

**Recruitment & Retention Bonuses Distributed to State Employees  
Employee Benefits Programs Committee  
November 14, 2007**

**Human Resource Management Services  
Office of Management & Budget**

NDCC 54-06-31 provides authority for agencies to use Recruiting and Retention Bonuses to maintain levels of staffing.

This section was originally enacted in 1999 with a provision to 'sunset' in 2003. Subsequent legislation enacted in 2003 removed the sunset provision allowing bonuses to become an ongoing tool for use by agency management.

The statute is shown below followed by a summary of bonuses provided since the law became effective. Following pages show additional detail regarding bonuses during the 2005-2007 biennium.

While bonuses cannot replace a sound base pay plan, agencies continue to use bonuses conservatively and effectively to recruit and maintain their workforce.

**54-06-31. State employee recruitment and retention bonus programs - Criteria - Limitations.** State agencies may develop programs to provide bonuses to recruit or retain employees in hard-to-fill occupations.

1. State agencies may pay recruitment and retention bonuses under this section only if:
  - a. The agency has a written policy in place identifying eligible positions or occupations and provisions for providing and receiving bonuses;
  - b. The agency has filed a copy of the written policy with the North Dakota human resource management services; and
  - c. The agency reports to the North Dakota human resource management services each bonus provided to an employee under the program.
2. State agencies must fund bonus programs from within the agency salaries and wages budget.
3. The North Dakota human resource management services shall periodically report to a legislative committee designated by the legislative council on the implementation, progress, and bonuses provided under agency recruitment and retention bonus programs.
4. Bonuses paid under this section are not fiscal irregularities under section 54-14-03.1.

Agency	July 1, 1999 to June 30, 2001				July 1, 2001 to June 30, 2003				July 1, 2003 to June 30, 2005				July 1, 2005 to June 30, 2007			
	Recruitment		Retention		Recruitment		Retention		Recruitment		Retention		Recruitment		Retention	
	#	\$\$	#	\$\$	#	\$\$	#	\$\$	#	\$\$	#	\$\$	#	\$\$	#	\$\$
Information Tech. Div.					9	\$ 21,000			10	\$ 15,550			13	\$ 17,900		
Veterans Home									1	\$ 4,000						
Human Services			9	\$ 20,000	8	\$ 9,252	3	\$ 9,000	47	\$ 22,366	4	\$ 10,800	204	\$ 64,556	5	\$ 14,089
Job Service ND									1	\$ 2,000						
Mineral Resources											20	\$ 20,000			43	\$ 35,925
Bank of ND					1	\$ 2,808	14	\$ 30,353	2	\$ 2,404	20	\$ 41,400	6	\$ 8,408	30	\$ 66,699
Highway Patrol					10	\$ 3,500			5	\$ 2,250			6	\$ 3,500		
Corrections & Rehab					8	\$ 7,575			6	\$ 4,225			4	\$ 2,125		
Transportation	11	\$ 40,575			53	\$ 222,122			77	\$ 222,778			69	\$ 165,519		
<b>Totals</b>	<b>11</b>	<b>\$ 40,575</b>	<b>9</b>	<b>\$ 20,000</b>	<b>89</b>	<b>\$ 266,256</b>	<b>17</b>	<b>\$ 39,353</b>	<b>149</b>	<b>\$ 275,572</b>	<b>44</b>	<b>\$ 72,200</b>	<b>302</b>	<b>\$ 262,008</b>	<b>78</b>	<b>\$ 116,713</b>



Descr	Pay Period	#	Job Code	Descr	Grade	Oth Earns
Information Technology Dept	2005-07-31	1	CL0893	PROJECT MANAGER III	014	1,500.00
Information Technology Dept	2006-01-31	1	CL0893	PROJECT MANAGER III	014	1,500.00
Information Technology Dept	2006-01-31	1	CL0162	TECH SUPPORT SPEC II	013	1,250.00
Information Technology Dept	2006-06-30	1	CL0162	TECH SUPPORT SPEC II	013	1,250.00
Information Technology Dept	2005-10-31	1	CL0170	TELECOMM ANALYST III	013	400.00
Information Technology Dept	2007-02-27	1	CL0141	PROGRAMMER ANALYST I	010	1,500.00
Information Technology Dept	2006-09-30	1	CL0141	PROGRAMMER ANALYST I	010	1,500.00
Information Technology Dept	2006-09-29	1	CL0893	PROJECT MANAGER III	014	1,500.00
Information Technology Dept	2007-03-31	1	CL0893	PROJECT MANAGER III	014	1,500.00
Information Technology Dept	2006-10-31	1	CL0142	PROGRAMMER ANALYST II	012	1,500.00
Information Technology Dept	2007-04-30	1	CL0142	PROGRAMMER ANALYST II	012	1,500.00
Information Technology Dept	2006-01-31	1	CL0143	PROGRAMMER ANALYST III	013	1,500.00
Information Technology Dept	2005-07-31	1	CL0143	PROGRAMMER ANALYST III	013	1,500.00
Information Technology Dept Total		13				\$17,900.00
Human Services	2007-02-28	1	CL4101	BEHAVIORAL HEALTH TECH I	005	200.00
Human Services	2006-12-31	1	CL4101	BEHAVIORAL HEALTH TECH I	005	200.00
Human Services	2006-09-30	1	CL4101	BEHAVIORAL HEALTH TECH I	005	100.00
Human Services	2005-09-29	1	CL4102	BEHAVIORAL HEALTH TECH II	007	300.00
Human Services	2006-11-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2006-06-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2007-06-30	1	CL4110	DIRECT TRAINING TECH I	005	500.00
Human Services	2007-06-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	150.00
Human Services	2007-06-30	1	CL4101	MENTAL HLTH CARE SPEC I	004	200.00
Human Services	2007-05-31	1	CL4110	DIRECT TRAINING TECH I	005	150.00
Human Services	2007-06-30	1	CL4111	DIRECT TRAINING TECH II	007	200.00
Human Services	2006-08-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2007-05-31	1	CL4110	DIRECT TRAINING TECH I	005	150.00
Human Services	2007-03-31	1	NC9034	TEMP-NOT CLS-PROT SVC WK	099	200.00
Human Services	2007-05-31	1	CL4110	DIRECT TRAINING TECH I	005	150.00
Human Services	2005-12-31	1	CL0033	OFFICE ASSISTANT III	005	100.00
Human Services	2007-06-30	1	CL4101	BEHAVIORAL HEALTH TECH I	005	200.00
Human Services	2007-03-31	1	CL4101	BEHAVIORAL HEALTH TECH I	005	150.00
Human Services	2007-06-30	1	CL3052	L P NURSE II	008	1,179.00
Human Services	2006-10-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	200.00
Human Services	2006-11-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	200.00
Human Services	2005-08-30	1	CL0043	ADMIN ASSISTANT III	008	100.00
Human Services	2006-01-30	1	CL0043	ADMIN ASSISTANT III	008	650.00
Human Services	2006-03-31	1	CL0043	ADMIN ASSISTANT III	008	100.00
Human Services	2005-09-30	1	CL0043	ADMIN ASSISTANT III	008	100.00
Human Services	2005-12-30	1	CL0043	ADMIN ASSISTANT III	008	150.00
Human Services	2005-12-31	1	CL0043	ADMIN ASSISTANT III	008	100.00
Human Services	2005-07-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2006-01-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2006-06-30	1	CL3138	CERT OCC THERAPY ASST II	008	100.00
Human Services	2006-11-30	1	CL3138	CERT OCC THERAPY ASST II	008	100.00
Human Services	2006-10-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	600.00
Human Services	2006-11-30	1	CL0602	PURCHASING AGENT II	012	500.00
Human Services	2006-06-30	1	CL4101	BEHAVIORAL HEALTH TECH I	005	100.00
Human Services	2007-02-28	1	CL3062	REGISTERED NURSE II	011	1,689.00
Human Services	2005-07-31	1	CL3063	REGISTERED NURSE III	012	100.00
Human Services	2006-08-31	1	CL4106	BEHAVIORAL HEALTH SUPERVISOR	008	100.00
Human Services	2007-01-31	1	CL4106	BEHAVIORAL HEALTH SUPERVISOR	008	100.00
Human Services	2007-01-31	1	CL3062	REGISTERED NURSE II	011	100.00
Human Services	2006-10-31	1	CL3062	REGISTERED NURSE II	011	100.00
Human Services	2006-08-31	1	CL3062	REGISTERED NURSE II	011	100.00
Human Services	2006-03-31	1	CL3062	REGISTERED NURSE II	011	1,844.00
Human Services	2006-05-31	1	CL3062	REGISTERED NURSE II	011	100.00
Human Services	2006-07-31	1	CL4101	BEHAVIORAL HEALTH TECH I	005	100.00
Human Services	2006-09-30	1	CL4101	BEHAVIORAL HEALTH TECH I	005	100.00
Human Services	2006-12-31	1	CL4101	MENTAL HLTH CARE SPEC I	004	150.00
Human Services	2007-04-30	1	CL4110	DIRECT TRAINING TECH I	005	100.00
Human Services	2006-03-31	1	CL4110	DIRECT TRAINING TECH I	005	200.00
Human Services	2006-07-30	1	CL4110	DIRECT TRAINING TECH I	005	100.00
Human Services	2007-02-28	1	CL4110	DIRECT TRAINING TECH I	005	100.00
Human Services	2006-10-31	1	CL4110	DIRECT TRAINING TECH I	005	100.00



## Recruitment Bonuses

July 2005 -- June 2007

Descr	Pay Period	#	Job Code	Descr	Grade	Oth Earns
Human Services	2007-03-31	1	CL4101	BEHAVIORAL HEALTH TECH I	005	150.00
Human Services	2007-03-31	1	CL4106	BEHAVIORAL HEALTH SUPERVISOR	008	200.00
Human Services	2006-04-29	1	CL4106	BEHAVIORAL HEALTH SUPERVISOR	008	100.00
Human Services	2006-10-31	1	CL4106	BEHAVIORAL HEALTH SUPERVISOR	008	100.00
Human Services	2005-10-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	600.00
Human Services	2007-06-30	1	CL4111	DIRECT TRAINING TECH II	007	300.00
Human Services	2007-02-28	1	CL3052	L P NURSE II	008	500.00
Human Services	2005-10-31	1	CL3052	L P NURSE II	008	100.00
Human Services	2006-02-28	1	CL4101	BEHAVIORAL HEALTH TECH I	005	100.00
Human Services	2007-05-31	1	CL4110	DIRECT TRAINING TECH I	005	150.00
Human Services	2006-05-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	300.00
Human Services	2006-07-30	1	CL3062	REGISTERED NURSE II	011	1,401.00
Human Services	2007-01-30	1	CL4101	BEHAVIORAL HEALTH TECH I	005	700.00
Human Services	2006-04-29	1	CL4101	BEHAVIORAL HEALTH TECH I	005	100.00
Human Services	2006-04-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	200.00
Human Services	2006-04-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	600.00
Human Services	2005-09-29	1	CL3052	L P NURSE II	008	300.00
Human Services	2007-06-30	1	CL4101	BEHAVIORAL HEALTH TECH I	005	500.00
Human Services	2007-06-30	1	CL1011	INSTRUCTOR	010	200.00
Human Services	2007-03-31	1	CL4101	BEHAVIORAL HEALTH TECH I	005	150.00
Human Services	2006-01-30	1	CL3062	REGISTERED NURSE II	011	250.00
Human Services	2006-11-30	1	CL0041	ADMIN ASSISTANT I	006	500.00
Human Services	2006-10-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2007-06-30	1	CL3052	L P NURSE II	008	1,075.50
Human Services	2007-01-31	1	CL3052	L P NURSE II	008	1,075.50
Human Services	2006-10-31	1	CL3052	L P NURSE II	008	1,008.00
Human Services	2006-04-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	300.00
Human Services	2005-09-29	1	CL3062	REGISTERED NURSE II	011	812.50
Human Services	2006-08-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	600.00
Human Services	2006-11-30	1	CL3507	HEALTH INFORMATION ADMIN	012	200.00
Human Services	2007-05-31	1	CL3507	HEALTH INFORMATION ADMIN	012	200.00
Human Services	2006-04-30	1	CL0033	OFFICE ASSISTANT III	005	100.00
Human Services	2006-12-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	700.00
Human Services	2007-02-28	1	CL4101	BEHAVIORAL HEALTH TECH I	005	500.00
Human Services	2006-10-31	1	CL7153	FOOD SVC OP SUPV III	008	100.00
Human Services	2007-02-28	1	CL7153	FOOD SVC OP SUPV III	008	100.00
Human Services	2007-05-31	1	CL4110	DIRECT TRAINING TECH I	005	75.00
Human Services	2006-08-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2007-02-28	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2006-07-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	600.00
Human Services	2006-11-30	1	CL4113	ASST-RESIDENTIAL SUPR, DHS	007	200.00
Human Services	2006-09-30	1	CL3063	REGISTERED NURSE III	012	898.28
Human Services	2007-04-30	1	CL4101	BEHAVIORAL HEALTH TECH I	005	150.00
Human Services	2006-10-31	1	CL3063	REGISTERED NURSE III	012	898.28
Human Services	2007-03-31	1	CL4113	ASST RESIDENTIAL SUPR, DHS	007	300.00
Human Services	2005-08-30	1	CL0033	OFFICE ASSISTANT III	005	100.00
Human Services	2006-01-30	1	CL0033	OFFICE ASSISTANT III	005	100.00
Human Services	2006-01-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2005-10-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2006-10-31	1	CL0211	ACCOUNT TECHNICIAN I	005	250.00
Human Services	2007-03-31	1	CL0211	ACCOUNT TECHNICIAN I	005	250.00
Human Services	2005-10-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	300.00
Human Services	2006-09-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	600.00
Human Services	2006-07-31	1	CL4101	BEHAVIORAL HEALTH TECH I	005	100.00
Human Services	2007-06-30	1	CL4101	BEHAVIORAL HEALTH TECH I	005	300.00
Human Services	2005-12-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	600.00
Human Services	2007-06-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	1,100.00
Human Services	2007-01-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	150.00
Human Services	2007-05-31	1	CL4110	DIRECT TRAINING TECH I	005	150.00
Human Services	2006-03-31	1	CL4110	DIRECT TRAINING TECH I	005	100.00
Human Services	2006-09-30	1	CL3062	REGISTERED NURSE II	011	100.00
Human Services	2007-02-28	1	CL3062	REGISTERED NURSE II	011	100.00
Human Services	2007-04-30	1	CL4110	DIRECT TRAINING TECH I	005	700.00
Human Services	2006-06-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	300.00
Human Services	2006-08-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	600.00



Descr	Pay Period	#	Job Code	Descr	Grade	Oth Earns
Human Services	2006-07-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	600.00
Human Services	2007-06-30	1	CL4101	BEHAVIORAL HEALTH TECH I	005	300.00
Human Services	2007-06-30	1	CL0041	ADMIN ASSISTANT I	006	200.00
Human Services	2006-02-28	1	CL0041	ADMIN ASSISTANT I	006	600.00
Human Services	2006-06-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2005-09-29	1	CL4106	BEHAVIORAL HEALTH SUPERVISOR	008	600.00
Human Services	2006-07-31	1	CL4113	ASST RESIDENTIAL SUPR, DHS	007	100.00
Human Services	2006-12-31	1	CL4113	ASST RESIDENTIAL SUPR, DHS	007	100.00
Human Services	2007-06-30	1	CL4111	DIRECT TRAINING TECH II	007	500.00
Human Services	2006-01-30	1	CL4134	ADDICTION COUNSELOR III	012	100.00
Human Services	2006-03-31	1	CL4134	ADDICTION COUNSELOR III	012	100.00
Human Services	2006-09-30	1	CL4101	BEHAVIORAL HEALTH TECH I	005	600.00
Human Services	2006-10-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	300.00
Human Services	2005-07-31	1	CL4036	HUMAN SVC PRGM ADMIN VI	014	4,680.00
Human Services	2007-06-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	500.00
Human Services	2006-01-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2005-10-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2006-04-29	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2006-10-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2007-06-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	700.00
Human Services	2006-06-30	1	CL4101	BEHAVIORAL HEALTH TECH I	005	100.00
Human Services	2006-11-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2007-01-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2006-07-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2006-04-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	600.00
Human Services	2006-06-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2007-06-30	1	NC9039	TEMP-NOT CLS-CLIENT/RES WKR		500.00
Human Services	2007-04-30	1	CL4110	DIRECT TRAINING TECH I	005	300.00
Human Services	2007-05-31	1	CL0043	ADMIN ASSISTANT III	008	200.00
Human Services	2006-08-31	1	CL0043	ADMIN ASSISTANT III	008	200.00
Human Services	2006-10-31	1	CL0043	ADMIN ASSISTANT III	008	100.00
Human Services	2007-01-31	1	CL0043	ADMIN ASSISTANT III	008	200.00
Human Services	2007-02-28	1	CL0043	ADMIN ASSISTANT III	008	200.00
Human Services	2007-03-31	1	CL0043	ADMIN ASSISTANT III	008	100.00
Human Services	2006-04-30	1	CL0043	ADMIN ASSISTANT III	008	200.00
Human Services	2006-06-30	1	CL0043	ADMIN ASSISTANT III	008	200.00
Human Services	2007-03-31	1	CL4110	DIRECT TRAINING TECH I	005	100.00
Human Services	2007-06-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	150.00
Human Services	2007-04-30	1	CL4110	DIRECT TRAINING TECH I	005	500.00
Human Services	2005-11-29	1	CL4102	BEHAVIORAL HEALTH TECH II	007	600.00
Human Services	2006-12-31	1	CL4110	DIRECT TRAINING TECH I	005	100.00
Human Services	2006-07-31	1	CL4110	DIRECT TRAINING TECH I	005	100.00
Human Services	2007-01-30	1	CL4101	BEHAVIORAL HEALTH TECH I	005	150.00
Human Services	2006-07-31	1	CL4110	DIRECT TRAINING TECH I	005	100.00
Human Services	2007-04-30	1	CL4101	BEHAVIORAL HEALTH TECH I	005	150.00
Human Services	2006-04-30	1	CL4101	MENTAL HLTH CARE SPEC I	004	150.00
Human Services	2006-01-30	1	CL3063	REGISTERED NURSE III	012	100.00
Human Services	2006-03-31	1	CL3063	REGISTERED NURSE III	012	100.00
Human Services	2007-02-28	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2007-03-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	200.00
Human Services	2006-05-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	600.00
Human Services	2006-09-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2006-07-30	1	CL4216	ADVANCED CLINICAL SPEC	012	3,000.00
Human Services	2006-07-31	1	CL3052	L P NURSE II	008	250.00
Human Services	2007-01-31	1	CL3052	L P NURSE II	008	250.00
Human Services	2007-06-30	1	CL3062	REGISTERED NURSE II	011	500.00
Human Services	2006-12-31	1	CL3062	REGISTERED NURSE II	011	500.00
Human Services	2006-10-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	500.00
Human Services	2005-08-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	250.00
Human Services	2006-01-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	250.00
Human Services	2005-12-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	300.00
Human Services	2006-06-30	1	CL3063	REGISTERED NURSE III	012	100.00
Human Services	2006-01-30	1	CL3063	REGISTERED NURSE III	012	200.00
Human Services	2006-07-31	1	CL4273	VOCATIONAL TRNG TECH	007	100.00
Human Services	2006-11-30	1	CL4273	VOCATIONAL TRNG TECH	007	100.00



## Recruitment Bonuses

July 2005 -- June 2007

Descr	Pay Period	#	Job Code	Descr	Grade	Oth Earns
Human Services	2007-06-30	1	CL4110	DIRECT TRAINING TECH I	005	120.00
Human Services	2005-08-30	1	CL3062	REGISTERED NURSE II	011	250.00
Human Services	2007-03-31	1	CL4101	BEHAVIORAL HEALTH TECH I	005	150.00
Human Services	2007-06-30	1	CL4101	BEHAVIORAL HEALTH TECH I	005	500.00
Human Services	2007-01-31	1	CL3062	REGISTERED NURSE II	011	250.00
Human Services	2006-07-31	1	CL3062	REGISTERED NURSE II	011	250.00
Human Services	2005-11-30	1	CL3062	REGISTERED NURSE II	011	100.00
Human Services	2006-01-30	1	CL3062	REGISTERED NURSE II	011	100.00
Human Services	2006-09-30	1	CL3062	REGISTERED NURSE II	011	100.00
Human Services	2005-08-30	1	CL4106	BEHAVIORAL HEALTH SUPERVISOR	008	100.00
Human Services	2007-06-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	200.00
Human Services	2007-06-29	1	CL4102	BEHAVIORAL HEALTH TECH II	007	200.00
Human Services	2006-08-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2006-07-31	1	CL4110	DIRECT TRAINING TECH I	005	100.00
Human Services	2006-11-30	1	CL4110	DIRECT TRAINING TECH I	005	100.00
Human Services	2007-02-28	1	CL4037	TREATMENT UNIT DIRECTOR	015	1,000.00
Human Services	2005-08-30	1	CL3063	REGISTERED NURSE III	012	250.00
Human Services	2006-12-31	1	CL4101	BEHAVIORAL HEALTH TECH I	005	150.00
Human Services	2006-11-30	1	CL3020	NURSE PRACTITIONER	015	100.00
Human Services	2007-03-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2006-10-31	1	CL4102	BEHAVIORAL HEALTH TECH II	007	100.00
Human Services	2006-04-30	1	CL4102	BEHAVIORAL HEALTH TECH II	007	150.00
Human Services	2006-02-28	1	CL4101	MENTAL HLTH CARE SPEC I	004	100.00
Human Services Total		204				\$64,556.06
Bank of North Dakota	2007-01-15	1	CL0822	PUBLIC INFO SPEC II	010	1,416.50
Bank of North Dakota	2007-06-15	1	NC9021	OTHER-NOT CLS-OFCL/ADMIN	099	2,500.00
Bank of North Dakota	2006-09-30	1	CL0301	COLLECTIONS OFFICER I	007	1,025.00
Bank of North Dakota	2007-04-15	1	CL0301	COLLECTIONS OFFICER I	007	1,025.00
Bank of North Dakota	2005-08-31	1	CL0301	COLLECTIONS OFFICER I	007	1,025.00
Bank of North Dakota	2006-03-31	1	CL0822	PUBLIC INFO SPEC II	010	1,416.50
Bank of North Dakota Total		6				\$8,408.00
Highway Patrol	2006-03-31	1	CL5707	HWY PATROL SERGEANT	013	500.00
Highway Patrol	2006-03-31	1	CL5710	HWY PATROL DISTRICT COMMANDER	014	500.00
Highway Patrol	2006-03-31	1	CL5706	HWY PATROL OFFICER II	012	500.00
Highway Patrol	2006-03-31	1	CL5710	HWY PATROL DISTRICT COMMANDER	014	1,000.00
Highway Patrol	2006-03-31	1	NC9002	APPOINTED-NOT CLASSIFIED	099	500.00
Highway Patrol	2006-03-31	1	CL5706	HWY PATROL OFFICER II	012	500.00
Highway Patrol Total		6				\$3,500.00
Corrections & Rehab	2007-01-31	1	CL3062	REGISTERED NURSE II	011	375.00
Corrections & Rehab	2007-06-30	1	CL3062	REGISTERED NURSE II	011	750.00
Corrections & Rehab	2006-04-30	1	CL5102	PAROLE & PROB OFFICER II	012	500.00
Corrections & Rehab	2007-04-30	1	CL5102	PAROLE & PROB OFFICER II	012	500.00
Corrections & Rehab Total		4				\$2,125.00
Department of Transportation	2007-06-30	1	CL2021	TRANSPORTATION ENGR I	010	2,262.00
Department of Transportation	2006-06-30	1	CL2021	TRANSPORTATION ENGR I	010	2,262.00
Department of Transportation	2006-06-30	1	CL2022	TRANSPORTATION ENGR II	012	2,175.00
Department of Transportation	2007-02-28	1	CL2021	TRANSPORTATION ENGR I	010	2,325.00
Department of Transportation	2006-03-31	1	CL0158	TELECOMM TECH III	012	2,100.00
Department of Transportation	2007-06-30	1	CL2021	TRANSPORTATION ENGR I	010	2,325.00
Department of Transportation	2007-06-30	1	CL2021	TRANSPORTATION ENGR I	010	-2,325.00
Department of Transportation	2007-05-31	1	CL2021	TRANSPORTATION ENGR I	010	2,325.00
Department of Transportation	2006-05-31	1	CL2003	ENGINEERING TECH III	008	1,672.50
Department of Transportation	2007-05-31	1	CL2003	ENGINEERING TECH III	008	3,250.00
Department of Transportation	2006-05-31	1	CL2003	ENGINEERING TECH III	008	3,250.00
Department of Transportation	2007-01-31	1	CL2004	ENGINEERING TECH IV	010	2,081.25
Department of Transportation	2006-02-28	1	CL2004	ENGINEERING TECH IV	010	2,081.25
Department of Transportation	2006-05-30	1	CL2001	ENGINEERING TECH I	005	2,375.00
Department of Transportation	2007-05-31	1	CL2001	ENGINEERING TECH I	005	2,375.00
Department of Transportation	2007-06-30	1	CL2022	TRANSPORTATION ENGR II	012	2,262.00
Department of Transportation	2006-06-30	1	CL2022	TRANSPORTATION ENGR II	012	2,262.00
Department of Transportation	2006-06-30	1	CL2022	TRANSPORTATION ENGR II	012	2,262.00
Department of Transportation	2007-06-30	1	CL2022	TRANSPORTATION ENGR II	012	2,262.00
Department of Transportation	2007-05-31	1	CL2002	ENGINEERING TECH II	007	2,898.75
Department of Transportation	2006-05-31	1	CL2002	ENGINEERING TECH II	007	2,898.75



Descr	Pay Period	#	Job Code	Descr	Grade	Oth Earns
Department of Transportation	2006-08-31	1	CL2023	TRANSPORTATION ENGR III	013	3,265.50
Department of Transportation	2006-01-31	1	CL2021	TRANSPORTATION ENGR I	010	2,262.00
Department of Transportation	2007-01-31	1	CL2021	TRANSPORTATION ENGR I	010	2,262.00
Department of Transportation	2006-06-30	1	CL2022	TRANSPORTATION ENGR II	012	2,175.00
Department of Transportation	2006-05-31	1	CL2003	ENGINEERING TECH III	008	1,672.50
Department of Transportation	2007-01-31	1	CL2002	ENGINEERING TECH II	007	2,319.00
Department of Transportation	2006-02-28	1	CL2002	ENGINEERING TECH II	007	2,319.00
Department of Transportation	2006-06-30	1	CL8413	EQUIPMENT OPERATOR III	008	2,450.00
Department of Transportation	2007-01-31	1	CL2021	TRANSPORTATION ENGR I	010	2,325.00
Department of Transportation	2005-07-31	1	CL2022	TRANSPORTATION ENGR II	012	2,175.00
Department of Transportation	2006-06-30	1	CL2015	TRANSPORTATION PROJ MGR	011	2,250.00
Department of Transportation	2006-05-31	1	CL2002	ENGINEERING TECH II	007	2,898.75
Department of Transportation	2007-05-31	1	CL2002	ENGINEERING TECH II	007	2,898.75
Department of Transportation	2007-06-30	1	CL2021	TRANSPORTATION ENGR I	010	2,325.00
Department of Transportation	2006-07-31	1	CL2002	ENGINEERING TECH II	007	2,375.00
Department of Transportation	2006-12-31	1	CL2021	TRANSPORTATION ENGR I	010	2,325.00
Department of Transportation	2007-05-31	1	CL2021	TRANSPORTATION ENGR I	010	2,325.00
Department of Transportation	2007-05-31	1	CL2002	ENGINEERING TECH II	007	2,898.75
Department of Transportation	2006-05-31	1	CL2002	ENGINEERING TECH II	007	2,898.75
Department of Transportation	2007-06-30	1	CL2021	TRANSPORTATION ENGR I	010	2,325.00
Department of Transportation	2005-08-31	1	CL2023	TRANSPORTATION ENGR III	013	3,300.00
Department of Transportation	2006-09-29	1	CL0156	TELECOMM TECH I	007	1,800.00
Department of Transportation	2006-12-31	1	CL2002	ENGINEERING TECH II	007	3,000.00
Department of Transportation	2006-12-31	1	CL2021	TRANSPORTATION ENGR I	010	2,325.00
Department of Transportation	2006-06-30	1	CL2015	TRANSPORTATION PROJ MGR	011	2,006.25
Department of Transportation	2007-03-31	1	CL2015	TRANSPORTATION PROJ MGR	011	4,000.00
Department of Transportation	2005-07-31	1	CL0158	TELECOMM TECH III	012	2,100.00
Department of Transportation	2006-01-31	1	CL2004	ENGINEERING TECH IV	010	2,212.50
Department of Transportation	2007-01-31	1	CL2021	TRANSPORTATION ENGR I	010	2,262.00
Department of Transportation	2006-01-31	1	CL2021	TRANSPORTATION ENGR I	010	2,262.00
Department of Transportation	2006-05-31	1	CL2021	TRANSPORTATION ENGR I	010	2,175.00
Department of Transportation	2007-06-30	1	CL2021	TRANSPORTATION ENGR I	010	2,325.00
Department of Transportation	2006-09-30	1	CL2024	ADMIN TRANS ENGINEER I	014	4,992.00
Department of Transportation	2007-03-31	1	CL2021	TRANSPORTATION ENGR I	010	2,457.00
Department of Transportation	2006-03-31	1	CL2021	TRANSPORTATION ENGR I	010	2,457.00
Department of Transportation	2006-05-31	1	CL2023	TRANSPORTATION ENGR III	013	2,175.00
Department of Transportation	2007-01-31	1	CL2021	TRANSPORTATION ENGR I	010	2,262.00
Department of Transportation	2006-01-31	1	CL2021	TRANSPORTATION ENGR I	010	2,262.00
Department of Transportation	2007-06-30	1	CL2002	ENGINEERING TECH II	007	3,000.00
Department of Transportation	2005-09-30	1	CL2004	ENGINEERING TECH IV	010	2,081.25
Department of Transportation	2006-09-30	1	CL2004	ENGINEERING TECH IV	010	2,081.25
Department of Transportation	2007-04-30	1	CL2004	ENGINEERING TECH IV	010	2,081.25
Department of Transportation	2006-04-30	1	CL2004	ENGINEERING TECH IV	010	2,081.25
Department of Transportation	2006-05-31	1	CL2003	ENGINEERING TECH III	008	1,672.50
Department of Transportation	2006-05-31	1	CL2021	TRANSPORTATION ENGR I	010	2,262.00
Department of Transportation	2007-05-31	1	CL2021	TRANSPORTATION ENGR I	010	2,262.00
Department of Transportation	2007-05-31	1	CL2002	ENGINEERING TECH II	007	3,000.00
Department of Transportation	2006-03-31	1	CL2025	ADMIN TRANS ENGINEER II	016	4,500.00
Department of Transportation Total		69				\$165,518.75
Grand Total		302				\$262,007.81



## Retention Bonuses

July 2005 -- June 2007

Descr	Pay Period	#	Job Code	Descr	Grade	Oth Earns
Human Services	2006-07-31	1	CL4133	ADDICTION COUNSELOR II	011	2,500.00
Human Services	2007-05-31	1	CL4164	LICENSED PSYCHOLOGIST I	015	3,589.00
Human Services	2006-07-31	1	CL4133	ADDICTION COUNSELOR II	011	2,500.00
Human Services	2006-06-30	1	CL4134	ADDICTION COUNSELOR III	012	2,500.00
Human Services	2006-12-31	1	CL4133	ADDICTION COUNSELOR II	011	3,000.00
<b>Human Services Total</b>		<b>5</b>				<b>\$14,089.00</b>
Industrial Commission	2007-06-30	1	CL2083	GEOLOGIST III	014	1,200.00
Industrial Commission	2007-06-30	1	CL2093	PETROLEUM ENGINEER III	014	1,200.00
Industrial Commission	2007-06-30	1	CL0033	OFFICE ASSISTANT III	005	425.00
Industrial Commission	2007-06-30	1	CL2094	PETROLEUM ENGINEER IV	015	725.00
Industrial Commission	2007-06-30	1	CL2092	PETROLEUM ENGINEER II	012	1,200.00
Industrial Commission	2007-06-30	1	CL2092	PETROLEUM ENGINEER II	012	1,200.00
Industrial Commission	2007-06-30	1	CL2091	PETROLEUM ENGINEER I	010	1,200.00
Industrial Commission	2007-06-30	1	CL2092	PETROLEUM ENGINEER II	012	725.00
Industrial Commission	2007-06-30	1	CL2092	PETROLEUM ENGINEER II	012	1,200.00
Industrial Commission	2007-06-30	1	CL2098	OIL & GAS PROD ANALYST	009	425.00
Industrial Commission	2007-06-30	1	CL0032	OFFICE ASSISTANT II	004	425.00
Industrial Commission	2007-06-30	1	CL2093	PETROLEUM ENGINEER III	014	1,200.00
Industrial Commission	2007-06-30	1	CL5300	OIL & GAS METER SYS SPEC	010	725.00
Industrial Commission	2007-06-30	1	CL0953	ADMIN STAFF OFFICER III	012	725.00
Industrial Commission	2007-06-30	1	CL0042	ADMIN ASSISTANT II	007	425.00
Industrial Commission	2007-06-30	1	CL2095	PETROLEUM RES ASST DIR	017	725.00
Industrial Commission	2007-06-30	1	CL2087	PALEONTOLOGY MANAGER	015	1,200.00
Industrial Commission	2007-06-30	1	CL3213	LABORATORY TECHNICIAN III	007	725.00
Industrial Commission	2007-06-30	1	CL2093	PETROLEUM ENGINEER III	014	725.00
Industrial Commission	2007-06-30	1	CL2093	PETROLEUM ENGINEER III	014	1,200.00
Industrial Commission	2007-06-30	1	CL0852	EXECUTIVE STAFF OFFICER	013	725.00
Industrial Commission	2007-06-30	1	CL0148	D B DESIGN ANALYST I	012	725.00
Industrial Commission	2007-06-30	1	CL5290	PETROLEUM RESOURCE GEO AN	014	725.00
Industrial Commission	2007-06-30	1	CL2114	GIS SPECIALIST II	011	725.00
Industrial Commission	2007-06-30	1	CL2004	ENGINEERING TECH IV	010	725.00
Industrial Commission	2007-06-30	1	CL2112	GEOLOGIC MAP TECH II	008	725.00
Industrial Commission	2007-06-30	1	CL2092	PETROLEUM ENGINEER II	012	1,200.00
Industrial Commission	2007-06-30	1	CL2083	GEOLOGIST III	014	725.00
Industrial Commission	2007-06-30	1	CL0171	INFO TECHNOLOGY ADMIN I	013	725.00
Industrial Commission	2007-06-30	1	CL0032	OFFICE ASSISTANT II	004	200.00
Industrial Commission	2007-06-30	1	CL0153	DATA PROC COORD III	012	725.00
Industrial Commission	2007-06-30	1	CL2094	PETROLEUM ENGINEER IV	015	725.00
Industrial Commission	2007-06-30	1	CL2089	STATE GEOLOGIST	016	725.00
Industrial Commission	2007-06-30	1	CL2092	PETROLEUM ENGINEER II	012	1,200.00
Industrial Commission	2007-06-30	1	CL2083	GEOLOGIST III	014	1,200.00
Industrial Commission	2007-06-30	1	CL3212	LABORATORY TECHNICIAN II	006	425.00
Industrial Commission	2007-06-30	1	CL0701	LEGAL ASSISTANT I	007	425.00
Industrial Commission	2007-06-30	1	CL0032	OFFICE ASSISTANT II	004	425.00
Industrial Commission	2007-06-30	1	CL2091	PETROLEUM ENGINEER I	010	725.00
Industrial Commission	2007-06-30	1	CL5401	SEISMIC FIELD REP	010	1,200.00
Industrial Commission	2007-06-30	1	CL2091	PETROLEUM ENGINEER I	010	1,200.00
Industrial Commission	2007-06-30	1	CL2094	PETROLEUM ENGINEER IV	015	725.00
Industrial Commission	2007-06-30	1	CL2081	GEOLOGIST I	010	725.00
<b>Industrial Commission Total</b>		<b>43</b>				<b>\$35,200.00</b>
Bank of North Dakota	2006-12-31	1	CL0803	HUMAN RESOURCE OFFICER I	011	2,500.00
Bank of North Dakota	2005-12-15	1	NC9021	OTHER-NOT CLS-OFCL/ADMIN	099	2,000.00
Bank of North Dakota	2005-10-15	1	CL0530	DIR, COMM & MARKETING-BND	014	3,212.00
Bank of North Dakota	2006-12-31	1	CL0221	ACCOUNT/BUDGET SPEC I	008	1,000.00
Bank of North Dakota	2006-01-31	1	CL0142	PROGRAMMER ANALYST II	012	1,733.00
Bank of North Dakota	2006-12-31	1	CL0210	STATE PAYROLL SPECIALIST	008	1,000.00
Bank of North Dakota	2005-12-15	1	NC9021	OTHER-NOT CLS-OFCL/ADMIN	099	2,500.00
Bank of North Dakota	2005-12-15	1	CL0911	ADMIN OFR I	008	2,000.00
Bank of North Dakota	2006-01-31	1	CL0143	PROGRAMMER ANALYST III	013	2,166.00

## Retention Bonuses

July 2005 -- June 2007

Descr	Pay Period	#	Job Code	Descr	Grade	Oth Earns
Bank of North Dakota	2005-09-15	1	CL0174	COMPUTER & NETWK SPEC II	011	3,206.00
Bank of North Dakota	2006-02-28	1	CL0143	PROGRAMMER ANALYST III	013	2,015.00
Bank of North Dakota	2006-12-31	1	CL0510	BANK OP PROCESSING SUPV	008	2,500.00
Bank of North Dakota	2005-12-15	1	CL0521	ASST BANK OPERATIONS MGR	011	2,000.00
Bank of North Dakota	2007-02-15	1	CL0311	COMPLIANCE OFFICER I	010	1,200.00
Bank of North Dakota	2006-01-31	1	CL0142	PROGRAMMER ANALYST II	012	1,516.00
Bank of North Dakota	2005-12-15	1	CL0218	HOUSING PROGRAM SPEC II	009	2,500.00
Bank of North Dakota	2006-01-31	1	CL0143	PROGRAMMER ANALYST III	013	2,015.00
Bank of North Dakota	2006-02-15	1	CL0144	SR PROGRAMMER ANALYST	014	4,940.00
Bank of North Dakota	2005-12-15	1	NC9021	OTHER-NOT CLS-OFCL/ADMIN	099	5,000.00
Bank of North Dakota	2006-12-31	1	CL0212	ACCOUNT TECHNICIAN II	007	1,000.00
Bank of North Dakota	2005-12-15	1	CL0224	ACCOUNTING MANAGER I	014	3,100.00
Bank of North Dakota	2005-09-30	1	CL0301	COLLECTIONS OFFICER I	007	1,000.00
Bank of North Dakota	2006-12-31	1	CL0301	COLLECTIONS OFFICER I	007	1,000.00
Bank of North Dakota	2005-12-15	1	NC9021	OTHER-NOT CLS-OFCL/ADMIN	099	4,700.00
Bank of North Dakota	2005-09-30	1	CL0301	COLLECTIONS OFFICER I	007	1,000.00
Bank of North Dakota	2006-12-31	1	CL0197	INFO SYS SECURITY OFCR	014	2,500.00
Bank of North Dakota	2006-08-31	1	CL0212	ACCOUNT TECHNICIAN II	007	2,381.00
Bank of North Dakota	2005-12-15	1	NC9021	OTHER-NOT CLS-OFCL/ADMIN	099	2,000.00
Bank of North Dakota	2006-12-31	1	CL0510	BANK OP PROCESSING SUPV	008	1,000.00
Bank of North Dakota	2006-01-31	1	CL0143	PROGRAMMER ANALYST III	013	2,015.00
<b>Bank of North Dakota Total</b>		<b>30</b>				<b>\$66,699.00</b>
<b>Grand Total</b>		<b>78</b>				<b>\$115,988.00</b>