

Alternative Service Committee  
Meeting Minutes  
April 9, 2014

Present: Paula Connors, Carrie Fink, Jennifer Gehrt, Janel Harder, Kerry Jennings, Hanna Manning, Carol Marden, Roger McBride, Barb Nagel, Jennyfer Owensby, Sam Reyer, Lois Schreiner, Marlene Walker, John Wolf and Terri Wyrick

Absent: Cindy Bontrager, Austin Daugherty, Lori Goetch, Douglas Kraemer, Gary Leitnaker, Parrish Quick, and Amy Schmitz

Campus Affairs Committee: Susan Erichsen and Brittany Green

The meeting was called to order.

Minutes were reviewed and will be posted to the website.

The direction of USS compensation plan was discussed. We need to research all possibilities so that we know what is out there. A committee was appointed to begin the process to look at compensation plans. Committee members include: Barb Nagel, Jennyfer Owensby, Carrie Fink, Marlene Walker, Carol Marden, Janel Harder, Terri Wyrick and Susan Erichsen. Discussion was held on possibly working with other regents schools to see what they are doing. The committee will look at different components of the pay plans but not in designing the actual plan.

The Appeals Board was discussed. Training for the Appeals Board will be held around the end of May to the first of June, so that it will be in place. There will be a memo going out asking for more volunteers to serve on the Board.

Carol has been asked to be part of the Classified/USS Senate meeting with the Vice President of Human Capital candidates. Discussion was held on different questions that we would like to see the candidates address including such things as their compensation philosophy, experience with shared governance, employee motivation and professional development as well as other items.

The Longevity Bonus was discussed. House Bill 2750 and Senate Bill 454 both deal with doing away with the longevity bonus. Discussion was held on how this would affect Regents Schools that have moved to University Support Staff. The amount of the longevity bonus was also discussed. Discussion was held on the possibility of moving the longevity pay into base pay.

Discussion was held on recognition from the state for Years of Service. This will not change with the conversion to USS and we may want to consider expanding it.

Regent recruitment was discussed. The application process will not change in the short term. It will still go through the state system. Long term we may possibly want to look into changing after the compensation and classification plan are in place. The conversion process was discussed. Specifications for positions will stay the same until we have a new programs. Classifications for different positions were discussed.

The potential for having an open discussion group meeting was discussed. Employees are wondering what all is going on with the conversion and what the time line is. It was also suggested that the Communications Team put together a bullet list of items that people are wondering about. The timeline for full implementation was discussed.

Meeting adjourned.

The next meeting will be held:

May 14, 2014

2:00 – 4:00 p.m.

K-State Student Union - Room 209