



State of Kansas

2006 Workforce Report

**Department of Administration
Division of Personnel Services**

Table of Contents

Introduction	4
Statistical Highlights:	5
Profile of State Employees, Kansas Population Statistics	
Kansas Government Functions	6
Number of Authorized FTE by Government Function	8
Number of positions by Agency	9
Twenty-five most populous Job Classes	11
Twenty-five most populous Agencies	12
Section 1: Workforce Characteristics	13
Number of State Government Employees	14
Number of Classified Employees by Location on Civil Service Plan	15
Number of Classified and Unclassified Employees by Agency	16
Number, Salary, Age and Years of Service of Classified Emp by Agency	18
Number, Salary, Age and Years of Service of Unclassified Emp by Agency	20
Classified Employees by County of Work	22
Unclassified Employees by County of Work	23
The Aging of the Classified Workforce	24
Classified Employees by Annual Salary, Across Fiscal Years	25
Classified Employees by Years of Service, Across Fiscal Years	26
The Ethnic Distribution of the Classified Workforce	27
The Ethnic Distribution of the Unclassified Workforce	27
Kansas Employed Labor Force	27
Ethnic and Gender Distribution of Classified Employees, by Agency	28
Section 2: Workforce Trends	30
Recruitment Analysis	31
Average Number of Job Requisitions by Month	32
Number of Job Requisitions by Recruitment Category, Fiscal Year	32
Appointment of Classified Employees by Agency	33
Turnover Report Information	35
Classification Changes FY 2006	37
Separation of Classified Employees by Agency	38
Classified Employees Turnover by Agency	40
Agencies with less than 10% Turnover	42
Turnover by Function of Government	42
Turnover by Reason	43
Job Classes Above the State Average Turnover	44
Job Classes with 0% Turnover	46
Job Classes with 20% or Greater Turnover	46
Turnover by Length of Service, 5 yrs or Less Service Length	47
Employee Turnover Due to Leaving State Service	47
Terminations Due to Leaving State Service: Involuntary Terminations	48
Terminations Due to Leaving State Service: Voluntary Terminations	48
Terminations by Length of Service	49

Table of Contents

Continued	
Terminations by Length of Service: Contribution of Service Length	49
Turnover by Recruitment Category	50
Retirement Analysis	51
Active and Eligible Retirements by Agency	52
Agencies with 40% or more employees retirement eligible by 2010	54
Agencies with 15% or less employees that are retirement eligible by 2010	54
Direct and Indirect Compensation Analysis	55
Comparison of Number of Employees by Pay Step FY02 vs FY07	55
Wage Comparison: Average Wage vs CPI Wages vs ECI Wages	56
Classified Employee Vacation Leave Use by Agency	57
Unclassified Employee Vacation Leave Use by Agency	59
Classified Employee Sick Leave Use by Agency	61
Unclassified Employee Sick Leave Use by Agency	63
Glossary	65
Classified Service Executive Branch Position Reference Table	66
Unclassified Service Executive Branch Position Reference Table	67

Introduction

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 2006. 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 Cavaliere at (785) 296-4743 or email at jan.cavaliere@da.ks.gov if you have comments or questions.

**State of Kansas
Fiscal Year 2006
Statistical Highlights**

Profile of Classified and Unclassified Employees

	Classified	Unclassified
Number of Employees	21,933	15,217
Average Age	46	47
Average Length of Service	13	11
Average Annual Salary	\$33,476	\$56,326
Percent Ethnic Minorities	12%	13%

Source: SHARP (June 2006); 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	32nd
Number of State Employees (per 10,000 population)	29th
Average Annual State Workers' Salary	30th

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
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
540 Post Audit, Legislative Division
553 Racing & Gaming Commission, Kansas
543 Real Estate Appraiser Board
549 Real Estate Commission, Kansas
565 Revenue, Department of
579 Reviser 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 Pittsburgh 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

Kansas Government Functions cont.,

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

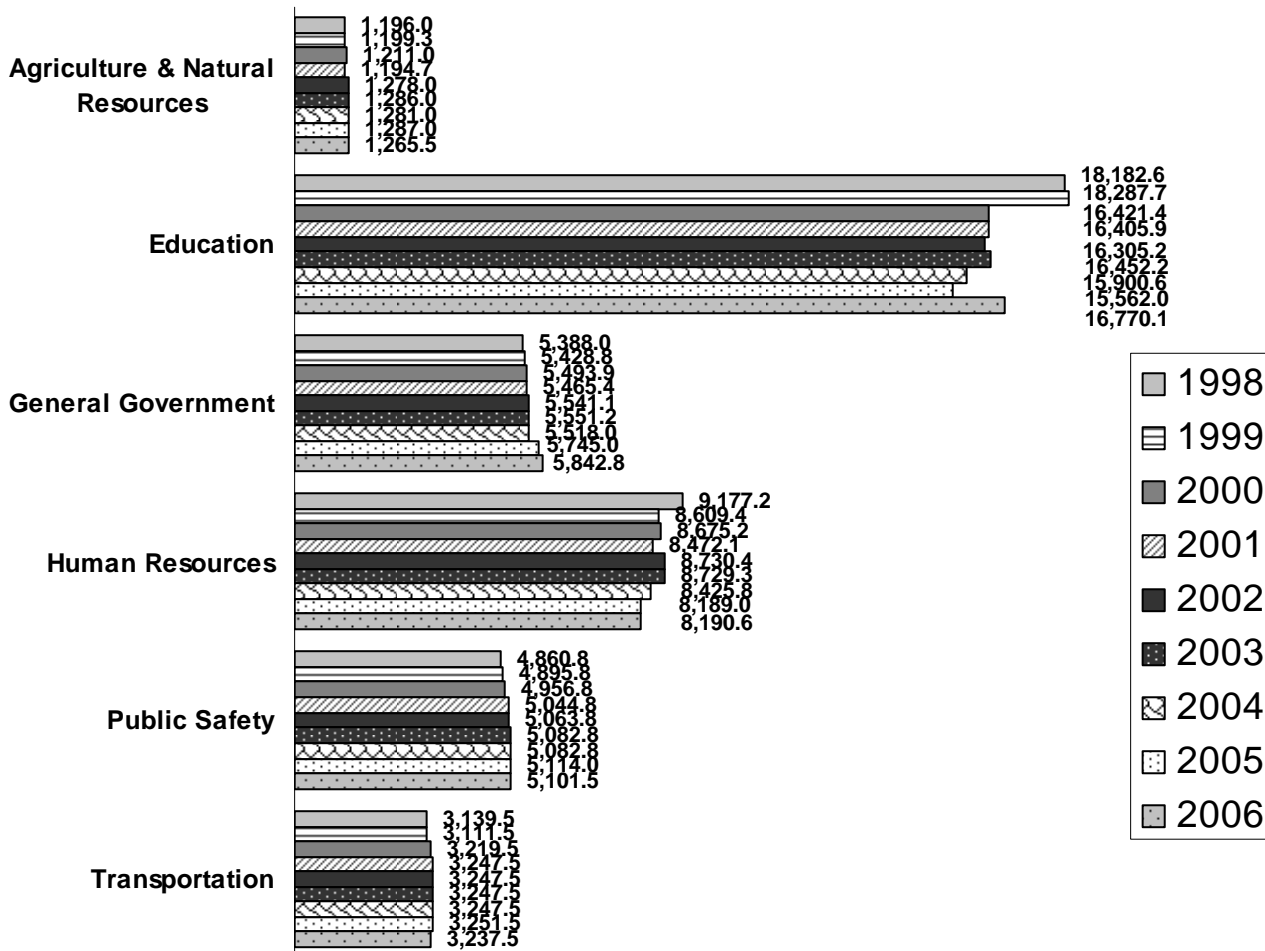
Human Resources

Agency Number and Name

039 Aging, Department on
261 Guardianship Program, Kansas
264 Health and Environment, Department of Health
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 2006 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 Resources: 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 2006 Budget Comparison Report, (Schedule 7).

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

Agency Name	Fiscal Year									FY 98- +/-	
	1998	1999	2000	2001	2002	2003	2004	2005	2006		
Accountancy, Board of	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	0.0
Adjutant General	218.0	215.0	215.0	215.0	215.0	215.0	215.0	215.0	215.0	215.0	-3.0
Administration, Department of	855.4	861.5	885.4	874.4	879.4	882.2	888.2	808.0	936.0	80.6	
Aging, Department on	159.5	156.0	157.0	157.0	157.0	157.1	221.0	213.0	208.0	48.5	
Agriculture, Department of	311.0	304.0	312.5	303.2	303.5	300.5	298.5	302.5	302.5	-8.5	
Animal Health Department	29.0	30.0	30.0	30.0	31.0	31.0	31.0	33.0	33.0	4.0	
Arts Commission, Kansas	8.0	8.0	8.0	8.0	8.0	8.0	8.0	8.0	8.0	0.0	
Atchison Juvenile Correctional Fac	119.0	120.0	120.0	120.0	120.0	119.0	119.0	119.0	118.0	-1.0	
Attorney General	86.0	87.0	90.0	91.0	95.5	95.0	95.0	94.5	94.5	8.5	
Banking Department	71.0	68.0	75.0	77.0	85.0	85.0	86.0	86.0	90.0	19.0	
Barbering, Board of	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	0.0	
Behavioral Sciences Reg Board	6.5	6.5	6.8	7.8	8.0	8.0	8.0	8.0	8.0	1.5	
Beloit Juvenile Correctional Facility	92.0	92.0	104.0	104.0	104.0	104.0	103.0	100.0	94.0	2.0	
Blind, School for the	92.5	93.5	92.5	92.5	93.5	93.5	93.5	93.5	93.5	1.0	
Citizens' Utility Ratepayer Board	3.0	3.0	3.0	4.0	-	5.0	5.0	5.0	6.0	3.0	
Commerce, Department of	134.0	132.0	133.0	136.0	149.0	148.0	108.5	390.1	389.1	255.1	
Conservation Commission, State	14.0	13.5	13.5	13.5	14.5	15.5	15.5	14.0	14.0	0.0	
Consumer Credit Commissioner	7.0	-	-	-	-	-	-	-	-	-7.0	
Corporation Commission, Kansas	211.0	211.0	209.0	209.0	210.0	210.0	210.0	212.0	214.0	3.0	
Corrections, Department of	303.0	302.0	313.0	321.0	319.0	319.0	322.0	322.5	302.2	-0.8	
Cosmetology, Board of	11.0	12.0	12.0	12.0	12.0	12.0	12.0	12.0	12.0	1.0	
Credit Unions, Department of	12.0	12.0	12.0	12.0	13.0	13.0	13.0	13.0	13.0	1.0	
Deaf, School for the	175.5	175.5	174.5	173.5	173.5	173.5	173.5	173.5	173.5	-2.0	
Dental Board, Kansas	1.6	1.6	2.0	2.0	2.5	2.5	2.5	3.0	3.0	1.4	
Education, Department of	204.0	207.5	199.5	201.5	190.5	208.0	208.3	210.8	211.8	7.8	
El Dorado Correctional Facility	386.0	386.0	386.0	453.0	468.5	466.5	466.5	466.5	466.0	80.0	
Ellsworth Correctional Facility	185.5	184.5	184.5	182.5	223.0	223.0	223.0	223.0	223.0	37.5	
Emergency Medical Services Board	13.0	13.0	13.0	13.0	13.0	13.0	13.0	13.0	14.0	1.0	
Emporia State University	738.8	757.2	764.3	763.3	758.1	775.1	742.3	754.1	792.6	53.8	
Ethics Commission, Kansas Gov	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	0.0	
Fair, Kansas State	18.0	18.0	21.0	22.0	22.0	22.0	23.0	23.0	23.0	5.0	
Fire Marshal	40.0	40.0	44.0	44.0	46.0	46.0	46.0	51.0	51.0	11.0	
Fort Hays State University	689.2	702.7	710.6	710.6	722.6	723.6	705.6	701.3	719.6	30.4	
Governor, Office of the	30.0	30.0	29.0	30.0	30.0	29.0	34.0	38.0	39.0	9.0	
Guardianship Program, Kansas	12.0	13.0	13.0	13.0	13.0	13.0	12.0	12.0	12.0	0.0	
Healing Arts, Board of	27.0	27.0	29.0	29.0	29.0	29.0	29.0	29.0	32.0	5.0	
Health & Environment, Dept of Env	401.0	412.0	410.0	410.0	478.0	488.0	484.0	485.0	464.0	63.0	
Health & Environment, Dept of Health	420.0	424.5	433.5	431.5	523.0	513.0	404.5	404.0	415.0	-5.0	
Heath Care Stab Fund Bd of Gov	16.0	16.0	16.0	16.0	16.0	16.0	16.0	16.0	16.0	0.0	
Health Policy Authority	-	-	-	-	-	-	-	-	6.0	6.0	
Hearing Aid Examiners, Board of	-	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	
Highway Patrol	782.8	793.8	808.8	823.8	823.8	823.8	823.8	823.8	826.1	43.3	
Historical Society, State	136.5	138.5	137.5	136.5	136.5	136.5	136.5	136.5	134.0	-2.5	
Human Rights Commission	37.0	37.0	36.0	36.0	37.0	37.0	36.0	36.0	40.0	3.0	
Hutchinson Correctional Facility	511.0	510.0	509.0	510.0	512.0	512.0	513.0	513.0	513.0	2.0	
Indigents Defense Services, Board of	170.0	165.0	165.0	161.0	164.0	165.5	165.0	173.0	174.0	4.0	
Insurance Department	161.5	163.5	164.5	157.0	157.0	157.0	157.0	146.7	146.0	-15.5	
Investigation, Kansas Bureau of	195.5	194.0	203.0	200.0	200.0	200.0	200.0	200.0	207.0	11.5	
Judicial Council	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	0.0	
Judicial Branch	1,766.0	1,787.5	1,813.5	1,814.5	1,815.5	1,816.0	1,816.3	1,834.8	1,830.3	64.3	
Juvenile Correctional Complex*	-	-	-	-	-	-	-	38.2	-	0.0	
Juvenile Justice Authority	30.0	32.0	32.0	34.0	37.0	38.0	39.0	42.0	42.0	12.0	
Kansas, Inc.	5.0	5.0	4.0	4.0	4.0	4.0	4.0	4.0	4.5	-0.5	
Kansas Public Employees Ret Sys	76.0	76.0	76.0	79.0	84.0	85.0	85.0	85.0	85.2	9.2	
Kansas State University	4,670.0	4,671.7	4,680.5	4,675.5	4,697.4	4,890.6	4,830.5	4,413.0	4,880.3	210.3	
Labor, Department of	1,002.5	1,003.5	996.5	964.3	964.3	940.4	940.4	652.8	634.2	-368.3	
Lansing Correctional Facility	703.0	701.5	707.0	703.0	710.0	710.0	710.0	700.0	699.0	-4.0	
Larned Corr Mental Health Fac	178.0	177.0	176.0	187.0	186.0	186.0	186.0	186.0	186.0	8.0	
Larned Juvenile Correctional Facility	127.0	128.0	128.0	128.0	129.0	148.0	148.0	148.0	147.0	20.0	
Larned State Hospital	771.6	765.6	766.6	760.6	747.8	725.8	792.8	798.2	940.2	168.6	

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

Agency Name	Fiscal Year									FY 98- +/-
	1998	1999	2000	2001	2002	2003	2004	2005	2006	
Legislative Coordinating Council	11.0	13.0	13.0	13.0	13.0	13.0	13.0	12.0	12.0	1.0
Legislative Division of Post Audit	20.0	20.0	21.0	21.0	21.0	21.0	21.0	21.0	26.0	6.0
Legislative Research Department	37.0	37.0	37.0	37.0	37.0	37.0	37.0	38.0	38.0	1.0
Legislature	30.0	31.0	32.0	33.0	36.0	33.0	33.0	33.0	34.0	4.0
Library, State	27.0	27.0	27.0	27.0	27.0	27.0	27.0	27.0	27.0	0.0
Lieutenant Governor, Office of the	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	0.0
Lottery, Kansas	89.0	88.0	88.0	88.0	89.0	87.8	87.0	87.0	87.0	-2.0
Mortuary Arts, Board of	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	0.0
Neurological Institute, Kansas	676.0	674.0	666.5	662.5	658.5	655.5	530.0	588.2	588.2	-87.8
Norton Correctional Facility	236.0	266.0	266.0	259.0	266.0	266.0	266.0	266.0	265.0	29.0
Nursing, Board of	16.5	16.5	16.5	16.5	22.0	22.0	22.0	22.0	22.0	5.5
Ombudsman for Corrections	4.0	4.0	3.5	3.5	3.5	3.5	-	-	-	-4.0
Optometry Examiners, Board of	1.0	1.0	1.0	1.0	1.0	1.0	0.8	0.8	0.8	-0.2
Osawatimie State Hospital	529.4	485.4	482.4	481.4	477.4	477.4	436.3	398.6	398.6	-130.8
Parole Board, Kansas	4.0	4.0	4.0	4.0	4.0	4.0	3.0	3.0	3.0	-1.0
Parsons State Hospital and Trning Cntr	524.0	523.0	516.0	516.0	515.4	513.5	424.2	467.2	467.2	-56.8
Pharmacy, Board of	6.0	6.0	6.0	6.0	6.0	6.0	7.0	7.0	7.0	1.0
Pittsburgh State University	717.0	735.0	800.2	799.2	794.0	796.3	789.7	772.5	830.8	113.8
Racing & Gaming Commission, Kansas	52.0	62.0	71.0	72.0	64.0	64.0	67.0	67.0	67.0	15.0
Rainbow Mental Health Facility	143.4	142.5	136.4	134.4	132.4	126.8	112.3	115.2	115.2	-28.2
Real Estate Appraiser Board	3.0	3.0	3.0	3.0	3.0	3.0	2.0	2.0	2.0	-1.0
Real Estate Commission, Kansas	14.0	14.0	14.0	13.0	13.0	13.0	13.0	13.0	14.0	0.0
Regents, Board of	18.0	18.0	26.0	28.0	43.0	54.0	54.0	56.5	57.5	39.5
Revenue, Department of	1,179.5	1,184.0	1,180.0	1,162.0	1,196.0	1,196.0	1,196.0	1,196.0	1,146.0	-33.5
Reviser of Statutes	26.0	26.0	26.0	26.0	26.0	26.0	26.0	26.0	26.5	0.5
Secretary of State	54.0	53.0	54.0	57.0	57.0	56.0	56.0	54.0	54.0	0.0
Securities Commissioner, Office of the	27.0	27.0	27.8	27.8	27.8	27.8	27.8	27.8	30.0	3.0
Sentencing Commission, Kansas	9.0	9.0	9.0	10.0	10.0	10.0	7.0	7.0	7.0	-2.0
Social & Rehabilitation Services, Dept	4,317.0	4,194.1	4,169.5	3,896.6	3,986.1	4,048.5	3,981.5	3,981.5	3,848.1	-468.9
Tax Appeals, Board of	30.0	37.0	31.0	31.0	31.0	28.0	26.0	26.0	26.0	-4.0
Technical Professions, State Board of	5.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0	1.0
Technology Enterprise Corp, Kansas	18.0	18.0	18.0	18.0	19.0	29.0	27.0	29.0	28.8	10.8
Topeka Correctional Facility	300.0	300.0	304.0	304.0	247.0	249.0	248.0	248.0	248.0	-52.0
Topeka Juvenile Correctional Facility*	222.0	222.0	226.0	226.0	226.0	226.0	394.0	228.0	274.2	52.2
Transportation, Department of	3,139.5	3,111.5	3,219.5	3,247.5	3,247.5	3,247.5	3,247.5	3,251.5	3,237.5	98.0
Treasurer, State	56.5	55.5	55.5	55.5	55.5	55.5	55.5	55.5	55.5	-1.0
University of Kansas	4,406.0	4,551.9	4,578.1	4,574.1	4,485.1	4,486.5	4,180.3	4,181.0	4,640.0	234.0
University of Kansas Medical Center	4,618.5	4,469.8	2,494.7	2,489.7	2,448.7	2,352.3	2,283.8	2,347.0	2,444.6	-2,173.9
Veterans' Affairs, Commission on	189.8	227.8	337.8	454.8	555.8	558.3	558.8	557.8	557.8	368.0
Veterinary Examiners, Board of	2.0	3.0	3.0	3.0	3.0	3.0	3.0	3.5	3.0	1.0
Water Office, Kansas	21.5	21.5	22.5	22.5	22.5	22.5	22.5	22.5	22.5	1.0
Wheat Commission, Kansas	8.0	8.0	8.0	-	-	-	-	-	-	-8.0
Wichita State University	1,681.6	1,731.4	1,728.0	1,726.5	1,727.3	1,727.3	1,667.6	1,687.5	1,757.0	75.4
Wildlife & Parks, Department of	393.5	392.3	393.5	393.5	406.5	406.5	406.5	406.5	406.5	13.0
Winfield Correctional Facility	202.0	202.0	201.0	200.0	201.0	201.0	201.0	201.0	201.0	-1.0
Winfield State Hospital and Trning Cntr	432.0	-	-	-	-	-	-	-	-	-432.0
Total FTE	41932	41512	39765	39630	40170	42352	41614	41152	40407	-1525

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.

*The Topeka Juvenile Correctional Facility became the Juvenile Correctional Complex on June 5, 2005, the Budget Comparison Report lists these agencies separate in FY 2005, but in FY 2006 numbers are reported under the name of Topeka Juvenile Correctional Facility and there is no data under the name of Juvenile Correctional Complex.

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 2006 Budget Comparison Report, (Schedule 7).

Twenty-Five Most Populous Job Classes

Rank	Job Title	Number of Employees
1	Senior Administrative Asst	1159
2	Administrative Specialist	1039
3	Administrative Assistant	994
4	Human Services Specialist	927
5	MHDD Technician	749
6	Corrections Officer I (A)	612
7	Equipment Operator	556
8	Equipment Operator Senior	463
9	Corrections Officer II	421
10	Corrections Officer I (B)	399
11	Custodial Specialist	397
12	Social Worker Specialist	392
13	Public Service Administrator I	337
14	Engineering Technician	336
15	Office Assistant	326
16	Utility Worker	317
17	Corrections Specialist I	302
18	Human Services Assistant	295
19	Custodial Worker	237
20	Juvenile Corrections Officer I	224
21	Public Service Executive II	221
22	Program Consultant II	216
23	Program Consultant I	206
24	Registered Nurse Senior	204
25	Highway Patrol Trooper	192

Comments: During FY 2006, one-half (50%) of the classified workforce was employed in one of the twenty-five most populous job classes. This is a decrease from FY 2004 when 52% of the classified workforce was employed in the top twenty-five most populous job classes. During FY 2006, the State of Kansas had 554 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 2006); Excludes unclassified, temporary, and student employees

**Twenty-Five Most Populous Agencies
FY 2006**

Rank	Agency Name	Number of Employees		
		Classified	Unclassified	Total
1	University of Kansas	0	4839	4839
2	Kansas State University	1586	2361	3947
3	Social & Rehabilitation Services, Dept of	3202	31	3233
4	Transportation, Department of	2982	10	2992
5	University of Kansas Medical Center	462	2336	2798
6	Judicial Branch	0	1849	1849
7	Wichita State University	628	1038	1666
8	Revenue, Department of	1008	30	1038
9	Larned State Hospital	833	24	857
10	Highway Patrol	810	8	818
11	Health & Environment, Department of	766	16	782
12	Emporia State University	308	439	747
13	Pittsburgh State University	299	436	735
14	Fort Hays State University	286	419	705
15	Lansing Correctional Facility	642	1	643
16	Neurological Institute, Kansas	538	3	541
17	Administration, Department of	518	19	537
18	Hutchinson Correctional Facility	513	1	514
19	Parsons State Hospital & Trng Center	445	6	451
20	Labor, Department of	426	24	450
21	El Dorado Correctional Facility	428	1	429
22	Wildlife & Parks, Department of	386	23	409
23	Osawatomie State Hospital	353	16	369
24	Veterans Affairs, Commission on	338	4	342
25	Commerce, Department of	307	11	318

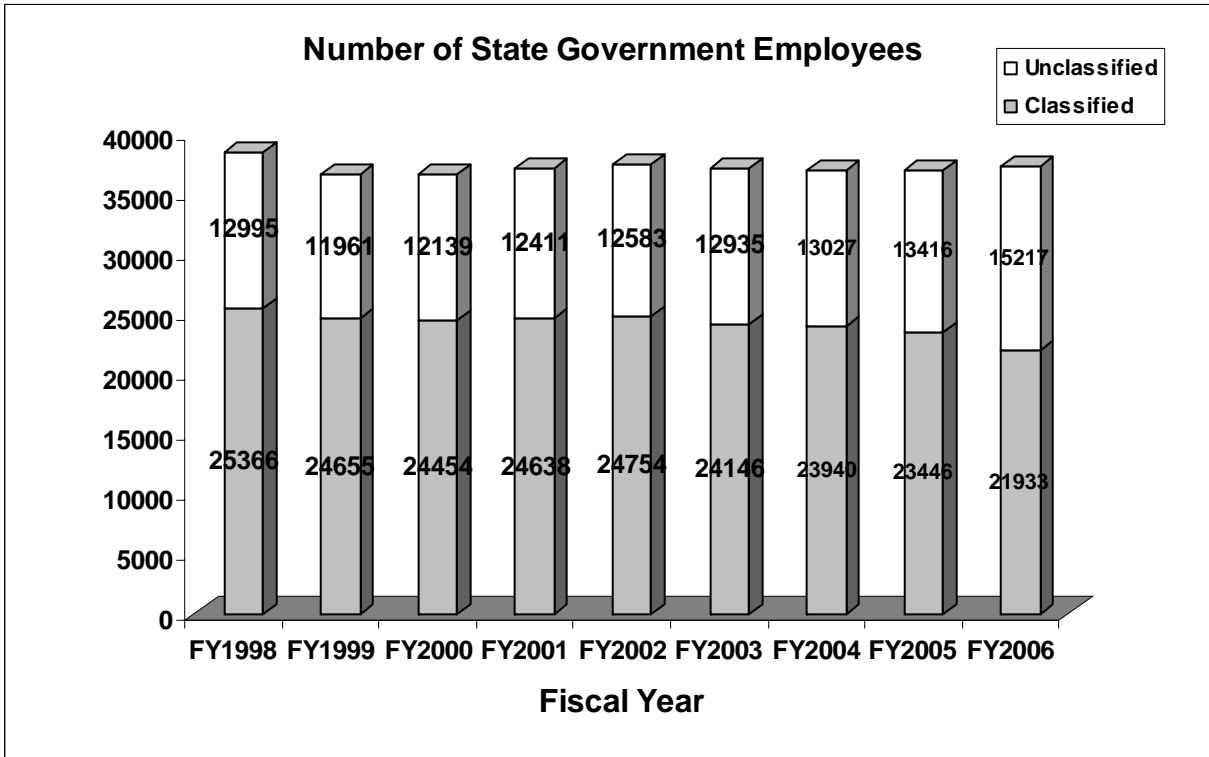
Comments: Eighty-six percent of employees, excluding temporary and student employees, are located in the top twenty-five most populous agencies.

Source: SHARP (FY 2006); Excludes temporary and student employees

State of Kansas
Fiscal Year 2006
Workforce Characteristics

SECTION ONE

- The number of employees has decreased by 3.2% since 1998. Since FY 1998, the number of unclassified employees has increased 17.1%, while the number of classified employees has decreased 13.5%.
- 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 11% during the same timeframe.
- 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 number of employees making less than \$20,000 per year was 20%. In FY 2006 it is 6%. In 1998, the number of employees making more than \$40,000 per year was 10%. In FY 2006 it is 21%.
- 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 3.2 percent since 1998. The number of unclassified employees has increased by 17.1% since 1998, while the number of classified employees has decreased by 13.53% since 1998.

Source: SHARP (FY 1998 - 2006); Excludes temporary and student employees

Number of Classified Employees by Location on the Civil Service Plan

		STEPS												Total
		4	5	6	7	8	9	10	11	12	13	14	15	Total
006		0	0	1	0	0	0	0	0	0	0	0	0	1
007		7	0	0	1	0	0	0	0	0	1	0	2	11
008		6	2	2	0	1	0	1	1	0	0	0	1	14
009		135	18	8	2	8	12	4	6	4	7	25	19	248
010		15	1	0	3	0	1	2	0	0	2	1	5	30
011		363	22	24	12	15	11	28	27	14	24	27	48	615
012		0	0	0	1	0	1	0	0	1	0	0	0	3
P	013	558	39	51	39	36	27	19	18	34	56	29	148	1,054
A	014	195	117	6	1	26	6	0	2	1	2	5	8	369
Y	015	764	56	66	63	85	80	70	61	71	81	64	178	1,639
	016	192	275	68	24	94	19	17	20	12	15	25	72	833
	017	649	825	51	58	27	28	37	26	44	95	60	52	1,952
	018	565	156	221	208	136	97	95	123	90	95	81	280	2,147
	019	525	187	87	105	68	116	85	83	45	59	52	112	1,524
	020	194	37	46	32	28	34	35	53	60	27	48	97	691
	021	711	58	87	36	172	58	54	46	66	44	61	106	1,499
G	022	367	106	54	56	44	95	57	32	37	31	32	55	966
R	023	267	51	55	64	27	60	35	27	25	33	13	37	694
A	024	646	92	148	62	151	105	87	72	71	69	40	106	1,649
D	025	124	19	33	22	26	26	19	32	9	25	120	80	535
E	026	394	53	70	66	62	117	221	47	41	37	34	56	1,198
	027	418	60	73	39	89	68	51	24	29	23	22	49	945
	028	86	27	16	9	16	20	8	9	8	5	29	18	251
	029	355	67	115	82	67	78	62	38	39	26	38	71	1,038
	030	58	86	23	14	20	35	17	3	9	12	2	13	292
	031	107	20	22	24	38	31	24	16	5	15	7	22	331
	032	134	29	47	45	37	34	25	21	28	35	22	43	500
	033	19	21	15	14	16	21	15	1	9	14	2	16	163
	034	22	7	8	6	19	12	10	6	10	9	7	12	128
	035	17	5	16	15	13	17	18	6	11	14	6	16	154
	036	6	0	1	3	0	3	2	1	1	3	2	6	28
	037	0	0	3	1	2	3	3	2	3	1	3	6	27
	038	1	2	1	0	0	4	0	0	0	1	0	1	10
FY06		7,900	2,438	1,418	1,107	1,323	1,219	1,101	803	777	861	857	1,735	21,539
FY05		9,119	1,540	1,852	946	1,452	1,208	1,214	932	882	973	956	2,069	23,143
FY04		8,097	1,565	2,020	1,139	1,678	1,319	1,074	967	985	983	1,070	2,280	23,177
FY03		6,938	1,648	2,421	1,005	1,777	1,437	1,089	984	1,026	1,112	1,118	2,666	23,221
FY02		6,656	1,808	2,671	1,080	1,985	1,544	1,166	1,074	1,065	1,204	1,236	2,909	24,398

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

Source: SHARP (FY 2006); Excludes legislators, unclassified, temporary and student employees

**Number of Classified and Unclassified Employees by Agency
Fiscal Year 2006**

Number of Employees

Agency Name	Classified	Unclassified	Total
Accountancy, Board of	2	1	3
Adjutant General	43	142	185
Administration, Department of	518	19	537
Aging, Department on	162	9	171
Agriculture, Department of	261	16	277
Animal Health Department	27	3	30
Arts Commission, Kansas	6	1	7
Atchison Juvenile Correctional Fac	74	1	75
Attorney General	1	85	86
Banking Department	75	14	89
Barbering, Board of	1	1	2
Behavioral Sciences Regulatory Board	5	2	7
Beloit Juvenile Correctional Facility	61	1	62
Blind, School for the	24	60	84
Citizen's Utility Ratepayer Board	0	4	4
Commerce, Department of	307	11	318
Conservation Commission	6	6	12
Corporation Commission	134	66	200
Corrections, Department of	261	15	276
Cosmetology, Board of	10	1	11
Credit Unions, Department of	12	1	13
Deaf, School for the	46	105	151
Dental Board	2	1	3
Education, Department of	164	24	188
El Dorado Correctional Facility	428	1	429
Ellsworth Correctional Facility	218	1	219
Emergency Medical Services	10	1	11
Emporia State University	308	439	747
Ethics Commission, Kansas Gov	0	9	9
Fair, Kansas State	22	1	23
Fire Marshal	46	2	48
Fort Hays State University	286	419	705
Governor, Office of the	0	40	40
Healing Arts, State Board of	24	6	30
Health & Environment, Department of	766	16	782
Health Care Stabilization Fund, Bd of Gov	8	7	15
Health Policy Authority, Kansas	150	14	164
Highway Patrol	810	8	818
Historical Society, State	107	1	108
Housing Resources Corp, Kansas	26	16	42
Human Rights Commission, Kansas	25	4	29
Hutchinson Correctional Facility	513	1	514
Indigents Defense Services Board	65	101	166
Insurance Department	22	104	126
Investigation, Kansas Bureau of	146	7	153
Judicial Branch	0	1849	1849
Judicial Council	0	5	5
Juvenile Correctional Complex	226	1	227
Juvenile Justice Authority	24	10	34
Kansas Inc	0	2	2
Kansas Public Employees Retirement System	65	14	79
Kansas State University	1586	2361	3947
Labor, Department of	426	24	450
Lansing Correctional Facility	642	1	643
Larned Correctional Mental Health Facility	175	0	175
Larned Juvenile Correctional Facility	125	2	127
Larned State Hospital	833	24	857
Legislative Coordinating Council	0	11	11
Legislative Research Department	0	36	36
Legislature	0	34	34

**Number of Classified and Unclassified Employees by Agency
Fiscal Year 2006**

Agency Name	Number of Employees		
	Classified	Unclassified	Total
Library, State	21	2	23
Lieutenant Governor, Office of the	0	3	3
Lottery, Kansas State	38	37	75
Mortuary Arts, Board of	2	1	3
Neurological Institute, Kansas	538	3	541
Norton Correctional Facility	248	0	248
Nursing, Board of	20	2	22
Optometry Board of Examiners	1	0	1
Osawatomie State Hospital	353	16	369
Parole Board, Kansas	0	3	3
Parsons State Hospital & Trng Center	445	6	451
Pharmacy, Board of	5	1	6
Pittsburgh State University	299	436	735
Post Audit, Legislative Division	0	24	24
Racing & Gaming Commission	39	16	55
Rainbow Mental Health Facility	107	5	112
Real Estate Appraisal Board	1	1	2
Real Estate Commission	10	2	12
Regents, Board of	18	33	51
Revenue, Department of	1008	30	1038
Reviser of Statutes	0	26	26
Secretary of State	0	50	50
Securities Commissioner, Office of the	21	10	31
Sentencing Commission, Kansas	0	7	7
Social & Rehabilitation Services, Dept of	3202	31	3233
Tax Appeals, Board of	13	8	21
Technical Professions, State Board of	3	2	5
Technology Enterprise Corp, Kansas	0	13	13
Topeka Correctional Facility	229	0	229
Transportation, Department of	2982	10	2992
Treasurer, State	13	32	45
University of Kansas	0	4839	4839
University of Kansas Medical Center	462	2336	2798
Veterans Affairs, Commission on	338	4	342
Veterinary Examiners, Board of	0	3	3
Water Office, Kansas	19	3	22
Wichita State University	628	1038	1666
Wildlife & Parks, Department of	386	23	409
Winfield Correctional Facility	200	0	200
Total	21933	15217	37150

Source: SHARP (FY 2006); Excludes temporary and student employees

**Number, Salary, Age and Years of Service of Classified Employees by Agency
Fiscal Year 2006**

Agency Name	Number of Classified Emp	Average Salary	Average Age	Average Yrs of Service
Accountancy, Board of	2	\$24,596	49.65	15.73
Adjutant General	43	\$34,495	49.09	13.61
Administration, Department of	518	\$37,256	47.82	15.87
Aging, Department on	162	\$41,006	50.90	13.38
Agriculture, Department of	261	\$39,560	46.56	13.89
Animal Health Department	27	\$37,344	52.00	15.23
Arts Commission, Kansas	6	\$39,808	44.37	09.90
Atchison Juvenile Correctional Fac	74	\$30,372	44.10	12.64
Attorney General	1	\$40,352	56.90	21.15
Banking Department	75	\$43,032	39.27	08.79
Barbering, Board of	1	\$30,139	67.63	12.47
Behavioral Sciences Regulatory Board	5	\$29,885	41.72	07.66
Beloit Juvenile Correctional Facility	61	\$30,917	48.22	12.50
Blind, School for the	24	\$31,347	50.64	16.66
Commerce, Department of	307	\$38,871	50.73	15.87
Conservation Commission	6	\$42,841	47.26	18.63
Corporation Commission	134	\$38,068	49.29	14.95
Corrections, Department of	261	\$37,241	46.55	13.55
Cosmetology, Board of	10	\$25,755	49.29	10.12
Credit Unions, Department of	12	\$44,143	56.13	18.04
Deaf, School for the	46	\$25,627	49.77	11.17
Dental Board	2	\$27,446	26.36	02.91
Education, Department of	164	\$39,303	49.41	11.74
El Dorado Correctional Facility	428	\$30,198	40.34	07.08
Ellsworth Correctional Facility	218	\$31,564	43.22	09.26
Emergency Medical Services	10	\$33,390	53.50	11.57
Emporia State University	308	\$28,164	48.42	13.35
Fair, Kansas State	22	\$29,928	43.72	05.57
Fire Marshal	46	\$43,369	50.09	14.43
Fort Hays State University	286	\$26,266	48.18	12.55
Healing Arts, State Board of	24	\$29,228	44.98	09.78
Health & Environment, Department of	766	\$41,079	47.34	13.03
Health Care Stabilization Fund, Bd of Gov	8	\$26,536	44.60	12.67
Health Policy Authority, Kansas	150	\$40,497	48.13	13.92
Highway Patrol	810	\$44,327	42.00	12.08
Historical Society, State	107	\$32,549	47.68	13.86
Housing Resources Corp, Kansas	26	\$42,643	47.68	10.87
Human Rights Commission, Kansas	25	\$34,302	46.23	12.20
Hutchinson Correctional Facility	513	\$31,115	42.18	09.83
Indigents Defense Services Board	65	\$28,626	44.14	09.90
Insurance Department	22	\$26,053	49.40	12.24
Investigation, Kansas Bureau of	146	\$46,607	44.44	13.81
Juvenile Correctional Complex	226	\$28,998	40.96	09.17
Juvenile Justice Authority	24	\$41,222	42.81	08.69
Kansas Public Employees Retirement System	65	\$34,964	48.57	14.15
Kansas State University	1586	\$28,159	47.30	13.17
Labor, Department of	426	\$38,239	49.59	16.81
Lansing Correctional Facility	642	\$31,491	42.39	10.29
Larned Correctional Mental Health Fac	175	\$30,893	42.42	09.26
Larned Juvenile Correctional Facility	125	\$30,160	43.20	09.78
Larned State Hospital	833	\$29,289	44.88	10.35
Library, State	21	\$31,458	49.69	13.27
Lottery, Kansas State	38	\$35,771	49.35	13.40
Mortuary Arts, Board of	2	\$31,044	58.26	15.37
Neurological Institute, Kansas	538	\$28,958	43.89	13.07
Norton Correctional Facility	248	\$31,190	44.95	10.63
Nursing, Board of	20	\$34,282	46.27	10.22
Optometry Board of Examiners	1	\$40,352	62.89	13.27
Osawatomie State Hospital	353	\$30,555	46.80	12.42
Parsons State Hospital & Trng Center	445	\$29,379	44.92	12.45

**Number, Salary, Age and Years of Service of Classified Employees by Agency
Fiscal Year 2006**

Agency Name	Number of Classified Emp	Average Salary	Average Age	Average Yrs of Service
Pharmacy, Board of	5	\$38,018	40.80	06.30
Pittsburgh State University	299	\$28,735	49.18	11.64
Racing & Gaming Commission	39	\$33,624	44.38	10.38
Rainbow Mental Health Facility	107	\$34,157	48.08	11.11
Real Estate Appraisal Board	1	\$44,554	53.63	24.12
Real Estate Commission	10	\$30,224	52.86	09.45
Regents, Board of	18	\$36,056	53.98	15.90
Revenue, Department of	1008	\$35,252	46.08	14.57
Securities Commissioner, Office of the	21	\$43,572	51.16	13.02
Social & Rehabilitation Services, Dept of	3202	\$34,548	46.85	13.95
Tax Appeals, Board of	13	\$27,912	48.04	17.55
Technical Professions, State Board of	3	\$28,350	56.18	10.85
Topeka Correctional Facility	229	\$32,415	43.49	11.50
Transportation, Department of	2982	\$34,187	45.51	13.52
Treasurer, State	13	\$34,389	50.69	21.62
University of Kansas Medical Center	462	\$28,995	46.24	12.85
Veterans Affairs, Commission on	338	\$25,854	45.24	07.79
Water Office, Kansas	19	\$51,383	46.71	14.48
Wichita State University	628	\$26,337	49.24	11.96
Wildlife & Parks, Department of	386	\$38,084	45.26	14.48
Winfield Correctional Facility	200	\$32,097	46.71	11.11

Source: SHARP (FY 2006); excludes legislators, unclassified, temporary and student employees.

**Number, Salary, Age and Years of Service of Unclassified Employees by Agency
Fiscal Year 2006**

Agency Name	Number of Unclass Emp	Average Salary	Average Age	Average Yrs of Service
Accountancy, Board of	1	\$66,366	53.72	09.78
Adjutant General	142	\$33,457	46.43	08.87
Administration, Department of	19	\$70,678	44.96	13.29
Aging, Department on	9	\$72,170	52.00	13.14
Agriculture, Department of	16	\$55,589	44.08	05.43
Animal Health Department	3	\$67,848	50.63	05.57
Arts Commission, Kansas	1	\$73,208	46.96	00.11
Atchison Juvenile Correctional Fac	1	\$68,311	36.17	04.99
Attorney General	85	\$48,774	44.22	08.04
Banking Department	14	\$65,538	41.57	13.63
Barbering, Board of	1	\$37,304	59.63	18.54
Behavioral Sciences Regulatory Board	2	\$57,764	58.49	10.01
Beloit Juvenile Correctional Facility	1	\$65,790	44.86	09.82
Blind, School for the	60	\$41,904	47.48	13.28
Citizen's Utility Ratepayer Board	4	\$64,309	49.12	08.52
Commerce, Department of	11	\$78,572	49.21	10.81
Conservation Commission	6	\$62,005	50.76	12.57
Corporation Commission	66	\$58,929	48.92	12.33
Corrections, Department of	15	\$73,869	52.43	18.19
Cosmetology, Board of	1	\$56,100	54.82	22.70
Credit Unions, Department of	1	\$73,440	68.64	12.81
Deaf, School for the	105	\$41,280	46.85	14.23
Dental Board	1	\$56,100	59.25	12.32
Education, Department of	24	\$84,686	53.30	15.50
El Dorado Correctional Facility	1	\$54,168	41.47	13.04
Ellsworth Correctional Facility	1	\$55,257	51.37	13.66
Emergency Medical Services	1	\$76,505	34.81	07.66
Emporia State University	439	\$53,277	48.63	11.35
Ethics Commission, Kansas Gov	9	\$43,686	49.64	22.17
Fair, Kansas State	1	\$85,680	38.02	11.49
Fire Marshal	2	\$59,899	56.35	12.38
Fort Hays State University	419	\$53,138	47.32	10.78
Governor, Office of the	40	\$46,086	37.93	07.55
Healing Arts, State Board of	6	\$65,781	46.83	10.32
Health & Environment, Department of	16	\$80,925	45.89	09.29
Health Care Stabilization Fund, Bd of Gov	7	\$59,634	51.84	09.95
Health Policy Authority, Kansas	14	\$59,168	48.73	07.26
Highway Patrol		\$72,158	51.33	13.58
Historical Society, State	1	\$83,636	54.16	20.94
Housing Resources Corp, Kansas	16	\$44,123	37.06	03.18
Human Rights Commission, Kansas	4	\$63,711	54.07	19.71
Hutchinson Correctional Facility	1	\$52,617	52.98	10.78
Indigents Defense Services Board	101	\$52,348	41.51	07.89
Insurance Department	104	\$48,445	47.12	11.81
Investigation, Kansas Bureau of	7	\$89,250	54.99	19.84
Judicial Branch	1849	\$43,731	46.65	11.82
Judicial Council	5	\$59,174	50.69	14.69
Juvenile Correctional Complex	1	\$74,000	45.58	10.89
Juvenile Justice Authority	10	\$63,198	42.47	10.46
Kansas Inc	2	\$54,290	41.61	13.20
Kansas Public Employees Retirement System	14	\$82,618	45.63	12.08
Kansas State University	2361	\$70,033	47.93	12.79
Labor, Department of	24	\$70,193	53.24	09.54
Lansing Correctional Facility	1	\$44,954	37.29	08.17
Larned Juvenile Correctional Facility	2	\$101,819	57.72	03.94
Larned State Hospital	24	\$100,608	55.36	05.16
Legislative Coordinating Council	11	\$44,859	51.75	12.71
Legislative Research Department	36	\$61,809	47.47	15.39
Legislature	34	\$43,877	44.40	07.06
Library, State	2	\$65,827	58.55	10.26

**Number, Salary, Age and Years of Service of Unclassified Employees by Agency
Fiscal Year 2006**

Agency Name	Number of Unclass Emp	Average Salary	Average Age	Average Yrs of Service
Lieutenant Governor, Office of the	3	\$65,692	44.57	04.50
Lottery, Kansas State	37	\$43,169	50.12	12.24
Mortuary Arts, Board of	1	\$66,706	52.08	25.78
Neurological Institute, Kansas	3	\$104,766	57.61	11.24
Nursing, Board of	2	\$60,889	50.91	06.79
Osawatomie State Hospital	16	\$98,452	56.62	12.69
Parole Board, Kansas	3	\$114,334	59.72	14.68
Parsons State Hospital & Trng Center	6	\$101,741	57.57	21.71
Pharmacy, Board of	1	\$63,597	49.07	13.63
Pittsburgh State University	436	\$65,862	49.57	13.07
Post Audit, Legislative Div of	24	\$61,505	42.75	12.71
Racing & Gaming Commission	16	\$57,093	47.70	11.35
Rainbow Mental Health Facility	5	\$102,284	45.68	02.05
Real Estate Appraisal Board	1	\$58,905	47.18	16.45
Real Estate Commission	2	\$53,712	46.70	03.49
Regents, Board of	33	\$68,997	45.39	08.14
Revenue, Department of	30	\$61,425	46.17	09.93
Reviser of Statutes	26	\$59,624	50.22	20.19
Secretary of State	50	\$40,007	39.10	09.41
Securities Commissioner, Office of the	10	\$68,869	45.73	12.70
Sentencing Commission, Kansas	7	\$44,020	47.81	06.81
Social & Rehabilitation Services, Dept of	31	\$75,471	50.91	18.94
Tax Appeals, Board of	8	\$79,097	47.81	06.59
Technical Professions, State Board of	2	\$55,969	56.55	18.14
Technology Enterprise Corp, Kansas	13	\$66,993	45.01	09.41
Transportation, Department of	10	\$88,757	50.73	17.18
Treasurer, State	32	\$44,462	46.66	10.86
University of Kansas	4839	\$53,852	46.48	11.30
University of Kansas Medical Center	2336	\$56,034	43.29	08.16
Veterans Affairs, Commission on	4	\$66,274	58.64	09.29
Veterinary Examiners, Board of	3	\$42,331	48.96	12.56
Water Office, Kansas	3	\$73,435	49.09	11.02
Wichita State University	1038	\$60,270	48.34	13.16
Wildlife & Parks, Department of	23	\$41,987	36.25	07.43

Source: SHARP (FY 2006); Excludes Legislators, classified, temporary and student employees.

**Classified Employees by County of Work
Fiscal Year 2006**

County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary	County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary
Allen	68	45.12	11.84	\$34,089	Lincoln	12	45.64	14.82	\$34,261
Anderson	40	44.25	11.20	\$32,540	Linn	18	42.52	10.22	\$32,729
Atchison	120	44.80	13.80	\$31,605	Logan	34	44.17	12.80	\$33,161
Barber	11	44.86	08.36	\$31,175	Lyon	437	48.10	13.31	\$30,048
Barton	104	45.70	12.58	\$35,828	Marion	42	44.48	10.35	\$32,361
Bourbon	47	49.88	14.70	\$32,750	Marshall	30	47.38	18.59	\$33,582
Brown	61	47.21	19.62	\$35,804	McPherson	41	47.55	13.97	\$35,136
Butler	549	41.18	08.39	\$31,280	Meade	16	45.56	14.74	\$34,186
Chase	9	46.04	15.40	\$31,376	Miami	417	46.47	12.47	\$30,941
Chautauqua	12	46.04	11.35	\$33,257	Mitchell	78	48.37	13.53	\$31,953
Cherokee	49	45.98	13.13	\$32,184	Montgomery	107	46.12	14.02	\$33,442
Cheyenne	7	47.70	11.19	\$33,675	Morris	17	43.86	08.84	\$29,031
Clark	9	47.19	14.46	\$34,100	Morton	7	42.46	10.09	\$30,374
Clay	29	46.83	13.43	\$36,693	Nemaha	33	42.76	12.38	\$34,643
Cloud	43	45.46	15.82	\$34,350	Neosho	187	48.77	15.46	\$37,016
Coffey	20	41.66	12.00	\$37,927	Ness	8	51.02	14.42	\$29,492
Comanche	9	42.50	12.19	\$31,325	Norton	290	45.30	11.61	\$31,958
Cowley	426	45.37	10.27	\$29,456	Osage	46	45.03	13.41	\$34,708
Crawford	459	48.65	12.29	\$30,931	Osborne	10	43.52	16.00	\$32,637
Decatur	10	43.03	15.01	\$31,119	Ottawa	14	50.13	16.40	\$33,619
Dickinson	34	47.04	16.70	\$36,320	Pawnee	1148	44.27	10.15	\$29,712
Doniphan	12	46.10	17.73	\$35,939	Phillips	59	47.21	15.13	\$34,246
Douglas	200	43.88	12.68	\$35,573	Pottawatomie	62	46.18	14.89	\$34,024
Edwards	11	47.15	08.75	\$31,083	Pratt	137	46.73	12.80	\$35,848
Elk	1	55.45	04.09	\$35,776	Rawlins	28	45.76	11.76	\$31,090
Ellis	507	47.36	13.12	\$31,097	Reno	804	43.75	10.83	\$32,012
Ellsworth	249	43.47	09.94	\$31,969	Republic	34	50.28	15.77	\$33,273
Finney	211	46.24	12.30	\$35,166	Rice	8	50.19	16.68	\$32,518
Ford	253	47.53	10.75	\$31,383	Riley	1563	47.01	13.06	\$28,808
Franklin	47	48.54	15.04	\$33,696	Rooks	59	45.45	11.73	\$33,201
Geary	81	43.44	10.98	\$31,732	Rush	10	49.53	16.13	\$35,102
Gove	10	47.72	15.25	\$29,501	Russell	25	44.33	16.54	\$36,784
Graham	9	38.78	07.54	\$31,265	Saline	423	46.47	12.60	\$35,534
Grant	19	45.82	09.27	\$33,031	Scott	15	48.30	16.37	\$37,012
Gray	12	47.49	11.37	\$30,777	Sedgwick	1767	47.00	11.24	\$31,577
Greeley	10	45.09	08.49	\$27,136	Seward	66	44.63	10.47	\$33,075
Greenwood	16	41.84	14.18	\$34,555	Shawnee	6823	46.44	14.42	\$37,452
Hamilton	25	39.67	09.05	\$29,777	Sheridan	10	51.86	18.80	\$33,396
Harper	12	44.99	10.07	\$31,314	Sherman	37	46.50	12.10	\$32,428
Harvey	59	43.83	08.71	\$31,304	Smith	10	45.62	16.41	\$32,766
Haskell	10	45.88	07.04	\$30,137	Stafford	13	46.89	14.28	\$40,294
Hodgeman	8	43.93	10.48	\$27,040	Stanton	1	26.26	02.49	\$43,451
Jackson	28	43.66	12.70	\$35,164	Stevens	9	39.52	09.48	\$28,639
Jefferson	23	47.62	16.37	\$36,162	Sumner	54	48.35	12.93	\$33,752
Jewell	26	45.93	15.07	\$32,782	Thomas	59	45.82	14.43	\$35,076
Johnson	512	44.45	10.88	\$34,046	Trego	24	45.53	13.42	\$36,280
Kearny	10	41.71	10.36	\$32,275	Wabaunsee	33	45.32	14.59	\$33,725
Kingman	19	42.45	11.74	\$35,561	Wallace	8	48.45	09.50	\$28,584
Kiowa	14	48.85	16.26	\$38,361	Washington	13	50.77	13.68	\$31,130
Labette	517	45.44	13.05	\$30,001	Wilson	15	47.25	10.28	\$35,140
Lane	9	46.25	10.53	\$28,614	Woodson	36	50.23	14.75	\$32,828
Leavenworth	725	43.23	11.02	\$32,013	Wyandotte	975	47.01	13.59	\$31,654

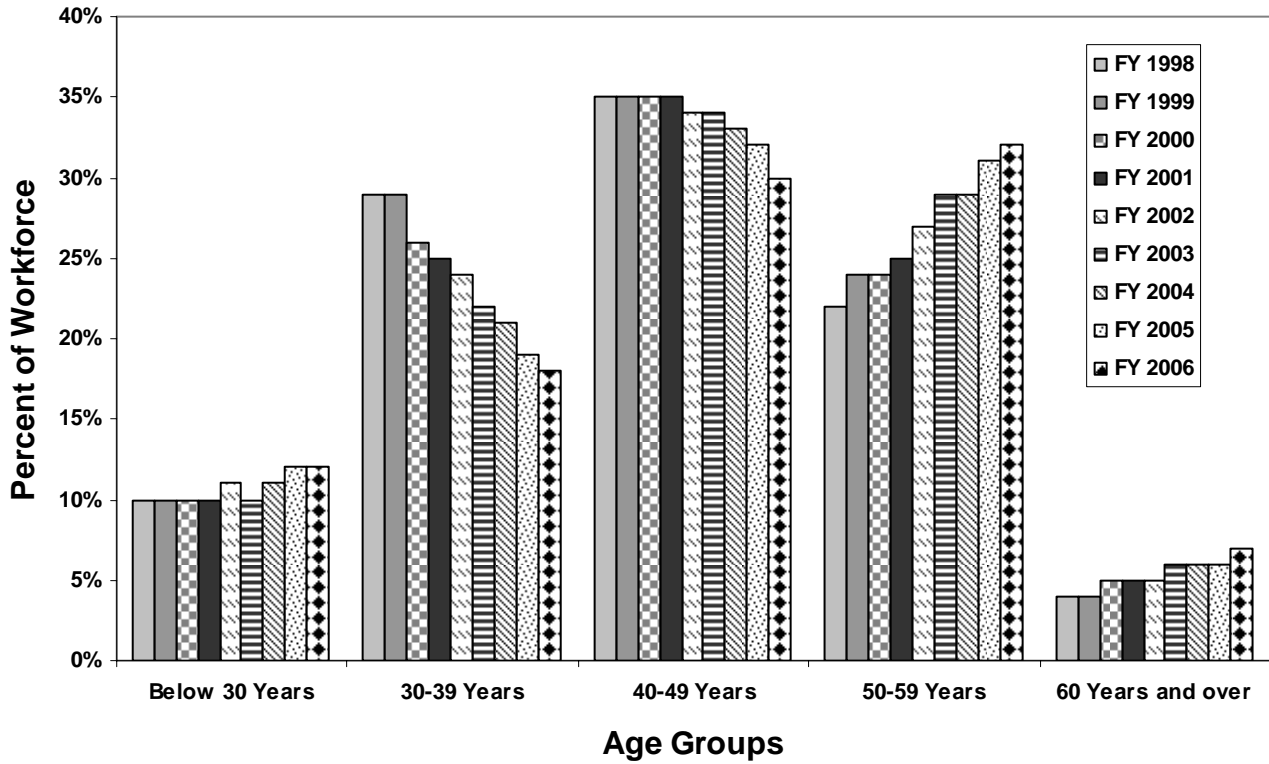
Source: SHARP (FY 2006); Excludes unclassified, temporary and student employees

**Unclassified Employees by County of Work
Fiscal Year 2006**

County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary	County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary
Allen	13	42.26	07.16	\$42,169	Linn	9	43.15	05.16	\$42,138
Anderson	8	42.37	12.58	\$45,357	Logan	4	50.20	08.85	\$38,775
Atchison	16	47.51	16.00	\$47,524	Lyon	473	48.54	11.37	\$52,393
Barber	7	38.63	07.18	\$39,310	Marion	9	46.34	08.63	\$45,301
Barton	31	49.46	15.04	\$41,630	Marshall	10	42.89	12.16	\$36,031
Bourbon	13	47.72	11.47	\$42,825	McPherson	19	42.32	09.22	\$41,043
Brown	16	49.54	13.88	\$45,866	Meade	5	46.43	11.42	\$39,185
Butler	33	47.47	11.28	\$42,937	Miami	31	51.05	13.23	\$71,261
Chase	4	47.49	24.97	\$42,770	Mitchell	6	49.43	10.58	\$47,781
Chautauqua	4	57.91	18.38	\$41,004	Montgomery	27	49.46	10.76	\$44,910
Cherokee	16	48.29	12.43	\$45,426	Morris	9	52.40	14.61	\$36,286
Cheyenne	5	53.90	13.57	\$42,108	Morton	6	35.18	07.64	\$37,699
Clark	4	43.78	11.16	\$38,933	Nemaha	6	51.36	16.92	\$39,310
Clay	8	47.47	15.91	\$38,217	Neosho	27	47.12	16.79	\$54,918
Cloud	13	48.40	12.24	\$43,525	Ness	8	45.37	16.31	\$39,081
Coffey	10	47.01	19.74	\$46,175	Norton	9	48.70	16.64	\$41,983
Comanche	5	59.23	07.26	\$38,601	Osage	8	45.02	10.79	\$37,111
Cowley	27	46.23	11.42	\$46,659	Osborne	5	45.62	14.77	\$41,834
Crawford	465	49.62	13.28	\$64,725	Ottawa	5	54.89	20.14	\$46,678
Decatur	4	51.05	13.87	\$41,907	Pawnee	38	53.15	06.96	\$82,595
Dickinson	17	45.50	11.74	\$42,794	Phillips	5	52.00	10.17	\$35,623
Doniphan	5	51.97	12.92	\$35,676	Pottawatomie	14	47.08	11.56	\$35,455
Douglas	4663	46.46	11.33	\$54,098	Pratt	13	56.24	19.00	\$48,218
Edwards	7	42.56	09.96	\$41,459	Rawlins	5	64.59	14.56	\$42,173
Elk	4	52.36	07.81	\$39,232	Reno	80	47.52	13.14	\$48,579
Ellis	458	47.39	11.09	\$53,179	Republic	5	49.31	12.05	\$51,250
Ellsworth	10	52.40	11.12	\$44,676	Rice	7	49.11	14.17	\$35,694
Finney	56	49.87	10.00	\$50,705	Riley	1959	48.30	12.62	\$73,503
Ford	35	46.07	10.76	\$44,102	Rooks	5	35.71	11.70	\$39,351
Franklin	22	45.07	15.30	\$46,143	Rush	4	52.03	12.16	\$41,626
Geary	104	45.89	08.35	\$38,747	Russell	9	48.16	14.50	\$35,597
Gove	4	52.12	13.45	\$41,630	Saline	136	46.35	10.71	\$54,975
Graham	5	52.96	08.53	\$54,282	Scott	6	47.57	12.35	\$33,168
Grant	8	45.26	11.36	\$31,582	Sedgwick	1534	47.50	12.44	\$56,951
Gray	5	43.90	15.32	\$40,824	Seward	19	47.16	11.20	\$44,991
Greeley	6	44.83	10.08	\$49,495	Shawnee	1392	46.30	11.44	\$55,328
Greenwood	11	50.82	12.48	\$46,443	Sheridan	5	47.27	17.03	\$40,386
Hamilton	5	45.41	14.13	\$43,471	Sherman	8	56.26	19.11	\$43,670
Harper	8	46.19	10.52	\$45,848	Smith	6	46.94	14.26	\$40,865
Harvey	22	49.37	15.12	\$44,994	Stafford	7	47.82	08.11	\$40,846
Haskell	5	47.07	10.33	\$38,501	Stanton	5	53.10	13.78	\$35,658
Hodgeman	4	52.40	11.31	\$33,931	Stevens	9	45.78	09.56	\$48,873
Jackson	15	46.42	14.33	\$45,447	Sumner	18	47.27	13.43	\$43,147
Jefferson	12	47.35	13.25	\$45,556	Thomas	26	44.07	13.41	\$53,323
Jewell	4	54.19	05.17	\$39,268	Trego	4	34.69	06.49	\$39,551
Johnson	373	45.50	10.91	\$43,812	Wabaunsee	6	38.98	11.12	\$41,192
Kearny	6	50.93	13.69	\$36,987	Wallace	4	52.97	13.80	\$41,325
Kingman	9	37.52	04.35	\$35,425	Washington	6	56.86	15.14	\$40,654
Kiowa	5	47.52	11.47	\$40,941	Wichita	5	46.18	12.05	\$39,393
Labette	78	50.04	14.02	\$54,838	Wilson	11	47.48	10.95	\$43,228
Lane	4	53.93	14.72	\$41,542	Woodson	6	45.05	13.55	\$39,813
Leavenworth	40	43.94	11.46	\$44,228	Wyandotte	2450	43.32	08.49	\$54,307
Lincoln	7	39.74	07.82	\$39,283					

Source: SHARP (FY 2006); 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. 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.

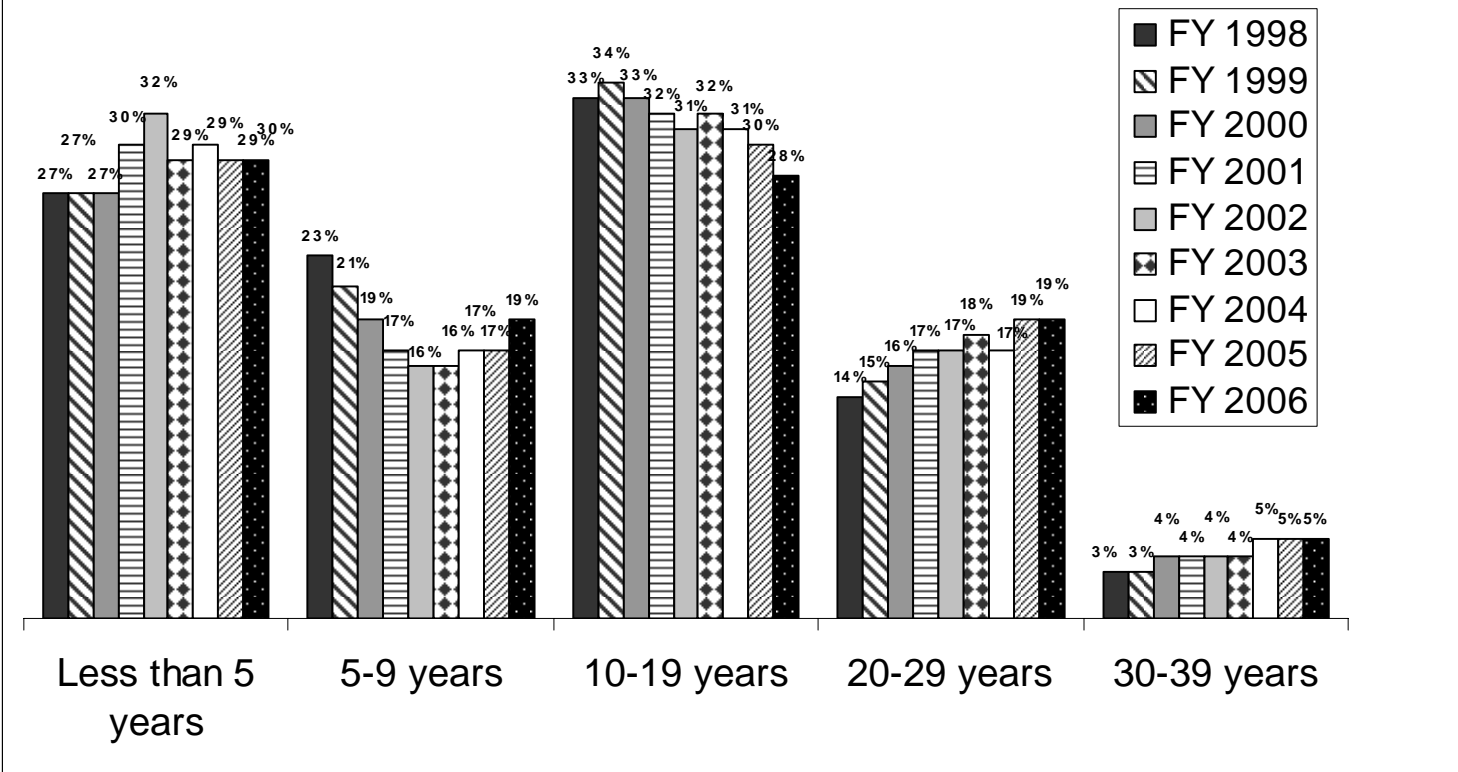
Source: SHARP (FY 1998-2006); Excludes unclassified, temporary and student employees.

Classified Employees, by Annual Salary, Across Fiscal Years



Source: SHARP (FY 1998-2006); Excludes unclassified, temporary and student employees.

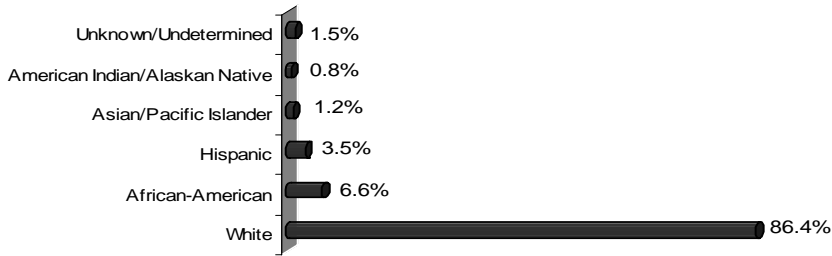
Classified Employees by Years of Service, Across Fiscal Years



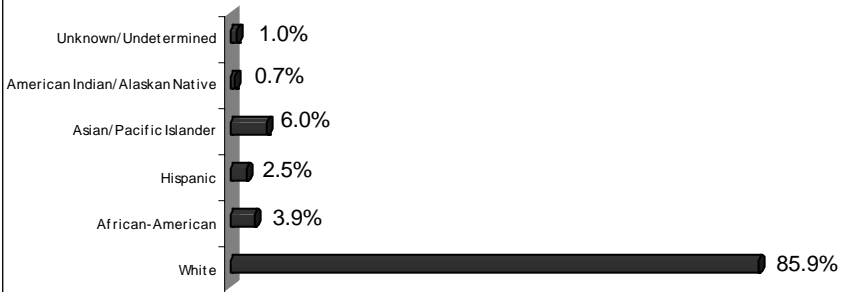
Comments: The number of employees with 20-29 years of service has increased steadily in the last few years, while the number of employees with 5-9 years of service has decreased significantly since FY 1998; however in FY 2006 there was a 2% increase. Counts of employees with more than 40 years of service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

Source: SHARP (FY 1998-2006); Excludes unclassified, temporary and student employees.

**The Ethnic Distribution of the Classified Workforce
Fiscal Year 2006**



**The Ethnic Distribution of the Unclassified Workforce
Fiscal Year 2006**



**Kansas Employed Labor Force
July 2003**



Comments: The percentages in the Kansas Employed Labor Force chart include data from state and non-state government workforces combined

Source: SHARP (FY 2005); 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 2006**

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	41	0.00%	9.76%	43.90%	46.34%
Administration, Department of	515	6.80%	6.60%	50.49%	36.12%
Aging, Department on	154	1.95%	11.04%	19.48%	67.53%
Agriculture, Department of	261	0.38%	2.68%	59.00%	37.93%
Animal Health Department	26	0.00%	3.85%	42.31%	53.85%
Arts Commission, Kansas	6	16.67%	0.00%	16.67%	66.67%
Atchison Juvenile Correctional Fac	74	17.57%	10.81%	39.19%	32.43%
Attorney General	1	0.00%	0.00%	100.00%	0.00%
Banking Department	74	4.05%	6.75%	45.95%	43.24%
Barbering, Board of	1	0.00%	0.00%	100.00%	0.00%
Behavioral Sciences Regulatory Board	5	0.00%	40.00%	20.00%	40.00%
Beloit Juvenile Correctional Facility	60	3.33%	1.67%	20.00%	75.00%
Blind, School for the	23	26.09%	13.04%	26.09%	34.78%
Commerce, Department of	306	7.19%	11.44%	31.70%	49.67%
Conservation Commission	6	16.67%	16.67%	16.67%	50.00%
Corporation Commission	130	3.08%	2.31%	53.08%	41.54%
Corrections, Department of	260	6.15%	6.54%	41.92%	45.38%
Cosmetology, Board of	10	0.00%	10.00%	0.00%	90.00%
Credit Unions, Department of	12	0.00%	0.00%	75.00%	25.00%
Deaf, School for the	46	6.52%	6.52%	34.78%	52.17%
Dental Board	2	0.00%	50.00%	0.00%	50.00%
Education, Department of	159	1.26%	4.40%	16.98%	77.36%
El Dorado Correctional Facility	426	4.69%	1.17%	69.72%	24.41%
Ellsworth Correctional Facility	213	3.76%	0.94%	69.95%	25.35%
Emergency Medical Services	10	10.00%	0.00%	40.00%	50.00%
Emporia State University	308	3.57%	3.90%	35.39%	57.14%
Fair, Kansas State	22	0.00%	0.00%	54.55%	45.45%
Fire Marshal	46	4.35%	0.00%	58.70%	36.96%
Fort Hays State University	285	0.70%	0.00%	42.11%	57.19%
Healing Arts, State Board of	24	0.00%	4.17%	20.83%	75.00%
Health & Environment, Department of	746	3.89%	4.56%	40.75%	50.80%
Health Care Stabilization Fund, Bd of Gov	8	0.00%	0.00%	0.00%	100.00%
Health Policy Authority	146	2.74%	6.16%	20.55%	70.55%
Highway Patrol	796	4.65%	1.63%	70.98%	22.74%
Historical Society, State	106	0.94%	1.89%	41.51%	55.66%
Housing Resources Corp, Kansas	23	8.70%	8.70%	30.43%	52.17%
Human Rights Commission, Kansas	25	8.00%	8.00%	24.00%	60.00%
Hutchinson Correctional Facility	508	6.89%	1.18%	73.82%	18.11%
Indigents Defense Services Board	63	1.59%	12.70%	17.46%	68.25%
Insurance Department	21	0.00%	23.81%	4.76%	71.43%
Investigation, Kansas Bureau of	144	3.47%	0.69%	56.25%	39.58%
Juvenile Correctional Complex	225	23.56%	9.78%	43.11%	23.56%
Juvenile Justice Authority	24	20.83%	4.17%	37.50%	37.50%
Kansas Public Employees Retirement System	64	0.00%	9.38%	25.00%	65.63%
Kansas State University	1583	4.55%	6.51%	32.98%	55.97%
Labor, Department of	425	6.12%	12.24%	26.35%	55.29%
Lansing Correctional Facility	628	12.42%	4.78%	60.99%	21.82%
Larned Correctional Mental Health Fac	175	6.29%	2.29%	66.86%	24.57%
Larned Juvenile Correctional Facility	124	4.84%	0.81%	56.45%	37.90%
Larned State Hospital	830	2.89%	4.10%	34.82%	58.19%
Library, State	20	0.00%	0.00%	20.00%	80.00%
Lottery, Kansas State	38	0.00%	0.00%	44.74%	55.26%
Mortuary Arts, Board of	2	0.00%	0.00%	50.00%	50.00%
Neurological Institute, Kansas	536	14.18%	30.60%	19.78%	35.45%
Norton Correctional Facility	247	1.62%	0.40%	68.42%	29.55%
Nursing, Board of	20	5.00%	15.00%	10.00%	70.00%
Optometry Board of Examiners	1	0.00%	0.00%	0.00%	100.00%
Osawatomie State Hospital	351	0.85%	4.27%	28.49%	66.38%
Parsons State Hospital & Trng Center	441	7.26%	6.80%	34.47%	51.47%

**Ethnic and Gender Distribution by Agency
Fiscal Year 2006**

Agency	Number of Employees	Minority		Non-Minority	
		Male	Female	Male	Female
Pharmacy, Board of	4	0.00%	0.00%	50.00%	50.00%
Pittsburg State University	298	1.01%	0.67%	41.61%	56.71%
Racing & Gaming Commission	36	0.00%	5.56%	52.78%	41.67%
Rainbow Mental Health Facility	103	12.62%	43.69%	11.65%	32.04%
Real Estate Appraisal Board	1	0.00%	0.00%	0.00%	100.00%
Real Estate Commission	9	0.00%	0.00%	44.44%	55.56%
Regents, Board of	18	0.00%	5.56%	11.11%	83.33%
Revenue, Department of	999	4.50%	8.71%	27.43%	59.36%
Securities Commissioner, Office of the	21	0.00%	0.00%	52.38%	47.62%
Social & Rehabilitation Services, Dept of	3084	2.82%	12.35%	17.90%	66.93%
Tax Appeals, Board of	13	0.00%	0.00%	7.69%	92.31%
Technical Professions, State Board of	3	0.00%	0.00%	0.00%	100.00%
Topeka Correctional Facility	223	9.87%	4.04%	53.81%	32.29%
Transportation, Department of	2945	4.99%	0.85%	77.39%	16.77%
Treasurer, State	13	0.00%	0.00%	15.38%	84.62%
University of Kansas Medical Center	462	19.91%	15.80%	33.55%	30.74%
Veterans Affairs, Commission on	327	3.06%	10.70%	27.22%	59.02%
Water Office, Kansas	19	0.00%	0.00%	36.84%	63.16%
Wichita State University	628	10.19%	14.49%	29.62%	45.70%
Wildlife & Parks, Department of	377	2.39%	0.53%	79.05%	18.04%
Winfield Correctional Facility	188	10.64%	3.19%	62.77%	23.40%
Total	21599				

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

Source: SHARP (FY 2006); 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

Recruitment

- In FY 2006, there was an increase of 85% in the number of job requisitions and a 52% increase in the number of job applicants per job requisition. This could be due to changes in recruitment practices.

Turnover

- The statewide turnover rate of 12.86% was slightly down from 13.05% in FY 2005.
- Twenty-five percent of terminations occur within the first year of service, and 57% within the first five years of service.
- Jobs in the Protective Services have the highest turnover rate (19.70%) while Administrative and Managerial jobs have the lowest turnover rate (8.13%). Turnover in the Protective Services increased slightly from FY 2005 when it was 18.18%.

Retirement

- Forty percent of the state workforce will be retirement eligible by the year 2011. This is an increase from FY 2005 when only 34% workforce was retirement eligible by 2010.

Leave Usage

- Average number of vacation days used by classified employees in FY 2006 was 15 days. Average number of vacation days used by unclassified employees in FY 2006 was 13 days.
- Average number of sick days used by classified employees in FY 2006 was 9 days. Average number of sick days used by unclassified employees in FY2006 was 6.5 days.

Compensation

Recruitment Analysis

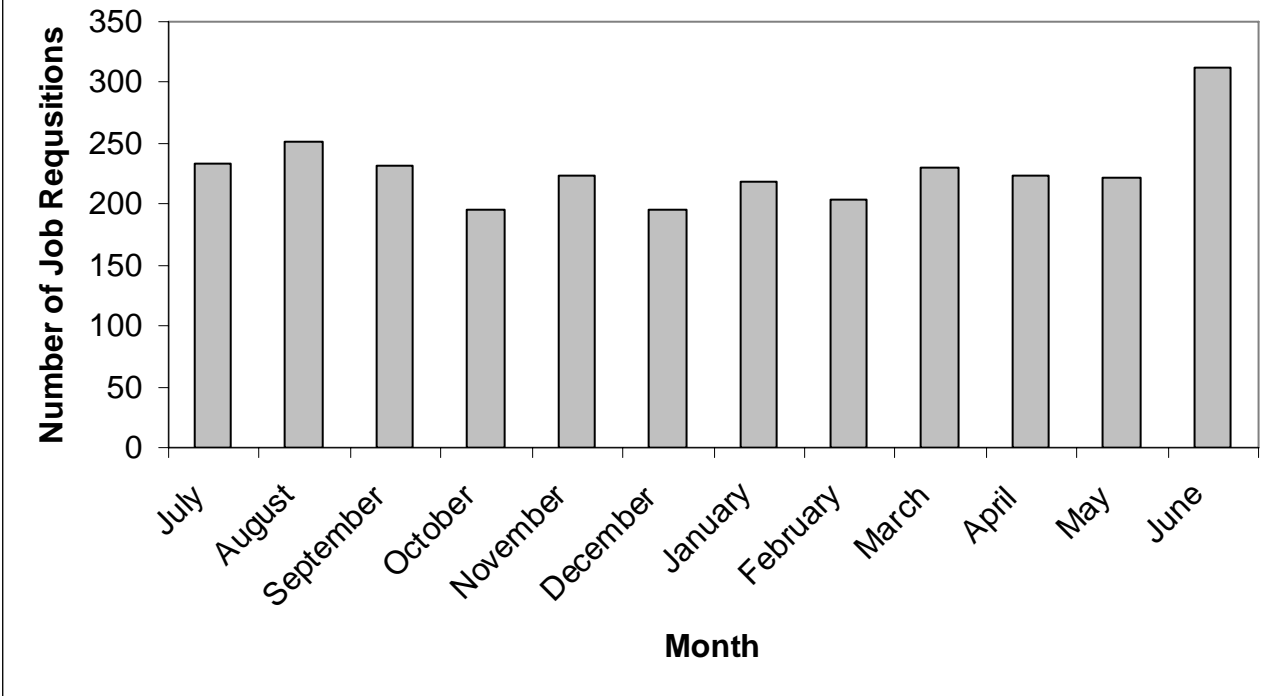
Criteria used for the recruitment section of the report:

- 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 30th, 2006.

General Recruitment Information

- In FY 2006, there were 2735 job requisitions opened, compared to only 1478 job requisitions open in FY 2005. This was an increase of 85% from FY 2005 but a decrease of 27% from FY 2002 when 3,771 job requisitions were open. These fluctuations may be due to changes in agency budgets, agency turnover as well as changes in recruitment policies and practices.
- 8.06 was the average number of applicants reported per vacancy in FY 2006. This was a 52% increase from FY 2005 when the average number of job applicants was 5.28 but a 42% decrease in the average number of applicants in FY 2002 (13.79)
- 2.96 was the average number of times a person applied for a job in FY 2006 compared to 1.74 in FY 2005 and FY 2004 and 1.93 in FY 2003 and 2.82 in FY 2002. The number of times an applicant applies for a job would be expected to positively correlate with the number of job requisitions open.

Number of Job Requisitions by Month FY 2006



Number of Job Requisitions by Recruitment Category, by Fiscal Year

Cat	Category Description	Number of Job Requisitions in FY 2003	Number of Job Requisitions in FY 2004	Number of Job Requisitions in FY 2005	Number of Job Requisitions in FY 2006
1	Administrative and Managerial	264	271	195	459
2	Administrative Support	376	348	325	442
3	Health, Museum and Social Sciences	195	344	361	550
4	Information Technology	57	101	72	122
5	Natural Science and Engineering	440	188	167	266
6	Protective Services	226	209	125	243
7	Trades, Crafts and Arts	365	274	233	375
	Total	1923	1735	1478	2457

Source: SHARP (FY 2006).

**Appointment of Classified Employees by Agency
Fiscal Year 2006**

Agency	Hires	Rehires	Promotions	Demotions	Transfers
Accountancy, Board of	0	1	0	0	0
Adjutant General	2	2	2	0	2
Administration, Department of	27	11	55	6	12
Aging, Department on	10	6	5	2	3
Agriculture, Department of	11	10	29	1	2
Animal Health Department	2	1	18	0	0
Arts Commission, Kansas	0	0	0	0	0
Atchison Juvenile Correctional Facility	13	2	4	0	0
Attorney General	0	0	0	0	0
Banking Department	10	3	11	0	1
Barbering, Board of	0	0	0	0	0
Behavioral Sciences Regulatory Bd	2	0	1	0	0
Beloit Juvenile Correctional Facility	12	2	10	0	3
Blind, School for the	2	0	3	0	0
Citizen's Utility Ratepayer Board	N/A	N/A	N/A	N/A	N/A
Commerce, Department of	8	5	14	0	34
Conservation Commission	0	0	2	0	1
Corporation Commission	5	1	23	0	1
Corrections, Department of	16	5	22	2	12
Cosmetology, Board of	1	0	2	0	0
Credit Unions, Department of	0	0	0	0	0
Deaf, School for the	5	4	3	1	0
Dental Board	0	0	0	0	0
Development Finance, Kansas	0	0	0	0	0
Education, Department of	12	6	11	0	4
El Dorado Correctional Facility	110	11	79	10	46
Ellsworth Correctional Facility	43	9	23	0	4
Emergency Medical Services	1	0	0	0	0
Emporia State University	14	20	8	2	11
Ethics Commission, Kansas Gov	N/A	N/A	N/A	N/A	N/A
Fair, Kansas State	2	1	5	0	0
Fire Marshal	0	0	4	1	0
Fort Hays State University	11	6	8	2	3
Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Healing Arts, State Board of	3	3	2	0	2
Health & Environment, Department of	49	35	100	4	19
Health Care Stabilization Fund Bd of Gov	0	0	4	0	0
Health Policy and Finance	4	1	18	1	29
Highway Patrol	48	17	146	7	25
Historical Society, State	3	9	0	0	2
Housing Resources Corp, Kansas	0	0	3	4	0
Human Rights Commission, Kansas	1	1	3	0	0
Hutchinson Correctional Facility	84	12	46	5	59
Indigents Defense Services Board	6	2	5	1	0
Insurance Department	1	2	0	1	0
Investigation, Kansas Bureau of	11	3	32	1	5
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	45	16	33	3	5
Juvenile Justice Authority	0	1	5	0	2

**Appointment of Classified Employees by Agency
Fiscal Year 2006**

Agency	Hires	Rehires	Promotions	Demotions	Transfers
Kansas Inc	N/A	N/A	N/A	N/A	N/A
Kansas Public Employees Ret Sys	6	0	5	1	2
Kansas State University	107	72	113	4	59
Labor, Department of	9	10	74	4	19
Lansing Correctional Facility	115	24	63	6	6
Larned Correctional Mental Health Fac.	29	4	14	0	0
Larned Juvenile Correctional Facility	13	5	12	2	4
Larned State Hospital	118	104	119	19	159
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	N/A	N/A	N/A	N/A	N/A
Library, State	0	2	2	0	0
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Lottery, The Kansas	2	0	2	1	1
Mortuary Arts, Board	0	0	0	0	0
Neurological Institute, Kansas	11	16	53	2	61
Norton Correctional Facility	38	7	30	0	6
Nursing, Board of	3	0	3	0	0
Optometry Board of Examiners		0	0	0	0
Osawatomie State Hospital	31	18	40	4	43
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Ctr	20	51	51	4	1
Pharmacy, Board of	0	0	0	0	0
Pittsburgh State University	26	7	13	2	7
Post Audit, Legislative Division	N/A	N/A	N/A	N/A	N/A
Racing & Gaming Commission, Kansas	3	2	2	0	1
Rainbow Mental Health Facility	12	8	11	1	5
Real Estate Appraisal Board	0	0	0	0	0
Real Estate Commission	1	0	1	0	0
Regents, Board of	2	0	0	0	0
Revenue, Department of	56	34	101	9	13
Reviser of Statutes	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A
Security Commissioner, Office of the	4	0	6	0	1
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	216	178	653	36	114
Tax Appeals, Board of	0	0	5	0	0
Technical Professions, State Board of	1	13	1	0	0
Technology Enterprise Corp, Kansas	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	22	17	50	1	5
Transportation, Department of	230	89	593	30	87
Treasurer, State	0	0	0	0	0
University of Kansas	55	0	7	0	3
University of Kansas Medical Center	0	0	15	0	13
Veteran Affairs, Commission on	27	69	26	4	3
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	0	0	2	0	0
Wichita State University	57	27	26	4	2
Wildlife & Parks, Department of	11	11	21	1	5
Winfield Correctional Facility	24	8	18	3	8
Total	1823	984	2871	192	915

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 2006 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 2006), 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:

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

Labels:

- 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:

<u>Action</u>	<u>Reason</u>	<u>Description</u>	<u>Turnover Type</u>
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:

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

Classification Changes FY 2006

Abolished Classes

	Job Code
Applications Programmer I	1701P2
Applications Programmer II	1702P2
Applications Programmer/Analyst I	1709P2
Applications Programmer/Analyst II	1710P2
Applications Programmer/Analyst III	1711P2
Applications Programmer/Analyst IV	1712P2
Baker	4512R1
Computer Operations Facility Specialist	1729P2
Computer Operations Manager	1746P2
Computer Operations Supervisor	1747P2
Computer Operator I	1748P2
Computer Operator II	1749P2
Computer Operator III	1750P2
Data Center Manager	4240P2
Data Control Supervisor	1757P2
Data Control Technician I	1760P2
Data Control Technician II	1764P2
Data Control Technician III	1765P2
Data Processing Operations Manager I without Systems Software	1768P2
Data Processing Operations Manager II without Systems Software	1769P2
Database Programmer/Analyst I	1773P2
Database Programmer/Analyst II	1774P2
Database Programmer/Analyst III	1777P2
Developmental Disability Unit Director	2028F2
Documentation Technical Writer	1783P2
Education Certification Specialist	2002A3
Epidemiologist	2019A3
Equipment Planning Technician I	1785P3
Equipment Planning Technician II	1786P3
Equipment Planning Technician III	1787P3
Information Center Supervisor	1789P1
Information Resource Manager I	1790P1
Information Resource Manager II	1791P1
Information Resource Specialist I	1793P1
Information Resource Specialist II	1794P1
Information Resource Specialist III	1795P1
Information Technology Consultant I	1805P1
Information Technology Consultant II	1806P1
Information Technology Consultant III	1807P1
Radio Announcer/Producer	8104E2
Research Laboratory Shop Supervisor	8339C3

**Separation of Classified Employees by Agency
Fiscal Year 2006**

Agency Name	Avg Num of Employees	Terminations				Total Separations
		Retirements	Involuntary	Neutral	Voluntary	
Accountancy, Board of	1	0	0	0	0	0
Adjutant General	44	1	0	1	3	5
Administration, Department of	602	17	5	1	35	58
Aging, Department on	166	1	2	0	17	20
Agriculture, Department of	256	7	1	1	10	19
Animal Health Department	26	0	1	0	2	3
Arts Commission, Kansas	7	0	0	0	1	1
Atchison Juvenile Correctional Facility	90	1	4	0	21	26
Attorney General	1	0	0	0	0	0
Banking Department	67	0	1	0	3	4
Barbering, Board of	1	0	0	0	0	0
Behavioral Sciences Regulatory Bd	4	0	0	0	1	1
Beloit Juvenile Correct. Facility	76	4	3	0	21	28
Blind, School for the	25	0	0	1	2	3
Citizen's Utility Ratepayer Bd	N/A	N/A	N/A	N/A	N/A	N/A
Commerce, Department of	312	22	2	0	20	44
Conservation Commission	5	0	0	0	0	0
Corporation Commission	137	5	1	1	6	13
Corrections Department of	212	2	2	0	21	25
Cosmetology, Board of	10	0	0	0	2	2
Credit Unions, Department of	12	0	0	0	0	0
Deaf, School for the	47	2	1	0	9	12
Dental Board	2	0	0	0	0	0
Education, Department of	169	4	1	0	19	24
El Dorado Correctional Facility	442	5	17	1	111	134
Ellsworth Correctional Facility	214	4	10	1	32	47
Emergency Medical Services	11.5	0	0	1	0	1
Emporia State University	314	8	1	2	17	28
Ethics Commission, Kansas Gov	N/A	N/A	N/A	N/A	N/A	N/A
Fair, Kansas State	21.5	1	0	1	2	4
Fire Marshal	46	1	1	0	0	2
Fort Hays State University	296	5	0	0	17	22
Governor, Office of the	N/A	N/A	N/A	N/A	N/A	N/A
Healing Arts, State Board of	25	1	0	0	1	2
Health & Environment, Department	781	14	8	1	37	60
Health Care Stabilization Fund Bd of Gov	8	0	0	0	0	0
Health Policy Authority, Kansas	118	0	0	0	3	3
Highway Patrol	798	20	5	1	33	59
Historical Society, State	111	4	0	0	9	13
Housing Resources Corp, Kansas	31	1	1	0	2	4
Human Rights Commission, Kansas	27	1	1	1	2	5
Hutchinson Correctional Facility	506	13	13	1	61	88
Indigents Defense Services Board	67	0	2	1	6	9
Insurance Department	28	2	0	0	1	3
Investigation, Kansas Bureau of	143	3	1	0	7	11
Juvenile Correctional Complex	224	8	14	0	41	63
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 Justice Authority	24	0	0	0	1	1
Kansas Public Employees Ret Sys	66	3	0	0	5	8
Kansas State University	1608	34	11	4	141	190
Kansas, Inc.	N/A	N/A	N/A	N/A	N/A	N/A
Labor, Department of	477	19	2	1	22	44
Lansing Correctional Facility	658	13	18	0	115	146
Larned Correctional Mental Health Facility	178	3	9	0	18	30
Larned Juvenile Correctional Facility	135	0	0	2	20	22
Larned State Hospital	743	19	14	2	108	143
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A	N/A
Legislative Research	N/A	N/A	N/A	N/A	N/A	N/A

**Separation of Classified Employees by Agency
Fiscal Year 2006**

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	0	0	0	0	0
Lieutenant Governor, Office of	N/A	N/A	N/A	N/A	N/A	N/A
Lottery, The Kansas	39	2	0	0	2	4
Mortuary Arts, Board	2	0	0	0	0	0
Neurological Institute, Kansas	531	9	12	1	47	69
Norton Correctional Facility	252	8	2	0	36	46
Nursing, Board of	19	0	1	0	1	2
Ombudsman for Corrections	N/A	N/A	N/A	N/A	N/A	N/A
Optometry Board of Examiners	1	0	0	0	0	0
Osawatomie State Hospital	363	15	21	1	43	80
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Ctr	448	12	22	1	40	75
Pharmacy, Board of	6	0	0	0	1	1
Pittsburgh State University	297	8	0	1	20	29
Pooled Money Investment Board	4	0	0	0	0	0
Racing & Gaming Commission, Kansas	38	1	0	0	1	2
Rainbow Mental Health Facility	108	1	5	0	17	23
Real Estate Appraisal Board	1	0	0	0	0	0
Real Estate Commission	10	0	0	0	1	1
Regents, Board of	19	0	0	0	3	3
Revenue, Department of	996	20	10	3	46	79
Reviser 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	18	0	0	0	2	2
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	3168	91	32	6	231	360
Tax Appeals, Board of	13	0	0	0	0	0
Technical Professions State Board of	3	0	0	0	0	0
Topeka Correctional Facility	235	5	2	0	35	42
Transportation, Department of	2986	70	20	8	214	312
Treasurer, State	10	0	0	0	1	1
University of Kansas	1419	1	0	0	9	10
University of Kansas Medical Center	461	12	7	1	46	66
Veteran Affairs, Commission on	331	5	17	1	68	91
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	20	0	0	0	1	1
Wichita State University	653	18	5	1	65	89
Wildlife & Parks, Department of	390	18	2	0	13	33
Winfield Correctional Facility	197	1	5	1	26	33
Total	23431	545	315	50	1974	2884
% of Total		18.90	10.92	1.73	68.45	

Source: SHARP (FY 2006); Excludes unclassified, temporary and student employees. Agencies not appearing on the report have no classified employees.

**Classified Employees Turnover by Agency
Fiscal Year 2006**

Agency Name	Avg Number of Employees FY 2006	Turnover Rate						
		FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Accountancy, Board of	1.5	100.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%
Adjutant General	43.5	6.19%	9.90%	0.00%	11.65%	14.89%	6.67%	11.49%
Administration, Department of	572.5	12.11%	9.23%	10.20%	14.79%	9.49%	7.29%	10.13%
Aging, Department on	164	7.78%	9.76%	10.17%	20.00%	15.24%	10.91%	12.20%
Agriculture, Department of	258.5	13.63%	9.47%	4.97%	8.03%	7.68%	10.04%	7.35%
Animal Health Department	26.5	3.85%	7.69%	7.41%	7.55%	15.38%	3.85%	11.32%
Arts Commission, Kansas	6.5	0.00%	0.00%	30.77%	0.00%	14.29%	0.00%	15.38%
Atchison Juvenile Correctional Facility	82	12.56%	15.50%	15.67%	16.51%	34.59%	35.03%	31.71%
Attorney General	1	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%
Banking Department	71	13.74%	15.04%	7.30%	14.09%	5.41%	19.58%	5.63%
Barbering, Board of	1	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%
Beloit Juvenile Correctional Facility	68.5	14.58%	19.10%	19.25%	21.18%	5.99%	39.51%	40.88%
Blind, School for the	24.5	9.09%	9.52%	3.39%	10.53%	7.41%	23.53%	12.24%
Commerce, Department of	309.5	21.74%	18.88%	15.25%	13.08%	5.23%	11.27%	14.22%
Conservation Commission	5.5	0.00%	16.67%	33.33%	0.00%	18.18%	0.00%	0.00%
Corporation Commission	135.5	8.66%	8.59%	7.72%	5.34%	5.38%	4.51%	9.59%
Corrections, Department of	263.5	8.45%	13.47%	8.11%	10.73%	11.02%	8.19%	11.83%
Cosmetology, Board of	10	10.00%	31.58%	0.00%	20.00%	10.00%	30.00%	20.00%
Credit Unions, Department of	12	18.18%	9.09%	9.09%	0.00%	0.00%	0.00%	0.00%
Deaf, School for the	46.5	14.43%	23.40%	14.29%	18.56%	14.74%	10.42%	25.81%
Dental Board	2	100.00%	0.00%	100.00%	0.00%	0.00%	100.00%	0.00%
Education, Department of	166.5	8.31%	7.72%	7.52%	12.58%	9.50%	8.31%	14.41%
El Dorado Correctional Facility	435	21.27%	20.68%	24.61%	21.22%	26.34%	19.82%	30.80%
Ellsworth Correctional Facility	215.5	11.83%	18.38%	12.87%	17.57%	20.09%	21.96%	21.81%
Emergency Medical Services	10.5	9.09%	19.05%	8.70%	17.39%	8.70%	8.70%	0.00%
Emporia State University	310	12.44%	10.08%	8.14%	8.67%	7.12%	8.92%	9.35%
Ethics Commission, Kansas Gov	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fair, Kansas State	21	22.86%	10.00%	20.00%	30.00%	9.30%	18.60%	14.29%
Fire Marshal	46	10.39%	7.32%	2.33%	4.60%	6.98%	6.67%	4.35%
Fort Hays State University	291	10.20%	8.43%	8.70%	6.98%	6.01%	6.73%	7.56%
Governor, Office of the	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Healing Arts, State Board of	25	13.64%	14.29%	0.00%	18.18%	13.64%	8.00%	20.00%
Health & Environment, Department of	770	11.92%	9.58%	10.73%	11.68%	9.03%	7.68%	11.56%
Health Care Stabilization Fund Bd of Gov	8	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Health Policy Authority, Kansas	134	N/A	N/A	N/A	N/A	N/A	0.00%	2.24%
Highway Patrol	804	13.67%	12.40%	11.53%	7.36%	7.89%	6.21%	7.34%
Historical Society, State	109	15.08%	20.08%	9.72%	13.04%	7.34%	9.01%	11.93%
Housing Resources Corp, Kansas	28.5	ND	ND	ND	ND	5.56%	6.15%	14.04%
Human Rights Commission, Kansas	26.5	10.17%	42.11%	21.43%	0.00%	29.09%	7.55%	18.87%
Hutchinson Correctional Facility	509.5	14.72%	15.51%	16.02%	18.29%	15.00%	16.21%	17.27%
Indigents Defense Services Board	66	12.70%	16.92%	17.19%	9.60%	17.74%	4.65%	13.64%
Insurance Department	25	2.15%	4.82%	5.48%	8.70%	19.05%	10.34%	12.00%
Investigation, Kansas Bureau of	144.5	6.32%	9.63%	5.93%	6.33%	6.12%	5.57%	7.61%
Juvenile Correctional Complex	225	N/A	N/A	N/A	N/A	N/A	9.52%	28.00%
Judicial Branch	N/A	N/A	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	N/A	N/A
Juvenile Justice Authority	24	4.65%	12.50%	19.61%	15.39%	31.37%	16.00%	4.17%
Kansas Public Employees Ret Sys	65.5	6.78%	6.61%	7.52%	14.93%	7.52%	4.55%	12.21%
Kansas State University	1595	12.39%	12.99%	10.41%	11.11%	9.19%	12.06%	11.91%
Kansas, Inc.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Labor, Department of	451.5	10.18%	11.23%	8.32%	7.37%	9.42%	12.75%	9.75%
Lansing Correctional Facility	648.5	19.52%	23.66%	24.24%	26.14%	26.80%	28.64%	22.51%
Larned Correctional Mental Health Facility	176.5	17.87%	19.39%	15.34%	16.81%	12.96%	18.99%	17.00%
Larned Juvenile Correctional Facility	130	19.01%	19.33%	17.72%	11.48%	14.39%	16.79%	16.92%
Larned State Hospital	785.5	13.75%	17.17%	11.82%	16.63%	17.32%	21.88%	18.20%
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legislative Research	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**Classified Employees Turnover by Agency
Fiscal Year 2006**

Agency Name	Avg Number of Employees FY 2006	Turnover Rate						
		FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Legislature	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Library, State	20.5	21.28%	4.26%	4.17%	8.33%	8.51%	9.09%	0.00%
Lieutenant Governor, Office of	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Lottery, Kansas	38.5	17.78%	2.35%	22.50%	2.53%	4.88%	0.00%	10.39%
Mortuary Arts, Board of	2	0.00%	0.00%	50.00%	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%
Norton Correctional Facility	250	10.94%	10.18%	9.16%	7.35%	12.70%	14.20%	18.40%
Nursing, Board of	19.5	27.59%	14.29%	24.24%	21.62%	5.26%	10.26%	10.26%
Optometry Board of Examiners	1	0.00%	200.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Osawatomie State Hospital	358	24.51%	25.80%	21.79%	20.33%	18.47%	21.47%	22.35%
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Cntr	446.5	9.85%	10.94%	8.98%	10.88%	9.16%	11.50%	16.80%
Pharmacy, Board of	5.5	20.00%	40.00%	75.00%	0.00%	0.00%	0.00%	18.18%
Pittsburgh State University	298	8.99%	8.97%	8.91%	5.32%	6.95%	8.00%	9.73%
Pooled Money Investment Board	4	N/R	N/R	N/R	22.22%	0.00%	0.00%	0.00%
Racing & Gaming Commission, Kansas	38.5	12.66%	20.25%	10.13%	7.60%	4.88%	7.50%	5.19%
Rainbow Mental Health Facility	107.5	25.37%	26.67%	17.62%	33.78%	23.36%	20.66%	21.40%
Real Estate Appraisal Board	1	66.67%	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%
Regents, Board of	18.5	9.52%	0.00%	0.00%	0.00%	16.22%	10.00%	16.22%
Revenue, Department of	1001.5	9.17%	9.89%	7.97%	6.92%	7.31%	8.19%	7.89%
Reviser of Statutes	N/A	N/A	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	N/A	N/A
Securities Commissioner of Kansas	19.5	14.29%	15.79%	12.12%	6.25%	0.00%	5.56%	10.26%
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	3184.5	10.20%	9.85%	9.10%	10.60%	8.73%	11.79%	11.30%
Tax Appeals, Board of	13	24.39%	0.00%	11.11%	19.36%	7.41%	0.00%	0.00%
Technical Professions, Board of	3	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technology Enterprise Corporation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	232	21.40%	34.07%	16.47%	10.21%	13.51%	10.02%	18.10%
Topeka Juvenile Correctional Facility	N/A	15.74%	13.18%	24.39%	19.62%	37.41%	60.83%	N/A
Transportation, Kansas Department of	2984	10.18%	9.27%	9.36%	9.16%	8.37%	10.19%	10.46%
Treasurer, State	9.5	23.26%	20.00%	0.00%	0.00%	8.70%	0.00%	10.53%
University of Kansas	710	21.07%	21.34%	20.34%	16.88%	17.40%	17.46%	1.41%
University of Kansas Medical Center	461.5	17.87%	21.48%	16.17%	20.97%	12.75%	13.93%	14.30%
Veteran Affairs, Commission on	334.5	23.24%	29.16%	55.68%	41.97%	35.42%	30.70%	27.20%
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	19.5	0.00%	9.52%	19.51%	5.26%	5.56%	0.00%	5.13%
Wichita State University	639.5	14.62%	12.30%	11.90%	13.56%	10.55%	9.84%	13.92%
Wildlife and Parks, Department of	388	5.18%	6.18%	4.09%	6.11%	4.05%	5.61%	8.51%
Winfield Correctional Facility	198	16.58%	16.00%	14.65%	13.17%	16.61%	17.17%	16.67%
Statewide	22,712	13.01%	13.47%	12.50%	12.69%	11.84%	13.05%	12.86%

Source: SHARP (FY 2000-2006); excludes unclassified, temporary and student employees.

Agency Turnover FY 2006

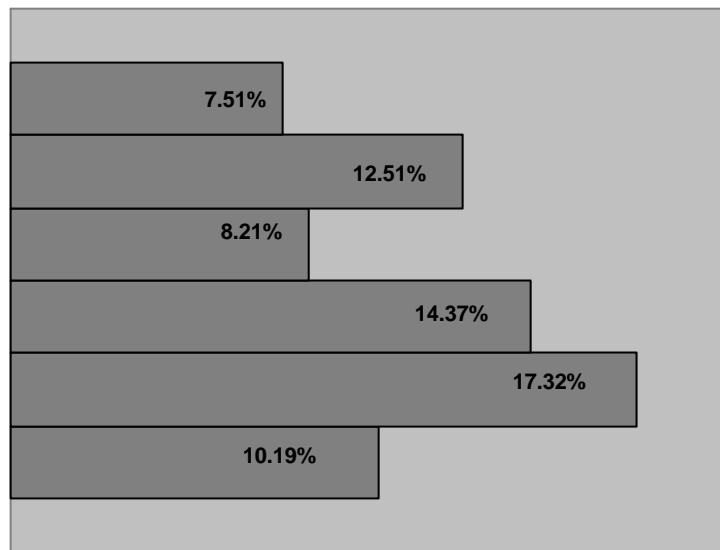
Agencies with less than 10% Turnover

Excludes agencies with less than an average of 100 classified employees for FY 2006.

Agency Name	Avg Number of Classified Employees	Turnover
Health Policy Authority	134	2.24%
Highway Patrol	804	7.34%
Agriculture, Department of	258.5	7.35%
Fort Hays State University	291	7.56%
Investigation, Kansas Bureau of	144.5	7.61%
Revenue, Department of	1001.5	7.89%
Wildlife & Parks, Department of	388	8.51%
Emporia State University	310	9.35%
Corporation Commission	135.5	9.59%
Pittsburgh State University	298	9.73%
Labor, Department of	451.5	9.75%

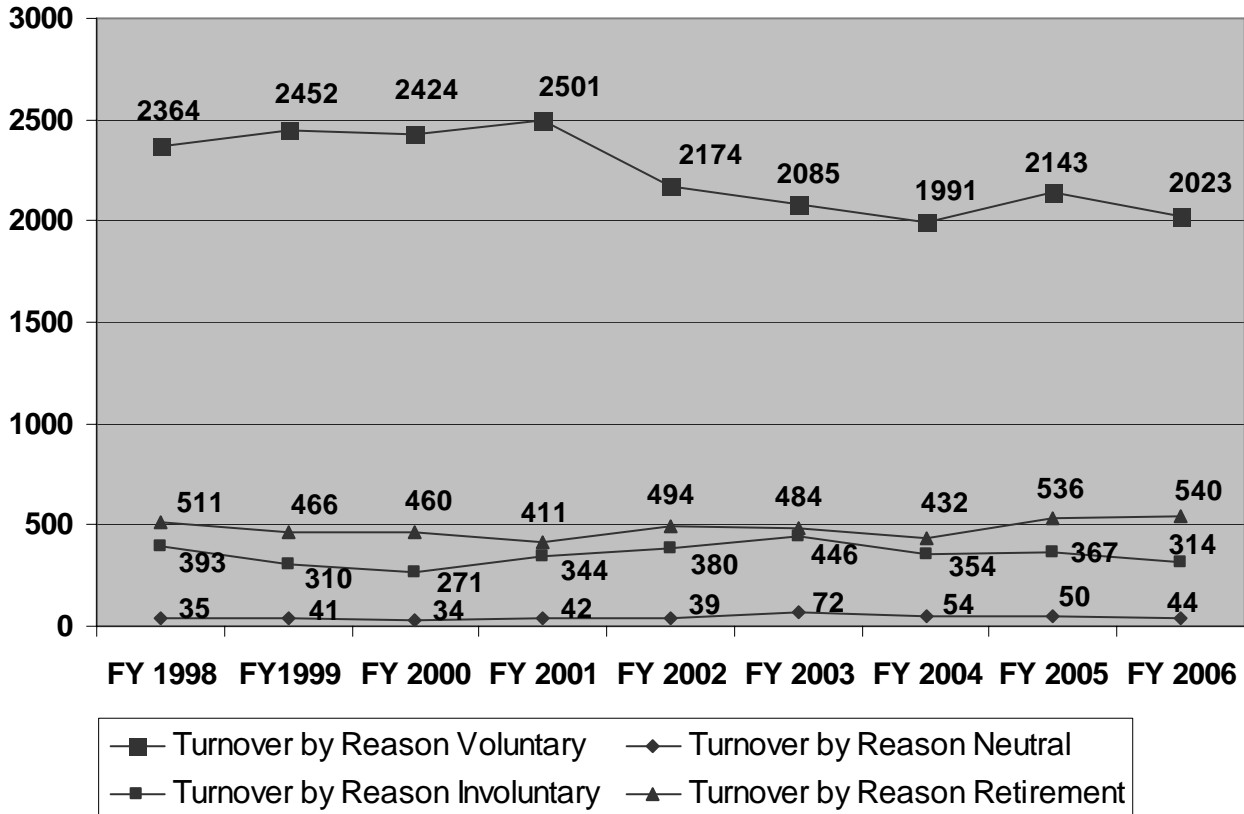
Turnover by Function of Government

- Agriculture & Natural Resources
- Education
- General
- Human Resources
- Public Safety
- Transportation



Source: SHARP (FY 2006); Excludes unclassified, temporary and student employees.

Turnover by Reason



Source: SHARP (1998-2006); Excludes unclassified, temporary and student employees.

Turnover: Job Classes Above the FY 2006 State Average (12.86%)

Job Class	Avg Num of Employees FY 2006	Turnover Rate						
		FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
Administrative Assistant	949	16.10%	17.38%	0.16	16.62%	13.56%	14.67%	14.76%
Animal Science Technician	35	10.39%	16.67%	9.52%	21.33%	10.67%	17.95%	20.00%
Applications Developer I	50	NA	NA	NA	NA	NA	NA	18.18%
Certified Nurses Aide I	74	NA	NA	NA	NA	NA	NA	39.46%
Certified Nurses Aide II	46	NA	NA	NA	NA	NA	NA	17.58%
Chemist II	16	24.39%	20.51%	17.65	18.18%	16.67%	0.00%	25.00%
Communications Specialist I	20	51.06%	40.96%	0.33	28.99%	30.43%	63.41%	35.00%
Cook	70	28.72%	23.71%	0.23	12.81%	23.16%	21.84%	40.00%
Cook Senior	28	NA	NA	NA	15.15%	15.38%	12.90%	14.29%
Corrections Officer I (A)	599	39.93%	45.50%	0.44	45.57%	51.28%	50.62%	52.13%
Corrections Officer I (B)	417	12.68%	11.51%	11.36%	13.10%	10.83%	15.68%	13.19%
Corrections Officer II	420	11.45%	15.37%	12.29%	9.74%	14.15%	10.10%	19.31%
Custodial Crew Leader	36	6.78%	12.50%	19.72%	6.25%	6.56%	17.39%	19.72%
Custodial Specialist	464	44.19%	29.91%	0.27	22.75%	20.31%	17.53%	14.89%
Custodial Worker	154	21.70%	22.62%	0.26	25.67%	22.22%	21.29%	26.71%
Developmental Disability Specialist	16	NA	NA	NA	NA	NA	NA	12.90%
Economic Development Rep III	32	14.55%	11.32%	18.52	10.53%	10.34%	5.97%	21.88%
Education Program Consultant	55	8.08%	6.25%	5.77%	15.93%	10.26%	14.16%	12.84%
Electrician Senior	42	NA	NA	9.30%	7.34%	13.33%	7.14%	16.87%
Engineering Associate II	39	12.35%	2.33%	8.25%	17.02%	18.39%	18.39%	20.51%
Engineering Associate III	98	5.97%	8.12%	4.83%	11.93%	8.37%	10.38%	15.31%
Engineering Technician Associate	39	40.00%	22.22%	30.30%	17.89%	25.88%	15.58%	23.38%
Equipment Mechanic	61	NA	NA	4.48%	9.38%	8.40%	15.00%	14.88%
Equipment Operator	532	NA	NA	14.38%	9.14%	11.29%	17.48%	17.87%
Equipment Operator Trainee	109	3.67%	11.67%	35.15%	34.59%	36.99%	44.94%	31.34%
Extension Nutritional Asst I	15	14.81%	24.00%	8.89%	30.77%	5.71%	29.41%	40.00%
Food Service Supervisor	37	NA	NA	5.71%	15.15%	5.80%	2.63%	24.66%
Food Service Worker	80	52.17%	56.98%	46.15%	39.31%	51.19%	50.60%	36.25%
Graphic Designer Senior	18	NA	NA	10.81%	5.00%	5.13%	16.67%	17.14%
Health Facility Surveyor I	72	29.49	11.51	22.22%	24.06%	13.85%	11.51%	20.83%
Highway Patrol Captain	20	14.81%	0.00%	13.79%	13.33%	15.00%	10.53%	15.00%
Juvenile Corrections Officer I	240	22.75%	22.03%	28.86%	23.84%	40.08%	42.41%	40.92%
Juvenile Corrections Officer II	45	15.19%	6.82%	12.77%	12.12%	26.80%	22.73%	15.56%
Laundry Worker	17	19.51	25.64	21.05%	11.11%	0.00%	11.76%	23.53%
Licensed Practical Nurse	45	21.05%	49.35%	29.73%	36.62%	27.16%	39.53%	22.22%
Licensed Practical Nurse Senior	77	4.30%	33.01%	26.79	25.00%	27.20%	20.00%	20.78%
Mental Health/Disability Tech	743	NA	NA	NA	NA	NA	NA	16.70%
Mental Health/Disability Tech Trn	85	NA	NA	NA	NA	NA	NA	54.12%
Microbiologist II	19	4.26%	15.38%	4.55%	18.18%	13.95%	25.00%	16.22%
Network Service Technician III	22	NA	NA	NA	NA	NA	NA	13.64%
Office Assistant	159	18.18%	14.90%	16.01	23.70%	14.41%	15.52%	16.40%
Parole Officer I	74	11.76%	20.61%	7.45%	14.19%	12.16%	9.15%	20.41%
Plant Science Technician I	15	13.70%	14.49%	ND	7.69%	13.04%	14.29%	13.33%
Plant Science Technician II	39	0.00%	4.00%	3.77	3.33%	2.94%	7.89%	15.59%
Power Plant Operator Senior	25	13.16%	16.30%	12.31	20.97%	30.11%	16.95%	20.41%
Professional Civil Engineer I	79	4.76%	4.40%	2.16	10.00%	10.07%	4.42%	16.56%
Program Specialist I	104	15.04%	16.81%	8.73%	11.11%	13.58%	18.47%	21.15%
Qualified Dev Disability Prof	23	NA	NA	NA	NA	8.70%	4.44%	13.33%
Registered Nurse	15	NA	NA	NA	21.74%	21.28%	23.81%	53.33%

Turnover: Job Classes Above the FY 2006 State Average (12.86%)

Turnover Rate

Job Class	Avg Num of	FY	FY	FY	Turnover Rate				
	Employees FY	2000	2001	2002	FY 2003	FY 2004	FY 2005	FY 2006	
Registered Nurse Senior	194	NA	NA	NA	NA	22.75%	21.88%	30.49%	
Safety and Security Officer I	94	24.30%	20.44%	23.58%	26.18%	16.75%	14.81%	20.32%	
Social Worker	199	15.14%	16.86%	8.10%	11.98%	9.25%	18.25%	18.09%	
Social Work Specialist	212	6.06%	19.35%	0.00%	4.44%	17.02%	21.43%	15.13%	
Special Investigator I	46	13.11%	29.27%	4.76%	6.84%	19.80%	20.45%	30.43%	
State Auditor I	24	9.16%	8.25%	23.19%	12.50%	3.70%	16.00%	20.83%	
Technology Support Technician I	17	NA	NA	NA	NA	NA	NA	18.18	
Technology Support Consultant III	51	NA	NA	NA	NA	NA	NA	15.69	
Utility Worker	34	30.67%	28.57%	35.51%	30.38%	26.03%	16.67%	14.71	
Veterinary Technician II	15	19.05%	16.00%	0.00%	0.00%	16.67%	46.67%	20.00%	

Comments: Excludes job classes with less than an average of 15 employees and job classes with a turnover rate below the state average (13.02%). 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% and for FY 2005 it was 13.02%.

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

Source: SHARP (FY 2000-2006); excludes unclassified, temporary and student employees.

Job Class Turnover FY 2006

Job Classes with 0% Turnover in FY 2006

Job Title	Average Number of Employees
Custodial Manager	19.5
Environmental Scientist V	21.5
Highway Maintenance Superintendent	16
Management Systems Analyst III	17.5
Motor Carrier Inspector III	15.5
Natural Resource Officer II	19.5
Network Control Technician II	18
Procurement Officer I	25.5
Professional Environmental Engineer II	17
Property Appraiser I	19.5
Technology Support Supervisor	26
VIN Inspector Lead	20.5

*Excludes job classes with less than an average of 15 employees in FY 2006

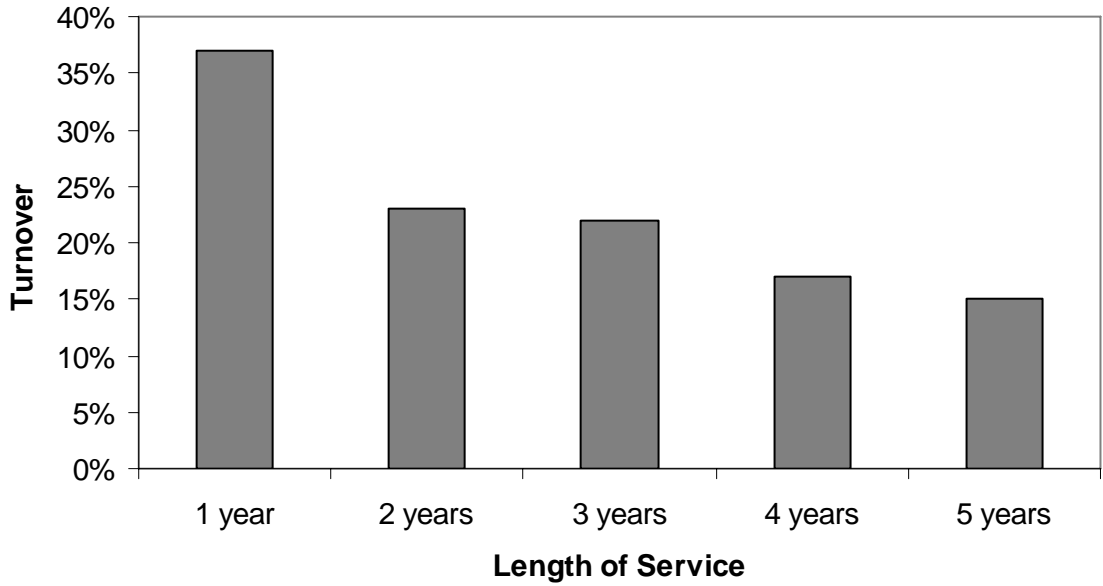
Job Classes with 20% or Higher Turnover Rates in FY 2006

Job Title	Avg Num of Employees	Turnover	Job Title	Avg Num of Employees	Turnover
Animal Science Technician I	35	20.00%	Juvenile Corrections Officer I	239.5	40.92%
Certified Nurse Aide I	73.5	39.46%	Laundry Worker Licensed Practical Nurse	17	23.53%
Chemist II	16	25.00%	Nurse Licensed Practical Nurse Sr	45	22.22%
Communications Specialist I	20	35.00%	Nurse Sr	77	20.78%
Cook	70	40.00%	MHDD Technician Trn	85	54.12%
Corrections Officer I (A)	598.5	52.13%	Parole Officer I	73.5	20.41%
Custodial Worker	153.5	26.71%	Power Plant Operator Senior	24.5	20.41%
Economic Development Rep III	32	21.88%	Program Specialist I	104	21.15%
Engineering Associate II	39	20.51%	Registered Nurse	15	53.33%
Engineering Technician Assoc	38.5	23.38%	Registered Nurse Senior	193.5	30.49%
Equipment Operator Trainee	108.5	31.34%	Safety And Security Officer I	93.5	20.32%
Extension Nutritional Asst I	15	40.00%	Special Investigator I	46	30.43%
Food Service Supervisor	36.5	24.66%	State Auditor I	24	20.83%
Food Service Worker	80	36.25%	Veterinary Technician II	15	20.00%
Health Facility Surveyor I	72	20.83%			

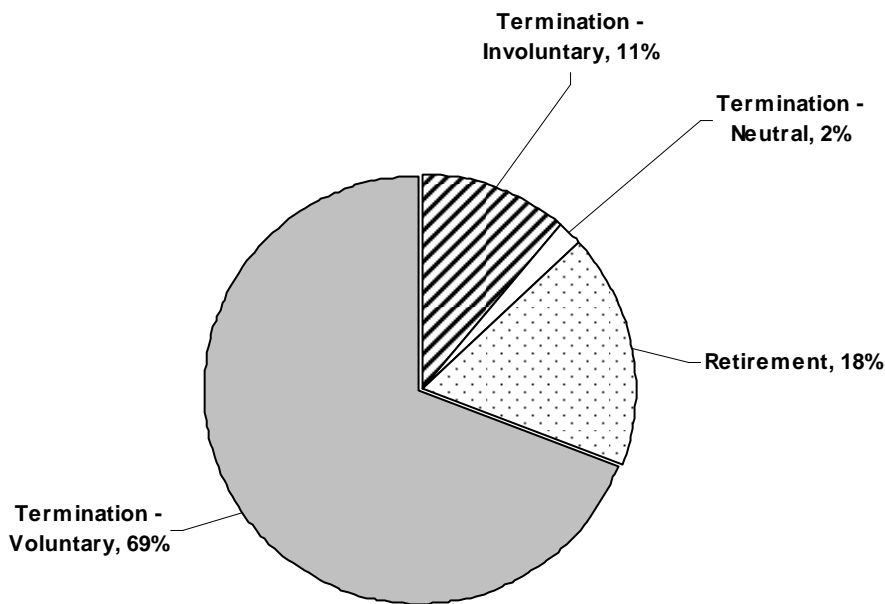
*Excludes job classes with less than an average of 15 employees in FY 2006

Source: SHARP (FY 2006); Excludes unclassified, temporary and student employees.

**FY 2006: Classified Employees
Turnover by Length of Service - 5 yrs or less service length**

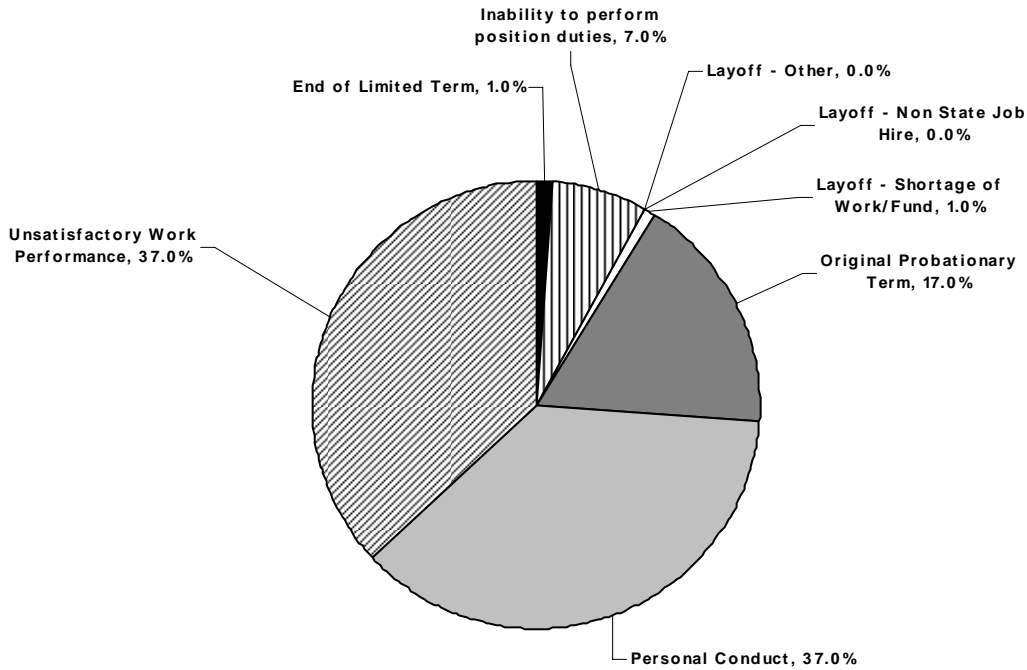


**STATE OF KANSAS
FY 2006 Classified Employee Terminations Due to Leaving State Service**

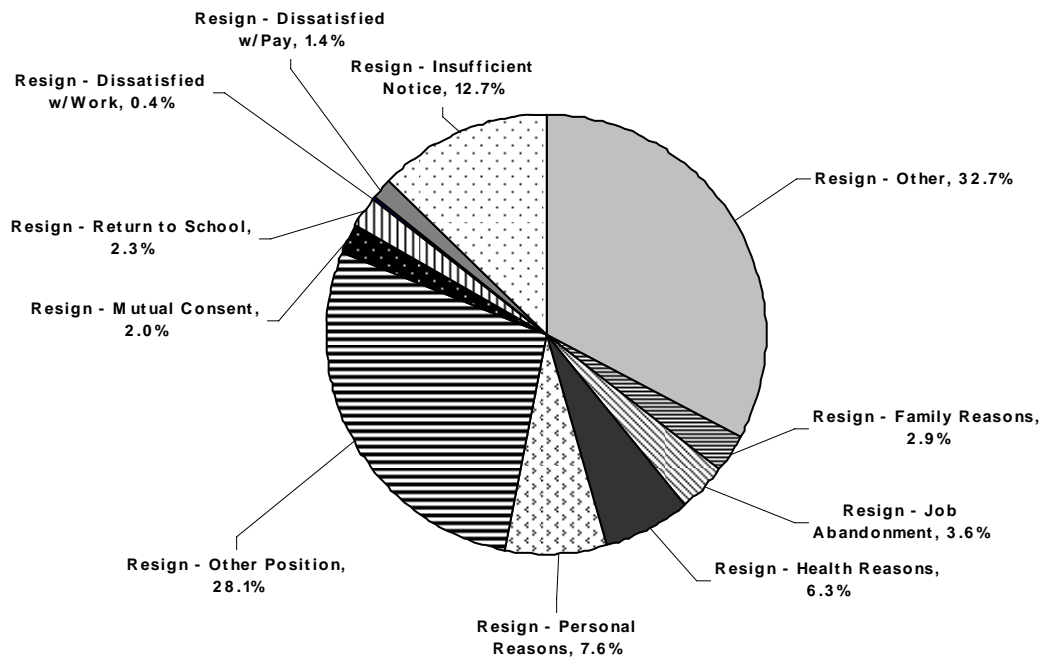


Source: SHARP (FY 2006); Excludes unclassified, temporary and student employees.

**Classified Employee Terminations Due to Leaving State Service
FY 2006 Involuntary Terminations: Percent Breakdown by Type of Termination**

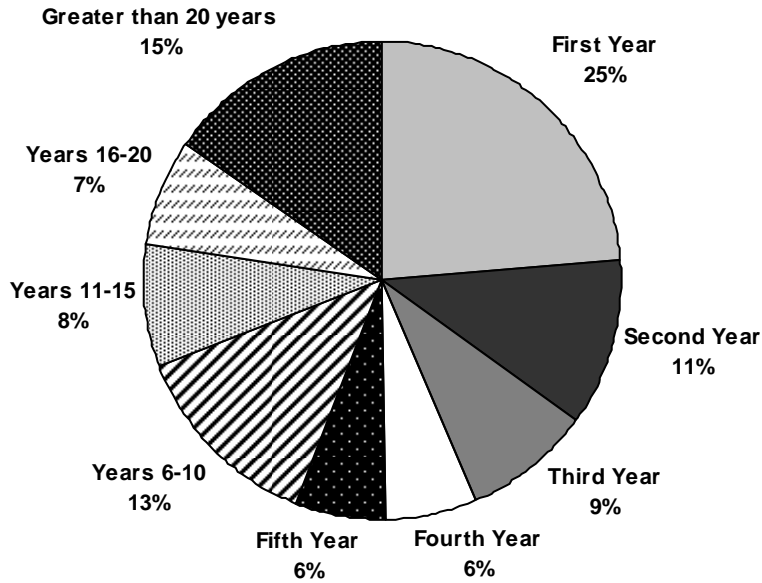


**Classified Employee Terminations Dues to Leaving State Service
FY 2006 Voluntary Terminations: % Breakdown by Type of Termination**

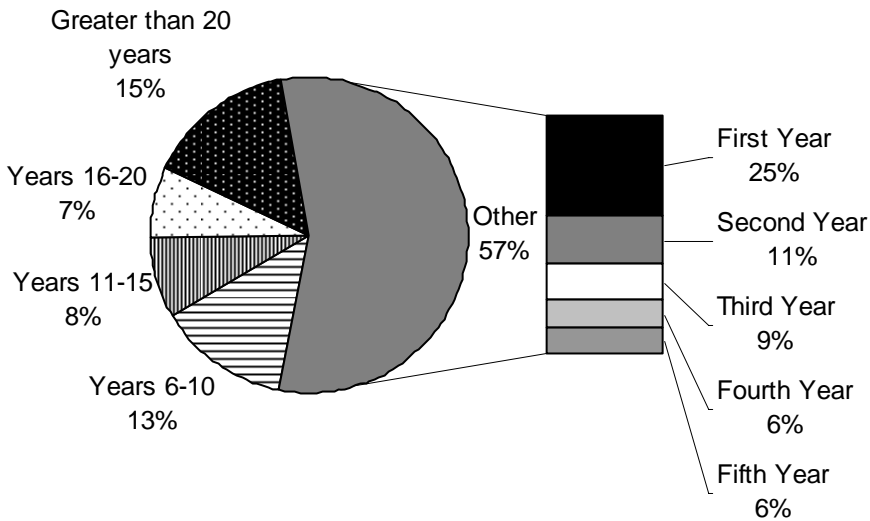


Source: SHARP (FY 2006); Excludes unclassified, temporary and student employees.

FY 2006 : Terminations by Length of Service

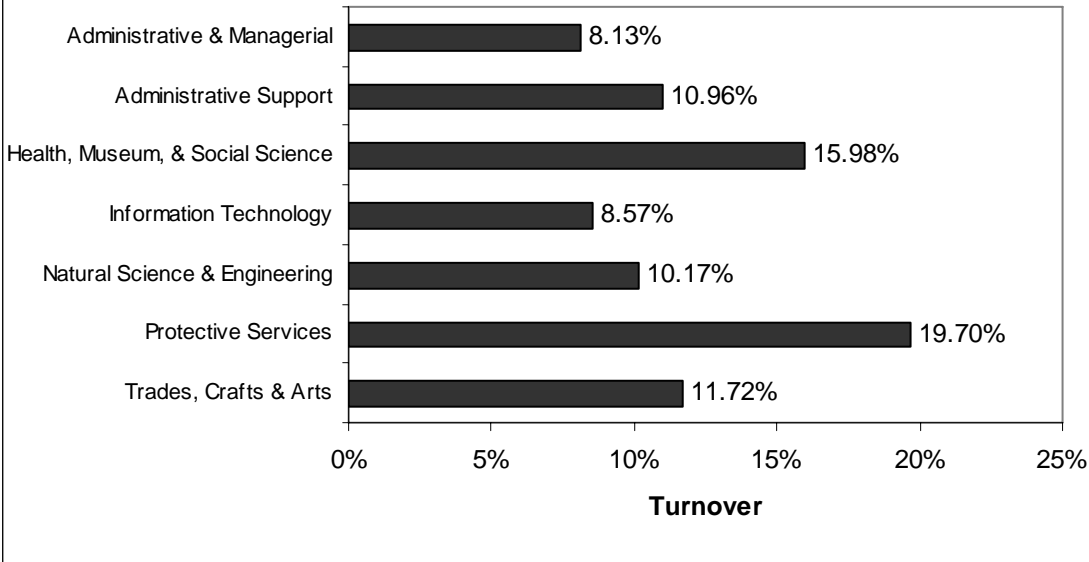


**Terminations By Length of Service
Contribution of Service Length to Number of Terminations
FY 2006**



Source: SHARP (2006); Excludes unclassified, temporary and student employees.

Turnover by Recruitment Category



Source: SHARP (June 2006); 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, 2006
- 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 2006

Agency Name	Number of Employees Fiscal Year 2006	Actual Retirements		Retirement Eligible by December 2011			% Eligible
		FY 2006	Early	Full	Total		
Accountancy, Board of	3	0	1	1	2	67%	
Adjutant General	185	2	52	73	125	68%	
Administration, Department of	537	20	90	198	288	54%	
Aging, Department on	171	1	30	68	98	57%	
Agriculture, Department of	277	7	47	77	124	45%	
Animal Health Department	30	0	6	13	19	63%	
Arts Commission, Kansas	7	0	1	1	2	29%	
Atchison Juvenile Correct.Facility	75	1	9	18	27	36%	
Attorney General	86	0	18	17	35	41%	
Banking Department	89	1	7	7	14	16%	
Barbering Board of	2	0	0	2	2	100%	
Behavioral Sciences Regulatory Board	7	0	1	2	3	43%	
Beloit Juvenile Correct. Facility	62	4	11	19	30	48%	
Blind, School for the	84	0	16	24	40	48%	
Citizens Utility Ratepayer Board	4	0	1	1	2	50%	
Commerce, Department of	318	22	56	147	203	64%	
Conservation Commission	12	0	3	3	6	50%	
Corporation Commission	200	7	39	72	111	56%	
Corrections, Department of	276	7	53	66	119	43%	
Cosmetology, Board of	11	0	1	5	6	55%	
Credit Unions, Department of	13	0	2	8	10	77%	
Deaf, School for the	151	2	26	48	74	49%	
Dental Board	3	0	0	1	1	33%	
Education, Department of	188	6	31	71	102	54%	
El Dorado Correctional Facility	429	5	9	9	18	4%	
Ellsworth Correctional Facility	219	3	8	10	18	8%	
Emergency Medical Services	11	1	4	4	8	73%	
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	23	1	2	1	3	13%	
Fire Marshal	48	1	9	13	22	46%	
Fort Hays State University	N/R	N/R	N/R	N/R	N/R	N/R	
Governor, Office of the	40	0	1	7	8	20%	
Healing Arts, State Board of	30	2	3	8	11	37%	
Health & Environment, Department of	782	11	163	233	396	51%	
Health Care Stabilization fund Bd of Gov	15	0	2	4	6	40%	
Health Policy Authority, Kansas	164	0	33	47	80	49%	
Highway Patrol	818	20	42	85	127	16%	
Historical Society, State	108	4	21	39	60	56%	
Housing Resources Corp, Kansas	42	1	6	7	13	31%	
Human Rights Commission, Kansas	29	1	4	11	15	52%	
Hutchinson Correctional Facility	514	12	16	23	39	8%	
Indigents Defense Services Board	166	0	19	12	31	19%	
Insurance Department	126	5	21	42	63	50%	
Investigation, Kansas Bureau of	153	6	18	32	50	33%	
Judicial Branch	1849	29	290	534	824	45%	
Judicial Council	5	0	0	2	2	40%	
Juvenile Correctional Complex	227	8	22	37	59	26%	
Juvenile Justice Authority	34	1	6	5	11	32%	
Kansas Inc	2	0	1	0	1	50%	

Actual and Eligible Retirements by Agency
Fiscal Year 2006

Agency Name	Number of Employees Fiscal Year 2006	Actual Retirements		Retirement Eligible by December 2011			% Eligible
		FY2006	Early	Full	Total		
Kansas Public Emp Retirement Sys	79	3	12	27	39	49%	
Kansas State University	N/R	N/R	N/R	N/R	N/R	N/R	
Labor, Department of	450	19	73	185	258	57%	
Lansing Correctional Facility	643	13	12	19	31	5%	
Larned Correctional Mental Health Fac	175	3	8	4	12	7%	
Larned Juvenile Correctional Facility	127	0	14	23	37	29%	
Larned State Hospital	857	22	98	218	316	37%	
Legislative Coordinating Council	11	0	2	4	6	55%	
Legislative Research Department	36	1	4	14	18	50%	
Legislature	34	0	4	15	19	56%	
Library, State	23	0	6	10	16	70%	
Lieutenant Governor, Office of the	3	0	0	1	1	33%	
Lottery, Kansas	75	3	21	23	44	59%	
Mortuary Arts, Board of	3	0	1	2	3	100%	
Neurological Institute, Kansas	541	10	72	133	205	38%	
Norton Correctional Facility	248	8	3	9	12	5%	
Nursing, Board of	22	0	5	4	9	41%	
Optometry Board of Examiners	1	0	0	1	1	100%	
Osawatomie State Hospital	369	17	48	113	161	44%	
Parole Board, Kansas	3	0	0	2	2	67%	
Parsons State Hospital & Trng Center	451	13	64	102	166	37%	
Pharmacy, Board of	6	0	0	1	1	17%	
Pittsburgh State University	N/R	N/R	N/R	N/R	N/R	N/R	
Post Audit, Legislative Division	24	0	3	7	10	42%	
Racing & Gaming Commission	55	3	6	14	20	36%	
Rainbow Mental Health Facility	112	3	15	30	45	40%	
Real Estate Appraisal Board	2	0	0	1	1	50%	
Real Estate Commission	12	0	2	3	5	42%	
Regents, Board of	51	0	9	14	23	45%	
Revenue, Department of	1038	19	162	469	631	61%	
Reviser of Statutes	26	0	2	16	18	69%	
Secretary of State	50	0	7	6	13	26%	
Securities Commissioner, Office of the	31	1	5	9	14	45%	
Sentencing Commission, Kansas	7	0	3	1	4	57%	
Social & Rehabilitation Services, Dept of	3233	96	527	1004	1531	47%	
Tax Appeals, Board of	21	0	5	4	9	43%	
Technical Professions, State Board of	5	0	1	4	5	100%	
Technology Enterprise Corp, Kansas	13	1	2	3	5	38%	
Topeka Correctional Facility	229	5	5	11	16	7%	
Transportation, Department of	2992	71	446	800	1246	42%	
Treasurer, State	45	0	9	12	21	47%	
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	342	5	41	65	106	31%	
Veterinary Examiners, Board of	3	0	2	0	2	67%	
Water Office, Kansas	22	0	5	8	13	59%	
Wichita State University	N/R	N/R	N/R	N/R	N/R	N/R	
Wildlife and Parks, Department of	409	18	44	117	161	39%	
Winfield Correctional Facility	200	1	9	12	21	11%	
Total	21713	526	2958	5632	8590	40%	

Source: SHARP (FY2006). 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 2011

Excludes agencies with less than 100 employees for FY 2006

Adjutant General	68%
Administration, Department of	54%
Aging, Department on	57%
Agriculture, Department of	45%
Commerce, Department of	64%
Corporation Commission	56%
Corrections, Department of	43%
Deaf, School for the	49%
Education, Department of	54%
Health & Environment, Department of	51%
Health Policy Authority, Kansas	49%
Historical Society, State	56%
Insurance Department	50%
Judicial Branch	45%
Labor, Department of	57%
Osawatomie State Hospital	44%
Rainbow Mental Health Facility	40%
Revenue, Department of	61%
Social & Rehabilitation Services, Dept of	47%
Transportation, Department of	42%

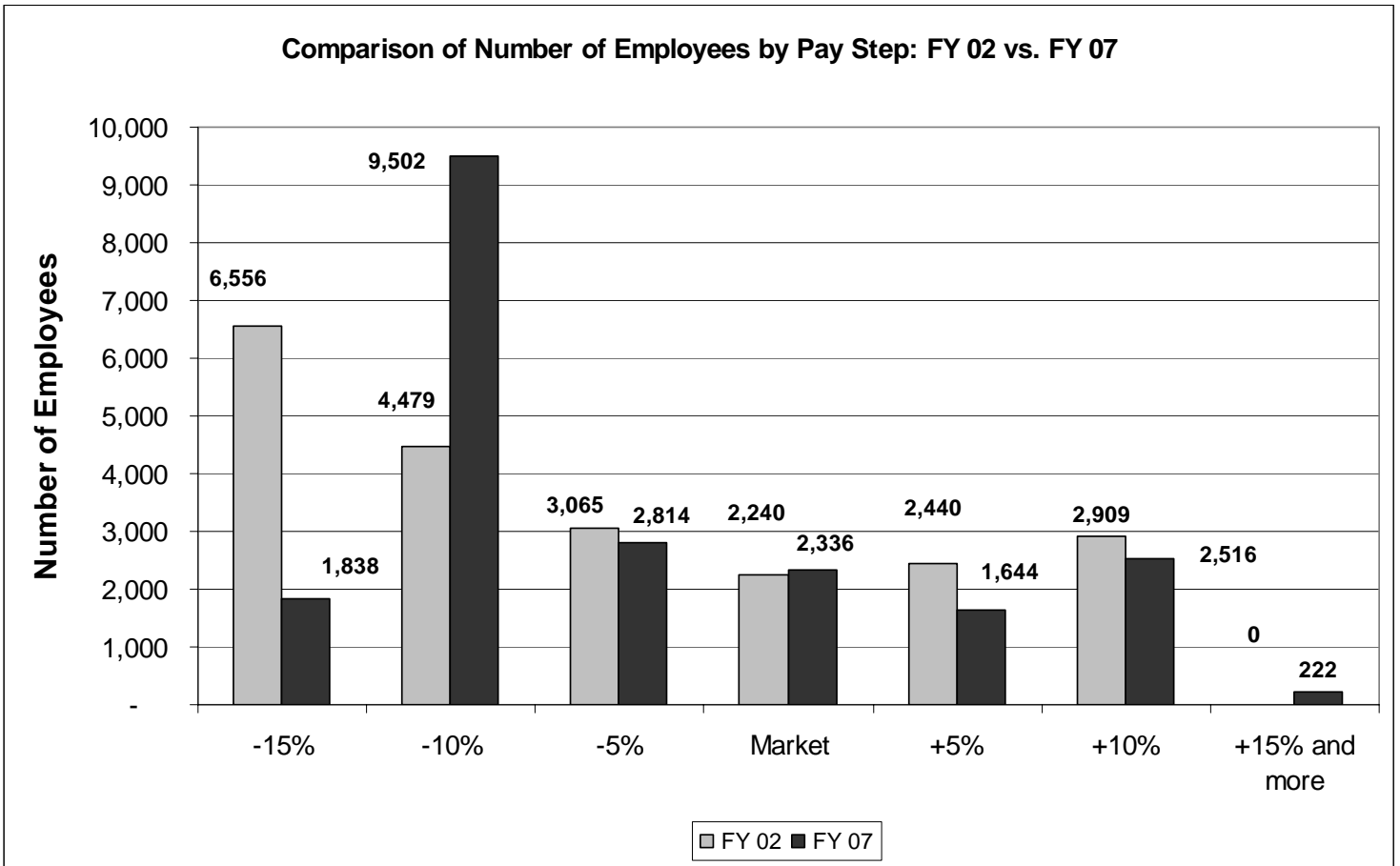
Agencies with 15% or less of their workforce consisting of employees that are retirement eligible by 2011.

Excludes agencies with less than 100 employees for FY2006

El Dorado Correctional Facility	4%
Ellsworth Correctional Facility	8%
Hutchinson Correctional Facility	8%
Lansing Correctional Facility	5%
Larned Correctional Mental Health Fac	7%
Norton Correctional Facility	5%
Topeka Correctional Facility	7%
Winfield Correctional Facility	11%

Source: SHARP (FY 2006). Excludes temporary and student employees.

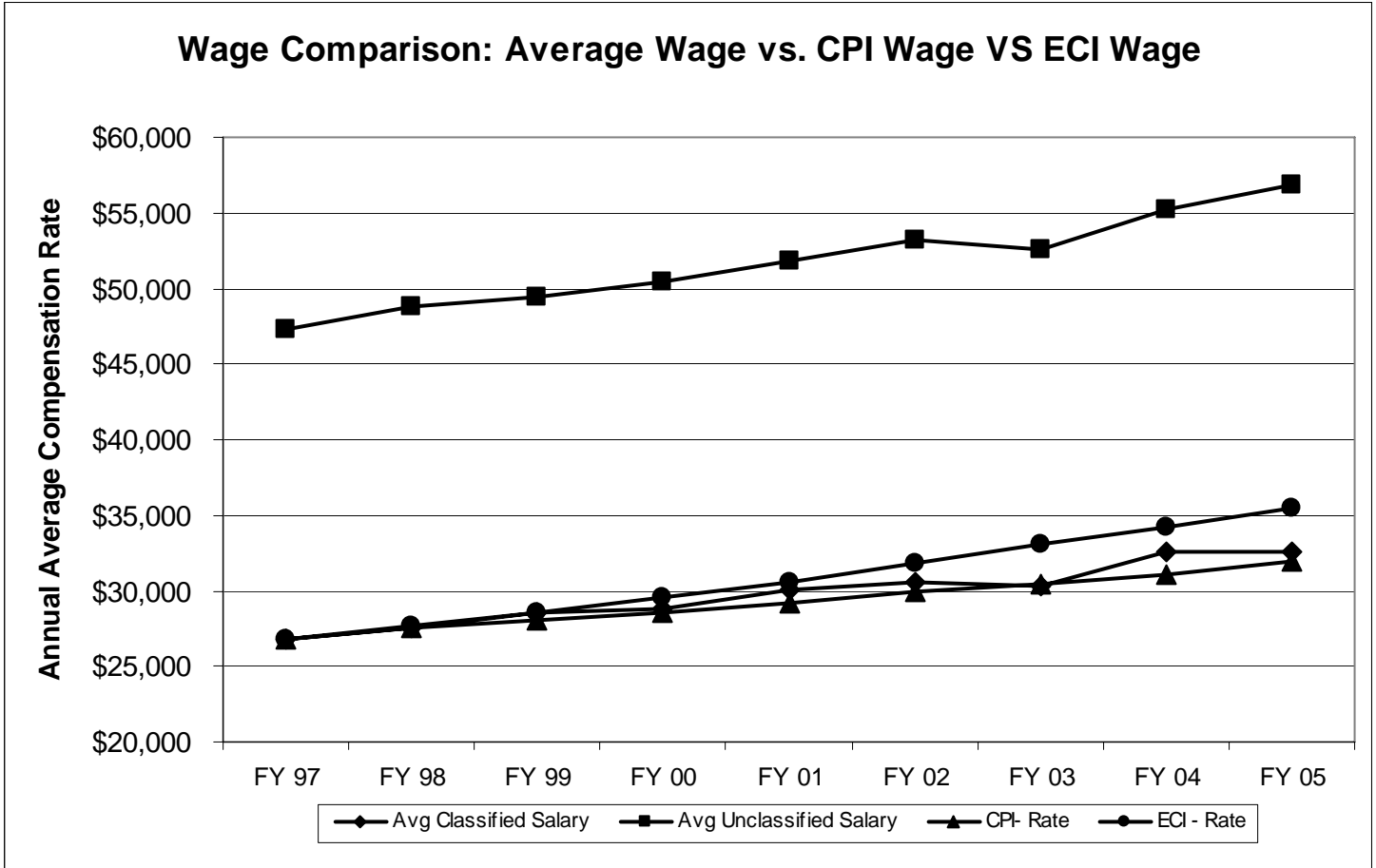
Direct and Indirect Compensation Analysis



Comments: This chart shows the effect of lack of step movement. “Market” refers to the Market rate (between step 10 and 11) for jobs in a particular pay grade. The percentages show how many employee salaries fall below (-15%, -10%, -5%) and above (+5%, +10% and +15%) the market rate. Step 4 is 15% below market rate, Step 6 is 10% below market rate and Step 8 is 5% below market rate. Step 13 is 5% over market rate, Step 15 is 10% over market rate and Above Step 15 is 15% or more above market rate.

Source: SHARP, November 28, 2006.

Direct and Indirect Compensation Analysis



Comments: This chart shows the CPI (Consumer Price Index) and ECI (Employee Cost Index) compared to the average classified and unclassified salaries between FY1997 and FY2005. The CPI is a price index that measures inflation and is considered by some to be a cost-of-living index. The ECI measures changes in the compensation rate provide by employers and may be a better measure to compare salaries to since it is a reflection of the market rate.

Source: SHARP FY 1997 to FY 2005. CPI and ECI index from the Department of Labor, Bureau of Labor Statistics.

Classified Employee Vacation Leave Usage by Agency
Fiscal Year 2006

Agency Name	Number of Employees	Agency Total			Average Per Employee	
		Hours	Dollars	Hours	Dollars	
Accountancy, Board of	2	113.5	\$1,419.18	56.75	\$709.59	
Adjutant General	43	5461.25	\$94,586.14	127.01	\$2,199.68	
Administration, Department of	518	78967	\$1,456,527.37	152.45	\$2,811.83	
Aging, Department on	162	19572.25	\$381,929.20	120.82	\$2,357.59	
Agriculture, Department of	261	32012.5	\$625,822.74	122.65	\$2,397.79	
Animal Health Department	27	3517	\$63,445.30	130.26	\$2,349.83	
Arts Commission, Kansas	6	896.75	\$16,919.42	149.46	\$2,819.90	
Atchison Juvenile Correctional Fac	74	10618	\$158,817.77	143.49	\$2,146.19	
Attorney General	1	80	\$1,547.40	80.00	\$1,547.40	
Banking Department	75	7685	\$170,899.01	102.47	\$2,278.65	
Barbering, Board of	1	80	\$1,152.40	80.00	\$1,152.40	
Behavioral Sciences Regulatory Board	5	426.75	\$6,075.20	85.35	\$1,215.04	
Beloit Juvenile Correctional Facility	61	7740	\$119,129.44	126.89	\$1,952.94	
Blind, School for the	24	3519.5	\$53,628.55	146.65	\$2,234.52	
Citizen's Utility Ratepayer Board	N/A	N/A	N/A	N/A	N/A	
Commerce, Department of	307	42772	\$819,400.98	139.32	\$2,669.06	
Conservation Commission	6	720.25	\$13,137.31	120.04	\$2,189.55	
Corporation Commission	134	17713.25	\$327,661.08	132.19	\$2,445.23	
Corrections, Department of	261	32415	\$600,553.96	124.20	\$2,300.97	
Cosmetology, Board of	10	1120.5	\$13,915.87	112.05	\$1,391.59	
Credit Unions, Department of	12	1555	\$33,622.79	129.58	\$2,801.90	
Deaf, School for the	46	4735.5	\$61,324.52	102.95	\$1,333.14	
Dental Board	2	204	\$2,665.92	102.00	\$1,332.96	
Education, Department of	164	18948.75	\$348,015.06	115.54	\$2,122.04	
El Dorado Correctional Facility	428	44806.25	\$669,679.26	104.69	\$1,564.67	
Ellsworth Correctional Facility	218	25126.25	\$399,995.43	115.26	\$1,834.84	
Emergency Medical Services	10	1289	\$21,408.98	128.90	\$2,140.90	
Emporia State University	N/A	N/R	N/R	N/R	N/R	
Ethics Commission, Kansas Gov	N/A	N/A	N/A	N/A	N/A	
Fair, Kansas State	22	1913.5	\$26,800.49	86.98	\$1,218.20	
Fire Marshal	46	5341.5	\$110,142.82	116.12	\$2,394.41	
Fort Hays State University	N/A	N/R	N/R	N/R	N/R	
Governor, Office of the	N/A	N/A	N/A	N/A	N/A	
Healing Arts, State Board of	24	2966.25	\$44,772.90	123.59	\$1,865.54	
Health & Environment, Department of	766	94688.5	\$1,899,629.55	123.61	\$2,479.93	
Health Care Stabilization Fund, Bd of Gov	8	1009.25	\$13,230.03	126.16	\$1,653.75	
Health Policy Authority, Kansas	150	16120	\$315,190.36	107.47	\$2,101.27	
Highway Patrol	810	94241	\$2,093,256.22	116.35	\$2,584.27	
Historical Society, State	107	13667.25	\$221,330.80	127.73	\$2,068.51	
Housing Resources Corp, Kansas	26	3145.75	\$64,640.28	120.99	\$2,486.16	
Human Rights Commission, Kansas	25	3320.25	\$55,570.13	132.81	\$2,222.81	
Hutchinson Correctional Facility	513	56628.25	\$885,005.05	110.39	\$1,725.16	
Indigents Defense Services Board	65	7507.25	\$104,140.60	115.50	\$1,602.16	
Insurance Department	22	2856.25	\$36,094.77	129.83	\$1,640.67	
Investigation, Kansas Bureau of	146	16576	\$374,207.61	113.53	\$2,563.07	
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	226	25117	\$358,617.91			
Juvenile Justice Authority	24	2735.5	\$55,030.05	113.98	\$2,292.92	
Kansas Inc	N/A	N/A	N/A	N/A	N/A	
Kansas Public Employees Retirement System	65	8866.5	\$154,703.05	136.41	\$2,380.05	
Kansas State University	N/A	N/R	N/R	N/R	N/R	
Labor, Department of	426	59647	\$1,105,298.53	140.02	\$2,594.60	
Lansing Correctional Facility	642	74340.5	\$1,167,968.86	115.80	\$1,819.27	
Larned Correctional Mental Health Fac	175	20715.75	\$317,471.10	118.38	\$1,814.12	
Larned Juvenile Correctional Facility	125	14228.25	\$211,770.80	113.83	\$1,694.17	
Larned State Hospital	833	87806	\$1,266,967.17	105.41	\$1,520.97	
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	N/A	N/A	N/A	N/A	N/A	

Classified Employee Vacation Leave Usage by Agency
Fiscal Year 2006

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Library, State	21	2775.5	\$43,098.02	132.17	\$2,052.29
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Lottery, Kansas State	38	4986	\$89,169.62	131.21	\$2,346.57
Mortuary Arts, Board of	2	305.5	\$4,626.24	152.75	\$2,313.12
Neurological Institute, Kansas	538	65835.75	\$939,997.31	122.37	\$1,747.21
Norton Correctional Facility	248	31518.25	\$483,565.38	127.09	\$1,949.86
Nursing, Board of	20	2147	\$36,481.22	107.35	\$1,824.06
Optometry Board of Examiners	1	137	\$2,650.44	137.00	\$2,650.44
Osawatomie State Hospital	353	43195.25	\$648,606.32	122.37	\$1,837.41
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Center	445	55646.25	\$803,194.49	125.05	\$1,804.93
Pharmacy, Board of	5	604	\$11,255.30	120.80	\$2,251.06
Pittsburgh State University	N/A	N/R	N/R	N/R	N/R
Post Audit, Legislative Div of	N/A	N/A	N/A	N/A	N/A
Racing & Gaming Commission	39	4807.75	\$79,319.16	123.28	\$2,033.82
Rainbow Mental Health Facility	107	11038.5	\$175,791.89	103.16	\$1,642.91
Real Estate Appraisal Board	1	144	\$3,067.84	144.00	\$3,067.84
Real Estate Commission	10	1199.75	\$18,529.03	119.98	\$1,852.90
Regents, Board of	18	2378.25	\$42,325.95	132.13	\$2,351.44
Revenue, Department of	1008	130508.5	\$2,256,049.08	129.47	\$2,238.14
Reviser of Statutes	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	21	2247.75	\$49,553.74	107.04	\$2,359.70
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	3202	389295.75	\$6,573,796.60	121.58	\$2,053.03
Tax Appeals, Board of	13	1998.5	\$26,884.20	153.73	\$2,068.02
Technical Professions, State Board of	3	312.75	\$4,353.08	104.25	\$1,451.03
Technology Enterprise Corp, Kansas	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	229	27009	\$428,586.06	117.94	\$1,871.55
Transportation, Department of	2982	375745.25	\$6,414,915.51	126.00	\$2,151.21
Treasurer, State	13	2162.5	\$35,577.50	166.35	\$2,736.73
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	338	34141.5	\$431,413.82	101.01	\$1,276.37
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	19	2668	\$66,737.52	140.42	\$3,512.50
Wichita State University	N/A	N/R	N/R	N/R	N/R
Wildlife & Parks, Department of	386	46102.75	\$864,818.10	119.44	\$2,240.46
Winfield Correctional Facility	200	22125.25	\$353,408.40	110.63	\$1,767.04
Totals	18,364	2,236,569.00	\$38,232,891.18	121.79	\$2,081.95

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 2006. 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 2006

Source: SHARP (FY 2006); Excludes unclassified, temporary and student employees. "N/R" indicates leave and number of employees were 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 2006

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	1	100	\$2,973.64	100.00	\$2,973.64
Adjutant General	142	17452.2	\$272,369.64	122.90	\$1,918.10
Administration, Department of	19	2678.25	\$94,045.54	140.96	\$4,949.77
Aging, Department on	9	972	\$31,507.28	108.00	\$3,500.81
Agriculture, Department of	16	1504.75	\$39,946.69	94.05	\$2,496.67
Animal Health Department	3	72	\$2,667.73	24.00	\$889.24
Arts Commission, Kansas	1	8	\$278.14	8.00	\$278.14
Atchison Juvenile Correctional Fac	1	68	\$2,175.36	68.00	\$2,175.36
Attorney General	85	8003.25	\$184,103.83	94.16	\$2,165.93
Banking Department	14	1883	\$62,440.31	134.50	\$4,460.02
Barbering, Board of	1	160	\$2,869.57	160.00	\$2,869.57
Behavioral Sciences Regulatory Board	2	263	\$6,868.94	131.50	\$3,434.47
Beloit Juvenile Correctional Facility	1	120	\$3,583.64	120.00	\$3,583.64
Blind, School for the	60	1269.5	\$30,135.42	21.16	\$502.26
Citizen's Utility Ratepayer Board	4	420	\$12,761.54	105.00	\$3,190.39
Commerce, Department of	11	601	\$20,456.00	54.64	\$1,859.64
Conservation Commission	6	924	\$26,712.37	154.00	\$4,452.06
Corporation Commission	66	7880.75	\$223,116.30	119.41	\$3,380.55
Corrections, Department of	15	1741	\$67,290.62	116.07	\$4,486.04
Cosmetology, Board of	1	176	\$4,137.85	176.00	\$4,137.85
Credit Unions, Department of	1	36	\$1,187.08	36.00	\$1,187.08
Deaf, School for the	105	332	\$11,965.73	3.16	\$113.96
Dental Board	1	64	\$1,755.80	64.00	\$1,755.80
Education, Department of	24	3952.5	\$142,191.12	164.69	\$5,924.63
El Dorado Correctional Facility	1	112	\$2,843.40	112.00	\$2,843.40
Ellsworth Correctional Facility	1	136	\$3,521.86	136.00	\$3,521.86
Emergency Medical Services	1	56	\$1,901.97	56.00	\$1,901.97
Emporia State University	N/A	N/R	N/R	N/R	N/R
Ethics Commission, Kansas Gov	9	1200	\$23,854.38	133.33	\$2,650.49
Fair, Kansas State	1	108	\$4,123.00	108.00	\$4,123.00
Fire Marshal	2	100	\$2,420.03	50.00	\$1,210.02
Fort Hays State University	N/A	N/R	N/R	N/R	N/R
Governor, Office of the	40	2799.5	\$58,905.39	69.99	\$1,472.63
Healing Arts, State Board of	6	867	\$29,599.63	144.50	\$4,933.27
Health & Environment, Department of	16	1540	\$57,249.26	96.25	\$3,578.08
Health Care Stabilization Fund, Bd of Gov	7	788.5	\$23,426.27	112.64	\$3,346.61
Health Policy Authority, Kansas	14	387.5	\$15,488.20	27.68	\$1,106.30
Highway Patrol	8	886.5	\$27,724.02	110.81	\$3,465.50
Historical Society, State	1	228	\$8,942.07	228.00	\$8,942.07
Housing Resources Corp, Kansas	16	987	\$20,503.27	61.69	\$1,281.45
Human Rights Commission, Kansas	4	380	\$11,627.82	95.00	\$2,906.96
Hutchinson Correctional Facility	1	100	\$2,466.81	100.00	\$2,466.81
Indigents Defense Services Board	101	8920	\$235,480.82	88.32	\$2,331.49
Insurance Department	104	12239.5	\$289,901.88	117.69	\$2,787.52
Investigation, Kansas Bureau of	7	780	\$33,472.81	111.43	\$4,781.83
Judicial Branch	1849	198710.5	\$3,387,954.70	107.47	\$1,832.32
Judicial Council	5	322.5	\$8,307.68	64.50	\$1,661.54
Juvenile Correctional Complex	1	240	\$6,960.03	240.00	\$6,960.03
Juvenile Justice Authority	10	1068	\$31,402.91	106.80	\$3,140.29
Kansas Inc	2	80	\$2,043.37	40.00	\$1,021.69
Kansas Public Employees Retirement System	14	1752	\$70,434.34	125.14	\$5,031.02
Kansas State University	N/A	N/R	N/R	N/R	N/R
Labor, Department of	24	2316.5	\$86,703.01	96.52	\$3,612.63
Lansing Correctional Facility	1	56	\$1,186.58	56.00	\$1,186.58
Larned Correctional Mental Health Fac	0	N/A	N/A	N/R	N/R
Larned Juvenile Correctional Facility	2	180	\$9,042.93	90.00	\$4,521.47
Larned State Hospital	24	2039.5	\$108,484.71	84.98	\$4,520.20
Legislative Coordinating Council	11	1346.5	\$32,680.27	122.41	\$2,970.93
Legislative Research Department	36	3340	\$94,911.46	92.78	\$2,636.43
Legislature	34	2765	\$61,847.87	81.32	\$1,819.06

Unclassified Employee Vacation Leave Usage by Agency
Fiscal Year 2006

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Library, State	2	192	5038.86	96.00	\$2,519.43
Lieutenant Governor, Office of the	3	213	5961.67	71.00	\$1,987.22
Lottery, Kansas State	37	4977	102501.11	134.51	\$2,770.30
Mortuary Arts, Board of	1	188	5785.92	188.00	\$5,785.92
Neurological Institute, Kansas	3	320	15927.23	106.67	\$5,309.08
Norton Correctional Facility	0	N/A	N/A	N/A	N/A
Nursing, Board of	2	240	7045.06	120.00	\$3,522.53
Optometry Board of Examiners	0	N/A	N/A	N/A	N/A
Osawatomie State Hospital	16	1710	87747.06	106.88	\$5,484.19
Parole Board, Kansas	3	408	20660.32	136.00	\$6,886.77
Parsons State Hospital & Trng Center	6	848	38295.32	141.33	\$6,382.55
Pharmacy, Board of	1	184	5433.45	184.00	\$5,433.45
Pittsburgh State University	N/A	N/R	N/R	N/R	N/R
Post Audit, Legislative Div of	24	2458.5	74318.52	102.44	\$3,096.61
Racing & Gaming Commission, Kansas	16	1900	50974.11	118.75	\$3,185.88
Rainbow Mental Health Facility	5	387	18199.52	77.40	\$3,639.90
Real Estate Appraisal Board	1	140	3860.05	140.00	\$3,860.05
Real Estate Commission	2	76	2138.23	38.00	\$1,069.12
Regents, Board of	33	5153	166457.99	156.15	\$5,044.18
Revenue, Department of	30	2827.5	89571.95	94.25	\$2,985.73
Reviser of Statutes	26	2625	71755.09	100.96	\$2,759.81
Secretary of State	50	6149.75	117158.06	123.00	\$2,343.16
Securities Commissioner, Office of the	10	1280	41863.50	128.00	\$4,186.35
Sentencing Commission, Kansas	7	787.25	15784.47	112.46	\$2,254.92
Social & Rehabilitation Services, Dept of	31	4036	142618.96	130.19	\$4,600.61
Tax Appeals, Board of	8	562	17456.31	70.25	\$2,182.04
Technical Professions, State Board of	2	332	8589.52	166.00	\$4,294.76
Technology Enterprise Corp, Kansas	13	1950.5	56031.87	150.04	\$4,310.14
Topeka Correctional Facility	0	N/A	N/A	N/A	N/A
Transportation, Department of	10	1171	50468.37	117.10	\$5,046.84
Treasurer, State	32	3346.25	71401.04	104.57	\$2,231.28
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	408	11298.13	102.00	\$2,824.53
Veterinary Examiners, Board of	3	487	9990.28	162.33	\$3,330.09
Water Office, Kansas	3	312	12047.23	104.00	\$4,015.74
Wichita State University	N/A	N/R	N/R	N/R	N/R
Wildlife & Parks, Department of	23	1748	40237.01	76.00	\$1,749.44
Winfield Correctional Facility	0	N/A	N/A	N/A	N/A
Totals	3,349	344,930	\$7,369,569.10	102.99	\$2,200.53

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 2006. 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 2006

Source: SHARP (FY 2006); Excludes classified, temporary and student employees. "N/R" indicates leave and number of employees were 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 2006

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	2	54.5	\$627.77	27.25	\$313.89
Adjutant General	43	3005	\$50,047.68	69.88	\$1,163.90
Administration, Department of	518	42083	\$723,273.55	81.24	\$1,396.28
Aging, Department on	162	11444.5	\$216,807.26	70.65	\$1,338.32
Agriculture, Department of	261	17543.25	\$322,734.18	67.22	\$1,236.53
Animal Health Department	27	2303.25	\$39,923.77	85.31	\$1,478.66
Arts Commission, Kansas	6	460.25	\$8,331.49	76.71	\$1,388.58
Atchison Juvenile Correctional Fac	74	7428.5	\$106,361.29	100.39	\$1,437.31
Attorney General	1	18.5	\$357.41	18.50	\$357.41
Banking Department	75	4373.5	\$94,850.46	58.31	\$1,264.67
Barbering, Board of	1	32	\$458.24	32.00	\$0.00
Behavioral Sciences Regulatory Board	5	311.75	\$4,014.69	62.35	\$802.94
Beloit Juvenile Correctional Facility	61	4461.75	\$67,204.91	73.14	\$1,101.72
Blind, School for the	24	1861	\$27,471.67	77.54	\$1,144.65
Citizen's Utility Ratepayer Board	0	N/A	N/A	N/A	N/A
Commerce, Department of	307	25560.75	\$461,275.49	83.26	\$1,502.53
Conservation Commission	6	325.5	\$5,698.80	54.25	\$949.80
Corporation Commission	134	9904.5	\$174,371.37	73.91	\$1,301.28
Corrections, Department of	261	17307.75	\$300,082.80	66.31	\$1,149.74
Cosmetology, Board of	10	839.75	\$9,578.39	83.98	\$957.84
Credit Unions, Department of	12	1047	\$21,572.07	87.25	\$1,797.67
Deaf, School for the	46	3538	\$42,636.02	76.91	\$926.87
Dental Board	2	214.25	\$2,805.54	107.13	\$1,402.77
Education, Department of	164	11701.5	\$213,375.61	71.35	\$1,301.07
EI Dorado Correctional Facility	428	32845	\$474,433.81	76.74	\$1,108.49
Ellsworth Correctional Facility	218	11511.5	\$170,194.47	52.81	\$780.71
Emergency Medical Services	10	877.75	\$14,718.72	87.78	\$1,471.87
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	791.5	\$10,635.20	35.98	\$483.42
Fire Marshal	46	3440.25	\$68,763.16	74.79	\$1,494.85
Fort Hays State University	N/A	N/R	N/R	N/R	N/R
Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Healing Arts, State Board of	24	2019.25	\$30,330.00	84.14	\$1,263.75
Health & Environment, Department of	766	57422.5	\$1,099,281.88	74.96	\$1,435.09
Health Care Stabilization Fund, Bd of Gov	8	594.25	\$6,949.40	74.28	\$868.68
Health Policy Authority, Kansas	150	9105	\$171,790.56	60.70	\$1,145.27
Highway Patrol	810	44482	\$916,044.98	54.92	\$1,130.92
Historical Society, State	107	6718.5	\$102,688.05	62.79	\$959.70
Housing Resources Corp, Kansas	26	2688.5	\$54,553.28	103.40	\$2,098.20
Human Rights Commission, Kansas	25	1930.75	\$28,659.98	77.23	\$1,146.40
Hutchinson Correctional Facility	513	37511	\$551,390.68	73.12	\$1,074.84
Indigents Defense Services Board	65	6314.25	\$85,298.32	97.14	\$1,312.28
Insurance Department	22	1875	\$22,847.97	85.23	\$1,038.54
Investigation, Kansas Bureau of	146	7156.25	\$150,348.13	49.02	\$1,029.78
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	226	19114.25	\$266,194.37	N/A	N/A
Juvenile Justice Authority	24	1770	\$36,081.66	73.75	\$1,503.40
Kansas Inc	0	N/A	N/A	N/A	N/A
Kansas Public Employees Retirement System	65	4903.5	\$81,012.18	75.44	\$1,246.34
Kansas State University	N/A	N/R	N/R	N/R	N/R
Labor, Department of	426	36391.5	\$648,161.48	85.43	\$1,521.51
Lansing Correctional Facility	642	54507.25	\$825,617.88	84.90	\$1,286.01
Larned Correctional Mental Health Fac	175	11161.25	\$158,552.06	63.78	\$906.01
Larned Juvenile Correctional Facility	125	10656	\$156,746.30	85.25	\$1,253.97
Larned State Hospital	833	59425.25	\$822,026.09	71.34	\$986.83
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 2006

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Library, State	21	1283	\$20,495.65	61.10	\$975.98
Lieutenant Governor, Office of the	0	N/A	N/A	N/A	N/A
Lottery, Kansas State	38	2473.5	\$37,410.80	65.09	\$984.49
Mortuary Arts, Board of	2	122	\$1,549.34	61.00	\$774.67
Neurological Institute, Kansas	538	33239.75	\$457,293.23	61.78	\$849.99
Norton Correctional Facility	248	19603	\$297,126.99	79.04	\$1,198.09
Nursing, Board of	20	1504.5	\$25,879.17	75.23	\$1,293.96
Optometry Board of Examiners	1	42.25	\$818.90	42.25	\$818.90
Osawatomie State Hospital	353	28863	\$427,350.39	81.76	\$1,210.62
Parole Board, Kansas	0	N/A	NA	N/A	N/A
Parsons State Hospital & Trng Center	445	39664.5	\$555,994.87	89.13	\$1,249.43
Pharmacy, Board of	5	572.5	\$12,116.97	114.50	\$2,423.39
Pittsburgh 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	39	2372.25	\$38,959.61	60.83	\$998.96
Rainbow Mental Health Facility	107	7805.25	\$117,790.70	72.95	\$1,100.85
Real Estate Appraisal Board	1	48	\$1,026.08	48.00	\$1,026.08
Real Estate Commission	10	564.25	\$7,976.35	56.43	\$797.64
Regents, Board of	18	1483.5	\$25,909.32	82.42	\$1,439.41
Revenue, Department of	1008	83530.5	\$1,407,646.32	82.87	\$1,396.47
Reviser 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	846.75	\$18,080.36	40.32	\$860.97
Sentencing Commission, Kansas	0	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	3202	231126	\$3,737,603.66	72.18	\$1,167.27
Tax Appeals, Board of	13	1124	\$15,094.12	86.46	\$1,161.09
Technical Professions, State Board of	3	215.75	\$3,036.28	71.92	\$1,012.09
Technology Enterprise Corp, Kansas	0	N/A	N/A	N/A	N/A
Topeka Correctional Facility	229	17364.5	\$255,886.52	75.83	\$1,117.41
Transportation, Department of	2982	222854.5	\$3,593,873.10	74.73	\$1,205.19
Treasurer, State	13	1038.75	\$16,837.37	79.90	\$1,295.18
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	338	22761.25	\$280,256.15	67.34	\$829.16
Veterinary Examiners, Board of	0	N/A	N/A	N/A	N/A
Water Office, Kansas	19	1210.5	\$28,628.88	63.71	\$1,506.78
Wichita State University	N/A	N/R	N/R	N/R	N/R
Wildlife & Parks, Department of	386	19478.75	\$348,043.44	50.46	\$901.67
Winfield Correctional Facility	200	12972.5	\$195,247.76	64.86	\$976.24
Totals	18,364	1,345,197.00	\$21,775,113.40	73.25	\$1,185.75

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 2006. 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 2006

Source: SHARP (FY 2006); Excludes unclassified, temporary and student employees. "N/R" indicates leave and number of employees were 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 2006

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	1	12	\$358.06	12.00	\$358.06
Adjutant General	142	11882.2	\$180,095.77	83.68	\$1,268.28
Administration, Department of	19	1182.25	\$39,160.85	62.22	\$2,061.10
Aging, Department on	9	328	\$10,649.90	36.44	\$1,183.32
Agriculture, Department of	16	758.75	\$17,924.04	47.42	\$1,120.25
Animal Health Department	3	84	\$2,035.79	28.00	\$678.60
Arts Commission, Kansas	1	0	\$0.00	0.00	\$0.00
Atchison Juvenile Correctional Fac	1	4	\$127.23	4.00	\$127.23
Attorney General	85	5103.25	\$114,323.72	60.04	\$1,344.98
Banking Department	14	792	\$25,751.42	56.57	\$1,839.39
Barbering, Board of	1	40	\$717.39	40.00	\$717.39
Behavioral Sciences Regulatory Board	2	112.75	\$3,385.71	56.38	\$1,692.86
Beloit Juvenile Correctional Facility	1	16	\$481.73	16.00	\$481.73
Blind, School for the	60	2314.5	\$46,396.43	38.58	\$773.27
Citizen's Utility Ratepayer Board	4	250.5	\$7,294.91	62.63	\$1,823.73
Commerce, Department of	11	180	\$6,819.61	16.36	\$619.96
Conservation Commission	6	303.25	\$8,548.75	50.54	\$1,424.79
Corporation Commission	66	3770.5	\$102,646.41	57.13	\$1,555.25
Corrections, Department of	15	320	\$10,440.51	21.33	\$696.03
Cosmetology, Board of	1	36	\$811.11	36.00	\$811.11
Credit Unions, Department of	1	8	\$253.29	8.00	\$253.29
Deaf, School for the	105	6260	\$130,635.01	59.62	\$1,244.14
Dental Board	1	80	\$2,133.53	80.00	\$2,133.53
Education, Department of	24	1239.25	\$38,870.74	51.64	\$1,619.61
El Dorado Correctional Facility	1	28	\$708.70	28.00	\$708.70
Ellsworth Correctional Facility	1	24	\$625.08	24.00	\$625.08
Emergency Medical Services	1	40	\$1,259.61	40.00	\$1,259.61
Emporia State University	N/A	N/R	N/R	N/R	N/R
Ethics Commission, Kansas Gov	9	466	\$9,056.18	51.78	\$1,006.24
Fair, Kansas State	1	4	\$161.54	4.00	\$161.54
Fire Marshal	2	140	\$3,388.04	70.00	\$1,694.02
Fort Hays State University	N/A	N/R	N/R	N/R	N/R
Governor, Office of the	40	918.75	\$18,044.08	22.97	\$451.10
Healing Arts, State Board of	6	264	\$9,246.48	44.00	\$1,541.08
Health & Environment, Department of	16	1247	\$41,204.00	77.94	\$2,575.25
Health Care Stabilization Fund, Bd of Gov	7	389	\$9,188.54	55.57	\$1,312.65
Health Policy Authority, Kansas	14	263	\$10,931.86	18.79	\$780.85
Highway Patrol	8	243	\$7,086.37	30.38	\$885.80
Historical Society, State	1	24	\$934.61	24.00	\$934.61
Housing Resources Corp, Kansas	16	711.5	\$14,279.97	44.47	\$892.50
Human Rights Commission, Kansas	4	380	\$10,998.01	95.00	\$2,749.50
Hutchinson Correctional Facility	1	4	\$99.20	4.00	\$99.20
Indigents Defense Services Board	101	4706	\$119,866.60	46.59	\$1,186.80
Insurance Department	104	7785.25	\$177,893.92	74.86	\$1,710.52
Investigation, Kansas Bureau of	7	216	\$9,914.29	30.86	\$1,416.33
Judicial Branch	1849	111533	\$1,810,575.99	60.32	\$979.22
Judicial Council	5	387.5	\$5,681.56	77.50	\$1,136.31
Juvenile Correctional Complex	1	16	\$406.04	N/R	N/R
Juvenile Justice Authority	10	616	\$17,628.48	61.60	\$1,762.85
Kansas Inc	2	24	\$623.69	12.00	\$311.85
Kansas Public Employees Retirement System	14	837.5	\$29,139.83	59.82	\$2,081.42
Kansas State University	N/A	N/R	N/R	N/R	N/R
Labor, Department of	24	1046	\$30,627.90	43.58	\$1,276.16
Lansing Correctional Facility	1	40	\$839.31	40.00	\$839.31
Larned Correctional Mental Health Fac	0	N/A	N/A	N/A	N/A
Larned Juvenile Correctional Facility	2	100	\$4,316.32	50.00	\$2,158.16
Larned State Hospital	24	1000.5	\$47,147.07	41.69	\$1,964.46
Legislative Coordinating Council	11	453.5	\$9,502.98	41.23	\$863.91
Legislative Research Department	36	3384	\$87,336.28	94.00	\$2,426.01
Legislature	34	1458	\$29,931.95	42.88	\$880.35

Unclassified Employee Sick Leave Usage by Agency
Fiscal Year 2006

Agency Name	Number of Employees	Hours	Average Per Employee	
			Agency Total Dollars	Hours Dollars
Library, State	2	76	\$2,482.07	38.00 \$1,241.04
Lieutenant Governor, Office of the	3	60.5	\$1,001.89	20.17 \$333.96
Lottery, Kansas State	37	1821	\$36,302.65	49.22 \$981.15
Mortuary Arts, Board of	1	8	\$238.24	8.00 \$238.24
Neurological Institute, Kansas	3	72	\$3,740.73	24.00 \$1,246.91
Norton Correctional Facility	0	N/A	N/A	N/A N/A
Nursing, Board of	2	60	\$1,812.09	30.00 \$906.05
Optometry Board of Examiners	0	N/A	N/A	N/A N/A
Osawatomie State Hospital	16	855	\$46,596.81	53.44 \$2,912.30
Parole Board, Kansas	3	92	\$4,628.26	30.67 \$1,542.75
Parsons State Hospital & Trng Center	6	220	\$7,184.57	36.67 \$1,197.43
Pharmacy, Board of	1	28	\$829.27	28.00 \$829.27
Pittsburgh State University	N/A	N/R	N/R	N/R N/R
Post Audit, Legislative Div of	24	1551.5	\$44,390.06	64.65 \$1,849.59
Racing & Gaming Commission	16	1045.25	\$28,531.08	65.33 \$1,783.19
Rainbow Mental Health Facility	5	27	\$1,298.57	5.40 \$259.71
Real Estate Appraisal Board	1	28	\$770.66	28.00 \$770.66
Real Estate Commission	2	80	\$2,244.68	40.00 \$1,122.34
Regents, Board of	33	1968	\$58,489.65	59.64 \$1,772.41
Revenue, Department of	30	1337.5	\$39,707.91	44.58 \$1,323.60
Reviser of Statutes	26	1785	\$46,151.03	68.65 \$1,775.04
Secretary of State	50	3932	\$70,996.94	78.64 \$1,419.94
Securities Commissioner, Office of the	10	1012	\$32,629.09	101.20 \$3,262.91
Sentencing Commission, Kansas	7	644.25	\$13,506.35	92.04 \$1,929.48
Social & Rehabilitation Services, Dept of	31	808	\$26,908.77	26.06 \$868.02
Tax Appeals, Board of	8	158	\$3,759.16	19.75 \$469.90
Technical Professions, State Board of	2	204	\$5,441.69	102.00 \$2,720.85
Technology Enterprise Corp, Kansas	13	1097.75	\$25,652.68	84.44 \$1,973.28
Topeka Correctional Facility	0	N/A	N/A	N/A N/A
Transportation, Department of	10	567.5	\$25,607.82	56.75 \$2,560.78
Treasurer, State	32	1718.25	\$33,534.87	53.70 \$1,047.96
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	72	\$1,830.92	18.00 \$457.73
Veterinary Examiners, Board of	3	170	\$3,285.75	56.67 \$1,095.25
Water Office, Kansas	3	52	\$1,910.33	17.33 \$636.78
Wichita State University	N/A	N/R	N/R	N/R N/R
Wildlife & Parks, Department of	23	1140	\$23,867.26	49.57 \$1,037.71
Winfield Correctional Facility	0	N/A	N/A	N/A N/A
Totals	3,349	173,826.70	\$3,268,506.39	51.90 \$975.96

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 2006. 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 2006.

Source: SHARP (FY 2006); Excludes classified, temporary and student employees. "N/R" indicates leave and number of employees were 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
POSITION				
Counts Toward FTE	Yes	Yes	0	No
Statutory Authority	FTE Limit	FTE Limit	N/A	N/A
EMPLOYEE MOVEMENT				
Promotion and Transfer	Yes	Yes	Yes	Yes
Suspension and Demotion	Yes	Yes	No	No
Layoff Alternatives	Yes	Yes	No	No
Dismissal	Yes	Yes	Yes	Yes
SELECTION				
Selection Process	Civil Service Procedure	Civil Service Procedure	Agency Discretion	Agency Discretion
Meets MQ	Yes	Yes	Yes	Yes
Eligibility Pools Considered?	Yes	Yes	Agency Discretion	Agency Discretion
Compete with Others	Yes	Yes	Agency Discretion	Agency Discretion
COMPENSATION				
Hour Limitations	None	Below 100%	999 Hours in 12 Months	999 Hours in 12 Months
Probationary Period	Yes	Yes	No	No
Pay	Pay Matrix	Pay Matrix	K.A.R. 1-5-9	K.A.R. 1-5-9
Step Movement	Yes	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
BENEFITS ELIGIBILITY				
GHI	Yes	Yes ¹	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 ²	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
POSITION				
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)
EMPLOYEE MOVEMENT				
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
SELECTION				
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
COMPENSATION				
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
BENEFITS ELIGIBILITY				
GHI	Yes	Yes ¹	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