

Alamo Area Council of Governments

2021

Salary Comparison Report



November 12, 2020

2021 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		10	\$51,482	\$36,785	\$53,338	Program Specialist I	B17	36,976	58,399
9-1-1 GIS Specialist		15	\$63,477	\$46,948	\$68,075	Accountant V	B21	48,278	78,953
Accountant		11	\$55,330	\$38,624	\$56,005	Accounts Examiner IV	B19	42,244	68,960
Accounting Analyst		6	\$41,005	\$30,263	\$43,882	Accounts Examiner II	B15	32,976	52,045
Accounting Technician		6	\$35,840	\$30,263	\$43,882	Accounts Examiner II	B15	32,976	52,045
Alamo Regional Transit Accounts Payable Technician		15	\$60,372	\$46,948	\$68,075	Program Supervisor V	B21	48,278	78,953
Alamo Regional Transit Administrative Coordinator		24	\$105,606	\$72,832	\$105,606	Director II	B27	76,356	129,137
Alamo Regional Transit Assistant Director		6	\$44,888	\$30,263	\$43,882	Accounts Examiner II	B15	32,976	52,045
Alamo Regional Transit Billing Technician		27	\$105,581	\$84,312	\$122,252	Director IV	B29	92,390	156,256
Alamo Regional Transit Director		5	\$34,174	\$28,822	\$41,792	Motor Vehicle Technician III	A14	31,144	49,134
Alamo Regional Transit Driver - CDL with Air Brakes		3	\$30,684	\$26,142	\$37,907	Motor Vehicle Technician II	A12	27,840	43,798
Alamo Regional Transit Driver - CDL without Air Brakes		3	\$26,396	\$26,142	\$37,907	Motor Vehicle Technician II	A12	27,840	43,798
Alamo Regional Transit Driver - No CDL		15	\$55,880	\$46,948	\$68,075	Program Supervisor V	B21	48,278	78,953
Alamo Regional Transit Field Coordinator		15	\$51,643	\$46,948	\$68,075	Program Supervisor V	B21	48,278	78,953
Alamo Regional Transit Mobility Coordinator		20	\$78,134	\$59,919	\$86,883	Manager IV	B25	63,104	103,491
Alamo Regional Transit Operations Manager		5	\$31,232	\$28,822	\$41,792	Customer Service Representative III	A13	29,439	46,388
Alamo Regional Transit Reservation Agent		13	\$64,516	\$42,583	\$61,746	Safety Officer III	B20	45,158	73,788
Alamo Regional Transit Safety and Training Specialist		7	\$33,229	\$31,776	\$46,076	Police Communications Operator III	A15	32,976	52,045
Alamo Regional Transit Scheduler		4	\$33,864	\$27,450	\$39,802	Administrative Assistant III	A13	29,439	46,388
Alamo Regional Transit Ticketing and Dispatch Specialist		5	\$38,065	\$28,822	\$41,792	Motor Vehicle Technician III	A14	31,144	49,134
Alamo Regional Transit Transportation Technician		13	\$44,387	\$42,583	\$61,746	Program Supervisor IV	B20	45,158	73,788
Area Agency on Aging ADRC Coordinator		10	\$50,825	\$36,785	\$53,338	Program Specialist I	B17	36,976	58,399
Area Agency on Aging ADRC Lead Program Specialist		7	\$34,697	\$30,263	\$43,882	Program Specialist I	A15	32,976	52,045
Area Agency on Aging ADRC Specialist - Housing Navigator		7	\$42,267	\$31,776	\$46,076	Case Manager III	B15	32,976	52,045
Area Agency on Aging ADRC Local Contact Agent		7	\$35,070	\$30,263	\$43,882	Administrative Assistant IV	A15	32,976	52,045
Area Agency on Aging Alamo Managing Local Ombudsman		13	\$57,491	\$42,583	\$61,746	Ombudsman III	B21	48,278	78,953
Area Agency on Aging Benefits Counseling Coordinator		7	\$39,505	\$42,583	\$61,746	Program Supervisor IV	B20	45,158	73,788
Area Agency on Aging Bexar Managing Local Ombudsman		13	\$51,227	\$42,583	\$61,746	Case Manager III	B15	32,976	52,045
Area Agency on Aging Billing Technician		6	\$37,672	\$42,583	\$43,882	Ombudsman III	B21	48,278	78,953
Area Agency on Aging Care Services Coordinator		13	\$47,789	\$42,583	\$61,746	Ombudsman III	B21	48,278	78,953
Area Agency on Aging Care Specialist I		8	\$39,987	\$33,365	\$48,379	Program Supervisor IV	B20	45,158	73,788
Area Agency on Aging Care Specialist I Caregiver Support		8	\$34,564	\$33,365	\$48,379	Human Services Specialist VI	B16	34,918	55,130
Area Agency on Aging Care Specialist II		9	\$48,393	\$35,033	\$50,798	Program Specialist II	B18	39,521	64,449
Area Agency on Aging Caregiver Services Coordinator		13	\$47,664	\$42,583	\$61,746	Program Specialist I	B17	36,976	58,399
Area Agency on Aging Contracts and Nutrition Coordinator		13	\$44,476	\$42,583	\$61,746	Program Supervisor IV	B20	45,158	73,788
Area Agency on Aging Director		27	\$105,581	\$84,312	\$122,252	Director IV	B29	92,390	156,256
Area Agency on Aging Health and Wellness Specialist		9	\$50,088	\$35,033	\$50,798	Program Specialist I	B17	36,976	58,399
Area Agency on Aging Manager		19	\$78,297	\$57,066	\$82,745	Manager III	B24	59,004	96,720
Area Agency on Aging Ombudsman		10	\$42,908	\$36,785	\$53,338	Ombudsman I	B17	36,976	58,399
Area Agency on Aging Ombudsman Outreach Specialist		10	\$40,104	\$36,785	\$53,338	Ombudsman I	B17	36,976	58,399
Area Agency on Aging Outreach Specialist /Area Agency on Aging Region		10	\$37,379	\$36,785	\$53,338	Program Specialist I	B17	36,976	58,399
Area Agency on Aging Outreach Specialist/Senior Volunteer Program		10	\$36,797	\$36,785	\$53,338	Program Supervisor I	B17	36,976	58,399
Area Agency on Aging Support Services Coordinator		13	\$37,290	\$42,583	\$61,746	Program Supervisor IV	B20	45,158	73,788
Area Agency on Aging Texas Veterans Network Intake Specialist		7	\$30,716	\$31,776	\$46,076	Administrative Assistant IV	A15	32,976	52,045
Area Agency on Aging Texas Veterans Network Intake Specialist - Part Time		7	\$34,207	\$31,776	\$46,076	Administrative Assistant IV	A15	32,976	52,045
Area Agency on Aging Veterans Care Specialist		6	\$36,141	\$30,263	\$43,882	Administrative Assistant IV	A15	32,976	52,045
Area Agency on Aging Veterans Care Specialist II		9	\$46,157	\$35,033	\$50,798	Program Specialist I	B17	36,976	58,399
Area Agency on Aging Veterans Programs Coordinator		13	\$42,583	\$42,583	\$61,746	Program Specialist IV	B20	45,158	73,788

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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
Assistant Director of IDD Services	24	\$90,225	\$72,832	\$105,606	Director II	B27	76,356	129,137
Budget Officer	24	\$89,415	\$72,832	\$105,606	Financial Examiner VI	B27	76,356	129,137
Chief Financial Officer	33	\$139,658	\$112,986	\$163,830	Director VII	B32	122,972	207,977
Communications Specialist	11	\$38,624	\$38,624	\$56,005	Program Specialist II	B18	39,521	64,449
Compatible Use Program Manager	20	\$73,152	\$59,919	\$86,883	Manager IV	B25	65,104	103,491
Compatible Use Project Planner/GIS Coordinator	15	\$62,992	\$46,948	\$68,075	Program Supervisor V	B21	48,278	78,953
Contracts and Procurement Manager	20	\$79,378	\$59,919	\$86,883	Manager IV	B25	65,104	103,491
Controller	24	\$106,198	\$72,832	\$105,606	Director II	B27	76,356	129,137
Database Analyst/Administrator	14	\$49,298	\$44,712	\$64,833	Program Specialist IV	B20	45,158	73,788
Director of Human Resources and Infrastructure Services	25	\$94,313	\$76,474	\$110,887	Director III	B28	83,991	142,052
Executive Assistant/Special Event Specialist	13	\$63,526	\$42,583	\$61,746	Executive Assistant III	B21	48,278	78,953
General Counsel and Senior Director	33	\$147,355	\$112,986	\$163,830	General Counsel V	B32	122,972	207,977
Homeland Security Planner	14	\$42,583	\$44,712	\$64,833	Planner III	B21	48,278	78,953
Homeland Security/Criminal Justice Planning Coordinator	15	\$58,473	\$46,948	\$68,075	Program Supervisor V	B21	48,278	78,953
Housing and Construction Technician	10	\$43,910	\$36,785	\$53,338	Program Specialist I	B17	36,976	58,399
Human Resources Coordinator	17	\$77,714	\$51,760	\$75,052	Human Resources Specialist VI	B24	59,004	96,720
Human Resources Generalist	15	\$50,076	\$46,948	\$68,075	Human Resources Specialist V	B22	51,614	84,479
Human Resources/Legal Administrative Assistant	7	\$38,045	\$31,776	\$46,076	Administrative Assistant IV	A15	32,976	52,045
IDD Administrative Assistant	6	\$40,750	\$30,263	\$43,882	Administrative Assistant IV	A15	32,976	52,045
IDD Agency Management Human Rights Officer I	16	\$52,294	\$49,296	\$71,479	Program Specialist VI	B23	55,184	90,393
IDD Agency Management Quality Assurance Specialist I	11	\$47,542	\$38,624	\$56,005	Quality Assurance Specialist II	B18	39,521	64,449
IDD Community Engagement Manager	19	\$66,290	\$57,066	\$82,745	Manager III	B24	59,004	96,720
IDD Community Services Manager	19	\$63,153	\$57,066	\$82,745	Manager III	B24	59,004	96,720
IDD Crisis Intervention Assessor	14	\$45,888	\$44,712	\$64,833	Program Specialist IV	B20	45,158	73,788
IDD Crisis Intervention Assessor & Hospital Liaison	15	\$46,948	\$46,948	\$68,075	Program Specialist V	B21	48,278	78,953
IDD Customer Service Representative	5	\$35,476	\$28,822	\$41,792	Customer Service Representative III	A13	29,439	46,388
IDD Diversion & Enhanced Community Coordination Analyst	16	\$68,492	\$49,296	\$71,479	Program Specialist VI	B23	55,184	90,393
IDD Employment and Education Analyst	16	\$55,655	\$49,296	\$71,479	Quality Assurance Specialist IV	B22	51,614	84,479
IDD Employment Coordination Specialist	10	\$36,797	\$36,785	\$53,338	Program Specialist I	B17	36,976	58,399
IDD Employment Coordinator	15	\$46,948	\$46,948	\$68,075	Program Specialist V	B21	48,278	78,953
IDD Financial Eligibility Specialist	10	\$37,909	\$36,785	\$53,338	Program Specialist I	B17	36,976	58,399

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IDD Habilitation Coordinator I	10	\$43,026	\$36,785	\$53,338	Program Specialist I	B17	36,976	58,399
IDD Habilitation Coordinator III	12	\$55,194	\$40,556	\$58,806	Program Supervisor III	B19	42,244	68,960
IDD Health and Wellness Coordinator	15	\$49,578	\$46,948	\$68,075	Program Supervisor V	B21	48,278	78,953
IDD Health and Wellness Navigator	11	\$54,513	\$38,624	\$56,005	Program Specialist II	B18	39,521	64,449
IDD Health Information & Records Clerk	3	\$28,709	\$26,142	\$37,907	Clerk III	A11	26,332	41,355
IDD Nurse III	18	\$66,500	\$54,348	\$78,805	Nurse III	B23	55,184	90,393
IDD Psychological and Counseling Services Manager	21	\$73,906	\$62,915	\$91,227	Psychologist III	B26	69,415	117,397
IDD Psychological Examiner I	17	\$60,733	\$51,760	\$75,052	Psychologist II	B24	59,004	96,720
IDD Quality Assurance Specialist I	11	\$41,511	\$38,624	\$56,005	Program Specialist II	B18	39,521	64,449
IDD Quality Assurance Specialist II	12	\$49,136	\$40,556	\$58,806	Quality Assurance Specialist III	B20	45,158	73,788
IDD Receptionist	3	\$27,236	\$26,142	\$37,907	Accounting Technician I	A11	26,332	41,355
IDD Records Specialist	8	\$41,850	\$33,365	\$48,379	Information Specialist II	B17	36,976	58,399
IDD Services Coordinator I	10	\$40,589	\$36,785	\$53,338	Program Specialist I	B17	36,976	58,399
IDD Services Coordinator II	11	\$46,150	\$38,624	\$56,005	Program Specialist II	B18	39,521	64,449
IDD Services Coordinator III	12	\$48,672	\$40,556	\$58,806	Program Supervisor IV	B20	45,158	73,788
IDD Services Lead Crisis Intervention Assessor	18	\$60,356	\$54,348	\$78,805	Program Specialist VI	B23	55,184	90,393
IDD Training Specialist	13	\$48,063	\$42,583	\$61,746	Safety Officer III	B20	45,158	73,788
IDD Waiver Services Manager	19	\$66,061	\$57,066	\$82,745	Manager III	B24	59,004	96,720
Internal Auditor	20	\$70,328	\$59,919	\$86,883	Auditor V	B25	63,104	103,491
Law Enforcement Academy Instructor	13	\$52,941	\$42,583	\$61,746	Information Specialist IV	B21	48,278	78,953
Law Enforcement Academy Manager	20	\$73,401	\$59,919	\$86,883	Manager IV	B25	63,104	103,491
Lead Veterans Program Coordinator	15	\$57,563	\$46,948	\$66,075	Program Specialist V	B21	48,278	78,953
IMAC Coordinator	15	\$71,139	\$46,948	\$68,075	Program Supervisor V	B21	48,278	78,953
Medicaid Billing Specialist	7	\$45,741	\$31,776	\$46,076	Accounts Examiner III	B17	36,976	58,399
Natural Resources Environmental Project Manager	20	\$89,037	\$59,919	\$86,883	Manager IV	B25	63,104	103,491
Natural Resources Project Coordinator	15	\$54,936	\$46,948	\$68,075	Natural Resources Specialist IV	B21	48,278	78,953
Procurement Technician	8	\$36,575	\$33,365	\$48,379	Purchaser III	B16	34,918	55,130
Program Administrator	14	\$45,000	\$44,712	\$64,833	Program Specialist IV	B20	45,158	73,788
Public Affairs Manager	20	\$69,775	\$59,919	\$86,883	Manager IV	B25	63,104	103,491
Public Safety Administrative Assistant	6	\$36,630	\$30,263	\$43,882	Administrative Assistant IV	A15	32,976	52,045
Public Safety Clerk	3	\$31,305	\$26,142	\$37,907	Clerk III	A11	26,332	41,355
Public Safety Criminal Justice Planner	14	\$45,428	\$44,712	\$64,833	Planner III	B21	48,278	78,953
Public Safety Manager and Financial Analyst	20	\$83,312	\$59,919	\$86,883	Manager IV	B25	63,104	103,491
Public Safety Specialist	10	\$48,133	\$36,785	\$53,338	Public Health and Prevention Specialist III	B18	39,521	64,449
Quality Compliance Supervisor	14	\$54,033	\$44,712	\$64,833	Program Supervisor IV	B20	45,158	73,788
Quality Control Inspector Specialist	10	\$42,177	\$36,785	\$53,338	Quality Assurance Specialist I	B17	36,976	58,399
Regional Services Director	25	\$85,460	\$76,474	\$110,887	Director III	B28	83,991	142,052
Resources Recovery Administrative Assistant	6	\$38,461	\$30,263	\$43,882	Administrative Assistant IV	A15	32,976	52,045
Senior Contracts and Procurement Technician	10	\$115,087	\$36,785	\$53,338	Purchaser IV	B18	39,521	64,449
Senior Director of IDDS & Agency Coordination	30	\$116,867	\$97,602	\$143,523	Director V	B30	101,630	171,881
Senior Director of Operations	30	\$124,267	\$97,602	\$143,523	Director V	B30	101,630	171,881
Senior Volunteer Program Coordinator	13	\$42,583	\$42,583	\$61,746	Program Supervisor IV	B20	45,158	73,788
Solid Waste Management Coordinator	15	\$46,948	\$46,948	\$68,075	Program Specialist V	B21	48,278	78,953
Veterans Program Specialist	10	\$36,797	\$36,785	\$53,338	Program Specialist I	B17	36,976	58,399
Weatherization Administration Coordinator	17	\$57,588	\$51,760	\$75,052	Program Specialist VI	B23	55,184	90,393
Weatherization Assistance Program Project Manager	20	\$60,878	\$59,919	\$86,883	Manager IV	B25	63,104	103,491
Weatherization Intake & Billing Specialist	8	\$40,146	\$33,365	\$48,379	Information Specialist II	B17	36,976	58,399