

Job Level	Level Description	Positions	Pay Range*	
			Min	Max
<b>D3</b>	This level includes Deans and Directors with overall responsibility (budget, policy, and people) for multiple college programs/departments.	Controller Director Admissions/Registrar Director Campus Safety/Emergency Management Director Campus Services Director Diversity/Inclusion Director Enterprise Information Services Director Library Services Director Marketing/Public Relations Director Student/Campus Life Director Student/IT Success Technologies Executive Director CBIPD Instructional Dean	91,000	156,000
<b>D2</b>	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 eLearning/AcademicTechnology Director Financial Aid Director Institutional Effectiveness Director Madras/Capital Project Manager Director Redmond Campus Director Risk Management Director Testing/Tutoring	82,000	135,000
<b>D1</b>	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 Assessment/Curriculum Director Community Education Director Corrections Education Director Disability Services Director First Year Experience Director Foundation Programs Director Grants Director High School Partnerships Director Prineville Campus Welding Program Director DRCI	75,000	125,000
<b>M3</b>	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.	Assistant Director Admissions/Records Assistant Director Admissions/Records-Recruitment/Outreach Assistant Director Admissions/Records-Technology/Curriculum Assistant Director Campus Services Assistant Director Campus Services - Maintenance Assistant Director Financial Aid Assistant Director Marketing/Public Relations Assistant Director Student Life Human Resources Compliance Manager Human Resources Operations Manager ITS Assistant Director - Enterprise Applications ITS Assistant Director - Enterprise Systems ITS Assistant Director - Service Management ITS Project Coordinator Network Services Manager Nursing Assistant Program Administrator Payroll Manager	75,000	122,000

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<b>M2</b>	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 Apprenticeship Program Manager Assistant Director Club/Intramural Sports Assistant Director Housing/Residence Life Bookstore Manager Charitable Giving Officer E-Learning Instructional Coordinator Engineering Services Manager Head Library Access Services HEP Bilingual Instructional Coach/Director Information Security Manager Instructional Designer Marketing Manager Payroll/Human Resources Data Administrator	65,000	105,000
<b>P3</b>	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.	HR Benefits/Wellness Administrator Senior Systems Administrator Senior Web Developer SW Analyst Programmer	80,000	120,000
<b>P2</b>	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 (Fiscal & Foundation) College Now Program Coordinator Early Childhood Education Program Manager Engineering Systems Administrator Exercise Physiologist/AHA Training Coordinator Information Security Specialist ITS Functional Analyst Library Systems & Discovery Librarian Nancy R. Chandler Lecture Series Coordinator Network Services Technician Program Manager Report/Research and Data Analyst Small Business Management Coordinator Student Affairs Technology Project Manager Student Information Analyst Web Designer	65,000	98,000

Job Level	Level Description	Positions	Pay Range*	
P1	This level reports to a manager and has responsibility for independent and collaborative contributions requiring generalization education/experience (generally 2-3 yrs). May also include marginal technical or regulatory requirements.	Academic Advisor Admissions Coordinator Advisor Student Media Afro-Centric Student/College Prep Coordinator ASL Interpreter/Captioning Coordinator College/Career Success Coach Confidential - VP Admin Assistant Digital Content Creator Education Pathways Navigator Financial Aid Advisor Financial Aid Technical Analyst FYE/Placement Coordinator Healthcare/Public Health Outreach Coordinator High School Equivalency Program (HEP) Bi-lingual Success Coach Instructor Assistant Spanish GED Latinx College Prep Program Coordinator Marketing/Public Relations Graphic Designer Native American College Prep Coord Native American Student Program Coordinator Pathways Program Coordinator Pre-Apprenticeship Career Coach Pre-Apprenticeship Program Administrator Residence Life Coordinator Science Lab Technicians Supervisor Staff Writer/Editor STEM Tutor Coordinator Student Care/Conduct Coordinator Systems/Operations Analyst Veteran Program Coordinator Veterans Outreach Coordinator Vocational Rehabilitation Career Coach Writing Center Coordinator	54,000	85,000
<b>Pay Equity Factors</b>	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