

LEGISLATIVE ASSEMBLY EMPLOYEE COMPENSATION COMPARED TO INFLATION AND STATE EMPLOYEE SALARY INCREASES SINCE 1999

This memorandum compares Legislative Assembly employee compensation rates to rates adjusted for inflation since 1999, rates adjusted for state employee salary increases since 1999, and proposed 2009 compensation rates.

INFLATION, STATE EMPLOYEE COMPENSATION RATES, AND STATE AVERAGE WEEKLY WAGES SINCE 1999

The following table depicts the inflation rates from 1999 to 2008, the salary increases provided to state employees since 1999, and the state average weekly wage from 1999 to 2008:

Year	Inflation Rate ¹	Salary Increases Provided to State Employees	First Quarter State Average Weekly/Daily Wage ⁵
1999	2.2%	2.0% ²	\$430/\$86
2000	3.4%	3.0% ²	\$466/\$93
2001	2.8%	3.0% ³	\$484/\$97
2002	1.6%	2.0% ³	\$500/\$100
2003	2.3%	0.0% ⁴	\$519/\$104
2004	2.7%	0.0% ⁴	\$542/\$108
2005	3.4%	4.0%	\$548/\$110
2006	3.2%	4.0%	\$587/\$117
2007	3.0%	4.0%	\$614/\$123
2008	3.6%	4.0%	

¹The annual percentage change in the consumer price index.

²Salary 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.

³Salary increases were a minimum of \$35 per month with any additional increases distributed on the basis of merit and equity.

⁴Salary 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.

⁵The average weekly wages for the first quarter of the year, as determined by Job Service North Dakota. This amount was divided by five to calculate the average daily wage for the quarter.

SESSION EMPLOYEE POSITIONS AND DAILY COMPENSATION RATES

In 2001 session employee compensation was increased generally across the board by 5 percent, rounded to the nearest dollar (based on 2 percent and 3 percent state employee compensation increases in 1997 and 1998).

In 2003 and in 2005 session employee compensation was increased generally across the board by 5 percent, rounded to the nearest dollar.

In 2007 session employee compensation was increased generally across the board by 8.16 percent (based on the 4 percent and 4 percent state employee compensation increases in 2005 and 2006).

The following table depicts session employee positions, the 1999 daily salary for each position, the 1999 daily salary adjusted for inflation through 2008, the 1999 daily salary adjusted for state employee salary increases through 2008, and proposed daily salaries for 2009 presented to the Legislative Management Committee in June 2008:

Employee Position	1999 Session Employee Compensation			2009 Proposed Daily Salary ³
	1999 Daily Rate	Adjusted for Inflation 1999 Through 2008 ¹	Adjusted for State Employee Salary Increases 1999 Through 2008 ²	
Secretary of the Senate/Chief Clerk	\$102	\$135	\$132	\$141
Assistant secretary/Assistant chief clerk	\$86	\$114	\$111	\$123
Journal reporter	\$96	\$127	\$124	\$137
Calendar clerk	\$80	\$106	\$103	\$123
Bill clerk	\$80	\$106	\$103	\$117
Sergeant-at-arms	\$80	\$106	\$103	\$108
Administrative assistant to the Speaker	\$80	\$106	\$103	\$128
Administrative assistant to the majority leader	\$94	\$124	\$121	\$128
Staff assistant to the majority leader	\$80	\$106	\$103	\$128
Administrative assistant to the minority leader	\$94	\$124	\$121	\$128
Staff assistant to the minority leader	\$80	\$106	\$103	\$128
Chief committee clerk	\$94	\$124	\$121	\$128
Appropriations Committee clerk	\$94	\$124	\$121	\$128
Assistant Appropriations Committee clerk	\$90	\$119	\$116	\$123
Committee clerk - Three-day	\$90	\$119	\$116	\$123
Committee clerk - Two-day	\$84	\$111	\$108	\$114
Assistant committee clerk	\$74	\$98	\$96	\$114
Payroll clerk	\$76	\$100	\$98	\$103
Deputy sergeant-at-arms	\$66	\$87	\$85	\$90
Chief page and bill book clerk	\$73	\$96	\$94	\$100

Employee Position	1999 Session Employee Compensation			2009 Proposed Daily Salary ³
	1999 Daily Rate	Adjusted for Inflation 1999 Through 2008 ¹	Adjusted for State Employee Salary Increases 1999 Through 2008 ²	
Legislative assistant - Assistant sergeant-at-arms	\$62	\$82	\$80	\$83
Legislative assistant - Supply room coordinator	\$62	\$82	\$80	\$83
Legislative assistant - Desk page	\$62	\$82	\$80	\$83
Legislative assistant - Page and bill book clerk	\$62	\$82	\$80	\$83
Legislative assistant - Information desk attendant	\$62	\$82	\$80	\$83
Legislative assistant - Parking lot attendant	\$62	\$82	\$80	\$83

¹The cumulative inflation rate for 1999 through 2008 is 32 percent.

²The cumulative state employee salary increase for 1999 through 2008 is 29.1 percent.

³The proposed 2009 session employee compensation increase of 8.16 percent from the 2007 session compensation levels is based on the 4 percent and 4 percent state employee compensation increases in 2007 and 2008.

OUTSTATE EMPLOYEES

The issue of options to attract persons residing outside the Bismarck-Mandan area to apply for session employment recurs during discussions of session employee compensation.

One option is to provide for reimbursement for lodging in the amount provided under North Dakota Century Code (NDCC) Section 44-08-04 (not to exceed \$55 per day plus applicable state or local taxes) for employment "away from the claimant's normal working and living residence." Under Section 54-03-20, legislators are limited to a maximum of \$900 per month reimbursement for lodging during the legislative session.

Another option is to provide for reimbursement of mileage in the amount provided under NDCC Section 54-06-09 (45 cents per mile) for travel between the employee's normal working and living residence and the State Capitol.

Another option is to provide an "outstate" compensation factor similar to the \$1 per day per session experience factor (limited to \$10 per day) provided to session employees. The outstate compensation could be on a daily or monthly basis, designed to provide additional compensation to employees whose normal working and living residence is outside the Bismarck-Mandan area.