

Harris County Board of Commissioners
Classification and Compensation Plan
07/2022 to 06/2023

POSITION	GRADE	Step A Hourly Rate	Step A Bi- Weekly Rate
Community Center Attendant	7	\$ 11.19	\$ 895.48
Convenience Center Attendant	7	\$ 11.19	\$ 895.48
Lifeguard	7	\$ 11.19	\$ 895.48
Recreation Attendant	7	\$ 11.19	\$ 895.48
Court Services Security Officer	8	\$ 12.81	\$ 1,024.62
Inventory Clerk	8	\$ 12.81	\$ 1,024.62
Mower Operator	9	\$ 14.53	\$ 1,162.19
Scale Operator	9	\$ 14.53	\$ 1,162.19
Water Filter Plant Operator - Trainee	9	\$ 14.53	\$ 1,162.19
Airport Tech	10	\$ 15.38	\$ 1,230.55
Building Service Worker	10	\$ 15.38	\$ 1,230.55
Community Center Pool Tech	10	\$ 15.38	\$ 1,230.55
Parks Maintenance Tech	10	\$ 15.38	\$ 1,230.55
Parts Tech	10	\$ 15.38	\$ 1,230.55
Water Works Technician (fka Meter Reader)	10	\$ 15.38	\$ 1,230.55
4H Program Assistant	11	\$ 16.24	\$ 1,298.92
Administrative Assistant	11	\$ 16.24	\$ 1,298.92
Customer Service Representative	11	\$ 16.24	\$ 1,298.92
Superior Court Deputy Clerk	11	\$ 16.24	\$ 1,298.92
Lead Mower Operator	11	\$ 16.24	\$ 1,298.92
Magistrate Court Clerk	11	\$ 16.24	\$ 1,298.92
Motor Vehicle Clerk	11	\$ 16.24	\$ 1,298.92
Probate Court Clerk	11	\$ 16.24	\$ 1,298.92
Property Tax Clerk	11	\$ 16.24	\$ 1,298.92
Solid Waste Truck Driver (CDL)	11	\$ 16.24	\$ 1,298.92
Utility Locator	11	\$ 16.24	\$ 1,298.92
Advanced EMT & EMT - Intermediate	EMS-1	\$ 15.29	\$ 1,246.50
Animal Control Officer	12	\$ 17.09	\$ 1,367.28
Communications Officer	12	\$ 17.09	\$ 1,367.28
Community Center Maintenance Tech	12	\$ 17.09	\$ 1,367.28
Equipment Operator I	12	\$ 17.09	\$ 1,367.28
Facilities Maintenance Tech	12	\$ 17.09	\$ 1,367.28
Gas Mechanic	12	\$ 17.09	\$ 1,367.28
Property Appraiser I	12	\$ 17.09	\$ 1,367.28
Solid Waste Equipment Operator	12	\$ 17.09	\$ 1,367.28
Water Filter Plant Operator - Class III	12	\$ 17.09	\$ 1,367.28
Code Enforcement Officer	13	\$ 17.95	\$ 1,435.64
Correctional Officer	13	\$ 17.95	\$ 1,435.64
Detention Officer	13	\$ 17.95	\$ 1,435.64
Diesel Mechanic	13	\$ 17.95	\$ 1,435.64
Executive Assistant	13	\$ 17.95	\$ 1,435.64
Legal Assistant	13	\$ 17.95	\$ 1,435.64
Meter Reader Supervisor	13	\$ 17.95	\$ 1,435.64
Motor Vehicle Supervisor	13	\$ 17.95	\$ 1,435.64
Senior Communications Officer	13	\$ 17.95	\$ 1,435.64

POSITION	GRADE	Step A Hourly Rate	Step A Bi- Weekly Rate
Senior Superior Court Deputy Clerk	13	\$ 17.95	\$ 1,435.64
Senior Magistrate Court Clerk	13	\$ 17.95	\$ 1,435.64
Senior Probate Court Clerk	13	\$ 17.95	\$ 1,435.64
Water Works Maintenance Supervisor	13	\$ 17.95	\$ 1,435.64
Paramedic	EMS-2	\$ 17.58	\$ 1,432.47
Accounting & Purchasing Tech	14	\$ 19.31	\$ 1,544.52
Counselor	14	\$ 19.31	\$ 1,544.52
Detail Officer	14	\$ 19.31	\$ 1,544.52
Equipment Operator II	14	\$ 19.31	\$ 1,544.52
Lead Facilities Maintenance Tech	14	\$ 19.31	\$ 1,544.52
Information Technology Tech	14	\$ 19.31	\$ 1,544.52
Property Appraiser II	14	\$ 19.31	\$ 1,544.52
Senior Accounting Tech	14	\$ 19.31	\$ 1,544.52
Water Distribution Operator	14	\$ 19.31	\$ 1,544.52
Water Filter Plant Operator - Class II	14	\$ 19.31	\$ 1,544.52
Building Inspector & Code Enforcement Officer	15	\$ 20.67	\$ 1,653.40
Deputy Sheriff	15	\$ 20.67	\$ 1,653.40
Lead Mechanic	15	\$ 20.67	\$ 1,653.40
Chief Magistrate Court Clerk	16	\$ 21.73	\$ 1,738.64
Chief Probate Court Clerk	16	\$ 21.73	\$ 1,738.64
Chief Superior Court Deputy Clerk	16	\$ 21.73	\$ 1,738.64
Correctional Sergeant	16	\$ 21.73	\$ 1,738.64
Customer Service Supervisor	16	\$ 21.73	\$ 1,738.64
Deputy Tax Commissioner	16	\$ 21.73	\$ 1,738.64
Detail Supervisor - Sergeant	16	\$ 21.73	\$ 1,738.64
E911 Shift Supervisor	16	\$ 21.73	\$ 1,738.64
Jail Corporal	16	\$ 21.73	\$ 1,738.64
Property Appraiser III	16	\$ 21.73	\$ 1,738.64
Public Works Crewleader	16	\$ 21.73	\$ 1,738.64
Sheriff Corporal	16	\$ 21.73	\$ 1,738.64
Building Inspector	17	\$ 22.79	\$ 1,823.04
Chief Registrar	17	\$ 22.79	\$ 1,823.04
Construction Inspector	17	\$ 22.79	\$ 1,823.04
Payroll & Benefits Specialist	17	\$ 22.79	\$ 1,823.04
Property Appraiser IV	17	\$ 22.79	\$ 1,823.04
Water Filter Plant Operator - Class I	17	\$ 22.79	\$ 1,823.04
Administrative Division Chief	18	\$ 23.84	\$ 1,907.44
Correctional Lieutenant	18	\$ 23.84	\$ 1,907.44
Investigator	18	\$ 23.84	\$ 1,907.44
Real Property Division Chief	18	\$ 23.84	\$ 1,907.44
Sheriff Sergeant	18	\$ 23.84	\$ 1,907.44
County Clerk	19	\$ 25.96	\$ 2,077.08
HR Generalist	19	\$ 25.96	\$ 2,077.08
Water Distribution Supervisor	19	\$ 25.96	\$ 2,077.08
Assistant District Attorney I	ADA-1	\$ 27.52	\$ 2,202.00
Assistant Facilities Maintenance Director	20	\$ 28.08	\$ 2,246.73
Assistant Jail Administrator - Lieutenant	20	\$ 28.08	\$ 2,246.73
Assistant Public Works Director	20	\$ 28.08	\$ 2,246.73
Assistant Recreation Director	20	\$ 28.08	\$ 2,246.73

POSITION	GRADE	Step A Hourly Rate	Step A Bi- Weekly Rate
Assistant Solid Waste Director	20	\$ 28.08	\$ 2,246.73
Assistant Vehicle Maintenance Director	20	\$ 28.08	\$ 2,246.73
Building Official	20	\$ 28.08	\$ 2,246.73
Deputy Prison Warden	20	\$ 28.08	\$ 2,246.73
E911 & EMA Deputy Director	20	\$ 28.08	\$ 2,246.73
Sheriff Lieutenant	20	\$ 28.08	\$ 2,246.73
Sheriff Major - CID	21	\$ 30.20	\$ 2,416.37
Sheriff Major - Patrol	21	\$ 30.20	\$ 2,416.37
Solid Waste Director	21	\$ 30.20	\$ 2,416.37
Water Filtration Plant Manager	21	\$ 30.20	\$ 2,416.37
Assistant District Attorney II	ADA-2	\$ 30.38	\$ 2,430.72
EMS Shift Supervisor	EMS-3	\$ 31.72	\$ 2,537.91
Assistant District Attorney III	ADA-3	\$ 33.54	\$ 2,683.08
Assistant Emergency Medical Services Director	EMS-4	\$ 33.87	\$ 2,709.24
Airport Director	23	\$ 34.78	\$ 2,782.67
Chief Appraiser	23	\$ 34.78	\$ 2,782.67
Chief Deputy Sheriff	23	\$ 34.78	\$ 2,782.67
Community Development Director	23	\$ 34.78	\$ 2,782.67
E911 & EMA Director	23	\$ 34.78	\$ 2,782.67
Economic Development Director	23	\$ 34.78	\$ 2,782.67
Facilities Maintenance Director	23	\$ 34.78	\$ 2,782.67
Information Technology Director	23	\$ 34.78	\$ 2,782.67
Jail Administrator - Lieutenant Colonel	23	\$ 34.78	\$ 2,782.67
Prison Warden	23	\$ 34.78	\$ 2,782.67
Public Works Director	23	\$ 34.78	\$ 2,782.67
Recreation Director	23	\$ 34.78	\$ 2,782.67
Vehicle Maintenance Director	23	\$ 34.78	\$ 2,782.67
Water Works Director	23	\$ 34.78	\$ 2,782.67
Emergency Medical Services Director	EMS-5	\$ 36.43	\$ 2,914.33
Chief Financial Officer	24	\$ 37.91	\$ 3,032.49
Assistant County Manager	25	\$ 41.50	\$ 3,320.30
County Manager	CM-1	\$ 73.49	\$ 5,879.30

ADA-1	Less than one year of licensed legal experience
ADA-2	Possess felony trial experience who have been licensed to practice law between one and five years
ADA-3	Possess felony trial experience who have been licensed to practice law more than five years