

**Neutral Testimony on HB2237
House Committee on Appropriations
Kansas State Board of Healing Arts
February 27, 2025**

Chair Waymaster and Honorable Committee Members,

The Kansas State Board of Healing Arts (“KSBHA” “Board” or “Agency”) submits this neutral testimony to assist legislators in evaluating HB 2237, which would authorize hiring, recruitment, and retention bonuses in state agencies’ employee award and recognition program. I am Susan Gile, Executive Director of the Board. The Board is the executive body tasked with licensing and regulating 16 healthcare professions in Kansas. See K.S.A. 65-2801 *et seq.* The Board is composed of 15 members, 12 of whom are licensed healthcare professionals from various professions, including eight licensed physicians, three chiropractors, one podiatrist, and three public members. The statutory mission of the Board is patient protection.

For many years, the Board has had difficulty recruiting and retaining qualified staff - an issue familiar to many state agencies as well as private employers. To better compete in the current labor market, the Board has worked with our internal Human Resources Manager and the Department of Administration to find creative and innovative ways to make working for the state and the Board attractive and appealing. The Board believes a flexible work environment facilitates the most positive working situation for our staff. To that end, we have been able to offer:

- A hybrid work environment
- Paid onsite parking
- Administrative leave for successful recruitment efforts which result in the hiring of new staff
- First day eligibility for health care benefits

The Board would also like to highlight our potential concerns with HB2237 as written. The Board is concerned that the use of the monetary awards could be skewed to the larger state agencies. Agencies which receive state general funds and federal grants would have the capacity to provide larger and more attractive bonuses, comparatively placing non-cabinet agencies at a disadvantage. While the Board realizes and accepts Cabinet agencies have some advantages that non-cabinet agencies do not, this bill may serve to widen the gap. To alleviate these concerns, the Board suggests the following amendments:

- The Department of Administration creates a recruitment and sign on bonus fund with State General Funds to be used for all state agencies.
- Department of Administration staff should work with staff from both Cabinet and Non-Cabinet agency staff to create criteria for how the funds will be used. It may be appropriate to have one fund for Cabinet agencies and one for non-cabinet agencies.

HB2237 gives State Agencies tools to attract qualified candidates to careers with the state, to reward and retain outstanding staff members, and prevent the loss of institutional knowledge inherent to high rates of turnover. We believe this is important legislation for the committee's consideration.

I welcome any comments, questions, or further dialogue with member of the committee. Please feel free to contact me at (785) 296-3680 or via email Susan.Gile@ks.gov. Thank you for the opportunity to present written testimony.

Sincerely,



Susan Gile
Executive Director

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