

**Collin County Compensation Plan
2021**

Exempt Positions

<u>Job Title</u>	<u>Job Code</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Business Process Engineer	100397	518	82,941	108,007	133,074
Court Administrator	100344	518	82,941	108,007	133,074
Development Services Manager	100218	518	82,941	108,007	133,074
Emergency Manger / Fire Marshal	100402	518	82,941	108,007	133,074
Engineering Project Manager	100400	518	82,941	108,007	133,074
IT Security Officer	100359	518	82,941	108,007	133,074
IT Senior Manager	100329	518	82,941	108,007	133,074
Master Architect	100330	518	82,941	108,007	133,074
System Programming Supervisor	100245	518	82,941	108,007	133,074
Application Administrator	100027	517	76,312	99,369	122,426
Chief Deputy Clerk	100248	517	76,312	99,369	122,426
Infrastructure Supervisor	100231	517	76,312	99,369	122,426
Nurse Practitioner	100262	517	76,312	99,369	122,426
Physician Assistant	100255	517	76,312	99,369	122,426
Senior Project Manager	100348	517	76,312	99,369	122,426
Database Administrator	100358	516	70,300	91,526	112,752
Equipment Services Manager	100219	516	70,300	91,526	112,752
HR Manager	100306	516	70,300	91,526	112,752
HRIS/Systems Manager	100224	516	70,300	91,526	112,752
Network Engineer	100273	516	70,300	91,526	112,752
Project Manager	100221	516	70,300	91,526	112,752
Risk Manager	100230	516	70,300	91,526	112,752
Senior Network Administrator	100269	516	70,300	91,526	112,752
Senior System Analyst/Programmer	100280	516	70,300	91,526	112,752
Superintendent Facilities	100233	516	70,300	91,526	112,752
Superintendent R & B	100234	516	70,300	91,526	112,752
Business Analyst	100271	515	64,770	84,336	103,901
Chief Epidemiologist	100410	515	64,770	84,336	103,901
GIS Supervisor	100371	515	64,770	84,336	103,901
IT Security Administrator	100360	515	64,770	84,336	103,901
Network/Systems Administrator	100267	515	64,770	84,336	103,901
Operation Supervisor	100242	515	64,770	84,336	103,901
PHEP Coordinator	100088	515	64,770	84,336	103,901
Parks Manager	100227	515	64,770	84,336	103,901
Public Information Officer	100156	515	64,770	84,336	103,901
System Analyst/Programmer	100281	515	64,770	84,336	103,901
Web Development Programmer	100278	515	64,770	84,336	103,901

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Exempt Positions

<u>Job Title</u>	<u>Job Code</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Assistant Emergency Management Specialist	100305	514	59,729	77,797	95,864
Building Projects Coordinator	100089	514	59,729	77,797	95,864
Deputy Elections Administrator	100030	514	59,729	77,797	95,864
Epidemiologist	100256	514	59,729	77,797	95,864
Financial Analyst II	100038	514	59,729	77,797	95,864
GIS Analyst	100040	514	59,729	77,797	95,864
IT Security Analyst	100398	514	59,729	77,797	95,864
Program Administrator	100105	514	59,729	77,797	95,864
Senior Administrator	100035	514	59,729	77,797	95,864
Audio/Visual Administrator	100354	513	55,175	71,846	88,517
Law Librarian	100119	513	55,175	71,846	88,517
Records Management Officer	100370	513	55,175	71,846	88,517
Unified Communication Administrator	100307	513	55,175	71,846	88,517
WIC Supervisor	100246	513	55,175	71,846	88,517
Administrative Manager (D.A.)	100213	512	51,001	66,409	81,815
Counselor (Substance Abuse)	100110	512	51,001	66,409	81,815
Court Coordinator	100029	512	51,001	66,409	81,815

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Non-Exempt Positions

<u>Job Title</u>	<u>Job Code</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Chief Field Agent	100253	539	63,983	76,266	88,551
Financial Operations Supervisor	100314	539	63,983	76,266	88,551
Health Care Coordinator	100251	539	63,983	76,266	88,551
Nurse (RN)	100260	539	63,983	76,266	88,551
Program Coordinator	100340	539	63,983	76,266	88,551
Financial Analyst	100037	538	58,228	69,412	80,595
Functional Analyst	100043	538	58,228	69,412	80,595
PHEP Planner	100141	538	58,228	69,412	80,595
Probate Administrator	100372	538	58,228	69,412	80,595
Senior Benefits Representative	100369	538	58,228	69,412	80,595
Treasury Administrator	100316	538	58,228	69,412	80,595
Assistant WIC Program Supervisor	100211	537	53,097	63,316	73,535
Criminalist	100361	537	53,097	63,316	73,535
Environmental Construction Specialist	100147	537	53,097	63,316	73,535
Facilities Systems Tech Coordinator	100411	537	53,097	63,316	73,535
Facilities Tech Coordinator	100095	537	53,097	63,316	73,535
Field Agent	100254	537	53,097	63,316	73,535
Fleet Analyst	100039	537	53,097	63,316	73,535
Food Service Supervisor	100238	537	53,097	63,316	73,535
Foreman	100250	537	53,097	63,316	73,535
Human Resources Generalist	100112	537	53,097	63,316	73,535
Indigent Eligibility Specialist	100152	537	53,097	63,316	73,535
Office Coordinator	100103	537	53,097	63,316	73,535
Shop Coordinator	100286	537	53,097	63,316	73,535
Veterans Service Officer	100291	537	53,097	63,316	73,535
Animal Control Supervisor	100293	536	48,591	57,930	67,267
Budget Technician	100312	536	48,591	57,930	67,267
Building Maintenance Technician II	100199	536	48,591	57,930	67,267
Election Supply Coordinator	100093	536	48,591	57,930	67,267
Equipment Technician	100201	536	48,591	57,930	67,267
Events Coordinator	100285	536	48,591	57,930	67,267
Farm Museum Coordinator	100341	536	48,591	57,930	67,267
GIS Coordinator	100097	536	48,591	57,930	67,267
Health Care Analyst	100257	536	48,591	57,930	67,267
Inspector	100113	536	48,591	57,930	67,267
JP Court Administrator	100032	536	48,591	57,930	67,267
Magistrate Court Administrator	100413	536	48,591	57,930	67,267
Network Support Specialist	100279	536	48,591	57,930	67,267
PHEP Specialist	100091	536	48,591	57,930	67,267
Parts Specialist	100205	536	48,591	57,930	67,267

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Non-Exempt Positions

<u>Job Title</u>	<u>Job Code</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Parts Warehouse Supervisor	100243	536	48,591	57,930	67,267
Payroll Coordinator	100104	536	48,591	57,930	67,267
Probate Auditor	100053	536	48,591	57,930	67,267
Public Works Representative	100125	536	48,591	57,930	67,267
Right Of Way Coordinator	100106	536	48,591	57,930	67,267
Senior Nutritionist	100317	536	48,591	57,930	67,267
Assistant Law Librarian	100045	535	44,573	53,138	61,702
Auxiliary Court Liaison	100146	535	44,573	53,138	61,702
Benefits Representative	100126	535	44,573	53,138	61,702
Early Voting Coordinator	100092	535	44,573	53,138	61,702
Guardianship Coordinator	100342	535	44,573	53,138	61,702
Help Desk Support Specialist	100138	535	44,573	53,138	61,702
Lead Clerk	100070	535	44,573	53,138	61,702
Lead Operator	100252	535	44,573	53,138	61,702
Nutritionist	100264	535	44,573	53,138	61,702
Office Administrator	100033	535	44,573	53,138	61,702
Property Tax Liaison	100076	535	44,573	53,138	61,702
Teen Court Coordinator	100301	535	44,573	53,138	61,702
Victim Assistance Coordinator	100107	535	44,573	53,138	61,702
Voter Registration Coordinator	100108	535	44,573	53,138	61,702
Administrative Secretary	100127	534	41,018	48,917	56,815
Animal Control Lead	100313	534	41,018	48,917	56,815
Asset Management Technician	100058	534	41,018	48,917	56,815
Building Maintenance Technician I	100198	534	41,018	48,917	56,815
Case Coordinator	100368	534	41,018	48,917	56,815
Community Health Specialist	100407	534	41,018	48,917	56,815
ERMS Specialist	100377	534	41,018	48,917	56,815
Geocode Tech Coordinator	100096	534	41,018	48,917	56,815
Housekeeping Coordinator	100098	534	41,018	48,917	56,815
Indigent Care Coordinator	100339	534	41,018	48,917	56,815
Legal Secretary II	100130	534	41,018	48,917	56,815
Mail/Supply Supervisor	100241	534	41,018	48,917	56,815
Nurse (LVN)	100261	534	41,018	48,917	56,815
TB Outreach	100265	534	41,018	48,917	56,815
Voter Registration Analyst	100042	534	41,018	48,917	56,815

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Non-Exempt Positions

<u>Job Title</u>	<u>Job Code</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
A.F.I.S. Technician	100140	533	37,842	45,117	52,392
Accounting Tech	100025	533	37,842	45,117	52,392
Assistant Event Coordinator	100356	533	37,842	45,117	52,392
Autopsy Technician	100366	533	37,842	45,117	52,392
Control Room Operator	100144	533	37,842	45,117	52,392
Deputy County Clerk II	100061	533	37,842	45,117	52,392
Deputy District Clerk II	100063	533	37,842	45,117	52,392
Deputy Tax Clerk II	100065	533	37,842	45,117	52,392
Equipment Operator	100289	533	37,842	45,117	52,392
Food Service Tech	100148	533	37,842	45,117	52,392
Fuel Transport Agent	100373	533	37,842	45,117	52,392
Human Resources Assistant	100283	533	37,842	45,117	52,392
IT Assistant	100049	533	37,842	45,117	52,392
Inventory Control Clerk	100068	533	37,842	45,117	52,392
Legal Secretary I	100129	533	37,842	45,117	52,392
Payroll Specialist	100134	533	37,842	45,117	52,392
Senior Eligibility Clerk	100079	533	37,842	45,117	52,392
Shop Technician	100202	533	37,842	45,117	52,392
Title Specialist II	100287	533	37,842	45,117	52,392
Traffic Maintenance Tech	100203	533	37,842	45,117	52,392
Volunteer Coordinator	100401	533	37,842	45,117	52,392
Account/Office Clerk	100057	532	34,990	41,722	48,453
Animal Control Officer	100292	532	34,990	41,722	48,453
Assistant Veterans Service Officer	100046	532	34,990	41,722	48,453
Collections Clerk	100320	532	34,990	41,722	48,453
Criminal Justice Information Specialist	100145	532	34,990	41,722	48,453
Deputy County Clerk I	100060	532	34,990	41,722	48,453
Deputy District Clerk I	100062	532	34,990	41,722	48,453
Grounds Maintenance Tech	100196	532	34,990	41,722	48,453
Lead Worker	100204	532	34,990	41,722	48,453
Legal Clerk II	100072	532	34,990	41,722	48,453
Medical Assistant	100304	532	34,990	41,722	48,453
Poll Worker/Polling Place Coordinator	100319	532	34,990	41,722	48,453
Public Services Officer	100157	532	34,990	41,722	48,453
Research Specialist	100346	532	34,990	41,722	48,453
Secretary	100131	532	34,990	41,722	48,453
Title Specialist	100136	532	34,990	41,722	48,453
Truck Driver	100194	532	34,990	41,722	48,453
Veterinary Technician	100349	532	34,990	41,722	48,453

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Non-Exempt Positions

<u>Job Title</u>	<u>Job Code</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Deputy Tax Clerk I	100064	531	32,467	38,725	44,981
Eligibility Clerk	100067	531	32,467	38,725	44,981
Grounds Keeper	100195	531	32,467	38,725	44,981
Information Clerk/Receptionist	100069	531	32,467	38,725	44,981
Lead Security Guard	100166	531	32,467	38,725	44,981
Legal Clerk I	100071	531	32,467	38,725	44,981
Maintenance Specialist	100197	531	32,467	38,725	44,981
Tech II	100083	531	32,467	38,725	44,981
Vehicle Registration Clerk II	100085	531	32,467	38,725	44,981
Immunization Service Aid	100151	530	30,242	36,023	41,804
Mail Technician	100074	530	30,242	36,023	41,804
Outreach Specialist	100321	530	30,242	36,023	41,804
Security Guard	100167	530	30,242	36,023	41,804
Tech I	100082	530	30,242	36,023	41,804
Vehicle Registration Clerk	100084	530	30,242	36,023	41,804
Voter Registration/Elections Clerk	100086	530	30,242	36,023	41,804

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Legal Positions

<u>Job Title</u>	<u>Job Code</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1st Assistant District Attorney	100186	591	144,867	172,669	200,472
2nd Assistant District Attorney	100187	588	118,834	141,649	164,466
Chief Appellate Attorney	100188	588	118,834	141,649	164,466
Chief MHMC Attorney	100367	588	118,834	141,649	164,466
Magistrate Judge	100405	588	118,834	141,649	164,466
Chief Felony Prosecutor	100190	587	109,279	130,289	151,298
Legal Advisor	100378	587	109,279	130,289	151,298
Felony Appellate Attorney	100189	584	85,599	102,038	118,477
Felony Prosecutor	100192	584	85,599	102,038	118,477
Chief Misdemeanor Prosecutor	100191	583	79,031	94,202	109,371
Misdemeanor Prosecutor	100193	580	62,524	74,571	86,619

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Law Enforcement Exempt Positions

<u>Job Title</u>	<u>Job Code</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Chief Deputy	100163	575	110,271	129,018	147,762
Assistant Chief Deputy	100162	574	102,101	119,464	136,825
Chief Criminal Investigator (DA)	100169	573	94,522	110,609	126,694
Commander	100176	573	94,522	110,609	126,694
Captain	100158	572	87,130	101,952	116,777
Deputy Chief Investigator (DA)	100171	572	87,130	101,952	116,777
Chief Deputy Constable	100159	570	75,010	87,779	100,543
Lieutenant	100175	570	75,010	87,779	100,543

Law Enforcement Non-Exempt Positions

<u>Job Title</u>	<u>Job Code</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Sergeant	100343	558	70,636	82,660	94,682
Corporal	100403	557	66,184	77,449	88,713
Deputy Fire Marshal	100168	557	66,184	77,449	88,713
Felony Investigator	100172	557	66,184	77,449	88,713
Inmate Program Coordinator	100100	557	66,184	77,449	88,713
Jail Case Coordinator	100101	557	66,184	77,449	88,713
Public Safety Communication Manager	100228	557	66,184	77,449	88,713
Research Analyst	100347	557	66,184	77,449	88,713
Deputy Constable II	100161	556	62,061	72,605	83,148
Deputy Sheriff	100165	556	62,061	72,605	83,148
Investigator	100173	556	62,061	72,605	83,148
Jail Sergeant	100185	556	62,061	72,605	83,148
Misdemeanor Investigator	100174	556	62,061	72,605	83,148
Deputy Constable	100160	555	57,908	67,760	77,612
Deputy Sheriff - Recruit	100362	555	57,908	67,760	77,612
Court Officer	100177	554	53,785	62,903	72,023
Courthouse Deputy	100164	554	53,785	62,903	72,023
Assistant Communications Supervisor	100235	553	50,691	59,323	67,952
Community Corrections Officer	100120	553	50,691	59,323	67,952
Criminal Justice Info Supervisor	100237	553	50,691	59,323	67,952
Jail Case Officer	100180	553	50,691	59,323	67,952
Dispatcher	100111	551	44,096	51,602	59,107
Detention Officer	100178	550	41,193	49,584	57,966

**Collin County Compensation Plan
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Legal Entities Outside Commissioner Court - Exempt Positions CSCD, Purchasing, Auditor, Juvenile

<u>Job Title</u>	<u>Job Code</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Director Of Juvenile Services	100009	768	136,670	160,588	184,505
Director Of CSCD	100002	768	136,670	160,588	184,505
Assistant Director CSCD	100207	628	80,574	95,043	109,512
Assistant Purchasing Agent	100355	517	76,312	99,369	122,426
Audit Manager	100336	516	70,300	91,526	112,752
Juvenile Detention Superintendent	100232	516	70,300	91,526	112,752
Assistant Detention Superintendent	100299	515	64,770	84,336	103,901
Clinical Services Coordinator	100374	514	59,729	77,797	95,864
Adolescent Counselor	100109	512	51,001	66,409	81,815

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**Legal Entities Outside Commissioner Court - Non-Exempt Positions
CSCD, Purchasing, Auditor, Juvenile**

<u>Job Title</u>	<u>Job Code</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Unit Supervisor	100350	640	70,497	84,044	97,588
Functional Analyst CSCD	100391	638	58,228	69,412	80,595
Supervisor CSCD	100244	638	58,228	69,412	80,595
Community Supervision Resource Officer	100363	637	53,097	63,316	73,535
Office Coordinator CSCD	100394	637	53,097	63,316	73,535
Lead Clerk CSCD	100393	635	44,573	53,138	61,702
Supervision Officer CSCD	100122	635	44,573	53,138	61,702
Administrative Secretary CSCD	100395	634	41,018	48,917	56,815
Accounting Tech CSCD	100390	633	37,842	45,117	52,392
Caseworker CSCD	100143	633	37,842	45,117	52,392
IT Assistant CSCD	100392	633	37,842	45,117	52,392
Secretary CSCD	100396	632	34,990	41,722	48,453
Clerk CSCD	100059	630	30,242	36,023	41,804
Section Leader/Compliance Auditor	100337	540	70,497	84,044	97,588
Accountant/Auditor	100331	539	63,983	76,266	88,551
Grant Resource Administrator	100149	539	63,983	76,266	88,551
Accounts Payable Supervisor	100334	538	58,228	69,412	80,595
Juvenile Alt Education Program Coordinator	100102	538	58,228	69,412	80,595
Juvenile Detention Unit Supervision	100182	538	58,228	69,412	80,595
Juvenile Probation Unit Supervision	100184	538	58,228	69,412	80,595
Juvenile Service Compliance	100380	538	58,228	69,412	80,595
Juvenile Court Liaison	100375	537	53,097	63,316	73,535
Juvenile Resource/Special Program	100379	537	53,097	63,316	73,535
Lead Juvenile Probation Officer	100376	537	53,097	63,316	73,535
Lead Juvenile Supervision Officer	100409	537	53,097	63,316	73,535
Senior Buyer	100353	537	53,097	63,316	73,535
Accounting/Audit Specialist	100332	536	48,591	57,930	67,267
Buyer II	100055	536	48,591	57,930	67,267
Buyer I	100054	535	44,573	53,138	61,702
Juvenile Probation Officer	100183	535	44,573	53,138	61,702
Juvenile Supervision Officer	100181	535	44,573	53,138	61,702
Purchasing Administrator	100308	535	44,573	53,138	61,702
Accounts Payable Technician	100335	533	37,842	45,117	52,392
Buyer Assistant	100048	533	37,842	45,117	52,392

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Director/Assistant Director

<u>Job Title</u>	<u>Job Code</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1st Assistant Auditor	100212	732	120,981	142,151	163,321
Assistant Director III	100324	732	120,981	142,151	163,321
Assistant Director Of Human Resources	100208	732	120,981	142,151	163,321
Deputy Chief Information Officer	100209	732	120,981	142,151	163,321
Assistant Director I	100322	730	102,974	120,996	139,015
Chief Information Officer	100008	722	150,040	176,298	202,554
Director Of Engineering	100003	722	150,040	176,298	202,554
Director Of Human Resources	100007	722	150,040	176,298	202,554
Director Of Public Works	100010	721	120,032	141,039	162,044
Health Care Administrative Manager	100223	721	120,032	141,039	162,044
Purchasing Agent	100011	721	120,032	141,039	162,044
Director Of Facilities	100004	720	114,031	133,987	153,941
Director of Budget	100005	720	114,031	133,987	153,941
Director of Building Projects	100215	720	114,031	133,987	153,941