

# THE PARTICIPATOR

SUMMER 2025

MEMBER FEATURE

## The City of Mountain

**Exempt vs. Non-Exempt Employees:  
What Public Employers Need to Know**

**Vehicle Backing Safety**

**HR Collaborative:  
Summer Series Review, 2026 Conference, & More**

NORTH DAKOTA  
**NDIRF**  
INSURANCE  
RESERVE FUND

# FROM THE CEO

Dear NDIRF Member,

Lately I’ve been somewhat stuck on a 2023 Fact Sheet published by the University of Minnesota Extension titled “How Many People Run Our Towns?” It estimates that 1 in 45 North Dakotans over the age of 18 need to serve as a government leader and when nonprofits are included, the demand jumps to 1 in 13 North Dakotans.

We all know how hard it is to fill roles in political subdivisions and get people involved in public service. Because the demand for service is so high, many of you serve on multiple boards, committees, commissions, and councils, contributing in many ways to your communities. Whether you serve in one role or several, your commitment helps make North Dakota a great place to live and raise families.

To provide our members risk control information and education, the NDIRF partners with many member associations such as the NDLC, NDACo, NDRPA, NDSBA, and NDTOA to help facilitate education that is specific to each type of political subdivision and role. If you know someone new to local government, whether elected, appointed, or employed, please encourage them to become involved with their respective associations and ask questions. From what I’ve seen, everyone is happy to share information and help. Sometimes all you need to do is ask.

The NDIRF’s mission is to be the source of risk services for North Dakota political subdivisions. We’re proud to stand beside you in building strong, resilient communities, so please visit us in Bismarck or stop by our booth at conferences to learn more about our services.

Sincerely,  

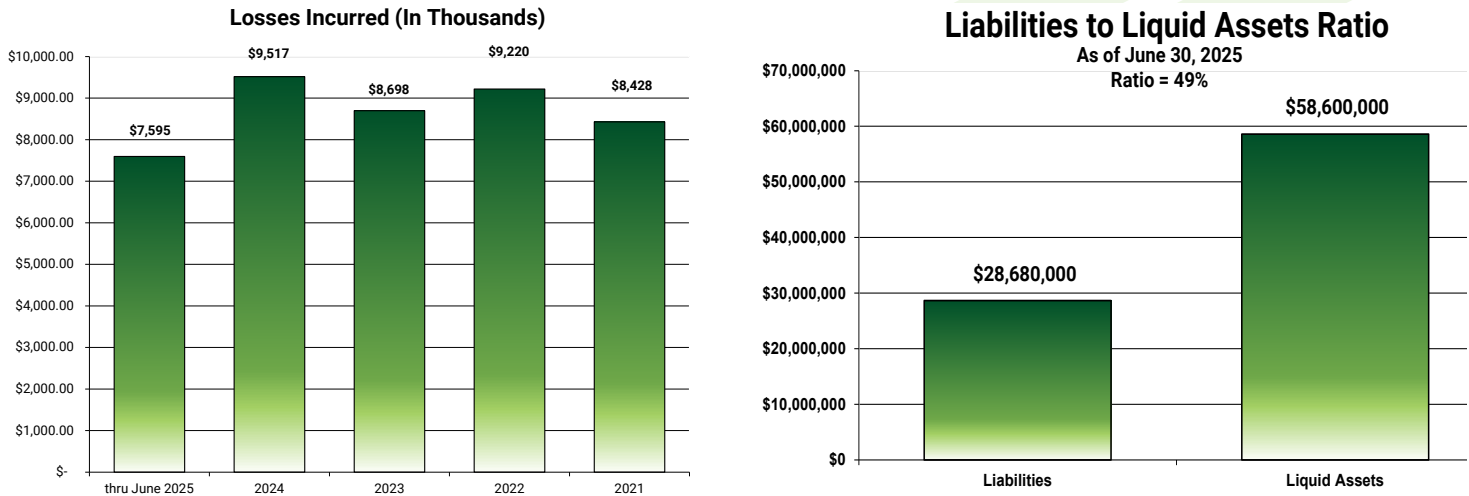

Keith Pic  
NDIRF CEO



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# FINANCIAL INSIGHTS



Cover Photo Credit: City of Mountain

Financial Insights by: Nora Frueh - CFO

**DISCLAIMER**

This publication is provided for educational purposes only and provides a general description of NDIRF or NDFT coverage. Representations of coverage provided by the NDIRF or NDFT within the context of this publication may not reference all language contained in the coverage documents provided by the NDIRF or the NDFT. Refer to the appropriate coverage documents for exact coverage, conditions, exclusions, and other relevant information. Coverage documents can be viewed and downloaded from our website at [www.NDIRF.com](http://www.NDIRF.com).





# EXEMPT VS. NON-EXEMPT EMPLOYEES: WHAT PUBLIC EMPLOYERS NEED TO KNOW

Photo Credit: Vadim Pastuh

For public entities, properly classifying employees as exempt or non-exempt under the Fair Labor Standards Act (“FLSA”) is critical. Misclassification can have major legal, financial, and operational consequences for your organization, including lawsuits, employee morale issues, and compliance penalties.

Understanding how these classifications apply to your workforce helps ensure compliance, consistency, and fairness in employee treatment and compensation.

## THE DIFFERENCE BETWEEN EXEMPT AND NON-EXEMPT

Under the FLSA, non-exempt employees are entitled to overtime pay (typically 1.5 times their regular rate) for any hours worked over 40 in a workweek. Exempt employees, on the other hand, are not entitled to overtime pay, regardless of how many hours they work.

To be classified as exempt, employees must:

1. Be paid on a salary basis;
2. Earn at least the minimum salary threshold (currently \$684/week under federal rules); and
3. Perform duties as defined under one of the FLSA “white-collar” exemptions.

**To be classified as exempt, employees must:**

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## COMMON FLSA EXEMPTIONS FOR PUBLIC EMPLOYERS

Not every salaried role is exempt, and many public sector jobs do not meet all the criteria. Below are common exemptions that may apply to your employees.

### 1. EXECUTIVE EXEMPTION

The executive exemption applies to department heads or managers who:

- Supervise two or more full-time employees;
- Have input into hiring and firing decisions; and
- Have management as a primary duty.

Some examples include department directors, administrators, or senior leadership staff. These individuals are typically responsible for strategic oversight, budgets, and operational decision making.

### 2. ADMINISTRATIVE EXEMPTION

The administrative exemption applies to employees who:

- Perform office or non-manual work directly related to management or general operations; and
- Exercise independent judgment and discretion on significant matters.

# EXEMPT VS. NON-EXEMPT EMPLOYEES

This exemption is often misapplied. Routine clerical or administrative support staff positions, while important, usually do not qualify, as they rarely involve high-level discretion or policy-making authority.

### 3. PROFESSIONAL EXEMPTION

The professional exemption applies to employees in jobs requiring advanced knowledge in a field of science or learning, typically acquired through an extended course of specialized instruction. Engineers, licensed professionals, or attorneys can fall under this exemption. In some cases, certain IT or technical roles may qualify depending on the nature of their responsibilities and education.

## WHY MISCLASSIFICATION MATTERS

Failing to properly classify employees can lead to overtime and wage claims, back pay and liquidated damages, Department of Labor audits or lawsuits, and employee dissatisfaction. While unintentional, these mistakes can be costly to your organization.

## BEST PRACTICES FOR PUBLIC EMPLOYERS

1. **Focus on duties, not titles.** Job titles can be misleading. The actual work performed is what determines classification.
2. **Review FLSA criteria carefully.** Each exemption has strict legal standards. Make sure the role meets all of them.
3. **Evaluate pay structure.** Exemptions apply only to salaried employees above the threshold.
4. **Keep records.** Document your classification decisions and rationale.
5. **Audit regularly.** Job duties change. Periodic reviews help catch issues early.

**Best Practices for Public Employers**

1. Focus on Duties, not titles
2. Review FLSA criteria carefully
3. Evaluate pay structure
4. Keep records
5. Audit regularly

## FINAL THOUGHTS

FLSA compliance applies to every public employer, regardless of size or structure. When in doubt, it is often safer to classify a role as non-exempt unless an exemption clearly applies.

If your organization has not recently reviewed its classifications, or never has, now is a good time. Clear policies, proper documentation, and periodic review are your best defense against FLSA wage and hour violations.

For more information, or for help reviewing your classifications, reach out to the HR Collaborative for guidance or consult legal counsel.



Article by:  
Dani Krause - NDIFR Staff Legal Counsel





# MEMBER FEATURE

## THE CITY OF MOUNTAIN

### BORG PIONEER MEMORIAL HOME

Every issue of *The Participator* features stories of NDIRF members. This issue features The City of Mountain, a Pembina County town established in 1878. Though it has a community-owned restaurant, fire department, and an annual summer event that draws thousands from around the world, Mountain is a surprisingly small community. According to Mayor Tim Moore, “There are about 75 people – and that’s including the residents of one of North Dakota’s oldest assisted living facilities, Borg Pioneer Memorial Home.” Mountain is also home to the oldest Icelandic church and cemetery in the United States.

### A COUPLE’S UNEXPECTED JOURNEY TO COMMUNITY LEADERSHIP

Mayor Tim Moore is a farmer, rancher, and a lifelong resident of Mountain. He is also one-half of a couple who passionately work to make big things happen in their small town. Sylvia Moore (originally from Olga, ND) is Tim’s wife as well as a mother, grandmother, home caregiver, artist, AND Auditor for The City of Mountain. They both came into their positions after their predecessors passed away and have been working hard for their community ever since.

Since Mayor Tim and Auditor Sylvia have taken on their positions, some big things have happened in the City of Mountain. When she first took on her position as Auditor, Sylvia recalls working from the town’s old schoolhouse which had no heat and a roof that was caving in. At the time, the decaying building was also home to the local fire department and cafe.



MAYOR TIM MOORE & AUDITOR SYLVIA MOORE



## MEMBER FEATURE

### BETTERING THE COMMUNITY

In 2005, Tim and Sylvia began searching for a new office building, applying for grants, and fundraising for new community facilities. By 2011, they were able to build the Mountain Community Center (MCC) for \$1.7 million!

The MCC became the new location for the local fire department, community center, and community-owned restaurant - Mountain Chalet Cafe. Sylvia says the MCC is “easily the nicest facility in the county,” and that it is a popular venue for wedding receptions. The Domestic Violence and Abuse Center also leases a space in the MCC to offer classes.

During the MCC planning process, a new post office was also implemented *just in case* something happened to the original post office building. Then, in 2019, upon asbestos being found in the original building, it was condemned by the Postal Service. The new post office is currently operational.

The MCC building was officially paid off on August 2, 2024, which was cause for celebration. Mayor Tim proudly mentioned that they hosted a “burn party” upon paying the final bill!

The Moores aren’t the only residents dedicated to making The City of Mountain a great place to live and visit. In fact, the city developed a subcommittee to raise funds to build a new playground. The playground name, Mountain Bornum Park, honors Mountain’s Icelandic heritage.

Mountain also has its own volunteer-run emergency service crew - the Mountain Quick Response (MQR). And Sylvia was President of the MQR for over 20 years! She feels fortunate to have the program

because other communities can struggle to hold onto their certified quick response teams. The MQR has five certified EMTs, one advanced EMT, and two first responders.



MOUNTAIN COMMUNITY CENTER (MCC)



MOUNTAIN BORNUM PARK



# MEMBER FEATURE

## BORG PIONEER MEMORIAL HOME

The City of Mountain is a great place to spend a lifetime. In fact, Mountain is home to one of North Dakota's oldest assisted living facilities, Borg Pioneer Memorial Home. According to its website, in 1949, the Icelandic Church Congregations established the Borg Home to provide quality long term care to people. In 2019, Borg Home was even received a Community Service Award from the North Dakota Long Term Care Association for providing great care to residents.

## 126TH ANNUAL DEUCE OF AUGUST ICELANDIC CELEBRATION

The City of Mountain is proudly Icelandic, and they have been celebrating their heritage every August for well over a century. This year, from August 1-3, Mountain held its **126th Annual Deuce of August Icelandic Celebration**, the longest-running cultural celebration in North Dakota.

The weekend-long event also features a nationally recognized tractor and pickup pull, Icelandic goodies, and family fun. While every year is exciting, the 100th Annual Deuce of August Icelandic Celebration in 1999 is one of the most memorable – the President of Iceland was even in attendance!

To learn more about the Annual Deuce of August Celebration, scan the QR code on this page!

SCAN HERE!

Use your phone's camera to scan the QR code to learn more about The Deuce of August!



## THE CITY OF MOUNTAIN & NDIRF

The City of Mountain has been a NDIRF member for as long as Tim and Sylvia can remember. In fact, NDIRF proudly provides insurance for Deuce of August and other social events in Mountain. Sylvia said, "If it wasn't for NDIRF, we wouldn't be able to put on such an event or even insure a lot of things."

Thank you to Mayor Tim and Auditor Sylvia for sharing a little history about The City of Mountain and its great community!



ICELANDIC CHURCH



Article by:  
Kori Bowen - NDIRF Marketing & Communications Specialist

# VEHICLE BACKING SAFETY

Article Credit: Chris Padilla, Training Manager, NDLTAP

According to the National Safety Council, one out of four vehicle accidents can be blamed on poor backing techniques. Backing accidents cause 500 deaths and 15,000 injuries per year. The use of safe vehicle backing tips by employers and employees can help prevent accidents while on and off the job.

**GET TO KNOW THE BLIND SPOTS.** In a medium-sized truck, blind spots can extend up to 16 feet in front and 160 feet behind a vehicle. Drivers need to remember that mirrors can never give the whole picture while backing.

**THINK IN ADVANCE.** Drivers should not put themselves into unnecessary backing situations.

**PARK DEFENSIVELY.** Drivers must choose easy exit parking spaces that don't crowd neighboring vehicles and park their vehicle in the center of the parking space.

**PERFORM A WALK-AROUND.** Walking around a vehicle gives a driver firsthand view of the backing area and any limitations. They can check for children, soft or muddy areas, potholes, tire hazards, and other dangers.

**KNOW THE CLEARANCES.** When performing a walk-around, drivers can check for obstructions, low-hanging trees and wires, and any other potential clearance-related problems.

**EVERY SITUATION IS NEW AND DIFFERENT.** Sometimes a driver visits the same location several times a day and should be watchful each visit for changes and any new obstacles. Don't get complacent.

**USE A SPOTTER.** A driver should ask someone to help them when backing. The driver and spotter should use hand signals instead of verbal ones and make sure they understand each other's signals. Ensure the spotter doesn't walk backwards while giving instructions.

**WHEN THERE IS NO SPOTTER.** Perform a walkaround and return to the vehicle within a few seconds after finishing. This will allow very little time for people and/or obstacles to change behind the vehicle. Backing without a spotter should only take place after a driver has as much information about the area as possible. A back up alarm can help warn away pedestrians and drivers of other vehicles who may try to enter the area the vehicle is backing into.

**NEVER ASSUME.** Drivers should never assume people will walk safely behind or stop for backing vehicles. If you see someone in your mirror, stop until you are certain they are clear and in a safe position.

## LONG-TERM SOLUTIONS TO SAFE BACKING

- **ALARMS, CAMERAS, RADAR, AND MIRRORS.** Installation of back-up alarms will help people be aware of a backing vehicle. Varying alarms with broadband white noise make it easier to locate.
- Installation of rear-vision camera systems in vehicles eliminates rear blind spots. Investing in rear-vision camera system for vehicles can put drivers in full visual control of the rear of a vehicle.
- Radar systems will assist drivers in warning as vehicles, objects, or people are near the backing vehicle.
- Mirrors do not need to be high-tech. Operable, clean and properly adjusted mirrors make a world of difference.
- Creation and support of a company-wide training program on safe backing practices.

# COVERAGE CORNER

## HOW ARE A CYBER EVENT AND A DATA BREACH DIFFERENT?

Photo Credit: Sergey Nivens

Living in an online-driven world means it is important to vigilantly protect sensitive information. While not every entity will experience a cyber attack, understanding your General Liability Memorandum of Coverage (GL 10 01 08 25) is important in the unfortunate instance that a cyber event or data breach does happen.

Cyber Liability and Data Breach may sound like two very similar terms and are sometimes even used interchangeably but it is important to note that they are defined differently in the General Liability Memorandum of Coverage (GL 10 01 08 25). It is crucial to know the difference between the two so if a claim arises you know exactly what coverage is afforded.

### THE NDIRF GENERAL LIABILITY MEMORANDUM OF COVERAGE (GL 10 01 08 25) DEFINES EACH TERM AS FOLLOWS:

**CYBER EVENT** - The unauthorized access to; the presence of a "malicious cyber act" on; the spread of a "malicious cyber act" by; the unauthorized or malicious use of; the intentional shutdown as a preventative measure of; any interruption in service due to a "non-malicious cyber act" on; the malicious interference with or the threat to damage, destroy, corrupt, alter, delete, or otherwise preclude or hinder the use of any "computer system." However, "cyber event" does not include a "data breach."

**DATA BREACH** - The modification, corruption, loss, destruction, theft, collection, use, illegitimate or unauthorized access, handling, or unlawful or unauthorized processing or disclosure of "data", or the inability to access such "data", or the loss, destruction or theft of any computer, electronic device, hardware, or component thereof which contains such "data." However, "data breach" does not include a "cyber event."

### WHAT IS DEFINED AS "DATA" PER THE NDIRF GENERAL LIABILITY MEMORANDUM OF COVERAGE (GL 10 01 08 25)?

**DATA** - Any non-public personal information, or any other information, in any format and includes, but is not limited to, records, reports, designs, plans, formulas, processes, trade secrets, patents, financial information, medical or healthcare information, or other protected health information, contact information, account numbers, account histories, passwords, credit or debit card details, name, email address, social security number, driver's license number, state identification number, telephone number, personally identifiable photos, personally identifiable videos, internet browsing history, biometric records, or other non-public personal information as may be defined in any privacy or cyber laws.



Article by:  
Jordan Wahl - NDIRF Director of Underwriting

Knowing the difference between each term can help you better understand your coverage if a situation arises where a claim needs to be made as the coverage limits are different for each item. If you have any questions regarding these terms or coverages, please contact the underwriting department at **701-224-1988** or email at [NDIRFUnderwriting@ndirf.com](mailto:NDIRFUnderwriting@ndirf.com).

## IT IS GOLF SEASON IN NORTH DAKOTA, BEWARE OF ERRANT SHOTS

Photo Credit: Yellowj

Article Credit: Brian D. Schmidt, Attorney at Law and partner at Smith Porsburg

North Dakota leads the nation in most golf course per capita. Many of North Dakota's golf courses are publicly owned. A common question arises about liability for damages caused by errant golf shots. This issue has been litigated across the country with varying outcomes.

Courts have noted that while the object of golf is to hit the ball towards the hole, "the possibility that the ball will fly off in another direction is a risk inherent in the game." Many courts have relieved golf courses of liability for injuries to other golfers caused by errant shots provided the course did not create an unreasonable risk of harm. However, different results have been found with respect to errant golf shots proven to damage non-golfers. A golf course has a "duty to exercise reasonable care in the maintenance and use of its property to prevent foreseeable injury that might occur on adjoining property by failing to take precautions in design and location, in the form of play, or in the erection of protective devices as a safeguard against injury to the plaintiffs' property." Put simply, golf courses are not immune from liability for all errant shots.

The North Dakota Supreme Court addressed this issue in *Kirchoffner v. Quam*, 264 N.W.2d 203 (N.D. 1978). In *Quam*, the Maple River flowed through the Maple River Golf Course and was an intended hazard built into the course. The Course knew boaters traveled the river and warned boaters not to recover lost golf balls. Nonetheless, a boater, who knew he

was near the Course, tied up his boat and lingered near the fifth hole. During this time, a golfer - who had a habitual slice - aimed his shot toward the left edge of the fairway about 60 feet from the boater's location. Instead of the shot veering right as expected, it went left and struck the boater in the eye.

The boater sued the golfer and the Course. A jury found the golfer was not negligent and free of fault, but appropriated 70% fault to the Course and 30% fault to the boater for his damages. The Course appealed and the Supreme Court held "[t]he jury had the right to determine that warnings should have been given, by signs or otherwise, to boaters...The jury could have determined that the warning not to search in the river for golf[ ]balls was insufficient, and that the warning should have included notice of the danger from flying balls." As a result, even though the golfer was cleared of wrongdoing, the Course was liable for 70% of the boater's damages because it did not implement adequate safety measures to protect non-golfers from a known danger.

In short, a golf course can be liable for damages caused by errant shots even if the golfer is not. Since every golf course is different, various factors will impact the necessary safety measures that courses must take to satisfy their legal duty and escape liability. Every case is different; however, if you are concerned about the safety of your public golf course, it is prudent to consult an attorney in an effort to protect your political subdivision from liability.

<sup>1</sup><https://www.ndtourism.com/articles/championship-and-unique-golf-courses-north-dakota> (June 29, 2021) 2Krych v. Bredenber, 98 N.Y.S.3d 772, 773 (App. Div. 2019) 3See Sanchez v. Candia Woods Golf Links, 13 A.3d 268 (N.H. 2010); see also Hornstein v. State of New York, 259 N.Y.S.2d 902 (Ct. Cl. 1965); American Golf Corp. v. Superior Court, 93 Cal. Rptr. 2d 683, 689 (Ct. App. 2000) 4See Fenton v. Quaboag Country Club, Inc., 233 N.E.2d 216 (Mass. 1968); Gellman v. Seawane Golf & Country Club, Inc. 805 N.Y.S. 2d 411 (App. Div. 2005). 5Behar v. Quaker Ridge Golf Club, Inc., 988 N.Y.S.2d 633, 635 (App. Div. 2014)



# HR COLLABORATIVE



## SIX-SESSION SUMMER VIRTUAL SERIES REVIEW

Now that the HR Collaborative’s Six-Session Summer Virtual Series has wrapped, make sure to **claim your NCLE credits by reaching out to our team at [HRCollaborative@ndirf.com](mailto:HRCollaborative@ndirf.com)**. Whether or not you attended the series, you can **access series training materials by using your phone to scan the QR code on this page.\***

### VIRTUAL SERIES TOPICS

- 1. **Employment Law Overview**  
Dani Krause (NDIRF Staff Legal Counsel)
- 2. **Cultivating Joyfulness for Self-Care: Be Whole. Be Strong. Be You.**  
Dawn Kaiser (Speaker, Coach, Joy Refueler)
- 3. **Performance Management**  
Tany Wielder (Human Resources Consultant)
- 4. **Do Not Become the Victim of Your Anti-Discrimination Policies**  
Brian D. Schmidt (Attorney at Law & Partner)
- 5. **Effective Talent Acquisition in a Competitive Market**  
Jason Sutheimer (Human Resource Business Partner, SHRM-SCP)
- 6. **NDPHIT Health Coverage Trends**  
Randy Johnson (Senior Vice President)



SCAN HERE!

Use your phone’s camera to scan the QR code and login to access training materials from the Summer Virtual Series!



*\*If you were not previously registered for the live sessions, there is a **\$50 fee** to access training materials. Use the QR code to register.*

**HR Consultant**  
The HR Collaborative’s consultant role exists to support you and your employees, helping guide you in the right direction when HR questions arise. Please note that this role does not provide legal advice. You can submit a question to the HR Consultant at [HRCollaborative@ndirf.com](mailto:HRCollaborative@ndirf.com).

# HR COLLABORATIVE



## 2026 HR COLLABORATIVE CONFERENCE & MORE

Formed in 2008 through an Otto Bremer Foundation Grant and in partnership with the North Dakota Association of Counties (NDACo), North Dakota League of Cities (NDLC), North Dakota School Boards Association (NDSBA), North Dakota Recreation and Park Association (NDRPA), and the NDIRF, the HR Collaborative is a program that aims to strengthen human resource management within local governments by providing relevant and affordable training and resources. The NDIRF has led the HR Collaborative program since January 2023.

### 2026 HR COLLABORATIVE CONFERENCE

Mark your calendar for the HR Collaborative’s 2026 Biennial Conference!

**WHEN:** April 22-23, 2026

**WHERE:** Bismarck Hotel & Conference Center  
(formerly Ramkota Hotel)

**DETAILS:** Coming Soon!



### JOIN THE HR COLLABORATIVE

Did you know that HR Collaborative membership is **FREE** to you and your employees? HR Collaborative members will receive information about upcoming HR Collaborative news and events. It only takes a few minutes to sign up. **Scan the QR code on this page to join today!**

SCAN HERE!

Use your phone’s camera to scan the QR code and login to sign up for your **FREE** membership to the HR Collaborative!



If you have any questions regarding the above information, please reach out the the HR Collaborative at [HRCollaborative@ndirf.com](mailto:HRCollaborative@ndirf.com)

# NDIRF UPDATE

Some exciting things have been happening at NDIRF. Recently, we hired two new employees in the Member Services and Underwriting departments. A long-term employee was also recently promoted! Please join us in welcoming our new employees and in recognizing our new Director of Underwriting.

## KORI BOWEN, MARKETING & COMMUNICATIONS SPECIALIST



Kori Bowen joined NDIRF in June as the Marketing & Communications Specialist. She has a Bachelor's in Communication degree with a minor in Political Science from the University of North Dakota and has over six years of experience in media, tech, and marketing.

With a goal of being the top insurance educational resource, Kori is the person developing, creating, and evolving user-friendly learning materials. She's most excited to make an impact in educating members and agents on what NDIRF does for their communities!

Kori is originally from the small North Dakota town, Lansford. She moved to Bismarck in 2019 and fell in love with the area. She and her boyfriend live with their two cats and Yorkie. Together, they enjoy board/table games, traveling, concerts, cooking, and spending their summers at The Desert (South Bismarck).

## JORDAN WAHL, DIRECTOR OF UNDERWRITING



In June, NDIRF proudly announced that Jordan Wahl has been promoted to Director of Underwriting.

Wahl joined the NDIRF in November 2021 as an Outside Claims Adjuster, supporting NDIRF members throughout the claims reporting and resolution processes for liability, automobile, public assets, and property coverage types. In July 2024 he was promoted to Assistant Director of Underwriting. Prior to working at the NDIRF, Wahl served for nearly 12 years as a multi-line claims adjuster, including property, auto, and liability (personal injury protection, bodily injury, and medical payments).

In his new role, he oversees the operations of the Underwriting Department, provide strategic direction and participate in the planning and implementation of departmental objectives, policies, and priorities.

Wahl has a bachelor's degree in business administration from Dickinson State University (Dickinson, ND), and he holds an Associate in Claims (AIC) and Senior Claim Law Associate (SCLA) designations. He is currently pursuing a Chartered Property Casualty Underwriter (CPCU) designation with 2026 as his slated completion date.

# NDIRF UPDATE

## FREE TRAINING WITH NDIRF

Did you know that the NDIRF offers free courses that can be beneficial in training your team? You and your employees can even get credit for some courses upon completion of training! **Visit the Member Services tab on NDIRF.com to register for trainings** like the defensive driving course or a course through LocalGovU.

### DEFENSIVE DRIVING COURSE

NDIRF has partnered with the National Safety Council and the North Dakota Safety Council to offer an NDIRF member-exclusive defensive driving course. Benefits of taking the defensive driving course include:

- Meets the requirements of various regulatory agencies
- Assists with personal insurance rate reductions
- Meets the requirements to reduce driver's license points
- Helps reduce auto collision/crash frequency and/or severity

### LOCALGOVU

LocalGovU offers over 1,000 NDIRF Member-Exclusive courses for online professional development and training courses for local government including:

- Human Resources Management
- Customer Service
- Road Maintenance
- General Safety
- Cyber Security
- North Dakota POST Board-approved courses, allowing law enforcement agencies to fulfill 20 of the 60 training hours required by the North Dakota POST Board every three years



NDIRF Office Building in Bismarck, ND

If you have any questions regarding training opportunities with NDIRF, reach out to Director of Member Services, Corey Olson, at [corey.olson@ndirf.com](mailto:corey.olson@ndirf.com).





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# NDIRF BOARD OF DIRECTORS

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Tyler Jacobson, Valley City | Burdell Johnson, Tuttle | Sonya Larson, Steele | Scott Ouradnik, Amidon  
Chris West, Grafton

## UPCOMING EVENTS

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### SEPTEMBER 2025

#### LEAS ADMINISTRATIVE SUPPORT ANNUAL CONFERENCE

September 23-24 \ Bismarck

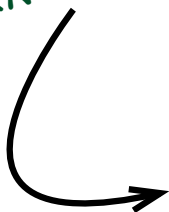
#### NDLC ANNUAL CONFERENCE

September 17-19 \ Bismarck

#### NDRPA STATE CONFERENCE

September 30 - October 2 \ Fargo

SCAN HERE!



**Never miss out on important events!**  
Use your phone's camera to scan the  
QR code to get the latest details on  
NDIRF events!