

Introduced by

1 A BILL for an Act to create and enact a new section to chapter 54-44.3 of the North Dakota  
2 Century Code, relating to a human resource management services pilot program to retain state  
3 employees in the workforce as state employees reach retirement age; to provide for a report to  
4 the legislative council; and to provide an expiration date.

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

6 **SECTION 1.** A new section to chapter 54-44.3 of the North Dakota Century Code is  
7 created and enacted as follows:

8 **Pilot program - Retention of employees nearing retirement - Report to legislative**  
9 **council.** The division shall establish and implement a pilot program to assist state government  
10 in retaining employees in the workforce as state employees near retirement. Notwithstanding  
11 laws to the contrary, the pilot program may include provisions for flexible work hours, reduced  
12 work hours, flexible leave policies, and telecommuting. During the 2011-12 interim, the director  
13 shall report to the legislative council on the status of the pilot program, including whether the  
14 pilot program has assisted the state in retaining state employees in the workforce as they near  
15 retirement, whether the pilot program should be continued, and whether the pilot program  
16 should be expanded.

17 **SECTION 2. EXPIRATION DATE.** This Act is effective through July 31, 2013, and  
18 after that date is ineffective.