

Kansas Council of Classified Senates

Position Paper for FY 2005

Representing 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

Salary adjustment of 7.5% to compensate for the absence of pay matrix step movement over the last three years.

Restore funding for step movement within the pay matrix to acknowledge and fairly compensate for the increased value of an experienced employee.

Automatically adjust the entire pay matrix annually so that the lowest step is at least above the most recent Federal Poverty Guidelines for a family of four.

Fully fund longevity pay and increase the rate from \$40 to \$50 for each year of service after 10 years. (The amount has not been adjusted for inflation since its inception in 1989). Remove the \$1000 cap.

Benefits

Pay 100% of each employee's individual health care insurance premium.

Pay 100% of the individual's health insurance premium for each retired employee with 85 points, until that individual is eligible for Medicare.

Reduce KPERS vesting period from ten years to five years.