

**Collin County Compensation Plan
Fiscal Year 2015**

Exempt Positions				
<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Court Administrator	518	74,781	97,380	119,980
Development Services Manager	518	74,781	97,380	119,980
IT Security Officer	518	74,781	97,380	119,980
IT Senior Manager	518	74,781	97,380	119,980
Master Architect	518	74,781	97,380	119,980
System Programming Supervisor	518	74,781	97,380	119,980
Application Administrator	517	68,804	89,593	110,381
Chief Deputy Clerk	517	68,804	89,593	110,381
Nurse Practitioner	517	68,804	89,593	110,381
Physician Assistant	517	68,804	89,593	110,381
Senior Project Manager	517	68,804	89,593	110,381
Database Administrator	516	63,384	82,521	101,660
Equipment Services Manager	516	63,384	82,521	101,660
HR Manager	516	63,384	82,521	101,660
HRIS/Systems Manager	516	63,384	82,521	101,660
Infrastructure Supervisor	516	63,384	82,521	101,660
Network Security Analyst	516	63,384	82,521	101,660
Parks And Projects Manager	516	63,384	82,521	101,660
Risk Manager	516	63,384	82,521	101,660
SQL Database Analyst	516	63,384	82,521	101,660
Senior Network Administrator	516	63,384	82,521	101,660
Senior System Analyst/Programmer	516	63,384	82,521	101,660
Superintendent Facilities	516	63,384	82,521	101,660
Superintendent R & B	516	63,384	82,521	101,660
Assistant Emergency Management Specialist	515	58,398	76,038	93,678
Bioterrorism Coordinator	515	58,398	76,038	93,678
Business Analyst	515	58,398	76,038	93,678
IT Data Analyst	515	58,398	76,038	93,678
IT Security Administrator	515	58,398	76,038	93,678
Network Administrator	515	58,398	76,038	93,678
Operation Supervisor	515	58,398	76,038	93,678
Parks Manager	515	58,398	76,038	93,678
Public Information Officer	515	58,398	76,038	93,678
System Analyst/Programmer	515	58,398	76,038	93,678
Web Development Programmer	515	58,398	76,038	93,678
Building Projects Coordinator	514	53,853	70,142	86,433
Deputy Elections Administrator	514	53,853	70,142	86,433
Epidemiologist	514	53,853	70,142	86,433
Financial Analyst II	514	53,853	70,142	86,433
GIS Analyst	514	53,853	70,142	86,433
Program Administrator	514	53,853	70,142	86,433
Senior Administrator	514	53,853	70,142	86,433
Law Librarian	513	49,747	64,777	79,809
Records Manager	513	49,747	64,777	79,809
WIC Supervisor	513	49,747	64,777	79,809
Audio/Visual Administrator	512	45,984	59,876	73,765
Counselor (Substance Abuse)	512	45,984	59,876	73,765
IP Telephony Administrator	512	45,984	59,876	73,765
Administrative Manager (D.A.)	511	42,524	55,375	68,228
Court Coordinator	511	42,524	55,375	68,228

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Non-Exempt Positions				
<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Health Care Coordinator	539	55,738	66,439	77,140
Nurse (RN)	539	55,738	66,439	77,140
Program Coordinator	539	55,738	66,439	77,140
Bioterrorism Planner	538	50,725	60,469	70,211
Financial Analyst	538	50,725	60,469	70,211
Functional Analyst	538	50,725	60,469	70,211
IT Analyst	538	50,725	60,469	70,211
Treasury Administrator	538	50,725	60,469	70,211
Assistant WIC Program Supervisor	537	46,255	55,157	64,060
CAD Operator	537	46,255	55,157	64,060
Criminalist	537	46,255	55,157	64,060
Environmental Construction Specialist	537	46,255	55,157	64,060
Facilities Tech Coordinator	537	46,255	55,157	64,060
Field Agent	537	46,255	55,157	64,060
Financial Operations Supervisor	537	46,255	55,157	64,060
Fleet Analyst	537	46,255	55,157	64,060
Food Service Supervisor	537	46,255	55,157	64,060
Foreman	537	46,255	55,157	64,060
Human Resources Generalist	537	46,255	55,157	64,060
Indigent Eligibility Specialist	537	46,255	55,157	64,060
Office Coordinator	537	46,255	55,157	64,060
Shop Coordinator	537	46,255	55,157	64,060
Veterans Service Officer	537	46,255	55,157	64,060
Animal Control Supervisor	536	42,330	50,464	58,600
Budget Technician	536	42,330	50,464	58,600
Building Maintenance Technician II	536	42,330	50,464	58,600
Election Supply Coordinator	536	42,330	50,464	58,600
Equipment Technician	536	42,330	50,464	58,600
Events Coordinator	536	42,330	50,464	58,600
Farm Museum Coordinator	536	42,330	50,464	58,600
GIS Coordinator	536	42,330	50,464	58,600
Homeland Security (HLS) Coordinator	536	42,330	50,464	58,600
Health Care Analyst	536	42,330	50,464	58,600
Inspector	536	42,330	50,464	58,600
JP Court Administrator	536	42,330	50,464	58,600
Network Support Specialist	536	42,330	50,464	58,600
Parts Specialist	536	42,330	50,464	58,600
Parts Warehouse Supervisor	536	42,330	50,464	58,600
Payroll Coordinator	536	42,330	50,464	58,600
Planner/Scheduler	536	42,330	50,464	58,600
Probate Auditor	536	42,330	50,464	58,600
Public Works Representative	536	42,330	50,464	58,600
Right of Way Coordinator	536	42,330	50,464	58,600
Senior Nutritionist	536	42,330	50,464	58,600
Utilities Manager	536	42,330	50,464	58,600

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Non-Exempt Positions				
<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Assistant Law Librarian	535	38,830	46,290	53,751
Assistant Web Developer	535	38,830	46,290	53,751
Benefits Representative	535	38,830	46,290	53,751
Communications Specialist	535	38,830	46,290	53,751
District Court Operator/Information Center	535	38,830	46,290	53,751
Early Voting Coordinator	535	38,830	46,290	53,751
Guardianship Coordinator	535	38,830	46,290	53,751
Help Desk Support Specialist	535	38,830	46,290	53,751
Lead Clerk	535	38,830	46,290	53,751
Lead Operator	535	38,830	46,290	53,751
Nutritionist	535	38,830	46,290	53,751
Office Administrator	535	38,830	46,290	53,751
Property Tax Technician	535	38,830	46,290	53,751
Teen Court Coordinator	535	38,830	46,290	53,751
Victim Assistance Coordinator	535	38,830	46,290	53,751
Voter Registration Coordinator	535	38,830	46,290	53,751
Administrative Secretary	534	35,732	42,613	49,494
Animal Control Lead	534	35,732	42,613	49,494
Asset Management Technician	534	35,732	42,613	49,494
Building Maintenance Technician I	534	35,732	42,613	49,494
Geocode Tech Coordinator	534	35,732	42,613	49,494
Housekeeping Coordinator	534	35,732	42,613	49,494
Indigent Care Coordinator	534	35,732	42,613	49,494
Legal Secretary II	534	35,732	42,613	49,494
Mail/Supply Supervisor	534	35,732	42,613	49,494
Nurse (LVN)	534	35,732	42,613	49,494
TB Outreach	534	35,732	42,613	49,494
Voter Registration Analyst	534	35,732	42,613	49,494
A.F.I.S. Technician	533	32,966	39,300	45,641
Accounting Tech	533	32,966	39,300	45,641
Assistant Event Coordinator	533	32,966	39,300	45,641
Control Room Operator	533	32,966	39,300	45,641
Deputy County Clerk II	533	32,966	39,300	45,641
Deputy District Clerk II	533	32,966	39,300	45,641
Deputy Tax Clerk II	533	32,966	39,300	45,641
Equipment Operator	533	32,966	39,300	45,641
Food Service Tech	533	32,966	39,300	45,641
Human Resources Assistant	533	32,966	39,300	45,641
IT Assistant	533	32,966	39,300	45,641
Inventory Control Clerk	533	32,966	39,300	45,641
Legal Secretary I	533	32,966	39,300	45,641
Payroll Specialist	533	32,966	39,300	45,641
Senior Eligibility Clerk	533	32,966	39,300	45,641
Senior Passport Clerk	533	32,966	39,300	45,641
Shop Technician	533	32,966	39,300	45,641
Title Specialist II	533	32,966	39,300	45,641
Traffic Maint Tech	533	32,966	39,300	45,641

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Non-Exempt Positions				
<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Account/office Clerk	532	30,482	36,347	42,211
Animal Control Officer	532	30,482	36,347	42,211
Assistant Veterans Service Officer	532	30,482	36,347	42,211
Collections Clerk	532	30,482	36,347	42,211
Criminal Justice Information Specialist	532	30,482	36,347	42,211
Deputy County Clerk I	532	30,482	36,347	42,211
Deputy District Clerk I	532	30,482	36,347	42,211
Grounds Maintenance Tech	532	30,482	36,347	42,211
Lead Worker	532	30,482	36,347	42,211
Legal Clerk II	532	30,482	36,347	42,211
Medical Assistant	532	30,482	36,347	42,211
Public Services Officer	532	30,482	36,347	42,211
Research Specialist	532	30,482	36,347	42,211
Secretary	532	30,482	36,347	42,211
Title Specialist	532	30,482	36,347	42,211
Truck Driver	532	30,482	36,347	42,211
Veterinary Technician	532	30,482	36,347	42,211
Voter Registration/Elections Clerk II	532	30,482	36,347	42,211
Deputy Tax Clerk I	531	28,284	33,732	39,185
Eligibility Clerk	531	28,284	33,732	39,185
Grounds Keeper	531	28,284	33,732	39,185
Information Clerk/Receptionist	531	28,284	33,732	39,185
Lead Security Guard	531	28,284	33,732	39,185
Legal Clerk I	531	28,284	33,732	39,185
Maintenance Specialist	531	28,284	33,732	39,185
Tech II	531	28,284	33,732	39,185
Vehicle Registration Clerk II	531	28,284	33,732	39,185
Immunization Service Aid	530	26,345	31,380	36,417
Mail Technician	530	26,345	31,380	36,417
Outreach Specialist	530	26,345	31,380	36,417
Passport Clerk	530	26,345	31,380	36,417
Security Guard	530	26,345	31,380	36,417
Tech I	530	26,345	31,380	36,417
Vehicle Registration Clerk	530	26,345	31,380	36,417
Voter Registration/Elections Clerk	530	26,345	31,380	36,417

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Legal Positions				
<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1st Assistant District Attorney	591	123,809	147,571	171,331
2nd Assistant District Attorney	588	101,559	121,060	140,559
Chief Appellate Attorney	588	101,559	121,060	140,559
Chief Felony Prosecutor	587	93,394	111,350	129,305
Felony Appellate Attorney	584	73,157	87,207	101,255
Felony Prosecutor	584	73,157	87,207	101,255
Chief Misdemeanor Prosecutor	583	67,543	80,509	93,473
Misdemeanor Prosecutor	581	57,740	68,836	79,930

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Law Enforcement Exempt Positions

<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Chief Deputy Sheriff	575	92,831	108,611	124,393
Assistant Chief Deputy	574	85,953	100,570	115,186
Chief Criminal Investigator (DA)	573	79,573	93,115	106,657
Intelligence Analyst	573	79,573	93,115	106,657
Major	573	79,573	93,115	106,657
Captain	572	73,350	85,829	98,308
Deputy Chief Investigator (DA)	572	73,350	85,829	98,308
Chief Deputy Constable	570	63,147	73,895	84,643
Fire Marshal	570	63,147	73,895	84,643
Lieutenant	570	63,147	73,895	84,643

Law Enforcement Non-Exempt Positions

<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Arson Investigator	557	54,636	63,934	73,232
Criminal Investigator	557	54,636	63,934	73,232
Felony Investigator	557	54,636	63,934	73,232
Inmate Program Coordinator	557	54,636	63,934	73,232
Jail Case Coordinator	557	54,636	63,934	73,232
Public Safety Communication Manager	557	54,636	63,934	73,232
Research Analyst	557	54,636	63,934	73,232
Sergeant	557	54,636	63,934	73,232
Deputy Sheriff (Licensed)	556	51,231	59,935	68,639
Investigator	556	51,231	59,935	68,639
Jail Sergeant	556	51,231	59,935	68,639
Misdemeanor Investigator	556	51,231	59,935	68,639
Nuisance Abatement Officer	556	51,231	59,935	68,639
Deputy Constable	555	47,804	55,937	64,069
Deputy Sheriff (Unlicensed)	555	47,804	55,937	64,069
Court Officer	554	44,399	51,928	59,456
Courthouse Deputy	554	44,399	51,928	59,456
Assistant Communications Supervisor	553	41,846	48,971	56,095
Community Corrections Officer	553	41,846	48,971	56,095
Criminal Justice Information Supervisor	553	41,846	48,971	56,095
Jail Case Officer	553	41,846	48,971	56,095
Transfer Officer	552	38,956	45,577	52,197
Detention Officer	550	34,005	40,928	47,851
Dispatcher	550	34,005	40,928	47,851

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Legal Entities Outside Commissioner Court - Exempt Positions

<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Deputy Director of CSCD	615	58,398	76,038	93,678
2nd Assistant Auditor	518	74,781	97,380	119,980
Audit Manager	516	63,384	82,521	101,660
Juvenile Detention Superintendent	516	63,384	82,521	101,660
Assistant Detention Superintendent	515	58,398	76,038	93,678
Assistant Purchasing Agent	514	53,853	70,142	86,433
Adolescent Counselor	512	45,984	59,876	73,765

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	61,413	73,212	85,014
Supervisor (CSCD)	639	55,738	66,439	77,140
Administrative Manager (CSCD)	638	50,725	60,469	70,211
Lead Clerk	635	38,830	46,290	53,751
Caseworker (CSCD)	633	32,966	39,300	45,641
Accounting Tech	633	32,966	39,300	45,641
IT Assistant	633	32,966	39,300	45,641
Secretary	632	30,482	36,347	42,211
Clerk (CSCD)	630	26,345	31,380	36,417
Section Leader/Compliance Audit	540	61,413	73,212	85,014
Accountant/Auditor	539	55,738	66,439	77,140
Grant Resource Administrator	539	55,738	66,439	77,140
Accounts Payable Supervisor	538	50,725	60,469	70,211
Juvenile Alternative Education Program Coordinator	538	50,725	60,469	70,211
Juvenile Detention Officer II	538	50,725	60,469	70,211
Juvenile Probation Officer II	538	50,725	60,469	70,211
Functional Analyst	538	50,725	60,469	70,211
Senior Buyer	537	46,255	55,157	64,060
Office Coordinator	537	46,255	55,157	64,060
Accounting/Audit Specialist	536	42,330	50,464	58,600
Buyer II	536	42,330	50,464	58,600
Buyer I	535	38,830	46,290	53,751
Juvenile Detention Officer I	535	38,830	46,290	53,751
Juvenile Probation Officer I	535	38,830	46,290	53,751
Purchasing Administrator	535	38,830	46,290	53,751
Administrative Secretary	534	35,732	42,613	49,494
Asset Coordinator Management Tech	534	35,732	42,613	49,494
Accounts Payable Technician	533	32,966	39,300	45,641
Food Service Tech	533	32,966	39,300	45,641
Secretary	532	30,482	36,347	42,211
Supervision Officer (CSCD)	435	38,446	52,629	66,814

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Other Positions				
<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Conversion Job Code	999	1,000	63,000	125,000
County Ext Agent-4H	999	1,000	63,000	125,000
County Ext Agent-Agriculture	999	1,000	63,000	125,000
County Ext Agent-Home Economic	999	1,000	63,000	125,000
County Ext Agent-Horticulture	999	1,000	63,000	125,000
Assistant Director III	732	109,078	128,165	147,253
Assistant Director of HR	732	109,078	128,165	147,253
Assistant Director of IT	732	109,078	128,165	147,253
Assistant Director II	731	95,549	112,270	128,990
1st Assistant Auditor	730	92,843	109,091	125,338
Assistant Director I	730	92,843	109,091	125,338
Chief Information Officer	722	135,278	158,952	182,626
Director of Engineering	722	135,278	158,952	182,626
Director of Human Resources	722	135,278	158,952	182,626
Director of Public Works	721	108,223	127,162	146,101
Health Care Administrative Manager	721	108,223	127,162	146,101
Director of Facilities	720	102,812	120,804	138,796
Director of Homeland Security	720	102,812	120,804	138,796
Director of Budget	720	102,812	120,804	138,796
Director of Building Projects	720	102,812	120,804	138,796
Court Reporter	706	52,788	75,619	98,450
Assistant Director	705	51,763	284,692	517,625
Assistant Medical Examiner	705	51,763	284,692	517,625
Physician	705	51,763	284,692	517,625
Election Worker	704	10,980	37,470	63,960
Intern	703	10,980	37,470	63,960
Temporary	703	10,980	37,470	63,960
County Auditor	702	51,763	284,692	517,625
Director of Administrative Services	702	51,763	284,692	517,625
Director of CSCD	702	51,763	284,692	517,625
Director of Juvenile Services	702	51,763	284,692	517,625
Elections Administrator	702	51,763	284,692	517,625
Medical Examiner	702	51,763	284,692	517,625
Purchasing Agent	702	51,763	284,692	517,625
District Attorney	701	7,569	55,035	102,500
District Judge	701	7,569	55,035	102,500
CCL Judge	700	78,373	295,438	512,500
Commissioner	700	78,373	295,438	512,500
Constable	700	78,373	295,438	512,500
County Clerk	700	78,373	295,438	512,500
County Judge	700	78,373	295,438	512,500
District Clerk	700	78,373	295,438	512,500
Justice of The Peace Judge	700	78,373	295,438	512,500
Probate Judge	700	78,373	295,438	512,500
Sheriff	700	78,373	295,438	512,500
Tax Assessor	700	78,373	295,438	512,500