

Proposed Salary Scale  
Webb County Personnel Project

| Grade | A          | Hourly Rate | B          | Hourly Rate | C          | Hourly Rate | D          | Hourly Rate | E          | Hourly Rate | F          | Hourly Rate | G          | Hourly Rate | H          | Hourly Rate | I          | Hourly Rate | J          | Hourly Rate |
|-------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|
| 5     | 22,306.68  | 10.72       | 22,585.51  | 10.86       | 22,867.83  | 10.99       | 23,153.68  | 11.13       | 23,443.10  | 11.27       | 23,736.14  | 11.41       | 24,032.84  | 11.55       | 24,333.25  | 11.70       | 24,637.41  | 11.84       | 24,945.38  | 11.99       |
| 6     | 23,435.95  | 11.27       | 23,728.90  | 11.41       | 24,025.51  | 11.55       | 24,325.83  | 11.70       | 24,629.90  | 11.84       | 24,937.78  | 11.99       | 25,249.50  | 12.14       | 25,565.12  | 12.29       | 25,884.68  | 12.44       | 26,208.24  | 12.60       |
| 7     | 24,622.40  | 11.84       | 24,930.18  | 11.99       | 25,241.80  | 12.14       | 25,557.33  | 12.29       | 25,876.79  | 12.44       | 26,200.25  | 12.60       | 26,527.76  | 12.75       | 26,859.35  | 12.91       | 27,195.10  | 13.07       | 27,535.03  | 13.24       |
| 8     | 25,868.91  | 12.44       | 26,192.27  | 12.59       | 26,519.67  | 12.75       | 26,851.17  | 12.91       | 27,186.81  | 13.07       | 27,526.64  | 13.23       | 27,870.72  | 13.40       | 28,219.11  | 13.57       | 28,571.85  | 13.74       | 28,929.00  | 13.91       |
| 9     | 27,178.52  | 13.07       | 27,518.25  | 13.23       | 27,862.23  | 13.40       | 28,210.51  | 13.56       | 28,563.14  | 13.73       | 28,920.18  | 13.90       | 29,281.68  | 14.08       | 29,647.70  | 14.25       | 30,018.30  | 14.43       | 30,393.53  | 14.61       |
| 10    | 28,554.43  | 13.73       | 28,911.36  | 13.90       | 29,272.75  | 14.07       | 29,638.66  | 14.25       | 30,009.15  | 14.43       | 30,384.26  | 14.61       | 30,764.06  | 14.79       | 31,148.62  | 14.98       | 31,537.97  | 15.16       | 31,932.20  | 15.35       |
| 11    | 30,000.00  | 14.42       | 30,375.00  | 14.60       | 30,754.69  | 14.79       | 31,139.12  | 14.97       | 31,528.36  | 15.16       | 31,922.46  | 15.35       | 32,321.50  | 15.54       | 32,725.51  | 15.73       | 33,134.58  | 15.93       | 33,548.77  | 16.13       |
| 12    | 31,518.75  | 15.15       | 31,912.73  | 15.34       | 32,311.64  | 15.53       | 32,715.54  | 15.73       | 33,124.48  | 15.93       | 33,538.54  | 16.12       | 33,957.77  | 16.33       | 34,382.24  | 16.53       | 34,812.02  | 16.74       | 35,247.17  | 16.95       |
| 13    | 33,114.39  | 15.92       | 33,528.32  | 16.12       | 33,947.42  | 16.32       | 34,371.76  | 16.52       | 34,801.41  | 16.73       | 35,236.43  | 16.94       | 35,676.88  | 17.15       | 36,122.84  | 17.37       | 36,574.38  | 17.58       | 37,031.56  | 17.80       |
| 14    | 34,790.80  | 16.73       | 35,225.69  | 16.94       | 35,666.01  | 17.15       | 36,111.83  | 17.36       | 36,563.23  | 17.58       | 37,020.27  | 17.80       | 37,483.03  | 18.02       | 37,951.56  | 18.25       | 38,425.96  | 18.47       | 38,906.28  | 18.70       |
| 15    | 36,552.09  | 17.57       | 37,008.99  | 17.79       | 37,471.60  | 18.02       | 37,940.00  | 18.24       | 38,414.25  | 18.47       | 38,894.42  | 18.70       | 39,380.60  | 18.93       | 39,872.86  | 19.17       | 40,371.27  | 19.41       | 40,875.91  | 19.65       |
| 16    | 38,402.54  | 18.46       | 38,882.57  | 18.69       | 39,368.60  | 18.93       | 39,860.71  | 19.16       | 40,358.97  | 19.40       | 40,863.45  | 19.65       | 41,374.25  | 19.89       | 41,891.42  | 20.14       | 42,415.07  | 20.39       | 42,945.26  | 20.65       |
| 17    | 40,346.66  | 19.40       | 40,851.00  | 19.64       | 41,361.64  | 19.89       | 41,878.66  | 20.13       | 42,402.14  | 20.39       | 42,932.17  | 20.64       | 43,468.82  | 20.90       | 44,012.18  | 21.16       | 44,562.33  | 21.42       | 45,119.36  | 21.69       |
| 18    | 42,389.21  | 20.38       | 42,919.08  | 20.63       | 43,455.57  | 20.89       | 43,998.76  | 21.15       | 44,548.75  | 21.42       | 45,105.61  | 21.69       | 45,669.43  | 21.96       | 46,240.29  | 22.23       | 46,818.30  | 22.51       | 47,403.53  | 22.79       |
| 19    | 44,535.17  | 21.41       | 45,091.86  | 21.68       | 45,655.51  | 21.95       | 46,226.20  | 22.22       | 46,804.03  | 22.50       | 47,389.08  | 22.78       | 47,981.44  | 23.07       | 48,581.21  | 23.36       | 49,188.47  | 23.65       | 49,803.33  | 23.94       |
| 20    | 46,789.76  | 22.50       | 47,374.63  | 22.78       | 47,966.82  | 23.06       | 48,566.40  | 23.35       | 49,173.48  | 23.64       | 49,788.15  | 23.94       | 50,410.50  | 24.24       | 51,040.63  | 24.54       | 51,678.64  | 24.85       | 52,324.62  | 25.16       |
| 21    | 51,647.14  | 24.83       | 52,292.73  | 25.14       | 52,946.39  | 25.45       | 53,608.22  | 25.77       | 54,278.32  | 26.10       | 54,956.80  | 26.42       | 55,643.76  | 26.75       | 56,339.31  | 27.09       | 57,043.55  | 27.42       | 57,756.59  | 27.77       |
| 22    | 57,008.78  | 27.41       | 57,721.39  | 27.75       | 58,442.91  | 28.10       | 59,173.44  | 28.45       | 59,913.11  | 28.80       | 60,662.03  | 29.16       | 61,420.30  | 29.53       | 62,188.06  | 29.90       | 62,965.41  | 30.27       | 63,752.47  | 30.65       |
| 23    | 62,927.03  | 30.25       | 63,713.62  | 30.63       | 64,510.04  | 31.01       | 65,316.41  | 31.40       | 66,132.87  | 31.79       | 66,959.53  | 32.19       | 67,796.52  | 32.59       | 68,643.98  | 33.00       | 69,502.03  | 33.41       | 70,370.80  | 33.83       |
| 24    | 69,459.66  | 33.39       | 70,327.91  | 33.81       | 71,207.01  | 34.23       | 72,097.10  | 34.66       | 72,998.31  | 35.10       | 73,910.79  | 35.53       | 74,834.67  | 35.98       | 75,770.11  | 36.43       | 76,717.23  | 36.88       | 77,676.20  | 37.34       |
| 25    | 76,670.47  | 36.86       | 77,628.85  | 37.32       | 78,599.21  | 37.79       | 79,581.70  | 38.26       | 80,576.48  | 38.74       | 81,583.68  | 39.22       | 82,603.48  | 39.71       | 83,636.02  | 40.21       | 84,681.47  | 40.71       | 85,739.99  | 41.22       |
| 26    | 84,629.86  | 40.69       | 85,687.73  | 41.20       | 86,758.83  | 41.71       | 87,843.31  | 42.23       | 88,941.35  | 42.76       | 90,053.12  | 43.29       | 91,178.78  | 43.84       | 92,318.52  | 44.38       | 93,472.50  | 44.94       | 94,640.91  | 45.50       |
| 27    | 93,415.53  | 44.91       | 94,583.22  | 45.47       | 95,765.51  | 46.04       | 96,962.58  | 46.62       | 98,174.61  | 47.20       | 99,401.79  | 47.79       | 100,644.32 | 48.39       | 101,902.37 | 48.99       | 103,176.15 | 49.60       | 104,465.85 | 50.22       |
| 28    | 103,113.26 | 49.57       | 104,402.18 | 50.19       | 105,707.20 | 50.82       | 107,028.54 | 51.46       | 108,366.40 | 52.10       | 109,720.98 | 52.75       | 111,092.49 | 53.41       | 112,481.15 | 54.08       | 113,887.16 | 54.75       | 115,310.75 | 55.44       |

Proposed Salary Scale  
Webb County Personnel Project

| Grade | R          | Hourly Rate | S          | Hourly Rate | T          | Hourly Rate | U          | Hourly Rate | V          | Hourly Rate | W          | Hourly Rate | X          | Hourly Rate | Y          | Hourly Rate | Z          | Hourly Rate | AA         | Hourly Rate |
|-------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|
| 5     | 27,551.83  | 13.25       | 27,896.23  | 13.41       | 28,244.93  | 13.58       | 28,597.99  | 13.75       | 28,955.46  | 13.92       | 29,317.41  | 14.09       | 29,683.88  | 14.27       | 30,054.92  | 14.45       | 30,430.61  | 14.63       | 30,810.99  | 14.81       |
| 6     | 28,946.64  | 13.92       | 29,308.47  | 14.09       | 29,674.83  | 14.27       | 30,045.76  | 14.45       | 30,421.34  | 14.63       | 30,801.60  | 14.81       | 31,186.62  | 14.99       | 31,576.45  | 15.18       | 31,971.16  | 15.37       | 32,370.80  | 15.56       |
| 7     | 30,412.06  | 14.62       | 30,792.21  | 14.80       | 31,177.12  | 14.99       | 31,566.83  | 15.18       | 31,961.42  | 15.37       | 32,360.93  | 15.56       | 32,765.44  | 15.75       | 33,175.01  | 15.95       | 33,589.70  | 16.15       | 34,009.57  | 16.35       |
| 8     | 31,951.67  | 15.36       | 32,351.07  | 15.55       | 32,755.46  | 15.75       | 33,164.90  | 15.94       | 33,579.46  | 16.14       | 33,999.21  | 16.35       | 34,424.20  | 16.55       | 34,854.50  | 16.76       | 35,290.18  | 16.97       | 35,731.31  | 17.18       |
| 9     | 33,569.23  | 16.14       | 33,988.84  | 16.34       | 34,413.70  | 16.55       | 34,843.87  | 16.75       | 35,279.42  | 16.96       | 35,720.41  | 17.17       | 36,166.92  | 17.39       | 36,619.01  | 17.61       | 37,076.74  | 17.83       | 37,540.20  | 18.05       |
| 10    | 35,268.67  | 16.96       | 35,709.53  | 17.17       | 36,155.90  | 17.38       | 36,607.84  | 17.60       | 37,065.44  | 17.82       | 37,528.76  | 18.04       | 37,997.87  | 18.27       | 38,472.84  | 18.50       | 38,953.75  | 18.73       | 39,440.68  | 18.96       |
| 11    | 37,054.15  | 17.81       | 37,517.32  | 18.04       | 37,986.29  | 18.26       | 38,461.12  | 18.49       | 38,941.88  | 18.72       | 39,428.65  | 18.96       | 39,921.51  | 19.19       | 40,420.53  | 19.43       | 40,925.79  | 19.68       | 41,437.36  | 19.92       |
| 12    | 38,930.01  | 18.72       | 39,416.64  | 18.95       | 39,909.34  | 19.19       | 40,408.21  | 19.43       | 40,913.31  | 19.67       | 41,424.73  | 19.92       | 41,942.54  | 20.16       | 42,466.82  | 20.42       | 42,997.66  | 20.67       | 43,535.13  | 20.93       |
| 13    | 40,900.84  | 19.66       | 41,412.10  | 19.91       | 41,929.75  | 20.16       | 42,453.88  | 20.41       | 42,984.55  | 20.67       | 43,521.86  | 20.92       | 44,065.88  | 21.19       | 44,616.70  | 21.45       | 45,174.41  | 21.72       | 45,739.09  | 21.99       |
| 14    | 42,971.45  | 20.66       | 43,508.59  | 20.92       | 44,052.45  | 21.18       | 44,603.10  | 21.44       | 45,160.64  | 21.71       | 45,725.15  | 21.98       | 46,296.72  | 22.26       | 46,875.42  | 22.54       | 47,461.37  | 22.82       | 48,054.63  | 23.10       |
| 15    | 45,146.88  | 21.71       | 45,711.21  | 21.98       | 46,282.60  | 22.25       | 46,861.14  | 22.53       | 47,446.90  | 22.81       | 48,039.99  | 23.10       | 48,640.49  | 23.38       | 49,248.49  | 23.68       | 49,864.10  | 23.97       | 50,487.40  | 24.27       |
| 16    | 47,432.44  | 22.80       | 48,025.34  | 23.09       | 48,625.66  | 23.38       | 49,233.48  | 23.67       | 49,848.90  | 23.97       | 50,472.01  | 24.27       | 51,102.91  | 24.57       | 51,741.70  | 24.88       | 52,388.47  | 25.19       | 53,043.32  | 25.50       |
| 17    | 49,833.71  | 23.96       | 50,456.63  | 24.26       | 51,087.33  | 24.56       | 51,725.93  | 24.87       | 52,372.50  | 25.18       | 53,027.16  | 25.49       | 53,690.00  | 25.81       | 54,361.12  | 26.14       | 55,040.64  | 26.46       | 55,728.64  | 26.79       |
| 18    | 52,356.54  | 25.17       | 53,010.99  | 25.49       | 53,673.63  | 25.80       | 54,344.55  | 26.13       | 55,023.86  | 26.45       | 55,711.66  | 26.78       | 56,408.05  | 27.12       | 57,113.15  | 27.46       | 57,827.07  | 27.80       | 58,549.91  | 28.15       |
| 19    | 55,007.09  | 26.45       | 55,694.68  | 26.78       | 56,390.86  | 27.11       | 57,095.74  | 27.45       | 57,809.44  | 27.79       | 58,532.06  | 28.14       | 59,263.71  | 28.49       | 60,004.51  | 28.85       | 60,754.56  | 29.21       | 61,513.99  | 29.57       |
| 20    | 57,791.82  | 27.78       | 58,514.22  | 28.13       | 59,245.65  | 28.48       | 59,986.22  | 28.84       | 60,736.04  | 29.20       | 61,495.24  | 29.57       | 62,263.94  | 29.93       | 63,042.23  | 30.31       | 63,830.26  | 30.69       | 64,628.14  | 31.07       |
| 21    | 63,791.36  | 30.67       | 64,588.75  | 31.05       | 65,396.11  | 31.44       | 66,213.56  | 31.83       | 67,041.23  | 32.23       | 67,879.24  | 32.63       | 68,727.73  | 33.04       | 69,586.83  | 33.46       | 70,456.67  | 33.87       | 71,337.37  | 34.30       |
| 22    | 70,413.72  | 33.85       | 71,293.89  | 34.28       | 72,185.07  | 34.70       | 73,087.38  | 35.14       | 74,000.97  | 35.58       | 74,925.98  | 36.02       | 75,862.56  | 36.47       | 76,810.84  | 36.93       | 77,770.98  | 37.39       | 78,743.11  | 37.86       |
| 23    | 77,723.57  | 37.37       | 78,695.12  | 37.83       | 79,678.81  | 38.31       | 80,674.79  | 38.79       | 81,683.23  | 39.27       | 82,704.27  | 39.76       | 83,738.07  | 40.26       | 84,784.80  | 40.76       | 85,844.61  | 41.27       | 86,917.66  | 41.79       |
| 24    | 85,792.28  | 41.25       | 86,864.69  | 41.76       | 87,950.49  | 42.28       | 89,049.88  | 42.81       | 90,163.00  | 43.35       | 91,290.04  | 43.89       | 92,431.16  | 44.44       | 93,586.55  | 44.99       | 94,756.38  | 45.56       | 95,940.84  | 46.13       |
| 25    | 94,698.63  | 45.53       | 95,882.36  | 46.10       | 97,080.89  | 46.67       | 98,294.40  | 47.26       | 99,523.08  | 47.85       | 100,767.12 | 48.45       | 102,026.71 | 49.05       | 103,302.04 | 49.66       | 104,593.32 | 50.29       | 105,900.73 | 50.91       |
| 26    | 104,529.56 | 50.25       | 105,836.18 | 50.88       | 107,159.14 | 51.52       | 108,498.63 | 52.16       | 109,854.86 | 52.81       | 111,228.04 | 53.48       | 112,618.39 | 54.14       | 114,026.12 | 54.82       | 115,451.45 | 55.51       | 116,894.59 | 56.20       |
| 27    | 115,381.08 | 55.47       | 116,823.34 | 56.17       | 118,283.64 | 56.87       | 119,762.18 | 57.58       | 121,259.21 | 58.30       | 122,774.95 | 59.03       | 124,309.64 | 59.76       | 125,863.51 | 60.51       | 127,436.80 | 61.27       | 129,029.76 | 62.03       |
| 28    | 127,359.12 | 61.23       | 128,951.11 | 62.00       | 130,563.00 | 62.77       | 132,195.04 | 63.56       | 133,847.48 | 64.35       | 135,520.57 | 65.15       | 137,214.58 | 65.97       | 138,929.76 | 66.79       | 140,666.38 | 67.63       | 142,424.71 | 68.47       |

Proposed Salary Scale  
Webb County Personnel Project

| Grade | AI         | Hourly Rate | AJ         | Hourly Rate | AK         | Hourly Rate | AL         | Hourly Rate | AM         | Hourly Rate | AN         | Hourly Rate | AO         | Hourly Rate | AP         | Hourly Rate | AQ         | Hourly Rate | AR         | Hourly Rate |
|-------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|
| 5     | 34,030.32  | 16.36       | 34,455.70  | 16.57       | 34,886.39  | 16.77       | 35,322.47  | 16.98       | 35,764.00  | 17.19       | 36,211.05  | 17.41       | 36,663.69  | 17.63       | 37,121.99  | 17.85       | 37,586.01  | 18.07       | 38,055.84  | 18.30       |
| 6     | 35,753.10  | 17.19       | 36,200.01  | 17.40       | 36,652.51  | 17.62       | 37,110.67  | 17.84       | 37,574.55  | 18.06       | 38,044.23  | 18.29       | 38,519.78  | 18.52       | 39,001.28  | 18.75       | 39,488.80  | 18.98       | 39,982.41  | 19.22       |
| 7     | 37,563.10  | 18.06       | 38,032.64  | 18.28       | 38,508.05  | 18.51       | 38,989.40  | 18.74       | 39,476.77  | 18.98       | 39,970.23  | 19.22       | 40,469.85  | 19.46       | 40,975.73  | 19.70       | 41,487.92  | 19.95       | 42,006.52  | 20.20       |
| 8     | 39,464.73  | 18.97       | 39,958.04  | 19.21       | 40,457.51  | 19.45       | 40,963.23  | 19.69       | 41,475.27  | 19.94       | 41,993.71  | 20.19       | 42,518.64  | 20.44       | 43,050.12  | 20.70       | 43,588.24  | 20.96       | 44,133.10  | 21.22       |
| 9     | 41,462.63  | 19.93       | 41,980.92  | 20.18       | 42,505.68  | 20.44       | 43,037.00  | 20.69       | 43,574.96  | 20.95       | 44,119.65  | 21.21       | 44,671.14  | 21.48       | 45,229.53  | 21.74       | 45,794.90  | 22.02       | 46,367.34  | 22.29       |
| 10    | 43,561.68  | 20.94       | 44,106.20  | 21.20       | 44,657.53  | 21.47       | 45,215.75  | 21.74       | 45,780.94  | 22.01       | 46,353.20  | 22.29       | 46,932.62  | 22.56       | 47,519.28  | 22.85       | 48,113.27  | 23.13       | 48,714.68  | 23.42       |
| 11    | 45,766.98  | 22.00       | 46,339.07  | 22.28       | 46,918.31  | 22.56       | 47,504.79  | 22.84       | 48,098.60  | 23.12       | 48,699.83  | 23.41       | 49,308.58  | 23.71       | 49,924.94  | 24.00       | 50,549.00  | 24.30       | 51,180.86  | 24.61       |
| 12    | 48,083.94  | 23.12       | 48,684.99  | 23.41       | 49,293.55  | 23.70       | 49,909.72  | 24.00       | 50,533.59  | 24.29       | 51,165.26  | 24.60       | 51,804.83  | 24.91       | 52,452.39  | 25.22       | 53,108.04  | 25.53       | 53,771.89  | 25.85       |
| 13    | 50,518.19  | 24.29       | 51,149.67  | 24.59       | 51,789.04  | 24.90       | 52,436.40  | 25.21       | 53,091.86  | 25.52       | 53,755.51  | 25.84       | 54,427.45  | 26.17       | 55,107.79  | 26.49       | 55,796.64  | 26.83       | 56,494.10  | 27.16       |
| 14    | 53,075.68  | 25.52       | 53,739.12  | 25.84       | 54,410.86  | 26.16       | 55,091.00  | 26.49       | 55,779.63  | 26.82       | 56,476.88  | 27.15       | 57,182.84  | 27.49       | 57,897.63  | 27.84       | 58,621.35  | 28.18       | 59,354.11  | 28.54       |
| 15    | 55,762.63  | 26.81       | 56,459.66  | 27.14       | 57,165.41  | 27.48       | 57,879.97  | 27.83       | 58,603.47  | 28.17       | 59,336.02  | 28.53       | 60,077.72  | 28.88       | 60,828.69  | 29.24       | 61,589.05  | 29.61       | 62,358.91  | 29.98       |
| 16    | 58,585.62  | 28.17       | 59,317.94  | 28.52       | 60,059.41  | 28.87       | 60,810.16  | 29.24       | 61,570.28  | 29.60       | 62,339.91  | 29.97       | 63,119.16  | 30.35       | 63,908.15  | 30.73       | 64,707.00  | 31.11       | 65,515.84  | 31.50       |
| 17    | 61,551.52  | 29.59       | 62,320.91  | 29.96       | 63,099.92  | 30.34       | 63,888.67  | 30.72       | 64,687.28  | 31.10       | 65,495.87  | 31.49       | 66,314.57  | 31.88       | 67,143.50  | 32.28       | 67,982.79  | 32.68       | 68,832.58  | 33.09       |
| 18    | 64,667.55  | 31.09       | 65,475.90  | 31.48       | 66,294.35  | 31.87       | 67,123.03  | 32.27       | 67,962.07  | 32.67       | 68,811.59  | 33.08       | 69,671.74  | 33.50       | 70,542.63  | 33.91       | 71,424.42  | 34.34       | 72,317.22  | 34.77       |
| 19    | 67,941.35  | 32.66       | 68,790.62  | 33.07       | 69,650.50  | 33.49       | 70,521.13  | 33.90       | 71,402.65  | 34.33       | 72,295.18  | 34.76       | 73,198.87  | 35.19       | 74,113.86  | 35.63       | 75,040.28  | 36.08       | 75,978.28  | 36.53       |
| 20    | 71,380.89  | 34.32       | 72,273.15  | 34.75       | 73,176.56  | 35.18       | 74,091.27  | 35.62       | 75,017.41  | 36.07       | 75,955.13  | 36.52       | 76,904.57  | 36.97       | 77,865.87  | 37.44       | 78,839.20  | 37.90       | 79,824.69  | 38.38       |
| 21    | 78,791.14  | 37.88       | 79,776.03  | 38.35       | 80,773.23  | 38.83       | 81,782.90  | 39.32       | 82,805.18  | 39.81       | 83,840.25  | 40.31       | 84,888.25  | 40.81       | 85,949.35  | 41.32       | 87,023.72  | 41.84       | 88,111.52  | 42.36       |
| 22    | 86,970.67  | 41.81       | 88,057.81  | 42.34       | 89,158.53  | 42.86       | 90,273.01  | 43.40       | 91,401.42  | 43.94       | 92,543.94  | 44.49       | 93,700.74  | 45.05       | 94,872.00  | 45.61       | 96,057.90  | 46.18       | 97,258.62  | 46.76       |
| 23    | 95,999.35  | 46.15       | 97,199.34  | 46.73       | 98,414.33  | 47.31       | 99,644.51  | 47.91       | 100,890.07 | 48.50       | 102,151.19 | 49.11       | 103,428.08 | 49.73       | 104,720.93 | 50.35       | 106,029.94 | 50.98       | 107,355.32 | 51.61       |
| 24    | 105,965.32 | 50.94       | 107,289.89 | 51.58       | 108,631.01 | 52.23       | 109,988.90 | 52.88       | 111,363.76 | 53.54       | 112,755.81 | 54.21       | 114,165.26 | 54.89       | 115,592.32 | 55.57       | 117,037.23 | 56.27       | 118,500.19 | 56.97       |
| 25    | 116,965.88 | 56.23       | 118,427.96 | 56.94       | 119,908.31 | 57.65       | 121,407.16 | 58.37       | 122,924.75 | 59.10       | 124,461.31 | 59.84       | 126,017.08 | 60.59       | 127,592.29 | 61.34       | 129,187.19 | 62.11       | 130,802.03 | 62.89       |
| 26    | 129,108.45 | 62.07       | 130,722.31 | 62.85       | 132,356.34 | 63.63       | 134,010.79 | 64.43       | 135,685.93 | 65.23       | 137,382.00 | 66.05       | 139,099.27 | 66.87       | 140,838.02 | 67.71       | 142,598.49 | 68.56       | 144,380.97 | 69.41       |
| 27    | 142,511.57 | 68.52       | 144,292.97 | 69.37       | 146,096.63 | 70.24       | 147,922.84 | 71.12       | 149,771.87 | 72.01       | 151,644.02 | 72.91       | 153,539.57 | 73.82       | 155,458.82 | 74.74       | 157,402.05 | 75.67       | 159,369.58 | 76.62       |
| 28    | 157,306.11 | 75.63       | 159,272.44 | 76.57       | 161,263.34 | 77.53       | 163,279.13 | 78.50       | 165,320.12 | 79.48       | 167,386.63 | 80.47       | 169,478.96 | 81.48       | 171,597.44 | 82.50       | 173,742.41 | 83.53       | 175,914.19 | 84.57       |

| <b>K</b>   | <b>Hourly Rate</b> | <b>L</b>   | <b>Hourly Rate</b> | <b>M</b>   | <b>Hourly Rate</b> | <b>N</b>   | <b>Hourly Rate</b> | <b>O</b>   | <b>Hourly Rate</b> | <b>P</b>   | <b>Hourly Rate</b> | <b>Q</b>   | <b>Hourly Rate</b> |
|------------|--------------------|------------|--------------------|------------|--------------------|------------|--------------------|------------|--------------------|------------|--------------------|------------|--------------------|
| 25,257.20  | 12.14              | 25,572.91  | 12.29              | 25,892.58  | 12.45              | 26,216.23  | 12.60              | 26,543.94  | 12.76              | 26,875.73  | 12.92              | 27,211.68  | 13.08              |
| 26,535.84  | 12.76              | 26,867.54  | 12.92              | 27,203.39  | 13.08              | 27,543.43  | 13.24              | 27,887.72  | 13.41              | 28,236.32  | 13.58              | 28,589.27  | 13.74              |
| 27,879.22  | 13.40              | 28,227.71  | 13.57              | 28,580.56  | 13.74              | 28,937.82  | 13.91              | 29,299.54  | 14.09              | 29,665.78  | 14.26              | 30,036.60  | 14.44              |
| 29,290.61  | 14.08              | 29,656.74  | 14.26              | 30,027.45  | 14.44              | 30,402.79  | 14.62              | 30,782.83  | 14.80              | 31,167.61  | 14.98              | 31,557.21  | 15.17              |
| 30,773.44  | 14.79              | 31,158.11  | 14.98              | 31,547.59  | 15.17              | 31,941.93  | 15.36              | 32,341.21  | 15.55              | 32,745.47  | 15.74              | 33,154.79  | 15.94              |
| 32,331.35  | 15.54              | 32,735.49  | 15.74              | 33,144.69  | 15.93              | 33,558.99  | 16.13              | 33,978.48  | 16.34              | 34,403.21  | 16.54              | 34,833.25  | 16.75              |
| 33,968.12  | 16.33              | 34,392.73  | 16.53              | 34,822.64  | 16.74              | 35,257.92  | 16.95              | 35,698.64  | 17.16              | 36,144.88  | 17.38              | 36,596.69  | 17.59              |
| 35,687.76  | 17.16              | 36,133.86  | 17.37              | 36,585.53  | 17.59              | 37,042.85  | 17.81              | 37,505.89  | 18.03              | 37,974.71  | 18.26              | 38,449.39  | 18.49              |
| 37,494.45  | 18.03              | 37,963.13  | 18.25              | 38,437.67  | 18.48              | 38,918.14  | 18.71              | 39,404.62  | 18.94              | 39,897.18  | 19.18              | 40,395.89  | 19.42              |
| 39,392.61  | 18.94              | 39,885.02  | 19.18              | 40,383.58  | 19.42              | 40,888.38  | 19.66              | 41,399.48  | 19.90              | 41,916.97  | 20.15              | 42,440.94  | 20.40              |
| 41,386.86  | 19.90              | 41,904.20  | 20.15              | 42,428.00  | 20.40              | 42,958.35  | 20.65              | 43,495.33  | 20.91              | 44,039.02  | 21.17              | 44,589.51  | 21.44              |
| 43,482.07  | 20.90              | 44,025.60  | 21.17              | 44,575.92  | 21.43              | 45,133.12  | 21.70              | 45,697.28  | 21.97              | 46,268.50  | 22.24              | 46,846.85  | 22.52              |
| 45,683.35  | 21.96              | 46,254.39  | 22.24              | 46,832.57  | 22.52              | 47,417.98  | 22.80              | 48,010.71  | 23.08              | 48,610.84  | 23.37              | 49,218.47  | 23.66              |
| 47,996.07  | 23.08              | 48,596.02  | 23.36              | 49,203.47  | 23.66              | 49,818.52  | 23.95              | 50,441.25  | 24.25              | 51,071.76  | 24.55              | 51,710.16  | 24.86              |
| 50,425.87  | 24.24              | 51,056.20  | 24.55              | 51,694.40  | 24.85              | 52,340.58  | 25.16              | 52,994.84  | 25.48              | 53,657.27  | 25.80              | 54,327.99  | 26.12              |
| 52,978.68  | 25.47              | 53,640.92  | 25.79              | 54,311.43  | 26.11              | 54,990.32  | 26.44              | 55,677.70  | 26.77              | 56,373.67  | 27.10              | 57,078.34  | 27.44              |
| 58,478.55  | 28.11              | 59,209.53  | 28.47              | 59,949.65  | 28.82              | 60,699.02  | 29.18              | 61,457.76  | 29.55              | 62,225.98  | 29.92              | 63,003.81  | 30.29              |
| 64,549.38  | 31.03              | 65,356.25  | 31.42              | 66,173.20  | 31.81              | 67,000.37  | 32.21              | 67,837.87  | 32.61              | 68,685.84  | 33.02              | 69,544.42  | 33.43              |
| 71,250.44  | 34.26              | 72,141.07  | 34.68              | 73,042.83  | 35.12              | 73,955.87  | 35.56              | 74,880.31  | 36.00              | 75,816.32  | 36.45              | 76,764.02  | 36.91              |
| 78,647.15  | 37.81              | 79,630.24  | 38.28              | 80,625.62  | 38.76              | 81,633.44  | 39.25              | 82,653.86  | 39.74              | 83,687.03  | 40.23              | 84,733.12  | 40.74              |
| 86,811.74  | 41.74              | 87,896.89  | 42.26              | 88,995.60  | 42.79              | 90,108.04  | 43.32              | 91,234.39  | 43.86              | 92,374.82  | 44.41              | 93,529.51  | 44.97              |
| 95,823.92  | 46.07              | 97,021.72  | 46.65              | 98,234.49  | 47.23              | 99,462.42  | 47.82              | 100,705.70 | 48.42              | 101,964.52 | 49.02              | 103,239.08 | 49.63              |
| 105,771.67 | 50.85              | 107,093.82 | 51.49              | 108,432.49 | 52.13              | 109,787.90 | 52.78              | 111,160.25 | 53.44              | 112,549.75 | 54.11              | 113,956.62 | 54.79              |
| 116,752.14 | 56.13              | 118,211.54 | 56.83              | 119,689.18 | 57.54              | 121,185.30 | 58.26              | 122,700.11 | 58.99              | 124,233.87 | 59.73              | 125,786.79 | 60.47              |

#NAME?

| AB         | Hourly Rate | AC         | Hourly Rate | AD         | Hourly Rate | AE         | Hourly Rate | AF         | Hourly Rate | AG         | Hourly Rate | AH         | Hourly Rate |
|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|
| 31,196.13  | 15.00       | 31,586.08  | 15.19       | 31,980.91  | 15.38       | 32,380.67  | 15.57       | 32,785.43  | 15.76       | 33,195.25  | 15.96       | 33,610.19  | 16.16       |
| 32,775.43  | 15.76       | 33,185.13  | 15.95       | 33,599.94  | 16.15       | 34,019.94  | 16.36       | 34,445.19  | 16.56       | 34,875.76  | 16.77       | 35,311.70  | 16.98       |
| 34,434.69  | 16.56       | 34,865.12  | 16.76       | 35,300.94  | 16.97       | 35,742.20  | 17.18       | 36,188.98  | 17.40       | 36,641.34  | 17.62       | 37,099.36  | 17.84       |
| 36,177.95  | 17.39       | 36,630.17  | 17.61       | 37,088.05  | 17.83       | 37,551.65  | 18.05       | 38,021.05  | 18.28       | 38,496.31  | 18.51       | 38,977.51  | 18.74       |
| 38,009.46  | 18.27       | 38,484.57  | 18.50       | 38,965.63  | 18.73       | 39,452.70  | 18.97       | 39,945.86  | 19.20       | 40,445.18  | 19.44       | 40,950.75  | 19.69       |
| 39,933.68  | 19.20       | 40,432.86  | 19.44       | 40,938.27  | 19.68       | 41,449.99  | 19.93       | 41,968.12  | 20.18       | 42,492.72  | 20.43       | 43,023.88  | 20.68       |
| 41,955.33  | 20.17       | 42,479.77  | 20.42       | 43,010.77  | 20.68       | 43,548.40  | 20.94       | 44,092.76  | 21.20       | 44,643.92  | 21.46       | 45,201.96  | 21.73       |
| 44,079.32  | 21.19       | 44,630.31  | 21.46       | 45,188.19  | 21.73       | 45,753.04  | 22.00       | 46,324.95  | 22.27       | 46,904.01  | 22.55       | 47,490.31  | 22.83       |
| 46,310.83  | 22.26       | 46,889.72  | 22.54       | 47,475.84  | 22.82       | 48,069.29  | 23.11       | 48,670.15  | 23.40       | 49,278.53  | 23.69       | 49,894.51  | 23.99       |
| 48,655.32  | 23.39       | 49,263.51  | 23.68       | 49,879.30  | 23.98       | 50,502.79  | 24.28       | 51,134.08  | 24.58       | 51,773.25  | 24.89       | 52,420.42  | 25.20       |
| 51,118.49  | 24.58       | 51,757.47  | 24.88       | 52,404.44  | 25.19       | 53,059.50  | 25.51       | 53,722.74  | 25.83       | 54,394.28  | 26.15       | 55,074.20  | 26.48       |
| 53,706.37  | 25.82       | 54,377.70  | 26.14       | 55,057.42  | 26.47       | 55,745.63  | 26.80       | 56,442.46  | 27.14       | 57,147.99  | 27.47       | 57,862.34  | 27.82       |
| 56,425.25  | 27.13       | 57,130.57  | 27.47       | 57,844.70  | 27.81       | 58,567.76  | 28.16       | 59,299.85  | 28.51       | 60,041.10  | 28.87       | 60,791.62  | 29.23       |
| 59,281.78  | 28.50       | 60,022.80  | 28.86       | 60,773.09  | 29.22       | 61,532.75  | 29.58       | 62,301.91  | 29.95       | 63,080.68  | 30.33       | 63,869.19  | 30.71       |
| 62,282.92  | 29.94       | 63,061.46  | 30.32       | 63,849.72  | 30.70       | 64,647.85  | 31.08       | 65,455.94  | 31.47       | 66,274.14  | 31.86       | 67,102.57  | 32.26       |
| 65,435.99  | 31.46       | 66,253.94  | 31.85       | 67,082.12  | 32.25       | 67,920.64  | 32.65       | 68,769.65  | 33.06       | 69,629.27  | 33.48       | 70,499.64  | 33.89       |
| 72,229.09  | 34.73       | 73,131.96  | 35.16       | 74,046.10  | 35.60       | 74,971.68  | 36.04       | 75,908.83  | 36.49       | 76,857.69  | 36.95       | 77,818.41  | 37.41       |
| 79,727.40  | 38.33       | 80,724.00  | 38.81       | 81,733.05  | 39.29       | 82,754.71  | 39.79       | 83,789.14  | 40.28       | 84,836.51  | 40.79       | 85,896.96  | 41.30       |
| 88,004.13  | 42.31       | 89,104.19  | 42.84       | 90,217.99  | 43.37       | 91,345.71  | 43.92       | 92,487.53  | 44.47       | 93,643.63  | 45.02       | 94,814.17  | 45.58       |
| 97,140.10  | 46.70       | 98,354.35  | 47.29       | 99,583.78  | 47.88       | 100,828.58 | 48.48       | 102,088.93 | 49.08       | 103,365.04 | 49.69       | 104,657.11 | 50.32       |
| 107,224.49 | 51.55       | 108,564.80 | 52.19       | 109,921.86 | 52.85       | 111,295.88 | 53.51       | 112,687.08 | 54.18       | 114,095.67 | 54.85       | 115,521.86 | 55.54       |
| 118,355.78 | 56.90       | 119,835.22 | 57.61       | 121,333.16 | 58.33       | 122,849.83 | 59.06       | 124,385.45 | 59.80       | 125,940.27 | 60.55       | 127,514.52 | 61.31       |
| 130,642.63 | 62.81       | 132,275.67 | 63.59       | 133,929.11 | 64.39       | 135,603.22 | 65.19       | 137,298.27 | 66.01       | 139,014.49 | 66.83       | 140,752.17 | 67.67       |
| 144,205.02 | 69.33       | 146,007.58 | 70.20       | 147,832.68 | 71.07       | 149,680.59 | 71.96       | 151,551.59 | 72.86       | 153,445.99 | 73.77       | 155,364.06 | 74.69       |

Proposed Salary Scale  
Webb County Personnel Project

| AS         | Hourly Rate | AT         | Hourly Rate | AU         | Hourly Rate | AV         | Hourly Rate | AW         | Hourly Rate | AX         | Hourly Rate | AY         | Hourly Rate |
|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|
|            |             |            |             |            |             |            |             |            |             |            |             |            |             |
| 38,531.54  | 18.52       | 39,013.18  | 18.76       | 39,500.84  | 18.99       | 39,994.61  | 19.23       | 40,494.54  | 19.47       | 41,000.72  | 19.71       | 41,513.23  | 19.96       |
| 40,482.19  | 19.46       | 40,988.22  | 19.71       | 41,500.57  | 19.95       | 42,019.33  | 20.20       | 42,544.57  | 20.45       | 43,076.37  | 20.71       | 43,614.83  | 20.97       |
| 42,531.60  | 20.45       | 43,063.25  | 20.70       | 43,601.54  | 20.96       | 44,146.56  | 21.22       | 44,698.39  | 21.49       | 45,257.12  | 21.76       | 45,822.84  | 22.03       |
| 44,684.76  | 21.48       | 45,243.32  | 21.75       | 45,808.86  | 22.02       | 46,381.47  | 22.30       | 46,961.24  | 22.58       | 47,548.26  | 22.86       | 48,142.61  | 23.15       |
| 46,946.93  | 22.57       | 47,533.77  | 22.85       | 48,127.94  | 23.14       | 48,729.54  | 23.43       | 49,338.66  | 23.72       | 49,955.39  | 24.02       | 50,579.83  | 24.32       |
| 49,323.62  | 23.71       | 49,940.16  | 24.01       | 50,564.42  | 24.31       | 51,196.47  | 24.61       | 51,836.43  | 24.92       | 52,484.38  | 25.23       | 53,140.44  | 25.55       |
| 51,820.62  | 24.91       | 52,468.38  | 25.23       | 53,124.23  | 25.54       | 53,788.29  | 25.86       | 54,460.64  | 26.18       | 55,141.40  | 26.51       | 55,830.67  | 26.84       |
| 54,444.04  | 26.18       | 55,124.59  | 26.50       | 55,813.65  | 26.83       | 56,511.32  | 27.17       | 57,217.71  | 27.51       | 57,932.93  | 27.85       | 58,657.09  | 28.20       |
| 57,200.27  | 27.50       | 57,915.28  | 27.84       | 58,639.22  | 28.19       | 59,372.21  | 28.54       | 60,114.36  | 28.90       | 60,865.79  | 29.26       | 61,626.61  | 29.63       |
| 60,096.04  | 28.89       | 60,847.24  | 29.25       | 61,607.83  | 29.62       | 62,377.93  | 29.99       | 63,157.65  | 30.36       | 63,947.12  | 30.74       | 64,746.46  | 31.13       |
| 63,138.40  | 30.35       | 63,927.63  | 30.73       | 64,726.72  | 31.12       | 65,535.81  | 31.51       | 66,355.00  | 31.90       | 67,184.44  | 32.30       | 68,024.25  | 32.70       |
| 66,334.79  | 31.89       | 67,163.97  | 32.29       | 68,003.52  | 32.69       | 68,853.57  | 33.10       | 69,714.24  | 33.52       | 70,585.66  | 33.94       | 71,467.98  | 34.36       |
| 69,692.99  | 33.51       | 70,564.15  | 33.93       | 71,446.20  | 34.35       | 72,339.28  | 34.78       | 73,243.52  | 35.21       | 74,159.06  | 35.65       | 75,086.05  | 36.10       |
| 73,221.19  | 35.20       | 74,136.45  | 35.64       | 75,063.16  | 36.09       | 76,001.45  | 36.54       | 76,951.46  | 37.00       | 77,913.36  | 37.46       | 78,887.27  | 37.93       |
| 76,928.01  | 36.98       | 77,889.61  | 37.45       | 78,863.23  | 37.92       | 79,849.02  | 38.39       | 80,847.13  | 38.87       | 81,857.72  | 39.35       | 82,880.95  | 39.85       |
| 80,822.49  | 38.86       | 81,832.78  | 39.34       | 82,855.69  | 39.83       | 83,891.38  | 40.33       | 84,940.02  | 40.84       | 86,001.77  | 41.35       | 87,076.80  | 41.86       |
| 89,212.91  | 42.89       | 90,328.07  | 43.43       | 91,457.17  | 43.97       | 92,600.39  | 44.52       | 93,757.89  | 45.08       | 94,929.86  | 45.64       | 96,116.49  | 46.21       |
| 98,474.35  | 47.34       | 99,705.28  | 47.94       | 100,951.60 | 48.53       | 102,213.50 | 49.14       | 103,491.16 | 49.76       | 104,784.80 | 50.38       | 106,094.61 | 51.01       |
| 108,697.26 | 52.26       | 110,055.98 | 52.91       | 111,431.68 | 53.57       | 112,824.57 | 54.24       | 114,234.88 | 54.92       | 115,662.81 | 55.61       | 117,108.60 | 56.30       |
| 119,981.45 | 57.68       | 121,481.21 | 58.40       | 122,999.73 | 59.13       | 124,537.23 | 59.87       | 126,093.94 | 60.62       | 127,670.11 | 61.38       | 129,265.99 | 62.15       |
| 132,437.06 | 63.67       | 134,092.52 | 64.47       | 135,768.68 | 65.27       | 137,465.79 | 66.09       | 139,184.11 | 66.92       | 140,923.91 | 67.75       | 142,685.46 | 68.60       |
| 146,185.73 | 70.28       | 148,013.06 | 71.16       | 149,863.22 | 72.05       | 151,736.51 | 72.95       | 153,633.21 | 73.86       | 155,553.63 | 74.79       | 157,498.05 | 75.72       |
| 161,361.70 | 77.58       | 163,378.72 | 78.55       | 165,420.95 | 79.53       | 167,488.71 | 80.52       | 169,582.32 | 81.53       | 171,702.10 | 82.55       | 173,848.38 | 83.58       |
| 178,113.12 | 85.63       | 180,339.53 | 86.70       | 182,593.78 | 87.79       | 184,876.20 | 88.88       | 187,187.15 | 89.99       | 189,526.99 | 91.12       | 191,896.08 | 92.26       |