

## **Pro Tech Pay Study Progress Report – August 28, 2008**

- The Professional Technical (Pro Tech) Pay Study Committee has met five times since its May 30 report; three meetings are scheduled for September as we are trying to complete this project by late 2008/early 2009. We have undergone a change in membership as Rebecca Beckett recently accepted a new supervisory position and is no longer in Pro Tech Bargaining. Lisa Schultz, a Family Independence Specialist in the Rockland area, has assumed Becky's role on our committee; Lisa worked on the Administrative Pay Study a few years ago and comes to us with considerable experience in this process, particularly HAY. In addition, we recently learned that Dale Sherburne, Senior Personnel Analyst for Human Resources, also a participant in the Admin Pay Study and one of the HR members of our Pro Tech Committee, will be retiring in early October. There is no word yet on if or when her position will be filled, but we will continue to meet with Karen Morgan, who has been working with us since last December.
- Following a July meeting with two representatives from the Bureau of Purchases and an agency Contract/Grant Specialist, further clarifications have been made to several job specs in the Finance Family. Committee members continue to contact employees via e-mail and telephone with specific questions as they arise.
- The rewrites for the Compliance/Inspection/Regulation Family have been completed; the next group for review is Cultural Arts, which includes positions under "Research" and "Arts/Humanities."
- Other items of discussion:
  - Although MSEA/employee members will provide input as necessary, they opted to have HR oversee Minimum Qualification requirements because of their expertise in recruitment issues.