

## **MINUTES**

### **STATE EMPLOYEE PAY PLAN OVERSIGHT COMMITTEE**

June 4, 2009  
Room 446-N—Statehouse

#### **Members Present**

Representative Pat George, Chairperson  
Senator Laura Kelly  
Representative Charles Roth  
Representative Tom Hawk (by Phone)  
Carol Foreman, Deputy Secretary, Department of Administration  
Jane Carter, Kansas Organization of State Employees (by Phone)

#### **Members Absent**

Senator Vicki Schmidt  
Jim Garner, Secretary, Department of Labor  
Kathy Greenlee, Secretary, Department on Aging

#### **Staff Present**

Cody Gorges, Kansas Legislative Research Department  
Jill Wolters, Office of the Revisor of Statutes  
Daniel Yoza, Office of the Revisor of Statutes  
Shirley Jepson, Committee Assistant

#### **Conferees**

Kraig Knowlton, Division of Personnel Services, Department of Administration

#### **Other Attendees**

See attached list.

## Morning Session

### Continued Discussion on Implementation of the New State Employee Pay Plan

Chairperson George stated that Committee members, Representative Tom Hawk and Jane Carter, Kansas Organization of State Employees, have been approved to participate in the meeting by phone and both are on line at this time to listen, offer comments and vote on actions to be taken by the Committee.

Carol Foreman reported that representatives of the Department of Administration have met with representatives of the Organization of State Employees, to confer with details of the proposed pay adjustments for state employees to continue market adjustments for FY 2010. Ms. Foreman stated that the meeting was productive and an agreement was reached between the two entities on the proposed five-year plan for market adjustments as being presented today by the Department of Administration, noting that the plan fits the needs of the state and the needs of state employees.

Jane Carter noted that the employee organization appreciated the opportunity to discuss provisions of the plan and an agreement was reached.

Kraig Knowlton, Division of Personnel Services, Department of Administration, presented an updated listing of Recommended Market Adjustments for FY 2010 (Attachment 1). Mr. Knowlton highlighted the differences between using data from the eight-state market adjustments survey and using the data from market adjustment using the Central States Compensation Association (CSCA) which consisted of 26 states.

Mr. Knowlton stated that using the eight-state recommendation will bring approximately an additional 1,300 state employees to market as opposed to using data from the CSCA survey. He requested input from the Committee on which data to use.

*Representative Roth moved to adopt the eight-state pay plan market adjustments for state employees. The motion was seconded by Representative George. Motion carried on a vote of 4-1.*

Jane Carter noted that, where applicable, the employee organization would prefer use of the 26-state plan rather than the eight-state plan.

In using the eight-state plan, the Committee felt it is important to assist as many state employees as possible during this time of economic downturn and felt this is the intent of the Legislature as well. Mr. Knowlton noted that one-third of state employees' salaries will be re-evaluated on an annual basis.

*Senator Kelly moved to adopt the recommendations of market adjustments for state employees as presented by the Department of Administration. The motion was seconded by Representative Roth. Motion carried on a voice vote.*

### Approval of Minutes

*Representative Roth moved to approve the minutes of the May 22, 2009, Committee meeting as written. The motion was seconded by Representative Hawk. Motion carried on a voice vote.*

## Adjournment

The meeting was adjourned at 9:25 a.m. The next meeting will be set by the Chair.

Prepared by Shirley Jepson  
Edited by Cody Gorges

Approved by Committee on:

June 29, 2009  
(Date)