

## PROPOSED AMENDMENTS TO

### 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 ~~of~~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 ~~grades and~~grade, classifications, and  
9 | health care benefits. The study, ~~if conducted~~, must include a review of ~~the~~:

10 | a. The history of changes to classification and pay grade levels, ~~comparisons~~;

11 | b. Comparisons among state employees across all departments and between state  
12 | employee compensation levels to similar private sector jobs, ~~the~~;

13 | c. The use of equity funding and bonuses to retain employees, ~~the~~;

14 | d. The payment of prevailing wages on state projects, ~~and consideration of wage~~;

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.

- 1 | 2. The legislative management shall report its findings and recommendations, together
- 2 | with any legislation required to implement the recommendations, to the seventieth
- 3 | legislative assembly.