

**FIRST ENGROSSMENT
with Senate Amendments**

Fifty-sixth
Legislative Assembly
of North Dakota

ENGROSSED HOUSE BILL NO. 1174

Introduced by

Government and Veterans Affairs Committee

(At the request of the Office of Management and Budget)

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 1997 Supplement to the North
5 Dakota Century Code is 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
8 persons employed by the state are eligible to participate in the program except
9 state agency heads, administrators, or any supervisors considered at the
10 management level by the state agency head.
- 11 2. A state employee may submit a recommendation or proposal to reduce
12 expenditures within the employee's agency to a suggestion incentive committee.
13 The suggestion incentive committee shall administer the employee suggestion
14 incentive program created under this section and review all recommendations or
15 proposals for reduction of expenditures. The governor shall appoint five state
16 agency heads to the suggestion incentive committee for four-year staggered terms
17 to commence on August first in the year of appointment and to continue until the
18 successors are appointed.
- 19 3. a. The suggestion incentive committee shall consider legitimate savings
20 reductions in expenditures made possible within the state agency.
- 21 b. The suggestion incentive committee shall determine if:
- 22 (1) The recommendation or proposal has been previously submitted and
23 rejected.

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

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