

**Collin County Compensation Plan  
Fiscal Year 2013  
Exempt Positions**

<b><u>Job Title</u></b>	<b><u>Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Midpoint</u></b>	<b><u>Maximum</u></b>
Court Administrator	518	71,884	93,608	115,332
Development Services Manager	518	71,884	93,608	115,332
IT Senior Manager	518	71,884	93,608	115,332
Master Architect	518	71,884	93,608	115,332
System Programming Supervisor	518	71,884	93,608	115,332
Application Administrator	517	66,139	86,122	106,105
Chief Deputy Clerk	517	66,139	86,122	106,105
Nurse Practitioner	517	66,139	86,122	106,105
Physician Assistant	517	66,139	86,122	106,105
Senior Project Manager	517	66,139	86,122	106,105
Equipment Services Manager	516	60,928	79,324	97,721
HRIS/Systems Manager	516	60,928	79,324	97,721
Network Security Analyst	516	60,928	79,324	97,721
Parks And Projects Manager	516	60,928	79,324	97,721
Risk Manager	516	60,928	79,324	97,721
SQL Database Analyst	516	60,928	79,324	97,721
Senior Network Administrator	516	60,928	79,324	97,721
Senior System Analyst/Programmer	516	60,928	79,324	97,721
Superintendent Facilities	516	60,928	79,324	97,721
Superintendent Road & Bridge	516	60,928	79,324	97,721
Telecommunications Manager	516	60,928	79,324	97,721
Asst Emergency Mgmt Specialist	515	56,136	73,092	90,049
Bioterrorism Coordinator	515	56,136	73,092	90,049
Business Analyst	515	56,136	73,092	90,049
IT Data Analyst	515	56,136	73,092	90,049
Network Administrator	515	56,136	73,092	90,049
Operation Supervisor	515	56,136	73,092	90,049
Parks Manager	515	56,136	73,092	90,049
Public Information Officer	515	56,136	73,092	90,049
System Analyst/Programmer	515	56,136	73,092	90,049
Web Development Programmer	515	56,136	73,092	90,049
Building Projects Coordinator	514	51,767	67,425	83,084
Deputy Elections Administrator	514	51,767	67,425	83,084
Epidemiologist	514	51,767	67,425	83,084
Financial Analyst II	514	51,767	67,425	83,084
GIS Analyst	514	51,767	67,425	83,084
HR Manager	514	51,767	67,425	83,084
Program Administrator	514	51,767	67,425	83,084
Law Librarian	513	47,819	62,268	76,717
Records Manager	513	47,819	62,268	76,717
WIC Supervisor	513	47,819	62,268	76,717
Counselor (Substance Abuse)	512	44,203	57,556	70,908
IP Telephone Administrator	512	44,203	57,556	70,908
Administrative Manager	511	40,877	53,230	65,584
Court Coordinator	511	40,877	53,230	65,584

**Collin County Compensation Plan  
Fiscal Year 2013  
Non-Exempt Positions**

<b><u>Job Title</u></b>	<b><u>Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Midpoint</u></b>	<b><u>Maximum</u></b>
Health Care Coord	539	53,579	63,865	74,151
Nurse (RN)	539	53,579	63,865	74,151
Program Coordinator	539	53,579	63,865	74,151
Bioterrorism Planner	538	48,760	58,126	67,491
Financial Analyst	538	48,760	58,126	67,491
IT Analyst	538	48,760	58,126	67,491
Senior Administrator	538	48,760	58,126	67,491
Treasury Administrator	538	48,760	58,126	67,491
Asst WIC Program Supervisor	537	44,463	53,020	61,579
CAD Operator	537	44,463	53,020	61,579
Environmental Const Specialist	537	44,463	53,020	61,579
Facilities Tech Coordinator	537	44,463	53,020	61,579
Field Agent	537	44,463	53,020	61,579
Financial Operations Supervisor	537	44,463	53,020	61,579
Fleet Analyst	537	44,463	53,020	61,579
Food Service Supervisor	537	44,463	53,020	61,579
Foreman	537	44,463	53,020	61,579
Functional Analyst	537	44,463	53,020	61,579
Health Educator	537	44,463	53,020	61,579
Human Resources Generalist	537	44,463	53,020	61,579
Indigent Eligibility Spec	537	44,463	53,020	61,579
Office Coordinator	537	44,463	53,020	61,579
Shop Coordinator	537	44,463	53,020	61,579
Veterans Service Officer	537	44,463	53,020	61,579
Budget Technician	536	40,690	48,509	56,330
Building Maint Technician II	536	40,690	48,509	56,330
CRI Coordinator	536	40,690	48,509	56,330
Election Supply Coordinator	536	40,690	48,509	56,330
Equipment Technician	536	40,690	48,509	56,330
Events Coordinator	536	40,690	48,509	56,330
Farm Museum Coordinator	536	40,690	48,509	56,330
GIS Coordinator	536	40,690	48,509	56,330
Health Care Analyst	536	40,690	48,509	56,330
Inspector	536	40,690	48,509	56,330
JP Court Administrator	536	40,690	48,509	56,330
Network Support Specialist	536	40,690	48,509	56,330
Parts Specialist	536	40,690	48,509	56,330
Parts Warehouse Supervisor	536	40,690	48,509	56,330
Payroll Coordinator	536	40,690	48,509	56,330
Planner/Scheduler	536	40,690	48,509	56,330
Probate Auditor	536	40,690	48,509	56,330
Public Works Representative	536	40,690	48,509	56,330
Right Of Way Coordinator	536	40,690	48,509	56,330
Senior Nutritionist	536	40,690	48,509	56,330

**Collin County Compensation Plan  
Fiscal Year 2013  
Non-Exempt Positions**

<b><u>Job Title</u></b>	<b><u>Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Midpoint</u></b>	<b><u>Maximum</u></b>
Animal Control Supervisor	535	37,326	44,497	51,669
Assistant Law Librarian	535	37,326	44,497	51,669
Asst Veterans Service Officer	535	37,326	44,497	51,669
Benefits Representative	535	37,326	44,497	51,669
Communications Specialist	535	37,326	44,497	51,669
District Crt Oper/Info Ctr	535	37,326	44,497	51,669
Early Voting Coordinator	535	37,326	44,497	51,669
Guardianship Coordinator	535	37,326	44,497	51,669
Help Desk Support Specialist	535	37,326	44,497	51,669
Lead Clerk	535	37,326	44,497	51,669
Lead Operator	535	37,326	44,497	51,669
Nutritionist	535	37,326	44,497	51,669
Office Administrator	535	37,326	44,497	51,669
Property Tax Technician	535	37,326	44,497	51,669
Teen Court Coordinator	535	37,326	44,497	51,669
Victim Assistance Coordinator	535	37,326	44,497	51,669
Voter Registration Coordinator	535	37,326	44,497	51,669
Administrative Secretary	534	34,348	40,962	47,577
Asset Management Technician	534	34,348	40,962	47,577
Building Maint Technician I	534	34,348	40,962	47,577
Geocode Tech Coordinator	534	34,348	40,962	47,577
Housekeeping Coordinator	534	34,348	40,962	47,577
Indigent Care Coordinator	534	34,348	40,962	47,577
Legal Secretary II	534	34,348	40,962	47,577
Mail/Supply Supervisor	534	34,348	40,962	47,577
Nurse (LVN)	534	34,348	40,962	47,577
TB Outreach	534	34,348	40,962	47,577
Voter Registration Analyst	534	34,348	40,962	47,577
A.F.I.S. Technician	533	31,689	37,778	43,873
Accounting Tech	533	31,689	37,778	43,873
Animal Control Lead	533	31,689	37,778	43,873
Control Room Operator	533	31,689	37,778	43,873
Deputy County Clerk II	533	31,689	37,778	43,873
Deputy District Clerk II	533	31,689	37,778	43,873
Deputy Tax Clerk II	533	31,689	37,778	43,873
Equipment Operator	533	31,689	37,778	43,873
Food Service Tech	533	31,689	37,778	43,873
Human Resources Assistant	533	31,689	37,778	43,873
Inventory Control Clerk	533	31,689	37,778	43,873
IT Assistant	533	31,689	37,778	43,873
Legal Secretary I	533	31,689	37,778	43,873
Payroll Specialist	533	31,689	37,778	43,873
Senior Eligibility Clerk	533	31,689	37,778	43,873
Senior Passport Clerk	533	31,689	37,778	43,873
Shop Technician	533	31,689	37,778	43,873
Title Specialist II	533	31,689	37,778	43,873
Traffic Maint Tech	533	31,689	37,778	43,873

**Collin County Compensation Plan  
Fiscal Year 2013  
Non-Exempt Positions**

<b><u>Job Title</u></b>	<b><u>Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Midpoint</u></b>	<b><u>Maximum</u></b>
Account/Office Clerk	532	29,301	34,939	40,576
Animal Control Officer	532	29,301	34,939	40,576
Collections Clerk	532	29,301	34,939	40,576
Crim Justice Info Spec	532	29,301	34,939	40,576
Deputy County Clerk I	532	29,301	34,939	40,576
Deputy District Clk I	532	29,301	34,939	40,576
Grounds Maintenance Tech	532	29,301	34,939	40,576
Lead Worker	532	29,301	34,939	40,576
Legal Clerk II	532	29,301	34,939	40,576
Medical Assistant	532	29,301	34,939	40,576
Public Services Officer	532	29,301	34,939	40,576
Secretary	532	29,301	34,939	40,576
Title Specialist	532	29,301	34,939	40,576
Truck Driver	532	29,301	34,939	40,576
Veterinary Technician	532	29,301	34,939	40,576
Voter Reg/Elections Clerk II	532	29,301	34,939	40,576
Deputy Tax Clerk I	531	27,188	32,425	37,667
Eligibility Clerk	531	27,188	32,425	37,667
Grounds Keeper	531	27,188	32,425	37,667
Information Clerk/Receptionist	531	27,188	32,425	37,667
Lead Security Guard	531	27,188	32,425	37,667
Legal Clerk I	531	27,188	32,425	37,667
Maintenance Specialist	531	27,188	32,425	37,667
Tech II	531	27,188	32,425	37,667
Vehicle Registration Clerk II	531	27,188	32,425	37,667
Immunization Service Aid	530	25,324	30,164	35,006
Mail Technician	530	25,324	30,164	35,006
Outreach Specialist	530	25,324	30,164	35,006
Passport Clerk	530	25,324	30,164	35,006
Security Guard	530	25,324	30,164	35,006
Tech I	530	25,324	30,164	35,006
Vehicle Registration Clerk	530	25,324	30,164	35,006
Voter Registration/Elect Clerk	530	25,324	30,164	35,006

**Collin County Compensation Plan  
Fiscal Year 2013  
Law Enforcement Positions**

<b><u>Job Title</u></b>	<b><u>Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Midpoint</u></b>	<b><u>Maximum</u></b>
Chief Deputy Sheriff	575	89,235	104,404	119,574
Assistant Chief Deputy	574	82,623	96,673	110,722
Chief Criminal Investigtr (DA)	573	76,490	89,505	102,523
Intelligence Analyst	573	76,490	89,505	102,523
Major	573	76,490	89,505	102,523
Captain	572	70,509	82,501	94,498
Deputy Chief Investigator (DA)	572	70,509	82,501	94,498
Chief Deputy Constable	570	60,701	71,032	81,362
Fire Marshal	570	60,701	71,032	81,362
Lieutenant	570	60,701	71,032	81,362
Arson Investigator	557	53,045	62,070	71,097
Criminal Investigator	557	53,045	62,070	71,097
Felony Investigator	557	53,045	62,070	71,097
Inmate Program Coordinator	557	53,045	62,070	71,097
Jail Case Coordinator	557	53,045	62,070	71,097
Patrol Sergeant	557	53,045	62,070	71,097
Pub Safety Communication Mgr	557	53,045	62,070	71,097
Research Analyst	557	53,045	62,070	71,097
Deputy Sheriff	556	49,739	58,189	66,638
Investigator	556	49,739	58,189	66,638
Jail Sergeant	556	49,739	58,189	66,638
Misdemeanor Invest	556	49,739	58,189	66,638
Nuisance Abatement Officer	556	49,739	58,189	66,638
Deputy Constable	555	46,412	54,307	62,201
Court Officer	554	43,106	50,411	57,722
Courthouse Deputy	554	43,106	50,411	57,722
Assistant Communications Supv	553	40,627	47,543	54,459
Community Corrections Officer	553	40,627	47,543	54,459
Crim Justice Info Supervisor	553	40,627	47,543	54,459
Jail Case Officer	553	40,627	47,543	54,459
Transfer Officer	552	37,821	44,247	50,675
Detention Officer	550	33,015	39,737	46,455
Dispatcher	550	33,015	39,737	46,455

**Collin County Compensation Plan  
Fiscal Year 2013  
Legal Positions**

<b><u>Job Title</u></b>	<b><u>Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Midpoint</u></b>	<b><u>Maximum</u></b>
1st Asst District Attny	591	117,846	140,463	163,080
2nd Asst District Attorney	588	96,668	115,229	133,789
Chief Appellate Attorney	588	96,668	115,229	133,789
Chief Felony Prosecutor	587	88,896	105,987	123,078
Felony Appellate Attorney	584	69,634	83,007	96,379
Felony Prosecutor	584	69,634	83,007	96,379
Chief Misdemeanor Prosecutor	583	64,290	76,631	88,971
Misdemeanor Prosecutor	581	54,959	65,520	76,081

**Collin County Compensation Plan  
Fiscal Year 2013  
Legal Entities Outside Commissioners' Court**

<b><u>Job Title</u></b>	<b><u>Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Midpoint</u></b>	<b><u>Maximum</u></b>
<b>Exempt</b>				
Audit Manager	516	60,928	79,324	97,721
Juvenile Detention Superintendent	516	60,928	79,324	97,721
Asst Detention Superintendent	515	56,136	73,092	90,049
Asst Director (CSCD)	615	56,136	73,092	90,049
Buyer Manager	514	51,767	67,425	83,084
Contract Manager	514	51,767	67,425	83,084
Adolescent Counselor	512	44,203	57,556	70,908
<b>Non-Exempt</b>				
Section Leader/Compliance Aud	540	59,034	70,376	81,720
Unit Supervisor (CSCD)	640	59,034	70,376	81,720
Accountant/Auditor	539	53,579	63,865	74,151
Grant Resource Administrator	539	53,579	63,865	74,151
Supervisor (CSCD)	639	53,579	63,865	74,151
Juvenile Alt Educ Prog Coord	538	48,760	58,126	67,491
Juvenile Detention Officer II	538	48,760	58,126	67,491
Juvenile Probation Officer II	538	48,760	58,126	67,491
Accounts Payable Supervisor	538	48,760	58,126	67,491
Buyer III	537	44,463	53,020	61,579
Contract Admin	537	44,463	53,020	61,579
Inventory Controller	537	44,463	53,020	61,579
Accounting/Audit Specialist	536	40,690	48,509	56,330
Admin Procurement Assistant	535	37,326	44,497	51,669
Buyer II	535	37,326	44,497	51,669
Juvenile Detention Officer I	535	37,326	44,497	51,669
Juvenile Probation Officer I	535	37,326	44,497	51,669
Buyer I	534	34,348	40,962	47,577
Purchasing Administrator	534	34,348	40,962	47,577
Senior Accounts Payable Tech	534	34,348	40,962	47,577
Accounts Payable Technician	533	31,689	37,778	43,873
Caseworker (CSCD)	633	31,689	37,778	43,873
Contract / Buyer Assistant	533	31,689	37,778	43,873
Research Specialist	532	29,301	34,939	40,576
Clerk (CSCD)	630	25,324	30,164	35,006
Supervision Officer (CSCD)	435	36,956	50,591	64,225