

HIDALGO COUNTY
ATTORNEY PAY PLAN
Effective: January 1, 2026
(Last Revision 2026 Budget Process)

| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|-------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Grade 1 ⁽¹⁾ | 69,684 | 72,123 | 74,647 | 77,260 | 79,964 | 82,763 | 85,660 | 88,658 | 91,761 | 94,973 | 98,297 |
| Grade 2 (1) | 75,259 | 77,893 | 80,619 | 83,441 | 86,361 | 89,384 | 92,512 | 95,750 | 99,101 | 102,570 | 106,160 |
| Grade 3 ⁽¹⁾ | 81,280 | 84,125 | 87,069 | 90,116 | 93,270 | 96,534 | 99,913 | 103,410 | 107,029 | 110,775 | 114,652 |
| Grade 4 (1) | 87,782 | 90,854 | 94,034 | 97,325 | 100,731 | 104,257 | 107,906 | 111,683 | 115,592 | 119,638 | 123,825 |
| Grade 5 | 94,805 | 98,123 | 101,557 | 105,111 | 108,790 | 112,598 | 116,539 | 120,618 | 124,840 | 129,209 | 133,731 |
| Grade 6 | 102,389 | 105,973 | 109,682 | 113,521 | 117,494 | 121,606 | 125,862 | 130,267 | 134,826 | 139,545 | 144,429 |
| Grade 7 | 110,580 | 114,450 | 118,456 | 122,602 | 126,893 | 131,334 | 135,931 | 140,689 | 145,613 | 150,709 | 155,984 |
| Grade 8 | 119,426 | 123,606 | 127,932 | 132,410 | 137,044 | 141,841 | 146,805 | 151,943 | 157,261 | 162,765 | 168,462 |
| Grade 9 | 128,980 | 133,494 | 138,166 | 143,002 | 148,007 | 153,187 | 158,549 | 164,098 | 169,841 | 175,785 | 181,937 |
| Grade 10 | 139,298 | 144,173 | 149,219 | 154,442 | 159,847 | 165,442 | 171,232 | 177,225 | 183,428 | 189,848 | 196,493 |

INCENTIVE PAY PROGRAM

| Tenure Pay | | Certification Pay | |
|-------------------|--|--------------------------|--|
|-------------------|--|--------------------------|--|

| | | | |
|----------|-------------|---------------------|------------|
| 5 Years | \$2,500.00 | Board Certification | \$4,000.00 |
| 10 Years | \$5,000.00 | | |
| 15 Years | \$10,000.00 | | |

NOTES

1. Tenure Pay is exclusive to attorneys under the Criminal District Attorney office