

CITY OF EL PASO
EXECUTIVE PAY SCALE
EFFECTIVE SEPTEMBER 20, 2026

Grade	Pay Frequency	Minimum	First Quartile	Midpoint	Third Quartile	Maximum
EX-1	Annual	\$178,235.20	\$211,457.09	\$244,678.98	\$277,900.87	\$311,122.76
	Monthly	\$14,852.93	\$17,621.43	\$20,389.92	\$23,158.41	\$25,926.90
	Biweekly	\$6,855.20	\$8,133.17	\$9,411.14	\$10,688.70	\$11,966.26
	Hourly	\$85.690000	\$101.662063	\$117.634125	\$133.606188	\$149.578250
EX-2 PS	Annual	\$162,138.60	\$194,353.12	\$226,567.64	\$258,782.16	\$290,996.68
	Monthly	\$13,511.55	\$16,196.09	\$18,880.64	\$21,565.18	\$24,249.72
	Biweekly	\$6,236.10	\$7,475.12	\$8,714.14	\$9,953.16	\$11,192.18
	Hourly	\$77.951250	\$93.439000	\$108.926750	\$124.414500	\$139.902250
EX-2	Annual	\$147,491.76	\$178,608.30	\$209,724.84	\$240,841.38	\$271,957.92
	Monthly	\$12,290.98	\$14,884.03	\$17,477.07	\$20,070.12	\$22,663.16
	Biweekly	\$5,672.76	\$6,869.55	\$8,066.34	\$9,263.13	\$10,459.92
	Hourly	\$70.909500	\$85.869375	\$100.829250	\$115.789125	\$130.749000
EX-3	Annual	\$102,996.92	\$121,028.31	\$139,059.70	\$157,091.09	\$175,122.48
	Monthly	\$8,583.08	\$10,085.69	\$11,588.31	\$13,090.93	\$14,593.54
	Biweekly	\$3,961.42	\$4,654.73	\$5,348.04	\$6,041.76	\$6,735.48
	Hourly	\$49.517750	\$58.186688	\$66.855625	\$75.524563	\$84.193500
EX-4	Annual	\$89,949.08	\$106,237.56	\$122,526.04	\$138,814.52	\$155,103.00
	Monthly	\$7,495.76	\$8,853.13	\$10,210.51	\$11,567.88	\$12,925.25
	Biweekly	\$3,459.58	\$4,086.06	\$4,712.54	\$5,339.02	\$5,965.50
	Hourly	\$43.244750	\$51.075750	\$58.906750	\$66.737750	\$74.568750
EX-5	Annual	\$83,062.72	\$97,554.99	\$112,047.26	\$126,539.53	\$141,031.80
	Monthly	\$6,921.89	\$8,129.58	\$9,337.27	\$10,544.96	\$11,752.65
	Biweekly	\$3,194.72	\$3,751.91	\$4,309.10	\$4,866.70	\$5,424.30
	Hourly	\$39.934000	\$46.901438	\$53.868875	\$60.836313	\$67.803750