



**Steven L. Beshear**  
Governor

**PERSONNEL CABINET**

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**Nikki R. Jackson**  
Secretary

**MEMORANDUM**

**PERSONNEL MEMO 10-03**

**TO:** Cabinet Secretaries  
Agency Heads  
Human Resource Administrators

**FROM:** Nikki R. Jackson, Secretary  
Jonathan Miller, Secretary, Finance Cabinet

**DATE:** February 17, 2010

**SUBJECT:** Smart Government Initiative

Governor Steve Beshear has pledged to continue his efficiency efforts to save money and state resources by introducing his new “Smart Government Initiative” which extends and expands the Governor’s already current efficiency measures.

Government is often accused of waste and inefficiency and who better to ask for input than our employees on the frontline. Secretary Jonathan Miller and I are asking you to engage your employees by asking for their suggestions to help improve efficiency, both in terms of our work each day in state government and in the services we provide to the taxpayers of the Commonwealth.

During the past two years, 80 employees received awards amounting to \$36,534; however, the savings realized by their implemented suggestions totaled \$2,138,862.

The Kentucky Employee Suggestion System is an incentive program designed to encourage employees to participate in good management by sharing their ideas on improving the productivity and the services offered by our state. Under KRS 18A.110, KRS 18A.202 and 101 KAR 2:120, an employee in the classified service or employees falling under KRS Chapter 16 may be recognized and rewarded for submitting a suggestion that results in the improvement of state service or in the realization of financial savings by the state.

However, we are just as interested in receiving suggestions from non-merit, unclassified employees. However, per 101 KAR 2:120, we are not permitted to grant monetary compensation for their ideas.

Encourage all your employees to help us in the Governor's "Smart Government Initiative". For more information concerning the Employee Suggestion System go to the Personnel Cabinet website at <http://personnel.ky.gov>.