

1 SB93  
2 116009-1  
3 By Senator Bedford  
4 RFD: Governmental Affairs  
5 First Read: 12-JAN-10  
6 PFD: 01/11/2010

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8 SYNOPSIS: This bill would provide that the State  
9 Personnel Director shall be a member of the Alabama  
10 Employees' Suggestion Incentive Board and would  
11 remove the Executive Director of the Alabama State  
12 Employees' Association from the board.

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14 A BILL  
15 TO BE ENTITLED  
16 AN ACT

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18 To amend Section 36-1-7.1, Code of Alabama 1975,  
19 relating to the Alabama Employees' Suggestion Incentive  
20 Program, to provide that the State Personnel Director shall be  
21 a member of the board and to remove the Executive Director of  
22 the Alabama State Employees' Association from the board.

23 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

24 Section 1. Section 36-1-7.1, Code of Alabama 1975,  
25 is amended to read as follows:

26 "§36-1-7.1.

1           "(a) There is established the Alabama Employees'  
2 Suggestion Incentive Program for merit and non-merit employees  
3 of state government. The program will make financial incentive  
4 awards to state employees whose adopted suggestions result in  
5 substantial financial savings or improvement in the efficiency  
6 of state operations.

7           "(b) There is established the Alabama Employees'  
8 Suggestion Incentive Board, which shall be composed of the  
9 Director of Finance, the Governor or his or her designee, ~~and~~  
10 ~~the Executive Director of the Alabama State Employees'~~  
11 ~~Association~~ and the Director of State Personnel or his or her  
12 designee.

13           "(c) The board shall adopt rules to govern its  
14 proceedings and may adopt any other rules and regulations  
15 necessary to implement this section, including specifying  
16 classifications of employees for award purposes and excluding  
17 any employee classifications from this section.

18           "(d) The board shall elect a chair and secretary,  
19 shall maintain a permanent and accurate record of its  
20 proceedings, and shall establish criteria for making and  
21 approving awards. The board shall meet at least quarterly to  
22 evaluate suggestions forwarded to it by state departments and  
23 agencies. Departments or agencies shall forward to the board a  
24 suggestion submitted by an employee together with the  
25 department's recommendation regarding the suggestion and a  
26 calculation of one-time savings, and when possible, the  
27 on-going savings that would result from implementation of the

1 suggestion. The department or agency shall not implement an  
2 employee suggestion forwarded pursuant to this section until  
3 the board approves and authorizes implementation.

4 "(e) Upon approval and implementation of an employee  
5 suggestion that is meritorious, the board shall award the  
6 employee submitting the suggestion a one-time ~~cash~~ award of up  
7 to one thousand dollars (\$1,000). In an exceptional situation,  
8 the board may award up to five thousand dollars (\$5,000) to an  
9 employee for a suggestion or suggestions that result in  
10 extraordinary savings or improvement for the state.

11 "(f) No elected official or department head shall be  
12 eligible to be a recipient of an incentive award pursuant to  
13 this section.

14 "(g) A state department or agency shall implement  
15 the employee suggestion within 180 days of the approval notice  
16 from the board or provide a written report to the board at  
17 that time with specific reasons why the department has not  
18 implemented the suggestion.

19 "(h) Beginning with the budget for the fiscal year  
20 beginning October 1, 2000, the Legislature shall make an  
21 annual appropriation to the board for implementing this  
22 section."

23 Section 2. This act shall become effective on the  
24 first day of the third month following its passage and  
25 approval by the Governor, or its otherwise becoming law.