

MINUTES OF THE HOUSE KANSAS 2000 SELECT COMMITTEE.

The meeting was called to order by Chairperson Kenny Wilk at 1:30 p.m. on January 27, 1999 in Room 526-S of the Capitol.

All members were present except: Representative Larry Campbell - excused

Committee staff present: Alan Conroy, Legislative Research Department  
Gordon Self, Revisor of Statutes  
Jim Wilson, Revisor of Statutes

Conferees appearing before the committee: Ron Hovis, Managing Director, Benefit Design and Compensation, Southwestern Bell Corporation

Others attending: See attached list

Mr. Hovis gave the committee an overview of Southwestern Bell's management compensation including its principles and components (**Attachment 1**).

Chairperson Wilk told the committee that on Thursday, February 4, 1999 there will be a meeting of the Joint Committee on Pension Benefits and Investments at which there will be a presentation on the Third Interim Report submitted by the consultant. All committee members are invited to attend this meeting. The meeting will begin at 12:30 p.m. in Room 123-S. The consultant will come to the Kansas 2000 Select Committee meeting at 1:30 p.m. to continue the discussion.

Chairperson Wilk adjourned the meeting at 2:10 p.m.

The next meeting is scheduled for January 28, 1999.

# KANSAS 2000 SELECT COMMITTEE GUEST LIST

DATE: 1-27-99

NAME	TITLE	REPRESENTING
Larry Matson	Grounds Keeper	ESU - labor
Thomas O. Zink	Electron	ESU
Raymond Lambert	Plumber	ESU
Keith Haxton	Lobbyist	SEAK
Don Pezar	Lobbist	SEAK
Shelley King	<del>State Relations Mgr.</del> Lobbyist	McGill, Gaches, & Assoc.
Sandra Jucker	Acctg Specialist	FHSU - Hays Ks
Louis Robinson	Carpenter II	FHSU Res. Life Hays Ks
Thuzanne Klaus	Office Asst.	Frd/Hay State Univ.
Rosalie Cross	Housekeeping	Ft. Hays State Univ.
Julie Whitaker	intern	KTEC
Mary Brookston	HR	KTEC
Jenifer Gomez	HR Asst	KS. Sec. of State
John F. ...	State Relations Mgr.	Beving
Roger ...		KTEC
Denny Koch		SW BELL
Paul Wilson	EXEC. DIR.	KAPE
Martin Hawver	Publisher	Hawver's Capital Report
Ray ...	REP	39 <sup>th</sup> Dist

## SBC MANAGEMENT COMPENSATION

### Employee Groups

- Bargained employees
- Management employees
  - Sales
  - Management

### Management Compensation

#### Principles

- Total Compensation

- Cash
  - Benefits
  - Stock

- Competitive in the market

- Reward performance – “at risk”

- Company / Group
  - Individual
  - Shareowner

### Compensation Components

- Base Pay

- Benefits

- Pension, 401(k)
  - Health & Life Insurance
  - Disability benefits
  - Paid Time Off
  - Tuition Payments

- Incentives

- Group

- Individual

- Stock Options

### Communication of Total Compensation

Kansas 2000 Select Committee

Meeting Date 1-27-99

Attachment 1