

1 State of Arkansas
2 89th General Assembly
3 Regular Session, 2013

A Bill

HOUSE BILL 1877

4
5 By: Representatives H. Wilkins, Hutchison

For An Act To Be Entitled

8 AN ACT TO ESTABLISH THE TEAM ARKANSAS SYSTEM; TO
9 AUTHORIZE AN AWARD TO A STATE EMPLOYEE OR GROUP OF
10 STATE EMPLOYEES WHO MAKES A SUGGESTION THAT RESULTS
11 IN SAVINGS TO THE STATE UNDER CERTAIN CIRCUMSTANCES;
12 AND FOR OTHER PURPOSES.

Subtitle

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16 TO ESTABLISH THE TEAM ARKANSAS SYSTEM; TO
17 AUTHORIZE AN AWARD TO A STATE EMPLOYEE OR
18 GROUP OF STATE EMPLOYEES WHO MAKES A
19 SUGGESTION THAT RESULTS IN SAVINGS TO THE
20 STATE UNDER CERTAIN CIRCUMSTANCES.

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23 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

24
25 SECTION 1. Arkansas Code § 21-11-103 is amended to read as follows:

26 21-11-103. ~~Employee Suggestion~~ Team Arkansas System established.

27 There is established a program to be known as the ~~Employee Suggestion~~
28 Team Arkansas System to encourage the development of ideas for improving the
29 economy and efficiency of state government, to grant awards for ideas of
30 proper merit, and to implement them in the governmental process.

31
32 SECTION 2. Arkansas Code § 21-11-104 is amended to read as follows:

33 21-11-104. Rules and regulations – Procedure for submission of
34 suggestions – Rejection or acceptance of employee suggestion.

35 (a) The Director of the Department of Finance and Administration, or
36 his or her designee, is directed to develop and adopt rules and regulations



1 in accordance with this chapter for the administration of the Employee
2 Suggestion System.

3 ~~(b)(1) The rules shall provide for the direct submission of all~~
4 ~~suggestions to the Office of Personnel Management's Employee Suggestion~~
5 ~~System for determination of eligibility under the rules and regulations as~~
6 ~~authorized in this section.~~

7 ~~(2) Eligible suggestions will be forwarded to the department~~
8 ~~director, or to the department director's designated representative, for~~
9 ~~evaluation of proper merit.~~

10 (b)(1) An employee suggestion shall be made in writing to the head of
11 the state agency that is the employer of the employee or group of employees
12 making the employee suggestion.

13 (2) To be eligible for an award made under this chapter, a
14 employee or a group of employees must propose a change that is not currently
15 under active consideration by the state agency or the Suggestion Award Board.

16 (3) If a duplicate employee suggestion is submitted, only the
17 employee or group of employees who makes the first employee suggestion
18 received is eligible for an award made under this chapter.

19 (c) Upon receiving an employee suggestion under subsection (b) of this
20 section, a head of a state agency shall:

21 (1) Record and acknowledge receipt of the employee suggestion;

22 (2) Notify the employee or each employee in the group of
23 employees who made the employee suggestion of any undue delays in the
24 consideration of the employee suggestion; and

25 (3) Notify the board of the employee suggestion.

26 (d) If an employee suggestion is:

27 (1) Rejected by a state agency, the head of the state agency
28 shall notify the board and the employee or each employee in the group of
29 employees who made the employee suggestion of the rejection and the reason
30 for rejection; or

31 (2)(A) Adopted by a state agency, the state agency shall report
32 to the board on the adoption of the employee suggestion.

33 (B) The state agency shall include in its report the
34 projected reduction, elimination, or avoidance of expenditures or improvement
35 in operations made possible by the employee suggestion.

36 ~~(3)(e) The names of individuals who make suggestions shall be kept~~

1 confidential unless such person is granted an award under this chapter.

2
3 SECTION 3. Arkansas Code § 21-11-105 is amended to read as follows:

4 21-11-105. ~~Suggestion Team~~ Arkansas Award Board – Review of agency
5 decision.

6 (a)(1) There is created the ~~Suggestion Team~~ Arkansas Award Board.

7 (2) The membership of the board shall consist of the Director of
8 the Department of Finance and Administration, the Personnel Director, who
9 shall serve as chair, ~~and~~ the cochairs of the Legislative Council, and the
10 cochairs of the Legislative Joint Auditing Committee.

11 (b) Regarding an employee suggestion made under this chapter, the
12 board shall:

13 (1) Review state agency findings and recommendations;

14 (2) Evaluate the employee suggestion, taking into consideration
15 state agency action and staff recommendations; and

16 (3)(A) Determine whether to make an award to the employee or to
17 each employee in the group of employees who made the employee suggestion.

18 (B) If the board finds that more information is needed
19 before determining whether to make an award, the board may delay making the
20 determination until the information has been obtained.

21 ~~(b)(c)~~ The decisions of the board regarding suggestions, awards, and
22 appeals shall be final and binding to all parties concerned.

23 ~~(c)(1) The board will review suggestions after the suggestor has~~
24 ~~filed a formal appeal.~~

25 ~~(2)(d)~~ If, in the opinion of the board, further evaluation is
26 needed, the board may request the state agency to reevaluate the suggestion.

27
28 SECTION 4. Arkansas Code § 21-11-107 is amended to read as follows:

29 21-11-107. Awards for employee suggestions.

30 ~~(a)(1)(A) Any monetary award granted for a suggestion which may~~
31 ~~improve the economy and efficiency of state government shall be the greater~~
32 ~~of one hundred dollars (\$100) or ten percent (10%) of the amount of savings.~~

33 (B) ~~However, the monetary award shall be limited to a~~
34 ~~maximum of five thousand dollars (\$5,000) unless a larger award is~~
35 ~~recommended by resolution of the General Assembly.~~

36 (2) ~~If an employee's suggestion appears to be one which may~~

1 ~~improve the economy and efficiency of state government but would require~~
 2 ~~legislative enactment, the suggestor shall receive a monetary award as~~
 3 ~~prescribed in subsection (a) of this section based on the actual net savings~~
 4 ~~after the end of the first year following implementation of the suggestion.~~

5 (a)(1) An award under this chapter shall not exceed ten percent (10%)
 6 of the amount of an actual savings to the state in the first full fiscal year
 7 after an employee's suggestion is adopted.

8 (2) As used in this section, "actual savings" includes the
 9 actual reduction, elimination, or avoidance of expenditures or the
 10 improvement in operations reported under § 21-11-110.

11 (b)(1) If an is award made to each employee in a group of employees
 12 who made the employee suggestion, the head of the state agency that is the
 13 employer of the group of state employees shall determine the share of the
 14 award to be distributed to each employee in the group.

15 (2) The shares under subdivision (b)(1) of this section shall be
 16 proportionate, fair, and equitable based on the contributions by each
 17 employee to the employee suggestion.

18 ~~(b)(c)~~ When implementation of a suggestion an employee suggestion
 19 would not result in cost reduction or avoidance but would visibly improve the
 20 operations of a process or program or improve public relations, safety, or
 21 effectiveness of operations as indicated in § 21-11-103, recognition of the
 22 suggestor employee or each employee in the group of employees who made the
 23 employee suggestion will be made by the issuance of a suitable certificate
 24 and a monetary award of one hundred dollars (\$100).

25
 26 SECTION 5. Arkansas Code § 21-11-108 is amended to read as follows:

27 21-11-108. Payment of awards.

28 (a) When it is determined by the ~~Personnel Director~~ Team Arkansas
 29 Award Board that a monetary award is to be made under the rules of the
 30 ~~Employee Suggestion Team Arkansas System, he or she~~ the board shall certify
 31 the amount to the Chief Fiscal Officer of the State.

32 (b) The Chief Fiscal Officer of the State shall cause a transfer to be
 33 made of the amount of moneys awarded from the fund from which the benefiting
 34 employee is being paid to the State Central Services Fund.

35 (c) Notwithstanding any other provisions of law, the Treasurer of
 36 State shall issue warrants to employees for approved employee suggestions in

1 accordance with this chapter.

2
 3 SECTION 6. Arkansas Code § 21-11-109 is amended to read as follows:
 4 21-11-109. Funding.

5 (a) No agency, board, or commission shall receive additional
 6 appropriations or funds to carry out this chapter except the Office of
 7 Personnel Management of the Division of Management Services of the Department
 8 of Finance and Administration, which shall be allocated funds and
 9 appropriations to administer it.

10 (b) All monetary awards ~~prescribed in~~ under § 21-11-107(a) or (b)
 11 shall be made from the amount of appropriated money saved by the ~~suggestions~~
 12 ~~of employees~~ employee suggestions.

13 (c) The minimum monetary award prescribed in § 21-11-107~~(b)~~(c) shall
 14 be made from the agency's existing appropriation for the general maintenance
 15 and operation of the agency.

16
 17 SECTION 7. Arkansas Code Title 21, Chapter 11, is amended to add a new
 18 section to read as follows:

19 21-11-110 Report of state agency savings.

20 (a) A state agency that has adopted an employee suggestion under this
 21 chapter shall report an actual reduction, elimination, or avoidance of
 22 expenditures or improvement in operations made possible by the employee
 23 suggestion.

24 (b) The report required under subsection (a) of this section shall be
 25 made not later than thirty (30) day after the end:

26 (1) Of the fiscal year during which the employee suggestion was
 27 adopted; and

28 (2) Of any subsequent fiscal year during which the state agency
 29 realizes any actual reduction, elimination, or avoidance of expenditures or
 30 improvement in operations made possible by the employee suggestion.