



Management

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%)
Management	1	M1	\$68,800	\$77,399	\$77,400	\$86,000	\$95,500	\$95,501	\$111,800
	2	M2	\$86,100	\$96,799	\$96,800	\$107,600	\$119,500	\$119,501	\$139,900
	3	M3	\$107,700	\$121,099	\$121,100	\$134,600	\$149,500	\$149,501	\$175,000
	4	M4	\$135,000	\$151,899	\$151,900	\$168,800	\$187,500	\$187,501	\$219,400

Maximum (130%)	Premium Zone	Target pay for employees who consistently exceed all expectations with a combination of experience and competencies that justifies premium pay.
Midpoint (100%)	Market Zone	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.
Minimum (80%)	Developing Zone	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.