SCHERTZ | COMMUNITY SERVICE OPPORTUNITY

Unified Pay Plan
FY 26/27

	Hourly			Annual		
Grade	**Min**	**Mid**	**Max**	**Min**	**Mid**	**Max**
112	$17.83	$21.85	$25.87	$37,086	$45,448	$53,810
113	$18.72	$22.94	$27.17	$38,938	$47,726	$56,514
114	$19.65	$24.09	$28.52	$40,872	$50,097	$59,322
115	$20.64	$25.29	$29.95	$42,931	$52,614	$62,296
116	$21.67	$26.56	$31.45	$45,074	$55,245	$65,416
117	$22.75	$27.89	$33.02	$47,320	$58,001	$68,682
118	$23.89	$29.28	$34.67	$49,691	$60,902	$72,114
119	$25.08	$30.74	$36.40	$52,166	$63,939	$75,712
120	$26.34	$32.28	$38.22	$54,787	$67,142	$79,498
121	$27.65	$33.89	$40.13	$57,512	$70,491	$83,470
122	$29.04	$35.59	$42.14	$60,403	$74,027	$87,651
123	$30.49	$37.37	$44.25	$63,419	$77,730	$92,040
124	$32.01	$39.23	$46.46	$66,581	$81,609	$96,637
125	$33.61	$41.20	$48.78	$69,909	$85,686	$101,462
126	$35.29	$43.26	$51.22	$73,403	$89,970	$106,538
127	$37.06	$45.42	$53.78	$77,085	$94,474	$111,862
128	$38.91	$47.69	$56.47	$80,933	$99,195	$117,458
129	$40.85	$50.07	$59.29	$84,968	$104,146	$123,323
130	$42.90	$52.58	$62.26	$89,232	$109,366	$129,501
131	$45.04	$55.21	$65.37	$93,683	$114,826	$135,970
132	$47.29	$57.97	$68.64	$98,363	$120,567	$142,771
133	$49.66	$60.86	$72.07	$103,293	$126,599	$149,906
134	$52.14	$63.91	$75.67	$108,451	$132,922	$157,394
135	$54.75	$67.10	$79.46	$113,880	$139,578	$165,277
136	$57.49	$70.46	$83.43	$119,579	$146,557	$173,534
137	$60.36	$73.98	$87.60	$125,549	$153,878	$182,208
138	$63.38	$77.68	$91.98	$131,830	$161,574	$191,318
139	$66.54	$81.56	$96.58	$138,403	$169,645	$200,886
140	$69.87	$85.64	$101.41	$145,330	$178,131	$210,933
141	$73.36	$89.92	$106.48	$152,589	$187,034	$221,478
142	$77.03	$94.41	$111.80	$160,222	$196,383	$232,544
143	$80.87	$99.13	$117.39	$168,210	$206,190	$244,171
144	$84.92	$104.09	$123.26	$176,634	$216,507	$256,381

Unclassified	Crossing Guard	$19.34

Effective 10/1/2026