

**State of Kansas
Judicial Branch**

**APPELLATE AND DISTRICT COURT
CLASSIFICATION AND COMPENSATION
STUDY**

Executive Summary FINAL



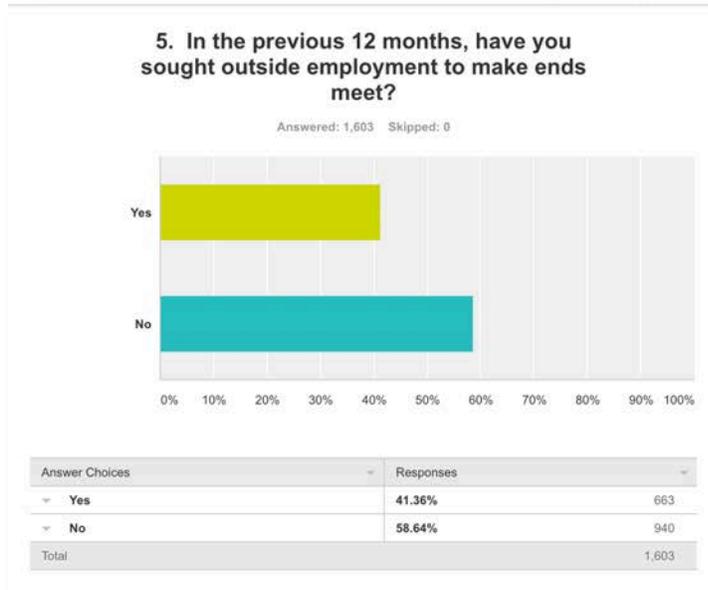
Dear State of Kansas Judicial Branch Project Management Team,

On behalf of the National Center for State Courts, please accept our sincere gratitude for allowing the National Center for State Courts to provide a classification and compensation study for the State of Kansas Judicial Branch.

We are pleased to share with you the following summary of the study results, which include recommendations regarding necessary compensation increases to become a competitive employer in today's job market. Additionally, we have provided relevant factors to consider when determining the priority of compensation increases as well as the vulnerabilities created by low wages. Below are a few facts that summarize the study.

- **Federal Poverty Level Consideration** - The study revealed there are nine job classes, encompassing over 500 positions, which have a current starting salary below the “2016 four person per household Federal Poverty Guideline” of \$24,300. The lack of compensation increases provided in the last decade has contributed to the inability to exceed the Federal Poverty level for these entry-level job classes. The starting salary for the Trial Court Clerk II position, which is the largest job class in the Judicial Branch, is below poverty level.
- **Compensation Lag** - The results of the study demonstrated that all job classifications are currently lagging the market from 4.6% to 22.2%.
- **Approximately 50% Of District Court Staff Are 17.8% Out Of Market Alignment** - The Trial Court Clerk II and Court Services Officer I constitute approximately 50% of the district court employees. These two job classifications are both 17.8% under market.
- **Lack of Material Pay Increases Over Time** - The Judicial Branch has not received budget increases for staff salary improvements for approximately eight years; except for a 2% cost of living adjustment one year, which was eroded by increases in employee contributions to benefits.
- **Working Outside Employment** - All job descriptions were revised from a survey in which all employees were asked to participate. As part of the survey process, the National Center for State Courts asked employees if they were seeking or working outside employment. The

purpose of the question was to ascertain not only employees' ability to earn a livable wage while working for the courts, but also the ability of employees to focus their work life exclusively on the mission of the courts.

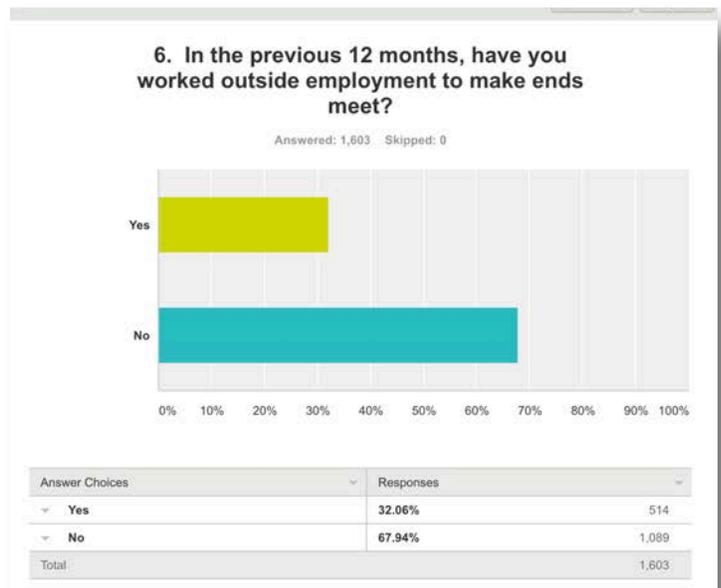


The results of the inquiry were startling: Approximately 42%, almost one half of the workforce, are seeking outside employment in order to make ends meet.

Survey participants were *also asked* if they were *working* outside employment “in order to make ends meet.” Approximately one third, or 32% of employees answered "yes." .

To understand the significance of that percentage, we compared these

results against the employment circumstances of the nation as a whole. According to a recent USA TODAY article¹, 5% of American workers work more than one job to make ends meet. The State of Kansas ranks 4th in the nation for the highest percentage of workers who must do so with 8.2% of Kansas' residents working multiple jobs to make ends meet. The State of Kansas Judicial Branch exceeds the state average by a stunning 24%.



1 Sauter, Michael B., Alexander E.M. Hess, and Thomas C. Frohlich. "States Where the Most People Work Two Jobs." 24/7 Wall St., USA TODAY, January 21, 2014.

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| American Workers with Multiple Jobs* | 5% |
| Kansas Workers with Multiple Jobs* | 8.2% |
| State of Kansas Judicial Branch Workers with Multiple Jobs | 32% |

*Data from USA Today article.

Implementation

Taking all of these factors into consideration and as indicated, the State of Kansas Judicial Branch is urged to address compensation as a priority in order to maintain the integrity of the courts in communities across the State.

With all job classes below market average, some job classes falling below Federal Poverty levels, and approximately 32% of staff working outside employment to make ends meet and many others looking for other such additional employment, the Judicial Branch is urged to address the matter of compensation as soon as possible. Implementation delay will result in further drop below market.