



Classified Senate President's Notes

Happy Fall, all! It's hard to believe how this semester is quickly passing. I have had the opportunity to meet many of you as I go around campus. I appreciate getting to know you and what you do. I am very proud of our classified employees! You work hard every day, and the University would not be working as well without you. You are a very integral part of what makes everything run well on campus, and you often put in long hours and extra effort to make it happen. Give yourselves a big pat on the back!

As you know, it is now less than three weeks until we decide our future as classified employees. This is a very important decision for all of us, and one that will impact us all greatly. I want to encourage you to be informed with the facts and make sure you take your opportunity to vote. If you haven't yet, please look over the updated handbook. Be sure to attend one of the Town Hall Meetings at which President Schulz will visit with classified employees.

I also want to say that you have very good representation in your Classified Senate. Your senators work hard and are on many committees that give you a voice with the Administration. And, Administration listens! Please let your senators know of your concerns, so that they can better represent you. It is up to all of us to be involved!

Finally, as we enter into the time of year when we celebrate many holidays, and have some much needed time off, please enjoy and be safe! See you at the polls on November 19-21!

Go Cats!

Janice Taggart

KPERS Benefits are Changing

Because of a KPERS' funding shortfall, the 2012 Legislature passed Sub House Bill (HB) 2333, and the Governor has signed it into law. KPERS benefits will change starting January 1, 2014.

How will this affect you? It depends upon which tier you are in. There are two different tiers that are divided by your date of hire.

Tier 1: Hired before July 1, 2009. You will see increased employer contributions, increased member (you) contributions, and increased multiplier. **Employer** contributions will have the most significant impact on funding. Employers will contribute an **additional** \$500 million (\$10 billion total) over the next 10 years. The current member contribution rate is 4% with a benefit multiplier of 1.75%. Starting January 1, 2014, the member contribution increases to 5% with a benefit multiplier of 1.85% (future service.) Then January 1, 2015 or after, the member contribution rate will be 6% with the benefit multiplier remaining 1.85%. Service you have earned before January 2014 will stay at the 1.75% multiplier.

Tier 2: Hired July 1, 2009 and after. You will see increased employer contributions, increased benefit multiplier, but you will no longer have cost-of-living adjustment (COLA.) Employer contributions will have the most significant impact on funding. Employers will contribute an **additional** \$500 million (\$10 billion total) over the next 10 years. Your contribution rate will stay at 6%, but your benefit multiplier will increase to 1.85% **for all** your service. Your estimated retirement benefit just went up!

HB2333 creates a new cash balance retirement plan for new hires beginning January 2015. However this will not affect current members. This will be the new Tier 3.

Why was there a shortfall? KPERS has struggled with a long-term funding shortfall for more than a decade.

decade. The 2012 Legislature passed the changes outlined above in answer to the shortfall.

- Member benefit increases in the 1990s were funded mostly through actuarial changes that put off paying for them until later
- For over 18 years, state statute has kept employers from contributing at the rate required for proper funding.
- The Great Recession in 2008 caused unprecedented losses.
- Members are living longer and members have been retiring earlier under the 85 point rule, both increasing liabilities

Your Senators



Thank you to all of the senators who work many hours each week representing Classified Employees. You are all appreciated!

Agriculture & Extension (4)

1. Janice Taggart (2014) 1st term
2. John Wolf (2015) 1st term
3. Amy Capoun (2016) 1st term
4. Brittany Green (2016) 1st term

Architecture, Planning & Design (1)

1. Heather Tourney (2015) 1st term – replaced Kari Lindeen

Arts and Sciences (1)

1. Lindsay Thompson (2016) 2nd term

Business (1)

1. Pam Warren (2016) 2nd term

Education (1)

1. Susan Erichsen (2014) 1st term

Engineering (1)

1. Doris Galvan (2015) 1st term,

Human Ecology (1)

1. Janet Finney (2015) 2nd term

Veterinary Medicine (2)

1. Rob Reves (2016) 2nd term
2. Lesa Reves (2015) 2nd term

Hale Library (1)

1. Connie Kisse (2014) 1st term – replaced Pat Fine

K-State Salina (1)

1. Annette Hernandez (2014) 2nd term

ADMINISTRATIVE UNITS

Administrative and Finance (6)

1. Terri Wyrick (2014) 2nd term
2. Michael Seymour I (2014) 1st term
3. Julie Wilburn (2015) 1st term
4. Mike Ashcraft (2015) 1st term
5. Jen Schlegel (2016) 1st term
6. Brian Sheaves (2016) 2nd term

Student Life (4)

1. Michele Edwards (2015) 1st term
2. Sharon Maike (2015) 1st term
3. Carol Marden (2014) - replaced Hanna Manning
4. Kerry Jennings (2014) 1st term

President / Provost (1)

1. Michael Seymour II (2016) 1st term

Local Agencies (1)

1. Emily Johnson (2016) 1st term

Holiday Overview

With the holidays approaching, there are a few things to keep in mind.

- The university will remain open on Veterans Day, Monday, Nov. 11, 2013. Scheduled classes will be in session, but only those employees required to conduct necessary business should be requested to work. Classified employees and unclassified non-exempt employees who do work will be compensated at one and one-half times (of their compensatory time or pay.)

- For the winter holiday season the university will reduce activity from Wednesday, Dec 25, 2013, through Wednesday, Jan. 1, 2014, and will re-open for normal operation on Thursday, Jan 2, 2014. Since Wednesday, Dec 25, 2013 and Wednesday, Jan 1, 2014 are state holidays, the only normal workdays affected will be Dec. 26, 27, 30, and 31, 2013. The university will close during this period.
- Please remember that your 2013 Discretionary Day maybe taken starting 12/23/2012 through 12/21/2013 (however, for most employees, Friday, 12/20/2013)
- Your 2014 Discretionary Day may be used starting 12/22/2013 through 12/20/2014 (however, for most employees, Friday 12/19/2014)



UNIVERSITY SUPPORT STAFF Know The Facts

Question 1:

Is the Alternative Service Committee supportive of the conversion of classified positions from State Civil Service to University Support Staff?

Answer:

The Alternative Service Committee was created to be an impartial University committee to create the best plan possible for classified employees at Kansas State University under the Statue 76-715a, which allows the conversion of classified positions from State Civil Service to University Support Staff. The committee does believe a plan was created that is an improvement to State Civil Service.

Question 2:

Does a 'Yes' vote allow the University to convert any or all of its classified employees to the unclassified service?

Answer:

No. A 'Yes' vote will convert classified positions to University Support Staff, not to unclassified positions like the unclassified professionals we currently have on

campus. Unclassified professionals and University Support Staff are NOT the same.

Differences include:

- Unclassified employees have a contract; University Support Staff do not.
- University Support Staff would still use the same Peer Review Committee (PRC) to challenge performance reviews; something not available for unclassified employees.
- If budgetary issues forced a University Support Staff employee's position to be eliminated, Human Resources would assist the employee in finding a comparable position. This is the same process currently used under State Civil Service. Unclassified employees are not given this privilege.

Question 3:

Will there be pay equality among similar positions?

Answer:

ASC has communicated to University administration the need for pay equality among similar positions regardless of what department they are in. A department that is well funded will not be able to pay their employees more than a department that receives a smaller budget.

At the request of classified employees, the plan created to convert to University Support Staff includes the ability for administration to allow for a merit increase to salary. This will mean that two individuals doing similar jobs may have a slight salary difference based on performance while working at Kansas State University. Because of the concern of favoritism, policies and procedures would be put into place to limit the possibility of this happening. An example of these policies would include an audit of individuals who were recommended for an extremely large merit increase or employees who were recommended for no increase.

Question 4:

If we convert to University Support Staff, can the University alter or have any impact upon benefits such as retirement, health, flexible spending accounts, and leave?



Answer:

According to statute, Classified employees whose positions are converted to USS shall retain all health and flexible benefits, leave, and retirement benefits provided to them under the state classified employee system.

Question 5:

If the Legislature provides pay increases, can the University decide how to distribute the funds or how to use them?

Answer:

The University is bound by how the Legislature approves the distribution of funds for salary increases. While many employees have asked for merit raises, if the Legislature passes legislation granting an across-the-board raise, the administration will be obligated to administer the funds as approved by the Legislature. Because the Legislature has not granted raises in many years, it is hard to say if they will grant them in the future and what restrictions or provisions will be included.

Question 6:

Because of budget reductions, will there be a chance that we will receive a pay increase?

Answer:

The University has made a commitment to all staff and faculty to create wages that are fair and appropriate. This is evident in K-State's 2025 plan Theme 5, which addresses excellence in faculty and staff including having competitive pay. Currently many classified staff are underpaid by market comparison. In the June 2013 Letter to Campus, written by President Schulz, he outlined the financial strength of the University by announcing the ability to reinstitute the Faculty Salary Enhancement Award and increasing the amount given to \$3000 and planning to award 107 of these awards. Also, the university has made available a 2% merit pool for pay increases to faculty and unclassified staff for the next two years. If University Support Staff is passed, administration would be able to extend those commitments to University Support Staff.

In addition to salary increases, the Administration would be able to implement the longevity bonus to every USS employee that is currently only being given to employees who were hired prior to June 15, 2008.

Question 7:

Why does the administration want to unclassified employees?

Answer:

The administration is supportive of classified employees regardless of how the classified employees vote in November. If classified employees do not want to convert to University Support Staff, administration will be supportive of the classified voting outcome.

If classified employees vote to convert to University Support Staff, this will allow administration to continue their support with greater flexibility to do more for University Support Staff.

The committee's webpage, communications, copies of white papers, progress of the plan, and announcement of the vote can be found at: <http://www.k-state.edu/altservcomm/>.



- Monday, November 4, 2013 9:00 a.m. – 10:00 a.m.
- Monday, November 4, 2013 3:45 p.m. – 4:45 p.m.
- Friday, November 15, 2013 9:00 a.m. – 10:00 a.m.
- Friday, November 15, 2013 10:00 a.m. – 11:00 a.m.

All meetings will be live streamed and archived on the ASC website under the Plan Progress tab:
<http://www.k-state.edu/altservcomm/planprogress>



Alternative Service Committee will have a table in the K- State Student Union food court area from 11:00 a.m. to 1:00 p.m. on November 5th, 6th, 13th, 14th, and 18th, prior to the vote, to answer any questions classified employees have about University Support Staff (USS) or the voting process.



Classified and Support Staff Council Position Paper for 2013-2014

The legislative committee on the classified senate has been working hard with all the Board of Regents Universities (BOR) to finalize this next year's position paper. Please watch for the final paper, which will be posted on our website soon.

We want to thank the legislative committee for working so hard on this. Upon completion of this paper, this committee along with representation from other BOR universities presents this paper to our state legislatures making sure they have the facts about classified and support staff.

Don't miss the additional attached pages

- Alternative Service Committee Letter
 - Information about Voting
- K-State Union Flier
 - What's Happening at the Union

ROAR

If you have suggestions or comments for the ROAR, please contact Terri Wyrick (twyrick@ksu.edu), Annette Hernandez (ahernan@ksu.edu), or Lindsay Thompson (lindsay@ksu.edu).

Senate Meetings

You are encouraged and welcome to attend any or all of our meetings. Senate meetings begin at 12:30 p.m. Below are the dates and locations:

- November 6, 2013 Flinthills Room
- December 4, 2013 Cottonwood Room
- January 8, 2014 Cottonwood Room

All Classified Senate meetings are open to all classified employees.

KANSAS STATE UNIVERSITY

K-State Classified Senate
118 Anderson Hall
Manhattan, KS 66506

www.ksu.edu/class-senate/

**Information about the Vote on the Conversion of
Classified Positions to University Support Staff
November 19-21, 2013**

In April of 2005, the state legislature passed Senate Bill 74, now referred to as Statute 76-715a, that allows Kansas Board of Regents state institutions of higher education to convert classified positions from State Civil Service to University Support Staff after an affirmative vote of classified employees, whose positions are affected by such conversion.

The Alternative Service Committee (ASC), a university committee comprised of 15 classified and 5 unclassified members, has worked collaboratively with Kansas State University Administration in the development of a plan for University Support Staff known as the white papers; incorporating input received from classified employees at the fifteen discussion groups held by ASC in April and May 2013. Further revisions to the white papers could result from input gathered at the upcoming four town hall meetings to be led by President Schulz as follows:

Monday, November 4, 2013 9:00 a.m. – 10:00 a.m.
Monday, November 4, 2013 3:45 p.m. – 4:45 p.m.
Friday, November 15, 2013 9:00 a.m. – 10:00 a.m.
Friday, November 15, 2013 10:00 a.m. – 11:00 a.m.

All meetings will be held in the Alumni Center Banquet Room, as well as be live streamed and archived on the ASC website under the Plan Progress tab.

<http://www.k-state.edu/altservcomm/planprogress>

The current white papers and the draft USS handbook are posted on the Alternative Service Committee website at: <http://www.k-state.edu/altservcomm/>, as well as the committee's work and the information to make an informed decision about the vote. You are encouraged to review this prior to voting.

By statute, positions that convert from classified to University Support Staff shall retain all health, flexible, leave, and retirement benefits provided under the state civil service system. Additionally, the statute states the implementation of University Support Staff shall not cause a salary reduction or layoff of any classified employee and nothing in the conversion of positions shall affect the representation rights of collective bargaining organizations that represent employees of a state institution of higher education.

The Alternative Service Committee will have a table in the K- State Student Union food court area from 11:00 a.m. to 1:00 p.m. on November 5th, 6th, 13th, 14th, and 18th, prior to the vote, to answer any questions classified employees have about University Support Staff (USS) or the voting process.

(Voting Instructions on reverse side)

Voting Instructions for November 19-21, 2013

The vote on the conversion of classified positions will be administered by the Kansas State University Office of Planning and Analysis, 226 Anderson Hall, 785-532-5712. All ballots, electronic and paper, will be distributed or requested through this office. Planning and Analysis will receive all ballots and compile the results for an official announcement from President Schulz on November 22, 2013. The Alternative Service Committee and University Administrators will not have access to any individual voting data.

To Vote Electronically

An email will be sent from Planning and Analysis on November 19, 2013 at 1:00 a.m. to all classified employees who have not requested a paper ballot and will contain a secure electronic survey link to the ballot and instructions on how to vote. The secure electronic survey link to the ballot will be open from 1:00 a.m. on November 19, 2013 until 1:00 a.m. on November 22, 2013. Email reminders will be sent to those who have not voted during the time the ballot is open. The outcome of the vote will be determined by a simple majority. Any questions about the voting process during November 19-21, 2013 should be directed to Planning and Analysis, 226 Anderson Hall, 785-532-5712.

The IT Helpdesk will be available to assist anyone who will need help with the electronic voting process; i.e. resetting your password, accessing the voting system, etc. The IT Helpdesk contact information and hours of operation are:

785-532-7722
800-865-6143 (toll-free)
214 Hale Library
helpdesk@k-state.edu

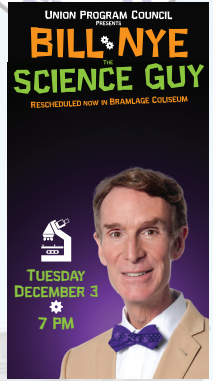
M-TH: 7:30 a.m. - midnight
Fri: 7:30 a.m. – 8:00 p.m.
Sat: 10:00 a.m. – 7:00 p.m.
Sun: 1:00 p.m. – midnight

To Vote By Paper

You can request a paper copy of the ballot by contacting Planning and Analysis at 226 Anderson Hall, 785-532-5712 by 5:00 p.m. on November 12, 2013. No paper ballots will be distributed after 5:00 p.m. on November 12, 2013. Persons who request a paper ballot **will not receive an electronic ballot and **will not** receive a reminder to vote. Paper ballots are due back to Planning and Analysis no later than 5:00 pm on November 21, 2013. The outcome of the vote will be determined by a simple majority. Any questions about the voting process during November 19-21, 2013, should be directed to Planning and Analysis, 226 Anderson Hall, 785-532-5712.**



BILL NYE RESCHEDULED



Union Program Council (UPC) is pleased to announce that Bill Nye will present his rescheduled lecture on sustainability at 7 p.m. Tuesday, December 3 in Bramlage Coliseum.

Secure a reserved ticket at the Athletics Ticket Office at Bramlage early as there are limited seats in the lecture set up at Bramlage. If you already have a ticket, UPC will exchange it for a comparable seat in Bramlage. Your ticket on October 11 will not be a valid ticket to the December 3 event.

General public that purchased tickets from McCain Auditorium: McCain will do a total refund but only back to a credit card/debit card, as this is the only way to keep compliant with state and university guidelines. For refunds, you must bring your purchased tickets and a credit/debit card to McCain Auditorium Box Office by November 4 to be refunded your ticket. After November 4, you will not be able to receive a refund.

The box office is open from 11:30 a.m. to 4:30 p.m. Monday-Friday. You then will have to purchase the ticket/s from the Athletics Ticket Office between October 28 and November 1. (The ticket office will have the names of those people that purchased tickets from McCain, so they will be expecting you.) The reserved seats will be comparable to the seats in McCain. After November 1, all remaining tickets will be made available for student and public distribution and sale starting November 4.

General public and those on the wait list: Tickets will be available for purchase beginning at 10 a.m. Monday, November 4. Tickets can be purchased at the ticket office, by calling 800-221-CATS, or by going online to kstatesports.com. The Ticket Office is open 8:30 a.m. to 5:30 p.m. Monday-Friday.

Tickets for non-K-State students are \$10 and military tickets are \$8. Additional fees may apply. If you have any questions or need additional information, please email upc@k-state.edu or call 785-532-6571.

BLUEMONT BUFFET

We invite you to enjoy our specialty buffets listed below.

Thanksgiving	November 21
Holiday	December 11
Commencement	December 14

The Bluemont Buffet, located on the second floor of the K-State Student Union, is open 11 a.m.-1:30 p.m. Prices for specialty buffets will vary. For more information visit union.kstate.edu/eat.

ARCHITECT SELECTED

Five architectural firms presented to the K-State Student Union Renovation Committee and other campus participants for the opportunity to be chosen as the Union's program architect.

Partnering firms of Workshop Architects and Bowman Bowman Novick Inc. were selected to develop a comprehensive architectural building program, conceptual design and phasing and sequencing recommendations for the renovation and expansion of the Union. Following successful fee negotiation, Workshop/Bowman began their work on campus in October.

Workshop, led by Jan van den Kieboom, focuses on creating environments for social interaction for colleges and universities. Kieboom has led planning and design projects for more than 25 colleges and universities nationwide, including the University of Michigan, University of Wisconsin, Oklahoma State University and Northwestern University.

Programming and design team members for Workshop include Angela van Dyke, project coordinator; Peter van den Kieboom, sr. designer; and Scott Ackatz, project architect.

Bowman is a multi-discipline design firm with offices in Kansas City, Mo. and Manhattan, Kan. The four principals directing the firm are Brent Bowman, Lorie Doolittle-Bowman, Paul Novick and Patrick Schaub. Their portfolio includes libraries, academic buildings, visitor and interpretive centers, religious buildings, residences, office buildings, recreational and athletic facilities and downtown redevelopment.

UPCOMING EVENTS

UNION PROGRAM COUNCIL

As K-State's premier planning organization, UPC is responsible for organizing events in the Union and around campus. UPC provides entertainment that keeps a college student's budget in mind. Check out UPC's upcoming activities and events. For a complete list of UPC activities and events, visit kstate.edu/upc or call 785-532-6571.

