

SB 2025  
1-31-25

2023.11.16 ACOVA minutes

Dutch Bialke spoke on the Veterans' Affairs subcommittee discussion regarding the Commissioner's salary. The Commissioner is appointed by ACOVA and serves at the pleasure of ACOVA. ACOVA sets the Commissioner's salary within the confines of the Department's budget. The subcommittee reviewed a list of containing 21 state agencies that are similar in size to the Department; the Commissioner's salary is down at the bottom. They also reviewed a list containing the salaries of other State Directors of Veterans Affairs; again North Dakota is at the bottom. The Commissioner's monthly compensation is \$7,834.42 per month; the director of an agency like the Department receives \$12,000 per month. The subcommittee looked at his duties, exemplary work ethic and length of employment (he was appointed in 2008). Commissioner Wangen holds two master's degrees and a bachelor's degree. They took into consideration that there is no Deputy Commissioner to help with the workload. The networking and contacts the Commissioner has made from serving on over 20 committees has helped him be more effective in serving the veterans of North Dakota.

The Veterans' Affairs Subcommittee recommends to the full committee that the Commissioner be compensated more consistent with his duties and responsibilities. They recommend his salary be increased by \$3,525.55 to an amount of \$11,359.97 per month. This places the Commissioner just below mid-point of the amount agency directors receive and that of other State Directors. The increase is long overdue, and the subcommittee believes it's the right thing to do.

***Motion by Dutch Bialke to increase Commissioner Wangen's salary by an additional \$3,525.55 for a monthly salary of \$11,359.97, second by Vernon Laning. Motion amended by Dutch Bialke that the effective date be 1 December 2023, second by Hal Weninger. Amendment passed.***

***Roll Call vote on Amended motion Yeas: Steve Anderson, Brian Bartlett, Joseph Bialke, Dave Hilleren, Trish Hodny, Vernon Laning, Gary Maddock, Dave Rice, Glenn Wahus, Hal Weninger, Murray Strom; Abstain: Ed Ennis. Motion passed.***

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COMPARISON OF SIMILAR SIZE AGENCIES PROVIDED BY HRMS.

May 2023

Dept ID	Name	Service Dt	Start Date	Job Code	Job Code Description	Positions Title	Comp Rate	After 6%	After 4%
625	State Wheat Commission	9/1/1976	9/1/1976	NC9002	APPOINTED--NOT CLASSIFIED	Administrator Wheat Comm	\$16,505.05	\$17,495.35	\$18,195.17
616	Seed Department	7/1/1999	7/1/1999	NC9002	APPOINTED--NOT CLASSIFIED	State Seed Commissioner	\$14,085.00	\$14,930.10	\$15,527.30
626	ND Barley Council	4/1/2004	4/1/2004	NC9002	APPOINTED--NOT CLASSIFIED	Exec Admin Barley Council	\$13,166.67	\$13,956.67	\$14,514.94
313	Veterans' Home	5/1/2006	5/1/2006	NC9002	APPOINTED--NOT CLASSIFIED	Administrator Veterans Home	\$12,857.86	\$13,629.33	\$14,174.50
473	Housing Finance Agency	2/1/1984	12/19/2003	NC9002	APPOINTED--NOT CLASSIFIED	Executive Director NDHFA	\$12,807.50	\$13,575.95	\$14,118.99
413	Dept of Financial Institutions	12/1/1999	6/1/2004	NC9002	APPOINTED--NOT CLASSIFIED	Dept of Fin Inst Commissioner	\$12,593.00	\$13,348.58	\$13,882.52
665	State Fair Association	9/1/1988	6/1/1987	NC9002	APPOINTED--NOT CLASSIFIED	ND State Fair Manager	\$12,083.33	\$12,808.33	\$13,320.67
412	Aeronautics Commission	2/1/2010	5/18/2009	NC9002	APPOINTED--NOT CLASSIFIED	Aeronautics Comm Director	\$11,927.51	\$12,643.16	\$13,148.89
140	Office of Admin Hearings	12/1/1994	12/1/1994	NC9002	APPOINTED--NOT CLASSIFIED	OAH Director	\$11,336.86	\$12,017.07	\$12,497.75
195	Ethics Commission	9/1/2022	9/7/2022	NC9002	APPOINTED--NOT CLASSIFIED	Executive Director	\$11,083.34	\$11,748.34	\$12,218.27
414	Securities Commissioner	9/1/2001	9/1/2001	NC9002	APPOINTED--NOT CLASSIFIED	Securities Dept Commissioner	\$10,643.65	\$11,282.27	\$11,733.56
611	ND Soybean Council	7/1/2005	7/5/2005	NC9002	APPOINTED--NOT CLASSIFIED	CEO Soybean Council	\$10,426.42	\$11,052.01	\$11,494.09
472	Public Finance Authority	5/1/1998	12/17/2003	NC9002	APPOINTED--NOT CLASSIFIED	Executive Director	\$10,396.67	\$11,020.47	\$11,461.28
614	Corn Council	2/1/2015	2/11/2015	NC9002	APPOINTED--NOT CLASSIFIED	Executive Director NDCUC	\$9,831.50	\$10,421.39	\$10,838.25
408	Public Service Commission	8/1/1979	8/1/1979	NC9002	APPOINTED--NOT CLASSIFIED	Executive Secretary PSC	\$9,776.00	\$10,362.56	\$10,777.06
701	Historical Society	6/1/2020	6/8/2020	NC9002	APPOINTED--NOT CLASSIFIED	Historical Society Director	\$9,600.00	\$10,176.00	\$10,583.04
316	Indian Affairs Commission	7/1/2021	7/1/2021	NC9002	APPOINTED--NOT CLASSIFIED	Executive Director ND IAC	\$8,330.00	\$8,829.80	\$9,182.99
360	Protection and Advocacy	6/1/2021	6/28/2021	NC9002	APPOINTED--NOT CLASSIFIED	Executive Director P A	\$7,905.00	\$8,379.30	\$8,714.47
321	Veterans Affairs Department	6/1/2000	6/19/2000	NC9002	APPOINTED--NOT CLASSIFIED	Veterans Affairs Commissioner	\$7,391.00	\$7,834.46	\$8,147.84
709	Council on the Arts	1/1/2018	1/12/2018	NC9002	APPOINTED--NOT CLASSIFIED	Exec Dir Council On The Arts	\$6,678.00	\$7,078.68	\$7,361.83
670	ND Horse Racing Commission	3/1/2023	3/20/2023	NC9002	APPOINTED--NOT CLASSIFIED	Executive Director	\$6,666.67	\$7,066.67	\$7,349.34

Average: 11304.55 11982.82 12462.14  
 Difference from Average: -3913.55 -4148.36 -4314.30  
 Biennium Difference: -93925.23 -99560.75 -103543.18

Midpoint: 11585.86 12281.01 12772.25  
 Difference from Midpoint: -4194.86 -4446.55 -4624.41  
 Biennium Difference: -100676.64 -106717.24 -110985.93

Increase Range: \$4,900-\$5,300

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State	Salary	Salary Year	Appointed
Alabama	\$164,409.60	2021	2019
Alaska	\$134,159.51	2022	2009
American Samoa	no info		
Arizona	no info		2023
Arizona	\$159,500.20	2022	2015
Arkansas	no info		2023
Arkansas	\$152,336.91	2022	2017
California	no info		2023
Colorado	\$123,600	2022	2001
Connecticut	no info		2023
Connecticut	\$165,065.56	2021	2019
Delaware	\$75,964.51	2022	2020
Florida	\$163,898.02	2022	2021
Georgia	\$84,274.09	2022	2021
Guam	no info		2016
Hawaii	\$106,812.00	2022	2011
Idaho	\$127,774.00	2022	2021
Illinois	no info		2021
Indiana	no info		2022
Iowa	no info		2022
Iowa	\$115,926.30	2022	2017
Kansas	\$93,076.94	2022	2021
Kentucky	\$75,000.00	2020	2021
Louisiana	\$148,713.93	2022	2016
Maine	\$96,651.60	2021	2019
Maryland	no info		2023
Maryland	\$133,000	2022	2015
Massachusetts	no info		2023
Massachusetts	\$126,644.24	2019	2015
Michigan	no info		2023
Michigan	\$166,726.80	2022	2019
Minnesota	139,398.76	2021	2019
Mississippi	\$137,500	2022	2022
Montana	\$63.05	2022	2021
Nebraska	\$137,263	2021	2001
Nevada	\$121,992.13	2022	2022
New Hampshire	\$85,386.00	2022	2017
New Jersey	\$121,541.00	2022	2023
New Mexico	no info		2023
New York	\$163,478.76	2022	2021
North Carolina	\$150,063.09	2021	2021
North Dakota	\$87,675.25	2022	2008
Northern Mariana Islands	no info		
Ohio	\$159,481.00	2022	2019
Oklahoma	no info		2023
Oklahoma	\$169,506.71	2022	
Oregon	\$222,804.00	2022	2018
Pennsylvania	\$155,698.00	2022	2021
Puerto Rico	no info		
Rhode Island	\$142,556.96	2022	2016
South Carolina	no info		2023
South Carolina	\$139,085.00	2022	2020
South Dakota	\$126,283.62	2023	2018
Tennessee	\$198,528.00	2022	2020
Texas	\$151,122.96	2021	2010

Utah	\$226,430.07	2022	2013
Vermont	\$75,174.41	2022	2014
Virginia	no info		2022
Virgin Islands	no info		2020
Washington	no info		2023
Washington	\$172,100.00	2022	2020
Washington, DC	no info		2019
West Virginia	\$119,999.88	2022	2021
Wisconsin	no info		2023
Wisconsin	\$127,948.00	2022	2019
Wyoming	\$95,439.46	2022	2019

Salary information provided by [openthebooks.com](https://openthebooks.com)  
 - provides public employee salary information by State