

AACOG Job Title	AACOG Pay Grade	AACOG Actual Salary Averages	AACOG Entry Level	AACOG Maximum Level	State Job Titles	State Salary Group	State Salary Range Minimum	State Salary Range Maximum
Executive Director	Exempt - Range \$155,000 - \$250,000							
9-1-1 GIS Specialist	13	\$ 42,641.64	\$ 42,515.20	\$ 61,588.80	Program Specialist IV	B20	\$ 45,158	\$ 73,788
9-1-1- Program Coordinator	17	\$ 51,773.28	\$ 51,625.60	\$ 74,880.00	Program Supervisor VI	B23	\$ 55,184	\$ 90,393
Accountant	16	\$ 57,280.72	\$ 49,192.00	\$ 71,302.40	Accountant VI	B23	\$ 55,184	\$ 90,393
Accounting Administrative Clerk	4	\$ 27,477.86	\$ 27,393.60	\$ 39,707.20	Accounting Tech II	A13	\$ 29,439	\$ 45,257
Accounting Specialist	12	\$ 44,139.30	\$ 40,435.20	\$ 58,614.40	Accounts Examiner IV	B19	\$ 42,244	\$ 68,960
Accounts Payable Technician	9	\$ 40,124.74	\$ 34,944.00	\$ 50,648.00	Accounts Examiner III	B17	\$ 36,976	\$ 58,399
Accounts Receivable Technician (Vacant)	9	\$ 39,521.52	\$ 34,944.00	\$ 50,648.00	Accounts Examiner III	B17	\$ 36,976	\$ 58,399
Administrative Assistant - Environmental Programs	8	\$ 36,110.19	\$ 33,300.80	\$ 48,276.80	Administrative Assistant V	A17	\$ 36,976	\$ 56,975
ADRC Manager	20	\$ 59,937.84	\$ 59,758.40	\$ 86,632.00	Manager IV	B25	\$ 63,104	\$ 103,491
Aging Programs Billing Technician	10	\$ 36,755.01	\$ 36,649.60	\$ 53,185.60	Accounts Examiner III	B17	\$ 36,976	\$ 58,399
ALA Crisis Intervention Assessor	15	\$ 47,642.64	\$ 46,904.00	\$ 67,932.80	Program Specialist V	B21	\$ 48,278	\$ 78,953
ALA Lead Manager	20	\$ 70,210.08	\$ 59,758.40	\$ 86,632.00	Manager IV	B25	\$ 63,104	\$ 103,491
Alamo & Bexar AAA Lead Veteran & Mobility Coordinator	16	\$ 49,339.68	\$ 49,192.00	\$ 71,302.40	Human Services Specialist III	B22	\$ 51,614	\$ 78,953
Alamo Aging Access Assistance Lead Specialist	13	\$ 42,644.40	\$ 42,515.20	\$ 61,588.80	Program Specialist IV	B20	\$ 45,158	\$ 73,788
Alamo Aging Care Coordination Assistant	7	\$ 37,379.04	\$ 31,720.00	\$ 45,988.80	Human Services Specialist V	B15	\$ 32,976	\$ 52,045
Alamo Aging Care Specialist	10	\$ 40,467.96	\$ 36,649.60	\$ 53,185.60	Program Specialist I	B17	\$ 36,976	\$ 58,399
Alamo Aging Geriatric Care Specialist	13	\$ 51,347.76	\$ 42,515.20	\$ 61,588.80	Program Specialist IV	B20	\$ 45,158	\$ 73,788
Alamo Aging Grant Specialist	10	\$ 37,524.64	\$ 36,649.60	\$ 53,185.60	Grant Coordinator I	B18	\$ 39,521	\$ 64,449
Alamo Aging Health and Wellness Specialist	13	\$ 43,369.67	\$ 42,515.20	\$ 61,588.80	Program Specialist IV	B20	\$ 45,158	\$ 73,788
Alamo Aging Managing Local Ombudsman	15	\$ 47,642.64	\$ 46,904.00	\$ 67,932.80	Ombudsman III	B21	\$ 48,278	\$ 78,953
Alamo Aging Office Assistant	4	\$ 31,263.60	\$ 27,393.60	\$ 39,707.20	Administrative Assistant III	A13	\$ 29,439	\$ 45,257
Alamo Aging Staff Ombudsman	11	\$ 39,798.87	\$ 38,563.20	\$ 55,889.60	Ombudsman II	B19	\$ 42,244	\$ 68,960
Alamo Elder Rights Specialist	10	\$ 42,308.83	\$ 36,649.60	\$ 53,185.60	Program Specialist I	B17	\$ 36,976	\$ 58,399
Alamo Local Authority Intake and Eligibility Care Specialist	10	\$ 36,755.01	\$ 36,649.60	\$ 53,185.60	Program Specialist I	B17	\$ 36,976	\$ 58,399
Alamo Local Authority Administrative Assistant	8	\$ 34,425.32	\$ 33,300.80	\$ 48,276.80	Administrative Assistant V	A17	\$ 36,976	\$ 56,975
Alamo Local Authority Assessment Technician	10	\$ 36,651.01	\$ 36,649.60	\$ 53,185.60	Program Specialist I	B17	\$ 36,976	\$ 58,399
Alamo Local Authority Client Rights Officer	15	\$ 48,177.12	\$ 46,904.00	\$ 67,932.80	Program Specialist V	B21	\$ 48,278	\$ 78,953
Alamo Local Authority Diversion Enhanced Communication Coordinator	15	\$ 58,391.52	\$ 46,904.00	\$ 67,932.80	Project Manager II	B22	\$ 51,614	\$ 84,479
Alamo Local Authority Health Information & Records Clerk	3	\$ 26,614.62	\$ 25,667.20	\$ 37,835.20	Clerk IV	A11	\$ 26,332	\$ 41,355
Alamo Local Authority Lead Health Information & Records Clerk	4	\$ 33,676.50	\$ 27,393.60	\$ 39,707.20	Customer Service Representative III	A13	\$ 29,439	\$ 46,388
Alamo Local Authority Lead Quality Assurance Reviewer	14	\$ 48,908.88	\$ 44,657.60	\$ 64,667.20	Quality Assurance Specialist III	B20	\$ 45,158	\$ 73,788
Alamo Local Authority Non Waiver Services Coordinator	16	\$ 51,795.12	\$ 49,192.00	\$ 71,302.40	Program Supervisor VI	B23	\$ 55,184	\$ 90,393
Alamo Local Authority Program Technician	10	\$ 42,673.26	\$ 36,649.60	\$ 53,185.60	Administrative Assistant V	A17	\$ 36,976	\$ 56,975
Alamo Local Authority Psychological Examiner	15	\$ 56,658.71	\$ 46,904.00	\$ 67,932.80	Psychologist I	B22	\$ 51,614	\$ 84,479
Alamo Local Authority Quality Assurance Reviewer	12	\$ 42,394.08	\$ 40,435.20	\$ 58,614.40	Quality Assurance Specialist III	B20	\$ 45,158	\$ 73,788
Alamo Local Authority Services Coordination Mentor	11	\$ 38,671.66	\$ 38,563.20	\$ 55,889.60	Case Manager V	B18	\$ 39,521	\$ 64,449
Alamo Local Authority Services Coordination Specialist	10	\$ 36,856.87	\$ 36,649.60	\$ 53,185.60	Case Manager IV	B17	\$ 36,976	\$ 58,399
Alamo Local Authority Services Coordinator	15	\$ 51,432.96	\$ 46,904.00	\$ 67,932.80	Project Manager II	B22	\$ 51,614	\$ 84,479
Alamo Local Authority Team Leader	14	\$ 44,761.76	\$ 44,657.60	\$ 64,667.20	Program Supervisor IV	B20	\$ 45,158	\$ 73,788

Alamo Local Authority Training and Records Coordinator	16	\$ 50,820.00	\$ 49,192.00	\$ 71,302.40	Program Specialist VI	B23	\$ 55,184	\$ 90,393
Alamo Local Authority Waiver Services Coordinator	16	\$ 54,162.00	\$ 49,192.00	\$ 71,302.40	Program Supervisor VI	B23	\$ 55,184	\$ 90,393
Alamo Regional Transit Administration Manager	19	\$ 60,180.00	\$ 56,950.40	\$ 82,576.00	Manager III	B24	\$ 59,004	\$ 96,720
Alamo Regional Transit Administrative Assistant	8	\$ 38,419.08	\$ 33,300.80	\$ 48,276.80	Administrative Assistant V	A17	\$ 36,976	\$ 56,975
Alamo Regional Transit Area Supervisor	14	\$ 52,156.08	\$ 44,657.60	\$ 64,667.20	Program Supervisor IV	B20	\$ 45,158	\$ 73,788
Alamo Regional Transit Director	23	\$ 76,729.44	\$ 69,180.80	\$ 100,297.60	Director II	B27	\$ 76,356	\$ 129,137
Alamo Regional Transit Dispatcher	6	\$ 31,381.42	\$ 30,201.60	\$ 43,804.80	Information Specialist I	B15	\$ 32,976	\$ 52,045
Alamo Regional Transit Driver	A	\$ 30,896.12	\$ 21,840.00	\$ 39,520.00	Vehicle Driver III	A11	\$ 26,332	\$ 41,355
Alamo Regional Transit Information System Specialist	12	\$ 40,561.56	\$ 40,435.20	\$ 58,614.40	Information Specialist III	B19	\$ 42,244	\$ 68,960
Alamo Regional Transit Operations Manager	19	\$ 60,180.00	\$ 56,950.40	\$ 82,576.00	Manager III	B24	\$ 59,004	\$ 96,720
Alamo Regional Transit Safety and Training Specialist	13	\$ 50,985.84	\$ 42,515.20	\$ 61,588.80	Program Specialist IV	B20	\$ 45,158	\$ 73,788
Alamo Regional Transit Technician	8	\$ 34,695.73	\$ 33,300.80	\$ 48,276.80	Information Specialist II	B17	\$ 36,976	\$ 58,399
Alamo Regional Transit Ticket Agent	6	\$ 31,367.61	\$ 30,201.60	\$ 43,804.80	Information Specialist I	B15	\$ 32,976	\$ 52,045
Alamo Service Connection Care Specialist	10	\$ 37,001.29	\$ 36,649.60	\$ 53,185.60	Program Specialist I	B17	\$ 36,976	\$ 58,399
Alamo Service Connection Care Specialist Local Contact Agent	10	\$ 36,755.01	\$ 36,649.60	\$ 53,185.60	Program Specialist I	B17	\$ 36,976	\$ 58,399
Alamo Service Connection Housing Navigator	10	\$ 36,755.01	\$ 36,649.60	\$ 53,185.60	Program Specialist I	B17	\$ 36,976	\$ 58,399
Alamo Service Connection Lead Specialist	13	\$ 40,748.77	\$ 42,515.20	\$ 61,588.80	Program Supervisor II	B18	\$ 39,521	\$ 64,449
Alamo Service Connection Veterans Care Specialist	10	\$ 36,755.01	\$ 36,649.60	\$ 53,185.60	Program Specialist I	B17	\$ 36,976	\$ 58,399
ASC Veteran Mobility Specialist	10	\$ 36,755.01	\$ 36,649.60	\$ 53,185.60	Program Specialist I	B17	\$ 36,976	\$ 58,399
Assistant Director of ALA & Agency Coordination	21	\$ 75,225.12	\$ 62,774.40	\$ 91,000.00	Director I	B26	\$ 69,415	\$ 117,397
Benefits Counseling Coordinator	16	\$ 49,347.60	\$ 49,192.00	\$ 71,302.40	Project Manager II	B22	\$ 51,614	\$ 84,479
Benefits Outreach and Intake Specialist	10	\$ 36,755.01	\$ 36,649.60	\$ 53,185.60	Program Specialist I	B17	\$ 36,976	\$ 58,399
Bexar Aging Administrative Coordinator	16	\$ 49,339.68	\$ 49,192.00	\$ 71,302.40	Project Manager II	B22	\$ 51,614	\$ 84,479
Bexar Aging Care Specialist	10	\$ 37,079.50	\$ 36,649.60	\$ 53,185.60	Program Specialist I	B17	\$ 36,976	\$ 58,399
Bexar Aging Health and Wellness Specialist	13	\$ 45,200.14	\$ 42,515.20	\$ 61,588.80	Program Specialist IV	B20	\$ 45,158	\$ 73,788
Bexar Aging Managing Local Ombudsman	15	\$ 47,642.64	\$ 46,904.00	\$ 67,932.80	Ombudsman III	B21	\$ 48,278	\$ 78,953
Bexar Aging Staff Ombudsman	11	\$ 38,830.93	\$ 38,563.20	\$ 55,889.60	Ombudsman II	B19	\$ 42,244	\$ 68,960
Bexar Aging Veteran Care Specialist	10	\$ 36,755.01	\$ 36,649.60	\$ 53,185.60	Program Specialist I	B17	\$ 36,976	\$ 58,399
Budget Officer	19	\$ 61,500.00	\$ 56,950.40	\$ 82,576.00	Budget Analyst V	B25	\$ 63,104	\$ 103,491
Care Coordination Coordinator	16	\$ 50,964.72	\$ 49,192.00	\$ 71,302.40	Project Manager II	B22	\$ 51,614	\$ 84,479
Caregiver Support Specialist	13	\$ 45,282.96	\$ 42,515.20	\$ 61,588.80	Program Specialist IV	B20	\$ 45,158	\$ 73,788
Chief Financial Officer	27	\$ 108,474.48	\$ 84,115.20	\$ 121,908.80	Director IV	B29	\$ 92,390	\$ 156,256
Communications Coordinator	18	\$ 60,180.00	\$ 54,225.60	\$ 78,644.80	Information Specialist V	B23	\$ 55,184	\$ 90,393
Commute Solutions Outreach Specialist	13	\$ 42,641.64	\$ 42,515.20	\$ 61,588.80	Environmental Protection Specialist III	B20	\$ 45,158	\$ 73,788
Contracts and Procurement Manager	20	\$ 73,720.56	\$ 59,758.40	\$ 86,632.00	Manager IV	B25	\$ 63,104	\$ 103,491
Contracts/Procurement Technician	8	\$ 40,873.57	\$ 33,300.80	\$ 48,276.80	Purchaser III	B16	\$ 34,918	\$ 55,130
Controller	24	\$ 99,748.32	\$ 72,612.80	\$ 105,331.20	Director II	B27	\$ 76,356	\$ 129,137
Customer Service Representative	4	\$ 31,305.20	\$ 27,393.60	\$ 39,707.20	Customer Service Representative III	A13	\$ 29,439	\$ 46,388
Director Alamo & Bexar Area Agencies on Aging	22	\$ 83,750.64	\$ 65,894.40	\$ 95,534.40	Director II	B27	\$ 76,356	\$ 129,137
Executive Assistant	13	\$ 47,009.81	\$ 42,515.20	\$ 61,588.80	Executive Assistant III	B21	\$ 48,278	\$ 78,953
External Affairs Coordinator	18	\$ 65,195.28	\$ 54,225.60	\$ 78,644.80	Information Specialist V	B23	\$ 55,184	\$ 90,393
General Counsel and Senior Director	27	\$ 108,474.48	\$ 84,115.20	\$ 121,908.80	General Counsel IV	B29	\$ 92,390	\$ 156,256
Homeland Security Coordinator	16	\$ 49,339.68	\$ 49,192.00	\$ 71,302.40	Program Supervisor VI	B23	\$ 55,184	\$ 90,393

Housing and Construction Technician	10	\$ 36,755.01	\$ 36,649.60	\$ 53,185.60	Maintenance Supervisor IV	A17	\$ 36,976	\$ 58,399
Human Resource Generalist	11	\$ 45,067.56	\$ 38,563.20	\$ 55,889.60	Human Resources Specialist III	B18	\$ 39,521	\$ 64,449
Human Resource Manager	20	\$ 70,561.20	\$ 59,758.40	\$ 86,632.00	Manager IV	B25	\$ 63,104	\$ 103,491
Human Resources/Legal Administrative Assistant	8	\$ 36,775.81	\$ 33,300.80	\$ 48,276.80	Administrative Assistant V	A17	\$ 36,976	\$ 56,975
Intake & Eligibility Coordinator - ALA	16	\$ 49,523.28	\$ 49,192.00	\$ 71,302.40	Program Supervisor VI	B23	\$ 55,184	\$ 90,393
Natural Resources Manager	20	\$ 59,945.76	\$ 59,758.40	\$ 86,632.00	Manager IV	B25	\$ 63,104	\$ 103,491
Internal Auditor	17	\$ 57,672.72	\$ 51,625.60	\$ 74,880.00	Auditor V	B23	\$ 55,184	\$ 90,393
Joint Land Use Study Program Specialist	10	\$ 36,755.01	\$ 36,649.60	\$ 53,185.60	Information Specialist II	B17	\$ 36,976	\$ 58,399
Joint Land Use Study Program Manager	20	\$ 59,945.52	\$ 59,758.40	\$ 86,632.00	Manager IV	B25	\$ 63,104	\$ 103,491
Joint Land Use Study Program Coordinator	17	\$ 51,771.12	\$ 51,625.60	\$ 74,880.00	Program Specialist VI	B23	\$ 55,184	\$ 90,393
Public Safety Specialist	13	\$ 42,641.64	\$ 42,515.20	\$ 61,588.80	Program Specialist IV	B20	\$ 45,158	\$ 73,788
Law Enforcement Academy Manager	18	\$ 60,180.00	\$ 54,225.60	\$ 78,644.80	Manager II	B23	\$ 55,184	\$ 90,393
Law Enforcement Academy Instructor	14	\$ 51,647.36	\$ 44,657.60	\$ 64,667.20	Training Specialist V	B21	\$ 48,278	\$ 78,953
Lead Accountant	17	\$ 63,189.12	\$ 51,625.60	\$ 74,880.00	Accountant VI	B23	\$ 55,184	\$ 90,393
Lead Crisis Intervention Assessor-ALA	17	\$ 60,180.00	\$ 51,625.60	\$ 74,880.00	Qualified Intellectual Disability Professional IV	B23	\$ 55,184	\$ 90,393
Lead Manager- Area Agencies on Aging	20	\$ 61,684.56	\$ 59,758.40	\$ 86,632.00	Manager IV	B25	\$ 63,104	\$ 103,491
Lead Psychological Examiner-ALA	16	\$ 60,000.00	\$ 49,192.00	\$ 71,302.40	Psychologist I	B22	\$ 51,614	\$ 84,479
Legal Awareness / Benefits Counselor	4	\$ 39,271.91	\$ 27,393.60	\$ 39,707.20	Human Services Specialist II	B12	\$ 27,840	\$ 43,798
MAC Coordinator (Part-time)	14	\$ 49,795.20	\$ 44,657.60	\$ 64,667.20	Program Supervisor IV	B20	\$ 45,158	\$ 73,788
Medicaid Billing Specialist	10	\$ 40,956.78	\$ 36,649.60	\$ 53,185.60	Program Specialist II	B17	\$ 36,976	\$ 58,399
Natural Resources Clean Cities Coordinator	15	\$ 47,618.40	\$ 46,904.00	\$ 67,932.80	Program Specialist V	B21	\$ 48,278	\$ 78,953
Natural Resources Director	23	\$ 80,240.16	\$ 69,180.80	\$ 100,297.60	Director II	B27	\$ 76,356	\$ 129,137
Natural Resources Environmental Manager	20	\$ 74,478.72	\$ 59,758.40	\$ 86,632.00	Manager IV	B25	\$ 63,104	\$ 103,491
Natural Resources Transportation Specialist	13	\$ 42,641.64	\$ 42,515.20	\$ 61,588.80	Program Specialist IV	B20	\$ 45,158	\$ 73,788
Outreach Specialist	10	\$ 36,755.01	\$ 36,649.60	\$ 53,185.60	Human Services Specialist VII	B17	\$ 36,976	\$ 58,399
Payroll/General Ledger Specialist (Part-time)	13	\$ 54,394.09	\$ 42,515.20	\$ 61,588.80	Accountant V	B21	\$ 48,278	\$ 78,953
Procurement Technician	8	\$ 33,406.08	\$ 33,300.80	\$ 48,276.80	Purchaser III	B16	\$ 34,918	\$ 55,130
Public Safety Administrative Assistant	8	\$ 35,090.95	\$ 33,300.80	\$ 48,276.80	Administrative Assistant V	A17	\$ 36,976	\$ 56,975
Public Safety Director	22	\$ 75,225.12	\$ 65,894.40	\$ 95,534.40	Director II	B27	\$ 76,356	\$ 129,137
Public Safety Clerk	4	Vacant	\$ 27,393.60	\$ 39,707.20	Customer Service Representative III	A13	\$ 29,439	\$ 46,388
Quality Assurance Reviewer - ALA	12	\$ 40,558.80	\$ 40,435.20	\$ 58,614.40	Quality Assurance Specialist III	B20	\$ 45,158	\$ 73,788
Quality Compliance Specialist	14	\$ 44,793.60	\$ 44,657.60	\$ 64,667.20	Quality Assurance Specialist III	B20	\$ 45,158	\$ 73,788
Quality Control Inspector Supervisor	12	\$ 40,520.79	\$ 40,435.20	\$ 58,614.40	Inspector VI	B19	\$ 42,244	\$ 68,960
Regional Mobility Manager	20	\$ 59,944.80	\$ 59,758.40	\$ 86,632.00	Manager IV	B25	\$ 63,104	\$ 103,491
Regional Outreach Coordinator	16	\$ 51,788.16	\$ 49,192.00	\$ 71,302.40	Health and Human Services Program Coordinator	B22	\$ 51,614	\$ 84,479
Regional Services Director	22	\$ 78,234.00	\$ 65,894.40	\$ 95,534.40	Director II	B27	\$ 76,356	\$ 129,137
Resources Recovery Administrative Assistant	8	\$ 37,718.30	\$ 33,300.80	\$ 48,276.80	Administrative Assistant V	A17	\$ 36,976	\$ 56,975
Resources Recovery Manager	18	\$ 66,732.96	\$ 54,225.60	\$ 78,644.80	Manager II	B23	\$ 55,184	\$ 90,393
Senior Director of ALA & Agency Coordination	27	\$ 103,309.20	\$ 84,115.20	\$ 121,908.80	Director IV	B29	\$ 92,390	\$ 156,256
Senior Director of Operations and Strategic Partnership	27	\$ 113,071.20	\$ 84,115.20	\$ 121,908.80	Director IV	B29	\$ 92,390	\$ 156,256
Sustainable Transportation Coordinator	15	\$ 52,373.28	\$ 46,904.00	\$ 67,932.80	Natural Resources Specialist IV	B21	\$ 48,278	\$ 78,953
Training Specialist	12	\$ 41,888.88	\$ 40,435.20	\$ 58,614.40	Training Specialist IV	B19	\$ 42,244	\$ 68,960
Weatherization Assistance Program Administrative Assistant	8	\$ 33,406.08	\$ 33,300.80	\$ 48,276.80	Administrative Assistant V	A17	\$ 36,976	\$ 56,975

Weatherization Assistance Program Manager	20	\$ 59,937.60	\$ 59,758.40	\$ 86,632.00	Manager IV	B25	\$ 63,104	\$ 103,491
Weatherization Assistance Program Supervisor	13	\$ 42,642.72	\$ 42,515.20	\$ 61,588.80	Program Specialist IV	B20	\$ 45,158	\$ 73,788

