

FSIIs that are close to becoming FSIIIs and new FSIIIs are very difficult to retain. Fifteen of the 22 scientists we lost over the last 3.5 years fall into this category. During the same period we lost an additional two experienced FSIIIs for higher pay, for a total of 17 fully trained and experienced scientists have been lost – over **33%** of our science staff. Other agencies realize how valuable they are and will hire them at a higher pay rate. These people saw little potential for pay increases or advancement at the KBI. They leave, taking with them, the large investment that the State of Kansas has put into their training.

**Parity:**

The values shown below, unless annotated, show the **STARTING** salaries

	FSI (Trainee)	FSII	FSIII	FSIV (Supervisor)
KBI	\$42,432	\$50,918	\$53,414	\$56,118
Johnson Co.	\$53,040	\$61,027 \$69,266 <sup>1</sup>	\$64,730	\$69,368
Oklahoma SBI	\$46,966	\$53,983	\$62,707 \$73,000 <sup>1</sup>	\$69,000
Sedgwick Co.		\$62,220 <sup>1</sup>		

Note 1: Actual salary at new employer of former KBI forensic scientist

Note 2: Some sources are at least 2 years old

Note 3: Most KBI Forensic Scientists are at or near bottom of pay range due to compression

Hay Study: supports a 20% increase; however the study was flawed due to a single position being used for the basis of the study for the FSIII range

To achieve parity we recommend:

FSI: 10% increase

FSII: 20% increase

FSIII: 20% increase

FSIV: 23% increase

**Recommendation:**

The Kansas Bureau of Investigation has identified a significant problem related to their ability to retain highly trained, productive and experienced forensic scientists. We support their efforts to work with the Department of Administration to adjust the classifications for the forensic scientist series to become competitive with their peers in the regional marketplace.