

SB 129: Testimony  
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I am here speaking for myself. I spent 30 years in building and maintaining the state's job classification and pay system. I wan to give you my perspective on why this bill is a bad idea.

- **You can't fool with nature** - In our capitalist economy putting caps on things like prices and wages doesn't work; these actions try to block the mechanisms that dictate how our economy works: market forces, competition, freedom of choice, etc. we learned this during the early 70's when the Nixon administration tried wage and price controls
- **The law of unintended consequences:** This bill will have no effect except to create dysfunctional bureaucratic behavior here is why: the bill contains exception criteria for recruitment and retention – these two criteria embody the reason why current employees are paid more than \$85,000; so the department will do surveys, managers will prepare exception requests and line up at the governors and legislative council's door, the governor and the legislative council will approve exceptions to maintain current salaries, and the legislature will receive a report....., and nothing will have changed
- **It is not good business:** It is certainly not textbook compensation practices the current system for determining salaries is a well established system, based on years of effort in its design and administration, it contains sound compensation principles to determine pay: i.e. the skill, effort and responsibility required to perform the job the value of the job in the market place, manage the ability to pay; and on top of that it allows and accommodates the rights and processes of collective bargaining

- **We are not second class:** This bill strives to treat the civil service as second class citizens – “surely, working for the government can’t be worth that much...” when in fact the jobs under siege in this bill are jobs that have tremendous amounts of responsibility such as managers of major programs or require great skill; medical doctors .