

F. M. News

K. S. U., Division of Facilities

Newsletter: January 2015

Moving Forward in Excellence – Facilities in Transition

Welcome to the New Year everyone! As many of you know 2015 is only 10 years away from our benchmark goal of becoming a top 50 public research institution by 2025. The Facilities Team continues to contribute day-and-night 7-days-a-week every-day-of-the-year to this noble goal - Thank you for all you do for the team and for KSU.

Physically speaking campus is getting a major face-lift with new buildings, renovations and utility upgrades for greater efficiency. Internally we just completed a monumental task of upgrading our CMMS (Computerized Maintenance Management Software) system to AIM. Hand-in-hand with our AIM implementation was the creation of our customer service desk for better campus interaction and a collaborative effort to strengthen internal relationships with planning, construction, maintenance and operations. These steps to improve ourselves as a facilities unit was and still is being received with open arms by the KSU family of students, faculty and staff – again thank you for working so well together both internally and externally with our campus clients.

The wave of change is refreshingly exciting and at the same time admittedly challenging. As K-Staters we love a challenge and never shy away from hard work – which is definitely appreciated by all both inside facilities and out on campus. As we look ahead to the future of providing superior customer service we're always looking how we may best leverage our internal resources to serve the KSU Family with excellence.

Today we want to specifically share a transition plan for the maintenance shops and specialty teams – some of it already in implementation and some still in draft form. As many of you know our past consisted of individual maintenance shops that covered all of Campus. Ahead of us is a transition to a Zone Team approach. In detail - Campus is being delineated into a series of zones based on building area, type and proximity with each zone covered by a team of maintenance staff. Team composition is cross-sectional in that they contain a full complement of trades: Heating & AC Technicians, Plumbers, Electricians and Preventive Maintenance Technicians. Team leadership selection was made both through parallel position appointment and open internal search by committee. Following the appointment of team leadership a slating process was conducted with the newly selected team leadership producing a draft slate of teams that may be assigned to each zone. As of now each draft team has *nearly* a full staff of qualified tradespeople – meaning there are currently a few open positions that need filled. It should be noted: teams are slated to be filled with existing positions and personnel within our maintenance organization and each slated individual is assigned a position commensurate with their current job title - meaning an electrician is still an electrician, a GMRT is still a GMRT and so on. The primary difference now is assignment to a specific team and set of buildings on campus.

Support teams remain the Paint, Keyshop, Moving & Hauling and Construction Teams. Lock shop and Key control will be combined into one support team called the Keyshop due to synergies between the two functions with the expectation of increasing efficiencies while

delivering the same excellent customer service to Campus.

The Construction Team (which formerly functioned separately as the construction team and the special projects team) has been formally defined and will have close interaction with the Asst. VP position for budget planning, R&R forecasting and the association with space planning on Campus, but will report directly to the Director of Maintenance position.

We've heard from many of you – and want to hear more.

Specifically - work schedules have been a recent topic of discussion - Casey and Ed both will cover this with as much detail as possible meeting individually with each team in early January 2015.

When we reference this point we're specifically talking about work schedules, not necessarily flex-time; this is an important distinction. Flex-time is temporarily modifying a work schedule for accommodation, but is not permanent. Flex time is still a useful and available tool for the maintenance supervisor and employee to have in their toolbox as we serve campus. We want to be clear - this transition does not take away flex time. What we are attempting to do is better align start times for each zone team. As of now there are currently six work schedules within building maintenance – a somewhat difficult issue for transitioning to Maintenance zone-team. If a zone-supervisor potentially has six employees who all work different schedules we will struggle to have an efficient flow of work.

One of the most important parts to building a great team is making sure everyone is aligned and operating from the same playbook, as a TEAM. It's critical that everyone on the same

team execute the same work schedule, the exception being flex-time.

Within reason, accommodation for alternative work schedules will be considered, so long as the work schedule is the result of a unanimous team decision, and approved by management. For example - the team and team leader all decide to work an alternate schedule – say 7 to 4pm.

If a team does not reach a unanimous decision for an alternative work schedule, then the traditional 8am – 5pm will be adopted to support the needs of the Campus. We will keep a record of individuals who desire and identify themselves as wanting to work an alternative work schedule but are unable to reach a unanimous decision among their team. Our intention for doing this is so that we may work to accommodate a desired work schedule, as best as possible. Transitioning from shop locations to new zone locations will happen slowly over the next month. Casey and Ed's goal is to meet with each team individually during this timeframe for discussion and to answer questions with greater depth than what a newsletter can cover.

If you have questions regarding any of this please contact Myself, Casey, Ed or even Larry McGee - our doors are open at all times and we enjoy hearing your thoughts and ideas.

Ryan F. Swanson

Please see the attached organizational chart. This will give you some detail of the teams and team leadership involved.

CASEY LAUER

ED HEPTIG

ZONE MAINTENANCE TEAMS

Zone 1

Zone 2

Zone 3

Zone 4

Zone 5

SUPERVISORS

TRAVIS HOMER

MIKE PAPH

TIM BRUNNER

GALEN HAGEMAN

TROY BRONAUGH

HEATING & AC
TECHNICIANS

RANDALL LINDSTROM

ALAN STEVENS

MATTHEW MARSH

BRENT KOLTERMAN

STEVE ANDERSON

AVERY BROCCOLLO

VACANT

CHARLES BUKACEK

ART SIAS II

DAMON LEE

GREG RIEF

DAVE SEWARD

PLUMBERS

ROB LEARNED

ROY JOOSTEN

HEATH LARSON

ERIK BERGSTROM

VACANT

ELECTRICIANS

VACANT

MIKE SEYMOUR

VELDER BOOTH

ANDREW BUNEL

CRAIG McCONKEY

PREVENTIVE
MAINTENANCE
TECHNICIANS

KENNETH MULLIN

VACANT

GLEN RUBASH

JOSH RICKER

TONY STEVENS

DENNIS BRADY

JOHN SILVA

DAN MARSHALL

STEVEN JONES

JASON GLESSNER

SUPPORT TEAMS

PAINT

LOCKS & KEYS

MOVING & HAULING

SHELLY HAUCK

VACANT

BARBARA FLEWITT

ART SIAS

LARRY HALLER

ROY JONES

JOSHUA NANNINGA

RICHARD KLEINER

LEX PEARSON

CHAD STARR

BRIAN PROCKISH

VACANT

MIT TEBBOTT

MATTHEW HENRY

TIMOTHY GARIBALDI

CONSTRUCTION TEAM

CONSTRUCTION

LARRY MCCOY

ROLLIN COBERLY

GARY KILNER

MELISSA M-HUDELSTON

CHARLES KRANZ

DON ENGELKEN

BRYSON WHEELER

JAMES DAVIS

LARRY MELTON

JIM UKENA

JOHN HOYLE

JIM NELSON

DON NANNINGA

STEVEN HOARD

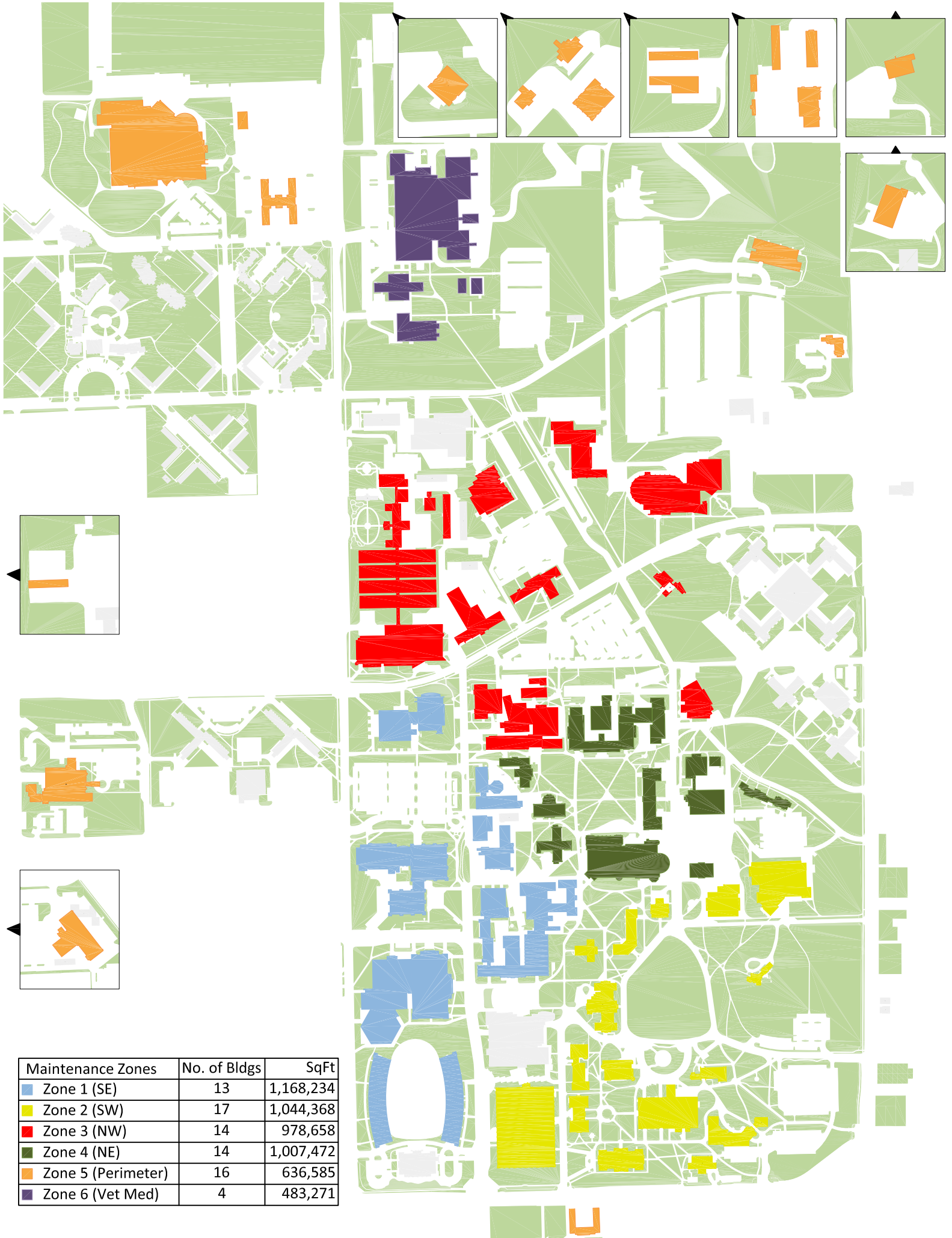
DAN ENGELBERT

DAN PLUMMER

PAUL WOODYARD

JOSEPH BLENN

KIRK NORRIS



Maintenance Zones	No. of Bldgs	SqFt
Zone 1 (SE)	13	1,168,234
Zone 2 (SW)	17	1,044,368
Zone 3 (NW)	14	978,658
Zone 4 (NE)	14	1,007,472
Zone 5 (Perimeter)	16	636,585
Zone 6 (Vet Med)	4	483,271



Facilities bid farewell to some co-workers this last month. We are happy for them, but will miss them.

12-8-14



Trudy Hess started working at K-State on May 11, 2008. Recently she worked as a Custodial Specialist in the Bluemont complex for Patrick Lancaster.

Michael Hill started his career at K-State on January 2, 2005. The last area Michael covered as a Custodial Specialist was under Barb McNutt at the Nichols Complex.



12-19-14

Delvin Winfough started his career at KU in 1991, coming to K-State in 1995. Delvin was Physical Plant Supervisor Specialist in Utilities at the Power Plant. Ed Heptig, (Right in picture) presented



Delvin with a plaque for 19 years of service to Facilities and K-State.

John Brown, started work at K-State in August of 1993. Most recently, John worked as a



Supervisor Specialist over HVAC, ZPM and Electronics. Pictured is Ed Heptig (left) presenting John with a plaque for 21 years of service to Facilities and K-State.

Renee Leask began her career at K-State in September of 1978. She worked in various areas but most recently worked in the role of assistant director of Custodial Services. Pictured is John Woods (left) presenting Renee with a plaque for 35 years of service to Facilities and K-State.



Best wishes to each for a wonderful retirement.



1-1 Victoria L'Ecuyer, Tim Garibaldi

1-3 Barb Larson

1-4 Darrel Betzner, Terri Wyrick

1-5 Don Engelken

- 1-6 Bill Spiegel
- 1-11 Kathy Henry
- 1-12 Alexander Schump, Janet Weeks
- 1-13 Avery Broccolo, Ryan Swanson
- 1-16 Evelyn Negron, Rachel Lingenfelter
- 1-17 Bryson Wheeler
- 1-19 David Bammes
- 1-21 Stephen Anderson
- 1-23 Jack Carlson
- 1-25 Travis Homeier
- 1-27 Burt Pearson, John Woods
- 1-30 Ken Mullin, Roy Joosten
- 1-31 Steven Ricker

Who is New...

December 8, 2014:



Robert Odle was promoted to Agricultural Technician Senior. He is working for Joe Myers on the main campus Grounds Maintenance crew.

Heather Mills was hired as an Assistant Director. She is working as the Space Manager in Campus Planning and Facilities Management.



On a Personal Side:



Conner Ray Price made his first appearance December 31, 2014. Conner weighed 6 pounds and 9 ¾ ounces and stretched out to a full 21 1/2 inches tall. Parents are Raymond and Anna Price. His grandma is Beverly Price and his uncle is Mike Price. Raymond is a former Facilities Custodial Specialist. Grandma Bev and Uncle Mike are Facilities Custodial Supervisors. Congratulations to all!

Hey Suk Stoddard received a very special card this last month. It read: "For Someone Nice". Inside were signatures from building users who work at Dole Hall. Each wrote little accolades of



appreciation: You are the best; We are glad you are with us; Thank you for your kindness & your smiling face; You are the best; You brighten our days with your smiling face, Thank you for everything you do; Thanks a million for all you do; You rock & you are an angel; You're awesome; Appreciate you; Dole is always the nicest looking hall; We'll so enjoy having your smile in the New Year; and many more "Thank you messages and Merry Christmas and Happy Holidays". This special act of kindness really touched Hye Suk and made her day!

Facilities will hold a Quarterly Forum on Thursday, January 15, 2015 in Umburger 105, from 9:30 am to 10:30 am. It is open to all Facilities Employees.



A Blast from the past!

A picture recently resurfaced. It was taken in the Electric Shop. To the best of our knowledge the photo was taken in June of 1998 at a retirement celebration.

In the back row of the picture (standing) is: Charles Shivley, Delbert Staab, Al Ward, Ron Moman, Scott West, Andy Bunel, Pat Garner, Rollin Coberly, Charlie Kranz. (seated from left) Skip Davis, Jackie Johnson, Cliff Slocum and Charles LaGabed. Special thanks to Steve Jones with his creative help restoring this damaged photo.

