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H.244

Introduced by Representatives Zenie of Colchester, Atkins of Winooski,
Bissonnette of Winooski, Bohi of Hartford, Bray of New
Haven, Condon of Colchester, Consejo of Sheldon,
Copeland-Hanzas of Bradford, Devereux of Mount Holly,
Fisher of Lincoln, Haas of Rochester, Hube of Londonderry,
Johnson of South Hero, Leriche of Hardwick, Macaig of
Williston, Marcotte of Coventry, Martin of Springfield, Milkey
of Brattleboro, Mook of Bennington, Moran of Wardsboro,
Mrowicki of Putney, Pearce of Richford, Peltz of Woodbury,
Perley of Enosburg, Spengler of Colchester, Stevens of
Shoreham, Townsend of Randolph, Waite-Simpson of Essex
and Zuckerman of Burlington

Referred to Committee on

Date:

Subject: Executive; state employees; cost-savings incentive program

Statement of purpose: This bill proposes to create an incentive program for
state employees whose adopted suggestions result in financial savings for the
state government.

1 An act relating to a Vermont state employees' cost-savings incentive
2 program

3 It is hereby enacted by the General Assembly of the State of Vermont:

4 Sec. 1. 3 V.S.A. § 266 is added to read:

5 § 266. VERMONT EMPLOYEES' COST-SAVINGS INCENTIVE
6 PROGRAM

7 (a) For the purposes of this section:

8 (1) "Agency" means a state board, commission, department, agency, or
9 other entity or officer of state government.

10 (2) "Board" means the Vermont state employees' cost-savings incentive
11 program board.

12 (3) "Program" means the Vermont state employees' cost-savings
13 incentive program.

14 (4) "Suggestion" means a proposal by a state employee that has been
15 submitted to an agency in which the employee is employed that may result in
16 financial savings for that agency.

17 (b) A state employee may make a suggestion to the agency in which the
18 employee is employed that may result in financial savings for that agency.

19 (c) There is established the Vermont state employees' cost-savings
20 incentive program. The program shall provide financial incentives to state
21 employees who make suggestions that are adopted and that result in financial
22 savings for the agency in which the employee is employed and for the state.

1 (d) There is established the Vermont state employees' cost-savings
2 incentive program board which shall consist of five members serving two-year
3 terms as follows:

4 (1) two members of the Vermont state employees' association,
5 appointed by the executive director of that association;

6 (2) one member from the department of human resources, appointed by
7 the commissioner of that department;

8 (3) one member from the department of finance and management,
9 appointed by the commissioner; and

10 (4) one member appointed by the auditor of accounts.

11 (e) e board shall:

12 (1) oversee employee suggestions being considered by an agency and
13 shall convene as it deems necessary;

14 (2) convene annually with the purpose of creating a statewide
15 cost-savings form for employees, and shall review and update the form as
16 necessary;

17 (3) convene quarterly to review the cost-savings form submitted to each
18 agency while they are being evaluated for implementation;

19 (4) make recommendations to the agency of the feasibility of each
20 suggestion; and

1 (5) establish and oversee a reevaluation process that state employees
2 making suggestions may access if their suggestions are rejected by an agency.

3 (f) An agency shall:

4 (1) provide a copy of a state employee's suggestion to the board upon
5 receipt by the agency;

6 (2) within 60 days of receiving a suggestion, either issue an approval
7 notice to the employee who made the suggestion and to the board and begin
8 implementing the suggestion or provide a written report to the board describing
9 the specific reasons why the agency has declined to implement the suggestion;

10 (3) consider input from the board in approving or rejecting a suggestion;
11 and

12 (4) maintain records of all suggestions, made and implemented, and
13 cost-savings resulting from these suggestions for a period of one year.

14 (g) The secretary of administration shall file a report with the governor and
15 the general assembly for each fiscal year on January 1, summarizing the
16 administration and implementation of the suggestion program and the resulting
17 cost-savings for the state.

18 (h) Within 90 days of approval and implementation of a suggestion, the
19 agency shall award the state employee who submitted the suggestion a cash
20 award of five percent of the amount saved for that fiscal year or \$1,500.00,
21 whichever is less. The award shall be in addition to the state employee's salary

1 and shall be subtracted from the cost-savings to the agency and shall come out
2 of the agency's budget.

3 (i) An award shall not be made for a suggestion containing an idea that is
4 already under active study or is under continual review by the state.

5 (j) Elected officials or agency heads shall not be eligible to receive an
6 award pursuant to this section.