Sixty-sixth Legislative Assembly of North Dakota

## **SENATE BILL NO. 2128**

Introduced by

Senators Grabinger, Mathern, Oban

Representatives P. Anderson, Boe, Boschee

- 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 COMPENS	SATION
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- 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 three percent beginning with the month of July 2020, to be paid in
- 9 August 2020. The second year increase is to be the same percentage increase for each
- 10 employee.
- A probationary employee is not entitled to the increase. However, the appointing authority
- may give a probationary employee all or a portion of the increase effective in July, paid in
- 13 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, the compensation philosophy statement.
- 17 Employees whose overall documented performance level does not meet standards are not
- 18 eligible for any salary increase.
- 19 It is the intent of the sixty-sixth legislative assembly that state employee health insurance
- 20 benefits for the 2019-21 biennium continue using the same benefit structure as the 2017-19
- 21 biennium.