

LEGISLATIVE ASSEMBLY EMPLOYEE COMPENSATION - INFLATION, STATE EMPLOYEE SALARY, AND STATE AVERAGE WAGE 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, state average weekly wage increases since 1999, and the 2007 compensation adjusted to reflect state employee salary increases in 2007 and 2008.

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 Rate¹ | Salary Increases Provided to State Employees | First Quarter State Average Weekly/Daily Wage⁵ |
|-------------|-----------------------------------|---|--|
| 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

The following table depicts session employee positions, the 1999 daily salary for each position, the 1999 daily salaries adjusted for inflation through 2008, the 1999 daily salaries adjusted for state employee salary increases through 2008, the 1999 salaries adjusted for state average weekly wage increases through 2008, and 2007 daily salaries adjusted for state employee salary increases in 2007 and 2008:

| Employee Position | 1999 Session Employee Compensation | | | | 2007 Daily Rate Adjusted for State Employee Salary Increases 2007-08⁴ |
|---|---|---|---|---|---|
| | 1999 Daily Rate | Adjusted for Inflation 1999 Through 2008¹ | Adjusted for State Employee Salary Increases 1999 Through 2008² | Adjusted for State Average Weekly Wage Increases 1999-2008³ | |
| Secretary of the Senate/Chief Clerk | \$102 | \$135 | \$132 | \$146 | \$141 |
| Assistant secretary/Assistant chief clerk | \$86 | \$119 ⁵ | \$116 ⁵ | \$129 ⁵ | \$123 |
| Journal reporter | \$96 | \$131 ⁵ | \$128 ⁵ | \$142 ⁵ | \$137 |
| Calendar clerk | \$80 | \$119 ⁵ | \$116 ⁵ | \$129 ⁵ | \$123 |
| Bill clerk | \$80 | \$114 ⁵ | \$111 ⁵ | \$123 ⁵ | \$117 |
| Sergeant-at-arms | \$80 | \$106 | \$103 | \$114 | \$108 |
| Administrative assistant to the Speaker | \$80 | \$124 ⁶ | \$121 ⁶ | \$134 ⁶ | \$128 |

| Employee Position | 1999 Session Employee Compensation | | | | 2007 Daily Rate Adjusted for State Employee Salary Increases 2007-08⁴ |
|--|---|---|---|---|---|
| | 1999 Daily Rate | Adjusted for Inflation 1999 Through 2008¹ | Adjusted for State Employee Salary Increases 1999 Through 2008² | Adjusted for State Average Weekly Wage Increases 1999-2008³ | |
| Administrative assistant to the majority leader | \$94 | \$124 | \$121 | \$134 | \$128 |
| Staff assistant to the majority leader | \$80 | \$124 ⁷ | \$121 ⁷ | \$134 ⁷ | \$128 |
| Administrative assistant to the minority leader | \$94 | \$124 | \$121 | \$134 | \$128 |
| Staff assistant to the minority leader | \$80 | \$124 ⁷ | \$121 ⁷ | \$134 ⁷ | \$128 |
| Chief committee clerk | \$94 | \$124 | \$121 | \$134 | \$128 |
| Appropriations Committee clerk | \$94 | \$124 | \$121 | \$134 | \$128 |
| Assistant Appropriations Committee clerk | \$90 | \$119 | \$116 | \$129 | \$123 |
| Committee clerk - Three-day | \$90 | \$119 | \$116 | \$129 | \$123 |
| Committee clerk - Two-day | \$84 | \$111 | \$108 | \$120 | \$114 |
| Assistant committee clerk | \$74 | \$111 ⁸ | \$108 ⁸ | \$120 ⁸ | \$114 |
| Payroll clerk | \$76 | \$100 | \$98 | \$109 | \$103 |
| Deputy sergeant-at-arms | \$66 | \$87 | \$85 | \$94 | \$90 |
| Chief page and bill book clerk | \$73 | \$96 | \$94 | \$104 | \$100 |
| Legislative assistant - Assistant sergeant-at-arms | \$62 | \$82 | \$80 | \$89 | \$83 |
| Legislative assistant - Supply room coordinator | \$62 | \$82 | \$80 | \$89 | \$83 |
| Legislative assistant - Desk page | \$62 | \$82 | \$80 | \$89 | \$83 |
| Legislative assistant - Page and bill book clerk | \$62 | \$82 | \$80 | \$89 | \$83 |
| Legislative assistant - Information desk attendant | \$62 | \$82 | \$80 | \$89 | \$83 |
| Legislative assistant - Parking lot attendant | \$62 | \$82 | \$80 | \$89 | \$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 cumulative state average weekly wage increase for 1999 through 2008 is 42.8 percent.

⁴The 2007 daily rate is adjusted by an increase of 8.16 percent based on the 4 percent and 4 percent state employee compensation increases in 2007 and 2008.

⁵In 2001 the daily rate for the journal reporter was set at approximately 97 percent of the daily rate for the Secretary of the Senate/Chief Clerk of the House. The daily rates for the calendar clerk, the assistant secretary of the Senate, and assistant chief clerk were set at the daily rate of the assistant Appropriations Committee clerk, and the daily rate for the bill clerk was increased to approximately 8 percent above the daily rate of the sergeant-at-arms.

⁶In 2007 the daily rate for the administrative assistant to the speaker was set at the same level as the daily rate for the administrative assistants to the majority and minority leaders.

⁷In 2005 the daily rate for the staff assistants to the majority and minority leaders was set at the daily rate for the administrative assistants.

⁸In 2007 the daily rate for the assistant committee clerk was set at the daily rate for the two-day committee clerks.

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.