

MINUTES

STATE EMPLOYEE PAY PLAN OVERSIGHT COMMITTEE

June 4, 2009
Room 446-N—Statehouse

Members Present

Representative Pat George, Chairperson
Senator Laura Kelly
Representative Charles Roth
Representative Tom Hawk (by Phone)
Carol Foreman, Deputy Secretary, Department of Administration
Jane Carter, Kansas Organization of State Employees (by Phone)

Members Absent

Senator Vicki Schmidt
Jim Garner, Secretary, Department of Labor
Kathy Greenlee, Secretary, Department on Aging

Staff Present

Cody Gorges, Kansas Legislative Research Department
Jill Wolters, 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

Other Attendees

See attached list.

Morning Session

Continued Discussion on Implementation of the New State Employee Pay Plan

Chairperson George stated that Committee members, Representative Tom Hawk and Jane Carter, Kansas Organization of State Employees, have been approved to participate in the meeting by phone and both are on line at this time to listen, offer comments and vote on actions to be taken by the Committee.

Carol Foreman reported that representatives of the Department of Administration have met with representatives of the Organization of State Employees, to confer with details of the proposed pay adjustments for state employees to continue market adjustments for FY 2010. Ms. Foreman stated that the meeting was productive and an agreement was reached between the two entities on the proposed five-year plan for market adjustments as being presented today by the Department of Administration, noting that the plan fits the needs of the state and the needs of state employees.

Jane Carter noted that the employee organization appreciated the opportunity to discuss provisions of the plan and an agreement was reached.

Kraig Knowlton, Division of Personnel Services, Department of Administration, presented an updated listing of Recommended Market Adjustments for FY 2010 (Attachment 1). Mr. Knowlton highlighted the differences between using data from the eight-state market adjustments survey and using the data from market adjustment using the Central States Compensation Association (CSCA) which consisted of 26 states.

Mr. Knowlton stated that using the eight-state recommendation will bring approximately an additional 1,300 state employees to market as opposed to using data from the CSCA survey. He requested input from the Committee on which data to use.

Representative Roth moved to adopt the eight-state pay plan market adjustments for state employees. The motion was seconded by Representative George. Motion carried on a vote of 4-1.

Jane Carter noted that, where applicable, the employee organization would prefer use of the 26-state plan rather than the eight-state plan.

In using the eight-state plan, the Committee felt it is important to assist as many state employees as possible during this time of economic downturn and felt this is the intent of the Legislature as well. Mr. Knowlton noted that one-third of state employees' salaries will be re-evaluated on an annual basis.

Senator Kelly moved to adopt the recommendations of market adjustments for state employees as presented by the Department of Administration. The motion was seconded by Representative Roth. Motion carried on a voice vote.

Approval of Minutes

Representative Roth moved to approve the minutes of the May 22, 2009, Committee meeting as written. The motion was seconded by Representative Hawk. Motion carried on a voice vote.

Adjournment

The meeting was adjourned at 9:25 a.m. The next meeting will be set by the Chair.

Prepared by Shirley Jepson
Edited by Cody Gorges

Approved by Committee on:

June 29, 2009

(Date)

GUEST ATTENDANCE
STATE EMPLOYEE PAY PLAN OVERSIGHT COMMITTEE
June 4, 2009

Name	Representing
Gail Kennedy	Kansas Lottery
Kathy Metcalf	Revenue
Sherry Martin	KGE Garden City, Ks
John C. Grange	75 th Dist. (Rep)
Corry Adams	SEAK
Ethan ERICKSON	KDOT
Ola Faucher	KCA
Megan Ingwire	KDOL
Dennis Peerenboom	AGRICULTURE
Robby BERRY	SRS
Karen Watney	KSOE
Ilene Emery	KDOR
Carol Reed	KDOR
Craig Kibbe	JIA
Karta Bylund	K-state
Sandra Ball	KCC
Beth Child	BIDS
Mawty Kennedy	KDORA
Jessica Abel	KDHE
Ker Otto	DOA
Kraig Knowlton	D of A
Effie Swanson	KHPA
JEREMY S BARCLAY	KDOC
Carmen Sellens	dept on Aging
Sheila Denny	Dept on Aging

Recommended Market Adjustments for FY2010

Class	Market Alignment					Cost Estimates			
	No Emp	BVPP	8 State	CSCA	Rec Adj	Resulting Market	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	\$ 349,572	
Attorney IV	19		-14%	-15%	5%	-9% or -10%	\$ 80,023	\$ 80,023	
Administrative Law Judge	6		18%	19%	0				
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%	2.5%	0.5% or -19.5%	\$ 2,554	\$ 2,554	
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%					

State Employee Pay Plan
 Oversight Committee
 Date 6-04-2009
 Attachment 1

Public Prog/Perform Tech.	1		-30%	-32%	20% or 22.5%	-10% or -9.5%		\$ 6,856	\$ 7,871
Automotive Driver	14	-3%			0				
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%		\$ 9,307	\$ 12,029
Chemical Dependency Counselor	9		5%	6%	0				
Clinical Chaplain	16		7%	8%	2.5%	4.5% or 5.5%		\$ 18,787	\$ 18,787
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%	0				
Grain Warehouse Examiner II	4		19%	2%	0				
Grain Warehouse Examiner III	1				0				

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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				2.5%			\$ 20,915	\$ 20,915
Librarian II	7		8%	11%	2.5%	10.5% or -8.5%		\$ 9,232	\$ 9,232
Librarian III	5				2.5%			\$ 7,302	\$ 7,302
Director of Reference Library	0				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				
Mechanic Helper	2				0				

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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%	0			
Research Analyst V	7				0			
Safety & Security Officer I	100		-28%		15%	-13%	\$ 483,728	
Safety & Security Officer II	25				15%		\$ 181,878	
Safety & Security Chief	2		-29%		15%	14%	\$ 13,886	
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			
Storekeeper Specialist	126		1%		0			
Tourist Counselor	3		0%	-3%	0			
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				5%			\$ 19,480	\$ 19,480
Electrician Senior	40				5%			\$ 80,815	\$ 80,815
Plumber	7				5%			\$ 13,366	\$ 13,366
Plumber Senior	35				5%			\$ 69,528	\$ 69,528
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
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

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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 II	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 FY2010 due to Meet and Confer with KOSE							
Dietitian I	1			2.5%		\$ 2,432	\$ 2,432
Dietitian II	2			2.5%		\$ 5,554	\$ 5,554
Dietitian III	3			2.5%		\$ 9,585	\$ 9,585
Laboratory Technician II	23			2.5%		\$ 20,371	\$ 20,371
Laboratory Technician III	26			2.5%		\$ 27,029	\$ 27,029
Petroleum Industry Reg Tech I	0			2.5%		\$	\$
Petroleum Industry Reg Tech II	26			2.5%		\$ 32,054	\$ 32,054
Petroleum Industry Reg Tech III	8			2.5%		\$ 12,054	\$ 12,054
Special Investigator I	55			2.5%		\$ 58,179	\$ 58,179
Special Investigator II	63			2.5%		\$ 74,207	\$ 74,207
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	
AVERAGE INCREASE				6.5% 8-State	8 State COST	\$15,895,264 for 6,403 employees	
				8% all CSCA	All CSCA COST	\$15,607,287 for 5,061 employees	

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1300+