



# The Roar



KSU Classified Senate Newsletter

December 2005

## Alternative Service Plan

Many questions are being asked in reference to the issue of an alternative service plan for classified employees at Kansas State University. In order to help dispel any rumors or confusion concerning the development of an alternative service plan at K-State the newly formed Alternative Service Committee (ASC) will be addressing various aspects surrounding this issue to all the classified employees via the ROAR. The ASC is very mindful of the apprehension and questions that our fellow classified employees will have as we undertake this process, but at the same time we would ask each classified employee to keep an open mind concerning this issue. Making any kind of determination about this issue at this point would be very premature. This will be an evolving process so it will be important that each classified employee educate themselves on all facets of the alternative service issue. Your direct link to any information concerning the alternative service plan will be the Alternative Service Committee. Located at the bottom back page of this ROAR is the contact information for the ASC and please note that all the minutes from the ASC meetings will be posted on the Classified Senate website at: <http://www.ksu.edu/class-senate/>. NO final proposal will be drafted without the direct input of all classified employees nor will the approval for leaving the Civil Service system be made without a majority vote of all K-State classified employees. As the process for developing an alternative service plan proposal moves forward it will be vital that all classified employees take the opportunity to voice their opinions to the committee both pro and con so the **BEST** plan can be developed for Kansas State University.

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

A: With the support of K-State's Central Administration the Classified Senate approved the formation of a new committee now called the Alternative Service Committee who will research and develop a proposal for K-State. Town meetings will be held further into the process to establish a dialogue with all classified employees on the proposal. Currently the committee is in the research phase gathering as much information as possible about what Kansas Board of Regents schools have done on this issue and also what other Big 12 schools have done. KU moved out of the Civil Service system in July, Wichita State University has submitted their first rough draft proposal, Pittsburg State, Fort Hays State's Classified Senate have just formed a committee to begin researching a possible change and Emporia State has not started any process yet. As far as the Big 12 schools are concerned K-State and Colorado are the only two Big 12 schools who have **not** moved out of the Civil Service system.

### **Q: Why would K-State classified employees want to consider the implementation of an alternative service plan?**

A: Currently the state Civil Service Pay Matrix has been frozen since July 2001. Realistically step increases are not coming back as verified by the Kansas Legislators in attendance at the legislative forum on December 7, 2005 at Kansas State University. By developing an alternative service plan classified employees will be taking personal control of their future, tailoring a plan to meet the

specific needs and situations of K-State. Implementing an alternative service plan would allow K-State's classified employees opportunities for: personal career growth, market analysis for determining base pay, merit increases, alleviation of step compression, clearly defined performance expectations, and the fair and equitable treatment among all classified employees.

**Q: As a classified employee I'm very concerned about converting classified positions to unclassified service. Does this mean I will be on a contract or an at will employee?**

A: No, you will not be on a contract or be an at will employee. If positions are no longer governed by the Civil Service system then they are termed unclassified. Though there are certain connotations we all think of with the term unclassified, in this conversion of positions, unclassified will simply mean these positions will no longer be called classified or be governed by the Civil Service system. All classified positions converted in an alternative service plan will be referred to as "University Support Staff".

**Q: What will happen to my benefits if my position is converted to a University Support Staff position?**

A: Nothing will happen to your benefits. As stated in Senate Bill 74, by law you will retain all health & flexible benefits and leave & retirement benefits that are currently provided to you under the state Civil Service system.

**Q: Could I lose my position or receive less pay due to the implementation of an alternative service plan?**

A: No, as stated in Senate Bill 74, by law the implementation of an alternative service plan will **NOT** cause any layoffs nor will it cause a salary reduction of any classified employee.

**Q: What will happen to my appeal rights and due process if K-State moves out of the Civil Service system?**

A: You will still have the same appeal rights and due process granted to you through the state Civil Service system as stated in Senate Bill 74. The only difference will be that these grievances will be handled through a peer committee and a local board instead of at the state level.

**Alternative Service Committee:  
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Laverna Leeson – Chair/Administration & Finance  
Classified Senator  
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Lori Buss – Veterinary Medicine Classified Senator  
Paula Connors – Local Agencies Classified Senator  
Kristi Fronce – Administration & Finance  
Classified Senator  
Richard Herrman – Administration & Finance  
Classified Senator  
John Wolf – Ag & Extension Classified Senator  
Terri Wyrick – Facilities/Custodial Classified  
Employee Representative  
Matt Davis – Facilities/Maintenance Classified  
Employee Representative  
(To be named) - Housing & Dining Classified  
Employee Representative  
Gary Leitnaker – Central Administration (non  
voting member)  
Bruce Shubert – Central Administration (non voting  
member)  
Lori Goetsch – Library Unclassified Representative  
(non voting member)