

2009 SENATE INDUSTRY, BUSINESS AND LABOR

SB 2061

2009 SENATE STANDING COMMITTEE MINUTES

Bill/Resolution No. 2061

Senate Industry, Business and Labor Committee

Check here for Conference Committee

Hearing Date: January 7, 2009

Recorder Job Number: 6655

Committee Clerk Signature

Eva Lubat

Minutes:

Chairman Klein: We will go into Senate Bill 2061.

Senator Tony Grindberg: I am addressing the work force in our state and how to retain and keep people in the work force.

Chairman Kline: Do we have a lot of people bailing at a young age?

Senator Grindberg: Yes, we need to look at how to keep are young people in the work force.

Jennifer S.N. Clark, legislative council: Things we are looking at are, again, how keep them here, utilize the work force we have here and the work force is aging out. We are also looking at what other states have done to keep their workforce.

Senator Potter: Was there examples of barriers and can they take steps?

Jennifer S. N. Clark: Yes, steps have been taken. Agencies are limited and there are challenges in the way things are set up. This was first presented as a study, but we don't want to miss the boat on this one.

Chairman Klein: Anyone else in favor. I think we will have you speak further on this.

Laurie Hammeren, Director of Human Resource Department: I am neutral on this bill on retaining employees, because I am not sure this is a problem. In 2008 we had 128 retiring, 44 were less than 65, 73 met rule of 85. 27 were 65 or greater. One problem is the pre-medicare group cannot afford health insurance and need other sources of health insurance, or assets or income. The ones that are new to the system, average age are 34 years old. Pay is an issue. Other government agencies are paying more for health insurance. I am not opposed to a study.

Senator Wanzek: Is the scope of the study too narrow? Should study include recruiting new employees?

Senator Potter: Not surprised at the numbers needing better health insurance, better wages.

Are there reasons they can't go to part time?

Laurie Hammeren: No, but training someone else would take two workers, one to do the training but there are no huge barriers.

Chairman Klein: Any others? Any one opposes? We will close hearing and adjourn.

2009 SENATE STANDING COMMITTEE MINUTES

Bill/Resolution No. 2061

Senate Industry, Business and Labor Committee

Check here for Conference Committee

Hearing Date: January 13, 2009

Committee Clerk Signature *Eva Leibel*

Minutes:

Chairman Klein: Committee let's go ahead and look at Senate Bill 2061. Do you recall this bill was brought by workforce committee? We had the young lady from human resource who said they were already doing this and it wasn't necessary and she provide a lot of statistics on the average age of the North Dakota worker. The issue is not getting them but having them start before they are thirty four years old. So I am opening up discussion on 2061.

Senator Nodland: I think I agree with her on this issue, it's already been addressed.

Senator Potter: That is what her position was clearly but I can't see how it hurts to do sort of an independent review broader than that. I can't see why we can't get the four agencies together and talk.

Senator Horne: One of the issues or concerns was employing folks before their mid thirties; we could add that to the study.

Senator Potter: It seems in fact that there were barriers, if you get a FTE, can you split that in half? Have two people fill the position or during the transition periods can they add someone to be trained in by the person who is leaving?

Chairman Klein: Well committee, I think we will have Senator Horne work with Rachel and have that amendment drafted. We will address that this afternoon.

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Senate Industry, Business and Labor Committee

Bill/Resolution No. 2061

Hearing Date: January 13, 2009

Chairman Klein: We will come back to Senate Bill 2061.

Motion by Senator Potter to do pass on amendment. Seconded by Senator Potter.

Roll Call Vote: Yes 7 No 0 Absent 0

Motion was made by Senator Andrist to do pass as amended. Seconded by Senator Wanzek. Roll Call Vote: Yes 7 No 0 Absent 0

Floor Assignment: Senator Potter

REPORT OF STANDING COMMITTEE

SB 2061, as amended, Industry, Business and Labor Committee (Sen. Klein, Chairman) recommends **AMENDMENTS AS FOLLOWS** and when so amended, recommends **DO PASS** (7 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). SB 2061, as amended, was placed on the Sixth order on the calendar.

Page 1, line 1, after "workforce" insert "recruitment and"

Page 1, line 7, after "to" insert "recruit and"

Renumber accordingly

2009 HOUSE INDUSTRY, BUSINESS AND LABOR

SB 2061

2009 HOUSE STANDING COMMITTEE MINUTES

Bill/Resolution No. 2061

House Industry, Business and Labor Committee

Check here for Conference Committee

Hearing Date: March 9, 2009

Recorder Job Number: 10413

Committee Clerk Signature

Ellen K. Tang

Chairman Keiser: Opened the hearing on SB 2061 for human resource management services to study workforce recruitment, retention & report to the legislative council.

Tony Grinberg~Senator from District 41. This idea was presented to one of the member in our second to the last meeting on efforts to keep North Dakota's workforce vibrant. What this attempts to do is set up a study where more agencies would participate with the human resource division to look at ways to keep retirees in the workforce. I have not followed specifically what changes the senate made.

Jennifer Clark~ Legislative Council. It's pretty straight forward bill, it's provides human resource management services to conduct a study. On page one, lines 10-13, it talks about the purpose of the study. Subsections b, c & d talks about what the agency needs to do to consider steps other public employers have taken to retain. Subsection two, directs the state agencies to cooperate with the agency who is conducting this study. Page two; there is a report that is required and report back to Legislative Council. This is an engrossed version of the bill and the changes the senate made were very minor. They changes the "recruitment efforts" not just "retention efforts".

Representative N Johnson: Is this is a required study?

Representative Clark: It is a required study. To clarify, the agency that is required to study and report to Legislative Council, it's not a Legislative Council study per say.

Representative Amerman: Is there any cost to this.

JClark: I'm not familiar if there is.

Chairman Keiser: Is there anyone to testify in opposition to SB 2061, neutral.

Laurie Hammeren~Director of HRMS.

Chairman Keiser: You heard Representative Amerman's question, can you do this within your budget?

Hammeren: We certainly will but the larger question is whether currently needed or not from our perspective. We certainly are willing to do it.

Vice Chairman Kasper: Do you currently do exit interviews when an employee retires?

Hammeren: It is agency by agency.

Vice Chairman Kasper: Has that ever been analyzed by anyone to come up with any recommendations or conclusions?

Hammeren: I think it has happened.

Vice Chairman Kasper: Is that reported to anybody or just kept within the agency?

Hammeren: It's kept within the agency.

Chairman Keiser: Closes the hearing on SB 2061, what are the wishes of the committee?

Representative Clark: Moves a Do Pass.

Representative Amerman: Second.

Chairman Keiser: Further discussion.

Vice Chairman Kasper: I would think that people would be here jumping for joy for this bill.

Chairman Keiser: This bill came during a coffee break. The state operates on a defined benefits plan. If you meet the requirements, then retire, you are on a defined benefits plan.

The current issue is if you are on a contribution plan, you might be working a lot longer than you had anticipated but on a defined benefits plan really nothing changes too much. The rule of 85, you are going to be able to retire. We have a large percentage of our folks who are aging and getting ready to reap the benefit plan. When we lose those people, we lose all of the history and experience, but they are not too interested in continuing to work a 40 hour week. Some would want flexibility and they would consider not more than consulting, but having a flexible arrangement of some sort. The dilemma the agencies have is the finite number of FTE's that are given to them and it's difficult to give a FTE to somebody who wants to work 40% of the time, they lose 60%. Some of the recommendations were made were, could there be a pool created of slots that agencies could go to and request a partial. That was just one idea that came forward during the interim. That was the intent at that time, whether or not it's needed or really wanted. Many agencies came forward and said this could really help us out. I think they were primarily the smaller agencies that were having trouble with one full time slot being lost of 40, 50 or 60 percent position. Maybe the larger agencies can accommodate that a little better.

Representative Nottestad: I think something like this would have merit and it needs to be thought through carefully. This certainly helped the education system and I can see how it would help the state employees as well.

Voting roll call was taken on SB 2061 for a Do Pass with 13 ayes, 0 nays, 0 absent and Representative Boe is the carrier.

Date: Mar 9-2009

Roll Call Vote # 1

2009 HOUSE STANDING COMMITTEE ROLL CALL VOTES

BILL/RESOLUTION NO. 2061

House House, Business & Labor Committee

Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken Do Pass Do Not Pass As Amended

Motion Made By Clark Seconded By Amerman

Representatives	Yes	No	Representatives	Yes	No
Chairman Keiser	✓		Representative Amerman	✓	
Vice Chairman Kasper	✓		Representative Boe	✓	
Representative Clark	✓		Representative Gruchalla	✓	
Representative N Johnson	✓		Representative Schneider	✓	
Representative Nottestad	✓		Representative Thorpe	✓	
Representative Ruby	✓				
Representative Sukut	✓				
Representative Vigasaa	✓				

Total (Yes) 13 No 0

Absent 0

Floor Assignment Boe

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE

SB 2061, as engrossed: Industry, Business and Labor Committee (Rep. Keiser, Chairman) recommends **DO PASS** (13 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). Engrossed SB 2061 was placed on the Fourteenth order on the calendar.