

**Department of Labor and Human Rights
Budget No. 406
House Bill No. 1007**

	FTE Positions	General Fund	Other Funds	Total
2017-19 legislative appropriation	14.00	\$2,303,986	\$439,916	\$2,743,902
2015-17 legislative appropriation	<u>15.00</u>	<u>2,347,241</u>	<u>437,832</u>	<u>2,785,073</u>
2017-19 appropriation increase (decrease) to 2015-17 appropriation	(1.00)	(\$43,255)	\$2,084	(\$41,171)

Item Description

FTE position changes - The Legislative Assembly approved 14 FTE positions for the Department of Labor and Human Rights for the 2017-19 biennium, a decrease of 1 FTE position from the 2015-17 biennium. The Legislative Assembly removed 1 vacant FTE administrative assistant position.

Paperless system - In Section 2 of 2015 Senate Bill No. 2007, the Legislative Assembly identified \$56,135 of one-time funding from the general fund for the implementation of a paperless system.

Claims for wages - In Section 4 of 2017 House Bill No. 1007, the Legislative Assembly amended North Dakota Century Code Section 34-14-09 to provide that an employee may file a wage complaint with the Department of Labor and Human Rights for disputes between \$125 and \$15,000. The department is to refer a claimant to the appropriate small claims court if the wage is under \$125 and to the appropriate district court if the wage dispute is over \$15,000. Section 5 of the bill provides an expiration date of June 30, 2019, related to Section 4.

Electronic payment processing system - In Section 10 of Senate Bill No. 2021, the Legislative Assembly approved Bank of North Dakota loans for the Department of Transportation, Secretary of State, Parks and Recreation Department, Game and Fish Department, Workforce Safety and Insurance, and Highway Patrol, for implementing a new electronic payment system related to merchant credit card fees. Section 11 of the bill provides for the repayment of the loans authorized in Section 10, using special funds derived from additional revenue received as a result of the new system.

The Department of Labor and Human Rights was not authorized to obtain a Bank of North Dakota loan for the electronic payment processing system; however, the department was allowed to participate in the program if existing funding could be utilized within the 2017-19 department budget.

Status/Result

The administrative assistant position was removed.

Of the \$56,135 of funding provided for the paperless system, \$53,304 was removed in the August 2016 special legislative session budget reductions. While no additional funding was provided for the 2017-19 biennium, the department anticipates requesting funding for the 2019-21 biennium to implement the paperless system.

Through March 2018 the department has not experienced a significant change in claim volume. The department anticipates requesting a change during the 2019 legislative session to continue the new wage complaint process, but to lower the \$15,000 maximum wage claim amount.

The department elected to implement the electronic payment process system which was completed in March 2018. The department did not incur any costs as the department's use of the electronic payment processing system will be limited to processing requests for public records. Any credit card transaction fee incurred by the department for these services will be charged to the requesting customer.