



Kansas Legislative Research Department

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January 24, 2024

To: House Committee on Appropriations

From: Dylan Dear, Assistant Director for Fiscal Affairs

Re: HB 2495 - Pay Plan Shortfall Appropriations Bill

HB 2495 adds \$11.2 million SGF for FY 2024 and increases expenditure limitations for biennial agencies by \$993,740 for FY 2025. Due to variations in funding between the SGF and other funds the \$46.0 million SGF appropriated by 2023 SB 25 was inadequate to fully fund all approved adjustments. Between 2023 SB 25 and HB 2495 the total SGF funding to implement the 2023 Legislative Pay Plan would be \$57.2 million. At the June 7th meeting of the State Finance Council, the Council approved the distribution of the \$46.0 million SGF. In addition to the SGF appropriation, HB 2495 would formally adopt the expenditure limit adjustments implemented by the 2023 Legislative Pay Plan. *NOTE - The Governor's original recommendation to provide an across the board 5.0 percent salary adjustment was estimated at \$65.5 million SGF.*

2023 SB 25 added \$120.0 million, including \$46.0 million SGF, to provide salary adjustments to state employees for FY 2024 based on the Department of Administration Market Survey. Employees that were under market pay by 10.0 percent or more received either an increase to bring salaries to 10.0 percent under market pay or a 5.0 percent increase, whichever was greater. Employees that were under market by less than 10.0 percent and employees that are over market by 10.0 percent or less received a 5.0 percent increase. Employees that were over market by more than 10.0 percent received a 2.5 percent increase.

Employees of the following agencies received a 5.0 percent increase in addition to market adjustments: Kansas Department of Corrections, correctional facilities, state hospitals, and Kansas Commission on Veterans Affairs.

The following employees received a 5.0 percent increase instead of market adjustments: non-judge employees of the Judicial Branch, employees of Legislative agencies, and employees with job classifications that are not included in the Market Survey.

The following employees received a 2.5 percent increase instead of market adjustments and in addition to any increases from a formal career progression plan: employees of the Kansas Highway Patrol and Kansas Bureau of Investigation.

The following employees were excluded from all provisions of this adjustment: judges and justices, statewide elected officials, legislators, employees of the Kansas State Schools for the Blind and Deaf, part-time non-benefits eligible employees, and other employees not otherwise included in these adjustments.

FY 2024 SGF Salary Adjustments

Agency	Adjustment
Adjutant General	\$ 38,288
Attorney General	37,200
Board of Indigents Defense Services	176,999
Board of Regents	19,235
Board of Tax Appeals	5,007
Commission on Veterans Affairs	100,783
Department for Aging & Disability Services	85,777
Department for Children & Families	1,139,488
Department of Administration	57,579
Department of Agriculture	85,977
Department of Commerce	811
Department of Corrections	523,047
Department of Education	87,297
Department of Labor	55,075
Department of Revenue	127,935
El Dorado Correctional Facility	473,367
Ellsworth Correctional Facility	250,977
Emporia State University	144,807
Fort Hays State University	167,582
Governmental Ethics Commission	3,664
Health & Environment--Environment	30,720
Health & Environment--Health	135,329
Historical Society	28,394
Hutchinson Correctional Facility	543,780
Judicial Council	4,757
Judiciary	1,016,431
Kansas Bureau of Investigation	141,040
Kansas Guardianship Program	5,482
Kansas Human Rights Commission	5,001
Kansas Juvenile Correctional Complex	234,111
Kansas Neurological Institute	141,236
Kansas State University	435,779
Kansas State University--ESARP	219,311
Kansas Water Office	10,764
KSU--Veterinary Medical Center	64,388
Lansing Correctional Facility	425,615
Larned Correctional Mental Health Facility	193,326
Larned State Hospital	601,807
Legislative Coordinating Council	6,545
Legislative Division of Post Audit	23,591
Legislative Research Department	37,562
Legislature	40,765
Norton Correctional Facility	252,628
Office of the Governor	26,212
Osawatomie State Hospital	436,682
Parsons State Hospital & Training Center	291,557
Pittsburg State University	177,042
Revisor of Statutes	29,250
School for the Blind	26,745
School for the Deaf	38,601
Sentencing Commission	8,866
State Library	13,810
Topeka Correctional Facility	294,647
University of Kansas	673,499
University of Kansas Medical Center	424,472
Wichita State University	331,338
Winfield Correctional Facility	289,079
Total	\$ 11,241,057

FY 2025 Expenditure Limitation Adjustments

Agency	Adjustment
State Bank Commissioner	\$ 462,247
Kansas Board Of Barbering	8,972
Behavioral Sciences Regulatory Board	25,776
State Board Of Healing Arts	200,041
Kansas State Board Of Cosmetology	29,200
State Department Of Credit Unions	40,844
Kansas Dental Board	9,069
State Board Of Mortuary Arts	9,660
Board Of Nursing	66,420
Board Of Examiners In Optometry	3,024
State Board Of Pharmacy	61,493
Real Estate Appraisal Board	9,037
Kansas Real Estate Commission	38,845
State Board Of Technical Professions	13,993
	\$ 993,740