TCC | Tarrant County College 2026-2027

ANNUAL COMPENSATION PLAN:

Salary and Employment Procedures





OFFICE OF HUMAN RESOURCES

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Equal Employment Opportunity

Non-Discrimination and Equal Opportunity Statement

Tarrant County College is committed to providing a workplace free from discrimination in all terms and conditions of employment, including the application process. Discrimination based on race, color, religion, sex, age, national origin, physical or mental disability, sexual orientation, or veteran status is strictly prohibited. The College upholds Equal Employment Opportunity in accordance with Title VII of the Civil Rights Act of 1964 (as amended), Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1967 (as amended), the Vietnam Era Veteran's Readjustment Act of 1974, and the Americans with Disabilities Act of 1990. We are dedicated to ensuring equal opportunity for all qualified individuals and actively promote this commitment through ongoing, positive initiatives in every department and work unit.

Disclaimer Regarding the Annual Compensation Plan

This Annual Compensation Plan does not constitute a contract or create any contractual rights or obligations regarding employment. No employee or representative of the College, other than the Chancellor, and only through a separate written agreement, is authorized to make any contrary commitments. Tarrant County College reserves the right to amend or modify the contents of this plan at any time, without prior notice to employees.

The compensation structure reflects the FY2026-2027 budget as adopted at this point in time. The Chancellor maintains the authority, throughout the year, to modify, add, remove, or consolidate parts of the salary structure, pay grades, and salary ranges as needed to effectively manage the College's workforce. As part of the ongoing cadence of market analyses, job titles may also be administratively reassigned as the pay grade structure is updated and enhanced to meet evolving institutional needs.

Relevant Personnel Policies

All relevant hiring and compensation policies and regulations can be found at:
https://pol.tasb.org/PolicyOnline?key=1097

Annual Compensation Plan

The College maintains a market-based compensation program that aligns with Tarrant County College's mission, vision, and core values.

In support of our mission to provide accessible, high-quality educational experiences that drive lasting impact—and our vision to be the leader for academic excellence, student success, and economic impact—the salary structure is designed to attract, retain, and reward a highly skilled and values-driven workforce.

This philosophy is grounded in our five core values, which guide all decisions related to our Annual Compensation Plan. We promote competitive compensation practices that support career mobility and professional growth through a flexible salary structure. By leveraging market data and modern compensation strategies, we maintain a transparent, accountable, and future-focused framework that advances professional growth and exceptional service. The College's five core values can be found here: https://www.tccd.edu/about/mission-and-vision/

The salary structure is developed using survey data obtained through market benchmarking and is intentionally designed to combine flexibility with internal consistency that:

- Requires less frequent maintenance and reevaluation due to built-in flexibility
- Supports greater cross-functional mobility
- Allows the College to balance pay considerations for both the position and the individual, rather than relying on a rigid control point

The College is committed to conducting a comprehensive market assessment every three (3) years to remain competitive and aligned with institutional mission, vision, values, and strategic priorities.

The staff salary structure consists of fourteen (14) pay grades representing a continuum of salaries informed by market rates for a broad range of positions. Job titles with reliable market data are assigned to the pay grade whose midpoint most closely aligns with prevailing market compensation. Positions without direct market data are placed into appropriate pay grades by comparing them to similar roles within the College. All pay grade placements are reviewed to ensure internal consistency across departments and divisions.

Similarly, Faculty and Police compensation structures are also maintained using defined pay grades and salary ranges, ensuring alignment with the College's commitment to institutional integrity.

Employment Procedure Updates

This document and the procedures outlined within it apply solely to salary calculations at the time of hire and to job changes resulting from authorized modifications throughout the year that result in position revisions or restructures. They are not intended to address salary concerns outside of these two processes.

Changes to Job Responsibilities

Departments seeking to change job responsibilities within their areas must submit proposed modifications to the Office of Human Resources for review before adding or removing duties. Human Resources will evaluate the requested changes, and if significant adjustments to the role's organizational impact, complexity and problem-solving, level of independence, supervisory responsibilities, or required education and experience are identified, the Position Revision/Restructure Request (PRR) process may be required. This process includes a reassessment of the job duties, rate of pay, and assigned pay grade.

When changes result in a promotion or a significant increase in job duties, and a higher grade is warranted, a salary increase may be appropriate. Any such increase will be determined based on internal consistency, market alignment, and the scope of the revised responsibilities.

Voluntary demotions and involuntary restructures to a lower grade will include a review for internal consistency and may result in a reduced salary, consistent with the expectations of the new duties and salary grade.

Recruitment and Retention Payments

The College may authorize Recruitment and Retention Payments, in addition to regular compensation, for selected full-time positions when a documented and significant institutional need exists to recruit or retain employees in positions that are critical to College operations or strategic priorities.

Eligibility for a Recruitment and Retention Payment is limited to positions for which one or more of the following conditions have been demonstrated:

- persistent or significant difficulty recruiting or retaining qualified employees;
- specialized knowledge, skills, credentials, or experience that are limited in the relevant labor market;
- significant operational, financial, compliance, or institutional risk associated with prolonged vacancy or loss of incumbent expertise;

- a critical need to maintain continuity of specialized knowledge or leadership during a major College initiative, system implementation, organizational transition, or other time-limited strategic priority; or
- other exceptional circumstances in which the College determines that a demonstrated recruitment or retention risk could materially affect College operations or the achievement of an institutional priority.

Designation of an eligible position must be supported by documented business justification and approved by the Chancellor. Approval will identify the positions or employees covered, payment amount or methodology, applicable service period, and any conditions that must be satisfied to receive the payment.

Unless otherwise approved by the Chancellor, Recruitment and Retention Payments will be made in the final pay period of the applicable academic or fiscal year and are contingent upon the employee remaining actively employed in the designated position and satisfying the established service requirements through the applicable eligibility period.

Designation of a position as eligible for a Recruitment and Retention Payment does not create an entitlement to continued payments. Eligibility will be reviewed periodically and may continue only for the period during which the documented recruitment, retention, operational, or strategic need exists. The Chancellor may modify or discontinue a designation when the underlying need no longer exists, the applicable initiative or implementation period has concluded, or continuation is no longer in the best interest of the College.

Salaries Above Grade Maximums

The College is discontinuing the practice of awarding across-the-board base salary increases for employees whose salaries are at or above the maximum of their assigned pay grade. Eligible employees who are not receiving a base salary increase will be evaluated for a one-time payment, consistent with any annual Board-approved adjustments. As pay grades are updated to reflect market changes over time, salaries that were once above the maximum may fall back within the range. The College remains committed to completing a comprehensive market assessment every three (3) years.

Salary Structures

Full-Time Faculty Salary Structure (9-Months):

Exempt

Classification Code Years of Experience	23 Instructor (Masters*)	22 Assistant Professor (Master's +24*)	21 Associate Professor (Master's +48) Doctorate	
0	$64,118	$65,422	$66,723	
1	$64,508	$65,811	$67,114	
2	$64,899	$66,202	$67,506	
3	$65,290	$66,593	$67,896	
4	$65,681	$66,984	$68,287	
5	$66,071	$67,376	$68,678	
6	$66,463	$67,766	$69,070	
7	$66,855	$68,155	$69,459	
8	$67,243	$68,547	$69,851	
9	$67,635	$68,938	$70,241	
10	$68,026	$69,330	$70,632	
11	$68,418	$69,719	$71,025	
12	$68,808	$70,112	$71,415	
13	$69,199	$70,502	$71,806	
14	$69,591	$70,893	$72,197	
15+	$69,981	$71,283	$72,588	

* or Equivalent;

- For Technical Faculty, Instructors require an Associate's or Bachelor's degree with demonstrated competencies in the teaching discipline, see DC(Regulation).
- Credit for a degree will be granted only if the degree is relevant to the field of instruction, see DC(Regulation).
- Full-time Temporary Faculty will receive the rank of Instructor but will be paid at appropriate class code.
- Transcripts submitted for credentialing during the hiring process will be considered for initial placement purposes.

** The Professor rank is only during the Promotion in Rank process and not used for initial placement.

Full-Time Faculty Salary Structure (12-Months):

Exempt

Classification Code Years of Experience	23 Instructor (Masters*)	22 Assistant Professor (Master's +24*)	21 Associate Professor (Master's +48) Doctorate	
0	$77,045	$78,611	$80,175	
1	$77,513	$79,079	$80,644	
2	$77,983	$79,549	$81,116	
3	$78,453	$80,019	$81,584	
4	$78,922	$80,488	$82,054	
5	$79,392	$80,959	$82,524	
6	$79,862	$81,428	$82,994	
7	$80,333	$81,895	$83,463	
8	$80,800	$82,367	$83,933	
9	$81,270	$82,836	$84,403	
10	$81,741	$83,307	$84,871	
11	$82,211	$83,775	$85,343	
12	$82,680	$84,247	$85,813	
13	$83,150	$84,716	$86,282	
14	$83,621	$85,186	$86,753	
15+	$84,090	$85,654	$87,223	

† Instructional areas include Anesthesia Technology, Central Sterile Processing, Health Information Technology, Licensed Vocational Nursing (LVN), Magnetic Resonance Imaging, Medical Assistant, Nuclear Medicine, Nursing, Ophthalmic Technology, Physical Therapy Assistant, Radiologic Technology, Respiratory Therapy, Surgical Technology, and Vascular Interventional Radiology.

* or Equivalent;

- For Technical Faculty, Instructors require an Associate's or Bachelor's degree with demonstrated competencies in the teaching discipline, see DC(Regulation).
- Credit for a degree will be granted only if the degree is relevant to the field of instruction, see DC(Regulation).
- Full-time Temporary Faculty will receive the rank of Instructor but will be paid at appropriate class code.
- Transcripts submitted for credentialing during the hiring process will be considered for initial placement purposes.

** The Professor rank is only during the Promotion in Rank process and not used for initial placement.

Full-Time Faculty Salary Structure (Extended – 12-Months):

Exempt

Classification Code Years of Experience	23 Instructor (Masters*)	22 Assistant Professor (Master's +24*)	21 Associate Professor (Master's +48) Doctorate	
0	$78,485	$80,080	$81,674	
1	$78,962	$80,557	$82,151	
2	$79,440	$81,036	$82,632	
3	$79,920	$81,515	$83,109	
4	$80,397	$81,993	$83,588	
5	$80,876	$82,472	$84,067	
6	$81,355	$82,950	$84,545	
7	$81,834	$83,426	$85,023	
8	$82,310	$83,906	$85,502	
9	$82,789	$84,385	$85,980	
10	$83,269	$84,864	$86,458	
11	$83,748	$85,341	$86,938	
12	$84,225	$85,822	$87,417	
13	$84,704	$86,299	$87,895	
14	$85,184	$86,778	$88,374	
15+	$85,662	$87,255	$88,853	

‡Instructional areas include Computed Tomography, Emergency Medical Services, Long Term Care Administration, Patient Care Technician, and Sonography.

* or Equivalent;

- For Technical Faculty, Instructors require an Associate's or Bachelor's degree with demonstrated competencies in the teaching discipline, see DC(Regulation).
- Credit for a degree will be granted only if the degree is relevant to the field of instruction, see DC(Regulation).
- Full-time Temporary Faculty will receive the rank of Instructor but will be paid at appropriate class code.
- Transcripts submitted for credentialing during the hiring process will be considered for initial placement purposes.

** The Professor rank is only during the Promotion in Rank process and not used for initial placement.

Adjunct Credit Faculty
Full-Time Faculty Overload and Summer Faculty Salary Structure

UG Adjunct/Faculty Overload/Summer Faculty Teaching

$65 flat rate per contact hour

The flat rate encompasses all standard faculty responsibilities, including course preparation, instruction, student support hours, and required professional development. This applies to both undergraduate and cross-listed non-undergraduate (developmental) courses. For non-instructional assignments, compensation will be paid at $65 per hour or as a specified flat rate as detailed in the Faculty Stipend Pay Schedule.

Salary per contact hour is set at initial hire and will not increase due to changes in education or experience during tenure.

Transcripts submitted for credentialing during the hiring process will be considered for initial placement purposes.

Non-Credit Salary Structure

Lifestyle and Community Learning - Classification Code 29A Degree or equivalent	Degree Code	Salary Per Contact Hour
Associate's degree	5	$20.90
Bachelor's degree	10	$23.55
Master's degree	30	$24.80
Master's degree plus 24 approved semester hours	50	$26.15
Doctorate degree	90	$28.80

Technical/Workforce - Classification Code 29C Degree or equivalent*	Degree Code	Salary Per Contact Hour
Associate's degree[1]	5	$29.00
Bachelor's degree[2]	10	$32.65
Master's degree[3]	30	$34.50
Master's degree plus 24 approved semester hours[4]	50	$36.30
Doctorate degree[5]	90	$39.95

Adult Basic Education - Classification Code 29C Degree or equivalent	Degree Code	Salary Per Contact Hour
Associate's degree	5	$29.00
Bachelor's degree	10	$32.65
Master's degree	30	$34.50
Master's degree plus 24 approved semester hours	50	$36.30
Doctorate degree	90	$39.95

* For Technical/Workforce Programs only: directly related equivalent experience as listed below may be considered in lieu of education

[1]3 years of directly related industry experience
[2]6 years of directly related industry experience
[3]9 years of directly related industry experience
[4]12 years of directly related industry experience
[5]15 years of directly related industry experience

Payment will be made at the minimum rate per hour unless the degree and/or certification is in the same field as the course being taught. EXAMPLE: An adjunct instructor with a master's in English plus forty-eight (48) hours in literature will be paid the minimum rate for teaching a non-credit art class.

Full-Time Lifestyle and Community Learning Instructor Salary Structure (12-Month)

Exempt

Classification Code 16 Years of Experience	No Degree	Associate*	Bachelor*	Master*	Doctorate*
0	$45,830	$47,484	$49,038	$54,333	$55,936
1	$46,277	$47,880	$49,485	$54,781	$56,384
2	$46,725	$48,328	$49,931	$55,095	$56,831
3	$47,171	$48,774	$50,379	$55,673	$57,276
4	$47,618	$49,221	$50,825	$56,121	$57,725
5	$48,065	$49,668	$51,274	$56,568	$58,172
6	$48,513	$50,114	$51,721	$57,014	$58,619
7	$48,959	$50,564	$52,168	$57,463	$59,065
8	$49,756	$51,008	$52,613	$57,912	$59,513
9	$49,853	$51,456	$53,060	$58,357	$59,961
10	$50,300	$51,902	$53,509	$58,804	$60,407

*Credit for degrees will be granted only if the degree is relevant to the field of instruction

Police Department Salary Structure

Pay Grade	Annual Base Salary		
	Minimum	Midpoint	Maximum
1P	$40,000.00	$51,891.04	$63,782.07
2P	$42,500.00	$55,134.23	$67,768.45
3P	$45,000.00	$58,377.41	$71,754.83
4P	$51,107.00	$51,107.00	$51,107.00
5P	$56,322.00	$71,213.90	$86,105.80
6P	$64,770.30	$81,895.98	$99,021.67
7P	$74,485.85	$94,180.38	$113,874.92
8P	$85,658.72	$108,307.44	$130,956.15
9P	$92,393.16	$119,859.41	$147,325.67
10P	$101,632.47	$131,845.36	$162,058.24
11P	$121,958.97	$158,214.43	$194,469.89

**This table is based on 2,080 hours per year.*

Police Department Pay Grade and Title Matrix

Title	Pay Grade 1P
Campus Security Guard Video Surveillance Technician	
	Pay Grade 2P
Dispatcher	
	Pay Grade 3P
Lead Dispatcher	
	Pay Grade 4P
Police Officer Recruit	
	Pay Grade 5P
Patrol Officer Police Police Compliance - Program Specialist	
	Pay Grade 6P
Police Sergeant Victims Assistance Administration Officer Video Center Monitor Specialist	
	Pay Grade 7P
Police Lieutenant	
	Pay Grade 8P
Police Captain Communications Manager Police Detective Police Systems Administrator Police Training Coordinator	
	Pay Grade 9P
Police Commander	
	Pay Grade 10P
Assistant Police Chief	
	Pay Grade 11P
Chief of Police	

Staff Salary Structure

Pay Grade	Annual Base Salary		
	Minimum	Midpoint	Maximum
1	$37,900	$45,500	$53,100
2	$41,800	$50,100	$58,500
3	$45,900	$55,100	$64,300
4	$50,500	$60,600	$70,700
5	$55,700	$68,200	$80,800
6	$62,600	$76,700	$90,800
7	$70,400	$86,300	$102,100
8	$79,300	$97,100	$115,000
9	$89,100	$109,200	$129,200
10	$100,500	$125,600	$150,800
11	$115,500	$144,400	$173,300
12	$132,900	$166,100	$199,400
13	$152,800	$191,000	$229,200
14	$179,800	$229,200	$278,700

**This table is based on 2,080 hours per year.*

Staff Pay Grade and Title Matrix

Title	Pay Grade 1
Assistant I, Enrollment	
Assistant I, Information Center	
Assistant I, Instructional Support	
Assistant I, Laboratory	
Assistant, Admissions Records	
Assistant, Community Outreach	
Assistant, District Warehouse	
Assistant, Warehouse	
Clerk, Asset Management	
Courier	
Custodian I	
Groundskeeper	
Lifeguard	
Sign Shop Operator	
Specialist I, Administrative Support	
Specialist I, Business Services	
Specialist I, Financial Aid	
Specialist I, Learning Commons	
Specialist I, Student Development	
Specialist, Asset Management	
Specialist, Library	
Specialist, Risk and Insurance	
Supplemental Instruction Specialist I	
Technician, General Maintenance	
Tutor	

Title	Pay Grade 2
Apprentice, Building Automation Systems	
Assistant II, Enrollment	
Assistant II, Laboratory	
Associate I, Records	
Custodian II	
Fleet Attendant	
Grounds Equipment Operator	
Painter	
Specialist II, Administrative Support	
Specialist II, Business Services	
Specialist II, Financial Aid	

Title	Pay Grade 2 (Continued)
Specialist II, Learning Commons	
Specialist II, Student Development	
Specialist, Admissions Reporting	
Specialist, Automated Operations	
Specialist, Aviation	
Specialist, Purchasing Card	
Specialist, Radio and Television Broadcasting	
Specialist, Retention and Graduation	
Specialist, Transcript Processing	
Specialist, Veteran Benefits	
Supplemental Instruction Specialist II	
Technician II, Campus Support Services	
Technician, Aviation Fueler	

Title	Pay Grade 3
Assistant II, Information Center	
Assistant II, Instructional Support	
Assistant III, Enrollment	
Assistant, HR Administrative Services	
Associate II, Records	
Auto Mechanic	
Specialist I, Graphic Services	
Specialist III, Administrative Support	
Specialist III, Business Services	
Specialist III, Financial Aid	
Specialist, Accounts Payable	
Specialist, Campus Financial Aid	
Specialist, Library Purchasing	
Specialist, Payroll	
Specialist, Printing Services	
Specialist, Student Employment	
Specialist, User Services	
Success Coach	
Technician III, Campus Support Services	
Testing Proctor	

Title	Pay Grade 4
Assistant III, Instructional Support	
Buyer I	
Carpenter	
Coordinator, Administrative Support	
Coordinator, Asset Management	
Coordinator, Asset Management Warehouse	
Coordinator, Library Technology	
Custodian III	
Line Installer	
Manager, Library	
Specialist and Driver, Community Outreach	
Specialist II, Graphic Services	
Specialist, Academic Support	
Specialist, Architectural Design	
Specialist, Archives	
Specialist, Benefit Programs	
Specialist, Community Outreach	
Specialist, Employee Engagement	
Specialist, Faculty Assignment	
Specialist, Information Management	
Specialist, Learning and Development	
Supervisor, Groundskeeping	
Supervisor, Retention and Graduation	
Supervisor, Warehouse	
Technician I, Facilities Mechanical Systems	
Technician I, Workflow	
Technician, Electronic Access Control Systems	
Technician, Video Support	

Title	Pay Grade 5
Academic Advisor	
Advisor, Continuing Education	
Analyst, Computerized Maintenance Management Systems	
Analyst, Learning and Development	
Analyst, Schedule Development & Curriculum Support	
Coordinator I, HR Administrative Services	
Coordinator I, Instructional Design	
Coordinator, Compliance Training	
Coordinator, District Fire and Safety Systems	
Coordinator, District Irrigation	
Coordinator, Donor Engagement	
Coordinator, Employee Career Development	
Coordinator, Employee Engagement	
Coordinator, Graphic Services	
Coordinator, Position Management	
Coordinator, Student Empowerment Center	
Coordinator, Web Communications	
Editor, Web Content	
Educational Technologist	
Electrician	
Enrollment Coach	
Librarian	
Multimedia Designer	
Persistence Coach	
Photographer	
Plumber	
Project Specialist, Facilities	
Senior Specialist, User Services	
Specialist, Computerized Maintenance Management Systems	
Specialist, Grant Resources	
Specialist, Grants Compliance	
Specialist, Learning Management Systems	
Specialist, Public Relations and Marketing	
Specialist, Video Support	
Supervisor, CE Grants Administration	
Supervisor, District Warehouse	
Supervisor, Printing Services	
Supervisor, Records Management and Archives	
Technician II, Facilities Mechanical Systems	
Technician II, Workflow	
Technician, Endpoint Management	
Title IX Case Manager	

Title	Pay Grade 6
Accountant	
Analyst I, Compensation	
Analyst I, Information Security	
Analyst I, Programming	
Analyst I, Transformation	
Analyst, Budget	
Analyst, SEO and Analytics	
Architectural Intern	
Assistant Range Master	
Business Advisor	
Buyer II	
Career Advisor	
Cataloger	
Construction Leader	
Coordinator I, Curriculum and Educational Planning	
Coordinator I, District Student Affairs	
Coordinator I, Lifestyle and Community Learning	
Coordinator I, Student Learning Materials	
Coordinator II, HR Administrative Services	
Coordinator, Administrative Events	
Coordinator, Admissions Systems	
Coordinator, Benefit Programs	
Coordinator, Board and Foundation Relations	
Coordinator, Camp Fire Grant	
Coordinator, Campus Support Services	
Coordinator, Center for Academic Success	
Coordinator, Dual Enrollment Partnerships	
Coordinator, Employee Onboarding	
Coordinator, Enrollment	
Coordinator, Faculty Affairs	
Coordinator, Financial Aid	
Coordinator, Fundraising	
Coordinator, Internal Communications	
Coordinator, Learning and Development	
Coordinator, Learning Lab	
Coordinator, Nursing Program Compliance	
Coordinator, Pathway – Grant	
Coordinator, Payroll	
Coordinator, Payroll Reporting	
Coordinator, Recruitment	
Coordinator, Resource Scheduling	
Coordinator, State Reporting	
Coordinator, Student Accessibility Resources	

Title	Pay Grade 6 (Continued)
Coordinator, Student Recruitment	
Coordinator, Talent Acquisition	
Coordinator, Transfer and Articulation	
Coordinator, Web Design	
Designer, Learning and Development	
Editorial Coordinator	
Endpoint Management Administrator II	
Executive Assistant	
Faculty Coach	
Instructional Designer	
Instructional Designer, Accessibility	
Manager, Publications	
Specialist, Facilities Planning	
Specialist, IT Software Compliance	
Supervisor, Electronic Resources	
Supervisor, Family Empowerment Center	
Supervisor, Fitness and Wellness Center	
Supervisor, Learning Lab	
System Administrator I	
Systems Administrator, Facilities	
Technology Buyer	
Telecommunications Systems Administrator	

Title	Pay Grade 7
Administrator II, LMS Integrations	
Analyst II, Information Security	
Analyst II, Programming	
Analyst II, Transformation	
Analyst, Educational Partnerships	
Analyst, Enterprise Resource Planning	
Analyst, Institutional Research	
Analyst, Research	
Assistant Director, Work-Based Learning	
Business Intelligence Specialist	
Business Solutions Partner	
Coordinator II, Curriculum and Educational Planning	
Coordinator II, District Student Affairs	
Coordinator II, Instructional Design	
Coordinator II, Lifestyle and Community Learning	
Coordinator II, Student Learning Materials	

Title	Pay Grade 7 (Continued)
Coordinator, Academic Affairs	
Coordinator, Academic Operations	
Coordinator, Accreditation	
Coordinator, ADA and Leave Programs	
Coordinator, Arts & Humanities	
Coordinator, Audio and Video Communications	
Coordinator, Audio Visual Production	
Coordinator, Biotechnology	
Coordinator, Building Automation Systems	
Coordinator, Business & Industry	
Coordinator, CATE Center	
Coordinator, Center for Student Success	
Coordinator, Digital Accessibility	
Coordinator, Educational Outreach	
Coordinator, Educational Partnerships	
Coordinator, Emergency Management	
Coordinator, Employee Relations	
Coordinator, Environmental Health and Safety	
Coordinator, Environmental Management	
Coordinator, Fire and Rescue	
Coordinator, Foundation Scholarship	
Coordinator, Health Sciences	
Coordinator, HR Data and Systems	
Coordinator, Institutional Effectiveness	
Coordinator, Law Enforcement	
Coordinator, Nursing	
Coordinator, Nursing Assessment Support	
Coordinator, Nursing Simulation	
Coordinator, Public Safety	
Coordinator, Public Service	
Coordinator, Sci Tech Eng & Math	
Coordinator, Smart Buildings	
Coordinator, Student Activities	
Coordinator, Student Affairs	
Coordinator, Student Connections Center	
Coordinator, Sustainability	
Coordinator, Technical Quality Assurance Testing	
Coordinator, Transfer Center	
Coordinator, Travel and Expense	
Coordinator, Video Support Services	
Coordinator, Water and Waste Water	
Coordinator, Work-Based Learning	
Coordinator, Workplace Safety	

Title	Pay Grade 7 (Continued)
Counselor	
Digital Collections Developer	
Enterprise Resource Planning Administrator	
Learning Diagnostician	
Manager, Audio Visual Production	
Manager, Campus Support Services	
Manager, Certification Testing Center	
Manager, Digital Resources	
Manager, Graphic Services	
Manager, Learning Commons	
Manager, Records	
Manager, Supplemental Instruction	
Network Administrator I	
Paralegal	
Public Information Officer	
Range Master	
Registered Nurse	
Senior Accountant	
Senior Accountant, Facilities Administration	
Senior Career Advisor	
Senior Internal Auditor	
Social Media Manager	
Specialist, Corporate and Industry Partnerships	
Specialist, Donor Relations and Planned Giving	
Specialist, Third-Party Vendor Risk	
Supervisor, Archives	
Supervisor, Automated Operations	
Supervisor, Facilities Mechanical Systems	
Supervisor, Facilities Planning	
Supervisor, Financial Aid Student Employment	
Supervisor, General Maintenance	
Supervisor, Information Center	
Supervisor, Lifestyle and Community Learning	
Supervisor, Opportunity Center	
Supervisor, Student Activities	
Supervisor, Telecommunications	
System Administrator II	
Technical Program Coordinator	
Veterans Counselor	
Web Developer	

Title	Pay Grade 8
Administrator, IT Contracts and Compliance	
Administrator, Procurement Contracts and Compliance	
Analyst II, Compensation	
Analyst III, Programming	
Analyst, Facilities Data and Systems	
Analyst, Performance Management	
Assistant Director, Community Outreach	
Assistant Director, Faculty Assignment	
Assistant Director, Library	
Assistant Director, Perkins Grant	
Assistant Director, Schedule Development & Curriculum Support	
Assistant Director, Scheduling	
Assistant Director, Student Success and Advising	
Coordinator, Administrative Projects	
Coordinator, Architectural Design	
Coordinator, Aviation	
Coordinator, Clinical Placement	
Coordinator, Communications	
Coordinator, Data and Information	
Coordinator, Financial Aid Compliance	
Coordinator, Health Sciences Workforce Ed	
Coordinator, Marketing	
Coordinator, Professional Pilot	
Coordinator, Public Relations	
Coordinator, Strategic Marketing	
Coordinator, Student Health Services	
Coordinator, Utilities and Energy	
Coordinator, Workforce Programs	
Database Administrator II	
Director, Business Services Systems and Operations	
Director, College Access and Readiness	
Director, Student Empowerment Center	
Director, T3	
Director, TRIO Programs	
Director, TRIO Talent Search	
Director, TRIO Student Support Services	
Endpoint Management Administrator III	
Lead, Student Success Initiatives	
Manager, Access Control Systems	
Manager, Accounting Services	
Manager, Asset Management	
Manager, Building Automation Systems	
Manager, Business Services	

Title	Pay Grade 8 (Continued)
Manager, Educational Outreach	
Manager, Facilities	
Manager, Fire and Rescue	
Manager, Flight Operations	
Manager, Infrastructure Cabling	
Manager, Law Enforcement	
Manager, Payroll	
Manager, Range Master	
Manager, Resource Scheduling	
Manager, Testing	
Manager, Veteran Benefits Certification	
Manager, Web Content	
Network Administrator II	
Project Manager, Facilities	
Project Manager, Interior Design	
Project Manager, Transformation	
Recruiter	
Senior Analyst, Clinical Data	
Senior Analyst, HR Continuous Improvement	
Senior IT Project Manager	
Senior Specialist, Computerized Maintenance Management Systems	
Specialist, Computer Applications	
Strategist, Business Development	
Supervisor, Campus Services Contracts and Compliance	
Supervisor, Career Services	
Supervisor, Digital Collections	
Supervisor, Emergency Management	
Supervisor, Institutional Effectiveness	
Supervisor, Risk and Insurance	
Supervisor, Travel and Expense	
System Administrator III	

Title	Pay Grade 9
Advisor, Organizational Change Management	
Analyst IV, Programming	
Analyst, Academic Support Services	
Analyst, Finance Services	
Analyst, Systems	
Assistant Director, Catalog Management	
Assistant Director, Curriculum and Educational Planning	
Assistant Director, Facilities	
Assistant Director, Instructional Assessment	
Assistant Director, Logistics and Operations	
Assistant Director, Workflow Development	
Business Partner, Employee Relations	
Coordinator, Information Management	
Database Administrator III	
Director, Academic Technology	
Director, Educational Outreach	
Director, Enrollment Records and Reports	
Director, Facilities Administration	
Director, Foundation Operations	
Director, Grants Development	
Director, Grants Management	
Director, Instructional Design	
Director, IT Finance	
Director, Learning Support	
Director, Online Accelerated Programs	
Director, Professional Development	
Director, Small Business Development Center	
Director, State Reporting	
Director, Student Accessibility Resources	
Director, Student Conduct	
Director, Video Services	
Director, Workforce Programs	
Engineer, Information Security	
ERP Systems Administrator	
Identity and Access Manager	
Lead IT Project Manager	
Manager, Construction Purchasing	
Manager, Endpoint Management	
Manager, Information Services	
Manager, Performance Management	
Manager, Purchasing	
Manager, User Services	
Manager, Web Development	

Title	Pay Grade 9 (Continued)
Network Administrator III	
Senior Analyst, Business Intelligence	
Senior Analyst, Compensation	
Senior Coordinator, Administrative Projects	
System Administrator IV	
Title IX Deputy Coordinator	

Title	Pay Grade 10
Architect, IT Systems Integration	
Architect, Student Lifecycle Systems	
Assistant Dean	
Assistant Dean, Nursing Operations	
Assistant Dean, Nursing Simulation and Learning Support	
Assistant Director, Application Development	
Assistant Director, HR Administrative Services	
Assistant Director, Records Management	
Assistant to the Board of Trustees	
Assistant to the President	
Associate Vice Chancellor, Enrollment and Academic Support	
Director, Academic Affairs	
Director, Academic Support	
Director, Admissions	
Director, AI Learning and Development	
Director, Analytics	
Director, Educational Partnerships	
Director, Emergency Management	
Director, Facilities Engineering	
Director, Financial Aid	
Director, Financial Aid Systems and Operations	
Director, Facilities Engineering	
Director, Financial Aid	
Director, Financial Aid Systems and Operations	
Director, Learning and Development	
Director, Library	
Director, Public Safety Training Center	
Director, Research	
Director, Student Communications	
Director, Student Life and Engagement	
Director, Student Recruitment and Outreach	
District Director, Creative Services	
IT Security Compliance Officer	

Title	Pay Grade 10 (Continued)
Lead, HR Strategic Initiatives	
Lead, HR Systems Integrations and Workflows	
Lead, Personnel Policies and Research	
Lead, Strategic Support	
Liaison, IT District Technology	
Manager, Accounting	
Manager, Architectural Design	
Manager, Information Security	
Manager, Systems Administration	
Network Administrator IV	
Privacy Officer	
Program Director, IT Projects	
Registrar	
Senior Analyst, Finance	
Senior Project Manager, Facilities	
Technical Program Director - Healthcare	
Technical Program Director – T-TEN	

Title	Pay Grade 11
Assistant to Vice Chancellor and Provost	
Dean	
Dean, Learning Commons	
Dean, Lifestyle and Community Learning	
Director, Administrative Systems	
Director, Application Development	
Director, Benefit Programs	
Director, Campus Support Services	
Director, Compensation	
Director, Employee Onboarding	
Director, Information Management	
Director, Student Success and Advising	
Director, Talent Acquisition	
Director, Transformation Projects	
District Director, Academic Operations	
District Director, Academic Support Services	
District Director, Accreditation	
District Director, Admissions and Records	
District Director, Curriculum and Educational Planning	
District Director, Digital Strategy	
District Director, Educational Partnerships	
District Director, Student Affairs	

Title	Pay Grade 11 (Continued)
Executive Director, Grant Development and Compliance	
IT Systems Solutions Architect	
Lead, ERP Program Implementation	

Title	Pay Grade 12
Director of Parenting Student Support	
Director, Employee Relations	
Director, Internal Audit	
Director, Network Communication Services	
District Director, Business Services	
District Director, Capital Improvements	
District Director, Employee Engagement	
District Director, Facilities Engineering	
District Director, Facilities Operations	
District Director, Facilities Planning and Development	
District Director, Faculty Affairs	
District Director, Financial Aid	
District Director, Talent Acquisition	
Executive Director, Institutional Research	
Executive Director, Organizational Excellence & Development	
Lead, Administrative Initiatives	
Title IX Coordinator	
Vice President, Student Affairs	

Title	Pay Grade 13
Assistant to the Chancellor	
Director, Finance	
District Director, Information Security	
District Director, IT Infrastructure	
District Director, User Support	
Executive Director, IT Systems	
Executive Director, Procurement	
Executive Program Director, ERP Implementation	
Vice President, Academic Affairs	

Title	Pay Grade 14
Associate General Counsel	
Chief Technology Officer	
Chief Transformation Officer	
Executive Director, Communications, PR and Marketing	
Executive Director, Finance and Administrative Services	
Executive Director, Real Estate and Facilities	

Title	Pay Grade Cabinet
Campus President	
Chief Development Officer	
Chief Financial Officer	
Chief Human Resources Officer	
General Counsel	
Vice Chancellor, Student Success	
Vice Chancellor, Analytics and Planning	
Vice Chancellor, Communications and External Affairs	