

HOUSE BILL No. 2750

By Committee on Appropriations

3-10

1 AN ACT concerning state employees; relating to a salary increase for
2 classified state employees and abolishing longevity bonus payments;
3 amending K.S.A. 2013 Supp. 44-511, 46-137a, 46-137b, 75-3103, 75-
4 3111a, 75-3120l and 75-5551 and repealing the existing sections; also
5 repealing K.S.A. 2013 Supp. 75-5541.
6

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

8 New Section 1. (a) The governor is hereby authorized and directed to
9 modify the pay plan for fiscal year 2015 in accordance with this section
10 and to adopt such pay plan as so modified. The pay plan adopted by the
11 governor under this section shall be the pay plan for the classified service
12 under the Kansas civil service act and shall be effective on the first day of
13 the first biweekly payroll period which is chargeable to the fiscal year
14 ending June 30, 2015.

15 (b) The existing pay plan for fiscal year 2015 shall be modified to
16 provide to classified state employees with annual compensation of \$35,000
17 or less for a base pay rate increase of 3.0% in the pay rates of such pay
18 plan, which shall be effective on the first day of the first biweekly payroll
19 period which is chargeable to the fiscal year ending June 30, 2015.

20 (c) (1) The existing pay plan for fiscal year 2015 shall be modified to
21 provide to classified state employees with annual compensation over
22 \$35,000 for a base pay rate increased by the percentage determined under
23 subsection (c)(2) in the pay rates of such pay plan, which shall be effective
24 on the first day of the first biweekly payroll period which is chargeable to
25 the fiscal year ending June 30, 2015.

26 (2) For each classified state employee with annual compensation over
27 \$35,000, the rate of compensation of such classified state employee with
28 annual compensation over \$35,000 that is increased under subsection (c)
29 (1) shall be increased by the percentage increase determined by the
30 director of the budget, in consultation with the director of legislative
31 research, in accordance with the following: The rate of compensation shall
32 be the rate mathematically determined by ranking all such classified state
33 employees with annual compensation over \$35,000, by the rates of
34 compensation, in a smooth, ascending line compared with a smooth,
35 ascending line of percentages commencing with 3.0% corresponding to
36 \$35,000 and ending with 0.5% corresponding with the dollar amount of

1 the greatest annual compensation of a classified state employee. After
2 making such determination, the director of the budget shall certify the
3 percentage determined for each such classified state employee with annual
4 compensation over \$35,000 to the secretary of administration.

5 (d) The secretary of administration is hereby authorized and directed
6 to implement and administer the provisions of this section to provide for
7 such increase. The secretary shall ensure that such increases to the rate of
8 compensation of the classified state employees who are subject to the
9 provisions of this section for the fiscal year ending June 30, 2015, have
10 been implemented.

11 (e) The director of the budget, on behalf of the executive branch of
12 state government, shall prepare a budget estimate based upon the most
13 recent payroll information for the salary increases specified in this section,
14 and all amendments and revisions of such estimate, and the director of the
15 budget shall submit a copy of such estimate, and all amendments and
16 revisions thereof, directly to the director of legislative research.

17 New Sec. 2. (a) (1) There is hereby appropriated for the state finance
18 council from the state general fund for the fiscal year ending June 30,
19 2015, the sum of \$8,186,924 to be used for the purpose of paying the
20 proportionate share of the cost to the state general fund of the base salary
21 increases which are provided for by modification of the pay plan for state
22 employees in the classified service under the Kansas civil service act to
23 provide for the increase established in section 1, and amendments thereto,
24 in the pay rates of such pay plan, including associated employer
25 contributions.

26 (2) To pay the proportionate share of the cost to the state general fund
27 of each state agency for the salary increases established in section 1, and
28 amendments thereto, including associated employer contributions, upon
29 recommendation of the director of the budget, the state finance council,
30 acting on this matter which is hereby characterized as a matter of
31 legislative delegation and subject to the guidelines prescribed in subsection
32 (c) of K.S.A. 75-3711c, and amendments thereto, except paragraph (3) of
33 such subsection (c), is hereby authorized to approve the transfer of moneys
34 from the appropriation under subsection (a) (1) by the director of accounts
35 and reports, who is hereby authorized and directed to make such transfers
36 in accordance with such approval, to the proper accounts created by state
37 general fund appropriations for the fiscal year ending June 30, 2015.

38 (b) (1) There is hereby appropriated for the state finance council from
39 the state economic development initiatives fund for the fiscal year ending
40 June 30, 2015, the sum of \$132,716 to be used for the purpose of paying
41 the proportionate share of the cost to the state economic development
42 initiatives fund of the base salary increases which are provided for by
43 modification of the pay plan for state employees in the classified service

1 under the Kansas civil service act to provide for the increase established in
2 section 1, and amendments thereto, in the pay rates of such pay plan,
3 including associated employer contributions.

4 (2) To pay the proportionate share of the cost to the state economic
5 development initiatives fund of each state agency for the salary increases
6 established in section 1, and amendments thereto, including associated
7 employer contributions, upon recommendation of the director of the
8 budget, the state finance council, acting on this matter which is hereby
9 characterized as a matter of legislative delegation and subject to the
10 guidelines prescribed in subsection (c) of K.S.A. 75-3711c, and
11 amendments thereto, except paragraph (3) of such subsection (c), is hereby
12 authorized to approve the transfer of moneys from the appropriation under
13 subsection (b)(1) by the director of accounts and reports, who is hereby
14 authorized and directed to make such transfers in accordance with such
15 approval, to the proper accounts created by state economic development
16 initiatives fund appropriations for the fiscal year ending June 30, 2015.

17 (c) (1) There is hereby appropriated for the state finance council from
18 the state water plan fund for the fiscal year ending June 30, 2015, the sum
19 of \$14,871 to be used for the purpose of paying the proportionate share of
20 the cost to the state water plan fund of the base salary increases which are
21 provided for by modification of the pay plan for state employees in the
22 classified service under the Kansas civil service act to provide for the
23 increase established in section 1, and amendments thereto, in the pay rates
24 of such pay plan, including associated employer contributions.

25 (2) To pay the proportionate share of the cost to the state water plan
26 fund of each state agency for the salary increases established in section 1,
27 and amendments thereto, including associated employer contributions,
28 upon recommendation of the director of the budget, the state finance
29 council, acting on this matter which is hereby characterized as a matter of
30 legislative delegation and subject to the guidelines prescribed in subsection
31 (c) of K.S.A. 75-3711c, and amendments thereto, except paragraph (3) of
32 such subsection (c), is hereby authorized to approve the transfer of moneys
33 from the appropriation under subsection (c)(1) by the director of accounts
34 and reports, who is hereby authorized and directed to make such transfers
35 in accordance with such approval, to the proper accounts created by state
36 water plan fund appropriations for the fiscal year ending June 30, 2015.

37 (d) Upon recommendation of the director of the budget, the state
38 finance council, acting on this matter which is hereby characterized as a
39 matter of legislative delegation and subject to the guidelines prescribed in
40 subsection (c) of K.S.A. 75-3711c, and amendments thereto, except
41 paragraph (3) of such subsection (c), is hereby authorized to approve
42 increases in expenditure limitations on special revenue funds and special
43 revenue accounts established for the fiscal year ending June 30, 2015, by

1 the director of accounts and reports, who is hereby authorized and directed
2 to increase expenditure limitations on such special revenue funds and
3 special revenue accounts in accordance with such approval, for the
4 purpose of paying from such funds or accounts the proportionate share of
5 the cost to such funds or accounts, including associated employer
6 contributions, of the salary increases specified in section 1, and
7 amendments thereto, for the fiscal year ending June 30, 2015.

8 New Sec. 3. (a) No longevity bonus payment shall be paid by any
9 state agency to any state officer or employee who has a service anniversary
10 on or after June 8, 2014.

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

15 Sec. 4. K.S.A. 2013 Supp. 44-511 is hereby amended to read as
16 follows: 44-511. (a) As used in this section:

17 (1) The term "money" shall be construed to mean the gross
18 remuneration, on an hourly, output, salary, commission or other basis
19 earned while employed by the employer, including bonuses and gratuities.
20 Money shall not include any additional compensation, as defined in
21 paragraph 2.

22 (2) (A) The term "additional compensation" shall include and mean
23 only the following: (i) Board and lodging when furnished by the employer
24 as part of the wages, which shall be valued at a maximum of \$25 per week
25 for board and lodging combined, unless the value has been fixed otherwise
26 by the employer and employee prior to the date of the accident or injury, or
27 unless a higher weekly value is proved; and (ii) employer-paid life
28 insurance, disability insurance, health and accident insurance and
29 employer contributions to pension and profit sharing plans.

30 (B) In no case shall additional compensation include any amounts of
31 employer taxes paid by the employer under the old-age and survivors
32 insurance system embodied in the federal social security system.

33 (C) Additional compensation shall not be included in the calculation
34 of average wage until and unless such additional compensation is
35 discontinued. If such additional compensation is discontinued subsequent
36 to a computation of average weekly wages under this section, there shall
37 be a recomputation to include such discontinued additional compensation.

38 (3) The term "wage" shall be construed to mean the total of the
39 money and any additional compensation which the employee receives for
40 services rendered for the employer in whose employment the employee
41 sustains an injury arising out of and in the course of such employment.

42 (b) (1) Unless otherwise provided, the employee's average weekly
43 wage for the purpose of computing any compensation benefits provided by

1 the workers compensation act shall be the wages the employee earned
2 during the calendar weeks employed by the employer, up to 26 calendar
3 weeks immediately preceding the date of the injury, divided by the number
4 of calendar weeks the employee actually worked, or by 26 as the case may
5 be.

6 (2) If actually employed by the employer for less than one calendar
7 week immediately preceding the accident or injury, the average weekly
8 wage shall be determined by the administrative law judge based upon all
9 of the evidence and circumstances, including the usual wage for similar
10 services paid by the same employer, or if the employer has no employees
11 performing similar services, the usual wage paid for similar services by
12 other employers. The average weekly wage so determined shall not exceed
13 the actual average weekly wage the employee was reasonably expected to
14 earn in the employee's specific employment, including the average weekly
15 value of any additional compensation.

16 (3) The average weekly wage of an employee who performs the same
17 or a very similar type of work on a part-time basis for each of two or more
18 employers, shall be the sum of the average weekly wages of such
19 employee paid by each of the employers.

20 (4) In determining an employee's average weekly wage with respect
21 to the employer against whom claim for compensation is made, no money
22 or additional compensation paid to or received by the employee from such
23 employer, or from any source other than from such employer, shall be
24 included as wages, except as provided in this section. No wages, other
25 compensation or benefits of any type, except as provided in this section,
26 shall be considered or included in determining the employee's average
27 weekly wage.

28 (5) (A) The average weekly wage of a person serving on a volunteer
29 basis as a duly authorized law enforcement officer, ambulance attendants
30 and drivers as provided in subsection (b) of K.S.A. 44-508, and
31 amendments thereto, firefighter or members of regional emergency
32 medical response teams as provided in K.S.A. 48-928, and amendments
33 thereto, who receives no wages for such services, or who receives wages
34 which are substantially less than the usual wages paid for such services by
35 comparable employers to employees who are not volunteers, shall be
36 computed on the basis of the dollar amount closest to, but not exceeding,
37 112½% of the state average weekly wage.

38 (B) The average weekly wage of any person performing community
39 service work shall be deemed to be \$37.50.

40 (C) The average weekly wage of a volunteer member of the Kansas
41 department of civil air patrol officially engaged in the performance of
42 functions specified in K.S.A. 48-3302, and amendments thereto, shall be
43 deemed to be \$476.38. Whenever the rates of compensation of the pay

1 plan for persons in the classified service under the Kansas civil service act
2 are increased for payroll periods chargeable to fiscal years commencing
3 after June 30, 1988, the average weekly wage which is deemed to be the
4 average weekly wage under the provisions of this subsection for a
5 volunteer member of the Kansas department of civil air patrol shall be
6 increased by an amount, adjusted to the nearest dollar, computed by
7 multiplying the average of the percentage increases in all monthly steps of
8 such pay plan by the average weekly wage deemed to be the average
9 weekly wage of such volunteer member under the provisions of this
10 subsection prior to the effective date of such increase in the rates of
11 compensation of the pay plan for persons in the classified service under
12 the Kansas civil service act, *except that the provisions of this subsection*
13 *shall not apply for any increases occurring during the fiscal year ending*
14 *June 30, 2015.*

15 (D) The average weekly wage of any other volunteer under the
16 workers compensation act, who receives no wages for such services, or
17 who receives wages which are substantially less than the usual wages paid
18 for such services by comparable employers to employees who are not
19 volunteers, shall be computed on the basis of the usual wages paid by the
20 employer for such services to employees who are not volunteers, or, if the
21 employer has no employees performing such services for wages who are
22 not volunteers, the average weekly wage shall be computed on the basis of
23 the usual wages paid for such services by comparable employers to
24 employees who are not volunteers. Volunteer employment is not presumed
25 to be full-time employment.

26 (c) The state's average weekly wage for any year shall be the average
27 weekly wage paid to employees in insured work subject to Kansas
28 employment security law as determined annually by the secretary of labor
29 as provided in K.S.A. 44-704, and amendments thereto.

30 (d) Members of a labor union or other association who perform
31 services in [on] behalf of the labor union or other association and who are
32 not paid as full-time employees of the labor union or other association and
33 who are injured or suffer occupational disease in the course of the
34 performance of duties ~~in~~ on behalf of the labor union or other association
35 shall recover compensation benefits under the workers compensation act
36 from the labor union or other association if the labor union or other
37 association files an election with the director to bring its members who
38 perform such services under the coverage of the workers compensation
39 act. The average weekly wage for the purpose of this subsection shall be
40 based on what the employee would earn in the employee's general
41 occupation if at the time of the injury the employee had been performing
42 work in the employee's general occupation. The insurance coverage shall
43 be furnished by the labor union or other association.

1 Sec. 5. K.S.A. 2013 Supp. 46-137a is hereby amended to read as
2 follows: 46-137a. In addition to the compensation provided for by K.S.A.
3 46-137b, 46-137e and 75-3212, and amendments thereto, each member of
4 the legislature shall receive the following amounts:

5 (a) The sum of \$88.66 per calendar day for service at any regular or
6 special session, except as otherwise provided in subsection (e);

7 (b) the sum of \$109 per calendar day for subsistence allowance for
8 any regular or special session of the legislature, except that if the amounts
9 allowable for the capital city of Kansas under applicable federal law and
10 regulations to employees of the executive branch of the federal
11 government for per diem expenses, while away from home but serving in
12 the United States, are amounts which total greater than \$109, then each
13 member of the legislature shall receive such greater total amount per
14 calendar day for subsistence allowance for any regular or special session
15 of the legislature;

16 (c) an allowance of \$354.15 for the two-week period which coincides
17 with the biweekly payroll period which includes April 1st and for each of
18 the 19 ensuing two-week periods thereafter, to defray expenses incurred
19 between sessions of the legislature for postage, telephone, office and other
20 incidental expenses, except as otherwise provided in subsection (f);

21 (d) an allowance for mileage in an amount equal to the rate per mile
22 prescribed under the provisions of K.S.A. 75-3203a, and amendments
23 thereto, multiplied by the number of miles traveled by the usual route in
24 going to and returning from the member's place of residence for any
25 regular or special session of the legislature. Such mileage allowances shall
26 be paid for not to exceed the equivalent of one trip for each full week
27 occurring between convening and adjournment sine die in any regular or
28 special session. The mileage allowance provided under the provisions of
29 this subsection shall not be subject to the restrictions relating to the use of
30 vehicles prescribed by K.S.A. 75-3203 and 75-3203a, and amendments
31 thereto, but shall only be allowed for trips actually made. Compensation
32 and subsistence allowance shall not be allowed under the provisions of
33 subsections (a) and (b) of this section during any period in which the
34 legislature is adjourned for more than two days, Sundays excepted; and

35 (e) whenever the rates of compensation of the pay plan for persons in
36 the classified service under the Kansas civil service act are increased for
37 payroll periods chargeable to fiscal years commencing after June 30, 2009,
38 the rate of compensation per calendar day for members of the legislature
39 for service at any regular or special session of the legislature shall be
40 increased on the effective date of any such pay plan increase by an amount
41 computed by multiplying the average of the percentage increases in all
42 steps of such pay plan by the rate of compensation per calendar day which
43 is authorized by this section for service at any regular or special session of

1 the legislature for the day upon which such increase is computed, *except*
2 *that the provisions of this subsection shall not apply for any increases*
3 *occurring during the fiscal year ending June 30, 2015.*

4 (f) Whenever the rates of compensation of the pay plan for persons in
5 the classified service under the Kansas civil service act are increased for
6 payroll periods chargeable to fiscal years commencing after June 30, 2009,
7 the allowance provided for each member of the legislature by subsection
8 (c) to defray expenses incurred between sessions of the legislature for
9 postage, telephone, office and other incidental expenses for each of the
10 two-week periods specified by subsection (c) shall be increased on the
11 effective date of any such pay plan increase by an amount computed by
12 multiplying the average of the percentage increases in all steps of such pay
13 plan by the allowance provided to defray such expenses for each such two-
14 week period as provided by this section, *except that the provisions of this*
15 *subsection shall not apply for any increases occurring during the fiscal*
16 *year ending June 30, 2015.*

17 Sec. 6. K.S.A. 2013 Supp. 46-137b is hereby amended to read as
18 follows: 46-137b. (a) In addition to the compensation provided for by
19 K.S.A. 46-137a and 75-3212, and amendments thereto, and any other
20 statute, and except as otherwise provided by subsection (b):

21 (1) The president of the senate and the speaker of the house of
22 representatives shall each receive an allowance at a biweekly pay rate of
23 \$539.97 during their terms of office as speaker and president, which
24 compensation shall be for additional services performed in connection
25 with discharging the duties assigned to the respective positions;

26 (2) the speaker pro tem of the house of representatives, the vice
27 president of the senate, the assistant majority leaders of the senate and
28 house of representatives and the assistant minority leaders of the senate
29 and house of representatives shall each receive an allowance at a biweekly
30 pay rate of \$275.59 during their respective terms of office which
31 compensation shall be for additional services performed in connection
32 with discharging the duties assigned to the respective positions;

33 (3) the chairperson of the senate committee on ways and means and
34 the chairperson of the house committee on appropriations shall each
35 receive an allowance at a biweekly pay rate of \$434.23 during their
36 respective terms of office, which compensation shall be for additional
37 services performed in connection with discharging the duties assigned to
38 the respective positions; and

39 (4) the majority and minority leaders of the senate and the house of
40 representatives shall each receive an allowance at a biweekly pay rate of
41 \$487.14 during their respective terms of office, which compensation shall
42 be for additional services performed in connection with discharging the
43 duties assigned to the respective positions.

1 (b) Whenever the rates of compensation of the pay plan for persons in
2 the classified service under the Kansas civil service act are increased for
3 payroll periods chargeable to fiscal years commencing after June 30, 2009,
4 the biweekly pay rate of officers of the legislature specified in subsection
5 (a) shall be increased on the effective date of any such pay plan increase
6 by an amount computed by multiplying the average of the percentage
7 increases in all steps of such pay plan by the biweekly pay rate of such
8 officers which is being received as provided by law and which is in effect
9 prior to the effective date of such pay plan increase, *except that the*
10 *provisions of this subsection shall not apply for any increases occurring*
11 *during the fiscal year ending June 30, 2015.*

12 Sec. 7. K.S.A. 2013 Supp. 75-3103 is hereby amended to read as
13 follows: 75-3103. (a) The lieutenant governor shall receive, as
14 reimbursement for expenses the following: (1) Biweekly the sum of
15 \$76.91, except as otherwise provided in subsection (c), and (2) when
16 attending the duties of office or attending any authorized meeting, in
17 addition to other provisions of this section, travel expenses and subsistence
18 expenses and allowances in amounts equal to those provided for by K.S.A.
19 75-3212, and amendments thereto.

20 In addition to any other compensation provided by law and except as
21 otherwise provided in K.S.A. 75-3111a, and amendments thereto, the
22 lieutenant governor shall also receive for services in the performance of
23 duties imposed by law compensation at the biweekly pay rate of
24 \$1,204.35. While acting as governor, the lieutenant governor shall receive
25 the same salary as the governor. The lieutenant governor may appoint an
26 administrative assistant and office and stenographic employees, all of
27 whom shall be in the unclassified service of the Kansas civil service act.
28 Such administrative assistant shall receive travel expenses and subsistence
29 expenses or allowances as provided by K.S.A. 75-3212, and amendments
30 thereto, when traveling as authorized by the lieutenant governor.

31 (b) If the lieutenant governor is appointed by the governor under the
32 provision of K.S.A. 75-303, and amendments thereto, the lieutenant
33 governor shall receive a salary to be fixed by the governor or a salary as
34 provided for in subsection (a) of this section, whichever is greater.

35 (c) Whenever the rates of compensation of the pay plan for persons in
36 the classified service under the Kansas civil service act are increased for
37 payroll periods chargeable to fiscal years commencing after June 30, 2009,
38 the sum provided biweekly for reimbursement of expenses pursuant to
39 subsection (a)(1) for the lieutenant governor shall be increased on the
40 effective date of any such pay plan increase by an amount computed by
41 multiplying the average of the percentage increases in all steps of such pay
42 plan by the biweekly sum provided to the lieutenant governor for
43 reimbursement of expenses as authorized by this section, *except that the*

1 *provisions of this subsection shall not apply for any increases occurring*
2 *during the fiscal year ending June 30, 2015.*

3 Sec. 8. K.S.A. 2013 Supp. 75-3111a is hereby amended to read as
4 follows: 75-3111a. Whenever the rates of compensation of the pay plan for
5 persons in the classified service under the Kansas civil service act are
6 increased for payroll periods chargeable to fiscal years commencing after
7 June 30, 2009, the salary of the governor, the lieutenant governor, the
8 attorney general, the secretary of state, the state treasurer and the
9 commissioner of insurance shall be increased by an amount computed by
10 multiplying the average of the percentage increases in all steps of such pay
11 plan by the salary of the elected state officer which is being received as
12 provided by law and which is in effect prior to the effective date of such
13 increase in the rates of compensation of the pay plan for persons in the
14 classified service under the Kansas civil service act, *except that the*
15 *provisions of this subsection shall not apply for any increases occurring*
16 *during the fiscal year ending June 30, 2015.*

17 Sec. 9. K.S.A. 2013 Supp. 75-3120l is hereby amended to read as
18 follows: 75-3120l. (a) Whenever the rates of compensation of the pay plan
19 for persons in the classified service under the Kansas civil service act are
20 increased for payroll periods chargeable to fiscal years commencing after
21 June 30, 1993, the annual salary of the chief justice of the supreme court,
22 each other justice of the supreme court, the chief judge of the court of
23 appeals, each other judge of the court of appeals, each district judge and
24 each district magistrate judge shall be increased by an amount, adjusted to
25 the nearest dollar, computed by multiplying the average of the percentage
26 increases in all monthly steps of such pay plan by the annual salary of the
27 justice or judge which is being received as provided by law and which is in
28 effect prior to the effective date of such increase in the rates of
29 compensation of the pay plan for persons in the classified service under
30 the Kansas civil service act.

31 (b) If increases in the monthly rates of compensation from step
32 movements of the pay plan for persons in the classified service under the
33 Kansas civil service act are authorized for the fiscal year ending June 30,
34 1995, or any fiscal year thereafter, the annual salary of the chief justice of
35 the supreme court, each other justice of the supreme court, the chief judge
36 of the court of appeals, each other judge of the court of appeals, each
37 district judge and each district magistrate judge shall be increased by an
38 amount, adjusted to the nearest dollar, computed by multiplying the
39 average percentage increase in the monthly rate of compensation from step
40 movements on the pay plan for persons in the classified service under the
41 Kansas civil service act determined under subsection (c) by the annual
42 salary of the justice or judge which is being received as provided by law
43 and which is in effect prior to the effective date of such increase. The

1 increase in the annual salary of each justice or judge pursuant to this
2 subsection shall take effect on the first day of the first payroll period which
3 is chargeable to the fiscal year in which such step movements on the pay
4 plan are authorized to take effect.

5 (c) For purposes of subsection (b), the average percentage increase in
6 the monthly rate of compensation from step movements on the pay plan
7 for persons in the classified service under the Kansas civil service act shall
8 be equal to the percentage certified by the secretary of administration
9 which equals the estimated average of the percentage increases in all
10 monthly rates of compensation from step movements on the pay plan for
11 persons in the classified service under the Kansas civil service act which
12 are authorized to take effect during the fiscal year in which such step
13 movements on the pay plan are authorized to take effect.

14 (d) If the increase under subsection (a) takes effect on the first day of
15 the first payroll period of the fiscal year, the percentage rate increases
16 determined under subsections (a) and (b) shall be added together and such
17 aggregate percentage increase of compensation under this section shall be
18 used to increase the rate of compensation of each justice or judge instead
19 of applying the increases under subsections (a) and (b) separately.

20 (e) ~~The provisions of this section shall not apply to the annual salary~~
21 ~~of any district judge nor the salary of any magistrate judge for any payroll~~
22 ~~period chargeable to the fiscal year ending June 30, 2007.~~*Except as*
23 *provided in subsection (f), the provisions of this section shall apply to the*
24 *annual salary of each district judge or magistrate judge for payroll periods*
25 *chargeable to fiscal years commencing after June 30, 2007.*

26 (f) *The provisions of this section shall not apply for any increases*
27 *occurring during the fiscal year ending June 30, 2015.*

28 Sec. 10. K.S.A. 2013 Supp. 75-5551 is hereby amended to read as
29 follows: 75-5551. (a) The compensation program (compensation and
30 benefits opportunity and delivery) for state employees will be designed to
31 support the mission of the various branches of government and the
32 agencies and departments within those branches. The foundation of the
33 compensation program is to attract and retain quality employees with
34 competitive compensation based on relevant labor markets. The programs
35 will be based upon principles of fairness and equity and will be
36 administered with sound fiscal discipline.

37 (b) The compensation philosophy component statements are:

38 (1) The legislature will be accountable for the adoption of the
39 compensation philosophy and framework. The executive branch through
40 delegated authority from the governor to the department of administration
41 will be accountable for the consistent administration of the program for
42 classified employees. Agency heads will be accountable for proper
43 administration of the program within their agencies. The chief justice,

1 through delegated authority to the office of judicial administration will be
2 accountable for the consistent administration of the program for judicial
3 branch employees. The state board of regents, through delegated authority
4 to the chief executive officer of each campus, will be accountable for the
5 consistent administration of the program for higher education faculty and
6 non-classified employees. The respective appointing authorities will have
7 accountability for the consistent administration of compensation for non-
8 classified employees.

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

14 (3) Establishing the value of compensation will be primarily based on
15 establishing the appropriate market value of the job. For positions for
16 which a market value cannot be readily identified, the value of
17 compensation for those positions will be based on a fair, defensible and
18 understandable method.

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

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

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

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

37 (8) The compensation programs will reinforce a work culture and
38 climate where employees are recognized and rewarded for their
39 contribution. Any changes to compensation must be reasonable and take
40 into consideration the needs of the state as an employer, the work culture
41 afforded to the employees as public service providers and the citizens
42 receiving services from the state.

43 ~~(9) It is the intent of the legislature that longevity bonus payments~~

1 ~~shall not be considered as part of base pay.~~

2 Sec. 11. K.S.A. 2013 Supp. 44-511, 46-137a, 46-137b, 75-3103, 75-
3 3111a, 75-3120l, 75-5541 and 75-5551 are hereby repealed.

4 Sec. 12. This act shall take effect and be in force from and after June
5 8, 2014, and its publication in the Kansas register.