

2026 Burleigh County Pay Grade and Pay Step Structure

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Midpoint Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Maximum Step 20
1	\$15.93	\$16.34	\$16.77	\$17.22	\$17.68	\$18.19	\$18.73	\$19.28	\$19.90	\$20.51	\$21.13	\$21.78	\$22.42	\$23.05	\$23.68	\$24.33	\$24.97	\$25.62	\$26.28	\$26.93
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
2	\$17.52	\$17.97	\$18.43	\$18.92	\$19.44	\$20.00	\$20.59	\$21.20	\$21.86	\$22.53	\$23.21	\$23.92	\$24.62	\$25.33	\$26.02	\$26.72	\$27.43	\$28.14	\$28.86	\$29.58
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
3	\$19.27	\$19.76	\$20.27	\$20.81	\$21.38	\$21.99	\$22.63	\$23.30	\$24.03	\$24.78	\$25.53	\$26.30	\$27.07	\$27.85	\$28.61	\$29.39	\$30.16	\$30.95	\$31.73	\$32.53
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
4	\$21.62	\$21.74	\$22.31	\$22.90	\$23.52	\$24.20	\$24.91	\$25.67	\$26.46	\$27.28	\$28.11	\$28.96	\$29.80	\$30.66	\$31.50	\$32.35	\$33.21	\$34.07	\$34.95	\$35.81
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
5	\$23.32	\$23.92	\$24.55	\$25.19	\$25.88	\$26.60	\$27.40	\$28.22	\$29.08	\$29.99	\$30.90	\$31.82	\$32.76	\$33.70	\$34.63	\$35.56	\$36.51	\$37.45	\$38.40	\$39.37
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
6	\$25.18	\$25.83	\$26.50	\$27.20	\$27.95	\$28.73	\$29.58	\$30.48	\$31.42	\$32.39	\$33.37	\$34.37	\$35.39	\$36.39	\$37.40	\$38.41	\$39.42	\$40.45	\$41.48	\$42.53
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
7	\$27.20	\$27.90	\$28.62	\$29.38	\$30.19	\$31.04	\$31.96	\$32.90	\$33.92	\$34.97	\$36.04	\$37.12	\$38.21	\$39.30	\$40.38	\$41.47	\$42.58	\$43.68	\$44.79	\$45.91
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
8	\$29.38	\$30.12	\$30.91	\$31.73	\$32.61	\$33.53	\$34.52	\$35.56	\$36.66	\$37.79	\$38.94	\$40.11	\$41.30	\$42.47	\$43.64	\$44.82	\$46.00	\$47.21	\$48.41	\$49.61
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
9	\$31.14	\$31.94	\$32.76	\$33.63	\$34.56	\$35.55	\$36.58	\$37.68	\$38.85	\$40.06	\$41.28	\$42.52	\$43.78	\$45.02	\$46.26	\$47.51	\$48.77	\$50.03	\$51.32	\$52.59
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
10	\$33.01	\$33.85	\$34.73	\$35.65	\$36.64	\$37.66	\$38.78	\$39.95	\$41.18	\$42.46	\$43.75	\$45.06	\$46.39	\$47.72	\$49.01	\$50.34	\$51.67	\$53.02	\$54.37	\$55.72
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
11	\$34.99	\$35.88	\$36.81	\$37.80	\$38.84	\$39.93	\$41.12	\$42.34	\$43.66	\$45.00	\$46.38	\$47.77	\$49.17	\$50.58	\$51.97	\$53.37	\$54.78	\$56.21	\$57.65	\$59.09
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
12	\$37.09	\$38.04	\$39.03	\$40.06	\$41.16	\$42.33	\$43.56	\$44.89	\$46.28	\$47.72	\$49.17	\$50.64	\$52.14	\$53.62	\$55.10	\$56.59	\$58.09	\$59.60	\$61.12	\$62.65
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
13	\$38.94	\$39.93	\$40.97	\$42.05	\$43.21	\$44.44	\$45.75	\$47.12	\$48.58	\$50.09	\$51.62	\$53.17	\$54.73	\$56.29	\$57.84	\$59.40	\$60.98	\$62.57	\$64.16	\$65.77
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
14	\$40.89	\$41.93	\$43.02	\$44.17	\$45.37	\$46.67	\$48.05	\$49.47	\$51.02	\$52.60	\$54.20	\$55.82	\$57.48	\$59.11	\$60.74	\$62.38	\$64.04	\$65.70	\$67.37	\$69.05
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
15	\$42.93	\$44.02	\$45.18	\$46.37	\$47.65	\$49.00	\$50.43	\$51.92	\$53.58	\$55.24	\$56.93	\$58.63	\$60.36	\$62.08	\$63.79	\$65.51	\$67.25	\$68.99	\$70.76	\$72.52
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
16	\$45.08	\$46.23	\$47.43	\$48.68	\$50.02	\$51.45	\$52.97	\$54.55	\$56.23	\$57.98	\$59.75	\$61.54	\$63.35	\$65.16	\$66.95	\$68.76	\$70.58	\$72.42	\$74.27	\$76.12
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
17	\$47.34	\$48.54	\$49.81	\$51.12	\$52.52	\$54.03	\$55.62	\$57.28	\$59.06	\$60.89	\$62.75	\$64.63	\$66.53	\$68.43	\$70.32	\$72.22	\$74.12	\$76.05	\$77.99	\$79.95
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
18	\$49.70	\$50.98	\$52.31	\$53.69	\$55.14	\$56.71	\$58.41	\$61.15	\$62.03	\$63.94	\$65.89	\$67.87	\$69.88	\$71.87	\$73.85	\$75.84	\$77.85	\$78.87	\$81.90	\$83.96
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
19	\$52.18	\$53.52	\$54.91	\$56.37	\$57.91	\$59.56	\$61.31	\$63.17	\$65.12	\$67.13	\$69.18	\$71.26	\$73.36	\$75.42	\$77.52	\$79.61	\$81.72	\$83.84	\$85.99	\$88.14
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
20	\$54.79	\$56.19	\$57.65	\$59.19	\$60.80	\$62.54	\$64.37	\$66.30	\$68.35	\$70.47	\$72.62	\$74.81	\$77.01	\$79.20	\$81.39	\$83.58	\$85.79	\$88.03	\$90.27	\$92.52
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
21	\$57.54	\$59.00	\$60.54	\$62.14	\$62.86	\$65.66	\$67.60	\$69.63	\$71.78	\$74.01	\$76.27	\$78.55	\$80.87	\$83.17	\$85.47	\$87.77	\$90.10	\$92.44	\$94.80	\$97.17
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%		3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%

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Grade	Step1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Midpoint Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Maximum Step 20
1	33,134.40	33,987.20	34,881.60	35,817.60	36,774.40	37,835.20	38,958.40	40,102.40	41,392.00	42,660.80	43,950.40	45,302.40	46,633.60	47,944.00	49,254.40	50,606.40	51,937.60	53,289.60	54,662.40	56,014.40
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
2	36,441.60	37,377.60	38,334.40	39,353.60	40,435.20	41,600.00	42,827.20	44,096.00	45,468.80	46,862.40	48,276.80	49,753.60	51,209.60	52,686.40	54,121.60	55,577.60	57,054.40	58,531.20	60,028.80	61,526.40
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
3	40,081.60	41,100.80	42,161.60	43,284.80	44,470.40	45,739.20	47,070.40	48,464.00	49,982.40	51,542.40	53,102.40	54,704.00	56,305.60	57,928.00	59,508.80	61,131.20	62,732.80	64,376.00	65,998.40	67,662.40
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
4	44,969.60	45,219.20	46,404.80	47,632.00	48,921.60	50,336.00	51,812.80	53,393.60	55,036.80	56,742.40	58,468.80	60,236.80	61,984.00	63,772.80	65,520.00	67,288.00	69,076.80	70,865.60	72,696.00	74,484.80
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
5	48,505.60	49,753.60	51,064.00	52,395.20	53,830.40	55,328.00	56,992.00	58,697.60	60,486.40	62,379.20	64,272.00	66,185.60	68,140.80	70,096.00	72,030.40	73,964.80	75,940.80	77,896.00	79,872.00	81,889.60
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
6	52,374.40	53,726.40	55,120.00	56,576.00	58,136.00	59,758.40	61,526.40	63,398.40	65,353.60	67,371.20	69,409.60	71,489.60	73,611.20	75,691.20	77,792.00	79,892.80	81,993.60	84,136.00	86,278.40	88,462.40
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
7	56,576.00	58,032.00	59,529.60	61,110.40	62,795.20	64,563.20	66,476.80	68,432.00	70,553.60	72,737.60	74,963.20	77,209.60	79,476.80	81,744.00	83,990.40	86,257.60	88,566.40	90,854.40	93,163.20	95,492.80
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
8	61,110.40	62,649.60	64,292.80	65,998.40	67,828.80	69,742.40	71,801.60	73,964.80	76,252.80	78,603.20	80,995.20	83,428.80	85,904.00	88,337.60	90,771.20	93,225.60	95,680.00	98,196.80	100,692.80	103,188.80
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
9	64,771.20	66,435.20	68,140.80	69,950.40	71,884.80	73,944.00	76,086.40	78,374.40	80,808.00	83,324.80	85,862.40	88,441.60	91,062.40	93,641.60	96,220.80	98,820.80	101,441.60	104,062.40	106,745.60	109,387.20
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
10	68,660.80	70,408.00	72,238.40	74,152.00	76,211.20	78,332.80	80,662.40	83,096.00	85,654.40	88,316.80	91,000.00	93,724.80	96,491.20	99,257.60	101,940.80	104,707.20	107,473.60	110,281.60	113,089.60	115,897.60
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
11	72,779.20	74,630.40	76,564.80	78,624.00	80,787.20	83,054.40	85,529.60	88,067.20	90,812.80	93,600.00	96,470.40	99,361.60	102,273.60	105,206.40	108,097.60	111,009.60	113,942.40	116,916.80	119,912.00	122,907.20
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
12	77,147.20	79,123.20	81,182.40	83,324.80	85,612.80	88,046.40	90,604.80	93,371.20	96,262.40	99,257.60	102,273.60	105,331.20	108,451.20	111,529.60	114,608.00	117,707.20	120,827.20	123,968.00	127,129.60	130,312.00
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
13	80,995.20	83,054.40	85,217.60	87,464.00	89,876.80	92,435.20	95,160.00	98,009.60	101,046.40	104,187.20	107,369.60	110,593.60	113,838.40	117,083.20	120,307.20	123,552.00	126,838.40	130,145.60	133,452.80	136,801.60
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
14	85,051.20	87,214.40	89,481.60	91,873.60	94,369.60	97,073.60	99,944.00	102,897.60	106,121.60	109,408.00	112,736.00	116,105.60	119,558.40	122,948.80	126,339.20	129,750.40	133,203.20	136,656.00	140,129.60	143,624.00
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
15	89,294.40	91,561.60	93,974.40	96,449.60	99,112.00	101,920.00	104,894.40	107,993.60	111,446.40	114,899.20	118,414.40	121,950.40	125,548.80	129,126.40	132,683.20	136,260.80	139,880.00	143,499.20	147,180.80	150,841.60
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
16	93,766.40	96,158.40	98,654.40	101,254.40	104,041.60	107,016.00	110,177.60	113,464.00	116,958.40	120,598.40	124,280.00	128,003.20	131,768.00	135,532.80	139,256.00	143,020.80	146,806.40	150,633.60	154,481.60	158,329.60
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
17	98,467.20	100,963.20	103,604.80	106,329.60	109,241.60	112,382.40	115,689.60	119,142.40	122,844.80	126,651.20	130,520.00	134,430.40	138,382.40	142,334.40	146,265.60	150,217.60	154,169.60	158,184.00	162,219.20	166,296.00
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
18	103,376.00	106,038.40	108,804.80	111,675.20	114,691.20	117,956.80	121,492.80	127,192.00	129,022.40	132,995.20	137,051.20	141,169.60	145,350.40	149,489.60	153,608.00	157,747.20	161,928.00	164,049.60	170,352.00	174,636.80
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
19	108,534.40	111,321.60	114,212.80	117,249.60	120,452.80	123,884.80	127,524.80	131,393.60	135,449.60	139,630.40	143,894.40	148,220.80	152,588.80	156,873.60	161,241.60	165,588.80	169,977.60	174,397.02	178,859.20	183,331.20
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
20	113,963.20	116,875.20	119,912.00	123,115.20	126,464.00	130,083.20	133,889.60	137,904.00	142,168.00	146,577.60	151,049.60	155,604.80	160,180.80	164,736.00	169,291.20	173,846.40	178,443.20	183,102.40	187,761.60	192,441.60
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%
21	119,683.20	122,720.00	125,923.20	129,251.20	130,748.80	136,572.80	140,608.00	144,830.40	149,302.40	153,940.80	158,641.60	163,384.00	168,209.60	172,993.60	177,777.60	182,561.60	187,408.00	192,275.20	197,184.00	202,113.60
% between step	2.50%	2.55%	2.60%	2.65%	2.70%	2.75%	2.85%	2.95%	3.00%	3.10%	3.05%	3.00%	2.95%	2.85%	2.75%	2.70%	2.65%	2.60%	2.55%	2.50%