

Introduced by

Senators Nething, Kringstad, Stenehjem

Representatives Headland, R. Kelsch, Martinson

1 A BILL for an Act to provide a statement of legislative intent regarding state employee
2 compensation adjustments.

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

4 **SECTION 1. LEGISLATIVE INTENT - STATE EMPLOYEE COMPENSATION**

5 **ADJUSTMENTS - GUIDELINES.** It is the intent of the fifty-ninth legislative assembly that
6 2005-07 biennium compensation adjustments for permanent state employees are to be
7 increases of four percent beginning with the month of July 2005, to be paid in August 2005, and
8 of four percent beginning with the month of July 2006, to be paid in August 2006. A minimum
9 increase of sixty dollars per month is to be provided each year.

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

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

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

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

21 **SECTION 2. LEGISLATIVE INTENT - MERIT AND EQUITY INCREASES.** Of the four
22 percent increase each year, one percentage point may be used by agency and institution
23 directors for equity and market adjustments to address salary disparities, merit and
24 performance increases in recognition of documented performance consistently superior or

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- 1 which consistently exceeds performance and accountability standards, or salary adjustments
- 2 for changes in workload, promotions, and reclassifications. Appropriate documentation and
- 3 justification must be maintained by the agency or institution.