

2025 Alamo Area Council of Governments - Salary Comparison Report

AACOG Job Title	AACOG Pay Range	AACOG Average of Current Annual	AACOG Entry Level Salary	AACOG Maximum Level	State Job Title	State Salary Group	State Salary Range Minimum	State Salary Range Maximum
Executive Director - Exempt - Range \$213,138 - \$309,005								
9-1-1 GIS Database Coordinator	19	\$69,984	\$62,941	\$91,270	Program Specialist VII	B25	69,572	114,099
9-1-1 Technician	12	\$46,448	\$46,072	\$66,830	Program Specialist III	B19	48,244	76,028
Accountant	19	\$68,862	\$62,941	\$91,270	Accountant VII	B25	69,572	114,099
Accounting Analyst	12	\$52,751	\$46,072	\$66,830	Accounts Examiner IV	B19	48,244	76,028
Accounting Budget Analyst	20	\$72,360	\$66,082	\$95,826	Financial Examiner V	B25	69,572	114,099
Accounting Technician	10	\$46,282	\$41,808	\$60,611	Accounts Examiner IV	B19	48,244	76,028
Agency Outreach Specialist	12	\$47,155	\$46,072	\$66,830	Program Supervisor III	B19	48,244	76,028
Alamo Regional Transit Administrative Assistant	9	\$42,205	\$39,832	\$57,720	Administrative Assistant V	A17	42,976	64,469
Alamo Regional Transit Assistant Director	27	\$104,469	\$92,976	\$134,763	Director IV	B29	101,860	172,272
Alamo Regional Transit Billing Technician	9	\$39,397	\$39,832	\$57,720	Accounts Examiner IV	B19	48,244	76,028
Alamo Regional Transit Control Center Lead	11	\$58,656	\$43,888	\$63,648	Program Specialist III	B19	48,244	76,028
Alamo Regional Transit Dispatcher	10	\$41,808	\$41,808	\$60,611	Police Communications Operator V	A18	45,521	71,055
Alamo Regional Transit Dispatcher/Driver	10	\$41,808	\$41,808	\$60,611	Program Specialist III	B19	48,244	76,028
Alamo Regional Transit Driver - CDL with Passenger Endorsement	9	\$39,832	\$39,832	\$57,720	Motor Vehicle Technician V	A18	45,521	71,055
Alamo Regional Transit Driver - CDL without Air Brakes	9	\$41,492	\$39,832	\$57,720	Motor Vehicle Technician V	A18	45,521	71,055
Alamo Regional Transit Driver - No CDL	7	\$35,069	\$35,069	\$50,814	Motor Vehicle Technician II	A18	45,521	71,055
Alamo Regional Transit Field Coordinator	17	\$54,912	\$57,117	\$82,784	Program Specialist VI	B23	61,184	99,658
Alamo Regional Transit Maintenance Lead	9	\$39,832	\$39,832	\$57,720	Case Manager IV	B17	42,976	64,469
Alamo Regional Transit Operations Manager	22	\$71,792	\$72,862	\$105,622	Manager V	B26	76,530	129,430
Alamo Regional Transit Transportation Technician	7	\$42,142	\$35,069	\$50,814	Motor Vehicle Technician V	A18	45,521	71,055
Alamo Veterans Network Intake Specialist	9	\$39,832	\$39,832	\$57,720	Administrative Assistant V	A17	42,976	64,469
Area Agency on Aging - ADRC Call Center Specialist	9	\$39,832	\$39,832	\$57,720	Administrative Assistant IV	A17	42,976	64,469
Area Agency on Aging - ADRC Outreach Coordinator	17	\$58,401	\$57,117	\$82,784	Program Supervisor VI	B23	61,184	99,658
Area Agency on Aging ADRC - Specialist Housing Navigator	9	\$44,992	\$39,832	\$57,720	Case Manager V	B18	45,521	71,055
Area Agency on Aging Alamo Managing Local Ombudsman	15	\$71,353	\$51,813	\$75,109	Ombudsman IV	B23	61,184	99,658
Area Agency on Aging Benefits Counseling Coordinator	15	\$58,656	\$51,813	\$75,109	Program Supervisor VI	B23	61,184	99,658
Area Agency on Aging Benefits Counseling Specialist	9	\$39,338	\$39,832	\$57,720	Case Manager V	B18	45,521	71,055
Area Agency on Aging Bexar Managing Local Ombudsman	15	\$53,804	\$51,813	\$75,109	Ombudsman IV	B23	61,184	99,658
Area Agency on Aging Billing Technician	9	\$39,110	\$39,832	\$57,720	Accounts Examiner IV	B19	48,244	76,028
Area Agency on Aging Care Services and Data Coordinator	15	\$65,751	\$51,813	\$75,109	Program Supervisor V	B21	54,278	87,046
Area Agency on Aging Care Services Coordinator	15	\$58,656	\$51,813	\$75,109	Program Supervisor VI	B23	61,184	99,658
Area Agency on Aging Care Specialist I	10	\$41,102	\$41,808	\$60,611	Human Services Specialist VI	B19	48,244	76,028
Area Agency on Aging Care Specialist I Caregiver Support	10	\$41,809	\$41,808	\$60,611	Human Rights Officer I	B19	48,244	76,028
Area Agency on Aging Caregiver Services Coordinator	15	\$59,197	\$51,813	\$75,109	Program Supervisor VI	B23	61,184	99,658
Area Agency on Aging Health and Wellness Specialist	10	\$57,681	\$41,808	\$60,611	Program Specialist III	B19	48,244	76,028
Area Agency on Aging Lead Contracts and Nutrition Coordinator	19	\$62,941	\$62,941	\$91,270	Manager III	B24	65,104	106,634
Area Agency on Aging Manager	22	\$73,463	\$72,862	\$105,622	Manager V	B26	76,530	129,430
Area Agency on Aging Manager of Integrated Services	22	\$72,862	\$72,862	\$105,622	Manager V	B26	76,530	129,430
Area Agency on Aging Ombudsman	12	\$48,836	\$46,072	\$66,830	Ombudsman II	B19	48,244	76,028
Area Agency on Aging Ombudsman Outreach Specialist	12	\$46,072	\$46,072	\$66,830	Ombudsman II	B19	48,244	76,028
Area Agency on Aging Outreach Specialist/Senior Medicaid Patrol	12	\$46,072	\$46,072	\$66,830	Human Rights Officer I	B19	48,244	76,028
Area Agency on Aging Senior Volunteer Program Coordinator	15	\$51,813	\$51,813	\$75,109	Program Supervisor V	B21	54,278	87,046
Area Agency on Aging Support Services Coordinator	15	\$68,050	\$51,813	\$75,109	Program Supervisor VI	B23	61,184	99,658

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Assistant Director of IDD Services	27	\$92,976	\$92,976	\$134,763	Director IV	B29	101,860	172,272
Chief Financial Officer	37	\$160,200	\$151,466	\$219,627	Portfolio Manager V	B35	180,453	305,191
Controller	27	\$119,900	\$92,976	\$134,763	Director IV	B29	101,860	172,272
Database Analyst/Administrator	15	\$56,682	\$51,813	\$75,109	Program Specialist VI	B23	61,184	99,658
Deputy Executive Director	42	\$195,158	\$193,294	\$280,259	Deputy Director IV	B36	198,499	335,710
Director of Human Resources	30	\$112,392	\$107,640	\$156,062	Director V	B30	112,047	189,499
Environmental Conservation Specialist	12	\$46,072	\$46,072	\$66,830	Program Specialist III	B19	48,244	76,028
Executive Assistant/Special Events Specialist	14	\$68,788	\$49,296	\$71,531	Program Specialist V	B21	54,278	87,046
External Affairs Coordinator	18	\$70,389	\$59,946	\$86,944	Program Specialist VI	B23	61,184	99,658
Homeland Security/Criminal Justice Planning Coordinator	19	\$70,733	\$62,941	\$91,270	Program Supervisor VII	B25	69,572	114,099
Human Resources Coordinator	19	\$78,667	\$62,941	\$91,270	Program Specialist VII	B25	69,572	114,099
Human Resources Generalist	17	\$64,666	\$57,117	\$82,784	Human Resources Specialist VI	B24	65,104	106,634
Human Resources/Legal Administrative Assistant	10	\$47,779	\$41,808	\$60,611	Administrative Assistant VI	A19	48,244	76,028
IDD Administrative Assistant	9	\$41,889	\$39,832	\$57,720	Administrative Assistant V	A17	42,976	64,469
IDD Crisis Intervention Assessor	16	\$54,392	\$54,392	\$78,853	Program Specialist VI	B23	61,184	99,658
IDD Crisis Intervention Assessor & Hospital Liaison	17	\$61,675	\$57,117	\$82,784	Program Specialist VI	B23	61,184	99,658
IDD Diversion & Enhanced Community Coordination Analyst	18	\$78,040	\$59,946	\$86,944	Program Specialist VI	B23	61,184	99,658
IDD Employment Coordination Specialist	12	\$46,072	\$46,072	\$66,830	Program Supervisor III	B19	48,244	76,028
IDD Employment Navigator	17	\$58,656	\$57,117	\$82,784	Program Specialist VI	B23	61,184	99,658
IDD Enhanced Community Coordinator I	13	\$58,825	\$46,966	\$68,141	Program Specialist IV	B20	51,158	81,351
IDD Financial Eligibility Specialist	12	\$46,072	\$46,072	\$66,830	Program Specialist III	B19	48,244	76,028
IDD Habilitation Coordinator I	12	\$47,449	\$46,072	\$66,830	Program Supervisor III	B19	48,244	76,028
IDD Habilitation Coordinator III	14	\$66,697	\$49,296	\$71,531	Program Supervisor IV	B20	51,158	81,351
IDD Health and Wellness Coordinator	17	\$59,244	\$57,117	\$82,784	Program Specialist VI	B23	61,184	99,658
IDD Health Information & Records Clerk	7	\$34,665	\$35,069	\$50,814	Customer Service Representative IV	A15	38,976	58,045
IDD Jail Liaison	13	\$48,965	\$46,966	\$68,141	Program Specialist IV	B20	51,158	81,351
IDD Lead Crisis Intervention Assessor	20	\$73,541	\$66,082	\$95,826	Program Specialist VII	B25	69,572	114,099
IDD Performance Improvement and Accreditation Administrator	22	\$77,483	\$72,862	\$105,622	Manager V	B26	76,530	129,430
IDD Psychological Examiner I	19	\$70,112	\$62,941	\$91,270	Psychologist III	B26	76,530	129,430
IDD Psychological Examiner Supervisor	21	\$77,000	\$69,389	\$100,610	Manager V	B26	76,530	129,430
IDD Quality Assurance Specialist I	13	\$58,991	\$46,966	\$68,141	Program Specialist IV	B20	51,158	81,351
IDD Quality Assurance Specialist II	14	\$53,000	\$49,296	\$71,531	Quality Assurance Specialist IV	B22	57,614	93,138
IDD Receptionist	7	\$35,069	\$35,069	\$50,814	Customer Service Representative IV	A15	38,976	58,045
IDD Records Specialist	11	\$50,516	\$43,888	\$63,648	Information Specialist III	B19	48,244	76,028
IDD Services Coordinator I	12	\$46,577	\$46,072	\$66,830	Program Specialist III	B19	48,244	76,028
IDD Services Coordinator II	13	\$49,430	\$46,966	\$68,141	Program Specialist IV	B20	51,158	81,351
IDD Services Coordinator III	14	\$53,388	\$49,296	\$71,531	Program Supervisor IV	B20	51,158	81,351
IDD Services Coordinator IV	16	\$64,894	\$54,392	\$78,853	Program Supervisor VI	B23	61,184	99,658
IDD Services Interest List Technician	9	\$47,239	\$39,832	\$57,720	Administrative Assistant V	A17	42,976	64,469
IDD Training Specialist	15	\$51,813	\$51,813	\$75,109	Safety Officer V	B24	65,104	106,634
IDD Transition Support Team Manager	22	\$72,862	\$72,862	\$105,622	Manager V	B26	76,530	129,430
Information and Privacy Officer	22	\$89,302	\$72,862	\$105,622	Manager V	B26	76,530	129,430
Internal Auditor	22	\$89,302	\$72,862	\$105,622	Manager V	B26	76,530	129,430
Law Enforcement Academy Instructor	16	\$61,806	\$54,392	\$78,853	Information Specialist V	B23	61,184	99,658

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Law Enforcement Academy Manager	22	\$93,800	\$72,862	\$105,622	Manager V	B26	76,530	129,430
Law Enforcement Academy Training Coordinator	19	\$69,796	\$62,941	\$91,270	Program Supervisor VII	B25	69,572	114,099
Lead Accountant	21	\$83,160	\$69,389	\$100,610	Accountant VII	B25	69,572	114,099
Maintenance Engineer	16	\$63,130	\$54,392	\$78,853	Program Specialist VI	B23	61,184	99,658
Medicaid Billing Specialist	10	\$50,005	\$41,808	\$60,611	Accounts Examiner IV	B19	48,244	76,028
Military Installation Resilience Review Grant Coordinator	14	\$49,805	\$49,296	\$71,531	Program Supervisor V	B21	54,278	87,046
Military Veteran Affairs Program and Services Coordinator	16	\$56,710	\$54,392	\$78,853	Program Specialist VI	B23	61,184	99,658
Natural Resources Environmental Project Manager	22	\$97,211	\$72,862	\$105,622	Manager V	B26	76,530	129,430
Natural Resources Outreach Specialist	13	\$46,966	\$46,966	\$68,141	Program Specialist IV	B20	51,158	81,351
Natural Resources Project Administrator	22	\$75,215	\$72,862	\$105,622	Manager V	B26	76,530	129,430
Outreach & Public Transit Mobility Coordinator	17	\$61,247	\$57,117	\$82,784	Program Specialist VI	B23	61,184	99,658
Procurement and Facilities Administrative Assistant	10	\$41,809	\$41,808	\$60,611	Executive Assistant III	B21	51,278	82,901
Procurement and Facilities Director	30	\$107,640	\$107,640	\$156,062	Director V	B30	112,047	189,499
Procurement Technician	10	\$42,579	\$41,808	\$60,611	Purchaser V	B20	51,158	81,351
Public Affairs & Regional Development Administrative Assistant	9	\$39,832	\$39,832	\$57,720	Administrative Assistant V	A17	42,976	64,469
Public Relations Multimedia Specialist	12	\$44,306	\$46,072	\$66,830	Program Specialist III	B19	48,244	76,028
Public Safety Administrative Assistant	9	\$45,055	\$39,832	\$57,720	Executive Assistant III	B21	54,278	87,046
Public Safety Clerk	6	\$33,405	\$33,405	\$48,381	Customer Service Representative IV	A15	38,976	58,045
Public Safety Criminal Justice Planner	14	\$54,497	\$49,296	\$71,531	Planner III	B21	54,278	87,046
Public Safety Manager and Financial Analyst	22	\$101,566	\$72,862	\$105,622	Manager V	B26	76,530	129,430
Public Safety Specialist	11	\$58,679	\$43,888	\$63,648	Public Health and Prevention Specialist IV	B20	51,158	81,351
Quality Control Inspector Specialist with Certification	13	\$58,617	\$46,966	\$68,141	Quality Assurance Specialist IV	B22	57,614	93,138
Regional Services Administrator	21	\$71,874	\$69,389	\$100,610	Manager V	B26	76,530	129,430
Senior Director	37	\$152,983	\$151,466	\$219,627	Deputy Director II	B34	164,048	277,446
Senior Procurement Analyst	16	\$58,708	\$54,392	\$78,853	Program Supervisor VI	B23	61,184	99,658
Transportation Director	30	\$116,324	\$107,640	\$156,062	Director V	B30	112,047	189,499
Veteran Care Lead Specialist	13	\$50,395	\$46,966	\$68,141	Program Specialist VI	B23	61,184	99,658
Veteran Care Specialist	10	\$41,808	\$41,808	\$60,611	Human Rights Officer I	B19	48,244	76,028
Veteran Directed Care Technician	9	\$41,269	\$39,832	\$57,720	Case Manager IV	B17	42,976	64,469
Veteran Programs Manager	22	\$72,862	\$72,862	\$105,622	Manager V	B26	76,530	129,430
Weatherization Assistance Program Administrative Assistant	10	\$41,808	\$41,808	\$60,611	Administrative Assistant VI	A19	48,244	76,028
Weatherization Assistance Program Energy Auditor Technician	12	\$44,306	\$46,072	\$66,830	Program Specialist III	B19	48,244	76,028
Weatherization Intake & Billing Specialist	10	\$41,808	\$41,808	\$60,611	Accounts Examiner IV	B19	48,244	76,028
Weatherization Program Director	30	\$108,517	\$107,640	\$156,062	Director V	B30	112,047	189,499