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**LEGISLATIVE COMPENSATION COMMISSION**  
**October 19, 2023**  
Morning Session - Room 548-S—Statehouse

Chairman Hutton, Commission members, good morning. My name is Randy Ross. I'm from Overland Park, Kansas, and I appreciate the opportunity to address you here this morning.

I have been very interested in the work of this Commission over the last two months. During your initial meeting, you each discussed individual goals for this project. You recognized the shortcomings of asking for 2025 quality work while rewarding at 2009 compensation levels. Doesn't make sense in the private sector, nor should it in government.

You also shared the desire that the face of Kansas citizens be represented throughout the legislative bodies. You noted that the current compensation levels might not allow for some of our best and brightest to serve and how it could create challenges for an adult attempting to provide for their family.

My comments today will be brief and focus on three areas: compensation and indexing, as well as additional compensation for larger, rural districts. Finally, I will touch on future Legislative Compensation Commissions.

Regarding the compensation and indexing process, I feel that you have come up with a sound solution to the task you were given. Constructing the compensation increase using a 3-year average of what Kansas employees gained makes sense. Kansas legislative compensation is in step with the citizens that the legislature serves. Everybody is in it together.

What I thought was especially interesting was that the \$43,000 compensation target and how it aligned with the indexing process. In Appendix A of my printed comments I took what was the data from Appendix One in your draft report and using some "back of envelope math", adjusted the legislative salaries forward from when they were last set in 2009. Using \$29,192 as the base, I applied the indexing method that you are recommending and expanded it to what the salary would have been for 2022. That number comes in at just over \$38,700. Based on this, I think you are recommending an appropriate indexing method and new

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compensation level. You make a very strong point when you say that legislative salaries should increase the same as the average Kansan's.

Regarding the additional compensation for larger, more rural legislative districts, I think this topic deserves additional study. Additional compensation has some justification but how it might be set and administered needs further evaluation.

I know that Montana was discussed and how that state is compensating for larger districts. It does make sense to look at other states but I don't know that Montana is the best analog since it has nearly twice the square miles of Kansas and 25 fewer members in its State House. I think it would be more valuable to look at other Midwestern states that appear more like ours. Iowa, Minnesota and the Dakotas might provide more relevant insights.

My final thoughts are with regard to the makeup of future Legislative Compensation Commissions. Although this is not part of the task that you were given, I think you could influence the legislature to consider a few changes. When you look around at the 9 members, we realize that we have an overabundance of experience with eight of you having served in the legislature. Those insights are extremely valuable but I wonder if we couldn't have more representation from the people you talked about serving, people that represent the face of Kansas.

Would a 9-member Commission limited to 4 former legislators with 5 others representing the "face of Kansan's" be appropriate? Having that "face of Kansan's" direct input may also allow the final commission output to achieve the goals you alluded to in your initial September session.

Again, I appreciate the time to be here with you and please feel free to reach out to me by phone or e-mail if you should have any observations regarding what I shared. Thank you.

Appendix A

QCEW Average Annual Wage*						
Year	KS All EEs	% Growth	% Change			
2001	30,153					
2002	30825	2.23	2.23%			
2003	31,489	2.15	2.15%			
2004	32,738	3.97	3.97%			
2005	33,864	3.44	3.44%			
2006	35,696	5.41	5.41%			
2007	37,044	3.78	3.78%			
2008	38,178	3.06	3.06%			
				<b>3-year Avg. % Growth</b>	<b>Wage Adj.</b>	<b>Total Wage</b>
2009	38,154	-0.06	-0.06%			\$29,192
2010	38,936	2.05	2.05%	2.26%	\$659.22	\$ 29,851.22
2011	39,989	2.70	2.70%	1.68%	\$491.20	\$ 30,342.42
2012	41,118	2.82	2.82%	1.56%	\$456.48	\$ 30,798.90
2013	41,548	1.05	1.05%	2.53%	\$737.32	\$ 31,536.23
2014	42,716	2.81	2.81%	2.19%	\$639.64	\$ 32,175.87
2015	43,878	2.72	2.72%	2.23%	\$650.03	\$ 32,825.90
2016	44,142	0.60	0.60%	2.19%	\$640.01	\$ 33,465.91
2017	45,116	2.21	2.21%	2.04%	\$596.80	\$ 34,062.71
2018	46,607	3.30	3.30%	1.84%	\$537.96	\$ 34,600.67
2019	48,060	3.12	3.12%	2.04%	\$594.84	\$ 35,195.51
2020	51,490	7.14	7.14%	2.88%	\$839.65	\$ 36,035.15
2021	53,422	3.75	3.75%	4.52%	\$1,319.41	\$ 37,354.56
2022	56178	5.16	5.16%	4.67%	\$1,362.94	\$ 38,717.50

\* Draft Report of the Legislative Compensation Commission to the 2024 Kansas Legislature - Appendix 1