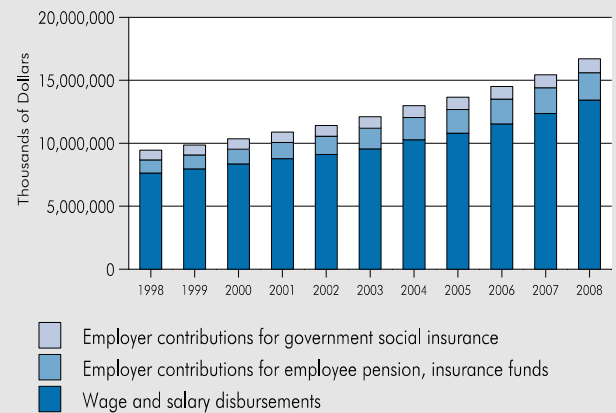


## Compensation of North Dakota Employees: 2008

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 117<sup>th</sup> highest average compensation per job in 2008 at \$61,464 (Figure 2).

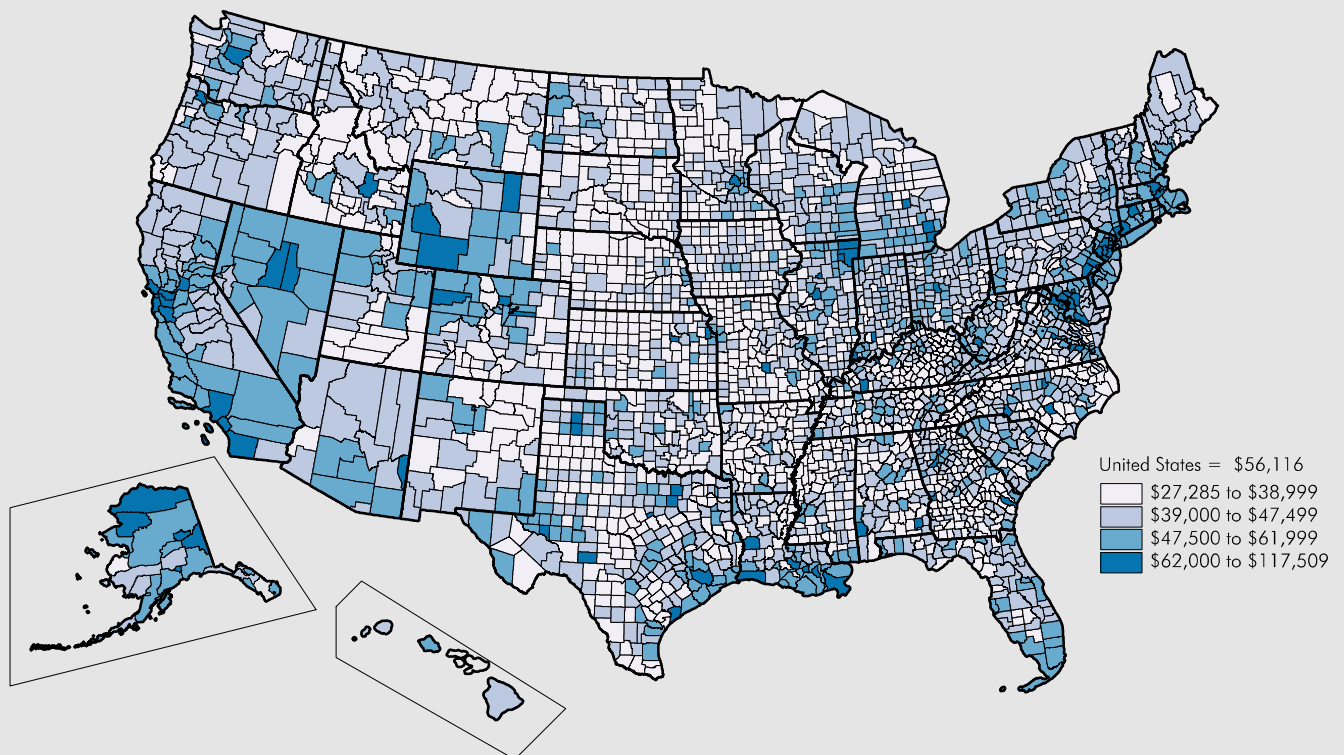
Figure 1. Compensation of North Dakota Employees: 1998-2008 (Thousands of Dollars)



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 %<br>Change:<br>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 117<sup>th</sup> 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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