



State of Kansas

2008 Workforce Report

**Department of Administration
Division of Personnel Services**

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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 2008. It supplies information from both statewide and agency perspectives, providing useful fact-based data for human resource planning and decision-making.

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

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

**State of Kansas
Fiscal Year 2008
Statistical Highlights**

Profile of Classified and Unclassified Employees

	Classified	Unclassified
Number of Employees	21,328	15,888
Average Age	46	47
Average Length of Service	13	12
Average Annual Salary	\$36,775	\$61,251
Percent Ethnic Minorities	12%	13%

Source: SHARP (June 2008); Excludes legislators, temporary, and student employees. Includes Regent 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
540 Legislative Division of Post Audit
425 Legislative Research Department
428 Legislature
446 Lieutenant Governor, Office of the
450 Lottery, Kansas
204 Mortuary Arts, Board of
482 Nursing, Board of
488 Optometry Examiners, Board of
531 Pharmacy, Board of
553 Racing & Gaming Commission, Kansas
543 Real Estate Appraiser Board
549 Real Estate Commission, Kansas
565 Revenue, Department of
579 Revisor of Statutes
622 Secretary of State
625 Securities Commissioner, Office of the
562 Tax Appeals, Board of
663 Technical Professions, Board of
371 Technology Enterprise Corp, Kansas

670 Treasurer, State
700 Veterinary Examiners, Board of

Public Safety

Agency Number and Name

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

Education

Agency Number and Name

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

Transportation

Agency Number and Name

276 Transportation, Kansas Department of

Agriculture & Natural Resources

Agency Number and Name

- 046 Agriculture, Department of
- 055 Animal Health Department
- 634 Conservation Commission, State

- 373 Fair, Kansas State
- 264 Health and Environment - Environment
- 709 Water Office, Kansas
- 710 Wildlife and Parks, Department of



Human Services

Agency Number and Name

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

Agriculture and Natural Resources: agencies that promote protect and restore natural resources in Kansas. This includes agricultural product regulation and inspection, inspection of livestock facilities and monitoring the status of the environment; maintenance of state parks, state fishing lakes, and wildlife areas; conservation and management of soil and water resources; environmental protection, commodity inspections, and public health maintenance through control of animal infectious diseases.

Education: agencies that support primary, secondary, and higher education.

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

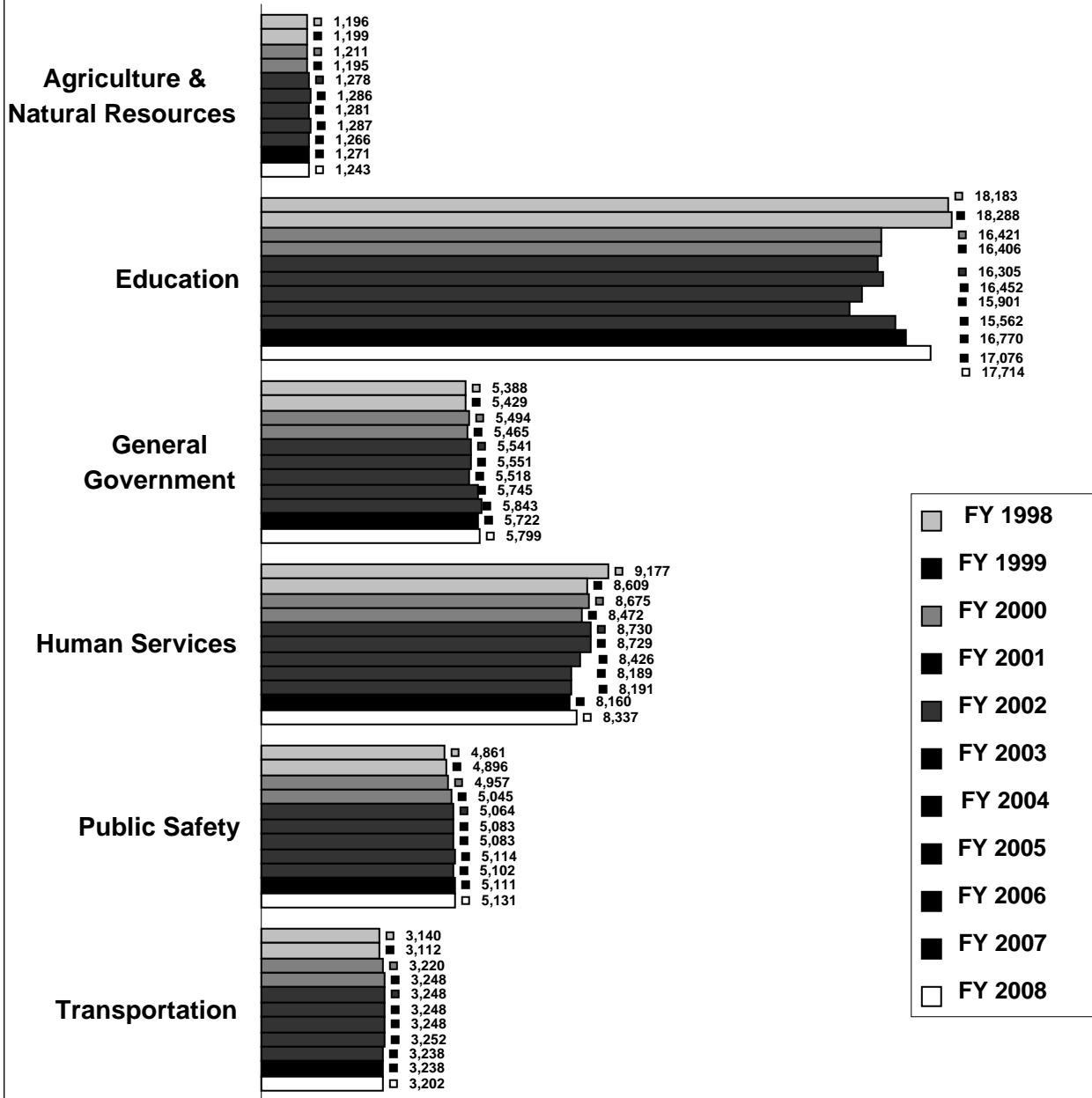
Human Services: agencies that provide a wide range of services to Kansans, including job training and placement, payment of unemployment insurance benefits, veterans' counseling and care; preventive health services and social services to elderly and disadvantaged citizens.

Public Safety: agencies that preserve the security and safety of Kansas citizens.

Transportation: the Kansas Department of Transportation provides maintenance and improvement of the 10,000-mile state highway system.

Source: Fiscal Year 2008 Budget Comparison Report, Schedule 7.

Number of Authorized FTE by Government Function



Source: Fiscal Year 2008 Budget Comparison Report, (Schedule 7).

Number of Positions by Agency 1998-2008

Full Time Equivalent (FTE) Positions

Agency Name	Fiscal Year										FY 98-08	
	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	+/-
Accountancy, Board of	3	3	3	3	3	3	3	3	3	3	3	0
Adjutant General	218	215	215	215	215	215	215	215	215	219	219	1
Administration, Dept of	855	862	885	874	879	882	888	808	936	760	761	-95
Aging, Department on	160	156	157	157	157	157	221	213	208	208	209	50
Agriculture, Dept of	311	304	313	303	304	301	299	303	303	309	314	3
Animal Health Dept	29	30	30	30	31	31	31	33	33	33	33	4
Arts Commission, Kansas	8	8	8	8	8	8	8	8	8	8	8	0
Atchison Juvenile Corr Fac	119	120	120	120	120	119	119	119	118	99	99	-20
Attorney General	86	87	90	91	96	95	95	95	95	102	102	16
Banking Dept	71	68	75	77	85	85	86	86	90	90	97	26
Barbering, Board of	2	2	2	2	2	2	2	2	2	2	2	0
Behavioral Sciences Reg Bd	7	7	7	8	8	8	8	8	8	8	8	2
Beloit Juvenile Corr Fac	92	92	104	104	104	104	103	100	94	87	87	-5
Blind, School for the	93	94	93	93	94	94	94	94	94	94	94	1
Citizens' Utility Ratepayer Bd	3	3	3	4	0	5	5	5	6	3	6	3
Commerce, Department of	134	132	133	136	149	148	109	390	389	423	424	290
Conservation Commission, State	14	14	14	14	15	16	16	14	14	13	14	0
Consumer Credit Commissioner	7	0	0	0	0	0	0	0	0	0	0	-7
Corporation Commission, Ks	211	211	209	209	210	210	210	212	214	214	214	3
Corrections, Dept of	303	302	313	321	319	319	322	323	302	309	321	18
Cosmetology, Board of	11	12	12	12	12	12	12	12	12	12	12	1
Credit Unions, Dept of	12	12	12	12	13	13	13	13	13	13	12	0
Deaf, School for the	176	176	175	174	174	174	174	174	174	174	174	-2
Dental Board, Kansas	2	2	2	2	3	3	3	3	3	3	3	1
Education, Dept of	204	208	200	202	191	208	208	211	212	212	216	12
El Dorado Corr Fac	386	386	386	453	469	467	467	467	466	465	465	79
Ellsworth Corr Fac	186	185	185	183	223	223	223	223	223	223	223	38
Emergency Med Svcs Bd	13	13	13	13	13	13	13	13	14	14	14	1
Emporia State University	739	757	764	763	758	775	742	754	793	794	802	64
Ethics Comm, Kansas Gov	9	9	9	9	9	9	9	9	9	9	10	1
Fair, Kansas State	18	18	21	22	22	22	23	23	23	24	23	5
Fire Marshal	40	40	44	44	46	46	46	51	51	51	52	12
Fort Hays State University	689	703	711	711	723	724	706	701	720	746	738	49
Governor, Office of the	30	30	29	30	30	29	34	38	39	39	41	11
Guardianship Program, Kansas	12	13	13	13	13	13	12	12	12	12	12	0
Healing Arts, Board of	27	27	29	29	29	29	29	29	32	32	39	12
Health & Env, Dept of Env	401	412	410	410	478	488	484	485	464	462	424	23
Health & Env, Dept of Health	420	425	434	432	523	513	405	404	415	417	465	45
Health Care Stab Fund Bd of Gov	16	16	16	16	16	16	16	16	16	17	17	1
Health Policy Authority	0	0	0	0	0	0	0	0	6	171	226	226
Hearing Aid Examiners, Bd of	0	0	0	0	0	0	0	0	0	0	0	0
Highway Patrol	783	794	809	824	824	824	824	824	826	859	859	76
Historical Society, State	137	139	138	137	137	137	137	137	134	134	134	-3
Human Rights Commission	37	37	36	36	37	37	36	36	40	34	34	-3
Hutchinson Corr Fac	511	510	509	510	512	512	513	513	513	515	515	4
Indigents Defense Svcs, Bd of	170	165	165	161	164	166	165	173	174	187	193	23
Insurance Dept	162	164	165	157	157	157	157	147	146	143	143	-19
Investigation, Kansas Bureau of	196	194	203	200	200	200	200	200	207	220	220	25
Judicial Council	4	4	4	4	4	4	4	4	4	7	7	3
Judicial Branch	1766	1788	1814	1815	1816	1816	1816	1835	1830	1834	1846	80
Juvenile Corr Complex	0	0	0	0	0	0	0	38	0	257	253	253
Juvenile Justice Authority	30	32	32	34	37	38	39	42	42	42	42	12
Kansas, Inc.	5	5	4	4	4	4	4	4	5	5	5	-1
Kansas Public Emp Ret Sys	76	76	76	79	84	85	85	85	85	85	85	9
Kansas State University	4670	4672	4681	4676	4697	4891	4831	4413	4880	4956	4975	305
Labor, Department of	1003	1004	997	964	964	940	940	653	634	601	602	-400
Lansing Corr Fac	703	702	707	703	710	710	710	700	699	696	696	-7
Larned Corr Mental Health Fac	178	177	176	187	186	186	186	186	186	187	186	8
Larned Juvenile Corr Fac	127	128	128	128	129	148	148	148	147	146	146	19
Larned State Hospital	772	766	767	761	748	726	793	798	940	966	978	207

Number of Positions by Agency 1998-2008

Full Time Equivalent (FTE) Positions

Agency Name	Fiscal Year											FY 98-08
	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	+/-
Legislative Coord Council	11	13	13	13	13	13	13	12	12	12	12	1
Legislative Div of Post Audit	20	20	21	21	21	21	21	21	26	26	26	6
Legislative Research Dept	37	37	37	37	37	37	37	38	38	38	40	3
Legislature	30	31	32	33	36	33	33	33	34	35	35	5
Library, State	27	27	27	27	27	27	27	27	27	27	27	0
Lieutenant Gov, Office of the Lottery, Kansas	3	3	3	3	3	3	3	3	3	4	4	1
Mortuary Arts, Bd of	89	88	88	88	89	88	87	87	87	87	87	-2
Neurological Institute, Ks	3	3	3	3	3	3	3	3	3	3	3	0
Norton Corr Fac	676	674	667	663	659	656	530	588	588	575	575	-101
Nursing, Board of	236	266	266	259	266	266	266	266	265	265	265	29
Ombudsman for Corrections	17	17	17	17	22	22	22	22	22	22	24	8
Optometry Examiners, Bd of	4	4	4	4	4	4	0	0	0	0	0	-4
Osawatomie State Hospital	1	1	1	1	1	1	1	1	1	1	1	0
Peace Officers, Stds and Trng	529	485	482	481	477	477	436	399	399	399	420	-110
Parole Board, Kansas	-	-	-	-	-	-	-	-	-	-	7	7
Parsons State Hosp/ Trng Cntr	4	4	4	4	4	4	3	3	3	3	3	-1
Pharmacy, Board of	524	523	516	516	515	514	424	467	467	467	497	-27
Pittsburg State University	6	6	6	6	6	6	7	7	7	7	10	4
Racing & Gaming Comm, Ks	717	735	800	799	794	796	790	773	831	841	855	138
Rainbow Mental Health Fac	52	62	71	72	64	64	67	67	67	67	102	50
Real Estate Appraiser Bd	143	143	136	134	132	127	112	115	115	115	122	-21
Real Estate Comm, Ks	3	3	3	3	3	3	2	2	2	2	2	-1
Regents, Bd of	14	14	14	13	13	13	13	13	14	14	15	1
Revenue, Dept of	18	18	26	28	43	54	54	57	58	59	64	46
Revisor of Statutes	1180	1184	1180	1162	1196	1196	1196	1196	1146	1146	1146	-34
Secretary of State	26	26	26	26	26	26	26	26	27	30	34	8
Securities Comm, Office of the Sentencing Commission, Ks	54	53	54	57	57	56	56	54	54	55	55	1
Social & Rehab Services, Dept	27	27	28	28	28	28	28	28	30	30	32	5
Tax Appeals, Board of	9	9	9	10	10	10	7	7	7	9	10	1
Technical Professions, State Bd	4317	4194	4170	3897	3986	4049	3982	3982	3848	3671	3671	-646
Technology Enterprise Corp, Ks	30	37	31	31	31	28	26	26	26	26	26	-4
Topeka Corr Fac	5	6	6	6	6	6	6	6	6	6	6	1
Topeka Juvenile Corr Fac	18	18	18	18	19	29	27	29	29	29	16	-2
Transportation, Dept of	300	300	304	304	247	249	248	248	248	248	248	-52
Treasurer, State	222	222	226	226	226	226	394	228	274	0	0	-222
University of Kansas	3140	3112	3220	3248	3248	3248	3248	3252	3238	3238	3202	62
University of Kansas Med Cntr	57	56	56	56	56	56	56	56	56	56	56	-1
Veterans' Affairs, Comm on	4406	4552	4578	4574	4485	4487	4180	4181	4640	4685	5343	937
Veterinary Examiners, Bd of	4619	4470	2495	2490	2449	2352	2284	2347	2445	2479	2423	-2195
Water Office, Kansas	190	228	338	455	556	558	559	558	558	558	558	368
Wheat Commission, Ks	2	3	3	3	3	3	3	4	3	3	3	1
Wildlife & Parks, Dept of	22	22	23	23	23	23	23	23	23	23	24	2
Winfield State Hosp/Trng Cntr	8	8	8	0	0	0	0	0	0	0	0	-8
Winfield State Hosp/Trng Cntr	1682	1731	1728	1727	1727	1727	1668	1688	1757	1807	1861	180
Winfield State Hosp/Trng Cntr	394	392	394	394	407	407	407	407	407	408	411	17
Winfield State Hosp/Trng Cntr	202	202	201	200	201	201	201	201	201	201	201	-1
Winfield State Hosp/Trng Cntr	432	0	0	0	0	0	0	0	0	0	0	-432
Total FTE	41932	41512	39765	39630	40170	42352	41614	41152	40407	40515	41421	-511

Comments: Positions by agency reflects the total number full-time equivalent positions authorized for each agency. Typically, agencies have more positions than employees, because there are vacancies at any given time. In some cases more than one employee may be used to fill an FTE.

State Agency Closures:

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

Source: Fiscal Year 2008 Budget Comparison Report, (Schedule 7).

Twenty-Five Most Populous Job Classes

Rank	Job Title	Number of Employees
1	Administrative Assistant	1095
2	Senior Administrative Asst	1079
3	Administrative Specialist	1054
4	Human Services Specialist	887
5	MHDD Technician	804
6	Custodial Specialist	681
7	Corrections Officer I (A)	636
8	Equipment Operator	527
9	Equipment Operator Senior	512
10	Corrections Officer II	420
11	Social Worker Specialist	407
12	Corrections Officer I (B)	375
13	Public Service Administrator I	337
14	Corrections Specialist I	316
15	Engineering Technician	289
16	Human Services Assistant	268
17	Program Consultant II	236
18	Utility Worker	233
19	Public Service Executive II	222
20	Juvenile Corrections Officer I	213
21	Hwy Patrol Master/Tech Trooper	207
22	Program Consultant I	196
23	Public Service Administrator 2	191
24	Registered Nurse Senior	188
25	Administrative Officer	177

Comments: During FY 2008, just over one-half (51%) of the classified workforce was employed in one of the twenty-five most populous job classes. This is a decrease from FY 2007 when 54% of the classified workforce was employed in the top twenty-five most populous job classes.

Source: SHARP (FY 2008); Excludes unclassified, temporary, and student employees

**Twenty-Five Most Populous Agencies
FY 2008**

Rank	Agency Name	Number of Employees		
		Classified	Unclassified	Total
1	University of Kansas	0	4925	4925
2	Kansas State University	1549	2565	4114
3	Social & Rehabilitation Services, Dept of	3125	31	3156
5	Univ of Ks Medical Center	446	2513	2959
4	Transportation, Department of	2873	12	2885
6	Judicial Branch	0	1849	1849
7	Wichita State University	641	1062	1703
8	Revenue, Department of	978	28	1006
9	Highway Patrol	802	7	809
9	Larned State Hospital	789	20	809
10	Health & Environment, Department of	754	11	765
11	Pittsburg State University	302	457	759
12	Fort Hays State University	287	444	731
13	Emporia State University	289	433	722
14	Lansing Correctional Facility	677	1	678
15	Administration, Department of	488	25	513
16	Hutchinson Correctional Facility	508	0	508
17	Neurological Institute, Kansas	492	3	495
18	Parsons State Hospital and Trng Ctr	454	5	459
19	El Dorado Correctional Facility	438	1	439
20	Labor, Department of	395	30	425
21	Wildlife & Parks, Department of	398	6	404
22	Osawatomie State Hospital	366	21	387
23	Veteran Affairs, Commission on	309	5	314
24	Corrections, Department of	283	16	299
25	Agriculture, Department of	266	12	278
			Total	32391

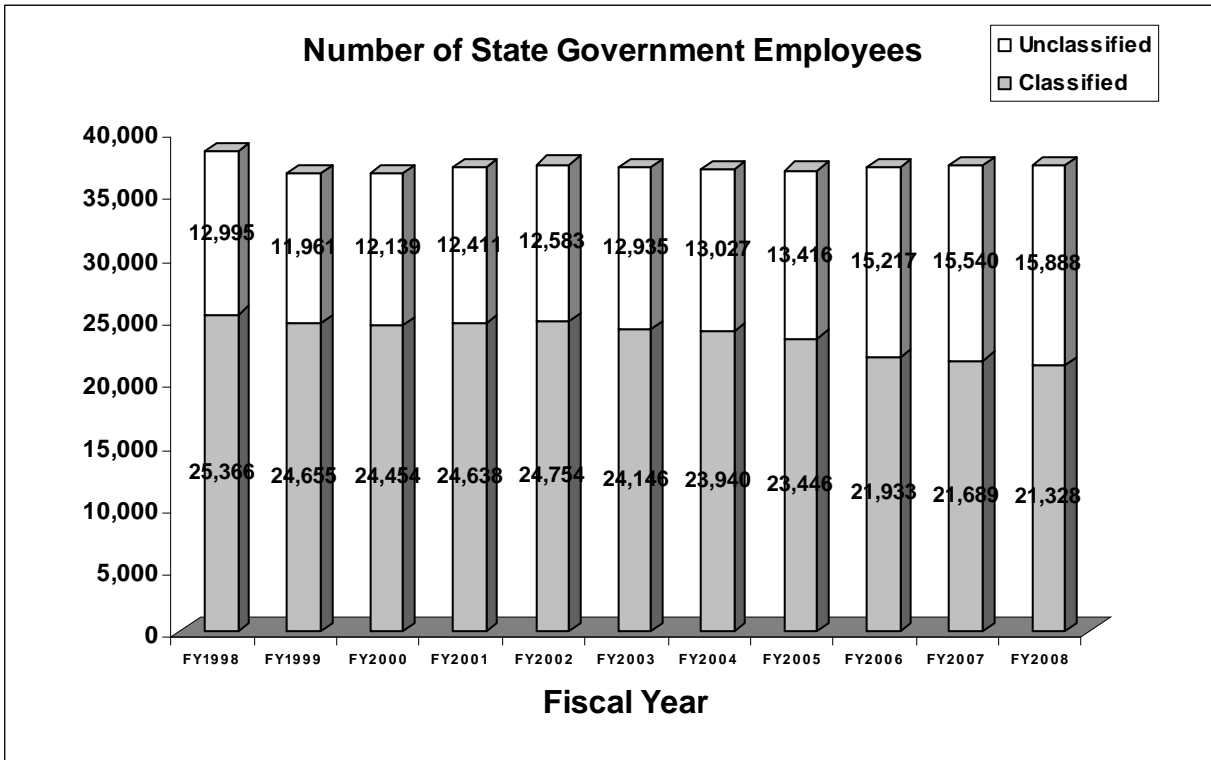
Comments: Eighty-seven percent of employees, excluding temporary and student employees, are located in the top twenty-five most populous agencies.

Source: SHARP (FY 2008); Excludes temporary and student employees

State of Kansas
Fiscal Year 2008
Workforce Characteristics

SECTION ONE

- The number of employees has decreased by 3% since 1998. Since FY 1998, the number of unclassified employees has increased 22.6%, while the number of classified employees has decreased 15.9%.
- The number of classified employees in the 50-59 age category has increased 10% since 1998, while the number of employees in the 30-39 age category has decreased 10% during the same timeframe. Number of employees over age 60 has increased 4% since 1998.
- 69% of the classified state workforce is over 40 years of age. The number of employees in this category has increased consistently since FY 1998. For the first time, in FY 2006, the number of employees between 50 and 59 years of age was greater than the number of employees between 40 and 49 years of age.
- In 1998, the percentage of employees making less than \$20,000 per year was 20%. In FY 2008 it is 1%. In 1998, the number of employees making more than \$40,000 per year was 10%. In FY 2007 it is 32%.
- 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% since 1998. The number of unclassified employees has increased by 22% since 1998, while the number of classified employees has decreased by 16% since 1998.

Source: SHARP (FY 1998 - 2008); Excludes temporary and student employees

Number of Classified Employees by Location on the Civil Service Plan

		STEPS													
		4	5	6	7	8	9	10	11	12	13	14	15	16	Total
006		0	0	1	0	0	0	0	0	0	0	0	0	0	1
007		1	0	0	0	0	0	0	0	0	0	0	0	0	1
008		0	0	0	0	0	0	0	0	0	0	0	0	0	0
009		1	0	0	0	0	0	0	1	0	0	0	0	0	2
010		3	1	0	0	1	3	0	0	0	0	0	3	7	18
011		42	79	2	6	5	3	3	14	9	1	0	3	3	170
012		61	5	1	1	4	3	2	2	0	4	2	0	1	86
P	013	219	157	22	17	9	12	14	23	26	16	21	20	13	569
A	014	361	362	42	62	47	35	17	21	38	20	39	18	108	1,170
Y	015	149	159	13	13	15	37	28	25	17	23	20	18	32	549
	016	251	302	211	243	87	92	40	40	28	41	52	30	139	1,556
	017	330	487	743	96	21	37	18	18	29	31	69	47	40	1,966
	018	210	267	178	236	145	104	80	59	84	68	46	57	182	1,716
	019	267	487	237	112	124	81	116	69	82	59	80	48	108	1,870
	020	114	153	38	46	37	37	36	70	68	54	45	46	107	851
	021	386	444	56	76	32	133	51	34	41	40	41	41	58	1,433
G	022	244	201	96	60	57	48	86	46	46	42	37	32	68	1,063
R	023	73	193	38	35	34	21	39	30	18	24	17	10	32	564
A	024	231	419	78	110	64	72	97	73	63	56	63	34	61	1,421
D	025	209	194	40	45	54	70	44	24	28	14	29	9	32	792
E	026	150	236	46	49	64	62	94	141	35	37	22	30	45	1,011
	027	291	394	60	108	57	102	83	58	35	35	23	21	55	1,322
	028	20	29	11	20	31	18	13	26	91	54	7	3	7	330
	029	157	250	59	118	67	47	60	53	34	19	21	26	42	953
	030	54	93	37	28	62	21	42	19	8	21	10	8	20	423
	031	25	79	19	24	17	13	22	19	32	9	13	0	11	283
	032	95	133	40	50	61	50	36	29	21	21	29	21	35	621
	033	17	22	16	11	23	17	23	16	5	12	11	1	14	188
	034	6	22	6	7	6	13	11	12	10	11	10	5	14	133
	035	6	7	5	13	9	16	16	21	11	13	12	7	11	147
	036	9	8	2	6	1	1	4	2	4	1	2	3	2	45
	037	0	0	0	3	0	2	0	3	2	2	1	3	5	21
	038	1	1	2	0	0	0	2	0	0	0	1	0	0	7
FY08		3,983	5,184	2,099	1,595	1,134	1,150	1,077	948	865	728	723	544	1,252	21,282
FY07		2,178	6,453	2,063	1,568	1,066	1,217	1,171	1,027	782	714	808	759	1,544	21,350
FY06		7,900	2,438	1,418	1,107	1,323	1,219	1,101	803	777	861	857	1,735	NR	21,539
FY05		9,119	1,540	1,852	946	1,452	1,208	1,214	932	882	973	956	2,069	NR	23,143
FY04		8,097	1,565	2,020	1,139	1,678	1,319	1,074	967	985	983	1,070	2,280	NR	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	NR	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	NR	24,398

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

Source: SHARP (FY2002 - 2008); Excludes legislators, unclassified, temporary and student employees

**Number of Classified and Unclassified Employees by Agency
Fiscal Year 2008**

Number of Employees

Agency Name	Classified	Unclassified	Total
Accountancy, Board of	2	1	3
Adjutant General	36	145	181
Administration, Department of	488	25	513
Aging, Department on	148	8	156
Agriculture, Department of	266	12	278
Animal Health Department	28	3	31
Arts Commission, Kansas	7	1	8
Atchison Juvenile Correctional Fac	69	1	70
Attorney General	0	84	84
Banking Department	74	17	91
Barbering, Board of	1	1	2
Behavioral Sciences Regulatory Board	5	3	8
Beloit Juvenile Correctional Facility	56	1	57
Blind, School for the	18	59	77
Citizen's Utility Ratepayer Board	0	3	3
Commerce, Department of	222	12	234
Conservation Commission	6	7	13
Corporation Commission	135	59	194
Corrections, Department of	283	16	299
Cosmetology, Board of	11	1	12
Credit Unions, Department of	10	1	11
Deaf, School for the	44	102	146
Dental Board	2	1	3
Education, Department of	153	28	181
El Dorado Correctional Facility	438	1	439
Ellsworth Correctional Facility	213	0	213
Emergency Medical Services	11	1	12
Emporia State University	289	433	722
Ethics commission,Kansas Gov	0	8	8
Fair, Kansas State	23	1	24
Fire Marshal	49	2	51
Fort Hays State University	287	444	731
Governor, Office of the	0	32	32
Healing Arts,State Board of	32	7	39
Health & Environment, Department of	754	11	765
Health Care Stabilization Fund, Bd of Gov	5	9	14
Health Policy Authority, Kansas	112	115	227
Highway Patrol	802	7	809
Historical Society, State	107	1	108
Housing Resources Corp, Kansas	4	39	43
Human Rights Commission, Kansas	26	4	30
Hutchinson Correctional Facility	508	0	508
Indigents Defense Services Board	66	104	170
Insurance Department	17	102	119
Investigation, Kansas Bureau of	162	7	169
Judicial Branch	0	1849	1849
Judicial Council	0	7	7
Juvenile Correctional Complex	215	2	217
Juvenile Justice Authority	20	8	28
Kansas Inc	0	2	2
Kansas Public Employees Retirement System	66	17	83
Kansas State University	1549	2565	4114
Labor, Department of	395	30	425
Lansing Correctional Facility	677	1	678
Larned Correctional Mental Health Facility	161	1	162
Larned Juvenile Correctional Facility	118	2	120
Larned State Hospital	789	20	809
Legislative Coordinating Council	0	11	11
Legislative Research Department	0	38	38
Legislature	0	38	38

**Number of Classified and Unclassified Employees by Agency
Fiscal Year 2008**

Agency Name	Number of Employees		
	Classified	Unclassified	Total
Library, State	20	1	21
Lieutenant Governor, Office of the	0	4	4
Lottery, Kansas State	43	40	83
Mortuary Arts, Board of	2	1	3
Neurological Institute, Kansas	492	3	435
Norton Correctional Facility	252	1	253
Nursing, Board of	20	3	23
Optometry Board of Examiners	1	0	1
Osawatomie State Hospital	366	21	387
Parole Board, Kansas	0	3	3
Parsons State Hospital & Trng Center	454	5	459
Peace Officers, Std & Trng	0	3	3
Pharmacy, Board of	6	1	7
Pittsburg State University	302	457	759
Post Audit, Legislative Division	0	24	24
Racing & Gaming Commission	43	21	64
Rainbow Mental Health Facility	107	6	113
Real Estate Appraisal Board	1	1	2
Real Estate Commission	9	2	11
Regents, Board of	15	41	56
Revenue, Department of	978	28	1006
Revisor of Statutes	0	30	30
Secretary of State	0	49	49
Securities Commissioner, Office of the	24	9	33
Sentencing Commission, Kansas	0	9	9
Social & Rehabilitation Services, Dept of	3125	31	3156
Tax Appeals, Board of	9	10	19
Technical Professions, State Board of	3	2	5
Technology Enterprise Corp, Kansas	0	10	10
Topeka Correctional Facility	223	1	224
Transportation, Department of	2873	12	2885
Treasurer, State	12	32	44
University of Kansas	0	4925	4925
University of Kansas Medical Center	446	2513	2959
Veterans Affairs, Commission on	309	5	314
Veterinary Examiners, Board of	0	3	3
Water Office, Kansas	19	3	22
Wichita State University	641	1062	1703
Wildlife & Parks, Department of	398	6	404
Winfield Correctional Facility	176	0	176
Total	21,328	15,888	37,216

Source: SHARP (FY 2008); Excludes temporary and student employees

**Number, Salary, Age and Years of Service of Classified Employees by Agency
Fiscal Year 2008**

Agency Name	Number of Classified Emp	Average Salary	Average Age	Average Yrs of Service
Accountancy, Board of	2	\$26,666	48.67	09.96
Adjutant General	36	\$34,837	49.39	13.18
Administration, Department of	488	\$38,637	48.29	16.04
Aging, Department on	148	\$42,683	52.26	13.66
Agriculture, Department of	266	\$41,100	45.83	13.21
Animal Health Department	28	\$37,699	51.55	14.84
Arts Commission, Kansas	7	\$39,133	35.90	08.46
Atchison Juvenile Correctional Fac	69	\$30,573	43.84	11.97
Banking Department	74	\$44,482	38.23	08.25
Barbering, Board of	1	\$31,346	68.63	13.47
Behavioral Sciences Regulatory Board	5	\$33,108	41.09	05.25
Beloit Juvenile Correctional Facility	56	\$32,134	45.92	11.86
Blind, School for the	18	\$33,901	51.48	17.93
Commerce, Department of	222	\$39,947	50.85	15.39
Conservation Commission	6	\$44,543	48.25	19.63
Corporation Commission	135	\$39,266	49.66	15.09
Corrections, Department of	283	\$38,650	46.05	13.11
Cosmetology, Board of	11	\$26,429	49.62	08.73
Credit Unions, Department of	10	\$42,072	48.93	14.32
Deaf, School for the	44	\$27,805	49.46	11.20
Dental Board	2	\$28,527	27.36	03.91
Education, Department of	153	\$40,429	48.78	12.36
El Dorado Correctional Facility	438	\$30,957	40.71	07.07
Ellsworth Correctional Facility	213	\$32,483	44.15	09.48
Emergency Medical Services	11	\$36,885	52.21	13.06
Emporia State University	289	\$29,701	49.05	13.63
Fair, Kansas State	23	\$31,322	44.37	05.86
Fire Marshal	49	\$44,624	49.27	14.02
Fort Hays State University	287	\$27,525	48.63	12.82
Healing Arts, State Board of	32	\$31,316	44.63	08.68
Health & Environment, Department of	754	\$42,877	47.23	13.24
Health Care Stabilization Fund, Bd of Gov	5	\$30,020	47.94	16.46
Health Policy Authority, Kansas	112	\$41,529	48.91	14.40
Highway Patrol	802	\$46,028	42.44	12.71
Historical Society, State	107	\$33,997	48.17	14.04
Housing Resources Corp, Kansas	4	\$46,191	49.51	13.37
Human Rights Commission, Kansas	26	\$36,059	47.31	12.94
Hutchinson Correctional Facility	508	\$32,074	42.32	10.12
Indigents Defense Services Board	66	\$30,366	44.30	10.54
Insurance Department	17	\$27,408	49.21	13.35
Investigation, Kansas Bureau of	162	\$47,513	43.37	12.79
Juvenile Correctional Complex	215	\$29,661	41.75	09.26
Juvenile Justice Authority	20	\$43,598	43.44	11.62
Kansas Public Employees Retirement System	66	\$36,074	47.89	13.54
Kansas State University	1549	\$29,101	47.29	12.95
Labor, Department of	395	\$39,444	48.84	16.38
Lansing Correctional Facility	677	\$32,042	41.59	09.69
Larned Correctional Mental Health Fac	161	\$32,086	41.91	09.36
Larned Juvenile Correctional Facility	118	\$30,984	43.81	09.61
Larned State Hospital	789	\$30,622	44.87	09.90
Library, State	20	\$33,913	49.00	13.64
Lottery, Kansas State	43	\$38,314	50.01	13.73
Mortuary Arts, Board of	2	\$32,282	59.26	16.37
Neurological Institute, Kansas	492	\$30,028	43.66	13.19
Norton Correctional Facility	252	\$32,153	45.37	10.67
Nursing, Board of	20	\$36,228	48.18	11.46
Optometry Board of Examiners	1	\$42,037	63.89	14.27
Osawatomie State Hospital	366	\$32,630	46.74	11.53
Parsons State Hospital & Trng Center	454	\$30,377	45.37	12.25

**Number, Salary, Age and Years of Service of Classified Employees by Agency
Fiscal Year 2008**

Agency Name	Number of Classified Emp	Average Salary	Average Age	Average Yrs of Service
Pharmacy, Board of	6	\$48,306	47.71	06.88
Pittsburg State University	302	\$29,830	49.21	11.65
Racing & Gaming Commission	43	\$36,899	45.68	12.05
Rainbow Mental Health Facility	107	\$35,661	48.98	10.66
Real Estate Appraisal Board	1	\$46,363	54.63	25.12
Real Estate Commission	9	\$31,036	49.66	08.06
Regents, Board of	15	\$37,455	51.66	14.26
Revenue, Department of	978	\$36,698	46.69	15.01
Securities Commissioner, Office of the	24	\$46,680	51.48	13.36
Social & Rehabilitation Services, Dept of	3125	\$35,708	46.59	13.59
Tax Appeals, Board of	9	\$30,166	50.13	20.49
Technical Professions, State Board of	3	\$27,747	59.86	04.77
Topeka Correctional Facility	223	\$33,498	43.88	11.53
Transportation, Department of	2873	\$35,596	45.80	13.67
Treasurer, State	12	\$36,750	51.23	22.21
University of Kansas Medical Center	446	\$30,068	46.61	13.19
Veterans Affairs, Commission on	309	\$27,049	45.67	08.15
Water Office, Kansas	19	\$54,572	47.06	14.69
Wichita State University	641	\$27,400	49.57	12.23
Wildlife & Parks, Department of	398	\$39,267	45.15	14.21
Winfield Correctional Facility	176	\$33,186	46.03	11.31

Source: SHARP (FY 2008; excludes legislators, unclassified, temporary and student employees).

**Number, Salary, Age and Years of Service of Unclassified Employees by Agency
Fiscal Year 2008**

Agency Name	Number of Unclass Emp	Average Salary	Average Age	Average Yrs of Service
Accountancy, Board of	1	\$67,693	54.72	10.78
Adjutant General	145	\$35,475	47.44	09.35
Administration, Department of	25	\$73,248	46.31	13.48
Aging, Department on	8	\$72,745	52.62	18.60
Agriculture, Department of	12	\$62,373	46.48	04.82
Animal Health Department	3	\$69,205	51.63	06.57
Arts Commission, Kansas	1	\$74,672	47.96	01.11
Atchison Juvenile Correctional Fac	1	\$69,677	37.17	05.99
Attorney General	84	\$50,596	42.79	08.19
Banking Department	17	\$69,506	43.47	13.50
Barbering, Board of	1	\$37,304	60.63	19.54
Behavioral Sciences Regulatory Board	3	\$47,632	46.69	07.67
Beloit Juvenile Correctional Facility	1	\$67,106	45.86	10.82
Blind, School for the	59	\$44,428	48.08	13.43
Citizen's Utility Ratepayer Board	3	\$78,098	47.64	12.28
Commerce, Department of	12	\$79,784	48.06	12.02
Conservation Commission	7	\$63,245	51.76	13.57
Corporation Commission	59	\$59,464	48.47	12.06
Corrections, Department of	16	\$77,726	52.96	18.61
Cosmetology, Board of	1	\$57,783	55.82	23.70
Credit Unions, Department of	1	\$76,500	69.63	13.81
Deaf, School for the	102	\$43,078	47.04	14.27
Dental Board	1	\$57,222	60.25	13.32
Education, Department of	28	\$90,131	53.91	14.66
El Dorado Correctional Facility	1	\$55,251	42.47	14.04
Emergency Medical Services	1	\$81,600	35.81	08.66
Emporia State University	433	\$56,242	48.22	10.20
Ethics Commission, Kansas Gov	8	\$45,674	50.64	23.17
Fair, Kansas State	1	\$53,795	45.14	06.28
Fire Marshal	2	\$66,641	57.35	13.38
Fort Hays State University	444	\$54,024	46.99	10.82
Governor, Office of the	32	\$51,846	38.35	07.51
Healing Arts, State Board of	7	\$64,694	45.65	11.19
Health & Environment, Department of	11	\$86,531	45.94	09.05
Health Care Stabilization Fund, Bd of Gov	9	\$55,676	50.09	11.38
Health Policy Authority, Kansas	115	\$55,008	45.82	08.46
Highway Patrol	7	\$75,545	52.33	14.58
Historical Society, State	1	\$85,309	55.16	21.94
Housing Resources Corp, Kansas	39	\$47,085	40.68	04.17
Human Rights Commission, Kansas	4	\$64,985	55.07	20.71
Indigents Defense Services Board	104	\$52,495	40.21	07.14
Insurance Department	102	\$49,468	48.02	12.62
Investigation, Kansas Bureau of	7	\$91,662	53.21	20.52
Judicial Branch	1849	\$44,732	47.03	11.94
Judicial Council	7	\$55,148	47.76	14.06
Juvenile Correctional Complex	2	\$69,047	44.12	16.04
Juvenile Justice Authority	8	\$69,631	41.49	09.24
Kansas Inc	2	\$48,946	36.00	09.58
Kansas Public Employees Retirement System	17	\$83,099	45.21	11.40
Kansas State University	2565	\$71,931	47.73	12.79
Labor, Department of	30	\$77,069	53.98	11.29
Lansing Correctional Facility	1	\$45,854	38.29	09.17
Larned Correctional Mental Health Fac	1	NA	NA	NA
Larned Juvenile Correctional Facility	2	\$75,237	59.06	03.62
Larned State Hospital	20	\$104,170	55.91	05.13

**Number, Salary, Age and Years of Service of Unclassified Employees by Agency
Fiscal Year 2008**

Agency Name	Number of Unclass Emp	Average Salary	Average Age	Average Yrs of Service
Legislative Coordinating Council	11	\$49,138	52.62	13.58
Legislative Research Department	38	\$62,530	47.25	15.51
Legislature	38	\$47,373	45.63	07.47
Library, State	1	\$69,437	59.55	11.26
Lieutenant Governor, Office of the	4	\$47,530	40.92	04.17
Lottery, Kansas State	40	\$44,930	51.15	12.64
Mortuary Arts, Board of	1	\$69,400	53.08	26.78
Neurological Institute, Kansas	3	\$106,821	58.61	12.24
Norton Correctional Facility	1	NA	NA	NA
Nursing, Board of	3	\$61,622	51.91	07.79
Osawatomie State Hospital	21	\$100,433	57.68	12.54
Parole Board, Kansas	3	\$116,654	53.78	15.37
Parsons State Hospital & Trng Center	5	\$103,776	58.57	22.71
Peace Ofcrs Std & Trng	3	\$71,800	59.38	04.41
Pharmacy, Board of	1	\$73,440	50.07	14.63
Pittsburg State University	457	\$67,330	49.21	12.58
Post Audit, Legislative Div of	24	\$63,852	41.27	12.62
Racing & Gaming Commission	21	\$58,706	48.48	12.49
Rainbow Mental Health Facility	6	\$91,020	48.27	02.52
Real Estate Appraisal Board	1	\$60,083	48.18	17.45
Real Estate Commission	2	\$63,750	47.70	04.49
Regents, Board of	41	\$74,233	46.19	09.71
Revenue, Department of	28	\$62,855	47.06	10.71
Revisor of Statutes	30	\$66,040	50.20	19.87
Secretary of State	49	\$42,149	40.46	10.32
Securities Commissioner, Office of the	9	\$69,644	44.69	10.40
Sentencing Commission, Kansas	9	\$41,875	46.74	06.67
Social & Rehabilitation Services, Dept of	31	\$76,120	49.12	17.08
Tax Appeals, Board of	10	\$78,731	46.56	08.97
Technical Professions, State Board of	2	\$57,088	57.55	19.14
Technology Enterprise Corp, Kansas	10	\$90,341	47.11	09.35
Topeka Correctional Facility	1	NA	NA	NA
Transportation, Department of	12	\$85,662	49.10	16.66
Treasurer, State	32	\$45,070	46.94	10.81
University of Kansas	4925	\$56,505	46.94	11.33
University of Kansas Medical Center	2513	\$57,896	43.44	08.20
Veterans Affairs, Commission on	5	\$67,599	59.64	10.29
Veterinary Examiners, Board of	3	\$43,178	49.96	13.56
Water Office, Kansas	3	\$75,480	50.09	13.56
Wichita State University	1062	\$63,093	48.60	13.18
Wildlife & Parks, Department of	6	\$68,857	53.33	20.71

Source: SHARP (FY 2008); Excludes Legislators, classified, temporary and student employees.

**Classified Employees by County of Work
Fiscal Year 2008**

County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary	County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary
Allen	73	44.16	11.73	\$36,893	Lincoln	12	44.81	12.93	\$36,078
Anderson	37	42.70	10.90	\$36,581	Linn	18	44.73	11.18	\$36,004
Atchison	115	43.68	12.52	\$33,106	Logan	30	45.56	14.29	\$37,669
Barber	10	48.65	11.09	\$33,740	Lyon	415	48.60	13.46	\$32,897
Barton	101	45.68	12.87	\$39,213	Marion	38	44.40	11.68	\$35,577
Bourbon	46	46.05	12.26	\$34,450	Marshall	31	47.58	18.95	\$36,366
Brown	56	48.15	20.33	\$39,160	McPherson	47	47.22	13.26	\$38,866
Butler	557	41.11	08.59	\$33,689	Meade	16	47.42	16.42	\$37,774
Chase	8	45.18	16.50	\$34,759	Miami	427	46.51	11.31	\$35,354
Chautauqua	12	44.78	10.84	\$35,374	Mitchell	73	45.86	12.59	\$34,648
Cherokee	48	44.27	12.79	\$34,956	Montgomery	102	47.52	14.70	\$36,905
Cheyenne	8	45.71	08.90	\$30,906	Morris	17	45.69	10.34	\$31,453
Clark	9	45.88	13.78	\$35,919	Morton	6	47.12	09.15	\$31,647
Clay	25	47.65	15.80	\$40,579	Nemaha	26	46.19	15.97	\$38,379
Cloud	41	46.38	17.55	\$38,536	Neosho	177	49.29	15.80	\$41,031
Coffey	18	42.89	13.35	\$41,393	Ness	7	52.01	16.10	\$34,085
Comanche	9	44.51	14.23	\$34,211	Norton	295	44.79	11.09	\$34,306
Cowley	402	46.47	11.17	\$33,062	Osage	44	44.60	12.84	\$36,977
Crawford	459	48.71	12.31	\$34,014	Osborne	11	44.16	17.09	\$37,255
Decatur	9	46.48	17.96	\$35,097	Ottawa	15	45.34	08.80	\$35,569
Dickinson	29	48.67	17.90	\$39,021	Pawnee	1082	45.47	10.73	\$33,462
Doniphan	9	46.32	18.55	\$37,428	Phillips	56	47.67	16.44	\$38,092
Douglas	207	44.32	13.30	\$39,492	Pottawatomie	60	46.04	15.36	\$37,945
Edwards	12	49.81	11.52	\$35,419	Pratt	139	46.89	13.30	\$41,025
Elk	1	57.45	06.17	\$40,872	Rawlins	27	45.64	12.11	\$34,242
Ellis	492	48.38	14.04	\$34,616	Reno	804	43.74	11.17	\$34,783
Ellsworth	245	44.55	10.08	\$34,249	Republic	32	51.13	17.00	\$36,465
Finney	200	46.03	12.02	\$37,849	Rice	10	50.21	16.45	\$36,279
Ford	228	48.30	11.64	\$35,480	Riley	1519	47.64	13.42	\$32,304
Franklin	52	46.60	10.63	\$36,870	Rooks	58	45.44	11.44	\$36,235
Geary	83	44.66	11.48	\$35,392	Rush	10	51.28	18.07	\$38,780
Gove	10	48.67	10.60	\$32,390	Russell	22	47.25	17.02	\$40,011
Graham	9	40.38	09.09	\$32,399	Saline	412	46.91	12.49	\$38,864
Grant	21	42.93	08.04	\$36,428	Scott	16	47.68	15.90	\$39,439
Gray	12	49.66	13.15	\$35,346	Sedgwick	1735	46.96	11.25	\$34,279
Greeley	10	42.98	09.50	\$29,900	Seward	57	44.75	10.91	\$37,304
Greenwood	15	42.29	11.71	\$35,826	Shawnee	6527	46.71	14.61	\$41,288
Hamilton	24	41.69	10.24	\$33,439	Sheridan	11	53.38	18.03	\$35,360
Harper	12	47.03	10.93	\$33,438	Sherman	35	47.29	13.16	\$36,433
Harvey	56	45.04	09.35	\$34,556	Smith	10	46.53	17.35	\$35,279
Haskell	10	50.86	07.83	\$32,953	Stafford	11	46.32	14.63	\$43,818
Hodgeman	8	43.85	10.90	\$29,882	Stanton	0	N/A	N/A	N/A
Jackson	31	46.07	12.08	\$35,544	Stevens	6	50.10	14.64	\$32,971
Jefferson	24	46.09	14.57	\$39,538	Sumner	48	47.53	13.72	\$37,430
Jewell	26	47.73	16.56	\$37,266	Thomas	55	45.52	13.95	\$37,488
Johnson	502	45.05	10.86	\$37,430	Trego	27	44.18	12.78	\$39,304
Kearny	10	42.69	11.20	\$33,604	Wabaunsee	25	44.52	15.54	\$35,835
Kingman	16	43.08	13.44	\$36,355	Wallace	8	46.31	09.73	\$33,181
Kiowa	14	49.30	16.76	\$39,220	Washington	14	49.71	10.27	\$33,197
Labette	523	45.94	12.91	\$32,680	Wilson	16	48.21	11.29	\$38,812
Lane	8	49.70	12.39	\$31,478	Woodson	35	51.25	14.38	\$36,103
Leavenworth	759	42.20	10.20	\$33,955	Wyandotte	953	46.44	12.73	\$34,548

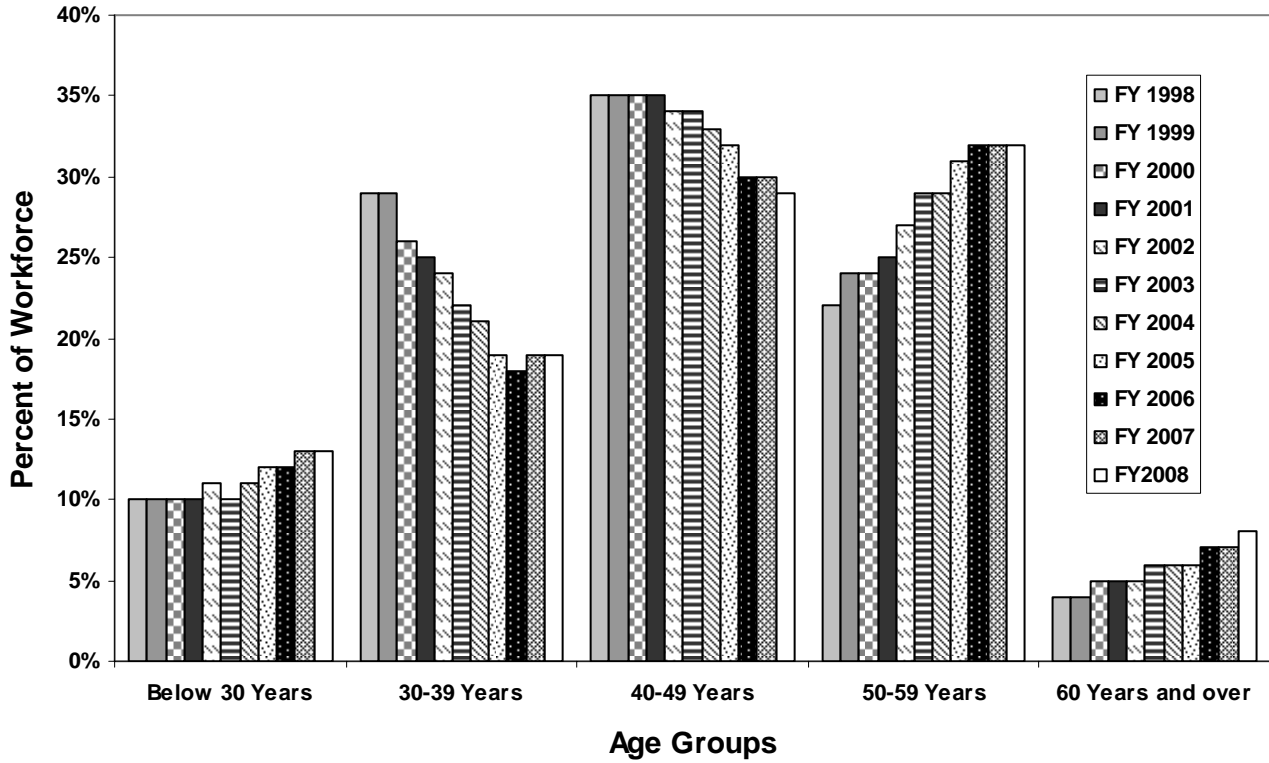
Source: SHARP (FY 2008); Excludes unclassified, temporary and student employees

**Unclassified Employees by County of Work
Fiscal Year 2008**

County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary	County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary
Allen	12	46.55	10.17	\$48,995	Linn	8	48.48	07.58	\$44,322
Anderson	9	41.14	13.78	\$52,035	Logan	5	46.75	08.78	\$41,779
Atchison	16	49.18	21.16	\$51,027	Lyon	466	48.58	10.96	\$71,235
Barber	7	38.44	09.77	\$42,957	Marion	9	47.36	11.01	\$48,911
Barton	32	50.36	17.22	\$45,194	Marshall	9	45.56	13.92	\$39,387
Bourbon	12	46.63	10.21	\$46,802	McPherson	19	45.77	13.30	\$45,329
Brown	16	49.61	15.51	\$49,995	Meade	5	43.91	04.89	\$40,430
Butler	33	47.94	12.34	\$48,954	Miami	39	51.45	10.81	\$75,662
Chase	4	49.49	19.35	\$46,038	Mitchell	6	44.17	07.03	\$46,568
Chautauqua	4	53.54	16.37	\$42,279	Montgomery	29	48.41	10.00	\$47,416
Cherokee	15	50.51	14.41	\$48,979	Morris	10	56.26	20.24	\$38,492
Cheyenne	5	55.47	15.91	\$45,213	Morton	5	38.58	10.66	\$43,577
Clark	4	45.78	13.23	\$43,207	Nemaha	7	48.12	14.71	\$42,584
Clay	6	46.18	14.54	\$41,893	Neosho	26	47.79	17.25	\$57,864
Cloud	13	46.55	13.04	\$41,365	Ness	8	47.37	18.34	\$42,767
Coffey	10	44.86	13.81	\$46,995	Norton	11	45.33	20.80	\$47,194
Comanche	5	61.23	09.30	\$41,805	Osage	8	47.02	12.82	\$41,347
Cowley	26	47.89	12.28	\$51,620	Osborne	6	46.74	13.62	\$42,233
Crawford	486	49.40	12.90	\$68,302	Ottawa	5	56.89	22.18	\$50,918
Decatur	4	53.06	15.91	\$45,415	Pawnee	35	53.88	09.56	\$81,957
Dickinson	16	42.75	08.47	\$43,670	Phillips	4	46.82	07.00	\$41,307
Doniphan	6	49.54	12.69	\$38,617	Pottawatomie	15	46.03	13.04	\$41,387
Douglas	4785	47.04	11.85	\$57,957	Pratt	13	56.11	18.14	\$49,589
Edwards	7	44.57	12.00	\$45,976	Rawlins	5	66.59	16.60	\$45,759
Elk	4	50.72	09.41	\$42,072	Reno	86	49.43	14.30	\$52,767
Ellis	481	47.25	11.30	\$54,691	Republic	4	54.94	14.26	\$58,569
Ellsworth	10	53.86	12.24	\$48,217	Rice	7	51.12	23.84	\$38,999
Finney	62	48.25	10.45	\$53,370	Riley	2150	47.87	13.36	\$80,369
Ford	30	48.44	11.65	\$50,892	Rooks	5	37.71	13.73	\$43,017
Franklin	21	47.18	17.23	\$51,059	Rush	4	54.63	12.48	\$44,054
Geary	109	47.03	09.73	\$42,456	Russell	9	50.74	13.69	\$37,805
Gove	4	47.96	12.83	\$42,174	Saline	138	46.63	12.16	\$59,886
Graham	6	50.96	08.97	\$54,961	Scott	5	52.67	16.20	\$45,480
Grant	8	47.27	13.39	\$43,351	Sedgwick	1556	47.21	12.42	\$64,587
Gray	5	45.90	17.34	\$44,420	Seward	20	50.10	12.48	\$46,246
Greeley	6	46.83	12.12	\$53,932	Shawnee	1547	46.78	11.78	\$59,481
Greenwood	11	48.74	11.47	\$48,748	Sheridan	5	49.27	19.06	\$44,142
Hamilton	5	48.09	15.91	\$46,748	Sherman	8	57.80	16.90	\$46,618
Harper	8	48.47	11.58	\$51,131	Smith	5	47.53	16.48	\$43,499
Harvey	22	48.42	15.19	\$48,835	Stafford	7	49.82	10.13	\$44,528
Haskell	5	50.19	08.91	\$42,688	Stanton	5	55.10	15.81	\$38,407
Hodgeman	4	54.40	13.33	\$36,901	Stevens	7	46.41	10.22	\$55,730
Jackson	14	46.90	14.45	\$50,066	Sumner	17	49.04	13.61	\$47,626
Jefferson	11	48.93	16.47	\$50,193	Thomas	29	45.88	12.93	\$57,299
Jewell	4	56.20	07.52	\$42,811	Trego	4	36.12	07.18	\$42,049
Johnson	364	46.99	12.63	\$48,849	Wabaunsee	6	40.56	10.98	\$40,454
Kearny	6	49.28	11.19	\$47,452	Wallace	4	50.72	17.08	\$44,945
Kingman	9	39.52	06.40	\$39,884	Washington	8	56.26	11.86	\$52,874
Kiowa	5	49.52	13.53	\$43,546	Wichita	5	47.34	13.83	\$43,428
Labette	72	50.84	17.28	\$56,436	Wilson	12	48.50	12.10	\$45,364
Lane	4	46.79	26.81	\$44,426	Woodson	4	52.93	18.25	\$49,843
Leavenworth	38	46.13	13.37	\$50,414	Wyandotte	2596	43.75	08.68	\$56,312
Lincoln	6	41.70	09.81	\$46,180					

Source: SHARP (FY 2008); Excludes classified, temporary and student employees.

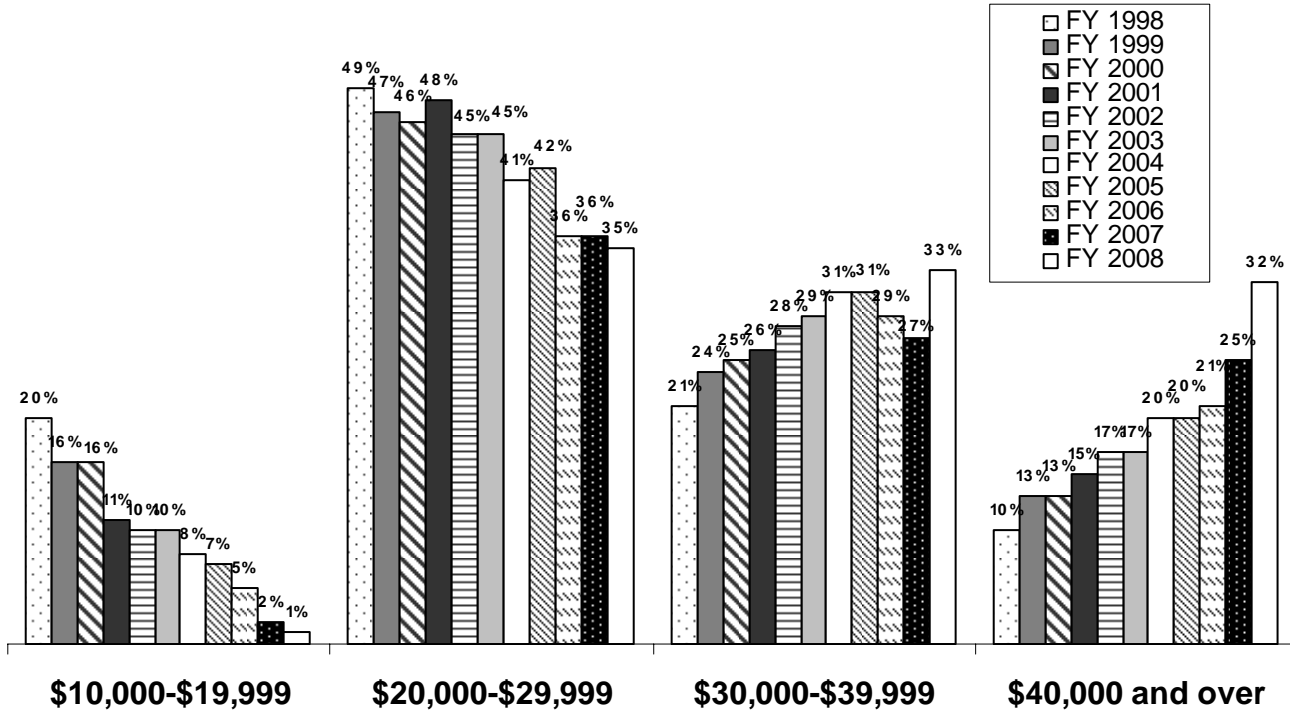
The Aging of the Classified Workforce



Comments: The 50-59 year old age group has significantly increased since 1998, while there has been a significant decrease in the number of employees in the 30-39 year old age group and the 40-49 year old age group. In FY2006, for the first time, the number of employees between 50 and 59 was greater than the number of employees between 40 and 49. There has been a 3% increase in the number of employees below 30 years of age since 1998. The % of employees over 60 has doubled since 1998.

Source: SHARP (FY 1998-2008); Excludes unclassified, temporary and student employees.

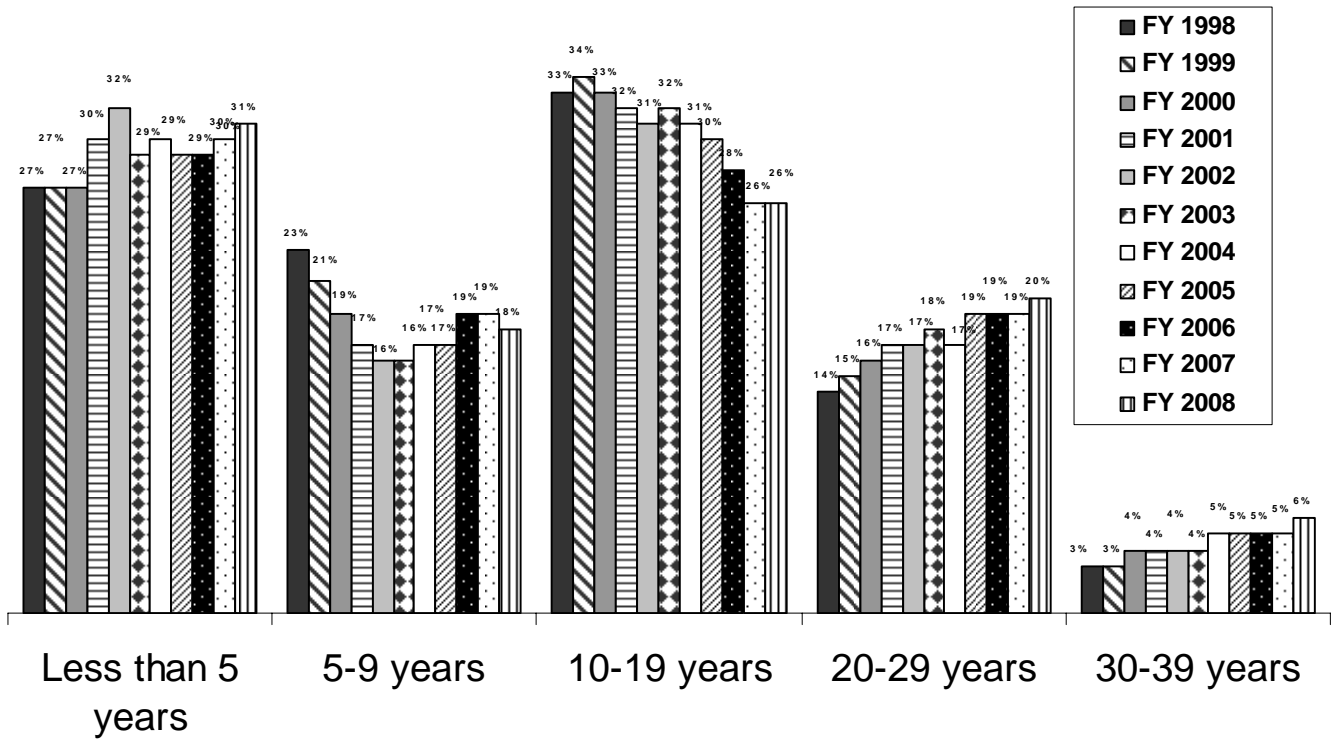
Classified Employees, by Annual Salary, Across Fiscal Years



Comments: In FY 2008 there was a significant increase in the % of employees that earn over \$30,000. In the \$30,000 to \$39,000 group there was a 6% increase while in the \$40,000 and over group there was a 7% increase.

Source: SHARP (FY 1998-2008); Excludes unclassified, temporary and student employees.

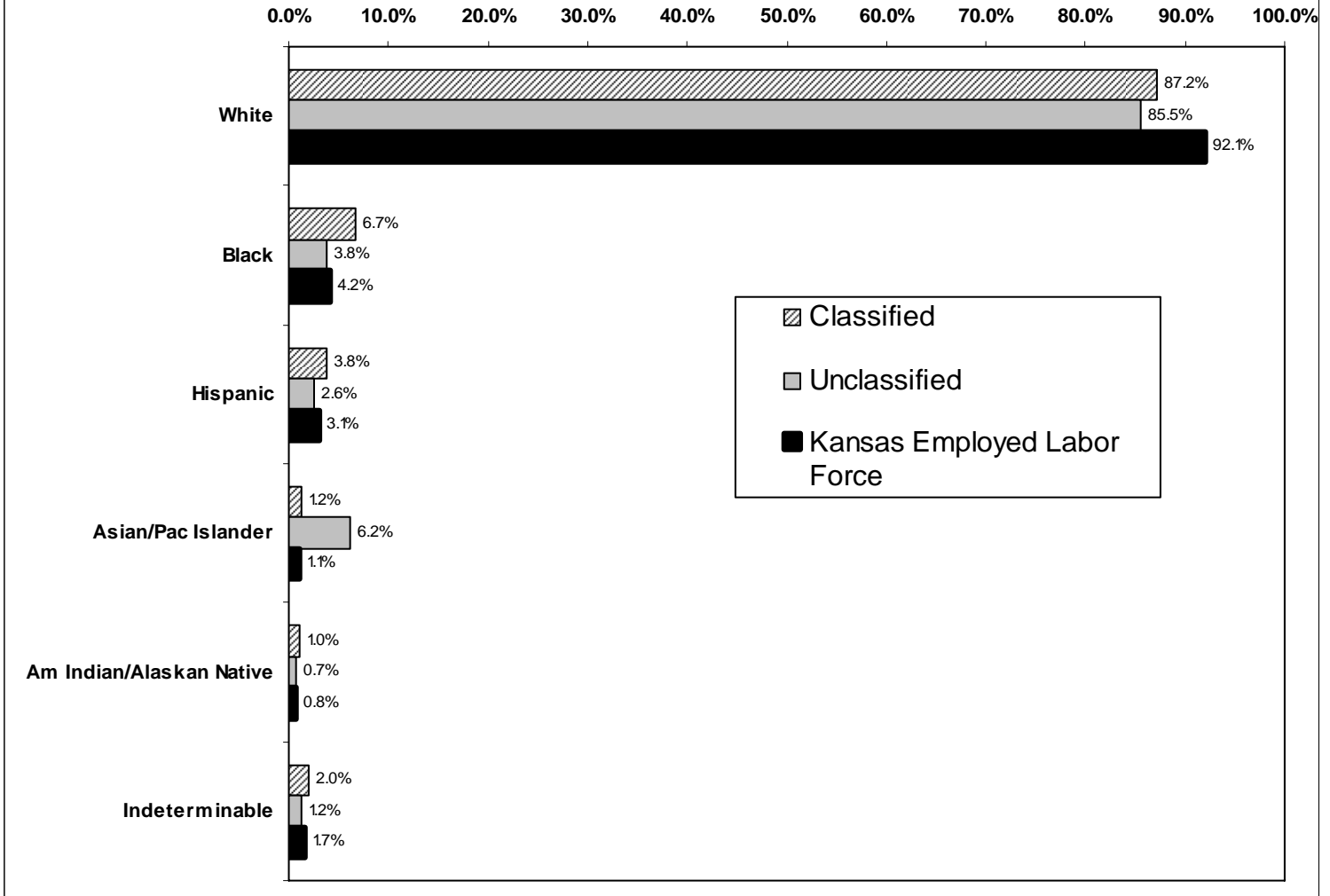
Classified Employees by Years of Service, Across Fiscal Years



Comments: The number of employees with 20-29 years of service has increased steadily in the last few years, while the number of employees with 5-9 years of service has decreased significantly since FY 1998; however in FY 2006 there was a 2% increase and another 1% increase in FY 2007 and again in FY 2008. 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 1998-2008); Excludes unclassified, temporary and student employees.

**The Ethnic Distribution of the Workforce
Fiscal Year 2008**



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

Source: SHARP (FY 2008); 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 2008**

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	36	2.56%	7.69%	48.72%	41.03%
Administration, Department of	488	8.47%	6.40%	52.07%	33.06%
Aging, Department on	148	1.35%	5.41%	17.57%	75.68%
Agriculture, Department of	266	1.39%	4.18%	55.75%	38.68%
Animal Health Department	28	0.00%	0.00%	46.43%	53.57%
Arts Commission, Kansas	7	16.67%	0.00%	0.00%	83.33%
Atchison Juvenile Correctional Fac	69	12.70%	11.11%	38.10%	38.10%
Banking Department	74	2.63%	6.58%	40.79%	50.00%
Barbering, Board of	1	0.00%	0.00%	100.00%	0.00%
Behavioral Sciences Regulatory Board	5	0.00%	0.00%	40.00%	60.00%
Beloit Juvenile Correctional Facility	56	0.00%	1.89%	20.75%	77.36%
Blind, School for the	18	30.00%	20.00%	25.00%	25.00%
Commerce, Department of	222	5.88%	11.76%	28.96%	53.39%
Conservation Commission	6	16.67%	16.67%	16.67%	50.00%
Corporation Commission	135	3.08%	0.77%	49.23%	46.92%
Corrections, Department of	283	5.84%	8.59%	38.14%	47.42%
Cosmetology, Board of	11	0.00%	18.18%	0.00%	81.82%
Credit Unions, Department of	10	0.00%	0.00%	60.00%	40.00%
Deaf, School for the	44	9.30%	6.98%	34.88%	48.84%
Dental Board	2	0.00%	0.00%	0.00%	100.00%
Education, Department of	153	2.01%	3.36%	17.45%	77.18%
El Dorado Correctional Facility	438	7.79%	1.87%	90.34%	0.00%
Ellsworth Correctional Facility	213	2.17%	0.62%	45.03%	52.17%
Emergency Medical Services	11	8.33%	0.00%	33.33%	58.33%
Emporia State University	289	3.13%	4.51%	37.15%	55.21%
Fair, Kansas State	23	0.00%	0.00%	54.55%	45.45%
Fire Marshal	49	4.26%	0.00%	53.19%	42.55%
Fort Hays State University	287	0.35%	0.00%	42.81%	56.84%
Healing Arts, State Board of	32	3.23%	6.45%	19.35%	70.97%
Health & Environment, Department of	754	3.63%	5.30%	38.91%	52.16%
Health Care Stabilization Fund, Bd of Gov	5	0.00%	0.00%	0.00%	100.00%
Health Policy Authority	112	3.60%	6.31%	17.12%	72.97%
Highway Patrol	802	4.84%	1.24%	71.80%	22.11%
Historical Society, State	107	1.89%	0.94%	41.51%	55.66%
Housing Resources Corp, Kansas	4	0.00%	0.00%	50.00%	50.00%
Human Rights Commission, Kansas	26	7.69%	11.54%	23.08%	57.69%
Hutchinson Correctional Facility	508	7.81%	1.76%	73.24%	17.19%
Indigents Defense Services Board	66	16.92%	3.08%	13.85%	66.15%
Insurance Department	17	0.00%	25.00%	0.00%	75.00%
Investigation, Kansas Bureau of	162	5.73%	1.91%	50.96%	41.40%
Juvenile Correctional Complex	215	23.64%	8.64%	42.73%	25.00%
Juvenile Justice Authority	20	10.00%	5.00%	45.00%	40.00%
Kansas Public Employees Retirement System	66	0.00%	12.50%	25.00%	62.50%
Kansas State University	1549	4.05%	5.97%	33.46%	56.52%
Labor, Department of	395	5.81%	12.37%	23.74%	58.08%
Lansing Correctional Facility	677	12.54%	4.89%	59.79%	22.78%
Larned Correctional Mental Health Fac	161	7.05%	1.28%	70.51%	21.15%
Larned Juvenile Correctional Facility	118	5.98%	0.85%	53.85%	39.32%
Larned State Hospital	789	3.14%	4.84%	35.95%	56.08%
Library, State	20	0.00%	0.00%	26.32%	73.68%
Lottery, Kansas State	43	0.00%	0.00%	45.24%	54.76%
Mortuary Arts, Board of	2	0.00%	0.00%	50.00%	50.00%
Neurological Institute, Kansas	492	14.78%	30.39%	19.71%	35.11%
Norton Correctional Facility	252	1.24%	0.83%	68.60%	29.34%
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	366	1.36%	4.88%	27.10%	66.67%
Parsons State Hospital & Trng Center	454	7.64%	7.42%	34.06%	50.87%
Pharmacy, Board of	6	0.00%	0.00%	20.00%	80.00%

**Ethnic and Gender Distribution by Agency
Fiscal Year 2008**

Agency	Number of Employees	Minority		Non-Minority	
		Male	Female	Male	Female
Pittsburg State University	302	0.98%	1.31%	43.14%	54.58%
Racing & Gaming Commission	43	0.00%	5.13%	61.54%	33.33%
Rainbow Mental Health Facility	107	13.21%	41.51%	10.38%	34.91%
Real Estate Appraisal Board	1	0.00%	0.00%	0.00%	100.00%
Real Estate Commission	9	0.00%	0.00%	33.33%	66.67%
Regents, Board of	15	0.00%	6.67%	6.67%	86.67%
Revenue, Department of	978	4.04%	9.70%	26.77%	59.49%
Securities Commissioner, Office of the	24	0.00%	0.00%	55.00%	45.00%
Social & Rehabilitation Services, Dept of	3125	3.08%	13.15%	17.17%	66.60%
Tax Appeals, Board of	9	0.00%	0.00%	11.11%	88.89%
Technical Professions, State Board of	3	0.00%	0.00%	0.00%	100.00%
Topeka Correctional Facility	223	9.13%	5.02%	50.68%	35.16%
Transportation, Department of	2873	5.04%	0.95%	76.88%	17.13%
Treasurer, State	12	0.00%	0.00%	15.38%	84.62%
University of Kansas Medical Center	446	20.68%	16.59%	34.55%	28.18%
Veterans Affairs, Commission on	309	3.92%	13.40%	26.47%	56.21%
Water Office, Kansas	19	0.00%	0.00%	38.89%	61.11%
Wichita State University	641	10.31%	15.54%	28.00%	46.15%
Wildlife & Parks, Department of	398	2.78%	0.51%	77.53%	19.19%
Winfield Correctional Facility	176	10.80%	3.41%	58.52%	27.27%
Total	21,328				

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

Source: SHARP (FY 2008); 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.

SECTION TWO

Turnover

- The statewide turnover rate in FY 2008 was 12.61% down from 13.46% in FY 2007 and from 12.86% in FY 2006.
- In FY 2007, 17% of terminations occurred within the first year of service. This is a significant decrease from FY 2007, when 26% of terminations occurred within the first year of service.
- In FY 2008, 54% of terminations occurred within the first 5 yrs of service, slightly lower than in FY 2007 (55%).
- Jobs in Public Safety have the highest turnover rate (17.02%) while Transportation jobs have the lowest turnover rate (9.33%).

Retirement

- Thirty-five percent of the state workforce will be retirement eligible by the year 2013. This is a slight increase from FY 2007, when 34% of the workforce was retirement eligible by 2012, but it's a significant decrease from FY 2006 when 40% of the workforce was retirement eligible by 2011.

Leave Analysis

- Average number of vacation days used by classified employees in FY 2008 was 15 days. Average number of vacation days used by unclassified employees in FY 2008 was 13 days.
- Average number of sick days used by classified employees in FY 2008 was 10 days. Average number of sick days used by unclassified employees in FY2008 was 8 days.

**Appointment of Classified Employees by Agency
Fiscal Year 2008**

Agency	Hires	Rehires	Promotions	Demotions	Transfers
Accountancy, Board of	1	0	0	0	0
Adjutant General	2	1	4	0	2
Administration, Department of	39	14	45	3	6
Aging, Department on	20	9	12	0	4
Agriculture, Department of	21	4	25	0	1
Animal Health Department	2	0	3	0	0
Arts Commission, Kansas	1	2	1	0	0
Atchison Juvenile Correctional Facility	20	3	3	0	2
Attorney General	0	0	0	0	0
Banking Department	14	2	8	0	2
Barbering, Board of	0	0	0	0	0
Behavioral Sciences Regulatory Bd	0	1	0	0	0
Beloit Juvenile Correctional Facility	20	3	3	1	1
Blind, School for the	0	0	0	0	0
Citizen's Utility Ratepayer Board	N/A	N/A	N/A	N/A	N/A
Commerce, Department of	30	11	38	18	16
Conservation Commission	0	0	0	0	0
Corporation Commission	4	3	31	0	2
Corrections, Department of	27	16	30	3	19
Cosmetology, Board of	2	0	3	0	0
Credit Unions, Department of	1	0	0	0	0
Deaf, School for the	6	2	1	0	0
Dental Board	0	0	0	0	1
Development Finance, Kansas	0	0	0	0	0
Education, Department of	9	4	12	2	4
El Dorado Correctional Facility	140	28	63	7	99
Ellsworth Correctional Facility	33	13	33	0	6
Emergency Medical Services	1	0	1	0	0
Emporia State University	21	11	6	0	37
Ethics Commission, Kansas Gov	N/A	N/A	N/A	N/A	N/A
Fair, Kansas State	0	0	2	0	0
Fire Marshal	3	0	5	1	2
Fort Hays State University	12	5	4	1	2
Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Healing Arts, State Board of	2	2	2	0	1
Health & Environment, Department of	32	28	143	10	16
Health Care Stabilization Fund Bd of Gov	0	0	1	0	0
Health Policy and Finance	8	1	15	0	2
Highway Patrol	30	24	112	5	37
Historical Society, State	4	6	3	1	4
Housing Resources Corp, Kansas	0	0	0	0	0
Human Rights Commission, Kansas	2	0	1	0	0
Hutchinson Correctional Facility	96	14	54	8	33
Indigents Defense Services Board	8	2	8	1	2
Insurance Department	2	0	0	0	0
Investigation, Kansas Bureau of	6	6	12	0	4
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	61	22	30	5	1
Juvenile Justice Authority	3	1	5	1	1

**Appointment of Classified Employees by Agency
Fiscal Year 2008**

Agency	Hires	Rehires	Promotions	Demotions	Transfers
Kansas Inc	N/A	N/A	N/A	N/A	N/A
Kansas Public Employees Ret Sys	5	2	4	0	4
Kansas State University	110	86	80	1	77
Labor, Department of	25	12	41	5	11
Lansing Correctional Facility	133	20	74	8	12
7Larned Correctional Mental Health Fac.	28	8	20	1	9
Larned Juvenile Correctional Facility	13	13	16	1	5
Larned State Hospital	57	73	117	19	160
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	1	1	0	0
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Lottery, The Kansas	2	1	4	0	1
Mortuary Arts, Board	0	0	0	0	0
Neurological Institute, Kansas	8	5	61	1	72
Norton Correctional Facility	32	7	20	1	2
Nursing, Board of	1	3	8	0	1
Optometry Board of Examiners	0	0	0	0	0
Osawatomie State Hospital	64	32	75	4	44
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Ctr	25	30	37	1	13
Peace Officers, Std & Trng	0	0	0	0	0
Pharmacy, Board of	0	1	1	0	0
Pittsburg State University	13	16	19	2	0
Post Audit, Legislative Division	N/A	N/A	N/A	N/A	N/A
Racing & Gaming Commission, Kansas	8	3	12	0	3
Rainbow Mental Health Facility	15	12	15	2	11
Real Estate Appraisal Board	0	0	0	0	0
Real Estate Commission	0	0	1	0	0
Regents, Board of	0	1	1	0	1
Revenue, Department of	38	41	134	7	18
Revisor 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	4	0	2	0	0
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	214	104	239	21	78
Tax Appeals, Board of	0	0	0	0	0
Technical Professions, State Board of	2	15	13	0	0
Technology Enterprise Corp, Kansas	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	35	16	24	2	16
Transportation, Department of	198	85	371	30	87
Treasurer, State	0	0	0	0	0
University of Kansas	N/A	N/A	N/A	N/A	N/A
University of Kansas Medical Center	82	0	0	0	11
Veteran Affairs, Commission on	28	75	16	1	11
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	0	1	5	0	0
Wichita State University	70	35	30	4	0
Wildlife & Parks, Department of	6	14	68	1	9
Winfield Correctional Facility	28	5	29	0	9
Total	1927	955	2257	179	972

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 2008 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 2008), excludes unclassified, temporary and student employees.

Turnover Report information:

Definition of Turnover Rate:

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

Diagram illustrating the Turnover Rate formula:

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

Terminations: Retirements and voluntary, involuntary and neutral terminations.

Voluntary Terminations: Resignations.4

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

Neutral Terminations: Death.

Includes/Excludes:

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

Turnover Calculation:

- Begin Count: The number of active (Active, Leave with Pay, Leave without Pay, Suspended) employees pulled from SHARP as of July 1, 2007 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, 2008 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.

Termination Actions:

Action	Reason	Description	Turnover Type
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:

Action	Reason	Description	Turnover Type
RET	ER1	Early Retirement 1	Voluntary
RET	ER2	Early Retirement 2	Voluntary
RET	REG	Regular Retirement	Voluntary

**Separation of Classified Employees by Agency
Fiscal Year 2008**

Agency Name	Avg Num of Employees	Terminations				Total Separations
		Retirements	Involuntary	Neutral	Voluntary	
Accountancy, Board of	2	0	0	0	0	0
Adjutant General	39.5	3	1	0	5	9
Administration, Department of	524.5	17	4	0	21	42
Aging, Department on	155.5	10	1	0	12	23
Agriculture, Department of	263	7	1	0	9	17
Animal Health Department	28.5	2	0	0	1	3
Arts Commission, Kansas	6	0	0	0	1	1
Atchison Juvenile Correctional Facility	71.5	2	1	0	18	21
Attorney General	0.5	1	0	0	0	1
Banking Department	75	0	0	0	8	8
Barbering, Board of	1	0	0	0	0	0
Behavioral Sciences Regulatory Bd	4.5	0	0	0	0	0
Beloit Juvenile Correctional Facility	59.5	3	0	0	9	12
Blind, School for the	20.5	3	0	0	1	4
Citizen's Utility Ratepayer Board	N/A	N/A	N/A	N/A	N/A	N/A
Commerce, Department of	232	14	33	1	13	61
Conservation Commission	6	0	0	0	0	0
Corporation Commission	137	4	0	0	5	9
Corrections, Department of	281.5	5	1	0	21	27
Cosmetology, Board of	11	0	0	0	1	1
Credit Unions, Department of	10	0	0	0	0	0
Deaf, School for the	45.5	1	1	0	3	5
Dental Board	2	0	0	0	1	1
Development Finance, Kansas	N/A	N/A	N/A	N/A	N/A	N/A
Education, Department of	157	2	0	0	15	17
El Dorado Correctional Facility	448	5	19	0	114	138
Ellsworth Correctional Facility	213.5	6	3	0	28	37
Emergency Medical Services	12	1	1	0	0	2
Emporia State University	289.5	8	0	0	17	25
Ethics Commission, Kansas Gov	N/A	N/A	N/A	N/A	N/A	N/A
Fair, Kansas State	22.5	0	0	0	0	0
Fire Marshal	47.5	2	0	1	0	3
Fort Hays State University	286	5	0	0	10	15
Governor, Office of the	N/A	N/A	N/A	N/A	N/A	N/A
Healing Arts, State Board of	29.5	0	0	0	0	0
Health & Environment, Department of	751	24	1	1	41	67
Health Care Stabilization Fund Bd of Gov	6	0	0	0	0	0
Health Policy Authority, Kansas	124.5	9	0	2	8	19
Highway Patrol	798	22	2	0	27	51
Historical Society, State	108	3	0	0	8	11
Housing Resources Corp, Kansas	10.5	0	0	0	1	1
Human Rights Commission, Kansas	29	0	0	0	1	1
Hutchinson Correctional Facility	507.5	14	12	1	68	95
Indigents Defense Services Board	66.5	1	0	0	4	5
Insurance Department	19.5	0	0	0	2	2
Investigation, Kansas Bureau of	161	2	1	0	6	9
Judicial Branch	N/A	N/A	N/A	N/A	N/A	N/A
Judicial Council	N/A	N/A	N/A	N/A	N/A	N/A
Juvenile Correctional Complex	216	3	3	0	52	58
Juvenile Justice Authority	20	0	0	0	3	3
Kansas Inc	N/A	N/A	N/A	N/A	N/A	N/A
Kansas Public Employees Ret Sys	65	3	0	0	3	6
Kansas State University	1568	30	7	1	146	184
Labor, Department of	397	21	0	2	16	39
Lansing Correctional Facility	677.5	19	23	1	104	147
Larned Correctional Mental Health Fac.	175	1	4	0	20	25
Larned Juvenile Correctional Facility	128.5	0	0	1	27	28
Larned State Hospital	844.5	24	12	1	155	192
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A	N/A
Legislative Research Department	N/A	N/A	N/A	N/A	N/A	N/A

**Separation of Classified Employees by Agency
Fiscal Year 2008**

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	1	1
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A	N/A
Lottery, The Kansas	42.5	0	0	1	1	2
Mortuary Arts, Board	2	0	0	0	0	0
Neurological Institute, Kansas	532.5	7	11	2	42	62
Norton Correctional Facility	254	5	2	0	28	35
Nursing, Board of	19	1	0	0	0	1
Optometry Board of Examiners	1	0	0	0	0	0
Osawatomie State Hospital	357	8	22	1	63	94
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Ctr	459	8	7	1	34	50
Peace Officers, Std & Trng	N/A	N/A	N/A	N/A	N/A	N/A
Pharmacy, Board of	5.5	0	0	0	0	0
Pittsburg State University	302.5	7	2	0	15	24
Pooled Money Investment Board	4	0	0	0	0	0
Post Audit, Legislative Division of	N/A	N/A	N/A	N/A	N/A	N/A
Racing & Gaming Commission, Kansas	42	1	1	0	1	3
Rainbow Mental Health Facility	106.5	4	3	1	20	28
Real Estate Appraisal Board	1	0	0	0	0	0
Real Estate Commission	9.5	0	0	0	1	1
Regents, Board of	16.5	0	0	0	0	0
Revenue, Department of	982.5	23	0	1	36	60
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	22.5	1	0	0	1	2
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	3180.5	108	17	0	219	344
Tax Appeals, Board of	10	0	0	0	1	1
Technical Professions, State Board of	2.5	0	0	0	0	0
Technology Enterprise Corp, Kansas	N/A	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	225	6	5	2	20	33
Transportation, Department of	2903.5	70	16	5	180	271
Treasurer, State	8	0	0	0	0	0
University of Kansas	1	0	0	0	0	0
University of Kansas Medical Center	440.5	7	22	0	43	72
Veteran Affairs, Commission on	319.5	5	12	1	66	84
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	19	0	0	0	1	1
Wichita State University	635.5	23	7	4	50	84
Wildlife & Parks, Department of	398	7	0	2	13	22
Winfield Correctional Facility	195	3	3	0	26	32
Total	21,673	571	261	33	1,867	2,732
% of Total Separations		20.90	9.55	1.21	68.34	

Source: SHARP (FY 2008); Excludes unclassified, temporary and student employees. Agencies not appearing on the report have no classified employees.

**Classified Employees Turnover by Agency
Fiscal Year 2008**

Agency Name	Avg Num of Classified Employees FY 2008	Turnover Rate								
		FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Accountancy, Board of	2	100.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Adjutant General	39.5	6.19%	9.90%	0.00%	11.65%	14.89%	6.67%	11.49%	14.12%	22.78%
Administration, Department of	524.5	12.11%	9.23%	10.20%	14.79%	9.49%	7.29%	10.13%	6.32%	8.01%
Aging, Department on	155.5	7.78%	9.76%	10.17%	20.00%	15.24%	10.91%	12.20%	10.83%	14.79%
Agriculture, Department of	263	13.63%	9.47%	4.97%	8.03%	7.68%	10.04%	7.35%	12.31%	6.46%
Animal Health Department	28.5	3.85%	7.69%	7.41%	7.55%	15.38%	3.85%	11.32%	0.00%	10.53%
Arts Commission, Kansas	6	0.00%	0.00%	30.77%	0.00%	14.29%	0.00%	15.38%	54.55%	16.67%
Atchison Juvenile Correctional Facility	71.5	12.56%	15.50%	15.67%	16.51%	34.59%	35.03%	31.71%	28.38%	29.37%
Attorney General	0.5	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	200.00%
Banking Department	75	13.74%	15.04%	7.30%	14.09%	5.41%	19.58%	5.63%	17.69%	10.67%
Barbering, Board of	1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Behavioral Sciences Reg Board	4.5	57.14%	54.55%	0.00%	0.00%	66.67%	0.00%	22.22%	0.00%	0.00%
Beloit Juvenile Correctional Facility	59.5	14.58%	19.10%	19.25%	21.18%	5.99%	39.51%	40.88%	29.06%	20.17%
Blind, School for the	20.5	9.09%	9.52%	3.39%	10.53%	7.41%	23.53%	12.24%	8.51%	19.51%
Commerce, Department of	232	21.74%	18.88%	15.25%	13.08%	5.23%	11.27%	14.22%	18.93%	26.29%
Conservation Commission	6	0.00%	16.67%	33.33%	0.00%	18.18%	0.00%	0.00%	0.00%	0.00%
Corporation Commission	137	8.66%	8.59%	7.72%	5.34%	5.38%	4.51%	9.59%	7.38%	6.57%
Corrections, Department of	281.5	8.45%	13.47%	8.11%	10.73%	11.02%	8.19%	11.83%	9.28%	10.43%
Cosmetology, Board of	11	10.00%	31.58%	0.00%	20.00%	10.00%	30.00%	20.00%	28.57%	9.09%
Credit Unions, Department of	10	18.18%	9.09%	9.09%	0.00%	0.00%	0.00%	0.00%	57.14%	0.00%
Deaf, School for the	45.5	14.43%	23.40%	14.29%	18.56%	14.74%	10.42%	25.81%	11.11%	10.99%
Dental Board	2	100.00%	0.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	50.00%
Education, Department of	157	8.31%	7.72%	7.52%	12.58%	9.50%	8.31%	14.41%	18.58%	10.83%
El Dorado Correctional Facility	448	21.27%	20.68%	24.61%	21.22%	26.34%	19.82%	30.80%	33.45%	30.80%
Ellsworth Correctional Facility	213.5	11.83%	18.38%	12.87%	17.57%	20.09%	21.96%	21.81%	12.06%	17.33%
Emergency Medical Services	12	9.09%	19.05%	8.70%	17.39%	8.70%	8.70%	0.00%	9.09%	16.67%
Emporia State University	289.5	12.44%	10.08%	8.14%	8.67%	7.12%	8.92%	9.35%	8.75%	8.64%
Ethics Commission, Kansas Gov	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fair, Kansas State	22.5	22.86%	10.00%	20.00%	30.00%	9.30%	18.60%	14.29%	13.64%	0.00%
Fire Marshal	47.5	10.39%	7.32%	2.33%	4.60%	6.98%	6.67%	4.35%	8.70%	6.32%
Fort Hays State University	286	10.20%	8.43%	8.70%	6.98%	6.01%	6.73%	7.56%	6.99%	5.24%
Governor, Office of the	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Healing Arts, State Board of	29.5	13.64%	14.29%	0.00%	18.18%	13.64%	8.00%	20.00%	11.76%	0.00%
Health & Environment, Department of	751	11.92%	9.58%	10.73%	11.68%	9.03%	7.68%	11.56%	9.61%	8.92%
Health Care Stabilization Fund Bd of Gov	6	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	40.00%	0.00%
Health Policy Authority, Kansas	124.5	N/A	N/A	N/A	N/A	N/A	0.00%	2.24%	7.80%	15.26%
Highway Patrol	798	13.67%	12.40%	11.53%	7.36%	7.89%	6.21%	7.34%	6.50%	6.39%
Historical Society, State	108	15.08%	20.08%	9.72%	13.04%	7.34%	9.01%	11.93%	7.48%	10.19%
Housing Resources Corp, Kansas	10.5	ND	ND	ND	ND	5.56%	6.15%	14.04%	23.26%	9.52%
Human Rights Commission, Kansas	29	10.17%	42.11%	21.43%	0.00%	29.09%	7.55%	18.87%	0.00%	3.45%
Hutchinson Correctional Facility	507.5	14.72%	15.51%	16.02%	18.29%	15.00%	16.21%	17.27%	21.65%	18.72%
Indigents Defense Services Board	66.5	12.70%	16.92%	17.19%	9.60%	17.74%	4.65%	13.64%	9.23%	7.52%
Insurance Department	19.5	2.15%	4.82%	5.48%	8.70%	19.05%	10.34%	12.00%	4.76%	10.26%
Investigation, Kansas Bureau of	161	6.32%	9.63%	5.93%	6.33%	6.12%	5.57%	7.61%	3.25%	5.59%
Judicial Branch	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Judicial Council	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Juvenile Correctional Complex	216	N/A	N/A	N/A	N/A	N/A	9.52%	28.00%	30.66%	26.85%
Juvenile Justice Authority	20	4.65%	12.50%	19.61%	15.39%	31.37%	16.00%	4.17%	31.82%	15.00%
Kansas Public Employees Ret Sys	65	6.78%	6.61%	7.52%	14.93%	7.52%	4.55%	12.21%	7.75%	9.23%
Kansas State University	1568	12.39%	12.99%	10.41%	11.11%	9.19%	12.06%	11.91%	12.03%	11.73%
Kansas, Inc.	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Labor, Department of	397	10.18%	11.23%	8.32%	7.37%	9.42%	12.75%	9.75%	15.69%	9.82%
Lansing Correctional Facility	677.5	19.52%	23.66%	24.24%	26.14%	26.80%	28.64%	22.51%	20.94%	21.70%
Larned Correctional Mental Health Facility	175	17.87%	19.39%	15.34%	16.81%	12.96%	18.99%	17.00%	18.97%	14.29%
Larned Juvenile Correctional Facility	128.5	19.01%	19.33%	17.72%	11.48%	14.39%	16.79%	16.92%	19.84%	21.79%
Larned State Hospital	844.5	13.75%	17.17%	11.82%	16.63%	17.32%	21.88%	18.20%	23.12%	22.74%
Legislative Coordinating Council	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legislative Research	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legislature	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**Classified Employees Turnover by Agency
Fiscal Year 2008**

Agency Name	Avg Num of Classified Employees	Turnover Rate								
	FY 2008	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Library, State	20.5	21.28%	4.26%	4.17%	8.33%	8.51%	9.09%	0.00%	9.76%	5.00%
Lieutenant Governor, Office of	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Lottery, Kansas	39.5	17.78%	2.35%	22.50%	2.53%	4.88%	0.00%	10.39%	2.53%	4.71%
Mortuary Arts, Board of	2	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Neurological Institute, Kansas	537.5	11.59%	16.34%	17.13%	13.73%	13.03%	17.98%	12.84%	15.07%	11.64%
Norton Correctional Facility	250	10.94%	10.18%	9.16%	7.35%	12.70%	14.20%	18.40%	12.00%	13.78%
Nursing, Board of	19	27.59%	14.29%	24.24%	21.62%	5.26%	10.26%	10.26%	10.53%	5.26%
Optometry Board of Examiners	1	0.00%	200.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Osawatomie State Hospital	349	24.51%	25.80%	21.79%	20.33%	18.47%	21.47%	22.35%	28.37%	26.33%
Parole Board, Kansas	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Cntr	450.5	9.85%	10.94%	8.98%	10.88%	9.16%	11.50%	16.80%	9.99%	10.89%
Peace Officers, Std & Trng	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Pharmacy, Board of	5	20.00%	40.00%	75.00%	0.00%	0.00%	0.00%	18.18%	20.00%	0.00%
Pittsburg State University	301.5	8.99%	8.97%	8.91%	5.32%	6.95%	8.00%	9.73%	5.97%	7.93%
Pooled Money Investment Board	4	N/R	N/R	N/R	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%
Racing & Gaming Commission, Kansas	39	12.66%	20.25%	10.13%	7.60%	4.88%	7.50%	5.19%	5.13%	7.14%
Rainbow Mental Health Facility	106	25.37%	26.67%	17.62%	33.78%	23.36%	20.66%	21.40%	16.04%	26.29%
Real Estate Appraisal Board	1	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Real Estate Commission	10	10.00%	0.00%	28.57%	0.00%	9.52%	19.05%	10.00%	10.00%	10.53%
Regents, Board of	18	9.52%	0.00%	0.00%	0.00%	16.22%	10.00%	16.22%	11.11%	0.00%
Revenue, Department of	994	9.17%	9.89%	7.97%	6.92%	7.31%	8.19%	7.89%	7.24%	6.11%
Revisor of Statutes	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Secretary of State	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Securities Commissioner of Kansas	21	14.29%	15.79%	12.12%	6.25%	0.00%	5.56%	10.26%	0.00%	8.89%
Sentencing Commission, Kansas	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	3200.5	10.20%	9.85%	9.10%	10.60%	8.73%	11.79%	11.30%	12.40%	10.82%
Tax Appeals, Board of	12	24.39%	0.00%	11.11%	19.36%	7.41%	0.00%	0.00%	16.67%	10.00%
Technical Professions, Board of	2.5	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	40.00%	0.00%
Technology Enterprise Corporation	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	226.5	21.40%	34.07%	16.47%	10.21%	13.51%	10.02%	18.10%	11.48%	14.67%
Topeka Juvenile Correctional Facility	0	15.74%	13.18%	24.39%	19.62%	37.41%	60.83%	N/A	N/A	N/A
Transportation, Kansas Department of	2943.5	10.18%	9.27%	9.36%	9.16%	8.37%	10.19%	10.46%	10.53%	9.33%
Treasurer, State	8.5	23.26%	20.00%	0.00%	0.00%	8.70%	0.00%	10.53%	11.76%	0.00%
University of Kansas	1	21.07%	21.34%	20.34%	16.88%	17.40%	17.46%	1.41%	0.00%	0.00%
University of Kansas Medical Center	445	17.87%	21.48%	16.17%	20.97%	12.75%	13.93%	14.30%	20.22%	16.35%
Veteran Affairs, Commission on	325	23.24%	29.16%	55.68%	41.97%	35.42%	30.70%	27.20%	28.31%	26.29%
Veterinary Examiners, Board of	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	18.5	0.00%	9.52%	19.51%	5.26%	5.56%	0.00%	5.13%	5.41%	5.26%
Wichita State University	623	14.62%	12.30%	11.90%	13.56%	10.55%	9.84%	13.92%	12.04%	13.22%
Wildlife and Parks, Department of	390	5.18%	6.18%	4.09%	6.11%	4.05%	5.61%	8.51%	6.67%	5.53%
Winfield Correctional Facility	197	16.58%	16.00%	14.65%	13.17%	16.61%	17.17%	16.67%	17.77%	16.41%
Statewide	21,804	13.01%	13.47%	12.50%	12.69%	11.84%	13.05%	12.83%	13.46%	12.61%

Source: SHARP (FY 2000-2008); excludes unclassified, temporary and student employees. Note: turnover for years prior to FY2008 is calculated based upon the average number of employees for that fiscal year.

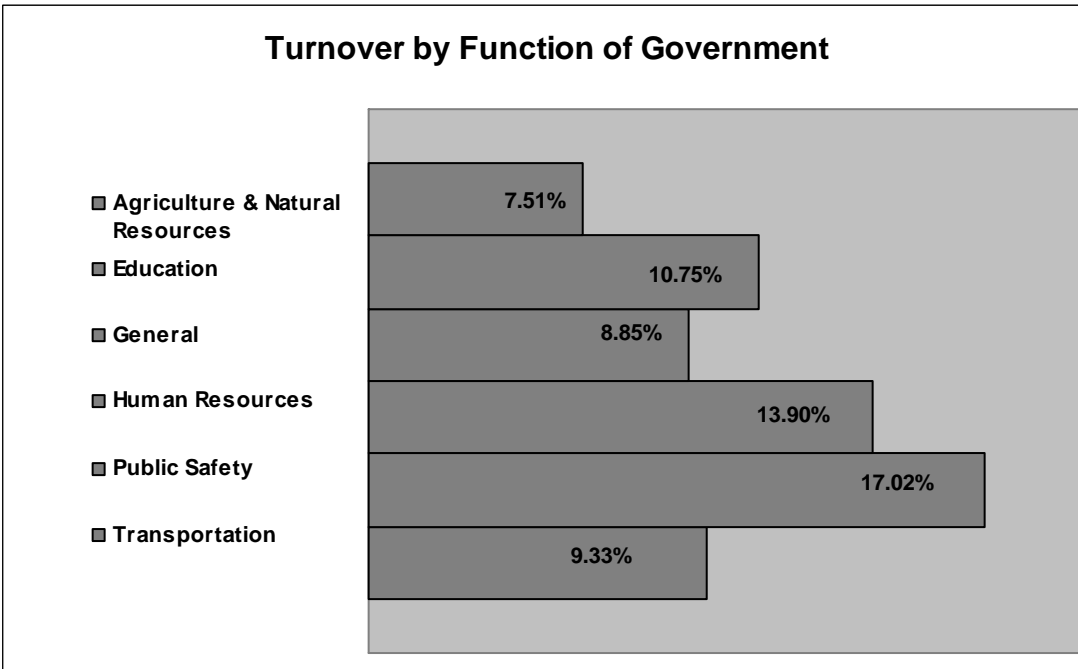
Agency Turnover FY 2008

Agencies with less than 10% Turnover

Excludes agencies with less than an average of 100 classified employees for FY 2008.

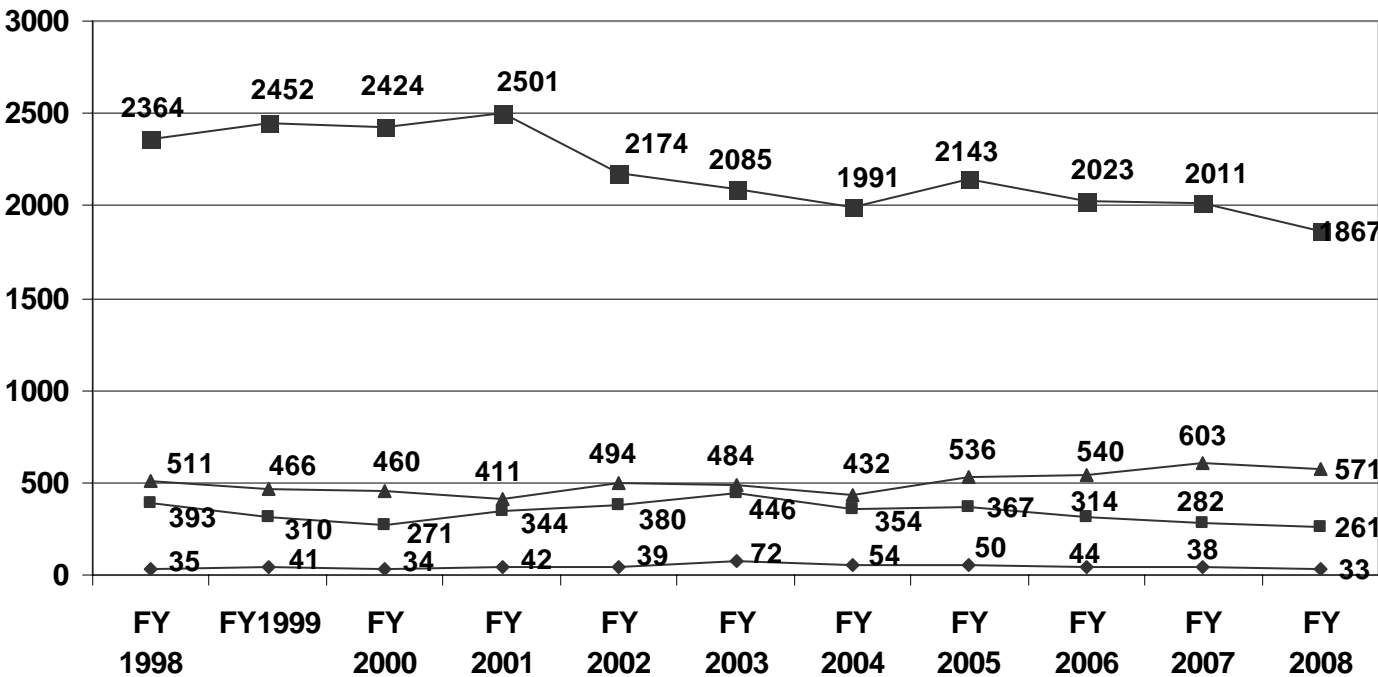
Agency Name	Avg Number of Classified Employees	Turnover
Fort Hays State University	286	5.24%
Wildlife & Parks, Department of	398	5.53%
Investigation, Kansas Bureau of	161	5.59%
Revenue, Department of	983	6.11%
Highway Patrol	798	6.39%
Agriculture, Department of	263	6.46%
Corporation Commission	137	6.57%
Pittsburg State University	303	7.93%
Administration, Department of	525	8.01%
Emporia State University	290	8.64%
Health & Environment, Department of	751	8.92%
Transportation, Department of	2904	9.33%
Labor, Department of	397	9.82%

Turnover by Function of Government



Source: SHARP (FY 2008); Excludes unclassified, temporary and student employees.

Turnover by Reason



■ Turnover by Reason Voluntary
◆ Turnover by Reason Neutral
■ Turnover by Reason Involuntary
▲ Turnover by Reason Retirement

Source: SHARP (1998-2008); Excludes unclassified, temporary and student employees.

Turnover: Job Classes Above the FY 2008 State Average (12.61%)

Job Class	Avg Num of Employees FY 2008	Turnover Rate									
		FY2000	FY2001	FY2002	FY2003	FY2004	FY2005	FY2006	FY2007	FY2008	
Activity Specialist I	51	2.17%	18.95%	8.42%	12.63%	2.11%	4.12%	12.63%	6.12%	13.73%	
Activity Therapist I	38	8.90%	23.08%	11.94%	6.15%	8.45%	10.96%	5.48%	13.33%	13.16%	
Agricultural Assistant	22	9.52%	100.00%	30.77%	45.16%	51.61	29.41%	12.50%	62.86%	50.00%	
Animal Science Technician I	31	NA	NA	NA	NA	NA	NA	NA	29.51%	32.26%	
Animal Science Technician II	26	NA	NA	NA	NA	NA	NA	NA	16.00%	23.08%	
Applications Developer II	120	NA	NA	NA	NA	NA	0.00%	7.53%	6.62%	13.33%	
Attorney I	26.5	24.00%	14.58%	9.80%	10.31%	6.38%	19.80%	9.43%	7.48%	22.64%	
Certified Nurses Aide I	68.5	NA	NA	NA	NA	NA	NA	39.46%	53.90%	40.88%	
Certified Nurse Aide II	53	NA	NA	NA	NA	NA	4.65%	17.58%	12.12%	18.87%	
Communications Specialist I	17.5	51.06%	40.96%	0.33	28.99%	30.43%	63.41%	35.00%	51.43%	28.57%	
Communications Specialist II	46	43.59%	24.24%	15.38	14.12%	6.52%	17.78%	9.20%	9.09%	23.91%	
Computer Operations Supv	15.5	4.55%	0.00%	9.52	10.26%	5.13%	27.27%	0.00%	0.00%	12.90%	
Cook	29	28.72%	23.71%	0.23	12.81%	23.16%	21.84%	40.00%	17.54%	65.52%	
Corrections Counselor I	78	9.52%	12.82%	10.32	16.11%	8.33%	11.11%	8.16%	14.57%	15.38%	
Corrections Officer I (A)	672	39.93%	45.50%	0.44	45.57%	51.28%	50.62%	52.13%	51.15%	51.19%	
Corrections Officer I (B)	374.5	12.68%	11.51%	11.36%	13.10%	10.83%	15.68%	13.19%	14.67%	12.82%	
Custodial Crew Leader	18	6.78%	12.50%	19.72%	6.25%	6.56%	17.39%	19.72%	17.65%	33.33%	
Custodial Worker	77	21.70%	22.62%	0.26%	25.67%	22.22%	21.29%	26.71%	16.39%	37.66%	
Education Program Consultant	51.5	8.08%	6.25%	5.77%	15.93%	10.26%	14.16%	12.84%	22.22%	15.53%	
Electrician Senior	40	NA	NA	9.30%	7.34%	13.33%	7.14%	16.87%	2.50%	15.00%	
Engineering Associate II	23	12.35%	2.33%	8.25%	17.02%	18.39%	18.39%	20.51%	10.00%	30.43%	
Engineering Technician Assoc	37	40.00%	22.22%	30.30%	17.89%	25.88%	15.58%	23.38%	22.86%	21.62%	
Environmental Technician III	34.5	5.13%	11.48%	11.48%	11.76%	6.84%	6.84%	9.09%	7.27%	14.49%	
Equipment Operator Trainee*	104	3.67%	11.67%	35.15%	34.59%	36.99%	44.94%	40.00%	40.00%	38.46%	
Extension Nutritional Asst I	16.5	14.81%	24.00%	8.89%	30.77%	5.71%	29.41%	40.00%	12.90%	24.24%	
Facilities Maintenance Super	150	8.21%	9.23%	9.34%	11.91%	8.03%	9.56%	8.93%	7.46%	13.33%	
Financial Examiner	27	NA	NA	11.11%	27.03%	11.76%	17.65%	5.00%	21.58%	18.52%	
Food Service Supervisor	18	NA	NA	5.71%	15.15%	5.80%	2.63%	24.66%	8.45%	22.22%	
Food Service Worker	77	52.17%	56.98%	46.15%	39.31%	51.19%	50.60%	36.25%	57.69%	40.26%	
Gen Maint And Repair Tech Sr	166.5	NA	NA	8.02%	12.99%	8.86%	12.80%	10.42%	8.67%	12.61%	
Health Facility Surveyor I	73	29.46%	11.51%	22.22%	24.06%	13.85%	11.51%	20.83%	15.28%	20.55%	
Human Services Specialist	903.5	NA	NA	NA	NA	13.38%	10.80%	11.49%	14.86%	13.06%	
Juvenile Corrections Offcr III	22.5	5.41	14.71	13.33%	3.33%	3.28%	13.33%	7.14%	7.69%	17.78%	
Juvenile Corrections Officer I	221.5	22.75%	22.03%	28.86%	23.84%	40.08%	42.41%	40.92%	38.18%	37.47%	
Juvenile Corrections Officer II	40	15.19%	6.82%	12.77%	12.12%	26.80%	22.73%	15.56%	16.47%	20.00%	
Laboratory Technician II	20.5	4.08%	11.76%	14.55%	10.53%	3.39%	7.02%	12.50%	19.05%	24.39%	
Laundry Worker	15	19.51%	25.64%	21.05%	11.11%	0.00%	1.76%	23.53%	12.12%	26.67%	
Licensed Mental Health Tech	61.5	NA	NA	NA	NA	NA	NA	9.70%	10.96%	13.01%	
Licensed Practical Nurse	33	21.05%	49.35%	29.73%	36.62%	27.16%	39.53%	22.22%	23.08%	39.39%	
Licensed Practical Nurse Senior	96.5	4.30%	33.01%	26.79	25.00%	27.20%	20.00%	20.78%	27.27%	22.80%	
Management Systems Analyst III	15.5	9.60%	5.26%	5.88	17.65%	10.26%	10.81%	0.00%	18.75%	12.90%	
Mental Health/Disability Tech	811.5	NA	NA	NA	NA	NA	NA	16.70%	16.75%	15.65%	
Mental Health/Disability Tech Trn*	56.5	NA	NA	NA	NA	NA	NA	54.12%	73.63%	115.04%	
Office Assistant	64.5	18.18%	14.90%	16.01	23.70%	14.41%	15.52%	16.40%	23.77%	40.31%	
Painter	18	12.33%	18.32%	16.22	17.58%	8.96%	24.56%	4.26%	10.53%	22.22%	
Parole Officer I	74	11.76%	20.61%	7.45%	14.19%	12.16%	9.15%	20.41%	16.90%	13.51%	
Program Specialist I	105	15.04%	16.81%	8.73%	11.11%	13.58%	18.47%	21.15%	19.90%	24.76%	
Program Specialist II	51	12.66%	16.46%	12.57%	10.42%	8.04%	10.70%	10.81%	29.45%	41.18%	
Public Service Executive I	135.5	9.30%	10.22%	7.55%	5.68%	4.44%	1.90%	6.32%	12.08%	13.28%	
Public Service Executive IV	22.5	7.69%	8.70%	11.43%	0.00%	15.09%	10.00%	6.78%	19.67%	13.33%	

Turnover: Job Classes Above the FY 2008 State Average (12.61%)

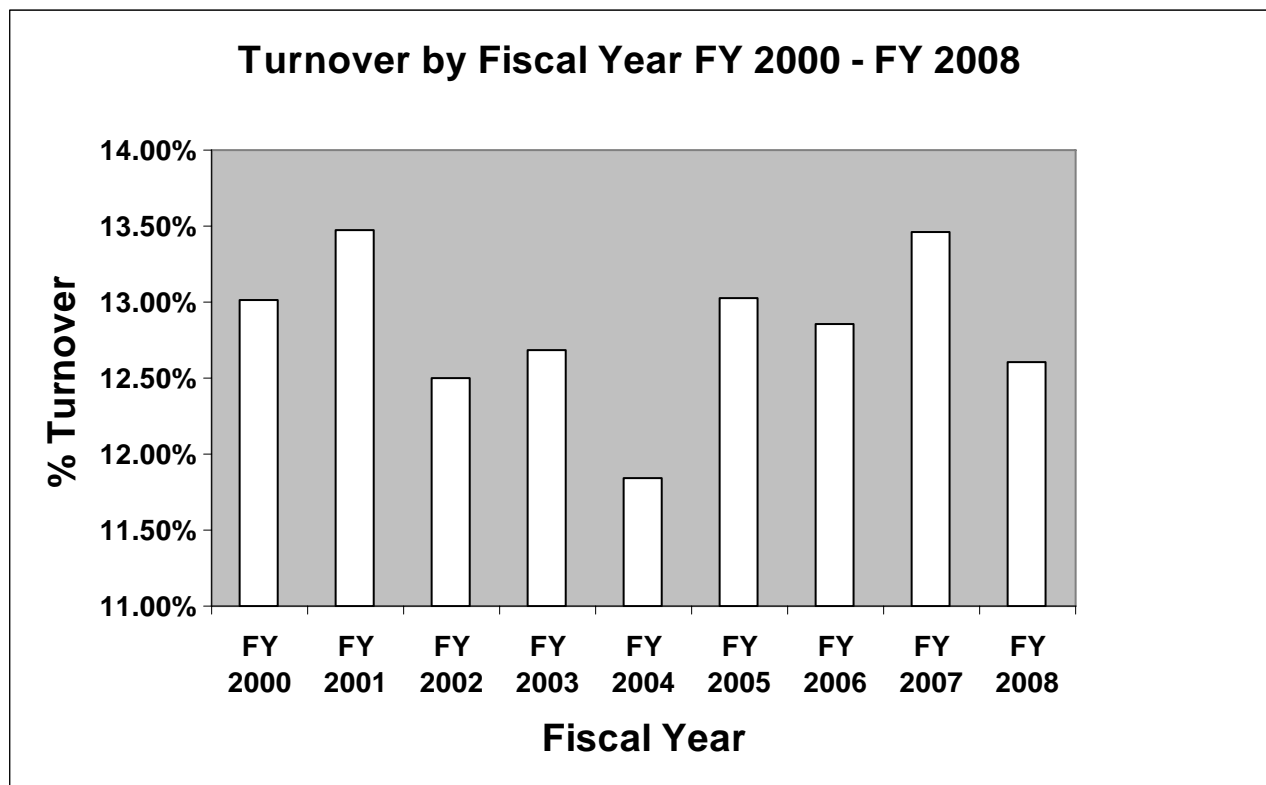
Job Class	Avg Num of Employees FY 2008	Turnover Rate									
		FY2000	FY2001	FY2002	FY2003	FY2004	FY2005	FY2006	FY2007	FY2008	
Refrig And A C Svc Tech Senior	30	NA	NA	2.17%	8.60%	18.18%	2.90%	8.45%	21.88%	16.67%	
Registered Nurse	16.5	NA	NA	NA	NA	21.28%	23.81%	53.33%	6.67%	30.30%	
Registered Nurse Senior	187.5	NA	NA	NA	NA	22.75%	21.88%	30.49%	25.91%	24.00%	
Registered Nurse Specialist	37	NA	NA	NA	NA	6.67%	8.99%	10.13%	21.33%	27.03%	
Research Technologist	15.50%	0.00%	11.11%	0.00%	5.13%	10.26%	10.83%	6.25%	21.33%	12.90%	
Safety And Security Officer I	102.5	24.30%	20.44%	23.58%	26.18%	16.75%	14.81%	20.32%	29.59%	29.27%	
Safety And Security Officer II	25	16.67%	16.67%	25.00%	6.67%	6.25%	5.26%	4.76%	21.28%	32.00%	
Social Worker Specialist	399	NA	NA	0.00%	4.44%	17.02%	21.53%	15.13%	16.62%	12.78%	
Technology Support Tech II	30.5	NA	NA	NA	NA	NA	0.00%	10.96%	0.00%	16.39%	
Utility Worker	20.5	30.67%	28.57%	35.51%	30.38%	26.09%	16.67%	14.71%	26.92%	14.63%	
Veterinary Technician II	17	19.05%	16.00%	0.00%	0.00%	16.67%	46.67%	20.00%	42.42%	23.53%	

Comments: Excludes job classes with less than an average of 15 employees and job classes with a turnover rate below the state average (12.61%).

* Training classes such as Equipment Operator Trainee and Mental Health/Disability Technician Trainee typically have higher turnover than non-training job classes.

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

Source: SHARP (FY 2000-2008); excludes unclassified, temporary and student employees.



Job Class Turnover FY 2008

Job Classes with 0% Turnover in FY 2008

Job Title	Average Number of Employees
Attorney II	79
Clinical Chaplain	16
Correctional Industries Mgr	17.5
Electronics Technician Sr	24
Environmental Technician IV	22
Equipment Planning Techn I	22.5
Law Enforcement Officer II	38.5
Librarian I	19.5
Natural Resource Officer II	21
Network Service Technician III	20.5
Parole Supervisor	15
Petroleum Ind Reg Tech II	23.5
Professional Environ Eng II	16.5
Property Appraiser II	18
Technology Support Supervisor	21.5
Technology Supprt Consltn III	59.5

*Excludes job classes with less than an average of 15 employees in FY 2008

Job Classes with 20% or Higher Turnover Rates in FY 2008

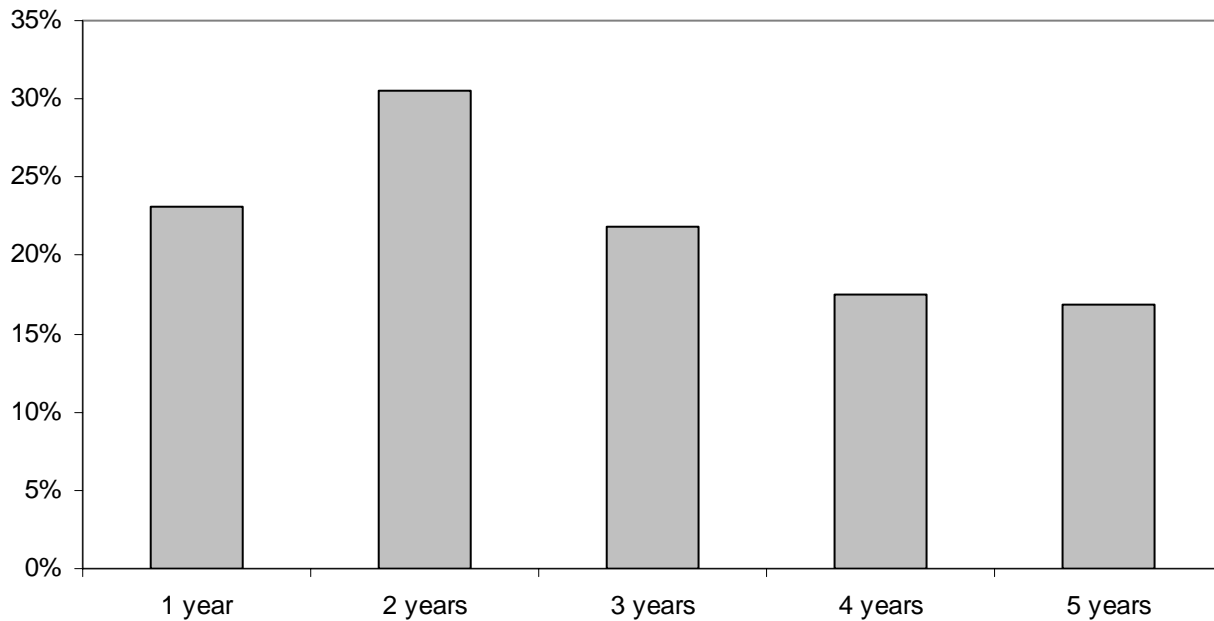
Job Title	Avg Num of Employees	Turnover	Job Title	Avg Num of Employees	Turnover
Agricultural Assistant	22	50.00%	Juvenile Corrections Officer I	221.5	37.47%
Animal Science Technician I	31	32.26%	Juvenile Corrections Officr II	40	20.00%
Animal Science Technician II	26	23.08%	Laboratory Technician II	20.5	24.39%
Attorney I	26.5	22.64%	Laundry Worker	15	26.67%
Certified Nurse Aide I	68.5	40.88%	Licensed Practical Nurse	33	39.39%
Communications Specialist I	17.5	28.57%	Licensed Practical Nurse Sr	96.5	22.80%
Communications Specialist II	46	23.91%	MHDD Technician Trn*	56.5	115.04%
Cook	29	65.52%	Office Assistant	64.5	40.31%
Corrections Officer I (A)	672	51.19%	Painter	18	22.22%
Custodial Crew Leader	18	33.33%	Program Specialist I	105	24.76%
Custodial Worker	77	37.66%	Program Specialist II	51	41.18%
Engineering Associate II	23	30.43%	Registered Nurse	16.5	30.30%
Engineering Technician Assoc	37	21.62%	Registered Nurse Senior	187.5	24.00%
Equipment Operator Trainee*	104	38.46%	Registered Nurse Specialist	37	27.03%
Extension Nutritional Asst I	16.5	24.24%	Safety And Security Officer I	102.5	29.27%
Food Service Supervisor	18	22.22%	Safety And Security Officer II	25	32.00%
Food Service Worker	77	40.26%	Veterinary Technician II	17	23.53%
Health Facility Surveyor I	73	20.55%			

*Excludes job classes with less than an average of 15 employees in FY 2008

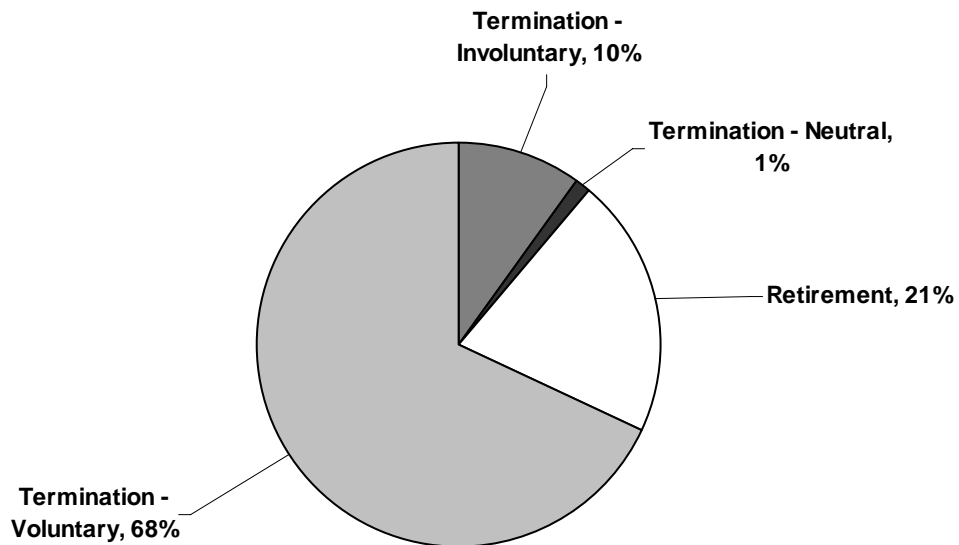
*Training classes typically have higher rates of turnover than other job classes

Source: SHARP (FY 2008); Excludes unclassified, temporary and student employees.

**FY 2008: Classified Employees
Turnover by Length of Service: 5 yrs or less service length**

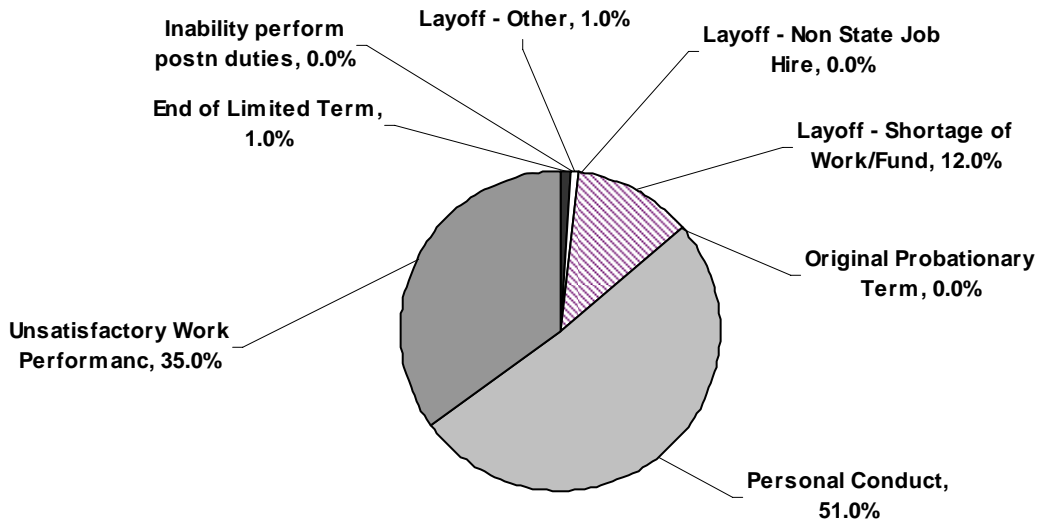


**STATE OF KANSAS
FY 2008 Classified Employee Turnover Due to Leaving State Service**

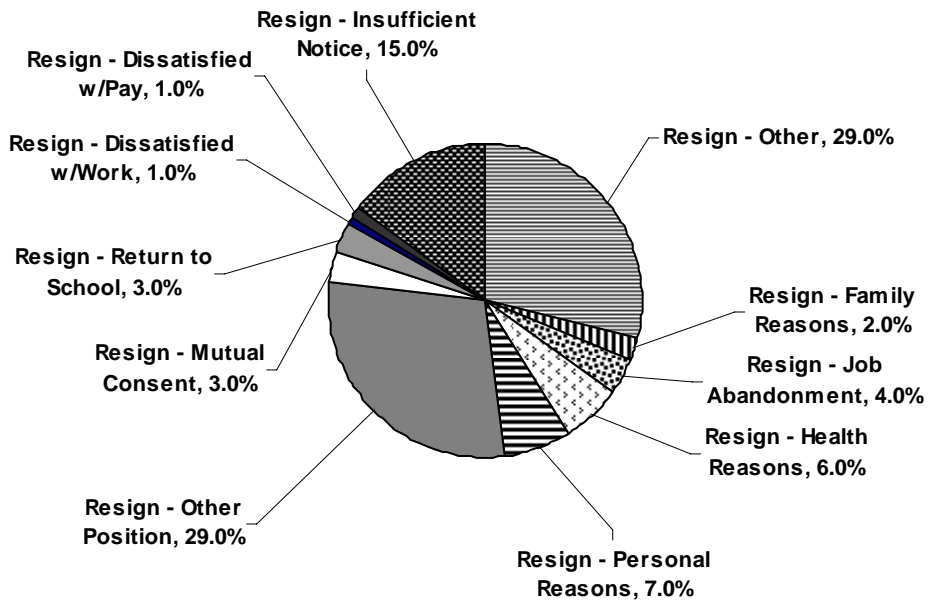


Source: SHARP (FY 2008); Excludes unclassified, temporary and student employees.

**FY 2008 Classified Employee Terminations
Involuntary Terminations by Type of Termination**

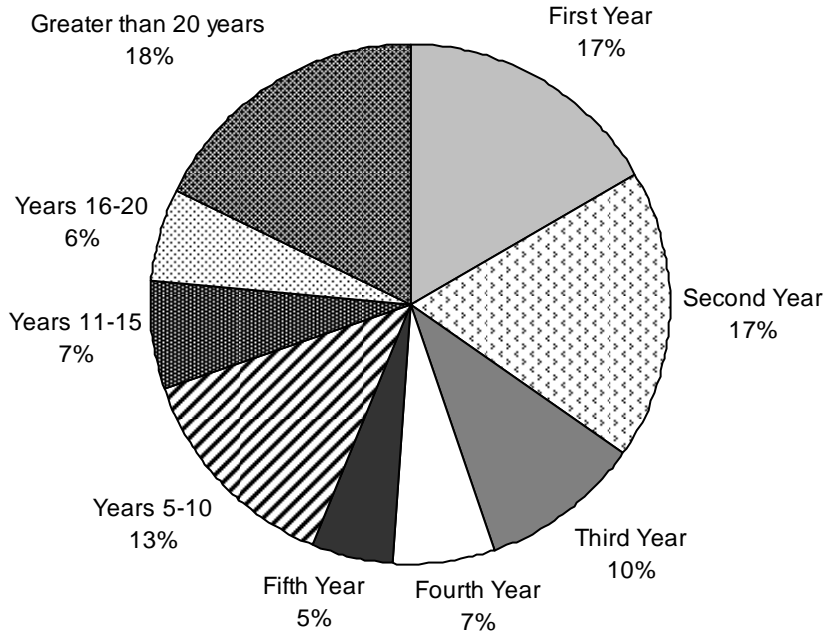


**FY 2008 Classified Employee Terminations
Voluntary Termination by Type of Termination**

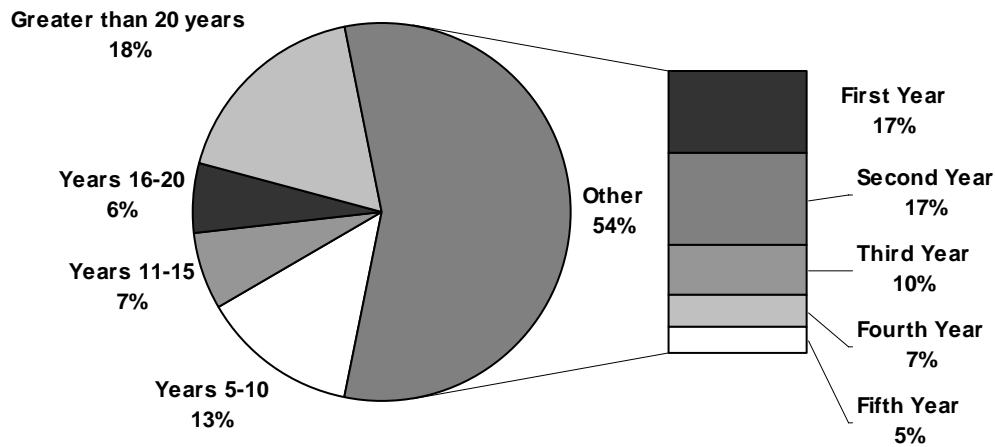


Source: SHARP (FY 2008); Excludes unclassified, temporary and student employees.

FY 2008: Terminations by Length of Service



Terminations by Length of Service Contribution of Service Length to Number of Terminations FY 2008



Source: SHARP (2008); 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, 2008
- 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 2008

Actual Retirements

Agency Name	Number of Employees Fiscal Year 2008	FY 2008	Retirement Eligibles by December 2013			
			Early	Full	Total	% Eligible
Accountancy, Board of	3	0	2	0	2	67%
Adjutant General	181	8	46	68	114	63%
Administration, Department of	513	17	62	202	264	51%
Aging, Department on	156	12	29	62	91	58%
Agriculture, Department of	278	7	33	73	106	38%
Animal Health Department	31	2	8	12	20	65%
Arts Commission, Kansas	8	0	0	0	0	0%
Atchison Juvenile Correct.Facility	70	1	3	17	20	29%
Attorney General	84	0	12	11	23	27%
Banking Department	91	0	7	9	16	18%
Barbering Board of	3	0	0	3	3	100%
Behavioral Sciences Regulatory Board	8	0	0	3	3	38%
Beloit Juvenile Correct.Facility	57	2	10	11	21	37%
Blind, School for the	77	3	8	25	33	43%
Citizens Utility Ratepayer Board	3	0	0	0	0	0%
Commerce, Department of	234	14	21	101	122	52%
Conservation Commission	13	0	4	4	8	62%
Corporation Commission	194	4	26	73	99	51%
Corrections, Department of	299	6	39	77	116	39%
Cosmetology, Board of	12	0	0	3	3	25%
Credit Unions, Department of	11	0	1	5	6	55%
Deaf, School for the	146	5	13	45	58	40%
Dental Board	3	0	0	1	1	33%
Education, Department of	181	4	26	75	101	56%
El Dorado Correctional Facility	439	5	8	15	23	5%
Ellsworth Correctional Facility	213	6	8	13	21	10%
Emergency Medical Services	12	1	3	4	7	58%
Emporia State University	N/R	N/R	N/R	N/R	N/R	N/R
Ethics commission,Kansas Gov	8	0	0	4	4	50%
Fair, Kansas State	24	0	3	2	5	21%
Fire Marshal	51	2	6	14	20	39%
Fort Hays State University	N/R	N/R	N/R	N/R	N/R	N/R
Governor, Office of the	32	1	0	8	8	25%
Healing Arts,State Board of	39	0	0	7	7	18%
Health & Environment, Department of	765	27	135	227	362	47%
Health Care Stabilization fund Bd of Gov	14	2	0	7	7	50%
Health Policy Authority, Kansas	227	0	28	58	86	38%
Highway Patrol	809	22	34	87	121	15%
Historical Society, State	108	3	13	44	57	53%
Housing Resources Corp, Kansas	43	0	4	8	12	28%
Human Rights Commission, Kansas	30	0	5	12	17	57%
Hutchinson Correctional Facility	508	14	13	21	34	7%
Indigents Defense Services Board	170	1	18	15	33	19%
Insurance Department	119	3	18	37	55	46%
Investigation, Kansas Bureau of	169	3	10	34	44	26%
Judicial Branch	1849	27	227	540	767	41%
Judicial Council	7	0	0	2	2	29%
Juvenile Correctional Complex	217	3	16	34	50	23%
Juvenile Justice Authority	28	0	4	7	11	39%
Kansas Inc	2	0	0	1	1	50%

Actual and Eligible Retirements by Agency

Fiscal Year 2008

Actual Retirements

Agency Name	Number of Employees Fiscal		Retirement Eligibles by December 2013			
	Year 2008	FY 2008	Early	Full	Total	% Eligible
Kansas Public Emp Retirement Sys	83	3	13	21	34	41%
Kansas State University	N/R	N/R	N/R	N/R	N/R	N/R
Labor, Department of	425	23	46	178	224	53%
Lansing Correctional Facility	678	16	7	25	32	5%
Larned Correctional Mental Health Fac	162	1	5	5	10	6%
Larned Juvenile Correctional Facility	120	0	20	20	40	33%
Larned State Hospital	809	24	66	201	267	33%
Legislative Coordinating Council	11	0	5	6	11	100%
Legislative Research Department	38	1	5	15	20	53%
Legislature	38	0	2	11	13	34%
Library, State	21	1	7	13	20	95%
Lieutenant Governor, Office of the	4	0	0	0	0	0%
Lottery, Kansas	83	2	16	28	44	53%
Mortuary Arts, Board of	3	0	1	2	3	100%
Neurological Institute, Kansas	435	6	57	131	188	43%
Norton Correctional Facility	253	5	4	6	10	4%
Nursing, Board of	23	1	7	3	10	43%
Optometry Board of Examiners	1	0	0	1	1	100%
Osawatomie State Hospital	387	8	34	100	134	35%
Parole Board, Kansas	3	0	0	2	2	67%
Parsons State Hospital & Trng Center	459	8	52	106	158	34%
Peace Officers, Std & Trng	3	0	0	1	1	33%
Pharmacy, Board of	7	0	2	1	3	43%
Pittsburg State University	N/R	N/R	N/R	N/R	N/R	N/R
Post Audit, Legislative Division	24	0	1	5	6	25%
Racing & Gaming Commission	64	1	7	14	21	33%
Rainbow Mental Health Facility	113	4	8	30	38	34%
Real Estate Appraisal Board	2	0	0	1	1	50%
Real Estate Commission	11	0	1	4	5	45%
Regents, Board of	56	1	9	16	25	45%
Revenue, Department of	1006	23	90	326	416	41%
Revisor of Statutes	30	0	1	17	18	60%
Secretary of State	49	1	3	8	11	22%
Securities Commissioner, Office of the	33	1	6	7	13	39%
Sentencing Commission, Kansas	9	0	3	3	6	67%
Social & Rehabilitation Services, Dept of	3156	111	365	950	1315	42%
Tax Appeals, Board of	19	0	1	6	7	37%
Technical Professions, State Board of	5	0	0	2	2	40%
Technology Enterprise Corp, Kansas	10	0	2	1	3	30%
Topeka Correctional Facility	224	4	5	13	18	8%
Transportation, Department of	2885	73	367	766	1133	39%
Treasurer, State	44	0	3	12	15	34%
University of Kansas	N/R	N/R	NR	N/R	N/R	N/R
University of Kansas Medical Center	N/R	N/R	NR	N/R	N/R	N/R
Veterans Affairs, Commission on	314	6	37	67	104	33%
Veterinary Examiners, Board of	3	0	1	1	2	67%
Water Office, Kansas	22	1	5	5	10	45%
Wichita State University	N/R	N/R	NR	N/R	N/R	N/R
Wildlife and Parks, Department of	404	8	34	120	154	38%
Winfield Correctional Facility	176	4	4	15	19	11%
Total	21,244	542	2205	5346	7430	
				Statewide		35%

Source: SHARP (FY2008). 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 2013

Excludes agencies with less than 100 employees for FY 2008

Adjutant General	63%
Administration, Department of	51%
Aging, Department on	51%
Commerce, Department of	52%
Corporation Commission	51%
Deaf, School for the	40%
Education, Department of	56%
Health & Environment, Department of	47%
Health Policy Authority, Kansas	46%
Historical Society, State	53%
Insurance Department	46%
Judicial Branch	41%
Labor, Department of	53%
Neurological Institute, Kansas	43%
Revenue, Department of	41%
Social & Rehabilitation Services, Dept of	42%

Agencies with 15% or less of their workforce consisting of employees that are retirement eligible by 2013

Excludes agencies with less than 100 employees for FY2008

El Dorado Correctional Facility	5%
Ellsworth Correctional Facility	10%
Highway Patrol	15%
Hutchinson Correctional Facility	7%
Lansing Correctional Facility	5%
Larned Correctional Mental Health Fac	6%
Norton Correctional Facility	4%
Topeka Correctional Facility	8%
Winfield Correctional Facility	11%

Source: SHARP (FY 2008). Excludes temporary and student employees.

Classified Employee Vacation Leave Usage by Agency
Fiscal Year 2008

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	2	179.75	\$2,400.09	89.88	\$1,200.05
Adjutant General	36	4871.25	\$82,924.88	135.31	\$2,303.47
Administration, Department of	488	71077.25	\$1,386,465.93	145.65	\$2,841.12
Aging, Department on	148	18860.25	\$394,597.72	127.43	\$2,666.20
Agriculture, Department of	266	33545.00	\$689,438.58	126.11	\$2,591.87
Animal Health Department	28	3489.50	\$66,444.29	124.63	\$2,373.01
Arts Commission, Kansas	7	613.75	\$13,091.63	87.68	\$1,870.23
Atchison Juvenile Correctional Fac	69	7577.25	\$115,332.93	109.82	\$1,671.49
Attorney General	N/R	N/R	N/R	N/R	N/R
Banking Department	74	7555.00	\$170,826.49	102.09	\$2,308.47
Barbering, Board of	1	80.00	\$1,237.20	80.00	\$1,237.20
Behavioral Sciences Regulatory Board	5	450.50	\$7,634.63	90.10	\$1,526.93
Beloit Juvenile Correctional Facility	56	6577.75	\$105,125.99	117.46	\$1,877.25
Blind, School for the	18	3168.75	\$53,199.24	176.04	\$2,955.51
Citizen's Utility Ratepayer Board	N/A	N/A	N/A	N/A	N/A
Commerce, Department of	222	28899.50	\$593,426.46	130.18	\$2,673.09
Conservation Commission	6	912.50	\$20,716.21	152.08	\$3,452.70
Corporation Commission	135	17943.75	\$356,749.14	132.92	\$2,642.59
Corrections, Department of	283	33993.50	\$667,899.53	120.12	\$2,360.07
Cosmetology, Board of	11	1098.50	\$15,245.76	99.86	\$1,385.98
Credit Unions, Department of	10	1062.50	\$22,250.06	106.25	\$2,225.01
Deaf, School for the	44	4990.00	\$69,099.58	113.41	\$1,570.45
Dental Board	2	173.25	\$2,420.41	86.63	\$1,210.21
Education, Department of	153	20278.00	\$405,028.95	132.54	\$2,647.25
El Dorado Correctional Facility	438	42948.75	\$689,056.56	98.06	\$1,573.19
Ellsworth Correctional Facility	213	24667.75	\$413,899.23	115.81	\$1,943.19
Emergency Medical Services	11	1457.75	\$27,510.70	132.52	\$2,500.97
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	23	2315.75	\$36,690.78	100.68	\$1,595.25
Fire Marshal	49	6040.25	\$138,720.81	123.27	\$2,831.04
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	32	2920.00	\$45,671.91	91.25	\$1,427.25
Health & Environment, Department of	754	97890.00	\$2,099,517.23	129.83	\$2,784.51
Health Care Stabilization Fund, Bd of Gov	5	831.00	\$13,277.43	166.20	\$2,655.49
Health Policy Authority, Kansas	112	16707.75	\$343,663.88	149.18	\$3,068.43
Highway Patrol	802	103040.50	\$2,404,103.39	128.48	\$2,997.64
Historical Society, State	107	13131.75	\$225,649.08	122.73	\$2,108.87
Housing Resources Corp, Kansas	4	1953.25	\$45,018.86	488.31	\$11,254.72
Human Rights Commission, Kansas	26	3931.00	\$71,415.62	151.19	\$2,746.75
Hutchinson Correctional Facility	508	57050.00	\$948,109.25	112.30	\$1,866.36
Indigents Defense Services Board	66	8058.50	\$121,846.83	122.10	\$1,846.16
Insurance Department	17	2684.50	\$37,883.88	157.91	\$2,228.46
Investigation, Kansas Bureau of	162	18620.75	\$430,361.91	114.94	\$2,656.56
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	215	22745.25	\$342,615.97	105.79	\$1,593.56
Juvenile Justice Authority	20	2268.00	\$50,727.48	113.40	\$2,536.37
Kansas Inc	N/A	N/A	N/A	N/A	N/A
Kansas Public Employees Retirement System	66	8439.50	\$156,463.52	127.87	\$2,370.66
Kansas State University	N/A	N/R	N/R	N/R	N/R
Labor, Department of	395	54739.25	\$1,078,403.40	138.58	\$2,730.14
Lansing Correctional Facility	677	75222.00	\$1,248,918.88	111.11	\$1,844.78
Larned Correctional Mental Health Fac	161	20131.25	\$331,505.78	125.04	\$2,059.04
Larned Juvenile Correctional Facility	118	14513.25	\$228,278.21	122.99	\$1,934.56
Larned State Hospital	789	88652.25	\$1,386,484.13	112.36	\$1,757.27
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 2008

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Library, State	20	2573.25	\$45,433.19	128.66	\$2,271.66
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Lottery, Kansas State	43	5387.00	\$108,508.55	125.28	\$2,523.45
Mortuary Arts, Board of	2	282.00	\$4,627.09	141.00	\$2,313.55
Neurological Institute, Kansas	492	68542.75	\$1,036,473.21	139.31	\$2,106.65
Norton Correctional Facility	252	29830.75	\$493,824.91	118.38	\$1,959.62
Nursing, Board of	20	2400.00	\$45,363.75	120.00	\$2,268.19
Optometry Board of Examiners	1	116.75	\$2,410.40	116.75	\$2,410.40
Osawatomie State Hospital	366	40121.75	\$658,218.30	109.62	\$1,798.41
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Center	454	55853.50	\$852,667.33	123.03	\$1,878.12
Peace Officers, Std & Trng	N/A	N/A	N/A	N/A	N/A
Pharmacy, Board of	6	441.25	\$9,939.58	73.54	\$1,656.60
Pittsburg State University	302	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, Kansas	43	4272.50	\$81,834.68	99.36	\$1,903.13
Rainbow Mental Health Facility	107	10386.75	\$180,387.49	97.07	\$1,685.86
Real Estate Appraisal Board	1	184.00	\$4,188.72	184.00	\$4,188.72
Real Estate Commission	9	1148.50	\$18,314.63	127.61	\$2,034.96
Regents, Board of	15	2070.25	\$40,084.89	138.02	\$2,672.33
Revenue, Department of	978	130762.00	\$2,433,486.85	133.70	\$2,488.23
Revisor 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	24	2885.50	\$68,474.22	120.23	\$2,853.09
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	3125	407992.25	\$7,318,693.07	130.56	\$2,341.98
Tax Appeals, Board of	9	1413.00	\$20,635.35	157.00	\$2,292.82
Technical Professions, State Board of	3	257.25	\$3,498.22	85.75	\$1,166.07
Technology Enterprise Corp, Kansas	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	223	26975.00	\$460,291.19	120.96	\$2,064.09
Transportation, Department of	2873	370087.75	\$6,732,582.88	128.82	\$2,343.40
Treasurer, State	12	1987.50	\$35,165.30	165.63	\$2,930.44
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	309	32737.00	\$453,399.37	105.94	\$1,467.31
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	19	2690.75	\$71,296.22	141.62	\$3,752.43
Wichita State University	N/A	N/R	N/R	N/R	N/R
Wildlife & Parks, Department of	398	45384.50	\$909,187.37	114.03	\$2,284.39
Winfield Correctional Facility	176	25793.50	\$436,642.58	146.55	\$2,480.92
Totals	18,116	2,230,934.50	\$40,682,979.76	123.15	\$2,245.69

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 2008. 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 2008.

Source: SHARP (FY 2008); Excludes unclassified, temporary and student employees. "N/R" indicates leave was not reported (for Regent's institutions). "N/A" indicates the number is not available because there is no accurate leave data or the agency does not have classified employees.

Unclassified Employee Vacation Leave Usage by Agency
Fiscal Year 2008

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	1	144	\$4,686.45	144.00	\$4,686.45
Adjutant General	145	16823.5	\$288,820.17	116.02	\$1,991.86
Administration, Department of	25	2771	\$99,840.37	110.84	\$3,993.61
Aging, Department on	8	1112	\$39,297.91	139.00	\$4,912.24
Agriculture, Department of	12	973.75	\$28,869.12	81.15	\$2,405.76
Animal Health Department	3	232	\$8,416.88	77.33	\$2,805.63
Arts Commission, Kansas	1	104	\$3,733.60	104.00	\$3,733.60
Atchison Juvenile Correctional Fac	1	28	\$914.44	28.00	\$914.44
Attorney General	84	7729	\$186,671.52	92.01	\$2,222.28
Banking Department	17	2036.5	\$69,056.79	119.79	\$4,062.16
Barbering, Board of	1	188	\$3,371.73	188.00	\$3,371.73
Behavioral Sciences Regulatory Board	3	468	\$10,429.03	156.00	\$3,476.34
Beloit Juvenile Correctional Facility	1	132	\$4,485.59	132.00	\$4,485.59
Blind, School for the	59	1521.25	\$36,239.78	25.78	\$614.23
Citizen's Utility Ratepayer Board	3	352	\$13,016.15	117.33	\$4,338.72
Commerce, Department of	12	779.5	\$28,297.36	64.96	\$2,358.11
Conservation Commission	7	922.75	\$28,765.39	131.82	\$4,109.34
Corporation Commission	59	7689	\$227,145.19	130.32	\$3,849.92
Corrections, Department of	16	1685	\$67,345.01	105.31	\$4,209.06
Cosmetology, Board of	1	156	\$4,333.70	156.00	\$4,333.70
Credit Unions, Department of	1	152	\$5,590.38	152.00	\$5,590.38
Deaf, School for the	102	565	\$22,373.51	5.54	\$219.35
Dental Board	1	164	\$4,582.79	164.00	\$4,582.79
Education, Department of	28	3609.25	\$142,979.80	128.90	\$5,106.42
El Dorado Correctional Facility	1	268	\$8,837.06	268.00	\$8,837.06
Ellsworth Correctional Facility	1	72	\$1,950.98	72.00	\$1,950.98
Emergency Medical Services	1	124	\$4,864.60	124.00	\$4,864.60
Emporia State University	N/A	N/R	N/R	N/R	N/R
Ethics Commission, Kansas Gov	8	1128	\$24,217.66	141.00	\$3,027.21
Fair, Kansas State	1	152	\$6,877.13	152.00	\$6,877.13
Fire Marshal	2	220	\$7,144.24	110.00	\$3,572.12
Fort Hays State University	N/A	N/R	N/R	N/R	N/R
Governor, Office of the	32	3244.75	\$79,416.89	101.40	\$2,481.78
Healing Arts, State Board of	7	775	\$25,225.13	110.71	\$3,603.59
Health & Environment, Department of	11	1326	\$52,630.58	120.55	\$4,784.60
Health Care Stabilization Fund, Bd of Gov	9	764.75	\$21,469.11	84.97	\$2,385.46
Health Policy Authority, Kansas	115	8350.5	\$212,080.52	72.61	\$1,844.18
Highway Patrol	7	784	\$29,236.88	112.00	\$4,176.70
Historical Society, State	1	168	\$6,890.34	168.00	\$6,890.34
Housing Resources Corp, Kansas	39	2262	\$51,470.99	58.00	\$1,319.77
Human Rights Commission, Kansas	4	568	\$18,513.65	142.00	\$4,628.41
Hutchinson Correctional Facility	N/A	N/A	N/A	N/A	N/A
Indigents Defense Services Board	104	10400	\$275,049.27	100.00	\$2,644.70
Insurance Department	102	12793.25	\$307,938.79	125.42	\$3,019.01
Investigation, Kansas Bureau of	7	612	\$27,207.84	87.43	\$3,886.83
Judicial Branch	1849	201625.25	\$3,651,707.33	109.05	\$1,974.96
Judicial Council	7	816.75	\$21,065.10	116.68	\$3,009.30
Juvenile Correctional Complex	2	144.25	\$4,400.86	72.13	\$2,200.43
Juvenile Justice Authority	8	1095.25	\$36,851.66	136.91	\$4,606.46
Kansas Inc	2	228	\$5,402.49	114.00	\$2,701.25
Kansas Public Employees Retirement System	17	1931	\$81,538.09	113.59	#REF!
Kansas State University	N/A	N/R	N/R	N/R	N/R
Labor, Department of	30	3512	\$146,232.00	117.07	\$4,874.40
Lansing Correctional Facility	1	144	\$5,143.21	144.00	\$5,143.21
Larned Correctional Mental Health Fac	1	108	\$3,703.03	N/A	N/A
Larned Juvenile Correctional Facility	2	48	\$1,583.87	24.00	\$791.94
Larned State Hospital	20	2150.5	\$112,573.34	107.53	\$5,628.67
Legislative Coordinating Council	11	1425	\$31,431.11	129.55	\$2,857.37
Legislative Research Department	38	2878.75	\$72,240.20	75.76	\$1,901.06
Legislature	38	2352	\$71,655.68	61.89	\$1,885.68

Unclassified Employee Vacation Leave Usage by Agency
Fiscal Year 2008

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Library, State	1	212	\$6,095.78	212.00	\$6,095.78
Lieutenant Governor, Office of the	4	293.5	\$7,742.61	73.38	\$1,935.65
Lottery, Kansas State	40	4678	\$102,883.30	116.95	\$2,572.08
Mortuary Arts, Board of	1	184	\$6,149.25	184.00	\$6,149.25
Neurological Institute, Kansas	3	372	\$19,336.82	124.00	\$6,445.61
Norton Correctional Facility	1	112	\$4,110.33	N/A	N/A
Nursing, Board of	3	256	\$7,348.06	85.33	\$2,449.35
Optometry Board of Examiners	N/A	N/A	N/A	N/A	N/A
Osawatomie State Hospital	21	1919	\$95,755.53	91.38	\$4,559.79
Parole Board, Kansas	3	448	\$25,081.14	149.33	\$8,360.38
Parsons State Hospital & Trng Center	5	908	\$44,346.32	181.60	\$8,869.26
Peace Officers, Std & Trng	3	234.25	\$7,812.64	N/A	N/A
Pharmacy, Board of	1	80	\$2,824.62	80.00	\$2,824.62
Pittsburg State University	N/A	80	\$4,093.08	N/A	N/A
Post Audit, Legislative Div of	24	2857.5	\$90,286.35	119.06	\$3,761.93
Racing & Gaming Commission, Kansas	21	2309.5	\$73,501.67	109.98	\$3,500.08
Rainbow Mental Health Facility	6	404	\$17,199.49	67.33	\$2,866.58
Real Estate Appraisal Board	1	172	\$4,974.20	172.00	\$4,974.20
Real Estate Commission	2	136	\$4,091.80	68.00	\$2,045.90
Regents, Board of	41	5609.5	\$194,542.86	136.82	\$4,744.95
Revenue, Department of	28	3467	\$116,187.95	123.82	\$4,149.57
Revisor of Statutes	30	3454	\$117,180.61	115.13	\$3,906.02
Secretary of State	49	5788.25	\$120,316.48	118.13	\$2,455.44
Securities Commissioner, Office of the	9	1540	\$52,683.57	171.11	\$5,853.73
Sentencing Commission, Kansas	9	869.25	\$18,435.34	96.58	\$2,048.37
Social & Rehabilitation Services, Dept of	31	3498.5	\$130,323.46	112.85	\$4,203.98
Tax Appeals, Board of	10	804	\$29,803.11	80.40	\$2,980.31
Technical Professions, State Board of	2	216	\$6,224.89	108.00	\$3,112.45
Technology Enterprise Corp, Kansas	10	1066	\$39,076.86	106.60	\$3,907.69
Topeka Correctional Facility	1	124	\$5,383.86	N/A	N/A
Transportation, Department of	12	1587.75	\$67,519.51	132.31	\$5,626.63
Treasurer, State	32	3678	\$77,870.63	114.94	\$2,433.46
University of Kansas	N/A	N/R	N/A	N/A	N/A
University of Kansas Medical Center	N/A	N/R	N/R	N/A	N/A
Veterans Affairs, Commission on	5	488	\$15,762.84	97.60	\$3,152.57
Veterinary Examiners, Board of	3	357.5	\$8,736.78	119.17	\$2,912.26
Water Office, Kansas	3	400	\$15,987.66	133.33	\$5,329.22
Wichita State University	N/A	N/R	N/R	N/R	N/R
Wildlife & Parks, Department of	6	995	\$31,724.28	165.83	\$5,287.38
Winfield Correctional Facility	N/A	N/A	N/A	N/A	N/A
Totals	3490	362407	\$8,307,205.97	103.84	\$2,380.29

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 2008. 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 2008.

Source: SHARP (FY 2008); Excludes classified, temporary and student employees. "N/R" indicates leave was not reported (for Regent's institutions). "N/A" indicates the number is not available because there is no accurate leave data or the agency does not have unclassified employees.

Classified Employee Sick Leave Usage by Agency
Fiscal Year 2008

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	2	96.5	\$1,266.50	48.25	\$633.25
Adjutant General	36	3055.5	\$52,845.94	84.88	\$1,467.94
Administration, Department of	488	41201.5	\$756,163.74	84.43	\$1,549.52
Aging, Department on	148	12193.75	\$245,920.86	82.39	\$1,661.63
Agriculture, Department of	266	19626.5	\$382,298.13	73.78	\$1,437.21
Animal Health Department	28	3029.75	\$52,154.37	108.21	\$1,862.66
Arts Commission, Kansas	7	431.5	\$8,186.69	61.64	\$1,169.53
Atchison Juvenile Correctional Fac	69	5148.75	\$73,080.12	74.62	\$1,059.13
Attorney General	0	N/A	N/A	N/A	N/A
Banking Department	74	5149.25	\$111,669.44	69.58	\$1,509.05
Barbering, Board of	1	0	\$0.00	0.00	\$0.00
Behavioral Sciences Regulatory Board	5	244.75	\$3,714.62	48.95	\$742.92
Beloit Juvenile Correctional Facility	56	4038	\$66,656.40	72.11	\$1,190.29
Blind, School for the	18	1809.5	\$30,641.88	100.53	\$1,702.33
Citizen's Utility Ratepayer Board	0	N/A	N/A	N/A	N/A
Commerce, Department of	222	18423.25	\$357,579.35	82.99	\$1,610.72
Conservation Commission	6	552.25	\$10,957.26	92.04	\$1,826.21
Corporation Commission	135	10064.75	\$183,072.66	74.55	\$1,356.09
Corrections, Department of	283	20529	\$386,262.51	72.54	\$1,364.89
Cosmetology, Board of	11	788	\$10,164.72	71.64	\$924.07
Credit Unions, Department of	10	389.5	\$8,383.27	38.95	\$838.33
Deaf, School for the	44	4446.5	\$61,159.16	101.06	\$1,389.98
Dental Board	2	183.25	\$2,516.46	91.63	\$1,258.23
Education, Department of	153	11665.5	\$226,886.46	76.25	\$1,482.92
EI Dorado Correctional Facility	438	32946.5	\$490,448.17	75.22	\$1,119.74
Ellsworth Correctional Facility	213	15890.75	\$259,305.84	74.60	\$1,217.40
Emergency Medical Services	11	1868.25	\$37,233.24	169.84	\$3,384.84
Emporia State University	N/A	N/R	N/R	N/R	N/R
Ethics commission,Kansas Gov	0	N/A	N/A	N/R	N/R
Fair, Kansas State	23	1126.5	\$16,228.42	48.98	\$705.58
Fire Marshal	49	4197.5	\$92,082.40	85.66	\$1,879.23
Fort Hays State University	N/A	N/R	N/R	N/R	N/R
Governor, Office of the	0	N/A	N/A	N/A	N/A
Healing Arts,State Board of	32	2371.25	\$37,669.93	74.10	\$1,177.19
Health & Environment, Department of	754	61379.75	\$1,249,321.85	81.41	\$1,656.93
Health Care Stabilization Fund, Bd of Gov	5	423.25	\$5,938.92	84.65	\$1,187.78
Health Policy Authority, Kansas	112	10549.5	\$207,520.56	94.19	\$1,852.86
Highway Patrol	802	48581.5	\$1,030,923.05	60.58	\$1,285.44
Historical Society, State	107	7190.25	\$115,627.30	67.20	\$1,080.63
Housing Resources Corp, Kansas	4	996.5	\$21,974.10	249.13	\$5,493.53
Human Rights Commission, Kansas	26	2274.5	\$39,604.36	87.48	\$1,523.24
Hutchinson Correctional Facility	508	39368.25	\$632,807.31	77.50	\$1,245.68
Indigents Defense Services Board	66	5228.75	\$78,773.77	79.22	\$1,193.54
Insurance Department	17	1815.75	\$23,572.27	106.81	\$1,386.60
Investigation, Kansas Bureau of	162	9443.75	\$198,914.94	58.29	\$1,227.87
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	215	15511	\$224,228.25	72.14	\$1,042.92
Juvenile Justice Authority	20	1534	\$32,070.66	76.70	\$1,603.53
Kansas Inc	0	N/A	N/A	N/A	N/A
Kansas Public Employees Retirement System	66	5145	\$88,108.32	77.95	\$1,334.97
Kansas State University	N/A	N/R	N/R	N/R	N/R
Labor, Department of	395	34932.5	\$658,753.74	88.44	\$1,667.73
Lansing Correctional Facility	677	56798.25	\$897,915.55	83.90	\$1,326.32
Larned Correctional Mental Health Fac	161	13360.75	\$207,001.31	82.99	\$1,285.72
Larned Juvenile Correctional Facility	118	8580.5	\$129,543.58	72.72	\$1,097.83
Larned State Hospital	789	71770.5	\$1,076,332.62	90.96	\$1,364.17
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	3	\$33.60	N/A	N/A

Classified Employee Sick Leave Usage by Agency
Fiscal Year 2008

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Library, State	20	1471.75	\$22,851.86	73.59	\$1,142.59
Lieutenant Governor, Office of the	0	N/A	N/A	N/A	N/A
Lottery, Kansas State	43	2412.75	\$43,202.38	56.11	\$1,004.71
Mortuary Arts, Board of	2	142.75	\$1,971.64	71.38	\$985.82
Neurological Institute, Kansas	492	44349.25	\$654,193.15	90.14	\$1,329.66
Norton Correctional Facility	252	20813	\$338,285.96	82.59	\$1,342.40
Nursing, Board of	20	1937.5	\$34,087.38	96.88	\$1,704.37
Optometry Board of Examiners	1	56	\$1,154.17	56.00	\$1,154.17
Osawatomie State Hospital	366	28234	\$443,336.28	77.14	\$1,211.30
Parole Board, Kansas	0	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Center	454	40845	\$600,366.08	89.97	\$1,322.39
Peace Officers, Std & Trng	0	N/A	N/A	N/A	N/A
Pharmacy, Board of	6	322.25	\$6,842.88	53.71	\$1,140.48
Pittsburg State University	N/A	N/R	N/R	N/R	N/R
Post Audit, Legislative Div of	0	N/A	N/A	N/A	N/A
Racing & Gaming Commission	43	2589.75	\$46,901.79	60.23	\$1,090.74
Rainbow Mental Health Facility	107	7458.75	\$123,736.10	69.71	\$1,156.41
Real Estate Appraisal Board	1	76	\$1,728.24	76.00	\$1,728.24
Real Estate Commission	9	844.75	\$12,785.55	93.86	\$1,420.62
Regents, Board of	15	1760.25	\$33,855.53	117.35	\$2,257.04
Revenue, Department of	978	82038.5	\$1,462,660.36	83.88	\$1,495.56
Revisor of Statutes	0	N/A	N/A	N/A	N/A
Secretary of State	0	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	24	1593.75	\$37,065.14	66.41	\$1,544.38
Sentencing Commission, Kansas	0	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	3125	249362.5	\$4,279,168.30	79.80	\$1,369.33
Tax Appeals, Board of	9	928.5	\$14,653.81	103.17	\$1,628.20
Technical Professions, State Board of	3	127	\$1,721.11	42.33	\$573.70
Technology Enterprise Corp, Kansas	0	N/A	N/A	N/A	N/A
Topeka Correctional Facility	223	19924.25	\$322,543.67	89.35	\$1,446.38
Transportation, Department of	2873	221067	\$3,783,632.35	76.95	\$1,316.96
Treasurer, State	12	611.25	\$10,971.52	50.94	\$914.29
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	309	25159.25	\$344,190.48	81.42	\$1,113.89
Veterinary Examiners, Board of	0	N/A	N/A	N/A	N/A
Water Office, Kansas	19	1256.5	\$32,361.40	66.13	\$1,703.23
Wichita State University	N/A	N/R	N/R	N/R	N/R
Wildlife & Parks, Department of	398	20191.75	\$373,386.55	50.73	\$938.16
Winfield Correctional Facility	176	13974	\$228,331.40	79.40	\$1,297.34
Totals	17,814	1,405,903.25	\$24,139,499.68	78.92	\$1,355.09

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 2008. 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 2008

Source: SHARP (FY 2008); Excludes unclassified, temporary and student employees. "N/R" indicates leave was not reported (for Regent's institutions). "N/A" indicates the number is not applicable because there is no accurate leave data or the agency does not have classified employees.

Unclassified Employee Sick Leave Usage by Agency
Fiscal Year 2008

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	1	12.00	\$390.54	12.00	\$390.54
Adjutant General	145	11905.00	\$194,960.10	82.10	\$1,344.55
Administration, Department of	25	1036.00	\$33,410.65	41.44	\$1,336.43
Aging, Department on	8	428.00	\$14,786.98	53.50	\$1,848.37
Agriculture, Department of	12	555.00	\$16,487.71	46.25	\$1,373.98
Animal Health Department	3	208.00	\$7,600.40	69.33	\$2,533.47
Arts Commission, Kansas	1	44.00	\$1,579.60	44.00	\$1,579.60
Atchison Juvenile Correctional Fac	1	20.00	\$552.40	20.00	\$552.40
Attorney General	84	4542.75	\$101,664.59	54.08	\$1,210.29
Banking Department	17	977.00	\$32,435.23	57.47	\$1,907.95
Barbering, Board of	1	56.00	\$1,004.34	56.00	\$1,004.34
Behavioral Sciences Regulatory Board	3	403.00	\$9,479.19	134.33	\$3,159.73
Beloit Juvenile Correctional Facility	1	12.00	\$379.80	12.00	\$379.80
Blind, School for the	59	3386.50	\$68,466.10	57.40	\$1,160.44
Citizen's Utility Ratepayer Board	3	180.00	\$6,698.56	60.00	\$2,232.85
Commerce, Department of	12	350.75	\$11,265.33	29.23	\$938.78
Conservation Commission	7	632.25	\$18,923.95	90.32	\$2,703.42
Corporation Commission	59	3807.75	\$104,241.61	64.54	\$1,766.81
Corrections, Department of	16	473.00	\$18,115.18	29.56	\$1,132.20
Cosmetology, Board of	1	16.00	\$444.48	16.00	\$444.48
Credit Unions, Department of	1	16.00	\$592.14	16.00	\$592.14
Deaf, School for the	102	6388.25	\$142,323.63	62.63	\$1,395.33
Dental Board	1	12.00	\$336.73	12.00	\$336.73
Education, Department of	28	1407.75	\$50,417.51	50.28	\$1,800.63
El Dorado Correctional Facility	1	56.00	\$1,487.52	56.00	\$1,487.52
Ellsworth Correctional Facility	0	N/A	N/A	N/A	NA
Emergency Medical Services	1	56.00	\$2,196.93	56.00	\$2,196.93
Emporia State University	N/A	N/R	N/R	N/R	N/R
Ethics commission,Kansas Gov	8	708.00	\$13,911.21	88.50	\$1,738.90
Fair, Kansas State	1	4.00	\$183.45	4.00	\$183.45
Fire Marshal	2	80.00	\$2,580.78	40.00	\$1,290.39
Fort Hays State University	N/A	N/R	N/R	N/R	N/R
Governor, Office of the	32	1329.00	\$27,474.21	41.53	\$858.57
Healing Arts,State Board of	7	513.00	\$15,046.15	73.29	\$2,149.45
Health & Environment, Department of	11	434.00	\$16,408.10	39.45	\$1,491.65
Health Care Stabilization Fund, Bd of Gov	9	718.25	\$18,727.93	79.81	\$2,080.88
Health Policy Authority, Kansas	115	6237.00	\$145,052.81	54.23	\$1,261.33
Highway Patrol	7	195.00	\$6,450.82	27.86	\$921.55
Historical Society, State	1	56.00	\$2,296.78	56.00	\$2,296.78
Housing Resources Corp, Kansas	39	1715.25	\$36,729.95	43.98	\$941.79
Human Rights Commission, Kansas	4	260.00	\$7,371.52	65.00	\$1,842.88
Hutchinson Correctional Facility	0	N/A	N/A	N/A	N/A
Indigents Defense Services Board	104	7280.00	\$186,817.84	70.00	\$1,796.33
Insurance Department	102	9548.50	\$227,859.31	93.61	\$2,233.91
Investigation, Kansas Bureau of	7	240.00	\$10,659.76	34.29	\$1,522.82
Judicial Branch	1849	118158.75	\$2,029,251.84	63.90	\$1,097.49
Judicial Council	7	315.00	\$6,725.36	45.00	\$960.77
Juvenile Correctional Complex	2	60.00	\$1,903.75	30.00	\$951.88
Juvenile Justice Authority	8	358.50	\$11,468.70	44.81	\$1,433.59
Kansas Inc	2	128.00	\$2,931.84	64.00	\$1,465.92
Kansas Public Employees Retirement System	17	659.50	\$25,869.06	38.79	\$1,521.71
Kansas State University	N/A	N/R	N/R	N/R	N/R
Labor, Department of	30	1418.50	\$52,825.94	47.28	\$1,760.86
Lansing Correctional Facility	1	120.00	\$4,023.51	120.00	\$4,023.51
Larned Correctional Mental Health Fac	1	0.00	\$0.00	0.00	\$0.00
Larned Juvenile Correctional Facility	2	68.00	\$2,410.43	34.00	\$1,205.22
Larned State Hospital	20	1450.50	\$81,227.63	72.53	\$4,061.38
Legislative Coordinating Council	11	381.50	\$9,933.32	34.68	\$903.03
Legislative Research Department	38	3728.00	\$111,214.69	98.11	\$2,926.70
Legislature	38	1441.00	\$35,773.06	37.92	\$941.40

Unclassified Employee Sick Leave Usage by Agency
Fiscal Year 2008

Agency Name	Number of Employees	Hours	Agency Total		Average Per Employee	
			Dollars	Hours	Dollars	Hours
Library, State	1	64.00	\$2,963.00	64.00	\$2,963.00	
Lieutenant Governor, Office of the	4	112.50	\$2,296.75	28.13	\$574.19	
Lottery, Kansas State	40	2325.75	\$47,047.71	58.14	\$1,176.19	
Mortuary Arts, Board of	1	8.00	\$266.92	8.00	\$266.92	
Neurological Institute, Kansas	3	84.00	\$4,843.31	28.00	\$1,614.44	
Norton Correctional Facility	1	0.00	\$0.00	0.00	\$0.00	
Nursing, Board of	3	195.50	\$5,321.68	65.17	\$1,773.89	
Optometry Board of Examiners	0	0.00	\$0.00	0.00	\$0.00	
Osawatomie State Hospital	21	586.00	\$31,846.44	27.90	\$1,516.50	
Parole Board, Kansas	3	36.00	\$2,004.79	12.00	\$668.26	
Parsons State Hospital & Trng Center	5	348.00	\$16,481.30	69.60	\$3,296.26	
Peace Officers, Std & Trng	3	140.25	\$3,149.36	46.75	\$1,049.79	
Pharmacy, Board of	1	24.00	\$847.38	24.00	\$847.38	
Pittsburg State University	N/A	N/R	N/R	N/R	N/R	
Post Audit, Legislative Div of	24	1663.00	\$51,422.06	69.29	\$2,142.59	
Racing & Gaming Commission	21	801.25	\$22,457.17	38.15	\$1,069.39	
Rainbow Mental Health Facility	6	276.00	\$12,066.69	46.00	\$2,011.12	
Real Estate Appraisal Board	1	8.00	\$231.09	8.00	\$231.09	
Real Estate Commission	2	96.00	\$3,248.30	48.00	\$1,624.15	
Regents, Board of	41	2535.00	\$76,880.85	61.83	\$1,875.14	
Revenue, Department of	28	2220.00	\$71,463.09	79.29	\$2,552.25	
Revisor of Statutes	30	2342.00	\$78,525.81	78.07	\$2,617.53	
Secretary of State	49	3699.25	\$69,631.55	75.49	\$1,421.05	
Securities Commissioner, Office of the	9	1228.00	\$41,239.60	136.44	\$4,582.18	
Sentencing Commission, Kansas	9	764.00	\$14,530.99	84.89	\$1,614.55	
Social & Rehabilitation Services, Dept of	31	1055.00	\$36,890.80	34.03	\$1,190.03	
Tax Appeals, Board of	10	296.00	\$8,395.50	29.60	\$839.55	
Technical Professions, State Board of	2	260.00	\$8,075.13	130.00	\$4,037.57	
Technology Enterprise Corp, Kansas	10	358.00	\$10,811.34	35.80	\$1,081.13	
Topeka Correctional Facility	1	0.00	\$0.00	0.00	\$0.00	
Transportation, Department of	12	619.75	\$21,985.98	51.65	\$1,832.17	
Treasurer, State	32	2160.25	\$40,918.86	67.51	\$1,278.71	
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	5	288.00	\$8,566.99	57.60	\$1,713.40	
Veterinary Examiners, Board of	3	272.50	\$6,198.93	90.83	\$2,066.31	
Water Office, Kansas	3	168.00	\$6,113.58	56.00	\$2,037.86	
Wichita State University	N/A	N/R	N/R	N/R	N/R	
Wildlife & Parks, Department of	6	465.00	\$11,842.53	77.50	\$1,973.76	
Winfield Correctional Facility	0	N/A	N/A	N/A	N/A	
Totals	3489	220,085.25	\$4,651,936.43	63.08	\$1,333.32	

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 2008. 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 2008.

Source: SHARP (FY 2008); Excludes classified, temporary and student employees. "N/R" indicates leave was not reported (for Regent's institutions). "N/A" indicates the number is not applicable 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	Only employees hired or rehired before 6/15/08	Only employees hired or rehired before 6/15/08	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

¹ For employees who work 1,000 or more.

² Employees on a regular schedule receive holiday credit equal to their work time when a holiday falls within their regular work schedule. Employees on an irregular schedule do not receive holiday credit.