

STATE OF COLORADO

EXECUTIVE CHAMBERS

136 State Capitol
Denver, Colorado 80203-1792
Phone (303) 866-2471



D0007 96

EXECUTIVE ORDER

Roy Romer
Governor

INCENTIVES AND REWARDS FOR CITIZEN SATISFACTION

WHEREAS, monetary and non-monetary incentives are valuable methods of rewarding innovation among state employees; and

WHEREAS, incentives can stimulate creative and exemplary contributions by employees; and

WHEREAS, it is fair and appropriate to recognize and reward the exemplary contributions of state employees; and

WHEREAS, rewarding and recognizing employees in order to motivate and retain them is in the best interest of the state of Colorado.

NOW THEREFORE, I, ROY ROMER, Governor of the State of Colorado, under the authority vested in me under the Constitution and laws of the State of Colorado, DO HEREBY ORDER THAT:

1. Each state agency develop its own incentive award program with review and assistance from the Department of Personnel/General Support Services.
2. Agencies may establish their own policies and procedures and set the amount of funding to be made available for incentives. The following elements are recommended for agency programs:
 - a) Small awards up to \$25 to be given on the spot by supervisors for what they deem to be exemplary service;
 - b) Awards in the \$100 range to be made within broad guidelines/criteria set by the agency;
 - c) Awards above \$100 are to be set in standardized increments with a maximum award of \$1,000. The larger awards should be subject to more stringent criteria than those applied for lesser awards; and
 - d) Non monetary awards should be included as well as monetary incentives.

Executive Order
July 11, 1996
Page 2

3. Each state department shall report annually to the Personnel/General Support Services the program results and incentives rewarded.
4. Every department in Colorado state government shall submit a plan to me on how these goals are to be met by August 15, 1996.



GIVEN under my hand and the
Executive Seal of the State of
Colorado, this eleventh day of July,
1996.

A handwritten signature in cursive script, reading "Roy Komer".

Roy Komer
Governor

RECEIVED
JUL 11 1996
STATE PUBLICATIONS
Colorado State Library