

2023 Alamo Area Council of Governments - Salary Comparison Report

AACOG Job Title	AACOG Pay Range	AACOG Average Salary	AACOG Entry Level Salary	AACOG Maximum Level	State Job Title	State Salary Group	State Salary Range Minimum	State Salary Range Maximum
Executive Director - Exempt - \$193,170 - \$280,072								
Accountant	19	\$61,754	\$57,054	\$82,722	Accountant VII	B25	\$63,104	\$103,491
Accounting Analyst	12	\$47,093	\$41,772	\$60,570	Accounts Examiner IV	B19	\$42,244	\$68,960
Accounting Technician	10	\$42,350	\$37,889	\$54,939	Accounts Examiner IV	B19	\$42,244	\$68,960
Area Agency on Aging Billing Technician	9	\$38,117	\$36,084	\$52,322	Accounts Examiner IV	B19	\$42,244	\$68,960
Lead Veteran Program Coordinator	19	\$63,025	\$57,054	\$82,722	Program Specialist VII	B25	\$63,104	\$103,491
Area Agency on Aging ADRC Administrative Program Specialist	12	\$53,519	\$41,772	\$60,570	Program Specialist III	B19	\$42,244	\$68,960
Area Agency on Aging Benefits Counseling Specialist	7	\$41,328	\$31,782	\$46,072	Case Manager III	B15	\$32,976	\$52,045
Area Agency on Aging Care Specialist II	11	\$51,420	\$39,783	\$57,685	Program Specialist III	B19	\$42,244	\$68,960
Area Agency on Aging Care Specialist I	10	\$38,599	\$37,889	\$54,939	Human Services Specialist VI	B19	\$42,244	\$68,960
Area Agency on Aging Alamo Managing Local Ombudsman	15	\$61,746	\$46,946	\$68,078	Ombudsman IV	B23	\$55,184	\$90,393
IDD Administrative Assistant	9	\$40,995	\$36,084	\$52,322	Administrative Assistant V	A17	\$36,976	\$58,399
IDD Crisis Intervention Assessor & Hospital Liaison	17	\$53,371	\$51,750	\$75,046	Program Specialist VI	B23	\$55,184	\$90,393
IDD Health Information & Records Clerk	6	\$32,312	\$30,264	\$43,867	Customer Service Representative IV	A15	\$32,976	\$52,045
IDD Employment and Education Analyst	18	\$59,790	\$54,330	\$78,790	Program Specialist VI	B23	\$55,184	\$90,393
IDD Services Coordinator III	14	\$52,132	\$44,699	\$64,834	Program Supervisor IV	B20	\$45,158	\$73,788
IDD Training and Technical Assistance Coordinator	17	\$51,750	\$51,750	\$75,046	Program Specialist VI	B23	\$55,184	\$90,393
Alamo Regional Transit Control Center Lead	11	\$37,920	\$39,783	\$57,685	Program Specialist III	B19	\$42,244	\$68,960
Alamo Regional Transit Field Coordinator	17	\$53,957	\$51,750	\$75,046	Program Specialist VI	B23	\$55,184	\$90,393
Alamo Regional Transit Billing Technician	9	\$36,089	\$36,084	\$52,322	Accounts Examiner IV	B19	\$42,244	\$68,960
Transportation Director	30	\$100,000	\$97,552	\$141,440	Director V	B30	\$101,630	\$171,881
Alamo Regional Transit Safety & Training Specialist	14	\$61,760	\$44,699	\$64,834	Safety Officer III	B20	\$45,158	\$73,788
Alamo Regional Transit Transportation Technician	7	\$39,730	\$31,782	\$46,072	Motor Vehicle Technician V	A18	\$39,521	\$64,449
Area Agency on Aging ADRC Specialist - Housing Navigator	7	\$36,089	\$31,782	\$46,072	Case Manager III	B15	\$32,976	\$52,045
Veteran Program Specialist	11	\$39,792	\$39,783	\$57,685	Program Specialist III	B19	\$42,244	\$68,960
Veteran Care Specialist	10	\$37,899	\$37,889	\$54,939	Human Rights Officer I	B19	\$42,244	\$68,960
Assistant Director of IDD Services	27	\$101,657	\$84,261	\$122,158	Director IV	B29	\$92,390	\$156,256
Area Agency on Aging Benefits Counseling Coordinator	15	\$48,747	\$46,946	\$68,078	Program Supervisor VI	B23	\$55,184	\$90,393
Area Agency on Aging Support Services Coordinator	15	\$61,746	\$46,946	\$68,078	Program Supervisor VI	B23	\$55,184	\$90,393
Area Agency on Aging Health and Wellness Specialist	10	\$51,420	\$37,889	\$54,939	Program Specialist III	B19	\$42,244	\$68,960
Area Agency on Aging Bexar Managing Local Ombudsman	15	\$58,810	\$46,946	\$68,078	Ombudsman IV	B23	\$55,184	\$90,393
Area Agency on Aging Ombudsman	12	\$45,450	\$41,772	\$60,570	Ombudsman II	B19	\$42,244	\$68,960
Budget Officer	27	\$84,477	\$84,261	\$122,158	Financial Examiner VII	B29	\$92,390	\$156,256
Area Agency on Aging Caregiver Services Coordinator	15	\$53,704	\$46,946	\$68,078	Program Supervisor VI	B23	\$55,184	\$90,393
Area Agency on Aging Care Specialist I Caregiver Support	10	\$37,899	\$37,889	\$54,939	Human Rights Officer I	B19	\$42,244	\$68,960
Chief Financial Officer	11	\$169,950	\$151,341	\$219,440	Portfolio Manager VI	B36	\$180,044	\$304,499
Controller	27	\$106,198	\$84,261	\$122,158	Director IV	B29	\$92,390	\$156,256
Director of Aging and Military Affairs	30	\$105,000	\$97,552	\$141,440	Director V	B30	\$101,630	\$171,881
Alamo Regional Transit Dispatcher	10	\$37,899	\$37,889	\$54,939	Police Communications Operator V	A18	\$39,521	\$64,449
IDD Diversion & Enhanced Community Coordination Analyst	18	\$71,478	\$54,330	\$78,790	Program Specialist VI	B23	\$55,184	\$90,393
Housing and Construction Technician	11	\$47,592	\$39,783	\$57,685	Program Specialist III	B19	\$42,244	\$68,960
Natural Resources Environmental Project Manager	22	\$89,037	\$66,040	\$95,742	Manager V	B26	\$69,415	\$117,397
Executive Assistant/Special Events Specialist	14	\$63,526	\$44,699	\$64,834	Program Specialist V	B21	\$48,278	\$78,953
External Affairs Coordinator	18	\$58,000	\$54,330	\$78,790	Program Specialist VI	B23	\$55,184	\$90,393
General Counsel and Senior Director	39	\$184,048	\$151,341	\$219,440	Deputy Director IV	B36	\$180,044	\$304,499
Homeland Security/Criminal Justice Planning Coordinator	19	\$61,208	\$57,054	\$82,722	Program Supervisor VII	B25	\$63,104	\$103,491
Human Resources/Legal Administrative Assistant	10	\$37,899	\$37,889	\$54,939	Administrative Assistant VI	A19	\$42,244	\$68,960
Human Resources Generalist	17	\$56,489	\$51,750	\$75,046	Human Resources Specialist VI	B24	\$59,004	\$96,720
Human Resources and Employee Relations Manager	22	\$71,770	\$66,040	\$95,742	Manager V	B26	\$69,415	\$117,397
Alamo Regional Transit Driver - CDL without Air Brakes	9	\$37,322	\$36,084	\$52,322	Motor Vehicle Technician V	A18	\$39,521	\$64,449
Law Enforcement Academy Instructor	16	\$56,650	\$49,296	\$71,469	Information Specialist V	B23	\$55,184	\$90,393
Law Enforcement Academy Manager	22	\$82,701	\$66,040	\$95,742	Manager V	B26	\$69,415	\$117,397
MAC Coordinator	17	\$71,139	\$51,750	\$75,046	Program Supervisor VI	B23	\$55,184	\$90,393
Medicaid Billing Specialist	10	\$48,383	\$37,889	\$54,939	Accounts Examiner IV	B19	\$42,244	\$68,960
Natural Resources Project Administrator	22	\$66,316	\$66,040	\$95,742	Manager V	B26	\$69,415	\$117,397

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Area Agency on Aging Outreach Specialist/Senior Medicaid Patrol	12	\$41,768	\$41,772	\$60,570	Human Rights Officer I	B19	\$42,244	\$68,960
Senior Procurement Specialist	13	\$46,906	\$42,578	\$61,755	Purchaser V	B20	\$45,158	\$73,788
IDD Psychological Examiner I	19	\$64,824	\$57,054	\$82,722	Psychologist III	B26	\$69,415	\$117,397
Public Safety Administrative Assistant	9	\$39,709	\$36,084	\$52,322	Administrative Assistant V	A17	\$36,976	\$58,399
Public Safety Specialist	11	\$53,229	\$39,783	\$57,685	Public Health and Prevention Specialist IV	B20	\$45,158	\$73,788
Quality Control Inspector Specialist with Certification	13	\$49,360	\$42,578	\$61,755	Quality Assurance Specialist IV	B22	\$51,614	\$84,479
Regional Services Administrator	21	\$92,690	\$62,899	\$91,187	Program Specialist VII	B25	\$63,104	\$103,491
Senior Director of IDDS & Agency Coordination	37	\$140,901	\$137,280	\$199,056	Deputy Director II	B34	\$148,796	\$251,652
IDD Services Coordinator II	13	\$47,561	\$42,578	\$61,755	Program Specialist IV	B20	\$45,158	\$73,788
IDD Services Coordinator I	12	\$43,490	\$41,772	\$60,570	Program Specialist III	B19	\$42,244	\$68,960
IDD Transition Support Team Manager	22	\$66,040	\$66,040	\$95,742	Manager V	B26	\$69,415	\$117,397
Weatherization Assistance Program Project Manager	22	\$74,779	\$66,040	\$95,742	Manager V	B26	\$69,415	\$117,397
Quality Compliance Supervisor	15	\$56,939	\$46,946	\$68,078	Program Supervisor VI	B23	\$55,184	\$90,393
Alamo Regional Transit Assistant Director	27	\$84,261	\$84,261	\$122,158	Director IV	B29	\$92,390	\$156,256
Senior Director of Operations	37	\$150,000	\$137,280	\$199,056	Deputy Director II	B34	\$148,796	\$251,652
Internal Auditor	22	\$78,000	\$66,040	\$95,742	Manager V	B26	\$69,415	\$117,397
IDD Community Engagement Manager	22	\$74,690	\$66,040	\$95,742	Manager V	B26	\$69,415	\$117,397
Area Agency on Aging Manager	22	\$74,900	\$66,040	\$95,742	Manager V	B26	\$69,415	\$117,397
Homeland Security Planner	14	\$54,075	\$44,699	\$64,834	Planner IV	B23	\$55,184	\$90,393
Alamo Regional Transit Driver - CDL with Air Brakes	9	\$38,958	\$36,084	\$52,322	Motor Vehicle Technician V	A18	\$39,521	\$64,449
IDD Community Services Manager	22	\$69,821	\$66,040	\$95,742	Manager V	B26	\$69,415	\$117,397
IDD Waiver Services Manager	22	\$72,000	\$66,040	\$95,742	Manager V	B26	\$69,415	\$117,397
IDD Records Specialist	11	\$46,268	\$39,783	\$57,685	Information Specialist III	B19	\$42,244	\$68,960
Area Agency on Aging Resource and Referral Call Center Specialist	9	\$36,089	\$30,263	\$52,322	Administrative Assistant IV	A15	\$36,976	\$58,399
Area Agency on Aging Resource and Referral Outreach Coordinator	17	\$52,500	\$51,750	\$75,046	Program Supervisor VI	B23	\$55,184	\$90,393
Public Safety Clerk	8	\$29,849	\$34,366	\$49,831	Executive Assistant II	B19	\$42,244	\$68,960
Procurement Technician	10	\$37,899	\$37,889	\$54,939	Purchaser V	B20	\$45,158	\$73,788
Area Agency on Aging Care Services Coordinator	15	\$46,946	\$46,946	\$68,078	Program Supervisor VI	B23	\$55,184	\$90,393
Law Enforcement Academy Training Coordinator	19	\$61,538	\$57,054	\$82,722	Program Supervisor VII	B25	\$63,104	\$103,491
Director of Human Resources and Infrastructure Services	30	\$113,688	\$97,552	\$141,440	Director V	B30	\$101,630	\$171,881
IDD Training Specialist	15	\$55,399	\$46,946	\$68,078	Safety Officer V	B24	\$59,004	\$96,720
IDD Financial Eligibility Specialist	12	\$44,639	\$41,772	\$60,570	Program Specialist III	B19	\$42,244	\$68,960
Alamo Regional Transit Driver - No CDL	5	\$32,449	\$28,808	\$41,787	Motor Vehicle Technician II	A12	\$39,521	\$64,449
Alamo Regional Transit Mobility Coordinator	17	\$54,000	\$51,750	\$75,046	Program Specialist VI	B23	\$55,184	\$90,393
Area Agency on Aging Ombudsman Outreach Specialist	12	\$41,768	\$41,772	\$60,570	Ombudsman II	B19	\$42,244	\$68,960
Area Agency on Aging Outreach Specialist/Senior Volunteer Program	12	\$41,768	\$41,772	\$60,570	Program Supervisor III	B19	\$42,244	\$68,960
Database Analyst/Administrator	15	\$53,437	\$46,946	\$68,078	Program Specialist VI	B23	\$55,184	\$90,393
IDD Agency Management Human Rights Officer I	18	\$54,564	\$54,330	\$78,790	Program Specialist VI	B23	\$55,184	\$90,393
IDD Crisis Intervention Assessor	16	\$49,296	\$49,296	\$71,469	Program Specialist VI	B23	\$55,184	\$90,393
Area Agency on Aging Outreach Specialist/Area Agency on Aging Region	12	\$41,768	\$41,772	\$60,570	Program Supervisor III	B19	\$42,244	\$68,960
IDD Employment Coordinator	17	\$51,750	\$51,750	\$75,046	Program Specialist VI	B23	\$55,184	\$90,393
IDD Habilitation Coordinator I	12	\$45,224	\$41,772	\$60,570	Program Supervisor III	B19	\$42,244	\$68,960
IDD Habilitation Coordinator III	14	\$58,806	\$44,699	\$64,834	Program Supervisor IV	B20	\$45,158	\$73,788
IDD Health and Wellness Coordinator	17	\$53,805	\$51,750	\$75,046	Program Specialist VI	B23	\$55,184	\$90,393
IDD Quality Assurance Specialist I	13	\$48,052	\$42,578	\$61,755	Program Specialist IV	B20	\$45,158	\$73,788
IDD Employment Coordination Specialist	12	\$41,768	\$41,772	\$60,570	Program Supervisor III	B19	\$42,244	\$68,960
IDD Receptionist	6	\$37,088	\$30,264	\$43,867	Customer Service Representative IV	A15	\$32,976	\$52,045
Public Safety Manager and Financial Analyst	22	\$87,728	\$66,040	\$95,742	Manager V	B26	\$69,415	\$117,397
Area Agency on Aging Senior Volunteer Program Coordinator	15	\$48,435	\$46,946	\$68,078	Program Supervisor V	B21	\$48,278	\$78,953
Weatherization Intake & Billing Specialist	10	\$37,899	\$37,889	\$54,939	Accounts Examiner IV	B19	\$42,244	\$68,960
Director of Public Affairs & Regional Development	30	\$97,552	\$97,552	\$141,440	Director V	B30	\$101,630	\$171,881
Area Agency on Aging Care Services and Data Coordinator	15	\$51,314	\$46,946	\$68,078	Program Supervisor V	B21	\$48,278	\$78,953
Weatherization Assistance Program Administrative Assistant	10	\$38,232	\$37,889	\$54,939	Administrative Assistant VI	A19	\$42,244	\$68,960
IDD Services Interest List Technician	9	\$40,499	\$36,084	\$52,322	Administrative Assistant V	A17	\$36,976	\$58,399
9-1-1 Technician	12	\$41,768	\$41,772	\$60,570	Program Specialist III	B19	\$42,244	\$68,960
Alamo Regional Transit Maintenance Lead	9	\$39,783	\$36,084	\$52,322	Case Manager IV	B17	\$36,976	\$58,399
Area Agency on Aging Lead Contracts and Nutrition Coordinator	19	\$57,054	\$57,054	\$82,722	Manager III	B24	\$59,004	\$96,720
Area Agency on Aging Manager of Contracts and Financial Management	22	\$66,040	\$66,040	\$95,742	Manager V	B26	\$69,415	\$117,397
Procurement and Facilities Manager	22	\$71,668	\$66,040	\$95,742	Manager V	B26	\$69,415	\$117,397
IDD Agency Management QA and Privacy Officer	22	\$66,040	\$66,040	\$95,742	Manager V	B26	\$69,415	\$117,397
IDD Enhanced Community Coordinator I	13	\$51,856	\$42,578	\$61,755	Program Specialist IV	B20	\$45,158	\$73,788
Maintenance Engineer	16	\$56,183	\$49,296	\$71,469	Program Specialist VI	B23	\$55,184	\$90,393
TX Veteran Network Intake Specialist	9	\$36,427	\$36,084	\$52,322	Case Manager IV	B17	\$36,976	\$58,399
Veteran Care Lead Specialist	13	\$46,294	\$42,578	\$61,755	Program Specialist VI	B23	\$55,184	\$90,393
Veteran Program Coordinator - Corpus Christi	15	\$46,946	\$46,946	\$68,078	Program Supervisor V	B17	\$48,278	\$78,953
Weatherization Assistance Program Outreach Specialist	10	\$37,899	\$37,889	\$54,939	Information Specialist III	B19	\$42,244	\$68,960
Veteran Programs Manager	22	\$66,040	\$66,040	\$95,742	Manager V	B26	\$69,415	\$117,397
Area Agency on Aging Vaccine Outreach Coordinator	15	\$46,946	\$46,946	\$68,078	Program Supervisor V	B21	\$48,278	\$78,953
Geographic Information System Specialist	12	\$42,504	\$41,772	\$60,570	Public Health and Prevention Specialist IV	B20	\$45,158	\$73,788
IDD Jail Liaison	13	\$43,162	\$42,578	\$61,755	Program Specialist IV	B20	\$45,158	\$73,788

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Director of Accounting	30	\$107,405	\$97,552	\$141,440	Director V	B30	\$101,630	\$171,881
Weatherization Assistance Program Energy Auditor Technician	12	\$41,789	\$41,772	\$60,570	Program Specialist III	B19	\$42,244	\$68,960
Public Affairs Multimedia Specialist	12	\$41,768	\$41,772	\$60,570	Program Specialist III	B19	\$42,244	\$68,960
Environmental Conservation Specialist	12	\$43,349	\$41,772	\$60,570	Program Specialist III	B19	\$42,244	\$68,960
IDD Performance Improvement and Accreditation Administrator	22	\$70,968	\$66,040	\$95,742	Manager V	B26	\$69,415	\$117,397
9-1-1 GIS Database Coordinator	19	\$60,000	\$57,054	\$82,722	Program Specialist VII	B25	\$63,104	\$103,491
Quality Control Inspector Specialist	12	\$41,789	\$41,772	\$60,570	Quality Assurance Specialist III	B20	\$45,158	\$73,788
Veteran Program Coordinator - Laredo	15	\$50,000	\$46,946	\$68,078	Program Supervisor V	B17	\$48,278	\$78,953
IDD Lead Crisis Intervention Assessor	20	\$66,728	\$59,904	\$86,861	Program Specialist VII	B25	\$63,104	\$103,491