



FY2026 PAYSCALE  
FY2025 PAYSCALE WITH NO INCREASE

EXECUTIVE SERVICES

|          | Entry                            | Step 1<br>Year 1                 | Step 2<br>Year 2                 | Step 3<br>Year 3                 | Step 4<br>Year 4                 | Step 5<br>Year 5                 | Step 6<br>Year 6                 | Step 7<br>Year 7                 | Step 8<br>Year 8                 | Step 9<br>Year 9                  | Step 10<br>Year 10                | Step 11<br>Year 11                | Step 12<br>Year 12                | Step 13<br>Year 13                | Step 14<br>Year 14                | Step 15<br>Year 15                |
|----------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| Grade 01 | 51,603.16<br>1,984.74<br>24.8093 | 52,893.26<br>2,034.36<br>25.4295 | 54,215.58<br>2,085.21<br>26.0651 | 55,570.97<br>2,137.35<br>26.7169 | 56,960.25<br>2,190.78<br>27.3848 | 58,384.26<br>2,245.55<br>28.0694 | 59,843.87<br>2,301.69<br>28.7711 | 61,339.96<br>2,359.23<br>29.4904 | 62,873.46<br>2,418.21<br>30.2276 | 64,445.30<br>2,478.67<br>30.9834  | 66,056.43<br>2,540.63<br>31.7579  | 67,707.84<br>2,604.15<br>32.5519  | 69,400.54<br>2,669.25<br>33.3656  | 71,135.54<br>2,735.98<br>34.1998  | 72,913.93<br>2,804.38<br>35.0548  | 74,736.78<br>2,874.49<br>35.9311  |
| Grade 02 | 52,240.26<br>2,009.24<br>25.1155 | 53,546.25<br>2,059.47<br>25.7434 | 54,884.91<br>2,110.96<br>26.3870 | 56,257.06<br>2,163.73<br>27.0466 | 57,663.45<br>2,217.83<br>27.7229 | 59,105.04<br>2,273.27<br>28.4159 | 60,582.68<br>2,330.10<br>29.1263 | 62,097.26<br>2,388.36<br>29.8545 | 63,649.66<br>2,448.06<br>30.6008 | 65,240.89<br>2,509.27<br>31.3659  | 66,871.93<br>2,572.00<br>32.1500  | 68,543.74<br>2,636.30<br>32.9538  | 70,257.33<br>2,702.21<br>33.7776  | 72,013.75<br>2,769.76<br>34.6220  | 73,814.10<br>2,839.00<br>35.4875  | 75,659.46<br>2,909.98<br>36.3748  |
| Grade 03 | 54,215.57<br>2,085.21<br>26.0651 | 55,570.96<br>2,137.34<br>26.7168 | 56,960.24<br>2,190.78<br>27.3848 | 58,384.25<br>2,245.55<br>28.0694 | 59,843.85<br>2,301.69<br>28.7711 | 61,339.95<br>2,359.23<br>29.4904 | 62,873.43<br>2,418.21<br>30.2276 | 64,445.28<br>2,478.66<br>30.9833 | 66,056.41<br>2,540.63<br>31.7579 | 67,707.82<br>2,604.15<br>32.5519  | 69,400.52<br>2,669.25<br>33.3656  | 71,135.53<br>2,735.98<br>34.1998  | 72,913.91<br>2,804.38<br>35.0548  | 74,736.77<br>2,874.49<br>35.9311  | 76,605.19<br>2,946.35<br>36.8294  | 78,520.31<br>3,020.01<br>37.7501  |
| Grade 04 | 56,265.60<br>2,164.06<br>27.0508 | 57,672.25<br>2,218.16<br>27.7270 | 59,114.04<br>2,273.62<br>28.4203 | 60,591.90<br>2,330.46<br>29.1308 | 62,106.68<br>2,388.72<br>29.8590 | 63,659.35<br>2,448.44<br>30.6055 | 65,250.84<br>2,509.65<br>31.3706 | 66,882.12<br>2,572.39<br>32.1549 | 68,554.17<br>2,636.70<br>32.9588 | 70,268.03<br>2,702.62<br>33.7828  | 72,024.73<br>2,770.18<br>34.6273  | 73,825.33<br>2,839.44<br>35.4930  | 75,670.99<br>2,910.42<br>36.3803  | 77,562.76<br>2,983.18<br>37.2898  | 79,501.81<br>3,057.76<br>38.2220  | 81,489.36<br>3,134.21<br>39.1776  |
| Grade 05 | 58,393.13<br>2,245.89<br>28.0736 | 59,852.97<br>2,302.04<br>28.7755 | 61,349.33<br>2,359.59<br>29.4949 | 62,883.04<br>2,418.58<br>30.2323 | 64,455.11<br>2,479.04<br>30.9880 | 66,066.47<br>2,541.02<br>31.7628 | 67,718.14<br>2,604.54<br>32.5568 | 69,411.10<br>2,669.66<br>33.3708 | 71,146.38<br>2,736.40<br>34.2050 | 72,925.02<br>2,804.81<br>35.0601  | 74,748.16<br>2,874.93<br>35.9366  | 76,616.87<br>2,946.80<br>36.8350  | 78,532.29<br>3,020.47<br>37.7559  | 80,495.60<br>3,095.98<br>38.6998  | 82,507.98<br>3,173.38<br>39.6673  | 84,570.69<br>3,252.72<br>40.6590  |
| Grade 06 | 60,601.14<br>2,330.81<br>29.1351 | 62,116.17<br>2,389.08<br>29.8635 | 63,669.07<br>2,448.81<br>30.6101 | 65,260.80<br>2,510.03<br>31.3754 | 66,892.33<br>2,572.78<br>32.1598 | 68,564.64<br>2,637.10<br>32.9638 | 70,278.74<br>2,703.03<br>33.7879 | 72,035.71<br>2,770.60<br>34.6325 | 73,836.61<br>2,839.87<br>35.4984 | 75,682.52<br>2,910.87<br>36.3859  | 77,574.60<br>2,983.64<br>37.2955  | 79,513.93<br>3,058.23<br>38.2279  | 81,501.81<br>3,134.69<br>39.1836  | 83,539.34<br>3,213.05<br>40.1631  | 85,627.86<br>3,293.38<br>41.1673  | 87,768.53<br>3,375.71<br>42.1964  |
| Grade 07 | 62,892.62<br>2,418.95<br>30.2369 | 64,464.94<br>2,479.42<br>30.9928 | 66,076.57<br>2,541.41<br>31.7676 | 67,728.48<br>2,604.94<br>32.5618 | 69,421.69<br>2,670.07<br>33.3759 | 71,157.24<br>2,736.82<br>34.2103 | 72,936.17<br>2,805.24<br>35.0655 | 74,759.56<br>2,875.37<br>35.9421 | 76,628.56<br>2,947.25<br>36.8406 | 78,544.28<br>3,020.93<br>37.7616  | 80,507.89<br>3,096.46<br>38.7058  | 82,520.58<br>3,173.87<br>39.6734  | 84,583.62<br>3,253.22<br>40.6653  | 86,698.19<br>3,334.55<br>41.6819  | 88,865.65<br>3,417.91<br>42.7239  | 91,087.28<br>3,503.36<br>43.7920  |
| Grade 08 | 65,270.76<br>2,510.41<br>31.3801 | 66,902.53<br>2,573.17<br>32.1646 | 68,575.08<br>2,637.50<br>32.9688 | 70,289.45<br>2,703.44<br>33.7930 | 72,046.69<br>2,771.03<br>34.6379 | 73,847.86<br>2,840.30<br>35.5038 | 75,694.06<br>2,911.31<br>36.3914 | 77,586.42<br>2,984.09<br>37.3011 | 79,526.08<br>3,058.70<br>38.2338 | 81,514.24<br>3,135.16<br>39.1895  | 83,552.11<br>3,213.54<br>40.1693  | 85,640.88<br>3,293.88<br>41.1735  | 87,781.90<br>3,376.23<br>42.2029  | 89,976.46<br>3,460.63<br>43.2579  | 92,225.88<br>3,547.15<br>44.3394  | 94,531.51<br>3,635.83<br>45.4479  |
| Grade 09 | 67,738.80<br>2,605.34<br>32.5668 | 69,432.27<br>2,670.47<br>33.3809 | 71,168.07<br>2,737.23<br>34.2154 | 72,947.29<br>2,805.67<br>35.0709 | 74,770.96<br>2,875.81<br>35.9476 | 76,640.22<br>2,947.70<br>36.8463 | 78,556.24<br>3,021.39<br>37.7674 | 80,520.14<br>3,096.93<br>38.7116 | 82,533.15<br>3,174.35<br>39.6794 | 84,596.49<br>3,253.71<br>40.6714  | 86,711.39<br>3,335.05<br>41.6881  | 88,879.18<br>3,418.43<br>42.7304  | 91,101.17<br>3,503.89<br>43.7986  | 93,378.70<br>3,591.49<br>44.8936  | 95,713.15<br>3,681.28<br>46.0160  | 98,105.98<br>3,773.31<br>47.1664  |
| Grade 10 | 70,300.18<br>2,703.85<br>33.7981 | 72,057.67<br>2,771.45<br>34.6431 | 73,859.10<br>2,840.73<br>35.5091 | 75,705.60<br>2,911.75<br>36.3969 | 77,598.24<br>2,984.55<br>37.3069 | 79,538.18<br>3,059.16<br>38.2395 | 81,526.63<br>3,135.64<br>39.1955 | 83,564.82<br>3,214.03<br>40.1754 | 85,653.93<br>3,294.38<br>41.1798 | 87,795.29<br>3,376.74<br>42.2093  | 89,990.16<br>3,461.16<br>43.2645  | 92,239.92<br>3,547.69<br>44.3461  | 94,545.90<br>3,636.38<br>45.4548  | 96,909.57<br>3,727.29<br>46.5911  | 99,332.30<br>3,820.47<br>47.7559  | 101,815.61<br>3,915.99<br>48.9499 |
| Grade 11 | 72,958.41<br>2,806.09<br>35.0761 | 74,782.34<br>2,876.24<br>35.9530 | 76,651.93<br>2,948.15<br>36.8519 | 78,568.23<br>3,021.86<br>37.7733 | 80,532.42<br>3,097.40<br>38.7175 | 82,545.73<br>3,174.84<br>39.6855 | 84,609.38<br>3,254.21<br>40.6776 | 86,724.60<br>3,335.56<br>41.6945 | 88,892.75<br>3,418.95<br>42.7369 | 91,115.05<br>3,504.43<br>43.8054  | 93,392.92<br>3,592.04<br>44.9005  | 95,727.75<br>3,681.84<br>46.0230  | 98,120.94<br>3,773.88<br>47.1735  | 100,573.96<br>3,868.23<br>48.3529 | 103,088.32<br>3,964.94<br>49.5618 | 105,665.50<br>4,064.06<br>50.8008 |
| Grade 12 | 75,717.13<br>2,912.20<br>36.4025 | 77,610.07<br>2,985.00<br>37.3125 | 79,550.32<br>3,059.63<br>38.2454 | 81,539.07<br>3,136.12<br>39.2015 | 83,577.55<br>3,214.52<br>40.1815 | 85,666.99<br>3,294.88<br>41.1860 | 87,808.68<br>3,377.26<br>42.2158 | 90,003.89<br>3,461.69<br>43.2711 | 92,253.98<br>3,548.23<br>44.3529 | 94,560.32<br>3,636.94<br>45.4618  | 96,924.35<br>3,727.86<br>46.5983  | 99,347.45<br>3,821.06<br>47.7633  | 101,831.14<br>3,916.58<br>48.9573 | 104,376.92<br>4,014.50<br>50.1813 | 106,986.33<br>4,114.86<br>51.4358 | 109,660.99<br>4,217.73<br>52.7216 |
| Grade 13 | 78,580.20<br>3,022.32<br>37.7790 | 80,544.69<br>3,097.87<br>38.7234 | 82,558.34<br>3,175.32<br>39.6915 | 84,622.29<br>3,254.70<br>40.6838 | 86,737.84<br>3,336.07<br>41.7009 | 88,906.28<br>3,419.47<br>42.7434 | 91,128.95<br>3,504.96<br>43.8120 | 93,407.17<br>3,592.58<br>44.9073 | 95,742.35<br>3,682.40<br>46.0300 | 98,135.88<br>3,774.46<br>47.1808  | 100,589.29<br>3,868.82<br>48.3603 | 103,104.03<br>3,965.54<br>49.5693 | 105,681.62<br>4,064.68<br>50.8085 | 108,323.67<br>4,166.30<br>52.0788 | 111,031.78<br>4,270.45<br>53.3806 | 113,807.55<br>4,377.21<br>54.7151 |
| Grade 14 | 81,551.50<br>3,136.60<br>39.2075 | 83,590.28<br>3,215.01<br>40.1876 | 85,680.05<br>3,295.39<br>41.1924 | 87,822.04<br>3,377.77<br>42.2221 | 90,017.59<br>3,462.22<br>43.2778 | 92,268.05<br>3,548.77<br>44.3596 | 94,574.74<br>3,637.49<br>45.4686 | 96,939.13<br>3,728.43<br>46.6054 | 99,362.58<br>3,821.64<br>47.7705 | 101,846.64<br>3,917.18<br>48.9648 | 104,392.82<br>4,015.11<br>50.1889 | 107,002.65<br>4,115.49<br>51.4436 | 109,677.71<br>4,218.37<br>52.7296 | 112,419.64<br>4,323.83<br>54.0479 | 115,230.14<br>4,431.93<br>55.3991 | 118,110.88<br>4,542.73<br>56.7841 |



FY2026 PAYSCALE  
FY2025 PAYSCALE WITH NO INCREASE

EXECUTIVE SERVICES

|          | Entry      | Step 1<br>Year 1 | Step 2<br>Year 2 | Step 3<br>Year 3 | Step 4<br>Year 4 | Step 5<br>Year 5 | Step 6<br>Year 6 | Step 7<br>Year 7 | Step 8<br>Year 8 | Step 9<br>Year 9 | Step 10<br>Year 10 | Step 11<br>Year 11 | Step 12<br>Year 12 | Step 13<br>Year 13 | Step 14<br>Year 14 | Step 15<br>Year 15 |
|----------|------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Grade 15 | 84,635.17  | 86,751.06        | 88,919.83        | 91,142.83        | 93,421.40        | 95,756.95        | 98,150.87        | 100,604.62       | 103,119.72       | 105,697.74       | 108,340.19         | 111,048.68         | 113,824.90         | 116,670.52         | 119,587.28         | 122,576.98         |
|          | 3,255.20   | 3,336.58         | 3,419.99         | 3,505.49         | 3,593.13         | 3,682.96         | 3,775.03         | 3,869.41         | 3,966.14         | 4,065.30         | 4,166.93           | 4,271.10           | 4,377.88           | 4,487.33           | 4,599.51           | 4,714.50           |
|          | 40.6900    | 41.7073          | 42.7499          | 43.8186          | 44.9141          | 46.0370          | 47.1879          | 48.3676          | 49.5768          | 50.8163          | 52.0866            | 53.3888            | 54.7235            | 56.0916            | 57.4939            | 58.9313            |
| Grade 16 | 87,835.45  | 90,031.34        | 92,282.10        | 94,589.17        | 96,953.90        | 99,377.74        | 101,862.20       | 104,408.76       | 107,018.96       | 109,694.43       | 112,436.79         | 115,247.73         | 118,128.92         | 121,082.15         | 124,109.19         | 127,211.93         |
|          | 3,378.29   | 3,462.74         | 3,549.31         | 3,638.05         | 3,729.00         | 3,822.22         | 3,917.78         | 4,015.72         | 4,116.11         | 4,219.02         | 4,324.49           | 4,432.61           | 4,543.42           | 4,657.01           | 4,773.43           | 4,892.77           |
|          | 42.2286    | 43.2843          | 44.3664          | 45.4756          | 46.6125          | 47.7778          | 48.9723          | 50.1965          | 51.4514          | 52.7378          | 54.0561            | 55.4076            | 56.7928            | 58.2126            | 59.6679            | 61.1596            |
| Grade 17 | 91,156.72  | 93,435.64        | 95,771.53        | 98,165.81        | 100,619.96       | 103,135.47       | 105,713.85       | 108,356.69       | 111,065.60       | 113,842.25       | 116,688.32         | 119,605.52         | 122,595.67         | 125,660.54         | 128,802.07         | 132,022.11         |
|          | 3,506.03   | 3,593.68         | 3,683.52         | 3,775.61         | 3,870.00         | 3,966.75         | 4,065.92         | 4,167.57         | 4,271.75         | 4,378.55         | 4,488.01           | 4,600.21           | 4,715.22           | 4,833.10           | 4,953.93           | 5,077.77           |
|          | 43.8254    | 44.9210          | 46.0440          | 47.1951          | 48.3750          | 49.5844          | 50.8240          | 52.0946          | 53.3969          | 54.7319          | 56.1001            | 57.5026            | 58.9403            | 60.4138            | 61.9241            | 63.4721            |
| Grade 18 | 94,603.58  | 96,968.66        | 99,392.88        | 101,877.70       | 104,424.65       | 107,035.26       | 109,711.15       | 112,453.92       | 115,265.28       | 118,146.90       | 121,100.57         | 124,128.07         | 127,231.31         | 130,412.07         | 133,672.38         | 137,014.18         |
|          | 3,638.60   | 3,729.56         | 3,822.80         | 3,918.37         | 4,016.33         | 4,116.74         | 4,219.66         | 4,325.15         | 4,433.28         | 4,544.11         | 4,657.71           | 4,774.16           | 4,893.51           | 5,015.85           | 5,141.25           | 5,269.78           |
|          | 45.4825    | 46.6195          | 47.7850          | 48.9796          | 50.2041          | 51.4593          | 52.7458          | 54.0644          | 55.4160          | 56.8014          | 58.2214            | 59.6770            | 61.1689            | 62.6981            | 64.2656            | 65.8723            |
| Grade 19 | 98,180.77  | 100,635.30       | 103,151.18       | 105,729.96       | 108,373.20       | 111,082.55       | 113,859.59       | 116,706.08       | 119,623.74       | 122,614.35       | 125,679.70         | 128,821.69         | 132,042.22         | 135,343.27         | 138,726.87         | 142,195.05         |
|          | 3,776.18   | 3,870.59         | 3,967.35         | 4,066.54         | 4,168.20         | 4,272.41         | 4,379.22         | 4,488.70         | 4,600.91         | 4,715.94         | 4,833.83           | 4,954.68           | 5,078.55           | 5,205.51           | 5,335.65           | 5,469.04           |
|          | 47.2023    | 48.3824          | 49.5919          | 50.8318          | 52.1025          | 53.4051          | 54.7403          | 56.1088          | 57.5114          | 58.9493          | 60.4229            | 61.9335            | 63.4819            | 65.0689            | 66.6956            | 68.3630            |
| Grade 20 | 101,893.23 | 104,440.56       | 107,051.59       | 109,727.88       | 112,471.07       | 115,282.86       | 118,164.92       | 121,119.05       | 124,147.01       | 127,250.71       | 130,431.97         | 133,692.75         | 137,035.08         | 140,460.95         | 143,972.46         | 147,571.79         |
|          | 3,918.97   | 4,016.94         | 4,117.37         | 4,220.30         | 4,325.81         | 4,433.96         | 4,544.80         | 4,658.43         | 4,774.89         | 4,894.26         | 5,016.61           | 5,142.03           | 5,270.58           | 5,402.34           | 5,537.40           | 5,675.84           |
|          | 48.9871    | 50.2118          | 51.4671          | 52.7538          | 54.0726          | 55.4245          | 56.8100          | 58.2304          | 59.6861          | 61.1783          | 62.7076            | 64.2754            | 65.8823            | 67.5293            | 69.2175            | 70.9480            |
| Grade 21 | 105,746.07 | 108,389.75       | 111,099.49       | 113,876.96       | 116,723.88       | 119,641.97       | 122,633.01       | 125,698.87       | 128,841.34       | 132,062.37       | 135,363.93         | 138,748.03         | 142,216.73         | 145,772.14         | 149,416.45         | 153,151.85         |
|          | 4,067.16   | 4,168.84         | 4,273.06         | 4,379.88         | 4,489.38         | 4,601.61         | 4,716.65         | 4,834.57         | 4,955.44         | 5,079.32         | 5,206.31           | 5,336.46           | 5,469.87           | 5,606.62           | 5,746.79           | 5,890.46           |
|          | 50.8395    | 52.1105          | 53.4133          | 54.7485          | 56.1173          | 57.5201          | 58.9581          | 60.4321          | 61.9430          | 63.4915          | 65.0789            | 66.7058            | 68.3734            | 70.0828            | 71.8349            | 73.6308            |
| Grade 22 | 109,744.60 | 112,488.23       | 115,300.42       | 118,182.94       | 121,137.52       | 124,165.96       | 127,270.11       | 130,451.84       | 133,713.14       | 137,055.98       | 140,482.36         | 143,994.43         | 147,594.28         | 151,284.15         | 155,066.25         | 158,942.90         |
|          | 4,220.95   | 4,326.47         | 4,434.63         | 4,545.50         | 4,659.14         | 4,775.61         | 4,895.00         | 5,017.38         | 5,142.81         | 5,271.38         | 5,403.17           | 5,538.25           | 5,676.70           | 5,818.62           | 5,964.09           | 6,113.19           |
|          | 52.7619    | 54.0809          | 55.4329          | 56.8188          | 58.2393          | 59.6951          | 61.1875          | 62.7173          | 64.2851          | 65.8923          | 67.5396            | 69.2281            | 70.9588            | 72.7328            | 74.5511            | 76.4149            |
| Grade 23 | 113,894.34 | 116,741.69       | 119,660.23       | 122,651.74       | 125,718.04       | 128,860.98       | 132,082.51       | 135,384.57       | 138,769.20       | 142,238.41       | 145,794.35         | 149,439.23         | 153,175.20         | 157,004.59         | 160,929.71         | 164,952.96         |
|          | 4,380.55   | 4,490.07         | 4,602.32         | 4,717.37         | 4,835.31         | 4,956.19         | 5,080.10         | 5,207.10         | 5,337.28         | 5,470.71         | 5,607.48           | 5,747.66           | 5,891.35           | 6,038.64           | 6,189.60           | 6,344.34           |
|          | 54.7569    | 56.1259          | 57.5290          | 58.9671          | 60.4414          | 61.9524          | 63.5013          | 65.0888          | 66.7160          | 68.3839          | 70.0935            | 71.8458            | 73.6419            | 75.4830            | 77.3700            | 79.3043            |
| Grade 24 | 118,200.98 | 121,155.99       | 124,184.90       | 127,289.52       | 130,471.76       | 133,733.53       | 137,076.88       | 140,503.83       | 144,016.41       | 147,616.82       | 151,307.23         | 155,089.91         | 158,967.18         | 162,941.36         | 167,014.87         | 171,190.23         |
|          | 4,546.19   | 4,659.85         | 4,776.34         | 4,895.75         | 5,018.14         | 5,143.60         | 5,272.19         | 5,403.99         | 5,539.09         | 5,677.57         | 5,819.51           | 5,965.00           | 6,114.12           | 6,266.98           | 6,423.65           | 6,584.24           |
|          | 56.8274    | 58.2481          | 59.7043          | 61.1969          | 62.7268          | 64.2950          | 65.9024          | 67.5499          | 69.2386          | 70.9696          | 72.7439            | 74.5625            | 76.4265            | 78.3373            | 80.2956            | 82.3030            |
| Grade 25 | 122,670.42 | 125,737.18       | 128,880.61       | 132,102.64       | 135,405.19       | 138,790.31       | 142,260.06       | 145,816.57       | 149,461.99       | 153,198.53       | 157,028.50         | 160,954.22         | 164,978.07         | 169,102.53         | 173,330.09         | 177,663.34         |
|          | 4,718.09   | 4,836.05         | 4,956.95         | 5,080.87         | 5,207.89         | 5,338.09         | 5,471.54         | 5,608.33         | 5,748.54         | 5,892.25         | 6,039.56           | 6,190.55           | 6,345.31           | 6,503.94           | 6,666.54           | 6,833.21           |
|          | 58.9761    | 60.4506          | 61.9619          | 63.5109          | 65.0986          | 66.7261          | 68.3943          | 70.1041          | 71.8568          | 73.6531          | 75.4945            | 77.3819            | 79.3164            | 81.2993            | 83.3318            | 85.4151            |
| Grade 26 | 127,308.91 | 130,491.63       | 133,753.93       | 137,097.76       | 140,525.22       | 144,038.33       | 147,639.30       | 151,330.28       | 155,113.55       | 158,991.36       | 162,966.16         | 167,040.31         | 171,216.32         | 175,496.73         | 179,884.15         | 184,381.25         |
|          | 4,896.50   | 5,018.91         | 5,144.38         | 5,272.99         | 5,404.82         | 5,539.94         | 5,678.43         | 5,820.40         | 5,965.91         | 6,115.05         | 6,267.93           | 6,424.63           | 6,585.24           | 6,749.87           | 6,918.62           | 7,091.59           |
|          | 61.2063    | 62.7364          | 64.3048          | 65.9124          | 67.5603          | 69.2493          | 70.9804          | 72.7550          | 74.5739          | 76.4381          | 78.3491            | 80.3079            | 82.3155            | 84.3734            | 86.4828            | 88.6449            |
| Grade 27 | 132,122.79 | 135,425.85       | 138,811.48       | 142,281.77       | 145,838.82       | 149,484.79       | 153,221.90       | 157,052.45       | 160,978.75       | 165,003.25       | 169,128.31         | 173,356.53         | 177,690.44         | 182,132.71         | 186,686.01         | 191,353.15         |
|          | 5,081.65   | 5,208.69         | 5,338.90         | 5,472.38         | 5,609.19         | 5,749.42         | 5,893.15         | 6,040.48         | 6,191.49         | 6,346.28         | 6,504.94           | 6,667.56           | 6,834.25           | 7,005.10           | 7,180.23           | 7,359.74           |
|          | 63.5206    | 65.1086          | 66.7363          | 68.4048          | 70.1149          | 71.8678          | 73.6644          | 75.5060          | 77.3936          | 79.3285          | 81.3118            | 83.3445            | 85.4281            | 87.5638            | 89.7529            | 91.9968            |
| Grade 28 | 137,118.66 | 140,546.62       | 144,060.30       | 147,661.82       | 151,353.34       | 155,137.18       | 159,015.60       | 162,991.02       | 167,065.80       | 171,242.42       | 175,523.48         | 179,911.57         | 184,409.36         | 189,019.60         | 193,745.08         | 198,588.71         |
|          | 5,273.79   | 5,405.64         | 5,540.78         | 5,679.30         | 5,821.28         | 5,966.81         | 6,115.98         | 6,268.89         | 6,425.61         | 6,586.25         | 6,750.90           | 6,919.68           | 7,092.67           | 7,269.98           | 7,451.73           | 7,638.03           |
|          | 65.9224    | 67.5705          | 69.2598          | 70.9913          | 72.7660          | 74.5851          | 76.4498          | 78.3611          | 80.3201          | 82.3281          | 84.3863            | 86.4960            | 88.6584            | 90.8748            | 93.1466            | 95.4754            |



FY2026 PAYSCALE  
FY2025 PAYSCALE WITH NO INCREASE

EXECUTIVE SERVICES

|            | Entry                               | Step 1<br>Year 1                    | Step 2<br>Year 2                    | Step 3<br>Year 3                    | Step 4<br>Year 4                    | Step 5<br>Year 5                    | Step 6<br>Year 6                    | Step 7<br>Year 7                    | Step 8<br>Year 8                    | Step 9<br>Year 9                    | Step 10<br>Year 10                  | Step 11<br>Year 11                  | Step 12<br>Year 12                  | Step 13<br>Year 13                  | Step 14<br>Year 14                  | Step 15<br>Year 15                  |
|------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Grade 29   | 142,303.46<br>5,473.21<br>68.4151   | 145,861.05<br>5,610.04<br>70.1255   | 149,507.58<br>5,750.29<br>71.8786   | 153,245.29<br>5,894.05<br>73.6756   | 157,076.41<br>6,041.40<br>75.5175   | 161,003.32<br>6,192.44<br>77.4055   | 165,028.40<br>6,347.25<br>79.3406   | 169,154.10<br>6,505.93<br>81.3241   | 173,382.95<br>6,668.58<br>83.3573   | 177,717.54<br>6,835.29<br>85.4411   | 182,160.47<br>7,006.17<br>87.5771   | 186,714.50<br>7,181.33<br>89.7666   | 191,382.36<br>7,360.86<br>92.0108   | 196,166.92<br>7,544.88<br>94.3110   | 201,071.08<br>7,733.50<br>96.6688   | 206,097.87<br>7,926.84<br>99.0855   |
| Grade 30   | 147,684.30<br>5,680.17<br>71.0021   | 151,376.42<br>5,822.17<br>72.7771   | 155,160.83<br>5,967.72<br>74.5965   | 159,039.86<br>6,116.92<br>76.4615   | 163,015.84<br>6,269.84<br>78.3730   | 167,091.24<br>6,426.59<br>80.3324   | 171,268.51<br>6,587.25<br>82.3406   | 175,550.24<br>6,751.93<br>84.3991   | 179,939.01<br>6,920.73<br>86.5091   | 184,437.46<br>7,093.75<br>88.6719   | 189,048.41<br>7,271.09<br>90.8886   | 193,774.62<br>7,452.87<br>93.1609   | 198,618.99<br>7,639.19<br>95.4899   | 203,584.45<br>7,830.17<br>97.8771   | 208,674.06<br>8,025.93<br>100.3241  | 213,890.93<br>8,226.57<br>102.8321  |
| Grade 31   | 153,268.63<br>5,894.95<br>73.6869   | 157,100.34<br>6,042.32<br>75.5290   | 161,027.83<br>6,193.38<br>77.4173   | 165,053.54<br>6,348.21<br>79.3526   | 169,179.86<br>6,506.92<br>81.3365   | 173,409.38<br>6,669.59<br>83.3699   | 177,744.61<br>6,836.33<br>85.4541   | 182,188.24<br>7,007.24<br>87.5905   | 186,742.92<br>7,182.42<br>89.7803   | 191,411.50<br>7,361.98<br>92.0248   | 196,196.79<br>7,546.03<br>94.3254   | 201,101.70<br>7,734.68<br>96.6835   | 206,129.24<br>7,928.05<br>99.1006   | 211,282.48<br>8,126.25<br>101.5781  | 216,564.54<br>8,329.41<br>104.1176  | 221,978.66<br>8,537.64<br>106.7205  |
| Grade 32   | 159,064.07<br>6,117.85<br>76.4731   | 163,040.68<br>6,270.80<br>78.3850   | 167,116.70<br>6,427.57<br>80.3446   | 171,294.63<br>6,588.26<br>82.3533   | 175,577.00<br>6,752.96<br>84.4120   | 179,966.40<br>6,921.78<br>86.5223   | 184,465.57<br>7,094.83<br>88.6854   | 189,077.21<br>7,272.20<br>90.9025   | 193,804.13<br>7,454.01<br>93.1751   | 198,649.24<br>7,640.36<br>95.5045   | 203,615.46<br>7,831.36<br>97.8920   | 208,705.87<br>8,027.15<br>100.3394  | 213,923.50<br>8,227.83<br>102.8479  | 219,271.59<br>8,433.52<br>105.4190  | 224,753.38<br>8,644.36<br>108.0545  | 230,372.21<br>8,860.47<br>110.7559  |
| Grade 33   | 165,078.71<br>6,349.18<br>79.3648   | 169,205.66<br>6,507.91<br>81.3489   | 173,435.82<br>6,670.61<br>83.3826   | 177,771.73<br>6,837.37<br>85.4671   | 182,216.01<br>7,008.31<br>87.6039   | 186,771.41<br>7,183.52<br>89.7940   | 191,440.69<br>7,363.10<br>92.0388   | 196,226.72<br>7,547.18<br>94.3398   | 201,132.39<br>7,735.86<br>96.6983   | 206,160.69<br>7,929.26<br>99.1158   | 211,314.72<br>8,127.49<br>101.5936  | 216,597.58<br>8,330.68<br>104.1335  | 222,012.53<br>8,538.94<br>106.7368  | 227,562.82<br>8,752.42<br>109.4053  | 233,251.89<br>8,971.23<br>112.1404  | 239,083.19<br>9,195.51<br>114.9439  |
| Grade 34   | 171,320.76<br>6,589.26<br>82.3658   | 175,603.76<br>6,753.99<br>84.4249   | 179,993.87<br>6,922.84<br>86.5355   | 184,493.71<br>7,095.91<br>88.6989   | 189,106.04<br>7,273.31<br>90.9164   | 193,833.71<br>7,455.14<br>93.1893   | 198,679.53<br>7,641.52<br>95.5190   | 203,646.52<br>7,832.56<br>97.9070   | 208,737.69<br>8,028.37<br>100.3546  | 213,956.14<br>8,229.08<br>102.8635  | 219,305.06<br>8,434.81<br>105.4351  | 224,787.66<br>8,645.68<br>108.0710  | 230,407.37<br>8,861.82<br>110.7728  | 236,167.54<br>9,083.37<br>113.5421  | 242,071.72<br>9,310.45<br>116.3806  | 248,123.52<br>9,543.21<br>119.2901  |
| Grade 35   | 177,798.80<br>6,838.42<br>85.4803   | 182,243.77<br>7,009.38<br>87.6173   | 186,799.85<br>7,184.61<br>89.8076   | 191,469.84<br>7,364.22<br>92.0528   | 196,256.59<br>7,548.33<br>94.3541   | 201,163.00<br>7,737.04<br>96.7130   | 206,192.11<br>7,930.47<br>99.1309   | 211,346.90<br>8,128.73<br>101.6091  | 216,630.57<br>8,331.95<br>104.1494  | 222,046.33<br>8,540.24<br>106.7530  | 227,597.51<br>8,753.75<br>109.4219  | 233,287.42<br>8,972.59<br>112.1574  | 239,119.62<br>9,196.91<br>114.9614  | 245,097.61<br>9,426.83<br>117.8354  | 251,225.06<br>9,662.50<br>120.7813  | 257,505.68<br>9,904.06<br>123.8008  |
| Grade 36   | 184,521.84<br>7,096.99<br>88.7124   | 189,134.85<br>7,274.42<br>90.9303   | 193,863.23<br>7,456.28<br>93.2035   | 198,709.82<br>7,642.69<br>95.5336   | 203,677.57<br>7,833.75<br>97.9219   | 208,769.49<br>8,029.60<br>100.3700  | 213,988.74<br>8,230.34<br>102.8793  | 219,338.46<br>8,436.09<br>105.4511  | 224,821.91<br>8,647.00<br>108.0875  | 230,442.48<br>8,863.17<br>110.7896  | 236,203.54<br>9,084.75<br>113.5594  | 242,108.62<br>9,311.87<br>116.3984  | 248,161.31<br>9,544.67<br>119.3084  | 254,365.36<br>9,783.28<br>122.2910  | 260,724.50<br>10,027.87<br>125.3484 | 267,242.60<br>10,278.56<br>128.4820 |
| Grade 37   | 191,499.08<br>7,365.35<br>92.0669   | 196,286.53<br>7,549.48<br>94.3685   | 201,193.70<br>7,738.22<br>96.7278   | 206,223.52<br>7,931.67<br>99.1459   | 211,379.12<br>8,129.97<br>101.6246  | 216,663.59<br>8,333.22<br>104.1653  | 222,080.19<br>8,541.55<br>106.7694  | 227,632.19<br>8,755.08<br>109.4385  | 233,323.01<br>8,973.96<br>112.1745  | 239,156.08<br>9,198.31<br>114.9789  | 245,135.00<br>9,428.27<br>117.8534  | 251,263.36<br>9,663.98<br>120.7998  | 257,544.93<br>9,905.57<br>123.8196  | 263,983.58<br>10,153.21<br>126.9151 | 270,583.17<br>10,407.05<br>130.0881 | 277,347.73<br>10,667.22<br>133.3403 |
| Grade 38   | 198,740.12<br>7,643.85<br>95.5481   | 203,708.60<br>7,834.95<br>97.9369   | 208,801.35<br>8,030.82<br>100.3853  | 214,021.39<br>8,231.59<br>102.8949  | 219,371.90<br>8,437.38<br>105.4673  | 224,856.20<br>8,648.32<br>108.1040  | 230,477.60<br>8,864.52<br>110.8065  | 236,239.55<br>9,086.14<br>113.5768  | 242,145.54<br>9,313.29<br>116.4161  | 248,199.16<br>9,546.12<br>119.3265  | 254,404.15<br>9,784.78<br>122.3098  | 260,764.26<br>10,029.39<br>125.3674 | 267,283.37<br>10,280.13<br>128.5016 | 273,965.44<br>10,537.13<br>131.7141 | 280,814.56<br>10,800.56<br>135.0070 | 287,834.95<br>11,070.58<br>138.3823 |
| Grade 39   | 206,254.97<br>7,932.88<br>99.1610   | 211,411.35<br>8,131.21<br>101.6401  | 216,696.64<br>8,334.49<br>104.1811  | 222,114.04<br>8,542.85<br>106.7856  | 227,666.91<br>8,756.42<br>109.4553  | 233,358.57<br>8,975.33<br>112.1916  | 239,192.54<br>9,199.71<br>114.9964  | 245,172.35<br>9,429.71<br>117.8714  | 251,301.65<br>9,665.45<br>120.8181  | 257,584.20<br>9,907.08<br>123.8385  | 264,023.81<br>10,154.76<br>126.9345 | 270,624.40<br>10,408.63<br>130.1079 | 277,390.03<br>10,668.85<br>133.3606 | 284,324.77<br>10,935.57<br>136.6946 | 291,432.87<br>11,208.96<br>140.1120 | 298,718.71<br>11,489.18<br>143.6148 |
| Grade 40   | 376,929.04<br>14,497.27<br>181.2159 | 386,352.28<br>14,859.70<br>185.7463 | 396,011.07<br>15,231.20<br>190.3900 | 405,911.35<br>15,611.98<br>195.1498 | 416,059.14<br>16,002.27<br>200.0284 | 426,460.62<br>16,402.33<br>205.0291 | 437,122.14<br>16,812.39<br>210.1549 | 448,050.20<br>17,232.70<br>215.4088 | 459,251.43<br>17,663.52<br>220.7940 | 470,732.74<br>18,105.11<br>226.3139 | 482,501.04<br>18,557.73<br>231.9716 | 494,563.57<br>19,021.68<br>237.7710 | 506,927.65<br>19,497.22<br>243.7153 | 519,600.84<br>19,984.65<br>249.8081 | 532,590.89<br>20,484.27<br>256.0534 | 545,905.67<br>20,996.37<br>262.4546 |
| Grade JE36 | 203,435.34<br>7,824.44<br>97.8055   | 208,521.18<br>8,020.05<br>100.2506  | 213,734.22<br>8,220.55<br>102.7569  | 219,077.58<br>8,426.06<br>105.3258  | 224,554.51<br>8,636.71<br>107.9589  | 230,168.37<br>8,852.63<br>110.6579  | 235,922.58<br>9,073.95<br>113.4244  | 241,820.65<br>9,300.79<br>116.2599  | 247,866.16<br>9,533.31<br>119.1664  | 254,062.83<br>9,771.65<br>122.1456  | 260,414.41<br>10,015.94<br>125.1993 | 266,924.76<br>10,266.34<br>128.3293 | 273,597.85<br>10,522.99<br>131.5374 | 280,437.80<br>10,786.07<br>134.8259 | 287,448.76<br>11,055.72<br>138.1965 | 294,634.97<br>11,332.11<br>141.6514 |
| Grade CO   | 260,910.22<br>10,035.01<br>125.4376 | 267,432.97<br>10,285.88<br>128.5735 | 274,118.79<br>10,543.03<br>131.7879 | 280,971.77<br>10,806.61<br>135.0826 | 287,996.06<br>11,076.77<br>138.4596 | 295,195.96<br>11,353.69<br>141.9211 | 302,575.86<br>11,637.53<br>145.4691 | 310,140.26<br>11,928.47<br>149.1059 | 317,893.76<br>12,226.68<br>152.8335 | 325,841.10<br>12,532.35<br>156.6544 | 333,987.13<br>12,845.66<br>160.5708 | 342,336.82<br>13,166.80<br>164.5850 | 350,895.24<br>13,495.97<br>168.6996 | 359,667.62<br>13,833.37<br>172.9171 | 368,659.30<br>14,179.20<br>177.2400 | 377,875.79<br>14,533.68<br>181.6710 |

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