

Frequently Asked Questions

(September 7, 2007)

Why are there different pay plans?

The State of Kansas workforce is the most diverse workforce in the state, which means the State of Kansas must provide competitive wage rates and compensation practices to compete in several diverse labor markets.

Which pay plan will I be under?

Each plan addresses the specific occupational issues of the job classes assigned to the plan. Employees will be assigned to a pay plan based upon their current classification. The Division of Personnel Services is currently reviewing the Hay Group's proposed compensation plans and working with the Hay Group to assign classifications to each plan. As soon as that is completed, that information will be posted online.

Will I lose money when the new plans are implemented?

No employee's wage rate will be lowered as part of the implementation of or transition to this new system.

How do I receive wage increases under my pay plan?

As with the current pay plan, a satisfactory evaluation is required to be eligible for a wage increase. The Hay Group's proposal includes several different forms of movement which are performance based. As part of the implementation process, it is anticipated a new evaluation system will also be put in place for each proposed pay plan.

In addition to the comments submitted by employees to the Compensation Oversight Commission earlier this summer, the Division of Personnel Services, in partnership with state agencies, has been conducting focus meetings with state employees to gain their input on the criteria which may be most appropriate in providing wage increases. In both of these forums, employees have repeatedly stated they want a compensation system which reflects the "value" of the employee to their job.

When will this take effect?

The proposal includes a five year implementation strategy. The workforce would be divided into three groups with each group going through a separate three-year implementation plan. The first year would involve communication to employees and training for managers as well as a revision of the current classification system to implement broader job classes for employees. The second year would be a "dry run" using tools and measures for the new system, but not linking the results to employee compensation. The third year would be full implementation.

As currently proposed, Group 1 would undergo the three-year implementation from FY 2009 – 2011; Group 2 would be from FY 2010 – 2012; and Group 3 would be from FY 2011 – 2013. In addition, each year would involve wage adjustments for job classes where wage rates were not competitive.

How will the wage rates be established?

The wage rates for the new compensation system will be established through the use of market data. In addition to the data from the Hay Group's comprehensive salary survey provided to the 2007 Legislature, it is recommended that the Division of Personnel Services conduct surveys throughout the implementation process in order to make sure that the system is based on current market data. After implementation, surveys will be conducted on one third of the State workforce each year to make sure that the new system remains up to date.

How will I know what is happening?

The Employee Compensation Oversight Commission website will maintain the status of the project and relevant information to keep everyone informed about the project. The website will include a section for employees to submit questions and receive responses. The Division of Personnel Services will also be sending frequent communications to human resource officers in each agency.