

H-GAC Salary Range Matrix 2019										
H-GAC Level	H-GAC Description	MRP	H-GAC Titles	2019 H-GAC Salary Range		2018 H-GAC Salary Range		State Salary Group	2017-2019 State Salary Range	
		Midpoint		Minimum	Maximum	Minimum	Maximum			
14	Management VI	\$219,674.00	Executive Director	\$164,755.50	\$259,215.32	\$162,802.00	\$260,483.00	Group 7	\$162,000.00	\$261,068.00
12	Management V	\$171,830.00	Chief Financial Officer	\$131,175.65	\$207,977.00	\$127,355.00	\$203,767.00	B-32	\$122,972.00	\$207,977.00
12			Chief Operating Officer							
11	Management IV	\$156,219.00	Director	\$117,164.25	\$187,462.80	\$115,775.00	\$185,240.00	B-31	\$111,793.00	\$189,069.00
10	Management III	\$142,019.00	Assistant Director	\$106,514.25	\$170,422.80	\$105,251.00	\$168,402.00	B30	\$101,630.00	\$171,881.00
10	Management III		Senior Manager							
9	Management II	\$120,781.00	Manager	\$90,585.75	\$150,976.25	\$89,512.00	\$149,186.00	B-29	\$76,356.00	\$156,256.00
8	Mgt I - Prof. IV	\$93,724.00	Accounting Administrator	\$70,293.00	\$117,155.00	\$69,460.00	\$115,766.00	B-26	\$63,104.00	\$117,397.00
8			Facilities Administrator					B-25		
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	\$73,736.00	Account Liaison	\$55,302.00	\$92,170.00	\$54,647.00	\$91,078.00	B-24	\$51,614.00	\$96,720.00
7			Lead Benefit Counseling Coordinator					B-23		
7			Lead Ombudsman Coordinator					B-22		
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	\$62,930.00	Accountant	\$47,197.50	\$78,662.50	\$47,476.00	\$76,809.00	B-21	\$42,244.00	\$78,953.00
6			Accounting/Finance Coordinator					B-20		
6			Administrative Coordinator					B-19		
6			Auditor							

6			Data Analyst							
6			Excutive 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	\$52,664.00	Accounting/Finance Specialist	\$39,498.00	\$63,196.80	\$38,567.00	\$64,279.00	B-18	\$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	\$45,748.00	GIS Technician	\$34,311.00	\$54,897.60	\$33,502.00	\$54,944.00	B-16	\$32,976.00	\$55,130.00
4			PC Support/Helpdesk Tech							
3	Skilled II	\$40,799.00	Print and Mail Associate	\$30,599.25	\$48,958.80	\$29,878.00	\$49,000.00	A-14	\$29,439.00	\$49,134.00
3			Receptionist					A-13		
2	Skilled I	\$35,147.00	None	\$26,332.00	\$40,419.05	\$25,738.00	\$41,182.00	A-11	\$26,332.00	\$41,355.00
1	Support	\$30,448.00	Intern	\$23,781.00	\$33,538.47	\$22,298.00	\$34,190.00	A-09	\$23,781.00	\$34,859.00