

Highlights from UP/USS Fall General Meeting:

Dr. Andy Tompkins, WSU Interim President

- State of Kansas budget includes a \$28 million increase in support for state higher education system (KBOR universities and community colleges)
- WSU to ask KBOR for 1% tuition increase. The student fee increase request is a little over 2%. There is a pool of 1.5% for staff salary increases; the question is how to distribute it correctly.
- KBOR to announce search committee members on Thursday, May 16, 2019. A consulting firm will be used to identify candidates then the search committee will review and narrows the list to 8-10 for interviews. An unranked list of 3-5 candidates will be submitted to KBOR to interview. Possible selection could be as early as November, with a start date of either January or June/July, depending on the candidate.
- Final thoughts: "WSU is a student-centered place." He plans to visit a lot of our offices this summer.

Jason Post/Lauren Smith, Budget & Management Analysts - Idea Generator

- Staff/faculty are encourage to submit ideas for generating revenue or find savings to the Idea Generator at www.wichita.edu/ideagenerator.
- All submissions are reviewed by a budget subcommittee. High impact ideas are forwarded on for further development.

Judy Espinoza, Executive Director of Human Resources - Compensatory Time Utilization Update

- Thanked staff for their feedback on this issue. The feedback was shared anonymously with HR and was provided to the President's Executive Team.
- Primary concerns from employees and leaders related to this issue include: forced to use vacation hours for holiday shutdown if no comp time available, potential tax implications (higher taxes or loss of income based benefits) when paid overtime, budgetary impact of overtime, limited opportunities to work overtime because of departmental funding, difficult to attract staff to event outside of normal hours, staff in travel status, and managing staff in peak time/cycles. Initial transitional timeline proposed was too fast and input was not sought prior to development.
- Moving forward there will be a short-term plan for compliance and a longer-term plan to convert to overtime that is yet to be determined.
- Fair Labor Standards Act (FLSA) – requires minimum wage, addresses record-keeping, sets child labor laws, and details the requirements for overtime pay eligibility
 - FLSA standard: all hours worked over 40 in a work week must be compensated at time and half based on the employee's rate of pay.
 - Federal, state, and local governments may use compensatory time in place of overtime but have to follow these rules:
 - No one can accrue more than 240 comp hours
 - Comp time must be paid out at the rate earned
 - Comp time must be paid out within 12 months (rolling calendar)
 - Earned comp time must be paid when an employee moves to an exempt position
 - Employers must be fair and consistent in using of overtime and/or comp time.
- Recommendation – with the goal to achieve full FLSA compliance:
 - Long-term plan – timeline and transition plan still being developed

- Non-Exempt Staff: Will transition away from comp-time for non-exempt staff – plan to move to overtime in the future.
- Exempt Staff: Begin using “Worked Holiday” bank. Exempt staff not eligible for overtime; only allowed to have a worked holiday as a day off.
- Short-Term plan
 - Beginning July 2019:
 - If you move to exempt status, your comp balance will be paid out.
 - If you move to another non-exempt status position at the same or greater hourly pay, you will retain the comp time balance.
 - If you have a decrease in base pay rate, then you will be paid out your comp time balance.
 - For exempt staff, you will use the “worked holiday” leave account for any future worked holidays
 - Beginning February 2020:
 - Pay out any non-exempt comp balances that are greater than 60 hours or were earned more than one year ago.
 - Change the max accrual amount to 60 hours.
 - Address how to pay out comp balances that were accrued but not used in one year (still working on this plan).
 - For exempt staff, pay out any remaining comp balances – because there is no way to definitively know if the hours in the bank are from a prior worked holiday (not earned, so not compensable) or if was from prior earned comp time when they were in a non-exempt position and allowed the hours to transfer.
 - Continue to work on long term plan to convert to overtime. The goal is to go through another budget cycle so that departments and the University be able to plan for any impact on staffing and adjust budgeting accordingly.

The USS and UP Senates provided an update and view of 2018-2019 Senate activities including:

- USS and UP staff award winners for 2018-2019
- Policies drafts reviewed and feedback provided by USS and UP Senates during the past year
- Update on the April 1 Open Forum discussion that lead to the decision to not combine senates at this time. USS and UP senates will continue to hold joint meetings in 2019-2020.
- An update on the joint USS and UP task force on unified employment elements. Their recommendations have been shared with senates and HR but no decision or changes made on recommendations. This topic will continue to be discussed in the coming year.
- The KBOR USS and UP survey results are still pending. WSU has a 43.8% rate of response.