

MINUTES OF THE e-GOVERNMENT COMMITTEE.

The meeting was called to order by Chairperson Deena Horst at 3:35 p.m. on January 23, 2001, in Room 526-S of the Capitol.

All members were present.

Committee staff present:

Audrey Nogle, Kansas Legislative Research Department
Amory Lovin, Kansas Legislative Research Department
Robert Chapman, Kansas Legislative Research Department
Jim Wilson, Revisor of Statutes' Office
Gary Deeter, Temporary Committee Secretary

Conferees appearing before the committee:

Bobbi Mariani, Director, Division of Personnel Services, Department of Administration

Others attending: See attached sheet.

The minutes for the January 18, 2001, meeting were approved as printed. (Motion, Representative Gatewood, seconded by Representative Levinson)

Bobbi Mariani, Director of Personnel Services for the Department of Administration, outlined information from the annual Kansas Workforce Report. (Attachment 1) She said Kansas is recognized nationally for its state government human resources programs. She stated that the Workforce Report enables the Personnel Division to be aware of trends in state government, addressing present and future staff requirements in the state agencies and in various job classifications. She highlighted rates of turnover (13%), salary rank compared with neighboring states (29th), retirement statistics (more than 60% of the state workforce over 40 years of age) and strategies for retention and recruitment, the last of which includes developing competency models rather than merely evaluating education and experience. Ms. Mariani discussed the benefits and drawbacks of the state's salary matrix, noting that it was increasingly difficult to compete with the private sector at entry-level positions. (Attachment 2) She said some states use a modified matrix that provides changes at selected points of the matrix without requiring full-spectrum adjustments.

Answering questions, Ms. Mariani noted that low unemployment has impinged on the pool of applications to state government. She said longevity bonuses, employee benefits and job stability help retain employees. Prospective employees in targeted jobs receive up-front bonuses. She replied that the Workforce Report includes Regents' schools statistics. She said she could not provide information for positions funded but not filled; she offered to provide an agency-by-agency list of actual employees. She expressed concern that with the increase in retirements, the state will find it more difficult to provide services for its citizens. She said her office compares the state salary matrix to market figures; however, the rigidity of the matrix obviates much flexibility. She noted that the 40% spread of ranges is adequate, making additional steps above step 15 untenable. She said the report is also available on the Division's web-site.

The meeting was adjourned at 4:40 p.m. **The next meeting is scheduled for Thursday, January 25, 2001, at 3:30 p.m. in Room 526-S, to discuss HB 2004.**

