



Alternative Service Committee

Alternative Service Committee

Academic year 2013-2014

Town Hall Meeting of the Alternative Service Committee December 10, 2013

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ASC Town Hall Meeting
Q & A
December 10, 2013
Hubbard Hall room 231

Q – Can we see the White Papers already completed before we vote?

A – Yes, what will happen is this is our last Town Hall meeting for the fall, these are just drafts and they are living documents we will change these to reflect the input that we received from these Town Hall meetings and then before the vote we will have another set of Town Hall meetings and these will be presented to you with the changes for you to view before we vote.

Q – When will recommendations due to the committee by?

A – My guess is with Christmas break coming up we will take a recess for a time being and then start asking for feedback again in the middle of January and then from there we will start compiling the white papers into a final copy to present in larger Town Hall meetings. By law we have to give you a 90 day notification to the vote, but those 90 days also gives us working time and prior to the vote we will give you copies of the White Papers to view and know what we are asking for from the administration and what they have agreed too.

Q – In addition to the White Papers can we see what the other universities have agreed too and what they have transitioned too!

A – As of right now what we do have from the other universities is on the website Wichita.edu/asc I believe we have Fort Hayes, KU and some of K-State information. I would encourage you to go and look at the website, go to the tab that says resources. If it is set in stone from the other universities then we should have it on our website.

Q – On the pay, as I am reading it here The President is the one that will decide if raises are given is that correct?

A – Yes, It will be between the President and Mary Herrin's office to determine if there is funding for raises. Here is the scenario right now; we have not had raises for 5 years. There are some people that did get raises due to the Hay Market study but that was defunded after 3 years, of the 5 years we were told we would have they did away with it after 3 so there are some people that did not get a raise that should of. So we have gone 5 years with no step increases or cost of living increases. The State Legislature has approved the budget for the next 2 years without raises to the classified staff. So that is 7 years without raises, if you look at the last 5 years on the campus here the unclassified have received 2 raises and that was determined by the President and Mary Herrin's office because there was extra funding available. That is what would happen to us if this vote was to be approved we would become University Support Staff; our raises would no longer be determined by Topeka they would be determined locally. If there was extra funding to give raises we would be included in that process.

Q – Is there a guarantee that the administration would see that extra funding to be used for raises?

A – There is no guarantee that they will give us raises at all, no more that there is a guarantee from Topeka. We just have to rely on them that if there is funding for raises that they would give it to us.

I can't speak for the Administration because we don't expect for them to be in this part of the process. If they were to come out at this point and say we will give you raises if you vote to change to USS they could be seen as encouraging us to do it or discouraging us. So the Administration being a part of it right now is completely out of the picture. We have had little conversations, the president is well aware that we are doing this he brought it up in a Faculty Senate meeting a several weeks ago to let the faculty know that we were doing this. We have been put on the agenda of the Young unclassified staff to let them know that we are doing it. What we are going to try to do is to get a commitment from the president that if the unclassified staff receives a raise we will receive the same as well. I don't see any reason that they would not agree with that.

Q – Last time I came I asked about the benefits, but I have not heard about the risk that could happen if we do not change. That conversation was with Jeanne, what if the legislature votes to do away with the classified staff and we go to unclassified will we lose our KPERS?

A – If the state was to do away with the classified staff within the state of Kansas we would all be moved to unclassified status not University Support Staff status and then you would be given the option to keep KPERS or go to TIAA-Creff.

Is that not true Frankie?

A – Frankie – No if the state was to go to unclassified you would still be part of the executive branch of the state your KPERS would remain. It is a little bit confusing, the executive branch still can serve as unclassified then there is the KBOR unclassified professionals. There are two different kinds of unclassified; the executive branch is govern by the State Legislature where they determine the salary increases if you go to unclassified.

A – Randy – The unclassified would have an annual "Notice of Appointment" agreement and the USS would not we would stay as permanent employees,

Q – Then we would if we were forced to move we would have to sign an agreement with the university every year?

A – Yes, if the state was to move us to unclassified then we would become annual employees.

Q – Sticking with the benefits, there would be change with our KPERS what about the years of service?

A – No the length of service would stay the same.

Q – The formula on the longevity and layoffs scores could you elaborate on that?

A – I am not sure how they are calculated but that is the two things that are taken into consideration is you evaluations and your longevity but I am not sure how they are computed

A – Frankie – There is a formula your evaluation ratings for an example: exceptional rating is 5 points, exceeds expectations is 4 points, meets expectations is 3 points, needs improvement is 2 points and unsatisfactory is 1 point. They multiply that times your years of service. That is why your evaluations are important, if you do not have an evaluation that is zero points. So zero times length of service would be zero and that is how that affects any layoffs status. Your average evaluation rating times your length of service equals your layoff score. That is why those reviews are so important.

Randy – Many of the supervisors are unclassified or faculty and they do not understand the importance of an evaluation in the event of a layoff. We are trying to impress that upon them that it is extremely important that they get done when they are to be done.

Q – The inevitability of the legislature moving forward on the classified service?

A – Right now there is a Senate Bill that is in the House Ways and Means committee, it has never made it to the floor and it may not but it could. It would be up to House Ways and Means Committee if it does. The Senate Bill says that what they want to do is a dissolution of the classified service in phases. The first phase would take all the IT classifications, all the Lawyers and the upper level supervisors. They would be immediately made unclassified, from that point on any positions that are vacated would be switched over to unclassified. Anyone that would be promoted or demoted would switch to unclassified. Now again it is a Senate Bill that is still in the House Ways and Means Committee if it makes it out is strictly up to them.

Q – What about what KU is doing right now with their positions?

A – KU is doing that because KU wants to do that, no because they are being told.

Q – How long has that bill has been sitting there?

A – I really do not have any idea, we have been hearing about it for 2 years.

Q – Effective when it would go to the floor and both sides of the legislature votes on it?

A – When it goes to the floor and both sides of the legislature passes it, and again we don't know that.

Q – Do you know what that bill number is?

A – I think it is on our website, the house bill number 2384 that stated all new hires, state attorneys, supervisors and positions that perform technology function would be moved to unclassified. These were introduced to the House on February of this year.

Q – Now with USS will everyone's job descriptions change?

A – It is possible that they would, that was part of what we were talking about with the salary management. If the vote was affirmative we would take a 2-4 year period where we would be looking at the salary structure as well as job description. They could be changed and reworded to closely fit the position. A job study would have to be done to look at salaries within the Wichita area to see if salaries would need to be adjusted. There would not be any adjustments down; if there are salaries that need to be adjusted the range would go up. If you take a look at the KU website and go to their HR department they actually have a ban that they call broad ban salaries. So if someone is hired and they are experienced they can be hired at a higher grade rather than someone who is right out of school and being hired at the same rate, which is the way that we do it now. You are hired in at a step 4, so yes some job descriptions would change some may not. I would expect that the majority would.

Q – You will be doing that evaluation and working on that would it be HR only?

A – This committee will probably not be in place that whole period of time, I suspect that it would be a committee that is working with HR very closely and hopefully we can pull in more people to work on that. Right now our committee is 19 and our sub-committee is smaller. If this becomes an affirmative vote we would like to encourage as many people as possible to become involved in the process.

Q – You were saying that the salaries would be evaluated based on what our local rates on verses what it is in the state?

A – It would be a local market study, there would probably be looking at other things too. We would not go out to other areas of the state where there salaries are lower; we want to look at the area in which we work.

Q – Who will determine whether a job description should be revised? Right now we are very broadly classified are we going to wait for someone to say hey I think this needs to be reclassified?

A – I think we are going to have to be proactive on this. I don't think that we can wait; if we wait on people to bring the information to us it will never get done.

Q – Will it be limited to the maximum number of job descriptions that are there or will it be completely open to rewrite all the job descriptions that are there and it has to fit on of those that is within that number?

A – There is no way that we can broad spectrum jobs like your position, your job has very specific qualifications and your job here might different from a small school like Fort Hayes. So your job description would have to be re-written to fit your job here, there would have to be input from your supervisor and yourself to come up with the job description.

Q – How often would those job descriptions be looked out to be reviewed?

A – We haven't even looked at anything like that; it would put a lot of work load and HR to do it frequently.

Q – Right now even without raises we are asking for more money with increasing the benefits in vacation, leave and longevity pay. We have already been asked to leave our offices open longer and spreading us pretty thin, I think the focus is going to be on faculty not on the staff. We have a legislature now that continues to become increasingly education unfriendly. Where will the funding come from for this?

A – Tuition increases they have go up almost every year and WSU for the first time is asking for a double digit increase.

Q – How will we be doing the vote, paper or electronic?

A - Both