

State Employee Pay Plan for FY 2008

Conference Committee Recommendation:

State
General
Fund

2.00 Percent Base Increase for **Classified** Employees.
Unclassified Employees Appointing Authority Would
Receive Salary Pool Equivalent to the Base Increase.
Permanent, temporary, judges, elected officials.

\$ 21.4

5.0 Percent Target Increase for Classified Employees That Are
More than **25** Percent Below Market - 1,533 Employees

1.7

Classified Bonus Payment of \$860.

Bonus Payment Paid on December 14, 2007.

Payment included in retirement calculations.

Unclassified Employees Appointing Authority Would Receive
Salary Pool Equivalent to the Bonus Payment.

19.6

Pay Plan Consultant - Phase III

0.1

Increase Classified Longevity Bonus:

(Increase from \$40 a year to \$50 a year)

1.5

State Employee Compensation Oversight Commission - 11
members (six legislators, three appointed by the Governor, one by
the Chief Justice and one by the Chair of the Board of Regents).
Speaker appoints a member to convene and organize the first
meeting. Members of the Commission will then elect the Chair and
Vice-Chair. Staffed by the Department of Administration.

Pay Philosophy Task Force - 11 members (six legislators, three
appointed by the Governor, one appointed by the Chief Justice,
one appointed by the Chair of the Board of Regents). Speaker
appoints the Chair of the Task Force and President appoint the
Vice-Chair of the Task Force. Pay consultant appropriation to the
Legislative Coordinating Council. Legislative agencies staff Task
Force.

Grand Total :

\$ 44.3

Kansas Legislative Research Department
April 2, 2007

FY 2008 State Employee Pay Plan Conference Committee Agreement

- Authorize appropriations totaling **\$86.5 million**, including \$44.3 million from the State General Fund to finance the FY 2008 state employee plan.
- **2.0 percent base increase** for classified employees. Unclassified employees' appointing authority will receive a salary pool equivalent to the base increase. Increase would apply to temporary employees, justices and judges, legislators, and state-wide elected officials. The increase is effective at the beginning of FY 2008.
- **5.0 percent targeted base increase** for classified employees that are more than 25 percent below market, based on the recent Hay Compensation Study. The increase will move targeted classified employees up one pay grade, while remaining on the same pay step. The increase would apply to 1,533 classified employees. Job classes include: microbiologists, environmental technologists, legal assistants, graphic designers, rehabilitation support workers, storekeepers, grounds maintenance supervisors, power plant operators, plumbers, electricians, lock systems specialists, automotive driver, computer operator, network control technicians, food service workers and supervisors, cooks, custodial workers and supervisors, and utility workers. The targeted increase is effective at the beginning of FY 2008.
- **One-time bonus payment of \$860** for all classified employees. Unclassified employees' appointing authority will receive a salary pool equivalent to the bonus payment. The bonus payment will be made on **December 14, 2007**. The bonus payment will be included in the employees' retirement calculations.
- **Increase longevity bonus payment \$10 a year** from \$40 a year to \$50 a year of service. The minimum years of service remains at ten years, with a maximum of 25 years of service. The payment for the minimum years of service will increase from \$400 to \$500 and the maximum years of service from \$1,000 to \$1,250. The requirement that classified employees maintain a satisfactory or better performance evaluation to receive the longevity bonus remains in place.
- **Creation of a State Employee Pay Philosophy Task Force**. Create an 11-member task force that will establish a pay philosophy for the State of Kansas. The pay philosophy will provide the philosophical framework for the development of a new state employee pay plan. The Task Force will be staffed by legislative staff agencies. The Speaker will appoint the Chairperson of the Task Force and the President will appoint the Vice-Chairperson. The Task Force is required to have its work finalized by June 15, 2007. The 11-member Task Force will be composed of the following members:

- Three members from the Senate (two members appointed by the Senate President and one member appointed by the Senate Minority Leader);
 - Three members from the House (two members appointed by the Speaker and one member appointed by the House Minority Leader);
 - Three members appointed by the Governor;
 - One member appointed by the Chief Justice of the Supreme Court; and
 - One member appointed by the Chairperson of the Board of Regents.
- **Creation of a State Employee Compensation Oversight Commission.** Create an 11-member commission that will work on the development of a new state employee pay plan for presentation to the 2008 Legislature. The Commission will also review the competitiveness of total compensation, including fringe benefits for classified employees. The Commission will regularly consult with various employee organizations to receive their input on the development of the new state employee pay plan. Include an appropriation of \$100,000 (from the State General Fund) to the Legislative Coordinating Council for Phase III of the classified employee pay plan study. The Phase III will assist the Commission in determining the appropriate study level of classified employee fringe benefits. The Speaker will appoint one member to convene and organize the first meeting. At that meeting, the Commission will elect a Chairperson and a Vice-Chairperson from among the members of the Commission. The Commission is required to hold its first meeting no later than June 8, 2007. The Commission will be staffed by the Department of Administration. The 11-member Commission will be composed of the following members:
 - Three members from the Senate (two members appointed by the Senate President and one member appointed by the Senate Minority Leader);
 - Three members from the House (two members appointed by the Speaker and one member appointed by the House Minority Leader);
 - Three members appointed by the Governor;
 - One member appointed by the Chief Justice of the Supreme Court; and
 - One member appointed by the Chairperson of the Board of Regents.