



The Roar



KSU Classified Senate Newsletter

March 2006

Classified Senate

Get involved through Senate

The Senate exists as an open forum for the free expression of ideas, issues, and interests, which are of concern to the K-State classified employees. Being a part of Classified Senate is a way to get involved in the issues that directly affect classified employees at Kansas State University. As a member of Senate you will be a voice for the constituents in your college or unit on matters of policy, training, educational opportunities, working conditions, work schedules, employment, promotion, career development procedures, State of Kansas Civil Service pay and benefit plans. Getting involved with the Senate will give you a chance to broaden your perspective on the issues confronting the classified employees and give you new insight to the political obstacles that often form road blocks in state employee issues. This year get involved through Senate and be the solution for change.

Classified Senate Nominations

During the Month of March an initial mailing will be sent to all permanent full- and part-time classified employees from each specific college or administrative unit where open positions are to be filled explaining the Senate's purpose and nominating process. Nominations will be accepted through April 1. At the February meeting, Senate approved to have at least one Senate position in Administration & Finance from Facilities and one Senate position in Institutional Advancement from Housing & Dining.

This year there are position vacancies for the following colleges and administrative units:

- 1 vacancy in Ag & Extension,
- 1 vacancy in Architecture, Planning & Design,
- 1 vacancy in Engineering,
- 1 vacancy in Human Ecology,
- 1 vacancy in Veterinary Medicine,
- 1 vacancy in Facilities (Administration & Finance),
- 1 vacancy in Housing & Dining (Institutional Adv)
- 1 vacancy in Institutional Advancement.

(Institutional Advancement includes: Vice President's Office of Institutional Advancement, Admissions, Career & Employment Services, Education/Personal Development, Housing & Dining Services, New Student Services, Printing Services, Registrar's Office, Student Financial Aid, Student Life, University Counseling, University Publications and Lafene Health Center)

Legislative Day

Legislative Day is a day that is set aside each year for classified employees to have an opportunity to speak directly with the elected state legislative representatives and senators. This year Wednesday, February 15 was that day. Kansas State University was represented along with Wichita State, Emporia University, and Pittsburg University. Earlier in the week each legislator's office was e-mailed a copy of the Kansas Council of Classified Senate's position paper for FY07. Seven groups were formed among the participating schools and at each scheduled appointment legislators were presented a hard copy of the Kansas Council Position Paper for FY07 which includes the following:

Kansas Council Position Paper FY 2007

- * Fully fund a General Salary Increase of 5%
- * Direct the Dept of Administration to develop, implement and fund a pay plan for July 07 (FY08) to:
 - Appropriately fund the maintenance of buying power (COLA)
 - Correct Salary Compression
 - Pay for Experience
- * Direct the Dept of Administration to develop, implement and fund a benefit plan by July 07 (FY08)
 - Increase from 1 to 5 Discretionary Days
 - Round up vacation leave to nearest whole number
- * Allow for excess sick leave after retirement payout to be used in computing additional years of service

Very positive dialogue was established in these brief meetings and valuable information was imparted on the process to follow in order to make headway with issues concerning classified employees. These face to face meetings with the legislators are important to help them understand how their decisions made in Topeka on state issues directly affect thousands of people in the state of Kansas and to understand who classified employees are. Every classified employee should participate in this unique opportunity at least once in their employment career to become better educated on how the political process actually works and what it takes to make changes in the future for classified employees in the state of Kansas and at Kansas State University.

Alternative Service Committee

As a result of the research that the Alternative Service committee has been accomplishing, several items have been brought to the committee's attention. Currently the State of Kansas Human Resource department is working on a two phased project of realigning positions for state employees and addressing compensation. Phase one involves the broadbanding of positions which is slated to be completed in June of this year then the second phase will examine a variety of issues surrounding compensation. The Kansas Legislature has also introduced several bills that could directly affect state employees; one is dealing with state holidays (adding President's Day & Columbus Day) and the other is with the state pay matrix. Presently those bills have been referred to committee so the final outcome is too early to predict. To view or locate bills, the state Legislative web site can be accessed at: www.kslegislature.org/legsrv-portal/index.do The ASC is continuing to move forward on the Alternative Service issue, but with a more cautious pace in light of the information the committee is discovering. Continue to keep current on the committee's activity through the ROAR and ASC minutes located on the Classified Senate web-page at: www.k-state.edu/class-senate/comm_altser.htm

Q: How can we as classified employees trust the ASC to make a decision for us (classified employees) to go to an Alternative Service when they have not been able to get the full 2.5% raise the legislature voted in for us?

A: The ASC **will not** be making the decision for the classified employees at K-State to implement an Alternative Service Plan. The ASC is researching and working on the development of a proposal, but it will be **ALL the classified employees** at K-State that will ultimately decide by a majority vote if this issue will move forward. As far as the 2.5% raises that the legislature voted for state employees, it was the state legislators that decided the COLA (Cost of Living Average) would be distributed in a divided allotment. Unfortunately neither the ASC nor anyone else at K-State has control over the money allotted for state employee funding other than the state legislators.

To view or locate bills, the state legislature website can be accessed at:

www.kslegislature.org/legsrv-portal/index.do

Bills of interest include:

House Bill No. 2743 – Adding State Holidays

House Bill No. 2897 – Reinstatement of Pay Matrix

Senate Bill No. 577 - Kansas health policy authority

**Classified Employee
Recognition Ceremony**
Wednesday, May 24, 2006

2:00 p.m.

K-State Student Union

Please plan to attend!!

Senate Meetings

All Classified Senate meetings are open to classified employees. You are encouraged and welcome to attend any or all of our meetings. Senate meetings begin at 12:45 p.m. Below are
April 6, 2006..... KSSU Room 213
May 3, 2006 KSSU Room 213
June 7, 2006..... KSSU Room 213

Visit the Classified Senate website at <http://www.ksu.edu/class-senate/>