

GIS Positions

History and Comparables

Active Titles

Title	Positions	Grade	Min	Max
GIS Coordinator	2.5	536	\$44,023	\$60,944
GIS Analyst	2	514	\$56,007	\$89,890

- * Positions are managed by an IT Senior Manager who was reclassified from a previous title of GIS Administrator.

GIS History of Reclassification Requests

Fiscal Year	Title	Grade	Requested Title	Req Grade	Reason Requested	HR Action
2003	GIS Tech	74	GIS Analyst	14	One other analyst. Need for redundancy and backup.	Recommended
2004	GIS Tech	74	GIS Analyst	14	Transition from map-making to spatial analysis	Recommend GIS Coordinator, grade 76
2006	GIS Coordinator	76	GIS Analyst	14	IT Withdrew request	n/a
2007	GIS Intern	n/a	GIS Intern	n/a	Requested higher rate due to “may be losing candidates to higher paying agencies.	Not recommended. Intern was being paid at a rate comparable to other cities and counties.
2010	GIS Administrator	516	IT Senior Manager	518	Department restructure	Recommended
2014	GIS Analyst	514	GIS Administrator	516	GIS Admin required to manage GIS delivery	Not recommended. This area is managed by an IT Senior Manager.
2014	GIS Coordinator	536	GIS Dev/Programmer	515	GIS utilizes a dev environment.	Not recommended.
2014	GIS Intern	n/a	Permanent PT position requested	n/a	New GIS requirements, competitive pay rate, alleviate turnover, FTE training burden	Approved by Budget.
2015	GIS Analyst	514	GIS Manager	516	Took on new responsibilities after GIS Administrator reclassified to IT Senior Administrator.	Not recommended. This area is managed by an IT Senior Manager.
2015	GIS Coordinator	536	Developer/ Programmer	515	GIS Environment changing	2 nd year submission – not included in reclasses.

Market Comparables

GIS Coordinator

536

Counties						
Organization	Grade/Matched Title	Min	Min % Variance	Max	Max % Variance	Notes
Collin County	GIS Coordinator	\$44,023	---	\$60,944	---	
Dallas	GIS Tech	\$38,045	16%	\$59,340	3%	
Denton	GIS Analyst	\$37,932	16%	\$56,897	7%	
Fort Bend	GIS Tech	\$32,698	35%	\$46,290	32%	
Tarrant	GIS Support Specialist	\$33,384	32%	\$50,440	21%	
Williamson	Addressing Coordinator	\$41,561	6%	\$60,293	1%	
AVERAGE LOCAL COUNTIES		\$36,724	20%	\$54,652	11.5%	

City						
Organization	Grade/Matched Title	Min	Min % Variance	Max	Max % Variance	Notes
Collin County	GIS Coordinator	\$44,023	---	\$60,944	---	
Frisco	GIS Tech	\$47,652	-7.6%	\$66,695	-8.6%	
McKinney	GIS Analyst	\$49,437	-11.0%	\$71,684	-15.0%	
Richardson	GIS Tech	\$40,068	9.9%	\$62,232	-2.1%	
AVERAGE CITY		\$45,719	-3.7%	\$66,870	-8.9%	

AVERAGE CITY AND COUNTY		\$40,097	9.8%	\$59,234	2.9%	
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