

PROPOSED AMENDMENTS TO HOUSE BILL NO. 1015

Page 1, line 5, after the semicolon insert "to provide appropriations for a statewide critical salary funding pool and a statewide salary equity pool; to establish a statewide critical salary funding pool and a statewide salary equity pool; to provide for transfers of appropriation authority, subject to budget section approval;"

Page 4, replace lines 1 through 9 with:

**"SECTION 9. APPROPRIATION - OFFICE OF MANAGEMENT AND BUDGET - STATEWIDE CRITICAL SALARY FUNDING POOL.** There is appropriated out of any moneys in the general fund in the state treasury, not otherwise appropriated, the sum of \$3,950,000, or so much of the sum as may be necessary, and from special funds, derived from federal funds or other income, the sum of \$4,500,000, or so much of the sum as may be necessary, to the office of management and budget for the purpose of providing funding for classified state employees in accordance with provisions of sections 10 and 11 of this Act, for the biennium beginning July 1, 2009, and ending June 30, 2011.

**SECTION 10. STATEWIDE CRITICAL SALARY FUNDING POOL.** The statewide critical salary funding pool appropriation included in section 9 of this Act may be used only for critical state employee position authorization and funding and the funding related to the filling of vacant employee positions.

**SECTION 11. TRANSFERS OF STATEWIDE CRITICAL SALARY FUNDING POOL APPROPRIATION AUTHORITY - BUDGET SECTION APPROVAL.** An executive branch agency or institution may submit a request to the office of management and budget for a transfer of spending authority and full-time equivalent authorization from the statewide critical salary funding pool appropriation in section 9 of this Act to the agency or institution for:

1. Restoration of a critical state employee full-time equivalent position.
2. Restoration of funding for a critical vacant full-time equivalent employee position.

The office of management and budget shall review any request and, if approved, transfer, subject to budget section approval, the amount of appropriation authority and related full-time equivalent position authorization from the statewide critical salary funding pool to the state agency or institution making the request.

**SECTION 12. AGENCY LINE ITEM TRANSFERS.** An executive branch agency or institution may, pursuant to section 54-16-04, request a line item transfer from another line item of the agency's or institution's budget to the salaries and wages line item to provide, if necessary, additional salaries and wages funding to restore funding for a critical full-time equivalent position, for the biennium beginning July 1, 2009, and ending June 30, 2011.

**SECTION 13. APPROPRIATION - OFFICE OF MANAGEMENT AND BUDGET - STATEWIDE SALARY EQUITY POOL.** There is appropriated out of any moneys in the general fund in the state treasury, not otherwise appropriated, the sum of \$4,000,000, or so much of the sum as may be necessary, and from special funds,

derived from federal funds or other income, the sum of \$4,000,000, or so much of the sum as may be necessary, to the office of management and budget for the purpose of providing statewide salary equity adjustments for classified state employees in accordance with provisions of section 14 of this Act, for the biennium beginning July 1, 2009, and ending June 30, 2011.

**SECTION 14. STATEWIDE SALARY EQUITY POOL FOR CLASSIFIED STATE EMPLOYEES.** The statewide salary equity pool appropriation included in section 13 of this Act must be used for market equity compensation adjustments for classified state employees. The market equity adjustments are to begin with the month of July 2009, to be paid in August 2009. The market equity adjustments are independent of any general salary increase provided by the legislative assembly.

The market equity increases are to be prioritized based on equity for employees whose salaries are furthest from their respective salary range midpoints effective July 1, 2009.

Probationary employees are eligible for the market equity increases. Employees whose documented performance levels do not meet standards are not eligible for the market equity increases.

Human resource management services shall provide a model base plan to each agency. Agencies may adopt the model plan, adopt the model plan with exceptions, or offer an alternative plan that meets the intent outlined in this section.

Upon adoption of an appropriate plan and application to human resource management services, the fiscal management division shall transfer to each eligible agency appropriated general fund or special fund spending authority from the statewide salary equity pool appropriation contained in section 13 of this Act."

Renumber accordingly