

**Testimony on HB2916,  
Select Committee on State Employee Pay Plan  
Submitted by Barbara Nagel  
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Representing The Kansas Council of Classified Senates  
March 6, 2008**

Chairman George and Members of the Select Committee on State Employee Pay Plan:

Thank you for the opportunity to appear before you today to testify on behalf of the 4,500+ employees represented by the Kansas Council of Classified Senates from the six Regents Universities, Emporia State University, Fort Hays State University, Kansas State University, Pittsburg State University, Wichita State University, and the University Support Staff Senate of the University of Kansas, who fully support the findings and recommendations of the State Employee Compensation Oversight Commission and HB2916.

The Kansas Council of Classified Senates has played an integral part in the new pay plan process. From the very beginning with the formation of the Oversight Commission, the Kansas Council of Classified Senates attended meetings on behalf of the Regents employees to stay abreast of the Commission's work. Jennyfer Owensby, President-Elect of Classified Senate at Kansas State University, and a member of the Kansas Council of Classified Senates, testified on two separate occasions to the Oversight Commission concerning the Regents input on the state pay plan system. To further our support of the Oversight Commission's work, the Kansas Council of Classified Senates passed a resolution on November 5, 2007 acknowledging the Commission's diligent work and supporting the recommendations on behalf of all Regents employees.

The Oversight Commission has done excellent work in defining the parameters of the compensation problem and recommending changes to the state pay plan system. We believe HB2916 clearly lays a foundation for implementing those recommendations to establish a quality and competitive pay plan for the state employees of Kansas. A market based system provides a competitive pay to attract and retain employees along with offering a system that monitors and responds to market pay changes proactively. The true effectiveness of the pay plans will rest heavily upon the implementation from the Department of Personnel Services. The degree to which they provide interactive and hands-on support will be crucial in establishing standardized guidelines for training supervisors, developing merit assessment, defining measurable criteria for employee evaluations, and consistent classifications of positions across state agencies. The continuation of an Oversight Committee will be vital to the success and on going evaluation and I would go one step further in recommending that one member of that committee be a state classified employee.

On behalf of the Kansas Council of Classified Senates, I want to express our appreciation and gratitude to the Legislature for making the pay plan a priority this year and addressing this important issue early in the legislative session.

The Kansas Council of Classified Senates strongly urges this committee and the other Kansas Legislators to support and pass HB2916.