

By Mr. Freeman of Chelmsford, petition of Bruce N. Freeman to establish a state employees' awards program for the executive, legislative and judicial branches of state government. Public Service.

**The Commonwealth of Massachusetts**

In the Year One Thousand Nine Hundred and Seventy-Eight.

AN ACT ESTABLISHING A STATE EMPLOYEES' AWARDS PROGRAM FOR THE EXECUTIVE, LEGISLATIVE AND JUDICIAL BRANCHES OF STATE GOVERNMENT.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1 Chapter 30 of the General Laws is hereby amended by adding  
2 after section 62, under the caption State Employees' Award  
3 Program, the following four sections:—

4 *Section 63.* Sections sixty-three through sixty-six, inclusive,  
5 shall be known as and cited as the State Employees' Incentive  
6 Awards Act.

7 *Section 64.* The departmental awards program set forth in  
8 sections sixty-three through sixty-six, inclusive, shall be carried  
9 out under such regulations and instructions as may be issued by  
10 the secretary of administration and finance which shall annually  
11 report the results of the program, with related recommendations,  
12 to the governor for transmittal to the general court.

13 *Section 65.* As used in sections sixty-three through sixty-six,  
14 inclusive, the term "department" means any state employee.

15 *Section 66.* (a) The head of each department is hereby  
16 authorized to pay cash awards to, and to incur necessary expenses  
17 for the honorary recognition of civilian officers and employees of  
18 the commonwealth who by their suggestions, inventions,  
19 superior accomplishments, or other improvement of govern-  
20 ment operations or who perform special acts or services in the  
21 public interest in connection with or related to their official  
22 employment.

23 (b) In instances determined by the governor to warrant such  
24 action, he is authorized to pay cash awards to, and to incur  
25 necessary expenses for the honorary recognition of, civilian  
26 officers and employees of the commonwealth who by their  
27 suggestions, inventions, superior accomplishments, or other  
28 personal efforts contribute to the efficiency, economy, or other  
29 improvement of government operations, or who perform  
30 exceptionally meritorious special acts or services in the public  
31 interest in connection with or related to their official employ-  
32 ment, and any such gubernatorial awards may be in addition to  
33 the departmental awards authorized in subsection (a) of this  
34 section.

35 (c) Awards under this section may be paid notwithstanding the  
36 death or separation from the service of the officer or employee  
37 concerned; provided, that the suggestions, inventions, superior  
38 accomplishments, or other personal efforts, or special acts or  
39 services in the public interest forming the basis for the awards are  
40 made or rendered while the officer or employee is in the employ  
41 of the commonwealth.

42 (d) A cash award under this section shall be in addition to the  
43 regular compensation of the recipient and the acceptance of such  
44 cash award shall constitute an agreement that the use by the  
45 commonwealth of any idea, method or device for which the  
46 award is made shall not form the basis of a further claim of any  
47 nature upon the commonwealth by the employee, his heirs, or  
48 assigns.

49 (e) Awards to employees and expenses for the honorary  
50 recognition of employees may be paid from the funds or  
51 appropriations available to the activity primarily benefiting or  
52 may be paid from the several funds or appropriations of the  
53 various activities benefiting as may be determined by the  
54 governor for awards under subsection (b) of this section, and by  
55 the head of the department concerned for awards under  
56 subsection (a) of this section.

57 (f) An award made under sections sixty-three through sixty-  
58 six, inclusive, shall be given due weight in qualifying and select-  
59 ing employees for promotion.

60 (g) A monetary award granted under sections sixty-three  
61 through sixty-six, inclusive, shall be a sum equal to five per cent  
62 of the savings to the commonwealth, but shall in no event exceed  
63 five thousand dollars per annum for each employee.

