

Alternative Service Committee
Meeting Minutes
November 14, 2012

Present: Paula Connors, Austin Daugherty, Carrie Fink, Jennifer Gehrt, Janel Harder, Kerry Jennings, Douglas Kraemer, Hanna Manning, Carol Marden, Roger McBride, Jennyfer Owensby, Parrish Quick, Amy Schmitz, Lois Schreiner, Marlene Walker, and Terri Wyrick

Absent: Barb Nagel, Sam Reyer, Lori Goetch and John Wolf

The meeting was called to order.

Introductions were made by all the new and returning committee members.

Minutes were reviewed and approved as presented.

An orientation was held for all the new members:

- Janel Harder reviewed the purpose of the committee which contains both classified and unclassified representatives. Voting will be done by only classified employees on the committee. Our purpose is to compose a plan to take to classified employees on an Alternative Service system.
- Carol Marden reviewed the history of the committee which was triggered by SB21. The committee was originally a part of Classified Senate and then in 2007 became a University committee. The committee worked into 2008 looking at options. With the implementation of the pay plan system, the committee voted to table the alternative service committee and see how the new system worked. The new pay plan was not fully funded. Therefore, on September 18, 2012, the committee reconvened to again look at options for an Alternative Service system.
- Marlene Walker reviewed SB21 which authorizes Board of Regents agencies to convert any or all classified staff to a university support staff system. She discussed some of the provisions of the bill and how they would affect classified employees. KU is currently the only school in the Board of Regents system that has gone to a university support staff system.
- Jennyfer Owensby reported on the work of the Oversight Commission. The new pay plan implemented was a 5 year plan and should have been fully implemented by now, but unfortunately this has not happened. Pay increase steps have been frozen since 2001 and the last across the board increase was received in 2008. Some classified employees have received market adjustments but not everyone.
- Terri Wyrick reported on the Alternative Service website which includes the home page, list of committee members, minutes from meetings and contact info for suggestions. She urged everyone to watch the website as things develop.

Carol asked the new committee members for follow-up questions. Discussion was held on how this would impact the money that we receive from the legislature and some of the advantages and disadvantages that would affect the university support staff system.

Some of the things that will need to be looked at closely include:

- 1) Appeals process – we would no longer have access to state civil service board
- 2) Layoffs and furloughs
- 3) Performance Review System
- 4) Compensation and Pay Plan

Discussion was held on how to proceed. The committee will go to KU on December 7th to meet with various support staff and administration to get their input on the university support staff system that they implemented in 2005. We will plan to share this information with other Regent schools that are considering the university support staff system. At our next meeting, we will have a white paper to review.

Discussion was held on reviewing the website. It was decided to remove the link to the Big XII schools. We also need to develop a question and answer section. Janel developed good general question and answer information in 2008. Carol will review this material and then forward to the rest of the committee for review.

Discussion was held on who would be attending the meeting with KU. Some of the questions that we would like to discuss with KU include:

- 1) How do they handle layoffs and furloughs?
- 2) What do they do for peer review?
- 3) What things did they not put in their plan that they wish they would have?
- 4) What have been the most positive and most negative things with the support staff plan?
- 5) Has it changed the culture on campus with all the changes?
- 6) How did they handle implementation of union contracts after they changed to support staff?
- 7) How do they distribute money for merit increases?
- 8) What is their history of pay increases? Has the change of leadership affected these increases?
- 9) Would they share history of moving from classified positions to uss and after the vote what changes continued. How have they dealt with crisis along the way?
- 10) How has the administration handled/changed the plan since it has been implemented? Does their support staff senate have input on any changes before they go into affect?
- 11) During reorganization of Facilities, would it have been beneficial to be Classified staff or support staff?

Meeting adjourned

The next meeting will be held:

November 28, 2012
KSSU Staterooms 1&2
1:30 – 3:30 p.m.