

HOUSE BILL 461

P4

9lr1388

By: **Delegates Rosenberg, G. Clagett, DeBoy, Jones, and Proctor**

Introduced and read first time: February 4, 2009

Assigned to: Appropriations

A BILL ENTITLED

1 AN ACT concerning

2 **State Personnel – Incentive Awards – Review and Evaluation Process**

3 FOR the purpose of altering the membership of a certain review committee charged
4 with evaluating and recommending certain awards for certain ideas by State
5 employees; clarifying certain methods by which certain ideas may be received by
6 a certain review committee; providing that certain heads of principal units of
7 State government consult with a certain review committee before submitting
8 certain ideas to the Governor’s Award Panel; and generally relating to the
9 review and evaluation process of incentive awards for State personnel.

10 BY repealing and reenacting, with amendments,
11 Article – State Personnel and Pensions
12 Section 10–203
13 Annotated Code of Maryland
14 (2004 Replacement Volume and 2008 Supplement)

15 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF
16 MARYLAND, That the Laws of Maryland read as follows:

17 **Article – State Personnel and Pensions**

18 10–203.

19 (a) In this section, “innovative idea” means an invention, innovative
20 suggestion, or any other innovative idea.

21 (b) There is an Innovative Idea Awards Program for employees.

22 (c) (1) An innovative idea award may be awarded for an innovative idea
23 that, if implemented, would:

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



- 1 (i) increase revenue to the State;
- 2 (ii) save money for the State;
- 3 (iii) improve the quality of services delivered to the public; or
- 4 (iv) otherwise significantly benefit the State.

5 (2) Except under exceptional circumstances, an award may not be
6 made for an innovative idea that is under active study or continual review by a unit of
7 State government.

8 (d) (1) The head of each principal unit shall establish a
9 **LABOR-MANAGEMENT** review committee, **WITH HALF OF THE MEMBERS BEING**
10 **SELECTED FROM THE EXCLUSIVE REPRESENTATIVES, IF ANY,** to evaluate and
11 recommend awards for innovative ideas by employees of that unit.

12 (2) (I) To the extent possible, within 60 days after an innovative
13 idea is submitted to the **LABOR-MANAGEMENT** review committee, the head of the
14 unit shall decide whether to give an innovative idea award.

15 (II) **THE INNOVATIVE IDEA MAY BE RECEIVED DIRECTLY**
16 **FROM AN EMPLOYEE THROUGH AN APPLICATION, OR FORWARDED BY THE**
17 **EMPLOYEE'S SUPERVISOR.**

18 (e) For an innovative idea, the head of a principal unit may give an employee
19 of that unit a cash award of not more than:

20 (1) \$1,000 for an innovative idea with a reasonably ascertainable
21 monetary savings or gain to the State; or

22 (2) \$300 for any other innovative idea.

23 (f) (1) There is a Governor's Award Panel.

24 (2) The Governor's Award Panel consists of five members appointed by
25 the Governor, at least three of whom shall be public members who serve without
26 compensation.

27 (g) (1) The head of a principal unit, **IN CONSULTATION WITH THE**
28 **LABOR-MANAGEMENT REVIEW COMMITTEE,** shall submit to the Governor's Award
29 Panel each innovative idea for which an award is made under subsection (e) of this
30 section, with a recommendation for any additional award by the Governor.

31 (2) The Governor's Award Panel shall:

32 (i) review each innovative idea submitted to it;

1 (ii) at least once a year, make a recommendation to the
2 Governor about additional awards for the innovative ideas; and

3 (iii) recommend to the Governor either monetary or
4 nonmonetary awards for the employees' innovative ideas.

5 (h) (1) The Governor may make an additional cash award for an
6 innovative idea.

7 (2) The cash award may not exceed \$20,000.

8 (3) The Governor may grant paid administrative leave, not exceeding
9 20 workdays.

10 (i) The State's use of an innovative idea:

11 (1) does not entitle the employee submitting the innovative idea to an
12 award under this section; and

13 (2) does not give rise to any claim by the employee or the heirs or
14 assigns of the employee.

15 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
16 October 1, 2009.