



2019 Annual Report

An empowering employer providing resources and economic security to all Kansans.

The Kansas Department of Labor provides workers and employers with information and services that are accurate and timely, efficient and effective, fair and impartial. Administered by employees that understand the value and importance of public service to their fellow Kansans.

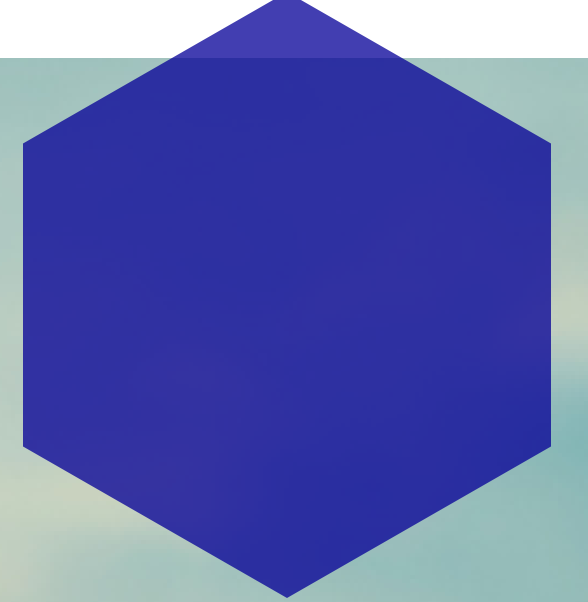




Table of Contents

03 ● ● ● ● **Message from the Secretary**

04 ● ● ● ● **Organizational Structure**

05 ● ● ● ● **Fiscal Year 2019 Actual Expenditures**

06 ● ● ● ● **Industrial Safety and Health Division**

Public Sector Program

State Workplace Health and Safety Program

Accident Prevention Program

Amusement Ride Safety Program

Safety and Health Award for Public Employers (SHAPE)

Annual Safety and Health Conference

OSHA Consultation Program

Safety and Health Achievement Recognition Program (SHARP)

09 ● ● ● ● **Labor Market Information Services Division**

2019 Economic Report

Monthly Labor Report

Kansas Career Posters

Occupational Safety and Health Statistics Program

Kansas Wage Survey

Job Vacancy Survey

High Demand Occupations

Collaborations

Special Requests

Kansas Career Navigator

16 ● ● ● ● **Legal Services Division**

Employment Standards Unit

Public Employee Relations Board (PERB)

Employment Security Board of Review

Asset Recovery

18 ● ● ● ● **Unemployment Insurance Division**

Kansas Unemployment Contact Center

Unemployment Appeals

Kansas UI Trust Fund

Unemployment Tax Administration

Asset Recovery

Unemployment Insurance Fraud

21 ● ● ● ● **Workers Compensation Division**

Annual Workers Compensation Seminar

Ombudsman/Claims

Mediation

Judicial Section

Fraud and Abuse

Online System for Claims Administration Research/Regulation (OSCAR)

Workers Compensation Board

A Message from the Secretary



I was raised working in my family's **small business** where the values of **customer service**, **hard work**, and **respect** were ingrained into me. Entering into this role, it was important to me that the Kansas Department of Labor reflect these same values within the agency and for our customers. I want to highlight a few of our many achievements this past year:

- **Expanding** KDOL's anti-human trafficking initiative, with a focus on labor trafficking and worker misclassification
- **Modernization** of technology and **streamlining** the end user experience
- **Revitalizing** and **valuing** our agency staff, with the leadership of Governor Kelly, including conducting a comprehensive employee survey, taking steps to **improve** salaries and benefits, **employee empowerment** through **appreciation** activities and shadow days for **professional growth**, started new employee welcome meetings and opened the communication channel between employees and my office.

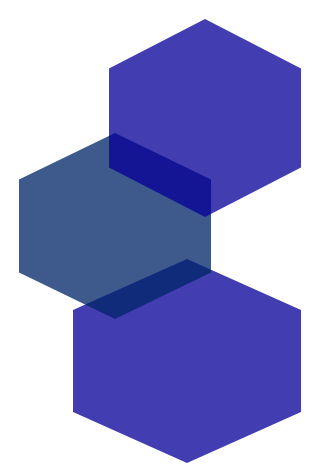
- **Strengthened** and expanded **collaboration** with key stakeholders, including ensuring both union and business leaders are at the table
- Improved **efficiency**: added direct deposit to Unemployment Insurance benefits, implemented new phone system putting KDOL back on the same system as the Capitol and other agencies.
- Initiated **data-driven** strategies for the Governor's Education Council using our Labor Market Information Services division for the **advancement** of our Kansas **workforce**
- Actively **engaged** with the U.S. Census **outreach** efforts with hard to count communities

- Redefined our agency's **mission** and **vision** so that we can better achieve our goal of serving Kansans
- Increased our agency's communications and **transparency**

I am excited about the new **energy** that our agency brings to Kansans, and I am **eager** to continue. I invite you to join us on our social media as **we** continue to **build a stronger Kansas** for our **hard-working Kansans** and their **families**.

Secretary Delia García





Organizational Structure



Delía García

Secretary of Labor



Brett Flachsbarth

Deputy Secretary



Dawn Palmberg
Fiscal Services



Julie Menghini
Communications/
Legislative
Services



Laurel Klein Searles
Unemployment
Insurance



Justin Whitten
Legal Services



Lacie Worcester
Human Resources



John Cahill
Information
Technology



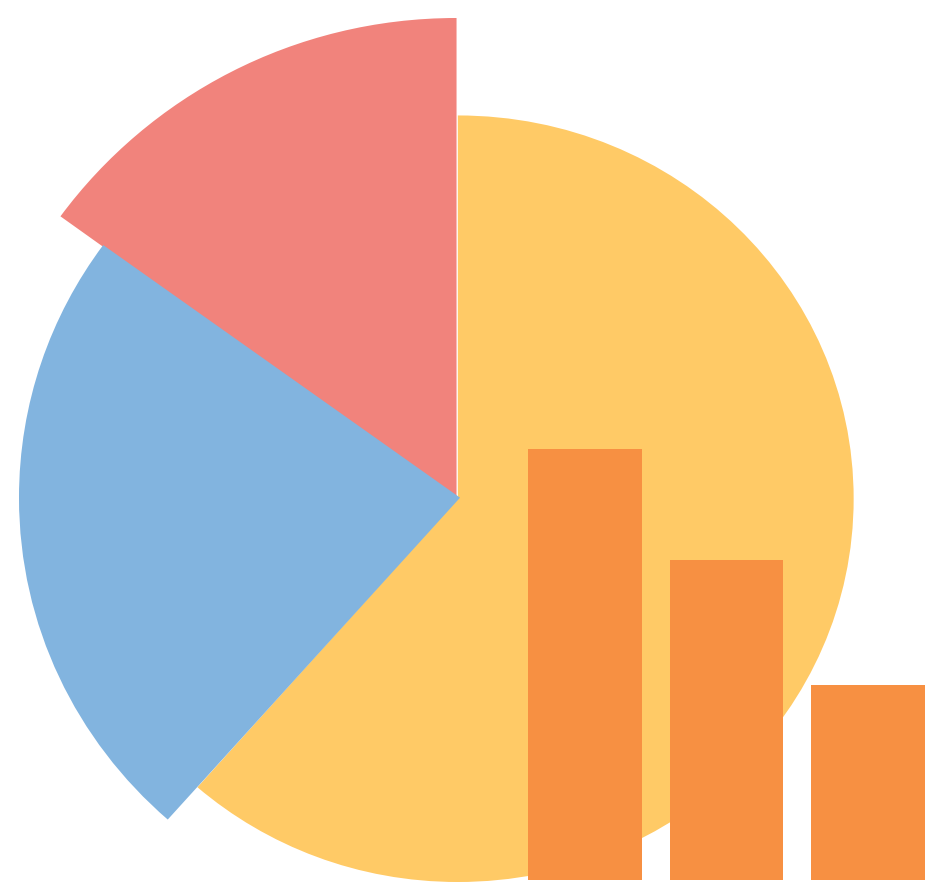
Angela Berland
Labor Market
Information
Services



Peter Brady
Industrial Safety
and Health/
Legislative
Services



Jeffrey E. King
Workers
Compensation



Fiscal Year 2019

Actual Expenditures

	Actual Expenditures	Percent
	\$184,900,281	100.00
State General Fund:		
General Administration	\$ 4,652	
Legal Services	\$108,057	
Employment Standards	\$198,048	
Public Employees Relations Board	\$280	
Amusement Ride Safety	\$252,333	
Total SGF	\$563,370	0.30
Fee Funded Programs:		
Wage Claims Assignment Fund	\$1,132	
Workers Compensation	\$13,982,320	
Total Fee Funds	\$13,983,452	7.56
Federal Funded Programs:		
Unemployment Insurance	\$19,710,063	
Wagner Peyser (LMI One-Stop)	\$ 421,167	
SSA Disability	\$167,574	
Snap Emp. & Training Pilot	47,836	
OSHA	\$777,171	
Labor Force Statistics (BLS)	\$759,188	
OSH/CFOI	\$ 61,107	
Workforce Data Quality Initiative	\$11,352	
Total Federal	\$21,955,458	11.87
Unemployment Insurance Benefits:	\$143,107,941	77.40
Other Funds		
Penalty & Interest Funds	\$2,007,198	1.08
Federal Indirect Offset Fund	\$52,398	0.03
Indirect Cost Fund	\$2,033,323	1.10
Amusement Ride Safety Fund	\$123,644	0.07
Human Resources Special Projects Fund	\$214,804	0.12
Special Wage Payment Clearing Trust Fund	\$50,743	0.03
KDOL Off Budget (MOUs)	\$807,950	0.44





Industrial Safety and Health Division

The Industrial Safety and Health Division (ISH) identifies safety hazards and helps Kansas businesses and public sector entities eliminate unsafe practices.



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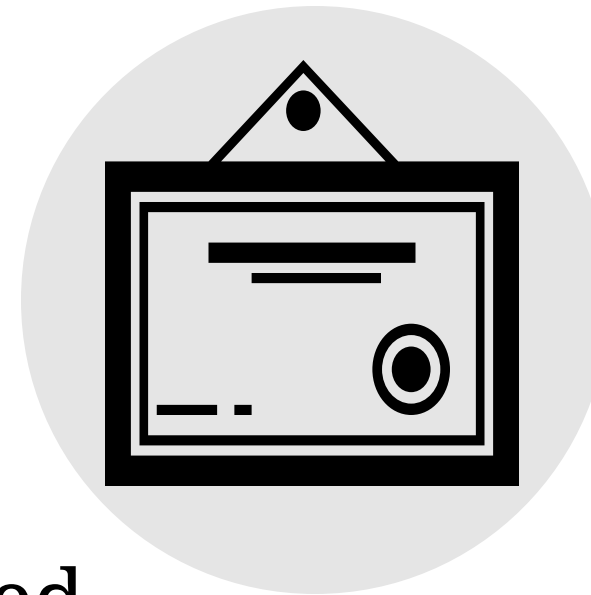
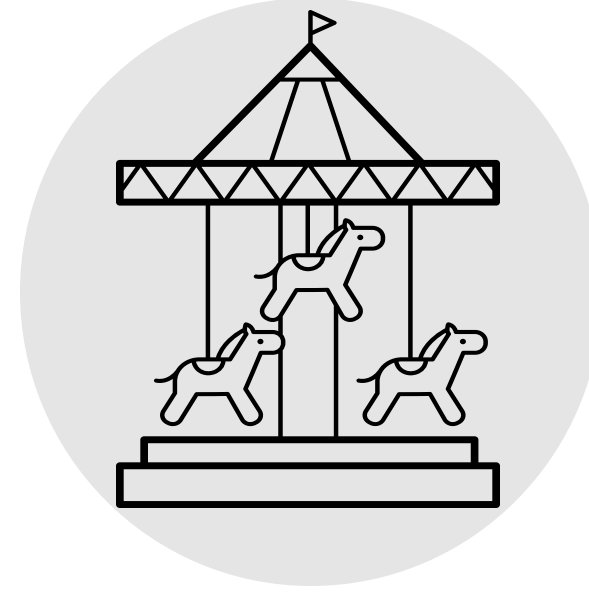
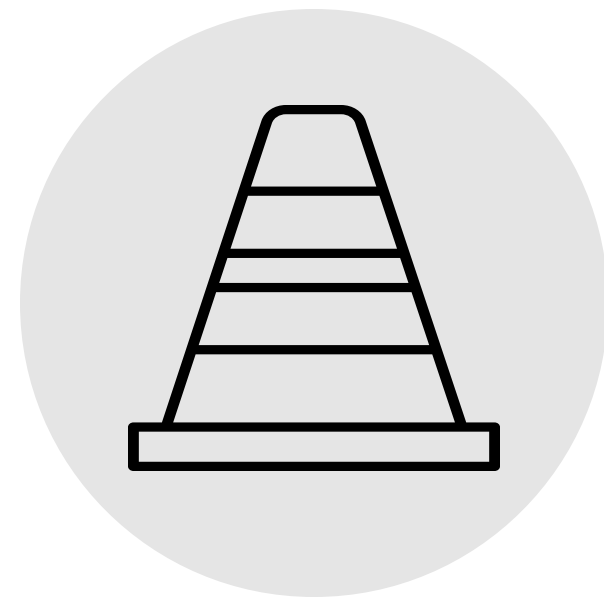
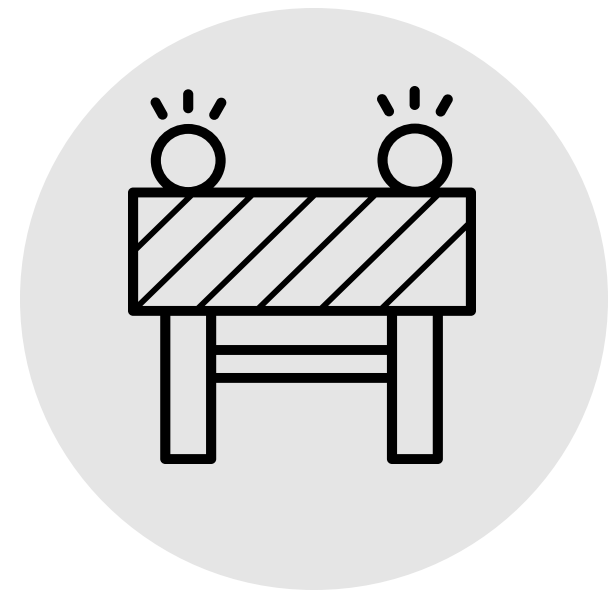


Helping Kansas workers avoid on-the-job injuries and providing a safe working environment is the goal of the division.



These programs are promoted throughout the state, but sell themselves by word of mouth from satisfied employers.

Industrial Safety and Health



Public Sector Program: The division of Industrial Safety and Health is responsible for investigating safety and health issues pertaining to public sector entities, including; cities, counties, school districts and community colleges.

Workplace Health and Safety Program: The division has assisted the Kansas Department of Health and Environment (KDHE) with the Workplace Health and Safety Program, created under K.S.A 44-575 (f).

Accident Prevention Program: For 20 years, as a prerequisite for authority to provide workers compensation insurance coverage, Kansas insurance companies and group-funded plans, have been required to provide accident prevention programs upon request of the covered employer. KDOL is charged with inspecting these programs.

Amusement Ride Safety Program: This program conducts audits and evaluates documentation of amusement ride operations (per the Kansas Amusement Ride Act, K.S.A. 44-1601, et seq). In 2019, the amusement ride unit launched the Amusement Ride Permitting Program (ARPP). This program allows amusement ride owners and operators to submit all of their information and paperwork electronically and renew permits more efficiently. This streamlining of our services has been highly beneficial to KDOL staff and its stakeholders.

Safety and Health Award for Public Employers (SHAPE): This award recognizes public sector entities, such as state and local governments, state universities and unified school districts that have exemplary safety and health programs. In 2019, KDOL revamped the program and awarded the SHAPE award to the Kansas Department of Transportation District 3 Area 3 office. KDOL's safety consultants continuously seek out public sector and state workplace entities that qualify for the award.



Annual Safety and Health Conference: The 70th conference was held October 1– 4 in Topeka with **208** attendees and **40** exhibitors in attendance. This was the most heavily attended conference in several years. The Safety and Health Conference caters to a wide variety of safety and health professionals in the region and our speakers cover a wide variety of topics to educate Kansans on best practices in workplace safety and health. Additionally, our conference offers professional development courses including: OSHA outreach training, fall prevention and silica competent person course.

2019 in Review

The **nine** Safety and Health Consultants assigned in the OSHA grant conducted **272** safety and health visits. These visits identified **352** hazards in a variety of industries.

Four OSHA **10**-hour courses were conducted resulting in the training of over **91** individuals.

During 2019, **four** Safety and Health Consultants assigned to the Public Sector Program conducted **260** inspections. These inspections identified **4,970** hazards and involved **27,493** employees.

The Workplace Health and Safety Program division conducted **47** ergonomic assessments at **50** locations with **1,154** recommendations, and **100** safety and health inspections, assisting **5,730** employees. Additionally, our safety and health consultants have identified and assisted in abating **607** hazards.

The Accident Prevention Program completed **548** audits of these programs during state Fiscal Year 2019.

The Amusement Ride Unit conducted audits of **99** amusement ride entities, registered **162** entities and issued **1494** amusement ride permits.

OSHA Consultation Program

The program is administered under Cooperative Agreement with the Occupational Safety and Health Administration (OSHA). OSHA has placed an emphasis on: construction, oil and gas, silica, trenching, grain handling, and manufacturing facilities with amputation hazards. The focus of this program continues to be small companies with less than 250 employees on-site that are considered a high hazard industry. The OSHA Consultation program has several safety and health consultants that are qualified to instruct OSHA 10 courses for both construction and general industry. In 2019, we were able to conduct outreach and training activities throughout the state. We continue our outreach providing the opportunity for employers to discuss concerns and ask questions pertaining to OSHA consultation services.

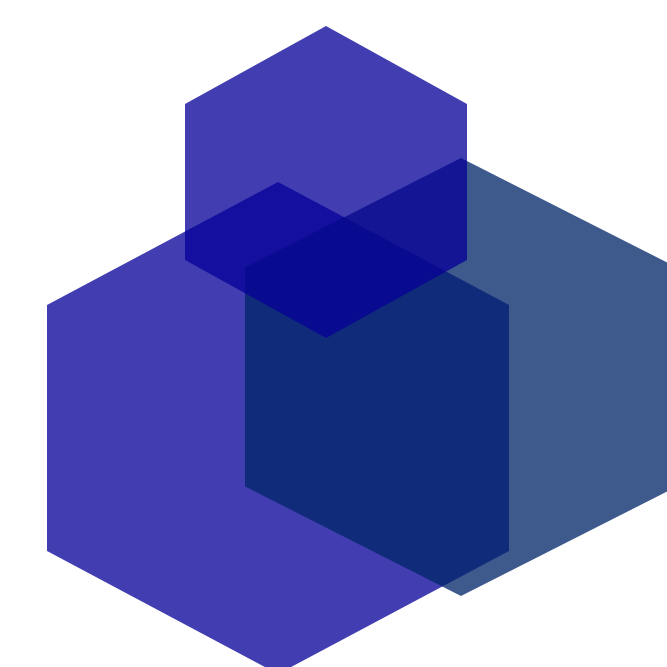


Safety and Health Achievement Recognition Program (SHARP)

The Safety and Health Achievement Recognition Program (SHARP) continues to grow in Kansas with **158** active sites. Kansas continues to have the greatest number of SHARP sites in the nation and the highest percentage of SHARP sites per workplace establishment in the United States under both state and federal OSHA jurisdiction. In 2019, we added **seven** new sites to the SHARP program:

Skyland Grain-Penalosa -1/8/2019
Cox Machine-Harper - 2/28/2019
Farmers Coop-Columbus East - 3/20/2019
Skyland Grain-Cunningham - 10/29/2019
Farmers Coop-Columbus South - 11/13/2019
ConFab-El Dorado -11/13/2019
Ag Partners Coop-Axtell -11/15/2019

The OSHA Consultation unit has begun sending out a quarterly newsletter to all of the SHARP companies in the state of Kansas. The Kansas consultation program has the largest majority of SHARP sites and our continual communication and partnership with this group greatly increases the safety culture in the state of Kansas.





Labor Market Information Services Division

Labor Market Information Services (LMIS) provides timely, relevant labor market and economic data to many users, including the executive and legislative branches, economists, academia and the public.

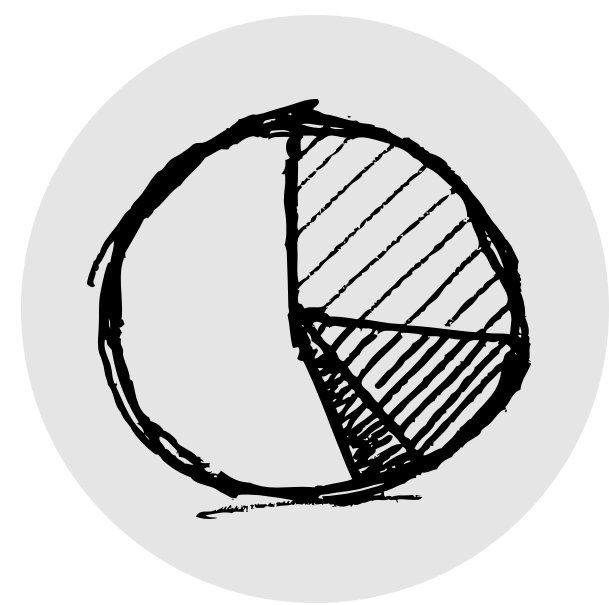


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LMIS produces a wide range of products that are available free of charge to view or download at www.klic.dol.ks.gov. Requests may be submitted through our website or via email at KDOL.Laborstats@ks.gov.

LMIS also maintains a public Tableau page, to see our visualizations please visit <https://public.tableau.com/profile/kdol#!/>

Labor Market Information Services



2019 Economic Report: It provides details related to the state's economic condition in 2018 including: job growth, employment gains, unemployment rates, the state's global business position and an economist's note. It includes charts and tables and gives the reader insight into recent happenings in the Kansas economy. It is the most comprehensive annual report published about the Kansas labor market.

Monthly Labor Report: Each month KDOL releases the Kansas labor report, which includes data on Kansas jobs and labor force data. The report includes labor force, employment, unemployment and unemployment rate data at the city, county, Metropolitan Statistical Areas (MSAs), and statewide. Also included is the jobs data for the MSA and statewide. The most recent unemployment benefit statistics are also included.

Kansas Career Posters: The posters guide students through different career clusters and occupations they can obtain immediately after high school-- along with future jobs they can work towards with more education or work experience. Every occupation on these posters is currently in high demand in the state of Kansas. This means that they have larger than average combined current and projected demand in the state. They have been promoted and shared with educators, policy makers, economic development groups and others across Kansas. The statistical information is updated regularly. The posters are available for download on the website.

Occupational Safety and Health Statistics Program: This program, in cooperation with the U.S. Department of Labor and the Bureau of Labor Statistics (BLS), conducts the Annual Survey of Occupational Injuries and Illnesses (SOII) and Census of Fatal Occupational Injuries (CFOI) to provide data on the work related injuries, illnesses and fatalities in Kansas. The SOII unit provides statistics on work-related injuries and illnesses in Kansas. Data from the SOII estimates annual counts and incident rates of nonfatal workplace injuries and illnesses of Kansas employers. Case circumstances and workers characteristics for cases that involve days away from work are included in the data. Data is collected from over 3,500 Kansas employers each year. The CFOI unit collects data from multiple sources for every fatal work-related injury recorded.

2019 in Review

LMIS received **281** data requests and fulfilled requests from **228** different requestors (excluding Governor's Office, Kansas Correctional Industries, Kansas Department of Commerce, Legislative, or Economic Development).

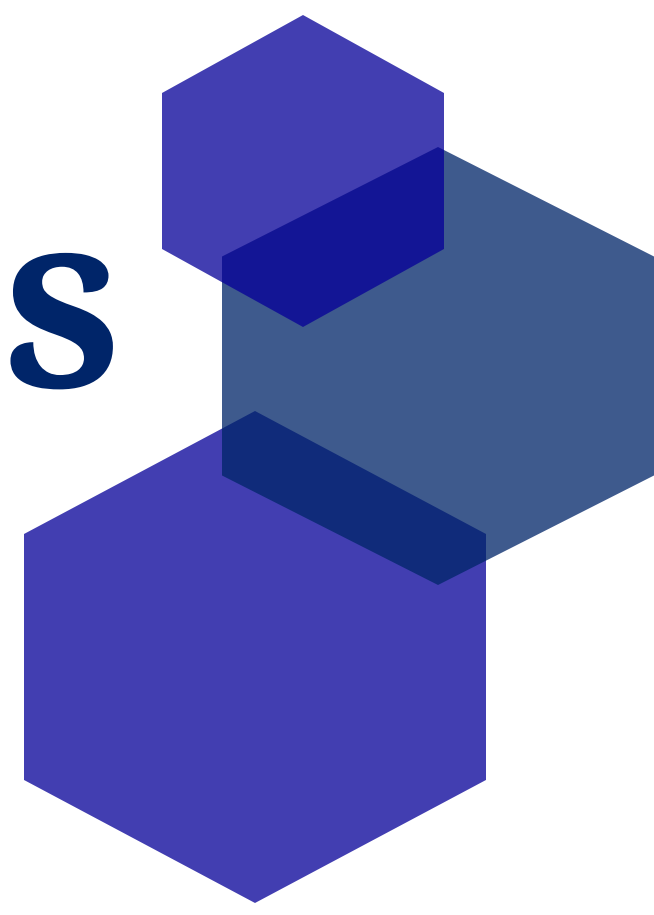
LMIS conducted the 2019 Job Vacancy survey between April 1 and June 30 and found an estimated **56,022** vacancies. There were **0.8** unemployed persons per job vacancy. This means that for the second year in a row, there were **more job vacancies than unemployed people**.

The job vacancy rate for 2019 was **3.9 percent** meaning for every 100 jobs, **3.9** were vacant. This is the **second-highest rate** recorded in the **history** of the Job Vacancy Survey.

The 2019 Kansas Wage Survey reported the average hourly wage in Kansas **increased 1.6 percent** to **\$21.77**. The average annual wage in the state is **\$45,277**.



Kansas Wage Survey



The Kansas Wage Survey produces employment and wage estimates for more than 700 occupations. The report includes estimates of the number of jobs in certain occupations and estimates of the wages paid to them. Estimates are available for the state, its metro areas and designated non-metro areas including all Kansas counties. This survey is the most requested and used product from LMIS.

- Introduction
- Statewide
- Local Area
- Metropolitan Statistical ..
- Projection Region
- County
- County Maps**

County Maps

Kansas Wage Survey 2019 Edition

Hourly or Annual Wage
 Annual
 Hourly



Choose Measure:

- Employment
- Mean
- Entry Level
- Experienced Level
- 10th Percentile
- 25th Percentile
- Median
- 75th Percentile
- 90th Percentile

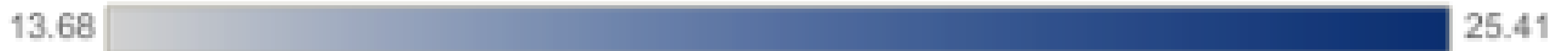
SOC Level:

- Total, All Occupations
- Major Occupational Groups
- Minor Occupational Groups
- Detailed Occupations

Occupation Title:

00-0000 Total, All Occupations

Measure Values



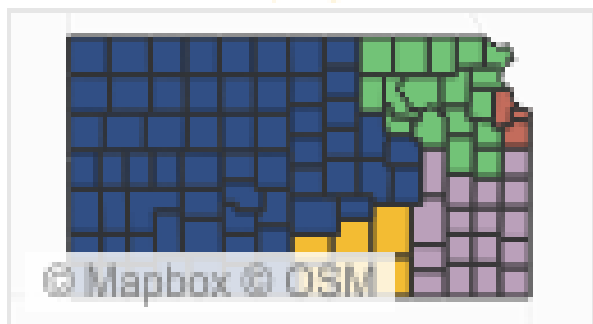
CN \$18.10	RA \$16.86	DC \$15.44	NT \$18.29	PL \$19.21	SM \$20.79	JW \$16.11	RP \$20.15	WS \$16.20	MS \$19.17	NM \$22.41	BR \$20.40	DP \$18.44		
SH \$20.21	TH \$19.39	SD \$17.31	GH \$13.68	RO \$17.52	OB \$15.03	MC \$16.68	CD \$15.71	CY \$18.50	RL \$20.80	PT \$18.63	JA \$17.06	AT \$20.04		
WA \$15.77	LG \$17.90	GO \$16.11	TR \$17.42	EL \$19.59	RS \$20.39	LC \$17.39	OT \$18.69	DK \$16.49	GE \$20.28	WB \$18.76	SN \$21.54	JF \$19.63	LV \$23.52	WY \$22.84
GL \$23.05	WH \$19.20	SC \$18.04	LE \$21.85	NS \$19.95	RH \$15.79	BT \$19.58	EW \$18.55	SA \$20.27	MR \$18.04	LY \$18.02	OS \$17.38	FR \$18.11	MI \$20.36	JO \$25.41
HM \$17.03	KE \$18.15	FI \$19.31	HG \$20.61	PN \$18.05	SF \$18.77	RC \$16.28	MP \$19.76	MN \$18.15	CS \$17.34	CF \$23.83	AN \$18.09	LN \$18.99		
ST \$23.25	GT \$20.68	HS \$19.89	GY \$19.25	FO \$18.97	ED \$16.95	RN \$19.03	HV \$20.44	SG \$21.58	BU \$20.88	GW \$15.01	WO \$20.01	AL \$17.89	BB \$17.99	
MT \$17.93	SV \$19.94	SW \$18.42	ME \$20.28	CA \$18.60	KW \$18.28	PR \$17.56	KM \$19.73	EK \$18.67	WL \$18.68	NO \$19.21	CR \$17.36			
			CM \$14.67	BA \$18.32	HP \$19.03	SU \$17.34	CL \$18.04	CQ \$20.47	MG \$17.66	LB \$19.08	CK \$21.91			

The Kansas Job Vacancy Survey provides an assessment of labor demand in the state and each of the five local areas based on a survey of Kansas employers. It gives valuable information regarding the specific occupations that are in demand, as well as numerous details pertaining to such openings. These details include the duration of vacancies, the permanent/temporary and full-time/part-time status of vacancies and the educational requirements, average wage offers and benefits associated with an area's job openings.

Job Vacancy Survey

Statewide Summary	Local Areas	Industries	Individual Industry	Major Occu. Groups	Occupations	Wages	Benefits	Difficult to Fill	Job Vacancy..
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Kansas Job Vacancy Survey 2019



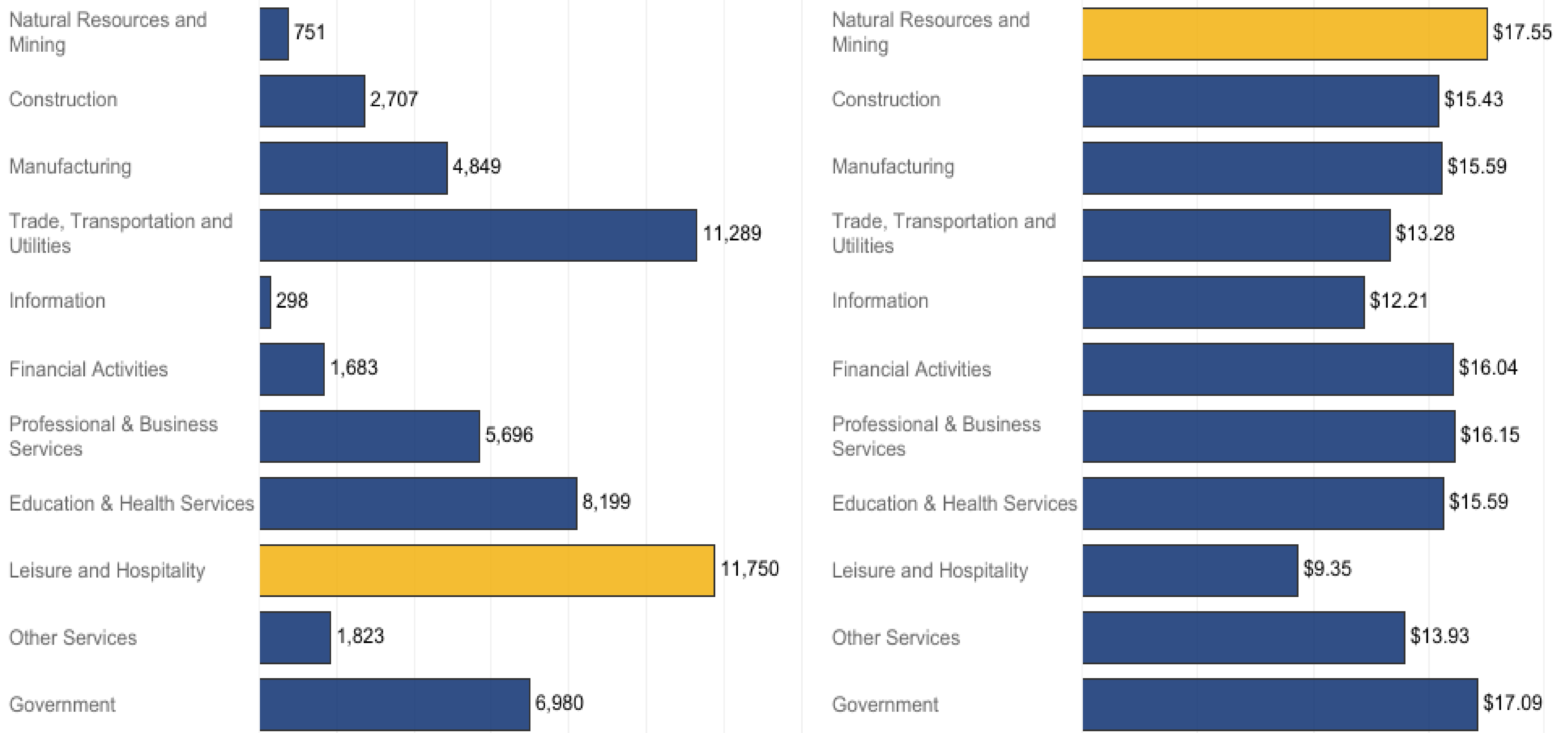
Job Vacancies, Average Lowest Wage, and Benefits by Industry

Industry Comparison



(Select a Local Area below to filter. Select it again to go back to Statewide values.)

Local Area I Local Area II Local Area III Local Area IV Local Area V



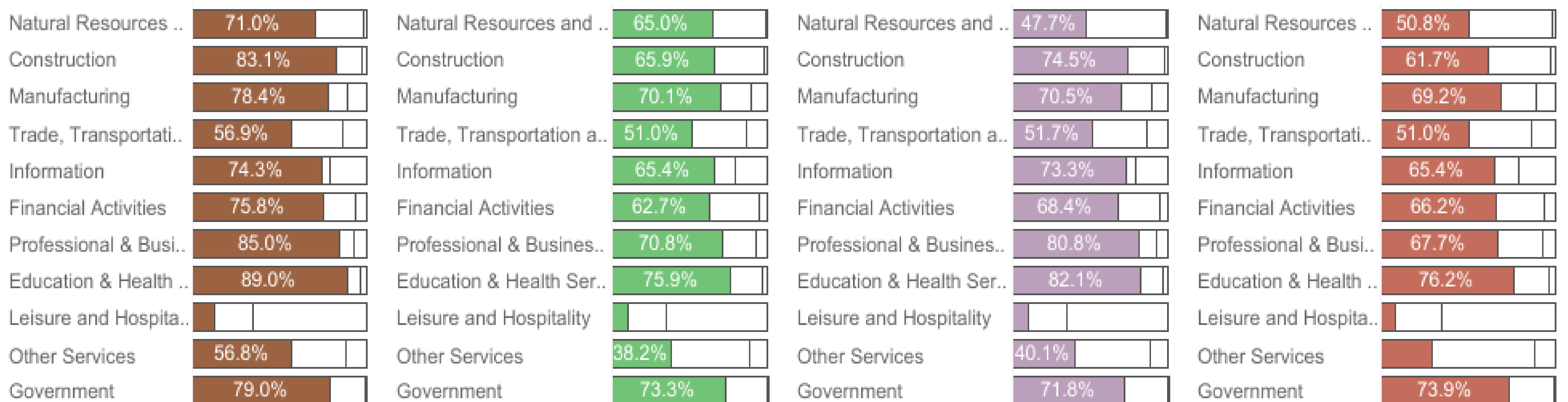
Benefits by Industry:

At Least One Benefit Offered:

Health Insurance:

Paid Time Off:

Retirement Plan:

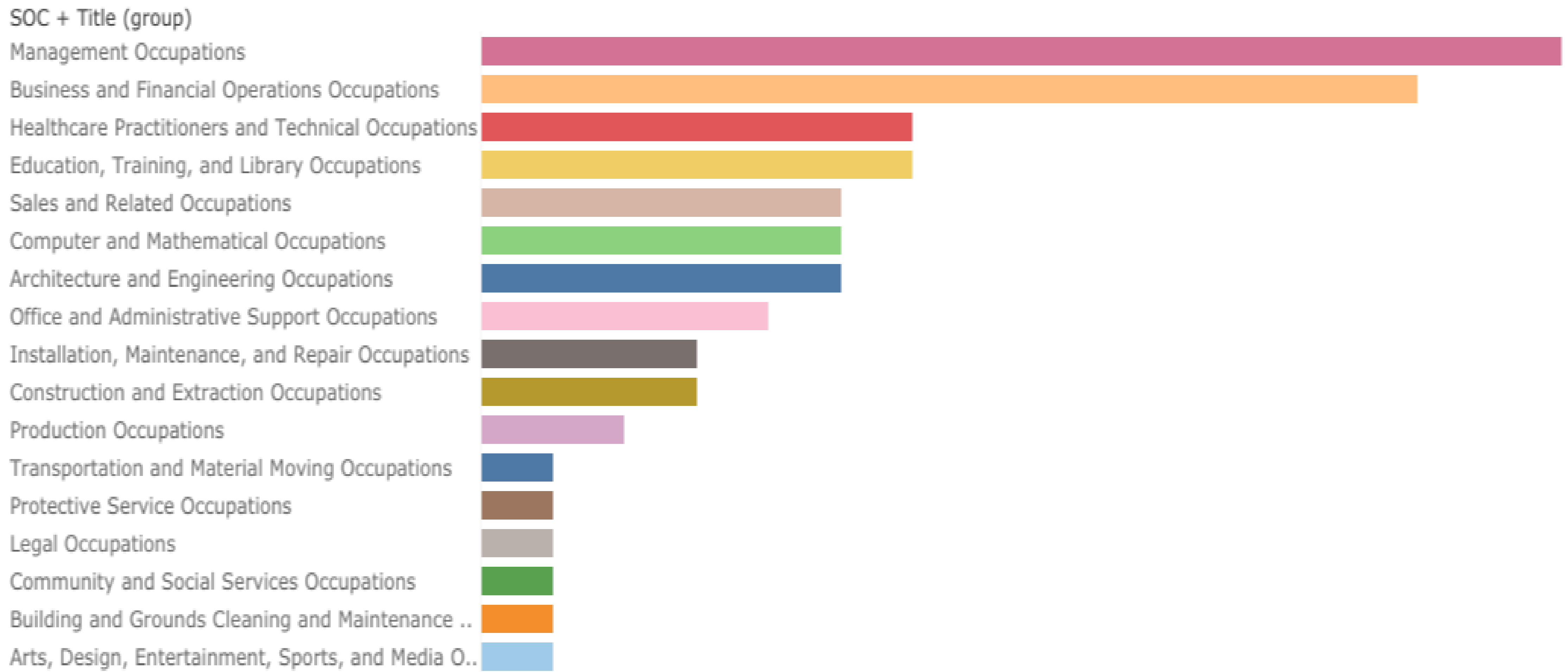


High Demand Occupations

The list of high demand occupations in Kansas combines the number of projected job openings with the number of current job openings to rank occupations by demand from Kansas employers. Occupations are ranked by the number of job openings at the current time, in the next two years and in the next ten years. The job vacancy survey, short-term projections program and long-term projections program are all used to compile the list of high demand occupations. This list is widely used by groups such as the Kansas Legislature, the Department of Commerce and the Board of Regents in crafting policies and programs related to workforce development.

Number of High Demand High Wage Jobs in Each Sector (Select a Region)

Kansas Local Area I Local Area II Local Area III Local Area IV Local Area V



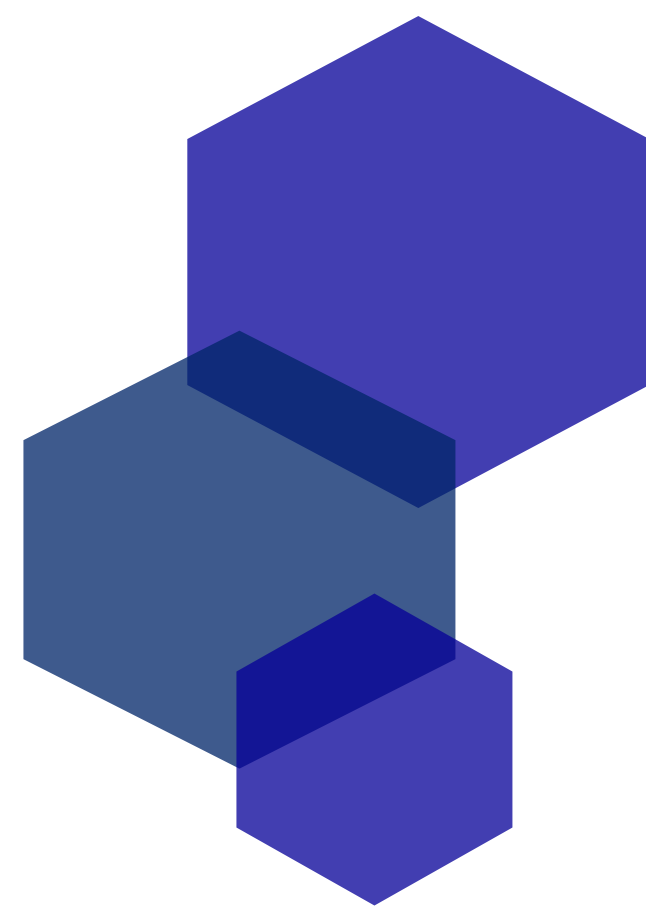
Top 20 High Demand High Wage Jobs

SOC + Title	HDHW Rank	Median Annual Wage
11-1021 General and operations managers	1	\$80,860
29-1141 Registered nurses	2	\$59,680
41-4012 Sales representatives, wholesale and manufacturing, except technical and sc..	3	\$58,500
13-2011 Accountants and auditors	4	\$61,130
11-9199 Managers, all other	5	\$96,210
11-3031 Financial managers	6	\$114,140
15-1132 Software developers, applications	7	\$83,300
13-1199 Business operations specialists, all other	8	\$69,560
41-3099 Sales representatives, services, all other	9	\$57,610
43-1011 First-line supervisors of office and administrative support workers	10	\$50,840
11-2022 Sales managers	11	\$127,000
11-9111 Medical and health services managers	12	\$85,610
13-1161 Market research analysts and marketing specialists	13	\$58,080
25-2031 Secondary school teachers, except special and career/technical education	14	\$49,560
25-2021 Elementary school teachers, except special education	15	\$48,760
47-1011 First-line supervisors of construction trades and extraction workers	16	\$61,530
49-1011 First-line supervisors of mechanics, installers, and repairers	17	\$60,250

Collaborations

LMIS works with the Kansas State Department of Education (KSDE) and Kansas Board of Regents (KBOR) to provide regional labor market data to educational providers across the state to assist with their local needs assessment for Perkins V funding. This includes collaborative work to create a crosswalk that matches occupational data tracked by LMIS to KSDE Career Pathways and KBOR post-secondary programs.

LMIS also participates in the Governor's Council on Education, providing information on data products that could be utilized by the council when analyzing the Kansas economy.



Special Requests

Type of Requestor	Number of Requests
KS Department of Commerce	69
Economic Development	29
Kansas Correctional Industries	27
College/University	23
Business	23
KS State Agency ¹	14
Local Government	10
Individual	9
Legislator	7
Media	6
K-12 School	4
Non-Profit Organization ²	4
Federal Government	2
Other	1
Grand Total	228

1) Does not include Governor's Office, Kansas Correctional Industries, Kansas Department of Commerce, or Legislative

2) Does not include Economic Development

Type of Data	Number of Requests
Occupational Employment Statistics (OES)	66
Local Area Unemployment Statistics (LAUS)	35
North American Industry Classification System (NAICS)	33
Unemployment Information (UI)	31
Current Employment Statistics (CES)	26
Quarterly Census of Employment & Wages (QCEW)	25
Other	21
Projections	20
Census	13
Job Vacancy Survey (JVS)	11

Throughout the year, LMIS fulfills many special data requests. These can be from a variety of individuals, including individual business owners, economic development groups, other government agencies, media, and schools. The data requested covers a wide variety of sources, such as Bureau of Labor Statistics data, Census data, Projections and High Demand data, Unemployment data and Job Vacancy data. LMIS continues to achieve a fast response rate and a high level of customer satisfaction. Requests may be submitted through our KLIC website or via email at KDOL.Laborstats@ks.gov.

Kansas Career Navigator

The Kansas Career Navigator is an intuitive dashboard intended to aid in the selection of education and training programs, access workforce training providers, analyze performance information and labor market information. Additionally, by navigating this site a user has access to high-demand, high-wage occupation opportunities by county or local area selection.

The Occupation and College program shows the top 10 high-demand, high-wage occupations in the user's local area. Users can learn more about wages, job openings, education and work experience expectations, provider listings, forecasted vacancies and much more.

The High School Career program shows High School Career and Technical Education pathways and the corresponding college programs in the user's local area connecting to Kansas careers. Users can begin the journey for a career by discovering high school, college courses and opportunities available to gain knowledge and experience in high-demand occupations. For more information go to <https://kscareernav.gov/>

**KANSAS
DEPARTMENT OF
LABOR**



K.L.I.C.
Kansas Labor Information Center

**WE'VE GOT YOUR
NUMBER**

Learn the average wage for your occupation

See current and future job openings

Identify high demand and high wage occupations

Discover labor market data and tools

Find your career path

**LABOR MARKET INFORMATION
SERVICES CAN HELP**

We provide a comprehensive look at Kansas's economy and workforce. Find labor market data, reports, and create customized reports at <https://klic.dol.ks.gov>

Website Redesign (T.O.T.O.) Launching
Spring 2020!

For a customized report that fits your data needs, email Kdol.Laborstats@ks.gov or call (785) 296-5000



| Americans with Disabilities Act | Civil Collections and Enforcement | Civil Litigation, including the Kansas Judicial Review Act | Civil Rights Laws | Contract Formation and Enforcement | Fair Labor Standards Act | Family and Medical Leave Act | Governmental Ethics | Hatch Act | Kansas Amusement Ride Insurance Act | Kansas Child Labor Law | Kansas Employment Security Law | Kansas Minimum Wage and Maximum Hours Law | Kansas Open Records Act | Kansas Open Meetings Act | Kansas Wage Payment Act | Kansas Workers Compensation Act | Professional Negotiations Act | Public Employer-Employee Relations Act | Social Security Act | Subpoena Enforcement | Various Kansas Administrative Regulations |

Legal Services Division

The Legal Division provides legal counsel to the agency and represents the agency in state and federal court and in administrative proceedings.



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KDOL attorneys have expertise in a wide variety of issues. For more information visit:
www.dol.ks.gov/laws



To learn more about KDOL and labor relations, visit www.dol.ks.gov/lr

Legal Services



Employment Standards Unit: It is responsible for receiving and processing claims filed by employees against their employers for unlawfully withholding wages owed, in violation of the Kansas Wage Payment Act.

Public Employee Relations Board (PERB): PERB is a five-member board that makes determinations as to the appropriate bargaining unit, conducts representation elections, and adjudicates charges of prohibited practices, under the Public Employer-Employee Relations Act. KDOL attorneys advise and represent PERB on appeal.

Employment Security Board of Review: This board is a three-member board that reviews appeals of claims for unemployment insurance (UI) benefits.

Asset Recovery

The Bankruptcy Unit of the Legal Division filed **106** adversary proceedings in federal bankruptcy courts in 2019 seeking to have a total of **\$934,159.30** debt declared nondischargeable. This debt represents fraudulently obtained UI benefits. The Legal Division is committed to recovering these debts, including taking active measures to ensure debtors do not attempt to escape their fraud debt through bankruptcy. Further, the legal Division is active in recoupment-- a process used by KDOL to recover the debt owed by an individual who fraudulently obtained UI benefits by offsetting future UI benefits the individual may receive.

The Special Investigations Unit assisted the United States Department of Homeland Security in an investigation related to human trafficking. For the year 2020, the Special Investigations Unit will continue to actively investigate potential criminal violations related to the employment security law, as well as other criminal violations, with a special focus on combating human trafficking cases involving labor trafficking.



2019 in Review

Defended **25** cases in district court and argued **five** cases in the appellate courts. The Legal Division filed over **100** subpoena enforcement actions in district court seeking to enforce subpoenas issued pursuant to the Kansas Employment Security Law.

Employment Security Board of Review reviewed **1,510** appeals of claims for unemployment insurance benefits.

Employment Standards Unit received **749** new claims. **\$744,172.57** was collected and returned to Kansas employees-a **13 percent increase** from 2018 of the amount collected and returned to Kansas employees.

Special Investigation Unit investigated **168** cases involving criminal fraud in obtaining UI benefits, misclassification of workers, forgery, identity theft, fraud, criminal threats, and human trafficking. Of the **168** cases initiated, the Special Investigations Unit referred **79** for prosecution for criminal fraud in obtaining UI benefits to various county and district attorneys throughout Kansas, resulting in the indictments of **43** suspects and **five** guilty pleas. The restitution sought on the **79** cases totals **\$380,013.81**.



Unemployment Insurance Division

The framework of the Unemployment Insurance (UI) program is both state and federal. The program is administered by state employees under state law, but federal laws – the Social Security Act and the Federal Unemployment Tax Act – set forth broad coverage provisions, some benefit provisions and numerous administrative requirements.



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Further, the federal government provides administrative funding, ensures conformity and compliance with federal law and monitors state performance.

The Kansas Employment Security Law both encourages employers to provide more stable employment and allows for financial reserves to be set aside for the sole purpose of being used by individuals who are unemployed.

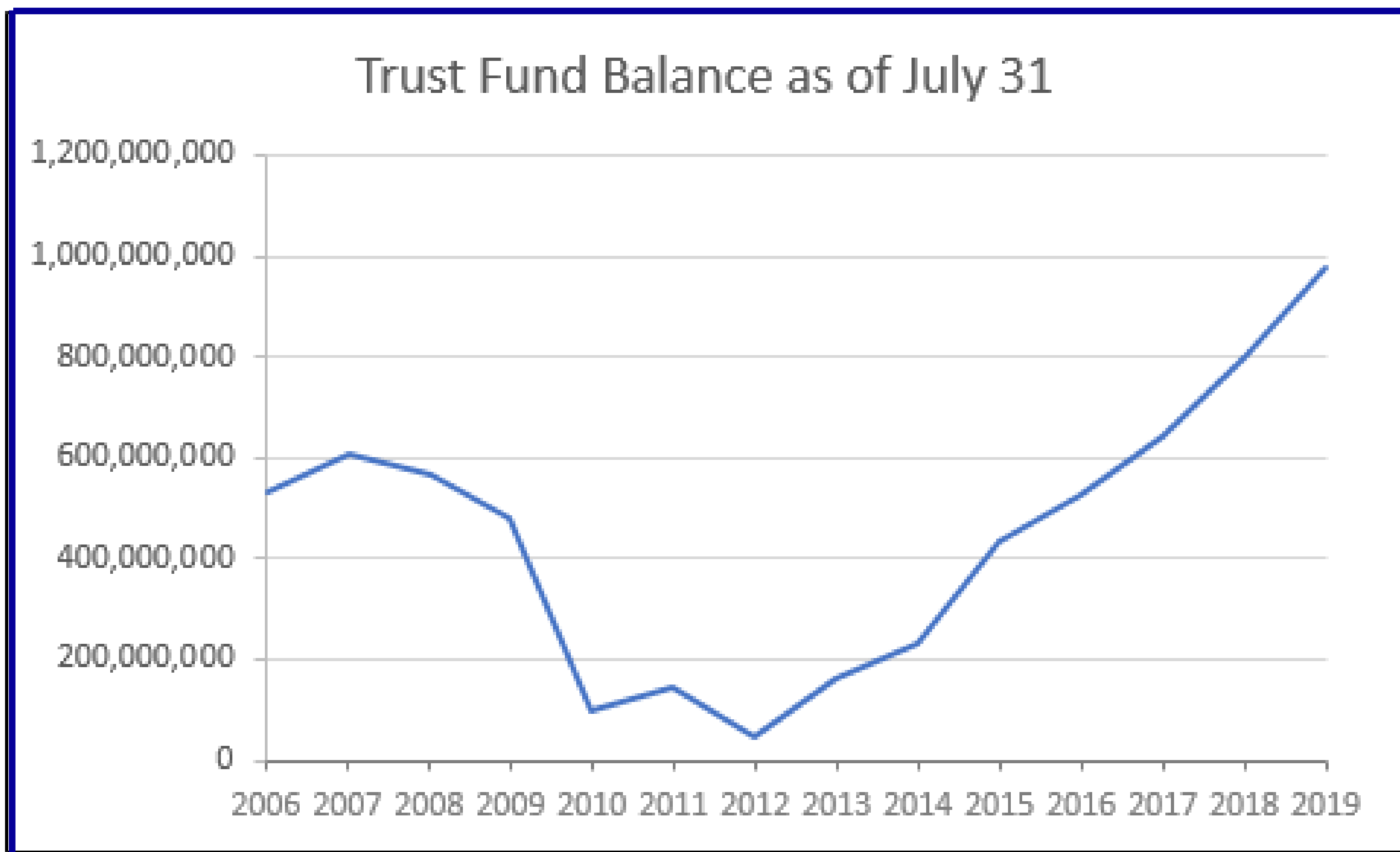
Unemployment Insurance



Kansas Unemployment Contact Center: In terms of paying benefits, the federal government establishes a key performance metric of first-payment promptness. Nationwide, states have continued to struggle to meet this metric. Kansas met and exceeded federal first-payment promptness standards throughout 2019.

UI Appeals: Similar to the contact center, the Office of UI Appeals must comply with federal government performance standards concerning the timeliness of its ability to hold hearings and issue appropriate decisions. Under Federal standards, at least 60 percent of appeal decisions must be issued within 30 days of the appeal being filed. UI Appeals staff continued to exceed this metric throughout 2019.

Kansas UI Trust Fund: The growth and health of the Kansas economy continues to be reflected in the improving solvency of the UI Trust Fund. The chart below shows changes in the Trust Fund balance since 2006.



2019 in Review

The UI Trust Fund ending balance for 2019 was **\$990,400,000**.

At the end of December 2019, there were **64,841** initial claims filed. Approximately **\$134,375,944** million was paid in benefits through November 2019.

There are currently **75,971** Kansas employers reporting employee wages under the provisions of the Kansas Employment Security Law. Of that total, **70,881** are contributing employers. The unemployment tax division completed **35,727** assignments for year 2019 (Jan - Dec.), including audits, investigations, collections, status of new and successor accounts, delinquent filing of report and maintenance of accounts. Approximately **93.6 percent** of all employers file online saving time, labor and paper costs.

There were **962** employer audits conducted, with approximately **\$893,819,286.66** in pre-audit wages. The audits detected a difference of **\$18,690,030.05** in wages.

The efforts of the unemployment tax division uncovered **3,386** misclassified workers from **476** employers. The corrected classification of these workers created an additional **\$27,524,212.17** in reportable wages. The potential amount to be returned to the Trust Fund from these wages is **\$576,643.07**. This amount does not include assessed penalties and interest.



Unemployment Tax Administration

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The Kansas Department of Labor Unemployment Tax Division was timely concerning its legal obligation to inform Kansas employers of their contribution rate for the upcoming year by November 30. See K.S.A. 44-710b(a). Kansas contributing employers were mailed their Experience Rating Notices for 2020 on October 31, 2019.

Asset Recovery

The Kansas Department of Labor Asset Recovery Unit under Unemployment Tax division focuses on preserving the UI Trust Fund by aggressively combating fraud and actively recovering overpayment benefits. The total amount collected for the year of 2019 (Jan.- Dec.) is **\$12,276,450.82**.

These collections fall into four categories:

1. Voluntary cash payments – cash, credit card and check payments recovered directly from claimants.
2. UI Benefit Offsets – funds collected by withholding UI benefits to satisfy outstanding UI overpayments.
3. State Tax Setoffs – funds collected by the Kansas Department of Administration on behalf of KDOL.
4. United States Treasury Offset Program (TOP) - funds collected by KDOL from federal tax refund or other federal payments to be applied to overpayment obligations.

Unemployment Insurance Fraud

During the past year, the fraud unit was assigned approximately **6,646** cases with an associated amount of **\$1.5** million in fraudulent overpayments. Several of which were referred to the Special Investigations Unit for follow up and consideration of criminal prosecution. In addition to the fraudulent overpayments, fraud unit investigators discovered approximately **\$1,479,486.00** in non-fraud overpayments. These were investigated by the fraud unit investigators. Once the overpayment is established they are referred for possible collection.





Workers Compensation Division

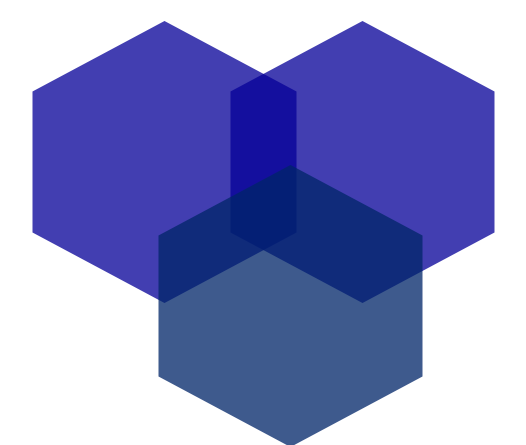
The Workers Compensation Division is responsible for the administration of the Kansas Workers Compensation laws and regulations.



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The division provides a number of services to our stakeholders and our goal is to ensure injured workers, employers, insurance carriers, and health care providers receive timely, impartial and fair claim resolution.

For more KDOL Workers Compensation information, visit:
www.dol.ks.gov/WC



Workers Compensation



Annual Workers Compensation Seminar: The 2019 event was held in Overland Park. Topics included legislative and procedural changes, updates on electronic reporting, and advances made in the field of occupational medicine.

Ombudsman/Claims: The Workers Compensation Division assists injured workers, insurance agents, attorneys, employers and health care providers with questions about the Workers Compensation Law. The ombudsmen are often the first contact when someone calls for information or assistance with OSCAR. In addition they make numerous educational presentations to various stakeholders throughout the year.

Mediation: The Division has certified mediators who are available to assist in resolving disputes in an informal and non-adversarial atmosphere. They are available to mediate any issue related to a claim, including entitlement to medical treatment or temporary total disability benefits. The mediator's job is to assist the parties in identifying the issues and resolving those issues without litigation.

Judicial Section: Workers Compensation has **10** administrative law judges throughout the state whose primary function is to conduct timely hearings in contested workers compensation claims, and render orders based on the facts presented, as applied to the Workers Compensation Act. For an initial determination of benefits, preliminary hearings are set on a priority basis, and preliminary decisions are issued within five days of the hearing. A list of the workers compensation law judges and their contact information is available here.

Fraud and Abuse: The division investigates, and if necessary, prosecutes those entities or individuals who do not comply with the provisions of the Act or commit fraud.



2019 in Review

The 2019 Annual Workers Compensation Seminar was attended by more than **496** attendees and **86** exhibitors.

Last year, the unit received and investigated **257** referrals. **45** fraud and abuse administrative cases were prosecuted resulting in more than **\$195,000** in fines, penalties and restitution.

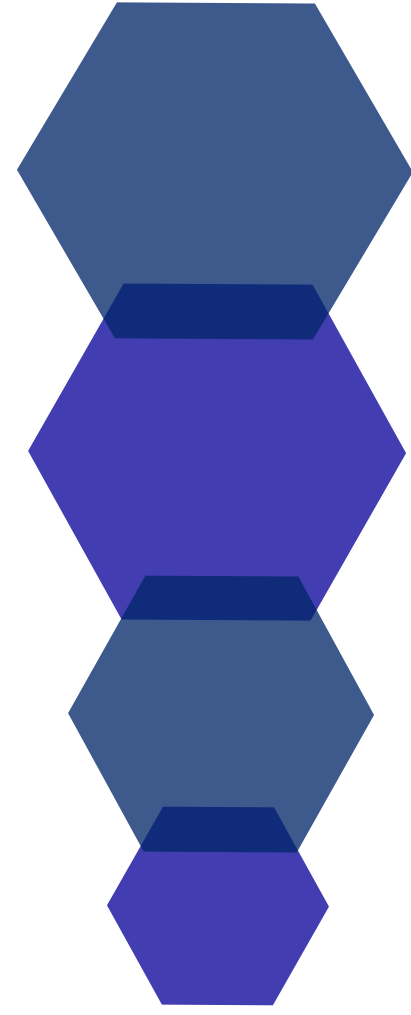
There were over **2,700** registered external OSCAR users.

There were nearly **27,000** requests of OSCAR records by external parties. The overwhelming majority of these requests relate to an offer of employment (**23,097**) while the rest are by workers seeking benefits (**3,742**) and request of personal records housed in the OSCAR system (**41**).

In 2019, there were over **17,000** legal filings were made. Requests for workers compensation benefits (**4,530**), requests for hearings (**4,701**), and entries of appearance by lawyers needing formal access to a case (**6,532**) constituted the majority of legal filings. There were **240** appeals filings.

In 2019 there were over **17,000** hearings created in OSCAR. Settlement hearings (**5,625**), preliminary hearings (**4,785**), pre-hearing settlement conferences (**3,664**), and regular hearings (**1,297**) make up the majority of hearing activity.

Online System for Claims Administration Research/Regulation (OSCAR)



Workers Compensation launched OSCAR in November 2018. Nearly all division operations are processed through the digital system. External users consist of attorneys, legal assistants, court reporters, insurers, employers and claimants. Workers Compensation archives millions of program records that include occupational injuries and case materials. Most digital filings in OSCAR are for workers compensation cases heard by division judges. Hearings in front of judges constitute another large category of OSCAR activity.

Workers Compensation Board

The Workers Compensation Board was established in 1993 to decide appeals of orders and awards from the workers compensation administrative law judges. Hoping to obtain more uniform decisions throughout the state, the Legislature created the Board to replace the state's district court judges in the appeal process.

Current Board Members

- Tom Arnhold
- Will Belden
- John Carpinelli (chair)
- Rebecca Sanders
- Seth Valerius





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