

**Collin County Compensation Plan  
2023**

**Exempt Positions**

<u>Job Title</u>	<u>Job Code</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Court Administrator	100344	518	89,615	116,698	143,782
Development Services Manager	100218	518	89,615	116,698	143,782
Emergency Manager / Fire Marshal	100402	518	89,615	116,698	143,782
Engineering Project Manager	100400	518	89,615	116,698	143,782
IT Security Officer	100359	518	89,615	116,698	143,782
IT Senior Manager	100329	518	89,615	116,698	143,782
Master Architect	100330	518	89,615	116,698	143,782
System Programming Supervisor	100245	518	89,615	116,698	143,782
Application Administrator	100027	517	82,382	107,273	132,164
Chief Deputy Clerk	100248	517	82,382	107,273	132,164
IT Program Manager	100348	517	82,382	107,273	132,164
Infrastructure Supervisor	100231	517	82,382	107,273	132,164
Nurse Practitioner	100262	517	82,382	107,273	132,164
Physician Assistant	100255	517	82,382	107,273	132,164
Chief Epidemiologist	100410	516	75,819	98,712	121,605
Database Administrator	100358	516	75,819	98,712	121,605
Equipment Services Manager	100219	516	75,819	98,712	121,605
HR Manager	100306	516	75,819	98,712	121,605
HRIS/Systems Manager	100224	516	75,819	98,712	121,605
Network Engineer	100273	516	75,819	98,712	121,605
Project Manager	100221	516	75,819	98,712	121,605
Risk Manager	100230	516	75,819	98,712	121,605
Senior Network Administrator	100269	516	75,819	98,712	121,605
Senior System Analyst/Programmer	100280	516	75,819	98,712	121,605
Superintendent Facilities	100233	516	75,819	98,712	121,605
Superintendent R & B	100234	516	75,819	98,712	121,605
Assistant Emergency Management Coordinator	100305	515	69,889	91,001	112,112
Business Analyst	100271	515	69,889	91,001	112,112
Deputy Elections Administrator	100030	515	69,889	91,001	112,112
GIS Supervisor	100371	515	69,889	91,001	112,112
IT Security Administrator	100360	515	69,889	91,001	112,112
Network/Systems Administrator	100267	515	69,889	91,001	112,112
Operation Supervisor	100242	515	69,889	91,001	112,112
PHEP Coordinator	100088	515	69,889	91,001	112,112
Parks Manager	100227	515	69,889	91,001	112,112
Public Information Officer	100156	515	69,889	91,001	112,112
System Analyst/Programmer	100281	515	69,889	91,001	112,112
Web Development Programmer	100278	515	69,889	91,001	112,112
Building Projects Coordinator	100089	514	64,480	83,985	103,489
Epidemiologist	100256	514	64,480	83,985	103,489
Financial Analyst II	100038	514	64,480	83,985	103,489
GIS Analyst	100040	514	64,480	83,985	103,489
IT Security Analyst	100398	514	64,480	83,985	103,489
Program Administrator	100105	514	64,480	83,985	103,489
Senior Administrator	100035	514	64,480	83,985	103,489

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<b>Exempt Positions</b>
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<u>Job Title</u>	<u>Job Code</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Audio/Visual Administrator	100354	513	59,586	77,590	95,595
Law Librarian	100119	513	59,586	77,590	95,595
Records Management Officer	100370	513	59,586	77,590	95,595
Unified Communication Admin	100307	513	59,586	77,590	95,595
WIC Supervisor	100246	513	59,586	77,590	95,595
Administrative Manager (D.A.)	100213	512	55,105	71,753	88,398
Counselor (Substance Abuse)	100110	512	55,105	71,753	88,398
Court Coordinator	100029	512	55,105	71,753	88,398

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**Non-Exempt Positions**

<b><u>Job Title</u></b>	<b><u>Job Code</u></b>	<b><u>Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Midpoint</u></b>	<b><u>Maximum</u></b>
Chief Field Agent	100253	539	69,032	82,285	95,540
Financial Operations Supervisor	100314	539	69,032	82,285	95,540
Health Care Coordinator	100251	539	69,032	82,285	95,540
Nurse (RN)	100260	539	69,032	82,285	95,540
Program Coordinator	100340	539	69,032	82,285	95,540
Talent Acquisition Coordinator	100421	539	69,032	82,285	95,540
Financial Analyst	100037	538	62,770	74,826	86,881
Functional Analyst	100043	538	62,770	74,826	86,881
PHEP Planner	100141	538	62,770	74,826	86,881
Probate Administrator	100372	538	62,770	74,826	86,881
Senior Benefits Representative	100369	538	62,770	74,826	86,881
Treasury Administrator	100316	538	62,770	74,826	86,881
Assistant WIC Program Supervisor	100211	537	57,184	68,189	79,195
Criminalist	100361	537	57,184	68,189	79,195
Environmental Construction Specialist	100147	537	57,184	68,189	79,195
Facilities Systems Technical Coordinator	100411	537	57,184	68,189	79,195
Facilities Tech Coordinator	100095	537	57,184	68,189	79,195
Field Agent	100254	537	57,184	68,189	79,195
Fleet Analyst	100039	537	57,184	68,189	79,195
Food Service Supervisor	100238	537	57,184	68,189	79,195
Foreman	100250	537	57,184	68,189	79,195
Human Resources Generalist	100112	537	57,184	68,189	79,195
Indigent Eligibility Specialist	100152	537	57,184	68,189	79,195
Office Coordinator	100103	537	57,184	68,189	79,195
Shop Coordinator	100286	537	57,184	68,189	79,195
Veterans Service Officer	100291	537	57,184	68,189	79,195
Animal Control Supervisor	100293	536	52,356	62,419	72,479
Audio/Visual Specialist	100416	536	52,356	62,419	72,479
Budget Technician	100312	536	52,356	62,419	72,479
Building Maintenance Technician II	100199	536	52,356	62,419	72,479
Election Supply Coordinator	100093	536	52,356	62,419	72,479
Equipment Technician	100201	536	52,356	62,419	72,479
Events Coordinator	100285	536	52,356	62,419	72,479
Farm Museum Coordinator	100341	536	52,356	62,419	72,479
GIS Coordinator	100097	536	52,356	62,419	72,479
Health Care Analyst	100257	536	52,356	62,419	72,479
Inspector	100113	536	52,356	62,419	72,479
JP Court Administrator	100032	536	52,356	62,419	72,479
Magistrate Court Administrator	100413	536	52,356	62,419	72,479
Network Support Specialist	100279	536	52,356	62,419	72,479
PHEP Specialist	100091	536	52,356	62,419	72,479
Parts Warehouse Supervisor	100243	536	52,356	62,419	72,479
Payroll Coordinator	100104	536	52,356	62,419	72,479
Probate Auditor	100053	536	52,356	62,419	72,479
Public Works Representative	100125	536	52,356	62,419	72,479
Right Of Way Coordinator	100106	536	52,356	62,419	72,479
Senior Nutritionist	100317	536	52,356	62,419	72,479

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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>
Assistant Law Librarian	100045	535	48,049	57,283	66,515
Auxiliary Court Liaison	100146	535	48,049	57,283	66,515
Benefits Representative	100126	535	48,049	57,283	66,515
Early Voting Coordinator	100092	535	48,049	57,283	66,515
Guardianship Coordinator	100342	535	48,049	57,283	66,515
Help Desk Support Specialist	100138	535	48,049	57,283	66,515
Housekeeping Supervisor	100098	535	48,049	57,283	66,515
Lead Clerk	100070	535	48,049	57,283	66,515
Lead Operator	100252	535	48,049	57,283	66,515
Nutritionist	100264	535	48,049	57,283	66,515
Office Administrator	100033	535	48,049	57,283	66,515
Parts Specialist	100205	535	48,049	57,283	66,515
Property Tax Liaison	100076	535	48,049	57,283	66,515
Teen Court Coordinator	100301	535	48,049	57,283	66,515
Victim Assistance Coordinator	100107	535	48,049	57,283	66,515
Voter Registration Coordinator	100108	535	48,049	57,283	66,515
Administrative Secretary	100127	534	44,239	52,758	61,275
Animal Control Lead	100313	534	44,239	52,758	61,275
Asset Management Technician	100058	534	44,239	52,758	61,275
Building Maintenance Technician I	100198	534	44,239	52,758	61,275
Case Coordinator	100368	534	44,239	52,758	61,275
Community Health Specialist	100407	534	44,239	52,758	61,275
ERMS Specialist	100377	534	44,239	52,758	61,275
Geocode Tech Coordinator	100096	534	44,239	52,758	61,275
Indigent Care Coordinator	100339	534	44,239	52,758	61,275
Legal Secretary II	100130	534	44,239	52,758	61,275
Mail/Supply Supervisor	100241	534	44,239	52,758	61,275
Nurse (LVN)	100261	534	44,239	52,758	61,275
TB Outreach	100265	534	44,239	52,758	61,275
Voter Registration Analyst	100042	534	44,239	52,758	61,275
A.F.I.S. Technician	100140	533	40,832	48,683	56,533
Accounting Tech	100025	533	40,832	48,683	56,533
Assistant Event Coordinator	100356	533	40,832	48,683	56,533
Assistant Veterans Service Officer	100046	533	40,832	48,683	56,533
Autopsy Technician	100366	533	40,832	48,683	56,533
Control Room Operator	100144	533	40,832	48,683	56,533
Deputy County Clerk II	100061	533	40,832	48,683	56,533
Deputy District Clerk II	100063	533	40,832	48,683	56,533
Deputy Tax Clerk II	100065	533	40,832	48,683	56,533
Equipment Operator	100289	533	40,832	48,683	56,533
Food Service Tech	100148	533	40,832	48,683	56,533
Fuel Transport Agent	100373	533	40,832	48,683	56,533
Human Resources Assistant	100283	533	40,832	48,683	56,533
IT Assistant	100049	533	40,832	48,683	56,533
Inventory Control Clerk	100068	533	40,832	48,683	56,533
Legal Secretary I	100129	533	40,832	48,683	56,533
Open Records Tech	100424	533	40,832	48,683	56,533
Payroll Specialist	100134	533	40,832	48,683	56,533
Senior Eligibility Clerk	100079	533	40,832	48,683	56,533
Shop Technician	100202	533	40,832	48,683	56,533
Title Specialist II	100287	533	40,832	48,683	56,533
Traffic Maintenance Tech	100203	533	40,832	48,683	56,533
Volunteer Coordinator	100401	533	40,832	48,683	56,533

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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>
Account/Office Clerk	100057	532	37,770	45,037	52,303
Animal Control Officer	100292	532	37,770	45,037	52,303
Collections Clerk	100320	532	37,770	45,037	52,303
Criminal Justice Information Specialist	100145	532	37,770	45,037	52,303
Deputy County Clerk I	100060	532	37,770	45,037	52,303
Deputy Court Admin Assistant	100422	532	37,770	45,037	52,303
Deputy District Clerk I	100062	532	37,770	45,037	52,303
Grounds Maintenance Tech	100196	532	37,770	45,037	52,303
Lead Worker	100204	532	37,770	45,037	52,303
Legal Clerk II	100072	532	37,770	45,037	52,303
Medical Assistant	100304	532	37,770	45,037	52,303
Polling Place Coordinator	100414	532	37,770	45,037	52,303
Public Services Officer	100157	532	37,770	45,037	52,303
Research Specialist	100346	532	37,770	45,037	52,303
Secretary	100131	532	37,770	45,037	52,303
Title Specialist	100136	532	37,770	45,037	52,303
Truck Driver	100194	532	37,770	45,037	52,303
Veterinary Technician	100349	532	37,770	45,037	52,303
Voter Registration Lead Clerk	100418	532	37,770	45,037	52,303
Deputy Tax Clerk I	100064	531	35,063	41,822	48,577
Eligibility Clerk	100067	531	35,063	41,822	48,577
Grounds Keeper	100195	531	35,063	41,822	48,577
Information Clerk/Receptionist	100069	531	35,063	41,822	48,577
Lead Security Guard	100166	531	35,063	41,822	48,577
Legal Clerk I	100071	531	35,063	41,822	48,577
Maintenance Specialist	100197	531	35,063	41,822	48,577
Tech II	100083	531	35,063	41,822	48,577
Vehicle Registration Clerk II	100085	531	35,063	41,822	48,577
Housekeeping Day Porter Supervisor	100420	530	32,675	38,922	45,168
Immunization Service Aid	100151	530	32,675	38,922	45,168
Mail Technician	100074	530	32,675	38,922	45,168
Outreach Specialist	100321	530	32,675	38,922	45,168
Security Guard	100167	530	32,675	38,922	45,168
Tech I	100082	530	32,675	38,922	45,168
Vehicle Registration Clerk	100084	530	32,675	38,922	45,168
Voter Registration/Elect Clerk	100086	530	32,675	38,922	45,168
Housekeeping Day Porter	100417	528	28,288	33,696	39,103

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**Legal Positions**

<b><u>Job Title</u></b>	<b><u>Job Code</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	100186	591	155,046	184,802	214,558
2nd Assistant District Attorney	100187	588	126,998	151,381	175,766
Chief Appellate Attorney	100188	588	126,998	151,381	175,766
Chief MHMC Attorney	100367	588	126,998	151,381	175,766
Magistrate Judge	100405	588	126,998	151,381	175,766
Chief Felony Prosecutor	100190	587	116,684	139,119	161,551
Legal Advisor	100378	587	116,684	139,119	161,551
Special Unit Prosecutor	100423	587	116,684	139,119	161,551
Felony Appellate Attorney	100189	584	91,525	109,102	126,678
Felony Prosecutor	100192	584	91,525	109,102	126,678
Chief Misdemeanor Prosecutor	100191	583	84,543	100,772	116,999
Misdemeanor Prosecutor	100193	580	66,976	79,881	92,787

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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	118,985	139,215	159,439
Assistant Chief Deputy	100162	574	110,222	128,967	147,709
Chief Criminal Investigator (DA)	100169	573	102,080	119,452	136,824
Commander	100176	573	102,080	119,452	136,824
Captain	100158	572	94,141	110,157	126,174
Deputy Chief Investigator (DA)	100171	572	94,141	110,157	126,174
Lieutenant	100175	570	81,123	94,933	108,737

**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	76,429	89,440	102,447
Corporal	100403	557	71,544	83,721	95,897
Deputy Fire Marshal	100168	557	71,544	83,721	95,897
Felony Investigator	100172	557	71,544	83,721	95,897
Inmate Program Coordinator	100100	557	71,544	83,721	95,897
Jail Case Coordinator	100101	557	71,544	83,721	95,897
Pub Safety Communication Manager	100228	557	71,544	83,721	95,897
Research Analyst	100347	557	71,544	83,721	95,897
Deputy Constable II	100161	556	67,023	78,410	89,796
Deputy Sheriff	100165	556	67,023	78,410	89,796
Investigator	100173	556	67,023	78,410	89,796
Jail Sergeant	100185	556	67,023	78,410	89,796
Misdemeanor Investigator	100174	556	67,023	78,410	89,796
Deputy Constable	100160	555	62,568	73,213	83,857
Deputy Sheriff - Recruit	100362	555	62,568	73,213	83,857
Court Officer	100177	554	58,141	67,997	77,856
Courthouse Deputy	100164	554	58,141	67,997	77,856
Assistant Communications Supervisor	100235	553	54,849	64,189	73,526
Community Corrections Officer	100120	553	54,849	64,189	73,526
Criminal Justice Information Supervisor	100237	553	54,849	64,189	73,526
Jail Case Officer	100180	553	54,849	64,189	73,526
Detention Officer	100178	551	47,690	55,808	63,924
Dispatcher	100111	551	47,690	55,808	63,924

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

<u>Job Title</u>	<u>Job Code</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Director Of CSCD	100002	768	147,809	173,675	199,542
Director Of Juvenile Services	100009	768	147,809	173,675	199,542
Assistant Director Juvenile	100303	763	97,913	115,109	132,305
Assistant Director CSCD	100207	761	87,141	102,789	118,437
Assistant Purchasing Agent	100355	517	82,382	107,273	132,164
Audit Manager	100336	516	75,819	98,712	121,605
Juvenile Detention Superintendent	100232	516	75,819	98,712	121,605
Assistant Detention Superintendent	100299	515	69,889	91,001	112,112
Clinical Services Coordinator	100374	514	64,480	83,985	103,489
Adolescent Counselor	100109	512	55,105	71,753	88,398



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

<u>Job Title</u>	<u>Job Code</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Unit Supervisor	100350	640	76,032	90,642	105,250
Functional Analyst CSCD	100391	638	62,770	74,826	86,881
Supervisor CSCD	100244	638	62,770	74,826	86,881
Community Supervision Resource Officer	100363	637	57,184	68,189	79,195
Office Coordinator CSCD	100394	637	57,184	68,189	79,195
Lead Clerk CSCD	100393	635	48,049	57,283	66,515
Supervision Officer CSCD	100122	635	48,049	57,283	66,515
Administrative Secretary CSCD	100395	634	44,239	52,758	61,275
Accounting Tech CSCD	100390	633	40,832	48,683	56,533
Caseworker CSCD	100143	633	40,832	48,683	56,533
IT Assistant CSCD	100392	633	40,832	48,683	56,533
Secretary CSCD	100396	632	37,770	45,037	52,303
Clerk CSCD	100059	630	32,675	38,922	45,168
Section Leader/Compliance Auditor	100337	540	76,032	90,642	105,250
Accountant/Auditor	100331	539	69,032	82,285	95,540
Grant Resource Administrator	100149	539	69,032	82,285	95,540
Accounts Payable Supervisor	100334	538	62,770	74,826	86,881
Juvenile Alternative Education Program Coordinator	100102	538	62,770	74,826	86,881
Juvenile Detention Unit Supervisor	100182	538	62,770	74,826	86,881
Juvenile Probation Unit Supervisor	100184	538	62,770	74,826	86,881
Juvenile Service Compliance	100380	538	62,770	74,826	86,881
Purchasing Analyst	100419	538	62,770	74,826	86,881
Juvenile Court Liaison	100375	537	57,184	68,189	79,195
Juvenile Resource/Special Program	100379	537	57,184	68,189	79,195
Lead Juvenile Probation Officer	100376	537	57,184	68,189	79,195
Lead Juvenile Supervision Officer	100409	537	57,184	68,189	79,195
Senior Buyer	100353	537	57,184	68,189	79,195
Accounting/Audit Specialist	100332	536	52,356	62,419	72,479
Buyer II	100055	536	52,356	62,419	72,479
Buyer I	100054	535	48,049	57,283	66,515
Juvenile Probation Officer	100183	535	48,049	57,283	66,515
Juvenile Supervision Officer	100181	535	48,049	57,283	66,515
Purchasing Administrator	100308	535	48,049	57,283	66,515
Accounts Payable Technician	100335	533	40,832	48,683	56,533
Buyer Assistant	100048	533	40,832	48,683	56,533

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**Director/Assistant Director Positions**

<b><u>Job Title</u></b>	<b><u>Job Code</u></b>	<b><u>Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Midpoint</u></b>	<b><u>Maximum</u></b>
1st Assistant Auditor	100212	732	130,841	153,737	176,632
Assistant Director III	100324	732	130,841	153,737	176,632
Assistant Director Of Human Resources	100208	732	130,841	153,737	176,632
Deputy Chief Information Officer	100209	732	130,841	153,737	176,632
Assistant Director I	100322	730	111,366	130,857	150,344
Chief Information Officer	100008	722	162,268	190,666	219,063
Director Of Engineering	100003	722	162,268	190,666	219,063
Director Of Human Resources	100007	722	162,268	190,666	219,063
Director Of Public Works	100010	721	129,815	152,534	175,250
Health Care Administrative Manager	100223	721	129,815	152,534	175,250
Purchasing Agent	100011	721	129,815	152,534	175,250
Director Of Strategic Initiatives	100397	720	123,325	144,907	166,487
Director Of Facilities	100004	720	123,325	144,907	166,487
Director Of Budget	100005	720	123,325	144,907	166,487
Director Of Building Projects	100215	720	123,325	144,907	166,487