

PROPOSED AMENDMENTS TO REENGROSSED SENATE BILL NO. 2247

Page 1, line 1, after "A BILL" replace the remainder of the bill with "for an Act to provide a statement of legislative intent regarding state employee compensation adjustments.

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

**SECTION 1. LEGISLATIVE INTENT - STATE EMPLOYEE COMPENSATION ADJUSTMENTS - GUIDELINES.** It is the intent of the fifty-ninth legislative assembly that 2005-07 biennium compensation adjustments for permanent state employees are to be increases of four percent beginning with the month of July 2005, to be paid in August 2005, and of four percent beginning with the month of July 2006, to be paid in August 2006. A minimum increase of sixty dollars per month is to be provided each year.

Employees whose documented performance levels do not meet standards are not eligible for the general increases.

Probationary employees are not entitled to the general increases. However, probationary employees may be given all or a portion of the increases upon completion of probation, at the discretion of the appointing authority.

During the biennium, no salary increase other than the four percent in July 2005 and the four percent in July 2006 may be given to an employee whose salary exceeds or would exceed the salary range maximum.

Each agency appropriation for salaries and wages is increased by four percent the first year and four percent the second year of the 2005-07 biennium for these compensation adjustments.

**SECTION 2. LEGISLATIVE INTENT - MERIT AND EQUITY INCREASES.** Of the four percent increase each year, one percentage point may be used by agency and institution directors for equity and market adjustments to address salary disparities, merit and performance increases in recognition of documented performance consistently superior or which consistently exceeds performance and accountability standards, or salary adjustments for changes in workload, promotions, and reclassifications. Appropriate documentation and justification must be maintained by the agency or institution."

Renumber accordingly