

**FY26 BOR NFE General
Salary Structure
Effective July 1, 2025**

Salary Grade	Pay Equivalent	Minimum	Mid-Point	Maximum
1	hourly	\$15.02	\$18.02	\$21.03
	monthly	\$2,603.13	\$3,123.75	\$3,644.38
	annual	\$31,238.00	\$37,485.00	\$43,733.00
2	hourly	\$16.52	\$19.82	\$23.13
	monthly	\$2,863.44	\$3,436.13	\$4,008.81
	annual	\$34,361.00	\$41,234.00	\$48,106.00
3	hourly	\$18.17	\$21.81	\$25.44
	monthly	\$3,149.78	\$3,779.74	\$4,409.69
	annual	\$37,797.00	\$45,357.00	\$52,916.00
4	hourly	\$19.99	\$23.99	\$27.98
	monthly	\$3,464.76	\$4,157.71	\$4,850.66
	annual	\$41,577.00	\$49,893.00	\$58,208.00
5	hourly	\$21.99	\$26.39	\$30.78
	monthly	\$3,811.24	\$4,573.48	\$5,335.73
	annual	\$45,735.00	\$54,882.00	\$64,029.00
6	hourly	\$24.19	\$29.02	\$33.86
	monthly	\$4,192.36	\$5,030.83	\$5,869.30
	annual	\$50,308.00	\$60,370.00	\$70,432.00
7	hourly	\$26.61	\$31.93	\$37.25
	monthly	\$4,611.59	\$5,533.91	\$6,456.23
	annual	\$55,339.00	\$66,407.00	\$77,475.00
8	hourly	\$29.27	\$35.12	\$40.97
	monthly	\$5,072.75	\$6,087.31	\$7,101.86
	annual	\$60,873.00	\$73,048.00	\$85,222.00
9	hourly	\$32.19	\$38.63	\$45.07
	monthly	\$5,580.03	\$6,696.04	\$7,812.04
	annual	\$66,960.00	\$80,352.00	\$93,745.00
10	hourly	\$35.41	\$42.49	\$49.58
	monthly	\$6,138.03	\$7,365.64	\$8,593.25
	annual	\$73,656.00	\$88,388.00	\$103,119.00
11	hourly	\$38.95	\$46.74	\$54.53
	monthly	\$6,751.84	\$8,102.20	\$9,452.57
	annual	\$81,022.00	\$97,226.00	\$113,431.00
12	hourly	\$42.85	\$51.42	\$59.99
	monthly	\$7,427.02	\$8,912.42	\$10,397.83
	annual	\$89,124.00	\$106,949.00	\$124,774.00
13	hourly	\$46.07	\$57.59	\$69.11
	monthly	\$7,985.53	\$9,981.91	\$11,978.30
	annual	\$95,826.00	\$119,783.00	\$143,740.00
14	hourly	\$51.60	\$64.50	\$77.40
	monthly	\$8,943.80	\$11,179.74	\$13,415.69
	annual	\$107,326.00	\$134,157.00	\$160,988.00

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Salary Grade	Pay Equivalent	Minimum	Mid-Point	Maximum
15	hourly	\$57.79	\$72.24	\$86.69
	monthly	\$10,017.05	\$12,521.31	\$15,025.58
	annual	\$120,205.00	\$150,256.00	\$180,307.00
16	hourly	\$64.73	\$80.91	\$97.09
	monthly	\$11,219.10	\$14,023.87	\$16,828.64
	annual	\$134,629.00	\$168,286.00	\$201,944.00
17	hourly	\$72.49	\$90.62	\$108.74
	monthly	\$12,565.39	\$15,706.74	\$18,848.08
	annual	\$150,785.00	\$188,481.00	\$226,177.00
18	hourly	\$80.16	\$104.21	\$128.26
	monthly	\$13,894.42	\$18,062.75	\$22,231.07
	annual	\$166,733.00	\$216,753.00	\$266,773.00
19	hourly	\$92.18	\$119.84	\$147.49
	monthly	\$15,978.58	\$20,772.16	\$25,565.73
	annual	\$191,743.00	\$249,266.00	\$306,789.00
20	hourly	\$106.01	\$137.82	\$169.62
	monthly	\$18,375.37	\$23,887.98	\$29,400.59
	annual	\$220,504.00	\$286,656.00	\$352,807.00
21	hourly	\$121.91	\$158.49	\$195.06
	monthly	\$21,131.68	\$27,471.18	\$33,810.68
	annual	\$253,580.00	\$329,654.00	\$405,728.00