

**PRELIMINARY
MINUTES**

SPECIAL COMMITTEE ON STATE EMPLOYEE COMPENSATION

January 8, 2025
Room 112-N—Statehouse

Members Present

Representative Troy Waymaster, Chairperson
Senator Rick Billinger, Vice-chairperson
Senator Michael Fagg
Senator Marci Francisco
Senator Carolyn McGinn
Representative Sydney Carlin, Substitute
Representative Susan Estes
Representative Shannon Francis
Representative Kyle Hoffman
Representative Mari-Lynn Poskin, Substitute

Members Absent

Senator Larry Alley - Excused
Representative Vic Miller - Excused
Representative Brandon Woodard - Excused

Staff Present

Kyle Anderson, Kansas Legislative Research Department
Dylan Dear, Kansas Legislative Research Department
Megan Leopold, Kansas Legislative Research Department
Shirley Morrow, Kansas Legislative Research Department
Arianna Waddel, Kansas Legislative Research Department
Steven Wu, Kansas Legislative Research Department
Tamera Lawrence, Office of Revisor of Statutes
Nick Myers, Office of Revisor of Statutes
Jill Wolters, Office of Revisor of Statutes
Susan McClacherty, Kansas Legislative Committee Assistant

Conferees

Kraig Knowlton, Deputy Secretary, Kansas Department of Administration
Murl Riedel, Executive Officer, Kansas Highway Patrol
Robert Stuart, Executive Officer, Kansas Bureau of Investigation
Blake Flanders, President and Chief Executive Officer, Kansas Board of Regents
Scott Brunner, Deputy Secretary of Hospitals and Facilities, Kansas Department for Aging
and Disability Services
Alan D. Conroy, Executive Director, Kansas Public Employees Retirement System

Jeff Zmuda, Secretary of Corrections, Kansas Department of Corrections

Others Attending

No Other Attendees Present.

**Wednesday, January 8, 2025
All Day Session**

Welcome

Chairperson Waymaster called the meeting to order at 10:14 a.m.

Chairperson Waymaster thanked the road crews of the Kansas Department of Transportation for their work to clear the massive snowfall that fell over the weekend, and the Kansas Highway Patrol and other law enforcement for their efforts in assisting motorists.

Employee Compensation Market Survey

Steven Wu, Managing Fiscal Analyst, Kansas Legislative Research Department, provided an overview of the percent increases in salaries for State classified employees, regents' faculty, and classroom teachers of school districts compared with private sector wages and inflation over the past two decades. ([Attachment 1](#))

Kraig Knowlton, Deputy Secretary of Management, Kansas Department of Administration and Director of Personnel Services, provided an overview of the survey process, results from the 2024 market study and benefit study, and a comparisons from last year to the current year. ([Attachment 2](#))

Kraig Knowlton answered questions from the committee members.

Chairperson Waymaster requested the Department of Administration to look at the Kansas Department of Corrections and the State Hospitals as a regional market analysis to address staffing issues.

Kansas Highway Patrol Compensation Plan

Murl Riedel, Executive Officer, Kansas Highway Patrol (KHP), provided an overview and the impacts of the recent salary adjustments implemented last year for the Career Progression Plan (CPP) of sworn officers in addition to salary adjustments for dispatchers. The salary adjustment request for Motorist Assist Technicians was provided for consideration during the 2025 legislative session. ([Attachment 3](#))

Murl Riedel answered questions from committee members.

Kansas Bureau of Investigation Salary Progression Plan

Robert Stuart, Executive Officer, Kansas Bureau of Investigation, provided an overview of the CPP and an update on the recruitment and retention efforts for commissioned personnel and forensic scientists after salary adjustments were made from the 2024 legislative session. ([Attachment 4](#))

Robert Stuart answered questions from the committee members.

Robert Stuart provided employee compensation enhancement requests for FY 2026. ([Attachment 5](#))

Robert Stuart answered additional questions from the committee members.

Lunch

After a recess for lunch from 11:35 p.m. to 1:44 p.m., Chairperson Waymaster informed the committee members that Senator McGinn would be facilitating the meeting while he and Senator Billinger attend another scheduled meeting in the afternoon.

University Compensation Plans

Blake Flanders, President and Chief Executive Officer, Kansas Board of Regents, provided an overview of the impact the investments toward higher education have made and a decade review of the pay plan adjustments for State employees. ([Attachment 6](#))

Information about recruiting and retaining State university employees was also provided to committee members. ([Attachment 7](#))

Blake Flanders answered questions from the committee members.

State Hospital Staffing

Scott Brunner, Deputy Secretary of Hospitals and Facilities, Kansas Department for Aging and Disability Services, thanked staff who kept their facilities open and patients well cared for during the recent snow emergency.

Scott Brunner provided an overview of the state hospitals and staffing issues, expenditures on nursing contracted staffing, pay rates for State hospital positions, and an overview of the accomplishments addressing staffing concerns. ([Attachment 8](#))

Scott Brunner answered questions from committee members.

Committee members discussed potential incentives to address workforce issues such a regional market analysis, housing, childcare, education reimbursement, shift modifications, and policy modifications on bonuses.

Senator McGinn recessed the meeting at 2:54 p.m. for a short break.

State Employee Pension System

Chairperson Waymaster resumed the meeting at 3:09 p.m.

Alan Conroy, Executive Director, Kansas Public Employee Retirement System (KPERS), provided an overview of the three KPERS plan designs, KPERS 3 adjustment options and cost estimates, and the cost-of-living adjustments for retirees. ([Attachment 9](#))

Alan Conroy answered questions from committee members.

Department of Corrections Salary Adjustments - 2024

Jeff Zmuda, Secretary of Corrections, Kansas Department of Corrections, provided an overview of current staffing levels, facility and statewide pay plans, and the impact on staff vacancies. ([Attachment 10](#))

Secretary Zmuda answered questions from committee members.

The committee discussed factors having an impact on regional areas within the state where correctional facilities exist.

Committee members shared their best wishes to Senator McGinn, who is retiring, and thanked her for her service to the State and mentoring to them personally. Senator McGinn shared that she learned and grew from her constituency and many friends by serving within the State.

The meeting adjourned at 4:09 p.m.

Prepared by Susan McClacherty

Edited by

Approved by the Committee on:

(Date)