

Written Testimony IN OPPOSITION to HB 2391  
Before the Senate Committee on Commerce  
Submitted By: Derrick Baxter  
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Chairperson Lynn and Members of the Committee:

My name is Derrick Baxter and I have worked for the Department of Corrections for two years. Prior to that, I worked for another state agency for six years, so I have a total of eight years of service. Today I am speaking to you as a private citizen, and not as a representative of any state agency. I am asking you to vote against HB 2391.

### **The Classified System**

The classified system provides due process rights. Without due process, state workers can be fired for any reason, or for no reason at all. Workers who are strong performers could be fired because they belong to the “wrong” political party or simply because they don’t see eye to eye with a supervisor. Our work environment is already stressful enough. Completely eliminating all due process protections would make it even more stressful. An inmate could make an allegation against an officer, and the officer could simply be fired without ever getting to tell his or her side of the story. Without due process, the officer would not have any right to be heard, or to appeal the firing.

Additionally, just because an employee is unclassified does not mean an agency will provide that employee with pay increases or opportunities for advancement. Before I worked in Corrections, I held an unclassified position with a different agency. My performance met expectations, but I did not receive pay increases. As an unclassified employee, I had no rights. No right to appeal my performance appraisal, no right to contest any unjust discipline, no rights period.

State employees perform valuable, necessary services. We work tough jobs for relatively low pay. Help us keep some of the few protections and benefits we have by voting against HB 2391.