

Sixty-first
Legislative Assembly
of North Dakota

SENATE BILL NO.

Introduced by

Senator Nething

1 A BILL for an Act to provide statements of legislative intent regarding state employee
2 compensation adjustments, state employee equity adjustments, and state employee health
3 insurance premiums.

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

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

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

13 Employees whose documented performance levels do not meet standards are not
14 eligible for any salary increase. Each employee whose documented performance meets all
15 standards is to receive a minimum monthly increase of \$100 on July 1, 2009, and \$100 on
16 July 1, 2010.

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

20 During the biennium, no salary increase other than \$100 minimum increase or a
21 temporary increase may be given to an employee whose salary exceeds or would exceed the
22 salary range maximum.

23 **SECTION 2. LEGISLATIVE INTENT - STATE EMPLOYEE EQUITY ADJUSTMENTS -**

24 **GUIDELINES.** Equity funding amounts included in agencies' budgets must be used for market

1 equity compensation adjustments for state employees. The market equity adjustments are to
2 begin with the month of July 2009, to be paid in August 2009. The market equity adjustments
3 are to be independent of any general salary increase provided by the legislative assembly.

4 Agencies shall use the market equity funds to address the competitive employment
5 market and salary compression issues. Agencies shall document their plan and distribution of
6 the market equity funds.

7 Probationary employees are eligible for market equity increases. Employees whose
8 documents performance levels do not meet standards are not eligible for market equity
9 increases.

10 **SECTION 3. LEGISLATIVE INTENT - STATE EMPLOYEE HEALTH INSURANCE**

11 **PREMIUMS.** it is the intent of the sixty-first legislative assembly that state agency
12 appropriations include the funding necessary to provide for health insurance premiums for
13 eligible state employees at the monthly premium rate of \$825.97 for the biennium beginning
14 July 1, 2009, and ending June 30, 2011.