

**WRITTEN PROPONENT TESTIMONY FOR THE
HOUSE COMMITTEE ON APPROPRIATIONS**

**REGARDING HOUSE BILL 2237
RELATING TO THE AWARD AND RECOGNITION PROGRAM FOR STATE EMPLOYEES**

February 27, 2025

The Kansas Department of Transportation (KDOT) is providing written proponent testimony on House Bill 2237. This bill would enhance opportunities for state agencies like KDOT to augment hiring and retention incentives that can help attract valuable talent to the agency for positions that are difficult to fill. Sign-on and retention bonuses are helpful tools for recruitment efforts in an increasingly competitive job market. The legislation would provide additional tools for negotiation, financial incentives for new hires, and could provide new benefits that make KDOT stand out from other employers seeking similar prospective employees.

With over 2,200 employees across the state, KDOT strives to reward exceptional service by its employees, who work every day to find innovative and cost-effective ways to meet the transportation needs of Kansans. Retention bonuses, as well as service awards, also provide opportunities to recognize current employees for their hard work and continued commitment to serving the state of Kansas.

KDOT appreciates the opportunity to provide testimony on HB 2237 and respectfully requests the consideration of this bill for favorable passage.