

## Letter From the President

By Dennis Constance

**Budgets, budgets, budgets.** Everywhere you go these days, it seems people are talking about budgets. Mostly about ones that are smaller than their predecessors. This is nothing new to long-term employees of the State, at least as it pertains to their personal/family budgets. We've had to master stretching dollars for a long time, even with the modest improvements in wages every year, until this one.

While we don't know the final form of the KU budget for the coming fiscal year, it is safe to say it will be better than it might have been. The Kansas Legislature just wrapped up a difficult session where the outcome for State employees

could have been much worse. It looked ominous early in the year when political wrangling threatened a payday with no pay. It looked ominous when there was talk of ridiculously deep expenditure cuts and discussion of possible mandatory pay cuts and furloughs. There was even talk of losing the longevity bonus, despite the fact that the legislature doesn't actually appropriate any money for it and state agencies must come up with the funds internally as they have done so for years. (By the way, KU administration has consistently stood behind the maintenance of the longevity bonus.)

It is true that there will be no pay raises this year, no across the board adjustment, and

no merit pay. However, many job classes that were found to be well below market rate were adjusted late last year, and as a result, some employees received substantial increases. An across the board pay cut has not been enforced, and as of late last month, there have been only a limited number of budget driven layoffs. Several of those affected have found new positions within the University; HREO continues to work with the remaining effected employees.

In the very hard economic times that face us all, the pain has been kept bearable. Keep the faith. We've done pretty well so far.

~Dennis



## CSSC Program a Success!

The USS Senate Legislative Affairs Committee was host to the most recent meeting of the Classified Support Staff Council or CSSC (formerly referred to as Kansas Council). The CSSC consists of members of the Classified & Support Senates of the six Regent's schools: KU, K-State, along with, Pittsburg, Wichita, Emporia and Fort Hays State Universities. Each year the full CSSC meets twice to discuss important personnel issues; formulating a Position Paper which is

then submitted to the Kansas Legislature with recommendations regarding pay increases, vacation / sick leave accrual, health insurance, longevity bonuses and other benefit issues. The Presidents from all Senates involved report to the KBOR during meetings in January and September. This meeting was held in the Burge Union on May 29th with Keith Russell, Kate Ames-Oliver and Terry Proctor mediating. Senate members Dennis Constance,

Chris Wallace, Brad Gilges, Jay Barnard, Betty Childers, and Cayla Witty were in attendance. The results will be communicated in a subsequent newsletter, after final approval by the Senate. A special thank you to Kathy Stiers, Delores Leonard and Kathy Reed, who were instrumental in making the meeting a success, and to all of the departments across campus who contributed to the "Welcome Bag" each guest received. It was a huge Jayhawk Success!

### Food Drive!

Watch for designated boxes to be placed in central locations for a *Summer Food Drive*, July 13—17. Many food pantries are in need of donations during the summer months as demand increases due to children being out of school without the benefit of the free lunch program. Watch upcoming issues of the *Oread* for more information or to donate a pair of working hands—contact Thelma Simons, Info Services—[tsimons@ku.edu](mailto:tsimons@ku.edu)

### Inside this issue:

Letter from the President, CSSC Update	1
Directory of Members	2
Newest Senators -	3
Did You Know...	3
Employee of the Month	3
Summer Schedule	4
Changes to KPERs	4

### Special Points of Interest:

- Chancellor Hemenway will retire on June 30, the KBOR recently announced that Dr. Bernadette Gray-Little will be replacing him. Our best wishes to Chancellor Hemenway!
- KU commemorated the latest graduating class in the 137th ceremony, which was held on May 17th. It is approximately 300 steps down the hill from the Campanile to the Stadium.

# Meet Your University Support Staff Senators

## **OFFICERS**

**President – Dennis Constance**  
**Vice President – Chris Wallace**  
**Secretary – Lea Chaffin**  
**Treasurer – Sharon Lee Green**

## **Senators**

### **EEO 3 Category**

Unruh, Brook— Rep.

Gerdes, Linda

Morris, Hollyce

Palmer, Peggy

### **EEO 4 Category**

Barnard, Delores—Rep.

Baker, Mary Ann

Chaney, Kathy

Chambers, Teri

Childers, Betty

Davis, Cynthia

Doering, Jeannie

Green, Sharon Lee

Koslowsky, Diana

Witty, Cayla

Sexton, Cindy

Stiers, Kathy

### **EEO 5 Category**

Mahoney, Margaret— Rep.

Barnard, Jay

### **EEO 6 Category**

Robinson, Peggy— Rep

Carter, Doug

Gilges, Brad

Tabor, David

Steele, Merrill III

Schoor, Karen Sue

### **EEO 7 Category**

Argueta, Pat— Rep

Chaffin, Lea

Goodman, Charlotte

Jones, Sabine

Munoz, Eddie

Reinblatt, Samantha

### **HREO Representative**

Nitcher, Cindy

## **ACTC**

Lea Chaffin

## **ACADEMIC**

### **PROCEDURES & POLICIES**

Kathy Stiers

### **ATHLETICS COMMITTEE**

Teri Chambers

### **CALENDAR COMMITTEE**

Cindy Sexton

### **INTERNATIONAL AFFAIRS**

Renee Wiggins

### **LIBRARIES**

Mary Ann Baker

### **LIBRARY APPEALS**

Mark Lohmeyer

### **JUDICIAL BOARD**

Betty Childers

Cynthia Davis

Pam Huff

### **ORGANIZATION & ADMIN.**

Diana Koslowsky

### **PLANNING & RESOURCES**

Kathy Jansen

### **PARKING COMMISSION**

Mike LaBonte

Kathy Reed

### **RETIREES RIGHTS AND BENEFITS**

Linda Gerdes

Ruthie Hatfield

### **UNITED WAY**

Dennis Constance

## **COMMITTEE ASSIGNMENTS**

### **LEGISLATIVE AFFAIRS**

Jay Barnard – Co-Chair

Betty Childers — Co-Chair

Doug Carter Brad Gilges

Cayla Witty

### **IAPR**

Kathy Stiers – Chair

Kathy Chaney Cynthia Davis

Delores Barnard Peggy Palmer

Merrill Steele

### **ELECTIONS**

Chris Wallace – Chair

Cynthia Davis Sharon Lee Green

Delores Barnard Linda Gerdes

### **PERSONNEL**

Diana Koslowsky – Co-Chair

Teri Chambers — Co-Chair

Kathy Chaney Pat Argueta

Jeannie Doering Peggy Palmer

Cindy Sexton Karen Schoor

Kathy Stiers Brooke Unruh

### **COMMUNICATIONS**

Lea Chaffin - Chair

Charlotte Goodman

Cynthia Davis Merrill Steele

Sharon Lee Green Peggy Robison

Samantha Reinblatt

Margaret Mahoney

### **UNIVERSITY SENATE REPS**

Mary Ann Baker Betty Childers

Chris Wallace

Dennis Constance – Ex-officio

### **UNCLASSIFIED SENATE REP**

Peggy Robinson

### **SENEX REP**

Mary Ann Baker

### **HR/EO REP**

Cindy Nitcher

## **Helpful Websites to Visit:**

### **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)

## **Visit Us On the Web:**

<http://www.uss.ku.edu/> Please visit our website and feel free to e-mail the Web-master ([usss@ku.edu](mailto:usss@ku.edu)). Your input is appreciated.

This Newsletter is brought to you by the Communications Committee

# Hats Off to Newest Senators—What Exactly Does The Senate Do?

Finally the University Support Staff Senate has something to cheer about! Sitting with the full number of delegates for the first time in countless months, Senate members are very excited about many upcoming opportunities and in being able to overcome any new challenges in the coming months.

**Some people may wonder what the fuss is all about.** What does your Support Staff Senate do for you? Most recently members of the USSS have been working on designing and implementing a system in which employees will be able to evaluate their supervisor. This evaluation process (SASM) is in the testing phase right now, but should be available campus wide in the near future. The Senate also communicates collectively on each employee's behalf, to members of the State Legislature, and various state institutions. The Senate, with its committees and work-groups, monitors each aspect of employee benefits, and is constantly working toward consistent and fair treatment for all employees. The Senate initiated several recent actions by HREO, including new FAQ's regarding FMLA and the University's Lay-Off procedure, which can be found at the HREO website. All Full Senate and Executive Committee meetings are open to the public, and support staff personnel are encouraged to attend. (See page 4 for summer meeting schedule update.)

## New Members Include:

Sabine Jones    Margaret Mahoney  
Hollyce Morris    Eddie Munoz  
Peggy Palmer    Karen Schoor  
Merrill Steele    David Tabor  
Brooke Unruh



## Did You Know?

The Chi Omega fountain holds 8500 gallons of water. It was built and donated as a gift to the University from the Lambda Chapter of Chi Omega, in 1955. It is located in front of the Chi Omega house at the end of Jayhawk Boulevard, and has become a campus landmark. The fountain serves as a memorial to the founders of the Lambda Chapter, and a well known entrance to the University. According to an original

tour brochure, "Since it's installation, it (*the fountain*) has been an irresistible Mecca for youthful springtime frivolity." Last winter, the fountain was host to a sculpture called "Frozen Assets"; a Wichita graduate student used 1000 empty water bottles collected by KU recycling to transform the would be empty fountain into a work of art.

It is legal to swim, wade and walk in the bottom of the fountain. However, climbing, sitting, leaning or throwing things into the top half of the fountain is not allowed. According to F & O, the cost of clean up for putting detergent into the fountain is \$50.00 and for dye, \$100.00!

*"It has been an irresistible Mecca for youthful springtime frivolity"*

*-Original KU tour brochure*

## Employee Of the Month - Give These Folks a Hand!

January—David S Thompson,  
Manager, Haworth Hall BioStore

February— Ellen Green,  
Catering Supervisor, Memorial  
Union

March—Kevin Miles  
Supervisor, Emergency Comm—  
Public Safety Office

April— William "Bill" London  
Accountant I , Center for Russian,  
E European & Eurasian Studies



**Congratulations  
and Thank You -  
for a job well done!**

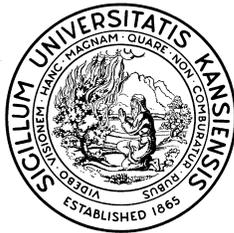
### How to nominate someone for Employee of the Month:

Anyone can nominate an employee by filling out the form at [www.hreo.ku.edu/documents/employee\\_recognition/eom\\_nomination](http://www.hreo.ku.edu/documents/employee_recognition/eom_nomination), with supporting documentation being sent to [hrdept@ku.edu](mailto:hrdept@ku.edu), or by calling HREO at 864-7408. Nominations must be received no later than the first day of September, December, March or June for the nominee to be eligible for selection in the following quarter. The employee must have completed one (1) year of service and work at least 1/2 time. Each nominee will be eligible for selection for two consecutive quarters. Prizes include a monetary award and an Award Certificate. Who do you know that could be next?

**Summer 2009**

University Support Staff Senate  
33 Strong Hall  
1450 Jayhawk Boulevard  
Lawrence, KS 66045

**We're on the Web:**  
[www.uss.ku.edu](http://www.uss.ku.edu)



**University Support Staff Summer Schedule Changes:**

The Full Support Staff Senate will be meeting on July 8, as part of the USSS Retreat! There will be a regular meeting before lunch and the afternoon will be used for work group and planning purposes. Regular meetings will resume in September, and continue monthly. The USSS meets the second Wednesday of each month, with the exception of June and August, at 10:30, in the Kansas Union. The Executive Committee will continue to meet every month on the first Wednesday of each month at 11:30, and will be able to address any inquiries or concerns. A Full Senate meeting can then be called to order if necessary. All meetings are open to the public.

**Changes to KPERs....**

The Kansas Public Employees Retirement System or KPERs is the retirement system available to the University of Kansas support staff. In April the Kansas Legislature passed and the Governor signed into law a new plan design for KPERs. KPERs members first employed on or after July 1, 2009 will have the benefit of:

- First day membership in KPERs
- 5 year vesting—*vesting grants an employee credits toward a pension even if separated from the job prior to retirement*
- Normal retirement at age 65 with 5 years of service, or at age 60 with 30 years of service

- Early retirement at age 55 with ten years of service,
- Automatic annual 2 percent cost-of-living adjustments beginning at age 65
- Employee contribution rate of 6 percent

Along with plan design modifications for future employees, this legislation provides the enhancement for current employees covered by KPERs and continuously employed prior KPERs members, of the five year vesting period. The vesting period was previously ten years. All KPERs benefits are protected and guaranteed by the State of Kansas.

For more information, or to calculate your benefit amount, go to <http://www.kpers.org>, email [kpers@kpers.org](mailto:kpers@kpers.org), or by phone: 1-888-275-5737 toll free or Topeka, 785-296-6638. You may also call to schedule an appointment to stop in 611 S Kansas Ave Suite 100, Topeka, KS 66603



**Don't forget this benefit:**

**Employee Tuition Assistance**

Fall Deadline — 5:00 pm July3

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