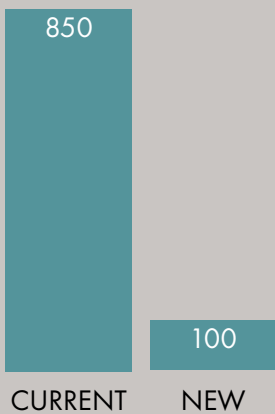


Simplified Classification & Grade Format

Number of
Classifications



Number of
Grades



Grade
Max Salary



The North Dakota State Government job classification system is changing. A new simplified and streamlined job classification and grade level format will be active for all North Dakota state jobs beginning on July 1, 2020. Revised grades and salary changes were approved by the State Personnel Board.

EMPLOYEE IMPACT

This classification change will NOT impact your current salary, job duties or title. However, due to larger salary ranges for each grade, it will allow for greater salary flexibility as your skills, training and job duties grow.

IMPLEMENTATION

Implementation of the job classification changes will be based on a direct translation from each current classification and the associated grade level to the new format. As a result, the 850+ classifications that exist under the current classification will be reduced to 100 standardized classifications within 16 job families. Job families are as follows:

- Administrative & Office Services
- Analyst
- Compliance Inspection & Investigative Services
- Education Services
- Engineering & Planning Services
- Facility Services
- Fiscal Services
- Human Services
- Information Services
- Manager/Director/Chief
- Medical Services
- Natural Resources & Environmental Services
- Professional Services
- Program Manager
- Protective Services
- Trade Services

Revised grades and salary ranges beginning on July 1, 2020:

| Current Grade | New Grade | New Min. Salary | New MPP* | New Max Salary |
|---------------|-----------|-----------------|----------|----------------|
| A, B, C | 101 | \$1,965 | \$2,620 | \$3,537 |
| D, E | 102 | \$2,318 | \$3,090 | \$4,172 |
| F, G | 103 | \$2,738 | \$3,650 | \$4,928 |
| H, I | 104 | \$3,255 | \$4,340 | \$5,859 |
| J, K | 105 | \$3,863 | \$5,150 | \$6,953 |
| L, M | 106 | \$4,613 | \$6,150 | \$8,303 |
| N, O | 107 | \$5,543 | \$7,390 | \$9,977 |
| P, Q | 108 | \$6,630 | \$8,840 | \$11,934 |
| R, S | 109 | \$7,913 | \$10,550 | \$14,243 |
| T, U, V | 110 | \$9,450 | \$12,600 | \$17,010 |

*Market Policy Point