

North Carolina State University  
 Career Banding Reference Rates  
 Effective July 1, 2017

Classification Title	Job Code	Minimum	Contributing Reference Rate	Journey Reference Rate	Advanced Reference Rate	Maximum
Accountant	10751	37,012	49,925	61,232	80,241	99,263
Accounting Manager	10752	51,195	67,688	82,398	99,278	113,851
Accounting Technician	10750	25,900	33,778	40,226	47,983	55,812
Administrative Support Associate	10421	23,332	29,194	34,194	38,699	47,879
Administrative Support Specialist	10422	25,381	31,947	37,934	43,321	50,173
Administrative Support Supervisor	10434	27,013	35,464	43,324	48,240	54,859
Architect	16100	42,314	55,963	67,979	77,968	87,958
Arts Production Specialist	13551	25,046	29,807	37,296	43,467	49,547
Audit Manager	10801	44,996	72,351	97,954	105,916	116,306
Auditor	10800	37,012	50,446	62,310	83,053	103,851
Broadcast & Emerging Media Engineering Manager	13605	40,012	50,740	59,512	81,935	104,269
Broadcast & Emerging Media Engineering Specialist	13604	39,228	47,523	54,347	68,477	83,065
Broadcast & Emerging Media Engineering Technician	13603	31,888	40,032	46,495	64,732	83,065
Broadcast & Emerging Media Manager	13602	31,888	42,990	52,414	62,494	72,493
Broadcast & Emerging Media Specialist	13601	27,761	38,497	47,982	54,417	60,894
Broadcast & Emerging Media Technician	13600	25,900	31,564	35,996	41,773	47,335
Budget Analyst	10850	41,552	51,976	60,769	75,694	95,137
Building Environmental Manager	16787	32,865	41,365	47,267	57,674	83,539
Building Environmental Supervisor	16786	28,709	34,194	38,216	47,267	60,097
Building Environmental Technician	16785	23,332	26,375	28,566	31,222	38,973
Business & Technology Applications Analyst	12234	43,590	59,183	76,333	91,197	107,021
Business & Technology Applications Specialist	12259	57,000	77,239	98,302	109,857	121,804
Business & Technology Applications Technician	12233	37,230	46,401	57,942	73,601	89,559
Business Manager	10901	48,920	68,472	86,217	100,532	119,444
Business Officer	10900	38,748	52,000	63,646	84,045	104,126
Business Services Coordinator	10739	31,888	37,850	42,329	49,061	55,812
Business Systems Analyst	10740	44,996	59,268	71,863	91,420	110,999
Business Systems Manager	10741	58,391	75,904	91,420	106,620	121,898
Curatorial Specialist	13701	31,888	40,560	52,124	58,137	63,628
Curatorial Technician	13700	25,046	31,930	42,101	46,913	51,290
Educational Consultant	13400	35,648	45,067	56,692	75,829	95,180
Electronics Specialist	17500	31,888	40,032	46,495	59,394	72,493
Electronics Supervisor	17501	43,187	55,055	65,132	72,074	79,269
Engineer	16104	43,030	55,534	66,237	90,000	113,977
Engineering/Architectural Manager	16106	63,734	96,169	105,585	115,942	128,141
Engineering/Architectural Supervisor	16105	46,932	74,158	84,979	93,276	119,574
Engineering/Architectural Technician	16103	28,713	38,829	47,296	59,975	72,493
Environmental Specialist	12521	29,743	40,746	50,431	57,209	63,628
Environmental, Health, and Safety Manager/Consultant	12519	38,519	55,833	71,978	90,868	109,081
Environmental, Health, and Safety Professional	12518	33,076	47,622	60,847	76,145	91,237
Environmental, Health, and Safety Technician	12517	25,900	35,003	42,590	50,705	58,785
Executive Assistant	10433	29,826	39,611	49,148	57,574	66,040
(Facilities Engineer)	16104	43,030	59,938	71,522	97,239	113,977
(Facilities Engineering Manager-PE)	16106	63,734	103,039	113,243	124,467	125,262
(Facilities Engineering Supervisor)	16105	46,932	79,358	90,958	99,853	119,574
(Facilities Engineering Supervisor-PE)	16105	46,932	84,820	97,392	107,031	116,822
(Facilities Engineer-PE)	16104	43,030	63,773	76,328	104,200	111,307
Facilities Maint Supervisor	17421	31,904	43,805	54,169	68,720	83,271
Facilities Maintenance Technician - Building Trades	17422	24,618	32,307	38,577	46,840	55,177
Facilities Maintenance Technician - Mechanical Trades	17423	24,618	35,066	44,122	53,301	62,512
Facility Planner	16108	35,648	49,130	61,381	70,880	79,951
Financial Analyst	10725	38,519	51,184	63,132	85,929	108,769
Food Service Manager	16790	29,826	38,720	47,530	61,639	91,363
Food Service Supervisor	16789	24,408	32,088	38,374	51,282	57,237
Food Service Technician	16788	23,332	25,387	26,789	29,762	36,393
Golf Professional	17700	26,790	35,490	42,855	55,924	69,391
High Voltage Distribution Specialist	17900	33,076	42,161	49,789	56,477	63,628
High Voltage Distribution Supervisor	17901	41,552	51,143	59,004	72,112	85,779
Horticultural Specialist	12520	23,332	28,606	32,594	42,074	51,290
Human Resources Consultant	11805	39,622	51,883	62,853	76,116	89,325
Human Resources Manager*	11806	44,996	62,467	78,247	87,318	96,516
Human Resources Specialist	11804	30,709	38,864	48,814	54,898	60,993
Interior Designer	13500	41,480	49,467	57,534	68,638	80,286
IT Director*	12213	79,073	101,062	127,804	150,446	174,228
IT Manager - Business & Technology Applications	12235	71,000	89,992	113,746	127,154	139,753

IT Manager - Networking	12212	62,000	79,693	106,103	120,676	135,808
IT Manager - Operations	12209	56,550	65,563	75,095	97,019	118,740
IT Manager - Systems	12204	76,000	90,870	108,641	125,701	144,115
IT Manager - Technology Support	12250	57,794	69,123	83,215	100,267	118,013
IT Manager - General	12201	57,794	79,117	106,103	116,512	133,778
IT Operations Analyst	12202	44,000	53,603	64,438	78,795	93,365
IT Operations Technician	12200	31,000	38,899	48,857	61,036	73,428
IT Project Analyst/Manager*	12218	51,000	67,666	94,583	109,394	123,815
IT Project Program Manager*	12219	77,000	93,531	113,665	128,180	144,115
IT Security Specialist*	12236	51,000	67,120	93,162	110,480	127,681
Laboratory Assistant	12522	23,332	30,845	36,900	41,084	45,607
Landscape Architect	16110	42,314	51,551	58,982	70,944	82,821
Legal Specialist	11452	45,842	56,678	67,285	79,739	101,605
Licensed Practical Nurse	14100	25,895	33,710	40,049	46,895	53,477
Medical Diagnostic Specialist	14251	48,058	55,148	60,462	69,813	79,259
Medical Diagnostic Technician	14250	27,717	41,468	54,093	64,509	75,356
Medical Laboratory Supervisor	14602	44,212	55,618	65,803	83,025	100,111
Medical Laboratory Technician	14600	23,365	32,749	40,739	50,808	60,564
Medical Laboratory Technologist	14601	37,634	46,877	54,504	65,527	76,074
Medical Record Manager	14501	33,080	46,445	57,996	63,594	70,606
Medical Support Specialist	14502	66,417	85,902	102,679	113,751	125,029
Medical Support Technician	14500	25,900	29,959	32,753	45,664	58,305
Medical/Nursing Assistant	14106	23,365	27,922	31,290	40,365	49,510
Multi-Media Technician	13300	25,046	31,806	40,148	45,868	51,731
Networking Analyst	12211	43,600	58,883	72,532	86,636	101,485
Networking Specialist	12232	57,000	73,681	91,598	107,723	123,815
Networking Technician	12210	32,109	44,036	54,541	66,097	78,140
Nurse Director*	14105	59,190	85,850	110,162	120,978	131,440
Nurse Practitioner	14103	55,850	73,108	88,036	100,940	113,978
Nurse Supervisor	14104	54,231	67,249	78,339	87,497	97,338
Nutrition Assistant	14400	23,365	27,019	29,269	35,264	41,048
Nutrition Specialist	14401	35,712	43,693	50,361	64,865	79,567
Paralegal	11451	33,078	39,782	46,052	52,658	69,760
Pharmacist	14151	45,022	75,958	104,795	117,128	130,413
Pharmacy Director*	14152	91,068	111,286	128,769	143,979	158,044
Pharmacy Technician	14150	23,365	29,957	34,987	46,198	57,585
Physician Assistant	14300	59,494	73,383	85,515	99,710	113,978
Planner	10200	38,519	52,758	65,392	68,941	75,825
Print/Document Services Supervisor	17101	27,761	35,910	46,757	57,943	69,363
Print/Document Services Technician	17100	23,332	28,365	33,107	42,125	51,290
Professional Nurse	14101	39,152	49,718	58,305	71,251	84,189
Property Security Officer	15828	23,332	28,543	32,522	41,888	51,290
Property Security Supervisor	15829	27,761	33,145	37,098	58,149	79,269
Public Communication Specialist	13201	29,743	39,018	51,970	65,458	79,362
Public Safety Manager	15839	48,629	65,469	73,082	85,874	92,605
Public Safety Officer	15831	31,383	41,654	46,411	54,401	60,878
Public Safety Supervisor	15835	40,040	55,710	62,153	72,977	81,947
Public Safety Telecommunicator	15826	24,140	31,378	34,813	43,406	47,337
Public Safety Telecommunicator Supervisor	15824	32,000	42,791	52,169	66,212	73,065
Purchasing Manager	10101	46,932	68,596	88,503	101,217	114,034
Purchasing Specialist	10100	31,736	46,959	62,125	69,765	77,406
Research Director	12516	50,657	62,042	71,046	88,304	112,026
Research Operations Manager	12503	43,082	52,037	59,541	73,923	94,773
Research Specialist	12502	36,363	43,855	50,283	62,604	80,521
Research Technician	12501	24,190	32,964	37,607	46,505	62,497
Social/Clinical Research Assistant	12415	30,206	36,866	43,000	50,417	59,876
Social/Clinical Research Executive	12414	65,459	75,272	87,505	103,662	128,642
Social/Clinical Research Manager	12468	44,347	56,707	68,466	86,940	106,650
Social/Clinical Research Specialist	12416	34,997	47,396	56,472	68,834	84,472
Specialty Trades Technician	17600	28,638	40,167	50,086	63,065	75,825
Student Services Specialist	13150	28,713	35,211	42,182	60,659	79,269
Support Services Associate	11900	23,332	29,696	34,680	42,976	51,290
Support Services Supervisor	11901	27,761	36,658	44,106	63,467	82,854
Systems Programmer /Analyst	12203	47,350	58,707	72,313	86,373	100,775
Systems Programmer /Specialist	12206	56,000	73,076	95,815	114,575	133,965
Technology Support Analyst	12249	32,473	47,785	61,516	72,227	83,215
Technology Support Specialist	12264	42,593	56,825	70,528	82,175	94,380
Technology Support Technician	12247	28,350	38,496	50,170	58,838	68,000
Training Specialist	13401	34,361	42,868	53,490	68,418	83,676
Translator	11902	26,806	33,450	38,480	47,231	55,839
Turf Program Manager	12525	28,713	41,321	52,328	62,893	73,816
University Librarian	13102	34,361	42,779	52,970	61,632	69,809
University Library Specialist	13101	31,025	38,703	47,875	55,671	63,646

University Library Technician	13100	25,900	32,659	40,626	49,120	57,483
University Program Associate	10300	28,713	35,164	41,794	47,760	53,445
University Program Manager	10302	44,996	53,805	63,646	85,833	108,769
University Program Specialist	10301	31,888	41,254	54,595	65,111	75,825
Utilities Plant Operations Supervisor	17903	28,713	38,683	47,117	51,627	56,590
Utilities Plant Operator	17902	25,046	33,899	41,234	52,607	63,628
Vehicle/Equipment Operator	17123	23,332	30,610	36,528	46,088	55,704
Vehicle/Equipment Repair Supervisor	17318	30,856	41,195	50,010	62,200	74,431
Vehicle/Equipment Repair Technician	17313	24,618	33,292	40,581	46,365	57,831
Visual Arts Specialist	13202	27,761	35,969	47,173	56,205	65,700