

2024 Alamo Area Council of Governments - Salary Comparison Report

AACOG Job Title	Range	Average	Level Salary	Maximum	State Job Title	Group	Range	Range
Executive Director - Exempt \$198,964 - \$288,474								
9-1-1 GIS Database Coordinator	19	\$64,800	\$58,760	\$85,197	Program Specialist VII	B25	66,259	108,666
9-1-1 Technician	12	\$43,016	\$43,014	\$62,379	Program Specialist III	B19	45,244	72,408
Accountant	19	\$65,795	\$58,760	\$85,197	Accountant VII	B25	66,259	108,666
Accounting Analyst	12	\$44,618	\$43,014	\$62,379	Accounts Examiner IV	B19	45,244	72,408
Accounting Budget Analyst	20	\$67,000	\$61,693	\$89,461	Financial Examiner V	B25	66,259	108,666
Accounting Technician	10	\$44,604	\$39,042	\$56,576	Accounts Examiner IV	B19	45,244	72,408
Agency Outreach Specialist	12	\$44,066	\$43,014	\$62,379	Program Supervisor III	B19	45,244	72,408
Alamo Regional Transit Assistant Director	27	\$98,580	\$86,798	\$125,819	Director IV	B29	97,010	164,069
Alamo Regional Transit Billing Technician	9	\$37,171	\$37,170	\$53,872	Accounts Examiner IV	B19	45,244	72,408
Alamo Regional Transit Control Center Lead	11	\$40,984	\$40,976	\$59,405	Program Specialist III	B19	45,244	72,408
Alamo Regional Transit Dispatcher	10	\$39,422	\$39,042	\$56,576	Police Communications Operator V	A18	42,521	67,671
Alamo Regional Transit Dispatcher/Driver	10	\$39,043	\$39,042	\$56,576	Program Specialist III	B19	45,244	72,408
Alamo Regional Transit Driver - CDL with Air Brakes	9	\$40,171	\$37,170	\$53,872	Motor Vehicle Technician V	A18	42,521	67,671
Alamo Regional Transit Driver - CDL without Air Brakes	9	\$39,318	\$37,170	\$53,872	Motor Vehicle Technician V	A18	42,521	67,671
Alamo Regional Transit Driver - No CDL	5	\$33,427	\$29,682	\$43,035	Motor Vehicle Technician II	A12	42,521	67,671
Alamo Regional Transit Field Coordinator	17	\$57,848	\$53,290	\$77,293	Program Specialist VI	B23	58,184	94,913
Alamo Regional Transit Maintenance Lead	9	\$40,977	\$37,170	\$53,872	Case Manager IV	B17	39,976	61,399
Alamo Regional Transit Mobility Coordinator	17	\$57,780	\$53,290	\$77,293	Program Specialist VI	B23	58,184	94,913
Alamo Regional Transit Operations Manager	22	\$89,316	\$68,016	\$98,613	Manager V	B26	72,886	123,267
Alamo Regional Transit Safety & Training Specialist	14	\$61,760	\$46,030	\$66,789	Safety Officer III	B20	48,158	77,477
Alamo Regional Transit Transportation Technician	7	\$40,915	\$32,739	\$47,445	Motor Vehicle Technician V	A18	42,521	67,671
Alamo Veterans Network Intake Specialist	9	\$37,171	\$37,170	\$53,872	Administrative Assistant V	A17	39,976	61,399
Area Agency on Aging - ADRC Call Center Specialist	9	\$37,171	\$30,263	\$53,872	Administrative Assistant IV	A15	39,976	61,399
Area Agency on Aging - ADRC Outreach Coordinator	17	\$54,075	\$53,290	\$77,293	Program Supervisor VI	B23	58,184	94,913
Area Agency on Aging ADRC Specialist - Housing Navigator	7	\$43,682	\$32,739	\$47,445	Case Manager III	B15	35,976	55,045
Area Agency on Aging Alamo Managing Local Ombudsman	15	\$66,685	\$48,360	\$70,117	Ombudsman IV	B23	58,184	94,913
Area Agency on Aging Benefits Counseling Coordinator	15	\$48,354	\$48,360	\$70,117	Program Supervisor VI	B23	58,184	94,913
Area Agency on Aging Benefits Counseling Specialist	7	\$38,698	\$32,739	\$47,445	Case Manager III	B15	35,976	55,045
Area Agency on Aging Bexar Managing Local Ombudsman	15	\$63,515	\$48,360	\$70,117	Ombudsman IV	B23	58,184	94,913
Area Agency on Aging Billing Technician	9	\$37,591	\$37,170	\$53,872	Accounts Examiner IV	B19	45,244	72,408
Area Agency on Aging Care Services and Data Analyst	15	\$60,880	\$48,360	\$70,117	Program Supervisor V	B21	51,278	82,901
Area Agency on Aging Care Services Coordinator	15	\$48,354	\$48,360	\$70,117	Program Supervisor VI	B23	58,184	94,913
Area Agency on Aging Care Specialist I	10	\$39,362	\$39,042	\$56,576	Human Services Specialist VI	B19	45,244	72,408
Area Agency on Aging Care Specialist I Caregiver Support	10	\$39,043	\$39,042	\$56,576	Human Rights Officer I	B19	45,244	72,408

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Area Agency on Aging Care Specialist II	11	\$52,959	\$40,976	\$59,405	Program Specialist III	B19	45,244	72,408
Area Agency on Aging Caregiver Services Coordinator	15	\$55,324	\$48,360	\$70,117	Program Supervisor VI	B23	58,184	94,913
Area Agency on Aging Grant Analyst	12	\$43,016	\$43,014	\$62,379	Program Specialist III	B19	45,244	72,408
Area Agency on Aging Health and Wellness Specialist	10	\$54,508	\$39,042	\$56,576	Program Specialist III	B19	45,244	72,408
Area Agency on Aging Lead Contracts and Nutrition Coordinator	19	\$58,766	\$58,760	\$85,197	Manager III	B24	62,004	101,556
Area Agency on Aging Manager	22	\$68,021	\$68,016	\$98,613	Manager V	B26	72,886	123,267
Area Agency on Aging Ombudsman	12	\$45,874	\$43,014	\$62,379	Ombudsman II	B19	45,244	72,408
Area Agency on Aging Outreach Specialist/Senior Medicaid Patrol	12	\$43,016	\$43,014	\$62,379	Human Rights Officer I	B19	45,244	72,408
Area Agency on Aging Senior Volunteer Program Coordinator	15	\$48,354	\$48,360	\$70,117	Program Supervisor V	B21	51,278	82,901
Area Agency on Aging Support Services Coordinator	15	\$63,598	\$48,360	\$70,117	Program Supervisor VI	B23	58,184	94,913
Chief Financial Officer	36	\$140,000	\$134,680	\$195,250	Portfolio Manager IV	B33	142,032	240,214
Controller	27	\$105,000	\$86,798	\$125,819	Director IV	B29	97,010	164,069
Database Analyst/Administrator	15	\$55,039	\$48,360	\$70,117	Program Specialist VI	B23	58,184	94,913
Director of Aging and Military Affairs	30	\$111,300	\$100,485	\$145,683	Director V	B30	106,712	180,475
Director of Human Resources	30	\$104,067	\$100,485	\$145,683	Director V	B30	106,712	180,475
Director of Public Affairs & Regional Development	30	\$105,356	\$100,485	\$145,683	Director V	B30	106,712	180,475
Environmental Conservation Specialist	12	\$44,659	\$43,014	\$62,379	Program Specialist III	B19	45,244	72,408
Executive Assistant/Special Events Specialist	14	\$66,791	\$46,030	\$66,789	Program Specialist V	B21	51,278	82,901
External Affairs Coordinator	18	\$62,060	\$55,952	\$81,162	Program Specialist VI	B23	58,184	94,913
General Counsel and Senior Director	39	\$198,771	\$155,875	\$226,034	Deputy Director IV	B36	189,046	319,724
Homeland Security Planner	14	\$55,000	\$46,030	\$66,789	Planner IV	B23	58,184	94,913
Homeland Security/Criminal Justice Planning Coordinator	19	\$66,105	\$58,760	\$85,197	Program Supervisor VII	B25	66,259	108,666
Housing and Construction Technician	11	\$50,442	\$40,976	\$59,405	Program Specialist III	B19	45,244	72,408
Human Resources Generalist	17	\$66,429	\$53,290	\$77,293	Human Resources Specialist VI	B24	62,004	101,556
Human Resources/Legal Administrative Assistant	10	\$40,998	\$39,042	\$56,576	Administrative Assistant VI	A19	45,244	72,408
IDD Administrative Assistant	9	\$42,066	\$37,170	\$53,872	Administrative Assistant V	A17	39,976	61,399
IDD Community Engagement Manager	22	\$79,919	\$68,016	\$98,613	Manager V	B26	72,886	123,267
IDD Community Services Manager	22	\$71,915	\$68,016	\$98,613	Manager V	B26	72,886	123,267
IDD Crisis Intervention Assessor	16	\$50,775	\$50,773	\$73,611	Program Specialist VI	B23	58,184	94,913
IDD Crisis Intervention Assessor & Hospital Liaison	17	\$57,640	\$53,290	\$77,293	Program Specialist VI	B23	58,184	94,913
IDD Diversion & Enhanced Community Coordination Analyst	18	\$73,623	\$55,952	\$81,162	Program Specialist VI	B23	58,184	94,913
IDD Employment and Education Analyst	18	\$59,790	\$55,952	\$81,162	Program Specialist VI	B23	58,184	94,913
IDD Employment Coordination Specialist	12	\$43,016	\$43,014	\$62,379	Program Supervisor III	B19	45,244	72,408
IDD Enhanced Community Coordinator I	13	\$55,497	\$43,846	\$63,606	Program Specialist IV	B20	48,158	77,477
IDD Habilitation Coordinator I	12	\$46,371	\$43,014	\$62,379	Program Supervisor III	B19	45,244	72,408

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IDD Habilitation Coordinator III	14	\$58,806	\$46,030	\$66,789	Program Supervisor IV	B20	48,158	77,477
IDD Health and Wellness Coordinator	17	\$54,856	\$53,290	\$77,293	Program Specialist VI	B23	58,184	94,913
IDD Health and Wellness Specialist	12	\$43,016	\$43,014	\$62,379	Program Specialist III	B19	45,244	72,408
IDD Health Information & Records Clerk	6	\$32,903	\$31,179	\$45,178	Customer Service Representative IV	A15	35,976	55,045
IDD Jail Liaison	13	\$45,761	\$43,846	\$63,606	Program Specialist IV	B20	48,158	77,477
IDD Lead Crisis Intervention Assessor	20	\$68,730	\$61,693	\$89,461	Program Specialist VII	B25	66,259	108,666
IDD Lead Crisis Intervention Assessor	20	\$66,728	\$61,693	\$89,461	Program Specialist VII	B25	66,259	108,666
IDD Performance Improvement and Accreditation Administrator	22	\$73,098	\$68,016	\$98,613	Manager V	B26	72,886	123,267
IDD Psychological Examiner I	19	\$68,941	\$58,760	\$85,197	Psychologist III	B26	72,886	123,267
IDD Psychological Examiner Supervisor	21	\$71,963	\$64,771	\$93,933	Manager V	B26	72,886	123,267
IDD Quality Assurance Specialist I	13	\$55,132	\$43,846	\$63,606	Program Specialist IV	B20	48,158	77,477
IDD Quality Assurance Specialist II	14	\$50,000	\$46,030	\$66,789	Quality Assurance Specialist IV	B22	54,614	88,703
IDD Receptionist	6	\$38,211	\$31,179	\$45,178	Customer Service Representative IV	A15	35,976	55,045
IDD Records Specialist	11	\$47,656	\$40,976	\$59,405	Information Specialist III	B19	45,244	72,408
IDD Services Coordinator I	12	\$44,903	\$43,014	\$62,379	Program Specialist III	B19	45,244	72,408
IDD Services Coordinator II	13	\$48,892	\$43,846	\$63,606	Program Specialist IV	B20	48,158	77,477
IDD Services Coordinator III	14	\$53,825	\$46,030	\$66,789	Program Supervisor IV	B20	48,158	77,477
IDD Services Coordinator IV	16	\$61,328	\$50,773	\$73,611	Program Supervisor VI	B23	58,184	94,913
IDD Services Director	30	\$107,756	\$100,485	\$145,683	Director V	B30	106,712	180,475
IDD Services Interest List Technician	9	\$40,458	\$37,170	\$53,872	Administrative Assistant V	A17	39,976	61,399
IDD Training and Technical Assistance Coordinator	17	\$55,383	\$53,290	\$77,293	Program Specialist VI	B23	58,184	94,913
IDD Training Specialist	15	\$48,354	\$48,360	\$70,117	Safety Officer V	B24	62,004	101,556
IDD Transition Support Team Manager	22	\$68,021	\$68,016	\$98,613	Manager V	B26	72,886	123,267
Information and Privacy Officer	22	\$74,625	\$68,016	\$98,613	Manager V	B26	72,886	123,267
Internal Auditor	22	\$78,000	\$68,016	\$98,613	Manager V	B26	72,886	123,267
Law Enforcement Academy Instructor	16	\$58,025	\$50,773	\$73,611	Information Specialist V	B23	58,184	94,913
Law Enforcement Academy Manager	22	\$87,663	\$68,016	\$98,613	Manager V	B26	72,886	123,267
Law Enforcement Academy Training Coordinator	19	\$65,230	\$58,760	\$85,197	Program Supervisor VII	B25	66,259	108,666
Lead Accountant	21	\$80,850	\$64,771	\$93,933	Accountant VII	B25	66,259	108,666
Maintenance Engineer	16	\$59,553	\$50,773	\$73,611	Program Specialist VI	B23	58,184	94,913
Medicaid Billing Specialist	10	\$46,927	\$39,042	\$56,576	Accounts Examiner IV	B19	45,244	72,408
Military Installation Resilience Review Grant Coordinator	15	\$48,354	\$48,360	\$70,117	Program Supervisor V	B17	51,278	82,901
Military Veteran Affairs Program & Services Coordinator	16	\$53,000	\$50,773	\$73,611	Program Specialist V	B21	51,278	82,901
Natural Resources Environmental Project Manager	22	\$94,379	\$68,016	\$98,613	Manager V	B26	72,886	123,267
Natural Resources Project Administrator	22	\$70,295	\$68,016	\$98,613	Manager V	B26	72,886	123,267

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Procurement and Facilities Manager	22	\$71,668	\$68,016	\$98,613	Manager V	B26	72,886	123,267
Procurement Technician	10	\$40,166	\$39,042	\$56,576	Purchaser V	B20	48,158	77,477
Public Affairs & Regional Development Administrative Assistant	9	\$37,171	\$37,170	\$53,872	Administrative Assistant V	A17	39,976	61,399
Public Affairs Multimedia Specialist	12	\$43,016	\$43,014	\$62,379	Program Specialist III	B19	45,244	72,408
Public Safety Administrative Assistant	9	\$39,709	\$37,170	\$53,872	Executive Assistant III	B21	51,278	82,901
Public Safety Clerk	6	\$29,849	\$31,179	\$45,178	Customer Service Representative IV	A15	35,976	55,045
Public Safety Criminal Justice Planner	14	\$50,460	\$46,030	\$66,789	Planner III	B21	51,278	82,901
Public Safety Manager and Financial Analyst	22	\$94,746	\$68,016	\$98,613	Manager V	B26	72,886	123,267
Public Safety Specialist	11	\$54,831	\$40,976	\$59,405	Public Health and Prevention Specialist IV	B20	48,158	77,477
Quality Compliance Supervisor	15	\$67,000	\$48,360	\$70,117	Program Supervisor VI	B23	58,184	94,913
Quality Control Inspector Specialist with Certification	13	\$53,364	\$43,846	\$63,606	Quality Assurance Specialist IV	B22	54,614	88,703
Regional Services Administrator	21	\$69,781	\$64,771	\$93,933	Manager V	B26	72,886	123,267
Senior Director of Administration & Program Services	37	\$159,095	\$141,398	\$205,026	Deputy Director II	B34	156,236	264,235
Senior Director of Human Services & Agency Coordination	37	\$164,355	\$141,398	\$205,026	Deputy Director II	B34	156,236	264,235
Senior Procurement Specialist	13	\$50,192	\$43,846	\$63,606	Purchaser V	B20	48,158	77,477
Transportation Director	30	\$113,300	\$100,485	\$145,683	Director V	B30	106,712	180,475
Veteran Care Lead Specialist	13	\$49,572	\$43,846	\$63,606	Program Specialist VI	B23	58,184	94,913
Veteran Care Specialist	10	\$39,042	\$39,042	\$56,576	Human Rights Officer I	B19	45,244	72,408
Veteran Directed Care Technician	9	\$38,565	\$37,170	\$53,872	Case Manager IV	B17	39,976	61,399
Veteran Programs Manager	22	\$68,021	\$68,016	\$98,613	Manager V	B26	72,886	123,267
Weatherization Assistance Program Administrative Assistant	10	\$39,782	\$39,042	\$56,576	Administrative Assistant VI	A19	45,244	72,408
Weatherization Assistance Program Energy Auditor Technician	12	\$47,405	\$43,014	\$62,379	Program Specialist III	B19	45,244	72,408
Weatherization Assistance Program Outreach Specialist	10	\$44,701	\$39,042	\$56,576	Information Specialist III	B19	45,244	72,408
Weatherization Intake & Billing Specialist	10	\$39,043	\$39,042	\$56,576	Accounts Examiner IV	B19	45,244	72,408
Weatherization Program Director	30	\$100,478	\$100,485	\$145,683	Director V	B30	106,712	180,475