

MINUTES OF THE SENATE COMMITTEE ON WAYS AND MEANS.

The meeting was called to order by Chairperson Steve Morris at 10:30 a.m. on January 22, 2001, in Room 123-S of the Capitol.

All members were present except:     Senator Jim Barone - excused  
  Senator Nick Jordan - excused

Committee staff present:

Alan Conroy, Chief Fiscal Analyst, Kansas Legislative Research Department  
Leah Robinson, Kansas Legislative Research Department  
Debra Hollon, Kansas Legislative Research Department  
Amory Lovin, Kansas Legislative Research Department  
Paul West, Kansas Legislative Research Department  
Michael Corrigan, Assistant Revisor, Revisor of Statutes Office  
Julie Weber, Administrative Assistant to the Chairman  
Mary Shaw, Committee Secretary

Conferees appearing before the committee:

Duane Goossen, Director, Division of the Budget  
Bobbi Mariani, Director, Division of Personnel Services

Others attending:     See attached guest list

**Bill Introduction**

Senator Jackson moved, with a second by Senator Schodorf, to introduce a separate pay plan bill that would reflect the Governor's employee pay plan adjustments for FY 2002. Motion carried with a voice vote.

Chairman Morris explained that when subcommittees meet the pay plan issues would be amended out and be considered later on in the session. The Chairman assigned the following bills to subcommittees:

- SB 13** - Assigned to Department of Revenue Subcommittee
- SB 17** - Assigned to KPERs Issues Subcommittee
- SB 46** - Assigned to KPERs Issues Subcommittee

Chairman Morris welcomed Duane Goossen, Director, Division of the Budget who briefed the committee regarding pay issues. Director Goossen mentioned that following the release of the Governor's Budget Recommendations, there have been understandably a number of questions that have arisen over the pay plan the Governor proposed. The pay plan is a bit different than it has been in the past. Director Goossen distributed copies of a letter addressed to the Members of the Kansas Legislature from his office, Division of the Budget, dated January 22, 2001, regarding the Governor's Proposed Employee Pay Plan (Attachment 1). Director Goossen noted that the letter lists Bobbi Mariani, Director of the Division of Personnel Services, and his name as potential contacts to answer questions. He noted that the clear intent is to boost starting salaries soon and then to spread the available resources as generously as possible to all classified employees. There were no questions for Director Goossen at this time. Chairman Morris thanked Director Goossen for his presentation before the Committee.

Chairman Morris welcomed Bobbi Mariani, Director, Division of Personnel Services, who provided the Committee with State of Kansas FY 2000 Workforce Report (Attachment 2). Ms Mariani explained the following information in her handout:

- Current pay plan issues: recruitment and retention of new hires
- Pay plan changes: FY 2001 Adjustments and FY 2002 Proposals

In conclusion, Ms. Mariani noted that this is a first step to align the pay plan with the market and the employment

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environment within fiscal constraints and it is essential for the State to attain a competitive market position in attracting and retaining employees within the tight labor market. Committee questions and discussion followed.

Additional information was distributed by staff, Governor's Recommended Pay Plan Adjustments FY 2002, dated January 9, 2001 (Attachment 3).

The meeting was adjourned at 11:20 a.m. The next meeting is scheduled for January 23, 2001.