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# City of El Paso Strengthens Compensation Structure to Attract and Retain Talent

**EL PASO, Texas**—This week, the City of El Paso implemented significant compensation improvements as a key part of its Workforce Focus initiative. Designed to acknowledge and reward the hard work of City employees, these measures highlight the City's commitment to offering competitive, fair, and sustainable compensation in today's challenging labor market.

During this week's City Council meeting, City leaders outlined a series of strategic measures to address wage compression, improve employee benefits, and reinforce long-term financial security for employees. These initiatives are a key component of the City's broader Workforce Focus initiative, which is designed to enhance recruitment, retention, and overall job satisfaction while maintaining fiscal responsibility.

## Key Compensation Enhancements:

- **Higher Minimum Wage:** Effective February 23, 2025, the City's minimum wage increased from \$13.61 to \$15.75 per hour. General Service employees earning below their grade's new minimum received either an adjustment to the new rate or a \$0.50 per hour raise—whichever is greater. Other non-uniform employees (PM and EX categories) saw an increase of either \$0.50 per hour or 1.25%.
- **Addressing Wage Compression:** A key priority of the City's compensation strategy is addressing wage compression issues that affect 76% of its civilian workforce. By restructuring salary scales and ensuring that experience and tenure are properly recognized, the City is working to maintain a fair and competitive pay structure.
- **Stable, Cost-Effective Benefits:** In addition to salary improvements, the City continues to provide a comprehensive benefits package with no healthcare cost increases since 2019. Employees have access to multiple healthcare options, pension plans, tuition assistance, paid leave programs, and wellness initiatives designed to support financial security and overall well-being.

"The City of El Paso is more than just a workplace—it's a place where individuals can build long-term, meaningful careers with stability, competitive pay, and genuine growth opportunities," said City Manager Dionne Mack. "We are dedicated to investing in our workforce, ensuring that employees feel supported, valued, and provided with the tools necessary for success. These improvements reinforce our commitment to attracting and retaining top talent to serve our community."

## Broader Workforce Focus Initiatives

Beyond compensation, the City continues to strengthen its recruitment and retention efforts through partnerships with UTEP, EPCC, and local workforce programs. Specialized initiatives such as the Airport Employees Career Enhancement Program and targeted efforts to support veterans and military families further demonstrate the City's commitment to building a skilled and diverse workforce.

With these improvements, the City of El Paso aims to position itself as a leader in workforce development, ensuring that employees are recognized and rewarded for their contributions while maintaining the highest level of public service for residents.

For more information about career opportunities with the City of El Paso, visit [www.ElPasoTexas.gov/careers](http://www.ElPasoTexas.gov/careers).

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