

Introduced by

Senators Grabinger, Mathern, Oban

Representatives P. Anderson, Boe, Boschee

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~~the greater of an average of three percent or \$100 per month beginning with
8 the month of July 2019, to be paid in August 2019, and an average increase of three percent
9 beginning with the month of July 2020, to be paid in August 2020. The second year increase is
10 to be the same percentage increase for each employee.

11 A probationary employee is not entitled to the increase. However, the appointing authority
12 may give a probationary employee all or a portion of the increase effective in July, paid in
13 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, the compensation philosophy statement.

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

19 It is the intent of the sixty-sixth legislative assembly that state employee health insurance
20 benefits for the 2019-21 biennium continue using the same benefit structure as the 2017-19
21 biennium.