

December 2008

STATE EMPLOYEE SALARY EQUITY FUNDING

2009-11 EXECUTIVE BUDGET RECOMMENDATION

The 2009-11 executive budget recommends funding of \$24,373,396, of which \$13,723,095 is from the general fund, for state agencies to address salary equity issues. Agencies may use the funding to address salary equity issues relating to the competitive employment market, salary issues in targeted occupations, and internal agency and interagency salary equity issues. The \$24,373,396 includes \$1,205,011, of which \$694,483 is from the general fund, for the related salary increase for the second year of the 2009-11 biennium. A summary of the recommended salary equity funding by agency is attached as Appendix A.

2005-07 AND 2007-09 LEGISLATIVE APPROPRIATIONS

The 2005 Legislative Assembly appropriated funding totaling \$1,694,467, of which \$1,666,258 was from the general fund, to the Department of Corrections and Rehabilitation (\$1,500,000) and

Highway Patrol (\$194,467) for state employee salary equity adjustments for the 2005-07 biennium.

The 2007 Legislative Assembly appropriated funding totaling \$2,703,735, of which \$2,023,989 was from the general fund, to several state agencies for state employee salary equity adjustments for the 2007-09 biennium. The 2007 Legislative Assembly also appropriated \$5 million from the general fund and \$5 million from other funds to the Office of Management and Budget for statewide salary equity adjustments for classified state employees for the 2007-09 biennium. The Office of Management and Budget allocated \$4,998,143 of the \$5 million general fund appropriation and \$3,541,747 of the \$5 million appropriated from other funds to agencies based on classified employees' positions in salary ranges.

A summary by agency of the total funds provided for salary equity adjustments for the 2005-07 and 2007-09 bienniums and the recommended salary equity funding for the 2009-11 biennium is attached as Appendix B.

ATTACH:2

STATE EMPLOYEE SALARY EQUITY FUNDING - 2009-11 EXECUTIVE BUDGET RECOMMENDATION

Agency ¹	2009-11 Executive Budget FTE Positions	Salary Equity Funding			Related Second Year Salary Increase			Grand Total		
		General	Other	Total	General	Other	Total	General	Other	Total
		Fund	Funds		Fund	Funds		Fund	Funds	
101 Governor	18.00	\$40,000	\$0	\$40,000	\$2,000	\$0	\$2,000	\$42,000	\$0	\$42,000
108 Secretary of State	28.00	80,040	0	80,040	4,002	0	4,002	84,042	0	84,042
110 Office of Management and Budget	133.50	160,844	65,873	226,717	8,042	3,294	11,336	168,886	69,167	238,053
112 Information Technology Department	330.20	77,232	1,427,376	1,504,608	3,862	71,369	75,231	81,094	1,498,745	1,579,839
117 State Auditor	51.80	200,000	0	200,000	10,000	0	10,000	210,000	0	210,000
120 State Treasurer	7.00	22,776	0	22,776	1,200	0	1,200	23,976	0	23,976
125 Attorney General	198.50	1,166,194	137,539	1,303,733	59,249	6,877	66,126	1,225,443	144,416	1,369,859
127 Tax Commissioner	133.00	675,000	0	675,000	33,750	0	33,750	708,750	0	708,750
140 Office of Administrative Hearings	8.00	0	10,593	10,593	0	1,200	1,200	0	11,793	11,793
160 Legislative Council	33.00	50,000	0	50,000	0	0	0	50,000	0	50,000
180 Judicial branch	349.00	0	0	0	0	0	0	0	0	0
188 Commission on Legal Counsel for Indigents	33.00	4,035	0	4,035	1,200	0	1,200	5,235	0	5,235
190 Retirement and Investment Office	17.00	0	48,287	48,287	0	2,414	2,414	0	50,701	50,701
192 Public Employees Retirement System	33.00	0	62,522	62,522	0	3,126	3,126	0	65,648	65,648
201 Department of Public Instruction	99.75	99,168	231,383	330,551	4,955	11,573	16,528	104,123	242,956	347,079
226 Land Department	21.75	0	12,387	12,387	0	1,200	1,200	0	13,587	13,587
250 State Library	29.75	75,583	11,294	86,877	3,779	565	4,344	79,362	11,859	91,221
252 School for the Deaf	43.94	54,499	2,868	57,367	2,725	143	2,868	57,224	3,011	60,235
253 North Dakota Vision Services - School for the Blii	28.00	27,378	4,457	31,835	1,369	223	1,592	28,747	4,680	33,427
270 Department of Career and Technical Education	28.50	46,463	0	46,463	2,323	0	2,323	48,786	0	48,786
301 State Department of Health	343.50	155,375	172,000	327,375	7,769	8,600	16,369	163,144	180,600	343,744
313 Veterans Home	120.72	99,904	0	99,904	4,995	0	4,995	104,899	0	104,899
316 Indian Affairs Commission	4.00	3,400	0	3,400	1,200	0	1,200	4,600	0	4,600
321 Department of Veterans Affairs	7.00	13,367	0	13,367	1,200	0	1,200	14,567	0	14,567
325 Department of Human Services	2,237.38	3,255,719	1,500,061	4,755,780	202,787	75,003	277,790	3,458,506	1,575,064	5,033,570
360 Protection and Advocacy Project	28.50	175,799	0	175,799	8,790	0	8,790	184,589	0	184,589
380 Job Service North Dakota	284.05	0	1,161,177	1,161,177	0	58,058	58,058	0	1,219,235	1,219,235
401 Insurance Commissioner	46.50	0	132,866	132,866	0	6,644	6,644	0	139,510	139,510
405 Industrial Commission	60.06	554,960	10,200	565,160	27,748	2,400	30,148	582,708	12,600	595,308
406 Labor Commissioner	12.00	12,668	0	12,668	1,200	0	1,200	13,868	0	13,868
408 Public Service Commission	44.00	118,165	54,785	172,950	5,907	2,740	8,647	124,072	57,525	181,597
412 Aeronautics Commission	6.00	0	18,216	18,216	0	1,200	1,200	0	19,416	19,416
413 Department of Financial Institutions	29.00	0	106,000	106,000	0	5,300	5,300	0	111,300	111,300
414 Securities Department	9.00	13,733	0	13,733	1,200	0	1,200	14,933	0	14,933
471 Bank of North Dakota	171.50	0	198,078	198,078	0	9,904	9,904	0	207,982	207,982
473 Housing Finance Agency	47.00	0	109,656	109,656	0	5,483	5,483	0	115,139	115,139
475 Mill and Elevator Association	131.00	0	0	0	0	0	0	0	0	0
485 Workforce Safety and Insurance	237.14	0	0	0	0	0	0	0	0	0
504 Highway Patrol	196.00	500,000	0	500,000	25,000	0	25,000	525,000	0	525,000
530 Department of Corrections and Rehabilitation	743.29	3,825,000	0	3,825,000	191,250	0	191,250	4,016,250	0	4,016,250
540 Adjutant General	232.00	64,662	131,283	195,945	3,233	6,564	9,797	67,895	137,847	205,742
601 Department of Commerce	68.00	127,844	40,372	168,216	6,392	2,019	8,411	134,236	42,391	176,627
602 Agriculture Commissioner	70.50	82,698	89,489	172,187	4,135	4,579	8,714	86,833	94,068	180,901
616 State Seed Department	30.00	0	29,816	29,816	0	1,491	1,491	0	31,307	31,307
627 Upper Great Plains Transportation Institute	53.95	0	0	0	0	0	0	0	0	0
628 Branch research centers	95.56	0	0	0	0	0	0	0	0	0
630 NDSU Extension Service	267.33	0	0	0	0	0	0	0	0	0
638 Northern Crops Institute	11.20	0	0	0	0	0	0	0	0	0
640 Main Research Center	353.39	0	0	0	0	0	0	0	0	0
649 Agronomy Seed Farm	3.00	0	0	0	0	0	0	0	0	0
665 State Fair Association	0.00	0	0	0	0	0	0	0	0	0
670 Racing Commission	2.00	0	0	0	0	0	0	0	0	0
701 State Historical Society	62.00	344,338	32,070	376,408	17,217	1,603	18,820	361,555	33,673	395,228
709 Council on the Arts	5.00	5,689	0	5,689	1,200	0	1,200	6,889	0	6,889
720 Game and Fish Department	157.00	0	288,348	288,348	0	14,417	14,417	0	302,765	302,765
750 Parks and Recreation Department	53.00	512,866	0	512,866	25,643	0	25,643	538,509	0	538,509
770 State Water Commission	86.00	383,213	50,777	433,990	19,161	2,539	21,700	402,374	53,316	455,690
801 Department of Transportation	1,054.50	0	4,000,000	4,000,000	0	200,000	200,000	0	4,200,000	4,200,000
Total	8,986.76	\$13,028,612	\$10,139,773	\$23,168,385	\$694,483	\$510,528	\$1,205,011	\$13,723,095	\$10,650,301	\$24,373,396

¹The schedule does not include higher education institutions as the Legislative Assembly does not provide higher education institutions specific funding for salary increases.

STATE EMPLOYEE SALARY EQUITY FUNDING - TOTAL FUNDS - 2005-07 THROUGH 2009-11 BIENNIUMS

Agency ¹	2005-07 Biennium	2007-09 Biennium			2009-11 Executive Budget ³
		Specific Equity Adjustments	Equity Pool Allocations ²	Total	
101 Governor	\$0	\$0	\$0	\$0	\$42,000
108 Secretary of State	0	0	14,336	14,336	84,042
110 Office of Management and Budget	0	0	112,668	112,668	238,053
112 Information Technology Department	0	0	241,595	241,595	1,579,839
117 State Auditor	0	115,500	83,089	198,589	210,000
120 State Treasurer	0	0	616	616	23,976
125 Attorney General	0	883,000	218,464	1,101,464	1,369,859
127 Tax Commissioner	0	0	178,657	178,657	708,750
140 Office of Administrative Hearings	0	120,528	3,836	124,364	11,793
160 Legislative Council	0	148,000	0	148,000	50,000
180 Judicial branch	0	0	0	0	0
188 Commission on Legal Counsel for Indigents	0	0	7,531	7,531	5,235
190 Retirement and Investment Office	0	65,301	18,228	83,529	50,701
192 Public Employees Retirement System	0	202,760	29,988	232,748	65,648
201 Department of Public Instruction	0	0	158,157	158,157	347,079
226 Land Department	0	0	9,884	9,884	13,587
250 State Library	0	0	117,746	117,746	91,221
252 School for the Deaf	0	0	38,200	38,200	60,235
253 North Dakota Vision Services - School for the Blind	0	0	13,636	13,636	33,427
270 Department of Career and Technical Education	0	0	19,404	19,404	48,786
301 State Department of Health	0	0	386,028	386,028	343,744
313 Veterans Home	0	0	63,747	63,747	104,899
316 Indian Affairs Commission	0	0	336	336	4,600
321 Department of Veterans Affairs	0	0	11,506	11,506	14,567
325 Department of Human Services	0	0	2,759,109	2,759,109	5,033,570
360 Protection and Advocacy Project	0	0	76,959	76,959	184,589
380 Job Service North Dakota	0	0	578,955	578,955	1,219,235
401 Insurance Commissioner	0	172,236	26,983	199,219	139,510
405 Industrial Commission	0	0	47,055	47,055	595,308
406 Labor Commissioner	0	0	11,032	11,032	13,868
408 Public Service Commission	0	0	26,936	26,936	181,597
412 Aeronautics Commission	0	0	6,048	6,048	19,416
413 Department of Financial Institutions	0	0	7,280	7,280	111,300
414 Securities Department	0	61,831	5,040	66,871	14,933
471 Bank of North Dakota	0	0	104,223	104,223	207,982
473 Housing Finance Agency	0	0	34,886	34,886	115,139

Agency ¹	2007-09 Biennium				2009-11 Executive Budget ³
	2005-07 Biennium	Specific Equity Adjustments	Equity Pool Allocations ²	Total	
475 Mill and Elevator Association	0	0	0	0	0
485 Workforce Safety and Insurance	0	0	0	0	0
504 Highway Patrol	194,467	352,500	147,028	499,528	525,000
530 Department of Corrections and Rehabilitation	1,500,000	0	1,539,926	1,539,926	4,016,250
540 Adjutant General	0	300,000	116,884	416,884	205,742
601 Department of Commerce	0	0	0	0	176,627
602 Agriculture Commissioner	0	259,000	56,277	315,277	180,901
616 State Seed Department	0	0	12,908	12,908	31,307
627 Upper Great Plains Transportation Institute	0	0	0	0	0
628 Branch research centers	0	0	0	0	0
630 NDSU Extension Service	0	0	0	0	0
638 Northern Crops Institute	0	0	0	0	0
640 Main Research Center	0	0	0	0	0
649 Agronomy Seed Farm	0	0	0	0	0
670 Racing Commission	0	0	476	476	0
701 State Historical Society	0	0	159,335	159,335	395,228
709 Council on the Arts	0	23,079	3,248	26,327	6,889
720 Game and Fish Department	0	0	192,006	192,006	302,765
750 Parks and Recreation Department	0	0	130,394	130,394	538,509
770 State Water Commission	0	0	101,304	101,304	455,690
801 Department of Transportation	0	0	667,946	667,946	4,200,000
Total	<u>\$1,694,467</u>	<u>\$2,703,735</u>	<u>\$8,539,890</u>	<u>\$11,243,625</u>	<u>\$24,373,396</u>

¹ The schedule does not include higher education institutions because the Legislative Assembly does not provide specific funding to higher education institutions for salary increases.

² Senate Bill No. 2189 (2007) provided an appropriation of \$5 million from the general fund and \$5 million from other funds to the Office of Management and Budget to provide statewide salary equity adjustments for classified state employees for the 2007-09 biennium. The Office of Management and Budget allocated \$4,998,143 of the \$5 million general fund appropriation and \$3,541,747 of the \$5 million appropriation from other funds to agencies based on classified employees' positions in salary ranges.

³ The 2009-11 executive budget provides a total of \$24.4 million, of which \$13.7 million is from the general fund, to state agencies to address salary equity issues. Of the \$24.4 million, \$1,205,011 relates to funding for a second year salary increase for the 2009-11 biennium.