

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%
		\$ 12,844.98	\$ 13,230.33	\$ 13,627.24
Johnny	\$ 9,917.82		\$ 10,215.35	\$ 10,521.82

Tyler	\$ 8,358.18	\$ 9,300.00	\$ 8,608.93	\$ 9,579.00
			\$ 8,867.19	

Santana	\$ 8,208.93	\$ 9,200.00	\$ 8,455.20	\$ 9,476.00
			\$ 8,708.85	

Steve	\$ 7,971.60	\$ 9,000.00	\$ 8,210.75	\$ 9,270.00
			\$ 8,457.07	

Jamie	\$ 7,681.93	\$ 9,000.00	\$ 7,912.39	\$ 9,270.00
			\$ 8,149.76	

Year one	Year two	Total Salary	Estimated Fringe
\$ 3,312.51	\$ 396.91		
\$ 39,750.06	\$ 4,762.92	\$ 44,512.98	\$ 62,318.17
\$ 941.82	\$ 279.00		
\$ 11,301.84	\$ 3,348.00	\$ 14,649.84	\$ 20,509.78
\$ 991.07	\$ 276.00		
\$ 11,892.84	\$ 3,312.00	\$ 15,204.84	\$ 21,286.78
\$ 1,028.40	\$ 270.00		
\$ 12,340.80	\$ 3,240.00	\$ 15,580.80	\$ 21,813.12
\$ 1,318.07	\$ 270.00		
\$ 15,816.84	\$ 3,240.00	\$ 19,056.84	\$ 26,679.58

\$ 261,612.72

Agency	DeptID	Name	Effective Date	Start Date	Service Date	Job Code Description	Position Title	JOB_ENTRY_DT	Comp Rate	Comp Freq	Grade	FTE	Position Number	Bar admitted date
12500 Att 125105		Wrigley, Drew	7/1/24	12/15/00	5/1/15	ELECTED	Attorney General	2/9/22	\$15,540.38	M	099		1 00000571	6/27/1995
48500 Wc 485100		Bjornson, Jodi	8/1/24	7/3/00	7/1/00	Other Adm	General Counsel	7/1/20	\$14,933.88	M	099		1 00005246	9/27/1996
12500 Att 125105		Ness, Clara	7/1/24	1/13/14	1/1/13	DEPUTY -	Chief Deputy Attorney General	5/9/22	\$14,295.00	M	099		1 00000586	5/26/2011
12500 Att 125170		Kelsch, Mary	7/1/24	8/5/02	8/1/02	ASST ATT	Assistant Attorney Gen Admin	11/1/12	\$13,268.00	M	099		1 00000600	9/27/1996
53000 Co 530		Mahoney, Michael	7/1/24	12/2/13	12/1/95	Professor	Attorney III	5/1/23	\$12,677.60	M	108		1 000026354	9/29/1983
80100 De 801006		Kautzmann, Dreux	7/1/24	10/1/99	10/1/99	Professor	General Counsel	7/1/20	\$11,774.00	M	108		1 000006830	5/1/2000
12500 Att 125150		Moraghan, Andrew	7/1/24	1/21/92	1/1/92	ASST ATT	Assistant Attorney General	1/21/92	\$11,748.00	M	099		1 00000611	9/23/1985
18000 Ste 180		Dorrheim, Aaron	7/1/24	12/1/05	12/1/04	STAFF AT	STAFF ATTORNEY-CENTRAL LEGAL	12/1/06	\$11,592.00	M	021		1 00001168	10/6/1997
40800 Pul 408		Schuh, John	7/1/24	6/1/04	1/1/15	Professor	Attorney III	7/1/20	\$11,373.00	M	108		1 00004996	1/27/2015
12500 Att 125120		Spahr, Marina	7/1/24	10/21/19	12/1/15	ASST ATT	Assistant Attorney General	10/21/19	\$11,283.00	M	099		1 000030202	2/24/1994
12500 Att 125160		Ensrud, Jeremy	7/1/24	2/1/12	4/1/12	ASST ATT	Assistant Attorney Gen Admin	6/1/23	\$11,269.00	M	099		1 00000592	5/21/2012
12500 Att 125400		Alm, Elin	8/1/24	11/7/07	11/1/07	ASST ATT	Assistant Attorney Gen Admin	8/1/24	\$11,250.00	M	099		1 00000682	10/5/2003
60200 De 602		Bialke, Joseph	7/1/24	7/21/14	7/1/14	Professor	Attorney II	8/1/21	\$11,186.00	M	107		1 00006340	10/10/1991
18800 Leg 188		Mccabe, Kevin	7/1/24	1/2/02	5/1/03	Professor	Attorney III	7/1/20	\$11,012.67	M	108		1 000024518	5/1/2000
12700 Ste 127		Dendy, Charles	7/1/24	8/25/14	8/1/14	Professor	Attorney III	6/13/22	\$10,972.00	M	108		1 00000796	10/4/2002
12500 Att 125170		Hammer, Matthew	7/1/24	7/1/15	5/1/11	ASST ATT	Assistant Attorney General	7/1/15	\$10,879.00	M	099		1 000029463	5/14/2012
12500 Att 125170		Byberg, Lori	7/1/24	8/7/06	11/1/04	ASST ATT	Assistant Attorney General	8/7/06	\$10,681.00	M	099		1 000029044	10/5/1994
18800 Leg 188		Mertz, Monty	7/1/24	11/17/08	11/1/08	Professor	Attorney III	7/1/20	\$10,535.38	M	108		1 000026266	9/14/1981
18800 Leg 188		Ogren, David	7/1/24	3/15/07	3/1/07	Professor	Attorney III	7/1/20	\$10,435.98	M	108		1 000025286	9/22/1995
32500 ND 325111		Boening, Adair	7/1/24	7/1/07	7/1/90	Professor	Lead Attorney	7/1/20	\$10,356.00	M	107		1 000025752	10/5/1981
48500 Wc 485400		Schaibley, Ann	7/1/24	10/3/12	10/1/12	Professor	Attorney	7/1/20	\$10,268.49	M	107		1 000005121	2/19/2013
12500 Att 125170		Balliet, Laura	7/1/24	4/1/09	8/1/09	ASST ATT	Assistant Attorney General	9/27/10	\$10,227.00	M	099		1 00000607	5/4/2010
12500 Att 125170		Hicks, Allyson	7/1/24	9/24/18	9/1/18	ASST ATT	Assistant Attorney General	9/24/18	\$9,967.00	M	099		1 00000604	9/30/2013
12500 Att 125170		Yon, Nancy	7/1/24	2/25/19	7/1/00	ASST ATT	Assistant Attorney General	2/25/19	\$9,944.00	M	099		1 000029464	9/24/1999
40100 Ins 401		Palsgraaf, Johannes	7/1/24	12/7/09	12/1/09	Other Prof	General Counsel Insurance Dept	7/1/20	\$9,917.82	M	099		1 00004874	10/5/2009
18800 Leg 188		Baumann, Eric	7/1/24	4/1/06	4/1/06	Professor	Attorney III	7/1/20	\$9,895.45	M	108		1 000024516	9/24/1999
18000 Ste 180		Forward, Andrew	7/1/24	8/1/07	1/1/15	STAFF AT	STAFF ATTORNEY-STATE COURT ADM	8/15/23	\$9,857.00	M	021		1 000011971	10/8/2007
41400 Ste 414		Karpinski, Carl	7/1/24	8/3/20	8/1/20	Professor	Attorney III	10/4/22	\$9,782.70	M	108		1 000005091	9/18/2020
80100 De 801006		Morgenstern, Clint	7/1/24	2/10/16	2/1/16	Professor	Staff Attorney	7/1/20	\$9,769.00	M	107		1 000066824	9/24/2010
22600 ND 226		Wald, James	7/1/24	3/16/20	3/1/20	ASST ATT	Assistant Attorney General	3/16/20	\$9,660.00	M	099		1 000024522	3/2/2020
12500 Att 125170		Larson, Meredith	7/1/24	12/27/22	9/1/06	ASST ATT	Assistant Attorney General	12/27/22	\$9,546.00	M	099		1 000000593	9/25/2006
12500 Att 125150		Pitcher, Michael	7/1/24	9/12/07	9/1/07	ASST ATT	Assistant Attorney General	9/12/07	\$9,625.00	M	099		1 00000608	10/8/2007
32500 ND 325111		Keller, Sheila	7/1/24	7/1/07	8/1/90	Professor	Lead Attorney	7/1/20	\$9,312.00	M	107		1 000025718	10/6/1987
12500 Att 125120		Johnson, Sarah	9/9/24	8/1/24	8/1/24	ASST ATT	Assistant Attorney General	9/9/24	\$9,166.66	M	099		1 000031482	10/4/2024
18800 Leg 188		Lundberg, Eric	7/1/24	8/1/16	12/1/23	Professor	Attorney III	12/4/23	\$9,103.50	M	108		1 000024522	9/23/2016
12500 Att 125170		Johnson, Stephanie	7/1/24	8/24/04	9/1/10	ASST ATT	Assistant Attorney General	2/3/20	\$9,100.00	M	099		1 000029461	10/4/2024
18000 Ste 180		Behrens, Sara	7/1/24	8/1/06	6/1/14	STAFF AT	STAFF ATTORNEY-STATE COURT ADM	8/23/18	\$9,092.00	M	021		1 000011559	9/25/2006
18800 Leg 188		Balzer, Justin	7/1/24	10/1/18	10/1/18	Professor	Attorney III	7/1/20	\$9,066.69	M	108		1 000026261	10/10/2011
12500 Att 125130		Garner, David	7/1/24	4/4/16	4/1/16	ASST ATT	Assistant Attorney General	4/4/16	\$8,939.00	M	099		1 000028876	5/19/2011
18800 Leg 188		Ahrendt, Jessica	7/1/24	10/1/06	2/1/12	Professor	Attorney II	7/1/20	\$8,907.96	M	107		1 000025288	9/25/2006
12500 Att 125170		Lockard, Annique	7/1/24	10/8/12	12/1/20	ASST ATT	Assistant Attorney General	12/7/20	\$8,857.00	M	099		1 000006133	5/1/2017
19500 Etf 195		Carpenter, Logan	7/1/24	12/18/18	2/1/22	Professor	Attorney II	9/5/23	\$8,840.00	M	107		1 000031532	18/10/2020
32500 ND 325122		Steffan, Beth	7/1/24	9/8/08	9/1/08	Professor	Attorney II	7/1/20	\$8,795.00	M	107		1 000038111	7/15/2009
32500 ND 325122		Webb, Aaron	7/1/24	9/11/06	5/1/07	Professor	Attorney II	7/1/20	\$8,752.00	M	107		1 00004314	10/6/2003
12500 Att 125160		Murray, Kathleen	6/10/24	6/10/24	6/1/24	ASST ATT	Assistant Attorney General	6/10/24	\$8,750.00	M	099		1 00000588	9/22/1995
12500 Att 125150		Grossman, Tiffany	7/1/24	12/17/12	9/1/19	ASST ATT	Assistant Attorney General	9/3/19	\$8,750.00	M	099		1 00000598	9/23/2016
12500 Att 125150		Sportiello, Jane	7/1/24	9/20/21	9/1/21	ASST ATT	Assistant Attorney General	9/20/21	\$8,750.00	M	099		1 00000591	5/2/2018
12700 Ste 127		Danielson, Matthew	7/1/24	9/6/22	9/1/22	Professor	Attorney III	8/7/23	\$8,750.00	M	108		1 00000787	4/20/2023
18000 Ste 180001		Samuelson, Ashley	7/1/24	8/1/07	1/1/10	STAFF AT	STAFF ATTORNEY-DISTRICT COURT	6/1/20	\$8,730.00	M	021		1 00000961	10/8/2007
18000 Ste 180002		Froehlich, Lindsey	7/1/24	11/13/17	6/3/18	STAFF AT	STAFF ATTORNEY-DISTRICT COURT	11/1/20	\$8,730.00	M	021		1 000030147	10/10/2011
18000 Ste 180003		Powell, Meagan	7/1/24	8/1/14	7/3/20	STAFF AT	STAFF ATTORNEY-DISTRICT COURT	12/12/22	\$8,730.00	M	021		1 000011220	9/26/2014
18000 Ste 180001		Wollin, Brittany	7/1/24	7/20/20	8/3/20	STAFF AT	STAFF ATTORNEY-DISTRICT COURT	7/20/20	\$8,730.00	M	021		1 000009977	5/15/2015
18000 Ste 180		Henes, Nicholas	7/1/24	8/1/15	1/1/19	STAFF AT	STAFF ATTORNEY-CENTRAL LEGAL	1/1/20	\$8,730.00	M	021		1 000011773	9/28/2015
18000 Ste 180003		Thompson, Krista	7/1/24	8/1/15	3/1/17	STAFF AT	STAFF ATTORNEY-DISTRICT COURT	11/13/23	\$8,730.00	M	021		1 000004992	9/28/2015
18000 Ste 180		Melvie, Connor	7/1/24	8/1/17	8/1/19	STAFF AT	STAFF ATTORNEY-CENTRAL LEGAL	8/1/20	\$8,730.00	M	021		1 000011556	9/22/2017
18000 Ste 180001		Evenson, Courtney	7/1/24	8/15/16	2/1/17	STAFF AT	STAFF ATTORNEY-DISTRICT COURT	10/1/21	\$8,730.00	M	021		1 000009445	9/22/2017
18000 Ste 180002		Wimpfheimer, Alison	7/1/24	11/9/20	11/1/20	STAFF AT	STAFF ATTORNEY-DISTRICT COURT	3/1/21	\$8,730.00	M	021		1 00000909	9/29/2019
18000 Ste 180002		Hunt, Alexander	7/1/24	8/1/19	8/1/19	STAFF AT	STAFF ATTORNEY-DISTRICT COURT	12/1/20	\$8,730.00	M	021		1 00000881	9/23/2019
18000 Ste 180002		Johansen, Robin	7/1/24	8/1/19	5/1/20	STAFF AT	STAFF ATTORNEY-DISTRICT COURT	5/10/21	\$8,730.00	M	021		1 00002890	9/23/2019
18000 Ste 180002		Hestbeck, Ryan	7/1/24	8/3/20	7/1/21	STAFF AT	STAFF ATTORNEY-DISTRICT COURT	7/1/21	\$8,730.00	M	021		1 00000893	7/7/2020
32500 ND 325111		Cannon, Sarah	7/1/24	6/1/01	11/1/07	Professor	Lead Attorney	7/1/20	\$8,654.00	M	107		1 000025788	10/6/2003
36000 Prc 360		Peterson, Bradley	7/1/24	6/22/23	6/1/23	Professor	Attorney III	9/1/23	\$8,587.30	M	108		1 00004459	10/10/1991
32500 ND 325122		Olson, Leisl	7/1/24	1/21/16	1/1/16	Professor	SS - Attorney II	7/1/20	\$8,511.00	M	107		1 000030258	1/30/2015
12500 Att 125170		Sinness, Rachel	7/1/24	11/29/21	12/1/21	ASST ATT	Assistant Attorney General	7/10/23	\$8,493.00	M	099		1 00000585	10/5/2009
32500 ND 325111		Breitwieser, Justin	7/1/24	6/9/14	6/1/14	Professor	Lead Attorney	6/24/24	\$8,424.00	M	107		1 000028607	10/3/2005
18800 Leg 188		Loraas, James	7/1/24	1/17/14	1/1/14	Professor	Attorney II	7/1/20	\$8,423.28	M	107		1 000026262	8/1/2014
18800 Leg 188		Bertsch, Daniel	7/1/24	7/18/19	7/1/19	Professor	Attorney II	7/1/20	\$8,404.40	M	107		1 000026267	11/9/1988
18000 Ste 180001		Handy, Gretchen	7/1/24	3/6/23	3/1/23	STAFF AT	STAFF ATTORNEY-DISTRICT COURT	3/6/23	\$8,385.00	M	021		1 00000975	10/6/1993
18000 Ste 180002		Lystad, Vanessa	7/1/24	10/9/23	10/1/23	STAFF AT	STAFF ATTORNEY-DISTRICT COURT	10/9/23	\$8,385.00	M	021		1 00031631	9/17/2012
18000 Ste 180		Kinnischtzke, Erica	7/1/24	8/1/14	12/1/19	STAFF AT	STAFF ATTORNEY-CENTRAL LEGAL	2/22/23	\$8,385.00	M	021		1 00001167	9/26/2014
18000 Ste 180003		Anderson, Mindy	7/1/24	8/1/16	11/1/21	STAFF AT	STAFF ATTORNEY-DISTRICT COURT	11/1/21	\$8,385.00	M	021		1 00001056	9/23/2016
18000 Ste 180		Lovas, Alyssa	7/1/24	9/13/23	9/1/23	STAFF AT	STAFF ATTORNEY-CENTRAL LEGAL	9/13/23	\$8,385.00	M	021		1 00001176	9/25/2017
18000 Ste 180002		Klosterman, Brittany	7/1/24	10/9/23	10/1/23	STAFF AT	STAFF ATTORNEY-DISTRICT COURT	10/9/23	\$8,385.00	M	021		1 00031630	9/24/2018
18000 Ste 180004		Haraldson, Patrick	7/1/24	9/18/23	9/1/23	STAFF AT	STAFF ATTORNEY-DISTRICT COURT	9/18/23	\$8,385.00	M	021		1 00031642	1/28/2019
18000 Ste 180001		Hewett, Elisabeth	9/1/24	3/1/24	3/1/24	STAFF AT	STAFF ATTORNEY-DISTRICT COURT	3/1/24	\$8,385.00	M	021		1 00000941	4/29/2019
18000 Ste 180004		Bergstrom, Jacqueline	7/1/24	5/30/17	6/1/22	STAFF AT	STAFF ATTORNEY-DISTRICT COURT	6/6/22	\$8,385.00	M	021		1 00030151	9/23/2019
18000 Ste 180002		Landenberger, Cameron	7/1/24	8/2/21	8/1/21	STAFF AT	STAFF ATTORNEY-DISTRICT COURT	10/1/23	\$8,385.00	M	021		1 00000896	9/29/2021
18000 Ste 180004		Nelson, Loni	7/1/24	1/3/22	1/1/22	STAFF AT	STAFF ATTORNEY-DISTRICT COURT	7/1/23						

12500 Att	125170	Lafferty, Austin	7/1/24	6/3/13	8/1/23	ASST ATT Assistant Attorney General	8/9/23	\$7,973.00	M	099	1 00029467	9/28/2015
40100 Ins	401	Podoli, Steven	7/1/24	1/4/11	1/1/11	Other Prof Attorney Insurance Dept	12/11/23	\$7,971.60	M	099	1 00004885	9/27/2013
12500 Att	125170	DePountis, Constantinos	7/1/24	12/9/19	12/1/19	ASST ATT Assistant Attorney General	4/1/20	\$7,942.00	M	099	1 00000612	9/24/2010
18800 Ley	188	Carlson, Leah	8/1/24	7/29/16	4/1/24	Professor Attorney II	8/1/24	\$7,889.70	M	107	1 00026268	9/26/2014
32500 ND	325111	Naumann, Janet	7/1/24	7/1/07	5/1/06	Professor Attorney	7/1/20	\$7,863.00	M	106	1 00025765	10/3/2005
12500 Att	125400	Lindblad, Christopher	8/1/24	10/11/23	10/1/23	ASST ATT Assistant Attorney General	10/11/23	\$7,800.00	M	099	1 00000584	9/15/2008
12500 Att	125170	Menge, Matthew	7/1/24	4/3/23	4/1/23	ASST ATT Assistant Attorney General	4/3/23	\$7,800.00	M	099	1 00029462	9/23/2016
18000 Ste	180001	Borgen, Justin	7/1/24	1/1/21	2/1/23	STAFF AT STAFF ATTORNEY-DISTRICT COURT	1/2/24	\$7,734.00	M	021	1 00031626	4/20/2023
18000 Ste	180001	Lewis, Brittney	7/1/24	10/2/23	10/1/23	STAFF AT STAFF ATTORNEY-DISTRICT COURT	10/2/23	\$7,734.00	M	021	1 00000972	4/20/2023
18000 Ste	180003	Holland, Dixie	8/1/24	8/1/23	8/1/23	STAFF AT STAFF ATTORNEY-DISTRICT COURT	8/1/24	\$7,734.00	M	021	1 00001069	4/18/2024
40100 Ins	401	Struthers, Jamie	7/1/24	8/2/07	8/1/07	Other Prof Attorney Insurance Dept	7/1/24	\$7,681.93	M	099	1 00004887	9/18/2005
12500 Att	125170	Hanson, Stephen	4/15/24	4/15/24	4/1/24	ASST ATT Assistant Attorney General	4/15/24	\$7,666.66	M	099	1 00031484	10/6/2016
12500 Att	125170	Roll, Ashley	9/1/24	8/2/21	8/1/23	ASST ATT Assistant Attorney General	8/1/24	\$7,666.66	M	099	1 00031485	9/29/2021
12500 Att	125180	Wallevand, Erik	7/1/24	1/1/21	8/1/22	ASST ATT Assistant Attorney General	8/8/22	\$7,540.00	M	099	1 00000606	9/23/2022
18800 Ley	188	Thompson, Shelly	8/1/24	3/25/24	3/1/24	Professor Attorney II	8/1/24	\$7,514.00	M	107	1 00026263	10/10/2011
12500 Att	125160	Jensen, Paul	7/1/24	10/11/23	10/1/23	ASST ATT Assistant Attorney General	10/11/23	\$7,367.00	M	099	1 00000605	9/18/2020
10100 Go	101	Svihovec, Nathan	7/1/24	6/18/24	6/1/24	OTHER - N General Counsel Gov Office	6/18/24	\$7,366.67	M	099	0.3 00000013	9/23/2016
36000 Prc	360	Olson, Micah	7/1/24	1/3/23	1/1/23	Professor Attorney II	1/3/23	\$7,319.87	M	107	1 00004462	10/17/2019
18800 Ley	188	Clow, Kristen	8/1/24	11/15/21	11/1/21	Professor Attorney II	8/1/24	\$7,214.16	M	107	1 00025287	9/29/2021
36000 Prc	360	Rackley, Anna	9/5/24	9/3/24	9/1/24	Professor Attorney II	9/3/24	\$7,200.00	M	107	1 00004444	
12700 Ste	127	On, Helen	8/1/24	6/3/24	6/1/24	Professor Attorney I	6/3/24	\$7,125.00	M	106	1 00000797	9/25/2024
12500 Att	125150	Green, Sarah	7/4/24	1/3/24	1/1/24	ASST ATT Assistant Attorney General	1/3/24	\$7,020.00	M	099	1 00030125	9/23/2022
48500 Wc	485400	Ereth, Shawnda	7/1/24	6/3/14	6/1/14	Professor Attorney	7/1/20	\$6,982.93	M	107	0.65 00005189	9/24/1999
18800 Ley	188	Kardoust, Omid	8/1/24	4/15/24	4/1/24	Professor Attorney II	8/1/24	\$6,930.00	M	107	1 00024521	4/22/2021
12500 Att	125150	Carpenter, Katie	7/8/24	1/1/19	9/1/23	ASST ATT Assistant Attorney General	9/18/23	\$6,916.00	M	099	1 00031486	9/23/2019
32500 ND	325111	Ostdahl-Hedge, Cody	7/1/24	12/14/15	12/1/15	Professor Attorney	7/1/20	\$6,903.00	M	106	1 00025711	4/29/2019
18800 Ley	188	Bossert, Tia	7/1/24	8/1/19	10/1/22	Professor Attorney I	10/10/22	\$6,845.90	M	106	1 00024519	9/23/2022
12500 Att	125170	Openshaw, Mark	8/5/24	1/3/23	1/1/23	ASST ATT Assistant Attorney General	8/5/24	\$6,833.00	M	099	1 00029465	9/25/2024
32500 ND	325111	Holter, Chad	7/1/24	11/1/21	11/1/21	Professor Attorney	11/1/21	\$6,760.00	M	106	1 00004006	5/1/2017
12500 Att	125180	Heier, Zachary	8/26/24	1/1/23	8/1/24	ASST ATT Assistant Attorney General	8/26/24	\$6,750.00	M	099	1 00000603	9/25/2024
12500 Att	125150	Ellenson, Grant	8/1/24	8/1/24	8/1/24	ASST ATT Assistant Attorney General	8/1/24	\$6,750.00	M	099	1 00000595	
32500 ND	325111	Best, John	7/1/24	2/1/21	2/1/21	Professor Attorney	2/1/21	\$6,733.00	M	106	1 00025743	12/10/2014
32500 ND	325111	Ryland, Barret	9/3/24	9/3/24	9/1/24	Professor Attorney	9/3/24	\$6,650.00	M	106	1 00025770	9/24/2010
32500 ND	325111	Wendorf, Eeva	8/1/24	4/15/24	4/1/24	Professor Attorney	4/15/24	\$6,600.00	M	106	1 00025720	9/15/2008
32500 ND	325111	Sontarra, Ethan	7/1/24	8/1/17	8/1/17	Professor Attorney	7/1/20	\$6,599.00	M	106	1 00025778	9/22/2017
32500 ND	325111	Block, Mallory	7/1/24	6/5/23	5/1/23	Professor Attorney	6/5/23	\$6,595.00	M	106	1 00025825	4/16/2020
32500 ND	325111	Christensen, Justin	8/31/24	8/28/24	8/1/24	Professor Attorney	8/28/24	\$6,550.00	M	106	1 00025751	9/28/2015
18800 Ley	188	Chilla, Brooke	7/1/24	12/5/22	12/1/22	Professor Attorney I	5/8/23	\$6,519.98	M	106	1 00029373	9/23/2022
18800 Ley	188	Bains, Gagandeep	7/1/24	8/3/22	9/1/23	Professor Attorney I	5/8/24	\$6,450.00	M	106	1 00024520	4/18/2024
32500 ND	325111	Schaar, Cynthia	9/2/24	1/2/09	1/1/09	Temp Prof Attorney	9/2/24	\$47.86	H	099	0 00031981	10/23/1990

Table 6

Insurance Department Salary Range - By Position - 2022

State	Executive						Legal	
	Deputy/Assistant Commissioners		Media		Public Policy		Lawyers	
	Low	High	Low	High	Low	High	Low	High
Alabama	50,710	170,089	35,984	60,176	61,662	93,923	50,710	158,017
Alaska	98,943	202,176	69,771	148,044	53,859	158,438	0	0
American Samoa	-	-	-	-	-	-	-	#DIV/0!
Arizona	70,511	143,000	40,496	72,410	47,564	87,570	60,723	109,451
Arkansas	68,000	147,484	56,039	81,257	0	0	62,531	112,900
California	78,756	234,756	66,216	102,324	68,928	109,860	85,836	191,880
Colorado	83,136	154,632	0	0	53,484	154,632	0	0
Connecticut	118,876	175,310	95,321	129,962	46,370	146,957	94,771	144,406
Delaware	54,750	137,458	42,320	93,412	58,392	87,544	90,387	171,218
Dist. of Columbia	127,030	199,684	87,339	129,671	108,996	141,678	91,650	214,450
Florida	47,604	175,280	48,876	118,938	38,429	139,807	41,186	187,728
Georgia	53,560	220,667	22,520	220,667	75,508	132,140	57,331	220,667
Guam	0	0	0	0	0	0	0	0
Hawaii	40,000	180,000	50,000	70,000	0	0	68,000	102,000
Idaho	59,800	173,500	37,900	67,700	54,200	96,700	0	0
Illinois	99,500	155,000	118,800	118,800	78,000	99,500	85,000	131,900
Indiana	93,002	168,454	53,222	123,812	0	0	85,020	140,344
Iowa	99,000	200,000	0	0	69,000	168,000	62,000	123,000
Kansas	77,086	142,034	58,131	71,925	77,975	86,182	66,782	93,560
Kentucky	77,910	95,400	0	0	75,600	75,600	55,661	91,800
Louisiana	135,500	198,900	25,895	95,493	69,000	97,000	51,917	133,931
Maine	77,563	105,914	49,837	67,205	0	0	61,402	105,914
Maryland	79,343	165,780	53,974	119,591	61,225	98,523	79,343	155,248
Massachusetts	96,597	162,812	0	0	0	0	77,888	131,471
Michigan	135,500	179,119	87,471	125,818	60,320	125,818	82,534	135,075
Minnesota	105,757	162,509	60,468	110,226	56,397	118,202	69,530	131,589
Mississippi	74,308	135,322	66,944	109,830	43,509	71,382	66,944	150,207
Missouri	82,584	135,000	47,480	80,554	85,000	85,000	43,000	126,000
Montana	101,144	134,586	72,000	72,000	105,000	105,000	81,169	129,933
Nebraska	110,335	110,335	41,800	61,618	0	0	71,760	102,509
Nevada	108,753	111,313	51,803	84,230	70,428	105,945	111,313	121,547
New Hampshire	79,430	120,562	68,822	95,862	86,502	120,562	67,509	97,110
New Jersey	138,000	160,000	74,906	103,620	70,725	70,725	95,496	145,321
New Mexico	56,430	132,557	0	0	0	0	71,061	121,831
New York	150,000	193,000	90,000	131,000	121,000	173,000	81,000	196,000
North Carolina	75,013	261,747	64,406	125,591	64,406	125,591	69,007	197,068
North Dakota	1	999,999	55,356	99,636	0	0	1	999,999
N. Mariana Islands	-	-	-	-	-	-	-	#DIV/0!
Ohio	106,779	181,568	59,550	86,964	63,229	131,563	79,310	114,691
Oklahoma	90,906	143,250	65,413	95,970	50,000	93,043	64,000	116,575
Oregon	116,616	180,552	0	0	69,252	128,640	0	0
Pennsylvania	86,064	152,001	70,651	77,145	109,692	109,692	65,076	147,267
Puerto Rico	81,996	95,040	0	0	60,000	60,000	35,400	74,520
Rhode Island	0	0	0	0	0	0	91,859	108,272
South Carolina	84,706	151,920	35,360	65,429	52,357	96,869	52,357	143,415
South Dakota	66,044	101,043	0	0	0	0	70,000	95,273
Tennessee	156,204	311,400	47,496	105,396	87,300	139,704	100,896	212,400
Texas	92,390	207,977	55,184	129,137	55,184	156,256	48,278	189,069
U.S. Virgin Islands	-	-	-	-	-	-	-	#DIV/0!
Utah	75,000	182,300	54,500	81,900	0	0	72,200	108,400
Vermont	126,111	133,073	0	0	0	0	0	0
Virginia	94,866	185,850	0	0	62,114	143,753	94,886	188,948
Washington	102,660	154,716	64,788	118,752	92,928	132,600	92,460	123,780
West Virginia	56,858	128,900	0	0	0	0	47,287	112,560
Wisconsin	66,726	156,686	31,824	118,934	66,726	138,861	55,536	149,885
Wyoming	82,814	128,062	0	0	0	0	69,352	107,245

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