

Supervisory Pay Study Progress Report – March 2008

Members of the Supervisory Pay Study Committee have met several times with Human Resources. We have two HR people who will be working with us until we complete our tasks. This takes a lot of pressure off in regards to a constant changing of people to keep bringing up to speed.

We have now started to ask members to come in with issues concerning the job descriptions. Things are going well, but slowly. Some have to take their job descriptions back and combine ideas, then send the completed draft to us. This might seem like a snail's pace, but compared to the Admin Pay Study (I worked on), we are moving.

Chuck's update:

Although some specific interviews have yet to take place, the three pay studies currently under way have completed surveying members and have moved on to redrafting classification job descriptions based on survey results and other fact-finding efforts.

I have received many calls and e-mails regarding the list of unanswered job titles. We have started contacting those workers.

Our plans:

- Rewrite/create/delete job descriptions as necessary;
- Assign HAY score to each job title;
- Assign federal Standard Occupational Classification [SOC] codes to each job title;
- Select benchmark job classifications for market pay comparisons;
- Develop pay scale;
- Finalize report and recommendations for approval from Governor and MSEA Board of Directors;
- Negotiate implementation process.

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