



Employee Incentive Award Program Report

FOR MONTANA STATE GOVERNMENT

Fiscal Years 2023 – 2024
State Human Resources Division

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Program Background

This report is the 2023 and 2024 review of the Incentive Award Program.¹ It contains a list of incentive awards agencies granted during fiscal years 2023 and 2024 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 that significantly contribute to eliminating or reducing an agency's expenditures or improve the effectiveness of state government or services to the public by permitting more work to be accomplished without increasing the cost of governmental operations.

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 public may also submit ideas to improve government operations and become eligible to receive an incentive award.

2023 Report

No incentive awards were granted during fiscal year 2023.

2024 Report

The Montana Board of Investments presented one team incentive award during fiscal year 2024. The seven team members each received a cash award. Detailed information about this team's award is included below.

¹ § 2-18-1103, MCA

² §2-18-1101, et seq., MCA

Detailed Report for Fiscal Year 2024

TABLE ONE
Summary of Employee Incentive Program Award

Agency	Recipients	Award Total	Actual Savings	Projected Savings
Department of Commerce, Board of Investments	7	\$350	N/A	~\$25 million

TABLE TWO
Description of Employee Incentive Award

Department of Commerce – Board of Investments

Recipients: John Carpenter, Brenda Thomas, Ian Horwood, Ethan Hurley, Kirsten Haswell, Matt Hoffman, Peggy MacEwen

Division or Work Unit: Board of Investments

Date award presented: April 9, 2024

Award Amount: \$350 (\$50 gift card per recipient)

Description: Four teams within the Board of Investments were challenged with identifying cost savings or revenue-generating efficiencies with a goal amount of \$9,199,615.00. Of those four teams, “Team A,” consisting of seven members, identified 17 cost savings or revenue-generating ideas with a total estimated savings of approximately \$3.5 million. These ideas were reviewed and authorized for implementation by the Executive Director. Agency management determined the implemented ideas from all participants combined will result in a total estimated savings of approximately \$25 million. Agency management has established a tracker to monitor the progress and results over the next two years.

References

Incentive Award Program Policy (ARM 2.21.6701 through 2.21.6718)

To view the policy online, see

[Administrative Rules of Montana \(mt.gov\)](https://rules.mt.gov/)

<https://rules.mt.gov/browse/collections/aec52c46-128e-4279-9068-8af5d5432d74/sections/0663111f-1fe6-4298-87c7-0c7987942e64>

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