

TESTIMONY OF
Lori Leingang, Chief Administrative Officer, Bank of North Dakota

Chairman Warrey and members of the Committee, I am Lori Leingang, Chief Administrative Officer at Bank of North Dakota. Thank you for the opportunity to share our opposition to SB2160.

Today, I want to start with the mission of BND, “to deliver financial services to promote agriculture, commerce and industry in North Dakota.” This mission has remained the same for 105 years and is entwined in everything we do. Our people are committed to the mission, they are committed to the Bank, and they are committed to serving the citizens of the state of North Dakota.

BND has identified talent management as one of our key strategic priorities and in doing so, our efforts toward a comprehensive talent management culture are significant. These efforts include recruitment, retention, onboarding, training, employee development, and succession planning. The state’s benefit package as part of a total rewards strategy is a key component of our ability to recruit and retain the high level of talent that is critical to the continued success of the Bank. Changing the current health plan to a non-grandfathered plan would remove a significant recruitment and retention tool by opening the door to a premium cost share for current and future employees. This change, in addition to the recent removal of the defined benefit plan option for new employees, affect the two most important benefits to our current and future employees.

In conclusion, Bank of North Dakota opposes SB2160 for the reasons stated above and we encourage a do not pass.

Thank you for your consideration, this concludes my testimony.