



## **State of Kansas**

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2005 Workforce Report

**Department of Administration  
Division of Personnel Services**

# Table of Contents

<b>Introduction</b>	<b>4</b>
Statistical Highlights:	5
Profile of State Employees, Kansas Population Statistics	
Kansas Government Functions	6
Number of Positions by Agency	8
Number of Authorized FTE by Government Function	10
Twenty-five most populous Job Classes	11
Twenty-five most populous Agencies	12
<b>Section 1: Workforce Characteristics</b>	<b>13</b>
Number of State Government Employees	14
Number of Classified Employees by Location on Civil Service Plan	15
Number of Classified and Unclassified Employees by Agency	16
Average Classified and Unclassified Salaries by Agency	18
Number, Salary, Age and Years of Service of Classified Emp by Agency	20
Number, Salary, Age and Years of Service of Unclassified Emp by Agency	22
Classified Employees by County of Work	24
Unclassified Employees by County of Work	25
The Aging of the Classified Workforce	26
Classified Employees by Annual Salary, Across Fiscal Years	27
Classified Employees by Years of Service, Across Fiscal Years	28
The Ethnic Distribution of the Classified Workforce	29
The Ethnic Distribution of the Unclassified Workforce	29
Kansas Employed Labor Force	29
Ethnic and Gender Distribution of Classified Employees, by Agency	30
<b>Section 2: Workforce Trends</b>	<b>32</b>
<b>Recruitment Analysis</b>	<b>33</b>
Average Number of Job Requisitions by Month	34
Average Number of Job Applicants by Recruitment Category, Fiscal Year	35
Number of Job Requisitions by Recruitment Category, Fiscal Year	35
Appointment of Classified Employees by Agency	36
<b>Turnover Report Information</b>	<b>38</b>
Separation of Classified Employees by Agency	42
Classified Employees Turnover by Agency	44
Agencies with less than 10% Turnover	46
Turnover by Function of Government	46
Turnover by Reason	47
Job Classes Above the State Average Turnover	48
Job Classes with 0% Turnover	50
Job Classes with 20% or Greater Turnover	50
Classified Employee Turnover Due to Leaving State Service	51
Turnover Due to Leaving State Service: Involuntary Terminations	51
Turnover Due to Leaving State Service: Voluntary Terminations	52
Terminations by Length of Service	52

# Table of Contents

<b>Continued</b>	
Turnover by Length of Service: Contribution of Service Length	53
Turnover by Recruitment Category	53
<b>Retirement Analysis</b>	<b>54</b>
Active and Eligible Retirements by Agency	55
Agencies with 40% or more employees retirement eligible by 2010	57
Agencies with 15% or less employees that are retirement eligible by 2010	57
<b>Direct and Indirect Compensation Analysis</b>	<b>58</b>
State Compensation Comparison	58
Average Annual Salary – Classified Employees, Central States	58
Average Salaries for Kansas Classified Employees vs. Central States	58
Classified Employee Vacation Leave Use by Agency	59
Unclassified Employee Vacation Leave Use by Agency	61
Classified Employee Sick Leave Use by Agency	63
Unclassified Employee Sick Leave Use by Agency	65
<b>Classification Study Crosswalk – Information Technology Job Classes</b>	<b>67</b>
<b>Classification Study Crosswalk – Geologist Job Classes</b>	<b>69</b>
<b>Glossary</b>	<b>70</b>
<b>Fiscal 2005-1995 Legislative Summary</b>	<b>71</b>
<b>Classified Service Executive Branch Position Reference Table</b>	<b>74</b>
<b>Unclassified Service Executive Branch Position Reference Table</b>	<b>75</b>

## Introduction

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The Department of Administration, Division of Personnel Services presents its eighth annual State of Kansas Workforce Report. This report presents facts and statistics about the state government workforce for fiscal year 2005. It supplies information from both statewide and agency perspectives, providing useful fact-based data for human resource planning and decision-making.

The size of the state workforce has declined nearly 6% since Fiscal Year 1997 and 11% since 1993, and continued reductions will likely occur as the first of the Baby Boomers begin to retire. These reductions will provide a range of challenges to the State of Kansas as it prioritizes its responsibilities and continues its commitment to quality programs and services with a smaller workforce.

The information presented in this report was gathered from SHARP (Statewide Human Resource and Payroll System), the Kansas Department of Labor, the Central States Association 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.state.ks.us](mailto:jan.cavalieri@da.state.ks.us) if you have comments or questions.

**State of Kansas  
Fiscal Year 2005  
Statistical Highlights**

**Profile of Classified and Unclassified Employees**

	<b>Classified</b>	<b>Unclassified</b>
<b>Number of Employees</b>	<b>23,446</b>	<b>13,416</b>
<b>Average Age</b>	<b>46</b>	<b>47</b>
<b>Average Length of Service</b>	<b>13</b>	<b>11</b>
<b>Average Annual Salary</b>	<b>\$32,634</b>	<b>\$56,880</b>
<b>Percent Ethnic Minorities</b>	<b>12%</b>	<b>13%</b>

**Source:** SHARP (June 2005); Excludes legislators, temporary, and student employees.

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

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

**Rank out of 50 States**

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

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

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

# Kansas Government Functions

## General Government

### Agency Number and Name

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

## Public Safety

### Agency Number and Name

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

## Education

### Agency Number and Name

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  
359 Kansas Arts Commission  
367 Kansas State University  
683 KU Medical Center  
434 Library, State  
385 Pittsburg State University  
561 Regents, Board of  
682 University of Kansas  
715 Wichita State University

## Transportation

### Agency Number and Name

276 Transportation, Kansas Department of

## Kansas Government Functions cont.,

### Agriculture & Natural Resources

#### Agency Number and Name

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

### Human Resources

#### Agency Number and Name

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

**Source:** Fiscal Year 2005 Budget Comparison Report, Schedule 7.

## Number of Positions by Agency

Full Time Equivalent (FTE) Positions

Agency Name	Fiscal Year								FY 98-05
	1998	1999	2000	2001	2002	2003	2004	2005	+/-
Accountancy, Board of	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	0.0
Adjutant General	218.0	215.0	215.0	215.0	215.0	215.0	215.0	215.0	-3.0
Administration, Department of	855.4	861.5	885.4	874.4	879.4	882.2	888.2	808.0	-47.4
Aging, Department on	159.5	156.0	157.0	157.0	157.0	157.1	221.0	213.0	53.5
Agriculture, Department of	311.0	304.0	312.5	303.2	303.5	300.5	298.5	302.5	-8.5
Animal Health Department	29.0	30.0	30.0	30.0	31.0	31.0	31.0	33.0	4.0
Arts Commission, Kansas	8.0	8.0	8.0	8.0	8.0	8.0	8.0	8.0	0.0
Atchison Juvenile Correctional Fac	119.0	120.0	120.0	120.0	120.0	119.0	119.0	119.0	0.0
Attorney General	86.0	87.0	90.0	91.0	95.5	95.0	95.0	94.5	8.5
Banking Department	71.0	68.0	75.0	77.0	85.0	85.0	86.0	86.0	15.0
Barbering, Board of	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	0.0
Behavioral Sciences Reg Board	6.5	6.5	6.8	7.8	8.0	8.0	8.0	8.0	1.5
Beloit Juvenile Correctional Facility	92.0	92.0	104.0	104.0	104.0	104.0	103.0	100.0	8.0
Blind, School for the	92.5	93.5	92.5	92.5	93.5	93.5	93.5	93.5	1.0
Citizens' Utility Ratepayer Board	.0	3.0	3.0	4.0	-	5.0	5.0	5.0	2.0
Commerce, Department of	134.0	132.0	133.0	136.0	149.0	148.0	108.5	390.1	256.1
Conservation Commission, State	14.0	13.5	13.5	13.5	14.5	15.5	15.5	14.0	0.0
Consumer Credit Commissioner	7.0	-	-	-	-	-	-	-	-7.0
Corporation Commission, Kansas	211.0	211.0	209.0	209.0	210.0	210.0	210.0	212.0	1.0
Corrections, Department of	303.0	302.0	313.0	321.0	319.0	319.0	322.0	322.5	19.5
Cosmetology, Board of	11.0	12.0	12.0	12.0	12.0	12.0	12.0	12.0	1.0
Credit Unions, Department of	12.0	12.0	12.0	12.0	13.0	13.0	13.0	13.0	1.0
Deaf, School for the	175.5	175.5	174.5	173.5	173.5	173.5	173.5	173.5	-2.0
Dental Board, Kansas	1.6	1.6	2.0	2.0	2.5	2.5	2.5	3.0	1.4
Education, Department of	204.0	207.5	199.5	201.5	190.5	208.0	208.3	210.8	6.8
El Dorado Correctional Facility	386.0	386.0	386.0	453.0	468.5	466.5	466.5	466.5	80.5
Ellsworth Correctional Facility	185.5	184.5	184.5	182.5	223.0	223.0	223.0	223.0	37.5
Emergency Medical Services Board	13.0	13.0	13.0	13.0	13.0	13.0	13.0	13.0	0.0
Emporia State University	738.8	757.2	764.3	763.3	758.1	775.1	742.3	754.1	15.3
Ethics Commission, Kansas Gov	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	0.0
Fair, Kansas State	18.0	18.0	21.0	22.0	22.0	22.0	23.0	23.0	5.0
Fire Marshal	40.0	40.0	44.0	44.0	46.0	46.0	46.0	51.0	11.0
Fort Hays State University	689.2	702.7	710.6	710.6	722.6	723.6	705.6	701.3	12.1
Governor, Office of the	30.0	30.0	29.0	30.0	30.0	29.0	34.0	38.0	8.0
Guardianship Program, Kansas	12.0	13.0	13.0	13.0	13.0	13.0	12.0	12.0	0.0
Healing Arts, Board of	27.0	27.0	29.0	29.0	29.0	29.0	29.0	29.0	2.0
Health & Environment, Dept of Env	401.0	412.0	410.0	410.0	478.0	488.0	484.0	485.0	84.0
Health & Environment, Dept of Health	420.0	424.5	433.5	431.5	523.0	513.0	404.5	404.0	-16.0
Heath Care Stab Fund Bd of Gov	16.0	16.0	16.0	16.0	16.0	16.0	16.0	16.0	0.0
Hearing Aid Examiners, Board of	-	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4
Highway Patrol	82.8	793.8	808.8	823.8	823.8	823.8	823.8	823.8	41.0
Historical Society, State	136.5	138.5	137.5	136.5	136.5	136.5	136.5	136.5	0.0
Human Rights Commission	37.0	37.0	36.0	36.0	37.0	37.0	36.0	36.0	-1.0
Hutchinson Correctional Facility	511.0	510.0	509.0	510.0	512.0	512.0	513.0	513.0	2.0
Indigents Defense Services, Board of	170.0	165.0	165.0	161.0	164.0	165.5	165.0	173.0	3.0
Insurance Department	161.5	163.5	164.5	157.0	157.0	157.0	157.0	146.7	-14.8
Investigation, Kansas Bureau of	195.5	194.0	203.0	200.0	200.0	200.0	200.0	200.0	4.5
Judicial Council	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	0.0
Judicial Branch	1,766.0	1,787.5	1,813.5	1,814.5	1,815.5	1,816.0	1,816.3	1,834.8	68.8
Juvenile Correctional Complex	-	-	-	-	-	-	-	38.2	38.2
Juvenile Justice Authority	30.0	32.0	32.0	34.0	37.0	38.0	39.0	42.0	12.0
Kansas, Inc.	5.0	5.0	4.0	4.0	4.0	4.0	4.0	4.0	-1.0
Kansas Public Employees Ret Sys	76.0	76.0	76.0	79.0	84.0	85.0	85.0	85.0	9.0
Kansas State University	4,670.0	4,671.7	4,680.5	4,675.5	4,697.4	4,890.6	4,830.5	4,413.0	-257.0
Labor, Department of	1,002.5	1,003.5	996.5	964.3	964.3	940.4	940.4	652.8	-349.7
Lansing Correctional Facility	703.0	701.5	707.0	703.0	710.0	710.0	710.0	700.0	-3.0
Larned Correctional Mental Health	178.0	177.0	176.0	187.0	186.0	186.0	186.0	186.0	8.0
Larned Juvenile Correctional Facility	127.0	128.0	128.0	128.0	129.0	148.0	148.0	148.0	21.0
Larned State Hospital	771.6	765.6	766.6	760.6	747.8	725.8	792.8	798.2	26.6
Legislative Coordinating Council	11.0	13.0	13.0	13.0	13.0	13.0	13.0	12.0	1.0
Legislative Division of Post Audit	20.0	20.0	21.0	21.0	21.0	21.0	21.0	21.0	1.0
Legislative Research Department	37.0	37.0	37.0	37.0	37.0	37.0	37.0	38.0	1.0
Legislature	30.0	31.0	32.0	33.0	36.0	33.0	33.0	33.0	3.0
Library, State	27.0	27.0	27.0	27.0	27.0	27.0	27.0	27.0	0.0
Lieutenant Governor, Office of the	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	0.0
Lottery, Kansas	89.0	88.0	88.0	88.0	89.0	87.8	87.0	87.0	-2.0
Mortuary Arts, Board of	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	0.0
Neurological Institute, Kansas	676.0	674.0	666.5	662.5	658.5	655.5	530.0	588.2	-87.8
Norton Correctional Facility	236.0	266.0	266.0	259.0	266.0	266.0	266.0	266.0	30.0
Nursing, Board of	16.5	16.5	16.5	16.5	22.0	22.0	22.0	22.0	5.5



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

Agency Name	Fiscal Year								FY 98- +/-
	1998	1999	2000	2001	2002	2003	2004	2005	
Ombudsman for Corrections	4.0	4.0	3.5	3.5	3.5	3.5	-		-4.0
Optometry Examiners, Board of	1.0	1.0	1.0	1.0	1.0	1.0	0.8	0.8	-0.2
Osawatomie State Hospital	529.4	485.4	482.4	481.4	477.4	477.4	436.3	398.6	-130.8
Parole Board, Kansas	4.0	4.0	4.0	4.0	4.0	4.0	3.0	3.0	-1.0
Parsons State Hospital and Trng Cntr	524.0	523.0	516.0	516.0	515.4	513.5	424.2	467.2	-56.8
Pharmacy, Board of	6.0	6.0	6.0	6.0	6.0	6.0	7.0	7.0	1.0
Pittsburg State University	717.0	735.0	800.2	799.2	794.0	796.3	789.7	772.5	55.5
Racing & Gaming Commission, Kansas	52.0	62.0	71.0	72.0	64.0	64.0	67.0	67.0	15.0
Rainbow Mental Health Facility	143.4	142.5	136.4	134.4	132.4	126.8	112.3	115.2	-28.2
Real Estate Appraiser Board	3.0	3.0	3.0	3.0	3.0	3.0	2.0	2.0	-1.0
Real Estate Commission, Kansas	14.0	14.0	14.0	13.0	13.0	13.0	13.0	13.0	-1.0
Regents, Board of	18.0	18.0	26.0	28.0	43.0	54.0	54.0	56.5	38.5
Revenue, Department of	1,179.5	1,184.0	1,180.0	1,162.0	1,196.0	1,196.0	1,196.0	1,196.0	16.5
Revisor of Statutes	26.0	26.0	26.0	26.0	26.0	26.0	26.0	26.0	0.0
Secretary of State	54.0	53.0	54.0	57.0	57.0	56.0	56.0	54.0	0.0
Securities Commissioner, Office of the	27.0	27.0	27.8	27.8	27.8	27.8	27.8	27.8	0.8
Sentencing Commission, Kansas	9.0	9.0	9.0	10.0	10.0	10.0	7.0	7.0	-2.0
Social & Rehabilitation Svcs, Dept of	4,317.0	4,194.1	4,169.5	3,896.6	3,986.1	4,048.5	3,981.5	3,981.5	-335.5
Tax Appeals, Board of	30.0	37.0	31.0	31.0	31.0	28.0	26.0	26.0	-4.0
Technical Professions, State Board of	5.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0	1.0
Technology Enterprise Corp, Kansas	18.0	18.0	18.0	18.0	19.0	29.0	27.0	29.0	11.0
Topeka Correctional Facility	300.0	300.0	304.0	304.0	247.0	249.0	248.0	248.0	-52.0
Topeka Juvenile Correctional Facility	222.0	222.0	226.0	226.0	226.0	226.0	394.0	228.0	6.0
Transportation, Department of	3,139.5	3,111.5	3,219.5	3,247.5	3,247.5	3,247.5	3,247.5	3,251.5	112.0
Treasurer, State	56.5	55.5	55.5	55.5	55.5	55.5	55.5	55.5	-1.0
University of Kansas	4,406.0	4,551.9	4,578.1	4,574.1	4,485.1	4,486.5	4,180.3	4,181.0	-225.0
University of Kansas Medical Center	4,618.5	4,469.8	2,494.7	2,489.7	2,448.7	2,352.3	2,283.8	2,347.0	-2,271.5
Veterans' Affairs, Commission on	189.8	227.8	337.8	454.8	555.8	558.3	558.8	557.8	368.0
Veterinary Examiners, Board of	2.0	3.0	3.0	3.0	3.0	3.0	3.0	3.5	1.5
Water Office, Kansas	21.5	21.5	22.5	22.5	22.5	22.5	22.5	22.5	1.0
Wheat Commission, Kansas	8.0	8.0	8.0	-	-	-	-	-	-8.0
Wichita State University	1,681.6	1,731.4	1,728.0	1,726.5	1,727.3	1,727.3	1,667.6	1,687.5	5.9
Wildlife & Parks, Department of	393.5	392.3	393.5	393.5	406.5	406.5	406.5	406.5	13.0
Winfield Correctional Facility	202.0	202.0	201.0	200.0	201.0	201.0	201.0	201.0	-1.0
Winfield State Hospital and Trng Cntr	432.0	-	-	-	-	-	-	-	-432.0
<b>Total FTE</b>	<b>41,932.1</b>	<b>41,512.1</b>	<b>39,765.2</b>	<b>39,629.8</b>	<b>40,170.3</b>	<b>42,352.0</b>	<b>41,613.7</b>	<b>41,152.3</b>	<b>-779.8</b>

Source: Budget Comparison Report for FY 2005 Schedule 7

**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

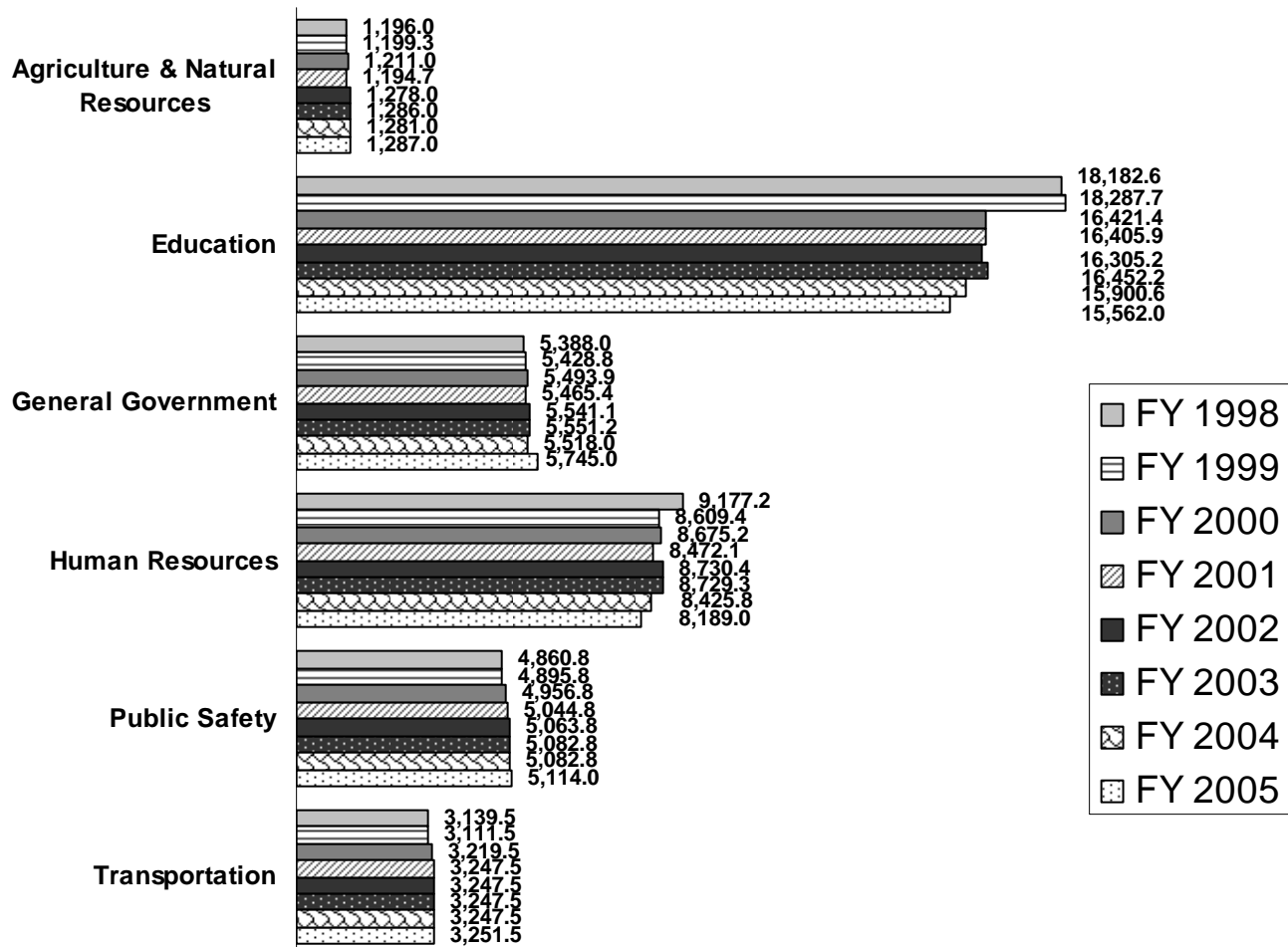
Topeka State Hospital – Closed 1998

Winfield State Hospital – Closed 1998

Kansas Wheat Commission – Privatized FY 2001

Source: Fiscal Year 2005 Budget Comparison Report, (Schedule 7).

## Number of Authorized FTE by Government Function



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

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

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

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

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

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

**Source:** Fiscal Year 2005 Budget Comparison Report, (Schedule 7).

### Twenty-Five Most Populous Job Classes

Rank	Job Title	Number of Employees
1	Senior Administrative Asst	1315
2	Administrative Specialist	1254
3	Administrative Assistant	1090
4	Human Services Specialist	872
5	MHDD Technician	752
6	Corrections Officer I (A)	596
7	Custodial Specialist	570
8	Equipment Operator	568
9	Equipment Operator Senior	461
10	Corrections Officer I (B)	437
11	Corrections Officer II	419
12	Social Worker	373
13	Utility Worker	369
14	Engineering Technician	366
15	Office Assistant	355
16	Human Services Assistant	307
17	Corrections Specialist I	304
18	Juvenile Corrections Officer I	261
19	Custodial Worker	237
20	Program Consultant II	225
21	Gen Maint And Repair Tech Sr	222
22	Public Service Executive II	212
23	Accounting Specialist	211
24	Engineering Technician Senior	206
25	Highway Patrol Trooper	199
25	Registered Nurse Senior	199

**Comments:** During FY 2005, nearly one-half (49%) of the classified workforce was employed in one of the twenty-five most populous job classes. This is a decrease from FY 2004 when 52% of the classified workforce was employed in the top twenty-five most populous job classes. During FY 2005, the State of Kansas had 557 job classes. This is a significant decrease in the number of job classes from FY 2002, when the total was approximately 700.

**Source:** SHARP (FY 2005); Excludes unclassified, temporary, and student employees

**Twenty-Five Most Populous Agencies  
FY 2005**

Rank	Agency Name	Number of Employees		
		Classified	Unclassified	Total
1	University of Kansas	1414	3265	4679
2	Kansas State University	1610	2284	3894
3	Social & Rehabilitation Services, Dept of	3164	31	3195
4	Transportation, Department of	2997	9	3006
5	University of Kansas Medical Center	460	2279	2739
6	Judicial Branch	0	1854	1854
7	Wichita State University	655	993	1648
8	Revenue, Department of	994	29	1023
9	Highway Patrol	798	14	812
10	Health & Environment, Department of	774	16	790
11	Larned State Hospital	745	20	765
12	Pittsburg State University	296	429	725
13	Emporia State University	289	429	718
14	Fort Hays State University	294	396	690
15	Lansing Correctional Facility	658	1	659
16	Administration, Department of	578	22	600
17	Neurological Institute, Kansas	530	3	533
18	Hutchinson Correctional Facility	507	1	508
19	Labor, Department of	478	25	503
20	Parsons State Hospital & Trng Center	450	7	457
21	El Dorado Correctional Facility	443	1	444
22	Wildlife & Parks, Department of	393	26	419
23	Osawatomie State Hospital	363	16	379
24	Veterans Affairs, Commission on	333	4	337
25	Commerce, Department of	313	7	320

**Comments:** Eighty-six percent of employees, excluding temporary and student employees, are located in the top twenty-five most populous agencies. The same agencies appear in this list as in FY 2004.

**Source:** SHARP (FY 2005); Excludes temporary and student employees

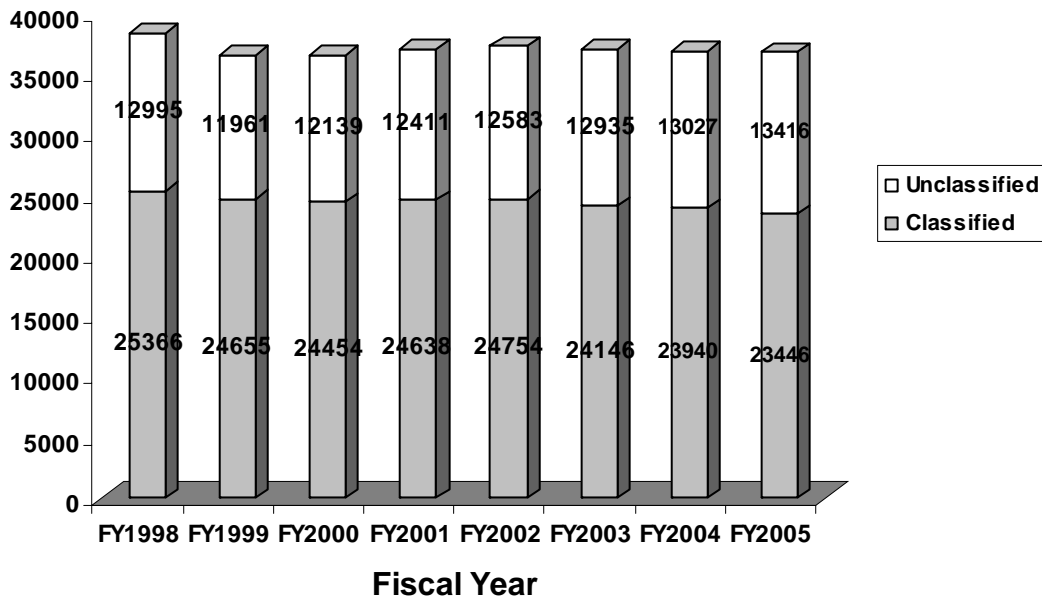
State of Kansas  
**Fiscal Year 2005**  
**Workforce Characteristics**

**SECTION ONE**

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- The total State workforce has decreased 11% since 1993, and 6% since 1997. The number of classified employees has decreased 20% since 1993 and 10% since 1997. The number of unclassified employees has increased 10% since 1993 and 2% since 1997.
- The number of classified employees in the 50-59 age category increased 9% since 1998, while the number of employees in the 30-39 age category decreased 10% during the same timeframe.
- 69% of the classified state workforce is over 40 years of age. The number of employees in this category has increased consistently since FY 1998.
- In 1998, the number of employees making less than \$20,000 per year was 20%. In FY 2005 it is 10%. In 1998, the number of employees making more than \$40,000 per year was 10%. In FY 2005 it is 20%.
- The number of classified employees with less than 10 years of service has decreased by 3% since 1998. The number of employees with over 30 years of service has increased 2% since 1998.
- As during previous fiscal years, the percentage of minorities in the classified and unclassified service is a greater percentage than in the available workforce.

### Number of State Government Employees



**Comments:** The number of employees has decreased by 3.9 percent since 1998. The number of unclassified employees has increased by 3.2% since 1998, while the number of classified employees has decreased by 7.6% since 1998.

**Source:** SHARP (FY 2005); 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	Total
006		0	0	3	0	0	0	0	0	0	0	0	0	3
007		9	0	0	0	0	0	0	0	0	1	1	2	13
008		3	2	2	0	1	0	1	1	0	0	0	1	11
009		133	20	10	2	8	8	7	7	4	7	27	23	256
010		21	2	0	3	0	1	3	0	0	2	1	5	38
011		522	31	43	17	27	19	39	38	21	37	30	71	895
012		4	0	1	1	0	1	0	0	1	0	0	0	8
<b>P</b>	013	635	46	65	30	39	35	25	34	39	66	36	187	1,237
<b>A</b>	014	171	76	6	0	12	2	1	1	2	3	6	9	289
<b>Y</b>	015	791	78	82	64	103	91	79	66	78	97	82	205	1,816
	016	213	275	92	31	61	24	21	20	15	19	31	95	897
	017	1,412	70	99	25	36	29	42	39	54	102	71	64	2,043
	018	672	135	373	141	135	109	108	143	112	113	123	312	2,476
	019	688	97	154	68	104	91	112	82	65	58	62	156	1,737
	020	245	27	48	35	36	36	41	60	56	36	56	108	784
	021	621	70	107	33	195	63	62	58	71	56	71	124	1,531
<b>G</b>	022	565	60	117	64	124	132	79	70	57	56	56	108	1,488
<b>R</b>	023	325	58	68	56	36	63	36	32	30	37	14	45	800
<b>A</b>	024	409	65	130	45	105	64	64	63	49	49	25	93	1,161
<b>D</b>	025	122	23	47	20	36	43	24	29	20	27	101	97	589
<b>E</b>	026	369	67	77	69	68	62	238	57	47	45	29	76	1,204
	027	417	63	75	34	92	70	52	20	26	17	20	50	936
	028	94	40	20	10	17	17	10	10	9	6	21	14	268
	029	338	66	96	75	68	80	64	44	41	30	42	81	1,025
	030	51	83	27	22	25	48	15	3	15	12	3	12	316
	031	100	20	23	23	40	35	24	16	7	13	7	25	333
	032	118	29	41	35	34	31	25	22	33	37	24	44	473
	033	24	19	17	17	18	24	13	2	8	24	1	16	183
	034	23	7	8	8	17	12	9	6	9	8	4	15	126
	035	15	7	15	14	11	10	15	5	8	11	8	16	135
	036	8	2	1	4	0	4	2	1	1	3	1	6	33
	037	0	0	4	0	4	0	2	2	3	0	3	6	24
	038	1	2	1	0	0	4	1	1	1	1	0	3	15
<b>FY05</b>		<b>9,119</b>	<b>1,540</b>	<b>1,852</b>	<b>946</b>	<b>1,452</b>	<b>1,208</b>	<b>1,214</b>	<b>932</b>	<b>882</b>	<b>973</b>	<b>956</b>	<b>2,069</b>	<b>23,143</b>
<b>FY04</b>		<b>8,097</b>	<b>1,565</b>	<b>2,020</b>	<b>1,139</b>	<b>1,678</b>	<b>1,319</b>	<b>1,074</b>	<b>967</b>	<b>985</b>	<b>983</b>	<b>1,070</b>	<b>2,280</b>	<b>23,177</b>
<b>FY03</b>		<b>6,938</b>	<b>1,648</b>	<b>2,421</b>	<b>1,005</b>	<b>1,777</b>	<b>1,437</b>	<b>1,089</b>	<b>984</b>	<b>1,026</b>	<b>1,112</b>	<b>1,118</b>	<b>2,666</b>	<b>23,221</b>
<b>FY02</b>		<b>6,656</b>	<b>1,808</b>	<b>2,671</b>	<b>1,080</b>	<b>1,985</b>	<b>1,544</b>	<b>1,166</b>	<b>1,074</b>	<b>1,065</b>	<b>1,204</b>	<b>1,236</b>	<b>2,909</b>	<b>24,398</b>

**Comments:** Records of some employees are not included due to placement on alternative pay plans or data errors.

**Source:** SHARP (FY 2005); Excludes legislators, unclassified, temporary and student employees

**Number of Classified and Unclassified Employees by Agency  
Fiscal Year 2005**

**Number of Employees**

<b>Agency Name</b>	<b>Classified</b>	<b>Unclassified</b>	<b>Total</b>
Accountancy, Board of	1	1	2
Adjutant General	45	156	201
Administration, Department of	578	22	600
Aging, Department on	166	10	176
Agriculture, Department of	256	17	273
Animal Health Department	26	2	28
Arts Commission, Kansas	7	1	8
Atchison Juvenile Correctional Fac	90	1	91
Attorney General	1	78	79
Banking Department	67	14	81
Barbering, Board of	1	1	2
Behavioral Sciences Regulatory Board	4	3	7
Beloit Juvenile Correctional Facility	76	1	77
Blind, School for the	25	56	81
Citizen's Utility Ratepayer Board	0	4	4
Commerce, Department of	313	7	320
Conservation Commission	5	6	11
Corporation Commission	137	66	203
Corrections, Department of	265	15	280
Cosmetology, Board of	10	1	11
Credit Unions, Department of	12	1	13
Deaf, School for the	48	106	154
Dental Board	2	1	3
Education, Department of	169	28	197
El Dorado Correctional Facility	443	1	444
Ellsworth Correctional Facility	214	1	215
Emergency Medical Services	11	1	12
Emporia State University	289	429	718
Ethics Commission, Kansas Gov	0	9	9
Fair, Kansas State	21	1	22
Fire Marshal	46	2	48
Fort Hays State University	294	396	690
Governor, Office of the	0	37	37
Healing Arts, State Board of	26	6	32
Health & Environment, Department of	774	16	790
Health Care Stabilization Fund, Bd of Gov	8	7	15
Health Policy and Finance	119	4	123
Highway Patrol	798	14	812
Historical Society, State	111	1	112
Housing Resources Corp, Kansas	31	8	39
Human Rights Commission, Kansas	26	4	30
Hutchinson Correctional Facility	507	1	508
Indigents Defense Services Board	67	95	162
Insurance Department	28	99	127
Investigation, Kansas Bureau of	143	7	150
Judicial Branch	0	1854	1854
Judicial Council	0	4	4
Juvenile Correctional Complex	226	2	228
Juvenile Justice Authority	24	9	33
Kansas Inc		2	2
Kansas Public Employees Retirement System	66	14	80
Kansas State University	1610	2284	3894
Labor, Department of	478	25	503
Lansing Correctional Facility	658	1	659
Larned Correctional Mental Health Facility	178	0	178
Larned Juvenile Correctional Facility	135	2	137
Larned State Hospital	745	20	765
Legislative Coordinating Council	0	11	11
Legislative Division of Post Audit	0	21	21
Legislative Research Department	0	38	38



**Number of Classified and Unclassified Employees by Agency  
Fiscal Year 2005**

Agency Name	Number of Employees		
	Classified	Unclassified	Total
Legislature	0	34	34
Library, State	20	2	22
Lieutenant Governor, Office of the	0	4	4
Lottery, Kansas State	39	39	78
Mortuary Arts, Board of	2	1	3
Neurological Institute, Kansas	530	3	533
Norton Correctional Facility	252	0	252
Nursing, Board of	19	2	21
Optometry Board of Examiners	1	0	1
Osawatomie State Hospital	363	16	379
Parole Board, Kansas	0	3	3
Parsons State Hospital & Trng Center	450	7	457
Pharmacy, Board of	6	1	7
Pittsburg State University	296	429	725
Racing & Gaming Commission	38	18	56
Rainbow Mental Health Facility	108	3	111
Real Estate Appraisal Board	1	1	2
Real Estate Commission	10	1	11
Regents, Board of	19	31	50
Revenue, Department of	994	29	1023
Revisor of Statutes	0	27	27
Secretary of State	0	49	49
Securities Commissioner, Office of the	18	10	28
Sentencing Commission, Kansas	0	7	7
Social & Rehabilitation Services, Dept of	3164	31	3195
Tax Appeals, Board of	13	6	19
Technical Professions, State Board of	3	2	5
Technology Enterprise Corp, Kansas	0	23	23
Topeka Correctional Facility	235	0	235
Transportation, Department of	2997	9	3006
Treasurer, State	14	32	46
University of Kansas	1414	3265	4679
University of Kansas Medical Center	460	2279	2739
Veterans Affairs, Commission on	333	4	337
Veterinary Examiners, Board of	0	3	3
Water Office, Kansas	20	2	22
Wichita State University	655	993	1648
Wildlife & Parks, Department of	393	26	419
Winfield Correctional Facility	199	0	199
<b>Total</b>	<b>23,446</b>	<b>13,416</b>	<b>36,862</b>

**Source:** SHARP (FY 2005); Excludes temporary and student employees

**Average Classified and Unclassified Salaries by Agency  
Fiscal Year 2002 to 2005**

Agency Name	Classified				Unclassified			
	FY2002	FY 2003	FY2004	FY2005	FY2002	FY2003	FY2004	FY2005
Accountancy, Board of	\$22,121	\$22,880	\$24,055	\$26,374	\$52,051	\$55,051	\$57,553	\$61,310
Adjutant General	\$32,320	\$32,748	\$33,868	\$34,424	\$29,611	\$30,017	\$31,086	\$32,160
Administration, Department of	\$34,872	\$34,243	\$37,092	\$37,200	\$65,297	\$65,710	\$66,245	\$69,483
Aging, Department On	\$36,218	\$35,808	\$39,536	\$39,788	\$69,917	\$64,308	\$67,060	\$64,208
Agriculture Department of	\$36,698	\$35,990	\$38,747	\$39,350	\$54,525	\$53,361	\$55,353	\$52,876
Animal Health Department	\$31,735	\$31,909	\$33,897	\$34,454	\$63,197	\$50,086	\$64,893	\$64,632
Arts Commission, Kansas	\$38,366	\$35,479	\$38,043	\$39,276	\$68,318	\$68,318	\$71,423	\$72,316
Atchison Juvenile Correctional Facility	\$28,111	\$28,103	\$29,526	\$29,011	\$68,314	\$68,314	\$65,341	\$66,157
Attorney General	\$37,669	\$37,648	\$39,374	\$39,874	\$44,077	\$42,549	\$46,220	\$47,448
Banking Department	\$41,795	\$41,216	\$43,688	\$43,127	\$61,923	\$59,606	\$66,935	\$65,529
Barbering, Board of	\$28,142	\$28,080	\$29,411	\$29,786	\$37,304	\$37,304	\$37,304	\$37,304
Behavioral Sciences Regulatory Board	\$26,437	\$26,042	\$29,775	\$31,476	\$38,669	\$39,937	\$42,013	\$43,773
Beloit Juvenile Correctional Facility	\$28,282	\$28,486	\$29,146	\$30,003	\$75,450	\$75,450	\$60,000	\$60,750
Blind, School for the	\$27,908	\$28,399	\$30,693	\$30,190	\$35,079	\$34,226	\$37,332	\$38,867
Citizens Utility Ratepayer Board	\$31,013	\$28,912	\$30,347	\$37,630	\$74,186	\$60,817	\$64,641	\$58,427
Commerce and Housing, Department of	\$38,383	\$38,196	\$37,025	\$34,357	\$50,167	\$70,701	\$68,588	\$78,988
Conservation Commission	\$29,626	\$29,467	\$33,933	\$37,024	\$51,201	\$51,128	\$47,748	\$59,548
Corporation Commission	\$35,306	\$34,974	\$36,785	\$36,714	\$54,302	\$53,653	\$59,053	\$57,782
Corrections, Department of	\$34,746	\$34,304	\$36,425	\$24,579	\$72,016	\$69,235	\$70,841	\$70,293
Cosmetology, Board of	\$24,665	\$23,421	\$24,272	\$43,599	\$43,735	\$43,735	\$45,723	\$46,295
Credit Unions, Department of	\$42,041	\$41,097	\$43,063	\$24,541	\$62,216	\$62,216	\$65,043	\$65,856
Deaf, School for the	\$24,361	\$23,582	\$25,092	\$26,499	\$34,224	\$34,528	\$35,517	\$36,340
Dental Board	\$18,595	\$18,512	\$24,783	\$38,393	\$51,514	\$39,757	\$56,650	\$57,358
Education, Department of	\$36,863	\$36,239	\$38,623	\$29,385	\$77,142	\$76,197	\$71,229	\$75,821
El Dorado Correctional Facility	\$28,388	\$28,057	\$29,091	\$31,030	\$64,059	\$64,059	\$51,813	\$52,460
Ellsworth Correctional Facility	\$29,785	\$29,615	\$30,820	\$34,303	\$50,557	\$50,557	\$52,854	\$53,515
Emergency Medical Services	\$33,721	\$33,557	\$35,207	\$26,710	\$61,247	\$61,247	\$64,031	\$64,831
Emporia State University	\$26,093	\$26,097	\$28,578	\$30,009	\$51,769	\$52,112	\$61,005	\$60,524
Ethics Commission, Kansas Gov	N/A	N/A	N/A	N/A	\$38,483	\$38,483	\$40,230	\$41,989
Fair, Kansas State	\$28,971	\$27,446	\$29,093	\$40,366	\$81,034	\$69,000	\$75,743	\$76,690
Fire Marshal	\$37,558	\$38,630	\$40,627	\$40,366	\$51,939	\$54,696	\$55,918	\$57,584
Fort Hays State University	\$24,389	\$24,392	\$25,011	\$26,055	\$49,293	\$49,879	\$49,787	\$52,308
Governor, Office of the	N/A	N/A	N/A	N/A	\$46,411	\$44,358	\$46,360	\$46,948
Healing Arts, State Board of	\$27,840	\$27,844	\$29,107	\$29,186	\$53,075	\$61,735	\$64,548	\$64,750
Health and Environment, Department of	\$37,967	\$37,518	\$39,461	\$40,192	\$72,321	\$74,428	\$69,807	\$80,933
Health Care Stabilization Fund, Bd of Gov	\$25,230	\$25,454	\$26,827	\$26,406	\$47,987	\$48,635	\$53,755	\$54,705
Highway Patrol	\$34,611	\$34,885	\$41,580	\$43,979	\$66,132	\$67,441	\$60,638	\$54,266
Historical Society, State	\$30,848	\$31,731	\$32,596	\$32,371	\$80,000	\$80,000	\$66,950	\$81,000
Human Rights Commission, Kansas	\$31,118	\$30,963	\$32,036	\$32,538	\$58,291	\$58,291	\$60,941	\$61,703
Hutchinson Correctional Facility	\$29,684	\$29,367	\$30,385	\$30,645	\$48,142	\$48,142	\$50,330	\$50,959
Indigents' Defense Services, Board of	\$26,428	\$26,389	\$27,422	\$28,103	\$46,662	\$46,595	\$51,849	\$51,382
Insurance Department	\$25,107	\$25,231	\$25,927	\$25,715	\$46,608	\$46,717	\$49,342	\$48,749
Investigation, Kansas Bureau of	\$39,176	\$38,580	\$43,026	\$45,833	\$78,109	\$78,109	\$81,857	\$79,703
Judicial Branch	N/A	N/A	N/A	N/A	\$38,441	\$37,959	\$40,236	\$41,380
Judicial Council	N/A	N/A	N/A	N/A	\$42,841	\$42,841	\$53,751	\$55,383
Juvenile Justice Authority	\$39,092	\$38,864	\$38,446	\$40,623	\$61,998	\$58,808	\$56,308	\$65,092
Juvenile Justice Complex	N/A	N/A	N/A	N/D	N/A	N/A	N/A	N/D
Kansas Inc	N/A	N/A	N/A	N/A	\$56,898	\$52,174	\$45,899	\$44,882
Kansas Public Employees Retirement System	\$32,246	\$32,075	\$34,498	\$35,080	\$82,281	\$83,326	\$82,229	\$80,051
Kansas State University	\$26,304	\$26,284	\$29,805	\$27,868	\$61,960	\$61,823	\$65,064	\$67,641
Labor, Department of	\$35,436	\$34,659	\$36,992	\$38,391	\$49,456	\$48,517	\$67,529	\$67,379
Lansing Correctional Facility	\$29,888	\$29,597	\$27,600	\$30,629	\$43,785	\$43,785	\$45,774	\$43,538
Larned Correctional Mental Health Facility	\$29,221	\$29,266	\$31,150	\$30,340	N/A	N/A	N/A	N/A
Larned Juvenile Correctional Facility	\$28,760	\$27,489	\$28,528	\$29,031	\$64,010	\$64,010	\$97,393	\$98,610
Larned State Hospital	\$26,610	\$26,255	\$27,530	\$28,830	\$96,986	\$100,346	\$105,447	\$100,376
Legislative Coordinating Council	N/A	N/A	N/A	N/A	\$41,087	\$41,971	\$42,583	\$43,791
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	\$54,744	\$57,580	\$58,596	\$60,648
Legislative Research Department	N/A	N/A	N/A	N/A	\$54,715	\$53,178	\$57,325	\$58,635
Legislature	N/A	N/A	N/A	N/A	\$36,465	\$38,445	\$38,842	\$40,274
Library, State	\$31,633	\$31,157	\$32,613	\$31,928	\$35,411	\$34,891	\$36,438	\$63,751

**Average Classified and Unclassified Salaries by Agency  
Fiscal Year 2002 to 2005**

Agency Name	Classified				Unclassified			
	FY2002	FY 2003	FY2004	FY2005	FY2002	FY2003	FY2004	FY2005
Lieutenant Governor, Office of the Lottery, Kansas	N/A	N/A	N/A	N/A	\$29,900	\$31,245	\$33,978	\$56,315
Mortuary Arts, Board of	\$33,844	\$33,821	\$35,835	\$35,852	\$39,786	\$40,174	\$40,913	\$41,349
Neurological Institute, Kansas	\$28,964	\$28,912	\$30,285	\$30,659	\$58,519	\$58,519	\$61,179	\$61,944
Norton Correctional Facility	\$26,749	\$26,540	\$27,976	\$28,695	\$93,251	\$111,979	\$100,591	\$102,485
Nursing, Board of	\$29,636	\$29,136	\$30,281	\$30,656	N/A	N/A	N/A	N/A
Optometry Examiners, Board of	\$29,936	\$29,578	\$31,502	\$33,733	\$53,070	\$53,070	\$53,059	\$57,930
Osawatomie State Hospital	\$37,669	\$37,648	\$39,374	\$39,874	N/A	N/A	N/A	N/A
Parole Board, Kansas	\$27,293	\$26,873	\$28,985	\$29,638	\$101,882	\$95,967	\$97,226	\$97,348
Parsons State Hospital and Training Center	N/A	N/A	N/A	N/A	\$97,982	\$98,188	\$102,725	\$104,030
Pharmacy, Board of	\$27,513	\$27,530	\$28,594	\$29,186	\$89,033	\$89,033	\$93,035	\$91,691
Pittsburg State University	\$36,934	\$40,851	\$41,357	\$41,874	\$56,662	\$56,662	\$57,673	\$59,738
Racing & Gaming Commission	\$27,099	\$26,922	\$28,578	\$28,472	\$61,229	\$60,997	\$63,245	\$64,681
Rainbow Mental Health Facility	\$31,479	\$31,174	\$32,880	\$34,255	\$53,139	\$53,116	\$55,503	\$57,264
Real Estate Appraisal Board	\$29,896	\$30,164	\$32,638	\$33,680	\$109,299	\$82,498	\$95,920	\$85,703
Real Estate Commission	\$41,579	\$41,392	\$43,472	\$44,013	\$53,895	\$53,895	\$56,344	\$57,048
Regents, Board of	\$26,911	\$27,123	\$28,925	\$29,307	\$55,000	\$55,000	\$57,500	\$58,219
Revenue, Department of	\$33,378	\$33,635	\$33,330	\$34,885	\$66,777	\$66,282	\$68,695	\$67,392
Revisor of Statutes	\$31,834	\$31,734	\$33,757	\$34,686	\$55,853	\$56,126	\$59,364	\$60,125
Secretary of State	N/A	N/A	N/A	N/A	\$51,914	\$50,543	\$55,630	\$55,897
Securities Commissioner, Office of the	N/A	N/A	N/A	N/A	\$35,729	\$35,083	\$37,785	\$38,857
Sentencing Commission, Kansas	\$40,780	\$38,931	\$40,320	\$41,571	\$59,874	\$59,748	\$64,343	\$65,297
Social & Rehabilitation Services, Dept of	N/A	N/A	N/A	N/A	\$39,097	\$40,145	\$40,277	\$41,629
Tax Appeals, Board of	\$31,907	\$32,076	\$33,708	\$34,032	\$71,686	\$70,229	\$74,042	\$72,167
Technical Professions, Board of	\$24,111	\$25,317	\$26,701	\$27,037	\$74,898	\$74,220	\$72,026	\$73,291
Technology Enterprise Corporation, Kansas	\$25,341	\$25,237	\$27,664	\$28,018	\$52,639	\$52,639	\$55,032	\$55,720
Topeka Correctional Facility	N/A	N/A	N/A	N/A	\$51,867	\$54,176	\$65,608	\$61,803
Topeka Juvenile Correctional Facility	\$31,039	\$30,853	\$31,884	\$31,852	N/A	N/A	N/A	N/A
Transportation, Department of	\$28,252	\$27,530	\$28,231	N/D	\$66,920	\$66,920	\$60,770	N/D
Treasurer, State	\$32,038	\$31,654	\$33,455	\$33,833	\$78,600	\$76,369	\$84,407	\$88,564
University of Kansas	\$29,371	\$29,499	\$32,756	\$33,426	\$40,680	\$39,934	\$41,966	\$41,991
University of Kansas Medical Center	\$26,118	\$25,892	\$27,769	\$27,286	\$57,330	\$55,877	\$57,490	\$60,333
Veterans' Affairs, Commission on	\$26,850	\$26,845	\$29,465	\$28,598	\$52,003	\$50,813	\$53,887	\$54,485
Veterinary Examiners, Board of	\$22,127	\$22,575	\$23,956	\$25,321	\$53,264	\$53,546	\$56,952	\$57,664
Water Office, Kansas	N/A	N/A	N/A	N/A	\$38,000	\$30,812	\$39,450	\$40,997
Wildlife and Parks, Department of	\$46,486	\$45,797	\$49,184	\$50,383	\$74,768	\$67,683	\$79,618	\$78,580
	\$24,717	\$24,520	\$34,546	\$25,857	\$54,956	\$54,045	\$56,894	\$58,531
	\$34,440	\$33,846	\$37,097	\$37,826	\$60,343	\$55,911	\$45,867	\$39,479
<b>Statewide Average:</b>	<b>\$30,575</b>	<b>\$30,365</b>	<b>\$32,544</b>	<b>\$32,634</b>	<b>\$53,213</b>	<b>\$52,599</b>	<b>\$52,216</b>	<b>\$56,880</b>

**Comments:** N/A – no employees in this category. N/D, - no data for this agency due to closure or inaccurate data. Topeka Juvenile Correctional Facility became the Juvenile Correctional Complex on June 5, 2005. Salary data for these agencies was not accurate and is not reported here.

**Source:** SHARP (FY 2005); Excludes temporary and student employees

**Number, Salary, Age and Years of Service of Classified Employees by Agency  
Fiscal Year 2005**

<b>Agency Name</b>	<b>Number of Classified Emp</b>	<b>Average Salary</b>	<b>Average Age</b>	<b>Average Yrs of Service</b>
Accountancy, Board of	1	\$26,374	55.5	26.93
Adjutant General	45	\$34,424	48.64	13.55
Administration, Department of	578	\$37,200	47.65	15.58
Aging, Department on	166	\$39,788	50.38	12.6
Agriculture, Department of	256	\$39,350	46.93	14.27
Animal Health Department	26	\$34,454	49.06	13.77
Arts Commission, Kansas	7	\$39,276	45.07	10.53
Atchison Juvenile Correctional Fac	90	\$29,011	42.49	10.56
Attorney General	1	\$39,874	55.9	20.15
Banking Department	67	\$43,127	39.92	9.74
Barbering, Board of	1	\$29,786	66.63	11.47
Behavioral Sciences Regulatory Board	4	\$31,476	41.38	9.34
Beloit Juvenile Correctional Facility	76	\$30,003	45.33	11.48
Blind, School for the	25	\$30,190	50.3	16.25
Commerce, Department of	313	\$37,630	49.83	14.86
Conservation Commission	5	\$34,357	45.	17.75
Corporation Commission	137	\$37,024	49.5	14.75
Corrections, Department of	265	\$36,714	45.57	12.87
Cosmetology, Board of	10	\$24,579	49.39	8.51
Credit Unions, Department of	12	\$43,599	55.13	17.04
Deaf, School for the	48	\$24,541	48.54	10.25
Dental Board	2	\$26,499	25.36	1.91
Education, Department of	169	\$38,393	47.92	11.42
El Dorado Correctional Facility	443	\$29,385	40.28	6.95
Ellsworth Correctional Facility	214	\$31,030	43.31	9.19
Emergency Medical Services	11	\$34,303	53.36	11.42
Emporia State University	289	\$26,710	48.86	12.75
Fair, Kansas State	21	\$30,009	43.93	6.45
Fire Marshal	46	\$40,366	49.9	13.32
Fort Hays State University	294	\$26,055	47.9	11.97
Healing Arts, State Board of	26	\$29,186	44.88	10.04
Health & Environment, Department of	774	\$40,192	46.51	12.76
Health Care Stabilization Fund, Bd of Gov	8	\$26,406	43.01	14.51
Health Policy and Finance	119	N/D	46.45	12.93
Highway Patrol	798	\$43,979	42.1	12.04
Historical Society, State	111	\$32,371	47.78	13.88
Housing Resources Corp, Kansas	31	N/D	46.69	9.17
Human Rights Commission, Kansas	26	\$32,538	43.61	11.28
Hutchinson Correctional Facility	507	\$30,645	42.97	9.93
Indigents Defense Services Board	67	\$28,103	43.4	9.34
Insurance Department	28	\$25,715	49.34	13.12
Investigation, Kansas Bureau of	143	\$45,833	44.76	13.99
Juvenile Correctional Complex	226	N/D	N/D	N/D
Juvenile Justice Authority	24	\$40,623	42.97	8.35
Kansas Public Employees Retirement System	66	\$35,080	49.14	14.37
Kansas State University	1610	\$27,868	46.87	13.02
Labor, Department of	478	\$38,391	49.49	17.03
Lansing Correctional Facility	658	\$30,629	42.03	10.03
Larned Correctional Mental Health Fac	178	\$30,340	41.87	8.96
Larned Juvenile Correctional Facility	135	\$29,031	41.94	8.48
Larned State Hospital	745	\$28,830	45.69	11.32
Library, State	20	\$31,928	51.16	13.64
Lottery, Kansas State	39	\$35,852	49.05	12.8
Mortuary Arts, Board of	2	\$30,659	57.26	14.37
Neurological Institute, Kansas	530	\$28,695	43.67	13.25
Norton Correctional Facility	252	\$30,656	45.72	10.91
Nursing, Board of	19	\$33,733	46.01	9.51
Optometry Board of Examiners	1	\$39,874	61.89	12.27
Osawatomie State Hospital	363	\$29,638	46.53	12.42
Parsons State Hospital & Trng Center	450	\$29,186	45.26	12.88

**Number, Salary, Age and Years of Service of Classified Employees by Agency  
Fiscal Year 2005**

<b>Agency Name</b>	<b>Number of Classified Emp</b>	<b>Average Salary</b>	<b>Average Age</b>	<b>Average Yrs of Service</b>
Pharmacy, Board of	6	\$41,874	40.02	4.91
Pittsburg State University	296	\$28,472	49.12	11.75
Racing & Gaming Commission	38	\$34,255	43.75	11.
Rainbow Mental Health Facility	108	\$33,680	47.54	10.62
Real Estate Appraisal Board	1	\$44,013	52.63	23.12
Real Estate Commission	10	\$29,307	54.06	8.96
Regents, Board of	19	\$34,885	52.32	14.55
Revenue, Department of	994	\$34,686	46.15	14.43
Securities Commissioner, Office of the	18	\$41,571	51.24	13.15
Social & Rehabilitation Services, Dept of	3164	\$34,032	47.28	14.36
Tax Appeals, Board of	13	\$27,037	47.04	16.55
Technical Professions, State Board of	3	\$28,018	57.35	14.35
Topeka Correctional Facility	235	\$31,852	43.54	11.63
Transportation, Department of	2997	\$33,833	45.35	13.61
Treasurer, State	14	\$33,426	49.41	20.56
University of Kansas	1414	\$27,286	45.86	11.57
University of Kansas Medical Center	460	\$28,598	46.67	13.32
Veterans Affairs, Commission on	333	\$25,321	45.26	7.9
Water Office, Kansas	20	\$50,383	46.52	14.77
Wichita State University	655	\$25,857	48.88	11.84
Wildlife & Parks, Department of	393	\$37,826	45.53	14.84
Winfield Correctional Facility	199	\$31,255	45.66	10.69

**Comments:** N/D – no data for this agency due to closure or inaccurate data. Topeka Juvenile Correctional Facility became the Juvenile Correctional Complex on June 5, 2005. Data for this agency was not accurate and is not reported here.

**Source:** SHARP (FY 2005); Excludes legislators, unclassified, temporary and student employees.

**Number, Salary, Age and Years of Service of Unclassified Employees by Agency  
Fiscal Year 2005**

<b>Agency Name</b>	<b>Number of Unclass Emp</b>	<b>Average Salary</b>	<b>Average Age</b>	<b>Average Yrs of Service</b>
Accountancy, Board of	1	\$61,310	52.72	08.78
Adjutant General	156	\$32,160	46.26	08.58
Administration, Department of	22	\$69,483	46.54	16.06
Aging, Department on	10	\$64,208	50.68	10.78
Agriculture, Department of	17	\$52,876	44.53	04.94
Animal Health Department	2	\$64,632	56.56	07.22
Arts Commission, Kansas	1	\$72,316	60.50	06.49
Atchison Juvenile Correctional Fac	1	\$66,157	35.17	03.99
Attorney General	78	\$47,448	44.45	07.72
Banking Department	14	\$65,529	42.68	12.09
Barbering, Board of	1	\$37,304	58.63	17.54
Behavioral Sciences Regulatory Board	3	\$43,773	50.02	08.02
Beloit Juvenile Correctional Facility	1	\$60,750	34.34	01.14
Blind, School for the	56	\$38,867	47.56	13.20
Citizen's Utility Ratepayer Board	4	\$58,427	49.07	16.17
Commerce, Department of	7	\$78,988	49.95	09.38
Conservation Commission	6	\$59,548	49.76	11.58
Corporation Commission	66	\$57,782	49.32	11.40
Corrections, Department of	15	\$70,293	51.43	17.19
Cosmetology, Board of	1	\$46,295	53.82	21.71
Credit Unions, Department of	1	\$65,856	47.72	07.58
Deaf, School for the	106	\$36,340	45.69	13.25
Dental Board	1	\$57,358	61.69	01.60
Education, Department of	28	\$75,821	53.02	14.51
El Dorado Correctional Facility	1	\$52,460	40.47	12.04
Ellsworth Correctional Facility	1	\$53,515	50.37	12.66
Emergency Medical Services	1	\$64,831	61.27	06.28
Emporia State University	429	\$60,524	48.23	10.67
Ethics Commission, Kansas Gov	9	\$41,989	48.64	21.17
Fair, Kansas State	1	\$76,690	37.02	10.49
Fire Marshal	2	\$57,584	55.35	11.38
Fort Hays State University	396	\$52,308	47.09	11.09
Governor, Office of the	37	\$46,948	38.68	07.77
Healing Arts, State Board of	6	\$64,750	45.46	10.68
Health & Environment, Department of	16	\$80,933	45.58	08.86
Health Care Stabilization Fund, Bd of Gov	7	\$54,705	55.19	10.99
Health Policy and Finance	4	N/D	48.12	04.71
Highway Patrol	14	\$54,266	47.03	11.74
Historical Society, State	1	\$81,000	53.16	19.94
Housing Resources Corp, Kansas	8	N/D	36.97	03.61
Human Rights Commission, Kansas	4	\$61,703	56.02	20.50
Hutchinson Correctional Facility	1	\$50,959	51.98	09.78
Indigents Defense Services Board	95	\$51,382	41.04	07.86
Insurance Department	99	\$48,749	47.28	12.79
Investigation, Kansas Bureau of	7	\$79,703	54.80	17.38
Judicial Branch	1854	\$41,380	46.24	11.51
Judicial Council	4	\$55,383	53.13	14.39
Juvenile Correctional Complex	2	N/D	N/D	N/D
Juvenile Justice Authority	9	\$65,092	46.91	10.98
Kansas Inc	2	\$44,882	41.63	09.68
Kansas Public Employees Retirement System	14	\$80,051	44.75	11.78
Kansas State University	2284	\$67,641	47.91	12.86
Labor, Department of	25	\$67,379	51.88	08.79
Lansing Correctional Facility	1	\$43,538	36.29	07.17
Larned Juvenile Correctional Facility	2	\$98,610	56.72	02.94
Larned State Hospital	20	\$100,376	55.57	06.96
Legislative Coordinating Council	11	\$43,791	49.05	12.06
Legislative Research Department	38	\$58,635	46.44	14.67
Legislature	34	\$40,274	44.82	06.31
Library, State	2	\$63,751	57.55	09.26

**Number, Salary, Age and Years of Service of Unclassified Employees by Agency  
Fiscal Year 2005**

<b>Agency Name</b>	<b>Number of Unclass Emp</b>	<b>Average Salary</b>	<b>Average Age</b>	<b>Average Yrs of Service</b>
Lieutenant Governor, Office of the	4	\$56,315	45.87	04.06
Lottery, Kansas State	39	\$41,349	49.25	11.33
Mortuary Arts, Board of	1	\$61,944	51.08	24.78
Neurological Institute, Kansas	3	\$102,485	51.66	13.86
Nursing, Board of	2	\$57,930	55.84	11.72
Osawatomie State Hospital	16	\$97,348	55.54	15.09
Parole Board, Kansas	3	\$104,030	58.72	13.68
Parsons State Hospital & Trng Center	7	\$91,691	59.39	20.24
Pharmacy, Board of	1	\$59,738	48.07	12.63
Pittsburg State University	429	\$64,681	49.38	12.70
Post Audit, Legislative Div of	21	\$60,648	42.55	13.20
Racing & Gaming Commission	18	\$57,264	49.82	10.96
Rainbow Mental Health Facility	3	\$85,703	46.87	16.84
Real Estate Appraisal Board	1	\$57,048	46.18	15.45
Real Estate Commission	1	\$58,219	44.19	04.32
Regents, Board of	31	\$67,392	45.98	07.55
Revenue, Department of	29	\$60,125	45.55	09.46
Revisor of Statutes	27	\$55,897	49.36	19.08
Secretary of State	49	\$38,857	40.18	09.18
Securities Commissioner, Office of the	10	\$65,297	45.15	13.12
Sentencing Commission, Kansas	7	\$41,629	46.37	06.20
Social & Rehabilitation Services, Dept of	31	\$72,167	50.60	17.84
Tax Appeals, Board of	6	\$73,291	43.73	07.37
Technical Professions, State Board of	2	\$55,720	57.29	18.64
Technology Enterprise Corp, Kansas	23	\$61,803	46.42	06.60
Transportation, Department of	9	\$88,564	53.20	20.12
Treasurer, State	32	\$41,991	44.58	09.64
University of Kansas	3265	\$60,333	46.64	11.24
University of Kansas Medical Center	2279	\$54,485	43.35	08.09
Veterans Affairs, Commission on	4	\$57,664	57.64	08.29
Veterinary Examiners, Board of	3	\$40,997	47.96	11.56
Water Office, Kansas	2	\$78,580	49.21	15.43
Wichita State University	993	\$58,531	48.42	13.19
Wildlife & Parks, Department of	26	\$39,479	34.94	05.99

**Comments:** N/D – no data for this agency due to closure or inaccurate data. Topeka Juvenile Correctional Facility became the Juvenile Correctional Complex on June 5, 2005. Data for these two agencies was not accurate and is not reported here.

**Source:** SHARP (FY 2005); Excludes Legislators, classified, temporary and student employees.

**Classified Employees by County of Work  
Fiscal Year 2005**

County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary	County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary
Allen	63	44.74	11.70	\$32,632	Linn	17	41.31	10.12	\$32,037
Anderson	40	44.96	12.00	\$32,588	Logan	36	42.52	11.44	\$31,768
Atchison	137	44.00	12.28	\$30,507	Lyon	417	48.35	12.96	\$29,103
Barber	8	47.42	10.24	\$30,688	Marion	44	42.49	09.90	\$31,707
Barton	99	45.97	13.30	\$35,090	Marshall	30	46.38	17.59	\$32,613
Bourbon	45	51.32	15.05	\$32,809	McPherson	42	49.01	15.12	\$34,830
Brown	63	47.02	19.02	\$34,507	Meade	16	46.01	16.44	\$33,532
Butler	570	41.42	08.47	\$30,489	Miami	424	46.46	12.50	\$29,981
Chase	10	44.34	13.58	\$32,020	Mitchell	94	45.80	12.22	\$30,917
Chautauqua	14	45.71	11.73	\$33,495	Montgomery	114	47.62	14.77	\$33,208
Cherokee	49	45.64	12.50	\$32,426	Morris	17	44.04	11.19	\$29,448
Cheyenne	8	48.05	13.18	\$33,080	Morton	6	42.62	10.75	\$30,791
Clark	9	44.18	13.59	\$33,560	Nemaha	33	42.63	11.69	\$33,832
Clay	29	46.04	13.62	\$35,640	Neosho	187	48.45	15.38	\$36,728
Cloud	44	44.98	14.95	\$32,982	Ness	7	52.67	13.04	\$28,226
Coffey	19	41.95	11.75	\$37,729	Norton	298	45.82	12.05	\$31,661
Comanche	8	44.30	12.57	\$31,439	Osage	47	44.42	13.27	\$33,317
Cowley	426	44.62	09.56	\$28,724	Osborne	10	45.65	17.73	\$33,037
Crawford	453	49.22	13.01	\$30,729	Ottawa	15	48.51	14.90	\$33,251
Decatur	9	46.22	16.74	\$32,060	Pawnee	1073	44.52	10.60	\$29,178
Dickinson	35	47.19	15.90	\$35,516	Phillips	60	46.66	14.36	\$32,882
Doniphan	12	45.10	16.73	\$34,923	Pottawatomie	62	43.19	14.12	\$32,306
Douglas	1592	45.64	11.71	\$28,296	Pratt	132	46.53	12.52	\$35,108
Edwards	13	47.11	07.97	\$31,150	Rawlins	28	46.13	12.14	\$30,196
Elk	2	44.60	02.61	\$39,125	Reno	812	44.13	11.00	\$31,643
Ellis	500	47.32	13.15	\$30,726	Republic	37	50.42	15.76	\$32,666
Ellsworth	246	43.65	09.83	\$31,443	Rice	8	50.08	14.62	\$31,197
Finney	203	45.98	12.35	\$34,404	Riley	1583	46.59	12.94	\$28,449
Ford	249	47.96	11.14	\$30,919	Rooks	60	45.98	11.49	\$32,277
Franklin	45	48.90	16.26	\$33,829	Rush	11	48.33	16.83	\$34,199
Geary	85	42.75	10.33	\$31,412	Russell	23	45.59	17.74	\$36,647
Gove	10	46.72	14.25	\$28,823	Saline	418	46.44	12.47	\$35,261
Graham	12	46.18	15.13	\$34,126	Scott	16	48.65	16.78	\$34,891
Grant	23	43.28	07.80	\$30,021	Sedgwick	1762	47.32	11.59	\$30,906
Gray	12	48.22	11.37	\$30,162	Seward	68	44.21	10.16	\$32,853
Greeley	9	46.32	08.36	\$26,599	Shawnee	6945	46.22	14.28	\$36,943
Greenwood	15	45.04	16.82	\$35,404	Sheridan	10	52.18	20.57	\$33,492
Hamilton	25	40.03	08.80	\$30,029	Sherman	32	47.41	13.20	\$31,635
Harper	14	44.11	10.14	\$31,063	Smith	10	44.63	15.41	\$31,982
Harvey	53	44.25	10.08	\$30,952	Stafford	13	47.98	13.24	\$39,802
Haskell	11	42.61	05.96	\$28,848	Stanton	1	25.26	01.49	\$42,910
Hodgeman	7	47.43	11.00	\$26,728	Stevens	10	43.40	09.35	\$28,280
Jackson	25	40.37	11.41	\$33,540	Sumner	58	48.24	13.80	\$33,158
Jefferson	27	47.54	15.81	\$34,934	Thomas	59	45.57	13.95	\$34,352
Jewell	25	47.01	14.93	\$32,100	Trego	25	45.32	13.66	\$35,138
Johnson	502	44.73	11.57	\$33,830	Wabaunsee	34	44.90	13.73	\$32,722
Kearny	12	41.81	08.79	\$32,306	Wallace	9	48.79	09.44	\$28,623
Kingman	19	42.15	11.78	\$35,272	Washington	15	49.76	12.99	\$30,462
Kiowa	16	46.84	14.72	\$36,444	Wichita	1	39.91	03.44	\$23,317
Labette	528	45.86	13.41	\$29,715	Wilson	16	45.24	08.69	\$34,849
Lane	9	45.93	12.42	\$27,763	Woodson	36	50.19	14.10	\$31,994
Leavenworth	745	42.77	10.76	\$31,221	Wyandotte	969	47.22	13.96	\$31,295
Lincoln	12	44.64	13.82	\$33,521					

**Source:** SHARP (FY 2005); Excludes unclassified, temporary and student employees

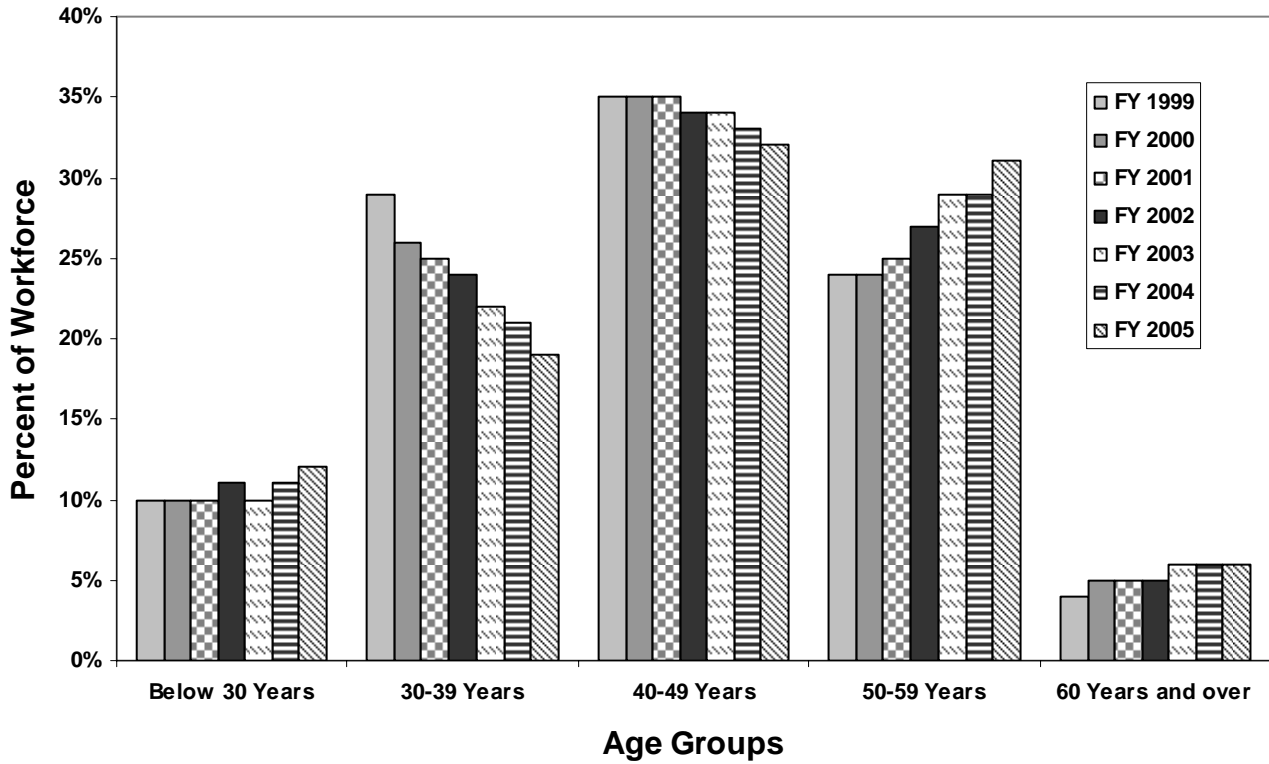


**Unclassified Employees by County of Work  
Fiscal Year 2005**

County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary	County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary
Allen	12	41.02	07.64	\$40,854	Linn	8	43.67	07.47	\$40,580
Anderson	8	41.37	11.58	\$42,491	Logan	4	49.20	07.85	\$35,635
Atchison	16	46.51	15.00	\$45,062	Lyon	462	48.19	10.76	\$59,054
Barber	7	37.63	06.18	\$36,159	Marion	10	47.25	07.76	\$40,639
Barton	33	47.45	13.37	\$38,868	Marshall	10	41.89	11.16	\$33,883
Bourbon	13	50.00	12.43	\$40,777	McPherson	19	42.41	09.95	\$38,535
Brown	17	48.52	12.77	\$43,813	Meade	5	45.43	10.42	\$36,426
Butler	33	46.58	10.78	\$40,853	Miami	32	49.81	13.65	\$68,153
Chase	4	52.02	24.54	\$40,294	Mitchell	6	46.84	08.30	\$44,094
Chautauqua	4	56.91	17.38	\$37,526	Montgomery	26	46.71	10.91	\$42,405
Cherokee	16	47.29	11.44	\$42,698	Morris	10	50.00	12.88	\$33,548
Cheyenne	5	52.90	12.57	\$39,063	Morton	6	34.18	06.64	\$35,373
Clark	3	46.94	13.58	\$34,777	Nemaha	7	53.73	16.10	\$34,941
Clay	8	42.94	13.15	\$35,036	Neosho	26	46.62	16.04	\$53,473
Cloud	13	47.21	11.37	\$41,317	Ness	8	44.37	15.31	\$36,806
Coffey	11	47.33	17.72	\$42,065	Norton	9	48.97	19.43	\$39,993
Comanche	5	55.71	09.49	\$36,809	Osage	9	45.60	09.73	\$34,256
Cowley	27	46.29	11.22	\$44,501	Osborne	6	41.29	12.06	\$35,334
Crawford	459	49.26	12.81	\$63,367	Ottawa	5	56.29	21.18	\$43,773
Decatur	4	50.06	12.87	\$38,847	Pawnee	36	52.36	08.53	\$76,790
Dickinson	16	46.27	11.09	\$40,784	Phillips	5	51.00	09.18	\$38,129
Doniphan	5	51.65	13.87	\$33,597	Pottawatomie	13	47.44	10.96	\$33,506
Douglas	3115	46.67	11.32	\$61,006	Pratt	14	51.48	15.82	\$40,264
Edwards	6	47.85	12.92	\$41,966	Rawlins	5	63.59	13.56	\$48,825
Elk	4	54.76	13.65	\$37,585	Reno	72	46.52	12.18	\$47,312
Ellis	433	47.09	11.29	\$52,170	Republic	5	48.31	11.05	\$47,524
Ellsworth	10	51.40	10.12	\$41,768	Rice	8	49.89	12.33	\$34,678
Finney	56	48.99	10.81	\$50,490	Riley	1960	48.37	12.56	\$69,564
Ford	36	45.02	10.44	\$41,865	Rooks	5	34.71	10.70	\$35,161
Franklin	22	44.91	14.77	\$43,959	Rush	4	51.03	11.16	\$38,368
Geary	46	44.07	09.41	\$42,551	Russell	9	47.16	13.50	\$33,407
Gove	4	51.12	12.45	\$38,746	Saline	136	45.89	10.50	\$53,098
Graham	6	47.44	06.80	\$46,760	Scott	6	46.57	11.35	\$30,863
Grant	8	46.75	10.70	\$29,495	Sedgwick	1478	47.48	12.39	\$55,380
Gray	5	42.90	14.10	\$37,565	Seward	17	47.89	11.20	\$41,803
Greeley	6	43.83	09.08	\$45,727	Shawnee	1355	46.28	11.39	\$53,678
Greenwood	11	49.82	11.48	\$42,850	Sheridan	5	46.27	16.04	\$36,808
Hamilton	5	48.88	13.59	\$40,992	Sherman	9	52.88	16.73	\$40,712
Harper	8	45.19	09.52	\$41,154	Smith	6	45.35	12.41	\$37,605
Harvey	22	49.49	15.57	\$43,094	Stafford	6	48.21	08.27	\$38,708
Haskell	5	47.53	08.37	\$35,042	Stanton	5	52.10	12.78	\$32,562
Hodgeman	4	51.40	10.31	\$31,009	Stevens	8	50.21	10.45	\$46,145
Jackson	12	48.89	15.71	\$46,003	Sumner	18	46.27	12.43	\$40,841
Jefferson	11	50.15	13.98	\$44,565	Thomas	26	43.55	12.78	\$51,685
Jewell	5	50.88	04.74	\$36,364	Trego	4	33.69	05.49	\$34,436
Johnson	364	44.92	10.43	\$41,234	Wabaunsee	5	39.82	13.88	\$39,341
Kearny	6	49.93	12.69	\$34,123	Wallace	4	51.98	12.81	\$37,904
Kingman	10	40.21	05.50	\$34,454	Washington	6	55.86	14.14	\$37,139
Kiowa	5	46.52	10.47	\$37,434	Wichita	5	44.07	11.69	\$36,829
Labette	75	49.25	13.26	\$51,920	Wilson	11	51.28	14.82	\$41,366
Lane	4	52.93	13.72	\$38,209	Woodson	6	44.05	12.55	\$37,097
Leavenworth	40	43.86	10.65	\$41,943	Wyandotte	2415	43.29	08.38	\$52,344
Lincoln	7	42.41	07.81	\$37,423					

Source: SHARP (FY 2005); Excludes classified, temporary and student employees.

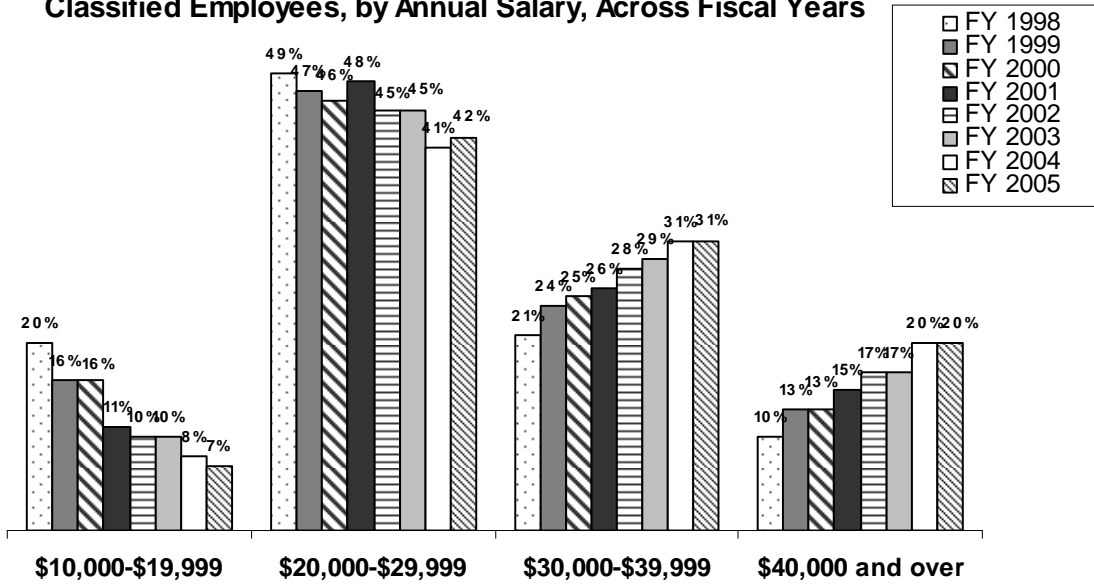
### The Aging of the Classified Workforce



**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.

**Source:** SHARP (FY 1998-2005); Excludes unclassified, temporary and student employees.

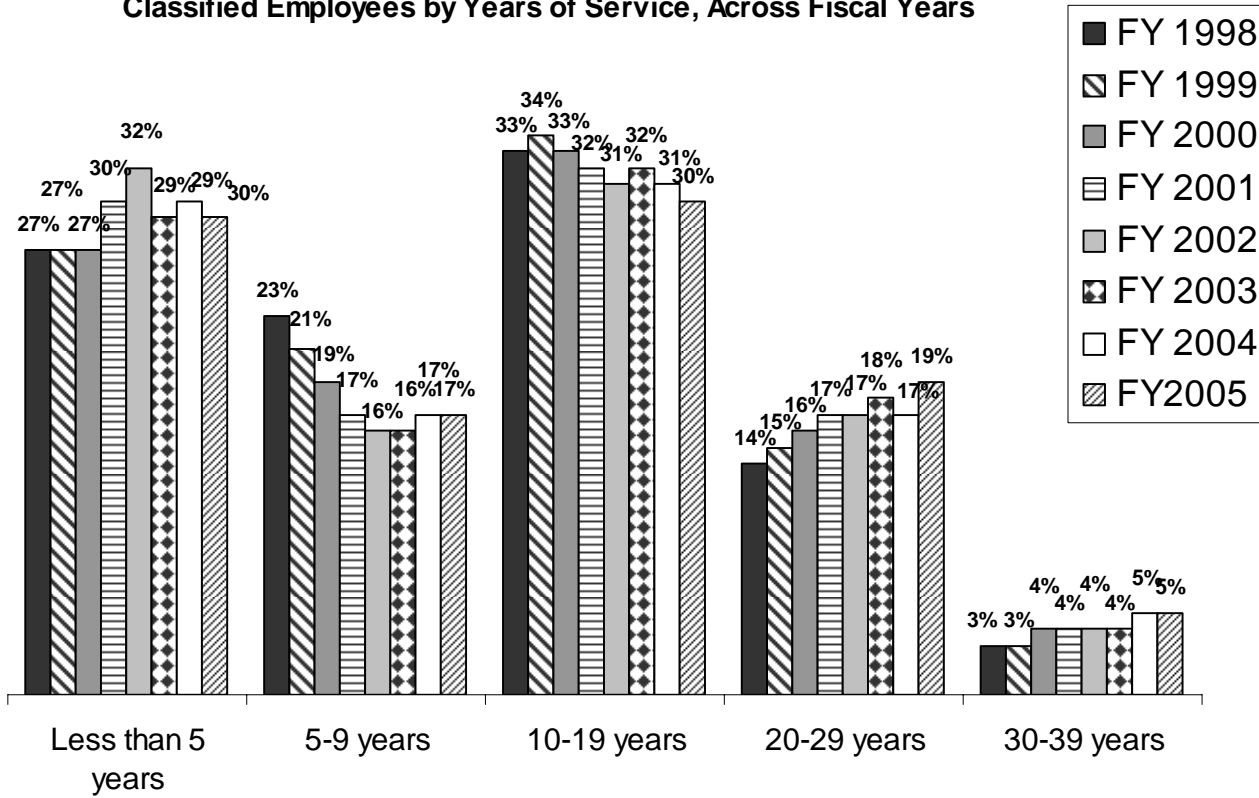
### Classified Employees, by Annual Salary, Across Fiscal Years



**Comments:** The number of classified employees earning less than \$19,999 per year has decreased since 1998, while the number of employees earning \$30,000 and \$40,000 per year or more has increased.

**Source:** SHARP (FY 1998-2005); Excludes unclassified, temporary and student employees.

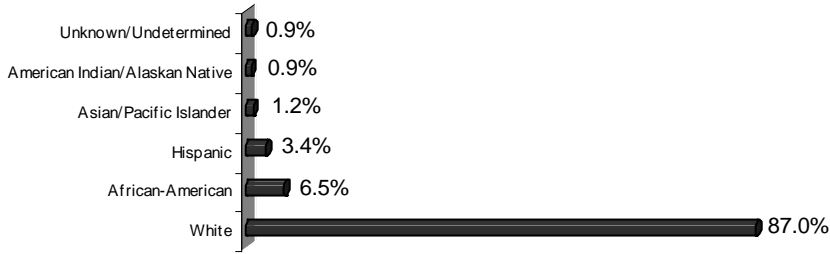
**Classified Employees by Years of Service, Across Fiscal Years**



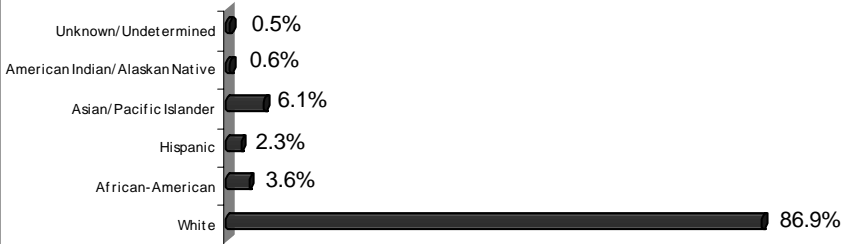
**Comments:** The number of employees with 20-29 years of service has increased steadily in the last few years, while the number of employees with 5-9 years of service has decreased significantly since FY 1998. Counts of employees with more than 40 years of service were intentionally excluded due to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

**Source:** SHARP (FY 1998-2005); Excludes unclassified, temporary and student employees.

**The Ethnic Distribution of the Classified Workforce  
Fiscal Year 2005**



**The Ethnic Distribution of the Unclassified Workforce  
Fiscal Year 2005**



**Kansas Employed Labor Force  
July 2003**



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

**Source:** SHARP (FY 2005); Kansas Department of Human Resources Census STFA3 reports (July 2001). Kansas Department of Human Resources, Affirmative Action Report. These percentages do not equal 100%. The figures for the Kansas Employed Labor Force chart are based on 1990 census estimates, but they have been adjusted to 2000 annual average labor force estimates developed by the Kansas Department of Labor.

**Ethnic and Gender Distribution by Agency  
Fiscal Year 2005**

	Number of Employees	Minority		Non-Minority	
		Male	Female	Male	Female
Accountancy, Board of	1	0.00%	0.00%	0.00%	100.00%
Adjutant General	44	0.00%	6.82%	40.91%	52.27%
Administration, Department of	574	6.27%	6.62%	47.56%	39.55%
Aging, Department on	161	2.48%	9.32%	19.25%	68.94%
Agriculture, Department of	255	0.00%	2.75%	59.61%	37.65%
Animal Health Department	25	0.00%	4.00%	40.00%	56.00%
Arts Commission, Kansas	7	14.29%	0.00%	28.57%	57.14%
Atchison Juvenile Correctional Fac	90	14.44%	7.78%	45.56%	32.22%
Attorney General	1	0.00%	0.00%	0.00%	100.00%
Banking Department	65	0.00%	6.15%	50.77%	43.08%
Barbering, Board of	1	0.00%	0.00%	100.00%	0.00%
Behavioral Sciences Regulatory Board	4	0.00%	25.00%	25.00%	50.00%
Beloit Juvenile Correctional Facility	76	2.63%	1.32%	21.05%	75.00%
Blind, School for the	24	29.17%	12.50%	20.83%	37.50%
Commerce, Department of	312	8.97%	12.18%	30.45%	48.40%
Conservation Commission	5	0.00%	20.00%	20.00%	60.00%
Corporation Commission	134	2.99%	2.99%	52.24%	41.79%
Corrections, Department of	265	6.42%	6.79%	40.38%	46.42%
Cosmetology, Board of	10	0.00%	10.00%	0.00%	90.00%
Credit Unions, Department of	12	0.00%	0.00%	75.00%	25.00%
Deaf, School for the	48	6.25%	8.33%	31.25%	54.17%
Dental Board	2	0.00%	50.00%	0.00%	50.00%
Education, Department of	165	0.61%	5.45%	16.36%	77.58%
El Dorado Correctional Facility	443	4.74%	1.13%	71.33%	22.80%
Ellsworth Correctional Facility	213	3.29%	0.47%	69.48%	26.76%
Emergency Medical Services	11	9.09%	0.00%	36.36%	54.55%
Emporia State University	289	4.15%	4.15%	35.29%	56.40%
Fair, Kansas State	21	0.00%	4.76%	47.62%	47.62%
Fire Marshal	46	4.35%	0.00%	63.04%	32.61%
Fort Hays State University	294	0.68%	0.00%	42.18%	57.14%
Healing Arts, State Board of	26	3.85%	7.69%	23.08%	65.38%
Health & Environment, Department of	761	4.07%	4.60%	41.66%	49.67%
Health Care Stabilization Fund, Bd of Gov	8	0.00%	0.00%	0.00%	100.00%
Health Policy and Finance	116	4.31%	5.17%	19.83%	70.69%
Highway Patrol	786	5.09%	1.65%	71.37%	21.88%
Historical Society, State	109	0.92%	0.92%	42.20%	55.96%
Housing Resources Corp, Kansas	28	10.71%	10.71%	28.57%	50.00%
Human Rights Commission, Kansas	26	7.69%	15.38%	19.23%	57.69%
Hutchinson Correctional Facility	504	6.35%	1.19%	73.61%	18.85%
Indigents Defense Services Board	65	1.54%	9.23%	13.85%	75.38%
Insurance Department	27	0.00%	22.22%	0.00%	77.78%
Investigation, Kansas Bureau of	141	3.55%	1.42%	53.90%	41.13%
Juvenile Correctional Complex	225	23.56%	9.33%	43.11%	24.00%
Juvenile Justice Authority	23	17.39%	13.04%	34.78%	34.78%
Kansas Public Employees Retirement System	65	0.00%	10.77%	21.54%	67.69%
Kansas State University	1607	4.48%	6.85%	33.67%	55.01%
Labor, Department of	477	4.82%	12.37%	27.67%	55.14%
Lansing Correctional Facility	649	12.63%	4.78%	60.86%	21.73%
Larned Correctional Mental Health Fac	178	5.06%	2.25%	67.42%	25.28%
Larned Juvenile Correctional Facility	135	5.93%	0.74%	58.52%	34.81%
Larned State Hospital	742	2.16%	4.72%	33.15%	59.97%
Library, State	19	0.00%	0.00%	26.32%	73.68%
Lottery, Kansas State	39	0.00%	2.56%	43.59%	53.85%
Mortuary Arts, Board of	2	0.00%	0.00%	50.00%	50.00%
Neurological Institute, Kansas	529	16.07%	31.19%	18.34%	34.40%
Norton Correctional Facility	251	1.59%	0.40%	69.32%	28.69%
Nursing, Board of	18	5.56%	5.56%	16.67%	72.22%
Optometry Board of Examiners	1	0.00%	0.00%	0.00%	100.00%
Osawatomie State Hospital	361	2.49%	4.71%	28.25%	64.54%
Parsons State Hospital & Trng Center	446	7.40%	7.85%	34.08%	50.67%

**Ethnic and Gender Distribution by Agency  
Fiscal Year 2005**

	<b>Number of Employees</b>	<b>Minority</b>		<b>Non-Minority</b>	
		<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
Pharmacy, Board of	4	0.00%	0.00%	25.00%	75.00%
Pittsburg State University	296	0.68%	0.68%	41.02%	57.63%
Racing & Gaming Commission	37	0.00%	5.41%	54.05%	40.54%
Rainbow Mental Health Facility	108	12.96%	42.59%	11.11%	33.33%
Real Estate Appraisal Board	1	0.00%	0.00%	0.00%	100.00%
Real Estate Commission	9	0.00%	0.00%	44.44%	55.56%
Regents, Board of	19	0.00%	5.26%	15.79%	78.95%
Revenue, Department of	987	4.15%	8.31%	27.05%	60.49%
Securities Commissioner, Office of the	18	0.00%	0.00%	50.00%	50.00%
Social & Rehabilitation Services, Dept of	3091	2.72%	11.42%	18.83%	67.03%
Tax Appeals, Board of	13	0.00%	0.00%	7.69%	92.31%
Technical Professions, State Board of	3	0.00%	0.00%	0.00%	100.00%
Topeka Correctional Facility	235	10.64%	4.68%	54.04%	30.64%
Transportation, Department of	2970	4.88%	0.91%	78.15%	16.06%
Treasurer, State	14	0.00%	0.00%	21.43%	78.57%
University of Kansas	1414	5.23%	6.58%	36.28%	51.91%
University of Kansas Medical Center	459	19.39%	16.12%	33.77%	30.72%
Veterans Affairs, Commission on	323	3.72%	8.67%	26.32%	61.30%
Water Office, Kansas	20	0.00%	0.00%	40.00%	60.00%
Wichita State University	653	10.11%	14.24%	29.10%	46.55%
Wildlife & Parks, Department of	380	2.37%	0.79%	79.21%	17.63%
Winfield Correctional Facility	197	8.63%	4.06%	63.45%	23.86%
<b>Summary</b>	<b>23213</b>	<b>5.45%</b>	<b>6.82%</b>	<b>43.18%</b>	<b>44.55%</b>

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

**Source:** SHARP (FY 2005); 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

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#### Recruitment

- In FY 2005, there were 15% fewer job requisitions open but 34% more job applicants associated to each job requisition. This could be due to changes in recruitment policies.

#### Turnover

- The statewide turnover rate of 13.05% was up from FY 2004 (11.84%) and from FY 2003 (12.69%).
- Twenty-five percent of terminations occur within the first year of service, and 57% within the first five years of service.
- Jobs in the Protective Services have the highest turnover rate (18.18%), while Administrative and Managerial jobs have the lowest turnover (8.67%).

#### Retirement

- Forty percent of the workforce is retirement eligible in 50% of state agencies. Thirty-four percent of the workforce statewide is retirement eligible. This is an increase from FY 2004 when only 32% of state agencies had 40% or more of their workforce retirement eligible and 31% of workers statewide were retirement eligible.

#### Leave Usage

- Average number of vacation days used by classified employees in FY 2005 was 120 hours (15 days). This is a slight increase over the average in FY 2004 (14.75 days). This is over 1 day less than the average used in FY 2003 (16.2 days)
- Average number of sick days used by classified employees stayed the same in FY 2005 as in FY 2004 (9 days) but decreased by one day from FY 2003 (10 days).

#### Compensation

- Average classified state worker salary ranks 21st out of the 25 states in the Central States Compensation Association. This is down from 16<sup>th</sup> in FY 2004.



## Recruitment Analysis

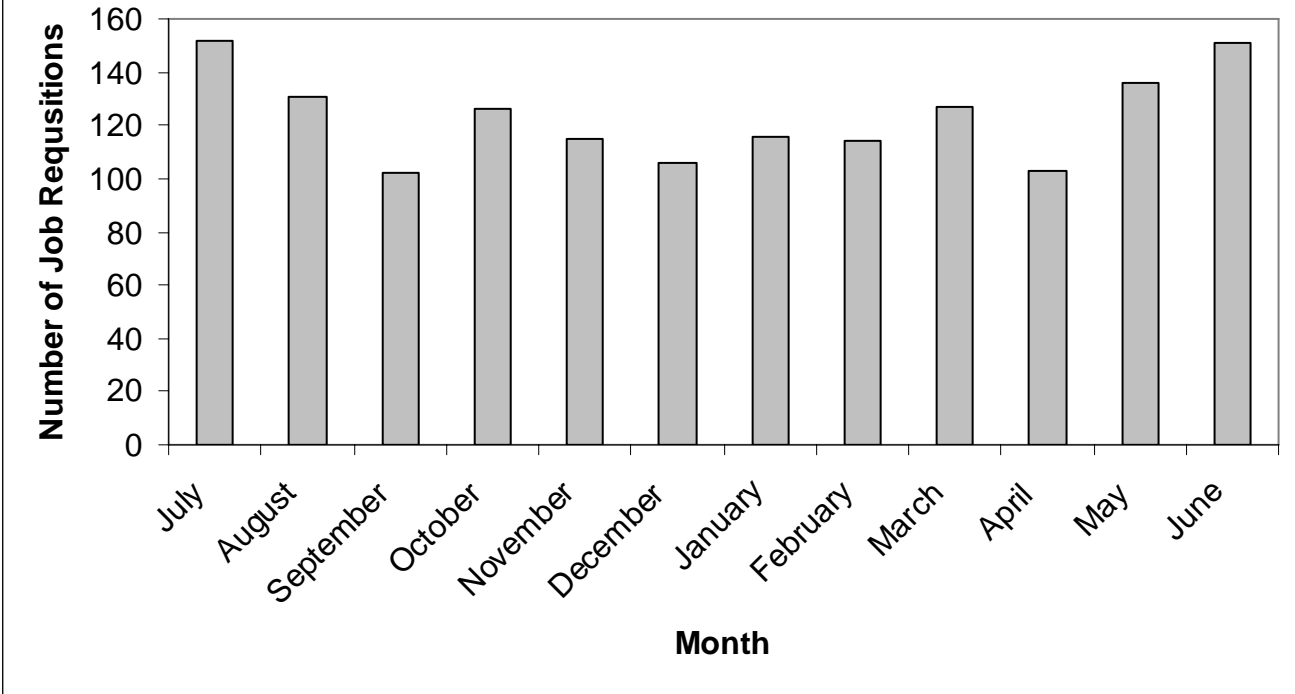
### Criteria used for the recruitment section of the report:

- All data includes classified, regular, full-time employees.
- The data for this section was generated by SHARP and a Recruitment Tracking database as of June 30<sup>th</sup>, 2005.

### General Recruitment Information

- In FY 2005, 1478 job requisitions were open between July 1, 2004 and June 30, 2005. This is a decrease of 15% over the number of job requisitions opened in FY 2004 (when 1,735 job requisitions were open). It is a decrease of 61% from FY 2002 when 3,771 job requisitions were open.
- 5.28 was the average number of applicants reported per vacancy in FY 2005. This was a 34% increase in the average number of applicants per vacancy from an average 3.91 applicants per vacancy in FY 2004 but a 62% decrease in comparison to average number of applicants in FY 2002 (13.79). Certain changes to personnel policies and procedures may have contributed to these changes since some agencies do not consistently use the online vacancy process.
- 1.74 was the average number of times a person applied for a job in FY 2005, which is essentially unchanged from FY2004. The average in FY 2003 was 1.93 and the average in FY 2002 the average was 2.82.

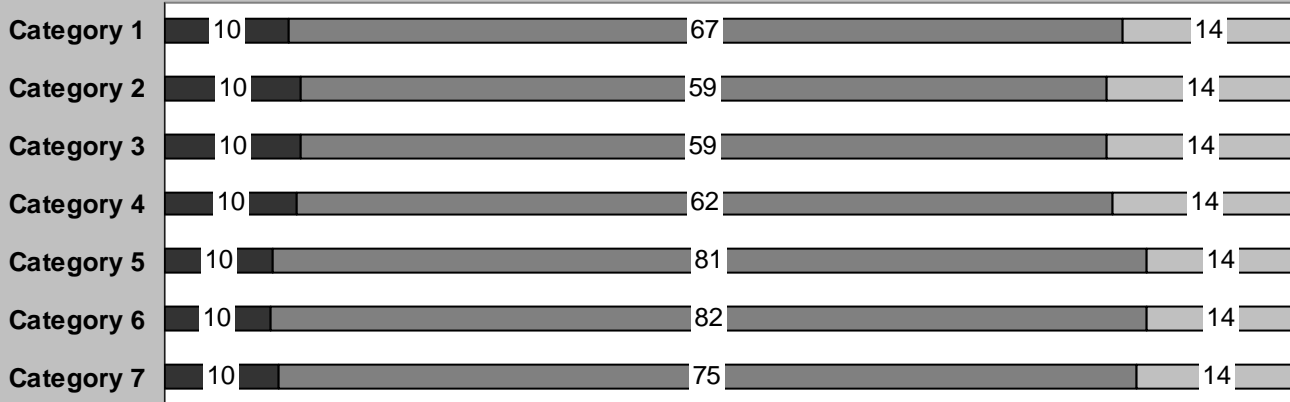
### Number of Job Requisitions by Month FY 2005



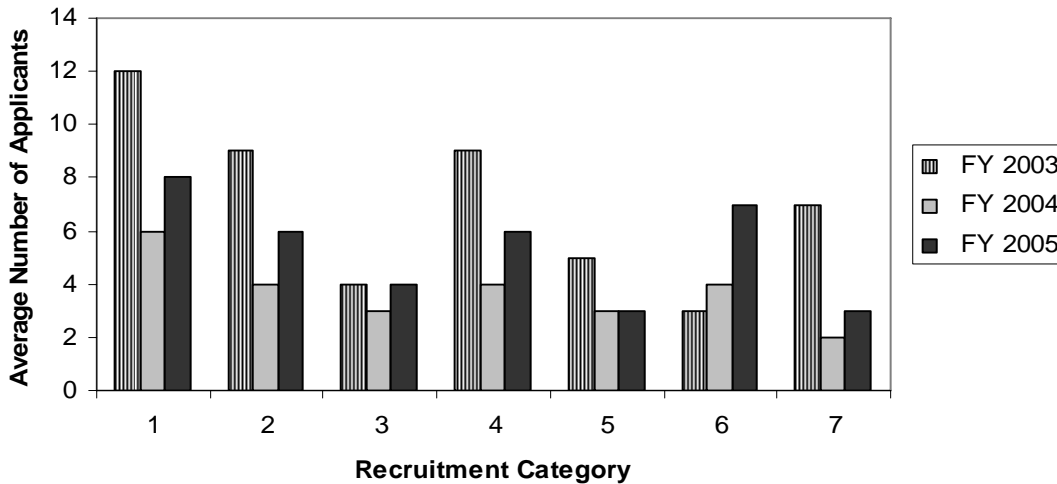
Source: SHARP (FY 2005).

### Average Number of Calendar Days to Fill A Vacancy By Recruitment Category

Time on Notice of Vacancy  
  Screening and Interview  
  Two Week Notice to current employer



### Average Number of Job Applicants by Recruitment Category and Fiscal Year



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

Source: SHARP (FY 2003, 2004 and 2005)

**Appointment of Classified Employees by Agency  
Fiscal Year 2005**

<b>Agency</b>	<b>Hires</b>	<b>Rehires</b>	<b>Promotions</b>	<b>Demotions</b>	<b>Transfers</b>
Accountancy, Board of	0	0	1	0	0
Adjutant General	0	0	3	0	2
Administration, Department of	23	15	68	3	15
Aging, Department on	13	6	12	2	1
Agriculture, Department of	12	7	37	0	5
Animal Health Department	1	0	1	0	0
Arts Commission, Kansas	0	0	1	0	0
Atchison Juvenile Correctional Facility	28	9	2	0	1
Attorney General	0	0	0	0	0
Banking Department	6	4	13	0	1
Barbering, Board of	0	0	0	0	0
Behavioral Sciences Regulatory Bd	0	0	1	0	0
Beloit Juvenile Correctional Facility	21	4	11	5	0
Blind, School for the	4	1	1	0	0
Citizen's Utility Ratepayer Board	N/A	N/A	N/A	N/A	N/A
Commerce, Department of	11	10	34	3	7
Conservation Commission	0	0	0	0	0
Corporation Commission	4	4	9	1	2
Corrections, Department of	16	3	18	2	12
Cosmetology, Board of	2	1	1	0	0
Credit Unions, Department of	0	0	0	0	0
Deaf, School for the	5	1	12	0	0
Dental Board	0	1	1	0	0
Development Finance, Kansas	0	0	0	0	0
Education, Department of	8	5	6	1	6
El Dorado Correctional Facility	66	10	52	6	52
Ellsworth Correctional Facility	41	6	32	8	10
Emergency Medical Services	0	0	0	0	0
Emporia State University	21	10	6	1	8
Ethics Commission, Kansas Gov	N/A	N/A	N/A	N/A	N/A
Fair, Kansas State	4	1	5	0	0
Fire Marshal	2	0	3	0	3
Fort Hays State University	13	6	9	0	6
Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Healing Arts, State Board of	1	1	3	0	2
Health & Environment, Department of	28	24	91	2	9
Health Care Stabilization Fund Bd of Gov	1	0	0	0	0
Health Policy and Finance	0	0	0	0	119
Highway Patrol	46	18	80	6	32
Historical Society, State	8	2	0	0	2
Housing Resources Corp, Kansas	0	0	1	0	0
Human Rights Commission, Kansas	1	2	5	0	0
Hutchinson Correctional Facility	72	10	61	5	24
Indigents Defense Services Board	4	3	2	1	2
Insurance Department	0	2	2	0	0
Investigation, Kansas Bureau of	3	3	21	0	9
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	17	8	7	0	208
Juvenile Justice Authority	0	2	3	0	0

**Appointment of Classified Employees by Agency cont.,  
Fiscal Year 2005**

<b>Agency</b>	<b>Hires</b>	<b>Rehires</b>	<b>Promotions</b>	<b>Demotions</b>	<b>Transfers</b>
Kansas Inc	N/A	N/A	N/A	N/A	N/A
Kansas Public Employees Ret Sys	2	2	5	1	3
Kansas State University	95	74	122	11	39
Labor, Department of	4	10	37	9	6
Lansing Correctional Facility	154	26	87	2	16
Larned Correctional Mental Health Fac.	29	6	28	1	2
Larned Juvenile Correctional Facility	15	9	5	3	4
Larned State Hospital	77	84	61	16	111
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A
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	0	0	0
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Lottery, The Kansas	1	0	0	0	1
Mortuary Arts, Board	0	0	0	0	0
Neurological Institute, Kansas	12	10	17	5	63
Norton Correctional Facility	24	5	19	0	6
Nursing, Board of	2	0	0	0	2
Optometry Board of Examiners	0	0	0	0	0
Osawatomie State Hospital	43	13	31	4	26
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Ctr	15	31	28	2	1
Pharmacy, Board of	0	0	0	0	0
Pittsburg State University	17	5	16	5	10
Racing & Gaming Commission, Kansas	0	0	1	1	1
Rainbow Mental Health Facility	20	9	6	0	2
Real Estate Appraisal Board	0	0	0	0	0
Real Estate Commission	0	1	0	0	0
Regents, Board of	0	0	2	0	1
Revenue, Department of	34	32	137	14	14
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A
Secretary of State	0	0	0	0	0
Securities Commissioner, Office of the	1	1	0	0	0
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	168	122	411	92	73
Tax Appeals, Board of	0	0	0	0	0
Technical Professions, State Board of	0	0	0	0	0
Technology Enterprise Corp, Kansas	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	20	11	19	5	2
Topeka Juvenile Correctional Facility	45	9	7	3	5
Transportation, Department of	172	78	409	32	71
Treasurer, State	0	0	0	0	0
University of Kansas	120	131	77	5	68
University of Kansas Medical Center	45	18	6	0	9
Veteran Affairs, Commission on	43	38	17	1	7
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	0	0	2	0	0
Wichita State University	50	20	2	2	5
Wildlife & Parks, Department of	7	5	31	1	8
Winfield Correctional Facility	24	8	22	4	4
<b>Total</b>	<b>1721</b>	<b>938</b>	<b>2220</b>	<b>265</b>	<b>1098</b>

**Comments:** The data represents the appointment of new and current state employees. Movement of employees occurred both within and between agencies. Data was gathered from SHARP FY 2005 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 2005), excludes unclassified, temporary and student employees.

## Turnover Report information:

### Definition of Turnover Rate:

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

Diagram illustrating the Turnover Rate formula:

- Total # Terminations during
- Multiplied by 100 to change decimal to percent
- Average # of classified employees

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

**Voluntary Terminations:** Resignations.

**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, 2004 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, 2005 for each agency and for each job code.
- Average Employee Count: The Begin Count added to the End Count, then divided by 2.
- Voluntary Terminations: Resignation made by employee's choice. Reason codes of "RS0-9" and "RSN".
- Involuntary Terminations: Termination made by employer's choice. Reason codes of "CON", "ELT", "UNS", "PRB", "IPD" and "LA1-7".
- Neutral Terminations: Resignation incurred by incumbent's death. Reason code of "DEA".
- Retirements: Resignation incurred by employee's retirement. Reason code of "RET".
- Total Terminations: The sum total of all Retirements and all types of Terminations.
- Turnover Percentage: Total Terminations divided by Average Employee Count, multiplied by 100 to change decimal to a percent.

### Additional Notes:

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

### Report Explanation:

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

## Turnover Report information cont.,

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

### Termination Actions:

<u>Action</u>	<u>Reason</u>	<u>Description</u>	<u>Turnover Type</u>
TER	CON	Personal Conduct	Involuntary
TER	UNS	Unsatisfactory Work Performance	Involuntary
TER	PRB	Original Probationary Term	Involuntary
TER	ELT	End of Limited Term	Involuntary
TER	LA1	Layoff - Shortage of Work/Fund	Involuntary
TER	LA2	Layoff - Incumbent Returns from Leave	Involuntary
TER	LA3	Layoff - Incumbent Returns Per CSB	Involuntary
TER	LA4	Layoff - Other	Involuntary
TER	LA5	Layoff - Agency Closure	Involuntary
TER	LA6	Layoff - Probationary EE	Involuntary
TER	LA7	Layoff - Non State Job Hire	Involuntary
TER	IPD	Inability perform Position Duties	Involuntary
TER	RS0	Resign - Other	Voluntary
TER	RS1	Resign - Family Reasons	Voluntary
TER	RS2	Resign - Job Abandonment	Voluntary
TER	RS3	Resign - Health Reasons	Voluntary
TER	RS4	Resign - Personal Reasons	Voluntary
TER	RS5	Resign - Other Position	Voluntary
TER	RS6	Resign - Mutual Consent	Voluntary
TER	RS7	Resign - Return to School	Voluntary
TER	RS8	Resign - Dissatisfied w/Work	Voluntary
TER	RS9	Resign - Dissatisfied w/Pay	Voluntary
TER	RSN	Resign - Insufficient Notice	Voluntary
TER	DEA	Death	Neutral

### Retirement Actions:

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

**Agencies Created:** Agency 171, Health Care Policy and Finance

**Agencies Abolished:** Department of Administration – Division of Printing, officially combined with DofA under Department ID 173. Topeka Correctional Facility (agency 319) became Juvenile Correctional Complex (agency 352) on June 5, 2005.

## Classification Changes During FY 2005

<b>Job Code</b>	<b>Abolished Job Class Title</b>	<b>Job Code</b>	<b>Abolished Job Class Title</b>
1701P2	Applications Programmer I	1790P1	Information Resource Manager I
1702P2	Applications Programmer II	1791P1	Information Resource Manager II
1709P2	Applications Programmer/Analyst I	1793P1	Information Resource Specialist I
1710P2	Applications Programmer/Analyst II	1794P1	Information Resource Specialist II
1711P2	Applications Programmer/Analyst III	1795P1	Information Resource Specialist III
1712P2	Applications Programmer/Analyst IV	1805P1	Information Technology Consultant I
4026A1	Budget Analyst I	1806P1	Information Technology Consultant II
4027A1	Budget Analyst II	1807P1	Information Technology Consultant III
4109L1	CASP Police Lieutenant	1813P3	Installation/Service Supervisor
4107L1	CASP Police Officer	1814P3	Installation/Service Technician I
4107L1	CASP Police Officer	1815P3	Installation/Service Technician II
4108L1	CASP Police Sergeant	1816P3	Installation/Service Technician III
1728P2	Computer Design Specialist	7021F2	Licensed Mental Health Specialist
1729P2	Computer Operations Facility Specialist	7020F2	Licensed Mental Health Technician I
1746P2	Computer Operations Manager	7023F2	Licensed Mental Health Technician II
1747P2	Computer Operations Supervisor	4513R1	Meat Cutter
1748P2	Computer Operator I	7019F1	Mental Health Aide
1749P2	Computer Operator II	70418F1	Mental Health Aide Trainee
1750P2	Computer Operator III	7024F1	Mental Health Specialist
4240P2	Data Center Manager	1822P2	Microcomputer Systems Support Manager
1757P2	Data Control Supervisor	4239P2	Microcomputer Systems Support Technician I
1760P2	Data Control Technician I	1824P2	Microcomputer Systems Support Technician II
1764P2	Data Control Technician II	1823P2	Microcomputer Systems Support Technician III
1765P2	Data Control Technician III	1825P3	Network Control Manager
1766P2	Data Librarian	1826P3	Network Control Supervisor
1768P2	Data Processing Operations Manager I w/o Systems Software	1827P3	Network Control Technician I
1769P2	Data Processing Operations Manager II with Systems Software	1828P3	Network Control Technician II
1773P2	Database Programmer/Analyst I	1829P3	Network Control Technician III
1774P2	Database Programmer/Analyst II	1830P3	Network Planning Manager
1775P2	Database Programmer/Analyst III	1052K2	Official Reporter
7015F1	Development Disability Technician Trainee	117100	Photographic Processor
7015F2	Developmental Disability Technician I	4140A1	Principal Budget Analyst
7022F2	Developmental Disability Technician II	1713P2	Programming and Analysis Manager
1783P2	Documentation Technical Writer	1716P2	Programming and Analysis Supervisor
8366C3	Environmental Geologist I	1771P2	Quality Assurance Analyst
8367C3	Environmental Geologist II	4179K2	Residence Hall Director
8368C3	Environmental Geologist III	4200A1	Senior Budget Analyst
8369C3	Environmental Geologist IV	1856P2	Systems Analyst III
1785P3	Equipment Planning Technician I	1857P2	Systems Analyst IV



**Classification Changes During FY 2005, cont.,**

<b>Job Code</b>	<b>Job Class Title Established</b>	<b>Job Code</b>	<b>Job Class Title Established</b>
1600P2	Applications Developer I	4115L1	Law Enforcement Officer I
1601P2	Applications Developer II	4116L1	Law Enforcement Officer II
1601P2	Applications Developer II	4117L1	Law Enforcement Officer III
1602P2	Applications Developer III	5005F2	Licensed Mental Health Technician
1603P2	Applications Development Supervisor	5004F2	Mental Health/Developmental Disability Tech
1604P2	Applications Support Technician	5003F2	Mental Health/Developmental Disability Tech Trainee
5001F2	Certified Nurse Aide I	1628P3	Network Control Supervisor
5000F2	Certified Nurse Aide Trainee	1625P3	Network Control Technician I
1605P2	Computer Operations Facility Technician	1626P3	Network Control Technician II
1606P2	Computer Operations Manager	1627P3	Network Control Technician III
1607P2	Computer Operator I	1632P3	Network Service Supervisor
1608P2	Computer Operator II	1629P3	Network Service Technician I
1609P2	Computer Operators Supervisor	1630P3	Network Service Technician II
1613P2	Database Administration Supervisor	1631P3	Network Service Technician III
1610P2	Database Administrator I	8375C3	Professional Geologist II
1611P2	Database Administrator II	8375C3	Professional Geologist II
1612P2	Database Administrator III	8376C3	Professional Geologist III
1614P3	Equipment Planning Technician I	8377C3	Professional Geologist IV
1615P3	Equipment Planning Technician II	1633P2	System Software Analyst I
8374C3	Geology Associate	1634P2	System Software Analyst II
8373A3	Geology Trainee	1635P2	System Software Analyst III
1616P1	Information Systems Manager I	1636P2	System Software Staff Consultant
1617P1	Information Systems Manager II	1637P2	System Software Supervisor
1618P3	Information Technology Architectural Analyst I	1638P1	Technology Support Consultant I
1619P3	Information Technology Architectural Analyst II	1639P1	Technology Support Consultant II
1620P3	Information Technology Project Analyst	1640P1	Technology Support Consultant III
1621P3	Information Technology Project Manager	1643P1	Technology Support Supervisor
1622P3	Information Technology Security Analyst I	1641P1	Technology Support Technician I
1623P3	Information Technology Security Analyst II	1642P1	Technology Support Technician II
1624P3	Information Technology Security Analyst III		

## Separation of Classified Employees by Agency Fiscal Year 2005

Agency Name	Avg Num of Employees	Terminations				Total Separations
		Retirements	Involuntary	Neutral	Voluntary	
Accountancy, Board of	1.5	0	0	0	0	0
Adjutant General	45	0	0	0	3	3
Administration, Department of	603.5	16	12	0	16	44
Aging, Department on	165	2	0	1	15	18
Agriculture, Department of	259	6	1	0	19	26
Animal Health Department	26	0	0	0	1	1
Arts Commission, Kansas	7	0	0	0	0	0
Atchison Juvenile Correctional Facility	88.5	2	4	0	25	31
Attorney General	1	0	0	0	0	0
Banking Department	71.5	1	0	1	12	14
Barbering, Board of	1	0	0	0	0	0
Behavioral Sciences Regulatory Bd	4	0	0	0	0	0
Beloit Juvenile Correct.Facility	81	3	2	0	27	32
Blind, School for the	25.5	1	1	0	4	6
Citizen's Utility Ratepayer Bd	1	0	1	0	0	1
Commerce, Department of	319.5	12	0	2	22	36
Conservation Commission	5	0	0	0	0	0
Corporation Commission	133	0	0	0	3	6
Corrections Department of	268.5	6	1	0	15	22
Cosmetology, Board of	10	0	0	0	3	3
Credit Unions, Department of	12	0	0	0	0	0
Deaf, School for the	48	1	0	0	4	5
Dental Board	2	0	0	0	2	2
Education, Department of	168.5	2	0	1	11	14
El Dorado Correctional Facility	449	7	10	0	72	89
Ellsworth Correctional Facility	214	4	10	1	32	47
Emergency Medical Services	11.5	0	0	1	0	1
Emporia State University	314	8	1	2	17	28
Ethics Commission, Kansas Gov	N/A	N/A	N/A	N/A	N/A	N/A
Fair, Kansas State	21.5	1	0	1	2	4
Fire Marshal	45	0	0	0	3	3
Fort Hays State University	297	6	2	0	12	20
Governor, Office of the	N/A	N/A	N/A	N/A	N/A	N/A
Healing Arts, State Board of	25	1	0	0	1	2
Health & Environment, Department	781	14	8	1	37	60
Health Care Stabilization Fund Bd of Gov	8	0	0	0	0	0
Health Policy and Finance	59.5	0	0	0	0	0
Highway Patrol	789	14	6	3	26	49
Historical Society, State	111	3	1	0	6	10
Housing Resources Corp, Kansas	32.5	1	0	0	1	2
Human Rights Commission, Kansas	26.5	1	0	0	1	2
Hutchinson Correctional Facility	506	7	7	0	68	82
Indigents Defense Services Board	64.5	0	0	0	3	3
Insurance Department	29	1	0	0	2	3
Investigation, Kansas Bureau of	143.5	1	0	0	7	8
Juvenile Correctional Complex	115.5	2	1	0	8	11
Judicial Branch	N/A	N/A	N/A	N/A	N/A	N/A
Judicial Council	N/A	N/A	N/A	N/A	N/A	N/A
Juvenile Justice Authority	25	0	0	0	4	4
Kansas Public Employees Ret Sys	66	1	0	0	2	3
Kansas State University	1633	30	14	7	146	197
Kansas, Inc.	N/A	N/A	N/A	N/A	N/A	N/A
Labor, Department of	510	19	18	1	27	65
Lansing Correctional Facility	663.5	13	29	2	146	190
Larned Correctional Mental Health Facility	179	3	5	1	25	34
Larned Juvenile Correctional Facility	137	0	4	0	19	23
Larned State Hospital	740.5	20	13	0	129	162
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A	N/A
Legislative Research	N/A	N/A	N/A	N/A	N/A	N/A

**Separation of Classified Employees by Agency  
Fiscal Year 2005**

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	22	1	1	0	0	2
Lieutenant Governor, Office of	N/A	N/A	N/A	N/A	N/A	N/A
Lottery, The Kansas	40	0	0	0	0	0
Mortuary Arts, Board	2	0	0	0	0	0
Neurological Institute, Kansas	539.5	7	25	5	60	97
Norton Correctional Facility	253.5	4	1	0	31	36
Nursing, Board of	19.5	1	1	0	0	2
Ombudsman for Corrections	N/A	N/A	N/A	N/A	N/A	N/A
Optometry Board of Examiners	1	0	0	0	0	0
Osawatomie State Hospital	368	6	15	1	57	79
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Ctr	452	16	4	1	31	52
Pharmacy, Board of	6	0	0	0	0	0
Pittsburg State University	300	5	3	0	16	24
Pooled Money Investment Board	4	0	0	0	0	0
Racing & Gaming Commission, Kansas	40	2	0	0	1	3
Rainbow Mental Health Facility	106.5	1	3	0	18	22
Real Estate Appraisal Board	1	0	0	0	0	0
Real Estate Commission	10.5	0	0	0	2	2
Regents, Board of	20	1	0	0	1	2
Revenue, Department of	1001	19	7	3	53	82
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	18	0	0	0	1	1
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	3273	108	25	2	251	386
Tax Appeals, Board of	13	0	0	0	0	0
Technical Professions State Board of	3	0	0	0	0	0
	N/A	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	229.5	2	2	0	19	23
Topeka Juvenile Correct.Facility	108.5	2	21	0	43	66
Transportation, Department of	3033.5	67	24	9	209	309
Treasurer, State	10	0	0	0	0	0
University of Kansas	1443	37	40	1	174	252
University of Kansas Medical Center	466.5	15	12	0	38	65
Veteran Affairs, Commission on	342	11	22	1	71	105
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	19	0	0	0	0	0
Wichita State University	650.5	6	5	1	52	64
Wildlife & Parks, Department of	392.5	6	0	1	15	22
Winfield Correctional Facility	198	7	5	0	22	34
<b>Total</b>	<b>23730.5</b>	<b>533</b>	<b>367</b>	<b>50</b>	<b>2143</b>	<b>3096</b>
<b>% of Total</b>		<b>17.22</b>	<b>11.85</b>	<b>1.61</b>	<b>69.22</b>	

**Source:** SHARP (FY 2005); Excludes unclassified, temporary and student employees. Agencies not appearing on the report have no classified employees.

**Classified Employees Turnover by Agency  
Fiscal Year 2005**

Agency Name	Avg Number of Employees FY 2005	Turnover Rate					
		FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Accountancy, Board of	1.5	100.00%	0.00%	50.00%	0.00%	0.00%	0.00%
Adjutant General	45	6.19%	9.90%	0.00%	11.65%	14.89%	6.67%
Administration, Department of	603.5	12.11%	9.23%	10.20%	14.79%	9.49%	7.29%
Aging, Department on	165	7.78%	9.76%	10.17%	20.00%	15.24%	10.91%
Agriculture, Department of	259	13.63%	9.47%	4.97%	8.03%	7.68%	10.04%
Animal Health Department	26	3.85%	7.69%	7.41%	7.55%	15.38%	3.85%
Arts Commission, Kansas	7	0.00%	0.00%	30.77%	0.00%	14.29%	0.00%
Atchison Juvenile Correctional Facility	88.5	12.56%	15.50%	15.67%	16.51%	34.59%	35.03%
Attorney General	1	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%
Banking Department	71.5	13.74%	15.04%	7.30%	14.09%	5.41%	19.58%
Barbering, Board of	1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Behavioral Sciences Reg Board	4	57.14%	54.55%	0.00%	0.00%	66.67%	0.00%
Beloit Juvenile Correctional Facility	81	14.58%	19.10%	19.25%	21.18%	5.99%	39.51%
Blind, School for the	25.5	9.09%	9.52%	3.39%	10.53%	7.41%	23.53%
Citizens Utility Ratepayer Bd	1	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Commerce, Department of	319.5	21.74%	18.88%	15.25%	13.08%	5.23%	11.27%
Conservation Commission	5	0.00%	16.67%	33.33%	0.00%	18.18%	0.00%
Corporation Commission	133	8.66%	8.59%	7.72%	5.34%	5.38%	4.51%
Corrections, Department of	268.5	8.45%	13.47%	8.11%	10.73%	11.02%	8.19%
Cosmetology, Board of	10	10.00%	31.58%	0.00%	20.00%	10.00%	30.00%
Credit Unions, Department of	12	18.18%	9.09%	9.09%	0.00%	0.00%	0.00%
Deaf, School for the	48	14.43%	23.40%	14.29%	18.56%	14.74%	10.42%
Dental Board	2	100.00%	0.00%	100.00%	0.00%	0.00%	100.00%
Education, Department of	168.5	8.31%	7.72%	7.52%	12.58%	9.50%	8.31%
EI Dorado Correctional Facility	449	21.27%	20.68%	24.61%	21.22%	26.34%	19.82%
Ellsworth Correctional Facility	214	11.83%	18.38%	12.87%	17.57%	20.09%	21.96%
Emergency Medical Services	11.5	9.09%	19.05%	8.70%	17.39%	8.70%	8.70%
Emporia State University	314	12.44%	10.08%	8.14%	8.67%	7.12%	8.92%
Ethics Commission, Kansas Gov	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fair, Kansas State	21.5	22.86%	10.00%	20.00%	30.00%	9.30%	18.60%
Fire Marshal	45	10.39%	7.32%	2.33%	4.60%	6.98%	6.67%
Fort Hays State University	297	10.20%	8.43%	8.70%	6.98%	6.01%	6.73%
Governor, Office of the	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Healing Arts, State Board of	25	13.64%	14.29%	0.00%	18.18%	13.64%	8.00%
Health & Environment, Department of	781	11.92%	9.58%	10.73%	11.68%	9.03%	7.68%
Health Care Stabilization Fund Bd of Gov	8	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%
Health Policy and Finance	59.5	N/A	N/A	N/A	N/A	N/A	0.00%
Highway Patrol	789	13.67%	12.40%	11.53%	7.36%	7.89%	6.21%
Historical Society, State	111	15.08%	20.08%	9.72%	13.04%	7.34%	9.01%
Housing Resources Corp, Kansas	32.5	ND	ND	ND	ND	5.56%	6.15%
Human Rights Commission, Kansas	26.5	10.17%	42.11%	21.43%	0.00%	29.09%	7.55%
Hutchinson Correctional Facility	506	14.72%	15.51%	16.02%	18.29%	15.00%	16.21%
Indigents Defense Services Board	64.5	12.70%	16.92%	17.19%	9.60%	17.74%	4.65%
Insurance Department	29	2.15%	4.82%	5.48%	8.70%	19.05%	10.34%
Investigation, Kansas Bureau of	143.5	6.32%	9.63%	5.93%	6.33%	6.12%	5.57%
Juvenile Correctional Complex	115.5	N/A	N/A	N/A	N/A	N/A	9.52%
Judicial Branch	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Judicial Council	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Juvenile Justice Authority	25	4.65%	12.50%	19.61%	15.39%	31.37%	16.00%
Kansas Public Employees Ret Sys	66	6.78%	6.61%	7.52%	14.93%	7.52%	4.55%
Kansas State University	1633	12.39%	12.99%	10.41%	11.11%	9.19%	12.06%
Kansas, Inc.	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Labor, Department of	510	10.18%	11.23%	8.32%	7.37%	9.42%	12.75%
Lansing Correctional Facility	663.5	19.52%	23.66%	24.24%	26.14%	26.80%	28.64%
Larned Correctional Mental Health Facility	179	17.87%	19.39%	15.34%	16.81%	12.96%	18.99%
Larned Juvenile Correctional Facility	137	19.01%	19.33%	17.72%	11.48%	14.39%	16.79%
Larned State Hospital	740.5	13.75%	17.17%	11.82%	16.63%	17.32%	21.88%
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legislative Research	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**Classified Employees Turnover by Agency  
Fiscal Year 2005**

Agency Name	Avg Number of Employees		Turnover Rate				
	FY 2005	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Legislature	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Library, State	22	21.28%	4.26%	4.17%	8.33%	8.51%	9.09%
Lieutenant Governor, Office of	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Lottery, Kansas	40	17.78%	2.35%	22.50%	2.53%	4.88%	0.00%
Mortuary Arts, Board of	2	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%
Neurological Institute, Kansas	539.5	11.59%	16.34%	17.13%	13.73%	13.03%	17.98%
Norton Correctional Facility	253.5	10.94%	10.18%	9.16%	7.35%	12.70%	14.20%
Nursing, Board of	19.5	27.59%	14.29%	24.24%	21.62%	5.26%	10.26%
Ombudsman for Corrections	N/A	0.00%	0.00%	0.00%	200.00%	N/A	N/A
Optometry Board of Examiners	1	0.00%	200.00%	0.00%	0.00%	0.00%	0.00%
Osawatomie State Hospital	368	24.51%	25.80%	21.79%	20.33%	18.47%	21.47%
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Cntr	452	9.85%	10.94%	8.98%	10.88%	9.16%	11.50%
Pharmacy, Board of	6	20.00%	40.00%	75.00%	0.00%	0.00%	0.00%
Pittsburg State University	300	8.99%	8.97%	8.91%	5.32%	6.95%	8.00%
Pooled Money Investment Board	4	N/R	N/R	N/R	22.22%	0.00%	0.00%
Racing & Gaming Commission, Kansas	40	12.66%	20.25%	10.13%	7.60%	4.88%	7.50%
Rainbow Mental Health Facility	106.5	25.37%	26.67%	17.62%	33.78%	23.36%	20.66%
Real Estate Appraisal Board	1	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%
Real Estate Commission	10.5	10.00%	0.00%	28.57%	0.00%	9.52%	19.05%
Regents, Board of	20	9.52%	0.00%	0.00%	0.00%	16.22%	10.00%
Revenue, Department of	1001	9.17%	9.89%	7.97%	6.92%	7.31%	8.19%
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Securities Commissioner of Kansas	18	14.29%	15.79%	12.12%	6.25%	0.00%	5.56%
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	3273	10.20%	9.85%	9.10%	10.60%	8.73%	11.79%
Tax Appeals, Board of	13	24.39%	0.00%	11.11%	19.36%	7.41%	0.00%
Technical Professions, Board of	3	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technology Enterprise Corporation	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	229.5	21.40%	34.07%	16.47%	10.21%	13.51%	10.02%
Topeka Juvenile Correctional Facility	108.5	15.74%	13.18%	24.39%	19.62%	37.41%	60.83%
Transportation, Kansas Department of	3033.5	10.18%	9.27%	9.36%	9.16%	8.37%	10.19%
Treasurer, State	10	23.26%	20.00%	0.00%	0.00%	8.70%	0.00%
University of Kansas	1443	21.07%	21.34%	20.34%	16.88%	17.40%	17.46%
University of Kansas Medical Center	466.5	17.87%	21.48%	16.17%	20.97%	12.75%	13.93%
Veteran Affairs, Commission on	342	23.24%	29.16%	55.68%	41.97%	35.42%	30.70%
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	19	0.00%	9.52%	19.51%	5.26%	5.56%	0.00%
Wichita State University	650.5	14.62%	12.30%	11.90%	13.56%	10.55%	9.84%
Wildlife and Parks, Department of	392.5	5.18%	6.18%	4.09%	6.11%	4.05%	5.61%
Winfield Correctional Facility	198	16.58%	16.00%	14.65%	13.17%	16.61%	17.17%
<b>Statewide</b>	<b>23,731</b>	<b>13.01%</b>	<b>13.47%</b>	<b>12.50%</b>	<b>12.69%</b>	<b>11.84%</b>	<b>13.05%</b>

**Source:** SHARP (FY 2000-2005); excludes unclassified, temporary and student employees.

**Comments:** Due to the transfer of employees from the Topeka Juvenile Correctional Facility to the Juvenile Correctional Complex, numbers for these agencies may not be accurate.

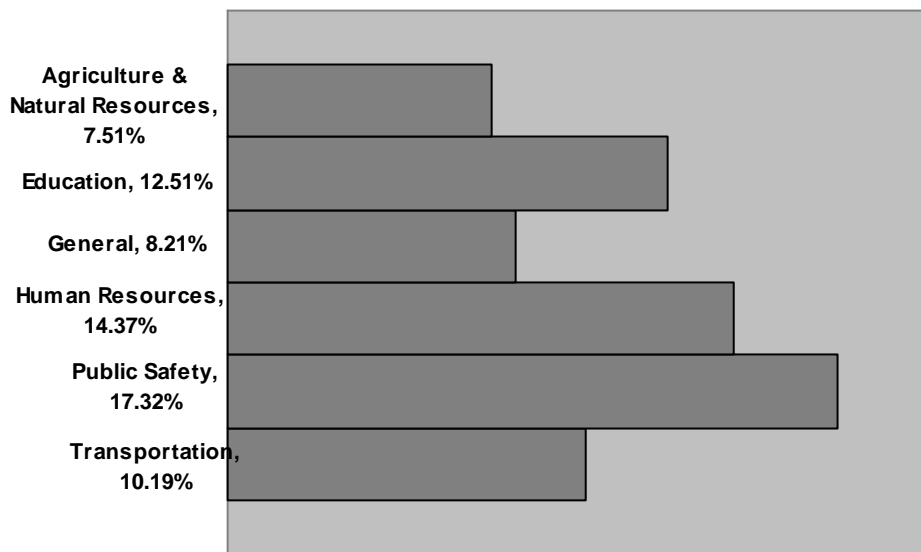
## Agency Turnover FY 2005

### Agencies with less than 10% Turnover

Excludes agencies with less than an average of 100 classified employees for FY 2005.

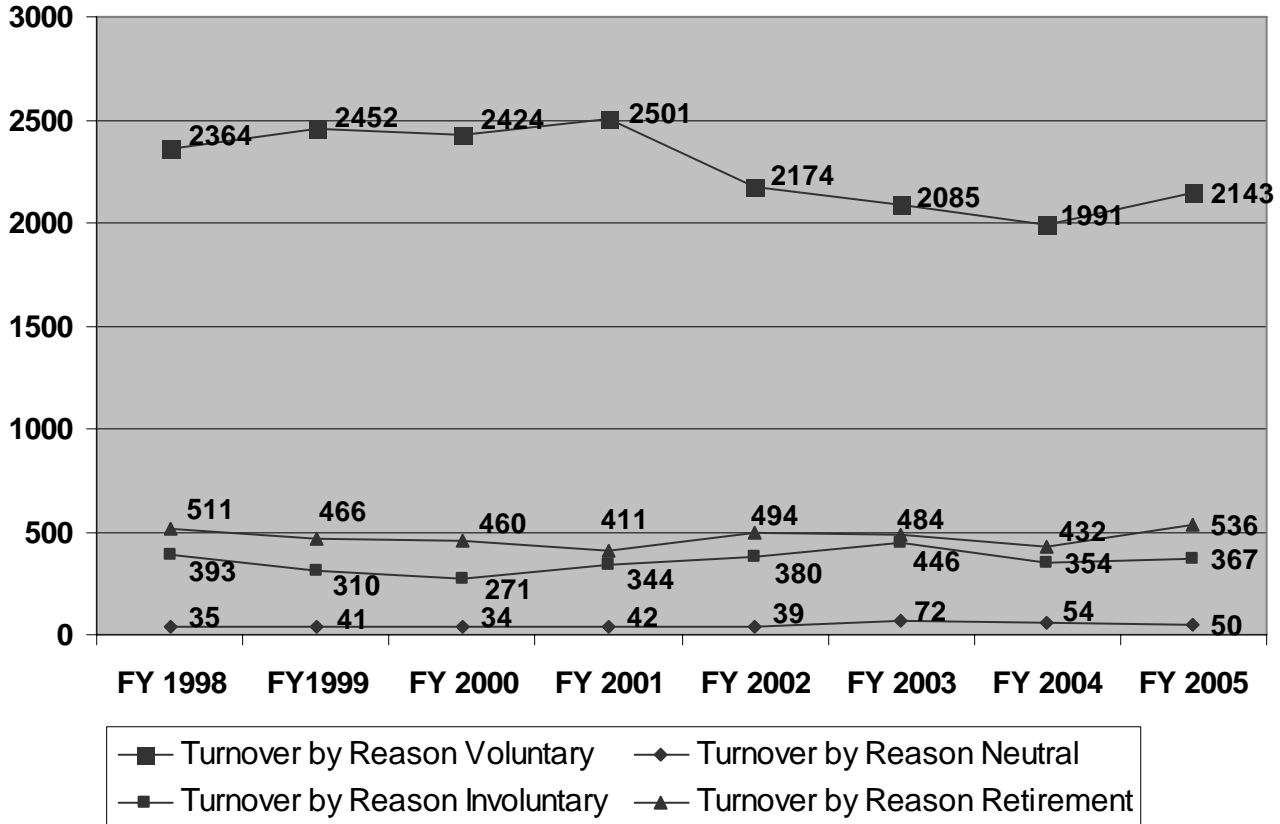
Agency Name	Avg Number of Classified Employees	Turnover
Corporation Commission	133	4.51%
Investigation, Kansas Bureau of	143.5	5.57%
Wildlife & Parks, Department of	392.5	5.61%
Highway Patrol	789	6.21%
Fort Hays State University	297	6.73%
Administration, Department of	603.5	7.29%
Health & Environment, Department of	781	7.68%
Pittsburg State University	300	8.00%
Corrections, Department of	268.5	8.19%
Revenue, Department of	1001	8.19%
Education, Department of	168.5	8.31%
Emporia State University	314	8.92%
Historical Society	111	9.01%
Wichita State University	650.5	9.84%

### Turnover by Function of Government



**Source:** SHARP (FY 2005); Excludes unclassified, temporary and student employees.

## Turnover by Reason



**Comments:** The number of involuntary terminations during this time is largely due to the closure of Topeka State Hospital (1997-1998) and Winfield State Hospital (1998), the Grain Inspection Department (1998), and the Wheat Commission (2001) and more widespread layoffs in FY 2002 and 2003.

**Source:** SHARP (1998-2005); Excludes unclassified, temporary and student employees.

Turnover: Job Classes Above the FY 2005 State Average (13.05%)

Job Class	Avg Num of Employees		Turnover Rate				
	FY 2005	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY2005
Activity Therapy Technician	23	11.94%	21.88%	0.32	21.74%	13.04%	17.39%
Administrative Assistant	1165	16.10%	17.38%	0.16	16.62%	13.56%	14.67%
Agricultural Assistant	16	9.52%	100.00%	0.31	45.16%	51.61%	29.41%
Agricultural Inspector I	31	29.33%	11.59%	0.16	12.50%	22.58%	46.67%
Agricultural Inspector III	16	6.45%	0.00%	0.00%	0.00%	12.90%	19.35%
Animal Science Technician	39	10.39%	16.67%	9.52%	21.33%	10.67%	17.95%
Applications Prog/Analyst II	29.5	13.48%	14.95%	6.61%	3.33%	8.47%	33.90%
Applications Prog/Analyst IV	38	6.40%	4.48%	4.20%	5.33%	6.62%	18.42%
Attorney I	50.5	24%	14.58%	9.80	10.31%	6.38%	19.80%
Clinical Chaplain	17	11.76%	12.12%	32.26	6.28%	23.53%	29.41%
Communications Specialist I	23	51.06%	40.96%	0.33	28.99%	30.43%	63.41%
Communications Specialist II	45	4.62%	24.24%	15.38%	14.12%	6.52%	17.78%
Cook	95	28.72%	23.71%	0.23	12.81%	23.16%	21.84%
Corrections Officer I (A)	600.5	39.93%	45.50%	0.44	45.57%	51.28%	50.62%
Corrections Officer I (B)	440	12.68%	11.51%	11.36%	13.10%	10.83%	15.68%
Custodial Crew Leader	34.5	6.78%	12.50%	19.72%	6.25%	6.56%	17.39%
Custodial Specialist	547.5	44.19%	29.91%	0.27	22.75%	20.31%	17.53%
Custodial Worker	155	21.70%	22.62%	0.26	25.67%	22.22%	21.29%
Developmental Disability Tech I	196	NA	NA	NA	NA	12.50%	29.59%
Developmental Disability Tech II	38.5	NA	NA	NA	NA	5.30%	20.78%
Education Program Consultant	56.5	8.08%	6.25%	5.77%	15.93%	10.26%	14.16%
Engineering Associate II	43.5	12.35%	2.33%	8.25%	17.02%	18.39%	18.39%
Engineering Technician Associate	38.5	40.00%	22.22%	30.30%	17.89%	25.88%	15.58%
Equipment Mechanic	60	NA	NA	4.48%	9.38%	8.40%	15.00%
Equipment Operator	566.5	NA	NA	14.38%	9.14%	11.29%	17.48%
Equipment Operator Trainee	89	3.67%	11.67%	35.15%	34.59%	36.99%	44.94%
Extension Nutritional Asst I	17	14.81%	24.00%	8.89%	30.77%	5.71%	29.41%
Financial Examiner	17	31.58%	42.86%	11.11%	27.03%	11.76%	17.65%
Financial Examiner Principal	24.5	NA	NA	3.45%	11.94%	8.00%	32.65%
Financial Examiner Senior	15	NA	NA	0.00%	0.00%	0.00%	13.33%
Food Service Worker	83	52.17%	56.98%	46.15%	39.31%	51.19%	50.60%
General Maintenance and Repair Technician	97.5	23.48%	17.95%	25.93%	20.29%	20.10%	21.54%
Graphic Designer Senior	18	NA	NA	10.81%	5.00%	5.13%	16.67%
Health Care Assistant	68.5	27.69%	34.41%	84.62%	69.46%	54.25%	75.91%
Human Resource Prof I	36.5	12.35%	2.60%	14.29%	11.94%	5.71%	16.44%
Human Services Assistant	274	NA	NA	NA	NA	21.40%	13.50%
Information Resource Spec II	29.5	5.56%	4.82%	8.25%	12.96%	3.51%	23.73%
Information Resource Spec III	20.5	10.71%	3.17%	5.26%	5.26%	2.60%	14.63%
Information Technology Cons II	20.5	9.23%	4.65%	5.45%	5.04%	9.92%	20.34%
Information Technology Cons III	23	11.54%	5.88%	7.06%	7.50%	2.47%	34.78%
Installation/Service Tech II	16.5	5.71%	5.56%	2.82%	3.08%	9.84%	30.30%
Juvenile Corrections Officer I	257	22.75%	22.03%	28.86%	23.84%	40.08%	42.41%
Juvenile Corrections Officer II	44	15.19%	6.82%	12.77%	12.12%	26.80%	22.73%
Juvenile Corrections Officer III	30	NA	NA	13.33%	3.33%	3.28%	13.33%
Library Assistant I	40	19.70%	13.68%	18.87%	20.62%	11.63%	17.50%
Licensed Mntl Hlth Tech I	38	10.09%	15.31%	14.20%	11.70%	10.71%	21.05%
Licensed Practical Nurse	43	21.05%	49.35%	29.73%	36.62%	27.16%	39.53%
Licensed Practical Nurse Senior	70	4.30%	33.01%	26.79	25.00%	27.20%	20.00%
Mental Health Aide	110.5	21.76%	27.17%	13.92	22.17%	21.45%	35.29%
Mental Health Trainee	17.5	84.21%	65.88%	78.95	90.67%	50.63%	171.43%



**Turnover: Job Classes Above the FY 2005 State Average (13.05%)**

Job Class	Avg Num of Employees		Turnover Rate				
	FY 2005	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY2005
Mental Health Specialist	37.5	NA	NA	8.70%	12.05%	22.95%	66.67%
Microbiologist II	20	4.26%	15.38%	4.55%	18.18%	13.95%	25.00%
Microcomputer System Support Tech II	21.5	17.32%	3.64%	6.38%	9.09%	0.00%	13.95%
Microcomputer System Support Tech III	21	9.64%	9.09%	4.44%	4.55%	9.76%	14.29%
Office Assistant	225.5	18.18%	14.90%	16.01	23.70%	14.41%	15.52%
Painter	28.5	12.33%	18.32%	16.22%	17.58%	8.96%	24.56%
Petroleum Ind Reg Tech II	24.5	8.16%	8.16%	4.00%	0.00%	8.00%	16.33%
Physical Plant Supervisor Spec	15	NA	NA	0.00%	0.00%	2.73%	13.33%
Plant Science Technician I	21	13.70%	14.49%	ND	7.69%	13.04%	14.29%
Plumber	15.5	16.67%	25.53%	12.50	14.63%	31.58%	38.71%
Plumber Senior	53	NA	NA	11.46%	7.41%	10.34%	15.09%
Power Plant Operator Senior	29.5	13.16%	16.30%	12.31	20.97%	30.11%	16.95%
Printer Specialist	26	7.06%	7.50%	13.70	5.80%	19.35%	23.08%
Program Specialist I	124.5	15.04%	16.81%	8.73%	11.11%	13.58%	18.47%
Registered Nurse	21	NA	NA	NA	21.74%	21.28%	23.81%
Registered Nurse Senior	192	NA	NA	NA	NA	22.75%	21.88%
Revenue Customer Rep	59	NA	NA	3.87%	10.88%	13.85%	18.64%
Safety and Security Officer I	94.5	24.30%	20.44%	23.58%	26.18%	16.75%	14.81%
Social Worker	389	15.14%	16.86%	8.10%	11.98%	9.25%	18.25%
Social Work Specialist	28	6.06%	19.35%	0.00%	4.44%	17.02%	21.43%
Special Investigator I	44	13.11%	29.27%	4.76%	6.84%	19.80%	20.45%
Staff Development Special I	52.5	8.47%	6.35%	4.65%	13.91%	7.27%	15.24%
State Auditor I	25	9.16%	8.25%	23.19%	12.50%	3.70%	16.00%
University Police Officer	68.5	19.12%	11.85%	35.51%	14.06%	10.53%	17.52%
Utility Worker	36	30.67%	28.57%	35.51%	30.38%	26.03%	16.67%
Veterinary Technician II	15	19.05%	16.00%	0.00%	0.00%	16.67%	46.67%
Vin Inspector Lead	19.5	NA	NA	23.81%	15.79%	5.26%	15.38%

**Comments:** Excludes job classes with less than an average of 15 employees and job classes with a turnover rate below the state average (13.02%). The average turnover rate in FY2000 was 13.01%, for FY2001 it was 13.47%, for FY2002 it was 12.50%, for FY2003 it was 12.69%, for FY2004 it was 11.84%.

NA- not applicable, class did not exist that year

**Source:** SHARP (FY 2000, 2001,2002,2003,2004, 2005); excludes unclassified, temporary and student employees.

**Job Class Turnover FY 2005**

**Job Classes with 0% Turnover in FY 2005**

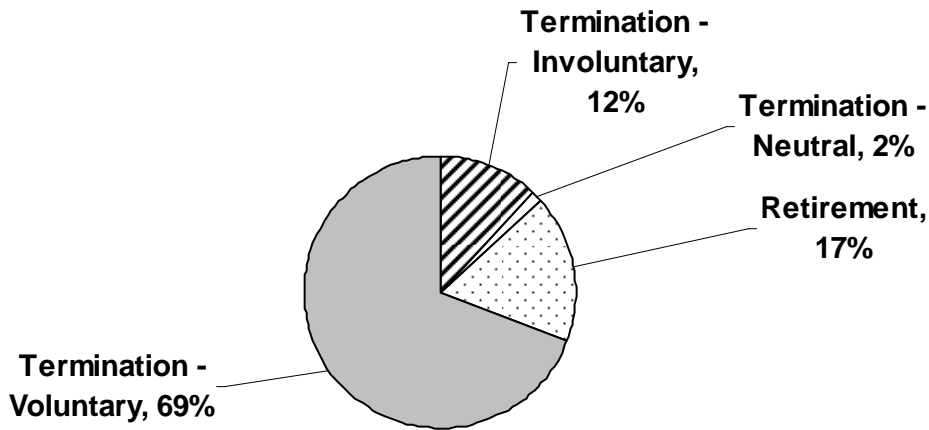
Job Title	Average Number of Employees
Applications Developer I	25.5
Applications Developer II	73.5
Applications Developer III	43.5
Applications Development Supv	15.5
CASP Police Officer	19.5
Chemist II	17.5
Computer Operator II	20
Electrician	15.5
Environmental Scientist III	55
Fire Prevention Inspector	17
Human Resource Prof II	53
Lab Educational Technician	15.5
Motor Carrier Inspector II	31.5
Natural Resource Officer II	15.5
Procurement Officer II	20.5
Professional Environ Eng II	16
Program Services Manager III	16
Property Appraiser II	18.5
Research Analyst I	18.5
System Software Analyst III	15
Technology Support Consltnt II	35.5
Technology Support Consltnt I	34
Technology Support Tech II	20
Technology Support Consltnt III	26
University Police Sergeant	29.5
*Excludes job classes with less than an average of 15 employees in FY 2005.	

**Job Classes with 20% or Higher Turnover Rates in FY 2005**

Job Title	Avg Num of Employees	Turnover	Job Title	Avg Num of Employees	Turnover
Mental Health Aide Trainee	17.5	171.43%	Clinical Chaplain	17	29.41%
Health Care Assistant	68.5	75.91%	Agricultural Assistant	17	29.41%
Mental Health Specialist	37.5	66.67%	Microbiologist II	20	25.00%
Communications Specialist I	20.5	63.41%	Painter	28.5	24.56%
Corrections Officer I (A)	600.5	50.62%	Registered Nurse	21	23.81%
Food Service Worker	83	50.60%	Information Resource Spec II	29.5	23.73%
Agricultural Inspector I	15	46.67%	Printer Specialist	26	23.08%
Veterinary Technician II	15	46.67%	Juvenile Corrections Officer II	44	22.73%
Equipment Operator Trainee	89	44.94%	Registered Nurse Senior	192	21.88%
Juvenile Corrections Officer I	257	42.41%	Cook	87	21.84%
Licensed Practical Nurse	43	39.53%	Gen Maint And Repair Tech	97.5	21.54%
Plumber	15.5	38.71%	Social Worker Specialist	28	21.43%
Mental Health Aide	110.5	35.29%	Custodial Worker	155	21.29%
Information Technology Cons III	23	34.78%	Licensed Mntl Hlth Tech I	38	21.05%
Applications Prog/Analyst II	29.5	33.90%	Developmental Disability Tech II	38.5	20.78%
Financial Examiner Principal	24.5	32.65%	Veterans Service Rep I	19.5	20.51%
Installation/Service Tech II	16.5	30.30%	Special Investigator I	44	20.45%
Developmental Disability Tech I	196	29.59%	Information Technology Cons II	29.5	20.34%
Extension Nutritional Asst I	17	29.41%	Licensed Practical Nurse Sr	70	20.00%
*Excludes job classes with less than an average of 15 employees in FY 2005					

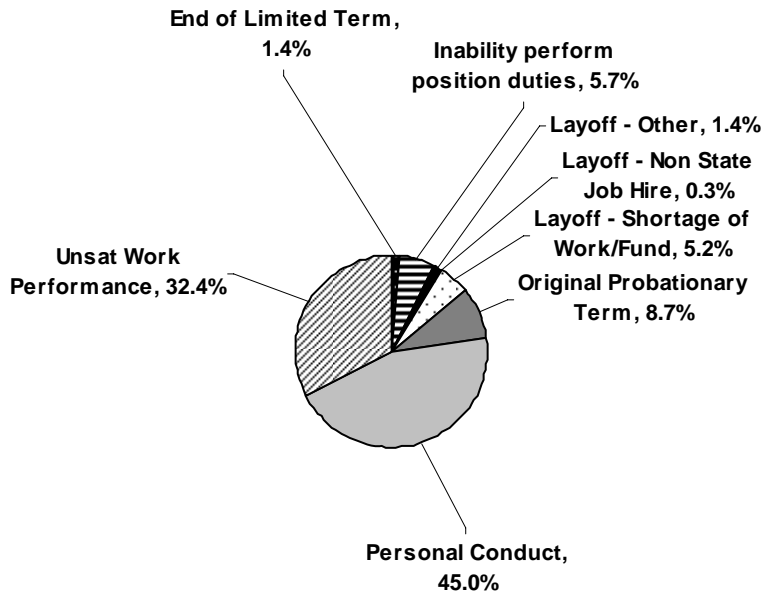
**Source:** SHARP (FY 2005); Excludes unclassified, temporary and student employees.

### FY 2005 Classified Employee Turnover Due to Leaving State Service



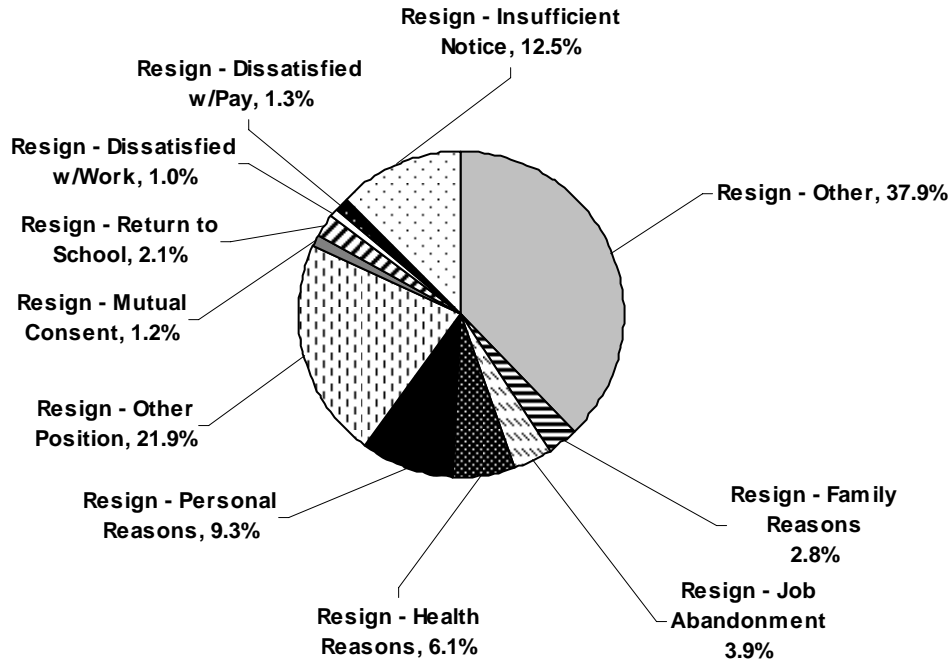
Source: SHARP (FY 2005); Excludes unclassified, temporary and student employees.

### Classified Employees Turnover Due to Leaving State Service Involuntary Terminations: Percent Breakdown by Type of Termination



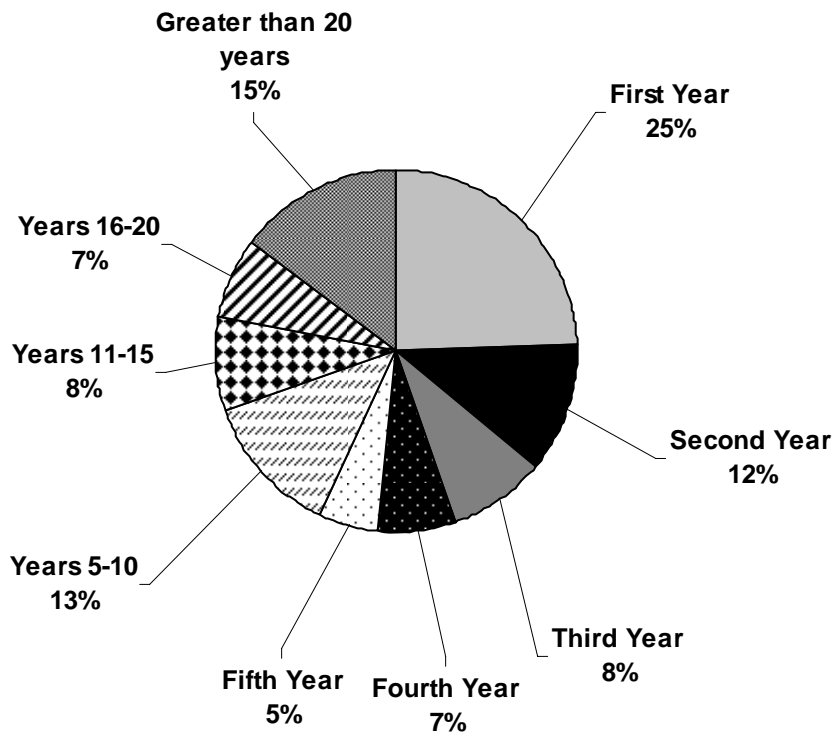
Source: SHARP (FY 2005); Excludes unclassified, temporary and student employees.

**Classified Employee Turnover Due to Leaving State Service  
Voluntary Terminations: Percent Breakdown by Type of Termination**



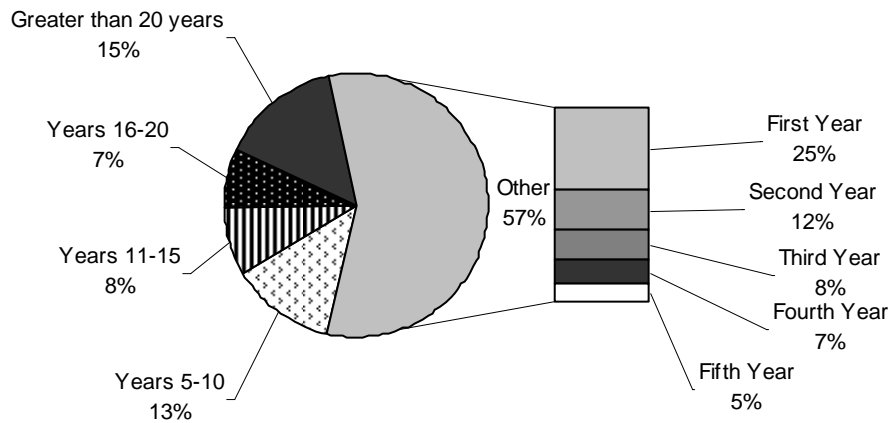
Source: SHARP (2005); Excludes unclassified, temporary and student employees.

**Turnover by Length of Service**



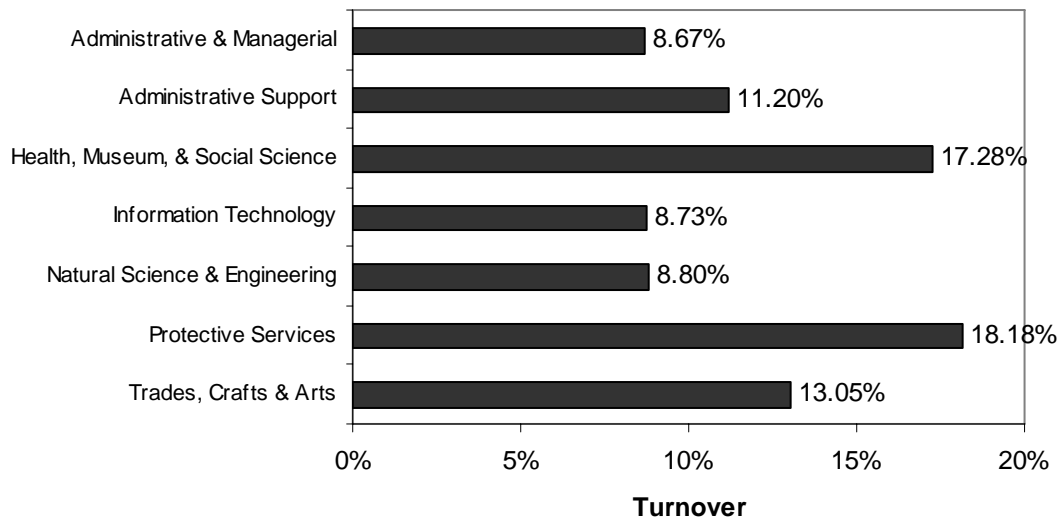
Source: SHARP (2005); Excludes unclassified, temporary and student employees.

### Turnover By Length of Service Contribution of Service Length to Number of Terminations FY 2005



**Source:** SHARP (2005); Excludes unclassified, temporary and student employees.

### Turnover by Recruitment Category



**Source:** SHARP (June 2005); 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, 2005
- 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 2005

Agency Name	Number of Employees Fiscal Year 2005	Actual Retirements		Retirement Eligible by December 2010			% Eligible
		January 1996-June 2005		Early	Full	Total	
Accountancy, Board of	2	0		1	1	2	100%
Adjutant General	201	13		48	55	103	51%
Administration, Department of	600	120		71	202	273	46%
Aging, Department on	176	25		25	65	90	51%
Agriculture, Department of	273	38		32	77	109	40%
Animal Health Department	28	2		4	13	17	61%
Arts Commission, Kansas	8	1		1	1	2	25%
Atchison Juvenile Correct.Facility	91	14		6	17	23	25%
Attorney General	79	2		12	14	26	33%
Banking Department	81	3		6	10	16	20%
Barbering Board of	2	0		0	2	2	100%
Behavioral Sciences Regulatory Board	7	1		1	2	3	43%
Beloit Juvenile Correct.Facility	77	9		8	20	28	36%
Blind, School for the	81	10		17	20	37	46%
Citizens Utility Ratepayer Board	4	0		1	1	2	50%
Commerce, Department of	320	23		49	148	197	62%
Conservation Commission	11	1		3	3	6	55%
Corporation Commission	203	21		35	60	95	47%
Corrections, Department of	280	24		35	54	89	32%
Cosmetology, Board of	11	2		0	4	4	36%
Credit Unions, Department of	13	1		3	7	10	77%
Deaf, School for the	154	20		20	43	63	41%
Dental Board	3	1		0	1	1	33%
Education, Department of	197	30		25	69	94	48%
El Dorado Correctional Facility	444	23		9	9	18	4%
Ellsworth Correctional Facility	215	10		6	8	14	7%
Emergency Medical Services	12	2		4	3	7	58%
Emporia State University	N/A	N/R		N/R	N/R	N/R	N/R
Ethics Commission, Kansas Gov	9	0		0	5	5	56%
Fair, Kansas State	22	3		2	1	3	14%
Fire Marshal	48	5		8	13	21	44%
Fort Hays State University	N/A	N/R		N/R	N/R	0	N/R
Governor, Office of the	37	1		1	7	8	22%
Healing Arts, State Board of	32	5		1	7	8	25%
Health & Environment, Department of	790	98		133	212	345	44%
Health Care Stabilization fund Bd of Gov	15	2		1	5	6	40%
Health Policy and Finance	123	0		18	31	49	40%
Highway Patrol	812	111		29	80	109	13%
Historical Society, State	112	15		11	35	46	41%
Housing Resources Corp, Kansas	39	1		5	6	11	28%
Human Rights Commission, Kansas	30	2		2	9	11	37%
Hutchinson Correctional Facility	508	53		13	20	33	6%
Indigents Defense Services Board	162	4		14	13	27	17%
Insurance Department	127	14		21	41	62	49%
Investigation, Kansas Bureau of	150	30		13	32	45	30%
Judicial Branch	1854	152		217	478	695	37%
Judicial Council	4	0		0	2	2	50%
Juvenile Correctional Complex	228	23		17	38	55	24%
Juvenile Justice Authority	33	3		3	5	8	24%
Kansas Inc	2	0		1	0	1	50%

**Actual and Eligible Retirements by Agency**  
Fiscal Year 2005

Agency Name	Number of Employees Fiscal Year 2005	Actual Retirements		Retirement Eligible by December 2010			% Eligible
		January 1996-June 2005		Early	Full	Total	
Kansas Public Emp Retirement Sys	80	15	11	25	36	45%	
Kansas State University	N/A	N/R	N/R	N/R	0	N/R	
Labor, Department of	503	126	60	188	248	49%	
Lansing Correctional Facility	659	73	7	16	23	3%	
Larned Correctional Mental Health Fac	178	8	7	4	11	6%	
Larned Juvenile Correctional Facility	137	4	13	21	34	25%	
Larned State Hospital	765	113	82	203	285	37%	
Legislative Coordinating Council	11	2	2	4	6	55%	
Legislative Division of Post Audit	21	0	2	6	8	38%	
Legislative Research Department	38	6	2	14	16	42%	
Legislature	34	18	3	14	17	50%	
Library, State	22	5	6	8	14	64%	
Lieutenant Governor, Office of the	4	0	1	1	2	50%	
Lottery, Kansas	78	8	16	23	39	50%	
Mortuary Arts, Board of	3	0	1	2	3	100%	
Neurological Institute, Kansas	533	44	52	126	178	33%	
Norton Correctional Facility	252	26	3	6	9	4%	
Nursing, Board of	21	3	3	4	7	33%	
Optometry Board of Examiners	1	0	0	1	1	100%	
Osawatomie State Hospital	379	57	41	114	155	41%	
Parole Board, Kansas	3	1	0	3	3	100%	
Parsons State Hospital & Trng Center	457	61	51	99	150	33%	
Pharmacy, Board of	7	1	0	1	1	14%	
Pittsburg State University	N/A	N/R	N/R	N/R	0	N/R	
Racing & Gaming Commission	56	6	5	15	20	36%	
Rainbow Mental Health Facility	111	9	10	30	40	36%	
Real Estate Appraisal Board	2	0	0	1	1	50%	
Real Estate Commission	11	1	2	2	4	36%	
Regents, Board of	50	4	7	14	21	42%	
Revenue, Department of	1023	120	125	275	400	39%	
Revisor of Statutes	27	5	0	13	13	48%	
Secretary of State	49	7	7	6	13	27%	
Securities Commissioner, Office of the	28	3	5	8	13	46%	
Sentencing Commission, Kansas	7	0	2	1	3	43%	
Social & Rehabilitation Services, Dept of	3195	432	427	969	1396	44%	
Tax Appeals, Board of	19	3	4	5	9	47%	
Technical Professions, State Board of	5	0	1	4	5	100%	
Technology Enterprise Corp, Kansas	23	2	4	5	9	39%	
Topeka Correctional Facility	235	33	2	10	12	5%	
Transportation, Department of	3006	348	339	732	1071	36%	
Treasurer, State	46	4	7	8	15	33%	
University of Kansas	N/A	N/R	N/R	N/R	0	N/R	
University of Kansas Medical Center	N/A	N/R	N/R	N/R	0	N/R	
Veterans Affairs, Commission on	337	30	39	66	105	31%	
Veterinary Examiners, Board of	3		1	0	1	33%	
Water Office, Kansas	22	5	4	7	11	50%	
Wichita State University	N/A	N/R	N/R	N/R	0	N/R	
Wildlife and Parks, Department of	419	35	36	108	144	34%	
Winfield Correctional Facility	199	15	7	10	17	9%	
<b>Total</b>	<b>21769</b>	<b>2551</b>	<b>2329</b>	<b>5122</b>	<b>7451</b>	<b>34%</b>	

**Source:** SHARP (FY 1996 through FY 2005). 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 2010**

Excludes agencies with less than 100 employees for FY 2005

Adjutant General	51%
Administration, Department of	46%
Aging, Department on	51%
Agriculture, Department of	40%
Commerce, Department of	62%
Corporation Commission	47%
Deaf, School for the	41%
Education, Department of	48%
Health & Environment, Department of	44%
Health Policy and Finance	40%
Historical Society, State	41%
Insurance Department	49%
Labor, Department of	49%
Osawatomie State Hospital	41%
Social & Rehabilitation Services, Dept of	44%

**Agencies with 15% or less of their workforce consisting of employees that are retirement eligible by 2010.**

Excludes agencies with less than 100 employees for FY2005

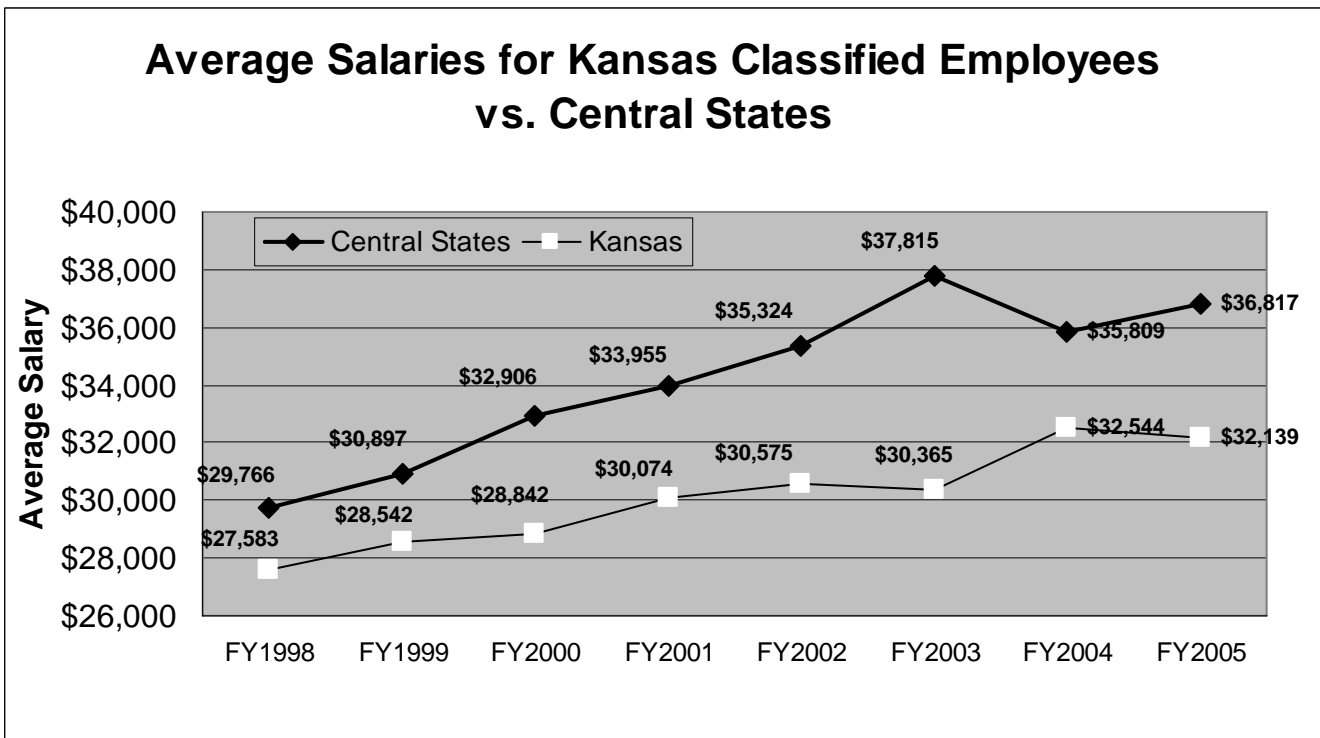
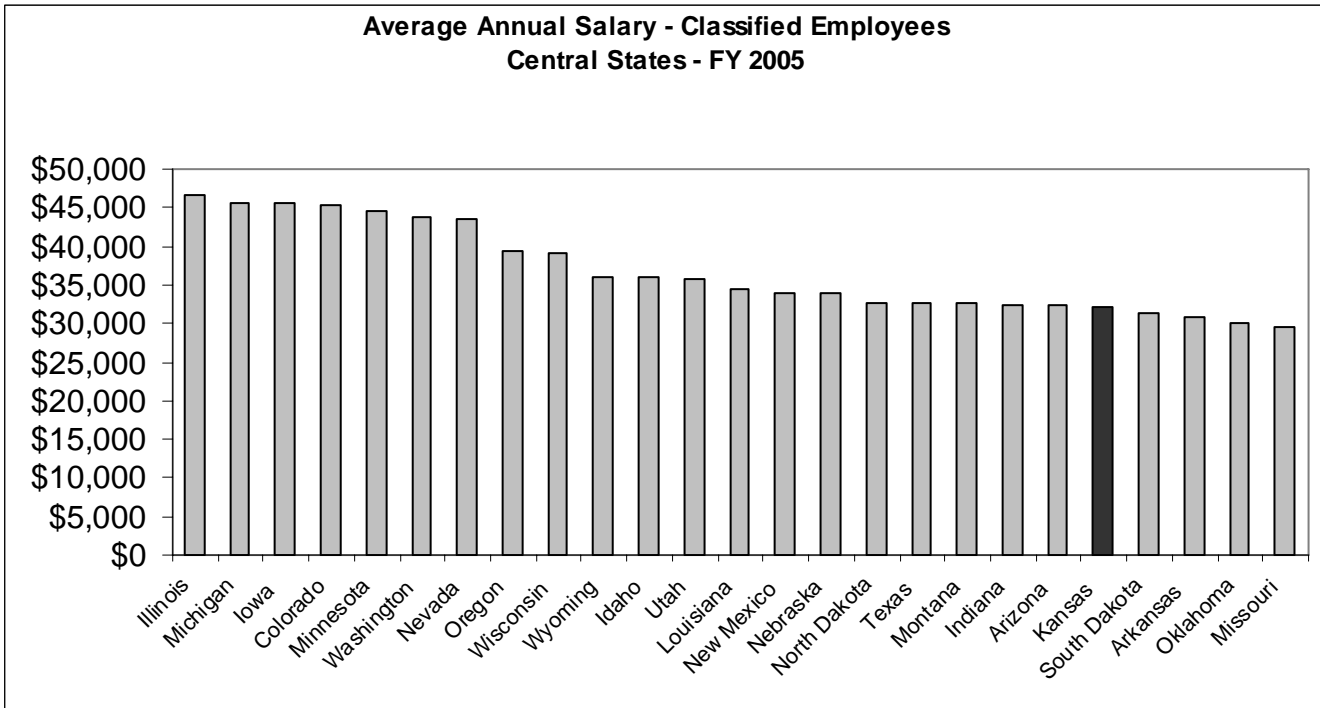
El Dorado Correctional Facility	4%
Ellsworth Correctional Facility	7%
Highway Patrol	13%
Hutchinson Correctional Facility	6%
Lansing Correctional Facility	3%
Larned Correctional Mental Health Fac	6%
Norton Correctional Facility	4%
Topeka Correctional Facility	5%
Winfield Correctional Facility	9%

**Source:** SHARP (FY 1996 through FY 2005). Excludes temporary and student employees.

## Direct and Indirect Compensation Analysis

### State Compensation Comparison

Kansas ranked 21st out of 25 states within the Central States for average classified employee salary. This is down from 16<sup>th</sup> in FY 2004.



**Source:** Prior annual reports; 2005 Central States Compensation Association. Excludes unclassified, temporary and student employees

**Classified Employee Vacation Leave Usage by Agency**  
Fiscal Year 2005

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	1	175.00	\$1,997.13	175.00	\$1,997.13
Adjutant General	45	5,003.75	\$82,070.06	111.19	\$1,823.78
Administration, Department of	578	80,121.25	\$1,453,721.28	138.62	\$2,515.09
Aging, Department on	166	19,680.50	\$380,315.36	118.56	\$2,291.06
Agriculture, Department of	256	33,040.50	\$632,495.74	129.06	\$2,470.69
Animal Health Department	26	3,138.50	\$53,174.30	120.71	\$2,045.17
Arts Commission, Kansas	7	742.75	\$14,001.67	106.11	\$2,000.24
Atchison Juvenile Correctional Fac	90	9,664.25	\$140,648.68	107.38	\$1,562.76
Attorney General	1	122.50	\$2,318.93	122.50	\$2,318.93
Banking Department	67	7,652.75	\$166,842.36	114.22	\$2,490.18
Barbering, Board of	1	120.00	\$1,696.80	120.00	\$1,696.80
Behavioral Sciences Regulatory Board	4	487.50	\$7,136.42	121.88	\$1,784.11
Beloit Juvenile Correctional Facility	76	8,108.75	\$121,951.79	106.69	\$1,604.63
Blind, School for the	25	3,275.00	\$48,228.62	131.00	\$1,929.14
Citizen's Utility Ratepayer Board	N/A	N/A	N/A	N/A	N/A
Commerce, Department of	313	38,834.50	\$707,309.53	124.07	\$2,259.77
Conservation Commission	5	602.75	\$9,502.25	120.55	\$1,900.45
Corporation Commission	137	16,535.00	\$298,039.94	120.69	\$2,175.47
Corrections, Department of	265	31,535.50	\$574,247.46	119.00	\$2,166.97
Cosmetology, Board of	10	1,012.25	\$12,457.27	101.23	\$1,245.73
Credit Unions, Department of	12	1,542.25	\$32,568.03	128.52	\$2,714.00
Deaf, School for the	48	5,274.25	\$66,561.60	109.88	\$1,386.70
Dental Board	2	168.00	\$2,142.16	84.00	\$1,071.08
Education, Department of	169	19,595.00	\$363,097.08	115.95	\$2,148.50
El Dorado Correctional Facility	443	46,634.25	\$686,287.70	105.27	\$1,549.18
Ellsworth Correctional Facility	214	23,290.75	\$362,555.57	108.84	\$1,694.18
Emergency Medical Services	11	1,418.50	\$24,179.33	128.95	\$2,198.12
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	21	1,945.25	\$29,626.11	92.63	\$1,410.77
Fire Marshal	46	5,370.00	\$105,207.17	116.74	\$2,287.11
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	26	2,705.25	\$39,152.41	104.05	\$1,505.86
Health & Environment, Department of	774	94,273.25	\$1,857,242.89	121.80	\$2,399.54
Health Care Stabilization Fund, Bd of Gov	8	1,070.25	\$14,396.15	133.78	\$1,799.52
Health Policy and Finance	119	541.25	\$10,606.50	4.55	\$89.13
Highway Patrol	798	94,533.50	\$1,955,018.04	118.46	\$2,449.90
Historical Society, State	111	13,413.25	\$218,202.59	120.84	\$1,965.79
Housing Resources Corp, Kansas	31	3,544.25	\$70,236.67	114.33	\$2,265.70
Human Rights Commission, Kansas	26	3,044.25	\$48,671.39	117.09	\$1,871.98
Hutchinson Correctional Facility	507	53,677.50	\$828,525.04	105.87	\$1,634.17
Indigents Defense Services Board	67	7,632.75	\$102,113.66	113.92	\$1,524.08
Insurance Department	28	3,786.50	\$47,391.57	135.23	\$1,692.56
Investigation, Kansas Bureau of	143	15,991.00	\$336,392.28	111.83	\$2,352.39
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	N/A	N/A	N/A	N/A	N/A
Juvenile Justice Authority	24	2,733.75	\$52,469.11	113.91	\$2,186.21
Kansas Inc	N/A	N/A	N/A	N/A	N/A
Kansas Public Employees Retirement System	66	8,179.00	\$138,602.26	123.92	\$2,100.03
Kansas State University	N/A	N/R	N/R	N/R	N/R
Labor, Department of	478	64,393.25	\$1,198,802.49	134.71	\$2,507.96
Lansing Correctional Facility	658	73,069.50	\$1,142,979.67	111.05	\$1,737.05
Larned Correctional Mental Health Fac	178	19,582.50	\$296,561.16	110.01	\$1,666.07
Larned Juvenile Correctional Facility	135	14,524.00	\$211,953.43	107.59	\$1,570.03
Larned State Hospital	745	79,095.25	\$1,101,416.04	106.17	\$1,478.41
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 2005

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Library, State	20	2,796.00	\$44,193.19	139.80	\$2,209.66
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Lottery, Kansas State	39	5,280.00	\$93,130.38	135.38	\$2,387.96
Mortuary Arts, Board of	2	245.00	\$3,722.37	122.50	\$1,861.19
Neurological Institute, Kansas	530	66,400.25	\$925,627.78	125.28	\$1,746.47
Norton Correctional Facility	252	28,957.75	\$440,899.10	114.91	\$1,749.60
Nursing, Board of	19	1,895.25	\$28,845.68	99.75	\$1,518.19
Optometry Board of Examiners	1	93.00	\$1,760.50	93.00	\$1,760.50
Osawatomie State Hospital	363	40,128.75	\$585,486.38	110.55	\$1,612.91
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Center	450	56,929.50	\$804,482.49	126.51	\$1,787.74
Pharmacy, Board of	6	686.50	\$14,547.85	114.42	\$2,424.64
Pittsburg State University	N/A	N/R	N/R	N/R	N/R
Post Audit, Legislative Div of	N/A	N/A	N/A	N/A	N/A
Racing & Gaming Commission	38	4,440.75	\$70,733.28	116.86	\$1,861.40
Rainbow Mental Health Facility	108	11,370.75	\$182,251.11	105.28	\$1,687.51
Real Estate Appraisal Board	1	144.00	\$3,009.60	144.00	\$3,009.60
Real Estate Commission	10	1,233.25	\$18,560.72	123.33	\$1,856.07
Regents, Board of	19	2,464.75	\$41,583.21	129.72	\$2,188.59
Revenue, Department of	994	128,262.00	\$2,161,449.38	129.04	\$2,174.50
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	18	1,974.00	\$40,726.02	109.67	\$2,262.56
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	3,164	398,099.25	\$6,637,391.42	125.82	\$2,097.78
Tax Appeals, Board of	13	1,834.50	\$24,346.29	141.12	\$1,872.79
Technical Professions, State Board of	3	453.25	\$6,118.12	151.08	\$2,039.37
Technology Enterprise Corp, Kansas	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	235	25,295.00	\$404,065.27	107.64	\$1,719.43
Topeka Juvenile Correctional Facility	N/A	N/A	N/A	N/A	N/A
Transportation, Department of	2,997	376,369.00	\$6,287,483.92	125.58	\$2,097.93
Treasurer, State	14	2,175.75	\$35,054.25	155.41	\$2,503.88
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	333	34,344.00	\$414,270.49	103.14	\$1,244.06
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	20	2,560.25	\$63,134.10	128.01	\$3,156.71
Wichita State University	N/A	N/R	N/R	N/R	N/R
Wildlife & Parks, Department of	393	45,314.00	\$834,595.78	115.30	\$2,123.65
Winfield Correctional Facility	199	23,854.00	\$373,359.33	119.87	\$1,876.18
<b>Totals</b>	<b>18,202</b>	<b>2,184,482.00</b>	<b>\$36,591,941.70</b>	<b>120.01</b>	<b>\$2,010.33</b>

**Comments:** Agency Total Dollars was determined by calculating the vacation leave for each classified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average vacation leave used per classified employee was determined by calculating the vacation leave for each agency and dividing by the total number of classified employees in the agency as of June 2005. 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 2005

**Source:** SHARP (FY 2005); Excludes unclassified, temporary and student employees. "N/R" indicates leave and number of employees were not reported (for Regent's institutions). "N/A" indicates the number is not relevant because there is no accurate leave data or the agency does not have classified employees. Topeka Juvenile Correctional Facility became the Juvenile Correctional Complex on June 5, 2005. The data for these two agencies was inaccurate and was excluded from this report.

**Unclassified Employee Vacation Leave Usage by Agency**  
Fiscal Year 2005

Agency Name	Number of Employees	Agency Total Hours	Average Per Employee		
			Dollars	Hours	Dollars
Accountancy, Board of	1	88	\$2,434.96	88.00	\$2,434.96
Adjutant General	156	17,798	\$268,223.77	114.09	\$1,719.38
Administration, Department of	22	3,057	\$103,789.93	138.93	\$4,717.72
Aging, Department on	10	852	\$27,220.59	85.20	\$2,722.06
Agriculture, Department of	17	1,410	\$37,070.10	82.94	\$2,180.59
Animal Health Department	2	196	\$5,781.94	98.00	\$2,890.97
Arts Commission, Kansas	1	64	\$2,199.36	64.00	\$2,199.36
Atchison Juvenile Correctional Fac	1	140	\$4,397.93	140.00	\$4,397.93
Attorney General	78	7,334	\$159,043.65	94.03	\$2,039.02
Banking Department	14	1,176	\$36,728.26	84.00	\$2,623.45
Barbering, Board of	1	184	\$3,300.01	184.00	\$3,300.01
Behavioral Sciences Regulatory Board	3	330	\$6,294.74	109.83	\$2,098.25
Beloit Juvenile Correctional Facility	1	32	\$923.07	32.00	\$923.07
Blind, School for the	56	1,173	\$27,931.93	20.95	\$498.78
Citizen's Utility Ratepayer Board	4	268	\$8,812.95	67.00	\$2,203.24
Commerce, Department of	7	703	\$22,525.17	100.43	\$3,217.88
Conservation Commission	6	727	\$19,316.14	121.13	\$3,219.36
Corporation Commission	66	7,512	\$211,120.63	113.82	\$3,198.80
Corrections, Department of	15	1,553	\$54,998.12	103.53	\$3,666.54
Cosmetology, Board of	1	139	\$3,044.56	138.50	\$3,044.56
Credit Unions, Department of	1	132	\$4,130.89	132.00	\$4,130.89
Deaf, School for the	106	263	\$10,501.66	2.48	\$99.07
Dental Board	N/A	N/R	N/R	N/R	N/R
Education, Department of	28	3,390	\$117,064.44	121.06	\$4,180.87
El Dorado Correctional Facility	1	160	\$3,988.09	160.00	\$3,988.09
Ellsworth Correctional Facility	1	160	\$4,065.72	160.00	\$4,065.72
Emergency Medical Services	1	120	\$3,694.07	120.00	\$3,694.07
Emporia State University	N/A	N/R	N/R	N/R	N/R
Ethics Commission, Kansas Gov	9	1,149	\$22,452.92	127.67	\$2,494.77
Fair, Kansas State	1	104	\$3,792.61	104.00	\$3,792.61
Fire Marshal	2	80	\$1,888.80	40.00	\$944.40
Fort Hays State University	N/A	N/R	N/R	N/R	N/R
Governor, Office of the	37	2,195	\$46,396.51	59.32	\$1,253.96
Healing Arts, State Board of	6	693	\$20,924.32	115.42	\$3,487.39
Health & Environment, Department of	16	1,790	\$68,386.96	111.84	\$4,274.19
Health Care Stabilization Fund, Bd of Gov	7	762	\$22,081.43	108.86	\$3,154.49
Health Policy and Finance	4	8	\$338.93	2.00	\$84.73
Highway Patrol	14	606	\$19,310.19	43.27	\$1,379.30
Historical Society, State	1	92	\$3,312.60	92.00	\$3,312.60
Housing Resources Corp, Kansas	8	690	\$13,634.54	86.28	\$1,704.32
Human Rights Commission, Kansas	4	432	\$12,933.71	108.00	\$3,233.43
Hutchinson Correctional Facility	1	68	\$1,645.41	68.00	\$1,645.41
Indigents Defense Services Board	95	7,813	\$202,506.25	82.24	\$2,131.64
Insurance Department	99	11,444	\$271,386.33	115.60	\$2,741.28
Investigation, Kansas Bureau of	7	660	\$26,583.25	94.29	\$3,797.61
Judicial Branch	1,854	196,134	\$3,275,443.40	105.79	\$1,766.69
Judicial Council	4	222	\$5,298.40	55.50	\$1,324.60
Juvenile Correctional Complex	N/A	N/A	N/A	N/A	N/A
Juvenile Justice Authority	9	1,043	\$32,104.90	115.89	\$3,567.21
Kansas Inc	2	284	\$6,776.10	142.00	\$3,388.05
Kansas Public Employees Retirement System	14	1,813	\$77,179.63	129.46	\$5,512.83
Kansas State University	N/A	N/R	N/R	N/R	N/R
Labor, Department of	25	1,826	\$72,965.43	73.04	\$2,918.62
Lansing Correctional Facility	1	92	\$2,003.28	92.00	\$2,003.28
Larned Correctional Mental Health Fac	N/A	N/A	N/A	N/A	N/A
Larned Juvenile Correctional Facility	2	212	\$10,294.61	106.00	\$5,147.31
Larned State Hospital	20	2,054	\$101,589.05	102.70	\$5,079.45
Legislative Coordinating Council	11	1,268	\$25,485.63	115.25	\$2,316.88
Legislative Research Department	38	3,344	\$92,378.29	88.00	\$2,431.01
Legislature	34	2,687	\$55,609.35	79.01	\$1,635.57

**Unclassified Employee Vacation Leave Usage by Agency**  
Fiscal Year 2005

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Library, State	2	180	\$2,604.22	90.00	\$1,302.11
Lieutenant Governor, Office of the	4	113	\$2,608.79	28.31	\$652.20
Lottery, Kansas State	39	4,322	\$90,529.49	110.82	\$2,321.27
Mortuary Arts, Board of	1	156	\$4,592.85	156.00	\$4,592.85
Neurological Institute, Kansas	3	392	\$18,389.52	130.67	\$6,129.84
Norton Correctional Facility	N/A	N/A	N/A	N/A	N/A
Nursing, Board of	2	268	\$7,496.22	134.00	\$3,748.11
Optometry Board of Examiners	N/A	N/A	N/A	N/A	N/A
Osawatomie State Hospital	16	1,684	\$85,464.15	105.27	\$5,341.51
Parole Board, Kansas	3	148	\$7,324.97	49.33	\$2,441.66
Parsons State Hospital & Trng Center	7	864	\$36,383.50	123.43	\$5,197.64
Pharmacy, Board of	1	124	\$3,492.94	124.00	\$3,492.94
Pittsburg State University	N/A	N/R	N/R	N/R	N/R
Post Audit, Legislative Div of	21	2,347	\$67,065.71	111.76	\$3,193.61
Racing & Gaming Commission	18	1,778	\$47,985.99	98.76	\$2,665.89
Rainbow Mental Health Facility	3	644	\$32,580.44	214.67	\$10,860.15
Real Estate Appraisal Board	1	132	\$3,578.37	132.00	\$3,578.37
Real Estate Commission	1	132	\$3,649.02	132.00	\$3,649.02
Regents, Board of	31	4,032	\$133,095.86	130.06	\$4,293.41
Revenue, Department of	29	2,875	\$92,530.95	99.14	\$3,190.72
Revisor of Statutes	27	3,220	\$91,608.02	119.26	\$3,392.89
Secretary of State	49	5,622	\$104,334.33	114.72	\$2,129.27
Securities Commissioner, Office of the	10	1,236	\$40,912.70	123.60	\$4,091.27
Sentencing Commission, Kansas	7	552	\$11,030.32	78.79	\$1,575.76
Social & Rehabilitation Services, Dept of	31	4,175	\$147,663.52	134.68	\$4,763.34
Tax Appeals, Board of	6	504	\$15,861.15	83.92	\$2,643.53
Technical Professions, State Board of	2	364	\$9,896.54	182.00	\$4,948.27
Technology Enterprise Corp, Kansas	23	2,089	\$55,586.25	90.84	\$2,416.79
Topeka Correctional Facility	N/A	N/A	N/A	N/A	N/A
Topeka Juvenile Correctional Facility.	N/A	N/A	N/A	N/A	N/A
Transportation, Department of	9	1,148	\$49,714.63	127.50	\$5,523.85
Treasurer, State	32	3,440	\$72,039.49	107.50	\$2,251.23
University of Kansas	N/A	N/R	N/R	N/R	N/R
University of Kansas Medical Center	N/A	N/R	N/R	N/R	N/R
Veterans Affairs, Commission on	4	300	\$8,102.36	75.00	\$2,025.59
Veterinary Examiners, Board of	3	364	\$7,180.02	121.42	\$2,393.34
Water Office, Kansas	2	280	\$10,563.04	140.00	\$5,281.52
Wichita State University	N/A	N/R	N/R	N/R	N/R
Wildlife & Parks, Department of	26	1,353	\$35,897.00	52.02	\$1,380.65
Winfield Correctional Facility	N/A	N/A	N/A	N/A	N/A
<b>Totals</b>	<b>3,338</b>	<b>333,358</b>	<b>\$6,943,067.87</b>	<b>99.87</b>	<b>\$2,080.01</b>

**Comments:** Agency Total Dollars was determined by calculating the vacation leave for each unclassified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average vacation leave used per unclassified employee was determined by calculating the vacation leave for each agency and dividing by the total number of unclassified employees in the agency as of June 2005. 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 2005

**Source:** SHARP (FY 2005); Excludes classified, temporary and student employees. "N/R" indicates leave and number of employees were not reported (for Regent's institutions). "N/A" indicates the number is not relevant because there is no accurate leave data or the agency does not have unclassified employees. Topeka Juvenile Correctional Facility became the Juvenile Correctional Complex on June 5, 2005. The data for these two agencies was inaccurate and was excluded from this report.

**Classified Employee Sick Leave Usage by Agency**  
Fiscal Year 2005

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	1	138.75	\$1,584.49	138.75	\$1,584.49
Adjutant General	45	3,673.00	\$62,707.48	81.62	\$1,393.50
Administration, Department of	578	43,250.00	\$732,878.24	74.83	\$1,267.96
Aging, Department on	166	11,944.50	\$225,257.66	71.95	\$1,356.97
Agriculture, Department of	256	18,440.25	\$334,268.58	72.03	\$1,305.74
Animal Health Department	26	2,442.25	\$37,811.58	93.93	\$1,454.29
Arts Commission, Kansas	7	511.00	\$9,562.74	73.00	\$1,366.11
Atchison Juvenile Correctional Fac	90	8,580.25	\$122,260.82	95.34	\$1,358.45
Attorney General	1	19.00	\$359.67	19.00	\$359.67
Banking Department	67	4,961.00	\$105,725.40	74.04	\$1,577.99
Barbering, Board of	0	0.00	\$0.00	0.00	\$0.00
Behavioral Sciences Regulatory Board	4	349.00	\$4,714.62	87.25	\$1,178.66
Beloit Juvenile Correctional Facility	76	3,694.25	\$51,812.39	48.61	\$681.74
Blind, School for the	25	1,744.00	\$24,798.78	69.76	\$991.95
Citizen's Utility Ratepayer Board	N/A	N/A	N/A	N/A	N/A
Commerce, Department of	313	25,238.50	\$446,534.54	80.63	\$1,426.63
Conservation Commission	5	298.00	\$4,377.32	59.60	\$875.46
Corporation Commission	137	9,704.25	\$168,405.07	70.83	\$1,229.23
Corrections, Department of	265	19,492.75	\$334,328.47	73.56	\$1,261.62
Cosmetology, Board of	10	612.75	\$7,335.88	61.28	\$733.59
Credit Unions, Department of	12	426.00	\$8,823.29	35.50	\$735.27
Deaf, School for the	48	3,939.50	\$48,985.91	82.07	\$1,020.54
Dental Board	2	88.00	\$1,054.20	44.00	\$527.10
Education, Department of	169	11,605.25	\$212,477.11	68.67	\$1,257.26
EI Dorado Correctional Facility	443	36,730.75	\$519,403.46	82.91	\$1,172.47
Ellsworth Correctional Facility	214	12,420.25	\$178,435.73	58.04	\$833.81
Emergency Medical Services	11	1,107.75	\$20,236.11	100.70	\$1,839.65
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	21	1,031.75	\$15,271.53	49.13	\$727.22
Fire Marshal	46	3,656.75	\$70,282.32	79.49	\$1,527.88
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	26	2,016.75	\$27,887.76	77.57	\$1,072.61
Health & Environment, Department of	774	57,134.50	\$1,046,301.52	73.82	\$1,351.81
Health Care Stabilization Fund, Bd of Gov	8	800.75	\$9,797.18	100.09	\$1,224.65
Health Policy and Finance	119	346.75	\$6,081.63	2.91	\$51.11
Highway Patrol	798	45,431.50	\$847,488.55	56.93	\$1,062.02
Historical Society, State	111	8,364.25	\$127,616.41	75.35	\$1,149.70
Housing Resources Corp, Kansas	31	2,621.50	\$50,141.57	84.56	\$1,617.47
Human Rights Commission, Kansas	26	1,552.50	\$22,756.85	59.71	\$875.26
Hutchinson Correctional Facility	507	33,797.50	\$493,093.10	66.66	\$972.57
Indigents Defense Services Board	67	4,895.25	\$64,887.02	73.06	\$968.46
Insurance Department	28	2,547.00	\$31,907.86	90.96	\$1,139.57
Investigation, Kansas Bureau of	143	7,466.50	\$139,424.93	52.21	\$975.00
Judicial Branch	0	0.00	\$0.00	0.00	\$0.00
Judicial Council	N/A	N/A	N/A	N/A	N/A
Juvenile Correctional Complex	N/A	N/A	N/A	N/A	N/A
Juvenile Justice Authority	24	1,880.00	\$35,191.72	78.33	\$1,466.32
Kansas Inc	N/A	N/A	N/A	N/A	N/A
Kansas Public Employees Retirement System	66	4,950.25	\$78,963.09	75.00	\$1,196.41
Kansas State University	N/A	N/R	N/R	N/R	N/R
Labor, Department of	478	38,693.75	\$674,910.44	80.95	\$1,411.95
Lansing Correctional Facility	658	54,835.25	\$826,778.35	83.34	\$1,256.50
Larned Correctional Mental Health Fac	178	11,923.75	\$167,317.41	66.99	\$939.99
Larned Juvenile Correctional Facility	135	10,430.75	\$148,546.32	77.26	\$1,100.34
Larned State Hospital	745	57,399.00	\$774,800.88	77.05	\$1,040.00
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 Sick Leave Usage by Agency**  
Fiscal Year 2005

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Library, State	20	1,334.00	\$20,395.11	66.70	\$1,019.76
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Lottery, Kansas State	39	1,775.25	\$26,621.61	45.52	\$682.61
Mortuary Arts, Board of	2	118.25	\$1,487.28	59.13	\$743.64
Neurological Institute, Kansas	530	39,679.50	\$534,372.37	74.87	\$1,008.25
Norton Correctional Facility	252	18,549.50	\$271,668.39	73.61	\$1,078.05
Nursing, Board of	19	1,317.50	\$18,225.03	69.34	\$959.21
Optometry Board of Examiners	1	6.00	\$113.59	6.00	\$113.59
Osawatomie State Hospital	363	30,827.50	\$439,827.71	84.92	\$1,211.65
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Center	450	43,990.25	\$618,146.54	97.76	\$1,373.66
Pharmacy, Board of	6	460.25	\$9,198.03	76.71	\$1,533.01
Pittsburg State University	N/A	N/R	N/R	N/R	N/R
Post Audit, Legislative Div of	N/A	N/A	N/A	N/A	N/A
Racing & Gaming Commission	38	3,868.25	\$67,858.28	101.80	\$1,785.74
Rainbow Mental Health Facility	108	7,555.25	\$116,018.74	69.96	\$1,074.25
Real Estate Appraisal Board	1	28.00	\$585.20	28.00	\$585.20
Real Estate Commission	10	729.50	\$9,904.20	72.95	\$990.42
Regents, Board of	19	1,434.50	\$23,143.94	75.50	\$1,218.10
Revenue, Department of	994	81,431.25	\$1,323,614.60	81.92	\$1,331.60
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	18	1,342.25	\$28,324.73	74.57	\$1,573.60
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	3,164	238,910.25	\$3,803,801.72	75.51	\$1,202.21
Tax Appeals, Board of	13	1,116.00	\$14,878.71	85.85	\$1,144.52
Technical Professions, State Board of	3	191.25	\$2,571.26	63.75	\$857.09
Technology Enterprise Corp, Kansas	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	235	16,123.25	\$235,643.66	68.61	\$1,002.74
Topeka Juvenile Correctional Facility	N/A	N/A	N/A	N/A	N/A
Transportation, Department of	2,997	220,066.00	\$3,480,448.78	73.43	\$1,161.31
Treasurer, State	14	651.50	\$10,655.66	46.54	\$761.12
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	333	27,415.50	\$319,327.69	82.33	\$958.94
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	20	1,179.00	\$27,586.47	58.95	\$1,379.32
Wichita State University	N/A	N/R	N/R	N/R	N/R
Wildlife & Parks, Department of	393	19,153.75	\$325,046.95	48.74	\$827.09
Winfield Correctional Facility	199	11,490.75	\$169,116.03	57.74	\$849.83
<b>Totals</b>	<b>18,201</b>	<b>1,343,931.25</b>	<b>\$21,222,168.26</b>	<b>73.84</b>	<b>\$1,165.99</b>

**Comments:** Agency Total Dollars was determined by calculating the sick leave for each classified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average sick leave used per classified employee was determined by calculating the vacation leave for each agency and dividing by the total number of classified employees in the agency as of June 2005. 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 2005

**Source:** SHARP (FY 2005); Excludes unclassified, temporary and student employees. "N/R" indicates leave and number of employees were not reported (for Regent's institutions). "N/A" indicates the number is not relevant because there is no accurate leave data or the agency does not have classified employees. Topeka Juvenile Correctional Facility became the Juvenile Correctional Complex on June 5, 2005. The data for these two agencies was inaccurate and was excluded from this report.



**Unclassified Employee Sick Leave Usage by Agency**  
Fiscal Year 2005

Agency Name	Number of Employees	Hours	Agency Total		Average Per Employee	
			Dollars	Hours	Dollars	Dollars
Accountancy, Board of	1	40.00	\$1,106.80	40.00	\$1,106.80	
Adjutant General	156	11,099.25	\$163,528.94	71.15	\$1,048.26	
Administration, Department of	22	979.50	\$29,673.47	44.52	\$1,348.79	
Aging, Department on	10	477.50	\$14,683.28	47.75	\$1,468.33	
Agriculture, Department of	17	747.00	\$18,688.96	43.94	\$1,099.35	
Animal Health Department	2	104.00	\$2,574.98	52.00	\$1,287.49	
Arts Commission, Kansas	1	0.00	\$0.00	0.00	\$0.00	
Atchison Juvenile Correctional Fac	1	12.00	\$376.97	12.00	\$376.97	
Attorney General	78	5,070.00	\$103,329.27	65.00	\$1,324.73	
Banking Department	14	436.00	\$13,133.42	31.14	\$938.10	
Barbering, Board of	1	16.00	\$286.96	16.00	\$286.96	
Behavioral Sciences Regulatory Board	3	228.00	\$4,681.61	76.00	\$1,560.54	
Beloit Juvenile Correctional Facility	1	16.00	\$461.54	16.00	\$461.54	
Blind, School for the	56	3,879.75	\$69,031.21	69.28	\$1,232.70	
Citizen's Utility Ratepayer Board	4	204.00	\$5,811.17	51.00	\$1,452.79	
Commerce, Department of	7	203.00	\$5,578.50	29.00	\$796.93	
Conservation Commission	6	219.25	\$4,834.56	36.54	\$805.76	
Corporation Commission	66	4,087.50	\$111,916.13	61.93	\$1,695.70	
Corrections, Department of	15	260.00	\$8,723.70	17.33	\$581.58	
Cosmetology, Board of	1	91.00	\$2,002.59	91.00	\$2,002.59	
Credit Unions, Department of	1	48.00	\$1,500.97	48.00	\$1,500.97	
Deaf, School for the	106	5,314.25	\$96,004.22	50.13	\$905.70	
Dental Board	1	8.00	\$217.88	8.00	\$217.88	
Education, Department of	28	1,402.00	\$45,721.27	50.07	\$1,632.90	
EI Dorado Correctional Facility	1	52.00	\$1,295.32	52.00	\$1,295.32	
Ellsworth Correctional Facility	1	32.00	\$813.16	32.00	\$813.16	
Emergency Medical Services	1	56.00	\$1,723.90	56.00	\$1,723.90	
Emporia State University	N/A	N/R	N/R	N/R	N/R	
Ethics Commission, Kansas Gov	9	474.25	\$8,148.36	52.69	\$905.37	
Fair, Kansas State	1	0.00	\$0.00	0.00	\$0.00	
Fire Marshal	2	56.00	\$1,324.52	28.00	\$662.26	
Fort Hays State University	N/A	N/R	N/R	N/R	N/R	
Governor, Office of the	37	702.25	\$13,696.08	18.98	\$370.16	
Healing Arts, State Board of	6	486.00	\$14,761.87	81.00	\$2,460.31	
Health & Environment, Department of	16	765.50	\$28,821.00	47.84	\$1,801.31	
Health Care Stabilization Fund, Bd of Gov	7	404.50	\$8,730.96	57.79	\$1,247.28	
Health Policy and Finance	4	0.00	\$0.00	0.00	\$0.00	
Highway Patrol	14	383.25	\$12,436.67	27.38	\$888.33	
Historical Society, State	1	48.00	\$1,545.00	48.00	\$1,545.00	
Housing Resources Corp, Kansas	8	653.25	\$12,867.47	81.66	\$1,608.43	
Human Rights Commission, Kansas	4	260.00	\$7,278.01	65.00	\$1,819.50	
Hutchinson Correctional Facility	1	0.00	\$0.00	0.00	\$0.00	
Indigents Defense Services Board	95	4,461.50	\$110,542.51	46.96	\$1,163.61	
Insurance Department	99	8,611.50	\$203,795.97	86.98	\$2,058.55	
Investigation, Kansas Bureau of	7	140.00	\$5,604.84	20.00	\$800.69	
Judicial Branch	1,854	110,031.50	\$1,748,837.68	59.35	\$943.28	
Judicial Council	4	70.50	\$1,155.60	17.63	\$288.90	
Juvenile Correctional Complex	N/A	N/R	N/R	N/R	N/R	
Juvenile Justice Authority	9	582.50	\$16,792.98	64.72	\$1,865.89	
Kansas Inc	2	155.50	\$4,022.04	77.75	\$2,011.02	
Kansas Public Employees Retirement System	14	522.50	\$17,330.03	37.32	\$1,237.86	
Kansas State University	N/A	N/R	N/R	N/R	N/R	
Labor, Department of	25	1,195.00	\$34,176.20	47.80	\$1,367.05	
Lansing Correctional Facility	1	12.00	\$253.41	12.00	\$253.41	
Larned Correctional Mental Health Fac	N/A	N/A	N/A	N/A	N/A	
Larned Juvenile Correctional Facility	2	64.00	\$3,409.58	32.00	\$1,704.79	
Larned State Hospital	20	2,090.00	\$120,453.03	104.50	\$6,022.65	
Legislative Coordinating Council	11	551.50	\$11,424.65	50.14	\$1,038.60	
Legislative Research Department	38	2,080.00	\$56,995.83	54.74	\$1,499.89	
Legislature	34	1,041.00	\$21,884.56	30.62	\$643.66	

**Unclassified Employee Sick Leave Usage by Agency**  
Fiscal Year 2005

Agency Name	Number of Employees	Hours	Average Per Employee	
			Agency Total Dollars	Agency Total Hours
Library, State	2	111.75	\$1,155.90	55.88
Lieutenant Governor, Office of the	4	14.00	\$231.06	3.50
Lottery, Kansas State	39	1,622.50	\$31,383.21	41.60
Mortuary Arts, Board of	1	20.00	\$588.25	20.00
Neurological Institute, Kansas	3	116.00	\$6,239.08	38.67
Norton Correctional Facility	N/A	N/A	N/A	N/A
Nursing, Board of	2	104.00	\$2,649.43	52.00
Optometry Board of Examiners	N/A	N/A	N/A	N/A
Osawatomie State Hospital	16	1,050.00	\$47,758.13	65.63
Parole Board, Kansas	3	72.00	\$3,603.25	24.00
Parsons State Hospital & Trng Center	7	144.00	\$3,082.71	20.57
Pharmacy, Board of	1	0.00	\$0.00	0.00
Pittsburg State University	N/A	N/R	N/R	N/R
Post Audit, Legislative Div of	21	964.50	\$29,424.31	45.93
Racing & Gaming Commission	18	937.75	\$24,383.41	52.10
Rainbow Mental Health Facility	3	120.00	\$8,727.97	40.00
Real Estate Appraisal Board	1	28.00	\$758.48	28.00
Real Estate Commission	1	104.00	\$2,880.50	104.00
Regents, Board of	31	1,948.00	\$62,311.44	62.84
Revenue, Department of	29	1,502.50	\$47,504.70	51.81
Revisor of Statutes	27	1,513.50	\$39,606.14	56.06
Secretary of State	49	3,500.50	\$58,009.31	71.44
Securities Commissioner, Office of the	10	1,128.00	\$31,740.38	112.80
Sentencing Commission, Kansas	7	417.25	\$8,281.25	59.61
Social & Rehabilitation Services, Dept of	31	1,422.00	\$48,618.73	45.87
Tax Appeals, Board of	6	192.00	\$5,186.57	32.00
Technical Professions, State Board of	2	236.00	\$6,131.31	118.00
Technology Enterprise Corp, Kansas	23	1,083.25	\$24,927.45	47.10
Topeka Correctional Facility	N/A	N/A	N/A	N/A
Topeka Juvenile Correctional Facility.	N/A	N/A	N/A	N/A
Transportation, Department of	9	296.00	\$12,398.91	32.89
Treasurer, State	32	1,882.00	\$36,455.36	58.81
University of Kansas	N/A	N/R	N/R	N/R
University of Kansas Medical Center	N/A	N/R	N/R	N/R
Veterans Affairs, Commission on	4	84.00	\$2,228.38	21.00
Veterinary Examiners, Board of	3	173.50	\$2,687.06	57.83
Water Office, Kansas	2	80.00	\$2,879.61	40.00
Wichita State University	N/A	N/R	N/R	N/R
Wildlife & Parks, Department of	26	455.00	\$9,773.28	17.50
Winfield Correctional Facility	N/A	N/A	N/A	N/A
<b>Totals</b>	<b>3,339</b>	<b>192,246.00</b>	<b>\$3,735,595.20</b>	<b>57.58</b>

**Comments:** Agency Total Dollars was determined by calculating the sick leave for each unclassified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average sick leave used per unclassified employee was determined by calculating the vacation leave for each agency and dividing by the total number of unclassified employees in the agency as of June 2005. 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 2005.

**Source:** SHARP (FY 2005); Excludes classified, temporary and student employees. "N/R" indicates leave and number of employees were not reported (for Regent's institutions). "N/A" indicates the number is not relevant because there is no accurate leave data or the agency does not have unclassified employees. Topeka Juvenile Correctional Facility became the Juvenile Correctional Complex on June 5, 2005. The data for these two agencies was inaccurate and was excluded from this report.

**Classification Study Crosswalk  
Information Technology Job Classes**

<b>Previous Classification</b>	<b>Previous Pay Grade</b>	<b>New Classification</b>	<b>New Pay Grade</b>
Applications Programmer/Analyst I	25	Applications Developer I	27
Applications Programmer/Analyst II	27	Applications Developer I	27
Applications Programmer/Analyst III	29	Applications Developer II	29
Systems Analyst III	29	Applications Developer II	29
Quality Assurance Analyst	29	Applications Developer II	29
Applications Programmer/Analyst IV	31	Applications Developer III	31
Systems Analyst IV	31	Applications Developer III	31
Prog. & Analysis Supervisor	33	Applications Development Supervisor	33
Documentation Tech. Writer	21	Applications Support Technician	21
Applications Programmer I	21	Applications Support Technician	21
Applications Programmer II	25	Applications Support Technician	21
Computer Operations Facility Spec	23	Computer Operations Facility Tech	23
Computer Operations Manager	25	Computer Operations Manager	25
Data Proc. Oper. Mgr I w/o SS	28	Computer Operations Manager	25
Data Control Tech. I	12	Computer Operator I	18
Data Control Tech II	15	Computer Operator I	18
Data Control Tech III	18	Computer Operator I	18
Computer Operator I	16	Computer Operator I	18
Computer Operator II	18	Computer Operator I	18
Computer Operator III	20	Computer Operator II	20
Data Control Supervisor	21	Computer Operations Supervisor	23
Computer Operations Supervisor	23	Computer Operations Supervisor	23
Database Prog./Analyst I	25	Database Administrator I	27
Database Prog./Analyst II	27	Database Administrator II	29
Database Prog./Analyst III	31	Database Administrator III	31
NEW		Database Administration Supervisor	33
Equipment Planning Tech. I	27	Equipment Planning Technician I	29
Equipment Planning Tech. II	29	Equipment Planning Technician I	29
Equipment Planning Tech III	31	Equipment Planning Technician II	31
Information Resource Manager I	32	Information Systems Manager I	32
Telecommunications Operations Mgr.	32	Information Systems Manager I	32
Information Resource Manager II	34	Information Systems Manager II	35
Data Center Manager	35	Information Systems Manager II	35
Prog. & Analysis Mgr.	35	Information Systems Manager II	35
Systems Software Mgr.	35	Information Systems Manager II	35
Network Planning Mgr.	35	Information Systems Manager II	35
NEW		Information Tech Arch Analyst I	30
NEW		Information Tech Arch Analyst II	32
NEW		Information Tech Project Analyst	30
NEW		Information Tech Project Manager	32
NEW		Information Tech Security Analyst I	30
NEW		Information Tech Security Analyst II	32
NEW		Information Tech Security Analyst III	34
Network Control Tech. I	22	Network Control Technician I	22
Network Control Tech. II	25	Network Control Technician II	25
Network Control Tech. III	27	Network Control Technician III	27
Network Control Supervisor	29	Network Control Supervisor	29

**Classification Study Crosswalk**

### Information Technology Job Classes

Previous Classification	Previous Pay Grade	New Classification	New Pay Grade
Installation/Service Tech. I	23	Network Service Technician I	23
Installation/Service Tech. II	26	Network Service Technician II	26
Installation/Service Tech. III	28	Network Service Technician III	28
Installation/Service Supervisor	29	Network Service Supervisor	29
Systems Software Prog./Analy. I	25	Systems Software Analyst I	27
Systems Software Prog./Analyst. II	27	Systems Software Analyst I	27
Systems Software Prog./Analy. III	29	Systems Software Analyst II	29
Data Process Oper. Man. II w/o SS	31	Systems Software Analyst III	31
Systems Software Prog./Analyst IV	31	Systems Software Analyst III	31
Systems Software Specialist	33	Systems Software Staff Cons	33
Systems Software Supervisor	33	Systems Software Supervisor	33
Information Technology Consultant I	25	Technology Support Consultant I	25
Microcomputer Sys Support Tech. III	26	Technology Support Consultant I	25
Information Technology Consultant II	27	Technology Support Consultant II	27
Information Technology Consultant III	29	Technology Support Consultant III	29
Microcomputer Systems Tech. I	19	Technology Support Technician I	19
Microcomputer Systems Tech. II	22	Technology Support Technician II	22
Microcomputer Systems Support Mgr	30	Technology Support Supervisor	30
Information Center Supervisor	31	Technology Support Supervisor	30

**Classification Study Crosswalk  
Geologist Job Classes**

<b>Old Class</b>	<b>New Class</b>
Geologist I	Geology Trainee
Environmental Geologist I Geologist II	Geology Associate Geology Associate
Environmental Geologist II Geologist III	Professional Geologist II
Environmental Geologist III Geologist IV	Professional Geologist III
Environmental Geologist IV	Professional Geologist IV

## 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 involuntary movement for disciplinary purposes under K.A.R. 1-10-6 or the involuntary movement of an employee from a position in one class to a position in another class having a lower pay grade.

**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.

## **Fiscal Years 2004-1995 Legislative Summary**

Listed below is information about the establishment and abolishment of state agencies or parts of agencies and documents where programs were transferred as a part of that reorganization. Changes in FTE should be verified with the Division of Budget.

### **Fiscal Year 2005**

- Upon approval of the Kansas Board of Regents, state universities were allowed to convert classified positions to the unclassified service beginning July 1, 2005. Employees retained all health and flexible benefits and leave and retirement benefits. The newly unclassified employees at state universities were designated as “university support staff.” During FY2005, University of Kansas classified employees converted to the unclassified service.
- Effective July 1, 2005, created the Kansas Health Policy Authority within the Executive Branch and established the division of health policy and finance in the Department of Administration. Certain functions and employees were transferred from the Department of Social and Rehabilitation Services to the division of health policy and finance. These functions include the state Medicaid program, the MediKan program, and the state children’s health insurance program.
- Effective June 2005, employees in the American Job Link program were transferred from the Department of Labor to the Department of Commerce.

### **Fiscal Year 2004**

- The Department of Human Resources was renamed as the Department of Labor, effective July 1, 2004. Certain functions and employees of the Department of Human Resources were also transferred to the Department of Commerce at this time. These functions include the Division of Employment and Training, labor exchange and training, including, but not limited to functions that relate to the Workforce Network of Kansas Board, Kansas Apprenticeship Council and Commission on Disability Concerns.
- Effective October 1, 2004, certain functions and employees were transferred to the Department of Agriculture from the Department of Health and Environment. These functions include the Food Service and Lodging Act (K.S.A. 36-501 et seq.); functions related to mobile retail ice cream vendors, food service establishments in retail food stores, vending machines, food vending machine companies and food vending machine dealers. Other transferred functions include those under K.S.A. 65-688 related to retail food stores and food processing plants and functions under K.S.A. 65-619 through K.S.A. 65-687.
- Effective July 1, 2004, surplus property programs and employees from the Department of Corrections were transferred to the Department of Administration.

### **Fiscal Year 2003**

- The Division of Housing was transferred from the Department of Commerce to the Kansas Development Finance Authority, effective July 1, 2003.
- The administration of the Adult Care Home Licensure Act was transferred from the Department of Health and Environment to the Department on Aging, effective July 1, 2003

### **Fiscal Year 2002**

- 11 FTE positions were added to the Board of Regents
- 19 FTE positions were added to the Larned Juvenile Correctional Facility.
- 23 FTE positions were abolished from the Department of Human Resources (currently called the Department of Labor), and three of these positions were transferred to the Department of Administration for the Workplace Safety Program
- 17.5 FTE positions were added to the Department of Education.

## **Fiscal Year 2001**

- 137.5 FTE positions were added to the Department of Health and Environment; this includes the conversion of 141 unclassified positions to FTE positions.
- 107.6 FTE positions were added to the Department of Social and Rehabilitation Services, reflecting the conversion of unclassified positions to FTE positions.
- 92 FTE positions were added to the Commission on Veteran's Affairs for the Kansas Veteran's Home.
- 40.5 FTE positions were added to the Ellsworth Correctional Facility to staff a new unit.
- 34 FTE positions were added to the Department of Revenue to assist with collections.
- 29 FTE positions were added to the Topeka Correctional Facility to staff a new cell house
- 13 FTE positions were added to the Department of Commerce to administer Section 8 housing contracts.
- 13 unclassified positions were added to the Kansas Bureau of Investigation to assist with backlogs in the lab.
- 11 FTE positions were shifted to the Board of Regents from the Department of Education for administration of vocational education aid
- 9 FTE positions were deleted from the Kansas Racing and Gaming commission due to the closing of Camptown Race Track.
- 6 FTE positions were added to the Department of Health and Environment for expanded nursing home inspections

## **Fiscal Year 2000**

- The Legislature abolished FTE positions that had been vacant for four years or more as determined by the Director of the Budget and in consultation with the Director of Personnel Services. This resulted in the removal of 37.7 FTE positions in eight state agencies.
- An additional 28.3 FTE positions will be deleted in FY 2001 since they have been vacant for three years or longer.
- 9.0 FTE positions were added to the Racing and Gaming Commission for the opening of a new racetrack.
- 12.0 FTE positions were added to the Department of Corrections for work crew supervisors.
- 11 FTE positions were added to Larned Correctional Mental Health Facility for security and drug treatment programs.
- 60.5 FTE positions were added to El Dorado Correctional Facility for the relocation of the Reception and Diagnostic Unit.
- 16 FTE positions were added to the Kansas Highway Patrol for new troopers for the Motor Carrier Safety Assistance Program.
- 21 FTE positions were removed from the Department of Revenue, 17 positions would be eliminated through restructuring regional tax offices and 4 would be eliminated through restructuring of the Alcoholic Beverage Control Division.
- 1.3 FTE positions were removed from the Department of Agriculture for the privatization of the Grain Commodity Commissions.
- 8 FTE positions were removed for the privatization of the Kansas Wheat Commission

## **Fiscal Year 1999**

- The KU Hospital portion of the KU Medical Center became a public authority and is no longer part of the state agency. Approximately half of the KUMC FTE was transferred to the public authority.
- 23 FTE positions were added to the Sex Predator Treatment Program at Larned State Hospital.
- 14 FTE positions were added to the Highway Patrol
- 11 FTE positions were added to the Department of Environment for inspections of large swine feeding facilities
- 10 FTE positions were added to the Judicial Department
- 7 FTE positions were added to the Department of Revenue as part of the 1998 Tax Relief Act
- 7 FTE positions were added to the Board of Tax Appeals
- Office of the Long-Term Care Ombudsman was transferred to the Department on Aging, to the Department of Administration, this includes 5.5 FTE positions.



### **Fiscal Year 1998**

- Long Term Care programs for the elderly were transferred from the Department of Social and Rehabilitation Services to the Department on Aging
- Winfield Veteran's Home was established on the grounds of the Winfield State Hospital and Training Center.
- Grain Inspection Department was abolished effective September 1, 1997. The grain inspection and grading component was privatized, while the warehouse program was transferred to the Department of Agriculture.
- The Juvenile Justice Authority was created to implement the Juvenile Justice Reform Act
- 24 FTE positions were added to the Department of Administration for the operation of the Topeka State Hospital Grounds.
- 20.5 FTE positions were transferred from the Department of Social and Rehabilitation Services to the Department of Health and Environment for the licensure inspection of family foster homes, child placement agencies, 24 hour care residential and detention facilities.
- 17.1 FTE positions were added to Pittsburg State University Technology Center

### **Fiscal Year 1997**

- Topeka State Hospital and Winfield State Hospital and Training Center were closed.
- 32.4 FTE positions were added to the Attorney General's Office for Medicaid fraud and abuse
- 120 FTE positions were reduced from the Department of Corrections due to the privatization of food service in facilities.
- 23 FTE positions were shifted from the Winfield Correctional Facility to the Lansing Correctional Facility to handle increased inmate populations.

### **Fiscal Year 1996**

- Effective January 1, 1996, all state employees were placed on a bi-weekly pay cycle.
- 1096.2 part time positions were converted to FTE to reflect the true size of the workforce.
- Kansas Youth Authority was authorized
- The Kansas Guardianship Program was created.
- 43 FTE positions were added at Winfield, Lansing, Topeka, El Dorado and Hutchinson Correctional Facility
- 9 FTE positions were abolished from the Kansas Corporation Commission.
- Farmer's Assistance, Counseling and Training Program (FACTS) were transferred from the Department of Agriculture to Kansas State University's Cooperative Extension Service, moving 7 positions.

### **Fiscal Year 1995**

- Established the Kansas Information Resources Council and the Office of the Chief Information Architect.
- 10 FTE positions were added to Judiciary due to new crime legislation.
- 40 FTE positions were added for the Adjutant General's Retro Europe Repair Site
- 63 limited-term positions were added to the Youth Center at Larned
- 35 FTE positions were abolished from Topeka Correctional Facility due to anticipated inmate population increases
- 9 FTE positions and 62 special project positions were added to the Department of Social and Rehabilitation Services to implement welfare reform.
- 9 special project positions were added to the Youth Center at Topeka to conduct a Physical Training Program for juvenile offenders.

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

	POSITION TYPE			
	REGULAR		TEMPORARY	
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
<b>POSITION</b>				
Counts Toward FTE	Yes	Yes	0	No
Statutory Authority	FTE Limit	FTE Limit	N/A	N/A
<b>EMPLOYEE MOVEMENT</b>				
Promotion and Transfer	Yes	Yes	Yes	Yes
Suspension and Demotion	Yes	Yes	No	No
Layoff Alternatives	Yes	Yes	No	No
Dismissal	Yes	Yes	Yes	Yes
<b>SELECTION</b>				
Selection Process	Civil Service Procedure	Civil Service Procedure	Agency Discretion	Agency Discretion
Meets MQ	Yes	Yes	Yes	Yes
Eligibility Pools Considered?	Yes	Yes	Agency Discretion	Agency Discretion
Compete with Others	Yes	Yes	Agency Discretion	Agency Discretion
<b>COMPENSATION</b>				
Hour Limitations	None	Below 100%	999 Hours in 12 Months	999 Hours in 12 Months
Probationary Period	Yes	Yes	No	No
Pay	Pay Matrix	Pay Matrix	K.A.R. 1-5-9	K.A.R. 1-5-9
Step Movement	Yes	Yes	No	No
Longevity Bonus	Yes	Yes	No	No
Overtime Exemption	Position Specific	Position Specific	Position Specific	Position Specific
Length of Service	Yes	Yes	No	No
<b>BENEFITS ELIGIBILITY</b>				
GHI	Yes	Yes <sup>1</sup>	No	No
KPERS (Retirement System)	Yes	Yes	No	No
Sick Leave	Yes	Prorated Basis	No	No
Vacation Leave	Yes	Prorated Basis	No	No
Holiday Credit/ Discretionary Day	Yes	Possible Credit <sup>2</sup>	No	No
Deferred Compensation/TSA	Yes	Yes	Yes	Yes
Shared Leave	Yes	Yes	No	No
Flexible Spending Account	Yes	Yes	No	No

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

	POSITION TYPE			
	REGULAR		TEMPORARY	
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
<b>POSITION</b>				
Counts Toward FTE	Yes	Yes	No	No
Statutory Authority	K.S.A. 75-2935 or Agency Statutes	K.S.A. 75-2935 or Agency Statutes	Agency Statutes and K.S.A. 75-2935(1)(I) (Special Projects)	Agency Statutes and K.S.A. 75-2935(1)(I) (Special Projects)
<b>EMPLOYEE MOVEMENT</b>				
Promotion and Transfer	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion
Suspension and Demotion	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion
Layoff Alternatives	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion
Dismissal	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion
<b>SELECTION</b>				
Selection Process	Agency Discretion/ Governor's approval	Agency Discretion/ Governor's approval	Agency Discretion/ Governor's approval	Agency Discretion/ Governor's approval
Meets MQ	N/A	N/A	N/A	N/A
Eligibility Pools Considered?	N/A	N/A	N/A	N/A
Compete with Others	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion
<b>COMPENSATION</b>				
Hour Limitations	None	None	None	None
Probationary Period	Optional	Optional	Optional	Optional
Pay	Agency Statutes/Governor's Approval	Agency Statutes/Governor's Approval	Agency Statutes/Governor's Approval	Agency Statutes/Governor's Approval
Pay Increases	Yes	Yes	Yes	Yes
Longevity Bonus	Position Specific	Position Specific	Position Specific	Position Specific
Overtime Exemption	Position Specific	Position Specific	Position Specific	Position Specific
Length of Service	Typically Yes	Typically Yes	Position Specific	Position Specific
<b>BENEFITS ELIGIBILITY</b>				
GHI	Yes	Yes <sup>1</sup>	Position Specific	Position Specific
KPERS Retirement System	Yes	Yes	Position Specific	Position Specific
Sick Leave	Yes	Prorated Basis	Position Specific	Position Specific
Vacation Leave	Yes	Prorated Basis	Position Specific	Position Specific
Holiday Credit/ Discretionary Day	Yes	Position Specific	Position Specific	Position Specific
Deferred Compensation/TSA	Yes	Yes	Position Specific	Position Specific
Shared Leave	Yes	Yes	Position Specific	Position Specific
Flexible Spending Account	Yes	Yes	Position Specific	Position Specific