

# Pawnee County Economic Development Commission

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**To:** State Employee Compensation Oversight Commission

**From:** Kim Barnes

10/15/2007

Hay Group Proposal

On behalf of the Pawnee County Economic Development Commission, I would like to extend our gratitude to the Commission for its' diligent work to benefit State Employees in Kansas. Pawnee County has the pleasure of hosting a large State complex in Larned, Kansas with several State agencies allowing many of our residents and those of surrounding communities the opportunity to be involved in public service.

We have reviewed the Hay report and have the following thoughts as you move forward with your deliberations:

- Continue Governor Sebelius' attention to those State employees who are well below market levels and target increases to those classes first. Three years may be too long in some instances to sustain or increase this employee population that serves some of the most vulnerable of our state complexes constituency.
- State agencies need more flexibility to offer sign up bonuses, incentives etc. to be able to recruit and retain the best qualified public servants.
- Consider student loan repayment programs to both recruit credentialed professionals and to encourage current State employees to gain further certifications and licenses to increase their value to the State and the population they serve.
- We would caution you to be certain that those State employees falling into the "Basic Vocational Pay Plan" are not pigeon holed into a class and are instead incented to move up within the State employment ranks. In a Complex like ours, these public servants are often in direct contact with a very difficult and oftentimes dangerous population regardless of the work they are performing. The fact that their job title is perhaps "housekeeper" should not lull this Commission into analogizing their duties with those of a "housekeeper" at your local hotel etc. Their environment in many cases is fraught with the constant danger of physical harm and they must employ a whole additional skill set to perform their duties beyond those similarly classified in the public sector.

Once again on behalf of the Pawnee County Economic Development Commission, thank you for your hard work on behalf of Kansas and the men and women it employs. If we can be of any assistance in your deliberation please contact me.

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