

Alternative Service Committee
Meeting Minutes
April 24, 2013

Present: Paula Connors, Austin Daugherty, Carrie Fink, Janel Harder, Kerry Jennings, Douglas Kraemer, Gary Leitnaker, Hanna Manning, Carol Marden, Barb Nagel, Parrish Quick, Sam Reyer, Amy Schmitz, Lois Schreiner, Marlene Walker, and Terri Wyrick

Absent: Cindy Bontrager, Jennifer Gehrt, Lori Goetch, Roger McBride, Jennyfer Owensby, and John Wolf

The meeting was called to order.

Minutes were reviewed and approved as presented.

Discussion was held on proposals for the committee and Classified Senate if there is a majority vote. A meeting was held with the interim Vice-President for Administration and Finance, Cindy Bontrager. The Alternative Service committee will continue to work with administration until the entire plan has been implemented which could take several years to get a pay plan in place. When that is completed, this committee would then be turned over to the Classified Senate (University Support Staff Senate). Discussion was held on the possibility of a committee being added to Classified Senate (University Support Staff Senate) similar to the Faculty Fringe Benefits Committee under the Faculty Senate that has both Senators and other staff on the committee. Carol will discuss this with the Classified Senate and get their input and ideas on how to proceed. Discussion was held on the need for oversight by the campus community.

The Open Discussion meetings that have been held were discussed. The Communications Team has been busy attending the meetings and taking notes. A complete list of comments will be sent to the entire committee. There have been a lot of good comments and discussion was held on how to share these with administration at their meeting in August.

Discussion was held on comments received on the Performance Evaluation. Very few are in favor of the current evaluation form that we use. They would prefer to see a more customized form based on position, such as clerical, trades, custodial, etc. There was support for maintaining the current lay-off plan which includes consideration of both performance and years of service.

For the Appeals Board, most comments were in favor of 3 members being from the University Support Staff and also including faculty and unclassified professionals as part of the board.

Discussion was also held on comments that were received on the longevity bonuses. Current employees that were hired before June 15, 2008 are qualified to receive the longevity bonus. The current plan at KU includes all employees because they had changed to University Support Staff before legislation was enacted to not include longevity for classified employees hired on or after June 15, 2008. Comments on market adjustments were discussed but will be based on the compensation plan that will be put in place. Shift differential pay was also discussed.

Lunch will be provided following the last town hall meeting on November 15.

We will have a table at the Benefits Fair which will be held on Thursday, October 3 and so we will need to decide what we would like to hand out along with the voting instructions.

Meeting adjourned.

The next meeting will be held:

May 8, 2013

1:30 – 3:30 p.m.

K-State Student Union Stateroom 1