

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

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

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

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

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PRPC POSITION TITLE	FY25 AUTHORIZED PRPC SALARY RANGE	CURRENT PRPC SALARY	SIMILAR STATE CLASS TITLE(S)	AUTHORIZED*1 STATE SALARY RANGE(S)	STATE SALARY GROUP
Local Government Services Program Specialist	\$44,536 – 64,280	\$55,428	Planner I Program Specialist II	\$45,521 – 71,055 45,521 – 71,055	B18 B18
Community and Economic Development Program Specialist	\$44,536 – 64,280	\$47,960	Planner I Program Specialist II	\$45,521 – 71,055 45,521 – 71,055	B18 B18

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

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

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

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

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

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

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

\*1 – As provided for in the 2023 General Appropriations Act

for the 2024-2025 Biennium

- 88th Legislative Session indicated change to previous biennium

\*2 – Currently a part-time position. Salary indicated reflects a

full-time salary equivalent amount at current rate of pay

\*3 – Position currently vacant