

# Texas A&M International University

## Office of Human Resources

### 2016-2017 Pay Plan Classified Titles (Alphabetical Order)

Title Code	Title	Pay Grade	EEO Cat	Exempt Status	Min	Mid	Max
1018	Academic Advisor	45	5	N	15.06 31,435	18.83 39,315	22.58 47,153
9320	Academic Coordinator	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
0101	Accounting Assistant	43	4	N	11.35 23,704	14.20 29,646	17.03 35,567
9610	Activity Director	49	3	E	25.91 54,096	33.02 68,940	40.16 83,849
0011	Admissions Assistant	43	4	N	11.35 23,704	14.20 29,646	17.03 35,567
0026	Advancement Information Services Specialist	45	4	N	15.06 31,435	18.83 39,315	22.58 47,153
9345	Assessment Specialist	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
9625	Assistant Athletic Trainer	44	3	E	13.08 27,304	16.34 34,119	19.61 40,955
9646	Assistant Coach	44	3	E	13.08 27,304	16.34 34,119	19.61 40,955
9658	Assistant Coach (Basketball)	45	3	E	15.06 31,435	18.83 39,315	22.58 47,153
9629	Assistant Program Manager	44	3	E	13.08 27,304	16.34 34,119	19.61 40,955
9633	Associate Coach (Soccer Program)	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
9508	Associate Comptroller	50	3	E	29.23 61,039	38.02 79,376	46.78 97,671
9609	Associate Director	46	3	E	17.33 36,185	21.66 45,236	26.00 54,288
9314	Associate Director of Admissions	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
9651	Associate Director of Athletic Compliance	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
9648	Associate Director of Athletics	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
9621	Associate Director of Continuing Education	46	3	E	17.33 36,185	21.66 45,236	26.00 54,288
9312	Associate Director of Financial Aid	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
9606	Associate Director of Grant Development	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
9521	Associate Director of Grants and Contracts	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
9504	Associate Director of Human Resources	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
9337	Associate Director of Institutional Evaluation and Effectiveness	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
9663	Associate Director of Instructional Technology Services	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296

9329	Associate Director of International Engagement	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
9612	Associate Director of Marketing	50	3	E	29.23 61,039	38.02 79,376	46.78 97,671
9510	Associate Director of Purchasing and Support Services	50	3	E	29.23 61,039	38.02 79,376	46.78 97,671
9306	Associate Director of Recruitment and School Relations	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
9313	Associate Director of Student Conduct & Community Engagement	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
9327	Associate Director of Student Health Services	49	3	E	25.91 54,096	33.02 68,940	40.16 83,849
9677	Associate Director of Student Information Services	49	3	E	25.91 54,096	33.02 68,940	40.16 83,849
9333	Associate Director of Student Orientation, Leadership and Engagement	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
9614	Associate Director of the Center for the Study of Western Hemispheric Trade	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
9657	Associate Director of the Small Business Development Center	49	3	E	25.91 54,096	33.02 68,940	40.16 83,849
9680	Associate Director of University Learning Center	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
9624	Associate Director of User Services	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
9628	Associate Director of Writing Center	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
9307	Associate Registrar	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
9652	Athletic Trainer	46	3	E	17.33 36,185	21.66 45,236	26.00 54,288
1011	Athletics Academic Coordinator	45	5	N	15.06 31,435	18.83 39,315	22.58 47,153
5010	Business Advisor (Business Development)	45	5	N	15.06 31,435	18.83 39,315	22.58 47,153
9506	Business Manager	49	3	E	25.91 54,096	33.02 68,940	40.16 83,849
9656	Business/Economic Development Coordinator	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
0204	Buyer	45	4	N	15.06 31,435	18.83 39,315	22.58 47,153
0323	Campus Card Manager	46	5	N	17.33 36,185	21.66 45,236	26.00 54,288
4205	Campus Security Assistant	43	7	N	11.35 23,704	14.20 29,646	17.03 35,567
9640	Certification Coordinator	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
0002	Clerk	43	4	N	11.35 23,704	14.20 29,646	17.03 35,567
9649	Coach	46	3	E	17.33 36,185	21.66 45,236	26.00 54,288
9653	Coach (Basketball)	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
5015	Communication Specialist I	44	5	N	13.08 27,304	16.34 34,119	19.61 40,955
9335	Communication Specialist II	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296

9669	Compliance Coordinator	46	3	E	17.33 36,185	21.66 45,236	26.00 54,288
9505	Comptroller	52	1	E	38.70 80,803	50.32 105,061	61.92 129,298
5011	Coordinator of Compliance	45	5	N	15.06 31,435	18.83 39,315	22.58 47,153
5003	Coordinator of Prospect Research	46	5	N	17.33 36,185	21.66 45,236	26.00 54,288
5006	Coordinator of Scholarships and Stewardship	46	5	N	17.33 36,185	21.66 45,236	26.00 54,288
9310	Counselor	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
0023	Data and Information Specialist	44	4	N	13.08 27,304	16.34 34,119	19.61 40,955
0302	Database Programmer/Analyst	47	5	N	19.56 40,849	24.94 52,073	30.31 63,296
0319	Database Specialist	47	5	N	19.56 40,849	24.94 52,073	30.31 63,296
2303	Design and Brand Manager	47	5	N	19.56 40,849	24.94 52,073	30.31 63,296
2302	Designer	45	5	N	15.06 31,435	18.83 39,315	22.58 47,153
9507	Director of Accounting	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
9300	Director of Admissions	49	1	E	25.91 54,096	33.02 68,940	40.16 83,849
9618	Director of Alumni Relations	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
9616	Director of Annual Giving	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
9671	Director of Athletic Compliance	49	3	E	25.91 54,096	33.02 68,940	40.16 83,849
9617	Director of Athletic Development and External Affairs	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
9632	Director of Athletics	52	1	E	38.70 80,803	50.32 105,061	61.92 129,298
9620	Director of Binational Center	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
9520	Director of Budget/Payroll/Fiscal Analysis	52	1	E	38.70 80,803	50.32 105,061	61.92 129,298
9655	Director of Community Relations and Special Events	49	1	E	25.91 54,096	33.02 68,940	40.16 83,849
9607	Director of Computing and Information Services	50	1	E	29.23 61,039	38.02 79,376	46.78 97,671
9664	Director of Continuing Education	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
9326	Director of Employer Relations	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
9679	Director of Events and Operations for Fine and Performing Arts	49	1	E	25.91 54,096	33.02 68,940	40.16 83,849
9301	Director of Financial Aid	49	1	E	25.91 54,096	33.02 68,940	40.16 83,849
9634	Director of GEAR-UP III	49	3	E	25.91 54,096	33.02 68,940	40.16 83,849
9667	Director of GEAR-UP IV	51	3	E	33.64 70,239	43.73 91,303	53.82 112,366

9637	Director of Graduate Recruiting	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
9519	Director of Grants and Contracts	49	1	E	25.91 54,096	33.02 68,940	40.16 83,849
9678	Director of Healthcare Outcomes	49	3	E	25.91 54,096	33.02 68,940	40.16 83,849
9501	Director of Human Resources	50	1	E	29.23 61,039	38.02 79,376	46.78 97,671
9619	Director of Institutional Effectiveness and Planning	48	1	E	22.50 46,983	28.69 59,910	34.89 72,859
9613	Director of Institutional Research	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
9623	Director of Instructional Technology and Distance Education	50	1	E	29.23 61,039	38.02 79,376	46.78 97,671
9662	Director of Migrant Programs	50	3	E	29.23 61,039	38.02 79,376	46.78 97,671
9603	Director of Public Relations, Marketing and Information Services	51	1	E	33.64 70,239	43.73 91,303	53.82 112,366
9502	Director of Purchasing and Support Services	51	1	E	33.64 70,239	43.73 91,303	53.82 112,366
9322	Director of Recreational Sports	49	1	E	25.91 54,096	33.02 68,940	40.16 83,849
9302	Director of Recruitment and School Relations	49	1	E	25.91 54,096	33.02 68,940	40.16 83,849
9343	Director of Si Texas-Juntos for Better Health Programs	50	3	E	29.23 61,039	38.02 79,376	46.78 97,671
9615	Director of Small Business Development Center	49	1	E	25.91 54,096	33.02 68,940	40.16 83,849
9330	Director of Student Conduct and Community Engagement	49	1	E	25.91 54,096	33.02 68,940	40.16 83,849
9311	Director of Student Counseling and Disability Services	50	1	E	29.23 61,039	38.02 79,376	46.78 97,671
9319	Director of Student Counseling Services	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
9309	Director of Student Health Services	50	1	E	29.23 61,039	38.02 79,376	46.78 97,671
9328	Director of Student Orientation, Leadership and Engagement	49	1	E	25.91 54,096	33.02 68,940	40.16 83,849
9325	Director of Student Relations	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
9647	Director of the Advising and Mentoring Center	48	1	E	22.50 46,983	28.69 59,910	34.89 72,859
9605	Director of the Planetarium	50	3	E	29.23 61,039	38.02 79,376	46.78 97,671
9645	Director of the Student Support Services Grant Program (SSSGP)	48	1	E	22.50 46,983	28.69 59,910	34.89 72,859
9644	Director of the Testing Center	48	1	E	22.50 46,983	28.69 59,910	34.89 72,859
9673	Director of the Texas Academy of International and STEM Studies/Superintendent of the TAMU ISD	52	1	E	38.70 80,803	50.32 105,061	61.92 129,298
9676	Director of the Texas Center for Border Economics and Enterprise Development (TCBEED)	51	1	E	33.64 70,239	43.73 91,303	53.82 112,366
9643	Director of the University Learning Center	48	1	E	22.50 46,983	28.69 59,910	34.89 72,859
9639	Director of the Writing Center	48	1	E	22.50 46,983	28.69 59,910	34.89 72,859

9611	Director of Theater Facilities	49	1	E	25.91 54,096	33.02 68,940	40.16 83,849
9670	Director of Title III-SYSTEM	50	3	E	29.23 61,039	38.02 79,376	46.78 97,671
9661	Director of Title V Activity	49	3	E	25.91 54,096	33.02 68,940	40.16 83,849
9604	Director of University Police	50	1	E	29.23 61,039	38.02 79,376	46.78 97,671
9672	Director of University Sponsorships	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
9608	Director of Web	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
9641	Director of Web and Student Information Services	50	1	E	29.23 61,039	38.02 79,376	46.78 97,671
9316	Disability Services Coordinator	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
8693	Education Specialist	49	3	N	25.91 54,096	33.02 68,940	40.16 83,849
1009	Enrollment Specialist	46	5	N	17.33 36,185	21.66 45,236	26.00 54,288
0407	Environmental Health and Safety Coordinator	48	5	N	22.50 46,983	28.69 59,910	34.89 72,859
0028	Event Services Assistant	43	4	N	11.35 23,704	14.20 29,646	17.03 35,567
9315	Event Services Manager	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
9304	Executive Director of Career Services	49	1	E	25.91 54,096	33.02 68,940	40.16 83,849
0003	Executive Secretary	45	4	N	15.06 31,435	18.83 39,315	22.58 47,153
0005	Executive Secretary to Ph.D. Program	44	4	N	13.08 27,304	16.34 34,119	19.61 40,955
1006	Financial Aid Counselor	44	5	N	13.08 27,304	16.34 34,119	19.61 40,955
1007	Financial Aid Records Coordinator	45	5	N	15.06 31,435	18.83 39,315	22.58 47,153
1016	Financial Aid Specialist	45	5	N	15.06 31,435	18.83 39,315	22.58 47,153
1004	Graduate Admissions Counselor	44	5	N	13.08 27,304	16.34 34,119	19.61 40,955
0025	Grant Resources Support Assistant	43	4	N	11.35 23,704	14.20 29,646	17.03 35,567
0310	Help Desk Coordinator	45	5	N	15.06 31,435	18.83 39,315	22.58 47,153
9666	HEP Instructor	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
0803	HR Communication Specialist	46	5	N	17.33 36,185	21.66 45,236	26.00 54,288
0804	HR Employment Specialist	46	5	N	17.33 36,185	21.66 45,236	26.00 54,288
0807	HR Generalist	46	5	N	17.33 36,185	21.66 45,236	26.00 54,288
0805	HR Leave Specialist	46	5	N	17.33 36,185	21.66 45,236	26.00 54,288
0806	HR Manager	47	5	N	19.56 40,849	24.94 52,073	30.31 63,296

9626	ILI Specialist	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
0312	Information Security Analyst	47	5	N	19.56 40,849	24.94 52,073	30.31 63,296
0311	Instructional Technology Coordinator	46	5	N	17.33 36,185	21.66 45,236	26.00 54,288
0328	Instructional Technology Lab Manager	43	5	N	11.35 23,704	14.20 29,646	17.03 35,567
0322	Instructional Technology Video Specialist	45	5	N	15.06 31,435	18.83 39,315	22.58 47,153
0104	Intermediate Budget Analyst	46	5	N	17.33 36,185	21.66 45,236	26.00 54,288
0106	Intermediate Staff Accountant	46	5	N	17.33 36,185	21.66 45,236	26.00 54,288
1014	International Student Advisor	46	5	N	17.33 36,185	21.66 45,236	26.00 54,288
0313	IT Support Specialist	43	5	N	11.35 23,704	14.20 29,646	17.03 35,567
0015	Journal Editor Assistant	44	4	N	13.08 27,304	16.34 34,119	19.61 40,955
0305	Lab Assistant	43	5	N	11.35 23,704	14.20 29,646	17.03 35,567
0327	Lead Database Programmer/Analyst	48	5	N	22.50 46,983	28.69 59,910	34.89 72,859
0307	Lead Programmer	48	5	N	22.50 46,983	28.69 59,910	34.89 72,859
0901	Library Assistant I	43	5	N	11.35 23,704	14.20 29,646	17.03 35,567
0902	Library Assistant II	44	5	N	13.08 27,304	16.34 34,119	19.61 40,955
1203	Medical Assistant	43	5	N	11.35 23,704	14.20 29,646	17.03 35,567
0324	Network Administrator	47	5	N	19.56 40,849	24.94 52,073	30.31 63,296
1204	Nursing Lab Assistant	44	5	N	13.08 27,304	16.34 34,119	19.61 40,955
9318	Nursing Lab Supervisor	49	3	E	25.91 54,096	33.02 68,940	40.16 83,849
0017	Office Coordinator	44	4	N	13.08 27,304	16.34 34,119	19.61 40,955
1013	Outreach and Retention Specialist	45	5	N	15.06 31,435	18.83 39,315	22.58 47,153
0102	Payroll Analyst	46	5	N	17.33 36,185	21.66 45,236	26.00 54,288
0103	Payroll Specialist	45	5	N	15.06 31,435	18.83 39,315	22.58 47,153
9659	Police Captain	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
4203	Police Dispatcher	43	7	N	11.35 23,704	14.20 29,646	17.03 35,567
4202	Police Investigator	46	7	N	17.33 36,185	21.66 45,236	26.00 54,288
4204	Police Lieutenant	47	7	N	19.56 40,849	24.94 52,073	30.31 63,296
4201	Police Officer	46	7	N	17.33 36,185	21.66 45,236	26.00 54,288

3504	Print Services Coordinator	45	5	N	15.06 31,435	18.83 39,315	22.58 47,153
0207	Procurement Card Coordinator	46	4	N	17.33 36,185	21.66 45,236	26.00 54,288
0018	Program Coordinator	43	4	N	11.35 23,704	14.20 29,646	17.03 35,567
9635	Program Director	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
9630	Program Manager	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
0303	Programmer I	46	5	N	17.33 36,185	21.66 45,236	26.00 54,288
9334	Project Coordinator	44	3	E	13.08 27,304	16.34 34,119	19.61 40,955
0206	Property Manager	46	5	N	17.33 36,185	21.66 45,236	26.00 54,288
0208	Purchasing Contract Coordinator	45	4	N	15.06 31,435	18.83 39,315	22.58 47,153
0202	Receiving Clerk	43	4	N	11.35 23,704	14.20 29,646	17.03 35,567
5012	Recreational Sports Specialist	45	5	N	15.06 31,435	18.83 39,315	22.58 47,153
9631	Regional Program Director of GEAR-UP IV	49	3	E	25.91 54,096	33.02 68,940	40.16 83,849
9331	Registered Nurse (RN)	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
9339	Reporting Analyst	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
5013	Research Administrator	47	5	N	19.56 40,849	24.94 52,073	30.31 63,296
9681	Research and Reporting Analyst	47	5	E	19.56 40,849	24.94 52,073	30.31 63,296
9668	Research Director for GEAR-UP IV	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
0417	Safety Specialist	45	5	N	15.06 31,435	18.83 39,315	22.58 47,153
9702	Safety/Risk Manager	50	3	E	29.23 61,039	38.02 79,376	46.78 97,671
5002	Science Laboratory Technician	43	5	N	11.35 23,704	14.20 29,646	17.03 35,567
9660	Senior Associate Director of Athletics/Director of Soccer Programs	49	3	E	25.91 54,096	33.02 68,940	40.16 83,849
9509	Senior Budget Analyst	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
0203	Senior Buyer	46	5	N	17.33 36,185	21.66 45,236	26.00 54,288
9602	Senior Information Analyst	50	5	E	29.23 61,039	38.02 79,376	46.78 97,671
0321	Senior IT Support Specialist	44	5	N	13.08 27,304	16.34 34,119	19.61 40,955
0325	Senior Network Administrator	48	5	N	22.50 46,983	28.69 59,910	34.89 72,859
0701	Senior Postal Services Clerk	43	4	N	11.35 23,704	14.20 29,646	17.03 35,567
9336	Senior Project Manager	49	3	E	25.91 54,096	33.02 68,940	40.16 83,849

0209	Senior Receiving Clerk	43	4	N	11.35 23,704	14.20 29,646	17.03 35,567
0308	Senior Software Applications Developer	48	5	N	22.50 46,983	28.69 59,910	34.89 72,859
9503	Senior Staff Accountant	48	3	E	22.50 46,983	28.69 59,910	34.89 72,859
9636	Site Coordinator	46	3	E	17.33 36,185	21.66 45,236	26.00 54,288
9622	Social Media and Communications Manager	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
0309	Software Applications Developer	47	5	N	19.56 40,849	24.94 52,073	30.31 63,296
9654	Special Assistant to the President	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
9338	Sports Information and Promotions Assistant	44	3	E	13.08 27,304	16.34 34,119	19.61 40,955
9650	Sports Information and Promotions Specialist	45	3	E	15.06 31,435	18.83 39,315	22.58 47,153
0105	Staff Accountant	44	5	N	13.08 27,304	16.34 34,119	19.61 40,955
0010	Staff Assistant	43	4	N	11.35 23,704	14.20 29,646	17.03 35,567
9324	STEM Advisor and Lab Manager	49	3	E	25.91 54,096	33.02 68,940	40.16 83,849
5004	Strength and Conditioning Specialist	45	5	N	15.06 31,435	18.83 39,315	22.58 47,153
1003	Student Employment Specialist	46	5	N	17.33 36,185	21.66 45,236	26.00 54,288
0027	Student Philanthropy Coordinator	44	4	N	13.08 27,304	16.34 34,119	19.61 40,955
1019	Student Records Coordinator	45	5	N	15.06 31,435	18.83 39,315	22.58 47,153
1017	Student Success Coordinator	46	5	N	17.33 36,185	21.66 45,236	26.00 54,288
1012	Student Success Manager	47	5	N	19.56 40,849	24.94 52,073	30.31 63,296
3503	Support Services Specialist	43	6	N	11.35 23,704	14.20 29,646	17.03 35,567
9332	Texas Academy of International and STEM Studies Counselor	49	3	E	25.91 54,096	33.02 68,940	40.16 83,849
5007	Theater Facilities Technician	44	5	N	13.08 27,304	16.34 34,119	19.61 40,955
5009	Training Coordinator (Business Development)	45	5	N	15.06 31,435	18.83 39,315	22.58 47,153
0601	Tutor	43	5	N	11.35 23,704	14.20 29,646	17.03 35,567
1010	Undergraduate Admissions Counselor	44	5	N	13.08 27,304	16.34 34,119	19.61 40,955
9344	University Police Compliance Liaison	47	3	E	19.56 40,849	24.94 52,073	30.31 63,296
9308	University Registrar	50	1	E	29.23 61,039	38.02 79,376	46.78 97,671
0315	UNIX/Linux System Administrator	48	5	N	22.50 46,983	28.69 59,910	34.89 72,859
9665	US/Mexico Relations Coordinator	46	3	E	17.33 36,185	21.66 45,236	26.00 54,288



1015	Veterans Affairs Coordinator	45	5	N	15.06 31,435	18.83 39,315	22.58 47,153
2304	Videographer/Photographer	47	5	N	19.56 40,849	24.94 52,073	30.31 63,296
0314	Windows Systems Administrator	47	5	N	19.56 40,849	24.94 52,073	30.31 63,296