

Fifty-ninth  
Legislative Assembly  
of North Dakota

**ENGROSSED SENATE BILL NO. 2400**

Introduced by

Senators O'Connell, Fairfield, Heitkamp, Mathern

Representatives Glassheim, S. Meyer

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 average increases of three percent beginning with the month of July 2005, to be paid in August  
8 2005, and of four percent beginning with the month of July 2006, to be paid in August 2006.  
9 The increases are to be a minimum of \$35 per month for each permanent state employee for  
10 each year of the biennium. Employees whose documented performance levels do not meet  
11 standards are not 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 three percent in July 2005, with  
16 a \$35 per month minimum, and the four percent in July 2006, with a \$35 per month minimum,  
17 may be given to an employee whose salary exceeds or would exceed the salary range  
18 maximum.

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