

MINUTES

STATE EMPLOYEE PAY PLAN OVERSIGHT COMMITTEE

May 22, 2009

Room 545-N—Statehouse

Members Present

Representative Pat George, Chairperson
Senator Vicki Schmidt, Vice-Chairperson
Senator Laura Kelly
Representative Charles Roth
Jane Carter, Kansas Organization of State Employees
Carol Foreman, Deputy Secretary of Administration
Jim Garner, Secretary, Department of Labor
Kathy Greenlee, Secretary, Department on Aging

Member Absent

Representative Tom Hawk

Staff Present

Alan Conroy, Kansas Legislative Research Department
J. G. Scott, Kansas Legislative Research Department
Cody Gorges, Kansas Legislative Research Department
Jim Wilson, Office of the Revisor of Statutes
Daniel Yoza, Office of the Revisor of Statutes
Shirley Jepson, Committee Assistant

Conferees

Kraig Knowlton, Division of Personnel Services, Department of Administration
Ken Otte, Division of Personnel Services, Department of Administration

Others Attending

See attached list.

The meeting was called to order at 10:05 a.m. by Chairperson Pat George.

Election of Chairperson and Vice-Chairperson

Senator Schmidt moved to cast a unanimous ballot for Representative Pat George for Chairperson of the State Employee Pay Plan Oversight Committee. The motion was seconded by Senator Kelly. Motion adopted by acclamation.

Representative George moved to cast a unanimous ballot for Senator Vicki Schmidt for vice-Chairperson of the State Employee Pay Plan Oversight Committee. The motion was seconded by Representative Roth. Motion adopted by acclamation.

Update on Implementation of New State Employee Pay Plan and FY 2010 Market Adjustment Methodology Recommendations

Kraig Knowlton and Ken Otte, Division of Personnel Services, Department of Administration, presented information on the following:

- Results of Group 1 Market Survey (Attachment 1);
- Summary of Market Alignment (Attachment 2);
- Map of eight surrounding states and all central states (Attachment 3);
- FY 2009 Market Adjustments (Attachment 4); and
- Recommended Market Adjustments for FY 2010 (Attachment 5).

Mr. Knowlton stated that the implementation of the new pay plan continues to move forward as proposed in the adopted five-year plan. A series of training sessions on the performance management procedures have been held and will continue to be held for agency supervisors. Rules and regulations are being adopted and a public hearing with regard to the rules and regulations will be held on July 1, 2009. It is anticipated that proposed amendments will be reviewed and there will be final adoption by October 1, 2009. Responding to a question from the Committee, Mr. Knowlton noted that the draft proposal is available on the website. In addition, recommendations are being developed for 2011 and a review of employee classifications in Group 2 is in process.

Mr. Otte reviewed the survey comparison information received from in-state employers, eight surrounding states and all central states as a result of the Group 1 Market Survey (Attachment 1). Mr. Otte indicated that the Central States Compensation Association (CSCA) is made up of 26 states who determine the methodology and survey benchmarks to be used in a particular survey. It was noted that there was a 38 percent response rate to the survey. In some instances where no matching data was received, the Department will work to develop and improve the survey to obtain comparison data.

The Committee voiced concern that there were only four administrative law judges in the survey within the state—all of whom had the same salary in the survey.

Mr. Otte stated that Attachment 4 shows those job classifications that received market adjustments in FY 2009 and Attachment 5 indicates those job classifications that are recommended for market adjustments in FY 2010. It was noted that the recommendations for market adjustments are directed at Group 1, as addressed in the Market Survey.

The Committee noted that one reason for using the CSCA results in determining the market adjustment is because it provides a broader scope of the market and sets the state on a better course for the future. Mr. Knowlton stated that 4,834 employees would receive increases if the CSCA market results were used and 6,176 employees would receive increases if the eight-state market results are used.

The Committee voiced some concern that all parties involved in the process have not had adequate voice in the outcome or been allowed to review the recommendations before the recommendations were presented to the Committee for a final determination.

Responding to a question from the Committee, Mr. Knowlton stated that recommendations for the pay plan adjustments and market adjustments are developed, presented to the Committee, and then acted upon by the Committee.

The Chairperson reminded the Committee that this is the second year of a five-year pay plan being implemented to bring state employee salaries within market as determined by the Hay Group project. It was noted that the Legislature approved the funding for the market adjustment for FY 2010 even though the state is burdened with balancing the budget during the current economic downturn.

Chairperson George stated that it is important to have all parties involved in the process in agreement as well as have cooperation and mutual trust to keep the project on target. The Chairperson noted the importance of maintaining the funding stream each year as the Legislature develops the state budget and not delay the process.

Because of Committee concerns, Chairperson George stated that no decision will be made at today's meeting and the Committee will meet again on June 4, 2009, to take action. The Chairperson proposed that the parties involved in the Pay Plan Memorandum of Agreement (MOA) meet and address any concerns they may have with the process.

The Committee requested information on the employee average percentage increase between using the eight-state market adjustment and the CSCA market adjustment. The Committee also requested that recommendations to be addressed by the Committee be highlighted on future reports.

Update on Open Records Issue Related to Salary Surveys

Jim Wilson, Office of Revisor of Statutes, appeared before the Committee to explain legislation concerning open records as passed by the 2009 Legislature in SB 34 ([Attachment 6](#)).

Adjournment

The meeting was adjourned at 12:07 p.m. The next meeting of the Committee will be held on June 4, 2009.

Prepared by Shirley Jepson
Edited by Cody Gorges

Approved by Committee on:

June 4, 2009

(Date)

STATE EMPLOYEE PAY PLAN OVERSIGHT COMMITTEE

GUEST LIST

DATE: May 22, 2009

NAME	REPRESENTING
Berend Koops	Hein Law Firm
Kew O'Ke	Dept of Administration
Kraig Knowlton	Dept of Administration
Patricia Henshall	Judicial Branch
Martin Hauver	Hauver's Capitol Report
Wendy Fritz	KS. Corporation Comm.
Ethaw ERICKSON	KDOT
STACEY WOODMINGTON	KDA
Jerry King	KDOT
Nancy Stedman Daniels	KDOT
Mike Sullivan	DISC
Kobbie Berry	STCS
Patricia Henshall Karen Hymowitz	KHP
Beth Child	BIDS
Deb Carlson	KIDOC
Karla Bylund	K-STATE
Jim Owensby	K-Statu GO CATS!
QUEPETERSON	u
KJ Wilson	KOSE.
KOB MEELY	REMOVED & ASSOC.
Lisa Ochs	KOSE
Wif Leih	KS. AFF-CIO
GAIL	KOSE / SRS employee

Michelle Waters KOSE/SRS

Summary of Market Alignment

Benchmark	State Emp.		Survey Results			Market Rate			Current Compa-ratio		
	No. State Emp.	Avg. Rate	In-State Avg.	8 State Avg.	All State Avg.	In-State Avg.	Using 8 States	Using All States	BVPP	Using 8 States	Using All States
Administrative Assistant	817	\$24,323	\$31,831			\$31,831			-24%		
Administrative Law Judge	6	\$69,500	\$90,706	\$68,438	\$73,018		\$85,139	\$86,284		-18%	-19%
Adv Registered Nurse Practitioner	3	\$78,277	\$83,279	\$73,373	\$78,176		\$80,803	\$82,003		-3%	-5%
Agricultural Assistant	24	\$22,191	\$21,511			\$21,511			3%		
Agricultural Technician	10	\$31,087	\$23,550			\$23,550			32%		
Animal Science Technician I	32	\$24,983	\$24,960			\$24,960			0%		
Animal Science Technician II	25	\$31,743	\$32,864			\$32,864			-3%		
Archeologist I	0										
Archeologist II	5	\$40,335		\$39,746	\$42,268		\$39,746	\$42,268		1%	-5%
Archeologist III	1	\$56,118		\$49,879	\$52,441		\$49,879	\$52,441		13%	7%
Attorney II	102	\$57,033	\$63,610	\$69,930	\$75,405		\$65,190	\$66,559		-13%	-14%
Attorney IV	19	\$70,636	\$83,887	\$75,684	\$79,916		\$81,836	\$82,894		-14%	-15%
Audio Visual Technician	5	\$27,252	\$30,892	\$41,473	\$38,579		\$33,537	\$32,814		-19%	-17%
Automotive Driver	14	\$21,232	\$21,889			\$21,889			-3%		
Capitol Area Guard I	14	\$24,584	\$29,233			\$29,233			-16%		
Capitol Area Guard II	1	\$34,445									
Certified Nurse Aide I	68	\$22,466	\$23,434	\$30,437	\$29,124		\$25,185	\$24,857		-11%	-10%
Certified Nurse Aide II	54	\$26,054	\$23,689	\$33,199	\$34,568		\$26,067	\$26,409		0%	-1%
Certified Nurse Aide Trainee	0										
Chemical Depend Rec Prog Dir	2	\$38,896	\$52,207	\$43,422	\$49,767		\$50,011	\$51,597		-22%	-25%
Chemical Dependency Counselor	9	\$36,700	\$33,371	\$39,189	\$38,145		\$34,826	\$34,565		5%	6%
Clinical Chaplain	17	\$38,240	\$42,116	\$38,356	\$39,703		\$41,176	\$41,513		-7%	-8%
Clothing Specialist	2	\$24,180	\$26,520			\$26,520			-9%		
Conservation Worker	0		\$38,583			\$38,583			0%		
Conservator	0		\$46,350	\$49,754	\$46,822		\$47,201	\$46,468		0%	
Cook Senior	93	\$23,423	\$21,227			\$21,227			10%		
Coord Of Children's Service	5	\$43,114	NM	\$53,476	\$51,739		\$53,476	\$51,739		-19%	-17%
Cosmetologist	1	\$26,998	NM	\$28,430	\$29,354			NA		NA	NA
Custodial Manager	17	\$36,152	\$42,571	\$39,112	\$39,521		\$41,706	\$41,809		-13%	-14%
Custodial Specialist	579	\$24,867	\$25,608			\$25,608			-3%		
Custodial Supervisor Sr	82	\$28,754	\$38,052			\$38,052			-24%		
Dairy Foods Assistant	2	\$30,503	\$31,884			\$31,884			-4%		
Developmental Disability Specialist	13	\$32,544	NM	\$31,296	\$33,265		\$31,296	\$33,265		4%	-2%
Director of Reference Library	0										
Information Specialist	1	\$46,092	\$35,176	\$51,345	\$60,431		\$39,218	\$41,490		18%	11%

State Employee Pay Plan
 Oversight Committee
 5-22-2009
 Attachment 1

Benchmark	State Emp.		Survey Results			Market Rate			Current Compa-ratio		
	No. State Emp.	Avg. Rate	In-State Avg.	8 State Avg.	All State Avg.	In-State Avg.	Using 8 States	Using All States	BVPP	Using 8 States	Using All States
Extension Nutritional Asst I	16	\$18,928	NM								
Extension Nutritional Asst II	0		MN								
Food Service Manager	8	\$36,824	\$34,423	\$44,552	\$51,324		\$36,955	\$38,648		0%	-5%
Food Service Supervisor Senior	38	\$28,896	\$31,620			\$33,470			-14%		
Food Service Worker	81	\$20,705	\$22,794			\$22,794			-9%		
Grain Mill Supervisor	0		\$41,575			\$41,575					
Grain Mill Technician	1	\$31,990	\$31,607			\$31,607			1%		
Grain Warehouse Examiner I	1	\$32,760		\$58,265	\$40,524		\$50,982	\$40,524		-36%	-19%
Grain Warehouse Examiner II	4	\$41,444									
Grain Warehouse Examiner III	1	\$49,650					\$0				
Graphic Designer Specialist	29	\$42,540	\$32,199	\$42,211	\$42,366		\$34,702	\$34,741		23%	22%
Grounds Maintenance Supervisor II	18	\$31,552	\$37,585			\$37,585			-16%		
Health Care Assistant	2	\$24,825	\$21,312			\$21,312			16%		
Health Care Technician I	1	\$26,988	\$26,018			\$26,018			4%		
Health Care Technician II	4	\$32,292									
Historic Preservation Specialist I	0										
Historic Preservation Specialist II	5	\$37,981		\$46,114	\$45,467		\$46,114	\$45,467		-18%	-16%
Historic Site Curator I	8	\$33,147									
Historic Site Curator II	2	\$37,149		\$46,082	\$47,408		\$46,082	\$47,408		-19%	-22%
Human Services Assistant	275	\$25,323									
Human Services Consultant	125	\$38,755	NM	\$41,076	\$37,884		\$41,076	\$37,884		-6%	2%
Human Services Counselor	107	\$43,218	\$27,028	\$47,089	\$42,495		\$32,043	\$30,895		35%	40%
Human Services Specialist	908	\$33,378	\$41,496	\$32,610	\$36,003		\$39,275	\$40,123		-15%	-17%
Human Services Supervisor	120	\$44,111	\$50,266	\$45,166	\$45,265		\$48,991	\$49,016		-10%	-10%
Laborer Supervisor	6	\$24,606									
Laundry Manager	7	\$34,861	\$22,471	\$36,124	\$35,470		\$25,884	\$25,721		35%	36%
Laundry Supervisor	7	\$27,920	\$29,596			\$29,596			-6%		
Laundry Worker	14	\$22,067	\$20,896			\$20,896			6%		
Law Clerk	0		\$42,066	\$53,777	\$42,229		\$44,994	\$42,107			
Legal Assistant	65	\$37,282	\$29,804	\$47,803	\$53,901		\$34,304	\$35,828		9%	4%
Librarian I	19	\$38,366									
Librarian II	7	\$44,946	\$52,172	\$41,567	\$45,560		\$41,567	\$50,519		8%	-11%
Librarian III	5	\$49,541									
Library Assistant I	17	\$26,555									
Library Assistant II	54	\$29,623	\$26,837	\$42,446	\$36,147		\$30,739	\$29,165		-4%	2%
Library Assistant III	42	\$32,944									
Licensed Mental Health Tech	55	\$30,857	\$24,114	\$40,279	\$27,830		\$28,155	\$25,043		10%	23%
Licensed Practical Nurse	32	\$32,161	\$35,806	\$35,087	\$37,678		\$35,626	\$36,274		-10%	-11%
Licensed Practical Nurse Sr	98	\$36,732									
Lineguard	0		\$17,276			\$17,276			0%		

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Benchmark	State Emp.		Survey Results			Market Rate			Current Compa-ratio		
	No. State Emp.	Avg. Rate	In-State Avg.	8 State Avg.	All State Avg.	In-State Avg.	Using 8 States	Using All States	BVPP	Using 8 States	Using All States
Mechanic's Helper	2	\$23,826									
Media Production Director	4	\$47,701	\$49,824	\$47,422	\$48,194		\$49,224	\$49,417		-3%	-3%
Media Production Technician	13	\$35,358	\$42,446	\$40,276	\$40,732		\$41,904	\$42,018		-16%	-16%
Mental Health Develop. Disability Tech.	792	\$27,244	\$26,955	\$24,446	\$29,118		\$26,328	\$27,496		3%	-1%
MHDD Technician Trainee	84	\$22,140									
Motor Carrier Inspector I	2	\$34,445									
Motor Carrier Inspector II	29	\$33,702		\$37,347	\$30,150		\$37,347	\$30,150		-10%	12%
Museum Assistant	3	\$27,428	NM	\$28,352	\$35,280		\$28,352	\$35,280		-3%	-22%
Museum Exhibits Director	2	\$46,394	NM	\$67,701	\$64,020		\$67,701	\$64,020		-31%	-28%
Museum Exhibits Technician	3	\$27,428	\$28,132	\$40,789	\$40,485		\$31,296	\$31,220		-12%	-12%
Museum Specialist	7	\$33,889	\$38,172	\$42,966	\$43,530		\$39,371	\$39,512		-14%	-14%
Nursing Education Specialist	2	\$54,049	\$65,341	\$58,402	\$58,835		\$63,606	\$63,715		-15%	-15%
Nursing Practice Specialist	1	\$58,885		\$67,983	\$71,060		\$67,983	\$71,060		-13%	-17%
Office Assistant	0		\$29,697			\$29,697			0%		
Park Attendant	0		\$32,301			\$32,301		\$24,226	0%		
Photographer Senior	5	\$39,614	\$30,707	\$45,304	\$43,365		\$34,356	\$33,872		15%	17%
Plant Science Technician I	11	\$27,293	\$34,875			\$30,707		\$26,156	-11%		
Plant Science Technician II	41	\$30,817	\$45,070			\$45,070		\$33,803	-32%		
Psychologist I	2	\$44,751					\$0	\$0			
Psychologist II - Master's Degree	25?	\$52,644	\$46,231	\$54,685	\$56,067		\$48,345	\$48,690		9%	8%
Psychologist II - PhD.	25?	\$52,644	\$58,843	\$72,081	\$69,309		\$62,153	\$61,460		-15%	-14%
Psychologist III	13	\$57,243									
Psychologist IV - Master's Degree	3?		\$51,115	NA	NA		NA	NA	NA		NA
Psychologist IV - PhD.	3?	\$72,835	\$71,710	\$67,183	\$66,682		\$70,578	\$70,453		3%	3%
Public Health Nurse I	3	\$43,659									
Public Health Nurse II	2	\$50,918	\$43,495	\$42,971	\$47,321		\$43,364	\$44,452		17%	15%
Public Health Nurse III	8	\$49,590									
Public Prog/Perform Technician	1	\$26,998	\$38,546	NA	\$44,119		\$38,546	\$39,939		-30%	-32%
Radiologic Technologist I	3	\$39,277	\$42,223	\$44,112	\$39,875		\$42,695	\$41,636		-8%	-6%
Radiologic Technologist II	1	\$47,258	\$50,106	\$43,861	\$50,259		\$48,545	\$50,144		-3%	-6%
Registered Nurse	14	\$39,328	\$53,235	NA	NA		NA	NA		-26%	-26%
Registered Nurse Administrator	4	\$70,424	\$80,708	\$73,899	\$81,092		\$79,006	\$80,804		-11%	-13%
Registered Nurse Senior	185	\$52,780	\$62,930	\$55,775	\$62,981		\$61,141	\$62,943		-14%	-16%
Registered Nurse Specialist	31	\$60,454									
Research Analyst I	21	\$31,226									
Research Analyst II	27	\$35,582	\$53,869	\$51,683	\$57,704		\$53,323	\$54,828		-33%	-35%
Research Analyst III	27	\$42,442									
Research Analyst IV	12	\$51,608	\$63,305	\$54,395	\$55,791		\$61,078	\$61,427		-16%	-16%
Research Analyst V	7	\$56,365									
And Security Chief	2	\$37,076	\$51,870			\$51,870			-29%		

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Results of Group I Market Survey

Benchmark	In-State Employers					8 Surrounding States					All Central States				
	No. Org.	No. Emp.	Avg. Low	Avg.	Avg. High	No. Org.	No. Emp.	Avg. Low	Avg.	Avg. High	No. Org.	No. Emp.	Avg. Low	Avg.	Avg. High
Administrative Assistant	41	886	25589	31831	40560										
Administrative Law Judge	4	4	90706	90706	90706	4	123	54324	68438	77377	12	251	58793	73018	84862
Advanced RN Practitioner	14	68	66666	83279	104324	8	206	60982	73373	86266	21	376	64741	78176	90005
Agriculture Assistant	4	37	19504	21511	24377										
Agriculture Technician	1	3	21820	23550	24850										
Animal Science Technician I	2	2	24960	24960	24960										
Animal Science Technician II	2	2	32864	32864	32864										
Archeologist II	NM	NM	NM	NM	NM	4	44	36389	39746	48114	12	77	37638	42268	50152
Archeologist III	NM	NM	NM	NM	NM	4	22	46080	49879	55493	11	44	47200	52441	60325
Attorney II	21	87	55086	63610	78709	5	442	52195	69930	115600	18	1978	54094	75405	105522
Attorney II - (appeal referee)	NM	NM	NM	NM	NM	8	125	59003	73604	83117	20	514	55644	84214	100986
Attorney IV	18	34	78395	83887	90042	5	167	52823	75684	101810	15	698	59304	79916	109071
Audio Visual Technician	10	10	28580	30892	32366	4	31	33948	41473	47541	10	60	32125	38579	43715
Auto Driver	15	75	19923	21889	25449										
Capital Area Guard I	7	70	25617	29233	34203										
Certified Nurse Aide I	27	927	20086	23434	29945	7	2809	24662	30437	34830	16	4978	23607	29124	35587
Certified Nurse Aide II	6	47	19721	23689	28534	7	2155	26798	33199	38638	11	2485	27582	34568	39906
Chemical Dependency Recovery Prog. Dir.	13	15	50435	52207	56271	7	98	37237	43422	54902	12	95	43841	49767	62561
Chemical Dependency Counselor	18	94	29604	33371	42821	7	160	34826	39189	47219	20	799	32822	38145	50728
Clinical Chaplain	13	24	36293	42116	51099	7	63	34600	38356	45953	20	267	35698	39703	48253
Clothing Specialist	2	2	26520	26520	26520										
Conservation Worker	4	13	33415	38583	42183										
Conservator	1	1	46350	46350	46350	5	51	38524	49754	54988	12	114	38540	46822	51856
Cook Senior	34	237	18459	21227	26629										
Coordinator of Children's Services	NM	NM	NM	NM	NM	8	1312	43322	53476	62554	19	3685	42149	51739	61052
Cosmetologist	NM	NM	NM	NM	NM	5	19	25915	28430	30448	10	46	25352	29354	30115
Custodial Manager	34	37	41045	42571	44852	6	37	35036	39112	44682	13	113	32855	39521	48760
Custodial Supervisor Senior	38	196	33165	38052	42766										
Custodial Specialist	71	1739	21484	25608	32876										
Diary Foods Processor	2	87	22701	31884	39015										
Developmental Disability Specialist	NM	NM	NM	NM	NM	7	148	26400	31296	38040	13	547	27460	33265	44491
Education Specialist	3	3	35176	35176	35176	4	146	32031	51345	61161	13	935	39802	60431	65689
Extension Nutrition Assistant	NM	NM	NM	NM	NM										
Food Service Manager	28	87	29480	34423	38589	8	55	38683	44552	49521	21	170	45168	51324	60620
Food Service Supervisor Senior	26	61	28007	31620	36065										
Food Service Worker	38	1079	19132	22794	30333										

State Employee Pay Plan
 Oversight Committee
 Date 5-22-2009
 Attachment 2

In-State Employers

8 Surrounding States

All Central States

Benchmark	In-State Employers					8 Surrounding States					All Central States				
	No. Org.	No. Emp.	Avg. Low	Avg.	Avg. High	No. Org.	No. Emp.	Avg. Low	Avg.	Avg. High	No. Org.	No. Emp.	Avg. Low	Avg.	Avg. High
Grain Mill Supervisor	2	4	38875	41575	44875										
Grain Mill Technician	4	24	23378	31607	39784										
Grain Warehouse Examiner I	NM	NM	NM	NM	NM	2	14	56261	58265	59558	5	99	34942	40524	56412
Graphic Designer Specialist	14	55	27559	32199	36319	7	71	35870	42211	47944	22	233	34910	42366	47770
Grounds Maintenance Supervisor II	38	53	35525	37585	39417										
Health Care Assistant	4	22	19446	21312	25612										
Health Care Technician I	3	30	19962	26018	35788										
Historic Preservation Specialist II	NM	NM	NM	NM	NM	8	83	38513	46114	52990	19	133	39500	45467	52949
Historic Site Curator II	NM	NM	NM	NM	NM	6	197	38419	46082	53910	16	296	40675	47408	54522
Human Service Counselor	7	164	25606	27028	36616	7	489	39356	47089	55569	21	3191	34092	42495	53493
Human Service Consultant	NM	NM	NM	NM	NM	7	726	35260	41076	49299	19	5798	31114	37884	52337
Human Service Specialist	2	82	33510	41496	55202	7	6755	28293	32610	41583	19	12683	29826	36003	44524
Human Service Supervisor	4	8	44191	50266	57426	7	1596	35963	45166	56424	18	3370	36142	45265	55964
Laundry Manager	2	3	22263	22471	22665	8	41	32108	36124	41290	14	137	33288	35470	40158
Laundry Supervisor	9	9	26565	29596	31519										
Laundry Worker	20	81	17467	20896	23363										
Law Clerk	3	5	37569	42066	48689	4	24	39803	53777	66673	9	101	36110	42229	53689
Legal Assistant	13	58	27581	29804	32291	6	151	40958	47803	62391	17	328	48286	53901	68860
Librarian II	12	208	42021	52172	61255	7	37	36470	41567	47450	21	217	38769	45560	55743
Library Assistant II	11	155	21526	26837	32995	5	120	35689	42446	48071	19	501	29472	36147	41696
Licensed Mental Health Technician	3	51	20273	24114	34906	4	234	31805	40279	48208	9	1203	24933	27830	39397
Licensed Practical Nurse	32	474	29251	35806	42119	8	1476	28493	35087	42326	23	4957	29404	37678	43865
Lifeguard	6	229	14826	17276	21996										
Media Production Director	14	15	49463	49824	50181	4	18	42436	47422	51126	7	24	44025	48194	51409
Media Production Technician	11	19	38972	42446	46538	4	55	31805	40276	48208	8	71	34949	40732	46844
Mental Health Dev. Disability Technician	5	389	24773	26955	37176	8	2079	21161	24446	30616	22	8701	24000	29118	36236
Motor Carrier Inspector II	NM	NM	NM	NM	NM	3	173	31351	37347	47775	11	577	25863	30150	37328
Museum Specialist	2	2	38172	38172	38172	2	27	36717	42966	49932	12	63	37315	43530	48699
Museum Assistant	NM	NM	NM	NM	NM	5	18	28134	28352	30488	12	49	31242	35280	43022
Museum Exhibits Director	NM	NM	NM	NM	NM	6	121	48905	67701	74507	14	149	44717	64020	71317
Museum Exhibits Technician	2	2	28132	28132	28132	5	18	36460	40789	45837	10	32	34987	40485	46836
Nursing Practice Specialist	NM	NM	NM	NM	NM	5	73	60130	67983	73553	8	102	60659	71060	77948
Nursing Education Specialist	7	15	55360	65341	76404	7	210	48604	58402	65819	9	214	49120	58835	66556
Office Assistant	30	902	23145	29697	36337										
Park Attendant	2	2	32301	32301	32301										
Photographer Senior	7	28	22965	30707	42142	8	46	38304	45304	51533	16	71	38282	43365	48027
Plant Science Technician I	2	8	28725	34875	41025										
Plant Science Technician II	2	4	41260	45070	49920										
Psychologist II - Masters	19	236	37343	46231	56315	4	52	44779	54685	66006	9	193	47846	56067	68103
Psychologist II - PhD	14	62	48568	58843	69918	6	102	59738	72081	82802	12	289	57698	69309	82245

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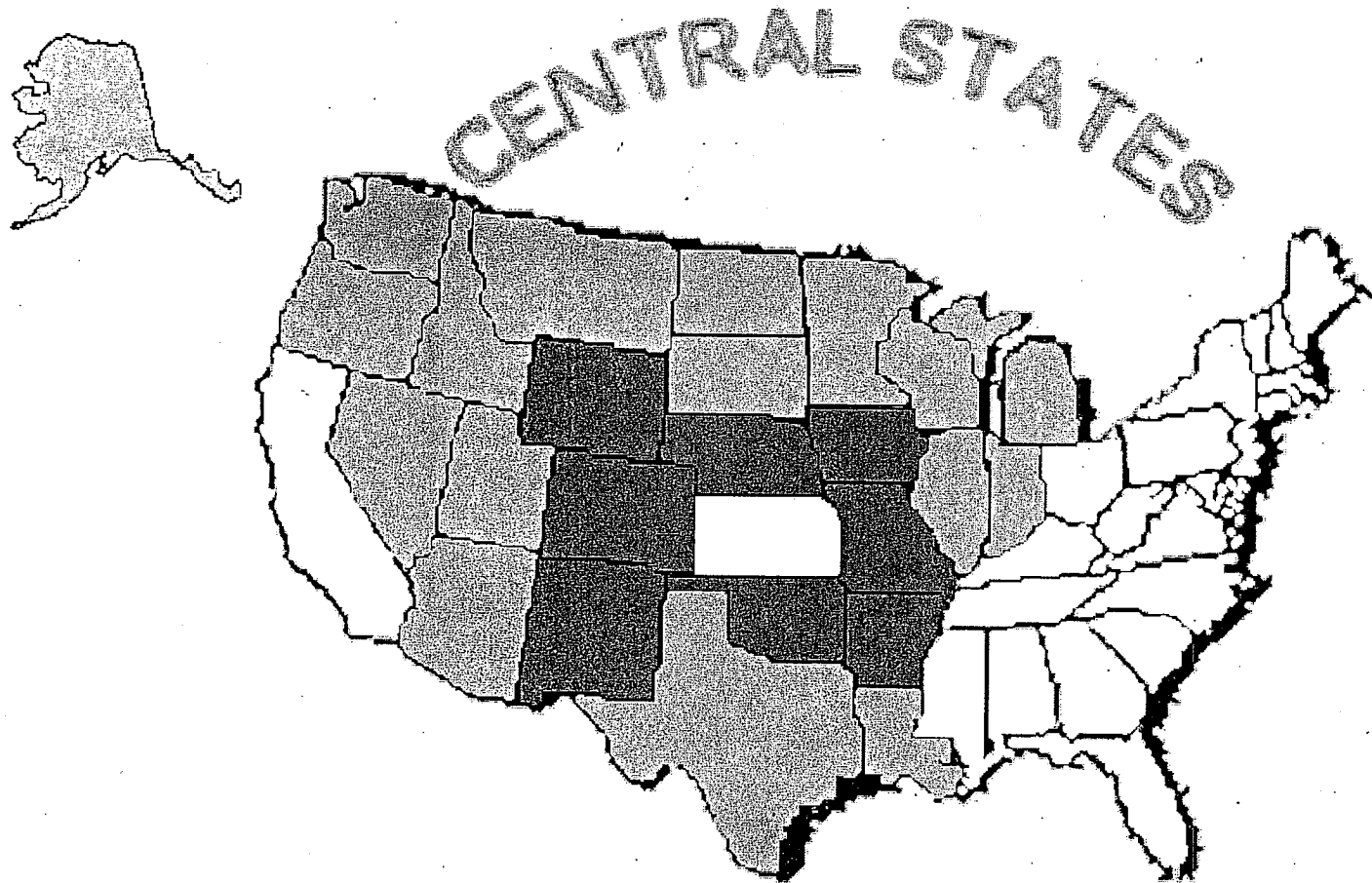
In-State Employers

8 Surrounding States

All Central States

Benchmark	In-State Employers					8 Surrounding States					All Central States				
	No. Org.	No. Emp.	Avg. Low	Avg.	Avg. High	No. Org.	No. Emp.	Avg. Low	Avg.	Avg. High	No. Org.	No. Emp.	Avg. Low	Avg.	Avg. High
Psychologist IV - Masters	5	17	42719	51115	54198	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Psychologist IV - PhD	3	5	63949	71710	76192	7	157	55833	67183	79203	20	601	57471	66682	78984
Public Health Nurse II	9	811	35383	43495	54544	5	407	38875	42971	50590	13	878	39191	47321	56923
Public Programming/Performance Technician	9	12	36101	38546	40139	NM	NM	NM	NM	NM	1	13	36749	44119	47523
Radiological Technologist I	16	149	35769	42223	51544	5	28	41278	44112	49234	11	77	33919	39875	52144
Radiological Technologist II	16	145	38777	50106	57507	5	27	41444	43861	49963	13	193	38421	50259	58121
Registered Nurse	39	3349	41393	53235	66507	NM	NM	NM	NM	NM	NM	NM	NM	NM	NM
Registered Nurse Administrator	21	46	67534	80708	91677	6	50	68538	73899	79896	19	100	73243	81092	89770
Registered Nurse Senior	19	187	49323	62930	70854	7	1166	45800	55755	61887	18	2118	48284	62981	72617
Research Analyst II	8	21	47717	53869	59457	7	101	44871	51683	60273	21	1148	41918	57704	60340
Research Analyst IV	2	2	63305	63305	63305	5	84	46230	54395	62340	15	256	44342	55791	64091
Safety & Security Chief	9	12	50292	51870	53450										
Safety & Security Officer I	21	236	30041	34159	40531										
Senior Administrative Assistant	33	284	28760	35269	42702										
Social Worker Specialist- BA	19	291	29477	35209	38033	6	4224	31358	35155	45180	20	13944	33666	38692	50413
Social Worker Specialist - Masters	31	444	37819	46095	57576	6	4224	31358	35155	45180	20	13944	33666	38692	50413
Social Worker Supervisor - BA	6	26	33377	38999	43951	7	1143	39186	51668	64020	20	2923	40097	51516	62714
Social Worker Supervisor - Masters	17	55	46298	54341	58158	7	1143	39186	51668	64020	20	2923	40097	51516	62714
Speech Pathologist/Audiologist I	16	267	42400	50220	66161	7	70	46307	50729	58499	17	115	46665	52411	60698
Storekeeper Specialist	23	44	26129	28966	32206										
Tourist Counselor	5	10	21326	23760	33090	5	67	20801	23881	29226	9	113	23809	26833	31747
Utility Worker	40	496	26310	32335	38337										
Veterinarian	3	6	51554	64935	77901	5	25	73619	87456	99571	6	49	72348	80058	88332
Veterinary Technician	4	71	26322	31960	38796	2	44	36262	39909	49514	4	67	35417	38223	45846
Veterinary Anesthesia Technician	1	1	35568	35569	35568	2	16	49931	57645	61716	2	16	49931	57645	61716
VIN Inspector	NM	NM	NM	NM	NM	2	21	23861	28537	34434	4	151	26060	27881	38012

NOTE: "NM" means no reported job matches



FY 2009 Market Adjustments

Job Classification	Pay Grade	Market Position	Pay Plan*	Group
Accountant I	23		2	2
Accountant II	24	-16%	2	2
Accountant III	26		4	2
Accountant IV	29	-24%	4	2
Accountant V	32		3	2
Accounting Specialist	19	-3%	2	2
Activity Specialist I	22	-2%	2	2
Activity Specialist II	24	-4%	2	2
Activity Therapist I	22	-6%	2	2
Activity Therapist II	24	-14%	2	2
Activity Therapy Technician	14	-13%	2	2
Administrative Assistant	14		1	1
Administrative Law Judge	36	-24%	4	1
Administrative Officer	21	-23%	2	2
Administrative Specialist	18		2	2
Adv Regstrd Nurse Practitioner	34	2%	4	1
Advertising Coordinator	32		2	2
Agricultural Assistant	13		1	1
Agricultural Inspector II	22		2	2
Agricultural Inspector III	25	-15%	2	2
Agricultural Technician	17		1	1
Animal Science Technician I	16		1	1
Animal Science Technician II	18		1	1
Applications Developer I	27		4	2
Applications Developer II	29	-3%	4	2
Applications Developer III	31		4	2
Applications Development Supv	33	-13%	4	2
Applications Support Technichn	21		4	2
Archeologist I	22		4	1
Archeologist II	24		4	1
Archeologist III	27	-3%	4	1
Architect I	24		4	2
Architect II	27	-18%	4	2
Architect III	30		4	2
Architectural Intern	22		4	2
Architectural Project Designer	23		4	2
Assistant Director, Workers Comp	34		4	3
Assistive Technology Specialist	17		2	2
Attorney I	NA	-24%	4	1
Attorney II	32		4	1
Attorney III	NA		4	1
Attorney IV	36	-15%	4	1
Audio Visual Technician	18		2	1
Automotive Driver	13	-35%	1	1
Aviation Technician	22	-23%	2	3
Barber Shop Inspector	19	17%	2	1
Beauty Shop Inspector	19	17%	2	1
Bookbinder	*		2	2
Bookbinder Apprentice	*		2	2
Bookbinder Apprentice Senior	*		2	2
Bookbinder Senior	*		2	2
Broadcast Engineer	30	2%	2	
Building Construction Insp	24	-2%	2	
Building Systems Engineer I	29		4	

State Employee Pay Plan
Oversight Committee

Date 5-22-2009
Attachment 4

FY 2009 Market Adjustments

Building Systems Engineer II	32	2%	4	2
Building Systems Engineer III	35	-6%	4	2
Buildings System Technician	19	-21%	2	3
Capitol Area Guard I	15	-4%	1	1
Capitol Area Guard II	17		1	1
Carpenter	16	-20%	2	3
Carpenter Senior	19		2	3
Certified Asbestos Worker	20		2	3
Certified Asbestos Wrkr Senior	22		2	3
Certified Nurse Aide I	14	-3%	2	1
Certified Nurse Aide II	16	-16%	2	1
Certified Nurse Aide Trainee	12		2	1
Chemical Depend Rec Prog Dir	25	-3%	2	1
Chemical Dependency Counselor	22	-13%	2	1
Chemist I	23	-18%	4	2
Chemist II	25		4	2
Chemist III	28	-6%	4	2
Chief Eng/Dir Water Resource	38		4	2
Client Training Supervisor	22	2%	2	2
Clinical Chaplain	24	-9%	4	1
Clothing Specialist	11		1	1
Collector	19	4%	2	2
Collector Senior	21		2	2
Communications Special Super	22	-11%	2	3
Communications Specialist I	17		2	3
Communications Specialist II	19	-1%	2	3
Compliance Officer	19		2	2
Computer Oper Facility Tech	24		2	2
Computer Operations Manager	26	-36%	2	2
Computer Operations Supv	24	-31%	2	2
Computer Operator I	NA	-18%	2	2
Computer Operator II	21		2	2
Conservation Worker	22		1	1
Conservator	23		2	1
Cook	NA	-11%		
Cook Senior	14		1	1
Coord Of Children's Service	26		2	1
Correctional Facilities Spec II	26		2	3
Correctional Industries Mgr	22		4	2
Correctional Industries Mgr Sr	26	-13%	4	2
Corrections Counselor I	22	-14%	2	3
Corrections Counselor II	24		2	3
Corrections Manager I	27		3	3
Corrections Manager II	29		3	3
Corrections Manager III	31	1%	3	3
Corrections Officer I (A)	17		5	3
Corrections Officer I (B)	18	2%	5	3
Corrections Officer II	19		5	3
Corrections Specialist I	22	-4%	5	3
Corrections Specialist II	24		5	3
Corrections Specialist III	26		5	3
Cosmetologist	11	-16%	2	1
Custodial Crew Leader	NA			
Custodial Manager	22	-27%	2	1
Custodial Specialist	13		1	1
Custodial Supervisor	NA	-22%		

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FY 2009 Market Adjustments

Custodial Supervisor Sr	18		1	1
Custodial Worker	NA	-20%		
Dairy Foods Assistant	18		1	1
Database Administration Supv	33	-7%	4	2
Database Administrator I	27		4	2
Database Administrator II	29	-21%	4	2
Database Administrator III	31		4	2
Dental Assistant	15		2	2
Developmentl Disblty Specialist	18	-9%	2	1
Dietitian I	25	-10%	4	2
Dietitian II	27		4	2
Dietitian III	29	2%	4	2
Director of Reference Library	29		2	1
Disease Intervention Spec	23	-5%	2	2
Driver License Examiner	16	-19%	2	2
Driver License Examiner Coord	22		2	2
Driver License Examiner Senior	18	0%	2	2
Driver License Examiner Spec	20		2	2
Economic Development Rep I	24		4	2
Economic Development Rep II	28	0%	4	2
Economic Development Rep III	30		4	2
Economic Development Rep IV	32		4	2
Education Program Consultant	30	-8%	4	2
Education Specialist	22	-22%	2	1
Educational/Info Rep I	18		2	2
Educational/Info Rep II	21	-4%	2	2
Electrician	17	-32%	2	3
Electrician Senior	20		2	3
Electronic Control Center Sup	23		2	3
Electronic Control Center Tech	20	-11%	2	3
Electronics Technician	21	-14%	2	3
Electronics Technician Sr	23		2	3
Electronics Technologist	27	8%	2	3
Emerg Med Services Specialist	23		2	3
Enforcement Agent	28	5%	5	3
Engineering Associate I	25		4	2
Engineering Associate II	28	-9%	4	2
Engineering Associate III	30		4	2
Engineering Project Designer	26	-17%	4	2
Engineering Technician	19	-16%	2	2
Engineering Technician Assoc	14		2	2
Engineering Technician Senior	23		2	2
Engineering Technician Spec	26	-2%	2	2
Environmental Scientist I	27		4	2
Environmental Scientist II	29	30%	4	2
Environmental Scientist III	31		4	2
Environmental Scientist IV	32		4	2
Environmental Scientist V	34	2%	4	2
Environmental Technician I	15		2	2
Environmental Technician II	20	-26%	2	2
Environmental Technician III	24		2	2
Environmental Technician IV	27	-25%	2	2
Equipment Body Mechanic	19	-20%	2	3
Equipment Mechanic	19		2	3
Equipment Mechanic Senior	21	0%	2	3
Equipment Mechanic Specialist	23	-2%	2	3

FY 2009 Market Adjustments

Equipment Operator	16		2	3
Equipment Operator Senior	18	-8%	2	3
Equipment Operator Specialist	20	0%	2	3
Equipment Operator Trainee	14		2	3
Equipment Planning Techn I	29	3%	2	2
Equipment Planning Techn II	31	-1%	2	2
Extension Nutritional Asst I	11		1	1
Extension Nutritional Asst II	13		1	1
Facilities Maintenance Super	21		2	3
Facilities Specialist	20	-13%	2	3
Financial Economist	33	13%	4	2
Financial Examiner	24		4	2
Financial Examiner Administrator	34	-16%	4	2
Financial Examiner Principal	31		4	2
Financial Examiner Senior	28	-10%	4	2
Fire Investigation Supervisor	27		5	3
Fire Investigator	26	9%	5	3
Fire Prevention Inspector	26	-4%	2	3
Fire Protection Specialist	28		2	3
Food Service Manager	23	-30%	2	1
Food Service Supervisor	NA	-16%		
Food Service Supervisor Senior	18		1	1
Food Service Worker	12	-11%	1	1
Food, Drug And Lodg Surv I	22		2	2
Food, Drug And Lodg Surv II	24		2	2
Food, Drug And Lodg Surv III	26		2	2
Forensic Scientist I	25		4	2
Forensic Scientist II	29	0%	4	2
Forensic Scientist III	31		4	2
Forensic Scientist IV	32		4	2
Funeral Home Crematory Inspect	21		2	2
Gen Maint And Repair Tech	13		2	3
Gen Maint And Repair Tech Sr	17		2	3
Geology Associate	27		4	2
Geology Trainee	25		4	2
Grain Mill Supervisor	22		1	1
Grain Mill Technician	18		1	1
Grain Warehouse Examiner I	22		2	1
Grain Warehouse Examiner II	24		2	1
Grain Warehouse Examiner III	27		2	1
Graphic Designer	NA			
Graphic Designer Senior	NA	-26%		
Graphic Designer Specialist	27		2	1
Grounds Maintenance Super I	NA	-36%		
Grounds Maintenance Super II	19		1	1
Health Care Assistant	13		1	1
Health Care Technician I	18	-13%	1	1
Health Care Technician II	20		1	1
Health Facility Surveyor I	26	-1%	4	2
Health Facility Surveyor II	29		4	2
Health Facility Surveyor III	31	-15%	4	2
Health or Environmental Pgm Analyst	29		2	2
Health or Environmental Planning Cons.	27		2	2
Highway Patrol Captain	35		5	3
Highway Patrol Lieutenant	32	7%	5	3
Highway Patrol Major	37	16%	5	3

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FY 2009 Market Adjustments

Highway Patrol Master/Tech Trooper	29	24%	5	3
Highway Patrol Trooper	26		5	3
Highway Patrol Trooper Trainee	24	9%	5	3
Historic Preservation Spec I	NA			
Historic Preservation Spec II	25	-17%	2	1
Historic Site Curator I	20	-21%	2	1
Historic Site Curator II	23		2	1
Human Resource Prof I	23		2	3
Human Resource Prof II	26	-14%	2	3
Human Resource Prof III	29	-18%	4	3
Human Resource Prof IV	32		4	3
Human Services Assistant	15		1	1
Human Services Consultant	24		2	1
Human Services Counselor	26		2	1
Human Services Specialist	21	0%	2	1
Human Services Supervisor	27		2	1
Industrial Hygienist	26		4	2
Industrial Safety Coordinator	29		2	2
Information Resource Mgr III	36		3	3
Information Systems Manager I	32	-9%	4	2
Information Systems Manager II	35		3	3
Investigative Agent	27		5	3
IT Architecture Analyst I	30		4	2
IT Architecture Analyst II	32		4	2
IT Project Analyst	30		4	2
IT Project Manager	32	-21%	3	3
IT Security Analyst I	30		4	2
IT Security Analyst II	32	2%	4	2
IT Security Analyst III	24		4	2
Juvenile Corrections Director	26		5	3
Juvenile Corrections Officer I	17	-12%	5	3
Juvenile Corrections Officer II	20	-8%	5	3
Juvenile Corrections Officer III	23	-15%	5	3
Juvenile Corrections Specialst	20		5	3
Labor Conciliator I	23	-7%	2	3
Labor Conciliator II	26		2	3
Labor Conciliator III	29		2	3
Laboratory Educational Technician	20		2	2
Laboratory Improvement Specialist	29		4	2
Laboratory Technician I	NA		2	2
Laboratory Technician II	17	-20%	2	2
Laboratory Technician III	20		2	2
Laborer Supervisor	15		1	1
Land Surveyor I	31	4%	4	2
Land Surveyor II	34		4	2
Landscape Architect I	24		4	2
Landscape Architect II	27	-22%	4	2
Landscape Technician	21		2	2
Laundry Manager	19	8%	2	1
Laundry Supervisor	16	-12%	1	1
Laundry Worker	10	-7%	1	1
Law Clerk	17		2	1
Law Enforcement Officer I	23	-6%	5	3
Law Enforcement Officer II	25		5	3
Law Enforcement Officer III	28	8%	5	3
Legal Assistant	24	-31%	2	1

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FY 2009 Market Adjustments

Librarian I	22		2	1
Librarian II	25	-4%	2	1
Librarian III	27		2	1
Library Assistant I	16		2	1
Library Assistant II	18	1%	2	1
Library Assistant III	20		2	1
Licensed Mental Health Tech	17	-19%	2	1
Licensed Pharmacy Inspector	32		4	2
Licensed Practical Nurse	18	-7%	2	1
Licensed Practical Nurse Sr	20		2	1
Lifeguard	6		1	1
Lock System Specialist	17	-28%	2	3
Lock System Specialist Sr	20		2	3
Long-Term Care Ombudsman	24		2	2
Machinist	19	-24%	2	3
Management Systems Analyst I	26		2	2
Management Systems Analyst II	29	3%	2	2
Management Systems Analyst III	32		4	2
Manufacturing Manager	30		2	2
Marketing Manager	28		2	2
Mechanic	16		2	3
Mechanic Senior	18	-24%	2	3
Mechanic's Helper	12		1	1
Media Production Director	29		2	1
Media Production Technician	24	-18%	2	1
Medical Record Supervisor	22		2	2
Mental Health Develop. Disability Tech.	17	14%	2	1
MHDD Technician Trainee	14		2	1
Microbiologist I	24	-25%	4	2
Microbiologist II	26		4	2
Microbiologist III	29		4	2
Motor Carrier Inspector I	19		1	1
Motor Carrier Inspector II	21	-21%	1	1
Museum Assistant	18		2	1
Museum Exhibits Director	26		2	1
Museum Exhibits Technician	18		2	1
Museum Specialist	21	-9%	2	1
Natural Resource Officer I	26	6%	5	3
Natural Resource Officer II	27		5	3
Natural Resource Officer III	29		5	3
Natural Resource Officer IV	31		3	3
Network Control Supervisor	30	-18%	2	2
Network Control Technician I	23		2	2
Network Control Technician II	26	-26%	2	2
Network Control Technician III	28		2	2
Network Service Supervisor	29	-16%	2	2
Network Service Technician I	23		2	2
Network Service Technician II	26	-11%	2	2
Network Service Technician III	28		2	2
Nursing Education Specialist	32		4	1
Nursing Practice Specialist	32		4	1
Nutritionist	27		4	2
Nutritionist Senior	29		4	2
Office Assistant	NA	-19%		
Painter	16		2	3

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FY 2009 Market Adjustments

Painter Senior	19	-13%	2	3
Park Attendant	11		1	1
Parole Officer I	22	-11%	5	3
Parole Officer II	24		5	3
Parole Supervisor	26	-14%	5	3
Petroleum Ind Reg Tech I	22	-21%	2	2
Petroleum Ind Reg Tech II	25		2	2
Petroleum Ind Reg Tech III	29		2	2
Pharmacy Compliance Inspector	24		2	2
Photographer	NA	-23%		
Photographer Senior	23		2	1
Photographic Platemaker Comb	*		2	2
Photographic Platemaker Comb App	*		2	2
Physical Plant Supervisor	23		2	3
Physical Plant Supervisor Sen	25	-16%	2	3
Physical Plant Supervisor Spec	28		2	3
Pilot	23		2	3
Planner I	23		2	2
Planner II	27	-4%	2	2
Planner III	31		2	2
Plant Science Technician I	16		1	1
Plant Science Technician II	18		1	1
Plumber	17	-32%	2	3
Plumber Senior	20		2	3
Policy And Program Analyst	29		2	2
Power Plant Operator	14	-29%	2	3
Power Plant Operator Senior	17		2	3
Prepress Technician	*		2	2
Print Shop Manager	25		2	2
Print Shop Supervisor	22	-17%	2	2
Printer	11		2	2
Printer Senior	15		2	2
Printer Specialist	19	-8%	2	2
Printer-Electronic Photocomp	*		2	2
Printer-Electronic Photocomp Appren.	*		2	2
Printing Press Operator	*		2	2
Printing Press Operator Apprentice	*		2	2
Printing Press Operator Assistant	*		2	2
Printing Press Operator Asst. Appren.	*		2	2
Printing Process Supervisor	20		2	2
Printing Service Coordinator	19		2	2
Procurement Officer I	23		2	2
Procurement Officer II	26	-4%	2	2
Procurement Officer III	29		4	2
Procurement Officer IV	32	-11%	4	2
Professional Civil Eng I	33		4	2
Professional Civil Eng II	35	6%	4	2
Professional Civil Eng III	37		4	2
Professional Civil Eng IV	38	4%	4	2
Professional Environ Eng I	33		4	2
Professional Environ Eng II	35	-1%	4	2
Professional Environ Eng III	37	20%	4	2
Professional Geologist II	29	0%	4	2
Professional Geologist III	31		4	2
Professional Geologist IV	32	-7%	4	2
Program Consultant I	24	-9%	2	2

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FY 2009 Market Adjustments

Program Consultant II	27		2	2
Program Services Manager I	25		2	2
Program Services Manager II	27		2	2
Program Services Manager III	29		2	2
Program Specialist I	20	1%	2	2
Program Specialist II	22		2	2
Program Specialist III	25		2	2
Property Appraiser I	24		2	2
Property Appraiser II	27	42%	2	2
Property Appraiser III	30	27%	2	2
Property Appraiser IV	35		3	3
Psychologist I	26		4	1
Psychologist II	30	-12%	4	1
Psychologist III	32		4	1
Psychologist IV	34	20%	4	1
Public Health Educator	27		2	2
Public Health Nurse I	25		4	1
Public Health Nurse II	27	4%	4	1
Public Health Nurse III	28		4	1
Public Information Officer I	24	-12%	2	2
Public Information Officer II	26		2	2
Public Prog/Perform Technician	18		2	1
Public Service Administrator I	24		2	3
Public Service Administrator II	27		2	3
Public Service Administrator III	29		2	3
Public Service Executive I	29		4	3
Public Service Executive II	32		4	3
Public Service Executive III	34		3	3
Public Service Executive IV	36		3	3
Publications Editor	27		2	2
Publications Writer I	21	-10%	2	2
Publications Writer II	24		2	2
Qualified Dev Disability Prof	26	-11%	2	2
Radiation Control Inspector	28		2	2
Radiologic Technologist I	25	-14%	2	1
Radiologic Technologist II	27		2	1
Real Estate Specialist	21		2	2
Refrig And A C Svc Tech	17	-20%	2	3
Refrig And A C Svc Tech Senior	19		2	3
Registered Nurse	25	-16%	4	1
Registered Nurse Administrator	34	-9%	4	1
Registered Nurse Senior	28	-11%	4	1
Registered Nurse Specialist	31		4	1
Rehab Support Worker I	NA	-38%	2	2
Rehab Support Worker II	14		2	2
Rehabilitation Instructor	17		2	2
Research Analyst I	20		2	1
Research Analyst II	23		2	1
Research Analyst III	25	-1%	2	1
Research Analyst IV	28		2	1
Research Analyst V	30	8%	4	1
Research Instrument Operator	22		2	3
Research Technologist	25		2	2
Revenue Customer Rep	19		2	2
Revenue Customer Rep Senior	21	-4%	2	2
Revenue Customer Rep Specialist	24		2	2

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FY 2009 Market Adjustments

Right-of-Way Agent I	23		2	2
Right-of-way Agent II	24	-19%	2	2
Right-of-way Agent III	27		2	2
Right-of-way Property App I	25		2	2
Right-of-way Property App II	27	-3%	2	2
Right-of-way Property App Sup	29		2	2
Safety And Health Specialist	24	-9%	2	2
Safety And Health Technician	23		2	2
Safety And Security Chief	19		1	1
Safety And Security Officer I	15	-4%	1	1
Safety And Security Officer II	17		1	1
Sales Representative	20		2	2
School Food Service Consultant	27		4	2
Seasonal Park Ranger	\$10/hr		5	3
Seasonal Worker	5		1	1
Seasonal Worker Senior	6		1	1
Securities Special Invest I	26		5	3
Securities Special Invest II	28		5	3
Securities Special Invest III	30		5	3
Securities Special Invest IV	32		5	3
Senior Administrative Asst	16	-15%	1	1
Senior Administrative Spec	19	-21%	2	2
Senior Laboratory Scientist	32		4	2
Senior Special Agent - KBI	32	27%	5	3
Service Assistant	7		1	1
Sign Shop Supervisor	22		2	3
Sign Shop Worker	17		2	3
Social Worker	NA	-21%		
Social Work Supervisor	27	-4%	2	1
Social Worker Specialist	25		2	1
Special Agent - KBI	30		5	3
Special Agent in Charge - KBI	35	24%	5	3
Special Investigator I	22	-22%	2	2
Special Investigator II	24		2	2
Speech Pathologist/Audio I	26	2%	4	1
Speech Pathologist/Audio II	29		4	1
Staff Development Special I	26	-9%	2	3
Staff Development Special II	29		4	3
State Audit Administrator	34		3	3
State Auditor I	24		2	2
State Auditor II	26	-9%	2	2
State Auditor III	29	-16%	4	2
State Auditor IV	32		4	2
Storekeeper	NA			
Storekeeper Senior	NA	-25%		
Storekeeper Specialist	18		1	1
Surplus Property Agent	20		2	2
System Software Analyst I	27		4	2
System Software Analyst II	29	-10%	4	2
System Software Analyst III	31		4	2
System Software Staff Consultant	33		4	2
System Software Supervisor	33	-2%	4	2
Tax Examiner	16		2	2
Tax Examiner Manager	24		2	2
Tax Examiner Senior	19		2	2
Tax Examiner Specialist	21		2	2

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FY 2009 Market Adjustments

Tax Specialist	32		3	3
Technology Support Consultant I	25		2	2
Technology Support Consultant II	27	9%	2	2
Technology Support Consultant III	29		2	2
Technology Support Supervisor	30	-8%	2	2
Technology Support Tech I	19		2	2
Technology Support Tech II	22	-21%	2	2
Therapy Services Supervisor	30		3	3
Tourist Counselor	15		1	1
Unit Team Manager	26	-10%	5	3
University Detective	25		5	3
University Police Captain	30		5	3
University Police Corporal	23		5	3
University Police Lieutenant	28		5	3
University Police Officer	21	-5%	5	3
University Police Officer Trainee	19		5	3
University Police Sergeant	25		5	3
Utility Worker	13	-31%	1	1
Veterinarian	38	5%	4	1
Veterinary Anesthesia Tech	22		2	1
Veterinary Technician I	18		2	1
Veterinary Technician II	20		2	1
VIN Inspector	15		1	1
VIN Inspector Lead	17		1	1
VIN Inspector Supervisor	20		1	1
Volunteer Services Coordinator	21	15%	2	2
Warden III	35	-21%	3	3
Warden IV	37		3	3
Welder	18	-10%	2	3
Wildlife/Parks Assistant Mgr	23		2	3

* **Pay Plan Key** Basic Vocational Pay Plan
 General Classified Pay Plan
 Management Pay Plan
 Professional Individual Contributor Pay Plan
 Protective Services Pay Plan

4-10

Recommended Market Adjustments for FY2010

Class	No Emp	Market Alignment			Rec Adj	Resulting Market	Cost Estimates		
		BVPP	8 State	CSCA			BVPP	8 State	CSCA
Administrative Assistant	817	-24%			10%	-14%	\$ 2,418,451		
Senior Administrative Assistant	1078	-24%			10%	-14%	\$ 3,573,954		
Advanced Registered Nurse Practitioner	3		-3%	-5%	0	-3%			
Nursing Education Specialist	2		-15%	-15%	10%	-5%	\$ 13,292	\$ 13,292	
Nursing Practice Specialist	1		-13%	-17%	10%	-3% or -7%	\$ 6,053	\$ 6,053	
Public Health Nurse I	3				0				
Public Health Nurse II	2		17%	15%	0				
Public Health Nurse III	8				0				
Registered Nurse	14		-26%	-26%	20%	-6%	\$ 191,729	\$ 191,729	
Registered Nurse Senior	185		-14%	-16%	10%	-4% or -6%	\$ 1,492,778	\$ 1,492,778	
Registered Nurse Specialist	31				10%		\$ 229,006	\$ 229,006	
Registered Nurse Administrator	4		-11%	-13%	7.5%	-3.5% or -5.5%	\$ 25,272	\$ 25,272	
Attorney II	102		-13%	-14%	5%	-8% or -9%	\$ 349,572	\$ 463,752	
Attorney IV	19		-14%	-15%	5%	-9% or -10%	\$ 80,023	\$ 120,963	
Administrative Law Judge	6		-18%	-19%	7.5%	-10.5% or -11.5%	\$ 37,499	\$ 50,766	
Archeologist I	0				0				
Archeologist II	5		1%	-5%	0				
Archeologist III	1		13%	7%	0				
Conservator	0								
Historic Preservation Specialist I	0				10%				
Historic Preservation Specialist II	5		-18%	-16%	10%	-8% or -6%	\$ 23,143	\$ 23,143	
Historic Site Curator I	8				10% or 12.5%		\$ 32,153	\$ 40,742	
Historic Site Curator II	2		-19%	-22%	10% or 12.5%	-9% or -10%	\$ 9,084	\$ 11,460	
Museum Assistant	3		-3%	-22%	0% or 12.5%	-3% to -9.5%		\$ 12,772	
Museum Exhibits Director	2		-31%	-28%	20%	-11% or -8%	\$ 23,762	\$ 23,762	
Museum Exhibits Technician	3		-12%	-12%	5%	-7%	\$ 4,827	\$ 4,827	
Museum Specialist	7		-14%	-14%	5%	-9%	\$ 13,935	\$ 13,935	
Audio Visual Technician	5		-19%	-17%	10% or 7.5%	-9% or -9.5%	\$ 16,708	\$ 12,302	
Media Production Director	4		-3%	-3%					
Media Production Technician	13		-16%	-16%	7.50%	-8.5%	\$ 64,392	\$ 64,392	
Photographer Senior	5		15%	17%					
Public Prog/Perform Tech.	1		-30%	-32%	20% or 22.5%	-10% or -9.5%	\$ 6,856	\$ 7,871	
Automotive Driver	14	-3%			0				

State Employee Pay Plan Oversight Committee

Date 5-22-2009

Attachment 5

Class	No Emp	Market Alignment				Cost Estimates			
		BVPP	8 State	CSCA	Rec Adj	Resulting Market	BVPP	8 State	CSCA
Agricultural Assistant	24	3%			0				
Agricultural Technician	10	32%			0				
Animal Science Technician I	32	0%			0				
Animal Science Technician II	25	-3%			0				
Dairy Foods Assistant	2	-4%			0				
Grain Mill Supervisor	0				0				
Grain Mill Technician	1	1%			0				
Plant Science Technician I	11	-11%			0				
Plant Science Technician II	41	-32%			0				
Chemical Dependency Program Dir.	2		-22%	-25%	12.5% or 15%	-9.5% or -10%			
Chemical Dependency Counselor	9		5%	6%	0			\$ 9,307	\$ 12,029
Clinical Chaplain	17		-7%	-8%	0				
Clothing Specialist	2	-9%			0				
Cook Senior	93	10%			2.5%		\$ 79,132		
Food Service Manager	8		0%	-5%		NA			
Food Service Supervisor Sr.	38	-14%			5%	-9%	\$ 70,597		
Food Service Worker	81	-9%			2.5%	-6.5%	\$ 49,554		
Coordinator of Children's Services	5		-19%	-17%	10% or 7.5%	-9% or -9.5%		\$ 26,138	\$ 19,381
Cosmetologist	1		NA	NA	0				
Custodial Manager	17		-13%	-14%	5%	-8% or -9%		\$ 62,474	\$ 62,474
Custodial Supervisor Sr.	82	-24%			15%	-9%	\$ 459,397		
Custodial Specialist	579	-3%			0		\$ -	\$ -	\$ -
Developmental Disability Specialist	13		4%	-2%					
Education Specialist	1		18%	11%	0				
Extension Nutritional Assistant I	16				0				
Extension Nutritional Assistant I	0				0				
Grain Warehouse Examiner I	1		-36%	-19%	10%	-11% to -9%		\$ 4,059	\$ 4,059
Grain Warehouse Examiner II	4		-19%	2%	10% or 0%	-9% or 0%		\$ 45,667	
Grain Warehouse Examiner III	1				10% or 0%	-9% or 0%		\$ 5,990	

5-2

Class	No Emp	Market Alignment				Cost Estimates			
		BVPP	8 State	CSCA	Rec Adj	Resulting Market	BVPP	8 State	CSCA
Graphic Designer Specialist	29		23%	22%	0				
Grounds Maintenance Supervisor II	18	-16%			7.5%	-8.5%	\$ 81,785		
Health Care Assistant	2	16%			0				
Health Care Technician I	1	4%			0				
Health Care Technician II	4				0				
Human Service Assistant	275				10%		\$ 683,847		
Human Service Specialist	908		-15%	-17%	5% to 7.5%	-10% or -9.5%	\$ 1,955,887	\$ 2,918,418	
Human Service Consultant	125		-6%	2%					
Human Service Counselor	107		35%	40%					
Human Service Supervisor	120		-10%	-10%	7.5%	-3%	\$ 480,684	\$ 480,684	
Laborer Supervisor	6				0				
Laundry Manager	7		35%	36%	0				
Laundry Supervisor	7	-6%			0				
Laundry Worker	14	6%			0				
Legal Assistant	65		9%	4%	0				
Librarian I	19				0% to 5%			\$ 25,619	
Librarian II	7		8%	-11%	0% to 5%			\$ 18,886	
Librarian III	5				0% to 5%			\$ 14,628	
Director of Reference Library	0								
Library Assistant I	17				0				
Library Assistant II	54		-4%	2%	0				
Library Assistant III	42				0				
Licensed Mental Health Technician	55		10%	23%	0				
Mental Health Dev. Disability Tech.	792		3%	-1%	0				
Mental Health Dev. Disability Tech. Trn.	84				0				
Certified Nurse Aide Trainee	0				5%				
Certified Nurse Aide I	68		-11%	-10%	5%	-5%	\$ 44,430		
Certified Nurse Aide II	54		0%	-1%	0				
Licensed Practical Nurse	32		-10%	-11%	5%	-5% to -6%	\$ 88,959	\$ 88,959	
Licensed Practical Nurse Senior	98		3%	1%	0				

5-3

Class	No Emp	Market Alignment			Rec Adj	Resulting Market	Cost Estimates		
		BVPP	8 State	CSCA			BVPP	8 State	CSCA
Mechanic Helper	2				0				
Motor Carrier Inspector I	2								
Motor Carrier Inspector II	29		-10%	12%	0				
Psychologist I	2				0				
Psychologist II - masters	25 ?		9%	8%	0				
Psychologist II- PhD	25?		-15%	-14%	0				
Psychologist III	13				0				
Psychologist IV - masters	3?				0				
Psychologist IV - PhD	3?		3%	3%	0				
Social Worker Supervisor -bachelors	82?		9%	9%	0				
Social Worker Supervisor - masters	82?		-15%	-15%	0				
Social Worker Specialist - bachelors	400?		15%	13%	0				
Social Worker Specialist - masters	400?		-6%	-8%	0				
Radiological Technologist I	3		-8%	-6%	0				
Radiological Technologist II	1		-3%	-6%	0				
Research Analyst I	21								
Research Analyst II	27		-33%	-35%					
Research Analyst III	27								
Research Analyst IV	12		-16%	-16%	7.5%	-8.5%		\$ 64,900	\$ 64,900
Research Analyst V	7				7.5%			\$ 35,135	\$ 35,135
Safety & Security Officer I	100	-28%			20%	-8%	\$ 658,626		
Safety & Security Officer II	25				20%		\$ 234,995		
Safety & Security Chief	2	-29%			20%	-9%	\$ 25,693		
Capitol Guard I	14	-16%			7.5%	-8.5%	\$ 30,717		
Capitol Guard II	1				7.5%		\$ 3,044		
Speech Pathologist/Audiologist I	2		6%	5%	0				
Speech Pathologist/Audiologist II	1				0				
Tourist Counselor	3		0%	-3%	0				
Storekeeper Specialist	126	1%			0				

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Class	No Emp	Market Alignment			Rec Adj	Resulting Market	Cost Estimates		
		BVPP	8 State	CSCA			BVPP	8 State	CSCA
Utility Worker	18	-34%			0				
Veterinarian	6		9%	12%					
Veterinary Technician I	0				0				
Veterinary Technician II	21		-10%	-8%	0				
Veterinary Anesthesia Technician	4		-20%	-20%	10%	-10%		\$ 16,213	\$ 16,213
VIN Inspector I	1								
VIN Inspector Lead	20		-2%	0%					
VIN Inspector Supervisor	3								
Law Clerk	0								
Veteran's Service Representative I	0								
Veteran's Service Representative II	0								
Conservation Worker	0								
Lifeguard	0								
Park Attendant	0								
Non-Group I Classes									
Corrections Counselor I	80				5%			\$ 83,117	\$ 83,117
Corrections Counselor II	81				5%			\$ 95,988	\$ 95,988
Electrician	11				2.5%			\$ 9,579	\$ 9,579
Electrician Senior	40				2.5%			\$ 48,588	\$ 48,588
Plumber	7				2.5%			\$ 6,609	\$ 6,609
Plumber Senior	35				2.5%			\$ 34,158	\$ 34,158
Carpenter	7				2.5%			\$ 5,619	\$ 5,619
Carpenter Senior	48				2.5%			\$ 45,964	\$ 45,964
Power Plant Operator	6				2.5%			\$ 5,099	\$ 5,099
Power Plant Operator Senior	22				2.5%			\$ 18,267	\$ 18,267
Lock Systems Specialist	4				2.5%			\$ 3,564	\$ 3,564
Lock Systems Specialist Senior	12				2.5%			\$ 12,302	\$ 12,302

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Class	No Emp	Market Alignment				Rec Adj	Resulting Market	Cost Estimates		
		BVPP	8 State	CSCA	BVPP			8 State	CSCA	
Refrigeration & AC Service Tech.	5				2.5%			\$ 4,530	\$ 4,530	
Refrigeration & AC Service Tech. Senior	34				2.5%			\$ 32,920	\$ 32,920	
Machinist	2				2.5%			\$ 1,980	\$ 1,980	
Building Systems Technician	50				2.5%			\$ 47,598	\$ 47,598	
Computer Operator II	50				5%			\$ 102,721	\$ 102,721	
Computer Operations Facility Technician	2				5%			\$ 4,406	\$ 4,406	
Computer Operator Supervisor	16				5%			\$ 40,593	\$ 40,593	
Computer Operations Manager	5				5%			\$ 15,123	\$ 15,123	
Database Administrator I	1				5%			\$ 2,648	\$ 2,648	
Database Administrator II	6				5%			\$ 18,192	\$ 18,192	
Database Administrator III	15				5%			\$ 54,553	\$ 54,553	
Database Administrator Supervisor	3				5%			\$ 12,574	\$ 12,574	
Network Control Technician I	4				5%			\$ 5,594	\$ 5,594	
Network Control Technician II	16				5%			\$ 21,212	\$ 21,212	
Network Control Technician III	6				5%			\$ 8,614	\$ 8,614	
Network Control Technician Supervisor	2				5%			\$ 3,119	\$ 3,119	
Technology Support Technician I	13				5%			\$ 25,549	\$ 25,549	
Technology Support Technician I	30				5%			\$ 63,835	\$ 63,835	
Rehabilitation Support Worker II	3				10%			\$ 9,752	\$ 9,752	
Rehabilitation Instructor	4				10%			\$ 15,693	\$ 15,693	
Additional Employees Receiving Wage Adjustments in FY 2010 if Using the 8 States										
Administrative Officer	167				2.5%			\$ 178,586		
Administrative Specialist	1067				2.5%			\$ 970,105		
Administrative Specialist Senior	108				2.5%			\$ 105,356		
Total Additional Employees	1342									

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SENATE BILL No. 34

AN ACT concerning open records; relating to the exceptions to disclosure; amending K.S.A. 2008 Supp. 45-229 and repealing the existing section; also repealing K.S.A. 2008 Supp. 45-229c.

Be it enacted by the Legislature of the State of Kansas:

New Section 1. (a) Except as otherwise provided by this section, the information contained in responses to wage and salary surveys conducted by the director of personnel services to provide wage and salary information about jobs in other public and private employment under K.S.A. 75-2938, and amendments thereto, shall be confidential and shall not be subject to disclosure under the open records act, K.S.A. 45-215 et seq., and amendments thereto, or any other statute. The information contained in responses to such wage and salary surveys shall not be subject to subpoena, discovery or other demand in any administrative, criminal or civil action. The confidentiality prescribed by this section is not subject to expiration pursuant to K.S.A. 45-229, and amendments thereto, or any other statute.

(b) The information contained in such responses to wage and salary surveys conducted by the director of personnel services to provide wage and salary information about jobs in other public and private employment under K.S.A. 75-2938, and amendments thereto, shall be disclosed upon written request if no person or entity can be identified in the information to be disclosed as determined by the director of personnel services.

Sec. 2. K.S.A. 2008 Supp. 45-229 is hereby amended to read as fol-