

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2005

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HOUSE BILL 717

Short Title: SEIBP Changes.

(Public)

Sponsors: Representatives Coleman; Dollar, Faison, Jones, Parmon, and Wainwright.

Referred to: State Personnel.

March 17, 2005

A BILL TO BE ENTITLED
AN ACT RELATING TO THE STATE EMPLOYEE INCENTIVE BONUS PROGRAM.

The General Assembly of North Carolina enacts:

SECTION 1. Article 36A of the General Statutes is repealed.

SECTION 2. Article 2 of Chapter 126 of the General Statutes is amended by adding a new section to read:

"§ 126-7.3. State Employee Incentive Bonus Program.

(a) It is the policy of the State to promote employee suggestion programs through the State Employee Incentive Bonus Program (SEIBP) so that employees and groups of employees may be recognized and rewarded for adopted ideas, suggestions, innovations, and the achievement of individual or group goals that improve their agencies and State governmental operations. The Office of State Personnel shall administer the State's program and is authorized, with the approval of the State Personnel Commission (Commission), to adopt and implement policies in order to administer a State Employee Incentive Bonus Program.

(b) All State agencies, departments, and institutions and The University of North Carolina shall implement a State Employee Incentive Bonus Program that is not inconsistent with the policy approved by the Commission.

(c) A State Review Committee to evaluate suggestions and innovations shall consist of 11 members as follows:

(1) The State SEIBP Coordinator.

(2) A representative of the Office of State Budget and Management.

(3) A representative of the Department of Administration.

(4) A representative of the Department of Information and Technology Services.

(5) A representative of the Office of State Personnel.

- 1 (6) A representative of The University of North Carolina appointed by the
2 Office of the President.
3 (7) A representative of the Department of Justice.
4 (8) A representative of the Department of Labor.
5 (9) One current State employee appointed by the Speaker of the House of
6 Representatives.
7 (10) One current State employee appointed by the President Pro Tempore
8 of the Senate.
9 (11) One current State employee appointed by the Governor.

10 (d) The State Review Committee shall have the final authority to approve and
11 recommend any bonus consistent with the State Employee Incentive Bonus Program
12 policy. First-year suggestion savings from the General Fund appropriations shall be
13 distributed as follows:

- 14 (1) Twenty percent (20%) to the suggester or group or both, with an
15 individual limit of twenty thousand dollars (\$20,000), and an aggregate
16 team limit of one hundred dollars (\$100.00).
17 (2) Thirty percent (30%) to the General Fund.
18 (3) Thirty percent (30%) to the implementing agency.
19 (4) Ten percent (10%) to the State Employees Incentive Bonus Program
20 for administrative and operation expenses.
21 (5) Ten percent (10%) to the Office of State Personnel to be used for
22 employee training.

23 (e) The State Review Committee shall review and approve any alternative
24 distribution formulas, consistent with SEIBP policy, for suggestions approved in
25 programs that are not funded in part or whole through the General Fund.

26 (f) All suggestions or innovations submitted by State employees pursuant to this
27 section are the property of the State, and all related intellectual property rights shall be
28 assigned to the State. By January 1, 2006, the Office of State Personnel shall establish a
29 policy regarding intellectual property rights that arise from the SEIBP.

30 (g) Decisions regarding the award of bonuses are final and are not subject to
31 review under the contested case procedures of Chapter 150B of the General Statutes."

32 **SECTION 3.** This act becomes effective July 1, 2005.