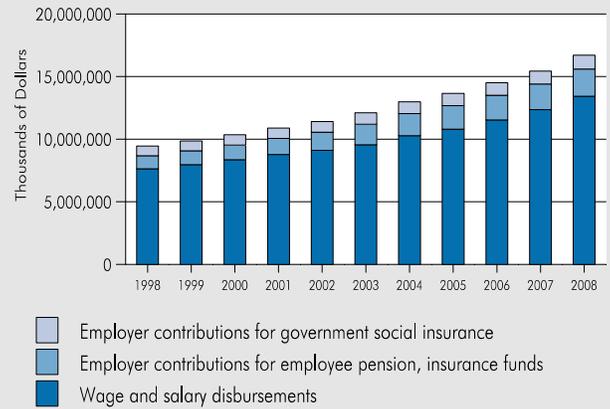


Compensation of North Dakota Employees: 2008

Total compensation of North Dakota employees totaled \$16.7 billion in 2008, up 8.2 percent from 2007. Average compensation per job in North Dakota rose to \$43,372 in 2008, an increase of 4.4 percent per year, on average, since 1998. Nationally, compensation per job rose an average of 4.0 percent annually from 1998 to 2008, reaching \$56,116. Compensation of North Dakota employees consists of wage and salary disbursements (80.3 percent in 2008) and supplements to wages and salaries (i.e., employer contributions for employee pension and insurance funds and employer contributions for government social insurance; 19.7 percent) (Figure 1). On average, employer supplements in North Dakota grew slightly faster than actual wages and salaries from 1998 to 2008. Employer supplements in the state grew an average of 6.1 percent annually since 1998; wages and salaries grew an average of 5.8 percent per year.

In North Dakota, the average compensation per job for all 53 counties grew by at least 2.6 percent per year, on average, since 1998; five counties, all in the western part of the state, grew by at least 7.0 percent annually, on average (McKenzie, Divide, Williams, Billings, and Slope) (Table 1). Out of the 3,141 counties in the nation, Oliver County in west-central North Dakota had the 117th highest average compensation per job in 2008 at \$61,464 (Figure 2).

Figure 1. Compensation of North Dakota Employees: 1998-2008 (Thousands of Dollars)



Source: U.S. Department of Commerce, BEA, Regional Economic Accounts, Table CA06 and CA06N.

Figure 2. Total Average Compensation Per Job by County in the United States: 2008

Source: U.S. Department of Commerce, Bureau of Economic Analysis (BEA), Regional Economic Accounts, Table CA06N, <http://www.bea.gov/regional/reis/>.

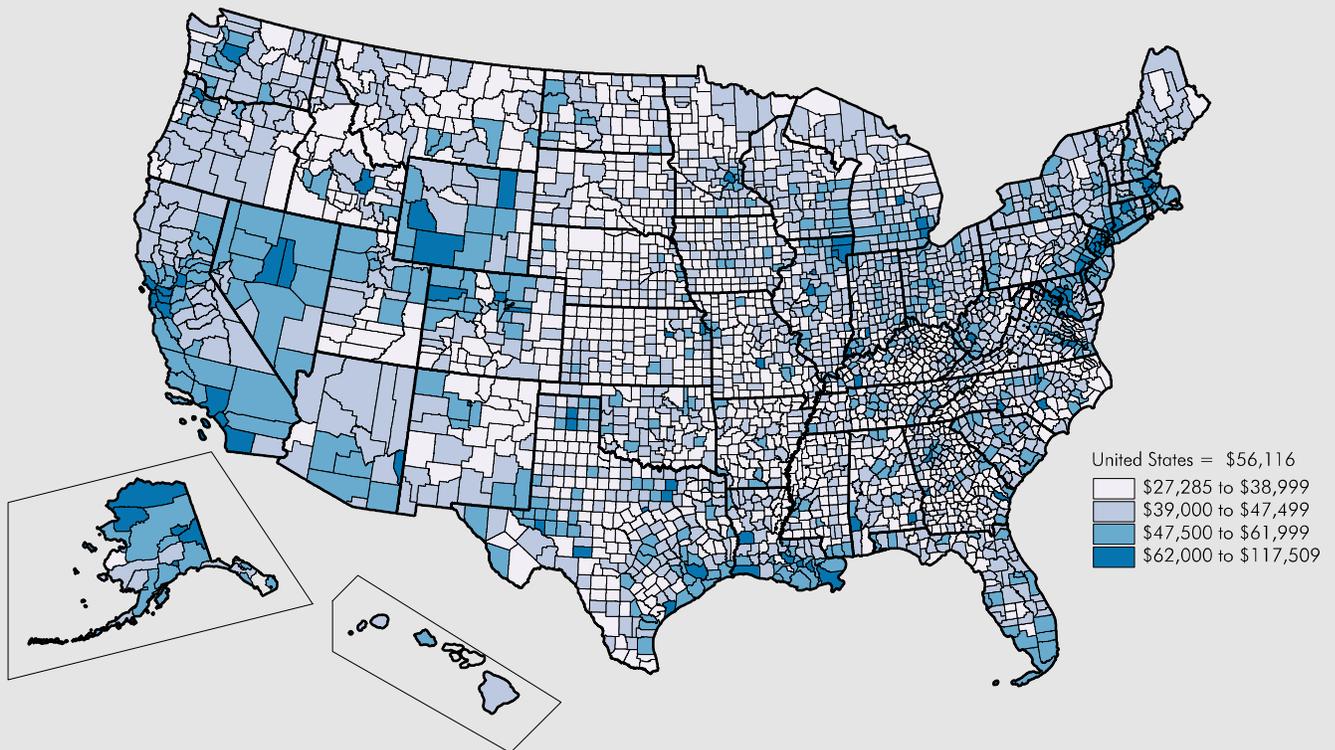


Table 1. Average Compensation Per Job in the United States, North Dakota, and North Dakota Counties: 1998 to 2008

Note: Compensation of employees consists of wage and salary disbursements and supplements to wages and salaries (i.e., employer contributions for employee pension and insurance funds and employer contributions for government social insurance).

Source: U.S. Department of Commerce, Bureau of Economic Analysis (BEA), Regional Economic Accounts, Tables CA06 and CA06N, <http://www.bea.gov/regional/reis>.

Area	Average Compensation Per Job (Dollars)											Avg. Annual % Change: 1998-2008
	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	
United States	38,017	39,631	42,003	43,477	44,770	46,704	48,654	50,483	52,556	54,674	56,116	4.0%
North Dakota	28,099	29,012	30,259	31,595	33,022	34,792	36,470	37,696	39,234	41,066	43,372	4.4%
Adams	22,393	23,324	23,705	25,328	25,848	27,155	28,074	28,820	29,827	31,359	32,805	3.9%
Barnes	22,736	23,430	24,062	24,727	26,178	27,617	29,400	30,312	31,549	33,436	37,285	5.1%
Benson	23,576	25,478	28,349	30,177	31,222	31,963	33,704	34,735	36,515	38,514	40,031	5.5%
Billings	18,965	19,881	21,650	23,777	23,578	26,423	27,011	29,583	32,717	37,854	41,774	8.3%
Bottineau	21,235	21,503	23,041	23,937	24,981	26,482	28,834	30,709	31,629	33,589	35,776	5.4%
Bowman	21,257	20,971	22,171	24,328	25,565	28,468	28,917	30,592	34,461	36,891	39,502	6.5%
Burke	24,188	25,084	27,213	28,780	29,978	34,038	35,856	38,298	40,251	42,325	46,210	6.7%
Burleigh	29,408	30,201	31,507	33,001	34,389	36,642	38,443	39,287	40,234	41,978	43,537	4.0%
Cass	30,588	31,808	33,115	34,215	35,848	37,447	39,270	40,424	41,831	43,492	45,424	4.0%
Cavalier	23,368	24,529	24,619	26,489	27,445	28,721	29,702	31,555	32,272	35,879	41,673	6.0%
Dickey	21,641	22,399	23,107	24,267	25,678	27,429	29,308	29,792	30,855	32,538	33,821	4.6%
Divide	17,385	18,193	19,412	20,783	22,662	24,425	24,714	26,339	28,348	30,726	34,779	7.2%
Dunn	22,940	23,079	24,379	25,193	24,963	27,473	27,564	28,897	30,804	32,326	38,035	5.3%
Eddy	21,562	22,905	24,002	23,562	25,183	25,803	27,381	28,018	28,738	31,024	33,376	4.5%
Emmons	19,993	20,731	21,908	22,938	23,666	25,172	27,438	28,088	28,289	29,842	32,085	4.9%
Foster	23,411	24,370	26,374	27,341	29,293	31,273	32,770	33,750	35,951	37,444	40,456	5.6%
Golden Valley	22,018	20,716	21,680	21,951	22,673	23,546	26,064	27,295	28,688	29,527	31,533	3.7%
Grand Forks	29,318	30,023	31,244	32,085	33,625	35,258	36,654	37,631	39,004	40,530	42,063	3.7%
Grant	19,890	19,443	20,468	21,546	22,708	24,226	25,913	26,789	28,082	29,833	31,150	4.6%
Griggs	22,098	23,220	24,963	25,461	26,105	26,696	28,037	29,002	29,380	29,642	32,618	4.0%
Hettinger	21,075	22,626	23,393	24,921	25,652	26,764	28,252	28,316	30,144	31,737	34,749	5.2%
Kidder	20,330	21,083	23,013	25,441	26,913	28,196	29,591	29,778	30,048	32,043	33,129	5.0%
LaMoure	20,547	20,876	22,639	24,045	25,495	27,732	29,716	30,896	32,206	33,841	37,163	6.1%
Logan	18,063	18,982	20,135	21,919	23,555	23,922	24,385	25,782	26,266	27,238	30,167	5.3%
McHenry	22,155	23,382	24,063	26,565	26,718	28,133	30,007	32,907	33,575	36,719	38,107	5.6%
McIntosh	19,142	19,623	20,759	21,945	23,311	24,203	25,437	25,989	26,616	28,831	29,975	4.6%
McKenzie	26,113	27,202	28,676	30,409	30,224	32,186	33,675	35,618	39,969	44,214	50,931	7.0%
McLean	30,230	32,337	32,110	33,309	34,986	36,575	39,327	41,077	43,057	46,453	46,587	4.5%
Mercer	40,536	42,521	44,340	46,985	47,256	50,028	54,062	53,894	57,979	59,134	60,453	4.1%
Morton	27,885	28,838	29,865	32,323	33,453	35,160	35,563	36,985	39,456	40,236	41,685	4.1%
Mountrail	23,551	24,983	26,130	26,674	28,941	32,260	35,779	36,215	34,973	36,648	41,348	5.9%
Nelson	21,178	21,430	21,515	22,555	24,895	25,708	25,619	26,548	28,174	30,233	35,302	5.4%
Oliver	47,884	48,912	51,290	54,895	50,483	52,678	57,333	54,646	57,275	59,582	61,464	2.6%
Pembina	29,919	30,054	30,713	32,761	34,047	36,547	36,363	37,497	39,326	42,815	46,975	4.7%
Pierce	21,939	21,523	21,988	24,400	26,010	28,864	29,763	30,557	30,394	31,377	33,768	4.5%
Ramsey	22,685	23,370	24,155	25,743	26,590	27,773	29,306	30,961	31,893	33,597	35,442	4.6%
Ransom	23,214	24,591	26,924	28,236	29,945	30,847	31,562	33,346	32,943	34,161	38,373	5.2%
Renville	21,720	21,543	23,305	24,652	25,402	26,512	28,172	29,513	32,461	34,329	38,235	5.9%
Richland	27,755	28,961	30,105	31,034	32,381	33,524	34,888	36,285	37,374	39,870	40,824	3.9%
Rolette	27,171	27,533	28,716	30,172	30,966	32,986	35,016	36,260	37,296	38,463	40,159	4.0%
Sargent	35,691	39,464	40,427	40,729	43,822	49,101	49,779	50,430	49,506	51,337	54,871	4.5%
Sheridan	21,655	25,211	23,435	23,457	23,604	26,610	25,402	27,995	26,760	27,159	28,257	3.0%
Sioux	28,804	30,389	31,825	34,161	34,531	36,979	39,265	40,258	41,423	43,341	44,752	4.5%
Slope	21,029	19,737	21,711	23,551	24,536	26,120	28,053	28,323	31,569	44,831	48,593	9.3%
Stark	24,573	25,181	26,040	27,431	28,654	30,272	31,131	32,674	35,250	37,405	41,825	5.5%
Steele	25,140	25,792	27,538	27,794	28,168	30,347	32,023	33,196	34,909	36,620	44,535	6.0%
Stutsman	26,135	26,684	28,312	29,362	30,538	31,765	33,141	34,395	34,841	36,556	38,130	3.9%
Towner	23,216	23,331	24,000	24,391	25,221	25,713	27,098	28,563	29,274	31,203	33,376	3.7%
Traill	24,565	24,974	26,662	27,229	28,425	29,853	31,187	32,105	33,284	35,106	37,315	4.3%
Walsh	23,095	23,601	24,237	25,646	26,762	27,429	29,071	30,501	31,409	33,822	36,796	4.8%
Ward	29,073	30,022	31,178	32,626	34,825	36,319	38,166	39,667	40,940	42,521	44,275	4.3%
Wells	21,983	23,127	23,671	24,914	26,239	27,051	28,395	29,946	29,792	30,423	32,593	4.0%
Williams	25,651	25,353	27,037	29,756	29,942	32,433	34,836	38,039	44,107	48,248	55,971	8.2%

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North Dakota Shows Continued Growth in Average Compensation Per Job

The average compensation per job in North Dakota rose to \$43,372 in 2008, an increase of 4.4 percent per year, on average, since 1998. This average annual growth was sixth largest in the nation behind four states and the District of Columbia. During the same time frame, inflation grew an average of 2.8 percent per year.

“This increase shows how robust our state’s economy has been during the past decade. However, we must remember these are state averages and they mask lower wage gains made by many of our rural counties,” said Richard Rathge, Director of the State Data Center.

Employee compensation consists of wage and salary disbursements and supplements to salaries and wages (i.e., employer contributions for employee pension and insurance funds and employer contributions for government social insurance).

On average, employer supplements in North Dakota grew slightly faster than actual wages and salaries from 1998 to 2008. Employer supplements in the state grew an average of 6.1 percent annually since 1998. Wages and salaries grew an average of 5.8 percent per year.

This month’s “Population Bulletin,” a monthly publication from the North Dakota State Data Center, focuses on average compensation per job data released from the U.S. Bureau of Economic Analysis (BEA) at <http://www.bea.gov>. The BEA provides compensation data for the nation, states, and counties, plus metropolitan and micropolitan areas.

Nationally, compensation per job has increased an average of 4.0 percent annually since 1998, reaching \$56,116 in 2008. In North Dakota, the average compensation per job for all 53 counties grew at least 2.6 percent per year, on average, since 1998. Five counties (McKenzie, Divide, Williams, Billings, and Slope), all in the western part of the state, had increases of at least 7.0 percent annually.

Out of the 3,141 counties in the nation, Oliver County in west-central North Dakota had the 117th highest average compensation per job (\$61,464) in 2008.

While compensation in North Dakota is experiencing consistent and positive growth, the average compensation of \$43,372 earned in North Dakota still lags behind most states and was 22.7 percent below the national average of \$56,116 in 2008. Four other states had lower averages than North Dakota: Idaho (\$43,010), Mississippi (\$42,949), Montana (\$42,188) and South Dakota (\$40,726). The District of Columbia had the highest average compensation per job in 2008 (\$95,881), followed by New York (\$72,063) and Connecticut (\$69,790).

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