

**Exempt Salary Structure Effective 2026 February 23**

|                      |                   | Competent Zone |           | Target Zone  |
|----------------------|-------------------|----------------|-----------|--------------|
| Compa Ratio          |                   | 0.80           | 0.90      | 1.0          |
| Career Band          | Career Band/Level | Range Minimum  |           | Target Rate* |
| Business Support     | U1                | \$60,058       | \$67,565  | \$75,072     |
| Business Support     | U2                | \$69,034       | \$77,663  | \$86,292     |
| Business Support     | U3                | \$79,397       | \$89,321  | \$99,246     |
| Business Support     | U4                | \$91,229       | \$102,632 | \$114,036    |
| Technical Support    | T1                | \$69,034       | \$77,663  | \$86,292     |
| Technical Support    | T2                | \$79,397       | \$89,321  | \$99,246     |
| Technical Support    | T3                | \$91,229       | \$102,632 | \$114,036    |
| Technical Support    | T4                | \$104,938      | \$118,055 | \$131,172    |
| Professional         | P1                | \$79,397       | \$89,321  | \$99,246     |
| Professional         | P2                | \$91,229       | \$102,632 | \$114,036    |
| Professional         | P3                | \$104,938      | \$118,055 | \$131,172    |
| Professional         | P4                | \$125,909      | \$141,647 | \$157,386    |
| Professional         | P5                | \$151,123      | \$170,014 | \$188,904    |
| Associate Management | A1                | \$100,531      | \$113,098 | \$125,664    |
| Associate Management | A2                | \$115,627      | \$130,081 | \$144,534    |
| Management           | M1                | \$115,627      | \$130,081 | \$144,534    |
| Management           | M2                | \$133,008      | \$149,634 | \$166,260    |
| Management           | M3                | \$159,610      | \$179,561 | \$199,512    |
| Management           | M4                | \$191,515      | \$215,455 | \$239,394    |
| Executive            | E1                | \$232,560      | \$261,630 | \$290,700    |
| Executive            | E2                | \$302,328      | \$340,119 | \$377,910    |
| Executive            | E3                | \$362,794      | \$408,143 | \$453,492    |

**Engineers Salary Structure Effective 2026 February 23**

|                      |                   | Competent Zone |           | Target Zone  |
|----------------------|-------------------|----------------|-----------|--------------|
| Compa Ratio          |                   | 0.80           | 0.90      | 1.0          |
| Career Band          | Career Band/Level | Range Minimum  |           | Target Rate* |
| Professional         | P1E               | \$87,230       | \$98,134  | \$109,038    |
| Professional         | P2E               | \$100,368      | \$112,914 | \$125,460    |
| Professional         | P3E               | \$115,464      | \$129,897 | \$144,330    |
| Professional         | P4E               | \$138,475      | \$155,785 | \$173,094    |
| Professional         | P5E               | \$166,219      | \$186,997 | \$207,774    |
| Associate Management | A2E               | \$144,595      | \$162,670 | \$180,744    |
| Management           | M2E               | \$151,858      | \$170,840 | \$189,822    |
| Management           | M3E               | \$182,213      | \$204,989 | \$227,766    |
| Management           | M4E               | \$218,688      | \$246,024 | \$273,360    |

**Lawyers Salary Structure Effective 2026 February 23**

|              |                   | Competent Zone |           | Target Zone  |
|--------------|-------------------|----------------|-----------|--------------|
| Compa Ratio  |                   | 0.80           | 0.90      | 1.0          |
| Career Band  | Career Band/Level | Range Minimum  |           | Target Rate* |
| Professional | P1L               | \$100,205      | \$112,730 | \$125,256    |
| Professional | P2L               | \$115,219      | \$129,622 | \$144,024    |
| Professional | P3L               | \$132,600      | \$149,175 | \$165,750    |
| Professional | P4L               | \$159,120      | \$179,010 | \$198,900    |
| Professional | P5L               | \$190,862      | \$214,720 | \$238,578    |
| Management   | M2L               | \$153,000      | \$172,125 | \$191,250    |
| Management   | M3L               | \$183,600      | \$206,550 | \$229,500    |
| Management   | M4L               | \$220,320      | \$247,860 | \$275,400    |

\*Target Rate: Rate that can be attained by employees with satisfactory performance. This is the rate most employees will progress to and is considered the "top" of the range for their current role.