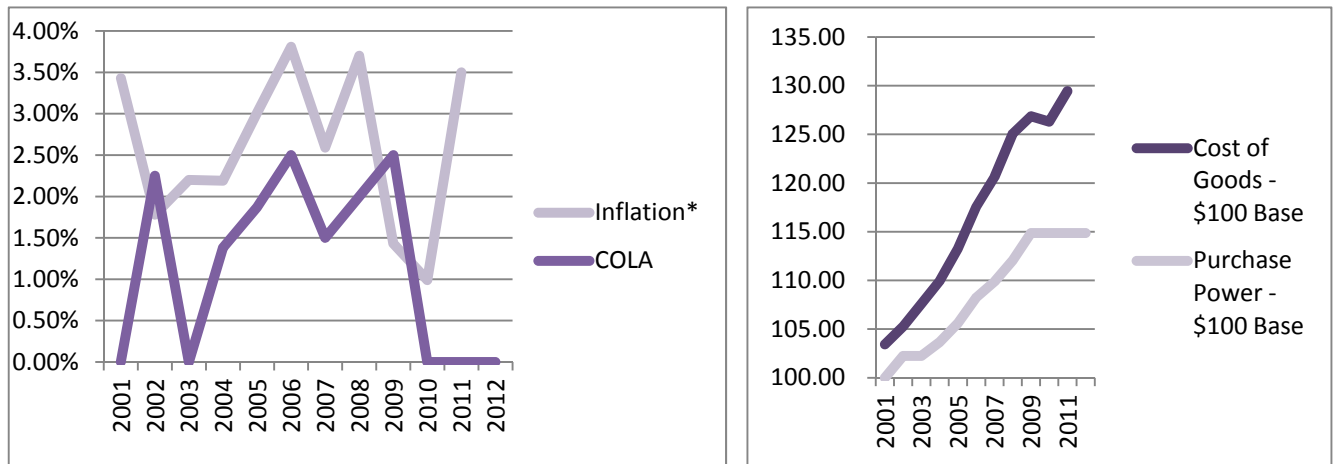


Classified and Support Staff Council  
Position Paper for 2012-2013

- 1) Market Adjustment** – Fund to completion the market-based pay plan approved by the Kansas Legislature in HB2916 in the 2008 legislative session. See reverse side for the history of HB2916 (<http://www.kansas.gov/government/legislative/sessionlaws/2008/chap159.pdf>).
- 2) Cost of Living Adjustment** – Fund a 3.5% cost of living adjustment for all university classified and support staff. See graphs below.

**10-Year State Employee Salary Adjustments Compared to Department of Labor Inflation Statistics**



\*Inflation rate calculated using the Current Consumer Price Index (CPI-U) published monthly by the Bureau of Labor Statistics ([www.bls.gov/cpi](http://www.bls.gov/cpi)). For this chart, monthly inflation rates were reported as fiscal year (Jul-Jun) instead of calendar year (Jan-Dec.).

- 3) KPERs** – Maintain and fully fund the legally mandated KPERs retirement system for all **4,941 Board of Regents** employees as well as new employees that are hired.


**\*Positive Impact on State Revenue**

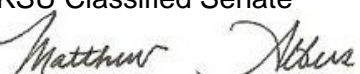
State and local pension payments made to Kansas residents supported a total of \$171.8 million in revenue to federal, state and local governments. Taxes paid by retirees and beneficiaries directly out of pension payments totaled \$33.7 million. Taxes attributable to direct, indirect, and induced expenditures accounted for \$138.2 million in tax revenue.


[http://www.nirsonline.org/storage/nirs/documents/NIRS\\_NEI\\_state\\_factsheets.pdf](http://www.nirsonline.org/storage/nirs/documents/NIRS_NEI_state_factsheets.pdf)

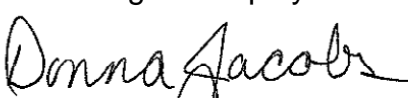
(From the National Institute on Retirement Security, it was published February 2009)

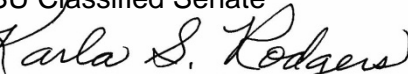
- 4) Longevity Bonus** – Continue longevity for all eligible employees.

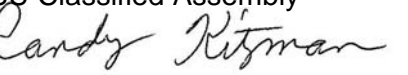
  
Lesla Reves, President  
KSU Classified Senate

  
Matthew Albers, President  
WSU Classified Senate

  
Dennis Constance, President  
KU Support Staff

  
Donna Jacobs, President  
PSU Classified Senate

  
Karla Rodgers, President  
ESU Classified Assembly

  
Randy Kitzman, President  
FHSU Classified Senate

To the credit of all the legislators who saw a need for reform of an outdated pay system, the support of all current Legislators is very much needed to re-implement the pay plan in which 3 of 5 years was completed. For more details go to: <http://www.da.ks.gov/newpayplans/newplans.htm>.

As you see from the summary below, HB2916 is a bill that requires multiple years of support to be effective in transforming the states antiquated pay system. A large amount of time and resources have already been put forth. Progress was made in the first 3 years, but is at risk of failing with the postponement of these market adjustments for FY12.

If you are not familiar with this bill, we ask that you please revisit HB2916 to fully understand the cause and effect it has on the lives of the state employee at

<http://www.kansas.gov/government/legislative/sessionlaws/2008/chap159.pdf>

## Kansas Legislature HB2916 – 2008

- The bill authorizes modifications to the classified pay plan to implement the recommendation of the State Employee Compensation Oversight Commission to provide salary market adjustments to those classified employees in the executive branch whose pay is lowest relative to the market.
- These adjustments would be implemented over five years, from FY 2009 through ~~FY 2013~~ FY 2014 (Revised 1-14-10), with those employees significantly below market to be adjusted in the first year.
- Other recommendations contained in the bill include development of five new pay plans, a new statewide employee performance management system for classified employees and performing market salary surveys on an ongoing basis.
- Failure to continue would leave a larger gap in salaries than already exist.