

## Motion

The following agencies were deleted by House Committee on Appropriations during review of the budget and have been excluded from the 5.0 percent salary adjustment in whole or in part. Given that they were excluded from the statewide salary adjustment I am clarifying that it was my intent by referencing the green sheet that these adjustments be made.

- Governmental Ethics Commission - Add \$48,423 SGF to restore the Governor's recommendation for partial adoption of the agency's salary pay plan for FY 2023.
- Sentencing Commission - Add \$91,082 SGF for the agency's salary adjustment plan for FY 2023.
- Board of Indigents' Defense Services - Add \$4.0 million SGF for the agency's pay plan adjustment for FY 2023.
- Highway Patrol – Add \$3.6 million, all special revenue funds, for the career progression plan and restore the transfer from the State Highway Fund in the same amount for FY 2023.
- Kansas Bureau of Investigation
  - Add \$1.7 million SGF to adjust the pay progression plan for KBI agents for FY 2023.
  - Add \$947,000 SGF to increase the salaries of forensic scientists by 11.0 percent for FY 2023.

## Background

**Total: \$6,779,833 SGF, \$3,600,000 SHF**

**Ethics Commission** - The subcommittee reviewed salary data for ethics commission directors of other states and other State of Kansas agency directors, as well as salary history and requirements for other positions within the agency and provided the full Commission with recommendations ranging from salary increases from 5.0 to 48.0 percent.

**BIDS** - salary adjustment is a pay scale adjustment directed towards bringing pay parity with prosecutors and other comparable government attorneys in an effort to alleviate pay related recruitment and retention issues. Salary

### **KHP Career Progression Plan**

**Sentencing Commission** – The agency submits an enhancement request of \$91,082, all SGF, for the final phase of a two-year salary adjustment plan, as recommended by a third-party salary study, for FY 2023. This request of \$91,082 would move employees to the market rate of their range in the new pay plan and provide a 5.0-percent pay increase to certain employees based on the duration of their employment.

- 5-10 years tenure – Market adjustment
- 10 years + tenure – Market adjustment plus 5%

The study, conducted in FY 2020 at the request of the agency, compared the work performed by agency staff with comparable entities and positions, both locally and nationally. The study concluded that 7 of the agency's 14 positions were paid significantly below market rate and 3 positions could potentially fall below market rate. The study further noted that the agency experienced recent turnover in positions requiring specialized knowledge of criminology and data analytics, which are skills sought by other state and federal justice-related entities.