

2025 HOUSE GOVERNMENT AND VETERANS AFFAIRS

HB 1580

2025 HOUSE STANDING COMMITTEE MINUTES

Government and Veterans Affairs Committee Pioneer Room, State Capitol

HB 1580
1/30/2025

A BILL for an Act to provide for a legislative management study of state employee compensation levels.

2:52 p.m. Chairman Schauer opened the hearing.

Members present: Chairman Schauer, Vice Chairman Satrom, Representatives Bahl, Brown, Christy, Grindberg, Karls, McLeod, Rohr, Schneider, Steiner, Vetter, Wolff

Members absent: Representative VanWinkle

Discussion Topics:

- Informed decisions for state wages

2:53 p.m. Representative Vetter, District 18, introduced the bill and submitted testimony, #33026.

3:00 p.m. Thomas Beadle, North Dakota State Treasurer, testified in favor.

3:05 p.m. Chairman Schauer closed the hearing.

Jackson Toman, Committee Clerk

Legislative Assembly

North Dakota House of Representatives

STATE CAPITOL
600 EAST BOULEVARD
BISMARCK, ND 58505-0360



Representative Steve Vetter

District 18
804 South 17th Street
Grand Forks, ND 58201-4241
smvetter@ndlegis.gov

COMMITTEES:

Judiciary (Vice Chair)
Government and Veterans Affairs

Chairman Schauer and GVA committee,

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

This is study bill the proposes to 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.

We hear different stories on how well state employees are getting paid, but what are facts. Future legislative bodies would benefit and would be able to make more informed decisions with accurate and up to date information.

Let's look at the history and then have comparisons with the private sector. In this way we will also be able to compare bonuses and compensation with the private sector. 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.

What about the workers who work on state jobs? 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. And lastly, should we consider wage levels when awarding contracts for state jobs. You heard the criteria on a bill earlier today. Shouldn't that be a consideration.

Members of the committee, this would be a great study to get future legislators needed information.

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

2025 HOUSE STANDING COMMITTEE MINUTES

Government and Veterans Affairs Committee Pioneer Room, State Capitol

HB 1580
1/30/2025

A BILL for an Act to provide for a legislative management study of state employee compensation levels.
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4:28 p.m. Chairman Schauer opened the hearing.

Members present: Chairman Schauer, Vice Chairman Satrom, Representatives Bahl, Brown, Christy, Grindberg, Karls, McLeod, Rohr, Schneider, Steiner, VanWinkle, Vetter, Wolff

Discussion Topics:

- Committee work

4:30 p.m. Representative Steiner moved to amend "Shall" to say "May"

4:30 p.m. Representative Bahl seconded the motion.

4:30 p.m. Voice vote passed.

4:31 p.m. Representative Bahl moved a Do Pass as amended.

4:31 p.m. Representative Grindberg seconded the motion.

Representatives	Vote
Representative Austen Schauer	Y
Representative Bernie Satrom	Y
Representative Landon Bahl	Y
Representative Collette Brown	AB
Representative Josh Christy	Y
Representative Karen Grindberg	Y
Representative Karen Karls	N
Representative Carrie McLeod	Y
Representative Karen Rohr	N
Representative Mary Schneider	Y
Representative Vicky Steiner	N
Representative Lori VanWinkle	Y
Representative Steve Vetter	AB
Representative Christina Wolff	N

4:32 p.m. Motion passed 8-4-2.

Representative Vetter will carry the bill.

4:32 p.m. Chairman Schauer adjourned the meeting.
Jackson Toman, Committee Clerk

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Bill was reconsidered on Feb. 6, 2025

2025 HOUSE STANDING COMMITTEE MINUTES

Government and Veterans Affairs Committee Pioneer Room, State Capitol

HB 1580
2/6/2025

A BILL for an Act to provide for a legislative management study of state employee compensation levels.
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9:47 a.m. Chairman Schauer opened the meeting.

Members present: Chairman Schauer, Vice Chairman Satrom, Representatives Bahl, Brown, Grindberg, Karls, McLeod, Rohr, Schneider, Steiner, VanWinkle, Vetter, Wolff

Members absent: Representative Christy

Discussion Topics:

- Committee work
- Reconsider amendments

9:48 a.m. Representative Vetter moved to reconsider the bill.

9:48 a.m. Vice-Chairman Satrom seconded the motion.

9:48 a.m. Voice Vote passed.

9:49 a.m. Representative Bahl moved to reconsider the amendments relating to verbiage of the bill.

9:49 a.m. Vice-Chairman Satrom seconded the motion.

9:49 a.m. Voice Vote passed.

9:50 a.m. Vice-Chairman Satrom moved a Do Pass.

9:50 a.m. Representative Bahl seconded the motion.

Representatives	Vote
Representative Austen Schauer	Y
Representative Bernie Satrom	Y
Representative Landon Bahl	Y
Representative Collette Brown	Y
Representative Josh Christy	AB
Representative Karen Grindberg	Y
Representative Karen Karls	Y
Representative Carrie McLeod	Y
Representative Karen Rohr	Y
Representative Mary Schneider	Y
Representative Vicky Steiner	N
Representative Lori VanWinkle	N

Representative Steve Vetter	Y
Representative Christina Wolff	N

9:51 a.m. Motion passed 10-3-1.

Representative Vetter will carry the bill.

9:52 a.m. Chairman Schauer closed the meeting.

Jackson Toman, Committee Clerk

REPORT OF STANDING COMMITTEE
HB 1580 ([25.1311.02000](#))

Government and Veterans Affairs Committee (Rep. Schauer, Chairman) recommends **DO PASS** (10 YEAS, 3 NAYS, 1 ABSENT AND NOT VOTING). HB 1580 was placed on the Eleventh order on the calendar.

2025 SENATE STATE AND LOCAL GOVERNMENT

HB 1580

2025 SENATE STANDING COMMITTEE MINUTES

State and Local Government Committee
Room JW216, State Capitol

HB 1580
3/14/2025

To provide for a legislative management study of state employee compensation levels.
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9:30 a.m. Chair Roers called the hearing to order.

Members Present: Chairman Roers; Vice Chair Castaneda; Senators: Barta, Braunberger, Lee and Walen.

Discussion Topics:

- History of pay levels
- Comparison state vs. private sector
- Equity funding and bonuses
- Address recruiting challenges
- Modify accrual leave

9:30 a.m. Representative Vetter, District #18, introduced the bill and submitted testimony #41509.

9:45 a.m. Molly Herrington, Chief People Officer Director of Human Resource Management Services Office of Management and Budget, testified neutral.

9:49 a.m. Chair Roers discussed a possible amendment that was previously proposed for SB 2160.

9:54 a.m. Chair Roers closed the hearing.

Susan Helbling, Committee Clerk



North Dakota House of Representatives

STATE CAPITOL
600 EAST BOULEVARD
BISMARCK, ND 58505-0360



Representative Steve Vetter

District 18
804 South 17th Street
Grand Forks, ND 58201-4241
smvetter@ndlegis.gov

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.

2025 SENATE STANDING COMMITTEE MINUTES

State and Local Government Committee Room JW216, State Capitol

HB 1580
4/10/2025

To provide for a legislative management study of state employee compensation levels.
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9:38 a.m. Chair Roers called the hearing to order.

Members Present: Chairman Roers; Vice Chair Castaneda; Senators: Barta, Braunberger, Lee and Walen.

Discussion Topics:

- Grandfather plan
- Salary and benefits
- Job classifications
- Equity funding and bonuses
- Changes to health plan benefits

9:38 a.m. Chair Roers opened the hearing up for discussion on a possible amendment that was previously proposed for SB 2160.

9:58 a.m. Senator Lee moved Amendment LC #25.1311.02001.

9:58 a.m. Senator Walen seconded the motion.

Senators	Vote
Senator Kristin Roers	Y
Senator Jose L. Castaneda	Y
Senator Jeff Barta	Y
Senator Ryan Braunberger	Y
Senator Judy Lee	Y
Senator Chuck Walen	Y

Motion Passed 6-0-0

10:00 a.m. Senator Walen moved Do Pass as amended.

10:00 a.m. Senator Barta seconded the motion.

Senators	Vote
Senator Kristin Roers	Y
Senator Jose L. Castaneda	Y
Senator Jeff Barta	Y
Senator Ryan Braunberger	Y
Senator Judy Lee	Y
Senator Chuck Walen	Y

Motion Passed 6-0-0

Senate State and Local Government Committee
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Senator Walen will carry the bill.

10:02 a.m. Chair Roers closed the hearing.

Susan Helbling, Committee Clerk

Sixty-ninth
Legislative Assembly
of North Dakota

PROPOSED AMENDMENTS TO

CO
4/10/25
10fz

HOUSE BILL NO. 1580

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 ~~of~~ 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 ~~grades and~~ grade, classifications, ~~and~~
9 health care benefits. The study, ~~if conducted~~, must include a review of ~~the~~
10 a. The history of changes to classification and pay grade levels, ~~comparisons~~;
11 b. Comparisons among state employees across all departments and between state
12 employee compensation levels to similar private sector jobs, ~~the~~;
13 c. The use of equity funding and bonuses to retain employees, ~~the~~;
14 d. The payment of prevailing wages on state projects, ~~and consideration of wage~~;
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.

- 1 | 2. The legislative management shall report its findings and recommendations, together
- 2 | with any legislation required to implement the recommendations, to the seventieth
- 3 | legislative assembly.

**REPORT OF STANDING COMMITTEE
HB 1580**

State and Local Government Committee (Sen. Roers, Chairman) recommends **AMENDMENTS** ([25.1311.02001](#)) and when so amended, recommends **DO PASS** (6 YEAS, 0 NAYS, 0 ABSENT OR EXCUSED AND NOT VOTING). HB 1580 was placed on the Sixth order on the calendar. This bill does not affect workforce development.