

Western Carolina University

Career Banding Market Rates and Information

The implementation of Career Banding changes the methods used for classifying and compensating SPA employees. The old graded pay structure still applies to non-banded positions; however, banded positions are now compensated in a market pay structure. Statewide Market Rates have been provided by the Office of State Personnel Compensation Team and are being utilized for all career banded positions at WCU. It is important to note that market research is an ongoing process which may result in changes to rates with little or no advanced notice. The frequency of changes will depend on the dynamics which characterize the different occupations. It is also important to note that market rates serve as a guide for setting pay and are not mandated beyond the minimum of the band.

CLASS TITLES	AUGUST 2006 RATES				
	Min	CRR	JMR	ARR	Max
INSTITUTIONAL SERVICES					
Building Environmental Technician	20,112	22,380	24,618	27,080	31,123
Building Environmental Supervisor	27,380	30,239	33,565	41,956	52,915
Building Environmental Manager	31,487	36,483	41,956	51,606	74,272
Food Service Technician	20,112	21,670	22,970	25,726	31,123
Food Service Supervisor	23,130	28,324	33,706	47,863	49,447
Food Service Manager	27,756	33,760	42,200	55,282	81,400
INFORMATION TECHNOLOGY					
Operations & Systems Technician	25,000	33,417	40,100	49,724	60,000
Operations & Systems Analyst	39,816	47,200	59,000	70,210	81,815
Operations & Systems Specialist	50,000	64,160	80,200	95,438	105,000
IT Manager - Operations	49,000	59,322	70,000	83,300	100,000
IT Manager - Systems	67,000	76,000	95,000	103,550	115,000
Bus. & Tech. App. Tech	34,435	39,500	47,400	60,672	70,000
Bus. & Tech. App. Analyst	39,816	53,791	65,625	75,469	91,838
Bus. & Tech. App. Specialist	50,000	70,312	84,375	95,344	105,000
IT Manager - Business & Technology App.					

	67,000	76,000	95,000	103,550	115,000
Networking Technician	28,500	38,417	46,100	56,703	68,628
Networking Analyst	40,500	53,987	62,085	76,365	90,000
Networking Specialist	48,425	65,750	78,900	88,368	100,278
IT Manager - Networking	52,000	70,866	90,000	99,000	110,000
Tech. Support Technician	23,000	33,825	40,590	50,332	58,000
Tech. Support Analyst	30,000	42,031	53,800	59,718	68,000
Tech. Support Specialist	39,816	48,387	60,000	69,000	83,925
IT Manager - Technology Support	49,000	59,322	70,000	83,300	100,000
Information Tech. Manager	49,000	69,767	90,000	102,600	115,000
Information Tech. Director	70,000	89,344	109,000	124,260	140,000
Information Tech. Executive	85,600	108,099	130,800	149,112	168,000
LAW ENFORCEMENT					
Public Safety Officer	27,915	31,485	35,263	41,610	52,064
Public Safety Supervisor	35,670	43,759	49,010	57,832	67,784
Public Safety Director	43,424	49,945	55,938	66,007	80,127
Triangle Reference Rates					
Public Safety Officer	27,915	36,548	40,934	48,302	52,064
Public Safety Supervisor	35,670	48,135	53,911	63,615	67,784
Public Safety Director	43,424	57,460	64,355	75,939	80,127
NATURAL RESOURCES AND SCIENTIFIC Research Branch					
Research Technician	21,218	28,696	33,000	41,250	47,475
Research Specialist	33,650	40,330	46,380	57,975	73,534
Research Operations Manager	40,045	46,383	53,340	66,675	84,506
Research Operations Director	47,250	55,652	64,000	80,000	100,225
ADMINISTRATIVE Administrative Support Branch					
Administrative Support Associate Administrative Support Specialist	21,218	24,788	29,250	33,930	41,778

	22,279	26,983	32,650	38,853	43,867
Administrative Support Supervisor	23,340	30,040	37,550	42,807	45,998
Executive Assistant	26,331	35,411	45,680	51,162	60,135
Social Research Branch					
Social/Clinical Research Assistant	27,310	31,933	38,000	44,080	51,750
Social/Clinical Research Specialist	33,594	41,743	51,344	63,153	75,122
Social/Clinical Research Manager	40,084	50,091	61,612	75,783	90,358
Social/Clinical Research Executive	59,606	67,748	79,265	94,325	109,348
Legal Branch					
Paralegal	31,697	36,768	42,872	49,303	61,718
Paralegal Administrator	34,868	40,307	47,159	56,591	67,889
Attorney	53,805	68,094	84,300	106,387	133,458
Attorney Supervisor	75,327	91,845	107,000	131,610	153,503
Attorney Executive	86,510	110,996	133,750	148,462	160,360
Legal Specialist	44,310	53,216	63,542	75,667	90,730
OPERATIONS AND SKILLED TRADES					
Vehicle Equipment Operation Branch					
Vehicle/Equip. Operator	21,218	26,187	32,000	38,720	46,126
Vehicle/Equip. Repair Technician	21,383	27,826	35,757	41,121	50,851
Vehicle/Equip. Repair Supervisor	27,310	35,600	44,500	54,290	65,974
Facility Maintenance Branch					
Facility Maint. Tech. - Bldg Trades	21,383	27,120	33,900	38,985	46,126
Facility Maint. Tech. - Mech. Trades	21,383	30,769	40,000	47,600	55,115
Facility Maintenance Supervisor	28,306	37,778	48,356	57,544	69,093