



**National Association of State Personnel Executives
Classification and Compensation
Networking Forum
Wednesday, August 20, 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. Washington Classification Structure | Washington Representatives |
| | b. Pay for Performance | |
| | c. Dual Compensation (Managers and Non-Supervisory Employees) | |
| IV. | Next Meeting | |

Networking Forum Schedule (Through December)

September 17

October 15

November 19

December 17

FACILITATORS

COLORADO

David Kaye
Director, Division of Human Resources
Department of Personnel & Adm
1313 Sherman St. , Rm. 122
Denver, CO 80203
303-866-2105
david.kaye@state.co.us

WISCONSIN

Jenny Donnelly
Director, Office of State Employment Relations
101 E. Wilson St.
Madison, WI 53707
608-266-9820
jennifer.donnelly@wisconsin.gov

PARTICIPANTS

ALASKA

Cindy Gouveia
Department of Administration
P.O. Box 110201
Juneau, AK 99811-0201
907-465-4075
cindy.gouveia@alaska.gov

COLORADO

Travis Engelhardt
Compensation Program Supervisor
Division of Human Resources
Dept. of Personnel & Administration
1313 Sherman Street, RM 122
Denver, CO 80203
303-866-4252
Travis.Engelhardt@state.co.us

COLORADO

Karen Fassler
Total Compensation Manager
Division of Human Resources
Dept. of Personnel & Administration
1313 Sherman Street, RM 122
Denver, CO 80203
303-866-4246
karen.fassler@state.co.us

Colorado
Frances Massingill
Manager, Employee Services
Department of Corrections
2862 Circle Dr.
Colorado Springs, CO 80906
719-226-4341
frances.massingill@doc.state.co.us

Colorado
Alicia Melendez
HR Specialist
Division of Human Resources
1313 Sherman St., Rm. 415
Denver, CO 80203
303-866-5765
Alicia.mendez@state.co.us

Colorado
Alison Morgan
Acting Director, Office of Human Resources
Department of Corrections
2862 Circle Dr.
Colorado Springs, CO 80906
719-226-4401
Alison.morgan@doc.state.co.us

Kristi Rudy
Compensation Specialist
Division of Human Resources
1313 Sherman St., Rm. 122
Denver, CO 80203
303-866-4236
Kristi.rudy@state.co.us

Joi Simpson
State FMLA/Leave Coordinator
Division of Human Resources
131 Sherman St., Rm. 122
Denver, CO 80203
303-866-5496
joi.simpson@state.co.us

DELAWARE

Lisa Allison
Manager of Compensation
HR Management

Haslet Armory
122 William Penn Street
Dover, DE 19901
302-739-4195
Lisa.Allison@state.de.us

DELAWARE

Jeanette Hammon
Manager of Classification
HR Management
Haslet Armory
122 William Penn Street
Dover, DE 19901
302-739-4195
Jeanette.Hammon@state.de.us

DELAWARE

Linda McCloskey
HR Administrator for Classification, Compensation and Employment Services
HR Management
Haslet Armory
122 William Penn Street
Dover, DE 19901
302-739-4195
Linda.McCloskey@state.de.us

FLORIDA

Phil Spooner
Manager, Workforce Design & Compensation
Department of Management Services
Division of Human Resource Management
4050 Esplanade Way
Tallahassee, FL 32399-0905
850-488-2445
Phil.Spooner@dms.myflorida.com

HAWAII

Joy Inouye
Personnel Program Manager
235 S. Beretania Street,
14th Floor
Honolulu, HI 96813
808-587-1015
Joy.H.Inouye@hawaii.gov

HAWAII

Dawn Young
Classification Manager

235 S. Beretania Street, RM 1202 Honolulu, HI 96813
808-587-1021
Dawn.m.young@hawaii.gov

INDIANA

Kristi Hall
Director of Compensation & Organizational Design
State Personnel Department
401 W. Washington St.
Indianapolis, IN 46204
317-234-2956
klhall@spd.in.gov

MAINE

J.Thaddeus Cotnoir
Merit System Coordinator
Bureau of Human Resources
#4 State House Station
220 Capitol Street
Augusta, ME 4330
207-624-7799
thaddeus.cotnoir@maine.gov

MAINE

Robin Danforth
Merit System Coordinator
Bureau of Human Resources
#4 State House Station
220 Capitol Street
Augusta, ME 4330
207-624-7763
robin.l.danforth@maine.gov

MASSACHUSETTS

George Bibilos
George.bibilos@state.ma.us

MASSACHUSETTS

Amy Lynch
amy.lynch@state.ma.us

MICHIGAN

Leanne Braman
Personnel Management Analyst
Department of Civil Service
P.O. Box 30002
400 Pine Street
Lansing, MI 48909-0002
517-241-1259
BramanL@michigan.gov

MICHIGAN

Anthony "Tony" Carter
Personnel Management Analyst
Department of Civil Service
P.O. Box 30002
400 Pine Street
Lansing, MI 48909-0002
517-241-2147
CarterAnth@michigan.gov

MICHIGAN

Theresa DeLuca
Leave Administrator
Department of Civil Service
P.O. Box 30002
400 South Pine Street
Lansing, MI 48909-0002
517-241-4843
DelucaT@michigan.gov

MICHIGAN

Suzy Glenn
Personnel Analyst
Department of Civil Service
P.O. Box 30002
400 Pine Street
Lansing, MI 48909-0002
517-335-5603
GlennS@michigan.gov

MICHIGAN

Tammy Mans
Personnel Management Specialist
Department of Civil Service
P.O. Box 30002
400 Pine Street
Lansing, MI 48909-0002
517-335-2492
Manst@michigan.gov

MICHIGAN

Joyce Simon
Personnel Management Specialist
Department of Civil Service
P.O. Box 30002
400 South Pine Street
Lansing, MI 48909-0002
517-336-6614
SimonJD@michigan.gov

MICHIGAN

Kathy Sundland
Personnel Management Specialist
Department of Civil Service
P.O. Box 30002
400 South Pine Street
Lansing, MI 48909-0002
517-335-1172
SundlandK@michigan.gov

MICHIGAN

Leslie Thomas
Regional HR Manager
Department of Civil Service
P.O. Box 30002
400 South Pine Street
Lansing, MI 48909-0002
517-241-2482
ThomasL11@michigan.gov

MONTANA

Chris Blazer
HR Specialist
Department of Administration
P.O. Box 200127
Mitchell Building, Room 130
Helena, MT 59620
406-444-3854
cblazer@mt.gov

MONTANA

Peggy Davis
Chief -- HR Policy & Program Bureau
Department of Administration
P.O. Box 200127
Mitchell Building, Room 130
Helena, MT 59620
406-444-3879
pedavis@mt.gov

MONTANA

Beth Strandberg
HR Specialist
Department of Administration
P.O. Box 200127
Mitchell Building, Room 130
Helena, MT 59620
406-444-3982
bestrandberg@mt.gov

NEBRASKA

Andy Russell
State Personnel Division
Department of Administrative Services
P.O. Box 94905
Lincoln, NE 68509-4905
andy.russell@nebraska.gov

NEVADA

Peter Long
Division Administrator-Compensation and Classification
State of Nevada
209 East Musser St., Room 107
Carson City, NV 89710-4202
775-684-0103
plong@dop.nv.gov

NEW YORK

Nick Vangianelis
Director, Classification and Compensation
Department of Civil Service
Alfred E. Smith State Office Building Albany, NY 12239
518-474-1011
nick.vagianelis@cs.state.ny.us

OKLAHOMA

Susan Loftin
Director of Classification
Office of Personnel Management Human Resources & Admin.
2101 North Lincoln Boulevard, Room G-80
Oklahoma City, OK 73105-4904
405-521-6329
susan.loftin@opm.ok.gov

OKLAHOMA

Tom Patt
Director of Compensation
Office of Personnel Management Human Resources & Admin.
2101 North Lincoln Boulevard, Room G-80
Oklahoma City, OK 73105-4904
405-522-0422
tom.patt@opm.ok.gov

OREGON

Laurie Grenya
Class/Comp Consultant
HR Services Division
155 Cottage Street NE
Salem, OR 97301
503-373-7431
Laurie.l.grenya@state.or.us

OREGON

Margaret Wollaston
Class/Comp Consultant
HR Services Division
155 Cottage Street NE
Salem, OR 97301
503-378-5582
Margaret.wollaston@state.or.us

TENNESSEE

Patsy Layhew
Director, Classification/Compensation Division
Department of Human Resources
505 Deaderick Street
James K. Polk Building, 2nd Floor
Nahsville, TN 37243
615-741-5561
Patsy.layhew@state.tn.us

TENNESSEE

Austin Ray
Assistant Director, Classification/Compensation Division
Department of Human Resources
505 Deaderick Street
James K. Polk Building, 2nd Floor
Nahsville, TN 37243
615-741-5539
Austin.ray@state.tn.us

WASHINGTON

Melissa Rubenstein
Senior Human Resource Consultant
Department of Personnel
P.O. Box 47500
521 Capital Way South
Olympia, WA 98504-7500
360-664-6208
MelissaR@dop.wa.gov

WASHINGTON

Lisa Skriletz
Manager, Classification & Pay
Department of Personnel
P.O. Box 47500
521 Capital Way South
Olympia, WA 98504-7500
360-664-6332
LisaS@dop.wa.gov

WISCONSIN

Ed Porter
Office of State Employment Relations
101 East Wilson Street
P.O. Box 7855
Madison, WI 53707-7855
608-266-8232
Ed.porter@wisconsin.gov

WISCONSIN

Erin Fath
Office of State Employment Relations
101 East Wilson Street
P.O. Box 7855
Madison, WI 53707-7855
608-266-0364
erin.fath@wisconsin.gov

WISCONSIN

Lynn Maulbetsch
Office of State Employment Relations
101 East Wilson Street
P.O. Box 7855
Madison, WI 53707-7855
608-267-5164
lynn.maulbetsch@wisconsin.gov

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
- Recognition Awards