

By: Isett

H.B. No. 1281

A BILL TO BE ENTITLED

AN ACT

1  
2 relating to the creation of spot-incentive awards for certain state  
3 employees.

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

5 SECTION 1. Subchapter K, Chapter 659, Government Code, is  
6 amended by adding Section 659.2552 to read as follows:

7 Sec. 659.2552. SPOT-INCENTIVE AWARDS. (a) In this  
8 section, "spot-incentive award" means a monetary reward provided to  
9 an employee for individual or group performance or achievement  
10 deserving of recognition.

11 (b) A state agency may provide a spot-incentive award to a  
12 state employee who holds a classified position under the state's  
13 position classification plan:

14 (1) on completion of a significant project that  
15 promotes the agency's achievement of its goals or mission, in  
16 recognition of the employee's contribution to the project and  
17 achievement of the agency's predetermined standards of excellence  
18 for the project developed under Subsection (c); and

19 (2) on other appropriate occasions in recognition of  
20 the employee's completion of training, mastery of new skills, or  
21 achievement of a certification that promotes the agency's  
22 achievement of its goals or mission, as determined by the agency  
23 under Subsection (c).

24 (c) Each state agency shall develop and implement detailed

1 written policies for the award of spot-incentive awards under this  
2 section. The policies shall:

3 (1) specify the type of training, skills,  
4 certification, or project-related achievements, including a  
5 cost-saving suggestion, a positive safety record, or above-normal  
6 productivity, that will make an employee eligible for an award; and

7 (2) establish requirements for substantiating the  
8 eligibility of an employee for an award.

9 (d) Notwithstanding any other provision of this subchapter,  
10 the maximum total value of all spot-incentive awards a state agency  
11 may provide to an individual employee under this section is \$1,000  
12 each fiscal year.

13 SECTION 2. Section 659.2552, Government Code, as added by  
14 this Act, authorizes only a spot-incentive award presented to a  
15 state agency employee after the effective date of this Act in  
16 relation to:

17 (1) work performed on or after the effective date of  
18 this Act on a significant project for which the management of a  
19 state agency determines written standards of excellence on or after  
20 the effective date of this Act; or

21 (2) training, skills, certification, or other  
22 achievement accomplished on or after the effective date of this Act  
23 as specified in a written policy developed by a state agency on or  
24 after the effective date of this Act.

25 SECTION 3. This Act takes effect immediately if it receives  
26 a vote of two-thirds of all the members elected to each house, as  
27 provided by Section 39, Article III, Texas Constitution. If this

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- 1 Act does not receive the vote necessary for immediate effect, this
- 2 Act takes effect September 1, 2005.