

ANALYSIS OF STATE EMPLOYEE SALARY INCREASES

| Year | Salary Increase Provided | Annual Inflation* |
|-------------------|--|-------------------|
| 1973 | 5% | 6.2% |
| 1974 | 4% | 11.0% |
| 1975 | 5% (in addition to an 11.9% salary adjustment) | 9.1% |
| 1976 | 5% | 5.7% |
| 1977 | 5% | 6.5% |
| 1978 | 5% | 7.6% |
| 1979 | 6.5% | 11.3% |
| 1980 | 6.5% | 13.5% |
| 1981 | 9% (in addition to a 10% salary adjustment) | 10.3% |
| 1982 | 8% (reduced by Governor's budget allotments) | 6.2% |
| 1983 | 2% contribution to retirement | 3.2% |
| 1984 | 2% contribution to retirement | 4.3% |
| 1985 | 9.5% higher education faculty and senior administrative staff, 5.5% for all other state employees | 3.5% |
| 1986 | 4% with a minimum of \$50 per month; the Governor deferred this increase for agencies under his control to January 1, 1987 | 1.9% |
| 1987 | 0% | 3.7% |
| 1988 | 0% | 4.1% |
| 1989 | 11.4% higher education faculty at the University of North Dakota and North Dakota State University; 9.5% higher education faculty at other four-year universities; 7.3% higher education faculty at two-year colleges; 9.1% faculty at the medical school; administrative, professional, and classified employees at the institutions of higher education received increases averaging between 8.7% and 9.7%; 7.1% for all other state employees | 4.8% |
| 1990 | 7% higher education faculty at four-year universities, 5% higher education faculty at two-year colleges, 0% all other state employees | 5.4% |
| 1991 | 4% with a minimum of \$50 per month | 4.2% |
| 1992 | \$40 per month | 3.0% |
| 1993 | \$60 per month | 3.0% |
| 1994 | 3% (to the extent available from agency savings) | 2.6% |
| 1995 | 2% | 2.8% |
| 1996 | 3% (includes 1% for salary inequity correction and merit increases) | 2.9% |
| 1997 | 3% (includes 1.5% for salary inequity correction and merit increases) | 2.3% |
| 1998 | 3% (includes 1.5% for salary inequity correction and merit increases; in addition, the University System received a \$3.2 million pool of funds for the 1997-99 biennium to address salary compression, market, and equity problems) | 1.5% |
| 1999 | 2% with a minimum of \$35 per month - Increases over \$35 are to be based on merit and equity | 2.2% |
| 2000 | 2% with a minimum of \$35 per month - Increases over \$35 are to be based on merit and equity. An additional 1% may be provided to the extent the increase can be paid with existing agency resources. | 3.4% |
| 2001 ¹ | 3% with a minimum of \$35 per month - Increases over \$35 are to be based on merit and equity | 2.9% (projected) |
| 2002 ¹ | 2% with a minimum of \$35 per month - Increases over \$35 are to be based on merit and equity | 2.2% (projected) |

* Percentage change, consumer price index annual rate, Economy.com

¹ In addition, the Legislative Assembly provided:
\$5 million, \$2.7 million of which is from the general fund, for market equity compensation adjustments for classified employees as approved by the Central Personnel Division.

\$4,628,824 from the general fund for equity and special needs for entities under the control of the State Board of Higher Education. A portion of this amount may be used for salary increases to address equity issues.

\$178,233, \$142,697 of which is from the general fund, for salary equity adjustments for elected and appointed officials.