



THE UNIVERSITY OF NORTH CAROLINA SYSTEM

EHRA IT Professional Classification Conversion - Salary Ranges

Rev. 07-13-2018

CLASSIFICATION TITLE	CUPA COMPARISON	INSTITUTION GROUP	MINIMUM	MARKET RANGE		MAXIMUM
IT Analyst/Programmer I	461120, 465130	Group 0 (UNC System Office)	62,998	74,545	81,897	100,797
IT Analyst/Programmer II	461130, 465140	Group 0 (UNC System Office)	74,115	87,700	96,350	118,584
IT Analyst/Programmer III	461140, 465150	Group 0 (UNC System Office)	85,233	100,855	110,802	136,372
IT Analyst/Programmer I	461120, 465130	Group 1 (NCSU & UNC-CH)	62,998	74,545	81,897	100,797
IT Analyst/Programmer II	461130, 465140	Group 1 (NCSU & UNC-CH)	74,115	87,700	96,350	118,584
IT Analyst/Programmer III	461140, 465150	Group 1 (NCSU & UNC-CH)	85,233	100,855	110,802	136,372
IT Analyst/Programmer I	461120, 465130	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	57,271	67,768	74,452	91,633
IT Analyst/Programmer II	461130, 465140	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	67,378	79,727	87,591	107,804
IT Analyst/Programmer III	461140, 465150	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	77,484	91,686	100,729	123,975
IT Analyst/Programmer I	461120, 465130	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	52,064	61,607	67,684	83,303
IT Analyst/Programmer II	461130, 465140	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	61,252	72,479	79,628	98,004
IT Analyst/Programmer III	461140, 465150	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	70,440	83,351	91,572	112,704
IT Analyst/Programmer I	461120, 465130	Group 4 (FSU, WSSU)	46,858	55,446	60,915	74,973
IT Analyst/Programmer II	461130, 465140	Group 4 (FSU, WSSU)	55,127	65,231	71,665	88,203
IT Analyst/Programmer III	461140, 465150	Group 4 (FSU, WSSU)	63,396	75,016	82,415	101,434
IT Analyst/Programmer I	461120, 465130	Group 5 (ECSU, UNC-A, UNCSA)	42,172	49,902	54,824	67,476
IT Analyst/Programmer II	461130, 465140	Group 5 (ECSU, UNC-A, UNCSA)	49,614	58,708	64,499	79,383
IT Analyst/Programmer III	461140, 465150	Group 5 (ECSU, UNC-A, UNCSA)	57,057	67,514	74,173	91,290
IT Analyst/Programmer I	461120, 465130	Group 6 (NCSSM)	37,955	44,912	49,341	60,728
IT Analyst/Programmer II	461130, 465140	Group 6 (NCSSM)	44,653	52,837	58,049	71,445
IT Analyst/Programmer III	461140, 465150	Group 6 (NCSSM)	51,351	60,763	66,756	82,161



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CLASSIFICATION TITLE	CUPA COMPARISON	INSTITUTION GROUP	MINIMUM	MARKET RANGE		MAXIMUM
IT Architect/Engineer I	460190	Group 0 (UNC System Office)	112,997	133,635	146,897	180,796
IT Architect/Engineer II	460190	Group 0 (UNC System Office)	132,938	157,218	172,819	200,000
IT Architect/Engineer III	460190	Group 0 (UNC System Office)	152,879	180,800	198,742	200,000
IT Architect/Engineer I	460190	Group 1 (NCSU & UNC-CH)	112,997	133,635	146,897	180,796
IT Architect/Engineer II	460190	Group 1 (NCSU & UNC-CH)	132,938	157,218	172,819	200,000
IT Architect/Engineer III	460190	Group 1 (NCSU & UNC-CH)	152,879	180,800	198,742	200,000
IT Architect/Engineer I	460190	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	102,725	121,486	133,542	164,360
IT Architect/Engineer II	460190	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	120,853	142,925	157,109	193,364
IT Architect/Engineer III	460190	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	138,981	164,364	180,675	200,000
IT Architect/Engineer I	460190	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	93,386	110,442	121,402	149,418
IT Architect/Engineer II	460190	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	109,866	129,932	142,826	175,786
IT Architect/Engineer III	460190	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	126,346	149,422	164,250	200,000
IT Architect/Engineer I	460190	Group 4 (FSU, WSSU)	84,048	99,398	109,262	134,476
IT Architect/Engineer II	460190	Group 4 (FSU, WSSU)	98,880	116,939	128,543	158,207
IT Architect/Engineer III	460190	Group 4 (FSU, WSSU)	113,711	134,480	147,825	181,938
IT Architect/Engineer I	460190	Group 5 (ECSU, UNC-A, UNCSA)	75,643	89,458	98,336	121,029
IT Architect/Engineer II	460190	Group 5 (ECSU, UNC-A, UNCSA)	88,992	105,245	115,689	142,387
IT Architect/Engineer III	460190	Group 5 (ECSU, UNC-A, UNCSA)	102,340	121,032	133,042	163,745
IT Architect/Engineer I	460190	Group 6 (NCSSM)	68,079	80,512	88,502	108,926
IT Architect/Engineer II	460190	Group 6 (NCSSM)	80,092	94,720	104,120	128,148
IT Architect/Engineer III	460190	Group 6 (NCSSM)	92,106	108,928	119,738	147,370



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CLASSIFICATION TITLE	CUPA COMPARISON	INSTITUTION GROUP	MINIMUM	MARKET RANGE		MAXIMUM
IT Auditor I	461100	Group 0 (UNC System Office)	69,219	81,897	89,984	110,750
IT Auditor II	461100	Group 0 (UNC System Office)	81,434	96,350	105,864	130,294
IT Auditor III	461100	Group 0 (UNC System Office)	93,649	110,802	121,744	149,838
IT Auditor I	461100	Group 1 (NCSU & UNC-CH)	69,219	81,897	89,984	110,750
IT Auditor II	461100	Group 1 (NCSU & UNC-CH)	81,434	96,350	105,864	130,294
IT Auditor III	461100	Group 1 (NCSU & UNC-CH)	93,649	110,802	121,744	149,838
IT Auditor I	461100	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	62,926	74,452	81,804	100,682
IT Auditor II	461100	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	74,031	87,591	96,240	118,449
IT Auditor III	461100	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	85,135	100,729	110,676	136,217
IT Auditor I	461100	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	57,206	67,684	74,367	91,529
IT Auditor II	461100	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	67,301	79,628	87,491	107,681
IT Auditor III	461100	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	77,396	91,572	100,615	123,833
IT Auditor I	461100	Group 4 (FSU, WSSU)	51,485	60,915	66,931	82,376
IT Auditor II	461100	Group 4 (FSU, WSSU)	60,571	71,665	78,742	96,913
IT Auditor III	461100	Group 4 (FSU, WSSU)	69,656	82,415	90,553	111,450
IT Auditor I	461100	Group 5 (ECSU, UNC-A, UNCSA)	46,337	54,824	60,238	74,139
IT Auditor II	461100	Group 5 (ECSU, UNC-A, UNCSA)	54,514	64,499	70,868	87,222
IT Auditor III	461100	Group 5 (ECSU, UNC-A, UNCSA)	62,691	74,173	81,498	100,305
IT Auditor I	461100	Group 6 (NCSSM)	41,703	49,341	54,214	66,725
IT Auditor II	461100	Group 6 (NCSSM)	49,062	58,049	63,781	78,500
IT Auditor III	461100	Group 6 (NCSSM)	56,422	66,756	73,348	90,275



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CLASSIFICATION TITLE	CUPA COMPARISON	INSTITUTION GROUP	MINIMUM	MARKET RANGE		MAXIMUM
IT Business Intelligence/Data Analyst I	462110	Group 0 (UNC System Office)	62,998	74,545	81,897	100,797
IT Business Intelligence/Data Analyst II	462110	Group 0 (UNC System Office)	74,115	87,700	96,350	118,584
IT Business Intelligence/Data Analyst III	462110	Group 0 (UNC System Office)	85,233	100,855	110,802	136,372
IT Business Intelligence/Data Analyst I	462110	Group 1 (NCSU & UNC-CH)	62,998	74,545	81,897	100,797
IT Business Intelligence/Data Analyst II	462110	Group 1 (NCSU & UNC-CH)	74,115	87,700	96,350	118,584
IT Business Intelligence/Data Analyst III	462110	Group 1 (NCSU & UNC-CH)	85,233	100,855	110,802	136,372
IT Business Intelligence/Data Analyst I	462110	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	57,271	67,768	74,452	91,633
IT Business Intelligence/Data Analyst II	462110	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	67,378	79,727	87,591	107,804
IT Business Intelligence/Data Analyst III	462110	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	77,484	91,686	100,729	123,975
IT Business Intelligence/Data Analyst I	462110	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	52,064	61,607	67,684	83,303
IT Business Intelligence/Data Analyst II	462110	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	61,252	72,479	79,628	98,004
IT Business Intelligence/Data Analyst III	462110	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	70,440	83,351	91,572	112,704
IT Business Intelligence/Data Analyst I	462110	Group 4 (FSU, WSSU)	46,858	55,446	60,915	74,973
IT Business Intelligence/Data Analyst II	462110	Group 4 (FSU, WSSU)	55,127	65,231	71,665	88,203
IT Business Intelligence/Data Analyst III	462110	Group 4 (FSU, WSSU)	63,396	75,016	82,415	101,434
IT Business Intelligence/Data Analyst I	462110	Group 5 (ECSU, UNC-A, UNCSA)	42,172	49,902	54,824	67,476
IT Business Intelligence/Data Analyst II	462110	Group 5 (ECSU, UNC-A, UNCSA)	49,614	58,708	64,499	79,383
IT Business Intelligence/Data Analyst III	462110	Group 5 (ECSU, UNC-A, UNCSA)	57,057	67,514	74,173	91,290
IT Business Intelligence/Data Analyst I	462110	Group 6 (NCSSM)	37,955	44,912	49,341	60,728
IT Business Intelligence/Data Analyst II	462110	Group 6 (NCSSM)	44,653	52,837	58,049	71,445
IT Business Intelligence/Data Analyst III	462110	Group 6 (NCSSM)	51,351	60,763	66,756	82,161



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IT Business Systems Analyst I	463150	Group 0 (UNC System Office)	57,342	67,861	74,545	91,747
IT Business Systems Analyst II	463150	Group 0 (UNC System Office)	67,461	79,837	87,700	107,938
IT Business Systems Analyst III	463150	Group 0 (UNC System Office)	77,580	91,813	100,855	124,129
IT Business Systems Analyst I	463150	Group 1 (NCSU & UNC-CH)	57,342	67,861	74,545	91,747
IT Business Systems Analyst II	463150	Group 1 (NCSU & UNC-CH)	67,461	79,837	87,700	107,938
IT Business Systems Analyst III	463150	Group 1 (NCSU & UNC-CH)	77,580	91,813	100,855	124,129
IT Business Systems Analyst I	463150	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	52,129	61,692	67,768	83,407
IT Business Systems Analyst II	463150	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	61,328	72,579	79,727	98,125
IT Business Systems Analyst III	463150	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	70,528	83,466	91,686	112,844
IT Business Systems Analyst I	463150	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	47,390	56,084	61,607	75,824
IT Business Systems Analyst II	463150	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	55,753	65,981	72,479	89,205
IT Business Systems Analyst III	463150	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	64,116	75,878	83,351	102,586
IT Business Systems Analyst I	463150	Group 4 (FSU, WSSU)	42,651	50,475	55,446	68,242
IT Business Systems Analyst II	463150	Group 4 (FSU, WSSU)	50,178	59,383	65,231	80,284
IT Business Systems Analyst III	463150	Group 4 (FSU, WSSU)	57,704	68,290	75,016	92,327
IT Business Systems Analyst I	463150	Group 5 (ECSU, UNC-A, UNCSA)	38,386	45,428	49,902	61,418
IT Business Systems Analyst II	463150	Group 5 (ECSU, UNC-A, UNCSA)	45,160	53,445	58,708	72,256
IT Business Systems Analyst III	463150	Group 5 (ECSU, UNC-A, UNCSA)	51,934	61,461	67,514	83,094
IT Business Systems Analyst I	463150	Group 6 (NCSSM)	34,547	40,885	44,912	55,276
IT Business Systems Analyst II	463150	Group 6 (NCSSM)	40,644	48,100	52,837	65,030
IT Business Systems Analyst III	463150	Group 6 (NCSSM)	46,741	55,315	60,763	74,785



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CLASSIFICATION TITLE	CUPA COMPARISON	INSTITUTION GROUP	MINIMUM	MARKET RANGE		MAXIMUM
IT Database Administrator I	462100	Group 0 (UNC System Office)	76,062	89,983	98,880	121,698
IT Database Administrator II	462100	Group 0 (UNC System Office)	89,484	105,863	116,329	143,175
IT Database Administrator III	462120, 460180	Group 0 (UNC System Office)	102,907	121,742	133,779	164,651
IT Client Support Manager I	463110, 463120	Group 0 (UNC System Office)	62,998	74,545	81,897	100,797
IT Client Support Manager II	463110, 463120, 463130	Group 0 (UNC System Office)	74,115	87,700	96,350	118,584
IT Client Support Manager III	460150, 463130, 463160	Group 0 (UNC System Office)	85,233	100,855	110,802	136,372
IT Client Support Manager I	463110, 463120	Group 1 (NCSU & UNC-CH)	62,998	74,545	81,897	100,797
IT Client Support Manager II	463110, 463120, 463130	Group 1 (NCSU & UNC-CH)	74,115	87,700	96,350	118,584
IT Client Support Manager III	460150, 463130, 463160	Group 1 (NCSU & UNC-CH)	85,233	100,855	110,802	136,372
IT Client Support Manager I	463110, 463120	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	57,271	67,768	74,452	91,633
IT Client Support Manager II	463110, 463120, 463130	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	67,378	79,727	87,591	107,804
IT Client Support Manager III	460150, 463130, 463160	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	77,484	91,686	100,729	123,975
IT Client Support Manager I	463110, 463120	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	52,064	61,607	67,684	83,303
IT Client Support Manager II	463110, 463120, 463130	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	61,252	72,479	79,628	98,004
IT Client Support Manager III	460150, 463130, 463160	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	70,440	83,351	91,572	112,704
IT Client Support Manager I	463110, 463120	Group 4 (FSU, WSSU)	46,858	55,446	60,915	74,973
IT Client Support Manager II	463110, 463120, 463130	Group 4 (FSU, WSSU)	55,127	65,231	71,665	88,203
IT Client Support Manager III	460150, 463130, 463160	Group 4 (FSU, WSSU)	63,396	75,016	82,415	101,434
IT Client Support Manager I	463110, 463120	Group 5 (ECSU, UNC-A, UNCSA)	42,172	49,902	54,824	67,476
IT Client Support Manager II	463110, 463120, 463130	Group 5 (ECSU, UNC-A, UNCSA)	49,614	58,708	64,499	79,383
IT Client Support Manager III	460150, 463130, 463160	Group 5 (ECSU, UNC-A, UNCSA)	57,057	67,514	74,173	91,290



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IT Client Support Manager I	463110, 463120	Group 6 (NCSSM)	37,955	44,912	49,341	60,728
IT Client Support Manager II	463110, 463120, 463130	Group 6 (NCSSM)	44,653	52,837	58,049	71,445
IT Client Support Manager III	460150, 463130, 463160	Group 6 (NCSSM)	51,351	60,763	66,756	82,161
IT Database Administrator I	462100	Group 1 (NCSU & UNC-CH)	76,062	89,983	98,880	121,698
IT Database Administrator II	462100	Group 1 (NCSU & UNC-CH)	89,484	105,863	116,329	143,175
IT Database Administrator III	462120, 460180	Group 1 (NCSU & UNC-CH)	102,907	121,742	133,779	164,651
IT Database Administrator I	462100	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	69,147	81,803	89,891	110,635
IT Database Administrator II	462100	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	81,349	96,239	105,754	130,159
IT Database Administrator III	462120, 460180	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	93,552	110,675	121,617	149,683
IT Database Administrator I	462100	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	62,861	74,367	81,719	100,577
IT Database Administrator II	462100	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	73,954	87,490	96,140	118,326
IT Database Administrator III	462120, 460180	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	85,047	100,614	110,561	136,075
IT Database Administrator I	462100	Group 4 (FSU, WSSU)	56,575	66,930	73,547	90,520
IT Database Administrator II	462100	Group 4 (FSU, WSSU)	66,558	78,741	86,526	106,494
IT Database Administrator III	462120, 460180	Group 4 (FSU, WSSU)	76,542	90,552	99,505	122,468
IT Database Administrator I	462100	Group 5 (ECSU, UNC-A, UNCSA)	50,917	60,237	66,192	81,468
IT Database Administrator II	462100	Group 5 (ECSU, UNC-A, UNCSA)	59,903	70,867	77,873	95,844
IT Database Administrator III	462120, 460180	Group 5 (ECSU, UNC-A, UNCSA)	68,888	81,497	89,554	110,221
IT Database Administrator I	462100	Group 6 (NCSSM)	45,826	54,213	59,573	73,321
IT Database Administrator II	462100	Group 6 (NCSSM)	53,912	63,780	70,086	86,260
IT Database Administrator III	462120, 460180	Group 6 (NCSSM)	61,999	73,347	80,599	99,199



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IT Instructional/Class Support Professional I	406110, 406120	Group 0 (UNC System Office)	57,342	67,861	74,545	91,747
IT Instructional/Class Support Professional II	406110, 406130	Group 0 (UNC System Office)	67,461	79,837	87,700	107,938
IT Instructional/Class Support Professional III	406110, 406050	Group 0 (UNC System Office)	77,580	91,813	100,855	124,129
IT Instructional/Class Support Professional I	406110, 406120	Group 1 (NCSU & UNC-CH)	57,342	67,861	74,545	91,747
IT Instructional/Class Support Professional II	406110, 406130	Group 1 (NCSU & UNC-CH)	67,461	79,837	87,700	107,938
IT Instructional/Class Support Professional III	406110, 406050	Group 1 (NCSU & UNC-CH)	77,580	91,813	100,855	124,129
IT Instructional/Class Support Professional I	406110, 406120	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	52,129	61,692	67,768	83,407
IT Instructional/Class Support Professional II	406110, 406130	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	61,328	72,579	79,727	98,125
IT Instructional/Class Support Professional III	406110, 406050	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	70,528	83,466	91,686	112,844
IT Instructional/Class Support Professional I	406110, 406120	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	47,390	56,084	61,607	75,824
IT Instructional/Class Support Professional II	406110, 406130	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	55,753	65,981	72,479	89,205
IT Instructional/Class Support Professional III	406110, 406050	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	64,116	75,878	83,351	102,586
IT Instructional/Class Support Professional I	406110, 406120	Group 4 (FSU, WSSU)	42,651	50,475	55,446	68,242
IT Instructional/Class Support Professional II	406110, 406130	Group 4 (FSU, WSSU)	50,178	59,383	65,231	80,284
IT Instructional/Class Support Professional III	406110, 406050	Group 4 (FSU, WSSU)	57,704	68,290	75,016	92,327
IT Instructional/Class Support Professional I	406110, 406120	Group 5 (ECSU, UNC-A, UNCSA)	38,386	45,428	49,902	61,418
IT Instructional/Class Support Professional II	406110, 406130	Group 5 (ECSU, UNC-A, UNCSA)	45,160	53,445	58,708	72,256
IT Instructional/Class Support Professional III	406110, 406050	Group 5 (ECSU, UNC-A, UNCSA)	51,934	61,461	67,514	83,094
IT Instructional/Class Support Professional I	406110, 406120	Group 6 (NCSSM)	34,547	40,885	44,912	55,276
IT Instructional/Class Support Professional II	406110, 406130	Group 6 (NCSSM)	40,644	48,100	52,837	65,030
IT Instructional/Class Support Professional III	406110, 406050	Group 6 (NCSSM)	46,741	55,315	60,763	74,785



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IT Manager I	467100, 460130, 460120	Group 0 (UNC System Office)	81,049	94,828	105,364	129,678
IT Manager II	467100, 460130, 460120	Group 0 (UNC System Office)	95,352	111,562	123,957	152,563
IT Manager III	460140, 460160, 460150	Group 0 (UNC System Office)	109,654	128,296	142,551	175,447
IT Manager I	467100, 460130, 460120	Group 1 (NCSU & UNC-CH)	81,049	94,828	105,364	129,678
IT Manager II	467100, 460130, 460120	Group 1 (NCSU & UNC-CH)	95,352	111,562	123,957	152,563
IT Manager III	460140, 460160, 460150	Group 1 (NCSU & UNC-CH)	109,654	128,296	142,551	175,447
IT Manager I	467100, 460130, 460120	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	73,681	86,207	95,785	117,889
IT Manager II	467100, 460130, 460120	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	86,683	101,420	112,688	138,693
IT Manager III	460140, 460160, 460150	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	99,686	116,633	129,592	159,497
IT Manager I	467100, 460130, 460120	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	66,983	78,370	87,077	107,172
IT Manager II	467100, 460130, 460120	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	78,803	92,200	102,444	126,085
IT Manager III	460140, 460160, 460150	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	90,624	106,030	117,811	144,998
IT Manager I	467100, 460130, 460120	Group 4 (FSU, WSSU)	60,284	70,533	78,370	96,455
IT Manager II	467100, 460130, 460120	Group 4 (FSU, WSSU)	70,923	82,980	92,200	113,476
IT Manager III	460140, 460160, 460150	Group 4 (FSU, WSSU)	81,561	95,427	106,030	130,498
IT Manager I	467100, 460130, 460120	Group 5 (ECSU, UNC-A, UNCSA)	54,256	63,480	70,533	86,809
IT Manager II	467100, 460130, 460120	Group 5 (ECSU, UNC-A, UNCSA)	63,830	74,682	82,980	102,129
IT Manager III	460140, 460160, 460150	Group 5 (ECSU, UNC-A, UNCSA)	73,405	85,884	95,427	117,448
IT Manager I	467100, 460130, 460120	Group 6 (NCSSM)	48,830	57,132	63,479	78,129
IT Manager II	467100, 460130, 460120	Group 6 (NCSSM)	57,447	67,214	74,682	91,916
IT Manager III	460140, 460160, 460150	Group 6 (NCSSM)	66,065	77,296	85,884	105,703



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CLASSIFICATION TITLE	CUPA COMPARISON	INSTITUTION GROUP	MINIMUM	MARKET RANGE		MAXIMUM
IT Network Administrator I	464100, 464110	Group 0 (UNC System Office)	57,342	67,861	74,545	91,747
IT Network Administrator II	464100, 464110	Group 0 (UNC System Office)	67,461	79,837	87,700	107,938
IT Network Administrator III	464110, 464120	Group 0 (UNC System Office)	77,580	91,813	100,855	124,129
IT Network Administrator I	464100, 464110	Group 1 (NCSU & UNC-CH)	57,342	67,861	74,545	91,747
IT Network Administrator II	464100, 464110	Group 1 (NCSU & UNC-CH)	67,461	79,837	87,700	107,938
IT Network Administrator III	464110, 464120	Group 1 (NCSU & UNC-CH)	77,580	91,813	100,855	124,129
IT Network Administrator I	464100, 464110	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	52,129	61,692	67,768	83,407
IT Network Administrator II	464100, 464110	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	61,328	72,579	79,727	98,125
IT Network Administrator III	464110, 464120	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	70,528	83,466	91,686	112,844
IT Network Administrator I	464100, 464110	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	47,390	56,084	61,607	75,824
IT Network Administrator II	464100, 464110	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	55,753	65,981	72,479	89,205
IT Network Administrator III	464110, 464120	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	64,116	75,878	83,351	102,586
IT Network Administrator I	464100, 464110	Group 4 (FSU, WSSU)	42,651	50,475	55,446	68,242
IT Network Administrator II	464100, 464110	Group 4 (FSU, WSSU)	50,178	59,383	65,231	80,284
IT Network Administrator III	464110, 464120	Group 4 (FSU, WSSU)	57,704	68,290	75,016	92,327
IT Network Administrator I	464100, 464110	Group 5 (ECSU, UNC-A, UNCSA)	38,386	45,428	49,902	61,418
IT Network Administrator II	464100, 464110	Group 5 (ECSU, UNC-A, UNCSA)	45,160	53,445	58,708	72,256
IT Network Administrator III	464110, 464120	Group 5 (ECSU, UNC-A, UNCSA)	51,934	61,461	67,514	83,094
IT Network Administrator I	464100, 464110	Group 6 (NCSSM)	34,547	40,885	44,912	55,276
IT Network Administrator II	464100, 464110	Group 6 (NCSSM)	40,644	48,100	52,837	65,030
IT Network Administrator III	464110, 464120	Group 6 (NCSSM)	46,741	55,315	60,763	74,785



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CLASSIFICATION TITLE	CUPA COMPARISON	INSTITUTION GROUP	MINIMUM	MARKET RANGE		MAXIMUM
IT Project Manager I	461170	Group 0 (UNC System Office)	83,589	98,879	108,665	133,742
IT Project Manager II	461170	Group 0 (UNC System Office)	98,339	116,328	127,841	157,343
IT Project Manager III	461170	Group 0 (UNC System Office)	113,090	133,777	147,018	180,945
IT Project Manager I	461170	Group 1 (NCSU & UNC-CH)	83,589	98,879	108,665	133,742
IT Project Manager II	461170	Group 1 (NCSU & UNC-CH)	98,339	116,328	127,841	157,343
IT Project Manager III	461170	Group 1 (NCSU & UNC-CH)	113,090	133,777	147,018	180,945
IT Project Manager I	461170	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	75,990	89,890	98,786	121,583
IT Project Manager II	461170	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	89,400	105,753	116,219	143,039
IT Project Manager III	461170	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	102,809	121,616	133,652	164,495
IT Project Manager I	461170	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	69,081	81,718	89,806	110,530
IT Project Manager II	461170	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	81,272	96,139	105,654	130,036
IT Project Manager III	461170	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	93,463	110,560	121,502	149,541
IT Project Manager I	461170	Group 4 (FSU, WSSU)	62,173	73,546	80,825	99,477
IT Project Manager II	461170	Group 4 (FSU, WSSU)	73,145	86,525	95,089	117,032
IT Project Manager III	461170	Group 4 (FSU, WSSU)	84,117	99,504	109,352	134,587
IT Project Manager I	461170	Group 5 (ECSU, UNC-A, UNCSA)	55,956	66,192	72,743	89,530
IT Project Manager II	461170	Group 5 (ECSU, UNC-A, UNCSA)	65,831	77,873	85,580	105,329
IT Project Manager III	461170	Group 5 (ECSU, UNC-A, UNCSA)	75,705	89,553	98,417	121,128
IT Project Manager I	461170	Group 6 (NCSSM)	50,360	59,573	65,469	80,577
IT Project Manager II	461170	Group 6 (NCSSM)	59,248	70,085	77,022	94,796
IT Project Manager III	461170	Group 6 (NCSSM)	68,135	80,598	88,575	109,015



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CLASSIFICATION TITLE	CUPA COMPARISON	INSTITUTION GROUP	MINIMUM	MARKET RANGE		MAXIMUM
IT Security Professional I	466100, 466110	Group 0 (UNC System Office)	69,219	81,897	89,984	110,750
IT Security Professional II	466100, 466110	Group 0 (UNC System Office)	81,434	96,350	105,864	130,294
IT Security Professional III	466100, 466110	Group 0 (UNC System Office)	93,649	110,802	121,744	149,838
IT Security Professional I	466100, 466110	Group 1 (NCSU & UNC-CH)	69,219	81,897	89,984	110,750
IT Security Professional II	466100, 466110	Group 1 (NCSU & UNC-CH)	81,434	96,350	105,864	130,294
IT Security Professional III	466100, 466110	Group 1 (NCSU & UNC-CH)	93,649	110,802	121,744	149,838
IT Security Professional I	466100, 466110	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	62,926	74,452	81,804	100,682
IT Security Professional II	466100, 466110	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	74,031	87,591	96,240	118,449
IT Security Professional III	466100, 466110	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	85,135	100,729	110,676	136,217
IT Security Professional I	466100, 466110	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	57,206	67,684	74,367	91,529
IT Security Professional II	466100, 466110	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	67,301	79,628	87,491	107,681
IT Security Professional III	466100, 466110	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	77,396	91,572	100,615	123,833
IT Security Professional I	466100, 466110	Group 4 (FSU, WSSU)	51,485	60,915	66,931	82,376
IT Security Professional II	466100, 466110	Group 4 (FSU, WSSU)	60,571	71,665	78,742	96,913
IT Security Professional III	466100, 466110	Group 4 (FSU, WSSU)	69,656	82,415	90,553	111,450
IT Security Professional I	466100, 466110	Group 5 (ECSU, UNC-A, UNCSA)	46,337	54,824	60,238	74,139
IT Security Professional II	466100, 466110	Group 5 (ECSU, UNC-A, UNCSA)	54,514	64,499	70,868	87,222
IT Security Professional III	466100, 466110	Group 5 (ECSU, UNC-A, UNCSA)	62,691	74,173	81,498	100,305
IT Security Professional I	466100, 466110	Group 6 (NCSSM)	41,703	49,341	54,214	66,725
IT Security Professional II	466100, 466110	Group 6 (NCSSM)	49,062	58,049	63,781	78,500
IT Security Professional III	466100, 466110	Group 6 (NCSSM)	56,422	66,756	73,348	90,275



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CLASSIFICATION TITLE	CUPA COMPARISON	INSTITUTION GROUP	MINIMUM	MARKET RANGE		MAXIMUM
IT System Administrator I	465160	Group 0 (UNC System Office)	69,219	81,897	89,984	110,750
IT System Administrator II	465160	Group 0 (UNC System Office)	81,434	96,350	105,864	130,294
IT System Administrator III	465160	Group 0 (UNC System Office)	93,649	110,802	121,744	149,838
IT System Administrator I	465160	Group 1 (NCSU & UNC-CH)	69,219	81,897	89,984	110,750
IT System Administrator II	465160	Group 1 (NCSU & UNC-CH)	81,434	96,350	105,864	130,294
IT System Administrator III	465160	Group 1 (NCSU & UNC-CH)	93,649	110,802	121,744	149,838
IT System Administrator I	465160	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	62,926	74,452	81,804	100,682
IT System Administrator II	465160	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	74,031	87,591	96,240	118,449
IT System Administrator III	465160	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	85,135	100,729	110,676	136,217
IT System Administrator I	465160	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	57,206	67,684	74,367	91,529
IT System Administrator II	465160	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	67,301	79,628	87,491	107,681
IT System Administrator III	465160	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	77,396	91,572	100,615	123,833
IT System Administrator I	465160	Group 4 (FSU, WSSU)	51,485	60,915	66,931	82,376
IT System Administrator II	465160	Group 4 (FSU, WSSU)	60,571	71,665	78,742	96,913
IT System Administrator III	465160	Group 4 (FSU, WSSU)	69,656	82,415	90,553	111,450
IT System Administrator I	465160	Group 5 (ECSU, UNC-A, UNCSA)	46,337	54,824	60,238	74,139
IT System Administrator II	465160	Group 5 (ECSU, UNC-A, UNCSA)	54,514	64,499	70,868	87,222
IT System Administrator III	465160	Group 5 (ECSU, UNC-A, UNCSA)	62,691	74,173	81,498	100,305
IT System Administrator I	465160	Group 6 (NCSSM)	41,703	49,341	54,214	66,725
IT System Administrator II	465160	Group 6 (NCSSM)	49,062	58,049	63,781	78,500
IT System Administrator III	465160	Group 6 (NCSSM)	56,422	66,756	73,348	90,275



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CLASSIFICATION TITLE	CUPA COMPARISON	INSTITUTION GROUP	MINIMUM	MARKET RANGE		MAXIMUM
IT Web Designer/Developer I	461162, 461164	Group 0 (UNC System Office)	52,201	61,786	67,861	83,522
IT Web Designer/Developer II	461162, 461164	Group 0 (UNC System Office)	61,413	72,690	79,837	98,261
IT Web Designer/Developer III	461150	Group 0 (UNC System Office)	70,625	83,593	91,813	113,000
IT Web Designer/Developer I	461162, 461164	Group 1 (NCSU & UNC-CH)	52,201	61,786	67,861	83,522
IT Web Designer/Developer II	461162, 461164	Group 1 (NCSU & UNC-CH)	61,413	72,690	79,837	98,261
IT Web Designer/Developer III	461150	Group 1 (NCSU & UNC-CH)	70,625	83,593	91,813	113,000
IT Web Designer/Developer I	461162, 461164	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	47,456	56,169	61,692	75,929
IT Web Designer/Developer II	461162, 461164	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	55,830	66,081	72,579	89,328
IT Web Designer/Developer III	461150	Group 2 (ECU, NCA&T, UNC-C, UNC-G)	64,205	75,994	83,466	102,727
IT Web Designer/Developer I	461162, 461164	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	43,141	51,063	56,084	69,026
IT Web Designer/Developer II	461162, 461164	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	50,755	60,074	65,981	81,207
IT Web Designer/Developer III	461150	Group 3 (ASU, NCCU, UNC-W, UNC-P, WCU)	58,368	69,085	75,878	93,388
IT Web Designer/Developer I	461162, 461164	Group 4 (FSU, WSSU)	38,827	45,957	50,475	62,124
IT Web Designer/Developer II	461162, 461164	Group 4 (FSU, WSSU)	45,679	54,067	59,383	73,087
IT Web Designer/Developer III	461150	Group 4 (FSU, WSSU)	52,531	62,177	68,290	84,050
IT Web Designer/Developer I	461162, 461164	Group 5 (ECSU, UNC-A, UNCSA)	34,945	41,361	45,428	55,911
IT Web Designer/Developer II	461162, 461164	Group 5 (ECSU, UNC-A, UNCSA)	41,111	48,660	53,445	65,778
IT Web Designer/Developer III	461150	Group 5 (ECSU, UNC-A, UNCSA)	47,278	55,959	61,461	75,645
IT Web Designer/Developer I	461162, 461164	Group 6 (NCSSM)	31,450	37,225	40,885	50,320
IT Web Designer/Developer II	461162, 461164	Group 6 (NCSSM)	37,000	43,794	48,100	59,200
IT Web Designer/Developer III	461150	Group 6 (NCSSM)	42,550	50,363	55,315	68,080