

Employee Questions/Comments

2415-Accrual Chart for Vacation, Sick and Personal Leave Benefits

Employee 1 Questions/Comments:

	monthly	annual	total
	hours	Days >5	days
admin	13.33	20	40
9 month faculty	0	0	0
10 month faculty	0	0	0
11 month faculty	0	0	0
fulltime faculty	11.33	17	24
ft riley faculty	20	30	30

Re: vacation time for faculty: I recognize that the 9, 10, and 11-month faculty have time-off built into their schedules. However, I believe that some recognition of the need for additional time off for the 10-month and especially 11-month faculty needs to be allowed. I struggle at times to manage non-medical needs that require an absence from work. Not every need can be met with only two personal days per year. Important life events happen throughout the year, not just in the summer and over Christmas break. Perhaps 10 month employees could have 3 personal days per year and 11 month employees could have 4 personal days per year. If legitimate needs cannot be met through personal time allowances, employees may resort to utilizing sick leave for non-medical/sick purposes. The college should not unwittingly promote of culture of “cheating” by unnecessary limiting the personal days of these employees. Some organizations have experimented with PTO. Perhaps it is something we could explore.

I believe that capping the vacation days for full-time faculty at 24 (192 hours) and 30 (240 hours) for Ft. Riley faculty is counterproductive. As full-time employees they need time off. If they were permitted to bank more hours they may choose to take an extended vacation and not teach for a summer session or for long-term employees an entire semester. At a minimum, these employees should be permitted to bank double their annual allotment as the administration is permitted to do. Perhaps a rule that requires an employee to use at least 50% (or some other percentage) of his/her vacation time each year for the good of the employee and the institution.

Re: 2 hours of personal leave for adjunct instructors: some adjunct faculty have a significant work load. Shouldn't the amount of personal time earned be a factor of the number of credits taught? Also, face to face vs. online consideration. i.e. if I teach a face-to-face class and for some reason need to be absent that is very different than being away from the computer for 4 or 5 hours to attend an event. I would need to cancel the face to face class and the students in an online class wouldn't notice my absence. I can work around a short absence in the online environment, but may find it impossible to work around the face to face conflict.

2nd issue with personal leave for adjunct instructors: If overload is 100% outside of 40 hour work week then the benefits of the adjunct should accrue to FT employees. i.e. if I use a personal day as a 9-month faculty, but also have an overload responsibility that day, I should be able to access the personal leave accrued by overload work for overload time missed. The payment of miles for adjuncts that cross the county border should also apply to FT employees because the work is separate from their regular workload. Inclusion of these benefits for overload will reinforce the stated expectation that any overload work is performed outside of the regular workday.

Employee 2 Questions/Comments:

Is this a typographical error that the 12-month full-time faculty at Fort Riley receive 20 hours per month of Vacation Leave? If not, why is there such a huge difference from what the Barton Campus 12-month full-time faculty receive for Vacation Leave?

Employee 3 Questions/Comments:

I find it hard to understand why the 12-Month Full-time Faculty on the Barton County Campus accrue 8 hours of vacation leave per month (11.33 hours per month after 5 years of service) but the 12-Month Full-time Faculty on the Fort Riley Campus accrue 20 hours of vacation leave per month regardless of their length of service. This amount (20 hours per month) even exceeds the amount our President, Vice President and Deans receive. So that there is not unequal treatment amongst like groups of employees (FT 12-month faculty) I believe this amount should be the same-- 8 hours of vacation leave per month (11.33 hours per month after 5 years of service).

Employee 4 Questions/Comments:

I was reviewing the new maximums on vacation time and sick time. Could you please tell me what currently is the max on accruing vacation time? Also, when will the new time go into effect.

Employee 5 Questions/Comments:

Just was wondering about the discrepancy in vacation time for the following groups:

Position Class	Vacation Leave Accrual	Vacation Leave Accrual After 5 Years of Service
President	13.33 hours per month	13.33 hours per month
Vice President and Deans	13.33 hours per month	13.33 hours per month
12-Month Full-time Faculty – Barton County Campus	8.0 hours per month	11.33 hours per month

12 Month Full-time Faculty-Fort Riley Campus	20.0 hours per month	20.0 hours per month
Full-time Exempt Staff	8.0 hours per month	11.33 hours per month
Full-time Hourly Staff	6.67 hours per month	10.0 hours per month

This seems very disproportionate. I understand the difference for the higher amounts for the President and VP & Deans but am very concerned about the last four! It takes ALL of us to make Barton work, I'm not sure why different employee groups are treated differently except for upper-level.....

Employee 6 Questions/Comments:

Sorry for the late question about the payroll information you sent. I was wondering why the big difference fir vacation between Full Time Faculty at Barton and Full Time Faculty at Fort Riley? Not only is there a big difference between hours earned but there is a difference between total hours accrued. It doesn't seem fair to the Barton full time faculty. And the fact that the FR Faculty start and spend their entire career earning the same about doesn't seem quite fair either.

12-Month Full-time Faculty – Barton County Campus	8.0 hours per month	11.33 hours per month	192 hours	8.0 hours per month	960 hours	16 hours per fiscal year
12 Month Full-time Faculty-Fort Riley Campus	20.0 hours per month	20.0 hours per month	240 hours	8.0 hours per month	960 hours	16 hours per fiscal year

Employee 7 Questions/Comments:

Please see the attached chart.

2415 – Accrual Chart for Vacation, Sick and Personal Leave Benefits

Position Class	Vacation Leave Accrual	Vacation Leave Accrual After 5	Vacation Leave Accrual Maximum	Sick Leave Accrual	Sick Leave Accrual Maximum	Personal Leave Accrual Maximum
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		Years of Service				
President	13.33 hours per month	13.33 hours per month	320 hours	8.0 hours per month	960 hours	16 hours per fiscal year
Vice President and Deans	13.33 hours per month	13.33 hours per month	320 hours	8.0 hours per month	960 hours	16 hours per fiscal year
12-Month Full-time Faculty – Barton County Campus	8.0 hours per month	11.33 hours per month	192 hours	8.0 hours per month	960 hours	16 hours per fiscal year
12 Month Full-time Faculty-Fort Riley Campus	20.0 hours per month	20.0 hours per month	240 hours	8.0 hours per month	960 hours	16 hours per fiscal year
Full-time Exempt Staff	8.0 hours per month	11.33 hours per month	192 hours	8.0 hours per month	960 hours	16 hours per fiscal year
Full-time Hourly Staff	6.67 hours per month	10.0 hours per month	160 hours	8.0 hours per month	960 hours	16 hours per fiscal year

I question the difference in vacation hours for the 12 Month Full-time Faculty-Fort Riley Campus position class.

- This position is earning 6.67 vacation hours per month more during the first 5 years of service than that of the President, Vice President and Deans, 12 hours per month more during the first 5 years of service than that of 12 Month Fulltime Faculty – Barton Campus and full time exempt staff and 13.33 hours per month more than that of full time hourly staff.
 - When looking at total numbers the differential is a total of 80.04 hours more than the President, Vice President and Deans – 144 hours more than 12-Month Full time Faculty-Barton Campus and Full-time Exempt Staff and 159.96 hours more than Full-time Hourly Staff
- When looking at the hours per month for vacation leave after 5 years of service the 12 Month Full-time Faculty – Fort Riley campus are still earning 6.67 hours more than that of the President, Vice President and Deans, 8.67 hours per month than that of 12 Month

Full-time Faculty – Barton Campus and full time exempt staff, and 10 hours per month than full time hourly staff.

- o When looking at total numbers the differential is a total of 80.04 hours more than the President, Vice President and Deans, 104.04 hours more than 12-Month Full time Faculty-Barton Campus and Full-time Exempt Staff and 120 hours more than Full-time Hourly staff.

This differential in vacation leave accrual seems very large. What is the reasoning for the difference in the vacation leave for the different positions? What is the justification for the amount of leave provided to the 12 Month Full-time Faculty – Fort Riley? I believe this differential needs to be investigated and reasons communicated to all Barton employees.

Employee 8 Questions/Comments:

In reviewing the proposed modifications for policy 2415 – Accrual Chart for Vacation, Sick and Personal Leave Benefits, I would like to know why there is a difference in vacation leave earned by the 12 month full-time faculty at the Fort Riley campus. What justification supports faculty members working within the same organization and for the same amount of months to earn significantly more hours of vacation leave per month than other faculty members? Why would faculty members at Fort Riley earn more vacation leave than the president of the College as well as the Vice-President and Deans? This is a glaring injustice and needs to be discontinued.

In addition, what justifies hourly staff to earn less vacation leave than exempt staff and faculty? Compensation packages support differences in the scope and function of hourly and exempt positions, but is it necessary to separate these work groups when it comes to vacation leave? There isn't any difference with sick leave – why with vacation leave?

I suggest vacation leave accrual have more levels of enhancement beyond the current accrual for the first five years and after five years of service. What about a system that recognizes longevity, promotes employee retention and provides employees with an increase in vacation leave every five years after the completion of the initial five years of employment?

Thank you for consideration of these viewpoints.

Position Class	Vacation Leave Accrual	Vacation Leave Accrual After 5 Years of Service	Vacation Leave Accrual Maximum	Sick Leave Accrual	Sick Leave Accrual Maximum	Personal Leave Accrual Maximum
President	13.33 hours per month	13.33 hours per month	320 hours	8.0 hours per month	960 hours	16 hours per fiscal year

Vice President and Deans	13.33 hours per month	13.33 hours per month	320 hours	8.0 hours per month	960 hours	16 hours per fiscal year
12-Month Full- time Faculty – Barton County Campus	8.0 hours per month	11.33 hours per month	192 hours	8.0 hours per month	960 hours	16 hours per fiscal year
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Full-time Exempt Staff	8.0 hours per month	11.33 hours per month	192 hours	8.0 hours per month	960 hours	16 hours per fiscal year
Full-time Hourly Staff	6.67 hours per month	10.0 hours per month	160 hours	8.0 hours per month	960 hours	16 hours per fiscal year