

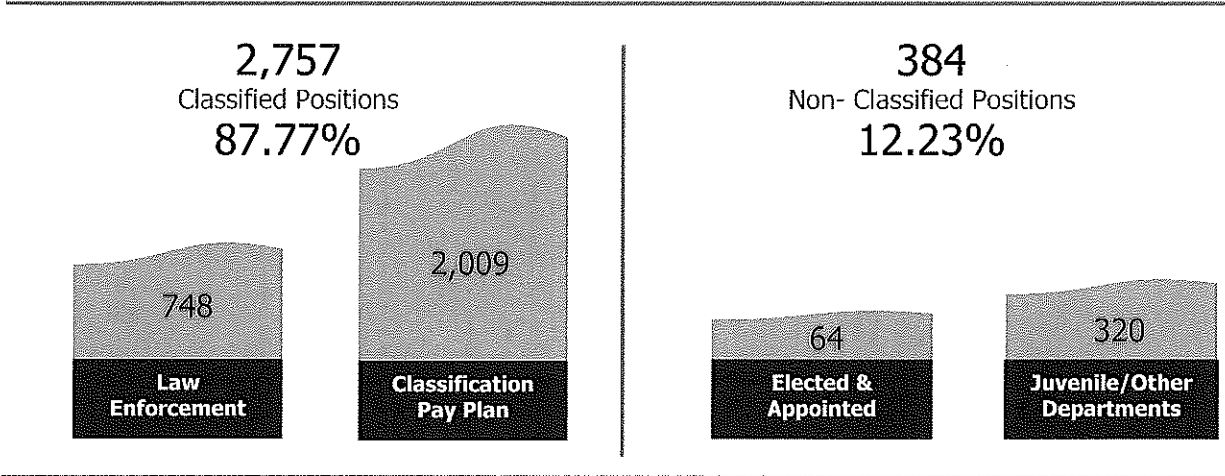
Classification and Compensation Pay Plan

Fact Sheet

July 25, 2107

3,141

Total Number of County Positions



Number of Positions per Step

Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Step 8 Step 9 Step 10 Step 11



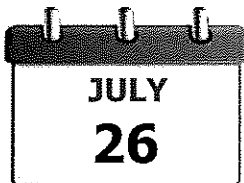
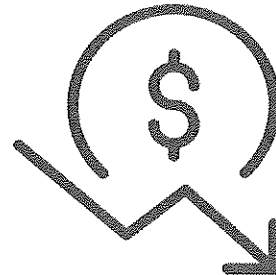
Number of Classified Job Titles

412

Budgetary Impact

The estimated implementation cost per fund is as follows:

General Fund:	-\$204,930.20
Road & Bridge Fund:	-\$15,924.00
Other Funds:	-\$166,642.80



• Distribution of proposed CCP salary schedule to all County Departments

HIDALGO COUNTY
Classification and Compensation Pay Plan
Number of Positions per Grade

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Total No. of Positions
Grade 1									48			48
Grade 2												0
Grade 3	16			153	26	4	1	2	26	29	2	259
Grade 4	6	31	5	13	12	6	1	2	3	1	2	82
Grade 5	154	30	56	40	21	16	8	5	14	2	1	347
Grade 6	40	6	23	29	6	4	3	3	1	1	1	117
Grade 7	121	38	19	23	17	18	2	1	5	5	3	252
Grade 8	22	13	16	9	3	4	1	1	4		2	75
Grade 9	55	24	3	22	10	7	2	6	2	2	2	135
Grade 10	37	8	9	9	9	3	6	7	3	2	6	99
Grade 11	53	14	15	21	13	8	4	5		3	1	137
Grade 12	19	22	8	1	4		3	3				60
Grade 13	33	7	15	8	5	3	6	1	6		1	85
Grade 14	20	6	6	3	2	6	1	2	2	4	2	54
Grade 15	11	25	4	6	4	7		2	3	2	2	66
Grade 16	7	3	3	7	3	3			1	3		30
Grade 17	27	1	4	9	6	1	2		2			52
Grade 18	8	3	1	3	2			3				20
Grade 19	8	4	3	7	1	1	1		1	2		28
Grade 20	1		4	3								8
Grade 21	4	1	2	3			1	2	1	1		15
CLASSIFIED	642	236	196	369	144	91	42	45	122	57	25	1,969

LAW ENFORCEMENT 748
NON-CLASSIFIED 384
PART-TIME/TEMPORARY 40
TOTAL CO WIDE POSITIONS 3,141

Hidalgo County

Classification & Compensation

Elected/Appointed Officials

Department	Department Head Position Title	Classified	Non-Classified	Total Positions
139TH DISTRICT COURT	DISTRICT JUDGE	3	2	5
206TH DISTRICT COURT	DISTRICT JUDGE	4	2	6
275TH DISTRICT COURT	DISTRICT JUDGE	3	2	5
332ND DISTRICT COURT	DISTRICT JUDGE	3	2	5
370TH DISTRICT COURT	DISTRICT JUDGE	3	2	5
389TH DISTRICT COURT	DISTRICT JUDGE	3	2	5
398TH DISTRICT COURT	DISTRICT JUDGE	3	2	5
430TH DISTRICT COURT	DISTRICT JUDGE	3	2	5
449TH DISTRICT COURT	DISTRICT JUDGE	3	2	5
92ND DISTRICT COURT	DISTRICT JUDGE	3	2	5
93RD DISTRICT COURT	DISTRICT JUDGE	3	2	5
CCL #3 - PROBATE JUDGE	PROBATE JUDGE	5	2	7
CONSTABLE PCT. 1	CONSTABLE	18	1	19
CONSTABLE PCT. 2	CONSTABLE	18	1	19
CONSTABLE PCT. 3	CONSTABLE	20	1	21
CONSTABLE PCT. 4	CONSTABLE	22	1	23
COUNTY CLERK	COUNTY CLERK	80	1	81
COUNTY COMMISSIONER PCT. 1	COUNTY COMMISSIONER	117	1	118
COUNTY COMMISSIONER PCT. 2	COUNTY COMMISSIONER	91	1	92
COUNTY COMMISSIONER PCT. 3	COUNTY COMMISSIONER	130	1	131
COUNTY COMMISSIONER PCT. 4	COUNTY COMMISSIONER	120	1	121
COUNTY JUDGE	COUNTY JUDGE	23	1	24
COUNTY SHERIFF	COUNTY SHERIFF	789	1	790
COUNTY TREASURER	COUNTY TREASURER	13	1	14
CRIMINAL DISTRICT ATTORNEY	CRIMINAL DISTRICT ATTORNEY	162	1	163
DISTRICT CLERK	DISTRICT CLERK	68	1	69
JUDGE COURT-AT-LAW #1	JUDGE COURT-AT-LAW	3	2	5
JUDGE COURT-AT-LAW #2	JUDGE COURT-AT-LAW	4	2	6
JUDGE COURT-AT-LAW #4	JUDGE COURT-AT-LAW	3	2	5
JUDGE COURT-AT-LAW #5	JUDGE COURT-AT-LAW	3	2	5
JUDGE COURT-AT-LAW #6	JUDGE COURT-AT-LAW	3	2	5
JUDGE COURT-AT-LAW #7	JUDGE COURT-AT-LAW	3	2	5
JUDGE COURT-AT-LAW #8	JUDGE COURT-AT-LAW	4	2	6
JUSTICE OF THE PEACE PCT 1/PL 1	JUSTICE OF THE PEACE	6	1	7
JUSTICE OF THE PEACE PCT 1/PL 2	JUSTICE OF THE PEACE	6	1	7
JUSTICE OF THE PEACE PCT 2/PL 1	JUSTICE OF THE PEACE	6	1	7
JUSTICE OF THE PEACE PCT 2/PL 2	JUSTICE OF THE PEACE	6	1	7
JUSTICE OF THE PEACE PCT 3/PL 1	JUSTICE OF THE PEACE	6	1	7
JUSTICE OF THE PEACE PCT 3/PL 2	JUSTICE OF THE PEACE	6	1	7
JUSTICE OF THE PEACE PCT 4/PL 1	JUSTICE OF THE PEACE	7	1	8
JUSTICE OF THE PEACE PCT 4/PL 2	JUSTICE OF THE PEACE	6	1	7
MASTER COURT	N/A	2	1	3
MASTER COURT II	N/A	2	1	3
TAX ASSESSOR/COLLECTOR	TAX ASSESSOR/COLLECTOR	152	1	153
Total Elected/Appointed Officials		1,938	63	2,001

Hidalgo County

Classification & Compensation

County Departments

Department Name	Proposed Department Head Position Title	Classified	Non-Classified	Total Positions
COUNTY AUDITOR	COUNTY AUDITOR	3	46	49
BUDGET & MANAGEMENT	DIRECTOR, DEPARTMENT OF BUDGET AND MANAGE	29	-	29
ELECTIONS ADMINISTRATOR	ELECTIONS ADMINISTRATOR	33	-	33
EXECUTIVE OFFICE	COUNTY EXECUTIVE OFFICER	49	5	54
FACILITIES MANAGEMENT	DIRECTOR, FACILITIES MANAGEMENT DEPARTMENT	98	-	98
HEALTH DEPARTMENT	DIRECTOR, DEPARTMENT OF HEALTH AND HUMAN	192	11	203
HUMAN RESOURCES	DIRECTOR, DEPARTMENT OF HUMAN RESOURCES	11	-	11
INFORMATION TECHNOLOGY	DIRECTOR, INFORMATION TECHNOLOGY DEPARTME	25	-	25
JUVENILE PROBATION	DIRECTOR, JUVENILE PROBATION DEPARTMENT	-	205	205
PLANNING	DIRECTOR, COUNTY PLANNING DEPARTMENT	26	-	26
PUBLIC DEFENDER	DIRECTOR, DEPARTMENT OF PUBLIC DEFENSE	19	-	19
PURCHASING	DIRECTOR, PURCHASING DEPARTMENT	29	-	29
URBAN COUNTY	DIRECTOR, URBAN COUNTY DEPARTMENT	31	-	31
WIC	DIRECTOR, WIC PROGRAMS	225	10	235
COUMMUNITY SERVICE AGENCY	DIRECTOR, COMMUNITY SERVICE AGENCY	1	37	38
		771	314	1,085

County Offices

Office Name	Department Head Position Title	Classified	Non-Classified	Total Positions
FIRE MARSHAL	FIRE MARSHAL	8	-	8
INDIGENT DEFENSE	DIRECTOR, INDIGENT DEFENSE	7	-	7
LAW LIBRARY	LIBRARIAN	3	-	3
VETERAN'S SRV	VETERAN'S SERVICES OFFICER	7	-	7
		25	-	25

External Support Personnel

Office Name	Department Head Position Title	Classified	Non-Classified	Total Positions
CHILD WELFARE	N/A	3	-	3
TX AGRILIFE EXTENSION	N/A	6	5	11
ADULT PROBATION	N/A	9	-	9
AUXILIARY COURT	N/A	4	2	6
CHILD PROTECTIVE COURT	N/A	1	-	1
		23	7	30

Summary		Classified	Non-Classified	Total Positions
Elected/Appointed Officials		1,938	63	2,001
Departments		771	314	1,085
Offices		25	-	25
External Support Personnel		23	7	30
Total		2,757	384	3,141

HIDALGO COUNTY
GRADE AND STEP SALARY SCHEDULE
Effective Date: May 16, 2017

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Grade 1 ⁽¹⁾	19,695	20,384	21,073	21,762	22,451	23,140	23,829	24,518	25,207	25,896	26,585
Grade 2 ⁽¹⁾	21,271	22,015	22,759	23,503	24,247	24,991	25,735	26,479	27,223	27,967	28,711
Grade 3 ⁽¹⁾	22,973	23,777	24,581	25,385	26,189	26,993	27,797	28,601	29,405	30,209	31,013
Grade 4 ⁽¹⁾	24,811	25,679	26,547	27,415	28,283	29,151	30,019	30,887	31,755	32,623	33,491
Grade 5	26,796	27,734	28,672	29,610	30,548	31,486	32,424	33,362	34,300	35,238	36,176
Grade 6	28,940	29,953	30,966	31,979	32,992	34,005	35,018	36,031	37,044	38,057	39,070
Grade 7	31,255	32,349	33,443	34,537	35,631	36,725	37,819	38,913	40,007	41,101	42,195
Grade 8	33,755	34,936	36,117	37,298	38,479	39,660	40,841	42,022	43,203	44,384	45,565
Grade 9	36,455	37,731	39,007	40,283	41,559	42,835	44,111	45,387	46,663	47,939	49,215
Grade 10	39,371	40,749	42,127	43,505	44,883	46,261	47,639	49,017	50,395	51,773	53,151
Grade 11	42,521	44,009	45,497	46,985	48,473	49,961	51,449	52,937	54,425	55,913	57,401
Grade 12	45,923	47,530	49,137	50,744	52,351	53,958	55,565	57,172	58,779	60,386	61,993
Grade 13	49,597	51,333	53,069	54,805	56,541	58,277	60,013	61,749	63,485	65,221	66,957
Grade 14	53,565	55,440	57,315	59,190	61,065	62,940	64,815	66,690	68,565	70,440	72,315
Grade 15	57,850	59,875	61,900	63,925	65,950	67,975	70,000	72,025	74,050	76,075	78,100
Grade 16	62,478	64,665	66,852	69,039	71,226	73,413	75,600	77,787	79,974	82,161	84,348
Grade 17	67,476	69,838	72,200	74,562	76,924	79,286	81,648	84,010	86,372	88,734	91,096
Grade 18	72,874	75,425	77,976	80,527	83,078	85,629	88,180	90,731	93,282	95,833	98,384
Grade 19	78,704	81,459	84,214	86,969	89,724	92,479	95,234	97,989	100,744	103,499	106,254
Grade 20	85,000	87,975	90,950	93,925	96,900	99,875	102,850	105,825	108,800	111,775	114,750
Grade 21	91,800	95,013	98,226	101,439	104,652	107,865	111,078	114,291	117,504	120,717	123,930

(1) The county's minimum wage is equivalent to \$12.00/hour or \$24,960 annual salary.