 Due to extraordinary recruitment, retention, and salary compression issues with our grounds and housekeeper roles, we have obtained emergency authority from our partners at OSHR to adjust the salary ranges for this Career Banded branch per the schedule below. This includes ranges for Building Environmental Services Technicians, Building Environmental Services Supervisors, and Building Environmental Services Managers. Campuses may begin utilizing these updated values immediately. The existing salary pre-approval rules now apply to these new salary ranges. Please know that this does not come with any immediate mandate to change employees’ salaries.

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Minimum</th>
<th>CRR</th>
<th>JRR</th>
<th>ARR</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building Environmental Services Technician</td>
<td>31,200</td>
<td>31,200</td>
<td>34,971</td>
<td>39,740</td>
<td>44,509</td>
</tr>
<tr>
<td>Building Environmental Services Supervisor</td>
<td>31,200</td>
<td>42,508</td>
<td>53,255</td>
<td>65,760</td>
<td>88,384</td>
</tr>
<tr>
<td>Building Environmental Services Manager</td>
<td>32,865</td>
<td>51,656</td>
<td>59,813</td>
<td>67,969</td>
<td>88,384</td>
</tr>
</tbody>
</table>

We acknowledge that the aging Career Banding structure has other critical issues, including more classes affected by the mandatory State salary minimum of $31,200. We will continue to work with OSHR and the Board of Governors to find a solution for this and consider it one of our top priorities.

If you have any questions relative to this change, please direct them to Keith Dupuis, Director of Compensation Programs, via email at kedupuis@northcarolina.edu.

Have a joyful and thankful holiday!

Professional regards,

DARRYL BASS  
Vice President and Chief Human Resources Officer  
University of North Carolina System, Human Resources Division  
140 Friday Center Drive | Chapel Hill, NC 27517  
p: 919.962.4651 | f: 919.843.2318  
Email: dbass@northcarolina.edu  
HR Portal: https://myapps.northcarolina.edu/hr/

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