

# **Alamo Area Council of Governments**

## **FY 2019-2020 Salary Comparison Report**



**November 06, 2019**

## 2020 Alamo Area Council of Governments - Salary Comparison Report

AACOG Job Title		AACOG Pay Range	AACOG Actual Salary Averages	AACOG Entry Level Salary	AACOG Maximum Level	State Job Title	State Salary Group	State Salary Range Minimum	State Salary Range Maximum
Executive Director - Exempt - \$158,982 - \$230,525									
9-1-1 GIS Specialist		10	\$48,757	\$36,785	\$53,338	Program Specialist I	B17	\$36,976	\$58,399
Accountant		15	\$64,155	\$46,948	\$68,075	Accountant V	B21	\$48,278	\$78,953
Accounting Analyst		11	\$52,397	\$38,624	\$56,005	Accounts Examiner IV	B19	\$42,244	\$68,960
Accounting Technician		6	\$40,243	\$30,263	\$43,882	Accounts Examiner II	B15	\$32,976	\$52,045
Alamo Regional Transit Accounts Payable Technician		6	\$70,198	\$30,263	\$43,882	Accounts Examiner II	B15	\$32,976	\$52,045
Alamo Regional Transit Administrative Coordinator		15	\$88,473	\$46,948	\$68,075	Program Supervisor V	B21	\$48,278	\$78,953
Alamo Regional Transit Assistant Director		24	\$52,022	\$72,832	\$105,606	Director II	B27	\$76,356	\$129,137
Alamo Regional Transit Billing Technician		6	\$33,781	\$30,263	\$43,882	Accounts Examiner II	B15	\$32,976	\$52,045
Alamo Regional Transit Control Center Lead		9	\$52,267	\$35,033	\$50,798	Program Specialist I	B17	\$36,976	\$58,399
Alamo Regional Transit Director		27	\$37,452	\$84,312	\$122,252	Director IV	B29	\$92,390	\$156,256
Alamo Regional Transit Driver - CDL with Air Brakes		5	\$62,775	\$28,822	\$41,792	Motor Vehicle Technician III	A14	\$31,144	\$49,134
Alamo Regional Transit Driver - CDL without Air Brakes		3	\$45,053	\$26,142	\$37,907	Motor Vehicle Technician II	A12	\$27,840	\$43,798
Alamo Regional Transit Field Coordinator		15	\$44,598	\$46,948	\$68,075	Program Supervisor V	B21	\$48,278	\$78,953
Alamo Regional Transit Operations Manager		20	\$78,995	\$59,919	\$86,883	Manager IV	B25	\$63,104	\$103,491
Alamo Regional Transit Reservation Agent		5	\$29,468	\$28,822	\$41,792	Customer Service Representative III	A13	\$29,439	\$46,388
Alamo Regional Transit Safety and Training Specialist		13	\$57,702	\$42,583	\$61,746	Safety Officer III	B20	\$45,158	\$73,788
Alamo Regional Transit Scheduler		7	\$28,830	\$31,776	\$46,076	Police Communications Operator III	A15	\$32,976	\$52,045
Alamo Regional Transit Ticketing and Dispatch Specialist		4	\$47,592	\$27,450	\$39,802	Administrative Assistant III	A13	\$29,439	\$46,388
Alamo Regional Transit Transport on Technician		5	\$38,627	\$28,822	\$41,792	Motor Vehicle Technician III	A14	\$31,144	\$49,134
Area Agency on Aging ADCRC Coordinator		13	\$132,252	\$42,583	\$61,746	Program Supervisor IV	B20	\$45,158	\$73,788
Area Agency on Aging ADCRC Lead Program Specialist		10	\$41,375	\$36,785	\$53,338	Program Specialist I	B17	\$36,976	\$58,399
Area Agency on Aging ADCRC Specialist		6	\$81,702	\$30,263	\$43,882	Administrative Assistant IV	A15	\$32,976	\$52,045
Area Agency on Aging ADCRC Specialist - Housing Navigator		7	\$40,416	\$31,776	\$46,076	Case Manager III	B15	\$32,976	\$52,045
Area Agency on Aging ADCRC Local Contact Agent		6	\$40,957	\$30,263	\$43,882	Administrative Assistant IV	A15	\$32,976	\$52,045
Area Agency on Aging Alamo Managing Local Ombudsman		13	\$39,676	\$42,583	\$61,746	Ombudsman III	B21	\$48,278	\$78,953
Area Agency on Aging Benefits Counseling Coordinator		13	\$42,583	\$42,583	\$61,746	Program Supervisor IV	B20	\$45,158	\$73,788
Area Agency on Aging Benefits Counseling Specialist		7	\$31,763	\$31,776	\$46,076	Case Manager III	B15	\$32,976	\$52,045
Area Agency on Aging Bexar Managing Local Ombudsman		13	\$50,000	\$42,583	\$61,746	Ombudsman III	B21	\$48,278	\$78,953
Area Agency on Aging Billing Technician		6	\$48,383	\$30,263	\$43,882	Accounts Examiner II	B15	\$32,976	\$52,045
Area Agency on Aging Care Services Coordinator		13	\$85,440	\$42,583	\$61,746	Program Supervisor IV	B20	\$45,158	\$73,788
Area Agency on Aging Care Services Specialist I		8	\$36,381	\$33,365	\$48,379	Human Services Specialist VI	B16	\$34,918	\$55,130
Area Agency on Aging Care Specialist I Caregiver Support		8	\$48,039	\$33,365	\$48,379	Program Specialist IV	B20	\$45,158	\$73,788
Area Agency on Aging Care Specialist II		9	\$116,574	\$35,033	\$50,798	Program Specialist I	B17	\$36,976	\$58,399
Area Agency on Aging Caregiver Services Coordinator		13	\$41,602	\$42,583	\$61,746	Program Supervisor IV	B20	\$45,158	\$73,788
Area Agency on Aging Contracts and Nutrition Coordinator		13	\$54,252	\$42,583	\$61,746	Program Specialist IV	B20	\$45,158	\$73,788
Area Agency on Aging Director		27	\$48,362	\$84,312	\$122,252	Director IV	B29	\$92,390	\$156,256
Area Agency on Aging Health and Wellness Specialist		9	\$39,168	\$35,033	\$50,798	Program Specialist I	B17	\$36,976	\$58,399
Area Agency on Aging Manager		19	\$82,000	\$57,066	\$82,745	Manager III	B24	\$59,004	\$96,720
Area Agency on Aging Ombudsman		10	\$53,191	\$36,785	\$53,338	Ombudsman I	B17	\$36,976	\$58,399
Area Agency on Aging Outreach Specialist/AAA Region		10	\$51,656	\$36,785	\$53,338	Ombudsman I	B17	\$36,976	\$58,399
Area Agency on Aging Outreach Specialist/AA Region		10	\$41,511	\$36,785	\$53,338	Program Specialist I	B17	\$36,976	\$58,399
Area Agency on Aging Outreach Specialist/CNCS Senior Demonstrator		10	\$54,140	\$36,785	\$53,338	Program Supervisor I	B17	\$36,976	\$58,399
Area Agency on Aging Outreach Specialist/Senior Medicaid Patrol		7	\$94,864	\$31,776	\$46,076	Human Services Specialist V	B15	\$32,976	\$52,045
Area Agency on Aging Support Services Coordinator		13	\$44,888	\$42,583	\$61,746	Program Supervisor IV	B20	\$45,158	\$73,788
Area Agency on Aging TXServes Intake Specialist		6	\$46,948	\$30,263	\$43,882	Administrative Assistant IV	A15	\$32,976	\$52,045

Area Agency on Aging Veteran Care Specialist	6	\$41,061	\$30,263	\$43,882	Administrative Assistant IV	A15	\$32,976	\$52,045
Area Agency on Aging Veteran Care Specialist II	9	\$99,983	\$35,033	\$50,798	Program Specialist I	B17	\$36,976	\$58,399
Area Agency on Aging Veteran Programs Coordinator	13	\$43,307	\$42,583	\$61,746	Program Specialist IV	B20	\$45,158	\$73,788
Assistant Director of IDD Services	24	\$34,744	\$72,832	\$105,606	Director II	B27	\$76,356	\$129,137
Budget Officer	24	\$42,583	\$72,832	\$105,606	Financial Examiner VI	B27	\$76,356	\$129,137
Chief Financial Officer	33	\$57,552	\$112,986	\$163,830	Director VII	B32	\$122,972	\$207,977
Communications Specialist	11	\$29,641	\$38,624	\$56,005	Program Specialist II	B18	\$39,521	\$64,449
Compatible Use Project Coordinator	15	\$63,530	\$46,948	\$68,075	Program Supervisor V	B21	\$48,278	\$78,953
Compatible Use Project Manager	20	\$38,910	\$59,919	\$86,883	Manager IV	B25	\$63,104	\$64,449
Contracts and Procurement Manager	20	\$45,242	\$59,919	\$86,883	Manager IV	B25	\$63,104	\$103,491
Controller	24	\$67,404	\$72,832	\$105,606	Director II	B27	\$76,356	\$129,137
Director of Human Resources and Infrastructure Services	25	\$62,000	\$76,474	\$110,887	Director III	B28	\$83,991	\$142,052
Executive Assistant/Special Event Specialist	13	\$38,377	\$42,583	\$61,746	Executive Assistant III	B21	\$48,278	\$78,953
External Affairs Coordinator	18	\$109,650	\$54,348	\$78,805	Information Specialist V	B23	\$55,184	\$90,393
General Counsel and Senior Director	33	\$106,198	\$112,986	\$163,830	General Counsel VI	B32	\$122,972	\$207,977
Homeland Security Planner	13	\$30,594	\$42,583	\$61,746	Planner III	B21	\$48,278	\$78,953
Homeland Security/Criminal Justice Coordinator	15	\$40,012	\$46,948	\$68,075	Program Supervisor V	B21	\$48,278	\$78,953
Housing and Construction Technician	10	\$51,760	\$36,785	\$53,338	Program Specialist I	B17	\$36,976	\$58,399
Human Resources Coordinator	17	\$63,156	\$51,760	\$75,052	Human Resources Specialist VI	B24	\$59,004	\$96,720
Human Resources Generalist	15	\$40,009	\$46,948	\$68,075	Human Resources Specialist V	B22	\$51,614	\$84,479
IDD Community Engagement Manager	19	\$36,048	\$57,066	\$82,745	Manager III	B24	\$59,004	\$96,720
IDD Community Services Manager	19	\$48,310	\$57,066	\$82,745	Manager III	B24	\$59,004	\$96,720
IDD Customer Service Representative	5	\$48,510	\$28,822	\$41,792	Customer Service Representative III	A13	\$29,439	\$46,388
IDD Diversion & Enhanced Community Coordination Analyst	16	\$45,254	\$49,296	\$71,479	Program Specialist VI	B23	\$55,184	\$90,393
IDD Employment and Education Analyst	16	\$48,590	\$49,296	\$71,479	Quality Assurance Specialist IV	B22	\$51,614	\$84,479
IDD Financial Eligibility Specialist	10	\$78,128	\$36,785	\$53,338	Program Specialist I	B17	\$36,976	\$58,399
IDD Habilitation Coordinator I	10	\$60,376	\$36,785	\$53,338	Program Specialist I	B17	\$36,976	\$58,399
IDD Habilitation Coordinator III	12	\$65,480	\$40,556	\$58,806	Program Supervisor III	B19	\$42,244	\$68,960
IDD Health Information & Records Clerk	3	\$32,709	\$26,142	\$37,907	Clerk IV	A11	\$26,332	\$41,355
IDD Psychological Examiner II	19	\$51,471	\$57,066	\$82,745	Psychologist II	B24	\$59,004	\$96,720
IDD Quality Assurance Specialist I	11	\$54,779	\$38,624	\$56,005	Program Specialist II	B18	\$39,521	\$64,449
IDD Quality Assurance Specialist II	12	\$47,384	\$40,556	\$58,806	Quality Assurance Specialist II	B18	\$39,521	\$64,449
IDD Records Specialist	8	\$36,776	\$33,365	\$48,379	Information Specialist II	B17	\$36,976	\$58,399
IDD Services Administrative Assistant	6	\$53,958	\$30,263	\$43,882	Administrative Assistant IV	A15	\$32,976	\$52,045
IDD Services Coordinator I	10	\$40,857	\$36,785	\$53,338	Program Specialist I	B17	\$36,976	\$58,399
IDD Services Coordinator II	11	\$32,132	\$38,624	\$56,005	Program Specialist I	B18	\$39,521	\$64,449
IDD Services Coordinator III	12	\$43,688	\$40,556	\$58,806	Program Supervisor III	B19	\$42,244	\$68,960
IDD Services Health and Wellness Coordinator	15	\$35,278	\$46,948	\$68,075	Program Supervisor V	B21	\$48,278	\$78,953
IDD Services Health and Wellness Navigator	11	\$41,976	\$38,624	\$56,005	Program Specialist II	B18	\$39,521	\$64,449
IDD Services Lead Crisis Intervention Assessor	18	\$43,776	\$54,348	\$78,805	Program Specialist VI	B23	\$55,184	\$90,393
IDD Services Psychological Examiner I	17	\$36,797	\$51,760	\$75,052	Psychologist II	B24	\$59,004	\$96,720
IDD Services Training Specialist	13	\$72,000	\$42,583	\$61,746	Safety Officer III	B20	\$45,158	\$73,788
IDD Waiver Services Manager	19	\$56,072	\$57,066	\$82,745	Manager III	B24	\$59,004	\$96,720
IDD Waiver Services Manager	16	\$60,486	\$49,296	\$71,479	Program Specialist VI	B23	\$55,184	\$90,393
IDD Waiver Services Manager	11	\$65,974	\$38,624	\$56,005	Quality Assurance Specialist II	B18	\$39,521	\$64,449
Internal Auditor	18	\$51,973	\$54,348	\$78,805	Auditor V	B23	\$55,184	\$90,393
ILUS Specialist	11	\$39,667	\$38,624	\$56,005	Program Specialist II	B18	\$39,521	\$64,449
Law Enforcement Academy Instructor	13	\$54,442	\$42,583	\$61,746	Information Specialist IV	B21	\$48,278	\$78,953
Law Enforcement Academy Manager	20	\$33,833	\$59,919	\$86,883	Manager IV	B25	\$63,104	\$103,491
Law Enforcement Academy Training Coordinator	15	\$83,879	\$46,948	\$68,075	Program Supervisor V	B21	\$48,278	\$78,953
MAC Coordinator	15	\$36,048	\$46,948	\$68,075	Program Supervisor V	B21	\$48,278	\$78,953
Medicaid Billing Specialist	8	\$43,307	\$33,365	\$48,379	Accounts Examiner III	B17	\$36,976	\$58,399
Natural Resources Environmental Project Manager	20	\$66,654	\$59,919	\$86,883	Manager IV	B25	\$63,104	\$103,491

Natural Resources Project Coordinator	15	\$43,286	\$46,948	\$68,075	Natural Resources Specialist IV	B21	\$48,278	\$78,953
Procurement Technician	8	\$47,217	\$33,365	\$48,379	Purchaser III	B16	\$34,918	\$55,130
Public Safety Administrative Assistant	6	\$37,837	\$30,263	\$43,882	Administrative Assistant IV	A15	\$32,976	\$52,045
Public Safety Clerk	3	\$59,594	\$26,142	\$37,907	Clerk IV	A11	\$26,332	\$41,355
Public Safety Manager and Financial Analyst	20	\$138,232	\$59,919	\$86,883	Manager IV	B25	\$63,104	\$103,491
Public Safety Specialist	10	\$39,646	\$36,785	\$53,338	Public Health and Prevention Specialist I	B18	\$39,571	\$64,449
Quality Compliance Supervisor	10	\$89,037	\$36,785	\$53,338	Program Supervisor I	B17	\$36,976	\$58,399
Quality Control Inspector Specialist	10	\$40,295	\$36,785	\$53,338	Quality Assurance Specialist I	B17	\$36,976	\$58,399
Regional Services Director	25	\$39,480	\$76,474	\$110,887	Director III	B28	\$83,991	\$142,052
Resources Recovery Administrative Assistant	6	\$57,568	\$30,263	\$43,882	Administrative Assistant IV	A15	\$32,976	\$52,045
Senior Contracts and Procurement Technician	10	\$71,139	\$36,785	\$53,338	Purchaser IV	B18	\$39,571	\$64,449
Senior Director of IDDS & Agency Coordination	30	\$33,364	\$97,602	\$141,523	Director V	B30	\$101,630	\$171,881
Senior Director of Operations	30	\$59,919	\$97,602	\$141,523	Director V	B30	\$101,630	\$171,881
Weatherization Assistance Coordinator	17	\$37,317	\$51,760	\$75,052	Program Specialist VI	B23	\$55,184	\$90,393
Weatherization Assistance Program Admin Asst	6	\$67,264	\$30,263	\$43,882	Administrative Assistant IV	A15	\$32,976	\$52,045
Weatherization Assistance Program Manager	20	\$41,277	\$59,919	\$86,883	Manager IV	B25	\$63,104	\$103,491
Weatherization Intake & Billing Specialist	8	\$47,382	\$33,365	\$48,379	Information Specialist II	B17	\$36,976	\$58,399