

**FROM THE PRESIDENT OF THE UNIVERSITY SUPPORT  
STAFF SENATE**

A Letter from the USS President

I have had a lot of questions recently concerning the activity in the Kansas Legislature that affects classified employees. These have been about changes in longevity, linking pay to market studies, under-funded job classes, and the basic pay plan changes recommended by the State Employee Compensation Oversight Commission. I would like to try and clarify these issues.

All of these topics have come up as a result of the debate over HB2916, the legislation intended to adopt a new pay plan as recommended by SECOC and the House Select Committee on State Employee Pay Plan. That bill, with some amendments and as of this writing in mid March, has been referred to the Senate Ways and Means Committee. In general, it recommends that the pay plan devised by a private consultant, The Hay Group, be adopted and phased in over 5 years, and suggests money amounts to implement the plan.

In a nutshell, this plan calls for;

- pay to be based on regularly conducted local and regional market studies
- the most drastically below market value classes be targeted for first attention
- creation of an oversight commission to oversee the new plan
- continuation of longevity pay for current employees, but not for new ones

The greatest number of questions and comments I have heard were about longevity pay. At one point the legislation proposed discontinuing it and rolling the value of the bonus for each employee into that employee's base pay. That was amended out and the traditional method of longevity pay retained, with the exception that new employees hired after the start of the next fiscal year would not be eligible for the bonus. Both the original provision and the amended one have sparked controversy from a number of state employee groups.

Having said all of this, I want to make it clear that **NONE OF IT APPLIES TO USS AT KU**. When we separated ourselves from the classified service to be University Support Staff, we became a new category of State Employee. Decisions about our pay are made on our campus, not in Topeka.

Frankly, we are ahead of the game. We have already made the improvements suggested for a new state pay plan. First, we have averaged better pay increases than the classified service every year since the change. Second, we have a merit component that gives employees a measure of direct influence on their pay. Our new job classes have already been tied to market studies that are done on a regular basis to see if hiring and pay ranges need to be enhanced. We have oversight in that the resolution agreed to by the Board of Regents to support our separation from civil service requires that employees be involved in the decision process for any future changes, which gives us oversight of pay and personnel matters through the University Support Staff Senate. Regarding the longevity bonus we have the best of both worlds, in that the value of it is considered part of each employee's base pay for computing pay increase percentages, but it is still paid out as a lump-sum bonus.

HB2916 may yet be altered by the Senate, and probably a joint committee, but it will have no direct effect on us. It will benefit us indirectly by improving the attitude toward and the climate around pay issues for public employees of Kansas. The University has said it will always try to do at least as well for USS as the State does for classified staff. Thus far, KU has done better, and I believe it will continue to do so.

Dennis Constance

**TUITION ASSISTANCE**

**SUMMER SEMESTER DEADLINE IS 5:00 P.M., FRIDAY, APRIL 4, 2008.**

**Fall Semester Deadline is 5:00 p.m., Friday July 4, 2008.**

Due to the increased number of staff wanting to take advantage of the tuition assistance program, the application deadline has been moved up to allow more time to process application materials. The new deadlines are listed below and they will also be listed on the HR/EO web page at <http://www.hreo.ku.edu/>.

<u>Semester</u>	<u>Application Deadline</u>
Spring	First Friday in November
Summer	First Friday in April
Fall	First Friday in July

For information about program guidelines and to access the most current application form, go to [http://www.hreo.ku.edu/benefits\\_pay/benefits\\_info/tuition\\_assistance](http://www.hreo.ku.edu/benefits_pay/benefits_info/tuition_assistance).

### UNIVERSITY SUPPORT STAFF SENATE MEETING SCHEDULE

The University Support Staff will meet on the following dates from 10:30 a.m. – Noon, in the Kansas Union. All meetings are open to the public.

04/09/08	International Room
05/14/08	International Room
06/11/08	International Room

### EXECUTIVE BOARD MEETING SCHEDULE

The University Support Staff Senate Executive Board will meet on the following dates from 11:30 a.m. – 1:00 p.m., in the Kansas Union.

04/02/08	International Room
05/07/08	International Room
06/04/08	International Room

If you are interested in becoming a member of a governing body, please email: [USSS@ku.edu](mailto:USSS@ku.edu) of your interest. Please explore the web site for information on the Senate <http://www2.ku.edu/~clsenate/>

### EMPLOYEES OF THE MONTH

**Justin Lohrmeyer**, Instrumentation Technician – Mechanical Engineering Department – January 2008.

**Annie Rose Rajaei**, Administrative Associate Senior – Parking and Transit – December 2007.

**Pamela Morris**, Budget Officer & Accountant - School of Education – November 2007.

**Karen Hummel**, Administrative Associate Senior - Religious Studies – October 2007.

**Michael Sinclair**, Maintenance Repair Technician - Recreation Services – September 2007.

**Congratulations to all of you for the recognition of your hard work and for your representation of University Support Staff at KU!**



### ATTENTION UNIVERSITY SUPPORT STAFF

Can you make a difference and contribute to the community of KU. Contact us at [www.ku.edu/~clsenate/](http://www.ku.edu/~clsenate/) or e-mail the Webmaster ([uss@ku.edu](mailto:uss@ku.edu)). We are soliciting names for all EEO categories.



### Help us learn more about DEPRESSION

Depression is the 4th leading cause of disability and death worldwide. Approximately 1 in 12 Americans will experience depression in their lifetime.

### YOU can help!

Our research group measures brain activity and behavioral responses to emotional words and pictures.

We need people age 40 to 60 from the Lawrence community who have no history of depression to act as participants in our study.

If you join the study, you will participate in both a clinical interview and experiment session when you first come in and will repeat the interview and experiment session three months later.

### Participants are all paid \$12 per hour.

For more information call: **864-4274** and leave a message for **Natalie Stoupe**.



**OFFICERS**

President – Dennis Constance  
 Vice President – Doug Carter  
 Secretary – Kathy Stiers  
 Treasurer – Sharon Lee Green  
 Ex-Officio – Kathy Jansen

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Jay Barnard - Chair  
 Betty Childers Brad Gilges  
 Renee Wiggins Maxine Younes

**IAPR**

Kathy Stiers – Chair  
 Sharon Lee Green Wayne Hathaway  
 Delores Leonard Maxine Younes

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Chris Wallace – Chair  
 Jay Barnard Linda Gerdes  
 Sharon Lee Green Wayne Hathaway  
 Amanda Reasoner

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 Bev Nightingale Cindy Sexton  
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 Renee Wiggins  
 Dennis Constance – Ex-officio

**UNCLASSIFIED SENATE REP**

Maxine Younes

**SENEX REP**

Doug Carter  
 Dennis Constance – Ex-officio

**UNITED WAY**

Judy Greenberg

**HR/EO REP**

Cindy Nitcher

**ACADEMIC COMPUTING  
AND  
TELECOMMUNICATIONS**

Brian Hanabury (2008)

**ACADEMIC  
PROCEDURES &  
POLICIES**

Kathy Stiers (2009)

**CALENDAR COMMITTEE**

Cindy Sexton (2009)

**INTERNATIONAL AFFAIRS**

Renee Wiggins (2009)

**ORGANIZATION & ADMIN.**

Diana Koslowsky (2010)

**PLANNING & RESOURCES**

Kathy Jansen (2009)

**PARKING COMMISSION**

Bette Luther (2008)  
 Kathy Reed (2009)

**RETIREES RIGHTS AND  
BENEFITS**

Linda Gerdes (2009)  
 Jeanne Torneden (2008)

**LIBRARY APPEALS**

VACANT

**LIBRARIES**

Mary Ann Baker (2010)

**SENATORS****Stephanie Miller - EEO 3 Rep**

Linda Gerdes Bev Nightingale

**Diana Koslowsky - EEO 4 Rep**

Mary Ann Baker Teri Chambers  
 Betty Childers Jenna Coker  
 Sharon Lee Green Delores Leonard  
 Joseph Morgison Linda Orr  
 Kathy Stiers Maxine Younes

**Jay Barnard - EEO 5 Rep**

**Chris Wallace - EEO 6 Rep**  
 Allen Eastland Brad Gilges  
 Wayne Hathaway

**Cindy Sexton - EEO 7 Rep**

Charlotte Goodman Lisa Sanchez

**Representatives At Large**

Cynthia Davis Jeannie Doering  
 Lindsey Hoover Isabelle Odegi  
 Amanda Reasoner Cindy Sexton  
 Renee Wiggins

**WEB SITE UPDATE**

[www.ku.edu/~clsenate/](http://www.ku.edu/~clsenate/)

Please visit our website and feel free to e-mail the Webmaster ([uss@ku.edu](mailto:uss@ku.edu)). Your input is appreciated.

**HELPFUL WEB LINKS****KU Home Page**

[www.ku.edu](http://www.ku.edu)

**KU Staff Benefits**

[www.hreo.ku.edu/new\\_faculty\\_staff](http://www.hreo.ku.edu/new_faculty_staff)

**Meeting Schedules For  
KU USS Senate**

[www.ku.edu/~clsenate/](http://www.ku.edu/~clsenate/)  
 On the menu, select 'Meeting Schedules'. Full Senate meetings are open to anyone who would like to attend.

Visit the Academic Computer Center [www.technology.ku.edu/](http://www.technology.ku.edu/) and check out the new Summer and Fall classes and online registration.

KU News, Arts, & Events are available at [www.news.ku.edu/](http://www.news.ku.edu/).

This newsletter created and designed by Co-Chair Delores Leonard, Co-Chair Sharon Lee Green, Teri Chambers, Allen Eastland, Wayne Hathaway, Amanda Reasoner and Lisa Sanchez. The University Support Staff Senate Communications Committee meets quarterly. If you have suggestions for articles, please call Delores Leonard (864-9720) or email us at [uss@ku.edu](mailto:uss@ku.edu).  
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The next meeting of the University Support Staff Senate will be on April 9<sup>th</sup> at 10:30 a.m. in the International Room of the Kansas Union.

**UNIVERSITY OF KANSAS SUPPORT STAFF SENATE**

33 Strong Hall  
 Lawrence, KS 66045

**UNIVERSITY SUPPORT STAFF SENATE NOMINATIONS**

Members elected to the University Support Staff Senate serve two years, beginning at the first full senate meeting in May. The Senate meets on the second Wednesday of each month from 10:30 a.m. – 12:00 p.m. The Executive Committee, which comprises the President, Vice President, Secretary, Treasurer, EEO Representatives and Committee Chairs, meet on the first Wednesday of each month from 11:30 a.m. – 1:00 p.m.

We have openings in all EEO categories. EEO categories and job titles may be found on our web site: <http://www.ku.edu/~clsenate>, or you may contact University Governance, 864-5169.

If you're interested in becoming a member, or know someone who is, please complete the following information and return it by March 28th, 2008 to: University Governance, 33 Strong Hall, or email the information to [usss@ku.edu](mailto:usss@ku.edu), or call 864-5169.

Name: \_\_\_\_\_

Department: \_\_\_\_\_

Job Title: \_\_\_\_\_

EEO Category: \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

**RETURN TO:  
UNIVERSITY OF KANSAS  
SUPPORT STAFF SENATE  
33 Strong Hall  
Lawrence, KS 66045**