

**State Employee Compensation Oversight Commission:**  
**Notes – May 14, 2007**

- Representative Pat George, Convening Chairperson provided opening remarks and reviewed the charge of the Commission.
- Carol Foreman, Deputy Secretary Department of Administration was elected Chairperson.
- Representative Pat George was elected Vice-Chairperson.
- Staff from the Division of Personnel Services provided an overview of the State's employee compensation system.
- Legislative Research Department provided a history of pay increases for classified state employees.
- Neville Kenning, National Director, State Government Consulting, the Hay Group presented the results of the compensation survey that was conducted as part of Phase I of the compensation study.
- The Commission discussed the subject of the Hay Group conducting a survey of benefits provided to State of Kansas employees.
- Mr. Kenning provided a presentation on the components of an effective state employee pay plan.
- The Commission discussed the information presented and at the conclusion of the discussion, it was determined that:
  - The Commission would review the draft of the compensation philosophy to be prepared by the Hay Group;
  - Overall, the State's classification system was good and would not be reviewed by this Commission;
  - There was no need to address the subject of job evaluation;
  - In developing a new compensation system, the State of Kansas would continue to place primary focus on market alignment with consideration to internal alignment as needed;
  - The Commission would focus on the development of pay structure(s), and the pricing of such structures; and,
  - The Commission would also focus on identifying the criteria most appropriate for pay delivery.
- Commission members directed staff to provide information concerning:
  - How the wage rates in Kansas compared with those comparable to those provided by comparable states;

- A comparison of the wage rates for classified and unclassified state employees who perform comparable work;
  - Employee turnover data due to specific reasons, and
  - The number of employees currently in the unclassified service who should be in the classified service.
- 
- Commission members directed the Hay Group to prepare an overview of the different types of pay plans used by other states for review and discussion at an upcoming meeting.
  - Mr. Kenning and Chairperson Foreman are to meet to develop a tentative schedule for future meetings of the Commission, with the goal of completing the Commission's charge by early to mid-November of 2007.
  - The Commission discussed the matter of the frequency and duration of future meetings and agreed that meetings should be held when appropriate and should be all-day, if not multiple day meetings.
  - Chairperson Foreman stated that she would communicate the date of the next meeting of the Commission to the members of the Commission through various mediums soon after speaking with Mr. Kenning about that subject.