

A BILL

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

Councilmember Mary M. Cheh introduced the following bill, which was referred to the Committee on _____.

To establish an Employee Suggestion Evaluation Commission to review District employee suggestions and grant cash awards to District employees who propose solutions that contribute to government economy or efficiency, and to create the Employee Suggestion Merit Award Fund.

BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this act may be cited as the “Employee Suggestion Act of 2013”.

Sec. 1. Definitions.

For the purposes of this act, the term:

(1) “Adopted suggestion” means a suggestion, accepted for evaluation by the Employee Suggestion Evaluation Commission pursuant to such rules and regulations defining suggester and suggestion eligibility as may be promulgated by the Commission, which is actually put into use, in its original or substantially original form, by one or more District agencies.

(2) “Commission” means the Employee Suggestion Evaluation Commission established by section 2.

1 (3) "Intangible benefit" means a benefit to the District, resulting from an adopted
2 suggestion which is either primarily nonmonetary in nature or, if potentially monetary in nature,
3 is such that the amount of such benefit cannot be reliably predicted or attributed with any
4 reasonable degree of certainty.

5 (4) "Merit award" means a cash award as defined in section 3.

6 (5) "Net first year tangible savings" or "financial benefit" to the District means the total
7 gross savings reported during the first full year of the suggestion's use in one or more
8 departments or agencies, less the capital, labor and other related costs necessary for its
9 implementation, provided however, that the Commission shall have discretion to spread the one
10 time implementation costs over either the expected useful life of the suggestion or over five
11 years, whichever period is less.

12 Sec. 2. Establishment of the Employee Suggestion Evaluation Commission.

13 (a) There is hereby established an Employee Suggestion Evaluation Commission, which
14 shall evaluate and grant merit awards to employee suggestions that eliminate or reduce District
15 expenditure, increase revenue, or otherwise contribute to economy or efficiency.

16 (b) The Employee Suggestion Evaluation Commission shall include 3 members:

17 (1) One member shall be appointed by the Mayor of the District of Columbia;

18 (2) One member shall be appointed by the Chairman of the Council of the District
19 of Columbia; and

20 (3) One member shall be appointed by the Chief Financial Officer of the District
21 of Columbia.

22 (c) The Employee Suggestion Evaluation Commission shall:

23 (1) Adopt, promulgate, and publicize rules and regulations regarding:

1 (A) The eligibility of District employees to participate in the employee
2 suggestion program;

3 (B) The method of submission;

4 (C) The criteria by which the employee suggestions will be evaluated;

5 (D) The procedure for feedback;

6 (E) Any other matters as may be deemed necessary or appropriate for the
7 proper administration of the District's employee suggestion program.

8 (2) Appoint committees from among persons nominated by the respective
9 department or agency heads, which shall analyze and review the suggestions of District
10 employees submitted for consideration under this program and make recommendations to the
11 Commission.

12 Sec. 3. Merit awards.

13 (a) The Commission may grant merit awards for suggestions which qualify under the
14 program.

15 (b) The merit award paid for an adopted suggestion shall not exceed 10 percent of the net
16 first year tangible savings or 10 percent of any other financial benefit to the District. The
17 maximum merit award payable for any single adopted suggestion resulting in net first year
18 tangible savings or financial benefit to the District shall be \$20,000.

19 (c) The maximum merit award payable for any single adopted suggestion deemed by the
20 Commission to result entirely or predominantly in an intangible benefit to the District shall be
21 \$5,000.

1 (d) The Commission may grant a basic minimum merit award of not more than \$25 for
2 adopted suggestions resulting in a net first year tangible savings or financial benefit to the
3 District of \$250 or less.

4 Sec. 4. Establishment of an Employee Suggestion Merit Award Fund.

5 (a) There is established as a nonlapsing fund the Employee Suggestion Merit Award
6 Fund, which shall be funded by identified measurable dollar savings transferred from monies in
7 the budget where cost savings are realized from adopted suggestions pursuant to this program.
8 The fund shall be administered by an administrator appointed by the Employee Suggestion
9 Evaluation Commission. The money in the fund shall be used for the following purposes only:

- 10 (1) To grant merit awards pursuant to the employee suggestion program;
- 11 (2) To purchase recognition materials with a cost not to exceed \$50 for each merit
12 award; and
- 13 (3) To administer, advertise, and promote the employee suggestion program with
14 expenditures for this purpose not to exceed ten percent of the Employee Suggestion Merit Award
15 Fund.

16 Sec. 5. Applicability.

17 This act shall apply on October 1, 2013.

18 Sec. 6. Fiscal impact statement.

19 The Council adopts the fiscal impact statement in the committee report as the fiscal
20 impact statement required by section 602(c)(3) of the District of Columbia Home Rule Act,
21 approved December 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(3)).

22 Sec. 7. Effective date.

1 (b) This act shall take effect following approval by the Mayor (or in the event of veto by
2 the Mayor, action by the Council to override the veto), a 30-day period of Congressional review
3 as provided in section 602(c)(1) of the District of Columbia Home Rule Act, approved December
4 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1)), and publication in the District of
5 Columbia.