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**Testimony on Working After Retirement and
Final Average Salary Issues**

Chairman Johnson and Members of the House Committee on Pensions and Benefits

I am Stuart Little representing the Shawnee Mission School District located in Johnson County. Shawnee Mission has over 3,500 employees who are members of the KPERS system. Shawnee Mission School District has one of the largest number of employees in the school KPERS system. We are keenly aware of the issues related to KPERS retirees working after employment and potential restrictions and changes to the calculation of final average salary.

You have heard extensive discussion of the details of working after retirement issues and House Bill 2308. Our district is not supportive of the changes in House Bill 2308. We currently have fifty-one employees who have retired from SMSD or another KPERS employer and are now working for the district. The proposed changes in House Bill 2308 that apply the \$20,000 cap to employees from another KPERS unit would have a tremendous impact on the district ability to retain quality retired employees in hard to fill positions. The result of these changes would likely mean the careful consideration of terminating relations with these valued and needed employees.

Shawnee Mission is also opposed to the proposed changes related to final average salary calculations for KPERS members hired prior to July 1, 1993. Exclusion of accumulated sick, vacation, or annual leave from the final average salary will save the State money but this change to the current employees and retirees is a breach of the employment agreement we have with our employees.

For the last two years as the Legislature has worked on changes to the public employees retirement system, the central focus has always concluded that it is wrong to change the retirement system for current employees. We support that action. The proposed changes to the final average salary calculation would appear to violate that Legislative practice of making changes for future employees. We oppose House Bill 2308.

I am happy to stand for questions at the appropriate time.