

Sixty-second
Legislative Assembly
of North Dakota

ENGROSSED SENATE BILL NO. 2331

Introduced by

Senators Mathern, Oehlke, Robinson

Representatives Guggisberg, Hogan

1 A BILL for an Act to create and enact a new section to chapter 57-38 and a new subdivision to
2 subsection 7 of section 57-38-30.3 of the North Dakota Century Code, relating to an income tax
3 credit for employment of individuals with disabilities; and to provide an effective date.

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

5 **SECTION 1.** A new section to chapter 57-38 of the North Dakota Century Code is created
6 and enacted as follows:

7 **Tax credit for employment of individuals with disabilities.**

8 1. As used in this section, "individual with disabilities" means:

9 ~~a. An individual who is receiving social security disability insurance or supplemental~~
10 ~~security income; or~~

11 ~~b. An~~ an individual:

12 ~~(1)~~ a. Who has severe physical or mental impairments that seriously limit the
13 individual's functional capacity, including mobility, communication, self-care,
14 self-direction, interpersonal skills, work tolerance, or work skills in terms of an
15 employment outcome; and

16 ~~(2)~~ b. Who has one or more physical or mental disabilities resulting from amputation,
17 arthritis, blindness, burn injury, cancer, cerebral palsy, cystic fibrosis, deafness,
18 head injury, heart disease, hemiplegia, hemophilia, respiratory or pulmonary
19 dysfunction, intellectual disability, mental illness, multiple sclerosis, muscular
20 dystrophy, musculoskeletal disorders, neurological disorders (including stroke
21 and epilepsy), paraplegia, quadriplegia and other spinal cord conditions, sickle
22 cell anemia, specific learning disability, end-stage renal disease, or another
23 disability or combination of disabilities determined on the basis of an assessment

1 for determining eligibility and vocational rehabilitation needs to cause comparable
2 substantial functional limitations.

3 2. A taxpayer who is an employer in this state is entitled to a tax credit as determined
4 under this section against state income tax liability under section 57-38-30 or
5 57-38-30.3 for the employment of an individual with disabilities. The amount of the
6 credit to which a taxpayer is entitled is fifty percent of up to five thousand dollars of
7 wages paid in the first year, thirty percent of up to five thousand dollars of wages paid
8 in the second year, and ten percent of up to five thousand dollars of wages paid in the
9 third year of employment to the newly hired individual with disabilities. The tax credit
10 under this section is available if the employment of the individual creates a net
11 increase in the number of individuals with disabilities employed by the taxpayer from
12 the number of individuals with disabilities employed by the taxpayer at the end of the
13 preceding taxable year.

14 3. The taxpayer may claim the credit in the first tax year beginning after the individual
15 hired has completed the employee's first twelve consecutive months of employment by
16 the taxpayer and applies in subsequent tax years in which further net increases occur
17 above the level of such employment established when the credit was last taken.

18 4. A partnership, subchapter S corporation, limited partnership, or limited liability
19 company, or any other entity treated as a passthrough entity for federal income tax
20 purposes must be considered to be the taxpayer for purposes of this section. The
21 amount of the credit determined at the entity level must be passed through to the
22 partners, shareholders, or members in proportion to their respective interests in the
23 passthrough entity.

24 **SECTION 2.** A new subdivision to subsection 7 of section 57-38-30.3 of the North Dakota
25 Century Code is created and enacted as follows:

26 Tax credit for employment of individuals with disabilities under section 1 of this
27 Act.

28 **SECTION 3. EFFECTIVE DATE.** This Act is effective for taxable years beginning after
29 December 31, 2010.