

## Technical Certified

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 Certified	1	TC1	\$41,600	\$46,799	\$46,800	\$52,000	\$57,200	\$57,201	\$67,600
	2	TC2	\$48,400	\$54,499	\$54,500	\$60,500	\$66,600	\$66,601	\$78,700
	3	TC3	\$56,000	\$62,999	\$63,000	\$70,000	\$77,000	\$77,001	\$91,000
	4	TC4	\$64,400	\$72,499	\$72,500	\$80,500	\$88,600	\$88,601	\$104,700

<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.