

**RESOLUTION FOR THE ESTABLISHMENT OF FY 2010
CLASSIFIED EMPLOYEE LEGISLATORS ACTION POINTS**

- BY:** The Classified and Support Staff Council, representing the Classified Senates of Emporia State University, Fort Hays State University, Kansas State University, Pittsburg State University, Wichita State University, and the University Support Staff Senate of the University of Kansas, and in turn representing a combined 4,500+ employees at those universities (for the purpose of this document “employee” refers to classified staff and university support staff);
- WHEREAS,** Employees contribute to the quality of higher education which is essential to the economic future of Kansas. Employees are essential to operations and possess institutional memory which is difficult to rebuild once lost by turnover;
- WHEREAS,** The Kansas Legislature acknowledged severe problems with the step matrix compensation system and fairly addressed it last year by adopting the Hay Group’s recommendations. In doing so, they agreed pay plans should be based on the principles of fairness and the value of compensation should be based on the appropriate market value of the job;
- WHEREAS,** We understand the current budget restrictions have limited the scope of what the State of Kansas can fund. However, we feel it is important to support the 2008 Kansas Legislature mandate (HB 2916) to fund market adjustments and COLA’s in order to preserve employee confidence in the new pay plans. The State of Kansas cannot afford to lose ground in this area;
- WHEREAS,** The current vacation leave rate for unclassified employees creates a level of inequality on college campuses. This is a significant problem for employees with 1-5 years of service who are required to take leave without pay when their campus closes for winter break every year;

THEREFORE, BE IT RESOLVED THAT:

- SECTION 1.** The Classified and Support Staff Council requests the 2009 Kansas Legislature support and implement the following actions for FY 2010:
- I.** Financially support HB 2916 (SOK New Pay Plans).
 - A. Continue to fund the market-based increases recommended by the Division of Personnel Services in conjunction with the Hay Group.
 - B. Continue to mandate the Longevity bonus for all current employees hired prior to July 1, 2008.
 - C. Fund a 2.5% Cost of Living Adjustment for all classified employees and support staff who do not receive a market adjustment.
 - D. The public university operating grant increase should adequately fund year 2 of the state pay plan.
 - II.** Support SB 375 by requiring the Board of Regents to increase classified and support staff vacation leave accrual to equal unclassified vacation leave accrual beginning with the first day of employment.

SECTION 2. A copy of this resolution shall be sent to the Governor, Lieutenant Governor, State of Kansas Representatives, State of Kansas Senators, Kansas Board of Regents Members & Regent Presidents.

THIS RESOLUTION PASSED THE CLASSIFIED AND SUPPORT STAFF COUNCIL ON DECEMBER 11, 2008, BY A ROLL CALL VOTE OF 6-0-0.

We, the undersigned, hereby certify this resolution was passed by the Classified and Support Staff Council and testify the above-printed is true and correct.

Donna Breshears
President, Classified Assembly
Emporia State University

Tracey Mussa
President, Classified Senate
Pittsburg State University

Marcia Tacha
President, Classified Senate
Fort Hays State University

Tanya Wickersham
President, Classified Senate
Wichita State University

Jennyfer Owensby
President, Classified Senate
Kansas State University

Dennis Constance, President
University Support Staff Senate
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