

H-GAC Salary Range Matrix 2018								
H-GAC Level	H-GAC Group	Example H-GAC Titles	2018 H-GAC Salary Range		2017 H-GAC Salary Range		2017-2019 State Salary Range	
			Minimum	Maximum	Minimum	Maximum		
14	Management VI	Executive Director	\$162,802.00	\$260,483.00	\$160,871.00	\$257,394.00	\$162,000.00	\$261,068.00
12	Management V	Chief Financial Officer	\$127,354.00	\$203,767.00	\$125,884.00	\$206,384.00	\$122,972.00	\$207,977.00
12		Chief Operating Officer						
11	Management IV	Director	\$115,776.00	\$185,241.00	\$114,403.00	\$187,621.00	\$111,793.00	\$189,069.00
10	Management III	Assistant Director	\$105,251.00	\$168,402.00	\$104,003.00	\$170,565.00	\$101,630.00	\$171,881.00
10	Management III	Senior Manager						
9	Management II	Manager	\$89,512.00	\$149,187.00	\$88,451.00	\$147,418.00	\$76,356.00	\$156,256.00
8	Mgt I - Prof. IV	Accounting Administrator	\$69,460.00	\$115,766.00	\$68,636.00	\$114,394.00	\$63,104.00	\$117,397.00
8		Facilities Administrator						
8		Principal Industry Liaison						
8		Principal Data Analyst						
8		Principal Financial Analyst						
8		Principal GIS Analyst						
8		Principal Outreach Coordinator						
8		Principal Planner						
8		Principal Program Coordinator						
8		Principal Purchasing Coordinator						
8		Procurement Administrator						
8		Program Administrator						
8		Project Manager						
8		Systems Operations Administrator						
8		Web Administrator						
7	Professional III	Account Liaison	\$54,646.00	\$91,077.00	\$53,999.00	\$89,998.00	\$51,614.00	\$90,393.00
7		Lead Benefit Counseling Coordinator						
7		Lead Ombudsman Coordinator						
7		Lead Procurement Coordinator						
7		Lead Program Coordinator						
7		Lead Quality Assurance Analyst						
7		Senior Agency Webmaster						
7		Senior Auditor						

7		Senior Communication Coordinator						
7		Senior Data Analyst						
7		Senior Education Coordinator						
7		Senior Financial Analyst						
7		Senior GIS Analyst						
7		Senior Loan Coordinator						
7		Senior Operations Analyst						
7		Senior Outreach Coordinator						
7		Senior Planner						
7		Senior Program Coordinator						
7		Senior Quality Assurance Coordinator						
7		Senior Specifications Analyst						
7		Senior Systems Analyst						
7		Senior Webmaster						
6	Professional II	Accountant	\$46,638.00	\$77,730.00	\$47,476.00	\$76,809.00	\$42,244.00	\$78,953.00
6		Accounting/Finance Coordinator						
6		Administrative Coordinator						
6		Auditor						
6		Data Analyst						
6		Executive Assistant						
6		Financial Analyst						
6		GIS Analyst						
6		Human Resources Coordinator						
6		Inspector						
6		Loan Coordinator						
6		Operations Analyst						
6		Outreach Coordinator						
6		Planner						
6		Procurement Coordinator						
6		Program Coordinator						
6		Quality Assurance Analyst						
6		Specifications Coordinator						
6		Systems Analyst						
6		Webmaster						

5	Professional I	Accounting/Finance Specialist	\$39,030.00	\$60,009.29	\$38,567.00	\$64,279.00	\$36,976.00	\$64,449.00
5		Administrative Assistant						
5		Audit Specialist						
5		Benefits Counselor						
5		Human Resources Specialist						
5		Loan Specialist						
5		Ombudsman						
5		Outreach Specialist						
5		Program Specialist						
5		Quality Assurance Specialist						
5		Web Specialist						
5		Systems Specialist						
4	Skilled III	GIS Technician	\$33,905.00	\$54,247.00			\$32,976.00	\$55,130.00
4		PC Support/Helpdesk Tech			\$33,502.00	\$54,944.00		
3	Skilled II	Print and Mail Associate	\$30,236.00	\$48,378.00	\$29,878.00	\$49,000.00	\$29,439.00	\$49,134.00
3		Receptionist						
2	Skilled I	None	\$26,047.00	\$39,393.00	\$25,738.00	\$41,182.00	\$26,332.00	\$41,355.00
1	Support	Intern	\$22,565.00	\$34,600.00	\$22,298.00	\$34,190.00	\$23,781.00	\$34,859.00