38	
	036	0	0	1	2	2	0	28	6	21	4	10	3	10	0	0	87	
	037	3	0	0	2	0	2	0	3	3	2	0	0	0	0	0	15	
	038	0	0	0	0	0	0	1	0	0	0	11	2	5	1	8	28	
	FY17	1,930	903	451	1,503	631	684	374	291	257	184	260	149	241	118	48	8,024	
	FY16	2,504	1,081	588	1,206	814	864	444	361	280	219	323	180	265	140	56	9,325	
	FY15	4,016	1,459	1,677	931	1,306	576	524	354	352	268	339	204	315	142	41	12,504	
	FY14	4,023	2,511	1,569	1,520	1,543	840	727	539	476	395	438	295	496	211	62	15,645	
	FY13	3,798	2,282	1,386	1,436	1,494	808	710	511	449	371	412	281	473	195	51	14,657	
	FY12	4,882	3,362	2,116	1,775	1,211	1,046	792	675	540	533	479	386	613	254	16	18,680	
	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		

**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 FY2003; this is primarily due to the lack of funding for step movement.

**Source:** SHARP (FY2008 - 2017); Excludes Regents universities, legislators, unclassified, temporary and student employees.

**Number of Classified and Unclassified Employees, by Agency, by Gender  
Fiscal Year 2017**

Agy #	Agency Name	Number of Employees			
		Classified		Unclassified	
		Male	Female	Male	Female
016	Abstracters Board of Examiners	0	0	0	0
028	Board of Accountancy	0	0	0	1
034	Adjutant General	6	4	169	51
039	Ks Dept for Aging & Disability Svs	10	33	47	155
046	Kansas Dept of Agriculture	26	12	138	136
058	Kansas Human Rights Comm	4	7	0	4
082	Attorney General	0	0	55	76
083	Kansas Bureau of Investigation	87	81	46	65
094	Bank Commissioner	0	0	62	38
100	Board of Barbering	0	0	0	2
102	Behavioral Sciences Reg Board	1	1	1	6
105	State Board of Healing Arts	0	2	14	36
122	Citizens Utility Ratepayer Bd	0	0	3	3
143	Corporation Commission	3	4	111	61
149	Board of Cosmetology	0	2	1	11
159	Department of Credit Unions	0	0	3	7
167	Dental Board	0	1	1	1
173	Department of Administration	82	43	174	140
177	Ellsworth Correctional Facility	141	51	19	7
178	Office of Admin Hearings	0	0	3	8
195	El Dorado Correctional Facility	261	77	28	32
204	Board of Mortuary Arts	1	0	1	0
206	Emergency Medical Services	2	5	4	1
234	Fire Marshal	5	3	31	17
247	Ks Gov Ethics Commission	0	0	1	8
252	Governor	0	0	15	21
261	Ks Guardianship Program	0	0	0	0
264	Dept of Health & Environment	93	159	233	517
266	Bd of Examiners for Hearing Aids	0	0	0	0
270	Health Care Stabilization Fund	0	1	5	13
276	Department of Transportation	753	114	1092	259
280	Highway Patrol	514	165	43	21
288	Kansas Historical Society	23	31	4	5
291	Ks Home Inspectors Reg Board	0	0	0	0
296	Department of Labor	21	79	102	175
300	Dept of Commerce	31	66	65	80
313	Hutchinson Correctional Facility	313	86	53	24
328	Board of Indigents Defense Services	3	22	72	77
331	Insurance Department	0	1	48	75
349	Judicial Council	0	0	0	5
352	Kansas Juvenile Correct Complex	102	76	23	8
363	Kansas Neurological Institute	114	177	33	79
365	Ks Pub Employees Ret Sys	0	0	32	78
373	Kansas State Fair Board	8	1	6	8
400	Lansing Correctional Facility	376	141	39	25
408	Larned Cor Mental Health Facility	119	37	11	11
410	Larned State Hospital	135	172	146	225
412	Larned Juvenile Correctional Facility	0	0	0	0
422	Legislative Coordinating Council	0	0	2	6
425	Legislative Research Dept	0	0	18	23

**Number of Classified and Unclassified Employees, by Agency, by Gender  
Fiscal Year 2017**

Agy #	Agency Name	Number of Employees			
		Classified		Unclassified	
		Male	Female	Male	Female
428	Legislature	0	0	145	62
434	State Library	4	8	5	10
446	Office of the Lt Governor	0	0	0	0
450	The Kansas Lottery	3	1	37	46
482	Board of Nursing	2	8	1	13
488	Optometry Board of Examiners	0	1	0	0
494	Osawatomie State Hospital	42	81	97	188
507	Parsons St Hosp & Trng Center	111	177	68	81
521	Department of Corrections	68	110	67	136
522	Ks Correctional Industries	7	5	32	9
529	Ks Comm Peace Ofcrs Std & Trng	0	0	2	2
531	Board of Pharmacy	1	2	1	8
540	Legislation Division of Post Audit	0	0	13	10
543	Real Estate Appraisal Board	0	0	0	2
549	Real Estate Commission	0	0	3	7
553	Kansas Racing & Gaming Comm	6	2	56	21
561	Board of Regents	0	0	16	41
562	Board of Tax Appeals	1	1	6	7
565	Department of Revenue	154	383	173	271
579	Revisor of Statutes	0	0	17	13
581	Norton Correctional Facility	151	59	21	11
604	School for the Blind	7	3	12	35
610	School for the Deaf	8	13	24	84
622	Secretary of State	0	0	23	17
625	Office of the Securities Comm	0	0	0	0
626	Kansas Sentencing Commission	0	0	4	9
629	Dept for Children and Families	199	784	215	978
652	Department of Education	13	54	63	107
660	Topeka Correctional Facility	115	79	27	17
663	State Bd of Technical Professions	0	0	1	4
670	State Treasurer	0	1	10	27
671	Pooled Money Investment Board	1	0	1	3
677	Judicial Branch	0	0	418	1399
694	Veterans Commission	55	150	55	52
700	Board of Veterinary Examiners	0	0	3	1
709	Kansas Water Office	0	1	6	9
710	KS Wildlife, Parks & Tourism	126	51	195	49
712	Winfield Correctional Facility	114	47	21	14

**Source:** SHARP (FY 2017); Includes classified and unclassified, benefit-eligible employees including full and part-time employees. Excludes Regents universities, legislators, student employees, and non-benefit eligible employees. Excludes employees with unreported gender.



**Ethnic and Gender Distribution by Agency: Classified Employees  
Fiscal Year 2017**

Agy #	Agency Name	# Classified Employees	Minority		Non-Minority		Not Reported
			Male	Female	Male	Female	
039	Ks Dept for Aging & Disability Svs	43	2.33%	2.33%	20.93%	74.42%	0.00%
046	Kansas Dept of Agriculture	38	7.89%	2.63%	60.53%	28.95%	0.00%
083	Kansas Bureau of Investigation	168	2.98%	2.38%	47.62%	41.07%	5.95%
173	Department of Administration	125	9.60%	7.20%	55.20%	27.20%	0.80%
177	Ellsworth Correctional Facility	192	4.17%	4.17%	69.27%	21.88%	0.52%
195	El Dorado Correctional Facility	338	8.58%	2.66%	68.34%	20.12%	0.30%
264	Dept of Health & Environment	252	2.78%	9.52%	33.73%	53.57%	0.40%
276	Department of Transportation	867	6.92%	0.69%	79.93%	12.46%	0.00%
280	Highway Patrol	679	4.42%	1.62%	71.28%	22.68%	0.00%
288	Kansas Historical Society	54	0.00%	0.00%	42.59%	51.85%	5.56%
296	Department of Labor	100	3.00%	22.00%	18.00%	57.00%	0.00%
300	Dept of Commerce	97	10.31%	15.46%	21.65%	52.58%	0.00%
313	Hutchinson Correctional Facility	399	8.77%	3.26%	69.67%	17.79%	0.50%
328	Board of Indigents Defense Services	25	0.00%	8.00%	12.00%	80.00%	0.00%
352	Kansas Juvenile Correct Complex	178	18.54%	10.11%	33.71%	28.65%	8.99%
363	Kansas Neurological Institute	291	16.15%	27.15%	23.02%	33.68%	0.00%
400	Lansing Correctional Facility	517	13.35%	4.64%	57.25%	22.24%	2.51%
408	Larned Cor Mental Health Facility	156	10.26%	2.56%	66.03%	21.15%	0.00%
410	Larned State Hospital	307	3.58%	5.21%	40.39%	50.81%	0.00%
494	Osawatomie State Hospital	123	1.63%	4.88%	30.89%	60.16%	2.44%
507	Parsons St Hosp & Trng Center	288	9.03%	7.29%	29.51%	53.82%	0.35%
521	Department of Corrections	178	4.49%	11.80%	33.71%	50.00%	0.00%
565	Department of Revenue	537	5.77%	12.85%	22.72%	58.10%	0.56%
581	Norton Correctional Facility	210	4.76%	1.43%	67.14%	26.67%	0.00%
610	School for the Deaf	21	4.76%	14.29%	33.33%	47.62%	0.00%
629	Dept for Children and Families	983	3.26%	14.65%	15.67%	61.44%	4.98%
652	Department of Education	67	0.00%	5.97%	16.42%	71.64%	5.97%
660	Topeka Correctional Facility	194	11.34%	8.25%	47.42%	31.96%	1.03%
694	Veterans Commission	205	5.85%	20.98%	20.98%	50.73%	1.46%
710	KS Wildlife, Parks & Tourism	177	2.26%	0.00%	57.06%	26.55%	14.12%
712	Winfield Correctional Facility	161	13.04%	4.97%	53.42%	23.60%	4.97%

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

**Source:** SHARP (FY 2017); Excludes Regents universities, unclassified, temporary and student employees. Excludes agencies with less than 25 classified employees. Total percentage may not be equal to 100% due to unreported gender.



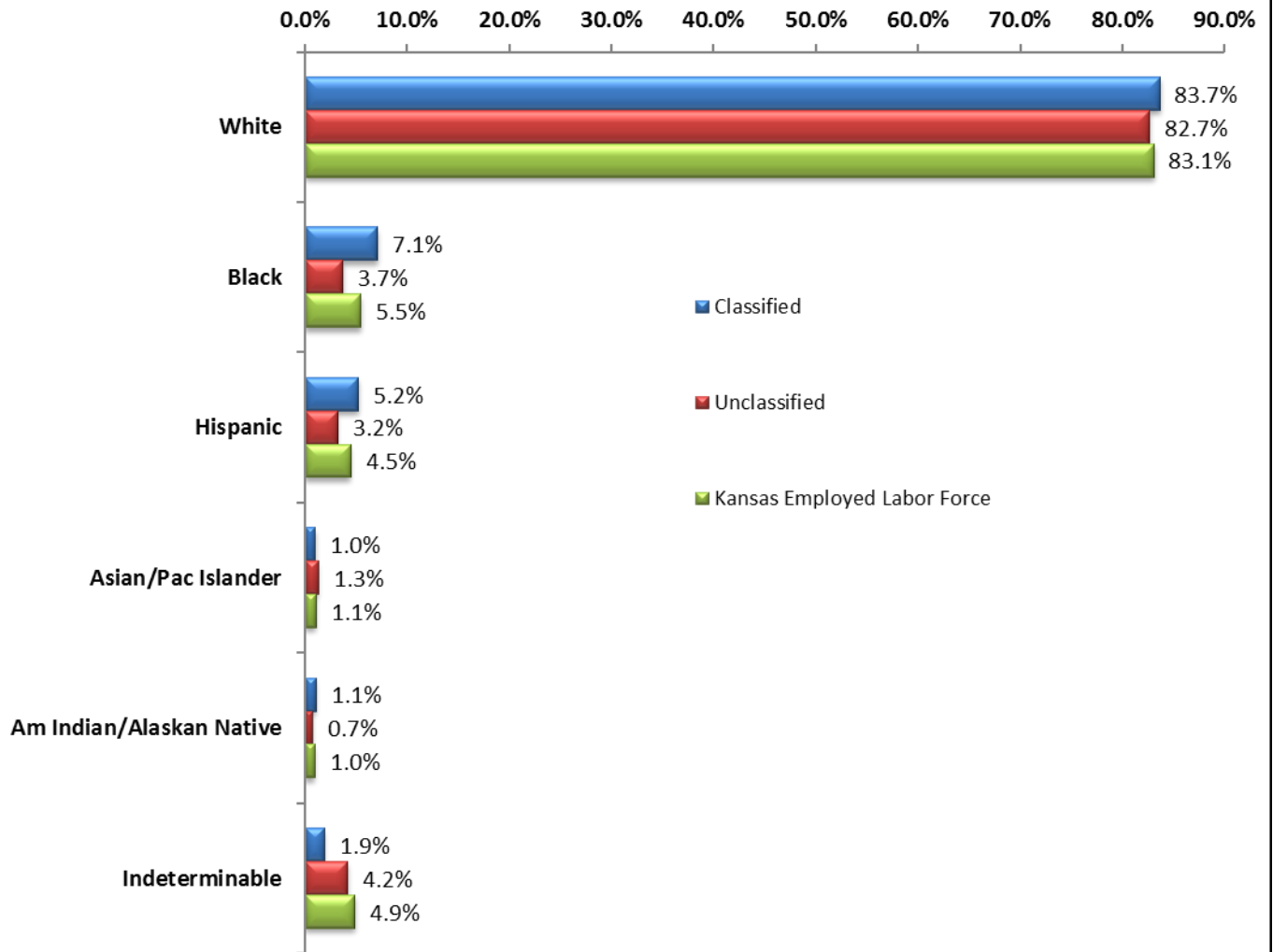
**Ethnic and Gender Distribution by Agency: Unclassified Employees  
Fiscal Year 2017**

Agy #	Agency Name	# Unclassified Employees	Minority		Non-Minority		Not Reported
			Male	Female	Male	Female	
034	Adjutant General	220	3.64%	1.36%	71.82%	20.91%	2.27%
039	Ks Dept for Aging & Disability Svs	203	2.46%	5.91%	16.75%	59.61%	14.78%
046	Kansas Dept of Agriculture	275	2.55%	2.18%	44.73%	44.36%	5.82%
082	Attorney General	131	0.76%	4.58%	36.64%	49.62%	8.40%
083	Kansas Bureau of Investigation	111	1.80%	1.80%	34.23%	46.85%	15.32%
094	Bank Commissioner	100	3.00%	3.00%	53.00%	34.00%	7.00%
105	State Board of Healing Arts	50	2.00%	4.00%	22.00%	48.00%	24.00%
143	Corporation Commission	172	3.49%	1.74%	52.91%	29.07%	12.79%
173	Department of Administration	314	6.69%	6.37%	48.09%	37.26%	1.59%
177	Ellsworth Correctional Facility	26	7.69%	0.00%	65.38%	26.92%	0.00%
195	El Dorado Correctional Facility	60	3.33%	3.33%	43.33%	50.00%	0.00%
234	Fire Marshal	48	10.42%	0.00%	54.17%	35.42%	0.00%
252	Governor	36	0.00%	8.33%	36.11%	44.44%	11.11%
264	Dept of Health & Environment	750	3.20%	9.87%	27.07%	58.00%	1.87%
276	Department of Transportation	1351	5.55%	1.33%	75.13%	17.84%	0.15%
280	Highway Patrol	64	3.13%	1.56%	64.06%	31.25%	0.00%
296	Department of Labor	277	2.17%	10.11%	24.91%	34.30%	28.52%
300	Dept of Commerce	145	8.28%	11.72%	36.55%	43.45%	0.00%
313	Hutchinson Correctional Facility	77	10.39%	1.30%	58.44%	28.57%	1.30%
328	Board of Indigents Defense Services	149	5.37%	5.37%	37.58%	40.27%	11.41%
331	Insurance Department	123	5.69%	7.32%	30.89%	45.53%	10.57%
352	Kansas Juvenile Correct Complex	31	16.13%	0.00%	51.61%	22.58%	9.68%
363	Kansas Neurological Institute	112	16.96%	34.82%	11.61%	28.57%	8.04%
365	Ks Pub Employees Ret Sys	110	0.91%	9.09%	28.18%	59.09%	2.73%
400	Lansing Correctional Facility	64	6.25%	6.25%	51.56%	31.25%	4.69%
408	Larned Cor Mental Health Facility	22	0.00%	0.00%	50.00%	50.00%	0.00%
410	Larned State Hospital	371	5.12%	5.12%	28.57%	43.94%	17.25%
425	Legislative Research Dept	41	4.88%	4.88%	36.59%	51.22%	2.44%
428	Legislature	207	3.38%	2.90%	46.86%	17.39%	29.47%
450	The Kansas Lottery	83	6.02%	0.00%	37.35%	55.42%	1.20%
494	Osawatomie State Hospital	285	4.91%	6.32%	28.77%	57.54%	2.46%
507	Parsons St Hosp & Trng Center	149	7.38%	9.40%	35.57%	44.97%	2.68%
521	Department of Corrections	203	3.94%	6.90%	29.06%	58.13%	1.97%
522	Ks Correctional Industries	41	2.44%	0.00%	68.29%	21.95%	7.32%
540	Legislation Division of Post Audit	23	0.00%	0.00%	56.52%	30.43%	13.04%
553	Kansas Racing & Gaming Comm	77	2.60%	0.00%	53.25%	23.38%	20.78%
561	Board of Regents	57	0.00%	1.75%	28.07%	70.18%	0.00%
565	Department of Revenue	444	4.95%	13.06%	33.33%	47.52%	1.13%
579	Revisor of Statutes	30	0.00%	0.00%	53.33%	26.67%	20.00%
581	Norton Correctional Facility	32	0.00%	3.13%	65.63%	31.25%	0.00%
604	School for the Blind	47	4.26%	21.28%	21.28%	48.94%	4.26%
610	School for the Deaf	108	1.85%	7.41%	18.52%	70.37%	1.85%
622	Secretary of State	40	2.50%	7.50%	52.50%	32.50%	5.00%
629	Dept for Children and Families	1194	2.60%	10.13%	12.31%	56.37%	18.51%
652	Department of Education	170	4.12%	3.53%	30.00%	50.59%	11.76%
660	Topeka Correctional Facility	44	9.09%	0.00%	52.27%	36.36%	2.27%
670	State Treasurer	37	0.00%	2.70%	21.62%	54.05%	21.62%
677	Judicial Branch	1817	1.32%	8.70%	21.63%	68.13%	0.22%
694	Veterans Commission	107	8.41%	12.15%	41.12%	36.45%	1.87%
710	KS Wildlife, Parks & Tourism	244	1.23%	0.82%	67.62%	15.57%	14.75%
712	Winfield Correctional Facility	35	0.00%	2.86%	54.29%	37.14%	5.71%

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

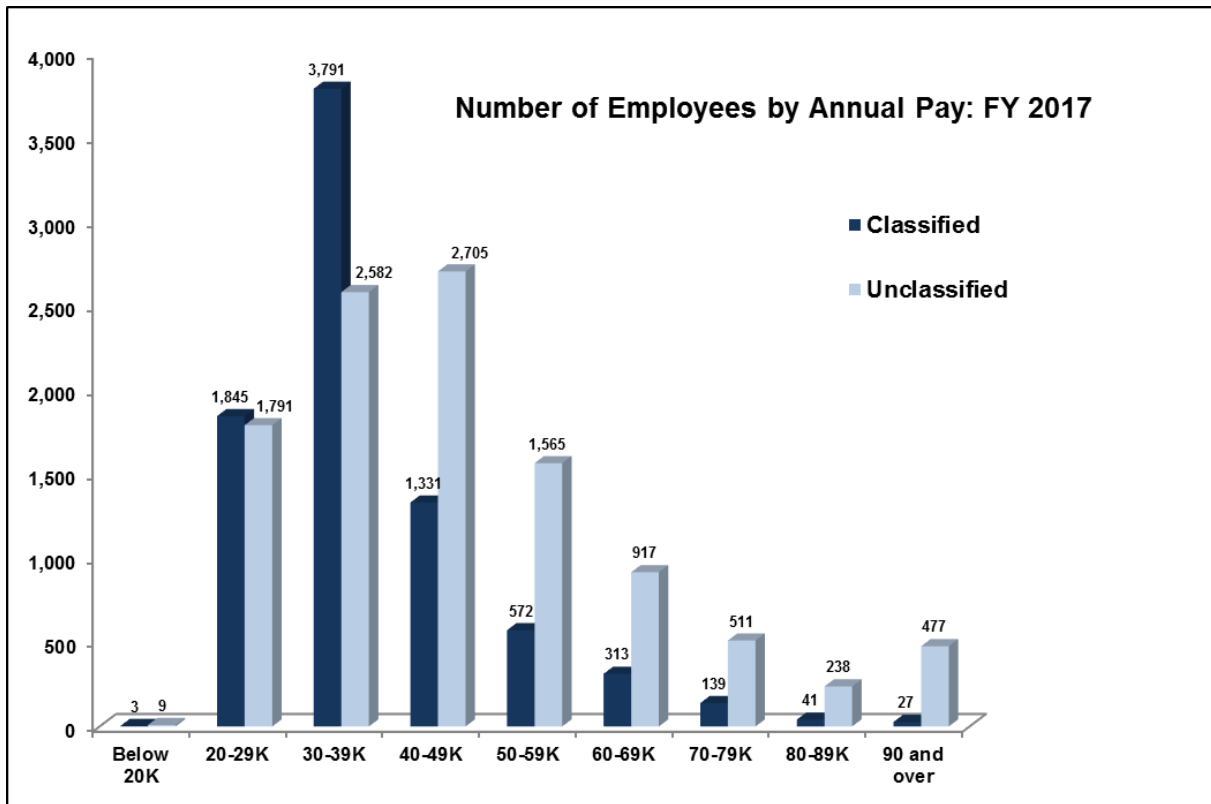
**Source:** SHARP (FY 2017); Excludes Regents universities, classified, non-benefit eligible and student employees. Excludes agencies with less than 25 unclassified employees. Total percentage may not be equal to 100% due to unreported gender.

## The Ethnic Distribution of the Workforce Fiscal Year 2017

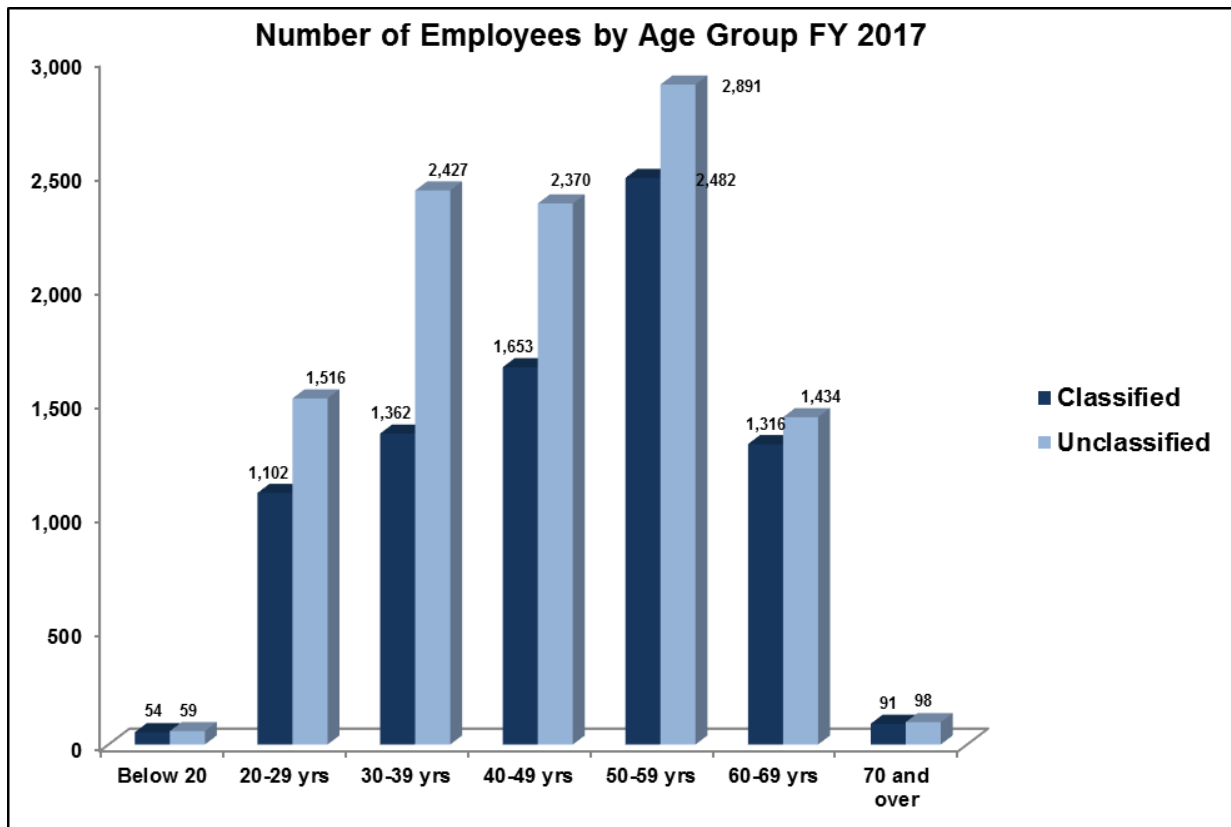


**Comments:** The Kansas Employed Labor Force includes data from state and non-state government workforces combined.

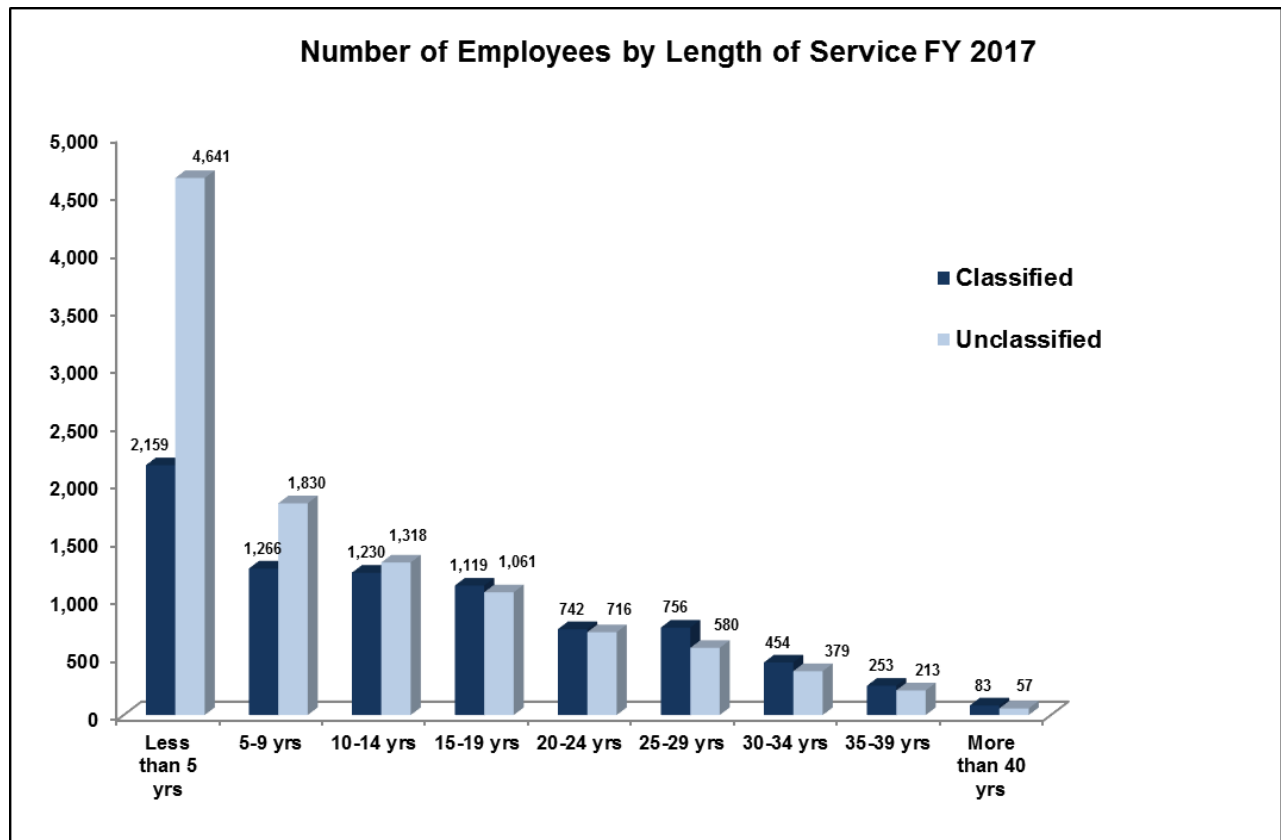
**Source:** SHARP (FY 2017) excludes Regents universities and non-benefit eligible employees; Kansas Department of Labor, 2013 Affirmative Action Report. These percentages may not equal 100%.



**Source:** SHARP (FY 2017); Excludes Regents universities, students, part-time employees, classified temporary employees and unclassified/non-benefit eligible temporary employees.



**Source:** SHARP (FY 2017); Excludes Regents universities, students, part-time, classified temporary employees and unclassified/non-benefit eligible temporary employees.



**Source:** SHARP (FY 2017); Excludes Regents universities, students, classified temporary employees and unclassified/non-benefit eligible temporary employees.

State of Kansas  
**Fiscal Year 2017**  
**Section 3: Turnover**

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## Turnover Highlights

- The statewide turnover rate for classified jobs in FY 2017 was 19.24%, a 0.8% drop from 1 year ago.
- Statewide unclassified turnover rate for FY 2017 was 17.26%, a 2.88% increase from 1 year ago.
- In FY 2017, voluntary terminations accounted for 67% of all termination and retirements (both classified and unclassified).
- The FY 2017 percent of the active number of employees (average) in their first five years of service and separated was 45% classified and 28% unclassified.
- In FY 2017, of all termination and retirements where the employee was in the first year of service, 14% were classified and 24% were unclassified. Separated employees that were in their first two years of employment were 31% classified and 44% unclassified.

## Turnover Report information:

### Definition of Turnover Rate:

Turnover =  $\frac{\text{Terminations} * 100\%}{(\text{Begin Count} + \text{End Count}) / 2}$

Terminations

← Total # Terminations during FY

Multiplied by 100 to change decimal to percent

Average # of classified employees

**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:

- Classified Turnover includes Classified Regular employees only.
- Unclassified Turnover includes Unclassified Regular and Unclassified Temporary (benefit eligible only) employees.
- Includes only employees leaving state service through Retirements (RET) and Terminations (TER) (even if employee returned to state service at a later date).
- Excludes Classified Temporary employees; Unclassified Temporary employees (non-benefit eligible); employees transferring between agencies; Promotions (PRO), Demotions (DEM), Transfers (XFR) are considered employee movement and not turnover; Hires (HIR), Rehires (REH) are not included in turnover but are captured on the Appointments report.
- **All historical turnover data in this report has been updated to exclude Regents.**

#### Turnover Calculation:

- **Begin Count:** The number of active (Active, Leave with Pay, Leave without Pay, Suspended) employees pulled from SHARP as of July 1, 2016 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, 2017 for each agency and for each job code.
- Average Employee Count: The Begin Count added to the End Count; divided by 2.
- Voluntary Terminations: Resignation made by employee's choice. See list below.
- Involuntary Terminations: Termination made by employer's choice. See list below.
- 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	ELT	End of Limited Term	Involuntary
TER	HSP	Term-Hospital Authority EE's	Involuntary
TER	IPD	Inability Perform Position Duties	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	LIC	Lack of license/authorization	Involuntary
TER	PRB	Original Probationary Term	Involuntary
TER	PRL	Probationary – Lack of Funds	Involuntary
TER	TAF	Transfer to Affiliate (KUMC only)	Involuntary
TER	TNR	Not Reappointed/Continued	Involuntary
TER	UNS	Unsatisfactory Work Performance	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
RET	VRE	Voluntary Retirement Incentive	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 Title) 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.admin.ks.gov/offices/personnel-services/sharp/documents-forms>.

## Appointment of Classified Employees by Agency Fiscal Year 2017

Agy #	Agency Name	Hires	Rehires	Promotions	Demotions	Transfers
083	Kansas Bureau of Investigation	8	3	23	2	0
177	Ellsworth Correctional Facility	32	17	45	5	3
195	El Dorado Correctional Facility	80	25	103	18	6
206	Emergency Medical Services	1	1	2	0	0
276	Department of Transportation	0	0	0	0	2
280	Highway Patrol	39	16	81	58	2
288	Kansas Historical Society	3	0	1	0	0
300	Dept of Commerce	23	8	5	0	0
313	Hutchinson Correctional Facility	101	29	95	41	2
352	Kansas Juvenile Correct Complex	41	6	28	3	1
400	Lansing Correctional Facility	130	29	117	16	14
408	Larned Cor Mental Health Facility	15	5	30	12	8
410	Larned State Hospital	0	0	0	14	0
412	Larned Juvenile Correctional Facility	1	3	6	1	0
450	The Kansas Lottery	0	0	1	0	0
521	Department of Corrections	10	7	14	13	4
565	Department of Revenue	16	14	10	5	3
581	Norton Correctional Facility	42	6	51	9	1
610	School for the Deaf	0	1	0	1	0
629	Dept for Children and Families	0	0	0	0	2
660	Topeka Correctional Facility	52	12	61	3	2
694	Veterans Commission	42	23	16	5	3
710	KS Wildlife, Parks & Tourism	5	0	2	0	0
712	Winfield Correctional Facility	27	5	33	6	3
<b>Total</b>		<b>668</b>	<b>210</b>	<b>724</b>	<b>212</b>	<b>56</b>

**Source:** SHARP (FY 2017); Excludes Unclassified, temporary, Regents and student employees. Agencies who do not have Classified employees will not be shown.

## Appointment of Unclassified Employees by Agency Fiscal Year 2017

Agy #	Agency Name	Hires	Rehires	Promotions	Demotions	Transfers
034	Adjutant General	20	18	27	10	2
039	Ks Dept for Aging & Disability Svs	19	29	74	3	3
046	Kansas Dept of Agriculture	18	20	19	2	0
058	Kansas Human Rights Comm	2	0	2	0	0
082	Attorney General	16	11	15	2	0
083	Kansas Bureau of Investigation	15	5	27	8	0
094	Bank Commissioner	6	2	0	1	0
102	Behavioral Sciences Reg Board	0	1	4	0	0
105	State Board of Healing Arts	4	6	12	0	0
122	Citizens Utility Ratepayer Bd	1	0	0	0	0
143	Corporation Commission	4	1	15	1	1
149	Board of Cosmetology	3	2	4	1	0
159	Department of Credit Unions	1	2	2	1	0
173	Department of Administration	21	18	38	4	1
177	Ellsworth Correctional Facility	2	0	5	3	0
178	Office of Admin Hearings	1	1	5	0	0
195	El Dorado Correctional Facility	2	1	34	1	1
234	Fire Marshal	5	2	0	0	0
247	Ks Gov Ethics Commission	0	0	1	0	0
252	Governor	3	1	1	1	0
264	Dept of Health & Environment	100	62	144	18	6
276	Department of Transportation	261	90	453	45	18
280	Highway Patrol	11	2	6	0	2
288	Kansas Historical Society	1	0	2	0	0
296	Department of Labor	40	10	34	4	1
300	Dept of Commerce	11	9	19	1	2
313	Hutchinson Correctional Facility	7	0	45	5	1
328	Board of Indigents Defense Services	18	6	7	5	0
331	Insurance Department	4	6	7	25	0
349	Judicial Council	1	0	0	0	0
352	Kansas Juvenile Correct Complex	2	2	14	2	0
363	Kansas Neurological Institute	55	56	8	1	1
365	Ks Pub Employees Ret Sys	7	3	7	2	0
373	Kansas State Fair Board	0	0	1	1	0
400	Lansing Correctional Facility	8	2	17	4	0
408	Larned Cor Mental Health Facility	3	1	11	2	1
410	Larned State Hospital	111	82	86	12	105

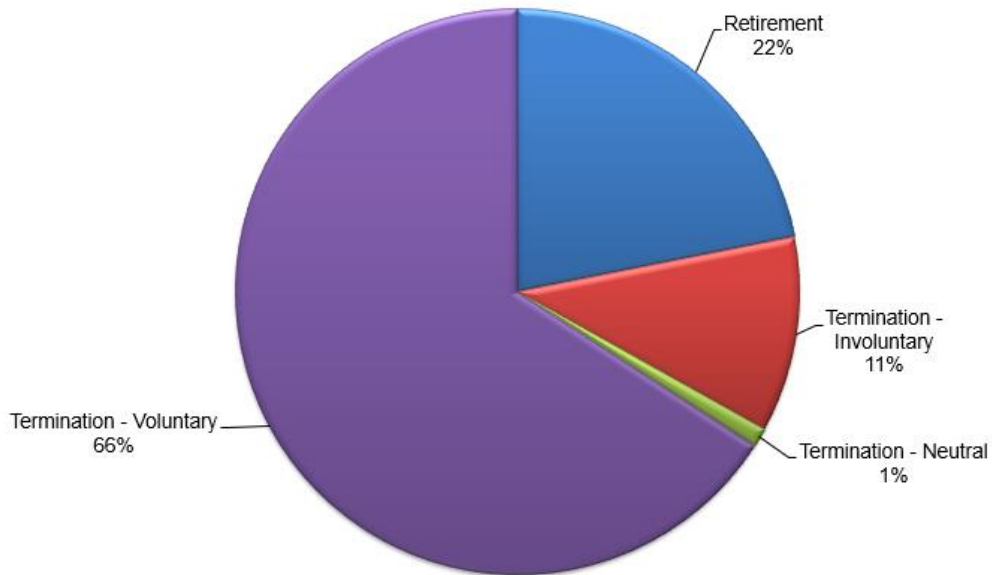


**Appointment of Unclassified Employees by Agency cont.  
Fiscal Year 2017**

<b>Agy #</b>	<b>Agency Name</b>	<b>Hires</b>	<b>Rehires</b>	<b>Promotions</b>	<b>Demotions</b>	<b>Transfers</b>
412	Larned Juvenile Correctional Facility	0	0	1	2	0
422	Legislative Coordinating Council	0	0	2	0	0
425	Legislative Research Dept	2	4	3	0	0
428	Legislature	3	6	1	1	0
434	State Library	1	2	2	0	0
450	The Kansas Lottery	7	2	4	0	0
482	Board of Nursing	1	3	4	0	0
494	Osawatomie State Hospital	209	59	30	20	2
507	Parsons St Hosp & Trng Center	40	57	15	16	2
521	Department of Corrections	24	9	56	6	4
522	Ks Correctional Industries	2	2	28	0	0
529	Ks Comm Peace Ofcrs Std & Trng	0	1	0	0	0
531	Board of Pharmacy	2	0	1	0	0
540	Legislation Division of Post Audit	3	2	4	1	0
549	Real Estate Commission	1	0	0	0	0
553	Kansas Racing & Gaming Comm	6	6	6	1	0
561	Board of Regents	4	3	9	1	0
562	Board of Tax Appeals	1	0	3	0	0
565	Department of Revenue	78	36	90	10	2
579	Revisor of Statutes	0	3	0	0	0
581	Norton Correctional Facility	2	3	12	0	0
604	School for the Blind	4	2	2	1	0
610	School for the Deaf	11	11	1	4	0
622	Secretary of State	2	1	1	3	0
625	Office of the Securities Comm	2	2	2	1	0
626	Kansas Sentencing Commission	1	1	2	0	0
629	Dept for Children and Families	194	128	542	47	15
652	Department of Education	16	9	16	2	0
660	Topeka Correctional Facility	4	3	11	1	0
663	State Bd of Technical Professions	0	1	3	0	0
670	State Treasurer	0	2	3	5	0
677	Judicial Branch	155	60	63	26	5
694	Veterans Commission	41	32	21	8	1
700	Board of Veterinary Examiners	0	1	0	0	0
709	Kansas Water Office	0	0	1	0	0
710	KS Wildlife, Parks & Tourism	11	15	96	2	0
712	Winfield Correctional Facility	2	2	21	3	0
<b>Total</b>		<b>1612</b>	<b>919</b>	<b>2202</b>	<b>326</b>	<b>176</b>

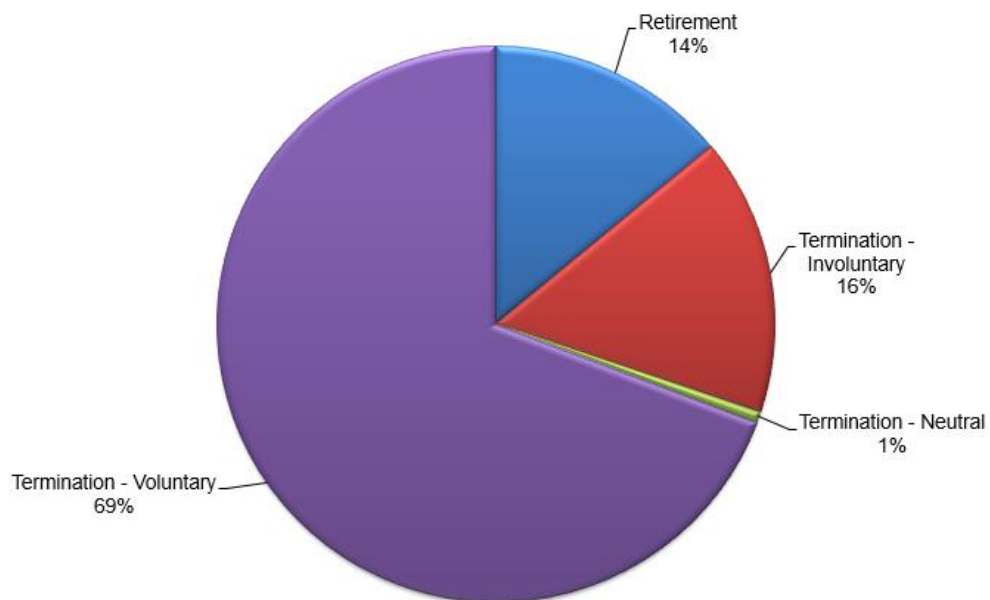
**Source:** SHARP (FY 2017); Excludes Classified, temporary employees who are non-benefit eligible, Regents and student employees. Agencies who do not have Unclassified employees will not be shown.

**FY 2017 Classified Employee Turnover by Type of Termination**



**Source:** SHARP (FY 2017); Excludes unclassified, temporary, Regents, and student employees.

**FY 2017 Unclassified Employee Turnover by Type of Termination**



**Source:** SHARP (FY 2017); Excludes classified, temporary employees who are non-benefit eligible, Regents and student employees.

**Separation of Classified Employees by Agency  
Fiscal Year 2017**

Agy #	Agency Name	Avg # of Employees	Terminations				Total Separations
			Retirements	Involuntary	Neutral	Voluntary	
034	Adjutant General	15	1	0	0	0	1
039	Ks Dept for Aging & Disability Svcs	67	4	0	0	7	11
046	Kansas Dept of Agriculture	42	3	1	0	0	4
058	Kansas Human Rights Comm	12.5	1	0	0	0	1
083	Kansas Bureau of Investigation	174.5	7	0	0	5	12
102	Behavioral Sciences Reg Board	2.5	0	0	0	0	0
105	State Board of Healing Arts	3	0	0	0	1	1
143	Corporation Commission	7	0	0	0	0	0
149	Board of Cosmetology	3	0	0	0	0	0
167	Dental Board	1	0	0	0	0	0
173	Department of Administration	143	10	6	2	6	24
177	Ellsworth Correctional Facility	196.5	3	7	1	38	49
178	Office of Admin Hearings	0.5	1	0	0	0	1
195	El Dorado Correctional Facility	386.5	16	24	2	125	167
204	Board of Mortuary Arts	1.5	0	0	0	0	0
206	Emergency Medical Services	7	1	0	0	1	2
234	Fire Marshal	8	0	0	0	0	0
264	Dept of Health & Environment	279	17	1	1	10	29
270	Health Care Stabilization Fund	1	0	0	0	0	0
276	Department of Transportation	1033.5	55	7	2	80	144
280	Highway Patrol	676.5	15	3	0	31	49
288	Kansas Historical Society	55	2	0	0	4	6
296	Department of Labor	110.5	14	1	0	1	16
300	Dept of Commerce	98	4	6	0	17	27
313	Hutchinson Correctional Facility	413	4	10	1	94	109
328	Board of Indigents Defense Services	28.5	2	0	0	2	4
331	Insurance Department	1	0	0	0	0	0
352	Kansas Juvenile Correct Complex	187.5	6	12	0	39	57
363	Kansas Neurological Institute	330	14	8	0	48	70
365	Ks Pub Employees Ret Sys	1.5	0	0	0	2	2
373	Kansas State Fair Board	10	0	1	0	1	2
400	Lansing Correctional Facility	543	21	14	4	156	195
408	Larned Cor Mental Health Facility	162.5	5	8	0	27	40
410	Larned State Hospital	381	13	2	1	50	66
412	Larned Juvenile Correctional Facility	56.5	7	15	0	23	45
434	State Library	12.5	0	1	0	0	1
450	The Kansas Lottery	4	0	0	0	0	0

**Separation of Classified Employees by Agency cont.**  
**Fiscal Year 2017**

Agy #	Agency Name	Avg # of Employees	Terminations				Total Separations
			Retirements	Involuntary	Neutral	Voluntary	
482	Board of Nursing	12.5	0	1	0	1	2
488	Optometry Board of Examiners	1	0	0	0	0	0
494	Osawatomie State Hospital	152.5	8	8	0	23	39
507	Parsons St Hosp & Trng Center	326	16	5	0	28	49
521	Department of Corrections	189	11	0	1	23	35
522	Ks Correctional Industries	23.5	2	0	0	1	3
531	Board of Pharmacy	3	0	0	0	0	0
553	Kansas Racing & Gaming Comm	8.5	0	0	0	1	1
561	Board of Regents	0.5	0	0	0	0	0
562	Board of Tax Appeals	4.5	2	0	0	0	2
565	Department of Revenue	574	25	4	0	29	58
581	Norton Correctional Facility	218	7	3	0	42	52
604	School for the Blind	11.5	0	0	0	1	1
610	School for the Deaf	20.5	0	0	0	1	1
629	Dept for Children and Families	1245	60	11	3	88	162
652	Department of Education	73	3	0	0	4	7
660	Topeka Correctional Facility	195	5	15	0	34	54
670	State Treasurer	1	0	0	0	0	0
671	Pooled Money Investment Board	1	0	0	0	0	0
694	Veterans Commission	234.5	5	20	1	82	108
709	Kansas Water Office	1	0	0	0	0	0
710	KS Wildlife, Parks & Tourism	226	7	1	0	9	17
712	Winfield Correctional Facility	170.5	9	2	1	22	34
<b>Total</b>		<b>9147.0</b>	<b>386</b>	<b>197</b>	<b>20</b>	<b>1157</b>	<b>1760</b>

<b>FY 2017 % of Total Separations</b>	<b>21.93%</b>	<b>11.19%</b>	<b>1.14%</b>	<b>65.74%</b>
<b>FY 2016 % of Total Separations</b>	<b>18.95%</b>	<b>11.90%</b>	<b>1.23%</b>	<b>67.92%</b>
<b>FY 2015 % of Total Separations</b>	<b>20.54%</b>	<b>17.21%</b>	<b>0.89%</b>	<b>61.35%</b>
<b>FY 2014 % of Total Separations</b>	<b>19.37%</b>	<b>16.26%</b>	<b>1.09%</b>	<b>63.28%</b>
<b>FY 2013 % of Total Separations</b>	<b>19.77%</b>	<b>15.12%</b>	<b>1.53%</b>	<b>63.57%</b>
<b>FY 2012 % of Total Separations</b>	<b>39.25%</b>	<b>10.17%</b>	<b>0.69%</b>	<b>49.89%</b>
<b>FY 2011 % of Total Separations</b>	<b>27.54%</b>	<b>14.54%</b>	<b>1.49%</b>	<b>56.43%</b>
<b>FY 2010 % of Total Separations</b>	<b>26.67%</b>	<b>16.99%</b>	<b>1.62%</b>	<b>54.72%</b>
<b>FY 2009 % of Total Separations</b>	<b>20.33%</b>	<b>17.87%</b>	<b>2.31%</b>	<b>59.48%</b>

**Source:** SHARP (FY 2010-2017); Excludes unclassified, temporary, and student employees. All historical data in this table has been updated to exclude Regents. Agencies without classified employees are excluded from this table. NOTE: The high percentage of retirements in FY 2012 was due to the Voluntary Retirement Incentive Program (VRIP). Total percent may not be equal to 100% due to rounding.

**Separation of Unclassified Employees by Agency  
Fiscal Year 2017**

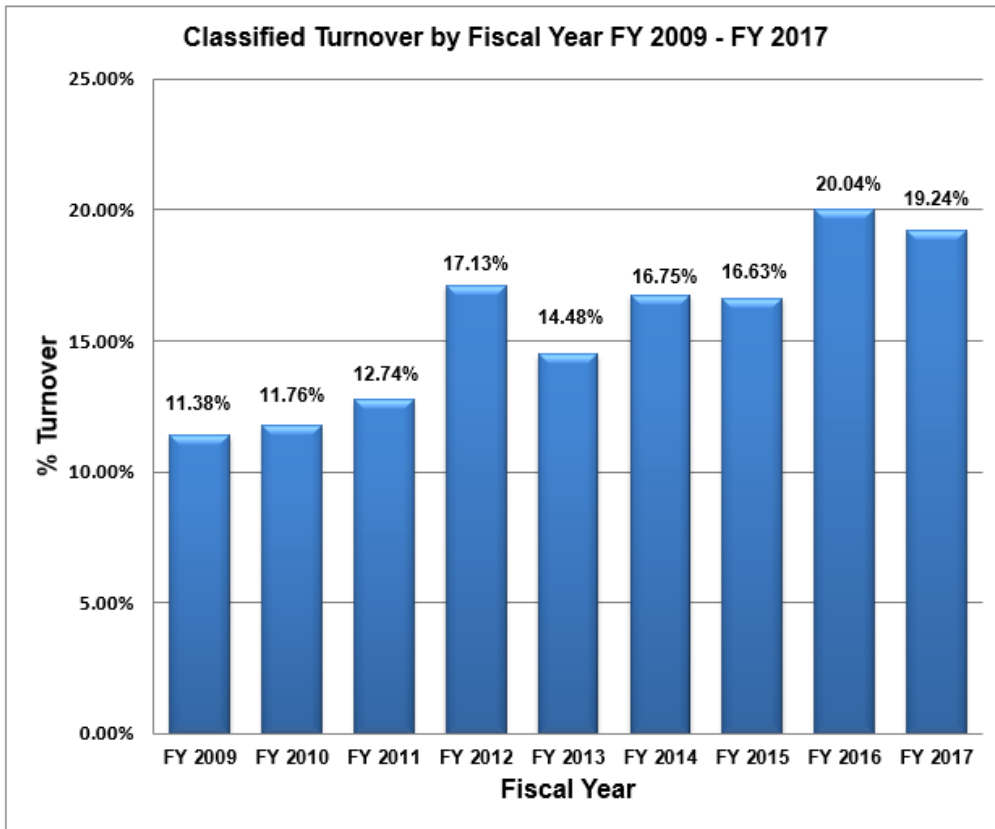
Agy #	Agency Name	Avg # of Employees	Terminations				Total Separations
			Retirements	Involuntary	Neutral	Voluntary	
028	Board of Accountancy	2	0	0	0	2	2
034	Adjutant General	217	6	3	0	31	40
039	Ks Dept for Aging & Disability Svs	184.5	5	5	0	36	46
046	Kansas Dept of Agriculture	272	4	2	1	32	39
058	Kansas Human Rights Comm	3	0	0	0	1	1
082	Attorney General	125	1	0	1	16	18
083	Kansas Bureau of Investigation	99	3	0	0	6	9
094	Bank Commissioner	100	1	0	0	5	6
100	Board of Barbering	2.5	0	0	0	0	0
102	Behavioral Sciences Reg Board	6.5	0	0	0	1	1
105	State Board of Healing Arts	49.5	1	2	0	4	7
122	Citizens Utility Ratepayer Bd	5.5	0	0	0	0	0
143	Corporation Commission	174	6	5	1	3	15
149	Board of Cosmetology	9.5	0	0	1	1	2
159	Department of Credit Unions	9.5	0	2	0	1	3
167	Dental Board	2	0	0	0	0	0
173	Department of Administration	306.5	10	6	0	19	35
177	Ellsworth Correctional Facility	21.5	0	0	0	0	0
178	Office of Admin Hearings	9.5	3	0	0	1	4
195	El Dorado Correctional Facility	43.5	2	0	0	2	4
204	Board of Mortuary Arts	1	0	0	0	0	0
206	Emergency Medical Services	5	0	0	0	0	0
234	Fire Marshal	49	0	2	0	4	6
247	Ks Gov Ethics Commission	8	1	0	0	0	1
252	Governor	36	0	1	0	6	7
264	Dept of Health & Environment	714.5	15	6	1	91	113
270	Health Care Stabilization Fund	18	0	0	0	0	0
276	Department of Transportation	1198	34	15	1	201	251
280	Highway Patrol	63	3	0	0	12	15
288	Kansas Historical Society	7.5	0	0	0	0	0
296	Department of Labor	268.5	6	13	0	26	45
300	Dept of Commerce	145	4	4	0	21	29
313	Hutchinson Correctional Facility	53	0	0	0	3	3
328	Board of Indigents Defense Services	145	2	1	0	15	18
331	Insurance Department	112.5	4	2	0	5	11
349	Judicial Council	5	0	0	0	0	0
352	Kansas Juvenile Correct Complex	24.5	1	0	0	2	3
363	Kansas Neurological Institute	76.5	0	16	0	34	50
365	Ks Pub Employees Ret Sys	107	2	1	0	2	5
373	Kansas State Fair Board	14	0	0	0	1	1
400	Lansing Correctional Facility	55.5	0	3	2	5	10
408	Larned Cor Mental Health Facility	15	0	1	0	2	3
410	Larned State Hospital	272	1	28	0	88	117
412	Larned Juvenile Correctional Facility	3.5	1	0	0	1	2
422	Legislative Coordinating Council	7.5	1	0	0	0	1
425	Legislative Research Dept	39.5	1	0	0	2	3
428	Legislature	44.5	1	2	0	9	12
434	State Library	15	0	0	0	2	2
450	The Kansas Lottery	82	3	0	0	3	6

**Separation of Unclassified Employees by Agency cont.**  
**Fiscal Year 2017**

Agy #	Agency Name	Avg # of Employees	Terminations				Total Separations
			Retirements	Involuntary	Neutral	Voluntary	
482	Board of Nursing	11.5	0	1	0	1	2
494	Osawatomie State Hospital	215.5	1	42	0	105	148
507	Parsons St Hosp & Trng Center	108	0	18	0	24	42
521	Department of Corrections	192	7	8	0	17	32
522	Ks Correctional Industries	28	0	0	0	1	1
529	Ks Comm Peace Ofcrs Std & Trng	4.5	1	0	0	1	2
531	Board of Pharmacy	7.5	0	0	0	0	0
540	Legislation Division of Post Audit	23.5	0	0	0	4	4
543	Real Estate Appraisal Board	2	0	0	0	0	0
549	Real Estate Commission	10.5	0	1	0	1	2
553	Kansas Racing & Gaming Comm	71.5	1	1	0	4	6
561	Board of Regents	56.5	3	0	0	4	7
562	Board of Tax Appeals	11	0	0	0	0	0
565	Department of Revenue	388	7	12	2	32	53
579	Revisor of Statutes	29	1	0	0	0	1
581	Norton Correctional Facility	27.5	2	1	0	3	6
604	School for the Blind	47	4	1	0	3	8
610	School for the Deaf	104.5	2	1	1	12	16
622	Secretary of State	40	2	0	0	2	4
625	Office of the Securities Comm	12	0	1	0	4	5
626	Kansas Sentencing Commission	13.5	0	0	0	2	2
629	Dept for Children and Families	922.5	7	21	0	117	145
652	Department of Education	159.5	1	1	0	7	9
660	Topeka Correctional Facility	40.5	0	1	0	3	4
663	State Bd of Technical Professions	4.5	0	0	0	0	0
670	State Treasurer	37	1	0	0	2	3
671	Pooled Money Investment Board	4	0	0	0	0	0
677	Judicial Branch	1819	68	43	0	105	216
694	Veterans Commission	80	1	2	0	31	34
700	Board of Veterinary Examiners	3.5	0	0	0	0	0
709	Kansas Water Office	16	2	0	0	1	3
710	KS Wildlife, Parks & Tourism	193.5	6	1	0	4	11
712	Winfield Correctional Facility	23.5	0	1	0	2	3
<b>Total</b>		<b>9,935.0</b>	<b>239</b>	<b>277</b>	<b>11</b>	<b>1,188</b>	<b>1,715</b>
<b>FY 2017 % of Total Separations</b>			<b>13.94%</b>	<b>16.15%</b>	<b>0.64%</b>	<b>69.27%</b>	
<b>FY 2016 % of Total Separations</b>			<b>17.66%</b>	<b>14.63%</b>	<b>0.71%</b>	<b>66.99%</b>	
<b>FY 2015 % of Total Separations</b>			<b>23.42%</b>	<b>17.79%</b>	<b>1.69%</b>	<b>57.09%</b>	
<b>FY 2014 % of Total Separations</b>			<b>16.15%</b>	<b>24.68%</b>	<b>1.16%</b>	<b>58.01%</b>	
<b>FY 2013 % of Total Separations</b>			<b>18.76%</b>	<b>17.35%</b>	<b>0.71%</b>	<b>63.19%</b>	
<b>FY 2012 % of Total Separations</b>			<b>20.72%</b>	<b>21.01%</b>	<b>1.16%</b>	<b>57.10%</b>	
<b>FY 2011 % of Total Separations</b>			<b>17.70%</b>	<b>31.01%</b>	<b>1.22%</b>	<b>50.06%</b>	
<b>FY 2010 % of Total Separations</b>			<b>22.31%</b>	<b>9.92%</b>	<b>1.65%</b>	<b>66.12%</b>	
<b>FY 2009 % of Total Separations</b>			<b>15.95%</b>	<b>15.38%</b>	<b>1.50%</b>	<b>67.17%</b>	

**Source:** SHARP (FY 2013-2017); Excludes Classified, temporary employees who are non-benefit eligible, Regents and student employees. All historical data in this table has been updated to exclude Regents. Agencies who do not have Unclassified employees will not be shown. Total percent may not be equal to 100% due to rounding.

## Statewide Turnover FY 2017



**Note:**

The increase in FY 2012 is primarily due to retirements. Retirements accounted for 25% of separations in FY 2011, but accounted for 40% of separations in FY 2012, most likely because of the voluntary retirement incentive program (VRIP) offered in FY 2012.

**Source:**

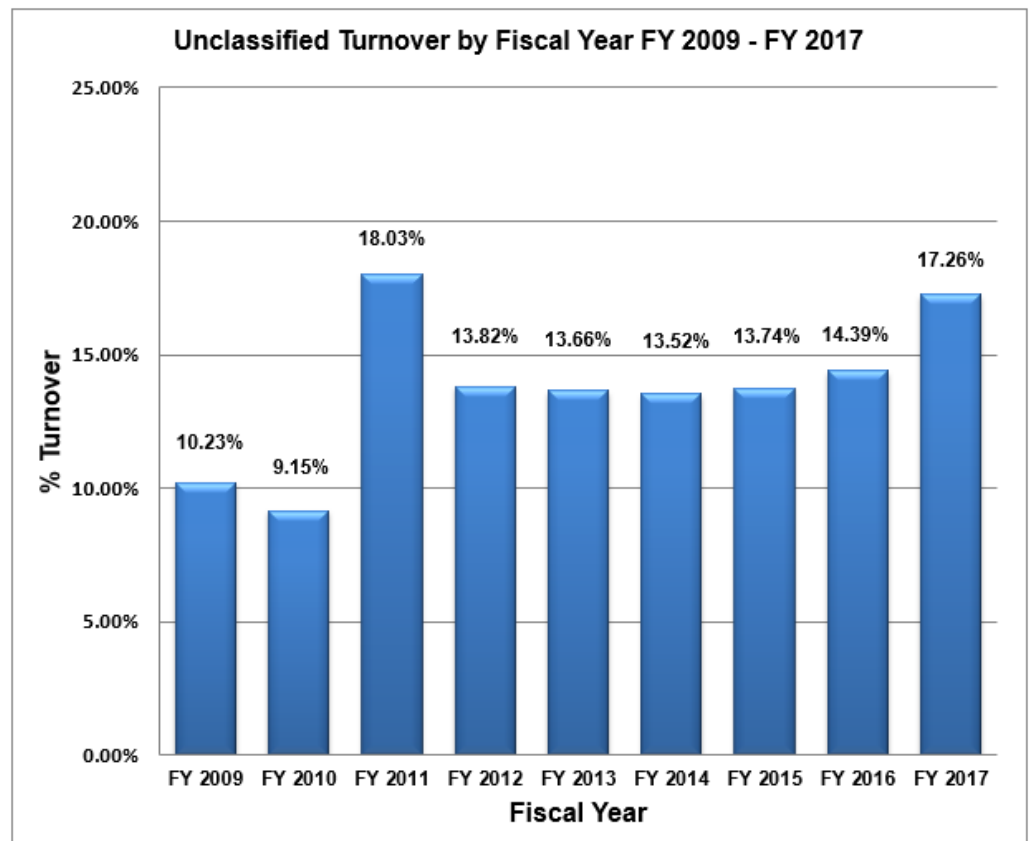
SHARP (FY 2009-2017); Excludes unclassified, temporary, Regents, and student employees. All data in this chart has been updated to exclude Regents. Agencies Prior report values updated to remove Regents.

**Note:**

FY 2017 was the first year where the Unclassified service has the greater average percentage of employees. Since 2012, there has been a 43.5% decrease in Classified employees while there has been a 99% increase in Unclassified. This may be a factor in the 5-year separation decrease of 36.5% for Classified and 148.6% for Unclassified employees.

**Source:**

SHARP (FY 2009-2017); Excludes Classified, temporary employees who are non-benefit eligible, Regents and student employees. All historical data in this chart has been updated to exclude Regents.



## Classified Employees Turnover by Agency Fiscal Year 2009-2017

Agy #	Agency Name	Avg # Ees FY 2017	Turnover Rate								
			FY 2017	FY 2016	FY 2015	FY 2014	FY 2013	FY 2012	FY 2011	FY 2010	FY 2009
028	Board of Accountancy	N/A	N/A	N/A	N/A	N/A	0.00%	0.00%	0.00%	200.0%	100.0%
034	Adjutant General	15	6.67%	9.30%	4.10%	7.02%	9.38%	8.70%	7.79%	0.00%	8.00%
039	Ks Dept for Aging & Disability Svs	67	16.42%	33.79%	11.70%	17.91%	25.69%	17.29%	27.44%	11.30%	9.71%
046	Kansas Dept of Agriculture	42	9.52%	8.45%	12.90%	17.66%	9.90%	11.76%	8.05%	7.27%	10.09%
058	Kansas Human Rights Comm	15	6.67%	6.90%	12.90%	5.71%	5.13%	4.88%	0.00%	17.02%	7.27%
083	Kansas Bureau of Investigation	174.5	6.88%	10.50%	10.40%	8.09%	8.22%	8.24%	7.78%	9.18%	6.27%
094	Bank Commissioner	N/A	N/A	100.0%	0.00%	42.86%	14.46%	14.67%	7.74%	9.03%	7.64%
100	Board of Barbering	N/A	N/A	N/A	N/A	0.00%	0.00%	0.00%	0.00%	100.0%	0.00%
102	Behavioral Sciences Reg Board	2.5	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	20.00%	0.00%
105	State Board of Healing Arts	3	33.33%	5.41%	3.00%	6.15%	12.50%	3.17%	16.13%	12.90%	9.68%
143	Corporation Commission	7	0.00%	2.00%	6.00%	7.93%	4.86%	7.72%	7.41%	5.1%	4.3%
149	Board of Cosmetology	3	0.00%	16.67%	11.80%	21.05%	20.00%	10.00%	10.00%	10.00%	19.05%
159	Department of Credit Unions	N/A	N/A	N/A	0.00%	0.00%	16.67%	27.27%	18.18%	0.00%	20.00%
167	Dental Board	1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
173	Department of Administration	143	16.78%	16.59%	8.20%	8.07%	10.05%	10.50%	9.85%	8.99%	6.89%
177	Ellsworth Correctional Facility	196.5	24.94%	28.22%	24.20%	25.96%	26.25%	21.80%	19.86%	18.14%	17.54%
178	Office of Admin Hearings	0.5	200.00%	0.0%	0.00%	18.18%	0.00%	13.33%	0.00%	0.00%	0.00%
195	El Dorado Correctional Facility	386.5	43.21%	27.42%	30.00%	23.93%	16.20%	19.03%	19.18%	15.5%	24.54%
204	Board of Mortuary Arts	1.5	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%
206	Emergency Medical Services	7	28.57%	21.05%	18.20%	17.39%	7.69%	0.00%	8.70%	8.00%	0.00%
234	Fire Marshal	8	0.00%	5.56%	15.90%	18.67%	15.38%	20.25%	13.95%	17.6%	8.5%
264	Dept of Health & Environment	279	10.39%	18.38%	11.80%	9.85%	7.41%	12.40%	8.79%	6.62%	8.70%
270	Health Care Stabilization Fund	1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	18.18%	20.00%
276	Department of Transportation	1033.5	13.93%	16.59%	14.10%	11.41%	13.03%	13.96%	8.79%	7.66%	7.05%
280	Highway Patrol	676.5	7.24%	6.38%	9.40%	8.90%	6.13%	7.99%	6.66%	5.61%	3.72%
288	Kansas Historical Society	55	10.91%	11.86%	16.80%	5.63%	10.53%	13.33%	12.43%	6.38%	11.76%
296	Department of Labor	110.5	14.48%	12.9%	10.90%	6.09%	9.24%	30.87%	13.78%	7.13%	5.31%
300	Dept of Commerce	98	27.55%	24.43%	21.50%	11.76%	22.01%	21.28%	21.88%	15.3%	14.29%
313	Hutchinson Correctional Facility	413	26.39%	31.38%	28.10%	28.33%	22.08%	23.16%	22.78%	21.14%	18.60%
328	Board of Indigents Defense Services	28.5	14.04%	16.67%	9.30%	5.26%	5.08%	6.72%	4.96%	7.87%	7.52%
331	Insurance Department	1	0.00%	0.00%	40.00%	0.00%	0.00%	63.64%	12.12%	0.00%	5.26%
350	Juvenile Justice Authority	N/A	N/A	N/A	N/A	N/A	0.00%	12.12%	15.79%	19.51%	4.76%
352	Kansas Juvenile Correct Complex	187.5	30.40%	28.29%	23.30%	23.06%	26.21%	27.84%	29.61%	37.44%	35.48%
363	Kansas Neurological Institute	330	21.21%	22.96%	17.00%	20.51%	14.41%	25.64%	14.42%	14.45%	12.23%
365	Ks Pub Employees Ret Sys	1.5	133.3%	21.05%	10.90%	6.62%	7.04%	12.03%	10.29%	8.76%	5.93%
373	Kansas State Fair Board	10	20.00%	5.71%	16.70%	12.50%	4.26%	8.89%	17.78%	8.89%	13.33%
400	Lansing Correctional Facility	543	35.91%	33.22%	24.10%	18.61%	15.08%	18.88%	13.67%	15.40%	19.55%
408	Larned Cor Mental Health Facility	162.5	24.62%	30.40%	26.06%	23.42%	22.49%	26.97%	30.47%	21.47%	14.29%
410	Larned State Hospital	381	17.32%	35.30%	34.78%	28.39%	30.82%	22.24%	20.02%	18.64%	22.74%
412	Larned Juvenile Correctional Facility	56.5	79.65%	26.90%	32.00%	19.51%	24.89%	26.56%	21.77%	18.75%	21.79%

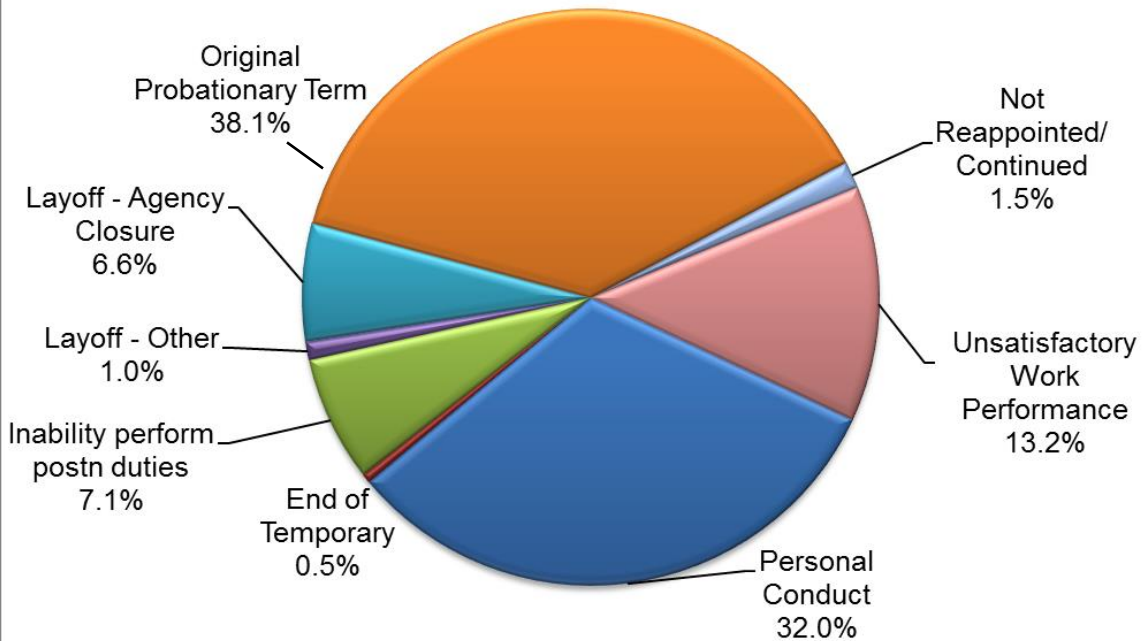


## Classified Employees Turnover by Agency Fiscal Year 2009-2017

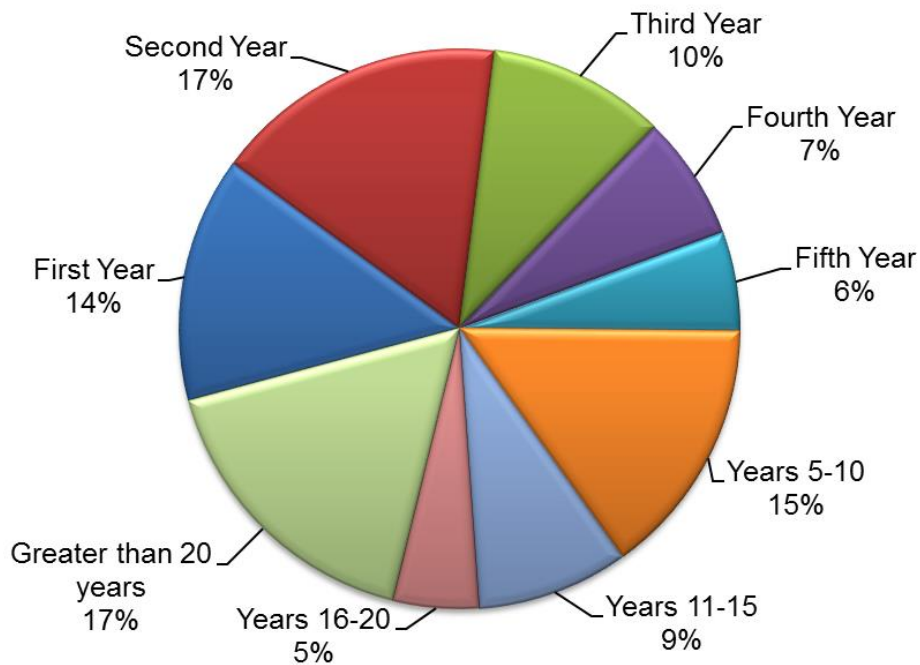
Agy #	Agency Name	Avg # Ees FY 2017	Turnover Rate								
			FY 2017	FY 2016	FY 2015	FY 2014	FY 2013	FY 2012	FY 2011	FY 2010	FY 2009
434	State Library	12.5	8.00%	18.80%	5.13%	5.13%	16.55%	5.13%	5.13%	5.00%	5.00%
450	The Kansas Lottery	4	0.00%	0.00%	10.00%	9.23%	12.35%	0.00%	4.88%	7.14%	4.71%
482	Board of Nursing	12.5	16.00%	4.80%	9.76%	0.00%	11.11%	5.41%	5.56%	15.79%	5.26%
488	Optometry Board of Examiners	1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
494	Osawatomie State Hospital	152.5	25.57%	41.90%	29.87%	19.84%	25.96%	18.96%	20.08%	17.19%	26.33%
507	Parsons St Hosp & Trng Center	326	15.03%	16.70%	18.12%	12.93%	16.10%	10.43%	10.83%	7.14%	10.89%
521	Department of Corrections	189	18.52%	13.10%	12.96%	10.73%	13.06%	10.33%	7.68%	6.77%	10.43%
522	Ks Correctional Industries	23.5	12.77%	11.80%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
531	Board of Pharmacy	3	0.00%	22.20%	0.00%	18.18%	0.00%	0.00%	0.00%	18.18%	0.00%
543	Real Estate Appraisal Board	N/A	N/A	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
549	Real Estate Commission	N/A	N/A	25.00%	18.18%	14.29%	11.76%	11.11%	10.53%	0.00%	10.53%
553	Kansas Racing & Gaming Comm	8.5	11.76%	7.70%	13.21%	10.71%	8.42%	13.51%	2.99%	33.77%	7.14%
555	Rainbow Mental Health Facility	N/A	N/A	N/A	123.08%	58.16%	39.53%	43.35%	27.36%	18.96%	26.29%
561	Board of Regents	0.5	0.00%	0.00%	22.22%	0.00%	13.33%	30.00%	7.69%	6.90%	0.00%
562	Board of Tax Appeals	4.5	44.44%	13.30%	0.00%	0.00%	8.00%	0.00%	11.76%	0.00%	10.00%
565	Department of Revenue	574	10.10%	8.10%	8.71%	9.26%	14.31%	7.22%	5.32%	6.27%	6.11%
581	Norton Correctional Facility	218	23.85%	23.20%	16.36%	18.44%	16.63%	13.33%	14.00%	17.57%	13.78%
604	School for the Blind	11.5	8.70%	13.80%	38.71%	33.33%	10.00%	5.00%	0.00%	5.26%	19.51%
610	School for the Deaf	20.5	4.88%	21.40%	14.04%	16.39%	11.27%	13.51%	21.92%	23.81%	10.99%
625	Office of the Securities Comm	N/A	N/A	0.00%	0.00%	38.10%	0.00%	36.36%	0.00%	9.09%	8.89%
629	Dept for Children and Families	1245	13.01%	17.20%	18.85%	14.24%	18.37%	10.04%	9.48%	10.82%	12.40%
634	Ks Conservation Commission	N/A	N/A	N/A	N/A	N/A	N/A	0.00%	0.00%	0.00%	0.00%
652	Department of Education	73	9.59%	11.10%	8.87%	14.12%	11.15%	11.39%	8.70%	9.09%	10.83%
660	Topeka Correctional Facility	195	27.69%	20.70%	19.27%	15.63%	18.44%	18.82%	16.63%	15.32%	14.67%
663	State Bd of Technical Professions	N/A	N/A	200.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
670	State Treasurer	1	0.00%	40.00%	0.00%	22.22%	0.00%	0.00%	0.00%	14.29%	0.00%
671	Pooled Money Investment Board	1	0.00%	0.00%	50.00%	0.00%	0.00%	25.00%	25.00%	25.00%	0.00%
694	Veterans Commission	234.5	46.06%	23.90%	22.61%	22.41%	18.98%	20.59%	23.79%	24.29%	26.29%
709	Kansas Water Office	1	0.00%	8.30%	7.69%	7.69%	20.63%	12.12%	5.88%	11.11%	5.26%
710	KS Wildlife, Parks & Tourism	226	7.52%	8.00%	6.53%	7.98%	10.46%	8.02%	7.04%	3.74%	5.53%
712	Winfield Correctional Facility	170.5	19.94%	17.10%	20.57%	13.65%	16.84%	12.34%	16.88%	15.82%	16.41%
Statewide		9147	19.24%	20.04%	16.63%	16.75%	14.48%	17.13%	12.74%	11.76%	11.38%

**Source:** SHARP (FY 2009-2017); Excludes unclassified, temporary, Regents and student employees. All historical data in this chart has been updated to exclude Regents. Agencies marked "N/A" have no classified employees or the agency has been abolished. Agencies that were abolished before 2012 are not included. Agencies without classified employees for the time frame shown are not included in the table.

### FY 2017 Classified Employee Terminations Involuntary Turnover by Reason



### FY 2017 Classified Employee Turnover Terminations by Length of Service



**Source:** SHARP (FY 2017); Excludes classified, temporary, Regents and student employees.

## Unclassified Employees Turnover by Agency Fiscal Year 2009-2017

Agy #	Agency Name	Avg # Ees FY 2017	Turnover Rate								
			FY 2017	FY 2016	FY 2015	FY 2014	FY 2013	FY 2012	FY 2011	FY 2010	FY 2009
028	Board of Accountancy	2	100.00%	40.00%	40.00%	0.00%	33.33%	0.00%	0.00%	0.0%	100.0%
034	Adjutant General	217	18.43%	25.78%	26.45%	46.95%	13.16%	17.14%	17.55%	8.83%	10.83%
039	Ks Dept for Aging & Disability Svs	184.5	24.93%	24.11%	14.22%	15.69%	14.58%	15.87%	37.50%	0.00%	16.33%
046	Kansas Dept of Agriculture	272	14.34%	14.49%	17.07%	14.48%	12.90%	13.45%	12.37%	9.88%	19.18%
058	Kansas Human Rights Comm	3	33.33%	0.00%	66.67%	66.67%	0.00%	66.67%	0.00%	50.00%	0.00%
082	Attorney General	125	14.40%	17.43%	15.77%	14.17%	10.57%	14.81%	34.67%	10.48%	11.11%
083	Kansas Bureau of Investigation	99	9.09%	13.84%	11.76%	7.25%	6.49%	14.38%	6.78%	9.30%	9.13%
094	Bank Commissioner	100	6.00%	14.1%	11.17%	8.47%	5.17%	4.26%	4.76%	15.38%	0.00%
100	Board of Barbering	2.5	0.00%	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%	50.0%	50.00%
102	Behavioral Sciences Reg Board	6.5	15.38%	0.00%	0.00%	0.00%	18.18%	0.00%	25.00%	0.0%	0.0%
105	State Board of Healing Arts	49.5	14.14%	6.06%	12.12%	7.41%	8.00%	24.00%	32.00%	14.81%	10.00%
122	Citizens Utility Ratepayer Bd	5.5	0.00%	60.00%	0.00%	18.18%	0.00%	18.18%	0.00%	16.67%	0.00%
143	Corporation Commission	174	8.62%	12.50%	13.33%	26.90%	18.60%	28.07%	19.54%	16.00%	12.94%
149	Board of Cosmetology	9.5	21.05%	46.15%	0.00%	28.57%	0.00%	0.00%	100.00%	0.00%	0.00%
159	Department of Credit Unions	9.5	31.58%	10.53%	57.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
167	Dental Board	2	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
173	Department of Administration	306.5	11.42%	11.4%	9.05%	6.87%	13.56%	19.16%	21.92%	2.95%	8.55%
177	Ellsworth Correctional Facility	21.5	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	40.00%	0.0%	33.3%
178	Office of Admin Hearings	9.5	42.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
195	El Dorado Correctional Facility	43.5	9.20%	5.88%	0.00%	0.00%	25.00%	0.00%	0.00%	28.57%	0.00%
204	Board of Mortuary Arts	1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
206	Emergency Medical Services	5	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%
234	Fire Marshal	49	12.24%	20.78%	17.78%	30.77%	18.18%	0.00%	100.00%	0.00%	66.67%
247	Ks Gov Ethics Commission	8	12.50%	12.50%	0.00%	25.00%	12.50%	13.33%	26.67%	0.00%	11.76%
252	Governor	36	19.44%	8.45%	17.91%	14.71%	13.89%	18.42%	49.32%	16.90%	28.57%
264	Dept of Health & Environment	714.5	15.82%	17.7%	15.02%	14.11%	13.54%	18.08%	12.69%	13.97%	14.90%
270	Health Care Stabilization Fund	18	0.00%	5.56%	12.12%	0.00%	0.00%	0.00%	0.00%	8.7%	28.57%
276	Department of Transportation	1198	20.95%	16.62%	9.72%	9.63%	18.02%	7.21%	8.55%	8.3%	10.3%
280	Highway Patrol	63	23.81%	13.68%	17.31%	6.74%	12.66%	20.78%	12.82%	7.50%	10.00%
288	Kansas Historical Society	7.5	0.00%	18.18%	20.00%	0.00%	0.00%	0.00%	50.00%	0.00%	40.00%
296	Department of Labor	268.5	16.76%	13.01%	16.94%	14.92%	20.63%	28.39%	60.66%	11.46%	31.07%
300	Dept of Commerce	145	20.00%	18.87%	20.43%	15.17%	28.24%	15.60%	9.30%	10.34%	3.51%
313	Hutchinson Correctional Facility	53	5.66%	0.00%	0.00%	0.00%	22.22%	0.00%	28.57%	0.00%	0.00%
328	Board of Indigents Defense Services	145	12.41%	18.33%	19.18%	13.57%	13.51%	14.41%	14.29%	10.71%	15.18%
331	Insurance Department	112.5	9.78%	11.9%	29.91%	13.97%	5.26%	6.36%	11.32%	10.28%	3.74%
349	Judicial Council	5	0.00%	20.00%	20.00%	0.00%	25.00%	0.00%	54.55%	0.0%	12.50%
350	Juvenile Justice Authority	N/A	N/A	N/A	N/A	N/A	47.62%	34.78%	35.71%	0.0%	7.02%
352	Kansas Juvenile Correct Complex	24.5	12.24%	0.00%	26.67%	42.11%	27.27%	50.00%	28.57%	34.78%	19.05%
359	Ks Arts Commission	N/A	N/A	N/A	N/A	N/A	N/A	0.00%	100.00%	0.00%	0.00%
363	Kansas Neurological Institute	76.5	65.36%	35.29%	0.00%	46.15%	15.38%	0.00%	15.38%	0.00%	0.00%
365	Ks Pub Employees Ret Sys	107	4.67%	5.85%	17.02%	0.00%	15.79%	17.65%	22.86%	0.00%	5.56%
373	Kansas State Fair Board	14	7.14%	26.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
400	Lansing Correctional Facility	55.5	18.02%	3.77%	18.18%	22.22%	28.57%	0.00%	0.00%	0.00%	0.00%
408	Larned Cor Mental Health Facility	15	20.00%	0.00%	40.00%	0.00%	0.00%	0.00%	80.00%	0.00%	0.00%
410	Larned State Hospital	272	43.01%	29.20%	39.62%	36.36%	56.82%	44.16%	30.99%	44.16%	40.96%
412	Larned Juvenile Correctional Facility	3.5	57.14%	15.38%	0.00%	0.00%	33.33%	9.52%	0.00%	8.33%	16.67%
422	Legislative Coordinating Council	7.5	13.33%	13.33%	12.50%	25.00%	12.50%	31.58%	9.09%	0.00%	0.00%

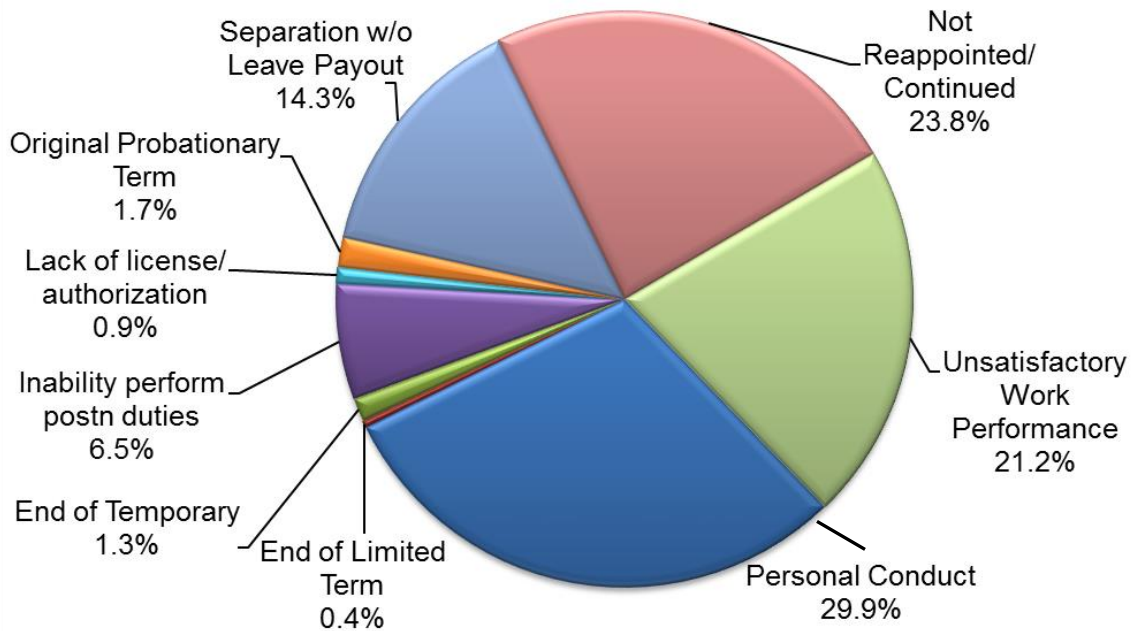
## Unclassified Employees Turnover by Agency cont. Fiscal Year 2009-2017

Agy #	Agency Name	Avg # Ees FY 2017	Turnover Rate								
			FY 2017	FY 2016	FY 2015	FY 2014	FY 2013	FY 2012	FY 2011	FY 2010	FY 2009
425	Legislative Research Dept	39.5	7.59%	12.35%	14.46%	12.35%	23.81%	9.30%	16.28%	9.52%	12.35%
428	Legislature	44.5	26.97%	10.87%	11.70%	5.24%	38.14%	7.54%	20.36%	3.03%	4.95%
434	State Library	15	13.33%	46.67%	0.00%	10.00%	10.53%	52.63%	35.29%	11.76%	40.00%
446	Office of the Lt Governor	N/A	N/A	N/A	N/A	N/A	0.00%	0.00%	57.14%	120.0%	0.0%
450	The Kansas Lottery	82	7.32%	7.64%	6.76%	11.57%	10.10%	12.05%	10.96%	0.00%	5.19%
482	Board of Nursing	11.5	17.39%	50.00%	0.00%	28.57%	0.00%	25.00%	0.00%	33.33%	0.00%
488	Optometry Board of Examiners	N/A	N/A	N/A	N/A	0.00%	0.00%	200.00%	0.00%	0.00%	N/A
494	Osawatomie State Hospital	215.5	68.68%	18.58%	45.45%	32.73%	16.33%	30.43%	4.17%	23.53%	3.77%
507	Parsons St Hosp & Trng Center	108	38.89%	18.39%	18.18%	0.00%	16.67%	0.00%	18.18%	0.00%	0.00%
521	Department of Corrections	192	16.67%	15.12%	11.58%	10.88%	14.57%	25.87%	25.35%	6.90%	13.45%
522	Ks Correctional Industries	28	3.57%	27.59%	9.09%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%
529	Ks Comm Peace Ofcrs Std & Trng	4.5	44.44%	0.00%	20.00%	0.00%	0.00%	18.18%	0.00%	0.00%	25.00%
531	Board of Pharmacy	7.5	0.00%	36.36%	20.00%	25.00%	28.57%	0.00%	0.00%	0.0%	0.0%
540	Legislation Division of Post Audit	23.5	17.02%	17.39%	18.18%	13.95%	9.52%	18.60%	14.29%	30.30%	5.63%
543	Real Estate Appraisal Board	2	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
549	Real Estate Commission	10.5	19.05%	0.00%	20.00%	28.57%	33.33%	0.00%	0.00%	0.00%	0.00%
553	Kansas Racing & Gaming Comm	71.5	8.39%	4.40%	3.92%	15.69%	19.23%	22.22%	16.67%	17.65%	0.00%
555	Rainbow Mental Health Facility	N/A	N/A	N/A	N/A	66.67%	66.67%	33.33%	0.00%	40.00%	0.00%
561	Board of Regents	56.5	12.39%	14.04%	10.71%	11.32%	15.09%	32.14%	14.81%	6.38%	2.33%
562	Board of Tax Appeals	11	0.00%	0.00%	13.33%	13.33%	23.53%	20.00%	10.00%	0.00%	0.00%
565	Department of Revenue	388	13.66%	13.66%	12.22%	8.53%	12.74%	9.52%	24.00%	8.26%	8.93%
579	Revisor of Statutes	29	3.45%	7.02%	6.78%	7.02%	7.27%	10.71%	25.00%	10.17%	6.25%
581	Norton Correctional Facility	27.5	21.82%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	33.3%	0.0%
604	School for the Blind	47	17.02%	23.53%	17.14%	11.11%	5.50%	14.41%	12.39%	7.02%	6.72%
610	School for the Deaf	104.5	15.31%	21.28%	16.57%	13.68%	12.44%	12.50%	9.57%	12.57%	9.90%
622	Secretary of State	40	10.00%	14.81%	11.63%	11.76%	14.29%	15.73%	19.15%	14.43%	4.08%
625	Office of the Securities Comm	12	41.67%	23.26%	0.00%	0.00%	37.04%	33.33%	50.00%	0.00%	0.00%
626	Kansas Sentencing Commission	13.5	14.81%	0.00%	9.09%	0.00%	0.00%	10.00%	10.00%	10.00%	19.05%
629	Dept for Children and Families	922.5	15.72%	13.33%	16.12%	16.00%	10.86%	37.35%	36.57%	9.42%	15.53%
652	Department of Education	159.5	5.64%	9.64%	17.32%	16.17%	16.19%	17.46%	15.45%	9.57%	13.66%
660	Topeka Correctional Facility	40.5	9.88%	0.00%	13.33%	13.33%	0.00%	25.00%	0.00%	0.00%	11.11%
663	State Bd of Technical Professions	4.5	0.00%	44.44%	0.00%	50.00%	0.00%	0.00%	0.00%	0.0%	50.0%
670	State Treasurer	37	8.11%	5.48%	8.22%	5.80%	23.53%	11.43%	21.21%	9.23%	0.00%
671	Pooled Money Investment Board	4	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	50.00%
677	Judicial Branch	1819	11.87%	11.10%	9.99%	8.26%	9.32%	7.21%	7.64%	5.53%	8.21%
694	Veterans Commission	80	42.50%	22.58%	42.11%	19.05%	20.00%	20.00%	19.05%	18.18%	16.67%
700	Board of Veterinary Examiners	3.5	0.00%	0.00%	N/A	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%
709	Kansas Water Office	16	18.75%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	28.57%
710	KS Wildlife, Parks & Tourism	193.5	5.68%	4.04%	13.86%	11.11%	14.63%	12.35%	7.41%	5.48%	11.76%
712	Winfield Correctional Facility	23.5	12.77%	0.0%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

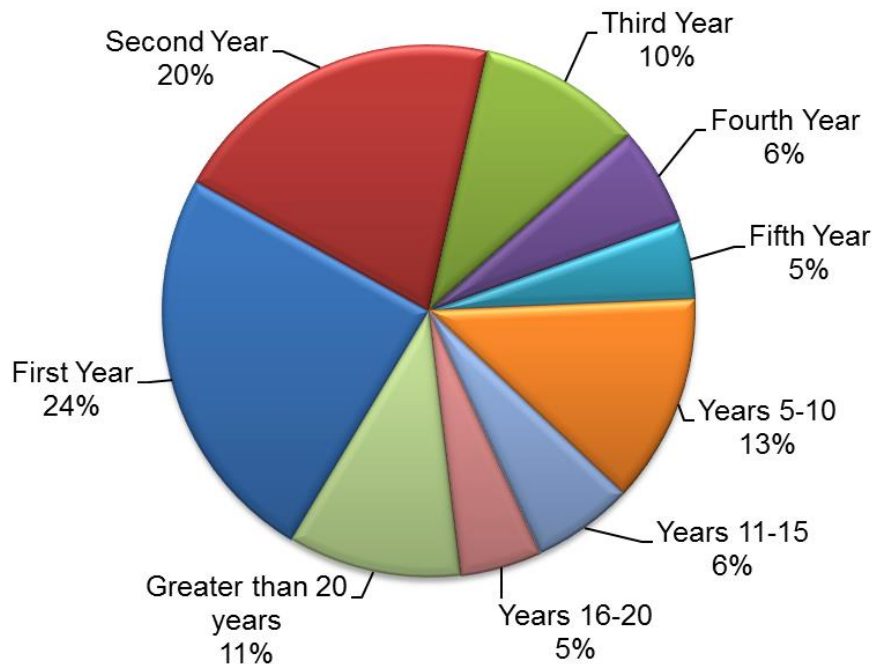
<b>Statewide</b>	<b>9935</b>	<b>17.26%</b>	<b>14.39%</b>	<b>13.74%</b>	<b>13.52%</b>	<b>13.66%</b>	<b>13.82%</b>	<b>18.03%</b>	<b>9.15%</b>	<b>10.23%</b>
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**Source:** SHARP (FY 2009-2017); Includes unclassified regular and unclassified temporary, benefit eligible employees. Excludes classified, Regents, and student employees. All historical data in this chart has been updated to exclude Regents. Agencies marked "N/A" had no unclassified employees that fiscal year or the agency has been abolished. Agencies that were abolished before 2012 are not include.

### FY 2017 Unclassified Employee Terminations Involuntary Turnover by Reason



### FY 2017 Unclassified Employee Turnover Terminations by Length of Service



**Source:** SHARP (FY 2017); Excludes classified, temporary employees who are non-benefit eligible, Regents and student employees.

## Agency with Less Than 10% Turnover

### Classified Employees

Agy #	Agency Name	Avg # Employees	Turnover
083	Kansas Bureau of Investigation	174.5	6.88%
280	Highway Patrol	676.5	7.24%
710	KS Wildlife, Parks & Tourism	226	7.52%
652	Department of Education	73	9.59%

Excludes agencies with less than an average of 50 classified employees for FY 2017

**Source:** SHARP (FY 2017); Excludes unclassified, temporary, Regents and student employees.

### Unclassified Employees

Agy #	Agency Name	Avg # Employees	Turnover
365	Ks Pub Employees Ret Sys	107	4.67%
652	Department of Education	159.5	5.64%
313	Hutchinson Correctional Facility	53	5.66%
710	KS Wildlife, Parks & Tourism	193.5	5.68%
094	Bank Commissioner	100	6.00%
450	The Kansas Lottery	82	7.32%
553	Kansas Racing & Gaming Comm	71.5	8.39%
143	Corporation Commission	174	8.62%
083	Kansas Bureau of Investigation	99	9.09%
331	Insurance Department	112.5	9.78%

Excludes agencies with less than an average of 50 classified employees for FY 2017

**Source:** SHARP (FY 2017); Excludes classified, temporary employees who are non-benefit eligible, Regents and student employees.



## Job Turnover FY 2017

### Classified Job Titles with 20% or Higher Turnover Rates in FY 2017

Job Code	Job Title	Avg # Employees	Turnover
8109L1	Corrections Officer I (A)	397.5	79.75%
5001F2	Certified Nurse Aide I	72.5	75.86%
4158A6	Program Specialist I	53.5	39.25%
4401L1	Juvenile Corrections Off I (B)	106	34.91%
8111L1	Corrections Officer I (B)	593	30.52%
5004F2	MHDD Technician	539	26.72%
7556L1	Parole Officer I	75.5	25.17%
3071N3	Equipment Operator	213.5	22.48%

Excludes trainee classes and agencies with less than an average of 50 classified employees

**Source:** SHARP (FY 2017); Excludes unclassified, temporary, Regents, and student employees. Excludes job titles that had less than an average of 50 employees in FY 2017.

### Unclassified Job Titles with 20% or Higher Turnover Rates in FY 2017

Job Code	Job Title	Avg # Employees	Turnover
082207	Mental Health/Dev Disability Tech	232	97.41%
066812	Equipment Operator	356.5	41.80%
097621	Registered Nurse	65	41.54%
071300	Health Facility Surveyor	63.5	36.22%
0C3102	Protection Specialist	168.5	30.27%
0C3101	Protective Investigator	54	24.07%
058414	Human Services Assistant	58.5	22.22%
0B9601	Program Specialist	148	21.62%
097630	Special Investigator	53.5	20.56%
040900	Facilities Maintenance Supervisor	60	20.00%

Excludes trainee classes and agencies with less than an average of 50 classified employees

**Source:** SHARP (FY 2017); Excludes classified, temporary employees who are non-benefit eligible, Regents and student employees.

## State of Kansas

### Fiscal Year 2012-2017

#### Section 4: Special Comparison Report

The graphs and tables that follow show changes in the workforce that occurred between FY 2012 and FY 2017. Beginning with FY 2015 data, Regents universities are no longer included.

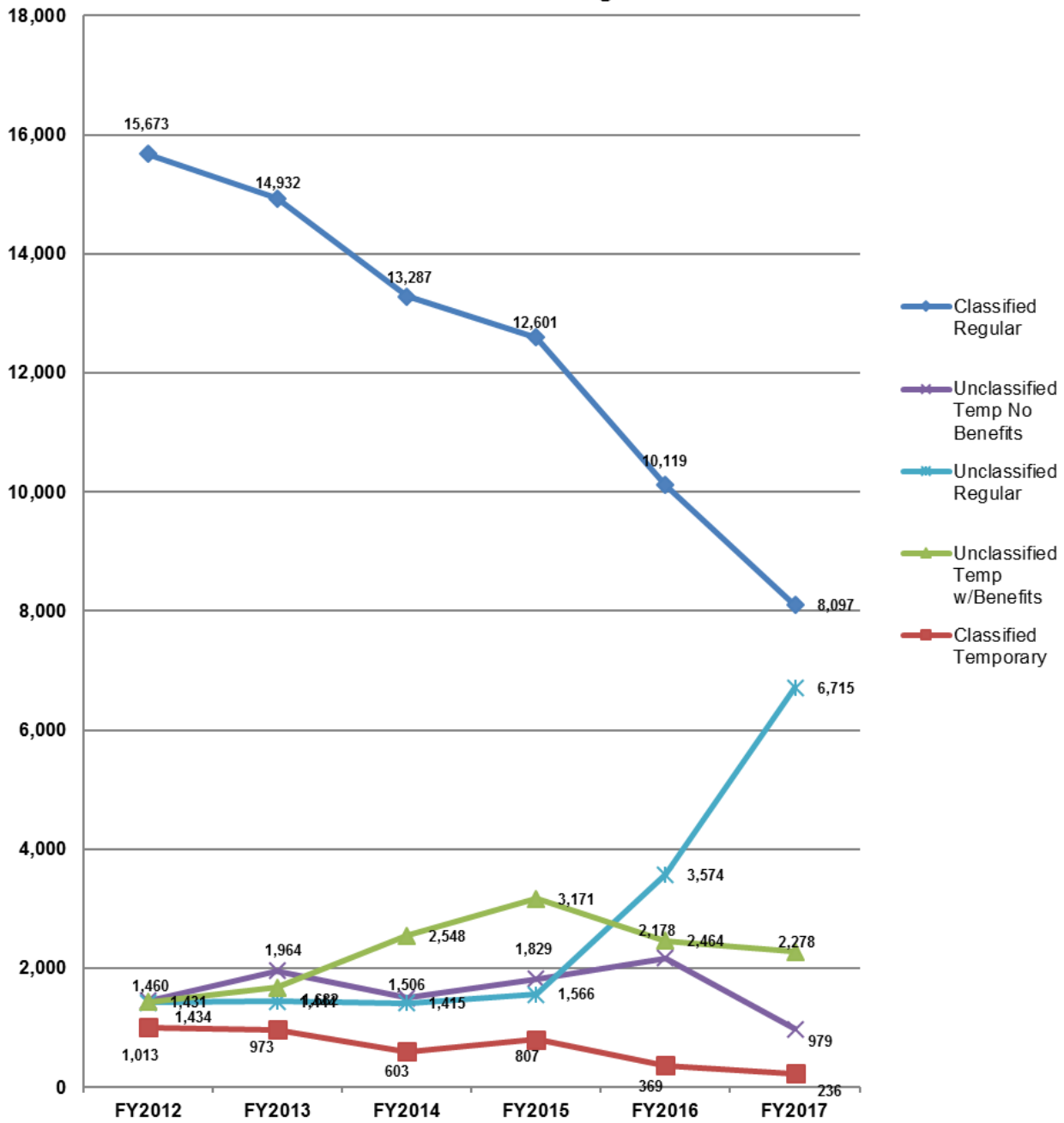
- The number of classified regular employees continues to decrease. The number of Executive Branch employees, including non-benefit eligible, also continues to decrease.
- The number of unclassified regular employees in the Executive Branch more than tripled from FY 2012 – FY 2017
- The number of Judicial Branch employees decreased just 0.5% from FY 2012 to FY 2017.
- The number of Legislative Branch employees decreased by 11.3% from FY 2012 to FY 2017.
- These job codes are excluded from data for Human Services agencies in FY 2017:

036000 – Member of a Home

035500 – Resident Worker

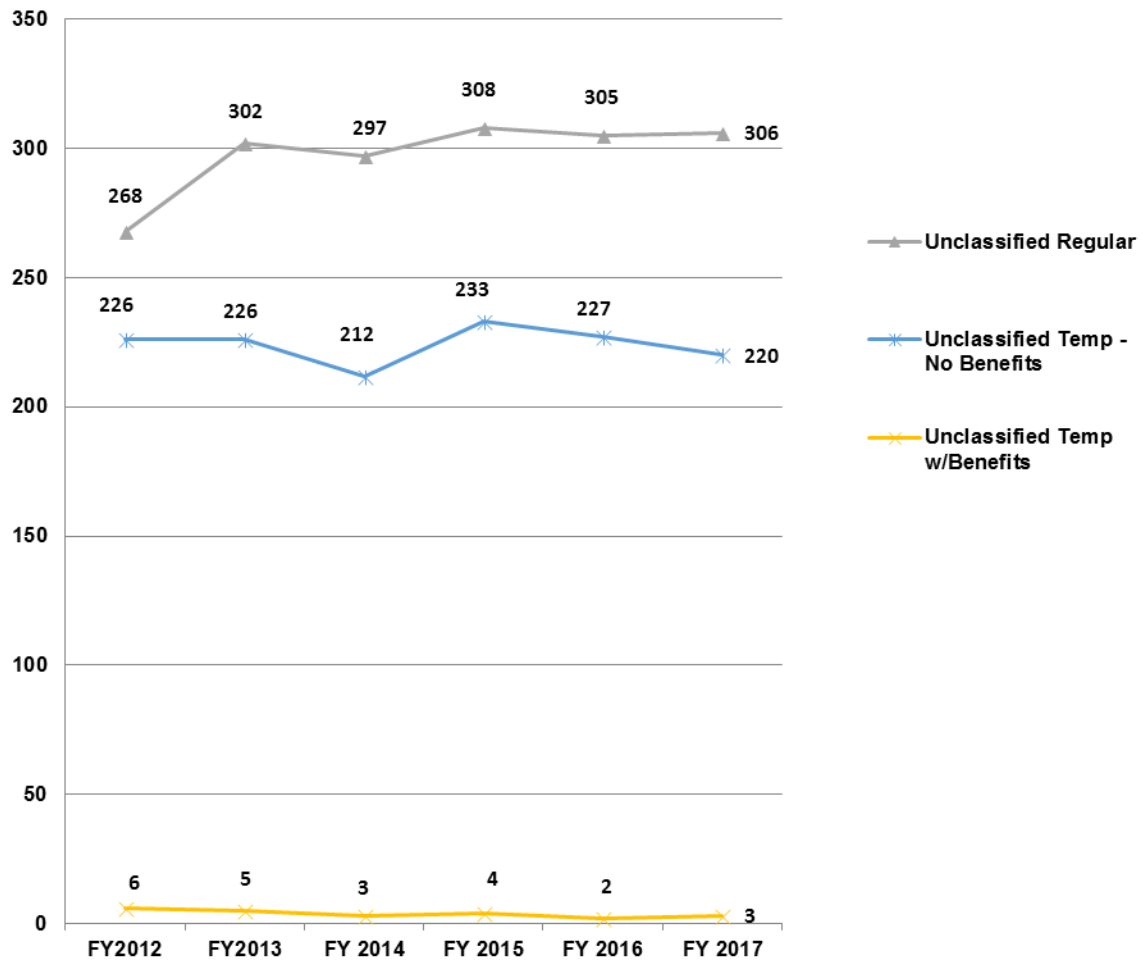


**Number of Employees, by Type of Employee, By Fiscal Year**  
**Executive Branch: Excludes Regents**



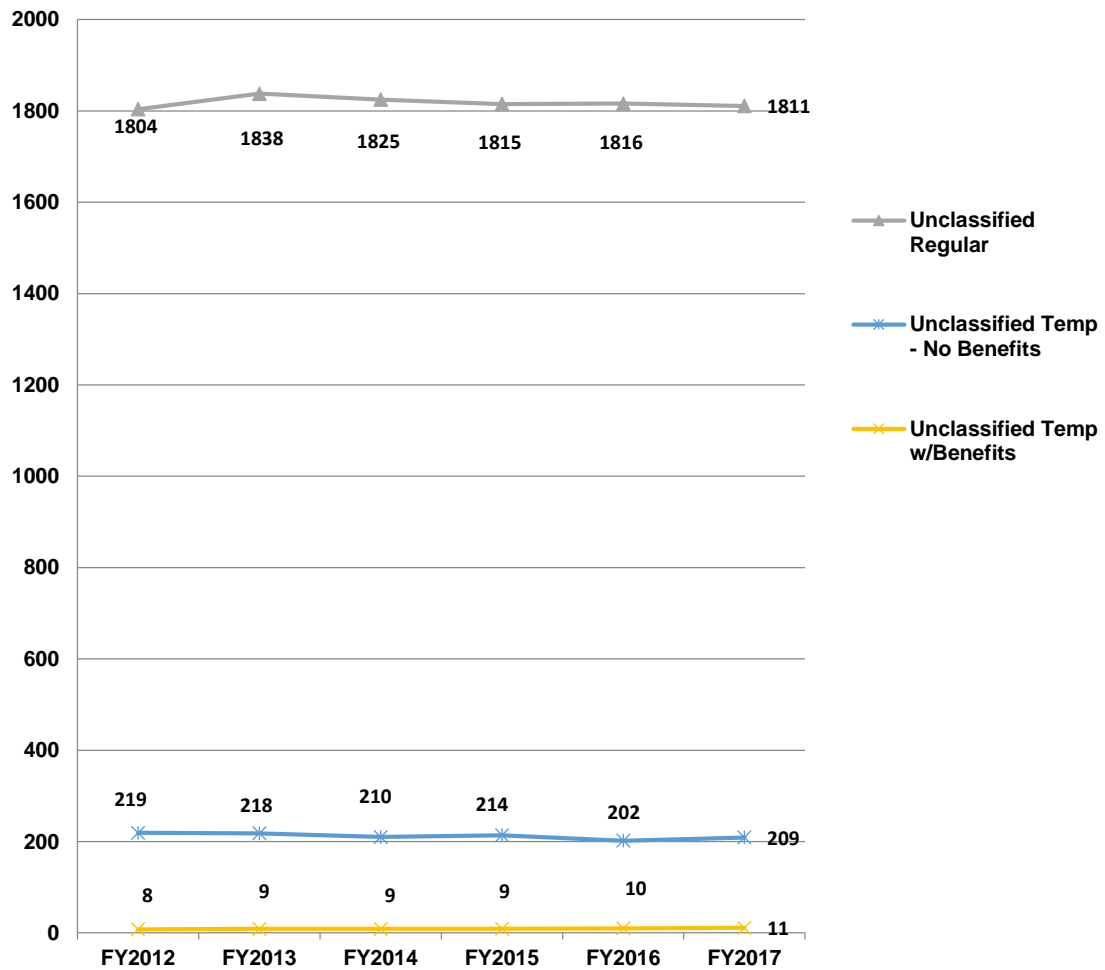
**Source:** SHARP (FY 2012-FY 2017); Includes executive branch employees; Excludes Regents universities.

**Number of Employees, by Type of Employee, By Fiscal Year  
Legislative Branch**



**Source:** SHARP (FY2012-FY2017); Includes Legislative Branch employees only.

**Number of Employees, by Type of Employee, By Fiscal Year  
Judicial Branch Only**



**Source:** SHARP (FY2012-FY2017); Includes Judicial Branch employees only.

## Number of Classified Regular Employees: FY 2012 - FY 2017

Agency	Agency Name	Fiscal Year						FY 12-17
		2012	2013	2014	2015	2016	2017	+/-
016	Abstracters Board of Examiners	0	0	0	0	0	0	0
028	Board of Accountancy	0	0	0	0	0	0	0
034	Adjutant General	32	29	26	23	19	10	-22
039	Ks Dept for Aging & Disability Svs	125	177	149	128	91	43	-82
046	Kansas Dept of Agriculture	259	226	127	96	26	38	-221
055	Animal Health Department	0	0	0	0	0	0	0
058	Kansas Human Rights Comm	58	19	16	15	14	11	-47
082	Attorney General	0	0	0	0	0	0	0
083	Kansas Bureau of Investigation	177	188	183	181	181	168	-9
094	Bank Commissioner	73	10	4	2	0	0	-73
100	Board of Barbering	1	1	0	0	0	0	-1
102	Behavioral Sciences Reg Board	3	3	3	3	3	2	-1
105	State Board of Healing Arts	32	30	29	33	4	2	-30
122	Citizens Utility Ratepayer Bd	0	0	0	0	0	0	0
143	Corporation Commission	126	121	106	93	6	7	-119
149	Board of Cosmetology	11	10	9	8	4	2	-9
159	Department of Credit Unions	11	1	1	0	0	0	-11
167	Dental Board	2	2	1	1	1	1	-1
171	Health Policy Authority	0	0	0	0	0	0	0
173	Department of Administration	440	396	296	261	161	125	-315
177	Ellsworth Correctional Facility	213	214	202	210	192	192	-21
178	Office of Admin Hearings	7	8	3	3	1	0	-7
195	El Dorado Correctional Facility	402	444	452	454	417	338	-64
204	Board of Mortuary Arts	2	2	2	2	2	1	-1
206	Emergency Medical Services	13	13	10	12	7	7	-6
234	Fire Marshal	38	40	35	28	8	8	-30
247	Ks Gov Ethics Commission	0	0	0	0	0	0	0
252	Governor	1	1	0	0	0	0	-1
264	Dept of Health & Environment	668	634	546	423	203	252	-416
266	Bd of Examiners for Hearing Aids	0	0	0	0	0	0	0
270	Health Care Stabilization Fund	6	3	3	1	1	1	-5
276	Department of Transportation	2,640	2,408	1,898	1,729	1,198	867	-1773
280	Highway Patrol	737	732	709	673	674	679	-58
288	Kansas Historical Society	77	73	69	61	57	54	-23
291	Ks Home Inspectors Reg Board	0	0	0	0	0	0	0
296	Department of Labor	252	258	208	158	123	100	-152
300	Dept of Commerce	180	136	138	122	99	97	-83
313	Hutchinson Correctional Facility	480	465	465	459	412	399	-81
325	Beloit Juvenile Correctional Facility	0	0	0	0	0	0	0
328	Board of Indigents Defense Services	59	58	56	52	32	25	-34
331	Insurance Department	8	7	5	4	1	1	-7
349	Judicial Council	0	0	0	0	0	0	0
350	Juvenile Justice Authority	15	15	0	0	0	0	-15
352	Kansas Juvenile Correct Complex	213	212	198	206	108	178	-35
359	Ks Arts Commission	0	0	0	0	0	0	0
360	Kansas, Inc.	0	0	0	0	0	0	0
363	Kansas Neurological Institute	460	444	424	413	372	291	-169
365	Ks Pub Employees Ret Sys	64	76	75	35	3	0	-61
371	Ks Tech Enterprise Corp	0	0	0	0	0	0	0

**Number of Classified Regular Employees: FY 2012 - FY 2017 cont.**

Agency	Agency Name	Fiscal Year						FY12-17
		2012	2013	2014	2015	2016	2017	+/-
373	Kansas State Fair Board	23	24	21	24	11	9	-14
400	Lansing Correctional Facility	648	621	629	617	546	517	-131
408	Larned Cor Mental Health Facility	172	168	163	159	164	156	-16
410	Larned State Hospital	706	710	655	594	455	307	-399
412	Larned Juvenile Correctional Facility	110	130	117	120	70	0	-110
422	Legislative Coordinating Council	0	0	0	0	0	0	0
425	Legislative Research Dept	0	0	0	0	0	0	0
428	Legislature	0	0	0	0	0	0	0
434	State Library	19	20	19	13	13	12	-7
446	Office of the Lt Governor	0	0	0	0	0	0	0
450	The Kansas Lottery	36	29	11	8	4	4	-32
482	Board of Nursing	18	20	21	21	15	10	-8
488	Optometry Board of Examiners	1	1	1	1	1	1	0
494	Osawatomie State Hospital	333	312	318	269	182	123	-210
507	Parsons St Hosp & Trng Center	414	414	412	424	365	288	-126
521	Department of Corrections	197	202	231	225	201	178	-19
522	Ks Correctional Industries	43	45	45	40	35	12	-31
523	Ks Parole Board	0	0	0	0	0	0	0
529	Ks Comm Peace Ofcrs Std & Trng	0	0	0	0	0	0	0
531	Board of Pharmacy	6	5	5	4	3	3	-3
540	Legislation Division of Post Audit	0	0	0	0	0	0	0
543	Real Estate Appraisal Board	1	1	1	1	0	0	-1
549	Real Estate Commission	8	7	5	0	0	0	-8
553	Kansas Racing & Gaming Comm	57	55	38	54	9	8	-49
555	Rainbow Mental Health Facility	79	68	0	0	0	0	-79
561	Board of Regents	7	6	3	2	1	0	-7
562	Board of Tax Appeals	8	8	8	7	7	2	-6
565	Department of Revenue	859	810	783	758	612	537	-322
579	Revisor of Statutes	0	0	0	0	0	0	0
581	Norton Correctional Facility	246	239	247	236	224	210	-36
604	School for the Blind	18	14	15	14	13	10	-8
610	School for the Deaf	34	28	28	27	10	21	-13
622	Secretary of State	0	0	0	0	0	0	0
625	Office of the Securities Comm	14	8	8	8	0	0	-14
626	Kansas Sentencing Commission	0	0	0	0	0	0	0
629	Dept for Children and Families	2,534	2,315	1,987	1,893	1,511	983	-1551
634	Ks Conservation Commission	0	0	0	0	0	0	0
652	Department of Education	132	123	120	110	80	67	-65
660	Topeka Correctional Facility	213	217	216	229	192	194	-19
663	State Bd of Technical Professions	3	3	3	0	0	0	-3
670	State Treasurer	5	5	3	2	1	1	-4
671	Pooled Money Investment Board	3	3	1	1	1	1	-2
677	Judicial Branch	0	0	0	0	0	0	0
694	Veterans Commission	271	288	278	289	264	205	-66
700	Board of Veterinary Examiners	0	0	0	0	0	0	0
709	Kansas Water Office	12	13	13	11	0	1	-11
710	KS Wildlife, Parks & Tourism	376	373	352	358	180	177	-199
712	Winfield Correctional Facility	189	197	185	193	177	161	-28
Total		15,680	14,938	13,390	12,601	9,767	8,097	-7580

**Source:** SHARP (FY2012-FY2017); Includes Classified Regular Employees only. Excludes Regents universities.

**Note:** The following agencies were abolished or merged with other agencies during this time period: Animal Health Dept: FY2012, Arts Commission: FY 2012, Conservation Commission: FY 2012, Health Policy Authority: FY 2012, Kansas Inc: FY 2012, Parole Board: FY 2012, Technology Enterprise Corp FY 2012.

## Number of Unclassified Regular Employees: FY 2012 - FY 2017

Agency	Agency Name	Fiscal Year						FY12-17
		2012	2013	2014	2015	2016	2017	+/-
016	Abstracters Board of Examiners	0	0	0	0	0	0	0
028	Board of Accountancy	1	1	1	1	3	1	0
034	Adjutant General	143	137	135	105	89	118	-25
039	Ks Dept for Aging & Disability Svs	10	16	17	21	100	162	152
046	Kansas Dept of Agriculture	20	18	22	23	15	17	-3
055	Animal Health Department	0	0	0	0	0	0	0
058	Kansas Human Rights Comm	1	1	2	1	1	4	3
082	Attorney General	98	105	103	107	102	105	7
083	Kansas Bureau of Investigation	7	7	6	7	13	18	11
094	Bank Commissioner	22	87	89	86	85	85	63
100	Board of Barbering	1	1	1	1	1	0	-1
102	Behavioral Sciences Reg Board	2	3	1	1	1	6	4
105	State Board of Healing Arts	12	12	11	12	36	41	29
122	Citizens Utility Ratepayer Bd	5	6	4	5	5	6	1
143	Corporation Commission	65	65	57	73	112	170	105
149	Board of Cosmetology	1	1	1	1	5	11	10
159	Department of Credit Unions	1	10	11	9	9	10	9
167	Dental Board	1	1	1	1	1	1	0
171	Health Policy Authority	0	0	0	0	0	0	0
173	Department of Administration	21	19	20	18	142	208	187
177	Ellsworth Correctional Facility	2	2	2	2	16	25	23
178	Office of Admin Hearings	1	1	1	1	3	8	7
195	El Dorado Correctional Facility	3	4	4	4	22	55	52
204	Board of Mortuary Arts	1	1	1	1	1	1	0
206	Emergency Medical Services	1	1	1	1	1	1	0
234	Fire Marshal	2	1	5	6	50	48	46
247	Ks Gov Ethics Commission	8	8	8	8	8	8	0
252	Governor	37	28	29	33	33	32	-5
264	Dept of Health & Environment	104	95	94	96	263	507	403
266	Bd of Examiners for Hearing Aids	0	0	0	0	0	0	0
270	Health Care Stabilization Fund	12	15	15	17	17	18	6
276	Department of Transportation	12	12	12	11	535	1022	1010
280	Highway Patrol	5	5	5	4	5	5	0
288	Kansas Historical Society	1	1	1	1	2	3	2
291	Ks Home Inspectors Reg Board	0	0	0	0	0	0	0
296	Department of Labor	30	30	25	27	49	74	44
300	Dept of Commerce	9	4	6	6	9	5	-4
313	Hutchinson Correctional Facility	1	1	1	1	21	75	74
325	Beloit Juvenile Correctional Facility	0	0	0	0	0	0	0
328	Board of Indigents Defense Services	109	109	81	109	136	148	39
331	Insurance Department	113	112	102	100	102	123	10
349	Judicial Council	4	4	4	5	5	5	1
350	Juvenile Justice Authority	4	2	0	0	0	0	-4
352	Kansas Juvenile Correct Complex	2	2	2	2	11	25	23
359	Ks Arts Commission	0	0	0	0	0	0	0
360	Kansas, Inc.	0	0	0	0	0	0	0
363	Kansas Neurological Institute	2	3	3	6	14	108	106
365	Ks Pub Employees Ret Sys	17	19	20	59	95	95	78
371	Ks Tech Enterprise Corp	0	0	0	0	0	0	0

### Number of Unclassified Regular Employees: FY 2012 - FY 2017 cont.

Agency	Agency Name	Fiscal Year						FY 12-17
		2012	2013	2014	2015	2016	2017	+/-
373	Kansas State Fair Board	1	1	1	1	14	14	13
400	Lansing Correctional Facility	3	3	4	4	36	60	57
408	Larned Cor Mental Health Facility	2	2	2	2	7	21	19
410	Larned State Hospital	15	16	14	13	59	332	317
412	Larned Juvenile Correctional Facility	1	1	2	2	2	0	-1
422	Legislative Coordinating Council	9	8	8	8	7	8	-1
425	Legislative Research Dept	37	38	38	40	36	39	2
428	Legislature	201	208	203	210	211	42	-159
434	State Library	1	1	1	1	7	9	8
446	Office of the Lt Governor	3	4	0	0	0	0	-3
450	The Kansas Lottery	37	34	47	51	81	83	46
482	Board of Nursing	2	3	3	2	8	13	11
488	Optometry Board of Examiners	0	0	0	0	0	0	0
494	Osawatomie State Hospital	15	17	29	37	74	285	270
507	Parsons St Hosp & Trng Center	5	6	15	20	30	148	143
521	Department of Corrections	14	14	15	15	34	72	58
522	Ks Correctional Industries	0	0	0	0	0	25	25
523	Ks Parole Board	0	0	0	0	0	0	0
529	Ks Comm Peace Ofcrs Std & Trng	5	7	4	5	5	4	-1
531	Board of Pharmacy	1	1	1	1	2	4	3
540	Legislation Division of Post Audit	21	21	20	22	24	23	2
543	Real Estate Appraisal Board	1	1	1	1	2	2	1
549	Real Estate Commission	2	1	1	1	8	9	7
553	Kansas Racing & Gaming Comm	26	23	23	25	61	76	50
555	Rainbow Mental Health Facility	5	4	0	0	0	0	-5
561	Board of Regents	46	53	52	56	53	53	7
562	Board of Tax Appeals	10	8	6	7	9	13	3
565	Department of Revenue	31	32	32	32	213	444	413
579	Revisor of Statutes	28	27	28	28	27	29	1
581	Norton Correctional Facility	0	2	2	2	18	30	30
604	School for the Blind	54	56	51	53	47	47	-7
610	School for the Deaf	95	87	87	85	94	98	3
622	Secretary of State	41	41	45	40	40	40	-1
625	Office of the Securities Comm	14	12	14	18	22	0	-14
626	Kansas Sentencing Commission	8	7	8	8	10	11	3
629	Dept for Children and Families	27	22	21	21	210	901	874
634	Ks Conservation Commission	0	0	0	0	0	0	0
652	Department of Education	36	35	33	35	142	152	116
660	Topeka Correctional Facility	2	2	2	2	23	39	37
663	State Bd of Technical Professions	2	2	2	2	1	4	2
670	State Treasurer	36	33	30	36	37	37	1
671	Pooled Money Investment Board	2	2	3	4	4	4	2
677	Judicial Branch	1,800	1,834	1,821	1,810	1,811	1806	6
694	Veterans Commission	4	5	5	3	40	103	99
700	Board of Veterinary Examiners	3	3	0	0	3	4	1
709	Kansas Water Office	3	3	3	3	16	14	11
710	KS Wildlife, Parks & Tourism	6	7	8	11	40	184	178
712	Winfield Correctional Facility	0	0	0	0	9	31	31
Total		3546	3637	3589	3689	5695	8667	5121

**Source:** SHARP (FY2012-FY2017); Includes Unclassified Regular Employees only. Excludes Regents universities.

**Note:** The following agencies were abolished or merged with other agencies during this time period: Animal Health Dept: FY2012, Arts Commission: FY 2012, Conservation Commission: FY 2012, Health Policy Authority: FY 2012, Kansas Inc: FY 2012, Parole Board: FY 2012, Technology Enterprise Corp FY 2012.

## Number of Unclassified Temporary Benefit Eligible Employees: FY 2012 - FY 2017

Agency	Agency Name	Fiscal Year						FY 12-17
		2012	2013	2014	2015	2016	2017	+/-
016	Abstracters Board of Examiners	0	0	0	0	0	0	0
028	Board of Accountancy	2	2	2	1	0	0	-2
034	Adjutant General	260	254	129	131	115	102	-158
039	Ks Dept for Aging & Disability Svs	15	38	65	95	66	41	26
046	Kansas Dept of Agriculture	39	76	165	193	200	257	218
055	Animal Health Department	0	0	0	0	0	0	0
058	Kansas Human Rights Comm	0	0	0	0	0	0	0
082	Attorney General	6	15	14	14	15	26	20
083	Kansas Bureau of Investigation	72	66	59	64	71	93	21
094	Bank Commissioner	4	3	8	12	15	15	11
100	Board of Barbering	1	1	2	1	2	2	1
102	Behavioral Sciences Reg Board	2	3	5	5	5	1	-1
105	State Board of Healing Arts	0	0	1	6	7	9	9
122	Citizens Utility Ratepayer Bd	0	0	0	0	0	0	0
143	Corporation Commission	20	22	11	23	1	2	-18
149	Board of Cosmetology	1	2	3	5	2	1	0
159	Department of Credit Unions	0	0	0	1	0	0	0
167	Dental Board	0	0	0	1	1	1	1
171	Health Policy Authority	0	0	0	0	0	0	0
173	Department of Administration	59	79	169	211	149	106	47
177	Ellsworth Correctional Facility	1	1	1	1	1	1	0
178	Office of Admin Hearings	0	0	5	5	5	3	3
195	El Dorado Correctional Facility	1	1	1	3	5	5	4
204	Board of Mortuary Arts	0	0	0	0	0	0	0
206	Emergency Medical Services	0	0	0	0	4	4	4
234	Fire Marshal	0	2	13	21	0	0	0
247	Ks Gov Ethics Commission	0	0	0	0	0	0	0
252	Governor	1	3	3	2	3	1	0
264	Dept of Health & Environment	258	265	347	461	275	243	-15
266	Bd of Examiners for Hearing Aids	0	0	0	0	0	0	0
270	Health Care Stabilization Fund	0	0	0	1	1	1	1
276	Department of Transportation	42	42	555	615	425	329	287
280	Highway Patrol	34	37	44	51	53	59	25
288	Kansas Historical Society	4	4	4	4	4	6	2
291	Ks Home Inspectors Reg Board	0	0	0	0	0	0	0
296	Department of Labor	122	129	165	203	200	203	81
300	Dept of Commerce	63	91	108	115	135	140	77
313	Hutchinson Correctional Facility	3	3	4	4	6	2	-1
325	Beloit Juvenile Correctional Facility	0	0	0	0	0	0	0
328	Board of Indigents Defense Services	1	1	1	1	1	1	0
331	Insurance Department	0	0	0	0	0	0	0
349	Judicial Council	0	0	0	0	0	0	0
350	Juvenile Justice Authority	20	14	0	0	0	0	-20
352	Kansas Juvenile Correct Complex	8	9	6	5	6	6	-2
359	Ks Arts Commission	0	0	0	0	0	0	0
360	Kansas, Inc.	0	0	0	0	0	0	0
363	Kansas Neurological Institute	4	3	3	4	4	4	0
365	Ks Pub Employees Ret Sys	1	1	5	9	9	15	14
371	Ks Tech Enterprise Corp	0	0	0	0	0	0	0



## Number of Unclassified Temporary Benefit Eligible Employees: FY 2012 - FY 2017 cont.

Agency	Agency Name	Fiscal Year						FY 12-17
		2012	2013	2014	2015	2016	2017	+/-
373	Kansas State Fair Board	0	0	0	0	0	0	0
400	Lansing Correctional Facility	0	0	1	2	4	4	4
408	Larned Cor Mental Health Facility	0	0	0	1	1	1	1
410	Larned State Hospital	27	29	39	39	32	39	12
412	Larned Juvenile Correctional Facility	8	4	4	4	4	0	-8
422	Legislative Coordinating Council	0	0	0	0	0	0	0
425	Legislative Research Dept	6	4	2	3	2	2	-4
428	Legislature	0	0	0	0	0	0	0
434	State Library	8	8	10	14	8	6	-2
446	Office of the Lt Governor	0	0	0	0	0	0	0
450	The Kansas Lottery	11	17	23	26	0	0	-11
482	Board of Nursing	1	1	0	1	0	1	0
488	Optometry Board of Examiners	0	0	0	0	0	0	0
494	Osawatomie State Hospital	8	8	0	0	0	0	-8
507	Parsons St Hosp & Trng Center	0	0	0	0	1	1	1
521	Department of Corrections	83	114	132	148	140	131	48
522	Ks Correctional Industries	0	0	8	14	14	16	16
523	Ks Parole Board	0	0	0	0	0	0	0
529	Ks Comm Peace Ofcrs Std & Trng	0	0	0	0	0	0	0
531	Board of Pharmacy	3	2	3	4	4	5	2
540	Legislation Division of Post Audit	0	0	1	0	0	0	0
543	Real Estate Appraisal Board	0	0	0	0	0	0	0
549	Real Estate Commission	1	3	2	5	3	1	0
553	Kansas Racing & Gaming Comm	1	1	0	0	1	1	0
555	Rainbow Mental Health Facility	0	0	0	0	0	0	0
561	Board of Regents	11	1	1	2	3	4	-7
562	Board of Tax Appeals	0	0	0	0	0	0	0
565	Department of Revenue	33	59	131	163	109	0	-33
579	Revisor of Statutes	0	1	0	1	0	1	1
581	Norton Correctional Facility	1	1	1	2	2	2	1
604	School for the Blind	0	0	0	1	0	0	0
610	School for the Deaf	1	9	4	4	6	10	9
622	Secretary of State	1	1	0	1	0	0	-1
625	Office of the Securities Comm	0	0	3	2	0	0	0
626	Kansas Sentencing Commission	2	2	2	3	4	2	0
629	Dept for Children and Families	69	119	165	318	295	293	224
634	Ks Conservation Commission	0	0	0	0	0	0	0
652	Department of Education	86	86	77	85	6	8	-78
660	Topeka Correctional Facility	6	6	5	6	6	5	-1
663	State Bd of Technical Professions	0	0	0	3	3	1	1
670	State Treasurer	0	0	0	0	0	0	0
671	Pooled Money Investment Board	0	0	0	0	0	0	0
677	Judicial Branch	8	9	9	9	10	11	3
694	Veterans Commission	5	5	7	5	4	4	-1
700	Board of Veterinary Examiners	0	0	0	0	0	0	0
709	Kansas Water Office	2	2	1	2	1	1	-1
710	KS Wildlife, Parks & Tourism	31	35	30	44	24	60	29
712	Winfield Correctional Facility	2	3	3	4	3	4	2
Totals		1,459	1,697	2,562	3,184	2,476	2,293	834

**Source:** SHARP (FY2012-FY2017); Includes Unclassified Temporary/Benefit Eligible Employees only. Excludes Regents universities.

**Note:** The following agencies were abolished or merged with other agencies during this time period: Animal Health Dept: FY2012, Arts Commission: FY 2012, Conservation Commission: FY 2012, Health Policy Authority: FY 2012, Kansas Inc: FY 2012, Parole Board: FY 2012, Technology Enterprise Corp FY 2012.

## Number of Classified Temporary Employees: FY 2012 - FY 2017

Agency	Agency Name	Fiscal Year						FY 12-17
		2012	2013	2014	2015	2016	2017	+/-
016	Abstracters Board of Examiners	1	1	1	1	1	1	0
028	Board of Accountancy	0	0	0	0	0	0	0
034	Adjutant General	1	0	0	0	0	0	-1
039	Ks Dept for Aging & Disability Svcs	4	2	2	1	0	0	-4
046	Kansas Dept of Agriculture	6	4	7	0	0	0	-6
055	Animal Health Department	0	0	0	0	0	0	0
058	Kansas Human Rights Comm	0	0	0	0	0	0	0
082	Attorney General	0	0	0	0	0	0	0
083	Kansas Bureau of Investigation	0	0	0	0	0	0	0
094	Bank Commissioner	0	0	0	0	0	0	0
100	Board of Barbering	0	0	0	0	0	0	0
102	Behavioral Sciences Reg Board	1	1	0	0	0	0	-1
105	State Board of Healing Arts	2	3	1	4	4	7	5
122	Citizens Utility Ratepayer Bd	0	0	0	0	0	0	0
143	Corporation Commission	2	1	1	2	0	0	-2
149	Board of Cosmetology	2	3	3	1	1	2	0
159	Department of Credit Unions	0	0	0	0	0	1	1
167	Dental Board	0	0	0	0	0	0	0
171	Health Policy Authority	0	0	0	0	0	0	0
173	Department of Administration	3	5	0	2	2	0	-1
177	Ellsworth Correctional Facility	2	3	4	2	3	2	0
178	Office of Admin Hearings	1	1	0	1	0	1	0
195	El Dorado Correctional Facility	3	0	0	1	1	1	-2
204	Board of Mortuary Arts	0	0	0	0	0	1	1
206	Emergency Medical Services	0	1	1	1	1	1	1
234	Fire Marshal	1	1	2	1	0	0	-1
247	Ks Gov Ethics Commission	0	0	0	0	0	0	0
252	Governor	0	0	0	0	0	0	0
264	Dept of Health & Environment	18	15	0	0	0	0	-18
266	Bd of Examiners for Hearing Aids	2	2	0	1	2	2	0
270	Health Care Stabilization Fund	0	0	0	0	0	0	0
276	Department of Transportation	102	70	77	32	1	0	-102
280	Highway Patrol	55	51	39	48	47	41	-14
288	Kansas Historical Society	51	45	40	44	46	45	-6
291	Ks Home Inspectors Reg Board	0	0	0	0	0	0	0
296	Department of Labor	2	0	0	0	0	0	-2
300	Dept of Commerce	13	7	4	3	2	3	-10
313	Hutchinson Correctional Facility	0	0	0	0	0	0	0
325	Beloit Juvenile Correctional Facility	0	0	0	0	0	0	0
328	Board of Indigents Defense Services	1	1	1	1	1	1	0
331	Insurance Department	0	0	0	0	0	0	0
349	Judicial Council	0	0	0	0	0	0	0
350	Juvenile Justice Authority	0	1	0	0	0	0	0
352	Kansas Juvenile Correct Complex	1	0	0	0	0	0	-1
359	Ks Arts Commission	0	0	0	0	0	0	0
360	Kansas, Inc.	0	0	0	0	0	0	0
363	Kansas Neurological Institute	5	4	5	5	2	2	-3
365	Ks Pub Employees Ret Sys	9	8	8	5	6	2	-7
371	Ks Tech Enterprise Corp	0	0	0	0	0	0	0

### Number of Classified Temporary Employees: FY 2012 - FY 2017 cont.

Agency	Agency Name	Fiscal Year						FY 12-17
		2012	2013	2014	2015	2016	2017	+/-
373	Kansas State Fair Board	2	1	1	1	1	1	-1
400	Lansing Correctional Facility	1	2	3	1	1	2	1
408	Larned Cor Mental Health Facility	0	0	0	0	0	0	0
410	Larned State Hospital	29	22	21	27	32	12	-17
412	Larned Juvenile Correctional Facility	1	1	0	0	0	0	-1
422	Legislative Coordinating Council	0	0	0	0	0	0	0
425	Legislative Research Dept	0	0	0	0	0	0	0
428	Legislature	0	0	0	0	0	0	0
434	State Library	0	0	0	0	0	0	0
446	Office of the Lt Governor	0	0	0	0	0	0	0
450	The Kansas Lottery	0	2	4	2	2	6	6
482	Board of Nursing	1	1	1	1	1	1	0
488	Optometry Board of Examiners	0	0	0	0	0	0	0
494	Osawatomie State Hospital	19	19	7	43	10	3	-16
507	Parsons St Hosp & Trng Center	31	40	38	28	6	2	-29
521	Department of Corrections	0	0	0	1	0	0	0
522	Ks Correctional Industries	0	0	0	0	1	0	0
523	Ks Parole Board	0	0	0	0	0	0	0
529	Ks Comm Peace Ofcrs Std & Trng	0	0	0	0	0	0	0
531	Board of Pharmacy	1	0	1	4	5	3	2
540	Legislation Division of Post Audit	0	0	0	0	0	0	0
543	Real Estate Appraisal Board	0	0	0	0	0	0	0
549	Real Estate Commission	1	0	1	1	0	0	-1
553	Kansas Racing & Gaming Comm	0	0	0	0	0	0	0
555	Rainbow Mental Health Facility	7	3	0	0	0	0	-7
561	Board of Regents	0	0	0	0	0	0	0
562	Board of Tax Appeals	0	0	0	0	0	0	0
565	Department of Revenue	93	187	192	150	132	40	-53
579	Revisor of Statutes	0	0	0	0	0	0	0
581	Norton Correctional Facility	0	0	0	0	1	1	1
604	School for the Blind	3	3	2	2	2	1	-2
610	School for the Deaf	0	0	0	0	0	0	0
622	Secretary of State	0	0	0	0	0	0	0
625	Office of the Securities Comm	1	1	3	0	4		-1
626	Kansas Sentencing Commission	0	0	0	0	0	0	0
629	Dept for Children and Families	24	22	17	39	24	31	7
634	Ks Conservation Commission	0	0	0	0	0	0	0
652	Department of Education	3	2	3	5	5	3	0
660	Topeka Correctional Facility	0	0	0	1	0	0	0
663	State Bd of Technical Professions	0	0	0	0	0	0	0
670	State Treasurer	0	0	0	0	0	0	0
671	Pooled Money Investment Board	0	0	0	0	0	0	0
677	Judicial Branch	0	0	0	0	0	0	0
694	Veterans Commission	29	22	16	24	19	17	-12
700	Board of Veterinary Examiners	0	0	0	0	0	0	0
709	Kansas Water Office	0	0	0	0	0	0	0
710	KS Wildlife, Parks & Tourism	444	415	96	321	3	0	-444
712	Winfield Correctional Facility	0	0	1	0	0	0	0
Totals		978	973	603	807	369	236	-740

**Source:** SHARP (FY2012-FY2017); Includes Classified Temporary Employees only. Excludes Regents universities.

**Note:** The following agencies were abolished or merged with other agencies during this time period: Animal Health Dept: FY2012, Arts Commission: FY 2012, Conservation Commission: FY 2012, Health Policy Authority: FY 2012, Kansas Inc: FY 2012, Parole Board: FY 2012, Technology Enterprise Corp FY 2012.

## Number of Unclassified Temporary Non-Benefit Eligible Employees: FY 2012 to FY 2017

Agency	Agency Name	Fiscal Year						FY 12-17
		2012	2013	2014	2015	2016	2017	+/-
016	Abstracters Board of Examiners	4	4	2	4	4	1	-3
028	Board of Accountancy	7	7	2	8	8	1	-6
034	Adjutant General	769	789	916	1019	1020	24	-745
039	Ks Dept for Aging & Disability Svs	3	10	6	12	14	5	2
046	Kansas Dept of Agriculture	28	36	44	72	65	40	12
055	Animal Health Department	0	0	0	0	0	0	0
058	Kansas Human Rights Comm	6	6	6	6	6	0	-6
082	Attorney General	7	14	10	14	13	8	1
083	Kansas Bureau of Investigation	9	10	10	10	5	14	5
094	Bank Commissioner	9	9	7	11	11	1	-8
100	Board of Barbering	5	5	5	5	4	0	-5
102	Behavioral Sciences Reg Board	12	12	9	12	12	0	-12
105	State Board of Healing Arts	29	30	25	30	31	1	-28
122	Citizens Utility Ratepayer Bd	5	5	1	5	5	0	-5
143	Corporation Commission	7	7	9	10	5	1	-6
149	Board of Cosmetology	7	7	6	6	8	0	-7
159	Department of Credit Unions	7	7	5	7	6	0	-7
167	Dental Board	9	9	3	9	9	0	-9
171	Health Policy Authority	0	0	0	0	0	0	0
173	Department of Administration	16	14	18	15	15	2	-14
177	Ellsworth Correctional Facility	0	0	0	0	0	0	0
178	Office of Admin Hearings	4	5	4	4	5	0	-4
195	El Dorado Correctional Facility	1	0	1	1	1	1	0
204	Board of Mortuary Arts	5	5	5	5	5	0	-5
206	Emergency Medical Services	15	15	10	14	15	0	-15
234	Fire Marshal	0	0	0	1	3	0	0
247	Ks Gov Ethics Commission	11	11	9	9	10	1	-10
252	Governor	10	5	6	5	2	4	-6
264	Dept of Health & Environment	24	19	37	42	35	38	14
266	Bd of Examiners for Hearing Aids	6	6	4	6	6	1	-5
270	Health Care Stabilization Fund	1	1	1	2	1	0	-1
276	Department of Transportation	1	1	0	0	69	60	59
280	Highway Patrol	1	2	7	9	9	9	8
288	Kansas Historical Society	9	19	6	6	8	5	-4
291	Ks Home Inspectors Reg Board	2	2	2	2	0	0	-2
296	Department of Labor	4	9	6	10	8	6	2
300	Dept of Commerce	14	30	23	28	19	20	6
313	Hutchinson Correctional Facility	2	2	2	2	2	3	1
325	Beloit Juvenile Correctional Facility	0	0	0	0	0	0	0
328	Board of Indigents Defense Services	8	7	5	8	6	0	-8
331	Insurance Department	1	2	2	1	3	4	3
349	Judicial Council	116	113	82	90	86	6	-110
350	Juvenile Justice Authority	9	9	0	0	0	0	-9
352	Kansas Juvenile Correct Complex	0	1	0	0	0	0	0
359	Ks Arts Commission	5	0	0	0	0	0	-5
360	Kansas, Inc.	0	0	0	0	0	0	0
363	Kansas Neurological Institute	0	122	1	1	1	4	4
365	Ks Pub Employees Ret Sys	7	8	6	7	10	7	0
371	Ks Tech Enterprise Corp	0	0	0	0	0	0	0

**Number of Unclassified Temporary Non-Benefit Eligible Employees: FY 2012 to FY 2017**  
**cont.**

Agency	Agency Name	Fiscal Year						FY10-15
		2012	2013	2014	2015	2016	2017	+/-
373	Kansas State Fair Board	10	10	6	10	10	0	-10
400	Lansing Correctional Facility	0	0	0	0	0	0	0
408	Larned Cor Mental Health Facility	0	0	0	0	0	0	0
410	Larned State Hospital	4	153	3	4	0	30	26
412	Larned Juvenile Correctional Facility	0	1	0	0	0	0	0
422	Legislative Coordinating Council	7	6	6	7	7	0	-7
425	Legislative Research Dept	1	0	0	0	0	0	-1
428	Legislature	208	204	195	215	209	189	-19
434	State Library	0	0	0	0	0	0	0
446	Office of the Lt Governor	1	1	0	0	0	0	-1
450	The Kansas Lottery	4	5	5	5	6	1	-3
482	Board of Nursing	11	12	12	10	11	2	-9
488	Optometry Board of Examiners	5	5	4	4	5	1	-4
494	Osawatomie State Hospital	21	23	18	27	18	27	6
507	Parsons St Hosp & Trng Center	0	185	3	2	4	18	18
521	Department of Corrections	1	1	8	9	14	4	3
522	Ks Correctional Industries	0	0	0	0	2	2	2
523	Ks Parole Board	0	0	0	0	0	0	0
529	Ks Comm Peace Ofcrs Std & Trng	1	2	1	4	4	6	5
531	Board of Pharmacy	7	7	6	7	7	1	-6
540	Legislation Division of Post Audit	10	10	10	10	10	0	-10
543	Real Estate Appraisal Board	7	7	3	7	5	0	-7
549	Real Estate Commission	5	7	5	5	5	0	-5
553	Kansas Racing & Gaming Comm	6	8	4	13	12	4	-2
555	Rainbow Mental Health Facility	8	5	0	0	0	0	-8
561	Board of Regents	23	23	24	19	22	5	-18
562	Board of Tax Appeals	4	2	1	1	0	1	-3
565	Department of Revenue	10	10	6	13	15	55	45
579	Revisor of Statutes	2	6	1	1	1	2	0
581	Norton Correctional Facility	0	0	0	0	1	1	1
604	School for the Blind	11	6	15	18	28	32	21
610	School for the Deaf	53	42	50	59	55	56	3
622	Secretary of State	6	7	8	5	12	11	5
625	Office of the Securities Comm	1	0	0	2	2	0	-1
626	Kansas Sentencing Commission	10	9	9	9	7	0	-10
629	Dept for Children and Families	3	0	1	2	7	6	3
634	Ks Conservation Commission	0	0	0	0	0	0	0
652	Department of Education	3	6	4	7	3	2	-1
660	Topeka Correctional Facility	0	0	0	0	1	1	1
663	State Bd of Technical Professions	13	13	10	13	13	1	-12
670	State Treasurer	0	0	0	0	0	0	0
671	Pooled Money Investment Board	4	4	4	3	3	0	-4
677	Judicial Branch	103	105	128	124	116	44	-59
694	Veterans Commission	6	16	5	1	2	2	-4
700	Board of Veterinary Examiners	9	10	0	0	6	0	-9
709	Kansas Water Office	15	13	9	15	16	3	-12
710	KS Wildlife, Parks & Tourism	140	132	61	137	423	446	306
712	Winfield Correctional Facility	0	0	0	0	0	0	0
Totals		1,928	2,431	1,928	2,276	2,607	1,220	-708

**Source:** SHARP (FY2012-FY2017); Includes Unclassified Non-Benefit Eligible Employees only. Excludes Regents universities.

**Note:** The following agencies were abolished or merged with other agencies during this time period: Animal Health Dept: FY2012, Arts Commission: FY 2012, Conservation Commission: FY 2012, Health Policy Authority: FY 2012, Kansas Inc: FY 2012, Parole Board: FY 2012, Technology Enterprise Corp FY 2012.

## **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 to another with a close similarity of duties, essentially the same basic qualifications, and assigned to 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**

	POSITION TYPE			
	REGULAR		TEMPORARY	
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
<b>POSITION</b>				
Counts Toward FTE	Yes	Yes	No	No
Statutory Authority	FTE Limit	FTE Limit	N/A	N/A
<b>EMPLOYEE MOVEMENT</b>				
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
<b>SELECTION</b>				
Selection Process	Civil Service Procedure	Civil Service Procedure	Agency Discretion	Agency Discretion
Meets MQ Eligibility Pools Considered?	Yes	Yes	Yes	Yes
Compete with Others	Yes	Yes	Agency Discretion	Agency Discretion
<b>COMPENSATION</b>				
Hour Limitations	None	Below 100%	999 Hours in 12 Months	999 Hours in 12 Months
Probationary Period	Yes	Yes	No	No
Pay Step Movement	Pay Matrix Yes	Pay Matrix Yes	K.A.R. 1-5-9 No	K.A.R. 1-5-9 No
Longevity Bonus	Eligibility changes effective 6/15/08. See statute for details	Eligibility changes effective 6/15/08. See statute for details	No	No
Overtime Exemption	Position Specific	Position Specific	Position Specific	Position Specific
Length of Service	Yes	Yes	No	No
<b>BENEFITS ELIGIBILITY</b>				
GHI	Yes	Yes <sup>1</sup>	No	No
KPERS (Retirement 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 <sup>2</sup>	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			
	REGULAR		TEMPORARY	
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
<b>POSITION</b>				
Counts Toward FTE	Yes	Yes	No	No
Statutory Authority	K.S.A. 75-2935 or Agency Statutes	K.S.A. 75-2935 or Agency Statutes	Agency Statutes and K.S.A. 75-2935(1)(i) (Special Projects)	Agency Statutes and K.S.A. 75-2935(1)(i) (Special Projects)
<b>EMPLOYEE MOVEMENT</b>				
Promotion and Transfer	Agency Discretion	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
<b>SELECTION</b>				
Selection Process	Agency Discretion/ Governor's approval	Agency Discretion/ Governor's approval	Agency Discretion/ Governor's approval	Agency Discretion/ 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
<b>COMPENSATION</b>				
Hour Limitations	None	None	None	None
Probationary Period	Optional	Optional	Optional	Optional
Pay	Agency Statutes/Governor's Approval	Agency Statutes/Governor's Approval	Agency Statutes/Governor's Approval	Agency Statutes/Governor's 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
<b>BENEFITS ELIGIBILITY</b>				
GHI	Yes	Yes <sup>1</sup>	Position Specific	Position Specific
KPERS Retirement System	Yes	Yes	Position Specific	Position Specific
Sick Leave	Yes	Prorated Basis	Position Specific	Position Specific
Vacation Leave	Yes	Prorated Basis	Position Specific	Position Specific
Holiday Credit/ Discretionary Day Deferred	Yes	Position Specific <sup>1</sup>	Position Specific	Position Specific
Compensation/TSA	Yes	Yes	Position Specific	Position Specific
Shared Leave	Yes	Yes	Position Specific	Position Specific
Flexible Spending Account	Yes	Yes	Position Specific	Position Specific

<sup>1</sup>For employees who work 1,000 or more.

<sup>2</sup> 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.