

State Employee Compensation Oversight Commission  
June 25, 2007 Hearing  
Room 313-S Statehouse  
Topeka, Kansas

June 25, 2007

Presentation by: John M. Kruzel  
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**Response to the State's classified pay plan - Item #4 Pay Administration.**

Dear Commission Members:

**Personal/Job Experience:**

I am 65 years old and married. My wife and I have seven children and 17 grandchildren. I completed four years of college at Youngstown State University and served in the U. S. Army Reserves.

My adult working career includes 26 years with a Fortune 500 company of which the last 20 years I was a Divisional Personnel and Labor Relations Manager. The divisions include multi-plant manufacturing operations for union and non-union personnel. One plant employed up to 1500 salary and hourly employees.

**My duties included:**

Administration of Benefits (salary, hourly and retiree), **Salary and Hourly Wage Structures**, Affirmative Action, EEO and Sexual Harassment, Discipline, Grievances, Worker's Compensation, Safety and Plant Security. Along with these duties I was also involved with the negotiations and administration of Management/Union contracts, plant start-ups and closures.

I wound up laying myself off along with many other employees as a result of corporate downsizing and closing divisions.

I began employment in 1992 with the Kansas Department of Administration in their Personnel Unit. In late 1992 I transferred to SRS Topeka State Hospital as Assistant Personnel Manager. Then I transferred to the Department of Human Recourses (now the Department of Labor) as a Safety and Health Inspector II (now titled Safety Consultant) in 1994 just prior to the closure of Topeka State Hospital. I am presently a Safety Consultant with the DOL Industrial Safety and Health Unit.