

MINUTES OF THE SELECT COMMITTEE ON STATE EMPLOYEE PAY PLAN

The meeting was called to order by Chairman Pat George at 9:30 A.M. on February 12, 2007 in Room 519-S of the Capitol.

All members were present except:

Representative Lee Tafanelli- 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:

Gary Adkins, Executive Director of the State Employees Association of Kansas (SEAK)

Janet Palmer, SPHR, Human Resources Director, Kansas Department of Labor

Craig Kibbe, Assistant Director of Human Resources, Department of Corrections

Tina David, Human Resources Manager, Ellsworth Correctional Facility

Others attending:

See attached list.

The minutes of February 9, 2007 were distributed. Representative JoAnn Pottorff moved the minutes be approved, Representative Stan Frownfelter seconded the motion. The minutes were approved.

Chairman George introduced Gary Adkins, Executive Director of the State Employees Association of Kansas (SEAK). Mr. Adkins presented testimony on SEAK's concerns with the state employee pay plan in regards to the current conditions and their long term view of what the pay plan should look like. SEAK recommends the State:

1. Provide for step movement for all classified employees effective with the pay period beginning July 1, 2007
2. Provide for a 3% Cost of Living Adjustment (COLA) effective with the pay period beginning July 1, 2007
3. Establish a Legislative Interim Committee to guide the Division of Personnel Services in developing a long-term solution to pay system problems that have evolved over the years.
4. Establish, through legislation, a policy that calls for a systematic review of classifications and salaries on a basis not to span more than every three years.
5. Investigate means to fund these initiatives in the short and long-term. Attachment 1

A time of questions and answers followed Mr. Adkins presentation. Representative Ann Mah requested a comparison of the number of classified and unclassified personnel to those in surrounding states and would like to know what the average medium pay is. Legislative Research will provide the information.

Janet Palmer, Human Resources Director, Kansas Department of Labor presented testimony regarding concerns her department has including shrinking resources in terms of funding, upgrading skills and maintaining technical proficiency, the aging workforce, the major problems in the classification system, and low pay. Attachment 2

Craig Kibbe, Assistant Director of Human Resources, Department of Corrections, and Tina Davis, Human Resources Manager, Ellsworth Correctional Facility presented testimony on the difficulty they have in retention, recruitment, wages/benefits, employee relations and image of state employees. Attachment 3

Questions were asked following this presentations. Representative Ann Mah requested to know the percentage of classified personnel that are management and what the average salary is for management versus non-management. Legislative Research will provide that information.

The meeting was adjourned at 10:40 A.M. The next meeting is scheduled for Wednesday, February 14, 2007 at 7:45 A.M. in room 519-S.

CONTINUATION SHEET

MINUTES OF THE Select Committee on State Employee Pay Plan at 9:30 A.M. on February 12, 2007 in Room 519-S of the Capitol.