

Staff Positions with Pay Grade Changes for FY12

(PAR and Market)

| Position Title | From FY 11 Pay Grade | To FY12 Pay Grade | Type of Change |
|--|-------------------------|----------------------|----------------|
| Accountant | 16 | 17 | Market |
| Accountant, Senior | 18 | 19 | Market |
| Administrator, Data Warehouse | 22 | 24 | PAR |
| Administrator, Senior Systems | 22 | 25 | Market |
| Administrator, Systems | 19 | 20 | Market |
| Analyst, IT Security | New | 19 | PAR |
| Analyst, Senior Compensation | 16 | 21 | Market |
| Assistant, CE Teacher Certification | 10 | 11 | Market |
| Assistant, Executive | 12 | 14 | Market |
| Assistant, Senior Administrative | 10 | 11 | Market |
| Assistant, Senior Executive | 15 | 19 | Market |
| Assistant, Telecommunications | 11 | 12 | Market |
| Auditor II, Internal | 14 | 17 | Market |
| Buyer | 13 | 15 | Market |
| Buyer, Construction | 13 | 15 | Market |
| Carpenter | 9 | 10 | Market |
| Clerk, Accounting | 7 | 8 | Market |
| Coordinator, ACC Foundation Operations | 18 | 19 | Market |
| Coordinator, College Event | 12 | 14 | Market |
| Coordinator, Computer-Aided Drafting | 12 | 15 | Market |
| Coordinator, Distance Learning | 17 | 19 | Market |
| Coordinator, Emergency Management | 19 | 21 | Market |
| Coordinator, Environmental Health & Safety | 19 | 21 | Market |
| Coordinator, Media Relations (Title changing to Senior Public Information Coordinator - 9/1/11) | 18 | 20 | PAR/Market |
| Coordinator, Professional Development | 16 | 18 | Market |
| Coordinator, Project | 15 | 16 | Market |
| Coordinator, Senior Public Information & News (Title changing to Assistant Communications Director - 9/1/11) | 18 | 20 | PAR/Market |
| Coordinator, Special Events | 12 | 14 | Market |
| Coordinator, Support Services | 13 | 14 | Market |
| Coordinator, Technology Planning | 18 | 19 | Market |
| Coordinator, Texas Success Initiative | 14 | 15 | Market |
| Coordinator, Theatre & Productions | 11 | 12 | Market |
| Designer, Senior Graphic | 17 | 18 | Market |
| Director, ACCNET Services | 27 | 31 | Market |
| Director, Accounting | 25 | 28 | Market |
| Director, Applications Development | 27 | 31 | Market |
| Director, Articulation and Transfer Services | 19 | 20 | PAR |
| Director, Assistant Purchasing | 21 | 22 | Market |
| Director, Buildings & Grounds | 25 | 26 | Market |
| Director, College Connection | 18 | 23 | Market |
| Director, Community Outreach | 16 | 17 | Market |
| Director, Distance Learning | 23 | 26 | Market |
| Director, Early College Start | 18 | 23 | Market |
| Director, Environmental Stewardship | 23 | 26 | Market |
| Director, Instructional Computing & Technology | 23 | 25 | Market |
| Director, Instructional Development Services | 23 | 25 | Market |
| Director, Procurement and Materials Management | 25 | 28 | Market |
| Director, Professional Development & Evaluation Programs | 25 | 27 | Market |
| Director, Publications and Creative Services | 21 | 22 | Market |
| Director, Restricted Accounts | 23 | 26 | Market |
| Director, Student Accounts | 24 | 26 | Market |
| Director, Support Services | 27 | 30 | Market |
| Director, System Services | 27 | 30 | Market |

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|---|-------------------------|----------------------|----------------|
| District Police, Assistant Chief | 23 | 26 | Market |
| Electrician | 13 | 14 | Market |
| Grounds Keeper | 1 | 3 | Market |
| Grounds Keeper, Lead | 4 | 6 | Market |
| Manager, Accounting | 21 | 22 | Market |
| Manager, Applications Development | 25 | 29 | Market |
| Manager, Benefits | 24 | 26 | Market |
| Manager, Campus | 20 | 24 | Market |
| Manager, Cashier | 19 | 20 | Market |
| Manager, Compensation | 24 | 27 | Market |
| Manager, Construction | 21 | 23 | Market |
| Manager, Contract Administration | 19 | 20 | Market |
| Manager, Employment | 24 | 26 | Market |
| Manager, Help Desk | 20 | 21 | Market |
| Manager, Instructional Technology Systems | 16 | 22 | Market |
| Manager, Media | 16 | 22 | Market |
| Manager, Multimedia | 17 | 19 | Market |
| Manager, Project | 24 | 25 | Market |
| Manager, Records, Human Resources | 24 | 26 | Market |
| Manager, Support Services | 24 | 27 | Market |
| Manager, Veteran Affairs | 16 | 18 | Market |
| Manager, Video Support Services | 17 | 19 | Market |
| Officer, Information Security | 25 | 26 | Market |
| Painter | 7 | 8 | Market |
| Programmer, Senior, Systems | 23 | 25 | Market |
| Specialist I, Web Development | 15 | 16 | Market |
| Specialist, Accounting | 12 | 13 | Market |
| Specialist, Art Studios & Exhibitions | 11 | 12 | PAR |
| Specialist, Building | 10 | 11 | Market |
| Specialist, CE Business Operations | 12 | 13 | Market |
| Specialist, CE Special Events | 10 | 11 | Market |
| Specialist, Distance Learning | 13 | 15 | Market |
| Specialist, Distance Learning Support Services | 11 | 12 | Market |
| Specialist, Facilities & Construction | 13 | 14 | Market |
| Specialist, Forms Design | New | 9 | PAR |
| Specialist, Game Development Institute | 15 | 16 | Market |
| Specialist, Grounds Equipment Maintenance | 6 | 8 | Market |
| Specialist, Health Sciences | New | 11 | PAR |
| Specialist, Library | 7 | 9 | Market |
| Specialist, Marketing Office | New | 13 | PAR |
| Specialist, Media Graphic | 13 | 15 | Market |
| Specialist, Professional Development Design | 17 | 19 | Market |
| Specialist, Professional Development Technology | 15 | 17 | Market |
| Specialist, Senior Library | 11 | 13 | Market |
| Specialist, Senior Library - Technical Services | 11 | 13 | Market |
| Specialist, Sustainability | 17 | 18 | Market |
| Specialist, Veteran Affairs | 11 | 12 | PAR |
| Supervisor, Account Analysis | 18 | 19 | Market |
| Supervisor, Accounting | 18 | 19 | Market |
| Supervisor, Buildings & Maintenance | 17 | 18 | Market |
| Supervisor, Center | 16 | 17 | Market |
| Supervisor, Computer Support | 17 | 18 | Market |
| Supervisor, Duplication Services | 11 | 14 | Market |

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| Supervisor, Electrical | 15 | 17 | Market |
| Supervisor, Grounds | 11 | 12 | Market |
| Supervisor, Heating Ventilation & Air-Conditioning | 15 | 17 | Market |
| Supervisor, Help Desk | 15 | 16 | Market |
| Supervisor, International Student Admissions & Records | 15 | 16 | Market |
| Supervisor, Maintenance | 15 | 17 | Market |
| Supervisor, Records Management | 14 | 15 | PAR |
| Supervisor, Video Production | 16 | 18 | Market |
| Supervisor, Warehouse | 15 | 18 | Market |
| Technician, Accounting | 9 | 10 | Market |
| Technician, Computer Support | 13 | 14 | Market |
| Technician, Heating Ventilation & Air-Conditioning | 12 | 13 | Market |
| Technician, Heating Ventilation & Air-Conditioning Filter | 6 | 7 | Market |
| Technician, HR Benefits | 9 | 10 | Market |
| Technician, Lead - Game Development Institute | 18 | 19 | Market |
| Technician, Maintenance | 7 | 8 | Market |
| Technician, Senior Computer Support | New | 15 | PAR |
| Technician, Senior Heating Ventilation & Air-Conditioning | 13 | 14 | Market |
| Technician, Telecommunications | 14 | 15 | Market |
| Trainee, HVAC | 8 | 9 | Market |

Type of Change:

Market - Position was a benchmarked, linked or realigned position in the FY11 Non-Faculty Market Study

PAR - Position was adjusted through the Position Analysis Request (PAR) Process

PAR/Market - Position was originally reviewed under the PAR Process but also influenced by the Market Study