

SENATE CHAMBER
STATE OF OKLAHOMA

DISPOSITION

FLOOR AMENDMENT

No. _____

COMMITTEE AMENDMENT

(Date)

Mr./Madame President:

I move to amend House Bill No. 1044, by substituting the attached floor substitute for the title, enacting clause and entire body of the measure.

Submitted by:

Senator Treat

Treat-MJM-FS-Req#1733
2/18/2016 4:55 PM

(Floor Amendments Only) Date and Time Filed: _____

Untimely

Amendment Cycle Extended

Secondary Amendment

1 STATE OF OKLAHOMA
2 1st Session of the 55th Legislature (2015)

3 FLOOR SUBSTITUTE
4 FOR ENGROSSED
5 HOUSE BILL NO. 1044

6 By: Walker of the House
7 and
8 Treat of the Senate

9 FLOOR SUBSTITUTE

10 [state employees - suggestion program - Incentive
11 Awards for State Employees Act - repealer -
12 codification - effective date -
13 emergency]

14 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

15 SECTION 1. NEW LAW A new section of law to be codified
16 in the Oklahoma Statutes as Section 1604 of Title 74, unless there
17 is created a duplication in numbering, reads as follows:

18 A. Every state agency employing more than ten full-time-
19 equivalent employees may develop a State Employee Suggestion
20 Program. The purpose of the program shall be to promote efficiency
21 and effectiveness of state governmental operations by providing
22 economic incentives to employees who make suggestions which result
23 in direct cost savings.

24 B. A state agency which implements a suggestion made by an
employee which results in direct cost savings to the agency of Five

1 Thousand Dollars (\$5,000.00) or more may financially reward the
2 employee. The amount of any such award shall not exceed twenty
3 percent (20%) of the cost savings to the agency. No state employee
4 shall be eligible to receive more than one award payment in any
5 single fiscal year. Each agency shall be responsible for
6 implementing a State Employee Suggestion Program as it deems
7 appropriate in accordance with the provisions of this section.

8 C. Suggestions pertaining to the following areas shall not be
9 eligible for awards: grievances; classification and pay; matters
10 already recommended for study, review or summary; matters which are
11 the result of assigned or contracted audits, budget and fiscal
12 preparations studies, surveys, reviews or research; matters
13 requiring the enactment of legislation; and a suggester who applies
14 for patent rights to his or her suggestion is not eligible for an
15 award.

16 D. The Office of Management and Enterprise Services shall
17 promulgate rules and establish policies as necessary to implement
18 the State Employee Suggestion Program.

19 SECTION 2. AMENDATORY 74 O.S. 2011, Section 4111, is
20 amended to read as follows:

21 Section 4111. Sections ~~±~~ 4111 through ~~±~~ 4122 of this ~~act~~ title
22 shall be known and may be cited as the "Incentive Awards for State
23 Employees Act".
24

1 SECTION 3. 74 O.S. 2011, Section 4115A, is amended to read
2 as follows:

3 Section 4115A. Pursuant to rules ~~and regulations~~ promulgated by
4 the ~~Committee for Incentive Awards for State Employees~~ Office of
5 Management and Enterprise Services, state employees shall be
6 recognized for their length of service to the state. Recognition
7 shall consist of certificates and lapel pins. The longevity award
8 shall be made at five-year intervals during the month following the
9 anniversary date of the employee to recognize years of service as
10 defined in Section ~~805.2~~ 840-2.18 of ~~Title 74 of the Oklahoma~~
11 ~~Statutes~~ this title. The cost of the incentive award shall be
12 billed to the employing agency.

13 SECTION 4. AMENDATORY 74 O.S. 2011, Section 4119, as
14 amended by Section 1016, Chapter 304, O.S.L. 2012 (74 O.S. Supp.
15 2014, Section 4119), is amended to read as follows:

16 Section 4119. ~~At the conclusion of the eligible fiscal year,~~
17 ~~subject to the rules and regulations promulgated by the Committee,~~
18 ~~the Committee shall compare the unit dollar expenditures for that~~
19 ~~year of each agency, department, commission, office, or defined work~~
20 ~~unit or work teams against the base year data and, after making such~~
21 ~~adjustments as in the judgment of the Committee are required to~~
22 ~~eliminate distortions, shall determine the amount, if any, that the~~
23 ~~agency, department, commission, office, or defined work unit or work~~
24 ~~teams has reduced its unit dollar cost of operations or increased~~

~~its level of services in the eligible fiscal year. Adjustments to eliminate distortions may include any legislative increases in employee compensation and inflationary increases in the cost of services, materials, or supplies. If the Committee shall determine an agency, department, commission, or office qualifies for award, it may award, after consultation with the Office of Management and Enterprise Services, to the employees of that agency, department, commission, office, defined work unit or work teams a sum not in excess of twenty five percent (25%) of the amount determined to be the total unit dollar savings to the state for the level of services rendered. Incentive pay awards provided pursuant to the provisions of the Incentive Awards for State Employees Act shall be exempt from retirement contributions and shall not be included for the purpose of computing a retirement allowance pursuant to any public retirement system of this state. The amount awarded shall be divided and distributed in equal shares to the employees of the agency, department, commission, office, defined work unit or work teams except that employees who have worked for the agency, department, commission, office, defined work unit or work teams less than the full twelve (12) months of the fiscal year shall receive only a pro rata share based on the fraction of the year said employees have worked for that agency, department, commission, office, defined work unit or work teams. Employees voluntarily leaving the employment of state government or employees dismissed~~

1 ~~for cause shall forfeit their share.~~ Funds for this incentive pay
2 shall be drawn from the operating expenses of the agency,
3 department, commission, or office for the eligible fiscal year. ~~No~~
4 ~~nominations for a unit incentive compensation award shall be made~~
5 ~~until the nominating agency, department, commission, or office~~
6 ~~assures that funds for said award are available.~~ Funds for the
7 ~~payment of unit incentive compensation awards shall be considered~~
8 ~~encumbered to the extent said awards are approved by the Committee.~~

9 SECTION 5. REPEALER 74 O.S. 2011, Sections 4112, as
10 amended by Section 1015, Chapter 304, O.S.L. 2012, 4113, 4116, 4117,
11 4118 and 4120, as amended by Section 1017, Chapter 304, O.S.L. 2012
12 (74 O.S. Supp. 2014, Sections 4112 and 4120), are hereby repealed.

13 SECTION 6. This act shall become effective July 1, 2015.

14 SECTION 7. It being immediately necessary for the preservation
15 of the public peace, health and safety, an emergency is hereby
16 declared to exist, by reason whereof this act shall take effect and
17 be in full force from and after its passage and approval.

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19 55-1-1733 MJM 2/18/2016 4:55:27 PM
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