

State of Kansas

Workforce Report 2012



April 2013

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Introduction

The Department of Administration, Office of Personnel Services (OPS) presents its 11th annual State of Kansas Workforce Report. This report presents facts and statistics about the state government workforce for Fiscal Year 2012. It supplies information from both statewide and agency perspectives, providing useful fact-based data for human resource planning and decision-making.

The information presented in this report was gathered from SHARP (Statewide Human Resource and Payroll System), the Kansas Department of Labor and the U.S. Census Bureau.

A couple of changes were made to the FY 2012 Workforce report. The first change was to include counts of unclassified temporary (benefit eligible) employees. The second change was to request that each Regent institution provide data for this report, rather than pulling the information completely out of SHARP. These changes were made so that the data in the Workforce report would be comparable to the data sources found in other reports OPS routinely provides. These changes, however, prevent many comparisons to data found in prior year Workforce reports. Readers interested in comparing data between Workforce reports are cautioned to read the footnotes that accompany each presentation to determine if the population of employees contained in each presentation is the same.

Due to the increasing complexity of determining retirement eligibility we decided to eliminate all retirement reports this year rather than risk providing incorrect data.

We received a number of requests from the media and legislature to include a more in-depth analysis of the changes that have occurred to the workforce over the last few years. This year Section 4 has been added and it includes FY2013 data. This section is a detailed analysis of the number of employees – by employee type and by agency.

The Office of Personnel Services welcomes your comments and questions regarding this report. Please call Jan Cavalieri at (785) 296-4743 or email at jan.cavalieri@da.ks.gov if you have comments or questions.

**State of Kansas
Fiscal Year 2012
Section 1: Workforce Highlights**

Profile of Classified and Unclassified Employees

	Classified	Unclassified
Number of Employees	18,682	18,075
Average Age	47	48
Average Length of Service	13	11
Average Annual Salary	\$37,599	\$62,771
Percent Male/Female	50.18%/49.82%	46.64%/53.36%
Percent Ethnic Minorities	13%	14%

Source: SHARP (June 2012); Includes classified and unclassified, benefit-eligible employees including full and part-time employees. Excludes legislators, student employees, classified temporary and unclassified non-benefit eligible temporary employees.

General Kansas Statistics Compared to Other U.S. States

Kansas Population 2,871,238
Source: U.S. Census Bureau (2011)

Rank out of 50 States

Population **33rd**
Number of State and Local Government Employees (per 10,000 population) **4th**

Source: U.S. Census Bureau (July 2010/11)

Kansas Government Functions

General Government

Agency Number and Name

028 Accountancy, Board of
173 Administration, Department of
178 Administrative Hearings, Office Of
082 Attorney General
094 Bank Commissioner, Office of the State
100 Barbering, Board of
102 Behavioral Sciences Regulatory Board
122 Citizens' Utility Ratepayer Board
300 Commerce & Housing, Department of
143 Corporation Commission, Kansas
149 Cosmetology, Board of
159 Credit Unions, Department of
167 Dental Board, Kansas
247 Ethics Commission, Kansas Gov
252 Governor, Office of the
105 Healing Arts, Board of
270 Heath Care Stabilization Fund Bd of Gov
058 Human Rights Commission, Kansas
328 Indigents Defense Services Board
331 Insurance Department
677 Judicial Branch
349 Judicial Council
365 Kansas Public Employees Ret Sys
360 Kansas, Inc.
422 Legislative Coordinating Council
540 Legislative Division of Post Audit
425 Legislative Research Department
428 Legislature
446 Lieutenant Governor, Office of the
450 Lottery, Kansas
204 Mortuary Arts, Board of
482 Nursing, Board of
488 Optometry, Board of Examiners
531 Pharmacy, Board of
553 Racing & Gaming Commission, Kansas
543 Real Estate Appraisal Board
549 Real Estate Commission, Kansas
565 Revenue, Department of
579 Revisor of Statutes
622 Secretary of State
625 Securities Commissioner, Office of the
562 Tax Appeals, Court of
663 Technical Professions, Board of
371 Technology Enterprise Corp, Kansas
670 Treasurer, State
700 Veterinary Examiners, Board of

Public Safety

Agency Number and Name

034 Adjutant General
355 Atchison Juvenile Correctional Facility
325 Beloit Juvenile Correctional Facility
521 Corrections, Department of
195 El Dorado Correctional Facility
177 Ellsworth Correctional Facility
206 Emergency Medical Services Board
234 Fire Marshal
280 Highway Patrol
313 Hutchinson Correctional Facility
083 Investigation, Kansas Bureau of
353 Juvenile Correctional Complex
350 Juvenile Justice Authority
400 Lansing Correctional Facility
408 Larned Correctional Mental Health Facility
412 Larned Juvenile Correctional Facility
581 Norton Correctional Facility
147 Ombudsman for Corrections
523 Parole Board, Kansas
529 Peace Officers, Stds and Trng
626 Sentencing Commission, Kansas
660 Topeka Correctional Facility
319 Topeka Juvenile Correctional Facility
712 Winfield Correctional Facility

Education

Agency Number and Name

359 Arts Commission, Kansas
604 Blind, School for the
610 Deaf, School for the
652 Education, Department of
379 Emporia State University
246 Fort Hays State University
288 Historical Society, State
367 Kansas State University
434 Library, State
385 Pittsburg State University
561 Regents, Board of
682 University of Kansas
683 University of Kansas Medical Center
715 Wichita State University

Transportation

Agency Number and Name

276 Transportation, Kansas Department of

Agriculture & Natural Resources

Agency Number and Name

046 Agriculture, Department of
055 Animal Health Department
634 Conservation Commission, State
373 Fair, Kansas State
264 Health and Environment - Environment
709 Water Office, Kansas
710 Wildlife and Parks, Department of

Human Services

Agency Number and Name

039 Aging, Department on
261 Guardianship Program, Kansas
264 Health and Environment, Department of Health
171 Health Policy Authority
296 Labor, Department of
410 Larned State Hospital
363 Neurological Institute, Kansas
494 Osawatomie State Hospital
507 Parsons State Hospital and Training Center
555 Rainbow Mental Health Facility
629 Social and Rehabilitation Services, Dept of
694 Veterans' Affairs, Commission on

Agriculture and Natural Resources: agencies that promote protect and restore natural resources in Kansas. This includes agricultural product regulation and inspection, inspection of livestock facilities and monitoring the status of the environment; maintenance of state parks, state fishing lakes, and wildlife areas; conservation and management of soil and water resources; environmental protection, commodity inspections, and public health maintenance through control of animal infectious diseases.

Education: agencies that support primary, secondary, and higher education.

General Government: agencies that provide overall policy guidance to state government, perform administrative services to all state agencies, collect and distribute state revenues, and carry out regulatory functions.

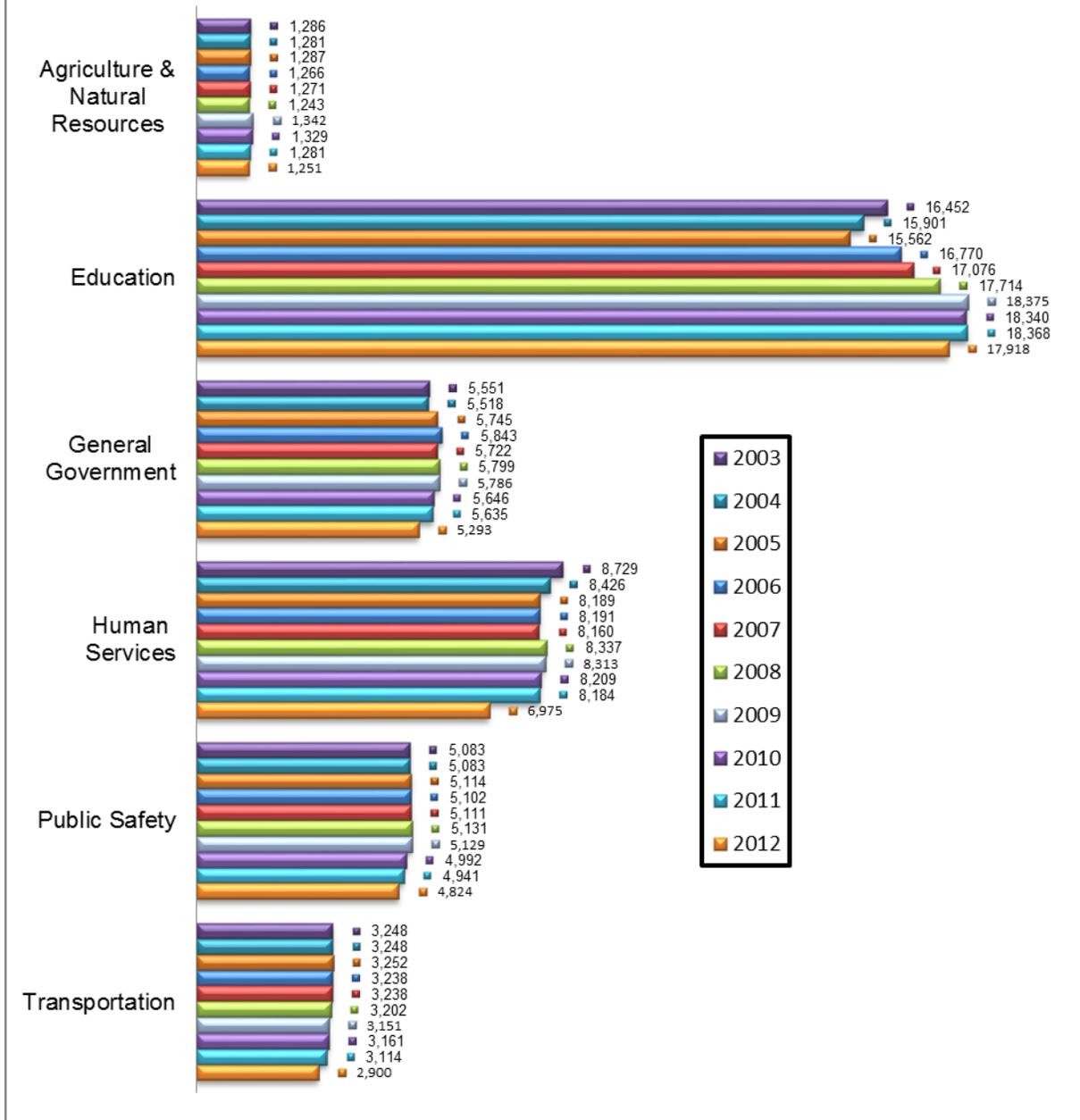
Human Services: agencies that provide a wide range of services to Kansans, including job training and placement, payment of unemployment insurance benefits, veterans' counseling and care; preventive health services and social services to elderly and disadvantaged citizens.

Public Safety: agencies that preserve the security and safety of Kansas citizens.

Transportation: the Kansas Department of Transportation provides maintenance and improvement of the 10,000-mile state highway system.

Source: Fiscal Year 2012 Budget Comparison Report, Schedule 7.

Number of Authorized FTE by Government Function FY 2012



Source: Fiscal Year 2012 Budget Comparison Report, (Schedule 7).

Number of Positions by Agency
Full Time Equivalent (FTE) Positions

FY 03-12

Agency Name	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	+/-
Accountancy, Board of	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	0.0
Adjutant General	215.0	215.0	215.0	215.0	219.0	219.0	219.0	219.0	219.0	199.0	-16.0
Administration, Dept of	882.2	888.2	808.0	936.0	759.6	760.6	760.6	760.5	747.0	568.3	-314.0
Administrative Hearings, Office Of	0.0	0.0	0.0	0.0	0.0	0.0	0.0	13.0	13.0	13.0	13.0
Aging, Department on	157.1	221.0	213.0	208.0	208.0	209.0	214.0	214.0	214.0	164.0	6.9
Agriculture, Dept of	300.5	298.5	302.5	302.5	308.5	314.5	354.5	344.5	341.5	353.5	53.0
Animal Health Dept	31.0	31.0	33.0	33.0	33.0	33.0	33.0	33.0	33.0	0.0	-31.0
Arts Commission, Kansas	8.0	8.0	8.0	8.0	8.0	8.0	8.0	8.0	8.0	0.0	-8.0
Atchison Juvenile Corr Fac	119.0	119.0	119.0	118.0	99.0	99.0	99.0	3.0	0.0	0.0	-119.0
Attorney General	95.0	95.0	94.5	94.5	102.0	102.0	104.0	110.0	110.0	109.4	14.4
Bank Comm, Office of the State	85.0	86.0	86.0	90.0	90.0	97.0	99.0	99.0	99.0	99.0	14.0
Barbering, Board of	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	0.0
Behavioral Sciences Reg Bd	8.0	8.0	8.0	8.0	8.0	8.0	8.0	8.0	8.0	8.0	0.0
Beloit Juvenile Corr Fac	104.0	103.0	100.0	94.0	87.0	87.0	87.0	87.0	0.0	0.0	-104.0
Blind, School for the	93.5	93.5	93.5	93.5	93.5	93.5	93.5	93.5	33.5	82.5	-11.0
Citizens' Utility Ratepayer Bd	5.0	5.0	5.0	6.0	3.0	6.0	6.0	6.0	6.0	6.0	1.0
Commerce, Department of	148.0	108.5	390.1	389.1	423.1	424.0	418.7	314.8	314.8	251.8	103.8
Conservation Commission, State	15.5	15.5	14.0	14.0	13.0	14.0	14.0	14.0	13.0	0.0	-15.5
Corporation Commission, Ks	210.0	210.0	212.0	214.0	214.0	214.0	214.0	214.0	214.0	212.0	2.0
Corrections, Dept of	319.0	322.0	322.5	302.2	308.7	320.7	324.7	325.7	321.0	298.5	-20.5
Cosmetology, Board of	12.0	12.0	12.0	12.0	12.0	12.0	12.0	12.0	12.0	11.0	-1.0
Credit Unions, Dept of	13.0	13.0	13.0	13.0	13.0	12.0	12.0	12.0	12.0	12.0	-1.0
Deaf, School for the	173.5	173.5	173.5	173.5	173.5	173.5	173.5	173.5	173.5	150.5	-23.0
Dental Board, Kansas	2.5	2.5	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	0.5
Education, Dept of	208.0	208.3	210.8	211.8	211.8	216.2	213.3	213.3	210.3	188.0	-20.0
El Dorado Corr Fac	466.5	466.5	466.5	466.0	465.0	465.0	462.0	446.0	426.0	422.0	-44.5
Ellsworth Corr Fac	223.0	223.0	223.0	223.0	223.0	223.0	219.0	219.0	219.0	220.0	-3.0
Emergency Med Svcs Bd	13.0	13.0	13.0	14.0	14.0	14.0	14.0	14.0	14.0	14.0	1.0
Emporia State University	775.1	742.3	754.1	792.6	793.6	802.4	822.6	830.1	835.6	837.1	62.0
Ethics Comm, Kansas Gov	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	0.0
Fair, Kansas State	22.0	23.0	23.0	23.0	24.0	23.0	24.0	24.0	24.0	25.0	3.0
Fire Marshal	46.0	46.0	51.0	51.0	51.0	52.0	53.0	53.0	53.0	48.0	2.0
Fort Hays State University	723.6	705.6	701.3	719.6	745.9	738.0	737.5	769.8	756.5	793.8	70.2
Governor, Office of the	29.0	34.0	38.0	39.0	39.0	40.7	37.8	37.9	40.0	40.1	11.1
Guardianship Program, Kansas	13.0	12.0	12.0	12.0	12.0	12.0	12.0	12.0	11.0	10.0	-3.0
Healing Arts, Board of	29.0	29.0	29.0	32.0	32.0	39.0	39.0	45.0	45.0	45.0	16.0
Health & Env, Dept of Env	488.0	484.0	485.0	464.0	462.3	424.2	475.6	473.9	428.0	421.0	-67.0
Health & Env, Dept of Health	513.0	404.5	404.0	415.0	416.7	465.3	407.9	369.2	363.4	554.4	41.4
Health Care Stab Fund Bd of Gov	16.0	16.0	16.0	16.0	17.0	17.0	17.0	17.0	18.0	18.0	2.0
Health Policy Authority	0.0	0.0	0.0	6.0	171.2	225.8	263.9	272.7	294.7	0.0	0.0
Hearing Instruments, Bd of Examiners	0.4	0.4	0.4	0.4	0.4	0.0	0.4	0.5	0.5	0.0	-0.4
Highway Patrol	823.8	823.8	823.8	826.1	859.0	859.0	859.0	859.0	859.0	851.0	27.2
Historical Society, State	136.5	136.5	136.5	134.0	134.0	134.0	134.0	134.0	134.0	117.0	-19.5
Human Rights Commission	37.0	36.0	36.0	40.0	34.0	34.0	34.0	34.0	34.0	25.0	-12.0
Hutchinson Corr Fac	512.0	513.0	513.0	513.0	515.0	515.0	512.0	512.0	512.0	510.0	-2.0
Indigents Defense Svcs, Bd of	165.5	165.0	173.0	174.0	187.0	193.0	193.0	195.0	195.0	185.0	19.5
Insurance Dept	157.0	157.0	146.7	146.0	143.0	143.0	143.0	138.4	138.4	123.4	-33.6
Investigation, Kansas Bureau of	200.0	200.0	200.0	207.0	220.0	220.0	220.0	221.0	221.0	209.0	9.0
Judicial Council	4.0	4.0	4.0	4.0	7.0	7.0	7.0	7.0	7.0	4.0	0.0
Judicial Branch	1816.0	1816.3	1834.8	1830.3	1834.3	1846.3	1858.3	1858.3	1855.3	1855.3	39.3
Juvenile Corr Complex	0.0	0.0	38.2	0.0	256.5	253.0	253.5	269.5	297.5	292.5	292.5
Juvenile Justice Authority	38.0	39.0	42.0	42.0	42.0	42.0	42.0	42.0	45.0	32.0	-6.0
Kansas, Inc.	4.0	4.0	4.0	4.5	4.5	4.5	4.5	4.5	4.5	0.0	-4.0
Kansas Public Emp Ret Sys	85.0	85.0	85.0	85.2	85.3	85.3	88.3	87.3	87.3	86.3	1.3
Kansas State University	4890.6	4830.5	4413.0	4880.3	4955.5	4975.2	5188.6	5114.7	5017.9	5104.1	213.5
Labor, Department of	940.4	940.4	652.8	634.2	601.2	602.2	552.0	552.0	552.0	499.0	-441.4
Lansing Corr Fac	710.0	710.0	700.0	699.0	696.0	696.0	700.0	682.0	682.0	682.0	-28.0
Larned Corr Mental Health Fac	186.0	186.0	186.0	186.0	187.0	186.0	185.0	185.0	185.0	184.0	-2.0
Larned Juvenile Corr Fac	148.0	148.0	148.0	147.0	146.0	146.0	146.0	157.0	157.0	150.0	2.0
Larned State Hospital	725.8	792.8	798.2	940.2	966.2	978.2	976.2	976.0	976.2	839.2	113.4

Number of Positions by Agency
Full Time Equivalent (FTE) Positions

FY 03-
12

Agency Name	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	+/-
Legislative Coord Council	13.0	13.0	12.0	12.0	12.0	12.0	11.0	15.0	14.0	15.0	2.0
Legislative Research Dept	37.0	37.0	38.0	38.0	38.0	40.0	40.0	40.0	40.0	40.0	3.0
Legislature	33.0	33.0	33.0	34.0	35.0	35.0	37.0	37.0	37.0	39.0	6.0
Library, State	27.0	27.0	27.0	27.0	27.0	27.0	27.0	26.0	25.0	24.0	-3.0
Lieutenant Gov, Office of the	3.0	3.0	3.0	3.0	4.0	4.0	4.0	3.5	3.5	3.5	0.5
Lottery, Kansas	88.0	87.0	87.0	87.0	87.0	87.0	99.0	99.0	99.0	99.0	11.0
Mortuary Arts, Bd of	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	0.0
Neurological Institute, Ks	656.0	530.0	588.0	588.0	575.0	575.0	570.0	570.2	546.7	485.7	-170.3
Norton Corr Fac	266.0	266.0	266.0	265.0	265.0	265.0	264.0	232.0	264.0	259.0	-7.0
Nursing, Board of	22.0	22.0	22.0	22.0	22.0	24.0	24.0	24.0	24.0	24.0	2.0
Ombudsman for Corrections	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-4.0
Optometry, Board of Examiners	1.0	1.0	1.0	1.0	1.0	1.0	1.0	0.8	0.8	0.8	-0.2
Osawatomie State Hospital	477.0	436.0	399.0	399.0	399.0	420.0	491.0	441.4	441.4	396.4	-80.6
Parole Board, Kansas	4.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	0.0	-4.0
Parsons State Hosp/ Trng Cntr	514.0	424.0	467.0	467.0	467.0	497.0	497.0	497.2	495.2	455.2	-58.8
Peace Officers, Stds and Trng	0.0	0.0	0.0	0.0	0.0	7.0	4.0	7.0	7.0	7.0	7.0
Pharmacy, Board of	6.0	7.0	7.0	7.0	7.0	10.0	8.0	8.0	8.0	8.0	2.0
Pittsburg State University	796.0	790.0	773.0	831.0	841.0	855.0	878.0	896.8	887.5	898.7	102.7
Post Audit, Legislative Division	21.0	21.0	21.0	26.0	26.0	26.0	27.0	27.0	22.0	22.0	1.0
Racing & Gaming Comm, Ks	64.0	67.0	67.0	67.0	67.0	102.0	119.0	73.5	73.5	99.5	35.5
Rainbow Mental Health Fac	127.0	112.0	115.0	115.0	115.0	122.0	122.0	122.2	122.2	112.2	-14.8
Real Estate Appraisal Board	3.0	2.0	2.0	2.0	2.0	2.0	2.0	3.0	2.0	2.0	-1.0
Real Estate Comm, Ks	13.0	13.0	13.0	14.0	14.0	15.0	15.0	15.0	15.0	13.0	0.0
Regents, Bd of	54.0	54.0	57.0	58.0	59.0	64.0	64.0	63.5	63.5	63.5	9.5
Revenue, Dept of	1196.0	1196.0	1196.0	1146.0	1146.0	1146.0	1096.0	1096.0	1096.0	1046.0	-150.0
Revisor of Statutes	26.0	26.0	26.0	27.0	30.0	34.0	32.0	31.5	31.5	31.5	5.5
Secretary of State	56.0	56.0	54.0	54.0	55.0	55.0	55.0	55.0	54.0	51.0	-5.0
Securities Comm, Office of the	28.0	28.0	28.0	30.0	30.0	32.0	32.0	32.1	32.1	32.1	4.1
Sentencing Commission, Ks	10.0	7.0	7.0	7.0	9.0	10.0	10.0	10.0	10.0	8.0	-2.0
Social & Rehab Services, Dept	4049.0	3982.0	3982.0	3848.0	3671.0	3671.0	3670.0	3669.1	3669.1	3119.1	-929.9
Tax Appeals, Court of	28.0	26.0	26.0	26.0	26.0	26.0	26.0	26.0	26.0	20.0	-8.0
Technical Professions, State Bd	6.0	6.0	6.0	6.0	6.0	6.0	6.0	5.0	5.0	5.0	-1.0
Technology Enterprise Corp, Ks	29.0	27.0	29.0	29.0	29.0	16.0	16.0	16.0	14.7	0.0	-29.0
Topeka Corr Fac	249.0	248.0	248.0	248.0	248.0	248.0	246.0	246.0	246.0	238.0	-11.0
Topeka Juvenile Corr Fac	226.0	394.0	228.0	274.0	0.0	0.0	0.0	0.0	0.0	0.0	-226.0
Transportation, Dept of	3248.0	3248.0	3252.0	3238.0	3238.0	3202.0	3151.0	3113.5	3113.5	2916.5	-331.5
Treasurer, State	56.0	56.0	56.0	56.0	56.0	56.0	56.0	55.5	53.5	46.5	-9.5
University of Kansas	4487.0	4180.0	4181.0	4640.0	4685.0	5343.0	5450.0	5515.0	5405.0	5342.1	855.1
University of Kansas Med Cntr	2352.0	2284.0	2347.0	2445.0	2479.0	2423.0	2703.0	2604.9	2916.5	2438.3	86.3
Veterans Affairs, Comm on	558.0	559.0	558.0	558.0	558.0	558.0	537.0	513.0	498.0	340.0	-218.0
Veterinary Examiners, Bd of	3.0	3.0	4.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	0.0
Water Office, Kansas	23.0	23.0	23.0	23.0	23.0	24.0	24.0	23.5	23.5	21.0	-2.0
Wichita State University	1727.0	1668.0	1688.0	1757.0	1807.0	1861.0	1881.0	1897.0	1841.2	1878.5	151.5
Wildlife & Parks, Dept of	407.0	407.0	407.0	407.0	408.0	411.0	417.0	416.5	417.5	430.5	23.5
Winfield Corr Fac	201.0	201.0	201.0	201.0	201.0	201.0	200.0	200.0	200.0	200.0	-1.0
Total FTE	42352	41614	41152	40407	40515	42084	42094	41631	41521	39177.9	-3174.1

Comments: Positions by agency reflects the total number full-time equivalent positions authorized for each agency. Typically, agencies have more positions than employees, because there are vacancies at any given time. In some cases more than one employee may be used to fill an FTE.

Source: Fiscal Year 2012 Budget Comparison Report, (Schedule 7).

**Number of Classified and Unclassified Employees by Agency
Fiscal Year 2012**

Agency Name	Number of Employees		Total
	Classified	Unclassified	
Accountancy, Board of	0	3	3
Adjutant Generals Department	32	404	436
Administration, Department of	439	80	519
Administrative Hearings, Office of	7	1	8
Aging, Kansas Department on	123	21	144
Agriculture, Kansas Dept of	259	56	315
Attorney General, Kansas	0	103	103
Bank Commissioner, Office of the State	71	25	96
Barbering, Board of	1	2	3
Behavioral Sciences Regulatory Bd	3	5	8
Blind, Kansas State School for the	18	54	72
Citizens' Utility Ratepayer Bd	0	4	4
Commerce, Department of	180	66	246
Corporation Commission, Kansas	126	66	192
Correctional Industries, Department of	42	0	42
Corrections, Department of	197	97	294
Cosmetology, Kansas Board of	11	2	13
Credit Unions, Kansas Dept of	11	1	12
Deaf, Kansas School for the	33	96	129
Dental Board, Kansas	2	1	3
Education, Kansas Dept of	130	111	241
El Dorado Correctional Facility	399	3	402
Ellsworth Correctional Facility	213	3	216
Emergency Med Serv, Ks State Bd of	13	1	14
Emporia State University	254	407	661
Ethics Commission, Kansas Gov	0	8	8
Fair, Kansas State	22	1	23
Fire Marshal, Kansas State	38	2	40
Fort Hays State University	272	493	765
Governor of the State of Kansas	1	38	39
Healing Arts, Kansas Board of	31	11	42
Health & Environment, Dept of	668	360	1028
Health Care Stab Fund Bd of Gov	6	12	18
Hearing Aid Examiners	0	0	0
Highway Patrol, Kansas	736	39	775
Historical Society, Kansas State	77	5	82
Human Rights Commission, Kansas	19	1	20
Hutchinson Correctional Facility	477	4	481
Indigents' Defense Services Board	59	89	148
Insurance Department, Kansas	7	103	110
Investigation, Kansas Bureau of	176	76	252
Judicial Branch	0	1810	1810
Judicial Council	0	4	4
Juvenile Correctional Complex	212	10	222
Juvenile Justice Authority	14	24	38
Kansas Public Employees Retirement System	64	18	82
Kansas State University	1444	3225	4669
Labor, Department of	252	151	403
Lansing Correctional Facility	651	3	654
Larned Correctional Mental Health Fac.	171	2	173
Larned Juvenile Correctional Facility	110	9	119
Larned State Hospital	702	43	745
Legislative Coordinating Council	0	9	9
Legislative Research Department	0	43	43
Legislature	0	35	35
Library, Kansas State	19	9	28
Lieutenant Governor of the State of Ks	0	3	3
Lottery, Kansas	36	48	84
Mortuary Arts, Kansas State Bd of	2	1	3
Neurological Institute, Kansas	460	6	466

**Number of Classified and Unclassified Employees by Agency
Fiscal Year 2012**

Agency Name	Number of Employees		
	Classified	Unclassified	Total
Norton Correctional Facility	246	3	249
Nursing, Kansas State Bd of	18	3	21
Optometry, Kansas State Bd of Exam	1	0	1
Osawatomie State Hospital	333	23	356
Parsons State Hospital & Trng Ctr	414	5	419
Peace Officers, Std & Trng	0	4	4
Pharmacy, Kansas Board of	6	4	10
Pittsburg State University	293	530	823
Pooled Money Investment Board	3	2	5
Post Audit, Legislative Division	0	20	20
Racing & Gaming Commission, Ks	42	23	65
Rainbow Mental Health Facility	77	5	82
Real Estate Appraisal Board, Kansas	1	1	2
Real Estate Commission, Kansas State	8	3	11
Regents, Kansas Board of	7	56	63
Revenue, Department of	861	64	925
Revisor of Statutes	0	28	28
Secretary of State, Kansas	0	42	42
Securities Commissioner, Kansas	14	14	28
Sentencing Commission, Kansas	0	8	8
Social & Rehabilitation Services, Dept of	2489	88	2577
Tax Appeals, Board of	8	9	17
Technical Professions Ks State Bd of	3	2	5
Topeka Correctional Facility	212	8	220
Transportation, Department of	2640	54	2694
Treasurer, Kansas State	5	30	35
University of Kansas	0	4984	4984
University of Kansas Medical Center	272	2527	2799
Veterans Affairs, Kansas Comm on	271	10	281
Veterinary Examiners, Ks State Bd of	0	3	3
Water Office, Kansas	12	5	17
Wichita State University	599	1179	1778
Wildlife and Parks, Department of	370	29	399
Winfield Correctional Facility	187	2	189
Total	18682	18075	36757

Source: SHARP (FY 2012); Includes classified and unclassified, benefit-eligible employees including full and part-time employees. Excludes legislators, student employees, classified temporary and unclassified non-benefit eligible temporary employees.

Classified Employees by County of Work									
Fiscal Year 2012									
County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary	County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary
Allen	55	44.52	11.55	\$ 36,698	Linn	13	43.37	13.66	\$ 36,411
Anderson	33	43.5	11.83	\$ 38,788	Logan	28	44.25	11.9	\$ 39,305
Atchison	43	45.38	13.48	\$ 36,124	Lyon	349	50.25	14.57	\$ 34,290
Barber	9	46.59	11.75	\$ 34,902	Marion	36	44.48	12.73	\$ 37,352
Barton	112	46.85	13.51	\$ 41,032	Marshall	26	45.69	17.38	\$ 36,149
Bourbon	38	48.97	12.45	\$ 36,350	McPherson	42	47.81	15.28	\$ 39,593
Brown	49	48.25	19.72	\$ 37,851	Meade	16	46.78	15.15	\$ 37,192
Butler	514	43.48	10.15	\$ 34,051	Miami	425	45.96	10.67	\$ 36,228
Chase	9	47.79	15.19	\$ 32,739	Mitchell	16	49.44	16.73	\$ 38,277
Chautauqua	9	47.8	11.8	\$ 32,608	Montgomery	91	46.46	12.43	\$ 37,250
Cherokee	39	45.44	12.01	\$ 35,651	Morris	16	47.57	12.64	\$ 33,790
Cheyenne	7	50.08	10.38	\$ 31,601	Morton	5	41.96	9.6	\$ 30,830
Clark	8	51.94	14.27	\$ 36,739	Nemaha	22	45.23	16.99	\$ 39,557
Clay	21	44.16	12.32	\$ 39,060	Neosho	156	49.58	15.73	\$ 41,718
Cloud	37	48.01	17.39	\$ 37,928	Ness	6	47.9	14.79	\$ 32,802
Coffey	19	43.46	14.87	\$ 39,482	Norton	271	44.63	11.6	\$ 34,499
Comanche	9	46.82	14.4	\$ 33,317	Osage	39	45.26	11.94	\$ 36,162
Cowley	376	45.59	11.94	\$ 33,578	Osborne	9	40.59	12.53	\$ 34,516
Crawford	432	49.32	12.54	\$ 35,363	Ottawa	16	46.35	12.17	\$ 36,261
Decatur	9	50.45	21.87	\$ 36,298	Pawnee	994	44.17	9.67	\$ 33,265
Dickinson	21	47.59	16.84	\$ 38,316	Phillips	47	46.58	16.6	\$ 38,204
Doniphan	9	44.02	14.71	\$ 38,142	Pottawatomie	51	48.03	17.11	\$ 38,794
Douglas	160	47.09	14.27	\$ 46,054	Pratt	126	47.33	14.21	\$ 41,683
Edwards	10	50.88	15.24	\$ 35,418	Rawlins	23	46.29	14.44	\$ 35,245
Elk	1	61.44	10.04	\$ 41,870	Reno	719	43.09	11.05	\$ 34,742
Ellis	450	49.51	15.03	\$ 35,395	Republic	34	51.19	17.14	\$ 37,559
Ellsworth	241	43.25	9.54	\$ 34,211	Rice	8	51.93	17.05	\$ 34,321
Finney	170	47.76	12.38	\$ 38,158	Riley	1424	48.17	13.65	\$ 33,226
Ford	198	45.74	9.99	\$ 35,669	Rooks	57	46.35	11.55	\$ 36,421
Franklin	50	48.39	11.63	\$ 35,350	Rush	7	45.11	11.84	\$ 29,352
Geary	92	43.72	10	\$ 35,197	Russell	21	44.19	15.56	\$ 39,790
Gove	10	52.94	14.08	\$ 34,676	Saline	376	46.51	11.87	\$ 38,912
Graham	8	46.27	14.17	\$ 35,040	Scott	12	39.64	10.28	\$ 34,451
Grant	16	46.75	9.52	\$ 37,295	Sedgwick	1532	48.48	12.26	\$ 36,059
Gray	10	43.94	11.99	\$ 40,231	Seward	48	46.32	12.83	\$ 36,588
Greeley	9	46.56	12.69	\$ 31,889	Shawnee	5567	47.08	14.74	\$ 41,928
Greenwood	15	43.72	12.81	\$ 35,820	Sheridan	9	50.59	16.69	\$ 37,135
Hamilton	21	45.31	13.8	\$ 35,910	Sherman	28	43.3	11.41	\$ 35,609
Harper	9	53.26	14.75	\$ 33,953	Smith	9	47.76	15.28	\$ 29,201
Harvey	45	48.24	11.18	\$ 35,597	Stafford	10	44.42	14.25	\$ 46,033
Haskell	8	44.15	7.78	\$ 32,499	Stanton	0	0	0	\$ -
Hodgeman	7	46.5	13.24	\$ 32,133	Stevens	7	48.85	10.62	\$ 30,662
Jackson	27	45.58	12.31	\$ 36,322	Sumner	27	44.37	10.36	\$ 39,311
Jefferson	26	50.56	16.89	\$ 41,426	Thomas	52	46.38	15.65	\$ 39,285
Jewell	23	48.41	15.67	\$ 37,297	Trego	26	45.76	13.74	\$ 40,822
Johnson	453	45.83	11.29	\$ 38,785	Wabaunsee	27	44.85	13.65	\$ 35,998
Kearny	8	43.65	11.1	\$ 34,031	Wallace	8	52.92	12.48	\$ 33,950
Kingman	14	42.22	11.54	\$ 34,905	Washington	12	49.71	11.57	\$ 34,076
Kiowa	10	47.35	16.34	\$ 38,874	Wichita	0	0	0	\$ -
Labette	472	46.52	13.45	\$ 32,830	Wilson	13	43.53	10.84	\$ 38,711
Lane	5	52.79	12.88	\$ 30,597	Woodson	17	50.08	12.26	\$ 35,705
Leavenworth	737	43.1	11.04	\$ 34,300	Wyandotte	633	47.64	13.52	\$ 35,736
Lincoln	13	43.25	10.32	\$ 33,409					

Source: SHARP (FY 2012); Excludes unclassified, temporary and student employees

Unclassified Employees by County of Work									
Fiscal Year 2012									
County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary	County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary
Allen	15	47.2	13.93	\$ 48,556	Linn	8	49.64	11.65	\$ 48,931
Anderson	9	48.2	17.41	\$ 52,334	Logan	7	50.03	9.14	\$ 43,264
Atchison	15	51.38	21.74	\$ 50,600	Lyon	446	49.98	11.99	\$ 53,855
Barber	6	45.02	14.75	\$ 47,924	Marion	8	52.3	16.97	\$ 54,399
Barton	41	49.2	13.34	\$ 47,337	Marshall	10	42.72	11.82	\$ 37,585
Bourbon	14	47.33	9.49	\$ 48,900	McPherson	20	48.58	13.9	\$ 45,162
Brown	15	51.94	16.95	\$ 50,255	Meade	5	43.92	7.36	\$ 39,846
Butler	50	50.05	13.15	\$ 48,224	Miami	48	51.7	10.2	\$ 63,967
Chase	4	45.24	10.93	\$ 47,724	Mitchell	5	48.39	14.9	\$ 47,780
Chautauqua	4	57.52	20.32	\$ 45,013	Montgomery	29	51.13	10.88	\$ 48,517
Cherokee	14	48.64	14.58	\$ 46,557	Morris	7	53.51	15.7	\$ 40,179
Cheyenne	4	60	14.94	\$ 41,059	Morton	5	42	9.86	\$ 42,585
Clark	4	49.75	17.13	\$ 42,209	Nemaha	7	52.93	19.81	\$ 46,659
Clay	5	51.91	13.35	\$ 49,614	Neosho	29	48.16	15.06	\$ 56,733
Cloud	13	50.53	16.96	\$ 44,496	Ness	8	49.8	22.14	\$ 41,969
Coffey	8	41.95	7.82	\$ 48,619	Norton	18	47.57	15.94	\$ 54,115
Comanche	4	64.87	12.26	\$ 45,949	Osage	9	46.66	9.14	\$ 42,289
Cowley	29	50.26	14.01	\$ 50,701	Osborne	5	50.73	20.26	\$ 46,860
Crawford	567	49.5	12.43	\$ 68,362	Ottawa	6	47.73	11.19	\$ 48,160
Decatur	4	57.04	22.54	\$ 47,055	Pawnee	65	47.78	9.23	\$ 62,989
Dickinson	13	47.69	9.38	\$ 43,899	Phillips	5	52.58	9.82	\$ 44,305
Doniphan	5	50.14	12.37	\$ 43,606	Pottawatomie	17	50.43	14.72	\$ 46,671
Douglas	4813	48.09	12.1	\$ 61,001	Pratt	16	54.58	17.41	\$ 49,165
Edwards	5	45.88	13.16	\$ 43,461	Rawlins	5	70.58	20.4	\$ 42,766
Elk	5	46.02	8.4	\$ 44,118	Reno	103	50.87	13.79	\$ 52,934
Ellis	540	47.23	11.14	\$ 58,474	Republic	6	45.89	9.64	\$ 49,282
Ellsworth	16	52.96	12.69	\$ 48,226	Rice	7	58.41	19.2	\$ 42,599
Finney	61	48.25	11.21	\$ 53,508	Riley	2818	47.03	12.26	\$ 73,387
Ford	38	46.6	10.1	\$ 50,055	Rooks	6	36.52	11.27	\$ 43,768
Franklin	22	44.93	15.88	\$ 45,989	Rush	4	494.63	9.6	\$ 43,924
Geary	216	46.92	7.99	\$ 38,058	Russell	8	52.52	14.52	\$ 38,386
Gove	4	51.3	7.96	\$ 39,150	Saline	219	46.43	9.96	\$ 53,418
Graham	6	54.94	13.2	\$ 42,237	Scott	5	56.65	17.12	\$ 46,920
Grant	6	46.22	10.79	\$ 43,015	Sedgwick	1757	48.34	11.89	\$ 60,622
Gray	7	45.19	13.51	\$ 39,629	Seward	19	49.3	12.68	\$ 47,439
Greeley	5	50.86	17.4	\$ 61,511	Shawnee	2390	46.4	10.38	\$ 55,058
Greenwood	9	38.35	5.83	\$ 39,325	Sheridan	4	58.82	26.98	\$ 40,761
Hamilton	3	53.92	20.87	\$ 51,672	Sherman	12	58.88	15.78	\$ 44,110
Harper	5	51.99	12.71	\$ 41,266	Smith	4	57.8	24.39	\$ 48,177
Harvey	23	47.66	14.22	\$ 45,769	Stafford	7	52.22	11.13	\$ 44,649
Haskell	4	40.73	9.22	\$ 46,932	Stanton	3	54.76	17.94	\$ 43,270
Hodgeman	3	46.31	11.17	\$ 38,028	Stevens	9	44.6	12.42	\$ 52,820
Jackson	15	52.32	17.03	\$ 49,340	Sumner	21	47.25	12.79	\$ 47,756
Jefferson	11	51.71	19.87	\$ 52,540	Thomas	28	47.13	15.87	\$ 61,498
Jewell	4	60.18	13.49	\$ 41,346	Trego	4	45.72	10.72	\$ 46,450
Johnson	406	48.34	11.89	\$ 50,395	Wabaunsee	7	42.03	13.02	\$ 42,915
Kearny	6	57.84	11.08	\$ 46,610	Wallace	3	52.74	16.43	\$ 43,230
Kingman	9	44.79	11.88	\$ 50,450	Washington	6	59.42	10.62	\$ 57,137
Kiowa	4	57.23	17.96	\$ 45,888	Wichita	4	45.32	13.63	\$ 41,510
Labette	62	52.39	15.96	\$ 54,371	Wilson	12	52.48	16.15	\$ 45,750
Lane	3	58.92	24.58	\$ 56,957	Woodson	7	45.15	13.59	\$ 38,342
Leavenworth	52	46.23	10.98	\$ 45,379	Wyandotte	2583	45.77	8.85	\$ 59,482
Lincoln	4	49.59	18.89	\$ 59,900	All Other	21	28.87	2.9	\$ 36,245

Source: SHARP (FY 2012); Excludes classified, student employees, legislators, and unclassified temporary employees that are not benefit eligible.

**Twenty-Five Most Populous Job Titles
Classified Jobs - FY 2012**

Rank	Job Title	Number of Employees
1	Administrative Specialist	863
2	Human Services Specialist	791
3	Senior Administrative Asst	705
3	MHDD Technician	705
4	Corrections Officer I (A)	591
5	Administrative Assistant	573
6	Custodial Specialist	524
7	Equipment Operator Senior	469
8	Corrections Officer I (B)	423
9	Equipment Operator	417
10	Corrections Officer II	383
11	Social Worker Specialist	353
12	Corrections Specialist I	309
13	Public Service Administrator I	291
14	Hwy Patrol Master/Tech Trooper	255
15	Engineering Technician	242
16	Human Services Assistant	228
17	Public Service Administrator 2	189
18	Juvenile Corrections Officer I	168
18	Engineering Technician Senior	168
19	Program Consultant I	163
20	Public Service Executive II	160
21	Administrative Officer	159
22	Program Consultant II	154
23	Registered Nurse Senior	147
24	Facilities Specialist	135
25	Facilities Maintenance Super	131

Comments: In FY 2012, 52% of the classified workforce was employed in one of the twenty-five most populous job classes.

Source: SHARP (FY 2012); Includes part-time and full-time classified employees. Excludes unclassified, temporary, and student employees

Twenty-Five Most Populous Agencies FY 2012				
Rank	Agency Name	Number of Employees		
		Classified	Unclassified	Total
1	University of Kansas	0	4984	4984
2	Kansas State University	1444	3225	4669
3	University of Kansas Medical Center	272	2527	2799
4	Transportation, Department of	2640	54	2694
5	Social & Rehabilitation Services, Dept of	2489	88	2577
6	Judicial Branch	0	1810	1810
7	Wichita State University	599	1179	1778
8	Health & Environment, Dept of	668	360	1028
9	Revenue, Department of	861	64	925
10	Pittsburg State University	293	530	823
11	Highway Patrol, Kansas	736	39	775
12	Fort Hays State University	272	493	765
13	Larned State Hospital	702	43	745
14	Emporia State University	254	407	661
15	Lansing Correctional Facility	651	3	654
16	Administration, Department of	439	80	519
17	Hutchinson Correctional Facility	477	4	481
18	Neurological Institute, Kansas	460	6	466
19	Adjutant Generals Department	32	404	436
20	Parsons State Hospital & Trng Ctr	414	5	419
21	Labor, Department of	252	151	403
22	El Dorado Correctional Facility	399	3	402
23	Wildlife and Parks, Department of	370	29	399
24	Osawatomie State Hospital	333	23	356
25	Agriculture, Kansas Dept of	259	56	315
Total				31,883

Comments: Eighty-seven percent of employees are located in the top twenty-five most populous agencies.

Source: SHARP (FY 2012); Includes classified and unclassified, benefit-eligible employees including full and part-time employees. Excludes legislators, student employees, classified temporary and unclassified non-benefit eligible temporary employees.

State of Kansas
Fiscal Year 2012
Section 2: Workforce Characteristics

Workforce Summary

- The percentage of the workforce at step 12 or higher of the pay scale was 25% in FY 2003 but only 15% in FY 2012. This is due to the lack of funding for step movement combined with the increased number of retirements.
- In FY 2012, Males comprised 50.18% of the classified workforce, and 46.64% of the unclassified workforce.
- In FY 2012 the percentage of employees in the classified workforce making less than \$50,000 per year was 86% compared to 47% of the unclassified workforce.
- In FY 2012 the percentage of employees under age 50 was nearly identical in the classified and unclassified workforce (54%)

**Number, Salary, Age and Years of Service of Classified Employees By Agency
Fiscal Year 2012**

Agency Name	Number of Classified Emp	Average Salary	Average Age	Average Yrs of Service
Accountancy, Board of	0	NR	NR	NR
Adjutant Generals Department	32	\$38,922	49.98	14.43
Administration, Department of	439	\$41,221	49.43	16.03
Administrative Hearings, Office of	7	\$57,268	55.51	23.25
Aging, Kansas Department on	123	\$45,219	52.3	11.94
Agriculture, Kansas Dept of	259	\$43,918	47.46	13.99
Attorney General, Kansas	0	NR	NR	NR
Bank Commissioner, Office of the State	71	\$54,226	37.39	8.6
Barbering, Board of	1	NR	NR	NR
Behavioral Sciences Regulatory Bd	3	NR	NR	NR
Blind, Kansas State School for the	18	\$36,377	53.89	17.9
Citizens' Utility Ratepayer Bd	0	NR	NR	NR
Commerce, Department of	180	\$41,474	48.28	12.87
Corporation Commission, Kansas	126	\$43,841	50.98	15.62
Correctional Industries, Department of	42	\$41,814	51.41	16.56
Corrections, Department of	197	\$40,214	46.05	13.35
Cosmetology, Kansas Board of	11	\$31,157	51.42	9.88
Credit Unions, Kansas Dept of	11	\$50,597	42.88	10.05
Deaf, Kansas School for the	33	\$32,602	50.39	8.63
Dental Board, Kansas	2	NR	NR	NR
Education, Kansas Dept of	130	\$46,529	50.37	14.57
El Dorado Correctional Facility	399	\$32,791	42.88	8.79
Ellsworth Correctional Facility	213	\$33,746	43.18	9.06
Emergency Med Serv, Ks State Bd of	13	\$40,966	48.59	11.28
Emporia State University	254	\$32,963	51.28	14.96
Ethics Commission, Kansas Gov	0	NR	NR	NR
Fair, Kansas State	22	\$33,572	49.72	8.49
Fire Marshal, Kansas State	38	\$45,484	48.45	13.58
Fort Hays State University	272	\$31,415	50.35	14.67
Governor of the State of Kansas	1	NR	NR	NR
Healing Arts, Kansas Board of	31	\$36,278	44.7	9.7
Health & Environment, Dept of	668	\$45,669	49.06	14.58
Health Care Stab Fund Bd of Gov	6	\$35,218	49.73	14.7
Hearing Aid Examiners	0	NR	NR	NR
Highway Patrol, Kansas	736	\$47,795	43.17	13.92
Historical Society, Kansas State	77	\$38,148	51.74	17.72
Home Inspectors Registration Bd, Kansas	0	NR	NR	NR
Human Rights Commission, Kansas	19	\$40,262	51.2	17.47
Hutchinson Correctional Facility	477	\$33,046	40.59	9.59
Indigents' Defense Services Board	59	\$35,001	47.8	12.58
Insurance Department, Kansas	7	\$31,863	53.05	19.17
Investigation, Kansas Bureau of	176	\$51,701	45.11	14.41
Judicial Branch	0	NR	NR	NR
Judicial Council	0	NR	NR	NR
Juvenile Correctional Complex	212	\$30,949	41.25	8.68
Juvenile Justice Authority	14	\$44,285	44.84	12.81
Kansas Public Employees Retirement System	64	\$39,122	45.65	12.28
Kansas State University	1444	\$32,575	48.55	13.78
Labor, Department of	252	\$43,336	50.11	16.88
Lansing Correctional Facility	651	\$33,564	42.41	10.48
Larned Correctional Mental Health Fac.	171	\$33,275	40.98	8.57
Larned Juvenile Correctional Facility	110	\$33,146	43.55	10.22
Larned State Hospital	702	\$33,186	unavailable	9.75
Legislative Coordinating Council	0	NR	NR	NR
Legislative Research Department	0	NR	NR	NR
Legislature	0	NR	NR	NR
Library, Kansas State	19	\$39,642	50.88	15.21
Lieutenant Governor of the State of Ks	0	NR	NR	NR
Lottery, Kansas	36	\$41,730	50.72	15.87
Mortuary Arts, Kansas State Bd of	2	NR	NR	NR

**Number, Salary, Age and Years of Service of Classified Employees By Agency
Fiscal Year 2012**

Agency Name	Number of Classified Emp	Average Salary	Average Age	Average Yrs of Service
Neurological Institute, Kansas	460	\$30,687	43.68	13.04
Norton Correctional Facility	246	\$33,609	45.23	11.34
Nursing, Kansas State Bd of	18	\$44,006	48.62	10.61
Optometry, Kansas State Bd of Exam	1	NR	NR	NR
Osawatomie State Hospital	333	\$35,897	45.51	10.42
Parsons State Hospital & Trng Ctr	414	\$32,062	46.12	12.84
Peace Officers, Std & Trng	0	NR	NR	NR
Pharmacy, Kansas Board of	6	\$46,817	52.95	8.81
Pittsburg State University	293	\$33,326	50.16	11.78
Pooled Money Investment Board	3	NR	NR	NR
Post Audit, Legislative Division	0	NR	NR	NR
Racing & Gaming Commission, Ks	42	\$46,394	43.57	9.7
Rainbow Mental Health Facility	77	\$36,398	47.2	8.18
Real Estate Appraisal Board, Kansas	1	NR	NR	NR
Real Estate Commission, Kansas State	8	\$36,741	48.62	11.2
Regents, Kansas Board of	7	\$37,392	55.75	15.43
Revenue, Department of	861	\$40,429	47.36	15.54
Revisor of Statutes	0	NR	NR	NR
Secretary of State, Kansas	0	NR	NR	NR
Securities Commissioner, Kansas	14	\$50,351	46.1	14.27
Sentencing Commission, Kansas	0	NR	NR	NR
Social & Rehabilitation Services, Dept of	2489	\$38,447	47.42	14.24
Tax Appeals, Board of	8	\$36,202	54.25	24.36
Technical Professions Ks State Bd of	3	NR	NR	NR
Topeka Correctional Facility	212	\$34,590	42.9	10.8
Transportation, Department of	2640	\$38,426	46.51	13.81
Treasurer, Kansas State	5	\$35,422	55.43	24.9
University of Kansas	0	NR	NR	NR
University of Kansas Medical Center	272	\$33,412	50.19	14.4
Veterans Affairs, Kansas Comm on	271	\$30,333	45.22	8.79
Veterinary Examiners, Ks State Bd of	0	NR	NR	NR
Water Office, Kansas	12	\$57,942	48.78	17.08
Wichita State University	599	\$31,659	50.69	12.08
Wildlife and Parks, Department of	370	\$42,319	45.76	14.08
Winfield Correctional Facility	187	\$35,404	45.56	11.84

Source: SHARP (FY 2012); Includes full-time and part-time classified employees. Excludes legislators, unclassified, and student employees. So individuals cannot be easily identified, agencies with less than 5 classified employees are listed as “NR” for “not reported”. Agencies without classified employees are also listed as “NR”

**Number, Salary, Age and Years of Service of Unclassified Employees By Agency
Fiscal Year 2012**

Agency Name	Number of Unclassified Emp	Average Salary	Average Age	Average Yrs of Service
Accountancy, Board of	3	NR	NR	NR
Adjutant Generals Department	404	\$36,210	46.76	7.72
Administration, Department of	80	\$67,890	48.44	13.81
Administrative Hearings, Office of	1	NR	NR	NR
Aging, Kansas Department on	21	\$61,128	48.86	9.3
Agriculture, Kansas Dept of	56	\$59,685	43.57	7.35
Attorney General, Kansas	103	\$53,045	45.78	8.83
Bank Commissioner, Office of the State	25	\$69,957	46.28	13.05
Barbering, Board of	2	NR	NR	NR
Behavioral Sciences Regulatory Bd	5	\$44,297	40.55	5.65
Blind, Kansas State School for the	54	\$49,890	51.58	15.57
Citizens' Utility Ratepayer Bd	4	NR	NR	NR
Commerce, Department of	66	\$58,864	47.29	10.47
Corporation Commission, Kansas	66	\$57,692	47.43	10.92
Correctional Industries, Department of	0	NR	NR	NR
Corrections, Department of	97	\$48,481	43.36	9.79
Cosmetology, Kansas Board of	2	NR	NR	NR
Credit Unions, Kansas Dept of	1	NR	NR	NR
Deaf, Kansas School for the	96	\$45,693	47.74	15.18
Dental Board, Kansas	1	NR	NR	NR
Education, Kansas Dept of	111	\$57,568	47.64	9.6
El Dorado Correctional Facility	3	NR	NR	NR
Ellsworth Correctional Facility	3	NR	NR	NR
Emergency Med Serv, Ks State Bd of	1	NR	NR	NR
Emporia State University	407	\$54,903	50.07	11.97
Ethics Commission, Kansas Gov	8	\$41,877	49.66	22.06
Fair, Kansas State	1	NR	NR	NR
Fire Marshal, Kansas State	2	NR	NR	NR
Fort Hays State University	493	\$58,672	47.36	10.89
Governor of the State of Kansas	38	\$57,036	40.81	6.51
Healing Arts, Kansas Board of	11	\$66,864	43.25	8.17
Health & Environment, Dept of	360	\$49,060	44.2	8.05
Health Care Stab Fund Bd of Gov	12	\$60,179	53.85	11.88
Hearing Aid Examiners	0	NR	NR	NR
Highway Patrol, Kansas	39	\$42,551	50.3	7.52
Historical Society, Kansas State	5	\$43,843	42.34	9.47
Home Inspectors Registration Bd, Kansas	0	NR	NR	NR
Human Rights Commission, Kansas	1	NR	NR	NR
Hutchinson Correctional Facility	4	NR	NR	NR
Indigents' Defense Services Board	89	\$57,295	45.27	11.5
Insurance Department, Kansas	103	\$49,938	49.79	14
Investigation, Kansas Bureau of	76	\$47,815	42.34	7.47
Judicial Branch	1810	\$48,604	49.48	13.9
Judicial Council	4	NR	NR	NR
Juvenile Correctional Complex	10	\$55,752	44.4	10.86
Juvenile Justice Authority	24	\$54,471	44.18	7.95
Kansas Public Employees Retirement System	18	\$88,426	49.96	12.1
Kansas State University	3225	\$71,608	46.95	12.41
Labor, Department of	151	\$45,957	42.59	6.29
Lansing Correctional Facility	3	NR	NR	NR
Larned Correctional Mental Health Fac.	2	NR	NR	NR
Larned Juvenile Correctional Facility	9	\$54,523	52.6	17.87
Larned State Hospital	43	\$67,033	45.66	5.46
Legislative Coordinating Council	9	\$48,570	57.01	11.3
Legislative Research Department	43	\$56,111	44.96	11.56
Legislature	35	\$56,277	40.01	6.64
Library, Kansas State	9	\$41,733	45.07	7.96
Lieutenant Governor of the State of Ks	3	NR	NR	NR
Lottery, Kansas	48	\$48,617	48.29	12.52
Mortuary Arts, Kansas State Bd of	1	NR	NR	NR

**Number, Salary, Age and Years of Service of Unclassified Employees By Agency
Fiscal Year 2012**

Agency Name	Number of Unclassified Emp	Average Salary	Average Age	Average Yrs of Service
Neurological Institute, Kansas	6	\$82,494	60.12	15.75
Norton Correctional Facility	3	NR	NR	NR
Nursing, Kansas State Bd of	3	NR	NR	NR
Optometry, Kansas State Bd of Exam	0	NR	NR	NR
Osawatomie State Hospital	23	\$80,404	58.24	10.59
Parsons State Hospital & Trng Ctr	5	\$86,240	60.94	27.57
Peace Officers, Std & Trng	4	NR	NR	NR
Pharmacy, Kansas Board of	4	NR	NR	NR
Pittsburg State University	530	\$69,681	49.49	12.07
Pooled Money Investment Board	2	NR	NR	NR
Post Audit, Legislative Division	20	\$65,907	39.79	11.87
Racing & Gaming Commission, Ks	23	\$56,755	49.7	6.24
Rainbow Mental Health Facility	5	\$98,327	53.5	5.9
Real Estate Appraisal Board, Kansas	1	NR	NR	NR
Real Estate Commission, Kansas State	3	NR	NR	NR
Regents, Kansas Board of	56	\$66,864	48.19	11.63
Revenue, Department of	64	\$54,556	48.19	8.43
Revisor of Statutes	28	\$60,779	45.98	13.3
Secretary of State, Kansas	42	\$46,468	46.41	12.26
Securities Commissioner, Kansas	14	\$74,684	44.13	6.84
Sentencing Commission, Kansas	8	\$46,386	48.3	10.39
Social & Rehabilitation Services, Dept of	88	\$60,422	49.72	8.02
Tax Appeals, Board of	9	\$80,974	47.91	14.62
Technical Professions Ks State Bd of	2	NR	NR	NR
Topeka Correctional Facility	8	\$41,179	48	9.2
Transportation, Department of	54	\$75,974	51.04	19.72
Treasurer, Kansas State	30	\$42,610	47.04	12.12
University of Kansas	4984	\$60,764	48.13	12.05
University of Kansas Medical Center	2527	\$61,762	45.46	8.35
Veterans Affairs, Kansas Comm on	10	\$67,276	52.69	5.56
Veterinary Examiners, Ks State Bd of	3	NR	NR	NR
Water Office, Kansas	5	\$72,206	41.45	15.03
Wichita State University	1179	\$62,473	48.87	12.08
Wildlife and Parks, Department of	29	\$44,341	41.58	7.2
Winfield Correctional Facility	2	NR	NR	NR

Source: SHARP (FY 2012); Includes full-time and part-time employees. Includes unclassified temporary employees that are benefit eligible. Excludes Legislators, classified, temporary- not benefit eligible employees and student employees. Agencies with less than 5 unclassified employees are listed as "NR" for "not reported".

Number of Classified Employees by Location on the Civil Service Plan

		STEPS															
		4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Total
008		5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
009		0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
010		4	1	0	0	0	0	1	0	0	0	0	2	5	0	13	
011		16	17	0	1	2	0	2	4	4	1	0	1	0	0	48	
012		25	7	5	26	3	0	0	1	3	2	2	1	2	0	77	
P	013	25	17	4	2	3	1	0	0	1	2	4	5	2	0	66	
A	014	352	217	23	18	41	47	10	19	18	9	13	9	13	2	793	
Y	015	100	39	2	3	3	3	3	3	3	5	0	1	6	2	173	
	016	71	30	136	109	119	33	24	3	1	3	3	7	11	10	560	
	017	589	497	653	165	45	46	35	33	44	34	70	41	82	4	2,340	
	018	167	149	92	329	219	91	65	35	32	27	33	29	58	91	1,417	
	019	413	241	133	228	52	87	60	64	47	59	52	39	73	22	1,570	
	020	287	232	222	64	111	64	61	57	90	62	57	47	46	47	1,453	
	021	266	159	87	31	42	50	28	25	25	19	20	19	32	8	814	
G	022	576	398	110	159	72	150	52	59	52	41	28	42	65	21	1,825	
R	023	109	70	71	15	18	19	22	15	10	12	7	7	11	8	394	
A	024	369	224	86	110	74	70	65	68	46	49	47	26	46	13	1,294	
D	025	271	200	49	56	51	46	45	28	19	18	19	12	22	1	837	
E	026	268	122	74	29	24	53	43	54	21	18	6	12	22	9	755	
	027	298	199	77	66	51	52	59	42	21	28	11	10	14	1	929	
	028	99	126	73	31	48	28	31	14	15	10	12	8	10	3	508	
	029	232	151	60	175	64	35	50	40	33	18	17	18	25	2	922	
	030	73	61	36	17	36	77	32	24	17	52	23	6	7	6	467	
	031	79	70	30	22	18	17	20	13	4	5	5	4	9	3	299	
	032	78	67	24	48	49	27	24	17	10	14	16	17	19	0	410	
	033	74	34	34	42	36	27	28	16	6	18	9	10	14	0	348	
	034	18	26	18	7	6	6	15	11	5	8	10	5	12	1	148	
	035	5	6	10	12	12	13	9	19	8	9	10	5	6	0	124	
	036	6	0	2	4	5	1	4	3	1	2	1	0	0	0	29	
	037	7	1	4	6	7	3	3	8	4	8	3	3	1	0	58	
	038	0	0	1	0	0	0	1	0	0	0	1	0	0	0	3	
FY12		4,882	3,362	2,116	1,775	1,211	1,046	792	675	540	533	479	386	613	254	16	18,680
FY11		4,461	3,743	1,957	2,089	1,271	1,141	908	791	653	644	586	475	747	336	16	19,818
FY10		3,782	4,048	1,724	2,414	1,298	1,209	990	916	717	695	640	522	843	382	19	20,199
FY09		3,986	4,607	2,594	1,502	1,208	1,073	1,023	842	809	652	596	521	1,032	113	21	20,579
FY08		3,983	5,184	2,099	1,595	1,134	1,150	1,077	948	865	728	723	544	1,252	NA	NA	21,282
FY07		2,178	6,453	2,063	1,568	1,066	1,217	1,171	1,027	782	714	808	759	1,544	NA	NA	21,350
FY06		7,900	2,438	1,418	1,107	1,323	1,219	1,101	803	777	861	857	1,735	NA	NA	NA	21,539
FY05		9,119	1,540	1,852	946	1,452	1,208	1,214	932	882	973	956	2,069	NA	NA	NA	23,143
FY04		8,097	1,565	2,020	1,139	1,678	1,319	1,074	967	985	983	1,070	2,280	NA	NA	NA	23,177
FY03		6,938	1,648	2,421	1,005	1,777	1,437	1,089	984	1,026	1,112	1,118	2,666	NA	NA	NA	23,221

Comments: Records of some employees are not included due to data errors. There is a decrease in the number of employees in the upper steps since FY2003; this is primarily due to the lack of funding for step movement.

Source: SHARP (FY2003 - 2012); excludes legislators, unclassified, temporary and student employees

**Number of Classified and Unclassified Employees, by Agency, By Gender
Fiscal Year 2012**

Agency Name	Number of Employees			
	Classified		Unclassified	
	Male	Female	Male	Female
Accountancy, Board of	0	0	0	3
Adjutant Generals Department	18	14	350	54
Administration, Department of	256	183	58	22
Administrative Hearings, Office of	2	5	1	0
Aging, Kansas Department on	21	102	9	12
Agriculture, Kansas Dept of	148	111	30	26
Attorney General, Kansas	0	0	42	61
Bank Commissioner, Office of the State	38	33	21	4
Barbering, Board of	0	1	1	1
Behavioral Sciences Regulatory Bd	1	2	1	4
Blind, Kansas State School for the	9	9	14	40
Citizens' Utility Ratepayer Bd	0	0	2	2
Commerce, Department of	62	118	35	31
Corporation Commission, Kansas	72	54	36	30
Correctional Industries, Department of	30	12	0	0
Corrections, Department of	78	119	36	61
Cosmetology, Kansas Board of	1	10	0	2
Credit Unions, Kansas Dept of	5	5	1	0
Deaf, Kansas School for the	16	17	20	76
Dental Board, Kansas	1	2	1	0
Education, Kansas Dept of	32	98	41	70
El Dorado Correctional Facility	302	97	3	0
Ellsworth Correctional Facility	162	51	3	0
Emergency Med Serv, Ks State Bd of	6	7	1	0
Emporia State University	105	149	198	209
Ethics Commission, Kansas Gov	0	0	0	8
Fair, Kansas State	12	10	1	0
Fire Marshal, Kansas State	25	13	2	0
Fort Hays State University	115	157	272	221
Governor of the State of Kansas	0	1	16	22
Healing Arts, Kansas Board of	5	26	4	7
Health & Environment, Dept of	242	426	116	244
Health Care Stab Fund Bd of Gov	1	5	2	10
Highway Patrol, Kansas	563	173	31	8
Historical Society, Kansas State	29	48	1	4
Human Rights Commission, Kansas	7	12	1	0
Hutchinson Correctional Facility	379	98	3	1
Indigents' Defense Services Board	12	47	48	41
Insurance Department, Kansas	0	7	42	61
Investigation, Kansas Bureau of	90	86	37	39
Judicial Branch	0	0	441	1369
Judicial Council	0	0	0	4
Juvenile Correctional Complex	133	79	5	5
Juvenile Justice Authority	6	8	14	10
Kansas Public Employees Retirement System	13	51	7	11
Kansas State University	537	907	1661	1564
Labor, Department of	74	178	53	98
Lansing Correctional Facility	480	171	2	1
Larned Correctional Mental Health Fac.	125	46	2	0
Larned Juvenile Correctional Facility	67	43	5	4
Larned State Hospital	287	415	22	21
Legislative Coordinating Council	0	0	4	5
Legislative Research Department	0	0	16	27
Legislature	0	0	17	18
Library, Kansas State	7	12	1	8
Lieutenant Governor of the State of Ks	0	0	2	1
Lottery, Kansas	14	22	24	24
Mortuary Arts, Kansas State Bd of	1	1	1	0
Neurological Institute, Kansas	169	291	4	2
Norton Correctional Facility	174	72	3	0

**Number of Classified and Unclassified Employees, by Agency, By Gender
Fiscal Year 2012**

Agency Name	Number of Employees			
	Classified		Unclassified	
	Male	Female	Male	Female
Nursing, Kansas State Bd of	2	16	1	2
Optometry, Kansas State Bd of Exam	0	1	0	0
Osawatomie State Hospital	100	233	18	5
Parsons State Hospital & Trng Ctr	180	234	3	2
Peace Officers, Std & Trng	0	0	3	1
Pharmacy, Kansas Board of	1	5	1	3
Pittsburg State University	124	169	292	238
Pooled Money Investment Board	1	2	1	1
Post Audit, Legislative Division	0	0	12	8
Racing & Gaming Commission, Ks	32	10	17	6
Rainbow Mental Health Facility	24	53	4	1
Real Estate Appraisal Board, Kansas	0	1	0	1
Real Estate Commission, Kansas State	2	6	1	2
Regents, Kansas Board of	0	7	15	41
Revenue, Department of	270	591	34	30
Revisor of Statutes	0	0	13	15
Secretary of State, Kansas	0	0	20	22
Securities Commissioner, Kansas	6	8	9	5
Sentencing Commission, Kansas	0	0	3	5
Social & Rehabilitation Services, Dept of	481	2006	35	53
Tax Appeals, Board of	1	7	5	4
Technical Professions Ks State Bd of	0	3	0	2
Topeka Correctional Facility	126	86	6	2
Transportation, Department of	2174	466	40	14
Treasurer, Kansas State	0	5	7	23
University of Kansas	0	0	2416	2568
University of Kansas Medical Center	167	105	1072	1455
Veterans Affairs, Kansas Comm on	82	189	7	3
Veterinary Examiners, Ks State Bd of	0	0	2	1
Water Office, Kansas	3	9	3	2
Wichita State University	237	362	604	575
Wildlife and Parks, Department of	293	77	22	7
Winfield Correctional Facility	136	50	2	0
Totals	9374	9305	8432	9643

Source: SHARP (FY 2012); Includes classified and unclassified, benefit-eligible employees including full and part-time employees. Excludes legislators, student employees, classified temporary and unclassified non-benefit eligible temporary employees. Excludes 3 classified employees with unreported gender.

**Ethnic and Gender Distribution by Agency: Classified Employees
Fiscal Year 2012**

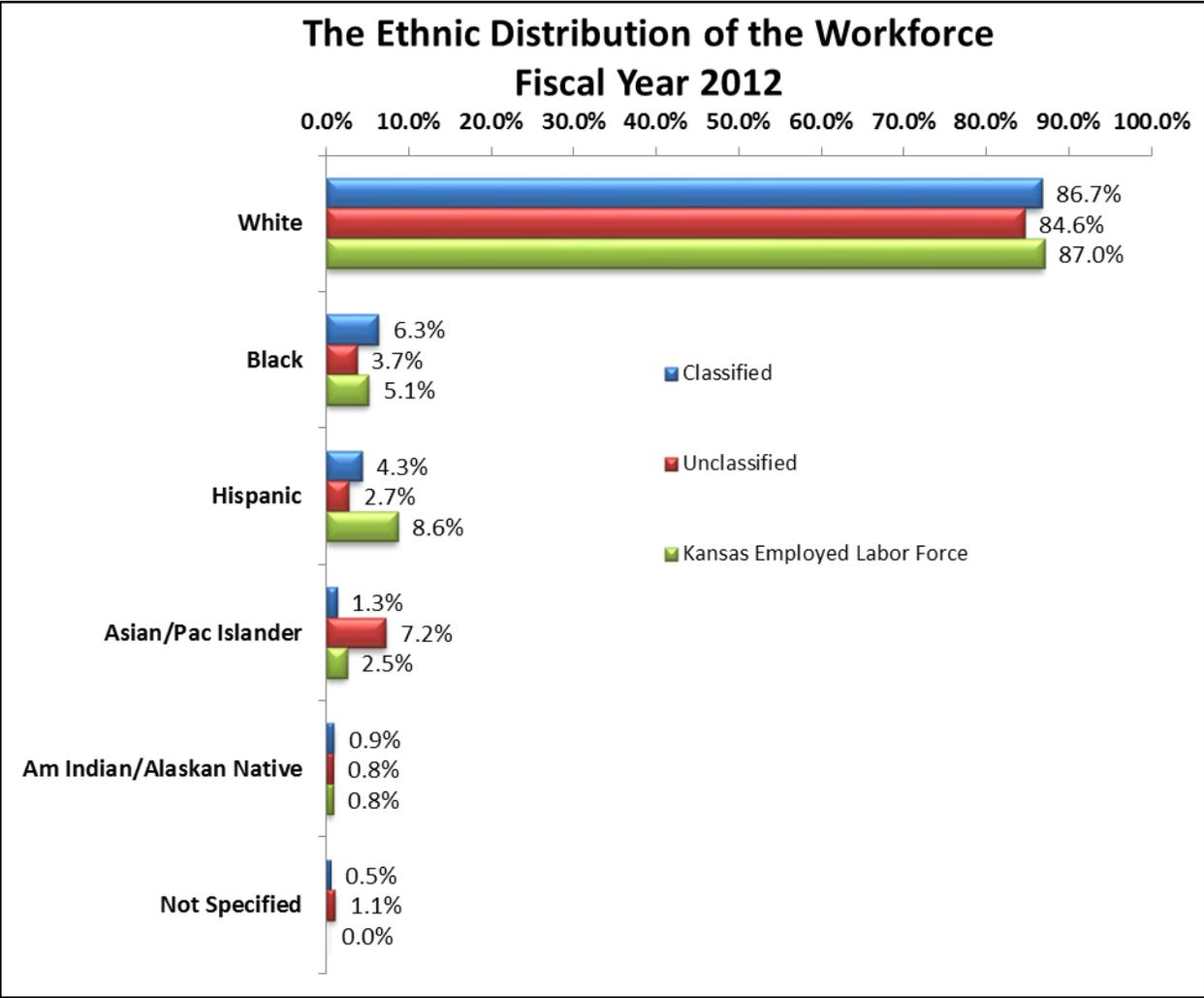
Agency	Number of Classified Employees	Minority		Non-Minority		Not Reported
		Male	Female	Male	Female	
Adjutant General	32	6.25%	9.38%	50.00%	34.38%	0.00%
Administration, Department of	439	6.38%	6.38%	51.94%	35.31%	0.00%
Aging, Department on	123	0.81%	3.25%	14.63%	74.80%	6.50%
Agriculture, Department of	259	3.47%	3.47%	53.67%	39.38%	0.00%
Bank Commissioner, Office of the State	71	1.41%	4.23%	50.70%	42.25%	1.41%
Blind, School for the	18	27.78%	16.67%	22.22%	33.33%	0.00%
Commerce & Housing, Department of	180	5.56%	13.89%	28.33%	51.11%	1.11%
Corporation Commission, Kansas	126	3.17%	1.59%	53.97%	39.68%	1.59%
Correctional Industries	42	2.38%	2.38%	69.05%	26.19%	0.00%
Corrections, Department of	197	4.57%	6.60%	35.03%	53.30%	0.51%
Deaf, School for the	33	9.09%	6.06%	39.39%	45.45%	0.00%
Education, Department of	130	1.54%	3.08%	23.08%	70.00%	2.31%
El Dorado Correctional Facility	399	7.27%	1.50%	68.42%	22.81%	0.00%
Ellsworth Correctional Facility	213	7.04%	1.88%	69.01%	22.07%	0.00%
Emporia State University	254	3.54%	3.94%	37.40%	54.72%	0.39%
Fair, Kansas State	22	0.00%	0.00%	54.55%	45.45%	0.00%
Fire Marshal	38	2.63%	0.00%	63.16%	34.21%	0.00%
Fort Hays State University	272	0.37%	0.37%	41.91%	56.99%	0.37%
Healing Arts, Board of	31	0.00%	3.23%	16.13%	80.65%	0.00%
Health and Environment	668	3.14%	6.59%	33.08%	57.04%	0.15%
Highway Patrol	736	5.03%	1.77%	71.47%	21.74%	0.00%
Historical Society, State	77	1.30%	1.30%	36.36%	61.04%	0.00%
Human Rights Commission, Kansas	19	10.53%	21.05%	26.32%	42.11%	0.00%
Hutchinson Correctional Facility	477	10.06%	1.89%	69.18%	18.66%	0.21%
Indigents Defense Services Board	59	3.39%	13.56%	16.95%	66.10%	0.00%
Investigation, Kansas Bureau of	176	2.84%	2.84%	47.73%	44.89%	1.70%
Juvenile Correctional Complex	212	19.34%	8.02%	42.45%	26.89%	3.30%
Kansas Public Employees Ret Sys	64	1.56%	12.50%	18.75%	65.63%	1.56%
Kansas State University	1444	4.57%	6.72%	32.55%	55.82%	0.35%
Labor, Department of	252	6.35%	15.48%	23.02%	55.16%	0.00%
Lansing Correctional Facility	651	12.75%	5.84%	60.83%	20.43%	0.15%
Larned Correctional Mental Health Facility	171	7.60%	1.75%	65.50%	25.15%	0.00%
Larned Juvenile Correctional Facility	110	4.55%	0.00%	56.36%	39.09%	0.00%
Larned State Hospital	702	3.28%	5.13%	37.46%	53.85%	0.28%
Library, State	19	0.00%	0.00%	36.84%	63.16%	0.00%
Lottery, Kansas	36	0.00%	0.00%	38.89%	61.11%	0.00%
Neurological Institute, Kansas	460	17.61%	19.13%	30.43%	32.83%	0.00%
Norton Correctional Facility	246	2.85%	0.81%	67.07%	28.46%	0.81%
Nursing, Board of	18	5.56%	11.11%	5.56%	77.78%	0.00%
Osawatomie State Hospital	333	0.90%	5.11%	28.83%	64.56%	0.60%
Parsons State Hospital and Trg Center	414	7.49%	6.28%	35.99%	50.24%	0.00%
Pittsburg State University	293	0.68%	1.02%	41.64%	56.66%	0.00%
Racing & Gaming Commission, Kansas	42	2.38%	0.00%	71.43%	23.81%	2.38%
Rainbow Mental Health Facility	77	22.08%	27.27%	9.09%	41.56%	0.00%
Revenue, Department of	861	4.07%	9.76%	27.29%	58.77%	0.12%

**Ethnic and Gender Distribution by Agency: Classified Employees cont.,
Fiscal Year 2012**

Agency	Number of Classified Employees	Minority		Non-Minority		Not Reported
		Male	Female	Male	Female	
Social and Rehabilitation Services, Dept of	2489	3.09%	13.30%	16.11%	65.93%	1.57%
Topeka Correctional Facility	212	8.96%	6.13%	50.47%	34.43%	0.00%
Transportation, Kansas Department of	2640	5.42%	1.06%	76.93%	16.59%	0.00%
University of Kansas Medical Center	272	27.94%	15.44%	33.09%	22.79%	0.74%
Veterans' Affairs, Commission on	271	4.06%	14.76%	26.20%	53.87%	1.11%
Wichita State University	599	11.02%	16.19%	28.55%	43.91%	0.33%
Wildlife and Parks, Department of	370	2.43%	0.00%	75.14%	20.27%	2.16%
Winfield Correctional Facility	187	11.23%	2.14%	61.50%	24.60%	0.53%

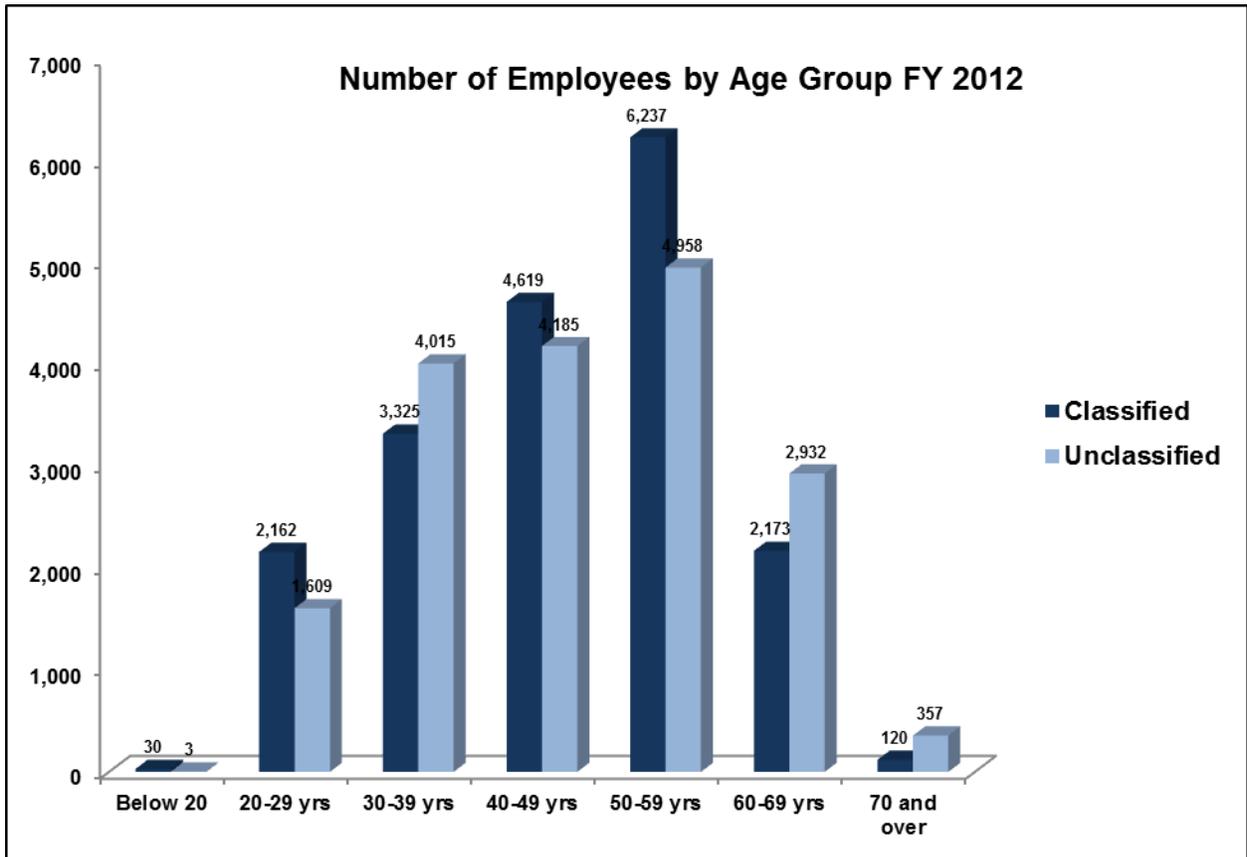
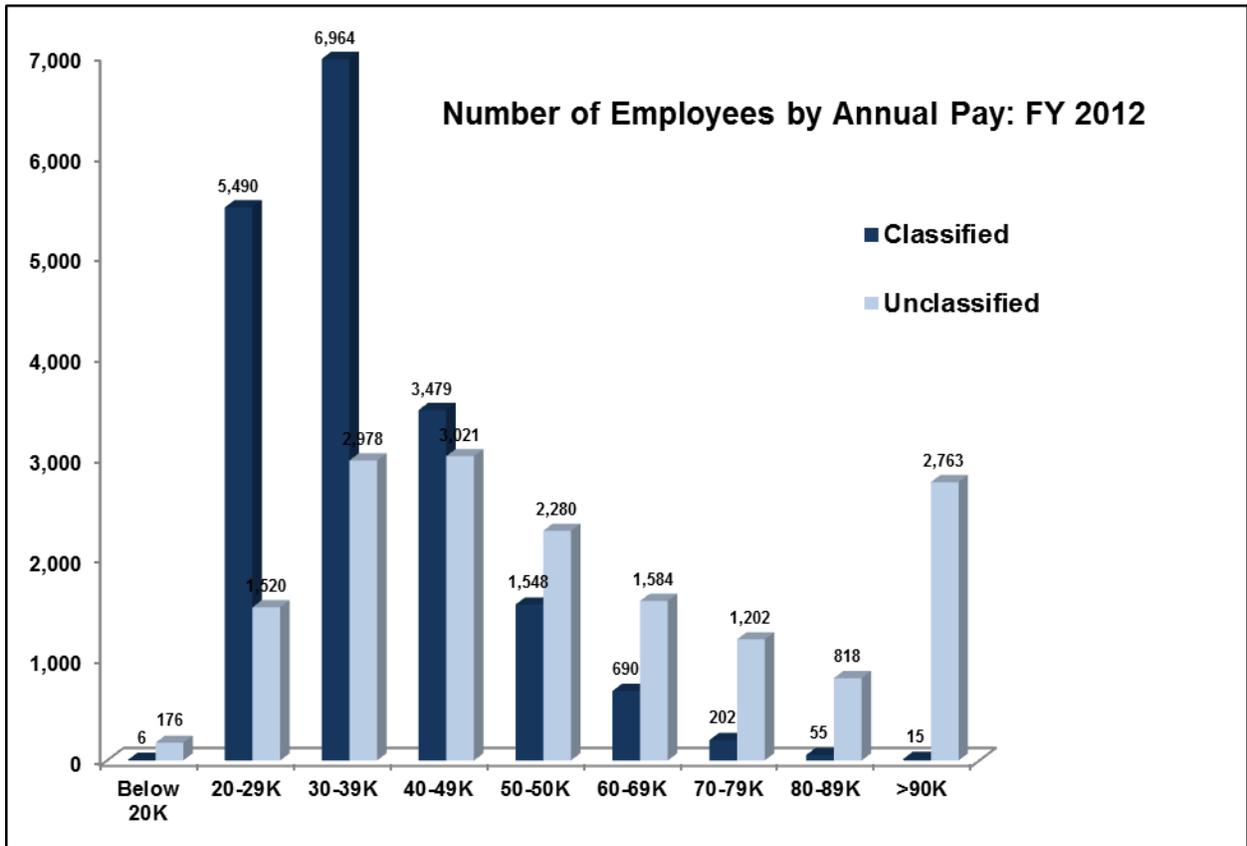
Comments: Minority is defined as American Indian/Alaskan Native/Pacific Islander, African-American, and Hispanic. Non-minority is defined as White.

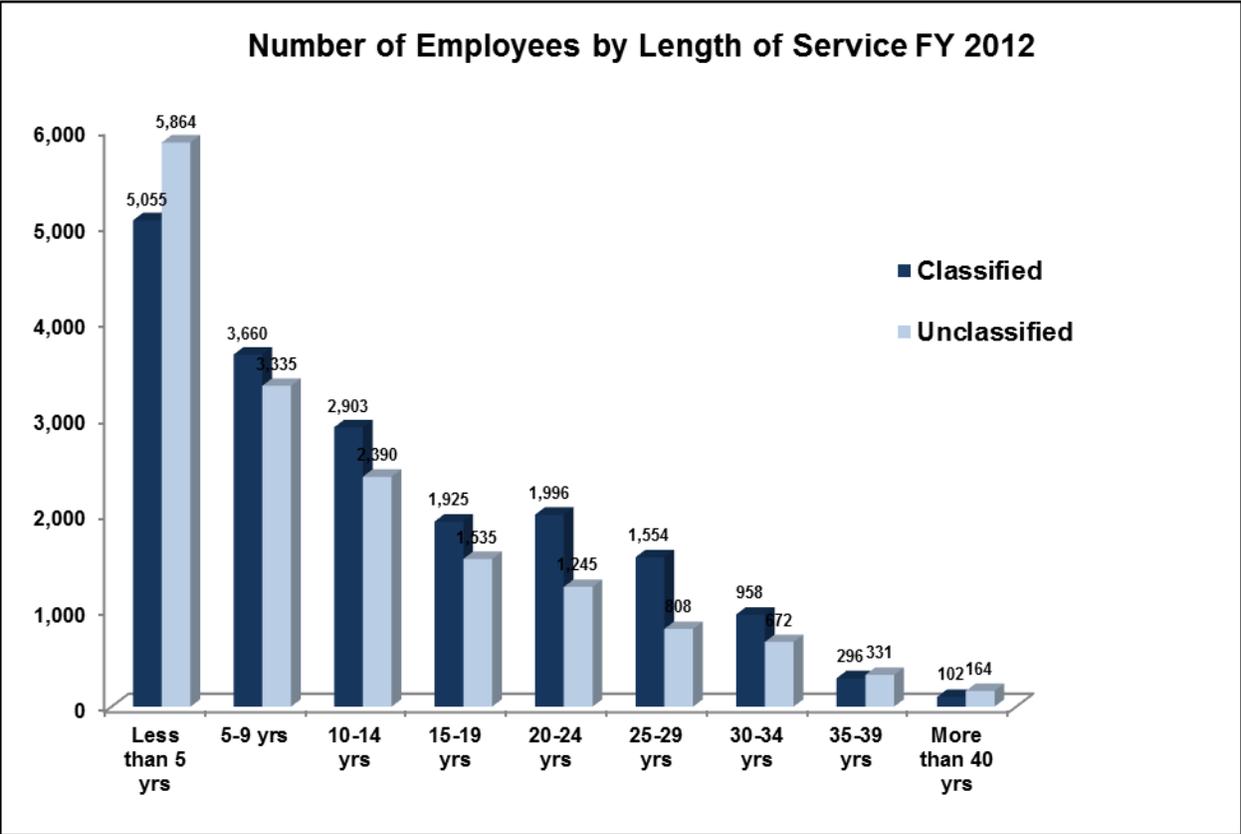
Source: SHARP (FY 2012); Excludes unclassified, temporary and student employees. Excludes agencies with less than 15 classified employees.



Comments: The Kansas Employed Labor Force chart includes data from state and non-state government workforces combined.

Source: SHARP (FY 2012); Kansas Department of Human Resources Census STFA3 reports (July 2001). Kansas Department of Human Resources, Affirmative Action Report. These percentages may not equal 100%. The figures for the Kansas Employed Labor Force chart are based on 2000 census estimates, but they have been adjusted to 2010 annual average labor force estimates developed by the Kansas Department of Labor.





Source: SHARP (FY 2012); Excludes students, part-time employees, classified temporary employees and unclassified/non-benefit eligible temporary employees.

State of Kansas
Fiscal Year 2012
Section 3: Turnover

Turnover Summary

- The statewide turnover rate for classified jobs in FY 2012 was 16.54%. This is significantly higher than turnover in FY 2011 (12.19%). This was primarily due to incentives offered for early retirement.
- In FY 2012, 10% of terminations occurred within the first year of service. This is a significant decrease from FY 2011 when 13% of terminations occurred within the first year of service and from FY 2007 when 26% of terminations occurred within the first year of service.
- In FY 2012, 38% of terminations occurred within the first 5 years of service compared to 48% in FY 2011 and 56% in FY 2009.
- In FY 2012, jobs in Human Resources had the highest turnover rate (20.89%), while Agriculture/Natural Resource jobs had the lowest turnover rate (11.76%).
- In FY 2012, 40% of turnover was due to retirement in the classified service, compared to 28% in FY 2011. This was primarily due to the Voluntary Retirement Incentive Program (VRIP)

Turnover Report information:

Definition of Turnover Rate:

$$\text{Turnover} = \frac{\text{Terminations}}{\text{Begin Count} + \text{End Count}} \times 100 \div 2$$

Total # Terminations during
 Multiplied by 100 to change decimal to percent
 Average # of classified employees

Terminations: Retirements and voluntary, involuntary and neutral terminations.

Voluntary Terminations: Resignations

Involuntary Terminations: Layoffs and Dismissals related to Personal Conduct, Unsatisfactory Work Performance or End of Limited Term Appointment.

Neutral Terminations: Death.

Report information:

Includes/Excludes:

- Includes Classified, Regular employees only; employees *leaving state service* through Retirements (RET) and Terminations (TER) only (even if employee returned to state service at a later date).
- Excludes Classified, Temporary; Unclassified, Regular; and Unclassified, Temporary employees; employees transferring between agencies; Hires (HIR), Rehires (REH), Promotions (PRO), Demotions (DEM) or any other Action that is not coded as "RET" or "TER" in SHARP.

Turnover Calculation:

- **Begin Count:** The number of active (Active, Leave with Pay, Leave without Pay, Suspended) employees pulled from SHARP as of July 1, 2011 for each agency and for each job title.
- **End Count:** The number of active (Active, Leave with Pay, Leave without Pay, Suspended) employees pulled from SHARP as of June 30, 2012 for each agency and for each job title.
- **Average Employee Count:** The Begin Count added to the End Count, then divided by 2.
- **Voluntary Terminations:** Resignation made by employee's choice.
- **Involuntary Terminations:** Termination made by employer's choice.
- **Neutral Terminations:** Resignation incurred by incumbent's death. Reason code of "DEA".
- **Retirements:** Resignation incurred by employee's retirement. Reason code of "REG".
- **Total Terminations:** The sum total of all Retirements and all types of Terminations.
- **Turnover Percentage:** Total Terminations divided by Average Employee Count, multiplied by 100 to change decimal to a percent.

Termination Actions Used in these Reports:

Action	Reason	Description	Turnover Type
TER	CON	Personal Conduct	Involuntary
TER	UNS	Unsatisfactory Work Performance	Involuntary
TER	PRB	Original Probationary Term	Involuntary
TER	ELT	End of Limited Term	Involuntary
TER	LA1	Layoff - Shortage of Work/Fund	Involuntary
TER	LA2	Layoff - Incumbent Returns from Leave	Involuntary
TER	LA3	Layoff - Incumbent Returns Per CSB	Involuntary
TER	LA4	Layoff - Other	Involuntary
TER	LA5	Layoff - Agency Closure	Involuntary
TER	LA6	Layoff - Probationary EE	Involuntary
TER	LA7	Layoff - Non State Job Hire	Involuntary
TER	IPD	Inability perform Position Duties	Involuntary
TER	LIC	Lack of license/authorization	Involuntary
TER	PRL	Probationary – Lack of Funds	Involuntary
TER	TAF	Transfer to Affiliate (KUMC only)	Involuntary

TER	TNR	Not Reappointed/Continued	Involuntary
TER	RS0	Resign - Other	Voluntary
TER	RS1	Resign - Family Reasons	Voluntary
TER	RS2	Resign - Job Abandonment	Voluntary
TER	RS3	Resign - Health Reasons	Voluntary
TER	RS4	Resign - Personal Reasons	Voluntary
TER	RS5	Resign - Other Position	Voluntary
TER	RS6	Resign - Mutual Consent	Voluntary
TER	RS7	Resign - Return to School	Voluntary
TER	RS8	Resign - Dissatisfied w/Work	Voluntary
TER	RS9	Resign - Dissatisfied w/Pay	Voluntary
TER	RSN	Resign - Insufficient Notice	Voluntary
TER	DEA	Death	Neutral

Retirement Actions:

<u>Action</u>	<u>Reason</u>	<u>Description</u>	<u>Turnover Type</u>
RET	REG	Regular Retirement	Voluntary

Additional Notes:

- Averages may not represent the totality of employment.
- Some positions may have experienced more than one termination during the report period.
- Categories (Agency/Job Title) with low employee numbers may have an "artificially inflated" turnover rate. Actual counts should be considered when examining turnover rates. Categories with a Begin Count or End Count of "0" will have an artificially inflated turnover rate.
- Job Classes/Codes that were abolished/established will show an inaccurate turnover rate due to the lack of beginning or ending counts.
- For additional explanation of Action/Reason codes, view the Action Reason Code User Guide on <http://www.da.ks.gov/sharp/>.

Job Titles Abolished During Fiscal Year 2012

Date Abolished	Title	Job Title
6/10/12	Clothing Specialist	4311R2
6/10/12	Cosmetologist	4561R2
6/10/12	Radiation Control Inspector	8243C3

New Job Titles Established During Fiscal Year 2012

Date Created	Title	Job Title
9/18/2011	Appeals Referee	4009D3

Abolished/Defunded/Reorganization of Agencies During Fiscal Year 2012

Agency #	Agency Name	Information
039	KS Dept. for Aging & Disab Svs*	Name Change and Reorganization via ERO
629	Dept for Children and Families*	Name Change and Reorganization via ERO
264	Dept of Health & Environment	Minor reorganization via ERO

*For this report these agencies will be referred to by the agency name they held at the beginning of FY2012 i.e., "Aging, Department on" and "Social and Rehabilitation Services, Department of". In Section 4, which includes FY 2013 data, they will be referred to by their current names.

Appointment of Classified Employees by Agency Fiscal Year 2012

Agency	Hires	Rehires	Promotions	Demotions	Transfers
Accountancy, Board of	0	0	0	0	0
Adjutant General	0	0	0	0	0
Administration, Department of	10	7	19	6	5
Administrative Services	0	0	0	0	0
Aging, Department on	19	12	10	1	92
Agriculture, Department of	13	6	30	2	4
Bank Commissioner, Office of the State	4	0	27	0	1
Barbering, Board of	0	0	0	0	0
Behavioral Sciences Regulatory Bd	0	0	0	0	0
Blind, School for the	0	1	2	0	2
Commerce, Department of	14	11	4	0	6
Corporation Commission	3	4	7	0	2
Corrections, Department of	11	4	26	4	5
Cosmetology, Board of	0	2	3	0	1
Credit Unions, Department of	1	0	3	0	0
Deaf, School for the	37	2	4	0	0
Dental Board	0	0	0	0	0
Education, Department of	2	6	2	1	1
El Dorado Correctional Facility	39	13	25	2	17
Ellsworth Correctional Facility	37	6	32	0	12
Emergency Med Serv, Ks State Bd of	0	2	1	0	0
Emporia State University	10	6	15	4	9
Fair, Kansas State	3	0	1	0	0
Fire Marshal	4	2	0	0	0
Fort Hays State University	18	2	10	0	4
Governor, Office of the	0	0	0	0	0
Healing Arts, Kansas Board of	1	1	0	0	0
Health & Environment, Department of	10	15	23	3	10
Health Care Stabilization Fund Bd of Gov	0	0	0	0	0
Highway Patrol	23	9	67	7	49
Historical Society, State	3	1	6	0	0
Human Rights Commission, Kansas	0	0	0	0	0
Hutchinson Correctional Facility	98	13	60	3	25
Indigents Defense Services Board	2	5	2	0	0
Insurance Department	0	0	0	0	0
Investigation, Kansas Bureau of	5	1	19	0	1
Juvenile Correctional Complex	53	12	17	0	4
Juvenile Justice Authority	0	2	0	0	0
Kansas Public Employees Ret Sys	2	3	8	0	3
Kansas State University	111	80	111	13	36
Labor, Department of	8	5	38	6	3
Lansing Correctional Facility	90	22	93	10	37
Larned Correctional Mental Health Fac.	25	7	34	2	3
Larned Juvenile Correctional Facility	15	14	19	3	3
Larned State Hospital	118	60	110	9	112
Library, Kansas State	2	1	1	1	0
Lottery, The Kansas	0	0	2	0	0
Mortuary Arts, Kansas State Bd of	0	1	0	0	0
Neurological Institute, Kansas	18	83	53	3	6
Norton Correctional Facility	0	5	22	2	5
Nursing, Board of	0	0	0	1	1
Optometry Board of Examiners	0	0	0	0	0
Osawatomie State Hospital	12	44	21	3	4
Parsons State Hospital & Trng Ctr	18	34	21	1	0
Pharmacy, Board of	0	0	0	0	0

**Appointment of Classified Employees by Agency
Fiscal Year 2012**

Agency	Hires	Rehires	Promotions	Demotions	Transfers
Pittsburg State University	21	10	16	4	4
Pooled Money Investment Bd	0	0	0	0	0
Racing & Gaming Commission, Kansas	16	7	4	0	5
Rainbow Mental Health Facility	8	5	13	0	1
Real Estate Appraisal Board	0	0	0	0	0
Real Estate Commission	0	0	0	0	0
Regents, Board of	0	0	0	0	0
Revenue, Department of	21	27	91	12	8
Securities Commissioner, Office of the	2	0	3	0	0
Social & Rehabilitation Services, Dept of	130	95	136	37	58
Tax Appeals, Board of	0	0	0	0	0
Technical Professions, Ks State Board of	0	0	0	0	0
Topeka Correctional Facility	35	8	30	2	7
Transportation, Department of	229	73	397	30	71
Treasurer, State	0	0	0	0	0
University of Kansas Medical Center	46	3	11	0	8
Veteran Affairs, Kansas Comm on	23	49	7	1	16
Water Office, Kansas	0	0	1	0	1
Wichita State University	50	15	27	0	1
Wildlife & Parks, Department of	4	8	17	1	10
Winfield Correctional Facility	17	4	18	2	7
Total	1441	808	1719	176	660

Source: SHARP (FY 2012); Excludes temporary, and student employees. Excludes agencies without classified employees.

Separation of Classified Employees by Agency Fiscal Year 2012

Agency Name	Avg Num of Employees	Terminations				Total Separations
		Retirements	Involuntary	Neutral	Voluntary	
Accountancy, Board of	0.5	0	0	0	0	0
Adjutant General	34.5	2	0	0	1	3
Administration, Department of Administrative Hearings, Office of	457	34	2	1	11	48
Aging, Department on	7.5	1	0	0	0	1
Aging, Department on	173.5	13	1	1	15	30
Agriculture, Department of	263.5	13	5	0	13	31
Animal Health Department	NA	NA	NA	NA	NA	NA
Arts Commission, Kansas	NA	NA	NA	NA	NA	NA
Attorney General	NA	NA	NA	NA	NA	NA
Bank Commissioner, Off of the	75	4	2	0	5	11
Barbering, Board of	1	0	0	0	0	0
Behavioral Sciences Reg Bd	3	0	0	0	0	0
Blind, School for the	20	1	1	0	0	2
Citizen's Utility Ratepayer Board	NA	NA	NA	NA	NA	NA
Commerce, Department of	188	19	2	0	19	40
Conservation Commission	NA	NA	NA	NA	NA	NA
Corporation Commission	129.5	5	1	0	4	10
Corrections, Department of	245	20	1	0	11	32
Cosmetology, Board of	10	0	0	0	1	1
Credit Unions, Department of	11	2	1	0	0	3
Deaf, School for the	35.5	1	0	0	3	4
Dental Board	2	0	0	0	0	0
Development Finance Auth, Ks	NA	NA	NA	NA	NA	NA
Education, Department of	134.5	5	0	0	10	15
El Dorado Correctional Facility	408.5	9	9	1	59	78
Ellsworth Correctional Facility	211	9	9	0	28	46
Emergency Medical Services	12	0	0	0	0	0
Emporia State University	266	18	1	0	5	24
Ethics Commission, Kansas Gov	NA	NA	NA	NA	NA	NA
Fair, Kansas State	22.5	0	0	0	2	2
Fire Marshal	39.5	4	0	0	4	8
Fort Hays State University	272.5	15	2	0	7	24
Governor, Office of the	1.5	0	0	0	0	0
Healing Arts, State Board of	31.5	1	0	0	0	1
Health & Environment, Dept of Health Care Stab Fund Bd of Gov	701.5	50	3	1	33	87
Health Policy Authority, Kansas	6	0	0	0	0	0
Hearing Instruments, Bd of Exam	NA	NA	NA	NA	NA	NA
Highway Patrol	750.5	40	4	1	15	60
Historical Society, Kansas State	82.5	4	0	1	6	11
Home Inspectors Reg Bd, Ks	NA	NA	NA	NA	NA	NA
Human Rights Commission, Ks	20.5	1	0	0	0	1
Hutchinson Correctional Facility	488	22	9	1	81	113
Indigents Defense Services Bd	59.5	1	1	0	2	4
Insurance Department	11	3	2	0	2	7
Investigation, Kansas Bureau of	182	9	0	0	6	15
Judicial Branch	NA	NA	NA	NA	NA	NA
Judicial Council	NA	NA	NA	NA	NA	NA
Juvenile Correctional Complex	215.5	11	15	0	34	60
Juvenile Justice Authority	16.5	0	0	0	2	2
Kansas Inc.	NA	NA	NA	NA	NA	NA
Kansas Public Emp Ret Sys	66.5	3	0	0	5	8
Kansas State University	1450.5	86	11	4	106	207
Labor, Department of	298	36	40	0	16	92
Lansing Correctional Facility	641	16	12	2	91	121
Larned Corr Mental Health Fac.	169	9	3	0	26	38
Larned Juvenile Correctional Fac	116.5	5	3	0	21	29
Larned State Hospital	730	55	15	4	151	225
Legislative Coordinating Council	NA	NA	NA	NA	NA	NA
Legislative Research Department	NA	NA	NA	NA	NA	NA

Separation of Classified Employees by Agency Fiscal Year 2012

Agency Name	Avg Num of Employees	Terminations				Total Separations
		Retirements	Involuntary	Neutral	Voluntary	
Legislature	NA	NA	NA	NA	NA	NA
Library, State	18.5	2	0	0	1	3
Lieutenant Gov, Office of the	NA	NA	NA	NA	NA	NA
Lottery, The Kansas	40.5	5	0	0	0	5
Mortuary Arts, Board	2	1	0	0	0	1
Neurological Institute, Kansas	468	33	24	0	63	120
Norton Correctional Facility	246.5	9	7	0	25	41
Nursing, Board of	18	0	0	0	2	2
Optometry Board of Examiners	1	0	0	0	0	0
Osawatomie State Hospital	350.5	18	6	0	67	91
Parole Board, Kansas	NA	NA	NA	NA	NA	NA
Parsons State Hosp & Trng Ctr	428.5	26	13	1	29	69
Peace Officers, Std & Trng	NA	NA	NA	NA	NA	NA
Pharmacy, Board of	6	0	0	0	0	0
Pittsburg State University	293.5	21	2	0	4	27
Pooled Money Investment Bd	3.5	0	0	0	0	0
Post Audit, Legislative Diviof	NA	NA	NA	NA	NA	NA
Racing & Gaming Comm, Ks	47.5	0	2	0	2	4
Rainbow Mental Health Facility	86	7	6	0	21	34
Real Estate Appraisal Board	1	0	0	0	0	0
Real Estate Commission	8.5	1	0	0	0	1
Regents, Board of	7.5	1	0	0	0	1
Revenue, Department of	908.5	82	12	0	36	130
Revisor of Statutes	NA	NA	NA	NA	NA	NA
Secretary of State	NA	NA	NA	NA	NA	NA
Securities Comm, Office of the	13	0	0	0	0	0
Sentencing Commission, Kansas	NA	NA	NA	NA	NA	NA
Social & Rehab Serv Dept of	2640.5	262	22	2	199	485
Tax Appeals, Board of	8	0	0	0	0	0
Technical Prof, State Bd of	3	0	0	0	0	0
Technology Ent Corp, Ks	NA	NA	NA	NA	NA	NA
Topeka Correctional Facility	211.5	10	8	0	21	39
Transportation, Department of	2701	176	27	1	173	377
Treasurer, State	5.5	0	0	0	0	0
University of Kansas	NA	NA	NA	NA	NA	NA
University of Ks Med Center	333	23	19	2	28	72
Veteran Affairs, Commission on	284.5	11	6	0	37	54
Veterinary Examiners, Board of	NA	NA	NA	NA	NA	NA
Water Office, Kansas	14.5	1	0	0	2	3
Wichita State University	638	40	12	3	33	88
Wildlife & Parks, Department of	392	25	4	1	11	41
Winfield Correctional Facility	190	10	4	1	17	32
Total	19,431	1,116	292	25	1,368	2,801
FY 2012 % of Total Separations		39.84%	10.42%	0.89%	48.84%	
FY 2011 % of Total Separations		28.29%	14.12%	1.62%	55.97%	
FY 2010 % of Total Separations		26.44%	16.30%	1.82%	55.44%	
FY 2009 % of Total Separations		20.50%	17.63%	2.24%	59.68%	
FY 2008 % of Total Separations		20.90%	9.55%	1.21%	68.34%	

Source: SHARP (FY 2008-2012); Excludes unclassified, temporary and student employees. Agencies marked "N/A" have no classified employees. **NOTE:** The high percentage of retirements in FY 2012 was due to the Voluntary Retirement Incentive Program (VRIP).

**Classified Employees Turnover by Agency
Fiscal Years 2003-2012**

Agency Name	Avg Num of Cls Emp FY 2012	Turnover Rate									
		FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Accountancy, Board of	0.5	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	200.00%	0.00%	0.00%
Adjutant General	34.5	11.65%	14.89%	6.67%	11.49%	14.12%	22.78%	8.00%	0.00%	7.79%	8.70%
Administration, Department of	457	14.79%	9.49%	7.29%	10.13%	6.32%	8.01%	6.89%	8.99%	9.85%	10.50%
Administrative Hearings, Office of	7.5	N/A	N/A	N/A	N/A	N/A	N/A	0.00%	0.00%	0.00%	13.33%
Aging, Department on	173.5	20.00%	15.24%	10.91%	12.20%	10.83%	14.79%	9.71%	11.30%	27.44%	17.29%
Agriculture, Department of	263.50	8.03%	7.68%	10.04%	7.35%	12.31%	6.46%	10.09%	7.27%	8.05%	11.76%
Animal Health Department	NA	7.55%	15.38%	3.85%	11.32%	0.00%	10.53%	11.32%	8.16%	50.00%	NA
Arts Commission, Kansas	NA	0.00%	14.29%	0.00%	15.38%	54.55%	16.67%	50.00%	0.00%	240.00%	NA
Atchison Juvenile Correctional Fac	NA	16.51%	34.59%	35.03%	31.71%	28.38%	29.37%	127.54%	N/A	NA	NA
Attorney General	NA	0.00%	0.00%	0.00%	0.00%	0.00%	200.00%	0.00%	N/A	NA	NA
Bank Commissioner, Off of the State	75.00	14.09%	5.41%	19.58%	5.63%	17.69%	10.67%	7.64%	9.03%	7.74%	14.67%
Barbering, Board of	1.00	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
Behavioral Sciences Reg Bd	3.00	0.00%	66.67%	0.00%	22.22%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%
Beloit Juvenile Correctional Fac	NA	21.18%	5.99%	39.51%	40.88%	29.06%	20.17%	23.42%	168.63%	NA	NA
Blind, School for the	20.00	10.53%	7.41%	23.53%	12.24%	8.51%	19.51%	5.26%	0.00%	5.00%	10.00%
Citizen's Utility Ratepayer Board	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA	NA
Commerce, Department of	188.00	13.08%	5.23%	11.27%	14.22%	18.93%	26.29%	14.29%	15.26%	21.88%	21.28%
Conservation Commission	NA	0.00%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	NA
Corporation Commission	129.50	5.34%	5.38%	4.51%	9.59%	7.38%	6.57%	4.33%	5.05%	7.41%	7.72%
Corrections, Department of	245.00	10.73%	11.02%	8.19%	11.83%	9.28%	10.43%	6.77%	7.68%	10.33%	13.06%
Cosmetology, Board of	10.00	20.00%	10.00%	30.00%	20.00%	28.57%	9.09%	19.05%	10.00%	10.00%	10.00%
Credit Unions, Department of	11.00	0.00%	0.00%	0.00%	0.00%	57.14%	0.00%	20.00%	0.00%	18.18%	27.27%
Deaf, School for the	35.50	18.56%	14.74%	10.42%	25.81%	11.11%	10.99%	23.81%	21.92%	13.51%	11.27%
Dental Board	2.00	0.00%	0.00%	100.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%
Development Finance Authority	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA	NA
Education, Department of	134.50	12.58%	9.50%	8.31%	14.41%	18.58%	10.83%	9.09%	8.70%	11.39%	11.15%
El Dorado Correctional Facility	408.50	21.22%	26.34%	19.82%	30.80%	33.45%	30.80%	24.54%	15.48%	19.18%	19.03%
Ellsworth Correctional Facility	211.00	17.57%	20.09%	21.96%	21.81%	12.06%	17.33%	17.54%	18.14%	19.86%	21.80%
Emergency Medical Services	12.00	17.39%	8.70%	8.70%	0.00%	9.09%	16.67%	0.00%	8.00%	8.70%	0.00%
Emporia State University	266.00	8.67%	7.12%	8.92%	9.35%	8.75%	8.64%	4.55%	3.21%	5.45%	9.02%
Ethics Commission, Kansas Gov	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA	NA
Fair, Kansas State	22.50	30.00%	9.30%	18.60%	14.29%	13.64%	0.00%	13.33%	8.89%	17.78%	8.89%
Fire Marshal	39.50	4.60%	6.98%	6.67%	4.35%	8.70%	6.32%	8.51%	17.58%	13.95%	20.25%
Fort Hays State University	272.50	6.98%	6.01%	6.73%	7.56%	6.99%	5.24%	5.27%	4.94%	6.79%	8.81%
Governor, Office of the	1.50	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA	NA
Healing Arts, State Board of	31.50	18.18%	13.64%	8.00%	20.00%	11.76%	0.00%	9.68%	12.90%	16.13%	3.17%
Health & Environment, Dept of	701.50	11.68%	9.03%	7.68%	11.56%	9.61%	8.92%	8.70%	6.62%	8.79%	12.40%
Health Care Stab Fund Bd of Gov	6.00	0.00%	0.00%	0.00%	0.00%	40.00%	0.00%	20.00%	18.18%	0.00%	0.00%
Health Policy Authority, Kansas	N/A	N/A	N/A	0.00%	2.24%	7.80%	15.26%	9.05%	7.55%	34.29%	NA
Hearing Instruments, Bd of Exam	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA	NA
Highway Patrol	750.50	7.36%	7.89%	6.21%	7.34%	6.50%	6.39%	3.72%	5.61%	6.66%	7.99%
Historical Society, State	82.50	13.04%	7.34%	9.01%	11.93%	7.48%	10.19%	11.76%	6.38%	12.43%	13.33%
Home Inspectors Reg Bd, Ks	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA	NA
Housing Resources Corp, Ks	ND	ND	5.56%	6.15%	14.04%	23.26%	9.52%	0.00%	0.00%	NA	NA
Human Rights Commission, Ks	20.50	0.00%	29.09%	7.55%	18.87%	0.00%	3.45%	7.27%	17.02%	0.00%	4.88%
Hutchinson Correctional Facility	488.00	18.29%	15.00%	16.21%	17.27%	21.65%	18.72%	18.60%	21.14%	22.78%	23.16%
Indigents Defense Services Bd	59.50	9.60%	17.74%	4.65%	13.64%	9.23%	7.52%	7.52%	7.87%	4.96%	6.72%
Insurance Department	11.00	8.70%	19.05%	10.34%	12.00%	4.76%	10.26%	5.26%	0.00%	12.12%	63.64%
Investigation, Kansas Bureau of	182.00	6.33%	6.12%	5.57%	7.61%	3.25%	5.59%	6.27%	9.18%	7.78%	8.24%
Judicial Branch	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA	NA
Judicial Council	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA	NA
Juvenile Correctional Complex	215.50	N/A	N/A	9.52%	28.00%	30.66%	26.85%	35.48%	37.44%	29.61%	27.84%
Juvenile Justice Authority	16.50	15.39%	31.37%	16.00%	4.17%	31.82%	15.00%	4.76%	19.51%	15.79%	12.12%
Kansas Inc	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA	NA
Kansas Public Employees Ret Sys	66.50	14.93%	7.52%	4.55%	12.21%	7.75%	9.23%	5.93%	8.76%	10.29%	12.03%
Kansas State University	1450.50	11.11%	9.19%	12.06%	11.91%	12.03%	11.73%	10.88%	8.58%	10.71%	14.27%
Labor, Department of	298.00	7.37%	9.42%	12.75%	9.75%	15.69%	9.82%	5.31%	7.13%	13.78%	30.87%
Lansing Correctional Facility	641.00	26.14%	26.80%	28.64%	22.51%	20.94%	21.70%	19.55%	15.40%	13.67%	18.88%
Larned Corr Mental Health Fac.	169.00	16.81%	12.96%	18.99%	17.00%	18.97%	14.29%	21.47%	30.47%	26.97%	22.49%
Larned Juvenile Correctional Fac.	116.50	11.48%	14.39%	16.79%	16.92%	19.84%	21.79%	18.75%	21.77%	26.56%	24.89%

**Classified Employees Turnover by Agency
Fiscal Years 2003-2012**

Agency Name	Avg Num of Cls Emp FY 2012	Turnover Rate									
		FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Larned State Hospital	730	16.63%	17.32%	21.88%	18.20%	23.12%	22.74%	18.64%	20.02%	22.24%	30.82%
Legislative Coordinating Council	NA	N/A	NA	NA							
Legislative Research Department	NA	N/A	NA	NA							
Legislature	NA	N/A	NA	NA							
Library, State	18.5	8.33%	8.51%	9.09%	0.00%	9.76%	5.00%	5.00%	5.13%	5.13%	16.55%
Lieutenant Governor, Office of the	NA	N/A	NA	NA							
Lottery, The Kansas	40.5	2.53%	4.88%	0.00%	10.39%	2.53%	4.71%	7.14%	4.88%	0.00%	12.35%
Mortuary Arts, Board	2	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%
Neurological Institute, Kansas	468	13.73%	13.03%	17.98%	12.84%	15.07%	11.64%	12.23%	14.45%	14.42%	25.64%
Norton Correctional Facility	246.5	7.35%	12.70%	14.20%	18.40%	12.00%	13.78%	17.57%	14.00%	13.33%	16.63%
Nursing, Board of	18	21.62%	5.26%	10.26%	10.26%	10.53%	5.26%	15.79%	5.56%	5.41%	11.11%
Optometry Board of Examiners	1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Osawatomie State Hospital	350.5	20.33%	18.47%	21.47%	22.35%	28.37%	26.33%	17.19%	20.08%	18.96%	25.96%
Parole Board, Kansas	NA	N/A	NA	NA							
Parsons State Hospital & Trng Ctr	428.5	10.88%	9.16%	11.50%	16.80%	9.99%	10.89%	7.14%	10.83%	10.43%	16.10%
Peace Officers, Std & Trng	NA	N/A	NA	NA							
Pharmacy, Board of	6	0.00%	0.00%	0.00%	18.18%	20.00%	0.00%	18.18%	0.00%	0.00%	0.00%
Pittsburg State University	293.5	5.32%	6.95%	8.00%	9.73%	5.97%	7.93%	6.22%	6.67%	10.24%	9.20%
Pooled Money Investment Board	3.5	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	25.00%	25.00%	0.00%
Post Audit, Legislative Division of	NA	N/A	NA	NA							
Racing & Gaming Commission, Ks	47.5	7.60%	4.88%	7.50%	5.19%	5.13%	7.14%	33.77%	2.99%	13.51%	8.42%
Rainbow Mental Health Facility	86	33.78%	23.36%	20.66%	21.40%	16.04%	26.29%	18.96%	27.36%	43.35%	39.53%
Real Estate Appraisal Board	1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Real Estate Commission	8.5	0.00%	9.52%	19.05%	10.00%	10.00%	10.53%	0.00%	10.53%	11.11%	11.76%
Regents, Board of	7.5	0.00%	16.22%	10.00%	16.22%	11.11%	0.00%	6.90%	7.69%	30.00%	13.33%
Revenue, Department of	908.5	6.92%	7.31%	8.19%	7.89%	7.24%	6.11%	6.27%	5.32%	7.22%	14.31%
Revisor of Statutes	NA	N/A	NA	NA							
Secretary of State	NA	N/A	NA	NA							
Securities Commissioner, Off of the	13	6.25%	0.00%	5.56%	10.26%	0.00%	8.89%	9.09%	0.00%	36.36%	0.00%
Sentencing Commission, Kansas	NA	N/A	NA	NA							
Social & Rehab Serv Dept of	2640.5	10.60%	8.73%	11.79%	11.30%	12.40%	10.82%	9.48%	10.04%	9.95%	18.37%
Tax Appeals, Board of	8	19.36%	7.41%	0.00%	0.00%	16.67%	10.00%	0.00%	11.76%	0.00%	8.00%
Technical Professions, State Bd of	3	0.00%	0.00%	0.00%	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technology Enterprise Corp, Ks	NA	N/A	NA	NA							
Topeka Correctional Facility	211.5	10.21%	13.51%	10.02%	18.10%	11.48%	14.67%	15.32%	16.63%	18.82%	18.44%
Topeka Juvenile Correctional Fac.	NA	19.62%	37.41%	60.83%	N/A	N/A	N/A	N/A	N/A	NA	NA
Transportation, Department of	2701	9.16%	8.37%	10.19%	10.46%	10.53%	9.33%	7.05%	7.66%	8.79%	13.96%
Treasurer, State	5.5	0.00%	8.70%	0.00%	10.53%	11.76%	0.00%	14.29%	0.00%	0.00%	0.00%
University of Kansas	NA	16.88%	17.40%	17.46%	1.41%	0.00%	0.00%	N/A	N/A	NA	NA
University of Kansas Med Center	333	20.97%	12.75%	13.93%	14.30%	20.22%	16.35%	14.62%	12.25%	12.06%	21.62%
Veteran Affairs, Commission on	284.5	41.97%	35.42%	30.70%	27.20%	28.31%	26.29%	24.29%	23.79%	20.59%	18.98%
Veterinary Examiners, Board of	NA	N/A	NA	NA							
Water Office, Kansas	14.5	5.26%	5.56%	0.00%	5.13%	5.41%	5.26%	11.11%	5.88%	12.12%	20.63%
Wichita State University	638	13.56%	10.55%	9.84%	13.92%	12.04%	13.22%	9.88%	7.68%	7.48%	13.79%
Wildlife & Parks, Department of	392	6.11%	4.05%	5.61%	8.51%	6.67%	5.53%	3.74%	7.04%	8.02%	10.46%
Winfield Correctional Facility	190	13.17%	16.61%	17.17%	16.67%	17.77%	16.41%	15.82%	16.88%	12.34%	16.84%
Statewide	11,106	12.69%	11.84%	13.05%	12.83%	13.46%	12.61%	11.12%	11.13%	12.19%	16.54%

Source: SHARP (FY 2003-2012); excludes unclassified, temporary and student employees. Agencies marked "N/A" have no classified employees or the agency has been abolished. Note: turnover for years prior to FY2012 is calculated based upon the average number of employees for that fiscal year.

**Unclassified Employees, Turnover by Agency
Fiscal Year 2012**

Agency Name	Avg Num Unc Emp FY 2012	% Turnover
Accountancy, Board of	2.5	0.00%
Adjutant General	402.5	17.14%
Administration, Department of	83.5	19.16%
Administrative Hearings, Office Of	1	0.00%
Aging, Department on	31.5	15.87%
Agriculture, Department of	59.5	13.45%
Attorney General	108	14.81%
Bank Commissioner, Office of the State	23.5	4.26%
Barbering, Board of	2	0.00%
Behavioral Sciences Regulatory Board	5	0.00%
Blind, School for the	55.5	14.41%
Citizens' Utility Ratepayer Board	5.5	18.18%
Commerce, Department of	70.5	15.60%
Corporation Commission, Kansas	85.5	28.07%
Corrections, Department of	100.5	25.87%
Cosmetology, Board of	1.5	0.00%
Credit Unions, Department of	1	0.00%
Deaf, School for the	96	12.50%
Dental Board, Kansas	1	100.00%
Education, Department of	126	17.46%
El Dorado Correctional Fcilty	3.5	0.00%
Ellsworth Correctional Fcilty	2.5	0.00%
Emergency Medical Services Board	1	0.00%
Emporia State University	481.5	10.80%
Ethics Commission, Kansas Gov	7.5	13.33%
Fair, Kansas State	1	0.00%
Fire Marshal	2	0.00%
Fort Hays State University	485.5	13.59%
Governor, Office of the	38	18.42%
Healing Arts, Board of	12.5	24.00%
Health and Environment, Department of	359.5	18.08%
Heath Care Stabilization Fund Bd of Gov	12	0.00%
Highway Patrol	38.5	20.78%
Historical Society, State	4.5	0.00%
Human Rights Commission, Kansas	1.5	66.67%
Hutchinson Correctional Fcilty	3.5	0.00%
Indigents Defense Svcs St Bd	111	14.41%
Insurance Department	110	6.36%
Investigation, Kansas Bureau of	76.5	14.38%
Judicial Branch	1803	7.21%
Judicial Council	4	0.00%
Juvenile Correctional Complex	10	50.00%
Juvenile Justice Authority	23	34.78%
Kansas Public Employees Ret Sys	17	17.65%
Kansas State University	3711	10.75%
Labor, Department of	155	28.39%
Lansing Correctional Facility	3.5	0.00%
Larned Correctional Mental Health Facility	2	0.00%
Larned Juvenile Correctional Facility	10.5	9.52%
Larned State Hospital	38.5	44.16%
Legislative Coordinating Council	9.5	31.58%
Legislative Research Department	43	9.30%
Legislature	199	7.45%
Library, State	9.5	52.63%
Lieutenant Governor, Office of the	3.5	0.00%
Lottery, Kansas	41.5	12.05%
Mortuary Arts, Board of	1	0.00%
Neurological Institute, Kansas	6.5	0.00%
Norton Correctional Facility	3	0.00%
Nursing, Board of	4	25.00%

**Unclassified Employees, Turnover by Agency
Fiscal Year 2012**

Agency Name	Avg Num Unc Emp FY 2012	% Turnover
Optometry Board of Examiners	0.5	200.00%
Osawatomie State Hospital	23	30.43%
Parsons State Hospital and Training Center	5	0.00%
Peace Officers, Stds and Trng	5.5	18.18%
Pharmacy, Board of	3.5	0.00%
Pittsburg State University	523	9.37%
Pooled Money Investment Bd	1.5	66.67%
Post Audit, Legislative Div	21.5	18.60%
Racing & Gaming Commission, Kansas	22.5	22.22%
Rainbow Mental Health Facility	6	33.33%
Real Estate Appraisal Board	1	0.00%
Real Estate Commission, Kansas	2.5	0.00%
Regents, Board of	56	32.14%
Revenue, Department of	63	9.52%
Revisor of Statutes	28	10.71%
Secretary of State	44.5	15.73%
Securities Commissioner, Office of the	12	33.33%
Sentencing Commission, Kansas	10	10.00%
Social and Rehabilitation Services, Dept of	83	37.35%
Tax Appeals, Court of	10	10.00%
Technical Professions, Board of	2	0.00%
Topeka Correctional Facility	8	25.00%
Transportation, Kansas Department of	55.5	7.21%
Treasurer, State	35	11.43%
University of Kansas	5011	22.27%
University of Kansas Medical Center	2921.5	19.44%
Veterans' Affairs, Commission on	10	20.00%
Veterinary Examiners, Board of	3	0.00%
Water Office, Kansas	4	0.00%
Wichita State University	1242.5	15.61%
Wildlife, Parks & Tourism, Department of	40.5	12.35%
Winfield Correctional Facility	2	0.00%

Source: SHARP (FY 2012); Includes unclassified regular and unclassified temporary, benefit eligible employees. Excludes classified employees, students and temporary/non-benefit eligible employees.

Agency Turnover FY 2012

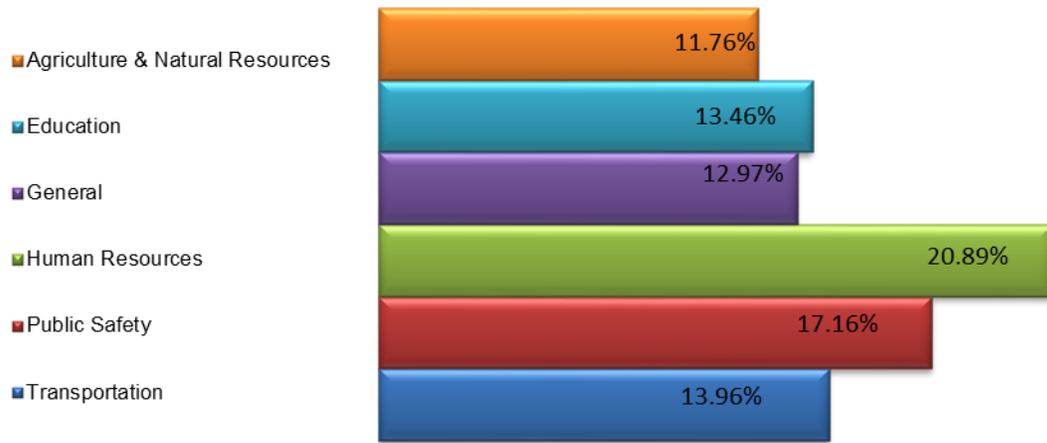
Agencies with less than 10% Turnover: Classified Employees

Excludes agencies with less than an average of 50 classified employees for FY 2012

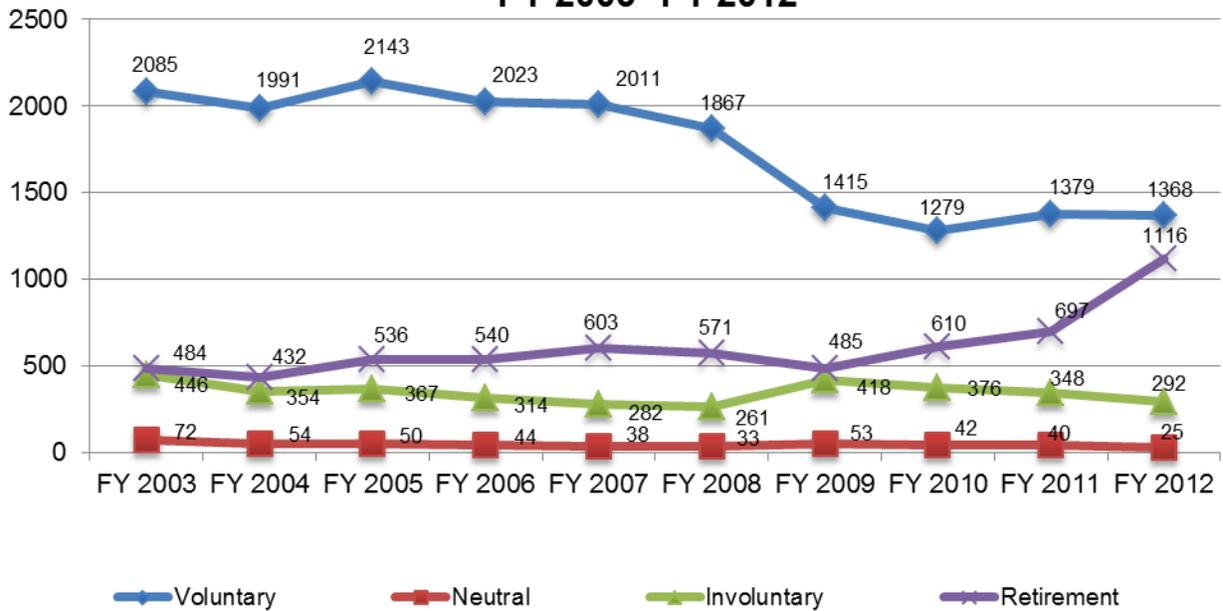
Agency Name	Avg Number of Classified Employees	Turnover
Indigents Defense Services Board	59.5	6.72%
Corporation Commission, Kansas	129.5	7.72%
Highway Patrol	750.5	7.99%
Investigation, Kansas Bureau of	182	8.24%
Fort Hays State University	272.5	8.81%
Emporia State University	266	9.02%
Pittsburg State University	293.5	9.20%

Source: SHARP (FY 2012); Excludes unclassified, temporary and student employees.

Turnover by Function of Government FY 2012 Classified Service



Turnover by Reason: Classified Employees: FY 2003- FY 2012



Source: SHARP (FY2002-2012); Excludes unclassified, temporary and student employees.

Turnover: Classified Job Titles Above the FY 2012 State Average (16.54%)

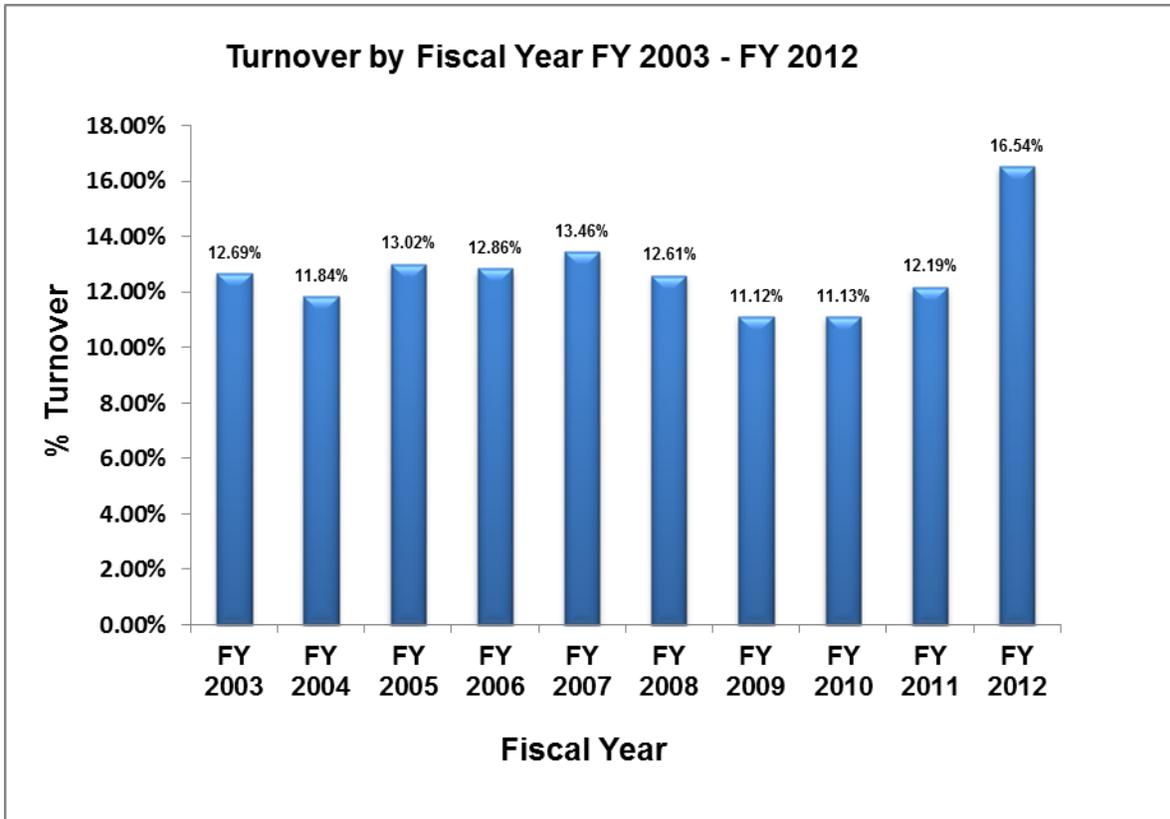
Job Title	Avg Num										
	of Employees FY 2012	FY2003	FY2004	FY2005	FY2006	FY2007	FY2008	FY2009	FY2010	FY2011	FY2012
Accounting Specialist	122	6.62%	6.64%	8.19%	6.22%	8.65%	7.65%	14.42%	8.61%	14.44%	19.67%
Administrative Assistant	637	16.62%	13.56%	14.67%	14.76%	13.69%	10.92%	11.50%	11.29%	12.41%	17.90%
Agricultural Inspector II	51	5.88%	2.94%	10.64%	9.02%	12.41%	9.59%	14.93%	8.62%	3.54%	21.57%
Agricultural Technician	42	19.51%	5.88%	6.90%	5.00%	8.70%	21.05%	0.00%	11.11%	12.50%	26.19%
Agricultural Technician Sr	24	NA	NA	NA	NA	NA	NA	NA	0.00%	8.33%	45.83%
Applications Development Supv	26	NA	NA	0.00	2.94	14.93%	9.38%	12.31%	3.17%	10.00%	30.77%
Attorney II	71.5	4.92%	0.00%	9.01%	1.89%	9.35%	0.00%	9.95%	9.23%	13.64%	22.38%
Carpenter Senior	47	12.00%	14.93%	7.94%	3.54%	12.63%	6.32%	6.12%	6.19%	4.21%	17.02%
Certified Nurse's Aide I	70.5	NA	NA	NA	39.46%	53.90%	40.88%	42.03%	35.66%	35.77%	17.02%
Communications Specialist II	58	14.12%	6.52%	17.78%	9.20%	9.09%	23.91%	8.16%	8.62%	7.94%	17.24%
Computer Operator II	36.5	0.00%	0.00%	0.00%	0.00%	18.67%	7.14%	6.38%	8.89%	12.20%	19.18%
Cook Senior	86.5	15.15%	15.38%	12.90%	14.29%	12.31%	0.00%	18.18%	17.98%	20.93	17.34%
Corrections Counselor I	78	16.11%	8.33%	11.11%	8.16%	14.57%	15.38%	12.66%	10.32%	14.01%	17.95%
Corrections Manager II	24.5	14.12%	0.00%	0.00%	0.00%	15.38%	0.00%	5.26%	4.26%	4.26%	24.49%
Corrections Officer I (A)	565	45.57%	51.28%	50.62%	52.13%	51.15%	51.19%	45.70%	42.11%	43.08%	39.47%
Custodial Manager	15.5	8.00%	0.00%	5.00%	0.00%	0.00%	10.81%	5.71%	5.88%	0.00%	32.26%
Driver License Examiner Spec	32	3.96%	8.42%	8.99%	9.41%	4.76%	7.06%	4.94%	2.63%	14.08%	34.38%
Engineering Associate II	24.5	17.02%	18.39%	18.39%	20.51%	10.00%	30.43%	4.35%	3.57%	7.27%	20.41%
Engineering Technician Assoc	41	17.89%	25.88%	15.58%	23.58%	22.86%	21.62%	36.36%	9.52%	7.69%	31.71%
Equipment Mechanic Specialist	28	0.00%	35.29%	0.00%	11.11%	5.13%	10.00%	0.00%	13.56%	6.90%	25.00%
Equipment Operator	424	9.14%	11.29%	17.48%	17.87%	17.40%	11.84%	9.06%	11.33%	15.74%	22.64%
Equipment Operator Trainee	90	34.59%	36.99%	44.94%	40.00%	40.00%	38.46%	53.90%	35.00%	54.55%	48.89%
Extension Nutritional Asst I	20.5	30.77%	5.71%	29.41%	40.00%	12.90%	24.24%	6.06%	5.41%	4.88%	29.27%
Financial Examiner	17.5	27.03%	11.76%	17.65%	5.00%	21.28%	18.52%	22.64%	9.09%	15.38%	22.86%
Food Service Worker	74	39.31%	51.19%	50.60%	36.25%	57.69%	40.26%	29.49%	35.67%	22.67	29.73%
Gen Maint And Repair Tech	76	20.29%	20.10%	21.54%	11.04%	10.61%	11.51%	18.84%	8.70%	16.88%	32.89%
Health Facility Surveyor I	71	24.06%	13.85%	11.51%	20.83%	15.28%	20.55%	15.49%	19.12%	20.29%	26.76%
Human Resource Prof I	27.5	11.94%	5.71%	16.44%	8.11%	5.63%	8.57%	2.99%	3.28%	6.56%	25.45%
Human Resource Prof III	41.5	2.22%	10.75%	7.41%	5.41%	15.19%	11.36%	6.12%	12.24%	4.35%	16.87%
Human Services Assistant	249	NA	21.40%	13.50%	12.82%	14.56%	9.96%	9.06%	7.66%	8.08%	17.67%
Human Services Consultant	83.5	NA	6.62%	9.03%	6.64%	9.02%	8.33%	10.36%	10.63%	13.79%	20.36%
Human Services Counselor	90	NA	24.74%	8.16%	10.68%	14.22%	12.33%	12.44%	12.37%	9.68%	18.89%
Human Services Specialist	844	NA	13.38%	10.80%	11.49%	14.86%	13.06%	9.64%	7.67%	10.61%	16.59%
Human Services Supervisor	94	NA	4.88%	12.00%	8.84%	8.06%	3.83%	4.05%	8.26%	6.03%	18.09%
IT Project Manager	17.5	NA	NA	0.00%	18.18%	0.00%	5.71%	10.53%	5.41%	5.56%	17.14%
Juvenile Corrections Officer I	172.5	23.84%	40.08%	42.41%	40.92%	38.18%	37.47%	55.24%	51.06%	44.07%	36.52%
Laboratory Technician II	15	10.53%	3.39%	7.02%	12.50%	19.05%	24.39%	4.88%	15.79%	11.43%	20.00%
Licensed Mental Health Tech	28	NA	NA	NA	9.70%	10.96%	13.01%	5.50%	21.05%	26.67%	35.71%
Licensed Practical Nurse	29.5	36.62%	27.16%	6.90%	22.22%	23.08%	39.39%	17.33%	42.42%	41.38%	27.12%
Licensed Practical Nurse Senior	91	25.00%	27.20%	20.00%	20.78%	27.27%	22.80%	27.84%	26.13%	19.80%	38.46%
Management Sys Analyst III	18	17.65%	10.26%	10.81%	0.00%	18.75%	12.90%	0.00%	0.00%	10.00%	38.89%
Mental Health/Disability Tech	750.5	NA	NA	NA	16.70%	16.75%	15.65%	13.91%	18.96%	19.81%	28.51%
Mental Health/Disability Tech Trn	66.5	NA	NA	NA	54.12%	73.63%	115.04%	81.40%	47.15%	69.23%	87.22%
Microbiologist II	17	18.18%	13.95%	25.00%	16.22%	11.11%	5.56%	5.71%	11.43%	11.11%	35.29%
Motor Carrier Inspector II	23.5	6.90%	6.45%	0.00%	6.35%	6.35%	9.84%	3.33%	6.90%	7.41%	21.28%
Painter	16	17.58%	8.96%	24.56%	4.26%	10.53%	22.22%	12.12%	12.50%	6.06%	25.00%
Physical Plant Supervisor	78.5	5.15%	2.73%	8.00%	2.99%	10.00%	5.62%	6.78%	7.14%	4.88%	19.11%
Procurement Officer I	21.5	0.00%	9.23%	3.28%	0.00%	0.00%	4.44%	0.00%	12.50%	0.00%	23.26%
Program Services Manager II	41	0.00%	3.17%	7.69%	7.55%	16.49%	6.98%	0.00%	11.49%	6.98%	17.07%
Program Specialist I	71.5	11.11%	13.58%	18.47%	21.15%	19.90%	24.76%	16.75%	21.90%	36.96%	25.17%

Turnover: Classified Job Titles Above the FY 2012 State Average (16.54%)

Job Title	Avg Num of										
	Employees FY 2012	FY2003	FY2004	FY2005	FY2006	FY2007	FY2008	FY2009	FY2010	FY2011	FY2012
Program Specialist II	40	10.42%	8.04%	10.70%	10.81%	29.45%	41.18%	18.00%	11.49%	13.64%	17.50%
Public Service Administrator 3	51.5	6.56%	12.61%	7.48%	5.04%	9.52%	9.38%	6.20%	6.02%	11.20%	21.36%
Public Service Executive I	106.5	5.68%	4.44%	1.90%	6.32%	12.08%	13.28%	5.34%	5.98%	5.38%	22.54%
Public Service Executive II	183.5	3.47%	7.85%	10.15%	6.47%	6.70%	8.04%	4.09%	6.91%	10.87%	19.62%
Registered Nurse	31.5	NA	21.28%	23.81%	53.33%	6.67%	30.30%	26.67%	25.64%	21.82%	44.44%
Registered Nurse Senior	155.5	NA	22.75%	21.88%	30.49%	25.91%	24.00%	20.60%	24.79%	20.29%	29.58%
Registered Nurse Specialist	24	NA	6.67%	8.99%	10.13%	21.33%	27.03%	6.25%	10.91%	25.50%	16.67%
Research Analyst III	22.5	16.95%	3.45%	10.91%	7.69%	11.11%	7.27%	7.14%	3.77%	0.00%	17.78%
Safety And Security Officer I	91	26.18%	16.75%	14.81%	20.32%	29.59%	29.27%	27.49%	12.84%	14.22%	24.18%
Social Worker Specialist	373.5	4.44%	17.02%	21.53%	15.13%	16.62%	12.78%	16.60%	12.32%	13.77%	18.74%
Special Investigator I	40.5	6.84%	19.80%	20.45%	30.43%	29.36%	11.88%	13.95%	6.90%	2.47%	24.69%
State Auditor I	17	12.50%	3.70%	16.00%	20.83%	19.05%	10.81%	0.00%	25.00%	7.69%	23.53%
State Auditor II	69	5.35%	7.92%	5.56%	8.28%	6.80%	10.67%	2.56%	11.18%	14.29%	23.19%
System Software Analyst III	17.5	66.67%	0.00%	0.00%	7.14%	8.16%	4.44%	9.76%	5.13%	0.00%	22.86%
Technology Support Consultant III	53.5	NA	NA	0.00%	15.69%	1.87%	0.00%	1.60%	9.76%	3.48%	18.69%
Utility Worker	29.5	30.38%	26.09%	16.67%	14.71%	26.92%	14.63%	5.41%	16.33%	15.87%	16.95%
Veterinary Technician II	21.5	0.00%	16.67%	46.67%	20.00%	42.42%	23.53%	25.64%	13.95%	13.64%	23.26%

Comments: Excludes job titles with less than an average of 15 employees and job titles with a turnover rate below the state average (16.54%).

Source: SHARP (FY 2003-2012); excludes unclassified, temporary and student employees.



Source: SHARP (FY 2003-2012); Excludes unclassified, temporary and student employees. The increase in FY 2012 is primarily due to retirements. Retirements accounted for 25% of separations in FY 2011, but accounted for 40% of separations in FY 2012, most likely because of the voluntary retirement incentive program (VRIP) offered in FY 2012.

Job Turnover FY 2012

Classified Job Titles with 20% or Higher Turnover Rates in FY 2012		
Job Title	Avg Num of Employees	Turnover
Agricultural Inspector II	51	21.57%
Agricultural Technician	42	26.19%
Agricultural Technician Sr	24	45.83%
Applications Development Supv	26	30.77%
Attorney II	71.5	22.38%
Corrections Manager II	24.5	24.49%
Corrections Officer I (A)	565	39.47%
Custodial Manager	15.5	32.26%
Driver License Examiner Spec	32	34.38%
Engineering Associate II	24.5	20.41%
Engineering Technician Assoc	41	31.71%
Equipment Mechanic Specialist	28	25.00%
Equipment Operator	424	22.64%
Equipment Operator Trainee	90	48.89%
Extension Nutritional Asst I	20.5	29.27%
Financial Examiner	17.5	22.86%
Food Service Worker	74	29.73%
Gen Maint And Repair Tech	76	32.89%
Health Facility Surveyor I	71	26.76%
Human Resource Prof I	27.5	25.45%
Human Services Consultant	83.5	20.36%
Juvenile Corrections Officer I	172.5	36.52%
Laboratory Technician II	15	20.00%
Licensed Mental Health Tech	28	35.71%
Licensed Practical Nurse	29.5	27.12%
Licensed Practical Nurse Senior	91	38.46%
Management Sys Analyst III	18	38.89%
Mental Health/Disability Tech	750.5	28.51%
Mental Health/Disability Tech Trn	66.5	87.22%
Microbiologist II	17	35.29%
Motor Carrier Inspector II	23.5	21.28%
Painter	16	25.00%
Procurement Officer I	21.5	23.26%
Program Specialist I	71.5	25.17%
Public Service Administrator 3	51.5	21.36%
Public Service Executive I	106.5	22.54%
Registered Nurse	31.5	44.44%
Registered Nurse Senior	155.5	29.58%
Safety And Security Officer I	91	24.18%
Special Investigator I	40.5	24.69%
State Auditor I	17	23.53%
State Auditor II	69	23.19%
System Software Analyst III	17.5	22.86%
Veterinary Technician II	21.5	23.26%

Source: SHARP (FY 2012)); Excludes unclassified, temporary and student employees Excludes job titles that had less than an average of 15 employees in FY 2012.

Job Turnover FY 2012 cont.,

Classified Job Titles with 0% Turnover in FY 2012	
Job Title	Average Number of Employees
Database Administrator III	17
Environmental Scientist IV	43.5
Librarian I	16
Network Service Technician II	25
Plant Science Technician II	21.5
Plumber Senior	34.5
Technology Support Supervisor	18

*Excludes job titles with less than an average of 15 employees in FY 2012.

Source: SHARP (FY 2012)); Excludes unclassified, temporary and student employees.

**Turnover: Unclassified Job Titles Above the FY 2012 State Average
(17.52%)**

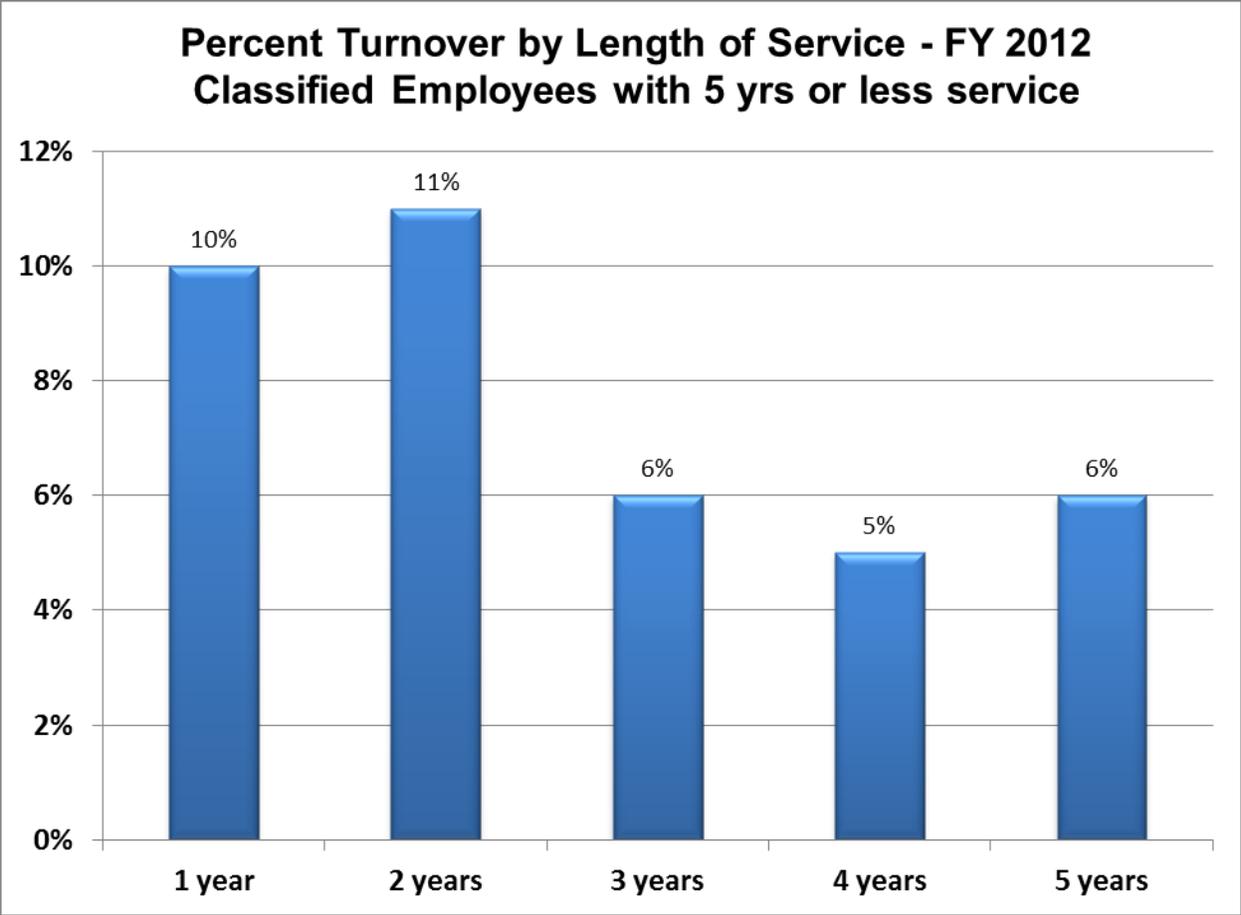
Job Title	Avg	Turnover
Administrative Specialist	39	25.64%
Advisor	132.5	18.87%
All Others	17	23.53%
Appointive State Agency Head	26.5	18.87%
Assistant Specialist	112	17.86%
Assistant To The Dean	18.5	21.62%
Associate Librarian	16	18.75%
Associate Vice Chancellor	15	20.00%
Attorney B	20.5	24.39%
Attorney C	25	24.00%
Clinical Instructor	58.5	18.80%
Clinical Professor	16	18.75%
Clinical Research Coordinator	30.5	39.34%
Consultant	30.5	29.51%
Custodian	156.5	28.75%
Director Major Division/School	81	18.52%
Education Support Technologist	21	19.05%
Executive Director	41.5	21.69%
Fam Support Advocate	17	41.18%
Fellow (Post Doc Res)	240.5	47.82%
Fellow (Post Doc)	20.5	34.15%
General Maintenance Worker	43	27.91%
General Maintenance Worker Sr	38	21.05%
Graphic Designer	18.5	27.03%
Head Of Division Of State Agcy	21	23.81%
Intern	17.5	68.57%
Lecturer	306.5	170.64%
Lecturer/Academic Prog Assoc	24	29.17%
Mechanic I	48	27.08%
Medical Resident Year 3	143	31.47%
Medical Resident Year 4	96	38.56%
Medical Resident Year 5	77	42.86%
Medical Resident Year 6	28.5	59.65%
Motorist Assist Technician	17	23.53%
Office Assistant IV	16.5	30.30%
Operations Manager	19	26.32%
Physician Specialist	29.5	37.29%
Program Administrator	16	31.25%
Program Analyst	25.5	19.61%
Program Assistant	280.5	18.54%

**Turnover: Unclassified Job Titles Above the FY 2012 State Average cont.,
(17.52%)**

Job Title	Avg	Turnover
Program Consultant I	43	32.56%
Program Consultant II	30.5	22.95%
Program Specialist I	70	35.71%
Program Specialist II	30	23.33%
Project Manager	129	21.71%
Public Health Educator	17.5	34.29%
Public Service Executive	25.5	27.45%
Public Service Executive II	30.5	29.51%
Research Analyst	115	22.61%
Research Assistant	426	31.46%
Research Associate	422	28.67%
Research Technician	28.5	35.09%
Resource Protection Officer	17.5	28.57%
Secretary III	16	18.75%
Teacher	102	18.63%
Teacher Aide	26	42.31%
Teaching Assistant	28	39.29%
Visiting Assistant Professor	24.5	28.57%

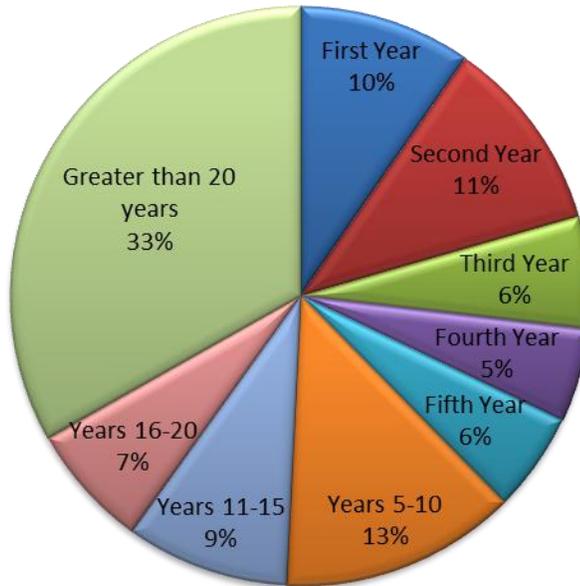
Comments: Some job titles, such as Lecturer and Medical Resident would be expected to have a high turnover rate.

Source: SHARP (FY 2012); Includes unclassified regular employee and unclassified temporary – benefit eligible employees. Excludes classified employees, students and temporary, non-benefit eligible employees. Excludes job titles with less than 15 unclassified employees. For various reasons some different unclassified job codes have the same job titles, in those cases the data was combined.

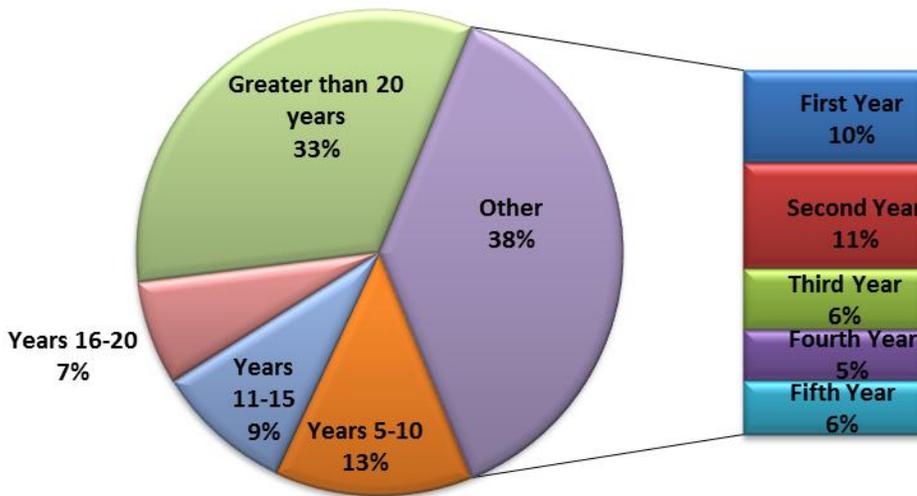


Source: SHARP (FY 2012); Excludes unclassified, temporary and student employees.

**Classified Employees
Terminations by Length of Service
FY 2012**

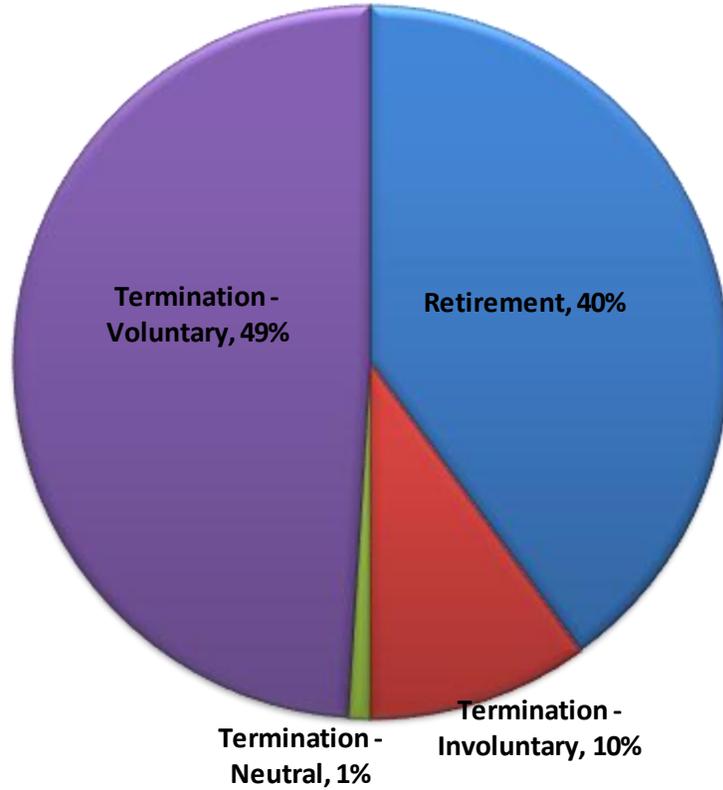


**Classified Employees
Contribution of Service Length to Number of Terminations
FY 2012**



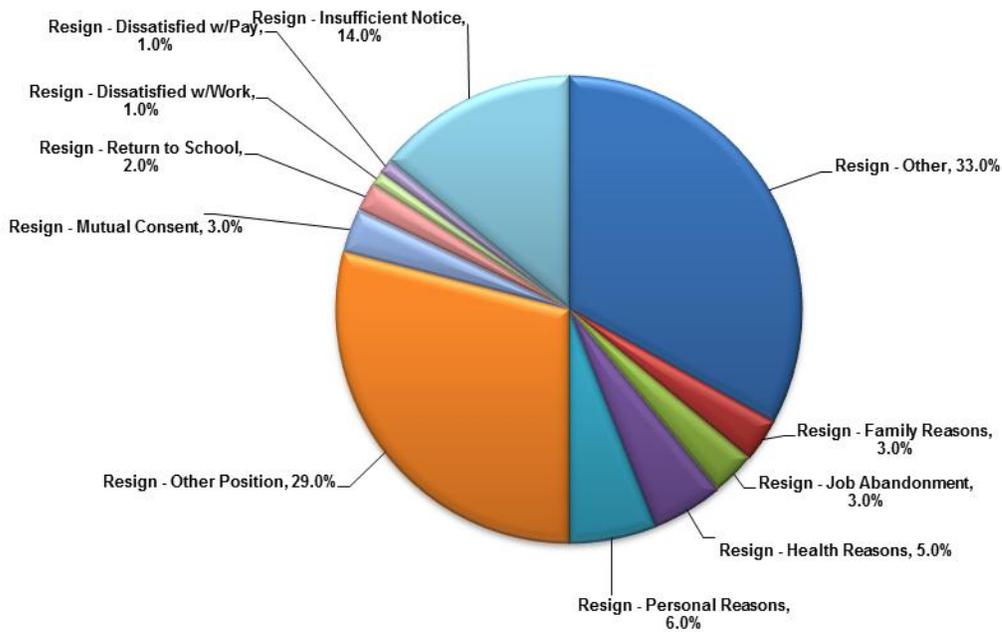
Source: SHARP (FY 2012); Excludes unclassified, temporary and student employees.

**STATE OF KANSAS
FY 2012 Classified Employee Turnover Due to Leaving State
Service**

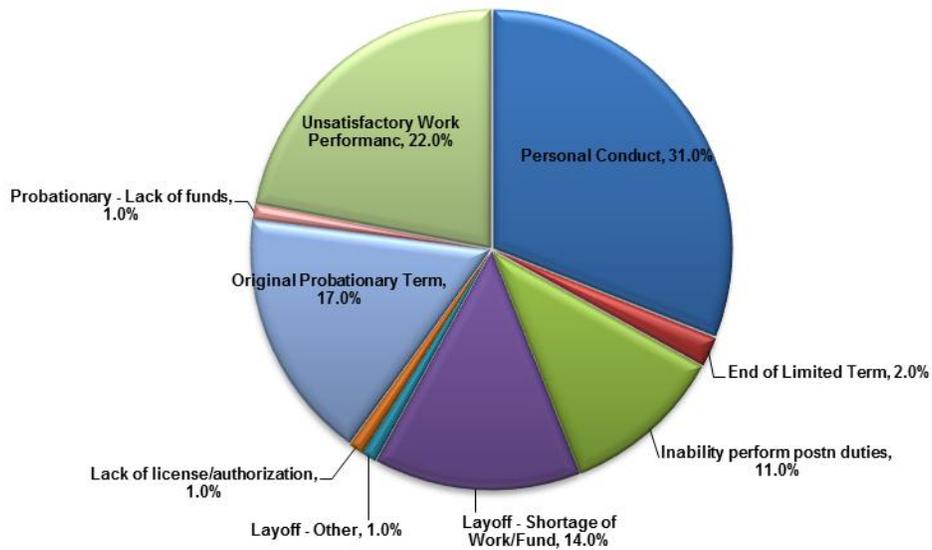


Source: SHARP (2012); Excludes unclassified, temporary and student employees.

FY 2012 Classified Employee Terminations Voluntary Terminations by Reason for Termination

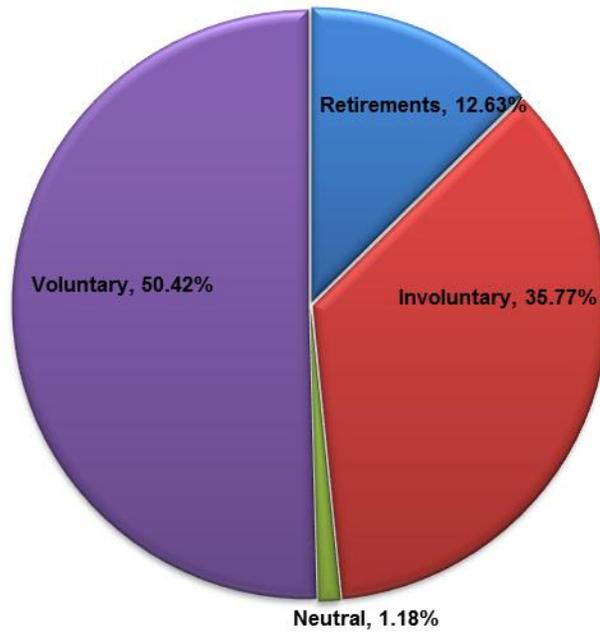


FY 2012 Classified Employee Terminations Involuntary Terminations by Reason for Termination



Source: SHARP (FY 2012); Excludes unclassified, temporary and student employees.

**FY 2012
Unclassified Turnover by Type of Turnover**



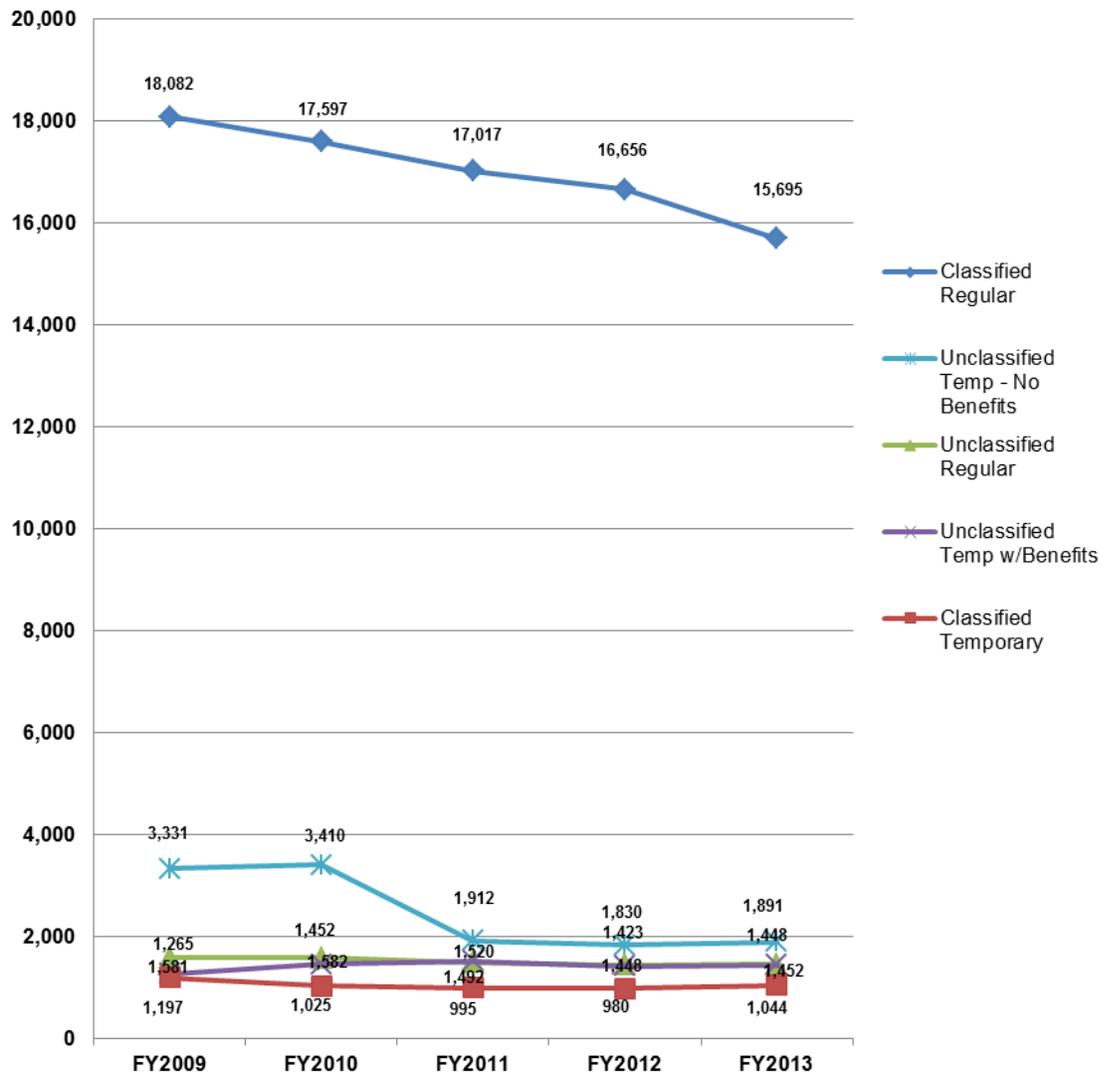
Source: SHARP (FY 2012); Includes unclassified, regular and unclassified benefit eligible employees. Excludes classified employees, students, and unclassified temporary non-benefit eligible employees.

State of Kansas
Fiscal Year 2009-2013
Section 4: Special Comparison Report - Including FY2013

Because of numerous requests this year we have decided to include a more in-depth analysis of the State workforce, with an emphasis on the number of employees and types of employees. The graphs and tables that follow show the changes in the workforce that have occurred between FY 2009 and FY 2013. Please note that the numbers in Section 4 cannot be compared to numbers in Sections 1-3. Data in Sections 1-3 was collected at the end of the fiscal year. In Section 4, since we wanted to include FY 2013 data, the dates used were the beginning of the fiscal year.

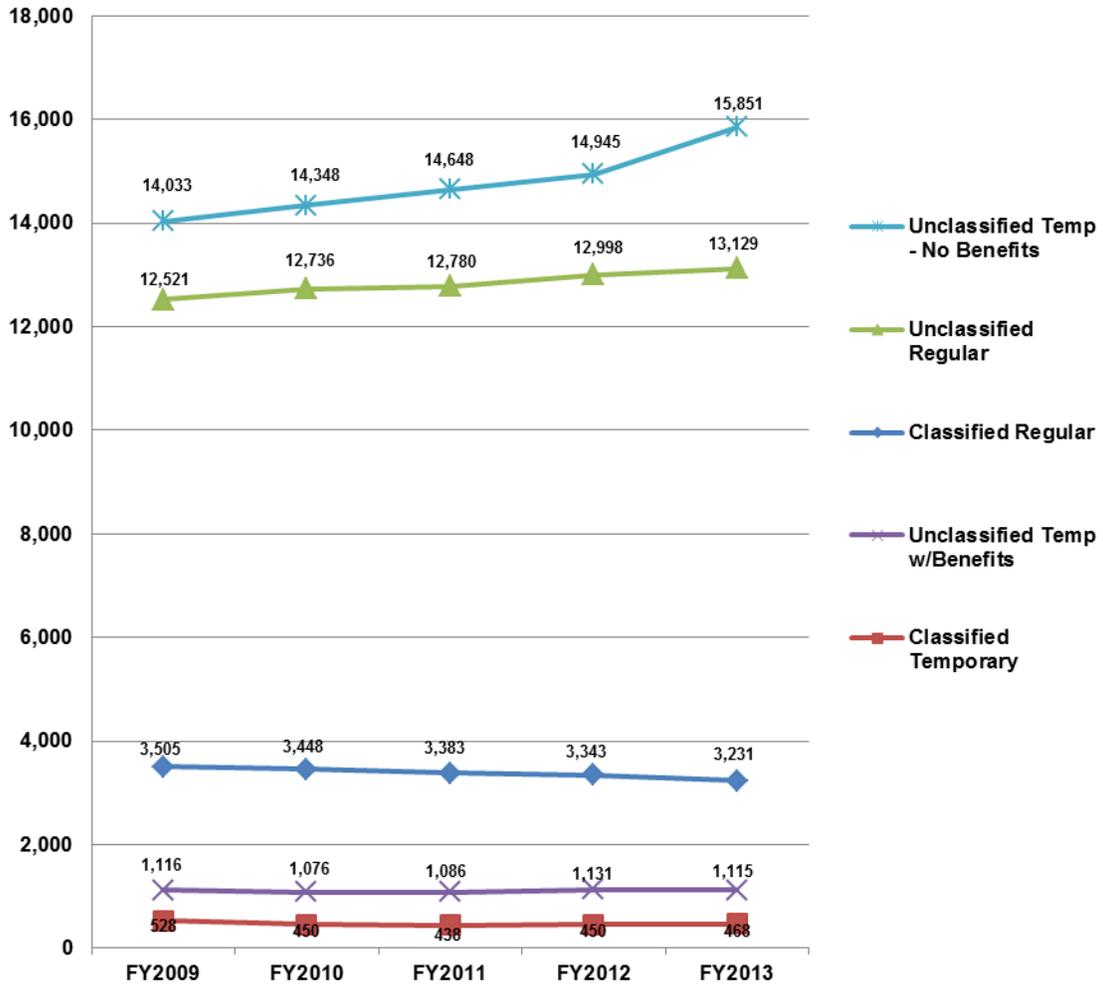
- The number of classified regular employees (including Regents) has decreased by 11.25% since FY 2009.
- The number of Executive Branch employees has decreased by 15% since FY 2009.
- The number of Regents employees has increased by 2,091 employees (6.59%). Most (1,818) of the new employees are unclassified temporary/non-benefit eligible employees.
- The number of Judicial Branch employees has decreased by nearly 14% since FY 2009.
- The number of Legislative Branch employees has decreased by 61 (10%) since FY 2009

**Number of Employees, by Type of Employee, By Fiscal Year
Executive Branch: Excludes Regents**



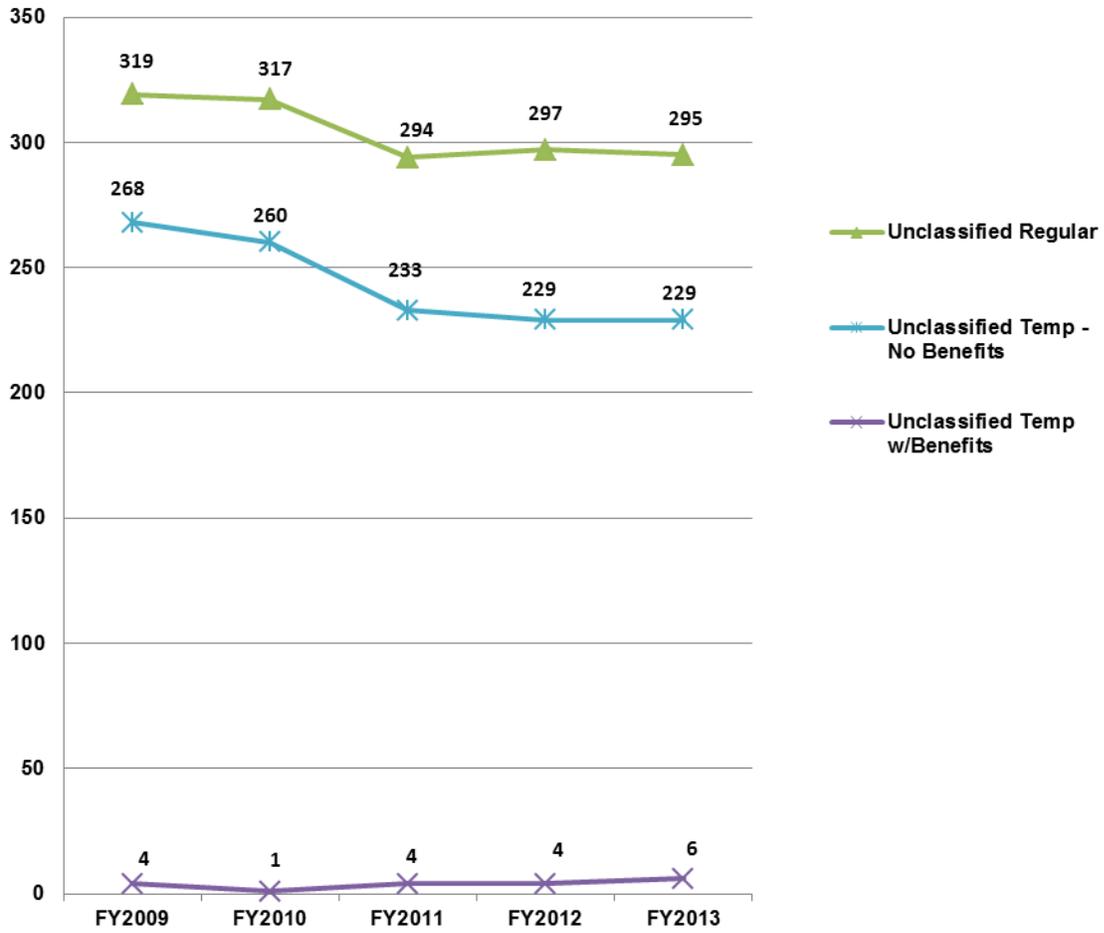
Source: SHARP (FY 2009-FY 2013); Includes executive branch employees except Regents. .

Number of Employees, by Type of Employee, By Fiscal Year Regents Only



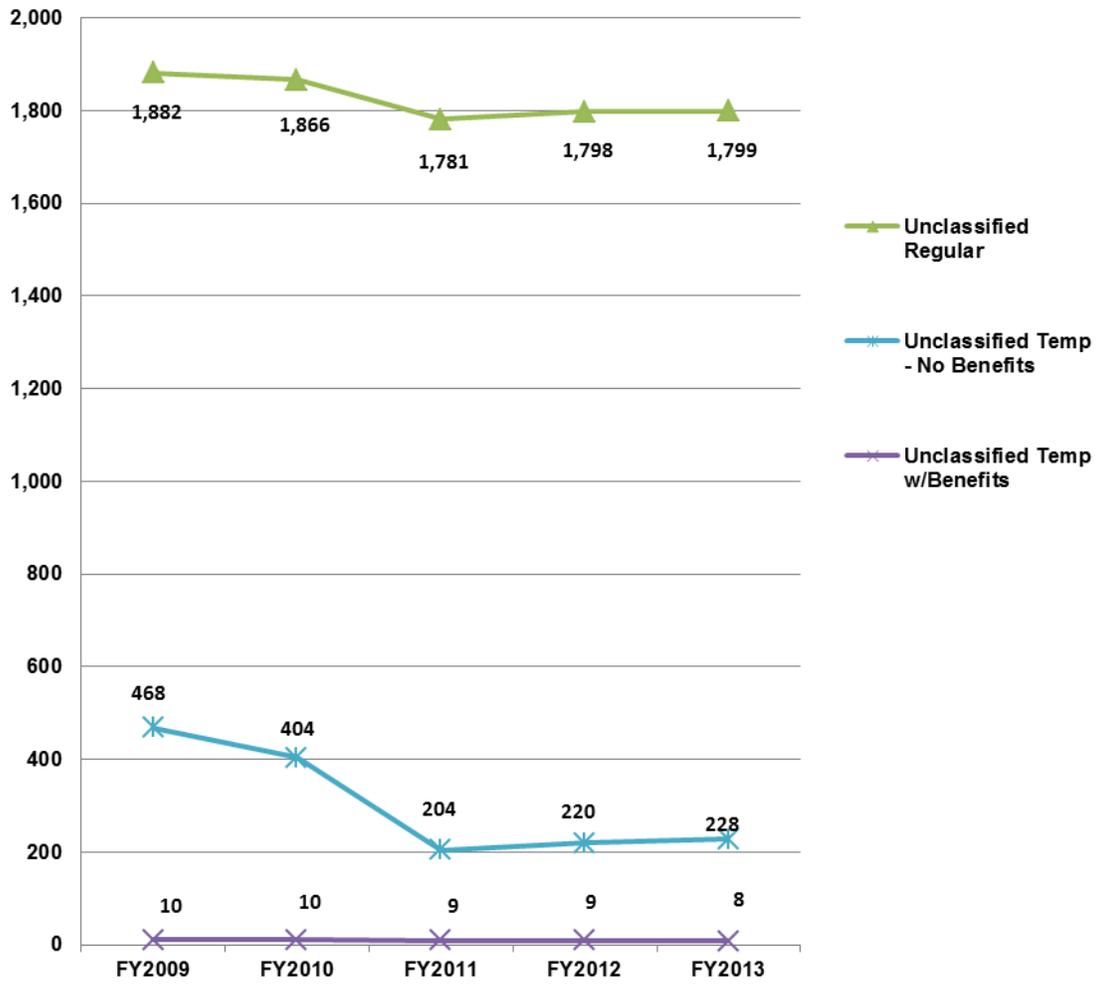
Source: SHARP (FY 2009-FY 2013); Includes Regents employees only.

Number of Employees, by Type of Employee, By Fiscal Year Legislative Branch



Source: SHARP (FY2009-FY2013); Includes Legislative Branch employees only.

Number of Employees, by Type of Employee, By Fiscal Year Judicial Branch Only



Source: SHARP (FY2009-FY2013); Includes Judicial Branch employees only.

Number of Classified Regular Employees : FY 2009-FY 2013

Agency Name	Fiscal Year					FY09-13
	2009	2010	2011	2012	2013	+/-
Abstractors, Board of Examiners	0	0	0	0	0	0
Accountancy, Board of	2	0	1	1	0	-2
Adjutant General	37	38	40	37	32	-5
Administration, Department of	515	500	479	476	438	-77
Administrative Hearings, Office Of		8	8	8	7	7
Aging and Disability Services, Kansas Dept for	157	154	148	129	218	61
Agriculture, Department of	266	269	254	268	261	-5
Animal Health Department	28	25	24	0	0	-28
Arts Commission, Kansas	7	5	5	0	0	-7
Atchison Juvenile Correctional Facility	69	0	0	0	0	-69
Attorney General	0	0	0	0	0	0
Bank Commissioner, Office of the State	77	78	77	77	73	-4
Barbering, Board of	1	1	1	1	1	0
Behavioral Sciences Regulatory Board	5	5	5	3	3	-2
Beloit Juvenile Correctional Facility	60	51	0	0	0	-60
Blind, School for the	18	20	20	20	20	2
Children and Families, Kansas Dept for	3,143	3,017	2,862	2,807	2,474	-669
Citizens' Utility Ratepayer Board	0	0	0	0	0	0
Commerce & Housing, Department of	228	234	251	201	175	-53
Conservation Commission, State	6	5	4	0	0	-6
Corporation Commission, Kansas	137	138	136	132	126	-11
Correctional Industries	51	49	50	47	43	-8
Corrections, Department of	233	228	220	206	194	-39
Cosmetology, Board of	11	10	10	10	10	-1
Credit Unions, Department of	10	10	11	11	11	1
Deaf, School for the	47	37	36	38	33	-14
Dental Board, Kansas	2	2	2	2	2	0
Development Finance Authority	0	0	0	0	0	0
Education, Department of	154	154	143	138	131	-23
El Dorado Correctional Facility	457	415	411	422	394	-63
Ellsworth Correctional Facility	213	209	210	213	209	-4
Emergency Medical Services Board	12	13	12	11	13	1
Emporia State University	286	282	281	272	256	-30
Ethics Commission, Kansas Gov	0	0	0	0	0	0
Fair, Kansas State	23	22	23	22	23	0
Fire Marshal	48	46	45	41	38	-10
Fort Hays State University	285	282	283	275	268	-17
Governor, Office of the	0	0	0	2	1	1
Healing Arts, Board of	31	31	31	31	32	1
Health and Environment, Department of	750	698	690	740	663	-87
Health Policy Authority	115	106	105	0	0	-115
Hearing Aid Examiners, Bd of	0	0	0	0	0	0
Heath Care Stabilization Fund Bd of Gov	5	5	6	6	6	1
Highway Patrol	804	808	797	764	738	-66
Historical Society, State	108	96	92	85	80	-28
Home Inspector's Registration Bd	0	0	0	0	0	0
Housing Resources Corp	4	4	0	0	0	-4
Human Rights Commission, Kansas	29	26	21	21	20	-9
Hutchinson Correctional Facility	510	501	501	491	485	-25
Indigents Defense Services Board	68	65	62	59	60	-8
Insurance Department	19	19	18	15	7	-12
Investigation, Kansas Bureau of	162	157	148	186	177	15
Judicial Branch	0	0	0	0	0	0
Judicial Council	0	0	0	0	0	0
Juvenile Correctional Complex	222	229	225	214	217	-5
Juvenile Justice Authority	20	22	19	19	14	-6
Kansas Public Employees Ret Sys	66	69	68	68	66	0
Kansas State University	1,549	1,516	1,490	1,457	1,442	-107
Kansas, Inc.	0	0	0	0	0	0
Labor, Department of	397	394	391	348	247	-150

Number of Classified Regular Employees : FY 2009-FY 2013

Agency Name	Fiscal Year					FY09-13
	2009	2010	2011	2012	2013	+/-
Lansing Correctional Facility	676	643	656	646	636	-40
Larned Correctional Mental Health Facility	177	177	184	172	166	-11
Larned Juvenile Correctional Facility	129	127	121	119	114	-15
Larned State Hospital	801	818	809	754	706	-95
Legislative Coordinating Council	0	0	0	0	0	0
Legislative Division of Post Audit	0	0	0	0	0	0
Legislative Research Department	0	0	0	0	0	0
Legislature	0	0	0	0	0	0
Library, State	20	20	19	18	19	-1
Lieutenant Governor, Office of the	0	0	0	0	0	0
Lottery, Kansas	43	41	41	45	36	-7
Mortuary Arts, Board of	2	2	2	2	2	0
Neurological Institute, Kansas	531	516	508	477	458	-73
Norton Correctional Facility	253	225	218	247	246	-7
Nursing, Board of	20	18	18	19	17	-3
Optometry, Board of Examiners	1	1		1	1	0
Osawatomie State Hospital	367	366	380	369	333	-34
Parole Board, Kansas	0	0	0	0	0	0
Parsons State Hospital and Training Center	462	461	444	436	421	-41
Peace Officers, Stds and Trng	0	0	0	0	0	0
Pharmacy, Board of	6	5	6	6	6	0
Pittsburg State University	303	308	292	294	293	-10
Pooled Money Investment Bd	4	4	4	4	3	-1
Racing & Gaming Commission, Kansas	46	31	36	39	56	10
Rainbow Mental Health Facility	108	104	108	95	76	-32
Real Estate Appraisal Board	1	1	1	1	1	0
Real Estate Commission, Kansas	9	10	9	9	8	-1
Regents, Board of	15	14	12	8	7	-8
Revenue, Department of	982	997	958	954	861	-121
Revisor of Statutes	0	0	0	0	0	0
Secretary of State	0	0	0	0	0	0
Securities Commissioner, Office of the	24	20	20	13	13	-11
Sentencing Commission, Kansas	0	0	0	0	0	0
Tax Appeals, Court of	9	9	8	8	8	-1
Technical Professions, Board of	3	3	3	3	3	0
Technology Enterprise Corp, Kansas	0	0	0	0	0	0
Topeka Correctional Facility	226	218	215	208	214	-12
Transportation, Kansas Department of	2,894	2,862	2,696	2,737	2,665	-229
Treasurer, State	8	6	6	6	5	-3
University of Kansas	1	1	0	0	0	-1
University of Kansas Medical Center	444	417	399	395	344	-100
Veterans' Affairs, Commission on	323	310	269	275	294	-29
Veterinary Examiners, Board of	0	0	0	0	0	0
Water Office, Kansas	19	17	17	16	13	-6
Wichita State University	637	642	638	650	628	-9
Wildlife and Parks, Department of	400	402	392	405	379	-21
Winfield Correctional Facility	196	196	195	194	186	-10
Total	23,596	23,055	22,411	22,011	20,939	-2,657

Source: SHARP (FY2009-FY2013); Includes Classified Regular Employees only.

Note: The following agencies were abolished or merged with other agencies during this time period: Animal Health Dept: FY2012, Arts Commission: FY 2012, Atchison Juvenile Correctional Facility: FY 2010, Beloit Juvenile Correctional Facility: FY 2010, Conservation Commission: FY 2012, Development Finance Authority: FY 2011, Health Policy Authority: FY 2012, Housing Resources Corporation: FY 2011, Kansas Inc: FY 2012, Parole Board: FY 2012, Technology Enterprise Corp FY 2012. Data in Sections 1-3 reports cannot be compared to the data in Section 4 because of the dates the data was collected. In Sections 1-3, the data was collected at the end of the fiscal year, while in Section 4 it was collected at the beginning of the fiscal year. This allowed us to include data from FY 2013.

Number of Unclassified Regular Employees : FY 2009-FY 2013

Agency Name	Fiscal Year					FY09-13
	2009	2010	2011	2012	2013	+/-
Abstractors, Board of Examiners	0	0	0	0	0	0
Accountancy, Board of	1	1	1	1	1	0
Adjutant General	150	154	148	143	140	-10
Administration, Department of	26	23	21	22	20	-6
Administrative Hearings, Office Of	0	1	1	1	1	1
Aging and Disability Services, Kansas Dept for	8	10	10	10	14	6
Agriculture, Department of	12	12	12	20	20	8
Animal Health Department	3	2	1	0	0	-3
Arts Commission, Kansas	1	1	1	0	0	-1
Atchison Juvenile Correctional Facility	1	0	0	0	0	-1
Attorney General	91	89	100	99	103	12
Bank Commissioner, Office of the State	17	17	17	18	22	5
Barbering, Board of	1	1	1	1	1	0
Behavioral Sciences Regulatory Board	3	3	3	3	3	0
Beloit Juvenile Correctional Facility	1	1	0	0	0	-1
Blind, School for the	61	58	56	57	54	-7
Children and Families, Kansas Dept for	31	30	29	33	23	-8
Citizens' Utility Ratepayer Board	3	6	6	6	5	2
Commerce & Housing, Department of	12	11	11	10	9	-3
Conservation Commission, State	7	7	7	0	0	-7
Corporation Commission, Kansas	66	66	62	61	65	-1
Correctional Industries	0	0	0	0	0	0
Corrections, Department of	15	14	13	14	14	-1
Cosmetology, Board of	1	1	1	1	1	0
Credit Unions, Department of	1	1	1	1	1	0
Deaf, School for the	103	99	92	96	95	-8
Dental Board, Kansas	1	1	1	1	1	0
Development Finance Authority	11	11	0	0	0	-11
Education, Department of	39	38	35	37	37	-2
El Dorado Correctional Facility	1	1	1	1	3	2
Ellsworth Correctional Facility	0	0	0	0	2	2
Emergency Medical Services Board	1	1	1	1	1	0
Emporia State University	436	440	444	452	448	12
Ethics Commission, Kansas Gov	9	8	8	7	8	-1
Fair, Kansas State	1	1	1	1	1	0
Fire Marshal	2	1	2	2	2	0
Fort Hays State University	451	464	466	472	489	38
Governor, Office of the	31	36	32	38	35	4
Healing Arts, Board of	6	14	13	12	13	7
Health and Environment, Department of	12	13	11	121	102	90
Health Policy Authority	134	140	138	0	0	-134
Hearing Aid Examiners, Bd of						0
Heath Care Stabilization Fund Bd of Gov	10	11	12	12	12	2
Highway Patrol	7	7	7	6	6	-1
Historical Society, State	1	1	1	1	1	0
Home Inspector's Registration Bd	0	0	0	0	0	0
Housing Resources Corp	41	49	0	0	0	-41
Human Rights Commission, Kansas	4	2	2	2	1	-3
Hutchinson Correctional Facility	0	0	0	0	1	1
Indigents Defense Services Board	112	110	103	108	110	-2
Insurance Department	106	108	106	106	114	8
Investigation, Kansas Bureau of	7	5	5	4	7	0
Judicial Branch	1,875	1,859	1,774	1,794	1,795	-80
Judicial Council	7	7	7	4	4	-3
Juvenile Correctional Complex	2	2	2	1	1	-1
Juvenile Justice Authority	9	9	9	6	4	-5
Kansas Public Employees Ret Sys	17	17	17	16	16	-1
Kansas State University	2,554	2,555	2,525	2,544	2,594	40
Kansas, Inc.	2	2	2	0	0	-2
Labor, Department of	30	30	30	29	30	0

Number of Unclassified Regular Employees : FY 2009-FY 2013

Agency Name	Fiscal Year					FY09-13
	2009	2010	2011	2012	2013	+/-
Lansing Correctional Facility	1	1	1	1	3	2
Larned Correctional Mental Health Facility	1	1	1	1	2	1
Larned Juvenile Correctional Facility	2	2	2	2	1	-1
Larned State Hospital	22	24	21	21	15	-7
Legislative Coordinating Council	11	10	11	11	8	-3
Legislative Division of Post Audit	35	36	20	22	21	-14
Legislative Research Department	39	41	39	39	37	-2
Legislature	204	200	196	197	201	-3
Library, State	1	0	1	1	1	0
Lieutenant Governor, Office of the	4	1	4	3	4	0
Lottery, Kansas	40	37	37	34	37	-3
Mortuary Arts, Board of	1	1	1	1	1	0
Neurological Institute, Kansas	3	3	3	2	2	-1
Norton Correctional Facility	1	1	1	1	2	1
Nursing, Board of	3	3	2	3	3	0
Optometry, Board of Examiners	0	0	0	0	0	0
Osawatomie State Hospital	21	21	19	17	15	-6
Parole Board, Kansas	3	3	3	0	0	-3
Parsons State Hospital and Training Center	6	6	6	5	5	-1
Peace Officers, Stds and Trng	4	4	5	6	5	1
Pharmacy, Board of	1	1	1	1	1	0
Pittsburg State University	457	462	467	468	486	29
Pooled Money Investment Bd	2	2	2	1	2	0
Racing & Gaming Commission, Kansas	22	15	17	17	26	4
Rainbow Mental Health Facility	6	5	5	6	6	0
Real Estate Appraisal Board	1	1	1	1	1	0
Real Estate Commission, Kansas	2	2	2	2	2	0
Regents, Board of	42	42	45	45	43	1
Revenue, Department of	29	28	29	29	31	2
Revisor of Statutes	30	30	28	28	28	-2
Secretary of State	49	48	47	45	42	-7
Securities Commissioner, Office of the	9	10	10	10	14	5
Sentencing Commission, Kansas	9	8	8	8	8	-1
Tax Appeals, Court of	10	10	10	10	10	0
Technical Professions, Board of	2	2	2	2	2	0
Technology Enterprise Corp, Kansas	11	11	9	0	0	-11
Topeka Correctional Facility	1	1	1	0	2	1
Transportation, Kansas Department of	12	12	12	11	12	0
Treasurer, State	31	32	32	34	36	5
University of Kansas	4,891	5,011	4,967	4,963	4,944	53
University of Kansas Medical Center	2,558	2,631	2,728	2,864	2,941	383
Veterans' Affairs, Commission on	5	5	5	5	5	0
Veterinary Examiners, Board of	3	3	3	3	3	0
Water Office, Kansas	3	3	3	3	3	0
Wichita State University	1,174	1,173	1,183	1,235	1,227	53
Wildlife and Parks, Department of	7	7	8	8	7	0
Winfield Correctional Facility	7	7	7	7	7	0
Total	18,319	18,518	18,365	18,560	18,695	376

Source: SHARP (FY2009-FY2013); Includes Unclassified Regular Employees only.

Note: The following agencies were abolished or merged with other agencies during this time period: Animal Health Dept: FY2012, Arts Commission: FY 2012, Atchison Juvenile Correctional Facility: FY 2010, Beloit Juvenile Correctional Facility: FY 2010, Conservation Commission: FY 2012, Development Finance Authority: FY 2011, Health Policy Authority: FY 2012, Housing Resources Corporation: FY 2011, Kansas Inc: FY 2012, Parole Board: FY 2012, Technology Enterprise Corp FY 2012. Data in Sections 1-3 reports cannot be compared to the data in Section 4 because of the dates the data was collected. In Sections 1-3, the data was collected at the end of the fiscal year, while in Section 4 it was collected at the beginning of the fiscal year. This allowed us to include data from FY 2013.

Number of Unclassified Temporary - Benefit Eligible Employees : FY 2009-FY 2013

Agency Name	Fiscal Year					FY09-13
	2009	2010	2011	2012	2013	+/-
Abstractors, Board of Examiners	0	0	0	0	0	0
Accountancy, Board of	0	0	1	1	2	2
Adjutant General	231	259	254	264	257	26
Administration, Department of	67	118	109	67	58	-9
Administrative Hearings, Office Of	0	0	0	0	0	0
Aging and Disability Services, Kansas Dept for	15	16	14	14	25	10
Agriculture, Department of	20	29	28	38	41	21
Animal Health Department	1	1	1	0	0	-1
Arts Commission, Kansas	0	1	1	0	0	0
Atchison Juvenile Correctional Facility	6	0	0	0	0	-6
Attorney General	14	22	18	9	5	-9
Bank Commissioner, Office of the State	2	1	4	3	4	2
Barbering, Board of	1	1	1	1	1	0
Behavioral Sciences Regulatory Board	0	0	0	2	2	2
Beloit Juvenile Correctional Facility	2	2	0	0	0	-2
Blind, School for the	0	0	0	0	0	0
Children and Families, Kansas Dept for	70	74	57	56	55	-15
Citizens' Utility Ratepayer Board	3	0	0	0	0	-3
Commerce & Housing, Department of	46	45	49	60	64	18
Conservation Commission, State	3	3	0	0	0	-3
Corporation Commission, Kansas	15	22	25	25	20	5
Correctional Industries	0	0	0	0	0	0
Corrections, Department of	101	108	97	86	87	-14
Cosmetology, Board of	0	0	0	0	1	1
Credit Unions, Department of	0	0	0	0	0	0
Deaf, School for the	0	0	0	0	1	1
Dental Board, Kansas	0	0	0	0	0	0
Development Finance Authority	0	0	0	0	0	0
Education, Department of	61	65	70	90	88	27
El Dorado Correctional Facility	3	2	3	2	0	-3
Ellsworth Correctional Facility	3	3	3	2	1	-2
Emergency Medical Services Board	0	0	0	0	0	0
Emporia State University	43	32	29	29	31	-12
Ethics Commission, Kansas Gov	0	0	0	0	0	0
Fair, Kansas State	0	0	0	0	0	0
Fire Marshal	1	2	0	0	1	0
Fort Hays State University	5	5	5	5	6	1
Governor, Office of the	1	2	1	1	1	0
Healing Arts, Board of	0	0	0	0	0	0
Health and Environment, Department of	210	208	228	240	256	46
Health Policy Authority	8	0	0	0	0	-8
Hearing Aid Examiners, Bd of	0	0	0	0	0	0
Heath Care Stabilization Fund Bd of Gov		0	0	0	0	0
Highway Patrol	32	34	32	33	32	0
Historical Society, State	4	4	3	3	4	0
Home Inspector's Registration Bd	0	0	0	0	0	0
Housing Resources Corp	0	0	0	0	0	0
Human Rights Commission, Kansas	0	0	0	0	0	0
Hutchinson Correctional Facility	3	3	4	3	3	0
Indigents Defense Services Board	1	1	10	3	1	0
Insurance Department	0	0	0	0	0	0
Investigation, Kansas Bureau of	101	106	99	68	74	-27
Judicial Branch	9	9	9	9	8	-1
Judicial Council	1	1	0	0	0	-1
Juvenile Correctional Complex	8	9	10	8	10	2
Juvenile Justice Authority	17	22	22	19	17	0
Kansas Public Employees Ret Sys	1	1	1	1	1	0
Kansas State University	1,005	978	1,000	1,036	1,019	14
Kansas, Inc.	1	1	1	0	0	-1
Labor, Department of	40	106	183	124	127	87

Number of Unclassified Temporary - Benefit Eligible Employees : FY 2009-FY 2013

Agency Name	Fiscal Year					FY09-13
	2009	2010	2011	2012	2013	+/-
Lansing Correctional Facility	3	3	3	3	0	-3
Larned Correctional Mental Health Facility	2	2	2	1	0	-2
Larned Juvenile Correctional Facility	10	10	10	11	7	-3
Larned State Hospital	20	17	15	14	27	7
Legislative Coordinating Council	0	0	0	0	0	0
Legislative Division of Post Audit	0	0	0	0	0	0
Legislative Research Department	1	0	4	4	6	5
Legislature	0	0	0	0	0	0
Library, State	10	9	7	8	9	-1
Lieutenant Governor, Office of the	0	0	0	0	0	0
Lottery, Kansas	0	0	2		12	12
Mortuary Arts, Board of	0	0	0	0	0	0
Neurological Institute, Kansas	2	3	3	5	4	2
Norton Correctional Facility	3	2	2	2	1	-2
Nursing, Board of	0	0	1	1	1	1
Optometry, Board of Examiners	0	0	1	1	0	0
Osawatomie State Hospital	6	5	6	6	8	2
Parole Board, Kansas	0	0	0	0	0	0
Parsons State Hospital and Training Center	0	0	0	0	0	0
Peace Officers, Stds and Trng	0	0	0	0	0	0
Pharmacy, Board of	0	1	1	2	3	3
Pittsburg State University	50	53	46	46	47	-3
Pooled Money Investment Bd	0	0	0	0	0	0
Racing & Gaming Commission, Kansas	2	1	1	1	1	-1
Rainbow Mental Health Facility	0	0	0	0	0	0
Real Estate Appraisal Board	0	0	0	0	0	0
Real Estate Commission, Kansas	0	0	0	0	1	1
Regents, Board of	0	2	5	13	11	11
Revenue, Department of	25	30	34	33	33	8
Revisor of Statutes	3	1	0	0	0	-3
Secretary of State	0	1	1	1	1	1
Securities Commissioner, Office of the	0	0	0	0	0	0
Sentencing Commission, Kansas	2	2	2	2	2	0
Tax Appeals, Court of	0	0	0	0	0	0
Technical Professions, Board of	0	0	0	0	0	0
Technology Enterprise Corp, Kansas	0	0	0	0	0	0
Topeka Correctional Facility	8	8	8	8	6	-2
Transportation, Kansas Department of	44	48	48	45	43	-1
Treasurer, State	0	0	0	0	0	0
University of Kansas	4	2	0	0	2	-2
University of Kansas Medical Center	2	2	2	3	4	2
Veterans' Affairs, Commission on	8	6	6	5	5	-3
Veterinary Examiners, Board of	0	0	0	0	0	0
Water Office, Kansas	0	1	1	1	1	1
Wichita State University	7	4	4	4	6	-1
Wildlife and Parks, Department of	26	28	30	35	31	5
Winfield Correctional Facility	2	2	2	2	2	0
Totals	6,413	6,559	6,641	6,583	6,603	190

Source: SHARP (FY2009-FY2013); Includes Unclassified Temporary/Benefit Eligible Employees only.

Note: The following agencies were abolished or merged with other agencies during this time period: Animal Health Dept: FY2012, Arts Commission: FY 2012, Atchison Juvenile Correctional Facility: FY 2010, Beloit Juvenile Correctional Facility: FY 2010, Conservation Commission: FY 2012, Development Finance Authority: FY 2011, Health Policy Authority: FY 2012, Housing Resources Corporation: FY 2011, Kansas Inc: FY 2012, Parole Board: FY 2012, Technology Enterprise Corp FY 2012. Data in Sections 1-3 reports cannot be compared to the data in Section 4 because of the dates the data was collected. In Sections 1-3, the data was collected at the end of the fiscal year, while in Section 4 it was collected at the beginning of the fiscal year. This allowed us to include data from FY 2013.

Number of Classified Temporary Employees : FY 2009-FY 2013

Agency Name	Fiscal Year					FY09-13
	2009	2010	2011	2012	2013	+/-
Abstractors, Board of Examiners	1	1	1	1	1	0
Accountancy, Board of	1	1	1	0	0	-1
Adjutant General	3	1	1	3	2	-1
Administration, Department of	4	3	2	1	2	-2
Administrative Hearings, Office Of	0	1	1	1	1	1
Aging and Disability Services, Kansas Dept for	5	3	2	1	4	-1
Agriculture, Department of	4	7	7	8	5	1
Animal Health Department	0	0	0	0	0	0
Arts Commission, Kansas	0	0	0	0	0	0
Atchison Juvenile Correctional Facility	3	0	0	0	0	-3
Attorney General	0	0	0	0	0	0
Bank Commissioner, Office of the State	0	0	1	2	0	0
Barbering, Board of	0	0	0	0	0	0
Behavioral Sciences Regulatory Board	1	0	0	0	1	0
Beloit Juvenile Correctional Facility	0	0	0	0	0	0
Blind, School for the	3	5	4	5	3	0
Children and Families, Kansas Dept for	14	22	8	17	13	-1
Citizens' Utility Ratepayer Board	0	0	0	0	0	0
Commerce & Housing, Department of	19	18	20	17	15	-4
Conservation Commission, State	0	0	0	0	0	0
Corporation Commission, Kansas	0	0	0	2	2	2
Correctional Industries	1	1	0	0	0	-1
Corrections, Department of	0	0	1	1	0	0
Cosmetology, Board of	3	3	3	2	3	0
Credit Unions, Department of	2	1	1	0	0	-2
Deaf, School for the	0	3	4	0	0	0
Dental Board, Kansas	0	0	0	0	0	0
Development Finance Authority	0	0	0	0	0	0
Education, Department of	3	3	4	4	3	0
El Dorado Correctional Facility	2	4	4	3	3	1
Ellsworth Correctional Facility	0	0	0	0	2	2
Emergency Medical Services Board	14	17	16	15	1	-13
Emporia State University	22	13	13	13	16	-6
Ethics Commission, Kansas Gov	0	0	0	0	0	0
Fair, Kansas State	2	2	2	2	2	0
Fire Marshal	1	0	0	0	1	0
Fort Hays State University	238	213	219	221	227	-11
Governor, Office of the	0	0	0	0	0	0
Healing Arts, Board of	1	1	2	1	2	1
Health and Environment, Department of	11	12	10	9	19	8
Health Policy Authority	13	13	11	0	0	-13
Hearing Aid Examiners, Bd of	1	1	0	0	2	1
Heath Care Stabilization Fund Bd of Gov	0	0	0	0	0	0
Highway Patrol	56	54	60	50	55	-1
Historical Society, State	75	65	58	62	52	-23
Home Inspector's Registration Bd	0	0	0	0	0	0
Housing Resources Corp	0	0	0	0	0	0
Human Rights Commission, Kansas	0	0	0	0	0	0
Hutchinson Correctional Facility	0	0	1	0	0	0
Indigents Defense Services Board	2	0	3	0	0	-2
Insurance Department	0	0	0	0	0	0
Investigation, Kansas Bureau of	0	0	0	0	0	0
Judicial Branch	0	0	0	0	0	0
Judicial Council	0	0	0	0	0	0
Juvenile Correctional Complex	2	1	0	2	1	-1
Juvenile Justice Authority	0	0	0	0	0	0
Kansas Public Employees Ret Sys	6	5	8	10	9	3
Kansas State University	143	128	112	122	140	-3
Kansas, Inc.	0	0	0	0	0	0
Labor, Department of	14	19	14	4	2	-12

Number of Classified Temporary Employees : FY 2009-FY 2013

Agency Name	Fiscal Year					FY09-13
	2009	2010	2011	2012	2013	+/-
Lansing Correctional Facility	0	0	1	1	1	1
Larned Correctional Mental Health Facility	0	0	0	1		0
Larned Juvenile Correctional Facility	0	0	1	1	1	1
Larned State Hospital	0	13	10	6	31	31
Legislative Coordinating Council	0	0	0	0	0	0
Legislative Division of Post Audit	0	0	0	0	0	0
Legislative Research Department	0	0	0	0	0	0
Legislature	0	0	0	0	0	0
Library, State	0	0	0	0	0	0
Lieutenant Governor, Office of the	0	0	0	0	0	0
Lottery, Kansas	1	3	3	3	2	1
Mortuary Arts, Board of	0	0	0	0	0	0
Neurological Institute, Kansas	21	12	11	8	6	-15
Norton Correctional Facility	0	0	0	0	0	0
Nursing, Board of	1	2	2	1	1	0
Optometry, Board of Examiners	0	0	0	0	0	0
Osawatomie State Hospital	18	17	17	11	21	3
Parole Board, Kansas	0	0	0	0	0	0
Parsons State Hospital and Training Center	19	30	17	23	33	14
Peace Officers, Stds and Trng	0	0	0	0	0	0
Pharmacy, Board of	3	2	1	1	2	-1
Pittsburg State University	67	46	51	50	42	-25
Pooled Money Investment Bd	0	0	0	0	0	0
Racing & Gaming Commission, Kansas	5	0	0	0	0	-5
Rainbow Mental Health Facility	11	8	19	7	10	-1
Real Estate Appraisal Board	0	0	0	0	0	0
Real Estate Commission, Kansas	2	2	2	1	1	-1
Regents, Board of	0	0	0	0	0	0
Revenue, Department of	158	79	118	174	131	-27
Revisor of Statutes	0	0	0	0	0	0
Secretary of State	0	0	0	0	0	0
Securities Commissioner, Office of the	2	1		1	1	-1
Sentencing Commission, Kansas	1	0	0	0	0	-1
Tax Appeals, Court of	0	0	0	0	0	0
Technical Professions, Board of	0	0	0	0	0	0
Technology Enterprise Corp, Kansas	0	0	0	0	0	0
Topeka Correctional Facility	1	1	0	1	1	0
Transportation, Kansas Department of	237	91	66	79	111	-126
Treasurer, State	0	0	0	0	0	0
University of Kansas	0	0	0	0	0	0
University of Kansas Medical Center	12	18	17	9	8	-4
Veterans' Affairs, Commission on	29	30	31	37	22	-7
Veterinary Examiners, Board of	0	0	0	0	0	0
Water Office, Kansas	0	0	0	0	0	0
Wichita State University	46	32	26	35	35	-11
Wildlife and Parks, Department of	421	467	446	401	463	42
Winfield Correctional Facility	0	0	0	0	0	0
Totals	3,734	3,485	3,444	3,442	3,525	-209

Source: SHARP (FY2009-FY2013); Includes Classified Temporary Employees only.

Note: The following agencies were abolished or merged with other agencies during this time period: Animal Health Dept: FY2012, Arts Commission: FY 2012, Atchison Juvenile Correctional Facility: FY 2010, Beloit Juvenile Correctional Facility: FY 2010, Conservation Commission: FY 2012, Development Finance Authority: FY 2011, Health Policy Authority: FY 2012, Housing Resources Corporation: FY 2011, Kansas Inc: FY 2012, Parole Board: FY 2012, Technology Enterprise Corp FY 2012. Data in Sections 1-3 reports cannot be compared to the data in Section 4 because of the dates the data was collected. In Sections 1-3, the data was collected at the end of the fiscal year, while in Section 4 it was collected at the beginning of the fiscal year. This allowed us to include data from FY 2013.

Number of Unclassified Temporary - Non-Benefit Eligible Employees : FY 2009-FY 2013

Agency Name	Fiscal Year					FY09-13
	2009	2010	2011	2012	2013	+/-
Abstractors, Board of Examiners	4	4	4	4	4	0
Accountancy, Board of	7	7	7	7	7	0
Adjutant General	1,973	2,091	543	658	718	-1,255
Administration, Department of	33	37	35	26	18	-15
Administrative Hearings, Office Of	0	4	4	5	4	4
Aging, Department on	2	2	4	4	9	7
Agriculture, Department of	16	15	15	29	28	12
Animal Health Department	9	9	9	0	0	-9
Arts Commission, Kansas	12	12	11	5	0	-12
Atchison Juvenile Correctional Facility	0	0	0	0	0	0
Attorney General	12	16	16	9	8	-4
Bank Commissioner, Office of the State	8	8	8	9	9	1
Barbering, Board of	5	5	5	5	5	0
Behavioral Sciences Regulatory Board	11	11	11	13	12	1
Beloit Juvenile Correctional Facility	0	0	0	0	0	0
Blind, School for the	21	1	9	13	21	0
Children and Families, Kansas Dept for	24	33	26	2	2	-22
Citizens' Utility Ratepayer Board	5	5	5	5	5	0
Commerce & Housing, Department of	8	9	9	13	15	7
Conservation Commission, State	5	5	5	0	0	-5
Corporation Commission, Kansas	11	7	7	8	7	-4
Correctional Industries	0	0	0	0	0	0
Corrections, Department of	7	1	0	1	1	-6
Cosmetology, Board of	8	8	7	9	7	-1
Credit Unions, Department of	6	7	7	7	7	1
Deaf, School for the	40	29	40	49	53	13
Dental Board, Kansas	9	9	9	9	9	0
Development Finance Authority	0	0	0	0	0	0
Education, Department of	8	9	5	1	2	-6
El Dorado Correctional Facility	1	1	2	2	1	0
Ellsworth Correctional Facility	0	0	0	0	0	0
Emergency Medical Services Board	12	13	13	13	15	3
Emporia State University	433	323	336	362	388	-45
Ethics Commission, Kansas Gov	10	11	11	10	11	1
Fair, Kansas State	9	9	9	9	10	1
Fire Marshal	0	0	0	0	0	0
Fort Hays State University	687	660	707	743	857	170
Governor, Office of the	13	8	12	5	10	-3
Healing Arts, Board of	29	29	27	32	29	0
Health and Environment, Department of	48	29	30	31	18	-30
Health Policy Authority	7	3	2	0	0	-7
Hearing Aid Examiners, Bd of	6	6	6	6	5	-1
Heath Care Stabilization Fund Bd of Gov	0	0	0	0	1	1
Highway Patrol	0	0	0	1	1	1
Historical Society, State	1	5	7	9	17	16
Home Inspector's Registration Bd	0	0	1	1	2	2
Housing Resources Corp	1	1	0	0	0	-1
Human Rights Commission, Kansas	5	6	5	6	6	1
Hutchinson Correctional Facility	2	2	2	2	2	0
Indigents Defense Services Board	8	8	8	8	8	0
Insurance Department	2	2	4	1	1	-1
Investigation, Kansas Bureau of	14	11	11	11	9	-5
Judicial Branch	353	290	89	105	113	-240
Judicial Council	115	114	115	115	115	0
Juvenile Correctional Complex	0	0	0	0	0	0
Juvenile Justice Authority	6	9	7	6	9	3
Kansas Public Employees Ret Sys	5	5	6	5	7	2
Kansas State University	5,144	5,384	5,581	5,648	5,897	753
Kansas, Inc.	9	7	4	0	0	-9
Labor, Department of	5	4	4	2	4	-1

Number of Unclassified Temporary - Non-Benefit Eligible Employees : FY 2009-FY 2013

Agency Name	Fiscal Year					FY09-13
	2009	2010	2011	2012	2013	+/-
Lansing Correctional Facility	0	0	0	0	0	0
Larned Correctional Mental Health Facility	0	0	0	0	0	0
Larned Juvenile Correctional Facility	0	0	0	0	0	0
Larned State Hospital	127	141	149	130	134	7
Legislative Coordinating Council	7	7	7	7	7	0
Legislative Division of Post Audit	0	0	10	10	10	10
Legislative Research Department	4	2	1	3	1	-3
Legislature	257	250	212	206	209	-48
Library, State	0	0	0	0	0	0
Lieutenant Governor, Office of the	1	0	0	0	1	0
Lottery, Kansas	4	4	3	5	4	0
Mortuary Arts, Board of	5	5	5	4	5	0
Neurological Institute, Kansas	143	140	143	143	130	-13
Norton Correctional Facility	0	0	0	0	0	0
Nursing, Board of	11	11	10	9	11	0
Optometry, Board of Examiners	5	5	5	5	5	0
Osawatomie State Hospital	24	19	28	25	27	3
Parole Board, Kansas	0	0	0	0	0	0
Parsons State Hospital and Training Center	216	222	232	163	173	-43
Peace Officers, Stds and Trng	0	0	2	2	1	1
Pharmacy, Board of	6	6	7	7	7	1
Pittsburg State University	912	1,030	967	922	886	-26
Pooled Money Investment Bd	3	3	3	4	4	1
Racing & Gaming Commission, Kansas	21	19	12	5	6	-15
Rainbow Mental Health Facility	8	8	9	13	7	-1
Real Estate Appraisal Board	7	7	7	7	7	0
Real Estate Commission, Kansas	5	5	5	5	5	0
Regents, Board of	20	18	19	18	23	3
Revenue, Department of	14	13	12	10	10	-4
Revisor of Statutes	0	1	3	3	2	2
Secretary of State	24	17	14	4	5	-19
Securities Commissioner, Office of the	0	0	0	0	1	1
Sentencing Commission, Kansas	9	10	9	10	10	1
Tax Appeals, Court of	6	6	4	3	4	-2
Technical Professions, Board of	13	13	13	13	13	0
Technology Enterprise Corp, Kansas	14	13	13	0	0	-14
Topeka Correctional Facility	0	0	0	0	0	0
Transportation, Kansas Department of	19	18	18	6	1	-18
Treasurer, State		1	1	0	0	0
University of Kansas	4,697	4,783	4,752	4,742	4,807	110
University of Kansas Medical Center	417	411	435	464	663	246
Veterans' Affairs, Commission on	22	19	17	18	14	-8
Veterinary Examiners, Board of	9	10	9	9	10	1
Water Office, Kansas	13	13	13	14	16	3
Wichita State University	1,743	1,757	1,870	2,064	2,353	610
Wildlife and Parks, Department of	145	151	178	146	140	-5
Winfield Correctional Facility	0	0	0	0	0	0
Totals	20,109	20,432	19,008	19,235	20,212	103

Source: SHARP (FY2009-FY2013); Includes Classified Temporary Employees only.

Note: The following agencies were abolished or merged with other agencies during this time period: Animal Health Dept: FY2012, Arts Commission: FY 2012, Atchison Juvenile Correctional Facility: FY 2010, Beloit Juvenile Correctional Facility: FY 2010, Conservation Commission: FY 2012, Development Finance Authority: FY 2011, Health Policy Authority: FY 2012, Housing Resources Corporation: FY 2011, Kansas Inc: FY 2012, Parole Board: FY 2012, Technology Enterprise Corp FY 2012. Data in Sections 1-3 reports cannot be compared to the data in Section 4 because of the dates the data was collected. In Sections 1-3, the data was collected at the end of the fiscal year, while in Section 4 it was collected at the beginning of the fiscal year. This allowed us to include data from FY 2013.

Glossary

Agency: a unit of state government assigned a unique department identification number.

Classified Service: all positions in the state service, except those which are specifically placed in the unclassified service by K.S.A. 75-2935, as amended or other sections of the statutes.

Demotion: the movement of an employee from a position in one class to a position in another class having a lower pay grade, either on an involuntary basis for disciplinary purposes or on a voluntary basis.

Fiscal Year: the time period from July 1, to June 30.

Full-Time Equivalency (FTE): a unit of measurement equivalent to one full-time position.

K.A.R.: Kansas Administrative Regulation

K.S.A.: Kansas Statutes Annotated

Length of Service: total time working in the classified or unclassified service with certain exclusions per K.A.R. 1-2-46.

Pay Grade: a salary and wage range in the pay plan prepared by the Director of Personnel Services as required by K.S.A. 75-2938.

Promotion: a change of employment from a position in one class to a position in another class having a higher pay grade, by an employee who meets the required selection criteria for promotion.

SHARP: Statewide Human Resource and Payroll system implemented in December 1995.

Student Position: a position filled by a student at a Regents institution.

Temporary Position (classified service): a position, which is limited to not more than 999 hours of employment in a 12-month period. Temporary positions do not affect the position limitation of an agency.

Temporary Position (unclassified service): a position filled by a person temporarily or designated by a legislative committee or commission or other competent authority to make or conduct a special inquiry, investigation, examination or installation (K.S.A. 75-2935).

Transfer: a change by an employee from one position with a close similarity of duties, essentially the same basic qualifications, and the same pay grade.

Unclassified Service: position specifically designated as unclassified by K.S.A. 75-2935, as amended or other section of the statute or as designated in the agency's enabling statute.

Classified Service - Executive Branch Position Reference Table

POSITION	POSITION TYPE			
	REGULAR		TEMPORARY	
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
Counts Toward FTE	Yes	Yes	0	No
Statutory Authority	FTE Limit	FTE Limit	N/A	N/A
EMPLOYEE MOVEMENT				
Promotion and Transfer	Yes	Yes	Yes	Yes
Suspension and Demotion	Yes	Yes	No	No
Layoff Alternatives	Yes	Yes	No	No
Dismissal	Yes	Yes	Yes	Yes
SELECTION				
Selection Process	Civil Service Procedure	Civil Service Procedure	Agency Discretion	Agency Discretion
Meets MQ Eligibility Pools Considered?	Yes	Yes	Yes	Yes
Compete with Others	Yes	Yes	Agency Discretion	Agency Discretion
COMPENSATION				
Hour Limitations	None	Below 100%	999 Hours in 12 Months	999 Hours in 12 Months
Probationary Period	Yes	Yes	No	No
Pay Step Movement	Pay Matrix Yes	Pay Matrix Yes	K.A.R. 1-5-9 No	K.A.R. 1-5-9 No
Longevity Bonus	Eligibility changes effective 6/15/08. See statute for details	Eligibility changes effective 6/15/08. See statute for details	No	No
Overtime Exemption	Position Specific	Position Specific	Position Specific	Position Specific
Length of Service	Yes	Yes	No	No
BENEFITS ELIGIBILITY				
GHI	Yes	Yes ¹	No	No
KPERS (Retirement System)	Yes	Yes	No	No
Sick Leave	Yes	Prorated Basis	No	No
Vacation Leave	Yes	Prorated Basis	No	No
Holiday Credit/ Discretionary Day Deferred	Yes	Possible Credit ²	No	No
Compensation/TSA	Yes	Yes	Yes	Yes
Shared Leave	Yes	Yes	No	No
Flexible Spending Account	Yes	Yes	No	No

Unclassified Service - Executive Branch Position Reference Table

POSITION	POSITION TYPE			
	REGULAR		TEMPORARY	
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
Counts Toward FTE	Yes	Yes	No	No
Statutory Authority	K.S.A. 75-2935 or Agency Statutes	K.S.A. 75-2935 or Agency Statutes	Agency Statutes and K.S.A. 75-2935(1)(I) (Special Projects)	Agency Statutes and K.S.A. 75-2935(1)(I) (Special Projects)
EMPLOYEE MOVEMENT				
Promotion and Transfer	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion
Suspension and Demotion	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion
Layoff Alternatives	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion
Dismissal	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion
SELECTION				
Selection Process	Agency Discretion/ Governor's approval	Agency Discretion/ Governor's approval	Agency Discretion/ Governor's approval	Agency Discretion/ Governor's approval
Meets MQ	N/A	N/A	N/A	N/A
Eligibility Pools Considered?	N/A	N/A	N/A	N/A
Compete with Others	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion
COMPENSATION				
Hour Limitations	None	None	None	None
Probationary Period	Optional	Optional	Optional	Optional
Pay	Agency Statutes/ Governor's Approval	Agency Statutes/ Governor's Approval	Agency Statutes/ Governor's Approval	Agency Statutes/ Governor's Approval
Pay Increases	Yes	Yes	Yes	Yes
Longevity Bonus	Position Specific	Position Specific	Position Specific	Position Specific
Overtime Exemption	Position Specific	Position Specific	Position Specific	Position Specific
Length of Service	Typically Yes	Typically Yes	Position Specific	Position Specific
BENEFITS ELIGIBILITY				
GHI	Yes	Yes ¹	Position Specific	Position Specific
KPERS Retirement System	Yes	Yes	Position Specific	Position Specific
Sick Leave	Yes	Prorated Basis	Position Specific	Position Specific
Vacation Leave	Yes	Prorated Basis	Position Specific	Position Specific
Holiday Credit/ Discretionary Day Deferred	Yes	Position Specific ²	Position Specific	Position Specific
Compensation/TSA	Yes	Yes	Position Specific	Position Specific
Shared Leave	Yes	Yes	Position Specific	Position Specific
Flexible Spending Account	Yes	Yes	Position Specific	Position Specific

¹For employees who work 1,000 or more.

² Employees on a regular schedule receive holiday credit equal to their work time when a holiday falls within their regular work schedule. Employees on an irregular schedule do not receive holiday credit.