

Report on Bonuses Provided by State Agency Programs

Employee Benefits Program Committee
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NDCC 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.

7-1-15 to 6-30-16 (ONE YEAR)

<u>Agency</u>	Recruit		Referral		Retain	
	#	\$	#	\$	#	\$
Ag Dept					1	\$ 4,000
Bank of ND	5	\$ 29,863			4	\$ 28,190
Commerce Dept					1	\$ 25,450
Corrections & Rehab	2	\$ 1,063	11	\$ 2,200		
Governor's Office					1	\$ (5,339)
Health Dept	9	\$ 38,862			5	\$ 29,285
Highway Patrol			3	\$ 1,500		
Human Services	99	\$ 153,477	60	\$ 45,300	15	\$ 132,772
Industrial Commission	2	\$ 3,000				
Info Tech Division	10	\$ 13,000				
Transportation	39	\$ 165,316				
<u>WSI</u>	<u>7</u>	<u>\$ 18,146</u>	-	-	-	-
TOTAL	173	\$ 422,726	74	\$ 49,000	27	\$ 214,359

Questions?

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