

## Compensation of North Dakota Employees: 2009

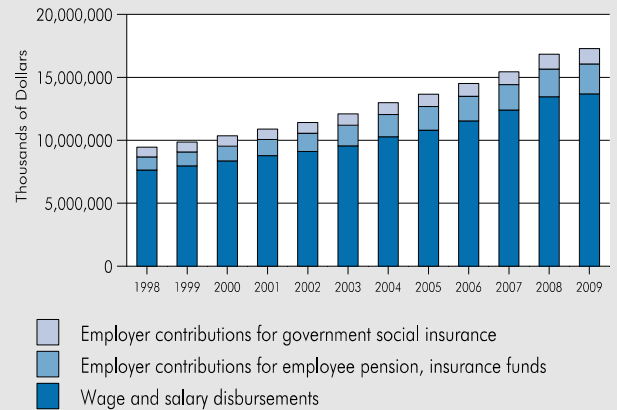
The average compensation per job (ACPJ) in North Dakota rose to \$45,218 in 2009, which is an increase of 3.1 percent from 2008. Nationally, the ACPJ rose 1.2 percent from 2008 to 2009, reaching \$56,962 (Table 1).

The ACPJ has been consistently higher in metropolitan portions of North Dakota than in nonmetropolitan areas; however, the gap is narrowing. In 2009, the ACPJ in nonmetro portions of the state was \$44,680, which is 97.9 percent of the ACPJ in metro portions (i.e., \$45,650) (Table 1). The 2008-09 growth rate of ACPJ in nonmetro areas was 4.0 percent, compared to 2.5 percent in metro areas. In fact, the ACPJ grew by at least 11 percent in five nonmetro counties from 2008 to 2009 (Oliver, McLean, Billings, Mountrail, Mercer).

Compensation of North Dakota employees consists of wage and salary disbursements (79.1 percent in 2009) and supplements to wages and salaries (i.e., employer contributions for employee pension and insurance funds and employer contributions for government social insurance; 20.9 percent) (Figure 1).

Out of the 3,141 counties in the nation, Oliver County in west-central North Dakota had the 30<sup>th</sup> highest ACPJ in 2009 at \$75,267 (Figure 2).

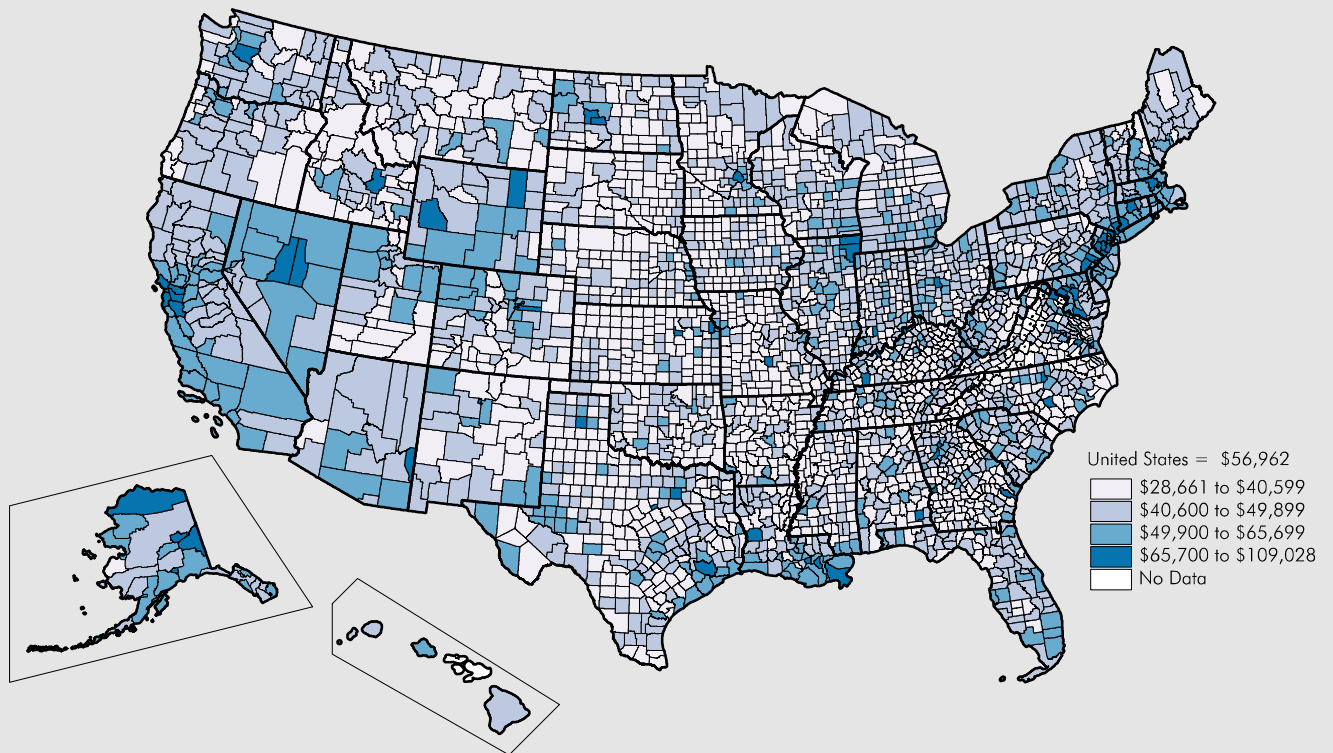
Figure 1. Compensation of North Dakota Employees: 1998-2009 (Thousands of Dollars)



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

Figure 2. Average Compensation Per Job by County in the United States: 2009

Source: U.S. Department of Commerce, Bureau of Economic Analysis (BEA), Regional Economic Accounts, Tables CA06 and 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 2009**

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) |        |        |        |        |        |        |        |        |        |        |        | Percent Change:<br>2008 to 2009 |
|---------------|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------------------------------|
|               | 1998                                   | 1999   | 2000   | 2001   | 2002   | 2003   | 2004   | 2005   | 2006   | 2007   | 2008   | 2009   |                                 |
| United States | 38,017                                 | 39,631 | 42,003 | 43,477 | 44,770 | 46,704 | 48,654 | 50,483 | 52,556 | 54,666 | 56,276 | 56,962 | 1.2%                            |
| North Dakota  | 28,099                                 | 29,012 | 30,259 | 31,595 | 33,022 | 34,792 | 36,470 | 37,696 | 39,234 | 41,088 | 43,842 | 45,218 | 3.1%                            |
| ND - Metro    | 29,867                                 | 30,855 | 32,139 | 33,350 | 34,873 | 36,646 | 38,300 | 39,359 | 40,708 | 42,319 | 44,545 | 45,650 | 2.5%                            |
| ND - Nonmetro | 26,117                                 | 26,922 | 28,105 | 29,562 | 30,849 | 32,569 | 34,248 | 35,640 | 37,379 | 39,522 | 42,958 | 44,680 | 4.0%                            |
| Adams         | 22,393                                 | 23,324 | 23,705 | 25,328 | 25,848 | 27,155 | 28,074 | 28,820 | 29,827 | 31,483 | 33,124 | 34,444 | 4.0%                            |
| Barnes        | 22,736                                 | 23,430 | 24,062 | 24,727 | 26,178 | 27,617 | 29,400 | 30,312 | 31,549 | 33,538 | 37,815 | 37,681 | -0.4%                           |
| Benson        | 23,576                                 | 25,478 | 28,349 | 30,177 | 31,222 | 31,963 | 33,704 | 34,735 | 36,515 | 38,716 | 40,556 | 42,465 | 4.7%                            |
| Billings      | 18,965                                 | 19,881 | 21,650 | 23,777 | 23,578 | 26,423 | 27,011 | 29,583 | 32,717 | 38,609 | 42,541 | 48,091 | 13.0%                           |
| Bottineau     | 21,235                                 | 21,503 | 23,041 | 23,937 | 24,981 | 26,482 | 28,834 | 30,709 | 31,629 | 33,728 | 36,358 | 38,538 | 6.0%                            |
| Bowman        | 21,257                                 | 20,971 | 22,171 | 24,328 | 25,565 | 28,468 | 28,917 | 30,592 | 34,461 | 37,023 | 39,919 | 40,470 | 1.4%                            |
| Burke         | 24,188                                 | 25,084 | 27,213 | 28,780 | 29,978 | 34,038 | 35,856 | 38,298 | 40,251 | 42,484 | 46,676 | 48,760 | 4.5%                            |
| Burleigh      | 29,408                                 | 30,201 | 31,507 | 33,001 | 34,389 | 36,642 | 38,443 | 39,287 | 40,234 | 41,972 | 43,863 | 44,896 | 2.4%                            |
| Cass          | 30,588                                 | 31,808 | 33,115 | 34,215 | 35,848 | 37,447 | 39,270 | 40,424 | 41,831 | 43,470 | 45,850 | 46,812 | 2.1%                            |
| Cavalier      | 23,368                                 | 24,529 | 24,619 | 26,489 | 27,445 | 28,721 | 29,702 | 31,555 | 32,272 | 36,076 | 42,235 | 41,167 | -2.5%                           |
| Dickey        | 21,641                                 | 22,399 | 23,107 | 24,267 | 25,678 | 27,429 | 29,308 | 29,792 | 30,855 | 32,674 | 34,242 | 34,788 | 1.6%                            |
| Divide        | 17,385                                 | 18,193 | 19,412 | 20,783 | 22,662 | 24,425 | 24,714 | 26,339 | 28,348 | 30,863 | 35,126 | 34,197 | -2.6%                           |
| Dunn          | 22,940                                 | 23,079 | 24,379 | 25,193 | 24,963 | 27,473 | 27,564 | 28,897 | 30,804 | 32,531 | 38,532 | 42,327 | 9.8%                            |
| Eddy          | 21,562                                 | 22,905 | 24,002 | 23,562 | 25,183 | 25,803 | 27,381 | 28,018 | 28,738 | 31,193 | 33,631 | 34,091 | 1.4%                            |
| Emmons        | 19,993                                 | 20,731 | 21,908 | 22,938 | 23,666 | 25,172 | 27,438 | 28,088 | 28,289 | 29,969 | 32,422 | 33,154 | 2.3%                            |
| Foster        | 23,411                                 | 24,370 | 26,374 | 27,341 | 29,293 | 31,273 | 32,770 | 33,750 | 35,951 | 37,561 | 40,966 | 41,963 | 2.4%                            |
| Golden Valley | 22,018                                 | 20,716 | 21,680 | 21,951 | 22,673 | 23,546 | 26,064 | 27,295 | 28,688 | 29,747 | 31,999 | 33,081 | 3.4%                            |
| Grand Forks   | 29,318                                 | 30,023 | 31,244 | 32,085 | 33,625 | 35,258 | 36,654 | 37,631 | 39,004 | 40,554 | 42,733 | 44,177 | 3.4%                            |
| Grant         | 19,890                                 | 19,443 | 20,468 | 21,546 | 22,708 | 24,226 | 25,913 | 26,789 | 28,082 | 30,076 | 31,615 | 33,535 | 6.1%                            |
| Griggs        | 22,098                                 | 23,220 | 24,963 | 25,461 | 26,105 | 26,696 | 28,037 | 29,002 | 29,380 | 29,822 | 32,930 | 34,148 | 3.7%                            |
| Hettinger     | 21,075                                 | 22,626 | 23,393 | 24,921 | 25,652 | 26,764 | 28,252 | 28,316 | 30,144 | 31,882 | 35,210 | 35,090 | -0.3%                           |
| Kidder        | 20,330                                 | 21,083 | 23,013 | 25,441 | 26,913 | 28,196 | 29,591 | 29,778 | 30,048 | 32,558 | 33,819 | 33,899 | 0.2%                            |
| LaMoure       | 20,547                                 | 20,876 | 22,639 | 24,045 | 25,495 | 27,732 | 29,716 | 30,896 | 32,206 | 34,076 | 37,622 | 40,227 | 6.9%                            |
| Logan         | 18,063                                 | 18,982 | 20,135 | 21,919 | 23,555 | 23,922 | 24,385 | 25,782 | 26,266 | 27,576 | 30,716 | 31,658 | 3.1%                            |
| McHenry       | 22,155                                 | 23,382 | 24,063 | 26,565 | 26,718 | 28,133 | 30,007 | 32,907 | 33,575 | 36,878 | 38,743 | 40,538 | 4.6%                            |
| McIntosh      | 19,142                                 | 19,623 | 20,759 | 21,945 | 23,311 | 24,203 | 25,437 | 25,989 | 26,616 | 29,065 | 30,381 | 31,429 | 3.4%                            |
| McKenzie      | 26,113                                 | 27,202 | 28,676 | 30,409 | 30,224 | 32,186 | 33,675 | 35,618 | 39,969 | 44,287 | 51,512 | 53,255 | 3.4%                            |
| McLean        | 30,230                                 | 32,337 | 32,110 | 33,309 | 34,986 | 36,575 | 39,327 | 41,077 | 43,057 | 46,353 | 47,024 | 53,492 | 13.8%                           |
| Mercer        | 40,536                                 | 42,521 | 44,340 | 46,985 | 47,256 | 50,028 | 54,062 | 53,894 | 57,979 | 58,651 | 60,922 | 67,741 | 11.2%                           |
| Morton        | 27,885                                 | 28,838 | 29,865 | 32,323 | 33,453 | 35,160 | 35,563 | 36,985 | 39,456 | 40,209 | 42,461 | 43,987 | 3.6%                            |
| Mountrail     | 23,551                                 | 24,983 | 26,130 | 26,674 | 28,941 | 32,260 | 35,779 | 36,215 | 34,973 | 36,742 | 41,944 | 47,287 | 12.7%                           |
| Nelson        | 21,178                                 | 21,430 | 21,515 | 22,555 | 24,895 | 25,708 | 25,619 | 26,548 | 28,174 | 30,507 | 35,854 | 33,214 | -7.4%                           |
| Oliver        | 47,884                                 | 48,912 | 51,290 | 54,895 | 50,483 | 52,678 | 57,333 | 54,646 | 57,275 | 59,362 | 62,257 | 75,267 | 20.9%                           |
| Pembina       | 29,919                                 | 30,054 | 30,713 | 32,761 | 34,047 | 36,547 | 36,363 | 37,497 | 39,326 | 43,074 | 47,686 | 49,608 | 4.0%                            |
| Pierce        | 21,939                                 | 21,523 | 21,988 | 24,400 | 26,010 | 28,864 | 29,763 | 30,557 | 30,394 | 31,383 | 34,245 | 32,494 | -5.1%                           |
| Ramsey        | 22,685                                 | 23,370 | 24,155 | 25,743 | 26,590 | 27,773 | 29,306 | 30,961 | 31,893 | 33,670 | 35,817 | 37,148 | 3.7%                            |
| Ransom        | 23,214                                 | 24,591 | 26,924 | 28,236 | 29,945 | 30,847 | 31,562 | 33,346 | 32,943 | 34,283 | 39,135 | 38,194 | -2.4%                           |
| Renville      | 21,720                                 | 21,543 | 23,305 | 24,652 | 25,402 | 26,512 | 28,172 | 29,513 | 32,461 | 34,451 | 38,609 | 41,116 | 6.5%                            |
| Richland      | 27,755                                 | 28,961 | 30,105 | 31,034 | 32,381 | 33,524 | 34,888 | 36,285 | 37,374 | 39,985 | 41,392 | 40,965 | -1.0%                           |
| Rolette       | 27,171                                 | 27,533 | 28,716 | 30,172 | 30,966 | 32,986 | 35,016 | 36,260 | 37,296 | 38,500 | 40,453 | 42,156 | 4.2%                            |
| Sargent       | 35,691                                 | 39,464 | 40,427 | 40,729 | 43,822 | 49,101 | 49,779 | 50,430 | 49,506 | 51,390 | 55,434 | 52,456 | -5.4%                           |
| Sheridan      | 21,655                                 | 25,211 | 23,435 | 23,457 | 23,604 | 26,610 | 25,402 | 27,995 | 26,760 | 27,308 | 28,598 | 29,231 | 2.2%                            |
| Sioux         | 28,804                                 | 30,389 | 31,825 | 34,161 | 34,531 | 36,979 | 39,265 | 40,258 | 41,423 | 43,435 | 45,186 | 47,039 | 4.1%                            |
| Slope         | 21,029                                 | 19,737 | 21,711 | 23,551 | 24,536 | 26,120 | 28,053 | 28,323 | 31,569 | 45,525 | 50,109 | 43,815 | -12.6%                          |
| Stark         | 24,573                                 | 25,181 | 26,040 | 27,431 | 28,654 | 30,272 | 31,131 | 32,674 | 35,250 | 37,394 | 42,270 | 44,218 | 4.6%                            |
| Steele        | 25,140                                 | 25,792 | 27,538 | 27,794 | 28,168 | 30,347 | 32,023 | 33,196 | 34,909 | 37,072 | 45,376 | 43,461 | -4.2%                           |
| Stutsman      | 26,135                                 | 26,684 | 28,312 | 29,362 | 30,538 | 31,765 | 33,141 | 34,395 | 34,841 | 36,529 | 38,431 | 40,324 | 4.9%                            |
| Towner        | 23,216                                 | 23,331 | 24,000 | 24,391 | 25,221 | 25,713 | 27,098 | 28,563 | 29,274 | 31,507 | 33,898 | 35,409 | 4.5%                            |
| Traill        | 24,565                                 | 24,974 | 26,662 | 27,229 | 28,425 | 29,853 | 31,187 | 32,105 | 33,284 | 35,330 | 38,089 | 40,356 | 6.0%                            |
| Walsh         | 23,095                                 | 23,601 | 24,237 | 25,646 | 26,762 | 27,429 | 29,071 | 30,501 | 31,409 | 34,104 | 37,491 | 39,018 | 4.1%                            |
| Ward          | 29,073                                 | 30,022 | 31,178 | 32,626 | 34,825 | 36,319 | 38,166 | 39,667 | 40,940 | 42,529 | 44,655 | 46,957 | 5.2%                            |
| Wells         | 21,983                                 | 23,127 | 23,671 | 24,914 | 26,239 | 27,051 | 28,395 | 29,946 | 29,792 | 30,578 | 33,437 | 34,949 | 4.5%                            |
| Williams      | 25,651                                 | 25,353 | 27,037 | 29,756 | 29,942 | 32,433 | 34,836 | 38,039 | 44,107 | 48,246 | 56,409 | 55,518 | -1.6%                           |

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## North Dakota Shows Continued Growth in Average Compensation Per Job

The average compensation per job in North Dakota rose to \$45,218 in 2009, which is an increase of 3.1 percent from 2008. Nationally, the average compensation per job rose 1.2 percent from 2008 to 2009, reaching \$56,962. During the same time frame, inflation decreased 0.4 percent.

“The buying power of wage earners in North Dakota significantly increased from 2008 to 2009. These gains reflect North Dakota’s robust economy led by a strong agricultural market and heightened energy development activity,” 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).

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 areas.

The average compensation per job has been consistently higher in metropolitan portions of North Dakota than in nonmetropolitan areas; however, the gap is narrowing. In 2009, the average compensation per job in nonmetro portions of the state was \$44,680, which is 97.9 percent of the ACPJ in metro portions (i.e., \$45,650) (Table 1). The 2008-09 growth rate of average compensation per job in nonmetro areas was 4.0 percent, compared to 2.5 percent in metro areas. In fact, the average compensation per job grew by at least 11 percent in five nonmetro counties from 2008 to 2009 (Oliver, McLean, Billings, Mountrail, Mercer).

Out of the 3,141 counties in the nation, Oliver County in west-central North Dakota had the 30<sup>th</sup> highest average compensation per job (\$75,267) in 2009.

While compensation in North Dakota is experiencing consistent and positive growth, the average compensation of \$45,218 earned in North Dakota still lags behind most states and was 20.6 percent below the national average of \$56,962 in 2009. Four other states had lower averages than North Dakota: Idaho (\$44,347), Mississippi (\$44,263), Montana (\$43,480), and South Dakota (\$41,774).

The District of Columbia had the highest average compensation per job in 2009 (\$98,246), followed by Connecticut (\$71,335) and New York (\$70,210).

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| <p><b>North Dakota State Data Center</b><br/>North Dakota State University - IACC Building, Room 424<br/>PO Box 6050, Dept. 8000<br/>Fargo, North Dakota 58108-6050<br/>Ph: (701) 231-7980 Fax: (701) 231-9730</p> | <p>For more information, contact:</p> <table border="0"> <tr> <td data-bbox="548 1875 808 1946"> <p>Dr. Richard Rathge, Director<br/>(701) 231-8621<br/><a href="mailto:richard.rathge@ndsu.edu">richard.rathge@ndsu.edu</a></p> </td> <td data-bbox="808 1875 1156 1946"> <p>Karen Olson, Information Specialist<br/>(701) 231-1060<br/><a href="mailto:k.olson@ndsu.edu">k.olson@ndsu.edu</a></p> </td> </tr> </table> |  | <p>Dr. Richard Rathge, Director<br/>(701) 231-8621<br/><a href="mailto:richard.rathge@ndsu.edu">richard.rathge@ndsu.edu</a></p> | <p>Karen Olson, Information Specialist<br/>(701) 231-1060<br/><a href="mailto:k.olson@ndsu.edu">k.olson@ndsu.edu</a></p> | <p>View publication online at:<br/><a href="http://www.ndsu.edu/sdc/publications.htm">http://www.ndsu.edu/sdc/publications.htm</a></p> |
| <p>Dr. Richard Rathge, Director<br/>(701) 231-8621<br/><a href="mailto:richard.rathge@ndsu.edu">richard.rathge@ndsu.edu</a></p>  | <p>Karen Olson, Information Specialist<br/>(701) 231-1060<br/><a href="mailto:k.olson@ndsu.edu">k.olson@ndsu.edu</a></p>   |  |   |  |  |