

Alternative Service Committee
Meeting Minutes
January 23, 2013

Present: Cindy Bontrager, Paula Connors, Austin Daugherty, Carrie Fink, Jennifer Gehrt, Lori Goetch, Janel Harder, Kerry Jennings, Douglas Kraemer, Gary Leitnaker, Hanna Manning, Carol Marden, Barb Nagel, Jennyfer Owensby, Sam Reyer, Amy Schmitz, Lois Schreiner, Marlene Walker, and Terri Wyrick

Absent: Roger McBride, Parrish Quick, and John Wolf

The meeting was called to order.

Minutes were reviewed and approved as presented.

Communications Team – Barb Nagel reported on a proposed time line regarding the university support staff proposal. Carol and Janel will send a letter to the Kansas Board of Regents regarding research and developing a plan for USS. Requests have been made to present to the Student and Faculty Senate as well as the Classified Senate. It was proposed to give a more thorough explanation of the plan to Classified Senate since they will be voting on the proposal. It was also suggested that presentations be given to the President's Council and the Council of Deans. Discussion was held on how to identify and hold the small group meetings. Discussion was held on the timeline for finalizing the white papers.

Appeals Process Team - Janel Harder reported on the Appeals Process. It was proposed that the Peer Review Committee will stay as it is now. Discussion was held on how the peer review system works. Options for replacing the State Civil Service Board were also discussed including how the board would be put together and who would be willing to serve on it. Discussion was held on whether there would be any legal issues with this board. It was decided to ask the KSU attorney to come to the next meeting to discuss what options might be available.

Performance Review Team – Marlene Walker reported options for the performance review. The committee recommended that the performance process itself stay as it currently is. The performance review forms would be revised with the possibility of using slightly different forms for different job types. A scoring system or matrix on performance was also discussed. Discussion was held on adding information to the white paper on how the performance review would affect merit pay such as, "A performance review of at least "meets expectations" or better is required to qualify for a merit increase."

Compensation and Pay Plan Team – Sam Reyer reported on options for new pay plans. Pay bands with the ability for movement without reclassification was discussed. There is a need for flexibility in the plan and that is not available with the system we have now. Discussion was held on merit pay and how this might be implemented if money is available. How the longevity bonus is handled and whether there would be a possibility of reinstating this for new hires was discussed. A new comprehensive compensation plan could take 2 to 4 years to put completely in place.

Layoffs and Furloughs Team – Terri Wyrick reported on the research the committee did on the layoff and furlough plans for other universities. The committee would like to see these plans remain as they are at KSU.

Discussion was held on how the plan that is created will be changed in the future. Who will make those decisions? Discussion was held on proposing a board of core Alternative Service committee members.

Meeting adjourned

The next meeting will be held:

February 13, 2013
1:30 – 3:30 p.m.
K-State Student Union Room 209