

# **MAINE STATE LEGISLATURE**

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D.O.F.R.

STATE OF MAINE  
SENATE  
110TH LEGISLATURE  
FIRST REGULAR SESSION

(Filing No. S-161)

SENATE AMENDMENT "A" to H.P. 1395, L.D. 1566, Bill, "AN ACT to Revise the State Personnel System."

Amend the bill by striking out all of section 8 and inserting in its place the following:

'Sec. 8. 5 MRSA §642 is enacted to read:

§642. Employee suggestion system

1. Purpose. The employee suggestion system is established to authorize that cash or honorary awards be made to state employees whose adopted suggestions will result in substantial savings or improvement in state operations.

2. Employee suggestion system board. The employee suggestion system board shall be composed of the Commissioner of Finance and Administration, the Commissioner of Personnel and one other commissioner of a state department to be appointed by the Governor.

The Commissioner of Personnel shall be responsible for administering the program, and shall assign one capable, highly-experienced employee of the Department to manage the program on a day-to-day basis. That employee may also have assignments not related to this program.

The board shall elect a chairman and shall adopt rules governing the proceedings, including criteria for making awards. The board

shall approve each award made.

No later than March 1st of each year, the board shall submit to the  
over State Government  
Joint Standing Committee having jurisdiction/a report of its  
activities for the preceding calendar year, including information  
on the number and nature of suggestions received and awards made.

3. Employee positions excluded. In establishing criteria  
for making awards, the board may exclude certain levels of positions  
from participation in the program, but in no event may persons  
in positions enumerated in Title 2, section 6, or Title 5, section  
711, be eligible to receive cash awards under the program.

4. Maximum cash award. The maximum cash award approved shall  
be limited to 10% of the first year's estimated savings, or \$2,000,  
whichever is less. An award shall not be made for any suggested  
savings of less than \$250. Any cash awards approved by the board  
shall be charged against the fund or funds to which estimated savings  
apply. If it is not possible to reasonably estimate the savings,  
the board may pay an initial amount and pay an additional amount  
at the end of the first year, or may pay the full amount at the  
end of the first year.

5. Confidentiality. The name of the suggestor shall be  
treated confidentially by the board and any other person handling  
a suggestion until a final decision is made by the Board, if  
requested by the suggestor.

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6. Assistance. Any department or other organization of State Government shall provide whatever assistance the board requests for evaluating suggestions or other purposes.

7. Administration. Notwithstanding any other law, whenever an award is made from a fund, an equal amount shall be transferred from the same fund to a special revenue fund available to the  
← Department of Personnel to be used to administer the program.'

Further amend the bill by inserting at the end before the statement of fact the following:

'Fiscal Note'

The Employee suggestion System proposed in section 8 amendment of this / will not impose an additional cost. The costs of the awards and a part of the administrative costs will be paid out of the funds to which the estimated savings apply. The remaining administrative costs of the program will also be met from existing resources, including the part-time reassignment of an employee of the Department of Personnel to manage the program and the provision of goods and services by all state agencies. It is the expectation of the Legislature that this program will be a state government wide effort to improve the operation of the government by drawing on the talents of its employees.

The program will have a favorable fiscal impact in that it will result in a net savings of money to the State.'

Statement of Fact

This amendment institutes a simplified employee suggestion System ← → and adds a fiscal note to clarify that the entire program can be run on existing resources without requiring additional funds. The programs will have a favorable fiscal impact in that it will result in a net savings of money to the State.



Sen. Ault  
NAME: *[Signature]*  
COUNTY: Kennebec

Reproduced and distributed pursuant to Senate Rule 11-A.

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