

CHAPTER 394

(House Bill 461)

AN ACT concerning

State Personnel – Incentive Awards – Review and Evaluation Process

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

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

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

Article – State Personnel and Pensions

10–203.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(2) The Governor's Award Panel shall:

(i) review each innovative idea submitted to it;

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

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

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

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

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

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

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

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

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

Approved by the Governor, May 7, 2009.