

Local Market Level Structure (-5%)											System Level Structure (Texas/US Median)										Major Market Level Structure (5%)								
Grade/Range	Minimum Hourly	Midpoint Hourly	Maximum Hourly	Minimum Monthly	Midpoint Monthly	Maximum Monthly	Minimum Annual	Midpoint Annual	Maximum Annual	Grade/Range	Minimum Hourly	Midpoint Hourly	Maximum Hourly	Minimum Monthly	Midpoint Monthly	Maximum Monthly	Minimum Annual	Midpoint Annual	Maximum Annual	Grade/Range	Minimum Hourly	Midpoint Hourly	Maximum Hourly	Minimum Monthly	Midpoint Monthly	Maximum Monthly	Minimum Annual	Midpoint Annual	Maximum Annual
1	\$7.25	\$9.69	\$12.12	\$ 1,260.00	\$ 1,680.00	\$ 2,100.00	\$15,120	\$20,160	\$25,200	1	\$7.25	\$9.69	\$12.12	\$ 1,260.00	\$ 1,680.00	\$ 2,100.00	\$15,120	\$20,160	\$25,200	1	\$7.25	\$10.18	\$12.72	\$ 1,323.00	\$ 1,764.00	\$ 2,205.00	\$15,876	\$21,168	\$26,460
2	\$8.10	\$10.81	\$13.51	\$ 1,404.81	\$ 1,873.08	\$ 2,341.35	\$16,858	\$22,477	\$28,096	2	\$8.53	\$11.38	\$14.22	\$ 1,478.75	\$ 1,971.67	\$ 2,464.58	\$17,745	\$23,660	\$29,575	2	\$8.96	\$11.94	\$14.93	\$ 1,552.69	\$ 2,070.25	\$ 2,587.81	\$18,632	\$24,843	\$31,054
3	\$9.30	\$12.40	\$15.51	\$ 1,612.63	\$ 2,150.17	\$ 2,687.71	\$19,352	\$25,802	\$32,253	3	\$9.79	\$13.06	\$16.32	\$ 1,697.50	\$ 2,253.33	\$ 2,829.17	\$20,370	\$27,160	\$33,950	3	\$10.28	\$13.71	\$17.14	\$ 1,782.38	\$ 2,376.50	\$ 2,970.63	\$21,389	\$28,518	\$35,648
4	\$9.80	\$14.00	\$18.20	\$ 1,699.08	\$ 2,427.25	\$ 3,155.43	\$20,389	\$29,127	\$37,865	4	\$10.32	\$14.74	\$19.12	\$ 1,788.50	\$ 2,555.00	\$ 3,321.50	\$21,462	\$30,660	\$39,858	4	\$10.83	\$15.48	\$20.12	\$ 1,877.93	\$ 2,682.75	\$ 3,487.58	\$22,535	\$32,193	\$41,851
5	\$10.92	\$15.60	\$20.28	\$ 1,893.03	\$ 2,704.33	\$ 3,515.63	\$22,716	\$32,452	\$42,188	5	\$11.50	\$16.42	\$21.35	\$ 1,992.67	\$ 2,846.67	\$ 3,700.67	\$23,912	\$34,160	\$44,408	5	\$12.07	\$17.24	\$22.42	\$ 2,092.30	\$ 2,989.00	\$ 3,885.70	\$25,108	\$35,868	\$46,628
6	\$12.36	\$17.66	\$22.95	\$ 2,142.41	\$ 3,060.58	\$ 3,978.76	\$25,709	\$36,727	\$47,745	6	\$13.01	\$18.59	\$24.16	\$ 2,255.17	\$ 3,221.67	\$ 4,188.17	\$27,062	\$38,660	\$50,258	6	\$13.66	\$19.52	\$25.37	\$ 2,367.93	\$ 3,382.75	\$ 4,397.58	\$28,415	\$40,593	\$52,771
7	\$13.80	\$19.71	\$25.63	\$ 2,391.78	\$ 3,416.83	\$ 4,441.88	\$28,701	\$41,002	\$53,303	7	\$14.53	\$20.75	\$26.98	\$ 2,517.67	\$ 3,596.67	\$ 4,675.67	\$30,212	\$43,160	\$56,108	7	\$15.25	\$21.79	\$28.32	\$ 2,643.55	\$ 3,776.50	\$ 4,909.45	\$31,723	\$45,318	\$58,913
8	\$15.24	\$21.77	\$28.30	\$ 2,641.16	\$ 3,773.08	\$ 4,905.01	\$31,694	\$45,277	\$58,860	8	\$16.04	\$22.91	\$29.79	\$ 2,780.17	\$ 3,971.67	\$ 5,163.17	\$33,362	\$47,660	\$61,958	8	\$16.84	\$24.06	\$31.28	\$ 2,919.18	\$ 4,170.25	\$ 5,421.33	\$35,300	\$50,043	\$65,056
9	\$16.68	\$23.82	\$30.97	\$ 2,890.53	\$ 4,129.33	\$ 5,368.13	\$34,686	\$49,552	\$64,418	9	\$17.55	\$25.08	\$32.60	\$ 3,042.67	\$ 4,346.67	\$ 5,650.67	\$36,512	\$52,160	\$67,808	9	\$18.43	\$26.33	\$34.23	\$ 3,194.80	\$ 4,564.00	\$ 5,933.20	\$38,338	\$54,768	\$71,198
10	\$18.59	\$26.56	\$34.53	\$ 3,223.03	\$ 4,604.33	\$ 5,985.63	\$38,676	\$55,252	\$71,828	10	\$19.57	\$27.96	\$36.35	\$ 3,392.67	\$ 4,846.67	\$ 6,300.67	\$40,712	\$58,160	\$75,608	10	\$20.55	\$29.36	\$38.17	\$ 3,562.30	\$ 5,089.00	\$ 6,615.70	\$42,748	\$61,068	\$79,388
11	\$20.51	\$29.30	\$38.10	\$ 3,555.53	\$ 5,079.33	\$ 6,603.13	\$42,666	\$60,952	\$79,238	11	\$21.59	\$30.85	\$40.10	\$ 3,742.67	\$ 5,346.67	\$ 6,950.67	\$44,912	\$64,160	\$83,408	11	\$22.67	\$32.39	\$42.11	\$ 3,929.80	\$ 5,614.00	\$ 7,298.20	\$47,158	\$67,368	\$87,578
12	\$22.91	\$32.73	\$42.55	\$ 3,971.16	\$ 5,673.08	\$ 7,375.01	\$47,654	\$68,077	\$88,500	12	\$24.12	\$34.45	\$44.79	\$ 4,180.17	\$ 5,971.67	\$ 7,763.17	\$50,162	\$71,660	\$93,158	12	\$25.32	\$36.17	\$47.03	\$ 4,389.18	\$ 6,270.25	\$ 8,151.33	\$52,670	\$75,243	\$97,816
13	\$25.31	\$36.15	\$47.00	\$ 4,386.78	\$ 6,266.83	\$ 8,146.88	\$52,641	\$75,202	\$97,763	13	\$26.64	\$38.06	\$49.48	\$ 4,617.67	\$ 6,596.67	\$ 8,575.67	\$55,412	\$79,160	\$102,908	13	\$27.97	\$39.96	\$51.95	\$ 4,848.55	\$ 6,926.50	\$ 9,004.45	\$58,183	\$83,118	\$108,053
14	\$27.87	\$39.81	\$51.75	\$ 4,830.12	\$ 6,900.17	\$ 9,070.22	\$57,961	\$82,802	\$107,643	14	\$29.33	\$41.90	\$54.48	\$ 5,084.33	\$ 7,263.33	\$ 9,442.33	\$60,102	\$87,160	\$113,308	14	\$30.80	\$44.00	\$57.20	\$ 5,338.55	\$ 7,266.50	\$ 9,914.45	\$64,063	\$91,518	\$118,973
15	\$31.06	\$44.38	\$57.69	\$ 5,384.28	\$ 7,691.83	\$ 9,999.38	\$64,611	\$92,302	\$119,993	15	\$32.70	\$46.71	\$60.73	\$ 5,667.67	\$ 8,096.67	\$ 10,525.67	\$68,012	\$97,160	\$126,308	15	\$34.33	\$49.05	\$63.76	\$ 5,951.05	\$ 8,501.50	\$ 11,051.95	\$71,413	\$102,018	\$132,623
16	\$34.26	\$48.94	\$63.63	\$ 5,938.45	\$ 8,483.50	\$ 11,028.55	\$71,261	\$101,802	\$132,343	16	\$36.06	\$51.52	\$66.98	\$ 6,251.00	\$ 8,930.00	\$ 11,609.00	\$75,012	\$107,160	\$139,308	16	\$37.87	\$54.10	\$70.32	\$ 6,563.55	\$ 9,376.50	\$ 12,189.45	\$78,763	\$112,518	\$146,273
17	\$38.10	\$54.42	\$70.75	\$ 6,603.45	\$ 9,433.50	\$ 12,263.55	\$79,241	\$113,202	\$147,163	17	\$40.10	\$57.29	\$74.48	\$ 6,951.00	\$ 9,930.00	\$ 12,909.00	\$83,412	\$119,160	\$154,908	17	\$42.11	\$60.15	\$78.20	\$ 7,298.55	\$ 10,426.50	\$ 13,554.45	\$87,583	\$125,118	\$162,653
18	\$41.93	\$59.90	\$77.88	\$ 7,268.45	\$ 10,383.50	\$ 13,498.55	\$87,221	\$124,602	\$161,983	18	\$44.14	\$63.06	\$81.98	\$ 7,651.00	\$ 10,930.00	\$ 14,209.00	\$91,812	\$131,160	\$170,508	18	\$46.35	\$66.21	\$86.07	\$ 8,033.55	\$ 11,476.50	\$ 14,994.45	\$96,403	\$137,718	\$179,033
19	\$46.25	\$66.07	\$85.89	\$ 8,016.58	\$ 11,452.25	\$ 14,877.93	\$96,199	\$137,427	\$178,655	19	\$48.68	\$69.55	\$90.41	\$ 8,438.50	\$ 12,055.00	\$ 15,671.50	\$101,262	\$144,660	\$188,058	19	\$51.12	\$73.03	\$94.93	\$ 8,860.43	\$ 12,657.75	\$ 16,455.08	\$106,325	\$151,893	\$197,461
20	\$50.57	\$72.24	\$93.91	\$ 8,764.70	\$ 12,521.00	\$ 16,277.30	\$105,176	\$150,252	\$195,328	20	\$53.23	\$76.04	\$98.85	\$ 9,226.00	\$ 13,180.00	\$ 17,134.00	\$110,712	\$158,160	\$205,608	20	\$55.89	\$79.84	\$103.79	\$ 9,687.30	\$ 13,839.00	\$ 18,990.75	\$116,248	\$166,068	\$215,888
21	\$55.36	\$79.09	\$102.81	\$ 9,595.95	\$ 13,708.50	\$ 17,821.05	\$115,151	\$164,502	\$213,853	21	\$58.28	\$83.25	\$108.23	\$ 10,101.00	\$ 14,430.00	\$ 18,759.00	\$121,212	\$173,160	\$225,108	21	\$61.19	\$87.41	\$113.64	\$ 10,606.05	\$ 15,151.50	\$ 19,696.95	\$127,273	\$181,818	\$236,363
22	\$60.16	\$85.94	\$111.72	\$ 10,427.20	\$ 14,896.00	\$ 19,364.80	\$125,126	\$178,752	\$232,378	22	\$63.32	\$90.46	\$117.60	\$ 10,976.00	\$ 15,680.00	\$ 20,384.00	\$131,712	\$188,160	\$244,608	22	\$66.49	\$94.98	\$123.48	\$ 11,524.80	\$ 16,464.00	\$ 21,403.20	\$138,298	\$197,568	\$258,838
23	\$66.55	\$95.07	\$123.60	\$ 11,535.53	\$ 16,479.33	\$ 21,423.13	\$138,426	\$197,752	\$257,078	23	\$70.05	\$100.08	\$130.10	\$ 12,142.67	\$ 17,346.67	\$ 22,550.67	\$145,712	\$208,160	\$270,608	23	\$73.56	\$105.08	\$136.61	\$ 12,749.80	\$ 18,214.00	\$ 23,678.20	\$152,998	\$218,568	\$284,138
24	\$72.95	\$104.21	\$135.47	\$ 12,643.87	\$ 18,062.67	\$ 23,481.47	\$151,726	\$216,752	\$281,778	24	\$76.78	\$109.69	\$142.60	\$ 13,309.33	\$ 19,013.33	\$ 24,717.33	\$159,712	\$228,160	\$296,608	24	\$80.62	\$115.18	\$149.73	\$ 13,978.80	\$ 19,964.00	\$ 25,953.20	\$167,698	\$239,568	\$311,438
25	\$79.34	\$113.34	\$147.35	\$ 13,752.20	\$ 19,646.00	\$ 25,539.80	\$165,026	\$235,752	\$306,478	25	\$83.52	\$119.31	\$155.10	\$ 14,476.00	\$ 20,680.00	\$ 26,884.00	\$173,712	\$248,160	\$322,608	25	\$87.69	\$125.27	\$162.86	\$ 15,199.80	\$ 21,714.00	\$ 28,228.20	\$182,398	\$260,568	\$338,738
26	\$85.73	\$122.48	\$159.22	\$ 14,860.53	\$ 21,229.33	\$ 27,598.13	\$178,326	\$254,752	\$331,178	26	\$90.25	\$128.92	\$167.60	\$ 15,642.67	\$ 22,346.67	\$ 29,050.67	\$187,712	\$268,160	\$348,608	26	\$94.76	\$135.37	\$175.98	\$ 16,424.80	\$ 23,464.00	\$ 30,503.20	\$197,098	\$281,568	\$366,338
27	\$92.15	\$131.61	\$171.10	\$ 16,068.87	\$ 22,812.67	\$ 29,656.47	\$191,626	\$273,752	\$358,578	27	\$96.98	\$138.54	\$180.10	\$ 16,809.33	\$ 24,013.33	\$ 31,217.33	\$201,712	\$288,160	\$374,608	27	\$101.83	\$145.47	\$189.11	\$ 17,649.80	\$ 25,214.00	\$ 32,778.20	\$211,798	\$302,568	\$393,338
28	\$98.52	\$140.75	\$182.97	\$ 17,072.20	\$ 24,396.00	\$ 31,714.80	\$204,926	\$292,752	\$380,578	28	\$103.71	\$148.15	\$192.60	\$ 17,976.00	\$ 25,680.00	\$ 33,384.00	\$215,712	\$308,160	\$400,608	28	\$108.89	\$155.56	\$202.23	\$ 18,874.80	\$ 26,964.00	\$ 35,052.20	\$226,498	\$323,568	\$420,338
29	\$104.92	\$149.88	\$194.85	\$ 18,185.53	\$ 25,979.33	\$ 33,773.13	\$218,226	\$311,752	\$405,278	29	\$110.44	\$157.77	\$205.10	\$ 19,142.67	\$ 27,346.67	\$ 35,550.67	\$229,712	\$328,160	\$426,608	29	\$115.96	\$165.66	\$215.36	\$ 20,099.80	\$ 28,714.00	\$ 37,328.20	\$241,198	\$344,568	\$447,938
30	\$111.31	\$159.02	\$206.72	\$ 19,293.87	\$ 27,562.67	\$ 35,831.47	\$231,526	\$330,752	\$429,978	30	\$117.17	\$167.38	\$217.60	\$ 20,309.33	\$ 29,013.33	\$ 37,717.33	\$243,712	\$348,160	\$452,608	30	\$123.03	\$175.75	\$228.48	\$ 21,324.80	\$ 30,464.00	\$ 39,603.20	\$255,898	\$365,568	\$475,238
IT Pay Structure - Local Market Level Structure (-5%)											System Level Structure (Texas/US Median)										Major Market Level Structure (+5%)								
Grade/Range	Minimum Hourly	Midpoint Hourly	Maximum Hourly	Minimum Monthly	Midpoint Monthly	Maximum Monthly	Minimum Annual	Midpoint Annual	Maximum Annual	Grade/Range	Minimum Hourly	Midpoint Hourly	Maximum Hourly	Minimum Monthly	Midpoint Monthly	Maximum Monthly	Minimum Annual	Midpoint Annual	Maximum Annual	Grade/Range	Minimum Hourly	Midpoint Hourly	Maximum Hourly	Minimum Monthly	Midpoint Monthly	Maximum Monthly	Minimum Annual	Midpoint Annual	Maximum Annual
57	\$ 7.49	\$ 9.73	\$ 11.98	\$ 1,297.54	\$ 1,686.80	\$ 2,076.07	\$15,570.50	\$20,241.65	\$24,912.80	57	\$ 7.88	\$ 10.24	\$ 12.61	\$ 1,365.83	\$ 1,775.58	\$ 2,185.33	\$16,390.00	\$21,307.00	\$26,224.00	57	\$ 8.27	\$ 10.76	\$ 13.24	\$ 1,434.13	\$ 1,864.36	\$ 2,294.60	\$17,209.50	\$22,372.35	\$27,535.20
58	\$ 8.23	\$ 10.70	\$ 13.18	\$ 1,427.30	\$ 1,855.48	\$ 2,283.67	\$17,127.55	\$22,265.82	\$27,404.08	58	\$ 8.67	\$ 11.27	\$ 13.87	\$ 1,502.42	\$ 1,953.14	\$ 2,403.87	\$18,029.00	\$23,437.00	\$28,846.40	58	\$ 9.10	\$ 11.83	\$ 14.56	\$ 1,577.54	\$ 2,050.80	\$ 2,524.06	\$18,930.45	\$24,609.59	\$30,288.72
59	\$ 9.06	\$ 11.78	\$ 14.49	\$ 1,570.03	\$ 2,041.03	\$ 2,512.04	\$18,840.31	\$24,492.40	\$30,144.49	59	\$ 9.53	\$ 12.39	\$ 15.26	\$ 1,652.66	\$ 2,148.46	\$ 2,644.25	\$19,831.90	\$25,781.47	\$31,731.04	59	\$ 10.01	\$ 13.01	\$ 16.02	\$ 1,735.29	\$ 2,255.88	\$ 2,776.47	\$20,523.50	\$27,070.54	\$33,317.59
60	\$ 9.96	\$ 12.95	\$ 15.94	\$ 1,727.03																									