

ALTERNATIVE SERVICE COMMITTEE

August 8, 2007

Committee Members Present: Paula Connors, Kristi Fronce, Lori Goetsch, Gary Leitnaker, Melissa Linenberger, Carol Marden, Barb Nagel, Jennyfer Owensby, Cyreathia Reyer, Lois Schreiner, Marlene Walker, and Terri Wyrick

Minutes:

Approved as presented.

NEW BUSINESS

Oversight Commission Presentation by Jen Owensby

June 25, 2007 highlights, presented by Jennyfer to Oversight Commission was outlined to the ASC. Presentation followed the handout closely. Additional information included statistics from the 2006 survey conducted by the classified senate (of the 41% of KSU classified employees who had a 2nd job, 87% did so out of necessity). Since there has been limited or no step increases since 2001, \$3000.00 to \$4000.00 was presented as lost wages by most classified employees. One hundred percent of the panel mentioned funding pay increases as being essential for any pay plan to work.

July 30 Commission highlights. A panel of five employers, who represented the largest employers in the state of Kansas, was given the opportunity to speak. Questions were presented to the panel from the Commission such as: How would you fix the problem that the state is now in? Comments included “making your employees a priority. There is usually not a lack of funds, it is where you put your priority.”

Alan Conroy Legislative Research Department Director gave an overview of the state budget during this Commission meeting. The handout gave an overview of the budget, past year, current year, and future years. Future years show a significant deficit. He also noted that state employees are a “discretionary item” on the state budget. State employees during the next fiscal year will have to compete with other budget items such as disaster relief.

Sharon Schwartz, Chair, House Appropriations Committee gave an overview of the operations of this committee when deciding which agency gets funding and which does not.

Senate Ways and Means Chair did not show for his presentation.

OLD BUSINESS:

Prioritizing Items for Alternative Service

Need to visualize what our future will look like in 5 years:

- Jobs at market value.
- System in place to monitor market value.

- Wage increase more than inflation.
- Create an atmosphere where it would be a privilege to be a state employee.
- Better retention.
- Merit increases.
- Training for unclassified supervisors who supervise classified employees.
- Flex time.
- Less job classes
 - With the ability to expand as the market expands.
 - More flexibility within classifications.
- Cost of health insurance to retirees at a cost similar to present employees.
 - Ex: banked sick leave could be used to pay the premiums.

These items as listed above will be considered but the committee will also consider what the state proposes.

FUTURE TOPICS TO CONSIDER

Invite Stephanie Harvey, Reclassification Services to speak to our committee.

Decide on a starting point, formulate a plan, and move forward.

Next meeting will be Wednesday, September 12, 2007. Location will be 116 Anderson from 1:00 pm to 2:30 pm.