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Referred: State Affairs and  
Finance

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1 IN THE HOUSE

HOUSE BILL NO. 14

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IN THE LEGISLATURE OF THE STATE OF ALASKA

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FIFTEENTH LEGISLATURE - FIRST SESSION

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A BILL

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For an Act entitled: "An Act establishing a state employee incentive award

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system."

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BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

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\* Section 1. AS 39.51 is amended by adding new sections to read:

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ARTICLE 2. INCENTIVE AWARD PROGRAM.

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Sec. 39.51.110. INCENTIVE AWARDS. The commissioner of a depart-

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ment or the executive head of an agency other than a department may

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pay an employee a cash award and incur necessary expense for the

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honorary recognition of the employee if the employee has

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(1) contributed to the efficiency, economy, or other im-

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provement of state operations by suggestion, invention, superior

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accomplishment, or other personal effort; or

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(2) performed a special act or service in the public inter-

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est in connection with or related to the employee's official employ-

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ment.

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Sec. 39.51.120. AMOUNT OF AWARDS. (a) Except as provided in

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(b) of this section, a cash award under AS 39.51.110 - 39.51.200 may

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not exceed \$10,000.

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(b) When the commissioner of a department or the executive head

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of an agency certifies to the Personnel Board that the suggestion,

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invention, superior accomplishment, or other meritorious effort for

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which the award is proposed is highly exceptional and unusually out-

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standing, the board may approve a cash award in excess of \$10,000 but

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not in excess of \$25,000.

1 (c) A cash award under AS 39.51.110 - 39.51.200 is in addition  
2 to the regular pay of the recipient. Acceptance of a cash award  
3 constitutes an agreement that the use by the state of an idea, method,  
4 or device for which the award is made does not form the basis of a  
5 further claim of any nature against the state by the employee.

6 (d) A department or agency may pay a cash award and the expense  
7 for the honorary recognition of an employee from the appropriation  
8 available to the activity primarily benefiting or the activities  
9 benefiting from the idea, method, or device that forms the basis for  
10 the award. The commissioner of the department or head of the agency  
11 concerned determines the amount to be paid by each activity for an  
12 award.

13 Sec. 39.51.130. AWARDS FOR COST SAVINGS DISCLOSURES. (a) A  
14 department or agency may pay a cash award to an employee whose disclo-  
15 sure of fraud, waste, or mismanagement to the official designated  
16 under (b) of this section has resulted in cost savings for the depart-  
17 ment or agency. The amount of the award may not exceed the lesser of

18 (1) \$10,000; or

19 (2) an amount equal to one percent of the department's or  
20 agency's cost savings that the official designated under (b) of this  
21 section determines to be the total savings attributable to the  
22 employee's disclosure; in determining the amount, the official may  
23 consider agency cost savings projected for subsequent fiscal years  
24 that will be attributable to the disclosure.

25 (b) The commissioner of a department or the executive head of an  
26 agency shall designate an official who has authority to make deter-  
27 minations and grant awards under this section.

28 Sec. 39.51.130. AWARDS TO FORMER EMPLOYEES. A department or  
29 agency may pay or grant an award under AS 39.51.110 - 39.51.200

1       notwithstanding the death or separation from state service of the em-  
2       ployee concerned if the suggestion, invention, superior accomplish-  
3       ment, other personal effort, or special act or service in the public  
4       interest for which the award is proposed was made or performed while  
5       the employee was in the employ of the state.

6               Sec. 39.51.140. REGULATIONS. The Personnel Board may adopt  
7       regulations under AS 44.62 (Administrative Procedure Act) to implement  
8       the employee incentive award program.

9               Sec. 39.51.200. DEFINITIONS. In AS 39.51.110 - 39.51.200,

10              (1) "employee" includes a permanent, probationary, season-  
11       al, nonpermanent, temporary, or provisional employee of the state  
12       whether in the classified, partially exempt, or exempt service;

13              (2) "Personnel Board" means the Personnel Board established  
14       in AS 39.25.060.