

**Collin County Compensation Plan  
2026**

**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	105,069	136,589	168,110
Court Administrator	100344	518	105,069	136,589	168,110
Emergency Manager / Fire Marshal	100402	518	105,069	136,589	168,110
Engineering Project Manager	100400	518	105,069	136,589	168,110
IT Security Officer	100359	518	105,069	136,589	168,110
IT Senior Manager	100329	518	105,069	136,589	168,110
Master Architect	100330	518	105,069	136,589	168,110
Nurse Practitioner	100262	518	105,069	136,589	168,110
Senior Civil Engineer	100434	518	105,069	136,589	168,110
System Programming Supervisor	100245	518	105,069	136,589	168,110
Application Administrator	100027	517	96,393	125,311	154,229
GIS Supervisor	100371	517	96,393	125,311	154,229
IT Program Manager	100348	517	96,393	125,311	154,229
Infrastructure Supervisor	100231	517	96,393	125,311	154,229
Lead Superintendent R&B	100456	517	96,393	125,311	154,229
Animal Services Manager	100432	516	88,435	114,965	141,494
Business Systems Administrator	100440	516	88,435	114,965	141,494
Chief Epidemiologist	100410	516	88,435	114,965	141,494
Database Administrator	100358	516	88,435	114,965	141,494
Deputy Elections Administrator	100030	516	88,435	114,965	141,494
Equipment Services Manager	100219	516	88,435	114,965	141,494
HR Manager	100306	516	88,435	114,965	141,494
HRIS/Systems Manager	100224	516	88,435	114,965	141,494
IT Security Administrator	100360	516	88,435	114,965	141,494
Network Engineer	100273	516	88,435	114,965	141,494
Operation Supervisor	100242	516	88,435	114,965	141,494
Project Manager	100221	516	88,435	114,965	141,494
Risk Manager	100230	516	88,435	114,965	141,494
Senior Network Administrator	100269	516	88,435	114,965	141,494
Senior System Analyst/Programmer	100280	516	88,435	114,965	141,494
Superintendent Facilities	100233	516	88,435	114,965	141,494
Superintendent R&B	100234	516	88,435	114,965	141,494
Assistant Emergency Management Coordinator	100305	515	81,132	105,472	129,811
Business Analyst	100271	515	81,132	105,472	129,811
Compliance Analyst	100428	515	81,132	105,472	129,811
Network/Systems Administrator	100267	515	81,132	105,472	129,811
Parks Manager	100227	515	81,132	105,472	129,811
PHEP Coordinator	100088	515	81,132	105,472	129,811
System Analyst/Programmer	100281	515	81,132	105,472	129,811
Unified Communication Admin	100307	515	81,132	105,472	129,811
Web Development Programmer	100278	515	81,132	105,472	129,811

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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>
Building Projects Coordinator	100089	514	74,433	96,763	119,093
Epidemiologist	100256	514	74,433	96,763	119,093
Financial Analyst II	100038	514	74,433	96,763	119,093
GIS Analyst	100040	514	74,433	96,763	119,093
IT Security Analyst	100398	514	74,433	96,763	119,093
Senior Administrator	100035	514	74,433	96,763	119,093
Audio/Visual Administrator	100354	513	68,287	88,774	109,260
Court Coordinator	100029	513	68,287	88,774	109,260
Law Librarian	100119	513	68,287	88,774	109,260
Records Management Officer	100370	513	68,287	88,774	109,260
WIC Supervisor	100246	513	68,287	88,774	109,260
Administrative Manager (D.A.)	100213	512	62,648	81,444	100,238

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**Non-Exempt Positions**

<u>Job Title</u>	<u>Job Code</u>	<u>Grad</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Nurse Manager	100453	540	84,107	100,928	117,749
Chief Field Agent	100253	539	77,696	93,236	108,774
Financial Operations Supervisor	100314	539	77,696	93,236	108,774
Government Information Coordinator	100156	539	77,696	93,236	108,774
Management Trainer	100426	539	77,696	93,236	108,774
Nurse (RN)	100260	539	77,696	93,236	108,774
Program Coordinator	100340	539	77,696	93,236	108,774
Talent Acquisition Coordinator	100421	539	77,696	93,236	108,774
Treasury Administrator	100316	539	77,696	93,236	108,774
Animal Control Supervisor	100293	538	71,775	86,130	100,484
Financial Analyst	100037	538	71,775	86,130	100,484
Functional Analyst	100043	538	71,775	86,130	100,484
Human Resources Generalist	100112	538	71,775	86,130	100,484
PHEP Planner	100141	538	71,775	86,130	100,484
Probate Administrator	100372	538	71,775	86,130	100,484
Veterans Service Officer	100291	538	71,775	86,130	100,484
Assistant WIC Program Supervisor	100211	537	66,304	79,565	92,826
Autopsy Room Supervisor	100450	537	66,304	79,565	92,826
Criminalist	100361	537	66,304	79,565	92,826
Elections Technology Resources Coordinator	100454	537	66,304	79,565	92,826
Environmental Construction Specialist	100147	537	66,304	79,565	92,826
Facilities Systems Technical Coordinator	100411	537	66,304	79,565	92,826
Facilities Tech Coordinator	100095	537	66,304	79,565	92,826
Field Agent	100254	537	66,304	79,565	92,826
Fleet Analyst	100039	537	66,304	79,565	92,826
Foreman	100250	537	66,304	79,565	92,826
GIS Coordinator	100097	537	66,304	79,565	92,826
Indigent Eligibility Specialist	100152	537	66,304	79,565	92,826
JP Court Administrator	100032	537	66,304	79,565	92,826
Office Coordinator	100103	537	66,304	79,565	92,826
Shop Coordinator	100286	537	66,304	79,565	92,826
Training and QA Coordinator	100441	537	66,304	79,565	92,826
Audio/Visual Specialist	100416	536	61,251	73,502	85,752
Budget Technician	100312	536	61,251	73,502	85,752
Election Supply Coordinator	100093	536	61,251	73,502	85,752
Equipment Technician	100201	536	61,251	73,502	85,752
Events Coordinator	100285	536	61,251	73,502	85,752
Farm Museum Coordinator	100341	536	61,251	73,502	85,752
Health Care Analyst	100257	536	61,251	73,502	85,752
Inspector	100113	536	61,251	73,502	85,752
Lead Building Maintenance Tech	100442	536	61,251	73,502	85,752
Magistrate Court Administrator	100413	536	61,251	73,502	85,752
Network Support Specialist	100279	536	61,251	73,502	85,752
Parts Warehouse Supervisor	100243	536	61,251	73,502	85,752
Payroll Coordinator	100104	536	61,251	73,502	85,752
Probate Auditor	100053	536	61,251	73,502	85,752
Public Works Representative	100125	536	61,251	73,502	85,752
Records and Audit Coordinator	100427	536	61,251	73,502	85,752
Right of Way Coordinator	100106	536	61,251	73,502	85,752
Senior Nutritionist	100317	536	61,251	73,502	85,752
Voter Registration Coordinator	100108	536	61,251	73,502	85,752

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**Non-Exempt Positions**

<u>Job Title</u>	<u>Job Code</u>	<u>Grad</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Assistant Law Librarian	100045	535	56,583	67,900	79,216
Benefits Representative	100126	535	56,583	67,900	79,216
Building Maintenance Technician II	100199	535	56,583	67,900	79,216
Compliance/QC/Audit Lead	100452	535	56,583	67,900	79,216
Deputy Court Administrator	100431	535	56,583	67,900	79,216
Early Voting Coordinator	100092	535	56,583	67,900	79,216
Help Desk Support Specialist	100138	535	56,583	67,900	79,216
Housekeeping Supervisor	100098	535	56,583	67,900	79,216
Lead Clerk	100070	535	56,583	67,900	79,216
Lead Magistrate Clerk	100458	535	56,583	67,900	79,216
Lead Operator	100252	535	56,583	67,900	79,216
Nutritionist	100264	535	56,583	67,900	79,216
Office Administrator	100033	535	56,583	67,900	79,216
Records Management Coordinator	100429	535	56,583	67,900	79,216
Teen Court Coordinator	100301	535	56,583	67,900	79,216
Victim Assistance Coordinator	100107	535	56,583	67,900	79,216
Administrative Secretary	100127	534	52,270	62,725	73,179
Animal Control Lead	100313	534	52,270	62,725	73,179
Asset Management Technician	100058	534	52,270	62,725	73,179
Case Coordinator	100368	534	52,270	62,725	73,179
Community Health Specialist	100407	534	52,270	62,725	73,179
ERMS Specialist	100377	534	52,270	62,725	73,179
Geocode Tech Coordinator	100096	534	52,270	62,725	73,179
Indigent Care Coordinator	100339	534	52,270	62,725	73,179
Legal Secretary II	100130	534	52,270	62,725	73,179
Mail/Supply Supervisor	100241	534	52,270	62,725	73,179
Parts Specialist	100205	534	52,270	62,725	73,179
TB Outreach	100265	534	52,270	62,725	73,179
Training Program Administrator	100443	534	52,270	62,725	73,179
Voter Registration Analyst	100042	534	52,270	62,725	73,179
Accounting Tech	100025	533	48,287	57,945	67,602
Assistant Event Coordinator	100389	533	48,287	57,945	67,602
Assistant Veterans Service Officer	100046	533	48,287	57,945	67,602
Autopsy Technician	100366	533	48,287	57,945	67,602
Building Maintenance Technician I	100198	533	48,287	57,945	67,602
Control Room Operator	100144	533	48,287	57,945	67,602
Deputy County Clerk II	100061	533	48,287	57,945	67,602
Deputy District Clerk II	100063	533	48,287	57,945	67,602
Deputy Tax Clerk II	100065	533	48,287	57,945	67,602
Equipment Operator	100289	533	48,287	57,945	67,602
Food Service Tech	100148	533	48,287	57,945	67,602
Adoption/Rescue/Foster Coordinator	100433	533	48,287	57,945	67,602
Human Resources Assistant	100283	533	48,287	57,945	67,602
IT Assistant	100049	533	48,287	57,945	67,602
Inventory Control Clerk	100068	533	48,287	57,945	67,602
Legal Secretary I	100129	533	48,287	57,945	67,602
Payroll Specialist	100134	533	48,287	57,945	67,602
Senior Eligibility Clerk	100079	533	48,287	57,945	67,602
Shop Technician	100202	533	48,287	57,945	67,602
Title Specialist II	100287	533	48,287	57,945	67,602
Traffic Maintenance Tech Volunteer Coordinator	100203 100401	533 533	48,287 48,287	57,945 57,945	67,602 67,602

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**Non-Exempt Positions**

<u>Job Title</u>	<u>Job Code</u>	<u>Grad</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Account/Office Clerk	100057	532	44,607	53,528	62,450
Animal Control Officer	100292	532	44,607	53,528	62,450
Collections Clerk	100320	532	44,607	53,528	62,450
Criminal Justice Information Specialist	100145	532	44,607	53,528	62,450
Deputy County Clerk I	100060	532	44,607	53,528	62,450
Deputy District Clerk I	100062	532	44,607	53,528	62,450
Forensic Administrative Specialist	100451	532	44,607	53,528	62,450
Grounds Maintenance Tech	100196	532	44,607	53,528	62,450
Lead Worker	100204	532	44,607	53,528	62,450
Legal Clerk II	100072	532	44,607	53,528	62,450
Medical Assistant	100304	532	44,607	53,528	62,450
Open Records Tech	100424	532	44,607	53,528	62,450
Polling Place Coordinator	100414	532	44,607	53,528	62,450
Public Services Officer	100157	532	44,607	53,528	62,450
Secretary	100131	532	44,607	53,528	62,450
Title Specialist	100136	532	44,607	53,528	62,450
Truck Driver	100194	532	44,607	53,528	62,450
Veterinary Technician	100349	532	44,607	53,528	62,450
Voter Registration Lead Clerk	100418	532	44,607	53,528	62,450
Deputy Magistrate Clerk	100455	531	41,207	49,448	57,690
Deputy Tax Clerk I	100064	531	41,207	49,448	57,690
Eligibility Clerk	100067	531	41,207	49,448	57,690
Grounds Keeper	100195	531	41,207	49,448	57,690
Information Clerk/Receptionist	100069	531	41,207	49,448	57,690
Lead Security Guard	100166	531	41,207	49,448	57,690
Legal Clerk I	100071	531	41,207	49,448	57,690
Maintenance Specialist	100197	531	41,207	49,448	57,690
Passport Clerk	100075	531	41,207	49,448	57,690
Tech II	100083	531	41,207	49,448	57,690
Vehicle Registration Clerk II	100085	531	41,207	49,448	57,690
Housekeeping Day Porter Supervisor	100420	530	38,067	45,681	53,293
Immunization Service Aid	100151	530	38,067	45,681	53,293
Mail Technician	100074	530	38,067	45,681	53,293
Security Guard	100167	530	38,067	45,681	53,293
Tech I	100082	530	38,067	45,681	53,293
Vehicle Registration Clerk	100084	530	38,067	45,681	53,293
Voter Registration/Elect Clerk	100086	530	38,067	45,681	53,293
Housekeeping Day Porter	100417	528	32,485	38,982	45,480

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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	176,101	215,724	255,347
2nd Assistant District Attorney	100187	589	150,978	184,948	218,920
Chief Appellate Attorney	100188	588	139,795	171,249	202,703
Chief MHMC Attorney	100367	588	139,795	171,249	202,703
Magistrate Judge	100405	588	139,795	171,249	202,703
Trial Bureau Chief	100430	588	139,795	171,249	202,703
Chief Felony Prosecutor	100190	587	129,440	158,564	187,687
Legal Advisor	100378	587	129,440	158,564	187,687
Special Unit Prosecutor	100423	587	129,440	158,564	187,687
Felony Appellate Attorney	100189	585	110,974	135,943	160,912
Felony Prosecutor	100192	585	110,974	135,943	160,912
Chief Misdemeanor Prosecutor	100191	584	102,754	125,873	148,992
Probate Guardianship Attorney	100438	584	102,754	125,873	148,992
Misdemeanor Prosecutor	100193	581	81,569	99,922	118,275

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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	145,002	174,003	203,003
Assistant Chief Deputy	100162	574	126,651	151,981	177,311
Chief Criminal Investigator (DA)	100169	573	118,365	142,038	165,712
Commander	100176	573	118,365	142,038	165,712
Captain	100158	572	110,621	132,746	154,870
Deputy Chief Investigator (DA)	100171	572	110,621	132,746	154,870
Lieutenant - Patrol	100175	571	103,385	124,062	144,738
Lieutenant - Jail/Housing	100436	570	96,622	115,946	135,269

**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	92,020	110,424	128,828
Felony Investigator	100172	558	86,000	103,200	120,401
Pub Safety Communication Manager	100228	558	86,000	103,200	120,401
Chief Deputy Constable	100159	557	80,374	96,448	112,523
Deputy Fire Marshal	100168	557	80,374	96,448	112,523
Deputy Sheriff	100165	557	80,374	96,448	112,523
Inmate Program Coordinator	100100	557	80,374	96,448	112,523
Jail Case Coordinator	100101	557	80,374	96,448	112,523
Research Analyst	100347	557	80,374	96,448	112,523
Deputy Fire Marshal - Recruit	100446	556	75,116	90,140	105,163
Deputy Sheriff - Recruit	100362	556	75,116	90,140	105,163
Investigator	100173	556	75,116	90,140	105,163
Jail Sergeant	100185	556	75,116	90,140	105,163
Misdemeanor Investigator	100174	556	75,116	90,140	105,163
Assistant Communications Supervisor	100235	555	70,201	84,242	98,282
Court Officer	100177	555	70,201	84,242	98,282
Deputy Constable	100160	555	70,201	84,242	98,282
JJAEP Officer	100435	554	65,609	78,731	91,852
Criminal Justice Information Supervisor	100237	553	61,318	73,581	85,844
Jail Case Officer	100180	553	61,318	73,581	85,844
Detention Officer	100178	552	57,305	68,766	80,228
Dispatcher	100111	551	53,556	64,268	74,979

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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	167,771	197,130	226,490
Director of Juvenile Services	100009	768	167,771	197,130	226,490
Assistant Director Juvenile	100303	763	113,274	133,098	152,920
Assistant Director of Building Projects	100449	763	113,274	133,098	152,920
Assistant Director CSCD	100207	761	101,150	118,852	136,554
Assistant Purchasing Agent	100355	517	96,393	125,311	154,229
Audit Manager	100336	516	88,435	114,965	141,494
Juvenile Detention Superintendent	100232	516	88,435	114,965	141,494
Assistant Detention Superintendent	100299	515	81,132	105,472	129,811
Clinical Services Coordinator	100374	514	74,433	96,763	119,093
Adolescent Counselor	100109	512	62,648	81,444	100,238

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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	84,107	100,928	117,749
Functional Analyst CSCD	100391	638	71,775	86,130	100,484
Supervisor CSCD	100244	638	71,775	86,130	100,484
Community Supervision Resource Officer	100363	637	66,304	79,565	92,826
Office Coordinator CSCD	100394	637	66,304	79,565	92,826
Assessment Coordinator	100457	636	61,251	73,502	85,752
Lead Clerk CSCD	100393	635	56,583	67,900	79,216
Supervision Officer CSCD	100122	635	56,583	67,900	79,216
Administrative Secretary CSCD	100395	634	52,270	62,725	73,179
Accounting Tech CSCD	100390	633	48,287	57,945	67,602
Caseworker CSCD	100143	633	48,287	57,945	67,602
Community Supervision Resource Specialist	100448	633	48,287	57,945	67,602
IT Assistant CSCD	100392	633	48,287	57,945	67,602
Secretary CSCD	100396	632	44,607	53,528	62,450
Clerk CSCD	100059	630	38,067	45,681	53,293
Section Leader/Compliance Auditor	100337	540	84,107	100,928	117,749
Accountant/Auditor	100331	539	77,696	93,236	108,774
Grant Resource Administrator	100149	539	77,696	93,236	108,774
Accounts Payable Supervisor	100334	538	71,775	86,130	100,484
Juvenile Alternative Education Program Coordinator	100102	538	71,775	86,130	100,484
Juvenile Detention Unit Supervisor	100182	538	71,775	86,130	100,484
Juvenile Probation Unit Supervisor	100184	538	71,775	86,130	100,484
Juvenile Service Compliance	100380	538	71,775	86,130	100,484
Purchasing Analyst	100419	538	71,775	86,130	100,484
Juvenile Court Liaison	100375	537	66,304	79,565	92,826
Juvenile Resource/Special Program	100379	537	66,304	79,565	92,826
Lead Juvenile Probation Officer	100376	537	66,304	79,565	92,826
Lead Juvenile Supervision Officer	100409	537	66,304	79,565	92,826
Senior Buyer	100353	537	66,304	79,565	92,826
Accounting/Audit Specialist	100332	536	61,251	73,502	85,752
Buyer II	100055	536	61,251	73,502	85,752
Buyer I	100054	535	56,583	67,900	79,216
Juvenile Probation Officer	100183	535	56,583	67,900	79,216
Juvenile Supervision Officer	100181	535	56,583	67,900	79,216
Purchasing Administrator	100308	535	56,583	67,900	79,216
Accounts Payable Technician	100335	533	48,287	57,945	67,602
Buyer Assistant	100048	533	48,287	57,945	67,602

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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	148,511	174,500	200,489
Assistant Director III - Engineering	100324	732	148,511	174,500	200,489
Assistant Director of Human Resources	100208	732	148,511	174,500	200,489
Deputy Chief Information Officer	100209	732	148,511	174,500	200,489
Assistant Director I - Budget	100322	730	126,409	148,530	170,652
Assistant Director I - Permitting/Animal Services	100322	730	126,409	148,530	170,652
Assistant Director I - Road & Bridge Maintenance	100322	730	126,409	148,530	170,652
Chief Information Officer	100008	723	184,184	216,416	248,648
Director of Engineering	100003	723	184,184	216,416	248,648
Director of Human Resources	100007	723	184,184	216,416	248,648
Director of Budget	100005	722	157,663	185,254	212,845
Director of Public Health	100223	721	147,348	173,134	198,920
Director of Public Works	100010	721	147,348	173,134	198,920
Purchasing Agent	100011	721	147,348	173,134	198,920
Director of Building Projects	100215	720	139,981	164,478	188,974
Director of Facilities	100004	720	139,981	164,478	188,974
Director of Strategic Initiatives	100397	720	139,981	164,478	188,974