

Classified Senate  
Meeting Minutes  
November 5, 2003  
K-State Student Union Room 206

1. *Roll Call, Lori Hutchins*

Present: Gay Youngman, President; Loleta Sump, President Elect; Ginger Schwerdt, Vice President; Jackie Yonning, Budget Coordinator; Lori Hutchins, Connie Schmidt, Executive Council Members at Large; Paula Connors, Eddi Devore, Kristi Fronce, Janel Harder, Cheryl Martin, Beth Miller, Donna Rogers, Cathy Sandoval, Linda Sorrell, Debra Stryker, Marlene Walker

Absent (excused): Pam Schierer, Secretary; Sam Reyer, Member at Large; Pam Davis, Sue Figge, Laverna Leeson, Theresa McCarthy, Sharon Schroll

Absent (unexcused): Bill Glover

Guests: Erin Burks and Nichole Stoddard, Continuing Education; Rodney Stanfield, past president

2. *Presentation from Doug Musick, Representative to the Employee Advisory Cmte of the KS State Employees Health Care Commission*

Doug explained his position on and the make-up and purpose of the committee, emphasizing that they are "only" an advisory group, but have had some success with their recommendations on behalf of state employees. An example is that they have been able to keep prescription drug costs down versus the national average by "encouraging" the prescription and use of generics in as many situations as possible. He also urged us to contact our legislators with our concerns, as that is the body that makes the laws and final decisions for our pay scales and raises versus our insurance premiums.

He noted that in response to a survey he has put out campus and Extension wide, the following concerns and questions have emerged:

- provider availability, especially in rural areas
- changing family coverage to be based on the number of children/dependents, not just a blanket cost; logic of this can depend on how the insurance company views the size of the company being covered
- match all premium costs to pay tiers, not just employee amounts
- perks for healthier living (i.e. covering gym/health club fees or weight management program fees)
- coverage for alternative or natural medications and procedures
- elimination of Health Risk Assessment, both for cost to state and privacy reasons
- possible increase of deductibles so premiums could decrease
- increase of prescription drug coverage to 90-day supply, as that would decrease the overall cost to the user by buying in bulk
- eliminate all deductibles, realizing that co-insurance would go up to approximately 50%

Doug asked for questions; discussion followed. Topics included how dropping kids from our policies can actually put a company into a higher risk group, which raises premiums; that the Healthwave study has shown that the majority of state employees are actually being paid below the poverty level, which can qualify them for other types of coverages; how more competition for coverage would allow employees the bargaining power to choose the type of insurance that best suits our needs; and that the financial match from state reserves continues to shrink. He concluded by again urging us to respond to his survey, so he can bring those concerns to the committee when they meet again mid-November.

3. *Gary Leitnaker, Division of Human Resources*

Gary thanked Doug for his presentation, and added his encouragement for us to respond to the survey. He also noted that he will be attending an HR Department Head meeting 11/7, to discuss, among other things, shared leave, the increase of some benefits for state employees. He announced that the governor has declared that January 2, 2004, will be included in our time off over the Christmas break. When asked if December 26, 2003, might also be given as a holiday, he said he hasn't been notified of that yet, but would let us know as soon as he does, noting that Facilities is always "#2" on his list, right after the President's Office.

4. *Executive Council, Gay Youngman*

Senate Standing Committees--requested that a chair be chosen immediately and meetings scheduled.

Kansas Council/Position Paper--reported that the meeting was good, except for some awkwardness because unexpected guests were in attendance. A Position Paper was drafted (copy provided), and Legislative Day in Topeka will be February 10, 2004. The hope is to be able to meet with as many legislators as possible, and for K-State that means statewide, as Extension employees are in every county. Commissioned the Legislative Affairs Committee to work closely with the planning. Rodney offered to work with the Committee also. Gay encouraged as much participation by K-STATE Classified employees as possible, with write-ups to follow in as many media outlets as possible. The Public Relations Committee will facilitate the media follow up.

Sue Peterson's Proposal--Sue is asking if a presentation by SEAC (State Employees Advisory Committee) would be helpful for us. Discussion about equal time for all employee representative groups would be appropriate followed. Eddi moved to have representatives from SEAC, SEAK, and KAPE make presentations to Classified Senate over the next few months. Motion was seconded, and carried. Ginger will contact Sue to bring SEAC to the December meeting, with the others to follow.

Tuition Waiver--Gay noted that at a recent Administrative meeting she attended the proposal seemed to be "pretty low on the totem pole", with the University citing concerns of having to offer the waiver to all state employees, not just those at KSU. Rodney countered that this remains a very "hot" issues, and that we should make sure the University does not treat it as a salary issue, but as a benefit for working here. The Campus Affairs Committee was charged to work with the Bob Zabel, Faculty Senate president, to keep Classified employees represented; Loleta will be our contact person. Copies of the Waiver proposal will be provided to all new Senators.

KAPE, SEAK, Civil Service Alternative--considered to have been covered under "Kansas Council".

Web page changes--Ginger reported that Kathy Kugle has taken over this job on behalf of Senate. Links to the Civil Service Alternative issues, KAPE, SEAK, and SEAC have been added, and updates made. Ginger commended Kathy for all her hard work.

5. *Meeting Minutes*

Because Pam Schierer was not able to be at the meeting due to illness, the October minutes were not available for vote. Tabled until December meeting.

6. *Budget Report, Jackie Yanning*  
Attached.

7. *Senate Standing Committees*

- A. Codes and By-Laws: Lori provided copies of the most recent printing for all senators.
- B. Education and Enrichment: no report
- C. Election: Gay commended the committee that all positions have been filled.
- D. Personnel/Benefits: no report
- E. Public Relations: Gay reported that Sam is working on the newsletter that should go out this month. A list of all Senate committees, their members and purpose will be included.
- F. Recognition Ceremony: no report
- G. Campus Affairs: no report
- H. Legislative Affairs: no report

Loleta requested that committee chairs be chosen at this time. Because not all Senators were in attendance, Gay suggested Facilitators be appointed, with Chairs to be voted on later. Accepting as Facilitators are:

Education and Enrichment	-	Cathy Sandoval
Elections	-	Paula Connors
Codes and By-Laws	-	Lori Hutchins is Chair
Personnel/Benefits	-	Theresa McCarthy (pending acceptance)
Public Relations	-	Sam Reyer is Chair
Recognition Ceremony	-	Ginger Schwerdt is Chair
Legislative Affairs	-	Marlene Walker
Campus Affairs	-	Loleta Sump is Chair

8. *Campus Committee Reports*
- A. Peer Review: no report
  - B. Recreation Council: no report
  - C. Recycling: no report
  - D. Advisory Committee on CDPP: Lori reported that the Master Plan is supposed to be printed and available by Spring 2004, and could include the most current plans for Jardine, as presented at the last meeting. She was also able to provide an update on Sue Figge, having worked recently with her son in conjunction with this committee.
  - E. Training and Development Advisory Committee: no report
  - F. Employee Tuition Assistance: see earlier comments under "Executive Council Report"
  - G. United Way: Loleta reported that the 2003 campaign was finished October 31, but she had no numbers to report yet. Gary commended Loleta for her work and participation with this committee.
  - H. Council on Parking Operations: Gary reported there is a possibility that the number of reserved parking spots will be expanded; next meeting is scheduled for November 6.
9. *Old Business*  
None
10. *New Business*  
None
11. *Adjournment*  
Connie moved to adjourn; motion passed.

Respectfully submitted,

Lori K. Hutchins  
Executive Council Member At Large  
Acting Secretary