

## Bonus Legislation

Authority	General Parameters	Type of Reward (Monetary Limits)	Are Agencies Required to Have a Policy or Plan?	Dept. of Administration Involvement
8-1-170 Group productivity incentive programs	Recognizes and rewards team accomplishments through group performance.	Monetary reward; 25% of identified savings resulting from reduced operational costs; up to a maximum of \$2,000 per employee in a fiscal year; shared equally among team members.	A policy or procedure is required to determine unit expenses or data for the year of participation.	Proposals, actual dollar savings, and names of employees receiving rewards must be reported to Department of Administration.
8-1-180 Tokens of recognition and other rewards; limit on amount per individual	Allows recognition to reward innovations or improvements by individuals or teams that enhance the quality of work or productivity or as part of employee development programs.	Non-monetary reward; public funds may be used for plaques, certificates, and other events, including meals and similar types of recognition; limited to \$50.00 for each individual.	No policy required.	No action required.
8-1-190 Pilot programs to create innovation in state government	Allows pilot programs with individual agencies or groups of agencies to create innovations in State Government.	Monetary or non-monetary reward possible; neither specified.	No policy is required (unless Department of Administration's approval includes a requirement for a policy); Department of Administration is authorized to enter into pilot programs with agencies, such as incentive pay or other innovative reward and recognition programs.	Department of Administration approves and monitors the findings and results of the pilot programs to determine if legislative recommendations should be provided to General Assembly.
8-11-190 Use of public funds to reward state employee	Allows agencies to reward innovations or improvements by individual employees or employee teams that enhance the quality of work or productivity or as a part of employee development programs of the agency.	Non-monetary reward; plaques, certificates, meals and similar types of recognition; no limit on dollar amount of non-monetary award, but must be read in conjunction with § 8-1-180 which limits the award to \$50.00 for each individual.	No policy required.	No action required.

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59-101-610 Use of Funds for Lump Sum Bonus Plans	Allows public institutions of higher learning to spend revenue at levels outlined in a plan.	Lump sum bonuses with federal and other nonstate appropriated sources of revenue.	Plan required and approved by the governing body of the respective public institution of higher learning; must maintain documentation to show use of federal funds in compliance with federal law.	No action required.
Allowance for Residences & Compensation Restrictions Proviso	Allows reward programs for designated employees.	Monetary reward; public funds and/or other funds; no limits.	Written criteria approved by the agencies' governing board or commission.	Names of employees receiving an reward and the amount received must be reported annually to Department of Administration.
Employee Bonus Proviso	Allows agencies to recognize the accomplishments and contributions of individual employees, such as contributions to increased organizational productivity, development/implementation of improved work processes, exceptional customer service, realized cost savings.	Monetary reward; lump sum bonus not to exceed \$3,000 per employee per fiscal year. Employees earning \$100,000 or more are not eligible.	Plan required based on objective guidelines established by the Department of Administration; Agency Director has final approval for bonus.	Annual reporting to the Department of Administration is required.
Healthcare Employee Recruitment and Retention Proviso	Allows DOC, DDSN, DHEC, DHHS, DJJ, DMH and DVR to aid in recruiting and retaining healthcare workers in critical needs healthcare	Monetary reward up to \$5,000 not to exceed an accumulation of more than \$10,000 in bonuses per year.	Based on objective guidelines established by the Department of Administration.	Annual reporting to the Department of Administration is