

MINUTES OF THE SELECT COMMITTEE ON STATE EMPLOYEE PAY PLAN

The meeting was called to order by Vice Chairman Lee Tafanelli at 7:45 A.M. on February 14, 2007 in Room 519-S of the Capitol.

All members were present except:

Representative Pat George- excused

Representative Tom Hawk- 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:

Theresa Gordzica, Chief Financial Officer, University of Kansas

Lindy Eakin, Vice Provost for Administration and Finance, University of Kansas

Ola Faucher, Director of Human Resources and Equal Opportunity, University of Kansas

Dennis Constance, Work Group Representative, University Support Staff, University of Kansas

Mike Auchard, Work Group Representative, University Support Staff, University of Kansas

Others attending:

See attached list.

The minutes of February 12, 2007 were distributed. Representative John Grange moved the minutes be approved, Representative Stan Frownfelter seconded the motion. The minutes were approved.

Vice Chairman Tafanelli introduced Theresa Gordzica, Chief Financial Officer, University of Kansas who gave testimony regarding the success KU has had with the transition of its employees from the Civil Service System to the University Support Staff System. Under the new system, KU can:

Manage positions, including job titles and compensation, allowing KU to adjust salaries to reflect local market demand and salary compression problems

Collapse narrow job classifications into broader categories with top and bottom salary ranges, a process known as broad banding

Use a merit system for salary increases just as they do with existing unclassified staff

The USS salary pool is distributed 2/3 across the board and 1/3 based on merit. KU felt it was important to have a merit component so that they can reward and retain the best employees. The salary pool is being funded by the increased Operating Grant Funds, tuition funds and other restricted use funds. Attachments 1 & 2

Questions were asked following the presentation.

The meeting was adjourned at 8:30 A.M. The next meeting is scheduled for Monday, February 19, 2007 at 9:30 A.M. in room 519-S.