

March 1, 2001

**H 441. STATE EMPLOYEES INCENTIVE BONUS PROGRAM. AMENDING THE PROVISIONS OF THE STATE EMPLOYEES INCENTIVE BONUS PROGRAM, ARTICLE 36A OF CHAPTER 143 OF THE GENERAL STATUTES.** Makes numerous changes in the State Employees Incentive Bonus Program (Program), including (1) placing the Sec'y of Administration as an ex officio member of all program committees and directing the Sec'y to designate an executive sec'y to administer the program; (2) broadening the definition of participating agencies in the Program; (3) changing the period and timing in which savings are calculated and paid; (4) requiring that qualifying savings not result in negative impacts on state programs; (5) excluding federal and local funds and private grants from the Program; (6) setting up a Program reserve fund to hold savings prior to distribution, funds in which are nonreverting except for any General Fund appropriations (in university and community college system, Highway Trust Fund, enterprise fund and receipt supported organizations, requiring no General Fund reversions except in emergencies); (7) setting basis for calculating implementation costs incurred over time; (8) revising formula for allocation of savings other than to the individual or team making the suggestion; (9) establishing positions of agency coordinator and evaluator for suggestions; and (10) requiring that all intellectual property rights relating to suggestions be assigned to the state and that the Office of State Personnel establish a policy on intellectual property rights arising from suggestions by Jan. 1, 2002. Effective July 1, 2001, and suggestions submitted on or after that date.

**Intro. by Gibson.**

Ref. to State Personnel
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GS 143
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April 19, 2001

**H 441. STATE EMPLOYEE INCENTIVE BONUS PROGRAM.** Intro. 3/1/01. House committee substitute makes the following changes to 1st edition. The bill's amendments to GS 143-345.22(a) provide, among other things, that 10% of any cost savings realized as a result of an employee suggestion are to be allocated to the implementing agency for (i) equipment, supplies, training, and appropriate recognition of for the division or group responsible for the implementation of the cost savings and (ii) other similar needs within the agency. The original bill provided that funds were to go in order to the first of these and then the second; the committee substitute deletes this requirement.