

**HOUSE BILL NO. 1580
with Senate Amendments**

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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 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 grade, classifications, and health care
9 benefits. The study must include a review of:

10 a. The history of changes to classification and pay grade levels;

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

13 c. The use of equity funding and bonuses to retain employees;

14 d. The payment of prevailing wages on state projects;

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.

19 2. The legislative management shall report its findings and recommendations, together
20 with any legislation required to implement the recommendations, to the seventieth
21 legislative assembly.