

SESSION OF 2002

**CONFERENCE COMMITTEE REPORT
SENATE BILL NO. 429**

As Agreed to April 26, 2002

Brief *

SB 429, as agreed to by the Conference Committee, establishes a statewide employee award and recognition program that allows state employees to be compensated monetarily or non-monetarily for work accomplishments, meritorious service, innovations, volunteer work, and length of service. Awards would be financed through operating funds in an agency's approved budget, new funding requested by an agency, or Kansas Savings Incentives Program (KSIP) funds. The gross value of all awards to any employee in a given fiscal year would be limited to \$3,500. The existing Employee Award Program and the Employee Award Board would be abolished.

The bill prohibits any state officer or employee from being reimbursed for expenses incurred in the performance of job duties when that person is receiving a per diem subsistence allowance or any other type of reimbursement from another governmental entity.

Finally, the bill requires each state agency to establish a state employee suggestion program through which employees may make suggestions for cost reductions through increased efficiencies or other economies or savings in the operations of the agency. Under provisions of the bill, the employee making a suggestion would be paid a one time employee suggestion bonus of 10 percent of the documented cost reduction, to a maximum of \$37,500. In addition, the agency would retain 10 percent of the documented cost reductions, with the funding placed in the agency's Kansas Savings Incentives Program account. The remaining balance of the savings achieved through the cost reduction would revert to the State General Fund.

Each agency would be required to submit each suggestion it receives, along with the agency's estimated cost reduction, if any, and

*Conference committee summary reports are prepared by the Legislative Research Department and do not express legislative intent. No summary is prepared when the report is an agreement to disagree.

dispensation of the suggestion to the Director of the Budget. The Director of the Budget is required to file copies with the Director of the Legislative Research Department, who is required to report annually on the information to members of the Legislative Budget Committee.

The bill also limits payments under the Kansas Savings Incentive Program to suggestions made under the newly proposed suggestion program or awards for work accomplishments, meritorious service, innovations, volunteer work, and length of service. The Director of the Division of Personnel Services is required to establish guidelines and limitations for bonus payments under the Kansas Savings Incentive Program.

Background

The bill as introduced contained the provisions regarding the statewide employee award and recognition program which would allow state employees to be compensated monetarily or non-monetarily for work accomplishments, meritorious service, innovations, volunteer work, and length of service.

House amendments to the bill dealt with the establishment of an employee suggestion award program.