STATE EMPLOYEE SUGGESTION INCENTIVE PROGRAM - STATISTICS

The 1993 Legislative Assembly established the state employee suggestion incentive program. The program (North Dakota Century Code Section 54-06-24) provides a one-time incentive payment to a state employee who submits a recommendation or proposal to reduce expenditures that is approved by the Suggestion Incentive Committee and implemented by the state agency. House Bill No. 1174 (1999) increased the incentive payment from 10 to 20 percent and the maximum payment from $1,000 to $2,000. The incentive payments reflected on the schedule below were paid prior to the change and calculated using the formula of 10 percent of savings up to $1,000. Effective August 1, 2000, an employee is entitled to receive a one-time payment of 20 percent of any annual savings realized up to a maximum of $2,000 for the first 12 months of implementation.

The following schedule lists incentives paid under the program by fiscal year:

Fiscal Year	Department	Incentive Payment
1995	Department of Human Services	$111
	Job Service North Dakota	1,000
	Total 1995	$1,111
1996	State Department of Health	$88
	Department of Human Services	173
	Department of Human Services	309
	Job Service North Dakota	16
	Public Service Commission	29
	Total 1996	$615
1997	Department of Human Services	$828
	Department of Human Services	1,000
	Department of Human Services	198
	Department of Human Services	245
	Job Service North Dakota	422
	Total 1997	$2,693
1998	Retirement and Investment Office	$800
	Job Service North Dakota	14
	Total 1998	$814
1999	Facility Management	$1,000
	Job Service North Dakota	1,000
	Job Service North Dakota	575
	Total 1999	$2,575
	Total 1995-1999	$7,808

NOTE: The estimated annual savings as a result of implementing these cost-reduction measures is $142,000. The savings relate to a combination of sources including the general fund, special funds, and federal funds.

Attached are the details of the incentive payments paid under the program.

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