

Testimony on Updated Information Regarding State Employee Pay

**Before the Legislative Budget Committee
December 11, 2006**

**By the Department of Administration,
Division of Personnel Services**

Mr. Chairman, members of the committee, my name is Kraig Knowlton and I am the Manager of the Policy and Pay Administration Section in the Division of Personnel Services, Department of Administration. Thank you for the opportunity to appear before you again today to present follow-up information to the presentation on the State's compensation system that Ken Otte and I presented to you in August.

During that hearing, the Committee asked us to update a number of the statistics that were included as attachments to our presentation. The first of these requests was to update the attachments regarding the distribution of employees on the steps of the pay matrix in light of the September 10, 2006 step increase. You will find that information provided as *Attachments I and II*.

Part of our presentation in August involved the difference between the Consumer Price Index (CPI) and the Employee Cost Index (ECI) and how the CPI was increasingly falling out of favor as an indicator of competitive wage rates. The Committee asked that we find out what other states use, and that information is provided as *Attachment III*.

One of the attachments to our previous presentation showed the difference between the increases in the CPI and the ECI over the past few years with the average salary for classified employees used as a comparison. The Committee asked for an attachment with the same data but including the average salary for unclassified employees, so that information is provided as *Attachment IV*.

We also included information in our August presentation about the number of reallocations in the state workforce as an indicator that the classification system was being used to "work around" the compensation system. The Committee asked for an update of those numbers to include calendar year 2006, and that information is provided as *Attachment V*.

Finally, at the hearing in August, the Kansas Association of Public Employees (KAPE) brought up the subject of professional development in their testimony. The Committee asked us to provide information on the various types of professional development, tuition assistance and other education incentive policies and programs that are currently available to employees throughout the agencies.

We sent an email survey to all of the agencies asking for information on their policies with respect to these subjects. We received responses from 37 agencies and compiled the information from those responses into a table, which is included as *Attachment VI*.

I hope that the Committee finds this updated data to be informative. I would be happy to stand for any questions that the Committee may have