

February 15, 1979

People present:

Rep. Kanduch, Chairman
Rep. O'Connell
Rep. Azzara
Rep. Kropp
Rep. Bardanoue

Rep. South - Select Committee on Emp. Compensation
Sen. Fasbender - " " " " "
Bill Gosnell - Administrator, Personnel Division
Mark Cress - Chief, Classification Bureau

Rep. Kanduch called the meeting to order at 11:30 a.m.

KANDUCH-We have problems on HB 58 and 481, it seems every session someone else wants to get out of the Pay Plan. GOSNELL-The bills are distinctly different. 58 gives everybody the same standing as elected officials. 481 deals with professionals who haven't had pay raises commensurate with professionals in their field. You have a classification plan which says that everyone of similar education, etc., are at the same pay rate. When the plan was put together, the ranks were made consistent and we used some economic criteria, but now through two bienniums we have incurred many inconsistencies. We have lost any competition with the private sector. We have been putting more money in the bottom where more employees are. The Salary Commission indicates that we are 15 - 30% off the standing wage and these are the result of the bargaining problems as well as a finite amount of money.

O'CONNELL-Upon acceptance of the pay plan, we immediately had people applying for exemptions. This has created alot of dissention.

GOSNELL-If there's any recommendation I want to make to you, it is to limit this elected official thing to 10 with no exceptions. Reduce it to 10 and allow NO exemptions.

KANDUCH-So, what do you suggest we do with these bills for now?

FASBENDER-Even if we do let them out, that doesn't necessarily help their situation. We are so constrained for funds, even this couldn't make any difference.

GOSNELL-We are working out a managerial plan.

AZZARA-Do that involve the legal pool?

GOSNELL-We are going to identify trully technical, professional and managerial positions and put them in a separate plan. You will have more to work with next time.

KANDUCH-So, if we came out with a DO NOT PASS, it won't hurt them any more because the money isn't there anyway?

O'CONNELL-OK, then give him 6 rather than 10.

GOSNELL-Give elected officials one personal staff. There's a section in the Pay Plan that exempts PSC from the law. The problem is that every elected official has abused this.....after all, a secretary is a secretary (is a secretary is a secretary is a secretary).

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CRESS-We could give them exemptions that have to meet the criteria of the Pay Plan.

GOSNELL-We are talking about personal policy staff, not secretaries.

BARDANOUVE-The committee had some concern about this and we talked about a committee bill. What would we need to do to alleviate this situation?

KANDUCH-O'Connell suggested a committee bill to address the exemption problem.

BARDANOUVE-So, can we come up with a bill to check abuses of the elected officials?

FASBENDER-What if we cut the criteria thing, and just allow them 10?

CRESS-The first 10 may still be clerical. (and after all, a clerical is a clerical.....

GOSNELL-Ten shall be granted, and an additional 5 meeting the criteria, but not more than 15.

KROPP-I want to talk more about HB 481 - I think they have a real need.

GOSNELL-They are a Board and so look at themselves a little differently than the other departments. If we do this I'll have every department coming in wanting this same thing. We can't afford to loose engineers.

SOUTH-But, if we continue to give the lower level people money we just don't have it.

CRESS-If they get more responsibility in their office they can get more money through the Pay Plan.

GOSNELL-The engineers will not be addressed in any meaningful way within the Pay Plan.

BARDANOUVE-On HB 58, you are saying that a bill could be drafted to end some of the abuses?

GOSNELL-You would have to amend 2-18-104 -- unless otherwise approved by the department with department criteria.

BARDANOUVE-Then perhaps we should recommend that the researcher draw up some amendments to address this.

GOSNELL-I recommend you amend 58 back to 5 exemptions.

AZZARA-So, what about 481?

GOSNELL-The only thing that could help them would be a change in their responsibilities.

CRESS-We know that they have a bad problem but there are other departments that have problems.

GOSNELL-We are coming up with a method of classification for higher level people.

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(COSNELL, continued)-There are 750 people higher than Grade 16, and these people need some attention. I don't think the clerical people should be allowed under these exemptions.

STAN ZEZOTALSKI (Legislative Council Researcher)--So you want the PSC to have 5 exemptions as an elected body?

KANDUCH-Yes.

Adjourned: 12:45 p.m.


Joe Kanduch, Chairman


Nita Sierke, Secretary