



North Dakota House of Representatives

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Representative Steve Vetter

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COMMITTEES:

Judiciary (Vice Chair)
Government and Veterans Affairs

Madame Chair Roers and Senators of the State & Local Government committee,

My name is Steve Vetter from district 18 which is Grand Forks along the Red River to Manvel.

This is a shall consider study bill on different types of wages. Pay levels of state employees and history of pay levels, comparing state wages with private sector wages. The use of equity funding and bonuses to retain employees. Consideration of the payment of prevailing wage for state jobs, consideration of wages paid when awarding state contracts.

This is a shall consider study bill on the subject of wages. The study would include a report to an interim legislative committee of the pay levels of state employees and history of pay levels. This information is already available and just needs to be taken from the agencies so we are not talking about a 3rd party vendor doing this. We would be taking that information and comparing it to private sector wages for similar jobs. Future legislative bodies would benefit and would be able to make more informed decisions with accurate and up to date information on wages.

Certain jobs may need additional incentives to retain employees especially for the financial investment jobs and the attorneys in legislative counsel and the attorney general's office.

The study also includes how should we use equity funding and bonuses to retain employees. For example, If we are going to employ our own investment managers for our own funds we might need different strategies for paying these financial professionals.

We having been investing a lot of money back into North Dakota so this study also considers are we hiring North Dakota workers to build our large state projects and are we paying them with the same consideration as we do when paying our state employees. We tell people we want to invest in North Dakota. What better way to invest in North Dakota than to invest in workers that work on state projects. Paying

prevailing wage allows local workers to work on those projects instead of out of state workers.

Members of the committee, this would be a great study to get future legislators needed information on several facets of wages for state employees, special job types, and wages for state projects so we can invest in North Dakotans.

Please vote for a Do Pass recommendation. Thank you. I will stand for questions.