

SECTION 2. AND BE IT FURTHER ENACTED, That the Laws of Maryland read as follows:

**Article 64A – Merit System**

**INCENTIVE AWARDS**

32A.

(A) IN THIS SUBTITLE THE FOLLOWING WORDS HAVE THE MEANINGS INDICATED.

(B) (1) "EMPLOYEE" MEANS ANY INDIVIDUAL WHO IS EMPLOYED BY A UNIT IN THE EXECUTIVE BRANCH OF STATE GOVERNMENT AS:

- (I) A CLASSIFIED EMPLOYEE;
- (II) AN UNCLASSIFIED EMPLOYEE; OR
- (III) A CONTRACTUAL EMPLOYEE.

(2) "EMPLOYEE" DOES NOT INCLUDE ANY INDIVIDUAL WHO HOLDS A POSITION THAT IS INCLUDED IN THE EXECUTIVE PAY PLAN.

(C) "UNIT" MEANS A PRINCIPAL DEPARTMENT OR ANY OTHER COMPARABLE UNIT IN THE EXECUTIVE BRANCH OF STATE GOVERNMENT, INCLUDING A UNIT WITH INDEPENDENT AUTHORITY TO SET SALARIES.

(D) "INNOVATIVE IDEA" INCLUDES ANY SUGGESTION OR INVENTION.

32B.

(A) THERE IS AN INNOVATIVE IDEA AWARD PROGRAM FOR EMPLOYEES.

(B) (1) AN INNOVATIVE IDEA AWARD MAY BE AWARDED FOR AN INNOVATIVE IDEA, WHICH IF IMPLEMENTED, WOULD RESULT IN:

- (I) MONETARY SAVINGS TO THE STATE;
- (II) INCREASED REVENUES TO THE STATE;
- (III) AN IMPROVED QUALITY OF SERVICES DELIVERED TO THE PUBLIC; OR
- (IV) ANY OTHER SIGNIFICANT BENEFIT TO THE STATE.

(2) EXCEPT UNDER EXCEPTIONAL CIRCUMSTANCES, A CASH AWARD MAY NOT BE MADE FOR AN INNOVATIVE IDEA THAT IS UNDER ACTIVE STUDY OR CONTINUAL REVIEW BY ANY UNIT OF STATE GOVERNMENT.