

All Participant Report

| Data Effective 01/01/2025 | Health/Environment Technology | | | | | | |
|--|-------------------------------|----------|-----------|-----------|-----------|-----------|-----------|
| | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 7 |
| | 61 | 62 | 63 | 64 | 65 | 66 | 67 |
| Number of Companies Matching | 5 | 6 | 10 | 10 | 14 | 7 | 7 |
| Number of Incumbents Reported | 30 | 123 | 204 | 210 | 240 | 228 | 113 |
| Characteristics | | | | | | | |
| Percent Non-Exempt | 75.0% | 81.6% | 91.1% | 91.8% | 95.0% | 98.7% | 52.6% |
| Percent Bargaining Unit | 12.5% | 44.9% | 15.9% | 22.6% | 19.2% | 0.0% | 6.6% |
| Base Salary | | | | | | | |
| Average | \$61,760 | \$71,598 | \$85,653 | \$92,698 | \$105,187 | \$109,060 | \$129,868 |
| 10th Percentile | \$46,904 | \$60,278 | \$67,649 | \$73,000 | \$83,097 | \$92,300 | \$105,200 |
| 25th Percentile | \$48,100 | \$63,000 | \$71,000 | \$78,300 | \$88,317 | \$101,550 | \$122,616 |
| 50th Percentile | \$59,100 | \$70,005 | \$83,600 | \$90,000 | \$103,335 | \$109,429 | \$134,326 |
| 75th Percentile | \$70,560 | \$82,000 | \$104,328 | \$109,158 | \$118,529 | \$118,210 | \$139,969 |
| 90th Percentile | \$75,500 | \$88,583 | \$108,348 | \$109,398 | \$126,301 | \$123,040 | \$143,460 |
| Salary Ranges | | | | | | | |
| Minimum (Average) | \$50,330 | \$57,817 | \$67,541 | \$72,432 | \$81,859 | \$85,806 | \$101,211 |
| Minimum (50th Percentile) | \$53,640 | \$57,800 | \$69,500 | \$76,336 | \$87,140 | \$85,100 | \$103,100 |
| Midpoint (Average) | \$66,098 | \$76,754 | \$88,325 | \$93,526 | \$104,105 | \$110,444 | \$130,304 |
| Midpoint (50th Percentile) | \$70,500 | \$73,700 | \$89,900 | \$96,500 | \$97,760 | \$110,000 | \$132,100 |
| Maximum (Average) | \$81,887 | \$95,660 | \$109,350 | \$114,699 | \$126,446 | \$135,106 | \$159,415 |
| Maximum (50th Percentile) | \$85,400 | \$89,500 | \$110,300 | \$117,000 | \$120,400 | \$132,000 | \$164,100 |
| Cash Incentives | | | | | | | |
| Percent Eligible | 0.0% | 0.0% | 0.0% | 6.2% | 15.4% | 32.6% | 39.3% |
| Percent Receiving | 0.0% | 0.0% | 0.0% | 5.6% | 10.4% | 23.7% | 28.1% |
| Number of Companies Offering STI | 0 | 0 | 0 | 1 | 2 | 2 | 3 |
| Target Bonus (Excluding \$0) | | | | | | | |
| Average | | | | | | | |
| 50th Percentile | | | | | | | |
| Actual Bonus (Excluding \$0) | | | | | | | |
| Average | | | | | | | |
| 50th Percentile | | | | | | | |
| Actual Bonus (Including \$0) | | | | | | | |
| Average | | | | | | | |
| 50th Percentile | | | | | | | |
| Total Cash Compensation (Including \$0) | | | | | | | |
| Average | | | | | | | |
| 10th Percentile | | | | | | | |
| 25th Percentile | | | | | | | |
| 50th Percentile | | | | | | | |
| 75th Percentile | | | | | | | |
| 90th Percentile | | | | | | | |

Components may not sum to total figures due to rounding. No organization represents more than 25% of the total population of a job / level combination.