

HOUSE BILL NO.

Introduced by

Representative Porter

1 A BILL for an Act to provide a statement of legislative intent regarding state employee
2 compensation adjustments.

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

4 **SECTION 1. LEGISLATIVE INTENT - STATE EMPLOYEE COMPENSATION**

5 **ADJUSTMENTS - GUIDELINES.** It is the intent of the sixty-first legislative assembly that
6 2009-11 compensation adjustments for permanent state employees are to be based on
7 documented performance and equity. General increases based on legislative appropriations
8 are to be given beginning with the month of July 2009, to be paid in August 2009, and
9 beginning with the month of July 2010, to be paid in August 2010. Each agency appropriation
10 is increased by 5.0 percent for the first year of the 2009-11 biennium and 5.0 percent for the
11 second year of the 2009-11 biennium.

12 Increases for North Dakota university system employees are to average 5.0 percent for
13 the first year of the 2009-11 biennium and 5.0 percent for the second year of the 2009-11
14 biennium.

15 Employees whose documented performance levels do not meet standards are not
16 eligible for any salary increase.

17 Probationary employees are not entitled to the general increases. However,
18 probationary employees may be given all or a portion of the increases effective in July, paid in
19 August, or upon completion of probation, at the discretion of the appointing authority.

20 During the biennium, no salary increase other than a temporary increase may be given
21 to an employee whose salary exceeds or would exceed the salary range maximum.