

House Concurrent Resolution No. 5030

By Special Committee on the State Employee Pay Plan

1-28

9 A CONCURRENT RESOLUTION endorsing the findings and rec-
10 ommendations of the state employee compensation oversight com-
11 mission; recommending funding, staffing and other support to imple-
12 ment and administer the recommended pay plans, including funding
13 for market adjustment, maintenance and performance evaluation com-
14 ponents; recommending multi-year appropriations for market adjust-
15 ments over the five-year implementation period; and recommending
16 an oversight board with legislative representation.
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18 WHEREAS, During the 2007 regular session of the Legislature, the
19 House Select Committee on State Employee Pay Plan was appointed to
20 review the state employee classified service pay plan and the State of
21 Kansas Salary Survey Report presented by the Hay Group, a legislative
22 consultant, which included a market survey of salaries in the public and
23 private sector, an analysis and recommendations for a framework to de-
24 velop a new compensation system for the state; and

25 WHEREAS, The State Employee Pay Philosophy Task Force was es-
26 tablished by the Legislature pursuant to Section 91(c) of 2007 House Bill
27 No. 2368, with representation from each branch of state government, and
28 the Task Force developed and recommended the philosophical frame-
29 work for the development of the new state employee classified service
30 pay plan; and

31 WHEREAS, The State Employee Compensation Oversight Commis-
32 sion was established by the Department of Administration pursuant to
33 Section 107(t) of 2007 House Bill No. 2368, with representation from
34 each branch of state government, to review classified employee fringe
35 benefits and focus on the development of a new state pay plan for officers
36 and employees in the classified service under the Kansas Civil Service
37 Act; and

38 WHEREAS, The State Employee Compensation Oversight Commis-
39 sion recommended the development of five pay plans to consist of a
40 Management Pay Plan, a Professional Individual Contributor Pay Plan, a
41 Protective Services Pay Plan, a Basic Vocational Pay Plan, and a General
42 Classified Pay Plan for classified Executive Branch employees; and

43 WHEREAS, The State Employee Compensation Oversight Commis-

1 sion also recommended: (1) That the new pay plans be implemented over
2 a five-year period at an aggregate estimated cost of \$84 million for the
3 salary market adjustment component, including fringe benefits; (2) De-
4 velopment and implementation of a new employee performance evalua-
5 tion system for classified Executive Branch employees, including training
6 for employers and employees on the new evaluation system policies and
7 procedures; (3) Performing market salary surveys every year on one-third
8 of the Executive Branch classified workforce; and (4) Establishing an
9 oversight commission that would be responsible for the oversight of the
10 implementation of the new pay plan for the Executive Branch classified
11 workforce; and

12 WHEREAS, The Legislative Coordinating Council created the Special
13 Committee on the State Employee Pay Plan to (1) Review the proposed
14 State Employee Pay Plan, the Hay Group Report on state employee pay,
15 and the recommendations of the State Employee Compensation Over-
16 sight Commission; (2) Study the implementation of the Hay Group Re-
17 port and the potential phase-in of the recommendations made by the
18 State Employee Compensation Commission; and (3) Recommend and
19 introduce legislation to implement any recommended changes to modify
20 the state pay plan; and

21 WHEREAS, The Special Committee on the State Employee Pay Plan
22 recommended that the Legislature: (1) Adopt and support the State Em-
23 ployee Pay Plan as recommended by the State Employee Oversight Com-
24 mission; (2) Enact multi-year appropriations in connection with the
25 phase-in of the new pay plan for the Executive Branch classified work-
26 force to address the below market-rate salaries, including fringe benefits;
27 (3) Fund the initial portion of the current year expense for the Depart-
28 ment of Administration to begin to initiate and implement the new pay
29 plan including an appropriate combination of additional staffing and con-
30 sultant services; and (4) Support and implement the establishment and
31 appointment of an oversight board, with Legislative representation, to
32 provide oversight of the development and implementation of the new pay
33 plan: Now, therefore,

34 *Be it resolved by the House of Representatives of the State of Kansas,*
35 *the Senate concurring therein:* That the findings and recommendations
36 of the State Employee Compensation Oversight Commission and of the
37 Special Committee on the State Employee Pay Plan during the 2007
38 interim period be adopted and funded; and

39 *Be it further resolved:* That funding and authorizations be enacted
40 for needed staffing and other support for the Department of Administra-
41 tion to administer the transition to and implementation of the recom-
42 mended pay plans, including funding for market adjustments and main-
43 tenance components and for the development and implementation of the

1 performance evaluation component of the personnel system; and
2 *Be it further resolved:* That multi-year appropriations be enacted in
3 connection with the phase-in of the new pay plan for the Executive
4 Branch classified workforce to adjust below market-rate salaries, includ-
5 ing fringe benefits, over the five-year implementation period; and
6 *Be it further resolved:* That an oversight board be established with
7 Legislative participation to provide oversight of the development and im-
8 plementation of the new pay plan for the Executive Branch classified
9 workforce.