

Friday, October 22, 2021, 11:00 a.m. (to Follow SIB meeting)
WSI Board Room
1600 E Century Ave, Bismarck, ND

AGENDA

- I. CALL TO ORDER AND ACCEPTANCE OF AGENDA**
- II. Executive Search Status Update – Jan Murtha, Connie Flanagan, Sara Sauter (30 minutes)
 - A. CIO Compensation Range Discussion * Possible Executive Session pursuant to NDCC 44-04-18.4 to discuss confidential commercial and financial compensation survey data.
 - B. Candidate Search Update* Executive Session pursuant to NDCC 44-04-18.27 to discuss exempt applicant data.
 - C. Search Committee Requests.
- III. ADJOURNMENT**

MEMORANDUM

TO: SIB Executive Search Committee
FROM: RIO Staff
DATE: October 21, 2021
RE: Executive Search Status Update

I. CIO Compensation Range Discussion – RIO Staff (10 minutes) Committee Action

At its August 27, 2021 meeting the SIB voted to split the ED/CIO into two positions. Therefore, the salary range for the CIO position requires confirmation so that the CIO search can progress. The amount budgeted for the combined position during the current biennium was \$271,456.

Based on confidential compensation survey data of similar positions, this amount still falls below the median for a dedicated CIO role. Staff however, is not seeking a budget amendment for the CIO position during this biennium. The compensation for the Executive Director position may be set when the Executive Director search commences. Staff recognizes that while the Executive Director position compensation range is likely to be below the market median, it may also be set below the CIO salary range.

Staff recommends setting the CIO salary range with a cap of \$271,456 for the current biennium. Staff has been working with HRMS and discussing compensation challenges with other state agencies and intends to present compensation concerns and request budget adjustments to address these concerns during the 2023 legislative session.

The confidential survey data relied on by staff will be made available to committee members at the committee meeting. An executive session is required to discuss this data.

Possible Motion (if needed): Executive Session pursuant to NDCC 44-04-18.4 to discuss confidential commercial and financial compensation survey data.

COMMITTEE ACTION REQUESTED: Approve CIO Salary Range with a cap of \$271,456.

II. Candidate Search Update – Ms. Murtha (10 minutes) Information Only

Staff will provide an update from EFL regarding the current status of the candidate search. An Executive Session is required to discuss exempt applicant data. The data will be provided at the meeting.

Motion: Executive Session pursuant to NDCC 44-04-18.27 to discuss exempt applicant data.

COMMITTEE ACTION REQUESTED: Information Only.

III. Search Committee Requests.

Discuss any requests for information, process changes, or next steps the Search Committee has for staff regarding this search.

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COMMITTEE ACTION REQUESTED: Information Only, unless directed by Committee.