

UNC System HR - Initial EHRA Conversion Classification Titles and Salary Ranges for SHRA Exempt Positions

For IT, ABF, and LEO classifications, refer to the crosswalks established for those positions

All newly converted SHRA exempt positions will have the IRIT (IRPS) subcategory code of 21 ("Grandfathered") assigned initially - new designations will be applied with the subsequent EHRA classification system redesign

PMIS CODE	CAREER BANDING CLASSIFICATION REFERENCE GROUP	CAREER BANDING CLASSIFICATION/COMPENTENCY LEVEL	IRIT SUBCAT	EHRA IRIT title	MIN	MID	MAX
ADMINISTRATIVE AND MANAGERIAL JOB FAMILY							
10753	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Accounting Director (Contributing)	21	Accounting Director I	\$ 63,734	\$ 92,637	\$ 115,805
10753	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Accounting Director (Journey)	21	Accounting Director II	\$ 92,637	\$ 115,806	\$ 126,946
10753	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Accounting Director (Advanced)	21	Accounting Director III	\$ 115,806	\$ 126,947	\$ 139,428
10750	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Accounting Technician (Contributing)	21	Accounting Technician I	\$ 31,200	\$ 35,738	\$ 42,558
10750	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Accounting Technician (Journey)	21	Accounting Technician II	\$ 35,738	\$ 42,559	\$ 50,765
10750	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Accounting Technician (Advanced)	21	Accounting Technician III	\$ 42,559	\$ 50,766	\$ 59,049
10421	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Administrative Support Associate (Contributing)	21	Administrative Support Associate I	\$ 31,200	\$ 31,200	\$ 36,176
10421	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Administrative Support Associate (Journey)	21	Administrative Support Associate II	\$ 31,200	\$ 36,177	\$ 40,943
10421	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Administrative Support Associate (Advanced)	21	Administrative Support Associate III	\$ 36,177	\$ 40,944	\$ 50,656
10422	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Administrative Support Specialist (Contributing)	21	Administrative Support Specialist I	\$ 31,200	\$ 33,800	\$ 40,133
10422	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Administrative Support Specialist (Journey)	21	Administrative Support Specialist II	\$ 33,800	\$ 40,134	\$ 45,833
10422	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Administrative Support Specialist (Advanced)	21	Administrative Support Specialist III	\$ 40,134	\$ 45,834	\$ 53,083
10434	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Administrative Support Supervisor (Contributing)	21	Administrative Support Supervisor I	\$ 31,200	\$ 37,521	\$ 45,836
10434	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Administrative Support Supervisor (Journey)	21	Administrative Support Supervisor II	\$ 37,521	\$ 45,837	\$ 51,037
10434	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Administrative Support Supervisor (Advanced)	21	Administrative Support Supervisor III	\$ 45,837	\$ 51,038	\$ 58,041
10433	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Executive Assistant (Contributing)	21	Executive Assistant I	\$ 31,200	\$ 43,595	\$ 53,836
10433	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Executive Assistant (Journey)	21	Executive Assistant II	\$ 43,595	\$ 53,837	\$ 62,884
10433	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Executive Assistant (Advanced)	21	Executive Assistant III	\$ 53,837	\$ 62,885	\$ 71,976
10739	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Business Services Coordinator (Contributing)	21	Business Services Coordinator I	\$ 31,888	\$ 40,045	\$ 44,783
10739	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Business Services Coordinator (Journey)	21	Business Services Coordinator II	\$ 40,045	\$ 44,784	\$ 51,906
10739	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Business Services Coordinator (Advanced)	21	Business Services Coordinator III	\$ 44,784	\$ 51,907	\$ 59,049
11805	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Human Resources Consultant (Contributing)	21	Human Resources Consultant I	\$ 39,622	\$ 54,892	\$ 66,498
11805	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Human Resources Consultant (Journey)	21	Human Resources Consultant II	\$ 54,892	\$ 66,499	\$ 80,530
11805	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Human Resources Consultant (Advanced)	21	Human Resources Consultant III	\$ 66,499	\$ 80,531	\$ 94,506
11806	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Human Resources Manager (Contributing)	21	Human Resources Manager I	\$ 44,996	\$ 66,090	\$ 82,784
11806	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Human Resources Manager (Journey)	21	Human Resources Manager II	\$ 66,090	\$ 82,785	\$ 92,381
11806	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Human Resources Manager (Advanced)	21	Human Resources Manager III	\$ 82,785	\$ 92,382	\$ 102,113
11804	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Human Resources Specialist (Contributing)	21	Human Resources Specialist I	\$ 31,200	\$ 41,118	\$ 51,644
11804	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Human Resources Specialist (Journey)	21	Human Resources Specialist II	\$ 41,118	\$ 51,645	\$ 58,081
11804	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Human Resources Specialist (Advanced)	21	Human Resources Specialist III	\$ 51,645	\$ 58,082	\$ 64,530
11453	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Attorney (Contributing)	21	Attorney I	\$ 55,451	\$ 76,133	\$ 93,745
11453	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Attorney (Journey)	21	Attorney II	\$ 76,133	\$ 93,746	\$ 117,748
11453	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Attorney (Advanced)	21	Attorney III	\$ 93,746	\$ 117,749	\$ 157,118
11454	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Attorney Supervisor (Contributing)	21	Attorney Supervisor I	\$ 77,231	\$ 101,945	\$ 118,414
11454	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Attorney Supervisor (Journey)	21	Attorney Supervisor II	\$ 101,945	\$ 118,415	\$ 145,159
11454	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Attorney Supervisor (Advanced)	21	Attorney Supervisor III	\$ 118,415	\$ 145,160	\$ 180,395
11452	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Legal Specialist (Contributing)	21	Legal Specialist I	\$ 45,842	\$ 59,965	\$ 71,186
11452	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Legal Specialist (Journey)	21	Legal Specialist II	\$ 59,965	\$ 71,187	\$ 84,362
11452	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Legal Specialist (Advanced)	21	Legal Specialist III	\$ 71,187	\$ 84,363	\$ 107,498
11451	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Paralegal (Contributing)	21	Paralegal I	\$ 33,078	\$ 42,089	\$ 48,722

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11451	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Paralegal (Journey)	21	Paralegal II	\$ 42,089	\$ 48,723	\$ 55,712
11451	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Paralegal (Advanced)	21	Paralegal III	\$ 48,723	\$ 55,713	\$ 73,806
11456	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Paralegal Administrator (Contributing)	21	Paralegal Administrator I	\$ 36,286	\$ 45,936	\$ 53,381
11456	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Paralegal Administrator (Journey)	21	Paralegal Administrator II	\$ 45,936	\$ 53,382	\$ 63,631
11456	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Paralegal Administrator (Advanced)	21	Paralegal Administrator III	\$ 53,382	\$ 63,632	\$ 80,972
10200	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Planner (Contributing)	21	Planner I	\$ 38,519	\$ 55,818	\$ 69,183
10200	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Planner (Journey)	21	Planner II	\$ 55,818	\$ 69,184	\$ 72,939
10200	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Planner (Advanced)	21	Planner III	\$ 69,184	\$ 72,940	\$ 80,223
10300	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	University Program Associate (Contributing)	21	University Program Associate I	\$ 31,200	\$ 37,203	\$ 44,217
10300	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	University Program Associate (Journey)	21	University Program Associate II	\$ 37,203	\$ 44,218	\$ 50,529
10300	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	University Program Associate (Advanced)	21	University Program Associate III	\$ 44,218	\$ 50,530	\$ 56,545
10302	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	University Program Manager (Contributing)	21	University Program Manager I	\$ 44,996	\$ 56,926	\$ 67,336
10302	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	University Program Manager (Journey)	21	University Program Manager II	\$ 56,926	\$ 67,337	\$ 90,810
10302	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	University Program Manager (Advanced)	21	University Program Manager III	\$ 67,337	\$ 90,811	\$ 115,077
10301	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	University Program Specialist (Contributing)	21	University Program Specialist I	\$ 31,888	\$ 43,647	\$ 57,761
10301	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	University Program Specialist (Journey)	21	University Program Specialist II	\$ 43,647	\$ 57,762	\$ 68,887
10301	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	University Program Specialist (Advanced)	21	University Program Specialist III	\$ 57,762	\$ 68,888	\$ 80,223
12415	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Social/clinical Research Assistant (Contributing)	21	Social/clinical Research Assistant I	\$ 31,200	\$ 39,004	\$ 45,493
12415	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Social/clinical Research Assistant (Journey)	21	Social/clinical Research Assistant II	\$ 39,004	\$ 45,494	\$ 53,341
12415	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Social/clinical Research Assistant (Advanced)	21	Social/clinical Research Assistant III	\$ 45,494	\$ 53,342	\$ 63,349
12468	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Social/clinical Research Manager (Contributing)	21	Social/clinical Research Manager I	\$ 44,347	\$ 59,996	\$ 72,436
12468	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Social/clinical Research Manager (Journey)	21	Social/clinical Research Manager II	\$ 59,996	\$ 72,437	\$ 91,982
12468	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Social/clinical Research Manager (Advanced)	21	Social/clinical Research Manager III	\$ 72,437	\$ 91,983	\$ 112,836
12416	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Social/clinical Research Specialist (Contributing)	21	Social/clinical Research Specialist I	\$ 34,997	\$ 50,145	\$ 59,746
12416	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Social/clinical Research Specialist (Journey)	21	Social/clinical Research Specialist II	\$ 50,145	\$ 59,747	\$ 72,826
12416	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Social/clinical Research Specialist (Advanced)	21	Social/clinical Research Specialist III	\$ 59,747	\$ 72,827	\$ 89,371
11900	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Support Services Associate (Contributing)	21	Support Services Associate I	\$ 31,200	\$ 31,418	\$ 36,690
11900	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Support Services Associate (Journey)	21	Support Services Associate II	\$ 31,418	\$ 36,691	\$ 45,468
11900	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Support Services Associate (Advanced)	21	Support Services Associate III	\$ 36,691	\$ 45,469	\$ 54,265
11901	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Support Services Supervisor (Contributing)	21	Support Services Supervisor I	\$ 31,200	\$ 38,784	\$ 46,663
11901	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Support Services Supervisor (Journey)	21	Support Services Supervisor II	\$ 38,784	\$ 46,664	\$ 67,147
11901	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Support Services Supervisor (Advanced)	21	Support Services Supervisor III	\$ 46,664	\$ 67,148	\$ 87,659
11902	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Translator (Contributing)	21	Translator I	\$ 31,200	\$ 35,390	\$ 40,711
11902	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Translator (Journey)	21	Translator II	\$ 35,390	\$ 40,712	\$ 49,970
11902	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Translator (Advanced)	21	Translator III	\$ 40,712	\$ 49,971	\$ 59,078
10741	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Business Systems Manager (Contributing)	21	Business Systems Manager I	\$ 58,391	\$ 80,306	\$ 96,722
10741	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Business Systems Manager (Journey)	21	Business Systems Manager II	\$ 80,306	\$ 96,723	\$ 112,803
10741	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Business Systems Manager (Advanced)	21	Business Systems Manager III	\$ 96,723	\$ 112,804	\$ 128,968
10101	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Purchasing Manager (Contributing)	21	Purchasing Manager I	\$ 46,932	\$ 72,575	\$ 93,635
10101	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Purchasing Manager (Journey)	21	Purchasing Manager II	\$ 72,575	\$ 93,636	\$ 107,087
10101	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Purchasing Manager (Advanced)	21	Purchasing Manager III	\$ 93,636	\$ 107,088	\$ 120,648

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10100	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Purchasing Specialist (Contributing)	21	Purchasing Specialist I	\$ 31,736	\$ 51,486	\$ 67,771
10100	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Purchasing Specialist (Journey)	21	Purchasing Specialist II	\$ 51,486	\$ 67,772	\$ 75,976
10100	ADMINISTRATIVE AND MANAGERIAL JOB FAMILY	Purchasing Specialist (Advanced)	21	Purchasing Specialist III	\$ 67,772	\$ 75,977	\$ 84,182
ENGINEERING AND ARCHITECTURE JOB FAMILY							
16100	ENGINEERING AND ARCHITECTURE JOB FAMILY	Architect (Contributing)	21	Architect I	\$ 42,314	\$ 59,209	\$ 71,921
16100	ENGINEERING AND ARCHITECTURE JOB FAMILY	Architect (Journey)	21	Architect II	\$ 59,209	\$ 71,922	\$ 82,490
16100	ENGINEERING AND ARCHITECTURE JOB FAMILY	Architect (Advanced)	21	Architect III	\$ 71,922	\$ 82,491	\$ 93,060
16110	ENGINEERING AND ARCHITECTURE JOB FAMILY	Landscape Architect (Contributing)	21	Landscape Architect I	\$ 42,314	\$ 54,541	\$ 62,402
16110	ENGINEERING AND ARCHITECTURE JOB FAMILY	Landscape Architect (Journey)	21	Landscape Architect II	\$ 54,541	\$ 62,403	\$ 75,057
16110	ENGINEERING AND ARCHITECTURE JOB FAMILY	Landscape Architect (Advanced)	21	Landscape Architect III	\$ 62,403	\$ 75,058	\$ 87,625
16104	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineer (Contributing)	21	Engineer I	\$ 43,030	\$ 58,755	\$ 70,078
16104	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineer (Journey)	21	Engineer II	\$ 58,755	\$ 70,079	\$ 95,219
16104	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineer (Advanced)	21	Engineer III	\$ 70,079	\$ 95,220	\$ 120,587
16104	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineer (Facilities MRR) (Contributing)	21	Engineer (Facilities MRR) I	\$ 43,030	\$ 63,414	\$ 75,669
16104	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineer (Facilities MRR) (Journey)	21	Engineer (Facilities MRR) II	\$ 63,414	\$ 75,670	\$ 102,878
16104	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineer (Facilities MRR) (Advanced)	21	Engineer (Facilities MRR) III	\$ 75,670	\$ 102,879	\$ 120,587
16102	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineering Assistant (Contributing)	21	Engineering Assistant I	\$ 31,200	\$ 31,948	\$ 37,614
16102	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineering Assistant (Journey)	21	Engineering Assistant II	\$ 31,948	\$ 37,615	\$ 41,872
16102	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineering Assistant (Advanced)	21	Engineering Assistant III	\$ 37,615	\$ 41,873	\$ 46,469
16107	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineering Director (Contributing)	21	Engineering Director I	\$ 75,202	\$ 127,361	\$ 133,622
16107	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineering Director (Journey)	21	Engineering Director II	\$ 127,361	\$ 133,623	\$ 154,660
16107	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineering Director (Advanced)	21	Engineering Director III	\$ 133,623	\$ 154,661	\$ 175,111
16106	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineering/Architectural Manager (Contributing)	21	Engineering/Architectural Manager I	\$ 63,734	\$ 101,747	\$ 111,707
16106	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineering/Architectural Manager (Journey)	21	Engineering/Architectural Manager II	\$ 101,747	\$ 111,708	\$ 122,665
16106	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineering/Architectural Manager (Advanced)	21	Engineering/Architectural Manager III	\$ 111,708	\$ 122,666	\$ 135,573
16105	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineering/Architectural Supervisor (Contributing)	21	Engineering/Architectural Supervisor I	\$ 46,932	\$ 78,459	\$ 89,907
16105	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineering/Architectural Supervisor (Journey)	21	Engineering/Architectural Supervisor II	\$ 78,459	\$ 89,908	\$ 98,685
16105	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineering/Architectural Supervisor (Advanced)	21	Engineering/Architectural Supervisor III	\$ 89,908	\$ 98,686	\$ 126,510
16105	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineering/Architectural Supervisor (Facilities MRR) (Contributing)	21	Engineering/Architectural Supervisor (Facilities MRR) I	\$ 46,932	\$ 83,961	\$ 96,233
16105	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineering/Architectural Supervisor (Facilities MRR) (Journey)	21	Engineering/Architectural Supervisor (Facilities MRR) II	\$ 83,961	\$ 96,234	\$ 105,643
16105	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineering/Architectural Supervisor (Facilities MRR) (Advanced)	21	Engineering/Architectural Supervisor (Facilities MRR) III	\$ 96,234	\$ 105,644	\$ 126,510
16103	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineering/Architectural Technician (Contributing)	21	Engineering/Architectural Technician I	\$ 31,200	\$ 41,081	\$ 50,038
16103	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineering/Architectural Technician (Journey)	21	Engineering/Architectural Technician II	\$ 41,081	\$ 50,039	\$ 63,452
16103	ENGINEERING AND ARCHITECTURE JOB FAMILY	Engineering/Architectural Technician (Advanced)	21	Engineering/Architectural Technician III	\$ 50,039	\$ 63,453	\$ 76,697
16108	ENGINEERING AND ARCHITECTURE JOB FAMILY	Facility Planner (Contributing)	21	Facility Planner I	\$ 35,648	\$ 51,980	\$ 64,940
16108	ENGINEERING AND ARCHITECTURE JOB FAMILY	Facility Planner (Journey)	21	Facility Planner II	\$ 51,980	\$ 64,941	\$ 74,990
16108	ENGINEERING AND ARCHITECTURE JOB FAMILY	Facility Planner (Advanced)	21	Facility Planner III	\$ 64,941	\$ 74,991	\$ 84,588
16109	ENGINEERING AND ARCHITECTURE JOB FAMILY	Geologist/Hydrogeologist (Contributing)	21	Geologist/Hydrogeologist I	\$ 38,519	\$ 46,934	\$ 51,413
16109	ENGINEERING AND ARCHITECTURE JOB FAMILY	Geologist/Hydrogeologist (Journey)	21	Geologist/Hydrogeologist II	\$ 46,934	\$ 51,414	\$ 71,619
16109	ENGINEERING AND ARCHITECTURE JOB FAMILY	Geologist/Hydrogeologist (Advanced)	21	Geologist/Hydrogeologist III	\$ 51,414	\$ 71,620	\$ 91,707
HUMAN SERVICES JOB FAMILY							

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19100	HUMAN SERVICES JOB FAMILY	Human Services Program Consultant (Contributing)	21	Human Services Program Consultant I	\$ 38,545	\$ 49,193	\$ 56,252
19100	HUMAN SERVICES JOB FAMILY	Human Services Program Consultant (Journey)	21	Human Services Program Consultant II	\$ 49,193	\$ 56,253	\$ 64,910
19100	HUMAN SERVICES JOB FAMILY	Human Services Program Consultant (Advanced)	21	Human Services Program Consultant III	\$ 56,253	\$ 64,911	\$ 73,423
19500	HUMAN SERVICES JOB FAMILY	Human Services Program Support Tech (Contributing)	21	Human Services Program Support Tech I	\$ 31,200	\$ 31,200	\$ 35,277
19500	HUMAN SERVICES JOB FAMILY	Human Services Program Support Tech (Journey)	21	Human Services Program Support Tech II	\$ 31,200	\$ 35,278	\$ 38,260
19500	HUMAN SERVICES JOB FAMILY	Human Services Program Support Tech (Advanced)	21	Human Services Program Support Tech III	\$ 35,278	\$ 38,261	\$ 41,866
19202	HUMAN SERVICES JOB FAMILY	Human Services Manager (Contributing)	21	Human Services Manager I	\$ 43,200	\$ 57,840	\$ 68,423
19202	HUMAN SERVICES JOB FAMILY	Human Services Manager (Journey)	21	Human Services Manager II	\$ 57,840	\$ 68,424	\$ 78,367
19202	HUMAN SERVICES JOB FAMILY	Human Services Manager (Advanced)	21	Human Services Manager III	\$ 68,424	\$ 78,368	\$ 86,645
19200	HUMAN SERVICES JOB FAMILY	Human Services Practitioner (Contributing)	21	Human Services Practitioner I	\$ 31,200	\$ 37,523	\$ 42,124
19200	HUMAN SERVICES JOB FAMILY	Human Services Practitioner (Journey)	21	Human Services Practitioner II	\$ 37,523	\$ 42,125	\$ 56,121
19200	HUMAN SERVICES JOB FAMILY	Human Services Practitioner (Advanced)	21	Human Services Practitioner III	\$ 42,125	\$ 56,122	\$ 70,271
19201	HUMAN SERVICES JOB FAMILY	Human Services Supervisor (Contributing)	21	Human Services Supervisor I	\$ 35,610	\$ 47,794	\$ 56,469
19201	HUMAN SERVICES JOB FAMILY	Human Services Supervisor (Journey)	21	Human Services Supervisor II	\$ 47,794	\$ 56,470	\$ 65,163
19201	HUMAN SERVICES JOB FAMILY	Human Services Supervisor (Advanced)	21	Human Services Supervisor III	\$ 56,470	\$ 65,164	\$ 73,007
19300	HUMAN SERVICES JOB FAMILY	Psychology Associate (Contributing)	21	Psychology Associate I	\$ 43,200	\$ 55,039	\$ 62,446
19300	HUMAN SERVICES JOB FAMILY	Psychology Associate (Journey)	21	Psychology Associate II	\$ 55,039	\$ 62,447	\$ 69,684
19300	HUMAN SERVICES JOB FAMILY	Psychology Associate (Advanced)	21	Psychology Associate III	\$ 62,447	\$ 69,685	\$ 76,683
19400	HUMAN SERVICES JOB FAMILY	Social Work Practitioner (Contributing)	21	Social Work Practitioner I	\$ 31,200	\$ 43,963	\$ 54,839
19400	HUMAN SERVICES JOB FAMILY	Social Work Practitioner (Journey)	21	Social Work Practitioner II	\$ 43,963	\$ 54,840	\$ 67,489
19400	HUMAN SERVICES JOB FAMILY	Social Work Practitioner (Advanced)	21	Social Work Practitioner III	\$ 54,840	\$ 67,490	\$ 80,270
19401	HUMAN SERVICES JOB FAMILY	Social Work Supervisor (Contributing)	21	Social Work Supervisor I	\$ 38,545	\$ 54,892	\$ 67,553
19401	HUMAN SERVICES JOB FAMILY	Social Work Supervisor (Journey)	21	Social Work Supervisor II	\$ 54,892	\$ 67,554	\$ 75,404
19401	HUMAN SERVICES JOB FAMILY	Social Work Supervisor (Advanced)	21	Social Work Supervisor III	\$ 67,554	\$ 75,405	\$ 83,856
INFORMATION AND EDUCATION JOB FAMILY							
13400	INFORMATION AND EDUCATION JOB FAMILY	Educational Consultant (Contributing)	21	Educational Consultant I	\$ 35,648	\$ 47,681	\$ 59,979
13400	INFORMATION AND EDUCATION JOB FAMILY	Educational Consultant (Journey)	21	Educational Consultant II	\$ 47,681	\$ 59,980	\$ 80,226
13400	INFORMATION AND EDUCATION JOB FAMILY	Educational Consultant (Advanced)	21	Educational Consultant III	\$ 59,980	\$ 80,227	\$ 100,700
13401	INFORMATION AND EDUCATION JOB FAMILY	Training Specialist (Contributing)	21	Training Specialist I	\$ 34,361	\$ 45,354	\$ 56,591
13401	INFORMATION AND EDUCATION JOB FAMILY	Training Specialist (Journey)	21	Training Specialist II	\$ 45,354	\$ 56,592	\$ 72,386
13401	INFORMATION AND EDUCATION JOB FAMILY	Training Specialist (Advanced)	21	Training Specialist III	\$ 56,592	\$ 72,387	\$ 88,529
13109	INFORMATION AND EDUCATION JOB FAMILY	Archives & Records Manager (Contributing)	21	Archives & Records Manager I	\$ 38,519	\$ 53,288	\$ 72,215
13109	INFORMATION AND EDUCATION JOB FAMILY	Archives & Records Manager (Journey)	21	Archives & Records Manager II	\$ 53,288	\$ 72,216	\$ 84,128
13109	INFORMATION AND EDUCATION JOB FAMILY	Archives & Records Manager (Advanced)	21	Archives & Records Manager III	\$ 72,216	\$ 84,129	\$ 95,963
13108	INFORMATION AND EDUCATION JOB FAMILY	Archives & Records Professional (Contributing)	21	Archives & Records Professional I	\$ 31,200	\$ 42,363	\$ 56,041
13108	INFORMATION AND EDUCATION JOB FAMILY	Archives & Records Professional (Journey)	21	Archives & Records Professional II	\$ 42,363	\$ 56,042	\$ 63,050
13108	INFORMATION AND EDUCATION JOB FAMILY	Archives & Records Professional (Advanced)	21	Archives & Records Professional III	\$ 56,042	\$ 63,051	\$ 70,279
13106	INFORMATION AND EDUCATION JOB FAMILY	Library Manager (Contributing)	21	Library Manager I	\$ 51,187	\$ 68,992	\$ 90,387
13106	INFORMATION AND EDUCATION JOB FAMILY	Library Manager (Journey)	21	Library Manager II	\$ 68,992	\$ 90,388	\$ 99,212
13106	INFORMATION AND EDUCATION JOB FAMILY	Library Manager (Advanced)	21	Library Manager III	\$ 90,388	\$ 99,213	\$ 108,634
13104	INFORMATION AND EDUCATION JOB FAMILY	Library Professional (Contributing)	21	Library Professional I	\$ 34,361	\$ 45,261	\$ 56,041

UNC System HR - Initial EHRA Conversion Classification Titles and Salary Ranges for SHRA Exempt Positions

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PMIS CODE	CAREER BANDING CLASSIFICATION REFERENCE GROUP	CAREER BANDING CLASSIFICATION/COMPENTENCY LEVEL	IRIT SUBCAT	EHRA IRIT title	MIN	MID	MAX
13104	INFORMATION AND EDUCATION JOB FAMILY	Library Professional (Journey)	21	Library Professional II	\$ 45,261	\$ 56,042	\$ 71,676
13104	INFORMATION AND EDUCATION JOB FAMILY	Library Professional (Advanced)	21	Library Professional III	\$ 56,042	\$ 71,677	\$ 87,699
13105	INFORMATION AND EDUCATION JOB FAMILY	Library Supervisor (Contributing)	21	Library Supervisor I	\$ 41,149	\$ 55,620	\$ 72,736
13105	INFORMATION AND EDUCATION JOB FAMILY	Library Supervisor (Journey)	21	Library Supervisor II	\$ 55,620	\$ 72,737	\$ 84,032
13105	INFORMATION AND EDUCATION JOB FAMILY	Library Supervisor (Advanced)	21	Library Supervisor III	\$ 72,737	\$ 84,033	\$ 95,963
13103	INFORMATION AND EDUCATION JOB FAMILY	Library Technician (Contributing)	21	Library Technician I	\$ 31,200	\$ 34,553	\$ 42,981
13103	INFORMATION AND EDUCATION JOB FAMILY	Library Technician (Journey)	21	Library Technician II	\$ 34,553	\$ 42,982	\$ 51,968
13103	INFORMATION AND EDUCATION JOB FAMILY	Library Technician (Advanced)	21	Library Technician III	\$ 42,982	\$ 51,969	\$ 60,817
13102	INFORMATION AND EDUCATION JOB FAMILY	University Librarian (Contributing)	21	University Librarian I	\$ 34,361	\$ 45,261	\$ 56,041
13102	INFORMATION AND EDUCATION JOB FAMILY	University Librarian (Journey)	21	University Librarian II	\$ 45,261	\$ 56,042	\$ 65,206
13102	INFORMATION AND EDUCATION JOB FAMILY	University Librarian (Advanced)	21	University Librarian III	\$ 56,042	\$ 65,207	\$ 73,858
13101	INFORMATION AND EDUCATION JOB FAMILY	University Library Specialist (Contributing)	21	University Library Specialist I	\$ 31,200	\$ 40,948	\$ 50,650
13101	INFORMATION AND EDUCATION JOB FAMILY	University Library Specialist (Journey)	21	University Library Specialist II	\$ 40,948	\$ 50,651	\$ 58,899
13101	INFORMATION AND EDUCATION JOB FAMILY	University Library Specialist (Advanced)	21	University Library Specialist III	\$ 50,651	\$ 58,900	\$ 67,337
13100	INFORMATION AND EDUCATION JOB FAMILY	University Library Technician (Contributing)	21	University Library Technician I	\$ 31,200	\$ 34,553	\$ 42,981
13100	INFORMATION AND EDUCATION JOB FAMILY	University Library Technician (Journey)	21	University Library Technician II	\$ 34,553	\$ 42,982	\$ 51,968
13100	INFORMATION AND EDUCATION JOB FAMILY	University Library Technician (Advanced)	21	University Library Technician III	\$ 42,982	\$ 51,969	\$ 60,817
13605	INFORMATION AND EDUCATION JOB FAMILY	Broadcast & Emerging Media Eng Mgr (Contributing)	21	Broadcast & Emerging Media Eng Mgr I	\$ 40,012	\$ 53,683	\$ 62,962
13605	INFORMATION AND EDUCATION JOB FAMILY	Broadcast & Emerging Media Eng Mgr (Journey)	21	Broadcast & Emerging Media Eng Mgr II	\$ 53,683	\$ 62,963	\$ 86,686
13605	INFORMATION AND EDUCATION JOB FAMILY	Broadcast & Emerging Media Eng Mgr (Advanced)	21	Broadcast & Emerging Media Eng Mgr III	\$ 62,963	\$ 86,687	\$ 110,317
13604	INFORMATION AND EDUCATION JOB FAMILY	Broadcast & Emerging Media Eng Spec (Contributing)	21	Broadcast & Emerging Media Eng Spec I	\$ 39,228	\$ 50,279	\$ 57,499
13604	INFORMATION AND EDUCATION JOB FAMILY	Broadcast & Emerging Media Eng Spec (Journey)	21	Broadcast & Emerging Media Eng Spec II	\$ 50,279	\$ 57,500	\$ 72,448
13604	INFORMATION AND EDUCATION JOB FAMILY	Broadcast & Emerging Media Eng Spec (Advanced)	21	Broadcast & Emerging Media Eng Spec III	\$ 57,500	\$ 72,449	\$ 87,883
13603	INFORMATION AND EDUCATION JOB FAMILY	Broadcast & Emerging Media Eng Tech (Contributing)	21	Broadcast & Emerging Media Eng Tech I	\$ 31,888	\$ 42,354	\$ 49,191
13603	INFORMATION AND EDUCATION JOB FAMILY	Broadcast & Emerging Media Eng Tech (Journey)	21	Broadcast & Emerging Media Eng Tech II	\$ 42,354	\$ 49,192	\$ 68,485
13603	INFORMATION AND EDUCATION JOB FAMILY	Broadcast & Emerging Media Eng Tech (Advanced)	21	Broadcast & Emerging Media Eng Tech III	\$ 49,192	\$ 68,486	\$ 87,883
13602	INFORMATION AND EDUCATION JOB FAMILY	Broadcast & Emerging Media Manager (Contributing)	21	Broadcast & Emerging Media Manager I	\$ 31,888	\$ 45,483	\$ 55,453
13602	INFORMATION AND EDUCATION JOB FAMILY	Broadcast & Emerging Media Manager (Journey)	21	Broadcast & Emerging Media Manager II	\$ 45,483	\$ 55,454	\$ 66,117
13602	INFORMATION AND EDUCATION JOB FAMILY	Broadcast & Emerging Media Manager (Advanced)	21	Broadcast & Emerging Media Manager III	\$ 55,454	\$ 66,118	\$ 76,697
13601	INFORMATION AND EDUCATION JOB FAMILY	Broadcast & Emerging Media Specialist (Contributing)	21	Broadcast & Emerging Media Specialist I	\$ 31,200	\$ 40,730	\$ 50,764
13601	INFORMATION AND EDUCATION JOB FAMILY	Broadcast & Emerging Media Specialist (Journey)	21	Broadcast & Emerging Media Specialist II	\$ 40,730	\$ 50,765	\$ 57,573
13601	INFORMATION AND EDUCATION JOB FAMILY	Broadcast & Emerging Media Specialist (Advanced)	21	Broadcast & Emerging Media Specialist III	\$ 50,765	\$ 57,574	\$ 64,426
13600	INFORMATION AND EDUCATION JOB FAMILY	Broadcast & Emerging Media Technician (Contributing)	21	Broadcast & Emerging Media Technician I	\$ 31,200	\$ 33,394	\$ 38,083
13600	INFORMATION AND EDUCATION JOB FAMILY	Broadcast & Emerging Media Technician (Journey)	21	Broadcast & Emerging Media Technician II	\$ 33,394	\$ 38,084	\$ 44,194
13600	INFORMATION AND EDUCATION JOB FAMILY	Broadcast & Emerging Media Technician (Advanced)	21	Broadcast & Emerging Media Technician III	\$ 38,084	\$ 44,195	\$ 50,080
13300	INFORMATION AND EDUCATION JOB FAMILY	Multi-Media Technician (Contributing)	21	Multi-Media Technician I	\$ 31,200	\$ 33,651	\$ 42,475
13300	INFORMATION AND EDUCATION JOB FAMILY	Multi-Media Technician (Journey)	21	Multi-Media Technician II	\$ 33,651	\$ 42,476	\$ 48,527
13300	INFORMATION AND EDUCATION JOB FAMILY	Multi-Media Technician (Advanced)	21	Multi-Media Technician III	\$ 42,476	\$ 48,528	\$ 54,731
13703	INFORMATION AND EDUCATION JOB FAMILY	Culture and History Specialist (Contributing)	21	Culture and History Specialist I	\$ 31,888	\$ 42,231	\$ 49,047
13703	INFORMATION AND EDUCATION JOB FAMILY	Culture and History Specialist (Journey)	21	Culture and History Specialist II	\$ 42,231	\$ 49,048	\$ 62,653
13703	INFORMATION AND EDUCATION JOB FAMILY	Culture and History Specialist (Advanced)	21	Culture and History Specialist III	\$ 49,048	\$ 62,654	\$ 76,697

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13702	INFORMATION AND EDUCATION JOB FAMILY	Curatorial Director (Contributing)	21	Curatorial Director I	\$ 36,521	\$ 49,030	\$ 63,098
13702	INFORMATION AND EDUCATION JOB FAMILY	Curatorial Director (Journey)	21	Curatorial Director II	\$ 49,030	\$ 63,099	\$ 77,095
13702	INFORMATION AND EDUCATION JOB FAMILY	Curatorial Director (Advanced)	21	Curatorial Director III	\$ 63,099	\$ 77,096	\$ 77,096
13701	INFORMATION AND EDUCATION JOB FAMILY	Curatorial Specialist (Contributing)	21	Curatorial Specialist I	\$ 31,888	\$ 42,912	\$ 55,146
13701	INFORMATION AND EDUCATION JOB FAMILY	Curatorial Specialist (Journey)	21	Curatorial Specialist II	\$ 42,912	\$ 55,147	\$ 61,508
13701	INFORMATION AND EDUCATION JOB FAMILY	Curatorial Specialist (Advanced)	21	Curatorial Specialist III	\$ 55,147	\$ 61,509	\$ 67,318
13700	INFORMATION AND EDUCATION JOB FAMILY	Curatorial Technician (Contributing)	21	Curatorial Technician I	\$ 31,200	\$ 33,782	\$ 44,542
13700	INFORMATION AND EDUCATION JOB FAMILY	Curatorial Technician (Journey)	21	Curatorial Technician II	\$ 33,782	\$ 44,543	\$ 49,632
13700	INFORMATION AND EDUCATION JOB FAMILY	Curatorial Technician (Advanced)	21	Curatorial Technician III	\$ 44,543	\$ 49,633	\$ 54,265
13201	INFORMATION AND EDUCATION JOB FAMILY	Public Communication Specialist (Contributing)	21	Public Communication Specialist I	\$ 31,200	\$ 41,281	\$ 54,984
13201	INFORMATION AND EDUCATION JOB FAMILY	Public Communication Specialist (Journey)	21	Public Communication Specialist II	\$ 41,281	\$ 54,985	\$ 69,253
13201	INFORMATION AND EDUCATION JOB FAMILY	Public Communication Specialist (Advanced)	21	Public Communication Specialist III	\$ 54,985	\$ 69,254	\$ 83,965
13202	INFORMATION AND EDUCATION JOB FAMILY	Visual Arts Specialist (Contributing)	21	Visual Arts Specialist I	\$ 31,200	\$ 38,055	\$ 49,908
13202	INFORMATION AND EDUCATION JOB FAMILY	Visual Arts Specialist (Journey)	21	Visual Arts Specialist II	\$ 38,055	\$ 49,909	\$ 59,464
13202	INFORMATION AND EDUCATION JOB FAMILY	Visual Arts Specialist (Advanced)	21	Visual Arts Specialist III	\$ 49,909	\$ 59,465	\$ 69,511
13150	INFORMATION AND EDUCATION JOB FAMILY	Student Services Specialist (Contributing)	21	Student Services Specialist I	\$ 31,200	\$ 37,253	\$ 44,627
13150	INFORMATION AND EDUCATION JOB FAMILY	Student Services Specialist (Journey)	21	Student Services Specialist II	\$ 37,253	\$ 44,628	\$ 64,176
13150	INFORMATION AND EDUCATION JOB FAMILY	Student Services Specialist (Advanced)	21	Student Services Specialist III	\$ 44,628	\$ 64,177	\$ 83,866
13551	INFORMATION AND EDUCATION JOB FAMILY	Arts Production Specialist (Contributing)	21	Arts Production Specialist I	\$ 31,200	\$ 33,067	\$ 41,108
13551	INFORMATION AND EDUCATION JOB FAMILY	Arts Production Specialist (Journey)	21	Arts Production Specialist II	\$ 33,067	\$ 41,109	\$ 47,735
13551	INFORMATION AND EDUCATION JOB FAMILY	Arts Production Specialist (Advanced)	21	Arts Production Specialist III	\$ 41,109	\$ 47,736	\$ 54,265
13500	INFORMATION AND EDUCATION JOB FAMILY	Interior Designer (Contributing)	21	Interior Designer I	\$ 41,480	\$ 52,336	\$ 60,870
13500	INFORMATION AND EDUCATION JOB FAMILY	Interior Designer (Journey)	21	Interior Designer II	\$ 52,336	\$ 60,871	\$ 72,618
13500	INFORMATION AND EDUCATION JOB FAMILY	Interior Designer (Advanced)	21	Interior Designer III	\$ 60,871	\$ 72,619	\$ 84,942
13550	INFORMATION AND EDUCATION JOB FAMILY	Performing Artist (Contributing)	21	Performing Artist I	\$ 35,648	\$ 44,914	\$ 52,613
13550	INFORMATION AND EDUCATION JOB FAMILY	Performing Artist (Journey)	21	Performing Artist II	\$ 44,914	\$ 52,614	\$ 59,681
13550	INFORMATION AND EDUCATION JOB FAMILY	Performing Artist (Advanced)	21	Performing Artist III	\$ 52,614	\$ 59,682	\$ 67,229
13800	INFORMATION AND EDUCATION JOB FAMILY	Early Childhood Development Practitioner (Contributing)	21	Early Childhood Development Practitioner I	\$ 31,200	\$ 31,200	\$ 34,734
13800	INFORMATION AND EDUCATION JOB FAMILY	Early Childhood Development Practitioner (Journey)	21	Early Childhood Development Practitioner II	\$ 31,200	\$ 34,735	\$ 44,499
13800	INFORMATION AND EDUCATION JOB FAMILY	Early Childhood Development Practitioner (Advanced)	21	Early Childhood Development Practitioner III	\$ 34,735	\$ 44,500	\$ 54,265
INFORMATION TECHNOLOGY JOB FAMILY							
12213	INFORMATION TECHNOLOGY JOB FAMILY	Information Technology Director (Contributing)	21	Information Technology Director I	\$ 79,073	\$ 106,923	\$ 135,216
12213	INFORMATION TECHNOLOGY JOB FAMILY	Information Technology Director (Journey)	21	Information Technology Director II	\$ 106,923	\$ 135,217	\$ 159,170
12213	INFORMATION TECHNOLOGY JOB FAMILY	Information Technology Director (Advanced)	21	Information Technology Director III	\$ 135,217	\$ 159,171	\$ 184,333
12200	INFORMATION TECHNOLOGY JOB FAMILY	IT Operations Technician (Contributing)	21	IT Operations Technician I	\$ 31,200	\$ 41,155	\$ 51,690
12200	INFORMATION TECHNOLOGY JOB FAMILY	IT Operations Technician (Journey)	21	IT Operations Technician II	\$ 41,155	\$ 51,691	\$ 64,575
12200	INFORMATION TECHNOLOGY JOB FAMILY	IT Operations Technician (Advanced)	21	IT Operations Technician III	\$ 51,691	\$ 64,576	\$ 77,687
12247	INFORMATION TECHNOLOGY JOB FAMILY	Technology Support Technician (Contributing)	21	Technology Support Technician I	\$ 31,200	\$ 40,729	\$ 53,078
12247	INFORMATION TECHNOLOGY JOB FAMILY	Technology Support Technician (Journey)	21	Technology Support Technician II	\$ 40,729	\$ 53,079	\$ 62,249
INSTITUTIONAL SERVICES JOB FAMILY							
16787	INSTITUTIONAL SERVICES JOB FAMILY	Building Environmental Services Manager (Contributing)	21	Building Environmental Services Manager I	\$ 32,865	\$ 51,656	\$ 59,812

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16787	INSTITUTIONAL SERVICES JOB FAMILY	Building Environmental Services Manager (Journey)	21	Building Environmental Services Manager II	\$ 51,656	\$ 59,813	\$ 67,968
16787	INSTITUTIONAL SERVICES JOB FAMILY	Building Environmental Services Manager (Advanced)	21	Building Environmental Services Manager III	\$ 59,813	\$ 67,969	\$ 88,384
16786	INSTITUTIONAL SERVICES JOB FAMILY	Building Environmental Services Supv (Contributing)	21	Building Environmental Services Supv I	\$ 31,200	\$ 42,508	\$ 46,864
16786	INSTITUTIONAL SERVICES JOB FAMILY	Building Environmental Services Supv (Journey)	21	Building Environmental Services Supv II	\$ 42,508	\$ 46,865	\$ 53,254
16786	INSTITUTIONAL SERVICES JOB FAMILY	Building Environmental Services Supv (Advanced)	21	Building Environmental Services Supv III	\$ 46,865	\$ 53,255	\$ 65,760
16785	INSTITUTIONAL SERVICES JOB FAMILY	Building Environmental Services Tech (Contributing)	21	Building Environmental Services Tech I	\$ 31,200	\$ 31,200	\$ 34,970
16785	INSTITUTIONAL SERVICES JOB FAMILY	Building Environmental Services Tech (Journey)	21	Building Environmental Services Tech II	\$ 31,200	\$ 34,971	\$ 39,739
16785	INSTITUTIONAL SERVICES JOB FAMILY	Building Environmental Services Tech (Advanced)	21	Building Environmental Services Tech III	\$ 34,971	\$ 39,740	\$ 44,509
16790	INSTITUTIONAL SERVICES JOB FAMILY	Food Services Manager (Contributing)	21	Food Services Manager I	\$ 31,200	\$ 40,966	\$ 50,285
16790	INSTITUTIONAL SERVICES JOB FAMILY	Food Services Manager (Journey)	21	Food Services Manager II	\$ 40,966	\$ 50,286	\$ 65,213
16790	INSTITUTIONAL SERVICES JOB FAMILY	Food Services Manager (Advanced)	21	Food Services Manager III	\$ 50,286	\$ 65,214	\$ 96,662
16789	INSTITUTIONAL SERVICES JOB FAMILY	Food Services Supervisor (Contributing)	21	Food Services Supervisor I	\$ 31,200	\$ 33,950	\$ 40,599
16789	INSTITUTIONAL SERVICES JOB FAMILY	Food Services Supervisor (Journey)	21	Food Services Supervisor II	\$ 33,950	\$ 40,600	\$ 54,255
16789	INSTITUTIONAL SERVICES JOB FAMILY	Food Services Supervisor (Advanced)	21	Food Services Supervisor III	\$ 40,600	\$ 54,256	\$ 60,557
16788	INSTITUTIONAL SERVICES JOB FAMILY	Food Services Technician (Contributing)	21	Food Services Technician I	\$ 31,200	\$ 31,200	\$ 31,199
16788	INSTITUTIONAL SERVICES JOB FAMILY	Food Services Technician (Journey)	21	Food Services Technician II	\$ 31,200	\$ 31,200	\$ 31,487
16788	INSTITUTIONAL SERVICES JOB FAMILY	Food Services Technician (Advanced)	21	Food Services Technician III	\$ 31,200	\$ 31,488	\$ 38,504
LAW ENFORCEMENT AND PUBLIC SAFETY							
15838	LAW ENFORCEMENT AND PUBLIC SAFETY	Public Safety Director (Contributing)	21	Public Safety Director I	\$ 47,242	\$ 59,123	\$ 65,962
15838	LAW ENFORCEMENT AND PUBLIC SAFETY	Public Safety Director (Journey)	21	Public Safety Director II	\$ 59,123	\$ 65,963	\$ 77,451
15838	LAW ENFORCEMENT AND PUBLIC SAFETY	Public Safety Director (Advanced)	21	Public Safety Director III	\$ 65,963	\$ 77,452	\$ 95,184
15838	LAW ENFORCEMENT AND PUBLIC SAFETY	Public Safety Director Triangle Reference Rates (Contributing)	21	Public Safety Director Triangle Reference Rates I	\$ 47,242	\$ 67,310	\$ 75,130
15838	LAW ENFORCEMENT AND PUBLIC SAFETY	Public Safety Director Triangle Reference Rates (Journey)	21	Public Safety Director Triangle Reference Rates II	\$ 67,310	\$ 75,131	\$ 88,270
15838	LAW ENFORCEMENT AND PUBLIC SAFETY	Public Safety Director Triangle Reference Rates (Advanced)	21	Public Safety Director Triangle Reference Rates III	\$ 75,131	\$ 88,271	\$ 95,184
15828	LAW ENFORCEMENT AND PUBLIC SAFETY	Property Security Officer (Contributing)	21	Property Security Officer I	\$ 31,200	\$ 31,200	\$ 34,407
15828	LAW ENFORCEMENT AND PUBLIC SAFETY	Property Security Officer (Journey)	21	Property Security Officer II	\$ 31,200	\$ 34,408	\$ 44,317
15828	LAW ENFORCEMENT AND PUBLIC SAFETY	Property Security Officer (Advanced)	21	Property Security Officer III	\$ 34,408	\$ 44,318	\$ 54,265
15829	LAW ENFORCEMENT AND PUBLIC SAFETY	Property Security Supervisor (Contributing)	21	Property Security Supervisor I	\$ 31,200	\$ 35,067	\$ 39,249
15829	LAW ENFORCEMENT AND PUBLIC SAFETY	Property Security Supervisor (Journey)	21	Property Security Supervisor II	\$ 35,067	\$ 39,250	\$ 61,520
15829	LAW ENFORCEMENT AND PUBLIC SAFETY	Property Security Supervisor (Advanced)	21	Property Security Supervisor III	\$ 39,250	\$ 61,521	\$ 83,866
15827	LAW ENFORCEMENT AND PUBLIC SAFETY	PUBLIC SAFETY TELECOMMUNICATOR (Contributing)	21	PUBLIC SAFETY TELECOMMUNICATOR I	\$ 31,200	\$ 31,200	\$ 33,585
15827	LAW ENFORCEMENT AND PUBLIC SAFETY	PUBLIC SAFETY TELECOMMUNICATOR (Journey)	21	PUBLIC SAFETY TELECOMMUNICATOR II	\$ 31,200	\$ 33,586	\$ 41,826
15827	LAW ENFORCEMENT AND PUBLIC SAFETY	PUBLIC SAFETY TELECOMMUNICATOR (Advanced)	21	PUBLIC SAFETY TELECOMMUNICATOR III	\$ 33,586	\$ 41,827	\$ 50,082
15826	LAW ENFORCEMENT AND PUBLIC SAFETY	PUBLIC SAFETY TELECOMMUNICATOR - METROPOLITAN RATES (Contributing)	21	PUBLIC SAFETY TELECOMMUNICATOR - METROPOLITAN RATES I	\$ 31,200	\$ 33,198	\$ 36,831
15826	LAW ENFORCEMENT AND PUBLIC SAFETY	PUBLIC SAFETY TELECOMMUNICATOR - METROPOLITAN RATES (Journey)	21	PUBLIC SAFETY TELECOMMUNICATOR - METROPOLITAN RATES II	\$ 33,198	\$ 36,832	\$ 45,922
15826	LAW ENFORCEMENT AND PUBLIC SAFETY	PUBLIC SAFETY TELECOMMUNICATOR - METROPOLITAN RATES (Advanced)	21	PUBLIC SAFETY TELECOMMUNICATOR - METROPOLITAN RATES III	\$ 36,832	\$ 45,923	\$ 50,082
15825	LAW ENFORCEMENT AND PUBLIC SAFETY	PUBLIC SAFETY TELECOMMUNICATOR SUPERVISOR (Contributing)	21	PUBLIC SAFETY TELECOMMUNICATOR SUPERVISOR I	\$ 32,000	\$ 41,530	\$ 50,590
15825	LAW ENFORCEMENT AND PUBLIC SAFETY	PUBLIC SAFETY TELECOMMUNICATOR SUPERVISOR (Journey)	21	PUBLIC SAFETY TELECOMMUNICATOR SUPERVISOR II	\$ 41,530	\$ 50,591	\$ 64,159
15825	LAW ENFORCEMENT AND PUBLIC SAFETY	PUBLIC SAFETY TELECOMMUNICATOR SUPERVISOR (Advanced)	21	PUBLIC SAFETY TELECOMMUNICATOR SUPERVISOR III	\$ 50,591	\$ 64,160	\$ 77,303
15824	LAW ENFORCEMENT AND PUBLIC SAFETY	PUBLIC SAFETY TELECOMMUNICATOR SUPERVISOR - METROPOLITAN RATES (Contributing)	21	PUBLIC SAFETY TELECOMMUNICATOR SUPERVISOR - METROPOLITAN RATES I	\$ 32,000	\$ 45,272	\$ 55,194
15824	LAW ENFORCEMENT AND PUBLIC SAFETY	PUBLIC SAFETY TELECOMMUNICATOR SUPERVISOR - METROPOLITAN RATES (Journey)	21	PUBLIC SAFETY TELECOMMUNICATOR SUPERVISOR - METROPOLITAN RATES II	\$ 45,272	\$ 55,195	\$ 70,051

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15824	LAW ENFORCEMENT AND PUBLIC SAFETY	PUBLIC SAFETY TELECOMMUNICATOR SUPERVISOR - METROPOLITAN RATES (Advanced)	21	PUBLIC SAFETY TELECOMMUNICATOR SUPERVISOR - METROPOLITAN RATES III	\$ 55,195	\$ 70,052	\$ 77,303
12518	LAW ENFORCEMENT AND PUBLIC SAFETY	Environmental Health And Safety Prof (Contributing)	21	Environmental Health And Safety Prof I	\$ 33,076	\$ 50,384	\$ 64,376
12518	LAW ENFORCEMENT AND PUBLIC SAFETY	Environmental Health And Safety Prof (Journey)	21	Environmental Health And Safety Prof II	\$ 50,384	\$ 64,377	\$ 80,560
12518	LAW ENFORCEMENT AND PUBLIC SAFETY	Environmental Health And Safety Prof (Advanced)	21	Environmental Health And Safety Prof III	\$ 64,377	\$ 80,561	\$ 96,528
12517	LAW ENFORCEMENT AND PUBLIC SAFETY	Environmental Health And Safety Tech (Contributing)	21	Environmental Health And Safety Tech I	\$ 31,200	\$ 37,033	\$ 45,059
12517	LAW ENFORCEMENT AND PUBLIC SAFETY	Environmental Health And Safety Tech (Journey)	21	Environmental Health And Safety Tech II	\$ 37,033	\$ 45,060	\$ 53,644
12517	LAW ENFORCEMENT AND PUBLIC SAFETY	Environmental Health And Safety Tech (Advanced)	21	Environmental Health And Safety Tech III	\$ 45,060	\$ 53,645	\$ 62,194
12519	LAW ENFORCEMENT AND PUBLIC SAFETY	Environmental Hlth & Safety Mgr/Consult (Contributing)	21	Environmental Hlth & Safety Mgr/Consult I	\$ 38,519	\$ 59,072	\$ 76,152
12519	LAW ENFORCEMENT AND PUBLIC SAFETY	Environmental Hlth & Safety Mgr/Consult (Journey)	21	Environmental Hlth & Safety Mgr/Consult II	\$ 59,072	\$ 76,153	\$ 96,137
12519	LAW ENFORCEMENT AND PUBLIC SAFETY	Environmental Hlth & Safety Mgr/Consult (Advanced)	21	Environmental Hlth & Safety Mgr/Consult III	\$ 76,153	\$ 96,138	\$ 115,408
MEDICAL AND HEALTH JOB FAMILY							
14201	MEDICAL AND HEALTH JOB FAMILY	Dental Assistant (Contributing)	21	Dental Assistant I	\$ 31,200	\$ 31,699	\$ 37,020
14201	MEDICAL AND HEALTH JOB FAMILY	Dental Assistant (Journey)	21	Dental Assistant II	\$ 31,699	\$ 37,021	\$ 41,905
14201	MEDICAL AND HEALTH JOB FAMILY	Dental Assistant (Advanced)	21	Dental Assistant III	\$ 37,021	\$ 41,906	\$ 46,472
14202	MEDICAL AND HEALTH JOB FAMILY	Dental Hygienist (Contributing)	21	Dental Hygienist I	\$ 37,128	\$ 48,540	\$ 55,965
14202	MEDICAL AND HEALTH JOB FAMILY	Dental Hygienist (Journey)	21	Dental Hygienist II	\$ 48,540	\$ 55,966	\$ 65,117
14202	MEDICAL AND HEALTH JOB FAMILY	Dental Hygienist (Advanced)	21	Dental Hygienist III	\$ 55,966	\$ 65,118	\$ 73,858
14203	MEDICAL AND HEALTH JOB FAMILY	Dental Technician (Contributing)	21	Dental Technician I	\$ 31,200	\$ 34,266	\$ 38,765
14203	MEDICAL AND HEALTH JOB FAMILY	Dental Technician (Journey)	21	Dental Technician II	\$ 34,266	\$ 38,766	\$ 53,052
14203	MEDICAL AND HEALTH JOB FAMILY	Dental Technician (Advanced)	21	Dental Technician III	\$ 38,766	\$ 53,053	\$ 67,337
14200	MEDICAL AND HEALTH JOB FAMILY	Dentist (Contributing)	21	Dentist I	\$ 78,722	\$ 114,323	\$ 142,371
14200	MEDICAL AND HEALTH JOB FAMILY	Dentist (Journey)	21	Dentist II	\$ 114,323	\$ 142,372	\$ 164,808
14200	MEDICAL AND HEALTH JOB FAMILY	Dentist (Advanced)	21	Dentist III	\$ 142,372	\$ 164,809	\$ 186,880
14400	MEDICAL AND HEALTH JOB FAMILY	Nutrition Assistant (Contributing)	21	Nutrition Assistant I	\$ 31,200	\$ 31,200	\$ 31,199
14400	MEDICAL AND HEALTH JOB FAMILY	Nutrition Assistant (Journey)	21	Nutrition Assistant II	\$ 31,200	\$ 31,200	\$ 37,309
14400	MEDICAL AND HEALTH JOB FAMILY	Nutrition Assistant (Advanced)	21	Nutrition Assistant III	\$ 31,200	\$ 37,310	\$ 43,429
14401	MEDICAL AND HEALTH JOB FAMILY	Nutrition Specialist (Contributing)	21	Nutrition Specialist I	\$ 35,712	\$ 46,227	\$ 53,281
14401	MEDICAL AND HEALTH JOB FAMILY	Nutrition Specialist (Journey)	21	Nutrition Specialist II	\$ 46,227	\$ 53,282	\$ 68,626
14401	MEDICAL AND HEALTH JOB FAMILY	Nutrition Specialist (Advanced)	21	Nutrition Specialist III	\$ 53,282	\$ 68,627	\$ 84,182
14251	MEDICAL AND HEALTH JOB FAMILY	Medical Diagnostic Specialist (Contributing)	21	Medical Diagnostic Specialist I	\$ 48,058	\$ 58,347	\$ 63,968
14251	MEDICAL AND HEALTH JOB FAMILY	Medical Diagnostic Specialist (Journey)	21	Medical Diagnostic Specialist II	\$ 58,347	\$ 63,969	\$ 73,861
14251	MEDICAL AND HEALTH JOB FAMILY	Medical Diagnostic Specialist (Advanced)	21	Medical Diagnostic Specialist III	\$ 63,969	\$ 73,862	\$ 83,856
14250	MEDICAL AND HEALTH JOB FAMILY	Medical Diagnostic Technician (Contributing)	21	Medical Diagnostic Technician I	\$ 31,200	\$ 43,873	\$ 57,229
14250	MEDICAL AND HEALTH JOB FAMILY	Medical Diagnostic Technician (Journey)	21	Medical Diagnostic Technician II	\$ 43,873	\$ 57,230	\$ 68,249
14250	MEDICAL AND HEALTH JOB FAMILY	Medical Diagnostic Technician (Advanced)	21	Medical Diagnostic Technician III	\$ 57,230	\$ 68,250	\$ 79,726
14601	MEDICAL AND HEALTH JOB FAMILY	Medical Lab Technologist/Specialist (Contributing)	21	Medical Lab Technologist/Specialist I	\$ 37,634	\$ 49,596	\$ 57,664
14601	MEDICAL AND HEALTH JOB FAMILY	Medical Lab Technologist/Specialist (Journey)	21	Medical Lab Technologist/Specialist II	\$ 49,596	\$ 57,665	\$ 69,326
14601	MEDICAL AND HEALTH JOB FAMILY	Medical Lab Technologist/Specialist (Advanced)	21	Medical Lab Technologist/Specialist III	\$ 57,665	\$ 69,327	\$ 80,487
14602	MEDICAL AND HEALTH JOB FAMILY	Medical Laboratory Supervisor (Contributing)	21	Medical Laboratory Supervisor I	\$ 44,212	\$ 58,844	\$ 69,618
14602	MEDICAL AND HEALTH JOB FAMILY	Medical Laboratory Supervisor (Journey)	21	Medical Laboratory Supervisor II	\$ 58,844	\$ 69,619	\$ 87,840
14602	MEDICAL AND HEALTH JOB FAMILY	Medical Laboratory Supervisor (Advanced)	21	Medical Laboratory Supervisor III	\$ 69,619	\$ 87,841	\$ 105,917

UNC System HR - Initial EHRA Conversion Classification Titles and Salary Ranges for SHRA Exempt Positions

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PMIS CODE	CAREER BANDING CLASSIFICATION REFERENCE GROUP	CAREER BANDING CLASSIFICATION/COMPETENCY LEVEL	IRIT SUBCAT	EHRA IRIT title	MIN	MID	MAX
14600	MEDICAL AND HEALTH JOB FAMILY	Medical Laboratory Technician (Contributing)	21	Medical Laboratory Technician I	\$ 31,200	\$ 34,649	\$ 43,101
14600	MEDICAL AND HEALTH JOB FAMILY	Medical Laboratory Technician (Journey)	21	Medical Laboratory Technician II	\$ 34,649	\$ 43,102	\$ 53,754
14600	MEDICAL AND HEALTH JOB FAMILY	Medical Laboratory Technician (Advanced)	21	Medical Laboratory Technician III	\$ 43,102	\$ 53,755	\$ 64,077
14501	MEDICAL AND HEALTH JOB FAMILY	Medical Record Manager (Contributing)	21	Medical Record Manager I	\$ 33,080	\$ 49,138	\$ 61,359
14501	MEDICAL AND HEALTH JOB FAMILY	Medical Record Manager (Journey)	21	Medical Record Manager II	\$ 49,138	\$ 61,360	\$ 67,281
14501	MEDICAL AND HEALTH JOB FAMILY	Medical Record Manager (Advanced)	21	Medical Record Manager III	\$ 61,360	\$ 67,282	\$ 74,123
14502	MEDICAL AND HEALTH JOB FAMILY	Medical Support Specialist (Contributing)	21	Medical Support Specialist I	\$ 66,417	\$ 90,884	\$ 108,633
14502	MEDICAL AND HEALTH JOB FAMILY	Medical Support Specialist (Journey)	21	Medical Support Specialist II	\$ 90,884	\$ 108,634	\$ 120,348
14502	MEDICAL AND HEALTH JOB FAMILY	Medical Support Specialist (Advanced)	21	Medical Support Specialist III	\$ 108,634	\$ 120,349	\$ 132,281
14500	MEDICAL AND HEALTH JOB FAMILY	Medical Support Technician (Contributing)	21	Medical Support Technician I	\$ 31,200	\$ 31,697	\$ 34,652
14500	MEDICAL AND HEALTH JOB FAMILY	Medical Support Technician (Journey)	21	Medical Support Technician II	\$ 31,697	\$ 34,653	\$ 48,312
14500	MEDICAL AND HEALTH JOB FAMILY	Medical Support Technician (Advanced)	21	Medical Support Technician III	\$ 34,653	\$ 48,313	\$ 61,687
14701	MEDICAL AND HEALTH JOB FAMILY	Medical Therapeutic Specialist (Contributing)	21	Medical Therapeutic Specialist I	\$ 35,610	\$ 53,668	\$ 68,097
14701	MEDICAL AND HEALTH JOB FAMILY	Medical Therapeutic Specialist (Journey)	21	Medical Therapeutic Specialist II	\$ 53,668	\$ 68,098	\$ 81,949
14701	MEDICAL AND HEALTH JOB FAMILY	Medical Therapeutic Specialist (Advanced)	21	Medical Therapeutic Specialist III	\$ 68,098	\$ 81,950	\$ 95,919
14700	MEDICAL AND HEALTH JOB FAMILY	Medical Therapy Technician/Assistant (Contributing)	21	Medical Therapy Technician/Assistant I	\$ 31,200	\$ 39,296	\$ 50,818
14700	MEDICAL AND HEALTH JOB FAMILY	Medical Therapy Technician/Assistant (Journey)	21	Medical Therapy Technician/Assistant II	\$ 39,296	\$ 50,819	\$ 54,713
14700	MEDICAL AND HEALTH JOB FAMILY	Medical Therapy Technician/Assistant (Advanced)	21	Medical Therapy Technician/Assistant III	\$ 50,819	\$ 54,714	\$ 60,216
14100	MEDICAL AND HEALTH JOB FAMILY	Licensed Practical Nurse (Contributing)	21	Licensed Practical Nurse I	\$ 31,200	\$ 35,666	\$ 42,371
14100	MEDICAL AND HEALTH JOB FAMILY	Licensed Practical Nurse (Journey)	21	Licensed Practical Nurse II	\$ 35,666	\$ 42,372	\$ 49,614
14100	MEDICAL AND HEALTH JOB FAMILY	Licensed Practical Nurse (Advanced)	21	Licensed Practical Nurse III	\$ 42,372	\$ 49,615	\$ 56,578
14106	MEDICAL AND HEALTH JOB FAMILY	Medical/Nursing Assistant (Contributing)	21	Medical/Nursing Assistant I	\$ 31,200	\$ 31,200	\$ 33,103
14106	MEDICAL AND HEALTH JOB FAMILY	Medical/Nursing Assistant (Journey)	21	Medical/Nursing Assistant II	\$ 31,200	\$ 33,104	\$ 42,705
14106	MEDICAL AND HEALTH JOB FAMILY	Medical/Nursing Assistant (Advanced)	21	Medical/Nursing Assistant III	\$ 33,104	\$ 42,706	\$ 52,381
14102	MEDICAL AND HEALTH JOB FAMILY	Nurse Consultant (Contributing)	21	Nurse Consultant I	\$ 41,480	\$ 58,187	\$ 71,079
14102	MEDICAL AND HEALTH JOB FAMILY	Nurse Consultant (Journey)	21	Nurse Consultant II	\$ 58,187	\$ 71,080	\$ 83,489
14102	MEDICAL AND HEALTH JOB FAMILY	Nurse Consultant (Advanced)	21	Nurse Consultant III	\$ 71,080	\$ 83,490	\$ 95,919
14105	MEDICAL AND HEALTH JOB FAMILY	Nurse Director (Contributing)	21	Nurse Director I	\$ 59,190	\$ 90,829	\$ 116,551
14105	MEDICAL AND HEALTH JOB FAMILY	Nurse Director (Journey)	21	Nurse Director II	\$ 90,829	\$ 116,552	\$ 127,994
14105	MEDICAL AND HEALTH JOB FAMILY	Nurse Director (Advanced)	21	Nurse Director III	\$ 116,552	\$ 127,995	\$ 139,063
14103	MEDICAL AND HEALTH JOB FAMILY	Nurse Practitioner (Contributing)	21	Nurse Practitioner I	\$ 55,850	\$ 77,348	\$ 93,141
14103	MEDICAL AND HEALTH JOB FAMILY	Nurse Practitioner (Journey)	21	Nurse Practitioner II	\$ 77,348	\$ 93,142	\$ 106,793
14103	MEDICAL AND HEALTH JOB FAMILY	Nurse Practitioner (Advanced)	21	Nurse Practitioner III	\$ 93,142	\$ 106,794	\$ 120,588
14104	MEDICAL AND HEALTH JOB FAMILY	Nurse Supervisor (Contributing)	21	Nurse Supervisor I	\$ 54,231	\$ 71,149	\$ 82,882
14104	MEDICAL AND HEALTH JOB FAMILY	Nurse Supervisor (Journey)	21	Nurse Supervisor II	\$ 71,149	\$ 82,883	\$ 92,571
14104	MEDICAL AND HEALTH JOB FAMILY	Nurse Supervisor (Advanced)	21	Nurse Supervisor III	\$ 82,883	\$ 92,572	\$ 102,983
14101	MEDICAL AND HEALTH JOB FAMILY	Professional Nurse (Contributing)	21	Professional Nurse I	\$ 39,152	\$ 52,602	\$ 61,686
14101	MEDICAL AND HEALTH JOB FAMILY	Professional Nurse (Journey)	21	Professional Nurse II	\$ 52,602	\$ 61,687	\$ 75,383
14101	MEDICAL AND HEALTH JOB FAMILY	Professional Nurse (Advanced)	21	Professional Nurse III	\$ 61,687	\$ 75,384	\$ 89,072
14151	MEDICAL AND HEALTH JOB FAMILY	Pharmacist (Contributing)	21	Pharmacist I	\$ 45,022	\$ 80,363	\$ 110,872
14151	MEDICAL AND HEALTH JOB FAMILY	Pharmacist (Journey)	21	Pharmacist II	\$ 80,363	\$ 110,873	\$ 123,921

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14151	MEDICAL AND HEALTH JOB FAMILY	Pharmacist (Advanced)	21	Pharmacist III	\$ 110,873	\$ 123,922	\$ 137,976
14152	MEDICAL AND HEALTH JOB FAMILY	Pharmacy Director (Contributing)	21	Pharmacy Director I	\$ 91,068	\$ 117,740	\$ 136,237
14152	MEDICAL AND HEALTH JOB FAMILY	Pharmacy Director (Journey)	21	Pharmacy Director II	\$ 117,740	\$ 136,238	\$ 152,329
14152	MEDICAL AND HEALTH JOB FAMILY	Pharmacy Director (Advanced)	21	Pharmacy Director III	\$ 136,238	\$ 152,330	\$ 167,210
14150	MEDICAL AND HEALTH JOB FAMILY	Pharmacy Technician (Contributing)	21	Pharmacy Technician I	\$ 31,200	\$ 31,695	\$ 37,016
14150	MEDICAL AND HEALTH JOB FAMILY	Pharmacy Technician (Journey)	21	Pharmacy Technician II	\$ 31,695	\$ 37,017	\$ 48,876
14150	MEDICAL AND HEALTH JOB FAMILY	Pharmacy Technician (Advanced)	21	Pharmacy Technician III	\$ 37,017	\$ 48,877	\$ 60,925
14300	MEDICAL AND HEALTH JOB FAMILY	Physician Assistant (Contributing)	21	Physician Assistant I	\$ 59,494	\$ 77,639	\$ 90,474
14300	MEDICAL AND HEALTH JOB FAMILY	Physician Assistant (Journey)	21	Physician Assistant II	\$ 77,639	\$ 90,475	\$ 105,492
14300	MEDICAL AND HEALTH JOB FAMILY	Physician Assistant (Advanced)	21	Physician Assistant III	\$ 90,475	\$ 105,493	\$ 120,588
14800	MEDICAL AND HEALTH JOB FAMILY	Medical and Health Program Consultant (Contributing)	21	Medical and Health Program Consultant I	\$ 31,200	\$ 35,931	\$ 38,972
14800	MEDICAL AND HEALTH JOB FAMILY	Medical and Health Program Consultant (Journey)	21	Medical and Health Program Consultant II	\$ 35,931	\$ 38,973	\$ 50,393
14800	MEDICAL AND HEALTH JOB FAMILY	Medical and Health Program Consultant (Advanced)	21	Medical and Health Program Consultant III	\$ 38,973	\$ 50,394	\$ 61,469
NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY							
12520	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Agricultural/Horticultural Specialist (Contributing)	21	Agricultural/Horticultural Specialist I	\$ 31,200	\$ 31,200	\$ 34,483
12520	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Agricultural/Horticultural Specialist (Journey)	21	Agricultural/Horticultural Specialist II	\$ 31,200	\$ 34,484	\$ 44,513
12520	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Agricultural/Horticultural Specialist (Advanced)	21	Agricultural/Horticultural Specialist III	\$ 34,484	\$ 44,514	\$ 54,265
12525	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Turf/Agricultural Program Manager (Contributing)	21	Turf/Agricultural Program Manager I	\$ 31,200	\$ 43,717	\$ 55,362
12525	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Turf/Agricultural Program Manager (Journey)	21	Turf/Agricultural Program Manager II	\$ 43,717	\$ 55,363	\$ 66,539
12525	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Turf/Agricultural Program Manager (Advanced)	21	Turf/Agricultural Program Manager III	\$ 55,363	\$ 66,540	\$ 78,097
12521	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Environmental Specialist (Contributing)	21	Environmental Specialist I	\$ 31,200	\$ 43,110	\$ 53,354
12521	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Environmental Specialist (Journey)	21	Environmental Specialist II	\$ 43,110	\$ 53,355	\$ 60,526
12521	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Environmental Specialist (Advanced)	21	Environmental Specialist III	\$ 53,355	\$ 60,527	\$ 67,318
12516	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Research Director (Contributing)	21	Research Director I	\$ 50,657	\$ 65,641	\$ 75,166
12516	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Research Director (Journey)	21	Research Director II	\$ 65,641	\$ 75,167	\$ 93,425
12516	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Research Director (Advanced)	21	Research Director III	\$ 75,167	\$ 93,426	\$ 118,523
12503	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Research Operations Manager (Contributing)	21	Research Operations Manager I	\$ 43,082	\$ 55,055	\$ 62,994
12503	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Research Operations Manager (Journey)	21	Research Operations Manager II	\$ 55,055	\$ 62,995	\$ 78,209
12503	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Research Operations Manager (Advanced)	21	Research Operations Manager III	\$ 62,995	\$ 78,210	\$ 100,270
12502	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Research Specialist (Contributing)	21	Research Specialist I	\$ 36,363	\$ 48,153	\$ 55,054
12502	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Research Specialist (Journey)	21	Research Specialist II	\$ 48,153	\$ 55,055	\$ 68,286
12502	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Research Specialist (Advanced)	21	Research Specialist III	\$ 55,055	\$ 68,287	\$ 87,527
12501	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Research Technician (Contributing)	21	Research Technician I	\$ 31,200	\$ 34,876	\$ 39,787
12501	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Research Technician (Journey)	21	Research Technician II	\$ 34,876	\$ 39,788	\$ 49,202
12501	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Research Technician (Advanced)	21	Research Technician III	\$ 39,788	\$ 49,203	\$ 66,122
12523	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Research Vessel Captain (Contributing)	21	Research Vessel Captain I	\$ 31,888	\$ 46,403	\$ 57,470
12523	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Research Vessel Captain (Journey)	21	Research Vessel Captain II	\$ 46,403	\$ 57,471	\$ 65,218
12523	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Research Vessel Captain (Advanced)	21	Research Vessel Captain III	\$ 57,471	\$ 65,219	\$ 72,940
12524	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Scientific Diving Specialist (Contributing)	21	Scientific Diving Specialist I	\$ 33,158	\$ 42,932	\$ 49,050
12524	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Scientific Diving Specialist (Journey)	21	Scientific Diving Specialist II	\$ 42,932	\$ 49,051	\$ 56,558
12524	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Scientific Diving Specialist (Advanced)	21	Scientific Diving Specialist III	\$ 49,051	\$ 56,559	\$ 64,426

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12522	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Laboratory Assistant (Contributing)	21	Laboratory Assistant I	\$ 31,200	\$ 32,634	\$ 39,039
12522	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Laboratory Assistant (Journey)	21	Laboratory Assistant II	\$ 32,634	\$ 39,040	\$ 43,466
12522	NATURAL RESOURCES AND SCIENTIFIC JOB FAMILY	Laboratory Assistant (Advanced)	21	Laboratory Assistant III	\$ 39,040	\$ 43,467	\$ 48,252
OPERATIONS AND TRADES JOB FAMILY							
17801	OPERATIONS AND TRADES JOB FAMILY	Aircraft Maintenance Specialist (Contributing)	21	Aircraft Maintenance Specialist I	\$ 38,125	\$ 47,280	\$ 52,515
17801	OPERATIONS AND TRADES JOB FAMILY	Aircraft Maintenance Specialist (Journey)	21	Aircraft Maintenance Specialist II	\$ 47,280	\$ 52,516	\$ 63,902
17801	OPERATIONS AND TRADES JOB FAMILY	Aircraft Maintenance Specialist (Advanced)	21	Aircraft Maintenance Specialist III	\$ 52,516	\$ 63,903	\$ 75,345
17802	OPERATIONS AND TRADES JOB FAMILY	Aircraft Operations Supervisor (Contributing)	21	Aircraft Operations Supervisor I	\$ 46,942	\$ 57,852	\$ 64,203
17802	OPERATIONS AND TRADES JOB FAMILY	Aircraft Operations Supervisor (Journey)	21	Aircraft Operations Supervisor II	\$ 57,852	\$ 64,204	\$ 75,128
17802	OPERATIONS AND TRADES JOB FAMILY	Aircraft Operations Supervisor (Advanced)	21	Aircraft Operations Supervisor III	\$ 64,204	\$ 75,129	\$ 86,113
17800	OPERATIONS AND TRADES JOB FAMILY	Aircraft Pilot (Contributing)	21	Aircraft Pilot I	\$ 42,765	\$ 52,786	\$ 58,561
17800	OPERATIONS AND TRADES JOB FAMILY	Aircraft Pilot (Journey)	21	Aircraft Pilot II	\$ 52,786	\$ 58,562	\$ 70,580
17800	OPERATIONS AND TRADES JOB FAMILY	Aircraft Pilot (Advanced)	21	Aircraft Pilot III	\$ 58,562	\$ 70,581	\$ 82,654
17500	OPERATIONS AND TRADES JOB FAMILY	Electronics Specialist (Contributing)	21	Electronics Specialist I	\$ 31,888	\$ 42,354	\$ 49,191
17500	OPERATIONS AND TRADES JOB FAMILY	Electronics Specialist (Journey)	21	Electronics Specialist II	\$ 42,354	\$ 49,192	\$ 62,838
17500	OPERATIONS AND TRADES JOB FAMILY	Electronics Specialist (Advanced)	21	Electronics Specialist III	\$ 49,192	\$ 62,839	\$ 76,697
17501	OPERATIONS AND TRADES JOB FAMILY	Electronics Supervisor (Contributing)	21	Electronics Supervisor I	\$ 43,187	\$ 58,248	\$ 68,908
17501	OPERATIONS AND TRADES JOB FAMILY	Electronics Supervisor (Journey)	21	Electronics Supervisor II	\$ 58,248	\$ 68,909	\$ 76,254
17501	OPERATIONS AND TRADES JOB FAMILY	Electronics Supervisor (Advanced)	21	Electronics Supervisor III	\$ 68,909	\$ 76,255	\$ 83,866
17401	OPERATIONS AND TRADES JOB FAMILY	Facilities Superintendent (Contributing)	21	Facilities Superintendent I	\$ 41,552	\$ 55,450	\$ 65,579
17401	OPERATIONS AND TRADES JOB FAMILY	Facilities Superintendent (Journey)	21	Facilities Superintendent II	\$ 55,450	\$ 65,580	\$ 77,635
17401	OPERATIONS AND TRADES JOB FAMILY	Facilities Superintendent (Advanced)	21	Facilities Superintendent III	\$ 65,580	\$ 77,636	\$ 89,464
17421	OPERATIONS AND TRADES JOB FAMILY	Facility Maintenance Supervisor (Contributing)	21	Facility Maintenance Supervisor I	\$ 31,904	\$ 46,345	\$ 57,310
17421	OPERATIONS AND TRADES JOB FAMILY	Facility Maintenance Supervisor (Journey)	21	Facility Maintenance Supervisor II	\$ 46,345	\$ 57,311	\$ 72,705
17421	OPERATIONS AND TRADES JOB FAMILY	Facility Maintenance Supervisor (Advanced)	21	Facility Maintenance Supervisor III	\$ 57,311	\$ 72,706	\$ 88,101
17422	OPERATIONS AND TRADES JOB FAMILY	Facility Maintenance Tech - Bldg Trades (Contributing)	21	Facility Maintenance Tech - Bldg Trades I	\$ 31,200	\$ 34,180	\$ 40,814
17422	OPERATIONS AND TRADES JOB FAMILY	Facility Maintenance Tech - Bldg Trades (Journey)	21	Facility Maintenance Tech - Bldg Trades II	\$ 34,180	\$ 40,815	\$ 49,556
17422	OPERATIONS AND TRADES JOB FAMILY	Facility Maintenance Tech - Bldg Trades (Advanced)	21	Facility Maintenance Tech - Bldg Trades III	\$ 40,815	\$ 49,557	\$ 58,377
17423	OPERATIONS AND TRADES JOB FAMILY	Facility Maintenance Tech - Mech Trades (Contributing)	21	Facility Maintenance Tech - Mech Trades I	\$ 31,200	\$ 37,100	\$ 46,680
17423	OPERATIONS AND TRADES JOB FAMILY	Facility Maintenance Tech - Mech Trades (Journey)	21	Facility Maintenance Tech - Mech Trades II	\$ 37,100	\$ 46,681	\$ 56,391
17423	OPERATIONS AND TRADES JOB FAMILY	Facility Maintenance Tech - Mech Trades (Advanced)	21	Facility Maintenance Tech - Mech Trades III	\$ 46,681	\$ 56,392	\$ 66,138
17700	OPERATIONS AND TRADES JOB FAMILY	Golf Professional (Contributing)	21	Golf Professional I	\$ 31,200	\$ 37,548	\$ 45,339
17700	OPERATIONS AND TRADES JOB FAMILY	Golf Professional (Journey)	21	Golf Professional II	\$ 37,548	\$ 45,340	\$ 59,166
17700	OPERATIONS AND TRADES JOB FAMILY	Golf Professional (Advanced)	21	Golf Professional III	\$ 45,340	\$ 59,167	\$ 73,415
17101	OPERATIONS AND TRADES JOB FAMILY	Print /Document Services Supervisor (Contributing)	21	Print /Document Services Supervisor I	\$ 31,200	\$ 37,993	\$ 49,468
17101	OPERATIONS AND TRADES JOB FAMILY	Print /Document Services Supervisor (Journey)	21	Print /Document Services Supervisor II	\$ 37,993	\$ 49,469	\$ 61,302
17101	OPERATIONS AND TRADES JOB FAMILY	Print /Document Services Supervisor (Advanced)	21	Print /Document Services Supervisor III	\$ 49,469	\$ 61,303	\$ 73,386
17100	OPERATIONS AND TRADES JOB FAMILY	Print/Document Services Technician (Contributing)	21	Print/Document Services Technician I	\$ 31,200	\$ 31,200	\$ 35,027
17100	OPERATIONS AND TRADES JOB FAMILY	Print/Document Services Technician (Journey)	21	Print/Document Services Technician II	\$ 31,200	\$ 35,028	\$ 44,567
17100	OPERATIONS AND TRADES JOB FAMILY	Print/Document Services Technician (Advanced)	21	Print/Document Services Technician III	\$ 35,028	\$ 44,568	\$ 54,265
17600	OPERATIONS AND TRADES JOB FAMILY	Specialty Trades Technician (Contributing)	21	Specialty Trades Technician I	\$ 31,200	\$ 42,496	\$ 52,990

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PMIS CODE	CAREER BANDING CLASSIFICATION REFERENCE GROUP	CAREER BANDING CLASSIFICATION/COMPENTENCY LEVEL	IRIT SUBCAT	EHRA IRIT title	MIN	MID	MAX
17600	OPERATIONS AND TRADES JOB FAMILY	Specialty Trades Technician (Journey)	21	Specialty Trades Technician II	\$ 42,496	\$ 52,991	\$ 66,722
17600	OPERATIONS AND TRADES JOB FAMILY	Specialty Trades Technician (Advanced)	21	Specialty Trades Technician III	\$ 52,991	\$ 66,723	\$ 80,223
17907	OPERATIONS AND TRADES JOB FAMILY	Energy Utilities Specialist (Contributing)	21	Energy Utilities Specialist I	\$ 31,200	\$ 43,953	\$ 53,654
17907	OPERATIONS AND TRADES JOB FAMILY	Energy Utilities Specialist (Journey)	21	Energy Utilities Specialist II	\$ 43,953	\$ 53,655	\$ 64,681
17907	OPERATIONS AND TRADES JOB FAMILY	Energy Utilities Specialist (Advanced)	21	Energy Utilities Specialist III	\$ 53,655	\$ 64,682	\$ 75,760
17908	OPERATIONS AND TRADES JOB FAMILY	Energy Utilities Supervisor (Contributing)	21	Energy Utilities Supervisor I	\$ 35,474	\$ 51,594	\$ 63,959
17908	OPERATIONS AND TRADES JOB FAMILY	Energy Utilities Supervisor (Journey)	21	Energy Utilities Supervisor II	\$ 51,594	\$ 63,960	\$ 75,273
17908	OPERATIONS AND TRADES JOB FAMILY	Energy Utilities Supervisor (Advanced)	21	Energy Utilities Supervisor III	\$ 63,960	\$ 75,274	\$ 86,707
17906	OPERATIONS AND TRADES JOB FAMILY	Energy Utilities Technician (Contributing)	21	Energy Utilities Technician I	\$ 31,200	\$ 38,960	\$ 45,993
17906	OPERATIONS AND TRADES JOB FAMILY	Energy Utilities Technician (Journey)	21	Energy Utilities Technician II	\$ 38,960	\$ 45,994	\$ 56,038
17906	OPERATIONS AND TRADES JOB FAMILY	Energy Utilities Technician (Advanced)	21	Energy Utilities Technician III	\$ 45,994	\$ 56,039	\$ 66,139
17900	OPERATIONS AND TRADES JOB FAMILY	High Voltage Distribution Specialist (Contributing)	21	High Voltage Distribution Specialist I	\$ 33,076	\$ 44,607	\$ 52,676
17900	OPERATIONS AND TRADES JOB FAMILY	High Voltage Distribution Specialist (Journey)	21	High Voltage Distribution Specialist II	\$ 44,607	\$ 52,677	\$ 59,752
17900	OPERATIONS AND TRADES JOB FAMILY	High Voltage Distribution Specialist (Advanced)	21	High Voltage Distribution Specialist III	\$ 52,677	\$ 59,753	\$ 67,318
17901	OPERATIONS AND TRADES JOB FAMILY	High Voltage Distribution Supervisor (Contributing)	21	High Voltage Distribution Supervisor I	\$ 41,552	\$ 54,109	\$ 62,425
17901	OPERATIONS AND TRADES JOB FAMILY	High Voltage Distribution Supervisor (Journey)	21	High Voltage Distribution Supervisor II	\$ 54,109	\$ 62,426	\$ 76,293
17901	OPERATIONS AND TRADES JOB FAMILY	High Voltage Distribution Supervisor (Advanced)	21	High Voltage Distribution Supervisor III	\$ 62,426	\$ 76,294	\$ 90,754
17902	OPERATIONS AND TRADES JOB FAMILY	Utilities Plant Operator (Contributing)	21	Utilities Plant Operator I	\$ 31,200	\$ 35,865	\$ 43,624
17902	OPERATIONS AND TRADES JOB FAMILY	Utilities Plant Operator (Journey)	21	Utilities Plant Operator II	\$ 35,865	\$ 43,625	\$ 55,657
17902	OPERATIONS AND TRADES JOB FAMILY	Utilities Plant Operator (Advanced)	21	Utilities Plant Operator III	\$ 43,625	\$ 55,658	\$ 67,318
17903	OPERATIONS AND TRADES JOB FAMILY	Utilities Plant Supervisor (Contributing)	21	Utilities Plant Supervisor I	\$ 31,200	\$ 40,926	\$ 49,848
17903	OPERATIONS AND TRADES JOB FAMILY	Utilities Plant Supervisor (Journey)	21	Utilities Plant Supervisor II	\$ 40,926	\$ 49,849	\$ 54,621
17903	OPERATIONS AND TRADES JOB FAMILY	Utilities Plant Supervisor (Advanced)	21	Utilities Plant Supervisor III	\$ 49,849	\$ 54,622	\$ 59,872
17905	OPERATIONS AND TRADES JOB FAMILY	Water Treatment Plant Operations Supv (Contributing)	21	Water Treatment Plant Operations Supv I	\$ 34,361	\$ 45,871	\$ 53,743
17905	OPERATIONS AND TRADES JOB FAMILY	Water Treatment Plant Operations Supv (Journey)	21	Water Treatment Plant Operations Supv II	\$ 45,871	\$ 53,744	\$ 62,001
17905	OPERATIONS AND TRADES JOB FAMILY	Water Treatment Plant Operations Supv (Advanced)	21	Water Treatment Plant Operations Supv III	\$ 53,744	\$ 62,002	\$ 70,279
17904	OPERATIONS AND TRADES JOB FAMILY	Water Treatment Plant Operator (Contributing)	21	Water Treatment Plant Operator I	\$ 31,200	\$ 36,845	\$ 42,051
17904	OPERATIONS AND TRADES JOB FAMILY	Water Treatment Plant Operator (Journey)	21	Water Treatment Plant Operator II	\$ 36,845	\$ 42,052	\$ 48,039
17904	OPERATIONS AND TRADES JOB FAMILY	Water Treatment Plant Operator (Advanced)	21	Water Treatment Plant Operator III	\$ 42,052	\$ 48,040	\$ 54,252
18402	OPERATIONS AND TRADES JOB FAMILY	Transportation Supervisor (Contributing)	21	Transportation Supervisor I	\$ 34,591	\$ 45,286	\$ 52,318
18402	OPERATIONS AND TRADES JOB FAMILY	Transportation Supervisor (Journey)	21	Transportation Supervisor II	\$ 45,286	\$ 52,319	\$ 63,410
18402	OPERATIONS AND TRADES JOB FAMILY	Transportation Supervisor (Advanced)	21	Transportation Supervisor III	\$ 52,319	\$ 63,411	\$ 74,558
17123	OPERATIONS AND TRADES JOB FAMILY	Vehicle/Equipment Operator (Contributing)	21	Vehicle/Equipment Operator I	\$ 31,200	\$ 32,385	\$ 38,646
17123	OPERATIONS AND TRADES JOB FAMILY	Vehicle/Equipment Operator (Journey)	21	Vehicle/Equipment Operator II	\$ 32,385	\$ 38,647	\$ 48,760
17123	OPERATIONS AND TRADES JOB FAMILY	Vehicle/Equipment Operator (Advanced)	21	Vehicle/Equipment Operator III	\$ 38,647	\$ 48,761	\$ 58,935
17318	OPERATIONS AND TRADES JOB FAMILY	Vehicle/Equipment Repair Tech Supv (Contributing)	21	Vehicle/Equipment Repair Tech Supv I	\$ 31,200	\$ 43,584	\$ 52,910
17318	OPERATIONS AND TRADES JOB FAMILY	Vehicle/Equipment Repair Tech Supv (Journey)	21	Vehicle/Equipment Repair Tech Supv II	\$ 43,584	\$ 52,911	\$ 65,807
17318	OPERATIONS AND TRADES JOB FAMILY	Vehicle/Equipment Repair Tech Supv (Advanced)	21	Vehicle/Equipment Repair Tech Supv III	\$ 52,911	\$ 65,808	\$ 78,748
17313	OPERATIONS AND TRADES JOB FAMILY	Vehicle/Equipment Repair Technician (Contributing)	21	Vehicle/Equipment Repair Technician I	\$ 31,200	\$ 35,223	\$ 42,934
17313	OPERATIONS AND TRADES JOB FAMILY	Vehicle/Equipment Repair Technician (Journey)	21	Vehicle/Equipment Repair Technician II	\$ 35,223	\$ 42,935	\$ 49,054
17313	OPERATIONS AND TRADES JOB FAMILY	Vehicle/Equipment Repair Technician (Advanced)	21	Vehicle/Equipment Repair Technician III	\$ 42,935	\$ 49,055	\$ 61,185

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