

State Employee Compensation Oversight Commission:
Notes – June 11, 2007

- Chair Carol Foreman called the meeting to order at 9:40 a.m. in Room 123-S of the Statehouse.
- Due to some confusion being caused by several Commission members having received “Oath of Office” paperwork following the first Commission meeting, Secretary Garner moved to reaffirm all action that was taken at the last meeting. The motion was seconded by Senator Schmidt and carried unanimously.
- Neville Kenning, National Director, State Government Consulting, the Hay Group presented the summary of “What Currently Exists” describing each plan component and putting forth the current plan.
- Mr. Kenning provided a summary of other state’s pay plan developments by focusing on information collected from eighteen states. Many states plan to review their pay plans, but few have started the process. Following a discussion it was determined that:
 - Kansas could take bits and pieces from other state’s plans but should not plan to copy any of them verbatim.
 - The Commission asked Mr. Kenning to provide them a list of terminology related to compensation plans.
- Mr. Kenning reported that the Hay Group can analyze the benefits provided by the State of Kansas using one of two vehicles:
 1. Prevalence of Practice Analysis –
This report will summarize the detailed benefits of the State of Kansas against those of a comparator group or groups. It would not provide exact market value of each component of the benefits.
 2. Benefit Value Comparison Analysis –
This report compares benefit values of the participating comparator organizations against those of the State of Kansas. The benefit value is based on the value it is to the employee not on the cost to the state.Following a discussion, Representative George moved the Hay Group conduct a Benefit Value Comparison Analysis. Motion was seconded by Representative Hawk and passed unanimously.

Mr. Kenning asked what Comparator Group should be used when conducting the analysis. Following a discussion, Senator Schmidt moved the Hay Group use the same comparative groups as were used in the salary survey. Motion was seconded by Secretary Garner and passed unanimously. Mr. Kenning noted the analysis typically takes two to three months to complete.

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- Chair Foreman said the Agenda for the next meeting of the Compensation Oversight Commission would be dedicated to receiving input from employees. Interested persons being contacted will include organizations, associations and individuals.
- Handouts were provided to the Commission giving information they had requested at the previous meeting:
 - Comparison of the Average Wage Rates for Classified State Employees
 - Specific reasons for employee turnover
- Chair Foreman announced the next meeting is scheduled for Monday, June 25, 2007 and an Agenda will be forthcoming through various mediums.
- Chair Foreman reported in order for this Commission's report to be included in the Governor's Budget, it must be concluded by early November.
- Meeting adjourned at 12:05 p.m.