

North Dakota Human Resources Management Services

Managers: Compensation and Salary Ranges

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Salary Increase and Pay Range History

			Salary Range Movement	
Date	Amount	Specific Provisions	Minimum	Maximum
July 1, 1983	2%	Retirement Contribution in lieu of salary increase	0	
May 1, 1984	\$60/mo	Not appropriated but allowed by Governor within available agency funds	0	
July 1, 1984	2%	Retirement Contribution in lieu of salary increase	0	
April 1, 1985	5.5%	Minimum increase of \$50	5.5% or \$50	Ranged from 12.8% at gr 5 to 6.8% at gr 40
July 1, 1986	4%	Minimum increase of \$50	4% or \$50	4% or \$50
July 1, 1987	0%	1	0	
July 1, 1988	0%	1	0	
July 1, 1989	7.1%	Minimum increase of \$50	5% or \$50	5% or \$50
July 1, 1990	0%	1	0	
July 1, 1991	4%	Minimum increase of \$50	4% or \$50	4% or \$50
July 1, 1992	\$40/mo	Averaged approximately 2%	0	\$40
July 1, 1993	\$60/mo	Averaged approximately 3.2%	\$60	\$60
July 1, 1994	3%	1	0	3%

July 1, 1995	2%	1 -	2%	
July 1, 1996	3%	2% across the board; 1% for performance, range compression, & equity	2%	
July 1, 1997	3%	\$30 across the board; remainder of 3% appropriation based on merit & equity	\$30	3%
July 1, 1998	3%	\$30 across the board; remainder of 3% appropriation based on merit & equity	\$30	3%
July 1, 1999	2%	\$35 across the board; remainder of 2% appropriation based on merit & equity	Salary ranges recalculated for market component; grades compressed from 44 to 20	
July 1, 2000	2%	\$35 across the board; remainder of 2% appropriation based on merit & equity (additional 1% allowed with funding from existing appropriations)	2%	
July 1, 2001	3%	\$35 across the board; remainder of 3% appropriation based on merit & equity	Salary ranges recalculated for market component	
July 1, 2002	2%	\$35 across the board; remainder of 2% appropriation based on merit & equity	2%	
January 1, 2004	Up to 1%	Across the board; funding from permanent (pooled) savings from elimination of 176 FTEs in biennium	0	
January 1, 2005	Up to 2%	Across the board; funding from permanent (pooled) savings from elimination of 176 FTEs in biennium	0	
July 1, 2005	4%	Across the board	4%	
July 1, 2006	4%	Across the board	4%	
July 1, 2007	4% Appn	Based on performance and/or equity; minimum of \$75	Salary ranges recalculated for market component	
July 1, 2008	4% Appn	Based on performance and/or equity; minimum of \$75	3%	
July 1, 2009	5% Appn	Based on performance and equity; minimum of \$100	5% - 9.5%	
July 1, 2010	5% Appn	Based on performance and equity; minimum of \$100	5%	