



HB 1013
Education and Environment Division
NDSL Additional Information
January 24, 2025



Targeted Equity Request

NDSL is the third lowest paying agency of all state agencies. While we are extremely grateful for the equity package provided in the 23-25 biennium, the formula of the package focused on long-term employees while we were undergoing our largest turnover rate. NDSL would love to request an equity package for all staff, however, we recognize our Information Service Assistants are the most in need.

Our Information Service Assistants provide direct service to our library patrons through Interlibrary Loan, Reference Services, Talking Books, and Cataloging. Turnover within these positions creates service disruptions as staff are focused on training new hires rather than maintaining and enhancing our services. Of these eight positions we have one currently open and five with less than three years of experience.

These positions are responsible for complying with patron confidentiality laws, medical information for talking books patrons, and internal controls for receivables and inventory. They are also expected to provide ND citizens with exemplary service. The team members in these positions can walk away to retail or fast-food positions for similar wages with less responsibility or accountability.

The targeted equity package request of \$80,000 (in total) is to increase 8 Information Service Assistants from \$34,990.40 annually to \$39,102.00 annually. In 2023 NDSL completed a survey that indicated positions with similar responsibilities at local public libraries are paying on average \$44,989.53. NDSL recently reviewed the hiring ranges of posted positions with similar responsibilities. The average hiring salary is currently \$39,457.00 annual.



ILL Bridge

Bringing North Dakota library collections together.



General \$450,000
Federal \$252,000
Total \$702,000



Connecting over 350 ND libraries

The InterLibrary Loan bridge will improve resource sharing across the state by connecting over 350 libraries, saving subscription costs at the local level, and decreasing the time needed to borrow materials from other libraries for patrons. The libraries will be able to access the collections of libraries across the state which will result in an increase in in-state borrowing versus out-of-state borrowing.



Implement



Software



Support

NDSL reprioritized \$252,000 federal funds of which \$113,465 was within the base level that previously supported online resources.



Legislation Update

North Dakota State Library bills:

These are the bills that were filed on behalf of the state library by Representative Murphy and Senator Cleary

1254 Allow all North Dakota citizens to apply for an NDSL library card. This bill has been referred to the Political Subdivision committee with a hearing scheduled on 01/30.

1420 This bill clarifies that the Library Coordinating Council approves state funded grants, other than State Aid to Public Libraries. This bill passed on the floor 92-2.

2219 This bill is related to surplus library materials and State Aid for Public Libraries requirements. The bill received a Do-Pass recommendation from the committee.

No fiscal impacts are anticipated

Other library related bills:

These are bills that will impact either the State Library or the North Dakota library community if they pass.

2278 To provide a legislative management study relating to the retention of library materials. Impacts the State Library and agencies under the control of the state board of higher education. Referred to the education committee with a hearing scheduled for 01/28.

2307 Relating to the definition of a public library, required safety policies and technology protection measures, and the attorney general's review of public libraries, school districts and state agencies for compliance with statutes protecting minors from explicit sexual materials. NDSL is excluded from this bill. We anticipate a fiscal cost for North Dakota public and school libraries to comply with sections 1-4. Section 6 will impact public, school and academic libraries and will also have a fiscal impact.



Carry Over Request

Building Renovations

NDSL was appropriated \$150,000 in the 2023-25 biennium. To date we have spent \$3,050 on architect fees. We have been working with Facilities Management and the architect to implement. However, we are concerned the project will cross into 2025-27. We are asking for carry over appropriation for any unspent funds.

