

**FY 2026 PRPC POSITION/SALARY COMPARISONS TO  
SIMILAR STATE OF TEXAS POSITIONS/SALARIES**

**Appendix B**  
**Panhandle Regional Planning Commission Position/Salary Comparisons**  
**To Similar State of Texas Positions/Salaries**  
**(September, 2025)**

| <b>PRPC POSITION TITLE</b>                     | <b>FY25<br/>AUTHORIZED<br/>PRPC SALARY<br/>RANGE</b> | <b>CURRENT<br/>PRPC<br/>SALARY</b> | <b>SIMILAR STATE CLASS TITLE(S)</b>                              | <b>AUTHORIZED*1<br/>STATE SALARY<br/>RANGE(S)</b>             | <b>STATE<br/>SALARY<br/>GROUP</b> |
|--|--|------------------------------------|--|---|-----------------------------------|
| Executive Director                             | \$106,500 – 171,688                                  | \$155,000                          | Executive Director<br>Director V<br>Director VI                  | \$106,500 – 171,688<br>112,047 – 189,499<br>123,252 – 208,449 | Exempt 4<br>B30<br>B31            |
| Deputy Executive Director/<br>Finance Director | \$86,785 – 137,779                                   | \$124,820                          | Manager VII<br>Director III<br>Director IV                       | \$92,600 – 156,612<br>92,600 – 156,612<br>101,860 – 172,272   | B28<br>B28<br>B29                 |
| Executive Assistant                            | \$60,975 – 85,550                                    | \$72,220                           | Executive Assistant III<br>Manager II                            | \$54,278 – 87,046<br>61,184 – 99,658                          | B21<br>B23                        |
| Receptionist                                   | \$27,653 – 39,908                                    | \$21,583.75 *2                     | Administrative Assistant II<br>Customer Service Representative I | \$32,332 – 47,355<br>32,332 – 47,355                          | A11<br>A11                        |
| Receptionist                                   | \$27,653 – 39,908                                    | \$36,155                           | Administrative Assistant II<br>Customer Service Representative I | \$32,332 – 47,355<br>32,332 – 47,355                          | A11<br>A11                        |

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|--|--|------------------------------------|---|--|-----------------------------------|
| Assistant Finance Director   | \$78,890 – 125,253                                   | \$108,382                          | Director I<br>Accountant VII<br>Manager V               | \$76,530 – 129,430<br>76,530 – 129,430<br>76,530 – 129,430 | B26<br>B26<br>B26                 |
| Accountant II  | \$60,975 – 85,550                                    | \$67,063                           | Accountant V<br>Financial Analyst II                    | \$57,614 – 93,138<br>57,614 – 93,138                       | B22<br>B22                        |
| Accounting Systems<br>Program Specialist<br>(Accounts Payable<br>Specialist) | \$44,536 – 64,280                                    | \$62,712                           | Administrative Assistant VI<br>Accountant III           | \$48,244 – 76,028<br>45,521 – 71,055                       | A19<br>B18                        |
| Accounting Systems<br>Program Specialist<br>(Human Resources/<br>Payroll)    | \$44,536 – 64,280                                    | \$56,814                           | Human Resources Specialist II<br>Payroll Specialist III | \$42,976 – 64,469<br>\$48,244 – 76,028                     | B17<br>B19                        |

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|--|--|------------------------------------|---|---|-----------------------------------|
| Regional Services Director   | \$86,785 – 137,779                                   | \$103,160                          | Director III<br>Director IV   | \$92,600 – 156,612<br>101,860 – 172,272   | B28<br>B29                        |
| Regional Emergency Communications and Preparedness Program Manager | \$65,201 – 103,510                                   | \$87,384                           | Program Specialist VI<br>Planner IV<br>Contract Specialist V<br>Project Manager III<br>Manager IV | \$61,184 – 99,658<br>65,104 – 106,634<br>65,104 – 106,634<br>65,104 – 106,634<br>69,572 – 114,099 | B23<br>B24<br>B24<br>B24<br>B25   |
| Regional Emergency Management Planning Program Coordinator         | \$60,975 – 85,550                                    | \$59,488                           | Planner III<br>Program Specialist V<br>Emergency Management Program Coordinator III               | \$57,614 – 93,138<br>54,278 – 87,046<br>54,278 – 87,046   | B22<br>B21<br>B21                 |
| Regional Services Emergency Program Specialist                     | \$44,536 – 64,280                                    | \$51,648                           | Program Specialist II<br>Planner I<br>Emergency Management Program Coordinator I                  | \$45,521 - \$71,055<br>45,521 - \$71,055<br>42,976 – 64,469                                       | B18<br>B18<br>B17                 |
| Regional Services Program Specialist                               | \$44,536 – 64,280                                    | *3                                 | Planner I<br>Contract Specialist II<br>Program Specialist II                                      | \$45,521 – 71,055<br>45,521 – 71,055<br>45,521 – 71,055   | B18<br>B18<br>B18                 |

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**(September, 2025)**

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|--|--|------------------------------------|--|---|-----------------------------------|
| Local Government<br>Services Director    | \$86,785 – 137,779                                   | \$105,371                          | Manager V<br>Director III<br>Director IV                   | \$76,530 – 129,430<br>92,600 – 156,612<br>101,860 – 172,272 | B26<br>B28<br>B29                 |
| Local Government<br>Services Manager     | \$65,201 – 103,510                                   | \$83,463                           | Planner IV<br>Program Specialist VI<br>Project Manager III | \$65,104 – 106,634<br>61,184 – 99,658<br>65,104 – 106,634   | B24<br>B23<br>B24                 |
| Local Government<br>Services Coordinator | \$60,975 – 85,550                                    | \$74,026                           | Planner III<br>Program Specialist VI<br>Project Manager II | \$57,614 – 93,138<br>61,184 – 99,658<br>57,614 – 93,138     | B22<br>B23<br>B22                 |
| Local Government<br>Services Coordinator | \$60,975 – 85,550                                    | \$65,427                           | Planner III<br>Program Specialist VI<br>Project Manager II | \$57,614 – 93,138<br>61,184 – 99,658<br>57,614 – 93,138     | B22<br>B23<br>B22                 |
| Local Government<br>Services Coordinator | \$60,975 – 85,550                                    | \$65,427                           | Planner III<br>Program Specialist VI<br>Project Manager II | \$57,614 – 93,138<br>61,184 – 99,658<br>57,614 – 93,138     | B22<br>B23<br>B22                 |

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|---|--|------------------------------------|-------------------------------------|---|-----------------------------------|
| Local Government<br>Services Program<br>Specialist          | \$44,536 – 64,280                                    | \$55,428                           | Planner I<br>Program Specialist II  | \$45,521 – 71,055<br>45,521 – 71,055              | B18<br>B18                        |
| Community and Economic<br>Development Program<br>Specialist | \$44,536 – 64,280                                    | \$47,960                           | Planner I<br>Program Specialist II  | \$45,521 – 71,055<br>45,521 – 71,055              | B18<br>B18                        |

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|--|--|------------------------------------|---|---|-----------------------------------|
| Regional 9-1-1 Director  | \$86,785 – 137,779                                   | \$98,189                           | Geographic Information Specialist V<br>Director III<br>Director IV          | \$76,530 – 129,430<br>92,600 – 156,612<br>101,860 – 172,272 | B26<br>B28<br>B29                 |
| Regional 9-1-1<br>Network /Information<br>Technology Program<br>Coordinator      | \$60,975 – 85,550                                    | \$72,220                           | Program Specialist VI<br>Network Specialist IV<br>Database Administrator II | \$61,184 – 99,658<br>61,184 – 99,658<br>61,184 – 99,658     | B23<br>B23<br>B23                 |
| Regional 9-1-1 Network<br>Program Specialist                                     | \$44,536 – 64,280                                    | \$51,648                           | Planner I<br>Program Specialist II  | \$45,521 – 71,055<br>45,521 – 71,055                        | B18<br>B18                        |
| Regional 9-1-1 Network<br>Program PSAP Program<br>Specialist                     | \$44,536 – 64,280                                    | \$56,814                           | Program Specialist II<br>Planner I  | \$45,521 – 71,055<br>45,521 – 71,055                        | B18<br>B18                        |
| Regional 9-1-1 Network<br>Information<br>Systems/Technical<br>Program Specialist | \$44,536 – 64,280                                    | \$47,960                           | Geographic Information Specialist I<br>Network Specialist I                 | \$45,521 – 71,055<br>42,976 – 64,469                        | B18<br>B17                        |

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|---|--|------------------------------------|---|---|-----------------------------------|
| Regional 9-1-1 Network<br>Geographic Information<br>Systems Administrative<br>Assistant | \$40,484 – 58,434                                    | \$46,948                           | Administrative Assistant V<br>Geographic Information Specialist I | \$42,976 – 64,469<br>45,521 – 71,055              | A17<br>B18                        |



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|---|--|------------------------------------|---|--|-----------------------------------|
| Area Agency on Aging<br>Director  | \$86,785 – 137,779                                   | \$100,294                          | Director III<br>Director IV   | \$92,600 – 156,612<br>101,860 – 172,272                                    | B28<br>B29                        |
| Area Agency on Aging<br>Operations Manager  | \$65,201 – 103,510                                   | \$83,174                           | Manager III<br>Director I<br>Planner IV   | \$65,104 – 106,634<br>76,530 – 129,430<br>65,104 – 106,634                 | B24<br>B26<br>B24                 |
| Area Agency on Aging<br>Managing Local<br>Ombudsman                                       | \$60,975 – 85,550                                    | \$59,488                           | Planner III<br>Social Worker IV<br>Program Specialist V<br>Ombudsman III                    | \$57,614 – 93,138<br>57,614 – 93,138<br>54,278 – 87,046<br>54,278 – 87,046 | B22<br>B22<br>B21<br>B21          |
| Area Agency on Aging<br>Public Education and<br>Benefits Counseling<br>Program Specialist | \$44,536 – 64,280                                    | \$38,736 *2                        | Volunteer Services Coordinator IV<br>Planner I<br>Social Worker II<br>Program Specialist II | \$48,244 – 76,028<br>45,521 – 71,055<br>45,521 – 71,055<br>45,521 – 71,055 | B19<br>B18<br>B18<br>B18          |
| Area Agency on Aging<br>Benefits Counselor<br>Program Specialist                          | \$44,536 – 64,280                                    | \$61,182                           | Planner I<br>Social Worker II<br>Program Specialist II                                      | \$45,521 – 71,055<br>45,521 – 71,055<br>45,521 – 71,055                    | B18<br>B18<br>B18                 |

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|--|--|------------------------------------|--|---|-----------------------------------|
| Area Agency on Aging<br>Program Specialist (Care<br>Coordination)  | \$44,536 – 64,280                                    | \$52,757                           | Planner I<br>Social Worker II<br>Program Specialist II | \$45,521 – 71,055<br>45,521 – 71,055<br>45,521 – 71,055 | B18<br>B18<br>B18                 |
| Area Agency on Aging<br>Caregiver Specialist<br>Program Specialist | \$44,536 – 64,280                                    | \$51,648                           | Planner I<br>Social Worker II<br>Program Specialist II | \$45,521 – 71,055<br>45,521 – 71,055<br>45,521 – 71,055 | B18<br>B18<br>B18                 |

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|---|--|------------------------------------|--|--|-----------------------------------|
| Workforce Development<br>Director                       | \$86,785 – 137,779                                   | \$122,198                          | Director III<br>Director IV  | \$92,600 – 156,612<br>101,860 – 172,272  | B28<br>B29                        |
| Workforce Development<br>Contract/Accounting<br>Manager | \$65,201 – 103,510                                   | \$93,775                           | Accountant VI<br>Planner IV<br>Contract Specialist V<br>Project Manager III<br>Manager V | \$65,104 – 106,634<br>65,104 – 106,634<br>65,104 – 106,634<br>65,104 – 106,634<br>76,530 – 129,430 | B24<br>B24<br>B24<br>B24<br>B26   |
| Workforce Development<br>Program Manager                | \$65,201 – 103,510                                   | \$79,441                           | Planner IV<br>Contract Specialist V<br>Project Manager III<br>Manager V                  | \$65,104 – 106,634<br>65,104 – 106,634<br>65,104 – 106,634<br>76,530 – 129,430                     | B24<br>B24<br>B24<br>B26          |
| Workforce Development<br>Coordinator                    | \$60,975 – 85,550                                    | \$67,305                           | Planner III<br>Program Specialist VI   | \$57,614 – 93,138<br>61,184 – 99,658   | B22<br>B23                        |
| Workforce Development<br>Program Specialist             | \$44,536 – 64,280                                    | \$51,648                           | Planner I<br>Program Specialist II   | \$45,521 – 71,055<br>45,521 – 71,055   | B18<br>B18                        |

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|--|--|------------------------------------|--|---|-----------------------------------|
| Workforce Development<br>Program Specialist  | \$44,536 – 64,280                                    | \$55,428                           | Planner I<br>Program Specialist II                   | \$45,521 – 71,055<br>45,521 – 71,055              | B18<br>B18                        |
| Workforce Development<br>Program Specialist –<br>WIOA Enrollment Liaison           | \$44,536 – 64,280                                    | \$46,790                           | Planner I<br>Program Specialist II                   | \$45,521 – 71,055<br>45,521 – 71,055              | B18<br>B18                        |
| Workforce Development<br>Fiscal Administrative<br>Assistant – Contract<br>Services | \$40,484 – 58,434                                    | \$43,596                           | Contract Specialist I<br>Administrative Assistant IV | \$40,918 – 61,130<br>38,976 – 58,045              | B16<br>A15                        |
| Workforce Development<br>Fiscal Administrative<br>Assistant – Program<br>Services  | \$40,484 – 58,434                                    | \$48,122                           | Contract Specialist I<br>Administrative Assistant IV | \$40,918 – 61,130<br>38,976 – 58,045              | B16<br>A15                        |

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|--|--|------------------------------------|---------------------------------------|--|-----------------------------------|
| Dispute Resolution Center<br>Program Coordinator | \$60,975 – 85,550                                    | \$62,499                           | Ombudsman IV<br>Program Specialist VI | \$61,184 – 99,658<br>61,184 – 99,658                         | B23<br>B23                        |

\*<sup>1</sup> – As provided for in the 2023 General Appropriations Act

for the 2024-2025 Biennium

- 88th Legislative Session indicated change to previous biennium

\*<sup>2</sup> – Currently a part-time position. Salary indicated reflects a

full-time salary equivalent amount at current rate of pay

\*<sup>3</sup> – Position currently vacant