

September 1997

STATE EMPLOYEE PAY SCHEDULES - NORTH DAKOTA COMPARED TO NEARBY STATES

This memorandum provides information on North Dakota, Minnesota, Montana, South Dakota, and Wyoming state employee pay schedules, average position salaries, and fringe benefits provided to state employees.

NORTH DAKOTA

North Dakota has one pay schedule for all classified employees which consists of pay grades 4 through 42. The minimum pay grade 4 salary is \$893 per month and the maximum pay grade 42 salary is \$7,228 per month.

MINNESOTA

Minnesota's pay schedule for state employees includes 24 salary range structures. Each bargaining unit representing employees is assigned a separate set of grades and ranges. The five schedules that are the most general include the following:

Pay Schedule	Number of Ranges	Minimum Salary	Maximum Salary
Support/clerical	36	\$1,208	\$3,876
Craft, maintenance, and labor	19	1,889	3,475
Professional	30	1,853	6,876
Supervisory	29	1,810	6,527
Management	22	2,747	9,172

MONTANA

Montana's pay schedule is comprised of two range structures, the general range which covers most state employees and the "B" range which covers trades and laborer jobs. The general range is comprised of 25 pay grades ranging from a minimum of \$749 per month to a maximum of \$8,751 per month. The "B" plan does not use salary ranges; therefore, each employee is paid the base rate with an additional 1.5 percent add-on for each five complete years of service. The "B" plan includes 13 base rates ranging from a minimum of \$1,732 per month to a maximum of \$2,564 per month.

SOUTH DAKOTA

The pay schedule for South Dakota state employees includes five different range structures.

The majority of state employees are included in the general and technical schedules. South Dakota also uses longevity payments based on years of service. The South Dakota range structures include:

Range Structure	Number of Salary Ranges	Minimum Salary	Maximum Salary
General - Not career service	18	\$965	\$6,715
General - Career service	15	965	5,061
Technical - Career and noncareer	8	1,758	5,555
Law enforcement	9	1,797	6,708
Medical	7	2,905	20,401

South Dakota's longevity plan becomes effective after an employee has completed seven years of service. The annual salary of an employee with at least seven years of service is increased by \$100. The annual adjustment increases in increments based on years of service. The maximum annual adjustment for an employee with 49 years of service is \$2,205.

WYOMING

Beginning in January 1998, Wyoming will utilize one pay schedule for all of its employees rather than two schedules as it currently uses. The Wyoming schedule which will become effective in 1998 is comprised of 11 pay ranges with salaries that range from a minimum of \$910 per month in grade 1 to a maximum of \$6,865 per month in grade 11.

POSITION TITLE COMPARISONS

Central personnel generally compares state employee salaries in grades 4 through 20 with the North Dakota market and grades 21 through 42 with other states in our region. The schedule below presents sample job titles and the average salary for each title in state government within pay grades 4 through 20 and compares to Job Service's North Dakota wage survey information.

Position Title	North Dakota State Government	North Dakota (Job Service Survey)
General office clerk II	\$1,304	\$1,340
Administrative secretary II	1,329	1,460
Data input operator II	1,438	1,234
Programmer I	1,576	2,345
Account technician II	1,662	1,442
LP nurse II	1,859	1,845
Custodian	1,215	1,201

Maintenance worker II	1,590	1,539
Equipment operator I	1,252	1,816
Equipment operator II	1,720	2,336

The schedule below presents sample job titles and the average salary for each title among the various states. These position titles are within North Dakota pay grades 21 through 42.

Position Title	North Dakota	Minnesota	Montana	South Dakota	Wyoming	4-State Average ¹	10-State Average ²
Programmer II	\$1,883	\$3,155	\$2,258	\$2,483	\$2,439	\$2,584	\$2,582
Data Processing coordinator II	2,305	2,613	2,255	2,014	2,439	2,330	3,101
Auditor I	1,855	2,690	1,987	2,179	1,534	2,303	2,138
Attorney II	2,962	4,261	3,196	3,165	3,626	3,562	3,625
Librarian I	1,770	3,431	2,081	2,194	2,373	2,520	2,636
Transportation engineer III	3,163	4,091	2,879	3,034	2,664	3,167	3,565
Registered nurse I	2,391	3,459	2,091	2,523	2,104	2,544	2,643
Addiction counselor II	2,324	2,382	1,929	1,998	N/A	2,103	2,285
Social worker II	2,164	3,101	2,196	2,100	2,118	2,379	2,545
Highway patrol officer	2,612	3,179	2,445	2,368	2,250	2,560	2,703
Park ranger	1,879	N/A	1,597	2,027	N/A	1,812	2,476
Physical Plant Director III	3,346	4,536	2,819	2,954	2,837	3,287	3,290
Plumber II	2,220	2,968	2,464	2,018	1,770	2,305	2,275
Electrician II	2,312	2,961	2,421	1,874	1,950	2,302	2,281

¹ The 4-state average includes Minnesota, Montana, South Dakota, and Wyoming.

² The 10-state average includes Colorado, Iowa, Kansas, Minnesota, Missouri, Montana, Nebraska, Oklahoma, South Dakota, and Wyoming.

FRINGE BENEFITS

ATTACH:1

The attached schedule shows a comparison of the fringe benefits provided to state employees among the various states.

**FRINGE BENEFITS -
COMPARISON OF NORTH DAKOTA TO NEARBY STATES**

The schedule below lists fringe benefits provided to state employees based on a September 1996 Central and Southeastern Joint Salary Conference report.

Fringe Benefit	North Dakota	Minnesota	Montana	South Dakota	Wyoming
Annual leave - days per year					
3 years of service	12	13	15	15	12
8 years of service	15	16.3	15	15	15
12 years of service	18	22.8	18	15	18
24 years of service	24	26	21	20	24
Sick leave - days per year	12	13	12	14	12
Holidays per year	10.5	11	10.5	10	9
Life insurance - death benefit	\$1,250	1 x salary	\$10,000	1 x salary	\$46,000
Health insurance - family coverage					
Employer cost	\$309	\$324	\$209	\$152	\$175
Employee cost	0	85	75	158	200
Dental insurance - family coverage					
Employer cost	No coverage	\$35	\$14	\$0	\$6
Employee cost	No coverage	17	18	39	17
Retirement					
Employer contribution	4.12%	4.20%	6.70%	5.00%	11.25%
Employee contribution	4.00% ¹	4.07%	6.70%	5.00%	0.00%

¹ Paid by the state on behalf of the employee, in lieu of salary increases in 1983 and 1984.