

Classified and Support Staff Council Report to the KS  
Board of Regents  
September 21, 2011  
Submitted by Lesa Reves, K-State Classified Senate  
and CSSC President

Good afternoon. It is an honor to be here today to give you a report from the Classified and Support Staff Council. Today I stand before you as the representative of over 4000 classified and support staff employees. We are often the first face that greets college students and provide the basic services that are the foundation of our universities.

The CSSC Presidents and executive council members continue to stay in touch with monthly conference calls. This has been a great way for us to keep in contact with each other and discuss current issues. In our last few conference calls, we have talked about our position paper. The key points we continue to discuss are Cost of Living raises, Market Adjustment reinstatement and our retirement fund.

Concerning the Cost of Living, this is the third year in a row Classified Employees have not received a cost of living adjustment. In the last year alone, inflation rose 4.5%. As the cost of living continues to rise, the effects of those expenses are greater upon those making a lower wage. I hear many stories of Classified Employees struggling to make ends meet. We would like to see if there some way the Board of Regents could get an exemption for our Classified Employees to allow each university the freedom and flexibility to give raises and bonuses without restriction.

On the topic of Market Adjustments, this past legislative session brought a lapse to classified salary market adjustments. This market-based increase was recommended by the Division of Personnel Services as proposed by the Hay Group Study and approved by the Kansas Legislature HB2916 - 2007. This pay plan leaves two years of the five year plan unfunded. By not completing this pay plan, there are now supervisors making a similar wage or in some instances making less than those they supervise. With any pay plan like

this that is to be implemented over several years, there should be funding in place to carry out the plan. For example, the financing of the restorations to the state capital have already been set aside so the project can be completed.

As far as our retirement plan, it has been so unbelievably underfunded for the last 25 years it is almost criminal. The legislature has seen to it that their retirement is fully funded, but turns its back on the workers of this state they represent. It is time they make amends for their failure to this mandated responsibility.

On October 7<sup>th</sup>, K-State will be hosting our annual meeting to set our priorities and draft our collective resolution and position paper. We will present this position paper to the state senators and legislators as we spend a “Day on the Hill” in January 2012.

As I interact with other classified employees, I see a loyalty and dedication to their job that makes me proud. These employees share their talents and expertise to see their job is done to the best of their

abilities. It is the responsibility of the Classified and Support Staff Council to stand up for these classified employees. I thank you for the chance to speak to you today and look forward to giving you an update after the first of the year.