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2001 SENATE GOVERNMENT AND VETERANS AFFAIRS

SCR 4020

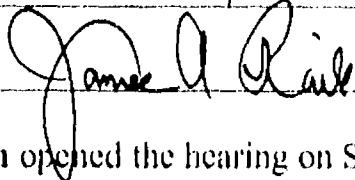
2001 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. SCR 4020

Senate Government and Veterans Affairs Committee

☐ Conference Committee

Hearing Date February 15, 2001

Tape Number	Side A	Side B	Meter #
1	X		22,0-55.5
Committee Clerk Signature 			

Minutes: **Chairman Krebsbach** opened the hearing on SCR 4020 which is a resolution relating to directing the Legislative Council to study state employee compensation levels. **Senator David O'Connell**, District 6, prime sponsor of the resolution appeared before the committee. indicated that he brought this resolution at the request of a number of state employees who felt that there was a need to study the levels of compensation that are being used in the state. The Senator indicated that in his own research he found that there are a number of state employees who are on fuel assistance. This surprised him. He indicated one of the employees he spoke with indicated she did inherit a couple of quarters of land. She is making payments on the land, she works full time for the state and she still qualifies for fuel assistance. He also indicated that there are even a number on food stamps which surprised him. He spoke with some of the other higher salaried employees and their opinion was that the "gap" is coming together. Why should they take a job and supervise people and have more responsibilities. There isn't enough difference between the pay gap as a supervisor and what others are receiving. Basically this is

why the study resolution is here. He noted that there are quite a few employees who were hired as temporary. They are still on the payroll and are receiving no benefits. He thinks that the state needs to take a look at this. **Senator C. Nelson** inquired if the definition of state employees includes higher education. **Senator O'Connell** indicated it did. **Ken Purdy** with the Central Personnel Division appeared before the committee. He indicated that they really don't have a position in support of or opposition to the study. Anytime there is an opportunity to continue to review and work with legislative committees and helping them understand and continuing to develop employee pay. We are willing and able to help out any way we can. Currently we have a state employee compensation commission. This does some review of some of these pay issues during the interim. **Senator Kilzer** was on it in this interim. It has been in operation for about 3 bienniums now. We review market pay issues and we have a system for employee pay that is kind of a blend of market and internal equity. Determining the relative value of employee jobs, comparing the knowledges, skills, complexities, and accountability of various positions. We set the relative value and grade level based on that evaluation and analysis. We gather market salary information and using those relative values apply an overall comparison, wherein we try to place our salary ranges with the midpoints of our ranges at about 95 % of average market pay for that level of work. Comments and observations were made by **Senators C. Nelson** and **Kilzer**. There was nothing further at this time. **Chairman Krebsbach** closed the hearing on SCR 4020. A motion for a Do Pass was made by **Senator Wardner**, seconded by **Senator Dever**. Discussion ensued. **Senator Wardner** commented that he comes from education and he realizes that an education is very, very important. One thing we keep commenting on is that teachers are 50th. In his experience in the legislature, our state employees work very hard, are very loyal and that's it. He wishes we had enough money to take care of them too. **Senator Dever** commented

that he would agree with Senator Wardner. One difference between our initiative towards teachers salaries and state employees is that the teachers we don't have direct control of that. The state employees we do. We have that direct responsibility. He thinks we need to look at it. **Senator Kilzer** commented on lines 14, 15, and 16, he indicated that he wouldn't want to reinvent the wheel. It sounds like some of this information is being used already and is gathered annually. **Chairman Krebsbach** indicated that perhaps Mr. Purdy's office would be providing much of the information for such a study and if he has that information we just speed up the process. **Senator Kilzer** inquired if this would increase his overhead. Mr. Purdy indicated that they participate in what is called Central States Compensation Association. We were one of 10 original states forming that group. We got tired of answering each others surveys. About 12 years ago they formed a very loose association. The first year they had three or four meetings working on this. The regional market data which comes as a result of this is readily available each year. **Chairman Krebsbach** offered some comments on lines 8 and 9 of the bill. She indicated that she recalls fighting quite hard in the last session that we maintain certain percentages of dollars for the state employees. She indicated she takes a little objection to that type of language. **Senator C. Nelson** indicated deleting the word minimal from line 19 would make this a true statement that there appears to be little support for going beyond the increases in the governors budget. It doesn't matter to her if that whole phrase is knocked out of there. Going back to line 3 and 4. It's true. She thinks it has to be in there that we hire some people at the lower level jobs that are making less than what is considered to be poverty. She thinks it is important to find out how many of them are. **Senator Dever** commented that he agrees with the chairman that there are some statements here that he is not necessarily willing to concede to. **Senator Wardner** indicated that he would withdraw his motion if the committee wished to

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Senate Government and Veterans Affairs Committee

Bill/Resolution Number SCR 4020

Hearing Date February 15, 2001

amend the resolution. **Senator Kilzer** indicated that the third whereas contains three areas that he prefers not to see an editorial about. **Senator C. Nelson** made some additional comments about this section. At this time **Senator Wardner** withdrew his motion for a Do Pass and the second was withdrawn by **Senator Dever**. **Senator T. Mathern** made a motion to amend SCR 4020 removing language on lines 8, 9, and 10. Seconded by **Senator Wardner**. Roll Call vote indicated 6 Yeas, 0 Nays, and 0 Absent or Not Voting. **Senator Wardner** made a motion for a Do Pass as amended, seconded by **Senator Dever**. Roll Call vote indicated 6 Yeas, 0 Nays and 0 Absent or Not Voting. **Senator T. Mathern** will carry the resolution.

Date: 2/15/00
Roll Call Vote #: 1

2001 SENATE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. SCR 4000

Senate GOVERNMENT AND VETERAN'S AFFAIRS Committee

☐ Subcommittee on _____
or
☐ Conference Committee

Legislative Council Amendment Number _____

Action Taken Motion To Amend

Motion Made By Sen T Mathern Seconded By Sen. Wardner

[illegible]

Total (Yes) 6 No 0

Absent 0

Floor Assignment

If the vote is on an amendment, briefly indicate intent:

Roll Call Vote #

BILL/RESOLUTION NO. 5CR 4020

Committee

☐ Conference Committee

Legislative Council Amendment Number

Action Taken Do Pass As Amended

Motion Made By Sen. Wardner Seconded By Sen. Dever

[illegible]

Total (Yes) 6 No 0

Absent 0

Floor Assignment Sen. T. Mathern

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE

SCR 4020: Government and Veterans Affairs Committee (Sen. Krebsbach, Chairman)
recommends **AMENDMENTS AS FOLLOWS** and when so amended, recommends
DO PASS (6 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). SCR 4020 was placed
on the Sixth order on the calendar.

Page 1, line 8, remove ", and there appears to"

Page 1, remove line 9

Page 1, line 10, remove "Governor's budget"

Renumber accordingly

2001 HOUSE GOVERNMENT AND VETERANS AFFAIRS

SCR 4020

2001 HOUSE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. SCR 4020 A

House Government and Veterans Affairs Committee

☐ Conference Committee

Hearing Date 3/08/01

Tape Number	Side A	Side B	Meter #
1	X		121-252
Committee Clerk Signature <i>Robin L. Small</i>			

Minutes:

REP. M. KLEIN called the hearing to order, with all members present.

In favor:

SEN. O'CONNELL, SELF

O'CONNELL urges the committee a do pass on this bill. States that they need to get a good hand on it. O'CONNELL needs to get to another committee to testify.

No questions were asked of him.

Being there was no further testimony, the hearing was then closed. Action was not taken at this time.

2001 HOUSE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. SCR 4020 B

House Government and Veterans Affairs Committee

☐ Conference Committee

Hearing Date 3/15/01

Tape Number	Side A	Side B	Meter #
1		X	1601-2602
Committee Clerk Signature <i>Robin S. Small</i>			

Minutes:

REP. M. KLEIN called the committee to order. All members were present, except REP. BELLEW and REP. HUNSKOR. The testimony was given at an earlier date.

ACTION:

REP. DEVLIN passes out his amendments. REP. KROEBER asks if the sponsors of the bill have seen the amendments? REP. DELVIN replies that no they have not.

REP. GRANDE motions to accept that amendments, seconded by REP. CLARK. A voice vote was taken with the majority passing it. REP. BRUSEGAARD motions for a DO PASS AS AMENDED, seconded by REP. MEIER. The roll call vote was taken with 12 YES, 1 NO and 2 ABSENT AND NOT VOTING. The motion carries. The CARRIER of the bill is REP. DEVLIN.

SCR 4020: DO PASS AS AMENDED AND PLACED ON THE CONSENT CALENDAR 12-1

CARRIER: REP. DEVLIN

VJR
3/15/01

HOUSE AMENDMENTS TO ENGROSSED SCR 4020 HOUSE GVA 3/15/01

Page 1, line 1, after "compensation" insert "and benefit"

Page 1, line 3, replace "place their families" with "are"

Page 1, line 4, replace "the poverty level" with "salaries received by other public employees and by employees in the private sector"

Page 1, line 6, replace "have generally failed to meet or exceed" with "may not have been administered so as to provide all employees with salaries that reflect"

Page 1, line 8, replace "continues the recent trend with respect to" with "addresses" and after "compensation" insert "and benefits"

Page 1, line 11, after "compensation" insert "and benefit"

Page 1, line 13, after the first "salaries" insert "and benefits", after "states" insert "and the private sector in North Dakota", and after the second "salaries" insert "and benefits"

Page 1, line 14, after "employees" insert ", if any,"

Page 1, after line 14, insert:

"BE IT FURTHER RESOLVED, that the Legislative Council work with the state employee compensation commission in conducting this study; and"

Renumber accordingly

Date: 3/15/01

Roll Call Vote #: 1

2001 HOUSE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. SCR 4020

House GOVERNMENT AND VETERANS AFFAIRS Committee

☐ Subcommittee on _____

or

☐ Conference Committee

Legislative Council Amendment Number _____

Action Taken Accept the Amendments

Motion Made By Grande Seconded By Clark

Representatives	Yes	No	Representatives	Yes	No
CHAIRMAN KLEIN			REP KROEBER		
VICE CHAIR GRANDE					
REP BELLEW					
REP BRUSEGAARD					
REP CLARK					
REP DEVLIN					
REP HAAS					
REP KASPER					
REP KLEMIN					
REP MEIER					
REP WIKENHEISER					
REP CLEARY					
REP HUNSKOR					
REP METCALF					

Total (Yes) _____ No _____

Absent _____

Floor Assignment _____

If the vote is on an amendment, briefly indicate intent:

Date: 3/15/01

Roll Call Vote #: 2

2001 HOUSE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. SCR 4020

House GOVERNMENT AND VETERANS AFFAIRS Committee

☐ Subcommittee on _____

or

☐ Conference Committee

Legislative Council Amendment Number _____

Action Taken Do Pass as Amended + Consent Calendar

Motion Made By Brusegaard Seconded By Meier

Representatives	Yes	No	Representatives	Yes	No
CHAIRMAN KLEIN	✓		REP KROEBER	✓	
VICE CHAIR GRANDE	✓				
REP BELLEW					
REP BRUSEGAARD	✓				
REP CLARK	✓				
REP DEVLIN	✓				
REP HAAS	✓				
REP KASPER		✓			
REP KLEMIN	✓				
REP MEIER	✓				
REP WIKENHEISER	✓				
REP CLEARY	✓				
REP HUNSKOR					
REP METCALF	✓				

Total (Yes) 12 No 1

Absent 2

Floor Assignment Rep. Klein

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE

SCR 4020, as engrossed: Government and Veterans Affairs Committee (Rep. M. Klein, Chairman) recommends **AMENDMENTS AS FOLLOWS** and when so amended, recommends **DO PASS** and **BE PLACED ON THE CONSENT CALENDAR** (12 YEAS, 1 NAY, 2 ABSENT AND NOT VOTING). Engrossed SCR 4020 was placed on the Sixth order on the calendar.

Page 1, line 1, after "compensation" insert "and benefit"

Page 1, line 3, replace "place their families" with "are"

Page 1, line 4, replace "the poverty level" with "salaries received by other public employees and by employees in the private sector"

Page 1, line 6, replace "have generally failed to meet or exceed" with "may not have been administered so as to provide all employees with salaries that reflect"

Page 1, line 8, replace "continues the recent trend with respect to" with "addresses" and after "compensation" insert "and benefits"

Page 1, line 11, after "compensation" insert "and benefit"

Page 1, line 13, after the first "salaries" insert "and benefits", after "states" insert "and the private sector in North Dakota", and after the second "salaries" insert "and benefits"

Page 1, line 14. after "employees" insert ", if any,"

Page 1, after line 14, insert:

"BE IT FURTHER RESOLVED, that the Legislative Council work with the state employee compensation commission in conducting this study; and"

Renumber accordingly

2001 SENATE GOVERNMENT AND VETERANS AFFAIRS

CONFERENCE COMMITTEE

SCR 4020

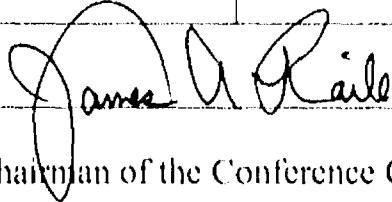
2001 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. SCR 4020

Senate Government and Veterans Affairs Committee

☒ Conference Committee

Hearing Date April 3, 2001

Tape Number	Side A	Side B	Meter #
1	X		0-3,2
Committee Clerk Signature 			

Minutes: **Senator Wardner**, Chairman of the Conference Committee, called the committee to order. The clerk called the roll. All members were present. **Chairman Wardner** asked the house to if one of their members would like to explain the amendments which they attached to SCR 4020. **Representative Devlin** who was the author of the amendments explained them. He indicated when they looked at the original resolution the house committee thought there were some things missing that they believed were important. Some of them get questions from constituents back home who want to know how state salaries compare to those in the private sector. The house felt that if we were going to look at the state compensation, employee compensation we also need to look at the benefit levels. This would be done to see not only how they are in our state but also how they compare with surrounding states. The house also felt that since we have the state employee compensation commission that involves four legislators and five other people studying this all the time there might be some duplication, but, if it was the intent of the senate to do this study the house wanted to expand it to make sure that it covered not

only salary and benefits but also comparative salaries with not only the public sector but the private sector. So that was the house's intent. **Senator T. Mathern** indicated that he thought that the house has put some useful amendments on this bill. He thinks that one of the concerns of the senate was that we not get into too many issues and kind of look at the salary thing and to try to focus on that. He doesn't think it was the senate's intent to say that those other things weren't important. He feels that if the house wants to look at that these are appropriate amendments and he has no problem with the intent. **Senator Wardner** indicated that he felt the senate doesn't disagree with anything here. The house just got a little more specific. **Senator T. Mathern** moved that the Senate accede to the House Amendments, seconded by **Senator Dever**. There was no further discussion. Roll Call Vote indicated 6 Yeas, 0 Nays, 0 Absent or Not Voting. The conference committee was adjourned.

Roll Call Vote #:

2001 SENATE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. SB 4020

Senate GOVERNMENT AND VETERAN'S AFFAIRS Committee

☐ Subcommittee on _____
or
☒ Conference Committee

Legislative Council Amendment Number

Action Taken Senate Accede to House Amendments

Motion Made By Sen. T. Mathern Seconded By Sen. Dever

[illegible]

Total (Yes) 6 No 0

Absent

Floor Assignment

If the vote is on an amendment, briefly indicate intent:

Insert LC: .

REPORT OF CONFERENCE COMMITTEE

SCR 4020, as engrossed: Your conference committee (Sens. Wardner, Dever, T. Mathern and Reps. Devlin, Brusegaard, Hunskor) recommends that the **SENATE ACCEDE** to the House amendments on SJ pages 872--873 and place SCR 4020 on the Seventh order.

Engrossed SCR 4020 was placed on the Seventh order of business on the calendar.