

From: [Keith E. Dupuis via UNComp](#)
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Cc: ["unccomp@lists.northcarolina.edu"](mailto:unccomp@lists.northcarolina.edu)
Subject: [UNC Comp Network]SALARY RANGE UPDATE -- SHRA Grounds and Housekeeper Roles
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Attachments: [image001.png](#)
Importance: High

Sent on behalf of Darryl Bass, Vice President/CHRO for System Office Human Resources

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.

Job Title	Minimum	CRR	JRR	ARR	Maximum
Building Environmental Services Technician	31,200	31,200	34,971	39,740	44,509
Building Environmental Services Supervisor	31,200	42,508	46,865	53,255	65,760
Building Environmental Services Manager	32,865	51,656	59,813	67,969	88,384

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

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