

March 2004

ESTIMATED AVERAGE ANNUAL COST OF A STATE EMPLOYEE - 2003-05 BIENNIUM

The schedule below provides the estimated average annual cost of a permanent state employee during the 2003-05 biennium. The information is based on agency budget information provided to the 2003 Legislative Assembly. The amounts include classified and nonclassified employees of all state agencies except the higher education institutions. The amounts shown do not reflect costs relating to temporary employees, shift differential, or overtime.

	Annual Cost
Average annual salary	\$35,136
Social Security/Medicare taxes (7.65%)	2,688
Retirement contributions (9.12%)	3,204 ¹
Life insurance (28 cents per month)	3
Employee assistance program (\$1.35 per month)	16
Health insurance premium (\$488.70 per month)	5,864 ²
Workers' compensation premium	150 ³
Unemployment insurance	60
Total average annual cost of a state employee	\$47,121
¹ Although some employees are covered under different retirement plans such as highway patrolmen and judges, the majority of state employees are included in the Public Employees Retirement System, which is the rate shown.	
² The amount shown is the annual cost of the group health insurance premium for an eligible employee. A relatively small number of eligible employees do not accept the health insurance coverage.	
³ Workers' compensation premiums vary by job title. The amount shown is an average premium amount for the majority of positions.	

Employees are eligible to receive the following nonmonetary compensation/benefits as part of their state employment:

- Annual leave - North Dakota Century Code Section 54-06-14 - Annual leave for state employees may range from one day per month to two days per month based on years of service.
- Sick leave - North Dakota Century Code Section 54-06-14 - Sick leave for state employees may range from one day per month to 1.5 days per month based on years of service.
- Holidays - North Dakota Century Code Sections 1-03-01 and 1-03-01.1 - State employees receive up to 10.5 paid holidays per year.