



*Commissioners Court Meeting*

*August 25, 2014*



*Wage and Classification*

*Update*

# Department Changes

## WEBB COUNTY WAGE CLASSIFICATION UPDATES

Since the JUNE 2014 WORKSHOP held with Condrey & Associates

49th Judicial District Court (Judge Lopez)	1) Didn't participate in Wage Plan. However, assisted them in knowing the wage, grade and step/s to use for General Order purposes. Used other courts as sample.
111th Judicial District Court (Judge Notzon)	1) Only called in two name changes
341th Judicial District Court (Judge Palomo)	1) Requested 2 new positions 2) DOH (Date of Hire) corrections x3
406th Judicial District Court (Judge Hale)	1) Requested reclassification on a slot so similar pay would apply 2) Added information on 2 employees. 3) Submitted new Condrey Survey for position to be classified
Administrative Services	1) Requested salary correction on two HR Assistant position 2) Add DOH correction to Safety Coordinator position 3) Requesting Two (2) Vacant positions 4) Added correction
Auditors	1) Requested major changes on 15 positions. 2) Specifically requested Grade & Step changes 3) Added one vacant slot.
Bruni Community Center	No Request Made
Building Maintenance	1) Requested minor changes on titles. 2) Requested to change Administrative Clerk from G10 to G11. 3) Requested grade change (Admin.Coordinator & Admin. Assistant change in Grade. 4) DOH corrections x 15 positions. 5) Add information on new employees.
Commissioner's Court	1) Added one vacant slot.
Commissioner Pct 1	1) Requested title changes on 2 positions.
Commissioner Pct 2	No Request Made
Commissioner Pct 3	1) Requested change/correction on 1 position.
Commissioner Pct 4	No Request Made
Community Action Agency	No Request Made
Constable Pct. 1 (Rodriguez)	1) Requested minor title change/s. 2) Added information on new employees. 3) Removed incentive pay x 2.
Constable Pct. 2 (Villarreal)	No Request Made
Constable Pct. 3 (Cortez)	1) Requested Administrative Deputy change from Grade 16 to 21.
Constable Pct. 4 (Devally)	1) Requested Chief Deputy Constable Grade change from 21 to 22. 2) Requested title change (i.e., Administrative Assistant to Executive Assistant) 3) Added information on 3 new employees. 4) DOH correction x 2
County Judge's Office	No Request Made
County Attorney	1) Requested Grade changes x 11 2) Requested title changes x 12
County Clerk	1) Requested Minor title change 2) Added information on 3 new employees 3) Has 3 vacant slots 4) Added 2 new positions 5) Request as a salary position x 1
County Court at Law #1	No Request Made
County Court at Law #2	1) Requested copy of Department List
County Extension Office	1) Submitted Surveys to be classified & included in Plan
District Attorney	1) Pending new list with changes; i.e., (removal of 13 grant positions) 2) Addition of 11 new positions 3) Request for new slots x2
District Clerk	1) Requested to Reclassify all Clerks (x26) from 10 to 12 2) Reclassify Deputy Clerks to Senior Deputy Clerk (x3) from 10 to 14 3) Reclassify Deputy Clerk to Asst. Deputy Clerk Supervisors (x2) from 10 to 15 4) Reclassify Deputy Clerk to Administrative Coordinator (x1) from 10 to 14, 5) Reclassify Senior Account to Principal Accountant (x1) from 19 to 20. 6) One vacant slot. 7) DOH corrections x 7

Economic Development	1) Requested one vacant slot
El Cenizo Community Center	No Request Made
El Cenizo Activity Center	1) Requested one vacant
Election Administration	1) Requested salary correction x 1
Engineering	No Request Made
Ernesto J. Salinas Community Center	1) Added new employee.
Fernando A. Salinas Community Center	No Request Made
Fire Department - Volunteer	1) Added 3 employees 2) Requested DOH change x (32) Fire Fighters.
Fred & Anita Bruni Community Center	No Request Made
Indigent Defense/Pre-Trial	1) Requested DOH correction on an employee
Indigent Health Care	1) Due to reorganization, resubmitted surveys and all positions were reclassified.
Justice of the Peace Pct 1 PI 1 (H. Liendo)	1) Requested 3 Title changes 2) Added 2 employees
Justice of the Peace Pct 1 PI 2 (O. Liendo)	1) DOH correction x 2
Justice of the Peace Pct2 PI 1 (Veliz)	1) Requested Title Changes to all x 7 2) Requested Grade change x 5
Justice of the Peace Pct2 PI 2 (Rangel)	1) Requested DOH correction x 3
Justice of the Peace Pct 3 (Garcia)	1) Requested DOH correction x 2 2) Salary correction x 3
Justice of the Peace Pct 4 (Martinez)	1) Requested Title changes only. 2) Salary correction x 1 3) 2 vacant slots
Juvenile - JJAEP	1) Requested to add 6 new employees 2) Requested some positions to be graded lower, so no disparity on certain positions
La Presa Community Center	No Request Made
Larga Vista Community Center	1) Requested minor change on title 2) Added information on new employees
Law Library	1) Requested DOH correction x 1
Medical Examiner	1) Requested grade change from 16 to 18 or 19 for Medical Death Investigators. 2) Requested equity code x 1 corrected 3) DOH corrections x 2
Mirando Activity Center	No Request Made
MIS (now IT), includes Records Management	1) Added 2 new employees to IT dept. 2) Salary correction to slot in Records Management
Planning & Physical Development	1) Requested salary corrections x 3 2) DOH corrections x 2
Public Defender	1) Request addition of missing slot 2) Added supervisory slots that were missing x 5 3) Requested grade change x 7 4) Request equity code step correction x 9
Public Information Office	1) Added information on new employee
Purchasing	1) Requested title changes x 2
Rio Bravo Activity Center	No Request Made
Rio Bravo Community Center	1) Requested Title change
Road & Bridge	1) Request DOH correction x 8 2) Added 5 employees not originally included on list
Santa Teresita Community Center	No Request Made
Sheriff's office	1) Requested reclassification on approx. 20 jobs that weren't on original "Civilian List"
Tax Assessor - Collector	1) Requested title change and grade to clerk x (3) 2) Requested title change and grade to clerk archives x (2) 3) Requested grade change to Receptionist from grade 7 to grade 12 4) Requested Title Change and grade to DM Supervisor from grade 14 to grade 16 5) Added "7" positions that were not included. 6) DOH correction x1 7) Added one new employee to list.
Treasurer	1) Requested minor title change 2) DOH correction x 1
Veterans Service Office	1) DOH corrections x 3 2) Equity code correction x 2

Water Utilities - See Engineering

- 1) DOH corrections x 3
- 2) 4 slots vacant
- 3) 6 new employees
- 4) New employees information submitted.

# Position / Grade Analysis

Appendix A  
Position/Grade Analysis by Department  
Webb County Personnel Project

DEPT	POSITION	GRADE
AS/1	Administrative Services Director	26
AS/2	Human Resources Administrator	21
AS/3	Employee Benefits Administrator	21
AS/4	Workers Compensation Analyst	18
AS/5	Liability Claims Coordinator	17
AS/6	Senior Human Resources Generalist	18
AS/7	Wellness/Special Projects Coordinator	14
AS/8	Employee Benefits Coordinator	16
AS/9	Safety Coordinator	14
AS/10	Human Resources Generalist	16
AS/11	Administrative Coordinator	14
AS/12	Administrative Secretary	10
AS/13	Human Resources Assistant	10
AS/14	Employee Benefits Assistant	10
BM/1	Building Maintenance Director	24
BM/2	Building Maintenance Supervisor	19
BM/3	HVAC Supervisor	19
BM/4	Grounds Supervisor	16
BM/5	Energy Management Technician	15
BM/6	HVAC Technician	14
BM/7	Electrician (Journey)	14 <sup>1</sup>
BM/8	Administrative Coordinator	14
BM/9	Custodial Supervisor	14
BM/10	Plumber (Journey)	12 <sup>2</sup>
BM/11	Locksmith	12
BM/12	Carpenter	12
BM/13	Equipment Operator	11
BM/14	Administrative Assistant	12
BM/15	Building Maintenance Technician	11
BM/16	Building Maintenance Worker	10
BM/17	Administrative Clerk	9
BM/18	Groundskeeper	9
BM/19	Custodian	7

<sup>1</sup> May be designated Master and placed at grade 15.

<sup>2</sup> May be designated Master and placed at grade 13.

DEPT	POSITION	GRADE
CA/1	County Auditor	AP
CA/2	Chief Deputy Auditor	24
CA/3	Chief Internal Auditor	23
CA/4	Deputy Auditor	23
CA/5	Grant Accounting Manager	22
CA/6	Principal Accountant	20 <sup>3</sup>
CA/7	County Auditor Systems Analyst	21
CA/8	Accountant	17 <sup>4</sup>
CA/9	Internal Auditor	17 <sup>4</sup>
CA/10	Claims Assistant Supervisor	16
CA/11	Administrative Coordinator	14
CA/12	Claims Assistant	14
CA/13	Auditing Clerk	10
CAA/1	Director	23
CAA/2	Construction Coordinator	16
CAA/3	Project Coordinator	16
CAA/4	Case Management Specialist	16
CAA/5	Administrative Assistant	12
CAA/6	Caseworker	11
CAA/7	Administrative Clerk	9
CAA/8	Center Aide	7
CAA/9	Custodian	7
CAAMOW/1	Program Manager	18
CAAMOW/2	Assistant Program Manager	16
CAAMOW/3	Lead Cook	9
CAAMOW/4	Food Service Worker/Driver	8
CAAMOW/5	Cook	7
CAATRANS/1	Transit Program Manager	21
CAATRANS/2	Senior Transit Program Assistant	14
CAATRANS/3	Transit Field Supervisor	13
CAATRANS/4	Transit Program Assistant	12
CAATRANS/5	Bus Operator III	10
CAATRANS/6	Bus Operator II	9
CAATRANS/7	Bus Operator I	8
CAT/1	1 <sup>st</sup> Assistant County Attorney	27
CAT/2	2 <sup>nd</sup> Assistant County Attorney	26

<sup>3</sup> Place at grade 21 if current licensure as a Certified Public Accountant in the State of Texas.

<sup>4</sup> May be designated Senior and placed at grade 19.

<sup>5</sup> May be designated Assistant County Attorney II and placed at grade 23.



DEPT	POSITION	GRADE
CAT/3	Civil Litigation Supervisor	25
CAT/4	Senior Assistant County Attorney	24
CAT/5	Assistant County Attorney	22 <sup>5</sup>
CAT/6	Senior Investigator	20
CAT/7	Operations Officer	19
CAT/8	Investigator	19
CAT/9	Family Drug Treatment Coordinator	16
CAT/10	Administrative Coordinator	14
CAT/11	Legal Assistant	12
CAT/12	Administrative Clerk	9
CC/1	Community Events Coordinator	18
CC/2	Community Center Director	16
CC/3	Community Center Library Coordinator	12
CC/4	Community Center Assistant	9
CC/5	Center Aide	7
CCLK/1	Chief Deputy County Clerk	21
CCLK/2	Recording Secretary	16
CCLK/3	Deputy County Clerk Supervisor	16
CCLK/4	Senior Deputy County Clerk	12
CCLK/5	Records Management Specialist	10
CCLK/6	Deputy County Clerk	10
CE/1	County Extension Agent Coordinator	21
CE/2	Extension Agent – 4-H and Youth Development	16 <sup>6</sup>
CE/3	Extension Agent – Family and Consumer Sciences	16 <sup>6</sup>
CE/4	Administrative Assistant	12
CE/5	Administrative Clerk	9
CJO/4	Public Communication Officer	18
CJO/5	Bailiff	16
CJO/6	Administrative Secretary	10
CO/1	Constable	EL
CO/2	Chief Deputy Constable	21
CO/3	Captain	19
CO/4	Lieutenant	18
CO/5	Sergeant	17
CO/6	Deputy Constable	16
CO/7	Administrative Assistant	12
CO/8	Administrative Clerk	9

<sup>6</sup> May be designated Senior Extension Agent and placed at grade 18.

DEPT	POSITION	GRADE
CO/9	Public Relations Specialist	16
CO/10	Receptionist	9
CJO/1	Executive Administrator	28
CJO/2	Executive Assistant to the County Judge	19
CJO/3	Court Administrator	18
COM/1	Commissioner's Assistant	18
COM/2	Community Outreach Coordinator	14
COM/3	Community Center Director	16
COM/4	Administrative Clerk	9
COURTS/1	Juvenile Magistrate/Associate Judge	24
COURTS/2	Court Administrator	18
COURTS/3	Court Reporter	FR
COURTS/4	Parenting Coordinator	17
COURTS/5	Counseling Services Coordinator	17
COURTS/6	Court Coordinator	16
COURTS/7	Warrant Officer	16
COURTS/8	Administrative Assistant	12
COURTS/9	Court Interpreter	14
COURTS/10	Bailiff	16
COURTS/11	Court Clerk	10
COURTS/12	Administrative Clerk	9
CT/1	Deputy County Treasurer	23
CT/2	Principal Accountant	20 <sup>3</sup>
CT/3	Accounting Manager	17
CT/4	Accounts Payable Supervisor	16
CT/5	Payroll Supervisor	16
CT/6	Payroll Technician	12 <sup>7</sup>
CT/7	Accounts Payable Clerk	12
CT/8	Administrative Assistant	12
CT/9	Receptionist	7
DA/1	Chief Assistant District Attorney	27
DA/2	Deputy Chief Assistant District Attorney	26
DA/3	Senior Assistant District Attorney	24
DA/4	Assistant District Attorney	22 <sup>8</sup>
DA/5	Chief Criminal Investigator	21
DA/6	Chief Financial Officer	21

<sup>7</sup> May be designated Senior Payroll Technician and placed at grade 13.

<sup>8</sup> May be designated Assistant District Attorney II and placed at grade 23.

DEPT	POSITION	GRADE
DA/7	Senior Criminal Investigator	20
DA/8	Systems Analyst	21
DA/9	Operations Officer	19
DA/10	Counselor	18
DA/11	Public Information Officer	18
DA/12	Criminal Investigator	19
DA/13	Forensic Media Analyst	17
DA/14	Victims Assistance Coordinator	16
DA/15	Executive Assistant	16
DA/16	Hot Checks Officer	16
DA/17	International Affairs Officer	16
DA/18	Translator	14
DA/19	Administrative Coordinator	14
DA/20	Legal Assistant	12
DA/21	Accounts Payable Coordinator	12
DA/22	CJIS Reporting Clerk	10
DA/23	Administrative Clerk	9
DA/24	Intake Clerk	9
DC/1	Chief Deputy District Clerk	21
DC/2	Senior Accountant	19
DC/3	District Clerk Systems Analyst	21
DC/4	Deputy District Clerk Supervisor	18
DC/5	Deputy District Clerk Assistant Supervisor	14
DC/6	Senior Deputy District Clerk	12
DC/7	Records Management Specialist	10
DC/8	Deputy District Clerk	10
DC/9	Vault Keeper	10
DCJR/1	Chief Deputy District Clerk - Jury Room	21
DCJR/2	Deputy District Clerk	10
ED/1	Director	26
ED/2	Grant Writer	16 <sup>9</sup>
ED/3	Project Coordinator	16
ED/4	Program Administrator	16
EL/1	Elections Administrator	21
EL/2	Chief Deputy Elections Administrator	19
EL/3	Elections Computer System Coordinator	14
EL/4	Elections Technician	10

<sup>9</sup> May be designator Senior and placed at grade 17.

DEPT	POSITION	GRADE
ENG/1	County Engineer/ Utilities Manager	27
ENG/2	Assistant County Engineer	24
ENG/3	Engineering Project Manager	21
ENG/4	Sr. Engineering Project Coordinator	18
ENG/5	Emergency Management/ADA Compliance Coordinator	17
ENG/6	Engineering Project Coordinator	16
ENG/7	ROW and Utility Coordinator	16
ENG/8	Office Manager	14
ENG/9	Administrative Secretary	10
FD/1	Fire Chief	25
FD/2	Assistant Fire Chief	21
FD/3	Fire Captain	18
FD/4	Operations Administrator/Grant Coordinator	16
FD/5	Firefighter/Driver	16
FD/6	Firefighter	15
FD/7	Administrative Assistant	12
FD/8	Emergency Medical Technician	14
HS/1	Head Start Executive Director	25
HS/2	Head Start Assistant Director	21
HS/3	Education Director	19
HS/4	Health and Safety Director	19
HS/5	Personnel Records Administrator	18
HS/6	Technology Administrator	17
HS/7	Licensed Vocational Nurse	17
HS/8	Family Services and Outreach Coordinator	16
HS/9	Parent Engagement Coordinator	16
HS/10	Disability Coordinator	16
HS/11	Mental Health Coordinator	16
HS/12	Training and Transition Coordinator	14
HS/13	Education Coordinator	14
HS/14	Family Services Worker	14
HS/15	Specialized Services Assistant Coordinator	14
HS/16	Accounts Payable Coordinator	14
HS/17	Parent Engagement Assistant Coordinator	14
HS/18	Area Service Manager	14
HS/19	Nutrition Assistant Coordinator	14
HS/20	Health Assistant	12
HS/21	Specialized Services Assistant	12
HS/22	Home Visitor	10

<sup>10</sup> May be designated Senior and placed at grade 10.

DEPT	POSITION	GRADE
HS/23	Teacher	10
HS/24	Bus Driver Supervisor	10
HS/25	Administrative Secretary	10
HS/26	Nutrition Assistant	10
HS/27	Family Advocate	10
HS/28	Maintenance Worker	9 <sup>10</sup>
HS/29	Administrative Clerk	9
HS/30	Early Head Start Teacher	8
HS/31	Bus Driver	8
HS/32	Cook	7
HS/33	Disability Aide	5
HS/34	Teacher Assistant	5
HS/35	Kitchen Aide	5
HS/36	Nutrition Coordinator	16
IHC/1	Indigent Health Care Services Director	24
IHC/2	Indigent Health Care Services Assistant Director	21
IHC/3	Caseworker Supervisor	18
IHC/4	Indigent Health Services Coordinator	16
IHC/5	Case Manager	14
IHC/6	Caseworker	12 <sup>2</sup>
IHC/7	Outreach Investigator	11
IHC/8	Driver	10
IHC/9	Administrative Clerk	9
IT/1	Information Technology Director	26
IT/2	Information Technology Assistant Director	23
IT/3	Systems Analyst	21
IT/4	Systems Administrator	20
IT/5	Applications Support Analyst	20
IT/6	Records Management Specialist	10
IT/7	Administrative Coordinator	14
IT/8	Systems Support Technician	14
IT/9	Multimedia Support Technician	14
IT/10	Administrative Clerk	9
IT/11	Administrative Assistant	12
IT/12	Records Management Coordinator	12
JD/1	Chief Juvenile Probation Officer	26
JD/2	Facility Administrator	21
JD/3	Director of Field Probation Services	21
JD/4	Director of Programs	21

<sup>11</sup> May be designated Senior and placed at grade 14.

DEPT	POSITION	GRADE
JD/5	Director of Intake Services	21
JD/6	Director of Operations	19
JD/7	Assistant Facility Administrator	19
JD/8	Information Technology Support Specialist	17
JD/9	Training Coordinator	14
JD/10	Juvenile Probation Officer	16
JD/11	Victim Services Coordinator	16
JD/12	Placement Officer	16
JD/13	Health Services Coordinator	14
JD/14	Senior Juvenile Supervision Officer	14
JD/15	Program Facilitator	14
JD/16	CSR Coordinator	12
JD/17	Juvenile Supervision Officer II	13
JD/18	Juvenile Supervision Officer I	12
JD/19	Legal Assistant	12
JD/20	Transport Officer	11
JD/21	Control Room Technician	11
JD/22	Lead Cook	9
JD/23	Cook	7
JD/24	Administrative Clerk	9
JD/25	Custodian	7
JD/26	Receptionist	7
JD/27	Administrative Assistant	12
JDAEP/1	School Administrator	23
JDAEP/2	Certified Teacher	17
JDAEP/3	Truant Officer	12
JDAEP/4	Teacher Aide	9
JDAEP/5	Custodian	7
JPO/1	Court Administrator	18
JPO/2	Chief Court Clerk	16
JPO/3	Assistant Court Administrator	16
JPO/4	Court Supervisor	16
JPO/5	Peace Officer	16
JPO/6	Court Coordinator - Justice of the Peace	14
JPO/7	Court Clerk Supervisor	12
JPO/8	Assistant Court Coordinator	12
JPO/9	Court Clerk Supervisor - Traffic	12
JPO/10	Senior Court Clerk	11
JPO/11	Court Clerk	10
JPO/12	Administrative Secretary	10

DEPT	POSITION	GRADE
LB/1	Law Librarian	17
LB/2	Law Library Assistant	12
ME/1	Chief Medical Examiner	FR
ME/2	Medical Death Investigator	18 <sup>12</sup>
ME/3	Autopsy Technician	14
ME/4	Administrative Assistant	12
PDO/1	Public Defender	28
PDO/2	1st Assistant Public Defender	27
PDO/3	2nd Assistant Public Defender	26
PDO/4	Supervising Attorney	24
PDO/5	Assistant Public Defender	22 <sup>13</sup>
PDO/6	Chief Criminal Investigator	21
PDO/7	Criminal Investigator	19
PDO/8	Operations Officer	19
PDO/9	Paralegal	16
PDO/10	Legal Assistant	12
PDO/11	Administrative Clerk	9
PIO/1	Public Information Officer	21
PIO/2	Production Administrator	17
PIO/3	Public Relations Specialist	16
PPD/1	Planning Director	26
PPD/2	Assistant Planning Director	23
PPD/3	GIS Administrator	21
PPD/4	Principal Planner	21
PPD/5	Planner	17 <sup>14</sup>
PPD/6	Sanitarian	19
PPD/7	Office Manager	14
PPD/8	GIS Technician II	14
PPD/9	GIS Technician I	12
PPD/10	Permit Technician	10
PPD/11	Administrative Secretary	10
PTS/1	Pretrial Services Director	21
PTS/2	Pretrial Services Investigator	17
PTS/3	Pretrial Magistrate Assistant	12

<sup>12</sup> Place at grade 19 if certified Medical Death Investigator.

<sup>13</sup> May be designated Assistant Public Defender II and paced at grade 23.

<sup>14</sup> May be designated Senior Planner and placed at grade 19.

DEPT	POSITION	GRADE
PTS/4	Judicial Bond Officer	12 <sup>15</sup>
PTS/5	Judicial Clerk	10
PTS/6	Administrative Clerk	9
PUR/1	Purchasing Agent	25
PUR/2	Assistant Purchasing Agent	19
PUR/3	Central Stores Coordinator	16
PUR/4	Billing Analyst	16
PUR/5	Purchasing Coordinator	16
PUR/6	Contract Administrator	16
PUR/7	Buyer	12 <sup>15</sup>
PUR/8	Fixed Asset Coordinator	16
PUR/9	Purchase Order Payables Coordinator	14 <sup>16</sup>
PUR/10	Purchasing Assistant	12
PUR/11	Assistant Purchasing Agent, Senior Buyer	17
PUR/12	Maintenance Worker	9 <sup>10</sup>
RB/1	Superintendent	25
RB/2	Assistant Superintendent	22
RB/3	Road and Bridge Supervisor	19
RB/4	Motor Pool Manager	19
RB/5	Senior Mechanic	16
RB/6	Survey Technician	16
RB/7	Office Manager	14
RB/8	Vacuum Truck Driver	13
RB/9	Equipment Transporter	13
RB/10	Heavy Equipment Operator	13
RB/11	Warehouse Inventory Technician	12
RB/12	Welder	12
RB/13	Mechanic	12
RB/14	Refuse Truck Driver	12
RB/15	Motor Grader Operator	12
RB/16	Paving Crew Leader	12
RB/17	Accounting Technician	12
RB/18	Truck Driver	11
RB/19	Equipment Operator	11
RB/20	Senior Tire Repair Worker	11
RB/21	Concrete / Steel Setter	11
RB/22	Equipment Service Worker	11
RB/23	Fuel System Technician	10
RB/24	Preventive Maintenance Technician	10

<sup>15</sup> May be designated Senior and placed at grade 14.

<sup>16</sup> May be designated Senior and placed at grade 16.



DEPT	POSITION	GRADE
RB/25	Tire Repair Worker	10
RB/26	Sign Installer	10
RB/27	Concrete Form Setter	10
RB/28	Maintenance Worker	9 <sup>10</sup>
RB/29	Road and Bridge Inspector	16
RB/30	Safety Officer	16
SD/1	Finance and Administrative Supervisor	19
SD/2	Maintenance Manager	17
SD/3	Fleet Coordinator	16
SD/4	Grants Coordinator	16
SD/5	Maintenance Supervisor	15
SD/6	Crime Analyst	14
SD/7	IT Technician	14
SD/8	Inmate Services Coordinator	14
SD/9	Crime Victims Advocate	14
SD/10	Media Specialist	12
SD/11	Maintenance Technician	12
SD/12	Administrative Secretary	10
SD/13	Accounting Technician	10
SD/14	Records Technician	10
SD/15	Administrative Clerk	9
SD/16	Community Affairs Clerk	9
SD/17	Cook	7
SD/18	Building Service Worker	7
SD/19	Public Relations Officer	16
SD/20	Finance Administrator	21
SD/21	Administrative Coordinator	14
SD/22	Dispatcher	11
SD/23	Inmate Transportation Coordinator	16
SD/24	Medical Supervisor	18
SD/25	Licensed Vocational Nurse	14
SD/26	Paramedic	14
SD/27	Public Safety Communications Specialist	17
SD/28	Mental Health Specialist	16
SD/29	Administrative Manager	17
SD/30	Business Manager	21
SD/31	Public Relations Officer	16
SD/32	Intel Analyst	12
SD/32	Crime Victim Coordinator	12
TAC/1	Chief Deputy Tax Assessor - Collector	22
TAC/2	Operations Administrator	20

DEPT	POSITION	GRADE
TAC/3	Records and Reports Supervisor	19
TAC/4	Motor Vehicle Investigation Supervisor	19
TAC/5	Assistant Operations Administrator	19
TAC/6	Assessor Programmer Analyst	21
TAC/7	Special Taxes Supervisor	18
TAC/8	Motor Vehicle Supervisor	17
TAC/9	Property Tax Supervisor	17
TAC/10	Occupation Tax Officer	16
TAC/11	Assistant Supervisor - Records & Reports	14
TAC/12	Property Tax Specialist	12
TAC/13	Collections Specialist	12
TAC/14	Administrative Assistant	12
TAC/15	Bookkeeping Technician	10
TAC/16	Motor Vehicle Investigator	10
TAC/17	Special Tax Clerk	10
TAC/18	Administrative Supervisor	14
TAC/19	Systems Support Clerk	10
TAC/20	Tag and Tax Technician	10
TAC/21	Administrative Clerk	9
TAC/22	Assistant Supervisor - Motor Vehicle	15
TAC/23	Assistant Supervisor - Property Tax	15
TAC/24	Receptionist	7
TAC/25	Clerk	7
VS/1	Veterans Service Officer	21
VS/2	Assistant Veterans Service Officer	16
VS/3	Administrative Secretary	10
UTIL/1	Utility System Manager	21
UTIL/2	Wastewater Plant Supervisor	17
UTIL/3	Water Plant Supervisor	17
UTIL/4	Office Manager	14
UTIL/5	Wastewater Treatment Plant Operator II	14
UTIL/6	Water Treatment Plant Operator II	14
UTIL/7	Heavy Equipment Operator	13
UTIL/8	Water Treatment Plant Operator I	12
UTIL/9	Wastewater Treatment Plant Operator I	12
UTIL/10	Truck Driver	11
UTIL/11	Customer Service Technician	10

# Plan B

## Wages Scale

Table II - B  
Proposed Salary Scale  
Webb County Personnel Project

Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
5	22,308.68	22,565.51	22,822.34	23,079.17	23,335.99	23,592.82	23,849.65	24,106.48	24,363.31	24,620.14	24,876.97	25,133.80	25,390.63	25,647.46	25,904.29	26,161.12	26,417.95
6	22,435.95	22,692.78	22,949.61	23,206.44	23,463.27	23,720.10	23,976.93	24,233.76	24,490.59	24,747.42	25,004.25	25,261.08	25,517.91	25,774.74	26,031.57	26,288.40	26,545.23
7	22,563.22	22,820.05	23,076.88	23,333.71	23,590.54	23,847.37	24,104.20	24,361.03	24,617.86	24,874.69	25,131.52	25,388.35	25,645.18	25,901.91	26,158.74	26,415.57	26,672.40
8	22,690.49	22,947.32	23,204.15	23,460.98	23,717.81	23,974.64	24,231.47	24,488.30	24,745.13	25,001.96	25,258.79	25,515.62	25,772.45	26,029.28	26,286.11	26,542.94	26,800.00
9	22,817.76	23,074.59	23,331.42	23,588.25	23,845.08	24,101.91	24,358.74	24,615.57	24,872.40	25,129.23	25,386.06	25,642.89	25,899.72	26,156.55	26,413.38	26,670.21	26,927.04
10	22,945.03	23,201.86	23,458.69	23,715.52	23,972.35	24,229.18	24,485.91	24,742.74	25,000.00	25,257.26	25,514.52	25,771.78	26,029.04	26,286.30	26,543.56	26,800.82	27,058.08
11	23,072.30	23,329.13	23,585.96	23,842.79	24,099.62	24,356.45	24,613.28	24,870.11	25,126.94	25,383.77	25,640.60	25,897.43	26,154.26	26,411.09	26,667.92	26,924.75	27,181.58
12	23,199.57	23,456.40	23,713.23	23,970.06	24,226.89	24,483.72	24,740.55	25,000.00	25,257.26	25,514.52	25,771.78	26,029.04	26,286.30	26,543.56	26,800.82	27,058.08	27,315.34
13	23,326.84	23,583.67	23,840.50	24,097.33	24,354.16	24,610.99	24,867.82	25,124.65	25,381.48	25,638.31	25,895.14	26,151.97	26,408.80	26,665.63	26,922.46	27,179.29	27,436.12
14	23,454.11	23,710.94	23,967.77	24,224.60	24,481.43	24,738.26	25,000.00	25,257.26	25,514.52	25,771.78	26,029.04	26,286.30	26,543.56	26,800.82	27,058.08	27,315.34	27,572.57
15	23,581.38	23,838.21	24,095.04	24,351.87	24,608.70	24,865.53	25,122.36	25,379.19	25,635.95	25,892.78	26,149.61	26,406.44	26,663.27	26,920.10	27,176.93	27,433.76	27,690.59
16	23,708.65	23,965.48	24,222.31	24,479.14	24,735.97	25,000.00	25,257.26	25,514.52	25,771.78	26,029.04	26,286.30	26,543.56	26,800.82	27,058.08	27,315.34	27,572.57	27,829.70
17	23,835.92	24,092.75	24,349.58	24,606.41	24,863.24	25,120.07	25,376.90	25,633.73	25,890.56	26,147.39	26,404.22	26,661.05	26,917.88	27,174.71	27,431.54	27,688.37	27,945.20
18	23,963.19	24,220.02	24,476.85	24,733.68	25,000.00	25,257.26	25,514.52	25,771.78	26,029.04	26,286.30	26,543.56	26,800.82	27,058.08	27,315.34	27,572.57	27,829.70	28,086.93
19	24,090.46	24,347.29	24,604.12	24,860.95	25,117.78	25,374.61	25,631.44	25,888.27	26,145.10	26,401.93	26,658.76	26,915.59	27,172.42	27,429.25	27,686.08	27,942.91	28,199.74
20	24,217.73	24,474.56	24,731.39	24,988.22	25,245.05	25,501.88	25,758.71	26,015.54	26,272.37	26,529.20	26,786.03	27,042.86	27,299.69	27,556.52	27,813.35	28,070.18	28,326.91
21	24,345.00	24,601.83	24,858.66	25,115.49	25,372.32	25,629.15	25,885.98	26,142.81	26,399.64	26,656.47	26,913.30	27,170.13	27,426.96	27,683.79	27,940.62	28,197.45	28,454.28
22	24,472.27	24,729.10	24,985.93	25,242.76	25,499.59	25,756.42	26,013.25	26,270.08	26,526.91	26,783.74	27,040.57	27,297.40	27,554.23	27,811.06	28,067.89	28,324.72	28,581.55
23	24,599.54	24,856.37	25,113.20	25,370.03	25,626.86	25,883.69	26,140.52	26,397.35	26,654.18	26,910.91	27,167.74	27,424.57	27,681.40	27,938.23	28,195.06	28,451.89	28,708.72
24	24,726.81	24,983.64	25,240.47	25,497.30	25,754.13	26,010.96	26,267.79	26,524.62	26,781.45	27,038.28	27,295.11	27,551.94	27,808.77	28,065.60	28,322.43	28,579.26	28,836.09
25	24,854.08	25,110.91	25,367.74	25,624.57	25,881.40	26,138.23	26,395.06	26,651.89	26,908.72	27,165.55	27,422.38	27,679.21	27,935.94	28,192.77	28,449.60	28,706.43	28,963.26
26	24,981.35	25,238.18	25,494.91	25,751.74	26,008.57	26,265.40	26,522.23	26,779.06	27,035.89	27,292.72	27,549.55	27,806.38	28,063.21	28,320.04	28,576.87	28,833.70	29,090.53
27	25,108.62	25,365.45	25,622.28	25,879.11	26,135.94	26,392.77	26,649.60	26,906.43	27,163.26	27,420.09	27,676.92	27,933.75	28,190.58	28,447.41	28,704.24	28,961.07	29,217.90
28	25,235.89	25,492.72	25,749.55	26,006.38	26,263.21	26,520.04	26,776.87	27,033.70	27,290.53	27,547.36	27,804.19	28,060.92	28,317.75	28,574.58	28,831.41	29,088.24	29,345.07