

Status of Salary Surveys for Group 1 Classifications

Before the State Employee Pay Plan Oversight Committee
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Thank you for the opportunity to speak to you today about the efforts to date with respect to the FY2009 salary survey of the State workforce as required by 2008 Senate Sub. for House Bill 2916.

At the Committee's June 30, 2008 hearing, staff from the Division of Personnel Services (DPS) obtained guidance from the Committee on several key issues with respect to the salary survey. Specifically, the Committee agreed that:

- The survey conducted this summer would be for classifications assigned to implementation Group 1;
- All of the states in the Central States Compensation Association (CSCA) would be included in the comparator group, as opposed to just the eight states included in the Hay Group's survey, but the eight state grouping would be reported separately in the survey results;
- Where job matches are found with both in-state employers and other state governments, the data will be weighted 75/25 to in-state employers for determination of market rate;
- Where job matches are found only with other state governments, that is the only data which will be used to determine market rate;
- Market data for classifications assigned to the Basic Vocational Pay Plan (BVPP) will be limited to in-state employers only; and
- The only survey data on which compensation decisions for classified employees in the State of Kansas will be based will be the data from the Hay Group's 2006 survey, any surveys conducted by the Department of Administration in accordance with 2008 Senate Sub. for House Bill 2916 and any other survey authorized by this Committee.

At the conclusion of the meeting, the only remaining issue was the concern that private employers may be hesitant to participate in the surveys since their salary data would become open records, and the Committee asked that DPS postpone sending out the surveys until such time as that issue could be looked into.

Once it was determined that this information would indeed be subject to open records requests, the surveys were sent out to 465 public and private employers. A sentence informing employers that information provided in the salary survey would be considered an open record was included in the letter that accompanied the salary surveys.

As of today, we have received responses from 178 employers which results in a 38% response rate. The list of employers to whom the surveys were sent as well as an explanation of the contacts that we have had with those employers is included as *Attachment I*. Agencies and employee organizations were asked to provide input and recommendations on the employers to be included in the survey.

Attachment II provides an overall summary of the responses that we have received and illustrates the benchmarks where we need more results to make sure that we have a sufficient sampling of the market. As the Committee can see, there are a large number of employers who have not provided information.

Once we are able to secure a sufficient number of results, we must then begin quality control efforts. This involves following up on results that we have received that appear to be outside of the norm for the benchmark. The “No. QC” column on Attachment II shows the number of quality control issues that we have per benchmark. This is an important step in the process as it ensures that we have good matches with respect to our benchmarks.

Due to the amount of work that is left to do, both to persuade employers to submit results and to work on quality control issues with those that already have, we are still several weeks away from being in a position to begin making projections for FY2010. We apologize for the delays that have occurred throughout this process, but due to the importance of the data, we believe that it is crucial that we take our time and make sure that this process is done right.

I hope this information has been helpful and I thank the Committee for the opportunity to present it today. I would be happy to stand for any questions.