

MINUTES OF THE SELECT COMMITTEE ON STATE EMPLOYEE PAY PLAN

The meeting was called to order by Chairman Pat George at 7:30 A.M. on February 5, 2008 in Room 431-N of the Capitol.

All members were present except:

Representative Charles Roth- excused

Committee staff present:

Alan Conroy, Kansas Legislative Research Department

Julian Efird, Kansas Legislative Research Department

Cyndie Rexer, Committee Assistant

Conferees appearing before the committee:

Carol Foreman, Chairman, State Employee Compensation Oversight Commission and Deputy Secretary of the Department of Administration

Others attending:

See attached list.

The minutes of January 23, 2008 were distributed. Representative Tom Hawk moved the minutes be approved. Representative Joann Pottorff seconded the motion. The minutes were approved.

Carol Foreman reported on the State Employee Compensation Oversight Commission and the State Employee Pay Philosophy Task Force during the interim. See Attachment 1 for a list of members. Topics of discussion at these meetings included:

Review of State's current plan

Comparison of the State of Kansas to other states

Testimony and e-mail comments (Attachment 3)

Benefit Value Comparison Analysis from the Hay Group

Panel of private and public sector employers

Direction to the Hay Group as to the general guidelines for a revised pay plan

Presentation from Mr. Kenning on general concepts and structures of recommended plan

Decisions made by the Commission and Task Force included:

Statement of Compensation Philosophy (Attachment 2).

Proposed Pay Plans

Implementation (Attachments 4 and 5)

Performance Management

Funding

Market Surveys

Implementation Oversight

A period of questions and answers followed. Some concerns include whether employees will have input as to their own classification and if more unclassified employees will request to become classified. Representative Mike Burgess commented he hopes performance management will be used as a constructive piece rather than a disincentive and will add group incentives rather than be an individual piece. Representative Burgess is also excited about the personal development piece and how it ties into this plan.

The next meeting is to be announced.

The meeting was adjourned at 8:15 a.m.