

# **ALTERNATIVE SERVICE COMMITTEE**

**September 12, 2007**

**Committee Members Present:** Paula Connors, Kristi Fronce, Janel Harder, Gary Leitnaker, Melissa Linenberger, Carol Marden, Roger McBride, Barb Nagel, Jennyfer Owensby, Nick Pecenka, Cyreathia Reyer, Lois Schreiner, Bruce Shubert, Marlene Walker, and Terri Wyrick

## **Minutes:**

Approved as presented.

## **NEW BUSINESS**

### **Oversight Commission Presentation**

September 7, 2007 highlights. Those that attended the most recent meeting presented an outline of the proposed pay plan for state employees.

### **Benefits Summary**

Benefits when compared to the private and public sector were generally very comparable. The major differences are under the heading of "other" benefits. The difference was due to tuition reimbursement. State as a whole does not have tuition reimbursement. A second difference is the 403b retirement plan. It does not have employer contribution. Another difference that is notable is health benefits in the public and private sector are charging family coverage between 25% and 28%. The state is charging families 50%.

### **Compensation Summary**

The plan introduces 5 pay plans:

1. Management Pay Plan...it is likely this plan will not include any who are employed at the Regent's schools.
2. Professional Individual Contributor Pay Plan... could include engineers, accountants, information technology, attorneys, and healthcare professionals.
3. Protective Services Pay Plan...could include law enforcement officers of various levels.
4. Basic Vocation Pay Plan...this group could include in general those that make less than \$10 per hour. This group will have 5 steps that may include 2 steps to denote below market, 1 step at market, and 2 steps above market.
5. General Classified Pay Plan...this is where most of the classified staff here at K-State may fall. A discussion of a pay matrix up to market and then an open range thereafter. The open range above market would be based on merit only.

### **Items to Monitor:**

1. If the potential to raise a salary range arises the decision making process should be kept locally.
2. If merit increase is tied directly to the evaluation process there should be an appeals process and education to equitably perform the evaluation process.
3. Any future bonuses should be directly linked to base pay.

### **Future Actions of the Commission**

The next meeting of the Commission is October 15, 2007. At this meeting they will present the details of this pay plan. November 1, 2007, the plan in its final form will be presented to the Governor.

It is expected that after the presentation of the final pay plan by the Commission, October 15, classified employees may be extended a formal invitation for input in the plan.

It is also expected that this plan will take 3-5 years to implement beginning in FY 09. In the interim it was recommended that the state not fall further behind market.

### **OLD BUSINESS**

The Committee decided not to man a booth at the 2007 Benefits Fair. The Classified Senate will address any questions or concerns in connection with the new pay plan.

**Next meeting will be Wednesday, October 24, 2007. From 1:00 pm to 2:30 pm., location to be announced.**