

North Dakota

Employee Benefits

Programs Committee

July 29, 2008

Human Resource Management
Services Division
of the
Office of Management & Budget

Average Classified Employee

	Years of Age	Years of Service	Annual Salary	Actual Increase	Appropriated	Compa-Ratio	Notes
January-93	42.0	9.5	22,189				
January-94	42.0	11.0	22,812	2.8%	\$60/mo		
January-96	46.0	11.4	25,476	11.7%	5.0%		
January-97	43.0	12.2	26,273	3.1%	3.0%		
January-98	43.8	12.1	27,034	2.9%	3.0%	0.98	
August-98	44.0	12.1	27,963	3.4%	3.0%	0.97	
November-99	44.2	12.2	28,860	3.2%	2.0%	0.96	(1)
August-00	44.4	12.3	29,993	3.9%	2.0%	0.97	(2)
August-01	44.8	12.5	31,467	4.9%	3.0%	0.96	(1)
December-02	45.4	12.6	32,262	2.5%	2.0%	0.96	
December-03	45.7	13.2	32,627	1.1%	0.0%	0.96	
December-04	45.9	13.2	32,604	0.0%	0.0%	0.96	
December-05	46.1	13.6	34,158	4.8%	4.0%	0.96	(3)
December-06	46.2	13.4	35,640	4.3%	4.0%	0.96	
December-07	46.2	13.2	37,834	6.2%	4.0%	0.95	(4)

Classified Employees

Dec 2007 – 6,558

Dec 2006 – 6,384

Dec 2005 – 6,443

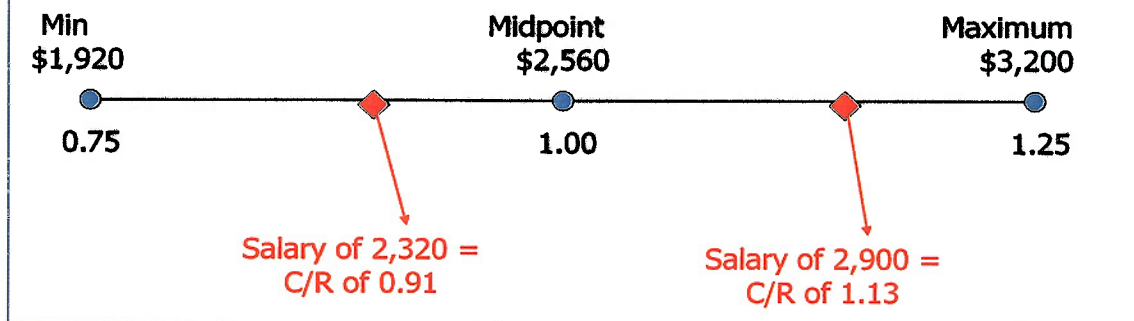
(1) Included 1999 & 2001 Market/Equity Fund Increases (\$5.4 & \$5.0 mill respectively)

(2) Included authorization for agencies to "self-fund" additional 1.0%

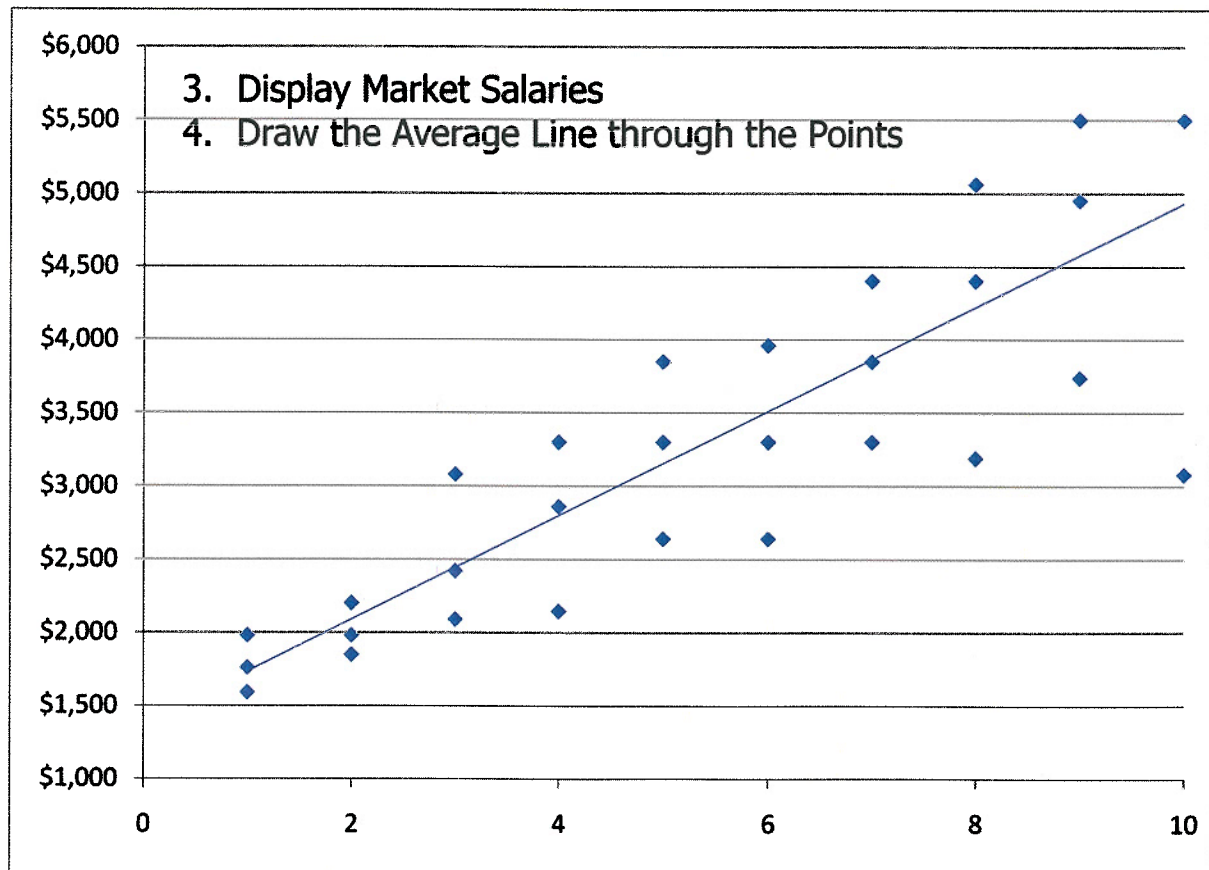
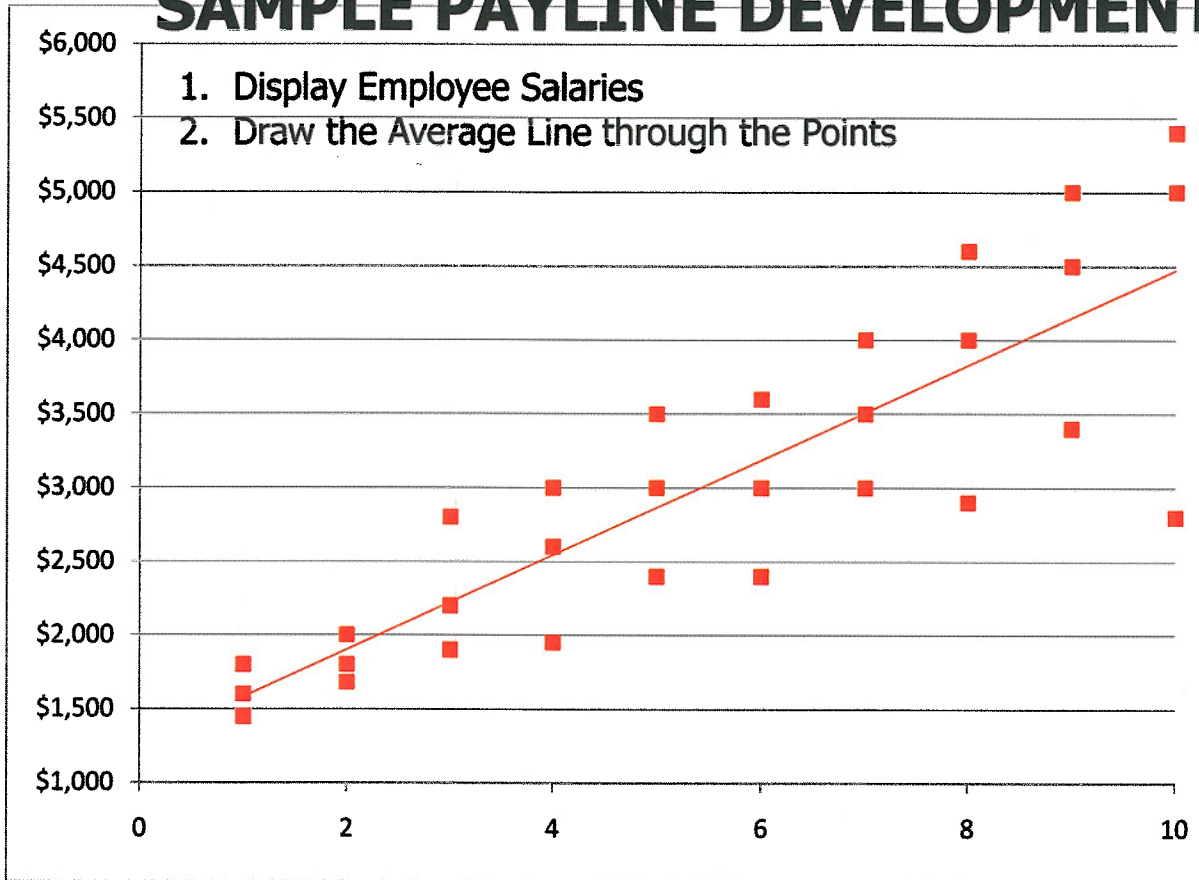
(3) 2005 Leg approp equity sal inc's of \$1.5 mill for DOCR & \$413,000 for Hwy Patrol

(3) Included Market/Equity Fund (\$10 mill)

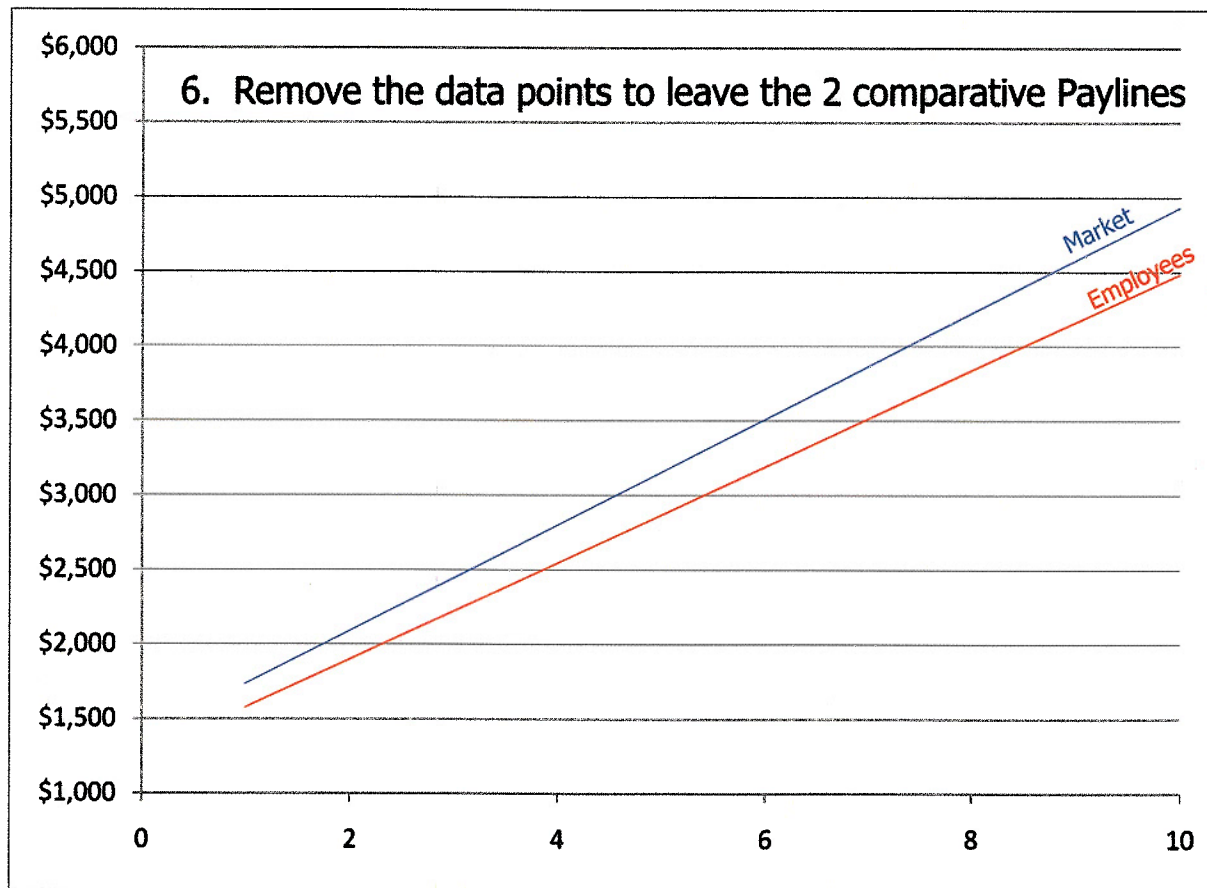
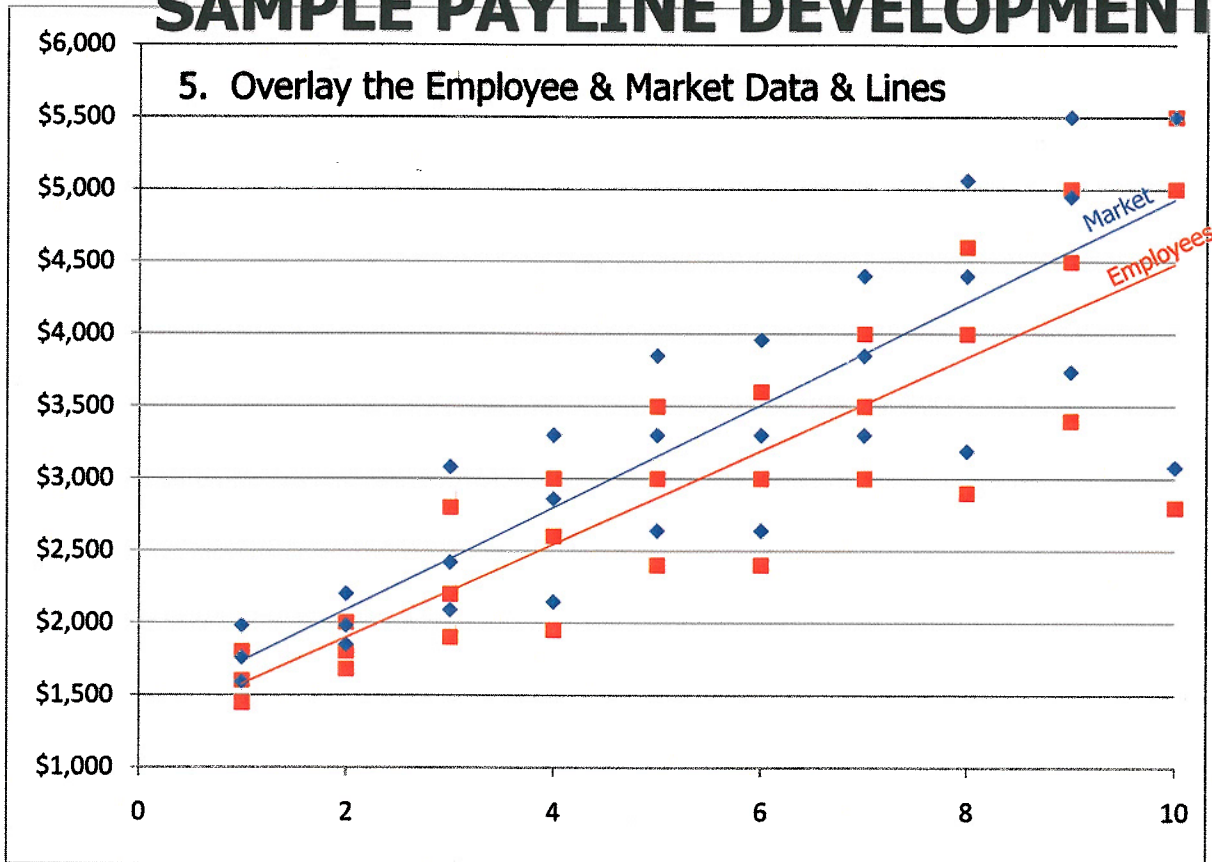
Compa-Ratio = Salary / Midpoint



SAMPLE PAYLINE DEVELOPMENT



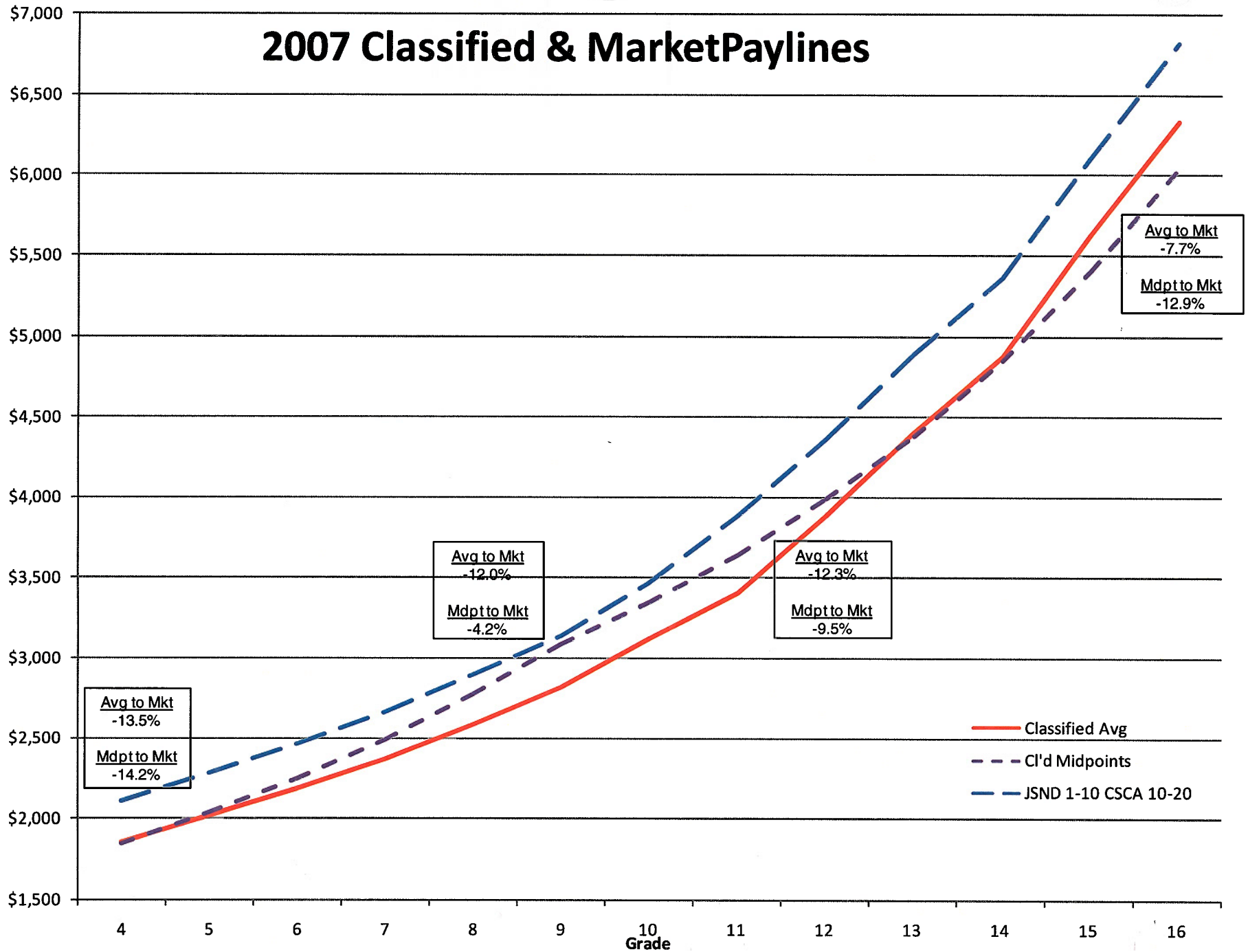
SAMPLE PAYLINE DEVELOPMENT



Employment Market

- Job Service ND Labor Market Information
 - ND Salary Data
 - 2007
 - Grades 1 – 10
- Central States Compensation Association
 - CO, IA, KS, MN, MO, MT, NE, OK, SD, WY
 - 2007
 - Grades 11 – 20

2007 Classified & Market Paylines



2006 – 2007 Comparison

	Mdpt Lag		Avg Sal Lag	
<u>Grade</u>	<u>2006</u>	<u>2007</u>	<u>2006</u>	<u>2007</u>
4	-9.3	-14.2	-11.4%	-13.5%
8	-14.3	-4.2	-17.3%	-12.0%
12	-10.8	-9.5	-12.9%	-12.3%
16	-15.5	-12.9	-15.5%	-7.7%

Table 27 Benefit Value Comparison

Average Salary = \$41,346 (Table 1)
per hour = \$19.88

State	Vacation Hours 5-9 yrs	Sick Hours	Holiday Hours	Health Insurance Employer Cost	Dental Insurance	Vision Insurance	Life Insurance	Retirement	Social Security	Total Benefit	% of Salary	Total Salary & Benefits Value
Colorado	120	80	80	\$567.42	\$41.40			11.50%				
per hour	\$1.15	\$0.76	\$0.76	\$3.27	\$0.24			\$2.29		\$8.47	42.6%	\$28.35
Iowa	120	144	88	\$1,091.00	\$33.09		\$0.23	6.05%	6.20%			
per hour	\$1.15	\$1.38	\$0.84	\$6.29	\$0.19		\$0.01	\$1.20	\$1.23	\$12.30	61.9%	\$32.18
Kansas	120	96	80	\$266.00	\$47.74			5.77%	6.20%			
per hour	\$1.15	\$0.92	\$0.76	\$1.53	\$0.28			\$1.15	\$1.23	\$7.02	35.3%	\$26.90
Minnesota	130	104	88	\$1,073.00	\$46.50			4.00%	6.20%			
per hour	\$1.25	\$0.99	\$0.84	\$6.19	\$0.27			\$0.80	\$1.23	\$11.57	58.2%	\$31.45
Missouri	120	120	96	\$980.00	\$5.62		\$0.33	12.84%	6.20%			
per hour	\$1.15	\$1.15	\$0.92	\$5.65	\$0.03		\$0.06	\$2.55	\$1.23	\$12.74	64.1%	\$32.62
Montana	120	96	84	\$557.00	\$45.80		\$1.76	6.90%	6.20%			
per hour	\$1.15	\$0.92	\$0.80	\$3.21	\$0.26		\$0.14	\$1.37	\$1.23	\$9.09	45.7%	\$28.97
Nebraska	120	96	96	\$1,171.83			\$0.14	7.49%	6.20%			
per hour	\$1.15	\$0.92	\$0.92	\$6.76			\$0.02	\$1.49	\$1.23	\$12.48	62.8%	\$32.36
Oklahoma	144	120	80	\$475.56			\$0.20	12.50%	6.20%			
per hour	\$1.38	\$1.15	\$0.76	\$2.74			\$0.02	\$2.48	\$1.23	\$9.77	49.2%	\$29.65
South Dakota	120	112	92	\$450.00			\$0.21	6.00%	6.20%			
per hour	\$1.15	\$1.07	\$0.88	\$2.60			\$0.03	\$1.19	\$1.23	\$8.15	41.0%	\$28.03
Wyoming	120	96	72	\$1,133.00	\$24.57		\$0.29	11.25%	6.20%			
per hour	\$1.15	\$0.92	\$0.69	\$6.54	\$0.14		\$0.08	\$2.24	\$1.23	\$12.98	65.3%	\$32.86
North Dakota *	120	96	84	\$658.08			\$0.19	9.12%	6.20%			
per hour	\$1.15	\$0.92	\$0.80	\$3.80			\$0.00	\$1.81	\$1.23	\$9.71	48.8%	\$29.59
Average =	\$1.18	\$1.02	\$0.82	\$4.48	\$0.20	n/a	\$0.05	\$1.68	\$1.23	\$10.46	52.6%	\$30.33

NOTE: - This analysis shows the value of benefits using a constant dollar amount. By using a "Relative Dollar Value", states can compare the value of their benefits.

- When variable rates or ranges were given for annual, sick, or holidays, an average was used. (5 years of service).

- This Value Analysis was calculated using the Classified Average Salary from Table 1.

- When variable rates or ranges were given for life insurance an average was used.

- Health, dental, and vision insurance used the largest enrollment and the highest state contribution for employee + family coverage.

* North Dakota Retirement includes 4.12% paid by the state; 4.0% paid 'on behalf' of the employee by the state; and 1.0% for pre-paid retiree health insurance contribution

Table 29 - Central States Regional Total Compensation Analysis (Classified Only)

State	Average Salary	Vacation Hours	Sick Hours	Holiday Hours	Health	Insurance Dental	Vision	Life	Retirement	Social Security	Total Benefit	% of Salary	Total Compensation
COLORADO	\$50,328	120	80	80	\$567.42	\$41.40			11.50%				
per hour	\$24.20	\$1.40	\$0.93	\$0.93	\$3.27	\$0.24			\$2.78		\$9.55	39.48%	\$33.75
IOWA	\$49,590	120	144	88	\$1,091.00	\$33.09		\$0.23	6.05%	6.20%			
per hour	\$23.84	\$1.38	\$1.65	\$1.01	\$6.29	\$0.19		\$0.01	\$1.44	\$1.48	\$13.45	56.43%	\$37.30
KANSAS	\$34,511	120	96	80	\$266.00	\$47.74			5.77%	6.20%			
per hour	\$16.59	\$0.96	\$0.77	\$0.64	\$1.53	\$0.28			\$0.96	\$1.03	\$6.16	37.11%	\$22.75
MINNESOTA	\$47,022	130	104	88	\$1,073.00	\$46.50			4.00%	6.20%			
per hour	\$22.61	\$1.42	\$1.13	\$0.96	\$6.19	\$0.27			\$0.90	\$1.40	\$12.27	54.27%	\$34.88
MISSOURI	\$30,700	120	120	96	\$980.00	\$5.62		\$0.33	12.84%	6.20%			
per hour	\$14.76	\$0.85	\$0.85	\$0.68	\$5.65	\$0.03		\$0.06	\$1.90	\$0.92	\$10.94	74.12%	\$25.70
MONTANA	\$44,772	120	96	84	\$557.00	\$45.80		\$1.76	6.90%	6.20%			
per hour	\$21.53	\$1.24	\$0.99	\$0.87	\$3.21	\$0.26		\$0.14	\$1.49	\$1.33	\$9.54	44.34%	\$31.07
NEBRASKA	\$37,422	120	96	96	\$1,171.83			\$0.14	7.49%	6.20%			
per hour	\$17.99	\$1.04	\$0.83	\$0.83	\$6.76			\$0.02	\$1.35	\$1.12	\$11.94	66.36%	\$29.93
OKLAHOMA	\$34,356	144	120	80	\$475.56			\$0.20	12.50%	6.20%			
per hour	\$16.52	\$1.14	\$0.95	\$0.64	\$2.74			\$0.02	\$2.06	\$1.02	\$8.59	51.99%	\$25.10
SOUTH DAKOTA	\$34,141	120	112	92	\$450.00			\$0.21	6.00%	6.20%			
per hour	\$16.41	\$0.95	\$0.88	\$0.73	\$2.60			\$0.03	\$0.98	\$1.02	\$7.19	43.77%	\$23.60
WYOMING	\$40,012	120	96	72	\$1,133.00	\$24.57		\$0.29	11.25%	6.20%			
per hour	\$19.24	\$1.11	\$0.89	\$0.67	\$6.54	\$0.14		\$0.08	\$2.16	\$1.19	\$12.78	66.45%	\$32.02
NORTH DAKOTA	\$37,834	168	96	84	\$658.08			\$0.19	9.12%	6.20%			
per hour	\$18.19	\$1.47	\$0.84	\$0.73	\$3.80			\$0.00	\$1.66	\$1.13	\$9.63	52.93%	\$27.82
Average =	\$19.37	\$1.15	\$0.99	\$0.79	\$4.48	\$0.20	\$0.00	\$0.05	\$1.60	\$1.17	\$10.24	53.4%	\$29.61
		123	106	86	\$776.48	\$34.96	0	0	0				

Data Source: Table 1 Table 2 Table 3 Table 4 Table 10 Table 17 Table 18 Table 22 Table 23

- NOTE:**
- When variable rates or ranges were given for annual, sick or holidays, an average was used.
 - Average Salary: Classified salary was not reported by Nebraska in Table 1, the Average Salary for Classified and Unclassified was used in this Table.
 - Dental: If included in medical plan or left blank in Table 17 it was left blank in this Table.
 - Vision: If included in medical plan or left blank in Table 18 it was left blank in this Table.
 - Life: Monthly premium rate for \$1,000 multiplied by amount of coverage shown in table 22. If included in medical plan or employer cost not shown; left blank in this table.
 - Health, dental, and vision insurance used the largest enrollment and the highest state contribution for combined employee only and employee + family coverage.
 - ND Retirement includes 4.12% paid by the state; 4.0% paid on behalf of the employee by the state; and 1.0% for pre-paid retiree health insurance contribution.

-6.4%

In 2006

- Midpoints ranged from -5% to -18% behind Avg Mkt Salaries
- Classified Salaries ranged from -5% to -18% behind Avg Mkt Salaries

On July 1, 2007

- Salary Ranges were moved 4.6% to 9.4%
- \$10 million Market/Equity Fund provided additional 1.3% increase
- Appropriated General Increases of 4.0%
- Several agencies also received additional 'internal' equity funds

In 2007

- Midpoints range from -2% to -15% behind Avg Mkt Salaries
- Classified Salaries range from -5% to -16% behind Avg Mkt Salaries

In 2008 – 1st Quarter

- ND led the nation in personal income growth with a 7.6% increase
- National average growth was 1.1%

TURNOVER

	2001	2002	2003	2004	2005	2006	2007
# Employees	6,333	6,587	6,333	6,408	6,434	6,420	6,494
# Separations	571	509	535	480	593	682	602
Turnover Rate	9.0%	7.7%	8.4%	7.5%	9.2%	10.6%	9.3%

(Note: 2003 & later excludes inter-agency transfers)

Turnover Rate by Occupation

Occupation	2001	2002	2003	2004	2005	2006	2007
Admin Support	9.1%	8.2%	9.7%	6.1%	7.2%	7.4%	7.4%
Info Tech	7.8%	6.0%	6.0%	3.7%	7.6%	6.9%	6.5%
Misc Admin	7.6%	7.6%	6.6%	6.3%	8.0%	11.6%	7.1%
Education	9.6%	13.2%	9.3%	9.1%	5.6%	8.3%	7.3%
Engineering	5.3%	3.6%	4.7%	6.6%	9.2%	7.5%	7.9%
Medical/Health	9.1%	10.7%	13.6%	10.5%	12.7%	16.5%	13.8%
Social Services	11.6%	9.9%	10.1%	9.7%	11.9%	14.5%	12.4%
Public Safety	10.2%	7.3%	8.3%	8.0%	7.8%	10.2%	9.2%
Natl Res/Agric	5.3%	2.5%	4.3%	6.3%	5.1%	5.6%	6.0%
Custodial & Food Svc	12.4%	6.6%	20.7%	10.7%	17.4%	9.7%	12.8%
Labor/Trades	6.5%	5.2%	6.0%	4.8%	7.4%	6.9%	6.1%

Percent of Total Turnover By Reason

Reason	2001	2002	2003	2004	2005	2006	2007
Involuntary	10.5%	9.4%	12.1%	9.8%	11.6%	14.5%	11.8%
Retirement	14.4%	17.5%	22.2%	19.8%	19.9%	21.8%	25.3%
Other Employment/Personal	66.9%	66.4%	44.7%	63.3%	64.1%	61.7%	60.6%
Health or No Reason	8.2%	6.7%	20.9%	7.1%	4.4%	1.9%	2.3%

Turnover Rate by Years of Service

Yrs	2003	2004	2005	2006	2007
Less than 1	7.7%	22.3%	27.0%	24.4%	23.1%
1 - 1.9	27.1%	4.7%	21.7%	15.9%	16.0%
2 - 2.9	14.2%	14.3%	17.7%	16.7%	11.3%
3 - 3.9	14.2%	8.8%	13.0%	11.2%	12.0%
4 - 4.9	11.8%	10.6%	10.8%	13.5%	8.3%
Less than 5 yrs	14.6%	12.1%	13.1%	17.5%	15.1%
5 - 9.9	7.5%	5.3%	6.8%	8.8%	8.3%
10 - 14.9	5.2%	4.6%	5.3%	9.3%	5.5%
15 - 19.9	5.1%	5.1%	3.7%	5.7%	4.6%
20 - 29.9	5.0%	3.8%	4.3%	6.4%	5.3%
30 - 39.9	14.6%	8.6%	10.4%	11.5%	11.5%
Over 40	26.0%	26.9%	20.4%	25.5%	38.1%

Employees by Quartile - Selected Agencies

