

Sixty-ninth
Legislative Assembly
of North Dakota

**HOUSE BILL NO. 1580
with Senate Amendments**

HOUSE BILL NO. 1580

Introduced by

Representatives Vetter, Christianson, Dockter, Meier, Motschenbacher, D. Johnston

Senators Cleary, Cory

1 A BILL for an Act to provide for a legislative management study relating to state employee
2 compensation levels.

3 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

4 **SECTION 1. LEGISLATIVE MANAGEMENT STUDY - STATE EMPLOYEE**
5 **COMPENSATION.**

- 6 1. During the 2025-26 interim, the legislative management shall consider studying the
7 classified state employee total rewards compensation system, including a review of
8 the development and determination of pay grade, classifications, and health care
9 benefits. The study must include a review of:
- 10 a. The history of changes to classification and pay grade levels;
 - 11 b. Comparisons among state employees across all departments and between state
12 employee compensation levels to similar private sector jobs;
 - 13 c. The use of equity funding and bonuses to retain employees;
 - 14 d. The payment of prevailing wages on state projects;
 - 15 e. Wage levels in awarding contracts for state projects;
 - 16 f. The impact of changes to health plan benefits; and
 - 17 g. Premium rate structures for single and family coverage and the impact of any
18 proposed changes.
- 19 2. The legislative management shall report its findings and recommendations, together
20 with any legislation required to implement the recommendations, to the seventieth
21 legislative assembly.