



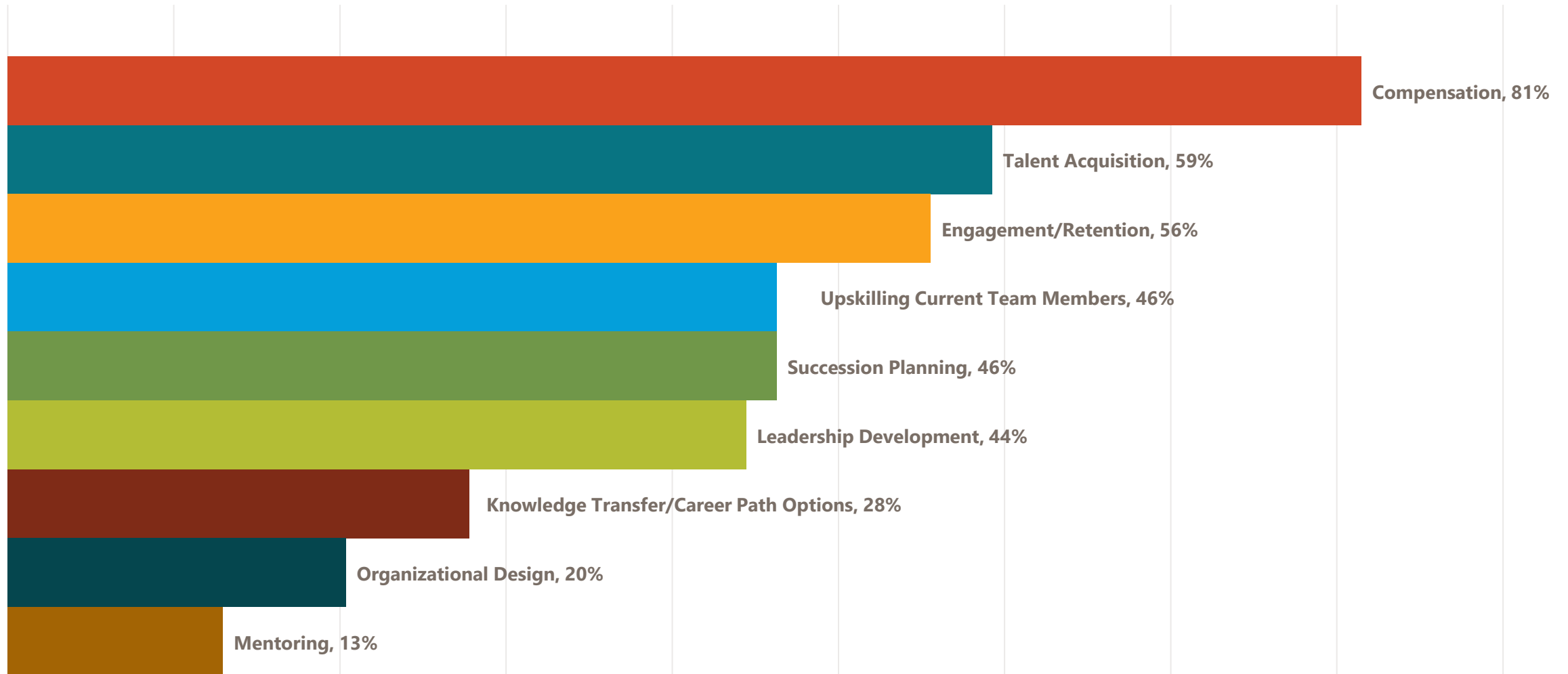
NORTH  
**Dakota**  
Be Legendary.

COMPENSATION &  
EQUITY PACKAGE

January 23, 2023

# 2022 AGENCY WORKFORCE PRIORITIES

## AS IDENTIFIED IN AGENCY STRATEGIC PLANS



From 2022 Agency Strategies as presented to Governor Burgum

# TOTAL REWARDS TASKFORCE + COMMUNITY OF PRACTICE

## TR Taskforce

Carry out issue identification, survey design, and survey/data analysis and recommendation

- **Human Resource Management Services (HRMS)**  
Lynn Hart, Chad Kourajian, Hannah Wolf & Carlos Gomez
- **Department of Human Resources**  
Tera Fried & Sara Kjos
- **Office of Management & Budget**  
Becky Deichert & Brenda Weisz
- **Bank of North Dakota**  
Ross Munns
- **Department of Water Resources**  
Duane Pool & John Brintnell
- **Job Service North Dakota**  
Jason Sutheimer
- **Insurance Department**  
Rachel Kriege
- **ND Public Employees Retirement System (PERS)**  
Rebecca Fricke

# TOTAL REWARDS TASKFORCE + COMMUNITY OF PRACTICE

## TR Community of Practice

- Adjutant General
- Attorney General
- Auditor
- Bank of North Dakota
- Commerce
- Counsel for Indigents
- Department of Environmental Quality
- Department of Health
- Department of Human Services
- Department of Corrections & Rehabilitation
- Department of Transportation
- Department of Public Instruction
- Department of Financial Institutions
- Game & Fish
- Governor's Office
- Historical Society
- Housing and Finance Agency
- Highway Patrol
- Insurance Department
- Information Technology
- Job Service
- Office of Management & Budget
- Parks & Recreation
- PERS
- Public Service Commission
- Securities Department
- Tax Department
- Trust Lands
- Veterans Affairs
- Veterans Home
- Department of Water Resources
- Workforce & Safety Insurance



## DATA:

Continue to work with past data sources.

- National Compensation Association of State Governments (NCASG) Salary and Benefits
- JSND
- Custom Survey
- World at Work Salary Budget Survey

**NEW** sources of market data to better determine competitive issues.

- Mercer/Gartner IT
- Economic Research Institute (ERI, broad based)
- Zweig Group Engineering Report
- McLagan & CBIZ (investment and finance)
- Blanchard Consulting Group (banking)



# TARGETED EQUITY PACKAGE

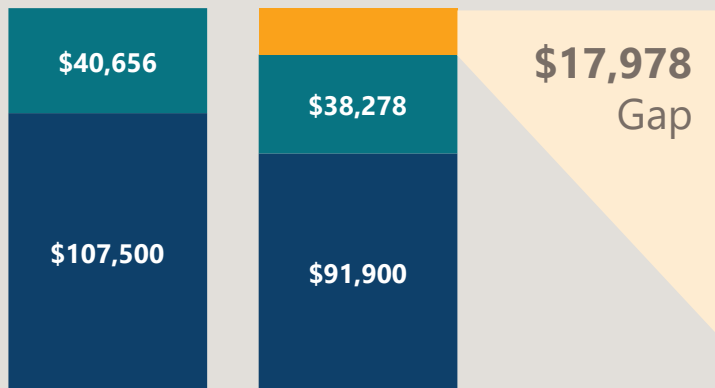
## Addresses:

- Verifiable, significant market gaps for job categories
- Staffing issues with impact on services and operations
- Relatively low paid employees & agencies

■ Benefits  
■ Salary



### ATTORNEY II

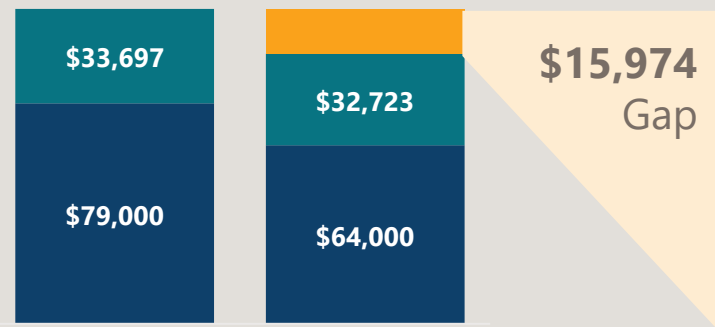


Private

State

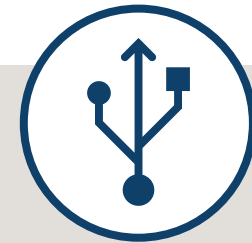


### ENGINEER II

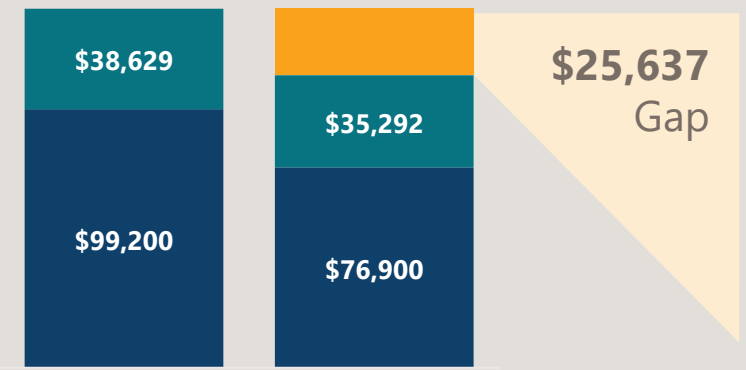


Private

State



### INFORMATION SERVICES IV



Private

State





# GENERAL PERFORMANCE INCREASE

6% 2023/4% 2024

## Addresses:

- Positions below market
- Compression concerns
- Performance differentiation relative to recent programs
- Industry increases



**3%**

below ND market

**8%**

below national market

**10%**

below ND counties and cities

**7%**

below ND market by July 2023 (estimated)

# RECENT SALARY PROGRAM HISTORY

- 2017 0%
- 2018 0%
- 2019 2% performance-based average, with a \$120 min. and a \$200 max.
- 2020 2.5% performance-based average
- 2021 1.5% performance-based average, with a \$100 min.
- 2022 2% performance-based average





# BUDGET CHANGES

## TOTAL REWARDS PACKAGE

**\$300.86M Request**



### TARGETED EQUITY PACKAGE

# EQUITY

one-time – prior to July 1, 2023

**Cost: \$90M Total Funds**  
**(\$49.3M = General Funds)**



### GENERAL PERFORMANCE INCREASE

# 6% / 4%

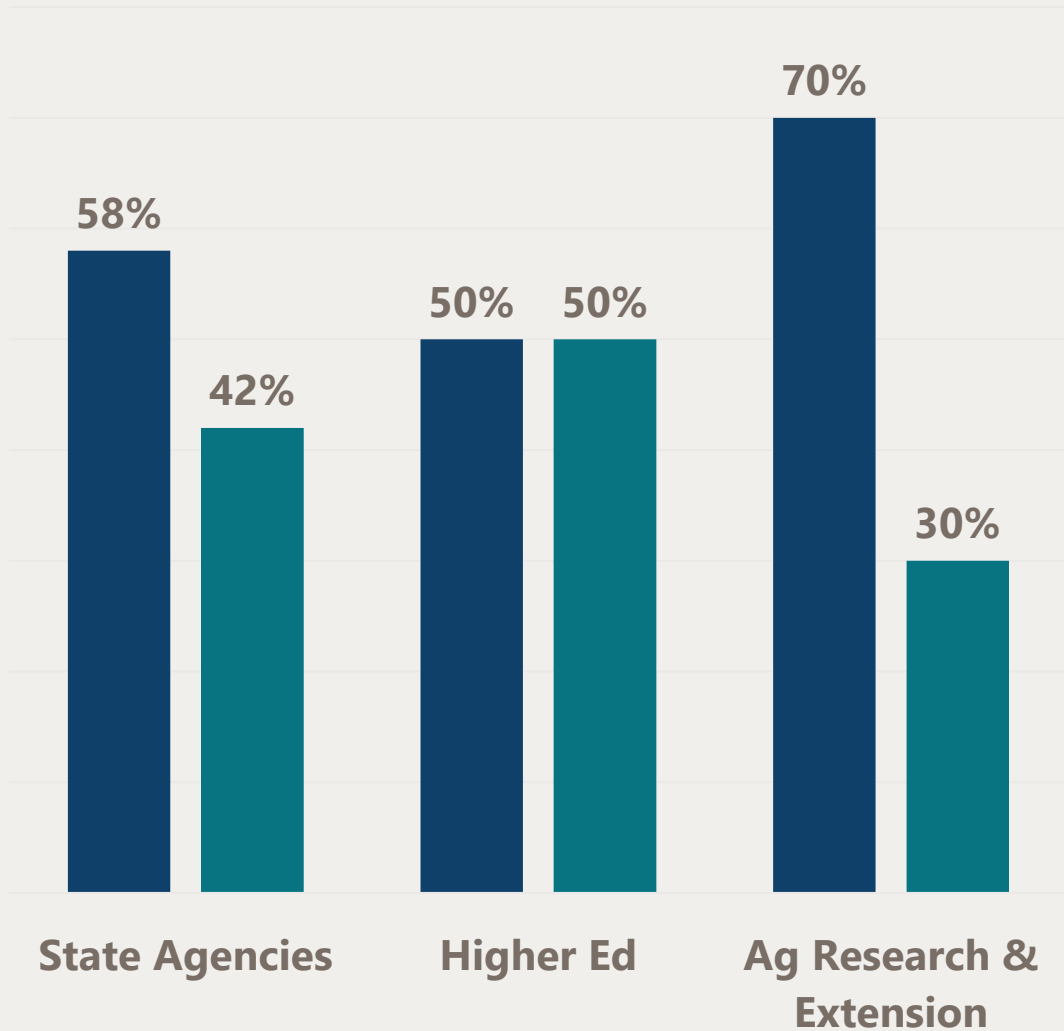
FY2024 / FY2025

**Cost: \$210.86M Total Funds**  
**(\$87.7M = General Funds)**

# FUNDING SOURCE

■ General Funds   ■ Other Funds

## Proposed Equity Increase Funding



## Proposed General Performance Increase Funding

