

2018 Alamo Area Council of Governments Salary Comparison Report

AACOG JOB TITLE	AACOG PAY RANGE	AACOG Actual Salary Averages	AACOG Entry Level Salary	AACOG Maximum Level	State Job Title	State Salary Group	State Salary Range Minimum	State Salary Range Maximum
Executive Director - Exempt - \$158,983 - \$230,525								
9-1-1 GIS Specialist	10	43,494	36,785	53,338	Program Specialist I	B17	36,976	58,399
9-1-1- Program Coordinator	15	52,809	46,948	68,075	Program Supervisor V	B21	48,278	78,953
Accountant	15	60,360	46,948	68,075	Accountant V	B21	48,278	78,953
Accounting Administrative Clerk	3	28,027	26,142	37,907	Accounting Technician I	A11	26,332	41,355
Accounting Specialist	8	45,022	33,365	48,379	Accounts Examiner III	B17	36,976	58,399
Accounting Technician	6	38,190	30,263	43,882	Accounts Examiner II	B15	32,976	52,045
Accounts Payable Technician	6	40,927	30,263	43,882	Accounts Examiner II	B15	32,976	52,045
ADRC Intake (Call Center)	6	37,490	30,263	43,882	Administrative Assistant IV	A15	32,976	52,045
ADRC Coordinator	13	59,058	42,583	61,746	Program Supervisor IV	B20	45,158	73,788
Aging Contract Manager	19	61,136	57,066	82,745	Manager III	B24	59,004	96,720
Aging Programs Billing Technician	6	37,490	30,263	43,882	Accounts Examiner II	B15	32,976	52,045
Alamo Aging Access Assistance Lead Spec	13	43,497	42,583	61,746	Program Specialist IV	B20	45,158	73,788
Alamo Aging Care Coordination Assistant	7	38,127	31,776	46,076	Human Services Specialist V	B15	32,976	52,045
Alamo Aging Care Specialist	8	37,777	33,365	48,379	Program Specialist I	B17	36,976	58,399
Alamo Aging Care Specialist II	10	44,492	36,785	53,338	Program Specialist I	B17	36,976	58,399
Alamo Aging Geriatric Care Specialist	13	52,375	42,583	61,746	Program Specialist IV	B20	45,158	73,788
Alamo Aging Grant Specialist	7	38,275	31,776	46,076	Case Manager III	B17	32,976	52,045
Alamo Aging Health and Wellness Spec	8	43,494	33,365	48,379	Program Specialist I	B17	36,976	58,399
Alamo Aging Managing Local Ombudsman	13	48,595	42,583	61,746	Ombudsman III	B21	48,278	78,953
Alamo Aging Regional Mobility Coordinator	13	Vacant	42,583	61,746	Program Specialist IV	B20	45,158	73,788
Alamo Aging Staff Ombudsman	10	40,595	36,785	53,338	Ombudsman I	B17	36,976	58,399
Alamo Area Aging Benefits Counselor	7	37,490	31,776	46,076	Human Services Specialist V	B15	32,976	52,045
Alamo Local Authority Business Manager	19	Vacant	57,066	82,745	Manager III	B24	59,004	96,720
Alamo Local Authority Director	27	Vacant	84,312	122,252	Director IV	B29	92,390	156,256
Alamo Regional Transit Technician	5	35,390	28,822	41,792	Motor Vehicle Technician III	A13	29,439	46,388
Alamo Service Connection Care Specialist	13	Vacant	42,583	61,746	Program Supervisor IV	B20	45,158	73,788
Alamo Service Connection Housing Navigator	7	37,490	31,776	46,076	Case Manager III	B15	32,976	52,045
Alamo Service Connection Lead Specialist	8	41,564	33,365	48,379	Program Specialist III	B19	42,244	68,960
Alamo Service Connection Veterans Care Spec	6	37,490	30,263	43,882	Program Specialist I	B17	36,976	58,399
ART Administrative and Outreach Specialist	6	37,851	30,263	43,882	Administrative Assistant IV	A15	32,976	52,045
ART Area Supervisor	15	45,678	46,948	68,075	Program Supervisor V	B21	48,278	78,953
ART Assistant Director	24	68,340	72,832	105,606	Director II	B27	76,356	129,137
ART Billing Technician	6	42,434	30,263	43,882	Accounts Examiner II	B15	32,976	52,045
ART Director	27	84,150	84,312	122,252	Director IV	B29	92,390	156,256
ART Dispatcher	7	32,075	31,776	46,076	Police Communications Operator III	A15	32,976	52,045
ART Driver - CDL with Air Brakes	3	32,009	26,142	37,907	Vehicle Driver III	A11	26,332	41,355
ART Driver - CDL with Air Brakes	5	32,009	28,822	41,792	Motor Vehicle Technician III	A13	29,439	46,388

ART Operations Manager	20	61,384	59,919	86,883	Manager IV	B25	63,104	103,491
ART Safety and Training Specialist	13	52,006	42,583	61,746	Safety Officer III	B20	45,158	73,788
ART Ticketing and Dispatch Specialist	4	30,892	27,450	39,802	Administrative Assistant III	A13	29,439	46,388
Assist Director of IDDS & Agency Coordination	24	76,730	72,832	105,606	Director II	B27	76,356	129,137
Benefits Counseling Coordinator	13	50,335	42,583	61,746	Program Supervisor IV	B20	45,158	73,788
Benefits Outreach and Intake Specialist	7	37,490	31,776	46,076	Human Services Specialist V	B15	32,976	52,045
Bexar Aging Administrative Coordinator	13	50,326	42,583	61,746	Program Supervisor IV	B20	45,158	73,788
Bexar Aging Care Coordination Specialist	7	38,063	31,776	46,076	Program Specialist I	B17	36,976	58,399
Bexar Aging Care Specialist	8	37,821	33,365	48,379	Program Specialist I	B17	36,976	58,399
Bexar Aging Managing Local Ombudsman	13	48,595	42,583	61,746	Ombudsman III	B21	48,278	78,953
Bexar Aging Staff Ombudsman	10	39,675	36,785	53,338	Ombudsman I	B17	36,976	58,399
Bexar Aging Veteran Care Specialist	7	37,936	31,776	46,076	Program Specialist I	B17	36,976	58,399
Budget Officer	24	62,730	72,832	105,606	Financial Examiner VI	B27	76,356	129,137
Care Coordination Coordinator	13	51,984	42,583	61,746	Program Supervisor IV	B20	45,158	73,788
Caregiver Support Specialist	8	46,189	33,365	48,379	Program Specialist IV	B20	45,158	73,788
Chief Financial Officer	33	110,644	112,986	163,830	Director VII	B32	122,972	207,977
Communications Coordinator	18	61,384	54,348	78,805	Information Specialist V	B23	55,184	90,393
Contracts and Procurement Manager	20	61,145	59,919	86,883	Manager IV	B25	63,104	103,491
Contracts/Procurement Technician	8	41,691	33,365	48,379	Purchaser III	B16	34,918	55,130
Controllor	24	101,743	72,832	105,606	Director II	B27	76,356	129,137
Customer Service Representative	5	31,931	28,822	41,792	Customer Service Representative III	A13	29,439	46,388
Director, Alamo/Bexar Area Agencies on Aging	27	85,426	84,312	122,252	Director IV	B29	92,390	156,256
Executive Assistant	13	47,950	42,583	61,746	Executive Assistant III	B21	48,278	78,953
External Affairs Coordinator	18	66,499	54,348	78,805	Information Specialist V	B23	55,184	90,393
General Counsel and Senior Director	33	110,644	112,986	163,830	General Counsel VI	B32	122,972	207,977
Homeland Security Coordinator	15	50,326	46,948	68,075	Program Supervisor V	B21	48,278	78,953
Homeland Security Planner	13	Vacant	42,583	61,746	Planner III	B21	48,278	78,953
Housing and Construction Technician	10	37,490	36,785	53,338	Program Specialist I	B17	36,976	58,399
Human Resource Manager	24	71,972	72,832	105,606	Director II	B27	76,356	129,137
Human Resources Generalist	13	47,887	42,583	61,746	Human Resources Specialist IV	B20	45,158	73,788
Human Resources/Legal Administrative Assistant	6	37,511	30,263	43,882	Administrative Assistant IV	A15	32,976	52,045
IDDS Admin Assistant	6	35,400	30,263	43,882	Administrative Assistant IV	A15	32,976	52,045
IDDS Client Rights Officer	13	49,141	42,583	61,746	Program Specialist IV	B20	45,158	73,788
IDDS Crisis Intervention Assessor	14	48,595	44,712	64,833	Program Specialist IV	B20	45,158	73,788
IDDS Diversion Enhanced Community Coordinator	16	59,559	49,296	71,479	Program Specialist VI	B23	55,184	90,393
IDDS Health Information & Records Clerk	3	27,273	26,142	37,907	Clerk IV	A11	26,332	41,355
IDDS Intake and Eligibility Care Specialist	10	37,490	36,785	53,338	Program Specialist I	B17	36,976	58,399
IDDS Intake and Eligibility Coordinator	13	50,514	42,583	61,746	Program Specialist IV	B20	45,158	73,788
IDDS Lead Crisis Intervention Assessor	18	61,384	54,348	78,805	Program Specialist VI	B23	55,184	90,393
IDDS Lead Manager	20	71,614	59,919	86,883	Manager IV	B25	63,104	103,491
IDDS Lead Psychological Examiner	19	61,200	57,066	82,745	Psychologist II	B24	59,004	96,720
IDDS Lead Quality Assurance Reviewer	16	49,887	49,296	71,479	Quality Assurance Specialist IV	B22	51,614	84,479
IDDS Non-Waiver Services Coordinator	13	52,831	42,583	61,746	Program Supervisor IV	B20	45,158	73,788

IDDS Program Analyst I	16	58,140	49,296	71,479	Program Specialist VI	B23	55,184	90,393
IDDS Program Technician	6	43,532	30,263	43,882	Administrative Assistant IV	A15	32,976	52,045
IDDS Psychological Examiner	17	56,355	51,760	75,052	Psychologist II	B24	59,004	96,720
IDDS Quality Assurance Reviewer	11	41,371	38,624	56,005	Quality Assurance Specialist II	B18	39,521	64,449
IDDS Records Specialist	8	37,521	33,365	48,379	Information Specialist II	B17	36,976	58,399
IDDS Services Coordination Mentor	11	39,463	38,624	56,005	Program Specialist II	B18	39,521	64,449
IDDS Team Leader	12	45,975	40,556	58,806	Program Supervisor III	B19	42,244	68,960
IDDS Training and Records Coordinator	16	51,836	49,296	71,479	Program Specialist VI	B23	55,184	90,393
IDDS Waiver Services Coordinator	13	55,245	42,583	61,746	Program Supervisor IV	B20	45,158	73,788
Internal Auditor	18	61,200	54,348	78,805	Auditor V	B23	55,184	90,393
JLUS GIS Specialist	11	37,490	38,624	56,005	Program Specialist II	B18	39,521	64,449
JLUS Project Coordinator	15	52,807	46,948	68,075	Program Supervisor V	B21	48,278	78,953
JLUS Project Manager	20	Vacant	59,919	86,883	Manager IV	B25	63,104	103,491
Law Enforcement Academy Instructor	13	53,137	42,583	61,746	Information Specialist IV	B21	48,278	78,953
Law Enforcement Academy Manager	20	61,384	59,919	86,883	Manager IV	B25	63,104	103,491
Lead Accountant	17	64,453	51,760	75,052	Accountant VI	B23	55,184	90,393
Lead Veteran & Mobility Coordinator	13	50,326	42,583	61,746	Program Specialist IV	B20	45,158	73,788
Legal Awareness / Benefits Counselor	7	40,057	31,776	46,076	Human Services Specialist V	B15	32,976	52,045
MAC Cordinator	15	72,562	46,948	68,075	Program Supervisor V	B21	48,278	78,953
Manager - Alamo Area Agency on Aging	19	61,895	57,066	82,745	Manager III	B24	59,004	96,720
Manager - Bexar Area Agency on Aging	19	63,750	57,066	82,745	Manager III	B24	59,004	96,720
Medicaid Billing Specialist	8	39,760	33,365	48,379	Accounts Examiner III	B17	36,976	58,399
Natural Resorces Transportation Spec	10	43,494	36,785	53,338	Natural Resources Specialist II	B17	36,976	58,399
Natural Resources Director	25	81,600	76,474	110,887	Director III	B28	83,991	142,052
Natural Resources Environmental Manager	20	75,968	59,919	86,883	Manager IV	B25	63,104	103,491
Natural Resources Outreach Specialist	10	43,494	36,785	53,338	Natural Resources Specialist II	B17	36,976	58,399
Public Safety Administrative Assistant	6	34,074	30,263	43,882	Administrative Assistant IV	A15	32,976	52,045
Public Safety Clerk	3	28,027	26,142	37,907	Clerk IV	A11	26,332	41,355
Public Safety Director	25	76,730	76,474	110,887	Director III	B28	83,991	142,052
Public Safety Specialist	10	43,494	36,785	53,338	Public Health and Prevention Specialist III	B18	39,521	64,449
Quality Compliance Supervisor	15	45,689	46,948	68,075	Quality Assurance Specialist IV	B22	51,614	84,479
Quality Control Inspector Specialist	10	41,373	36,785	53,338	Quality Assurance Specialist I	B17	36,976	58,399
Regional Services Director	25	79,799	76,474	110,887	Director III	B28	83,991	142,052
Resources Recovery Administrative Assistant	6	34,074	30,263	43,882	Administrative Assistant IV	A15	32,976	52,045
Resources Recovery Manager	19	63,750	57,066	82,745	Manager III	B24	59,004	96,720
Senior Director of IDDS & Agency Coordination	30	105,375	97,602	141,523	Director V	B30	101,630	171,881
Senior Director of Operations	30	100,980	97,602	141,523	Director V	B30	101,630	171,881
Senior Director of Strategic Partnership and Comms	30	115,333	97,602	141,523	Director V	B30	101,630	171,881
Sustainable Transportation Coordinator	13	53,421	42,583	61,746	Natural Resources Specialist IV	B21	48,278	78,953
Training Specialist	13	44,370	42,583	61,746	Training Specialist V	B21	48,278	78,953
Travel Options Lead Specialist	8	47,991	33,365	48,379	Program Specialist I	B17	36,976	58,399
TX Serves Case Worker	17	42,840	51,760	75,052	Program Specialist VI	B23	55,184	90,393
TX Serves Intake Specialist	6	37,490	30,263	43,882	Administrative Assistant IV	A15	32,976	52,045

Veteran Mobility Specialist	10	37,490	36,785	53,338	Program Specialist I	B17	36,976	58,399
Veteran Programs Coordinator	13	51,000	42,583	61,746	Program Specialist IV	B20	45,158	73,788
Weatherization Assistance Prog Admin Asst	6	34,074	30,263	43,882	Administrative Assistant IV	A15	32,976	52,045
Weatherization Assistance Program Manager	20	61,136	59,919	86,883	Manager IV	B25	63,104	103,491
Weatherization Assistance Program Supervisor	10	43,496	36,785	53,338	Program Supervisor I	B17	36,976	58,399