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#### МЕМО

County Administrator	TO:	County Commissioners				
Aummistrator	FROM:	Robert W. Wilson				
Robert W. Wilson 701-241-5770	DATE:	October 12, 2022				
ilsonro@casscountynd.gov	SUBJECT:	Consider 2023 State's Attorney Salary				

As you will recall, the Commission considered setting a salary for the incoming State's Attorney at the September 13<sup>th</sup> meeting. There are two candidates seeking the office. Both are Assistant State's Attorney's currently at a D62A Step 10 with a projected annual salary of \$127,421 in 2023.

If the Commission were to consider the move from ASA to the State's Attorney position a "promotion," county policy would dictate the successful candidate receive a salary increase of not less than 5% - placing that person at the 004 pay grade, step 8: \$137,692.

At the last meeting, commissioners requested salary information from other counties in North Dakota. That information is captured in the attached salary survey for the counties of Burleigh, Ward, Grand Forks, Williams, and Stark. (Attachment 1) I have also attached a spreadsheet from the NDACo website containing the salaries of all State's Attorney's across North Dakota as well as a table of current ASA salaries.

Please note the numbers on the NDACo spreadsheet for Burleigh County and Grand Forks County are different than the salary reported by their respective HR Departments. Those two counties made some adjustments after salaries were reported to NDACo.

**SUGGESTED MOTION**: Authorize the incoming Cass County State's Attorney to be compensated at a Grade 004 Step \_\_\_\_\_ with a salary of \_\_\_\_\_ effective January 1, 2023.

PO Box 2806 211 Ninth Street South Fargo, North Dakota 58108

www.casscountynd.gov

# ATTACHMENT #1

#### **Burleigh County**

 2022 SA Salary = \$136,635.20 (over 20 years' experience - SA since 2019)

 COLA approved for 2023 = 3%
 2023 salary = \$140,734.26

### Ward County

2022 SA Salary = \$130,615	(SA has been in th	ne position since 1997)
COLA approved for 2023 = 3	.5%	2023 salary = \$135,186.52

### **Grand Forks County**

2022 SA Salary January-March \$145,842, April -Dec \$148,758 (SA since 2018 – ASA from 2008 to 2018)

COLA approved for 2023 = 5% 2023 salary = \$156,195.90

## Dickenson (Stark County)

2022 SA Salary \$123,120 (SA since Feb 2	2021, ASA from 2015 to 2021)
Salary adjustment (COLA) for 2023 = 5%	2023 salary = \$129.276

#### Williston (Williams County)

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SA salary = \$144,643 (prosecutor in Devils Lake, ASA in January 2020, Appointed SA in October 2020)

COLA approved for 2023 = 5% 2023 salary = \$151,875

Average: Years in office as State's Attorney = 7.4

Average projected 2023 salary: \$142,653.53

Adams       2022 State's Attorney       52562       39 Full Time       10/7/2009         Barnes       2022 State's Attorney       95014       40 Full Time       1/7/1991         Billings       2022 State's Attorney       103500       40 Full Time       1/7/1991         Billings       2022 State's Attorney       64800       40 Full Time       1/7/1001         Borman       2022 State's Attorney       64800       40 Full Time       1/1/2011         Burke       2022 State's Attorney       64800       40 Full Time       1/1/2013         Burke       2022 State's Attorney       130125       40 Full Time       1/1/1991         Casai       2022 State's Attorney       148687       40 Full Time       1/1/1991         Casai       2022 State's Attorney       95911       20 Part Time       1/1/1999         Divide       2022 State's Attorney       9598       40 Full Time       1/1/2019         Etmons       2022 State's Attorney       94806       20 Part Time       1/1/2019         Etmons       2022 State's Attorney       94808       20 Part Time       1/1/2019         Edmons       2022 State's Attorney       94707       8 Part Time       1/1/2019         Etmons       2022 State's Attorney	County	Budget Year	Position	Total Budgeted Salary	Hours Per Week	Job Type	Shared with Another County?	Combined Position	Hire Date
Benson         2022 State's Attorney         46655         19 Part Time         1/7/1901           Billings         2022 State's Attorney         103500         40 Full Time         7/1/2019           Bowman         2022 State's Attorney         64800         40 Full Time         7/1/2019           Bowman         2022 State's Attorney         64800         40 Full Time         12/1/2018           Burke         2022 State's Attorney         130125         40 Full Time         11/1/1991           Cassi         2022 State's Attorney         148687         40 Full Time         11/1/1991           Cassi         2022 State's Attorney         48588         14 Part Time         11/1/2019           Divide         2022 State's Attorney         59711         20 Part Time         11/1/2019           Divide         2022 State's Attorney         76928         30 Part Time         11/1/2019           Divide         2022 State's Attorney         787807         38 Part Time         11/1/2019           Eddy         2022 State's Attorney         47698         20 Part Time         11/1/2019           Golden Valley         2022 State's Attorney         47698         20 Part Time         11/1/2019           Golden Valley         2022 State's Attorney         4760	Adams	2022	State's Attorney	52562	39	Full Time			10/7/2009
Billings         2022 State's Attorney         103500         40 Full Time         7/1/2019           Bottineau         2022 State's Attorney         63780         38 Full Time         9/10/2021           Burke         2022 State's Attorney         61265         38 Full Time         1/1/2018           Burke         2022 State's Attorney         130125         40 Full Time         1/1/1999           Cass         2022 State's Attorney         130125         40 Full Time         1/1/1999           Cavalier         2022 State's Attorney         48888         14 Part Time         1/1/1999           Cavalier         2022 State's Attorney         48588         14 Part Time         1/1/12019           Divide         2022 State's Attorney         959711         20 Part Time         1/1/12019           Eddy         2022 State's Attorney         93598         40 Full Time         1/1/12019           Eddy         2022 State's Attorney         93787         38 Part Time         1/1/2019           Eddy         2022 State's Attorney         17271         10 Part Time         1/1/2019           Golden Valley         2022 State's Attorney         13721         10 Part Time         1/1/2019           Golder Valley         2022 State's Attorney         145442<	Barnes	2022	State's Attorney	95014	40	Full Time			1/2/2019
Bottmau         2022 State's Attorney         63780         38 Full Time         9/10/2021           Bowman         2022 State's Attorney         64800         40 Full Time         12/1/2018           Burke         2022 State's Attorney         61265         38 Full Time         1/1/2011           Burleigh         2022 State's Attorney         130125         40 Full Time         7/22/2013           Cass         2022 State's Attorney         148687         40 Full Time         1/1/1999           Cavalier         2022 State's Attorney         48588         14 Part Time         1/1/2011           Divide         2022 State's Attorney         76928         20 Part Time         1/1/2019           Eddy         2022 State's Attorney         93598         40 Full Time         1/1/2019           Eddy         2022 State's Attorney         93600         20 Part Time         1/1/2019           Eddy         2022 State's Attorney         47698         20 Part Time         1/1/2019           Foster         2022 State's Attorney         145842         40 Full Time         1/2/2019           Golden Valley         2022 State's Attorney         54476         40 Full Time         1/2/2019           Griggs         2022 State's Attorney         72480	Benson	2022	State's Attorney	46655	19	Part Time			1/7/1991
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Cass         2022 State's Attorney         148687         40 Full Time         1/1/1999           Cavalier         2022 State's Attorney         48588         14 Part Time         1/1/1999           Dickey         2022 State's Attorney         59711         20 Part Time         1/1/2021           Divide         2022 State's Attorney         76928         30 Part Time         1/1/2019           Dunn         2022 State's Attorney         93598         40 Full Time         1/1/2019           Eddy         2022 State's Attorney         48606         20 Part Time         1/1/2019           Emmons         2022 State's Attorney         47698         20 Part Time         1/1/2019           Golden Valley         2022 State's Attorney         51721         10 Part Time         3/1/2016           Grand Forks         2022 State's Attorney         52403         38 Full Time Nelson         EMERGENCY MANAGER         11/2019           Kidder         2022 State's Attorney         52403         35 Full Time         1/1/2019         1/1/2019           Kidder         2022 State's Attorney         72280         35 Full Time         1/1/2019         1/1/2019           Kidder         2022 State's Attorney         43000         35 Part Time         1/1/2019         1/1/2019	Burke	2022	State's Attorney	61265	38	Full Time			1/1/2011
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Foster       2022 State's Attorney       47698       20 Part Time       1/2/2019         Golden Valley       2022 State's Attorney       51721       10 Part Time       3/1/2016         Grand Forks       2022 State's Attorney       145842       40 Full Time       2/1/2008         Griggs       2022 State's Attorney       52403       38 Full Time Nelson       EMERGENCY MANAGER       11/5/2013         Hettinger       2022 State's Attorney       54476       40 Full Time       11/1/2019       1/1/2019         Kidder       2022 State's Attorney       43000       35 Part Time       1/1/2019         LaMoure       2022 State's Attorney       72280       35 Full Time       1/1/2019         Logan       2022 State's Attorney       47012       35 Part Time       1/1/2019         McHenry       2022 State's Attorney       60156       30 Part Time       1/1/2019         McKenzie       2022 State's Attorney       131394       40 Full Time       1/1/2019         McLean       2022 State's Attorney       101135       40 Full Time       1/2/2017         Mortor       2022 State's Attorney       100942       40 Full Time       1/2/2017         Mortor       2022 State's Attorney       100942       40 Full Time       1/2/17	Eddy	2022	State's Attorney	48060	20	Part Time			1/1/2019
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Griggs         2022 State's Attorney         52403         38 Full Time         Nelson         EMERGENCY MANAGER         11/2/2013           Hettinger         2022 State's Attorney         54476         40 Full Time         1/1/2019           Kidder         2022 State's Attorney         43000         35 Part Time         5/1/2011           LaMoure         2022 State's Attorney         72280         35 Full Time         1/1/2019           Logan         2022 State's Attorney         47712         35 Part Time         1/1/2019           McHenry         2022 State's Attorney         45934         20 Part Time         1/1/2019           McKenzie         2022 State's Attorney         45934         20 Part Time         6/19/2018           McLean         2022 State's Attorney         131394         40 Full Time         6/19/2018           McLean         2022 State's Attorney         10135         40 Full Time         1/2/15/2021           Morton         2022 State's Attorney         100942         40 Full Time         1/2/15/2021           Mountrail         2022 State's Attorney         153115         40 Full Time         6/3/2013           Oliver         2022 State's Attorney         36550         20 Part Time         6/3/2013           Oliver	Golden Valley	2022	State's Attorney	51721	10	Part Time			3/1/2016
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LaMoure2022 State's Attorney7228035 Full Time1/1/2019Logan2022 State's Attorney4771235 Part Time1/1/2022McHenry2022 State's Attorney6015630 Part Time7/21/2016McIntosh2022 State's Attorney4593420 Part Time1/1/2019McKenzie2022 State's Attorney13139440 Full Time6/19/2018McLean2022 State's Attorney10113540 Full Time1/6/2003Mercer2022 State's Attorney10094240 Full Time1/1/141985Mountrail2022 State's Attorney15311540 Full Time1/2/198Mountrail2022 State's Attorney15311540 Full Time6/3/2013Nelson2022 State's Attorney1530028 Part Time6/3/2013Oliver2022 State's Attorney3655020 Part Time1/2/1985Nelson2022 State's Attorney30655020 Part Time1/2/2017Pierce2022 State's Attorney5307230 Part Time9/11989Ramsey2022 State's Attorney5307230 Part Time3/8/2021Ransem2022 State's Attorney931340 Full Time3/8/2021Ransem2022 State's Attorney931340 Full Time1/1/2007	Hettinger	2022	State's Attorney	54476	40	Full Time			1/1/2019
Logan         2022 State's Attorney         47712         35 Part Time         1/1/2022           McHenry         2022 State's Attorney         60156         30 Part Time         7/21/2016           McIntosh         2022 State's Attorney         45934         20 Part Time         1/1/2019           McKenzie         2022 State's Attorney         131394         40 Full Time         6/19/2018           McLean         2022 State's Attorney         101135         40 Full Time         Sheridan         1/6/2003           Mercer         2022 State's Attorney         105000         40 Full Time         Sheridan         1/1/2019           Morton         2022 State's Attorney         100942         40 Full Time         1/1/2013         1/1/2013           Mountrail         2022 State's Attorney         153115         40 Full Time         1/2/1985           Nelson         2022 State's Attorney         59080         28 Part Time         6/3/2013           Oliver         2022 State's Attorney         36550         20 Part Time         1/1/2011           Pembina         2022 State's Attorney         30650         20 Part Time         1/2/2017           Pierce         2022 State's Attorney         53072         30 Part Time         9/1/1989 <t< td=""><td>Kidder</td><td>2022</td><td>State's Attorney</td><td>43000</td><td>35  </td><td>Part Time</td><td></td><td></td><td>5/1/2011</td></t<>	Kidder	2022	State's Attorney	43000	35	Part Time			5/1/2011
McHenry2022 State's Attorney6015630 Part Time7/21/2016McIntosh2022 State's Attorney4593420 Part Time1/1/2019McKenzie2022 State's Attorney13139440 Full Time6/19/2018McLean2022 State's Attorney10113540 Full TimeSheridan1/6/2003Mercer2022 State's Attorney10500040 Full Time1/1/20191/14/1985Morton2022 State's Attorney10094240 Full Time1/14/19851/2/1985Mountrail2022 State's Attorney15311540 Full Time1/2/1985Nelson2022 State's Attorney5908028 Part Time6/3/2013Oliver2022 State's Attorney3655020 Part Time1/1/2011Pembina2022 State's Attorney10250140 Full Time1/2/2017Pierce2022 State's Attorney5307230 Part Time9/1/1989Ramsey2022 State's Attorney931340 Full Time3/8/2021Ransom2022 State's Attorney7427540 Full Time1/1/2007	LaMoure	2022	State's Attorney	72280	35	Full Time			1/1/2019
McIntosh2022 State's Attorney4593420 Part Time1/1/2019McKenzie2022 State's Attorney13139440 Full Time6/19/2018McLean2022 State's Attorney10113540 Full Time Sheridan1/6/2003Mercer2022 State's Attorney10500040 Full Time12/15/2021Morton2022 State's Attorney10094240 Full Time1/1/21185Mountrail2022 State's Attorney15311540 Full Time1/2/1985Nelson2022 State's Attorney5908028 Part Time6/3/2013Oliver2022 State's Attorney3655020 Part Time1/1/2011Pembina2022 State's Attorney10250140 Full Time1/2/2017Pierce2022 State's Attorney5307230 Part Time9/1/1989Ramsey2022 State's Attorney931340 Full Time3/8/2021Ransom2022 State's Attorney7427540 Full Time1/1/2007	Logan	2022	State's Attorney	47712	35	Part Time			1/1/2022
McKenzie2022 State's Attorney13139440 Full Time6/19/2018McLean2022 State's Attorney10113540 Full TimeSheridan1/6/2003Mercer2022 State's Attorney10500040 Full Time12/15/2021Morton2022 State's Attorney10094240 Full Time1/1/1985Mountrail2022 State's Attorney15311540 Full Time1/2/1985Nelson2022 State's Attorney5908028 Part Time6/3/2013Oliver2022 State's Attorney3655020 Part Time1/1/2011Pembina2022 State's Attorney10250140 Full Time1/2/2017Pierce2022 State's Attorney5307230 Part Time9/1/1989Ramsey2022 State's Attorney931340 Full Time3/8/2021Ransom2022 State's Attorney7427540 Full Time1/1/2007	McHenry	2022	State's Attorney	60156	30	Part Time			7/21/2016
McLean2022 State's Attorney10113540 Full Time Sheridan1/6/2003Mercer2022 State's Attorney10500040 Full Time12/15/2021Morton2022 State's Attorney10094240 Full Time1/14/1985Mountrail2022 State's Attorney15311540 Full Time1/2/1985Nelson2022 State's Attorney5908028 Part Time6/3/2013Oliver2022 State's Attorney3655020 Part Time1/1/2011Pembina2022 State's Attorney10250140 Full Time1/2/2017Pierce2022 State's Attorney5307230 Part Time9/1/1989Ramsey2022 State's Attorney9931340 Full Time3/8/2021Ransom2022 State's Attorney7427540 Full Time1/1/2007	McIntosh	2022	State's Attorney	45934	20	Part Time			1/1/2019
Mercer         2022 State's Attorney         105000         40 Full Time         12/15/2021           Morton         2022 State's Attorney         100942         40 Full Time         1/14/1985           Mountrail         2022 State's Attorney         153115         40 Full Time         1/2/1985           Nelson         2022 State's Attorney         59080         28 Part Time         6/3/2013           Oliver         2022 State's Attorney         36550         20 Part Time         1/1/2011           Pembina         2022 State's Attorney         102501         40 Full Time         1/2/2017           Pierce         2022 State's Attorney         53072         30 Part Time         9/1/1989           Ramsey         2022 State's Attorney         9313         40 Full Time         3/8/2021           Ransom         2022 State's Attorney         74275         40 Full Time         1/1/2007	McKenzie	2022	State's Attorney	131394	40	Full Time			6/19/2018
Morton2022 State's Attorney10094240 Full Time1/14/1985Mountrail2022 State's Attorney15311540 Full Time1/2/1985Nelson2022 State's Attorney5908028 Part Time6/3/2013Oliver2022 State's Attorney3655020 Part Time1/1/2011Pembina2022 State's Attorney10250140 Full Time1/2/2017Pierce2022 State's Attorney5307230 Part Time9/1/1989Ramsey2022 State's Attorney9931340 Full Time3/8/2021Ransom2022 State's Attorney7427540 Full Time1/1/2007	McLean	2022	State's Attorney	101135	40	Full Time	Sheridan		1/6/2003
Mountrail2022 State's Attorney15311540 Full Time1/2/1985Nelson2022 State's Attorney5908028 Part Time6/3/2013Oliver2022 State's Attorney3655020 Part Time1/1/2011Pembina2022 State's Attorney10250140 Full Time1/2/2017Pierce2022 State's Attorney5307230 Part Time9/1/1989Ramsey2022 State's Attorney9931340 Full Time3/8/2021Ransom2022 State's Attorney7427540 Full Time1/1/2007	Mercer	2022	State's Attorney	105000	40	Full Time			12/15/2021
Nelson2022 State's Attorney5908028 Part Time6/3/2013Oliver2022 State's Attorney3655020 Part Time1/1/2011Pembina2022 State's Attorney10250140 Full Time1/2/2017Pierce2022 State's Attorney5307230 Part Time9/1/1989Ramsey2022 State's Attorney9931340 Full Time3/8/2021Ransom2022 State's Attorney7427540 Full Time1/1/2007	Morton	2022	State's Attorney	100942	40	Full Time			1/14/1985
Oliver2022 State's Attorney3655020 Part Time1/1/2011Pembina2022 State's Attorney10250140 Full Time1/2/2017Pierce2022 State's Attorney5307230 Part Time9/1/1989Ramsey2022 State's Attorney9931340 Full Time3/8/2021Ransom2022 State's Attorney7427540 Full Time1/1/2007	Mountrail	2022	State's Attorney	153115	40	Full Time			1/2/1985
Pembina2022 State's Attorney10250140 Full Time1/2/2017Pierce2022 State's Attorney5307230 Part Time9/1/1989Ramsey2022 State's Attorney9931340 Full Time3/8/2021Ransom2022 State's Attorney7427540 Full Time1/1/2007	Nelson	2022	State's Attorney	59080	28	Part Time			6/3/2013
Pierce         2022 State's Attorney         53072         30 Part Time         9/1/1989           Ramsey         2022 State's Attorney         99313         40 Full Time         3/8/2021           Ransom         2022 State's Attorney         74275         40 Full Time         1/1/2007	Oliver	2022	State's Attorney						
Ramsey         2022 State's Attorney         99313         40 Full Time         3/8/2021           Ransom         2022 State's Attorney         74275         40 Full Time         1/1/2007	Pembina	2022	State's Attorney		40	Full Time			
Ransom         2022 State's Attorney         74275         40 Full Time         1/1/2007	Pierce	2022	State's Attorney	53072					
	Ramsey	2022	State's Attorney	99313	40	Full Time			
Renville         2022 State's Attorney         36000         20 Part Time         1/1/2021	Ransom	2022	State's Attorney	74275	40	Full Time			1/1/2007
	Renville	2022	State's Attorney	36000	20	Part Time			1/1/2021

Richland	2022 State's Attorney	101046	40 Full Time	2/1/2013
Rolette	2022 State's Attorney	97594	38 Full Time	6/17/2019
Sargent	2022 State's Attorney	66317	20 Part Time	1/1/2018
Sheridan	2022 State's Attorney	30000	5 Part Time McLean	1/1/2012
Sioux	2022 State's Attorney	57695	16 Full Time	2/12/2016
Slope	2022 State's Attorney	38311	21 Part Time	1/1/2016
Stark	2022 State's Attorney	123120	40 Full Time	9/14/2015
Steele	2022 State's Attorney	42114	4 Part Time	1/1/2019
Stutsman	2022 State's Attorney	105299	40 Full Time	12/18/1995
Towner	2022 State's Attorney	47376	16 Part Time McHenry	1/1/2019
Traill	2022 State's Attorney	84249	20 Part Time Steele	1/1/2017
Walsh	2022 State's Attorney	104844	40 Full Time	5/1/2007
Ward	2022 State's Attorney	130615	40 Full Time	3/1/1997
Wells	2022 State's Attorney	85661	38 Full time	7/1/2002
Williams	2022 State's Attorney	144643	40 Full Time	2/24/2020

# **Employee Salary Grade Report**

Employee Name	Job Title	Annual Salary	Current Step	Jan-23 Step	Jan-23 Salary	5% Raise Pay Grade	5% Raise Salary	10% Raise Pay Grade	10% Raise Salary
Burdick, Birch	State's Attorney	\$148,686.72	16	17	\$156,751.96				
сс	D62A SR ATTORNEY-E	\$133,494.40	16	17	\$140,735.63				
KS	D62A SR ATTORNEY-E	\$124,350.72	10	17	\$131,226.20	1			
Stueve, Kimberiee J.	D62A SR ATTORNEY-E	\$120,692.00	9	10	\$127,421.13	004 Step 8	\$137,692.01	004 Step 10	\$141,927.55
Younggren, Ryan J.	D62A SR ATTORNEY-E	\$120,692.00	9	10	\$127,421.13	004 Step 8	\$137,692.01	004 Step 10	\$141,927.55
RS	D62A SR ATTORNEY-E	\$120,692.00	9	9	\$125,519.68	1			
PE	D62A SR ATTORNEY-E	\$105,277.12	14	·				Barra	
KM	D62A SR ATTORNEY-E	\$105,277.12							
л	D62A SR ATTORNEY-E	\$105,277.12							
DD	D62A SR ATTORNEY-E	\$101,880.48							
DS	D62A SR ATTORNEY-E	\$101,880.48							
ST	D62A SR ATTORNEY-E	\$101,880.48							
RV	D62A SR ATTORNEY-E	\$101,880.48							
TG	D62A SR ATTORNEY-E	\$98,483.84							
KN	D62A SR ATTORNEY-E	\$98,483.84							
ענ	D62A SR ATTORNEY-E	\$98,483.84							
RJ	D62A SR ATTORNEY-E	\$95,089.28							
NS	D62A SR ATTORNEY-E	\$95,089.28							

# 004 Pay Grade

Step	2023 Salary		
004 Step 8	\$137,692.01		
004 Step 9	\$139,809.78		
004 Step 10	\$141,927.55		
004 Step 11	\$144,045.32		
004 Step 12	\$146,163.10		