



COLLIN COUNTY

Human Resources
2300 Bloomdale Road
Suite 4117
McKinney, Texas 75071
www.collincountytx.gov

DATE: September 26, 2016
TO: Cynthia Jacobson, Director Human Resources
FROM: Julie Rutherford, HR Manager
SUBJECT: **FY 2017 Pay Plan**

Each year, the Collin County Pay Plan is updated to account for job title, classification and market pay changes. The attached plan reflects current updates for FY 2017. Unless otherwise noted, all changes to the pay plan will take effect October 1, 2016.

Current changes to the pay plan include:

- New Titles:
 - Emergency Manager, grade 517 (previously approved, CO 2016-212-03-28)
 - GIS Supervisor, grade 515
 - Records Management Officer, grade 513
 - Clinical Services Coordinator, grade 514
 - Senior Benefits Representative, grade 538
 - Probate Administrator, grade 538
 - Juvenile Court Liaison, grade 537
 - Lead Juvenile Probation Officer, grade 537
 - Engineering Technician, grade 535
 - Case Coordinator, grade 534
 - Fuel Transport Agent, grade 533
 - Autopsy Technician, grade 532
 - Chief MHMC Attorney, grade 588
 - Deputy Chief (Sheriff), grade 575 (previously approved, CO 2016-353-05-23)
 - Fusion Center Director, grade 574 (previously approved, CO 2016-353-05-23)
 - Jail Administrator, grade 574 (previously approved, CO 2016-353-05-23)

*On May 18, 2016, the Department of Labor issued the final rule updating the Federal Labor Standards Act (FLSA) overtime regulations. The updates include a new salary threshold (currently set at \$47,476) which must be met before a position may be considered for overtime exempt status. Two Collin County jobs currently fall under the threshold, and therefore must be reclassified to a non-exempt status. The effective date of the final rule is December 1, 2016. Therefore, these jobs and all current incumbents as of that date will be reclassified to a non-exempt status.



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- **Reclassifications**
 - Misdemeanor Prosecutor, from grade 581 to grade 580
 - Assistant Emergency Management Specialist, from grade 515 to grade 514 (previously approved, CO 2016-212-03-28)
 - Intelligence Analyst, from grade 573 to grade 570 (previously approved, CO 2016-353-05-23)
 - Administrative Manager (D.A.), grade 511 to grade 536* (Effective 12/1/2016, previously approved CO 2015-878-11-17)
 - Court Coordinator, grade 511 to grade 536* (Effective 12/1/2016, previously approved CO 2015-878-11-17)

- **Eliminated Titles**
 - IT Data Analyst
 - Director of Homeland Security
 - Records Manager
 - Assistant Chief Deputy Sheriff
 - Chief Deputy Sheriff

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