

TEXAS A&M AGRILIFE RESEARCH, TEXAS A&M AGRILIFE EXTENSION SERVICE,  
TEXAS A&M VETERINARY MEDICAL DIAGNOSTIC LABORATORY

**Approval by director/designee required for salary offers or increases outside these parameters**

**New Hires**

Pay Plan Title: lower band, middle band for \*research titles

Excluded Title:

New position: PD approved rate + 10%  
Vacant (backfill): last budgeted amount

**Reclassifications/Promotions**

Pay Plan Title:

Title w/in same pay grade: 10% above current (unless above max for the pay grade)  
Title in different pay grade: lower band, middle band for research titles

Excluded Title: 10% above current

**Transfers**

Same title/Same location: No Salary Change

Same Title/Different Location or Different Title – same as Reclassifications/Promotions

**Equity** – all require approval

**Merit** – outside budget, all require approval. During budget – greater than 10% requires approval.

\* Research titles

8544 Research Assistant  
8545 Research Associate  
8554 Senior Research Associate  
8556 Research Specialist I  
8551 Research Specialist II  
8552 Research Specialist III  
8557 Research Specialist IV  
8553 Research Specialist V  
5028 Research Instrumentation Specialist  
5040 Senior Research Instrumentation Specialist