

HOUSE BILL NO. 1120

Introduced by

Government and Veterans Affairs Committee

(At the request of the Office of Management and Budget)

1 A BILL for an Act to create and enact a new section to chapter 54-06 of the North Dakota
2 Century Code, relating to pilot programs for recruiting and retaining state employees in
3 hard-to-fill occupations; and to provide an expiration date.

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

5 **SECTION 1.** A new section to chapter 54-06 of the North Dakota Century Code is
6 created and enacted as follows:

7 **State employee recruitment and retention bonus pilot programs - Criteria -**

8 **Limitations.** State agencies may develop pilot programs to provide bonuses to recruit or retain
9 classified state employees in hard-to-fill occupations.

- 10 1. State agencies may pay recruitment and retention bonuses under this section only
11 if:
 - 12 a. The agency has a written policy in place identifying eligible positions or
13 occupations and provisions for providing and receiving bonuses;
 - 14 b. The agency has filed a copy of the written policy with the central personnel
15 division; and
 - 16 c. The agency reports to the central personnel division each bonus provided to
17 an employee under the pilot program.
- 18 2. State agencies must fund bonus pilot programs from within its agency salaries and
19 wages budget.
- 20 3. The central personnel division shall periodically report to a designated legislative
21 committee on the implementation, progress, and bonuses provided under agency
22 recruitment and retention bonus pilot programs.
- 23 4. Bonuses paid under this section are not fiscal irregularities under section
24 54-14-03.1.

1 **SECTION 2. EXPIRATION DATE.** This Act is effective through June 30, 2003, and
2 after that date is ineffective.