

F. M. News

K. S. U., Division of Facilities

Newsletter: June 2014



Unleashing your potential

Know your Job:

Become an All-Star Team Member

A Lesson I Learned from Wilt Chamberlain,
by Mark Eaton

How many of us run around every day, in business and in life, trying to play every position, and do everything for everybody? From handling the ball to blocking the shots, we think that we can do it all, and do it well!

When I was just starting college basketball with UCLA, Wilt Chamberlain took me aside and taught me the most important lesson of my life. I only had one job. And in 1989, *knowing my job* made me an All-Star basketball player. Wilt was right.

Many teams have a superstar who does more than one thing well, but without great teamwork, even the greatest players don't stand a chance of winning every game.

SITTING ON THE BENCH

When I started as a basketball player at UCLA, I had some serious doubts about my future in the sport. After the first year, I looked back and felt that I had been an absolute failure. It just didn't seem like I had what it took to be a success. It was like my dream was going up in smoke. I started to ask myself, "Am I good enough to be out here?"

I remembered what my basketball career in high school had been like. I spent most of my time warming the bench. I had quit playing the game after high school for a reason, and now I doubted my decision to return.

Then something happened that changed my life forever. Wilt Chamberlain taught me to *know my job*.

RUNNING AROUND THE COURT

Every afternoon that summer I went to the gym at UCLA. All the greatest players in Los Angeles congregated in what we called the *Old Men's Gym* to test their skills against one another in pick-up games. Magic Johnson, James Worthy, Michael Cooper and many other NBA players were there every day, and only the best players could join in.

One afternoon I was trying to catch this fast little guard on the other team named "Rocket" Rod Foster. He would be at the basket when I was still at half court, doing my best to catch him... I tried everything, and didn't know what to do to get better.

I just stood there on the sidelines, hands on my knees, huffing and puffing, frustrated and thinking to myself, "I can't do it." I thought I would never be at the level these guys were at.

"IT'S NOT YOUR JOB"

As I stood on the sidelines, I suddenly felt a large, strong hand on my shoulder. I turned around, and there was Wilt Chamberlain, arguably the greatest basketball player of all time. Wilt had retired from basketball a few years before, but every afternoon, he would still come over to the *Old Men's Gym* to watch the younger players work out. He had been watching me from the sidelines.

Wilt grabbed me by the shoulder, spun me around, looked me in the eye and said, "Young fella... first of all, you are *never* gonna catch that man..."

I said, "Thanks Wilt. I know that..."

I felt even more foolish about my basketball aspirations at this point, begrudging

the fact that I had played so poorly in front of this basketball legend.

Wilt continued, "What's more important is; it's not your job." He took me by the arm out onto the basketball court. He positioned me right in front of the basket and told me, "Let me tell you what your job is..."

Wilt said, "Your job is to guard this basket. Your job is to stand right here and keep other players from scoring. I've watched you play, and I see the skill you have at defense. That is what you need to concentrate on."

That day, everything changed for me. I began to understand what I needed to do on the court. I understood what I could be *great* at. Wilt showed me how I could be *invaluable* to my team.

I wasn't fast, and I wasn't that good at scoring, but I did have a talent for preventing others from scoring goals. At 7'4", I could be a force on defense to be reckoned with.

BECOMING AN ALL-STAR

After Wilt Chamberlain pulled me aside and showed me what he saw in me, I stopped running around, trying to do everything on the court. My job was to play defense and guard the area under the basketball net. Before the game, when everyone was warming up, I would walk around the area under the basket, and say to myself, "This is my house... and I will make sure that nobody gets in here."

I focused on the one thing I could be great at, and I went on to become one of the great defensive players in the NBA. Four years later, in 1985, I broke the record for the most blocked shots in a single season, 456, which is still the NBA record. I was named Defensive Player Of the Year twice. In 1989 I became an All-Star.

Are you All-Star material? If you really *know your job*, you will get there. Start by asking your coworkers, your family, your friends, "What are my strengths..." You might be surprised what you hear. Look for that hand

on your shoulder – you'll be surprised to see who it is when you turn around.

Sometimes it takes someone great to see how we are great. But you don't need it to be Wilt Chamberlain. Look for the greatness in your co-workers, and show others the greatness in yourself.

NARROW YOUR FOCUS

When we get too focused on exceeding expectations, sometimes we forget the basics.

Narrow your focus and intensify it. Do what you do best. While I was busy running around the court, trying to catch every point guard, I didn't get underneath the basket quick enough to do my job on defense.

In order to make it to the top, play to your strengths and know your job. If everyone on your team focuses on what they do best, you have a great plan for victory.

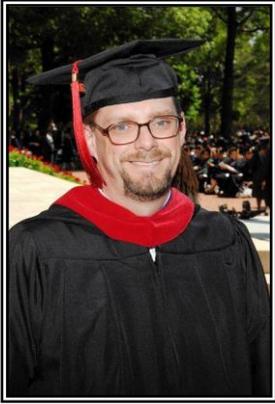
Mark Eaton is a business speaker and coach who works with organizations and individuals sharing the four commitments that bring about teamwork, breakthrough success and sustained cultural change. Mark's inspiring journey from auto mechanic to record-breaking NBA player, combined with his practical strategies and principles, help organizations play and win in the biggest game out there.

Visit www.7ft4.com or e-mail him at mark@7ft4.com.

**Congrats to Jay
Henning!**



On May 3, 2014, Jay Henning of Central Mail Services received his Master of Arts in Practical Theology degree from Regent University, based out of Virginia Beach, Virginia. Jay has been working on his degree part-time since 2011, even before he retired from the Army. He states that his favorite part of taking classes through Regent University School of Divinity is the mixed class schedule.



He took classes both online and on campus. He had to make five separate trips to the campus in Virginia for one week during some of his classes in order to meet the school's residency requirements.

Jay is proud of his accomplishment because he is the first person in his family to earn a master's degree.

Speaking of Central Mail..

Tammy Powers had some very special visitors at the Contract Post Office. Children from Stone House Hoeflin Early Childhood Education Center's Rainbow Room came to learn about the Post Office and how



it works. The children, with the help of the teacher, had written a letter to their parents. They

came to see how this business works. Each picked out a stamp of their choice to put on their personal letter. Then placed their letter in the mail box and awaited its arrival at their home.



All future K-State Alums!

June Birthdays



- 6-1 Julie Porter, Mark George
- 6-4 Lyndle Slattery
- 6-5 George LeRoux
- 6-6 Gary Morgan
- 6-12 Loleta Sump, Brian Prockish
- 6-14 William Zoeller
- 6-15 Gerardo Negron
- 6-17 Shelly Hauck, Calvette Williams
- 6-18 Troy Bronaugh, Vergie Bowen
- 6-20 Rick Kleiner
- 6-22 Pat Standlee
- 6-23 Josh Nanninga
- 6-26 Kirk Norris, Ed Asebedo
- 6-27 Rick Snyder
- 6-29 Emmy Chamberlin
- 6-30 Tom Edwards, Tony Whetstone

Who is New...

May 12, 2014:



Gerardo Negron was promoted to Custodial Supervisor Senior. He is working for Renee Leask and in charge of the Anderson Custodial day crew.



Patrick Lancaster was promoted to a Custodial Supervisor Senior. He is working for Renee Leask and in charge of the Bluemont Custodial day crew.



Melissa Krumm was rehired as a temporary G.M.R.T. She is still working for Shelly Hauck in the Paint shop.

Araminta Washington was promoted to a Custodial Supervisor Senior. She is working for Gypsy Snyder at the Vet Med complex and in charge of the night crew.



Timothy Brunner was hired as a Plumber Senior. He is working for Troy Bronaugh in the Plumbing shop.

David Seward was hired as a Plumber Senior. He is working for Troy Bronaugh in the Plumbing shop.



May 27, 2014:



Calvin Law was hired as a temporary G.M.R.T. Senior. He is working for Mark Fronce on the Grounds Maintenance Irrigation crew.

Kansas State University USS Compensation Policies for Implementation

1. No longer use pay steps; convert all employees current rate of pay as is, but with no step associated with it. Will keep same classification and associated specifications.
2. Starting pay for new hires will be the lowest rate of the grade up to 10% higher depending on how the position was advertised. HR will designate certain classifications which are difficult to recruit for where we will automatically pre-approve a hiring range. Any other above step hires will continue with current process that requires HR approval.
3. Competitive Job Change (Transfer) at the same Pay Grade will keep the same pay up to 10% higher using the same rule as new recruits above.
4. Competitive Job Change (Promotion) to a higher pay grade will receive up to 5% per grade advancement but no less than the minimum pay for the new grade and no less than a 5% increase.
5. Voluntary Job Change to a lower pay grade may be paid anywhere from the current rate down to 5% less for each lower pay grade but no greater than the maximum of the new pay grade.

6. Involuntary Job Change (Demotion) must receive a pay decrease of at least 5% to a maximum of 5% less for each lower pay grade but no greater than the maximum of the new pay grade.
7. Reallocation to a different job title but in the same salary grade will receive no pay change.
8. Reallocation Promotion will receive a maximum of 5% per grade advancement but not less than the minimum pay for the new grade and no less than a 5% increase.
9. Reallocation to a lower pay grade may be paid anywhere from the current rate down to 5% less for each lower pay grade but no greater than the maximum of the new pay grade.
10. Above Step 4 Hiring Authorization for Aviation Technician 8338N3, Grade 25, Step 7—convert to Grade 26 at the same pay. New hires will be paid the starting rate up to 10% range as listed above.
11. Above Step 4 Hiring Authorization for GMRT, 3262N2, Grade 15, Step 7—convert to Grade 16 at the same pay. New hire will be paid at the starting rate for Grade 16 up to 10% range as listed above.
12. Police Incentive Pay of 12.5% differential (for regular employees, only). Convert to two grades higher than current grade and move the incentive pay into the base rate. This provides for better understanding of pay. There will be no negative or positive consequences to employee pay (they may receive pennies more due to rounding.)
13. Retention Incentive Pay of \$.30/hr. for Job Family = N2 (skilled crafts/trades) will be added to the base rate for each employee instead of treated as a separate earnings type. The new combined rate will be used for any future salary increase calculation.
14. Employees not covered by a bargaining unit with a current memorandum of agreement will have their shift differential increased to \$.40/hour from \$.30/hour. (Members of the KAPE Service and Maintenance unit already receive \$.40/hour shift differential.)
15. Every active classified/USS employee will receive a 2% across the board pay increase effective June 8, 2014. This increase will not increase the minimum of each pay grade so that new employees may be paid 2% lower than those hired before the raise.
16. Enhance the current Longevity Bonus program for employees with 10 or more years of total service, including those with a break in service. The Longevity Bonus will be \$50/year to a maximum of \$1250.

Retirement Party

A Retirement Party was held for Dr. Edward Rice on May 9, 2014 at the K-State Union, to honor the work Rice has done at the university.

Dr. Rice started his career at the University of Nebraska Omaha, serving 8 years. He then worked 10 years at Montana State University; coming to K-State Facilities in May of 1987. He spent the next 27 years in leadership of this organization. "Dr. Rice has served the university in a challenging position managing the university's infrastructure and buildings

requiring tremendous investments with very limited resources," said Cindy Bontrager, vice president for administration and finance. "We wish Ed the best as he begins phasing towards the end of his professional career."

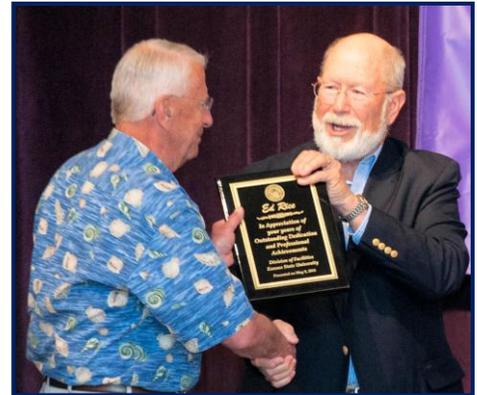
Besides the day to day operations, Dr. Rice has also been active in the national Association of Physical Plant Administrators (APPA) and the Central Association of Physical Plant Administrators (CAPP). During this time he has served as APPA President, CAPP President and three terms as CAPP Representative to APPA Board of Directors.

Other accomplishments include: Organized and hosted Montana Board of Regents Facilities and Kansas BOR Facilities Conferences; hosted three Big Eight Facilities Conferences and two Big Twelve Facilities Conferences; hosted the RMA Conference in Bozeman, MT and the CAPP Conference in Manhattan, Kansas; Rocky Mountain Administrators (RMA) President; RMA Representative on APPA Professional Affairs Committee; three terms as CAPP Junior and Senior representative to APPA Board; Twelve years on CAPP Board: three terms as Junior and Senior Regional Representative; CAPP 2nd VP, 1st VP, and President and three years as CAPP Historian; served on APPA Board of Directors for nine years as CAPP Representative and three years on APPA Meritorious Service Award. He received CAPP Distinguished Member Award and Presidents Award. Dr. Rice presented papers at RMA, CAPP, PCAPP, ERAPP, SRAPP, Australia/New Zealand Conference, AUDE Conference in Surrey, England, APPA conferences, Big Eight and Big 12 conferences, Montana and Kansas BOR Facilities meetings and the Honeywell User Group Conferences.

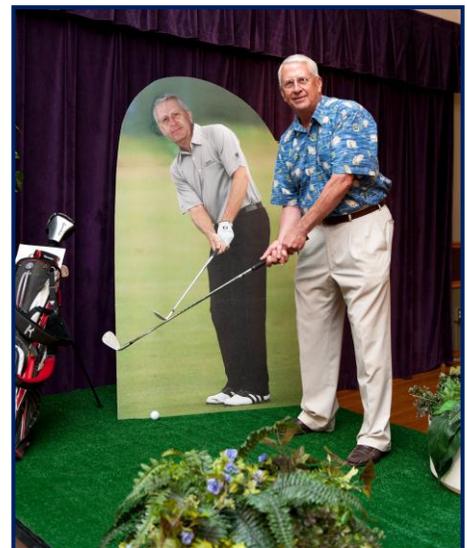
He continues to serve the Division of Facilities as project coordinator. He will be the key player in organizing the Central Association of

Physical Plant Administrators Conference which will be hosted by Kansas State University in fall 2015. Rice will coordinate this significant project along with Ed Heptig, director of facilities maintenance. Rice's phased retirement will end December 2015.

Ed Rice and Tom Rawson



Dr. Rice posing for a picture.



The cake golf course:

