

2017

APPELLATE AND DISTRICT COURT AGED COMPENSATION RECOMMENDATIONS – FY2018

Prepared for

**State of Kansas Judicial Branch
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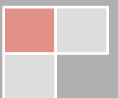


TABLE OF CONTENTS

OVERVIEW..... 1

I. DATA AGING METHODOLOGY 2

II. FY 2018 COMPENSATION RECOMMENDATIONS 4

III. FINAL THOUGHTS..... 5

OVERVIEW

The National Center for State Courts (NCSC) was contracted by the State of Kansas Judicial Branch to provide recommendations that would address the gap between the salary increases provided in the FY 18-19 budget allocation and the NCSC 2016 Classification and Compensation report (FY 2017 report) prepared for the State of Kansas Judicial Branch. In response, the consultants from NCSC aged the data provided in the 2016 report.

It should be noted that the following recommendations were prepared for the management team's consideration. Based on local conditions and court priorities, use of the recommendations contained in this report are at the discretion of the management team and subject to available funding.

I. Data Aging Methodology

It is recommended a full compensation study be conducted on a bi-annual or tri-annual basis due to the expense, time required and incremental movement in the compensation market. It is further recommended maintenance of compensation data be conducted during non-study years in order to remain competitive with the employment market.

Remaining competitive with the employment market is important for several reasons, most importantly recruitment and retention of quality staff. A full compensation analysis of the compensation plan is cumbersome if conducted annually. However, viable alternatives exist. Aging compensation data is a practical alternative to conducting a full classification and compensation analysis.

Aging compensation data is relevant only after a thorough and complete analysis of compensation has recently been completed. The FY 2017 report provides an appropriate foundation for aging data. All job classifications were included in the study and individual job classification recommendations were provided in the FY 2017 study.

The first step in aging compensation data is to account for the compensation increase the State of Kansas Judicial Branch provided to employees effective July 1, 2017. Beginning in FY 2018, State of Kansas Judicial Branch employees received a 2.5% increase to base pay. Every job classification in the Kansas Judicial Branch was found to be out of alignment with market by more than 2.5% in the FY 2017 compensation study. Therefore, 2.5% was reduced from each recommendation provided in the FY 2017 study.

Naturally, market fluctuations have occurred since the FY 2017 compensation survey data was collected. To account for market fluctuations, an average change in market salaries must be obtained. To find this information, average increases for employers studied in FY 2017 was obtained. Beginning July 1, 2017, the average fluctuation was 1.26%.

II. FY 2018 Compensation Recommendations

Based upon the information collected and analyzed, the minimum and maximum under market values were 3.4% and 21%, respectively in FY2018 (excluding newly created job classes). A list of job classes and percentage under market is provided under separate cover.

Although progress was made July 1, 2017, to bring Kansas salaries into market alignment, significant lag continues to exist for Kansas Judicial Branch salaries. Continual progress toward achieving market value is recommended as soon as financially possible.

III. Final Thoughts

The FY 2018 market value of each job class when averaged for both trial and appellate court lags the market by 10.71% after aging the compensation data. In FY2017 prior to the increase provided July 1, 2017, the State of Kansas lagged the market on average by 12.52%. Although the 2.5% increase provided July 1, 2017, produced positive results, slow progress will perpetuate the problems identified in the original report, including the need for State of Kansas employees to work outside employment or seek employment elsewhere in order to make ends meet.

Funding for compensation increases recommended in this report is critical to the overall operation of the court, the ability to attract and retain qualified staff and ensure the State of Kansas employee salaries do not continue to recede further behind market. Failure to provide compensation increases to staff compounds distance from market value in the future.