

CITY OF EL PASO
HUMAN RESOURCES DEPARTMENT
MEDICAL PAY SCALE EFFECTIVE JANUARY 25, 2026

Grade		Minimum	First Quartile	Midpoint	Third Quartile	Maximum
25	Annual	\$109,171.50	\$132,370.45	\$155,569.39	\$178,768.34	\$201,967.28
	Monthly	\$9,097.63	\$11,030.87	\$12,964.12	\$14,897.36	\$16,830.61
	Bi-Weekly	\$4,198.90	\$5,091.17	\$5,983.44	\$6,875.71	\$7,767.97
	Hourly	\$52.486300	\$63.639639	\$74.792978	\$85.946317	\$97.099655
26	Annual	\$121,510.48	\$147,331.46	\$173,152.44	\$198,973.41	\$224,794.39
	Monthly	\$10,125.87	\$12,277.62	\$14,429.37	\$16,581.12	\$18,732.87
	Bi-Weekly	\$4,673.48	\$5,666.59	\$6,659.71	\$7,652.82	\$8,645.94
	Hourly	\$58.418500	\$70.832432	\$83.246363	\$95.660294	\$108.074225
27	Annual	\$135,244.10	\$163,983.47	\$192,722.84	\$221,462.21	\$250,201.58
	Monthly	\$11,270.34	\$13,665.29	\$16,060.24	\$18,455.18	\$20,850.13
	Bi-Weekly	\$5,201.70	\$6,307.06	\$7,412.42	\$8,517.78	\$9,623.14
	Hourly	\$65.021200	\$78.838205	\$92.655210	\$106.472215	\$120.289220
28	Annual	\$150,530.22	\$182,517.90	\$214,505.57	\$246,493.24	\$278,480.91
	Monthly	\$12,544.19	\$15,209.82	\$17,875.47	\$20,541.10	\$23,206.74
	Bi-Weekly	\$5,789.62	\$7,019.92	\$8,250.21	\$9,480.51	\$10,710.80
	Hourly	\$72.370300	\$87.748989	\$103.127678	\$118.506367	\$133.885055