

Comparison of Benchmark Titles

Benchmark titles can change over time. A title will continue to be used as a benchmark as long as enough valid data can be found. This is called reproducible data. When the data is no longer reproducible, the title is removed from the list of possible benchmarks. This year 16 titles were dropped due to a lack of reproducible data.

This year the goal was established that each job family was to have two benchmarks where possible. Some families had several benchmarks and the data was skewed when compared to the internal job family structure. This year 16 titles were removed from the benchmark list because there were more than two benchmark titles in the job families.

Therefore, for the FY09 market study, 39 titles remained on the benchmark list.

The following chart is a comparison of the 71 titles used as benchmarks in the FY07 market study and the 39 benchmarks used in the FY09 market study. In the column on the right you will find the following information:

- Yes = The title was used as a benchmark in the FY09 market study
- * = Not enough data was found to use as a benchmark
- ** = More than two benchmarks in a job family

	The 71 titles used as benchmarks in FY07 study	The titles used as FY09 benchmarks
1	ACCNET Services Director	*
2	Accountant	Yes
3	Accounting Clerk II	**
4	Accounting Manager	Yes
5	Accounting Supervisor	**
6	Accounting Technician	**
7	Administrative Assistant I	**
8	Administrative Assistant II	**
9	Administrative Assistant III	Yes
10	Advising/Student Services Specialist	Yes
11	Applications Development Manager	*
12	Assistant to the President/Board	**
13	Associate Financial Aid Director	*
14	Benefits Manager	**
15	Building & Grounds Director	Yes

16	Building Services Supervisor	Yes
17	Buildings & Maintenance Supervisor	Yes
18	Buyer	Yes
19	Carpenter	Yes
20	Cashier	Yes
21	Cashier Supervisor	**
22	Child Care Assistant	*
23	Child Care Teacher	Yes
24	College Police Dispatcher	*
25	College Recruiter	**
26	Compensation Analyst	**
27	Compensation Manager	**
28	Computer Lab Support Technician	*
29	Computer Support Technician	Yes
30	Computer-Aided Drafting Coordinator	Yes
31	Construction & Remodeling Project Manager	Yes
32	Customized Training Account Executive	Yes
33	Database Administrator	Yes
34	Duplication/Mail Room Clerk	*
35	Electrician	Yes
36	Employment & Outreach Manager	Yes
37	Environmental Health & Safety Coordinator	Yes
38	Environmental Health, Safety & Insurance Director	Yes
39	Executive Assistant	**
40	Financial Aid Specialist	Yes
41	Grant Writer	Yes
42	Grounds Supervisor	Yes
43	Groundskeeper	Yes
44	Help Desk Technician	Yes
45	Human Resource Specialist II	Yes
46	Human Resources Assistant	**
47	HVAC Technician	Yes
48	Library Assistant	Yes
49	Maintenance Technician	Yes
50	Media Graphic Specialist	*
51	Media Technology Specialist	Yes
52	Network Administrator	Yes
53	Painter	Yes
54	Payroll Manager	**

55	PBX Operator	Yes
56	Professional Development Design Specialist	*
57	Purchasing Assistant	*
58	Senior Accountant	**
59	Senior Administrative Assistant	**
60	Senior Computer Lab Support Technician	*
61	Senior Programmer Analyst	Yes
62	Senior Systems Administrator	yes
63	Student Life Coordinator	Yes
64	Student Life Director	Yes
65	Support Services Manager	*
66	Systems Administrator	*
67	Telecommunications Manager	*
68	Telecommunications Technician	*
69	Warehouse Clerk	Yes
70	Warehouse Supervisor	Yes
71	Web Development Specialist II	*