

**Sixty-ninth Legislative Assembly of North Dakota
In Regular Session Commencing Tuesday, January 7, 2025**

HOUSE BILL NO. 1580
(Representatives Vetter, Christianson, Dockter, Meier, Motschenbacher, D. Johnston)
(Senators Cleary, Cory)

AN ACT to provide for a legislative management study relating to state employee compensation levels.

BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:

SECTION 1. LEGISLATIVE MANAGEMENT STUDY - STATE EMPLOYEE COMPENSATION.

1. During the 2025-26 interim, the legislative management shall consider studying the classified state employee total rewards compensation system, including a review of the development and determination of pay grade, classifications, and health care benefits. The study must include a review of:
 - a. The history of changes to classification and pay grade levels;
 - b. Comparisons among state employees across all departments and between state employee compensation levels to similar private sector jobs;
 - c. The use of equity funding and bonuses to retain employees;
 - d. The payment of prevailing wages on state projects;
 - e. Wage levels in awarding contracts for state projects;
 - f. The impact of changes to health plan benefits; and
 - g. Premium rate structures for single and family coverage and the impact of any proposed changes.
2. The legislative management shall report its findings and recommendations, together with any legislation required to implement the recommendations, to the seventieth legislative assembly.

Speaker of the House

President of the Senate

Chief Clerk of the House

Secretary of the Senate

This certifies that the within bill originated in the House of Representatives of the Sixty-ninth Legislative Assembly of North Dakota and is known on the records of that body as House Bill No. 1580.

House Vote: Yeas 76 Nays 15 Absent 3

Senate Vote: Yeas 47 Nays 0 Absent 0

Chief Clerk of the House

Received by the Governor at _____ M. on _____, 2025.

Approved at _____ M. on _____, 2025.

Governor

Filed in this office this _____ day of _____, 2025,

at _____ o'clock _____ M.

Secretary of State