

**18A.440 Bases for organizational units for pilot programs.**

- (1) The Personnel Steering Committee shall consider organizational units for the pilot personnel program based on the following:
  - (a) The advantage gained by the organizational unit in the fulfillment of its statutory mission and improved service to the taxpayer;
  - (b) The program goals and objectives which would operate to create a high performance workplace as outlined in the first report of the Governor's Commission on Quality and Efficiency, which may include:
    1. Increased employee involvement;
    2. Continuous improvement of operating systems and customer services;
    3. Decision-making at all levels of the organization;
    4. Manager and employee training in high involvement skills;
    5. Defined measures that recognize success; and
    6. Improved means of lawful employee negotiations.
  - (c) The method by which the organizational unit would identify benchmarks for the measurement of the effectiveness of the pilot program, including periodic employee and customer evaluations of the pilot program;
  - (d) Evidence of support for the pilot program by a majority of the employees to be involved in the proposed pilot program. The Governmental Services Center shall develop a survey to measure employee support for the proposed pilot programs. In organizational units for which pilot programs are considered, the Governmental Services Center shall also devise a process which insures confidentiality in the administration of and the tabulation of the results of the survey; and
  - (e) Additional information which may be requested by the Personnel Steering Committee to consider an agency's application, including but not limited to:
    1. Training plans for managers and employees;
    2. Identification of fiscal and personnel resources; and
    3. A proposed agency coordinator for the project.
- (2) The Personnel Steering Committee's recommendation of organizational units for the pilot personnel programs shall not affect more than fifteen percent (15%) of the permanent, full-time state employees employed as of July 15, 1994, except as provided in KRS 18A.450.

**Effective:** July 15, 1994

**History:** Created 1994 Ky. Acts ch. 456, sec. 9, effective July 15, 1994.