

Bonus Legislation

Authority	General Parameters	Type of Reward (Monetary Limits)	Are Agencies Required to Have a Policy or Plan?	B&C Board Involvement
8-1-170 Group productivity incentive programs	Recognizes and rewards team accomplishments through group performance.	Monetary reward; 25% of identified savings resulting from reduced operational costs; up to a maximum of \$2,000 per employee in a fiscal year; shared equally among team members.	A policy or procedure is required to determine unit expenses or data for the year of participation.	Proposals, actual dollar savings, and names of employees receiving rewards must be reported to B&C Board.
8-1-160 Performance increase or decrease in salary; redress for decrease	Allows increases based on performance; allows performance decrease based on the results of the EPMS, which are grievable and appealable.	Monetary reward; performance increase may not place employee's salary above maximum of executive pay band or executive compensation pay range; performance decrease may not place employee's salary below minimum of executive pay band or executive compensation pay range.	No policy is required. OHR recommends inclusion in an agency's compensation policy, EPMS policy, and grievance policy.	An agency's EPMS or grievance policy requires OHR approval.
8-1-180 Tokens of recognition and other rewards; limit on amount per individual	Allows recognition to reward innovations or improvements by individuals or teams that enhance the quality of work or productivity or as part of employee development programs.	Non-monetary reward; public funds may be used for plaques, certificates, and other events, including meals and similar types of recognition; limited to \$50.00 for each individual.	No policy required.	No action required.
8-1-190 Pilot programs to create innovation in state government	Allows pilot programs with individual agencies or groups of agencies to create innovations in State Government.	Monetary or non-monetary reward possible; neither specified.	No policy is required (unless B&C Board's approval includes a requirement for a policy); B&C Board is authorized to enter into pilot programs with agencies, such as incentive pay or other innovative reward and recognition programs.	B&C Board approves and monitors the findings and results of the pilot programs to determine if legislative recommendations should be provided to General Assembly.
8-11-190 Use of public funds to reward state employee	Allows agencies to reward innovations or improvements by individual employees or employee teams that enhance the quality of work or productivity or as a part of employee development programs of the agency.	Non-monetary reward; plaques, certificates, meals and similar types of recognition; no limit on dollar amount of non-monetary award, but must be read in conjunction with § 8-1-180 which limits the award to \$50.00 for each individual.	No policy required.	No action required.

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<p>Proviso 89.79 Employee Bonuses</p>	<p>Allows agencies to recognize the accomplishments and contributions of individual employees, such as contributions to increased organizational productivity, development/implementation of improved work processes, exceptional customer service, realized cost savings.</p>	<p>Monetary reward from state, federal and other sources of revenue; lump sum bonuses not to exceed \$3,000 per employee per fiscal year.</p>	<p>Plan required based on objective guidelines established by the B&C Board; Agency Director has final approval for bonus.</p>	<p>Annual reporting to the B&C Board is required.</p>
<p>Proviso 89.18 Allowance for Residences and Compensation</p>	<p>Allows agencies to recognize the accomplishments and contributions of individual employees.</p>	<p>Monetary reward from public funds and/or other funds for designated employee award programs.</p>	<p>Written criteria for the program is required to be approved by the agency governing board or commission.</p>	<p>Annual reporting to the B&C Board is required.</p>