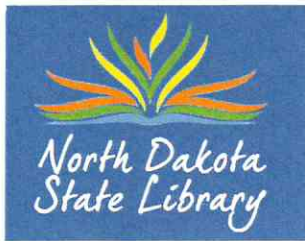




**HB 1013**  
**Senate Appropriations**  
**Education and Environment Division**  
**NDSL Additional Information**  
**March 10, 2025**



# Compensation

*NDSL is the 3<sup>rd</sup> lowest paid agency with an average compa ratio of 88%*

Grade	# of Staff	NDSL Average of Annual Salary	NDSL Average of Compa Ratio	MPP Annual Salary	ND State Agency Average Salary	ND State Agencies Average Compa ratio
102	9	33,675	0.82	41,154	45,821	1.11
103	1	44,039	0.91	48,624	48,106	0.99
104	1	52,360	0.91	57,822	56,124	0.97
204	1	53,348	0.84	63,600	64,907	1.02



**99.7%**

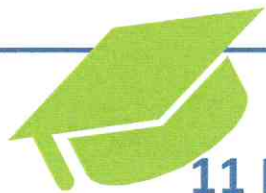
**ND State Agencies average compa ratio**

## Qualifications

102-103 High School Diploma or GED plus one year of experience  
104 Associates Degree plus two years experience

**NDSL divides each grade into two tiers based on the level of responsibility. Within funding availability, NDSL tries to hire tier 1 positions at 85% MPP and tier 2 positions at 90% MPP.**

Grade	North Dakota Annual Salary Range						
	Min	1st CP	MPP	3rd CP	Max	85%	90%
101	26,172	30,540	34,896	39,264	43,620	29,662	31,406
102	30,864	36,012	41,160	46,296	51,444	34,986	37,044
103	36,468	42,552	48,624	54,708	60,780	41,330	43,762
104	43,368	50,592	57,816	65,052	72,276	49,144	52,034
105	51,456	60,024	68,604	77,172	85,752	58,313	61,744
106	61,440	71,676	81,924	92,160	102,396	69,635	73,732



## 11 Positions Require a Master in Library Science

Grade	# of Staff	NDSL Average of Annual Salary	NDSL Average of Compa Ratio	MPP Annual Salary	ND State Agency Average Salary	ND State Agencies Average Compa ratio
105	9	61,910	0.90	68,604	66,271	0.97
106	2	76,138	0.93	81,918	78,873	0.96
206	1	77,177	0.86	90,114	86,862	0.96

**These positions directly support ND libraries with**

**Policy Assistance  
Century Code Guidance  
Training  
Continuing Education  
Grant writing  
Cataloging  
IT**





## Targeted Equity Request

NDSL is the third lowest paying agency of all state agencies. While we are extremely grateful for the equity package provided in the 23-25 biennium, the formula of the package focused on long-term employees while we were undergoing our largest turnover rate. NDSL would love to request an equity package for all staff, however, we recognize our Information Service Assistants are the most in need.

Our Information Service Assistants provide direct service to our library patrons through Interlibrary Loan, Reference Services, Talking Books, and Cataloging. Turnover within these positions creates service disruptions as staff are focused on training new hires rather than maintaining and enhancing our services. Of these eight positions we have one currently open and five with less than three years of experience.

These positions are responsible for complying with patron confidentiality laws, medical information for Talking Books patrons, and internal controls for receivables and inventory. They are also expected to provide ND citizens with exemplary service. The team members in these positions can walk away to retail or fast-food positions for similar wages with less responsibility or accountability.

The targeted equity package request of \$128,000 (in total) is to increase 8 Information Service Assistants from \$34,990.40 annually to \$41,599.20 annually. In 2023 NDSL completed a survey that indicated positions with similar responsibilities at local public libraries are paying on average \$44,989.53. NDSL recently reviewed the hiring ranges of posted positions with similar responsibilities. The average hiring salary is currently \$39,457.00 annual.

Current Salaries (Average)	After Targeted Equity Increase	ND Public Libraries (2023 Survey)
\$16.82/Hour \$2,915.41/Month \$34,990.40/Annual	\$20.00/Hour \$3,466.60/Month \$41,599.20/Annual	\$21.63/Hour \$3,749.13/Month \$44,989.53/Annual

The information services positions are classified as a 102 within the 10 grade levels of the state salary range, as shown below. The positions are currently paid at an average of 83% of the MPP while other state agencies on average are paying 1.11% of the MPP. We recently lost one of our Information Service Assistants to a different state agency who was able to pay \$40,310.40 which is 98% of the MPP.

Grade	Annual Salary Range				
	Min	1 <sup>st</sup> CP	MPP	3 <sup>rd</sup> CP	Max
101	26,172	30,540	34,896	39,264	43,620
102	30,864	36,012	41,160	46,296	51,444
103	36,468	42,552	48,624	54,708	60,780
104	43,368	50,592	57,816	65,052	72,276
105	51,456	60,024	68,604	77,172	85,752
106	61,440	71,676	81,924	92,160	102,396
107	73,824	86,136	98,436	110,748	123,048
108	88,320	103,044	117,756	132,480	147,204
109	105,408	122,976	140,532	158,100	175,668
110	125,892	146,868	167,856	188,832	209,820

ND Salary Ranges July 1, 2022 -- June 30, 2023. The OMB pay scale does not include at step schedule as you may see in school pay scales. Additionally, NDSL is not in the position to offer permanent salary increases based off our funding levels like other agencies.

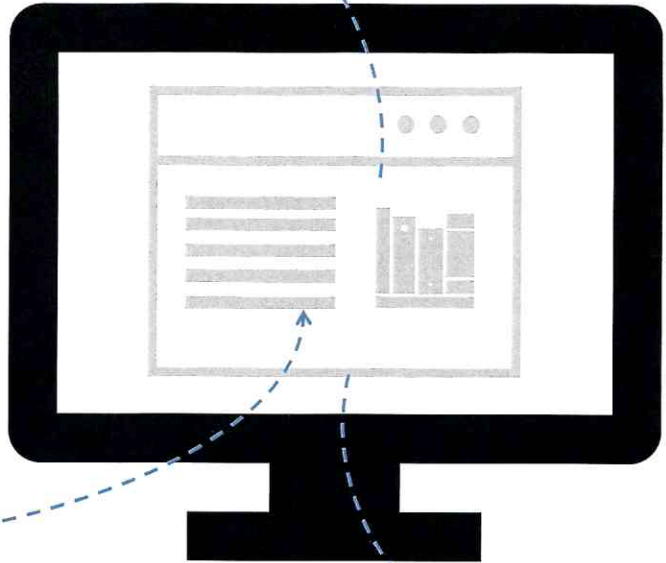


# ILL Bridge

*Bringing North Dakota library collections together.*



General \$450,000  
Federal \$252,000  
Total \$702,000



## Connecting over 350 ND libraries

The InterLibrary Loan bridge will improve resource sharing across the state by connecting over 350 libraries, saving subscription costs at the local level, and decreasing the time needed to borrow materials from other libraries for patrons. The libraries will be able to access the collections of libraries across the state which will result in an increase in in-state borrowing versus out-of-state borrowing.



Implement



Software



Support

NDSL reprioritized \$252,000 federal funds of which \$113,465 was within the base level that previously supported online resources.



# Legislation Update

## North Dakota State Library bills:

These are the bills that were filed on behalf of the State Library by Representative Murphy and Senator Cleary

**1254** Allow all North Dakota citizens to apply for an NDSL library card. This bill has been referred to the Political Subdivision committee with a hearing scheduled on 01/30.

**1420** This bill clarifies that the Library Coordinating Council approves state funded grants, other than State Aid to Public Libraries. This bill passed on the floor 92-2.

**2219** This bill is related to surplus library materials and State Aid for Public Libraries requirements. The bill received a Do-Pass recommendation from the committee.

No fiscal impacts are anticipated

## Other library related bills:

*These are bills that will impact either the State Library or the North Dakota library community if they pass.*

**2278** To provide a legislative management study relating to the retention of library materials. Impacts the State Library and agencies under the control of the state board of higher education. Referred to the education committee with a hearing scheduled for 01/28.

**2307** Relating to the definition of a public library, required safety policies and technology protection measures, and the attorney general's review of public libraries, school districts and state agencies for compliance with statutes protecting minors from explicit sexual materials. NDSL is excluded from this bill. We anticipate a fiscal cost for North Dakota public and school libraries to comply with sections 1-4. Section 6 will also impact state agencies except NDSL and higher ed and will also have a fiscal impact.