LEGISLATIVE PROCEDURE AND ARRANGEMENTS COMMITTEE

The Legislative Management assigned to the Legislative Procedure and Arrangements Committee the Legislative Management's authority under North Dakota Century Code Section 54-35-11 to make arrangements for the 2027 legislative session, and the authority to review and update legislative rules.

The Legislative Management also assigned to the committee the Legislative Management's power and responsibility to:

- Establish guidelines for the use of the legislative chambers and displays in Memorial Hall, pursuant to Section 54-35-02;
- Make recommendations to adjust legislative compensation amounts and establish guidelines on maximum reimbursement for legislators sharing lodging during a legislative session, pursuant to Section 54-03-20;
- Determine the computer usage fee for legislators, and the authority to establish a policy under which a legislator may purchase the computer used by that legislator upon replacement of the computer by the Legislative Council, pursuant to Section 54-03-26;
- Determine access to legislative information services and impose fees for providing legislative information services and copies of legislative documents, pursuant to Section 54-35-02;
- Determine the contents of contracts for the printing of legislative bills, resolutions, journals, and Session Laws, pursuant to Section 46-02-05;
- Determine when agricultural commodity promotion groups must report to the standing Agriculture Committees, pursuant to Section 4.1-44-04;
- Determine when the Agriculture Commissioner must report to the standing Agriculture Committees on the status of the Pesticide Container Disposal Program, pursuant to Section 4.1-36-04;
- Determine which standing committees will receive a report from the Commissioner of Commerce on the goals and objectives of the Department of Commerce, pursuant to Section 54-60-03; and
- Establish guidelines for the use of state telephones by legislative branch personnel, pursuant to Section 54-06-26.

The Legislative Management designated the committee as the Legislative Ethics Committee, under Section 54-35-02.8, with the responsibility to consider or prepare a legislative code of ethics.

The Legislative Management directed the committee to review and provide recommendations on draft legislation to clarify the procedure for the Governor to properly mark and deliver vetoes and to establish a procedure for holding a veto override session.

The committee also was assigned the responsibility to hire a consultant with the $225,000 in one-time funding provided in Senate Bill 2001 (2025) to study the impact of term limits.

Committee members were Senators Jerry Klein (Chairman), Sean Cleary, Kyle Davison, Kathy Hogan, David Hogue, and Kristin Roers and Representatives Mike Berg, Glenn Bosch, Gretchen Dobervich, Zachary Ista, Mike Lefor, Anna S. Novak, Brandy L. Pyle, and Robin Weisz.

Senator Josh Boschee served on the committee until his resignation from the Legislative Assembly on August 4, 2026; Representative Jared C. Hagert served on the committee until his resignation from the Legislative Assembly on February 9, 2026; and Representative Emily O'Brien served on the committee until her resignation from the Legislative Assembly on August 19, 2025.

SPECIAL SESSION ARRANGEMENTS

The committee recommended legislative rule amendments to accommodate the convening of a special legislative session and submitted a final report relating to special session arrangements to the Legislative Management on January 14, 2026, before the convening of the January 2026 special session. The Legislative Management accepted the committee's report.

The proposed legislative rule amendments shared many similarities to the rule amendments adopted during the 2021 and 2023 special sessions. The amendments primarily address changes to account for the shorter duration of a special session and the manner in which bills may be introduced, the creation of two joint committees, the referral or rereferral of measures to the Joint Appropriations Committee, the suspension of conflicting rules applicable to a regular legislative session, and to changes subject to a delayed effective date relating to agency prefiling and resolution deadlines.

Changes to Account for Shortened Duration

Several changes were recommended to accommodate the shortened duration of a special legislative session. The amendments to Senate and House Rules 318(4) and 337 remove the requirement for a two-thirds vote of the members elect of the House or Senate to hold second reading on the same day an item is reported from committee. The normal time frame for consideration of a measure is no sooner than the day after the measure is reported from committee. The amendment retains the constitutional requirement that the first reading and second reading occur on two separate days. The amendments to Joint Rule 207 also remove the prohibition on considering measures on the same day they are reported from committee. The amendments to Senate and House Rules 601 allow for immediate action on amendments and second reading after adoption or rejection of amendments without motions. The references to subdivision g as an exception are removed because subdivision g, related to immediate second reading, becomes the rule rather than the exception. The amendments to Senate and House Rules 347 allow for immediate transmittal of a measure to the other house after second reading unless notice of intention to reconsider is given by the Majority or Minority Leader. If notice is given, the measure cannot be transmitted until the end of that day. Without this amendment, the normal procedure would be to retain the measure until the end of the next legislative day. The amendments to Joint Rule 202 remove the requirement for a day to pass before a question may be reconsidered with respect to an issue that would go to a conference committee. This change allows a house to consider receding more than once on the same day before a conference committee is called. The amendment to Joint Rule 501(4) shortens the length of time for an agency or department to respond to a fiscal note request from 5 days to 1 day.

Changes Relating to Bill Introductions

The amendments to Senate and House Rules 401(1) and 402 eliminate references to the number of bills that may be filed by members of the House and Senate before certain legislative day deadlines and instead restricts the introduction of bills or resolutions during the special session to those approved by the Legislative Management or those approved by a two-thirds vote of the members of the respective house present and voting. The Delayed Bills Committee will not meet during the special session, thus Senate and House Rules 403, related to the Delayed Bills Committee, are suspended during the special session.

Creation of Joint Committees

The amendments to Senate and House Rules 501 provide the Majority Leader in each house shall appoint the members of the newly created Joint Policy Committee and may appoint replacement members to any committee in the event of an absence. The amendment also removes from operation during the special session the 5- and 3-day appropriations and standing committees and the Delayed Bills and Inaugural Planning Committees. The members of the remaining procedural committees will be the same members who served on those committees during the most recent legislative session pursuant to Section 54-03-04. The amendments to Senate and House Rules 504 remove references to the meeting times of committees that have been suspended during the special session. The new Joint Rule 303 creates a 39-member Joint Appropriations Committee, comprised of the members who served on the House and Senate Appropriations Committees during the regular session, or appointed by the Majority Leader in the event of a vacancy. The committee shall hold joint hearings on bills and resolutions that serve primarily to provide an appropriation and shall meet at the call of the co-chairmen. The committee shall issue joint reports, which must be approved by a majority of each house's members, presented first to the bill's house of introduction. The committee is not required to meet after issuing a joint report unless the bill is subject to a successful division or floor amendment in the house of introduction. The new Joint Rule 304 creates a 28-member Joint Policy Committee, comprised of members appointed by the Majority Leader in each house. The committee shall hold joint hearings on bills and resolutions not referred to the Joint Appropriations Committee and shall meet at the call of the co-chairmen. The committee shall issue joint reports, which must be approved by a majority of each house's members, presented first to the bill's house of introduction. The committee is not required to meet after issuing a joint report unless the bill is subject to a successful division or floor amendment in the house of introduction. The new Joint Rule 305 requires the joint committees to allow remote testimony and allows members of either joint committee to participate remotely if the member receives approval from the Majority Leader of the Senate or the Speaker of the House.

Referral or Rereferral to the Joint Appropriations Committee

The amendments to Senate and House Rules 329 provide the scenarios in which a measure must be referred or rereferred to the Joint Appropriations Committee. These include a bill approved for introduction by a two-thirds vote of the members of the House or Senate present and voting, which provides an appropriation of $100,000 or more or that has a fiscal note indicating an effect of $200,000 or more on the appropriation of a state agency or institution; a bill amended to include an appropriation of $100,000 or more or in a manner which creates a fiscal note indicating an effect of $200,000 or more on the appropriation of a state agency or institution; or, for purposes of the Senate Rule only, a bill or resolution proposing a change in the audit or fiscal procedures of a state agency or institution. The amendment also removes subsection 4, relating to deadlines applicable during a regular legislative session.

Suspension of Rules

In addition to suspending Senate and House Rules 403, relating to the operation of the Delayed Bills Committee, for the duration of the special session, the recommended changes suspend Senate and House Rules 338, relating to the requirement for all bills and resolutions to be placed on the calendar for second reading after the 53rd legislative day; Senate and House Rules 502, relating to the requirement for each member except the Majority Leader, Assistant Majority Leader, and Speaker of the House to serve on two standing committees; and Senate and House Rules 509, relating to the requirement for bills and resolutions introduced in the chamber of introduction to be reported back to the chamber of introduction no later than the 34th legislative day and bills and resolutions introduced in the opposite chamber to be reported back to the second house no later than the 63rd legislative day.

Changes Subject to a Delayed Effective Date

The remaining recommended changes, subject to a delayed effective date, would not take effect until the conclusion of the special session. These changes were recommended by the committee to effectuate deadline changes that will impact the 2027 regular session. These amendments include changes to Senate and House Rules 402 and Joint Rule 208, to move the deadline for agencies and the Supreme Court to prefile bills to the day before Thanksgiving Day, rather than the day after the adjournment of the organizational session, and to change the deadline for introducing resolutions proposing amendments to the constitution or study resolutions from the 34th legislative day to the 27th legislative day; changes to Senate and House Rules 509, to move the date resolutions must be reported out of committee in the first house from the 40th legislative day to the 34th legislative day; and changes to Joint Rule 203, to move the crossover date for resolutions from the 43rd legislative day to the 37th legislative day, to align with the crossover date for bills.

LEGISLATIVE SPACES

Legislative Chambers and Memorial Hall

Since 1981, the Legislative Management has assigned to the committee the responsibility under Section 54-35-02(8) to control the legislative chambers and any permanent displays in Memorial Hall. In exercising this responsibility, the committee adopted guidelines for use of the legislative chambers and displays in Memorial Hall. During this interim, the committee approved a request by the North Dakota High School Activities Association to use both legislative chambers for the 2026 and 2027 North Dakota High School State Student Congress on November 5-6, 2026, and November 4-5, 2027. The committee also approved a request from the North Dakota Supreme Court to use the House Chamber for the new lawyer bar admission ceremony on September 25, 2026.

Legislative Committee Rooms and Workspaces

Joint Rule 804 provides during a legislative session committee rooms may be used only for functions and activities of the legislative branch, but the Secretary of the Senate or the Chief Clerk of the House may grant a state agency permission to use a room at times and under conditions not interfering with the use of the room by the legislative branch. With respect to use during the interim, Section 48-08-04 applies and provides committee rooms may not be used without authorization of the Legislative Council. The Legislative Management adopted the policy governing approval of the use of committee rooms in 1998, and the committee has revised the policy as necessary to address issues that have arisen. The policy also applies to the use of the legislative media room on the ground floor of the legislative wing, whether during the session or the interim. The policy is similar to the policy governing the use of the chambers.

LEGISLATIVE COMPENSATION

Compensation Review

Section 54-30-20(9) requires the Legislative Management to make a recommendation before each legislative session to adjust legislative compensation amounts. Since 2011, the Legislative Procedure and Arrangements Committee has provided input on legislative compensation amounts to include in the legislative branch appropriation bill. The committee received information on the history of legislative compensation and expense reimbursement and the process for adjusting compensation. The committee recommends the 2027-29 biennium budget of the Legislative Assembly include funding for changes to legislative compensation to provide for adjustments of 3 percent for the 1st year and 3 percent for the 2nd year of the 2027-29 biennium, subject to revision if necessary during the 2027 legislative session to the appropriate level as compared to state employee salary increases, and the necessary related statutory changes.

Expense Reimbursement Policy

Section 26 of Article XI of the Constitution of North Dakota provides payment for necessary expenses of legislators may not exceed the payment allowed for other state employees. Section 54-03-20 provides the maximum lodging reimbursement for legislators during a regular legislative session may not exceed 30 times 75 percent of the daily lodging reimbursement for state employees and officials. Under that formula, legislators may receive up to $2,475 per month as reimbursement for lodging for the 2027 legislative session.

The committee made no changes to the legislative expense reimbursement policy that was in place for the previous legislative session. Reimbursable lodging expenses during a legislative session include utilities (electricity, heat, and water, including garbage collection and sewer charges), basic telephone service and telephone installation charges, snow removal expense, and furniture (rental of furniture and appliances and transit charges for moving rental furniture and appliances). In addition, the lodging expense reimbursement of two or more legislators sharing housing in a single dwelling is subject to approval by the Chairman of the Legislative Management, in accordance with Section 54-03-20.

Data Plan Reimbursement

Before November 1, 2012, legislators received reimbursement for their mobile data plans in two ways. The method for non-Verizon users required legislators to submit a voucher at least quarterly to the Legislative Council. The method for Verizon users required legislators to participate in split billing, with the legislator's data costs associated with the legislator's plan billed separately to the State of North Dakota. During the 2011-12 interim, the committee approved a new method of reimbursing legislators for their data plans effective November 1, 2012. All participating legislators were required to submit a request form for reimbursement of their mobile data costs to the Legislative Council, identifying data costs associated with legislative business, along with a copy of their wireless carrier bill identifying the mobile data costs. The Legislative Council provided monthly reimbursement at that level until the legislator incurred a change in mobile data cost, contract, or vendor. At such time, the legislator was to submit a new request form to the Legislative Council for reimbursement of the legislator's mobile data costs, identifying data costs associated with legislative business, along with a new copy of the wireless carrier bill showing new mobile data costs.

During the 2013-14 interim, the committee reviewed the effects of the November 2012 policy and identified the cost inefficiencies and cumbersome administration requirements associated with the policy. The committee approved discontinuation of the November 2012 policy and approved a $90 per month information technology stipend for legislators who sign an agreement to use the stipend for technology-related costs. The policy eliminated the need for split billing and state involvement with reimbursements. The committee recognized a stipend would be included in a member's taxable income, but broadband and mobile data expenses are deductible expenses and this should be a wash for a member.

Changes made by House Bill 1001 (2023) increased the monthly stipend from $90 to $200 per month, effective July 1, 2023. Legislators are required to submit to the Legislative Council a signed Information Technology Stipend Authorization Agreement Form to receive payment. The committee was informed the stipend amount may be taxable and is intended to be used for paying broadband data and mobile phone costs, as well as other technology-related costs, including printers, ink, and accessories.

LEGISLATIVE INFORMATION TECHNOLOGY

Computer Use Policy

The committee reviewed the *Policy on Use of Computers by Legislators*. The policy describes statutory restrictions on the use of privately owned laptop and tablet computers while in the chambers or committee rooms and governs the use of state-owned laptops and tablets assigned to legislators to access legislative information systems. The policy also requires a legislator to complete cybersecurity awareness training, provides for copying of legislator information to replacement laptops and tablets, includes a procedure for a legislator to purchase their own laptop and tablet upon the replacement of that equipment if a legislator has paid the $10 computer use fee for the previous 12 months, and authorizes the committee to set a fee for the purchase of old devices being replaced. The committee approved the computer use policy after removing language referencing the payment of a fee to the Legislative Council staff for training, installation, and support on a legislator's privately owned devices, which has never been charged, and removing additional unused language regarding privately owned computers which was added in the past in response to a single legislator request.

Legislator Computer Training

The tentative organizational session agenda approved by the committee continues the laptop computer and tablet training classes for returning legislators beginning at 9:00 a.m. on December 1, 2026, and at 12:30 p.m. and 2:45 p.m. on December 2, 2026. The committee approved moving the laptop computer distribution and training session for new legislators from the organizational session agenda to a new legislator training day agenda, beginning at 8:00 a.m. on November 30, 2026. Tablet training for new legislators will be held on December 1, 2026, beginning at 3:15 p.m., and on December 3, 2026, beginning at noon.

LEGISLATIVE DOCUMENT PRINTING AND SERVICES

Historical Bill and Journal Room Services

The committee reviewed the history of legislative document printing services provided during the legislative session. The Bill and Journal Room historically has served as a main access point for receiving legislative documents. In the past, the committee would invite outside employment contractors to submit bids for the provision of secretarial services,

telephone message services, and Bill and Journal Room services. The contracted Bill and Journal Room staff were responsible for receiving copies of bills, resolutions, daily journals, daily calendars, committee hearing schedules, and bill status reports from a separately contracted printing provider. Staff would stock copies of these documents in the Bill and Journal Room, provide copies of documents to individuals at the walkup window of the Bill and Journal Room, maintain a document subscription list, assemble subscription materials, and receive subscription fees. Contracted staff operated the Bill and Journal Room through the 2019 legislative session.

Beginning with the 2021 legislative session, Legislative Assembly staff began operating the Bill and Journal Room and distributed fewer paper copies of documents due to individuals accessing the documents online. For the 2025 legislative session, the document subscription service was eliminated and the Bill and Journal Room was closed. Legislative documents were printed and distributed to legislators by pages and other Legislative Assembly staff and members of the public were redirected to the information kiosk outside the legislative chambers to request printed materials.

On-Demand Printing Policy

Legislative employees may provide copies of bills, resolutions, daily journals, daily calendars, and committee hearing schedules to legislators, legislative employees, and members of the Legislative Council staff upon request. Daily journals, daily calendars, and committee hearing schedules previously were bulk printed by a contracted printer for distribution to legislators; however, due to the accessible nature of these documents online, and the speed at which a printed hearing schedule may become obsolete due to schedule changes, previous Legislative Procedure and Arrangements Committees began phasing out the preprinting of these documents in favor of printing on demand. Daily printing services are provided by legislative employees on demand through the use of network connected printers. Since the 2015 legislative session, a printer rental arrangement has been used because rental machines tend to be more dependable and produce higher quality print jobs. During the 2025 legislative session, 388,617 copies were made using network-connected printers at a total cost of $29,516.

Legislators who wish to receive a printed copy of daily journals, daily calendars, and committee hearing schedules may opt into a distribution list at the beginning of the legislative session. The committee approved continuing the print-on-demand practice for the 2027 legislative session, noting the benefits of reduced waste and the elimination of excess expenditures.

Contract Printing Services

Before the 2021 legislative session, Section 46-02-05 required the Office of Management and Budget to issue an invitation for printing bids before each legislative session. Two separate requests for printing bids were issued before the 2021 legislative session, but no bids were received. As a result, during the 2021-22 interim the committee recommended a bill draft to allow the Legislative Assembly to enter an agreement with Central Duplicating Services of the Office of Management and Budget to print legislative documents. Senate Bill 2347, passed during the 2021 special legislative session, allowed the Legislative Assembly to have legislative materials printed by Central Duplicating Services or solicit bids from a private printing vendor for printing services. Central Duplicating Services served as the contracted printing provider during the 2021, 2023, and 2025 legislative sessions.

The committee was informed Central Duplicating Services was flexible and accommodating to the Legislative Assembly's printing needs. The committee approved the use of Central Duplicating Services as the printing services provider for the biennium.

Only a small portion of legislative document printing is completed using contracted printing services. During the 2025 legislative session, the only legislative documents printed by a contracted printing service consisted of 24 sets of bound House and Senate journals, as required under House and Senate Rules 204. The committee was informed the cost per journal set has increased dramatically, in part due to the longer length of the journals as a result of printing amendments in a marked-up form rather than as amendment instructions, and in part due to the increased costs of paper and binding. The cost of paper has more than doubled, from .039 cents per page in 2023, to .094 cents per page in 2025.

The committee reviewed House and Senate Rules 204, which provide for 8 of the required 24 sets of printed and bound journals to be delivered to the State Library pursuant to Section 54-24-09. The committee reviewed a bill draft that would amend Section 54-24-09 to reduce the number of paper copies of each document produced by executive, legislative, and judicial agencies which must be provided to the State Library from eight to two in light of increased printing costs and the ease of accessing documents in a digital format. The committee received testimony from a representative of the State Library regarding the use of paper copies by the library. The testimony indicated a preference for increasing the minimum number of paper copies that must be provided under the bill draft from two to three to allow one paper copy to be remitted to the State Archives, one to circulate, and one to remain in the library's permanent files. The committee approved a revision to the bill draft to increase the minimum number of paper copies referenced in the bill draft from two to three.

The committee reviewed and approved amendments to House and Senate Rules 204 to reduce the number of journals required to be bound and distributed to the State Library to align with the number proposed in the bill draft amending Section 54-24-09 and to eliminate the journals required to be bound and distributed to each judicial district, reducing the total number of journal sets required under the rule from 24 to 10. The committee also reviewed and approved amendments to Joint Rule 602 to remove the requirement to print 225 copies of legislative rules books and instead provide printed copies of legislative rules books to legislators only upon request.

Recommendation

The committee recommends a bill draft [27.0045.02000] relating to reducing the number of paper copies of documents that must be provided to the State Library by executive, legislative, and judicial agencies from eight to three.

SESSION ARRANGEMENTS

Organizational Session

Tentative Organizational Session Agenda

The committee approved the tentative deadlines for the 2027 legislative session and a tentative agenda for the 2026 legislative organizational session, subject to any required changes by the Legislative Council. Pursuant to the tentative organizational session agenda, the House and Senate will convene in their respective chambers for the organizational session at 1:00 p.m. on December 1, 2026. The 2026 agenda continues the provision of orientation classes for freshman legislators and computer training classes for returning legislators beginning at 9:00 a.m. on December 1, 2026. In 2017, the committee first approved including cybersecurity awareness training as part of the computer training sessions for new legislators and including training related to the *North Dakota Legislative Assembly Policy Against Workplace Harassment* as part of the 2018 legislative organizational session ethics presentation. These training topics are included in the 2026 tentative agenda, in addition to a targeted training session for contact persons on receiving and processing workplace harassment complaints. The agenda includes a tablet distribution and training session for new legislators at 3:15 p.m. on December 1, 2026, and additional tablet distribution and training sessions on December 3, 2026. The committee also approved an expanded session on revenues and the budgeting process, a training session on legislator security and best practices, a session for committee chairmen to review the committee room desk manual, and a mentorship opportunity session for new committee chairmen to pose questions to returning committee chairmen.

Tentative New Legislator Training Agenda

The committee approved moving the portions of the previous organizational session agenda relating to laptop training for new legislators and an informational session on human resource applications and benefits for new legislators to a separate new legislator training day, scheduled for November 30, 2026. The new legislator training day agenda includes a mock committee hearing session, information on legislative rules and parliamentary procedures, and a mock floor session. Committee members expressed support for hands-on training for new members which is supported by both Legislative Council staff and senior legislators willing to share institutional knowledge.

Proposed Rules

Rules proposed for discussion at the organizational session include an amendment to Joint Rule 211, recommended by the interim Employee Benefits Programs Committee. The committee reviewed and recommended an amendment to Joint Rule 211 to clarify the rule defers to the requirements stated in the statutes referenced in the rule for purposes of determining when a cost-benefit analysis must be appended to a health insurance mandate.

Legislator Supplies

Electronic Letterhead

Through the 2011 legislative session, each legislator was given the option of receiving a set amount of stationery and envelopes, with the ability to request an additional 500 sheets of stationery and 500 envelopes. The Speaker of the House, each leader, and each assistant leader were entitled to as much stationery as needed. In addition, an electronic letterhead was provided to all legislators to use as a template to print correspondence on regular paper and envelopes.

In 2012, the committee determined legislators should be provided with an electronic letterhead for use in printing letters and envelopes rather than receive stationery and envelopes through a contract printer. The committee concluded there was no need to continue providing individualized stationery and envelopes because templates are provided for legislators to use through software on their computers. Because the use of electronic letterhead has been approved each interim since 2012, the committee approved making the policy of providing electronic letterhead for use in printing letters and envelopes permanent and removing from consideration during future interims the option of providing preprinted stationery and envelopes.

Computer Bags

The committee discussed the purchase of new computer bags and determined it was not necessary to purchase replacement bags for current legislators. The committee approved the purchase of new computer bags of comparable quality for newly elected legislators, to be distributed during the organizational session when new legislators receive their laptops and tablets, and the purchase of computer bags to replace lost or damaged bags.

Phones

Under Section 54-06-26, a state official or employee may use a state telephone to receive or place a local call for essential personal purposes to the extent the use does not interfere with the functions of the official's or employee's agency. When a state official or employee is away from the official's or employee's residence for official state business and long-distance tolls would apply to a call to the city of residence, the official or employee is entitled to make at least one long-distance call per day at state expense. Section 54-06-26 allows an agency to establish guidelines defining the reasonable and appropriate use of state telephones for essential personal purposes. As a result of the elimination of desk phones before the 2025 legislative session, and the limited use by legislators of phones other than personal cell phones, the committee made no recommendations for guidelines defining reasonable and appropriate use by legislators of state telephones for essential personal purposes.

Legislative Session Employees

Positions

The committee reviewed the number of legislative session employee positions during the 2025 legislative session and historical changes in employee positions since 1993. The committee was informed the 1993 legislative session was used as a base session because legislative employment peaked during that session, with 59 Senate employees and 77 House employees. During the 2023-24 interim, the committee recommended 86 employment positions for the 2025 legislative session, 41 of which were Senate positions and 45 of which were House positions. The actual number of Legislative Assembly employees employed during the 2025 legislative session was 79 employees, 37 of which were employed in the Senate and 42 of which were employed in the House. The 79 employees included three employees hired under the new Legislative Assembly Internship Program.

The committee reviewed and approved the 77 employment positions recommended for the 2027 legislative session, which includes 36 positions for the Senate and 41 positions for the House. The difference between the positions proposed for the 2025 legislative session and those proposed for the 2027 legislative session include the elimination of 10 procedural clerks, 5 from each chamber, due to the duties for that position being assumed by the Legislative Council's new policy analyst staff, and the addition of a parking lot attendant in the House, which was not proposed for the 2025 legislative session but ultimately was filled.

The committee reviewed and approved corresponding amendments to House and Senate Rules 206 to remove the five procedural clerk positions in each chamber, for which duties are being assumed by the Legislative Council's full-time policy analyst staff, and to move the parking lot attendant from the Senate to the House.

Compensation

The committee reviewed Legislative Assembly employee compensation levels provided during the 2025 legislative session. In 2025, employee compensation was increased generally across the board by 6 percent and 4 percent per year, which reflected the 6 percent and 4 percent average pay increases authorized for state employees in 2023 and 2024 by the 68th Legislative Assembly. The committee reviewed 2027 proposed salaries, which represent an annual increase of 3 percent and 3 percent, each of which was authorized for state employees by the 69th Legislative Assembly. The committee recommends compensation increases consistent with state employee compensation increases of 3 percent for the 1st year of the 2025-27 biennium and 3 percent for the 2nd year of the biennium.

The committee recommends the concurrent resolution establishing employee positions continue the practice of not including specific names or identifying specific individuals. This type of resolution was first adopted in 1997 to provide flexibility in the hiring of employees after adoption of the concurrent resolution. By designating positions and compensation levels, and not naming employees, an employment committee report that names an employee and designates the position is sufficient to identify that employee, the position, and the compensation level. The committee also recommends the concurrent resolution continue to refer to the generic position of "legislative assistant" in place of employees formerly classified as assistant sergeant-at-arms, supply room coordinator, desk page, page and bill book clerk, and information kiosk attendant; continue to include provisions authorizing conversion of full-time positions to part-time positions; and continue to authorize the leaders to consolidate staff assistant positions. The committee also recommends a provision be included in the concurrent resolution to allow those Legislative Assembly staff who live more than 50 miles from the Capitol to receive reimbursement of up to $1,000 per month for lodging expenses paid by the staff member.

Orientation and Training

The Legislative Council staff will provide orientation and training for legislative session employees. The training will be similar to the training provided before the 2025 legislative session. Most employees needing specialized training will receive training in December. The committee approved the orientation and training schedule, subject to any required changes by the Legislative Council.

Legislative Programs

Legislative Internship Program - Legal Interns

Since 1969, the Legislative Assembly has sponsored a Legislative Intern Program. During recent legislative sessions, the program has provided the Legislative Assembly with the assistance of law school students for a variety of tasks, especially the preparation of amendments, and has provided the students with valuable educational experience. Although assigned to committees, the interns are supervised by the Legislative Council staff. Since the beginning of the program, each intern has received a stipend as a means of covering the expense of participating in the program. The committee was informed 359 legislative interns have participated in the program since it began in 1969, and the program serves as a valuable recruitment tool for the Legislative Council, with four members of the Legal Division having previously served as legislative interns.

The committee approved continuation of the program for the 70th Legislative Assembly, with at least 10 intern positions allocated to the University of North Dakota School of Law for assignment to the 3-day and 2-day standing committees. The committee authorized the Legislative Council to work with representatives of the School of Law to develop an approved reimbursement policy, with a maximum reimbursement of $4,000 per month for the 4-month program. The committee approved increasing the monthly stipend from the $3,500 per month provided during the 2025 legislative session as a result of information provided by a representative of the School of Law indicating the average pay for a summer internship for a law student was approximately $25 per hour, or $4,000 per month.

Legislative Internship Program - Legislative Assembly Interns

Committee members received information regarding the Legislative Assembly Internship Program first offered during the 2025 legislative session to provide opportunities for college students to fill certain Legislative Assembly positions. The program was created to expand the pool of individuals available to assist the Legislative Assembly in completing its duties during the legislative session. Internship positions advertised before the 2025 legislative session included positions for procedural committee clerks, technological committee clerks, quality assurance clerks, bill and recording clerks, and sergeants-at-arms. The committee was informed three interns served during the 2025 legislative session and received a stipend of $3,500 per month, in addition to college credit offered by their educational institutions. The committee approved continuing the program for the 2027 legislative session with an increased stipend amount of $4,000 per month.

Legislative Tour Guide Program

During 24 of the past 25 legislative sessions, the Legislative Council has operated the Tour Guide Program that coordinates tours of the Legislative Assembly by high school groups. The program was approved for the 2021 legislative session; however, the program was suspended due to the COVID-19 pandemic. The program is used extensively by high school groups. Other groups also may be placed on the tour schedule upon request. The Legislative Council administrative staff developed revisions to the program before the 2023 legislative session to provide an enhanced tour experience. The committee approved the continuation of the program for the 2027 legislative session.

Doctor of the Day Program

The committee accepted an offer by the North Dakota Medical Association to continue the Doctor of the Day Program during the 2027 legislative session under the same arrangements as in the past. The association plans to rely on physicians and medical residents from around the state to volunteer for the program and provide basic health care services and referrals during the legislative session.

Legislator Wellness Program

Section 54-52.1-14 requires the Public Employees Retirement System (PERS) Board to develop an employer-based wellness program encouraging employers to adopt a board-approved program by either charging extra health insurance premiums to nonparticipating employers or reducing premiums for participating employers. A wellness program must include the "mandatory activity" of communicating wellness materials provided by PERS and Sanford Health to individual employees on a monthly basis and promoting the PERS Smoking Cessation Program to employees. In addition to this mandatory activity, different "optional" activities must be developed each year. The comprehensive health assessment will be continued during the 2027 legislative session as provided through the Doctor of the Day Program by the North Dakota Medical Association during previous legislative sessions.

Chaplaincy Program

The Bismarck-Mandan Ministerial Association has coordinated the scheduling of a chaplain in each house to open the daily session with a prayer. Each chaplain receives a daily stipend of $25. The committee authorized the Legislative Council staff to invite the local ministerial associations to continue to schedule chaplains for opening prayers for both houses each day of the 2027 legislative session. The Legislative Council staff will notify all legislators they have until December 31, 2025, to schedule out-of-town clergy to give the opening prayer any day of the legislative session for their respective houses during the 2027 legislative session.

Legislative Addresses

State of the State Address

During the 2025 legislative session, the House and Senate convened in joint session at 1:00 p.m. on the 1st legislative day. Three escort committees were appointed: one for the Lieutenant Governor, one for the Chief Justice of the Supreme Court, and one for the Governor and First Lady. After the Chief Justice administered the oath of office to elected officials of the executive and judicial branches, the Governor presented the State of the State address. The committee authorized the Legislative Council staff to contact the Governor to arrange for the presentation of the State of the State address at 1:00 p.m. on the 1st legislative day of the 2027 legislative session.

State of the Judiciary Address

The committee authorized the Legislative Council staff to contact the Chief Justice of the Supreme Court to arrange for the presentation of the State of the Judiciary address at 11:00 a.m. on the 1st legislative day.

Tribal-State Relationship Message

The committee authorized the Legislative Council staff to extend an invitation to a representative of the Indian tribes to address the 70th Legislative Assembly at 10:00 a.m. on the 1st legislative day.

Legislative Reports

Agricultural Commodity Promotion Groups Report

The committee reviewed Section 4.1-44-04, which requires 14 agricultural commodity promotion groups to file a uniform report at a public hearing before the standing Agriculture Committee of each house. The committee designated Thursday, January 14, 2027, as the day for a joint hearing by the Senate and House Agriculture Committees to receive this report.

Agriculture Commissioner Report

The committee reviewed Section 4.1-36-04, which requires the Agriculture Commissioner to submit a biennial report at a joint meeting of the House and Senate Agriculture Committees on the status of the Pesticide Container Disposal Program. The committee determined the report should be made on the same day the committees receive the agricultural commodity promotion groups' report, on Thursday, January 14, 2027.

Commissioner of Commerce Report

The committee reviewed Section 54-60-03, which requires the Commissioner of the Department of Commerce to report on the department's goals, objectives, and activities to a standing committee of each house. The committee determined the report should be made to the industry and business committees on Wednesday, January 13, 2027.

LEGISLATIVE ETHICS COMMITTEE AND CODE OF ETHICS

Section 54-35-02.8 requires the Legislative Management to appoint an ethics committee to consider or prepare a legislative code of ethics. Since 1995, the Legislative Management has appointed the Legislative Management Committee (now the Legislative Procedure and Arrangements Committee) as the Legislative Ethics Committee. During the 1995-96 interim, the Legislative Management Committee reviewed North Dakota laws affecting legislative ethics. That committee recommended legislative rules declaring a legislative ethics policy urging members to maintain ethical standards and recognize the importance of standards contained in the rules, urging members to apprise themselves of constitutional provisions and statutes that prohibit conduct for which criminal penalties may apply, and requiring the Legislative Council to conduct classes on legislative ethics and laws governing the activities and conduct of public officials. The Legislative Assembly adopted those rules as Joint Rules 1001 through 1004. The committee makes no recommendation regarding changes to the legislative code of ethics.

LEGISLATIVE ASSEMBLY POLICY AGAINST WORKPLACE HARASSMENT

The committee reviewed the *North Dakota Legislative Assembly Policy Against Workplace Harassment* and corresponding reporting, intake, and investigation checklist. The committee was informed the policy is in place to protect legislators, employees, interns, and third parties; comply with federal and state laws; protect the integrity and reputation of the Legislative Assembly; address public concerns; and prevent the need to expend state resources to defend lawsuits, pay settlements, or pay court-awarded compensation. The committee considered improvements to the policy and revisions to the corresponding complaint form and checklists to help balance the rights of all individuals involved in

the process. The committee submitted a final report relating to the *North Dakota Legislative Assembly Policy Against Workplace Harassment* to the Legislative Management on January 14, 2026, before the convening of the January 2026 special session. The Legislative Management accepted the committee's report.

Revisions to Definitions and Deadlines

The committee approved several practical clarifications and revisions to the workplace harassment policy documents. The definition of "workplace harassment" under the policy was revised to clarify behavior an individual finds rude or offensive does not rise to actionable behavior under the policy unless the behavior is severe or pervasive. The policy also was revised to address short deadlines for documentation completion, notification, and convening the review panel. The deadline for a contact person completing the complaint intake checklist was extended from 24 to 48 hours. The deadline for a review panel to be appointed and hold its first meeting was extended from 72 hours to 7 days, or to an alternative date agreed to by the complainant and the contact person.

Addition of Alternative Methods for Resolution

The committee approved revisions to provide alternative options that may be taken after a complaint is received. The policy in place during the 2025 legislative session required a complaint that is not summarily dismissed to be referred to a review panel that is required to provide the parties with an opportunity to engage in alternative dispute resolution. The revisions allow leadership 7 days to decide whether to appoint a review panel or refer the matter for informal resolution. A matter referred for informal resolution which is not successfully resolved will proceed to a review panel.

Clarification on Disclosure of Records

The committee approved changes to the provisions of the policy relating to disclosure of records. The revisions clarify a complaint that is withdrawn or resolved through informal resolution or alternative dispute resolution before an investigation commences is not subject to disclosure. The revisions clarify certain records pertaining to the legislative branch are not subject to disclosure under open records law pursuant to Section 44-04-18.6.

Addressing Conduct Absent a Formal Complaint

The committee approved changes clarifying the authority of leaders to address behavior not reported under a formal complaint and the recommended best practice of documenting any concerning behaviors brought to the attention of leadership. The revisions encourage leadership to document any concerning behavior brought to their attention and forward documentation regarding any concerning behavior to the Legislative Council for retention in a secure permanent file to aid in identifying any concerning patterns that may be developing. The revisions also clarify the Legislative Council staff may assist leadership in coordinating and holding required meetings or completing required documentation or notification duties under the policy.

LEGISLATOR SECURITY

The committee discussed legislator security following a recent tragedy in Minnesota. The committee was informed the Legislative Council staff removed legislator addresses from the legislative branch website following the tragedy out of an abundance of caution. The committee reviewed and approved amendments to Joint Rule 602 to remove the requirement to print the name, address, and telephone number of officers and employees of the Senate and House and members of the Senate and House in the legislative rules book. Members also were encouraged to list P.O. boxes on public-facing websites for purposes of receiving correspondence, rather than providing their home address. The committee was informed the Legislative Council staff connects legislators who receive threatening calls or messages with Capitol security resources. Committee members emphasized the importance of reporting threatening behavior because reports from more than one legislator involving the same individual could reveal a patten of threatening behavior from that individual. The committee received information on personal security best practices and approved an addition to the organizational session agenda to incorporate a security training session for legislators. Committee members expressed interest in establishing a procedure to allow legislators to share information through a designated contact person regarding where they are living during the legislative session in case of an emergency or the need to conduct a welfare check.

The committee received testimony from a representative of the Secretary of State's office. According to the testimony, the Secretary of State receives numerous documents containing candidates' and elected officials' addresses and other identifying information. The testimony indicated not all information displayed on the Secretary of State's website is required by law to be published; however, the underlying documents the information is derived from are subject to open records requirements. The testimony indicated political violence and security incidents in 2025 have prompted national discussions about whether residential addresses of public officials should receive greater protection. The testimony indicated options for protecting address information may include redacting residential addresses before records are released or published online, or allowing candidates to provide a mailing address instead of a residential address.

The committee considered a bill draft that would have amended a provision of open records law to designate a candidate's residential address information as a confidential record. The bill draft would have defined a candidate broadly as an individual holding public office or an individual who is running for public office. The bill draft would have required certain records be deemed confidential only upon a request received from the candidate and required candidate requests received by a political subdivision be forwarded to the county auditor. The committee considered a revision to the bill draft that would have narrowed the definition of a candidate to only those individuals who are members of the Legislative Assembly or to individuals who have filed or accepted a nomination for legislative office to ease administrative difficulties for recordholders seeking to identify individuals falling within the scope of the defined term. The testimony received on the bill draft from the Secretary of State indicated some transparency may be lost under the bill draft because if a candidate is not residing in the district for which the candidate is running for office, that information would be visible to the Secretary of State but would not be visible to the public. Committee members expressed differing opinions on the effectiveness of the bill draft in addressing legislator security. Committee members noted a legislator's address is easy to locate, even if redacted in certain documents, especially for those legislators living in rural communities. Some members noted the bill draft may give the impression legislators are seeking to be less open and transparent. Other members noted although the bill draft does not ensure a legislator's safety, the bill draft would provide meaningful protection. Committee members made no recommendation regarding the bill draft.

The committee was informed some states, such as Minnesota, have provided a stipend to legislators for home security, while other states have focused on hardening security at the state capitol. The committee was informed North Dakota poses difficulties regarding home security due to the highly rural nature of the state and the potential lag in response time due to a legislator's proximity to law enforcement resources. The committee held an executive session to receive information from representatives of the Highway Patrol regarding the results of a Capitol threat assessment and to discuss legislator security. The committee reviewed information provided by the National Conference of State Legislatures (NCSL) regarding a state-by-state capitol security overview and received information regarding NCSL's Legislator Security Fund. The committee was informed the Legislative Assembly applied for grant funding from the fund, which was approved. The grant funding allows for reimbursement of up to $200 in expenditures made by a legislator for the legislator's personal security. The committee was informed the disbursement of grant funds is contingent on the receipt of spending authority approval from the Emergency Commission and the Budget Section, which was granted in September 2026.

GUBERNATORIAL VETO CONCERNS

On July 11, 2025, the Legislative Management directed the committee to review and provide recommendations on draft legislation to clarify the procedure for the Governor to properly mark and deliver vetoes and to establish a procedure for holding a veto override session. The committee was instructed to forward its recommendations to the Legislative Management within 90 days.

The committee reviewed a bill draft that would clarify the procedure for the Governor to mark and deliver vetoes. The committee was informed the Legislative Management expressed concerns with a recent Attorney General opinion that concluded the markings on vetoed legislation were a mere visual aid, which could be disregarded when faced with conflicting statements in the Governor's objection letter accompanying the veto. The bill draft would clarify procedures for marking and delivering vetoed legislation going forward, and how to interpret conflicting documents if a future issue arises, in hopes of avoiding costly litigation. In addition to clarifying procedural processes, the bill draft would change the amount of time the Governor has to veto a bill while the Legislative Assembly is in session from 5 days to 3 days, to align the timeline provided in statute with the timeline allowed under the Constitution of North Dakota. Committee members noted it is important to be mindful of the balance of power between the three branches of government when dealing with situations such as the interpretation of ambiguous vetoes. Committee members also noted legislators need certainty in identifying the language vetoed when seeking to override a line item veto.

The committee reviewed a bill draft that would have provided for the polling of members to determine whether the Legislative Assembly would reconvene to address vetoed legislation. The committee was informed the bill draft was modeled after polling options used in other states. The bill draft would have required the Legislative Management to call the Legislative Assembly back for a reconvened legislative session if two-thirds of the members requested to be called back. Committee members expressed a preference to leave the decision on whether to reconvene solely to the discretion of the Legislative Management to save legislative days that may be needed later to address unforeseen events. However, the committee expressed interest in reviewing a bill draft setting a date certain to reconvene to address vetoed legislation in instances in which the Legislative Management issues a call to reconvene.

The committee reviewed a bill draft that would set a date certain for the Legislative Assembly to reconvene if the Legislative Management issues a call to reconvene for purposes of reconsidering legislation vetoed by the Governor after the conclusion of the regular legislative session. The bill draft would set the third Wednesday in June following adjournment of the regular legislative session as the date to reconvene if a call to reconvene is issued. The date was selected because it is beyond the maximum window of time the Governor has to veto legislation following the conclusion

of the regular legislative session and near the time the Budget Section generally meets following a regular legislative session. The bill draft also would require the Secretary of State to return any legislation vetoed by the Governor after the Legislative Assembly adjourns sine die if requested for reconsideration by the Secretary of the Senate or Chief Clerk of the House during a special or reconvened legislative session. The committee was informed the provision was included in the bill draft to address a 1991 Attorney General opinion that noted the Legislative Assembly could not act on a bill that was vetoed after the Legislative Assembly adjourned sine die because the bill was no longer in the possession of the Legislative Assembly. The committee expressed support for providing a date certain for a reconvened legislative session to address vetoed legislation so members have certainty on when a reconvened session would be held.

Recommendations

The committee recommended a bill draft [27.0004.01000] relating to clarifying the procedure for the Governor to mark and deliver vetoed bills, and a bill draft [27.0013.01000] relating to the return of vetoed legislation to the house of origin and a date certain for holding a reconvened session.

IMPACT OF TERM LIMITS STUDY

Senate Bill 2001 (2025) provided $225,000 in one-time funding for purposes of hiring a consultant to study the impact of term limits.

Background

On July 23, 2025, the Legislative Council issued a request for proposals for consulting services to assist with the committee's study of the impact of term limits. Proposals were due to the Legislative Council office by September 12, 2025. As identified in the request for proposals, the consultant's assistance with the study was recommended to include an analysis of whether the application of term limits will:

- Result in an increased need for educational opportunities for legislative members due to shortened tenures in the Legislative Assembly;
- Increase the number of Legislative Council staff needed to assist new members;
- Require legislative sessions to be held on an annual basis; and
- Unduly impair the Legislative Assembly's ability to lead with respect to formulating policy for the state.

The committee received a proposal from Challey Institute for Global Innovations and Growth and the Greater North Dakota Chamber and a proposal from Garty Consulting, LLC. Some committee members expressed hesitation with proceeding with either proposal. Other committee members noted that during the past session, without yet feeling the impact of term limits, turnover amounted to 18 members in the House and 8 members in the Senate. The initial impacts of term limits will mandate a minimum of 25 percent turnover. Over a period of 2 to 4 years, the Legislative Assembly could experience up to 50 percent turnover. The Legislative Assembly is not structured to handle that rate of turnover. Committee members noted an independent study of both the positive and negative impacts of term limits will aid the Legislative Assembly in making the preparations necessary to ensure the legislative branch remains a functioning, coequal branch of government. The committee selected Garty Consulting, LLC, to provide consultant services.

Consultant Reports

Interim Report

The consultant provided an interim report regarding the impact of term limits. The report indicated a mixed-method approach would be used to gather both qualitative and quantitative data to identify and mitigate the impacts of term limits and would include the collection of survey data from legislators, the public, and small focus groups. The report indicated similar studies have found term limits may lead to shorter-term focus and more attention being given to short-term wins, rather than to solving complex policy issues. Additional impacts of term limits include increased leadership turnover, loss of institutional knowledge and expertise, and shifts in power and influence. The report indicated many term-limited states saw an increase in the number of bills introduced and an increase in duplicative legislation.

Final Report

The consultant provided a final report, which included the results of surveys and discussions with legislators, the public, and other stakeholder groups. The report indicated a need for additional training and onboarding for new legislators, the potential restructuring of interim committees to better align with standing committees, and a move to annual sessions or sessions held in even-numbered years. According to the report, 600 survey responses were received from North Dakota residents which indicated voters sought to limit career politicians through the imposition of term limits and believe term limits bring new ideas to the legislature, create opportunities for regular citizens to run, and improve accountability and responsiveness. The report indicated the public supports a move to holding annual legislative sessions to make the legislature more responsive and help new legislators gain institutional knowledge and experience more quickly.

The report indicated interviews were conducted with legislative leaders and 86 survey responses were received from legislators. The survey responses indicated legislators were in support of annual sessions; were not in support of limiting the number of bills that may be introduced; and believed training, onboarding, and staff support will need to increase to address the impacts of term limits.

The report indicated discussions with stakeholder groups highlighted an appreciation for the accessibility of legislators and transparency of the legislative process, but dissatisfaction with the volume of legislation introduced and time constraints during the legislative session.

The recommendations resulting from the study included moving to annual sessions or holding sessions in even-numbered years to increase the time between when new legislators are elected and the start of the legislative session; building in a dedicated period for legislators to hold office hours during the legislative session; expanding the organizational session, providing ongoing training, formalizing a mentorship program for new legislators, and improving succession planning for legislative leaders; modifying interim committees to align with standing committees, establishing a consistent interim schedule for meetings, and allowing bill introductions and hearings during the interim; professionalizing the Secretary of the Senate and Chief Clerk of the House to full-time, year-round positions and expanding the roles and responsibilities of those positions; and employing full-time, year-round administrative assistants for Majority and Minority Leaders and employing dedicated, nonpartisan training and development staff.

Testimony and Committee Considerations

The committee received testimony from a representative of NCSL regarding the impact of term limits and the approaches taken by states with term limits to navigate those impacts. The testimony indicated turnover is not unique to term-limited states. Increased turnover is becoming a national trend with fewer long-serving legislators in nearly every state, especially in leadership roles. The committee was informed that interviews with staff in term-limited states indicated a loss of legislators who previously championed certain policies by taking an in-depth look at an issue and then working toward passing and refining a similar piece of legislation over several years; increased reliance on legislative staff to serve as the repository for institutional knowledge, both in policy subject matter areas and in procedural and parliamentary procedures; and a need for more robust training and orientation for term-limited legislators, which has led to an increase in staff. The testimony indicated the impacts on legislators have included expedited leadership tracks, which have resulted in some states creating apprentice programs to allow new members to shadow and learn from current leaders, while other states have taken the approach of predesignating future presiding officers up to 2 years in advance to give the member time to prepare. The testimony indicated another trend, which may be exacerbated by term limits but is not exclusive to term-limited states, is an increase in partisanship and less adherence to rules of decorum.

The committee reviewed additional information provided by NCSL, including data from states that impose term limits related to session length and frequency, bill introduction volumes, and permanent and session-only staff counts; nationwide legislator turnover statistics; state-by-state legislative operating and capital costs; the number of nonpartisan staff in other states who are dedicated to providing oversight of executive branch agencies; and details on bill draft request limits in Colorado and Nevada.

Committee members emphasized the importance of continued training for new legislators beyond the organizational session and the potential for training sessions to be incorporated during the first few months of the legislative session. The committee was informed the Legislative Council staff has onboarded most of the 25 new staff approved during the 2025 legislative session to help provide additional support to legislators through the creation of a Policy and Program Evaluation Division. The committee was informed the Legislative Council's program evaluators recently completed their first evaluation related to the child care system and the Legislative Council staff have developed a new webpage that provides a repository of information conveniently listed by main topic to allow legislators and the public to quickly locate information on a variety of topic areas. Committee members expressed interest in creating a dedicated legislative staff position for legislator training and onboarding and also encouraged members of the Legislative Assembly to review and compile past materials both parties have used to mentor and onboard new members in order to build a resource repository of materials. The committee recommended for inclusion in the legislative branch appropriation bill for the 2027 legislative session the addition of 12 Legislative Council staff, which include 4 additional staff in the Information Technology Division, a program evaluation director and 4 additional program evaluators, an additional attorney, an education and training specialist, and an executive assistant.

Conclusion

The committee makes no additional recommendations regarding its study of the impact of term limits.