

## ND Elected Official Salary Suggestions

This review is at the request of the Interim Government Services Committee as directed in HB 1005, Section 4:

**SECTION 4. LEGISLATIVE COUNCIL STUDY - ELECTED OFFICIALS' SALARIES.** *During the 2009-10 interim, the legislative council shall consider studying the salaries of state elected officials. The study must include a comparison of salaries, the number of full-time equivalent and temporary employees supervised by the elected official, and the complexity of each elected official's responsibilities. The study must also include a comparison to similar positions in other states. The legislative council shall report its findings and recommendations, together with any legislation required to implement the recommendations, to the sixty-second legislative assembly.*

HRMS has reviewed the salaries using the summary data assembled by the Legislative Council staff in the 'December 2009 Comparison of Elected Officials Among Selected States.' The states included CO, IA, KS, MN, MO, MT, NE, OK, SD, & WY. All of the review is based on 2009 salaries prior to any increases for 2010.

For the most part, the jobs from state to state have been included in the overall comparison. We eliminated some jobs where we identified significant variations. Examples are Lt. Gov. in South Dakota where it is paid on a part-time basis and Insurance Commissioner in Minnesota which is a division within the Dept of Commerce.

The functions of the various offices are very parallel although some variations exist. North Dakota has the second smallest population of the states and is generally among the smallest in number of employees for each of the subject offices. The overall analysis table includes footnotes describing significant variations where salaries were not used for comparison. Some of the other variations in functions and authority are noted in the following table:

Atty Gen	MT supervises county attorneys
Tax Comm	CO, KS: Includes Motor Vehicle license fees CO, KS, MT, WY: Includes liquor revenue/regulation CO, SD: Includes lottery/gaming SD: Includes banking, insurance, gaming, racing
Agriculture	IA, KS: Includes weights & measures OK: Pres of the Ag board is the Commissioner
Auditor	SD: Includes some 'up front' fiscal responsibility rather than just 'post' audit
Treasurer	CO, IA, KS, MO, NE, OK, SD, WY: Includes unclaimed property responsibility NE: Includes child support payment center

Overall, while the variations above are noted, they don't correspond to differences in levels of pay between the states.

As of July 2009, ND's rank among the states for the officials ranged from #5 (Lt. Gov) to #11 (Agriculture & Tax).

## SUGGESTIONS

- **HRMS suggests setting the salaries for ND's elected officials at the median of the 10 states as matched in the attached table.**
  - HRMS compared the Mean (average) and Median (middle) of the various salaries and we recommend using the median as the best market rates. The Mean can be significantly influenced by one or two extremely high or extremely low pay rates. The median represents the middle salary paid among the states and is a more stable target.
- **HRMS suggests an update to the salary data to include any 2010 increases (in ND and the market states).**
  - The annual Central States Compensation Association survey collects salaries of various officials as a supplement to the main survey – data will be available in September.
- **HRMS suggests a biennial cycle adjusting salaries to the 10 state median the first year of each biennium with a second year adjustment equal to the general increase for state employees.**
  - This would maintain an ongoing relationship to the 10-state median salaries and prevent such a significant lag from developing again in the future.

**Elected Official Salary Comparison/Proposal**

<b>State</b>	<b>Governor</b>	<b>Lieutenant Governor</b>	<b>Secretary of State</b>	<b>Attorney General</b>	<b>Treasurer</b>	<b>Agriculture</b>	<b>Auditor</b>	<b>Education</b>	<b>Insurance</b>	<b>Utility Regulation</b>	<b>Revenue</b>
			<i>Sel</i>	<i>Sel</i>	<i>Sel</i>	<i>Sel</i>	<i>Sel</i>	<i>Sel</i>	<i>Sel</i>	<i>Sel</i>	<i>Sel</i>
Colorado	90,000	68,500	68,500 <i>EI</i>	80,000 <i>EI</i>	68,500 <i>EI</i>	146,040 <i>Gv</i>	145,147 <i>Lg</i>	223,860 <i>Bd</i>	110,388 <i>Gv</i>	114,948 <i>Gv</i>	146,040 <i>Gv</i>
Iowa	130,000	103,212	103,212 <i>EI</i>	123,669 <i>EI</i>	103,212 <i>EI</i>	103,212 <i>EI</i>	103,212 <i>EI</i>	148,526 <i>Gv</i>	104,533 <i>Gv</i>	125,008 <i>Gv</i>	133,673 <i>Gv</i>
Kansas	110,707	a	86,003 <i>EI</i>	98,901 <i>EI</i>	82,563 <i>EI</i>	100,000 <i>Gv</i>	115,926 <i>Lg</i>	160,000 <i>Bd</i>	86,003 <i>EI</i>	91,416 <i>Gv</i> h	107,990 <i>Gv</i>
Minnesota	120,303	78,197	90,227 <i>EI</i>	114,288 <i>EI</i>	d	108,388 <i>Gv</i>	102,257 <i>EI</i>	108,388 <i>Gv</i>	e	88,448 <i>Gv</i> i	108,388 <i>Gv</i>
Missouri	133,821	86,484	107,746 <i>EI</i>	116,437 <i>EI</i>	107,746 <i>EI</i>	120,000 <i>Gv</i>	107,744 <i>EI</i>	185,400 <i>Bd</i>	103,860 <i>Gv</i>	88,267 <i>Gv</i>	120,000 <i>Gv</i>
Montana	100,121	79,007	79,129 <i>EI</i>	89,602 <i>EI</i>	97,340 <i>Gv</i>	96,972 <i>Gv</i>	82,420 <i>EI</i>	104,635 <i>EI</i>	f	88,528 <i>EI</i>	98,421 <i>Gv</i>
Nebraska	105,000	75,000	85,000 <i>EI</i>	95,000 <i>EI</i>	85,000 <i>EI</i>	102,278 <i>Gv</i>	85,000 <i>EI</i>	207,500 <i>Bd</i>	110,228 <i>Gv</i>	118,387 <i>EI</i> j	139,437 <i>Gv</i>
Oklahoma	147,000	114,713	94,500 <i>Gv</i>	132,850 <i>EI</i>	114,713 <i>EI</i>	87,005 <i>Gv</i>	114,713 <i>EI</i>	124,373 <i>EI</i>	126,713 <i>EI</i>	109,250 <i>EI</i> k	111,933 <i>Gv</i>
South Dakota	115,331	b	78,363 <i>EI</i>	97,928 <i>EI</i>	78,363 <i>EI</i>	103,000 <i>Gv</i>	98,345 <i>EI</i>	110,000 <i>Gv</i>	g	91,390 <i>EI</i>	110,303 <i>Gv</i>
Wyoming	105,000	c	92,000 <i>EI</i>	137,150 <i>Gv</i>	92,000 <i>EI</i>	107,588 <i>Gv</i>	92,000 <i>EI</i>	92,000 <i>EI</i>	101,567 <i>Gv</i>	115,712 <i>EI</i>	116,457 <i>Gv</i>
Avg	115,728	86,445	88,468	108,583	92,160	107,448	104,676	146,468	106,185	103,135	119,264
Median	113,019	79,007	88,115	106,595	92,000	103,106	102,735	136,450	104,533	100,333	114,195
<b>7/1/2009</b>											
North Dakota	105,036	81,540	83,556	91,716	78,900	85,836	83,556	95,112	83,544	85,824	90,684
% below Median	7.6%	-3.1%	5.5%	16.2%	16.6%	20.1%	23.0%	43.5%	25.1%	16.9%	25.9%
\$ to Median	\$7,983	(\$2,533)	\$4,559	\$14,879	\$13,100	\$17,270	\$19,179	\$41,338	\$20,989	\$14,509	\$23,511

**Notes:**

- a - Kansas no match, Lt Gov serves as and is paid as Chief of Staff
- b - South Dakota no match, Lt Gov is part-time
- Wyoming no match, Lt. Gov role fulfilled by Secretary of State
- c - Minnesota no match, Treasurer is appointed by Management & Budget
- d - Minnesota no match, Insurance regulation is a division of Commerce Dept
- e - Montana no match, State Auditor is ex-officio Insurance commissioner
- f - South Dakota no match, Insurance is a division of Revenue Dept
- g - Kansas - 3 commissioners
- h - Minnesota - 5 commissioners
- i - Nebraska - 5 commissioners serving districts
- j - Oklahoma - 3 commissioners

'Sel' is method of selection: *EI* = Elected; *Gv* = Governor Appointee; *Bd* = Board Appointee; *Lg* = Legislative Appointee