



ROAR



A Newsletter for Classified Employees of Kansas State University - August, 2007

State Employee Compensation Oversight Commission

June 25, 2007 Meeting Summary

On June 25, Jennyfer Owensby presented a position paper on behalf of the Kansas Council of Classified Senates (Board of Regents KCCS) to the State Employee Compensation Oversight Commission. The KCCS position paper was a cumulative effort between Board of Regents classified employees and Dr. Susan Peterson, Assistant to the President/Government Relations. After the KCCS presentation, Jennyfer answered questions from numerous commission members. Representative Tom Hawk (67th District) asked Jennyfer, "How big is the 'rub' between employees when a classified employee becomes unclassified." Jennyfer's answer was, "BIG" (quite emphatically). She expressed concern for the impact on employee moral when classified employees are moved into unclassified positions. She told them she believes most classified employees view unclassifications as a way to get around the step freeze and increase wages for a few favored employees in the department.



*Jennyfer Owensby,
KSU Classified Senate
President-Elect*

During the break, it became quite clear that the KCCS presentation was positively received by many people in the audience and members of the commission. Many of them, including the chair (Carol Foreman), approached Jennyfer during the break to personally thank her. Ms. Foreman wanted us know she thought we made some very good points and represented our constituents well. There were many opinions expressed that day by numerous branches of the State of Kansas on whether to fix the current matrix system or adopt a completely new system (salary ranges). The split was approximately 40/60 favoring creating a new system. However, every presenter made the crucial point that any personnel system

needs to be FUNDED in order for it to SUCCEED. Any personnel system that sits idle for six years like the current matrix system will FAIL. The commission members got that message loud and clear.

The commission has a web site where they post information about the meetings under the "Resources" link, including all position statements presented at this meeting. We would highly encourage all classified employees to find time to research the commission's web site for your own benefit at <http://www.kansas.gov/employee/comp/index.html>.

We would like to thank Dr. Peterson for all her guidance and support in preparing for this meeting. She continues to play a crucial role in helping us improve K-State classified employee salaries and benefits.

July 30, 2007 Meeting Summary

On July 30, six K-State Classified Senators (Barb Nagel, Jennyfer Owensby, Janel Harder, Conniee Kisse, Melissa Linenberger & Carol Marden), Gary Leitnaker and Dr. Susan Peterson attended the 4th meeting of the State Employee Compensation Oversight Commission. The meeting was very informative.

Five of the largest private businesses in Kansas were invited to discuss their pay plans and compensation strategies. Representatives from these businesses were: David Kerr, Secretary of Commerce and former President of AT&T/Kansas; Colleen Meurer, Director of HR Hallmark Cards; Anne Trebino, VP of HR Security Benefit Group; Kim Walker, Assistant HR Director Sedgwick County; and Janet Hamous, Director of HR Via Christi Health System. Bob Young, Director of HR Blue Cross Blue Shield of Kansas was the fifth panelist and did not attend.

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President's Notes

by Barb Nagel

First, I want to express the deep appreciation and honor I feel as being President of Classified Senate this year. This is truly a



Barb Nagel

privilege I take very serious. I have to admit though, at times the task at hand seems very overwhelming. There are several key issues (the state pay system, increased leave for classified, and alternative service) facing classified employees in the next several years and I hope my short tenure helps reinforce the foundation for the Senate to be actively involved on all levels of classified concern; university, Regents and state. I am confident that this Senate is ready to work hard, take action and meet the challenges that come before them.

My goals for this senate year are increased visibility of the Senate and to improve the Senate's communication with its constituents. In order to be heard on issues and have credibility at K-State, the Senate needs to be visibly out and involved both on and off campus. Involvement shows the Senates commitment to the classified employees and to K-State. Along with visibility, the most important role Senators play is that of communicating with their constituents. The information Senators convey provides important knowledge on key issues to their constituents which in return provides a catalyst for valuable feedback from the constituents to the Senate.

As mentioned above, the key issues facing classified employees in the near future are the state pay system, increased leave for classified and alternative service. On the pay system issue the Senate will be drafting a petition in regards to the recommendation the State Employee Compensation Oversight Commission makes to the legislature. The Commission is expected to make their recommendation by early November. As information comes available the Senate will update our constituents on this issue. More information about the Commission and its progress on the recommendation is available

at: <http://www.kansas.gov/employee/comp/philosophy.html>

This fall the Board of Regents has classified leave as an agenda item. Last year SB 375 was passed to give the BOR the authority to increase classified leave equivalent to unclassified leave, but the bill was interpreted to have left out KU's Support Staff. The bill was amended and reintroduced as SB 21, but did not pass. The BOR has determined to move forward with the issue regardless and will discuss this issue at their September meeting. Our administration is in full support of this enhanced leave for the classified staff.

The Alternative Service Committee (ASC) is working on developing a proposal (plan) for K-State's classified employees to leave the state civil service system. Currently, the Committee is looking at the best features of the current state system and how, or if other features can be improved through a new system of employment administration. The ASC web link is: <http://www.k-state.edu/altservcomm/> The Oversight Commission making its recommendation to the state's pay system is timely for giving KSU Classified Employees a good picture of where the state is headed before making a decision about possibly leaving the state civil service system.

I am very excited about the challenges and opportunities that lie ahead for classified employees while promoting the positive impact classified staff make here at K-State. If you have any suggestions, comments or ideas about how to improve classified service, contact your Senator or me. We are here to be your voice.

Barb

Senate Meetings

All classified Senate meetings are open to all classified employees. You are encouraged and welcome to attend any or all of our meetings. Senate meetings begin at 12:45 p.m. Below are the dates and locations:

- September 5, 2007 - KSSU Room 212
- October 3, 2007 - KSSU Staterooms 1&2
- November 7, 2007 - KSSU Staterooms 1&2
- December 5, 2007 - KSSU Room 212

All-University Campaign

The All-University Campaign committee invites you to a Pancake Breakfast between 7:30 and 10:00 AM. Save the Date: On September 6, in Bosco Plaza, Manhattan Campus or September 7, in the Conference room, Salina Campus.

The All-University Campaign is designed to raise awareness with the entire campus community about the importance of gifts and contributions to our University. This effort provides the opportunity for all K-State employees to demonstrate their commitment to legislators and those who have invested in K-State

This year's Co-Chairs Gayle Doll, Director, Center on Aging; Gary Mortenson, Department of Music, Head; and Jennyfer Owensby, Controllers Office have recruited a committee that represents both classified and unclassified employees from all work groups across campus. *"As co-chairs we believe in the value of supporting the goals of the Changing Lives Campaign. The All-University Campaign is not about the amount of giving but simply about participating at whatever level you feel comfortable. Your willingness to give sends a strong message here in Manhattan and well beyond the immediate university environment. It says that we care too!"*

In September, someone from your work group will approach you and provide a packet of information about the All-University Campaign.

One of goals for this year's effort is to enhance awareness and appreciation of the benefit of private gifts among classified staff. Classified staff are encouraged to participate and designate their contribution to a fund that **directly benefits classified employees.**

For more information on the "All-University" Campaign, contact Jennyfer Owensby at jennyfer@ksu.edu or 785-532-6211.

State Employee Compensation Oversight Commission

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After their presentations, they answered questions from the commission members. When the panel was asked by Senator Roger Reitz how they would fix this problem of pay for state employees, Mr. Kerr answered, "You have to make paying your employees a priority." This was the overriding theme for the private businesses. In order for a pay plan to work it, employees MUST be a priority. The most disturbing information presented at the meeting was the continual reference by Alan Conroy, Director, Legislative Research Department, to classified pay as "discretionary." Classified salaries are not budgeted into the state budget and are allocated at the end of the legislative process as determined by the state legislators. As Connie Kisse, Co-Chair of the Classified Senate Legislative Affairs Committee says, "The state balances the budget on the back of classified employees." Mr. Neville Kenning, Hay Group, pointed out that the state pay system was broke from the allocation of COLA's (Cost of Living Adjustment) over the years. Mr. Kenning stressed that in order for a pay plan to keep up with times, it must be based on market analysis where increases are added to base salaries. COLA's are not an adequate measure for base salaries and do not reflect market value of positions. Mr. Kenning said that education of supervisors will be a key factor if the state implements a new pay system with merit.

The next meeting for the State Employee Compensation Oversight Commission will be September 7, 2007 from 9:00 a.m. – 2:30 p.m. We plan on sending another group of Senators for information and to show our support. Please contact Connie Kisse (wildcats@ksu.edu) if you would like to attend the meeting as well. Feel free to check out the Commission's web link on the Senate home page for updates at <http://www.k-state.edu/class-senate>.

What is Classified Senate?

Classified Senate is a body of representatives that are elected to represent YOU, the classified employee. Classified Senate as a body is responsible for articulating classified employees interests, concerns and recommendations to the Vice President for Administration and Finance. **This is your voice** - contact a Senator with your comments or suggestions: Here is a list of your 2007-2008 Classified Senate.

2007–2008 Classified Senate Executive Council	Administrative Unit/College	Address	Phone
Nagel, Barbara , President	Institutional Advancement	118 Anderson	2-6254
Owensby, Jennyfer , President-Elect	Administration & Finance	102A Anderson	2-6211
Harder, Janel , Vice President	Education	13 Bluemont	2-5524
Wolf, John , Budget Coordinator	Agriculture & Extension	149 Weber	2-1241
Reyer, Cyreathia (Sam) , Secretary	Agriculture & Extension	2024 Throckmorton	2-1413
Elliott, Carolyn , At-Large	Institutional Advancement	102 Holton	2-6432
Herrman, Richard , ex-officio	Administration & Finance	108 Edwards	2-6412
2007–2008 Classified Senators	Administrative Unit/College	Address	Phone
Bohnenblust, Rebecca , Campus Affairs Co-Chair	Arts and Sciences	116D Ackert	2-6615
Brenner, Richard	Institutional Advancement	Davenport	2-3057
Eddy, Terri	Local Agencies	Student Union	2-6562
Hobbs, Connie	Agriculture & Extension	2713 Throckmorton	2-7213
Ivy, Tracy , Recognition Ceremony Co-Chair	Architecture	211 Seaton	2-1102
Kissee, Connie , Legislative Affairs Co-Chair	Hale Library	314 Hale Library	2-0551
Leeds, Claudia	Business	201D Calvin	2-6008
Linenberger, Melissa , Public Relations Co-Chair	President/Provost	204 Anderson	2-4392
Marden, Carol	Institutional Advancement	232 English/ Counseling Services	2-6927
Myers, Joseph , Campus Affairs Co-Chair	Administration & Finance	Power Plant	2-1794
Pecenka, Nick	Administration & Finance	Dykstra	2-5668
Reding, Connie	Veterinary Medicine	L208 Mosier	2-4846
Reves, Rob	Veterinary Medicine	G112B Mosier	2-4100
Schreiner, Lois , Public Relations Co-Chair	Agriculture & Extension	213 Weber I	2-1267
Selvidge, Peggy , Recognition Ceremony Co-Chair	Engineering	2118 Fiedler	2-1570
VanDorn, Darin	Administration & Finance	Dykstra Hall	2-1746
Vathauer, Libby	Human Ecology	249 Justin Hall	2-1557
Walker, Marlene , Legislative Affairs Co-Chair	KSU Salina	209 E. College Ctr	6-2611
Leitnaker, Gary , Liaison with Vice-President	Human Resources	103 Edwards Hall	2-6277

**Be sure to visit the Classified Senate's updated
website at
www.ksu.edu/class-senate/**

Update on Alternative Service

The Alternative Service Committee (ASC) is a University Committee whose charge is to research and develop a proposal (plan) for a new system of administration for employment at Kansas State University for classified positions. Under a new Kansas law, originally SB74 now SB21, the Board of Regents (BOR) may authorize any educational institution to convert any or all classified staff employee positions to unclassified service of state employment. These unclassified positions **will not** be the same as the state unclassified positions since the system for employment administration will be authorized at the university level, not at the state. These converted positions will be designated as university support staff. Those classified staff employees whose positions are converted shall retain all health and flexible benefits, leave and retirement benefits provided to them under the state classified employee system, and the implementation of a plan shall not cause a salary reduction or layoff of any classified employee under the law.

Currently, the committee is looking at the best features of the current state system and how, or if other features can be improved through a new system of employment administration. Simultaneously, the State Employee Compensation Oversight Commission has been formed to recommend changes to the State's classified pay plan. These are truly exciting times for change for classified employees.

As the committee moves forward we want to hear from classified employees about all issues concerning classified employment. A proposal (plan) is being developed so the classified employees at K-State will have the opportunity to say yes or no to alternative service. Without a proposal (plan) the classified employees of K-State will never have that voice to make a choice. That's why the committee is pursuing alternative service, so every classified employee at Kansas State can have a voice in their own future as a classified employee. **For more information, visit the new Alternative Services website at <http://www.k-state.edu/altservcomm/>**



ROAR



We hope you have enjoyed the new format of the ROAR. If you have suggestions or comments, please let us know.

If you have ideas for articles that you would like to see or a classified employee that you would like us to spotlight, please contact Melissa Linenberger (mwaso@ksu.edu) or Lois Schreiner (lschrein@ksu.edu).

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