



The Roar



KSU Classified Senate Newsletter

January 2006

Alternative Service Plan

The Alternative Service Committee (ASC) wants to provide all classified employees with the opportunity to view the contents of Senate Bill 74 passed by the Kansas Legislature. This bill provides the ground work for board of regents schools to move out of the state civil service system. A shortened version of the bill is included along with this issue of the ROAR or to view the bill in its entirety use this link: www.kslegislature.org/bills/2006/74.pdf The ASC knows there are many thoughts and ideas surrounding the issue of alternative service, both pro and con, but unless you, our fellow classified employee, speak up the ASC will never know what's important to you. You may be the only person to have a particular idea, concern or thought that could impact the whole future of all the classified employees at K-State. The Alternative Service Committee wants to hear from you! Contact the ASC at leeson@ksu.edu or call 532-5710.

Q: Where is K-State in the process of developing an alternative service plan?

A: The Alternative Service Committee (ASC) now has sixteen members, thirteen of which who are classified employees and voting members. The three remaining members of the committee are non-voting with two being from administration and one being an unclassified employee (Dean of Libraries). Currently the ASC has broken up into three sub-committees which are: Compensation/Benefits, Evaluations, and Due Process/Grievance. These sub-committees are meeting on a regular basis to extensively research these specific areas which the ASC felt could be impacted with an alternative service plan. Administration is providing valuable insight into the issues of HR regulations, budget and the logistics of just what would be feasible at K-State. The work and findings of these sub-committees will determine the pace with which the project moves forward. Broad timelines have been discussed by the committee, but no definite timelines have been set at this time. The ASC feels a tremendous amount of obligation in doing the best job possible and will not rush or slow the process unnecessarily.

Q: Why is Kansas State University's Classified Senate looking at the issue of alternative service at this time?

A: Ultimately it will be all the classified employees at K-State who decide the final outcome concerning the alternative service issue, but the time seemed right with the support of the Administration and with the passing of Senate Bill 74 to start

moving forward on this issue. If the Classified Senate did not embrace this challenge at this time of researching the alternative service issue, there could possibly be other groups on campus haphazardly putting together a proposal. This was not a position the Classified Senate wanted to be in. The whole issue of alternative service is far too important for the Classified Senate to idly sit by. The Classified Senate felt it was important to be a catalyst in the process of researching the alternative service issue and if it comes to fruition the development of a proposal. If an issue of such magnitude as the alternative service issue could potentially be impacting all the classified employees at Kansas State University, the Classified Senate needed to be a part of that process.

Q: Where does the ASC stand on the issue of alternative service?

A: The ASC has not formed an opinion either way on the alternative service issue. Being classified employees ourselves, we currently believe there is not enough information available for an educated opinion to be formed at this time concerning an alternative service plan at K-State. As the ASC conducts its research it will be important for all classified employees to read and to be knowledgeable about the information contained in Senate Bill 74 and to keep up to date on the alternative service issue through future issues of the ROAR and through your senator. What was done at KU and the specifics of their plan will not necessarily be what will be done at K-State. Until specific details are actually available about an alternative service plan at K-State, every classified employee should remain open minded and informed.

Q: How is an alternative service plan going to benefit me?

A: At this point in time there's no way to speculate how an alternative service plan would or would not specifically benefit each classified employees until specific details of a draft proposal are available for the classified employees to review. There are certain issues that can not be changed due to the nature of Senate Bill 74 such as vacation, sick, health and retirement benefits, but with other areas such as compensation, evaluations, due process and grievance the ASC has some leeway in developing changes for improvement. That's why your input is very valuable as the ASC works on researching and developing ideas. The main goal in considering an alternative service plan is to improve on what the classified

employees already have with the state civil service system and not loose any ground.

Q: What was meant by opportunities for personal career growth as mentioned in the last ROAR?

A: Currently in the state civil service system when someone is hired into a position, they keep that same position/title through their entire career unless they are transferred or are promoted to another job. Within that specific position there is no opportunity for a person to progress from one level of expertise to another or have any career progression. With an alternative service plan there could be opportunity to develop a plan for career progression through a restructuring of positions. As an employee gained more skills, expertise and knowledge over their career they would be allowed to move through different phases within a position and receive increased compensation at each level as well. For instance, let's say you are an administrative assistant. Within that position there could be different levels such as assistant, associate, specialist and senior. As you obtain more training, knowledge and expertise over the years you could move along the different levels which would give you opportunity for a career progression as an administrative assistant. With this restructuring of positions, an employee would have opportunity for job growth within their current position without ever having to change jobs. This increased job flexibility would increase employee retention and job stability within departments.

ALTERNATIVE SERVICE COMMITTEE

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Lori Buss – Veterinary Medicine Classified Senator
Paula Connors – Local Agencies Classified Senator
Kristi Fronce – Administration & Finance Classified Senator
Richard Herrman – Admin & Finance Classified Senator
John Wolf – Ag & Extension Classified Senator
Marlene Walker – KSU Salina Classified Senator
Terri Wyrick – Facilities/Custodial Classified Employee Rep
Matt Davis – Facilities/Maintenance Classified Employee Rep
Janelle Harris – Housing & Dining Classified Employee Rep
Gary Leitnaker – Central Administration (non voting member)
Bruce Shubert – Central Administration (non voting member)
Lori Goetsch – Library Unclassified Rep (non voting member)

SENATE BILL No. 74

An Act relating to state educational institutions; concerning the conversion of positions in the classified service to positions in the unclassified service; amending K.S.A. 2004 Supp. 74-4925 and 75-2935 and repealing the existing sections.

Be it enacted by the Legislature of the State of Kansas:

New Section 1. (a) The state board of regents, in accordance with the provisions of this section, may authorize any state institution of higher education to convert all classified staff employee positions or any portion thereof in the institutions to the unclassified service of state employment. Those classified staff employees whose positions are converted from classified to unclassified status shall retain all health and flexible benefits and leave retirement benefits provided to them under the state classified employee system. Each institution designated by the board shall develop a plan for a system for administration of all other aspects of employment for these employees, including personnel policies and procedures, and each such system of administration shall be subject to approval by the state board of regents. Such personnel policies and procedures shall include a disciplinary and grievances process which provides for the right to appeal and due process procedures. Development of such plan shall be subject to input from affected classified employees. Implementation of this section shall not cause a salary reduction or layoff of any classified employee. This section shall not be implemented by the state board of regents at any state institution of higher education unless an election has been held for classified staff employees affected by such proposal at such institution and the classified staff employees voting at the election by majority vote approve the conversion of the classified staff employee positions affected by such proposal at that institution to unclassified positions. Any such election held after the effective date of this act shall be preceded by an official announcement providing at least 90 days notice of the date, time and place of the election. After a vote of approval, the state educational institution shall provide all affected employees with opportunities for input into the development of the plan that is to be presented to the state board of regents.

(b) For the limited purposes of this section, and K.S.A. 74-4925, and amendments thereto, these newly designated unclassified employees shall be referred to as “university support staff” and the university of Kansas medical center shall be considered a state institution of higher education separate from the university of Kansas, Lawrence, and its campuses.

(c) Nothing in this act shall affect the representation rights of collective bargaining organizations that represent employees of a state institution of higher education, nor shall the provisions of this act affect any term or condition of any collective bargaining agreement in effect on the effective date of this act.

Senate 74 bill can be read in it's entirety by using the following link: www.kslegislature.org/bills/2006/74.pdf