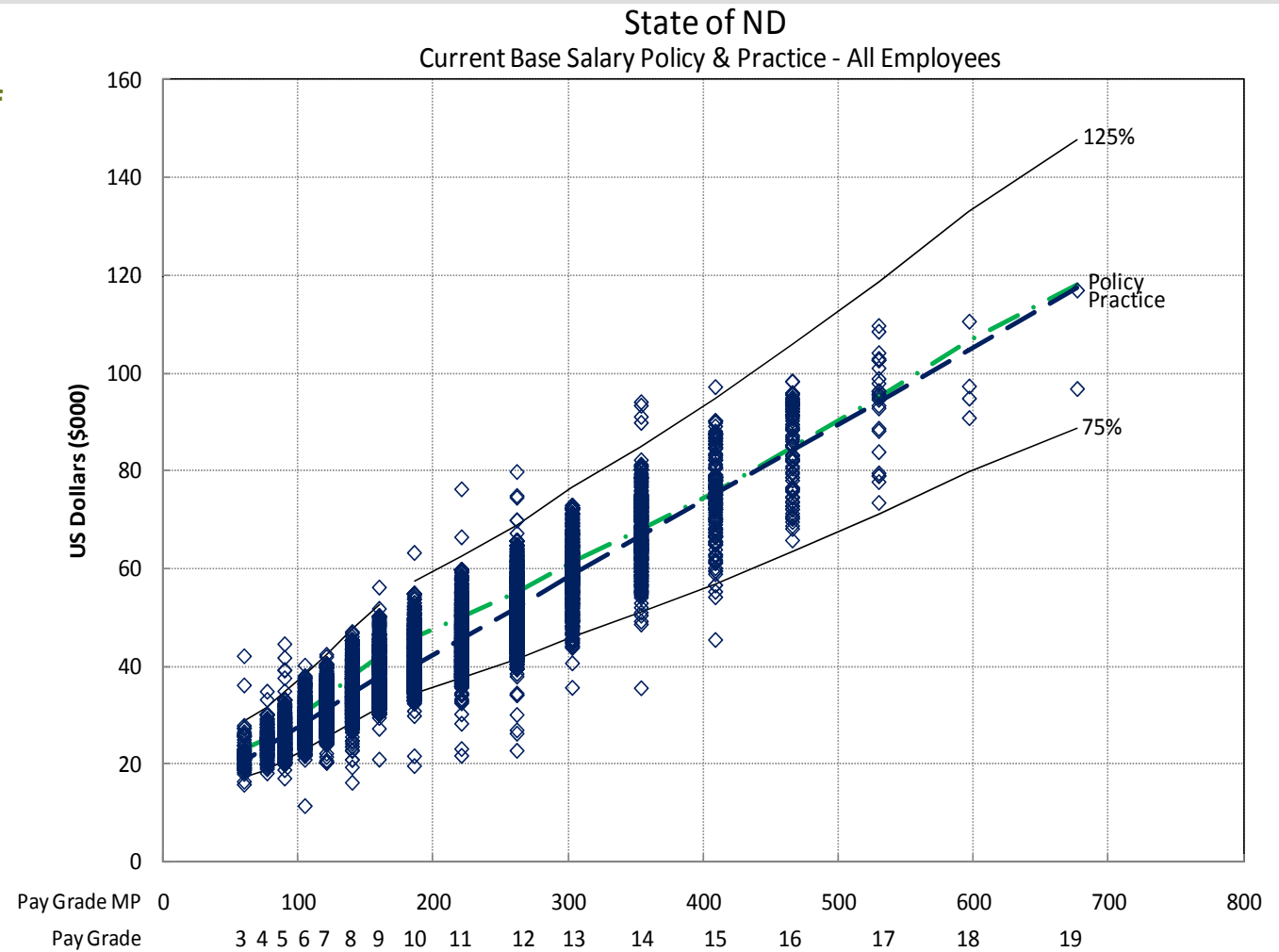


Component Analysis

Salary Inequities

The graph reflects the internal relationship of actual pay to the current salary ranges



Component Analysis

Salary Inequities

The table below shows the current compa-ratio (sum base salary divided by sum of midpoint) by pay grade

Pay Grade	# of EES	Compa-Ratio
19	2	90%
18	4	92%
17	25	98%
16	87	100%
15	141	99%
14	348	100%
13	491	96%
12	1102	93%
11	1133	90%
10	1035	89%
9	644	88%
8	787	93%
7	893	92%
6	534	92%
5	654	90%
4	119	98%
3	71	97%
Overall	8070	93%

Component Analysis

Salary Inequities

Occupational Group/Job Family Internal Equity

- Although the State has one salary structure that fits all classifications, actual pay analysis reveals that the State does recognize pay differences for some of the occupational groups/job families. For example, larger IT and Engineering classifications tend to be paid higher than Medical or Social Services classifications
- There is a wide range of pay within approximately half of the occupational groups/job families for positions of the same job size. This indicates potential job evaluation/grade assignment or pay administration issues
- The groups that tended to have similar pay for positions of the same job size include: Engineering, Planning, and Allied; Medical and Public Health (excluding Pharmacy, Nursing, Dental, and Physician Assistant); Custodial, Food Service, and Laundry; Labor, Labor Supervision, Equipment Operators & Trades

Component Analysis

Salary Inequities

The graph reflects a linear depiction of State of ND average pay by position within the occupational groups/job families

- Positions paid high, in comparison, are plotted

