

**Collin County Compensation Proposed Plan
2024**

Exempt Positions

<u>Job Title</u>	<u>Job Code</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Chief Deputy Clerk	100248	518	99,047	128,761	158,475
Court Administrator	100344	518	99,047	128,761	158,475
Emergency Manager / Fire Marshal	100402	518	99,047	128,761	158,475
Engineering Project Manager	100400	518	99,047	128,761	158,475
IT Security Officer	100359	518	99,047	128,761	158,475
IT Senior Manager	100329	518	99,047	128,761	158,475
Master Architect	100330	518	99,047	128,761	158,475
Nurse Practitioner	100262	518	99,047	128,761	158,475
Senior Civil Engineer	100434	518	99,047	128,761	158,475
System Programming Supervisor	100245	518	99,047	128,761	158,475
Application Administrator	100027	517	90,868	118,129	145,389
GIS Supervisor	100371	517	90,868	118,129	145,389
IT Program Manager	100348	517	90,868	118,129	145,389
Infrastructure Supervisor	100231	517	90,868	118,129	145,389
Animal Services Manager	100432	516	83,366	108,375	133,385
Chief Epidemiologist	100410	516	83,366	108,375	133,385
Database Administrator	100358	516	83,366	108,375	133,385
Deputy Elections Administrator	100030	516	83,366	108,375	133,385
Equipment Services Manager	100219	516	83,366	108,375	133,385
HR Manager	100306	516	83,366	108,375	133,385
HRIS/Systems Manager	100224	516	83,366	108,375	133,385
IT Security Administrator	100360	516	83,366	108,375	133,385
Network Engineer	100273	516	83,366	108,375	133,385
Operation Supervisor	100242	516	83,366	108,375	133,385
Project Manager	100221	516	83,366	108,375	133,385
Risk Manager	100230	516	83,366	108,375	133,385
Senior Network Administrator	100269	516	83,366	108,375	133,385
Senior System Analyst/Programmer	100280	516	83,366	108,375	133,385
Superintendent Facilities	100233	516	83,366	108,375	133,385
Superintendent R & B	100234	516	83,366	108,375	133,385
Assistant Emergency Management Coordinator	100305	515	76,482	99,427	122,371
Business Analyst	100271	515	76,482	99,427	122,371
Compliance Analyst	100428	515	76,482	99,427	122,371
Network/Systems Administrator	100267	515	76,482	99,427	122,371
Parks Manager	100227	515	76,482	99,427	122,371
PHEP Coordinator	100088	515	76,482	99,427	122,371
Public Information Officer	100156	515	76,482	99,427	122,371
System Analyst/Programmer	100281	515	76,482	99,427	122,371
Unified Communication Admin	100307	515	76,482	99,427	122,371
Web Development Programmer	100278	515	76,482	99,427	122,371
Building Projects Coordinator	100089	514	70,167	91,217	112,267
Epidemiologist	100256	514	70,167	91,217	112,267
Financial Analyst II	100038	514	70,167	91,217	112,267
GIS Analyst	100040	514	70,167	91,217	112,267
IT Security Analyst	100398	514	70,167	91,217	112,267
Program Administrator	100105	514	70,167	91,217	112,267
Senior Administrator	100035	514	70,167	91,217	112,267

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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>
Audio/Visual Administrator	100354	513	64,373	83,686	102,998
Court Coordinator	100029	513	64,373	83,686	102,998
Law Librarian	100119	513	64,373	83,686	102,998
Records Management Officer	100370	513	64,373	83,686	102,998
WIC Supervisor	100246	513	64,373	83,686	102,998
Administrative Manager (D.A.)	100213	512	59,058	76,776	94,493
Counselor (Substance Abuse)	100110	512	59,058	76,776	94,493

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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	72,532	87,038	101,544
Financial Operations Supervisor	100314	539	72,532	87,038	101,544
Health Care Coordinator	100251	539	72,532	87,038	101,544
Management Trainer	100426	539	72,532	87,038	101,544
Nurse (RN)	100260	539	72,532	87,038	101,544
Program Coordinator	100340	539	72,532	87,038	101,544
Talent Acquisition Coordinator	100421	539	72,532	87,038	101,544
Treasury Administrator	100316	539	72,532	87,038	101,544
Animal Control Supervisor	100293	538	67,004	80,405	93,805
Financial Analyst	100037	538	67,004	80,405	93,805
Functional Analyst	100043	538	67,004	80,405	93,805
Human Resources Generalist	100112	538	67,004	80,405	93,805
PHEP Planner	100141	538	67,004	80,405	93,805
Probate Administrator	100372	538	67,004	80,405	93,805
Veterans Service Officer	100291	538	67,004	80,405	93,805
Assistant WIC Program Supervisor	100211	537	61,897	74,277	86,656
Criminalist	100361	537	61,897	74,277	86,656
Environmental Construction Specialist	100147	537	61,897	74,277	86,656
Facilities Systems Technical Coordinator	100411	537	61,897	74,277	86,656
Facilities Tech Coordinator	100095	537	61,897	74,277	86,656
Field Agent	100254	537	61,897	74,277	86,656
Fleet Analyst	100039	537	61,897	74,277	86,656
Foreman	100250	537	61,897	74,277	86,656
GIS Coordinator	100097	537	61,897	74,277	86,656
Indigent Eligibility Specialist	100152	537	61,897	74,277	86,656
JP Court Administrator	100032	537	61,897	74,277	86,656
Office Coordinator	100103	537	61,897	74,277	86,656
Shop Coordinator	100286	537	61,897	74,277	86,656
Audio/Visual Specialist	100416	536	57,180	68,616	80,052
Budget Technician	100312	536	57,180	68,616	80,052
Election Supply Coordinator	100093	536	57,180	68,616	80,052
Equipment Technician	100201	536	57,180	68,616	80,052
Events Coordinator	100285	536	57,180	68,616	80,052
Farm Museum Coordinator	100341	536	57,180	68,616	80,052
Health Care Analyst	100257	536	57,180	68,616	80,052
Inspector	100113	536	57,180	68,616	80,052
Magistrate Court Administrator	100413	536	57,180	68,616	80,052
Network Support Specialist	100279	536	57,180	68,616	80,052
Parts Warehouse Supervisor	100243	536	57,180	68,616	80,052
Payroll Coordinator	100104	536	57,180	68,616	80,052
Probate Auditor	100053	536	57,180	68,616	80,052
Public Works Representative	100125	536	57,180	68,616	80,052
Records and Audit Coordinator	100427	536	57,180	68,616	80,052
Right Of Way Coordinator	100106	536	57,180	68,616	80,052
Senior Nutritionist	100317	536	57,180	68,616	80,052
Voter Registration Coordinator	100108	536	57,180	68,616	80,052

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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	52,822	63,387	73,951
Auxiliary Court Liaison	100146	535	52,822	63,387	73,951
Benefits Representative	100126	535	52,822	63,387	73,951
Building Maintenance Technician II	100199	535	52,822	63,387	73,951
Deputy Court Administrator	100431	535	52,822	63,387	73,951
Early Voting Coordinator	100092	535	52,822	63,387	73,951
Guardianship Coordinator	100342	535	52,822	63,387	73,951
Help Desk Support Specialist	100138	535	52,822	63,387	73,951
Housekeeping Supervisor	100098	535	52,822	63,387	73,951
Lead Clerk	100070	535	52,822	63,387	73,951
Lead Operator	100252	535	52,822	63,387	73,951
Nutritionist	100264	535	52,822	63,387	73,951
Office Administrator	100033	535	52,822	63,387	73,951
Property Tax Liaison	100076	535	52,822	63,387	73,951
Records Management Coordinator	100429	535	52,822	63,387	73,951
Teen Court Coordinator	100301	535	52,822	63,387	73,951
Victim Assistance Coordinator	100107	535	52,822	63,387	73,951
Administrative Secretary	100127	534	48,796	58,556	68,315
Animal Control Lead	100313	534	48,796	58,556	68,315
Asset Management Technician	100058	534	48,796	58,556	68,315
Case Coordinator	100368	534	48,796	58,556	68,315
Community Health Specialist	100407	534	48,796	58,556	68,315
ERMS Specialist	100377	534	48,796	58,556	68,315
Geocode Tech Coordinator	100096	534	48,796	58,556	68,315
Indigent Care Coordinator	100339	534	48,796	58,556	68,315
Legal Secretary II	100130	534	48,796	58,556	68,315
Mail/Supply Supervisor	100241	534	48,796	58,556	68,315
Nurse (LVN)	100261	534	48,796	58,556	68,315
Parts Specialist	100205	534	48,796	58,556	68,315
TB Outreach	100265	534	48,796	58,556	68,315
Voter Registration Analyst	100042	534	48,796	58,556	68,315
Accounting Tech	100025	533	45,078	54,093	63,109
Assistant Event Coordinator	100356	533	45,078	54,093	63,109
Assistant Veterans Service Officer	100046	533	45,078	54,093	63,109
Autopsy Technician	100366	533	45,078	54,093	63,109
Building Maintenance Technician I	100198	533	45,078	54,093	63,109
Control Room Operator	100144	533	45,078	54,093	63,109
Deputy County Clerk II	100061	533	45,078	54,093	63,109
Deputy District Clerk II	100063	533	45,078	54,093	63,109
Deputy Tax Clerk II	100065	533	45,078	54,093	63,109
Equipment Operator	100289	533	45,078	54,093	63,109
Food Service Tech	100148	533	45,078	54,093	63,109
Foster/Rescue/Adoption Coordinator	100433	533	45,078	54,093	63,109
Human Resources Assistant	100283	533	45,078	54,093	63,109
IT Assistant	100049	533	45,078	54,093	63,109
Inventory Control Clerk	100068	533	45,078	54,093	63,109
Legal Secretary I	100129	533	45,078	54,093	63,109
Payroll Specialist	100134	533	45,078	54,093	63,109
Senior Eligibility Clerk	100079	533	45,078	54,093	63,109
Shop Technician	100202	533	45,078	54,093	63,109
Title Specialist II	100287	533	45,078	54,093	63,109
Traffic Maintenance Tech	100203	533	45,078	54,093	63,109
Volunteer Coordinator	100401	533	45,078	54,093	63,109

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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	41,642	49,971	58,299
Animal Control Officer	100292	532	41,642	49,971	58,299
Collections Clerk	100320	532	41,642	49,971	58,299
Criminal Justice Information Specialist	100145	532	41,642	49,971	58,299
Deputy County Clerk I	100060	532	41,642	49,971	58,299
Deputy District Clerk I	100062	532	41,642	49,971	58,299
Grounds Maintenance Tech	100196	532	41,642	49,971	58,299
Lead Worker	100204	532	41,642	49,971	58,299
Legal Clerk II	100072	532	41,642	49,971	58,299
Medical Assistant	100304	532	41,642	49,971	58,299
Open Records Tech	100424	532	41,642	49,971	58,299
Polling Place Coordinator	100414	532	41,642	49,971	58,299
Public Services Officer	100157	532	41,642	49,971	58,299
Research Specialist	100346	532	41,642	49,971	58,299
Secretary	100131	532	41,642	49,971	58,299
Title Specialist	100136	532	41,642	49,971	58,299
Truck Driver	100194	532	41,642	49,971	58,299
Veterinary Technician	100349	532	41,642	49,971	58,299
Voter Registration Lead Clerk	100418	532	41,642	49,971	58,299
Deputy Tax Clerk I	100064	531	38,468	46,162	53,856
Eligibility Clerk	100067	531	38,468	46,162	53,856
Grounds Keeper	100195	531	38,468	46,162	53,856
Information Clerk/Receptionist	100069	531	38,468	46,162	53,856
Lead Security Guard	100166	531	38,468	46,162	53,856
Legal Clerk I	100071	531	38,468	46,162	53,856
Maintenance Specialist	100197	531	38,468	46,162	53,856
Tech II	100083	531	38,468	46,162	53,856
Vehicle Registration Clerk II	100085	531	38,468	46,162	53,856
Housekeeping Day Porter Supervisor	100420	530	35,537	42,644	49,751
Immunization Service Aid	100151	530	35,537	42,644	49,751
Mail Technician	100074	530	35,537	42,644	49,751
Security Guard	100167	530	35,537	42,644	49,751
Tech I	100082	530	35,537	42,644	49,751
Vehicle Registration Clerk	100084	530	35,537	42,644	49,751
Voter Registration/Elect Clerk	100086	530	35,537	42,644	49,751
Housekeeping Day Porter	100417	528	30,326	36,392	42,457

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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	166,008	203,360	240,712
2nd Assistant District Attorney	100187	589	142,325	174,348	206,372
Chief Appellate Attorney	100188	588	131,783	161,434	191,085
Chief MHMC Attorney	100367	588	131,783	161,434	191,085
Magistrate Judge	100405	588	131,783	161,434	191,085
Trial Bureau Chief	100430	588	131,783	161,434	191,085
Chief Felony Prosecutor	100190	587	122,021	149,476	176,930
Legal Advisor	100378	587	122,021	149,476	176,930
Special Unit Prosecutor	100423	587	122,021	149,476	176,930
Felony Appellate Attorney	100189	585	104,613	128,151	151,689
Felony Prosecutor	100192	585	104,613	128,151	151,689
Chief Misdemeanor Prosecutor	100191	584	96,864	118,659	140,453
Misdemeanor Prosecutor	100193	581	76,894	94,195	111,496

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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	576	134,729	161,675	188,621
Assistant Chief Deputy	100162	574	117,678	141,213	164,749
Chief Criminal Investigator (DA)	100169	573	109,979	131,975	153,971
Commander	100176	573	109,979	131,975	153,971
Captain	100158	572	102,784	123,341	143,898
Deputy Chief Investigator (DA)	100171	572	102,784	123,341	143,898
Lieutenant - Patrol	100175	571	96,060	115,272	134,484
Lieutenant - Jail/Housing		570	89,776	107,731	125,686

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	559	85,501	102,601	119,701
Corporal	100403	558	79,907	95,889	111,870
Felony Investigator	100172	558	79,907	95,889	111,870
Inmate Program Coordinator	100100	558	79,907	95,889	111,870
Pub Safety Communication Manager	100228	558	79,907	95,889	111,870
Deputy Fire Marshal	100168	557	74,680	89,615	104,551
Deputy Sheriff	100165	557	74,680	89,615	104,551
Jail Case Coordinator	100101	557	74,680	89,615	104,551
Research Analyst	100347	557	74,680	89,615	104,551
Deputy Constable II	100161	556	69,794	83,753	97,712
Deputy Sheriff - Recruit	100362	556	69,794	83,753	97,712
Investigator	100173	556	69,794	83,753	97,712
Jail Sergeant	100185	556	69,794	83,753	97,712
Misdemeanor Investigator	100174	556	69,794	83,753	97,712
Assistant Communications Supervisor	100235	555	65,228	78,274	91,319
Court Officer	100177	555	65,228	78,274	91,319
Deputy Constable	100160	555	65,228	78,274	91,319
JJAEP Officer	100164	554	60,961	73,153	85,345
Community Corrections Officer	100120	553	56,973	68,367	79,762
Criminal Justice Information Supervisor	100237	553	56,973	68,367	79,762
Jail Case Officer	100180	553	56,973	68,367	79,762
Detention Officer	100178	552	53,245	63,895	74,544
Dispatcher	100111	551	49,762	59,715	69,667

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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	158,155	185,832	213,509
Director Of Juvenile Services	100009	768	158,155	185,832	213,509
Assistant Director Juvenile	100303	763	106,782	125,469	144,156
Assistant Director CSCD	100207	761	95,353	112,040	128,727
Assistant Purchasing Agent	100355	517	90,868	118,129	145,389
Audit Manager	100336	516	83,366	108,375	133,385
Juvenile Detention Superintendent	100232	516	83,366	108,375	133,385
Assistant Detention Superintendent	100299	515	76,482	99,427	122,371
Clinical Services Coordinator	100374	514	70,167	91,217	112,267
Adolescent Counselor	100109	512	59,058	76,776	94,493

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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	78,516	94,219	109,922
Functional Analyst CSCD	100391	638	67,004	80,405	93,805
Supervisor CSCD	100244	638	67,004	80,405	93,805
Community Supervision Resource Officer	100363	637	61,897	74,277	86,656
Office Coordinator CSCD	100394	637	61,897	74,277	86,656
Lead Clerk CSCD	100393	635	52,822	63,387	73,951
Supervision Officer CSCD	100122	635	52,822	63,387	73,951
Administrative Secretary CSCD	100395	634	48,796	58,556	68,315
Accounting Tech CSCD	100390	633	45,078	54,093	63,109
Caseworker CSCD	100143	633	45,078	54,093	63,109
IT Assistant CSCD	100392	633	45,078	54,093	63,109
Secretary CSCD	100396	632	41,642	49,971	58,299
Clerk CSCD	100059	630	35,537	42,644	49,751
Section Leader/Compliance Auditor	100337	540	78,516	94,219	109,922
Accountant/Auditor	100331	539	72,532	87,038	101,544
Grant Resource Administrator	100149	539	72,532	87,038	101,544
Accounts Payable Supervisor	100334	538	67,004	80,405	93,805
Juvenile Alternative Education Program Coordinator	100102	538	67,004	80,405	93,805
Juvenile Detention Unit Supervisor	100182	538	67,004	80,405	93,805
Juvenile Probation Unit Supervisor	100184	538	67,004	80,405	93,805
Juvenile Service Compliance	100380	538	67,004	80,405	93,805
Purchasing Analyst	100419	538	67,004	80,405	93,805
Juvenile Court Liaison	100375	537	61,897	74,277	86,656
Juvenile Resource/Special Program	100379	537	61,897	74,277	86,656
Lead Juvenile Probation Officer	100376	537	61,897	74,277	86,656
Lead Juvenile Supervision Officer	100409	537	61,897	74,277	86,656
Senior Buyer	100353	537	61,897	74,277	86,656
Accounting/Audit Specialist	100332	536	57,180	68,616	80,052
Buyer II	100055	536	57,180	68,616	80,052
Buyer I	100054	535	52,822	63,387	73,951
Juvenile Probation Officer	100183	535	52,822	63,387	73,951
Juvenile Supervision Officer	100181	535	52,822	63,387	73,951
Purchasing Administrator	100308	535	52,822	63,387	73,951
Accounts Payable Technician	100335	533	45,078	54,093	63,109
Buyer Assistant	100048	533	45,078	54,093	63,109

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Director/Assistant Director Positions

<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	139,999	164,499	188,998
Assistant Director III - Engineering	100324	732	139,999	164,499	188,998
Assistant Director Of Human Resources	100208	732	139,999	164,499	188,998
Deputy Chief Information Officer	100209	732	139,999	164,499	188,998
Assistant Director I - Budget	100322	730	119,163	140,017	160,871
Assistant Director I - Permitting/Animal Services	100322	730	119,163	140,017	160,871
Assistant Director I - Road & Bridge Maint	100322	730	119,163	140,017	160,871
Chief Information Officer	100008	723	173,628	204,013	234,397
Director Of Engineering	100003	723	173,628	204,013	234,397
Director Of Human Resources	100007	723	173,628	204,013	234,397
Director Of Budget	100005	722	148,627	174,636	200,646
Director Of Public Health	100223	721	138,903	163,211	187,519
Director Of Public Works	100010	721	138,903	163,211	187,519
Purchasing Agent	100011	721	138,903	163,211	187,519
Director Of Building Projects	100215	720	131,958	155,050	178,143
Director Of Facilities	100004	720	131,958	155,050	178,143
Director Of Strategic Initiatives	100397	720	131,958	155,050	178,143