



**National Association of State Personnel Executives  
Classification and Compensation  
Networking Forum  
Wednesday, July 23, 2008  
3:00 p.m. ET**

**To access the call, dial 319-279-1000 and enter code 146893#.**

**AGENDA**

- I. Call To Order Kaye/Donnelly
- II. Roll Call Kaye/Donnelly
- III. Top Issues/Discussion Kaye/Donnelly/All
  - a. Classification Program Design
  - b. Pay for Performance
  - c. Dual Compensation (Managers and Non-Supervisory Employees)
- IV. Next Meeting

**Networking Forum Schedule (Through December)**

August 20  
September 17  
October 15  
November 19  
December 17

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**National Association of State Personnel Executives  
Classification and Compensation Networking Forum**

**Wednesday, June 18, 2008**

**3:00 p.m. ET**

**Conference Call**

**Notes**

**Facilitators:**

David Kaye, Colorado

Jenny Donnelly, Wisconsin

**States Participating**

Alaska, Colorado, Delaware, Florida, Hawaii, Indiana, Maine, Massachusetts, Michigan, Montana, Nebraska, Nevada, New York, Oklahoma, Oregon, Tennessee, Washington, Wisconsin

**Call To Order**

Kaye called the meeting to order and discussed the focus of the NASPE Networking Forum, which is to gather subject-matter experts for ongoing discussions and information-sharing. There also will be opportunity to use the NASPE website to share information among the group.

**Identification of Top Issues**

The group reviewed suggested topics for the group to address over the coming months and prioritized the top issues. The top three issues identified are the following:

1. Classification Program Design (Fewer Classes/Simplification)
2. Performance Pay
3. Dual Compensation Tracking (Salary tracks for managerial and non-supervisory employees)

Other topics on the list for discussion include:

- Movement through the pay range
- Compression
- Incentives
- Market-Based System
- Grade Creep

**Other Issues**

NASPE staff will coordinate with Wisconsin representatives to develop a brief survey regarding state issues such as unionized workforces and a description of current state classification and compensation.

**Next Meeting**

The group will plan to meet on the third Wednesday of the month at 3:00 p.m. ET. However, in July, the meeting will be on July 23 as the third Wednesday conflicts with the NASPE Annual Meeting.

**Networking Forum Schedule**

The group will meeting on the third Wednesday of the month at 3 p.m. ET unless otherwise noted.

July 23 (This is the fourth Wednesday of the month.)

August 20

September 17

October 15

November 19

December 17