June 1, 2005

DRAFT

Gary Fogelbach, Manager
Pay, Leave and Reporting Section
Office of Administration – Division of Personnel
Truman Office Building, Room 430
Jefferson City, MO 65102

Dear Mr. Fogelbach:

The State Human Resource Management Council supports the proposed pay plan recommendations for fiscal year 2007. The Council is an organization whose mission is to provide a forum to human resource managers for coordinating, reviewing, and recommending effective statewide personnel management systems and practices.

The Council supports at least a minimum increase to the general structure adjustment of 2.6 percent and it also supports the market progression within-grade advancements. These should be reinstituted as soon as fiscally practical. The budget situation of the last several years has seriously impacted the pay of state employees. The Council feels the general structure adjustments and within-grade increases, given to employees before the most recent budget crisis, were having a positive impact on employees' salaries and morale.

The Council also recognizes the need to propose repositioning of selected job classes based on survey data that shows wide pay disparities between state employees compared to employees in other organizations.

The State needs to be competitive in pay and benefits to be able to attract and retain good employees. The fact that the U. S. Census Bureau has identified the state of Missouri as having the lowest paid state employees in the nation is proof that employees' salaries have not been given adequate attention in recent years.

The State needs to provide meaningful salary increases to regain some of the competitive status we have lost. State of Missouri employees deserve to have salaries that are well above being the lowest in the nation.

Thank you for the opportunity to provide these comments.

Sincerely,

Micki Knudsen
Co-Chair

Les Balty
Co-Chair

rs/vm
j:\mcelwv1\SHRMC\PAB.doc