

**HOUSE BILL NO. 1120**

Introduced by

Government and Veterans Affairs Committee

(At the request of the Office of Management and Budget)

1 A BILL for an Act to create and enact a new section to chapter 54-06 of the North Dakota  
2 Century Code, relating to pilot programs for recruiting and retaining state employees in  
3 hard-to-fill occupations; and to provide an expiration date.

4 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

5 **SECTION 1.** A new section to chapter 54-06 of the North Dakota Century Code is  
6 created and enacted as follows:

7 **State employee recruitment and retention bonus pilot programs - Criteria -**

8 **Limitations.** State agencies may develop pilot programs to provide bonuses to recruit or retain  
9 classified state employees in hard-to-fill occupations.

- 10 1. State agencies may pay recruitment and retention bonuses under this section only  
11 if:
  - 12 a. The agency has a written policy in place identifying eligible positions or  
13 occupations and provisions for providing and receiving bonuses;
  - 14 b. The agency has filed a copy of the written policy with the central personnel  
15 division; and
  - 16 c. The agency reports to the central personnel division each bonus provided to  
17 an employee under the pilot program.
- 18 2. State agencies must fund bonus pilot programs from within its agency salaries and  
19 wages budget.
- 20 3. The central personnel division shall periodically report to a designated legislative  
21 committee on the implementation, progress, and bonuses provided under agency  
22 recruitment and retention bonus pilot programs.
- 23 4. Bonuses paid under this section are not fiscal irregularities under section  
24 54-14-03.1.

1           **SECTION 2. EXPIRATION DATE.** This Act is effective through June 30, 2003, and  
2 after that date is ineffective.