

2011 Salary Survey - North Dakota League of Cities - Cities under 1,000

City	Mayor	Council/ Commission	Municipal Judge	Clerk of Court	City Auditor	Deputy Auditor	City Administrator	Finance Director
Ashley	\$1200/yr	\$900/yr	\$185.40/mo		\$2084/mo			
Belfield	\$60/mtg	\$50/mtg			\$15.54/hr			
Cooperstown	\$100/mo	\$60/mo			\$2036/mo			
Enderlin	\$100/mo	\$60/mo			\$3363/mo	\$15.76/hr		
Forman	\$1000/yr	\$500/yr			\$1144/mo			
Gackle	\$49/mo	\$49/mo			\$615/mo			
Glenburn	\$50/mo	\$50/mo			\$11.23/hr	\$8.42/hr		
Harwood	\$100/mo	\$83.33/mo			\$2665/mo			
Kindred	\$200/mo	\$40-70/mo,mtg			\$2321/mo			
Lakota	\$100/mtg-\$200	\$50/mtg-\$100			\$2026/mo			
LaMoure	\$200/mo	\$60/mo	\$100/mo		\$2569/mo			
Maddock	\$255-\$340/mo	\$150-\$250/mo			\$16.26/hr	\$10.16/hr		
Mapleton	\$100/mo	\$75/mo			\$3186/mo	\$898/mo		
Max	\$80/mo	\$60/mo	\$100/mo		\$1245/mo			
Munich	\$200/yr	\$200/yr			\$1000/mo			
Pick City	\$60/mo	\$45/mo	\$75/mo	\$60/mo	\$1131/mo	\$9/hr		
Ray	\$50/mtg+150/y	\$50/mtg+150/yr			\$15/hr			
Richardton	\$50/mo	\$50/mo			\$600/mo			
Rutland	\$30/mtg	\$20/mtg			\$275/mo			
Scranton	\$100/mtg	\$50/mtg		\$600/year	\$1070/mo			
Thompson	\$330/mo	\$50/mo	\$1440/mo		\$15.46/hr		\$11.18/hr	
Towner	\$75/mo	\$50/mo			\$1687/mo			
Westhope		\$50/mo			\$12.32/hr			
Zap	\$100/mo	\$75/mo	\$75/mo		\$10/hr			

2011 Salary Survey - North Dakota League of Cities - Cities under 1,000

City	HR Director	City Engineer	City Planner	City Assessor	Property Appraiser	Building Inspector	Director of Public Works	Street Supt.
Ashley			\$1874/mo E.D.	\$1493/yr			\$16.63/hr	\$13.14/hr
Belfield				county	county	contract	\$17.28/hr	\$17.28/hr
Cooperstown				\$200/mo			\$2333/mo	
Enderlin							\$4839/mo	
Forman							\$2522/mo	
Gackle				\$37.50/mo			\$3192/mo	
Glenburn				\$300/yr			\$3283/mo	
Harwood						\$100/mo	\$3882/mo	
Kindred							\$3883/mo	
Lakota				\$100/mo			\$3769/mo	
LaMoure		contract					\$3224/mo	
Maddock		\$1500/mo		\$750/yr			\$23.88/hr	
Mapleton				\$328/mo			\$500/mo p/t	\$2608/mo
Max				\$750/yr			\$2080/mo	
Munich				\$200/yr				
Pick City				\$900/yr			\$15/hr	\$15/hr
Ray							\$18/hr	\$18/hr
Richardton								\$20.26/hr
Rutland								
Scranton							\$3687/mo	
Thompson						50% of permits	\$12.68/hr	
Towner				\$1500/yr			\$3054/mo	
Westhope				\$600/yr			\$3500/mo	\$1333/mo
Zap				\$1000/yr				

2011 Salary Survey - North Dakota League of Cities - Cities under 1,000

City	Civic Center Manager	Airport Manager	City Attorney	Police Chief	Police Captain	Police Lieutenant	Police Sergeant	Police Officer
Ashley			\$772/yr					
Belfield				\$26.34/hr				\$20.51/hr
Cooperstown			\$125/hr	county				
Enderlin			\$1460/mo					
Forman								\$15.25/hr
Gackle								
Glenburn			\$600/yr					
Harwood								
Kindred								
Lakota								
LaMoure				\$3168/mo				
Maddock		volunteer	\$500-1000/mo	county				
Mapleton			\$1395/mo	county				county
Max				county				
Munich								
Pick City			\$125/hr					
Ray								
Richardton			\$50/hr	county				county
Rutland								
Scranton								
Thompson				\$21.15/hr				
Towner				county				county
Westhope								
Zap			\$125/mtg					county

2011 Salary Survey - North Dakota League of Cities - Cities under 1,000

City	Investigator	Animal Control Officer	Dispatch Supervisor	Dispatcher I	Dispatcher II	Fire Chief	Firefighter	Ambulance Driver
Ashley								
Belfield		\$2200/yr				volunteer	volunteer	volunteer
Cooperstown								\$50-75/run
Enderlin								
Forman								
Gackle								
Glenburn								
Harwood								
Kindred								
Lakota								
LaMoure								
Maddock						volunteer	volunteer	volunteer
Mapleton						volunteer	volunteer	
Max								
Munich								
Pick City						volunteer	volunteer	
Ray		\$900/yr						
Richardton						volunteer	volunteer	
Rutland								
Scranton								
Thompson								
Towner						\$60/mo	volunteer	
Westhope								
Zap								

2011 Salary Survey - North Dakota League of Cities - Cities under 1,000

City	Information Tech. Director	Library Director	Librarian	Administrative Assistant	Account Clerk	Secretary	Sr. Equipment Operator	Equipment Operator
Ashley			\$7.25/hr					
Belfield								\$13.84/hr
Cooperstown				\$11/hr				\$11/hr
Enderlin							\$3451/mo	\$2320/mo
Forman			\$8.00/hr					\$2167/mo
Gackle								
Glenburn								
Harwood				\$300/mo				
Kindred								
Lakota			\$869/mo	\$8.27/hr				
LaMoure								
Maddock			\$8.13/hr					
Mapleton								
Max			\$8.28-9.86/hr					
Munich								
Pick City								
Ray								
Richardton								
Rutland								
Scranton								
Thompson								
Towner								
Westhope								
Zap								

2011 Salary Survey - North Dakota League of Cities - Cities under 1,000

City	Sr. Treatment Plant Operator	Treatment Plant Operator	Meter Reader	Laborer	Park Board Member	Park Supt.	Park Clerk	Recreation Director
Ashley		\$16.63/hr						
Belfield		\$13.84/hr	\$265/mo	\$9.50/hr	\$25/mtg			
Cooperstown				\$10-\$13/hr				
Enderlin	\$2782/mo	\$2432/mo						
Forman								
Gackle				\$8.50/hr				
Glenburn					\$15/mtg		\$25/mtg	
Harwood					\$16.66/mo		\$20/mo	
Kindred								
Lakota		\$13.94/hr	\$222/mo	\$15.15/hr	\$20/mtg		\$50/mo	
LaMoure								
Maddock	\$17.28./hr			\$8.00/hr	volunteer	volunteer	volunteer	volunteer
Mapleton				\$500/mo	\$100/mo			
Max			\$7.50/hr	\$7.50/hr				
Munich								
Pick City		\$15/hr				volunteer		
Ray					\$25/mtg	\$10/hr	\$450/qrt	
Richardton				\$7.50/hr				
Rutland				\$9/hr		\$200/yr		
Scranton								\$3000/mo
Thompson								
Towner	\$2647/mo							
Westhope								
Zap					\$25/mo			\$8.50/hr

2011 Salary Survey - North Dakota League of Cities - Cities under 1,000

City	Days of Paid Fringe Benefits 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
Ashley	5 days	5 to 15 days	earned in 1 yr.	12 days	40 days			NDPERS
Belfield	5 days	7 to 19 days	15 days	12 days		no	no	NDPERS
Cooperstown	10 days	2.5 to 10 days	20 day s	12 days	none	25% of 800 hr	yes	NDPERS
Enderlin	12 days	6 days	5 days	12 days	unlimited	none	none	simple IRA
Forman								NDPERS
Gackle	10 days							
Glenburn	12 to 21 days		30 days	12 days	480 hours			NDPERS
Harwood	12 days	12 days	0	18 days	180 days	2%	no	NDPERS
Kindred	12 days	5 to 9 days	30 days	12 days		10% after 10 yr		
Lakota	5 days	15 days	none	12 days	80 days	after 10 years	no	
LaMoure	9 days	12 days	22.5 days	12 days	40 days	no	no	NDPERS
Maddock	5 days	5 to 15 days	5 days	12 days				NDPERS
Mapleton	12 days	6 days - 5 yrs	40 days	12 days	160 hours	50% after 8 yr	no	NDPERS
Max								
Munich								
Pick City	10 days	5 days - 6 yrs	15 days	12 days	no max.			403 plan
Ray								
Richardton	n/a							
Rutland								
Scranton								
Thompson	5 days	10 days	none	12 days	unlimited	10% payout		NDPERS
Towner	15 days		10 days	6 days	30 days		no	IRA
Westhope	10 days	5 days - 5 yrs	0				no	NDPERS
Zap								

2011 Salary Survey - North Dakota League of Cities - Cities under 1,000

City	Defined benef. or contribution	City's contrib. to retirement	Employee's contribution	Health Ins. Plan	% ins. Paid by City	% ins. Paid by Employee	# of holidays per year	Mileage allowance
Ashley		5.26%	4%	NDPERS/BCBS	100% single	50% family	11 days	state rate
Belfield		5.26%	4%	BCBS	100%		11 days	state rate
Cooperstown		9.26%		NDPERS/BCBS	up to \$1050		10 days	55 cents
Enderlin		3.00%	min. of 3%	Blue Choice	100%		state & fed.	IRS rate
Forman				BCBS	85%	15%	10 days	fed. rate
Gackle								
Glenburn		5.20%	4%	BCBS	50%	50%	10 days	state rate
Harwood		6.46%	2.80%	NDPERS	80%	20%	10 days	fed. Rate
Kindred					100%		10 days	
Lakota							10.5 days	51 cents
LaMoure		9%		NDPERS	85%	15%	10 days	state rate
Maddock		5.26%	4%	BCBS	100% single		7 days	51 cents
Mapleton		5.12%	4%			\$26/mo	10 days	51 cents
Max								45 cents
Munich								
Pick City		3%			80%	20%		50 cents
Ray			4%	BCBS/NDPERS				state rate
Richardton				BCBS	100%		10 days	
Rutland								
Scranton		4%	4%	NDPERS	100%			50 cents
Thompson		5.26%	4%	BCBS	88%			
Towner		5%	5%	BCBS/NDPERS	58%	42%	10 days	50 cents
Westhope		5.26%	4%	BCBS	100%			
Zap		3%						state rate

2011 Salary Survey - North Dakota League of Cities - Cities under 1,000

City	Police Dept. Employees	Fire Dept. Employees	Public Works Employees	Admin/Other Employees	Part-Time	Seasonal	TOTAL City Employees
Ashley			5	4			9
Belfield	2	24 volunteer	2	1	2	1	8
Cooperstown			2	2	5	1	10
Enderlin			5	1	1	2	9
Forman					5		5
Gackle					6		6
Glenburn			1		2		3
Harwood			1	1	2	1	5
Kindred			1	1			2
Lakota			4	1	2	1	8
LaMoure		1 volunteer	2	1			4
Maddock	contract	volunteer	1	1	2		4
Mapleton			1	1	1	2	5
Max			1	1	1	1	4
Munich					2		2
Pick City		10 volunteers	1		3		4
Ray			1	1			2
Richardton			2	1			3
Rutland					7		7
Scranton	1				3		4
Thompson	1				5		6
Towner		volunteer	3	1			4
Westhope			1	1		1	3
Zap							