

North Carolina State University
Career Banding Reference Rates
Effective July 1, 2014

Classification	Job Code	Minimum	Contributing Reference Rate	Journey Reference Rate	Advanced Reference Rate	Maximum
Accounting Technician	10750N	25900	32294	38646	46289	54002
Accountant	10751E	37012	48202	59342	78070	96811
Accounting Manager	10752E	51195	65702	80195	96826	111183
Administrative Support						
Administrative Support Associate	10421	23332	27777	32703	37142	46186
Administrative Support Specialist	10422	25381	30490	36388	41696	48446
Administrative Support Supervisor	10434N/10434E	27013	33955	41699	46542	53063
Executive Assistant	10433/10433E	29826	39611	49148	57574	66040
Arts						
Arts Production Specialist	13551N	25046	29807	37296	43467	49547
Interior Designer	13500E	41480	47751	55699	66638	78114
Auditing						
Auditor	10800E	37012	48715	60404	80840	101331
Audit Manager	10801E	44996	70297	95521	103366	113602
Broadcast & Emerging Media						
Broadcast & Emerging Media Technician	13600N	25900	30112	34479	40170	45650
Broadcast & Emerging Media Specialist	13601N	27761	36943	46288	52628	59009
Broadcast & Emerging Media Manager	13602E	31888	41369	50654	60585	70436
Broadcast & Emerging Media Engineering Technician	13603N	31888	38455	44823	62790	80852
Broadcast & Emerging Media Engineering Specialist	13604N	39228	45835	52559	66480	80852
Broadcast & Emerging Media Engineering Manager	13605E	40012	49005	57647	79739	101743
Budgeting						
Budget Analyst	10850E	41552	50223	58886	73590	92746
Business Management						
Business Services Coordinator	10739N	31888	36305	40718	47351	54002
Business Officer	10900E	38748	50246	61720	81818	101602
Business Manager	10901E	48920	66475	83958	98061	116694
Business Systems						
Business Systems Analyst	10740E	44996	57407	69816	89084	108373
Business Systems Manager	10741E	58391	73797	89084	104059	119111
Curatorial						
Curatorial Technician	13700N	25046	30473	40494	45234	49547
Curatorial Specialist	13701N	31888	38975	50368	56293	61702
Electronics						
Electronics Specialist	17500N	31888	38455	44823	57531	70436
Electronics Supervisor	17501N/E	43187	53256	63184	70024	77112
Engineering & Architecture						
Architect	16100E	42314	54151	65989	75831	85673
Landscape Architect	16110N	42314	49804	57125	68910	80612
Facility Planner	16108N/16108E	35648	47419	59489	68847	77784
Engineering/Architectural Technician	16103N/16103E	28713	37270	45612	58103	70436
Engineer	16104E	43030	53728	64273	87685	111307
(Facilities Engineer)	16104E	43030	58067	69480	94817	111307
(Facilities Engineer-PE)	16104E	43030	63773	76328	104200	111307
Engineering/Architectural Supervisor	16105E	46932	72077	82738	90912	116822
(Facilities Engineering Supervisor)	16105E	46932	77200	88629	97392	116822
(Facilities Engineering Supervisor-PE)	16105E	46932	84820	97392	107031	116822
Engineering/Architectural Manager	16106E	63734	93763	103039	113243	125262
(Facilities Engineering Manager-PE)	16106E	63734	103039	113243	124467	125262
Environment, Health, and Safety						
Environmental, Health, and Safety Technician	12517N	25900	33500	40975	48970	56931
Environmental Specialist	12521N/12521E	29743	39159	48700	55378	61702
Environmental, Health, and Safety Professional	12518N/12518E	33076	45933	58963	74034	88903
Environmental, Health, and Safety Manager/Consultant	12519E	38519	54023	69929	88540	106484
Facility Maintenance						
Facilities Maintenance Technician - Building Trades	17422	24618	30844	37022	45163	53376
Facilities Maintenance Technician - Mechanical Trades	17423	24618	33563	42485	51528	60603
Facilities Maintenance Supervisor	17421N/17421E	31904	42172	52383	66719	81055
Financial Analysis						
Financial Analyst	10725E	38519	49442	61214	83674	106176
Horticultural Specialist						
Horticultural Specialist	12520N	23332	27198	31127	40467	49547
Human Resources						
Human Resources Specialist	11804N/11804E	30709	37304	47107	53101	59106

Human Resources Consultant	11805E	39622	50131	60939	74006	87020
Human Resources Manager*	11806E	44996	60559	76105	85042	94104
<i>*Requires Office of State Personnel Review</i>						
Information Technology						
IT Security Specialist*	12236	51000	65143	90800	107862	124809
IT Project Analyst/Manager*	12218	51000	65681	92200	106792	121000
IT Project Program Manager*	12219	77000	91164	111000	125300	141000
<i>Applications</i>						
Business & Technology Applications Technician	12233	37230	44730	56100	71528	87250
Business & Technology Applications Analyst	12234	43590	57323	74220	88864	104454
Business & Technology Applications Specialist	12259	57000	75112	95864	107248	119019
IT Manager - Business & Technology Applications	12235	71000	87677	111080	124290	136702
<i>Management</i>						
IT Manager - General	12201	57794	76963	103550	113805	130816
IT - Director*	12213	79073	98583	124930	147237	170668
<i>Networking</i>						
Networking Technician	12210	32109	42400	52750	64135	76000
Networking Analyst	12211	43600	57028	70475	84370	99000
Networking Specialist	12232	57000	71607	89259	105146	121000
IT Manager - Networking	12212	62000	77530	103550	117907	132816
<i>Operations & Systems</i>						
IT Operations Technician	12200	31000	37339	47150	59149	71358
IT Operations Analyst	12202	44000	51826	62500	76645	91000
IT Manager - Operations	12209	56550	63609	73000	94600	116000
Systems Programmer/Analyst	12203	47350	56854	70259	84111	98300
Systems Programmer/Specialist	12206	56000	71011	93414	111897	131000
IT Manager - Systems	12204	76000	88542	106050	122858	141000
<i>Technology Support</i>						
Technology Support Technician	12247	28350	36942	48443	56983	66010
Technology Support Analyst	12249	32473	46094	59622	70174	81000
Technology Support Specialist	12264	42593	55000	68500	79975	92000
IT Manager - Technology Support	12250	57794	67116	81000	97800	115284
Institutional Services						
Building Environmental Technician	16785	23332	25000	27159	29775	37412
Building Environmental Supervisor	16786	28709	32703	36666	45583	58224
Building Environmental Manager	16787	32865	39768	45583	55836	81319
Food Service Technician	16788	23332	24027	25408	28337	34870
Food Service Supervisor	16789	24408	30629	36822	49539	55406
Food Service Manager	16790	29826	37163	45842	59743	89028
Instructional & Training						
Educational Consultant	13400E	35648	43416	54869	73723	92788
Training Specialist	13401E	34361	41249	51714	66422	81454
Legal						
Legal Specialist	11452	45842	54855	65305	77575	99118
Paralegal	11451N	33078	38209	44386	50895	67744
Libraries						
University Library Technician	13100N	25900	31191	39040	47409	55648
University Library Specialist	13101N	31025	37146	46182	53863	61720
University Librarian	13102N/13102E	34361	41162	51202	59736	67792
Medical Diagnostic						
Medical Diagnostic Technician	14250N	27717	39870	52308	62570	73257
Medical Diagnostic Specialist	14251N/14251E	48058	53348	58583	67796	77102
Medical Support Specialist	14502N/14502E	66417	83647	100176	111085	122196
Medical Laboratory						
Medical Laboratory Technician	14600N	23365	31280	39152	49072	58684
Medical Laboratory Technologist	14601N/14601E	37634	45199	52713	63573	73965
Medical Laboratory Supervisor	14602E	44212	53811	63845	80813	97646
Medical Support						
Medical Support Technician	14500N	25900	28531	31284	44004	56458
Medical Record Manager	14501E	33080	44773	56154	61669	68039
<i>*Requires Office of State Personnel Review</i>						
Museum & History Branch						
Curatorial Technician	13700N	25046	30473	40494	45234	49547
Curatorial Specialist	13701N	31888	38975	50368	56293	61702
Nursing						
Medical/Nursing Assistant	14106N	23365	26524	29842	38783	47793
Licensed Practical Nurse	14100N	25895	32227	38472	45217	51701
Professional Nurse	14101N	39152	47998	56458	69213	81960
Nurse Practitioner	14103E	55850	71042	85750	98463	111308
Nurse Supervisor	14104N	54231	65270	76196	85219	94914

Nurse Director*	14105E	59190	83596	107549	118205	128512
Physician Assistant	14300E	59494	71313	83266	97251	111308
Nutrition						
Nutrition Assistant	14400N	23365	25634	27851	33758	39456
Nutrition Specialist	14401N/14401E	35712	42062	48632	62921	77406
Pharmacy						
Pharmacy Technician	14150N	23365	28529	33485	44530	55749
Pharmacist	14151E	45022	73850	102261	114412	127500
Pharmacy Director*	14152E	91068	108656	125881	140866	154723
Printing Services						
Print/Document Services Technician	17100N	23332	26961	31633	40517	49547
Print/Document Services Supervisor	17101E	27761	34394	45081	56101	67353
Public Information & Public Relations						
Public Communication Specialist	13201N/13201E	29743	37456	50217	63505	77204
Multi-Media Technician	13300N	25046	30351	38569	44205	49981
Visual Arts Specialist	13202N/13202E	27761	34452	45491	54389	63744
Public Safety						
Public Safety Officer	15831	31383	40053	44740	52612	58993
Public Safety Supervisor	15835	40040	53901	60249	70913	79751
Public Safety Manager	15839	48629	63516	71017	83620	90251
Public Safety Support						
Public Safety Telecommunicator	15826	24140	29929	33313	41779	45652
Public Safety Telecommunicator Supervisor	15824	32000	41173	50413	64248	71000
Property Security Officer	15828N	23332	27136	31056	40284	49547
Property Security Supervisor	15829N	27761	31670	35565	56304	77112
Planner						
Planner	10200E	38519	50993	63440	66937	73719
Purchasing						
Purchasing Specialist	10100N/E	31736	46959	62125	69765	77406
Purchasing Manager	10101E	46932	66597	86210	98736	111364
Research						
Laboratory Assistant	12522N	23332	29404	35369	39492	43948
Research Technician	12501N	24190	31492	36066	44833	60588
Research Specialist	12502N/12502E	36363	43855	50283	62604	80521
Research Operations Manager	12503N/12503E	43082	50283	57676	71845	92387
Research Director	12516E	50657	60140	69011	86014	109385
Social Research						
Social/Clinical Research Assistant	12415N	30206	35336	41379	48687	58006
Social/Clinical Research Specialist	12416E	34997	45710	54652	66832	82238
Social/Clinical Research Manager	12468E	44347	54884	66469	84670	104089
Social/Clinical Research Executive	12414E	65459	73174	85227	101145	125756
Specialty Trades						
Specialty Trades Technician	17600N	28638	38588	48361	61148	73719
Student Services Specialist						
Student Services Specialist	13150N/13150E	28713	33705	40573	58777	77112
Support Services						
Support Services Associate	11900N	23332	28272	33182	41356	49547
Support Services Supervisor	11901N/11901E	27761	35131	42469	61544	80644
Translator						
Translator	11902N	26806	31970	36926	45548	54029
Turf Management						
Turf Program Manager	12525N/12525E	28713	39725	50569	60978	71740
Vehicle Equipment						
Vehicle/Equipment Operator	17123	23332	29172	35003	44422	53896
Vehicle/Equipment Repair Technician	17313	24618	31815	38996	44695	55991
Vehicle/Equipment Repair Supervisor	17318N/17318E	30856	39601	48286	60296	72346
University Program Management						
University Program Associate	10300N	28713	33659	40191	46069	51670
University Program Specialist	10301N/E	31888	39659	52803	63164	73719
University Program Manager	10302E	44996	52025	61720	83579	106176
Utilities Operations & Maintenance						
Utilities Plant Operator	17902N	25046	32413	39639	50844	61702
Utilities Plant Operations Supervisor	17903N	28713	37126	45435	49879	54768
High Voltage Distribution Specialist	17900N	33076	40553	48068	54657	61702
High Voltage Distribution Supervisor	17901E	41552	49402	57147	70061	83526