

# **2011 Non-Exempt Salary Structures**

August 15, 2011  
Commissioners' Court

# General Information

- There are 716 employees in 107 non-exempt benchmark positions with an average length of service of over 8 years. 133 (19%) of these employees are at the maximum of the pay range.
- There are a total of 812 non-exempt employees and 159 (20%) are at the maximum of the pay range.
- As part of this analysis we reviewed the pay ranges of the positions and identified any positions whose minimum and maximum were 10% higher or lower than the average minimum and maximum.
- 4 position pay ranges are over the average. Those positions are:
  - Section Leader/Compliance Auditor
  - Medical Assistant
  - TB Outreach
  - Parts Warehouse Supervisor
- 4 position pay ranges are below the average. Those positions are:
  - Animal Control Supervisor
  - Farm Museum Coordinator
  - Nutritionist
  - Veterans Service Officer

# Turnover

- Individual Department turnover percentages (including exempt and non-exempt employees) for Fiscal Year 2010 were:
  - Administrative Services – 12.8% (1 of 8)
  - Auditor – 28.9% (8 of 28)
  - Budget – 5.4% (1 of 19)
  - Constable Pct. 1 – 9.8% (1 of 10)
  - Constable Pct. 2 – 0% (0 of 4)
  - Constable Pct. 3 – 7.3% (1 of 14)
  - Constable Pct. 4 – 0% (0 of 10)
  - County Clerk – 13% (9 of 69)
  - District Clerk – 4.5% (3 of 67)
  - Elections – 0% (0 of 13)
  - Engineering – 19.9% (7 of 35)
  - Facilities – 2.1% (1 of 49)
  - Health Care – 12.2% (7 of 57)
  - Homeland Security – 19% (6 of 32)
  - Human Resources – 5% (1 of 20)
  - Information Technology – 9.3% (5 of 54)
  - Justice of the Peace Pct. 1 – 0% (0 of 6)
  - Justice of the Peace Pct. 2 – 0% (0 of 5)
  - Justice of the Peace Pct. 3-1 – 0% (0 of 5)
  - Justice of the Peace Pct. 3-2 – 71.6% (4 of 6)
  - Justice of the Peace Pct. 4 – 39.1% (3 of 8)
  - Juvenile Services – 2.9% (4 of 139)
  - Medical Examiner – 37.5% (3 of 8)
  - Public Works – 8.5% (9 of 106)
  - Purchasing – 6.3% (1 of 16)
  - Tax Assessor – 10.4% (8 of 77)
- Overall Collin County turnover for FY 2010 was 8.9%.

## Quartile Rankings (Pay-in-Grade)\* Non-Exempt Employees

Job Title	Quartile 1	Quartile 2	Quartile 3	Quartile 4	Number of Employees at Max of Pay Grade*
Administrative Services	25%	25%	0%	50%	1 of 4 (25%)
Auditor	48%	24%	12%	16%	3 of 25 (12%)
Budget	56%	0%	22%	22%	1 of 9 (11%)
Constables	30%	10%	0%	60%	3 of 10 (30%)
Construction & Projects	0%	0%	0%	100%	1 of 1 (100%)
County Clerk	41%	21%	14%	24%	13 of 76 (17%)
District Clerk	36%	7%	28%	30%	6 of 61 (10%)
Elections	64%	9%	9%	18%	1 of 11 (9%)
Engineering	60%	13%	3%	23%	5 of 30 (17%)
Facilities	26%	11%	19%	45%	14 of 47 (30%)
Health Care	61%	8%	10%	20%	6 of 49 (12%)
<i>Subtotal (this page)</i>					<i>54 of 323 (17%)</i>

## Quartile Rankings (Pay-in-Grade)\* Non-Exempt Employees

Job Title	Quartile 1	Quartile 2	Quartile 3	Quartile 4	Number of Employees at Max of Pay Grade
Homeland Security	79%	11%	5%	5%	1 of 19 (5%)
Human Resources	60%	0%	10%	30%	3 of 10 (30%)
Information Technology	38%	8%	21%	33%	6 of 24 (25%)
Justice of the Peace	57%	14%	4%	25%	0 of 28 (0%)
Juvenile Services	35%	9%	16%	40%	30 of 129 (23%)
Medical Examiner	50%	0%	17%	33%	2 of 6 (33%)
Public Works	36%	7%	10%	47%	30 of 98 (31%)
Purchasing	25%	17%	17%	42%	3 of 12 (25%)
Tax Assessor	46%	12%	14%	28%	9 of 81 (11%)
<i>Subtotal (this page)</i>					<i>84 of 407 (21%)</i>
<i>Subtotal (previous page)</i>					<i>54 of 323 (17%)</i>
<b>Total At Max Pay</b>					<b>138 of 730 (19%)</b>

# Response to Adequate Compensation Question

Responses to the Exit Interview Inquiry: *I Was Provided an Adequate Rate of Pay for My Job.* \*

Department	# of Employees who Terminated	# of Employees who Completed an Exit Interview	Strongly Agree	Agree	Disagree	Strongly Disagree	Number of Employees Who Agree or Strongly Agree**
Admin. Services	2	1		100%			1 of 1 (100%)
Auditor	9	3		67%	33%		2 of 3 (67%)
County Clerk	14	12	8%	67%	17%	8%	9 of 12 (75%)
District Clerk	14	9		56%	22%	22%	5 of 9 (56%)
Elections	1	1		100%			1 of 1 (100%)
Engineering	20	9		56%	44%		5 of 9 (56%)
Facilities	5	3		67%	33%		2 of 3 (67%)
Health Care	17	9		33%	44%	22%	3 of 9 (33%)
Homeland Security	6	5		80%	20%		4 of 5 (80%)
Information Tech.	6	3	33%	67%			3 of 3 (100%)
Justice of the Peace	18	14	7%	50%	36%	7%	8 of 14 (57%)
Juvenile Services	15	10	30%	60%	10%		9 of 10 (90%)
Medical Examiner	3	2	50%	50%			2 of 2 (100%)
Public Works	25	16		69%	25%	6%	11 of 16 (69%)
Tax Assessor	18	12	25%	33%	33%	8%	7 of 12 (58%)

\*Data collected from Exit Interviews conducted for Fiscal Year 2009 through June 2011.

\*\*72 of 109 (66%) respondents agreed or strongly agreed that they were provided an adequate rate of pay for their jobs.

Sub departments are included with the primary department.

## Non-Exempt Employee Previous Pay v. Collin County Hire Pay\*

Department	Number Hired Into Department	Greater Than 10% Decrease in Pay	0% to 10% Decrease in Pay	0% to 10% Increase in Pay	Greater Than 10% Increase in Pay	Previously Unemployed
Administrative Services	2	1 (50%)				1 (50%)
Auditor	9		1 (11%)		3 (33%)	5 (56%)
Budget	3					3 (100%)
County Clerk	18	2 (11%)		1 (6%)	2 (11%)	13 (72%)
District Clerk	18	1 (6%)		1 (6%)	6 (33%)	10 (56%)
Elections	4				3 (75%)	1 (25%)
Engineering	19	1 (5%)		2 (11%)	8 (42%)	8 (42%)
Facilities	7		2 (29%)			5 (71%)
Health Care	23	2 (9%)	1 (4%)		7 (30%)	13 (57%)
Homeland Security	6					6 (100%)
<i>Subtotal (this page)</i>	<i>109</i>	<i>7 (5%)</i>	<i>4 (4%)</i>	<i>4 (4%)</i>	<i>29 (27%)</i>	<i>65 (60%)</i>

\*Data collected for external hires from FY2009 through June 2011.  
 Sub departments are included with the primary department.  
 Includes active employees and terminated employees.

## Non-Exempt Employee Previous Pay v. Collin County Hire Pay\*

Department	Number Hired Into Department	Greater Than 10% Decrease in Pay	0% to 10% Decrease in Pay	0% to 10% Increase in Pay	Greater Than 10% Increase in Pay	Previously Unemployed
Human Resources	5		2 (40%)		1 (20%)	2 (40%)
Information Technology	8	1 (13%)		1 (13%)	2 (25%)	4 (50%)
Justice of the Peace	19	2 (11%)	1 (5%)	3 (16%)	1 (5%)	12 (63%)
Juvenile Services	17		1 (6%)	3 (18%)	4 (24%)	9 (53%)
Medical Examiner	3		1 (33%)			2 (67%)
Public Works	23	2 (9%)	1 (4%)	2 (9%)	1 (4%)	17 (74%)
Purchasing	1					1 (100%)
Tax Assessor	24	8 (33%)		3 (13%)	5 (21%)	8 (33%)
<i>Subtotal (this page)</i>	<i>100</i>	<i>13 (13%)</i>	<i>6 (6%)</i>	<i>12 (12%)</i>	<i>14 (14%)</i>	<i>55 (55%)</i>
<i>Subtotal (previous page)</i>	<i>109</i>	<i>7 (6%)</i>	<i>4 (4%)</i>	<i>4 (4%)</i>	<i>29 (27%)</i>	<i>65 (60%)</i>
<b>Total (both pages)</b>	<b>209</b>	<b>20 (10%)</b>	<b>10 (5%)</b>	<b>16 (8%)</b>	<b>43 (21%)</b>	<b>120 (57%)</b>

179 of 209 (86%) non-exempt employees received an increase in pay when starting with Collin County.

\*Data collected for external hires from FY2009 through June 2011.

Sub departments are included with the primary department

Includes active employees and terminated employees.

## Percent Budgeted for Employee Base Pay Increases

County	FY 2009	FY 2010	FY 2011	Total 3 Years	Average of 3 Years
<b>Collin County</b>	<b>3.5%</b>	<b>2%</b>	<b>2%</b>	<b>7.5%</b>	<b>2.5%</b>
Dallas County	0%	0%	0%	0%	0%
Denton County	4%	0%	0%	4%	1.3%
Tarrant County	4%	0%	0%	4%	1.3%
City of Allen	4%	2%	3%	9%	3%
City of Frisco	3.5%	3%	3%	9.5%	3.2%
City of McKinney	0%	0%	0%	0%	0%
City of Plano	0%	0%	0%	0%	0%
<i>Consumer Price Index*</i>	4.1%	0.1%	2.7%	6.9%	2.3%
<i>Salary Survey</i>	3.8%	2.8%	2.9%	9.5%	3.2%

\*Data as of December of each calendar year. For example, FY 2010 CPI was as of December 2008.  
CPI for FY 2012 is 1.5%

## Average PFP Lump Sum Increase Non-Exempt Employees

	Fiscal Year 2009			Fiscal Year 2010			Fiscal Year 2011		
Department	Total Max Check Amount	# of EE's	Avg Max Check	Total Max Check Amount	# of EE's	Avg Max Check	Total Max Check Amount	# of EE's	Avg Max Check
Administrative Services	-	-	-	-	-	-	\$831	1	\$831
Auditor	-	-	-	\$794	2	\$397	\$1,261	2	\$631
Budget	\$729	1	\$729	\$579	1	\$579	\$1,115	1	\$1,115
Constables	-	-	-	\$1,037	3	\$346	\$2,503	3	\$834
Construction & Projects	\$423	1	\$423	\$451	1	\$451	\$906	1	\$906
County Clerk	\$6,576	17	\$387	\$6,233	15	\$416	\$10,593	14	\$757
Courts	-	-	-	\$1,617	1	\$1,617	-	-	-
District Clerk	-	-	-	-	-	-	\$7,155	9	\$795
Elections	\$233	1	\$233	\$380	1	\$380	\$1,097	1	\$1,097
Engineering	\$4,188	10	\$419	\$3,051	7	\$436	\$5,584	6	\$931
<i>Subtotal (this page)</i>	<i>\$12,149</i>	<i>30</i>	<i>\$405</i>	<i>\$14,142</i>	<i>31</i>	<i>\$456</i>	<i>\$31,045</i>	<i>38</i>	<i>\$817</i>

# Average PFP Lump Sum Increase Non-Exempt Employees

	Fiscal Year 2009			Fiscal Year 2010			Fiscal Year 2011		
Department	Total Max Check Amount	# of EE's	Avg Max Check	Total Max Check Amount	# of EE's	Avg Max Check	Total Max Check Amount	# of EE's	Avg Max Check
Facilities	\$6,760	13	\$520	\$6,756	14	\$483	\$13,346	15	\$890
Health Care	\$4,206	7	\$601	\$2,968	7	\$424	\$5,896	7	\$842
Homeland Sec	-	-	-	-	-	-	\$1,347	2	\$674
Human Resources	\$1,433	2	\$717	\$1,444	3	\$481	\$3,050	3	\$1,017
I.T.	\$2,578	7	\$368	\$2,817	6	\$470	\$4,701	5	\$940
J.P	\$2,798	4	\$700	-	-	-	\$1,000	1	\$1,000
Juvenile	\$16,721	30	\$557	\$13,991	28	\$500	\$28,678	30	\$956
Medical Examiner	\$1,262	2	\$631	\$769	2	\$385	\$2,002	2	\$1,001
Public Works	\$15,867	35	\$453	\$15,255	35	\$436	\$31,052	34	\$913
Purchasing	\$1,064	2	\$532	\$1,106	2	\$553	\$2,429	3	\$810
Tax Assessor	\$5,659	9	\$629	\$4,088	8	\$511	\$6,615	8	\$827
<i>Subtotal (this page)</i>	<i>\$58,348</i>	<i>111</i>	<i>\$526</i>	<i>\$49,194</i>	<i>105</i>	<i>\$469</i>	<i>\$100,116</i>	<i>110</i>	<i>\$910</i>
<i>Subtotal (previous page)</i>	<i>\$12,149</i>	<i>30</i>	<i>\$405</i>	<i>\$14,142</i>	<i>31</i>	<i>\$456</i>	<i>\$31,045</i>	<i>38</i>	<i>\$817</i>
<b>Total</b>	<b>\$70,497</b>	<b>141</b>	<b>\$500</b>	<b>\$66,336</b>	<b>136</b>	<b>\$466</b>	<b>\$131,161</b>	<b>148</b>	<b>\$886</b>

# **General Administrative Positions**

## Quartile Rankings (Pay-in-Grade) for General Administrative Positions\*

Job Title	Quartile 1	Quartile 2	Quartile 3	Quartile 4	Number of Employees at Max of Pay Grade*
Office Coordinator	17%	33%	0%	50%	3 of 6 (50%)
Office Administrator	0%	0%	17%	83%	5 of 6 (83%)
Administrative Secretary	13%	9%	6%	72%	13 of 32 (41%)
Secretary	34%	13%	13%	40%	2 of 15 (13%)
Tech II	0%	0%	25%	75%	0 of 4 (0%)
Tech I	75%	0%	25%	0%	0 of 4 (0%)
<b>Total At Max Pay</b>					<b>23 of 67 (34%)</b>

# General Administrative Positions

- Collin County has a group of administrative positions that are in multiple departments throughout the county.
- None of the General Administrative positions are outside the 10% variance.

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance	Collin County Maximum	Maximum Average Salary	% Variance
Tech I	530	<b>\$24,109</b>	\$24,003	0%	<b>\$33,327</b>	\$35,009	-5%
Tech II	531	<b>\$25,883</b>	\$23,884	8%	<b>\$35,859</b>	\$34,493	4%
Secretary	532	<b>\$27,895</b>	\$25,204	11%	<b>\$38,629</b>	\$36,969	4%
Administrative Secretary	534	<b>\$32,700</b>	\$30,005	9%	<b>\$45,294</b>	\$42,749	6%
Office Administrator	535	<b>\$35,535</b>	\$33,994	5%	<b>\$49,190</b>	\$49,712	-1%
Office Coordinator	537	<b>\$42,330</b>	\$39,372	8%	<b>\$58,625</b>	\$57,037	3%

# **Administrative Services**

# Administrative Services

- No concerns were expressed regarding the pay ranges for the Administrative Services positions.
- Administrative Services has 4 administrative non-exempt positions with an average length of service of over 9 years. 1 (25%) employee is at the maximum of their pay range.
  - These positions are matched in the General Administrative Group
- Administrative Services also oversees the Teen Court Coordinator position. There were no comparable matches for this position due to difference in responsibilities between the work performed for the Collin County position as compared to similar positions in the cities.

# Auditor

## Auditor

- No concerns were expressed regarding the pay ranges for the non-exempt Auditor positions.
- The Auditor has 25 non-exempt positions with an average length of service of almost 7 years. 3 (12%) employees are at the maximum of their pay range.
- The Administrative positions are matched in the General Administrative Group.
- The Section Leader/Compliance Auditor position pay range variance is higher than the established 10% differential.
  - Dallas County has the only comparable position.

## Auditor Wage Range Variance

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance From Average	Collin County Maximum	Maximum Average Salary	% Variance From Average
Accounts Payable Technician	533	<b>\$30,168</b>	\$30,087	0%	<b>\$41,768</b>	\$42,405	-2%
Senior Accounts Payable Tech	534	<b>\$32,700</b>	\$32,959	-1%	<b>\$45,294</b>	\$45,550	-1%
Accounting Specialist	536	<b>\$38,738</b>	\$35,945	8%	<b>\$53,627</b>	\$52,189	3%
Audit Specialist	536	<b>\$38,738</b>	\$36,969	5%	<b>\$53,627</b>	\$56,014	-4%
Accounts Payable Supervisor	538	<b>\$46,421</b>	\$46,685	-1%	<b>\$64,252</b>	\$66,671	-4%
Accountant	539	<b>\$51,008</b>	\$45,070	13%	<b>\$70,593</b>	\$65,223	8%
Auditor	539	<b>\$51,008</b>	\$47,903	6%	<b>\$70,593</b>	\$69,915	1%
Section Leader/Compliance Auditor	540	<b>\$56,201</b>	\$49,411	14%	<b>\$77,799</b>	\$70,871	10%

# Budget

# Budget

- No concerns were expressed regarding the pay ranges for the Budget positions.
- The Budget department is comprised of the following areas:
  - Budget
  - Law Library
  - Support Services
- Budget has 3 non-exempt positions with an average length of service of 8 years. 1 (33%) employee is at the maximum of their pay range.
- Law Library has 2 non-exempt positions with an average length of service of 2 years. There are no employees at the maximum of their pay range.
- Support Services has 4 non-exempt positions with an average length of service of over 6 years. There are no employees at the maximum of their pay range.
- None of the positions in Budget, Law Library or Support Services are outside the 10% variance.

## Budget, Law Library and Support Services Wage Range Variance

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance From Average	Collin County Maximum	Maximum Average Salary	% Variance From Average
Budget Technician	536	<b>\$38,738</b>	\$35,690	9%	<b>\$53,627</b>	\$51,294	5%
Financial Analyst	538	<b>\$46,421</b>	\$45,490	2%	<b>\$64,252</b>	\$66,402	-3%

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance From Average	Collin County Maximum	Maximum Average Salary	% Variance From Average
Assistant Law Librarian	535	<b>\$35,535</b>	\$37,278	-5%	<b>\$49,190</b>	\$53,837	-9%

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance From Average	Collin County Maximum	Maximum Average Salary	% Variance From Average
Mail Technician	530	<b>\$24,109</b>	\$22,136	9%	<b>\$33,327</b>	\$32,394	3%
Mail/Supply Supervisor	534	<b>\$32,700</b>	\$31,498	4%	<b>\$45,294</b>	\$46,537	-3%

# Constables

# Constables

- There were some concerns expressed by Constables regarding the pay ranges for the Legal Clerk I and Legal Clerk II positions. The survey data shows that this position is within the 10% variance.
- The Administrative positions are matched in the General Administrative Group.
- The 4 Constables offices have a total of 10 non-exempt positions with an average length of service of over 13 years.
- 3 (30%) employees are at the maximum of their pay range.
- None of the positions in the Constables office are outside the 10% variance.

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance From Average	Collin County Maximum	Maximum Average Salary	% Variance From Average
Legal Clerk I	531	<b>\$25,883</b>	\$24,607	5%	<b>\$35,859</b>	\$35,151	2%
Legal Clerk II	532	<b>\$27,895</b>	\$26,925	4%	<b>\$38,629</b>	\$38,819	0%

# County Clerk

# County Clerk

- The County Clerk expressed a concern regarding the pay range for the Collections Clerk position. The survey data shows that this position is within the 10% variance.
- The County Clerks department is comprised of the following areas:
  - County Clerk
  - County Court at Law Clerk
  - Court Collections/Indigent
- The County Clerks office has 42 non-exempt positions with an average length of service of over 8 years. 4 (9%) employees are at the maximum of their pay range.
- The County Court at Law Clerk area has 28 non-exempt positions with an average length of service of over 11 years. 9 (32%) employees are at the maximum of their pay range.
- The Court Collections/Indigent area has 6 non-exempt positions with an average length of service of over 3 years. There are no employees at the maximum of their pay range.
- None of the positions in County Clerk, County Court at Law Clerk and Collections/Indigent are outside the 10% variance.

## County Clerk Wage Range Variance

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance	Collin County Maximum	Maximum Average Salary	% Variance
Collections Clerk	531	<b>\$25,883</b>	\$27,524	-6%	<b>\$35,859</b>	\$39,505	-9%
Account/Office Clerk	532	<b>\$27,895</b>	\$26,407	6%	<b>\$38,629</b>	\$39,765	-3%
Deputy County Clerk I	532	<b>\$27,895</b>	\$26,168	7%	<b>\$38,629</b>	\$37,890	2%
Accounting Tech	533	<b>\$30,168</b>	\$28,424	6%	<b>\$41,768</b>	\$40,950	2%
Deputy County Clerk II	533	<b>\$30,168</b>	\$28,526	6%	<b>\$41,768</b>	\$41,075	2%
Lead Clerk	535	<b>\$35,535</b>	\$33,162	7%	<b>\$49,190</b>	\$47,342	4%
Senior Administrator	538	<b>\$46,421</b>	\$49,354	-6%	<b>\$64,252</b>	\$71,023	-10%

# District Clerk

## District Clerk

- The District Clerk did not express any concerns regarding the pay ranges for her employees.
- The concerns that were expressed relate to new positions and position reclassifications. New position requests are addressed by the Budget office. Reclassifications are generally addressed outside of the budget process.
- The District Clerks office has 61 non-exempt positions with an average length of service of over 9 years. 6 (10%) employees are at the maximum of their pay range.
- None of the positions in the District Clerk are outside the 10% variance.

## District Clerk Wage Range Variance

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance	Collin County Maximum	Maximum Average Salary	% Variance
Passport Clerk	530	<b>\$24,109</b>	\$23,078	4%	<b>\$33,327</b>	\$33,401	0%
Deputy District Clerk I	532	<b>\$27,895</b>	\$25,406	10%	<b>\$38,629</b>	\$37,179	4%
Accounting Tech	533	<b>\$30,168</b>	\$28,424	6%	<b>\$41,768</b>	\$40,995	2%
Deputy District Clerk II	533	<b>\$30,168</b>	\$27,994	8%	<b>\$41,768</b>	\$40,350	4%
Senior Passport Clerk	533	<b>\$30,168</b>	\$28,529	6%	<b>\$41,768</b>	\$40,794	2%
Lead Clerk	535	<b>\$35,535</b>	\$35,979	-1%	<b>\$49,190</b>	\$51,389	-4%

# Elections

## Elections

- No concerns were expressed regarding the pay ranges for the Elections positions.
- Elections has 11 non-exempt positions with an average length of service of over 5 years.
- 1 (9%) employee is at the maximum of their pay range.
- There are no comparable private sector comparisons. Comparisons are from Dallas, Denton and Tarrant Counties.
- None of the positions in Elections are outside the 10% variance.

## Elections Wage Range Variance

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance From Average	Collin County Maximum	Maximum Average Salary	% Variance From Average
Voter Registration/ Elections Clerk	530	<b>\$24,109</b>	\$25,134	-4%	<b>\$33,327</b>	\$35,611	-6%
Voter Registration/ Elections Clerk II	532	<b>\$27,895</b>	\$27,152	-3%	<b>\$38,629</b>	\$39,729	-3%
Asset Management Technician	534	<b>\$32,700</b>	\$30,234	8%	<b>\$45,294</b>	\$43,593	4%
Early Voting Coordinator	535	<b>\$35,535</b>	\$35,247	1%	<b>\$49,190</b>	\$49,794	-1%
Voter Registration Coordinator	535	<b>\$35,535</b>	\$37,494	-5%	<b>\$49,190</b>	\$53,931	-9%
Elections Supply & Operations Coord	536	<b>\$38,738</b>	\$36,364	7%	<b>\$53,627</b>	\$53,016	1%

# Engineering

# Engineering

- No concerns were expressed regarding the pay ranges for the Engineering positions.
- The Engineering department is comprised of the following areas:
  - Engineering
  - Development Services
    - Animal Control
    - Inspections
  - Special Projects
    - Myers Park
- Administrative positions are matched in the General Administrative Group.
- Engineering has 1 non-exempt position with an average length of service of 19 years. 1 (100%) employee is at the maximum of their pay range.
- Animal Control has 13 non-exempt positions with an average length of service of over 3 years. 1 (8%) employee is at the maximum of their pay range.
- Inspections has 8 non-exempt positions with an average length of service of over 10 years. 4 (50%) employees are at the maximum of their pay range.
- Special Projects has 1 non-exempt position with an average length of service of 12 years. This employee is not at the maximum of their pay range.
- Myers Park has 6 non-exempt positions with an average length of service of over 2 years. There are no employees at the maximum of their pay range.
- The Animal Control Supervisor and Farm Museum Coordinator position pay range variances are higher than the established 10% differential.
  - For the Farm Museum Coordinator position the only comparables were Denton County and City of Frisco.

## Development Services and Myers Park Wage Range Variance

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance	Collin County Maximum	Maximum Average Salary	% Variance
Animal Control Officer	532	<b>\$27,895</b>	\$29,901	-7%	<b>\$38,629</b>	\$42,692	-10%
Animal Control Lead	533	<b>\$30,168</b>	\$33,106	-9%	<b>\$41,768</b>	\$47,015	-11%
Animal Control Supervisor	534	<b>\$32,700</b>	\$37,685	-13%	<b>\$45,294</b>	\$53,883	-16%
Inspector	536	<b>\$38,738</b>	\$37,376	4%	<b>\$53,627</b>	\$53,260	1%

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance	Collin County Maximum	Maximum Average Salary	% Variance
Grounds Keeper	531	<b>\$25,883</b>	\$23,597	10%	<b>\$35,859</b>	\$32,814	9%
Grounds Maintenance Tech	532	<b>\$27,895</b>	\$27,393	2%	<b>\$38,629</b>	\$38,688	0%
Events Coordinator	536	<b>\$38,738</b>	\$35,975	8%	<b>\$53,627</b>	\$51,496	4%
Farm Museum Coordinator	536	<b>\$38,738</b>	\$43,440	-11%	<b>\$53,627</b>	\$62,135	-14%

# Facilities

## Facilities

- Facilities did not express any concerns regarding the pay ranges for their employees.
  - The concerns that were expressed relate to position reclassifications.
- Administrative positions are matched in the General Administrative Group.
- Facilities has a total of 47 non-exempt positions with an average length of service of almost 10 years.
- 14 (30%) employees are at the maximum of their pay range.
- None of the positions in Facilities are outside the 10% variance.

## Facilities Wage Range Variance

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance	Collin County Maximum	Maximum Average Salary	% Variance
Grounds Keeper	531	<b>\$25,883</b>	\$23,597	10%	<b>\$35,859</b>	\$32,814	9%
Maintenance Specialist (Facilities)	531	<b>\$25,883</b>	\$25,803	0%	<b>\$35,859</b>	\$36,753	-2%
Building Maintenance Technician I	534	<b>\$32,700</b>	\$31,611	3%	<b>\$45,294</b>	\$44,713	1%
Building Maintenance Technician II	536	<b>\$38,738</b>	\$37,427	4%	<b>\$53,627</b>	\$53,900	1%
Facilities Tech Coordinator	537	<b>\$42,330</b>	\$42,777	-1%	<b>\$58,625</b>	\$62,465	-6%

# Health Care Services

# Health Care Services

- Health Care Services expressed a concern regarding the pay ranges for their RN and LVN positions. The survey results indicate that these positions are within the 10% variance.
- The Health Care Services department is comprised of the following areas:
  - Health Care Services
  - Substance Abuse
  - WIC (Women, Infants and Children)
- Administrative positions are matched in the General Administrative Group.
- Health Care Services has 26 non-exempt positions with an average length of service of almost 7 years. 5 (19%) employees are at the maximum of their pay range.
- Substance Abuse has 1 non-exempt position with an average length of service of 17 years. This employee is not at the maximum of their pay range.
- WIC has 22 non-exempt positions with an average length of service of over 4 years. 1 (5%) employee is at the maximum of their pay range.
- Pay ranges for Medical Assistant and the TB Outreach positions are high when compared to the 10% variance.
  - There were two comparables for the Medical Assistant.
  - There were two comparables for the TB Outreach.
- The pay range for the Nutritionist position is low utilizing the 10% variance.
  - There were two comparables for the Nutritionist.

## Health Care Wage Range Variance

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance	Collin County Maximum	Maximum Average Salary	% Variance
Immunization Service Aid	530	<b>\$24,109</b>	\$25,959	-7%	<b>\$33,327</b>	\$35,751	-7%
Outreach Specialist	530	<b>\$24,109</b>	\$22,923	5%	<b>\$33,327</b>	\$32,420	3%
Medical Assistant	532	<b>\$27,895</b>	\$24,260	15%	<b>\$38,629</b>	\$35,188	10%
Nurse (LVN)	534	<b>\$32,700</b>	\$31,368	4%	<b>\$45,294</b>	\$46,611	-3%
TB Outreach	534	<b>\$32,700</b>	\$27,810	18%	<b>\$45,294</b>	\$38,782	17%
Nurse (RN)	537	<b>\$42,330</b>	\$43,831	-3%	<b>\$58,625</b>	\$62,863	-7%

# WIC

## Wage Range Variance

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance	Collin County Maximum	Maximum Average Salary	% Variance
Eligibility Clerk	531	<b>\$25,883</b>	\$25,378	2%	<b>\$35,859</b>	\$36,158	-1%
Nutritionist	535	<b>\$35,535</b>	\$42,275	-16%	<b>\$49,190</b>	\$58,022	-15%
Senior Nutritionist	536	<b>\$38,738</b>	\$40,762	-5%	<b>\$53,627</b>	\$58,903	-9%
Assistant WIC Program Supervisor	537	<b>\$42,330</b>	\$45,658	-7%	<b>\$58,625</b>	\$66,052	-11%

# Homeland Security

# Homeland Security

- Homeland Security expressed a concern regarding the pay ranges for their Lead Security Guard position. The survey results indicate that these positions are within the 10% variance.
- The Homeland Security department is comprised of the following areas:
  - Courthouse Security
  - Homeland Security
- Administrative positions are matched in the General Administrative Group.
- Homeland Security has 19 non-exempt positions with an average length of service of almost 5 years. 1 (5%) employee is at the maximum of their pay range.
- None of the positions are outside the 10% variance.

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance	Collin County Maximum	Maximum Average Salary	% Variance
Security Guard	530	<b>\$24,109</b>	\$23,649	2%	<b>\$33,327</b>	\$34,816	-4%
Lead Security Guard	531	<b>\$25,883</b>	\$25,711	1%	<b>\$35,859</b>	\$37,233	-4%
Bioterrorism Planner	538	<b>\$46,421</b>	\$49,516	-6%	<b>\$64,252</b>	\$71,265	-10%

# Human Resources

# Human Resources

- Human Resources did not express any concerns regarding the pay ranges for their employees.
- Human Resources is comprised of the following areas:
  - Human Resources
  - Veterans Services
- Human Resources has 8 non-exempt positions with an average length of service of over 3 years. 1 (13%) employee is at the maximum of their pay range.
- Veterans Services has 2 non-exempt positions with an average length of service of over 17 years. Both employees are at the maximum of their pay range.
- The pay range for the Veterans Service Officer position is low when compared to the 10% variance.

# Human Resources Wage Range Variance

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance	Collin County Maximum	Maximum Average Salary	% Variance
Human Resources Assistant	533	<b>\$30,168</b>	\$29,397	3%	<b>\$41,768</b>	\$43,714	-4%
Benefits Representative	535	<b>\$35,535</b>	\$37,636	-6%	<b>\$49,190</b>	\$55,138	-11%
Payroll Coordinator	536	<b>\$38,738</b>	\$34,945	11%	<b>\$53,627</b>	\$50,808	6%
Functional Analyst	537	<b>\$42,330</b>	\$44,372	-5%	<b>\$58,625</b>	\$65,903	-11%
Human Resources Generalist	537	<b>\$42,330</b>	\$43,731	-3%	<b>\$58,625</b>	\$64,157	-9%

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance	Collin County Maximum	Maximum Average Salary	% Variance
Assistant Veterans Service Officer	535	<b>\$35,535</b>	\$36,080	-2%	<b>\$49,190</b>	\$51,262	-4%
Veterans Service Officer	536	<b>\$38,738</b>	\$44,606	-13%	<b>\$53,627</b>	\$64,355	-17%

# Information Technology

# Information Technology

- Information Technology did not express any concerns regarding the pay ranges for their non – exempt employees.
- Information Technology is comprised of the following areas:
  - GIS
  - Information Technology
  - Records
- GIS has 2 non-exempt positions with an average length of service of over 7 years. 1 (50%) employee is at the maximum of their pay range.
- Information Technology has 14 non-exempt positions with an average length of service of over 6 years. 2 (14%) employees are at the maximum of their pay range.
- Records has 8 non-exempt positions with an average length of service of over 9 years. 3 (38%) employee is at the maximum of their pay range.
- None of the positions in GIS, Information Technology and Records are outside the 10% variance.

# GIS, Information Technology and Records Wage Range Variance

Job Title	Pay Grade	Collin County Minimum	Average Salary Minimum	% Variance	Collin County Maximum	Maximum Average Salary	% Variance
GIS Coordinator	536	<b>\$38,738</b>	\$42,102	-8%	<b>\$53,627</b>	\$59,498	-10%

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance	Collin County Maximum	Maximum Average Salary	% Variance
Information Clerk/Receptionist	531	<b>\$25,883</b>	\$23,365	11%	<b>\$35,859</b>	\$33,734	6%
Communications Assistant	533	<b>\$30,168</b>	\$31,534	-4%	<b>\$41,768</b>	\$44,573	-6%
Communications Specialist	535	<b>\$35,535</b>	\$37,068	-4%	<b>\$49,190</b>	\$45,895	7%
Help Desk Support Specialist	535	<b>\$35,535</b>	\$37,151	-4%	<b>\$49,190</b>	\$51,792	-5%
Network Support Specialist	536	<b>\$38,738</b>	\$42,519	-9%	<b>\$53,627</b>	\$60,790	-12%

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance	Collin County Maximum	Maximum Average Salary	% Variance
Records Tech I	530	<b>\$24,109</b>	\$24,497	-2%	<b>\$33,327</b>	\$34,732	-4%
Records Tech II	531	<b>\$25,883</b>	\$25,985	0%	<b>\$35,859</b>	\$36,056	-1%

# **Justice of the Peace**

## Justice of the Peace

- There were concerns expressed regarding the pay ranges for the Legal Clerk I and Legal Clerk II positions. The survey results indicate that these positions are within the 10% variance.
- In addition, JP-1 has requested that the departments Senior Legal Clerk position be reclassified to a Legal Clerk I position. This will leave only JP-4 with a Senior Legal Clerk position.
- The 5 Justice of the Peace offices have a total of 28 non-exempt positions with an average length of service of almost 10 years.
- None of the employees are at the maximum of their pay range.
- None of the positions are outside the 10% variance.

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance	Collin County Maximum	Maximum Average Salary	% Variance
Legal Clerk I	531	<b>\$25,883</b>	\$26,312	-2%	<b>\$35,859</b>	\$37,830	-5%
Legal Clerk II	532	<b>\$27,895</b>	\$29,428	-5%	<b>\$38,629</b>	\$41,273	-6%
JP Court Administrator	536	<b>\$38,738</b>	\$39,766	-3%	<b>\$53,627</b>	\$57,080	-6%

# Juvenile Services

# Juvenile Services

- Juvenile Services did not express any concerns regarding the pay ranges for their employees.
- Juvenile Services has 129 non-exempt positions with an average length of service of over 8 years.
- 30 (23%) employees are at the maximum of their pay range.
- There are no comparable private sector comparisons. Comparisons are from Dallas, Denton and Tarrant Counties.
- None of the positions in Juvenile Services are outside the 10% variance.

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance	Collin County Maximum	Maximum Average Salary	% Variance
Juvenile Detention Officer I	535	<b>\$35,535</b>	\$33,644	6%	<b>\$49,190</b>	\$48,026	2%
Juvenile Probation Officer I	535	<b>\$35,535</b>	\$36,988	-4%	<b>\$49,190</b>	\$53,029	-7%
Juvenile Detention Officer II	538	<b>\$46,421</b>	\$42,850	8%	<b>\$64,252</b>	\$60,252	7%

# Medical Examiner

# Medical Examiner

- The Medical Examiner did not express any concerns regarding the pay ranges for their employees.
- The Medical Examiner has 6 non-exempt positions with an average length of service of over 8 years.
- 2 (33%) employees are at the maximum of their pay range.
- There are no comparable private sector comparisons. Comparisons are from Dallas, Denton and Tarrant Counties.
- None of the positions in the Medical Examiners are outside the 10% variance.

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance	Collin County Maximum	Maximum Average Salary	% Variance
Field Agent	537	<b>\$42,330</b>	\$42,142	0%	<b>\$58,625</b>	\$62,010	-5%

# Public Works

## Public Works

- Public Works expressed a concern regarding the pay ranges for their Truck Driver and Maintenance Specialist positions. The survey results indicate that these positions are within the 10% variance.
- Public Works has 98 non-exempt positions with an average length of service of almost 11 years.
- 30 (31%) employees are at the maximum of their pay range.
- The pay range for the Parts Warehouse Supervisor position is high utilizing to the 10% variance.

# Public Works Wage Range Variance

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance	Collin County Maximum	Maximum Average Salary	% Variance
Maintenance Specialist	531	<b>\$25,883</b>	\$24,124	7%	<b>\$35,859</b>	\$34,227	5%
Truck Driver	532	<b>\$27,895</b>	\$27,333	2%	<b>\$38,629</b>	\$40,433	-4%
Equipment Operator	533	<b>\$30,168</b>	\$30,218	0%	<b>\$41,768</b>	\$42,787	-2%
Shop Technician	533	<b>\$30,168</b>	\$28,403	6%	<b>\$41,768</b>	\$40,617	3%
Traffic Maintenance Tech	533	<b>\$30,168</b>	\$31,277	-4%	<b>\$41,768</b>	\$44,605	-6%
Lead Operator	535	<b>\$35,535</b>	\$34,078	4%	<b>\$49,190</b>	\$48,460	2%
Equipment Technician	536	<b>\$38,738</b>	\$34,693	12%	<b>\$53,627</b>	\$49,903	7%
Parts Warehouse Supervisor	536	<b>\$38,738</b>	\$33,766	15%	<b>\$53,627</b>	\$48,022	12%
Right of Way Coordinator	536	<b>\$38,738</b>	\$40,564	-5%	<b>\$53,627</b>	\$57,877	-7%
Foreman	537	<b>\$42,330</b>	\$41,556	2%	<b>\$58,625</b>	\$60,446	-3%
Shop Coordinator	537	<b>\$42,330</b>	\$43,357	-2%	<b>\$58,625</b>	\$62,071	-6%

# Purchasing

# Purchasing

- Purchasing did not express any concerns regarding the pay ranges for their employees.
- Purchasing has 12 non-exempt positions with an average length of service of over 9 years.
- 3 (25%) employees are at the maximum of their pay range.
- None of the positions in Purchasing are outside the 10% variance.

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance	Collin County Maximum	Maximum Average Salary	% Variance
Contract/ Buyer Assistant	533	<b>\$30,168</b>	\$29,224	3%	<b>\$41,768</b>	\$41,358	1%
Buyer I	534	<b>\$32,700</b>	\$33,880	-3%	<b>\$45,294</b>	\$49,120	-8%
Buyer II	535	<b>\$35,535</b>	\$38,588	-8%	<b>\$49,190</b>	\$56,316	-13%
Buyer III	537	<b>\$42,330</b>	\$44,506	-5%	<b>\$58,625</b>	\$63,447	-8%
Contract Admin	537	<b>\$42,330</b>	\$44,024	-4%	<b>\$58,625</b>	\$63,627	-8%

# Tax Assessor

# Tax Assessor

- The Tax Assessor expressed concerns about the pay range for the Information Clerk/Receptionist position. The survey results indicate that this position is within the 10% variance.
- The Tax Assessor has 81 non-exempt positions with an average length of service of over 7 years.
- 9 (11%) employees are at the maximum of their pay range.
- None of the positions in the Tax Assessors are outside the 10% variance.

# Tax Assessor Wage Range Variance

Job Title	Pay Grade	Collin County Minimum	Minimum Average Salary	% Variance	Collin County Maximum	Maximum Average Salary	% Variance
Vehicle Registration Clerk	530	<b>\$24,109</b>	\$22,699	6%	<b>\$33,327</b>	\$31,894	4%
Deputy Tax Clerk I	531	<b>\$25,883</b>	\$25,293	2%	<b>\$35,859</b>	\$36,165	-1%
Information Clerk/Receptionist	531	<b>\$25,883</b>	\$24,696	5%	<b>\$35,859</b>	\$34,920	3%
Vehicle Registration Clerk II	531	<b>\$25,883</b>	\$24,615	5%	<b>\$35,859</b>	\$34,856	3%
Account/Office Clerk	532	<b>\$27,895</b>	\$26,407	6%	<b>\$38,629</b>	\$39,765	-3%
Title Specialist	532	<b>\$27,895</b>	\$27,049	3%	<b>\$38,629</b>	\$38,046	2%
Accounting Tech	533	<b>\$30,168</b>	\$28,424	6%	<b>\$41,768</b>	\$40,491	3%
Deputy Tax Clerk II	533	<b>\$30,168</b>	\$29,405	3%	<b>\$41,768</b>	\$42,344	-1%
Title Specialist II	533	<b>\$30,168</b>	\$29,605	2%	<b>\$41,768</b>	\$42,102	-1%
Lead Clerk	535	<b>\$35,535</b>	\$33,611	6%	<b>\$49,190</b>	\$47,463	4%
Financial Operations Supervisor	539	<b>\$51,008</b>	\$54,383	-6%	<b>\$70,593</b>	\$78,612	-10%

# Summary

# Points Of Interest

- 4 position pay ranges are over the average of the surveyed salaries by 10% or more. Those positions are:
  - Section Leader/Compliance Auditor
  - Medical Assistant
  - TB Outreach
  - Parts Warehouse Supervisor
- None of these positions had more than two comparables and HR does not recommend moving these positions to a different pay range.
- 4 position pay ranges are below the average of the surveyed salaries by 10% or more. Those positions are:
  - Animal Control Supervisor
  - Farm Museum Coordinator
  - Nutritionist
  - Veterans Service Officer
- The two positions that had more than 2 comparables were Animal Control Supervisor and Veterans Service Officer. HR recommends moving these two positions one pay grade higher.

# Position Matches

# **General Administrative Positions**

# Benchmark Positions For General Administrative Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Tech I	530	<b>\$24,109</b>	-	-	-	-	-	-	-
Tech II	531	<b>\$25,883</b>	\$20,134	-	\$26,915	-	-	-	-
Secretary	532	<b>\$27,895</b>	\$23,481	\$24,902	\$28,995	\$26,848	-	\$25,082	\$24,820
Administrative Secretary	534	<b>\$32,700</b>	\$26,790	\$26,645	\$32,718	\$29,117	\$32,406	\$28,449	\$29,907
Office Administrator	535	<b>\$35,535</b>	\$30,368	\$30,506	\$44,315	-	-	\$32,267	\$32,900
Office Coordinator	537	<b>\$42,330</b>	-	\$34,926	\$49,051	-	\$35,776	\$36,599	\$36,043

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Tech I	530	<b>\$24,109</b>	-	\$21,800	\$26,100	-
Tech II	531	<b>\$25,883</b>	\$20,072	\$23,600	\$26,700	-
Secretary	532	<b>\$27,895</b>	-	\$25,300	\$25,300	\$19,416
Administrative Secretary	534	<b>\$32,700</b>	\$28,854	\$34,800	\$30,300	\$27,374
Office Administrator	535	<b>\$35,535</b>	\$33,530	\$37,000	\$34,500	\$29,023
Office Coordinator	537	<b>\$42,330</b>	-	\$47,100	-	\$33,150

# Benchmark Positions For General Administrative Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Tech I	530	<b>\$33,327</b>	-	-	-	-	-	-	-
Tech II	531	<b>\$35,859</b>	\$29,224	-	\$36,733	-	-	-	-
Secretary	532	<b>\$38,629</b>	\$33,966	\$37,352	\$39,541	\$40,272	-	\$35,115	\$35,492
Administrative Secretary	534	<b>\$45,294</b>	\$38,834	\$39,967	\$44,616	\$43,676	\$45,386	\$39,828	\$43,071
Office Administrator	535	<b>\$49,190</b>	\$41,119	\$45,758	\$60,437	-	-	\$45,174	\$47,377
Office Coordinator	537	<b>\$58,625</b>	-	\$52,389	\$66,853	-	\$50,086	\$51,238	\$52,262

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Tech I	530	<b>\$33,327</b>	-	\$31,600	\$40,100	-
Tech II	531	<b>\$35,859</b>	\$29,744	\$34,300	\$41,100	-
Secretary	532	<b>\$38,629</b>	-	\$38,700	\$39,900	\$30,719
Administrative Secretary	534	<b>\$45,294</b>	\$38,605	\$45,400	\$47,200	\$41,112
Office Administrator	535	<b>\$49,190</b>	\$51,272	\$60,500	\$54,000	\$42,292
Office Coordinator	537	<b>\$58,625</b>	-	\$75,500	-	\$49,346

# Auditor

# Benchmark Positions For Auditor - Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Accounts Payable Technician	533	<b>\$30,168</b>	\$26,790	-	\$32,718	-	\$30,846	-	\$32,900
Senior Accounts Payable Tech	534	<b>\$32,700</b>	-	-	-	-	\$33,217	-	-
Accounting Specialist	536	<b>\$38,738</b>	\$28,870	-	\$44,315	\$37,898	\$43,597	-	\$36,043
Audit Specialist	536	<b>\$38,738</b>	-	-	-	-	-	-	-
Accounts Payable Supervisor	538	<b>\$46,421</b>	\$42,620	\$37,371	\$60,328	-	-	-	-
Accountant	539	<b>\$51,008</b>	\$33,738	\$45,781	\$54,403	\$46,368	\$49,317	\$44,209	\$44,225
Auditor	539	<b>\$51,008</b>	\$37,495	\$45,781	\$54,403	-	-	-	\$49,531
Section Leader/Compliance Auditor	540	<b>\$56,201</b>	\$42,620	-	-	-	-	-	-

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Accounts Payable Technician	533	<b>\$30,168</b>	-	-	\$27,100	\$27,192
Senior Accounts Payable Tech	534	<b>\$32,700</b>	-	-	-	\$31,089
Accounting Specialist	536	<b>\$38,738</b>	-	\$27,300	\$30,800	-
Audit Specialist	536	<b>\$38,738</b>	-	-	\$35,200	-
Accounts Payable Supervisor	538	<b>\$46,421</b>	-	-	-	\$44,812
Accountant	539	<b>\$51,008</b>	\$39,354	-	\$42,300	\$39,465
Auditor	539	<b>\$51,008</b>	-	-	\$49,200	\$45,736
Section Leader/Compliance Auditor	540	<b>\$56,201</b>	-	-	-	-

# Benchmark Positions For Auditor - Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Accounts Payable Technician	533	<b>\$41,768</b>	\$38,834	-	\$44,616	-	\$43,181	-	\$47,377
Senior Accounts Payable Tech	534	<b>\$45,294</b>	-	-	-	-	\$46,508	-	-
Accounting Specialist	536	<b>\$53,627</b>	\$41,891	-	\$60,437	\$56,869	\$61,027	-	\$52,262
Audit Specialist	536	<b>\$53,627</b>	-	-	-	-	-	-	-
Accounts Payable Supervisor	538	<b>\$64,252</b>	\$63,943	\$56,056	\$82,257	-	-	-	-
Accountant	539	<b>\$70,593</b>	\$50,606	\$68,671	\$74,200	\$71,872	\$69,035	\$61,893	\$64,568
Auditor	539	<b>\$70,593</b>	\$56,243	\$68,671	\$74,200	-	-	-	\$72,316
Section Leader/Compliance Auditor	540	<b>\$77,799</b>	\$63,943	-	-	-	-	-	-

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Accounts Payable Technician	533	<b>\$41,768</b>	-	-	\$41,800	\$39,256
Senior Accounts Payable Tech	534	<b>\$45,294</b>	-	-	-	\$44,849
Accounting Specialist	536	<b>\$53,627</b>	-	\$43,700	\$47,700	-
Audit Specialist	536	<b>\$53,627</b>	-	-	\$58,400	-
Accounts Payable Supervisor	538	<b>\$64,252</b>	-	-	-	\$66,849
Accountant	539	<b>\$70,593</b>	\$59,883	-	\$65,900	\$60,233
Auditor	539	<b>\$70,593</b>	-	-	\$79,100	\$68,282
Section Leader/Compliance Auditor	540	<b>\$77,799</b>	-	-	-	-

# Budget

# Benchmark Positions For Budget Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Budget Technician	536	<b>\$38,738</b>	-	\$32,641	-	-	-	-	-
Financial Analyst	538	<b>\$46,421</b>	\$42,620	\$48,985	\$60,238	\$40,903	\$43,596	\$41,511	\$44,225

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Budget Technician	536	<b>\$38,738</b>	-	-	-	-
Financial Analyst	538	<b>\$46,421</b>	-	-	-	\$40,910

# Benchmark Positions For Budget Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Budget Technician	536	<b>\$53,627</b>	-	\$48,961	-	-	-	-	-
Financial Analyst	538	<b>\$64,252</b>	\$63,943	\$73,478	\$82,257	\$63,400	\$61,027	\$58,115	\$64,568

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Budget Technician	536	<b>\$53,627</b>	-	-	-	-
Financial Analyst	538	<b>\$64,252</b>	-	-	-	\$66,578

# Benchmark Positions For Law Library Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Assistant Law Librarian	535	<b>\$35,535</b>	\$33,738	\$28,510	\$49,015	-	-	\$41,511	-

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Assistant Law Librarian	535	<b>\$35,535</b>	-	-	-	\$35,360

# Benchmark Positions For Law Library Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Assistant Law Librarian	535	<b>\$49,190</b>	\$50,606	\$42,758	\$66,853	-	-	\$58,115	-

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Assistant Law Librarian	535	<b>\$49,190</b>	-	-	-	\$55,499

# Benchmark Positions For Support Services Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Mail Technician	530	<b>\$24,109</b>	\$21,736	\$24,902	\$23,234	-	-	-	\$21,366
Mail/Supply Supervisor	534	<b>\$32,700</b>	\$23,428	\$34,926	\$29,744	-	-	-	-

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Mail Technician	530	<b>\$24,109</b>	\$19,490	\$20,100	-	\$22,147
Mail/Supply Supervisor	534	<b>\$32,700</b>	-	-	-	\$36,693

# Benchmark Positions For Support Services Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Mail Technician	530	<b>\$33,327</b>	\$31,512	\$37,352	\$34,840	-	-	-	\$30,342
Mail/Supply Supervisor	534	<b>\$45,294</b>	\$33,966	\$52,389	\$44,616	-	-	-	-

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Mail Technician	530	<b>\$33,327</b>	\$28,891	\$30,900	-	\$31,985
Mail/Supply Supervisor	534	<b>\$45,294</b>	-	-	-	\$56,418

# Constables

# Benchmark Positions For Constables Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County
Legal Clerk I	531	<b>\$25,883</b>	\$21,736	\$24,902	\$26,915
Legal Clerk II	532	<b>\$27,895</b>	\$23,421	\$26,645	\$28,995

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Legal Clerk I	531	<b>\$25,883</b>	-	\$23,600	-	-
Legal Clerk II	532	<b>\$27,895</b>	-	\$26,300	\$28,200	\$27,020

# Benchmark Positions For Constables Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County
Legal Clerk I	531	<b>\$35,859</b>	\$31,512	\$37,352	\$36,733
Legal Clerk II	532	<b>\$38,629</b>	\$33,966	\$39,967	\$39,541

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Legal Clerk I	531	<b>\$35,859</b>	-	\$34,300	-	-
Legal Clerk II	532	<b>\$38,629</b>	-	\$38,400	\$43,800	\$37,429

# County Clerk

# Benchmark Positions For County Clerk - Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Collections Clerk	531	<b>\$25,883</b>	\$30,368	\$32,641	\$29,744	-	-	-	\$27,302
Account/Office Clerk	532	<b>\$27,895</b>	\$23,421	\$28,510	-	-	-	-	-
Deputy County Clerk I	532	<b>\$27,895</b>	\$23,421	\$26,645	\$28,995	-	-	-	-
Accounting Tech	533	<b>\$30,168</b>	\$24,773	-	\$28,995	\$31,743	\$27,955	\$32,267	-
Deputy County Clerk II	533	<b>\$30,168</b>	\$24,773	\$28,510	\$32,718	-	-	-	-
Lead Clerk	535	<b>\$35,535</b>	\$30,368	\$32,641	\$37,565	-	-	-	-
Senior Administrator	538	<b>\$46,421</b>	\$45,898	\$56,083	\$49,015	-	-	-	-

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Collections Clerk	531	<b>\$25,883</b>	\$22,922	-	\$26,200	\$25,133
Account/Office Clerk	532	<b>\$27,895</b>	-	-	\$25,800	-
Deputy County Clerk I	532	<b>\$27,895</b>	-	\$25,100	\$24,100	\$27,020
Accounting Tech	533	<b>\$30,168</b>	\$25,938	\$28,700	\$26,900	\$26,801
Deputy County Clerk II	533	<b>\$30,168</b>	-	\$26,300	\$28,200	\$29,015
Lead Clerk	535	<b>\$35,535</b>	-	\$29,700	-	-
Senior Administrator	538	<b>\$46,421</b>	-	-	-	-

# Benchmark Positions For County Clerk - Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Collections Clerk	531	<b>\$35,859</b>	\$45,531	\$48,961	\$32,718	-	-	-	\$39,042
Account/Office Clerk	532	<b>\$38,629</b>	\$33,966	\$42,765	-	-	-	-	-
Deputy County Clerk I	532	<b>\$38,629</b>	\$33,966	\$39,967	\$39,541	-	-	-	-
Accounting Tech	533	<b>\$41,768</b>	\$35,492	-	\$39,541	\$47,625	\$39,125	\$45,174	-
Deputy County Clerk II	533	<b>\$41,768</b>	\$35,942	\$42,765	\$44,616	-	-	-	-
Lead Clerk	535	<b>\$49,190</b>	\$45,531	\$48,961	\$51,230	-	-	-	-
Senior Administrator	538	<b>\$64,252</b>	\$68,861	\$84,125	\$66,853	-	-	-	-

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Collections Clerk	531	<b>\$35,859</b>	\$34,528	-	\$41,900	\$37,500
Account/Office Clerk	532	<b>\$38,629</b>	-	-	\$43,700	-
Deputy County Clerk I	532	<b>\$38,629</b>	-	\$37,000	\$38,700	\$37,429
Accounting Tech	533	<b>\$41,768</b>	\$38,501	\$41,700	\$41,900	\$38,676
Deputy County Clerk II	533	<b>\$41,768</b>	-	\$38,400	\$43,800	\$40,237
Lead Clerk	535	<b>\$49,190</b>	-	\$41,800	-	-
Senior Administrator	538	<b>\$64,252</b>	-	-	-	-

# District Clerk

# Benchmark Positions For District Clerk Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Passport Clerk	530	<b>\$24,109</b>	\$21,736	\$24,902	-	-	-	-	-
Deputy District Clerk I	532	<b>\$27,895</b>	\$23,421	\$24,902	-	-	-	-	-
Accounting Tech	533	<b>\$30,168</b>	\$24,773	-	\$28,995	\$31,743	\$27,955	\$32,267	-
Deputy District Clerk II	533	<b>\$30,168</b>	\$24,773	\$28,510	\$28,995	-	-	-	-
Senior Passport Clerk	533	<b>\$30,168</b>	\$24,773	-	\$32,718	-	-	-	-
Lead Clerk	535	<b>\$35,535</b>	\$30,360	\$39,986	\$44,315	-	-	-	-

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Passport Clerk	530	<b>\$24,109</b>	-	\$21,800	\$20,200	\$25,723
Deputy District Clerk I	532	<b>\$27,895</b>	-	\$25,100	\$24,100	\$27,020
Accounting Tech	533	<b>\$30,168</b>	\$25,938	\$28,700	\$26,900	\$26,801
Deputy District Clerk II	533	<b>\$30,168</b>	-	\$26,300	\$28,200	\$29,015
Senior Passport Clerk	533	<b>\$30,168</b>	-	\$26,300	\$28,200	\$29,015
Lead Clerk	535	<b>\$35,535</b>	-	\$29,700	-	-

# Benchmark Positions For District Clerk Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Passport Clerk	530	<b>\$33,327</b>	\$31,512	\$37,352	-	-	-	-	-
Deputy District Clerk I	532	<b>\$38,629</b>	\$33,966	\$37,352	-	-	-	-	-
Accounting Tech	533	<b>\$41,768</b>	\$35,942	-	\$39,541	\$47,625	\$39,125	\$45,174	-
Deputy District Clerk II	533	<b>\$41,768</b>	\$35,942	\$42,765	\$39,541	-	-	-	-
Senior Passport Clerk	533	<b>\$41,768</b>	\$35,942	-	\$44,616	-	-	-	-
Lead Clerk	535	<b>\$49,190</b>	\$45,540	\$59,980	\$60,437	-	-	-	-

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Passport Clerk	530	<b>\$33,327</b>	-	\$31,600	\$32,100	\$34,517
Deputy District Clerk I	532	<b>\$38,629</b>	-	\$37,000	\$38,700	\$37,429
Accounting Tech	533	<b>\$41,768</b>	\$38,501	\$41,700	\$41,900	\$38,676
Deputy District Clerk II	533	<b>\$41,768</b>	-	\$38,400	\$43,800	\$40,237
Senior Passport Clerk	533	<b>\$41,768</b>	-	\$38,400	\$43,800	\$40,237
Lead Clerk	535	<b>\$49,190</b>	-	\$41,800	-	-

# Elections

# Benchmark Positions For Elections Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County
Voter Registration/ Elections Clerk	530	<b>\$24,109</b>	\$22,298	-	\$28,995
Voter Registration/ Elections Clerk II	532	<b>\$27,895</b>	\$23,816	-	\$29,744
Asset Management Technician	534	<b>\$32,700</b>	\$27,768	-	-
Early Voting Coordinator	535	<b>\$35,535</b>	-	\$32,641	\$37,565
Voter Registration Coordinator	535	<b>\$35,535</b>	\$39,506	\$37,371	\$37,565
Elections Supply & Operations Coord	536	<b>\$38,738</b>	\$30,368	\$39,986	-

# Benchmark Positions For Elections Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County
Voter Registration/ Elections Clerk	530	<b>\$33,327</b>	\$33,966	-	\$39,541
Voter Registration/ Elections Clerk II	532	<b>\$38,629</b>	\$35,942	-	\$44,616
Asset Management Technician	534	<b>\$45,294</b>	\$41,891	-	-
Early Voting Coordinator	535	<b>\$49,190</b>	-	\$48,961	\$51,230
Voter Registration Coordinator	535	<b>\$49,190</b>	\$59,246	\$56,056	\$51,230
Elections Supply & Operations Coord	536	<b>\$53,627</b>	\$45,531	\$59,890	-

# Engineering

# Benchmark Positions For Development Services Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Animal Control Officer	532	<b>\$27,895</b>	\$23,421	-	-	\$29,117	\$35,776	\$30,298	\$32,900
Animal Control Lead	533	<b>\$30,168</b>	-	-	-	-	-	-	\$36,043
Animal Control Supervisor	534	<b>\$32,700</b>	-	-	-	\$34,600	\$42,536	\$34,365	\$44,225
Inspector	536	<b>\$38,738</b>	-	-	-	\$34,600	\$38,522	\$38,977	\$36,043

# Benchmark Positions For Development Services Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Animal Control Officer	532	<b>\$38,629</b>	\$33,966	-	-	\$43,676	\$50,086	\$42,417	\$47,377
Animal Control Lead	533	<b>\$41,768</b>	-	-	-	-	-	-	\$52,262
Animal Control Supervisor	534	<b>\$45,294</b>	-	-	-	\$51,911	\$59,530	\$48,111	\$64,568
Inspector	536	<b>\$53,627</b>	-	-	-	\$51,911	\$53,934	\$54,568	\$52,262

# Benchmark Positions For Myers Park Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Grounds Keeper	531	<b>\$25,883</b>	\$23,420	-	\$23,982	\$22,794	\$25,313	\$25,082	\$23,076
Grounds Maintenance Tech	532	<b>\$27,895</b>	-	-	\$25,563	-	-	\$28,449	\$29,907
Events Coordinator	536	<b>\$38,738</b>	-	-	-	\$37,898	-	\$34,365	\$32,900
Farm Museum Coordinator	536	<b>\$38,738</b>	-	\$45,781	-	-	\$45,802		-

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Grounds Keeper	531	<b>\$25,883</b>	-	\$21,900	\$23,100	\$21,415
Grounds Maintenance Tech	532	<b>\$27,895</b>	-	-	-	\$25,151
Events Coordinator	536	<b>\$38,738</b>	-	-	-	-
Farm Museum Coordinator	536	<b>\$38,738</b>	-	-	-	-

# Benchmark Positions For Myers Park Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Grounds Keeper	531	<b>\$35,859</b>	\$27,643	-	\$32,698	\$34,201	\$28,893	\$35,115	\$32,768
Grounds Maintenance Tech	532	<b>\$38,629</b>	-	-	\$34,840	-	-	\$39,828	\$43,071
Events Coordinator	536	<b>\$53,627</b>	-	-	-	\$56,869	-	\$48,111	\$47,377
Farm Museum Coordinator	536	<b>\$53,627</b>	-	\$68,671	-	-	\$64,106	-	-

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Grounds Keeper	531	<b>\$35,859</b>	-	\$34,400	\$35,200	\$31,365
Grounds Maintenance Tech	532	<b>\$38,629</b>	-	-	-	\$37,072
Events Coordinator	536	<b>\$53,627</b>	-	-	-	-
Farm Museum Coordinator	536	<b>\$53,627</b>	-	-	-	-

# Facilities

# Benchmark Positions For Facilities Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Grounds Keeper	531	<b>\$25,883</b>	\$23,420	-	\$23,982	\$22,794	\$25,313	\$25,082	\$23,076
Maintenance Specialist (Facilities)	531	<b>\$25,883</b>	\$24,773	\$24,902	\$26,624	\$26,848	\$25,314	\$25,082	\$24,820
Building Maintenance Technician I	534	<b>\$32,700</b>	\$28,878	\$34,926	\$30,389	-	\$32,406	\$32,267	\$29,907
Building Maintenance Technician II	536	<b>\$38,738</b>	\$32,157	\$42,786	\$34,819	-	\$42,536	-	\$32,900
Facilities Tech Coordinator	537	<b>\$42,330</b>	\$39,506	\$42,786	\$40,602	\$37,898	\$42,536	\$47,083	\$39,647

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Grounds Keeper	531	<b>\$25,883</b>	-	\$21,900	\$23,100	\$21,415
Maintenance Specialist (Facilities)	531	<b>\$25,883</b>	\$28,725	-	-	\$25,063
Building Maintenance Technician I	534	<b>\$32,700</b>	-	\$35,000	\$29,700	\$29,934
Building Maintenance Technician II	536	<b>\$38,738</b>	-	\$36,300	\$32,700	\$43,910
Facilities Tech Coordinator	537	<b>\$42,330</b>	-	-	\$47,500	\$47,882

# Benchmark Positions For Facilities Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Grounds Keeper	531	<b>\$35,859</b>	\$27,643	-	\$32,698	\$34,201	\$28,893	\$35,115	\$32,768
Maintenance Specialist (Facilities)	531	<b>\$35,859</b>	\$35,942	\$37,352	\$36,296	\$40,272	\$35,443	\$35,115	\$35,492
Building Maintenance Technician I	534	<b>\$45,294</b>	\$42,891	\$52,389	\$41,475	-	\$45,386	\$45,174	\$43,071
Building Maintenance Technician II	536	<b>\$53,627</b>	\$48,277	\$64,178	\$47,486	-	\$59,530	-	\$47,377
Facilities Tech Coordinator	537	<b>\$58,625</b>	\$59,246	\$64,178	\$55,349	\$56,869	\$59,529	\$65,916	\$57,489

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Grounds Keeper	531	<b>\$35,859</b>	-	\$34,400	\$35,200	\$31,365
Maintenance Specialist (Facilities)	531	<b>\$35,859</b>	\$42,744	-	-	\$33,018
Building Maintenance Technician I	534	<b>\$45,294</b>	-	\$42,500	\$44,100	\$44,845
Building Maintenance Technician II	536	<b>\$53,627</b>	-	\$48,200	\$50,000	\$66,423
Facilities Tech Coordinator	537	<b>\$58,625</b>	-	-	\$74,300	\$73,146

# Health Care Services

# Benchmark Positions For Health Care Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County
Immunization Service Aid	530	<b>\$24,109</b>	\$24,773	-	\$28,995
Outreach Specialist	530	<b>\$24,109</b>	\$21,736	-	-
Medical Assistant	532	<b>\$27,895</b>	\$21,736	-	-
Nurse (LVN)	534	<b>\$32,700</b>	\$28,870	\$28,510	\$32,718
TB Outreach	534	<b>\$32,700</b>	\$21,736	-	\$28,995
Nurse (RN)	537	<b>\$42,330</b>	\$41,192	\$42,786	\$49,015

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Immunization Service Aid	530	<b>\$24,109</b>	-	-	-	-
Outreach Specialist	530	<b>\$24,109</b>	-	-	-	-
Medical Assistant	532	<b>\$27,895</b>	\$23,150	-	-	-
Nurse (LVN)	534	<b>\$32,700</b>	\$31,491	-	\$33,900	\$31,385
TB Outreach	534	<b>\$32,700</b>	-	-	-	-
Nurse (RN)	537	<b>\$42,330</b>	-	-	-	-

# Benchmark Positions For Health Care Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County
Immunization Service Aid	530	<b>\$33,327</b>	\$34,385	-	\$39,541
Outreach Specialist	530	<b>\$33,327</b>	\$31,512	-	-
Medical Assistant	532	<b>\$38,629</b>	\$31,512	-	-
Nurse (LVN)	534	<b>\$45,294</b>	\$45,531	\$42,765	\$44,616
TB Outreach	534	<b>\$45,294</b>	\$31,512	-	\$39,541
Nurse (RN)	537	<b>\$58,625</b>	\$61,794	\$64,178	\$66,853

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Immunization Service Aid	530	<b>\$33,327</b>	-	-	-	-
Outreach Specialist	530	<b>\$33,327</b>	-	-	-	-
Medical Assistant	532	<b>\$38,629</b>	\$35,422	-	-	-
Nurse (LVN)	534	<b>\$45,294</b>	\$48,984	-	\$51,800	\$47,285
TB Outreach	534	<b>\$45,294</b>	-	-	-	-
Nurse (RN)	537	<b>\$58,625</b>	-	-	-	-

## Benchmark Positions For WIC Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County
Eligibility Clerk	531	\$25,883	\$23,421	\$26,645	\$25,563
Nutritionist	535	\$35,535	-	-	\$49,015
Senior Nutritionist	536	\$38,738	-	\$42,786	-
Assistant WIC Program Supervisor	537	\$42,330	-	\$48,985	-

## Benchmark Positions For WIC Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County
Eligibility Clerk	531	<b>\$35,859</b>	\$33,966	\$39,967	\$34,840
Nutritionist	535	<b>\$49,190</b>	-	-	\$66,853
Senior Nutritionist	536	<b>\$53,627</b>	-	\$64,178	-
Assistant WIC Program Supervisor	537	<b>\$58,625</b>	-	\$73,478	-

# Homeland Security

# Benchmark Positions For Homeland Security Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County
Security Guard	530	<b>\$24,109</b>	\$23,421	-	-
Lead Security Guard	531	<b>\$25,883</b>	\$24,771	-	-
Bioterrorism Planner	538	<b>\$46,421</b>	\$42,620	\$60,009	\$49,015

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Security Guard	530	<b>\$24,109</b>	\$21,694	\$26,800	-	\$22,219
Lead Security Guard	531	<b>\$25,883</b>	-	-	-	\$26,480
Bioterrorism Planner	538	<b>\$46,421</b>	-	-	-	-

# Benchmark Positions For Homeland Security Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County
Security Guard	530	<b>\$33,327</b>	\$33,966	-	-
Lead Security Guard	531	<b>\$35,859</b>	\$35,942	-	-
Bioterrorism Planner	538	<b>\$64,252</b>	\$63,943	\$90,013	\$66,853

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Security Guard	530	<b>\$33,327</b>	\$33,280	\$42,400	-	\$31,108
Lead Security Guard	531	<b>\$35,859</b>	-	-	-	\$39,897
Bioterrorism Planner	538	<b>\$64,252</b>	-	-	-	-

# Human Resources

# Benchmark Positions For Human Resources Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Human Resources Assistant	533	<b>\$30,168</b>	\$33,738	\$26,645	\$26,915	\$29,117	-	-	\$29,907
Benefits Representative	535	<b>\$35,535</b>	\$37,495	-	\$37,565	\$31,743	-	-	\$44,225
Payroll Coordinator	536	<b>\$38,738</b>	-	-	\$37,565	\$31,743	\$35,776	\$38,977	\$44,225
Functional Analyst	537	<b>\$42,330</b>	\$42,620	\$45,781	\$49,015	\$40,903	\$41,496	\$47,083	\$49,531
Human Resources Generalist	537	<b>\$42,330</b>	\$42,620	\$45,781	\$49,015	\$40,903	\$41,496	\$47,083	\$44,225

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Human Resources Assistant	533	<b>\$30,168</b>	-	\$28,700	\$29,800	\$29,585
Benefits Representative	535	<b>\$35,535</b>	\$37,128	-	-	\$39,763
Payroll Coordinator	536	<b>\$38,738</b>	\$31,970	\$30,900	\$30,300	\$29,255
Functional Analyst	537	<b>\$42,330</b>	\$44,366	\$45,900	\$42,000	\$41,441
Human Resources Generalist	537	<b>\$42,330</b>	\$41,746	-	\$38,900	\$46,939

# Benchmark Positions For Human Resources Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Human Resources Assistant	533	<b>\$41,768</b>	\$50,606	\$39,967	\$36,733	\$43,676	-	-	\$43,071
Benefits Representative	535	<b>\$49,190</b>	\$56,243	-	\$51,230	\$47,625	-	-	\$64,568
Payroll Coordinator	536	<b>\$53,627</b>	-	-	\$51,230	\$47,625	\$50,086	\$54,568	\$64,568
Functional Analyst	537	<b>\$58,625</b>	\$63,943	\$68,671	\$66,853	\$63,400	\$58,094	\$65,916	\$72,316
Human Resources Generalist	537	<b>\$58,625</b>	\$63,943	\$68,671	\$66,853	\$63,400	\$58,094	\$65,916	\$64,568

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Human Resources Assistant	533	<b>\$41,768</b>	-	\$45,700	\$47,700	\$44,203
Benefits Representative	535	<b>\$49,190</b>	\$56,410	-	-	\$60,703
Payroll Coordinator	536	<b>\$53,627</b>	\$48,152	\$47,200	\$47,700	\$43,319
Functional Analyst	537	<b>\$58,625</b>	\$69,514	\$71,500	\$69,200	\$62,809
Human Resources Generalist	537	<b>\$58,625</b>	\$63,814	-	\$59,800	\$72,047

# Benchmark Positions For Veteran Services Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County
Assistant Veterans Service Officer	535	<b>\$35,535</b>	-	\$39,986	\$32,718
Veterans Service Officer	536	<b>\$38,738</b>	\$49,590	\$45,781	\$44,315

# Benchmark Positions For Veteran Services Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County
Assistant Veterans Service Officer	535	<b>\$49,190</b>	-	\$59,980	\$44,616
Veterans Service Officer	536	<b>\$53,627</b>	\$74,685	\$68,671	\$60,437

# Information Technology

# Benchmark Positions For GIS Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
GIS Coordinator	536	<b>\$38,738</b>	\$35,526	-	\$54,403	-	\$45,802	-	\$36,043

## Benchmark Positions For GIS Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
GIS Coordinator	536	<b>\$53,627</b>	\$53,295	-	\$74,200	-	\$64,106	-	\$52,262

# Benchmark Positions For Information Technology Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Information Clerk/Receptionist	531	<b>\$25,883</b>	\$21,736	\$24,902	\$23,982	-	\$24,107	-	\$23,076
Communications Assistant	533	<b>\$30,168</b>	-	-	-	-	-	-	\$32,900
Communications Specialist	535	<b>\$35,535</b>	-	-	-	-	-	-	-
Help Desk Support Specialist	535	<b>\$35,535</b>	-	-	-	\$36,954	\$41,496	-	\$39,647
Network Support Specialist	536	<b>\$38,738</b>	-	\$39,986	-	\$40,927	\$48,110	-	\$44,225

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 4	Salary Survey 5
Information Clerk/Receptionist	531	<b>\$25,883</b>	-	\$21,000	\$22,230	-
Communications Assistant	533	<b>\$30,168</b>	-	-	-	-
Communications Specialist	535	<b>\$35,535</b>	-	-	-	\$38,600
Help Desk Support Specialist	535	<b>\$35,535</b>	\$35,526	\$35,300	-	\$35,600
Network Support Specialist	536	<b>\$38,738</b>	\$36,691	\$45,900	\$38,591	\$49,500

# Benchmark Positions For Information Technology Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Information Clerk/Receptionist	531	<b>\$35,859</b>	\$31,512	\$37,352	\$32,698	-	\$33,738	-	\$32,768
Communications Assistant	533	<b>\$41,768</b>	-	-	-	-	-	-	\$47,377
Communications Specialist	535	<b>\$49,190</b>	-	-	-	-	-	-	-
Help Desk Support Specialist	535	<b>\$49,190</b>	-	-	-	\$47,116	\$58,094	-	\$57,489
Network Support Specialist	536	<b>\$53,627</b>	-	\$59,980	-	\$63,437	\$67,371	-	\$64,568

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 4	Salary Survey 5
Information Clerk/Receptionist	531	<b>\$35,859</b>		\$33,000	\$32,948	-
Communications Assistant	533	<b>\$41,768</b>	-	-	-	-
Communications Specialist	535	<b>\$49,190</b>	-	-	-	\$42,600
Help Desk Support Specialist	535	<b>\$49,190</b>	\$54,454	\$54,400	-	\$41,800
Network Support Specialist	536	<b>\$53,627</b>	\$55,307	\$70,200	\$58,220	\$54,400

## Benchmark Positions For Records Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Records Tech I	530	<b>\$24,109</b>	\$21,736	\$24,902	\$26,915	-	\$27,955	-	\$21,366
Records Tech II	531	<b>\$25,883</b>	-	-	\$28,995	-	-		\$23,076

## Benchmark Positions For Records Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Records Tech I	530	<b>\$33,327</b>	\$31,512	\$37,352	\$36,733	-	\$39,124	-	\$30,342
Records Tech II	531	<b>\$35,859</b>	-	-	\$39,541	-	-	-	\$32,768

# Justice of the Peace

# Benchmark Positions For Justice of the Peace Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Legal Clerk I	531	<b>\$25,883</b>	\$21,736	\$24,902	-	\$26,848	\$27,955	\$32,267	\$27,302
Legal Clerk II	532	<b>\$27,895</b>	\$23,421	\$28,510	\$32,718	\$31,743	-	\$28,449	\$29,907
JP Court Administrator	536	<b>\$38,738</b>	\$33,721	\$39,986	\$49,015	\$34,600	\$42,536	-	-

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Legal Clerk I	531	<b>\$25,883</b>	-	\$23,600	-	-
Legal Clerk II	532	<b>\$27,895</b>	-	\$26,300	\$28,200	\$37,139
JP Court Administrator	536	<b>\$38,738</b>	-	-	-	-

# Benchmark Positions For Justice of the Peace Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Legal Clerk I	531	<b>\$35,859</b>	\$31,512	\$37,352	-	\$40,272	\$39,125	\$45,174	\$39,042
Legal Clerk II	532	<b>\$38,629</b>	\$33,966	\$42,765	\$44,616	\$47,625	-	\$39,828	\$43,071
JP Court Administrator	536	<b>\$53,627</b>	\$50,581	\$59,980	\$66,853	\$51,911	\$59,530	-	-

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Legal Clerk I	531	<b>\$35,859</b>	-	\$34,300	-	-
Legal Clerk II	532	<b>\$38,629</b>	-	\$38,400	\$43,800	\$40,032
JP Court Administrator	536	<b>\$53,627</b>	-	-	-	-

# Juvenile Services

## Benchmark Positions For Juvenile Services Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County
Juvenile Detention Officer I	535	<b>\$35,535</b>	\$26,603	\$30,506	\$41,933
Juvenile Probation Officer I	535	<b>\$35,535</b>	\$33,114	\$37,371	\$41,933
Juvenile Detention Officer II	538	<b>\$46,421</b>	\$33,114	-	\$49,015

## Benchmark Positions For Juvenile Services Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County
Juvenile Detention Officer I	535	<b>\$49,190</b>	\$39,936	\$45,758	\$57,221
Juvenile Probation Officer I	535	<b>\$49,190</b>	\$49,650	\$56,056	\$57,221
Juvenile Detention Officer II	538	<b>\$64,252</b>	\$49,650	-	\$66,853

# Medical Examiner

# Benchmark Positions For Medical Examiner Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County
Field Agent	537	<b>\$42,330</b>	\$37,461	\$45,781	\$42,994

## Benchmark Positions For Medical Examiner Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County
Field Agent	537	<b>\$58,625</b>	\$56,264	\$68,671	\$64,480

# Public Works

# Benchmark Positions For Public Works - Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Maintenance Specialist	531	<b>\$25,883</b>	\$21,736	-	-	\$22,794	\$25,314	\$25,082	\$18,394
Truck Driver	532	<b>\$27,895</b>	\$26,790	\$26,645	-	-	-	-	-
Equipment Operator	533	<b>\$30,168</b>	\$28,870	\$32,641	\$30,389	\$31,743	\$32,406	\$32,267	\$27,302
Shop Technician	533	<b>\$30,168</b>	\$23,421	\$28,510	\$30,389	-	\$30,098	\$28,449	\$24,820
Traffic Maintenance Tech	533	<b>\$30,168</b>	-	-	-	\$29,117	\$38,522	-	\$27,302
Lead Operator	535	<b>\$35,535</b>	\$30,368	-	\$40,602	\$34,600	\$35,776	\$34,365	\$27,302
Equipment Technician	536	<b>\$38,738</b>	\$30,368	\$32,641	\$40,602	-	\$32,406	\$34,365	\$32,900
Parts Warehouse Supervisor	536	<b>\$38,738</b>	-	\$28,510	-	-	\$34,050	-	-
Right of Way Coordinator	536	<b>\$38,738</b>	-	\$37,371	\$54,403	\$31,743	-	-	-
Foreman	537	<b>\$42,330</b>	\$35,815	\$39,986	-	\$46,368	\$42,536	\$44,209	\$39,647
Shop Coordinator	537	<b>\$42,330</b>	\$35,815	\$45,781	\$54,403	-	\$37,585	-	\$44,225

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Maintenance Specialist	531	<b>\$25,883</b>	\$28,725	-	-	\$25,063
Truck Driver	532	<b>\$27,895</b>	-	-	\$28,000	-
Equipment Operator	533	<b>\$30,168</b>	-	-	-	\$26,177
Shop Technician	533	<b>\$30,168</b>	-	-	-	\$31,369
Traffic Maintenance Tech	533	<b>\$30,168</b>	-	-	-	-
Lead Operator	535	<b>\$35,535</b>	-	-	-	-
Equipment Technician	536	<b>\$38,738</b>	-	-	\$35,400	\$34,818
Parts Warehouse Supervisor	536	<b>\$38,738</b>	-	-	-	-
Right of Way Coordinator	536	<b>\$38,738</b>	-	-	-	-
Foreman	537	<b>\$42,330</b>	-	-	-	-
Shop Coordinator	537	<b>\$42,330</b>	-	-	-	-

# Benchmark Positions For Public Works - Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Maintenance Specialist	531	\$35,859	\$31,512	-	-	\$34,201	\$35,433	\$35,115	\$25,936
Truck Driver	532	\$38,629	\$38,834	\$39,967	-	-	-	-	-
Equipment Operator	533	\$41,768	\$41,891	\$48,961	\$41,475	\$47,625	\$45,386	\$45,174	\$39,024
Shop Technician	533	\$41,768	\$33,966	\$42,765	\$41,475	-	\$42,141	\$39,828	\$35,492
Traffic Maintenance Tech	533	\$41,768	-	-	-	\$43,676	\$53,934	-	\$39,042
Lead Operator	535	\$49,190	\$45,531	-	\$55,349	\$51,911	\$50,086	\$48,111	\$39,042
Equipment Technician	536	\$53,627	\$45,531	\$48,961	\$55,349	-	\$45,386	\$48,111	\$47,377
Parts Warehouse Supervisor	536	\$53,627	-	\$42,765	-	-	\$47,674	-	-
Right of Way Coordinator	536	\$53,627	-	\$56,056	\$74,200	\$47,625	-	-	-
Foreman	537	\$58,625	\$53,736	\$59,980	-	\$71,872	\$59,530	\$61,893	\$57,489
Shop Coordinator	537	\$58,625	\$53,736	\$68,671	\$74,200	-	\$52,624	-	\$64,568

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Maintenance Specialist	531	\$35,859	\$42,744	-	-	\$33,018
Truck Driver	532	\$38,629	-	-	\$44,300	-
Equipment Operator	533	\$41,768	-	-	-	\$33,777
Shop Technician	533	\$41,768	-	-	-	\$47,500
Traffic Maintenance Tech	533	\$41,768	-	-	-	-
Lead Operator	535	\$49,190	-	-	-	-
Equipment Technician	536	\$53,627	-	-	\$50,900	\$53,888
Parts Warehouse Supervisor	536	\$53,627	-	-	-	-
Right of Way Coordinator	536	\$53,627	-	-	-	-
Foreman	537	\$58,625	-	-	-	-
Shop Coordinator	537	\$58,625	-	-	-	-

# Purchasing

# Benchmark Positions For Purchasing Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Contract/Buyer Assistant	533	<b>\$30,168</b>	-	\$28,510	\$28,995	-	-	-	-
Buyer I	534	<b>\$32,700</b>	\$32,178	\$32,641	\$44,315	\$31,743	-	\$34,365	\$29,907
Buyer II	535	<b>\$35,535</b>	\$37,495	-	-	\$34,600	\$43,597	\$38,977	\$32,900
Buyer III	537	<b>\$42,330</b>	-	\$45,781	-	-	-	-	\$36,043
Contract Admin	537	<b>\$42,330</b>	-	\$42,786	\$49,015	-	-	-	\$39,647

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Contract/Buyer Assistant	533	<b>\$30,168</b>	-	-	-	-
Buyer I	534	<b>\$32,700</b>	\$23,920	-	\$46,100	\$30,928
Buyer II	535	<b>\$35,535</b>	\$31,221	\$36,300	\$57,100	\$38,156
Buyer III	537	<b>\$42,330</b>	-	\$51,700	-	\$46,678
Contract Admin	537	<b>\$42,330</b>	-	-	-	\$46,341

# Benchmark Positions For Purchasing Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Contract/ Buyer Assistant	533	<b>\$41,768</b>	-	\$42,765	\$39,541	-	-	-	-
Buyer I	534	<b>\$45,294</b>	\$48,318	\$48,961	\$60,437	\$47,625	-	\$48,111	\$43,071
Buyer II	535	<b>\$49,190</b>	\$56,243	-	-	\$51,911	\$61,027	\$54,568	\$47,377
Buyer III	537	<b>\$58,625</b>	-	\$68,671	-	-	-	-	\$52,262
Contract Admin	537	<b>\$58,625</b>	-	\$64,178	\$66,853	-	-	-	\$57,489

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Contract/Buyer Assistant	533	<b>\$41,768</b>	-	-	-	-
Buyer I	534	<b>\$45,294</b>	\$35,984	-	\$67,000	\$46,400
Buyer II	535	<b>\$49,190</b>	\$46,821	\$52,600	\$84,400	\$59,027
Buyer III	537	<b>\$58,625</b>	-	\$66,500	-	\$71,178
Contract Admin	537	<b>\$58,625</b>	-	-	-	\$70,990

# Tax Assessor

# Benchmark Positions For Tax Assessor - Minimums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Vehicle Registration Clerk	530	<b>\$24,109</b>	\$21,736	\$24,902	\$25,563	-	-	-	-
Deputy Tax Clerk I	531	<b>\$25,883</b>	\$23,421	\$26,645	\$26,915	-	-	-	-
Information Clerk/Receptionist	531	<b>\$25,883</b>	\$23,421	\$26,645	\$28,995	-	-	-	-
Vehicle Registration Clerk II	531	<b>\$25,883</b>	\$23,421	\$26,645	\$26,915	-	-	-	-
Account/Office Clerk	532	<b>\$27,895</b>	\$23,421	\$28,510	-	-	-	-	-
Title Specialist	532	<b>\$27,895</b>	\$24,773	\$28,510	\$28,995	-	-	-	-
Accounting Tech	533	<b>\$30,168</b>	\$24,773	-	\$28,995	\$31,743	\$27,955	\$32,267	-
Deputy Tax Clerk II	533	<b>\$30,168</b>	\$26,790	\$32,641	\$32,718	-	-	-	-
Title Specialist II	533	<b>\$30,168</b>	\$26,790	\$32,641	\$32,718	-	-	-	-
Lead Clerk	535	<b>\$35,535</b>	\$35,815	\$37,371	\$37,565	-	-	-	-
Financial Operations Supervisor	539	<b>\$51,008</b>	\$57,758	-	-	-	-	-	-

Job Title	Collin County Pay Grade	Collin County	Salary Survey1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Vehicle Registration Clerk	530	<b>\$24,109</b>	-	\$21,800	-	\$18,085
Deputy Tax Clerk I	531	<b>\$25,883</b>	-	\$23,600	-	-
Information Clerk/Receptionist	531	<b>\$25,883</b>	-	\$21,000	-	\$22,230
Vehicle Registration Clerk II	531	<b>\$25,883</b>	-	\$23,600	-	\$21,224
Account/Office Clerk	532	<b>\$27,895</b>	-	-	\$25,800	-
Title Specialist	532	<b>\$27,895</b>	-	\$25,100	-	\$27,020
Accounting Tech	533	<b>\$30,168</b>	\$25,938	\$28,700	\$26,900	\$26,801
Deputy Tax Clerk II	533	<b>\$30,168</b>	-	\$26,300	\$28,200	\$29,015
Title Specialist II	533	<b>\$30,168</b>	-	\$26,300	-	\$29,015
Lead Clerk	535	<b>\$35,535</b>	-	\$29,700	-	\$25,677
Financial Operations Supervisor	539	<b>\$51,008</b>	-	-	-	-

# Benchmark Positions For Tax Assessor - Maximums

Job Title	Collin County Pay Grade	Collin County	Dallas County	Denton County	Tarrant County	City of Allen	City of Frisco	City of McKinney	City of Plano
Vehicle Registration Clerk	530	<b>\$33,327</b>	\$31,512	\$37,352	\$34,840	-	-	-	-
Deputy Tax Clerk I	531	<b>\$35,859</b>	\$33,966	\$39,967	\$36,733	-	-	-	-
Information Clerk/Receptionist	531	<b>\$35,859</b>	\$33,966	\$39,967	\$39,541	-	-	-	-
Vehicle Registration Clerk II	531	<b>\$35,859</b>	\$33,966	\$39,967	\$36,733	-	-	-	-
Account/Office Clerk	532	<b>\$38,629</b>	\$33,966	\$42,765	-	-	-	-	-
Title Specialist	532	<b>\$38,629</b>	\$35,942	\$42,765	\$39,514	-	-	-	-
Accounting Tech	533	<b>\$41,768</b>	\$35,492	-	\$39,541	\$47,625	\$39,125	\$45,174	-
Deputy Tax Clerk II	533	<b>\$41,768</b>	\$38,834	\$48,961	\$44,616	-	-	-	-
Title Specialist II	533	<b>\$41,768</b>	\$38,834	\$48,961	\$44,616	-	-	-	-
Lead Clerk	535	<b>\$49,190</b>	\$53,736	\$56,056	\$51,230	-	-	-	-
Financial Operations Supervisor	539	<b>\$70,593</b>	\$86,631	-	-	-	-	-	-

Job Title	Collin County Pay Grade	Collin County	Salary Survey 1	Salary Survey 2	Salary Survey 3	Salary Survey 4
Vehicle Registration Clerk	530	<b>\$33,327</b>	-	\$31,600	-	\$22,734
Deputy Tax Clerk I	531	<b>\$35,859</b>	-	\$34,300	-	-
Information Clerk/Receptionist	531	<b>\$35,859</b>	-	\$33,000	-	\$27,185
Vehicle Registration Clerk II	531	<b>\$35,859</b>	-	\$34,300	-	\$28,313
Account/Office Clerk	532	<b>\$38,629</b>	-	-	\$43,700	-
Title Specialist	532	<b>\$38,629</b>	-	\$37,000	-	\$34,426
Accounting Tech	533	<b>\$41,768</b>	\$38,501	\$41,700	\$41,900	\$34,088
Deputy Tax Clerk II	533	<b>\$41,768</b>	-	\$38,400	\$43,800	\$40,032
Title Specialist II	533	<b>\$41,768</b>	-	\$38,400	-	\$40,032
Lead Clerk	535	<b>\$49,190</b>	-	\$41,800	-	\$32,767
Financial Operations Supervisor	539	<b>\$70,593</b>	-	-	-	-