

Employee Incentive Award Program Report

FOR MONTANA STATE GOVERNMENT

Fiscal Years 2015 - 2016

State Human Resources Division
Department of Administration

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Program Background

This report is the 2015 and 2016 review of the Incentive Award Program.¹ It contains a list of incentive awards agencies granted during fiscal years 2015 and 2016 with the corresponding savings to the state or improvements in the effectiveness of state government.

The Incentive Award Program recognizes and rewards individuals and teams of state employees as well as non-employees for innovations significantly contributing to efficiency in state government, the economy, or other improvements in state government. Agencies may present incentive awards in the form of money, paid leave or other forms of non-monetary recognition.

The program is a result of legislation enacted in 1993.² Each agency administers its own incentive award program. An agency head may choose to grant incentive awards and determine their monetary value. The general public may also submit ideas to improve government operations and become eligible to receive an incentive award.

Overview

No incentive awards were granted during fiscal year 2015.

The Department of Labor and Industry was the only agency to present an award under the Incentive Award Program during fiscal year 2016. One individual, non-cash award was presented. Department of Labor and Industry documented actual cash savings of \$100,000. Detailed information about the award and actual savings follow.

¹ § 2-18-1103, MCA

² §2-18-1101, et seq., MCA

Report for Fiscal Year 2016

TABLE ONE
Summary of Employee Incentive Program Awards

Agency	Recipients	Award Totals	Actual Savings	Projected Savings
Department of Labor and Industry	1	40 hours of leave time	\$100,000	N/A

TABLE TWO
Descriptions of Employee Incentive Program Awards by Agency

DEPARTMENT OF LABOR AND INDUSTRY

Recipient: Danny Straw
Division or Work Unit: Technology Services Division
Date award presented: November 2015
Award Amount: 40 hours of leave time

Description: The employee discovered an accounting error related to services provided by another entity, resulting in a \$100,000 credit back to the Department of Labor and Industry.

References

Incentive Award Program Policy (ARM 2.21.6701 through 2.21.6718)

To view the policy online, see

<https://montana.policytech.com/docview/?docid=307&public=true>.

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