



# KANSAS

OFFICE OF THE GOVERNOR

**FILED**  
MAY 31 2006  
RON THORNBURGH  
SECRETARY OF STATE

KATHLEEN SEBELIUS GOVERNOR

## EXECUTIVE DIRECTIVE NO. 06-369

### 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 on December 4, 2005, is hereby modified and the new pay matrix for the classified service is hereby adopted, effective June 18, 2006. 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 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 are hereby incorporated in, and made part of this executive directive.

The request of George Vega, Director of the Division of Personnel Services, to establish the attached pay plan for unclassified physicians in the state's mental health and retardation hospitals under the authority of the Secretary of the Department of Social and Rehabilitation Services is hereby approved, effective June 18, 2006, in accordance with KSA 75-2935c.

The request of George Vega, Director of the Division of Personnel Services, to provide a \$0.30 per hour retention incentive pay rate differential for employees in the following job classes is hereby approved, effective June 18, 2006.

Building Construction Inspector  
Building System Technician  
Carpenter  
Carpenter Senior  
Certified Asbestos Worker  
Certified Asbestos Worker Senior  
Electrician  
Electrician Senior  
Electronic Control Center Technician  
Electronic Control Center Supervisor  
Electronics Technician  
Electronics Technician Senior  
Electronic Technologist

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Facilities Maintenance Supervisor  
Facilities Specialist  
General Maintenance and Repair Technician  
General Maintenance and Repair Technician Senior  
Lock Systems Specialist  
Lock Systems Specialist Senior  
Machinist  
Mason  
Painter  
Painter Senior  
Physical Plant Supervisor  
Physical Plant Supervisor Senior  
Physical Plant Supervisor Specialist  
Plumber  
Plumber Senior  
Power Plant Operator  
Power Plant Operator Senior  
Refrigeration and Air Conditioning Service Technician  
Refrigeration and Air Conditioning Service Technician Senior  
Sheet Metal Worker  
Sign Shop Supervisor  
Sign Shop Worker  
Utility Worker  
Welder

The request of George Vega, Director of the Division of Personnel Services, to provide a one-step increase on the pay plan for each person on step 15 or lower in the classified service under the Kansas Civil Service Act who was hired on or before June 17, 2006, is hereby approved, effective September 10, 2006. This increase is limited to those employees whose latest performance review rating during the 12-month period preceding September 10, 2006, is at least satisfactory.

The request of George Vega, Director of the Division of Personnel Services, to provide a base pay rate increase equal to a single pay step increase for each person in the classified service under the Kansas Civil Service Act who is at a pay rate above the pay grade for such person's job class is hereby approved, effective September 10, 2006.

The request of George Vega, Director of the Division of Personnel Services, to provide a single pay step increase pay rate differential for uniformed employees in the Juvenile Corrections Officer I, Juvenile Corrections Officer II, and Juvenile Corrections Officer III job classes under the Juvenile Justice Authority, is hereby approved, effective June 18, 2006.

The request of George Vega, Director of the Division of Personnel Services, to provide a single pay step increase pay rate differential for uniformed corrections personnel job classes of the Department of Corrections is hereby approved, effective June 18, 2006.

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The request of George Vega, Director of the Division of Personnel Services, to provide a single pay step increase pay rate differential for those employees at Larned State Hospital who currently earn an hourly pay rate differential for hazardous duty pay is hereby approved, effective June 18, 2006.

The request of George Vega, Director of the Division of Personnel Services, to establish step 6 of pay grade 17 as the entry rate for the Corrections Officer IA class is hereby approved, effective June 18, 2006.

The request of George Vega, Director of the Division of Personnel Services, to establish the Prepress Technician class is hereby approved, effective on the effective date of this executive directive.

The request of George Vega, Director of the Division of Personnel Services, to provide an 8.0 percent retention incentive for law enforcement officers at Emporia State University in the following law enforcement job classes: University Police Officer Trainee, University Police Officer, University Police Sergeant, University Police Detective, and a Public Service Executive II serving as University Police Captain is hereby approved, effective June 18, 2006.

The request of George Vega, Director of the Division of Personnel Services, to abolish the following classes, effective June 18, 2006, is hereby approved.

Highway Maintenance Superintendent  
Equipment Shop Superintendent  
Highway Maintenance Supervisor  
Property Appraiser Trainee  
Motor Carrier Sergeant

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



Secretary of State



Assistant Secretary of State

5/26/06  
Date

Kansas Civil Service Basic Pay Plan (effective June 18, 2006)  
Basic Steps (Bi-Weekly Rates)

PG	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
5											
6											
7											
8											
9											
10											
11											
12											
13											
14											
15											
16											
17											
18	992.80	1,017.60	1,041.60	1,067.20	1,094.40	1,121.60	1,149.60	1,176.80	1,205.60	1,236.80	1,267.20
19	1,041.60	1,067.20	1,094.40	1,121.60	1,149.60	1,176.80	1,205.60	1,236.80	1,267.20	1,296.80	1,331.20
20	1,094.40	1,121.60	1,149.60	1,176.80	1,205.60	1,236.80	1,267.20	1,296.80	1,331.20	1,361.60	1,396.80
21	1,149.60	1,176.80	1,205.60	1,236.80	1,267.20	1,296.80	1,331.20	1,361.60	1,396.80	1,430.40	1,465.60
22	1,205.60	1,236.80	1,267.20	1,296.80	1,331.20	1,361.60	1,396.80	1,430.40	1,465.60	1,503.20	1,540.00
23	1,267.20	1,296.80	1,331.20	1,361.60	1,396.80	1,430.40	1,465.60	1,503.20	1,540.00	1,575.20	1,616.80
24	1,331.20	1,361.60	1,396.80	1,430.40	1,465.60	1,503.20	1,540.00	1,575.20	1,616.80	1,656.80	1,696.00
25	1,396.80	1,430.40	1,465.60	1,503.20	1,540.00	1,575.20	1,616.80	1,656.80	1,696.00	1,739.20	1,783.20
26	1,465.60	1,503.20	1,540.00	1,575.20	1,616.80	1,656.80	1,696.00	1,739.20	1,783.20	1,826.40	1,872.80
27	1,540.00	1,575.20	1,616.80	1,656.80	1,696.00	1,739.20	1,783.20	1,826.40	1,872.80	1,916.80	1,964.80
28	1,616.80	1,656.80	1,696.00	1,739.20	1,783.20	1,826.40	1,872.80	1,916.80	1,964.80	2,012.00	2,064.00
29	1,696.00	1,739.20	1,783.20	1,826.40	1,872.80	1,916.80	1,964.80	2,012.00	2,064.00	2,112.80	2,166.40
30	1,783.20	1,826.40	1,872.80	1,916.80	1,964.80	2,012.00	2,064.00	2,112.80	2,166.40	2,220.80	2,274.40
31	1,872.80	1,916.80	1,964.80	2,012.00	2,064.00	2,112.80	2,166.40	2,220.80	2,274.40	2,331.20	2,388.80
32	1,964.80	2,012.00	2,064.00	2,112.80	2,166.40	2,220.80	2,274.40	2,331.20	2,388.80	2,447.20	2,508.00
33	2,064.00	2,112.80	2,166.40	2,220.80	2,274.40	2,331.20	2,388.80	2,447.20	2,508.00	2,567.20	2,633.60
34	2,166.40	2,220.80	2,274.40	2,331.20	2,388.80	2,447.20	2,508.00	2,567.20	2,633.60	2,697.60	2,764.80
35	2,274.40	2,331.20	2,388.80	2,447.20	2,508.00	2,567.20	2,633.60	2,697.60	2,764.80	2,831.20	2,903.20
36	2,388.80	2,447.20	2,508.00	2,567.20	2,633.60	2,697.60	2,764.80	2,831.20	2,903.20	2,973.60	3,048.80
37	2,508.00	2,567.20	2,633.60	2,697.60	2,764.80	2,831.20	2,903.20	2,973.60	3,048.80	3,124.00	3,199.20
38	2,633.60	2,697.60	2,764.80	2,831.20	2,903.20	2,973.60	3,048.80	3,124.00	3,199.20	3,282.40	3,360.00

Step 15      Step 16

\$ 1,296.80	\$ 1,331.20
\$ 1,361.60	\$ 1,396.80
\$ 1,430.40	\$ 1,465.60
\$ 1,503.20	\$ 1,540.00
\$ 1,575.20	\$ 1,616.80
\$ 1,656.80	\$ 1,696.00
\$ 1,739.20	\$ 1,783.20
\$ 1,826.40	\$ 1,872.80
\$ 1,916.80	\$ 1,964.80
\$ 2,012.00	\$ 2,064.00
\$ 2,112.80	\$ 2,166.40
\$ 2,220.80	\$ 2,274.40
\$ 2,331.20	\$ 2,388.80
\$ 2,447.20	\$ 2,508.00
\$ 2,567.20	\$ 2,633.60
\$ 2,697.60	\$ 2,764.80
\$ 2,831.20	\$ 2,903.20
\$ 2,973.60	\$ 3,048.80
\$ 3,124.00	\$ 3,199.20
\$ 3,282.40	\$ 3,360.00
\$ 3,444.80	\$ 3,530.40

Kansas Civil Service Basic Pay Plan (effective June 18, 2006)  
Basic Steps (Hourly Rates)

PG	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	6.59	6.75	6.92	7.08	7.24	7.43	7.62	7.82	7.99	8.19	8.38	8.61	8.83
6	6.92	7.08	7.24	7.43	7.62	7.82	7.99	8.19	8.38	8.61	8.83	9.03	9.26
7	7.24	7.43	7.62	7.82	7.99	8.19	8.38	8.61	8.83	9.03	9.26	9.50	9.71
8	7.62	7.82	7.99	8.19	8.38	8.61	8.83	9.03	9.26	9.50	9.71	9.98	10.22
9	7.99	8.19	8.38	8.61	8.83	9.03	9.26	9.50	9.71	9.98	10.22	10.44	10.73
10	8.38	8.61	8.83	9.03	9.26	9.50	9.71	9.98	10.22	10.44	10.73	10.98	11.27
11	8.83	9.03	9.26	9.50	9.71	9.98	10.22	10.44	10.73	10.98	11.27	11.52	11.81
12	9.26	9.50	9.71	9.98	10.22	10.44	10.73	10.98	11.27	11.52	11.81	12.11	12.41
13	9.71	9.98	10.22	10.44	10.73	10.98	11.27	11.52	11.81	12.11	12.41	12.72	13.02
14	10.22	10.44	10.73	10.98	11.27	11.52	11.81	12.11	12.41	12.72	13.02	13.34	13.68
15	10.73	10.98	11.27	11.52	11.81	12.11	12.41	12.72	13.02	13.34	13.68	14.02	14.37
16	11.27	11.52	11.81	12.11	12.41	12.72	13.02	13.34	13.68	14.02	14.37	14.71	15.07
17	11.81	12.11	12.41	12.72	13.02	13.34	13.68	14.02	14.37	14.71	15.07	15.46	15.84
18	12.41	12.72	13.02	13.34	13.68	14.02	14.37	14.71	15.07	15.46	15.84	16.21	16.64
19	13.02	13.34	13.68	14.02	14.37	14.71	15.07	15.46	15.84	16.21	16.64	17.02	17.46
20	13.68	14.02	14.37	14.71	15.07	15.46	15.84	16.21	16.64	17.02	17.46	17.88	18.32
21	14.37	14.71	15.07	15.46	15.84	16.21	16.64	17.02	17.46	17.88	18.32	18.79	19.25
22	15.07	15.46	15.84	16.21	16.64	17.02	17.46	17.88	18.32	18.79	19.25	19.69	20.21
23	15.84	16.21	16.64	17.02	17.46	17.88	18.32	18.79	19.25	19.69	20.21	20.71	21.20
24	16.64	17.02	17.46	17.88	18.32	18.79	19.25	19.69	20.21	20.71	21.20	21.74	22.29
25	17.46	17.88	18.32	18.79	19.25	19.69	20.21	20.71	21.20	21.74	22.29	22.83	23.41
26	18.32	18.79	19.25	19.69	20.21	20.71	21.20	21.74	22.29	22.83	23.41	23.96	24.56
27	19.25	19.69	20.21	20.71	21.20	21.74	22.29	22.83	23.41	23.96	24.56	25.15	25.80
28	20.21	20.71	21.20	21.74	22.29	22.83	23.41	23.96	24.56	25.15	25.80	26.41	27.08
29	21.20	21.74	22.29	22.83	23.41	23.96	24.56	25.15	25.80	26.41	27.08	27.76	28.43
30	22.29	22.83	23.41	23.96	24.56	25.15	25.80	26.41	27.08	27.76	28.43	29.14	29.86
31	23.41	23.96	24.56	25.15	25.80	26.41	27.08	27.76	28.43	29.14	29.86	30.59	31.35
32	24.56	25.15	25.80	26.41	27.08	27.76	28.43	29.14	29.86	30.59	31.35	32.09	32.92
33	25.80	26.41	27.08	27.76	28.43	29.14	29.86	30.59	31.35	32.09	32.92	33.72	34.56
34	27.08	27.76	28.43	29.14	29.86	30.59	31.35	32.09	32.92	33.72	34.56	35.39	36.29
35	28.43	29.14	29.86	30.59	31.35	32.09	32.92	33.72	34.56	35.39	36.29	37.17	38.11
36	29.86	30.59	31.35	32.09	32.92	33.72	34.56	35.39	36.29	37.17	38.11	39.05	39.99
37	31.35	32.09	32.92	33.72	34.56	35.39	36.29	37.17	38.11	39.05	39.99	41.03	42.00
38	32.92	33.72	34.56	35.39	36.29	37.17	38.11	39.05	39.99	41.03	42.00	43.06	44.13

**SOCIAL AND REHABILITATION SERVICES  
PSYCHIATRIST/PHYSICIAN COMPENSATION WORKSHEET  
Effective 06-18-2006 to 06-16-2007**

Name \_\_\_\_\_ Facility \_\_\_\_\_ Date \_\_\_\_\_

**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 are attached.

Clinical Director of Psychiatry	\$179,836
Psychiatrist III	142,630
Psychiatrist II	130,226
Psychiatrist I	117,824
Institutional License	86,817

Medical Director	\$142,630
Physician III	117,824
Physician II	111,624
Physician I	99,219
Institutional License	86,817

Amount: \$ \_\_\_\_\_

B. Contract Renewal:

FY 07 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