

**ACTUAL LEGISLATIVE COMPENSATION RATES AND LEGISLATIVE COMPENSATION RATES ADJUSTED FOR INFLATION  
AND STATE EMPLOYEE SALARY INCREASES - 1981 THROUGH 2016**

	ACTUAL COMPENSATION RATES			COMPENSATION RATES ADJUSTED FOR INFLATION			COMPENSATION RATES ADJUSTED FOR SALARY INCREASES PROVIDED TO STATE EMPLOYEES				
	Interim Daily Compensation	Session Daily Compensation and Expense Reimbursement <sup>1</sup>	Monthly Compensation During Term of Office	Inflation <sup>2</sup>	Interim Daily Compensation	Session Daily Compensation	Monthly Compensation During Term of Office	Salary Increases Provided to State Employees	Interim Daily Compensation	Session Daily Compensation	Monthly Compensation During Term of Office
1981	\$62.50	\$90.00	\$180.00		\$62.50	\$90.00	\$180.00				
1982	\$62.50	\$90.00	\$180.00	6.2%	\$66.38	\$95.58	\$191.16	8.0% <sup>3</sup>	\$67.50	\$97.20	\$194.40
1983	\$62.50	\$90.00	\$180.00	3.2%	\$68.50	\$98.64	\$197.28	2.0% <sup>4</sup>	\$68.85	\$99.14	\$198.29
1984	\$62.50	\$90.00	\$180.00	4.3%	\$71.45	\$102.88	\$205.76	2.0% <sup>4</sup>	\$70.23	\$101.12	\$202.26
1985	\$62.50	\$90.00	\$180.00	3.5%	\$73.95	\$106.48	\$212.96	5.5% <sup>5</sup>	\$74.09	\$106.68	\$213.38
1986	\$62.50	\$90.00	\$180.00	1.9%	\$75.36	\$108.50	\$217.01	4.0% <sup>6</sup>	\$77.05	\$110.95	\$221.92
1987	\$62.50	\$90.00	\$180.00	3.7%	\$78.15	\$112.51	\$225.04	0.0%	\$77.05	\$110.95	\$221.92
1988	\$62.50	\$90.00	\$180.00	4.1%	\$81.35	\$117.12	\$234.27	0.0%	\$77.05	\$110.95	\$221.92
1989	\$62.50	\$90.00	\$180.00	4.8%	\$85.25	\$122.74	\$245.51	7.1% <sup>7</sup>	\$82.52	\$118.83	\$237.68
1990	\$62.50	\$90.00	\$180.00	5.4%	\$89.85	\$129.37	\$258.77	0.0% <sup>8</sup>	\$82.52	\$118.83	\$237.68
1991	\$62.50	\$90.00	\$180.00	4.2%	\$93.62	\$134.80	\$269.64	4.0% <sup>9</sup>	\$85.82	\$123.58	\$247.19
1992	\$62.50	\$90.00	\$180.00	3.0%	\$96.43	\$138.84	\$277.73	\$40 per month <sup>10</sup>	\$87.54	\$126.05	\$252.13
1993	\$62.50	\$90.00	\$180.00	3.0%	\$99.32	\$143.01	\$286.06	\$60 per month <sup>11</sup>	\$90.17	\$129.83	\$259.69
1994	\$62.50	\$90.00	\$180.00	2.6%	\$101.90	\$146.73	\$293.50	3.0% <sup>12</sup>	\$92.88	\$133.72	\$267.48
1995	\$62.50	\$90.00	\$180.00	2.8%	\$104.75	\$150.84	\$301.72	2.0%	\$94.74	\$136.39	\$272.83
1996	\$62.50	\$90.00	\$180.00	2.9%	\$107.79	\$155.21	\$310.47	3.0% <sup>13</sup>	\$97.58	\$140.48	\$281.01
1997	\$62.50	\$111.00	\$250.00	2.3%	\$110.27	\$158.78	\$317.61	3.0% <sup>15</sup>	\$100.51	\$144.69	\$289.44
1998	\$62.50	\$111.00	\$250.00	1.5%	\$111.92	\$161.16	\$322.37	3.0% <sup>15</sup>	\$103.53	\$149.03	\$298.12
1999	\$75.00	\$111.00	\$250.00	2.2%	\$114.38	\$164.71	\$329.46	2.0% <sup>16</sup>	\$105.60	\$152.01	\$304.08
2000	\$75.00	\$111.00	\$250.00	3.4%	\$118.27	\$170.31	\$340.66	3.0% <sup>16</sup>	\$108.77	\$156.57	\$313.20
2001	\$100.00	\$125.00	\$250.00	2.8%	\$121.58	\$175.08	\$350.20	3.0% <sup>17</sup>	\$112.03	\$161.27	\$322.60
2002	\$100.00	\$125.00	\$250.00	1.6%	\$123.53	\$177.88	\$355.80	2.0% <sup>17</sup>	\$114.27	\$164.50	\$329.05
2003	\$100.00	\$125.00	\$250.00	2.3%	\$126.37	\$181.97	\$363.98	0.0% <sup>18</sup>	\$114.27	\$164.50	\$329.05
2004	\$100.00	\$125.00	\$250.00	2.7%	\$129.78	\$186.88	\$373.81	0.0% <sup>18</sup>	\$114.27	\$164.50	\$329.05
2005	\$100.00	\$125.00	\$350.00	3.4%	\$134.19	\$193.23	\$386.52	4.0%	\$118.84	\$171.08	\$342.21
2006	\$100.00	\$125.00	\$350.00	3.2%	\$138.48	\$199.41	\$398.89	4.0%	\$123.59	\$177.92	\$355.90
2007	\$104.00 <sup>19</sup>	\$130.00 <sup>19</sup>	\$364.00 <sup>19</sup>	2.9%	\$142.50	\$205.19	\$410.46	4.0%	\$128.53	\$185.04	\$370.14
2008	\$108.00 <sup>19</sup>	\$135.00 <sup>19</sup>	\$378.00 <sup>19</sup>	3.8%	\$147.92	\$212.99	\$426.06	4.0%	\$133.67	\$192.44	\$384.95
2009	\$141.00 <sup>20</sup>	\$141.00 <sup>21</sup>	\$396.00 <sup>21</sup>	-0.3%	\$147.48	\$212.35	\$424.78	5.0%	\$140.35	\$202.06	\$404.20
2010	\$148.00 <sup>20</sup>	\$148.00 <sup>21</sup>	\$415.00 <sup>21</sup>	1.1% <sup>14</sup>	\$149.10	\$214.69	\$429.45	5.0%	\$147.37	\$212.16	\$424.41
2011	\$152.00 <sup>22</sup>	\$152.00 <sup>22</sup>	\$427.00 <sup>22</sup>	3.6% <sup>14</sup>	\$154.47	\$222.42	\$444.91	3.0%	\$151.79	\$218.52	\$437.14
2012	\$157.00 <sup>22</sup>	\$157.00 <sup>22</sup>	\$440.00 <sup>22</sup>	1.7% <sup>14</sup>	\$157.10	\$226.20	\$452.47	3.0%	\$156.34	\$225.08	\$450.25
2013	\$162.00 <sup>23</sup>	\$162.00 <sup>23</sup>	\$453.00 <sup>23</sup>	1.5% <sup>14</sup>	\$159.46	\$229.59	\$459.26	4.0% <sup>24</sup>	\$162.59	\$234.08	\$468.26
2014	\$167.00 <sup>23</sup>	\$167.00 <sup>23</sup>	\$467.00 <sup>23</sup>	1.6% <sup>14</sup>	\$162.01	\$233.26	\$466.61	3.0% <sup>24</sup>	\$167.47	\$241.10	\$482.31
2015	\$172.00 <sup>25</sup>	\$172.00 <sup>25</sup>	\$481.00 <sup>25</sup>	0.1% <sup>14</sup>	\$162.17	\$233.49	\$467.08	3.0% <sup>26</sup>	\$172.49	\$248.33	\$496.78
2016	\$177.00 <sup>25</sup>	\$177.00 <sup>25</sup>	\$495.00 <sup>25</sup>	0.8% <sup>14</sup>	\$163.47	\$235.36	\$470.82	3.0% <sup>26</sup>	\$177.66	\$255.78	\$511.68

<sup>1</sup> Until 1985 the \$90 per calendar day amount included compensation and expense reimbursement. Beginning in 1985, the \$90 per day amount includes only compensation.

<sup>2</sup> The inflation rate is the annual percentage change in the consumer price index.

<sup>3</sup> The actual salary increase was reduced by a budget allotment directed by the Governor.

<sup>4</sup> The percentage shown is a 2 percent additional state-paid contribution to retirement in lieu of a salary increase.

<sup>5</sup> Salary increases of 9.5 percent were provided to higher education faculty and senior administrative staff and 5.5 percent for all other state employees.

<sup>6</sup> The Governor deferred this salary increase for executive branch agencies until January 1, 1987, with a minimum of \$50 per month. For the purposes of this analysis, a 4 percent increase was applied to legislative compensation.

- <sup>7</sup> Salary increases of 11.4 percent were provided for higher education faculty at the University of North Dakota and North Dakota State University; 9.5 percent for higher education faculty at other 4-year universities; 7.3 percent for higher education faculty at 2-year colleges; 9.1 percent for faculty at the University North Dakota School of Medicine and Health Sciences; 8.7 to 9.7 percent for administrative, professional, and classified employees at the institutions of higher education; and 7.1 percent for all other state employees.
- <sup>8</sup> Salary increases of 7 percent were provided for higher education faculty at 4-year universities, 5 percent for higher education faculty at 2-year colleges, and 0 percent for all other state employees.
- <sup>9</sup> A salary increase of 4 percent, with a minimum of \$50 per month, was provided for state employees. For the purposes of this analysis, only the 4 percent increase was applied to legislative compensation.
- <sup>10</sup> The \$40 per month increase averaged approximately 2 percent for classified state employees. For the purposes of this analysis, a 2 percent increase was applied to legislative compensation.
- <sup>11</sup> The \$60 per month increase averaged approximately 3 percent for classified state employees. For the purposes of this analysis, a 3 percent increase was applied to legislative compensation.
- <sup>12</sup> A salary increase of up to 3 percent was provided to the extent available from agency savings.
- <sup>13</sup> The salary increase of 3 percent includes 1 percent provided for salary equity adjustments and merit increases.
- <sup>14</sup> Annual percentage increase in the consumer price index, as provided by the Bureau of Labor Statistics.
- <sup>15</sup> Salary increases were a minimum of \$30 per month with any additional increases up to an average of 3 percent distributed on the basis of merit and equity. For the purposes of this analysis, only the 3 percent increase was applied to legislative compensation.
- <sup>16</sup> Salary increases were a minimum of \$35 per month with any additional increases up to 2 percent the first year and 3 percent the second year distributed on the basis of merit and equity. For the purposes of this analysis, the percentage increases were applied to legislative compensation.
- <sup>17</sup> Salary increases were a minimum of \$35 per month with any additional increases distributed on the basis of merit and equity. For the purposes of this analysis, the percentage increases were applied to legislative compensation.
- <sup>18</sup> Salary increases up to 1 percent effective on January 1, 2004, and 2 percent effective on January 1, 2005, for the executive and judicial branches to the extent the increases could be provided from pooled savings realized from eliminated full-time equivalent (FTE) positions and from accumulated savings from other vacant FTE positions. At least 70 percent of the funding for the increases provided must be from pooled savings of the eliminated FTE positions. No specific funding was provided to higher education institutions for salary increases with the intent that any salary increases provided be from existing appropriation authority. The Office of Management and Budget reported that the pooled savings for the executive branch do not include sufficient savings from eliminated or vacant positions for state employee salary increases; therefore, for the purposes of this analysis, no increase was applied to legislative compensation.
- <sup>19</sup> The 2007 Legislative Assembly increased legislators' daily pay during legislative sessions, monthly compensation, and interim meeting compensation by 4 percent for the first year of the 2007-09 biennium and by 3.85 percent for the second year of the biennium.
- <sup>20</sup> Section 11 of 2007 House Bill No. 1001 increased legislators' interim meeting pay to \$135 per day, beginning July 1, 2009. Senate Bill No. 2064 (2009) increased the interim compensation rate by 5 percent per year from \$135 to \$141 per day, effective August 1, 2009, and to \$148 per day, effective July 1, 2010.
- <sup>21</sup> The 2009 Legislative Assembly increased legislators' daily pay during legislative sessions and monthly compensation by 5 percent for each year of the 2009-11 biennium.
- <sup>22</sup> The 2011 Legislative Assembly increased legislators' daily pay during legislative sessions, monthly compensation, and interim meeting compensation by 3 percent for each year of the 2011-13 biennium.
- <sup>23</sup> The 2013 Legislative Assembly increased legislators' daily pay during legislative sessions, monthly compensation, and interim meeting compensation by 3 percent for each year of the 2013-15 biennium.
- <sup>24</sup> The 2013 Legislative Assembly approved state employee compensation increase to a range of 3 to 5 percent for fiscal year 2013 and 2 to 4 percent for fiscal year 2014.
- <sup>25</sup> The 2015 Legislative Assembly increased legislators' daily pay during legislative sessions, monthly compensation, and interim meeting compensation by 3 percent for each year of the 2015-17 biennium.
- <sup>26</sup> The 2015 Legislative Assembly approved state employee compensation increases of 2 to 4 percent for each year of the 2015-17 biennium.