

MINUTES

STATE EMPLOYEE PAY PLAN OVERSIGHT COMMITTEE

June 14, 2010
Room 152-S—Statehouse

Members Present

Representative Pat George, Chairperson
Senator Vicki Schmidt, Vice-chairperson
Representative Tom Hawk
Representative Charles Roth
Jane Carter, Kansas Organization of State Employees
Carol Foreman, Appointee of the Secretary of Administration
Jim Garner, Secretary, Department of Labor
Josh Svaty, Secretary, Department of Agriculture

Member Absent

Senator Laura Kelly

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

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 10:00 a.m. by Chairperson Pat George. The Chairperson noted that the Secretary of the Department of Agriculture, Josh Svaty, was appointed by the Governor to take the place of the former Secretary of Aging, Kathy Greenlee.

Election of Chairperson and Vice-chairperson

Representative Roth moved to elect Representative Pat George for Chairperson of the State Employee Pay Plan Oversight Committee. The motion was seconded by Senator Schmidt and adopted unanimously.

Representative Hawk moved to elect Senator Vicki Schmidt for Vice-chairperson of the State Employee Pay Plan Oversight Committee. The motion was seconded by Ms. Carter and adopted unanimously.

Update on the Salary Survey of Group Two Employees

Ken Otte, Department of Administration, updated the Committee on the Group Two Market Salary Survey. He reminded the Committee that at the January 2009 meeting, there were about 30 job classifications in the Group Two salary surveys that had insufficient information from the surrounding states. The Division of Personnel Services (DPS) obtained more information, and updated the Group Two survey status document presented during the January meeting (Attachment 1). Mr. Otte reviewed and explained the document. Job classifications with an asterisk next to them reflected updated information.

Ms. Carter noted that the market percentages of a few job classifications in the surveys have changed from the first year, second year, and now third year of the surveys, and some classifications are now significantly over-market. She noted that they have changed significantly, and pretty aggressively.

Report on the Upcoming Salary Survey for Group Three Employees

Mr. Otte informed the Committee that within two weeks DPS would begin sending out surveys for Group Three Job Classifications, the final group they will be surveying. These job classifications primarily include protective service law enforcement offices, maintenance and trade skills, management, and a handful of others. They intend to send surveys to about 906 organizations, but are still making the list, which may increase slightly. Mr. Otte stated there are two problems DPS anticipates. First, the state uses generic job classifications for most managers. These classifications are called public service executives—one, two, three, four—or public service administrator. Mr. Otte stated DPS believes it will be hard to get good job matches for these. They are looking for alternative ways of getting good data. Second, these management positions have been intentionally left out of the other groups because they wanted to get all the other groups set first. Their thinking was that they wanted to make sure they obtained accurate job classification matches in the surveys. Mr. Otte stated that one thing he anticipates when they get to the manager positions is that they may need to increase those positions all at one time rather than over two or three years, like other occupation groups. The Committee may see larger increases at that time, if the market bears that out.

Update on Implementation Efforts

Kraig Knowlton, Department of Administration, provided an update on the implementation of the new pay plan. He stated that DPS is adjusting scheduling in light of the decision of this Committee during the January meeting to delay implementation of the new pay plan of Group One until next fiscal year. The original schedule would be doing a job classification review of Group Three employees while doing the Group Three salary survey. Because of the delay, rather than do the Group Three job classification review when they know it will be three years before they are implemented into the new pay plan, Mr. Knowlton stated it would be a better use of time to make sure Group One and Group Two classification reviews are in place. He stated it is critical to have everybody in the right classification before Group One implementation begins. He noted that review of the job classifications is a difficult and timely process, and the year of review should be helpful. Responding to a question from the Committee, Mr. Knowlton stated that DPS has not made any reclassifications of jobs yet, because the Division wants to do the reclassifications at the same time that it does the implementation. He stated that DPS has reviewed approximately two-thirds of the classifications, which include thousands of employees.

The Committee asked about situations in which an employee believes his or her job is misclassified. Mr. Knowlton responded that the mechanism is for an employee go to his or her Human Resources department and request a desk audit. A desk audit results in a review of the work done by the employee and the fit with the job description. If it does not match the job description, the department should reallocate the classification accordingly. During the pay plan review process, DPS is looking at every employee's job description, including duties. DPS should be able to move employees into the correct job classification during the implementation of the pay plan. Mr. Garner noted that the desk audit mechanism works to either take duties away or to reclassify the employee, thereby lining up the job actually being done with the correct job classification. Senator Schmidt noted her concern that without proper reclassification, employee pay may remain stagnant as employees pick up new duties and responsibilities.

Update on the Performance Management Process

Mr. Knowlton provided an update on the new Performance Management Process (PMP). He informed the Committee that the new PMP started October 2009. He stated by the end of June 2010, all classified employees should have received review under the new PMP. He noted that by January 2011, all classified employees will have a full year of experience with the new process. He stated DPS will be looking to provide information to the Committee next year about how it is working, including feedback from employees, supervisors, and managers, and looking for ways to improve it.

Proposed Market Adjustments for FY 2011

Mr. Knowlton reviewed the proposed market adjustments for FY 2011 (Attachments 2 and 3). Mr. Knowlton stated that DPS is trying to move all classifications within 10 percent of market, based on the market surveys during the previous rounds of adjustments. Several job classifications in Groups One and Two did not receive increases all the way up to the market rate. Therefore, Groups One and Two employees are included in this round of market adjustments.

Mr. Knowlton noted that DPS met and conferred with KOSE, one of the state's bargaining units, and reached an agreement on the proposed FY 2011 market adjustments. Mr. Knowlton also stated that DPS had spoken with several other employee organizations.

Responding to questions by the Committee, Mr. Knowlton stated the proposal of \$15.5 million in increases includes both State General Fund and special revenue funds. Only \$8.5 million was approved from the State General Fund. Mr. Knowlton noted that any unspent State General Fund dollars go back into the State General Fund. He also stated that administrative law judges are part of Group One and were found to be 21 percent behind market last year, but have not received market adjustment upon advice of the Committee. These judges are part of the Office of Administrative Hearings and were included in the proposed FY 2011 adjustment. He also responded to questions noting that if a classification is above market, no adjustments are being made. Mr. Knowlton stated that surveys are done every three years. If the market changes, and employee classifications begin to get ahead of market rate, then those classifications will be adjusted.

Ms. Carter noted her appreciation of management of the State of Kansas negotiating with KOSE. She noted the negotiation was difficult, and that both parties worked very hard over two and one-half days. She noted KOSE and DPS came to an agreement that KOSE views as fair and just.

Senator Schmidt noted that a strength of the Oversight Committee is having Ms. Carter on the Committee, and having KOSE and other bargaining units taking part in the process.

The Committee requested that Mr. Knowlton provide members with a summary document of the entire process, including timelines, in order to accommodate the new member of the Committee, Secretary Svaty, and for the benefit of the entire Committee.

Ms. Carter moved to adopt the FY 2011 market adjustment proposal. The motion was seconded by Representative Hawk. The motion was adopted by voice vote.

Adjournment

The meeting was adjourned at 11:00 a.m. The next meeting was not scheduled.

Prepared by Cody Gorges
Edited by J. G. Scott

Approved by the Committee on:

January 7, 2011

Date

EMPLOYEE PAY PLAN OVERSIGHT COMMITTEE

June 14, 2010

NAME	ORGANIZATION
Tom Thull	OFFICE OF THE STATE BANK COMMISSIONER
Pierre Suthis	" " " "
Gail Kennedy	Ks. Lottery
Kathy Amayo Metcalf	Ks Dept. of Revenue
Lea Ann Curtis	Kansas Department of Transportation
Jesse Maddox	KS Department of Transportation
Terry King	KDOT
Karla Bylund	K-State
Steve STANKIEWICZ	KS Dept. of Agriculture
Beth Child	BIDS
Deann Tiede	Insurance Dept
Craig Kibbe	Juvenile Justice Authority
Karen Holmester	KS Highway Patrol
Carmen Sellens	dept. on Aging
Jessica Abel	KDHE
Kelly BORNEMAN	Ks Water Office
Randy Williams	State Employees Assn. of KS (SEAK)
Darrel King Jr	KOSE KDOC
Dewayne A. Tolbert	KOSE TCF
Katrina C. Koswala	SRD Central Office HR
Kobbie Berry	SRD HR
Holly R. ZANE	KS Dept of Corrections (521)
Sandy Brown	KS Dept of Commerce (HR)
Sandra Pak	KCC - HR
Martin Hawver	Kansas Capital Pension

Summary of FY2011 Market Adjustments

7.5%	
Architect III	7.5%
Correctional Industries Manager Sr.	7.5%
Industrial Hygienist	7.5%
Professional Environ. Engineer I	7.5%
School Food Service Consultant	7.5%
State Auditor I	7.5%
State Auditor II	7.5%
State Auditor III	7.5%
State Auditor IV	7.5%
10%	
Beauty Shop Inspector	10.0%
Capitol Area Guard I	10.0%
Capitol Area Guard II	10.0%
Compliance Officer	10.0%
Computer Operations Manager	10.0%
Dental Assistant	10.0%
Economic Development Rep I	10.0%
Education/Info Rep I	10.0%
Education/Info Rep II	10.0%
Engineering Technician	10.0%
Engineering Technician Associate	10.0%
Engineering Technician Senior	10.0%
Engineering Technician Spec.	10.0%
Financial Examiner	10.0%
Financial Examiner Principal	10.0%
Financial Examiner Senior	10.0%
Forensic Scientist II	10.0%
Forensic Scientist III	10.0%
IT Project Analyst	10.0%
IT Project Manager	10.0%
Long Term Care Ombudsman	10.0%
Museum Exhibits Director	10.0%
Printer Senior	10.0%
Sales Representative	10.0%
12.5%	
Administrative Law Judge	12.5%
Building Systems Engineer III	12.5%
Public Information Officer I	12.5%
Public Information Officer II	12.5%
Real Estate Specialist	12.5%
Rehabilitation Support Worker II	12.5%
15%	
Architect II	15.0%
Education Program Consultant	15.0%
Engineering Project Designer	15.0%
Extension Nutritional Assistant I	15.0%
Food, Drug & Lodging Surveyor III	15.0%
Grain Warehouse Examiner I	15.0%
Grain Warehouse Examiner II	15.0%
Grain Warehouse Examiner III	15.0%
Information System Manager I	15.0%
Information System Manager II	15.0%
Laborer Supervisor	15.0%
Landscape Architect II	15.0%
Law Clerk	15.0%
Park Attendant	15.0%

15% (continued)	
Planner II	15.0%
Print Shop Manager	15.0%
Registered Nurse	15.0%
Surplus Property Agent	15.0%
Utility Worker	15.0%

Updated Group II Market Survey Status: June 2010

Current Class title	No Emp	Avg Rate	Compa-ratio	Market Rate	In-State Survey Results			State Government Survey Results		
					No Emp	No Org	Avg	No Emp	No Org	Avg
Accountant II	105	\$ 40,681	89%	\$45,546	115	44	\$46,699	734	8	\$42,088
Accountant IV	49	\$ 54,237	92%	\$58,925	99	40	\$61,702	347	6	\$50,592
Accounting Specialist	147	\$ 30,852	90%	\$34,179	177	50	\$36,007	506	7	\$28,695
Activity Therapist I	38	\$ 37,658	97%	\$38,961	5	4	\$22,605	93	6	\$38,961
Activity Therapy Technician	9	\$ 26,051	100%	\$26,155	11	8	\$25,298	178	6	\$28,726
Advertising Coordinator	2	\$ 56,784	133%	\$42,798	7	3	\$39,775	62	4	\$51,866
Agricultural Inspector II	58	\$ 36,677	88%	\$41,447	NM	NM	NM	381	6	\$41,447
Agricultural Technician (Proposed class)	86	\$ 27,012	75%	\$35,871	33	4	\$35,871	Basic Vocational Pay Plan		
Applications Developer II	105	\$ 50,098	90%	\$55,603	107	12	\$57,162	337	8	\$50,926
Applications Developer Supervisor	33	\$ 65,436	90%	\$72,649	38	9	\$70,547	525	8	\$78,954
Architect II	2	\$ 45,604	71%	\$63,900	18	5	\$65,827	38	7	\$58,120
Architect III	5	\$ 63,727	84%	\$75,678	43	9	\$79,496	32	6	\$64,222
Architectural Project Designer	3	\$ 44,658	91%	\$48,813	20	5	\$47,551	16	4	\$52,599
Assistive Technology Specialist **	3	\$ 29,363	78%	\$37,577	NM	NM	NM	23	5	\$37,577
Barber Shop Inspector **	1	\$ 32,760	87%	\$37,565	NM	NM	NM	86	9	\$37,565
Beauty Shop Inspector **	4	\$ 30,217	80%	\$37,721	NM	NM	NM	84	9	\$37,721

State Employee Pay Plan
 Oversight Committee
 June 14, 2010
 Attachment 2

2-2

Br...ast Engineer **	5	\$ 54,251	122%	\$44,358	12	5	\$42,153	53	8	\$50,973
Building Systems Engineer II	1	\$ 60,382	79%	\$76,553	33	9	\$80,693	303	5	\$64,133
Building Systems Engineer III	6	\$ 72,526	79%	\$91,864	NM	NM	NM	341	6	\$76,439
Chemist I	5	\$ 40,107	95%	\$42,234	21	2	\$41,103	102	6	\$45,626
Chemist III	8	\$ 47,887	97%	\$49,455	3	3	\$48,838	55	6	\$51,306
Chief of Engineering/Dir. Water Resources	1	\$ 91,333	98%	\$93,303	NM	NM	NM	11	5	\$93,303
Client Training Supervisor	83	\$ 35,125	92%	\$38,354	2	2	\$35,442	161	7	\$47,090
Clothing Specialist	2	\$ 24,180	141%	\$17,195	9	2	\$17,195	Basic Vocational Pay Plan		
Collector	3	\$ 32,663	103%	\$31,606	36	9	\$30,636	504	4	\$34,515
Collector Senior	4	\$ 32,214	95%	\$33,907	NM	NM	NM	229	4	\$33,907
Compliance Officer **	1	\$ 29,016	68%	\$42,981	20	5	\$44,174	405	6	\$39,403
Computer Operations Manager	5	\$ 53,111	80%	\$66,246	16	11	\$66,931	143	8	\$64,191
Computer Operations Supervisor	16	\$ 45,062	89%	\$50,464	9	5	\$50,950	24	5	\$49,004
Computer Operator II	45	\$ 36,911	98%	\$37,552	26	10	\$37,117	145	8	\$38,855
Correctional Industries Manager	18	\$ 37,018	93%	\$39,949	NM	NM	NM	113	7	\$39,949
Correctional Industries Manager Senior	11	\$ 42,770	79%	\$54,472	NM	NM	NM	321	5	\$54,472
Cosmetologist	1	\$ 26,988	95%	\$28,430	1	1	\$20,800	19	5	\$28,430
Data Management Technician (proposed class) **	9	\$ 41,940	93%	\$45,223	25	8	\$44,416	56	4	\$47,644
Database Administrator Supervisor	3	\$ 73,708	99%	\$74,119	6	6	\$76,693	94	6	\$66,395
Database Administrator II	6	\$ 53,681	89%	\$60,238	23	14	\$61,623	567	6	\$56,083
Database Administrator III	15	\$ 63,888	89%	\$71,565	6	6	\$72,700	915	8	\$68,160

tal Assistant	1	\$ 26,998	82%	\$33,087	19	6	\$34,190	41	6	\$29,776
Dietitian I	1	\$ 41,870	87%	\$48,273	22	8	\$48,436	86	8	\$47,784
Dietitian III	3	\$ 55,023	109%	\$50,276	13	10	\$50,426	53	6	\$49,825
Disease Intervention Specialist	5	\$ 39,470	93%	\$42,458	NM	NM	NM	50	5	\$42,458
Driver License Examiner Senior	64	\$ 30,575	92%	\$33,295	NM	NM	NM	622	8	\$33,295
Driver License Examiner Coordinator	6	\$ 39,003	88%	\$44,424	NM	NM	NM	315	5	\$44,424
Economic Development Representative I	2	\$ 37,534	80%	\$46,756	2	1	\$33,280	71	5	\$46,756
Economic Development Representative III	24	\$ 51,961	94%	\$54,990	NM	NM	NM	761	4	\$54,990
Education Program Consultant	41	\$ 51,078	77%	\$66,179	15	4	\$69,168	202	4	\$57,210
Educational/Informational Representative II	11	\$ 34,282	82%	\$41,724	13	5	\$41,800	69	5	\$41,495
Engineering Associate I	12	\$ 41,702	90%	\$46,226	NM	NM	NM	216	7	\$46,226
Engineering Associate II	27	\$ 49,136	89%	\$55,465	76	22	\$56,234	91	4	\$53,158
Engineering Project Designer **	5	\$ 41,912	72%	\$58,487	21	9	\$58,800	197	9	\$57,549
Engineering Technician	280	\$ 30,602	73%	\$42,076	109	29	\$45,278	329	6	\$32,468
Engineering Technician Senior	156	\$ 37,759	77%	\$48,723	60	15	\$49,476	711	7	\$46,464
Environmental Scientist II	135	\$ 48,391	95%	\$51,031	23	7	\$53,410	397	5	\$43,893
Environmental Scientist IV	42	\$ 57,858	88%	\$65,947	12	7	\$66,880	148	5	\$63,148
Environmental Technician II	4	\$ 33,842	88%	\$38,444	21	11	\$39,314	241	5	\$35,832
Environmental Technician IV **	16	\$ 43,555	88%	\$49,521	5	3	\$45,366	624	13	\$61,984
Equipment Planning Technician II	25	\$ 49,502	104%	\$47,444	NM	NM	NM	340	8	\$47,444
Extension Nutritional Assistant I **	17	\$ 20,788	74%	\$28,150	NM	NM	NM	67	3	\$28,150

2-3

2-4

Financial Economist	4	\$ 70,044	110%	\$63,724	NM	NM	NM	816	7	\$63,724
Financial Examiner Administrator **	2	\$ 66,716	86%	\$77,736	NM	NM	NM	35	10	\$77,736
Financial Examiner Senior	12	\$ 46,772	79%	\$58,895	NM	NM	NM	115	6	\$58,895
Food, Drug and Lodging Surveyor I **	24	\$ 35,874	90%	\$39,784	8	1	\$44,129	179	9	\$39,784
Food, Drug and Lodging Surveyor III **	3	\$ 42,494	72%	\$58,861	NM	NM	NM	118	6	\$58,861
Forensic Scientist II	9	\$ 46,488	80%	\$58,312	13	3	\$58,679	202	4	\$57,209
Forensic Scientist IV	0	NA	NA	\$70,871	8	3	\$72,550	19	19	\$65,834
Funeral Home Inspector **	1	\$ 39,853	101%	\$39,351	NM	NM	NM	63	4	\$39,351
Geology Associate	9	\$ 42,434	102%	\$41,516	4	3	\$41,893	31	4	\$40,386
Health Facility Surveyor I	71	\$ 46,068	88%	\$52,092	NM	NM	NM	166	4	\$52,092
Health Facility Surveyor III	9	\$ 54,059	88%	\$61,249	NM	NM	NM	706	6	\$61,249
Health or Environment Program Analyst	19	\$ 48,314	98%	\$49,310	17	3	\$49,521	103	5	\$48,676
Human Service Specialist	866	\$ 35,194	103%	\$34,313	NM	NM	NM	5339	7	\$34,313
Human Service Consultant	117	\$ 39,211	95%	\$41,442	NM	NM	NM	577	7	\$41,442
Human Service Supervisor	111	\$ 47,498	105%	\$45,204	NM	NM	NM	1056	7	\$45,204
Industrial Hygienist	1	\$ 40,872	84%	\$48,907	NM	NM	NM	123	8	\$48,907
Industrial Safety Coordinator **	1	\$ 46,093	85%	\$54,340	NM	NM	NM	49	9	\$54,340
Information Systems Manager I	9	\$ 55,714	71%	\$78,840	59	37	\$83,127	805	5	\$65,980
IT Architecture Analyst I	1	\$ 56,118	94%	\$59,993	9	4	\$59,067	461	4	\$62,771
IT Project Manager	18	\$ 60,423	80%	\$75,328	7	3	\$75,612	141	8	\$74,475

IT Security Analyst II	8	\$ 57,041	92%	\$61,958	9	6	\$63,763	640	5	\$56,542
Laboratory Education Technician **	8	\$ 33,717	91%	\$36,912	2	1	\$28,990	69	4	\$36,912
Laboratory Improvement Specialist **	6	\$ 49,126	94%	\$52,413	NM	NM	NM	10	2	\$52,413
Laboratory Technician II	19	\$ 31,811	88%	\$36,332	158	31	\$37,847	79	7	\$31,786
Laborer Conciliator II	1	\$ 43,950	94%	\$46,593	NM	NM	NM	1147	6	\$46,593
Laborer Supervisor	6	\$ 24,606	61%	\$40,575	55	10	\$40,575	Basic Vocational Pay Plan		
Land Surveyor I	13	\$ 52,752	95%	\$55,512	38	13	\$55,182	56	8	\$56,502
Landscape Architect I **	0	NA	NA	\$58,217	6	4	\$59,929	23	8	\$53,082
Landscape Architect II **	2	\$ 53,518	76%	\$70,108	NM	NM	NM	26	5	\$70,108
Landscape Technician	3	\$ 36,310	88%	\$41,446	10	7	\$35,988	7	4	\$57,820
Licensed Pharmacy Inspector **	2	\$ 69,784	100%	\$70,108	NM	NM	NM	26	5	\$70,108
Long-Term Care Ombudsman	9	\$ 38,200	83%	\$46,108	NM	NM	NM	83	5	\$46,108
Management Systems Analyst I	72	\$ 43,230	82%	\$52,531	11	3	\$53,431	246	5	\$49,829
Manufacturing Manager **	2	\$ 56,056	115%	\$48,765	NM	NM	NM	13	2	\$48,765
Marketing Manager **	1	\$ 49,650	92%	\$54,076	5	5	\$55,846	5	5	\$48,765
Mechanic Helper	2	\$ 23,826	NA	NA	NM	NM	NM	Basic Vocational Pay Plan		
Microbiologist I	4	\$ 42,442	94%	\$45,326	NM	NM	NM	85	6	\$45,326
Microbiologist III	10	\$ 50,966	95%	\$53,380	NM	NM	NM	21	5	\$53,380
Network Control Supervisor	2	\$ 54,683	85%	\$63,331	11	9	\$66,404	93	5	\$54,110

2-5

2-6

Network Control Technician II	16	\$ 47,037	92%	\$51,045	24	14	\$52,663	178	6	\$46,190
Network Service Supervisor	3	\$ 53,879	86%	\$62,727	9	7	\$63,493	110	6	\$60,429
Network Service Technician II	25	\$ 41,868	96%	\$43,788	49	16	\$42,685	108	5	\$47,096
Nutritionist	5	\$ 50,203	109%	\$46,038	22	7	\$46,946	68	5	\$43,314
Nutritionist Senior	2	\$ 55,401	106%	\$52,286	NM	NM	NM	168	5	\$52,286
Office Aide (proposed class)	103	\$ 22,309	81%	\$27,440	829	56	\$27,440	Basic Vocational Pay Plan		
Petroleum Industry Regulatory Technician I	0	NA	NA	\$37,350	NM	NM	NM	30	43	\$37,350
Petroleum Industry Regulatory Technician II	26	\$ 42,557	103%	\$41,160	NM	NM	NM	51	5	\$41,160
Petroleum Industry Regulatory Technician III **	8	\$ 52,827	116%	\$45,372	NM	NM	NM	32	3	\$45,372
Pharmacy Compliance Inspector **	2	\$ 37,981	88%	\$43,040	NM	NM	NM	61	3	\$43,040
Policy & Program Analyst	8	\$ 51,951	99%	\$52,577	NM	NM	NM	149	5	\$52,577
Planner II	2	\$ 42,806	76%	\$56,010	29	15	\$59,694	1344	7	\$44,958
Print Shop Manager	2	\$ 42,442	76%	\$55,856	3	3	\$58,477	8	5	\$47,994
Print Shop Supervisor	8	\$ 41,504	104%	\$39,784	6	3	\$40,347	18	5	\$38,094
Printer Senior **	5	\$ 26,516	81%	\$32,794	12	5	\$33,006	98	10	\$32,157
Printing Service Coordinator **	6	\$ 32,729	98%	\$33,313	7	3	\$31,780	49	8	\$37,912
Procurement Officer II	18	\$ 42,961	98%	\$44,060	68	26	\$44,892	150	6	\$41,563
Procurement Officer IV	10	\$ 61,662	100%	\$61,652	61	17	\$63,260	92	6	\$56,829
Professional Civil Engineer I	66	\$ 62,555	94%	\$66,865	64	21	\$69,061	536	8	\$60,277
Professional Civil Engineer IV	0	NA	NA	\$91,123	73	23	\$89,879	35	3	\$94,854
Professional Environmental Engineer I	15	\$ 60,084	84%	\$71,233	8	6	\$71,734	157	5	\$69,731
Professional Environmental Engineer III	7	\$ 80,508	114%	\$70,902	1	1	\$70,678	331	8	\$71,574

Professional Geologist II	10	\$ 49,600	96%	\$51,435	8	4	\$50,630	166	6	\$53,850
Professional Geologist IV	12	\$ 57,859	84%	\$68,740	5	4	\$69,622	110	5	\$66,094
Program Specialist I	115	\$ 31,678	88%	\$36,055	NM	NM	NM	820	8	\$36,055
Program Specialist II	44	\$ 35,200	89%	\$39,715	NM	NM	NM	658	8	\$39,715
Program Specialist III	2	\$ 38,917	87%	\$44,708	NM	NM	NM	169	6	\$44,708
Program Consultant I	203	\$ 38,997	98%	\$39,983	NM	NM	NM	129	4	\$39,983
Program Consultant II	205	\$ 45,154	105%	\$43,140	NM	NM	NM	1432	8	\$43,140
Property Appraiser I **	19	\$ 38,574	108%	\$35,870	51	12	\$33,272	58	9	\$43,662
Property Appraiser III **	8	\$ 57,377	145%	\$39,572	29	8	\$35,671	75	9	\$51,274
Public Health Educator	1	\$ 56,118	124%	\$45,081	26	5	\$45,483	217	7	\$43,876
Public Information Officer II	2	\$ 47,871	79%	\$60,533	16	14	\$63,904	1152	8	\$50,418
Publications Editor	4	\$ 45,692	89%	\$51,442	1	1	\$41,600	61	4	\$51,442
Publications Writer I	4	\$ 34,492	91%	\$37,975	NM	NM	NM	37	5	\$37,975
Qualified Developmental Disabilities Professional **	22	\$ 43,388	92%	\$47,137	1	1	\$35,360	212	6	\$47,137
Radiation Control Inspector **	0	NA	NA	\$50,825	NM	NM	NM	370	5	\$50,825
Real Estate Specialist **	2	\$ 34,424	78%	\$44,160	NM	NM	NM	61	6	\$44,160
Rehabilitation Instructor	4	\$ 35,745	91%	\$39,249	1	1	\$35,560	178	5	\$39,249
Rehabilitation Support Worker II **	3	\$ 29,529	78%	\$37,963	120	1	\$23,920	2034	8	\$37,963
Research Analyst III	15	\$ 46,609	104%	\$44,919	NM	NM	NM	111	8	\$44,919
Research Technologist **	16	\$ 41,167	87%	\$47,437	NM	NM	NM	27	3	\$47,437

1-7

2-8

Regional Customer Service Representative Senior Specialist	119	\$ 32,107	103%	\$31,316	334	9	\$28,861	368	8	\$38,680
Right of Way Property Appraiser I	11	\$ 41,422	92%	\$44,830	4	1	\$29,504	192	6	\$44,830
Right of Way Property Appraiser Supervisor	3	\$ 50,530	88%	\$57,333	3	2	\$51,210	40	5	\$57,333
Safety & Health Technician	1	\$ 45,032	105%	\$42,729	8	4	\$41,797	1083	6	\$45,525
Safety & Health Specialist	10	\$ 42,118	108%	\$38,834	104	6	\$36,726	62	5	\$45,158
Sales Representative **	3	\$ 34,202	82%	\$41,614	2	2	\$36,187	27	6	\$41,614
School Food Service Consultant **	12	\$ 46,237	84%	\$55,302	731	55	\$33,201	269	9	\$55,302
Senior Administrative Assistant	951	\$ 29,826	90%	\$33,159	731	54	\$33,159	Basic Vocational Pay Plan		
Senior Administrative Specialist	109	\$ 33,390	86%	\$38,716	201	42	\$39,038	1894	6	\$37,751
Senior Laboratory Scientist	3	\$ 59,453	90%	66029	NM	NM	NM	34	5	\$66,029
Special Investigator II	62	\$ 44,458	92%	\$48,159	NM	NM	NM	164	4	\$48,159
State Auditor I	11	\$ 39,323	80%	\$49,071	19	5	\$52,594	376	6	\$38,500
State Auditor III	34	\$ 54,417	82%	\$66,706	3	2	\$71,154	316	5	\$53,363
Surplus Property Agent	4	\$ 34,018	70%	\$48,878	59	19	\$54,711	78	4	\$31,379
Systems Software Analyst II	26	\$ 51,284	90%	\$56,869	59	19	\$54,711	1022	8	\$63,343
Systems Software Supervisor	6	\$ 65,600	98%	\$66,743	21	6	\$66,389	219	6	\$67,804
Tax Examiner	0	NA	NA	\$30,854	NM	NM	NM	383	5	\$30,854
Tax Examiner Senior	4	\$ 29,934	87%	\$34,421	NM	NM	NM	837	8	\$34,421
Tax Manager	1	\$ 37,003	88%	\$42,222	NM	NM	NM	137	5	\$42,222

FY2011 Market Adjustments

Class Title	Group	Current PG	Compa- ratio	No Emp	Rec Adj	Cost with benefits
Office Aide (proposed market PG 14 to15)	1			0	0%	\$0
Administrative Assistant	1	16	84%	710	5%	\$998,619
Senior Administrative Assistant	1	18	90%	744	5%	\$1,243,663
Administrative Specialist	2	19		785	5%	\$1,461,530
Senior Administrative Specialist	2	20	86%	87	5%	\$168,517
Administrative Officer	2	22		135	5%	\$288,941
				2,461		\$4,161,270
Administrative Law Judge	1	36	79%	5	12.5%	\$51,738
Agricultural Inspector II	2	23	88%	51	2.5%	\$54,765
Agricultural Inspector III	2	26		9	2.5%	\$11,497
				60		\$66,262
Agricultural Technician (new class)	1	Proposed 20	75%	85	15%	\$526,513
Agricultural Technician Senior (new class)	1	Proposed 22		47	15%	\$287,922
				132		\$814,435
Architect II	2	28	71%	2	15%	\$13,893
Architect III	2	31	84%	3	7.5%	\$16,730
				5		\$30,623
Assistive Technology Specialist	2	17	78%	3	2.5%	\$1,695
Barber Shop Inspector	2	19	0%	0	10%	\$0
Beauty Shop Inspector	2	19	80%	2	10%	\$6,977
Building Systems Engineer I	2	29		0	0%	\$0
Building Systems Engineer II	2	32	79%	0	0%	\$0
Building Systems Engineer III	2	35	79%	4	12.5%	\$43,459
				4		\$43,459

State Employee Pay Plan
 Oversight Committee
 June 14, 2010
 Attachment 3

Capitol Area Guard I	1	16	79%	17	10%	\$44,687
Capitol Area Guard II	1	18		1	10%	\$4,569
				18		\$49,256
Carpenter	3	17	87%	5	2.5%	\$4,201
Carpenter Senior	3	20	102%	46	0%	\$0
				51		\$4,201
Chemical Dependency Recovery Prog Dir.	1	27	88%	2	2.5%	\$2,555
Client Training Supervisor	2	22	92%	71	2.5%	\$73,357
Communications Specialist I	3	18		14	2.5%	\$11,890
Communications Specialist II	3	20	88%	49	2.5%	\$50,460
Communications Specialist Supervisor	3	23	95%	8	0%	\$0
				71		\$62,350
Compliance Officer	2	19	68%	3	10%	\$10,510
Computer Operator II	2	22	98%	38	0%	\$0
Computer Operations Supervisor	2	28	89%	14	2.5%	\$18,450
Computer Operations Manager	2	30	80%	3	10%	\$19,039
				55		\$37,489
Coordinator of Children's Services	1	28	91%	3	2.5%	\$4,250
Correctional Industries Manager	2	22	93%	9	2.5%	\$9,999
Correctional Industries Manager Senior	2	26	79%	9	7.5%	\$34,983
				18		\$44,982
Corrections Officer IA	3	17		461	2.5%	\$351,921
Corrections Officer IB	3	18	104%	325	2.5%	\$290,946
Corrections Officer II	3	19		290	2.5%	\$275,935
Corrections Specialist I	3	22	96%	225	2.5%	\$243,188
Corrections Specialist II	3	24		70	2.5%	\$87,507
Corrections Specialist III	3	26		38	2.5%	\$53,605
Corrections Counselor I	3	22	92%	57	2.5%	\$59,501
Corrections Counselor II	3	24		59	2.5%	\$71,072
Corrections Manager I	3	24	99%	7	2.5%	\$9,151

Division of Personnel Services
June 14, 2010

3-2

Corrections Manager II	3	27		18	2.5%	\$29,996
Corrections Manager III	3	29		2	2.5%	\$3,366
Parole Officer I	3	22	92%	53	2.5%	\$55,570
Parole Officer II	3	24		29	2.5%	\$33,337
Parole Supervisor	3	26	88%	11	2.5%	\$13,880
Unit Team Manager	3	26	92%	36	2.5%	\$49,478
Warden III	3	35		1	2.5%	\$2,162
				1,682		\$ 1,630,615
Cosmetologist	1	14	95%	1	2.5%	\$762
Custodial Specialist	1	13	86%	466	5%	\$605,883
Custodial Supervisor Senior	1	20	87%	70	5%	\$133,251
Custodial Manager	1	23	93%	14	2.5%	\$15,698
				550		\$ 754,832
Database Administrator I	2	29		1	2.5%	\$1,449
Database Administrator II	2	31	89%	4	2.5%	\$5,994
Database Administrator III	2	33	89%	14	2.5%	\$25,967
Database Administration Supervisor	2	35	99%	3	0%	\$0
				22		\$33,410
Dental Assistant	2	15	82%	1	10%	\$3,243
Driver License Examiner	2	17		6	0%	\$0
Driver License Examiner Senior	2	18	92%	50	0%	\$0
Driver License Examiner Specialist	2	20		32	0%	\$0
Driver License Examiner Coordinator	2	22	88%	5	2.5%	\$5,626
				93		\$5,626
Economic Development Representative I	2	24	80%	2	10%	\$8,967
Economic Development Representative II	2	28		13	5%	\$35,966
Economic Development Representative III	2	30	94%	20	0%	\$0
Economic Development Representative IV	2	32		5	0%	\$0
				40		\$44,933
Educational/Informational Representative I	2	18		14	10%	\$21,086
Educational/Informational Representative II	2	21	82%	24	10%	\$66,852
				38		\$87,938

3-3

Education Program Consultant	2	30	77%	31	15%	\$293,574
Electrician	3	19	82%	10	5%	\$17,295
Electrician Senior	3	22		33	5%	\$69,893
				43		\$87,188
Engineering Associate I	2	25	90%	11	5%	\$26,950
Engineering Associate II	2	28	89%	20	2.5%	\$28,203
Engineering Associate III	2	30		60	2.5%	\$92,556
				91		\$147,709
Engineering Project Designer	2	26	72%	7	15%	\$56,946
Engineering Technician Associate	2	14		8	10%	\$23,682
Engineering Technician	2	19	73%	217	10%	\$807,636
Engineering Technician Senior	2	23	77%	131	10%	\$605,205
Engineering Technician Specialist	2	26		99	10%	\$537,695
				455		\$1,974,218
Environmental Technician I	2	15		10	5%	\$15,256
Environmental Technician II	2	20	88%	2	5%	\$3,906
Environmental Technician III	2	24		7	5%	\$16,411
Environmental Technician IV	2	27	88%	14	5%	\$36,801
				33		\$72,374
Equipment Mechanic	3	19		51	2.5%	\$45,473
Equipment Mechanic Senior	3	21	100%	28	2.5%	\$27,933
Equipment Mechanic Specialist	3	23	98%	21	2.5%	\$26,409
				100		\$99,815
Equipment Operator Trainee	2	14		30	2.5%	\$20,784
Equipment Operator	2	16		389	2.5%	\$303,082
Equipment Operator Senior	2	18	92%	409	2.5%	\$366,634
Equipment Operator Specialist	2	20	100%	93	2.5%	\$98,243
				921		\$788,743
Extension Nutritional Assistant I	1	11	74%	19	15%	\$52,428
Extension Nutritional Assistant II	1	13		0	0%	\$0
				19		\$52,428

4-2

Financial Examiner	2	25		17	10%	\$78,123
Financial Examiner Senior	2	29	79%	11	10%	\$62,842
Financial Examiner Principal	2	32		25	10%	\$171,084
Financial Examiner Administrator	2	35	86%	1	5%	\$3,660
				54		\$315,709
Food, Drug & Lodging Surveyor I	2	23	90%	19	0%	\$0
Food, Drug & Lodging Surveyor II	2	25		0	0%	\$0
Food, Drug & Lodging Surveyor III	2	27	72%	1	15%	\$8,083
				20		\$8,083
Food Service Worker	1	12	80%	73	5%	\$78,211
Forensic Scientist I	2	25		0	0%	\$0
Forensic Scientist II	2	29	80%	6	10%	\$34,222
Forensic Scientist III	2	31		1	10%	\$7,002
Forensic Scientist IV	2	32		0	0%	\$0
				7		\$41,224
General Maintenance Repair Technician	3	14		88	5%	\$116,673
General Maintenance Repair Technician Sr.	3	18		119	2.5%	\$97,801
				207		\$214,474
Grain Warehouse Examiner I	1	22	64%	1	15%	\$6,166
Grain Warehouse Examiner II	1	24		4	15%	\$29,750
Grain Warehouse Examiner III	1	27		0	15%	\$0
				5		\$35,916
Grounds Maintenance Supervisor II	1	21	87%	12	2.5%	\$11,657
Health Facility Surveyor I	2	26	88%	57	2.5%	\$75,666
Health Facility Surveyor II	2	29		9	2.5%	\$13,659
Health Facility Surveyor III	2	31	88%	8	2.5%	\$12,603
				74		\$101,928
Historic Preservation Specialist II	1	27	91%	4	2.5%	\$4,422

FS
3-5

Historic Site Curator I	1	22		6	5%	\$10,809
Historic Site Curator II	1	25	89%	2	5%	\$4,741
				8		\$15,550
Industrial Hygienist	2	26	84%	1	7.5%	\$3,636
Industrial Safety Coordinator	2	29	85%	1	5%	\$2,825
Information System Manager I	2	32	71%	6	15%	\$60,778
Information System Manager II	2	35		5	15%	\$76,157
				11		\$136,935
IT Project Analyst	2	30		4	10%	\$25,697
IT Project Manager	2	32	80%	16	10%	\$114,899
				20		\$140,596
Juvenile Corrections Officer I	3	17	90%	152	2.5%	\$123,743
Juvenile Corrections Officer II	3	20	96%	26	2.5%	\$24,567
Juvenile Corrections Officer III	3	23	85%	15	2.5%	\$15,772
Juvenile Corrections Officer Specialist	3	20		0	2.5%	\$0
Juvenile Corrections Director	3	26		0	2.5%	\$0
				193		\$ 164,082
Laboratory Technician II	2	20	88%	13	5%	\$25,058
Laboratory Technician III	2	23		19	5%	\$39,958
				32		\$65,016
Laborer Supervisor	1	15	61%	5	15%	\$22,995
Landscape Architect II	2	28	76%	2	15%	\$19,825
Landscape Technician	2	22	88%	2	5%	\$4,201
Law Clerk	1	17	57%	3	15%	\$9,581
Lock Systems Specialist	3	18	83%	4	5%	\$7,444
Lock Systems Specialist Senior	3	21		12	5%	\$22,945
				16		\$30,389

3-6

Long Term Care Ombudsman	2	24	83%	7	10%	\$32,551
Mechanic	3	17		10	5%	\$15,968
Mechanic Senior	3	19	81%	4	5%	\$6,879
				14		\$22,847
Motor Carrier Inspector I	1	19		3	2.5%	\$1,253
Motor Carrier Inspector II	1	21	90%	20	2.5%	\$18,966
				23		\$20,219
Museum Exhibits Director	1	29	83%	2	10%	\$13,635
Network Control Supervisor	2	31	85%	2	5%	\$6,486
Network Control Technician I	2	25		4	0%	\$0
Network Control Technician II	2	28	92%	11	0%	\$0
Network Control Technician III	2	30		4	0%	\$0
Network Service Supervisor	2	32	86%	3	5%	\$9,581
Network Service Technician I	2	23		2	0%	\$0
Network Service Technician II	2	26	96%	19	0%	\$0
Network Service Technician III	2	28		22	0%	\$0
				67		\$16,067
Park Attendant	1	11	65%	30	15%	\$108,315
Pharmacy Compliance Inspector	2	24	88%	1	2.5%	\$1,081
Planner I	2	23		0		\$0
Planner II	2	27	76%	2	15%	\$16,165
Planner III	2	31		0		\$0
				2		\$16,165
Plumber	3	19	86%	7	2.5%	\$4,619
Plumber Senior	3	22	91%	14	0%	\$0
				21		\$4,619
Printer	2	12		0	0%	\$0
Printer Senior	2	16	81%	3	10%	\$9,827
Printer Specialist	2	20		14	0%	\$0
Printing Service Coordinator	2	20	98%	4	0%	\$0

3-7

Printing Process Supervisor	2	21		4	0%	\$0
Print Shop Supervisor	2	23	104%	5	0%	\$0
Print Shop Manager	2	26	76%	2	15%	\$15,723
				32		\$25,550
Professional Environmental Engineer I	2	33	84%	12	7.5%	\$63,063
Professional Environmental Engineer II	2	35		14	0%	\$0
Professional Environmental Engineer III	2	37	114%	4	0%	\$0
				30		\$63,063
Professional Geologist II	2	29	96%	6	0%	\$0
Professional Geologist III	2	31		15	0%	\$0
Professional Geologist IV	2	32	84%	10	5%	\$34,173
				31		\$34,173
Program Specialist I	2	20	88%	82	2.5%	\$76,001
Program Specialist II	2	22	89%	34	2.5%	\$35,256
Program Specialist III	2	25	87%	1	2.5%	\$1,204
				117		\$112,461
Psychologist II - PhD only	1	30	85%	4	5%	\$12,431
Psychologist III - PhD only	1	32		12	5%	\$39,548
				16		\$51,979
Public Information Officer I	2	25		5	12.5%	\$32,330
Public Information Officer II	2	27	79%	2	12.5%	\$14,740
				7		\$47,070
Public Program/Performance Technician	1	21	87%	2	5%	\$4,029
Publications Editor	2	28	89%	4	2.5%	\$5,233
Radiological Technologist I	1	25	92%	3	5%	\$7,763
Radiological Technologist II	1	27	95%	1	2.5%	\$1,413
				4		\$9,176
Refrig. & AC Service Technician	3	18	86%	5	2.5%	\$4,815
Refrig. & AC Service Technician Senior	3	20	87%	25	2.5%	\$23,977
				30		\$28,792

3-8

Real Estate Specialist	2	21	78%	1	12.5%	\$5,159
Rehabilitation Instructor	2	19	91%	4	2.5%	\$4,348
Rehabilitation Support Worker II	2	19	78%	3	12.5%	\$13,463
Registered Nurse	1	28	77%	23	15%	\$175,666
Registered Nurse Senior	1	30	89%	149	2.5%	\$237,763
Registered Nurse Specialist	1	33		24	2.5%	\$43,707
Registered Nurse Administrator	1	35	92%	5	2.5%	\$7,567
				201		\$ 464,703
Research Technologist	2	25	87%	11	5%	\$24,346
Right of Way Property Appraiser I	2	25	92%	9	0%	\$0
Right of Way Property Appraiser II	2	27		3	2.5%	\$4,054
Right of Way Property Appraiser Supervisor	2	29	88%	2	2.5%	\$2,948
				14		\$7,002
Safety and Security Officer I	1	18	83%	94	5%	\$148,556
Safety and Security Officer II	1	20		22	5%	\$41,715
Safety and Security Chief	1	22	83%	2	5%	\$4,987
				118		\$195,258
Sales Representative	2	20	82%	3	10.0%	\$12,406
School Food Service Consultant	2	27	84%	9	7.5%	\$36,076
State Auditor I	2	25		7	7.5%	\$24,002
State Auditor II	2	27	80%	68	7.5%	\$273,994
State Auditor III	2	30		29	7.5%	\$140,891
State Auditor IV	2	33	82%	9	7.5%	\$50,116
				113		\$489,003
Surplus Property Agent	2	20	70%	4	15%	\$19,776
Tax Examiner Manager	2	24	88%	1	5%	\$2,236
Tax Examiner Senior	2	19	87%	2	5%	\$3,611
				3		\$5,847

6-9
B-8

Tech. Support Technician I	2	22		11	2.5%	\$11,497
Tech. Support Technician II	2	24	88%	22	2.5%	\$24,788
Tech. Support Consultant I	2	25		36	2.5%	\$40,213
Tech. Support Consultant II	2	27	86%	63	2.5%	\$80,825
Tech. Support Consultant III	2	29		48	2.5%	\$70,335
Tech. Support Supervisor	2	30	92%	19	0%	\$0
				180		\$227,658
Utility Worker	1	13	68%	94	15%	\$374,684
Veterinary Anesthesia Technician	1	24	89%	1	2.5%	\$983

Cost Estimate = \$15,524,755

of employees = 8,662

3-10