

**CITY OF EL PASO**  
**GENERAL SERVICES PAY SCALE - ORDINANCE 8064 - APPENDIX B**  
**EFFECTIVE SEPTEMBER 20, 2026**

| <b>Grade</b> | <b>Pay Frequency</b> | <b>Minimum</b> | <b>First Quartile</b> | <b>Midpoint</b> | <b>Third Quartile</b> | <b>Maximum</b> |
|--------------|----------------------|----------------|-----------------------|-----------------|-----------------------|----------------|
| 44           | Annual               | \$33,800.00    | \$37,403.60           | \$41,007.20     | \$44,610.80           | \$48,214.40    |
|              | Monthly              | \$2,816.67     | \$3,116.97            | \$3,417.27      | \$3,717.57            | \$4,017.87     |
|              | Bi-Weekly            | \$1,300.00     | \$1,438.60            | \$1,577.20      | \$1,715.80            | \$1,854.40     |
|              | Hourly               | \$16.250000    | 17.982500             | \$19.715000     | 21.447500             | \$23.180000    |
| 45           | Annual               | \$34,946.70    | \$38,676.44           | \$42,406.18     | \$46,135.92           | \$49,865.65    |
|              | Monthly              | \$2,912.23     | \$3,223.04            | \$3,533.85      | \$3,844.66            | \$4,155.47     |
|              | Bi-Weekly            | \$1,344.10     | \$1,487.56            | \$1,631.01      | \$1,774.46            | \$1,917.91     |
|              | Hourly               | \$16.801300    | 18.594443             | \$20.387586     | 22.180729             | \$23.973872    |
| 46           | Annual               | \$36,133.34    | \$39,993.61           | \$43,853.88     | \$47,714.15           | \$51,574.42    |
|              | Monthly              | \$3,011.11     | \$3,332.80            | \$3,654.49      | \$3,976.18            | \$4,297.87     |
|              | Bi-Weekly            | \$1,389.74     | \$1,538.22            | \$1,686.69      | \$1,835.16            | \$1,983.63     |
|              | Hourly               | \$17.371800    | 19.227698             | \$21.083596     | 22.939494             | \$24.795392    |
| 47           | Annual               | \$37,361.58    | \$41,356.96           | \$45,352.33     | \$49,347.71           | \$53,343.08    |
|              | Monthly              | \$3,113.47     | \$3,446.42            | \$3,779.37      | \$4,112.31            | \$4,445.26     |
|              | Bi-Weekly            | \$1,436.98     | \$1,590.65            | \$1,744.32      | \$1,897.99            | \$2,051.66     |
|              | Hourly               | \$17.962300    | 19.883153             | \$21.804006     | 23.724859             | \$25.645712    |
| 48           | Annual               | \$38,632.88    | \$42,768.10           | \$46,903.32     | \$51,038.53           | \$55,173.75    |
|              | Monthly              | \$3,219.41     | \$3,564.01            | \$3,908.61      | \$4,253.21            | \$4,597.81     |
|              | Bi-Weekly            | \$1,485.88     | \$1,644.93            | \$1,803.97      | \$1,963.02            | \$2,122.07     |
|              | Hourly               | \$18.573500    | 20.561585             | \$22.549670     | 24.537755             | \$26.525840    |
| 49           | Annual               | \$39,948.69    | \$44,423.19           | \$48,897.69     | \$53,372.19           | \$57,846.68    |
|              | Monthly              | \$3,329.06     | \$3,701.93            | \$4,074.81      | \$4,447.68            | \$4,820.56     |
|              | Bi-Weekly            | \$1,536.49     | \$1,708.58            | \$1,880.68      | \$2,052.78            | \$2,224.87     |
|              | Hourly               | \$19.206100    | 21.357302             | \$23.508503     | 25.659705             | \$27.810906    |
| 50           | Annual               | \$41,310.46    | \$45,941.57           | \$50,572.67     | \$55,203.77           | \$59,834.88    |
|              | Monthly              | \$3,442.54     | \$3,828.46            | \$4,214.39      | \$4,600.31            | \$4,986.24     |
|              | Bi-Weekly            | \$1,588.86     | \$1,766.98            | \$1,945.10      | \$2,123.22            | \$2,301.34     |
|              | Hourly               | \$19.860800    | 22.087292             | \$24.313784     | 26.540276             | \$28.766768    |
| 51           | Annual               | \$42,721.87    | \$47,634.88           | \$52,547.90     | \$57,460.91           | \$62,373.93    |
|              | Monthly              | \$3,560.16     | \$3,969.58            | \$4,379.00      | \$4,788.41            | \$5,197.83     |
|              | Bi-Weekly            | \$1,643.15     | \$1,832.11            | \$2,021.07      | \$2,210.04            | \$2,399.00     |
|              | Hourly               | \$20.539360    | 22.901386             | \$25.263413     | 27.625439             | \$29.987466    |
| 52           | Annual               | \$44,217.04    | \$49,302.00           | \$54,386.96     | \$59,471.92           | \$64,556.88    |
|              | Monthly              | \$3,684.75     | \$4,108.50            | \$4,532.25      | \$4,955.99            | \$5,379.74     |
|              | Bi-Weekly            | \$1,700.66     | \$1,896.23            | \$2,091.81      | \$2,287.38            | \$2,482.96     |
|              | Hourly               | \$21.258193    | 23.702885             | \$26.147577     | 28.592269             | \$31.036961    |
| 53           | Annual               | \$45,764.66    | \$51,256.42           | \$56,748.18     | \$62,239.94           | \$67,731.70    |
|              | Monthly              | \$3,813.72     | \$4,271.37            | \$4,729.02      | \$5,186.66            | \$5,644.31     |
|              | Bi-Weekly            | \$1,760.18     | \$1,971.40            | \$2,182.62      | \$2,393.84            | \$2,605.07     |
|              | Hourly               | \$22.002240    | 24.642509             | \$27.282778     | 29.923046             | \$32.563315    |
| 54           | Annual               | \$47,366.43    | \$53,050.41           | \$58,734.38     | \$64,418.35           | \$70,102.32    |
|              | Monthly              | \$3,947.20     | \$4,420.87            | \$4,894.53      | \$5,368.20            | \$5,841.86     |
|              | Bi-Weekly            | \$1,821.79     | \$2,040.40            | \$2,259.01      | \$2,477.63            | \$2,696.24     |
|              | Hourly               | \$22.772323    | 25.505001             | \$28.237680     | 30.970359             | \$33.703037    |
| 55           | Annual               | \$49,024.28    | \$54,907.20           | \$60,790.11     | \$66,673.02           | \$72,555.93    |
|              | Monthly              | \$4,085.36     | \$4,575.60            | \$5,065.85      | \$5,556.09            | \$6,046.33     |
|              | Bi-Weekly            | \$1,885.55     | \$2,111.81            | \$2,338.08      | \$2,564.35            | \$2,790.61     |
|              | Hourly               | \$23.569363    | 26.397686             | \$29.226010     | 32.054333             | \$34.882657    |
| 56           | Annual               | \$50,740.11    | \$56,828.92           | \$62,917.74     | \$69,006.55           | \$75,095.36    |
|              | Monthly              | \$4,228.34     | \$4,735.75            | \$5,243.15      | \$5,750.55            | \$6,257.95     |
|              | Bi-Weekly            | \$1,951.54     | \$2,185.73            | \$2,419.91      | \$2,654.10            | \$2,888.28     |
|              | Hourly               | \$24.394283    | 27.321597             | \$30.248911     | 33.176225             | \$36.103538    |

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|--------------|----------------------|----------------|-----------------------|-----------------|-----------------------|----------------|
| 57           | Annual               | \$52,516.06    | \$59,579.47           | \$66,642.89     | \$73,706.30           | \$80,769.71    |
|              | Monthly              | \$4,376.34     | \$4,964.96            | \$5,553.58      | \$6,142.19            | \$6,730.81     |
|              | Bi-Weekly            | \$2,019.85     | \$2,291.52            | \$2,563.19      | \$2,834.86            | \$3,106.53     |
|              | Hourly               | \$25.248108    | 28.643978             | \$32.039849     | 35.435719             | \$38.831589    |
| 58           | Annual               | \$54,354.06    | \$61,664.69           | \$68,975.31     | \$76,285.93           | \$83,596.55    |
|              | Monthly              | \$4,529.51     | \$5,138.73            | \$5,747.95      | \$6,357.16            | \$6,966.38     |
|              | Bi-Weekly            | \$2,090.54     | \$2,371.72            | \$2,652.90      | \$2,934.07            | \$3,215.25     |
|              | Hourly               | \$26.131760    | 29.646482             | \$33.161204     | 36.675925             | \$40.190647    |
| 59           | Annual               | \$56,256.45    | \$63,822.94           | \$71,389.43     | \$78,955.92           | \$86,522.41    |
|              | Monthly              | \$4,688.04     | \$5,318.58            | \$5,949.12      | \$6,579.66            | \$7,210.20     |
|              | Bi-Weekly            | \$2,163.71     | \$2,454.73            | \$2,745.75      | \$3,036.77            | \$3,327.79     |
|              | Hourly               | \$27.046368    | 30.684104             | \$34.321841     | 37.959577             | \$41.597314    |
| 60           | Annual               | \$58,225.35    | \$66,056.66           | \$73,887.97     | \$81,719.27           | \$89,550.58    |
|              | Monthly              | \$4,852.11     | \$5,504.72            | \$6,157.33      | \$6,809.94            | \$7,462.55     |
|              | Bi-Weekly            | \$2,239.44     | \$2,540.64            | \$2,841.84      | \$3,143.05            | \$3,444.25     |
|              | Hourly               | \$27.992955    | 31.758008             | \$35.523060     | 39.288113             | \$43.053165    |
| 61           | Annual               | \$60,263.33    | \$68,368.75           | \$76,474.17     | \$84,579.59           | \$92,685.00    |
|              | Monthly              | \$5,021.94     | \$5,697.40            | \$6,372.85      | \$7,048.30            | \$7,723.75     |
|              | Bi-Weekly            | \$2,317.82     | \$2,629.57            | \$2,941.31      | \$3,253.06            | \$3,564.81     |
|              | Hourly               | \$28.972753    | 32.869588             | \$36.766424     | 40.663259             | \$44.560094    |