

State Employee Compensation Oversight Commission:
Notes – September 7, 2007

- Chair Carol Foreman called the meeting to order at 9:05 a.m. in Room 123-S of the Statehouse, Topeka, Kansas.
- Larry Hicks, Hay Group Inc., presented the summary of findings from their Employee Benefits Study in which they examined the external competitiveness of the State's benefits program.
- Neville Kenning, Hay Group Inc., provided details of the proposed compensation plan design which was based on the adopted Compensation Philosophy. Five pay plans for classified employees are recommended:
 1. Management Pay Plan
 2. Professional Individual Contributor Pay Plan
 3. Protective Services Pay Plan
 4. Basic Vocational Pay Plan
 5. General Classified Pay Plan

A handout entitled "Proposed Compensation Plan Design" dated September 7, 2007 was distributed. This report provides details of each pay plan.

- Chair Foreman announced the next meeting of the Commission will be on Monday, October 15, 2007. The meeting will be held in Room 313-S in the Statehouse.
- There being no further business, Chair Foreman adjourned the meeting.