

As Amended by House Committee

Session of 2011

HOUSE BILL No. 2393

By Committee on Appropriations

3-17

1 AN ACT concerning state employees; relating to abolishing longevity bonus
2 **payments**; amending K.S.A. 2010 Supp. 75-5551 and repealing the existing
3 section; also repealing K.S.A. 2010 Supp. 75-5541.
4

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

6 Section 1. K.S.A. 2010 Supp. 75-5551 is hereby amended to read as
7 follows: 75-5551. (a) The compensation program (compensation and
8 benefits opportunity and delivery) for state employees will be designed to
9 support the mission of the various branches of government and the
10 agencies and departments within those branches. The foundation of the
11 compensation program is to attract and retain quality employees with
12 competitive compensation based on relevant labor markets. The programs
13 will be based upon principles of fairness and equity and will be
14 administered with sound fiscal discipline.

15 (b) The compensation philosophy component statements are:

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

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

35 (3) Establishing the value of compensation will be primarily based on
36 establishing the appropriate market value of the job. For positions for

1 which a market value cannot be readily identified, the value of
2 compensation for those positions will be based on a fair, defensible and
3 understandable method.

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

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

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

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

22 (8) The compensation programs will reinforce a work culture and
23 climate where employees are recognized and rewarded for their
24 contribution. Any changes to compensation must be reasonable and take
25 into consideration the needs of the state as an employer, the work culture
26 afforded to the employees as public service providers and the citizens
27 receiving services from the state.

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

30 **New Sec. 2. (a) No longevity bonus payment shall be paid by any**
31 **state agency to any state officer or employee who has a service**
32 **anniversary on or after June 12, 2011.**

33 **(b) As used in this section, "state officer or employee" includes any**
34 **state officer or employee in the classified or unclassified service under**
35 **the Kansas civil service act and any other state officer or employee in**
36 **state service.**

37 ~~Sec.-2-~~ 3. K.S.A. 2010 Supp. 75-5541 and 75-5551 are hereby
38 repealed.

39 ~~Sec.-3-~~ 4. This act shall take effect and be in force from and after
40 **June 12, 2011, and its publication in the statute book Kansas register.**

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