

**State of North Carolina University System
Market Reference Rates and Ranges for Career Bands Posted September 30, 2009**

Code	Career Band Titles	Career Band Min	Contributing Minimum	C Reference Rate (CRR)	Contributing Maximum	Journey Minimum	J Market Rate (JMR)	Journey Maximum	Advanced Minimum	A Reference Rate (ARR)	Advanced Maximum	Career Band Max
Administrative and Managerial												
10100	Purchasing Specialist	\$30,372	\$40,873	\$45,414	\$49,955	\$54,360	\$60,400	\$66,440	\$61,155	\$67,950	\$74,745	\$75,500
10434	Administrative Support Supervisor	\$23,807	\$27,577	\$30,641	\$33,705	\$34,471	\$38,301	\$42,131	\$39,297	\$43,663	\$48,029	\$48,795
10433	Executive Assistant	\$26,331	\$32,507	\$36,119	\$39,731	\$41,935	\$46,594	\$51,253	\$46,967	\$52,185	\$57,404	\$63,791
10300	University Program Associate	\$27,384	\$29,045	\$32,272	\$35,499	\$34,853	\$38,726	\$42,599	\$40,082	\$44,535	\$48,989	\$50,069
10301	University Program Specialist	\$30,522	\$34,381	\$38,201	\$42,021	\$46,070	\$51,189	\$56,308	\$55,284	\$61,427	\$67,570	\$71,857
10302	University Program Manager	\$43,474	\$45,378	\$50,420	\$55,462	\$54,000	\$60,000	\$66,000	\$73,440	\$81,600	\$89,760	\$103,929
10421	Administrative Support Associate	\$21,642	\$22,755	\$25,284	\$27,812	\$26,852	\$29,835	\$32,819	\$31,148	\$34,609	\$38,069	\$44,318
10422	Administrative Support Specialist	\$22,725	\$24,770	\$27,523	\$30,275	\$29,973	\$33,303	\$36,633	\$35,667	\$39,630	\$43,593	\$46,534
10739	Business Services Coordinator	\$30,522	\$31,397	\$34,886	\$38,375	\$35,322	\$39,247	\$43,172	\$41,221	\$45,801	\$50,381	\$52,374
10740	Business Systems Analyst	\$43,474	\$50,164	\$55,738	\$61,312	\$61,200	\$68,000	\$74,800	\$78,336	\$87,040	\$95,744	\$106,100
10750	Accounting Technician	\$24,605	\$27,831	\$30,923	\$34,015	\$33,480	\$37,200	\$40,920	\$40,277	\$44,752	\$49,227	\$52,374
10751	Accountant	\$34,113	\$41,978	\$46,642	\$51,306	\$51,885	\$57,650	\$63,415	\$68,540	\$76,156	\$83,772	\$94,675
10752	Accounting Manager	\$49,600	\$57,542	\$63,935	\$70,329	\$70,430	\$78,256	\$86,082	\$85,221	\$94,690	\$104,159	\$108,876
10800	Auditor	\$35,585	\$42,434	\$47,149	\$51,864	\$52,830	\$58,700	\$64,570	\$71,004	\$78,893	\$86,782	\$99,141
10900	Business Officer	\$37,300	\$43,785	\$48,650	\$53,515	\$54,000	\$60,000	\$66,000	\$71,887	\$79,874	\$87,861	\$99,409
10901	Business Manager	\$47,352	\$58,229	\$64,699	\$71,169	\$73,777	\$81,974	\$90,171	\$86,319	\$95,910	\$105,501	\$114,322
11804	Human Resources Specialist	\$29,357	\$32,287	\$35,874	\$39,461	\$41,004	\$45,560	\$50,116	\$46,335	\$51,483	\$56,631	\$57,417
11805	Human Resources Consultant	\$38,164	\$43,693	\$48,548	\$53,403	\$53,305	\$59,228	\$65,151	\$64,903	\$72,114	\$79,325	\$85,000
11806	Human Resources Manager	\$43,474	\$52,968	\$58,853	\$64,738	\$66,793	\$74,214	\$81,635	\$74,741	\$83,045	\$91,350	\$92,000
11900	Support Services Associate	\$22,067	\$24,254	\$26,949	\$29,644	\$28,620	\$31,800	\$34,980	\$35,889	\$39,877	\$43,865	\$47,971
11901	Support Services Supervisor	\$26,444	\$30,353	\$33,726	\$37,099	\$36,879	\$40,977	\$45,075	\$53,843	\$59,826	\$65,809	\$78,700
12415	Social/Clinical Res Assistant	\$27,310	\$28,740	\$31,933	\$35,126	\$34,200	\$38,000	\$41,800	\$39,672	\$44,080	\$48,488	\$53,820
12416	Social/Clinical Res Specialist	\$33,594	\$37,569	\$41,743	\$45,917	\$46,210	\$51,344	\$56,478	\$56,838	\$63,153	\$69,468	\$78,127
Education and Information												
13100	University Library Technician	\$24,605	\$26,850	\$29,833	\$32,816	\$33,830	\$37,589	\$41,348	\$41,273	\$45,859	\$50,445	\$54,000
13101	University Library Specialist	\$29,669	\$32,145	\$35,717	\$39,289	\$40,181	\$44,646	\$49,111	\$47,012	\$52,236	\$57,460	\$60,000
13150	Student Services Specialist	\$27,384	\$29,085	\$32,317	\$35,549	\$35,194	\$39,104	\$43,014	\$51,383	\$57,092	\$62,801	\$75,209
13201	Public Communications Specialist	\$28,402	\$32,422	\$36,024	\$39,626	\$43,770	\$48,633	\$53,496	\$55,588	\$61,764	\$67,940	\$75,300
13202	Visual Arts Specialist	\$26,444	\$29,750	\$33,055	\$36,361	\$39,567	\$43,963	\$48,359	\$47,480	\$52,756	\$58,032	\$62,000
13400	Education Consultant	\$34,237	\$37,722	\$41,913	\$46,104	\$47,907	\$53,230	\$58,553	\$64,674	\$71,860	\$79,046	\$90,700
13401	Training Specialist	\$32,965	\$35,795	\$39,772	\$43,749	\$45,102	\$50,113	\$55,124	\$58,181	\$64,646	\$71,111	\$79,500
13500	Interior Designer	\$40,000	\$41,496	\$46,107	\$50,718	\$48,645	\$54,050	\$59,455	\$58,374	\$64,860	\$71,346	\$76,200
13550	Performing Artist	\$34,237	\$35,430	\$39,367	\$43,304	\$41,808	\$46,453	\$51,098	\$47,660	\$52,956	\$58,252	\$59,900
13600	Broadcast Media Technician	\$30,522	\$25,890	\$28,767	\$31,644	\$29,774	\$33,082	\$36,390	\$34,835	\$38,706	\$42,577	\$78,905
13601	Broadcast Media Specialist	\$26,444	\$31,965	\$35,517	\$39,069	\$40,276	\$44,751	\$49,226	\$45,914	\$51,016	\$56,118	\$57,321
13602	Broadcast Media Manager	\$30,522	\$35,901	\$39,890	\$43,879	\$44,159	\$49,065	\$53,972	\$52,990	\$58,878	\$64,766	\$68,613

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Engineering and Architecture												
16100	Architect	\$40,824	\$47,269	\$52,521	\$57,773	\$57,796	\$64,218	\$70,640	\$66,550	\$73,944	\$81,338	\$83,669
16103	Architectural Technician	\$27,384	\$32,256	\$35,840	\$39,424	\$39,675	\$44,083	\$48,491	\$50,783	\$56,426	\$62,069	\$68,613
16103	Engineering Technician	\$27,384	\$32,256	\$35,840	\$39,424	\$39,675	\$44,083	\$48,491	\$50,783	\$56,426	\$62,069	\$68,613
16104	Engineer (Facilities MRR)	\$41,532	\$50,751	\$56,390	\$62,029	\$60,901	\$67,668	\$74,435	\$83,435	\$92,705	\$101,976	\$108,999
16105	Engineering/Arch Supervisor (Facilities)	\$45,387	\$67,766	\$75,296	\$82,826	\$77,931	\$86,590	\$95,249	\$85,724	\$95,249	\$104,774	\$114,449
16106	Engineering/Arch Manager	\$61,990	\$82,497	\$91,663	\$100,829	\$90,746	\$100,829	\$110,912	\$99,821	\$110,912	\$122,003	\$122,789
16108	Facility Planner	\$34,237	\$41,282	\$45,869	\$50,456	\$52,016	\$57,795	\$63,575	\$60,338	\$67,042	\$73,746	\$75,000
16110	Landscape Architect	\$40,824	\$43,403	\$48,225	\$53,048	\$49,913	\$55,459	\$61,005	\$60,395	\$67,105	\$73,816	\$78,668
Environmental and Scientific Research												
12501	Research Technician	\$21,218	\$25,826	\$28,696	\$31,566	\$29,700	\$33,000	\$36,300	\$37,125	\$41,250	\$45,375	\$49,374
12502	Research Specialist	\$33,650	\$36,297	\$40,330	\$44,363	\$41,742	\$46,380	\$51,018	\$52,178	\$57,975	\$63,773	\$76,475
12503	Research Operations Manager	\$40,045	\$41,745	\$46,383	\$51,021	\$48,006	\$53,340	\$58,674	\$60,008	\$66,675	\$73,343	\$87,886
12517	Environmental Health & Safety Tech	\$24,605	\$28,904	\$32,115	\$35,327	\$35,551	\$39,501	\$43,451	\$42,661	\$47,401	\$52,141	\$55,268
12518	Environmental Health & Safety Prof	\$31,696	\$39,960	\$44,400	\$48,840	\$51,548	\$57,276	\$63,004	\$64,951	\$72,168	\$79,385	\$86,861
12521	Environmental Specialist	\$28,402	\$33,936	\$37,707	\$41,478	\$42,421	\$47,134	\$51,847	\$48,360	\$53,733	\$59,106	\$59,982
Information Technology												
12201	Information Tech. Manager	\$49,000	\$62,790	\$69,767	\$76,744	\$81,000	\$90,000	\$99,000	\$92,340	\$102,600	\$112,860	\$119,600
12204	IT Manager - Systems	\$67,000	\$68,400	\$76,000	\$83,600	\$85,500	\$95,000	\$104,500	\$93,195	\$103,550	\$113,905	\$119,600
12205	Operations & Systems Technician	\$25,000	\$30,075	\$33,417	\$36,759	\$36,090	\$40,100	\$44,110	\$44,752	\$49,724	\$54,696	\$62,400
12207	Operations & Systems Analyst	\$39,816	\$42,480	\$47,200	\$51,920	\$53,100	\$59,000	\$64,900	\$63,189	\$70,210	\$77,231	\$85,088
12208	Operations & Systems Specialist	\$50,000	\$57,744	\$64,160	\$70,576	\$72,180	\$80,200	\$88,220	\$85,894	\$95,438	\$104,982	\$109,200
12209	IT Manager - Operations	\$49,000	\$53,390	\$59,322	\$65,254	\$63,000	\$70,000	\$77,000	\$74,970	\$83,300	\$91,630	\$104,000
12210	Networking Technician	\$28,500	\$34,575	\$38,417	\$42,259	\$41,490	\$46,100	\$50,710	\$51,033	\$56,703	\$62,373	\$71,373
12211	Networking Analyst	\$40,500	\$48,588	\$53,987	\$59,386	\$55,877	\$62,085	\$68,294	\$68,729	\$76,365	\$84,002	\$93,600
12212	IT Manager - Networking	\$52,000	\$63,779	\$70,866	\$77,953	\$81,000	\$90,000	\$99,000	\$89,100	\$99,000	\$108,900	\$114,400
12232	Networking Specialist	\$48,425	\$59,175	\$65,750	\$72,325	\$71,010	\$78,900	\$86,790	\$79,531	\$88,368	\$97,205	\$104,289
12233	Bus. & Tech. App. Tech	\$34,435	\$35,550	\$39,500	\$43,450	\$42,660	\$47,400	\$52,140	\$54,605	\$60,672	\$66,739	\$72,800
12234	Bus. & Tech. App. Analyst	\$39,816	\$48,412	\$53,791	\$59,170	\$59,063	\$65,625	\$72,188	\$67,922	\$75,469	\$83,016	\$95,512
12235	IT Manager - Bus & Tech App.	\$67,000	\$68,400	\$76,000	\$83,600	\$85,500	\$95,000	\$104,500	\$93,195	\$103,550	\$113,905	\$119,600
12247	Tech. Support Technician	\$23,000	\$30,443	\$33,825	\$37,208	\$36,531	\$40,590	\$44,649	\$45,299	\$50,332	\$55,365	\$60,320
12249	Tech. Support Analyst	\$30,000	\$37,828	\$42,031	\$46,234	\$48,420	\$53,800	\$59,180	\$53,746	\$59,718	\$65,690	\$70,720
12250	IT Manager - Technology Support	\$49,000	\$53,390	\$59,322	\$65,254	\$63,000	\$70,000	\$77,000	\$74,970	\$83,300	\$91,630	\$104,000
12259	Bus. & Tech. App. Specialist	\$50,000	\$63,281	\$70,312	\$77,343	\$75,938	\$84,375	\$92,813	\$85,810	\$95,344	\$104,878	\$109,200
12264	Tech. Support Specialist	\$39,816	\$43,548	\$48,387	\$53,226	\$54,000	\$60,000	\$66,000	\$62,100	\$69,000	\$75,900	\$87,282
Institutional Services												
16785	Building Environmental Technician	\$20,112	\$20,142	\$22,380	\$24,618	\$22,156	\$24,618	\$27,080	\$24,372	\$27,080	\$29,788	\$32,368
16786	Building Environmental Supervisor	\$27,380	\$27,215	\$30,239	\$33,263	\$30,209	\$33,565	\$36,922	\$37,760	\$41,956	\$46,152	\$55,032
16787	Building Environmental Manager	\$31,487	\$32,835	\$36,483	\$40,131	\$37,760	\$41,956	\$46,152	\$46,445	\$51,606	\$56,767	\$77,243

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Law Enforcement and Public Safety												
15827	Public Safety Telecommunicator	\$22,200	\$22,641	\$25,157	\$27,673	\$25,290	\$28,100	\$30,910	\$31,916	\$35,462	\$39,008	\$42,837
15828	Property Security Officer	\$22,067	\$23,243	\$25,826	\$28,409	\$26,730	\$29,700	\$32,670	\$34,936	\$38,818	\$42,700	\$47,971
15829	Property Security Supervisor	\$26,444	\$27,275	\$30,306	\$33,337	\$30,740	\$34,155	\$37,571	\$49,183	\$54,648	\$60,113	\$75,209
15830	Public Safety Officer	\$27,915	\$28,337	\$31,485	\$34,634	\$31,737	\$35,263	\$38,789	\$37,449	\$41,610	\$45,771	\$54,147
15836	Public Safety Supv - Lieutenant	\$35,670	\$39,383	\$43,759	\$48,135	\$44,109	\$49,010	\$53,911	\$52,049	\$57,832	\$63,615	\$70,495
15836	Public Safety Supv - Sergeant	\$35,670	\$39,383	\$43,759	\$48,135	\$44,109	\$49,010	\$53,911	\$52,049	\$57,832	\$63,615	\$70,495
15838	Public Safety Dir - Deputy Director	\$43,424	\$44,951	\$49,945	\$54,940	\$50,344	\$55,938	\$61,532	\$59,406	\$66,007	\$72,608	\$83,332
15838	Public Safety Director - Captain	\$43,424	\$44,951	\$49,945	\$54,940	\$50,344	\$55,938	\$61,532	\$59,406	\$66,007	\$72,608	\$83,332
Medical and Health												
14100	Licensed Practical Nurse	\$24,600	\$27,771	\$30,857	\$33,943	\$33,325	\$37,028	\$40,731	\$39,324	\$43,693	\$48,062	\$50,100
14101	Professional Nurse	\$37,000	\$41,797	\$46,441	\$51,085	\$49,320	\$54,800	\$60,280	\$60,664	\$67,404	\$74,144	\$80,000
14102	Nurse Consultant	\$40,000	\$46,422	\$51,580	\$56,738	\$57,100	\$63,444	\$69,788	\$67,378	\$74,864	\$82,350	\$86,300
14103	Nurse Practitioner	\$54,200	\$62,290	\$69,211	\$76,132	\$75,371	\$83,745	\$92,120	\$86,676	\$96,307	\$105,938	\$109,000
14104	Nurse Supervisor	\$52,600	\$57,157	\$63,508	\$69,859	\$66,874	\$74,304	\$81,734	\$74,898	\$83,220	\$91,542	\$92,800
14105	Nurse Director	\$57,500	\$73,455	\$81,617	\$89,779	\$94,757	\$105,286	\$115,815	\$104,234	\$115,815	\$127,397	\$127,397
14106	Medical/Nursing assistant	\$22,100	\$22,699	\$25,221	\$27,743	\$25,650	\$28,500	\$31,350	\$28,548	\$31,720	\$34,892	\$34,900
14150	Pharmacy Technician	\$22,100	\$24,483	\$27,203	\$29,923	\$28,890	\$32,100	\$35,310	\$38,713	\$43,014	\$47,315	\$54,100
14250	Medical Diagnostic Technician	\$26,400	\$34,568	\$38,409	\$42,250	\$45,630	\$50,700	\$55,770	\$54,756	\$60,840	\$66,924	\$71,400
14300	Physician Assistant	\$57,800	\$62,531	\$69,479	\$76,427	\$73,162	\$81,291	\$89,420	\$85,599	\$95,110	\$104,621	\$109,000
14401	Nutrition Specialist	\$34,300	\$36,518	\$40,575	\$44,633	\$42,360	\$47,067	\$51,774	\$55,068	\$61,187	\$67,306	\$75,500
14600	Medical Laboratory Technician	\$22,100	\$26,929	\$29,921	\$32,913	\$33,930	\$37,700	\$41,470	\$42,752	\$47,502	\$52,252	\$57,000
14800	Medical and Health Program Consultant	\$28,400	\$27,991	\$31,101	\$34,211	\$30,510	\$33,900	\$37,290	\$39,968	\$44,409	\$48,850	\$54,600
Operations and Trades												
17312	Vehicle/Equip. Operator	\$21,218	\$23,568	\$26,187	\$28,806	\$28,800	\$32,000	\$35,200	\$34,848	\$38,720	\$42,592	\$47,971
17313	Vehicle/Equip. Repair Technician	\$21,383	\$25,043	\$27,826	\$30,609	\$32,181	\$35,757	\$39,333	\$37,009	\$41,121	\$45,233	\$52,885
17401	Facilities Superintendent	\$40,071	\$44,155	\$49,061	\$53,967	\$52,545	\$58,383	\$64,221	\$62,528	\$69,476	\$76,424	\$80,361
17421	Facility Maintenance Supervisor	\$28,306	\$34,000	\$37,778	\$41,556	\$43,520	\$48,356	\$53,192	\$51,790	\$57,544	\$63,298	\$71,857
17422	Facility Maint. Tech.-Bldg Trds	\$21,383	\$24,408	\$27,120	\$29,832	\$30,510	\$33,900	\$37,290	\$35,087	\$38,985	\$42,884	\$47,971
17423	Facility Maint. Tech.-Mech. Trds	\$21,383	\$27,692	\$30,769	\$33,846	\$36,000	\$40,000	\$44,000	\$42,840	\$47,600	\$52,360	\$57,320
17500	Electronics Specialist	\$30,150	\$33,310	\$37,011	\$40,712	\$38,973	\$43,303	\$47,633	\$50,275	\$55,861	\$61,447	\$68,613
17600	Specialty Trades Technician	\$27,310	\$33,428	\$37,142	\$40,856	\$42,119	\$46,799	\$51,479	\$53,492	\$59,435	\$65,379	\$71,857
17900	High Voltage Distribution Specialist	\$31,696	\$35,176	\$39,084	\$42,992	\$41,859	\$46,510	\$51,161	\$47,719	\$53,021	\$58,323	\$59,982
17901	High Voltage Distribution Supervisor	\$40,071	\$43,045	\$47,828	\$52,611	\$49,933	\$55,481	\$61,029	\$61,418	\$68,242	\$75,066	\$81,547
17903	Utilities Plant Operations Supervisor	\$27,384	\$32,128	\$35,698	\$39,268	\$39,517	\$43,908	\$48,299	\$43,469	\$48,299	\$53,129	\$54,000