

February 06, 2013

President Andy Tompkins
Kansas Board of Regents
1000 SW Jackson Street, Suite 520
Topeka, KS 66612-1368

Dear President Tompkins and Distinguished Regents:

In September 2012, an Alternative Service Committee (ASC) member sent a request to the committee to re-charge it with developing a formal plan to move classified employees from civil service to the KBOR university support staff (USS) option (K.S.A. 76-715a). Previously in May 2008, ASC suspended their work due to the State of Kansas adoption of the new market-based pay plans. ASC members decided to give the new pay plans a chance before proposing to move classified employees out of civil service. Unfortunately, the new pay plans and market adjustments have not been implemented as originally intended by the Hay Group. For that reason, ASC approved developing a USS plan for classified employees to vote on by the end of calendar year 2013. While our mission is to develop the best USS plan possible, it will eventually be up to each classified employee to decide for themselves whether or not to vote for USS at Kansas State University.

We are including a tentative timeline for this considerable undertaking. ASC is currently developing USS white papers for presentation to campus focus groups in February and March. We are excited to hear constructive feedback from our peers. After the white papers are finalized and approved by President Schulz, we will begin a campus-wide effort to educate classified employees, and the campus community, on the facts about both the civil service and university support staff systems. By November 2013, every classified employee will have had the opportunity to become an informed campus citizen before casting their decisive vote.

The Alternative Service Committee would like to thank you for the foresight in making the university support staff option available to all KBOR classified employees. President Schulz and Cindy Bontrager, Interim Vice President for Administration & Finance, will keep KBOR informed as we proceed through this endeavor. We look forward to reporting the results of our vote later this year.

Sincerely,

Carol Marden
ASC Chair
Public Service Administrator I

Janel Harder
ASC Assistant Chair
Administrative Officer

Enclosure

Cc: Kirk Schulz, President KSU
Cindy Bontrager, Interim VP of Admin & Finance