

2015 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
Beulah	\$450/mo	\$200/mo	\$400/mo	\$2624/mo	\$3579/mo	\$2848/mo		
<i>Bismarck (2013)</i>	\$1800/mo	\$982/mo	\$6314/mo	\$3464-5197			\$8755-13133	\$7203-10804
<i>Bottineau (2013)</i>	\$750/mo	\$250/mo	\$403/mo		\$21.10/hr	\$14.49/hr		
Bowman	\$144/mtg	\$96/mtg	\$328/mo		\$4027/mo	\$2500/mo		
<i>Burlington (2013)</i>	\$100/mtg	\$55/mtg	\$250/mo	\$12.60/hr	\$3937/mo	\$12.60/hr		
Cando	\$368/mo	\$138/mo	\$225/mo		\$4053/mo			
Carrington	\$800/mo	\$211.67/mo	\$500/mo		\$5083/mo	\$3382/mo		
Cavalier	\$383.33/mo	\$125/mo	\$350/mo		\$4333/mo	\$2032/mo		
Devils Lake	\$870/mo	\$630/mo	\$3776/mo	\$3539/mo	\$6211/mp		\$7195/mo	
Garrison	\$200/mo	\$150/mo	\$250/mo		\$3820/mo	\$700/mo		
Grafton	\$450/mo	\$250/mo	\$1000/mo	\$2912/mo	\$4831/mo	\$3982/mo	\$6310/mo	
<i>Harvey (2013)</i>	\$134/mo	\$70/mo	\$250/mo	\$3300/mo	\$2360/mo			
Hazen	\$231.45/mo	\$190.25mo	\$258/mo		\$4558/mo	\$1960/mo		
<i>Hettinger (2013)</i>	\$150/mo	\$75/mo			co. contract			
Hillsboro	\$200/mo	\$150/mo			\$3912/mo	\$2907/mo		
<i>Jamestown (2013)</i>	\$1200/mo	\$600/mo	\$2567/mo	\$2712-3928		\$4703-6811	\$8047/mo	
<i>Langdon (2013)</i>	\$250/mo	\$200/mo			\$2452/mo			
Larimore	\$175/mo	\$60/mo	\$100/mo	\$140/mo	\$2545/mo	\$1464/mo		
Mandan	\$1886/mo	\$1028/mo	\$3000/mo	\$3182/mo			\$8540/mo	\$9422/mo
<i>Mayville (2013)</i>	\$500/mo	\$250/mo	\$154/mo		\$4291/mo	\$2990/mo		
Minot	\$750/mo	\$595/mo	\$4023/mo	\$4536/mo	\$10504/mo		\$12083/mo	\$10504/mo
<i>New Rockford (13)</i>	\$300/mo	\$250/mo			\$3358/mo			
<i>Oakes (2013)</i>	\$100/mo	\$100/mo			\$3954/mo	\$2612/mo		
Park River	\$400/mo	\$200/mo	\$250/mo		\$4023/mo		\$4917/mo	
Rolla	\$300/mo	\$150/mo	\$656/mo		\$3500/mo	\$2400/mo		
Rugby	\$600/mo	\$300/mo	\$362/mo		\$3500/mo	\$3460/mo		
Stanley	\$650/qrt	\$350/qrt	\$650/mo	\$24/hr	\$6125/mo	\$3941/mo		
Surrey	\$200/mo	\$125/mo	\$200/mo			\$18.25/hr	\$5439/mo	
Tioga		\$150/mo	\$1600/mo	\$3813/mo	\$5000/mo	\$3182/mo		
Washburn	\$75/mo	\$50/mo	\$386/mo		\$3680/mo	\$2560/mo		
West Fargo	\$1250/mo	\$875/mo	\$2500/mo	\$6043/mo			\$11722/mp	\$7009/mo
Williston	\$1201/mo	\$801/mo	\$2824/mo	\$6278/mo	\$10037/mo	\$7463/mo		

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City	HR Director	City Engineer	City Planner	City Assessor	Property Appraiser	Building Inspector	Director of Public Works	Street Supt.
Beulah			\$3985/mo	\$1820i/mo			\$4101/mo	
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			\$2444 part-time				\$5369/mo	\$5177/mo
Burlington						\$100/mo	\$1522/mo	\$1522/mo
Cando							\$4098/mo	\$3587/mo
Carrington				\$416/mo		\$625/mo	\$4744/mo	
Cavalier				\$393/mo			\$6058/mo	\$3490/mo
Devils Lake		\$9086/mo		\$6789/mo	\$4782/mo	\$3293/mo		\$5525/mo
Garrison							\$4020/mo	\$3490/mo
Grafton				\$3722/mo		\$3568/mo		\$4124/mo
Harvey				\$230/mo			\$3939/mo	\$2846/mo
Hazen		contract	\$4256/mo			\$70/insp.	\$4347/mo	\$3804/mo
Hettinger		co. contract		co. contract			co. contract	
Hillsboro							\$4947/mo	
Jamestown		\$5746-8322		\$4703-6811		\$4202-6086		\$3333-4828
Langdon				\$5600/yr		\$200/mo	\$3735/mo	\$3689/mo
Larimore				co. contract				
Mandan		\$7411/mo	\$7181/mo	\$5657/mo		\$5574/mo	\$8848/mo	\$5636/mo
Mayville								\$21.42/hr
Minot	\$7075/mo	\$9058/mo	\$7434/mo	\$8006/mo		\$6409/mo	\$9753/mo	\$6101/mo
New Rockford				\$1250/yr			\$3919/mo	
Oakes		contract		\$291/mo			\$3954/mo	\$3226/mo
Park River				\$30/hr			\$7419/mo	
Rolla				\$10/hr		\$300/mo	\$3238/mo	
Rugby				\$414/mo		\$400/mo	\$4500/mo	
Stanley				\$3941/mo		\$6125/mo	\$6562/mo	
Surrey		contract		contract			\$23/hr	\$22/hr
Tioga			\$4833/mo				\$5000/mo	\$5000/mo
Washburn							\$4480/mo	
West Fargo	\$6350/mo		\$9196/mo	\$6838/mo	\$4494/mo		\$8128/mo	\$4606/mo
Williston		\$8871/mo	\$8655/mo			\$8655/mo	\$8871/mo	

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City	Civic Center Manager	Airport Manager	City Attorney	Police Chief	Police Captain	Police Lieutenant	Police Sergeant	Police Officer
Beulah				\$4101/mo				\$3585/mo
Bismarck	\$5643-8465	\$6222-9333	\$7563-11345	\$7563-11345	\$5926-8889	\$5375-8062	\$4643-6964	\$3465-5197
Bottineau			\$400/mo	contract				
Bowman				\$4722/mo		\$4208/mo		\$3534/mo
Burlington				\$3937/mo	\$3276/mo			\$2946/mo
Cando				\$3850/mo				\$3325/mo
Carrington			\$892/mo	\$5333/mo			\$4023/mo	\$3054-3520
Cavalier				\$4000/mo				\$3111/mo
Devils Lake		\$5710/mo	\$4396/mo	\$6789/mo	\$5377/mo		\$4782/mo	\$2927-4259
Garrison	\$840/mo			contract				
Grafton			\$650/mo	\$4299/mo			\$3316-4112	\$3004-3266
Harvey				\$3642/mo				\$2712-2927
Hazen				\$4282/mo			\$3914/mo	\$3852/mo
Hettinger				co. contract				
Hillsboro				\$3986/mo				\$3300/mo
Jamestown	\$4202-6086		\$3037/mo	\$5606-8119	\$4202-6086	\$3709-5372	\$3510-5084	\$3034-4394
Langdon	\$2328/mo		\$1000/mo	co. contract				
Larimore								
Mandan		\$5326/mo		\$8493/mo		\$6791/mo	\$5588/mo	\$3638/mo
Mayville			\$425/mo					
Minot	\$7619/mo	\$8410/mo	\$8410/mo	\$9516/mo	\$7252/mo	\$6409/mo	\$5666/mo	\$4109/mo
New Rockford			\$250/mo	co. contract				
Oakes			\$500/mo	\$4806/mo				\$3423/mo
Park River			\$750/mo	co. contract				co. contract
Rolla				\$3667/mo			\$3333/mo	\$2875/mo
Rugby			\$414/mo	\$4850/mo				\$3360/mo
Stanley				\$6125/mo				\$2200-2383
Surrey			contract	\$4901/mo			\$19.53/hr	\$19.26/hr
Tioga			\$1800/mo	\$5500/mo	\$5000/mo	\$4666/mo	\$4333/mo	\$3666/mo
Washburn				co. contract				
West Fargo				\$8753/mo		\$7184/mo	\$5896/mo	\$4519/mo
Williston		\$8655/mo	\$8443/mo	\$9553/mo	\$7841/mo	\$6930/mo	\$5414/mo	\$4554/mo

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City	Investigator	Animal Control Officer	Dispatch Supervisor	Dispatcher I	Dispatcher II	Fire Chief	Firefighter	Ambulance Driver
Beulah								
Bismarck	\$3465-5197	\$2585-3878	\$3465-5197	\$2850-4275	\$2993-4489	\$7203-10804	\$3299-\$4949	
Bottineau			contract			volunteer		
Bowman								
Burlington								
Cando								
Carrington						\$200/mo		
Cavalier						volunteer	volunteer	
Devils Lake	\$4514/mo	\$3270/mo					\$2927-4259	
Garrison						volunteer	volunteer	
Grafton								
Harvey								
Hazen						\$320/mo vehicle		
Hettinger			co. contract					
Hillsboro								
Jamestown		\$2307-3341				\$4982-7216	\$2772-4016	
Langdon						volunteer	volunteer	
Larimore						volunteer	volunteer	
Mandan		\$2249/mo						
Mayville								
Minot	\$5806/mo	\$3458/mo	\$5132/mo	\$3291/mo	\$4109/mo	\$9561/mo	\$4110/mo	
New Rockford						\$75/yr	\$1 call	
Oakes						volunteer		
Park River								
Rolla								
Rugby								
Stanley								
Surrey								
Tioga			\$3293/mo	\$3813/mo				
Washburn						volunteer	volunteer	volunteer
West Fargo	\$5185/mo							
Williston	\$6930/mo	\$4126/mo	\$4443/mo	\$3558/mo	\$3471/mo	\$8871/mo	\$4025/mo	\$4025/mo

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City	Information Tech. Director	Library Director	Librarian	Administrative Assistant	Account Clerk	Secretary	Sr. Equipment Operator	Equipment Operator
Beulah				\$2094/mo			\$3695/mo	\$3319/mo
Bismarck	\$6224-9333	\$5854-8783	\$3558-5338	\$2585-3878	\$3142-4714		\$2850-\$4275	\$2600-3878
Bottineau							\$17.32/hr	\$15.42/hr
Bowman								
Burlington								
Cando								
Carrington			\$1405/mo	\$2931/mo				\$2954-\$3905
Cavalier		\$756/mo	\$435/mo					\$2983/mo
Devils Lake					\$4019/mo	\$3574/mo	\$4782/mo	\$2607-\$4259
Garrison		\$520+/mo	\$500/mo					\$4360/mo
Grafton					\$2612-\$2941	\$2912/mo	\$3170/mo	\$2822-\$3311
Harvey		\$1800/mo		\$1640/mo				\$2848/mo
Hazen		\$2998/mo	\$931/mo		\$2613/mo		\$3818/mo	\$3397/mo
Hettinger							co. contract	
Hillsboro								\$3304/mo
Jamestown				\$2920-4230	\$2397-3472	\$2307-3341	\$2773-4016	\$2527-3660
Langdon				\$2070/mo				\$2668/mo
Larimore								
Mandan		\$5518/mo		\$3919/mo			\$4161/mo	\$3114/mo
Mayville			\$1895/mo	\$7.25/hr			\$18.36/hr	\$13.39/hr
Minot	\$7810/mo	\$6465/mo	\$4522/mo	\$4009/mo	\$4109/mo	\$4212/mo	\$4766/mo	\$3544/mo
New Rockford			\$11/hr					\$2608/mo
Oakes			\$12/hr					
Park River					\$2889/mo			\$2907/mo
Rolla								\$2400/mo
Rugby					\$3250/mo		\$3720/mo	\$3440/mo
Stanley		\$19/hr	\$16.50/hr					
Surrey					\$16/hr			
Tioga								
Washburn								
West Fargo	\$6350/mo	\$6350/mo	\$3250/mo	\$3341/mo				\$3607/mo
Williston		\$4576/mo	\$2402/mo	\$3386/mo	\$4229/mo	\$3927/mo	\$4668/mo	\$3304/mo

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City	Sr. Treatment Plant Operator	Treatment Plant Operator	Meter Reader	Laborer	Park Board Member	Park Supt.	Park Clerk	Recreation Director
Beulah	\$4101/mo	\$3175/mo		\$2638/mo				
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								
Burlington			\$100/mo					
Cando		\$3587/mo						
Carrington	\$4573/mo	\$2954-\$3661						
Cavalier	\$3607/mo							\$3003/mo
Devils Lake								
Garrison			\$2560/mo	\$1540/mo				
Grafton	\$4498/mo	\$3668-\$3864		\$2680/mo				
Harvey	\$3295/mo			\$2205-2364				
Hazen	\$3827/mo	\$3782/mo		\$1920/mo	volunteer	\$4053/mo		\$3237/mo
Hettinger	co. contract				\$25/mo	\$625/mo		\$625/mo
Hillsboro		\$3138/mo		\$3138/mo				
Jamestown	\$3034-4394	\$2712-3928		\$1981-2869				
Langdon	\$3735/mo	\$3141/mo						
Larimore		\$3070/mo			\$60/mo		\$275/mo	
Mandan	\$4874/mo	\$4005/mo	\$3468/mo					
Mayville	\$21.61/hr	\$18.88/hr		\$9.53/hr				
Minot	\$5132/mo	\$3633/mo	\$2837/mo	\$3458/mo				\$7619/mo
New Rockford		\$2481/mo		\$2458/mo	\$20/mo	\$2000/mo	\$240/mo	
Oakes		\$3323/mo					\$333/mo	
Park River	\$3563/mo	\$2735/mo						\$2510/mo
Rolla								
Rugby	\$4180/mo	\$3400/mo						\$1700/mo,4mo
Stanley								
Surrey				\$16/hr	\$25/mo			
Tioga	\$4166/mo	\$3750/mo						
Washburn								
West Fargo								
Williston	\$4785/mo	\$3304/mo						

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City	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
Beulah	5 days	15 days	30 days	12 days	90 days			pension
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	1.5/4 yrs	10 days	12 days	60 days	none	no	NDPERS
Burlington	15 days	5 days		12 days				NDPERS
Cando	5 days	25 days		12 days	60 days			Sep
Carrington	16 days	13 days	20 days	7 days	60 days	none		NDPERS
Cavalier	6 days	15 days	10 days	12 days		no payout	yes	NDPERS
Devils Lake	12 days	12 days	30 days	12 days	unlimited	25%		NDPERS & 457
Garrison	12 days	varies	12 days	12 days			no	simple IRA
Graftpm	11 days	10 days	current year's	12 days	unlimited	10% upon ret.	no	NDPERS
Harvey	12 days	3-9 days	5 days	12 days	48 days	10% after 10 y	yes	NDPERS
Hazen	10 days	10 days	20 days	12 days	unlimited	25%	no	457B
Hettinger								
Hillsboro	12 days	12 days	15 days	12 days	180 days	10%		401k
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	120 days	60 days/retire	yes	Def. Contrib.
Mayville	11.5 days	5 days	8 days	12 days	40 days	no	no	Private
Minot	12 days		30 days	12 days	unlimited	none	no	Def.Ben/Cont.
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 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
Stanley	12 days	9 days	12 days	12 days	90 days		yes	NDPERS
Surrey	10 days	5 days	5 days	6.5 days	30 days	none	yes	NDPERS
Tioga	10 days	2 days	5 days		100 hrs	upon term.	yes	401k
Washburn	12 days	12 days	20 days	12 days	60 days			
West Fargo	2hrs/pay per.		30 days	15 days	120 days	50% after 10yr	yes	NDPERS
Williston	12 days	9 days	30 days	12 days	60 days	50% at term.	no	NDPERS

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City	Defined benef. or contribution to retirement	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
Beulah		8.00%	0%	NDPERS	90%	10%	8	state rate
Bismarck	contribution	10.40%	5%	BCBS	100%		10	IRS rate
Bottineau	contribution	4%	4%	BCBS	80%	20%	12	state rate
Bowman	benefit	14.26%	1%	NDPERS	100%		12	state rate
Burlington	benefit	13.26%		NDPERS/BCBS	100% single		11	state rate
Cando				none			8	56 cents
Carrington		9.26%	6%	NDPERS/BCBS	77-100%	23%	6	state rate
Cavalier	benefit	15.26%	none	NDPERS	85%	15%	11	IRS rate
Devils Lake	both	9.07%		self funded	80%	20%	10.50	state rate
Garrison		8.00%	3%	BCBS	80%	20%	10	state rate
Grafton	benefit	11.56%	4%	NDPERS	100%		9.5	IRS rate
Harvey	benefit	13.26%		BCBS	cap of \$883.96		10	56.5 cents
Hazen	contribution	7.00%		BCBS	100%	0%	10	57.5 cents
Hettinger								
Hillsboro		8%	0%	NDPERS	100% single	family	12	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								
Mandan	contribution	8%	2%	NDPERS	100% after 7 yr		10.5	IRS rate
Mayville		7%	4 to 10%	NDPERS/BCBS	100% single	59% family	11	federal rate
Minot	both	25.74%	14.74%	BCBS	90%, 65%, 75%	10%, 35%, 25%	8	57.5 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		12.26%	3%	BCBS	100%sgl,69fam	31% family	10	57.5 cents
Rolla	benefit	10.26%	5%	NDPERS	90%	10%	9	state rate
Rugby	benefit	9.26%	6%	NDPERS	75-100%	0-25%	12	state rate
Stanley		12.26%	3%	NDPERS	100%sgl,\$1k-fm	over \$1k family	11	57.5 cents
Surrey	contribution	11.26%	4%	BCBS	100%sgl,70fmly	30% family	9	state rate
Tioga		9%	7%	NDPERS	100%	0%	10	57 cents
Washburn		6.12%		BCBS	100%	0%	12	state rate
West Fargo	benefit	15.26%	0%	BCBS, HDHP	87.5%sgl,75fam	12.5%sgl,25fam	9	56.5 cents
Williston	benefit	9.14%	6.12%	NDPERS	80%	20%	11	57.5 cents

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City	Police Dept. Employees	Fire Dept. Employees	Public Works Employees	Admin/Other Employees	Part-Time	Seasonal	TOTAL City Employees
Beulah	6		11	5	6	4	32
Bismarck	128	86	145	407			766
Bottineau	contract	volunteer	9	3			12
Bowman	4	volunteer	5	1	2	6	18
Burlington	3	volunteer	2	2	1	1	9
Cando	3		3	1	1		8
Carrington	5	volunteer	5	3	7	4	24
Cavalier	4	volunteer	9	4	4	4	25
Devils Lake	18	6	22	12	4	13	75
Garrison	contract	volunteer	4	1	2	1	8
Grafton	8	volunteer	13	10	1	5	37
Harvey	4	volunteer	6	5	1	1	17
Hazen	4	volunteer	8	3	2	5	22
Hettinger	contract		contract	contract			contract
Hillsboro	2	volunteer	5	2		13	22
Jamestown	33	5	55	19	11	15	138
Langdon	contract	volunteer	4	8			12
Larimore							
Mandan	32	14	24	53	11	6	140
Mayville		55 volunteer	4	4	1	1	10
Minot	104	52	78	77	69		380
New Rockford		volunteer	3	1	2	1	7
Oakes	3	volunteer	4	2	2		11
Park River		volunteer	6	4	1	2	13
Rolla	4		3	2	8	2	19
Rugby	5	volunteer	6	3	1	17	32
Stanley	6		4	5	6	1	22
Surrey	3		2	3	7		15
Tioga	12		7	5			24
Washburn			3	2	1	2	8
West Fargo	58		62	25	13	17	175
Williston	44	32	93	75			244