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To: Special Committee on State Employee and Board Member Compensation
Presented by: Ruth Glover, Executive Director
December 13, 2022

RE: Board Member Compensation

The purpose of this document is to provide feedback regarding Board Member compensation for attending Board authorized meetings and subcommittee meetings. K.S.A. 75-3223(a) provides that Board members are authorized a payment of \$35 per day for Board meetings and subcommittee meetings, except State employees serving as Board members are excluded from payment.

The Kansas Human Rights Commission (KHRC) recommends increasing Board member compensation and allowing State employees serving as Board members to receive per diem for attending authorized Board meetings and subcommittees for the following reasons:

1. According to inflationcalculator.com the rate of inflation from 1975 to 2022 is 453.4%, yet the authorizing statute for board member pay has remained unchanged since at least 1975.
2. Professionals serving as Board members forgo billable hours or opportunities to earn commissions to attend Commission meetings, meaning a potential loss of income.
3. Board members employed by others often must use their own accrued leave to attend Commission meetings or are required to “make up” time spent attending Commission meetings.
4. State employees serving as Commission members do not receive the current per diem for attending authorized Board meetings or subcommittee meetings.
5. KHRC Commission Board members spend a significant amount of time without compensation reviewing and making determinations on complaints alleging discrimination in employment, housing or public accommodations under the Kansas Act Against Discrimination and/or the Kansas Age Discrimination in Employment Act. Increasing the per diem pay for Board meetings and subcommittee meetings sends the message that Board members’ time and contributions are valued and appreciated, even though a significant amount of time is spent on uncompensated activities.

The Kansas Human Rights Commission Board met 11 times in calendar year 2021 and 11 times in calendar year 2022. Any increases in the Board member compensation rate will require a corresponding increase in State General Fund.

The Kansas Act Against Discrimination sets forth a Kansas Human Rights Commission Board consisting of seven members consisting of two representatives of industry, two representatives of labor, one who shall be a person authorized to practice law in Kansas, one who represents the real estate industry, and one who is appointed at large.

We appreciate the opportunity to provide the above information and hope it is helpful to you. I am available to answer any questions.