History of Development & Changes to Classification System

- **1974-75**
  - Executive Order (Gov Link) & subsequent statute – NDCC 54-44.3
  - “… establish a unified system of personnel administration . . . governing the position classification, pay administration, of its employees.”
  - Implemented a Consultant “Whole Job” Based Classification Plan

- **1982**
  - Developed “North Dakota Class Evaluation System” – CPD Staff
  - Defined Levels of Job Factors – Resulting Point Value
    - Knowledges & Skills
    - Complexity
    - Accountability

- **1987**
  - SCR 4016 Study of Classification System
  - Audit of ND’s Classification and Compensation Plans – Booz-Allen Hamilton
    - Findings stated “no evidence of overt bias in the system or in its implementation.”

- **1999**
  - Internal Update to the Compensation Plan
    - Revised Grade/Range structure from 45 grades incremented 5% to 20 grades incremented 10%
    - Initiated Practice of Re-calculating Ranges Targeting Midpoints at 95% of Average Market
Classification & Compensation System Overview

North Dakota Class Evaluation System:

- Consistent, quantified process to value each job
- Determines relative value of each job based on a sample of benchmark jobs
- Flexibility exists to recognize severe market disparities

Compensation – Salary Survey Analysis

- Relevant Employment Market
  - Local, Regional, National
- Job Service Local Labor Market Information – Grades 1-10
- Central States Compensation Association – Grades 11-20
  - 26 States exchanging Market Data & Compensation Information
  - ND Market - CO, IA, KS, MN, MO, MT, NE, OK, SD, WY
- Fringe Benefits
- Payline Comparisons

SAMPLE PAYLINE DEVELOPMENT

1. Display Employee Salaries
2. Draw the Average Line through the Points
2. SAMPLE PAYLINE DEVELOPMENT

5. Overlay the Employee & Market Data & Lines

3. SAMPLE PAYLINE DEVELOPMENT

6. Remove the data points to leave the 2 comparative Paylines