

UNC System Salary Range

Effective January 1, 2024

Class Code	CLASS TITLES	Minimum	Contributing Reference Rate	Journey Market Rate	Advanced Reference Rate	Maximum
ADMINISTRATIVE AND MANAGERIAL JOB FAMILY						
Accounting Branch						
10751	Accountant	\$42,564	\$57,403	\$74,502	\$97,629	\$120,773
10753	Accounting Director	\$79,668	\$115,796	\$144,758	\$158,684	\$174,285
10752	Accounting Manager	\$59,898	\$86,612	\$108,971	\$131,296	\$140,931
10750	Accounting Technician	\$33,540	\$38,418	\$45,751	\$54,573	\$63,478
Administrative Support Branch						
10421	Administrative Support Associate	\$33,540	\$36,894	\$38,890	\$44,015	\$54,455
10422	Administrative Support Specialist	\$34,602	\$37,485	\$44,510	\$50,831	\$58,870
10434	Administrative Support Supervisor	\$37,851	\$45,520	\$55,608	\$61,918	\$70,414
10433	Executive Assistant	\$37,306	\$52,127	\$64,373	\$75,192	\$86,062
Auditing Branch						
10801	Audit Manager	\$48,371	\$82,289	\$111,408	\$120,465	\$132,281
10800	Auditor	\$39,788	\$61,446	\$70,868	\$94,460	\$118,115
Budgeting Branch						
10850	Budget Analyst	\$48,161	\$63,738	\$74,521	\$92,822	\$116,665
10851	Budget Manager	\$61,885	\$90,149	\$112,528	\$120,789	\$132,627
10856	Senior Budget Analyst	\$56,854	\$70,320	\$78,340	\$95,052	\$117,303
Business Management Branch						
10901	Business Manager	\$52,589	\$77,877	\$98,059	\$114,340	\$135,850
10900	Business Officer	\$45,026	\$63,929	\$78,246	\$103,326	\$128,013
10739	Business Services Coordinator	\$34,280	\$43,048	\$48,143	\$55,800	\$63,478
Financial Analysis Branch						
10725	Financial Analyst	\$41,601	\$64,447	\$76,658	\$97,731	\$123,708
10726	Financial Manager	\$65,622	\$81,186	\$99,491	\$124,180	\$148,977
Human Resources Branch						
11805	Human Resources Consultant	\$42,792	\$65,870	\$79,799	\$96,637	\$102,066
11806	Human Resources Manager	\$53,995	\$79,308	\$103,481	\$110,858	\$122,536
11804	Human Resources Specialist	\$34,320	\$45,230	\$61,652	\$65,633	\$70,983
Legal Branch						
11453	Attorney	\$63,280	\$86,882	\$106,982	\$134,374	\$179,301
11454	Attorney Supervisor	\$96,539	\$127,431	\$148,019	\$181,450	\$225,494
11452	Legal Specialist	\$49,280	\$64,462	\$76,526	\$90,690	\$115,560
11451	Paralegal	\$41,348	\$52,611	\$60,904	\$69,641	\$92,258
11456	Paralegal Administrator	\$39,007	\$49,381	\$57,386	\$70,475	\$87,045

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Planning Branch						
10200	Planner	\$48,030	\$69,600	\$86,266	\$90,949	\$100,031
Program Management Branch						
10300	University Program Associate	\$35,589	\$42,436	\$50,438	\$57,638	\$64,499
10302	University Program Manager	\$56,245	\$71,158	\$84,171	\$113,514	\$143,846
10301	University Program Specialist	\$36,381	\$51,285	\$65,901	\$78,594	\$91,526
Social Research Branch						
12415	Social/clinical Research Assistant	\$36,320	\$45,405	\$52,960	\$62,096	\$73,745
12468	Social/clinical Research Manager	\$55,434	\$74,995	\$90,546	\$114,979	\$141,045
12416	Social/clinical Research Specialist	\$41,572	\$59,566	\$70,972	\$86,509	\$106,162
Support Services Branch						
11900	Support Services Associate	\$33,540	\$34,560	\$39,443	\$48,879	\$58,335
11901	Support Services Supervisor	\$35,880	\$44,602	\$53,664	\$77,220	\$100,808
11902	Translator	\$39,000	\$44,238	\$50,890	\$62,464	\$73,848
Business Systems Branch						
10740	Business Systems Analyst	\$50,586	\$70,496	\$85,476	\$108,738	\$132,025
10741	Business Systems Manager	\$67,932	\$93,428	\$112,528	\$131,236	\$150,041
Purchasing Branch						
10101	Purchasing Manager	\$56,401	\$87,217	\$112,528	\$128,694	\$144,989
10100	Purchasing Specialist	\$34,116	\$59,829	\$72,855	\$83,357	\$90,496
ENGINEERING AND ARCHITECTURE JOB FAMILY						
Architects Branch						
16100	Architect	\$46,035	\$64,416	\$78,246	\$89,745	\$101,243
16110	Landscape Architect	\$48,124	\$62,030	\$70,972	\$85,365	\$99,657
Engineers Branch						
16104	Engineer	\$46,257	\$64,631	\$87,599	\$109,503	\$129,631
16102	Engineering Assistant	\$34,419	\$35,244	\$41,496	\$46,193	\$51,264
16107	Engineering Director	\$86,162	\$145,923	\$153,098	\$177,202	\$200,633
16106	Engineering/Architectural Manager	\$69,016	\$110,180	\$120,966	\$132,833	\$146,809
16105	Engineering/Architectural Supervisor	\$54,784	\$91,586	\$104,950	\$115,197	\$147,676
16103	Engineering/Architectural Technician	\$35,884	\$47,249	\$57,552	\$72,980	\$88,213
16108	Facility Planner	\$42,952	\$62,630	\$78,246	\$90,356	\$101,919
16109	Geologist/Hydrogeologist	\$48,149	\$58,668	\$64,268	\$89,525	\$114,634
HUMAN SERVICES JOB FAMILY						
Human Services Program Consulting Branch						

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19100	Human Services Program Consultant	\$48,181	\$61,491	\$70,316	\$81,139	\$91,779
	Human Services Program Support Branch					
19500	Human Services Program Support Tech	\$33,540	\$33,562	\$38,088	\$44,079	\$45,006
	Human Service Providers Branch					
19202	Human Services Manager	\$51,872	\$69,450	\$82,159	\$94,099	\$104,037
19200	Human Services Practitioner	\$33,884	\$40,751	\$45,749	\$60,950	\$76,316
19201	Human Services Supervisor	\$44,513	\$59,743	\$70,588	\$81,455	\$91,259
	Psychology Services Branch					
19300	Psychology Associate	\$52,900	\$67,397	\$76,468	\$85,331	\$93,900
	Social Work Branch					
19400	Social Work Practitioner	\$35,837	\$50,497	\$62,990	\$77,520	\$92,200
19401	Social Work Supervisor	\$46,934	\$66,839	\$82,256	\$91,816	\$102,106
INFORMATION AND EDUCATION JOB FAMILY						
	Instructional & Training Branch					
13400	Educational Consultant	\$44,560	\$59,601	\$74,975	\$100,284	\$125,875
13401	Training Specialist	\$42,951	\$56,693	\$70,740	\$90,484	\$110,661
	Library & Archival Services Branch					
13109	Archives & Records Manager	\$43,822	\$60,625	\$82,159	\$95,712	\$109,175
13108	Archives & Records Professional	\$35,880	\$48,717	\$64,448	\$72,509	\$80,821
13106	Library Manager	\$55,026	\$74,166	\$97,167	\$106,654	\$116,782
13104	Library Professional	\$37,590	\$49,514	\$61,308	\$78,413	\$95,940
13105	Library Supervisor	\$44,441	\$60,070	\$78,556	\$90,756	\$103,640
13103	Library Technician	\$33,540	\$37,144	\$46,206	\$55,867	\$65,378
13102	University Librarian	\$39,469	\$51,989	\$64,373	\$74,901	\$84,838
13101	University Library Specialist	\$34,133	\$44,797	\$55,412	\$64,437	\$73,667
13100	University Library Technician	\$33,540	\$37,144	\$46,206	\$55,867	\$65,378
	Multi-Media Branch					
13605	Broadcast & Emerging Media Eng Mgr	\$46,014	\$61,735	\$72,407	\$93,189	\$126,865
13604	Broadcast & Emerging Media Eng Spec	\$43,935	\$58,116	\$65,364	\$81,143	\$98,429
13603	Broadcast & Emerging Media Eng Tech	\$34,280	\$45,743	\$52,881	\$73,622	\$94,474
13602	Broadcast & Emerging Media Manager	\$36,671	\$52,305	\$63,772	\$76,036	\$88,202
13601	Broadcast & Emerging Media Specialist	\$35,880	\$46,840	\$58,380	\$66,210	\$74,090
13600	Broadcast & Emerging Media Technician	\$34,944	\$37,401	\$42,654	\$49,498	\$56,090
13300	Multi-Media Technician	\$39,000	\$42,064	\$53,095	\$60,660	\$68,414
	Museum & History Branch					

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13703	Culture and History Specialist	\$35,077	\$47,045	\$61,310	\$67,353	\$84,367
13702	Curatorial Director	\$43,825	\$61,288	\$76,350	\$88,660	\$92,515
13701	Curatorial Specialist	\$38,266	\$53,640	\$63,781	\$71,377	\$80,782
13700	Curatorial Technician	\$33,540	\$36,316	\$47,884	\$53,355	\$58,335
13201	Public Communication Specialist	\$35,880	\$47,473	\$63,233	\$79,642	\$96,560
13202	Visual Arts Specialist	\$37,440	\$45,666	\$60,555	\$74,331	\$83,413
13150	Student Services Specialist	\$33,540	\$40,047	\$48,823	\$68,990	\$90,156
	Arts Branch					
13551	Arts Production Specialist	\$39,000	\$41,334	\$51,386	\$59,670	\$67,831
13500	Interior Designer	\$44,591	\$56,261	\$65,436	\$78,065	\$91,313
13550	Performing Artist	\$38,322	\$48,283	\$56,560	\$64,158	\$72,271
13800	Early Childhood Development Practitioner	\$35,498	\$35,498	\$39,520	\$50,630	\$61,740
INFORMATION TECHNOLOGY JOB FAMILY						
	Business & Technology Branch					
12234	Business And Technology Applic Analyst	\$48,890	\$70,228	\$90,580	\$108,217	\$126,995
12259	Business And Technology Applic Specl	\$61,275	\$87,848	\$111,803	\$124,945	\$138,534
12233	Business And Technology Applic Tech	\$40,090	\$52,863	\$66,011	\$83,852	\$102,032
12218	IT Project Analyst / Manager	\$59,709	\$83,816	\$117,156	\$135,502	\$153,364
	IT Director Branch					
12213	Information Technology Director	\$90,607	\$122,519	\$154,940	\$182,388	\$211,220
	IT Manager Branch					
12201	Information Technology Manager	\$64,840	\$93,911	\$125,943	\$138,299	\$158,793
12235	Information Technology Mgr - Bus&Te Ap	\$76,325	\$102,353	\$129,369	\$144,619	\$158,947
12212	Information Technology Mgr - Networking	\$66,650	\$90,639	\$120,676	\$137,251	\$154,461
12209	Information Technology Mgr - Operation	\$67,452	\$82,738	\$94,767	\$122,434	\$149,845
12204	Information Technology Mgr - Systems	\$81,700	\$103,352	\$123,563	\$142,966	\$163,910
12250	Information Technology Mgr - Tech Supp	\$72,243	\$91,415	\$110,051	\$132,603	\$156,073
12219	IT Project Program Manager	\$82,775	\$106,378	\$129,277	\$145,785	\$163,910
	Networking Branch					
12236	IT Security Specialist	\$54,825	\$76,339	\$105,957	\$125,655	\$145,219
12211	Networking Analyst	\$50,087	\$71,568	\$88,156	\$105,297	\$123,346
12232	Networking Specialist	\$64,414	\$88,095	\$109,516	\$128,795	\$148,035
12210	Networking Technician	\$34,517	\$50,084	\$62,033	\$75,176	\$88,872
	Operations & Systems Branch					
12202	IT Operations Analyst	\$49,234	\$63,458	\$76,285	\$93,281	\$110,530

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12200	IT Operations Technician	\$39,000	\$51,444	\$64,614	\$80,720	\$97,109
12207	Operations & Systems Analyst	\$47,619	\$64,239	\$76,116	\$92,337	\$108,608
12208	Operation & Systems Specialist	\$57,646	\$81,374	\$100,672	\$118,379	\$139,453
12205	Operation & Systems Technician	\$39,000	\$49,625	\$59,861	\$76,391	\$92,954
12203	Systems Programmer/Analyst	\$58,651	\$76,937	\$94,767	\$113,193	\$132,066
12206	Systems Programmer/Specialist	\$61,600	\$86,979	\$114,044	\$136,374	\$155,909
Technology Support Branch						
12249	Technology Support Specialist	\$50,321	\$71,029	\$88,156	\$102,715	\$117,971
12264	Technology Support Analyst	\$35,406	\$55,123	\$70,962	\$83,317	\$95,992
12247	Technology Support Technician	\$36,094	\$47,118	\$61,406	\$72,015	\$83,230
INSTITUTIONAL SERVICES JOB FAMILY						
Building Environmental Branch						
16787	Building Environmental Services Manager	\$35,330	\$55,530	\$64,299	\$73,067	\$95,013
16786	Building Environmental Services Supervisor	\$34,320	\$45,696	\$50,380	\$57,249	\$70,692
16785	Building Environmental Services Technician	\$33,540	\$34,320	\$37,594	\$42,721	\$47,847
Food & Nutrition Branch						
16790	Food Services Manager	\$39,000	\$51,208	\$62,858	\$81,518	\$120,828
16789	Food Services Supervisor	\$38,760	\$42,177	\$50,438	\$64,703	\$75,231
16788	Food Services Technician	\$35,845	\$36,504	\$36,816	\$37,440	\$44,237
Occupational Safety & Health Branch						
12518	Environmental Health and Safety Prof	\$35,557	\$54,163	\$69,205	\$86,603	\$103,768
12517	Environmental Health and Safety Technician	\$33,540	\$39,810	\$48,440	\$5,766	\$66,859
12519	Environmental Health & Safety Mgr/Consult	\$45,816	\$70,263	\$90,580	\$114,351	\$137,272
LAW ENFORCEMENT AND PUBLIC SAFETY						
Law Enforcement Support Branch						
15828	Property Security Officer	\$33,540	\$36,213	\$41,290	\$53,182	\$67,831
15829	Property Security Supervisor	\$33,540	\$37,697	\$42,194	\$66,135	\$90,156
15826	Public Safety Telecommunicator	\$33,540	\$33,540	\$36,105	\$44,964	\$53,838
15824	Public Safety Telecommunicator Supervisor	\$34,400	\$44,645	\$54,385	\$68,972	\$83,101
Certified Law Enforcement Branch						
15838	Public Safety Director	\$59,053	\$73,904	\$82,454	\$96,815	\$118,980
15839	Public Safety Manager	\$60,786	\$76,041	\$84,847	\$99,639	\$122,470
15831	Public Safety Officer	\$39,229	\$48,933	\$54,483	\$63,811	\$80,511
15835	Public Safety Supervisor	\$50,050	\$66,953	\$74,669	\$87,631	\$108,375

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MEDICAL AND HEALTH JOB FAMILY						
Dental Branch						
14201	Dental Assistant	\$37,440	\$38,039	\$44,425	\$50,287	\$55,766
14202	Dental Hygienist	\$46,410	\$60,675	\$69,958	\$81,398	\$92,323
14203	Dental Technician	\$39,000	\$42,833	\$48,458	\$66,316	\$84,171
14200	Dentist	\$86,298	\$125,324	\$156,073	\$180,669	\$204,864
Dietitian & Nutrition Branch						
14400	Nutrition Assistant	\$37,723	\$38,532	\$39,000	\$45,111	\$52,509
14401	Nutrition Specialist	\$44,640	\$57,784	\$66,603	\$85,784	\$105,228
Medical Diagnostic Branch						
14251	Medical Diagnostic Specialist	\$51,662	\$62,723	\$68,767	\$79,402	\$90,145
14250	Medical Diagnostic Technician	\$33,540	\$47,163	\$61,522	\$73,369	\$85,705
Medical Laboratory Branch						
14601	Medical Lab Technologist/Specialist	\$47,043	\$61,995	\$72,081	\$86,659	\$100,609
14602	Medical Laboratory Supervisor	\$55,265	\$73,555	\$87,024	\$109,801	\$132,396
14600	Medical Laboratory Technician	\$33,540	\$37,248	\$46,335	\$57,787	\$68,883
Medical Support Services Branch						
14501	Medical Record Manager	\$38,042	\$56,509	\$70,564	\$77,374	\$85,241
14502	Medical Support Specialist	\$71,398	\$97,700	\$116,782	\$129,375	\$142,202
14500	Medical Support Technician	\$39,000	\$39,621	\$43,316	\$60,391	\$77,109
Medical Therapeutic Services Branch						
14701	Medical Therapeutic Specialist	\$44,513	\$67,085	\$85,123	\$102,438	\$119,899
14700	Medical Therapy Technician/Assistant	\$35,972	\$45,306	\$58,591	\$63,082	\$69,425
Nursing Branch						
14100	Licensed Practical Nurse	\$35,451	\$40,526	\$48,145	\$56,375	\$64,287
14106	Medical/Nursing Assistant	\$33,540	\$34,320	\$38,070	\$46,977	\$56,310
14102	Nurse Consultant	\$46,298	\$64,945	\$79,336	\$93,187	\$107,059
14105	Nurse Director	\$63,629	\$97,641	\$125,293	\$137,595	\$149,493
14103	Nurse Practitioner	\$65,826	\$91,164	\$109,780	\$125,870	\$142,128
14104	Nurse Supervisor	\$62,157	\$81,547	\$94,996	\$106,101	\$118,033
14101	Professional Nurse	\$45,147	\$60,657	\$71,133	\$86,927	\$102,711
Pharmacy Branch						
14151	Pharmacist	\$55,110	\$98,369	\$135,715	\$151,688	\$168,891
14152	Pharmacy Director	\$113,835	\$147,175	\$170,298	\$190,413	\$209,013
14150	Pharmacy Technician	\$33,540	\$34,072	\$39,793	\$52,543	\$65,494

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Physician Practitioner Branch						
14300	Physician Assistant	\$72,188	\$94,205	\$109,780	\$128,002	\$146,318
Medical and Health Program Consulting Branch						
14800	Medical and Health Program Consultant	\$39,000	\$44,914	\$48,716	\$62,993	\$76,836
NATURAL RESOURCES & SCIENTIFIC JOB FAMILY						
Agricultural Management Branch						
12520	Agricultural/Horticultural Specialist	\$33,540	\$34,320	\$37,932	\$47,853	\$58,335
12525	Turf/Agricultural Program Manager	\$35,880	\$46,996	\$59,515	\$71,531	\$83,954
Environmental Management Branch						
12521	Environmental Specialist	\$35,851	\$49,536	\$61,308	\$69,549	\$77,353
Research Branch						
12516	Research Director	\$63,321	\$82,051	\$93,959	\$116,783	\$148,154
12503	Research Operations Manager	\$53,853	\$68,819	\$78,744	\$97,763	\$125,338
12502	Research Specialist	\$45,454	\$60,191	\$68,819	\$85,359	\$109,409
12501	Research Technician	\$34,320	\$41,851	\$47,746	\$59,044	\$72,734
Undersea Research Branch						
12523	Research Vessel Captain	\$34,280	\$49,883	\$61,781	\$70,110	\$78,411
12524	Scientific Diving Specialist	\$41,448	\$53,665	\$61,314	\$70,699	\$80,533
Laboratory Support Branch						
12522	Laboratory Assistant	\$33,540	\$35,082	\$41,968	\$46,727	\$51,871
OPERATIONS AND TRADES JOB FAMILY						
Aircraft Operations Branch						
17801	Aircraft Maintenance Specialist	\$44,508	\$55,196	\$61,308	\$74,602	\$87,959
17802	Aircraft Operations Supervisor	\$58,678	\$72,315	\$80,255	\$93,911	\$107,641
17800	Aircraft Pilot	\$53,456	\$65,983	\$73,203	\$88,226	\$103,318
Electronics Career Branch						
17500	Electronics Specialist	\$37,849	\$50,272	\$58,388	\$74,586	\$91,035
17501	Electronics Supervisor	\$51,824	\$66,985	\$79,245	\$87,693	\$100,639
Facility Maintenance Branch						
17401	Facilities Superintendent	\$51,940	\$69,313	\$81,975	\$97,045	\$111,830
17421	Facility Maintenance Supervisor	\$38,285	\$49,821	\$61,609	\$78,159	\$94,709
17422	Facility Maintenance Tech - Bldg Trades	\$36,467	\$39,950	\$47,705	\$57,923	\$68,232
17423	Facility Maintenance Tech - Mech Trades	\$35,099	\$41,736	\$52,514	\$63,439	\$74,402
Golf Professional Branch						
17700	Golf Professional	\$35,880	\$45,058	\$54,408	\$68,042	\$84,427

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Printing Services Branch						
17101	Print /Document Services Supervisor	\$39,000	\$47,491	\$61,836	\$76,629	\$91,733
17100	Print/Document Services Technician	\$34,320	\$34,320	\$38,531	\$49,025	\$59,692
Specialty Trades Branch						
17600	Specialty Trades Technician	\$33,540	\$45,683	\$56,965	\$71,727	\$86,240
Utilities Operation & Maintenance Branch						
17907	Energy Utilities Specialist	\$35,100	\$51,399	\$57,740	\$69,533	\$85,230
17908	Energy Utilities Supervisor	\$38,135	\$55,464	\$68,757	\$80,920	\$93,210
17906	Energy Utilities Technician	\$33,540	\$41,882	\$49,444	\$60,242	\$71,099
17900	High Voltage Distribution Specialist	\$44,653	\$60,140	\$69,878	\$82,482	\$90,879
17901	High Voltage Distribution Supervisor	\$51,940	\$67,636	\$78,033	\$95,368	\$113,443
17902	Utilities Plant Operator	\$38,064	\$43,755	\$53,223	\$66,790	\$82,128
17903	Utilities Plant Supervisor	\$39,000	\$51,158	\$62,311	\$68,278	\$74,840
17905	Water Treatment Plant Operations Supv	\$36,938	\$49,311	\$57,775	\$66,652	\$75,550
17904	Water Treatment Plant Operator	\$33,540	\$39,608	\$45,206	\$51,643	\$58,321
Vehicle/Equipment Operator Branch						
18402	Transportation Supervisor	\$43,239	\$56,608	\$65,399	\$79,264	\$93,198
17123	Vehicle/Equipment Operator	\$35,175	\$36,511	\$43,571	\$54,973	\$66,443
17318	Vehicle/Equipment Repair Tech Supv	\$39,000	\$54,480	\$66,139	\$82,260	\$98,435
17313	Vehicle/Equipment Repair Technician	\$37,440	\$44,029	\$51,192	\$59,949	\$73,422