

MINUTES OF THE SELECT COMMITTEE ON STATE EMPLOYEE PAY PLAN

The meeting was called to order by Chairman Pat George at 8:20 A.M. on March 7, 2008 in Room 531-N of the Capitol.

All members were present.

Committee staff present:

Alan Conroy, Kansas Legislative Research Department
J. G. Scott, Kansas Legislative Research Department
Julian Efird, Kansas Legislative Research Department
Jim Wilson, Revisor of Statutes Office
Cyndie Rexer, Committee Assistant

Conferees appearing before the committee:

Others attending:

See attached list.

HB 2916 - State officers and employees, salaries and compensation, increases for FY 2009, certain expense allowances and multi-year market adjustments

Jim Wilson, Revisor, briefed the committee on **HB 2916**. He stated that the bill was what the Governor recommended with the addition of a 2.5% COLA and a couple of differences with respect to longevity pay. The bill calls for the design, development and implementation of the five recommended pay plans, development and implementation of new statewide employee performance management system for classified employees, perform market salary surveys on one third of the classified workforce annually, market adjustments to the job classes determined to be significantly below market salary rates and annual base pay rate increase for each person in the classified service. Mr. Wilson spoke of funding appropriations. As requested in the March 6 meeting, Staff provided for the committee with 2 documents that explain market adjustments (Attachment 1) and increases in salaries for state classified employees (Attachment 2).

Chairman George entertained motions.

Representative Tapanelli moved the Select Committee on State Employee Pay Plan recommend **HB 2916** favorable for passage. Representative Hawk seconded the motion.

Representative Hawk made a substitute motion to provide for a \$50 longevity bonus for all current employees hired on or before the first pay period of the current fiscal year (June 15, 2008) and will preserve longevity in statute. This amendment would remove the rolling of longevity into base pay and would grandfather in all current employees. Representative Frownfelter seconded the motion. The motion carried.

Representative Tapanelli made a motion to amend by adding the pay philosophy that was part of the Resolution passed out of the Pay Commission and Select Committee on Pay and the guiding principle that drove the pay plan and add the formation of an Oversight Committee composed of 7 members who shall be appointed as follows: (1) One member by the President of the Senate, (2) two members by the Speaker of the House of Representatives (3) one member by the Minority Leader of the Senate, (4) one member by the Minority Leader of the House of Representatives, and (5) two members by the Governor. Representative Grange seconded the motion.

Representative Tapanelli withdrew his amendment and reoffered it with the correction that the Oversight Committee would have at least one member from each legislative body included. Representative Portoff seconded the motion. The motion passed unanimously.

Representative Tapanelli moved the Select Committee on State Employee Pay Plan pass out **HB 2916** as amended favorably. Representative Hawk seconded the motion. The motion passes unanimously.

Chairman George thanked everyone for their diligence and hard work on this bill. Representative Hawk thanked Chairman George for his leadership of the committee.

CONTINUATION SHEET

MINUTES OF THE Select Committee on State Employee Pay Plan at 8:20 A.M. on March 7, 2008 in Room 531-N of the Capitol.

The meeting was adjourned at 8:45 a.m. On further meetings are planned.