

Approved: March 6, 2007

Date

MINUTES OF THE SELECT COMMITTEE ON STATE EMPLOYEE PAY PLAN

The meeting was called to order by Chairman Pat George at 8:45 A.M. on March 5, 2007 in Room 423-S of the Capitol.

All members were present except:

Representative John Grange- excused

Committee staff present:

Alan Conroy, Kansas Legislative Research Department

J. G. Scott, Kansas Legislative Research Department

Cyndie Rexer, Committee Assistant

Conferees appearing before the committee:

Ken Gregoire, CEO, Valley Hope Association

John Leipold, COO, Valley Hope Association

Dan Tasset, CEO, Nueterra Health

Others attending:

See attached list.

The minutes of March 1, 2007 were distributed. Representative Joann Pottroff moved the minutes be approved. Representative Stan Frownfelter seconded the motion. The minutes were approved.

Ken Gregoire, CEO of Valley Hope Association, gave an introduction of their Association followed by John Leipold, COO, who gave testimony as to the details of their pay plan. (Attachment 1) Included in his testimony was the following:

Pay plan philosophy

Performance measurement

Rewards based on job performance

Evaluating job performance

Training of supervisors

What supervisors are not allowed to do

How they assure accurate evaluations

Role of fringe benefits

Dan Tasset, CEO of Nueterra Health, gave testimony regarding his company's pay plan. This company believes the greatest expense they have is non-productive, disengaged or partially disengaged employees. Therefore, they strive to have employees who have a passion for their work which makes them more productive. They believe there are three (3) components to having a productive, happy employee:

1. Passion for the work

2. Genetically disposed or a genetic disposition to do the job assigned using the Kolbe Index

3. Financial reward

Nueterra's annual process of evaluation includes:

1. Situational diagnosis

2. Restating purpose/passion

3. Drivers

4. Strategy

5. Supporting initiatives

6. How to measure (performance reviews)

7. Rewards matrix and targeted bonuses

Mr. Tasset supplied the committee with copies of their Performance Evaluation forms (Attachments 2 & 3)

Alan Conroy, Legislative Research, distributed information regarding Sick and Annual Leave Accrual (Attachment 4) and the statutes addressing the state pay plan. (Attachments 5, 6, and 7)

The meeting was adjourned at 10:10 A.M. The next meeting will be March 6, 2007 at 7:30 A.M. in Rm 519-S.