

Job Level	Level Description	Positions	Pay Range*	
			Min	Max
D3	This level includes Deans and Directors with overall responsibility (budget, policy, and people) for multiple college programs/departments.	Controller Dean Enrollment Management/Registrar Dean Equity/Well-Being Dean Student Engagement Director Campus Safety/Emergency Management Director Campus Services Director Enterprise Information Services Director Human Resources Director Library Services Director Marketing/Public Relations Director Student/IT Success Technologies Instructional Dean	96,073	164,697
D2	This level includes Directors with overall responsibility (budget, policy, and people) for a single college program within a larger program area of the College.	Director CAP Services Director Center CB/CE Director eLearning/Academic Tech Director Fin Aid/Veterans Benefits Director Institutional Effectiveness Director Redmond Campus Director Student Engagement Director Testing/Tutoring	86,572	142,526
D1	This level includes Directors with overall responsibility (budget, policy, and people) for a single function within a department or program.	Director Adult Basic Skills Director Business Operations Director Corrections Education Director Foundation Programs Director Grants Director HEP (High School Equivalency Program) Director High School Partnerships Director Madras Campus Director Prineville Campus Director Small Business Dev Center Director Student Accessibility Svcs Director Student Resources Director TRIO Student Support Svcs Welding Program Director DRCI	79,181	131,969
M3	This level supervises and reports to a manager or director and has responsibility for daily operations for a program or function. May include significant technical or regulatory requirements. This level typically supervises greater than 1 employee.	Apprenticeship Program Manager Assessment/Curriculum Coordinator Assistant Director Admissions/Records Assistant Director A/R-Recruitment/Outreach Assistant Director A/R-Technology/Curriculum Assist Dir Campus Svcs - Grounds/Custodial Assist Dir Campus Services - Maintenance Assistant Director CAP Services Assistant Director COCC Foundation Assistant Director Financial Aid Assistant Director Human Resources Assistant Director Marketing/Public Relations ITS Assistant Director - Enterprise Applications ITS Assistant Director - Enterprise Systems ITS Project Coordinator Network Services Manager Nursing Assistant Program Administrator Payroll Manager	79,181	128,802

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M2	This level supervises and reports to a manager or director and has responsibility for daily operations, and/or a function or set of functions within a department. May include some technical or regulatory requirements. This level typically supervises at least 1 employee.	Accounts Payable Manager Assistant Director Campus Safety Assistant Director Club/Intramural Sports Assistant Director Housing/Residence Life Assistant Director Student Accessibility Services Bookstore Manager CB/CE Operations Manager E-Learning Instructional Coordinator Head Library Access Services HR Recruitment/Retention/Wellness Mgr Information Security Manager Instructional Designer ITS Technology Services Manager Latinx Student Program Coordinator Native American Student Program Coordinator Payroll/Human Resources Data Administrator Science Lab Technicians Supervisor Student Account Manager Veteran Program Coordinator Web Manager	68,624	110,854
P3	This level reports to a manager and has responsibility for independent and collaborative contributions requiring specialized education/experience (generally 4-5 yrs). May also include significant technical or regulatory requirements.	Campus Services Project Manager Human Resources Benefits/Leaves Administrator Senior Systems Administrator Senior Web Developer SW Analyst Programmer	84,460	126,690
P2	This level reports to a manager and has responsibility for independent and collaborative contributions requiring specialized education/experience (generally 3-4 yrs). May also include moderate technical or regulatory requirements.	Accountant College Now Program Coordinator Digital Accessibility Coordinator Donor Relations Coordinator Early Childhood Education Program Manager Exercise Physiologist/AHA Training Center Coordinator Foundation Accountant Information Security Specialist ITS Functional Analyst Library Systems & Discovery Librarian Marketing Manager Nancy R. Chandler Lecture Series Coordinator Network Services Technician Payroll Administrator Prison Education Program Coordinator Program Manager Report and Data Analyst Research and Data Analyst Scheduling Administrator Small Business Management Coordinator Student Affairs Technology Project Manager Student Information Analyst	68,624	103,464

Job Level	Level Description	Positions	Pay Range*	
P1	This level reports to a manager and has responsibility for independent and collaborative contributions requiring generalized education/experience (generally 2-3 yrs). May also include marginal technical or regulatory requirements.	2SLGBTQIA+ Student Program Coordinator Academic Advisor Academic Affairs Office Coordinator Administrative Assistant Vice President Student Affairs Admissions Coordinator Advisor Student Media Afro-Centric Student/College Prep Coordinator ASL Interpreter/Captioning Coordinator Business Advisor CAP Placement/Systems Coordinator Career Pathways Coordinator College/Career Success Coach Customer Relations Management (CRM) Analyst Digital Content Creator/Editor Executive Assistant - Advancement/Foundation Executive Assistant-President/VPFO Financial Aid Advisor Financial Aid Technical Analyst First Generation SSS Coach HEP Bilingual Instructor/Success Coach High School Options Coordinator Latinx College Prep Program Coordinator Manufacturing Workforce Dev Coordinator Marketing/Public Relations Graphic Designer Native American College Prep Coordinator Residence Life Coordinator Staff Writer/Editor STEM Tutor Coordinator Student Care/Conduct Coordinator Systems/Operations Analyst TRIO SSS Coach Veterans Outreach Coordinator Web Content Coordinator Writing Center Coordinator	57,011	89,739
Pay Equity Factors	Education - Degree earned Relevant Job Experience - Years of general and/or specialized experience in a field. Seniority - Years of service at COCC in a particular area or function. Impact/Influence - The amount of impact and scope of influence a position has on organizational operations and outcomes. Work Independence - The degree of independence and autonomy the position has in work product and decision-making. Supervision - The number and span of employees supervised within a position's scope of responsibility. Mental Factors - The degree of complexity for the position regarding decisions, communications, and overall duties.			

Note 1: The salary schedule is subject to change based on positions and College needs.

Note 2: Pay ranges are guidelines and not a guarantee of a position's specific compensation*

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