

**Sixty-first Legislative Assembly of North Dakota
In Regular Session Commencing Tuesday, January 6, 2009**

SENATE BILL NO. 2061
(Legislative Council)
(Workforce Committee)

AN ACT to provide for human resource management services to study workforce recruitment and retention and report to the legislative council.

BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:

SECTION 1. HUMAN RESOURCE MANAGEMENT SERVICES STUDY - WORKFORCE RETENTION - REPORT TO THE LEGISLATIVE COUNCIL.

1. Human resource management services shall conduct a study to evaluate steps the state could take to recruit and retain state employees in state government employment as those state employees reach retirement. As part of the study, human resource management services shall:
 - a. Select four state agencies with employees who occupy positions in the classified service to determine what actual and perceived barriers exist for retention and to determine what steps the state could take to increase retention of state employees who are retiring or nearing retirement.
 - b. Survey agency heads and employees of the selected state agencies to determine perceived and actual barriers to retaining state employees.
 - c. Consider steps the state could take to retain employees in the employing agency and steps the state could take to retain employees in state government employment in a different agency.
 - d. Consider steps other public employers have taken to retain their workforce as members of their workforce near retirement.
2. State agencies shall cooperate with human resource management services in conducting this study, including the North Dakota public employees retirement board and alternative retirement systems.
3. Before July 1, 2010, the director of human resource management services shall report to the legislative council on the outcome of the study, including specific recommendations of legislative and nonlegislative actions the state could take to address the issue of state employee workforce retention.

President of the Senate

Speaker of the House

Secretary of the Senate

Chief Clerk of the House

This certifies that the within bill originated in the Senate of the Sixty-first Legislative Assembly of North Dakota and is known on the records of that body as Senate Bill No. 2061.

Senate Vote: Yeas 42 Nays 0 Absent 5

House Vote: Yeas 88 Nays 5 Absent 1

Secretary of the Senate

Received by the Governor at _____ M. on _____, 2009.

Approved at _____ M. on _____, 2009.

Governor

Filed in this office this _____ day of _____, 2009,
at _____ o'clock _____ M.

Secretary of State