

# HIDALGO COUNTY



**Executive Office/  
Department of Budget & Management**

## Classification and Compensation Pay Plan

*As of March 7, 2016*

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## CLASSIFICATION AND COMPENSATION PAY PLAN

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# Classification and Compensation Pay Plan

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## IMPLEMENTATION TIMELINE

Approval to continue the project to implement Hidalgo County Classification and Compensation Plan.....	February 3, 2016
Correction and Reconciliation of position titles .....	March 7, 2016
Re-Post of Position Inventory List on the County's Human Resources webpage .....	March 11, 2016
Classification by grade of all department and precinct positions .....	April 25, 2016
Review all proposed position classifications with department heads and elected officials.....	May 20, 2016
Review, revise and update policies and procedures for all county classification and compensation plans.....	May 20, 2016
Revise the county salary schedule to include the appropriate Grade and Step for each classified position .....	May 27, 2016
Develop estimated cost/savings to implement the Classification and Compensation Pay Plan .	June 3, 2016
Present completed project to Commissioners' Court for approval.....	June 7, 2016
Install the approved Classification and Compensation Pay Plan on all county payroll systems..	June 20, 2016
Implement the approved Classification and Compensation Pay Plan and related policies and procedures .....	July 1, 2016

# HIDALGO COUNTY

Department Of Budget & Management

## CLASSIFICATION AND COMPENSATION PAY PLAN

### Work Group

DEPARTMENT	NAME	POSITION TITLE
EXECUTIVE OFFICE	RAUL SILGUERO	COUNTY OPERATIONS ADMINISTRATOR
BUDGET AND MANAGEMENT	DAMARIS SANMIGUEL	DIRECTOR, BUDGET AND MANAGEMENT
BUDGET AND MANAGEMENT	DEBBIE TAMEZ	BUDGET ANALYST III
BUDGET AND MANAGEMENT	PATRICIA RAMOS	BUDGET ANALYST II
HUMAN RESOURCES	CLAUDIA LIMAS	HUMAN RESOURCES SPECIALIST III
HUMAN RESOURCES	DIANA MUÑOZ	ADMINISTRATIVE ASSISTANT III

**HIDALGO COUNTY**  
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CLASSIFICATION AND COMPENSATION PAY PLAN  
Advisory Group

DEPARTMENT	NAME	POSITION TITLE
COUNTY CLERKS	ARTURO GUAJARDO	COUNTY CLERK
DISTRICT CLERKS	LAURA HINOJOSA	DISTRICT CLERK
TREASURER'S OFFICE	NORMA G. GARCIA	COUNTY TREASURER
PRECINCT NO. 2	ERIKA ZAMORA	DIRECTOR, ADMINISTRATION OPERATIONS
PRECINCT NO. 4	JESUS OZUNA	CHIEF ADMINISTRATOR
COUNTY JUDGE	ERIKA REYNA	ASSISTANT CHIEF ADMINISTRATOR
93RD DISTRICT COURT	JOEL ESPINOZA	COURT COORDINATOR
DA CIVIL LITIGATION	VICTOR GARZA	ATTORNEY IV