

Job Class Code	Career Band Titles	Career Band Minimum	Contributing Minimum	C Reference Rate (CRR)	Contributing Maximum	Journey Minimum	J Reference Rate (JMR)	Journey Maximum	Advanced Minimum	A Reference Rate (ARR)	Advanced Maximum	Career Band Maximum
Administrative and Managerial												
10100	Purchasing Specialist	\$34,116	\$53,846	\$59,829	\$65,812	\$65,570	\$72,855	\$80,141	\$75,021	\$83,357	\$91,693	\$90,496
10101	Purchasing Manager	\$56,401	\$78,495	\$87,217	\$95,939	\$101,275	\$112,528	\$123,781	\$115,825	\$128,694	\$141,563	\$144,989
10300	University Program Associate	\$35,589	\$38,192	\$42,436	\$46,680	\$45,394	\$50,438	\$55,482	\$51,874	\$57,638	\$63,402	\$64,499
10301	University Program Specialist	\$36,381	\$46,157	\$51,285	\$56,414	\$59,311	\$65,901	\$72,491	\$70,735	\$78,594	\$86,453	\$91,526
10302	University Program Manager	\$56,245	\$64,042	\$71,158	\$78,274	\$75,754	\$84,171	\$92,588	\$102,163	\$113,514	\$124,865	\$143,846
10421	Administrative Support Associate	\$33,540	\$31,200	\$36,894	\$40,583	\$32,559	\$38,890	\$42,779	\$39,614	\$44,015	\$48,417	\$54,455
10422	Administrative Support Specialist	\$34,602	\$31,200	\$37,485	\$41,234	\$40,059	\$44,510	\$48,961	\$45,748	\$50,831	\$55,914	\$58,870
10433	Executive Assistant	\$37,306	\$46,914	\$52,127	\$57,340	\$57,936	\$64,373	\$70,810	\$67,673	\$75,192	\$82,711	\$86,062
10434	Administrative Support Supervisor	\$37,851	\$40,968	\$45,520	\$50,072	\$50,047	\$55,608	\$61,169	\$55,726	\$61,918	\$68,110	\$70,414
10739	Business Services Coordinator	\$34,280	\$38,743	\$43,048	\$47,353	\$43,329	\$48,143	\$52,957	\$50,220	\$55,800	\$61,380	\$63,478
10740	Business Systems Analyst	\$50,586	\$63,446	\$70,496	\$77,546	\$76,928	\$85,476	\$94,024	\$97,865	\$108,739	\$119,613	\$132,025
10750	Accounting Technician	\$33,540	\$32,164	\$38,418	\$42,260	\$41,176	\$45,751	\$50,326	\$49,116	\$54,573	\$60,030	\$63,478
10751	Accountant	\$42,564	\$51,663	\$57,403	\$63,143	\$67,052	\$74,502	\$81,952	\$87,866	\$97,629	\$107,392	\$120,773
10752	Accounting Manager	\$59,898	\$77,951	\$86,612	\$95,273	\$98,074	\$108,971	\$119,868	\$118,166	\$131,296	\$144,426	\$140,931
10800	Auditor	\$39,788	\$55,301	\$61,446	\$67,591	\$63,781	\$70,868	\$77,955	\$85,014	\$94,460	\$103,906	\$118,115
10801	Audit Manager	\$48,371	\$74,060	\$82,289	\$90,518	\$100,267	\$111,408	\$122,549	\$108,419	\$120,465	\$132,281	\$132,281
10850	Budget Analyst	\$48,161	\$57,364	\$63,738	\$70,112	\$67,069	\$74,521	\$81,973	\$83,540	\$92,822	\$102,104	\$116,665
10851	Budget Manager	\$61,885	\$81,134	\$90,149	\$99,164	\$101,275	\$112,528	\$123,781	\$108,710	\$120,789	\$132,627	\$132,627
10900	Business Officer	\$45,026	\$57,536	\$63,929	\$70,322	\$70,421	\$78,246	\$86,071	\$92,993	\$103,326	\$113,659	\$128,013
11451	Paralegal	\$41,348	\$47,350	\$52,611	\$57,872	\$54,814	\$60,904	\$66,994	\$62,677	\$69,641	\$76,605	\$92,258
11804	Human Resources Specialist	\$34,320	\$40,707	\$45,230	\$49,753	\$55,487	\$61,652	\$67,817	\$59,070	\$65,633	\$70,983	\$70,983
11805	Human Resources Consultant	\$42,792	\$59,283	\$65,870	\$72,457	\$71,819	\$79,799	\$87,779	\$86,973	\$96,637	\$102,066	\$102,066
11806	Human Resources Manager	\$53,995	\$71,377	\$79,308	\$87,239	\$93,133	\$103,481	\$113,829	\$99,772	\$110,858	\$121,944	\$122,536
11900	Support Services Associate	\$33,540	\$33,540	\$34,560	\$38,016	\$35,499	\$39,443	\$43,387	\$43,991	\$48,879	\$53,767	\$58,335
11901	Support Services Supervisor	\$35,880	\$40,142	\$44,602	\$49,062	\$48,298	\$53,664	\$59,030	\$69,498	\$77,220	\$84,942	\$100,808
12415	Social/Clinical Res Assistant	\$36,320	\$40,865	\$45,405	\$49,946	\$47,664	\$52,960	\$58,256	\$55,886	\$62,096	\$68,306	\$73,745
12416	Social/Clinical Res Specialist	\$41,572	\$53,609	\$59,566	\$65,523	\$63,875	\$70,972	\$78,069	\$77,858	\$86,509	\$95,160	\$106,162
Information and Education												
13100	University Library Technician	\$33,540	\$31,200	\$37,144	\$40,858	\$41,585	\$46,206	\$50,827	\$50,280	\$55,867	\$61,454	\$65,378
13101	University Library Specialist	\$34,133	\$40,317	\$44,797	\$49,277	\$49,871	\$55,412	\$60,953	\$57,993	\$64,437	\$70,881	\$73,667
13102	University Librarian	\$39,469	\$46,790	\$51,989	\$57,188	\$57,936	\$64,373	\$70,810	\$67,411	\$74,901	\$82,391	\$84,838
13150	Student Services Specialist	\$33,540	\$36,042	\$40,047	\$44,052	\$43,941	\$48,823	\$53,705	\$62,091	\$68,990	\$75,889	\$90,156
13201	Public Communications Specialist	\$35,880	\$42,726	\$47,473	\$52,220	\$56,910	\$63,233	\$69,556	\$71,678	\$79,642	\$87,606	\$96,560
13202	Visual Arts Specialist	\$37,440	\$41,099	\$45,666	\$50,233	\$54,500	\$60,555	\$66,611	\$66,898	\$74,331	\$81,764	\$83,413
13400	Education Consultant	\$44,560	\$53,641	\$59,601	\$65,561	\$67,478	\$74,975	\$82,473	\$90,256	\$100,284	\$110,312	\$125,875
13401	Training Specialist	\$42,951	\$51,024	\$56,693	\$62,362	\$63,666	\$70,740	\$77,814	\$81,436	\$90,484	\$99,532	\$110,661
13500	Interior Designer	\$44,591	\$50,635	\$56,261	\$61,887	\$58,892	\$65,436	\$71,980	\$70,259	\$78,065	\$85,872	\$91,313
13550	Performing Artist	\$38,322	\$43,455	\$48,283	\$53,111	\$50,904	\$56,560	\$62,216	\$57,742	\$64,158	\$70,574	\$72,271
13600	Broadcast Media Technician	\$34,944	\$34,944	\$37,401	\$41,141	\$38,389	\$42,654	\$41,892	\$44,548	\$49,498	\$54,448	\$56,090
13601	Broadcast Media Specialist	\$35,880	\$42,156	\$46,840	\$51,524	\$52,542	\$58,380	\$64,218	\$59,589	\$66,210	\$72,831	\$74,090
13602	Broadcast Media Manager	\$36,671	\$47,075	\$52,305	\$57,536	\$57,395	\$63,772	\$70,149	\$68,432	\$76,036	\$83,640	\$88,202
13300	Multi-Media Technician	\$39,000	\$39,000	\$42,064	\$46,270	\$47,786	\$53,095	\$58,405	\$54,594	\$60,660	\$66,726	\$68,414

Engineering and Architecture												
16100	Architect	\$46,035	\$57,974	\$64,416	\$70,858	\$70,421	\$78,246	\$86,071	\$80,771	\$89,745	\$98,720	\$101,243
16101	Architectural Technician	\$35,884	\$42,524	\$47,249	\$51,974	\$51,797	\$57,552	\$63,307	\$65,682	\$72,980	\$80,278	\$88,213
16103	Engineering Technician	\$35,884	\$42,524	\$47,249	\$51,974	\$51,797	\$57,552	\$63,307	\$65,682	\$72,980	\$80,278	\$88,213
16104	Engineer (Facilities MRR)	\$43,030	\$57,073	\$63,414	\$69,755	\$68,103	\$75,670	\$83,237	\$92,591	\$102,879	\$113,167	\$120,587
16105	Engineering/Arch Supervisor (Fac)	\$46,932	\$75,565	\$83,961	\$92,357	\$86,611	\$96,234	\$105,857	\$95,080	\$105,644	\$116,208	\$126,510
16106	Engineering/Arch Manager	\$69,016	\$99,162	\$110,180	\$121,198	\$108,869	\$120,966	\$133,063	\$119,550	\$132,833	\$146,116	\$146,809
16108	Facility Planner	\$42,952	\$56,367	\$62,630	\$68,893	\$70,421	\$78,246	\$86,071	\$81,320	\$90,356	\$99,392	\$101,919
16110	Landscape Architect	\$48,124	\$55,827	\$62,030	\$68,233	\$63,875	\$70,972	\$78,069	\$76,829	\$85,365	\$93,902	\$99,657
Environmental and Scientific Research												
12501	Research Technician	\$34,320	\$37,666	\$41,851	\$46,036	\$42,971	\$47,746	\$52,521	\$53,140	\$59,044	\$64,948	\$72,734
12502	Research Specialist	\$45,454	\$54,172	\$60,191	\$66,210	\$61,937	\$68,819	\$75,701	\$76,823	\$85,359	\$93,895	\$109,409
12503	Research Operations Manager	\$53,853	\$61,937	\$68,819	\$75,701	\$70,870	\$78,744	\$86,618	\$87,987	\$97,763	\$107,539	\$125,338
12521	Environmental Specialist	\$35,851	\$44,582	\$49,536	\$54,490	\$55,177	\$61,308	\$67,439	\$62,594	\$69,549	\$76,504	\$77,353
Information Technology												
12200	IT Operations Technician	\$39,000	\$46,300	\$51,444	\$45,271	\$58,153	\$64,614	\$71,075	\$72,648	\$80,720	\$88,792	\$97,109
12201	Information Tech. Manager	\$64,840	\$84,520	\$93,911	\$103,302	\$113,349	\$125,943	\$138,537	\$124,469	\$138,299	\$152,129	\$158,793
12202	IT Operations Analyst	\$49,234	\$57,112	\$63,458	\$69,804	\$68,657	\$76,285	\$83,914	\$83,953	\$93,281	\$102,609	\$110,530
12203	Systems Programmer/Analyst	\$58,651	\$69,243	\$76,937	\$84,631	\$85,290	\$94,767	\$104,244	\$101,874	\$113,193	\$124,512	\$132,066
12204	IT Manager - Systems	\$81,700	\$93,017	\$103,352	\$113,687	\$111,207	\$123,563	\$135,919	\$128,669	\$142,966	\$157,263	\$163,910
12206	Systems Programmer/Specialist	\$61,600	\$78,281	\$86,979	\$95,677	\$102,640	\$114,044	\$125,448	\$122,737	\$136,374	\$150,011	\$155,909
12209	IT Manager - Operations	\$67,452	\$74,464	\$82,738	\$91,012	\$85,290	\$94,767	\$104,244	\$110,191	\$122,434	\$134,677	\$149,845
12210	Networking Technician	\$34,517	\$45,076	\$50,084	\$55,092	\$55,830	\$62,033	\$68,236	\$67,658	\$75,176	\$82,694	\$88,872
12211	Networking Analyst	\$50,087	\$64,411	\$71,568	\$78,725	\$79,340	\$88,156	\$96,972	\$94,767	\$105,297	\$115,827	\$123,346
12212	IT Manager - Networking	\$66,650	\$81,575	\$90,639	\$99,703	\$108,608	\$120,676	\$132,744	\$123,526	\$137,251	\$150,976	\$154,461
12218	IT Project Analyst/Manager	\$59,709	\$75,434	\$83,816	\$92,198	\$105,440	\$117,156	\$128,872	\$121,952	\$135,502	\$149,052	\$153,364
12219	IT Project Program Manager	\$82,773	\$95,740	\$106,378	\$108,852	\$116,349	\$129,277	\$142,205	\$131,207	\$145,785	\$160,364	\$163,910
12232	Networking Specialist	\$64,414	\$79,286	\$88,095	\$96,905	\$98,564	\$109,516	\$120,468	\$115,916	\$128,795	\$141,675	\$148,035
12233	Bus. & Tech. App. Tech	\$40,090	\$47,577	\$52,863	\$58,149	\$59,410	\$66,011	\$72,612	\$75,467	\$83,852	\$92,237	\$102,032
12234	Bus. & Tech. App. Analyst	\$48,890	\$63,205	\$70,228	\$77,251	\$81,522	\$90,580	\$99,638	\$97,395	\$108,217	\$119,039	\$126,995
12235	IT Manager - Bus & Tech App.	\$76,325	\$92,118	\$102,353	\$112,588	\$116,432	\$129,369	\$142,306	\$130,157	\$144,619	\$159,081	\$158,947
12236	IT Security Specialist	\$54,825	\$68,705	\$76,339	\$83,973	\$95,361	\$105,957	\$116,553	\$113,090	\$125,655	\$138,221	\$145,219
12247	Tech. Support Technician	\$36,094	\$42,406	\$47,118	\$51,830	\$55,265	\$61,406	\$67,547	\$64,814	\$72,015	\$79,217	\$83,230
12249	Tech. Support Analyst	\$35,406	\$49,611	\$55,123	\$60,635	\$63,866	\$70,962	\$78,058	\$74,985	\$83,317	\$91,649	\$95,992
12250	IT Manager - Technology Support	\$72,243	\$82,274	\$91,415	\$100,557	\$99,046	\$110,051	\$121,056	\$119,343	\$132,603	\$145,863	\$156,073
12259	Bus. & Tech. App. Specialist	\$61,275	\$79,063	\$87,848	\$96,633	\$100,623	\$111,803	\$122,983	\$112,451	\$124,945	\$137,440	\$138,534
12264	Tech. Support Specialist	\$50,321	\$63,926	\$71,029	\$78,132	\$79,340	\$88,156	\$96,972	\$92,444	\$102,715	\$112,987	\$117,971
Institutional Services												
16784	Grounds Services Technician	\$33,540	\$33,540	\$34,320	\$37,752	\$33,835	\$37,594	\$41,353	\$38,449	\$42,721	\$46,993	\$47,847
16785	Building Environmental Technician	\$33,540	\$33,540	\$34,320	\$37,752	\$33,835	\$37,594	\$41,353	\$38,449	\$42,721	\$46,993	\$47,847

16786	Building Environmental Supervisor	\$34,320	\$41,126	\$45,696	\$50,266	\$45,342	\$50,380	\$55,418	\$51,524	\$57,249	\$62,974	\$70,692
16787	Building Environmental Manager	\$35,330	\$49,977	\$55,530	\$61,083	\$57,869	\$64,299	\$70,729	\$65,760	\$73,067	\$80,374	\$95,013
Law Enforcement and Public Safety												
15826	Public Safety Telecommunicator	\$31,200	\$31,200	\$33,198	\$36,518	\$33,149	\$36,832	\$40,515	\$41,331	\$45,923	\$50,082	\$50,082
15824	Public Safety Telecommunicator Supv	\$32,000	\$40,745	\$45,272	\$49,799	\$49,676	\$55,195	\$60,715	\$63,047	\$70,052	\$77,057	\$77,303
15828	Property Security Officer	\$33,540	\$33,540	\$36,213	\$39,834	\$31,200	\$41,290	\$45,419	\$47,864	\$53,182	\$58,500	\$67,831
15829	Property Security Supervisor	\$33,540	\$33,540	\$37,697	\$41,467	\$37,975	\$42,194	\$46,413	\$59,522	\$66,135	\$72,749	\$90,156
15830	Public Safety Officer	\$39,229	\$44,040	\$48,933	\$53,826	\$49,035	\$54,483	\$59,931	\$57,430	\$63,811	\$70,192	\$80,511
15836	Public Safety Supervisor	\$50,050	\$60,258	\$66,953	\$73,648	\$67,202	\$74,669	\$82,136	\$78,868	\$87,631	\$96,394	\$108,375
15837	Public Safety Manager	\$60,786	\$68,437	\$76,041	\$83,645	\$76,362	\$84,847	\$93,332	\$89,675	\$99,639	\$109,603	\$122,470
15838	Public Safety Director	\$59,053	\$66,514	\$73,904	\$81,294	\$74,209	\$82,454	\$90,699	\$87,134	\$96,815	\$97,976	\$118,980
12517	Environmental Health & Safety Tech	\$33,540	\$35,829	\$39,810	\$43,791	\$43,596	\$48,440	\$53,284	\$51,901	\$57,668	\$63,435	\$66,859
12518	Environmental Health & Safety Prof	\$35,557	\$48,747	\$54,163	\$59,579	\$62,285	\$69,205	\$76,126	\$77,943	\$86,603	\$95,263	\$103,778
12519	EHS Manager/Consultant	\$45,816	\$63,237	\$70,263	\$77,289	\$81,522	\$90,580	\$99,638	\$102,916	\$114,351	\$125,786	\$137,272
Medical and Health												
14100	Licensed Practical Nurse	\$35,451	\$32,099	\$40,526	\$44,579	\$43,331	\$48,145	\$52,960	\$50,738	\$56,375	\$62,013	\$64,287
14101	Professional Nurse	\$45,147	\$54,591	\$60,657	\$66,723	\$64,020	\$71,133	\$78,246	\$78,234	\$86,927	\$95,620	\$102,711
14102	Nurse Consultant	\$46,298	\$58,451	\$64,945	\$71,440	\$71,402	\$79,336	\$87,270	\$83,868	\$93,187	\$102,506	\$107,059
14103	Nurse Practitioner	\$65,826	\$82,048	\$91,164	\$100,280	\$98,802	\$109,780	\$120,758	\$113,283	\$125,870	\$138,457	\$142,128
14104	Nurse Supervisor	\$62,157	\$73,392	\$81,547	\$89,702	\$85,496	\$94,996	\$104,496	\$95,491	\$106,101	\$116,711	\$118,033
14105	Nurse Director	\$63,629	\$87,877	\$97,641	\$107,405	\$112,764	\$125,293	\$137,822	\$123,836	\$137,595	\$139,063	\$149,493
14106	Medical/Nursing Assistant	\$33,540	\$33,540	\$34,320	\$37,752	\$31,200	\$38,070	\$41,877	\$42,279	\$46,977	\$46,977	\$56,310
14150	Pharmacy Technician	\$33,540	\$33,540	\$34,072	\$37,479	\$35,814	\$39,793	\$43,772	\$47,289	\$52,543	\$57,797	\$65,494
14152	Pharmacy Director	\$113,835	\$132,458	\$147,175	\$161,893	\$153,268	\$170,298	\$187,328	\$171,372	\$190,413	\$209,013	\$209,013
14151	Pharmacist	\$55,110	\$88,532	\$98,369	\$108,206	\$122,144	\$135,715	\$149,287	\$136,519	\$151,688	\$166,857	\$168,891
14250	Medical Diagnostic Technician	\$33,540	\$42,447	\$47,163	\$51,879	\$55,370	\$61,522	\$67,674	\$66,032	\$73,369	\$80,706	\$85,705
14300	Physician Assistant	\$72,188	\$84,785	\$94,205	\$103,626	\$98,802	\$109,780	\$120,758	\$115,202	\$128,002	\$140,802	\$146,318
14401	Nutrition Specialist	\$44,640	\$52,006	\$57,784	\$63,562	\$59,943	\$66,603	\$73,263	\$77,206	\$85,784	\$94,362	\$105,228
14501	Medical Records Manager	\$38,042	\$50,858	\$56,509	\$62,160	\$63,508	\$70,564	\$77,620	\$69,637	\$77,374	\$85,111	\$85,241
14600	Medical Laboratory Technician	\$33,540	\$33,540	\$37,248	\$40,973	\$41,702	\$46,335	\$50,969	\$52,008	\$57,787	\$63,566	\$68,883
14602	Medical Laboratory Supervisor	\$55,265	\$66,200	\$73,555	\$80,911	\$78,322	\$87,024	\$95,726	\$98,821	\$109,801	\$120,781	\$132,396
14800	Medical & Health Prog Consultant	\$39,000	\$32,338	\$44,914	\$49,405	\$43,844	\$48,716	\$53,588	\$56,694	\$62,993	\$69,292	\$76,836
Operations and Trades												
17123	Vehicle/Equip. Operator	\$35,175	\$35,175	\$36,511	\$40,162	\$39,214	\$43,571	\$47,928	\$49,476	\$54,973	\$60,470	\$66,443
17313	Vehicle/Equip. Repair Technician	\$37,440	\$39,626	\$44,029	\$48,432	\$46,073	\$51,192	\$56,311	\$53,954	\$59,949	\$65,944	\$73,422
17401	Facilities Superintendent	\$51,940	\$62,382	\$69,313	\$76,244	\$73,778	\$81,975	\$90,173	\$87,341	\$97,045	\$106,750	\$111,830
17421	Facility Maintenance Supervisor	\$38,285	\$44,839	\$49,821	\$54,803	\$55,448	\$61,609	\$67,770	\$70,343	\$78,159	\$85,975	\$94,709
17422	Facility Maint. Tech.-Bldg Trds	\$36,467	\$31,200	\$39,950	\$43,945	\$42,935	\$47,705	\$52,476	\$52,131	\$57,923	\$63,715	\$68,232
17423	Facility Maint. Tech.-Mech. Trds	\$35,099	\$37,562	\$41,736	\$45,910	\$47,263	\$52,514	\$57,765	\$57,095	\$63,439	\$69,783	\$74,402
17500	Electronics Specialist	\$37,849	\$45,245	\$50,272	\$55,299	\$52,549	\$58,388	\$64,227	\$67,127	\$74,586	\$82,045	\$91,035
17600	Specialty Trades Technician	\$33,540	\$41,115	\$45,683	\$50,251	\$51,269	\$56,965	\$62,662	\$64,554	\$71,727	\$78,900	\$86,240
17900	High Voltage Distribution Specialist	\$44,653	\$54,126	\$60,140	\$66,154	\$62,890	\$69,878	\$76,866	\$74,234	\$82,482	\$90,730	\$90,879
17901	High Voltage Distribution Supervisor	\$51,940	\$60,872	\$67,636	\$74,400	\$70,230	\$78,033	\$85,836	\$85,831	\$95,368	\$104,905	\$113,443
17902	Utilities Plant Operator	\$38,064	\$39,380	\$43,755	\$48,131	\$47,901	\$53,223	\$58,545	\$60,111	\$66,790	\$73,469	\$82,128
17903	Utilities Plant Supervisor	\$39,000	\$46,042	\$51,158	\$56,274	\$56,080	\$62,311	\$68,542	\$61,450	\$68,278	\$75,106	\$74,840