

**Collin County Compensation Plan  
Fiscal Year 2017**

**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	78,939	102,795	126,651
Development Services Manager	518	78,939	102,795	126,651
IT Security Officer	518	78,939	102,795	126,651
IT Senior Manager	518	78,939	102,795	126,651
Master Architect	518	78,939	102,795	126,651
System Programming Supervisor	518	78,939	102,795	126,651
Application Administrator	517	72,629	94,574	116,518
Chief Deputy Clerk	517	72,629	94,574	116,518
Emergency Manager	517	72,629	94,574	116,518
Nurse Practitioner	517	72,629	94,574	116,518
Physician Assistant	517	72,629	94,574	116,518
Senior Project Manager	517	72,629	94,574	116,518
Database Administrator	516	66,908	87,110	107,312
Equipment Services Manager	516	66,908	87,110	107,312
HR Manager	516	66,908	87,110	107,312
HRIS/Systems Manager	516	66,908	87,110	107,312
Infrastructure Supervisor	516	66,908	87,110	107,312
Network Engineer	516	66,908	87,110	107,312
Parks And Projects Manager	516	66,908	87,110	107,312
Project Manager	516	66,908	87,110	107,312
Risk Manager	516	66,908	87,110	107,312
SQL Database Analyst	516	66,908	87,110	107,312
Senior Network Administrator	516	66,908	87,110	107,312
Senior System Analyst/Programmer	516	66,908	87,110	107,312
Superintendent Facilities	516	66,908	87,110	107,312
Superintendent R & B	516	66,908	87,110	107,312
Business Analyst	515	61,645	80,266	98,886
GIS Supervisor	515	61,645	80,266	98,886
IT Security Administrator	515	61,645	80,266	98,886
Network Administrator	515	61,645	80,266	98,886
Operation Supervisor	515	61,645	80,266	98,886
PHEP Coordinator	515	61,645	80,266	98,886
Parks Manager	515	61,645	80,266	98,886
Public Information Officer	515	61,645	80,266	98,886
System Analyst/Programmer	515	61,645	80,266	98,886
Web Development Programmer	515	61,645	80,266	98,886
Assistant Emergency Management Specialist	514	56,847	74,043	91,238
Building Projects Coordinator	514	56,847	74,043	91,238
Clinical Services Coordinator	514	56,847	74,043	91,238
Deputy Elections Administrator	514	56,847	74,043	91,238
Epidemiologist	514	56,847	74,043	91,238
Financial Analyst II	514	56,847	74,043	91,238
GIS Analyst	514	56,847	74,043	91,238
Program Administrator	514	56,847	74,043	91,238
Senior Administrator	514	56,847	74,043	91,238
Law Librarian	513	52,513	68,380	84,246
Records Management Officer	513	52,513	68,380	84,246
WIC Supervisor	513	52,513	68,380	84,246
Audio/Visual Administrator	512	48,540	63,204	77,867
Counselor (Substance Abuse)	512	48,540	63,204	77,867
IP Telephony Administrator	512	48,540	63,204	77,867

## Non-Exempt Positions

<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Financial Operations Supervisor	539	59,707	71,170	82,633
Health Care Coordinator	539	59,707	71,170	82,633
Nurse (RN)	539	59,707	71,170	82,633
Program Coordinator	539	59,707	71,170	82,633
Financial Analyst	538	54,337	64,774	75,210
Functional Analyst	538	54,337	64,774	75,210
PHEP Planner	538	54,337	64,774	75,210
Probate Administrator	538	54,337	64,774	75,210
Treasury Administrator	538	54,337	64,774	75,210
Senior Benefits Representative	538	54,337	64,774	75,210
Assistant WIC Program Supervisor	537	49,548	59,085	68,621
CAD Operator	537	49,548	59,085	68,621
Criminalist	537	49,548	59,085	68,621
Environmental Construction Specialist	537	49,548	59,085	68,621
Facilities Tech Coordinator	537	49,548	59,085	68,621
Field Agent	537	49,548	59,085	68,621
Fleet Analyst	537	49,548	59,085	68,621
Food Service Supervisor	537	49,548	59,085	68,621
Foreman	537	49,548	59,085	68,621
Human Resources Generalist	537	49,548	59,085	68,621
Indigent Eligibility Specialist	537	49,548	59,085	68,621
Office Coordinator	537	49,548	59,085	68,621
Shop Coordinator	537	49,548	59,085	68,621
Veterans Service Officer	537	49,548	59,085	68,621
Administrative Manager (D.A.)	536	45,344	54,059	62,772
Animal Control Supervisor	536	45,344	54,059	62,772
Budget Technician	536	45,344	54,059	62,772
Building Maintenance Technician II	536	45,344	54,059	62,772
Court Coordinator	536	45,344	54,059	62,772
Election Supply Coordinator	536	45,344	54,059	62,772
Equipment Technician	536	45,344	54,059	62,772
Events Coordinator	536	45,344	54,059	62,772
Farm Museum Coordinator	536	45,344	54,059	62,772
GIS Coordinator	536	45,344	54,059	62,772
HLS Coordinator	536	45,344	54,059	62,772
Health Care Analyst	536	45,344	54,059	62,772
Inspector	536	45,344	54,059	62,772
JP Court Administrator	536	45,344	54,059	62,772
Network Support Specialist	536	45,344	54,059	62,772
Parts Specialist	536	45,344	54,059	62,772
Parts Warehouse Supervisor	536	45,344	54,059	62,772
Payroll Coordinator	536	45,344	54,059	62,772
Probate Auditor	536	45,344	54,059	62,772
Public Works Representative	536	45,344	54,059	62,772
Right Of Way Coordinator	536	45,344	54,059	62,772
Senior Nutritionist	536	45,344	54,059	62,772
Utilities Manager	536	45,344	54,059	62,772

## Non-Exempt Positions

<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Assistant Law Librarian	535	41,594	49,586	57,578
Auxiliary Court Liaison	535	41,594	49,586	57,578
Benefits Representative	535	41,594	49,586	57,578
Early Voting Coordinator	535	41,594	49,586	57,578
Engineering Technician	535	41,594	49,586	57,578
Guardianship Coordinator	535	41,594	49,586	57,578
Help Desk Support Specialist	535	41,594	49,586	57,578
Lead Clerk	535	41,594	49,586	57,578
Lead Operator	535	41,594	49,586	57,578
Nutritionist	535	41,594	49,586	57,578
Office Administrator	535	41,594	49,586	57,578
Property Tax Technician	535	41,594	49,586	57,578
Teen Court Coordinator	535	41,594	49,586	57,578
Victim Assistance Coordinator	535	41,594	49,586	57,578
Voter Registration Coordinator	535	41,594	49,586	57,578
Administrative Secretary	534	38,276	45,648	53,018
Animal Control Lead	534	38,276	45,648	53,018
Asset Management Technician	534	38,276	45,648	53,018
Building Maintenance Technician I	534	38,276	45,648	53,018
Case Coordinator	534	38,276	45,648	53,018
Geocode Tech Coordinator	534	38,276	45,648	53,018
Housekeeping Coordinator	534	38,276	45,648	53,018
Indigent Care Coordinator	534	38,276	45,648	53,018
Legal Secretary II	534	38,276	45,648	53,018
Mail/Supply Supervisor	534	38,276	45,648	53,018
Nurse (LVN)	534	38,276	45,648	53,018
TB Outreach	534	38,276	45,648	53,018
Voter Registration Analyst	534	38,276	45,648	53,018
A.F.I.S. Technician	533	35,314	42,102	48,891
Accounting Tech	533	35,314	42,102	48,891
Assistant Event Coordinator	533	35,314	42,102	48,891
Control Room Operator	533	35,314	42,102	48,891
Deputy County Clerk II	533	35,314	42,102	48,891
Deputy District Clerk II	533	35,314	42,102	48,891
Deputy Tax Clerk II	533	35,314	42,102	48,891
Equipment Operator	533	35,314	42,102	48,891
Food Service Tech	533	35,314	42,102	48,891
Fuel Transport Agent	533	35,314	42,102	48,891
Human Resources Assistant	533	35,314	42,102	48,891
IT Assistant	533	35,314	42,102	48,891
Inventory Control Clerk	533	35,314	42,102	48,891
Legal Secretary I	533	35,314	42,102	48,891
Payroll Specialist	533	35,314	42,102	48,891
Senior Eligibility Clerk	533	35,314	42,102	48,891
Senior Passport Clerk	533	35,314	42,102	48,891
Shop Technician	533	35,314	42,102	48,891
Title Specialist II	533	35,314	42,102	48,891
Traffic Maintenance Tech	533	35,314	42,102	48,891

## Non-Exempt Positions

<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Account/Office Clerk	532	32,652	38,934	45,216
Animal Control Officer	532	32,652	38,934	45,216
Assistant Veterans Service Officer	532	32,652	38,934	45,216
Autopsy Technician	532	32,652	38,934	45,216
Collections Clerk	532	32,652	38,934	45,216
Criminal Justice Information Specialist	532	32,652	38,934	45,216
Deputy County Clerk I	532	32,652	38,934	45,216
Deputy District Clerk I	532	32,652	38,934	45,216
Grounds Maintenance Tech	532	32,652	38,934	45,216
Lead Worker	532	32,652	38,934	45,216
Legal Clerk II	532	32,652	38,934	45,216
Medical Assistant	532	32,652	38,934	45,216
Public Services Officer	532	32,652	38,934	45,216
Research Specialist	532	32,652	38,934	45,216
Secretary	532	32,652	38,934	45,216
Title Specialist	532	32,652	38,934	45,216
Truck Driver	532	32,652	38,934	45,216
Veterinary Technician	532	32,652	38,934	45,216
Voter Registration/Elections Clerk II	532	32,652	38,934	45,216
Deputy Tax Clerk I	531	30,297	36,137	41,975
Eligibility Clerk	531	30,297	36,137	41,975
Grounds Keeper	531	30,297	36,137	41,975
Information Clerk/Receptionist	531	30,297	36,137	41,975
Lead Security Guard	531	30,297	36,137	41,975
Legal Clerk I	531	30,297	36,137	41,975
Maintenance Specialist	531	30,297	36,137	41,975
Tech II	531	30,297	36,137	41,975
Vehicle Registration Clerk II	531	30,297	36,137	41,975
Immunization Service Aid	530	28,221	33,616	39,010
Mail Technician	530	28,221	33,616	39,010
Outreach Specialist	530	28,221	33,616	39,010
Passport Clerk	530	28,221	33,616	39,010
Security Guard	530	28,221	33,616	39,010
Tech I	530	28,221	33,616	39,010
Vehicle Registration Clerk	530	28,221	33,616	39,010
Voter Registration/Elections Clerk	530	28,221	33,616	39,010

**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 Assistant District Attorney	591	132,624	158,077	183,530
2nd Assistant District Attorney	588	108,790	129,678	150,566
Chief Appellate Attorney	588	108,790	129,678	150,566
Chief MHMC Attorney	588	108,790	129,678	150,566
Chief Felony Prosecutor	587	100,044	119,278	138,511
Felony Appellate Attorney	584	78,365	93,415	108,464
Felony Prosecutor	584	78,365	93,415	108,464
Chief Misdemeanor Prosecutor	583	72,352	86,241	100,128
Misdemeanor Prosecutor	580	57,240	68,269	79,298

## Law Enforcement Exempt Positions

<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Deputy Chief	575	97,041	113,538	130,034
Fusion Center Director	574	89,851	105,131	120,410
Jail Administrator	574	89,851	105,131	120,410
Chief Criminal Investigator (DA)	573	83,182	97,338	111,494
Major	573	83,182	97,338	111,494
Captain	572	76,676	89,721	102,766
Deputy Chief Investigator (DA)	572	76,676	89,721	102,766
Fire Marshal	572	76,676	89,721	102,766
Chief Deputy Constable	570	66,011	77,247	88,482
Intelligence Analyst	570	66,011	77,247	88,482
Lieutenant	570	66,011	77,247	88,482

## Law Enforcement Non-Exempt Positions

<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Sergeant	558	62,162	72,742	83,322
Criminal Investigator	557	58,244	68,157	78,069
Deputy Fire Marshal	557	58,244	68,157	78,069
Felony Investigator	557	58,244	68,157	78,069
Inmate Program Coordinator	557	58,244	68,157	78,069
Jail Case Coordinator	557	58,244	68,157	78,069
Public Safety Communication Manager	557	58,244	68,157	78,069
Research Analyst	557	58,244	68,157	78,069
Deputy Constable II	556	54,615	63,894	73,172
Deputy Sheriff	556	54,615	63,894	73,172
Investigator	556	54,615	63,894	73,172
Jail Sergeant	556	54,615	63,894	73,172
Misdemeanor Investigator	556	54,615	63,894	73,172
Deputy Constable	555	50,961	59,631	68,300
Deputy Sheriff Recruit	555	50,961	59,631	68,300
Court Officer	554	47,332	55,357	63,383
Courthouse Deputy	554	47,332	55,357	63,383
Assistant Communications Supervisor	553	44,610	52,206	59,800
Community Corrections Officer	553	44,610	52,206	59,800
Criminal Justice Information Supervisor	553	44,610	52,206	59,800
Jail Case Officer	553	44,610	52,206	59,800
Transfer Officer	552	41,529	48,587	55,645
Dispatcher	551	38,806	45,411	52,015
Detention Officer	550	36,251	43,632	51,012

**Legal Entities Outside Commissioner Court - Exempt Positions**

<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Assistant Director CSCD	615	61,645	80,266	98,886
Audit Manager	516	66,908	87,110	107,312
Juvenile Detention Superintendent	516	66,908	87,110	107,312
Assistant Detention Superintendent	515	61,645	80,266	98,886
Assistant Purchasing Agent	514	56,847	74,043	91,238
Adolescent Counselor	512	48,540	63,204	77,867

**Legal Entities Outside Commissioner Court - Non-Exempt Positions**

<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Unit Supervisor	640	65,786	78,427	91,067
Supervisor (CSCD)	639	59,707	71,170	82,633
Community Supervision Resource Officer	637	49,548	59,085	68,621
Lead Clerk	635	41,594	49,586	57,578
Caseworker (CSCD)	633	35,314	42,102	48,891
Accounting Tech	633	35,314	42,102	48,891
IT Assistant	633	35,314	42,102	48,891
Secretary	632	32,652	38,934	45,216
Clerk (CSCD)	630	28,221	33,616	39,010
Section Leader/Compliance Auditor	540	65,786	78,427	91,067
Accountant/Auditor	539	59,707	71,170	82,633
Grant Resource Administrator	539	59,707	71,170	82,633
Accounts Payable Supervisor	538	54,337	64,774	75,210
Juvenile Alternative Education Program Coordinator	538	54,337	64,774	75,210
Juvenile Detention Officer II	538	54,337	64,774	75,210
Juvenile Probation Officer II	538	54,337	64,774	75,210
Functional Analyst	538	54,337	64,774	75,210
Senior Buyer	537	49,548	59,085	68,621
Office Coordinator	537	49,548	59,085	68,621
Juvenile Court Liaison	537	49,548	59,085	68,621
Lead Juvenile Probation Officer	537	49,548	59,085	68,621
Accounting/Audit Specialist	536	45,344	54,059	62,772
Buyer II	536	45,344	54,059	62,772
Buyer I	535	41,594	49,586	57,578
Juvenile Detention Officer I	535	41,594	49,586	57,578
Juvenile Probation Officer I	535	41,594	49,586	57,578
Purchasing Administrator	535	41,594	49,586	57,578
Accounts Payable Technician	533	35,314	42,102	48,891
Food Service Tech	533	35,314	42,102	48,891
Secretary	532	32,652	38,934	45,216
Supervision Officer (CSCD)	435	41,594	50,434	59,272