

HOUSE BILL No. 2325

By Committee on Appropriations

2-13

1 AN ACT concerning state employees; relating to abolishing longevity
2 bonus payments; amending K.S.A. 2012 Supp. 75-5551 and repealing
3 the existing section; also repealing K.S.A. 2012 Supp. 75-5541.
4

5 *Be it enacted by the Legislature of the State of Kansas:*

6 New Section 1. (a) No longevity bonus payment shall be paid by any
7 state agency to any state officer or employee who has a service anniversary
8 on or after June 9, 2013.

9 (b) As used in this section, "state officer or employee" includes any
10 state officer or employee in the classified or unclassified service under the
11 Kansas civil service act and any other state officer or employee in state
12 service.

13 Sec. 2. K.S.A. 2012 Supp. 75-5551 is hereby amended to read as
14 follows: 75-5551. (a) The compensation program (compensation and
15 benefits opportunity and delivery) for state employees will be designed to
16 support the mission of the various branches of government and the
17 agencies and departments within those branches. The foundation of the
18 compensation program is to attract and retain quality employees with
19 competitive compensation based on relevant labor markets. The programs
20 will be based upon principles of fairness and equity and will be
21 administered with sound fiscal discipline.

22 (b) The compensation philosophy component statements are:

23 (1) The legislature will be accountable for the adoption of the
24 compensation philosophy and framework. The executive branch through
25 delegated authority from the governor to the department of administration
26 will be accountable for the consistent administration of the program for
27 classified employees. Agency heads will be accountable for proper
28 administration of the program within their agencies. The chief justice,
29 through delegated authority to the office of judicial administration will be
30 accountable for the consistent administration of the program for judicial
31 branch employees. The state board of regents, through delegated authority
32 to the chief executive officer of each campus, will be accountable for the
33 consistent administration of the program for higher education faculty and
34 non-classified employees. The respective appointing authorities will have
35 accountability for the consistent administration of compensation for non-
36 classified employees.

1 (2) The compensation program will be based on consistent principles
2 of fairness throughout the state, yet will be flexible to meet changing
3 needs. This will allow for multiple pay plans to fit different needs and
4 market variables for the different branches of government and within those
5 branches.

6 (3) Establishing the value of compensation will be primarily based on
7 establishing the appropriate market value of the job. For positions for
8 which a market value cannot be readily identified, the value of
9 compensation for those positions will be based on a fair, defensible and
10 understandable method.

11 (4) While recognizing that service and tenure yields valued
12 experience, pay delivery mechanisms will be based on a combination of
13 achievement of performance objectives, recognition of differences in job
14 content, acquisition and application of further skill and education and pay
15 for the achievement of team/unit or department goals.

16 (5) All aspects of compensation (base salary, benefits, lump sum
17 payments, allowances and other variable elements of compensation) will
18 be considered as a total compensation package for state employees. The
19 state's pay programs will utilize both fixed and variable compensation as
20 well as non-cash reward and recognition programs.

21 (6) Total compensation, as defined above, will be targeted at a
22 competitive level when compared to the appropriate labor markets to allow
23 the state to attract and retain the quality and quantity of employees needed
24 to fulfill service commitments to its citizens.

25 (7) The state is committed to ensuring that its salary structures are up
26 to date through the conduct of market surveys at regular intervals. There
27 will be a planned approach to ensure that the classification structure and
28 classification of employees is kept current.

29 (8) The compensation programs will reinforce a work culture and
30 climate where employees are recognized and rewarded for their
31 contribution. Any changes to compensation must be reasonable and take
32 into consideration the needs of the state as an employer, the work culture
33 afforded to the employees as public service providers and the citizens
34 receiving services from the state.

35 ~~(9) It is the intent of the legislature that longevity bonus payments~~
36 ~~shall not be considered as part of base pay.~~

37 Sec. 3. K.S.A. 2012 Supp. 75-5541 and 75-5551 are hereby repealed.

38 Sec. 4. This act shall take effect and be in force from and after June 9,
39 2013, and its publication in the Kansas register.