

Approved: March 1, 2007

Date

MINUTES OF THE SELECT COMMITTEE ON STATE EMPLOYEE PAY PLAN

The meeting was called to order by Chairman Pat George at 9:30 A.M. on February 19, 2007 in Room 423-S of the Capitol.

All members were present except:

Representative Stan Frownfelter- excused

Representative John Grange- excused

Representative Tom Hawk- excused

Committee staff present:

Alan Conroy, Kansas Legislative Research Department

Julian Efird, Kansas Legislative Research Department

Cyndie Rexer, Committee Assistant

Conferees appearing before the committee:

Neville Kenning, Hay Group

Others attending:

See attached list.

The minutes of February 14, 2007 were distributed. Representative Ann Mah moved the minutes be approved, Representative Charles Roth seconded the motion. The minutes were approved.

Chairman George turned the floor over to Neville Kenning and asked the committee to hold their questions until the end of the presentation. Mr. Kenning presented what the Hay Group considers to be the important components of a review of employee pay. The key objective of a Classification and Compensation Plan review is to determine the answer to the questions of:

Are you getting “the best bang for your compensation buck?”

Is the compensation plan consistent with the State’s human resources objectives and aligned to reinforce the State’s mission, values, and objectives?

Does the compensation plan enable the State to attract, retain, and reward the quantity and quality of employees it needs?

Is the plan being managed and administered in accordance with “Code, Rules, Policies and Procedures

Who is accountable for what in terms of accountability for plan administration and are they effective?

Mr. Kenning outlined the 8 components of a compensation plan which are compensation philosophy, job documentation, classification and job evaluation methodology and process, grade structure, internal equity, external competitiveness, pay delivery mechanisms, and plan administration. Attachment 1

Included in the questions asked was a request by Representative Ann Mah for a listing of the State Statutes on the pay plan. Legislative Research will provide the list. Representative Charles Roth asked Mr. Kenning for any documentation he has from the State of Idaho, which is in the process of writing their Compensation Philosophy. Mr. Kenning agreed to provide this.

The meeting was adjourned at 10:10 A.M. The next meeting is scheduled for Thursday, March 1, 2007 at 7:45 A.M. in room 514-S.