

PROPOSED AMENDMENTS TO ENGROSSED SENATE BILL NO. 2015

Page 2, replace line 1 with:

"Targeted market equity pool - other	0	40,600,000	40,600,000
Targeted market equity pool - higher ed	0	17,300,000	17,300,000"

Page 2, replace lines 5 through 7 with:

"Total all funds	\$42,754,708	\$109,000,799	\$151,755,507
Less estimated income	<u>8,828,309</u>	<u>50,982,864</u>	<u>59,811,173</u>
Total general fund	\$33,926,399	\$58,017,935	\$91,944,334"

Page 4, line 23, after "pool" insert "- other"

Page 4, line 23, replace "\$41,000,000" with "\$23,700,000"

Page 4, line 24, replace "\$34,000,000" with "\$16,900,000"

Page 4, line 26, after "employees" insert ", excluding higher education,"

Page 5, line 9, replace "10" with "11"

Page 5, after line 16, insert:

**"SECTION 10. TARGETED MARKET EQUITY COMPENSATION
ADJUSTMENTS - NORTH DAKOTA UNIVERSITY SYSTEM - GUIDELINES -
EXEMPTION - TRANSFER OF APPROPRIATION AUTHORITY - BUDGET SECTION
REPORT.**

1. The targeted market equity pool - higher ed line item in section 1 of this Act includes \$17,300,000 from the general fund for the purpose of providing compensation adjustments for North Dakota university system employees in accordance with provisions of this section for the period beginning with the effective date of this Act and ending June 30, 2025.
2. The targeted market equity compensation adjustments must be prioritized based on a statewide plan prepared by the North Dakota university system office based on the funding available in the pool. The plan must address occupational market disparities, recruitment and retention challenges, and external pay inequities for employees who are critical to the mission of the institution. Employees whose documented performance levels do not meet standards are not eligible for the market equity compensation adjustments.
3. All targeted market equity compensation adjustments must be provided by December 31, 2023.
4. The funding allocated to each agency must be used for the cost to continue the compensation adjustments for the 2023-25 biennium, including the effect of the market equity adjustments on funding needed for the salary increases authorized by the legislative assembly in section 11 of this Act.

5. Notwithstanding any other provision of law, the office of management and budget shall transfer appropriation authority from the targeted market equity funding pool to eligible institutions for approved targeted market equity salary adjustments.
6. The North Dakota university system office shall provide a report to the budget section regarding the statewide plan, any changes to the plan presented to the sixty-eighth legislative assembly, and the amounts transferred from the pool."

Page 8, line 17, replace "14" with "15"

Page 8, line 19, after "pool" insert "- other"

Page 8, line 19, after "item" insert "and the targeted market equity pool - higher ed line item"

Page 8, line 20, replace "section 9" with "sections 9 and 10"

Renumber accordingly

STATEMENT OF PURPOSE OF AMENDMENT:

This amendment provides a separate equity funding pool for the North Dakota University System and removes \$17.1 million of special fund authority for its equity increases.