

IN THE SUPREME COURT OF THE STATE OF KANSAS

Administrative Order No. 52

Re: Amendments to the  
Rules Relating to the Kansas Court Personnel System

Appendix A, Compensation Plan of the Rules Relating to the Kansas Court Personnel System, is hereby rescinded and replaced by the attached pages of Appendix A.

Administrative Order No. 46, dated May 10, 1985, is rescinded effective June 18, 1986.

The new pay plan adopted by this order shall be effective June 18, 1986.

Furthermore, Rules 1.4u and 4.13 of the Rules Relating to the Kansas Court Personnel System are hereby rescinded and replaced by the attached pages.

BY ORDER OF THE SUPREME COURT this 29<sup>th</sup> day of May 1986.



ALFRED G. SCHROEDER

Chief Justice

Attachments

APPENDIX A  
COMPENSATION PLAN

A.1 Compensation Scale Structure

The compensation schedules which appears on pages A-5, A-6, and A-7 provide hourly, monthly, and annual wage rates for each of the grades and steps within the Kansas Court Personnel System.

The scale is constructed so that there are eleven steps per grade with 2 1/2% increments between Hiring Step to Step D within a grade, and 3% increments between grades D through L18. Steps L3 through L18 are longevity steps. Time on step requirements are as follows:

<u>STEP</u>	<u>TIME ON STEP (months)</u>
HS	6
HS1	6
A	12
A1	12
B	12
B1	12
C	12
C1	12
D	36
L3	36
L6	36
L9	36
L12	36
L15	36
L18	36

A.2 Computation of Part-time Salaries and Hourly Wages

A permanent part-time employee's salary will be computed by applying the percentage of full-time work for which the employee is hired to the monthly salary. For example, an appellate court bailiff employed at Grade 7 Step A for 1/4 time employment would earn \$212.00 per month computed as \$849.00 x 25% = \$212.00.

Temporary employees' wages will be computed by multiplying the number of hours worked times the hourly wage rate at which the employee is hired. To compute the hourly wage rate, divide the annual amount shown on the pay scale by 2,080.

### A.3 Merit Pay Steps

Hiring Step through Step L18 of the compensation schedule are merit pay steps. A salary increase from the Hiring Step to Hiring Step 1 may be granted to all court employees after six months of service and the submission of an evaluation of "good" or better by the appointing authority.

### A.4 Overtime Exempt and Nonexempt Job Classifications

- a. District personnel employed in one of the job classifications listed below are classified as exempt under FLSA and are not eligible for overtime compensation:

#### Exempt Job Classes

Administrative Assistant  
Administrative Judge  
Administrative Associate District Judge  
Associate District Judge  
Clerk of the District Court I  
Clerk of the District Court II  
Clerk of the District Court III  
Clerk of the District Court IV  
Clerk of the District Court V  
Clerk of the District Court VI  
Court Services Officer I  
Court Services Officer II  
Court Services Officer III  
Court Services Administrative Officer  
District Court Administrator I  
District Court Administrator II  
District Court Administrator III

Exempt Job Classes (Cont'd)

District Judge  
District Magistrate Judge  
Docket Clerk  
Law Related Education Specialist  
Librarian I  
Official Court Reporter  
Programmer II  
Records Clerk III  
Systems Analyst  
Trial Court Clerk III  
Trial Court Clerk IV  
Trial Court Clerk V  
Trial Court Coordinator

- b. District personnel employed in one of the job classifications listed below are classified as nonexempt under FLSA and are eligible for overtime compensation:

Nonexempt Job Classes

Account Clerk I  
Account Clerk II  
\*Accounting Technician - nonsupervisory duties  
Bailiff  
Clerk  
Clerk Typist  
Data Entry Equipment Operator  
\*Law Clerk - not on a judge's personal staff  
Library Assistant  
Records Clerk I  
Records Clerk II  
\*Secretary I - confidential employee  
\*Secretary II - confidential employee

Nonexempt Job Classes (Cont'd)

Transcriptionist

Trial Court Clerk I

\*Trial Court Clerk II - nonsupervisory duties

Word Processing Technician I

\*Programmer I - nonsupervisory duties

\* Indicates possible exceptions. Some of these positions may be considered exempt if the employee's primary responsibility includes supervising other employees or if the employee is on the personal staff of a judge. The Director of Personnel/Programs shall be notified of any discrepancies and will determine if the position will be classified as exempt or nonexempt.

- c. Exempt and nonexempt job classes for the appellate level shall be designated by Supreme Court Order.

JUDICIAL BRANCH  
SALARY STEPS AND GRADES IN MONTHLY AMOUNTS  
FY 1987

Effective June 18, 1986

Salary Steps	Hiring Step	Longevity Steps													
		A	Al	B	B1	C	C1	D	L3	L6	L9	L12	L15	L18	
Grade 1	605	620	634	650	663	680	696	713	732	754	777	800	824	849	876
2	634	650	663	680	696	713	732	750	768	791	815	839	864	890	917
3	663	680	696	713	732	750	768	787	810	834	859	885	912	939	967
4	696	713	732	750	768	787	810	830	849	874	900	927	955	984	1,014
5	732	750	768	787	810	830	849	870	891	918	946	974	1,003	1,033	1,064
6	768	787	810	830	849	870	891	913	935	963	992	1,022	1,053	1,085	1,118
7	810	830	849	870	891	913	935	958	981	1,010	1,040	1,071	1,103	1,136	1,170
8	849	870	891	913	935	958	981	1,006	1,031	1,062	1,094	1,127	1,161	1,196	1,232
9	891	913	935	958	981	1,006	1,031	1,057	1,082	1,114	1,147	1,181	1,216	1,252	1,290
10	935	958	981	1,006	1,031	1,057	1,082	1,109	1,138	1,172	1,207	1,243	1,280	1,318	1,358
11	981	1,006	1,031	1,057	1,082	1,109	1,138	1,166	1,194	1,230	1,267	1,305	1,344	1,384	1,426
12	1,031	1,057	1,082	1,109	1,138	1,166	1,194	1,224	1,252	1,290	1,329	1,369	1,410	1,452	1,496
13	1,082	1,109	1,138	1,166	1,194	1,224	1,252	1,283	1,314	1,353	1,394	1,436	1,479	1,523	1,569
14	1,138	1,166	1,194	1,224	1,252	1,283	1,314	1,347	1,380	1,421	1,464	1,508	1,553	1,600	1,648
15	1,194	1,224	1,252	1,283	1,314	1,347	1,380	1,415	1,450	1,494	1,539	1,585	1,633	1,682	1,732
16	1,252	1,283	1,314	1,347	1,380	1,415	1,450	1,486	1,521	1,567	1,614	1,662	1,712	1,763	1,816
17	1,314	1,347	1,380	1,415	1,450	1,486	1,521	1,559	1,598	1,646	1,695	1,746	1,798	1,852	1,908
18	1,380	1,415	1,450	1,486	1,521	1,559	1,598	1,638	1,677	1,727	1,779	1,832	1,887	1,944	2,002
19	1,450	1,486	1,521	1,559	1,598	1,638	1,677	1,719	1,761	1,814	1,868	1,924	1,982	2,041	2,102
20	1,521	1,559	1,598	1,638	1,677	1,719	1,761	1,805	1,848	1,903	1,960	2,019	2,080	2,142	2,206
21	1,598	1,638	1,677	1,719	1,761	1,805	1,848	1,894	1,941	1,999	2,059	2,121	2,185	2,251	2,319
22	1,677	1,719	1,761	1,805	1,848	1,894	1,941	1,990	2,037	2,098	2,161	2,226	2,293	2,362	2,433
23	1,761	1,805	1,848	1,894	1,941	1,990	2,037	2,088	2,139	2,203	2,269	2,337	2,407	2,479	2,553
24	1,848	1,894	1,941	1,990	2,037	2,088	2,139	2,192	2,246	2,313	2,382	2,453	2,527	2,603	2,681
25	1,941	1,990	2,037	2,088	2,139	2,192	2,246	2,302	2,357	2,428	2,501	2,576	2,653	2,733	2,815
26	2,037	2,088	2,139	2,192	2,246	2,302	2,357	2,416	2,478	2,552	2,629	2,708	2,789	2,873	2,959
27	2,139	2,192	2,246	2,302	2,357	2,416	2,478	2,540	2,599	2,677	2,757	2,840	2,925	3,013	3,103
28	2,246	2,302	2,357	2,416	2,478	2,540	2,599	2,664	2,730	2,812	2,896	2,983	3,072	3,164	3,259
29	2,357	2,416	2,478	2,540	2,599	2,664	2,730	2,798	2,870	2,956	3,045	3,136	3,230	3,327	3,427
30	2,478	2,540	2,599	2,664	2,730	2,798	2,870	2,942	3,011	3,101	3,194	3,290	3,389	3,491	3,596
31	2,599	2,664	2,730	2,798	2,870	2,942	3,011	3,086	3,161	3,256	3,354	3,455	3,559	3,666	3,776
32	2,730	2,798	2,870	2,942	3,011	3,086	3,161	3,240	3,320	3,420	3,523	3,629	3,738	3,850	3,966
33	2,870	2,942	3,011	3,086	3,161	3,240	3,320	3,403	3,486	3,591	3,699	3,810	3,924	4,042	4,163
34	3,011	3,086	3,161	3,240	3,320	3,403	3,486	3,573	3,661	3,771	3,884	4,001	4,121	4,245	4,372

JUDICIAL BRANCH  
SALARY STEPS AND GRADES IN ANNUAL AMOUNTS  
FY 1987  
Effective June 18, 1986

Grade	HSL		A		A1		B		B1		C		C1		D		L3		L6		L9		L12		L15		L18			
	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step	Annual	Step		
1	7,260		7,440		7,800		7,956		8,160		8,352		8,556		8,784		9,048		9,324		9,600		9,888		10,188		10,680		11,172	
2	7,608		7,800		8,160		8,352		8,556		8,784		9,000		9,216		9,492		9,780		10,068		10,368		10,680		11,004		11,340	
3	7,956		8,160		8,556		8,784		9,000		9,216		9,444		9,720		10,008		10,308		10,620		10,944		11,268		11,604		11,940	
4	8,352		8,556		9,000		9,216		9,444		9,720		9,960		10,188		10,488		10,800		11,124		11,460		11,808		12,168		12,528	
5	8,784		9,000		9,444		9,720		9,960		10,188		10,440		10,692		11,016		11,352		11,688		12,036		12,396		12,768		13,140	
6	9,216		9,444		9,960		10,188		10,440		10,692		10,956		11,220		11,556		11,904		12,264		12,636		13,020		13,416		13,812	
7	9,720		9,960		10,440		10,692		10,956		11,220		11,496		11,772		12,120		12,480		12,852		13,236		13,632		14,040		14,452	
8	10,188		10,440		10,956		11,220		11,496		11,772		12,072		12,372		12,744		13,128		13,524		13,932		14,352		14,784		15,228	
9	10,692		10,956		11,496		11,772		12,072		12,372		12,684		12,984		13,368		13,764		14,172		14,592		15,024		15,480		15,948	
10	11,220		11,496		12,072		12,372		12,684		12,984		13,308		13,656		14,064		14,484		14,916		15,360		15,816		16,296		16,792	
11	11,772		12,072		12,684		12,984		13,308		13,656		13,992		14,328		14,760		15,204		15,660		16,128		16,608		17,112		17,632	
12	12,372		12,684		13,308		13,656		13,992		14,328		14,688		15,024		15,480		15,948		16,428		16,920		17,424		17,952		18,504	
13	12,984		13,308		13,992		14,328		14,688		15,024		15,396		15,768		16,236		16,728		17,232		17,748		18,276		18,828		19,404	
14	13,656		13,992		14,688		15,024		15,396		15,768		16,164		16,560		17,052		17,568		18,096		18,636		19,200		19,776		20,384	
15	14,328		14,688		15,396		15,768		16,164		16,560		16,980		17,400		17,928		18,468		19,020		19,596		20,184		20,784		21,420	
16	15,024		15,396		16,164		16,560		16,980		17,400		17,832		18,252		18,804		19,368		19,944		20,544		21,156		21,792		22,464	
17	15,768		16,164		16,980		17,400		17,832		18,252		18,708		19,176		19,752		20,340		20,952		21,576		22,224		22,896		23,604	
18	16,560		16,980		17,832		18,252		18,708		19,176		19,656		20,124		20,724		21,348		21,984		22,644		23,328		24,024		24,756	
19	17,400		17,832		18,708		19,176		19,656		20,124		20,628		21,132		21,768		22,416		23,088		23,784		24,492		25,224		26,004	
20	18,252		18,708		19,656		20,124		20,628		21,132		21,660		22,176		22,836		23,520		24,228		24,960		25,704		26,472		27,288	
21	19,176		19,656		20,628		21,132		21,660		22,176		22,728		23,292		23,988		24,708		25,452		26,220		27,012		27,828		28,680	
22	20,124		20,628		21,660		22,176		22,728		23,292		23,880		24,444		25,176		25,936		26,712		27,516		28,344		29,196		30,084	
23	21,132		21,660		22,728		23,292		23,880		24,444		25,056		25,668		26,436		27,228		28,044		28,884		29,748		30,636		31,560	
24	22,176		22,728		23,880		24,444		25,056		25,668		26,304		26,952		27,756		28,584		29,436		30,324		31,236		32,172		33,144	
25	23,292		23,880		25,056		25,668		26,304		26,952		27,624		28,284		29,136		30,012		30,912		31,836		32,796		33,780		34,800	
26	24,444		25,056		26,304		26,952		27,624		28,284		28,992		29,736		30,624		31,548		32,496		33,468		34,476		35,508		36,564	
27	25,668		26,304		27,624		28,284		28,992		29,736		30,480		31,260		32,124		33,084		34,080		35,100		36,156		37,236		38,344	
28	26,952		27,624		28,992		29,736		30,480		31,260		31,968		32,760		33,744		34,752		35,796		36,864		37,968		39,108		40,284	
29	28,284		28,992		30,480		31,188		31,968		32,760		33,576		34,440		35,472		36,540		37,632		38,760		39,924		41,124		42,372	
30	29,736		30,480		31,968		32,760		33,576		34,440		35,304		36,216		37,212		38,328		39,480		40,668		41,892		43,152		44,452	
31	31,188		31,968		33,576		34,440		35,304		36,216		37,032		37,932		39,072		40,248		41,460		42,708		43,992		45,312		46,680	
32	32,760		33,576		35,304		36,216		37,032		37,932		38,880		39,840		41,040		42,276		43,548		44,856		46,200		47,592		49,044	
33	34,440		35,304		37,032		37,932		38,880		39,840		40,836		41,832		43,092		44,388		45,720		47,088		48,504		49,956		51,464	
34	36,132		37,032		38,880		39,840		40,836		41,832		42,876		43,932		45,252		46,608		48,012		49,452		50,940		52,464		54,036	

SC Justice-5355.67  
 Chief, COA - 5305.33  
 Judges, COA - 5164.50

DJ - 4656.00  
 Adm. ADJ - 4497.42  
 ADJ - 4444.33  
 DMS - 2231.67

JUDICIAL BRANCH  
 SALARY STEPS AND GRADES IN HOURLY AMOUNTS  
 FY 1987

Effective June 18, 1986

Salary Steps	Hiring Step	Longevity Steps													
		A	A1	B	B1	C	C1	D	L3	L6	L9	L12	L15	L18	
1	3.49	3.58	3.66	3.75	3.83	3.92	4.02	4.11	4.22	4.35	4.48	4.62	4.75	4.90	5.63
2	3.66	3.75	3.83	3.92	4.02	4.11	4.22	4.33	4.43	4.56	4.70	4.84	4.98	5.13	5.29
3	3.83	3.92	4.02	4.11	4.22	4.33	4.43	4.54	4.67	4.81	4.96	5.11	5.26	5.42	5.58
4	4.02	4.11	4.22	4.33	4.43	4.54	4.67	4.79	4.90	5.04	5.19	5.35	5.51	5.68	5.85
5	4.22	4.33	4.43	4.54	4.67	4.79	4.90	5.02	5.14	5.30	5.46	5.62	5.79	5.96	6.14
6	4.43	4.54	4.67	4.79	4.90	5.02	5.14	5.27	5.39	5.56	5.72	5.90	6.08	6.26	6.45
7	4.67	4.79	4.90	5.02	5.14	5.27	5.39	5.53	5.66	5.83	6.00	6.18	6.36	6.55	6.75
8	4.90	5.02	5.14	5.27	5.39	5.53	5.66	5.80	5.95	6.13	6.31	6.50	6.70	6.90	7.11
9	5.14	5.27	5.39	5.53	5.66	5.80	5.95	6.10	6.24	6.43	6.62	6.81	7.02	7.22	7.44
10	5.39	5.53	5.66	5.80	5.95	6.10	6.24	6.40	6.57	6.76	6.96	7.17	7.38	7.60	7.83
11	5.66	5.80	5.95	6.10	6.24	6.40	6.57	6.73	6.89	7.10	7.31	7.53	7.75	7.98	8.23
12	5.95	6.10	6.24	6.40	6.57	6.73	6.89	7.06	7.22	7.44	7.67	7.90	8.13	8.38	8.63
13	6.24	6.40	6.57	6.73	6.89	7.06	7.22	7.40	7.58	7.81	8.04	8.28	8.53	8.79	9.05
14	6.57	6.73	6.89	7.06	7.22	7.40	7.58	7.77	7.96	8.20	8.45	8.70	8.96	9.23	9.51
15	6.89	7.06	7.22	7.40	7.58	7.77	7.96	8.16	8.37	8.62	8.88	9.14	9.42	9.70	9.99
16	7.22	7.40	7.58	7.77	7.96	8.16	8.37	8.57	8.78	9.04	9.31	9.59	9.88	10.17	10.48
17	7.58	7.77	7.96	8.16	8.37	8.57	8.78	8.99	9.22	9.50	9.78	10.07	10.37	10.68	11.01
18	7.96	8.16	8.37	8.57	8.78	8.99	9.22	9.45	9.68	9.96	10.26	10.57	10.89	11.22	11.55
19	8.37	8.57	8.78	8.99	9.22	9.45	9.68	9.92	10.16	10.47	10.78	11.10	11.43	11.78	12.13
20	8.78	8.99	9.22	9.45	9.68	9.92	10.16	10.41	10.66	10.98	11.31	11.65	12.00	12.36	12.73
21	9.22	9.45	9.68	9.92	10.16	10.41	10.66	10.93	11.20	11.53	11.88	12.24	12.61	12.99	13.38
22	9.68	9.92	10.16	10.41	10.66	10.93	11.20	11.48	11.75	12.10	12.47	12.84	13.23	13.63	14.04
23	10.16	10.41	10.66	10.93	11.20	11.48	11.75	12.05	12.34	12.71	13.09	13.48	13.89	14.30	14.73
24	10.66	10.93	11.20	11.48	11.75	12.05	12.34	12.65	12.96	13.34	13.74	14.15	14.58	15.02	15.47
25	11.20	11.48	11.75	12.05	12.34	12.65	12.96	13.28	13.60	14.01	14.43	14.86	15.31	15.77	16.24
26	11.75	12.05	12.34	12.65	12.96	13.28	13.60	13.94	14.30	14.72	15.17	15.62	16.09	16.58	17.07
27	12.34	12.65	12.96	13.28	13.60	13.94	14.30	14.65	14.99	15.44	15.91	16.38	16.88	17.38	17.90
28	12.96	13.28	13.60	13.94	14.30	14.65	14.99	15.37	15.75	16.22	16.71	17.21	17.72	18.25	18.80
29	13.60	13.94	14.30	14.65	14.99	15.37	15.75	16.14	16.56	17.05	17.57	18.09	18.63	19.19	19.77
30	14.30	14.65	14.99	15.37	15.75	16.14	16.56	16.97	17.37	17.89	18.43	18.98	19.55	20.14	20.75
31	14.99	15.37	15.75	16.14	16.56	16.97	17.37	17.80	18.24	18.78	19.35	19.93	20.53	21.15	21.78
32	15.75	16.14	16.56	16.97	17.37	17.80	18.24	18.69	19.15	19.73	20.33	20.94	21.57	22.21	22.88
33	16.56	16.97	17.37	17.80	18.24	18.69	19.15	19.63	20.11	20.72	21.34	21.98	22.64	23.32	24.02
34	17.37	17.80	18.24	18.69	19.15	19.63	20.11	20.61	21.12	21.76	22.41	23.08	23.78	24.49	25.22