

Good Employee Cost Saving Ideas Could Turn into Cash

County employees have the unique opportunity to share cost-saving suggestions to improve County operations and earn a cash reward. The Gainsharing Program, Kent County Policy 2-20, allows eligible hourly employees to submit their credible proposals to their department manager to start the review and potential reward process. Submissions should include proposal name and description, detailed cost analysis for the first, second, and subsequent years, positive and negative aspects of the proposal, and any other significant details. The real minimum annual savings to the County for any program submission is \$2,500.

Upon final approval of Levy Court, the employee submitting the idea will be awarded an amount equal to 10% of the first year's cost savings, with a maximum reward of \$2,500. Results from implemented suggestions are tracked and documented by the Director of Finance to ensure the threshold savings is reached.

The Gainsharing Program contributes significantly to improving productivity and services within the County and all eligible suggestions submitted are evaluated. The submission form is available on the County's intranet on the V: drive, in the *CountyInfo* folder, in *Forms* file under *Gain Sharing Application*.

While big or small cost saving ideas are always welcome, it is also vitally important for any employee witnessing wasteful or fraudulent practices to immediately report them to their Department Head, to Personnel Director ALLAN KUJALA, or to County Administrator MICHAEL PETIT de MANGE for prompt investigation.

(Posted 03/02/17)