



## Technical

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%)
Technical	2	T2	\$34,200	\$38,499	\$38,500	\$42,800	\$47,500	\$47,501	\$55,600
	3	T3	\$40,700	\$45,799	\$45,800	\$50,900	\$56,500	\$56,501	\$66,200
	4	T4	\$50,400	\$56,699	\$56,700	\$63,000	\$70,000	\$70,001	\$81,900

<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.