

BOARD OF VETERINARY EXAMINERS

	Actual FY 2020	Agency Est. FY 2021	Gov. Rec. FY 2021	Agency Req. FY 2022	Gov. Rec. FY 2022	Agency Req. FY 2023	Gov. Rec. FY 2023
Operating Expenditures:							
State General Fund	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Other Funds	347,000	340,559	340,559	335,971	335,971	336,109	336,109
<i>Subtotal</i>	<i>\$ 347,000</i>	<i>\$ 340,559</i>	<i>\$ 340,559</i>	<i>\$ 335,971</i>	<i>\$ 335,971</i>	<i>\$ 336,109</i>	<i>\$ 336,109</i>
Capital Improvements:							
State General Fund	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Other Funds	0	0	0	0	0	0	0
<i>Subtotal</i>	<i>\$ 0</i>	<i>\$ 0</i>	<i>\$ 0</i>	<i>\$ 0</i>	<i>\$ 0</i>	<i>\$ 0</i>	<i>\$ 0</i>
TOTAL	\$ 347,000	\$ 340,559	\$ 340,559	\$ 335,971	\$ 335,971	\$ 336,109	\$ 336,109

Percentage Change:

Operating Expenditures							
State General Fund	0.0 %	-- %	-- %	-- %	-- %	-- %	-- %
All Funds	4.1	(1.9)	(1.9)	(1.3)	(1.3)	0.0	0.0
FTE Positions	3.8	4.0	4.0	4.0	4.0	4.0	4.0

For purposes of this analysis, full-time equivalent (FTE) positions include non-FTE permanent unclassified positions but continue to exclude temporary employees. FTE positions reflect permanent state positions equating to a 40-hour work week.

AGENCY OVERVIEW

The Board of Veterinary Examiners was established in 1907 for the purpose of protecting the public health and safety by ensuring, through examination and registration, a minimum standard of skill and ability in veterinarians practicing in Kansas. The Board also is responsible for the examination and registration of veterinary technicians. In addition, the Board registers and inspects veterinary premises. The Board investigates complaints by consumers against practicing veterinarians along with allegations of unethical practice and

cases of intentional or unknowing infringement on the laws governing the practice of veterinary medicine. In cases of violations of the Veterinary Practice Act, the Board may condition, limit, or restrict the right of licensees to practice, issue reprimands, impose fines, and suspend or revoke licenses. When necessary, cases are referred by the Board to the Office of the Attorney General for prosecution. The 1980 Legislature established a five-member board, and the 1993 Legislature increased the number of members to seven.

MAJOR ISSUES FROM PRIOR YEARS

The **2013 Legislature** added \$309,920, all from the Veterinary Examiners Fee Fund, and 4.0 FTE positions to keep the agency as a stand-alone agency for fiscal year (FY) 2014. The Legislature also added language creating a task force to examine whether the agency should continue as a stand-alone agency. Task Force members included one member appointed by the Governor, the executive director of the American Association of Veterinary State Boards, the vice president of the State Board of Veterinary Examiners, the Kansas Animal Health Commissioner, and the executive vice president of the Kansas Veterinary Medical Association.

The **2013 Legislature** also added \$311,384, all from the Veterinary Examiners Fee Fund, and 4.0 FTE positions to keep the agency as a stand-alone agency for FY 2015.

The **2014 Legislature**, in SB 278, merged the Board of Veterinary Examiners into the Kansas Department of Agriculture on a trial basis for two years. If no subsequent action was taken

by the Legislature, the Board of Veterinary Examiners would become a stand-alone agency again beginning in FY 2017.

The **2016 Legislature** transferred the Veterinary Examiners Fee Fund to the Board of Veterinary Examiners, making the Board a stand-alone agency beginning in FY 2017.

The **2017 Legislature** added \$598 in FY 2017, \$1,788 for FY 2018, and \$3,179 for FY 2019, all from special revenue funds, to restore Kansas Public Employees Retirement System (KPERS) employer contributions to the approved levels in each respective fiscal year.

The **2018 Legislature** added \$3,696, all from special revenue funds, for salary adjustments for FY 2019 equivalent to two steps on the Statewide Pay Matrix for employees who did not receive a salary adjustment as part of the 2017 Salary Initiatives and one step for employees who received approximately one step on the Statewide Pay Matrix in FY 2018.

BUDGET SUMMARY AND KEY POINTS

FY 2021 Agency Estimate

The **agency** estimates revised FY 2021 expenditures of \$340,559, all from special revenue funds, which is a decrease of \$14,769, or 4.2 percent, below the amount approved by the 2020 Legislature. The decrease is due to decreased

expenditures on travel, gasoline, postage, and computer services. The revised estimate includes 4.0 FTE positions, which is the same as the approved number.

FY 2021 Governor Recommendation

The **Governor** concurs with the agency's FY 2021 revised estimate.

FY 2022 Agency Request

The **agency** requests FY 2022 expenditures of \$355,971, all from special revenue funds. This is a decrease of \$4,588, or 1.3 percent, below the FY 2021 revised estimate. This decrease is due to decreased expenditures on salaries and wages due to hiring an employee at a lower salary and decreased

expenditures on computer equipment due to one-time purchases of hard drives in FY 2021. The request includes 4.0 FTE positions, which is the same number as the FY 2021 revised estimate.

FY 2022 Governor Recommendation

The **Governor** concurs with the agency's FY 2022 request.

FY 2023 Agency Request

The **agency** requests FY 2023 expenditures of \$336,109, all from special revenue funds. This is an increase of \$138, or less than 0.1 percent, above the FY 2022 request. This increase is

due entirely to increased expenditures on computer services. The request includes 4.0 FTE positions, which is the same number as the FY 2022 request.

FY 2023 Governor Recommendation

The **Governor** concurs with the agency's FY 2023 request.

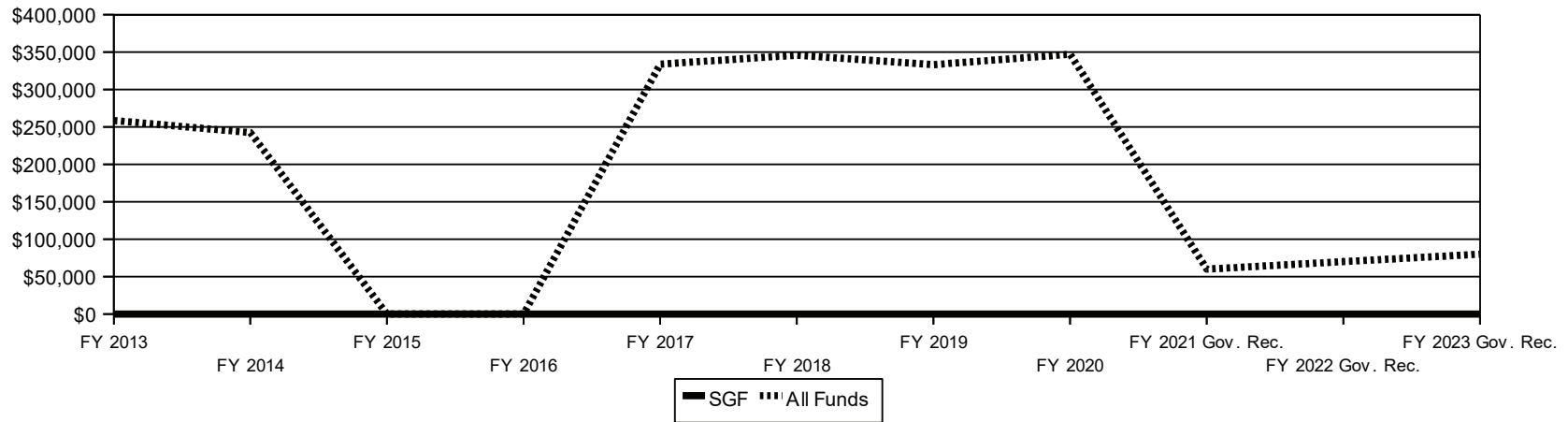
PERFORMANCE MEASURES

The 2016 Legislature passed HB 2739, which outlined a three-year process for state agencies to develop and implement a system of performance budgeting using outcome measures to evaluate program effectiveness. Measures to evaluate agency-wide performance are presented below. Additional measures to evaluate specific programs appear in the relevant program sections.

PERFORMANCE MEASURES						
Measure	Actual FY 2018	Actual FY 2019	Gov. Rec. FY 2020	Actual FY 2020	Gov. Rec. FY 2021	Gov. Rec. FY 2022
Percent of New Premises Registered	N/A	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %
Percent of Allegations of Veterinarian Impairment Investigated	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %
Percent of Successful Completion of National Vet Exam and National Vet Tech Exam	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %
<u>Agency Expenditures</u>						
All Funds (Dollars in Thousands)	\$ 345.8	\$ 333.0	\$ 374.3	\$ 347.0	\$ 340.6	\$ 336.0
FTE Positions	4.0	4.0	4.0	3.8	4.0	4.0

BUDGET TRENDS

OPERATING EXPENDITURES FY 2013 – FY 2023



Fiscal Year	SGF	Percent Change	All Funds	Percent Change	FTE
2013	\$	0 -- %	\$ 258,633	(3.2)%	3.0
2014		0 --	242,391	(6.3)	4.0
2015		0 --	0	(100.0)	0.0
2016		0 --	0	--	0.0
2017		0 --	333,785	--	4.0
2018		0 --	345,795	3.6	4.0
2019		0 --	333,189	(3.6)	4.0
2020		0 --	347,000	4.1	3.8
2021 Gov. Rec.		0 --	340,559	(1.9)	4.0
2022 Gov. Rec.		0 --	335,971	(1.3)	4.0
2023 Gov. Rec.		0 --	336,109	0.0	4.0
Eleven-Year Change	\$	0 -- %	\$ 77,476	30.0 %	1.0

Summary of Operating Budget FY 2020 – FY 2022

	Actual 2020	Agency Estimate				Governor's Recommendation			
		Estimate FY 2021	Request FY 2022	Dollar Change from FY 21	Percent Change from FY 21	Rec. FY 2021	Rec. FY 2022	Dollar Change from FY 21	Percent Change from FY 21
By Program:									
Administration	\$ 347,000	\$ 340,559	\$ 335,971	\$ (4,588)	(1.3) %	\$ 340,559	\$ 335,971	\$ (4,588)	(1.3) %
By Major Object of Expenditure:									
Salaries and Wages	\$ 276,498	\$ 265,466	\$ 263,809	\$ (1,657)	(0.6) %	\$ 265,466	\$ 263,809	\$ (1,657)	(0.6) %
Contractual Services	64,176	67,090	66,727	(363)	(0.5)	67,090	66,727	(363)	(0.5)
Commodities	5,173	5,353	4,825	(528)	(9.9)	5,353	4,825	(528)	(9.9)
Capital Outlay	1,153	2,650	610	(2,040)	(77.0)	2,650	610	(2,040)	(77.0)
Debt Service	0	0	0	0	--	0	0	0	--
<i>Subtotal - Operations</i>	\$ 347,000	\$ 340,559	\$ 335,971	\$ (4,588)	(1.3) %	\$ 340,559	\$ 335,971	\$ (4,588)	(1.3) %
Aid to Local Units	0	0	0	0	--	0	0	0	--
Other Assistance	0	0	0	0	--	0	0	0	--
TOTAL	\$ 347,000	\$ 340,559	\$ 335,971	\$ (4,588)	(1.3) %	\$ 340,559	\$ 335,971	\$ (4,588)	(1.3) %
Financing:									
State General Fund	\$ 0	\$ 0	\$ 0	\$ 0	-- %	\$ 0	\$ 0	\$ 0	-- %
Veterinary Examiners Fee Fund	346,610	337,491	335,971	(1,520)	(0.5)	337,491	335,971	(1,520)	(0.5)
Federal Funds	390	3,068	0	(3,068)	(100.0)	3,068	0	(3,068)	(100.0)
TOTAL	\$ 347,000	\$ 340,559	\$ 335,971	\$ (4,588)	(1.3) %	\$ 340,559	\$ 335,971	\$ (4,588)	(1.3) %

Summary of Operating Budget FY 2022 – FY 2023

	Agency Estimate				Governor's Recommendation			
	Request FY 2022	Request FY 2023	Dollar Change from FY 22	Percent Change from FY 22	Rec. FY 2022	Rec. FY 2023	Dollar Change from FY 22	Percent Change from FY 22
By Program:								
Administration	\$ 335,971	\$ 336,109	\$ 138	0.0 %	\$ 335,971	\$ 336,109	\$ 138	0.0 %
By Major Object of Expenditure:								
Salaries and Wages	\$ 263,809	\$ 263,809	\$ 0	0.0 %	\$ 263,809	\$ 263,809	\$ 0	0.0 %
Contractual Services	66,727	66,865	138	0.2	66,727	66,865	138	0.2
Commodities	4,825	4,825	0	0.0	4,825	4,825	0	0.0
Capital Outlay	610	610	0	0.0	610	610	0	0.0
Debt Service	0	0	0	--	0	0	0	--
<i>Subtotal - Operations</i>	<i>\$ 335,971</i>	<i>\$ 336,109</i>	<i>\$ 138</i>	<i>0.0 %</i>	<i>\$ 335,971</i>	<i>\$ 336,109</i>	<i>\$ 138</i>	<i>0.0 %</i>
Aid to Local Units	0	0	0	--	0	0	0	--
Other Assistance	0	0	0	--	0	0	0	--
TOTAL	\$ 335,971	\$ 336,109	\$ 138	0.0 %	\$ 335,971	\$ 336,109	\$ 138	0.0 %
Financing:								
State General Fund	\$ 0	\$ 0	\$ 0	-- %	\$ 0	\$ 0	\$ 0	-- %
Veterinary Examiners Fee Fund	335,971	336,109	138	0.0	335,971	336,109	138	0.0
TOTAL	\$ 335,971	\$ 336,109	\$ 138	0.0 %	\$ 335,971	\$ 336,109	\$ 138	0.0 %

BUDGET OVERVIEW

A. FY 2021 – Current Year

Adjustments to Approved State General Fund Budget

The agency’s revised estimate does not include any State General Fund (SGF) expenditures.

	CHANGE FROM APPROVED BUDGET				
	Legislative Approved FY 2021	Agency Estimate FY 2021	Agency Change from Approved	Governor Rec. FY 2021	Governor Change from Approved
State General Fund	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
All Other Funds	355,328	340,559	(14,769)	340,559	(14,769)
TOTAL	\$ 355,328	\$ 340,559	\$ (14,769)	\$ 340,559	\$ (14,769)
FTE Positions	4.0	4.0	0.0	4.0	0.0

The **agency** estimates revised FY 2021 expenditures of \$340,559, all from special revenue funds, which is a decrease of \$14,769, or 4.2 percent, below the approved amount. The decrease is due to decreased expenditures in contractual services and commodities, partially offset by a slight increase in salaries and wages. Major expenditure changes are detailed below:

- **Salaries and Wages.** The agency requests revised salaries and wages expenditures of \$265,466, which is an increase of \$958, or 0.4 percent, above the FY 2021 approved amount.

This increase is due to a decrease in shrinkage, partially offset by a decrease in employer contributions for group health insurance and KPERS due to the retirement of a Senior Administrative Specialist;

- **Contractual Services.** The agency requests revised contractual services expenditures of \$67,090, which is a decrease of \$14,780, or 18.1 percent, below the approved amount. This decrease is due to decreased expenditures on travel, computer services, and postage; and

- **Commodities.** The agency requests revised commodities expenditures of \$5,353, which is a decrease of \$1,547, or 22.4 percent, below the approved amount. This decrease is due to decreased expenditures on gasoline and vehicle

parts due to the inspector and investigator conducting virtual inspections during the COVID-19 pandemic.

The **Governor** concurs with the agency's revised FY 2021 revised estimate.

Supplemental Detail

FY 2021 SUPPLEMENTALS						
Supplementals	Agency Estimate			Governor's Recommendation		
	SGF	All Funds	FTE	SGF	All Funds	FTE
COVID-19 Purchases	\$ 0	\$ 3,068	0.0	\$ 0	\$ 3,068	0.0

The **agency** requests an FY 2021 supplemental totaling \$3,068, all from federal funds, for personal protective equipment, telework equipment, and costs to enable the inspector and investigator to work from home during the COVID-19 pandemic. Purchases include home office supplies, a web cam, computer monitors, an iPad, disinfectant wipes, and hand

sanitizer. Expenditures also included costs for communication supplies due to increased cell phone usage.

The **Governor** recommends the agency's FY 2021 supplemental request.

B. FY 2022 – Budget Year

FY 2022 OPERATING BUDGET SUMMARY			
	Agency Request	Governor's Recommendation	Difference
Total Request/Recommendation	\$ 335,971	\$ 335,971	\$ 0
FTE Positions	4.0	4.0	0.0
Change from FY 2021:			
<i>Dollar Change:</i>			
State General Fund	\$ 0	\$ 0	
All Other Funds	(4,588)	(4,588)	
TOTAL	\$ (4,588)	\$ (4,588)	
<i>Percent Change:</i>			
State General Fund	0.0 %	0.0 %	
All Other Funds	(1.3)	(1.3)	
TOTAL	(1.3) %	(1.3) %	
Change in FTE Positions	0.0	0.0	

The **agency** requests FY 2022 expenditures of \$355,971, all from special revenue funds. This is a decrease of \$4,588, or 1.3 percent, below the FY 2021 revised estimate. This decrease is due to decreased expenditures in salaries and wages and capital outlay. Expenditures are detailed below:

- **Salaries and Wages.** The agency requests salaries and wages expenditures of \$263,809,

which is a decrease of \$1,657, or 0.6 percent, below the FY 2021 revised estimate. This decrease is due to the hiring of a new Administrative Specialist at a lower salary; and

- **Capital Outlay.** The agency requests capital outlay expenditures of \$610, which is a decrease of \$2,040, or 77.0 percent, below the FY 2021

revised estimate. This decrease is due to decreased expenditures on computer equipment due to one-time purchases of hard drives in FY 2021.

The **Governor** concurs with the agency's FY 2022 request.

C. FY 2023 – Budget Year

FY 2023 OPERATING BUDGET SUMMARY			
	Agency Request	Governor's Recommendation	Difference
Total Request/Recommendation	\$ 336,109	\$ 336,109	\$ 0
FTE Positions	4.0	4.0	0.0
<i>Change from FY 2022:</i>			
<i>Dollar Change:</i>			
State General Fund	\$ 0	\$ 0	
All Other Funds	138	138	
TOTAL	\$ 138	\$ 138	
<i>Percent Change:</i>			
State General Fund	0.0 %	0.0 %	
All Other Funds	0.0	0.0	
TOTAL	0.0 %	0.0 %	
Change in FTE Positions	0.0	0.0	

The **agency** requests FY 2023 expenditures of \$336,109, all from special revenue funds. This is an increase of \$138, or less than 0.1 percent, above the FY 2022 request. This increase is due entirely to increased expenditures on computer services.

The **Governor** concurs with the agency's FY 2023 request.

Governor's Recommended Salary and Wage Adjustments

For FY 2022, the Governor recommends adding \$31.5 million, including \$11.3 million SGF, for a 2.5 percent state employee base pay adjustment. The plan would increase salaries for classified and unclassified employees in the Executive Branch, Legislative Branch, and Judicial Branch. Legislative and elected officials would be excluded from this salary adjustment. The funds would be appropriated to and certified for distribution by the State Finance Council if approved. Employees of state universities are also not included in the proposed pay plan; however, the Governor recommends adding \$10.4 million, all SGF, to the university operating grants. This amount is equivalent to what the pay plan would have provided for university employees, but the funds are included in the Kansas Board of Regents budget for use at their discretion.

Longevity Bonus Payments. In FY 2021 and for FY 2022, the Governor recommends funding longevity bonus payments for eligible state employees at the statutory rate of \$40 per year of service, with a 10-year minimum (\$400) and a 25-year maximum (\$1,000). Classified employees hired after June 15, 2008, are not eligible for longevity bonus payments. The estimated cost for the recommended FY 2021 payment is \$3.0 million, including \$1.1 million SGF. For FY 2022, the estimated cost is \$3.1 million, including \$1.1 million SGF. **This agency has no longevity payments for FY 2021 or FY 2022.**

Kansas Public Employees Retirement System (KPERs). The employer retirement contribution rate, including Death and Disability contributions, for the KPERs State and School Group is scheduled to be 14.23 percent in FY 2021 and 15.09 percent for FY 2022. The FY 2021 rate excludes the 1.0 percent KPERs Death and Disability

contribution that is currently subject to a moratorium described below.

The Governor recommends the KPERs State and School Group be reamortized. The current amortization period was set by the Legislature in 1993 for 40 years. The Governor proposes the new amortization be set for 25 years beginning in FY 2022, an extension of 10 years to the current plan. Reamortization would reduce employer contributions for the KPERs State and School Group in the short term. It is estimated that resetting the amortization period to 25 years could produce budget savings of \$177.3 million, including \$158.7 million SGF, for FY 2022. The Governor's recommendation would also incorporate \$25.8 million in KPERs layering payments into the amortization schedules. **No savings from this policy are currently included in this agency's budget.**

KPERs Death and Disability Group Insurance Fund. During FY 2021, a moratorium on employer contributions to the KPERs Death and Disability Group Insurance Fund was in effect. The fund had a sufficient balance to suspend payments on a temporary basis without affecting employee benefits. The moratorium was implemented *via* the Governor's allotment authority; therefore, the Legislative and Judicial branches are currently excluded from the moratorium. The total savings for the moratorium are estimated at \$46.7 million in contributions from the SGF. Included in this amount were savings of approximately \$40.3 million from KPERs School Group contributions in the Kansas State Department of Education budget. No similar moratorium is proposed for FY 2022, requiring the addition of \$46.7 million to annualize the payments for the full fiscal year.

Funding Sources

Funding Source	Agency Req. Percent of Total FY 2022	Gov. Rec. Percent of Total FY 2022	Agency Req. Percent of Total FY 2023	Gov. Rec. Percent of Total FY 2023
Veterinary Examiners Fee Fund	100.0 %	100.0 %	100.0 %	100.0 %
State General Fund	0.0	0.0	0.0	0.0
TOTAL	100.0 %	100.0 %	100.0 %	100.0 %

(Note: Totals may not add due to rounding.)

Veterinary Examiners Fee Fund

The Board of Veterinary Examiners is a fee-funded agency. The revenue received provides financing for all agency operations, with 90.0 percent being retained by the agency and 10.0 percent being deposited into the SGF. The Board of Veterinary Examiners generates fee revenues for licensing, registering, and giving examinations to veterinarians and

veterinary technicians who wish to practice veterinary medicine in Kansas. The Board also charges fees for the registration and inspection of veterinary premises. All licenses and registrations are renewed annually and include a fee for this service (KSA 47-820).

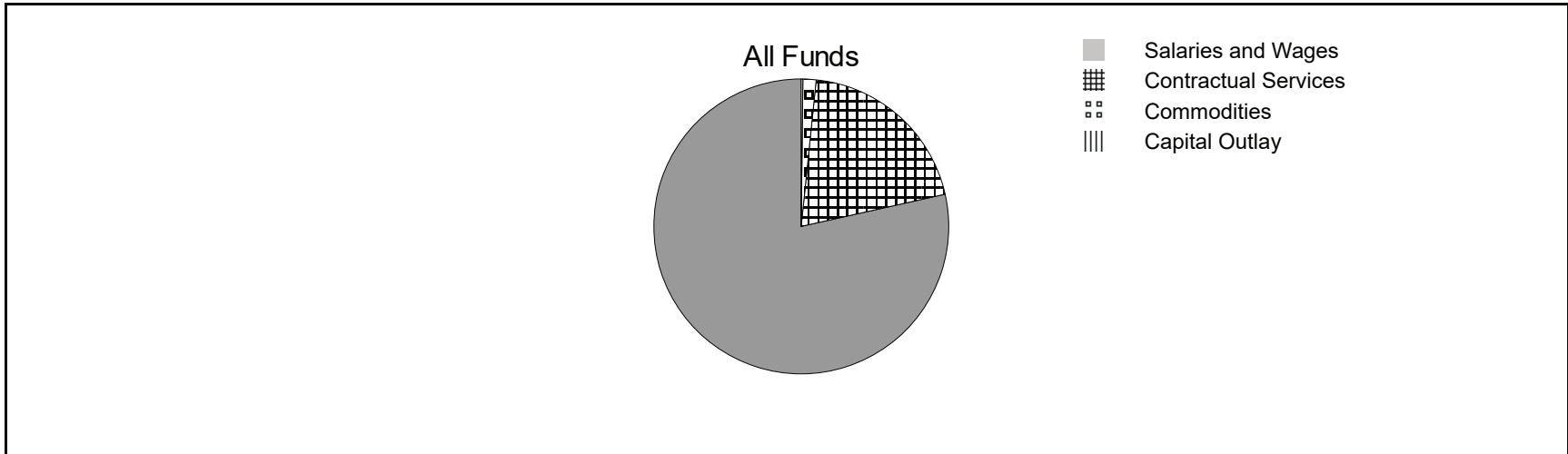
Resource Estimate	Actual FY 2020	Agency Estimate FY 2021	Governor Rec. FY 2021	Agency Request FY 2022	Governor Rec. FY 2022	Agency Request FY 2023	Governor Rec. FY 2023
Beginning Balance	\$ 159,712	\$ 169,956	\$ 169,956	\$ 178,065	\$ 178,065	\$ 198,314	\$ 198,314
Revenue	356,854	345,600	345,600	356,220	356,220	356,220	356,220
Transfers in	0	0	0	0	0	0	0
<i>Funds Available</i>	<i>\$ 516,566</i>	<i>\$ 515,556</i>	<i>\$ 515,556</i>	<i>\$ 534,285</i>	<i>\$ 534,285</i>	<i>\$ 554,534</i>	<i>\$ 554,534</i>
Less:							
Expenditures	\$ 346,610	\$ 337,491	\$ 337,491	\$ 335,971	\$ 335,971	\$ 336,109	\$ 336,109
Transfers Out	0	0	0	0	0	0	0
Off-Budget Expenditures	0	0	0	0	0	0	0
Ending Balance	<u>\$ 169,956</u>	<u>\$ 178,065</u>	<u>\$ 178,065</u>	<u>\$ 198,314</u>	<u>\$ 198,314</u>	<u>\$ 218,425</u>	<u>\$ 218,425</u>
Ending Balance as Percent of Expenditures	49.0%	52.8%	52.8%	59.0%	59.0%	65.0%	65.0%
Month Highest Ending Balance	July \$ 200,127	July \$ 209,423	July \$ 209	July \$ 233,238	July \$ 233,238	July \$ 256,890	July \$ 256,890
Month Lowest Ending Balance	March \$ 20,420	March \$ 21,368	March \$ 21,368	March \$ 23,798	March \$ 23,798	March \$ 26,212	March \$ 26,212

LICENSURE FEES

License	Current Fee	Statutory Limit
Veterinary Medicine License (application)	\$ 125	\$ 250
Veterinary Medicine License (annual renewal)	100	100
Veterinary Medical License (renewal, if renewal is for initial license that was issued after April 30 of the preceding license year)	20	100
Veterinary Medicine License (late renewal policy)	100	100
Veterinary Premise Registration (application)	75	150
Veterinary Premise Registration (renewal)	50	50
Veterinary Premise Registration (late renewal)	50	50
Veterinary Premise Inspection	75	150
Veterinary Premise Noncompliance Inspections	100	150
Veterinary Technician Registration (application)	50	50
Veterinary Technician Registration (renewal)	25	25
Institutional License (application)	50	250
Institutional License (annual renewal)	25	100

CATEGORY DETAIL

EXPENDITURES BY CATEGORY—GOVERNOR’S FY 2022 RECOMMENDATION



Category	Gov. Rec. All Funds FY 2022	Percent of Total	Gov. Rec. SGF FY 2022	Percent of Total
Salaries and Wages	\$ 263,809	78.5 %	\$ 0	-- %
Contractual Services	66,727	19.9	0	--
Commodities	4,825	1.4	0	--
Capital Outlay	610	0.2	0	--
TOTAL	\$ 335,971	100.0 %	\$ 0	100.0 %

FTE POSITIONS BY PROGRAM FY 2020 – FY 2023

<u>Program</u>	<u>Actual FY 2020</u>	<u>Agency Est. FY 2021</u>	<u>Gov. Rec. FY 2021</u>	<u>Agency Req. FY 2022</u>	<u>Gov. Rec. FY 2022</u>	<u>Agency Req. FY 2023</u>	<u>Gov. Rec. FY 2023</u>
Administration	3.8	4.0	4.0	4.0	4.0	4.0	4.0

(*Note:* For purposes of this analysis, full-time equivalent (FTE) positions include non-FTE permanent unclassified positions but continue to exclude temporary employees. FTE positions reflect permanent state positions equating to a 40-hour work week.)