

North Carolina State University
Career Banding Reference Rates
updated November 1, 2008

Accounting - April 2008 Implementation/ June 2008 Rates

	Job Code	FLSA Status	MIN	Contributing Reference Rate	Journey Reference Rate	Advanced Reference Rate	MAX
Accounting Technician	10750N	Non-Exempt	24,605	30,923	37,200	44,752	52,374
Accountant	10751E	Exempt	35,585	46,642	57,650	76,156	94,675
Accounting Manager	10752E	Exempt	49,600	63,935	78,256	94,690	108,876

Administrative Support - October 2006 Implementation/ November 2008 Rates

Administrative Support Associate	10421	Non-Exempt	22,067	26,495	31,327	35,713	44,650
Administrative Support Specialist	10422	Non-Exempt	24,092	29,140	34,968	40,213	46,883
Executive Assistant	10433/10433E	Varies by Position	28,484	38,153	47,577	55,903	64,269

Arts -April 2008 Implementation/ April 2008 Rates

Arts Production Specialist	13551N	Non-Exempt	23,761	28,465	35,866	41,963	47,971
Interior Designer	13500E	Exempt	40,000	46,197	54,050	64,860	76,200

Auditing -April 2008 Implementation/ May 2008 Rates

Auditor	10800E	Exempt	35,585	47,149	58,700	78,893	99,141
Audit Manager	10801E	Exempt	43,474	68,475	93,400	101,152	111,267

Broadcast & Emerging Media - April 2008 Implementation/ June 2008 Rates

Broadcast & Emerging Media Technician	13600N	Non-Exempt	24,605	28,767	33,082	38,706	44,121
Broadcast & Emerging Media Specialist	13601N	Non-Exempt	26,444	35,517	44,751	51,016	57,321
Broadcast & Emerging Media Manager	13602E	Exempt	30,522	39,890	49,065	58,878	68,613
Broadcast & Emerging Media Engineering Technician	13603N	Non-Exempt	30,522	37,011	43,303	61,057	78,905
Broadcast & Emerging Media Engineering Specialist	13604N	Non-Exempt	37,775	44,303	50,948	64,704	78,905
Broadcast & Emerging Media Engineering Manager	13605E	Exempt	38,549	47,436	55,975	77,805	99,548

Budgeting - April 2008 Implementation/ May 2008 Rates

Budget Analyst	10850E	Exempt	40,071	48,639	57,200	71,729	90,658
Budget Manager	10851E	Exempt	53,500	71,952	90,300	97,073	106,780

Business Management - April 2008 Implementation/ June 2008 Rates

Business Services Coordinator	10739N	Non-Exempt	30,522	34,886	39,247	45,801	52,374
Business Officer	10900E	Exempt	37,300	48,650	60,000	79,874	99,409
Business Manager	10901E	Exempt	47,352	64,699	81,974	95,910	114,322

Business Systems - April 2008 Implementation/ May 2008 Rates

Business Systems Analyst	10740E	Exempt	43,474	55,738	68,000	87,040	106,100
Business Systems Manager	10741E	Exempt	56,710	71,934	87,040	101,837	116,710

Electronics -April 2008 Implementation/ April 2008 Rates

Electronics Specialist	17500N	Non-Exempt	30,522	37,011	43,303	55,861	68,613
Electronics Supervisor	17501N/E	Varies by Position	41,687	51,636	61,447	68,206	75,209

Engineering & Architecture - April 2008 Implementation/ April 2008 Rates

Architect	16100E	Exempt	40,824	52,521	64,218	73,994	83,669
Landscape Architect	16110N	Non-Exempt	40,824	48,225	55,459	67,105	78,668
Facility Planner	16108N/16108E	Varies by Position	34,237	45,869	57,795	67,042	75,874
Engineering/Architctual Technician	16103N/16103E	Varies by Position	27,384	35,840	44,083	56,426	68,613
Engineer	16104E	Exempt	41,532	52,102	62,523	85,657	108,999
(Facilities Engineer)	16104E	Exempt	41,532	56,390	67,668	92,705	108,999
(Facilities Engineer-PE)	16104E	Exempt	41,532	62,029	74,435	101,976	108,999
Engineering/Architctural Supervisor	16105E	Exempt	45,387	70,234	80,769	88,846	114,449
(Facilities Engineering Supervisor)	16105E	Exempt	45,387	75,296	86,590	95,249	114,449
(Facilities Engineering Supervisor-PE)	16105E	Exempt	45,387	82,826	95,249	104,774	114,449
Engineering/Architctural Manager	16106E	Exempt	61,990	91,663	100,829	110,912	122,789
(Facilities Engineering Manager-PE)	16106E	Exempt	61,990	100,829	110,912	122,003	122,789

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Environment, Health, and Safety - February 2008 Implementation/ February 2008 Rates							
Environment, Health, and Safety Technician	12517N	Non-Exempt	24,605	32,115	39,501	47,401	55,268
Environment, Health, and Safety Professional	12518N/12518E	Varies by Position	31,696	44,400	57,276	72,168	86,861
Environment, Health, and Safety Manager	12519E	Exempt	37,074	52,394	68,112	86,502	104,233

Financial Analysis - April 2008 Implementation/ May 2008 Rates							
Financial Analyst	10725E	Exempt	37,074	47,868	59,500	81,693	103,929

Human Resources - April 2008 Implementation/ June 2008 Rates							
Human Resources Specialist	11804N/11804E	Varies by Position	29,357	35,874	45,560	51,483	57,417
Human Resources Consultant	11805E	Exempt	38,164	48,548	59,228	72,114	85,000
Human Resources Manager	11806E	Exempt	43,474	58,853	74,214	83,045	92,000

Facility Maintenance - February 2007 Implementation/ November 2008 Rates							
Facilities Maint Tech - Bldg Trades	17422	Non-Exempt	23,338	29,490	35,595	43,639	51,755
Facilities Maint Tech - Mechanical Trades	17423	Non-Exempt	23,338	32,177	40,993	49,929	58,896
Facilities Maint Supervisor	17421N/17421E	Varies by Position	30,538	40,684	50,774	64,940	79,106

Information Technology - May 2004 Implementation/ November 2008 Rates							
Bus & Tech App Technician	12233	Non-Exempt	34,435	40,442	48,894	62,829	76,831
Bus & Tech App Analyst	12234	Exempt	39,816	54,428	68,906	82,687	98,718
Bus & Tech App Specialist	12259	Exempt	50,000	71,446	88,593	99,490	114,837
Bus & Tech App Manager ¹	n/a	-	69,010	83,125	99,750	113,715	129,033
Networking Technician	12210	Non-Exempt	29,355	39,436	48,349	60,823	73,336
Networking Analyst	12211	Exempt	41,614	54,178	65,014	80,552	96,174
Networking Specialist	12232	Exempt	50,000	65,959	82,845	94,195	107,157
Networking Manager ¹	n/a	-	53,560	74,586	94,500	108,675	124,598
Operations & Systems Technician	12205	Non-Exempt	26,500	34,569	42,105	54,273	66,464
Operations & Systems Analyst	12207	Exempt	41,100	50,910	60,685	74,036	87,428
Operations & Systems Specialist	12208	Exempt	52,000	67,693	84,210	99,368	117,406
Operations Manager ¹	n/a	-	50,470	59,574	70,000	91,000	112,203
Systems Manager ¹	n/a	-	69,010	83,125	99,750	113,216	129,033
Technology Support Technician	12247	Non-Exempt	24,380	34,095	42,619	52,294	61,979
Technology Support Analyst	12249	Exempt	31,100	42,691	54,260	62,399	72,665
Technology Support Specialist	12264	Exempt	41,100	51,767	63,000	72,765	89,682
Technology Support Manager ¹	n/a	-	50,470	62,553	73,500	91,140	112,140
IT Manager	12201	Exempt	50,470	73,209	94,500	108,675	122,889

¹ These managerial titles are not new banded classes. They are market reference rates for areas that are included in the Information Technology Manager position.

Institutional Services - December 2006 Implementation/ November 2008 Rates							
Building Environmental Technician	16785	Non-Exempt	22,067	23,715	25,849	28,434	35,980
Building Environmental Supervisor	16786	Non-Exempt	27,380	31,327	35,243	44,054	56,545
Building Environmental Manager	16787	Exempt	31,487	38,308	44,054	54,186	79,367
Food Service Technician	16788	Non-Exempt	22,067	22,754	24,119	27,013	33,468
Food Service Supervisor	16789	Non-Exempt	23,130	29,278	35,391	47,963	53,761
Food Service Manager	16790	Exempt	28,484	35,734	44,310	58,046	86,984

Instructional & Training - April 2008 Implementation/ April 2008 Rates							
Educational Consultant	13400E	Exempt	34,237	41,913	53,230	71,860	90,700
Training Specialist	13401E	Exempt	32,965	39,772	50,113	64,646	79,500

Law Enforcement Support - April 2008 Implementation/ April 2008 Rates							
Public Safety Telecommunicator	15827N	Non-Exempt	22,200	27,753	31,000	39,122	42,837
Property Security Officer	15828N	Non-Exempt	22,067	25,826	29,700	38,818	47,971
Property Security Supervisor	15829N	Non-Exempt	26,444	30,306	34,155	54,648	75,209

Legal - May 2006 Implementation/ July 2008 Rates							
Legal Specialist	11452	Exempt	44,310	53,216	63,542	75,679	96,954

Libraries - February 2008 Implementation/ February 2008 Rates							
University Library Technician	13100N	Non-Exempt	24,605	29,833	37,589	45,859	54,000
University Library Specialist	13101N	Non-Exempt	29,669	35,717	44,646	52,236	60,000

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Medical Diagnostic - April 2008 Implementation/ April 2008 Rates							
Medical Diagnostic Technician	14250N	Non-Exempt	26,400	38,409	50,700	60,840	71,400
Medical Diagnostic Specialist	14251N/14251E	Varies by Position	46,500	51,727	56,900	66,004	75,200
Medical Laboratory - April 2008 Implementation/ April 2008 Rates							
Medical Laboratory Technician	14600N	Non-Exempt	22,100	29,921	37,700	47,502	57,000
Medical Laboratory Technologist	14601N/14601E	Varies by Position	36,200	43,675	51,100	61,831	72,100
Medical Laboratory Supervisor	14602E	Exempt	42,700	52,185	62,100	78,867	95,500
Medical Support - April 2008 Implementation/ April 2008 Rates							
Medical Support Technician	14500N	Non-Exempt	24,605	27,205	29,925	42,493	54,800
Medical Record Manager	14501E	Exempt	31,700	43,254	54,500	59,950	66,244
Museum & History Branch - April 2008 Implementation/ April 2008 Rates							
Curatorial Technician	13700N	Non-Exempt	23,761	29,124	39,026	43,709	47,971
Curatorial Specialist	13701N	Non-Exempt	30,522	37,525	48,783	54,637	59,982
Nursing - February 2008 Implementation/ February 2008 Rates							
Licensed Practical Nurse	14100N	Non-Exempt	24,600	30,857	37,028	43,693	50,100
Professional Nurse	14101N	Non-Exempt	37,700	46,441	54,800	67,404	80,000
Nurse Practitioner	14103E	Exempt	54,200	69,211	83,745	96,307	109,000
Nurse Supervisor	14104N	Non-Exempt	52,600	63,508	74,304	83,220	92,800
Nurse Director	14105E	Exempt	57,500	81,617	105,286	115,815	126,000
Physician Assistant	14300E	Exempt	57,800	69,479	81,291	95,110	109,000
Pharmacy - April 2008 Implementation/ April 2008 Rates							
Pharmacy Technician	14150N	Non-Exempt	22,100	27,203	32,100	43,014	54,100
Pharmacist	14151E	Exempt	43,500	71,986	100,060	112,067	125,000
Pharmacy Director	14152E	Exempt	89,000	106,379	123,400	138,208	151,900
Printing Services - April 2008 Implementation/ April 2008 Rates							
Print/Document Services Technician	17100N	Non-Exempt	22,067	25,653	30,270	39,048	47,971
Print/Document Services Supervisor	17101E	Exempt	26,444	32,998	43,558	54,448	65,566
Public Information & Public Relations - February 2008 Implementation/ February 2008 Rates							
Public Communication Specialist	13201N/13201E	Varies by Position	28,402	36,024	48,633	61,764	75,300
Multi-Media Technician (April 2008 Implementation)	13300N	Non-Exempt	23,761	29,003	37,124	42,693	48,400
Visual Arts Specialist	13202N/13202E	Varies by Position	26,444	33,055	43,963	52,756	62,000
Public Safety - July 2003 Implementation/ November 2008 Rates							
Public Safety Officer	15830	Non-Exempt	29,148	37,466	41,962	49,515	55,636
Public Safety Supervisor	15836	Non-Exempt	37,454	50,751	56,841	67,072	75,550
Public Safety Director	15838	Exempt	45,694	59,975	67,172	79,263	85,624
Planner - April 2008 Implementation/ April 2008 Rates							
Planner	10200E	Exempt	37,074	49,400	61,700	65,155	71,857
Purchasing - April 2008 Implementation/ April 2008 Rates							
Purchasing Specialist	10100N/E	Varies by Position	30,372	45,414	60,400	67,950	75,500
Purchasing Manager	10101E	Exempt	45,387	64,819	84,200	96,577	109,055
Research - January 2007 Implementation/ November 2008 Rates							
Research Technician	12501N	Non-Exempt	22,915	30,130	34,650	43,313	58,881
Research Specialist	12502N/12502E	Varies by Position	34,944	42,347	48,699	60,874	78,578
Research Operations Manager	12503N/12503E	Varies by Position	41,583	48,699	56,004	70,005	90,303
Research Operations Director	12516E	Exempt	49,068	58,439	67,205	84,006	107,100
Social Research - February 2007 Implementation/ November 2008 Rates							
Social/Clinical Research Assistant	12415N	Non-Exempt	28,860	33,929	39,900	47,122	56,330
Social/Clinical Research Specialist	12416E	Exempt	33,594	44,180	53,016	65,051	80,275
Social/Clinical Research Manager	12468E	Exempt	42,833	53,245	64,693	82,678	101,867
Social/Clinical Research Executive	12414E	Exempt	63,695	71,318	83,228	98,958	123,276
Specialty Trades - April 2008 Implementation/ April 2008 Rates							
Specialty Trades Technician	17600N	Non-Exempt	27,310	37,142	46,799	59,435	71,857

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Student Services - February 2008 Implementation/ February 2008 Rates							
Student Services Specialist	13150N/13150E	Varies by Position	27,384	32,317	39,104	57,092	75,209
Support Services - April 2008 Implementation/ June 2008 Rates							
Support Services Associate	11900N	Non-Exempt	22,067	26,949	31,800	39,877	47,971
Support Services Supervisor	11901N/E	Varies by Position	26,444	33,726	40,977	59,826	78,700
Vehicle Equipment - February 2007 Implementation/ November 2008 Rates							
Vehicle/Equip Operator	17123	Non-Exempt	22,067	27,838	33,600	42,907	52,269
Vehicle/Equip Repair Technician	17313	Non-Exempt	23,338	30,450	37,545	43,177	54,339
Vehicle/Equip Repair Supervisor	17318N/17318E	Varies by Position	29,502	38,143	46,725	58,593	70,500
University Program Management - April 2008 Implementation/ June 2008 Rates							
University Program Associate	10300N	Non-Exempt	27,384	32,272	38,726	44,535	50,069
University Program Specialist	10301N/E	Varies by Position	30,522	38,201	51,189	61,427	71,857
University Program Manager	10302E	Exempt	43,474	50,420	60,000	81,600	103,929
Utilities Operations & Maintenance - April 2008 Implementation/ April 2008 Rates							
Utilities Plant Operator	17902N	Non-Exempt	23,761	31,041	38,181	49,253	59,982
Utilities Plant Operations Supervisor	17903N	Non-Exempt	27,384	35,698	43,908	48,299	53,130
High Voltage Distribution Specialist	17900N	Non-Exempt	31,696	39,084	46,510	53,021	59,982
High Voltage Distribution Supervisor	17901E	Exempt	40,071	47,828	55,481	68,242	81,547