GENERAL ASSEMBLY OF NORTH CAROLINA SESSION 2005

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HOUSE DRH50192-LR-79 (03/09)

Short Title: SEIBP Changes.

Sponsors:Representative Coleman.Referred to:

1	A BILL TO BE ENTITLED			
2	AN ACT RELATING TO THE STATE EMPLOYEE INCENTIVE BONUS			
3	PROGRAM.			
4	The General Assembly of North Carolina enacts:			
5	SECTION 1. Article 36A of the General Statutes is repealed.			
6	SECTION 2. Article 2 of Chapter 126 of the General Statutes is amended by			
7	adding a new section to read:			
8	" <u>§ 126-7.3. State Employee Incentive Bonus Program.</u>			
9	(a) It is the policy of the State to promote employee suggestion programs through			
10	the State Employee Incentive Bonus Program (SEIBP) so that employees and groups of			
11	employees may be recognized and rewarded for adopted ideas, suggestions,			
12	innovations, and the achievement of individual or group goals that improve their			
13	agencies and State governmental operations. The Office of State Personnel shall			
14	administer the State's program and is authorized, with the approval of the State			
15	Personnel Commission (Commission), to adopt and implement policies in order to			
16	administer a State Employee Incentive Bonus Program.			
17	(b) All State agencies, departments, and institutions and The University of North			
18	Carolina shall implement a State Employee Incentive Bonus Program that is not			
19	inconsistent with the policy approved by the Commission.			
20	(c) A State Review Committee to evaluate suggestions and innovations shall			
21	consist of 11 members as follows:			
22	(1) <u>The State SEIBP Coordinator.</u>			
23	(2) <u>A representative of the Office of State Budget and Management.</u>			
24	(3) <u>A representative of the Department of Administration.</u>			
25	(4) <u>A representative of the Department of Information and Technology</u>			
26	Services.			
27	(5) <u>A representative of the Office of State Personnel.</u>			

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	General Assembly of North Carolina		Session 2005	
1	(6)	A representative of The University of North Car	olina appointed by the	
2	<u>(0)</u>	Office of the President.	onna appointed by the	
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		eaker of the House of	
6		Representatives.		
7	<u>(10)</u>	One current State employee appointed by the P	resident Pro Tempore	
8		of the Senate.	-	
9	<u>(11)</u>	One current State employee appointed by the Go	vernor.	
10	<u>(d)</u> <u>The</u>	State Review Committee shall have the final aut	hority 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	<u>(1)</u>	Twenty percent (20%) to the suggester or greater	-	
15		individual limit of twenty thousand dollars (\$20,0	000), and an aggregate	
16		team limit of one hundred dollars (\$100.00).		
17	<u>(2)</u>	Thirty percent (30%) to the General Fund.		
18	<u>(3)</u>	Thirty percent (30%) to the implementing agency		
19	<u>(4)</u>	Ten percent (10%) to the State Employees Ince	entive Bonus Program	
20		for administrative and operation expenses.		
21	<u>(5)</u>	Ten percent (10%) to the Office of State Pers	sonnel to be used for	
22		employee training.	1	
23	(e) <u>The State Review Committee shall review and approve any alternative</u>			
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) <u>All suggestions or innovations submitted by State employees pursuant to this</u>			
27 28	section are the property of the State, and all related intellectual property rights shall be			
28 29	assigned to the State. By January 1, 2006, the Office of State Personnel shall establish a			
29 30	<u>policy regarding intellectual property rights that arise from the SEIBP.</u>(g) Decisions regarding the award of bonuses are final and are not subject to			
30 31	review under the contested case procedures of Chapter 150B of the General Statutes."			
31	SECTION 3. This act becomes effective July 1, 2005.			
54	SEA	THORY 5. This act becomes effective July 1, 2005.		