

The Governor

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Executive Order WPC 87-10

ESTABLISHING THE STATE EMPLOYEE INCENTIVE PAY AND BUDGET REDUCTION PLAN

WHEREAS, the Comptroller of Public Accounts has estimated that the State of Texas will have an operating deficit for the 1986-87 biennium of \$1 billion, and;

WHEREAS, an urgent need exists to avert such deficit, and;

WHEREAS, there is evidence that further expenditure reductions can be made with minimum impact on crucial programs and operations of agencies of the State of Texas, and;

WHEREAS, specific incentives should be offered to agencies to encourage the identification of new savings, and;

WHEREAS, incentives offered should be directed toward rewarding the loyal and dedicated employee work force that represents the most valuable asset available to the State of Texas, and;

WHEREAS, time is of the essence to the agencies in identifying and affecting new savings during the remaining months of this fiscal year;

NOW, THEREFORE, I, William P. Clements, Jr., governor of Texas, establish the State Employee Incentive Pay and Budget Reduction Plan, and direct each agency of the State of Texas to conscientiously re-examine every program, operation, and projected expenditure of its resources available for the remainder of fiscal year 1987 and to identify and implement savings that have not been identified previous to March 31, 1987 or imposed by Senate Bill 1, Sixty-ninth Legislature, Third Called Session. New savings so identified will be reported to the Comptroller of Public Accounts. The Comptroller will certify to my office the validity of each agency's savings and will transfer such amounts into a special 1987 incentive appropriation for each particular agency for separate identification of these 1987 savings if approved by the Legislature. On September 1, 1987, the Comptroller will transfer one-half of the special appropriation balances to Fiscal Year 1988 appropriations designated by each identifying agency, to be used by the agency for one-time incentive payments to employees for recognition and encouragement for continued outstanding performance of their duties. The remaining balances in each special account will be transferred to the unappropriated balance of the fund source for the original appropriation.

Each agency's special incentive allocations will be available for giving one-time incentive payments of an amount not to exceed \$100 per person through December 31, 1987. Each agency will determine the most equitable criteria and method for selecting the employees to receive such incentive payments from its appropriation.

Reporting formats will be provided for identifying the savings in detail to the Comptroller and for reporting to the Comptroller the amount of funds used for incentive payments. The unexpected balances remaining from the original allocation on December 31, 1987, will then be lapsed to the original fund source.

This executive order shall be effective immediately and shall remain in full force until December 31, 1987.

Issued in Austin, Texas, on May 22, 1987.

TRD-8704420

William P. Clements, Jr.
Governor of Texas