

SSB 5082 - S AMD 987
By Senator Hunt

ADOPTED 02/10/2022

1 Strike everything after the enacting clause and insert the
2 following:

3 "Sec. 1. RCW 41.60.015 and 2011 1st sp.s. c 43 s 443 and 2011
4 1st sp.s. c 21 s 30 are each reenacted and amended to read as
5 follows:

6 (1) (~~There~~) Subject to the availability of amounts appropriated
7 for this specific purpose, there is hereby created the productivity
8 board, which may also be known as the employee involvement and
9 recognition board. The board shall administer the employee suggestion
10 program and the 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, 2022. The secretary of state's
21 appointee shall be a representative of an employee organization
22 certified as an exclusive representative of at least one bargaining
23 unit of classified employees; and

24 (e) Two persons representing state agencies and institutions with
25 employees subject to chapter 41.06 RCW, and one person representing
26 those subject to chapter 28B.16 RCW, both appointed by the secretary
27 of state by July 31, 2022.

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

30 Members of the board appointed pursuant to subsection (2)(d) of
31 this section may be compensated in accordance with RCW 43.03.240. Any

1 board member who is not a state employee may be reimbursed for travel
2 expenses under RCW 43.03.050 and 43.03.060.

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

5 (1) The board shall formulate, establish, and maintain a
6 statewide employee suggestion program and adopt rules to allow for
7 agency unique suggestion programs. Employee suggestion programs are
8 developed to encourage and reward meritorious suggestions by state
9 employees that will promote efficiency and economy in the performance
10 of any function of state government: PROVIDED, That the program shall
11 include provisions for the processing of suggestions having
12 multiagency impact and post-implementation auditing of suggestions
13 for fiscal accountability.

14 (2) The board shall adopt rules necessary or appropriate for the
15 proper administration and for the accomplishment of the purposes of
16 this chapter. These rules shall include the adoption of a payment
17 award schedule that establishes the criteria for determining the
18 amounts of any financial or other awards under this chapter.

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

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

25 (1) Cash awards for suggestions generating net savings, revenue,
26 or both to the state shall be determined by the board, or the board's
27 designee, based on the payment award scale. No award may be granted
28 in excess of ten thousand dollars or 10 percent of the actual net
29 savings and/or revenue generated, whichever amount is less. Savings,
30 revenue, or both, shall be calculated for the first year of
31 implementation.

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

35 (3) Funds for the awards shall be drawn from the appropriation of
36 the agency benefiting from the employee's suggestion. If the
37 suggestion reduces costs to a nonappropriated fund or reduces costs
38 paid without appropriation from a nonappropriated portion of an

1 appropriated fund, an award may be paid from the benefiting fund or
2 account without appropriation.

3 (4) Awards may be paid to state employees for suggestions which
4 generate new or additional money for the general fund or any other
5 funds of the state. The director 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 suggestions generating new or
10 additional money for those other funds.

11 **Sec. 4.** RCW 41.60.050 and 2021 c 334 s 967 are each amended to
12 read as follows:

13 The legislature shall appropriate from the personnel service fund
14 for the payment of administrative costs of the productivity board.
15 (~~However, during the 2015-2017, 2017-2019, 2019-2021, and 2021-2023~~
16 ~~fiscal biennia, the operations of the productivity board shall be~~
17 ~~suspended.))~~)

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

20 The agency head may recommend an award amount to the board. Cash
21 awards for suggestion teams shall be up to 25 percent of the actual
22 net savings and/or revenue generated to be shared by the team in a
23 manner approved by the agency head, not to exceed \$10,000 per team
24 member. The board shall make the final determination as to whether an
25 award will be made in accordance with applicable rules governing the
26 teamwork incentive program. Awards will be based on the payment award
27 scale. Funds for the teamwork incentive award shall be drawn from the
28 agencies in which the unit is located or from the benefiting fund or
29 account without appropriation when additional revenue is generated to
30 the fund or account.

31 Awards may be paid to teams for process changes which generate
32 new or additional money for the general fund or any other funds of
33 the state. The director of the office of financial management shall
34 distribute moneys appropriated for this purpose with the concurrence
35 of the productivity board. Transfers shall be made from other funds
36 of the state to the general fund in amounts equal to award payments
37 made by the general fund, for innovations generating new or
38 additional money for those other funds.

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

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

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15 On page 1, at the beginning of line 2 of the title, strike the
16 remainder of the title and insert "amending RCW 41.60.020, 41.60.041,
17 41.60.050, 41.60.120, and 41.60.150; and reenacting and amending RCW
18 41.60.015."

EFFECT: Reestablishes the Productivity Board (Board), subject to appropriations, requiring members to be appointed by July 31, 2022.

Reinstates current law for the staffing and membership of the Board under which the Board is staffed by the Secretary of State, who acts as the chair and makes certain appointments to the Board.

Makes a technical correction to incorporate changes made to the statute in 2021.

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