S.B. 286

SENATE BILL NO. 286–SENATOR RHOADS

MARCH 21, 2011

JOINT SPONSOR: ASSEMBLYWOMAN SMITH

Referred to Committee on Legislative Operations and Elections

SUMMARY—Authorizes awards to certain state employees who suggest ways to improve the operation of State Government. (BDR 31-980)

FISCAL NOTE: Effect on Local Government: No.
Effect on the State: No.

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EXPLANATION – Matter in ***bolded italics*** is new; matter between brackets ~~[omitted material]~~ is material to be omitted.

AN ACT relating to state employees; authorizing an award to a state employee or group of state employees who make a suggestion that results in savings to the State under certain circumstances; and providing other matters properly relating thereto.

Legislative Counsel's Digest:

This bill authorizes an award to be made by the State to any state employee or group of state employees who make a suggestion that results in savings to the State, in the form of an actual reduction, elimination or avoidance of expenditures or improvements in operations. **Section 3** of this bill specifies which employees are eligible for awards and which suggestions are eligible to be awarded. Under **section 4** of this bill, a suggestion must be made to the head of the state agency that employs the state employee and then must be forwarded to the Interim Finance Committee. If the state agency adopts the suggestion, the head of the state agency must report to the Interim Finance Committee on the savings realized because of the adoption of the suggestion. Under **section 5** of this bill, the Interim Finance Committee may then award the state employee or group of employees an amount not to exceed 50 percent of the amount of the savings. If the award goes to a group of state employees, the head of the state agency must divide the award in a way that is proportionate, fair and equitable, based on the contributions by each state employee to the suggestion.

THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

Section 1. Chapter 285 of NRS is hereby amended by adding thereto the provisions set forth as sections 2 to 5, inclusive, of this act.

Sec. 2. ***As used in sections 2 to 5, inclusive, of this act, unless the context otherwise requires:***

1. "Adoption" has the meaning ascribed to it in NRS 285.010;

2. "Employee suggestion" means a proposal by a state employee or group of state employees which would:

(a) Reduce or eliminate state expenditures; or

(b) Improve the operation of State Government.

3. "State employee" has the meaning ascribed to it in NRS 285.010.

Sec. 3. ***1. Any state employee or group of state employees may make an employee suggestion.***

2. To be eligible for an award made pursuant to section 5 of this act, a state employee or a group of state employees must propose a change which is not currently under active consideration by the state agency affected.

3. If duplicate suggestions are submitted, only the state employee or group of state employees who makes the first suggestion received is eligible for an award made pursuant to section 5 of this act.

4. An employee suggestion may not be awarded pursuant to section 5 of this act if the employee suggestion has been awarded pursuant to NRS 285.010 to 285.070, inclusive.

Sec. 4. ***1. An employee suggestion must be made in writing to the head of the state agency that is the employer of the state employee or group of state employees making the suggestion.***

2. Upon receiving an employee suggestion pursuant to subsection 1, a head of a state agency shall:

(a) Receive, record and acknowledge receipt of the employee suggestion;

(b) Notify the state employee or each employee in the group of state employees who made the employee suggestion of any undue delays in the consideration of the suggestion; and

(c) Notify the Interim Finance Committee of the employee suggestion.

3. If an employee suggestion is rejected by a state agency, the head of the state agency shall notify the Interim Finance Committee and the state employee or each state employee in the

group of state employees who made the employee suggestion of the rejection and the reason for rejection.

4. If an employee suggestion is adopted by a state agency, the state agency shall report to the Interim Finance Committee on the adoption of the employee suggestion. The report must detail any actual reduction, elimination or avoidance of expenditures or improvement in operations made possible by the employee suggestion.

5. A report required pursuant to subsection 4 must be made:

(a) Not later than 30 days after the end of the fiscal year during which the employee suggestion was adopted; and

(b) Not later than 30 days after the end of any subsequent fiscal year during which the state agency realizes any actual reduction, elimination or avoidance of expenditures or improvement in operations made possible by the employee suggestion.

Sec. 5. *1. At the next meeting of the Interim Finance Committee after receiving a report pursuant to section 4 of this act, the Interim Finance Committee shall:*

(a) Review agency findings and recommendations regarding the employee suggestion;

(b) Evaluate the employee suggestion, taking into consideration agency action and staff recommendations; and

(c) If the Interim Finance Committee determines that more information is needed before determining whether to make an award pursuant to subsection 2, delay making the determination until such information has been obtained.

2. After reviewing and evaluating pursuant to subsection 1, the Interim Finance Committee may make an award to the state employee or, subject to the provisions of subsection 4, to each state employee in the group of state employees who made the employee suggestion.

3. An award made pursuant to subsection 2 may not exceed 50 percent of the amount of any actual savings to the State resulting from the adoption of the employee suggestion, in the form of the actual reduction, elimination or avoidance of expenditures or improvement in operations reported pursuant to section 4 of this act.

4. If an award made pursuant to subsection 2 is made to each state employee in a group of state employees, the head of the agency that is the employer of the group of state employees shall determine the share of the award to be distributed to each state employee in the group. Such shares must be proportionate, fair and equitable based on the contributions by each state employee to the employee suggestion.

Sec. 6. NRS 285.010 is hereby amended to read as follows:

285.010 As used in ~~[this chapter]~~ ***NRS 285.010 to 285.080, inclusive,*** unless the context otherwise requires:

1. "Adoption" means the putting of an employee suggestion into effect.

2. "Board" means the Merit Award Board.

3. "Employee suggestion" means a proposal by a state employee which would:

(a) Reduce or eliminate state expenditures; or

(b) Improve the operation of State Government.

4. "Merit award" means an award to a state employee for an adopted suggestion in the form of either the Governor's certificate of commendation or a cash payment.

5. "State employee" means any person employed by a state agency who is not the head of the department.

Sec. 7. This act becomes effective on July 1, 2011, and expires by limitation on June 30, 2017.

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