

# TMACOG

## Employee Handbook

### 205 Salary Ranges

Effective Date: 06/01/09

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Revision Date: 3/26/25

It is the policy of TMACOG to pay wages and salaries that are competitive and reflective of the knowledge, skills and abilities required for each position. Salary ranges have been established for each position and approved by the Governing Board. ~~TMACOG will review the competitiveness of pay levels and make necessary adjustments as appropriate.~~ Your individual compensation may be reflective of your knowledge, skills and abilities, as well as performance and length of service. TMACOG may periodically review and adjust employee compensation, across the board, to reflect changes in economic conditions. These adjustments are intended to support employee financial well-being and ensure competitive compensation practices. Economic adjustments are discretionary and may be influenced by factors such as inflation, market wage trends, and organizational performance. Due to the personal and implied confidential nature of your pay, any questions you may have should be directed to your supervisor.

The current salary range schedule follows:

JOB TITLE	CATEGORY RANGE	SPECIFIC POSITIONS RANGE
<del>Exempt</del>		
<del>Executive Director</del>	<del>\$120,000 – \$200,000</del>	
	<del>\$75,000 – \$120,000</del>	
<del>Exempt</del>	<del>\$75,000 - \$200,000</del>	
<del>Director of Transportation</del>		<del>\$75,000 – \$120,000</del>
<del>Director of Water Quality Planning</del>		<del>\$75,000 – \$120,000</del>
<del>Director of Communications</del>		<del>\$75,000 – \$120,000</del>
<del>Director of Economic Development</del>		<del>\$75,000 – \$120,000</del>
<del>Chief of Staff</del>		<del>\$75,000 – \$120,000</del>
<del>Program Manager</del>		<del>\$70,000 – \$95,000</del>
<del>Finance Manager</del>		<del>\$60,000 – \$105,000</del>
<del>Executive Director</del>		<del>\$120,000- \$200,000</del>
<del>Director</del>		<del>\$75,000- \$120,000</del>
<del>Chief of Staff</del>		<del>\$75,000 - \$120,000</del>
<del>Manager</del>		<del>\$60,000 - \$105,000</del>
<del>Program Manager</del>		<del>\$70,000 - \$95,000</del>

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### **Non-Exempt**

**\$30,000- \$80,000**

Project Manager	\$60,000 - \$80,000
Planner III	\$54,000 - \$80,000
Planner II	\$48,000 - \$70,000
Planner I	\$40,000 - \$60,000
Executive Assistant	\$50,000 - \$70,000
Accountant	\$46,000 - \$70,000
Grants Coordinator	\$45,000 - \$65,000
Data Analyst	\$40,000 - \$60,000
Environmental Education Coordinator	\$40,000 - \$60,000
Visual Communication Specialist	\$40,000 - \$65,000
Administrative Assistant III	\$40,000 - \$60,000
<del>Administrative Assistant II</del>	<del>\$35,000 - \$50,000</del>
<del>Administrative Assistant I</del>	<del>\$30,000 - \$40,000</del>
<del>Technician-Field Data Specialist</del>	<del>\$30,000 - \$40,000</del>

### **Intern- Non Exempt**

**\$ 17/hr. - \$25/hr.**