

## **Supervisory Pay Study Progress Report – September 2007**

Members of the Supervisory Pay Study Committee have been meeting regularly through the summer. We have been sorting out the information we have received from about 400 responses. Because the process is so time consuming we are looking at all the “yes” answers and comments. We have found that if they did answer “yes” the job description is close. Most of the comments are addressing issues they have or want to see happening with MSEA.

Our Supervisory Pay Study Committee was sad to see Lois Baxter leave. Lois retired after many years of dedicated service. We will miss her. Raina Bumpus, DOT has now joined our team. We were very lucky with Raina, because she was on the original OM&S Pay Study Committee, but in January 2007 she was promoted and moved to Supervisory.

We have many hours ahead of us just sorting through all the information gathered. We will have to make individual calls to many that did not respond to the survey. If you receive a call we will be asking is your job description (on line) accurate. The committee intends to contact as many people in each job title to be sure the majority is heard.

The Committees have been unsuccessful in their attempts to meet with the Bureau of Human Resources because of its limited staffing. Committee members have, however, been granted leave to meet on their own in efforts to accomplish all that they can.

We have several meetings scheduled for September, hopefully with Human Resources staff. Progress reports will be provided on the MSEA web site and in the MAINE STATER.

### Future 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.