

Summary of Second Round of Comments from State Employees to the State Employee Compensation Oversight Commission

October 11, 2007

As of September 30, 2007 there have been 280 emails from agencies and employees that have been submitted to the PayPlans@da.ks.gov email address in response to the Chairperson's September 18, 2007 letter requesting input on the pay plans proposed by the Hay Group at the Commission's September 7, 2007 meeting. The Chairperson's letter was sent to agency HR staff to be forwarded to employees on September 18, 2007.

Of the 138 emails that clearly indicated support or disapproval for the proposed pay plans, 59% were in favor of the proposed pay plans with 41% stating that they did not favor the proposal. Of the 57 emails that opposed the changes, 31 indicated a preference to stay with the current pay plan.

In addition, there were a number of specific concerns expressed frequently throughout the emails. The most frequent of these was the concern that regardless of a new plan design, there would not be adequate funding. This concern was expressed in 43 emails and came from both those who support the proposed changes as well as those who did not. Just like the first round of comments, many who do not support the proposed changes asserted that if the current plan had been adequately funded, there would be no need to be going through this process funding.

The next most frequent concern expressed had to do with the implementation of a performance-based system. These comments included concerns about the difficulty of developing such a system, the inability of supervisors to adequately implement such a system and a fear that such a system would lead to the "good 'ol boy" system. There were 36 emails that included comments with respect to this subject.

The last of the frequently expressed concerns had to do with the proposed five-year implementation plan. There were 31 emails that contained comments that the proposed implementation period was too long, some of which suggested that the entire workforce should be moved to the new plans at one time.