

sal for Targeted Salary Equity Adjustments

Executive Budget Propo

Unit	Agency	General Fund	Other Funds	Total Funds	FTE'S	Biennial increase	Ave monthly increase/FTE
10100	Governor's Office	\$120,000	\$0	\$120,000	19	6315.79	263.16
10800	Secretary of State	\$81,015	\$8,985	\$90,000	34	2647.06	110.29
11000	Office of Mgmt & Budget	\$314,760	\$51,240	\$366,000	117	3128.21	130.34
11200	Information Technology Dept	\$2,891,065	\$5,892,935	\$8,784,000	520	16892.31	703.85
11700	State Auditor	\$358,500	\$163,500	\$522,000	68	7676.47	319.85
12000	State Treasurer	\$24,000	\$0	\$24,000	7	3428.57	142.86
12500	Attorney General	\$785,664	\$342,336	\$1,128,000	263	4288.97	178.71
12700	State Tax Commissioner	\$642,000	\$0	\$642,000	118	5440.68	226.69
14000	Office of Admin Hearings		\$24,000	\$24,000	5	4800.00	200.00
18800	Legal Counsel for Indigents	\$366,660	\$11,340	\$378,000	43	8790.70	366.28
19000	Retirement & Investment Office		\$96,000	\$96,000	25	3840.00	160.00
19200	Public Employees Retire System		\$462,000	\$462,000	39.5	11696.20	487.34
19500	Ethics Commission		\$0	\$0	3	0.00	0.00
20100	Public Instruction	\$581,568	\$570,432	\$1,152,000	86.25	13356.52	556.52
22600	ND Department of Trust Lands	\$0	\$492,000	\$492,000	32	15375.00	640.63
25000	State Library	\$190,124	\$25,876	\$216,000	26.75	8074.77	336.45



Unit	Agency	General Fund	Other Funds	Total Funds				
25200	School for the Deaf	\$322,880	\$19,120	\$342,000	45.36	7539.68	314.15	
25300	School for the Blind	\$181,266	\$10,734	\$192,000	27.75	6918.92	288.29	
27000	Career and Technical Education	\$359,886	\$18,114	\$378,000	53.3	7091.93	295.50	
30300	Environmental Quality	\$705,928	\$908,072	\$1,614,000	173	9329.48	388.73	
31300	Veterans' Home	\$194,230	\$285,770	\$480,000	114.79	4181.55	174.23	
31600	Indian Affairs Commission	\$12,000	\$0	\$12,000	4	3000.00	125.00	
32100	Veterans Affairs Department	\$92,322	\$9,678	\$102,000	9	11333.33	472.22	
32500	ND Health and Human Services	\$6,720,099	\$3,539,901	\$10,260,000	2561.83	4004.95	166.87	
36000	Protection and Advocacy	\$102,812	\$83,188	\$186,000	28.5	6526.32	271.93	
38000	Job Service ND	\$158,254	\$597,746	\$756,000	158.61	4766.41	198.60	
40100	Insurance Department		\$138,000	\$138,000	37	3729.73	155.41	
40500	Industrial Commission	\$16,403	\$1,597	\$18,000	8.75	2057.14	85.71	
40600	Labor Commissioner	\$41,483	\$6,517	\$48,000	13	3692.31	153.85	
40800	Public Service Commission	\$116,936	\$57,064	\$174,000	44	3954.55	164.77	
41200	Aeronautics Commission		\$24,000	\$24,000	7	3428.57	142.86	
41300	Dept of Financial Institutions		\$252,000	\$252,000	34	7411.76	308.82	



41400	Securities Commissioner			\$54,000	\$54,000	10	5400.00	225.00
47100	Bank of North Dakota			\$726,000	\$726,000	181	4011.05	167.13
47200	Public Finance Authority			\$12,000	\$12,000			
47300	Housing Finance Agency			\$276,000	\$276,000	52	5307.69	221.15
48500	Workforce Safety & Insurance			\$510,000	\$510,000	260.14	1960.48	81.69
Unit	Agency	General Fund	Other Funds	Total Funds				
50400	Highway Patrol	\$1,114,068	\$277,932	\$1,392,000	208	6692.31	278.85	
53000	Corrections & Rehab	\$4,560,000	\$0	\$4,560,000	979.79	4654.06	193.92	
54000	Adjutant General	\$871,342	\$940,658	\$1,812,000	233	7776.82	324.03	
60100	Department of Commerce	\$186,040	\$23,960	\$210,000	63.8	3291.54	137.15	
60200	Department of Agriculture	\$121,059	\$56,941	\$180,000	81	2222.22	92.59	
67000	ND Horse Racing Commission	\$1,140	\$60	\$1,200	2	600.00	25.00	
70100	Historical Society	\$428,556	\$45,444	\$474,000	83.5	5676.65	236.53	
70900	Council on the Arts	\$30,000	\$0	\$30,000	6	5000.00	208.33	
72000	Game and Fish Department		\$174,000	\$174,000	172	1011.63	42.15	
75000	ND Parks & Recreation Dept	\$441,235	\$20,765	\$462,000	66	7000.00	291.67	
77000	Department of Water Resources		\$774,000	\$774,000	93	8322.58	346.77	
80100	Department of Transportation		\$534,000	\$534,000	1011	528.19	22.01	
	Agency Total	\$23,133,295	\$18,519,905	\$41,653,200				
	Higher Ed	\$20,509,905	\$20,290,095	\$41,200,000				



NDSU Extension & Research	\$3,710,000	\$1,590,000	\$5,300,000
Unallocated	\$1,546,800	\$0	\$1,546,800
<b>Grand Total</b>	<b>\$49,300,000.00</b>	<b>\$40,400,000.00</b>	<b>\$89,700,000.00</b>
<p><b>Legend:</b>            Placeholder amount for agencies with limited input (2% of payroll)            Amounts carried forward to total            Items in white or light gray are for reference            88 CR = 88% Compa Ratio tells us the relation to salary and market policy point, which helps us identify where we have pockets of relatively low paid staff.</p>			
Revised or corrected amount			





Salary Line Spreadsheet - Department of Agriculture

#	Employee	Date of Hire	Division	Current Salary (Monthly Salary)	Employee Class (Class Code)	Comp Ratio
1	Bialke, Dutch	7/21/2014	Administrative Services	\$10,147.00	107	1.33
2	Grondahl, Andrea	12/6/1999	Livestock Industries	\$9,076.00	107	1.19
3	Hansen, Jim	9/17/2007	Administrative Services	\$6,326.00	105	1.19
4	Schneider, John	9/17/2001	Marketing	\$9,106.00	107	1.19
5	Baumiller, Lynette	11/1/1995	Administrative Services	\$8,911.00	107	1.16
6	Hoffman, Kathy	4/1/2010	Animal Health	\$3,706.00	102	1.16
7	Masset, Peggy	7/12/2017	Animal Health	\$3,532.00	102	1.10
8	Kreft, Cody	5/1/1997	Livestock Industries	\$5,694.00	105	1.07
9	Slack, David	8/28/2000	Livestock Industries	\$5,695.00	105	1.07
10	Wirtz, Jason	8/24/2000	Grain Inspection	\$5,674.00	105	1.06
11	Carlson, Beth	10/1/2004	Animal Health	\$9,635.00	108	1.05
12	Gietzen, Becky	9/9/1999	Livestock Industries	\$4,683.00	104	1.04
13	Celley, Tammy	2/1/1991	Animal Health	\$4,591.00	104	1.02
14	Quissell, Shaun	8/20/2007	Grain Inspection	\$7,819.00	107	1.02
15	Bailey, Sarah	2/12/2018	Animal Health	\$7,754.00	107	1.01
16	Schneider, Betty	12/1/1983	Marketing	\$5,379.00	105	1.01
17	Andersen, Heather	11/1/2004	Livestock Industries	\$5,326.00	105	1.00
18	Elhard, Charles	2/1/2010	Plant Industries	\$6,350.00	106	1.00
19	Kroh, Nathan	7/8/2013	Livestock Industries	\$5,248.00	105	0.98
20	Steffen, Shaun	12/6/2001	Livestock Industries	\$5,244.00	105	0.98
21	Mielke, Michelle	3/2/2015	Marketing	\$5,126.00	105	0.96
22	Delzer, Eric	8/22/2011	Pesticide & Fertilizer	\$7,247.00	107	0.95
23	Good, Jamie	3/19/2013	Grain Inspection	\$5,087.00	105	0.95
24	Berglund, Keli	6/13/2022	Administrative Services	\$5,000.00	105	0.94
25	Boehm, Nathan	7/15/2013	Animal Health	\$5,026.00	105	0.94
26	Haff, Kara	5/7/2018	Marketing	\$5,999.00	106	0.94
27	Jacobs-Kopp, Jeannie	5/16/2011	Administrative Services	\$5,999.00	106	0.94
28	Metzger, Cami	11/15/2005	Livestock Industries	\$5,025.00	105	0.94
29	Theurer, Kent	7/7/2014	Administrative Services	\$5,025.00	105	0.94
30	Brunner, Samantha	10/1/2012	Plant Industries	\$7,115.00	107	0.93
31	Gierszewski, Deanna	5/13/1999	Marketing	\$4,850.00	105	0.91
32	Kiefel, Brandy	8/1/2012	Pesticide & Fertilizer	\$4,872.00	105	0.91
33	Dean, Bradley	10/1/2018	Marketing	\$4,739.00	105	0.89
34	Pachl, Adam	6/24/2013	Plant Industries	\$4,740.00	105	0.89
35	Kramer, Brian	5/10/2011	Pesticide & Fertilizer	\$4,710.00	105	0.88
36	Norton, Kim	4/12/2010	Plant Industries	\$3,938.00	104	0.88
37	Sauter, Jerry	80 FTE 3/22/2010	Pesticide & Fertilizer	\$4,502.00	106	0.88
38	Wagner, Lukas	2/4/2019	Pesticide & Fertilizer	\$4,720.00	105	0.88
39	Epperly, Joshua	9/7/2010	Livestock Industries	\$4,667.00	105	0.87
40	Hulzenga, Katie	9/24/2021	Marketing	\$4,636.00	105	0.87
41	Vogel, Whitney	10/18/2010	Livestock Industries	\$4,629.00	105	0.87
42	Coufal, Kevin	11/3/2008	Pesticide & Fertilizer	\$4,594.00	105	0.86
43	Hagerott, Tammie	2/2/2009	Administrative Services	\$5,400.00	106	0.85
44	Krei, Jon	4/1/2013	Pesticide & Fertilizer	\$4,513.00	105	0.85
45	Angie Oberg	4/10/2023	Marketing	\$4,500.00		0.85
46	McGrath, Samantha	11/3/2008	Administrative Services	\$4,522.00	105	0.85
47	Woehl, Derek	7/15/2010	Pesticide & Fertilizer	\$4,556.00	105	0.85
48	Glasser, Julienne	8/2/2021	Marketing	\$3,194.00	103	0.84
49	Kramer, Toby	7/22/2019	Grain Inspection	\$4,500.00	105	0.84
50	Mortenson, John	5/16/2011	Plant Industries	\$4,500.00	105	0.84
51	Ralston, Carla	5/16/2016	Pesticide & Fertilizer	\$4,508.00	105	0.84
52	Rittmiller, Angela	11/8/2004	Grain Inspection	\$3,763.00	104	0.84
53	Theisen, Michelle	7/1/2021	Administrative Services	\$4,500.00	105	0.84
54	Ag Communication Specialist (00012626)		Marketing	\$4,400.00	105	0.83
55	Beehler, Haylee	6/17/2019	Livestock Industries	\$4,433.00	105	0.83
56	Erickson, Todd	8/16/2021	Livestock Industries	\$4,430.00	105	0.83
57	Weisz, Richard	11/3/2014	Plant Industries	\$4,429.00	105	0.83
58	David, Jeanne	5/22/2007	Animal Health	\$4,350.00	105	0.82
59	Erickson, Andrew	5/19/2008	Pesticide & Fertilizer	\$4,381.00	105	0.82
60	Gasal, Leslie	6/18/2019	Grain Inspection	\$5,200.00	106	0.82
61	Hendrickson, Kevin	5/17/2021	Grain Inspection	\$4,327.00	105	0.81
62	Markel, Andy	1/4/2021	Grain Inspection	\$4,327.00	105	0.81
63	Matthew Drader	4/1/2023	Pesticide & Fertilizer	\$4,300.00	105	0.81
64	Sondrol, Aubrey	4/12/2021	Pesticide & Fertilizer	\$4,327.00	105	0.81
65	Orggard, Rebecca	12/23/2022	Pesticide & Fertilizer	\$4,250.00	105	0.80
66	Rasmussen, Siri	11/16/2020	Livestock Industries	\$4,286.00	105	0.80
67	Wescom, Tayler	3/2/2020	Administrative Services	\$4,286.00	105	0.80
68	Hillerson, Lukas	2/1/2023	Animal Health	\$4,200.00	105	0.79
69	Bush, Parker	6/27/2018	Grain Inspection	\$4,182.00	105	0.78
70	Timmer, Sara	3/1/2021	Pesticide & Fertilizer	\$3,521.00	104	0.78
71	Knutson, Codee	9/12/2022	Livestock Industries	\$4,100.00	105	0.77
72	Bergquist, Natalie	10/10/2022	Livestock Industries	\$4,070.00	105	0.76
73	Miller, Jamie	1/8/2018	Livestock Industries	\$4,030.00	105	0.76
74	Opatril, Scott	4/4/2022	Plant Industries	\$4,080.00	105	0.76
75	Zidon, Abby	6/6/2022	Livestock Industries	\$4,074.00	105	0.76
76	Andress, Ethan	7/12/2021	Animal Health	\$10,199.00	NOT CLASSIFIED	
77	Bodine, Tom	7/2/2012	Administrative Services	\$10,302.00	NOT CLASSIFIED	
78	Goehring, Doug	4/6/2009	Administrative Services	\$10,332.00	NOT CLASSIFIED	
79	Reinke, Jody	12/16/2002	Administrative Services	\$5,151.00	NOT CLASSIFIED	

Field Staff = 24

Less <2 yrs as of 6/30/2023

88 CR or = & >2 yrs as of 6/30/2023

<88 CR & >2 yrs as of 6/30/2023



## Theisen, Shelley C.

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**From:** Hart, Lynn L.  
**Sent:** Thursday, April 13, 2023 11:23 AM  
**To:** Theisen, Shelley C.  
**Subject:** FW: Total Rewards Information Request  
**Attachments:** Total Rewards Input Template.xlsx; Compensation (DOCR).pdf

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**From:** Hart, Lynn L.  
**Sent:** Friday, July 29, 2022 10:37 AM  
**To:** Morrissette, Joe <jmorrissette@nd.gov>  
**Subject:** FW: Total Rewards Information Request

Joe,  
FYI. This is the information request that I sent out this past Monday.

LH

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**From:** Hart, Lynn L.  
**Sent:** Monday, July 25, 2022 11:23 PM  
**To:** Hart, Lynn L. <lyhart@nd.gov>  
**Cc:** Chad R. Kourajian (ckourajian@nd.gov) <ckourajian@nd.gov>; Fried, Tera <tfried@nd.gov>; Munns, Ross A. <rmunns@nd.gov>; Morman, Heidi L. <hlmorman@nd.gov>; Pool, Duane B. <dpool@nd.gov>; Brintnell, John C. <jbrintnell@nd.gov>; Sutheimer, Jason P. <jpsutheimer@nd.gov>; Anderson, Sherri L. <sherrianderson@nd.gov>; Mugaas, Jill E. <jmugaas@nd.gov>; Indovina, Jeff <jindovina@nd.gov>; Wike, Andrea B. <abwike@nd.gov>; Ibach, Whitney A. <wibach@nd.gov>; Kriege, Rachel F. <rkriege@nd.gov>; Deichert, Becky J. <bdeichert@nd.gov>; Weisz, Brenda M. <brweisz@nd.gov>; Engelhardt, Travis <tengelhardt@nd.gov>; Wolf, Hannah K. <hkwolf@nd.gov>; Kjos, Sara J. <skjos@nd.gov>; Sackman, Nikki J. <nsackman@nd.gov>; Breuer, Stacey <sbreuer@nd.gov>; Wuitschick, Marcie D. <mwuitschick@nd.gov>; Miller, Shelly R. (shmillier@nd.gov) <shmillier@nd.gov>; Fricke, Rebecca D. <rfricke@nd.gov>; Leno, Sara J. <sajleno@nd.gov>; Schulz, Krista H. <khschulz@nd.gov>; Pazdernik, Cynthia A. <cpazdernik@nd.gov>; Skelton, Kayla L. <kskelton@nd.gov>; Wedul, Hope <hwedul@nd.gov>; Cronen, Kevin <kcronen@nd.gov>; Riedlinger Wassim, Kim M. <kwassim@nd.gov>  
**Subject:** Total Rewards Information Request

### Agency HR Leads:

Based on input provided by agencies in strategy reviews earlier this year, as well as many more recent inquiries, compensation and total rewards are widespread concerns. In an effort to address these concerns, HRMS recently kicked off a multi-agency total rewards taskforce to deal with the information gathering and analysis necessary for meaningful consideration in the budgeting and appropriation processes. As important input to this process, we are asking for your assistance in identifying and articulating the total rewards concerns in your agency. In other words, we want to hear your story. What specific issues have you seen within your agency and how has this impacted your operations and services? This does not have to be a polished presentation, but we would like to get as much specific information as you can provide, including any metrics or market data that you may have.

Specific questions to answer include the following, and please provide supporting data or metrics if available:

- For which jobs within your agency do you think your pay is lower than the competition?
- For which jobs within your agency have you had difficulty attracting and/or retaining qualified staff?

- Have you been experiencing unusually high turnover in your agency? How does your recent turnover compare to historical levels?
- Have you been able to maintain adequate staffing levels, or have you been running short staffed due to open positions?
- What challenges have you experienced due to staffing limitations in providing quality service? How have you dealt with those challenges?
- How have these challenges impacted employee engagement and morale within your agency?
- What changes to either total rewards or the work environment would you recommend to enhance your ability to attract and retain qualified staff?

For your convenience, I have attached a simple spreadsheet with space to respond to each of these questions and to provide any other comments.

As a good example of how one agency has told their story, please take a look at the attached document, provided by the Department of Corrections and Rehabilitation (DOCR). As you will see, this is really well done. It provides a clear and concise story on not just competitive pay issues, but also how compensation issues impact other areas, such as:

- Turnover and retention,
- Difficulty filling positions,
- Critical coverage challenges,
- Operational limitations,
- Service limitations,
- Morale, and
- Employee engagement

We would like to receive as much information as described above as we can within the next couple of weeks. Again, please keep in mind that this does not have to be a polished presentation, just good information. We will ask members of the total rewards taskforce, as mentioned above, to follow up with you on this request.

In the meantime, please feel free to contact me with any questions or concerns.

Thanks,

**Lynn Hart**, SPHR, SHRM-SCP, CCP, CEBS  
*Total Rewards Manager*

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Agency:		Response / Comment
Item	Question	
1	For which jobs within your agency do you think your pay is lower than the competition?	
2	For which jobs within your agency have you had difficulty attracting and/or retaining qualified staff?	
3	Have you been experiencing unusually high turnover in your agency? How does your recent turnover compare to historical levels?	

<b>4</b>	Have you been able to maintain adequate staffing levels, or have you been running short staffed due to open positions?	
<b>5</b>	What challenges have you experienced due to staffing limitations in providing quality service. How have you dealt with those challenges?	
<b>6</b>	How have these challenges impacted employee engagement and morale within your agency?	

<b>7</b>	What changes to either total rewards or the work environment would you recommend to enhance your ability to attract and retain qualified staff?	
<b>8</b>	Other comments	

