

**TESTIMONY BEFORE
STATE EMPLOYEE COMPENSATION OVERSIGHT COMMITTEE
REGARDING STATE EMPLOYEE PAY PLAN**

June 25, 2007

Madam Chair and Committee Members:

I am Allen Humphrey, Chief of the Bureau of Personnel Services. On behalf of the Kansas Department of Transportation (KDOT), I am here to provide testimony regarding proposed changes to the state employee compensation system.

KDOT remains supportive of the development of a more flexible and open-ended pay system that will attract and retain capable and talented employees. We suggest the following components be incorporated into the new pay plan:

- Continuous pay movements to alleviate current and future pay compression inequities; for example, inequities created when new employees are hired at the same level as tenured employees.

Ability to address competitive pay for specific job groups as the market changes.

Ability to increase employee compensation as specified skill sets (training, certifications, licenses, et cetera) are attained, which are applicable to their job.

- Creation of a “technical” compensation path, which allows valued employees to continue to gain monetary recognition without moving them into management or supervisory positions. Sometimes management is not the preferred career path of highly technical professionals.

Use of incentive or reward payments to recognize excellent performance, specific accomplishments, or completion of special projects.

- Ability to utilize additional pay for job requirements such as full-time travel or hazardous duties, which may include highway construction or bridge inspections.

In addition, KDOT would support the continuation or enhancement of the following practices:

- Ability to hire new employees who bring exceptional experience, education or other job-related attributes with them at a higher starting rate than employees with lesser qualifications.

- Ability to pay additional for hazardous or uncomfortable work such as snow and ice control, and evening/night shift work.
- In order to support employee recruitment and retention, enhance the reimbursement rate of moving expenses as well as the activities related thereto.

Lastly, new and current pay incentives should be streamlined to ease implementation and administration thereof. For example, reimbursement of moving expenses requires the employee to solicit three competitive quotes, has a weight limit that is very restrictive, and a low reimbursement rate.

Thank you for your time, I will gladly stand for questions.

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