

## Engineering & Applied Science

Job Family	Level	Code	2024 Salary Ranges						
			Developing Zone		Market Zone (anchored to P50)			Premium Zone	
			Minimum (80%)	Max (89%)	Min (90%)	Midpoint (100%)	Max (110%)	Min (111%)	Maximum (130%)
Engineering & Applied Science	1	EA1	\$43,200	\$48,599	\$48,600	\$54,000	\$60,000	\$60,001	\$70,200
	2	EA2	\$54,000	\$60,799	\$60,800	\$67,500	\$75,000	\$75,001	\$87,800
	3	EA3	\$68,800	\$77,399	\$77,400	\$86,000	\$95,500	\$95,501	\$111,800
	4	EA4	\$86,100	\$96,799	\$96,800	\$107,600	\$119,500	\$119,501	\$139,900

<b>Maximum (130%)</b>	<b>Premium Zone</b>	Target pay for employees who consistently exceed all expectations with a combination of experience and competencies that justifies premium pay.
<b>Midpoint (100%)</b>	<b>Market Zone</b>	Target pay for employees who are fully seasoned in the job with the combination of experience and competencies needed to perform all duties and responsibilities expected of the job.
<b>Minimum (80%)</b>	<b>Developing Zone</b>	Target pay for employees who are new or developing in the job and who are yet not performing the full breadth of duties/responsibilities expected of the job at this job level.