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2011

1 A bill to be entitled
2 An act relating to the State Employee Bonus Initiative;
3 creating the State Employee Bonus Initiative, an online
4 state employee suggestion program for reducing the cost of
5 state government; providing duties of the Legislative
6 Budget Commission relating to the program, including
7 creating and maintaining a program website; providing
8 program requirements; providing for a monetary award;
9 protecting employees from certain adverse and
10 discriminatory actions; prohibiting state agency heads and
11 elected and appointed officials from participating in the
12 program; requiring the commission to annually create and
13 make available to all state agencies a poster providing
14 certain information and meeting specified requirements;
15 providing an effective date.

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17 Be It Enacted by the Legislature of the State of Florida:

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19 Section 1. State Employee Bonus Initiative.—

20 (1) The Legislative Budget Commission shall establish the
21 State Employee Bonus Initiative, an online state employee
22 suggestion program through which state employees may submit
23 suggestions for cost reductions through increased efficiencies
24 or other economies or savings in the operations of the state.
25 The commission is responsible for the creation and maintenance
26 of the State Employee Bonus Initiative website at the Internet
27 address www.myfloridabonus.gov.

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28 (2) Each employee making a suggestion for a cost reduction
29 under subsection (1) shall be paid a monetary award in the
30 amount specified in subsection (3) if:

31 (a) The suggestion is adopted, in whole or in part, by a
32 state agency; and

33 (b) The suggestion results in actual savings of at least
34 \$50,000 to funds appropriated pursuant to the General
35 Appropriations Act.

36 (3) A monetary award under this section shall be in the
37 amount of 1.5 percent of the estimated budget reduction to the
38 General Appropriations Act resulting from the employee
39 suggestion under subsection (1), as certified by the Legislative
40 Budget Commission.

41 (4) (a) Except as otherwise provided in paragraph (b):

42 1. A monetary award for a suggestion that results in
43 savings of less than \$1 million shall be awarded immediately
44 upon the certification by the Legislative Budget Commission
45 under subsection (3).

46 2. A monetary award for a suggestion that results in
47 savings greater than \$1 million, as certified by the Legislative
48 Budget Commission under subsection (3), requires approval by the
49 Legislature.

50 (b) The Legislative Budget Commission may refer any
51 suggestion or portion of a suggestion subject to an award to the
52 Legislature for approval.

53 (5) A monetary award under this section shall be based on
54 annualized savings even if only partial reductions were made
55 based on part of the budget year having elapsed. However, when a

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56 budget reduction to the General Appropriations Act is only
57 partially implemented in the first fiscal year and additional
58 aspects of the suggestions need to be implemented in the
59 succeeding fiscal year, the employee who submitted the
60 suggestion shall receive award compensation over both years
61 which is proportioned and paid at the time of implementation for
62 each component of the suggestion that was implemented.

63 (6) (a) A suggestion shall be anonymous during the
64 evaluation process. Upon the submission of a suggestion through
65 the program's website, the employee shall be assigned an
66 anonymous employee suggestion program number.

67 (b) After certifying a budget reduction subject to an
68 award under subsection (3), the Legislative Budget Commission
69 shall post the employee's anonymous employee suggestion program
70 number on the program's website and shall provide the employee
71 with instructions on who to contact on behalf of the commission.

72 (c) Upon the adoption of a suggestion that results in a
73 monetary award, the employee shall be named and recognized on
74 the program's website.

75 (7) An employee may not be harassed, terminated from
76 employment, or subject to any other adverse or discriminatory
77 action for making a suggestion under this section. However, an
78 employee is not a victim of adverse employment action under this
79 subsection if the employee's suggestion includes and results in
80 the elimination of his or her position.

81 (8) State agency heads and elected and appointed officials
82 may not participate in the program.

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83 (9) On or before December 31 of each year, the commission
84 shall create and make available to all state agencies a poster
85 in English and Spanish that explains the program and provides
86 the program's website address. The poster must be at least 8.5
87 inches by 11 inches in size, be in a format easily seen by
88 employees, and have text of a conspicuous size.

89 Section 2. This act shall take effect July 1, 2011.