

# EMPORIA STATE UNIVERSITY CLASSIFIED ASSEMBLY MEETING

Wednesday, October 14, 2008

9:30 a.m.

PKP Room of Memorial Union

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## Minutes

**Call to Order at 9:30 a.m.**

Donna Breshears

### **Members Present:**

Connie Baumgardner - Academic Affairs  
Donna Breshears, Chair - Foundation/MU/Athletics  
Debbie Eagan - Residential Life  
Kim Gaines, Secretary - Physical Plant  
Jacqueline Lutz - Enrollment Management  
Mike Mercer - Building Services (Academic)  
Chris Parks - Physical Plant  
Taime Pitchford, Co-Chair - Fiscal Affairs  
Janet Rees - Student Affairs/ESU Police  
Shari Scribner - Graduate Studies/Library/SLIM  
Kathy Stayskal - TCS/ESU Press  
Kara Wolford - Academic Affairs  
Judy Anderson - ex. Officio

### **Guests Present:**

John Dougherty  
Patti Delmott

### **Approval of September 10, 2008 minutes**

Went over September minutes and Kathy Stayskal presented suggested changes to the September minutes. Stayskal moved to approve the minutes as corrected and Connie Baumgardner seconded the motion.

### **Legislative Liaison**

John Dougherty

Dougherty advised what is happening with the legislation. He stated that the budget remains a concern, and that the joint committee on pensions and investments is looking at: working after retirement issues, KPERS investments and cost of living adjustments. Dougherty also advised that the pay plan oversight committee will be meeting on October 20<sup>th</sup> to talk about an update to implementation of the new performance review system.

### **Reports**

Board of Regents meeting was held on September 18, and Jennifer Owensby from K-State presented the CSSC report. Owensby started by thanking the BOR for their approval of raising the leave levels. She also talked about the state budget levels and how employees are concerned and possibly affected by reduced revenues. Owensby also noted the new pay plan that was adopted by the state and reported the expectations is that the plan will be implemented despite budget limits. Also she voiced support for the criminal background checks and their use in positive ways for the protection of others, as opposed to the discrimination against potential candidates that

have made an error in judgment and are trying to change their ways and become productive in society.

Pitchford and Breshears had breakfast with the BOR when they visited campus; they discussed the new pay plan and what is going to be happening with KPERS.

Newsletter- Janet Rees reported that they are currently working on getting one together for the fall. She wanted to remind everyone that if anyone has anything they can submit it to them at this time.

Membership - Chris Parks reported that all positions are filled.

Seminar - Jackie Lutz and Stayskal have been discussing with Lynn Hobson, chair of the CARE group and the idea to have risk assessment seminar and she willing to be a presenter. The time will be determined by the committee and reported back.

Campus Affairs - Connie Baumgardner stated they are still waiting on information from Breshears.

Legislative Affairs - Breshears state that they didn't have anything new at this time.

Scholarship - Have not met at this time.

Human Resources - Judy Anderson stated that they town hall meetings have not been posted for this area concerning the implementation of the new performance review system. She state there was nothing new at this time to report.

### **New Business**

Action - Breshears provided print outs of the proposed changes to Policies and Procedures last meeting. She state that #6 will be changed as stated above in this meeting. Also there were changes to paragraph 5 changing "Archives at William Allen White Library, to "University Archives." Also there was a name change within the Committee Duties section. Changes were made to the newsletter paragraph "Special Collections" area, WAW Library; to "University Archives." In the Scholarship paragraph change "from ESU classified personnel," to "by ESU classified personnel." Parks moved to approve the changes, Kara Wolford seconded. Motioned passed by all.

Position Paper - Breshears presented the rough draft of the position paper that they have been working on with the other universities in the CSSC. There were 5 points that they have decided to cover. Position 1 - Continue to fund the market-based increases for the new pay plan recommended by the Hay Group. Position 2 - Continue to fund a Cost of Living Adjustment (COLA). Position 3 - Appoint two classified employees, with at least one being a Regent University employee, to the committees working on the pay plan. Position 4 - Increase the multiplier for retirement for computing final retirement benefit. Position 5 - Pay insurance premiums for employees retiring under the current retirement plan (85 point plan) at the current rate the state is paying until employee is eligible for Medicare. There was a suggestion that Position 5 be more defined and include dependents along with employees. Patti Delmott provided an alternative option to Position 5. She provided some materials and documentation of a plan that

would allow employees to contribute to a health savings plan to help pay for their health care during their retirement. The state of Minnesota uses it at this time. Breshears also advised that the position paper will be finalized during the October 30<sup>th</sup> CSSC meeting.

Other - Stayskal stated that constituents in her area are puzzled and concerned about the parking bonus and how it was being handled in the payroll system. Delmott stated that what occurred is that the regular \$90 parking pass is pre-tax and the 50 dollar bonus made that a 45 dollar pre-tax so then 50 dollars was taxed and then payroll added on a 50 dollar fringe that was taxed. So in essence the same 50 dollars is being taxed twice. It was also stated that in the regulations it was found that the state can pay up to \$250.00 so they are unsure why it was taxed twice.

Mike Mercer also brought up an addition to the position paper that we should ask for the sick leave payout to be raised.

### **Open Forum**

**Adjourn 10:30 a.m.**