

Recruitment & Retention Bonus Report
Employee Benefits Programs Committee
October 27, 2015

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This section was originally enacted in 1999 with a provision to 'sunset' in 2003.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 the 2013-15 biennium.

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 #	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

Agency	July 1, 2005 to June 30, 2007		July 1, 2007 to June 30, 2009			
	Recruitment #	Retention #	Recruitment #	Retention #	Recruitment #	Retention #
Information Tech. Div.	13	\$17,900.00			15	\$41,500.00
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
Mineral Resources			43	\$35,925.00	2	\$4,800.00
Bank of ND	6	\$8,408.00	30	\$66,699.00	1	\$2,500.00
Highway Patrol	6	\$3,500.00			30	\$123,411.13
Corrections & Rehab	4	\$2,125.00			1	\$500.00
Transportation	69	\$165,519.00	18	\$6,880.00	79	\$298,608.75
Totals	302	\$262,008.00	78	\$116,713.00	500	\$538,790.36

Agency	July 1, 2009 to June 30, 2011			July 1, 2011 to June 30, 2013				
	Recruitment #	Referral #	Retention #	Recruitment #	Referral #	Retention #	Recruitment #	Referral #
Information Tech. Div.	5	\$7,500.00					20	\$28,000.00
State Auditor				36	\$89,000.00			
Tax Dept								1
Indigent Defense				5	\$8,000.00			
RIO							1	\$5,000.00
Human Services	209	\$180,732.00	43	9,078.00	9	\$67,837.00	113	\$151,528.50
Insurance Dept							65	15,000.00
Mineral Resources	3	\$5,000.00					1	\$4,000.00
Bank of ND	4	\$8,627.00					3	\$10,300.00
Highway Patrol	4	\$2,000.00	2	500.00			9	\$22,499.50
Corrections & Rehab	1	\$1,550.00						2
State Fair Assoc.								1,000.00
Transportation	51	\$132,362.00			1	\$6,115.00		
Totals	277	\$337,771.00	45	9,578.00	381	\$1,533,593.00	202	\$480,566.00

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

Agency	July 1, 2013 to June 30, 2015			
	Recruitment #	Referral #	Retention #	Retention #
Governors Office			5	\$99,824.00
OMB			2	\$35,518.00
Information Tech. Div.	11	\$15,250.00		
State Auditor			55	\$190,500.00
Tax Dept	1	\$2,500.00	7	\$43,000.00
Health Dept	9	\$37,850.00	1	\$6,539.00
Veterans Home	6	\$464.00		
Human Services	158	\$321,486.00	103	\$41,713.00
Mineral Resources	3	\$6,000.00	16	\$212,765.53
PSC	1	\$5,000.00	144	\$632,977.00
Bank of ND	12	\$36,136.00	5	\$23,479.60
WSI	1	\$2,677.00	11	\$85,527.69
Highway Patrol		6	\$2,000.00	
DOCR		5	\$1,200.00	
Agriculture Dept			1	\$4,000.00
Transportation	47	\$259,999.00	2	\$3,000.00
Totals	249	\$687,362.00	114	\$44,913.00

Recruitment Bonuses: p3

Referral Bonuses: p8

Retention Bonuses: p11

Recruitment 13-15

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	1/31/2015	CL0893	PROJECT MANAGER III	O	1,000.00	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	11/30/2014	CL0820	BUSINESS COMM SPECIALIST	K	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	12/31/2014	CL0892	PROJECT MANAGER II	M	1,500.00	Recruitment Bonus
11200	Information Technology Dept	112050	7/31/2014	CL0892	PROJECT MANAGER II	M	1,500.00	Recruitment Bonus
11200	Information Technology Dept	112050	1/31/2015	CL0892	PROJECT MANAGER II	M	1,500.00	Recruitment Bonus
11200	Information Technology Dept	112050	8/31/2014	CL0124	INFO TECH PROG ADMIN II	O	1,500.00	Recruitment Bonus
11200	Information Technology Dept	112050	2/28/2015	CL0124	INFO TECH PROG ADMIN II	O	1,500.00	Recruitment Bonus
11200	Information Technology Dept	112020	2/28/2015	CL0132	ITD DIVISION TEAM LEADER I	N	750.00	Recruitment Bonus
11200 Count		11				15,250		
12700	State Tax Commissioner	127	1/31/2015	CL0142	PROGRAMMER ANALYST II	K	2,500	Recruitment Bonus
12700 Count		1				2,500		
30100	ND Department of Health	301	10/31/2013	CL2042	ENVIRONMENTAL ENGR II	M	4,250	Recruitment Bonus
30100	ND Department of Health	301	10/31/2014	CL2042	ENVIRONMENTAL ENGR II	M	4,250	Recruitment Bonus
30100	ND Department of Health	301	11/30/2013	CL2042	ENVIRONMENTAL ENGR II	M	4,250	Recruitment Bonus
30100	ND Department of Health	301	11/30/2014	CL2042	ENVIRONMENTAL ENGR II	M	4,250	Recruitment Bonus
30100	ND Department of Health	301	3/31/2014	CL2042	ENVIRONMENTAL ENGR II	M	4,050	Recruitment Bonus
30100	ND Department of Health	301	3/31/2015	CL2042	ENVIRONMENTAL ENGR II	M	4,050	Recruitment Bonus
30100	ND Department of Health	301	6/30/2014	CL2042	ENVIRONMENTAL ENGR II	M	4,250	Recruitment Bonus
30100	ND Department of Health	301	6/30/2015	CL2042	ENVIRONMENTAL ENGR II	M	4,250	Recruitment Bonus
30100	ND Department of Health	301	11/30/2014	CL2042	ENVIRONMENTAL ENGR II	M	4,250	Recruitment Bonus
30100 Count		9				37,850		
31300	Veterans' Home	313	7/31/2014	CL3061	REGISTERED NURSE I	J	37	Recruitment Bonus
31300	Veterans' Home	313	8/31/2014	CL3061	REGISTERED NURSE I	J	86	Recruitment Bonus
31300	Veterans' Home	313	9/30/2014	CL3061	REGISTERED NURSE I	J	77	Recruitment Bonus
31300	Veterans' Home	313	10/31/2014	CL3061	REGISTERED NURSE I	J	98	Recruitment Bonus
31300	Veterans' Home	313	11/30/2014	CL3061	REGISTERED NURSE I	J	82	Recruitment Bonus
31300	Veterans' Home	313	12/31/2014	CL3061	REGISTERED NURSE I	J	85	Recruitment Bonus
31300 Count		6				464		
32500	Human Services	310820	4/30/2015	CL4116	UNIT PROGRAM COORD	L	750	Recruitment Bonus
32500	Human Services	310871	4/30/2015	CL4191	DIRECT CARE ASSOCIATE II	E	2,500	Recruitment Bonus
32500	Human Services	310841	4/30/2015	CL3062	REGISTERED NURSE II	L	750	Recruitment Bonus
32500	Human Services	325207	5/31/2014	CL3021	PSYCH CLINICAL NURSE SPEC	O	15,400	Recruitment Bonus
32500	Human Services	310820	1/31/2015	CL4191	DIRECT CARE ASSOCIATE II	E	750	Recruitment Bonus
32500	Human Services	310820	4/30/2015	CL4191	DIRECT CARE ASSOCIATE II	E	750	Recruitment Bonus
32500	Human Services	310820	5/31/2015	CL4191	DIRECT CARE ASSOCIATE II	E	750	Recruitment Bonus
32500	Human Services	312022	9/30/2013	CL1011	INSTRUCTOR	K	400	Recruitment Bonus
32500	Human Services	310804	4/30/2015	CL4192	DIRECT CARE ASSOCIATE III	F	750	Recruitment Bonus
32500	Human Services	312022	11/30/2013	CL4191	DIRECT CARE ASSOCIATE II	E	375	Recruitment Bonus
32500	Human Services	312022	4/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	375	Recruitment Bonus
32500	Human Services	310841	4/30/2015	CL3052	LICENSED PRACTICAL NURSE II	I	1,500	Recruitment Bonus
32500	Human Services	310820	10/31/2013	CL4193	DIRECT CARE SUPERVISOR	H	250	Recruitment Bonus
32500	Human Services	325210	11/30/2014	CL4134	ADDICTION COUNSELOR III	M	10,120	Recruitment Bonus
32500	Human Services	312022	8/31/2013	CL4192	DIRECT CARE ASSOCIATE III	F	500	Recruitment Bonus
32500	Human Services	312020	1/31/2014	CL4192	DIRECT CARE ASSOCIATE III	F	500	Recruitment Bonus
32500	Human Services	310830	11/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	2,500	Recruitment Bonus
32500	Human Services	312022	10/31/2014	CL5531	SECURITY OFFICER I	G	1,500	Recruitment Bonus
32500	Human Services	310871	10/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	2,500	Recruitment Bonus
32500	Human Services	310710	4/30/2015	CL3120	PHYS THER AIDE-DEV CNTR	F	750	Recruitment Bonus
32500	Human Services	310820	10/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	1,250	Recruitment Bonus
32500	Human Services	310871	6/30/2014	CL4192	DIRECT CARE ASSOCIATE III	F	1,000	Recruitment Bonus
32500	Human Services	310721	12/31/2014	CL7122	COOK I	D	1,250	Recruitment Bonus
32500	Human Services	310820	4/30/2015	CL4191	DIRECT CARE ASSOCIATE II	E	750	Recruitment Bonus
32500	Human Services	312020	12/31/2014	CL4132	ADDICTION COUNSELOR I	J	3,549	Recruitment Bonus
32500	Human Services	312020	12/31/2013	CL3052	LICENSED PRACTICAL NURSE II	I	1,800	Recruitment Bonus
32500	Human Services	312020	9/30/2013	CL4192	DIRECT CARE ASSOCIATE III	F	375	Recruitment Bonus
32500	Human Services	310845	1/31/2015	CL4191	DIRECT CARE ASSOCIATE II	E	750	Recruitment Bonus
32500	Human Services	310845	5/31/2015	CL4191	DIRECT CARE ASSOCIATE II	E	750	Recruitment Bonus
32500	Human Services	312020	7/31/2013	CL4192	DIRECT CARE ASSOCIATE III	F	250	Recruitment Bonus
32500	Human Services	312020	8/31/2013	CL4192	DIRECT CARE ASSOCIATE III	F	400	Recruitment Bonus
32500	Human Services	312020	2/28/2014	CL4192	DIRECT CARE ASSOCIATE III	F	400	Recruitment Bonus

Recruitment 13-15

Unit	Descr	Dept ID	Pay Period End	Job Code	Descr	Grade	Oth Earns	Descr
32500	Human Services	312020	8/31/2013	CL4192	DIRECT CARE ASSOCIATE III	F	250	Recruitment Bonus
32500	Human Services	312020	9/30/2013	CL4191	DIRECT CARE ASSOCIATE II	E	250	Recruitment Bonus
32500	Human Services	312020	12/31/2013	CL4191	DIRECT CARE ASSOCIATE II	E	500	Recruitment Bonus
32500	Human Services	312020	5/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	500	Recruitment Bonus
32500	Human Services	310820	9/30/2013	CL4193	DIRECT CARE SUPERVISOR	H	1,000	Recruitment Bonus
32500	Human Services	325124	9/30/2013	CL4033	HEALTH/HUMAN SVC PRGM ADM III	L	14,124	Recruitment Bonus
32500	Human Services	312017	9/29/2013	NC9009	PHYSICIAN-NOT CLASSIFIED	099	25,000	Recruitment Bonus
32500	Human Services	312020	11/30/2013	CL4191	DIRECT CARE ASSOCIATE II	E	250	Recruitment Bonus
32500	Human Services	310845	10/31/2013	CL4116	UNIT PROGRAM COORD	L	800	Recruitment Bonus
32500	Human Services	312020	11/30/2013	CL3062	REGISTERED NURSE II	L	1,578	Recruitment Bonus
32500	Human Services	312020	4/30/2014	CL3062	REGISTERED NURSE II	L	1,578	Recruitment Bonus
32500	Human Services	312020	11/30/2013	CL4191	DIRECT CARE ASSOCIATE II	E	500	Recruitment Bonus
32500	Human Services	312020	4/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	500	Recruitment Bonus
32500	Human Services	325205	10/30/2013	CL4216	ADVANCED CLINICAL SPEC	N	3,993	Recruitment Bonus
32500	Human Services	312022	12/31/2013	CL4191	DIRECT CARE ASSOCIATE II	E	250	Recruitment Bonus
32500	Human Services	310830	11/30/2013	CL4191	DIRECT CARE ASSOCIATE II	E	1,000	Recruitment Bonus
32500	Human Services	312022	1/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250	Recruitment Bonus
32500	Human Services	312020	1/31/2014	CL3051	LICENSED PRACTICAL NURSE I	H	1,463	Recruitment Bonus
32500	Human Services	312020	7/30/2014	CL3051	LICENSED PRACTICAL NURSE I	H	1,463	Recruitment Bonus
32500	Human Services	312020	1/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250	Recruitment Bonus
32500	Human Services	312020	1/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250	Recruitment Bonus
32500	Human Services	312027	1/31/2014	CL3261	PHARMACIST I	Q	3,930	Recruitment Bonus
32500	Human Services	312027	7/30/2014	CL3261	PHARMACIST I	Q	3,930	Recruitment Bonus
32500	Human Services	312020	2/28/2014	CL4191	DIRECT CARE ASSOCIATE II	E	500	Recruitment Bonus
32500	Human Services	312020	2/28/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250	Recruitment Bonus
32500	Human Services	312022	2/28/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250	Recruitment Bonus
32500	Human Services	312020	2/28/2014	CL3062	REGISTERED NURSE II	L	1,989	Recruitment Bonus
32500	Human Services	312020	7/31/2014	CL3062	REGISTERED NURSE II	L	1,989	Recruitment Bonus
32500	Human Services	310810	1/31/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250	Recruitment Bonus
32500	Human Services	312020	2/28/2014	CL4191	DIRECT CARE ASSOCIATE II	E	500	Recruitment Bonus
32500	Human Services	312020	7/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	500	Recruitment Bonus
32500	Human Services	312020	2/28/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250	Recruitment Bonus
32500	Human Services	310842	2/28/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250	Recruitment Bonus
32500	Human Services	312020	4/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250	Recruitment Bonus
32500	Human Services	312022	4/30/2014	CL4190	DIRECT CARE ASSOCIATE I	D	375	Recruitment Bonus
32500	Human Services	312022	9/30/2014	CL4190	DIRECT CARE ASSOCIATE I	D	375	Recruitment Bonus
32500	Human Services	312022	4/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250	Recruitment Bonus
32500	Human Services	312020	5/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	500	Recruitment Bonus
32500	Human Services	312020	5/31/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250	Recruitment Bonus
32500	Human Services	312020	5/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	500	Recruitment Bonus
32500	Human Services	312022	10/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	500	Recruitment Bonus
32500	Human Services	310810	4/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250	Recruitment Bonus
32500	Human Services	312020	6/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	500	Recruitment Bonus
32500	Human Services	312020	11/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	500	Recruitment Bonus
32500	Human Services	312020	6/30/2014	CL3062	REGISTERED NURSE II	L	2,101	Recruitment Bonus
32500	Human Services	312020	11/30/2014	CL3062	REGISTERED NURSE II	L	2,101	Recruitment Bonus
32500	Human Services	312020	6/30/2014	CL3062	REGISTERED NURSE II	L	2,092	Recruitment Bonus
32500	Human Services	312020	11/30/2014	CL3062	REGISTERED NURSE II	L	2,092	Recruitment Bonus
32500	Human Services	312020	6/30/2014	CL3062	REGISTERED NURSE II	L	2,126	Recruitment Bonus
32500	Human Services	312020	11/30/2014	CL3062	REGISTERED NURSE II	L	2,126	Recruitment Bonus
32500	Human Services	310845	5/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	500	Recruitment Bonus
32500	Human Services	312022	7/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250	Recruitment Bonus
32500	Human Services	312020	7/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250	Recruitment Bonus
32500	Human Services	310820	7/31/2014	CL4192	DIRECT CARE ASSOCIATE III	F	500	Recruitment Bonus
32500	Human Services	310871	7/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250	Recruitment Bonus
32500	Human Services	310810	7/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250	Recruitment Bonus
32500	Human Services	312020	8/31/2014	CL3052	LICENSED PRACTICAL NURSE II	I	1,644	Recruitment Bonus
32500	Human Services	312020	1/30/2015	CL3052	LICENSED PRACTICAL NURSE II	I	1,644	Recruitment Bonus
32500	Human Services	310871	8/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	400	Recruitment Bonus
32500	Human Services	312020	8/31/2014	CL3052	LICENSED PRACTICAL NURSE II	I	1,615	Recruitment Bonus
32500	Human Services	312020	1/30/2015	CL3052	LICENSED PRACTICAL NURSE II	I	1,615	Recruitment Bonus
32500	Human Services	325104	7/30/2014	CL0176	DHS BUSINESS INFO SYSTEM ADMIN	N	14,600	Recruitment Bonus
32500	Human Services	310820	8/31/2014	NC9035	TEMP-NOT CLS-PARAPROF	099	500	Recruitment Bonus

Recruitment 13-15

Unit	Descr	Dept ID	Pay Period End	Job Code	Descr	Grade	Oth Earns	Descr
32500	Human Services	312020	10/31/2014	CL3062	REGISTERED NURSE II	L	2,213	Recruitment Bonus
32500	Human Services	312020	3/31/2015	CL3062	REGISTERED NURSE II	L	2,213	Recruitment Bonus
32500	Human Services	312022	9/29/2014	CL4190	DIRECT CARE ASSOCIATE I	D	1,500	Recruitment Bonus
32500	Human Services	312020	9/30/2014	CL4190	DIRECT CARE ASSOCIATE I	D	2,500	Recruitment Bonus
32500	Human Services	312020	9/29/2014	CL4190	DIRECT CARE ASSOCIATE I	D	2,500	Recruitment Bonus
32500	Human Services	325206	4/30/2015	CL4132	ADDICTION COUNSELOR I	J	9,000	Recruitment Bonus
32500	Human Services	325121	9/30/2014	CL4165	LICENSED PSYCHOLOGIST II	Q	16,192	Recruitment Bonus
32500	Human Services	312020	12/31/2014	CL4133	ADDICTION COUNSELOR II	L	4,420	Recruitment Bonus
32500	Human Services	310845	9/30/2014	CL4190	DIRECT CARE ASSOCIATE I	D	1,500	Recruitment Bonus
32500	Human Services	312020	10/31/2014	CL3051	LICENSED PRACTICAL NURSE I	H	3,217	Recruitment Bonus
32500	Human Services	312020	1/31/2015	CL3051	LICENSED PRACTICAL NURSE I	H	258	Recruitment Bonus
32500	Human Services	310845	10/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	2,500	Recruitment Bonus
32500	Human Services	310871	10/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	1,500	Recruitment Bonus
32500	Human Services	310842	10/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	1,500	Recruitment Bonus
32500	Human Services	310845	11/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	1,500	Recruitment Bonus
32500	Human Services	310721	11/30/2014	CL7122	COOK I	D	1,250	Recruitment Bonus
32500	Human Services	325111	11/30/2014	CL0701	LEGAL ASSISTANT I	H	3,200	Recruitment Bonus
32500	Human Services	310845	11/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	1,500	Recruitment Bonus
32500	Human Services	310820	11/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	2,500	Recruitment Bonus
32500	Human Services	325209	11/30/2014	CL4034	HEALTH/HUMAN SVC PRGM ADMIN IV	N	10,350	Recruitment Bonus
32500	Human Services	325104	11/29/2014	NC9036	TEMP-NOT CLS-ADMIN SPT	099	2,000	Recruitment Bonus
32500	Human Services	312020	12/31/2014	CL3062	REGISTERED NURSE II	L	2,039	Recruitment Bonus
32500	Human Services	312020	1/30/2015	CL3062	REGISTERED NURSE II	L	2,039	Recruitment Bonus
32500	Human Services	310721	12/31/2014	CL7122	COOK I	D	1,250	Recruitment Bonus
32500	Human Services	310871	12/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	2,500	Recruitment Bonus
32500	Human Services	310820	12/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	2,500	Recruitment Bonus
32500	Human Services	310810	12/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	2,500	Recruitment Bonus
32500	Human Services	310845	1/31/2015	CL4191	DIRECT CARE ASSOCIATE II	E	2,500	Recruitment Bonus
32500	Human Services	310845	4/30/2015	CL4191	DIRECT CARE ASSOCIATE II	E	750	Recruitment Bonus
32500	Human Services	310871	1/31/2015	CL4191	DIRECT CARE ASSOCIATE II	E	2,500	Recruitment Bonus
32500	Human Services	312020	2/28/2015	CL3062	REGISTERED NURSE II	L	5,165	Recruitment Bonus
32500	Human Services	312020	2/28/2015	CL4190	DIRECT CARE ASSOCIATE I	D	1,500	Recruitment Bonus
32500	Human Services	312022	2/28/2015	CL4190	DIRECT CARE ASSOCIATE I	D	1,500	Recruitment Bonus
32500	Human Services	312020	2/28/2015	CL4190	DIRECT CARE ASSOCIATE I	D	2,500	Recruitment Bonus
32500	Human Services	312020	2/28/2015	CL4190	DIRECT CARE ASSOCIATE I	D	1,500	Recruitment Bonus
32500	Human Services	312022	2/28/2015	CL4190	DIRECT CARE ASSOCIATE I	D	1,500	Recruitment Bonus
32500	Human Services	310871	2/28/2015	CL4191	DIRECT CARE ASSOCIATE II	E	2,500	Recruitment Bonus
32500	Human Services	310820	2/28/2015	CL4192	DIRECT CARE ASSOCIATE III	F	1,500	Recruitment Bonus
32500	Human Services	310810	2/28/2015	CL4191	DIRECT CARE ASSOCIATE II	E	1,500	Recruitment Bonus
32500	Human Services	310721	2/28/2015	CL7122	COOK I	D	750	Recruitment Bonus
32500	Human Services	312022	2/27/2015	CL4190	DIRECT CARE ASSOCIATE I	D	2,500	Recruitment Bonus
32500	Human Services	312022	2/27/2015	CL3062	REGISTERED NURSE II	L	4,502	Recruitment Bonus
32500	Human Services	310842	3/31/2015	CL4190	DIRECT CARE ASSOCIATE I	D	1,500	Recruitment Bonus
32500	Human Services	310721	3/31/2015	CL7122	COOK I	D	750	Recruitment Bonus
32500	Human Services	310830	3/31/2015	CL4191	DIRECT CARE ASSOCIATE II	E	2,500	Recruitment Bonus
32500	Human Services	310820	3/31/2015	CL4192	DIRECT CARE ASSOCIATE III	F	1,500	Recruitment Bonus
32500	Human Services	310871	3/31/2015	CL4191	DIRECT CARE ASSOCIATE II	E	2,500	Recruitment Bonus
32500	Human Services	310721	3/31/2015	CL7122	COOK I	D	1,250	Recruitment Bonus
32500	Human Services	312022	4/30/2015	CL5112	CORRECTIONAL OFFICER II	H	2,500	Recruitment Bonus
32500	Human Services	312020	5/31/2015	CL4190	DIRECT CARE ASSOCIATE I	D	2,500	Recruitment Bonus
32500	Human Services	310820	4/30/2015	CL4190	DIRECT CARE ASSOCIATE I	D	1,500	Recruitment Bonus
32500	Human Services	310830	4/30/2015	CL4191	DIRECT CARE ASSOCIATE II	E	1,500	Recruitment Bonus
32500	Human Services	312022	6/30/2015	CL4190	DIRECT CARE ASSOCIATE I	D	2,500	Recruitment Bonus
32500	Human Services	312020	6/30/2015	CL4190	DIRECT CARE ASSOCIATE I	D	2,500	Recruitment Bonus
32500	Human Services	312020	6/30/2015	CL4190	DIRECT CARE ASSOCIATE I	D	1,500	Recruitment Bonus
32500	Human Services	312020	6/30/2015	CL4190	DIRECT CARE ASSOCIATE I	D	1,250	Recruitment Bonus
32500	Human Services	312020	6/30/2015	CL4190	DIRECT CARE ASSOCIATE I	D	750	Recruitment Bonus
32500	Human Services	312020	6/30/2015	CL4190	DIRECT CARE ASSOCIATE I	D	750	Recruitment Bonus
32500	Human Services	312020	6/30/2015	CL4190	DIRECT CARE ASSOCIATE I	D	750	Recruitment Bonus
32500	Human Services	312022	6/30/2015	CL4190	DIRECT CARE ASSOCIATE I	D	750	Recruitment Bonus
32500	Human Services	310830	6/30/2015	CL4190	DIRECT CARE ASSOCIATE I	D	2,500	Recruitment Bonus
32500	Human Services	310842	6/30/2015	CL4191	DIRECT CARE ASSOCIATE II	E	2,500	Recruitment Bonus
32500	Human Services	310810	6/30/2015	CL4191	DIRECT CARE ASSOCIATE II	E	1,500	Recruitment Bonus

Recruitment 13-15

Unit	Descr	Dept ID	Pay Period End	Job Code	Descr	Grade	Oth Earns	Descr
32500 Count		158				321,486		
40500	Industrial Commission	405	8/30/2013	CL0881	BUSINESS ANALYST I	L	2,000	Recruitment Bonus
40500	Industrial Commission	405	9/30/2014	NC9023	OTHER-NOT CLS-TECH	099	2,000	Recruitment Bonus
40500	Industrial Commission	405	3/30/2015	NC9023	OTHER-NOT CLS-TECH	099	2,000	Recruitment Bonus
40500 Count		3				6,000		
40800	Public Service Commission	408	5/30/2015	CL5254	GAS PIPELINE SAFETY INSPECTOR	I	5,000	Recruitment Bonus
40800 Count		1				5,000		
47100	Bank of North Dakota	471304900	7/15/2013	CL0804	HUMAN RESOURCE OFFICER II	M	2,750	Recruitment Bonus
47100	Bank of North Dakota	471303005	12/15/2013	CL0953	ADMIN STAFF OFFICER III	L	2,417	Recruitment Bonus
47100	Bank of North Dakota	471303005	1/15/2014	NC9021	OTHER-NOT CLS-OFCL/ADMIN	099	3,333	Recruitment Bonus
47100	Bank of North Dakota	471303005	7/15/2014	NC9021	OTHER-NOT CLS-OFCL/ADMIN	099	3,333	Recruitment Bonus
47100	Bank of North Dakota	471414133	5/15/2014	NC9022	OTHER-NOT CLS-PROF	099	3,750	Recruitment Bonus
47100	Bank of North Dakota	471414133	11/15/2014	NC9022	OTHER-NOT CLS-PROF	099	3,750	Recruitment Bonus
47100	Bank of North Dakota	471104760	8/15/2014	CL0042	ADMIN ASSISTANT II	H	1,750	Recruitment Bonus
47100	Bank of North Dakota	471104760	1/31/2015	CL0042	ADMIN ASSISTANT II	H	1,750	Recruitment Bonus
47100	Bank of North Dakota	471151520	11/15/2014	CL0302	COLLECTIONS OFFICER II	H	1,708	Recruitment Bonus
47100	Bank of North Dakota	471151520	5/15/2015	CL0302	COLLECTIONS OFFICER II	H	1,708	Recruitment Bonus
47100	Bank of North Dakota	471303005	12/31/2014	NC9022	OTHER-NOT CLS-PROF	099	4,944	Recruitment Bonus
47100	Bank of North Dakota	471303005	6/15/2015	NC9022	OTHER-NOT CLS-PROF	099	4,944	Recruitment Bonus
47100 Count		12				36,136		
48500	Workforce Safety & Insurance	485510	4/30/2015	CL5060	SAFETY CONSULTANT - WSI	L	2,677	Recruitment Bonus
48500 Count		1				2,677		
80100	Department of Transportation	801009	10/31/2013	CL5242	DRIVERS LICENSE EXMNR II	G	5,288	Recruitment Bonus
80100	Department of Transportation	801806	7/30/2014	CL2002	ENGINEERING TECH II	G	3,639	Recruitment Bonus
80100	Department of Transportation	801044	4/30/2014	CL8432	TRANSPORTATION TECHNICIAN II	G	5,446	Recruitment Bonus
80100	Department of Transportation	801045	4/30/2014	CL8047	HWY TRAFFIC CONT SPEC II	H	6,490	Recruitment Bonus
80100	Department of Transportation	801802	5/31/2014	CL2002	ENGINEERING TECH II	G	3,354	Recruitment Bonus
80100	Department of Transportation	801045	4/29/2014	CL8432	TRANSPORTATION TECHNICIAN II	G	5,262	Recruitment Bonus
80100	Department of Transportation	801807	12/31/2013	CL2003	ENGINEERING TECH III	H	3,430	Recruitment Bonus
80100	Department of Transportation	801047	8/31/2013	CL8432	TRANSPORTATION TECHNICIAN II	G	5,222	Recruitment Bonus
80100	Department of Transportation	801044	8/30/2013	CL8432	TRANSPORTATION TECHNICIAN II	G	5,378	Recruitment Bonus
80100	Department of Transportation	801009	8/31/2013	CL5242	DRIVERS LICENSE EXMNR II	G	4,920	Recruitment Bonus
80100	Department of Transportation	801805	8/30/2013	CL2023	TRANSPORTATION ENGR III	N	11,470	Recruitment Bonus
80100	Department of Transportation	801047	10/31/2013	CL8432	TRANSPORTATION TECHNICIAN II	G	6,490	Recruitment Bonus
80100	Department of Transportation	801009	11/29/2013	CL5241	DRIVERS LICENSE EXMNR I	E	5,356	Recruitment Bonus
80100	Department of Transportation	801044	4/30/2014	CL8432	TRANSPORTATION TECHNICIAN II	G	5,446	Recruitment Bonus
80100	Department of Transportation	801091	1/30/2014	CL2004	ENGINEERING TECH IV	J	4,225	Recruitment Bonus
80100	Department of Transportation	801091	1/31/2015	CL2004	ENGINEERING TECH IV	J	4,225	Recruitment Bonus
80100	Department of Transportation	801065	4/29/2014	CL8323	FLEET & EQUIP TECH III	I	7,436	Recruitment Bonus
80100	Department of Transportation	801080	2/27/2014	CL2003	ENGINEERING TECH III	H	4,225	Recruitment Bonus
80100	Department of Transportation	801080	1/31/2015	CL2003	ENGINEERING TECH III	H	4,225	Recruitment Bonus
80100	Department of Transportation	801008	1/31/2014	CL0158	TELECOMM TECH III	K	8,338	Recruitment Bonus
80100	Department of Transportation	801045	4/29/2014	CL8432	TRANSPORTATION TECHNICIAN II	G	5,262	Recruitment Bonus
80100	Department of Transportation	801047	4/29/2014	CL8431	TRANSPORTATION TECHNICIAN I	E	5,446	Recruitment Bonus
80100	Department of Transportation	801047	4/29/2014	CL8047	HWY TRAFFIC CONT SPEC II	H	6,886	Recruitment Bonus
80100	Department of Transportation	801047	4/29/2014	CL8432	TRANSPORTATION TECHNICIAN II	G	5,446	Recruitment Bonus
80100	Department of Transportation	801009	4/30/2014	CL5241	DRIVERS LICENSE EXMNR I	E	5,446	Recruitment Bonus
80100	Department of Transportation	801805	6/30/2015	CL2021	TRANSPORTATION ENGR I	J	7,672	Recruitment Bonus
80100	Department of Transportation	801080	6/29/2014	CL2015	TRANSPORTATION PROJ MGR	K	3,951	Recruitment Bonus
80100	Department of Transportation	801047	7/30/2014	CL8432	TRANSPORTATION TECHNICIAN II	G	5,610	Recruitment Bonus
80100	Department of Transportation	801801	7/30/2014	CL2004	ENGINEERING TECH IV	J	5,634	Recruitment Bonus
80100	Department of Transportation	801044	9/29/2014	CL8432	TRANSPORTATION TECHNICIAN II	G	5,610	Recruitment Bonus
80100	Department of Transportation	801802	8/31/2014	CL2002	ENGINEERING TECH II	G	3,954	Recruitment Bonus
80100	Department of Transportation	801044	9/29/2014	CL8432	TRANSPORTATION TECHNICIAN II	G	6,566	Recruitment Bonus
80100	Department of Transportation	801044	10/31/2014	CL8432	TRANSPORTATION TECHNICIAN II	G	5,610	Recruitment Bonus
80100	Department of Transportation	801091	9/29/2014	CL2004	ENGINEERING TECH IV	J	5,594	Recruitment Bonus
80100	Department of Transportation	801045	4/30/2015	CL8432	TRANSPORTATION TECHNICIAN II	G	5,610	Recruitment Bonus
80100	Department of Transportation	801045	4/30/2015	CL8432	TRANSPORTATION TECHNICIAN II	G	5,542	Recruitment Bonus
80100	Department of Transportation	801074	11/30/2014	CL0042	ADMIN ASSISTANT II	H	6,052	Recruitment Bonus
80100	Department of Transportation	801047	11/30/2014	CL8432	TRANSPORTATION TECHNICIAN II	G	6,684	Recruitment Bonus
80100	Department of Transportation	801045	1/31/2015	CL8432	TRANSPORTATION TECHNICIAN II	G	6,684	Recruitment Bonus
80100	Department of Transportation	801047	1/31/2015	CL8431	TRANSPORTATION TECHNICIAN I	E	5,420	Recruitment Bonus
80100	Department of Transportation	801020	1/31/2015	CL2003	ENGINEERING TECH III	H	4,265	Recruitment Bonus

Recruitment 13-15

Unit	Descr	Dept ID	Pay Period End	Job Code	Descr	Grade	Oth Earns	Descr
80100	Department of Transportation	801009	3/31/2015	CL5241	DRIVERS LICENSE EXMNR I	E	5,180	Recruitment Bonus
80100	Department of Transportation	801047	4/30/2015	CL8431	TRANSPORTATION TECHNICIAN I	E	5,542	Recruitment Bonus
80100	Department of Transportation	801045	4/30/2015	CL8431	TRANSPORTATION TECHNICIAN I	E	5,610	Recruitment Bonus
80100	Department of Transportation	801806	4/30/2015	CL2002	ENGINEERING TECH II	G	3,639	Recruitment Bonus
80100	Department of Transportation	801047	5/31/2015	CL8431	TRANSPORTATION TECHNICIAN I	E	5,610	Recruitment Bonus
80100	Department of Transportation	801047	6/30/2015	CL8431	TRANSPORTATION TECHNICIAN I	E	5,610	Recruitment Bonus
80100 Count		47					259,999	
Grand Count		249					687,362	

Referral 13-15

Unit	Descr	Dept ID	Pay Period End	Job Code	Descr	Grade	Oth Earns	Descr
32500	Human Services	312020	9/30/2013	CL3062	REGISTERED NURSE II	L	250.00	Referral Bonus
32500	Human Services	310810	11/30/2013	CL4193	DIRECT CARE SUPERVISOR	H	250.00	Referral Bonus
32500	Human Services	310810	2/28/2014	CL4193	DIRECT CARE SUPERVISOR	H	250.00	Referral Bonus
32500	Human Services	312020	1/31/2014	CL3062	REGISTERED NURSE II	L	500.00	Referral Bonus
32500	Human Services	312020	2/28/2014	CL3062	REGISTERED NURSE II	L	250.00	Referral Bonus
32500	Human Services	312020	7/30/2014	CL3062	REGISTERED NURSE II	L	250.00	Referral Bonus
32500	Human Services	312020	7/31/2014	CL3062	REGISTERED NURSE II	L	250.00	Referral Bonus
32500	Human Services	312020	8/31/2014	CL3062	REGISTERED NURSE II	L	250.00	Referral Bonus
32500	Human Services	310820	12/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	750.00	Referral Bonus
32500	Human Services	310871	1/31/2015	CL4191	DIRECT CARE ASSOCIATE II	E	750.00	Referral Bonus
32500	Human Services	312020	8/31/2014	CL0042	ADMIN ASSISTANT II	H	500.00	Referral Bonus
32500	Human Services	312020	11/30/2014	CL0042	ADMIN ASSISTANT II	H	500.00	Referral Bonus
32500	Human Services	310841	2/28/2015	CL3052	LICENSED PRACTICAL NURSE II	I	750.00	Referral Bonus
32500	Human Services	310810	7/31/2014	CL4116	UNIT PROGRAM COORD	L	250.00	Referral Bonus
32500	Human Services	310810	10/31/2014	CL4116	UNIT PROGRAM COORD	L	250.00	Referral Bonus
32500	Human Services	310804	7/31/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Referral Bonus
32500	Human Services	310804	10/31/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Referral Bonus
32500	Human Services	312022	11/30/2013	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Referral Bonus
32500	Human Services	310841	7/31/2014	CL3063	REGISTERED NURSE III	M	100.00	Referral Bonus
32500	Human Services	310841	10/31/2014	CL3063	REGISTERED NURSE III	M	100.00	Referral Bonus
32500	Human Services	310841	12/31/2014	CL3052	LICENSED PRACTICAL NURSE II	I	1500.00	Referral Bonus
32500	Human Services	312020	2/28/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Referral Bonus
32500	Human Services	312020	7/31/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Referral Bonus
32500	Human Services	312020	12/31/2014	CL4192	DIRECT CARE ASSOCIATE III	F	750.00	Referral Bonus
32500	Human Services	312022	12/31/2013	CL4193	DIRECT CARE SUPERVISOR	H	250.00	Referral Bonus
32500	Human Services	310820	12/31/2013	CL4193	DIRECT CARE SUPERVISOR	H	250.00	Referral Bonus
32500	Human Services	312022	2/28/2014	CL4193	DIRECT CARE SUPERVISOR	H	250.00	Referral Bonus
32500	Human Services	312022	7/31/2014	CL4193	DIRECT CARE SUPERVISOR	H	500.00	Referral Bonus
32500	Human Services	310845	8/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	310845	9/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	310845	11/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	310845	12/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	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	9/30/2013	NC9035	TEMP-NOT CLS-PARAPROF	099	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	312020	7/31/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Referral Bonus
32500	Human Services	310804	7/31/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Referral Bonus
32500	Human Services	310804	10/31/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Referral Bonus
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	310841	3/31/2015	CL3052	LICENSED PRACTICAL NURSE II	I	750.00	Referral Bonus
32500	Human Services	312025	11/30/2013	CL4193	DIRECT CARE SUPERVISOR	H	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	312020	9/30/2013	CL3062	REGISTERED NURSE II	L	125.00	Referral Bonus
32500	Human Services	312020	2/28/2014	CL3062	REGISTERED NURSE II	L	125.00	Referral Bonus
32500	Human Services	310845	9/30/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Referral Bonus
32500	Human Services	310871	11/30/2014	CL4192	DIRECT CARE ASSOCIATE III	F	750.00	Referral Bonus
32500	Human Services	310871	3/30/2015	CL4192	DIRECT CARE ASSOCIATE III	F	750.00	Referral Bonus
32500	Human Services	310810	11/30/2014	CL4192	DIRECT CARE ASSOCIATE III	F	750.00	Referral Bonus
32500	Human Services	310810	3/30/2015	CL4192	DIRECT CARE ASSOCIATE III	F	750.00	Referral Bonus
32500	Human Services	310810	11/30/2014	CL4193	DIRECT CARE SUPERVISOR	H	750.00	Referral Bonus
32500	Human Services	310810	3/31/2015	CL4193	DIRECT CARE SUPERVISOR	H	750.00	Referral Bonus
32500	Human Services	310820	9/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	310820	12/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	310804	9/30/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Referral Bonus

Referral 13-15

Unit	Descr	Dept ID	Pay Period End	Job Code	Descr	Grade	Oth Earns	Descr
32500	Human Services	310804	12/31/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Referral Bonus
32500	Human Services	310845	8/31/2013	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	310845	11/30/2013	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	310721	11/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	562.50	Referral Bonus
32500	Human Services	310871	3/31/2015	CL4191	DIRECT CARE ASSOCIATE II	E	562.50	Referral Bonus
32500	Human Services	310871	3/31/2015	CL4191	DIRECT CARE ASSOCIATE II	E	562.50	Referral Bonus
32500	Human Services	310850	4/30/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Referral Bonus
32500	Human Services	310850	7/31/2014	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	312020	6/30/2015	CL4192	DIRECT CARE ASSOCIATE III	F	750.00	Referral Bonus
32500	Human Services	310721	3/31/2015	CL7122	COOK I	D	450.00	Referral Bonus
32500	Human Services	312022	9/30/2014	CL4192	DIRECT CARE ASSOCIATE III	F	750.00	Referral Bonus
32500	Human Services	312022	6/30/2015	CL4192	DIRECT CARE ASSOCIATE III	F	750.00	Referral Bonus
32500	Human Services	310810	3/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	310820	6/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	312016	11/30/2013	CL0033	OFFICE ASSISTANT III	E	250.00	Referral Bonus
32500	Human Services	310845	2/28/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	312020	2/27/2015	CL4192	DIRECT CARE ASSOCIATE III	F	750.00	Referral Bonus
32500	Human Services	312022	2/28/2015	CL4193	DIRECT CARE SUPERVISOR	H	1500.00	Referral Bonus
32500	Human Services	312025	6/30/2015	CL4192	DIRECT CARE ASSOCIATE III	F	750.00	Referral Bonus
32500	Human Services	312022	7/31/2013	CL4192	DIRECT CARE ASSOCIATE III	F	125.00	Referral Bonus
32500	Human Services	312020	2/28/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Referral Bonus
32500	Human Services	312020	7/31/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Referral Bonus
32500	Human Services	312020	4/30/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Referral Bonus
32500	Human Services	312020	9/30/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Referral Bonus
32500	Human Services	310830	8/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	310830	9/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	312020	8/31/2014	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Referral Bonus
32500	Human Services	312020	1/30/2015	CL4192	DIRECT CARE ASSOCIATE III	F	250.00	Referral Bonus
32500	Human Services	310810	8/31/2013	CL4193	DIRECT CARE SUPERVISOR	H	1000.00	Referral Bonus
32500	Human Services	310830	10/31/2014	CL4193	DIRECT CARE SUPERVISOR	H	750.00	Referral Bonus
32500	Human Services	310830	2/28/2015	CL4193	DIRECT CARE SUPERVISOR	H	750.00	Referral Bonus
32500	Human Services	312022	2/28/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	312022	7/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	312022	10/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	375.00	Referral Bonus
32500	Human Services	312022	4/30/2015	CL4191	DIRECT CARE ASSOCIATE II	E	375.00	Referral Bonus
32500	Human Services	312022	6/30/2014	CL4191	DIRECT CARE ASSOCIATE II	E	250.00	Referral Bonus
32500	Human Services	312020	10/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	375.00	Referral Bonus
32500	Human Services	312020	4/30/2015	CL4191	DIRECT CARE ASSOCIATE II	E	375.00	Referral Bonus
32500	Human Services	312022	6/30/2015	CL4190	DIRECT CARE ASSOCIATE I	D	750.00	Referral Bonus
32500	Human Services	312020	8/31/2014	CL3062	REGISTERED NURSE II	L	250.00	Referral Bonus
32500	Human Services	312020	10/31/2014	CL3062	REGISTERED NURSE II	L	250.00	Referral Bonus
32500	Human Services	312020	2/28/2015	CL3062	REGISTERED NURSE II	L	500.00	Referral Bonus
32500	Human Services	310810	10/31/2014	CL4191	DIRECT CARE ASSOCIATE II	E	750.00	Referral Bonus
32500	Human Services	310810	3/31/2015	CL4191	DIRECT CARE ASSOCIATE II	E	750.00	Referral Bonus
32500	Human Services	310845	3/31/2015	CL4191	DIRECT CARE ASSOCIATE II	E	750.00	Referral Bonus
32500 Count		103					41,713	
50400	Highway Patrol	504	1/31/2015	CL5706	HWY PATROL OFFICER II	L	500	Referral Bonus
50400	Highway Patrol	504	1/31/2015	CL5710	HWY PATROL DISTRICT COMMANDER	O	250	Referral Bonus
50400	Highway Patrol	504	1/31/2015	CL5706	HWY PATROL OFFICER II	L	250	Referral Bonus
50400	Highway Patrol	504	1/31/2015	CL5706	HWY PATROL OFFICER II	L	250	Referral Bonus
50400	Highway Patrol	504	1/31/2015	CL5710	HWY PATROL DISTRICT COMMANDER	O	500	Referral Bonus
50400	Highway Patrol	504	1/31/2015	CL5706	HWY PATROL OFFICER II	L	250	Referral Bonus
50400 Count		6					2,000	
53000	Corrections & Rehab	519	6/30/2015	CL5112	CORRECTIONAL OFFICER II	H	200	Referral Bonus

Referral 13-15

Unit	Descr	Dept ID	Pay Period End	Job Code	Descr	Grade	Oth Earns	Descr
53000	Corrections & Rehab	519	2/28/2015	CL5113	CORRECTIONAL OFFICER III	I	400	Referral Bonus
53000	Corrections & Rehab	518	5/31/2015	CL4142	HUMAN RELATIONS COUNS	L	200	Referral Bonus
53000	Corrections & Rehab	519	5/31/2015	CL5112	CORRECTIONAL OFFICER II	H	200	Referral Bonus
53000	Corrections & Rehab	518	5/31/2015	CL5112	CORRECTIONAL OFFICER II	H	200	Referral Bonus
53000 Count		5					1,200	
Grand Count		114					44,913	

Retention 13-15

Unit	Descr	Dept ID	Pay Period End	Job Code	Descr	Grade	Oth Earns	Descr
10100	Governor's Office	101	5/30/2015	NC9005	OTHER - NOT CLASSIFIED	099	17,850.00	Retention Bonus
10100	Governor's Office	101	5/30/2015	NC9005	OTHER - NOT CLASSIFIED	099	21,040.00	Retention Bonus
10100	Governor's Office	101	5/30/2015	NC9005	OTHER - NOT CLASSIFIED	099	18,152.00	Retention Bonus
10100	Governor's Office	101	5/30/2015	NC9004	ASSISTANT-NOT CLASSIFIED	099	10,822.00	Retention Bonus
10100	Governor's Office	101	5/30/2015	NC9005	OTHER - NOT CLASSIFIED	099	31,960.00	Retention Bonus
10100 Count		5					99,824.00	
11000	Office of Mgmt & Budget	110130	9/30/2013	CL0859	GOVERNOR'S RESIDENCE MGR	K	5,000.00	Retention Bonus
11000	Office of Mgmt & Budget	110	5/30/2015	NC9002	APPOINTED--NOT CLASSIFIED	099	30,518.00	Retention Bonus
11000 Count		2					35,518.00	
11700	State Auditor	117	6/29/2014	CL0245	AUDITOR V	P	4,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0245	AUDITOR V	P	4,000.00	Retention Bonus
11700	State Auditor	117	6/29/2014	CL0234	INFO SYSTEMS AUDITOR IV	N	4,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0234	INFO SYSTEMS AUDITOR IV	N	4,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0245	AUDITOR V	P	4,000.00	Retention Bonus
11700	State Auditor	117	6/29/2014	CL0244	AUDITOR IV	N	4,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0244	AUDITOR IV	N	5,000.00	Retention Bonus
11700	State Auditor	117	6/29/2014	CL0245	AUDITOR V	P	3,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0245	AUDITOR V	P	4,000.00	Retention Bonus
11700	State Auditor	117	6/29/2014	CL0243	AUDITOR III	L	2,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0243	AUDITOR III	L	3,000.00	Retention Bonus
11700	State Auditor	117	6/29/2014	CL0244	AUDITOR IV	N	5,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0244	AUDITOR IV	N	5,000.00	Retention Bonus
11700	State Auditor	117	6/29/2014	CL0244	AUDITOR IV	N	2,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0244	AUDITOR IV	N	3,000.00	Retention Bonus
11700	State Auditor	117	6/29/2014	CL0244	AUDITOR IV	N	4,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0244	AUDITOR IV	N	5,000.00	Retention Bonus
11700	State Auditor	117	6/29/2014	CL0244	AUDITOR IV	N	3,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0245	AUDITOR V	P	4,000.00	Retention Bonus
11700	State Auditor	117	6/29/2014	CL0233	INFO SYSTEMS AUDITOR III	L	4,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0233	INFO SYSTEMS AUDITOR III	L	4,000.00	Retention Bonus
11700	State Auditor	117	6/29/2014	CL0243	AUDITOR III	L	2,500.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0243	AUDITOR III	L	4,000.00	Retention Bonus
11700	State Auditor	117	12/30/2013	CL0243	AUDITOR III	L	1,000.00	Retention Bonus
11700	State Auditor	117	6/29/2014	CL0243	AUDITOR III	L	2,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0243	AUDITOR III	L	2,000.00	Retention Bonus
11700	State Auditor	117	6/29/2014	CL0244	AUDITOR IV	N	3,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0244	AUDITOR IV	N	4,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0243	AUDITOR III	L	3,000.00	Retention Bonus
11700	State Auditor	117	6/29/2014	CL0243	AUDITOR III	L	4,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0243	AUDITOR III	L	4,000.00	Retention Bonus
11700	State Auditor	117	6/29/2014	CL0243	AUDITOR III	L	2,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0243	AUDITOR III	L	3,000.00	Retention Bonus
11700	State Auditor	117	6/29/2014	CL0245	AUDITOR V	P	3,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0245	AUDITOR V	P	2,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0245	AUDITOR V	P	4,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0245	AUDITOR V	P	4,000.00	Retention Bonus
11700	State Auditor	117	6/29/2014	CL0244	AUDITOR IV	N	2,000.00	Retention Bonus
11700	State Auditor	117	6/29/2014	CL0244	AUDITOR IV	N	4,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0244	AUDITOR IV	N	5,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0244	AUDITOR IV	N	3,000.00	Retention Bonus
11700	State Auditor	117	6/29/2014	CL0244	AUDITOR IV	N	5,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0244	AUDITOR IV	N	5,000.00	Retention Bonus
11700	State Auditor	117	6/29/2014	CL0244	AUDITOR IV	N	3,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0242	AUDITOR II	K	3,000.00	Retention Bonus
11700	State Auditor	117	6/29/2014	CL0242	AUDITOR II	K	3,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0242	AUDITOR II	K	3,000.00	Retention Bonus
11700	State Auditor	117	2/27/2015	CL0241	AUDITOR I	J	5,000.00	Retention Bonus
11700	State Auditor	117	2/27/2015	CL0241	AUDITOR I	J	3,000.00	Retention Bonus
11700	State Auditor	117	2/27/2015	CL0241	AUDITOR I	J	3,000.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0241	AUDITOR I	J	2,500.00	Retention Bonus
11700	State Auditor	117	6/29/2015	CL0241	AUDITOR I	J	2,500.00	Retention Bonus

Retention 13-15

Unit	Descr	Dept ID	Pay Period End	Job Code	Descr	Grade	Oth Earns	Descr
11700 Count		55				190,500.00		
12700	State Tax Commissioner	127	6/30/2015	CL0172	INFO TECHNOLOGY ADMIN II	O	7,000.00	Retention Bonus
12700	State Tax Commissioner	127	6/30/2015	CL0223	ACCOUNT/BUDGET SPEC III	L	6,000.00	Retention Bonus
12700	State Tax Commissioner	127	6/30/2015	CL0244	AUDITOR IV	N	6,000.00	Retention Bonus
12700	State Tax Commissioner	127	6/30/2015	CL0245	AUDITOR V	P	7,000.00	Retention Bonus
12700	State Tax Commissioner	127	6/30/2015	CL0340	ASSOCIATE DIR TAX ADMIN DIV	O	7,000.00	Retention Bonus
12700	State Tax Commissioner	127	12/31/2014	CL0190	INFORMATION TECHNOLOGY MANAGER	N	5,000.00	Retention Bonus
12700	State Tax Commissioner	127	5/30/2015	CL0822	PUBLIC INFO SPEC II	K	5,000.00	Retention Bonus
12700 Count		7				43,000.00		
30100	ND Department of Health	301	6/30/2015	CL2043	ENVIRONMENTAL ENGR III	N	6,539.00	Retention Bonus
30100 Count		1				6,539.00		
32500	Human Services	325101	4/30/2015	CL0224	ACCOUNTING MANAGER I	N	13,334.00	Retention Bonus
32500	Human Services	325101	6/30/2015	CL0224	ACCOUNTING MANAGER I	N	13,154.00	Retention Bonus
32500	Human Services	325101	4/30/2015	CL0224	ACCOUNTING MANAGER I	N	11,616.00	Retention Bonus
32500	Human Services	325103	6/30/2015	NC9002	APPOINTED--NOT CLASSIFIED	099	27,692.00	Retention Bonus
32500	Human Services	312003	1/31/2015	NC9002	APPOINTED--NOT CLASSIFIED	099	35,037.00	Retention Bonus
32500	Human Services	325210	6/29/2014	CL4036	HEALTH/HUMAN SVC PRGM ADMIN VI	P	11,450.00	Retention Bonus
32500	Human Services	325101	4/30/2015	CL0225	ACCOUNTING MANAGER II	P	13,334.00	Retention Bonus
32500	Human Services	325101	4/30/2015	CL0224	ACCOUNTING MANAGER I	N	13,302.00	Retention Bonus
32500	Human Services	325206	10/31/2014	CL3020	NURSE PRACTITIONER	O	12,852.00	Retention Bonus
32500	Human Services	312017	10/31/2013	NC9032	TEMP-NOT CLS-PROF	099	8,309.12	Retention Bonus
32500	Human Services	325101	4/30/2015	CL0915	DIRECTOR ADMIN SRVC/CFO-DHS	T	13,334.00	Retention Bonus
32500	Human Services	325101	5/31/2015	CL0915	DIRECTOR ADMIN SRVC/CFO-DHS	T	6,224.00	Retention Bonus
32500	Human Services	312003	1/30/2015	CL4167	LIC FORENSIC PSYCHOLOGIST	Q	18,500.00	Retention Bonus
32500	Human Services	325209	1/31/2014	CL4164	LICENSED PSYCHOLOGIST I	P	4,822.00	Retention Bonus
32500	Human Services	312020	9/30/2014	CL3062	REGISTERED NURSE II	L	3,045.41	Retention Bonus
32500	Human Services	325122	6/30/2015	CL0702	LEGAL ASSISTANT II	J	6,760.00	Retention Bonus
32500 Count		16				212,765.53		
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	2,808.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	7,042.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	2,573.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	6,417.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	2,135.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	5,517.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	2,243.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	CL0171	INFO TECHNOLOGY ADMIN I	M	1,900.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	CL0171	INFO TECHNOLOGY ADMIN I	M	7,167.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	3,323.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	8,142.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	3,739.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	9,175.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	3,111.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	7,708.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	1,700.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	6,050.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	2,650.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	6,617.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	1,783.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	6,742.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	1,854.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	4,608.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	1,685.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	4,300.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	CL0033	OFFICE ASSISTANT III	E	3,183.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	1,954.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	4,900.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	3,108.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	7,783.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	3,262.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	8,192.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	3,793.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	5,258.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	999998	BUDGETED-PENDING CLASSF'N	099	4,008.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	2,100.00	Retention Bonus

Retention 13-15

Unit	Descr	Dept ID	Pay Period End	Job Code	Descr	Grade	Oth Earns	Descr
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	7,875.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	CL0042	ADMIN ASSISTANT II	H	3,575.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9021	OTHER-NOT CLS-OFCL/ADMIN	099	3,088.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9021	OTHER-NOT CLS-OFCL/ADMIN	099	11,692.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	2,955.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	7,317.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	CL2098	OIL & GAS PROD ANALYST	I	5,030.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	4,604.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	11,300.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	CL2098	OIL & GAS PROD ANALYST	I	4,300.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	2,647.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	3,683.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	2,854.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	7,100.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	CL0175	COMPUTER & NETWK SPEC III	L	5,525.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	CL0223	ACCOUNT/BUDGET SPEC III	L	6,692.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	4,000.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	5,817.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	2,704.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	6,808.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	2,212.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	8,358.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	2,608.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	6,600.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	2,954.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	7,317.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	1,200.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	4,300.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	1,429.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	5,433.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	2,269.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	5,725.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	2,277.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	5,600.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	2,565.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	6,417.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	2,262.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	5,700.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	1,702.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	6,350.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	4,004.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	9,925.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	2,339.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	5,883.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	4,050.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	9,992.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	1,176.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	4,450.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9021	OTHER-NOT CLS-OFCL/ADMIN	099	6,519.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9021	OTHER-NOT CLS-OFCL/ADMIN	099	16,033.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	3,954.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	9,758.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	CL0043	ADMIN ASSISTANT III	I	1,100.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	CL0043	ADMIN ASSISTANT III	I	5,092.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	3,107.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	4,342.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	4,100.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	10,142.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	CL0801	HUMAN RESOURCE TECH II	H	3,978.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	CL0032	OFFICE ASSISTANT II	D	2,458.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	CL0702	LEGAL ASSISTANT II	J	4,392.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	CL0041	ADMIN ASSISTANT I	F	2,758.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	2,262.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	6,667.00	Retention Bonus

Retention 13-15

Unit	Descr	Dept ID	Pay Period End	Job Code	Descr	Grade	Oth Earns	Descr
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	2,654.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	6,575.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	1,758.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	4,392.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	1,981.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	5,025.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	CL0822	PUBLIC INFO SPEC II	K	1,300.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	CL0822	PUBLIC INFO SPEC II	K	4,533.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	1,050.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	CL0631	STOREKEEPER I	F	1,742.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	1,865.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	4,625.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	950.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	3,842.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	1,569.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	4,075.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	2,150.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	5,450.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	1,569.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	4,083.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	1,858.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	4,767.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	1,846.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	4,667.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	1,846.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	5,233.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	1,685.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	4,117.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	2,026.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	5,833.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	CL3213	LABORATORY TECHNICIAN III	G	2,726.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	CL3213	LABORATORY TECHNICIAN III	G	3,850.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9023	OTHER-NOT CLS-TECH	099	1,758.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	4,533.00	Retention Bonus
40500	Industrial Commission	405	6/29/2014	NC9022	OTHER-NOT CLS-PROF	099	1,978.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	5,108.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	5,100.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	4,925.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	CL0032	OFFICE ASSISTANT II	D	2,533.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	4,367.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	4,925.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9023	OTHER-NOT CLS-TECH	099	4,383.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	NC9022	OTHER-NOT CLS-PROF	099	6,725.00	Retention Bonus
40500	Industrial Commission	405	6/29/2015	CL0142	PROGRAMMER ANALYST II	K	5,145.00	Retention Bonus
40500 Count		144					632,977.00	
40800	Public Service Commission	408	2/28/2015	CL5250	WEIGHTS & MEASURES INSPECTOR	G	3,902.00	Retention Bonus
40800	Public Service Commission	408	2/28/2015	CL5255	GAS PIPELINE SAFETY INSP MGR	J	7,100.00	Retention Bonus
40800	Public Service Commission	408	2/28/2015	CL5250	WEIGHTS & MEASURES INSPECTOR	G	3,682.00	Retention Bonus
40800	Public Service Commission	408	6/29/2015	CL2115	GIS SPECIALIST III	M	5,435.00	Retention Bonus
40800	Public Service Commission	408	2/28/2015	CL5250	WEIGHTS & MEASURES INSPECTOR	G	3,360.60	Retention Bonus
40800 Count		5					23,479.60	
47100	Bank of North Dakota	471414130	6/30/2015	NC9022	OTHER-NOT CLS-PROF	099	8,407.10	Retention Bonus
47100	Bank of North Dakota	471104760	7/31/2013	CL0145	SYSTEMS DEVELOPMENT MGR	N	6,059.83	Retention Bonus
47100	Bank of North Dakota	471414130	6/30/2015	NC9022	OTHER-NOT CLS-PROF	099	7,087.65	Retention Bonus
47100	Bank of North Dakota	471414130	12/31/2013	NC9022	OTHER-NOT CLS-PROF	099	7,598.00	Retention Bonus
47100	Bank of North Dakota	471474700	3/31/2015	NC9021	OTHER-NOT CLS-OFCL/ADMIN	099	12,992.42	Retention Bonus
47100	Bank of North Dakota	471414130	6/30/2015	NC9022	OTHER-NOT CLS-PROF	099	8,772.33	Retention Bonus
47100	Bank of North Dakota	471414130	6/30/2015	NC9021	OTHER-NOT CLS-OFCL/ADMIN	099	9,878.11	Retention Bonus
47100	Bank of North Dakota	471304200	11/15/2014	CL0852	EXECUTIVE STAFF OFFICER	M	6,448.25	Retention Bonus
47100	Bank of North Dakota	471304900	6/30/2015	CL0804	HUMAN RESOURCE OFFICER II	M	6,006.00	Retention Bonus
47100	Bank of North Dakota	471303005	9/15/2014	CL0953	ADMIN STAFF OFFICER III	L	5,278.00	Retention Bonus
47100	Bank of North Dakota	471104760	9/15/2014	NC9021	OTHER-NOT CLS-OFCL/ADMIN	099	7,000.00	Retention Bonus
47100 Count		11					85,527.69	
48500	Workforce Safety & Insurance	485510	5/30/2015	CL0953	ADMIN STAFF OFFICER III	L	3,000.00	Retention Bonus

Retention 13-15

Unit	Descr	Dept ID	Pay Period End	Job Code	Descr	Grade	Oth Earns	Descr
48500	Workforce Safety & Insurance	485360	5/30/2015	CL4222	VOC REHAB COUNSELOR	K	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485310	5/31/2015	CL0113	DATA INPUT OPERATOR II	D	1,952.60	Retention Bonus
48500	Workforce Safety & Insurance	485330	5/30/2015	CL0042	ADMIN ASSISTANT II	H	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485310	5/30/2015	CL0113	DATA INPUT OPERATOR II	D	2,350.00	Retention Bonus
48500	Workforce Safety & Insurance	485330	5/30/2015	CL0042	ADMIN ASSISTANT II	H	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485310	5/30/2015	CL0953	ADMIN STAFF OFFICER III	L	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485360	5/30/2015	CL4222	VOC REHAB COUNSELOR	K	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485330	5/30/2015	CL0952	ADMIN STAFF OFFICER II	K	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485340	5/30/2015	CL3123	PHYSICAL THERAPIST	N	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485210	5/30/2015	CL0222	ACCOUNT/BUDGET SPEC II	K	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485360	5/30/2015	CL4222	VOC REHAB COUNSELOR	K	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485310	5/30/2015	CL0113	DATA INPUT OPERATOR II	D	2,362.30	Retention Bonus
48500	Workforce Safety & Insurance	485360	5/30/2015	CL4222	VOC REHAB COUNSELOR	K	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485220	5/30/2015	CL0882	BUSINESS ANALYST II	N	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485360	5/30/2015	CL4222	VOC REHAB COUNSELOR	K	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485310	5/30/2015	CL0043	ADMIN ASSISTANT III	I	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485330	5/30/2015	CL0042	ADMIN ASSISTANT II	H	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485330	5/30/2015	CL0042	ADMIN ASSISTANT II	H	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485310	5/30/2015	CL0043	ADMIN ASSISTANT III	I	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485360	5/30/2015	CL0041	ADMIN ASSISTANT I	F	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485120	5/30/2015	CL0243	AUDITOR III	L	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485310	5/30/2015	CL0113	DATA INPUT OPERATOR II	D	2,521.50	Retention Bonus
48500	Workforce Safety & Insurance	485360	5/30/2015	CL4222	VOC REHAB COUNSELOR	K	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485310	5/30/2015	CL0041	ADMIN ASSISTANT I	F	2,669.00	Retention Bonus
48500	Workforce Safety & Insurance	485240	5/30/2015	CL0803	HUMAN RESOURCE OFFICER I	K	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485530	5/30/2015	CL0244	AUDITOR IV	N	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485310	5/30/2015	CL0032	OFFICE ASSISTANT II	D	2,886.82	Retention Bonus
48500	Workforce Safety & Insurance	485330	5/30/2015	CL0042	ADMIN ASSISTANT II	H	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485310	5/30/2015	CL0022	DOCUMENT IMAGING SPEC II	E	2,828.18	Retention Bonus
48500	Workforce Safety & Insurance	485550	5/30/2015	CL0041	ADMIN ASSISTANT I	F	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485310	5/30/2015	CL0022	DOCUMENT IMAGING SPEC II	E	2,827.34	Retention Bonus
48500	Workforce Safety & Insurance	485210	5/30/2015	CL0221	ACCOUNT/BUDGET SPEC I	J	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485310	5/30/2015	CL0022	DOCUMENT IMAGING SPEC II	E	2,584.44	Retention Bonus
48500	Workforce Safety & Insurance	485120	5/30/2015	CL0244	AUDITOR IV	N	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485310	5/30/2015	CL0021	DOCUMENT IMAGING SPEC I	C	2,385.00	Retention Bonus
48500	Workforce Safety & Insurance	485310	5/30/2015	CL0022	DOCUMENT IMAGING SPEC II	E	2,800.00	Retention Bonus
48500	Workforce Safety & Insurance	485520	5/30/2015	CL0041	ADMIN ASSISTANT I	F	2,675.40	Retention Bonus
48500	Workforce Safety & Insurance	485360	5/30/2015	CL4222	VOC REHAB COUNSELOR	K	3,000.00	Retention Bonus
48500	Workforce Safety & Insurance	485330	5/30/2015	CL0042	ADMIN ASSISTANT II	H	3,000.00	Retention Bonus
48500 Count		40					114,842.58	
60200	Department of Agriculture	602	6/30/2015	CL5272	ENVIRON SCIENTIST II	K	4,000.00	Retention Bonus
60200 Count		1					4,000.00	
70900	Council on the Arts	709	6/30/2015	CL1270	ART PROGRAMS ADMINISTRATOR	L	1,000.00	Retention Bonus
70900	Council on the Arts	709	6/29/2015	NC9002	APPOINTED--NOT CLASSIFIED	099	2,000.00	Retention Bonus
70900 Count		2					3,000.00	
Grand Count		289					1,451,973.40	