

2013 Salary Survey - North Dakota League of Cities - Cities over 1,000

City	Mayor	Council/ Commission	Municipal Judge	Clerk of Court	City Auditor	Deputy Auditor	City Administrator	Finance Director
<b>Bismarck</b>	\$1800/mo	\$982/mo	\$6314/mo	\$3464-5197			\$8755-13133	\$7203-10804
<b>Bottineau</b>	\$750/mo	\$250/mo	\$403/mo		\$21.10/hr	\$14.49/hr		
<b>Bowman</b>	\$144/mtg	\$96/mtg	\$328/mo		\$3501/mo	\$21.03/hr		
<b>Burlington</b>	\$100/mtg	\$55/mtg	\$250/mo	\$12.60/hr	\$3937/mo	\$12.60/hr		
<b>Cando</b>	\$368/mo	\$138/mo	\$225/mo		\$1500/mo (Co.)	\$2010/mo		
<i>Crosby (2011)</i>	\$300/mo	\$50/mo	\$250/mo		\$4325/mo	\$12.75/hr		
<b>Devils Lake</b>	\$820/mo	\$596/mo	\$3776/mo	\$2363-3234	\$4486-6139		\$4755-6508	
<i>Ellendale (2011)</i>	\$300/mo	\$75/mo			\$3449/mo	\$12.44/hr		
<b>Garrison</b>	\$200/mo	\$150/mo	\$250/mo		\$3100/mo	600/mo		
<b>Grafton</b>	\$450/mo	\$250/mo	\$1000/mo	\$2209-2689	\$3158-4080	\$2641-3314	\$5469-7045	
<i>Grand Forks ('11)</i>	\$2000/mo	\$400/mo	\$4006/mo	\$3069-4604			\$7844-11766	\$7466-11199
<b>Harvey</b>	\$134/mo	\$70/mo	\$250/mo	\$3300/mo	\$2360/mo			
<b>Hettinger</b>	\$150/mo	\$75/mo			co. contract			
<b>Hillsboro</b>	\$200/mo	\$150/mo			\$3751/mo	\$2787/mo		
<b>Jamestown</b>	\$1200/mo	\$600/mo	\$2567/mo	\$2712-3928		\$4703-6811	\$8047/mo	
<b>Langdon</b>	\$250/mo	\$200/mo			\$2452/mo			
<b>Larimore</b>	\$175/mo	\$60/mo	\$100/mo	\$140/mo	\$2381/mo	\$1050/mo		
<i>Mandan (2011)</i>	\$875/mo	\$583/mo	\$2394/mo	\$2832-4310			\$7776/mo	\$6244-9500
<b>Mayville</b>	\$500/mo	\$250/mo	\$154/mo		\$4291/mo	\$2990/mo		
<b>Minot</b>	\$750/mo	\$595/mo		\$3458-5133	\$4886-7253		\$8411-12486	\$7620-11312
<b>New Rockford</b>	\$300/mo	\$250/mo			\$3358/mo			
<b>Oakes</b>	\$100/mo	\$100/mo			\$3954/mo	\$2612/mo		
<b>Park River</b>	\$120/mo	\$60/mo	\$250/mo		admin.	\$3382/mo	\$6572/mo	
<b>Rolla</b>	\$300/mo	\$150/mo	\$603/mo		\$3038/mo	\$12/hr		
<b>Rugby</b>	\$600/mo	\$300/mo	\$362/mo	\$13.44/hr	\$21.72/hr	\$15.80/hr		
<b>Surrey</b>	\$105/mo	\$60/mo	\$200/mo		admin.	\$15/hr	\$4333/mo	
<i>Valley City ('11)</i>	\$750/mo	\$500/mo	\$1444/mo	\$2353/mo	\$4256/mo	\$2998/mo	\$6268/mo	
<b>Velva</b>	\$75/mo	\$50/mo			\$3380/mo	\$2860/mo		
<i>Wahpeton ('11)</i>	\$593/mo	\$338/mo						\$4580-6671
<b>Washburn</b>	\$75/mo	\$50/mo	\$375/mo		\$4180/mo	\$3100/mo		
<b>West Fargo</b>	\$961/mo	\$640/mo	\$2479/mo	\$3672-6492			\$5283-10752	\$5323-9944
<i>Williston (2011)</i>	\$900/mo	\$600/mo	\$1725/mo		\$5153-9094	\$4026-7104		

2013 Salary Survey - North Dakota League of Cities - Cities over 1,000

City	HR Director	City Engineer	City Planner	City Assessor	Property Appraiser	Building Inspector	Director of Public Works	Street Supt.
Bismarck	\$6222-10290	\$6860-10290	\$6222-9333	\$4875-7313	\$3638-5457	\$3464-5197	\$7203-10804	\$4422-6633
Bottineau						50% of fees	\$25.61/hr	\$22.12/hr
Bowman							\$4975/mo	\$5528/mo
Burlington						\$100/mo	\$1522/mo	\$1522/mo
Cando						\$30/hr	\$4000/mo	\$3080/mo
Crosby				\$3000/yr			\$3377/mo	\$4305/mo
Devils Lake		\$5041-6899		\$4486-6139	\$3161-4325	\$2984-4083		\$3992-5464
Ellendale				\$3500/yr				\$17.42/hr
Garrison				\$600/mo				\$3000/mo
Grafton				\$2728-3422		\$2381-2899		\$3327-4298
Grand Forks	\$6599-9899	\$7107-10660	\$6599-9899	\$6599-9899	\$4027-6041	\$5027-6041	\$7844-11766	\$4445-\$6668
Harvey				\$230/mo			\$3939/mo	\$2846/mo
Hettinger		co. contract		co. contract			co. contract	
Hillsboro							\$4743/mo	
Jamestown		\$5746-8322		\$4703-6811		\$4202-6086		\$3333-4828
Langdon				\$5600/yr		\$200/mo	\$3735/mo	\$3689/mo
Larimore				\$2300-2500/yr				\$3016/mo
Mandan				\$4642-7063	\$3284-5002		\$5656-8606	\$3451-5252
Mayville								\$21.42/hr
Minot	\$5666-8411	\$7253-10767	\$5133-7620	\$5666-8411	\$3458-5133	\$3633-5393	\$7620-11312	\$4886-7253
New Rockford				\$1250/yr			\$3919/mo	
Oakes		contract		\$291/mo			\$3954/mo	\$3226/mo
Park River				admin.			\$6782/mo	
Rolla							\$3273/mo	
Rugby				\$414/mo			\$21.69/hr	
Surrey		contract				\$150/mo +	\$22/hr	
Valley City		\$3806/mo		\$3501/mo	\$3501/mo	\$3459/mo		\$4395/mo
Velva				\$18.70/hr			\$3575/mo	
Wahpeton		\$5882-8568		\$3282-4779	\$2163-3150	\$2777-4045		\$3019-4398
Washburn		contract		contract			\$4600/mo	\$3500/mo
West Fargo	\$4421-7938	contract	\$5323-9944	\$5323-9944	\$3450-6136	contract	\$5323-9944	\$3245-5874
Williston	\$4026-7104	\$5153-9094	\$3471-5830	contract		\$3738-6597	\$5153-9094	\$3647-6436

2013 Salary Survey - North Dakota League of Cities - Cities over 1,000

City	Civic Center Manager	Airport Manager	City Attorney	Police Chief	Police Captain	Police Lieutenant	Police Sergeant	Police Officer
Bismarck	\$5643-8465	\$6222-9333	\$7563-11345	\$7563-11345	\$5926-8889	\$5375-8062	\$4643-6964	\$3465-5197
Bottineau			\$400/mo	contract				
Bowman			\$200/mo retnr	\$4164/mo				\$3377-3859
Burlington				\$3937/mo	\$3276/mo			\$2946/mo
Cando				\$3333/mo				\$2833/mo
Crosby				\$4636/mo				
Devils Lake		\$4486-6139	\$4225/mo	\$4486-6139	\$3554-4864		\$3161-4325	\$2813-3851
Ellendale				\$3319/mo				\$2704/mo
Garrison	\$900/mo		\$2000/mo	co. contract				
Grafton				\$3412-4405	\$3075-3971		\$2814-3527	\$2728-3422
Grand Forks				\$7844-11766	\$5552-8327	\$5029-7544	\$4128-6192	\$3305-4958
Harvey				\$3642/mo				\$2712-2927
Hettinger				co. contract				
Hillsboro				\$3908/mo				\$3099/mo
Jamestown	\$4202-6086		\$3037/mo	\$5606-8119	\$4202-6086	\$3709-5372	\$3510-5084	\$3034-4394
Langdon	\$2328/mo		\$1000/mo	co. contract				
Larimore								co. contract
Mandan		\$4833/mo		\$6245-9500	\$4642-063	\$3810-5798	\$3451-5252	\$3285-5000
Mayville			\$425/mo					
Minot		\$6254-9284	\$7620-11312	\$7620-11312	\$5528-8206	\$4886-7253	\$4213-6254	\$3458-5133
New Rockford			\$250/mo	co. contract				
Oakes			\$500/mo	\$4806/mo				\$3423/mo
Park River			\$500/mo	co. contract				co. contract
Rolla				\$3333/mo			\$3166/mo	\$2916/mo
Rugby			\$414/mo	\$23.23/hr			\$19.18/hr	\$15-\$16/hr
Surrey				\$22/hr				\$16/hr
Valley City			\$5665/mo	\$4668/mo			\$3674/mo	\$3291/mo
Velva								co. contract
Wahpeton				\$4214-6138			\$3019-4397	\$2777-4045
Washburn				co. contract				
West Fargo		contract	contract	\$5323-9944	\$4421-7938	\$4108-7358	\$3913-6888	\$3450-6492
Williston		\$2993-5282	contract	\$5153-9094	\$3647-6436	\$3145-5550	\$2712-4785	\$2338-4126

2013 Salary Survey - North Dakota League of Cities - Cities over 1,000

City	Investigator	Animal Control Officer	Dispatch Supervisor	Dispatcher I	Dispatcher II	Fire Chief	Firefighter	Ambulance Driver
Bismarck	\$3465-5197	\$2585-3878	\$3465-5197	\$2850-4275	\$2993-4489	\$7203-10804	\$3299-\$4949	
Bottineau			contract			volunteer		
Bowman						volunteer	volunteer	volunteer
Burlington								
Cando								
Crosby						volunteer		
Devils Lake	\$2984-4083	\$2363-3234				\$4486-6139	\$2812-3851	
Ellendale								\$14.90/hr
Garrison						volunteer		
Grafton								
Grand Forks		\$2713-4069	\$3648-5473	\$2582-3873	\$3146-4719	\$7466-11199	\$3305-4958	
Harvey								
Hettinger			co. contract					
Hillsboro								
Jamestown		\$2307-3341				\$4982-7216	\$2772-4016	
Langdon						volunteer	volunteer	
Larimore						volunteer	volunteer	
Mandan	\$3285-5000	\$2324-3537				\$5656-8606	\$3451-5252	
Mayville								
Minot		\$2571-3817	\$4010-5953	\$2307-4010	\$2982-4426	\$7253-10767	\$3458-5133	
New Rockford						\$75/yr	\$1 call	
Park River						volunteer	volunteer	volunteer
Oakes						volunteer		
Rolla								
Rugby								
Surrey								
Valley City	\$3716/mo		\$2575/mo	\$2308/mo		\$3875/mo		
Velva								
Wahpeton	\$2777-4045							
Washburn						volunteer	volunteer	volunteer
West Fargo	\$3450-6492	\$3450-6492	contract	contract	contract	\$5666/mo	contract	contract
Williston	\$2993-5282	\$2016-3558	\$2338-4126	\$1632-2712	\$2016-3068	\$4026-7104	volunteer	\$3145-5550

2013 Salary Survey - North Dakota League of Cities - Cities over 1,000

City	Information Tech. Director	Library Director	Librarian	Administrative Assistant	Account Clerk	Secretary	Sr. Equipment Operator	Equipment Operator
Bismarck	\$6224-9333	\$5854-8783	\$3558-5338	\$2585-3878	\$3142-4714		\$2850-\$4275	\$2600-3878
Bottineau							\$17.32/hr	\$15.42/hr
Bowman		\$1450/mo	\$11/hr				\$4286/mo	\$3651/mo
Burlington								
Cando								
Crosby								
Devils Lake					\$2656-3633	\$2363-3234	\$3161-4325	\$2504-3851
Ellendale		\$576/mo		\$6.55/hr			\$14/hr	\$13.22/hr
Garrison			\$300/mo					
Grafton					\$2468-3003	\$2038-2483	\$2814-3527	\$2641-3314
Grand Forks	\$6438-9657			\$2398-3597	\$2647-3970	\$2068-3101	\$2647-3970	\$2458-3687
Harvey		\$1800/mo		\$1640/mo				\$2848/mo
Hettinger							co. contract	
Hillsboro								\$3168/mo
Jamestown				\$2920-4230	\$2397-3472	\$2307-3341	\$2773-4016	\$2527-3660
Langdon				\$2070/mo				\$2668/mo
Larimore			\$160/mo	\$95/mo				\$1920/mo
Mandan		\$5124-7797	\$3626-5519	\$2324-3538	\$256-3905		\$2697-4103	\$2567-3905
Mayville			\$1895/mo	\$7.25/hr			\$18.36/hr	\$13.39/hr
Minot	\$5393-8006			\$3132-4650	\$2329-3458	\$2110-3132	\$3633-5393	\$2838-4213
New Rockford			\$11/hr					\$2608/mo
Oakes			\$12/hr					
Park River								
Rolla			\$8.50/hr					\$12/hr
Rugby					\$13.44/hr		\$17.49/hr	\$16/hr
Surrey					\$13/hr			\$18/hr
Valley City				\$2375/mo	\$2800/mo		\$2833/mo	\$2358/mo
Velva								\$3146/mo
Wahpeton		\$2777-4045		\$2163-3150			\$2351-3424	\$2163-3150
Washburn			\$437/mo	\$8.81/hr				
West Fargo	\$4421-7938	\$3672-6492	\$2134-3692	\$2443-4352	\$2797-4979	\$2320-4004		\$2444=4352
Williston		\$3380/mo	\$1733-2734	\$2171-3832	\$1967-3738	\$1872-3471	\$2338-4229	\$1967-4026

2013 Salary Survey - North Dakota League of Cities - Cities over 1,000

City	Sr. Treatment Plant Operator	Treatment Plant Operator	Meter Reader	Laborer	Park Board Member	Park Supt.	Park Clerk	Recreation Director
Bismarck	\$3820-5730	\$2993-4489			\$108/mo	\$8998/mo		\$5269/mo
Bottineau	\$20.76/hr			\$11.53/hr	\$240/yr	\$23.10/hr	\$1500/yr	
Bowman		\$3651/mo			\$20/mtg.		\$425/mo	\$3026/mo
Burlington			\$100/mo					
Cando								
Crosby								
Devils Lake	\$3554-4864	\$2984-4083	\$2656-3633	\$2230-3050				
Ellendale								
Garrison	\$3400/mo	\$2600/mo		\$2400/mo	\$35/mo		\$385/mo	
Grafton	\$2900-3637	\$2641-3314						
Grand Forks	\$3069-4604	\$2850-4275	\$2850-4275					
Harvey	\$3295/mo			\$2205-2364				
Hettinger	co. contract				\$25/mo	\$625/mo		\$625/mo
Hillsboro				\$3009/mo				
Jamestown	\$3034-4394	\$2712-3928		\$1981-2869				
Langdon	\$3735/mo	\$3141/mo						
Larimore		\$2336/mo			\$60/mo		\$275/mo	
Mandan	\$4205-6400	\$3451-5252	\$2213-3368					
Mayville	\$21.61/hr	\$18.88/hr		\$9.53/hr				
Minot	\$3544-5261	\$2909-4318		\$2329-3458				\$5666-8411
New Rockford		\$2481/mo		\$2458/mo	\$20/mo	\$2000/mo	\$240/mo	
Oakes		\$3323/mo					\$333/mo	
Park River		\$2499-3256						
Rolla				\$9/hr				
Rugby	\$19.85/hr	\$15.70/hr		\$16.36/hr				\$1700/mo
Surrey								
Valley City	\$3625/mo	\$2750/mo	\$2025/mo	\$2750/mo			\$2597/mo	\$4181/mo
Velva					\$100/yr		\$84/mo	
Wahpeton	\$3019-4397	\$2163-3150	\$1990-2898					
Washburn		\$3635/mo		\$10/hr				
West Fargo			\$2443-4352		\$160/mo	\$7418/mo	\$6562/mo	\$4879/mo
Williston	\$2993-5282	\$2338-4785						

2013 Salary Survey - North Dakota League of Cities - Cities over 1,000

City	Days of Paid Fringe Benefits	Days of Paid Vacation/Year	Additional days for longevity	Carry-over vacation	Days of sick leave per year	Maximum sick leave accum.	Sick leave payout policy	Sick leave bank	Retirement Plan
Bismarck		12 days	12 days	45 days	12 days	120 days	40% over 120	no	Def. Contrib.
Bottineau		5 days	20 days	80 days	12 days	120 days	10% after 10 y	no	Def. Contrib.
Bowman		12 days	12 days	10 days	12 days	60 days		no	NDPERS
Burlington		15 days	5 days		12 days				NDPERS
Cando		5 days	5 days	30 days	12 days	52.5 days			Sep
Crosby		5 days	5 days		10 days	50 days	100% on retir.	no	NDPERS
Devils Lake		12 days	12 days	30 days	12 days	unlimited	25%	no	457
Ellendale		10 days	10 days	5 days	10 days	60 days	1/3 vacation	no	NDPERS
Garrison				10 days	12 days	unlimited		no	simple IRA
Graftpm		10 days	10 days	current year's	12 days	unlimited	10% upon ret.	no	NDPERS
Grand Forks		5 days	17 days	44 days	14 days	unlimited	50% after 5 yr	no	NDPERS
Harvey		12 days	3-9 days	5 days	12 days	48 days	10% after 10 y	yes	NDPERS
Hettinger									
Hillsboro		12 days		15 days	12 days	180 days	10%	no	psp
Jamestown		10 days	10 days	5 days/yr	12 days	120 days		no	NDPERS
Langdon		varies		current year's	12 days	120 days	none		Hartford
Larimore		10 days	5 days	5 days	12 days	20 days	none		NDPERS
Mandan		12 days	10 days	120	12 days	unlimited		no	CPI
Mayville		11.5 days	5 days	8 days	12 days	40 days	no	no	Private
Minot		12 days	9 days	30 days	12 days	unlimited	none	yes	pension
New Rockford		6 days	14 days	none	10.5 days	45 days	none	no	NDPERS
Oakes		12 days	12 days	30 days	12 days	unlimited	none	allow share	NDPERS
Park River		10 days	15 days	5-10 days	12 days	90 days			NDPERS
Rolla		5 days	10 days	current year's	12 days	124 days	upon retire.	no	NDPERS
Rugby		6 days	18 days	10 days	12 days	120 days		no	NDPERS
Surrey		varies		5 days	6.5 days				
Valley City				20 days		124 days		no	money purch.
Velva		10 days	10 days				1/2 earned		NDPERS
Wahpeton		20 hrs 1st 6 mo	13.12 hrs ppp		12 days	unlimited	none	no	NDPERS
Washburn		12 days	3 days/4 yrs	20 days	12 days	60 days			504 plan
West Fargo		6.5 days	18 days	30 days	12-18 days	120 days	50% over 960hr	no	NDPERS
Williston		12 days	9 days	30 days	12 days	72 days	50% at term.	no	NDPERS/457

2013 Salary Survey - North Dakota League of Cities - Cities over 1,000

City	Defined benef. or contribution to retirement	City's contrib.	Employee's contribution	Health Ins. Plan	% ins. Paid by City	% ins. Paid by Employee	# of holidays per year	Mileage allowance
Bismarck	contribution	10.40%	5%	BCBS	100%		10	IRS rate
Bottineau	contribution	4%	4%	BCBS	80%	20%	12	state rate
Bowman	contribution	13.26%		NDPERS/BCBS	100%		10	56.5 cents
Burlington	benefit	13.26%		NDPERS/BCBS	100% single		11	state rate
Cando		6.12%		Assurant Health	100%		9	56.5 cents
Crosby	benefit	5.26%	4%	NDPERS/BCBS	\$750/mo		10	50 cents
Devils Lake	contribution	8%		self funded	80%	20%	10	state rate
Ellendale		9.23%		BCBS	78%	22%	11	IRS rate
Garrison		3.00%	3%	BCBS	80%	20%	10	state rate
Grafton	benefit	10.26%	3%	NDPERS	100%		10.5	56.5 cents
Grand Forks	benefit	5.26%	4%	NDPERS/BCBS	75%	25%	9%	govt. rate
Harvey	benefit	13.26%		BCBS	cap of \$883.96		10	56.5 cents
Hettinger								
Hillsboro	benefit	8%	0%	EPO	100% single	family	12.5	51 cents
Jamestown	benefit	7.26%	6%	BCBS	100% single	54% family	10	55.5 cents
Langdon	contribution	6.00%		BCBS	100%		8	55.5 cents
Larimore	contribution	7.26%	6%	NDPERS/BCBS	100% single	35% family	10	51 cents
Mandan	contribution	7%	2%+	NDPERS/BCBS	100% after 7 yr		9	51 cents
Mayville		7%	4 to 10%	NDPERS/BCBS	100% single	59% family	11	federal rate
Minot	benefit	21.02%	14.74%	BCBS Select ch.	90%,70%,65%	10%,30%,35%	9	56.5 cents
New Rockford	benefit	10.26%	3%	NDPERS/BCBS	87%	13%	7	state rate
Oakes		12.12%	0%	NDPERS/BCBS	100%		10	federal rate
Park River		11.26%	2%	BSBS	\$500sgl,710 far	remainder	7	56.5 cents
Rolla	benefit	9.26%	4%	NDPERS/BCBS	90%	10%	9	state rate
Rugby	benefit	7.26%	6%	BCBS	75-100%	0-25%	12	state rate
Surrey				Group	100%sgl,50%fm		6	55 cents
Valley City		10%	0%	BCBS	100%		10	state rate
Velva		8.26%	5%	BCBS	max. of \$9700		10	56.5 cents
Wahpeton		7.12%	2%	NDPERS/BCBS	100% single	6.4% family	10	40.5 cents
Washburn				BCBS	100%	0%	12	57 cents
West Fargo	benefit	13.26%	0%	BCBS select	100% single	25% family	9	56.5 cents
Williston	both	6.14%	3.12%	NDPERS/BCBS	80%	20%	11	

2013 Salary Survey - North Dakota League of Cities - Cities over 1,000

City	Police Dept. Employees	Fire Dept. Employees	Public Works Employees	Admin/Other Employees	Part-Time	Seasonal	TOTAL City Employees
Bismarck	128	86	145	407			766
Bottineau	contract	volunteer	9	3			12
Bowman	3	volunteer	2	8	2	2	17
Burlington	3	volunteer	2	2	1	1	9
Cando	3		2.5	1.5			7
Crosby	1	volunteer	1	2	1		5
Devils Lake	19	5	22	12	1		59
Ellendale	2		3	2			7
Garrison	contract	volunteer	4	3			7
Grafton	10	volunteer	16	9	1	6	42
Grand Forks	97	66	140	151			454
Harvey	4	volunteer	6	5	1	1	17
Hettinger	contract		contract	contract			contract
Hillsboro	2		4	2	2	2	12
Jamestown	33	5	55	19	11	15	138
Langdon	contract	volunteer	4	8			12
Larimore	contract	volunteer	3	2			5
Mandan	33	11	40	23	54	7	168
Mayville		55 volunteer	4	4	1	1	10
Minot	100	55	112	82	52		401
New Rockford		volunteer	3	1	2	1	7
Oakes	3	volunteer	4	2	2		11
Park River		volunteer	6	3	1	5	15
Rolla	4		3	2	8	6	23
Rugby	4	volunteer	6	4	1		15
Surrey	2		2	3			7
Valley City	20	1	25	14		4	64
Velva			2	2	1		5
Wahpeton	15		13	14	2		44
Washburn			3	2	1	2	8
West Fargo	49	3	54	31	13	10	160
Williston	25	10	43	47	30	14	169