

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<br>Step 10 | Step 11 | Step 12 | Step 13 | Step 14 | Step 15 | Step 16 | Step 17 | Step 18 | Step 19 | Maximum Step<br>20 |
|----------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--------------------|
| 1              | \$15.93 | \$16.34 | \$16.76 | \$17.21 | \$17.67 | \$18.18 | \$18.72 | \$19.27 | \$19.89 | \$20.50             | \$21.13 | \$21.76 | \$22.40 | \$23.04 | \$23.68 | \$24.32 | \$24.96 | \$25.61 | \$26.26 | \$26.92            |
| % 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              | \$17.53 | \$17.97 | \$18.44 | \$18.93 | \$19.44 | \$19.97 | \$20.54 | \$21.15 | \$21.78 | \$22.46             | \$23.14 | \$23.84 | \$24.54 | \$25.24 | \$25.94 | \$26.64 | \$27.34 | \$28.05 | \$28.77 | \$29.49            |
| % 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              | \$19.28 | \$19.77 | \$20.28 | \$20.82 | \$21.38 | \$21.97 | \$22.60 | \$23.26 | \$23.96 | \$24.71             | \$25.46 | \$26.22 | \$27.00 | \$27.77 | \$28.53 | \$29.30 | \$30.08 | \$30.86 | \$31.64 | \$32.44            |
| % 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              | \$21.21 | \$21.75 | \$22.31 | \$22.90 | \$23.52 | \$24.17 | \$24.86 | \$25.59 | \$26.36 | \$27.18             | \$28.00 | \$28.84 | \$29.70 | \$30.54 | \$31.38 | \$32.23 | \$33.08 | \$33.94 | \$34.81 | \$35.68            |
| % 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              | \$23.33 | \$23.92 | \$24.54 | \$25.19 | \$25.87 | \$26.59 | \$27.34 | \$28.15 | \$28.99 | \$29.89             | \$30.80 | \$31.73 | \$32.67 | \$33.60 | \$34.52 | \$35.45 | \$36.39 | \$37.34 | \$38.29 | \$39.25            |
| % 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              | \$25.19 | \$25.84 | \$26.51 | \$27.21 | \$27.94 | \$28.71 | \$29.53 | \$30.40 | \$31.31 | \$32.28             | \$33.27 | \$34.27 | \$35.28 | \$36.28 | \$37.28 | \$38.29 | \$39.30 | \$40.32 | \$41.35 | \$42.39            |
| % 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              | \$27.21 | \$27.90 | \$28.63 | \$29.39 | \$30.18 | \$31.01 | \$31.89 | \$32.83 | \$33.82 | \$34.87             | \$35.93 | \$37.01 | \$38.10 | \$39.19 | \$40.26 | \$41.35 | \$42.45 | \$43.55 | \$44.66 | \$45.78            |
| % 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 | \$30.13 | \$30.92 | \$31.74 | \$32.59 | \$33.49 | \$34.44 | \$35.46 | \$36.52 | \$37.66             | \$38.81 | \$39.97 | \$41.15 | \$42.32 | \$43.49 | \$44.66 | \$45.84 | \$47.03 | \$48.23 | \$49.44            |
| % 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              | \$31.15 | \$31.94 | \$32.77 | \$33.64 | \$34.55 | \$35.50 | \$36.51 | \$37.59 | \$38.72 | \$39.92             | \$41.13 | \$42.37 | \$43.62 | \$44.86 | \$46.09 | \$47.34 | \$48.59 | \$49.86 | \$51.13 | \$52.41            |
| % 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             | \$33.02 | \$33.86 | \$34.74 | \$35.66 | \$36.62 | \$37.63 | \$38.70 | \$39.84 | \$41.04 | \$42.31             | \$43.60 | \$44.91 | \$46.23 | \$47.55 | \$48.86 | \$50.18 | \$51.51 | \$52.85 | \$54.20 | \$55.55            |
| % 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             | \$35.00 | \$35.89 | \$36.82 | \$37.80 | \$38.82 | \$39.89 | \$41.02 | \$42.23 | \$43.50 | \$44.85             | \$46.22 | \$47.60 | \$49.01 | \$50.41 | \$51.79 | \$53.19 | \$54.60 | \$56.02 | \$57.45 | \$58.88            |
| % 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             | \$37.10 | \$38.04 | \$39.03 | \$40.07 | \$41.15 | \$42.28 | \$43.49 | \$44.77 | \$46.11 | \$47.54             | \$48.99 | \$50.46 | \$51.95 | \$53.43 | \$54.90 | \$56.38 | \$57.88 | \$59.38 | \$60.89 | \$62.42            |
| % 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             | \$38.95 | \$39.95 | \$40.98 | \$42.07 | \$43.21 | \$44.39 | \$45.66 | \$47.01 | \$48.42 | \$49.92             | \$51.44 | \$52.98 | \$54.55 | \$56.10 | \$57.64 | \$59.20 | \$60.77 | \$62.35 | \$63.94 | \$65.54            |
| % 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             | \$40.90 | \$41.94 | \$43.03 | \$44.17 | \$45.37 | \$46.61 | \$47.94 | \$49.36 | \$50.84 | \$52.41             | \$54.01 | \$55.63 | \$57.27 | \$58.91 | \$60.53 | \$62.16 | \$63.81 | \$65.47 | \$67.14 | \$68.81            |
| % 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%              |
| 15             | \$42.95 | \$44.04 | \$45.19 | \$46.38 | \$47.64 | \$48.95 | \$50.34 | \$51.83 | \$53.38 | \$55.03             | \$56.71 | \$58.41 | \$60.14 | \$61.85 | \$63.55 | \$65.27 | \$67.00 | \$68.74 | \$70.49 | \$72.26            |
| % 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             | \$45.09 | \$46.24 | \$47.44 | \$48.70 | \$50.02 | \$51.39 | \$52.86 | \$54.42 | \$56.05 | \$57.79             | \$59.55 | \$61.34 | \$63.14 | \$64.94 | \$66.73 | \$68.53 | \$70.35 | \$72.18 | \$74.02 | \$75.87            |
| % 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             | \$47.35 | \$48.55 | \$49.82 | \$51.14 | \$52.52 | \$53.96 | \$55.50 | \$57.14 | \$58.85 | \$60.68             | \$62.53 | \$64.40 | \$66.30 | \$68.19 | \$70.07 | \$71.96 | \$73.87 | \$75.79 | \$77.72 | \$79.66            |
| % 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             | \$49.71 | \$50.98 | \$52.31 | \$53.69 | \$55.14 | \$56.66 | \$58.27 | \$59.99 | \$61.79 | \$63.71             | \$65.65 | \$67.62 | \$69.62 | \$71.60 | \$73.57 | \$75.56 | \$77.56 | \$79.58 | \$81.60 | \$83.64            |
| % 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             | \$52.20 | \$53.53 | \$54.92 | \$56.38 | \$57.90 | \$59.49 | \$61.19 | \$62.99 | \$64.88 | \$66.89             | \$68.94 | \$71.00 | \$73.10 | \$75.18 | \$77.25 | \$79.33 | \$81.44 | \$83.55 | \$85.68 | \$87.83            |
| % 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             | \$54.81 | \$56.21 | \$57.67 | \$59.20 | \$60.80 | \$62.47 | \$64.25 | \$66.14 | \$68.13 | \$70.24             | \$72.38 | \$74.55 | \$76.75 | \$78.94 | \$81.11 | \$83.30 | \$85.51 | \$87.73 | \$89.97 | \$92.22            |
| % 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             | \$57.55 | \$59.02 | \$60.55 | \$62.16 | \$63.84 | \$65.59 | \$67.46 | \$69.45 | \$71.53 | \$73.75             | \$76.00 | \$78.28 | \$80.59 | \$82.89 | \$85.17 | \$87.47 | \$89.78 | \$92.12 | \$94.47 | \$96.83            |
| % 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%              |