



**AGA Topeka Chapter  
Minutes of Chapter Early Career Meeting  
May 06, 2009**

**Members Present:** Nickie Roberts, Walt Darling, Brandi Baer, Marti Leisinger, Amber Korbe, Lori Threadgold, Melinda Richter, Kent Olson

**Chapter Early Career Meeting**

The Early Career Meeting is the first of its kind to be held by the Topeka Chapter. It was held to initiate a program where the Topeka Chapter could focus directly on the needs of our Early Career Members. This first meeting was structured to provide time for extended introductions, discussions on issues of the day, and educational issues. However, it was mostly designed to initiate a discussion between those that are new and those that are not to encourage those that are new to view their State experience as a positive and rewarding experience that can be better and more rewarding if one has a mentor and if one participates in outside professional activities.

The discussions were focused on State government, how it operates, how one fits within it, and how one moves (or is promoted) within the system. Members offered interpretations of state policy encouraging one to change agencies when changing jobs rather than being promoted within a single agency; options for gaining pay increases within a single agency; and getting noticed by those that matter within and outside of one's agency. Members also talked of the differences within the State in terms of agencies that have different retirement systems, pay schedules, and hiring processes. Knowing these differences can assist in the future planning of one's career. Some agencies mentioned as having different systems included the Board of Regents, the Legislative agencies, and the Judiciary.

It was mentioned that being perfect could hurt one's chances for promotion as it could make supervisors look bad by comparison. Thus, when networking, it is important to balance the perfection in our performance that we want to show off with our human side, which by definition cannot be perfect.

The meeting concluded with the intent to organize another that would concentrate on the networking side of the effort. It appeared that there was a lot of information to be gained for new persons that couldn't be obtained through a structured "class" since it took so many individuals to present the many facets of government.

**Meeting adjourned at 7:10 PM.**