

**Before the Kansas Senate Committee on Commerce
Testimony of Bob Dool, President and Managing Partner
Mid-Continent Safety, Wichita, Kansas
Senate Bill 413: Professional Employer Organizations (PEOs)
February 14, 2012**

Senator Wagle, members of the committee, I am Bob Dool, President of Mid-Continent Safety in Wichita. I have been involved in a business relationship with a PEO for the past 9 years and wanted to give you a perspective from a Client's point of reference.

In 2001 we re-acquired our business from a prior sale. With no internal infrastructure in place to handle employment matters, the PEO model made a lot of sense for us. We didn't have to invest in payroll software to manage those functions. We didn't have to spend any time or energy shopping for competitive health, dental and retirement benefits. We didn't have to go find a worker's compensation policy in a very tough market at the time. And we certainly didn't have to learn everything we knew we didn't know when it came to employer responsibilities and liabilities. All of these issues were handled by entering into a co-employment agreement with our provider. They took on the burden of providing systems and processes to look after our employer responsibilities. And, frankly, at a cost we couldn't come close to matching by doing it ourselves.

On more than one occasion we have called on the assistance of the PEO to help us handle employee issues concerning serious violation of policy. Rather than try to navigate these sensitive issues ourselves, our PEO came to our location, interviewed the employee, recommended a course of action to follow to deal with this issue and helped us resolve the problem with the least amount of stress and disruption to our business. The way our PEO handled this proved to me that we had made a good investment in bringing them into our business.

The PEO relationship is good for small business and I am sure there are a lot more owners like me in Kansas that would say the same thing. This is an important economic tool for attracting and retaining small businesses to our State. I highly encourage the committee to move this bill to floor for approval. Thank you.

Senate Commerce Committee
Date: February 14, 2012

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