



System-Wide Pay Plan Titles

Academic Advisor I
Academic Advisor II
Academic Advisor III
Academic Advisor IV
Accelerator Physicist
Accelerator Technician I
Accelerator Technician II
Accelerator Technician III
Accelerator Technician IV
Acquisitions Editor
Administrative Associate I
Administrative Associate II
Administrative Associate III
Administrative Associate IV
Administrative Associate V
Administrative Coordinator I
Administrative Coordinator II
Administrative Coordinator III
Admissions Counselor I
Admissions Counselor II
Admissions Counselor III
Admissions Operations Analyst
Advanced Armed Security Officer
Advanced Security Officer
Advanced Security Officer - Nights
Air Conditioning and Refrigeration Mechanic
Animal Caretaker I
Animal Caretaker II
Animal Caretaker Supervisor
Arena Foreman
Armed Security Sergeant
Assistant Athletic Director P15
Assistant Athletic Equipment Manager
Assistant Broadcast Engineer
Assistant Chief of Police P18
Assistant Commandant
Assistant Controller P17
Assistant Department Head
Assistant Director
Assistant Director and Radiological Safety Officer
Assistant Director, Admissions
Assistant Director, Career Services
Assistant Director, Center
Assistant Director, Child Care Center
Assistant Director, Choral Activities
Assistant Director, Counseling Services P16
Assistant Director, Environmental Health and Safety
Assistant Director, Financial Aid P12
Assistant Director, Financial Management Services
Assistant Director, Human Resources
Assistant Director, Information Technology
Assistant Director, Institute
Assistant Director, Payroll
Assistant Director, Program
Assistant Editor
Assistant General Manager, Student Media
Assistant Health Physicist I
Assistant Health Physicist II
Assistant Health Physicist III
Assistant Health Physicist IV
Assistant Health Physicist V
Assistant Hospital Administrator
Assistant Manager
Assistant Manager, Bookstore
Assistant Manager, Environmental Health and Safety
Assistant Manager, Financial
Assistant Manager, Presidential Conference Center
Assistant Manager, Trade Sales, TAMU Press
Assistant Registrar P12
Assistant Staff Nurse - Research
Assistant Video Coordinator
Associate Acquisitions Editor
Associate Athletic Director P18
Associate Biological Safety Officer
Associate Director P14
Associate Director, Admissions
Associate Director, Bands
Associate Director, Career Services
Associate Director, Center
Associate Director, Counseling Services P17

Associate Director, Financial Aid
Associate Director, Human Resources
Associate Director, Information Technology
Associate Director, Institute
Associate Director, Medical Services
Associate Director, Program
Associate Director, Texas A&M Institute for Advanced Studies
Associate Editor
Associate Health Physicist
Associate Real Estate Editor
Associate Registrar P12
Associate Registrar P14
Athletic Academic Records Specialist
Athletic Assistant
Athletic Equipment Manager P15
Athletic Field Maintenance Manager
Athletic Fields Foreman
Athletic Groundskeeper
Athletic Physical Therapist
Athletic Trainer
Audio Visual Specialist
Automotive Parts Specialist I
Automotive Parts Specialist II
Automotive Technician I
Automotive Technician II
Broadcast Engineer
Building Access Technician I
Building Access Technician II
Building Superintendent
Business Administrator I
Business Administrator II
Business Administrator III
Business Assistant I
Business Assistant II
Business Associate I
Business Associate II
Business Associate III
Business Coordinator I
Business Coordinator II
Business Coordinator III
Buyer I
Buyer II

Buyer III
Cadet Training Officer I
Cadet Training Officer II
Cadet Training Officer III
Cadet Training Officer IV
Campus Planner
Career Services Coordinator
Cashier I
Cashier II
Certified Pharmacy Technician
Chief Broadcast Engineer
Chief Economist and Associate Director
Chief Executive Officer, Bush Foundation
Chief Financial Officer, Bush Foundation
Chief of Staff for Athletics
Chief of Staff I
Chief of Staff to Associate Provost and Director
Chief Pharmacist
Chief Physical Therapist
Child Care Cook
Classification and Compensation Analyst
Client Technologies Analyst I
Client Technologies Analyst II
Client Technologies Analyst III
Client Technologies Analyst IV
Clinic Coding Specialist
Clinic Legal Secretary
Clinical Coding Specialist
Clinical Informatics Analyst
Clinical Veterinarian
CMP Division Coordinator
CMP Research Animal Caretaker
CMP Research Animal Technician I
CMP Research Animal Technician II
CMP Research Animal Technician III
CMP Technical Services Specialist I
CMP Technical Services Specialist II
Coaching Assistant
College Recruitment Advisor
Communication Lab Administrator
Communications Coordinator
Communications Specialist I
Communications Specialist II

Compliance Officer I
Compliance Officer II
Compliance Officer III
Computer Maintenance Technician I
Computer Maintenance Technician II
Computer Maintenance Technician III
Computer Maintenance Technician IV
Computer Support Specialist
Contract and Insurance Coordinator
Contract Negotiator I
Contract Negotiator II
Contracts and Grants Coordinator
Coordinator, Nursing Services
Coordinator, Police Accreditation
Coordinator, Post Approval Monitoring
Coordinator, Residence Life II
Counseling and Development Specialist I
Counseling and Development Specialist II
Counseling and Development Specialist III
Counseling and Development Specialist IV
Curator
Customer Service Associate I
Customer Service Associate II
Customer Service Associate III
Cyclotron Operations Chief
Data Analyst
Database Administrator I
Database Administrator II
Database Administrator III
Database Administrator IV
Delivery Specialist I
Delivery Specialist II
Delivery Specialist III
Deputy Athletic Director
Deputy Commandant and Chief of Staff
Development Assistant
Development Officer I
Development Officer II
Development Officer III
Diagnostic Laboratory Supervisor
Diesel Technician I
Diesel Technician II
Dietitian

Director, (not ORP Eligible)
Director, Basketball/Volleyball Bands
Director, Choral Activities
Director, Television Traffic
Distance Education Coordinator
Document Imaging Specialist I
Document Imaging Specialist II
Document Imaging Specialist III
Early Childhood Teacher I
Early Childhood Teacher II
Early Childhood Teacher III
Editor
Editorial Assistant
Editor-in-Chief
Electrical Systems Technician
Electronics Technician I
Electronics Technician II
Emergency Management Coordinator
Employee Benefits Representative
Employment Coordinator
End User Support Specialist I
End User Support Specialist II
End User Support Specialist III
End User Support Specialist IV
Energy Analyst
Energy Engineer
Energy Steward
Enterprise IT Technologist
Environmental Compliance Supervisor
Environmental Health and Safety Chemical Waste Supervisor
Environmental Health and Safety Coordinator I
Environmental Health and Safety Coordinator II
Environmental Health and Safety Coordinator III
Environmental Health and Safety Specialist I
Environmental Health and Safety Specialist II
Environmental Health and Safety Specialist III
Environmental Health and Safety Specialist Supervisor
Environmental Health and Safety Technician
Environmental Safety Supervisor
Environmental Safety Supervisor, Utilities
Event Distribution Electrician
Event Technician P5

Events Coordinator I
Events Coordinator II
Events Coordinator III
Events Specialist
Events Team Leader
Evidence Technician
Executive Assistant I
Executive Assistant II
Executive Assistant III
Facilities Coordinator I
Facilities Coordinator II
Facilities Coordinator III
Facilities Specialist I
Facilities Specialist II
Facilities Specialist III
Faculty Affairs Coordinator
Farrier
Financial Accountant I
Financial Accountant II
Financial Accountant III
Financial Accountant IV
Financial Aid Advisor I
Financial Aid Advisor II
Financial Aid Advisor III
Financial Aid Advisor IV
Financial Aid Assistant I
Financial Aid Assistant II
Financial Aid Assistant III
Financial Aid Associate I
Financial Aid Associate II
Financial Aid Associate III
Financial Analyst I
Financial Analyst II
Financial Analyst III P16
Financial Assistant I
Financial Assistant II
Financial Assistant III
Financial Management Supervisor I
Financial Management Supervisor II
Financial Manager
Financial Practitioner I
Financial Practitioner II
Financial Specialist I

Financial Specialist II
Financial Specialist III
Fire Inspector I
Fire Inspector II
Fire Inspector III
Fire Inspector Supervisor
Gear-Up Program Liaison
General Manager, Radio
General Manager, Reed Arena
General Manager, Student Media
Geospatial Specialist I
Geospatial Specialist II
Graduate Student Specialist I
Graduate Student Specialist II
Graduate Student Specialist III
Graduate Student Specialist IV
Graphic Designer I
Graphic Designer II
Graphic Designer III
Health Education Coordinator
Health Educator
Heavy Equipment Operator I
Heavy Equipment Operator II
HR Specialist I
HR Specialist II
HR Specialist III
HR Specialist IV
HUB Coordinator
Human Resources Administrator
Human Resources Advisor I
Human Resources Advisor II
Human Resources Assistant
Immigration Coordinator
Immigration Services Associate I
Immigration Services Associate II
Immigration Specialist I
Immigration Specialist II
Infection Control Coordinator
Information Representative I
Information Representative II
Information Technology Supervisor
Instructional Consultant
Instructional Design Specialist

Instructional Designer I	Lead Wastewater Treatment Plant Operator
Instructional Designer II	Lead Water Production Operator
Instructional Designer III	Learning Laboratory Coordinator
Instrument Maker I	Library Assistant
Instrument Maker II	Library Associate I
Instrument Maker III	Library Associate II
Instrumentation Shop Supervisor	Library Specialist I
International Student Advisor I	Library Specialist II
International Student Advisor II	Library Specialist III
Inventory & Surplus Property Specialist	Licensed Vocational Nurse I
IT Business Analyst I	Licensed Vocational Nurse II
IT Business Analyst II	Licensing Assistant
IT Business Analyst III	Licensing Associate
IT Business Analyst IV	Licensing Services Coordinator
IT Generalist I	Machinist I
IT Generalist II	Machinist II
IT Manager I	Mail Service Leader
IT Manager II	Mail Service Supervisor
IT Manager III	Maintenance Worker II
IT Professional I	Maintenance Worker III
IT Professional II	Manager for Utilities - Safety & Compliance
Laboratory Animal Technician I	Manager P12
Laboratory Animal Technician II	Manager, Automated Fabrication
Laboratory Animal Technician III	Manager, Bio waste Facility
Laboratory Attendant	Manager, Biosafety Level III Laboratory Maintenance
Laboratory Coordinator I	Manager, Bookstore
Laboratory Coordinator II	Manager, Box Office
Laboratory Mechanic I	Manager, Budget
Laboratory Mechanic II	Manager, Business
Laboratory Technician	Manager, Cavalry Site
Language Laboratory Coordinator	Manager, Classification and Compensation
Laundry Room Attendant	Manager, Communications
Law Clinic Attorney	Manager, Construction Project
Lead Document Imaging Specialist	Manager, Creative
Lead Music Accompanist	Manager, Design-Press
Lead Software Quality Assurance Analyst	Manager, Electronic Publishing
Lead Solid Waste & Recycling Collection Operator	Manager, Emergency Medical Services
Lead Utilities and Energy Services Inventory Specialist	Manager, Energy Program
Lead Utilities Excavation Operator	Manager, Environmental Health and Safety
Lead Utilities Industrial Painter	Manager, Event Services
Lead Utilities Insulator	Manager, Facilities
Lead Utilities Water Quality Technician	Manager, Finance
Lead Utility Plant Operator	Manager, Geographical Information System Laboratory

Manager, High Containment Laboratory
Manager, IODP, Technical Analytical Services
Manager, Laboratory
Manager, Library
Manager, Licensing
Manager, Marketing
Manager, Multimedia Production
Manager, New Ventures
Manager, Operations
Manager, Patient Services
Manager, Physics Observatory
Manager, Program P12
Manager, Publications Services
Manager, Recruitment
Manager, Research Compliance
Manager, Research Quality Assurance
Manager, Risk and Compliance
Manager, Stage
Manager, Theatre Technical
Manager, Training
Manager, Training Support
Manager, TV Station
Manager, Utilities Services
Managing Editor
Marine Electrician
Marine Logistics Coordinator
Marketing & Sales Assistant
Marketing Coordinator
Master of the Training Ship
Master Utilities Control Systems Technician
Master Utilities Electrician
Master Utilities Instrumentation Technician
Master Utilities Line Technician
Master Utilities Maintenance Technician
Master Utilities Plumber
Master Utilities Refrigeration Technician
Materials Specialist
Mechanic I
Mechanic II
Mechanic III
Media Relations Coordinator
Medical Laboratory Administrator
Medical Laboratory Manager

Medical Photographer
Medical Radiological Technologist
Medical Technologist I
Medical Technologist II
Medical Technologist III
Medical Transcriptionist
Military Admissions Liaison
Multimedia Project Coordinator
Music Accompanist
NASA JSC Lead Education Specialist
NASA JSC Education Specialist
Network Analyst I
Network Analyst II
Network Analyst III
Network Analyst IV
Network Control Specialist I
Network Control Specialist II
Network Control Specialist III
Network Engineer I
Network Engineer II
Network Engineer III
Network Engineer IV
Network Technician I
Network Technician II
Network Technician III
Network Technician IV
Nurse Practitioner, Student Counseling Services
Nursing Assistant
Nutritionist
Occupational Safety and Health Inspector I
Occupational Safety and Health Inspector II
Occupational Safety and Health Inspector III
Occupational Safety and Health Inspector IV
Office Software Assistant
Office Software Associate
Outreach Worker I
Outreach Worker II
Outreach Worker III
Paramedic I
Paramedic II
Parking Facilities Maintenance Leader
Parking Facilities Maintenance Supervisor
Parking Facilities Maintenance Technician

Parking Services Officer I
Parking Services Officer I - Nights
Parking Services Officer II
Parking Services Officer II - Nights
Parking Services Officer III
Parking Services Officer III - Nights
Parking Services Officer IV
Parking Services Officer IV - Nights
Performance Nutrition Specialist
Pharmacist
Phlebotomist
Photographer
Physician Extender
Police Cadet
Police Communications Coordinator
Police Communications Officer I
Police Communications Officer II
Police Communications Officer III
Police Communications Officer in Training
Police Communications Officer IV
Police Lieutenant P15
Police Officer II
Police Officer III
Police Officer in Training
Police Officer IV
Police Records Technician I
Police Records Technician II
Police Records Technician III
Police Sergeant P13
Policy Analyst I
Policy Analyst II
Policy Analyst III
Policy Analyst IV
Procurement & Inventory Coordinator
Production Assistant
Production Editor I
Production Editor II
Production Editor III
Production Editor IV
Professional Counselor I
Professional Counselor II
Professional Counselor III
Professional Counselor IV

Professional Development Center Specialist
Program Assistant P7
Program Coordinator I P9
Program Coordinator II P11
Program Director P15
Programmer I
Programmer II
Project Administrator I
Project Administrator II
Project Architect
Project Coordinator I
Project Coordinator II
Project Director P15
Project Manager III
Property Manager
Proposal Administrator I
Proposal Administrator II
Psychiatrist
Psychologist I
Psychologist II
Psychologist III
Psychologist IV
Psychology Intern
Public Information Administrator
Publications Coordinator
Purchasing Assistant I
Purchasing Assistant II
Purchasing Specialist
Radio and TV Engineer
Radio and TV Technician
Radio Host and Producer
Radio Program Director
Radio Traffic Director
Reading Specialist
Recycling Coordinator
Regional Advisor I
Regional Advisor II
Registered Health Information Administrator
Registered Nurse I
Registered Nurse II
Registered Nurse III
Research Assistant
Research Associate

Research Compliance Administrator	Senior Buyer
Research Compliance Coordinator	Senior Career Services Coordinator
Research Compliance Specialist	Senior Classification and Compensation Analyst
Research Development Officer	Senior Computer Support Specialist
Research Economist I	Senior Contract Negotiator I
Research Economist II	Senior Contract Negotiator II
Research Economist III	Senior Data Analyst
Research Instrumentation Specialist	Senior Document Imaging Specialist
Research Quality Assurance Coordinator	Senior Employee Benefits Representative
Research Services Administrator	Senior Energy Analyst
Research Services Coordinator	Senior Faculty Affairs Coordinator
Research Specialist I	Senior Graduate Student Specialist I
Research Specialist II	Senior Graduate Student Specialist II
Research Specialist III	Senior Health Physicist
Research Specialist IV	Senior Imaging Specialist
Research Specialist V	Senior Immigration Coordinator
Safety Coordinator	Senior Information Technology Supervisor
Scholastic Performance Specialist I	Senior International Student Advisor I
Scholastic Performance Specialist II	Senior International Student Advisor II
Scholastic Performance Specialist III	Senior IT Professional I
Scholastic Performance Specialist IV	Senior IT Professional II
Scholastic Supervisor	Senior IT Professional III
Sea Grant Research Coordinator	Senior Licensing Manager
Security Analyst I	Senior Manager, Quality Assurance
Security Analyst II	Senior Manager, Stage
Security Analyst III	Senior Marine Instrumentation Specialist
Security Analyst IV	Senior Mechanical Engineer
Security Lieutenant	Senior Mechanical Engineering Specialist
Security Lieutenant - Nights	Senior Medical Transcriptionist
Security Officer	Senior Network Technician I
Security Officer - Nights	Senior Network Technician II
Security Officer in Training	Senior Project Administrator I
Security Officer in Training - Nights	Senior Project Administrator II
Security Sergeant	Senior Proposal Administrator I
Security Sergeant - Nights	Senior Proposal Administrator II
Senior Associate Athletic Director	Senior Real Estate Editor
Senior Associate Athletic Director and Athletic CFO	Senior Regional Advisor
Senior Associate Director	Senior Research Associate
Senior Associate Director, Bands	Senior Research Development Officer
Senior Associate Executive Director	Senior Research Instrumentation Specialist
Senior Audio Visual Specialist	Senior Research Services Administrator
Senior Business Administrator I	Senior Research Specialist
Senior Business Administrator II	Senior Scholastic Supervisor

Senior Scientist	Storekeeper II
Senior Solid Waste & Recycling Collection Operator	Stores and Procurement Officer I
Senior Student Account Specialist	Stores and Procurement Officer II
Senior Student's Attorney	Student Development Specialist I
Senior Study Abroad Advisor I	Student Development Specialist II
Senior Study Abroad Advisor II	Student Development Specialist III
Senior Training and Development Consultant	Student Development Specialist IV
Senior Training Specialist P12	Student Enhancement Specialist
Senior Utilities and Energy Services Inventory Specialist	Student's Attorney
Senior Utilities Control Systems Technician	Study Abroad Advisor I
Senior Utilities Electrician	Study Abroad Advisor II
Senior Utilities Emergency Generator Technician	Supervisor for Energy Stewards
Senior Utilities Engineer	Supervisor for Utilities & Energy Services - Plan & Design
Senior Utilities Excavation Operator	Supervisor, Advertising Operations
Senior Utilities Industrial Painter	Supervisor, Anatomical Laboratory
Senior Utilities Instrumentation Technician	Supervisor, Animal Clinic
Senior Utilities Insulator	Supervisor, Animal Resources
Senior Utilities Line Technician	Supervisor, Architecture Shop
Senior Utilities Maintenance Technician	Supervisor, Box Office
Senior Utilities Plumber	Supervisor, Broadcast Operations
Senior Utilities Refrigeration Technician	Supervisor, Building Automation
Senior Utilities Water Quality Technician	Supervisor, CMP Research Animal
Senior Utility Plant Operator	Supervisor, Electrical Distribution
Senior Video Network Specialist	Supervisor, Library
Senior Visualization Production Specialist	Supervisor, Mechanical Maintenance
Senior Wastewater Treatment Plant Operator	Supervisor, Medical Laboratory
Senior Water Laboratory Technician	Supervisor, Occupational Safety and Health Inspector
Senior Water Production Operator	Supervisor, Parking Services
Service Writer	Supervisor, Parking Services - Nights
Shipping and Receiving Specialist	Supervisor, Plant Control Systems
Sign Language Interpreter	Supervisor, Plant Refrigeration
Software Applications Developer I	Supervisor, Plumbing Distribution
Software Applications Developer II	Supervisor, Police Records
Software Applications Developer III	Supervisor, Production and Graphics
Software Applications Developer IV	Supervisor, Radiology Laboratory
Software Quality Assurance Analyst	Supervisor, Solid Waste and Recycling Services
Solid Waste & Recycling Collection Operator	Supervisor, Stores
Special Advisor to the President	Supervisor, Surplus Property
Special Advisor to the Vice President	Supervisor, Transit
Special Assistant to the Athletic Director	Supervisor, Transit - Nights
Staff Nurse - Research	Supervisor, Utilities Environmental Services
Staff Physician	Supervisor, Utilities Metering Systems
Storekeeper I	Supervisor, Utilities Procurement Services

Supervisor, Utility Plant Shift	Utilities Business Analyst
Supervisor, Vehicle Parts	Utilities Control Systems Technician
Supervisor, Vehicle Shop	Utilities Control Systems Technician Assistant
Supervisor, Warehouse	Utilities Electrician
Supervisor, Water Production and Wastewater	Utilities Electrician Assistant
Supervisor, Woodshop	Utilities Emergency Generator Technician
Surplus Property Specialist I	Utilities Emergency Generator Technician Assistant
Surplus Property Specialist II	Utilities Engineer
Sustainability Operations Coordinator	Utilities Environmental Services Coordinator
Systems Administrator I	Utilities Excavation Operator
Systems Administrator II	Utilities Industrial Painter
Systems Administrator III	Utilities Instrumentation and Electrical Specialist
Systems Administrator IV	Utilities Instrumentation Technician
Tailor	Utilities Instrumentation Technician Assistant
Team Administrator	Utilities Insulator
Team Physician	Utilities Line Technician
Technical Assistant I	Utilities Line Technician Assistant
Technical Assistant II	Utilities Maintenance Scheduler
Technical Laboratory Coordinator	Utilities Maintenance Technician
Technician I	Utilities Maintenance Technician Assistant
Technician II	Utilities Plumber
Technician III	Utilities Plumber Assistant
Telecomm, Security & Surveillance Systems Tech I	Utilities Project Manager
Telecomm, Security & Surveillance Systems Tech II	Utilities Refrigeration Technician
Telecomm, Security & Surveillance Systems Tech III	Utilities Specialist
Telecomm, Security & Surveillance Systems Tech IV	Utilities Water Quality Technician
Theatrical Carpenter	Utility Plant Design Coordinator
Theatrical Electrician I	Utility Plant Operations Coordinator
Theatrical Electrician II	Utility Plant Operator
Title IX Coordinator P18	Utility Plant Operator Assistant
Training and Development Consultant	Vacuum and Cryogenics Technician I
Training Coordinator	Vacuum and Cryogenics Technician II
Training Specialist P10	Veterinarian
Training Support Specialist	Veterinary Anesthesia Technician I
Transcript Analyst I	Veterinary Anesthesia Technician II
Transcript Analyst II	Veterinary Anesthesia Technician III
Transit Bus Driver	Veterinary Anesthesia Technician IV
Transit Trainer	Veterinary Assistant
Travel Services Coordinator	Veterinary Equipment Welder
TV Producer	Veterinary Pharmacy Technician I
University Architect	Veterinary Pharmacy Technician II
Utilities and Energy Services Inventory Specialist	Veterinary Pharmacy Technician III
Utilities and Energy Services Trainee	Veterinary Radiological Technologist I

Veterinary Radiological Technologist II
Veterinary Radiological Technologist III
Veterinary Radiological Technologist IV
Veterinary Technician Assistant
Veterinary Technician I
Veterinary Technician II
Veterinary Technician III
Veterinary Technician IV
Video Coordinator
Video Network Scheduler
Video Network Specialist I
Video Network Specialist II
Warehouse Worker I
Warehouse Worker II
Wastewater Environmental Coordinator
Wastewater Treatment Plant Operator I
Wastewater Treatment Plant Operator II
Water Production Operator I
Water Production Operator II
Web and Information Designer
Website Designer
Writing Consultant I
Writing Consultant II
Writing Consultant III