

Comal County 2023 Non-Exempt Pay Chart

PAY GROUP	PAY BASIS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
N1	A	33,051.20	34,174.40	35,339.20	36,545.60	37,876.80	39,124.80	40,497.60	41,912.00	43,388.80	44,928.00	46,716.80	48,588.80
	B	1,271.20	1,314.40	1,359.20	1,405.60	1,456.80	1,504.80	1,557.60	1,612.00	1,668.80	1,728.00	1,796.80	1,868.80
	H	15.89	16.43	16.99	17.57	18.21	18.81	19.47	20.15	20.86	21.60	22.46	23.36
N2	A	34,777.60	35,963.20	37,211.20	38,500.80	39,832.00	41,225.60	42,681.60	44,179.20	45,760.00	47,382.40	49,275.20	51,251.20
	B	1,337.60	1,383.20	1,431.20	1,480.80	1,532.00	1,585.60	1,641.60	1,699.20	1,760.00	1,822.40	1,895.20	1,971.20
	H	16.72	17.29	17.89	18.51	19.15	19.82	20.52	21.24	22.00	22.78	23.69	24.64
N3	A	36,587.20	37,835.20	39,145.60	40,518.40	41,953.60	43,430.40	44,948.80	46,550.40	48,214.40	49,940.80	51,937.60	54,017.60
	B	1,407.20	1,455.20	1,505.60	1,558.40	1,613.60	1,670.40	1,728.80	1,790.40	1,854.40	1,920.80	1,997.60	2,077.60
	H	17.59	18.19	18.82	19.48	20.17	20.88	21.61	22.38	23.18	24.01	24.97	25.97
N4	A	38,521.60	39,852.80	41,246.40	42,702.40	44,200.00	45,780.80	47,403.20	49,108.80	50,876.80	52,707.20	54,808.00	57,012.80
	B	1,481.60	1,532.80	1,586.40	1,642.40	1,700.00	1,760.80	1,823.20	1,888.80	1,956.80	2,027.20	2,108.00	2,192.80
	H	18.52	19.16	19.83	20.53	21.25	22.01	22.79	23.61	24.46	25.34	26.35	27.41
N5	A	40,560.00	41,974.40	43,472.00	45,011.20	46,592.00	48,256.00	50,003.20	51,792.00	53,664.00	55,619.20	57,844.80	60,153.60
	B	1,560.00	1,614.40	1,672.00	1,731.20	1,792.00	1,856.00	1,923.20	1,992.00	2,064.00	2,139.20	2,224.80	2,313.60
	H	19.50	20.18	20.90	21.64	22.40	23.20	24.04	24.90	25.80	26.74	27.81	28.92
N6	A	42,764.80	44,283.20	45,843.20	47,486.40	49,171.20	50,939.20	52,790.40	54,704.00	56,680.00	58,760.00	61,110.40	63,564.80
	B	1,644.80	1,703.20	1,763.20	1,826.40	1,891.20	1,959.20	2,030.40	2,104.00	2,180.00	2,260.00	2,350.40	2,444.80
	H	20.56	21.29	22.04	22.83	23.64	24.49	25.38	26.30	27.25	28.25	29.38	30.56
N7	A	45,032.00	46,633.60	48,297.60	50,044.80	51,833.60	53,705.60	55,660.80	57,678.40	59,800.00	61,984.00	64,459.20	67,038.40
	B	1,732.00	1,793.60	1,857.60	1,924.80	1,993.60	2,065.60	2,140.80	2,218.40	2,300.00	2,384.00	2,479.20	2,578.40
	H	21.65	22.42	23.22	24.06	24.92	25.82	26.76	27.73	28.75	29.80	30.99	32.23
N8	A	47,507.20	49,212.80	50,980.80	52,811.20	54,724.80	56,721.60	58,801.60	60,944.00	63,190.40	65,520.00	68,140.80	70,865.60
	B	1,827.20	1,892.80	1,960.80	2,031.20	2,104.80	2,181.60	2,261.60	2,344.00	2,430.40	2,520.00	2,620.80	2,725.60
	H	22.84	23.66	24.51	25.39	26.31	27.27	28.27	29.30	30.38	31.50	32.76	34.07
N9	A	50,128.00	51,916.80	53,809.60	55,764.80	57,782.40	59,904.00	62,088.00	64,376.00	66,747.20	69,222.40	71,988.80	74,859.20
	B	1,928.00	1,996.80	2,069.60	2,144.80	2,222.40	2,304.00	2,388.00	2,476.00	2,567.20	2,662.40	2,768.80	2,879.20
	H	24.10	24.96	25.87	26.81	27.78	28.80	29.85	30.95	32.09	33.28	34.61	35.99
N10	A	52,894.40	54,808.00	56,804.80	58,864.00	61,027.20	63,273.60	65,603.20	68,016.00	70,532.80	73,153.60	76,086.40	79,123.20
	B	2,034.40	2,108.00	2,184.80	2,264.00	2,347.20	2,433.60	2,523.20	2,616.00	2,712.80	2,813.60	2,926.40	3,043.20
	H	25.43	26.35	27.31	28.30	29.34	30.42	31.54	32.70	33.91	35.17	36.58	38.04
N11	A	55,785.60	57,824.00	59,945.60	62,129.60	64,417.60	66,788.80	69,264.00	71,843.20	74,505.60	77,292.80	80,392.00	83,595.20
	B	2,145.60	2,224.00	2,305.60	2,389.60	2,477.60	2,568.80	2,664.00	2,763.20	2,865.60	2,972.80	3,092.00	3,215.20
	H	26.82	27.80	28.82	29.87	30.97	32.11	33.30	34.54	35.82	37.16	38.65	40.19
N12	A	58,926.40	61,068.80	63,315.20	65,644.80	68,078.40	70,595.20	73,216.00	75,961.60	78,790.40	81,744.00	85,009.60	88,420.80
	B	2,266.40	2,348.80	2,435.20	2,524.80	2,618.40	2,715.20	2,816.00	2,921.60	3,030.40	3,144.00	3,269.60	3,400.80
	H	28.33	29.36	30.44	31.56	32.73	33.94	35.20	36.52	37.88	39.30	40.87	42.51
N13	A	62,212.80	64,500.80	66,872.00	69,347.20	71,926.40	74,588.80	77,376.00	80,267.20	83,283.20	86,424.00	89,876.80	93,475.20
	B	2,392.80	2,480.80	2,572.00	2,667.20	2,766.40	2,868.80	2,976.00	3,087.20	3,203.20	3,324.00	3,456.80	3,595.20
	H	29.91	31.01	32.15	33.34	34.58	35.86	37.20	38.59	40.04	41.55	43.21	44.94
N14	A	65,707.20	68,140.80	70,657.60	73,299.20	76,024.00	78,873.60	81,827.20	84,905.60	88,088.00	91,416.00	95,076.80	98,883.20
	B	2,527.20	2,620.80	2,717.60	2,819.20	2,924.00	3,033.60	3,147.20	3,265.60	3,388.00	3,516.00	3,656.80	3,803.20
	H	31.59	32.76	33.97	35.24	36.55	37.92	39.34	40.82	42.35	43.95	45.71	47.54
N15	A	69,430.40	72,009.60	74,672.00	77,459.20	80,371.20	83,387.20	86,528.00	89,772.80	93,163.20	96,699.20	100,568.00	104,582.40
	B	2,670.40	2,769.60	2,872.00	2,979.20	3,091.20	3,207.20	3,328.00	3,452.80	3,583.20	3,719.20	3,868.00	4,022.40
	H	33.38	34.62	35.90	37.24	38.64	40.09	41.60	43.16	44.79	46.49	48.35	50.28

Comal County 2023 Non-Exempt Pay Chart

PAY GROUP	PAY BASIS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
N16	A	73,382.40	76,128.00	78,956.80	81,931.20	85,009.60	88,192.00	91,520.00	94,993.60	98,592.00	102,344.00	106,433.60	110,697.60
	B	2,822.40	2,928.00	3,036.80	3,151.20	3,269.60	3,392.00	3,520.00	3,653.60	3,792.00	3,936.31	4,093.60	4,257.60
	H	35.28	36.60	37.96	39.39	40.87	42.40	44.00	45.67	47.40	49.20	51.17	53.22
N17	A	77,542.40	80,454.40	83,470.40	86,611.20	89,876.80	93,267.20	96,803.20	100,464.00	104,291.20	108,264.00	112,590.40	117,104.00
	B	2,982.40	3,094.40	3,210.40	3,331.20	3,456.80	3,587.20	3,723.20	3,864.00	4,011.20	4,164.00	4,330.40	4,504.00
	H	37.28	38.68	40.13	41.64	43.21	44.84	46.54	48.30	50.14	52.05	54.13	56.30
N18	A	81,993.60	85,072.00	88,275.20	91,624.00	95,076.80	98,675.20	102,440.00	106,329.60	110,385.60	114,616.00	119,184.00	123,947.20
	B	3,153.60	3,272.00	3,395.20	3,524.00	3,656.80	3,795.20	3,940.00	4,089.60	4,245.60	4,408.31	4,584.00	4,767.20
	H	39.42	40.90	42.44	44.05	45.71	47.44	49.25	51.12	53.07	55.10	57.30	59.59
N19	A	86,715.20	90,001.60	93,392.00	96,928.00	100,609.60	104,436.80	108,409.60	112,556.80	116,854.40	121,326.40	126,172.80	131,227.20
	B	3,335.20	3,461.60	3,592.00	3,728.00	3,869.60	4,016.80	4,169.60	4,328.80	4,494.40	4,666.40	4,852.80	5,047.20
	H	41.69	43.27	44.90	46.60	48.37	50.21	52.12	54.11	56.18	58.33	60.66	63.09
N20	A	91,728.00	95,180.80	98,800.00	102,544.00	106,454.40	110,510.40	114,732.80	119,121.60	123,676.80	128,440.00	133,577.60	138,923.20
	B	3,528.00	3,660.80	3,800.00	3,944.00	4,094.40	4,250.40	4,412.80	4,581.60	4,756.80	4,940.00	5,137.60	5,343.20
	H	44.10	45.76	47.50	49.30	51.18	53.13	55.16	57.27	59.46	61.75	64.22	66.79

Pay Scale Dates will remained unchnaged unless scheduled for advancement in 2023

Comal County 2023 Exempt Pay Chart

PAY GROUP	PAY BASIS	Minimum	Midpoint	Maximum
E1	A	46,713.16	55,871.14	65,049.92
	B	1,796.66	2,148.89	2,501.92
E2	A	49,258.82	58,987.24	68,715.40
	B	1,894.57	2,268.74	2,642.90
E3	A	51,983.62	62,310.56	72,637.50
	B	1,999.37	2,396.56	2,793.75
E4	A	54,866.76	65,827.32	76,787.88
	B	2,110.26	2,531.82	2,953.38
E5	A	57,908.24	69,537.26	81,166.28
	B	2,227.24	2,674.51	3,121.78
E6	A	61,154.86	73,497.58	85,840.04
	B	2,352.11	2,826.83	3,301.54
E7	A	64,561.12	77,652.64	90,744.16
	B	2,483.12	2,986.64	3,490.16
E8	A	68,204.50	82,096.82	95,989.14
	B	2,623.25	3,157.57	3,691.89
E9	A	72,101.12	86,850.14	101,599.16
	B	2,773.12	3,340.39	3,907.66
E10	A	76,188.32	91,835.38	107,482.44
	B	2,930.32	3,532.13	4,133.94
E11	A	80,560.22	97,168.24	113,776.26
	B	3,098.47	3,737.24	4,376.01
E12	A	85,217.34	102,849.24	120,480.88
	B	3,277.59	3,955.74	4,633.88
E13	A	90,159.68	108,877.86	127,595.78
	B	3,467.68	4,187.61	4,907.53
E14	A	95,386.98	115,254.36	135,121.48
	B	3,668.73	4,432.86	5,196.98
E15	A	100,899.76	121,978.48	143,057.20
	B	3,880.76	4,691.48	5,502.20
E16	A	106,792.40	129,166.44	151,540.22
	B	4,107.40	4,967.94	5,828.47
E17	A	112,977.54	136,751.42	160,525.30
	B	4,345.29	5,259.67	6,174.05
E18	A	119,655.12	144,856.40	170,057.42
	B	4,602.12	5,571.40	6,540.67
E19	A	126,656.66	153,396.88	180,137.10
	B	4,871.41	5,899.88	6,928.35
E20	A	133,956.16	162,326.58	190,696.74
	B	5,152.16	6,243.33	7,334.49

Pay Scale Dates will remain unchanged unless scheduled for advancement in 2023.

Comal County 2023 Non-Exempt Law Enforcement Pay Chart

PAY GROUP	PAY BASIS	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10 - MAX
NLE-A	A	45,884.80	47,528.00	49,233.60	51,001.60	52,832.00	54,745.60	56,742.40	58,822.40	61,172.80	63,627.20
	B	1,764.80	1,828.00	1,893.60	1,961.60	2,032.00	2,105.60	2,182.40	2,262.40	2,352.80	2,447.20
	H	22.06	22.85	23.67	24.52	25.40	26.32	27.28	28.28	29.41	30.59
NLE-B	A	51,084.80	52,936.00	54,849.60	56,846.40	58,905.60	61,068.80	63,315.20	65,665.60	68,286.40	71,011.20
	B	1,964.80	2,036.00	2,109.60	2,186.40	2,265.60	2,348.80	2,435.20	2,525.60	2,626.40	2,731.20
	H	24.56	25.45	26.37	27.33	28.32	29.36	30.44	31.57	32.83	34.14
NLE-C	A	52,915.20	54,828.80	56,825.60	58,884.80	61,048.00	63,294.40	65,624.00	68,057.60	70,782.40	73,611.20
	B	2,035.20	2,108.80	2,185.60	2,264.80	2,348.00	2,434.40	2,524.00	2,617.60	2,722.40	2,831.20
	H	25.44	26.36	27.32	28.31	29.35	30.43	31.55	32.72	34.03	35.39
NLE-D	A	62,275.20	64,563.20	66,934.40	69,430.40	72,009.60	74,672.00	77,459.20	80,371.20	83,595.20	86,944.00
	B	2,395.20	2,483.20	2,574.40	2,670.40	2,769.60	2,872.00	2,979.20	3,091.20	3,215.20	3,344.00
	H	29.94	31.04	32.18	33.38	34.62	35.90	37.24	38.64	40.19	41.80
NLE-E	A	66,996.80	69,472.00	72,051.20	74,734.40	77,521.60	80,433.60	83,449.60	86,590.40	90,064.00	93,662.40
	B	2,576.80	2,672.00	2,771.20	2,874.40	2,981.60	3,093.60	3,209.60	3,330.40	3,464.00	3,602.40
	H	32.21	33.40	34.64	35.93	37.27	38.67	40.12	41.63	43.30	45.03
NLE-F	A	72,113.60	74,817.60	77,604.80	80,496.00	83,532.80	86,673.60	89,939.20	93,537.60	97,281.60	
	B	2,773.60	2,877.60	2,984.80	3,096.00	3,212.80	3,333.60	3,459.20	3,597.60	3,741.60	
	H	34.67	35.97	37.31	38.70	40.16	41.67	43.24	44.97	46.77	
NLE-G	A	83,345.60	86,486.40	89,752.00	93,142.40	96,657.60	100,526.40	104,540.80			
	B	3,205.60	3,326.40	3,452.00	3,582.40	3,717.60	3,866.40	4,020.80			
	H	40.07	41.58	43.15	44.78	46.47	48.33	50.26			
NLE-H	A	94,827.20	98,425.60	102,169.60	106,059.20	110,302.40					
	B	3,647.20	3,785.60	3,929.60	4,079.20	4,242.40					
	H	45.59	47.32	49.12	50.99	53.03					

Pay Scale Dates will remain unchanged unless scheduled for advancement in 2023.

Comal County 2023 Exempt Law Enforcement Pay Chart

PAY GROUP	PAY BASIS	Minimum	Midpoint	Maximum
ELE-A	A	82,797.00	92,521.52	102,246.30
	B	3,184.50	3,558.52	3,932.55
ELE-B	A	89,020.88	99,523.32	110,026.02
	B	3,423.88	3,827.82	4,231.77
ELE-C	A	95,742.40	107,085.16	118,428.18
	B	3,682.40	4,118.66	4,554.93
ELE-D	A	103,001.86	115,252.02	127,502.44
	B	3,961.61	4,432.77	4,903.94
ELE-E	A	110,841.90	124,072.26	137,302.62
	B	4,263.15	4,772.01	5,280.87

Pay Scale Dates will remained unchnaged unless scheduled for advancement in 2023.