

Alternative Service Committee
Meeting Minutes
October 10, 2012

PRESENT: Paula Connors, Lori Goetsch, Janel Harder, Gary Leitnaker, Carol Marden, Barbara Nagel, Cyreathia (SAM) Reyer, Lois Schriener, Marlene Walker, John Wolf, Terri Wyrick

ABSENT: Roger McBride, Jennyfer Owensby, Melissa Linenberger

Carol began the meeting by discussing the Charge – majority vote. Discussion took place of separating out the campus community votes in to 3-4 categories (Clerical, Technical Professional, Maintenance/Service, and Police).

Carol will rewrite the charge and submit for review via e-mail after committee members have been chosen. Melissa Linenberger will remain on the committee as a non-voting member and will not be attending the meetings. She will be serving the committee by maintaining the website and assisting in other areas.

We all agreed not to reinvent the wheel and may use part of KU's plan as a guide. The needs of Kansas State University employees will be our first priority as we develop a plan. The memo dated March 1, 2006 from the BOR General Counsel regarding the interpretation of 2005 SB 74 was discussed.

The following are topics that this committee will be working on extensively in order to develop a plan consistent with the needs of K-State Classified employees:

- Appeals Process. The Peer Review Committee will not be replaced. It is recognized as a great value to classified employees. However, we will need to create a new review board - once out of the civil service K-State employees would no longer have access to the Kansas State Civil Service Board. This board would be separate from the PRC.
- New layoff/furlough plan. A plan will be developed from this committee.
- Performance Review System will be developed. The new system will allow for pay for performance.
- Compensation/Pay Plan will also be considered.

Gary Leitnaker will develop a white paper, the committee would review it, with the option of modifications and then the white paper and plan will be taken to K-State Administration for their review and approval. Once approved by administration it will then go to classified employees for an opportunity to have a voice and make a choice. There must be a majority vote to pass. If the plan passes by a majority vote, the new plan will go to the Board of Regents for final approval.

Under the new plan, benefits will not be affected.

The committee discussed potential new members needed to complete the committee with emphasis put on a good representation from across campus. Discussion took place regarding how to get more facilities people involved. Sam will talk to Ed Heptig – to outline what the committee is about and solicit names from him. A decision was made to vote on new members at the next meeting.

Meeting adjourned

Next meeting is scheduled for October 24, 2012, at 1:30 pm, and will be held in the KSSU State Room #3.

The remaining 2012 meetings will be held at 1:30 pm and are scheduled for the following dates:

November 14
November 28
December 12