
SUBSTITUTE SENATE BILL 6332

State of Washington

65th Legislature

2018 Regular Session

By Senate State Government, Tribal Relations & Elections (originally sponsored by Senators Fortunato, Hunt, Kuderer, Zeiger, Miloscia, and Saldaña)

READ FIRST TIME 01/25/18.

1 AN ACT Relating to reestablishing the productivity board;
2 amending RCW 41.60.020, 41.60.041, 41.60.050, 41.60.120, and
3 41.60.150; and reenacting and amending RCW 41.60.015.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5 **Sec. 1.** RCW 41.60.015 and 2011 1st sp.s. c 43 s 443 and 2011 1st
6 sp.s. c 21 s 30 are each reenacted and amended to read as follows:

7 (1) There is hereby created the productivity board, which may
8 also be known as the employee involvement and recognition board. The
9 board shall administer the employee suggestion program and the
10 teamwork incentive program under this chapter.

11 (2) The board shall be composed of:

12 (a) The secretary of state who shall act as chairperson;

13 (b) The director of financial management or the director's
14 designee;

15 (c) The director of enterprise services or the director's
16 designee;

17 (d) Three persons with experience in administering incentives
18 such as those used by industry, with the lieutenant governor,
19 secretary of state, and speaker of the house of representatives each
20 appointing one person by July 31, 2018. The secretary of state's
21 appointee shall be a representative of an employee organization

1 certified as an exclusive representative of at least one bargaining
2 unit of classified employees; and

3 (e) Two persons representing state agencies and institutions with
4 employees subject to chapter 41.06 RCW, and one person representing
5 those subject to chapter 28B.16 RCW, both appointed by the secretary
6 of state by July 31, 2018.

7 Members under subsection (2)(d) and (e) of this section shall be
8 appointed to serve three-year terms.

9 Members of the board appointed pursuant to subsection (2)(d) of
10 this section may be compensated in accordance with RCW 43.03.240. Any
11 board member who is not a state employee may be reimbursed for travel
12 expenses under RCW 43.03.050 and 43.03.060.

13 **Sec. 2.** RCW 41.60.020 and 1999 c 50 s 3 are each amended to read
14 as follows:

15 (1) The board shall formulate, establish, and maintain a
16 statewide employee suggestion program and adopt rules to allow for
17 agency unique suggestion programs. Employee suggestion programs are
18 developed to encourage and reward meritorious suggestions by state
19 employees that will promote efficiency and economy in the performance
20 of any function of state government: PROVIDED, That the program shall
21 include provisions for the processing of suggestions having
22 multiagency impact and post-implementation auditing of suggestions
23 for fiscal accountability.

24 (2) The board shall adopt rules necessary or appropriate for the
25 proper administration and for the accomplishment of the purposes of
26 this chapter. These rules shall include the adoption of a payment
27 award schedule that establishes the criteria for determining the
28 amounts of any financial or other awards under this chapter.

29 (3) The board shall prepare a topical list of all the
30 productivity awards granted and disseminate this information to the
31 legislature and all state government agencies that may be able to
32 adapt them to their procedures.

33 **Sec. 3.** RCW 41.60.041 and 1999 c 50 s 5 are each amended to read
34 as follows:

35 (1) Cash awards for suggestions generating net savings, revenue,
36 or both to the state shall be determined by the board, or the board's
37 designee, based on the payment award scale. No award may be granted
38 in excess of ten thousand dollars or ten percent of the actual net

1 savings and/or revenue generated, whichever amount is less. Savings,
2 revenue, or both, shall be calculated for the first year of
3 implementation.

4 (2) The board shall establish guidelines for making cash awards
5 for suggestions for which benefits to the state are intangible or for
6 which benefits cannot be calculated.

7 (3) Funds for the awards shall be drawn from the appropriation of
8 the agency benefiting from the employee's suggestion. If the
9 suggestion reduces costs to a nonappropriated fund or reduces costs
10 paid without appropriation from a nonappropriated portion of an
11 appropriated fund, an award may be paid from the benefiting fund or
12 account without appropriation.

13 (4) Awards may be paid to state employees for suggestions which
14 generate new or additional money for the general fund or any other
15 funds of the state. The director of financial management shall
16 distribute moneys appropriated for this purpose with the concurrence
17 of the productivity board. Transfers shall be made from other funds
18 of the state to the general fund, in amounts equal to award payments
19 made by the general fund, for suggestions generating new or
20 additional money for those other funds.

21 **Sec. 4.** RCW 41.60.050 and 2017 3rd sp.s. c 1 s 965 are each
22 amended to read as follows:

23 The legislature shall appropriate from the personnel service fund
24 for the payment of administrative costs of the productivity board.
25 (~~However, during the 2015-2017 and 2017-2019 fiscal biennia, the~~
26 ~~operations of the productivity board shall be suspended.~~))

27 **Sec. 5.** RCW 41.60.120 and 1999 c 50 s 9 are each amended to read
28 as follows:

29 The agency head may recommend an award amount to the board. Cash
30 awards for suggestion teams shall be up to twenty-five percent of the
31 actual net savings and/or revenue generated to be shared by the team
32 in a manner approved by the agency head, not to exceed ten thousand
33 dollars per team member. The board shall make the final determination
34 as to whether an award will be made in accordance with applicable
35 rules governing the teamwork incentive program. Awards will be based
36 on the payment award scale. Funds for the teamwork incentive award
37 shall be drawn from the agencies in which the unit is located or from

1 the benefiting fund or account without appropriation when additional
2 revenue is generated to the fund or account.

3 Awards may be paid to teams for process changes which generate
4 new or additional money for the general fund or any other funds of
5 the state. The director of the office of financial management shall
6 distribute moneys appropriated for this purpose with the concurrence
7 of the productivity board. Transfers shall be made from other funds
8 of the state to the general fund in amounts equal to award payments
9 made by the general fund, for innovations generating new or
10 additional money for those other funds.

11 **Sec. 6.** RCW 41.60.150 and 2011 1st sp.s. c 39 s 9 are each
12 amended to read as follows:

13 Other than suggestion awards and incentive pay unit awards,
14 agencies shall have the authority to recognize employees, either
15 individually or as a class, for accomplishments including outstanding
16 achievements, safety performance, longevity, outstanding public
17 service, or service as employee suggestion evaluators and
18 implementors. Recognition awards may not exceed two hundred dollars
19 in value per award. Such awards may include, but not be limited to,
20 cash or such items as pen and desk sets, plaques, pins, framed
21 certificates, clocks, and calculators. Award costs shall be paid by
22 the agency giving the award. (~~From February 15, 2010, through June~~
23 ~~30, 2013, recognition awards may not be given in the form of cash or~~
24 ~~cash equivalents such as gift certificates or gift cards.))~~

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