

Introduced by

Senators Poolman, Dever, Grindberg

Representatives Dockter, Nathe

1 A BILL for an Act to amend and reenact section 54-06-24 of the North Dakota Century Code,  
2 relating to the state employee suggestion incentive program.

3 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

4 **SECTION 1. AMENDMENT.** Section 54-06-24 of the North Dakota Century Code is  
5 amended and reenacted as follows:

6 **54-06-24. State employee suggestion incentive program.**

- 7 1. There is established a suggestion incentive program for state employees. All persons  
8 employed by the state are eligible to participate in the program except state agency  
9 heads, administrators, or any supervisors considered at the management level by the  
10 state agency head.
- 11 2. A state employee may submit a recommendation or proposal to reduce expenditures  
12 within the employee's agency to a suggestion incentive committee. The suggestion  
13 incentive committee shall administer the employee suggestion incentive program  
14 created under this section and review all recommendations or proposals for reduction  
15 of expenditures. The suggestion incentive committee may consider whether the  
16 recommendation or proposal to reduce expenditures within the employee's agency  
17 applies to any other state agency. The suggestion incentive committee shall notify the  
18 office of management and budget of any recommendation that affects an agency other  
19 than the employing agency. The governor shall appoint five state agency heads to the  
20 suggestion incentive committee for four-year staggered terms to commence on August  
21 first in the year of appointment and to continue until the successors are appointed.
- 22 3. a. The suggestion incentive committee shall consider legitimate savings reductions  
23 in expenditures made possible within the employing state agency and any other  
24 state agency.

- 1           b. The suggestion incentive committee shall determine if:
- 2           (1) The recommendation or proposal has been previously submitted and
- 3                 rejected.
- 4           (2) The recommendation or proposal is beyond the reasonable expectations of
- 5                 job performance for the employee who made the suggestion.
- 6           (3) Implementation of the recommendation or proposal is desirable and
- 7                 feasible.
- 8           (4) Implementation of the recommendation or proposal will continue to provide
- 9                 the quality of the services presently provided by the employing state agency
- 10                 and any other state agency affected by the recommendation or proposal.
- 11          c. The suggestion incentive committee shall submit to the state agency head of the
- 12                 employee submitting the recommendation or proposal any recommendation and
- 13                 proposal the committee approves.
- 14          4. The state agency head shall review and determine whether a recommendation or
- 15                 proposal approved by the suggestion incentive committee is capable of
- 16                 implementation. The state agency head shall make the final decision on acceptance or
- 17                 rejection of a recommendation or proposal.
- 18          5. A state employee who submits a recommendation or proposal to reduce expenditures
- 19                 that is approved by the suggestion incentive committee and approved for
- 20                 implementation by the state agency head is entitled to receive twenty percent of any
- 21                 savings realized up to a maximum of ~~two~~four thousand dollars. The savings must
- 22                 relate directly to the employee's proposed change. The suggestion incentive must be
- 23                 computed on the actual savings for a twelve-month period, the period to run from the
- 24                 time that the proposed change is instituted. An employee is entitled to the suggestion
- 25                 incentive payment at the end of the twelve-month period in a lump sum from funds of
- 26                 the employing state agency. Any payments to an employee under this program are in
- 27                 addition to the employee's regular salary. Employees who qualify for the suggestion
- 28                 incentive are entitled to an award for the first year's savings only and not for any
- 29                 subsequent years.
- 30          6. On July first of each year a state agency that makes a suggestion incentive payment
- 31                 in the preceding twelve months shall submit a report to the office of management and

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1 budget describing the implemented recommendation or proposal. On September first  
2 of each year, the office of management and budget shall provide to all state agencies  
3 a report describing the recommendations and proposals to reduce expenditures  
4 implemented by state agencies.