

| PAY RATE CHANGE | | | | | |
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| ACTION | REASON | HR SYSTEM | USE | For Employee Class | Special Notes |
| PAY | ACT (Acting Promotional Increase) | Workforce Administration/Job Information | For an employee who is temporarily performing duties of a higher level position. Human Resources has given approval for the increase | SPA, Campus Police, County SPA (1,5,8) | |
| PAY | ADL (Additional Duties) | Workforce Administration/Job Information | For an employee who has taken on added duties. Both the duties and the increase may be temporary | EPA, Post Doc (2,4) | |
| PAY | AEF (Academic Enhancement Funds) | Workforce Administration/Job Information | | EPA (2) | |
| PAY | CAN (Acting Promotional Increase Cancelled) | Workforce Administration/Job Information | For an employee who is no longer performing the duties of a higher level. Compensation rate must also be reduced | SPA, Campus Police, County SPA (1,5,8) | |
| PAY | CGR (Career Growth) | Workforce Administration/Job Information | For an employee who has earned permanent status and is due the Career Growth portion of the Legislative Increase | SPA, Campus Police, County SPA (1,5,8) | |
| PAY | CIR (County Increase Regular) | Workforce Administration/Job Information | | | |
| PAY | CIT (County Increase Trust) | Workforce Administration/Job Information | | | |
| PAY | CMP (Banded Position-Competency Level) | Workforce Administration/Job Information | For an employee in a banded position who has HR approval to move to a higher competency level | SPA, Campus Police, County SPA (1,5,8) | |
| PAY | COF (Counter Offer) | Workforce Administration/Job Information | For an employee who accepts an increase in pay at NCSU rather than another employment offer | EPA(2) | |
| PAY | COL (Cost of Living) | Workforce Administration/Job Information | For an employee who is eligible for the Cost of Living portion of the Legislative Increase | SPA, Campus Police, County SPA (1,5,8) | |
| PAY | CON (Contract Change) | Workforce Administration/Job Information | For an employee whose contract is changing from 9 month to 12 month, or 12 month to 9 month | EPA (2) | Will require prior action on position |
| PAY | CRN (Contract Renewal) | Workforce Administration/Job Information | For an employee who is receiving a salary adjustment with a new contract | EPA, Post Doc (2,5) | |
| PAY | CTS (Cancel Temporary Salary Adjustment) | Workforce Administration/Job Information | For an employee who received a temporary salary adjustment and is now returning to their regular duties and salary | SPA, Campus Police (1,5) | |
| PAY | DLI (Deny Legislative Increase) | Workforce Administration/Job Information | For an employee who did not meet the requirements for a Legislative Increase that has already been applied | SPA, Campus Police, County SPA (1,5,8) | |
| PAY | DUT (Banded Position Duties Change) | Workforce Administration/Job Information | For an employee in a Banded position whose duties have changed significantly | SPA, Campus Police, County SPA (1,5,8) | |
| PAY | EQI (Equity) | Workforce Administration/Job Information | To adjust an employee's salary so that there is parity with employees in like positions | EPA (2) | |
| PAY | EQU (In-Range Equity) | Workforce Administration/Job Information | To adjust an employee's salary so that there is parity with employees in like positions. HR approval needed | SPA, Campus Police, County SPA (1,5,8) | |
| PAY | HLD (In Range, Higher Level Duties) | Workforce Administration/Job Information | For an employee who has HR approval for a salary increase due to higher level duties | SPA, Campus Police, County SPA (1,5,8) | |

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| PAY | LEG (Legislative Increase) | Workforce Administration/Job Information | For an employee who is eligible for the Legislative Increase. This is usually system applied | SPA, Campus Police, County SPA , EPA (1,2,5,8) | |
| PAY | MER (Merit) | Workforce Administration/Job Information | For an employee who has been approved for a salary increase based on excellent job performance | EPA, Post Doc (2,5) | |
| PAY | MKT (Banded Position-Labor Market) | Workforce Administration/Job Information | For an employee in a banded position whom HR has determined has a salary below employees in the same type of work in private industry | SPA, Campus Police, County SPA (1,5,8) | |
| PAY | MRA (Market/Retention) | Workforce Administration/Job Information | For an employee who has been approved for an increase insalary based on the labor market, which will help to retain that employee | EPA (2) | |
| PAY | OTH (Other) | Workforce Administration/Job Information | For an employee in a banded position whom HR has determined has a salary below employees in the same type of work in private industry | SPA, County SPA (1,8) | |
| PAY | PAE (Promotional Increase After Effective Date) | Workforce Administration/Job Information | For an employee who has received a promotion, but for budgetary reasons, all or part of the increase was not awarded at the time of the promotion. This amount must be reserved at the time of the promotion. | SPA, County SPA (1,8) | |
| PAY | PER (Permanent Status) | Workforce Administration/Job Information | For an employee who is going from probationary to permanent status and for whom money was reserved at the time of hire for the option of granting that increase at the end of the probationary period | SPA, Campus Police, County SPA (1,5,8) | |
| PAY | RAE (Reclassification After Effective Date) | Workforce Administration/Job Information | For an employee whose position was reclassified to a higher salary grade, but for whom no funds were available at the time may retroactively be given the increase from the first available funds | SPA, County SPA (1,8) | Will require prior action on position |
| PAY | RET (Banded Position-Retention) | Workforce Administration/Job Information | For an employee in a banded position who has received an employment offer from private industry, but has accepted a counter offer from the University | SPA, Campus Police, County SPA (1,5,8) | |
| PAY | RNK (Promotional Increase-Rank Change) | Workforce Administration/Job Information | For an employee who has changed rank as part of the Tenure Track process | EPA (2) | |
| PAY | RRA (Range Revision After Effective Date) | Workforce Administration/Job Information | For an employee whose position has received a range revision, but funds were not available for an increase at the time, may retroactively be given the funds from the first available funds | SPA, County SPA (1,8) | Will require prior action on position |
| PAY | RTG (Retention >10%) | Workforce Administration/Job Information | For an employee whohas a viable job offer from an outside agency, but has accepted an approved counter offer from the university that is greater than 10% | SPA, County SPA (1,8) | |
| PAY | RTI (Retention In Range) | Workforce Administration/Job Information | For an employee who has a viable job offer from an outside agency, but has accepted an approved counter offer from the university that is 10% or less | SPA, County SPA (1,8) | |

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| PAY | RTN (Retention) | | | | |
| PAY | SAL (Salary Adjustment) | Workforce Administration/Job Information | EPA--For an employee who has been approved for a salary increase other than in conjunction with a new contract SPA----For an international employee who must meet a market standard | SPA, EPA, County SPA, Campus Police, Post Doc (1,2,4,5,8) | |
| PAY | SFC (Source of Funds Change) | Workforce Administration/Job Information | For an employee whose funding source has changed, necessitating a salary adjustment | EPA | |
| PAY | SKL (Banded Position, Comp/Skill) | Workforce Administration/Job Information | For an employee in a banded position who has HR approval to move to a higher competency level | SPA, Campus Police, County SPA (1,5,8) | |
| PAY | SRI (Special Rate Increase) | Workforce Administration/Job Information | For an employee whose job code has been approved for a Special Entry Rate, rather than the standard minimum rate. The employee must be raised to the Special Rate, and the department may award all or a portion of an approved increase | SPA, Campus Police, County SPA (1,5,8) | |
| PAY | SUP (Temporary Supplement) | Workforce Administration/Job Information | For an employee who is performing additional duties outside of their designated job duties | EPA (2) | |
| PAY | TRN (Training Progression Increase) | Workforce Administration/Job Information | For an employee in an approved training progression who has achieved the necessary skills at a predesignated time | SPA (1) | |
| PAY | TTL (Title Change) | Workforce Administration/Job Information | For an employee whose title is changing, and a change in pay will also occur | EPA (2) | Will require prior action on position |
| PAY | TUR (In-Range Turnover) | Workforce Administration/Job Information | For an employee whose type of job has been subject to high turnover rates | SPA (1) | |
| PAY | VAR (In Range-Variety and Scope) | Workforce Administration/Job Information | For an employee whose job duties have increased to include additional types of work | SPA (1) | |