

Position Paper for FY 2006

Representing over 6,000 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

- Wage increase of 6.2% .
- Permanently fund a wage increase that is indexed to an inflation measure, ie Consumer Price Index, so lowest step is above Poverty Guidelines for a family of four.
- Fund and modify the pay matrix to correct the wage compression created by removal of the bottom 3 steps during the Graves administration
- Replace the pay matrix with a merit based system if unable to fund and modify currently unfunded matrix.
- Remove \$1,000 cap on longevity pay.
- Fully fund longevity pay and increase the rate from \$40.00 to \$60.00 each year of service after 10 years of state service. (The amount has not been adjusted for inflation since its inception in 1989).

Benefits

- Raise sick leave to 4.0 hours a pay period.
- Allow for excess sick leave after retirement payout to be used in computing additional years of service.
- Increase Annual Leave earned to the following per pay period:
 - 0 - 5 years of service - 4.2 hours; cap of 176 hours
 - 6 - 10 years of service - 5.2 hours; cap of 208 hours
 - 11 - 15 years of service - 6.1 hours; cap of 240 hours
 - 16 - 20 years of service - 7.0 hours; cap of 272 hours
 - 20+ years of service - 8.0 hours, cap of 304 hours
- Pay 100% of each employee's individual health care insurance premium.
- Manage employee and dependent health care expenses so they do not exceed the employee's COLA.

Retirement

- Pay 100% of the individual health insurance premium for each retired employee with 85 points, until that individual is eligible for Medicare
- Reduce KPERS vesting period to five years
- Eliminate the unfunded liability gap in KPERS and implement controls that would allow KPERS funds to be used only for retirement purposes.
- Increase death benefits for retirees from \$4,000 to \$6,000.