

2018
City of Fargo
Pay Ranges

Grade	Point Min	Point Max		A Step 1	B Step 2	C Step 3	D Step 4	E Step 5	F Step 6	G Step 7	H Step 8	I Step 9	J Step 10	K Step 11	Approx. Step Value
1	125	133	Hourly	\$10.95	\$11.27	\$11.59	\$11.92	\$12.26	\$12.59	\$12.91	\$13.23	\$13.58	\$13.89	\$14.22	\$0.32
			Bi-weekly	876	902	927	954	981	1007	1033	1058	1086	1111	1138	
			Monthly	1,898	1,953	2,009	2,066	2,125	2,182	2,238	2,293	2,354	2,408	2,465	
			Annual	22,776	23,442	24,107	24,794	25,501	26,187	26,853	27,518	28,246	28,891	29,578	
2	134	143	Hourly	\$11.82	\$12.16	\$12.53	\$12.89	\$13.23	\$13.60	\$13.93	\$14.31	\$14.66	\$14.99	\$15.36	\$0.34
			Bi-weekly	946	973	1,002	1,031	1,058	1,088	1,114	1,145	1,173	1,199	1,229	
			Monthly	2,049	2,108	2,172	2,234	2,293	2,357	2,415	2,480	2,541	2,598	2,662	
			Annual	24,586	25,293	26,062	26,811	27,518	28,288	28,974	29,765	30,493	31,179	31,949	
3	144	154	Hourly	\$12.76	\$13.15	\$13.54	\$13.90	\$14.29	\$14.68	\$15.06	\$15.44	\$15.82	\$16.21	\$16.59	\$0.37
			Bi-weekly	1,021	1,052	1,083	1,112	1,143	1,174	1,205	1,235	1,266	1,297	1,327	
			Monthly	2,212	2,279	2,347	2,409	2,477	2,545	2,610	2,676	2,742	2,810	2,876	
			Annual	26,541	27,352	28,163	28,912	29,723	30,534	31,325	32,115	32,906	33,717	34,507	
4	155	166	Hourly	\$13.79	\$14.20	\$14.62	\$15.00	\$15.44	\$15.84	\$16.27	\$16.67	\$17.10	\$17.50	\$17.91	\$0.40
			Bi-weekly	1,103	1,136	1,170	1,200	1,235	1,267	1,302	1,334	1,368	1,400	1,433	
			Monthly	2,390	2,461	2,534	2,600	2,676	2,746	2,820	2,889	2,964	3,033	3,104	
			Annual	28,683	29,536	30,410	31,200	32,115	32,947	33,842	34,674	35,568	36,400	37,253	
5	167	178	Hourly	\$14.88	\$15.33	\$15.78	\$16.23	\$16.66	\$17.12	\$17.55	\$18.02	\$18.45	\$18.91	\$19.35	\$0.43
			Bi-weekly	1,190	1,226	1,262	1,298	1,333	1,370	1,404	1,442	1,476	1,513	1,548	
			Monthly	2,579	2,657	2,735	2,813	2,888	2,967	3,042	3,123	3,198	3,278	3,354	
			Annual	30,950	31,886	32,822	33,758	34,653	35,610	36,504	37,482	38,376	39,333	40,248	
6	179	192	Hourly	\$16.08	\$16.55	\$17.03	\$17.52	\$18.01	\$18.49	\$18.97	\$19.46	\$19.93	\$20.41	\$20.89	\$0.47
			Bi-weekly	1,286	1,324	1,362	1,402	1,441	1,479	1,518	1,557	1,594	1,633	1,671	
			Monthly	2,787	2,869	2,952	3,037	3,122	3,205	3,288	3,373	3,455	3,538	3,621	
			Annual	33,446	34,424	35,422	36,442	37,461	38,459	39,458	40,477	41,454	42,453	43,451	
7	193	206	Hourly	\$17.36	\$17.88	\$18.40	\$18.93	\$19.44	\$19.96	\$20.49	\$21.00	\$21.53	\$22.05	\$22.56	\$0.51
			Bi-weekly	1,389	1,430	1,472	1,514	1,555	1,597	1,639	1,680	1,722	1,764	1,805	
			Monthly	3,009	3,099	3,189	3,281	3,370	3,460	3,552	3,640	3,732	3,822	3,910	
			Annual	36,109	37,190	38,272	39,374	40,435	41,517	42,619	43,680	44,782	45,864	46,925	
8	207	222	Hourly	\$18.75	\$19.31	\$19.87	\$20.44	\$21.00	\$21.56	\$22.13	\$22.70	\$23.26	\$23.82	\$24.39	\$0.55
			Bi-weekly	1,500	1,545	1,590	1,635	1,680	1,725	1,770	1,816	1,861	1,906	1,951	
			Monthly	3,250	3,347	3,444	3,543	3,640	3,737	3,836	3,935	4,032	4,129	4,228	
			Annual	39,000	40,165	41,330	42,515	43,680	44,845	46,030	47,216	48,381	49,546	50,731	
9	223	239	Hourly	\$20.26	\$20.85	\$21.46	\$22.08	\$22.68	\$23.30	\$23.91	\$24.51	\$25.10	\$25.70	\$26.34	\$0.59
			Bi-weekly	1,621	1,668	1,717	1,766	1,814	1,864	1,913	1,961	2,008	2,056	2,107	
			Monthly	3,512	3,614	3,720	3,827	3,931	4,039	4,144	4,248	4,351	4,455	4,566	
			Annual	42,141	43,368	44,637	45,926	47,174	48,464	49,733	50,981	52,208	53,456	54,787	
10	240	257	Hourly	\$21.86	\$22.52	\$23.18	\$23.86	\$24.50	\$25.14	\$25.81	\$26.46	\$27.13	\$27.77	\$28.44	\$0.64
			Bi-weekly	1,749	1,802	1,854	1,909	1,960	2,011	2,065	2,117	2,170	2,222	2,275	
			Monthly	3,789	3,903	4,018	4,136	4,247	4,358	4,474	4,586	4,703	4,813	4,930	
			Annual	45,469	46,842	48,214	49,629	50,960	52,291	53,685	55,037	56,430	57,762	59,155	

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11	258	276	Hourly	\$23.59	\$24.34	\$25.04	\$25.76	\$26.45	\$27.17	\$27.88	\$28.58	\$29.27	\$30.02	\$30.71	\$0.69
			Bi-weekly	1,887	1,947	2,003	2,061	2,116	2,174	2,230	2,286	2,342	2,402	2,457	
			Monthly	4,089	4,219	4,340	4,465	4,585	4,709	4,833	4,954	5,073	5,203	5,323	
			Annual	49,067	50,627	52,083	53,581	55,016	56,514	57,990	59,446	60,882	62,442	63,877	
12	277	297	Hourly	\$25.52	\$26.29	\$27.02	\$27.81	\$28.57	\$29.33	\$30.11	\$30.86	\$31.64	\$32.40	\$33.17	\$0.75
			Bi-weekly	2,042	2,103	2,162	2,225	2,286	2,346	2,409	2,469	2,531	2,592	2,654	
			Monthly	4,423	4,557	4,683	4,820	4,952	5,084	5,219	5,349	5,484	5,616	5,749	
			Annual	53,082	54,683	56,202	57,845	59,426	61,006	62,629	64,189	65,811	67,392	68,994	
13	298	319	Hourly	\$27.54	\$28.40	\$29.19	\$30.05	\$30.84	\$31.70	\$32.50	\$33.34	\$34.16	\$35.00	\$35.82	\$0.81
			Bi-weekly	2,203	2,272	2,335	2,404	2,467	2,536	2,600	2,667	2,733	2,800	2,866	
			Monthly	4,774	4,923	5,060	5,209	5,346	5,495	5,633	5,779	5,921	6,067	6,209	
			Annual	57,283	59,072	60,715	62,504	64,147	65,936	67,600	69,347	71,053	72,800	74,506	
14	320	343	Hourly	\$29.74	\$30.66	\$31.54	\$32.43	\$33.33	\$34.21	\$35.12	\$36.00	\$36.90	\$37.79	\$38.68	\$0.87
			Bi-weekly	2,379	2,453	2,523	2,594	2,666	2,737	2,810	2,880	2,952	3,023	3,094	
			Monthly	5,155	5,314	5,467	5,621	5,777	5,930	6,087	6,240	6,396	6,550	6,705	
			Annual	61,859	63,773	65,603	67,454	69,326	71,157	73,050	74,880	76,752	78,603	80,454	
15	344	369	Hourly	\$32.13	\$33.10	\$34.06	\$35.03	\$35.99	\$36.95	\$37.92	\$38.88	\$39.85	\$40.80	\$41.78	\$0.94
			Bi-weekly	2,570	2,648	2,725	2,802	2,879	2,956	3,034	3,110	3,188	3,264	3,342	
			Monthly	5,569	5,737	5,904	6,072	6,238	6,405	6,573	6,739	6,907	7,072	7,242	
			Annual	66,830	68,848	70,845	72,862	74,859	76,856	78,874	80,870	82,888	84,864	86,902	
16	370	397	Hourly	\$34.70	\$35.75	\$36.79	\$37.83	\$38.87	\$39.90	\$40.96	\$42.00	\$43.03	\$44.06	\$45.11	\$1.02
			Bi-weekly	2,776	2,860	2,943	3,026	3,110	3,192	3,277	3,360	3,442	3,525	3,609	
			Monthly	6,015	6,197	6,377	6,557	6,737	6,916	7,100	7,280	7,459	7,637	7,819	
			Annual	72,176	74,360	76,523	78,686	80,850	82,992	85,197	87,360	89,502	91,645	93,829	
17	398	426	Hourly	\$37.49	\$38.61	\$39.73	\$40.87	\$41.99	\$43.11	\$44.23	\$45.37	\$46.48	\$47.61	\$48.73	\$1.10
			Bi-weekly	2,999	3,089	3,178	3,270	3,359	3,449	3,538	3,630	3,718	3,809	3,898	
			Monthly	6,498	6,692	6,887	7,084	7,278	7,472	7,667	7,864	8,057	8,252	8,447	
			Annual	77,979	80,309	82,638	85,010	87,339	89,669	91,998	94,370	96,678	99,029	101,358	
18	427	458	Hourly	\$40.47	\$41.71	\$42.90	\$44.13	\$45.34	\$46.56	\$47.77	\$48.98	\$50.20	\$51.42	\$52.61	\$1.19
			Bi-weekly	3,238	3,337	3,432	3,530	3,627	3,725	3,822	3,918	4,016	4,114	4,209	
			Monthly	7,015	7,230	7,436	7,649	7,859	8,070	8,280	8,490	8,701	8,913	9,119	
			Annual	84,178	86,757	89,232	91,790	94,307	96,845	99,362	101,878	104,416	106,954	109,429	
19	459	493	Hourly	\$43.72	\$45.03	\$46.34	\$47.65	\$48.96	\$50.28	\$51.57	\$52.92	\$54.20	\$55.52	\$56.83	\$1.28
			Bi-weekly	3,498	3,602	3,707	3,812	3,917	4,022	4,126	4,234	4,336	4,442	4,546	
			Monthly	7,578	7,805	8,032	8,259	8,486	8,715	8,939	9,173	9,395	9,623	9,851	
			Annual	90,938	93,662	96,387	99,112	101,837	104,582	107,266	110,074	112,736	115,482	118,206	
20	494	530	Hourly	\$46.68	\$48.07	\$49.48	\$50.87	\$52.29	\$53.66	\$55.09	\$56.48	\$57.87	\$59.27	\$60.68	\$1.37
			Bi-weekly	3,734	3,846	3,958	4,070	4,183	4,293	4,407	4,518	4,630	4,742	4,854	
			Monthly	8,091	8,332	8,577	8,817	9,064	9,301	9,549	9,790	10,031	10,273	10,518	
			Annual	97,094	99,986	102,918	105,810	108,763	111,613	114,587	117,478	120,370	123,282	126,214	

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21	531	570	Hourly	\$49.82	\$51.33	\$52.81	\$54.28	\$55.80	\$57.31	\$58.78	\$60.29	\$61.78	\$63.27	\$64.77	\$1.46
			Bi-weekly	3,986	4,106	4,225	4,342	4,464	4,585	4,702	4,823	4,942	5,062	5,182	
			Monthly	8,635	8,897	9,154	9,409	9,672	9,934	10,189	10,450	10,709	10,967	11,227	
			Annual	103,626	106,766	109,845	112,902	116,064	119,205	122,262	125,403	128,502	131,602	134,722	
22	571	613	Hourly	\$53.17	\$54.77	\$56.38	\$57.97	\$59.57	\$61.16	\$62.76	\$64.35	\$65.95	\$67.54	\$69.13	\$1.56
			Bi-weekly	4,254	4,382	4,510	4,638	4,766	4,893	5,021	5,148	5,276	5,403	5,530	
			Monthly	9,216	9,493	9,773	10,048	10,325	10,601	10,878	11,154	11,431	11,707	11,983	
			Annual	110,594	113,922	117,270	120,578	123,906	127,213	130,541	133,848	137,176	140,483	143,790	
23	614	659	Hourly	\$56.78	\$58.48	\$60.19	\$61.89	\$63.60	\$65.30	\$66.99	\$68.70	\$70.39	\$72.10	\$73.81	\$1.66
			Bi-weekly	4,542	4,678	4,815	4,951	5,088	5,224	5,359	5,496	5,631	5,768	5,905	
			Monthly	9,842	10,137	10,433	10,728	11,024	11,319	11,612	11,908	12,201	12,497	12,794	
			Annual	118,102	121,638	125,195	128,731	132,288	135,824	139,339	142,896	146,411	149,968	153,525	
24	660	708	Hourly	\$60.61	\$62.44	\$64.25	\$66.07	\$67.87	\$69.69	\$71.51	\$73.33	\$75.14	\$76.97	\$78.80	\$1.78
			Bi-weekly	4,849	4,995	5,140	5,286	5,430	5,575	5,721	5,866	6,011	6,158	6,304	
			Monthly	10,506	10,823	11,137	11,452	11,764	12,080	12,395	12,711	13,024	13,341	13,659	
			Annual	126,069	129,875	133,640	137,426	141,170	144,955	148,741	152,526	156,291	160,098	163,904	
25	709	761	Hourly	\$64.69	\$66.65	\$68.57	\$70.53	\$72.46	\$74.41	\$76.35	\$78.27	\$80.22	\$82.17	\$84.11	\$1.90
			Bi-weekly	5,175	5,332	5,486	5,642	5,797	5,953	6,108	6,262	6,418	6,574	6,729	
			Monthly	11,213	11,553	11,885	12,225	12,560	12,898	13,234	13,567	13,905	14,243	14,579	
			Annual	134,555	138,632	142,626	146,702	150,717	154,773	158,808	162,802	166,858	170,914	174,949	
26	762	+	Hourly	\$69.06	\$71.13	\$73.22	\$75.29	\$77.35	\$79.43	\$81.51	\$83.58	\$85.64	\$87.71	\$89.78	\$2.03
			Bi-weekly	5,525	5,690	5,858	6,023	6,188	6,354	6,521	6,686	6,851	7,017	7,182	
			Monthly	11,970	12,329	12,691	13,050	13,407	13,768	14,128	14,487	14,844	15,203	15,562	
			Annual	143,645	147,950	152,298	156,603	160,888	165,214	169,541	173,846	178,131	182,437	186,742	

