

SESSION OF 2008

**SUPPLEMENTAL NOTE ON HOUSE CONCURRENT  
RESOLUTION NO. 5030**

As Recommended by House Committee on  
Appropriations

**Brief\***

HCR 5030 would endorse the findings and recommendations of the State Employee Compensation Oversight Commission, including funding and staffing related to the implementation of the recommended new pay plans for the state's classified work force. The concurrent resolution also would endorse multiyear appropriations over the five-year implementation period and establishment of an oversight board for the new pay plans.

**Background**

Five pay plans for classified state employees were recommended by the State Employee Compensation Oversight Committee, including: a **management pay plan** for the limited number of classified employees (*i.e.* Public Service Executive III, Public Service Executive IV, Corrections Manager I) involved in managerial functions (with pay increases to be based on performance); a **professional individual contributor** pay plan for employees (*i.e.* Public Service Executive II, Registered Nurse Senior, Applications Developer II) in positions requiring knowledge of principles and theories of a professional discipline that is normally obtained through a college curriculum (with pay for this group to be set within broad bands to reflect different levels of work and performance against established standards); a **protective service** pay plan for uniformed officers of the Department of Corrections, Juvenile Justice Authority, Highway

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\*Supplemental notes are prepared by the Legislative Research Department and do not express legislative intent. The supplemental note and fiscal note for this bill may be accessed on the Internet at <http://www.kslegislature.org>

Patrol troopers and all other positions that meet the definition of police or law enforcement officer (with pay increases to be based on achievement of milestone and certification events as well as time on the job and performance); a **basic vocational pay plan** for employees (*i.e.* Senior Administrative Assistant, Administrative Assistant, Custodial Specialist) assigned to positions that perform routine, structured work where performance can be measured on a pass/fail basis (with pay increases to be based on the traditional step movement approach, or time on the job); and a **general** classified pay plan for those employees (*i.e.* Administrative Specialist, Human Service Specialist, Mental Health/Developmental Disability Technician) who do not fall within the parameters of the other four plans (with the pay ranges to have steps below the market rate and an open range above the market rate).

Under the Governor's recommendations in the FY 2009 *Budget Report*, classified employees will be divided into three groups to first address those with the greatest salary disparity to the market rate. The time frame to fully implement the recommended plans is five years, with the three broadly defined groups of classified state employees to be transitioned through the process. Group 1 consists of 7,758 employees in 147 classes; Group 2 consists of 6,833 employees in 249 classes, and Group 3 consists of 7,392 employees in 135 classes. In the first year, FY 2009, the basic vocational classes, as well as what *Volume 1 of the Governor's Budget Report* characterizes as "isolated worst cases" will be addressed. For FY 2009, the Governor recommends \$16.0 million, including \$8.5 million from the State General Fund, to finance the first year. The Governor also recommends that estimated future costs for the market adjustments be appropriated during the 2008 Legislative Session through a multi-year appropriation. The estimated five-year cost with benefits is \$84.0 million.

For FY 2008, the Governor recommends to add \$29,915, all from the State General Fund, as a supplemental appropriation for one new staff position in the Division of Personnel Services to assist with implementation of the new pay plans. Another 1.0 FTE position is recommended in FY

2009 to bring the total to 2.0 FTE positions for assisting with implementation of the proposed pay plan project. In FY 2009, the Governor recommends \$100,118, all from the State General Fund, to fund the two new staff positions on an annual basis.