

MAINE STATE LEGISLATURE

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FIRST REGULAR SESSION

ONE HUNDRED AND TENTH LEGISLATURE

Legislative Document

No. 1352

H. P. 1135

House of Representatives, March 17, 1981

Referred to the Committee on State Government. Sent up for concurrence and ordered printed.

EDWIN H. PERT, Clerk

Presented by Representative Post of Owls Head.

Cosponsors: Representative Kany of Waterville and Representative L. Mitchell of Vassalboro.

STATE OF MAINE

IN THE YEAR OF OUR LORD NINETEEN HUNDRED AND EIGHTY-ONE

AN ACT to Establish an Employee Award Program for Suggestions for Improving State Government Operations.

Be it enacted by the People of the State of Maine, as follows:

5 MRSA § 642 is enacted to read:

§ 642. Employee Suggestion Award Program

1. **Established.** The Employee Suggestion Award Program for employees of State Government is established. Under this program cash awards may be made to state employees whose adopted suggestions result in substantial cash savings in state operations.

2. **Board.** The Employee Suggestion Award Board is established, which shall be composed of the Commissioner of Finance and Administration, the Commissioner of Personnel, the Senate and House Chairmen of the Joint Standing Committee on Appropriations and Financial Affairs, the Senate and House Chairmen of the Joint Standing Committee on Audit and Program Review and one member appointed by the Governor to represent state employees' unions.

3. **Rules.** The board shall adopt rules governing its proceedings, to elect a chairman and secretary, to keep permanent and accurate records of its

proceedings, establish criteria for making awards, adopt rules to carry out the provisions of this section, and to approve each award made.

In establishing criteria for making awards, the board may exclude certain levels of positions from participation in the program, but in no event shall the following levels of management be eligible to receive cash awards under the program:

- A. Level I: Governor's staff, department commissioner or equivalent;
 - B. Level II: Assistant, associate or deputy commissioner, assistant to commissioner, major fiscal and administrative policy departmental staff or equivalent; and
 - C. Level III: Director or division chief or the head of a major department function or the equivalent.
4. Maximum award. The maximum cash award approved shall be limited to 10% of the first year's actual savings, or \$2,000, whichever is less. Any cash awards approved by the board shall be charged against the appropriation item or items to which the savings apply.

STATEMENT OF FACT

This bill establishes an employee suggestion award program for state employees with the following features.

1. The program will be administered by a board consisting of representatives of the Legislative and Executive branches of State Government and of state employees' unions.
2. The highest levels of state employees are excluded from participation in the program.
3. The maximum cash award is the smaller of 10% of the first year's actual savings, or \$2,000.