

**EXECUTIVE DIRECTIVE NO. 05-361**

Authorizing Personnel Transactions

By virtue of the authority vested in the Governor as the head of the Executive Branch of the State of Kansas, the following transactions are hereby authorized:

The Kansas Civil Service Basic Pay Plan that took effect June 6, 2004, is hereby modified and the new pay matrix for the classified service is hereby adopted, effective June 5, 2005. The pay plan is modified to the extent provided for in the rules and regulations promulgated by the Secretary of Administration under the authority of KSA 75-3706 or as hereafter may be modified by executive directives, and such modifications may be effective on the date of the rules and regulations or executive directives in accordance with KSA 75-2938. The two attached pay matrices, a bi-weekly and an hourly version, are hereby incorporated in, and made part of, this executive directive.

The request of Jack Rickerson, Director of the Division of Personnel Services, to establish the attached updated pay plan for unclassified physicians in state facilities under the authority of the Secretary of the Department of Social and Rehabilitation Services is hereby approved, effective June 5, 2005, in accordance with KSA 95-2935c.

The request of Jack Rickerson, Director of the Division of Personnel Services, to provide a 7.5 percent wage increase or the equivalent of a three-step increase is hereby approved for employees in the following classifications, effective June 5, 2005: Highway Patrol Trooper Trainee, Highway Patrol Trooper, Highway Patrol Master/Technical Trooper, Highway Patrol Lieutenant, Highway Patrol Captain, Highway Patrol Major, and Highway Patrol Lieutenant Colonel.

The request of Jack Rickerson, Director of the Division of Personnel Services, to provide a 7.5 percent wage increase or the equivalent of a three-step increase is hereby approved for each Kansas Bureau of Investigation agent, effective June 5, 2005.

The request of Jack Rickerson, Director of the Division of Personnel Services, to provide a 16.0 percent retention incentive for commissioned law enforcement officers at the University of Kansas Medical Center in the following law enforcement classifications: University Police Officer, University Police Corporal, University Police Sergeant, University Police Detective, University Police Lieutenant, and University Police Captain is hereby approved, effective June 5, 2005.

The request of Jack Rickerson, Director of the Division of Personnel Services, to provide a 9.0 percent retention incentive for commissioned law enforcement officers at the University of Kansas in the following law enforcement classifications: University Police Officer, University Police Corporal, University Police Sergeant, University Police Detective, University Police Lieutenant, and University Police Captain is hereby approved, effective June 5, 2005.

The request of Jack Rickerson, Director of the Division of Personnel Services, to establish the following classes, effective June 19, 2005, is hereby approved.

<u>Class</u>	<u>Pay Grade</u>
Applications Developer I	27
Applications Developer II	29
Applications Developer III	31
Applications Development Supervisor	33
Applications Support Technician	21
Computer Operations Facility Technician	23
Computer Operations Manager	25
Computer Operator I	18
Computer Operator II	20
Computer Operations Supervisor	23
Database Administrator I	27
Database Administrator II	29
Database Administrator III	31
Database Administration Supervisor	33
Equipment Planning Technician I	29
Equipment Planning Technician II	31
Information Systems Manager I	32
Information Systems Manager II	35
Information Technology Architecture Analyst I	30
Information Technology Architecture Analyst II	32
Information Technology Project Analyst	30
Information Technology Project Manager	32
Information Technology Security Analyst I	30
Information Technology Security Analyst II	32
Information Technology Security Analyst III	34
Network Control Technician I	22
Network Control Technician II	25
Network Control Technician III	27
Network Control Supervisor	29
Network Service Technician I	23
Network Service Technician II	26
Network Service Technician III	28
Network Service Supervisor	29
Systems Software Analyst I	27
Systems Software Analyst II	29

Systems Software Analyst III	31
Systems Software Staff Consultant	33
Systems Software Supervisor	33
Technology Support Consultant I	25
Technology Support Consultant II	27
Technology Support Consultant III	29
Technology Support Technician I	19
Technology Support Technician II	22
Technology Support Supervisor	30

The request of Jack Rickerson, Director of the Division of Personnel Services, to establish the following classes and provide at least a 2.5 percent wage increase or the equivalent of a one-step increase for those employees whose positions will be reallocated upward as a result of this study action, is hereby approved, effective June 5, 2005.

<u>Class</u>	<u>Pay Grade</u>
Certified Nurse Aide Trainee	12
Certified Nurse Aide I	14
Certified Nurse Aide II	16
Mental Health/Developmental Disability Technician Trainee	14
Mental Health/Developmental Disability Technician	17
Licensed Mental Health Technician	17

The request of Jack Rickerson, Director of the Division of Personnel Services, to abolish the following classes, effective June 19, 2005, is hereby approved.

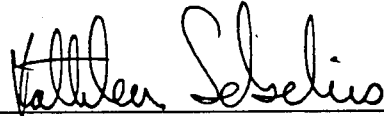
<u>Class</u>
Installation/Service Supervisor
Installation/Service Technician I
Installation/Service Technician II
Installation/Service Technician III
Microcomputer Systems Support Manager
Microcomputer Systems Support Technician I
Microcomputer Systems Support Technician II
Microcomputer Systems Support Technician III
Network Control Supervisor
Network Control Technician I
Network Control Technician II
Network Control Technician III
Network Planning Manager
Programming and Analysis Manager
Programming and Analysis Supervisor
Quality Assurance Analyst
Systems Analyst III

Systems Analyst IV
Systems Software Manager
Systems Software Programmer/Analyst I
Systems Software Programmer/Analyst II
Systems Software Programmer/Analyst III
Systems Software Programmer/Analyst IV
Systems Software Specialist
Systems Software Supervisor
Telecommunications Operations Manager
Developmental Disability Technician Trainee
Developmental Disability Technician I
Developmental Disability Technician II
Licensed Mental Health Technician I
Licensed Mental Health Technician II
Licensed Mental Health Specialist
Mental Health Aide Trainee
Mental Health Aide
Mental Health Specialist

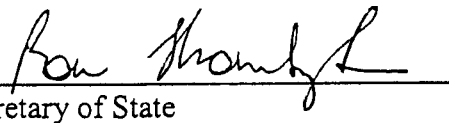
I have conferred with the Secretary of Administration, the Director of the Budget, the Director of Personnel Services, and members of my staff, and I have determined that the requested actions are appropriate.

THE GOVERNOR'S OFFICE

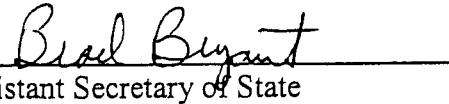
By the Governor



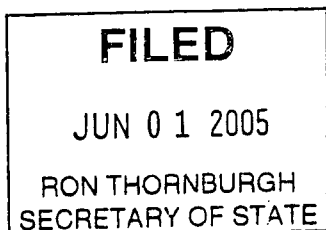
5/31/05
Date



Secretary of State



Assistant Secretary of State



Kansas Civil Service Basic Pay Plan (effective June 5, 2005)

Basic Steps (Bi-Weekly Rates)

Pay Grade	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16 *
5													
6													
7													
8													
9													
10													
11													
12													
13													
14													
15													
16													
17													
18	966.40	989.60	1014.40	1038.40	1064.80	1091.20	1118.40	1145.60	1173.60	1204.00	1233.60	1261.60	1295.20
19	1014.40	1038.40	1064.80	1091.20	1118.40	1145.60	1173.60	1204.00	1233.60	1261.60	1295.20	1324.80	1359.20
20	1064.80	1091.20	1118.40	1145.60	1173.60	1204.00	1233.60	1261.60	1295.20	1324.80	1359.20	1392.00	1426.40
21	1118.40	1145.60	1173.60	1204.00	1233.60	1261.60	1295.20	1324.80	1359.20	1392.00	1426.40	1463.20	1499.20
22	1173.60	1204.00	1233.60	1261.60	1295.20	1324.80	1359.20	1392.00	1426.40	1463.20	1499.20	1533.60	1572.80
23	1233.60	1261.60	1295.20	1324.80	1359.20	1392.00	1426.40	1463.20	1499.20	1533.60	1572.80	1612.00	1650.40
24	1295.20	1324.80	1359.20	1392.00	1426.40	1463.20	1499.20	1533.60	1572.80	1612.00	1650.40	1692.80	1735.20
25	1359.20	1392.00	1426.40	1463.20	1499.20	1533.60	1572.80	1612.00	1650.40	1692.80	1735.20	1776.80	1822.40
26	1426.40	1463.20	1499.20	1533.60	1572.80	1612.00	1650.40	1692.80	1735.20	1776.80	1822.40	1865.60	1912.80
27	1499.20	1533.60	1572.80	1612.00	1650.40	1692.80	1735.20	1776.80	1822.40	1865.60	1912.80	1958.40	2008.80
28	1572.80	1612.00	1650.40	1692.80	1735.20	1776.80	1822.40	1865.60	1912.80	1958.40	2008.80	2056.80	2108.80
29	1650.40	1692.80	1735.20	1776.80	1822.40	1865.60	1912.80	1958.40	2008.80	2056.80	2108.80	2160.80	2213.60
30	1735.20	1776.80	1822.40	1865.60	1912.80	1958.40	2008.80	2056.80	2108.80	2160.80	2213.60	2268.80	2324.80
31	1822.40	1865.60	1912.80	1958.40	2008.80	2056.80	2108.80	2160.80	2213.60	2268.80	2324.80	2381.60	2441.60
32	1912.80	1958.40	2008.80	2056.80	2108.80	2160.80	2213.60	2268.80	2324.80	2381.60	2441.60	2499.20	2563.20
33	2008.80	2056.80	2108.80	2160.80	2213.60	2268.80	2324.80	2381.60	2441.60	2499.20	2563.20	2625.60	2691.20
34	2108.80	2160.80	2213.60	2268.80	2324.80	2381.60	2441.60	2499.20	2563.20	2625.60	2691.20	2756.00	2825.60
35	2213.60	2268.80	2324.80	2381.60	2441.60	2499.20	2563.20	2625.60	2691.20	2756.00	2825.60	2894.40	2967.20
36	2324.80	2381.60	2441.60	2499.20	2563.20	2625.60	2691.20	2756.00	2825.60	2894.40	2967.20	3040.00	3113.60
37	2441.60	2499.20	2563.20	2625.60	2691.20	2756.00	2825.60	2894.40	2967.20	3040.00	3113.60	3193.60	3269.60
38	2563.20	2625.60	2691.20	2756.00	2825.60	2894.40	2967.20	3040.00	3113.60	3193.60	3269.60	3352.80	3436.00

* Step 16 is not funded and will not be in Fiscal Year 2006

Kansas Civil Service Basic Pay Plan (effective June 5, 2005)

Basic Steps (Hourly Rates)

Pay Grade	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16 *
5	6.41	6.57	6.73	6.90	7.05	7.23	7.42	7.60	7.78	7.97	8.16	8.37	8.60
6	6.73	6.90	7.05	7.23	7.42	7.60	7.78	7.97	8.16	8.37	8.60	8.79	9.01
7	7.05	7.23	7.42	7.60	7.78	7.97	8.16	8.37	8.60	8.79	9.01	9.24	9.46
8	7.42	7.60	7.78	7.97	8.16	8.37	8.60	8.79	9.01	9.24	9.46	9.71	9.94
9	7.78	7.97	8.16	8.37	8.60	8.79	9.01	9.24	9.46	9.71	9.94	10.17	10.44
10	8.16	8.37	8.60	8.79	9.01	9.24	9.46	9.71	9.94	10.17	10.44	10.69	10.97
11	8.60	8.79	9.01	9.24	9.46	9.71	9.94	10.17	10.44	10.69	10.97	11.21	11.50
12	9.01	9.24	9.46	9.71	9.94	10.17	10.44	10.69	10.97	11.21	11.50	11.79	12.08
13	9.46	9.71	9.94	10.17	10.44	10.69	10.97	11.21	11.50	11.79	12.08	12.37	12.68
14	9.94	10.17	10.44	10.69	10.97	11.21	11.50	11.79	12.08	12.37	12.68	12.98	13.31
15	10.44	10.69	10.97	11.21	11.50	11.79	12.08	12.37	12.68	12.98	13.31	13.64	13.98
16	10.97	11.21	11.50	11.79	12.08	12.37	12.68	12.98	13.31	13.64	13.98	14.32	14.67
17	11.50	11.79	12.08	12.37	12.68	12.98	13.31	13.64	13.98	14.32	14.67	15.05	15.42
18	12.08	12.37	12.68	12.98	13.31	13.64	13.98	14.32	14.67	15.05	15.42	15.77	16.19
19	12.68	12.98	13.31	13.64	13.98	14.32	14.67	15.05	15.42	15.77	16.19	16.56	16.99
20	13.31	13.64	13.98	14.32	14.67	15.05	15.42	15.77	16.19	16.56	16.99	17.40	17.83
21	13.98	14.32	14.67	15.05	15.42	15.77	16.19	16.56	16.99	17.40	17.83	18.29	18.74
22	14.67	15.05	15.42	15.77	16.19	16.56	16.99	17.40	17.83	18.29	18.74	19.17	19.66
23	15.42	15.77	16.19	16.56	16.99	17.40	17.83	18.29	18.74	19.17	19.66	20.15	20.63
24	16.19	16.56	16.99	17.40	17.83	18.29	18.74	19.17	19.66	20.15	20.63	21.16	21.69
25	16.99	17.40	17.83	18.29	18.74	19.17	19.66	20.15	20.63	21.16	21.69	22.21	22.78
26	17.83	18.29	18.74	19.17	19.66	20.15	20.63	21.16	21.69	22.21	22.78	23.32	23.91
27	18.74	19.17	19.66	20.15	20.63	21.16	21.69	22.21	22.78	23.32	23.91	24.48	25.11
28	19.66	20.15	20.63	21.16	21.69	22.21	22.78	23.32	23.91	24.48	25.11	25.71	26.36
29	20.63	21.16	21.69	22.21	22.78	23.32	23.91	24.48	25.11	25.71	26.36	27.01	27.67
30	21.69	22.21	22.78	23.32	23.91	24.48	25.11	25.71	26.36	27.01	27.67	28.36	29.06
31	22.78	23.32	23.91	24.48	25.11	25.71	26.36	27.01	27.67	28.36	29.06	29.77	30.52
32	23.91	24.48	25.11	25.71	26.36	27.01	27.67	28.36	29.06	29.77	30.52	31.24	32.04
33	25.11	25.71	26.36	27.01	27.67	28.36	29.06	29.77	30.52	31.24	32.04	32.82	33.64
34	26.36	27.01	27.67	28.36	29.06	29.77	30.52	31.24	32.04	32.82	33.64	34.45	35.32
35	27.67	28.36	29.06	29.77	30.52	31.24	32.04	32.82	33.64	34.45	35.32	36.18	37.09
36	29.06	29.77	30.52	31.24	32.04	32.82	33.64	34.45	35.32	36.18	37.09	38.00	38.92
37	30.52	31.24	32.04	32.82	33.64	34.45	35.32	36.18	37.09	38.00	38.92	39.92	40.87
38	32.04	32.82	33.64	34.45	35.32	36.18	37.09	38.00	38.92	39.92	40.87	41.91	42.95

* Step 16 is not funded and will not be in Fiscal Year 2006

**SOCIAL AND REHABILITATION SERVICES
PSYCHIATRIST/PHYSICIAN COMPENSATION WORKSHEET
Effective June 5, 2005**

Name _____ Facility _____ Date _____

I. **Base Pay Determination.** Use Section A for new physicians or those who are eligible for a different classification. Changes in Classification are based upon the recommendation of the Superintendent and the approval of the Deputy Secretary. Use Section B for contract renewals.

A. New Contract: A description of base pay classifications is attached.

Clinical Director of Psychiatry	\$174,168
Psychiatrist III	138,134
Psychiatrist II	126,122
Psychiatrist I	114,110
Institutional License	84,081
Medical Director	\$138,134
Physician III	114,110
Physician II	108,105
Physician I	96,092
Institutional License	84,081

Amount: \$

B. Contract Renewal:

FY 05 Section I Total \$

II. **Added Value**

A. Specialized Training (\$3,000) \$

Specify:

Formalized subspecialty training in geriatric psychiatry, forensic psychiatry, child psychiatry, and psychopharmacology, approved by the American Medical Association and the American Psychiatric Association. (This does not include residency training.)

B. Board Certified (\$6,000): Yes ____ No ____ \$

Psychiatry and Neurology _____

Internal medicine and family practice _____

Other, specify: _____

C. Supervision (\$6,000) \$

Supervision: Provides administrative or clinical supervision beyond that provided by all physicians.

D. Geographic Incentives (LSH Only \$10,000) \$

Section II Total \$

III. Salary Determination

This section is used to determine annual salary. Section I and II are used as follows:

New physicians - Calculate appropriate \$ amounts for both Sections I A and II. Not eligible for merit increase in Section III.

Physicians with new classification - Calculate appropriate \$ amounts for both Sections I A and II. These individuals are eligible for merit increase in Section III.

Others - Use Section I B. Section II is only used if a new or changed added value is needed. Remember to remove old amount for a revised added value.

Total (A or B) Section I		\$
Merit Increase (Renewals Only)	_____ %	\$
Total Section II		\$
Total Annual Salary		\$
Bi-Weekly Salary		\$

Approved by:

Superintendent

Clinical/ Medical Services Director

Deputy Secretary

Secretary

CLASSIFICATION	DESCRIPTION
Institutional Licensed	Eligible for an institutional license
Physician I	Less than five years experience beyond residency training
Physician II	Five years experience beyond residency training
Physician III	Ten years experience beyond residency training
Medical Director	A licensed physician who directs a facility medical Program
Institutional License	Eligible for an institutional license
Psychiatrist I	Has completed an approved psychiatric residency Program
Psychiatrist II	Five years experience beyond residency training
Psychiatrist III	Ten or more years experience beyond residency training
Clinical Director	A psychiatrist who directs a facility psychiatric program