

Employee Cost Savings Suggestions Program Ineligible Suggestions

A suggestion will be considered ineligible for this program if the suggestion

1. Is suggested by a member of the TPS Leadership Team (Principals, Directors, and above). TPS Leadership Team members are expected to identify and implement cost saving ideas as a part of their job description.
2. Would require a reduction in services provided by or to the District.
3. Is under active consideration by the committee or other District work groups.
4. Is a duplicate of a suggestion previously submitted or considered by District management in prior years.
5. Is one that expresses personal grievances, job classifications or salary/compensation recommendations.
6. Does not include a proposed method or way to implement the suggested improvement.
7. Suggests a policy, procedure or practice that is currently in effect.
8. Corrects a condition that exists only because established policies or procedures are not being followed.
9. Is unsigned or anonymous.
10. Concerns work hours or other terms of employment subject to negotiations with recognized employee organizations.
11. Cannot be implemented within three years.
12. Involves development of a more cost effective methodology that is determined by review to already involve the normal responsibilities of the employee/manager.
13. Is technically or financially unfeasible.
14. Cannot be implemented due to legal or procedural requirements.
15. Arises as part of the employee's job expectations or accountabilities, as within the employee's span of control.
16. Appears to duplicate an idea or suggestion already implemented in another area of the District.
17. Is believed to be impractical at this time based on management response.
18. Would result in an unsafe condition or hazard to employees or citizens.
19. Requires resources that are not under the control of the district.