

Kansas Council Position Paper

FY2003

Representing over 5000 Board of Regents Classified Employees

Salary

- 1) Fund step movements within the pay matrix and add two steps to the ends of the ranges.
- 2) Support a C.O.L.A of 3.5% funded entirely at the beginning of the fiscal year and index future C.O.L.As to an established economic indicator, such as the Consumer Price Index.

Note: Maintain the distinction between the C.O.L.A and step movement to recognize that a C.O.L.A keeps the purchasing power of wages current, while step movement recognizes that increased experience in a job increases an employee's value.

- 3) To encourage retention of employees, fund the Longevity Bonus and remove the cap completely.

Benefits:

To encourage employee retention, initiate legislative action that reduces the vesting period in the KPERS retirement system from ten years to five years.