

STATE EMPLOYEE BONUSES

This memorandum provides information regarding state employee bonuses authorized by law and the amount of bonuses paid since the 2009-11 biennium.

North Dakota Century Code Section 54-06-30 ([Appendix A](#)) provides authority for agencies to award monetary performance bonuses to employees. Employees are eligible to receive a performance bonus if the employee has held a position in state government for at least 1 year and the employee's overall annual performance evaluation satisfies the agency's performance bonus program criteria. An employee may not receive more than one performance bonus per fiscal year and may not receive more than \$1,000 in bonuses per fiscal year. Total agency performance bonus amounts since the 2009-11 biennium were as follows:

Performance Bonuses				
Agency	2009-11 Biennium	2011-13 Biennium	2013-15 Biennium	Total
Governor	\$1,000	\$4,000	\$8,000	\$13,000
Secretary of State	9,800	2,000	6,000	17,800
Office of Management and Budget	35,500	47,500	39,000	122,000
Information Technology Department	0	0	1,000	1,000
State Auditor	11,000	8,000	20,000	39,000
State Treasurer	1,000	0	0	1,000
Attorney General	56,000	66,500	70,000	192,500
Tax Department	42,250	39,000	59,000	140,250
Commission on Legal Counsel for Indigents	6,000	6,000	4,250	16,250
Retirement and Investment Office	2,000	2,000	2,500	6,500
Department of Public Instruction	0	0	37,650	37,650
State Library	0	0	4,000	4,000
School for the Deaf	0	0	1,000	1,000
Department of Career and Technical Education	2,375	4,750	7,562	14,687
State Department of Health	95,000	71,450	151,500	317,950
Tobacco Prevention and Control Committee	0	0	1,000	1,000
Veterans' Home	10,500	0	0	10,500
Department of Veterans' Affairs	0	3,000	2,000	5,000
Department of Human Services	53,925	57,492	29,585	141,002
Job Service North Dakota	0	19,350	3,750	23,100
Insurance Department	9,250	13,750	13,750	36,750
Industrial Commission	12,000	3,000	14,500	29,500
Department of Labor and Human Rights	0	0	3,000	3,000
Public Service Commission	6,000	14,000	18,000	38,000
Department of Financial Institutions	4,000	900	3,100	8,000
Securities Department	0	0	1,000	1,000
Bank of North Dakota	62,600	65,800	71,250	199,650
Workforce Safety and Insurance	0	50,250	77,500	127,750
Highway Patrol	0	0	1,000	1,000
Adjutant General	2,508	410	2,251	5,169
Department of Agriculture	10,500	23,000	31,550	65,050
State Historical Society	10,000	18,000	1,000	29,000
North Dakota Council on the Arts	0	0	1,000	1,000
State Water Commission	0	9,000	3,500	12,500
Department of Transportation	26,250	2,550	2,550	31,350
Total	\$469,458	\$531,702	\$692,748	\$1,693,908

Section 54-06-31 ([Appendix B](#)) provides authority for agencies to use recruitment and retention bonuses to maintain levels of staffing. This section was originally enacted in 1999 with a provision to sunset in 2003. Subsequent legislation enacted in 2003 removed the sunset provision, allowing bonuses to become an ongoing payment option for use by agency management. Total agency recruitment, referral, and retention bonus amounts since the 2009-11 biennium were as follows:

Recruitment Bonuses				
Agency	2009-11 Biennium	2011-13 Biennium	2013-15 Biennium	Total
Information Technology Department	\$7,500	\$28,000	\$15,250	\$50,750
Tax Department	0	0	2,500	2,500
Retirement and Investment Office	0	5,000	0	5,000
State Department of Health	0	0	37,850	37,850
Veterans' Home	0	0	464	464
Department of Human Services	180,732	151,528	321,486	653,746
Insurance Department	0	4,000	0	4,000
Department of Mineral Resources	5,000	10,300	6,000	21,300
Public Service Commission	0	0	5,000	5,000
Bank of North Dakota	8,627	22,500	36,136	67,263
Workforce Safety and Insurance	0	0	2,677	2,677
Highway Patrol	2,000	0	0	2,000
Department of Corrections and Rehabilitation	1,550	0	0	1,550
Department of Transportation	132,362	259,238	259,999	651,599
Total	\$337,771	\$480,566	\$687,362	\$1,505,699

Referral Bonuses				
Agency	2009-11 Biennium	2011-13 Biennium	2013-15 Biennium	Total
Information Technology Department	\$0	\$500	\$0	\$500
Department of Human Services	9,078	15,000	41,713	65,791
Highway Patrol	500	1,000	2,000	3,500
Department of Corrections and Rehabilitation	0	0	1,200	1,200
Total	\$9,578	\$16,500	\$44,913	\$70,991

Retention Bonuses				
Agency	2009-11 Biennium	2011-13 Biennium	2013-15 Biennium	Total
Governor	\$0	\$0	\$99,824	\$99,824
Office of Management and Budget	0	0	35,518	35,518
State Auditor	89,000	105,000	190,500	384,500
Tax Department	0	12,000	43,000	55,000
Commission on Legal Counsel for Indigents	8,000	10,000	0	18,000
State Department of Health	0	0	6,539	6,539
Department of Human Services	67,837	98,452	212,765	379,054
Department of Mineral Resources	549,150	448,419	632,977	1,630,546
Public Service Commission	0	0	23,479	23,479
Bank of North Dakota	56,211	28,584	85,528	170,323
Workforce Safety and Insurance	0	0	114,843	114,843
Department of Agriculture	0	0	4,000	4,000
State Fair Association	6,115	0	0	6,115
Department of Transportation	757,280	0	3,000	760,280
Total	\$1,533,593	\$702,455	\$1,451,973	\$3,688,021

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