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 (<u>Attachment 1</u>). 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. <u>Motion carried on a vote of 4-1</u>.

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 reevaluated 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. <u>Motion carried on a voice vote</u>.

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)

GUEST ATTENDANCE STATE EMPLOYEE PAY PLAN OVERSIGHT COMMITTEE June 4, 2009

Name	Representing
Gail Kennedy	Kansas lottery
Kathy Mescaif	Devenue
Sherry Martin	KOSE Garden City Ks
John C. GRAnge	75th Dist, Ren)
Copry ADKINS	SEAK
Ethan ERICKSON	KDOT
Da Faucher	Ka
Megan Ingnure	KDOL
Dennis Peerentoon	AGRICULTURE
Robby Berry	SRS
Karen hatus	KSDE
Ilene Emery	KDOR
Carol Reed	KDOR
Craig Kibbe	ALL
Karla Bylund	K-state
Sandra PdL	KCC -
Both Child	BIDS
Manty Cennedy	KDOA
Jessia Abel	KDHE
New Ofto	POA
Kraig Knowl ton	D∉ A
Effir Suppron	KHPA
JEREMY S BARCLAY	KDOC
Carmen sellens	supt on Aging
Sheila Denny	Lept on Aging

GUEST ATTENDANCE STATE EMPLOYEE PAY PLAN OVERSIGHT COMMITTEE June 4, 2009

Name	Representing
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Recommended Market Adjustments for FY2010

		N	larket Alignmei	nt	_			Cost Estimates			CSCA	
Class	No Emp	BVPP	8 State	CSCA	Rec Adj	Resulting Market		BVPP	8	State		CSCA
Administrative Assistant	817	-24%			10%	-14%	T \$	2,418,451				
Senior Administrative Assistant	1078	-24%			10%	-14%	\$	3,573,954				
Advanced Registered Nurse Practitioner	3		-3%	-5%	1 0	-3%						
Nursing Education Specialist	2		-15%	-15%	10%	-5%	 		\$	13,292	\$	13.29
Nursing Practice Specialist	1		-13%	-17%	10%	-3% or -7%	 	_	\$	6,053		6,05
Public Health Nurse I	3			11.75	0	0,00, 1,0	 		*	-1	<u> </u>	
Public Health Nurse II	2		17%	15%	1 0		\vdash					
Public Health Nurse III	8	<u></u>			0		 				<u> </u>	
Registered Nurse	14		-26%	-26%	20%	-6%	 		\$	191,729	\$	191,72
Registered Nurse Senior	185		-14%	-16%	10%	-4% or -6%	 			1,492,778		1,492,77
Registered Nurse Specialist	31		T		10%				\$	229,006		229,00
Registered Nurse Administrator	4		-11%	-13%	7.5%	-3.5% or -5.5%			\$	25,272		25,27
Attorney II	102		-13%	-14%	5%	-8% or - 9%	 		\$	349,572	\$	349,57
Attorney IV	19		-14%	-15%	5%	-9% or -10%	╫		\$	80,023		80,02
Administrative Law Judge	18 6 6 W	Marie Commen	\$ #40 \$4-18% . At	-19%		270 GI 1070	46.5			darak Sila		rashi ya
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Archeologist II	5		1%	-5%	0		 					
Archeologist III	1 1		13%	7%	0		\vdash				·	
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Historic Preservation Specialist I	0			 	10%		\vdash					
Historic Preservation Specialist II	5		-18%	-16%	10%	-8% or -6%	 		\$	23,143	\$	23,14
Historic Site Curator I	8	· · · · · · · · · · · · · · · · · · ·		10%	10% or 12.5%	070 01 070	 		\$	32,153		40,74
Historic Site Curator II	2		-19%	-22%	10% or 12.5%	-9% or -10%	 		\$	9,084		11,46
Museum Assistant	3.45	and the second	3% -3%			⊚-0.5% or -19.5%	43.3	an and a said				
Museum Exhibits Director	2		-31%	-28%	20%	-11% or -8%	NAME OF TAKEN	AL LOS COMPANIONS DE CONTRACTOR DE CONTRACTO	\$	23,762		23,76
Museum Exhibits Technician	3		-12%	-12%	5%	-7%	 		\$	4,827	\$	4,82
Museum Specialist	7		-14%	-14%	5%	-9%			\$	13,935	\$	13,93
Audio Visual Technician	5		-19%	-17%	10% or 7.5%	-9% or -9.5%			\$	16,708	\$	12,30
	4		-3%	-3%	10 /0 01 7.3 /0	-3 /0 UI -3.3 /0	 		Ψ	10,700	Ψ	12,00
Media Production Director												
Media Production Director Media Production Technician	13		-16%	-16%	7.50%	-8.5%	\vdash		\$	64,392	\$	64,39

State Employee Pay Plan
Oversight Committee

Date

6-04-2009

Attachment

Public Prog/Perform Tech.	1		-30%	-32%	20% or 22.5%	-10% or -9.5%	1		\$ 6,856	S	7,871
Automotive Driver	14	-3%			0				, , , , , , , , , , , , , , , , , , , ,		
Agricultural Assistant	24	3%			0		ļ	· · · · · ·			
Agricultural Technician	10	32%			0					 	
Animal Science Technician I	32	0%			0		· ·				
Animal Science Technician II	25	-3%			0	- ***	†				
Dairy Foods Assistant	2	-4%			0	·	1			 	
Grain Mill Supervisor	0				0		 			l	
Grain Mill Technician	1	1%			0		·			 	
Plant Science Technician I	11	-11%			0		<u> </u>			•	
Plant Science Technician II	41	-32%			0						
Chemical Dependency Program Dir.	2		-22%	-25%	12.5% or 15%	-9.5% or -10%			\$ 9,307	\$	12,029
Chemical Dependency Counselor	9		5%	6%	0						
Clinical Chaplain	16		7%	- 441-8%	4 ≥ 2.5%		240		\$	\$	18,787
Clothing Specialist	2	-9%			0						
Cook Senior	93	10%									
Food Service Manager	8	10%	0%		2.5%		\$	79,132		1	
Food Service Supervisor Sr.	38	-14%	0%	-5%		NA			<u>.</u>		
Food Service Supervisor St.	81	-9%			5%	-9%	\$	70,597			
T DOG OCIVICE VVDIKEI	01	-976			2.5%	-6.5%	\$	49,554	ļ		
Coordinator of Children's Services	5		-19%	-17%	10% or 7.5%	-9% or -9.5%			\$ 26,138	\$	19,381
Cosmetologist	1		NA .	NA NA	0		 				,
Custodial Manager	17		-13%	-14%	5%	-8% or -9%			\$ 62,474	•	62,474
Custodial Supervisor Sr.	82	-24%	1070	1770	15%	-9%	\$	459,397	Φ 02,474	Ψ-	02,474
Custodial Specialist	579	-3%			0	-576	ΙΨ	400,001			
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Education Specialist	1		18%	11%	0						
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Extension Nutritional Assistant I	0				0					-	
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nin Warehouse Examiner II	45	4-14-14-14	-19%	2%	2.25		CONTRACT.	179 (450 231) (F		-2500000 0020000000	e ing
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Graphic Designer Specialist	29		23%	22%	0							
Grounds Maintenance Supervisor II	18	-16%			7.5%	-8.5%	\$	81,785				
Health Care Assistant	2	16%	·		0							
Health Care Technician I	1	4%			0							
Health Care Technician II	4				0							
Human Service Assistant	275				10%		\$ 6	683,847				
Human Service Specialist	908	-	-15%	-17%	5% to 7.5%	-10% or -9.5%	ļ <u> </u>		\$	1,955,887	\$	2,918,418
Human Service Consultant	125		-6%	2%					· ·	-11	<u> </u>	
Human Service Counselor	107		35%	40%								
Human Service Supervisor	120		-10%	-10%	7.5%	-3%			\$	480,684	\$	480,684
Laborer Supervisor	6				0							···
Laundry Manager	7	· · · · · · · · · · · · · · · · · · ·	35%	36%	0							
Laundry Supervisor	7	-6%			Ö		 					
Laundry Worker	14	6%			ő		 					
Legal Assistant	65		9%	4%	0							
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Library Assistant I	17				0		-					· · · · · · · · · · · · · · · · · · ·
Library Assistant II	54		-4%	2%	0				-			
Library Assistant III	42				0							
Licensed Mental Health Technician	55		10%	23%	0					· · · · · · · · · · · · · · · · · · ·		
Mental Health Dev. Disability Tech.	792		3%	-1%	0	*******			_	7313		
Mental Health Dev. Disability Tech. Trn.	84				0							
Certified Nurse Aide Trainee	0	· ·			5%							
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Certified Nurse Aide II	54		0%	-1%	0		 * 	. +,00			<u> </u>	
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Motor Carrier Inspector I	2		71						
Motor Carrier Inspector II	29		400/	400/		<u> </u>			
Motor Carrier Inspector II	29		-10%	12%	0				
Psychologist I	2			 	0		<u> </u>		<u> </u>
Psychologist II - masters	25 ?		9%	8%	1 0				
Psychologist II- PhD	25?		-15%	-14%	0				
Psychologist III	13		1070	1470	0				
Psychologist IV - masters	3?				0				
Psychologist IV - PhD	3?		3%	3%	 0		 		
Social Worker Supervisor -bachelors	82?		9%	9%	. 0				ļ
Social Worker Supervisor - masters	82?		-15%	-15%	0			"	
Social Worker Specialist - bachelors	400?		15%	13%	0				
Social Worker Specialist - masters	400?		-6%	-8%	0			l	
Radiological Technologist I									
Radiological Technologist II	3		-8%	-6%	0				
Radiological rechnologist ii	1 .		-3%	-6%	0				
Research Analyst I	21								
Research Analyst II	27		-33%	-35%					
Research Analyst III	27	**							
Research Analyst IV	0/312.4		-16%	16%	0	DHOSpolifation et action in the process	Maria de la comparta	All throughten wells a company	Control Action Control Service Control Action
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Safety&Security/Chief	2.2	-29% 4	SELECTION OF THE REAL PROPERTY.		15%	14%	\$ 43.886	150	Mark the state of
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Capitol Guard II	1				7.5%	5.0,0	\$ 3,044		
Speech Delbala 2444 121 241							-		
Speech Pathologist/Audiologist I	2		6%	5%	0				
Speech Pathologist/Audiologist II	1				0				
Storekeeper Specialist	126	40/							
otorekeeper opecialist	120	1%			0				
Tourist Counselor	3		0%	-3%	0	· · · · · · · · · · · · · · · · · · ·			
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Utility Worker	18	-34%			0				
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osinona Tankaisis a I									
erinary Technician I	0				0 .				

		T								
Veterinary Technician II	21		-10%	-8%	0					
Veterinary Anesthesia Technician	4		-20%	-20%	10%	-10%		\$ 16,21	3 \$	16,213
VIN Inspector I	1		 	 					-	
VIN Inspector Lead	20		-2%	0%	<u></u>					
VIN Inspector Supervisor	3		270	070					-	
Law Clerk	0									
Veteran's Service Representative I	0	<u> </u>	 							
Veteran's Service Representative II	0		 							<u>-</u>
Conservation Worker	0		 				<u> </u>			
Lifeguard	0		 							
Park Attendant	0			 	·				 	
									-	
			Non	-Group I Classe	es					
Corrections Counselor I	80				5%	l		\$ 83,117	, s	83,117
Corrections Counselor II	81				5%			\$ 95,988		95,988
	Salar at a terrory	Secretary and the second								
Electrician Senior	33.11			State of the state	5%	加斯特的特殊技术	第二年(1915年)	\$ 19,480	\$ 3	19,480
Electrician Senior	1.5.74U	100 ST 100 ST 100 ST		30.00	4, 4.5% × 5		For Section 1980	\$ 80,81	\$	80,815
Plumber	7.		70.0000	9.502.000.000.000.000	45 - 5% 25 AV		40 3023 748 744 741	Q 22 2 2 2 2 2 2 C	2000000	200 DEC
Plumber Senior	35	2987470 474 5 214	22-20-00-00-00-00-00-00-00-00-00-00-00-0	The second second	5%		56.00	\$ 60.52	C C	60 529
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Carpenter	7				2.5% .			\$ 5,619	\$	5,619
Carpenter Senior	48		· · · · · · · · · · · · · · · · · · ·		2.5%			\$ 45,964		45,964
Power Plant Operator	6				2.5%		· · · · · · · ·	\$ 5,099		5,000
Power Plant Operator Senior	22				2.5%			\$ 18,267		5,099 18,267
					2.070			Ψ 10,207	- - -₽	10,207
Lock Systems Specialist	4				2.5%			\$ 3,564	- S	3,564
Lock Systems Specialist Senior	12			•	2.5%			\$ 12,302		12,302
Refrigeration & AC Service Tech.	5			 	2.5%			A 500		
Refrigeration & AC Service Tech. Senior	34				2.5%			\$ 4,530		4,530
				-	2.5%			\$ 32,920	\$	32,920
Machinist	2				2.5%			\$ 1,980	\$	1,980
Building Systems Technician	50		 		2.5%			47.55		
					2.5%			\$ 47,598	\$	47,598
emputer Operator II	50				5%			\$ 102,721	\$	102,721
nputer Operations Facility Technician mputer Operator Supervisor	2 16				5%			\$ 4,406		4,406
					5%					

<u> </u>									
Computer Operations Manager	5				5%			\$ 15,123	\$ 15,123.
Database Administrator I	ļ <u>.</u>								
Database Administrator II	1				5%			\$ 2,648	7 -1- 1-
Database Administrator III	6	ļ			5%			\$ 18,192	
Database Administrator III Database Administrator Supervisor	15	 			5%			\$ 54,553	
Database Administrator Supervisor	3	ļ			5%			\$ 12,574	\$ 12,574
Network Control Technician I	4	 		·	5%			.	A 5.504
Network Control Technician II	16				5%			\$ 5,594	
Network Control Technician III	6				5%			\$ 21,212	
Network Control Technician Supervisor	2				5%	-	· · · · · · · · · · · · · · · · · · ·	\$ 8,614 \$ 3,119	
					378			3,119	\$ 3,119
Technology Support Technician I	13				5%			\$ 25,549	\$ 25,549
Technology Support Technician II	30				5%			\$ 63,835	
Pohobilitation Curport Markey II								7 00,000	- 00,500
Rehabilitation Support Worker II Rehabilitation Instructor	3				10%			\$ 9,752	\$ 9,752
Renabilitation instructor	4				10%			\$ 15,693	\$ 15,693
	Additio	nal Employees Re	oojving Mose Ad		(0040 1 / 10				
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Dietitian III	3.23	All and the state of the	ALEXANDER OF THE	Anti-Anti-Anti-Anti-Anti-Anti-Anti-Anti-	2.5%	COLUMN TO STATE OF	25254084000	\$ 9.585	\$ 449 585
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Laboratory Technician III	***Z3	Action and the second second		STATE OF THE	≟್.⊪2.5% s		专家的现在分词	\$ 20,371	\$ 朱统建 20,371
Laboratory Technician III	EGSZO WE		AND THE RESERVE	4 To 10 To 1	2.5%	SERVICE SELECTION		\$ 27,029	\$ 27,029
Petroleum Industry Reg Tech I									
Petroleum Industry Reg Tech II	26	27.00	Control of the contro		2.070			3	\$ 20,000
Retroleum Industry Reg Tech IIII	ALL RESE				2.3/0	44.5		35	\$ 45.054
	OF THE PROPERTY.	SOURCE STATE OF THE SECOND		TO SECURITY OF THE PARTY OF THE	4.0/03/82			(\$ 2.U54)	\$\frac{12,054}{}
Special Investigator I	55.	W. C.	1/40/2006 State		2.5%	chille asia a contrario della c	alagaring birangsasa	\$ 58.170	\$ 170
Special Investigator II	63	ALCOHOLD AND	STATE AND A STATE		2.5%	1991 00 10 10 10 10 10 10 10 10 10 10 10 10		\$ 74.207	\$ 74.207
		1 1					N. 10 1. 11 1. 12 1. 12 1. 12 1. 12 1. 12 1. 12 1. 12 1. 12 1. 12 1. 12 1. 12 1. 12 1. 12 1. 12 1. 12 1. 12 1.	442450808080451170188	294 - 174 -
		Additional Employ	ees Receiving Wa	age Adjustmen	ts in FY 2010 if	Using the 8 States			•
Administrative Officer	167				2.5%			¢ 470.500	
Administrative Specialist	1067				2.5%			\$ 178,586 \$ 970,105	
Administrative Specialist Senior	108		<u>, , , , , , , , , , , , , , , , , , , </u>	······································	2.5%			\$ 970,105 \$ 105,356	
			AVERAGE II	NCREASE	6.5% 8-State		0.54-4000		
			AVENAGET	NONLAGE				\$15,895,264 for	3,403 employees
		•			8% all CSCA		All CSCA COST	\$15,607,287 for	5,061 employees
•				•		1			,

1300+