

## 2016 Alamo Area Council of Governments Salary Comparison Report

Executive Director \$170,000 - Exempt

AACOG JOB TITLE	AACOG PAY RANGE	AACOG Actual Salaries Averages	AACOG Entry Level Salary	AACOG Maximum Level	State Job Title	State Salary Group	State Salary Range Minimum	State Salary Range Maximum
9-1-1 Database Maintenance Technician	7	31,717.00	31,720.00	45,988.80	Information Technology	B18	39,521.00	64,449.00
9-1-1- Program Coordinator	17	51,618.53	51,625.60	74,880.00	Program Supervisor VI	B23	55,184.00	90,393.00
Access and Assistance Manager	20	59,758.40	59,758.40	86,632.00	Manager IV	B25	63,104.00	103,491.00
Accountant	16	58,250.00	49,192.00	71,302.40	Accountant V	B22	51,614.00	84,479.00
Accounting Administrative Clerk	4	27,389.86	27,393.60	39,707.20	Accounting Tech II	A13	29,439.00	45,257.00
Accounting Coordinator	16	54,225.60	49,192.00	71,302.40	Accountant V	B22	51,514.00	84,479.00
Accounts Payable Technician	9	43,386.72	34,994.00	50,648.00	Accounts Examiner III	B17	36,976.00	58,399.00
Accounts Receivable Technician	9	40,013.38	34,994.00	50,648.00	Accounts Examiner III	B17	36,976.00	58,399.00
Aging Contract Manager	20	59,758.40	59,758.40	86,632.00	Manager IV	B25	63,104.00	103,491.00
Aging Programs Billing Technician	9	34,944.00	34,944.00	50,648.00	Accounts Examiner III	B17	36,976.00	58,399.00
Alamo Aging & ARDC Lead Manager	20	59,758.40	59,758.40	86,632.00	Manager IV	B25	63,104.00	103,491.00
Alamo Aging Access and Assistance Lead Specialist	13	42,516.86	42,515.20	61,588.80	Program Specialist IV	B20	45,158.00	73,788.00
Alamo Aging Care Coordination Assistant	7	37,276.51	31,720.00	45,988.80	Human Services Specialist V	B15	32,976.00	52,045.00
Alamo Aging Care Specialist	10	40,352.83	36,649.60	53,185.60	Program Specialist I	B17	36,976.00	58,399.00
Alamo Aging Geriatric Care Specialist	13	51,194.21	42,515.20	61,588.80	Program Specialist IV	B20	45,158.00	73,788.00
Alamo Aging Health and Wellness Specialist	13	43,238.21	42,515.20	61,588.80	Program Specialist IV	B20	45,158.00	73,788.00
Alamo Aging Managing Local Ombudsman	15	46,904.00	46,904.00	67,932.80	Ombudsman III	B21	48,278.00	78,953.00
Alamo Aging Office Assistant	4	31,187.52	27,393.60	39,707.20	Administrative Assistant III	A13	29,439.00	45,257.00
Alamo Aging Regional Mobility Manager	20	57,765.47	59,758.40	86,632.00	Manager IV	B25	63,104.00	103,491.00
Alamo Aging Staff Ombudsman	11	40,227.20	38,563.20	55,889.60	Ombudsman II	B19	42,244.00	68,960.00
Alamo and Bexar Aging Ombudsman Program Manager	18	54,235.58	54,225.60	78,644.80	Ombudsman IV	B23	55,184.00	90,393.00
Alamo Elder Rights Specialist	10	42,177.41	36,649.60	53,185.60	Program Specialist I	B17	36,976.00	58,399.00
Alamo Local Authority Services Coordinator	16	54,747.89	49,192.00	71,302.40	Project Manager II	B22	51,614.00	84,479.00
Alamo Local Authority Administrative Assistant	8	36,536.30	33,300.80	47,320.00	Administrative Assistant V	A17	36,976.00	56,975.00
Alamo Local Authority Client Rights Officer	15	48,033.02	46,904.00	67,932.80	Program Specialist V	B21	48,278.00	78,953.00
Alamo Local Authority Clinical Psychologist	19	73,916.54	56,950.00	82,576.00	Psychologist II	B24	59,004.00	96,720.00
Alamo Local Authority Diversion and Enhanced Community Coordinator	15	50,154.62	46,904.00	67,932.80	Project Manager II	B22	51,614.00	84,479.00
Alamo Local Authority Enrollment Coordinator	15	48,310.91	46,904.00	67,932.80	Program Supervisor V	B21	48,278.00	78,953.00
Alamo Local Authority General Revenue Team Leader	14	44,980.35	44,657.60	64,667.20	Program Supervisor IV	B20	45,158.00	73,788.00
Alamo Local Authority Health & Information Records Clerks	3	26,529.04	25,667.20	37,835.20	Clerk IV	A11	26,332.00	40,346.00
Alamo Local Authority Intake and Eligibility Care Specialist	10	40,628.64	36,649.60	53,185.60	Program Specialist I	B17	36,976.00	58,399.00
Alamo Local Authority Lead Health & Information Records Clerk	4	27,045.32	27,393.60	39,707.20	Customer Service Representative III	A13	29,439.00	46,388.00
Alamo Local Authority Lead Quality Assurance Reviewer	14	46,441.82	40,435.20	58,614.40	Program Specialist III	B19	42,244.00	68,960.00
Alamo Local Authority Non Waiver Services Manager	20	63,266.11	59,758.40	86,632.00	Manager IV	B25	63,104.00	103,491.00
Alamo Local Authority Operations Manager & Privacy Officer	20	70,000.11	59,758.40	86,632.00	Manager IV	B25	63,104.00	103,491.00
Alamo Local Authority Program Training and Records Coordinator	16	50,668.18	44,657.60	64,667.20	Program Specialist V	B21	48,278.00	78,953.00
Alamo Local Authority Psychological Examiner	15	46,920.43	46,904.00	67,932.80	Psychologist I	B22	51,614.00	84,479.00
Alamo Local Authority Quality Assurance Reviewers	12	40,436.03	40,435.20	58,614.40	Program Specialist III	B19	42,244.00	68,960.00
Alamo Local Authority Services Coordination Mentor	11	38,566.53	38,563.20	55,889.60	Program Specialist II	B18	39,521.00	64,449.00
Alamo Local Authority Services Coordination Specialist	10	36,801.92	36,649.00	53,185.60	Qualified Dev. Disability Professionals III	B17	36,976.00	58,399.00
Alamo Local Authority Waiver Services Manager	20	66,000.06	59,758.40	86,632.00	Manager IV	B25	63,104.00	103,491.00
Alamo Regional Transit Administrative Assistant	8	38,305.17	33,300.80	48,276.80	Administrative Assistant V	A17	36,976.00	56,975.00
Alamo Regional Transit Administrative Manager	20	60,000.00	56,950.40	82,576.00	Manager IV	B25	63,104.00	103,491.00
Alamo Regional Transit Area Supervisor	14	52,000.00	44,657.60	64,667.20	Program Supervisor IV	B20	45,158.00	73,788.00

Alamo Regional Transit Director	23	78,000.00	69,180.80	100,297.60	Director I	B26	69,415.00	117,397.00
Alamo Regional Transit Dispatcher	6	31,606.43	30,201.60	43,804.80	Information Specialist I	B15	32,976.00	52,045.00
Alamo Regional Transit Driver	A	30,108.00	21,840.00	37,440.00	Vehicle Driver III	A11	26,332.00	40,346.00
Alamo Regional Transit Information Systems Technician	12	40,435.20	40,435.20	58,614.40	Information Specialist III	B19	42,244.00	68,960.00
Alamo Regional Transit Operations Manager	20	60,000.00	56,950.40	82,576.00	Manager IV	B25	63,104.00	103,491.00
Alamo Regional Transit Safety and Training Specialist	13	50,833.54	42,515.20	61,588.80	Program Specialist IV	B20	45,158.00	73,788.00
Alamo Regional Transit Scheduling Coordinator	17	51,618.53	51,625.60	74,880.00	Information Specialist V	B23	55,184.00	90,393.00
Alamo Regional Transit Technician	10	34,582.08	36,649.60	53,185.60	Information Specialist II	B17	36,976.00	58,399.00
Alamo Regional Transit Ticket Agent	6	31,272.38	30,201.60	43,804.80	Information Specialist I	B15	32,976.00	52,045.00
Alamo Service Connection Care Specialist	10	34,304.61	36,649.60	53,185.60	Program Specialist I	B17	36,976.00	58,399.00
Benefits Counseling Coordinator	16	49,199.90	49,192.00	71,302.40	Project Manager II	B22	51,614.00	84,479.00
Bexar Aging Administrative Coordinator	16	49,192.00	49,192.00	71,302.40	Project Manager II	B22	51,614.00	84,479.00
Bexar Aging Care Specialist	10	37,446.24	36,649.60	53,185.60	Program Specialist I	B17	36,976.00	58,399.00
Bexar Aging Health and Wellness Specialist	13	45,062.78	42,515.20	61,588.80	Program Specialist IV	B20	45,158.00	73,788.00
Bexar Aging Managing Local Ombudsman	15	46,904.83	46,904.00	67,932.80	Ombudsman III	B21	48,278.00	78,953.00
Bexar Aging Staff Ombudsman	11	38,563.20	38,563.20	55,889.60	Ombudsman II	B19	42,244.00	68,960.00
Billing Technician	9	36,649.50	34,944.00	50,648.00	Account Examiner III	B17	36,976.00	58,399.00
Budget Officer	19	63,000.00	56,950.40	82,576.00	Budget Analyst V	B25	63,104.00	103,491.00
Care Coordination Coordinator	16	50,812.32	49,192.00	71,302.40	Project Manager II	B22	51,614.00	84,479.00
Chief Financial Officer	27	103,000.00	84,115.20	121,908.80	Director VII	B32	122,972.00	207,977.00
Communications Coordinator	17	58,000.00	51,625.60	74,880.00	Information Specialist V	B23	55,184.00	90,393.00
Contracts & Procurement Manager	20	70,000.11	59,758.40	86,632.00	Manager IV	B25	63,104.00	103,491.00
Controller	24	99,450.00	72,615.80	105,331.20	Director IV	B29	92,390.00	156,256.00
Customer Service Representative	4	31,200.00	27,393.60	39,707.20	Customer Service Representative III	A13	29,439.00	46,388.00
Director - Alamo & Bexar Area Agencies on Aging	23	80,017.60	69,180.80	100,297.60	Director I	B26	69,415.00	117,397.00
Director of Natural Resources	22	75,479.87	65,894.00	95,534.40	Director I	B26	69,415.00	117,397.00
Director of Regional Services	22	75,004.80	65,894.40	95,534.40	Director I	B26	69,415.00	117,397.00
Director of Support Services	23	70,797.79	69,150.00	100,297.60	Director I	B26	69,415.00	117,397.00
Energy Auditor Technician	10	36,922.91	36,649.60	53,185.60	Environmental Protection Specialist	B18	39,521.00	64,449.00
Executive Assistant	13	42,515.20	42,515.00	61,588.80	Executive Assistant	B21	48,278.00	78,953.00
External Affairs Coordinator	17	65,000.00	51,625.60	74,880.00	Information Specialist V	B23	55,184.00	90,393.00
General Counsel and Senior Director	27	103,000.00	84,115.20	121,908.80	General Counsel VI	B32	122,972.00	207,977.00
GIS Database Maintenance Technician	7	31,717.92	31,720.00	45,988.80	Network Specialist I	B16	34,918.00	55,130.00
Homeland Security/9-1-1 Manager	20	59,765.47	59,758.40	86,632.00	Manager IV	B25	63,104.00	103,491.00
Human Resource Generalist	11	39,563.26	36,649.60	53,185.60	Human Resource Specialist IV	B20	45,158.00	73,788.00
Human Resources Administrative Assistant	8	33,300.80	33,300.80	48,276.80	Administrative Assistant V	A17	36,976.00	56,975.00
Human Resources Manager	20	67,000.00	62,774.40	91,000.00	Manager IV	B25	63,104.00	103,491.00
Information Systems Technicians	12	44,051.49	40,435.20	58,614.40	Network Specialist III	B20	45,158.00	73,788.00
Information Systems Technicians	13	42,515.20	42,515.00	61,588.80	Network Specialist III	B20	45,158.00	73,788.00
Intellectual & Developmental Disability Quality Assurance Program Manager	18	56,943.74	54,225.60	78,644.80	Manager II	B23	55,184.00	90,393.00
Internal Audit Specialist	17	52,500.03	51,625.60	74,880.00	Auditor V	B23	55,184.00	90,393.00
Joint Land Use Study Program Coordinator	17	Vacant	51,625.60	74,880.00	Information Specialist V	B23	55,184.00	90,393.00
Joint Land Use Study Program Manager	20	Vacant	59,758.40	86,632.00	Manager IV	B25	63,104.00	103,491.00
Joint Land Use Study Program Specialist	10	Vacant	36,649.60	53,185.60	Information Specialist II	B17	36,976.00	58,399.00
Law Enforcement Academy Administrative Assistant	8	38,273.66	33,300.80	48,276.80	Administrative Assistant V	A17	36,976.00	56,975.00
Law Enforcement Academy Coordinator	18	54,228.10	54,225.60	78,644.80	Manager II	B23	55,184.00	90,393.00
Law Enforcement Academy Instructors	14	52,334.00	44,657.60	64,667.20	Information Specialist IV	B21	48,278.00	78,953.00
Law Enforcement Academy Specialist	17	52,382.30	51,625.60	74,880.00	Program Specialist VI	B23	55,184.00	90,393.00
Lead Accountant	17	61,000.16	51,625.60	74,880.00	Accountant VI	B23	55,184.00	90,393.00
Lead Information Systems Technician	13	53,582.26	42,515.60	61,588.80	Network Specialist III	B20	45,158.00	73,788.00
Legal Awareness / Benefits Counselor	4	19,571.76	27,393.60	39,707.20	Human Services Specialist II	B12	27,840.00	43,798.00
MAC Coordinator - Part - Time Alamo Local Authority	14	35,462.54	44,657.60	64,667.20	Accounts Examiner V	B21	48,278.00	78,953.00
Media Specialist	14	50,000.00	44,657.60	64,667.20	Information Specialist IV	B21	48,278.00	78,953.00

Medicaid Billing Specialist - Part Time	10	25,519.00	36,649.60	53,185.60	Accounts Examiner III	B17	36,976.00	58,399.00
Mobility Coordinator	16	51,788.26	49,192.00	71,302.40	Human Services Specialist III	B22	51,614.00	78,953.00
Natural Resources Administrative Assistant	8	36,000.00	33,300.00	48,276.80	Administrative Assistant V	A17	36,976.00	56,975.00
Natural Resources Clean Cities Specialist	13	42,515.20	42,515.20	61,588.80	Natural Resource Specialist IV	B21	48,278.00	78,953.00
Natural Resources Environmental Manager	20	74,256.00	59,758.40	86,632.00	Manager IV	B25	63,104.00	103,491.00
Natural Resources Environmental Modeler	18	59,362.37	54,225.60	78,644.80	Natural Resource Specialist V	B23	55,184.00	90,393.00
Natural Resources- Sustainable Transportation Coordinator	15	49,030.18	46,904.00	67,932.80	Natural Resource Specialist IV	B21	48,278.00	78,953.00
Procurement Technicians	8	33,309.12	33,300.00	48,276.80	Purchaser III	B16	34,918.00	55,130.00
Programmer	13	42,516.86	42,515.20	61,588.80	Programmer II	B21	48,278.00	78,953.00
Public Safety Administrative Assistant	8	34,974.58	33,300.00	48,276.80	Administrative Assistant V	A17	36,976.00	56,975.00
Public Safety Director	22	71,000.18	65,894.40	95,534.40	Director I	B26	69,415.00	117,397.00
Quality Compliance Specialist	14	44,659.68	44,657.60	64,667.20	Quality Assurance Specialist III	B20	45,158.00	73,788.00
Quality Control Inspector-Specialist	10	40,437.70	36,649.60	53,185.60	Quality Assurance Specialist I	B17	36,976.00	58,399.00
Resources Recovery Administrative Assistant	8	42,028.90	33,300.00	48,276.80	Administrative Assistant V	A17	36,976.00	56,975.00
Resources Recovery Manager	18	66,533.38	54,225.60	78,644.80	Manager II	B23	55,184.00	90,393.00
Senior Director of Alamo Local Authority and Agency Communication	25	95,000.00	65,894.00	95,534.40	Director VI	B31	111,793.00	189,069.00
Senior Director of Operations and Strategic Partnerships	25	109,449.81	76,294.40	110,614.40	Director VI	B31	111,793.00	189,069.00
Training Specialist	12	45,845.70	40,435.20	58,614.40	Training Specialist IV	B19	42,244.00	68,960.00
Weatherization Administrative Assistant	8	33,304.96	33,300.00	48,276.80	Administrative Assistant V	A17	36,976.00	56,975.00
Weatherization Assistance Program Manager	20	59,758.40	59,758.40	86,632.00	Manager IV	B25	63,104.00	103,491.00
Weatherization Program Specialist	13	42,515.20	42,515.20	52,020.80	Program Specialist IV	B20	45,158.00	73,788.00