

ND Elected Official Salary Suggestions – UPDATE October 2010

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. **A second attachment shows salaries effective July 1, 2010 and includes the 3 state averages and medians at the request of the committee.**

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). **After July 2010, ND's rank among the states ranged from #3 (Lt. Gov) to #9 (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. **Table with salaries updated effective July 2010 attached.**
- **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.
 - **This remains conservative because the target rate would be from the previous July**
 - **Salaries set on July 2011 following the 62nd Leg Assembly would be based on July 2010 salaries**
 - **July 2011 salaries from other states are generally not available until after July**
 - **This suggestion could also be revised to adjust salaries ONLY at the start of the biennium**
 - **This would ensure ND doesn't make an interim adjustment that exceeds the median if most or all other states are 'frozen'**

The cost of base salary adjustments identified in **April 2010** totaled **\$177,316/yr.**

The cost of base salary adjustments after updating to **July 2010** totals **\$141,254/yr.**

Elected Official Salary Comparison/Proposal

April 2010

State	Governor	Lieutenant Governor	Secretary of StateSel	Attorney GeneralSel	TreasurerSel	AgricultureSel	AuditorSel	EducationSel	InsuranceSel	Utility RegulationSel	RevenueSel
Colorado	90,000	68,500	68,500EI	80,000EI	68,500EI	146,040Gv	145,147Lg	223,860Bd	110,388Gv	114,948Gv	146,040Gv
Iowa	130,000	103,212	103,212EI	123,669EI	103,212EI	103,212EI	103,212EI	148,526Gv	104,533Gv	125,008Gv	133,673Gv
Kansas	110,707	a	86,003EI	98,901EI	82,563EI	100,000Gv	115,926Lg	160,000Bd	86,003EI	91,416Gv h	107,990Gv
Minnesota	120,303	78,197	90,227EI	114,288EI	d	108,388Gv	102,257EI	108,388Gv	e	88,448Gv i	108,388Gv
Missouri	133,821	86,484	107,746EI	116,437EI		120,000Gv	107,744EI	185,400Bd	103,860Gv	88,267Gv	120,000Gv
Montana	100,121	79,007	79,129EI	89,602EI	97,340Gv	96,972Gv	82,420EI	104,635EI	f	88,528EI	98,421Gv
Nebraska	105,000	75,000	85,000EI	95,000EI	85,000EI	102,278Gv	85,000EI	207,500Bd	110,228Gv	118,387EI j	139,437Gv
Oklahoma	147,000	114,713	94,500Gv	132,850EI	114,713EI	87,005Gv	114,713EI	124,373EI	126,713EI	109,250EI k	111,933Gv
South Dakota	115,331	b	78,363EI	97,928EI	78,363EI	103,000Gv	98,345EI	110,000Gv	g	91,390EI	110,303Gv
Wyoming	105,000	c	92,000EI	137,150Gv	92,000EI	107,588Gv	92,000EI	92,000EI		115,712EI	116,457Gv
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
7/1/2009											
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

c - Wyoming no match, Lt. Gov role fulfilled by Secretary of State

d - Minnesota no match, Treasurer is appointed by Management & Budget

e - Minnesota no match, Insurance regulation is a division of Commerce Dept

f - Montana no match, State Auditor is ex-officio Insurance commissioner

g - South Dakota no match, Insurance is a division of Revenue Dept

h - Kansas - 3 commissioners

i - Minnesota - 5 commissioners

j - Nebraska - 5 commissioners serving districts

k - Oklahoma - 3 commissioners

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

Elected Official Salary Comparison/Proposal

After July 2010

State	Governor	Lieutenant Governor	Secretary of StateSel	Attorney GeneralSel	TreasurerSel	AgricultureSel	AuditorSel	EducationSel	InsuranceSel	Utility RegulationSel	RevenueSel
Colorado	90,000	68,500	68,500El	80,000El	68,500El	146,040Gv	145,147Lg	223,860Bd	110,388Gv	114,948Gv	146,040Gv
Iowa	130,000	103,212	103,212El	123,669El	103,212El	103,212El	103,212El	148,526Gv	104,533Gv	125,008Gv	148,526Gv
Kansas	105,172	a	86,003El	98,901El	82,563El	100,000Gv	115,926Lg	160,000Bd	86,003El	134,750Gv	107,990Gv
Minnesota	120,303	78,197	90,227El	114,288El	d	108,388Gv	102,257El	108,388Gv	f	88,448Gv	108,388Gv
Missouri	133,821	86,484	107,746El	116,437El	107,746El	120,000Gv	107,744El	185,400Bd	120,000Gv	88,267Gv	120,000Gv
Montana	100,121	79,007	79,129El	89,602El	97,340Gv	92,516Gv	82,420El	104,635El	g	87,557El	96,967Gv
Nebraska	105,000	75,000	85,000El	95,000El	85,000El	102,278Gv	85,000El	207,500Bd	110,228Gv	118,387El	139,437Gv
Oklahoma	147,000	114,713	94,500Gv	132,850El	114,713El	87,005Gv	114,713El	124,373El	126,713El	96,000El	111,933Gv
South Dakota	115,331	b	78,363El	97,928El	78,363El	103,000Gv	98,345Lg	115,000Gv	h	91,390El	110,303Gv
Wyoming	105,000	c	92,000El	137,150Gv	92,000El	107,588Gv	92,000El	92,000El	101,567Gv	120,340El	116,493Gv
Avg	115,175	86,445	88,468	108,583	92,160	107,003	104,676	146,968	108,490	106,510	120,608
Median	110,252	79,007	88,115	106,595	92,000	103,106	102,735	136,450	110,228	105,474	114,213
3 St Avg	106,817	79,007	83,164	108,227	89,234	101,035	90,922	103,878	101,567	99,762	107,921
3 St Median	105,000	79,007	79,129	97,928	92,000	103,000	92,000	104,635	101,567	91,390	110,303
7/1/2010											
North Dakota	110,285	85,615	87,728	96,304	82,845	90,122	87,728	99,872	87,728	90,122	95,212
% below Median	0.0%	-7.7%	0.4%	10.7%	11.1%	14.4%	17.1%	36.6%	25.6%	17.0%	20.0%
\$\$ to Median	(\$34)	(\$6,608)	\$387	\$10,291	\$9,155	\$12,984	\$15,007	\$36,578	\$22,500	\$15,352	\$19,001

\$113,266 - 1/1/2011

\$130,228 - 7/1/2011

Changed from April Data

- 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
 - c - Wyoming no match, Lt. Gov role fulfilled by Secretary of State
 - d - Minnesota no match, Treasurer is appointed by Management & Budget
 - e - SD Leg Auditor audits state agencies & Pol Subs; Elected St Auditor has limited scope approving state expenditures
 - f - Minnesota no match, Insurance regulation is a division of Commerce Dept
 - g - Montana no match, State Auditor is ex-officio Insurance commissioner
 - h - South Dakota no match, Insurance is a division of Revenue Dept
 - i - Kansas - 3 commissioners
 - j - Minnesota - 5 commissioners
 - k - Nebraska - 5 commissioners serving districts
 - l - Oklahoma - 3 commissioners

District Judge	119,330
+ Presiding	3,447
Supreme Ct Justice	130,228
+ Chief	3,740

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

Elected Official Salary Comparison/Proposal

After July 2010 - Data Only on Elected Positions

State	Governor	Lieutenant Governor	Secretary of StateSel	Attorney GeneralSel	TreasurerSel	AgricultureSel	AuditorSel	EducationSel	InsuranceSel	Utility RegulationSel	RevenueSel
Colorado	90,000	68,500	68,500El	80,000El	68,500El	Gv	Lg	Bd	Gv	Gv	Gv
Iowa	130,000	103,212	103,212El	123,669El	103,212El	103,212El	El	Gv	Gv	Gv	Gv
Kansas	105,172	a	86,003El	98,901El	82,563El	Gv	Lg	Bd	86,003El	Gv i	Gv
Minnesota	120,303	78,197	90,227El	114,288El	d	Gv	102,257El	Gv	f	Gv j	Gv
Missouri	133,821	86,484	107,746El	116,437El	107,746El	Gv	107,744El	Bd	Gv	Gv	Gv
Montana	100,121	79,007	79,129El	89,602El	Gv	Gv	82,420El	104,635El	g	87,557El	Gv
Nebraska	105,000	75,000	85,000El	95,000El	85,000El	Gv	85,000El	Bd	Gv	118,387El k	Gv
Oklahoma	147,000	114,713	Gv	132,850El	114,713El	Gv	114,713El	124,373El	126,713El	96,000El l	Gv
South Dakota	115,331	b	78,363El	97,928El	78,363El	Gv	Lg e	Gv	h	91,390El	Gv
Wyoming	105,000	c	92,000El	Gv	92,000El	Gv	92,000El	92,000El	Gv	120,340El	Gv
Avg	115,175	86,445	87,798	105,408	91,512	103,212	98,192	107,003	106,358	102,735	
Median	110,252	79,007	86,003	98,901	88,500	103,212	102,257	104,635	106,358	96,000	
3 St Avg	106,817	79,007	83,164	93,765	85,182		87,210	98,318		99,762	
3 St Median	105,000	79,007	79,129	93,765	85,182		87,210	98,318		91,390	
7/1/2010											
North Dakota	110,285	85,615	87,728	96,304	82,845	90,122	87,728	99,872	87,728	90,122	95,212
% below Median	0.0%	-7.7%	-2.0%	2.7%	6.8%	14.5%	16.6%	4.8%	21.2%	6.5%	
\$ \$ to Median	(\$34)	(\$6,608)	(\$1,725)	\$2,597	\$5,655	\$13,090	\$14,529	\$4,763	\$18,630	\$5,878	

\$113,266 - 1/1/2011
\$130,228 - 7/1/2011

Changed from April Data
Non-Elected Deleted

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