

# **ALTERNATIVE SERVICE COMMITTEE**

**June 13, 2007**

**Committee Members Present:** Paula Connors, Kriti Fronce, Lori Goetsch, Janel Harder, Gary Leitnaker, Melissa Linenberger, Carol Marden, Roger McBride, Barb Nagel, Jennyfer Owensby, Nick Pecenka, Cyreathia Reyer, Lois Schreiner, Bruce Shubert, and Marlene Walker

## **Minutes:**

Approved as presented.

## **BRAINSTORMING SESSION:**

**Facilitated by Lori Goetsch**

Committee brainstormed what they liked about the state civil service system.

## **Likes:**

- Peer Review Committee (PRC)
- Longevity bonuses
- Step increases – when in place
- Shared governance – classified senate & seats on other committees
- Job security
- Cost of Living Allowance (COLA)
- Support services – affirmative action, employee relations
- Mandatory supervisory training
- Immediate accrual of annual leave
- Pension/retirement
- Position description, pay grade, etc., consistent
- Reallocation, advancement, promotion opportunities
- Holidays, other benefits of state employment –rolling over sick leave
- Evaluation process generally equitable – same template across campus for position description
- Tuition assistance
- Strength in numbers with other regents institutions

## **Dislikes:**

- \$\$ COLA/merit/equity flexibility
- Benefits equity
- Can we establish equity across colleges, departments, etc.
- Salaries more market driven
- State doesn't recognize uniqueness of university environment, regional differences, and also declining financial support coming from state.
- Other perks, parking, cultural, athletic
- Cost of family/dependent health care
- More flexible health plans/optional programs (ie cancer, obesity)

Key issues from this discussion are monetary and benefit enhancement. Also strength in number is a crucial fact. A question we need to answer is can we make this system work without moving from the state civil service system?

### **NEW DEVELOPMENTS:**

A proposal for leave enhancement for classified employees will be drafted by Administration and submitted to the Board of Regents this fall.

The Joint Council of Classified Senate made up of the Regents schools will meet on Monday, June 18 at Kansas State University. The focal point of that meeting will be to prepare a proposal paper representing all regent schools. Also during that meeting a representative from the Joint Council will be chosen to be present and represent classified employees from the Regent's schools at a meeting to be held Monday, June 25, 2007 by the Governor's appointed State Employee Compensation Oversight Commission. Sue Peterson, KSU legislative liaison will also be present to represent the classified employees.

### **OLD BUSINESS:**

#### **Alternative Service Website**

ASC website is under construction. The location is: <http://www.k-state.edu/altservcomm>. Barb will write an introduction and submit to all ASC for input. Links will include: Hays Group Study, e-mail for comments, Regent's classified senate site. Key tabs will remain invisible until ASC is ready for expansion. Committee input on the look and layout of the web page was requested.

#### **ASC E-mail**

ASC e-mail is also functioning. The address is [altserv@ksu.edu](mailto:altserv@ksu.edu). Barb, Jen, and Carol will check for incoming e-mail and forward any e-mail to all committee members.

#### **Other Regent's Updates**

Wichita State started the proposal and stopped due to a question they proposed to the Board of Regents of having several different plans from each Regent's school.

Fort Hays appears to be moving forward with their plan with timetables and scheduled meetings.

### **NEW BUSINESS:**

Cindy Bontrager will be invited to our next ASC meeting to discuss budget. She has also worked closely with the Board of Regents.

### **Miscellaneous:**

Letter/question from DPS will be forward to Carol, who will forward to all of ASC and compile returned data.

**Next meeting will be Wednesday, July 18, location and time to be announced.**