Sixty-sixth Legislative Assembly of North Dakota

HOUSE BILL NO. 1057

Introduced by

Representatives Heinert, Meier, Bosch, Dockter, Nathe, Keiser, Klemin, Porter Senators Dever, Dwyer, D. Larson

- 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 sixty-sixth legislative assembly that
- 6 2019-21 biennium compensation adjustments for permanent state employees are to be an
- 7 increase of \$300 per month beginning with the month of July 2019, to be paid in August 2019,
- 8 and an average increase of one percent beginning with the month of July 2020, to be paid in
- 9 August 2020. The second year increase is not to be the same percentage increase for each
- 10 employee, but is to be based on each employee's documented performance.
- 11 A probationary employee is not entitled to the performance increase. However, the
- 12 appointing authority may give a probationary employee all or a portion of the increase effective
- in July, paid in August, or upon completion of probation.
- The office of management and budget shall develop guidelines for use by state agencies for
- 15 providing compensation adjustments for regular classified employees. The guidelines must
- 16 follow section 54-44.3-01.2, compensation philosophy statement.
- 17 Employees whose overall documented performance level does not meet standards are not
- 18 eligible for any salary increase.