Full Senate Meeting Minutes - September 11, 2013

Attended: Jan Akers, Deanne Arensberg, Delores Barnard, Tom Boxberger, Sean Burkett, Kathy Chaney, Betty Colbert, Debora Deering, Le-Thu Erazmus, Elena Gardner, Jane Gnojek, Sharon Green, Ruthie Hatfield, Kale Laverentz, Patricia McCaffrey, Margaret Mahoney, Mary Murphy, Peggy Palmer, Terry Proctor, Peggy Robinson, Susan Shaw

Excused: Teri Chambers, Cynthia Davis

Guest: Ola Faucher

Meeting was called to order at 10:31 a.m. Peggy Palmer had the two new Senate members to introduce: Kale Laverentz, landscape supervisor and Elena Gardner, FS parking maintenance. Peggy then introduced our very special guest Ola Faucher, Director of Human Resources to talk with us about the classification and market study Phase I implementation that will effect most of us. The senate had some questions prepared for Ola’s visit and Ola brought handouts for us. Before Ola started we each introduced ourselves.

Ola Faucher quickly started into the handouts and discussed what had been going on and what we are moving to. The first implementation should go into effect November 10, 2013. She informed us that we all will be getting a letter during the first week of October with our new job titles and if there is a change and if you are to get a pay increase that will be in the letters as well. The important thing about this letter is that folks that are University Support Staff (USS) will have an opportunity to become University Profession Staff (UPS). You will receive two copies, one to retain and the other you will need to turn in by October 15th. Those folks that are USS will have to make a decision if they want to change to UPS and if so, what retirement package they want, Kansas Public Employees Retirement Systems (KPERS) or Kansas Board of Regents (KBOR). If you do decide to change to UPS, you still have the option to keep your KPERS retirement package; you do NOT have to change. Le-Thu Erazmus asked if our supervisors got notification about our opportunity for a job title change and was informed no, that information went to Deans, Vice Provosts, and Research Center Directors. It is up to them how far down the chain they give out this information. However, the letters you receive in October, your supervisor will get a copy of that as well. Ola reminded everyone that if you are to receive a salary rate change those will go into effect starting with payroll submitted for November 10, 2013. There will be a lot of job title changes and some might think that they got a demotion but that is not the affect; reminder that with these changes, NO ONE is going to lose their job. Betty Colbert asked how they came up with these new job titles. Ola stated that these jobs titles changes where to try to get some clarity and to make them more aligned with other folks around campus. CBIZ, the company that did this study, looked at various jobs in the marketplace and tried to match them up closest enough to our job titles. When we asked why
are they making these changes? We were told, it is because in HR when someone asks a question, we have to figure out what type of employee category they are in and staff sometimes does not even know which makes it a difficult to help them with various questions. We do not know how these job title changes came into effect, but happened over time. HR would like to make these jobs consistent over departments to make things easier for both staff and management. Reminder that this is a voluntary choice to change from USS to UPS, we are not forcing anyone. Deanne Arensberg asked if moving to UPS if they would be on six months probation and will they keep their start dates? Ola let us all know that we would not be put on probation and we would keep our state start date. She then went over the new salary structure and comparison between USS & UPS which was in our handouts. The retirement choice is one of the biggest differences; KBOR is a self-managed program determined by your selections on how you invest and how the stock market does, whereas KPERS is a defined benefit plan based on your salary and years of service. To help you make these choices you will receive a letter showing you what your retirement package would look like on a “what if” scenario showing you the difference between the retirement packages which will be sent out later this week. This is based on an assumption that you will retire at the age of 65 and based on your salary and what it would look like at the time you retire from your current position. You will have to submit your decision by October 15th. Something to think about is if you are close to your retirement, staying with KPERS would be a better option because you would not have enough time to build up your retirement through KBOR. This will be illustrated in the letters that you should be receiving. The funding match with whatever retirement package you choice still will be matched; there will be no difference at this time. Susan Shaw asked how would we get the letters, Ola stated that it will come through campus mail with you name on it. Jan Akers asked do they have an idea of how many will change from USS to UPS. Ola stated that at this time they do not have any idea. Peggy Palmer asked that if you went to shared service center and you didn’t change to UPS at that time do you still have any option to change. Ola informed us that yes, they still have the option but they do not have the option to change their retirement. That offer is a one life time opportunity. Patricia McCaffrey asked if you could roll over your KPERS and Ola stated no, they are two different types of retirement packages. Jan Akers asked if you didn’t make the change now, could you change your mind later to switch to UPS. Ola state yes, but it would have to be until after July 15, 2014, for the Phase I and your director would have to work with HR channels to get this changed. Ola mentioned that if you are eligible for longevity under USS and you switch to UPS, the longevity that you should receive at that time would be added to your base pay. You will not get any increase in your longevity as you do in USS per year but remember that this is something that KU offers now, we cannot state that longevity will be here forever. In regards to the non-reappointment for UPS, yes, they do get a notice if for some reason their appointment is not going to be reappointed. You are given a one month notice for three years of UPS service or less and three months for over
three years as a UPS staff member. Also, to reassure folks, it does take a Dean or Vice Provost to get you fired. Your supervisor cannot just tell you that you are to be let go. Ola did mention that there are over 1,000 folks that are to be affected with Phase I changes. There were many other bantering questions between USS senate members and Ola. We thanked her for her time and information that will help us make decisions as the time approaches. She also mentioned that if you have further questions to attend one of the town hall meetings in regards to this.

Le-Thu quickly mentioned that she has lined up University Relations to take a photo of the USS Senate members and would like to get the officers as well directly after our meeting promptly at 12:00 outside the Kansas Union by the Jayhawk to take photos to be placed on the web.

Peggy Palmer asked for a show of hands of how many USSS members are going to switch to UPS. Some folks are still thinking about it but it was not unanimous or an impressive count.

May 8, 2013 USS Senate meeting minutes were motioned for approval by Ruthie Hatfield and seconded by Susan Shaw. The vote was unanimous for the minutes were approved.

Treasurer’s Report-Peggy Robins: The balance is $2040 which was our beginning balance at the start of our fiscal year, July 1, 2013, which is the same amount received last year. These expenses are for our various expenses that we incur like State cars we use for visits with other universities.

Peggy Palmer mentioned that last year we did a bus tour and some folks have been asking about it. This year it is up to the UPS senate to make the plans to do this and the cost will come out of their expenses. So if we are interested, we might mention this to the UPS staff senate and hope to get plans started.

Most of the committee reports are in your hand out.

SenEx Report-Maggie Mahoney: The tuition assistance is being looked at to increase its benefits. There are three factors that they are looking into are: actual cost, reciprocity that covers attending classes at other state universities, and the definition of credit hours.

KU Fights Hunger, handout were available, please make every effort in helping and/or attend some of the meetings and events. Peggy Palmer is starting a common book drive to pass copies of the KU common book to share with others; this year the book is the “Worst Hard Times”.

Meeting adjourned at 12:01pm.