



ROAR



A Newsletter for Classified Employees of Kansas State University – February, 2008

GET INVOLVED THROUGH SENATE

Classified Senate

The Senate exists as an open forum for the free expression of ideas, issues, and interests which are of concern to the K-State classified employees. Being a part of Classified Senate is a way to get involved in the issues that directly affect classified employees at Kansas State University. As a member of the Senate, you will be a voice for the constituents in your college or unit on matters of policy, training, educational opportunities, working conditions, work schedules, employment, promotion, career development procedures, State of Kansas Civil Service pay and benefit plans. Getting involved with the Senate will give you a chance to broaden your perspective on the issues confronting the classified employees and give you new insight into the political obstacles that often form road blocks in state employee issues. ***This year get involved through Senate and be the solution for change.***

Classified Senate Nominations

An initial mailing including nomination forms will be sent to all permanent full- and part-time classified employees from each specific college or administrative unit where open positions are to be filled. This mailing will explain the Senate's purpose and nominating process. Nominations will be accepted through March 14.

This is a great opportunity for you to become part of the KSU Classified Senate!

President's Notes

by Barb Nagel



It's hard to believe the 2007-2008 Classified Senate year is more than half over, but by no means does this mean that the work of the Senate is half over. As a new legislative session begins in Topeka, Senate is keeping a watchful eye on the progress and discussion of issues important to classified employees, with the most important issue being the state pay plan.

Since my last article in the November ROAR, there have been several updates on issues. The classified leave enhancement has received approval from both the Board of Regents Council of University Business Officers (COBO) and Council of University Presidents (COPS). The Regents attorneys are now drafting a policy for classified leave enhancement for final Board of Regents consideration. If approved by the Board, the classified leave enhancement would take effect July 1, 2008.

A special legislative committee on the State Employee Pay Plan has been formed, met, and recommended the following legislative actions for the 2008 legislative session which are stated below. Classified Senate has requested, through Sue Peterson, to have at least one of the continued Oversight Commission members be a classified employee. **For clarification, the proposed changes to the state pay plan will NOT move classified employees to unclassified.**

1. Adopt the Pay Plan Recommendations (Link: Final Report of the Work and Outcomes of the State Employee Compensation Oversight Committee: <http://www.da.ks.gov/ps/documents/co/mp/commissionreportfinal.pdf>)

2. Use a phase-in approach over five years
3. Fund the 1st year Department of Administration expenses to implement the plan and then review what might be needed in future years.
4. Continue an Oversight Commission with fewer members.

Howard Smith at Pittsburg State, counterpart to Sue Peterson at K-State, has created a web page that contains all the latest updates on the legislative action for the state pay plan. Instead of reinventing the wheel, Senate has placed a link on the Senate home page to access this information. You can also access the link at: <http://www.pittstate.edu/pres/ClassifiedPayPlanUpdates.html>.

In October 2007, the Kansas Council of Classified Senates (KCCS) sent a proposal to the Board of Regents requesting a council representation for the KCCS similar to the one for the Regents Faculty Senates. The proposal was discussed in November by the Board of Regents and more extensively during that month's meeting of the Council of University Presidents (COPS). Board President Robinson has asked to work with representatives from the KCCS to develop a proposal for the creation of such a Council for the KCCS. Art Gutierrez, President of Classified Senate at Emporia State, and I will be working with President Robinson in forming the proposal for this new Council. This is a very positive step for the KCCS in their role as representatives for the Regents classified employees, having direct communication and collaboration with the Board of Regents.

There seems to be momentum for positive change for classified employees on a variety of issues at both the state and university level. Your Classified Senate is working hard to maintain that momentum to influence positive outcomes.

Barb

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

"Employee of the Year" Survey Results

The Classified Employee Recognition Ceremony Committee has been reviewing the nomination process for the selection of Classified Employee of the Year. A survey was distributed to classified employees to get feedback on the nomination process for this award in their respective work areas. One hundred seventy-two surveys were returned and tabulated. The results are:

- 1) Are you aware that you, as a classified employee, can nominate your co-workers for the Classified Employee of the Year Award? **75% Yes**
- 2) Are you aware that departments/units may provide a monetary award to an employee, not to exceed \$300, for this recognition? **71% No**
- 3) Are you satisfied with the current nomination process within your department/unit? **54% No**
- 4) Would you rather have your dept/unit nominees submitted to a Classified Senate Employee of the Year Selection Committee? **72% Yes**
- 5) How would you like to see Classified Employee of the Year changed:
 - a) Keep as it currently stands, with Classified Senate recognizing all employees whose names are submitted to Classified Senate. - **21%**
 - b) Limit the number recognized to correlate with the number of senators (26) on Classified Senate. - **13%**
 - c) Recognize one Employee of the Year for each of three categories. i) Office & Clerical, ii) Technical & Professional, iii) Service & Maintenance. - **55%**
 - d) Select one overall classified Employee of the Year and recognize the other 25 nominees. - **11%**

We sincerely appreciate all your input regarding the Classified Employee of the Year nomination process.

*Peggy Selvidge and Tracy Ivy
 Co-chairs, Classified Employee Recognition Committee*

Classified Employee Spotlight

Kansas State University Grounds Department

The Kansas State University Grounds Department has the charge of maintaining the +600 acre Campus community. This dedicated group of 29 Classified Employees represents over 300 years of Classified Service, working to provide a clean, safe and well maintained Campus Landscape.

The recent ice storm has been a challenge that the grounds crew met head-on. Making it safe for the campus community was the initial response. Roping off dangerous trees, opening up fire lanes and taking care of the "Widow Makers" were the first priority for the department. The crew then had the task of evaluating and prioritizing the tree damage and debris removal. This was no small task considering the nearly 5,000 trees the campus patrons have the opportunity to enjoy. Even though great progress has been made there is no doubt you will hear chainsaws pruning K-State's urban forest for quite some time.

The Grounds Department is involved in many campus functions. This time of year, snow removal is always on their mind. The crewmembers come in early (4:00am) and stay late when needed, trying to clear and treat the 50+ miles of sidewalks, steps and handicap ramps throughout the University.

Some of the things the Grounds Department maintains include-

- ✚ *Litter control*- 20,000 people do make a mess.
- ✚ *Mowing* - equipment operators each mow nearly 40 acres of turf a week. They also sweep and edge all of the campus sidewalks and streets.
- ✚ *Tree Maintenance* - the tree crew maintains nearly 5000 trees.
- ✚ *Irrigation crew* - installs, maintains and operates the numerous irrigation systems.
- ✚ *Horticulturists* - prune, plant, fertilize and trim the many acres of trees, shrubs, turf, flowerbeds, water gardens, bike parks and other landscape features.
- ✚ *Mechanics* - keeps a watchful eye on more than 100 pieces of gasoline and diesel powered tools, trucks and equipment.

Many Thanks to the Grounds Department for the knowledge, care and dedication that they give to their Classified Positions.



Classified Employee Recognition Ceremony

The Classified Employee Recognition Ceremony is scheduled for **Wednesday, April 2, 2008**, in the **K-State Student Union Ballroom**. The ceremony will begin at 2:00 p.m. The featured speaker will be Dean Lori Goetsch from Hale Library.

At this ceremony the KSU Classified Senate will recognize employees with 5, 15, 25, and 35 years of service, KSU retirees and the KSU Classified Employees of the Year. Please plan to attend!

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:

- March 5, 2008 – KSSU Room 212
- April 2, 2008 – KSSU Staterooms 1&2
- May 7, 2008 – KSSU Room 212
- June 4, 2008 – KSSU Staterooms 1&2

Record Response to the 2007 All-University Campaign!

Classified Senate would like to thank everyone who contributed to the success of the 2007 All-University Campaign. Almost every work unit on campus increased their participation this year. K-State is truly fortunate to have such loyal and hard working employees.

The total donations received by Classified Senate for 2006 and 2007 are listed below. These contributions help us achieve our mission to improve the working environment for all K-State classified employees. Thank you for your dedication and support!

	2006	2007*	% Increase
Classified Senate	\$147	\$2,523	1,616%

*Funds received for the 2007 campaign as of 12/31/2007. More funds may be received through payroll deductions.



ROAR



KSU Classified Senate
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If you have suggestions or comments for the ROAR, 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).

CLASSIFIED EMPLOYEE RECOGNITION CEREMONY

April 2, 2008
2:00 p.m.
K-State Student Union Ballroom

Please plan to attend!!