



FY2025 PAYSCALE
FY2024 PAYSCALE WITH NO INCREASE

GENERAL SERVICES

	Entry	Step 1 Year 1	Step 2 Year 2	Step 3 Year 3	Step 4 Year 4	Step 5 Year 5	Step 6 Year 6	Step 7 Year 7	Step 8 Year 8	Step 9 Year 9	Step 10 Year 10	Step 11 Year 11	Step 12 Year 12	Step 13 Year 13	Step 14 Year 14	Step 15 Year 15
Grade 01	24,857.35 956.05 11.9506	25,478.81 979.95 12.2494	26,115.76 1,004.45 12.5556	26,768.65 1,029.56 12.8695	27,437.88 1,055.30 13.1913	28,123.84 1,081.69 13.5211	28,826.92 1,108.73 13.8591	29,547.59 1,136.45 14.2056	30,286.27 1,164.86 14.5608	31,043.44 1,193.98 14.9248	31,819.53 1,223.83 15.2979	32,615.01 1,254.42 15.6803	33,430.39 1,285.78 16.0723	34,266.14 1,317.93 16.4741	35,122.80 1,350.88 16.8860	36,000.88 1,384.65 17.3081
Grade 02	26,916.93 1,035.27 12.9409	27,105.34 1,042.51 13.0314	27,295.11 1,049.81 13.1226	27,780.97 1,068.50 13.3563	28,475.40 1,095.21 13.6901	29,187.37 1,122.59 14.0324	29,917.14 1,150.66 14.3833	30,665.09 1,179.43 14.7429	31,431.58 1,208.91 15.1114	32,217.21 1,239.12 15.4890	33,022.69 1,270.10 15.8763	33,848.38 1,301.86 16.2733	34,694.56 1,334.41 16.6801	35,561.95 1,367.77 17.0971	36,450.88 1,401.96 17.5245	37,362.39 1,437.02 17.9628
Grade 03	27,159.17 1,044.58 13.0573	27,441.62 1,055.45 13.1931	28,127.68 1,081.83 13.5229	28,830.86 1,108.88 13.8610	29,551.64 1,136.60 14.2075	30,290.44 1,165.02 14.5628	31,047.69 1,194.14 14.9268	31,823.88 1,224.00 15.3000	32,619.50 1,254.60 15.6825	33,434.96 1,285.96 16.0745	34,270.83 1,318.11 16.4764	35,127.60 1,351.06 16.8883	36,005.80 1,384.84 17.3105	36,905.96 1,419.46 17.7433	37,828.60 1,454.95 18.1869	38,774.32 1,491.32 18.6415
Grade 04	28,853.81 1,109.76 13.8720	29,575.16 1,137.51 14.2189	30,314.51 1,165.94 14.5743	31,072.39 1,195.09 14.9386	31,849.21 1,224.97 15.3121	32,645.43 1,255.59 15.6949	33,461.57 1,286.98 16.0873	34,298.10 1,319.16 16.4895	35,155.57 1,352.14 16.9018	36,034.45 1,385.94 17.3243	36,935.30 1,420.59 17.7574	37,858.68 1,456.10 18.2013	38,805.16 1,492.51 18.6564	39,775.28 1,529.82 19.1228	40,769.65 1,568.06 19.6008	41,788.91 1,607.27 20.0909
Grade 05	28,836.66 1,109.10 13.8638	29,557.58 1,136.83 14.2104	30,296.52 1,165.25 14.5656	31,053.92 1,194.38 14.9298	31,830.28 1,224.24 15.3030	32,626.05 1,254.85 15.6856	33,441.70 1,286.22 16.0778	34,277.74 1,318.37 16.4796	35,134.68 1,351.33 16.8916	36,013.05 1,385.12 17.3140	36,913.37 1,419.75 17.7469	37,836.19 1,455.24 18.1905	38,782.13 1,491.62 18.6453	39,751.64 1,528.91 19.1114	40,745.46 1,567.13 19.5891	41,764.07 1,606.31 20.0789
Grade 06	29,927.06 1,151.04 14.3880	30,675.23 1,179.82 14.7478	31,442.12 1,209.31 15.1164	32,228.16 1,239.54 15.4943	33,033.87 1,270.53 15.8816	33,859.71 1,302.30 16.2788	34,706.21 1,334.85 16.6856	35,573.85 1,368.23 17.1029	36,463.22 1,402.43 17.5304	37,374.78 1,437.49 17.9686	38,309.17 1,473.43 18.4179	39,266.88 1,510.26 18.8783	40,248.56 1,548.02 19.3503	41,254.78 1,586.72 19.8340	42,286.15 1,626.39 20.3299	43,343.29 1,667.05 20.8381
Grade 07	31,058.68 1,194.56 14.9320	31,835.12 1,224.43 15.3054	32,631.02 1,255.04 15.6880	33,446.78 1,286.41 16.0801	34,282.96 1,318.58 16.4823	35,140.00 1,351.54 16.8943	36,018.52 1,385.33 17.3166	36,919.00 1,419.96 17.7495	37,841.95 1,455.46 18.1933	38,788.00 1,491.85 18.6481	39,757.72 1,529.14 19.1143	40,751.66 1,567.37 19.5921	41,770.45 1,606.56 20.0820	42,814.71 1,646.72 20.5840	43,885.08 1,687.89 21.0986	44,982.22 1,730.09 21.6261
Grade 08	32,233.05 1,239.73 15.4966	33,038.90 1,270.73 15.8841	33,864.86 1,302.49 16.2811	34,711.47 1,335.06 16.6883	35,579.28 1,368.43 17.1054	36,468.76 1,402.64 17.5330	37,380.48 1,437.71 17.9714	38,314.99 1,473.65 18.4206	39,272.86 1,510.49 18.8811	40,254.68 1,548.26 19.3533	41,261.06 1,586.96 19.8370	42,292.59 1,626.64 20.3330	43,349.90 1,667.30 20.8413	44,433.63 1,708.99 21.3624	45,544.48 1,751.71 21.8964	46,683.09 1,795.50 22.4438
Grade 09	33,451.87 1,286.61 16.0826	34,288.17 1,318.78 16.4848	35,145.37 1,351.75 16.8969	36,024.01 1,385.54 17.3193	36,924.61 1,420.18 17.7523	37,847.73 1,455.68 18.1960	38,793.91 1,492.07 18.6509	39,763.76 1,529.38 19.1173	40,757.87 1,567.61 19.5951	41,776.80 1,606.80 20.0850	42,821.21 1,646.97 20.5871	43,891.76 1,688.14 21.1018	44,989.06 1,730.35 21.6294	46,113.78 1,773.61 22.1701	47,266.63 1,817.95 22.7244	48,448.28 1,863.40 23.2925
Grade 10	34,716.79 1,335.26 16.6908	35,584.71 1,368.64 17.1080	36,474.32 1,402.86 17.5358	37,386.18 1,437.93 17.9741	38,320.85 1,473.88 18.4235	39,278.86 1,510.73 18.8841	40,260.82 1,548.49 19.3561	41,267.34 1,587.21 19.8401	42,299.03 1,626.89 20.3361	43,356.52 1,667.56 20.8445	44,440.42 1,709.25 21.3656	45,551.45 1,751.98 21.8998	46,690.23 1,795.78 22.4473	47,857.49 1,840.67 23.0084	49,053.91 1,886.69 23.5836	50,280.26 1,933.86 24.1733
Grade 11	36,029.52 1,385.75 17.3219	36,930.26 1,420.39 17.7549	37,853.52 1,455.90 18.1988	38,799.86 1,492.30 18.6538	39,769.84 1,529.61 19.1201	40,764.10 1,567.85 19.5981	41,783.20 1,607.05 20.0881	42,827.77 1,647.22 20.5903	43,898.47 1,688.40 21.1050	44,995.94 1,730.61 21.6326	46,120.83 1,773.88 22.1735	47,273.87 1,818.23 22.7279	48,455.72 1,863.68 23.2960	49,667.09 1,910.27 23.8784	50,908.77 1,958.03 24.4754	52,181.48 2,006.98 25.0873
Grade 12	37,391.90 1,438.15 17.9769	38,326.67 1,474.10 18.4263	39,284.85 1,510.96 18.8870	40,266.97 1,548.73 19.3591	41,273.65 1,587.45 19.8431	42,305.48 1,627.13 20.3391	43,363.13 1,667.81 20.8476	44,447.18 1,709.51 21.3689	45,558.38 1,752.25 21.9031	46,697.32 1,796.05 22.4506	47,864.79 1,840.95 23.0119	49,061.38 1,886.98 23.5873	50,287.93 1,934.15 24.1769	51,545.12 1,982.50 24.7813	52,833.76 2,032.07 25.4009	54,154.59 2,082.87 26.0359
Grade 13	38,805.76 1,492.53 18.6566	39,775.92 1,529.84 19.1230	40,770.30 1,568.09 19.6011	41,789.56 1,607.29 20.0911	42,834.32 1,647.47 20.5934	43,905.17 1,688.66 21.1083	45,002.79 1,730.88 21.6360	46,127.87 1,774.15 22.1769	47,281.07 1,818.50 22.7313	48,463.08 1,863.96 23.2995	49,674.66 1,910.56 23.8820	50,916.53 1,958.33 24.4791	52,189.44 2,007.29 25.0911	53,494.18 2,057.47 25.7184	54,831.52 2,108.90 26.3613	56,202.32 2,161.63 27.0204



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Grade 14	40,273.12 1,548.97 19.3621	41,279.93 1,587.69 19.8461	42,311.94 1,627.38 20.3423	43,369.73 1,668.07 20.8509	44,453.97 1,709.77 21.3721	45,565.34 1,752.51 21.9064	46,704.46 1,796.33 22.4541	47,872.08 1,841.23 23.0154	49,068.88 1,887.26 23.5908	50,295.60 1,934.45 24.1806	51,552.96 1,982.81 24.7851	52,841.80 2,032.38 25.4048	54,162.85 2,083.19 26.0399	55,516.92 2,135.27 26.6909	56,904.85 2,188.65 27.3581	58,327.46 2,243.36 28.0420
Grade 15	41,795.93 1,607.54 20.0943	42,840.82 1,647.72 20.5965	43,911.84 1,688.92 21.1115	45,009.63 1,731.14 21.6393	46,134.87 1,774.42 22.1803	47,288.25 1,818.78 22.7348	48,470.44 1,864.25 23.3031	49,682.22 1,910.85 23.8856	50,924.28 1,958.63 24.4829	52,197.37 2,007.59 25.0949	53,502.32 2,057.78 25.7223	54,839.87 2,109.23 26.3654	56,210.87 2,161.96 27.0245	57,616.15 2,216.01 27.7001	59,056.57 2,271.41 28.3926	60,532.97 2,328.19 29.1024
Grade 16	43,376.33 1,668.32 20.8540	44,460.75 1,710.03 21.3754	45,572.26 1,752.78 21.9098	46,711.57 1,796.60 22.4575	47,879.36 1,841.51 23.0189	49,076.36 1,887.55 23.5944	50,303.25 1,934.74 24.1843	51,560.84 1,983.11 24.7889	52,849.86 2,032.69 25.4086	54,171.12 2,083.50 26.0438	55,525.36 2,135.59 26.6949	56,913.50 2,188.98 27.3623	58,336.33 2,243.71 28.0464	59,794.77 2,299.80 28.7475	61,289.61 2,357.29 29.4661	62,821.85 2,416.23 30.2029
Grade 17	45,016.50 1,731.40 21.6425	46,141.89 1,774.69 22.1836	47,295.44 1,819.06 22.7383	48,477.85 1,864.53 23.3066	49,689.80 1,911.15 23.8894	50,932.04 1,958.92 24.4865	52,205.34 2,007.90 25.0988	53,510.48 2,058.10 25.7263	54,848.23 2,109.55 26.3694	56,219.44 2,162.29 27.0286	57,624.94 2,216.34 27.7043	59,065.56 2,271.75 28.3969	60,542.21 2,328.55 29.1069	62,055.74 2,386.76 29.8345	63,607.12 2,446.43 30.5804	65,197.33 2,507.59 31.3449
Grade 18	46,718.72 1,796.87 22.4609	47,886.67 1,841.80 23.0225	49,083.85 1,887.84 23.5980	50,310.94 1,935.04 24.1880	51,568.72 1,983.41 24.7926	52,857.94 2,033.00 25.4125	54,179.36 2,083.82 26.0478	55,533.86 2,135.92 26.6990	56,922.21 2,189.32 27.3665	58,345.25 2,244.05 28.0506	59,803.89 2,300.15 28.7519	61,299.00 2,357.65 29.4706	62,831.47 2,416.60 30.2075	64,402.26 2,477.01 30.9626	66,012.32 2,538.94 31.7368	67,662.61 2,602.41 32.5301
Grade 19	48,485.23 1,864.82 23.3103	49,697.36 1,911.44 23.8930	50,939.81 1,959.22 24.4903	52,213.31 2,008.20 25.1025	53,518.63 2,058.41 25.7301	54,856.60 2,109.87 26.3734	56,228.00 2,162.62 27.0328	57,633.70 2,216.68 27.7085	59,074.55 2,272.10 28.4013	60,551.43 2,328.90 29.1113	62,065.20 2,387.12 29.8390	63,616.83 2,446.80 30.5850	65,207.25 2,507.97 31.3496	66,837.44 2,570.67 32.1334	68,508.39 2,634.94 32.9368	70,221.08 2,700.81 33.7601
Grade 20	50,318.59 1,935.33 24.1916	51,576.55 1,983.71 24.7964	52,865.96 2,033.31 25.4164	54,187.63 2,084.14 26.0518	55,542.32 2,136.24 26.7030	56,930.85 2,189.65 27.3706	58,354.14 2,244.39 28.0549	59,812.98 2,300.50 28.7563	61,308.31 2,358.01 29.4751	62,841.02 2,416.96 30.2120	64,412.03 2,477.39 30.9674	66,022.35 2,539.32 31.7415	67,672.91 2,602.80 32.5350	69,364.74 2,667.87 33.3484	71,098.85 2,734.57 34.1821	72,876.31 2,802.94 35.0368
Grade 21	52,221.27 2,008.51 25.1064	53,526.80 2,058.72 25.7340	54,864.98 2,110.19 26.3774	56,236.60 2,162.95 27.0369	57,642.51 2,217.02 27.7128	59,083.59 2,272.45 28.4056	60,560.66 2,329.26 29.1158	62,074.66 2,387.49 29.8436	63,626.53 2,447.17 30.5896	65,217.19 2,508.35 31.3544	66,847.65 2,571.06 32.1383	68,518.83 2,635.34 32.9418	70,231.82 2,701.22 33.7653	71,987.59 2,768.75 34.6094	73,787.29 2,837.97 35.4746	75,631.96 2,908.92 36.3615
Grade 22	54,195.88 2,084.46 26.0558	55,550.79 2,136.57 26.7071	56,939.54 2,189.98 27.3748	58,363.02 2,244.73 28.0591	59,822.10 2,300.85 28.7606	61,317.65 2,358.37 29.4796	62,850.59 2,417.33 30.2166	64,421.87 2,477.76 30.9720	66,032.41 2,539.71 31.7464	67,683.21 2,603.20 32.5400	69,375.32 2,668.28 33.3535	71,109.69 2,734.99 34.1874	72,887.43 2,803.36 35.0420	74,709.61 2,873.45 35.9181	76,577.37 2,945.28 36.8160	78,491.77 3,018.91 37.7364
Grade 23	56,245.17 2,163.28 27.0410	57,651.29 2,217.36 27.7170	59,092.59 2,272.79 28.4099	60,569.89 2,329.61 29.1201	62,084.13 2,387.85 29.8481	63,636.23 2,447.55 30.5944	65,227.14 2,508.74 31.3593	66,857.82 2,571.45 32.1431	68,529.28 2,635.74 32.9468	70,242.50 2,701.63 33.7704	71,998.56 2,769.18 34.6148	73,798.54 2,838.41 35.4801	75,643.49 2,909.37 36.3671	77,534.58 2,982.10 37.2763	79,472.97 3,056.65 38.2081	81,459.77 3,133.07 39.1634
Grade 24	58,371.96 2,245.08 28.0635	59,831.23 2,301.20 28.7650	61,327.02 2,358.73 29.4841	62,860.19 2,417.70 30.2213	64,431.68 2,478.14 30.9768	66,042.49 2,540.10 31.7513	67,693.55 2,603.60 32.5450	69,385.91 2,668.69 33.3586	71,120.55 2,735.41 34.1926	72,898.55 2,803.79 35.0474	74,721.02 2,873.89 35.9236	76,589.01 2,945.73 36.8216	78,503.76 3,019.38 37.7423	80,466.34 3,094.86 38.6858	82,478.01 3,172.23 39.6529	84,539.96 3,251.54 40.6443
Grade 25	60,578.64 2,329.95 29.1244	62,093.10 2,388.20 29.8525	63,645.45 2,447.90 30.5988	65,236.56 2,509.10 31.3638	66,867.50 2,571.83 32.1479	68,539.19 2,636.12 32.9515	70,252.66 2,702.03 33.7754	72,008.98 2,769.58 34.6198	73,809.20 2,838.82 35.4853	75,654.43 2,909.79 36.3724	77,545.78 2,982.53 37.2816	79,484.43 3,057.09 38.2136	81,471.53 3,133.52 39.1690	83,508.34 3,211.86 40.1483	85,596.04 3,292.16 41.1520	87,735.93 3,374.46 42.1808
Grade 26	62,869.77 2,418.07 30.2259	64,441.52 2,478.52 30.9815	66,052.56 2,540.48 31.7560	67,703.86 2,603.99 32.5499	69,396.47 2,669.10 33.3638	71,131.39 2,735.82 34.1978	72,909.67 2,804.22 35.0528	74,732.39 2,874.32 35.9290	76,600.71 2,946.18 36.8273	78,515.71 3,019.84 37.7480	80,478.63 3,095.33 38.6916	82,490.58 3,172.71 39.6589	84,552.84 3,252.03 40.6504	86,666.68 3,333.33 41.6666	88,833.35 3,416.67 42.7084	91,054.18 3,502.08 43.7760



FY2025 Payscale
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GENERAL SERVICES

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Grade 27	65,247.04 2,509.50 31.3688	66,878.20 2,572.24 32.1530	68,550.17 2,636.55 32.9569	70,263.91 2,702.46 33.7808	72,020.51 2,770.02 34.6253	73,821.03 2,839.27 35.4909	75,666.53 2,910.25 36.3781	77,558.21 2,983.01 37.2876	79,497.16 3,057.58 38.2198	81,484.59 3,134.02 39.1753	83,521.71 3,212.37 40.1546	85,609.77 3,292.68 41.1585	87,750.00 3,375.00 42.1875	89,943.74 3,459.37 43.2421	92,192.34 3,545.86 44.3233	94,497.13 3,634.51 45.4314
Grade 28	67,714.18 2,604.39 32.5549	69,407.04 2,669.50 33.3688	71,142.21 2,736.24 34.2030	72,920.76 2,804.64 35.0580	74,743.79 2,874.76 35.9345	76,612.39 2,946.63 36.8329	78,527.69 3,020.30 37.7538	80,490.88 3,095.80 38.6975	82,503.15 3,173.20 39.6650	84,565.73 3,252.53 40.6566	86,679.86 3,333.84 41.6730	88,846.88 3,417.19 42.7149	91,068.05 3,502.62 43.7828	93,344.75 3,590.18 44.8773	95,678.37 3,679.94 45.9993	98,070.32 3,771.94 47.1493
Grade 29	70,274.65 2,702.87 33.7859	72,031.49 2,770.44 34.6305	73,832.29 2,839.70 35.4963	75,678.09 2,910.70 36.3838	77,570.06 2,983.46 37.2933	79,509.30 3,058.05 38.2256	81,497.03 3,134.50 39.1813	83,534.47 3,212.86 40.1608	85,622.83 3,293.19 41.1649	87,763.39 3,375.52 42.1940	89,957.48 3,459.90 43.2488	92,206.41 3,546.40 44.3300	94,511.58 3,635.06 45.4383	96,874.37 3,725.94 46.5743	99,296.21 3,819.09 47.7386	101,778.63 3,914.56 48.9320
Grade 30	72,931.87 2,805.07 35.0634	74,755.18 2,875.20 35.9400	76,624.06 2,947.08 36.8385	78,539.66 3,020.76 37.7595	80,503.16 3,096.28 38.7035	82,515.73 3,173.68 39.6710	84,578.62 3,253.02 40.6628	86,693.09 3,334.35 41.6794	88,860.42 3,417.71 42.7214	91,081.94 3,503.15 43.7894	93,358.97 3,590.73 44.8841	95,692.96 3,680.50 46.0063	98,085.27 3,772.51 47.1564	100,537.42 3,866.82 48.3353	103,050.83 3,963.49 49.5436	105,627.11 4,062.58 50.7823
Grade JG16	47,822.40 1,839.32 22.9915	49,017.98 1,885.31 23.5664	50,243.42 1,932.44 24.1555	51,499.50 1,980.75 24.7594	52,787.00 2,030.27 25.3784	54,106.69 2,081.03 26.0129	55,459.34 2,133.05 26.6631	56,845.83 2,186.38 27.3298	58,266.98 2,241.04 28.0130	59,723.65 2,297.06 28.7133	61,216.71 2,354.49 29.4311	62,747.14 2,413.35 30.1669	64,315.81 2,473.69 30.9211	65,923.74 2,535.53 31.6941	67,571.79 2,598.92 32.4865	69,261.10 2,663.89 33.2986
Grade JG18	51,507.39 1,981.05 24.7631	52,795.06 2,030.58 25.3823	54,114.94 2,081.34 26.0168	55,467.81 2,133.38 26.6673	56,854.51 2,186.71 27.3339	58,275.87 2,241.38 28.0173	59,732.75 2,297.41 28.7176	61,226.08 2,354.85 29.4356	62,756.74 2,413.72 30.1715	64,325.64 2,474.06 30.9258	65,933.78 2,535.91 31.6989	67,582.15 2,599.31 32.4914	69,271.70 2,664.30 33.3038	71,003.49 2,730.90 34.1363	72,778.59 2,799.18 34.9898	74,598.03 2,869.16 35.8645
Grade JG22	59,750.96 2,298.11 28.7264	61,244.75 2,355.57 29.4446	62,775.85 2,414.46 30.1808	64,345.23 2,474.82 30.9353	65,953.86 2,536.69 31.7086	67,602.72 2,600.10 32.5013	69,292.78 2,665.11 33.3139	71,025.11 2,731.74 34.1468	72,800.74 2,800.03 35.0004	74,620.74 2,870.03 35.8754	76,486.28 2,941.78 36.7723	78,398.44 3,015.32 37.6915	80,358.39 3,090.71 38.6339	82,367.34 3,167.97 39.5996	84,426.55 3,247.18 40.5898	86,537.18 3,328.35 41.6044
Grade JG23	62,010.29 2,385.01 29.8126	63,560.54 2,444.64 30.5580	65,149.58 2,505.75 31.3219	66,778.30 2,568.40 32.1050	68,447.75 2,632.61 32.9076	70,158.95 2,698.42 33.7303	71,912.93 2,765.88 34.5735	73,710.75 2,835.03 35.4379	75,553.54 2,905.91 36.3239	77,442.35 2,978.55 37.2319	79,378.41 3,053.02 38.1628	81,362.89 3,129.34 39.1168	83,396.95 3,207.58 40.0948	85,481.87 3,287.76 41.0970	87,618.95 3,369.96 42.1245	89,809.39 3,454.21 43.1776
Grade JG24	64,355.09 2,475.20 30.9400	65,963.94 2,537.07 31.7134	67,613.04 2,600.50 32.5063	69,303.37 2,665.51 33.3189	71,035.93 2,732.15 34.1519	72,811.85 2,800.46 35.0058	74,632.14 2,870.47 35.8809	76,497.97 2,942.23 36.7779	78,410.41 3,015.79 37.6974	80,370.65 3,091.18 38.6398	82,379.93 3,168.46 39.6058	84,439.38 3,247.67 40.5959	86,550.40 3,328.86 41.6108	88,714.14 3,412.08 42.6510	90,932.02 3,497.39 43.7174	93,205.31 3,584.82 44.8103
Grade JG27	71,934.86 2,766.73 34.5841	73,733.23 2,835.89 35.4486	75,576.55 2,906.79 36.3349	77,465.97 2,979.46 37.2433	79,402.61 3,053.95 38.1744	81,387.69 3,130.30 39.1288	83,422.35 3,208.55 40.1069	85,507.93 3,288.77 41.1096	87,645.62 3,370.99 42.1374	89,836.76 3,455.26 43.1908	92,082.69 3,541.64 44.2705	94,384.77 3,630.18 45.3773	96,744.36 3,720.94 46.5118	99,162.98 3,813.96 47.6745	101,642.06 3,909.31 48.8664	104,183.09 4,007.04 50.0880

* Includes JPD Certified Payscale as approved by the Juvenile Board for the TJJD Salary Adjustment Grant