

Classified and Support Staff Council
Kansas Board of Regents
January 15, 2014

Good afternoon! It is an honor to be here this afternoon to give you a report for the Classified and Support Staff Council. Our council, which is comprised of CSSC Presidents and executive council members, stay in close contact with monthly conference calls and represent over 4,400 state of Kansas university classified and support staff employees.

As you are all well aware, all of the regent universities (with the exception of KU that made the switch to USS in 2006) are researching the option to go to University Support Staff. Here are their updates:

Kansas State University and **Fort Hays State University** both held their votes in November 2013, and their institutions voted favorably to make the switch to USS.

Emporia State University –formed an 18-person committee, drafted our white papers, begun working on our policies and procedures, and will hold four town-hall meetings in February. Our vote is set for March 5, 2014.

Pittsburg State University –has formed a 27-member committee, drafted their white papers and Handbook, and will have their vote on February 11, 2014.

Wichita State University – has formed a committee, is working on their white papers and Handbook, and plan to have their vote in mid-April 2014. They will announce their vote date either this week or next week.

CSSC will have their “Day on the Hill” on Thursday, January 30, 2014, where we will present our position paper to the state senators and representatives. Our key point will be market adjustments. Only 3 of the 5 years of the market adjustments approved by the Kansas Legislature in House Bill 2916 in the 2008 legislative session have been fully funded. By not finishing the commitment to fund to completion the five year market-based pay plan, major problems have been created. The bill was also supposed to provide a new pay plan, which hasn’t been implemented. We view these issues as problem areas in the original Hay Group plan and ask that these problems be addressed in this legislative session. The state needs to preserve the investment it made in earlier market adjustments and not allow erosion of earlier gains. Classified employees were not at market in

2008 and many have had no increase since then.
Awareness regarding this is an issue we hope to highlight during the upcoming Day on the Hill.

Again, I would like to thank you for allowing me the chance to speak to you today.