

North Dakota Salary Ranges

Effective: July 1, 2025 - June 30, 2026

Approved by State Personnel Board 5/28/25

Grade	Hourly Salary Range					Monthly Salary Range					Annual Salary Range				
	Min	1st CP	MPP	3rd CP	Max	Min	1st CP	MPP	3rd CP	Max	Min	1st CP	MPP	3rd CP	Max
101	\$13.02	\$15.20	\$17.37	\$19.54	\$21.70	2,257	2,634	3,010	3,387	3,762	\$27,084	\$31,608	\$36,120	\$40,644	\$45,144
102	\$15.36	\$17.92	\$20.48	\$23.04	\$25.60	2,662	3,106	3,550	3,993	4,437	\$31,944	\$37,272	\$42,600	\$47,916	\$53,244
103	\$18.14	\$21.17	\$24.20	\$27.23	\$30.24	3,145	3,670	4,194	4,719	5,242	\$37,740	\$44,040	\$50,328	\$56,628	\$62,904
104	\$21.58	\$25.18	\$28.77	\$32.37	\$35.97	3,740	4,364	4,987	5,611	6,234	\$44,880	\$52,368	\$59,844	\$67,332	\$74,808
105	\$25.60	\$29.87	\$34.14	\$38.40	\$42.67	4,438	5,177	5,917	6,656	7,396	\$53,256	\$62,124	\$71,004	\$79,872	\$88,752
106	\$30.57	\$35.67	\$40.77	\$45.86	\$50.95	5,299	6,182	7,066	7,949	8,832	\$63,588	\$74,184	\$84,792	\$95,388	\$105,984
107	\$36.73	\$42.86	\$48.98	\$55.11	\$61.23	6,367	7,429	8,490	9,552	10,613	\$76,404	\$89,148	\$101,880	\$114,624	\$127,356
108	\$43.95	\$51.28	\$58.60	\$65.92	\$73.25	7,618	8,888	10,157	11,426	12,696	\$91,416	\$106,656	\$121,884	\$137,112	\$152,352
109	\$52.45	\$61.20	\$69.93	\$78.67	\$87.41	9,091	10,607	12,121	13,636	15,151	\$109,092	\$127,284	\$145,452	\$163,632	\$181,812
110	\$62.64	\$73.08	\$83.52	\$93.97	\$104.41	10,858	12,667	14,477	16,287	18,097	\$130,296	\$152,004	\$173,724	\$195,444	\$217,164
201	\$14.33	\$16.71	\$19.10	\$21.49	\$23.88	2,483	2,897	3,311	3,725	4,139	\$29,796	\$34,764	\$39,732	\$44,700	\$49,668
202	\$16.90	\$19.71	\$22.53	\$25.34	\$28.16	2,929	3,417	3,905	4,393	4,881	\$35,148	\$41,004	\$46,860	\$52,716	\$58,572
203	\$19.96	\$23.29	\$26.62	\$29.95	\$33.27	3,460	4,037	4,614	5,191	5,767	\$41,520	\$48,444	\$55,368	\$62,292	\$69,204
204	\$23.73	\$27.69	\$31.65	\$35.61	\$39.56	4,114	4,800	5,486	6,172	6,857	\$49,368	\$57,600	\$65,832	\$74,064	\$82,284
205	\$28.17	\$32.86	\$37.55	\$42.25	\$46.94	4,882	5,696	6,509	7,323	8,136	\$58,584	\$68,352	\$78,108	\$87,876	\$97,632
206	\$33.63	\$39.24	\$44.84	\$50.45	\$56.05	5,829	6,801	7,772	8,744	9,716	\$69,948	\$81,612	\$93,264	\$104,928	\$116,592
207	\$40.41	\$47.15	\$53.88	\$60.61	\$67.35	7,005	8,172	9,339	10,506	11,674	\$84,060	\$98,064	\$112,068	\$126,072	\$140,088
208	\$48.34	\$56.40	\$64.46	\$72.51	\$80.57	8,379	9,776	11,172	12,569	13,965	\$100,548	\$117,312	\$134,064	\$150,828	\$167,580
209	\$57.69	\$67.31	\$76.92	\$86.54	\$96.16	10,000	11,667	13,333	15,000	16,667	\$120,000	\$140,004	\$159,996	\$180,000	\$200,004
210	\$68.91	\$80.39	\$91.88	\$103.36	\$114.84	11,944	13,934	15,925	17,916	19,906	\$143,328	\$167,208	\$191,100	\$214,992	\$238,872

Grades 201-210 are for the Engineering & Planning, Information Svcs, and Trade Svcs families only.

Glossary of Terms

Min: Minimum monthly salary for a full-time employee in a range.

1st CP: The first control point (CP) is the exact middle between the minimum and the market policy point of a grade.

Market Policy Point (MPP) approximates what the average pay is for jobs in a particular pay range in public and private employment.

MPP: The average includes people at all levels of experience from entry level to experienced.

3rd CP: The third control point (CP) is the exact middle between the maximum and the market policy point of a grade.

Max: Maximum monthly salary for a full-time employee in a range.