

North Dakota Salary Ranges

Effective: July 1, 2024 - June 30, 2025

Approved by State Personnel Board 5/19/23

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	\$12.58	\$14.68	\$16.78	\$18.88	\$20.97	\$2,181	\$2,545	\$2,908	\$3,272	\$3,635	\$26,172	\$30,540	\$34,900	\$39,264	\$43,620
102	\$14.84	\$17.31	\$19.79	\$22.26	\$24.73	\$2,572	\$3,001	\$3,430	\$3,858	\$4,287	\$30,864	\$36,012	\$41,160	\$46,296	\$51,444
103	\$17.53	\$20.46	\$23.38	\$26.30	\$29.22	\$3,039	\$3,546	\$4,052	\$4,559	\$5,065	\$36,468	\$42,552	\$48,628	\$54,708	\$60,780
104	\$20.85	\$24.32	\$27.80	\$31.28	\$34.75	\$3,614	\$4,216	\$4,818	\$5,421	\$6,023	\$43,368	\$50,592	\$57,819	\$65,052	\$72,276
105	\$24.74	\$28.86	\$32.98	\$37.10	\$41.23	\$4,288	\$5,002	\$5,717	\$6,431	\$7,146	\$51,456	\$60,024	\$68,604	\$77,172	\$85,752
106	\$29.54	\$34.46	\$39.39	\$44.31	\$49.23	\$5,120	\$5,973	\$6,827	\$7,680	\$8,533	\$61,440	\$71,676	\$81,921	\$92,160	\$102,396
107	\$35.49	\$41.41	\$47.33	\$53.25	\$59.16	\$6,152	\$7,178	\$8,203	\$9,229	\$10,254	\$73,824	\$86,136	\$98,439	\$110,748	\$123,048
108	\$42.46	\$49.54	\$56.62	\$63.69	\$70.77	\$7,360	\$8,587	\$9,813	\$11,040	\$12,267	\$88,320	\$103,044	\$117,759	\$132,480	\$147,204
109	\$50.68	\$59.12	\$67.57	\$76.01	\$84.46	\$8,784	\$10,248	\$11,711	\$13,175	\$14,639	\$105,408	\$122,976	\$140,537	\$158,100	\$175,668
110	\$60.53	\$70.61	\$80.70	\$90.79	\$100.88	\$10,491	\$12,239	\$13,988	\$15,736	\$17,485	\$125,892	\$146,868	\$167,853	\$188,832	\$209,820
201	\$13.84	\$16.15	\$18.46	\$20.76	\$23.07	\$2,399	\$2,799	\$3,199	\$3,599	\$3,999	\$28,788	\$33,588	\$38,390	\$43,188	\$47,988
202	\$16.33	\$19.04	\$21.77	\$24.49	\$27.21	\$2,830	\$3,301	\$3,773	\$4,244	\$4,716	\$33,960	\$39,612	\$45,276	\$50,928	\$56,592
203	\$19.29	\$22.50	\$25.72	\$28.93	\$32.15	\$3,343	\$3,900	\$4,458	\$5,015	\$5,572	\$40,116	\$46,800	\$53,491	\$60,180	\$66,864
204	\$22.93	\$26.76	\$30.58	\$34.40	\$38.22	\$3,975	\$4,638	\$5,300	\$5,963	\$6,625	\$47,700	\$55,656	\$63,601	\$71,556	\$79,500
205	\$27.21	\$31.75	\$36.28	\$40.82	\$45.35	\$4,717	\$5,503	\$6,289	\$7,075	\$7,861	\$56,604	\$66,036	\$75,464	\$84,900	\$94,332
206	\$32.49	\$37.91	\$43.32	\$48.74	\$54.16	\$5,632	\$6,571	\$7,509	\$8,448	\$9,387	\$67,584	\$78,852	\$90,113	\$101,376	\$112,644
207	\$39.05	\$45.55	\$52.06	\$58.56	\$65.07	\$6,768	\$7,896	\$9,024	\$10,151	\$11,279	\$81,216	\$94,752	\$108,283	\$121,812	\$135,348
208	\$46.71	\$54.49	\$62.28	\$70.06	\$77.85	\$8,096	\$9,445	\$10,795	\$12,144	\$13,493	\$97,152	\$113,340	\$129,535	\$145,728	\$161,916
209	\$55.74	\$65.03	\$74.32	\$83.62	\$92.90	\$9,662	\$11,272	\$12,883	\$14,493	\$16,103	\$115,944	\$135,264	\$154,591	\$173,916	\$193,236
210	\$66.58	\$77.67	\$88.77	\$99.87	\$110.96	\$11,540	\$13,463	\$15,387	\$17,310	\$19,233	\$138,480	\$161,556	\$184,638	\$207,720	\$230,796

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.

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