Meeting Minutes
October 9, 2013
Lindquist Hall room 200

Members present: Brenda Achey, Matt Clatfelter, Renea Goforth, Wanda Holt, Angela Linder, Maria Lucas, Robbie Norton, Jeanne Patton, Stacy Salters, Randy Sessions, Emily Stephens, Hercilia Thompson, and Micah Thompson

Ex-Officio Non-Voting Members Present: Ellen Abbey, Michelle Barger, Joe Kleinsasser, Cheryl Miller, Sheryl Propst

Members and Ex-Officio Absent: Nick Beech, Christina Clarkson, Frankie Brown, Mary Herrin, Matthew Johnston

Agenda handed out by Randy

Survey update – Emily will send out a new copy of the survey responses. Student assistants have been updating the comments; we have had some excellent responses and some response from people who are confused as to what we would like from them.

Randy – Any questions or concerns about the survey, did everyone get a copy of the survey?

Renea – The meeting that I went to there was some real confusion with those people as well. I tried to explain to them and after I talked to them for a while they seem to get it.

Randy – We want to know there current opinion not on what we may or may not change to.

Emily – That has been kind of a frustrating part, because I want to know what their current opinion is. I have talked to several people and I have pointed them to the website to help answer their questions.

Randy – I would like to get to the Committee Reports now.

Compensation and Pay – Wanda Holt – We did meet along with Mary Herrin who joined us in our meeting. Mary is willing to help to right this White Paper Draft along with Libby Gilbert. They were talking about in the Town Hall meetings to have Dr. Bardo come in at the end to show is support on this. The power plant workers to have at some of the meetings, Mary said they were very well researched on moving and they are definitely wanting to move. We also found out that we can do this move in section, we do not all have to move from the Civil Service at one time. Mary said that Dr. Bardo would prefer that we all move at once but KBOR is willing to let us move in section.

Randy – The way the law reads is none or all.

Wanda – But KBOR is willing to let them move piece meal. But Bardo would like for us to all move at one time. There was some discussion about evaluation not being done in order to get pay raises. So there was the
suggestion that employees become more pro-active and get a copy of the evaluation form, write it up themselves and then go to their supervisor and say I know that you are busy so I took the initiative to get this done. This is what I think what kind of job I have done. Could we discuss this and get it done, that way the employee has more buy in on the process.

Randy – Self evaluations seem to be tougher than what your boss would say.

Wanda – exactly so if you take it to your boss then at least you have something in hand.

Randy – Right now the evaluation process is kind of there and kind of not. The evaluation is only good right now for layoffs because we are not getting raises from them. But you need to make sure that your evaluations are getting done in case of a layoff. Because if you only have 1 done and other employees have 3 and they have had satisfactory and you have satisfactory that person is going to get to stay and you will get laid off. So you need to be pro-active about your evaluation.

Wanda – And that the classified perception needs to be changed, we need to change our own perception of ourselves and how we fit in on campus.

Layoffs and Furloughs – Stacy Salters – We of one scheduled this morning at the alumni conference room.

Appeals and Discipline – Brenda Achey – My committee is meeting again on October 17th the location was changed to the LAS Board room instead of 115 Jardine. We are going to meet on the 17th and everyone will have a draft ready and we are going to try and combine them into 1 draft, we are looking at what KU has already and we will add or subtract from that. I also emailed my committee to be thinking about talking points for the Town Hall meeting and that is it for now.

Policies and Agreements – Hercilia Thompson – We had our 1st meeting on 9/27/13 Christy and Matt Clatfelter was there. We are still trying to find our way but one of the things that we are going to look out is the differences with physical plant.

Performance Evaluations – Angie Linder – We met we primarily focused on what we have received so far with the surveys. We are trying to gather the similar things and the key points that they were trying to get across in the survey answers. We will come back and work on our White Paper and hopefully get that laid out in our next meeting.

Communications and Marketing – Emily Stephens – Postcards are actually are going out and we have these going out; my committee met over email 3 days ago and banged this card out. It is basically letting people know that we are still moving forward in this process and mainly directing people to the website. We have a lot of great stuff on the website, all of our stuff, KU and K-state so we really want people to go and read through the information to form their own opinion. We also have the save the date for the Town Hall meeting that will be coming up in the next couple of weeks. Website should be as up to date as possible, thanks to all the chairs for getting me your meeting dates. Our committee is looking at drafting a letter to go out shortly in conjunction the town hall meetings and dates. Micah is working on what we are calling an info graphic weighing the pros and cons and giving people more of a visual aspect then that info graphic we will also be putting them on the TV’s in the different buildings.
Jeanne - Have you discussed the info tables during lunch in the RSC?

Emily - That is in the back of our minds we were focused on the postcard this week. If there is anything that you think of we are fully opened to those ideas, please do not hesitate to come to us. Same as things in committee in general please feel free to go to your liaison to get info posted.

Randy – KSU trip we have 10 people going to that, November 4th you need to be here at 6:00 and we will be back around 3:00pm. That will give us time to have the meeting ask any questions that we need to and get back. So you will need to be at the police station at 6:00am

Town Hall meetings I scheduled those and then Stacy brought up a good point we are suppose too have final White Pages until the 1st week of November and I actually scheduled the 1st town hall meeting for November 5th. That is a little early for having the White pages completed in at least a final draft form and then out to the meetings. So I have a call into the reservations to have those meetings change to later in December. We will actually have 7 meetings, 2 a week until they are done with skipping Thanksgiving week. So that will take us into December 10th. I have meetings schedule for both 8:30 am and 3:30 pm that way we can catch 2nd shift and also 3rd shift people as they are coming to work. I will send an email out to everyone as soon as everything is confirmed. I have asked for rooms that will hold 100 – 125 we have about 600 people roughly that are classified staff so that should be able to cover everyone. We are going to try and setup the scheduling thing like HR uses to setup training classes. There will still be plenty of openings if people just want to show up.

Does anyone have any questions or concerns?

Angie – I did contact Larry over in the Physical Plant and he is going to find someone to do the translating. We also talked about having meetings separately at the Physical Plant and he was all for that. He will be getting me the name of the contact person for translating.

Ali – Have we had anyone translate the survey?

Randy – No, it has not been translated but we can look into that so that people will have access to the translated survey.

This pamphlet that I am handing out is going around the physical plant again. This is something that KAPE put out 10 years ago there is no update to this. The paper work that Ellen gave me from the last time we ventured into this has this exact same document in it. So it is very very outdated, the other concern that I have with it is the half-truths that it has in it. The very first statement say what is going to happen is you are going to be made unclassified. That is not the whole truth; the state has 2 classifications of employees. They have classified and unclassified if we go to USS they have no category for USS so we become unclassified as far as the state is concerned. But a true unclassified employee is an at will employee, they are contract. If we change to USS we will not be contract employees we will be state employees that are permanent and we will still have the same protection to a certain degree that we currently have. We don’t lose any of our benefits, we don’t lose our leave, and we don’t lose our KPERS. We have the protection as far as layoffs and protection goes. There is still bumping rights as far as layoffs go it all stays the same. The biggest change will be that we won’t be able to appeal to the State Civil Board anymore because we will not be part of the State Civil Service.

Renea – But we will have our own appeal process.
Randy – Yes, we will have our own appeal process but it will stop at the University, it won’t end at the state. That will be the biggest change.

Renea – Well I think that we really need to make a point that it is not that board will not consist of just upper level people, because that is what is stated in this pamphlet.

Randy – That is right, it says that you are not going to have any input these meetings are absolutely open so if you guys here of more folks over there that want to attend let them know to go to the website and the meeting times and locations are listed there. We want people to be informed and that is part of the biggest issue there is a lot of information that is misinformation and there is a lot of information that isn’t really out yet. There are a lot of assumptions going on and we need to fix that. So when these surveys came back I sent out an email to all of the committee about the theme that is out there and the biggest one is we need to educate them about what is going on.

Renea – I think as soon as the pros and cons are completed that need to go up on the website as soon as possible. Maybe some information about what we are looking out with this pamphlet to let them know that this is not what is going to happen.

Randy – We are looking at putting something like this up on the website that will answer some of these same questions.

Sheryl – Maybe put up a graphic that shows what it means about unclassified employee and that there will still be two different sections of unclassified it is not all just one bucket. Something that makes it visual so that they can see what we are talking about, because it is very hard to explain and try to explain the difference between unclassified and the USS, so we had an idea to do a visual that would make it very easy as to what this means.

Micah – This would be different from the pros and cons that we want to put out there, so we have two different kind of things so that we can represent it visually and written, So that we can respond to the things that are false in this pamphlet.

Randy – This pamphlet still refers to senate bill 74, that senate bill is not a bill any longer it is a statue and it is much defined statue, it is not up for discussion on the senate floor anymore, it has been done and is over.

Wanda – Are we going to be able to cover the issue of the state dropping the Civil Service all together and then becoming employees under KBOR. If we are under KBOR who then decides the raises for the USS employees?

Randy – The University will decide the raises and how they will work. At this point the discussion is already happening with doing away with the classified service. I think it will happen it might not happen in the next go around term but it will happen. If that does happen we will be made unclassified as unclassified are right now we will become year to year contract employees. Moving to the USS put as under KBOR but as far as HR items goes we are under the university, raises, compensation, etc…. But if the state does away with the classified staff like they are trying to do now we will become unclassified as far as the state becomes with a move over to exactly what the unclassified staff is now.
Wanda – I think that needs to be a discussion point at the Town Hall meetings.

Visitor – Is there any information on that where it is as far as Legislature.

Randy – As far as I know it is still in committee, the only thing that I have seen on it is in the Topeka Capital Journal.

Visitor – All I am saying is that there are enough rumors and myths going out about this anyway throwing something out there like that without showing the information from the legislature is just going to cause more rumors.

Randy – We can put the link out there from the Capital Journal, but I have not seen anything in the legislative minutes but I really have dug real deep into that either.

Visitor – I am still on the fence, I have never said that I was a yes guy or a no guy. The biggest conception is KPERS all we keep hearing from everyone is and you can’t go by the law, you read one thing and you think you have it, you go back and read it again and then you are not sure what it says. All we keep hearing about is KPERS is not going to get touch. Explain it is not going to get touched. Explain how all State Universities go to the USS and in 10 years or so they say we are done putting money in KPERS here is the 401K, this is where you are going to get a lot of people that do not what to have anything to do with this because you can show the points where this isn’t going to happen and these are the umbrella areas that could protect us or not, you are going to have more people understand and just say no!

Randy – Here is part of that issue right now, If the legislature decides too they could change us to a 401K tomorrow, so there is no different between going to USS and staying classified on KPERS, they can change the next time the meet either way, it is not us or the university that is going to change that it is the state that would do that and they could do it tomorrow like you said. The same thing with layoffs there is rumors about KU went to this and then they laid off half of their custodial staff as a result of this move by law layoffs, terminations, pay cuts can’t happen by law as a result of this. Now that is not to say that 6 months after that there won’t be layoffs because there is no money. But who to say that 6 months from now there won’t be any layoffs because the state doesn’t have any money. Which we know and they have already laid people off and we know that we short staff even here on campus because of the money issue and it is a state money issue.

Visitor – Well there is already someone here on campus that lost their job due to funding.

Randy – There is no guarantee on that kind of thing, all we can do is go by the law. The law says you are going to keep your benefits and that includes KPERS. Now 6 months after we do it and the state says we are going to dump KPERS and put everyone on a 401K well we are still in the same boat. That is not our call; we can’t make that kind of commitment because we have no control over that. That is a legislature process.

Wanda – We are not meeting to try and make everyone change from the Civil Service, we are meeting to show everyone what the alternative is, we are not here to show our bias one way or the other as a committee. We are not to have our input in other than what we get from the classified staff here at the university. So this is not a beat you over the head and make you choose to go to the alternative service.
Visitor – If there is a no vote and it is a majority no vote there will be another vote just like at KU, just getting the right information out so that people do not feel scared is going to be the big thing.

Randy – Well that is what we are trying to do.

Visitor – I know that is what you are doing, I am just hearing a lot of people talk and instead of me just hearing whispers and getting rumors I decided to go to the source. Randy and I had a discussion and I felt a lot better after we talked. But I would still like to sit here and listen to the meetings. There is no reason for me to sit there and whisper if I do not know what is going on.

Jeanne – Also if you go out to the website the minutes are out there except for the last meeting and it is pretty much verbatim because I record it and type them up from the recording. We are trying to be as translucent as possible so that everyone can have all the information that we have in our meetings also. All they have to do is go to the website and read the information.

Randy – If it gets to the point that enough people want to attend these meetings we will get a bigger room.

Visitor – I am just curious to see where everyone stands on it too, because as far as I knew there was going to be 30 people from my area and two of us came. It is raises and KPERS address those areas better and give more detail and you will see a lot more people with input. I get that the money still comes from the legislature I get that, but also the main thing is KU, KU, KU, how many raises have they seen since they switched over.

Randy – They have seen one maybe two if they have been lucky. But the change there is the money from basic salaries is still going to come from the state. But over the years this university has become more and more self dependent instead of state dependent. The percentage of money that comes for the state is not nearly as much as it was 30 years ago. So it has come more of a private university as far as funding goes. The raises will have to come from the university if there is raises, the one thing that we want to tie into that is if there is money for the unclassified to have raises that there will be money for the USS to have raises. The last 5 years the classified staff has not send any raises except for those that were affected by the market study before it was cut off. There were some people that got tagged by that but need not get the raise that they were to receive. In that same 5 years that unclassified staff has received 2 raises from the university, because the university has some money that they could use. I do not remember how significant those raises were.

Visitor – When you look at the pay and the wage of the scale are you going to look at the competitor wages outside of the university?

Randy – That has been looked out, I have a sheet that shows the pay scale that they are using at KU now, it doesn’t cover all the classification at KU but it does show what they are starting at now and what the cap is now. There are no caps on the new KU ranges so you can still receive raises no matter how long you have been there. So there will be some things that we can ask for and negotiate with the administration on some of those to get them to where we would like to see them.

Renea- Hiring in will be done on ranges that won’t be a set amount. Like now if you come in at $10.00 an hour it could be a range of $10-$12 depending on your experience and you classification that you hire in at, because right now it is set in stone as to what you will start a job at.
Visitor – Is there a chance that new people will come in making more that people who have been here for 5-8 years?

Randy – That has happened before. That will be a discussion between HR and the department. In your case you have electrician over there that are some licensed and some not, yet you get a journeyman electrician that doesn’t want to work on the outside anymore and has been working outside for 20 years or more it would probably be appropriate to hire him in as more just because he is licensed, it will be an issued if they hire someone in that is licensed and will be brought in at more than someone that is already working here and is licensed. That was just an example and that is some things that HR will be able to look at. Job description will be able to be re-written so that they fit the university needs better than what they are now. Right now they are set by the state. Like now you are an electrician here but somebody that works for KDOT or the turnpike there electrician may do something different than what you guys do but it still falls under the same job description for an electrician 1, electrician 2. The same exact job description for somebody that is doing something completely different from what you are doing. So the job description will be able to be re-written to fit our jobs here better.

Visitor – I just want to have some answers to my questions, I am just on the fence.

Jeanne – We have people that are on the committee that are on the fence too.

Randy – That is one of the things that we are going to do with the Town Hall meetings we are hoping that we can get input to discuss these items.

Robbie – One of the things that we need to make sure that they understand is that it is guaranteed that you will as USS will not get a pay cut. If they reclassified your job down they could not give you $5 less than what you are making now.

Randy – We have people right now from the market study that was done that actually need have their wages cut.

Renea – I have a question – you said that you expected about 30 of you to come to this meeting and only 2 of you showed up, do you think that they are afraid to come.

Visitor – They are afraid that they will be put on a list or be black listed. I am talking about people that have been here for a 10, 15 years or are close to retirement that they are afraid to speak their mind because they are afraid that they will get pushed out to early retirement or just get dropped.

Randy – Tell them to call me or come by and see me.

Renea – I am one of them too that is close to retirement so I am worried about it too. I just what them to feel free to come in an listen to us and throw out their opinions without being afraid that we are going to do something. We will not be making a list.

Brenda -We just want them to have the knowledge to be informed so that they can make the right decision. Someone might bring up something that we haven’t even thought about. That could be very beneficial.
Randy – The guys that have been here for a very long time have probably been through some of these processes, like layoffs and furloughs at some point though we haven’t had any since I have been here. But maybe they have been involved in the appeals and discipline committee and they know how some of that stuff works and they have some ideas. Those are the ones that we need, if you have been here 3 years you probably haven’t been involved with those things. It is the guys that have been in a long time that we need to have them come in and talk to us.

Jeanne – Sooner or later the state is going to get rid of the Civil Service rather it is next year or 5 years down the road and by doing this it is taking control of our future and what our benefits are going to be and what our pay is going to look like. If they don’t come we don’t get their input and then we don’t know how they really feel about it. As a university as a whole I think this committee really wants everyone’s input because we want to develop something that is best for all of the employees’ not just for this committee.

Visitor – If they drop the civil service you aren’t going to get to keep most of your benefits anyway.

Jeanne – Well we are going to be dumped into unclassified and we will be “at will” employees that are on contract from year to year.

Joe – I will say that as an ‘at will” because I am unclassified that I really haven’t thought about it much because I have been here for 27 years and I realize that it is from year to year. But I would be interested to know how many people have been pushed out. I know that they will get rid of positions from time to time they have constricted that way but I am not aware of outright dismissal of someone.

Randy – There was one guy that came to work for me probably has been 20 years he worked in communicative disorders they got a new chair and the new chair didn’t want is position anymore so they did away with it. He was at the time an electronic technologist which is the highest level, I was at a level 3 which is the next step down but he ended up bumping one of the guys that was a tech 1 and had been here about a year. He took a heck of a pay cut because he went from a technologist to a tech 1 but it was do too a job being done away with and he had those bumping rights.

Joe – They are very isolated cases, and having said that no one know if enrollment tanked or the economy went south it wouldn’t matter if you were classified or unclassified there would be layoffs of one way or the other.

Randy – There was talk about that a few years ago but it didn’t happen and it doesn’t matter which category we are in classified, unclassified or USS if it is going to happen it will.

Stacy – We talked about going to the Physical Plant and actually having a conversation over there, would people be more open if will came to you to just talk.

Randy – If we got into a classroom over there would people come.

Visitor – I think more would but probably not everyone.
Stacy – We were talking about the two Town Hall meetings that we needed to reschedule maybe we take those two and go to the Physical Plant.

Randy – It would be fairly tough because the classroom over there probably only holds about 30 people, but with that being said I do not find it a problem to set up a separate time to go over there to physical plant and talk to them.

Emily – We talked about doing that in a more informal setting like this just question and answer not have it be like we are presenting, more of a dialogue.

Visitor – If you just throw something up on the projector and you sit there and show your material you aren’t going to get anything.

Randy – no that is not what we are going to do, not even for the Town Hall meetings. We will have some things that we want to cover but we want it to be more of a question and answer type of thing. We just want to alleviate some of the concerns that people have. We want to get some input from people before we finalize everything and say okay he is our final White Pages what do you think about it.

Visitor – Get some flyers or something like that and I will be more than willing to hand those out.

Randy – We will look at scheduling some time for over at the physical plant. We will probably try and do that in November early December as well as the Town Hall meetings. I get the “I don’t want to do it because I might get on a list”; I have been in the same boat. Like Brenda I am pretty close to retirement myself.

Randy – Is there anything else, you have been quiet back there do you have anything.

Visitor – I am listening I am totally in agreement with getting the information out there. It is the people in my area of student health that are close to retirement that want me to ask this or ask that. They do not want to come in and ask they want to know what we are going to lose. They are uncomfortable about going to a contract.

Randy – The year to year will only happen if the classified staff is done away with, if we go to the University Support Staff (USS) the year to year will not happen and we will not be a part of that. But if the legislature does away with the classified staff that is exactly what we will be.

Jeanne – If they get rid of the classified staff before we decide to vote to go over to the USS.

Randy – So what we are trying to nip it in the bud and be proactive about it and see what we can do about it before hand.

Emily – That is the kind of feedback that we are looking for like whatever questions that your co-workers have but they don’t want to ask in person have them write those on the survey. There is not an area of the survey their question fits in have them flip it over and write it on the back we are logging all comments we get whether they are in a category or not. Any and all feedback that we can get, questions, concerns or current opinions. The whole point of the survey is so that we know how to approach this with the employees’ we do not know what questions they have unless they tell us.
Visitor – The ones that don’t completely understand this is being told to go to the website but the ones that are not computer savvy don’t understand. So I think that once we get to these Town Hall meetings it will help.

Randy – Do you think they will attend the Town Hall meetings or do you think that it would be beneficial for some of us to come over to your building and talk to your people?

Visitor – I think they will come to the Town Hall meetings so that is probably not necessary.

Randy – If people don’t want to sign a roster we don’t want to track them and it may be an issue with people to sign up on that but we are looking at the numbers not at who. We want to make sure that if we have 200 people sign up if we only have a classroom that only holds 100.

Visitor – Just put a thing that say physical plant.

Randy – We can designate some of the Town Hall meetings that way if we need to.

Emily – We have other ways of doing it too, we can use clickers to see how many people come instead of having them sign up.

Randy – We are not going to take names and put them on a list, or distribute propaganda to them.

Cheryl – Looking at the email that Sheryl sent me this summer? There is no real clear description of what the process is actually going to detail it is asking for opinions it is not saying what the issue is so this is part of an email that Sheryl sent me over the summer when she asked me to be part of the committee and I asked her for clarification on what this meant and I am just going to read verbatim this part of the email “The move to University Support Staff (USS) system would allow the university to make its own decision in several important areas of classified employment which are currently legislative by the state including pay increases. Those classified staff employees whose positions are converted shall retain all health and flexible benefits, leave and retirement benefits provided to them under the state’s civil service system and the implementation of a plan shall not cause a salary reduction or layoff of any classified employee under the law”. I don’t see that communicated anywhere to the whole campus or on the website and when I read that it made it very clear to me, but I am not seeing that broadcast to the classified staff across campus.

Emily – If you would forward that to me I would be happy to put that wording on the website, it isn’t that we are not putting in on there I just didn’t have that information.

Cheryl – And any of the educational material that we are receiving should go out on the website too if Sheryl is ago with that.

Sheryl – Yes

Randy – She simplified and put it in understandable terms of what the law says.

Randy – Letter that is going to go out will cover that?
Sheryl – Well we are looking at two different things, we are looking at the letter that President Bardo is going to send out, that will be more of an overview than a detailed letter. We may what to send something more detailed out, it is not his message going into all of the details of everything. His message is why we are doing this and supported it and started it. The detail stuff I think your communication team is looking at that a lot with your positives, negatives and Q&A however you are going to arrange it. A lot of that information should be in that letter. We had a discussion about that yesterday.

Randy – There will be a letter coming out from the President and his executive team explaining their support for the change to the USS. To let everyone know it will go to the population of the university, there is a letter that went out to the division heads that was to be passed down to the supervisors and I think that Matt signed that and explained your need on this committee and the fact that you can’t donate your time and it has to be work time to sit on this committee. So there will be the letter coming from the President we will get that on the website also.

Randy – Please let people know that we are not going to take names we just need input. I understand that there is going to be some union meetings and I have asked that we be able to sit in and be able to answer any questions from our side, I have not got any feedback from them as of yet. I am assuming those meetings will be closed, these meetings will not be closed they will be open to anyone who would like to attend. So if there are more folks you know that would like to come please talk to them and bring them the next meeting will be in 2 weeks. The meeting dates are posted out on the website.

Renea – When you say there will be a letter of support from the President is it a letter of support of which direction he is referring they go too or how is this letter going to help folks like these guys.

Randy – Sheryl you have seen the letter from the President more recently than I have.

Sheryl – It is just a letter stating that he is aware of it and in support of the formation of this committee to see if the classified staff wanted to move to this or not. It is not something that the employees came up with and formed and that they had no knowledge of it. They had entire knowledge of it, they supported it and they are the ones that meant with the Vice President and other members of the University to get some input on committee members and that type of thing to make sure that everyone was in support of this to see if classified staff wanted to move to the USS. That is what the message is, this isn’t something that came up that we had no idea about and employees just jumped on this. It is something that the President and the executive staff are aware of and supportive of.

Renea – I just wanted to make sure that it was a letter saying it was the President saying he wanted us to move this way which would make the classified staff feel like it was what he wanted them to do.

Sheryl – No it is just a letter stating that he is aware of it and in support of a committee being formed to see if this is what the classified staff wanted to have happen.

Randy – I am not sure when that will come out, I know that it is being edited to change some of the wording and terminology. It should be out in the next week or 2 I would expect. My understanding is that it should have the signatures of the entire executive team on it so everybody in that team should be aware of it.

Visitor – If it should go this way what is the tentative date that we are looking at?
Randy – We are looking at a vote happening to decide whether or not we are going to do it in April. That only has to be a simple majority it could be 300 to 301 to say that we are going to do it. Mary Herrin would like for us to do it before the start of the next fiscal year so if there is money for raises that can happen. That why the vote is in April. K-State and Emporia is having their vote in November, I am not sure when Pitt State is doing theirs they are in about the same area as us maybe a little bit further along than us with their process and I am not sure where Hays is. But all 6 of the regent’s schools are looking at doing this.

Visitor – So with that being said they will have to go back in and re-evaluate everyone’s job description to re-evaluate raises how long will that take?

Randy – the process at KU took several years; things don’t have to be finalized by law until after the vote. We can have everything in writing saying this is the direction we would like to go and these are the things that we would like to change. The policies don’t actually have to be finished until after the vote. So once the vote is taken if we decide to move this direction then we go in and finalize everything. We build our committees bigger we add a few more committees and we start finalizing everything, rewriting policies that need to be rewritten, looking at job description and getting with HR to see what we need to do as far as changing those. Discussing pay ranges instead of the scale that we currently have. The move would happen as soon as the vote is taken but the finalization of that could actually take a couple of years after that vote to have everything finalized.

Visitor – So once they look at job description and if there is a decision that this position should get a pay increase according to their new job description would that then become retroactive.

Randy – That is something that we would have to discuss, some of that is looking at that right now. Wanda is on that committee and she is working with Libby on some of this aren’t you?

Wanda – Yes

Randy – So Libby is who we would have to talk to about classification changes and she is actually working with Wanda on some of this process.

Visitor - It almost sounds like someone who is at the 23-24 year mark by the time they reach retirement it really is not going to affect them.

Randy – Yes it may not at that point, you are right it may not, there is several us in here right now that are way pass that point or eligible for retirement right now and it probably will not affect us.

Sheryl – But the raises will still happen that doesn’t mean that they won’t get a raise just because their classification hasn’t been done yet.

Randy – If the raises happen everyone will get the raise, if the job description changes then that means a higher pay category if they are close to retirement they may go into that and get a raise but that will all be determined by HR.
Visitor – Compensation does that include time off, vacation time did KU’s change at all? That is one of the biggest differences between classified and unclassified.

Randy – We have had that discussion and there are a lot of people that are concerned about that. An unclassified comes in gets 6.7 hours from day 1 and 2 days and a classified comes in and gets 3.7 so there is 3 hours per pay period of difference from day one. It takes us 15 years to get to that 6.7 range and then we are capped at that. KU is also getting $50 a year for longevity and we are at $40 because that is State law, law says that we cannot get more than $40 for longevity per year it comes from the University it is mandated from the State but the doesn’t give any money to the University for it but they are told they have to pay it. So each agency has to dig money out of their budget to pay it. So that is a discussion that we will have with the President.

Visitor – Do you know if KU changed their vacation or not?

Randy – I don’t I would have to look at their handbook which I have a copy of it.

Visitor – They are on the old system, that is one of the reasons why I asked you if they went backwards because they were at 3.5, 4.7, 5.6, and 6.5 that is where they are at I printed it off of their website and they also don’t have inclement weather they have to use vacation time that is another thing that people think that we are losing.

Randy – We will have to look at that too.

Visitor – They do not have inclement weather and their vacation time is worse than ours. When I look at guys that are in here, after 5 years you get a 5.5 after 5-10 years for KU is 4.7, so if you have only been here for 7 or 8 years right now basically you have the system done and they are going to go back to 4.7 that is the way it proceeds itself. That is something that should be noted that we are not going to go backwards in compensation. If you are going to move to this there shouldn’t be that much difference between unclassified and USS if we move to this.

Randy – Here is KU’s vacation for number of hours worked they put in 80 hours during a pay period 5 years or less is at 3.7, 4.7, 5.6 and 6.5 so their still at the other levels. In general the university does not close for inclement weather.

Visitor – It also says if the university does close for inclement weather you will use your paid vacation or your comp time or you take leave without pay if you do not have enough time.

Wanda – That is something that they overlooked when they made the change.

Visitor – His point was that when they made the move in 2009 the state changed some of that.

Randy – See that is why we need other people to come to these meetings and brings these things to the table. We discussed the leave but we didn’t look at inclement weather as well.
Matt – I have a question we talked about how we don’t have to develop policies until after the vote, so what is to hold us to what is decided on White Papers you know what we discuss and what get carries over into the policies.

Randy – Absolutely the White Papers are living documents they will be suggestive changes that can be made when they get finalized in about 4 weeks.

Matt – So even after the vote they can change?

Randy – Absolutely

Matt – Who decides on those changes?

Randy – We will make those decisions on the input we receive from these meetings. The final draft of the White Papers and we had a committee chairs meeting on Friday, there should be a first draft in 2 weeks and then a 2nd draft ready for the Town Hall meeting which should be the final draft but it is still just a draft and we will send those out to everybody and that is going to be part of the topics of discussion that we will have. That is when we will see that these are our suggestions what do you think?

Matt – Then we will use those to create the policies after the vote?

Randy – Yes that is correct.

Brenda – So if things can change after the vote how will we be sure we get what we want.

Randy – We are the ones making the changes.

Visitor – But who does it go to for approval beyond that?

Randy – It is going to have to go to the President and the Executive Team.

Visitor – So what happens if it goes to a stalemate on the purposed changes?

Randy – There will have to be a negotiation that goes on initially. The committee will have to sit down with the President and Mary and say this is where we are at can you meet us?

Visitor – So when that has all been said and done we will get a letter from the President and or the Board of Regents stating that they approve of this change and we agree with what has been stated for your yes or no policy changes.

Randy – Board of Regents are aware that we are doing this that was part of our agreement and hopefully when they see it when it is done they will say okay we approve it and it is all good. But we will have to do the negotiation at this level before that happens. We do have President Bardo’s support for the change and he is willing to go to it if we are. Hopefully he will be willing to negotiate for some of the changes but it will some of it will depend of budget and if it is available to make certain changes. I would like to see the change on the vacation and on the longevity.
Randy – Anything else? If you have people that would like to come please invite them our meetings are generally held right here on Wednesday. Dates are on the website. Thanks for coming.