

Alternative Service Committee
Meeting Minutes
February 27, 2013

Present: Cindy Bontrager, Paula Connors, Austin Daugherty, Jennifer Gehrt, Lori Goetch, Kerry Jennings, Gary Leitnaker, Hanna Manning, Carol Marden, Roger McBride, Barb Nagel, Parrish Quick, Sam Reyer, Amy Schmitz, Lois Schreiner, Marlene Walker, John Wolf, and Terri Wyrick

Absent: Carrie Fink, Janel Harder, Douglas Kraemer, and Jennyfer Owensby

The meeting was called to order.

Minutes were reviewed and approved as presented.

The comparison chart developed by the Communications Team was discussed. Under the Appeals Process, KSU Board of Appeals was the name selected for the board that would replace the Civil Service Board. Under the Compensation/Pay Plan, discussion was held to indicate the Kansas State University will develop a compensation plan with greater flexibility under the USS. Under the lay-offs section discussion was held to indicate the University Support Staff will no longer be able to bump civil service employees at other agencies, and other civil service employees will not be able to bump employees at KSU.

The longevity bonus and the bill that is currently in the house (House Bill No. 2178) were discussed.

The article that appeared in the Capital Journal regarding abolishing the civil service system was discussed. Currently there are no bills in the House or Senate regarding this idea.

Carol Marden and Janel Harder met with the KOSE president.

The drafted white paper on Performance Review was discussed and no changes were suggested.

The drafted white paper on Discipline/Protection System was discussed. A flow chart was developed to explain the new process for USS. It was suggested that a flow chart also be developed on the current process as well as the process for PRC. Discussion was held on different scenarios for the KSU Board of Appeals.

The drafted white paper on Compensation/Pay Plan was discussed. Some small changes in wording were suggested. One of the goals would be to fix the inequities in the current system. It was also noted that if the decision is made to change to USS, there would be several items on the web that would need to change the wording.

The drafted white paper on Recruitment was discussed and only minor changes were suggested.

After changes have been made, the drafted white papers will be posted to the Alternative Service website.

Discussion was held on KPERS, and in particular the 85 points for retirement. There would be no changes to that formula as a result of a change to USS.

Carol will be meeting with Student Senate on February 28; Classified Senate on March 6; and Faculty Senate on March 12. Effective March 1, classified employees will be able to sign up for the discussion group that best fits their schedule. The Communications Team will send out information on signing up for the discussion groups to all classified employees.

Discussion was held on how things would proceed once we gather all the information from the discussion groups and the white papers are finalized. The formation of an oversight group and how the vote will be handled are issues that still need to be addressed.

Meeting adjourned

The next meeting will be held:

March 27, 2013

1:30 – 3:30 p.m.

K-State Student Union Room 209