



THE UNIVERSITY OF NORTH CAROLINA SYSTEM

Date: 02-17-2025
To: Chancellors
From: J. Michael Vollmer, Chief Operating Officer, UNC System Office
RE: New EHRA Staff Salary Grade Ranges and Approved Institutional Salary Grade Modifiers

I am writing to share with you the approval of new salary ranges and institutional salary grade modifiers that will apply to the compensation program for most EHRA staff. Institutions may begin using the new ranges and modifiers immediately. The approved salary range table and the detailed listing of job category (JCAT) titles with their assigned salary grades and approved grade modifiers are attached.

This marks the end of an important phase of our transformation of the EHRA compensation environment. From here, we will continue to work with institutional human resources on reviewing and revising JCAT job categories, appropriately assigning JCATs to roles, and on assigning necessary institutional salary grade modifiers for classifications.

When reviewing the attachment, you may see some JCATs marked as “No Match”; these JCATs will require additional review before a grade may be assigned. We will continue to work with institutions over the next few months to do the necessary clean up and analysis to assign appropriate ranges. Lastly, the “N” (“negotiable”) range on the salary range table refers to a limited number of specific roles at certain campuses that will not have a preassigned salary range. These salaries will be managed through negotiations during the hiring process.

The new salary grades, grade modifiers, and classification job families will soon be loaded into HR DataMart to allow for greater ease in EHRA compensation reporting. Institutions will be notified once this upload has been completed. Institutions do not need to wait for this system to be updated in order to begin using the new ranges and modifiers.

All future recommendations for new or modified JCATs and all requests for grade modifiers for particular JCATs at your institutions must be submitted through the UNC System [JCAT Revisions Submission Tracking Form](#).

Questions

If you have any questions regarding these changes, please contact Thomas Walker at tawalker@northcarolina.edu or Keith Dupuis at kedupuis@northcarolina.edu.

Attachments

cc: Chief HR Officers
Chief Financial Officers
Chief Operating Officers
Chiefs of Staff
File