

Alternative Service Committee
Meeting Minutes
February 13, 2013

Present: Carrie Fink, Jennifer Gehrt, Lori Goetch, Janel Harder, Kerry Jennings, Douglas Kraemer, Gary Leitnaker, Hanna Manning, Carol Marden, Roger McBride, Barb Nagel, Jennyfer Owensby, Parrish Quick, Sam Reyer, Amy Schmitz, Lois Schreiner, and John Wolf

Absent: Cindy Bontrager, Paula Connors, Austin Daugherty, Marlene Walker, and Terri Wyrick

The meeting was called to order.

Minutes were reviewed and approved as presented.

Gary Leitnaker presented the updated white paper on Discipline/Protection system for review. There would be a replacement for the State Civil Service Board.

Cheryl Strecker, KSU General Counsel, discussed options on how the current appeal process works and talked with committee on options for a new system. Discussion was also held on the role of the Peer Review Committee. The procedure for unclassified staff and faculty appeals was discussed. Gary Leitnaker will compare the current flow chart for appeals with the proposed change for USS. He will also compile data on how many peer review disciplinary actions there have been. Anyone with suggestions or concerns on the Discipline/Protection System should contact Gary.

Gary Leitnaker reviewed the Performance Appraisal white paper. The evaluation form may be changed based on the system.

Gary Leitnaker discussed the Compensation white paper. Discussion was held on the current pay plan and the possibility of broadband pay plans that would allow for movement within ranges. Consultants or additional staffing would likely be brought in to look at options. If a successful vote, the process would not be immediate.

The findings of the Aon Hewitt group should not affect anything in regard to this committee.

Emporia State University is also currently looking at the option of changing to USS and is looking at our model.

There will be a brief article in the ROAR on the Alternative Service.

Carol discussed how the Discussion Groups will be handled. Dates for the discussion group meetings will be April 4, 9, 17, 22, May 2 and 7. The meetings will be held in the Union. A notice will be sent out to all classified employees via the K-State Today, listserv, paper copies to Housing and Dining and Facilities, etc. Discussion was held on how to get the information to employees who do not check their e-mails or who had access to a computer. Discussion was held on broadcasting the discussion groups as well. Everyone is asked to encourage all classified employees to attend one of the discussion group meetings.

Meeting adjourned

The next meeting will be held:

February 27, 2013
1:30 – 3:30 p.m.
K-State Student Union Room 209