

Alternative Service Committee  
Meeting Minutes  
March 12, 2014

Present: Paula Connors, Austin Daugherty, Carrie Fink, Lori Goetch, Janel Harder, Kerry Jennings, Douglas Kraemer, Gary Leitnaker, Hanna Manning, Carol Marden, Roger McBride, Barb Nagel, Jennyfer Owensby, Amy Schmitz, Lois Schreiner, Marlene Walker, and John Wolf

Absent: Jennifer Gehrt, Parrish Quick, Sam Reyer, and Terri Wyrick

Campus Affairs Committee: Susan Erichsen, Brittany Green and Dale Billam

The meeting was called to order.

Carol introduced John Hanes, HR Compensation and Classification Manager to discuss pay plans. John discussed different plans such as the hay and broadband plans. He discussed the advantages and disadvantages of both and asked for comments on the current plan we have. John has a compensation background and brings a lot of knowledge on the plans to the position. Position classifications were discussed as well as thoughts on how the plan may be implemented. Discussion was also held on how the pay plan structure would be affected by union representation as well as the new VP for Human Capital. The possibility of looking to see what other universities are using was also discussed.

The Longevity Bonus was discussed. House Bill 2750 currently in the legislature looks at doing away with the longevity bonus. Discussion was held on how this would affect University Support Staff if the bill passes.

Emporia State University voted to convert to University Support Staff. Discussion has been held on trying to put together a Regent Preference Recruitment plan. This plan would look at options for recruitment within regents schools rather than other state agencies.

The USS Handbook was submitted to the Board of Regents. They sent back a couple suggestions for consideration. The legal counsel from KSU met with Gary to discuss these suggestions. The suggestions were discussed. Carol will update the handbook on the website.

A search firm has been hired for the VP for Human Capital position and is looking at potential candidates.

Meeting adjourned.

The next meeting will be held:

April 9, 2014

2:00 – 4:00 p.m.

K-State Student Union - Room 209