



Senate Commerce Committee

March 15, 2016

Department of Administration

Testimony in support of SB 501

John Milburn, Director of Legislative and Public Affairs

Good morning and thank you for the opportunity to present testimony in support of SB 501, establishing a non-discretionary bonus program for State employees. This initiative was recommended by Alvarez and Marsal as part of their efficiency report to the Legislature earlier this year.

While the State of Kansas currently has the authority to provide bonuses to employees pursuant to K.S.A. 75-37,105, that statute specifically requires that the bonuses must be discretionary, as defined in Federal law. This means that the head of the agency must retain total discretion as to the fact that a bonus is being given as well as the amount and nature of the award, so bonuses cannot currently be based on previously approved or agreed upon achievements, productivity or other criteria.

SB 501 would authorize non-discretionary bonuses, allowing agencies to establish goals or other previously agreed upon criteria and then to reward employees who achieve those standards with a bonus. This would be an optional program for agencies, and the criteria and procedures would be established by the Department of Administration, which would also be responsible for monitoring the effectiveness of the program and have a member of the committee that reviews agency programs developed in accordance with the criteria.

The Department of Administration supports the initiative proposed by Alvarez and Marsal and stands ready to implement the programs in FY2017 should it be passed by the Legislature.

Thank you for this opportunity and I would be happy to address any questions.