

Attorney Equity Analysis

An Attorney salary analysis was conducted at the beginning of December of position titles that are or are similar to attorneys. As many options were included as possible. All North Dakota bar dates were then entered into the spreadsheet to compare bar entrance to salary.

Methodology:

Position and Salary Data Compilation

We included as many relevant attorney positions as possible in the analysis, focusing on both direct and comparable roles within the state. The dataset included information from attorney positions with varying bar dates, years of service, and job responsibilities.

Bar Entry Date Integration

For each attorney included in the study, we incorporated their respective bar entry dates to assess how salary correlates with the length of their legal careers. This allowed for a more granular comparison between experience and compensation.

General Counsel Analysis

In addition to examining individual attorneys, we conducted a more detailed review of the General Counsel position. For this, we averaged the salaries of five individuals currently serving in similar roles within state government, with differing bar entry dates, to establish an average to compare to.

Consideration of Additional Factors

The analysis also took into account factors such as years of service, potential job responsibilities, and the salary ranges presented in the most recent Insurance Department Resource Report (2022). This ensured that our analysis was comprehensive, factoring in both current compensation trends and future projections for similar roles.

We recognize that state agencies typically make equity adjustments over time and will likely continue to do so. However, given the need for accurate comparisons, we believe our analysis remains conservative, taking into consideration that adjustments may already have been made in some areas.

Salary Adjustment Requirements:

Year 1 Adjustment: To bring salaries into alignment with current benchmarks and reflect any gaps from prior compensation discrepancies, we estimate a salary adjustment of **\$91,102.38** for year one.

Year 2 Adjustment: Following the initial salary catch-up, we anticipate a corresponding 3% increase (or the legislated adjustment percentage) of **\$17,902.92** for year two. This adjustment will help maintain competitiveness and alignment with inflation and market trends.

Total salary requirement for year two would be **\$109,005.30**.

Fringe Benefits Calculation: We have also accounted for the associated fringe benefits, which we estimate at **40%** of the additional salary required. This brings the total fringe benefit cost to **\$152,607.42**.

Total Cost Estimate: Combining the salary and fringe benefits, the total calculated need for equity adjustments across the impacted attorney positions is approximately **\$261,612.72**.

It is important to note that any excess funds from the equity adjustment allocations—should any funds remain unallocated—would be redirected to support the hiring of new attorney positions. This would allow us to continue investing in the recruitment and retention of top legal talent while maintaining the long-term sustainability of the agency.

Employee	Current	Current Compar. Ave.	3%	3%	Year one	Year two	Total Salary	Estimated Fringe
Johnny	\$ 9,917.82	\$ 12,844.98	\$ 13,230.33	\$ 13,627.24	\$ 3,312.51	\$ 396.91	\$ 44,512.98	\$ 62,318.17
Tyler	\$ 8,358.18	\$ 9,300.00	\$ 8,608.93	\$ 9,579.00	\$ 941.82	\$ 279.00	\$ 14,649.84	\$ 20,509.78
Santana	\$ 8,208.93	\$ 9,200.00	\$ 8,455.20	\$ 9,476.00	\$ 991.07	\$ 276.00	\$ 15,204.84	\$ 21,286.78
Steve	\$ 7,971.60	\$ 9,000.00	\$ 8,210.75	\$ 9,270.00	\$ 1,028.40	\$ 270.00	\$ 15,580.80	\$ 21,813.12
Jamie	\$ 7,681.93	\$ 9,000.00	\$ 7,912.39	\$ 8,149.76	\$ 1,318.07	\$ 270.00	\$ 19,056.84	\$ 26,679.58

\$ 261,612.72