

HOUSE BILL NO. 1057

Introduced by

Representatives Heinert, Meier, Bosch, Dockter, Nathe, Keiser, Klemin, Porter

Senators Dever, Dwyer, D. Larson

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-sixth legislative assembly that
6 2019-21 biennium compensation adjustments for permanent state employees are to be an
7 increase of \$300 per month beginning with the month of July 2019, to be paid in August 2019,
8 and an average increase of one percent beginning with the month of July 2020, to be paid in
9 August 2020. The second year increase is not to be the same percentage increase for each
10 employee, but is to be based on each employee's documented performance.

11 A probationary employee is not entitled to the performance increase. However, the
12 appointing authority may give a probationary employee all or a portion of the increase effective
13 in July, paid in August, or upon completion of probation.

14 The office of management and budget shall develop guidelines for use by state agencies for
15 providing compensation adjustments for regular classified employees. The guidelines must
16 follow section 54-44.3-01.2, compensation philosophy statement.

17 Employees whose overall documented performance level does not meet standards are not
18 eligible for any salary increase.