

Madam Chair and Members of the Oversight Commission:

Thank you for requesting input from the Kansas Council of Classified Senates (KCCS) on the Hay Group Proposed Compensation Plans for Classified Employees. The Hay Group proposal generated a lot of questions from our constituents. Below, we have compiled a list of comments we received from classified employees from all Board of Regents Universities:

- KCCS feels strongly that no pay structure will work unless the State of Kansas Legislature commits funding for it. The Hay Group's plans have significant potential that will go unrealized without proper levels of funding to support each plan.
- To show commitment and to restore faith, the State of Kansas needs to include the FY 2008 \$860 bonus (paid on 12/14/2007) in classified employee base pay when allocating classified salaries for the FY 2009 budget. The practice of approving bonuses in lieu of base salary increases does not need to be repeated.
- Many people are concerned about employees who will fall under the Vocational Pay Plan due to its limited step movement. After much discussion, we do not see the need to single out vocational jobs as any less deserving than jobs in the General Classified Pay Plan. We recommend eliminating the Vocational Pay Plan to simplify the implementation process and to eliminate potential job class discrimination for vocational employees.
- We believe agencies with delegated human resource authority within the agency should retain that authority under the new pay plan. However, instead of these decisions being made by one or two people, each agency will have a Professional Development Committee to oversee the PIC plan. We would, also, like to have another Classification Review Committee to review all reclassification requests instead of one person making those crucial decisions.
- We would like to have an appeal process to help agencies identify if a salary decision is unjust since the new plans will allow supervisors to financially recognize employee performance. We will need a more equitable evaluation process in an effort to prevent gross salary inequities.
- Due to the limitations of the current matrix system, we believe there are people in supervisory positions that do not possess sound supervisory skills. We need an evaluation system that gives employees the ability to provide confidential input to their supervisor's HR file. This input could be positive, neutral or negative. However, we feel strongly that all employees deserve the right to confidentially evaluate their supervisor. Over time, this process could help appeal committees, managers and HR professionals identify any issues with a supervisor.
- Due to the numerous changes for all 5 pay plans, we believe all employees who supervise a classified employee should be required to attend training sessions as the plans are implemented. Currently, unclassified employees are not required to take Supervisory Training.
- Finally, we are losing ground in the human resource world every day we stay in the matrix system. We do not believe it has to take 3-5 years for implementation if the State of Kansas makes classified employees a priority. K-State, Emporia State and Pittsburg State would like to volunteer to be test agencies for implementation if that opportunity should arise.

Once again, we sincerely want to thank the Hay Group and members of this Commission for the opportunity to make positive changes to the pay system for classified employees across the State of Kansas. We believe the changes in the Hay Group proposal will go a long way toward improving morale, retention and work satisfaction.