



Interim Human Services Committee | 1.11.22

Senator Judy Lee, Chairman

Human Service Zones

Local + State Partnerships For Effective and Efficient Service Delivery

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STATE OPT-IN WORKGROUP UPDATE

- Proposed timeline has been developed for considerations of zones.
- Developed list of considerations that need to be addressed:
 - Potential law changes and timelines
 - Zone structure – interaction with partners (Juvenile Court, State’s Attorneys, Legal Custodian of children)
 - Fiscal
 - Buildings/Facilities/Transfer of Assets
 - Human Resource Impact
- Presentations from Child Support and Court Administration regarding transfer of positions to state employment.
 - Lessons learned, factors to consider, barriers, wins, efficiencies found

▼ INDIRECT COST WORKGROUP UPDATE

- Proposal of a more flexible indirect formula
- ABACUS is waiting on financial CY 2020 data from county auditors to complete County Wide Cost Allocation. Analysis cannot happen without complete data.
- Team developing strategy to reach out to counties and offer assistance if needed – several new county auditors state-wide
- ABACUS will provide a preferred allocation method

SECTION 25 OF SENATE BILL NO. 2086 (2021) PROVIDES FOR A STUDY OF DEPARTMENT OF HUMAN SERVICES (DHS) AND HUMAN SERVICE ZONE EMPLOYEE COMPENSATION. THE STUDY IS TO REVIEW:

- Total state and human service zone employee compensation, including wages and salaries, annual leave, pay grades, classification, disaster or emergency services volunteers' leave, employee assistance program benefits, family and medical leave, funeral leave, holidays, hours of work, administrative leave, jury and witness leave, leave without pay, the merit system, military leave, overtime compensation, retirement benefits, health insurance benefits, severance pay, sick leave, benefits for temporary employees, and time off to vote;
- Health insurance benefits, including the availability of health savings accounts, self-insurance, healthy lifestyle incentives, and the appropriateness of the human service zones' current health insurance benefits;
- Compensation equity between DHS, other state agencies, human service zones, and the market; within human service zones; within DHS; and between human service zones; and
- The feasibility and desirability of implementing compensation equity.

COMP + EQUITY STUDY RECOMMENDATION

- Representatives from Zone Directors, North Dakota Association of Counties (NDACo), HRMS and DHS participated in a workgroup to review preliminary data
- Recommend to the Interim Human Services Committee and to Legislative Council to do an RFP to hire a consultant to complete the analysis and study

INTRODUCTIONS: NEW ZONE DIRECTORS

1. Antowan Pickett – Grand Forks Human Services
2. Kristi Frederick – Ward County Human Services
3. Gail Bollinger – Cass County Human Services



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