



## State of Kansas

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2007 Workforce Report

**Department of Administration  
Division of Personnel Services**

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## Introduction

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The Department of Administration, Division of Personnel Services presents its ninth annual State of Kansas Workforce Report. This report presents facts and statistics about the state government workforce for fiscal year 2007. It supplies information from both statewide and agency perspectives, providing useful fact-based data for human resource planning and decision-making.

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

The Division of Personnel Services welcomes your comments and questions regarding this report. Please call Jan Cavalieri at (785) 296-4743 or email at [jan.cavalieri@da.ks.gov](mailto:jan.cavalieri@da.ks.gov) if you have comments or questions.

**State of Kansas  
Fiscal Year 2007  
Statistical Highlights**

**Profile of Classified and Unclassified Employees**

	<b>Classified</b>	<b>Unclassified</b>
<b>Number of Employees</b>	<b>21,689</b>	<b>15,440</b>
<b>Average Age</b>	<b>46</b>	<b>47</b>
<b>Average Length of Service</b>	<b>13</b>	<b>11</b>
<b>Average Annual Salary</b>	<b>\$34,689</b>	<b>\$58,473</b>
<b>Percent Ethnic Minorities</b>	<b>12%</b>	<b>13%</b>

**Source:** SHARP (June 2007); Excludes legislators, temporary, and student employees.

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

Kansas Population 2,694,641  
**Source:** U.S. Census Bureau (July 2002)

**Rank out of 50 States**

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

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

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

# Kansas Government Functions

## General Government

### Agency Number and Name

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

## Public Safety

### Agency Number and Name

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

## Education

### Agency Number and Name

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

## Transportation

### Agency Number and Name

276 Transportation, Kansas Department of

**Agriculture & Natural Resources**

**Agency Number and Name**

046 Agriculture, Department of  
055 Animal Health Department  
634 Conservation Commission, State  
  
373 Fair, Kansas State  
264 Health and Environment - Environment  
709 Water Office, Kansas  
710 Wildlife and Parks, Department of

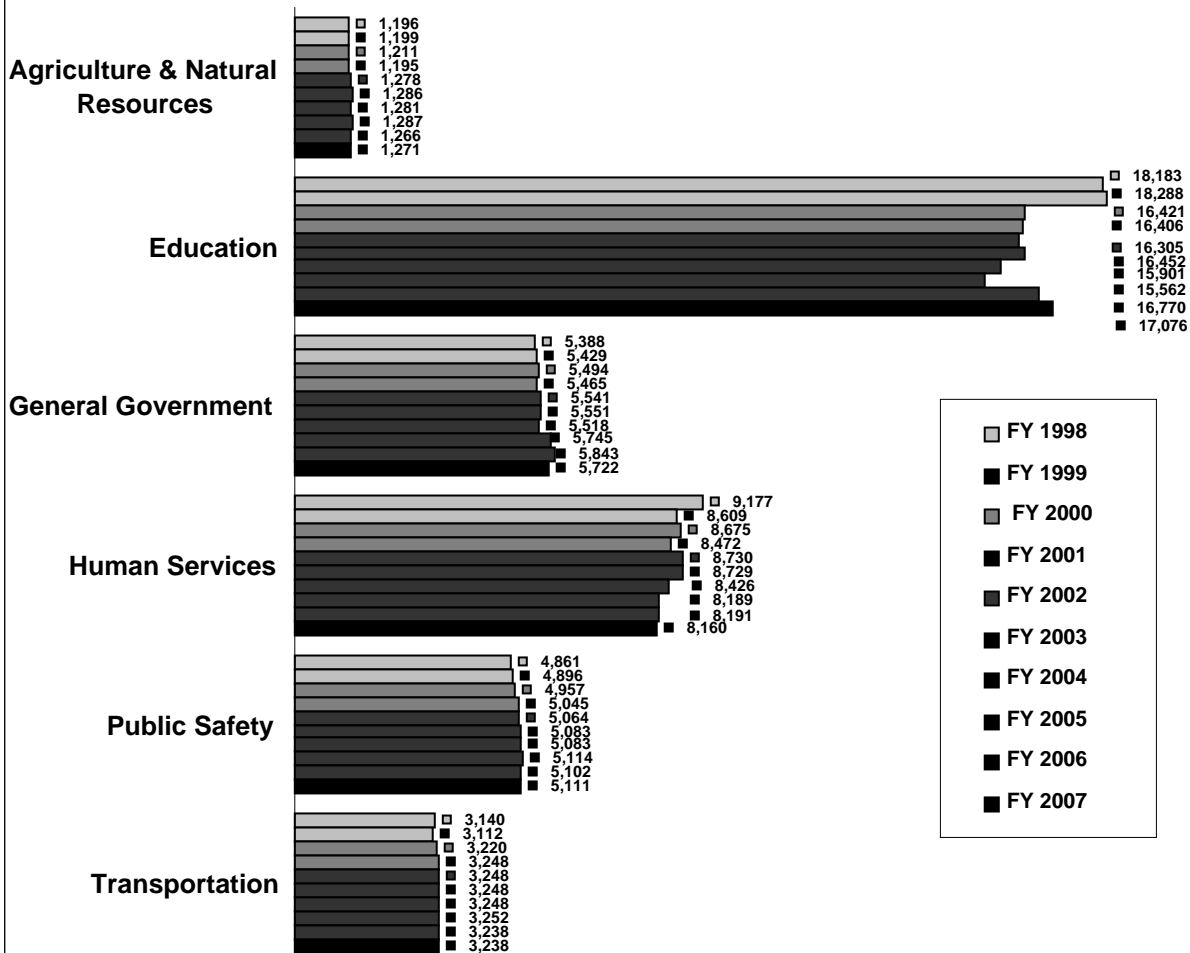
**Human Services**

**Agency Number and Name**

039 Aging, Department on  
261 Guardianship Program, Kansas  
Health and Environment, Department of  
264 Health  
171 Health Policy Authority  
296 Human Resources, Department of  
410 Larned State Hospital  
363 Neurological Institute, Kansas  
494 Osawatomie State Hospital  
507 Parsons State Hospital and Training Center  
555 Rainbow Mental Health Facility  
629 Social and Rehabilitation Services, Dept of  
694 Veterans' Affairs, Commission on

**Source:** Fiscal Year 2007 Budget Comparison Report, Schedule 7.

## Number of Authorized FTE by Government Function



**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 2007 Budget Comparison Report, (Schedule 7).



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

Agency Name	Fiscal Year										FY 98-07
	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	+/-
Accountancy, Board of	3	3	3	3	3	3	3	3	3	3	0
Adjutant General	218	215	215	215	215	215	215	215	215	219	1
Administration, Department of	855	862	885	874	879	882	888	808	936	760	-96
Aging, Department on	160	156	157	157	157	157	221	213	208	208	49
Agriculture, Department of	311	304	313	303	304	301	299	303	303	309	-3
Animal Health Department	29	30	30	30	31	31	31	33	33	33	4
Arts Commission, Kansas	8	8	8	8	8	8	8	8	8	8	0
Atchison Juvenile Correctional Fac	119	120	120	120	120	119	119	119	118	99	-20
Attorney General	86	87	90	91	96	95	95	95	95	102	16
Banking Department	71	68	75	77	85	85	86	86	90	90	19
Barbering, Board of	2	2	2	2	2	2	2	2	2	2	0
Behavioral Sciences Regulatory Board	7	7	7	8	8	8	8	8	8	8	2
Beloit Juvenile Correctional Facility	92	92	104	104	104	104	103	100	94	87	-5
Blind, School for the	93	94	93	93	94	94	94	94	94	94	1
Citizens' Utility Ratepayer Board	3	3	3	4	0	5	5	5	6	3	0
Commerce, Department of	134	132	133	136	149	148	109	390	389	423	289
Conservation Commission, State	14	14	14	14	15	16	16	14	14	13	-1
Consumer Credit Commissioner	7	0	0	0	0	0	0	0	0	-	-
Corporation Commission, Kansas	211	211	209	209	210	210	210	212	214	214	3
Corrections, Department of	303	302	313	321	319	319	322	323	302	309	6
Cosmetology, Board of	11	12	12	12	12	12	12	12	12	12	1
Credit Unions, Department of	12	12	12	12	13	13	13	13	13	13	1
Deaf, School for the	176	176	175	174	174	174	174	174	174	174	-2
Dental Board, Kansas	2	2	2	2	3	3	3	3	3	3	1
Education, Department of	204	208	200	202	191	208	208	211	212	212	8
El Dorado Correctional Facility	386	386	386	453	469	467	467	467	466	465	79
Ellsworth Correctional Facility	186	185	185	183	223	223	223	223	223	223	38
Emergency Medical Services Board	13	13	13	13	13	13	13	13	14	14	1
Emporia State University	739	757	764	763	758	775	742	754	793	794	55
Ethics Commission, Kansas Gov	9	9	9	9	9	9	9	9	9	9	0
Fair, Kansas State	18	18	21	22	22	22	23	23	23	24	6
Fire Marshal	40	40	44	44	46	46	46	51	51	51	11
Fort Hays State University	689	703	711	711	723	724	706	701	720	746	57
Governor, Office of the	30	30	29	30	30	29	34	38	39	39	9
Guardianship Program, Kansas	12	13	13	13	13	13	12	12	12	12	0
Healing Arts, Board of	27	27	29	29	29	29	29	29	32	32	5
Health & Environment, Dept of Env	401	412	410	410	478	488	484	485	464	462	61
Health & Environment, Dept of Health	420	425	434	432	523	513	405	404	415	417	-3
Health Care Stab Fund Bd of Gov	16	16	16	16	16	16	16	16	16	17	1
Health Policy Authority	0	0	0	0	0	0	0	0	6	171	171
Hearing Aid Examiners, Board of	0	0	0	0	0	0	0	0	0	0	0
Highway Patrol	783	794	809	824	824	824	824	824	826	859	76
Historical Society, State	137	139	138	137	137	137	137	137	134	134	-3
Human Rights Commission	37	37	36	36	37	37	36	36	40	34	-3
Hutchinson Correctional Facility	511	510	509	510	512	512	513	513	513	515	4
Indigents Defense Services, Board of	170	165	165	161	164	166	165	173	174	187	17
Insurance Department	162	164	165	157	157	157	157	147	146	143	-19
Investigation, Kansas Bureau of	196	194	203	200	200	200	200	200	207	220	25
Judicial Council	4	4	4	4	4	4	4	4	4	7	3
Judicial Branch	1766	1788	1814	1815	1816	1816	1816	1835	1830	1834	68
Juvenile Correctional Complex	0	0	0	0	0	0	0	38	0	257	257
Juvenile Justice Authority	30	32	32	34	37	38	39	42	42	42	12
Kansas, Inc.	5	5	4	4	4	4	4	4	5	5	-1
Kansas Public Employees Ret Sys	76	76	76	79	84	85	85	85	85	85	9
Kansas State University	4670	4672	4681	4676	4697	4891	4831	4413	4880	4956	286
Labor, Department of	1003	1004	997	964	964	940	940	653	634	601	-401
Lansing Correctional Facility	703	702	707	703	710	710	710	700	699	696	-7
Larned Correctional Mental Health Fac	178	177	176	187	186	186	186	186	186	187	9
Larned Juvenile Correctional Facility	127	128	128	128	129	148	148	148	147	146	19
Larned State Hospital	772	766	767	761	748	726	793	798	940	966	195

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

Agency Name	Fiscal Year										FY 98-07
	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	+/-
Legislative Coordinating Council	11	13	13	13	13	13	13	12	12	12	1
Legislative Division of Post Audit	20	20	21	21	21	21	21	21	26	26	6
Legislative Research Department	37	37	37	37	37	37	37	38	38	38	1
Legislature	30	31	32	33	36	33	33	33	34	35	5
Library, State	27	27	27	27	27	27	27	27	27	27	0
Lieutenant Governor, Office of the Lottery, Kansas	3	3	3	3	3	3	3	3	3	4	1
Mortuary Arts, Board of	89	88	88	88	89	88	87	87	87	87	-2
Neurological Institute, Kansas	3	3	3	3	3	3	3	3	3	3	0
Norton Correctional Facility	676	674	667	663	659	656	530	588	588	575	-101
Nursing, Board of	236	266	266	259	266	266	266	266	265	265	29
Ombudsman for Corrections	17	17	17	17	22	22	22	22	22	22	6
Optometry Examiners, Board of	4	4	4	4	4	4	0	0	0	-	-
Osawatomie State Hospital	1	1	1	1	1	1	1	1	1	1	0
Parole Board, Kansas	529	485	482	481	477	477	436	399	399	399	-131
Parsons State Hospital and Training Cntr	4	4	4	4	4	4	3	3	3	3	-1
Pharmacy, Board of	524	523	516	516	515	514	424	467	467	467	-57
Pittsburg State University	6	6	6	6	6	6	7	7	7	7	1
Racing & Gaming Commission, Kansas	717	735	800	799	794	796	790	773	831	841	124
Rainbow Mental Health Facility	52	62	71	72	64	64	67	67	67	67	15
Real Estate Appraiser Board	143	143	136	134	132	127	112	115	115	115	-28
Real Estate Commission, Kansas	3	3	3	3	3	3	2	2	2	2	-1
Regents, Board of	14	14	14	13	13	13	13	13	14	14	0
Revenue, Department of	18	18	26	28	43	54	54	57	58	59	41
Revisor of Statutes	1180	1184	1180	1162	1196	1196	1196	1196	1146	1146	-34
Secretary of State	26	26	26	26	26	26	26	26	27	30	4
Securities Commissioner, Office of the Sentencing Commission, Kansas	54	53	54	57	57	56	56	54	54	55	1
Social and Rehabilitation Services, Dept Tax Appeals, Board of	27	27	28	28	28	28	28	28	30	30	3
Technical Professions, State Board of Technology Enterprise Corp, Kansas	9	9	9	10	10	10	7	7	7	9	0
Topeka Correctional Facility	4317	4194	4170	3897	3986	4049	3982	3982	3848	3671	-646
Topeka Juvenile Correctional Facility	30	37	31	31	31	28	26	26	26	26	-4
Transportation, Department of	5	6	6	6	6	6	6	6	6	6	1
Treasurer, State	18	18	18	18	19	29	27	29	29	29	11
University of Kansas	300	300	304	304	247	249	248	248	248	248	-52
University of Kansas Medical Center	222	222	226	226	226	226	394	228	274	-	-
Veterans' Affairs, Commission on Veterinary Examiners, Board of	3140	3112	3220	3248	3248	3248	3248	3252	3238	3238	98
Water Office, Kansas	57	56	56	56	56	56	56	56	56	56	-1
Wheat Commission, Kansas	4406	4552	4578	4574	4485	4487	4180	4181	4640	4685	279
Wichita State University	4619	4470	2495	2490	2449	2352	2284	2347	2445	2479	-2140
Wildlife & Parks, Department of	190	228	338	455	556	558	559	558	558	558	368
Winfield Correctional Facility	2	3	3	3	3	3	3	4	3	3	1
Winfield State Hospital and Training Cntr	22	22	23	23	23	23	23	23	23	23	1
Wichita State University	8	8	8	0	0	0	0	0	0	0	-
Wildlife & Parks, Department of	1682	1731	1728	1727	1727	1727	1668	1688	1757	1807	125
Winfield Correctional Facility	394	392	394	394	407	407	407	407	407	408	14
Winfield State Hospital and Training Cntr	202	202	201	200	201	201	201	201	201	201	-1
<b>Total FTE</b>	<b>41932</b>	<b>41512</b>	<b>39765</b>	<b>39630</b>	<b>40170</b>	<b>42352</b>	<b>41614</b>	<b>41152</b>	<b>40407</b>	<b>40515</b>	<b>-1417</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.

**State Agency Closures:**

- Grain Inspection Department – Privatized FY 1998
- Topeka State Hospital – Closed 1998
- Winfield State Hospital – Closed 1998
- Kansas Wheat Commission – Privatized FY 2001

**Source:** Fiscal Year 2007 Budget Comparison Report, (Schedule 7).

### Twenty-Five Most Populous Job Classes

Rank	Job Title	Number of Employees
1	Senior Administrative Asst	1143
2	Administrative Specialist	1035
3	Human Services Specialist	912
4	Administrative Assistant	902
5	MHDD Technician	790
6	Corrections Officer I (A)	663
7	Equipment Operator Senior	528
8	Equipment Operator	493
9	Corrections Officer II	423
10	Social Worker Specialist	391
11	Custodial Specialist	390
12	Corrections Officer I (B)	375
13	Public Service Administrator I	336
14	Office Assistant	326
15	Engineering Technician	317
16	Corrections Specialist I	300
17	Human Services Assistant	286
18	Utility Worker	280
19	Custodial Worker	258
20	Program Consultant II	229
20	Public Service Executive II	229
21	Juvenile Corrections Officer I	220
22	Registered Nurse Senior	204
23	Hwy Patrol Master/Tech Trooper	194
24	Program Consultant I	189
25	Public Service Administrator II	187

**Comments:** During FY 2007, over one-half (54%) of the classified workforce was employed in one of the twenty-five most populous job classes. This is an increase from FY 2006 when 50% of the classified workforce was employed in the top twenty-five most populous job classes. During FY 2007, the State of Kansas had 521 classified job classes. This is a significant decrease in the number of job classes from FY 2002, when the total was approximately 700.

**Source:** SHARP (FY 2007); Excludes unclassified, temporary, and student employees

**Twenty-Five Most Populous Agencies  
FY 2007**

Rank	Agency Name	Number of Employees		
		Classified	Unclassified	Total
1	University of Kansas	0	4873	4873
2	Kansas State University	1580	2418	3998
3	Social & Rehabilitation Services, Dept of	3204	34	3238
4	Transportation, Department of	2913	11	2924
5	University of Kansas Medical Center	435	2397	2832
6	Judicial Branch	0	1860	1860
7	Wichita State University	631	1006	1637
8	Revenue, Department of	984	30	1014
9	Larned State Hospital	884	25	909
10	Highway Patrol	789	8	797
11	Health & Environment, Department of	754	13	767
12	Pittsburg State University	305	442	747
13	Fort Hays State University	286	442	728
14	Emporia State University	286	441	727
15	Lansing Correctional Facility	678	1	679
16	Administration, Department of	513	27	540
17	Neurological Institute, Kansas	525	3	528
18	Hutchinson Correctional Facility	505	1	506
19	Parsons State Hospital & Trng Center	456	6	462
20	El Dorado Correctional Facility	440	1	441
21	Labor, Department of	395	31	426
22	Wildlife & Parks, Department of	394	7	401
23	Osawatomie State Hospital	346	18	364

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

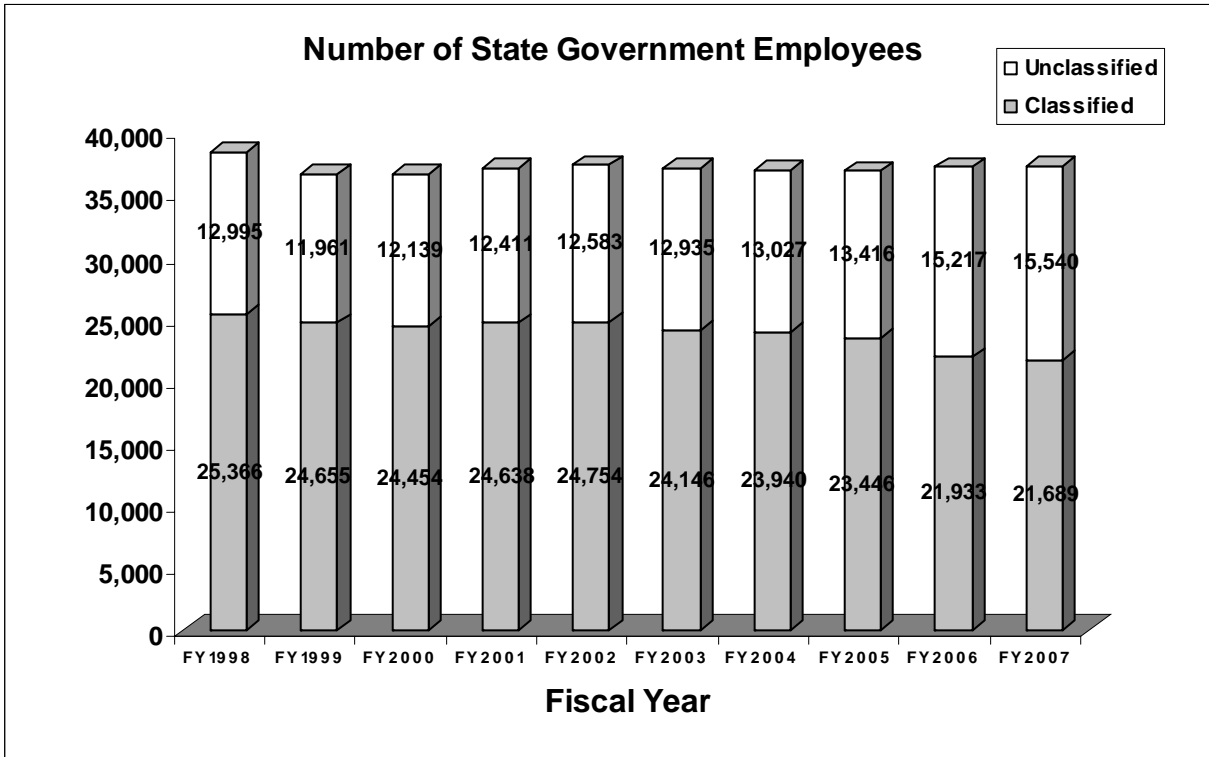
**Source:** SHARP (FY 2007); Excludes temporary and student employees

State of Kansas  
**Fiscal Year 2006**  
**Workforce Characteristics**

**SECTION ONE**

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- The number of employees has decreased by 3% since 1998. Since FY 1998, the number of unclassified employees has increased 19.6%, while the number of classified employees has decreased 14.5%.
- The number of classified employees in the 50-59 age category has increased 10% since 1998, while the number of employees in the 30-39 age category has decreased 10% during the same timeframe. Number of employees over age 60 has increased 3% since 1998.
- 69% of the classified state workforce is over 40 years of age. The number of employees in this category has increased consistently since FY 1998. For the first time, in FY 2006, the number of employees between 50 and 59 years of age was greater than the number of employees between 40 and 49 years of age.
- In 1998, the percentage of employees making less than \$20,000 per year was 20%. In FY 2007 it is 2%. In 1998, the number of employees making more than \$40,000 per year was 10%. In FY 2007 it is 25%.
- As during previous fiscal years, the percentage of minorities in the classified (12%) and unclassified (13%) service is a greater percentage than in the available workforce (9%).



**Comments:** The number of employees has decreased by 2.9 percent since 1998. The number of unclassified employees has increased by 19.6% since 1998, while the number of classified employees has decreased by 14.5% since 1998.

**Source:** SHARP (FY 1998 - 2007); Excludes temporary and student employees

**Number of Classified Employees by Location on the Civil Service Plan**

		STEPS													
		4	5	6	7	8	9	10	11	12	13	14	15	16	Total
006		0	0	1	0	0	0	0	0	0	0	0	0	0	1
007		5	3	4	0	4	0	0	0	0	0	0	0	0	16
008		0	0	0	0	0	0	0	0	0	0	0	0	0	0
009		4	4	2	1	0	3	0	1	1	0	0	4	6	26
010		46	96	10	5	2	6	13	5	6	4	7	19	15	234
011		43	131	6	10	8	5	6	21	14	4	4	7	35	294
012		48	148	15	14	6	8	6	8	13	14	20	22	15	337
<b>P</b>	013	143	370	32	48	34	31	18	15	14	23	39	21	122	910
<b>A</b>	014	129	174	13	7	12	8	7	6	7	3	10	8	16	400
<b>Y</b>	015	229	544	52	57	54	75	69	66	47	62	69	44	153	1,521
	016	49	147	72	239	40	88	16	10	17	6	10	20	43	757
	017	240	557	806	56	54	34	35	29	38	44	88	52	61	2,094
	018	108	521	148	274	172	126	90	95	121	88	90	81	252	2,166
	019	96	396	207	63	98	55	108	76	75	38	53	37	87	1,389
	020	57	203	42	58	35	37	41	39	63	57	32	47	101	812
	021	215	568	58	76	37	152	61	49	48	59	42	50	92	1,507
<b>G</b>	022	148	257	91	52	52	41	89	49	27	30	31	33	51	951
<b>R</b>	023	42	210	45	46	42	18	44	27	25	26	26	11	38	600
<b>A</b>	024	175	581	96	130	68	145	116	94	64	59	70	40	90	1,728
<b>D</b>	025	35	76	18	20	26	23	21	17	29	6	39	103	70	483
<b>E</b>	026	89	332	53	65	72	69	114	183	42	48	28	32	51	1,178
	027	112	388	45	79	39	84	61	49	24	25	19	23	46	994
	028	19	71	31	15	10	21	18	7	10	15	13	28	17	275
	029	75	320	70	120	82	54	80	63	38	28	25	33	60	1,048
	030	25	64	62	24	10	13	36	15	1	10	11	2	13	286
	031	18	113	21	21	19	32	31	23	14	5	16	4	21	338
	032	24	122	32	52	54	42	36	23	23	27	30	21	36	522
	033	1	20	19	12	13	15	19	13	3	7	13	0	16	151
	034	2	18	5	4	9	17	14	14	8	10	9	6	14	130
	035	1	11	5	16	12	13	16	23	6	13	12	6	14	148
	036	0	6	0	1	2	0	2	3	2	0	2	2	4	24
	037	0	0	0	3	0	2	0	4	2	3	0	3	5	22
	038	0	2	2	0	0	0	4	0	0	0	0	0	0	8
<b>FY07</b>		<b>2,178</b>	<b>6,453</b>	<b>2,063</b>	<b>1,568</b>	<b>1,066</b>	<b>1,217</b>	<b>1,171</b>	<b>1,027</b>	<b>782</b>	<b>714</b>	<b>808</b>	<b>759</b>	<b>1,544</b>	<b>21,350</b>
<b>FY06</b>		<b>7,900</b>	<b>2,438</b>	<b>1,418</b>	<b>1,107</b>	<b>1,323</b>	<b>1,219</b>	<b>1,101</b>	<b>803</b>	<b>777</b>	<b>861</b>	<b>857</b>	<b>1,735</b>	<b>NR</b>	<b>21,539</b>
<b>FY05</b>		<b>9,119</b>	<b>1,540</b>	<b>1,852</b>	<b>946</b>	<b>1,452</b>	<b>1,208</b>	<b>1,214</b>	<b>932</b>	<b>882</b>	<b>973</b>	<b>956</b>	<b>2,069</b>	<b>NR</b>	<b>23,143</b>
<b>FY04</b>		<b>8,097</b>	<b>1,565</b>	<b>2,020</b>	<b>1,139</b>	<b>1,678</b>	<b>1,319</b>	<b>1,074</b>	<b>967</b>	<b>985</b>	<b>983</b>	<b>1,070</b>	<b>2,280</b>	<b>NR</b>	<b>23,177</b>
<b>FY03</b>		<b>6,938</b>	<b>1,648</b>	<b>2,421</b>	<b>1,005</b>	<b>1,777</b>	<b>1,437</b>	<b>1,089</b>	<b>984</b>	<b>1,026</b>	<b>1,112</b>	<b>1,118</b>	<b>2,666</b>	<b>NR</b>	<b>23,221</b>
<b>FY02</b>		<b>6,656</b>	<b>1,808</b>	<b>2,671</b>	<b>1,080</b>	<b>1,985</b>	<b>1,544</b>	<b>1,166</b>	<b>1,074</b>	<b>1,065</b>	<b>1,204</b>	<b>1,236</b>	<b>2,909</b>	<b>NR</b>	<b>24,398</b>

**Comments:** Records of some employees are not included due to data errors.

**Source:** SHARP (FY 2007); Excludes legislators, unclassified, temporary and student employees

**Number of Classified and Unclassified Employees by Agency  
Fiscal Year 2007**

**Number of Employees**

<b>Agency Name</b>	<b>Classified</b>	<b>Unclassified</b>	<b>Total</b>
Accountancy, Board of	2	1	3
Adjutant General	42	146	188
Administration, Department of	513	27	540
Aging, Department on	152	10	162
Agriculture, Department of	259	12	271
Animal Health Department	29	3	32
Arts Commission, Kansas	5	1	6
Atchison Juvenile Correctional Fac	74	1	75
Attorney General	1	82	83
Banking Department	72	15	87
Barbering, Board of	1	1	2
Behavioral Sciences Regulatory Board	4	3	7
Beloit Juvenile Correctional Facility	57	1	58
Blind, School for the	23	61	84
Citizen's Utility Ratepayer Board	0	3	3
Commerce, Department of	257	10	267
Conservation Commission	6	6	12
Corporation Commission	136	64	200
Corrections, Department of	279	14	293
Cosmetology, Board of	11	1	12
Credit Unions, Department of	10	1	11
Deaf, School for the	44	105	149
Dental Board	2	1	3
Education, Department of	159	25	184
El Dorado Correctional Facility	440	1	441
Ellsworth Correctional Facility	213	1	214
Emergency Medical Services	12	1	13
Emporia State University	286	441	727
Ethics Commission, Kansas Gov	0	9	9
Fair, Kansas State	22	2	24
Fire Marshal	46	2	48
Fort Hays State University	286	442	728
Governor, Office of the	0	37	37
Healing Arts, State Board of	27	8	35
Health & Environment, Department of	754	13	767
Health Care Stabilization Fund, Bd of Gov	7	8	15
Health Policy Authority, Kansas	132	52	184
Highway Patrol	789	8	797
Historical Society, State	107	1	108
Housing Resources Corp, Kansas	18	26	44
Human Rights Commission, Kansas	28	4	32
Hutchinson Correctional Facility	505	1	506
Indigents Defense Services Board	65	107	172
Insurance Department	20	101	121
Investigation, Kansas Bureau of	162	6	168
Judicial Branch	0	1860	1860
Judicial Council	0	6	6
Juvenile Correctional Complex	211	2	213
Juvenile Justice Authority	20	9	29
Kansas Inc	0	3	3
Kansas Public Employees Retirement System	64	14	78
Kansas State University	1580	2418	3998
Labor, Department of	395	31	426
Lansing Correctional Facility	678	1	679
Larned Correctional Mental Health Facility	173	0	173
Larned Juvenile Correctional Facility	128	1	129
Larned State Hospital	884	25	909
Legislative Coordinating Council	0	12	12
Legislative Research Department	0	36	36
Legislature	0	34	34



**Number of Classified and Unclassified Employees by Agency  
Fiscal Year 2007**

Agency Name	Number of Employees		
	Classified	Unclassified	Total
Library, State	20	2	22
Lieutenant Governor, Office of the	0	3	3
Lottery, Kansas State	41	37	78
Mortuary Arts, Board of	2	1	3
Neurological Institute, Kansas	525	3	528
Norton Correctional Facility	252	0	252
Nursing, Board of	18	2	20
Optometry Board of Examiners	1	0	1
Osawatomie State Hospital	346	18	364
Parole Board, Kansas	0	3	3
Parsons State Hospital & Trng Center	456	6	462
Peace Officers, Std & Trng	0	2	2
Pharmacy, Board of	5	1	6
Pittsburg State University	305	442	747
Post Audit, Legislative Division	0	26	26
Racing & Gaming Commission	38	15	53
Rainbow Mental Health Facility	105	6	111
Real Estate Appraisal Board	1	1	2
Real Estate Commission	10	2	12
Regents, Board of	18	30	48
Revenue, Department of	984	30	1014
Revisor of Statutes	0	29	29
Secretary of State	0	50	50
Securities Commissioner, Office of the	21	10	31
Sentencing Commission, Kansas	0	9	9
Social & Rehabilitation Services, Dept of	3204	34	3238
Tax Appeals, Board of	11	10	21
Technical Professions, State Board of	2	2	4
Technology Enterprise Corp, Kansas	0	13	13
Topeka Correctional Facility	222	0	222
Transportation, Department of	2913	11	2924
Treasurer, State	12	32	44
University of Kansas	0	4873	4873
University of Kansas Medical Center	435	2397	2832
Veterans Affairs, Commission on	314	4	318
Veterinary Examiners, Board of	0	3	3
Water Office, Kansas	18	3	21
Wichita State University	631	1006	1637
Wildlife & Parks, Department of	394	7	401
Winfield Correctional Facility	195	0	195
<b>Total</b>	<b>21,689</b>	<b>15,440</b>	<b>37,129</b>

**Source:** SHARP (FY 2007); Excludes temporary and student employees

**Number, Salary, Age and Years of Service of Classified Employees by Agency  
Fiscal Year 2007**

<b>Agency Name</b>	<b>Number of Classified Emp</b>	<b>Average Salary</b>	<b>Average Age</b>	<b>Average Yrs of Service</b>
Accountancy, Board of	2	\$26,666	48.67	09.96
Adjutant General	42	\$34,837	49.39	13.18
Administration, Department of	513	\$38,637	48.29	16.04
Aging, Department on	152	\$42,683	52.26	13.66
Agriculture, Department of	259	\$41,100	45.83	13.21
Animal Health Department	29	\$37,699	51.55	14.84
Arts Commission, Kansas	5	\$39,133	35.90	08.46
Atchison Juvenile Correctional Fac	74	\$30,573	43.84	11.97
Attorney General	1	\$42,037	57.90	22.15
Banking Department	72	\$44,482	38.23	08.25
Barbering, Board of	1	\$31,346	68.63	13.47
Behavioral Sciences Regulatory Board	4	\$33,108	41.09	05.25
Beloit Juvenile Correctional Facility	57	\$32,134	45.92	11.86
Blind, School for the	23	\$33,901	51.48	17.93
Commerce, Department of	257	\$39,947	50.85	15.39
Conservation Commission	6	\$44,543	48.25	19.63
Corporation Commission	136	\$39,266	49.66	15.09
Corrections, Department of	279	\$38,650	46.05	13.11
Cosmetology, Board of	11	\$26,429	49.62	08.73
Credit Unions, Department of	10	\$42,072	48.93	14.32
Deaf, School for the	44	\$27,805	49.46	11.20
Dental Board	2	\$28,527	27.36	03.91
Education, Department of	159	\$40,429	48.78	12.36
El Dorado Correctional Facility	440	\$30,957	40.71	07.07
Ellsworth Correctional Facility	213	\$32,483	44.15	09.48
Emergency Medical Services	12	\$36,885	52.21	13.06
Emporia State University	286	\$29,701	49.05	13.63
Fair, Kansas State	22	\$31,322	44.37	05.86
Fire Marshal	46	\$44,624	49.27	14.02
Fort Hays State University	286	\$27,525	48.63	12.82
Healing Arts, State Board of	27	\$31,316	44.63	08.68
Health & Environment, Department of	754	\$42,877	47.23	13.24
Health Care Stabilization Fund, Bd of Gov	7	\$30,020	47.94	16.46
Health Policy Authority, Kansas	132	\$41,529	48.91	14.40
Highway Patrol	789	\$46,028	42.44	12.71
Historical Society, State	107	\$33,997	48.17	14.04
Housing Resources Corp, Kansas	18	\$46,191	49.51	13.37
Human Rights Commission, Kansas	28	\$36,059	47.31	12.94
Hutchinson Correctional Facility	505	\$32,074	42.32	10.12
Indigents Defense Services Board	65	\$30,366	44.30	10.54
Insurance Department	20	\$27,408	49.21	13.35
Investigation, Kansas Bureau of	162	\$47,513	43.37	12.79
Juvenile Correctional Complex	211	\$29,661	41.75	09.26
Juvenile Justice Authority	20	\$43,598	43.44	11.62
Kansas Public Employees Retirement System	64	\$36,074	47.89	13.54
Kansas State University	1580	\$29,101	47.29	12.95
Labor, Department of	395	\$39,444	48.84	16.38
Lansing Correctional Facility	678	\$32,042	41.59	09.69
Larned Correctional Mental Health Fac	173	\$32,086	41.91	09.36
Larned Juvenile Correctional Facility	128	\$30,984	43.81	09.61
Larned State Hospital	884	\$30,622	44.87	09.90
Library, State	20	\$33,913	49.00	13.64
Lottery, Kansas State	41	\$38,314	50.01	13.73
Mortuary Arts, Board of	2	\$32,282	59.26	16.37
Neurological Institute, Kansas	525	\$30,028	43.66	13.19
Norton Correctional Facility	252	\$32,153	45.37	10.67
Nursing, Board of	18	\$36,228	48.18	11.46
Optometry Board of Examiners	1	\$42,037	63.89	14.27
Osawatomie State Hospital	346	\$32,630	46.74	11.53
Parsons State Hospital & Trng Center	456	\$30,377	45.37	12.25

**Number, Salary, Age and Years of Service of Classified Employees by Agency  
Fiscal Year 2007**

<b>Agency Name</b>	<b>Number of Classified Emp</b>	<b>Average Salary</b>	<b>Average Age</b>	<b>Average Yrs of Service</b>
Pharmacy, Board of	5	\$48,306	47.71	06.88
Pittsburg State University	305	\$29,830	49.21	11.65
Racing & Gaming Commission	38	\$36,899	45.68	12.05
Rainbow Mental Health Facility	105	\$35,661	48.98	10.66
Real Estate Appraisal Board	1	\$46,363	54.63	25.12
Real Estate Commission	10	\$31,036	49.66	08.06
Regents, Board of	18	\$37,455	51.66	14.26
Revenue, Department of	984	\$36,698	46.69	15.01
Securities Commissioner, Office of the	21	\$46,680	51.48	13.36
Social & Rehabilitation Services, Dept of	3204	\$35,708	46.59	13.59
Tax Appeals, Board of	11	\$30,166	50.13	20.49
Technical Professions, State Board of	2	\$27,747	59.86	04.77
Topeka Correctional Facility	222	\$33,498	43.88	11.53
Transportation, Department of	2913	\$35,596	45.80	13.67
Treasurer, State	12	\$36,750	51.23	22.21
University of Kansas Medical Center	435	\$30,068	46.61	13.19
Veterans Affairs, Commission on	314	\$27,049	45.67	08.15
Water Office, Kansas	18	\$54,572	47.06	14.69
Wichita State University	631	\$27,400	49.57	12.23
Wildlife & Parks, Department of	394	\$39,267	45.15	14.21
Winfield Correctional Facility	195	\$33,186	46.03	11.31

**Source:** SHARP (FY 2007; excludes legislators, unclassified, temporary and student employees).

**Number, Salary, Age and Years of Service of Unclassified Employees by Agency  
Fiscal Year 2007**

<b>Agency Name</b>	<b>Number of Unclass Emp</b>	<b>Average Salary</b>	<b>Average Age</b>	<b>Average Yrs of Service</b>
Accountancy, Board of	1	\$67,693	54.72	10.78
Adjutant General	146	\$35,475	47.44	09.35
Administration, Department of	27	\$73,248	46.31	13.48
Aging, Department on	10	\$72,745	52.62	18.60
Agriculture, Department of	12	\$62,373	46.48	04.82
Animal Health Department	3	\$69,205	51.63	06.57
Arts Commission, Kansas	1	\$74,672	47.96	01.11
Atchison Juvenile Correctional Fac	1	\$69,677	37.17	05.99
Attorney General	82	\$50,596	42.79	08.19
Banking Department	15	\$69,506	43.47	13.50
Barbering, Board of	1	\$37,304	60.63	19.54
Behavioral Sciences Regulatory Board	3	\$47,632	46.69	07.67
Beloit Juvenile Correctional Facility	1	\$67,106	45.86	10.82
Blind, School for the	61	\$44,428	48.08	13.43
Citizen's Utility Ratepayer Board	3	\$78,098	47.64	12.28
Commerce, Department of	10	\$79,784	48.06	12.02
Conservation Commission	6	\$63,245	51.76	13.57
Corporation Commission	64	\$59,464	48.47	12.06
Corrections, Department of	14	\$77,726	52.96	18.61
Cosmetology, Board of	1	\$57,783	55.82	23.70
Credit Unions, Department of	1	\$76,500	69.63	13.81
Deaf, School for the	105	\$43,078	47.04	14.27
Dental Board	1	\$57,222	60.25	13.32
Education, Department of	25	\$90,131	53.91	14.66
El Dorado Correctional Facility	1	\$55,251	42.47	14.04
Ellsworth Correctional Facility	1	\$56,362	52.37	14.66
Emergency Medical Services	1	\$81,600	35.81	08.66
Emporia State University	441	\$56,242	48.22	10.20
Ethics Commission, Kansas Gov	9	\$45,674	50.64	23.17
Fair, Kansas State	2	\$53,795	45.14	06.28
Fire Marshal	2	\$66,641	57.35	13.38
Fort Hays State University	442	\$54,024	46.99	10.82
Governor, Office of the	37	\$51,846	38.35	07.51
Healing Arts, State Board of	8	\$64,694	45.65	11.19
Health & Environment, Department of	13	\$86,531	45.94	09.05
Health Care Stabilization Fund, Bd of Gov	8	\$55,676	50.09	11.38
Health Policy Authority, Kansas	52	\$55,008	45.82	08.46
Highway Patrol	8	\$75,545	52.33	14.58
Historical Society, State	1	\$85,309	55.16	21.94
Housing Resources Corp, Kansas	26	\$47,085	40.68	04.17
Human Rights Commission, Kansas	4	\$64,985	55.07	20.71
Hutchinson Correctional Facility	1	\$53,670	53.98	11.78
Indigents Defense Services Board	107	\$52,495	40.21	07.14
Insurance Department	101	\$49,468	48.02	12.62
Investigation, Kansas Bureau of	6	\$91,662	53.21	20.52
Judicial Branch	1860	\$44,732	47.03	11.94
Judicial Council	6	\$55,148	47.76	14.06
Juvenile Correctional Complex	2	\$69,047	44.12	16.04
Juvenile Justice Authority	9	\$69,631	41.49	09.24
Kansas Inc	3	\$48,946	36.00	09.58
Kansas Public Employees Retirement System	14	\$83,099	45.21	11.40
Kansas State University	2418	\$71,931	47.73	12.79
Labor, Department of	31	\$77,069	53.98	11.29
Lansing Correctional Facility	1	\$45,854	38.29	09.17
Larned Juvenile Correctional Facility	1	\$75,237	59.06	03.62
Larned State Hospital	25	\$104,170	55.91	05.13
Legislative Coordinating Council	12	\$49,138	52.62	13.58
Legislative Research Department	36	\$62,530	47.25	15.51
Legislature	34	\$47,373	45.63	07.47
Library, State	2	\$69,437	59.55	11.26

**Number, Salary, Age and Years of Service of Unclassified Employees by Agency  
Fiscal Year 2007**

<b>Agency Name</b>	<b>Number of Unclass Emp</b>	<b>Average Salary</b>	<b>Average Age</b>	<b>Average Yrs of Service</b>
Lieutenant Governor, Office of the	3	\$47,530	40.92	04.17
Lottery, Kansas State	37	\$44,930	51.15	12.64
Mortuary Arts, Board of	1	\$69,400	53.08	26.78
Neurological Institute, Kansas	3	\$106,821	58.61	12.24
Nursing, Board of	2	\$61,622	51.91	07.79
Osawatomie State Hospital	18	\$100,433	57.68	12.54
Parole Board, Kansas	3	\$116,654	53.78	15.37
Parsons State Hospital & Trng Center	6	\$103,776	58.57	22.71
Peace Ofcrs Std & Trng	2	\$71,800	59.38	04.41
Pharmacy, Board of	1	\$73,440	50.07	14.63
Pittsburg State University	442	\$67,330	49.21	12.58
Post Audit, Legislative Div of	26	\$63,852	41.27	12.62
Racing & Gaming Commission	15	\$58,706	48.48	12.49
Rainbow Mental Health Facility	6	\$91,020	48.27	02.52
Real Estate Appraisal Board	1	\$60,083	48.18	17.45
Real Estate Commission	2	\$63,750	47.70	04.49
Regents, Board of	30	\$74,233	46.19	09.71
Revenue, Department of	30	\$62,855	47.06	10.71
Revisor of Statutes	29	\$66,040	50.20	19.87
Secretary of State	50	\$42,149	40.46	10.32
Securities Commissioner, Office of the	10	\$69,644	44.69	10.40
Sentencing Commission, Kansas	9	\$41,875	46.74	06.67
Social & Rehabilitation Services, Dept of	34	\$76,120	49.12	17.08
Tax Appeals, Board of	10	\$78,731	46.56	08.97
Technical Professions, State Board of	2	\$57,088	57.55	19.14
Technology Enterprise Corp, Kansas	13	\$90,341	47.11	09.35
Transportation, Department of	11	\$85,662	49.10	16.66
Treasurer, State	32	\$45,070	46.94	10.81
University of Kansas	4873	\$56,505	46.94	11.33
University of Kansas Medical Center	2397	\$57,896	43.44	08.20
Veterans Affairs, Commission on	4	\$67,599	59.64	10.29
Veterinary Examiners, Board of	3	\$43,178	49.96	13.56
Water Office, Kansas	3	\$75,480	50.09	13.56
Wichita State University	1006	\$63,093	48.60	13.18
Wildlife & Parks, Department of	7	\$68,857	53.33	20.71

**Source:** SHARP (FY 2007; Excludes Legislators, classified, temporary and student employees.

**Classified Employees by County of Work  
Fiscal Year 2007**

County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary	County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary
Allen	69	44.92	11.80	\$35,761	Lincoln	11	45.24	13.85	\$35,577
Anderson	36	44.12	11.36	\$34,582	Linn	18	43.85	10.34	\$34,169
Atchison	119	44.50	13.18	\$32,232	Logan	33	43.56	12.42	\$34,221
Barber	10	47.65	10.03	\$32,144	Lyon	409	48.49	13.46	\$31,516
Barton	102	45.59	12.69	\$36,826	Marion	40	43.63	11.30	\$34,451
Bourbon	46	49.03	13.46	\$33,830	Marshall	32	47.11	18.72	\$34,645
Brown	59	48.29	19.99	\$36,926	McPherson	46	47.73	13.71	\$37,286
Butler	566	41.45	08.33	\$32,034	Meade	16	46.56	15.74	\$35,630
Chase	9	43.31	13.75	\$31,651	Miami	409	46.70	11.75	\$32,885
Chautauqua	12	44.31	10.25	\$34,883	Mitchell	74	46.84	13.33	\$33,283
Cherokee	45	45.42	12.90	\$32,913	Montgomery	107	46.48	14.04	\$34,728
Cheyenne	8	46.92	10.74	\$34,476	Morris	17	43.63	09.55	\$30,340
Clark	9	48.19	15.46	\$35,790	Morton	6	39.55	08.01	\$30,264
Clay	30	47.70	13.87	\$37,715	Nemaha	30	44.62	14.16	\$35,845
Cloud	40	45.70	16.89	\$36,407	Neosho	179	49.05	15.88	\$38,624
Coffey	20	42.29	12.26	\$39,203	Ness	8	52.02	15.42	\$31,517
Comanche	9	43.50	13.19	\$32,725	Norton	292	44.93	11.22	\$32,773
Cowley	427	45.48	10.54	\$30,880	Osage	42	45.38	13.24	\$35,093
Crawford	459	48.64	12.13	\$31,991	Osborne	10	44.52	17.00	\$34,260
Decatur	9	45.48	16.91	\$33,569	Ottawa	14	47.85	13.78	\$35,250
Dickinson	29	47.04	16.52	\$36,741	Pawnee	1200	44.27	09.83	\$30,948
Doniphan	11	46.40	17.37	\$37,206	Phillips	56	47.58	15.90	\$36,062
Douglas	212	43.64	12.73	\$36,990	Pottawatomie	61	45.27	14.35	\$35,245
Edwards	12	48.81	10.49	\$33,701	Pratt	134	46.29	13.34	\$37,553
Elk	1	56.45	05.09	\$37,190	Rawlins	28	46.61	12.40	\$33,094
Ellis	502	47.96	13.55	\$32,459	Reno	803	43.86	11.09	\$33,161
Ellsworth	245	44.29	10.10	\$32,909	Republic	31	51.69	16.67	\$34,187
Finney	198	46.08	11.90	\$35,828	Rice	10	48.85	16.03	\$34,039
Ford	240	47.96	11.22	\$32,718	Riley	1556	46.94	12.83	\$29,754
Franklin	48	46.18	11.23	\$35,405	Rooks	62	45.24	11.44	\$34,394
Geary	83	43.25	11.22	\$33,508	Rush	10	50.28	17.02	\$36,581
Gove	9	49.92	15.54	\$30,918	Russell	24	46.67	17.44	\$38,381
Graham	8	40.94	09.09	\$31,788	Saline	412	46.88	12.79	\$36,957
Grant	22	43.10	08.34	\$33,689	Scott	16	47.37	16.25	\$38,094
Gray	12	46.70	12.16	\$32,185	Sedgwick	1735	46.95	11.24	\$32,649
Greeley	9	44.12	09.41	\$28,736	Seward	60	45.02	10.83	\$35,067
Greenwood	16	40.82	11.48	\$35,074	Shawnee	6667	46.64	14.55	\$38,907
Hamilton	23	41.89	10.49	\$32,937	Sheridan	10	51.83	18.60	\$34,576
Harper	12	45.99	11.07	\$32,833	Sherman	35	46.79	12.37	\$34,420
Harvey	60	44.66	08.90	\$32,453	Smith	10	45.53	16.33	\$33,457
Haskell	10	48.44	07.42	\$31,839	Stafford	10	46.81	14.95	\$43,472
Hodgeman	7	45.25	11.08	\$28,659	Stanton	0	N/A	N/A	N/A
Jackson	32	44.06	12.29	\$35,510	Stevens	9	43.83	11.08	\$30,246
Jefferson	25	46.75	16.37	\$38,951	Sumner	49	47.74	13.50	\$35,287
Jewell	25	47.72	16.16	\$35,532	Thomas	54	45.48	14.19	\$36,068
Johnson	511	44.65	10.75	\$35,145	Trego	26	44.89	13.30	\$37,254
Kearny	12	40.27	09.69	\$33,086	Wabaunsee	23	44.73	16.11	\$34,846
Kingman	17	43.52	13.27	\$37,211	Wallace	9	47.16	10.12	\$32,148
Kiowa	14	48.61	15.19	\$37,803	Washington	13	51.52	12.75	\$31,266
Labette	529	45.73	12.83	\$31,076	Wilson	14	50.36	11.53	\$36,122
Lane	8	48.69	11.35	\$30,027	Woodson	35	51.70	14.44	\$33,970
Leavenworth	762	42.21	10.18	\$32,455	Wyandotte	946	46.62	13.16	\$32,804

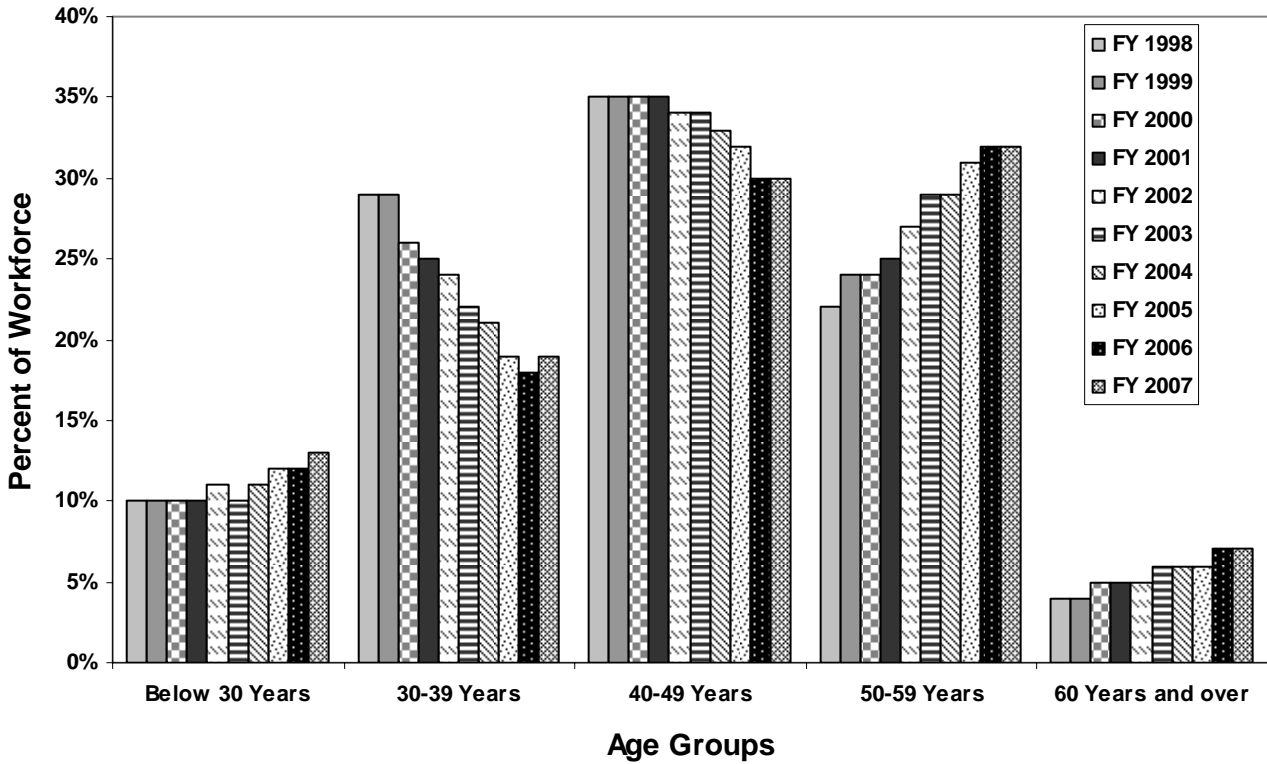
**Source:** SHARP (FY 2007); Excludes unclassified, temporary and student employees

**Unclassified Employees by County of Work  
Fiscal Year 2007**

County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary	County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary
Allen	13	43.94	08.74	\$43,408	Linn	7	49.36	07.50	\$46,313
Anderson	8	40.55	13.15	\$45,746	Logan	5	47.58	08.89	\$39,000
Atchison	16	48.51	17.00	\$48,944	Lyon	474	48.15	10.33	\$55,236
Barber	7	39.63	08.18	\$40,357	Marion	9	49.99	10.28	\$45,955
Barton	32	49.23	14.59	\$41,818	Marshall	9	45.07	14.31	\$38,012
Bourbon	13	46.60	09.49	\$43,209	McPherson	19	45.17	10.05	\$42,203
Brown	17	48.96	14.02	\$46,046	Meade	5	45.28	10.55	\$39,563
Butler	31	46.42	11.04	\$43,673	Miami	35	50.57	12.65	\$72,608
Chase	4	48.49	18.31	\$43,790	Mitchell	6	50.43	11.58	\$49,183
Chautauqua	4	52.53	14.45	\$39,512	Montgomery	30	49.83	09.52	\$43,863
Cherokee	15	49.51	13.38	\$46,591	Morris	9	54.18	15.53	\$37,500
Cheyenne	4	59.80	17.34	\$44,252	Morton	5	37.58	09.62	\$41,638
Clark	4	44.78	12.17	\$40,012	Nemaha	7	48.25	15.45	\$39,798
Clay	7	51.44	17.38	\$40,890	Neosho	25	47.14	17.25	\$55,030
Cloud	12	47.21	13.01	\$38,924	Ness	8	46.37	17.31	\$40,046
Coffey	9	45.99	14.21	\$45,081	Norton	8	49.29	17.22	\$42,019
Comanche	5	60.23	08.26	\$39,997	Osage	8	46.02	11.79	\$38,397
Cowley	27	47.23	12.42	\$48,099	Osborne	5	46.62	15.77	\$42,987
Crawford	473	49.20	12.75	\$65,964	Ottawa	5	55.89	21.14	\$48,805
Decatur	4	52.05	14.87	\$43,007	Pawnee	39	53.70	07.11	\$82,987
Dickinson	16	45.55	11.10	\$42,669	Phillips	5	45.08	05.60	\$40,131
Doniphan	6	48.54	11.66	\$36,235	Pottawatomie	15	46.63	11.35	\$37,512
Douglas	4712	46.90	11.33	\$56,627	Pratt	13	57.24	19.99	\$49,411
Edwards	7	43.56	10.96	\$43,809	Rawlins	5	65.59	15.56	\$43,114
Elk	4	53.36	08.81	\$40,866	Reno	84	48.86	12.97	\$50,423
Ellis	481	46.93	11.02	\$54,092	Republic	6	45.44	11.37	\$49,268
Ellsworth	10	53.40	12.12	\$45,983	Rice	7	50.11	15.17	\$36,657
Finney	58	49.48	10.30	\$51,242	Riley	2013	48.09	12.64	\$75,485
Ford	31	48.57	12.39	\$46,597	Rooks	5	36.71	12.70	\$40,531
Franklin	23	46.41	16.60	\$46,688	Rush	4	53.62	11.43	\$41,723
Geary	107	46.80	08.80	\$39,542	Russell	9	50.45	15.18	\$36,576
Gove	3	54.52	15.74	\$40,802	Saline	137	45.98	10.47	\$56,732
Graham	7	50.38	09.82	\$51,754	Scott	5	51.67	15.18	\$31,844
Grant	8	46.26	12.35	\$32,933	Sedgwick	1506	47.67	12.56	\$58,828
Gray	5	44.90	16.32	\$42,032	Seward	19	48.99	10.27	\$46,246
Greeley	6	45.83	11.08	\$51,825	Shawnee	1454	46.33	11.47	\$57,518
Greenwood	11	51.82	13.48	\$47,427	Sheridan	5	48.27	18.03	\$41,337
Hamilton	5	47.09	14.87	\$44,546	Sherman	9	55.71	18.16	\$43,386
Harper	7	49.89	12.11	\$48,651	Smith	4	52.81	19.43	\$43,638
Harvey	22	49.12	15.42	\$46,084	Stafford	7	48.82	09.11	\$42,486
Haskell	4	46.22	11.13	\$39,095	Stanton	5	54.09	14.78	\$36,409
Hodgeman	4	53.40	12.31	\$35,203	Stevens	9	46.78	10.55	\$50,289
Jackson	15	47.19	13.31	\$46,996	Sumner	17	50.16	12.64	\$44,683
Jefferson	12	48.35	14.25	\$47,482	Thomas	27	46.20	12.70	\$55,723
Jewell	4	55.19	06.48	\$40,955	Trego	4	35.69	07.49	\$40,164
Johnson	372	46.07	11.37	\$45,971	Wabaunsee	7	40.41	10.52	\$40,190
Kearny	6	46.62	10.58	\$41,805	Wallace	4	53.97	14.80	\$42,323
Kingman	9	38.52	05.35	\$37,167	Washington	8	55.26	10.83	\$50,225
Kiowa	5	48.52	12.47	\$41,761	Wichita	5	46.34	12.79	\$40,356
Labette	84	49.60	13.51	\$54,952	Wilson	11	48.42	12.09	\$43,762
Lane	4	45.78	14.93	\$42,084	Woodson	5	51.52	13.78	\$42,302
Leavenworth	41	44.34	12.08	\$44,789	Wyandotte	2494	43.59	08.53	\$56,583
Lincoln	6	40.70	08.76	\$44,420					

Source: SHARP (FY 2007); Excludes classified, temporary and student employees.

## The Aging of the Classified Workforce

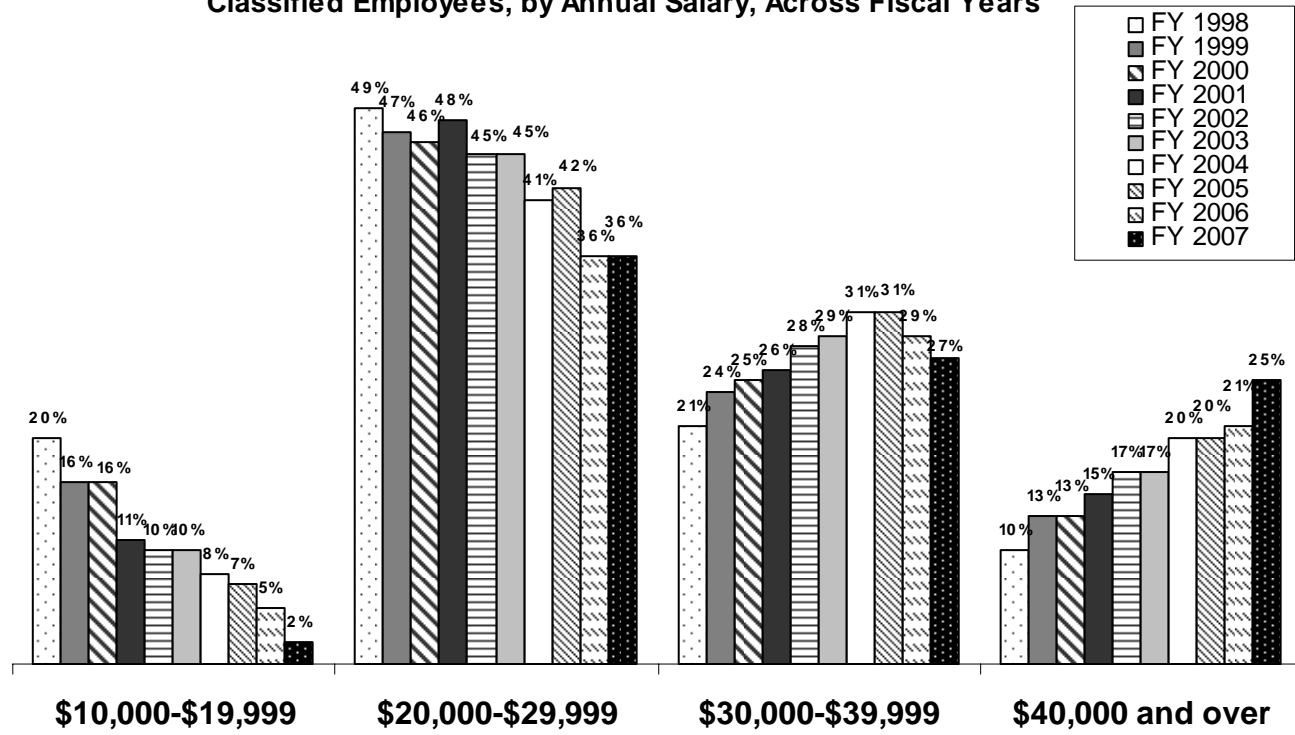


**Comments:** The 50-59 year old age group has significantly increased since 1998, while there has been a significant decrease in the number of employees in the 30-39 year old age group and the 40-49 year old age group. In FY2006, for the first time, the number of employees between 50 and 59 was greater than the number of employees between 40 and 49. There has been a 3% increase in the number of employees below 30 years of age since 1998.

**Source:** SHARP (FY 1998-2007); Excludes unclassified, temporary and student employees.

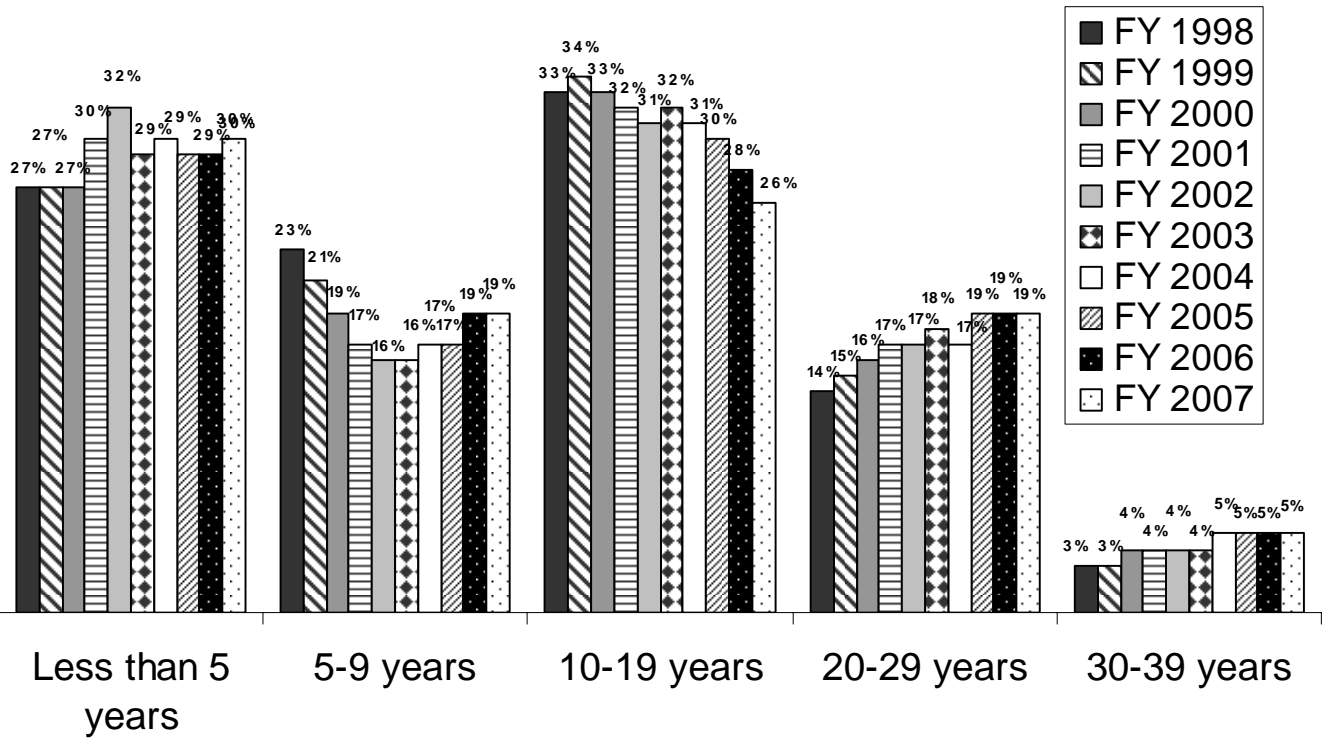


### Classified Employees, by Annual Salary, Across Fiscal Years



Source: SHARP (FY 1998-2007); Excludes unclassified, temporary and student employees.

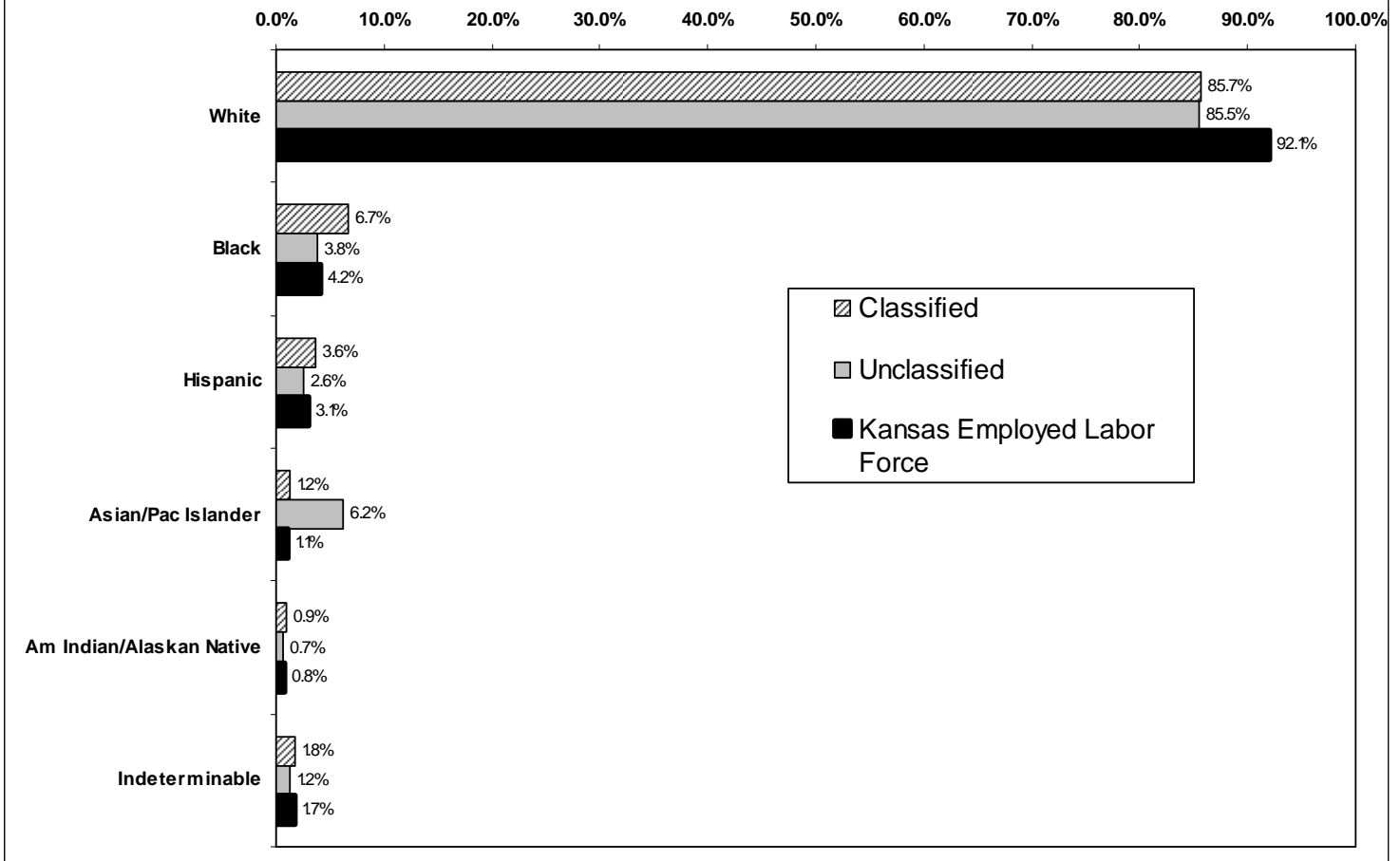
### Classified Employees by Years of Service, Across Fiscal Years



**Comments:** The number of employees with 20-29 years of service has increased steadily in the last few years, while the number of employees with 5-9 years of service has decreased significantly since FY 1998; however in FY 2006 there was a 2% increase and another 1% increase in FY 2007. Counts of employees with more than 40 years of service were intentionally excluded due to the low number of employees (less than 1%)

**Source:** SHARP (FY 1998-2007); Excludes unclassified, temporary and student employees.

### The Ethnic Distribution of the Workforce Fiscal Year 2007



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

**Source:** SHARP (FY 2007); Kansas Department of Human Resources Census STFA3 reports (July 2001). Kansas Department of Human Resources, Affirmative Action Report. These percentages do not equal 100%. The figures for the Kansas Employed Labor Force chart are based on 1990 census estimates, but they have been adjusted to 2000 annual average labor force estimates developed by the Kansas Department of Labor.

**Ethnic and Gender Distribution by Agency  
Fiscal Year 2007**

Agency	Number of Employees	Minority		Non-Minority	
		Male	Female	Male	Female
Accountancy, Board of	2	0.00%	0.00%	0.00%	100.00%
Adjutant General	39	5.13%	7.69%	43.59%	43.59%
Administration, Department of	508	7.48%	6.50%	50.59%	35.43%
Aging, Department on	145	4.83%	8.28%	17.93%	68.97%
Agriculture, Department of	258	0.78%	3.49%	59.69%	36.05%
Animal Health Department	28	0.00%	3.57%	42.86%	53.57%
Arts Commission, Kansas	5	20.00%	0.00%	20.00%	60.00%
Atchison Juvenile Correctional Fac	74	16.22%	12.16%	35.14%	36.49%
Attorney General	1	0.00%	0.00%	0.00%	100.00%
Banking Department	70	2.86%	7.14%	42.86%	47.14%
Barbering, Board of	1	0.00%	0.00%	100.00%	0.00%
Behavioral Sciences Regulatory Board	4	0.00%	0.00%	25.00%	75.00%
Beloit Juvenile Correctional Facility	55	3.64%	1.82%	20.00%	74.55%
Blind, School for the	23	30.43%	8.70%	26.09%	34.78%
Commerce, Department of	255	7.84%	12.16%	27.45%	52.55%
Conservation Commission	6	16.67%	16.67%	16.67%	50.00%
Corporation Commission	130	3.08%	1.54%	51.54%	43.85%
Corrections, Department of	278	5.40%	6.83%	42.09%	45.68%
Cosmetology, Board of	11	0.00%	9.09%	0.00%	90.91%
Credit Unions, Department of	10	0.00%	10.00%	50.00%	40.00%
Deaf, School for the	44	6.82%	9.09%	36.36%	47.73%
Dental Board	2	0.00%	50.00%	0.00%	50.00%
Education, Department of	150	2.00%	5.33%	16.00%	76.67%
El Dorado Correctional Facility	437	6.18%	1.60%	65.45%	26.77%
Ellsworth Correctional Facility	206	4.37%	0.97%	69.42%	25.24%
Emergency Medical Services	12	8.33%	0.00%	25.00%	66.67%
Emporia State University	286	4.20%	3.50%	36.71%	55.59%
Fair, Kansas State	21	0.00%	0.00%	57.14%	42.86%
Fire Marshal	46	4.35%	0.00%	56.52%	39.13%
Fort Hays State University	284	0.70%	0.00%	42.61%	56.69%
Healing Arts, State Board of	26	3.85%	3.85%	19.23%	73.08%
Health & Environment, Department of	734	3.68%	4.50%	41.01%	50.82%
Health Care Stabilization Fund, Bd of Gov	7	0.00%	0.00%	0.00%	100.00%
Health Policy Authority	127	2.36%	7.87%	18.90%	70.87%
Highway Patrol	776	4.77%	1.80%	70.79%	22.94%
Historical Society, State	103	0.97%	1.94%	42.72%	54.37%
Housing Resources Corp, Kansas	17	0.00%	5.88%	41.18%	52.94%
Human Rights Commission, Kansas	28	7.14%	10.71%	21.43%	60.71%
Hutchinson Correctional Facility	496	7.66%	1.41%	73.19%	17.74%
Indigents Defense Services Board	63	1.59%	15.87%	14.29%	68.25%
Insurance Department	19	0.00%	26.32%	0.00%	73.68%
Investigation, Kansas Bureau of	160	5.00%	1.25%	52.50%	41.25%
Juvenile Correctional Complex	210	24.76%	8.57%	44.76%	21.90%
Juvenile Justice Authority	19	15.79%	5.26%	47.37%	31.58%
Kansas Public Employees Retirement System	63	0.00%	12.70%	23.81%	63.49%
Kansas State University	1576	4.82%	6.41%	31.98%	56.79%
Labor, Department of	394	5.58%	12.44%	24.37%	57.61%
Lansing Correctional Facility	668	12.00%	4.49%	60.93%	22.31%
Larned Correctional Mental Health Fac	172	5.81%	1.74%	70.35%	22.09%
Larned Juvenile Correctional Facility	127	4.72%	1.57%	55.12%	38.58%
Larned State Hospital	883	2.60%	4.53%	34.09%	58.78%
Library, State	19	0.00%	0.00%	21.05%	78.95%
Lottery, Kansas State	41	0.00%	0.00%	46.34%	53.66%
Mortuary Arts, Board of	2	0.00%	0.00%	50.00%	50.00%
Neurological Institute, Kansas	522	14.56%	30.37%	19.73%	35.44%
Norton Correctional Facility	251	1.20%	0.80%	68.13%	29.88%
Nursing, Board of	18	5.56%	16.67%	11.11%	66.67%
Optometry Board of Examiners	1	0.00%	0.00%	0.00%	100.00%
Osawatomie State Hospital	344	2.03%	4.94%	25.87%	67.15%
Parsons State Hospital & Trng Center	449	7.35%	6.90%	34.74%	51.00%

**Ethnic and Gender Distribution by Agency  
Fiscal Year 2007**

Agency	Number of Employees	Minority		Non-Minority	
		Male	Female	Male	Female
Pharmacy, Board of	4	0.00%	0.00%	25.00%	75.00%
Pittsburg State University	304	0.99%	1.32%	42.11%	55.59%
Racing & Gaming Commission	33	0.00%	6.06%	54.55%	39.39%
Rainbow Mental Health Facility	101	15.84%	44.55%	9.90%	29.70%
Real Estate Appraisal Board	1	0.00%	0.00%	0.00%	100.00%
Real Estate Commission	9	0.00%	0.00%	22.22%	77.78%
Regents, Board of	17	0.00%	5.88%	5.88%	88.24%
Revenue, Department of	973	4.32%	8.84%	27.95%	58.89%
Securities Commissioner, Office of the	21	0.00%	0.00%	52.38%	47.62%
Social & Rehabilitation Services, Dept of	3072	3.03%	13.28%	17.64%	66.05%
Tax Appeals, Board of	11	0.00%	0.00%	9.09%	90.91%
Technical Professions, State Board of	2	0.00%	0.00%	0.00%	100.00%
Topeka Correctional Facility	212	10.38%	4.25%	51.72%	33.96%
Transportation, Department of	2873	5.19%	1.01%	76.99%	16.81%
Treasurer, State	12	0.00%	0.00%	16.67%	83.33%
University of Kansas Medical Center	351	2.56%	19.94%	42.74%	34.76%
Veterans Affairs, Commission on	308	2.60%	12.01%	27.60%	57.79%
Water Office, Kansas	18	0.00%	0.00%	33.33%	66.67%
Wichita State University	631	9.98%	15.21%	29.00%	45.80%
Wildlife & Parks, Department of	379	2.64%	0.53%	79.42%	17.41%
Winfield Correctional Facility	180	10.56%	3.33%	62.78%	23.33%
<b>Total</b>	<b>21,218</b>				

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

**Source:** SHARP (FY 2007); Excludes unclassified, temporary and student employees. Agencies not represented do not have classified employees. Number of employees does not include employees with incomplete or missing data and counts may not match those on other reports.

# Workforce Trends

## SECTION TWO

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### Recruitment

- In FY 2007, there was an increase of 6.8% in the number of job requisitions but a 12 decrease in the number of job applicants per job requisition. This could be due to changes in recruitment practices.

### Turnover

- The statewide turnover rate in FY 2007 of 13.46% was up from 12.86% in FY 2006.
- In FY 2007, 26% of terminations occurred within the first year of service, and 55% within the first five years of service.
- Jobs in Public Safety have the highest turnover rate (17.23%) while Transportation jobs have the lowest turnover rate (10.53%).

### Retirement

- Thirty-four percent of the state workforce will be retirement eligible by the year 2012. This is a decrease from FY 2006 when 40% of the workforce was retirement eligible by 2011. This difference is partly attributable to a 10% increase in the number of actual retirements in FY2007 over FY2006.

### Leave Analysis

- Average number of vacation days used by classified employees in FY 2007 was 16 days. Average number of vacation days used by unclassified employees in FY 2007 was 13 days.
- Average number of sick days used by classified employees in FY 2007 was 9 days. Average number of sick days used by unclassified employees in FY2007 was 7 days.

## Recruitment Analysis FY 2007

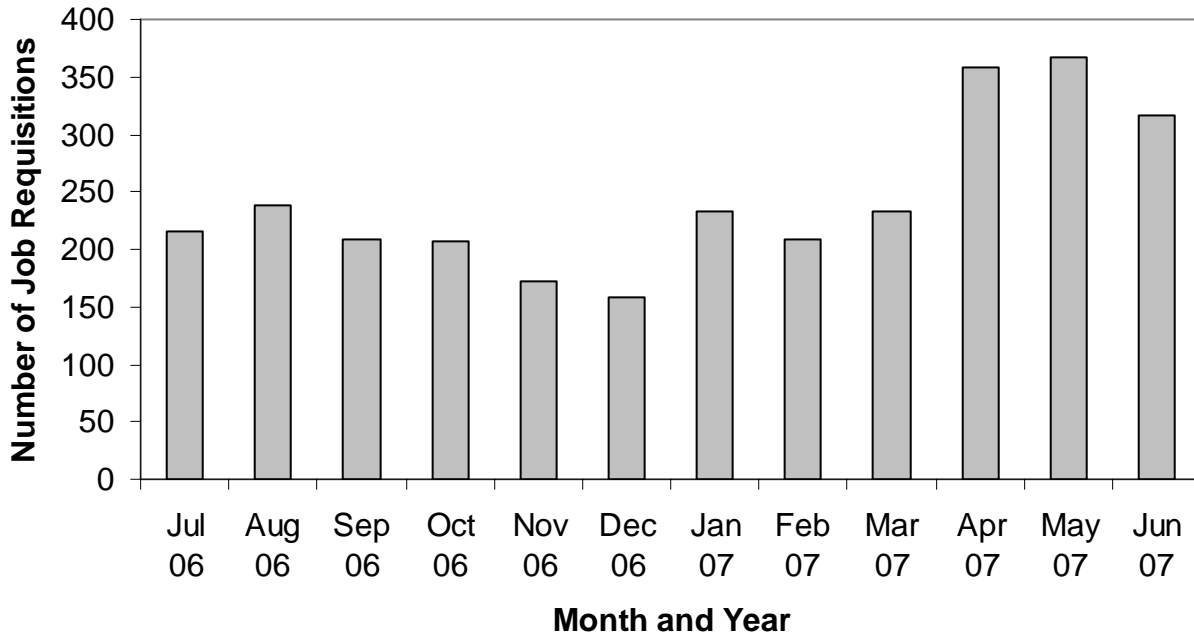
### Criteria used for the recruitment section of the report:

- All data includes classified, regular, full-time employees.
- The data for this section was generated by SHARP and a Recruitment Tracking database as of June 30<sup>th</sup>, 2007.

### General Recruitment Information

- In FY 2007 there were 2921 job requisitions opened compared to 2735 in FY 2006 (6.8% increase) and 1478 in FY2005 (97% increase). These fluctuations may be due to changes in agency budgets, agency turnover as well as changes in recruitment policies and practices.
- 7.10 was the average number of job applicants reported per vacancy in FY 2007. This is a 12% decrease from the average number of age number of applicants reported per vacancy in FY 2006 (8.06). This was a 34% increase from FY 2005 when the average number of job applicants was 5.28
- 2.63 was the average number of times a person applied for a job in FY 2007, compared to 2.96 in FY 2006 and 1.74 in FY 2005.

**Number of Job Requisitions by Month  
FY 2007**



Source: SHARP (FY 2007).



**Appointment of Classified Employees by Agency  
Fiscal Year 2007**

<b>Agency</b>	<b>Hires</b>	<b>Rehires</b>	<b>Promotions</b>	<b>Demotions</b>	<b>Transfers</b>
Accountancy, Board of	0	0	2	0	0
Adjutant General	3	1	4	0	0
Administration, Department of	19	14	56	7	14
Aging, Department on	7	4	4	1	7
Agriculture, Department of	12	6	29	0	5
Animal Health Department	2	0	0	1	0
Arts Commission, Kansas	2	0	0	0	0
Atchison Juvenile Correctional Facility	20	4	4	4	0
Attorney General	0	0	0	0	0
Banking Department	6	4	11	0	2
Barbering, Board of	0	0	0	0	0
Behavioral Sciences Regulatory Bd	0	0	2	0	0
Beloit Juvenile Correctional Facility	13	4	11	0	0
Blind, School for the	0	1	6	0	0
Citizen's Utility Ratepayer Board	N/A	N/A	N/A	N/A	N/A
Commerce, Department of	12	11	18	1	11
Conservation Commission	0	0	0	0	0
Corporation Commission	6	1	9	2	2
Corrections, Department of	26	9	38	1	8
Cosmetology, Board of	1	2	2	0	0
Credit Unions, Department of	2	2	7	0	0
Deaf, School for the	1	2	1	0	0
Dental Board	0	0	0	0	0
Development Finance, Kansas	0	0	0	0	0
Education, Department of	13	9	23	0	5
El Dorado Correctional Facility	136	26	69	12	90
Ellsworth Correctional Facility	30	5	33	3	10
Emergency Medical Services	1	1	2	0	0
Emporia State University	20	13	7	0	291
Ethics Commission, Kansas Gov	N/A	N/A	N/A	N/A	N/A
Fair, Kansas State	2	1	0	0	1
Fire Marshal	3	1	5	0	1
Fort Hays State University	14	8	7	2	3
Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Healing Arts, State Board of	4	2	8	0	1
Health & Environment, Department of	27	32	96	5	23
Health Care Stabilization Fund Bd of Gov	1	1	3	0	2
Health Policy and Finance	5	1	14	0	2
Highway Patrol	31	6	64	6	28
Historical Society, State	5	4	9	0	0
Housing Resources Corp, Kansas	0	0	0	0	0
Human Rights Commission, Kansas	0	1	5	1	0
Hutchinson Correctional Facility	95	11	53	5	42
Indigents Defense Services Board	3	1	5	0	3
Insurance Department	0	0	5	0	1
Investigation, Kansas Bureau of	12	6	20	0	7
Judicial Branch	N/A	N/A	N/A	N/A	N/A
Judicial Council	N/A	N/A	N/A	N/A	N/A
Juvenile Correctional Complex	47	17	8	0	4
Juvenile Justice Authority	2	2	12	2	1

**Appointment of Classified Employees by Agency  
Fiscal Year 2007**

<b>Agency</b>	<b>Hires</b>	<b>Rehires</b>	<b>Promotions</b>	<b>Demotions</b>	<b>Transfers</b>
Kansas Inc	5	0	7	1	4
Kansas Public Employees Ret Sys	144	57	91	7	70
Kansas State University	22	16	55	8	6
Labor, Department of	157	28	98	15	10
Lansing Correctional Facility	24	7	28	3	8
Larned Correctional Mental Health Fac.	19	10	9	4	7
Larned Juvenile Correctional Facility	163	90	201	33	165
Larned State Hospital	N/A	N/A	N/A	N/A	N/A
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A
Legislative Research Department	N/A	N/A	N/A	N/A	N/A
Legislature	1	0	2	0	1
Library, State	N/A	N/A	N/A	N/A	N/A
Lieutenant Governor, Office of the	2	0	9	0	3
Lottery, The Kansas	0	0	0	0	0
Mortuary Arts, Board	7	6	54	3	55
Neurological Institute, Kansas	32	5	36	2	6
Norton Correctional Facility	0	1	0	0	0
Nursing, Board of	0	0	0	0	0
Optometry Board of Examiners	50	18	40	6	51
Osawatomie State Hospital	N/A	N/A	N/A	N/A	N/A
Parole Board, Kansas	18	38	39	6	1
Parsons State Hospital & Trng Ctr	N/A	N/A	N/A	N/A	N/A
Peace Officers, Std & Trng	0	1	0	0	0
Pharmacy, Board of	17	9	15	3	2
Pittsburg State University	N/A	N/A	N/A	N/A	N/A
Post Audit, Legislative Division	3	1	2	0	2
Racing & Gaming Commission, Kansas	16	7	9	0	2
Rainbow Mental Health Facility	0	0	0	0	0
Real Estate Appraisal Board	2	0	0	0	0
Real Estate Commission	2	0	0	0	0
Regents, Board of	41	19	80	9	13
Revenue, Department of	N/A	N/A	N/A	N/A	N/A
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A
Secretary of State	0	0	2	0	0
Securities Commissioner, Office of the	N/A	N/A	N/A	N/A	N/A
Sentencing Commission, Kansas	251	170	343	47	99
Social & Rehabilitation Services, Dept of	0	0	0	0	0
Tax Appeals, Board of	0	0	0	0	0
Technical Professions, State Board of	N/A	N/A	N/A	N/A	N/A
Technology Enterprise Corp, Kansas	25	1	22	4	18
Topeka Correctional Facility	200	67	490	23	80
Transportation, Department of	0	0	0	0	0
Treasurer, State	N/A	N/A	N/A	N/A	N/A
University of Kansas	69	11	19	1	17
University of Kansas Medical Center	21	50	32	4	4
Veteran Affairs, Commission on	N/A	N/A	N/A	N/A	N/A
Veterinary Examiners, Board of	0	0	1	0	0
Water Office, Kansas	52	25	18	1	2
Wichita State University	11	18	24	0	5
Wildlife & Parks, Department of	29	3	18	0	4
Winfield Correctional Facility					
<b>Total</b>	<b>1966</b>	<b>871</b>	<b>2396</b>	<b>233</b>	<b>1199</b>

**Comments:** The data represents the appointment of new and current state employees. Movement of employees occurred both within and between agencies. Data was gathered from SHARP FY 2007 action reason codes listed as follows:  
**Hires and Rehires:** Concurrent (multiple) Positions, Higher Step-Exceptional Qualifications, Higher Step Reemployment, Higher Step Right of First Refusal (ROFR), Higher Step Interview Right (IR), Higher Step Reinstatement, Higher Step Rehire, IR, Rehire, Reemployment, Reinstatement, and ROFR.  
**Promotions:** Promotion to New Position/Class, Promotion to Higher Step-Exceptional Qualifications, From Training Class.  
**Demotions:** Involuntary, In Lieu of Layoff, Unsatisfactory Performance, and Voluntary  
**Transfers:** Employee Request, Employer Request, In Lieu of Layoff

**Source:** SHARP (FY 2007), excludes unclassified, temporary and student employees.

## Turnover Report information:

### Definition of Turnover Rate:

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

Diagram illustrating the Turnover Rate formula:

- Total # Terminations during (points to Terminations)
- Multiplied by 100 to change decimal to percent (points to \* 100)
- Average # of classified employees (points to (Begin Count + End Count) / 2)

**Terminations:** Retirements and voluntary, involuntary and neutral terminations.

**Voluntary Terminations:** Resignations.4

**Involuntary Terminations:** Layoffs and Dismissals related to Personal Conduct, Unsatisfactory Work Performance or End of Limited Term Appointment.

**Neutral Terminations:** Death.

### Includes/Excludes:

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

### Turnover Calculation:

- Begin Count: The number of active (Active, Leave with Pay, Leave without Pay, Suspended) employees pulled from SHARP as of July 1, 2005 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, 2006 for each agency and for each job code.
- Average Employee Count: The Begin Count added to the End Count, then divided by 2.
- Voluntary Terminations: Resignation made by employee's choice. Reason codes of "RS0-9" and "RSN".
- Involuntary Terminations: Termination made by employer's choice. Reason codes of "CON", "ELT", "UNS", "PRB", "IPD" and "LA1-7".
- Neutral Terminations: Resignation incurred by incumbent's death. Reason code of "DEA".
- Retirements: Resignation incurred by employee's retirement. Reason code of "RET".
- 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.

### Additional Notes:

- Averages may not represent the totality of employment.
- Some positions may have experienced more than one termination during the report period.
- Categories (Agency/Job Code) with low employee numbers may have an "artificially inflated" turnover rate. Actual counts should be considered when examining turnover rates. Categories with a Begin Count or End Count of "0" will have an artificially inflated turnover rate.

### Report Explanation:

- Includes Classified, Regular employees only.
- Employees *leaving state service* through Retirements and Terminations only.
- Retirements and Terminations are *included* even if employee returned to state service at a later date.
- Averages are derived from begin and end count snapshots of the first and last day of the Fiscal Year and may not represent the totality of employment.
- Some positions may experience more than one termination during the report period.
- Categories with low employee numbers may have an artificially inflated turnover rate. Actual counts should be considered when examining turnover rates.

## Turnover Report information cont.,

- Job Classes/Codes that were abolished/established will show an inaccurate turnover rate due to the lack of beginning or ending counts. These Job Classes/Codes are listed below.

### Termination Actions:

<b>Action</b>	<b>Reason</b>	<b>Description</b>	<b>Turnover Type</b>
TER	CON	Personal Conduct	Involuntary
TER	UNS	Unsatisfactory Work Performance	Involuntary
TER	PRB	Original Probationary Term	Involuntary
TER	ELT	End of Limited Term	Involuntary
TER	LA1	Layoff - Shortage of Work/Fund	Involuntary
TER	LA2	Layoff - Incumbent Returns from Leave	Involuntary
TER	LA3	Layoff - Incumbent Returns Per CSB	Involuntary
TER	LA4	Layoff - Other	Involuntary
TER	LA5	Layoff - Agency Closure	Involuntary
TER	LA6	Layoff - Probationary EE	Involuntary
TER	LA7	Layoff - Non State Job Hire	Involuntary
TER	IPD	Inability perform Position Duties	Involuntary
TER	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:

<b>Action</b>	<b>Reason</b>	<b>Description</b>	<b>Turnover Type</b>
RET	ER1	Early Retirement 1	Voluntary
RET	ER2	Early Retirement 2	Voluntary
RET	REG	Regular Retirement	Voluntary

**Separation of Classified Employees by Agency  
Fiscal Year 2007**

Agency Name	Avg Num of Employees	Terminations				Total Separations
		Retirements	Involuntary	Neutral	Voluntary	
Accountancy, Board of	2	0	0	0	0	0
Adjutant General	42.5	2	0	0	4	6
Administration, Department of	538	12	4	1	17	34
Aging, Department on	157	4	3	0	10	17
Agriculture, Department of	260	15	0	0	17	32
Animal Health Department	28	0	0	0	0	0
Arts Commission, Kansas	5.5	1	1	0	1	3
Atchison Juvenile Correctional Facility	74	3	2	0	16	21
Attorney General	1	0	0	0	0	0
Banking Department	73.5	5	1	0	7	13
Barbering, Board of	1	0	0	0	0	0
Behavioral Sciences Regulatory Bd	4.5	0	0	0	0	0
Beloit Juvenile Correctional Facility	58.5	3	2	0	12	17
Blind, School for the	23.5	1	0	0	1	2
Citizen's Utility Ratepayer Board	N/A	N/A	N/A	N/A	N/A	N/A
Commerce, Department of	280	25	4	0	24	53
Conservation Commission	6	0	0	0	0	0
Corporation Commission	135.5	3	0	0	7	10
Corrections, Department of	269.5	6	2	0	17	25
Cosmetology, Board of	10.5	1	0	0	2	3
Credit Unions, Department of	10.5	5	0	0	1	6
Deaf, School for the	45	1	1	0	3	5
Dental Board	2	0	0	0	0	0
Development Finance, Kansas	N/A	N/A	N/A	N/A	N/A	N/A
Education, Department of	161.5	5	0	1	24	30
El Dorado Correctional Facility	433.5	8	16	0	121	145
Ellsworth Correctional Facility	215.5	2	1	0	23	26
Emergency Medical Services	11	0	0	0	1	1
Emporia State University	297	11	0	0	15	26
Ethics Commission, Kansas Gov	N/A	N/A	N/A	N/A	N/A	N/A
Fair, Kansas State	22	0	0	0	3	3
Fire Marshal	46	1	0	0	3	4
Fort Hays State University	286	3	0	0	17	20
Governor, Office of the	N/A	N/A	N/A	N/A	N/A	N/A
Healing Arts, State Board of	25.5	1	0	0	2	3
Health & Environment, Department of	759.5	19	5	0	49	73
Health Care Stabilization Fund Bd of Gov	7.5	1	0	0	2	3
Health Policy Authority, Kansas	141	4	0	0	7	11
Highway Patrol	800	16	2	0	34	52
Historical Society, State	107	2	0	0	6	8
Housing Resources Corp, Kansas	21.5	0	0	0	5	5
Human Rights Commission, Kansas	27.5	0	0	0	0	0
Hutchinson Correctional Facility	508	11	12	1	86	110
Indigents Defense Services Board	65	0	1	0	5	6
Insurance Department	21	1	0	0	0	1
Investigation, Kansas Bureau of	154	3	1	0	1	5
Judicial Branch	N/A	N/A	N/A	N/A	N/A	N/A
Judicial Council	N/A	N/A	N/A	N/A	N/A	N/A
Juvenile Correctional Complex	218.5	7	3	0	57	67
Juvenile Justice Authority	22	2	0	0	5	7
Kansas Inc	N/A	N/A	N/A	N/A	N/A	N/A
Kansas Public Employees Ret Sys	64.5	4	0	0	1	5
Kansas State University	1579.5	38	9	3	140	190
Labor, Department of	408	23	16	1	24	64
Lansing Correctional Facility	659	22	24	2	90	138
Larned Correctional Mental Health Fac.	174	3	3	0	27	33
Larned Juvenile Correctional Facility	126	3	3	0	19	25
Larned State Hospital	852	16	21	3	157	197
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A	N/A
Legislative Research Department	N/A	N/A	N/A	N/A	N/A	N/A

**Separation of Classified Employees by Agency  
Fiscal Year 2007**

Agency Name	Avg Num of Employees	Terminations				Total Separations
		Retirements	Involuntary	Neutral	Voluntary	
Legislature	N/A	N/A	N/A	N/A	N/A	N/A
Library, State	20.5	1	0	0	1	2
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A	N/A
Lottery, The Kansas	39.5	1	0	0	0	1
Mortuary Arts, Board	2	0	0	0	0	0
Neurological Institute, Kansas	537.5	13	16	0	52	81
Norton Correctional Facility	250	3	1	0	26	30
Nursing, Board of	19	0	0	0	2	2
Optometry Board of Examiners	1	0	0	0	0	0
Osawatomie State Hospital	349	16	15	2	66	99
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Ctr	450.5	9	11	0	25	45
Peace Officers, Std & Trng	N/A	N/A	N/A	N/A	N/A	N/A
Pharmacy, Board of	5	0	0	0	1	1
Pittsburg State University	301.5	3	1	3	11	18
Pooled Money Investment Board	4	0	0	0	0	0
Post Audit, Legislative Division of Racing & Gaming Commission, Kansas	N/A	N/A	N/A	N/A	N/A	N/A
	39	0	0	0	2	2
Rainbow Mental Health Facility	106	0	4	0	13	17
Real Estate Appraisal Board	1	0	0	0	0	0
Real Estate Commission	10	0	0	1	0	1
Regents, Board of	18	2	0	0	0	2
Revenue, Department of	994	25	4	4	39	72
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	21	0	0	0	0	0
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	3200.5	109	17	5	266	397
Tax Appeals, Board of	12	0	1	0	1	2
Technical Professions, State Board of	2.5	0	1	0	0	1
Technology Enterprise Corp, Kansas	N/A	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	226.5	6	4	1	15	26
Transportation, Department of	2943.5	77	27	7	199	310
Treasurer, State	8.5	1	0	0	0	1
University of Kansas	1	0	0	0	0	0
University of Kansas Medical Center	445	8	15	2	65	90
Veteran Affairs, Commission on	325	3	16	0	73	92
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	18.5	1	0	0	0	1
Wichita State University	623	16	7	0	52	75
Wildlife & Parks, Department of	390	10	0	0	16	26
Winfield Correctional Facility	197	6	5	1	23	35
<b>Total</b>	<b>21,803</b>	<b>603</b>	<b>282</b>	<b>38</b>	<b>2,011</b>	<b>2,934</b>
<b>% of Total Separations</b>		<b>20.55</b>	<b>9.61</b>	<b>1.30</b>	<b>65.71</b>	

**Source:** SHARP (FY 2007); Excludes unclassified, temporary and student employees. Agencies not appearing on the report have no classified employees.

**Classified Employees Turnover by Agency  
Fiscal Year 2007**

Agency Name	Avg Num of Classified Employees FY 2007	Turnover Rate							
		FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
Accountancy, Board of	2	100.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Adjutant General	42.5	6.19%	9.90%	0.00%	11.65%	14.89%	6.67%	11.49%	14.12%
Administration, Department of	538	12.11%	9.23%	10.20%	14.79%	9.49%	7.29%	10.13%	6.32%
Aging, Department on	157	7.78%	9.76%	10.17%	20.00%	15.24%	10.91%	12.20%	10.83%
Agriculture, Department of	260	13.63%	9.47%	4.97%	8.03%	7.68%	10.04%	7.35%	12.31%
Animal Health Department	28	3.85%	7.69%	7.41%	7.55%	15.38%	3.85%	11.32%	0.00%
Arts Commission, Kansas	5.5	0.00%	0.00%	30.77%	0.00%	14.29%	0.00%	15.38%	54.55%
Atchison Juvenile Correctional Facility	74	12.56%	15.50%	15.67%	16.51%	34.59%	35.03%	31.71%	28.38%
Attorney General	1	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Banking Department	73.5	13.74%	15.04%	7.30%	14.09%	5.41%	19.58%	5.63%	17.69%
Barbering, Board of	1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Behavioral Sciences Reg Board	4.5	57.14%	54.55%	0.00%	0.00%	66.67%	0.00%	22.22%	0.00%
Beloit Juvenile Correctional Facility	58.5	14.58%	19.10%	19.25%	21.18%	5.99%	39.51%	40.88%	29.06%
Blind, School for the	23.5	9.09%	9.52%	3.39%	10.53%	7.41%	23.53%	12.24%	8.51%
Commerce, Department of	280	21.74%	18.88%	15.25%	13.08%	5.23%	11.27%	14.22%	18.93%
Conservation Commission	6	0.00%	16.67%	33.33%	0.00%	18.18%	0.00%	0.00%	0.00%
Corporation Commission	135.5	8.66%	8.59%	7.72%	5.34%	5.38%	4.51%	9.59%	7.38%
Corrections, Department of	269.5	8.45%	13.47%	8.11%	10.73%	11.02%	8.19%	11.83%	9.28%
Cosmetology, Board of	10.5	10.00%	31.58%	0.00%	20.00%	10.00%	30.00%	20.00%	28.57%
Credit Unions, Department of	10.5	18.18%	9.09%	9.09%	0.00%	0.00%	0.00%	0.00%	57.14%
Deaf, School for the	45	14.43%	23.40%	14.29%	18.56%	14.74%	10.42%	25.81%	11.11%
Dental Board	2	100.00%	0.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%
Education, Department of	161.5	8.31%	7.72%	7.52%	12.58%	9.50%	8.31%	14.41%	18.58%
El Dorado Correctional Facility	433.5	21.27%	20.68%	24.61%	21.22%	26.34%	19.82%	30.80%	33.45%
Ellsworth Correctional Facility	215.5	11.83%	18.38%	12.87%	17.57%	20.09%	21.96%	21.81%	12.06%
Emergency Medical Services	11	9.09%	19.05%	8.70%	17.39%	8.70%	8.70%	0.00%	9.09%
Emporia State University	297	12.44%	10.08%	8.14%	8.67%	7.12%	8.92%	9.35%	8.75%
Ethics Commission, Kansas Gov	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fair, Kansas State	22	22.86%	10.00%	20.00%	30.00%	9.30%	18.60%	14.29%	13.64%
Fire Marshal	46	10.39%	7.32%	2.33%	4.60%	6.98%	6.67%	4.35%	8.70%
Fort Hays State University	286	10.20%	8.43%	8.70%	6.98%	6.01%	6.73%	7.56%	6.99%
Governor, Office of the	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Healing Arts, State Board of	25.5	13.64%	14.29%	0.00%	18.18%	13.64%	8.00%	20.00%	11.76%
Health & Environment, Department of	759.5	11.92%	9.58%	10.73%	11.68%	9.03%	7.68%	11.56%	9.61%
Health Care Stabilization Fund Bd of Gov	7.5	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	40.00%
Health Policy Authority, Kansas	141	N/A	N/A	N/A	N/A	N/A	0.00%	2.24%	7.80%
Highway Patrol	800	13.67%	12.40%	11.53%	7.36%	7.89%	6.21%	7.34%	6.50%
Historical Society, State	107	15.08%	20.08%	9.72%	13.04%	7.34%	9.01%	11.93%	7.48%
Housing Resources Corp, Kansas	21.5	ND	ND	ND	ND	5.56%	6.15%	14.04%	23.26%
Human Rights Commission, Kansas	27.5	10.17%	42.11%	21.43%	0.00%	29.09%	7.55%	18.87%	0.00%
Hutchinson Correctional Facility	508	14.72%	15.51%	16.02%	18.29%	15.00%	16.21%	17.27%	21.65%
Indigents Defense Services Board	65	12.70%	16.92%	17.19%	9.60%	17.74%	4.65%	13.64%	9.23%
Insurance Department	21	2.15%	4.82%	5.48%	8.70%	19.05%	10.34%	12.00%	4.76%
Investigation, Kansas Bureau of	154	6.32%	9.63%	5.93%	6.33%	6.12%	5.57%	7.61%	3.25%
Judicial Branch	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Judicial Council	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Juvenile Correctional Complex	218.5	N/A	N/A	N/A	N/A	N/A	9.52%	28.00%	30.66%
Juvenile Justice Authority	22	4.65%	12.50%	19.61%	15.39%	31.37%	16.00%	4.17%	31.82%
Kansas Public Employees Ret Sys	64.5	6.78%	6.61%	7.52%	14.93%	7.52%	4.55%	12.21%	7.75%
Kansas State University	1579.5	12.39%	12.99%	10.41%	11.11%	9.19%	12.06%	11.91%	12.03%
Kansas, Inc.	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Labor, Department of	408	10.18%	11.23%	8.32%	7.37%	9.42%	12.75%	9.75%	15.69%
Lansing Correctional Facility	659	19.52%	23.66%	24.24%	26.14%	26.80%	28.64%	22.51%	20.94%
Larned Correctional Mental Health Facility	174	17.87%	19.39%	15.34%	16.81%	12.96%	18.99%	17.00%	18.97%
Larned Juvenile Correctional Facility	126	19.01%	19.33%	17.72%	11.48%	14.39%	16.79%	16.92%	19.84%
Larned State Hospital	852	13.75%	17.17%	11.82%	16.63%	17.32%	21.88%	18.20%	23.12%
Legislative Coordinating Council	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legislative Research	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legislature	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**Classified Employees Turnover by Agency  
Fiscal Year 2007**

Agency Name	Avg Num of Classified Employees FY 2007	Turnover Rate							
		FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
Library, State	20.5	21.28%	4.26%	4.17%	8.33%	8.51%	9.09%	0.00%	9.76%
Lieutenant Governor, Office of	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Lottery, Kansas	39.5	17.78%	2.35%	22.50%	2.53%	4.88%	0.00%	10.39%	2.53%
Mortuary Arts, Board of	2	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Neurological Institute, Kansas	537.5	11.59%	16.34%	17.13%	13.73%	13.03%	17.98%	12.84%	15.07%
Norton Correctional Facility	250	10.94%	10.18%	9.16%	7.35%	12.70%	14.20%	18.40%	12.00%
Nursing, Board of	19	27.59%	14.29%	24.24%	21.62%	5.26%	10.26%	10.26%	10.53%
Optometry Board of Examiners	1	0.00%	200.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Osawatomie State Hospital	349	24.51%	25.80%	21.79%	20.33%	18.47%	21.47%	22.35%	28.37%
Parole Board, Kansas	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Cntr	450.5	9.85%	10.94%	8.98%	10.88%	9.16%	11.50%	16.80%	9.99%
Peace Officers, Std & Trng	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Pharmacy, Board of	5	20.00%	40.00%	75.00%	0.00%	0.00%	0.00%	18.18%	20.00%
Pittsburg State University	301.5	8.99%	8.97%	8.91%	5.32%	6.95%	8.00%	9.73%	5.97%
Pooled Money Investment Board	4	N/R	N/R	N/R	22.22%	0.00%	0.00%	0.00%	0.00%
Racing & Gaming Commission, Kansas	39	12.66%	20.25%	10.13%	7.60%	4.88%	7.50%	5.19%	5.13%
Rainbow Mental Health Facility	106	25.37%	26.67%	17.62%	33.78%	23.36%	20.66%	21.40%	16.04%
Real Estate Appraisal Board	1	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Real Estate Commission	10	10.00%	0.00%	28.57%	0.00%	9.52%	19.05%	10.00%	10.00%
Regents, Board of	18	9.52%	0.00%	0.00%	0.00%	16.22%	10.00%	16.22%	11.11%
Revenue, Department of	994	9.17%	9.89%	7.97%	6.92%	7.31%	8.19%	7.89%	7.24%
Revisor of Statutes	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Secretary of State	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Securities Commissioner of Kansas	21	14.29%	15.79%	12.12%	6.25%	0.00%	5.56%	10.26%	0.00%
Sentencing Commission, Kansas	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	3200.5	10.20%	9.85%	9.10%	10.60%	8.73%	11.79%	11.30%	12.40%
Tax Appeals, Board of	12	24.39%	0.00%	11.11%	19.36%	7.41%	0.00%	0.00%	16.67%
Technical Professions, Board of	2.5	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	40.00%
Technology Enterprise Corporation	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	226.5	21.40%	34.07%	16.47%	10.21%	13.51%	10.02%	18.10%	11.48%
Topeka Juvenile Correctional Facility	0	15.74%	13.18%	24.39%	19.62%	37.41%	60.83%	N/A	N/A
Transportation, Kansas Department of	2943.5	10.18%	9.27%	9.36%	9.16%	8.37%	10.19%	10.46%	10.53%
Treasurer, State	8.5	23.26%	20.00%	0.00%	0.00%	8.70%	0.00%	10.53%	11.76%
University of Kansas	1	21.07%	21.34%	20.34%	16.88%	17.40%	17.46%	1.41%	0.00%
University of Kansas Medical Center	445	17.87%	21.48%	16.17%	20.97%	12.75%	13.93%	14.30%	20.22%
Veteran Affairs, Commission on	325	23.24%	29.16%	55.68%	41.97%	35.42%	30.70%	27.20%	28.31%
Veterinary Examiners, Board of	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	18.5	0.00%	9.52%	19.51%	5.26%	5.56%	0.00%	5.13%	5.41%
Wichita State University	623	14.62%	12.30%	11.90%	13.56%	10.55%	9.84%	13.92%	12.04%
Wildlife and Parks, Department of	390	5.18%	6.18%	4.09%	6.11%	4.05%	5.61%	8.51%	6.67%
Winfield Correctional Facility	197	16.58%	16.00%	14.65%	13.17%	16.61%	17.17%	16.67%	17.77%
<b>Statewide</b>	<b>21,804</b>	<b>13.01%</b>	<b>13.47%</b>	<b>12.50%</b>	<b>12.69%</b>	<b>11.84%</b>	<b>13.05%</b>	<b>12.83%</b>	<b>13.46%</b>

**Source:** SHARP (FY 2000-2007); excludes unclassified, temporary and student employees.



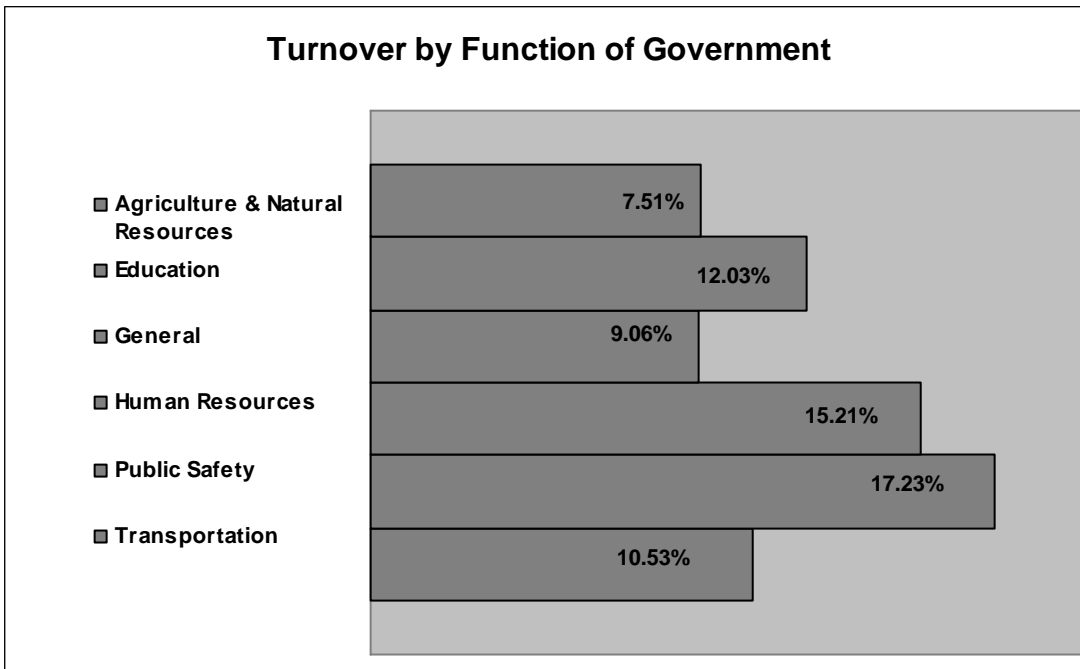
## Agency Turnover FY 2007

### Agencies with less than 10% Turnover

Excludes agencies with less than an average of 100 classified employees for FY 2007.

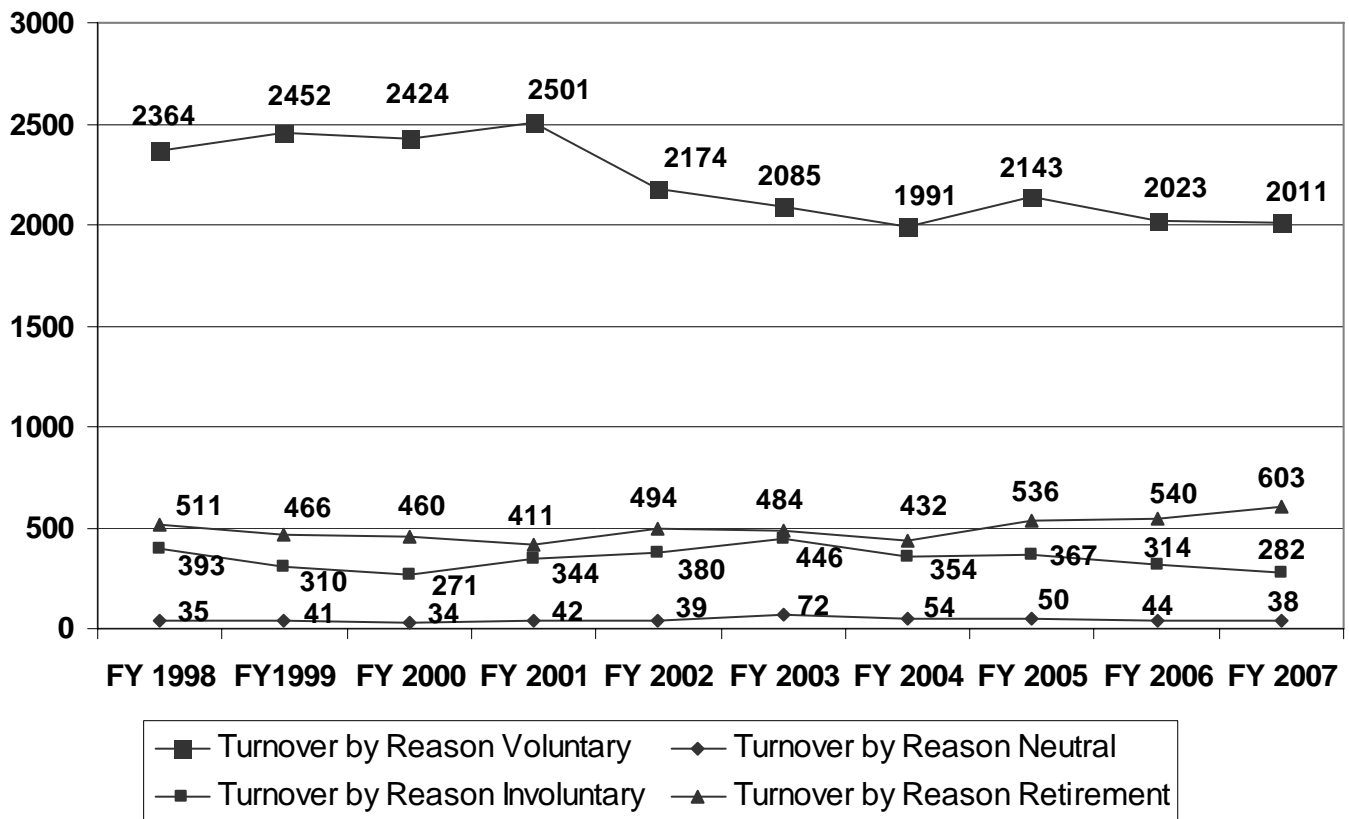
Agency Name	Avg Number of Classified Employees	Turnover
Investigation, Kansas Bureau of	154	3.25%
Pittsburg State University	301.5	5.97%
Administration, Department of	538	6.32%
Highway Patrol	800	6.50%
Wildlife & Parks, Department of	390	6.67%
Fort Hays State University	286	6.99%
Revenue, Department of	994	7.24%
Corporation Commission	135.5	7.38%
Historical Society	107	7.48%
Health Policy Authority, Kansas	141	7.80%
Emporia State University	297	8.75%
Corrections , Department of	269.5	9.28%
Health & Environment, Dept of	759.5	9.61%

### Turnover by Function of Government



**Source:** SHARP (FY 2007); Excludes unclassified, temporary and student employees.

## Turnover by Reason



**Source:** SHARP (1998-2007); Excludes unclassified, temporary and student employees.

**Turnover: Job Classes Above the FY 2007 State Average (13.46%)**

**Turnover Rate**

Job Class	Avg Num of Employees FY 2007	Turnover Rate							
		FY 2000	FY 2001	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	
Activity Therapy Technician	16.5	11.94%	21.88%	21.74%	13.04%	17.39%	5.00%	30.30%	
Administrative Assistant	847.5	16.10%	17.38%	16.62%	13.56.%	14.67%	14.76%	13.69%	
Agricultural Assistant	17.5	9.52%	100.00%	45.16%	51.61	29.41%	12.50%	62.86%	
Animal Science Technician I	30.5	NA	NA	NA	NA	NA	NA	29.51%	
Animal Science Technician II	25	NA	NA	NA	NA	NA	NA	16.00%	
Applications Developer I	47.5	NA	NA	NA	NA	NA	18.18%	14.74%	
Applications Development Supervisor	33.5	NA	NA	NA	NA	0.00%	2.94%	14.93%	
Building Systems Technician	48.5	14.68%	9.45%	10.29%	11.85%	12.21%	12.17%	16.49%	
Certified Nurses Aide I	70.5	NA	NA	NA	NA	NA	39.46%	53.90%	
Clinical Chaplain	16	12%	12.12%	6.25%	23.53%	29.41%	12.12%	18.75%	
Communications Specialist I	17.5	51.06%	40.96%	28.99%	30.43%	63.41%	35.00%	51.43%	
Computer Operator II	37.5	10.53%	16.22%	0.00%	0.00%	0.00%	7.59%	18.67%	
Cook	57	28.72%	23.71%	12.81%	23.16%	21.84%	40.00%	17.54%	
Corrections Counselor I	75.5	9.52%	12.82%	16.11%	8.33%	11.11%	8.16%	14.57%	
Corrections Officer I (A)	631.5	39.93%	45.50%	45.57%	51.28%	50.62%	52.13%	51.15%	
Corrections Officer I (B)	388.5	12.68%	11.51%	13.10%	10.83%	15.68%	13.19%	14.67%	
Custodial Crew Leader	34	6.78%	12.50%	6.25%	6.56%	17.39%	19.72%	17.65%	
Custodial Worker	152.5	21.70%	22.62%	25.67%	22.22%	21.29%	26.71%	16.39%	
Driver License Examiner Senior	51.5	NA	NA	6.56%	7.81%	6.45%	12.17%	13.59%	
Economic Development Rep II	19	36.00%	16.67%	8.33%	19.18%	7.14%	4.55%	21.05%	
Economic Development Rep III	28.5	14.55%	11.32%	10.53%	10.34%	5.97%	21.88%	14.04%	
Education Program Consultant	54	8.08%	6.25%	15.93%	10.26%	14.16%	12.84%	22.22%	
Engineering Associate III	86.5	5.97%	8.12%	11.93%	8.37%	10.38%	15.31%	15.03%	
Engineering Technician Associate	35	40.00%	22.22%	17.89%	25.88%	15.58%	23.38%	22.86%	
Equipment Operator	500	NA	NA	9.14%	11.29%	17.48%	17.87%	17.40%	
Equipment Operator Trainee	117.5	3.67%	11.67%	34.59%	36.99%	44.94%	31.34%	40.00%	
Financial Examiner	23.5	NA	NA	27.03%	11.76%	17.65%	5.00%	21.58%	
Financial Examiner Principal	26.5	NA	NA	11.94%	8.00%	32.65%	3.70%	28.07%	
Food Service Worker	78	52.17%	56.98%	39.31%	51.19%	50.60%	36.25%	57.69%	
Health Facility Surveyor I	72	29.46%	11.51%	24.06%	13.85%	11.51%	20.83%	15.28%	
Human Resource Prof III	39.5	2.70%	9.30%	2.22%	10.75%	7.41%	5.41%	15.19%	
Human Services Assistant	281.5	NA	NA	NA	21.40%	13.50%	12.82%	14.56%	
Human Services Counselor	112.5	NA	NA	NA	24.74%	8.16%	10.68%	14.22%	
Human Services Specialist	915.5	NA	NA	NA	13.38%	10.80%	11.49%	14.86%	
Juvenile Corrections Officer I	220	22.75%	22.03%	23.84%	40.08%	42.41%	40.92%	38.18%	
Juvenile Corrections Officer II	42.5	15.19%	6.82%	12.12%	26.80%	22.73%	15.56%	16.47%	
Laboratory Technician II	21	4.08%	11.76%	10.53%	3.39%	7.02%	12.50%	19.05%	
Laboratory Technician III	27.5	25.00%	11.11%	0.00%	12.90%	9.53%	3.51%	18.18%	
Licensed Practical Nurse	39	21.05%	49.35%	36.62%	27.16%	39.53%	22.22%	23.08%	
Licensed Practical Nurse Senior	88	4.30%	33.01%	25.00%	27.20%	20.00%	20.78%	27.27%	
Management Systems Analyst III	16	9.60%	5.26%	17.65%	10.26%	10.81%	0.00%	18.75%	
Mental Health/Disability Tech	764	NA	NA	NA	NA	NA	16.70%	16.75%	
Mental Health/Disability Tech Trn	91	NA	NA	NA	NA	NA	54.12%	73.63%	
Office Assistant	122	18.18%	14.90%	23.70%	14.41%	15.52%	16.40%	23.77%	
Parole Officer I	71	11.76%	20.61%	14.19%	12.16%	9.15%	20.41%	16.90%	
Petroleum Ind Reg Tech II	24.5	8.16%	8.16%	0.00%	8.00%	16.33%	7.84%	16.33%	
Professional Geologist III	25.5	NA	NA	NA	NA	0.00%	8.16%	15.69%	
Program Services Manager II	48.5	16.22%	12.12%	8.70%	3.17%	769.60%	7.55%	16.49%	
Program Specialist I	95.5	15.04%	16.81%	11.11%	13.58%	18.47%	21.15%	19.90%	
Program Specialist II	81.5	12.66%	16.46%	10.42%	8.04%	10.70%	10.81%	29.45%	
Property Appraiser I	19	3.77%	6.25%	4.35%	9.30%	4.88%	0.00%	15.79%	
Psychologist II	30.5	15.15%	8.70%	0.00%	15.09%	10.00%	6.78%	19.67%	
Refrig And A C Svc Tech Senior	32	NA	NA	8.60%	18.18%	2.90%	8.45%	21.88%	
Registered Nurse Senior	1193	NA	NA	NA	22.75%	21.88%	30.49%	25.91%	
Registered Nurse Specialist	37.5	NA	NA	NA	6.67%	8.99%	10.13%	21.33%	

**Turnover: Job Classes Above the FY 2007 State Average (13.46%)**

**Turnover Rate**

Job Class	Avg Num of Employees	Turnover Rate						
	FY 2007	FY 2000	FY 2001	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
Safety and Security Officer I	98	24.30%	20.44%	26.18%	16.75%	14.81%	20.32%	29.59%
Safety And Security Officer II	23.5	16.67%	16.67%	6.67%	6.25%	5.26%	4.76%	21.28%
Social Worker	20.5	15.14%	16.86%	11.98%	9.25%	18.25%	18.09%	48.78%
Social Work Specialist	391	6.06%	19.35%	4.44%	17.02%	21.43%	15.13%	16.62%
Special Investigator I	54.5	13.11%	29.27%	6.84%	19.80%	20.45%	30.43%	29.36%
State Auditor I	21	9.16%	8.25%	12.50%	3.70%	16.00%	20.83%	19.05%
State Auditor III	34	4.35%	8.51%	12.24%	8.51%	10.34%	2.86%	17.65%
University Police Officer	58.5	19.12%	11.85%	14.06%	10.53%	17.52%	10.94	17.09%
Utility Worker	26	30.67%	28.57%	30.38%	26.03%	16.67%	14.71	26.92%
Veterinary Technician II	16.5	19.05%	16.00%	0.00%	16.67%	46.67%	20.00%	42.42%

**Comments:** Excludes job classes with less than an average of 15 employees and job classes with a turnover rate below the state average (13.46%). The average turnover rate in FY 2000 was 13.01%, for FY 2001 it was 13.47%, for FY 2002 it was 12.50%, for FY 2003 it was 12.69%, for FY 2004 it was 11.84%, for FY 2005 it was 13.02%, for FY 2006 it was 12.86%.

NA- not applicable, job class did not exist that year

**Source:** SHARP (FY 2000-2007); excludes unclassified, temporary and student employees.

## Job Class Turnover FY 2007

### Job Classes with 0% Turnover in FY 2007

Job Title	Average Number of Employees
Computer Operations Supervisor	16.5
Correctional Industries Manager	18.5
Custodial Manager	18.5
Health or Environmental Prog Analyst	24
Network Control Technician II	16
Network Service Technician II	26.5
Network Service Technician III	20.5
Procurement Officer I	22
Qualified Developmental Disability Professional	22.5
Technology Support Technician I	16
Technology Support Technician II	32

\*Excludes job classes with less than an average of 15 employees in FY 2007

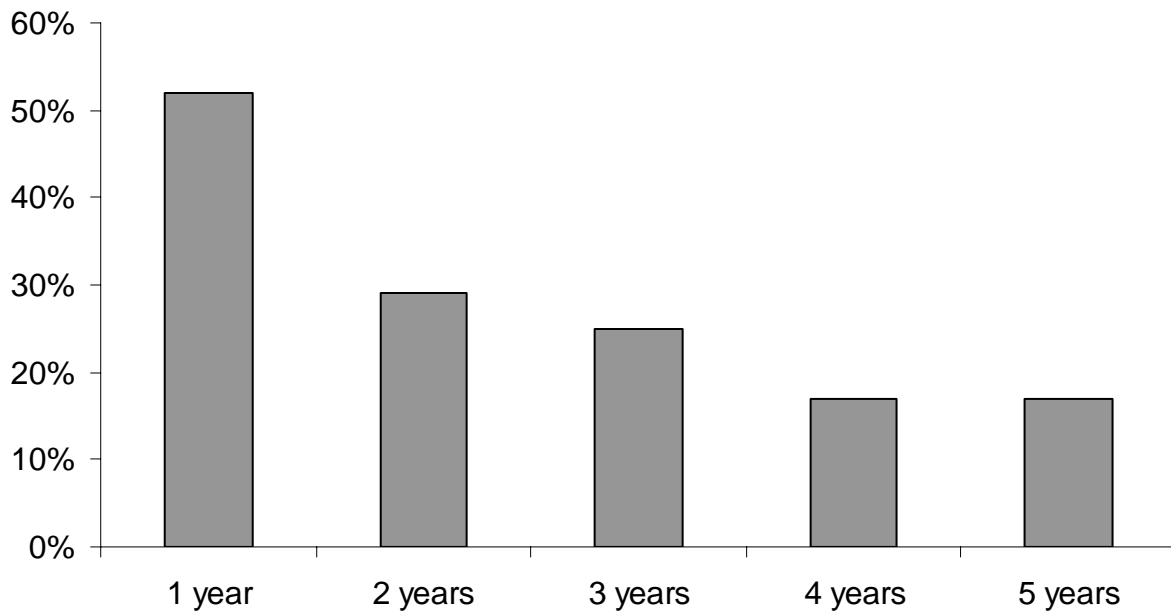
### Job Classes with 20% or Higher Turnover Rates in FY 2007

Job Title	Avg Num of Employees	Turnover	Job Title	Avg Num of Employees	Turnover
Activity Therapy Technician	16.5	30.30%	Licensed Practical Nurse	39	23.08%
Agricultural Assistant	17.5	62.86%	Licensed Practical Nurse Sr	88	27.27%
Animal Science Technician I	30.5	29.51%	MHDD Technician Trn	91	73.63%
Certified Nurse Aide I	70.5	53.90%	Office Assistant	122	23.77%
Communications Specialist I	17.5	51.43%	Program Specialist II	81.5	29.45%
Corrections Officer I (A)	631.5	51.15%	Refrig And A C Svc Tech Senior	32	21.88%
Economic Development Rep II	19	21.05%	Registered Nurse Senior	193	25.91%
Education Program Consultant	54	22.22%	Registered Nurse Specialist	37.5	21.33%
Engineering Technician Assoc	35	22.86%	Safety And Security Officer I	98	29.59%
Equipment Operator Trainee	117.5	40.00%	Safety And Security Officer II	23.5	21.28%
Financial Examiner	23.5	21.28%	Social Worker	20.5	48.78%
Financial Examiner Principal	28.5	28.07%	Special Investigator I	54.5	29.36%
Food Service Worker	78	57.69%	Utility Worker	26	26.92%
Juvenile Corrections Officer I	220	38.18%	Veterinary Technician II	16.5	42.42%

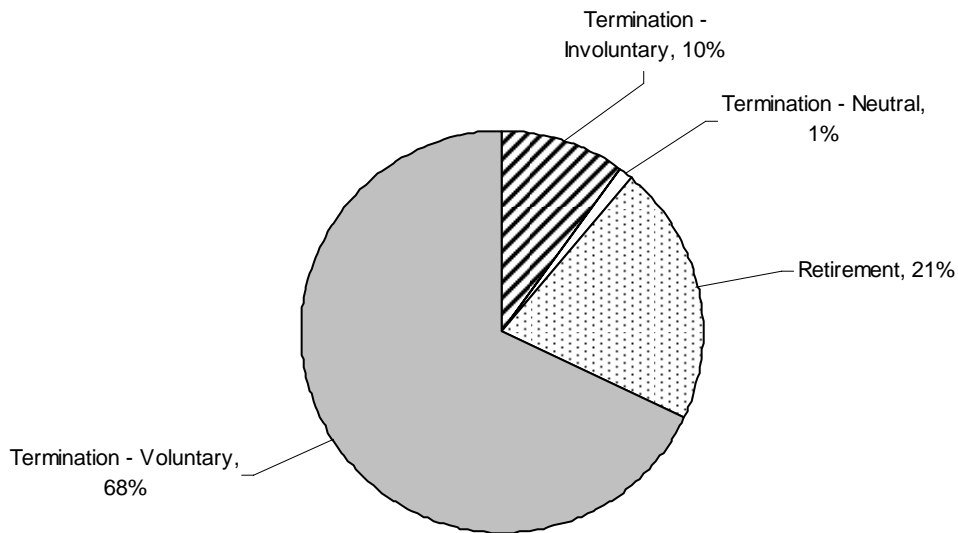
\*Excludes job classes with less than an average of 15 employees in FY 2007

Source: SHARP (FY 2007); Excludes unclassified, temporary and student employees.

**FY 2007: Classified Employees  
Turnover by Length of Service: 5 yrs or less service length**

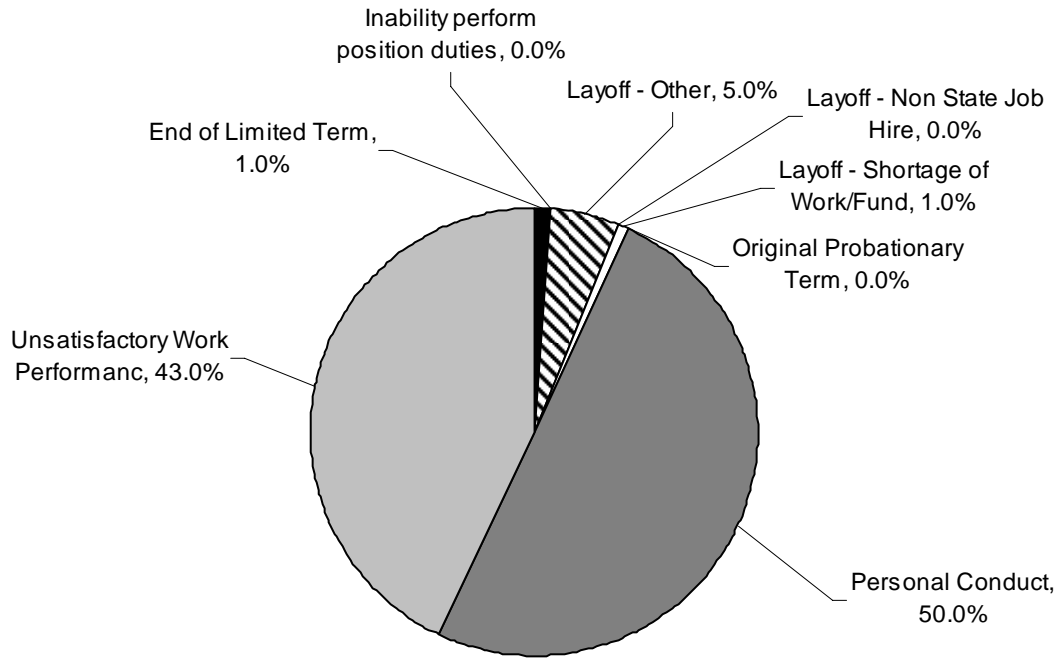


**STATE OF KANSAS  
FY 2007 Classified Employee Turnover Due to Leaving State Service**

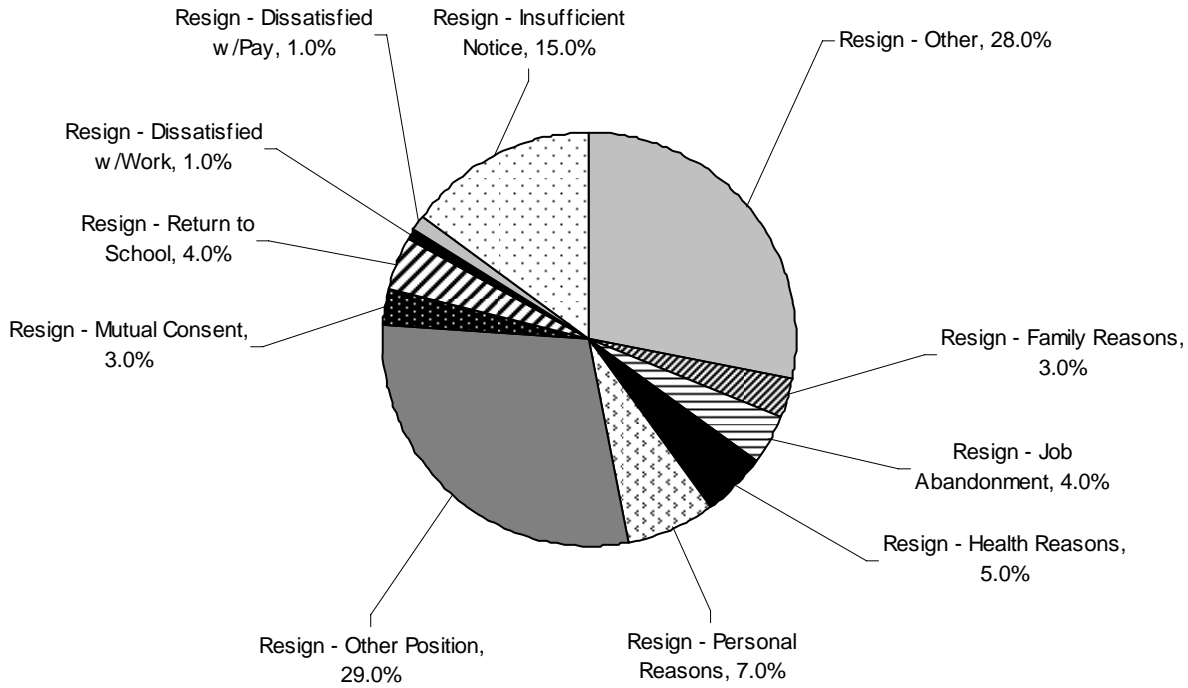


**Source:** SHARP (FY 2007); Excludes unclassified, temporary and student employees.

**FY 2007 Classified Employee Terminations  
Involuntary Terminations by Type of Termination**

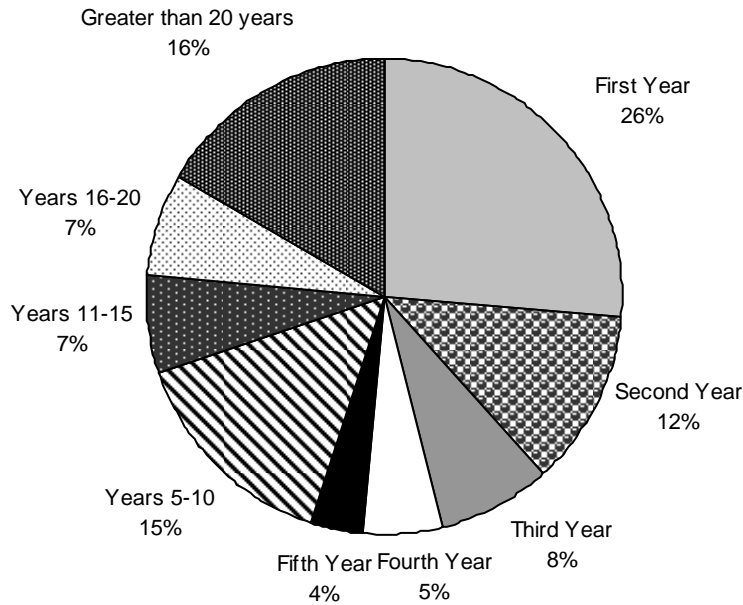


**FY 2007 Classified Employee Terminations  
Voluntary Terminations by Type of Termination**

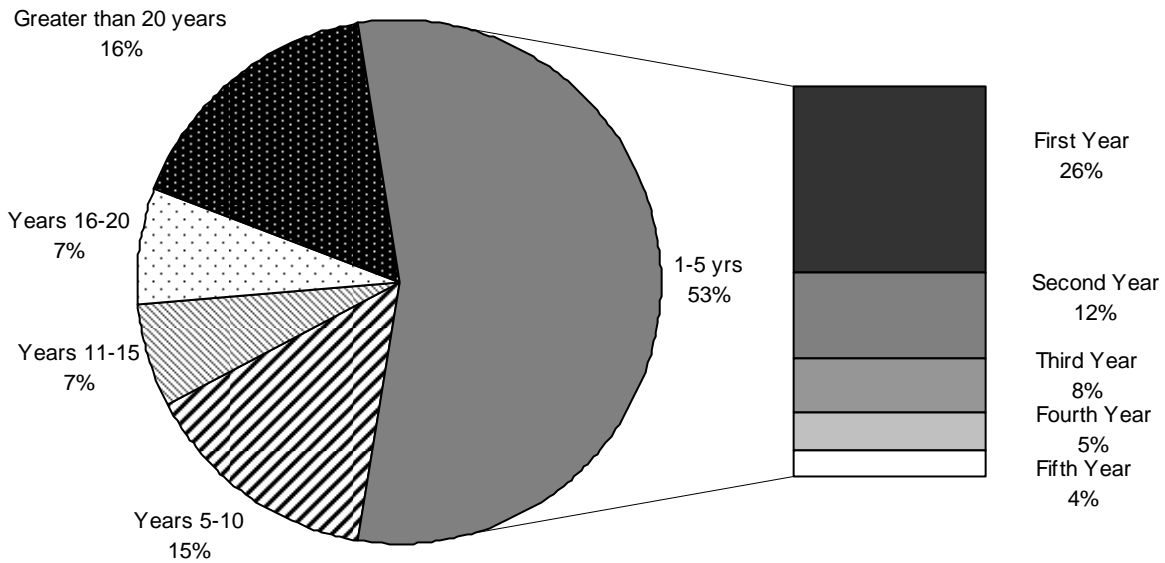


**Source:** SHARP (FY 2007); Excludes unclassified, temporary and student employees.

### FY: 2007: Terminations by Length of Service



### Terminations by Length of Service Contribution of Service Length to Number of Terminations FY 2007



Source: SHARP (2007); Excludes unclassified, temporary and student employees.



## Retirement Analysis

### Criteria use for the retirement charts:

- All data includes classified regular, unclassified regular and unclassified temporary employees.
- All retirement data includes early retirements.
- Retirement buy back options were not considered in retirement calculations.
- The data for this section was generated from SHARP as of July 1, 2007
- All retirement calculations are based on the service date and birth date as reported in SHARP. This does not account for employees who may have other KPERS eligible service.
- Employees not contributing to the Kansas Public Employees Retirement System (KPERS) are not included in this data, with the exception of counts of state employees, which includes all employees except temporary and student employees.

### Retirement Eligibility Criteria

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

**Actual and Eligible Retirements by Agency**  
Fiscal Year 2007

Agency Name	Number of Employees Fiscal Year 2007	Actual Retirements		Retirement Eligibles by December 2012			% Eligible
		FY 2007		Early	Full	Total	
Accountancy, Board of	3	0	2	0	2	67%	
Adjutant General	188	5	33	63	96	51%	
Administration, Department of	540	12	67	197	264	49%	
Aging, Department on	162	3	31	68	99	61%	
Agriculture, Department of	271	15	35	66	101	37%	
Animal Health Department	32	0	7	13	20	63%	
Arts Commission, Kansas	6	1	0	0	0	0%	
Atchison Juvenile Correct.Facility	75	3	3	17	20	27%	
Attorney General	83	0	15	10	25	30%	
Banking Department	87	5	6	7	13	15%	
Barbering Board of	2	0	0	3	3	150%	
Behavioral Sciences Regulatory Board	7	0	0	3	3	43%	
Beloit Juvenile Correct.Facility	58	3	9	12	21	36%	
Blind, School for the	84	3	13	24	37	44%	
Citizens Utility Ratepayer Board	3	0	1	1	2	67%	
Commerce, Department of	267	27	29	101	130	49%	
Conservation Commission	12	0	5	3	8	67%	
Corporation Commission	200	6	23	72	95	48%	
Corrections, Department of	293	6	35	67	102	35%	
Cosmetology, Board of	12	1	1	3	4	33%	
Credit Unions, Department of	11	5	1	5	6	55%	
Deaf, School for the	149	4	12	46	58	39%	
Dental Board	3	0	0	1	1	33%	
Education, Department of	184	7	31	66	97	53%	
El Dorado Correctional Facility	441	8	0	13	13	3%	
Ellsworth Correctional Facility	214	2	14	13	27	13%	
Emergency Medical Services	13	0	4	4	8	62%	
Emporia State University	N/A	N/R	N/R	N/R	N/R	N/R	
Ethics Commission, Kansas Gov	9	0	0	5	5	56%	
Fair, Kansas State	24	0	3	15	18	75%	
Fire Marshal	48	1	7	15	22	46%	
Fort Hays State University	N/R	N/R	N/R	N/R	N/R	N/R	
Governor, Office of the	37	0	0	5	5	14%	
Healing Arts, State Board of	35	1	1	8	9	26%	
Health & Environment, Department of	767	22	136	229	365	48%	
Health Care Stabilization fund Bd of Gov	15	1	1	2	3	20%	
Health Policy Authority, Kansas	184	0	31	53	84	46%	
Highway Patrol	797	15	37	78	115	14%	
Historical Society, State	108	2	15	40	55	51%	
Housing Resources Corp, Kansas	44	0	3	8	11	25%	
Human Rights Commission, Kansas	32	0	4	12	16	50%	
Hutchinson Correctional Facility	506	10	13	19	32	6%	
Indigents Defense Services Board	172	2	11	17	28	16%	
Insurance Department	121	2	17	37	54	45%	
Investigation, Kansas Bureau of	168	6	10	32	42	25%	
Judicial Branch	1860	39	238	511	749	40%	
Judicial Council	6	0	0	1	1	17%	
Juvenile Correctional Complex	213	7	19	32	51	24%	
Juvenile Justice Authority	29	0	4	6	10	34%	
Kansas Inc	3	0	0	1	1	33%	

**Actual and Eligible Retirements by Agency**  
Fiscal Year 2007

Agency Name	Number of Employees Fiscal Year 2007	Actual Retirements		Retirement Eligibles by December 2012			% Eligible
		FY2007		Early	Full	Total	
Kansas Public Emp Retirement Sys	78	5	11	22	33	42%	
Kansas State University	N/R	N/R	N/R	N/R	N/R	N/R	
Labor, Department of	426	23	52	176	228	54%	
Lansing Correctional Facility	679	20	8	20	28	4%	
Larned Correctional Mental Health Fac	173	3	4	5	9	5%	
Larned Juvenile Correctional Facility	129	2	16	19	35	27%	
Larned State Hospital	909	16	71	200	271	30%	
Legislative Coordinating Council	12	0	4	4	8	67%	
Legislative Research Department	36	1	4	14	18	50%	
Legislature	34	1	1	12	13	38%	
Library, State	22	1	4	13	17	77%	
Lieutenant Governor, Office of the	3	0	0	0	0	0%	
Lottery, Kansas	78	1	17	23	40	51%	
Mortuary Arts, Board of	3	0	1	2	3	100%	
Neurological Institute, Kansas	528	12	56	120	176	33%	
Norton Correctional Facility	252	3	2	5	7	3%	
Nursing, Board of	20	0	7	4	11	55%	
Optometry Board of Examiners	1	0	0	1	1	100%	
Osawatomie State Hospital	364	16	38	104	142	39%	
Parole Board, Kansas	3	0	0	2	2	67%	
Parsons State Hospital & Trng Center	462	9	56	100	156	34%	
Peace Officers, Std & Trng	2	0	0	0	0	0%	
Pharmacy, Board of	6	0	2	1	3	50%	
Pittsburg State University	N/R	N/R	N/R	N/R	N/R	N/R	
Post Audit, Legislative Division	26	0	1	6	7	27%	
Racing & Gaming Commission	53	0	7	15	22	42%	
Rainbow Mental Health Facility	111	0	11	24	35	32%	
Real Estate Appraisal Board	2	0	0	1	1	50%	
Real Estate Commission	12	0	0	4	4	33%	
Regents, Board of	48	3	9	12	21	44%	
Revenue, Department of	1014	25	96	305	401	40%	
Revisor of Statutes	29	0	2	16	18	62%	
Secretary of State	50	0	0	8	8	16%	
Securities Commissioner, Office of the	31	0	5	9	14	45%	
Sentencing Commission, Kansas	9	0	3	1	4	44%	
Social & Rehabilitation Services, Dept of	3238	110	392	960	1352	42%	
Tax Appeals, Board of	21	0	3	4	7	33%	
Technical Professions, State Board of	4	0	0	3	3	75%	
Technology Enterprise Corp, Kansas	13	0	2	2	4	31%	
Topeka Correctional Facility	222	6	3	12	15	7%	
Transportation, Department of	2924	77	379	723	1102	38%	
Treasurer, State	44	1	3	12	15	34%	
University of Kansas	N/R	N/R	N/R	N/R	N/R	N/R	
University of Kansas Medical Center	N/R	N/R	N/R	N/R	N/R	N/R	
Veterans Affairs, Commission on	318	3	32	58	90	28%	
Veterinary Examiners, Board of	3	0	2	0	2	67%	
Water Office, Kansas	21	1	5	6	11	52%	
Wichita State University	N/R	N/R	N/R	N/R	N/R	N/R	
Wildlife and Parks, Department of	401	10	31	113	144	36%	
Winfield Correctional Facility	195	6	5	13	18	9%	
<b>Total</b>	<b>21587</b>	<b>579</b>	<b>2272</b>	<b>5158</b>	<b>7430</b>	<b>34%</b>	

**Source:** SHARP (FY2007). Excludes temporary and student employees. "N/R" indicates the information was not reported for Regents institutions. Number of employees includes employees not participating in KPERS.

**Agencies with 40% or more of their workforce consisting of employees that are retirement eligible by 2012**

Excludes agencies with less than 100 employees for FY 2007

Adjutant General	51%
Administration, Department of	49%
Aging, Department on	61%
Commerce, Department of	49%
Corporation Commission	48%
Education, Department of	53%
Health & Environment, Department of	48%
Health Policy Authority, Kansas	46%
Historical Society, State	51%
Insurance Department	45%
Judicial Branch	40%
Labor, Department of	54%
Revenue, Department of	40%
Social & Rehabilitation Services, Dept of	42%

**Agencies with 15% or less of their workforce consisting of employees that are retirement eligible by 2012**

Excludes agencies with less than 100 employees for FY2007

El Dorado Correctional Facility	3%
Ellsworth Correctional Facility	13%
Highway Patrol	14%
Hutchinson Correctional Facility	6%
Lansing Correctional Facility	4%
Larned Correctional Mental Health Fac	5%
Norton Correctional Facility	3%
Topeka Correctional Facility	7%
Winfield Correctional Facility	9%

**Source:** SHARP (FY 2007). Excludes temporary and student employees.

**Classified Employee Vacation Leave Usage by Agency**  
Fiscal Year 2007

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	2	230.75	\$2,903.54	115.38	\$1,451.77
Adjutant General	42	5516.25	\$95,868.64	131.34	\$2,282.59
Administration, Department of	513	73957.75	\$1,403,618.78	144.17	\$2,736.10
Aging, Department on	152	20587.75	\$423,294.03	135.45	\$2,784.83
Agriculture, Department of	259	33291.50	\$671,179.96	128.54	\$2,591.43
Animal Health Department	29	3685.00	\$70,945.23	127.07	\$2,446.39
Arts Commission, Kansas	5	587.25	\$11,780.39	117.45	\$2,356.08
Atchison Juvenile Correctional Fac	74	8878.25	\$140,496.01	119.98	\$1,898.59
Attorney General	1	112.00	\$2,209.12	112.00	\$2,209.12
Banking Department	72	7253.50	\$162,824.04	100.74	\$2,261.45
Barbering, Board of	1	120.00	\$1,808.40	120.00	\$1,808.40
Behavioral Sciences Regulatory Board	4	367.75	\$5,892.55	91.94	\$1,473.14
Beloit Juvenile Correctional Facility	57	7147.50	\$115,264.10	125.39	\$2,022.18
Blind, School for the	23	3219.50	\$52,284.68	139.98	\$2,273.25
Citizen's Utility Ratepayer Board	0	N/A	N/A	N/A	N/A
Commerce, Department of	257	37783.25	\$746,039.39	147.02	\$2,902.88
Conservation Commission	6	883.25	\$17,963.36	147.21	\$2,993.89
Corporation Commission	136	18542.75	\$357,850.46	136.34	\$2,631.25
Corrections, Department of	279	33333.75	\$640,158.34	119.48	\$2,294.47
Cosmetology, Board of	11	1105.75	\$14,202.18	100.52	\$1,291.11
Credit Unions, Department of	10	1168.25	\$25,315.69	116.83	\$2,531.57
Deaf, School for the	44	5380.75	\$71,538.07	122.29	\$1,625.87
Dental Board	2	171.00	\$2,304.56	85.50	\$1,152.28
Education, Department of	159	19103.00	\$371,082.61	120.14	\$2,333.85
El Dorado Correctional Facility	440	43427.75	\$682,907.05	98.70	\$1,552.06
Ellsworth Correctional Facility	213	24317.00	\$402,150.02	114.16	\$1,888.03
Emergency Medical Services	12	1423.00	\$25,955.38	118.58	\$2,162.95
Emporia State University	N/A	N/R	N/R	N/R	N/R
Ethics Commission, Kansas Gov	0	N/A	N/A	N/A	N/A
Fair, Kansas State	22	2321.00	\$35,787.45	105.50	\$1,626.70
Fire Marshal	46	6033.25	\$132,281.10	131.16	\$2,875.68
Fort Hays State University	N/A	N/R	N/R	N/R	N/R
Governor, Office of the	0	N/A	N/A	N/A	N/A
Healing Arts, State Board of	27	2834.50	\$43,827.16	104.98	\$1,623.23
Health & Environment, Department of	754	96607.25	\$2,033,564.37	128.13	\$2,697.03
Health Care Stabilization Fund, Bd of Gov	7	999.25	\$13,431.09	142.75	\$1,918.73
Health Policy Authority, Kansas	132	17428.75	\$353,717.93	132.04	\$2,679.68
Highway Patrol	789	100326.75	\$2,297,538.78	127.16	\$2,911.96
Historical Society, State	107	13006.25	\$215,872.13	121.55	\$2,017.50
Housing Resources Corp, Kansas	18	3073.50	\$68,474.01	170.75	\$3,804.11
Human Rights Commission, Kansas	28	3756.75	\$66,649.65	134.17	\$2,380.34
Hutchinson Correctional Facility	505	60354.50	\$990,727.92	119.51	\$1,961.84
Indigents Defense Services Board	65	8651.25	\$124,811.32	133.10	\$1,920.17
Insurance Department	20	2917.00	\$38,595.23	145.85	\$1,929.76
Investigation, Kansas Bureau of	162	18242.75	\$425,270.42	112.61	\$2,625.13
Judicial Branch	0	N/A	N/A	N/A	N/A
Judicial Council	0	N/A	N/A	N/A	N/A
Juvenile Correctional Complex	211	23166.25	\$337,761.96	109.79	\$1,600.77
Juvenile Justice Authority	20	2897.50	\$61,471.01	144.88	\$3,073.55
Kansas Inc	0	N/A	N/A	N/A	N/A
Kansas Public Employees Retirement System	64	8239.75	\$145,436.29	128.75	\$2,272.44
Kansas State University	N/A	N/R	N/R	N/R	N/R
Labor, Department of	395	56175.00	\$1,080,015.94	142.22	\$2,734.22
Lansing Correctional Facility	678	75088.50	\$1,242,196.73	110.75	\$1,832.15
Larned Correctional Mental Health Fac	173	19768.25	\$318,181.33	114.27	\$1,839.20
Larned Juvenile Correctional Facility	128	13999.50	\$216,246.12	109.37	\$1,689.42
Larned State Hospital	884	94175.25	\$1,426,719.40	106.53	\$1,613.94
Legislative Coordinating Council	0	N/A	N/A	N/A	N/A
Legislative Research Department	0	N/A	N/A	N/A	N/A
Legislature	0	N/A	N/A	N/A	N/A

**Classified Employee Vacation Leave Usage by Agency**  
Fiscal Year 2007

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Library, State	20	2668.00	\$44,205.59	133.40	\$2,210.28
Lieutenant Governor, Office of the	0	N/A	N/A	N/A	N/A
Lottery, Kansas State	41	5013.25	\$96,227.92	122.27	\$2,347.02
Mortuary Arts, Board of	2	326.00	\$5,139.84	163.00	\$2,569.92
Neurological Institute, Kansas	525	69623.50	\$1,023,877.03	132.62	\$1,950.24
Norton Correctional Facility	252	32087.00	\$518,525.72	127.33	\$2,057.64
Nursing, Board of	18	2377.25	\$41,891.07	132.07	\$2,327.28
Optometry Board of Examiners	1	94.00	\$1,899.50	94.00	\$1,899.50
Osawatomie State Hospital	346	40578.00	\$639,872.74	117.28	\$1,849.34
Parole Board, Kansas	0	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Center	456	58113.25	\$868,920.98	127.44	\$1,905.53
Peace Officers, Std & Trng	0	N/A	N/A	N/A	N/A
Pharmacy, Board of	5	554.75	\$11,538.08	110.95	\$2,307.62
Pittsburg State University	N/A	N/R	N/R	N/R	N/R
Post Audit, Legislative Div of	0	N/A	N/A	N/A	N/A
Racing & Gaming Commission, Kansas	38	4778.50	\$81,322.89	125.75	\$2,140.08
Rainbow Mental Health Facility	105	11521.25	\$193,324.29	109.73	\$1,841.18
Real Estate Appraisal Board	1	176.00	\$3,890.04	176.00	\$3,890.04
Real Estate Commission	10	1081.25	\$17,517.29	108.13	\$1,751.73
Regents, Board of	18	2625.75	\$50,446.73	145.88	\$2,802.60
Revenue, Department of	984	134320.50	\$2,421,959.73	136.50	\$2,461.34
Revisor of Statutes	0	N/A	N/A	N/A	N/A
Secretary of State	0	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	21	2499.75	\$56,194.17	119.04	\$2,675.91
Sentencing Commission, Kansas	0	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	3204	391991.25	\$6,886,656.65	122.34	\$2,149.39
Tax Appeals, Board of	11	1717.25	\$24,865.73	156.11	\$2,260.52
Technical Professions, State Board of	2	283.75	\$4,156.62	141.88	\$2,078.31
Technology Enterprise Corp, Kansas	0	N/A	N/A	N/A	N/A
Topeka Correctional Facility	222	27396.50	\$459,553.30	123.41	\$2,070.06
Transportation, Department of	2913	376667.75	\$6,700,346.31	129.31	\$2,300.15
Treasurer, State	12	2205.00	\$37,951.87	183.75	\$3,162.66
University of Kansas	N/A	N/R	N/R	N/R	N/R
University of Kansas Medical Center	N/A	N/R	N/R	N/R	N/R
Veterans Affairs, Commission on	314	35045.00	\$467,672.60	111.61	\$1,489.40
Veterinary Examiners, Board of	0	N/A	N/A	N/A	N/A
Water Office, Kansas	18	2733.00	\$72,479.13	151.83	\$4,026.62
Wichita State University	N/A	N/R	N/R	N/R	N/R
Wildlife & Parks, Department of	394	44149.75	\$858,620.70	112.06	\$2,179.24
Winfield Correctional Facility	195	23812.00	\$395,406.90	122.11	\$2,027.73
<b>Totals</b>	<b>18,166</b>	<b>2,256,096.25</b>	<b>\$40,170,877.34</b>	<b>124.19</b>	<b>\$2,211.32</b>

**Comments:** Agency Total Dollars was determined by calculating the vacation leave for each classified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average vacation leave used per classified employee was determined by calculating the vacation leave for each agency and dividing by the total number of classified employees in the agency as of June 2007. Average dollars per employee was determined by calculating the total dollars for the agency and dividing by the total number of classified employees in the agency as of June 2007.

**Source:** SHARP (FY 2007); Excludes unclassified, temporary and student employees. "N/R" indicates leave was not reported (for Regent's institutions). "N/A" indicates the number is not relevant because there is no accurate leave data or the agency does not have classified employees.

**Unclassified Employee Vacation Leave Usage by Agency**  
Fiscal Year 2007

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	1	100.00	\$3,190.67	100.00	\$3,190.67
Adjutant General	146	17583.50	\$292,594.04	120.43	\$2,004.07
Administration, Department of	27	3033.00	\$106,448.88	112.33	\$3,942.55
Aging, Department on	10	948.00	\$32,985.04	94.80	\$3,298.50
Agriculture, Department of	12	1194.00	\$35,138.71	99.50	\$2,928.23
Animal Health Department	3	176.00	\$6,636.10	58.67	\$2,212.03
Arts Commission, Kansas	1	144.00	\$5,068.25	144.00	\$5,068.25
Atchison Juvenile Correctional Fac	1	176.00	\$5,780.13	176.00	\$5,780.13
Attorney General	82	7615.75	\$182,744.40	92.88	\$2,228.59
Banking Department	15	1931.00	\$62,929.72	128.73	\$4,195.31
Barbering, Board of	1	168.00	\$3,013.04	168.00	\$3,013.04
Behavioral Sciences Regulatory Board	3	228.75	\$5,723.20	76.25	\$1,907.73
Beloit Juvenile Correctional Facility	1	116.00	\$3,669.05	116.00	\$3,669.05
Blind, School for the	61	1276.50	\$32,504.82	20.93	\$532.87
Citizen's Utility Ratepayer Board	3	476.00	\$16,612.28	158.67	\$5,537.43
Commerce, Department of	10	946.00	\$33,457.17	94.60	\$3,345.72
Conservation Commission	6	794.25	\$23,474.28	132.38	\$3,912.38
Corporation Commission	64	8518.75	\$247,235.05	133.11	\$3,863.05
Corrections, Department of	14	1956.00	\$73,032.13	139.71	\$5,216.58
Cosmetology, Board of	1	148.00	\$3,991.75	148.00	\$3,991.75
Credit Unions, Department of	1	100.00	\$3,566.08	100.00	\$3,566.08
Deaf, School for the	105	428.00	\$16,496.05	4.08	\$157.11
Dental Board	1	164.00	\$4,423.28	164.00	\$4,423.28
Education, Department of	25	2861.50	\$109,597.98	114.46	\$4,383.92
El Dorado Correctional Facility	1	128.00	\$3,335.48	128.00	\$3,335.48
Ellsworth Correctional Facility	1	168.00	\$4,467.32	168.00	\$4,467.32
Emergency Medical Services	1	212.00	\$7,817.20	212.00	\$7,817.20
Emporia State University	N/A	N/R	N/R	N/R	N/R
Ethics Commission, Kansas Gov	9	1268.00	\$27,304.48	140.89	\$3,033.83
Fair, Kansas State	2	136.00	\$5,602.15	68.00	\$2,801.08
Fire Marshal	2	52.00	\$1,321.35	26.00	\$660.68
Fort Hays State University	N/A	N/R	N/R	N/R	N/R
Governor, Office of the	37	3372.75	\$75,066.35	91.16	\$2,028.82
Healing Arts, State Board of	8	796.00	\$26,772.99	99.50	\$3,346.62
Health & Environment, Department of	13	1700.00	\$67,962.53	130.77	\$5,227.89
Health Care Stabilization Fund, Bd of Gov	8	891.50	\$28,855.43	111.44	\$3,606.93
Health Policy Authority, Kansas	52	2587.25	\$70,093.37	49.75	\$1,347.95
Highway Patrol	8	964.00	\$34,003.68	120.50	\$4,250.46
Historical Society, State	1	148.00	\$5,976.77	148.00	\$5,976.77
Housing Resources Corp, Kansas	26	1475.75	\$32,761.22	56.76	\$1,260.05
Human Rights Commission, Kansas	4	604.00	\$18,868.88	151.00	\$4,717.22
Hutchinson Correctional Facility	1	152.00	\$3,847.14	152.00	\$3,847.14
Indigents Defense Services Board	107	9268.50	\$245,034.00	86.62	\$2,290.04
Insurance Department	101	11902.25	\$276,180.45	117.84	\$2,734.46
Investigation, Kansas Bureau of	6	648.00	\$27,292.17	108.00	\$4,548.70
Judicial Branch	1860	202873.75	\$3,558,517.47	109.07	\$1,913.18
Judicial Council	6	635.50	\$15,572.02	105.92	\$2,595.34
Juvenile Correctional Complex	2	148.00	\$4,861.78	74.00	\$2,430.89
Juvenile Justice Authority	9	909.75	\$28,371.43	101.08	\$3,152.38
Kansas Inc	3	180.00	\$4,665.74	60.00	\$1,555.25
Kansas Public Employees Retirement System	14	1820.00	\$75,689.68	130.00	\$5,406.41
Kansas State University	N/A	N/R	N/R	N/R	N/R
Labor, Department of	31	3288.00	\$135,057.65	106.06	\$4,356.70
Lansing Correctional Facility	1	96.00	\$2,078.28	96.00	\$2,078.28
Larned Correctional Mental Health Fac	0	N/A	N/A	N/A	N/A
Larned Juvenile Correctional Facility	1	256.00	\$12,531.61	256.00	\$12,531.61
Larned State Hospital	25	2427.75	\$121,331.52	97.11	\$4,853.26
Legislative Coordinating Council	12	1369.25	\$29,320.48	114.10	\$2,443.37
Legislative Research Department	36	3320.00	\$96,521.70	92.22	\$2,681.16
Legislature	34	2738.75	\$63,977.87	80.55	\$1,881.70

**Unclassified Employee Vacation Leave Usage by Agency**  
Fiscal Year 2007

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Library, State	2	300.00	\$9,126.59	150.00	\$4,563.30
Lieutenant Governor, Office of the	3	223.00	\$5,615.79	74.33	\$1,871.93
Lottery, Kansas State	37	4765.00	\$100,213.24	128.78	\$2,708.47
Mortuary Arts, Board of	1	156.00	\$5,079.98	156.00	\$5,079.98
Neurological Institute, Kansas	3	336.00	\$18,373.10	112.00	\$6,124.37
Norton Correctional Facility	0	N/A	N/A	N/A	N/A
Nursing, Board of	2	140.00	\$4,552.79	70.00	\$2,276.40
Optometry Board of Examiners	0	N/A	N/A	N/A	N/A
Osawatomie State Hospital	18	1878.25	\$100,009.53	104.35	\$5,556.09
Parole Board, Kansas	3	332.00	\$18,265.49	110.67	\$6,088.50
Parsons State Hospital & Trng Center	6	884.00	\$42,410.26	147.33	\$7,068.38
Peace Officers, Std & Trng	2	0.00	\$0.00	0.00	\$0.00
Pharmacy, Board of	1	88.00	\$2,916.88	88.00	\$2,916.88
Pittsburg State University	N/A	N/R	N/R	N/R	N/R
Post Audit, Legislative Div of	26	2770.00	\$88,862.55	106.54	\$3,417.79
Racing & Gaming Commission, Kansas	15	1515.50	\$42,369.01	101.03	\$2,824.60
Rainbow Mental Health Facility	6	276.00	\$14,432.58	46.00	\$2,405.43
Real Estate Appraisal Board	1	136.00	\$3,851.49	136.00	\$3,851.49
Real Estate Commission	2	212.00	\$5,980.93	106.00	\$2,990.47
Regents, Board of	30	4889.50	\$164,550.99	162.98	\$5,485.03
Revenue, Department of	30	2920.00	\$96,264.33	97.33	\$3,208.81
Revisor of Statutes	29	2540.00	\$79,305.27	87.59	\$2,734.66
Secretary of State	50	5817.75	\$117,265.84	116.36	\$2,345.32
Securities Commissioner, Office of the	10	1268.00	\$43,283.11	126.80	\$4,328.31
Sentencing Commission, Kansas	9	857.00	\$18,526.68	95.22	\$2,058.52
Social & Rehabilitation Services, Dept of	34	3448.00	\$125,732.74	101.41	\$3,698.02
Tax Appeals, Board of	10	820.00	\$30,313.26	82.00	\$3,031.33
Technical Professions, State Board of	2	384.00	\$10,096.30	192.00	\$5,048.15
Technology Enterprise Corp, Kansas	13	1084.25	\$31,964.19	83.40	\$2,458.78
Topeka Correctional Facility	0	N/A	N/A	N/A	N/A
Transportation, Department of	11	1512.75	\$62,789.80	137.52	\$5,708.16
Treasurer, State	32	3772.25	\$84,382.70	117.88	\$2,636.96
University of Kansas	N/A	N/R	N/R	N/R	N/R
University of Kansas Medical Center	N/A	N/R	N/R	N/R	N/R
Veterans Affairs, Commission on	4	288.00	\$8,367.24	72.00	\$2,091.81
Veterinary Examiners, Board of	3	399.00	\$9,170.76	133.00	\$3,056.92
Water Office, Kansas	3	396.00	\$14,965.82	132.00	\$4,988.61
Wichita State University	N/A	N/R	N/R	N/R	N/R
Wildlife & Parks, Department of	7	2199.50	\$52,718.85	314.21	\$7,531.26
Winfield Correctional Facility	0	N/A	N/A	N/A	N/A
<b>Totals</b>	<b>3,421</b>	<b>354,228</b>	<b>\$7,833,130.38</b>	<b>103.55</b>	<b>\$2,289.72</b>

**Comments:** Agency Total Dollars was determined by calculating the vacation leave for each unclassified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average vacation leave used per unclassified employee was determined by calculating the vacation leave for each agency and dividing by the total number of unclassified employees in the agency as of June 2007. Average dollars per employee was determined by calculating the total dollars for the agency and dividing by the total number of unclassified employees in the agency as of June 2007.

**Source:** SHARP (FY 2007); Excludes classified, temporary and student employees. "N/R" indicates leave was not reported (for Regent's institutions). "N/A" indicates the number is not relevant because there is no accurate leave data or the agency does not have unclassified employees.



**Classified Employee Sick Leave Usage by Agency**  
Fiscal Year 2007

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	2	177.25	\$2,141.95	88.63	\$1,070.98
Adjutant General	42	3469	\$58,813.24	82.60	\$1,400.32
Administration, Department of	513	37664.5	\$655,769.14	73.42	\$1,278.30
Aging, Department on	152	12910.5	\$260,373.26	84.94	\$1,712.98
Agriculture, Department of	259	19065.75	\$358,972.71	73.61	\$1,386.00
Animal Health Department	29	2404	\$43,309.64	82.90	\$1,493.44
Arts Commission, Kansas	5	370.5	\$6,922.86	74.10	\$1,384.57
Atchison Juvenile Correctional Fac	74	7754.75	\$118,783.14	104.79	\$1,605.18
Attorney General	1	32	\$646.48	32.00	\$646.48
Banking Department	72	5073.5	\$109,986.07	70.47	\$1,527.58
Barbering, Board of	1	0	\$0.00	0.00	\$0.00
Behavioral Sciences Regulatory Board	4	217.25	\$3,120.80	54.31	\$780.20
Beloit Juvenile Correctional Facility	57	3092	\$46,081.89	54.25	\$808.45
Blind, School for the	23	1817	\$30,120.19	79.00	\$1,309.57
Citizen's Utility Ratepayer Board	0	N/A	N/A	N/A	N/A
Commerce, Department of	257	23382.75	\$431,675.92	90.98	\$1,679.67
Conservation Commission	6	544.25	\$9,871.28	90.71	\$1,645.21
Corporation Commission	136	10472.25	\$188,457.49	77.00	\$1,385.72
Corrections, Department of	279	19436.75	\$350,481.23	69.67	\$1,256.21
Cosmetology, Board of	11	903.75	\$11,941.52	82.16	\$1,085.59
Credit Unions, Department of	10	503.5	\$12,029.12	50.35	\$1,202.91
Deaf, School for the	44	4174.25	\$54,757.72	94.87	\$1,244.49
Dental Board	2	183.75	\$2,490.53	91.88	\$1,245.27
Education, Department of	159	11147	\$210,045.45	70.11	\$1,321.04
EI Dorado Correctional Facility	440	34211	\$514,447.77	77.75	\$1,169.20
Ellsworth Correctional Facility	213	13898	\$220,711.08	65.25	\$1,036.20
Emergency Medical Services	12	1692.5	\$28,571.88	141.04	\$2,380.99
Emporia State University	N/A	N/R	N/R	N/R	N/R
Ethics Commission, Kansas Gov	0	N/A	N/A	N/A	N/A
Fair, Kansas State	22	1092.75	\$15,452.44	49.67	\$702.38
Fire Marshal	46	3572.75	\$77,475.23	77.67	\$1,684.24
Fort Hays State University	N/A	N/R	N/R	N/R	N/R
Governor, Office of the	0	N/A	N/A	N/A	N/A
Healing Arts, State Board of	27	1773	\$25,712.88	65.67	\$952.33
Health & Environment, Department of	754	55621.25	\$1,098,322.06	73.77	\$1,456.66
Health Care Stabilization Fund, Bd of Gov	7	801.25	\$10,991.53	114.46	\$1,570.22
Health Policy Authority, Kansas	132	10251.5	\$199,837.10	77.66	\$1,513.92
Highway Patrol	789	44955.5	\$930,833.83	56.98	\$1,179.76
Historical Society, State	107	6520	\$104,483.28	60.93	\$976.48
Housing Resources Corp, Kansas	18	1897.75	\$38,131.06	105.43	\$2,118.39
Human Rights Commission, Kansas	28	2166	\$35,913.96	77.36	\$1,282.64
Hutchinson Correctional Facility	505	37920.25	\$589,615.62	75.09	\$1,167.56
Indigents Defense Services Board	65	5225.25	\$74,971.39	80.39	\$1,153.41
Insurance Department	20	1929.75	\$24,433.83	96.49	\$1,221.69
Investigation, Kansas Bureau of	162	7083.75	\$143,222.24	43.73	\$884.09
Judicial Branch	0	N/A	N/A	N/A	N/A
Judicial Council	0	N/A	N/A	N/A	N/A
Juvenile Correctional Complex	211	15720.5	\$222,965.90	74.50	\$1,056.71
Juvenile Justice Authority	20	1655.5	\$34,534.00	82.78	\$1,726.70
Kansas Inc	0	N/A	N/A	N/A	N/A
Kansas Public Employees Retirement System	64	4559.5	\$76,681.76	71.24	\$1,198.15
Kansas State University	N/A	N/R	N/R	N/R	N/R
Labor, Department of	395	36226.5	\$673,514.42	91.71	\$1,705.10
Lansing Correctional Facility	678	56969.75	\$894,971.55	84.03	\$1,320.02
Larned Correctional Mental Health Fac	173	12159.5	\$179,176.81	70.29	\$1,035.70
Larned Juvenile Correctional Facility	128	9919.5	\$147,652.38	77.50	\$1,153.53
Larned State Hospital	884	68481.25	\$997,676.79	77.47	\$1,128.59
Legislative Coordinating Council	0	N/A	N/A	N/A	N/A
Legislative Research Department	0	N/A	N/A	N/A	N/A
Legislature	0	N/A	N/A	N/A	N/A

**Classified Employee Sick Leave Usage by Agency**  
Fiscal Year 2007

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Library, State	20	1135.75	\$18,678.25	56.79	\$933.91
Lieutenant Governor, Office of the	0	N/A	N/A	N/A	N/A
Lottery, Kansas State	41	2315.25	\$42,069.66	56.47	\$1,026.09
Mortuary Arts, Board of	2	112.5	\$1,543.00	56.25	\$771.50
Neurological Institute, Kansas	525	40667	\$574,559.64	77.46	\$1,094.40
Norton Correctional Facility	252	19642.25	\$306,764.74	77.95	\$1,217.32
Nursing, Board of	18	1441.25	\$25,247.53	80.07	\$1,402.64
Optometry Board of Examiners	1	79.25	\$1,599.19	79.25	\$1,599.19
Osawatomie State Hospital	346	28736.25	\$438,108.01	83.05	\$1,266.21
Parole Board, Kansas	0	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Center	456	40290	\$591,751.25	88.36	\$1,297.70
Peace Officers, Std & Trng	0	N/A	N/A	N/A	N/A
Pharmacy, Board of	5	577.75	\$10,252.98	115.55	\$2,050.60
Pittsburg State University	N/A	N/R	N/R	N/R	N/R
Post Audit, Legislative Div of	0	N/A	N/A	N/A	N/A
Racing & Gaming Commission	38	3129.75	\$52,093.25	82.36	\$1,370.88
Rainbow Mental Health Facility	105	8101	\$134,047.38	77.15	\$1,276.64
Real Estate Appraisal Board	1	36	\$795.84	36.00	\$795.84
Real Estate Commission	10	606.25	\$8,892.75	60.63	\$889.28
Regents, Board of	18	1756	\$31,659.85	97.56	\$1,758.88
Revenue, Department of	984	80710.75	\$1,399,136.49	82.02	\$1,421.89
Revisor of Statutes	0	N/A	N/A	N/A	N/A
Secretary of State	0	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	21	1352.75	\$31,232.08	64.42	\$1,487.24
Sentencing Commission, Kansas	0	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	3204	229411.25	\$3,843,471.63	71.60	\$1,199.59
Tax Appeals, Board of	11	1020	\$15,440.89	92.73	\$1,403.72
Technical Professions, State Board of	2	171	\$2,514.47	85.50	\$1,257.24
Technology Enterprise Corp, Kansas	0	N/A	N/A	N/A	N/A
Topeka Correctional Facility	222	16944.5	\$261,788.08	76.33	\$1,179.23
Transportation, Department of	2913	217927	\$3,653,891.21	74.81	\$1,254.34
Treasurer, State	12	856.75	\$14,521.60	71.40	\$1,210.13
University of Kansas	N/A	N/R	N/R	N/R	N/R
University of Kansas Medical Center	N/A	N/R	N/R	N/R	N/R
Veterans Affairs, Commission on	314	25319.75	\$328,674.99	80.64	\$1,046.74
Veterinary Examiners, Board of	0	N/A	N/A	N/A	N/A
Water Office, Kansas	18	1196.5	\$31,029.90	66.47	\$1,723.88
Wichita State University	N/A	N/R	N/R	N/R	N/R
Wildlife & Parks, Department of	394	18848.75	\$344,495.09	47.84	\$874.35
Winfield Correctional Facility	195	14873.75	\$238,611.92	76.28	\$1,223.65
<b>Totals</b>	<b>18,166</b>	<b>1,358,359.50</b>	<b>\$22,729,964.09</b>	<b>74.77</b>	<b>\$1,251.24</b>

**Comments:** Agency Total Dollars was determined by calculating the sick leave for each classified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average sick leave used per classified employee was determined by calculating the sick leave for each agency and dividing by the total number of classified employees in the agency as of June 2007. Average dollars per employee was determined by calculating the total dollars for the agency and dividing by the total number of classified employees in the agency as of June 2007

**Source:** SHARP (FY 2007); Excludes unclassified, temporary and student employees. "N/R" indicates leave was not reported (for Regent's institutions). "N/A" indicates the number is not relevant because there is no accurate leave data or the agency does not have classified employees.

**Unclassified Employee Sick Leave Usage by Agency**  
Fiscal Year 2007

Agency Name	Number of Employees	Agency Total			Average Per Employee	
		Hours	Dollars	Hours	Dollars	
Accountancy, Board of	1	36.00	\$1,148.64	36.00	\$1,148.64	
Adjutant General	146	12045.25	\$190,864.56	82.50	\$1,307.29	
Administration, Department of	27	878.00	\$28,256.22	32.52	\$1,046.53	
Aging, Department on	10	409.00	\$13,950.58	40.90	\$1,395.06	
Agriculture, Department of	12	539.00	\$13,585.52	44.92	\$1,132.13	
Animal Health Department	3	344.00	\$11,550.79	114.67	\$3,850.26	
Arts Commission, Kansas	1	36.00	\$1,267.05	36.00	\$1,267.05	
Atchison Juvenile Correctional Fac	1	0.00	\$0.00	0.00	\$0.00	
Attorney General	82	5652.75	\$136,297.04	68.94	\$1,662.16	
Banking Department	15	729.00	\$23,685.97	48.60	\$1,579.06	
Barbering, Board of	1	24.00	\$430.43	24.00	\$430.43	
Behavioral Sciences Regulatory Board	3	238.50	\$5,244.90	79.50	\$1,748.30	
Beloit Juvenile Correctional Facility	1	44.00	\$1,391.71	44.00	\$1,391.71	
Blind, School for the	61	2842.25	\$59,135.26	46.59	\$969.43	
Citizen's Utility Ratepayer Board	3	244.00	\$8,052.97	81.33	\$2,684.32	
Commerce, Department of	10	202.00	\$7,303.42	20.20	\$730.34	
Conservation Commission	6	514.50	\$17,827.36	85.75	\$2,971.23	
Corporation Commission	64	3413.25	\$94,130.08	53.33	\$1,470.78	
Corrections, Department of	14	294.00	\$10,216.14	21.00	\$729.72	
Cosmetology, Board of	1	36.00	\$970.96	36.00	\$970.96	
Credit Unions, Department of	1	20.00	\$706.15	20.00	\$706.15	
Deaf, School for the	105	5893.50	\$124,254.68	56.13	\$1,183.38	
Dental Board	1	32.00	\$863.06	32.00	\$863.06	
Education, Department of	25	953.50	\$33,213.80	38.14	\$1,328.55	
El Dorado Correctional Facility	1	24.00	\$625.02	24.00	\$625.02	
Ellsworth Correctional Facility	1	72.00	\$1,912.73	72.00	\$1,912.73	
Emergency Medical Services	1	28.00	\$1,049.47	28.00	\$1,049.47	
Emporia State University	N/A	N/R	N/R	N/R	N/R	
Ethics Commission, Kansas Gov	9	476.00	\$9,451.82	52.89	\$1,050.20	
Fair, Kansas State	2	20.00	\$823.85	10.00	\$411.93	
Fire Marshal	2	104.00	\$2,642.67	52.00	\$1,321.34	
Fort Hays State University	N/A	N/R	N/R	N/R	N/R	
Governor, Office of the	37	1419.25	\$27,237.74	38.36	\$736.16	
Healing Arts, State Board of	8	312.75	\$10,081.10	39.09	\$1,260.14	
Health & Environment, Department of	13	556.50	\$21,285.25	42.81	\$1,637.33	
Health Care Stabilization Fund, Bd of Gov	8	699.50	\$18,411.87	87.44	\$2,301.48	
Health Policy Authority, Kansas	52	1593.50	\$34,675.27	30.64	\$666.83	
Highway Patrol	8	294.00	\$10,121.95	36.75	\$1,265.24	
Historical Society, State	1	48.00	\$1,930.06	48.00	\$1,930.06	
Housing Resources Corp, Kansas	26	1360.75	\$29,518.50	52.34	\$1,135.33	
Human Rights Commission, Kansas	4	172.00	\$5,445.72	43.00	\$1,361.43	
Hutchinson Correctional Facility	1	0.00	\$0.00	0.00	\$0.00	
Indigents Defense Services Board	107	5487.00	\$137,804.02	51.28	\$1,287.89	
Insurance Department	101	8046.00	\$187,635.35	79.66	\$1,857.78	
Investigation, Kansas Bureau of	6	248.00	\$11,559.88	41.33	\$1,926.65	
Judicial Branch	1860	113874.00	\$1,890,079.15	61.22	\$1,016.17	
Judicial Council	6	258.25	\$5,216.66	43.04	\$869.44	
Juvenile Correctional Complex	2	0.00	\$0.00	0.00	\$0.00	
Juvenile Justice Authority	9	342.00	\$10,000.93	38.00	\$1,111.21	
Kansas Inc	3	32.00	\$818.29	10.67	\$272.76	
Kansas Public Employees Retirement System	14	673.00	\$25,580.96	48.07	\$1,827.21	
Kansas State University	N/A	N/R	N/R	N/R	N/R	
Labor, Department of	31	1087.00	\$37,542.60	35.06	\$1,211.05	
Lansing Correctional Facility	1	152.00	\$3,285.14	152.00	\$3,285.14	
Larned Correctional Mental Health Fac	0	N/A	N/A	N/A	N/A	
Larned Juvenile Correctional Facility	1	132.00	\$5,976.00	132.00	\$5,976.00	
Larned State Hospital	25	1322.75	\$67,366.72	52.91	\$2,694.67	
Legislative Coordinating Council	12	291.00	\$6,578.27	24.25	\$548.19	
Legislative Research Department	36	2832.00	\$82,330.62	78.67	\$2,286.96	
Legislature	34	1099.00	\$26,519.81	32.32	\$779.99	

**Unclassified Employee Sick Leave Usage by Agency**  
Fiscal Year 2007

Agency Name	Number of Employees	Hours	Average Per Employee	
			Agency Total Dollars	Agency Total Hours
Library, State	2	60.00	\$2,605.93	30.00
Lieutenant Governor, Office of the	3	54.00	\$1,173.49	18.00
Lottery, Kansas State	37	2042.25	\$40,095.56	55.20
Mortuary Arts, Board of	1	24.00	\$774.81	24.00
Neurological Institute, Kansas	3	92.00	\$4,808.80	30.67
Norton Correctional Facility	0	N/A	N/A	N/A
Nursing, Board of	2	60.00	\$1,732.49	30.00
Optometry Board of Examiners	0	N/A	N/A	N/A
Osawatomie State Hospital	18	660.75	\$29,342.26	36.71
Parole Board, Kansas	3	24.00	\$1,309.74	8.00
Parsons State Hospital & Trng Center	6	212.00	\$7,773.75	35.33
Peace Officers, Std & Trng	2	4.50	\$102.50	2.25
Pharmacy, Board of	1	20.00	\$643.82	20.00
Pittsburg State University	N/A	N/R	N/R	N/R
Post Audit, Legislative Div of	26	1572.00	\$49,792.18	60.46
Racing & Gaming Commission	15	440.00	\$12,039.12	29.33
Rainbow Mental Health Facility	6	206.00	\$9,779.49	34.33
Real Estate Appraisal Board	1	0.00	\$0.00	0.00
Real Estate Commission	2	96.00	\$2,878.64	48.00
Regents, Board of	30	2442.50	\$77,520.13	81.42
Revenue, Department of	30	1851.00	\$55,246.32	61.70
Revisor of Statutes	29	2296.50	\$85,637.48	79.19
Secretary of State	50	3216.75	\$54,428.93	64.34
Securities Commissioner, Office of the	10	848.00	\$27,611.49	84.80
Sentencing Commission, Kansas	9	618.00	\$10,894.28	68.67
Social & Rehabilitation Services, Dept of	34	805.00	\$28,539.29	23.68
Tax Appeals, Board of	10	340.00	\$9,856.29	34.00
Technical Professions, State Board of	2	112.00	\$2,835.19	56.00
Technology Enterprise Corp, Kansas	13	411.75	\$11,006.21	31.67
Topeka Correctional Facility	0	N/A	N/A	N/A
Transportation, Department of	11	701.50	\$28,158.41	63.77
Treasurer, State	32	2052.00	\$44,628.66	64.13
University of Kansas	N/A	N/R	N/R	N/R
University of Kansas Medical Center	N/A	N/R	N/R	N/R
Veterans Affairs, Commission on	4	120.00	\$3,348.71	30.00
Veterinary Examiners, Board of	3	150.75	\$2,427.75	50.25
Water Office, Kansas	3	112.00	\$3,704.07	37.33
Wichita State University	N/A	N/R	N/R	N/R
Wildlife & Parks, Department of	7	1276.50	\$26,424.54	182.36
Winfield Correctional Facility	0	N/A	N/A	N/A
<b>Totals</b>	<b>3,421</b>	<b>178,476.75</b>	<b>\$3,457,854.71</b>	<b>52.17</b>

**Comments:** Agency Total Dollars was determined by calculating the sick leave for each unclassified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average sick leave used per unclassified employee was determined by calculating the sick leave for each agency and dividing by the total number of unclassified employees in the agency as of June 2007. Average dollars per employee was determined by calculating the total dollars for the agency and dividing by the total number of unclassified employees in the agency as of June 2007.

**Source:** SHARP (FY 2007); Excludes classified, temporary and student employees. "N/R" indicates leave was not reported (for Regent's institutions). "N/A" indicates the number is not relevant because there is no accurate leave data or the agency does not have unclassified employees.

## **Glossary**

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

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

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

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

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

**K.A.R.:** Kansas Administrative Regulation

**K.S.A.:** Kansas Statutes Annotated

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

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

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

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

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

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

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

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

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

**Classified Service - Executive Branch Position Reference Table**

	POSITION TYPE			
	REGULAR		TEMPORARY	
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
<b>POSITION</b>				
Counts Toward FTE	Yes	Yes	0	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	Yes	Yes	Yes	Yes
Eligibility Pools Considered?	Yes	Yes	Agency Discretion	Agency Discretion
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	Pay Matrix	Pay Matrix	K.A.R. 1-5-9	K.A.R. 1-5-9
Step Movement	Yes	Yes	No	No
Longevity Bonus	Yes	Yes	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	Yes	Possible Credit <sup>2</sup>	No	No
Deferred 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	Yes	Position Specific	Position Specific	Position Specific
Deferred 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 to not receive holiday credit.