



EMPLOYEE BENEFITS PROGRAMS COMMITTEE

Thursday, October 30, 2025
Roughrider Room, State Capitol
Bismarck, North Dakota

- 10:00 a.m. Call to order
Roll call
Comments by the Chairman
- 10:05 a.m. Review of the [Supplementary Rules of Operation and Procedure of the North Dakota Legislative Management](#)
- 10:10 a.m. Presentation by the Legislative Council staff of a background memorandum regarding the Employee Benefits Programs Committee's statutory responsibilities

Committee discussion and directives regarding general requirements of submission and review of legislative proposals relating to retirement and health insurance

PUBLIC EMPLOYEES RETIREMENT SYSTEM PRIOR AUTHORIZATION STUDY

- 10:20 a.m. Presentation by the Legislative Council staff of a background memorandum regarding the study of the Public Employees Retirement System (PERS) Uniform Group Insurance Program prior authorization requirements
- 10:25 a.m. Presentation by a representative of the Insurance and Securities Department regarding a report of Uniform Group Insurance Program prior authorization data
- 10:35 a.m. Comments by interested persons regarding the report

STATE EMPLOYEE COMPENSATION STUDY

- 10:45 a.m. Presentation by the Legislative Council staff of a background memorandum regarding the study of state employee compensation
- 11:00 a.m. Presentation by a representative of the Human Resource Management Services Division of the Office of Management and Budget, regarding the history of changes to classification and pay grade levels and recent use of equity funding and bonuses to retain employees

REPORTS

- 11:30 a.m. Presentation by Mr. Lynn Hart, Classification and Compensation Manager, Human Resource Management Services Division, Office of Management and Budget, of:
- A report, as required under North Dakota Century Code Section 54-06-31, on the implementation, progress, and bonuses provided by state agency programs to provide bonuses to recruit or retain employees in hard-to-fill positions
 - Biennial reports, as required under Sections 54-06-32, 54-06-33, and 54-06-34, summarizing reports of state agencies providing service awards to employees in classified service, providing employer-paid costs of training or educational courses to employees in classified service, and paying employee membership dues for professional organizations and membership dues for service clubs when required to do business or if the membership is primarily for the benefit of the state

HEALTH INSURANCE MANDATES

- 11:45 a.m. Committee review of Section 54-03-28 regarding measures and proposed measures providing for health insurance mandated coverage of services
- Committee discussion and directives regarding adoption of a procedure for identifying measures and proposed measures mandating health insurance coverage of services or payment for specified providers of services
- 12:15 p.m. Recess

PUBLIC EMPLOYEES RETIREMENT SYSTEM

- 1:00 p.m. Presentation by a representative of PERS of an overview of PERS
- 1:15 p.m. Presentation by a representative of the PERS Board, as required under Section 54-52.6-22, regarding the status of the Defined Contribution Retirement Plan
- 1:30 p.m. Presentation by Ms. Bonnie Wurst, Senior Consultant, Gabriel, Roeder, Smith & Company Holdings, Inc., of:
- An overview of the PERS valuation process
 - The July 1, 2025, actuarial valuations of the PERS fund, the Highway Patrol Troopers' retirement system fund, public safety funds, the Job Service North Dakota retirement system fund, and the Retiree Health Insurance Credit Program fund
- Comments by interested persons
- Committee discussion and directives
- 2:45 p.m. Presentation by a representative of the PERS Board requesting approval of terminology adopted by the board to comply with federal requirements pursuant to Section 54-52-23
- 3:00 p.m. Break

RETIREMENT AND INVESTMENT OFFICE

- 3:15 p.m. Presentation by a representative of the Retirement and Investment Office of an overview of the Retirement and Investment Office and the status of the State Investment Board's investments for the Legacy Fund, PERS funds, and Teachers' Fund for Retirement (TFFR) fund
- 3:30 p.m. Presentation by a representative of Gabriel, Roeder, Smith & Company Holdings, Inc., of:
- An overview of the TFFR valuation process
 - The July 1, 2025, actuarial valuation of TFFR
- Comments by interested persons
- Committee discussion and directives
- 4:30 p.m. Committee work
- 5:00 p.m. Adjourn

A livestream of the meeting will be available to the public at: <https://video.ndlegis.gov>.

Committee Members

Senators: Sean Cleary (Chairman), Brad Bekkedahl, Josh Boschee, Claire Cory, Kyle Davison, Kristin Roers

Representatives: Landon Bahl, Karen Grindberg, Jorin Johnson, Mitch Ostlie, Austen Schauer, Steve Vetter, Jonathan Warrey

Staff Contacts: Beth Dittus, Assistant Legal Division Director,
Levi Kinnischtzke, Senior Fiscal Analyst