

# **Kansas Council of Classified Senates**

## **Position Paper for FY 2004**

### Representing almost 5,000 classified employees in the Regents System

Emporia State University, Fort Hays State University, Kansas State University,  
Pittsburg State University, University of Kansas, Wichita State University

#### Salary

- adjust pay matrix annually so lowest pay rate is above most current Federal Poverty Salary Guidelines for a family of four
- fund pay matrix step increases
- fully fund longevity pay at the current rate and remove \$1,000.00 cap
- establish standing guidelines to keep Classified Employees' salaries equitable with private sector

#### Benefits

- fund any increase in health insurance premiums by an offset of appropriated dollars to Regents Universities
- increase Sick Leave earned per pay period from 3.7 to 4.2 hours
- increase Annual Leave earned per pay period by .5 hours and remove cap for employees over 20 years
- subsidize health insurance premiums for retirees with 85 points, specifically those that choose to retire before they are eligible for federal assistance

#### Retirement

- reduce KPERS vesting period to five years
- close the unfunded retirement liability gap in KPERS

*We support the initiatives of the State Employee Advisory Committee (SEAC) on behalf of all state Classified Employees.*