

## **KANSAS COUNCIL OF CLASSIFIED SENATES**

***October 22, 1999 Meeting  
at Wichita State University***

Representatives from Emporia State University, Fort Hays State University, Kansas State University, Pittsburg State University, University of Kansas, and Wichita State University met from 9:00 am to 3:00 pm, Friday, October 22, 1999, at the WSU Rhatigan Student Center. John Wilson, WSU Classified Senate Vice President, welcomed the group to WSU.

The guest speaker was Representative Melany Barnes, a freshman Democrat who served on the Kansas 2000 Committee and who was opposed to last year's pay-for-performance proposal. Rep. Barnes' background is working with public employee organizations. Her specific interests are pay equity legislation, the retirement system for state and public employees, and living wage legislation. She predicts that "We'll see pay for performance right back this coming session." She also said the decision to kill the bill last session was due in part to the number of classified employees speaking out against the plan. Classified employees from many of the regent's institution sent e-mail and provided testimony to the committee on why they were against the House Bill. She suggested that KCCS members develop positive ideas on acceptable pay-for-performance plans and work with their legislators over the next few months to draft legislation.

She agrees with KCCS that a reclassification study is needed and pointed out that there are provisions in the original legislation for an updated study. However, the legislature has yet to fund that study. Rep. Barnes stated that she is appalled that the legislature writes laws that are not implemented, often because the funding is not provided. This is one of the things she is committed to try and change while she is in the legislature.

Rep. Barnes urged classified employees to visit with their legislators in Topeka and in their home districts. Legislators do listen when they hear from their constituents, especially if the message is clear and concise. She suggested limiting e-mail or written contacts to one page or less. Although our Legislative Information Day is a good idea, she also suggested that classified employees come to Topeka in smaller groups ("two by two") and visit with their legislators on other days. Some times that has more impact than a larger group on an announced lobbying day. Postcards can also be a good means of communication – short and concise. Legislators need to hear real stories about real people. Let your legislator know how the laws they pass effect you. Her final piece of advice about dealing with legislators was "be kind to your friends and hold your enemies accountable."

The KCCS then moved into development of our joint position paper. Mardi Hammond from WSU acted as moderator. She noted the main items from each of the individual university's position papers and asked each university to prioritize their top three items. Primary issues for all the institutions were: COLA, Benefits/Health Care, New Pay Plan/Salary, Longevity, Increasing Number of Steps, and Repealing Article 68, KSA75-6891 (position reductions). Overtime Pay (HB 2034), Retirement Issues, and Staff Enrichment were of secondary interest.

It was agreed to place COLA, Longevity, Steps, and Reclassification Study under a general heading of Salary. The amount of COLA to ask for was discussed. It was agreed that the figures and reasoning used by Pittsburg and KU best represented the opinions of our group. It was moved and seconded that we ask for a 6% COLA (COLA only – not to include step increases). Motion carried. It was agreed to use FHSU wording regarding a job reclassification study. A discussion was held regarding the best way to word a request for increased steps in the pay matrix. Some people felt that a request for no cap would not be received favorably. Others suggested “continuous movement” so that a person reaching the top step in their pay range would then move to one step above their current salary on the next pay range. It was felt that asking for continuous movement might not be compatible with asking for a reclassification study. It was agreed to ask for continued funding of the 2.5% step increases and the addition of one step for each year of qualified service.

It was suggested by Jerry Hansen from KU that the KCCS be developed into a more formal organization with officers and a spokesperson that has the authority to speak for the group in response to possible legislation. It was felt that this would allow our group to have more impact and be able to respond quickly to developments in Topeka or requests from the media.

Tom Veltman, WSU, introduced a listserv that is aimed at all classified employees of the State of Kansas. A flier was distributed which gave instructions for joining the listserv. WSU created a listserv for their classified employees last year and they have found it very helpful. Because it was easy to inform interested employees about the Kansas 2000 Committee meetings, WSU classified employees were able to respond quickly to developments and make their voices heard. For information on subscribing, contact Tom Veltman @ [veltman@twsuvm.uc.twsu.edu](mailto:veltman@twsuvm.uc.twsu.edu) or (316) 978-3652.

12:00 noon and 1:00 pm – Lunch

After lunch, Mardi Hammond reviewed the items for the joint position paper and asked that the group work on clarifying each statement as well as providing some supporting information. The following is a summary of the statements

that were agreed upon by the group. Supporting information is noted in bold and relevant discussion or actions are noted in italics.

## Kansas Council of Classified Senates – FY 2001 Position Paper

### Salary

- Six percent cost of living allowance (in addition to the step increase)  
**Statistics and graph from PSU position paper**
- Continue funding longevity pay
- Continue funding the 2.5% step increases and provide a step increase for every year of qualified service  
*Above wording moved and seconded. Motion carried.*
- Provide funding and timely implementation of a Comprehensive Classification and Job Rate Study  
*Above wording moved and seconded. Motion carried.*

*After discussion, it was moved and seconded that salary issues be arranged in the above order. Motion carried.*

### Benefits

- Return health care coverage and costs to calendar year 1999 level  
*Above wording moved and seconded. Motion carried.*
- Support HB 2034 which would allow holidays to be counted as time in pay status for purposes of computing overtime  
**Support material from KU position paper**  
*Above wording moved and seconded. Motion carried.*

### Retirement

- Total repeal of Article 68, KSA75-6891 regarding position reductions based on state employee retirements  
**Support with personal experiences and statements on how it was implemented six years ago, has outgrown its usefulness and is overloading existing employees**  
*Above wording moved and seconded. Motion carried.*

*It was moved and seconded that the Kansas Council of Classified Senates adopt the above as their joint position paper. Motion carried.*

Following the approval of the joint position paper, the KCCS went on to a discussion of how we can better work together. It was moved and seconded that each senate send copies of their minutes to the other senates. Motion carried.

The delegates also discussed how to get better recognition for the KCCS. It was agreed that a formal structure was needed to get the KCCS recognized as a viable representative for classified employees. It was moved and seconded that the KCCS create an executive council known as the President's Council and consisting of the presidents of each participating classified senate (or their designee). Motion carried. Although some face-to-face meetings may be necessary, it was suggested that the President's Council attempt to handle its business and communication through e-mail. It was moved and seconded that the President's Council nominate and elect its own officers. Motion carried. The President's Council or its designee will be empowered to speak for the Kansas Council of Classified Senates on issues such as our joint position paper, pay for performance plans, etc.

It was moved and seconded that the President's Council will select the date for the next joint meeting. They will take into account an earlier discussion regarding a possible change in strategy by moving the meeting and lobbying dates. It has been suggested that we might do better if we met with the legislators earlier in the year when they could still introduce bills on our behalf. It was moved and seconded that the President's Council set the date for the next Legislative Information Day in early 2000. Motion carried.

Members were reminded to watch for legislative hearings, stay in close contact with their representatives and senators, and talk with other classified employees about mutual concerns. Meeting adjourned.

Respectfully submitted,

Jane Eshelman  
Wichita State University