

Component Analysis

Long-Term Salary Increase

Employee Movement Thru Ranges
Trends for 2003-2010

Mechanism	Description	2003	2004	2005	2006	2007	2008	2009	2010	Summary 2003-2010
EQY	Equity Increase per Administrative Rules 4-07-02	229	300	939	540	827	1,269	315	14	4,433
GEN	General Increase - no longer used, replaced by LGE & LGP	7	2	5,119	5,522	2,589	4,680	1,862	1	19,782
LGE	Legislative General Increase Equity - used when the agency prioritizes equity in distribution of a general increase	0	0	0	0	2,254	444	1,225	0	3,923
LGP	Legislative General Increase Performance - used when the agency prioritizes performance in distribution of a general increase	0	0	0	0	2,170	1,589	4,759	2	8,520
MEF	Market/Equity Fund - increases distributed from a Market/Equity Fund	0	0	0	0	5,053	1	4,272	0	9,326
MER	Merit - Performance based increase per Administrative Rules 4-07-02	66	762	424	331	324	316	216	54	2,493
OTH	Other - intended when an increase does not fit another category	214	359	127	151	430	144	211	11	1,647
PRO	Promotion Increase per Administrative Rules 4-07-02	52	63	101	173	191	189	189	21	979
REC	Job Reclassification Increase per Administrative Rules 4-07-02	0	19	90	49	46	49	29	25	307
RED	Reduction in Pay	60	75	82	79	127	115	117	27	682
RES	Responsibility/Workload Increase per Administrative Rules 4-07-02	208	684	565	1,173	386	484	276	58	3,834
TMP	Temporary Increase per Administrative Rules 4-07-02	34	49	74	63	73	103	113	6	515
Total:		870	2,313	7,521	8,081	14,470	9,383	13,584	219	56,441

Component Analysis

Long-Term Salary Increase

Employee Movement Thru Range
Per Agency Trends (2003 - 2010)

Agency	EQY	GEN	LGE	LGP	MEF	MER	OTH	PRO	REC	RED	RES	TMP	Total
Adjutant General	190	474	255	401	113	16	6	11	19	3	9	7	1,504
Aeronautics Commission	-	15	-	-	6	2	-	-	-	-	5	-	28
Attorney General	86	512	1	143	229	-	102	10	26	3	25	3	1,140
Bank of North Dakota	54	251	-	400	97	26	8	2	18	3	26	-	885
Beef Commission	-	1	-	3	-	2	-	-	-	-	-	-	6
Career and Technical Education	1	41	-	70	40	129	4	2	-	-	3	-	290
Corn Council	-	-	-	1	-	-	-	-	-	-	-	-	1
Corrections & Rehab	506	2,336	573	-	1,159	6	49	288	83	136	345	22	5,503
Council on the Arts	5	9	4	4	4	-	-	-	-	1	-	-	27
Department of Agriculture	27	91	-	164	58	15	38	4	3	3	10	-	413
Department of Transportation	920	3,781	1,529	1,109	1,518	862	135	100	5	30	1,733	35	11,757
Dept of Financial Institutions	75	82	1	22	8	-	-	29	-	-	13	-	230
Game and Fish Department	195	564	133	-	134	2	2	-	2	1	11	6	1,050
Highway Patrol	305	652	160	-	253	442	88	18	7	6	101	1	2,033
Historical Society	107	266	-	1	22	6	46	2	5	3	18	15	491
Human Services	720	5,861	15	3,249	3,166	207	755	219	58	302	672	244	15,468
Indian Affairs Commission	-	4	-	8	1	-	-	-	-	-	-	-	13
Industrial Commission	26	92	-	141	82	-	5	4	1	-	66	-	417
Information Technology Dept	43	714	138	463	379	353	32	44	9	15	160	3	2,353
Insurance Department	61	54	-	96	28	50	1	1	2	2	1	-	296
Job Service	22	754	1	507	385	-	55	89	17	19	109	17	1,975
Labor Commissioner	3	14	-	26	16	1	-	1	1	1	8	-	71
Land Department	2	79	-	15	15	17	12	5	-	1	7	-	153
Legal Counsel for Indigents	1	36	-	38	8	-	-	-	-	-	1	-	84
Milk Marketing Board	-	15	6	3	-	4	1	-	-	-	3	-	32

Component Analysis

Long-Term Salary Increase

Agency	EQY	GEN	LGE	LGP	MEF	MER	OTH	PRO	REC	RED	RES	TMP	Total
ND Barley Council	-	2	-	-	-	-	-	-	-	-	-	-	2
ND Department of Health	268	477	892	318	390	-	67	58	-	17	189	20	2,696
ND Horse Racing Commission	-	5	-	-	-	-	-	-	-	-	1	-	6
ND Parks & Recreation	88	130	88	5	44	-	12	1	4	15	16	3	406
ND Soybean Council	2	12	1	-	-	3	1	-	-	-	-	-	19
Office of Admin Hearings	4	24	1	2	3	11	5	-	-	-	1	-	51
Office of Mgmt & Budget	157	228	26	314	165	3	34	10	4	7	90	11	1,049
Protection and Advocacy	19	92	-	26	47	3	2	2	-	-	1	-	192
Public Employees Retire System	49	108	89	-	26	-	10	1	4	3	6	8	304
Public Instruction	103	415	-	-	161	1	29	4	7	60	27	66	873
Public Service Commission	10	95	-	63	44	12	17	1	3	1	12	4	262
School for the Blind	26	85	-	-	29	-	5	-	2	3	3	4	157
School for the Deaf	24	116	-	30	45	-	4	4	4	-	7	-	234
Secretary of State	1	67	-	42	41	43	4	2	-	-	2	-	202
Securities Commissioner	-	21	-	15	13	-	-	1	-	-	-	-	50
Seed Department	15	101	-	31	29	55	2	-	3	-	2	-	238
State Auditor	81	163	-	44	39	41	60	24	-	-	-	-	452
State Fair Association	23	-	-	18	-	56	-	2	-	-	2	-	101
State Library	-	74	-	53	53	-	-	8	-	-	7	-	195
State Retir & Invest Office	14	40	-	29	13	-	-	-	-	17	9	17	139
State Tax Commissioner	17	216	-	346	208	115	32	11	10	18	60	26	1,059
State Treasurer	3	16	-	-	1	-	1	-	-	-	-	-	21
State Wheat Commission	-	18	-	-	-	6	1	-	-	-	-	-	25
Tobacco Prev/Control Committee	-	-	-	-	-	-	-	-	-	-	-	-	0
Veterans Affair Department	-	24	-	-	5	4	-	-	-	-	4	1	38
Veterans' Home	49	348	10	93	106	-	7	-	3	8	25	-	649
Water Commission	129	126	-	227	143	-	14	6	3	3	18	-	669
Workforce Safety & Insurance	-	-	-	-	-	-	-	9	4	1	1	2	17
Other Agencies													
Childrens Serv Coord Committee	-	-	-	-	-	-	-	-	-	-	1	-	1
Emergency Services	2	81	-	-	-	-	1	6	-	-	24	-	114

Component Analysis

Long-Term Salary Increase

Employee Movement Thru Range Per Job Trends (2003 - 2010)

Job*	EQY	GEN	LGE	LGP	MEF	MER	OTH	PRO	REC	RED	RES	TMP	Total
ACCOUNT TECHNICIAN II	26	189	23	107	85	15	3	6	4	4	30	9	501
ACCOUNT/BUDGET SPEC III	17	103	24	45	42	15	9	2	-	11	26	9	303
ADDICTION COUNSELOR II	82	227	5	84	110	11	39	-	1	29	15	24	627
ADMIN ASSISTANT I	68	644	104	216	257	59	45	27	10	26	74	25	1,555
ADMIN ASSISTANT II	66	429	85	184	187	75	29	13	5	12	70	22	1,177
ADMIN ASSISTANT III	58	258	53	106	104	24	21	2	5	12	54	12	709
ADMIN OFR I	17	107	14	75	44	16	12	6	5	2	18	1	317
ADMIN OFR II	14	85	12	39	32	13	5	5	3	5	17	5	235
ADMIN STAFF OFFICER I	27	102	18	42	50	16	3	3	5	12	22	9	309
ADMIN STAFF OFFICER II	18	74	15	23	39	6	3	4	8	3	13	5	211
ADMIN STAFF OFFICER III	9	54	10	18	19	18	3	2	-	-	11	-	144
ADVANCED CLINICAL SPEC	19	143	-	50	71	6	33	3	2	8	6	5	346
AUDITOR I	12	11	1	10	6	6	24	6	1	-	-	-	77
AUDITOR II	32	96	2	34	31	35	38	9	6	1	8	3	295
AUDITOR III	20	83	4	96	75	24	6	11	6	4	10	2	341
AUDITOR IV	28	98	4	44	37	15	12	6	-	2	13	4	263
AUDITOR V	5	31	-	8	12	1	7	1	-	-	-	-	65
BEHAVIORAL HEALTH TECH I	25	30	-	102	36	-	27	1	10	4	29	-	264
BEHAVIORAL HEALTH TECH II	99	218	1	381	249	1	67	7	27	23	82	-	1,155
COOK I	16	102	1	70	67	5	36	-	-	1	2	-	300
CORRECTIONAL CASEWORKER	32	143	37	-	74	-	-	27	-	8	16	1	338
CORRECTIONAL OFFICER I	5	23	3	-	5	-	5	55	26	-	5	-	127
CORRECTIONAL OFFICER II	147	627	157	-	320	-	1	64	23	46	84	2	1,471
CORRECTIONAL OFFICER III	6	84	16	-	55	-	-	22	1	1	6	1	192
CORRECTIONAL OFFICER IV	7	16	5	-	5	-	-	3	-	1	4	-	41

Component Analysis

Long-Term Salary Increase

Job*	EQY	GEN	LGE	LGP	MEF	MER	OTH	PRO	REC	RED	RES	TMP	Total
CUST SERVICE SPEC	10	177	-	123	107	-	10	9	2	6	10	6	460
CUSTODIAN	33	116	9	107	65	1	12	-	-	6	8	6	363
DEV DISABIL CASEMGR II	10	216	1	64	115	7	3	1	-	-	-	-	417
DIRECT TRAINING TECH I	50	368	2	267	245	-	220	7	3	20	17	18	1,217
DIRECT TRAINING TECH II	8	96	-	68	62	-	51	4	-	4	3	3	299
ENGINEERING TECH II	2	43	13	20	7	22	1	3	-	-	19	-	130
ENGINEERING TECH III	42	114	31	45	29	29	5	2	-	1	40	-	338
ENGINEERING TECH IV	47	203	68	63	98	49	7	4	-	-	78	-	617
ENVIRON SCIENTIST II	48	75	132	55	94	1	20	3	-	5	24	3	460
EQUIPMENT OPERATOR II	14	693	240	16	218	176	24	10	-	3	467	1	1,862
EQUIPMENT OPERATOR III	2	245	84	9	78	62	1	2	-	2	148	-	633
HUMAN SVC PRGM ADMIN I	0	25	5	9	11	3	-	-	-	3	1	2	59
HUMAN SVC PRGM ADMIN II	4	31	8	14	18	4	-	2	-	1	8	-	90
HUMAN SVC PRGM ADMIN III	6	165	43	66	83	7	6	12	-	9	31	10	438
HUMAN SVC PRGM ADMIN IV	7	207	15	66	95	11	3	13	-	14	20	13	464
HUMAN SVC PRGM ADMIN V	12	115	20	29	48	6	2	11	-	8	30	9	290
HUMAN SVC PRGM ADMIN VI	11	45	26	21	19	4	-	7	-	6	12	5	156
HWY PATROL OFFICER I	21	18	-	-	14	-	10	0	-	0	53	-	116
HWY PATROL OFFICER II	255	337	87	-	125	263	40	7	-	5	47	1	1,167
HWY PATROL SERGEANT	26	60	13	-	30	32	10	8	-	-	-	-	179
L P NURSE II	37	156	2	115	83	-	3	3	3	-	9	-	411
MI CASEMANAGER II	44	361	-	102	181	8	7	3	0	15	8	19	748
OFFICE ASSISTANT II	28	169	42	89	68	18	7	3	0	3	33	3	463
OFFICE ASSISTANT III	49	509	58	207	209	56	25	9	3	11	80	9	1,225
PAROLE & PROB OFFICER II	29	138	31	-	67	-	14	4	1	11	60	1	356
PAROLE & PROB OFFICER III	19	75	17	-	40	-	-	8	2	-	11	-	172
PAROLE & PROB PRGM MGR	9	47	13	-	25	-	2	4	2	1	10	-	113

Component Analysis

Long-Term Salary Increase

Job*	EQY	GEN	LGE	LGP	MEF	MER	OTH	PRO	REC	RED	RES	TMP	Total
PROGRAMMER ANALYST I	6	54	10	31	23	20	1	4	-	-	17	-	166
PROGRAMMER ANALYST II	8	87	10	72	50	34	8	7	3	-	31	-	310
PROGRAMMER ANALYST III	22	167	23	100	74	66	4	3	2	-	23	-	484
REGISTERED NURSE II	72	244	16	143	89	3	5	9	-	22	25	11	639
REGISTERED NURSE III	14	87	6	71	33	-	-	5	-	1	2	1	220
SOCIAL WORKER II	4	91	8	30	50	1	4	2	-	3	11	1	205
SOCIAL WORKER III	9	116	-	25	48	6	6	2	1	5	11	4	233
SR PROGRAMMER ANALYST	5	105	5	63	63	66	4	-	1	4	13	3	332
TRANSPORATION TECHNICIAN I	234	233	99	218	101	54	1	-	-	3	51	3	997
TRANSPORTATION ENGR I	38	67	13	20	2	52	4	2	-	-	2	-	200
TRANSPORTATION ENGR II	50	113	62	39	44	21	6	5	2	-	65	-	407
TRANSPORTATION ENGR III	62	214	112	71	101	49	5	6	-	3	110	3	736
TRANSPORTATION PROJ MGR	63	130	59	47	67	15	5	9	-	-	42	1	438
TRANSPORTATION SRVCS SUP	73	73	74	74	73	1	-	10	-	-	-	-	378
VOCATIONAL TRNG TECH	4	121	-	83	83	-	50	7	-	-	2	-	350
*Only Jobs with 300+ Occurrences Included in Analysis and Job Series with Significant Occurrence													