



**UNC WILMINGTON CAREER-BANDING MARKET RATES AND RANGES  
FY 2008-09**

*Note : Contact UNCW HR Classification and Compensation for assistance in making salary decisions for Career-Banded employees. All pay adjustments within the Banding System are guided by UNCW Policy 08.340. There are four (4) Pay Factors that must be assessed when considering any pay adjustment for Career Banded Employees :*

1. Availability of funds
2. Position Business Need and Employee's Competency (Skill set)
3. Internal Equity / Pay Alignment
4. Market Rates set by the Office of State Personnel (table below)

*These pay factors are the only reasons that can justify a discretionary salary adjustment. The General Assembly expressly prohibits any state employer from using merit (good performance) as a rationale for providing a salary increase. The university recognizes that many of the salaries are below market rates and although flexibility is limited, one of the UNCW strategic goals is to try to improve salaries whenever possible. Questions regarding this policy and the rates below may be directed to Human Resources at 2-3160.*

Class Code	CLASS TITLES	CAREER BANDING RANGES EFFECTIVE NOVEMBER 1, 2008										
		Min	Contributing Range			Journey Range			Advanced Range			Max
			(-10%)	CRR	(+10%)	(-10%)	JMR	(+10%)	(-10%)	ARR	(+10%)	
<b>ADMINISTRATIVE AND MANAGERIAL JOB FAMILY</b>												
<b>Accounting Branch</b>												
10750	Accounting Tech/Spec	24,605	27,831	<b>30,923</b>	34,015	33,480	<b>37,200</b>	40,920	40,277	<b>44,752</b>	49,227	52,374
	Accountant Trainee	34,113										
10751	Accountant	35,585	41,978	<b>46,642</b>	51,306	51,885	<b>57,650</b>	63,415	68,540	<b>76,156</b>	83,772	94,675
10752	Accounting Manager	49,600	57,542	<b>63,935</b>	70,329	70,430	<b>78,256</b>	86,082	85,221	<b>94,690</b>	104,159	108,876
<b>Administrative Support Branch</b>												
10421	Administrative Associate	22,067	23,813	<b>26,459</b>	29,105	28,194	<b>31,327</b>	34,460	32,142	<b>35,713</b>	39,284	44,650
10422	Administrative Specialist	24,092	26,226	<b>29,140</b>	32,054	31,471	<b>34,968</b>	38,465	36,192	<b>40,213</b>	44,234	46,883
10433	Executive Assistant	28,484	34,338	<b>38,153</b>	41,968	42,819	<b>47,577</b>	52,335	50,313	<b>55,903</b>	61,493	64,269
<b>Auditing Branch</b>												
	Auditor Trainee	34,113										
10800	Auditor	35,585	42,434	<b>47,149</b>	51,864	52,830	<b>58,700</b>	64,570	71,004	<b>78,893</b>	86,782	99,141
<b>Budgeting Branch</b>												
	Budget Analyst Trainee	34,113										
10850	Budget Analyst	40,071	43,775	<b>48,639</b>	53,503	51,480	<b>57,200</b>	62,920	64,556	<b>71,729</b>	78,902	90,658
10851	Budget Manager	53,500	64,757	<b>71,952</b>	79,147	81,270	<b>90,300</b>	99,330	87,366	<b>97,073</b>	106,780	106,780
<b>Business Management Branch</b>												
10739	Business Services Coord	30,522	31,397	<b>34,886</b>	38,375	35,322	<b>39,247</b>	43,172	41,221	<b>45,801</b>	50,381	52,374
10900	Business Officer	37,300	43,785	<b>48,650</b>	53,515	54,000	<b>60,000</b>	66,000	71,887	<b>79,874</b>	87,861	99,409
10901	Business Manager	47,352	58,229	<b>64,699</b>	71,169	73,777	<b>81,974</b>	90,171	86,319	<b>95,910</b>	105,501	114,322
<b>Business Systems Branch</b>												
10740	Business Systems Analyst	43,474	50,164	<b>55,738</b>	61,312	61,200	<b>68,000</b>	74,800	78,336	<b>87,040</b>	95,744	106,100
<b>Human Resources Branch</b>												
11804	HR Specialist	29,357	32,287	<b>35,874</b>	39,461	41,004	<b>45,560</b>	50,116	46,335	<b>51,483</b>	56,631	57,417
11805	HR Consultant	38,164	43,693	<b>48,548</b>	53,403	53,305	<b>59,228</b>	65,151	64,903	<b>72,114</b>	79,325	85,000
11806	HR Manager	43,474	52,968	<b>58,853</b>	64,738	66,793	<b>74,214</b>	81,635	74,741	<b>83,045</b>	91,350	92,000
<b>Legal Branch</b>												
11451	Paralegal	31,697	33,091	<b>36,768</b>	40,445	38,585	<b>42,872</b>	47,159	44,373	<b>49,303</b>	54,233	65,952
<b>Program Management Branch</b>												
10300	University Program Assoc	27,384	29,045	<b>32,272</b>	35,499	34,853	<b>38,726</b>	42,599	40,082	<b>44,535</b>	48,989	50,069
10301	University Program Spec	30,522	34,381	<b>38,201</b>	42,021	46,070	<b>51,189</b>	56,308	55,284	<b>61,427</b>	67,570	71,857
10302	University Program Mgr	43,474	45,378	<b>50,420</b>	55,462	54,000	<b>60,000</b>	66,000	73,440	<b>81,600</b>	89,760	103,929

Class Code	CLASS TITLES	CAREER BANDING RANGES EFFECTIVE NOVEMBER 1, 2008										
		Min	Contributing Range			Journey Range			Advanced Range			Max
			(-10%)	CRR	(+10%)	(-10%)	JMR	(+10%)	(-10%)	ARR	(+10%)	
	<b>Purchasing Branch</b>											
10100	Purchasing Specialist	30,372	40,873	<b>45,414</b>	49,955	54,360	<b>60,400</b>	66,440	61,155	<b>67,950</b>	74,745	75,500
10101	Purchasing Manager	45,387	58,337	<b>64,819</b>	71,301	75,780	<b>84,200</b>	92,620	86,919	<b>96,577</b>	106,235	109,055
	<b>Social Research Branch - 2006</b>											
12415	Social Research Assistant	28,860	30,536	<b>33,929</b>	37,322	35,910	<b>39,900</b>	43,890	42,410	<b>47,122</b>	51,834	56,330
12416	Social Research Specialist	33,594	39,762	<b>44,180</b>	48,598	47,714	<b>53,016</b>	58,318	58,546	<b>65,051</b>	71,556	80,275
	<b>Support Services Branch</b>											
11900	Support Services Assoc	22,067	24,254	<b>26,949</b>	29,644	28,620	<b>31,800</b>	34,980	35,889	<b>39,877</b>	43,865	47,971
11901	Support Services Supvr	26,444	30,353	<b>33,726</b>	37,099	36,879	<b>40,977</b>	45,075	53,843	<b>59,826</b>	65,809	78,700
	<b>ENGINEERING AND ARCHITECTURE JOB FAMILY</b>											
	<b>Engineering Branch</b>											
16100	Architect	40,824	47,269	<b>52,521</b>	57,773	57,796	<b>64,218</b>	70,640	66,550	<b>73,944</b>	81,338	83,669
16103	Engineering Tech	27,384	32,256	<b>35,840</b>	39,424	39,675	<b>44,083</b>	48,491	50,783	<b>56,426</b>	62,069	68,613
16104	Engineer	41,532	46,892	<b>52,102</b>	57,312	56,271	<b>62,523</b>	68,775	77,091	<b>85,657</b>	94,223	108,999
16104	Engineer (Facilities MRR)	41,532	50,751	<b>56,390</b>	62,029	60,901	<b>67,668</b>	74,435	83,435	<b>92,705</b>	101,976	108,999
	<b>INFORMATION AND EDUCATION JOB FAMILY</b>											
	<b>Arts Branch</b>											
13551	Arts Production Specialist	23,761	25,619	<b>28,465</b>	31,312	32,279	<b>35,866</b>	39,453	37,767	<b>41,963</b>	46,159	47,971
	<b>Broadcast and Emerging Media Branch</b>											
13600	Broadcast Media Tech	24,605	25,890	<b>28,767</b>	31,644	29,774	<b>33,082</b>	36,390	34,835	<b>38,706</b>	42,577	44,121
13601	Broadcast Media Spec	26,444	31,965	<b>35,517</b>	39,069	40,276	<b>44,751</b>	49,226	45,914	<b>51,016</b>	56,118	57,321
13602	Broadcast Media Mgr	30,522	35,901	<b>39,890</b>	43,879	44,159	<b>49,065</b>	53,972	52,990	<b>58,878</b>	64,766	68,613
	<b>Instructional and Training Branch</b>											
13401	Training Specialist	32,965	35,795	<b>39,772</b>	43,749	45,102	<b>50,113</b>	55,124	58,181	<b>64,646</b>	71,111	79,500
	<b>Library &amp; Archival Branch</b>											
13100	University Library Tech	24,605	26,850	<b>29,833</b>	32,816	33,830	<b>37,589</b>	41,348	41,273	<b>45,859</b>	50,445	54,000
13101	University Library Spec	29,669	32,145	<b>35,717</b>	39,289	40,181	<b>44,646</b>	49,111	47,012	<b>52,236</b>	57,460	60,000
	<b>Public Information and Public Relations Branch</b>											
13300	Multi-Media Technician	23,761	26,103	<b>29,003</b>	31,903	33,412	<b>37,124</b>	40,836	38,424	<b>42,693</b>	46,962	48,400
13201	Pub Communication Spec	28,402	32,422	<b>36,024</b>	39,626	43,770	<b>48,633</b>	53,496	55,588	<b>61,764</b>	67,940	75,300
13202	Visual Arts Specialist	26,444	29,750	<b>33,055</b>	36,361	39,567	<b>43,963</b>	48,359	47,480	<b>52,756</b>	58,032	62,000
	<b>Student Services Branch</b>											
13150	Student Services Spec	27,384	29,085	<b>32,317</b>	35,549	35,194	<b>39,104</b>	43,014	51,383	<b>57,092</b>	62,801	75,209
	<b>INFORMATION TECHNOLOGY JOB FAMILY</b>											
	<b>IT Applications Branch - 2006</b>											
12233	Bus. & Tech. App. Tech	34,435	36,398	<b>40,442</b>	44,486	44,005	<b>48,894</b>	53,783	56,546	<b>62,829</b>	69,112	76,831
12234	Bus. & Tech. App. Analyst	39,816	48,985	<b>54,428</b>	59,871	62,015	<b>68,906</b>	75,797	74,418	<b>82,687</b>	90,956	98,718
12259	Bus. & Tech. App. Spec	50,000	64,301	<b>71,446</b>	78,591	79,734	<b>88,593</b>	97,452	89,541	<b>99,490</b>	109,439	114,837
12235	IT Mgr - Bus & Tech Appl.	69,010	74,813	<b>83,125</b>	91,438	89,775	<b>99,750</b>	109,725	102,344	<b>113,715</b>	125,087	129,033
	<b>IT Management Branch</b>											
12201	Info Tech. Mgr (Obsolete)	50,470	65,888	<b>73,209</b>	80,530	85,050	<b>94,500</b>	103,950	97,808	<b>108,675</b>	119,543	122,889
12213	Information Tech. Dir	72,100	84,918	<b>94,353</b>	103,788	103,005	<b>114,450</b>	125,895	122,164	<b>135,738</b>	149,312	157,084
	<b>IT Networking Branch</b>											
12210	Networking Tech	29,355	35,492	<b>39,436</b>	43,380	43,514	<b>48,349</b>	53,184	54,741	<b>60,823</b>	66,905	73,336
12211	Networking Analyst	41,614	48,760	<b>54,178</b>	59,596	58,513	<b>65,014</b>	71,515	72,497	<b>80,552</b>	88,607	96,174
12232	Networking Spec	50,000	59,363	<b>65,959</b>	72,555	74,561	<b>82,845</b>	91,130	84,776	<b>94,195</b>	103,615	107,157
12212	IT Manager - Networking	53,560	67,127	<b>74,586</b>	82,045	85,050	<b>94,500</b>	103,950	97,808	<b>108,675</b>	119,543	124,598
	<b>IT Operations &amp; Systems Branch</b>											
12205	Ops & Systems Tech	26,500	31,112	<b>34,569</b>	38,026	37,895	<b>42,105</b>	46,316	48,846	<b>54,273</b>	59,700	66,464
12207	Ops & Systems Analyst	41,100	45,819	<b>50,910</b>	56,001	54,617	<b>60,685</b>	66,754	66,632	<b>74,036</b>	81,440	87,428
12208	Ops & Systems Spec	52,000	60,924	<b>67,693</b>	74,462	75,789	<b>84,210</b>	92,631	89,431	<b>99,368</b>	109,305	117,406
12209	IT Manager - Operations	50,470	53,617	<b>59,574</b>	65,531	63,000	<b>70,000</b>	77,000	81,900	<b>91,000</b>	100,100	112,203
12204	IT Manager - Systems	69,010	74,813	<b>83,125</b>	91,438	89,775	<b>99,750</b>	109,725	101,894	<b>113,216</b>	124,538	129,033
	<b>IT Technology Support Branch</b>											
12247	Tech. Support Tech	24,380	30,686	<b>34,095</b>	37,505	38,357	<b>42,619</b>	46,881	47,065	<b>52,294</b>	57,523	61,979

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12249	Tech. Support Analyst	31,100	38,422	42,691	46,960	48,834	54,260	59,686	56,159	62,399	68,639	72,665
12264	Tech. Support Specialist	41,100	46,590	51,767	56,944	56,700	63,000	69,300	65,489	72,765	80,042	89,682
12250	IT Manager - Tech Support	50,470	56,298	62,553	68,808	66,150	73,500	80,850	82,026	91,140	100,254	112,140
<b>INSTITUTIONAL SERVICES JOB FAMILY</b>												
<b>Building Environmental Services Branch</b>												
16785	Bldg Environmental Tech	22,067	21,344	23,715	26,087	23,264	25,849	28,434	25,591	28,434	31,277	35,980
16786	Bldg Environmental Supvr	27,380	28,194	31,327	34,460	31,719	35,243	38,767	39,649	44,054	48,459	56,545
16787	Bldg Environmental Mgr	31,487	34,477	38,308	42,139	39,649	44,054	48,459	48,767	54,186	59,605	79,367
<b>LAW ENFORCEMENT AND PUBLIC SAFETY JOB FAMILY</b>												
<b>Law Enforcement Support Branch</b>												
15827	Public Safety Telecommunic	22,200	22,641	25,157	27,673	25,290	28,100	30,910	31,916	35,462	39,008	42,837
15828	Property Security Officer	22,067	23,243	25,826	28,409	26,730	29,700	32,670	34,936	38,818	42,700	47,971
15829	Property Security Supvr	26,444	27,275	30,306	33,337	30,740	34,155	37,571	49,183	54,648	60,113	75,209
<b>Public Safety Branch</b>												
15830	Public Safety Officer	29,148	29,760	33,067	36,374	33,332	37,035	40,739	39,331	43,701	48,071	55,636
15836	Public Safety Supvr	37,454	41,352	45,947	50,542	46,315	51,461	56,607	54,652	60,724	66,796	75,550
15838	Public Safety Director	45,694	47,198	52,442	57,686	52,862	58,735	64,609	62,376	69,307	76,238	85,624
<b>MEDICAL AND HEALTH JOB FAMILY</b>												
<b>Medical and Health Program Consulting Branch</b>												
14800	Medical & Health Prog Con	28,400	27,991	31,101	34,211	30,510	33,900	37,290	39,968	44,409	48,850	54,600
<b>Medical Laboratory Branch</b>												
14601	Medical Lab Technologist	36,200	39,308	43,675	48,043	45,990	51,100	56,210	55,648	61,831	68,014	72,100
<b>Nursing Branch</b>												
14100	Licensed Practical Nurse	24,600	27,771	30,857	33,943	33,325	37,028	40,731	39,324	43,693	48,062	50,100
14101	Professional Nurse	37,700	41,797	46,441	51,085	49,320	54,800	60,280	60,664	67,404	74,144	80,000
14103	Nurse Practitioner	54,200	62,290	69,211	76,132	75,371	83,745	92,120	86,676	96,307	105,938	109,000
<b>Nutrition Branch</b>												
14401	Nutrition Specialist	34,300	36,518	40,575	44,633	42,360	47,067	51,774	55,068	61,187	67,306	75,500
<b>Pharmacy Branch</b>												
14150	Pharmacy Technician	22,100	24,483	27,203	29,923	28,890	32,100	35,310	38,713	43,014	47,315	54,100
14151	Pharmacist	43,500	64,787	71,986	79,185	90,054	100,060	110,066	100,860	112,067	123,274	125,000
<b>Physician Assistant Branch</b>												
14300	Physician Assistant	57,800	62,531	69,479	76,427	73,162	81,291	89,420	85,599	95,110	104,621	109,000
<b>ENVIRONMENT, NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY</b>												
<b>University Environment, Health and Safety Branch</b>												
12517	Env, Health and Safety Tech	24,605	28,904	32,115	35,327	35,551	39,501	43,451	42,661	47,401	52,141	55,268
12518	Env, Health and Safety Prof	31,696	39,960	44,400	48,840	51,548	57,276	63,004	64,951	72,168	79,385	86,861
12519	Env, Health and Safety Mgr	37,074	47,155	52,394	57,633	61,301	68,112	74,923	77,852	86,502	95,152	104,233
<b>Environmental Spec Branch</b>												
12521	Environmental Spec	28,402	33,936	37,707	41,478	42,421	47,134	51,847	48,360	53,733	59,106	59,982
<b>Research Branch</b>												
12501	Research Technician	22,915	27,117	30,130	33,143	31,185	34,650	38,115	38,982	43,313	47,644	58,881
12502	Research Specialist	34,944	38,112	42,347	46,582	43,829	48,699	53,569	54,787	60,874	66,961	78,578
12503	Research Operations Mgr	41,583	43,829	48,699	53,569	50,404	56,004	61,604	63,005	70,005	77,006	90,303
<b>Underwater Research Branch</b>												
12524	Scientific Diving Spec	31,777	33,789	37,543	41,297	38,857	43,174	47,491	45,074	50,082	55,090	57,321
12523	Research Vessel Captain	30,522	36,663	40,737	44,811	45,829	50,921	56,013	52,245	58,050	63,855	65,155
<b>OPERATIONS AND TRADES JOB FAMILY</b>												
<b>Electronics Branch</b>												
17500	Electronics Specialist	30,522	33,310	37,011	40,712	38,973	43,303	47,633	50,275	55,861	61,447	68,613

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	<b>Printing Services Branch</b>											
17100	Printing Services Tech	22,067	23,088	<b>25,653</b>	28,218	27,243	<b>30,270</b>	33,297	35,143	<b>39,048</b>	42,953	47,971
17101	Printing Services Supvr	26,444	29,698	<b>32,998</b>	36,298	39,202	<b>43,558</b>	47,914	49,003	<b>54,448</b>	59,893	65,566
	<b>Specialty Trades Branch</b>											
17600	Specialty Trades Tech	27,310	33,428	<b>37,142</b>	40,856	42,119	<b>46,799</b>	51,479	53,492	<b>59,435</b>	65,379	71,857
	<b>Vehicle Equipment Operation Branch</b>											
17313	Vehicle/Equip. Repair Tech	23,338	27,405	<b>30,450</b>	33,495	33,791	<b>37,545</b>	41,300	38,859	<b>43,177</b>	47,495	54,339
17318	Vehicle/Equip. Repair Supvr	29,502	34,329	<b>38,143</b>	41,957	42,053	<b>46,725</b>	51,398	52,734	<b>58,593</b>	64,452	70,500
	<b>Facility Maintenance Branch</b>											
17422	Fac Maint Tech -Bldg Trds	23,338	26,541	<b>29,490</b>	32,439	32,036	<b>35,595</b>	39,155	39,275	<b>43,639</b>	48,003	51,755
17423	Fac Maint Tech-Mech. Trds	23,338	28,959	<b>32,177</b>	35,395	36,894	<b>40,993</b>	45,092	44,936	<b>49,929</b>	54,922	58,896
17421	Fac Maintenance Supvr	30,538	36,616	<b>40,684</b>	44,752	45,697	<b>50,774</b>	55,851	58,446	<b>64,940</b>	71,434	79,106
UNCW Career Bands Approved as of 5-1-2008; Rate Changes indicated in red as of 11-1-2008												