



**A New Day... A Better Way... For State Employees**

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**Input on Employee Suggestion and Award Program  
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**House Government Efficiency Committee  
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Chairman Burgess and members of the Committee:

Thank you for allowing me to provide the committee some input as you discuss the employee suggestion and recognition program passed into law by the 2011 Legislature. I apologize I cannot be there in person to join in this important discussion.

First, let me commend you for working to put to put a new program in place. As you know, salary adjustments for most state employees have been non-existent for the last several years. This is at a time when employees are being asked to do more for less, health insurance premiums are rising and discussions are taking place to scale back retirement benefits. An employee suggestion program offers a very small, but important way to recognize the work state employees do.

Kansas state employees are hard working individuals who take great pride in the work they do on behalf of all Kansans. Many are constantly seeking more efficient ways to administer the programs they work on every day. Again, this is especially true since employees are continually being asked to do more with less. Efficiencies are necessary in these times of decreased program funding and elimination of positions.

Unfortunately, many times suggestions made by rank and file employees are ignored by upper-management. This leads to a "why bother" mentality among employees who may have good ideas to streamline services, but are hesitant to offer them because decisions and directions have already been determined by management. That is why a centralized portal that employees across the enterprise can access will work better and provide employees a better way to offer suggestions than internal processes they don't believe will result in any action.

However, an employee suggestion program only works if employees know about it. A quick scan of various agency websites finds there is no information which promotes the program. The Department of Administration's website does have an employee suggestion form, but it appears to be only for Department employees. Nowhere can we find anything that promotes the employee suggestion program envisioned in 2011 SB 115.

Thus, I think it is safe to say the very few state employees even know that a new program was adopted last year.

Let me reiterate, that state employees are constantly seeking ways to provide services more efficiently and would happily participate in the program if they knew it existed. KOSE would certainly be willing to promote the program, if we knew the rules and parameters the Administration has for the program and their plan to promote the program across the government enterprise.

Again, thank you for allowing me to offer this input and your work to establish a true avenue for employees to be recognized for making state government work better for Kansas citizens.