



ROAR



A Newsletter for Classified Employees of Kansas State University - November, 2007

Update on State Employee Compensation Oversight Commission

October 15, 2007 Meeting Summary

On October 15, Jennyfer Owensby was asked to present a second position paper on behalf of the Kansas Council of Classified Senates (Board of Regents KCCS) to the State Employee Compensation Oversight Commission in response to the pay plans presented on September 7, 2007. Once again, the KCCS position paper was a cumulative effort between the Classified Senates of all Board of Regents Universities. Classified Senate distributed copies of both position statements during the Benefits Fair. You can read them on the Classified Senate web site: www.k-state.edu/class-senate.



Jennyfer Owensby

After the presentations, The Hay Group gave another presentation on the proposed pay plans and detailed explanations for their implementation. You can find their presentation and attachments on the Commission's web site: www.kansas.gov/employee/comp/index.html. Attachment I, II & III identify what pay plan employees classification title may fall under. However, while the Hay Group worked with the Department of Personnel Services when assigning classifications to pay plans, nothing has been set in stone. With advice from K-State's Classification Services, the KCCS presentation gave Commission members a few examples of classifications we believe may be assigned to the wrong pay plan. KCCS believes there are other errors that need to be addressed before implementation. DPS is currently working with various state agencies to identify any potential pay plan issues and resolve them before the first group of plans are implemented in FY 2011. The Commission approved the Hay Group

recommendations unanimously. Classified Senate is working with K-State Human Resources and Susan Peterson to figure out the next steps in this process. We will keep you informed as we receive more details.

The most important message of the day was stated by each presenter and the Hay Group. No personnel system will work if you do not FUND it. The Hay Group recommended the following:

The final, and most important, piece of the plan is the funding for FY2009 that will be necessary to begin implementation of the plan. With the goal of moving all classifications as close to market as possible by the time they move to the new plan, strategic funding is critical to the success of the plan. The initial year of the five-year implementation period is especially critical with respect to funding, as it will demonstrate a commitment to the new plan.

K-State Classified Senate could not agree more.

NOTES OF INTEREST

Governor Kathleen Sebelius has declared Monday, December 24th as an additional holiday for state employees. She wrote "*In recognition of your hard work and commitment, I am declaring Monday, December 24, 2007 a legal holiday for employees of the State of Kansas in observance of the holiday season. I hope that you are all able to enjoy this opportunity to spend with your loved ones during this special time of the year.*"

Watch for your bonus which will be paid on December 14, 2007. The bonus, up to \$860 for classified employees, will be added to your regular paycheck.

President's Notes

by Barb Nagel

What an exciting and very busy time to be Classified Senate President. Enthusiasm for involvement in various issues and being informed representatives for our classified constituents continues to increase among Senate. I am very pleased about the positive feedback I have received from President Wefald concerning the cooperative influence and leadership impact Classified Senate is having on campus. Senate received additional funding from President Wefald to meet its many obligations and responsibilities incurred throughout the year. The Senate's enthusiasm and involvement and Administration recognition communicates to me the degree to which Senate is on track and meeting its goals for this year.

Since my last article in the August ROAR there have been several updates on issues. The Board of Regents, Council of University Business Officers (COBO) met on October 3, 2007 to discuss classified leave enhancement. The issue was tabled before further discussion in order for COBO to be informed about the details of the proposed changes to the state pay plan announced at the October 15, 2007 Oversight Commission meeting. COBO will again discuss this issue at their November 7, 2007 meeting. The classified leave enhancement will require action by COBO, Council of University Presidents (COPS) and the BOR before final approval. The proposal currently includes:

- Employees with less than five years of service would earn 3.7 leave hours/pay period
- Employees with more than 5 but less than 10 would earn 5.5 hours/ pay period
- Employees with more than 10 years of service would earn 6.7 hours/ pay period
- 304 hour cap for all tiers



Barb Nagel
KSU Classified Senate
President

The State Employee Compensation Oversight Commission held their final meeting on October 15, 2007. Mr. Neville Kenning, Hay Group Inc., provided further information on the proposed compensation plan, its proposed transition and implementation. Jennyfer Owensby was asked by the Oversight Commission to present comments again on behalf of the Kansas Council of Classified Senates (KCCS) about the proposed changes. Both KCCS statements can be viewed on the Classified Senate web page at: <http://www.k-state.edu/class-senate/>. The Oversight Commission voted unanimously to accept the Hay Group's proposed recommendations for changing the state pay plan. Those recommended changes would include five pay plans with each pay plan addressing the specific occupational issues of the job classes assigned to the plan. The five plans would include:

1. Management Pay Plan – An open range model with movement based purely on performance, for the *management* positions within the classified service.
2. Professional Individual Contributor Pay Plan – An open range model, regulated through the use of zones within the range, for specified *professional individual contributor* (non-managerial and supervisory) scientific, engineering, business professional and IT occupations.
3. Protective Services Pay Plan – A step model for employees in *law enforcement and protective services* positions.
4. Basic Vocational Pay Plan – A step model for *non exempt employees in certain classes* where employees perform very structured routine work.
5. General Classified Pay Plan – A hybrid model with movement based on steps up to market and an open range, regulated through the use of zones, beyond market for the *rest of the classified positions*.

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Senate Examines "Employee of the Year" Nomination Process

The Classified Employee Recognition Ceremony Committee is currently reviewing the nomination process for the selection of Classified Employee of the Year. A survey was distributed to classified employees at K-State through e-mail and at the KSU Benefits Fair to get feedback on the nomination process for this award in their respective work areas. Based upon the input received thus far, the Recognition Ceremony Committee has determined that feedback from Deans, Directors and Unit Heads would be beneficial in order for the committee to make an accurate, overall evaluation of the nomination process for Classified Employee of the Year.

Tabulation results thus far show that 57% of the classified employees responding to the survey are not satisfied with the current nomination process within his/her department/ unit; 71% of the classified employees responding to the survey would rather have his/her department/unit nominees submitted to a Classified Senate Employee of the Year Selection Committee, 53% of the classified employees responding to the survey would prefer to have one Employee of the Year recognized for each of three categories: 1) Office & Clerical, 2) Technical & Professional, and 3) Service & Maintenance, and 20% of the classified employees responding to the survey would like to see the nomination process remain the same.

We value your input! If you have not filled out a survey form and would like to do so, the form is located on the Classified Senate website at: <http://www.k-state.edu/class-senate/>. The deadline for returning the survey to Classified Senate, 105 Anderson Hall, is November 16, 2007.

A complete summary of the survey will be provided in the next issue of ROAR.

Peggy Selvidge and Tracy Ivy
Co-chairs, Classified Employee Recognition Committee

President's Notes

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The successful implementation of these recommendations will be evident if the legislators fund the necessary market adjustments recommended by the Hay Group.

State employee salaries will be competing for state dollars this coming 2008 legislative session against other "hot" issues such as disaster relief and recovery, continued K-12 school funding and deferred maintenance funding. State politicians need to hear from me, you, and from all of state classified employees, telling them our pay is important. It is very difficult to make a case for funding state employees when we remain silent. If you can, take a few minutes to let them know how important your pay is to you, to your family and to the survival of all state employees. However, please do not use work resources (email, letterhead, etc.) to contact state legislators. Letters on personal stationary make the best impression on them. State Senators and Representatives can be found at: <http://www.kslegislature.org/legsrv-portal/redistricting.do>.

It's time the state of Kansas makes its state employees pay a priority, puts state wages first on the budget, and stops the continual practice of balancing the state budget on the backs of its classified state employees.

Barb

Senate Meetings

All classified Senate meetings are open to all classified employees. You are encouraged and welcome to attend any or all of our meetings. Senate meetings begin at 12:45 p.m. Below are the dates and locations:

- November 7, 2007 - KSSU Staterooms 1&2
- December 5, 2007 - KSSU Room 212
- January 9, 2008 - KSSU Staterooms 1&2
- February 6, 2008 - KSSU Staterooms 1&2
- March 5, 2008 - KSSU Room 212

Record Response to the 2007 All-University Campaign!

Classified Senate has been completely overwhelmed by the response to the 2007 All-University Campaign. Almost every work unit on campus has seen an increase in participation this year. K-State is incredibly fortunate to have such dedicated and hard working employees.

The total donations received by Classified Senate for 2006 and 2007 are listed below. Employee response has exceeded anything we could have hoped for. Every generous contribution helps us achieve our mission to improve the working environment for all K-State classified employees. Classified Senate sincerely thanks you for your support!

	2006	2007*	% Increase
Classified Senate	\$147	\$1,305	788%

*Funds received for the 2007 campaign as of 10/31/07. More funds may be received through payroll deductions.

Update on State Employee Compensation Oversight Commission September 7, 2007 Meeting Summary

On September 7, the Hay Group gave presentations on their Benefits Study and unveiled their proposed Pay Plan Design for the State of Kansas. The Hay Group recommended five pay plans, with each plan addressing the specific occupational issues of the job classes assigned to the plan. The five plans would include:

1. Management Pay Plan – An open range model with movement based purely on performance, for the *management* positions within the classified service.
2. Professional Individual Contributor Pay Plan – An open range model, regulated through the use of zones within the range, for specified *professional individual contributor* (non-managerial and supervisory) scientific, engineering, business professional and IT occupations.

3. Protective Services Pay Plan – A step model for employees in *law enforcement and protective services* positions.
4. Basic Vocational Pay Plan – A step model for *non exempt employees in certain classes* where employees perform very structured routine work.
5. General Classified Pay Plan – A hybrid model with movement based on steps up to market and an open range, regulated through the use of zones, beyond market for the *rest of the classified positions*.

The new system would also feature an enhanced variable compensation program that would be viewed as a part of the overall compensation system, not simply as a supplemental tool.

The Hay Group reported that input from all “interested parties” has stressed that the State should not rush into any changes and should instead make sure that the transition to a new compensation system is done correctly. Even if that means taking more time than was originally anticipated. Therefore, The Hay Group recommends a five-year phased implementation, officially beginning in FY2009. The classified workforce would be divided into thirds with each group going through a separate three year implementation.

- The first year of implementation would involve communication to employees and training for managers, as well as reclassification to the new, broader classifications.
- The second year would be a “dry run” using the tools and measures for the new system, but not linking the results to employee compensation.
- The third through fifth year would be full implementation.

Classified Senate HIGHLY encourages all classified employees to research the commission’s website for your own benefit at www.kansas.gov/employee/comp/index.html You will find copies of all handouts within the “Resources” link on the left.

Classified Employee Spotlight

ROGER AND JACKIE MCCORMICK

Roger McCormick is a General Maintenance and Repair Technician with the Division of Facilities at the Natatorium in Ahearn Fieldhouse. Roger has been employed at KSU for 21 years. He likes the challenge of keeping the pool chemicals and water temperature balanced. Outside of work, he enjoys working with the animals on their "farm", and going to auctions and area Draft Horse sales. He collects cast iron horse-drawn toys.

Jacqueline (Jackie) McCormick is a Senior Administrative Assistant in the College of Education, Center for Student and Professional Services office. She has been employed at K-State for 2 years. Jackie is a retired elementary teacher who taught at St. George Elementary for 32 years. She earned her Bachelor's degree in Elementary Education, Master's degree in Curriculum and Instruction and Reading Specialist at Kansas State University. The best thing about her job is helping the students who come to the office each day and working with the great people in the College of Education. Her hobbies include reading (anything and everything), embroidery work, sewing and collecting dolls.

Roger and Jackie have a hobby farm that includes miniature horses, Shetland ponies, a Welsh pony, miniature donkeys, Zebu cattle, Jacob sheep, goats, ornamental pheasants, chickens, ducks and geese.

They have 2 married sons and love spending time with their 3 grandchildren, Alexis, 9, Cody, 5 and Brooklynn, 3. One thing they enjoy doing is taking them on "Grandpa's Great Adventures", which could consist of going to a mini-horse sale in Nebraska or on a trip to pick up an incubator or to pick up another animal for their collection. Jackie and Roger use their horses and horse-drawn vehicles in parades like the Old-Fashioned Christmas parade in Lawrence held each year on the first Saturday in December, as well as local parades. They also use their horse and white carriage for weddings and anniversaries. As you can tell, they are always busy with one project or another!



Jackie and Roger McCormick

Be sure to visit the Classified Senate's updated website at

www.ksu.edu/class-senate/

Update on Alternative Service Committee (ASC)

The Alternative Service Committee (ASC) has been meeting monthly gathering information needed to lay the foundation for putting a proposal together. Jennyfer Owensby, a member of ASC and President-Elect of Classified Senate, representing the Kansas Council of Classified Senates, made two presentations to the State Employee Compensation Oversight Commission about the proposed state pay plan changes.

The ASC has reviewed and discussed the proposed recommendations by the Hay Group for changes to the state's pay plan and has decided to wait, roughly six months, to see what the state legislators response will be to these recommendations. The ASC agrees that the proposed changes are positive and addresses many of the inadequacies the committee has identified with the current pay matrix in the state's civil service system. The chair of the ASC, Barb Nagel, will keep the committee informed of any pertinent information during the months ahead. The committee will reconvene in early spring to assess the state's progress. It is the committee's hope that the state legislators will support and fully FUND the recommended changes by the Hay Group.



ROAR



If you have suggestions or comments for the ROAR, please let us know. If you have ideas for articles that you would like to see or a classified employee that you would like us to spotlight, please contact Melissa Linenberger (mwaso@ksu.edu) or Lois Schreiner (lschrein@ksu.edu).

KSU Classified Senate
118 Anderson Hall
Manhattan, KS 66506