


HB 1009: Agriculture Commissioner's Request

In order to continue to provide best-in-service and in-person delivery, the Agriculture Commissioner requests consideration of the following optional requests:

- Employee Compensation Compression Adjustment: \$702,500 (\$369,866 GF, \$174,150 SF & \$158,484 FF Salary Line)
- Cost to Continue Second Year Salary Increase for the 19-21 Biennium: \$125,067 (\$69,207 GF, \$29,283 SF & \$26,577 FF Salary Line)
- Executive 21-23 Pay Plan Increase: \$407,970 (\$233,502 GF, \$88,364 SF & \$86,104 FF)
- Meat Inspector Matching Funds: \$106,458 (\$90,478 GF Salary Line & \$15,980 GF Operating Line)
- Staff Attorney: \$68,279 (GF Salary Line – Reclassify Current FTE)
- Grain Inspector +1 FTE and Funding: \$183,399 (\$152,670 GF Salary Line & \$30,729 GF Operating Line)
- HB 1026 State Warehouse Grain & Other Licenses: \$43,500 (GF Operating Line)
- HB 1045 Industrial Hemp: \$36,250 (SF Operating Line)
- ND Mediation Services Matching Funds: \$120,000 (GF Operating Line)
- CARES Act Information Technology: Continued work on USAHERDS to include Meat Inspection and Dairy. Also, to create a mobile interface for OLE: \$150,000 (FF Operating Line CARES Act)
- Office 365 License: \$8,813 (\$7,322 GF, \$545 SF, & \$946 FF Operating Line)
- Noxious Weeds Grants: \$50,000 (SF Grant Line)
- Specialty Crop Block Grants: \$158,000 (FF Grant Line)
- APUC Funding: \$3,000,000 (SF Line Item – BND funding) SB 2014
- Bioscience Innovation Grant Program (NDCC 4.1-01-20.1 Continuing Appropriation: \$5,500,000 GF transfer to the Bioscience Innovation Grant Fund)
- 17-19 Audit Finding – Request for Amendment to HB 1009
- Century Code Amendment – Pipeline Restoration & Reclamation Program



House Bill No. 1009 Agriculture Commissioner's Budget Request

	Adjusted Base Level	Agriculture Commissioner's Request
Salaries and Wages		
19-21 Salaries Master Budget Authority	\$ 14,232,746	\$ 14,232,746
Employee Compensation Compression Adjustment	\$ -	\$ 702,500
Cost to Continue 19-21 Salaries	\$ -	\$ 125,067
Meat Inspector Matching Funds	\$ -	\$ 90,478
Staff Attorney	\$ -	\$ 68,279
Grain Inspector + 1 FTE	\$ -	\$ 152,670
Governor's 21-23 Pay Plan Increase	\$ -	\$ 407,970
HB 1009 Section 1 Salary and Wages	\$ 14,232,746	\$ 15,779,710
Operating Expenses		
19-21 Operating Master Budget Authority	\$ 7,055,851	\$ 7,055,851
Remove Litigation Pool	\$ (92,071)	\$ (92,071)
Remove CARES Act IT	\$ (261,000)	\$ (261,000)
Remove One-time Master Customer Database	\$ (110,000)	\$ (110,000)
Meat Inspector Matching Funds	\$ -	\$ 15,980
Grain Inspector	\$ -	\$ 30,729
HB 1045 Industrial Hemp	\$ -	\$ 36,250
HB 1026 State Warehouse Grain and Other Licenses	\$ -	\$ 43,500
ND Mediation Service	\$ -	\$ 120,000
Add IT License Office 365	\$ -	\$ 8,813
CARES Act IT (Continued Work on USAHERDS and LARA)	\$ -	\$ 150,000
HB 1009 Operating Expenses Section 1	\$ 6,592,780	\$ 6,998,052
HB 1009 Capital Assets Section 1	\$ 15,000	\$ 15,000
Grants		
19-21 Grants Master Budget Authority	\$ 27,273,774	\$ 27,273,774
Remove Emergency Feed Transport	\$ (250,000)	\$ (250,000)
Remove CARES Act Grants	\$ (13,200,000)	\$ (13,200,000)
New Line Item Added Remove Environmental Impact	\$ (5,000,000)	\$ (5,000,000)
Noxious Weeds Grants	\$ -	\$ 50,000
Specialty Crop Block Grants	\$ -	\$ 158,000
HB 1009 Grants Section 1	\$ 8,823,774	\$ 9,031,774
Environmental Impact Mitigation		
19-21 Master Budget Authority (Not a line item in 19-21)	\$ 5,000,000	\$ 5,000,000
HB 1009 Environmental Impact Mitigation Section 1	\$ 5,000,000	\$ 5,000,000
Ag Products Utilization Commission		
19-21 Master Budget Authority	\$ 3,760,417	\$ 3,760,417
Remove One-time Funding	\$ (2,000,000)	\$ (2,000,000)
Bank of ND Funding	\$ -	\$ 3,000,000
HB 1009 Ag Products Utilization Commission Section 1	\$ 1,760,417	\$ 4,760,417
Board of Animal Health		
19-21 Master Budget Authority	\$ 962,118	\$ 962,118
Remove CARES Act IT	\$ (95,000)	\$ (95,000)
Remove Animal Loss Indemnity	\$ (1,400)	\$ (1,400)
HB 1009 Board of Animal Health Section 1	\$ 865,718	\$ 865,718
HB 1009 Wildlife Services Section 1	\$ 1,457,400	\$ 1,457,400
HB 1009 Pipeline Restoration and Reclamation Section 1	\$ 200,000	\$ 200,000
HB 1009 Crop Harmonization Board Section 1	\$ 75,000	\$ 75,000
HB 1009 Total All Funds Section 1	\$ 39,022,835	\$ 44,183,071
HB 1009 Less Estimated Income Section 1	\$ 28,322,406	\$ 32,281,109
HB 1009 Total General Fund Section 1	\$ 10,700,429	\$ 11,901,962
HB 1009 Full-time Equivalent Positions Section 1	78	79

North Dakota Department of Agriculture Salary Increases per Year

Year	Overall	Legislative Increase Guidelines
2013	5.00%	
2014	4.35%	
2015	3.60%	2-4% each year of biennium based on performance
2016	2.97%	
2017	0.00%	Lost 4 FTEs during budget process
2018	0.00%	with no pay package provided by legislative
2019	5.77%	Average of 2%, minimum \$120 & maximum \$200
2020	2.50%	Compensation adjustments are to average 2.5%

**NDDA has one of the lowest compensation ratios of all state agencies.
Employee salary range = .70 - minimum, 1.00 - midpoint, and 1.35 - maximum**

Number of Employees Current Pay Range of Payroll

36 =	.71 - .80
17 =	.81 - .90
12 =	.91 - 1.00 midpoint of salary
6 =	above midpoint
4 =	appointed positions
3 =	open positions
78	total employees

Employee Compensation Compression Adjustment

5% increase for employees in .71 - .80	\$174,150 - Special Funds
4% increase for employees in .81 - .90	\$158,484 - Federal Funds
3% increase for employees in .91 - .1	\$369,866 - General Funds
2% increase for employees above midpoint	\$702,500 - Total

Classification	Working Title	Grade	Compa Ratio	Salary	Years of Service
Compliance Svcs III	Meat Inspector	105	0.71	3,863.00	0.8
Compliance Svcs III	Meat Inspector	105	0.71	3,863.00	0.2
Compliance Svcs III	Meat Inspector	105	0.71	3,863.00	0.3
Admin Svcs IV	Admin Assistant	104	0.71	3,255.00	21.6
Fiscal Svcs IV	Grant & Contract Specialist	105	0.71	3,863.00	0.8
Compliance Svcs III	Pesticide Inspector	105	0.72	3,894.00	7.3
Compliance Svcs III	Ag Program Inspector	105	0.72	3,894.00	12.4
Admin Svcs IV	Admin Assistant	104	0.72	3,279.00	14.0
Professional Svcs I	Pesticide Program Specialist	105	0.72	3,909.00	4.8
Compliance Svcs III	Pesticide Inspector	105	0.73	3,950.00	8.5
Compliance Svcs III	Dairy Inspector	105	0.74	3,998.00	1.6
Compliance Svcs III	Grain Inspector	105	0.74	4,000.00	0.0
Professional Svcs I	Noxious Weed Specialist	105	0.74	3,994.00	6.2
Admin Svcs V	Administrative Officer	105	0.75	4,039.00	12.2
Compliance Svcs III	Pesticide Inspector	105	0.75	4,067.00	11.8
Compliance Svcs III	Grain Inspector	105	0.76	4,100.00	0.9
Professional Svcs I	Ag Development Specialist	105	0.76	4,100.00	2.3
Compliance Svcs III	Grain Inspector	105	0.76	4,100.00	1.5
Professional Svcs I	Pesticide Regulatory Specialist	105	0.76	4,112.00	7.8
Professional Svcs I	Plant Protection Specialist	105	0.76	4,100.00	1.7
Compliance Svcs III	Meat Inspector	105	0.76	4,117.00	7.3
Compliance Svcs III	Dairy Inspector	105	0.77	4,189.00	5.1
Compliance Svcs III	Pesticide Inspector	105	0.77	4,188.00	12.2
Compliance Svcs III	Pesticide Inspector	105	0.77	4,153.00	10.5
Admin Svcs IV	Plant Protection Assistant	104	0.78	3,576.00	10.8
Compliance Svcs III	Meat Inspector	105	0.78	4,220.00	10.3
Admin Svcs V	Human Resources	105	0.79	3,399.00	8.4
Compliance Svcs III	Meat Inspector	105	0.79	4,256.00	10.3
Compliance Svcs III	Fertilizer Inspector	105	0.79	4,296.00	7.0
Professional Svcs I	Ag Communication Specialist	105	0.79	4,266.00	2.3
Prog Mgr III	Plant Protection Officer	106	0.80	5,173.00	10.9
Admin Svcs V	SCBGP Administrator	105	0.80	4,308.00	8.7
Professional Svcs I	Plant Protection Specialist	105	0.80	4,324.00	2.7
Professional Svcs I	Plant Protection Specialist	105	0.80	4,308.00	9.2
Professional Svcs I	Feed Specialist	105	0.80	4,305.00	0.7
Professional Svcs I	Pesticide Inspector Supervisor	105	0.80	4,305.00	1.9
Professional Svcs I	Grain & Livestock Specialist	105	0.81	4,357.00	1.6
Professional Svcs I	Pride of Dakota Specialist	105	0.81	4,381.00	2.7
Professional Svcs I	Fertilizer Program Specialist	105	0.82	4,447.00	8.4
Professional Svcs I	Emergency Management Specialis	105	0.83	4,477.00	6.5
Manager II	Plant Industries Division Director	107	0.84	6,541.00	8.3

Professional Svcs I	Dairy Coordinator	105	0.85	4,606.00	7.5
Compliance Svcs III	Field Investigator	105	0.86	4,636.00	7.5
Manager II	Pesticide & Fertilizer Division Direc	107	0.86	6,663.00	9.4
Professional Svcs I	Pesticide Outreach Specialist	105	0.86	4,636.00	13.5
Compliance Svcs III	Meat Inspector	105	0.86	4,635.00	15.2
Professional Svcs I	Local Foods Specialist	105	0.87	4,694.00	7.8
Professional Svcs I	Public Information Officer	105	0.87	4,730.00	5.8
Compliance Svcs III	Fertilizer Inspector	105	0.88	4,775.00	9.4
Manager II	Grain & Livestock Licensing Divisio	107	0.88	6,796.00	13.4
Prog Mgr III	Ag Business Development Coordin	106	0.90	5,843.00	7.3
Fiscal Svcs IV	Grant & Procurement Specialist	105	0.90	4,861.00	9.7
Compliance Svcs III	Meat Inspector	105	0.90	4,842.00	25.3
Compliance Svcs III	Senior Meat Inspector	105	0.91	4,919.00	16.2
Admin Svcs IV	Admin Assistant	104	0.91	4,125.00	21.3
Admin Svcs IV	Admin Assistant	104	0.92	4,207.00	29.9
Professional Svcs I	Policy Analyst	105	0.93	5,034.00	5.3
Prog Mgr II	Mediation Program Coordinator	105	0.93	5,020.00	37.1
Compliance Svcs V	Assistant State Vet	107	0.96	7,449.00	2.9
Compliance Svcs VI	Deputy State Vet	108	0.97	9,034.00	16.3
Natural Resource Svcs I	Environmental Scientist	105	0.97	4,204.00	10.8
Compliance Svcs III	Senior Meat Inspector	105	0.98	5,319.00	14.6
Admin Svcs II	Office Assistant	102	0.98	3,178.00	3.5
Professional Svcs I	Meat Compliance Officer	105	0.98	5,320.00	20.4
Professional Svcs I	Livestock Development Specialist	105	0.98	5,300.00	20.4
Admin Svcs II	Office Assistant	102	1.03	3,347.00	10.1
Information Svcs III	GIS Specialist	105	1.07	5,773.00	13.3
Manager II	Business, Marketing, & Info Divisic	107	1.08	8,364.00	19.3
Manager II	Livestock Industries Division Direct	107	1.1	8,509.00	21.1
Manager II	Administrative Services Division Di	107	1.11	8,594.00	30.3
Fiscal Svcs V	Acct Budget Specialist	106	1.15	7,455.00	25.2
			0.84268		
ASSISTANT-NOT CLASSI	Assistant to the Commissioner	099		4,618.00	12.5
DEPUTY - NOT CLASSIFI	Deputy Agriculture Commissioner	099		9,030.00	8.2
ELECTED - NOT CLASSIF	Agriculture Commissioner	099		9,979.75	11.8
APPOINTED--NOT CLAS	State Veterinarian	099		10,411.00	23.1