

THE STATE'S USE OF AN INNOVATIVE IDEA:

(1) DOES NOT ENTITLE THE EMPLOYEE SUBMITTING THE INNOVATIVE IDEA TO AN AWARD UNDER THIS SECTION; AND

(2) DOES NOT GIVE RISE TO ANY CLAIM BY THE EMPLOYEE OR THE HEIRS OR ASSIGNS OF THE EMPLOYEE.

REVISOR'S NOTE: This section is new language derived without substantive change from former Art. 64A, §§ 32A(d), 32B, and 32D(a).

Defined term: "Principal unit" § 8-201

8-204. INCENTIVE PERFORMANCE AWARDS PROGRAM.

(A) PROGRAM ESTABLISHED.

THERE IS AN INCENTIVE PERFORMANCE AWARDS PROGRAM FOR EMPLOYEES.

(B) AWARDS FOR EXTRAORDINARY SERVICE.

(1) AN INCENTIVE PERFORMANCE AWARD FOR EXTRAORDINARY SERVICE MAY BE AWARDED FOR EXTRAORDINARY PERFORMANCE IN THE PUBLIC INTEREST IN CONNECTION WITH AN EMPLOYEE'S STATE EMPLOYMENT.

(2) FOR EXTRAORDINARY SERVICE, THE HEAD OF A PRINCIPAL UNIT MAY MAKE THE FOLLOWING AWARDS TO AN EMPLOYEE OR MEMBERS OF A GROUP OF EMPLOYEES IN THAT UNIT:

(I) CASH OF NOT MORE THAN \$300;

(II) A GIFT OF NOT MORE THAN \$300 IN VALUE;

(III) PAID ADMINISTRATIVE LEAVE OF NOT MORE THAN 3 DAYS; OR

(IV) ANY COMBINATION OF CASH, GIFT, AND LEAVE OF NOT MORE THAN \$300 IN VALUE.

(3) AN EMPLOYEE MAY ONLY RECEIVE ONE INCENTIVE PERFORMANCE AWARD UNDER THIS SUBSECTION IN ANY 12-MONTH PERIOD.

(C) AWARDS FOR OUTSTANDING SERVICE.

(1) AN INCENTIVE PERFORMANCE AWARD FOR OUTSTANDING SERVICE IN CONNECTION WITH STATE EMPLOYMENT OVER A SUSTAINED PERIOD OR A SPECIAL STATE PROJECT MAY BE AWARDED FOR:

(I) EXCEPTIONAL PERFORMANCE THAT EXCEEDS THE KNOWLEDGE, SKILL, OR ABILITY REQUIRED BY THE EMPLOYEE'S POSITION; OR

(II) EXCEPTIONALLY MERITORIOUS ACTS OR SERVICES IN THE PUBLIC INTEREST.

(2) FOR OUTSTANDING SERVICE, THE HEAD OF A PRINCIPAL UNIT MAY MAKE A CASH AWARD OF NOT MORE THAN \$3,000 TO AN EMPLOYEE OF THAT UNIT.