

Compensation Rates

01/08/2026

Minimum and Maximums
for Each Grade

Salary Plan Code:

NU	NDEA Non-Union				Hourly Range		Annual Range	
	GRADE	11	HOURLY	ANNUAL	14.00	19.77	25,484.34	35,982.27
	STEP	10	19.77	35,982.26				
	STEP	9	18.93	34,460.56				
	STEP	8	18.15	33,036.61				
	STEP	7	17.40	31,674.96				
	STEP	6	16.75	30,486.31				
	STEP	5	16.13	29,347.85				
	STEP	4	15.52	28,250.91				
	STEP	3	14.90	27,111.57				
	STEP	2	14.44	26,284.54				
	STEP	1	14.00	25,484.34				
	GRADE	12	HOURLY	ANNUAL	14.94	21.55	27,189.43	39,229.83
	STEP	10	21.55	39,229.83				
	STEP	9	20.64	37,559.34				
	STEP	8	19.77	35,982.26				
	STEP	7	18.93	34,460.56				
	STEP	6	18.15	33,036.61				
	STEP	5	17.40	31,674.96				
	STEP	4	16.75	30,486.31				
	STEP	3	16.13	29,347.85				
	STEP	2	15.52	28,250.91				
	STEP	1	14.94	27,189.43				
	GRADE	13	HOURLY	ANNUAL	16.13	23.61	29,347.85	42,976.57
	STEP	10	23.61	42,976.56				
	STEP	9	22.55	41,040.48				
	STEP	8	21.55	39,229.83				
	STEP	7	20.64	37,559.34				
	STEP	6	19.77	35,982.26				
	STEP	5	18.93	34,460.56				
	STEP	4	18.15	33,036.61				
	STEP	3	17.40	31,674.96				
	STEP	2	16.75	30,486.31				
	STEP	1	16.13	29,347.85				
	GRADE	14	HOURLY	ANNUAL	17.40	25.83	31,674.96	47,007.04
	STEP	10	25.83	47,007.04				
	STEP	9	24.70	44,946.39				
	STEP	8	23.61	42,976.56				
	STEP	7	22.55	41,040.48				
	STEP	6	21.55	39,229.83				

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	STEP	5	20.64	37,559.34			
	STEP	4	19.77	35,982.26			
	STEP	3	18.93	34,460.56			
	STEP	2	18.15	33,036.61			
	STEP	1	17.40	31,674.96			
	GRADE 15		HOURLY	ANNUAL	18.93	28.06	34,460.56 51,063.48
	STEP	10	28.06	51,063.48			
	STEP	9	26.96	49,062.51			
	STEP	8	25.83	47,007.04			
	STEP	7	24.70	44,946.39			
	STEP	6	23.61	42,976.56			
	STEP	5	22.55	41,040.48			
	STEP	4	21.55	39,229.83			
	STEP	3	20.64	37,559.34			
	STEP	2	19.77	35,982.26			
	STEP	1	18.93	34,460.56			
	GRADE 16		HOURLY	ANNUAL	20.64	30.63	37,559.34 55,748.83
	STEP	10	30.63	55,748.83			
	STEP	9	29.29	53,314.45			
	STEP	8	28.06	51,063.48			
	STEP	7	26.96	49,062.51			
	STEP	6	25.83	47,007.04			
	STEP	5	24.70	44,946.39			
	STEP	4	23.61	42,976.56			
	STEP	3	22.55	41,040.48			
	STEP	2	21.55	39,229.83			
	STEP	1	20.64	37,559.34			
	GRADE 17		HOURLY	ANNUAL	22.55	33.33	41,040.48 60,665.17
	STEP	10	33.33	60,665.17			
	STEP	9	31.97	58,187.54			
	STEP	8	30.63	55,748.83			
	STEP	7	29.29	53,314.45			
	STEP	6	28.06	51,063.48			
	STEP	5	26.96	49,062.51			
	STEP	4	25.83	47,007.04			
	STEP	3	24.70	44,946.39			
	STEP	2	23.61	42,976.56			
	STEP	1	22.55	41,040.48			
	GRADE 18		HOURLY	ANNUAL	24.70	36.05	44,946.39 65,617.85

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Minimum and Maximums
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Salary Plan Code:

NU	NDEA Non-Union			Hourly Range		Annual Range		
	STEP	10	36.05	65,617.84				
	STEP	9	34.70	63,147.99				
	STEP	8	33.33	60,665.17				
	STEP	7	31.97	58,187.54				
	STEP	6	30.63	55,748.83				
	STEP	5	29.29	53,314.45				
	STEP	4	28.06	51,063.48				
	STEP	3	26.96	49,062.51				
	STEP	2	25.83	47,007.04				
	STEP	1	24.70	44,946.39				
	GRADE	19	HOURLY	ANNUAL	26.96	38.92	49,062.51	70,837.83
	STEP	10	38.92	70,837.83				
	STEP	9	37.46	68,175.94				
	STEP	8	36.05	65,617.84				
	STEP	7	34.70	63,147.99				
	STEP	6	33.33	60,665.17				
	STEP	5	31.97	58,187.54				
	STEP	4	30.63	55,748.83				
	STEP	3	29.29	53,314.45				
	STEP	2	28.06	51,063.48				
	STEP	1	26.96	49,062.51				
	GRADE	20	HOURLY	ANNUAL	29.29	42.02	53,314.45	76,480.85
	STEP	10	42.02	76,480.85				
	STEP	9	40.44	73,603.54				
	STEP	8	38.92	70,837.83				
	STEP	7	37.46	68,175.94				
	STEP	6	36.05	65,617.84				
	STEP	5	34.70	63,147.99				
	STEP	4	33.33	60,665.17				
	STEP	3	31.97	58,187.54				
	STEP	2	30.63	55,748.83				
	STEP	1	29.29	53,314.45				
	GRADE	21	HOURLY	ANNUAL	31.97	45.38	58,187.54	82,584.97
	STEP	10	45.38	82,584.97				
	STEP	9	43.67	79,471.48				
	STEP	8	42.02	76,480.85				
	STEP	7	40.44	73,603.54				
	STEP	6	38.92	70,837.83				
	STEP	5	37.46	68,175.94				

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Minimum and Maximums
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Salary Plan Code:

NU	NDEA Non-Union			Hourly Range		Annual Range		
	STEP	4	36.05	65,617.84				
	STEP	3	34.70	63,147.99				
	STEP	2	33.33	60,665.17				
	STEP	1	31.97	58,187.54				
	GRADE	22	HOURLY	ANNUAL	34.70	49.00	63,147.99	89,186.51
	STEP	10	49.00	89,186.50				
	STEP	9	47.15	85,819.55				
	STEP	8	45.38	82,584.97				
	STEP	7	43.67	79,471.48				
	STEP	6	42.02	76,480.85				
	STEP	5	40.44	73,603.54				
	STEP	4	38.92	70,837.83				
	STEP	3	37.46	68,175.94				
	STEP	2	36.05	65,617.84				
	STEP	1	34.70	63,147.99				
	GRADE	23	HOURLY	ANNUAL	37.46	52.93	68,175.94	96,326.14
	STEP	10	52.93	96,326.14				
	STEP	9	50.93	92,684.95				
	STEP	8	49.00	89,186.50				
	STEP	7	47.15	85,819.55				
	STEP	6	45.38	82,584.97				
	STEP	5	43.67	79,471.48				
	STEP	4	42.02	76,480.85				
	STEP	3	40.44	73,603.54				
	STEP	2	38.92	70,837.83				
	STEP	1	37.46	68,175.94				
	GRADE	24	HOURLY	ANNUAL	40.44	57.17	73,603.54	104,048.85
	STEP	10	57.17	104,048.84				
	STEP	9	55.01	100,112.66				
	STEP	8	52.93	96,326.14				
	STEP	7	50.93	92,684.95				
	STEP	6	49.00	89,186.50				
	STEP	5	47.15	85,819.55				
	STEP	4	45.38	82,584.97				
	STEP	3	43.67	79,471.48				
	STEP	2	42.02	76,480.85				
	STEP	1	40.44	73,603.54				
	GRADE	25	HOURLY	ANNUAL	43.67	61.76	79,471.48	112,403.08

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NU	<i>NDEA Non-Union</i>			<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	10	61.76	112,403.08			
	STEP	9	59.42	108,145.07			
	STEP	8	57.17	104,048.84			
	STEP	7	55.01	100,112.66			
	STEP	6	52.93	96,326.14			
	STEP	5	50.93	92,684.95			
	STEP	4	49.00	89,186.50			
	STEP	3	47.15	85,819.55			
	STEP	2	45.38	82,584.97			
	STEP	1	43.67	79,471.48			
GRADE 26				HOURLY	ANNUAL		
	STEP	10	66.73	121,439.86		47.15	66.73
	STEP	9	64.19	116,833.23		85,819.55	121,439.86
	STEP	8	61.76	112,403.08			
	STEP	7	59.42	108,145.07			
	STEP	6	57.17	104,048.84			
	STEP	5	55.01	100,112.66			
	STEP	4	52.93	96,326.14			
	STEP	3	50.93	92,684.95			
	STEP	2	49.00	89,186.50			
	STEP	1	47.15	85,819.55			
GRADE 27				HOURLY	ANNUAL		
	STEP	10	72.09	131,212.68		50.93	72.09
	STEP	9	69.36	126,230.47		92,684.95	131,212.69
	STEP	8	66.73	121,439.87			
	STEP	7	64.19	116,833.24			
	STEP	6	61.76	112,403.09			
	STEP	5	59.42	108,145.08			
	STEP	4	57.17	104,048.85			
	STEP	3	55.01	100,112.66			
	STEP	2	52.93	96,326.15			
	STEP	1	50.93	92,684.95			
GRADE 28				HOURLY	ANNUAL		
	STEP	10	77.90	141,782.99		55.01	77.90
	STEP	9	74.94	136,394.20		100,112.66	141,782.99
	STEP	8	72.09	131,212.68			
	STEP	7	69.36	126,230.47			
	STEP	6	66.73	121,439.87			
	STEP	5	64.19	116,833.24			

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Minimum and Maximums
for Each Grade

NU	NDEA Non-Union			<u>Hourly Range</u>		<u>Annual Range</u>	
	STEP	4	61.76	112,403.09			
	STEP	3	59.42	108,145.08			
	STEP	2	57.17	104,048.85			
	STEP	1	55.01	100,112.66			
	GRADE	29	HOURLY	ANNUAL	59.42	84.18	108,145.08 153,215.83
	STEP	10	84.18	153,215.83			
	STEP	9	80.98	147,387.31			
	STEP	8	77.90	141,782.99			
	STEP	7	74.94	136,394.20			
	STEP	6	72.09	131,212.68			
	STEP	5	69.36	126,230.47			
	STEP	4	66.73	121,439.87			
	STEP	3	64.19	116,833.24			
	STEP	2	61.76	112,403.09			
	STEP	1	59.42	108,145.08			