

Recruitment & Retention Bonus Report
Employee Benefits Programs Committee
September 18, 2014

Human Resource Management Services
Office of Management & Budget

NDCC 54-06-31 provides authority for agencies to use Recruiting 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This section was originally enacted in 1999 with a provision to 'sunset' in 2003.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 tool for use by agency management. While bonuses cannot replace a sound base pay plan, agencies continue to use bonuses effectively to recruit and maintain their workforce.

The statute is shown below followed by a summary of bonuses provided since the law went into effect. Following pages show additional detail regarding bonuses in FY 2014.

54-06-31. State employee recruitment and retention bonus programs - Criteria - Limitations. *State agencies may develop programs to provide bonuses to recruit or retain employees in hard-to-fill occupations.*

1. *State agencies may pay recruitment and retention bonuses under this section only if:
 - a. *The agency has a written policy in place identifying eligible positions or occupations and provisions for providing and receiving bonuses;*
 - b. *The agency has filed a copy of the written policy with the North Dakota human resource management services; and*
 - c. *The agency reports to the North Dakota human resource management services each bonus provided to an employee under the program.**
2. *State agencies must fund bonus programs from within the agency salaries and wages budget.*
3. *The North Dakota human resource management services shall periodically report to a legislative committee designated by the legislative council on the implementation, progress, and bonuses provided under agency recruitment and retention bonus programs.*
4. *Bonuses paid under this section are not fiscal irregularities under section 54-14-03.1.*

Recruitment & Retention Bonus Report Summary

Agency	July 1, 1999 to June 30, 2001				July 1, 2001 to June 30, 2003				July 1, 2003 to June 30, 2005			
	Recruitment		Retention		Recruitment		Retention		Recruitment		Retention	
	#	\$\$	#	\$\$	#	\$\$	#	\$\$	#	\$\$	#	\$\$
Information Tech. Div.					9	\$21,000.00			10	\$15,550.00		
Veterans Home									1	\$4,000.00		
Human Services			9	\$20,000.00	8	\$9,251.50	3	\$9,000.00	47	\$22,365.50	4	\$10,800.00
Job Service ND									1	\$2,000.00		
Mineral Resources											20	\$20,000.00
Bank of ND					1	\$2,808.00	14	\$30,353.00	2	\$2,404.00	20	\$41,400.34
Highway Patrol					10	\$3,500.00			5	\$2,250.00		
Corrections & Rehab					8	\$7,575.00			6	\$4,225.00		
Transportation	11	\$40,575.00			53	\$222,121.50			77	\$222,778.00		
Totals	11	\$40,575.00	9	\$20,000.00	89	\$266,256.00	17	\$39,353.00	149	\$275,572.50	44	\$72,200.34

Agency	July 1, 2005 to June 30, 2007				July 1, 2007 to June 30, 2009			
	Recruitment		Retention		Recruitment		Retention	
	#	\$\$	#	\$\$	#	\$\$	#	\$\$
Information Tech. Div.	13	\$17,900.00			15	\$41,500.00	1	\$2,000.00
State Auditor							20	\$43,500.00
Indigent Defense					2	\$3,400.00	2	\$4,000.00
Human Services	204	\$64,556.00	5	\$14,089.00	382	\$180,601.61	10	\$100,327.00
Mineral Resources			43	\$35,925.00	2	\$4,800.00	124	\$404,375.00
Bank of ND	6	\$8,408.00	30	\$66,699.00	1	\$2,500.00	30	\$123,411.13
Highway Patrol	6	\$3,500.00			1	\$500.00		
Corrections & Rehab	4	\$2,125.00			18	\$6,880.00		
Transportation	69	\$165,519.00			79	\$298,608.75	82	\$181,378.75
Totals	302	\$262,008.00	78	\$116,713.00	500	\$538,790.36	269	\$858,991.88

Agency	July 1, 2009 to June 30, 2011					July 1, 2011 to June 30, 2013						
	Recruitment		Referral *		Retention	Recruitment		Referral		Retention		
	#	\$\$	#	\$\$	#	#	\$\$	#	\$\$	#	\$\$	
Information Tech. Div.	5	\$7,500.00				20	\$28,000.00	1	500.00			
State Auditor					36	\$89,000.00				38	\$105,000.00	
Tax Dept										2	\$12,000.00	
Indigent Defense					5	\$8,000.00				4	\$10,000.00	
RIO							1	\$5,000.00				
Human Services	209	\$180,732.00	43	9,078.00	9	\$67,837.00	113	\$151,528.50	65	15,000.00	14	\$98,452.00
Insurance Dept							1	\$4,000.00				
Mineral Resources	3	\$5,000.00			135	\$549,150.00	3	\$10,300.00			109	\$448,419.00
Bank of ND	4	\$8,627.00			14	\$56,211.00	9	\$22,499.50			6	\$28,584.29
Highway Patrol	4	\$2,000.00	2	500.00					2	1,000.00		
Corrections & Rehab	1	\$1,550.00										
State Fair Assoc.					1	\$6,115.00						
Transportation	51	\$132,362.00			181	\$757,280.00	55	\$259,238.00				
Totals	277	\$337,771.00	45	9,578.00	381	\$1,533,593.00	182	\$452,566.00	68	\$ 16,500.00	133	\$585,455.29

* Code for 'Referral' separated from Recruitment in August 2010.

Agency	July 1, 2013 to June 30, 2014					
	Recruitment		Referral		Retention	
	#	\$\$	#	\$\$	#	\$\$
OMB					1	\$5,000.00
Information Tech. Div.	4	\$6,000.00				
State Auditor					26	\$76,500.00
Tax Dept						
Indigent Defense						
RIO						
Health Dept	4	\$16,800.00				
Human Services	94	\$114,759.00	39	\$9,750.00	3	\$24,581.00
Insurance Dept						
Mineral Resources	1	\$2,000.00			65	\$159,216.00
Bank of ND	4	\$12,250.00			2	\$13,658.00
Transportation	26	\$151,400.00				
Totals	133	\$303,209.00	39	\$3,750.00	97	\$278,955.00

Recruitment FY13-14

Unit	Descr	Dept ID	Pay Period End	Job Code	Descr	Grade	Oth Earns	Descr
11200	Information Technology Dept	112050	12/31/2013	CL0143	PROGRAMMER ANALYST III	M	1,500.00	Recruitment Bonus
11200	Information Technology Dept	112050	6/30/2014	CL0892	PROJECT MANAGER II	M	1,500.00	Recruitment Bonus
11200	Information Technology Dept	112050	6/30/2014	CL0820	BUSINESS COMM SPECIALIST	K	1,500.00	Recruitment Bonus
11200	Information Technology Dept	112050	2/28/2014	CL0892	PROJECT MANAGER II	M	1,500.00	Recruitment Bonus
11200 Count		4					6,000.00	
30100	ND Department of Health	301	10/31/2013	CL2042	ENVIRONMENTAL ENGR II	M	4,250.00	Recruitment Bonus
30100	ND Department of Health	301	6/30/2014	CL2042	ENVIRONMENTAL ENGR II	M	4,250.00	Recruitment Bonus
30100	ND Department of Health	301	3/31/2014	CL2042	ENVIRONMENTAL ENGR II	M	4,050.00	Recruitment Bonus
This section	ND Department of Health	301	11/30/2013	CL2042	ENVIRONMENTAL ENGR II	M	4,250.00	Recruitment Bonus
30100 Count		4					16,800.00	
The statute	Human Services	312022	8/31/2013	CL5531	SECURITY OFFICER I	G	250.00	Recruitment Bonus
32500	Human Services	312022	8/31/2013	NC9035	TEMP-NOT CLS-PARAPROF	099	250.00	Recruitment Bonus
32500	Human Services	312020	11/30/2013	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Recruitment Bonus
32500	Human Services	310721	7/31/2013	CL7122	COOK I	D	100.00	Recruitment Bonus
32500	Human Services	310721	8/31/2013	CL7122	COOK I	D	(100.00)	Recruitment Bonus
32500	Human Services	310842	5/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	400.00	Recruitment Bonus
32500	Human Services	310845	10/31/2013	CL4116	UNIT PROGRAM COORD	L	800.00	Recruitment Bonus
32500	Human Services	310810	4/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	1,000.00	Recruitment Bonus
32500	Human Services	310721	8/31/2013	CL7122	COOK I	D	(150.00)	Recruitment Bonus
32500	Human Services	310721	7/31/2013	CL7122	COOK I	D	150.00	Recruitment Bonus
32500	Human Services	312020	7/31/2013	CL3062	REGISTERED NURSE II	L	2,425.00	Recruitment Bonus
32500	Human Services	312020	12/31/2013	CL3062	REGISTERED NURSE II	L	2,425.00	Recruitment Bonus
32500	Human Services	312020	4/30/2014	CL4190	DIRECT CARE ASSOCIATE I	D	500.00	Recruitment Bonus
32500	Human Services	312020	11/30/2013	CL4190	DIRECT CARE ASSOCIATE I	D	500.00	Recruitment Bonus
32500	Human Services	310850	7/31/2013	CL4192	DIRECT CARE ASSOCIATE III	F	150.00	Recruitment Bonus
32500	Human Services	310850	8/31/2013	CL4192	DIRECT CARE ASSOCIATE III	F	(150.00)	Recruitment Bonus
32500	Human Services	312020	11/30/2013	CL3051	LICENSED PRACTICAL NURSE I	H	1,577.50	Recruitment Bonus
32500	Human Services	312020	4/30/2014	CL3051	LICENSED PRACTICAL NURSE I	H	1,577.50	Recruitment Bonus
32500	Human Services	312020	11/30/2013	CL3062	REGISTERED NURSE II	L	1,895.00	Recruitment Bonus
32500	Human Services	312022	12/31/2013	CL4190	DIRECT CARE ASSOCIATE I	D	250.00	Recruitment Bonus
32500	Human Services	312017	9/29/2013	NC9009	PHYSICIAN-NOT CLASSIFIED	099	25,000.00	Recruitment Bonus
32500	Human Services	312020	1/31/2014	CL4190	DIRECT CARE ASSOCIATE I	D	250.00	Recruitment Bonus
32500	Human Services	312020	2/28/2014	CL4190	DIRECT CARE ASSOCIATE I	D	250.00	Recruitment Bonus
32500	Human Services	312020	12/31/2013	CL4190	DIRECT CARE ASSOCIATE I	D	500.00	Recruitment Bonus
32500	Human Services	312020	5/31/2014	CL4190	DIRECT CARE ASSOCIATE I	D	500.00	Recruitment Bonus
32500	Human Services	312022	1/31/2014	CL4190	DIRECT CARE ASSOCIATE I	D	250.00	Recruitment Bonus
32500	Human Services	310845	5/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	500.00	Recruitment Bonus
32500	Human Services	312022	2/28/2014	CL4190	DIRECT CARE ASSOCIATE I	D	500.00	Recruitment Bonus
32500	Human Services	310830	10/31/2013	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Recruitment Bonus
32500	Human Services	312020	8/31/2013	CL4191	DIRECT CARE ASSOCIATE II	E	400.00	Recruitment Bonus
32500	Human Services	312020	2/28/2014	CL4191	DIRECT CARE ASSOCIATE II	E	400.00	Recruitment Bonus
32500	Human Services	312020	4/30/2014	CL4190	DIRECT CARE ASSOCIATE I	D	250.00	Recruitment Bonus
32500	Human Services	310830	7/31/2013	CL7011	CUSTODIAN, INSTITUTIONS	C	200.00	Recruitment Bonus
32500	Human Services	310830	8/31/2013	CL7011	CUSTODIAN, INSTITUTIONS	C	(200.00)	Recruitment Bonus
32500	Human Services	325205	10/30/2013	CL4216	ADVANCED CLINICAL SPEC	N	3,993.00	Recruitment Bonus
32500	Human Services	310810	1/31/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Recruitment Bonus
32500	Human Services	312020	2/28/2014	CL4190	DIRECT CARE ASSOCIATE I	D	500.00	Recruitment Bonus
32500	Human Services	312020	6/30/2014	CL3062	REGISTERED NURSE II	L	2,100.50	Recruitment Bonus
32500	Human Services	312020	5/31/2014	CL4190	DIRECT CARE ASSOCIATE I	D	500.00	Recruitment Bonus
32500	Human Services	312020	8/31/2013	NC9035	TEMP-NOT CLS-PARAPROF	099	500.00	Recruitment Bonus
32500	Human Services	312020	1/31/2014	CL4190	DIRECT CARE ASSOCIATE I	D	400.00	Recruitment Bonus
32500	Human Services	312022	4/30/2014	CL4190	DIRECT CARE ASSOCIATE I	D	375.00	Recruitment Bonus
32500	Human Services	310820	2/28/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Recruitment Bonus
32500	Human Services	310830	11/30/2013	CL4191	DIRECT CARE ASSOCIATE II	E	1,000.00	Recruitment Bonus
32500	Human Services	312027	1/31/2014	CL3261	PHARMACIST I	Q	3,930.00	Recruitment Bonus
32500	Human Services	310820	10/31/2013	CL4193	DIRECT CARE SUPERVISOR	H	250.00	Recruitment Bonus
32500	Human Services	312020	2/28/2014	CL4190	DIRECT CARE ASSOCIATE I	D	250.00	Recruitment Bonus
32500	Human Services	312020	12/31/2013	CL3052	LICENSED PRACTICAL NURSE II	I	1,800.00	Recruitment Bonus
32500	Human Services	312020	1/31/2014	CL3051	LICENSED PRACTICAL NURSE I	H	1,462.50	Recruitment Bonus
32500	Human Services	312020	6/30/2014	CL3062	REGISTERED NURSE II	L	2,091.50	Recruitment Bonus

Recruitment FY13-14

Unit	Descr	Dept ID	Pay Period End	Job Code	Descr	Grade	Oth Earns	Descr
32500	Human Services	312020	12/31/2013	CL4191	DIRECT CARE ASSOCIATE II	E	400.00	Recruitment Bonus
32500	Human Services	312020	4/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	400.00	Recruitment Bonus
32500	Human Services	310721	8/31/2013	CL7122	COOK I	D	(100.00)	Recruitment Bonus
32500	Human Services	310721	7/31/2013	CL7122	COOK I	D	100.00	Recruitment Bonus
32500	Human Services	312020	5/31/2014	CL4190	DIRECT CARE ASSOCIATE I	D	500.00	Recruitment Bonus
32500	Human Services	310830	6/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Recruitment Bonus
32500	Human Services	310723	8/31/2013	CL8210	GEN TRADES MAINT WKR II	I	(200.00)	Recruitment Bonus
32500	Human Services	310723	7/31/2013	CL8210	GEN TRADES MAINT WKR II	I	200.00	Recruitment Bonus
32500	Human Services	312022	11/30/2013	CL4190	DIRECT CARE ASSOCIATE I	D	250.00	Recruitment Bonus
32500	Human Services	310842	2/28/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Recruitment Bonus
32500	Human Services	325202	10/31/2013	CL4133	ADDICTION COUNSELOR II	L	4,000.00	Recruitment Bonus
32500	Human Services	312020	6/30/2014	CL3062	REGISTERED NURSE II	L	2,125.50	Recruitment Bonus
32500	Human Services	310810	4/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Recruitment Bonus
32500	Human Services	312022	1/31/2014	CL4190	DIRECT CARE ASSOCIATE I	D	250.00	Recruitment Bonus
32500	Human Services	310820	9/30/2013	CL4193	DIRECT CARE SUPERVISOR	H	1,000.00	Recruitment Bonus
32500	Human Services	312022	4/30/2014	CL4190	DIRECT CARE ASSOCIATE I	D	250.00	Recruitment Bonus
32500	Human Services	310820	5/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	1,000.00	Recruitment Bonus
32500	Human Services	312022	11/30/2013	CL4190	DIRECT CARE ASSOCIATE I	D	375.00	Recruitment Bonus
32500	Human Services	312022	4/30/2014	CL4190	DIRECT CARE ASSOCIATE I	D	375.00	Recruitment Bonus
32500	Human Services	312020	1/31/2014	CL4190	DIRECT CARE ASSOCIATE I	D	250.00	Recruitment Bonus
32500	Human Services	325124	9/30/2013	CL4033	HEALTH/HUMAN SVC PRGM ADM III	L	14,124.00	Recruitment Bonus
32500	Human Services	312020	7/31/2013	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Recruitment Bonus
32500	Human Services	312020	5/31/2014	CL4190	DIRECT CARE ASSOCIATE I	D	250.00	Recruitment Bonus
32500	Human Services	312020	2/28/2014	CL4190	DIRECT CARE ASSOCIATE I	D	250.00	Recruitment Bonus
32500	Human Services	325207	5/31/2014	CL3021	PSYCH CLINICAL NURSE SPEC	O	15,400.00	Recruitment Bonus
32500	Human Services	312022	1/31/2014	CL4190	DIRECT CARE ASSOCIATE I	D	600.00	Recruitment Bonus
32500	Human Services	312020	6/30/2014	CL3062	REGISTERED NURSE II	L	2,251.50	Recruitment Bonus
32500	Human Services	312022	2/28/2014	CL4190	DIRECT CARE ASSOCIATE I	D	250.00	Recruitment Bonus
32500	Human Services	312020	9/30/2013	CL4190	DIRECT CARE ASSOCIATE I	D	250.00	Recruitment Bonus
32500	Human Services	310820	7/31/2013	CL5112	CORRECTIONAL OFFICER II	H	500.00	Recruitment Bonus
32500	Human Services	310820	8/31/2013	CL5112	CORRECTIONAL OFFICER II	H	(458.33)	Recruitment Bonus
32500	Human Services	312022	3/31/2014	CL5112	CORRECTIONAL OFFICER II	H	550.00	Recruitment Bonus
32500	Human Services	312020	6/30/2014	CL4190	DIRECT CARE ASSOCIATE I	D	500.00	Recruitment Bonus
32500	Human Services	312020	9/30/2013	CL4191	DIRECT CARE ASSOCIATE II	E	375.00	Recruitment Bonus
32500	Human Services	310723	7/31/2013	CL8209	GEN TRADES MAINT WKR I	H	200.00	Recruitment Bonus
32500	Human Services	310723	8/31/2013	CL8209	GEN TRADES MAINT WKR I	H	(200.00)	Recruitment Bonus
32500	Human Services	312022	11/29/2013	CL1011	INSTRUCTOR	K	(200.00)	Recruitment Bonus
32500	Human Services	312022	9/30/2013	CL1011	INSTRUCTOR	K	400.00	Recruitment Bonus
32500	Human Services	310871	6/30/2014	CL4192	DIRECT CARE ASSOCIATE III	F	1,000.00	Recruitment Bonus
32500	Human Services	312020	1/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	500.00	Recruitment Bonus
32500	Human Services	312022	8/31/2013	CL4191	DIRECT CARE ASSOCIATE II	E	500.00	Recruitment Bonus
32500	Human Services	312020	8/31/2013	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Recruitment Bonus
32500	Human Services	312020	2/28/2014	CL3062	REGISTERED NURSE II	L	1,988.50	Recruitment Bonus
32500	Human Services	312020	2/28/2014	CL4190	DIRECT CARE ASSOCIATE I	D	500.00	Recruitment Bonus
32500 Count		94					114,758.67	
40500	Industrial Commission	405	8/30/2013	CL0141	PROGRAMMER ANALYST I	J	2,000.00	Recruitment Bonus
40500 Count		1					2,000.00	
47100	Bank of North Dakota	471414133	5/15/2014	NC9022	OTHER-NOT CLS-PROF	099	3,750.00	Recruitment Bonus
47100	Bank of North Dakota	471303005	12/15/2013	CL0953	ADMIN STAFF OFFICER III	L	2,416.50	Recruitment Bonus
47100	Bank of North Dakota	471304900	7/15/2013	CL0804	HUMAN RESOURCE OFFICER II	M	2,750.00	Recruitment Bonus
47100	Bank of North Dakota	471303005	1/15/2014	CL0197	INFO SYS SECURITY OFCR	N	3,333.00	Recruitment Bonus
47100 Count		4					12,249.50	
80100	Department of Transportation	801080	2/27/2014	CL2003	ENGINEERING TECH III	H	4,225.00	Recruitment Bonus
80100	Department of Transportation	801807	12/31/2013	CL2002	ENGINEERING TECH II	G	3,430.00	Recruitment Bonus
80100	Department of Transportation	801047	4/29/2014	CL8047	HWY TRAFFIC CONT SPEC II	H	6,886.00	Recruitment Bonus
80100	Department of Transportation	801009	4/30/2014	CL5241	DRIVERS LICENSE EXMNR I	E	5,446.00	Recruitment Bonus
80100	Department of Transportation	801009	10/31/2013	CL5241	DRIVERS LICENSE EXMNR I	E	5,288.00	Recruitment Bonus
80100	Department of Transportation	801805	8/30/2013	CL2021	TRANSPORTATION ENGR I	J	7,446.00	Recruitment Bonus
80100	Department of Transportation	801802	5/31/2014	CL2002	ENGINEERING TECH II	G	3,353.75	Recruitment Bonus
80100	Department of Transportation	801044	4/30/2014	CL8431	TRANSPORTATION TECHNICIAN I	E	5,446.00	Recruitment Bonus

Recruitment FY13-14

Unit	Descr	Dept ID	Pay Period End	Job Code	Descr	Grade	Oth Earns	Descr
80100	Department of Transportation	801045	4/30/2014	CL8432	TRANSPORTATION TECHNICIAN II	G	6,490.00	Recruitment Bonus
80100	Department of Transportation	801047	4/29/2014	CL8431	TRANSPORTATION TECHNICIAN I	E	5,446.00	Recruitment Bonus
80100	Department of Transportation	801804	6/30/2014	CL2022	TRANSPORTATION ENGR II	M	9,748.00	Recruitment Bonus
80100	Department of Transportation	801080	6/29/2014	CL2003	ENGINEERING TECH III	H	3,951.25	Recruitment Bonus
80100	Department of Transportation	801091	1/30/2014	CL2003	ENGINEERING TECH III	H	4,225.00	Recruitment Bonus
80100	Department of Transportation	801065	4/29/2014	CL8323	FLEET & EQUIP TECH III	I	7,436.00	Recruitment Bonus
80100	Department of Transportation	801047	8/31/2013	CL8431	TRANSPORTATION TECHNICIAN I	E	5,222.00	Recruitment Bonus
80100	Department of Transportation	801808	5/30/2014	CL2002	ENGINEERING TECH II	G	3,992.50	Recruitment Bonus
80100	Department of Transportation	801045	4/29/2014	CL8431	TRANSPORTATION TECHNICIAN I	E	5,262.00	Recruitment Bonus
80100	Department of Transportation	801044	8/30/2013	CL8432	TRANSPORTATION TECHNICIAN II	G	5,378.00	Recruitment Bonus
80100	Department of Transportation	801009	8/31/2013	CL5241	DRIVERS LICENSE EXMNR I	E	4,920.00	Recruitment Bonus
80100	Department of Transportation	801044	4/30/2014	CL8431	TRANSPORTATION TECHNICIAN I	E	5,446.00	Recruitment Bonus
80100	Department of Transportation	801805	8/30/2013	CL2010	TRANSPO ENGINEER MGR/TEAM LEAD	O	11,470.00	Recruitment Bonus
80100	Department of Transportation	801045	4/29/2014	CL8431	TRANSPORTATION TECHNICIAN I	E	5,262.00	Recruitment Bonus
80100	Department of Transportation	801008	1/31/2014	CL0158	TELECOMM TECH III	K	8,338.00	Recruitment Bonus
80100	Department of Transportation	801009	11/29/2013	CL5241	DRIVERS LICENSE EXMNR I	E	5,356.00	Recruitment Bonus
80100	Department of Transportation	801047	4/29/2014	CL8431	TRANSPORTATION TECHNICIAN I	E	5,446.00	Recruitment Bonus
80100	Department of Transportation	801047	10/31/2013	CL8432	TRANSPORTATION TECHNICIAN II	G	6,490.00	Recruitment Bonus
80100 Count		26					151,399.50	
Grand Count		133					303,207.67	

Referral FY13-14

Unit	Descr	Dept ID	Pay Period End	Job Code	Descr	Grade	Oth Earns	Descr
32500	Human Services	310841	11/30/2013	CL3052	LICENSED PRACTICAL NURSE II	I	250.00	Referral Bonus
32500	Human Services	310841	2/28/2014	CL3052	LICENSED PRACTICAL NURSE II	I	250.00	Referral Bonus
32500	Human Services	312022	7/31/2013	CL4191	DIRECT CARE ASSOCIATE II	E	125.00	Referral Bonus
32500	Human Services	310820	6/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	310810	3/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	312020	9/30/2013	CL3062	REGISTERED NURSE II	L	250.00	Referral Bonus
32500	Human Services	310810	8/31/2013	CL4193	DIRECT CARE SUPERVISOR	H	1,000.00	Referral Bonus
32500	Human Services	312020	2/28/2014	CL3062	REGISTERED NURSE II	L	125.00	Referral Bonus
This secti	Human Services	312020	9/30/2013	CL3062	REGISTERED NURSE II	L	125.00	Referral Bonus
32500	Human Services	312022	12/31/2013	CL4193	DIRECT CARE SUPERVISOR	H	250.00	Referral Bonus
The statuf	Human Services	312022	2/28/2014	CL4190	DIRECT CARE ASSOCIATE I	D	250.00	Referral Bonus
32500	Human Services	312022	2/28/2014	CL4193	DIRECT CARE SUPERVISOR	H	250.00	Referral Bonus
32500	Human Services	312016	11/30/2013	CL0033	OFFICE ASSISTANT III	E	250.00	Referral Bonus
32500	Human Services	312020	2/28/2014	CL3062	REGISTERED NURSE II	L	250.00	Referral Bonus
32500	Human Services	312020	1/31/2014	CL3062	REGISTERED NURSE II	L	500.00	Referral Bonus
32500	Human Services	312022	6/30/2014	CL4190	DIRECT CARE ASSOCIATE I	D	250.00	Referral Bonus
32500	Human Services	310845	4/30/2014	CL4190	DIRECT CARE ASSOCIATE I	D	250.00	Referral Bonus
32500	Human Services	312011	7/31/2013	CL8210	GEN TRADES MAINT WKR II	I	250.00	Referral Bonus
32500	Human Services	310845	2/28/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	312022	11/30/2013	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Referral Bonus
32500	Human Services	310820	12/31/2013	CL4193	DIRECT CARE SUPERVISOR	H	250.00	Referral Bonus
32500	Human Services	312016	9/30/2013	CL4192	DIRECT CARE ASSOCIATE III	F	125.00	Referral Bonus
32500	Human Services	312016	2/28/2014	CL4192	DIRECT CARE ASSOCIATE III	F	125.00	Referral Bonus
32500	Human Services	312016	2/28/2014	NC9035	TEMP-NOT CLS-PARAPROF	099	125.00	Referral Bonus
32500	Human Services	312016	9/30/2013	NC9035	TEMP-NOT CLS-PARAPROF	099	125.00	Referral Bonus
32500	Human Services	312025	11/30/2013	CL4193	DIRECT CARE SUPERVISOR	H	250.00	Referral Bonus
32500	Human Services	312020	2/28/2014	CL5531	SECURITY OFFICER I	G	250.00	Referral Bonus
32500	Human Services	312020	6/30/2014	CL5531	SECURITY OFFICER I	G	250.00	Referral Bonus
32500	Human Services	312022	7/31/2013	CL4192	DIRECT CARE ASSOCIATE III	F	125.00	Referral Bonus
32500	Human Services	310845	11/30/2013	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	310845	8/31/2013	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	310810	2/28/2014	CL4193	DIRECT CARE SUPERVISOR	H	250.00	Referral Bonus
32500	Human Services	310810	11/30/2013	CL4193	DIRECT CARE SUPERVISOR	H	250.00	Referral Bonus
32500	Human Services	312020	4/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	312020	2/28/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	312020	2/28/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Referral Bonus
32500	Human Services	310723	8/31/2013	CL8209	GEN TRADES MAINT WKR I	H	250.00	Referral Bonus
32500	Human Services	310723	11/30/2013	CL8209	GEN TRADES MAINT WKR I	H	250.00	Referral Bonus
32500	Human Services	310850	4/30/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Referral Bonus
32500 Count		39					9,750	
Grand Count		39					9,750	

Retention FY13-14

Unit	Descr	Dept ID	Pay Period End	Job Code	Descr	Grade	Earn Code	Oth Earns	Descr
11000	Office of Mgmt & Budget	110130	9/30/2013	CL0859	GOVERNOR'S RESIDENCE MGR	K	S72	5,000.00	Retainage Bonus Pay
11000 Count		1						5,000.00	
11700	State Auditor	117	6/29/2014	CL0244	AUDITOR IV	N	S72	5,000.00	Retainage Bonus Pay
11700	State Auditor	117	6/29/2014	CL0234	INFO SYSTEMS AUDITOR IV	N	S72	4,000.00	Retainage Bonus Pay
11700	State Auditor	117	6/29/2014	CL0242	AUDITOR II	K	S72	3,000.00	Retainage Bonus Pay
11700	State Auditor	117	6/29/2014	CL0244	AUDITOR IV	N	S72	5,000.00	Retainage Bonus Pay
11700	State Auditor	117	9/30/2013	NC9022	OTHER-NOT CLS-PROF	099	S72	(1,500.00)	Retainage Bonus Pay
11700	State Auditor	117	6/29/2014	CL0244	AUDITOR IV	N	S72	3,000.00	Retainage Bonus Pay
This sec	State Auditor	117	6/29/2014	CL0244	AUDITOR IV	N	S72	2,000.00	Retainage Bonus Pay
11700	State Auditor	117	6/29/2014	CL0244	AUDITOR IV	N	S72	3,000.00	Retainage Bonus Pay
The statu	State Auditor	117	6/29/2014	CL0244	AUDITOR IV	N	S72	4,000.00	Retainage Bonus Pay
11700	State Auditor	117	6/29/2014	CL0244	AUDITOR IV	N	S72	3,000.00	Retainage Bonus Pay
11700	State Auditor	117	12/30/2013	CL0242	AUDITOR II	K	S72	1,000.00	Retainage Bonus Pay
11700	State Auditor	117	6/29/2014	CL0242	AUDITOR II	K	S72	2,000.00	Retainage Bonus Pay
11700	State Auditor	117	6/29/2014	CL0243	AUDITOR III	L	S72	2,500.00	Retainage Bonus Pay
11700	State Auditor	117	6/29/2014	CL0241	AUDITOR I	J	S72	3,000.00	Retainage Bonus Pay
11700	State Auditor	117	6/29/2014	CL0245	AUDITOR V	P	S72	3,000.00	Retainage Bonus Pay
11700	State Auditor	117	6/29/2014	CL0244	AUDITOR IV	N	S72	3,000.00	Retainage Bonus Pay
11700	State Auditor	117	6/29/2014	CL0241	AUDITOR I	J	S72	3,000.00	Retainage Bonus Pay
11700	State Auditor	117	6/29/2014	CL0243	AUDITOR III	L	S72	2,000.00	Retainage Bonus Pay
11700	State Auditor	117	6/29/2014	CL0243	AUDITOR III	L	S72	4,000.00	Retainage Bonus Pay
11700	State Auditor	117	6/29/2014	CL0244	AUDITOR IV	N	S72	4,000.00	Retainage Bonus Pay
11700	State Auditor	117	6/29/2014	CL0244	AUDITOR IV	N	S72	4,000.00	Retainage Bonus Pay
11700	State Auditor	117	6/29/2014	CL0244	AUDITOR IV	N	S72	2,000.00	Retainage Bonus Pay
11700	State Auditor	117	6/29/2014	CL0245	AUDITOR V	P	S72	4,000.00	Retainage Bonus Pay
11700	State Auditor	117	6/29/2014	CL0233	INFO SYSTEMS AUDITOR III	L	S72	4,000.00	Retainage Bonus Pay
11700	State Auditor	117	6/29/2014	CL0242	AUDITOR II	K	S72	2,500.00	Retainage Bonus Pay
11700	State Auditor	117	6/29/2014	CL0243	AUDITOR III	L	S72	2,000.00	Retainage Bonus Pay
11700 Count		26						76,500.00	
32500	Human Services	325210	6/29/2014	CL4036	HEALTH/HUMAN SVC PRGM ADMIN VI	P	S72	11,450.00	Retainage Bonus Pay
32500	Human Services	312017	10/31/2013	NC9032	TEMP-NOT CLS-PROF	099	S72	8,309.12	Retainage Bonus Pay
32500	Human Services	325209	1/31/2014	CL4216	ADVANCED CLINICAL SPEC	N	S72	4,822.00	Retainage Bonus Pay
32500 Count		3						24,581.12	
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	2,100.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	3,954.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	1,429.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	2,262.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	4,604.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	1,758.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	1,685.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	2,269.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	2,139.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	2,654.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	1,865.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	3,262.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	1,758.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	2,277.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	1,685.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	3,108.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	2,808.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	1,846.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	2,650.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	2,954.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	4,050.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	2,565.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	CL0043	ADMIN ASSISTANT III	I	S72	1,100.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9021	OTHER-NOT CLS-OFCL/ADMIN	099	S72	6,519.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	2,704.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	1,176.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	3,739.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	4,004.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	4,100.00	Retainage Bonus Pay

Retention FY13-14

Unit	Descr	Dept ID	Pay Period End	Job Code	Descr	Grade	Earn Code	Oth Earns	Descr
40500	Industrial Commission	405	6/29/2014	CL0171	INFO TECHNOLOGY ADMIN I	M	S72	1,900.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	3,793.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	1,700.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	2,243.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	3,107.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	2,135.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	CL3213	LABORATORY TECHNICIAN III	G	S72	2,726.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	3,111.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	2,212.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	1,702.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	3,323.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	2,026.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	1,569.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	1,050.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9021	OTHER-NOT CLS-OFCL/ADMIN	099	S72	3,088.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	2,608.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	2,262.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	1,783.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	2,573.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	CL0822	PUBLIC INFO SPEC II	K	S72	1,300.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	1,978.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	1,846.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	2,150.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	2,955.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	4,000.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	950.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	1,954.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	1,846.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	2,339.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	1,858.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	2,647.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	S72	2,854.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	1,200.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	1,569.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	1,981.00	Retainage Bonus Pay
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	S72	1,854.00	Retainage Bonus Pay
40500 Count		65						159,216.00	
47100	Bank of North Dakota	471414130	12/31/2013	NC9022	OTHER-NOT CLS-PROF	099	B33	7,598.00	Retention Bonus
47100	Bank of North Dakota	471104760	7/31/2013	CL0145	SYSTEMS DEVELOPMENT MGR	N	B33	6,059.83	Retention Bonus
47100 Count		2						13,657.83	
Grand Count		97						278,954.95	