

**Exempt Salary Structure Effective 2025 July 28**

		Competent Zone		Target Zone
Compa-ratio		0.80	0.90	1.0
Career Band	Career Band/Level	Range Minimum		Target Rate*
Business Support	U1	\$58,900	\$66,200	\$73,600
Business Support	U2	\$67,700	\$76,100	\$84,600
Business Support	U3	\$77,800	\$87,600	\$97,300
Business Support	U4	\$89,400	\$100,600	\$111,800
Technical Support	T1	\$67,700	\$76,100	\$84,600
Technical Support	T2	\$77,800	\$87,600	\$97,300
Technical Support	T3	\$89,400	\$100,600	\$111,800
Technical Support	T4	\$102,900	\$115,700	\$128,600
Professional	P1	\$77,800	\$87,600	\$97,300
Professional	P2	\$89,400	\$100,600	\$111,800
Professional	P3	\$102,900	\$115,700	\$128,600
Professional	P4	\$123,400	\$138,900	\$154,300
Professional	P5	\$148,200	\$166,700	\$185,200
Associate Management	A1	\$98,600	\$110,900	\$123,200
Associate Management	A2	\$113,400	\$127,500	\$141,700
Management	M1	\$113,400	\$127,500	\$141,700
Management	M2	\$130,400	\$146,700	\$163,000
Management	M3	\$156,500	\$176,000	\$195,600
Management	M4	\$187,800	\$211,200	\$234,700
Executive	E1	\$228,000	\$256,500	\$285,000
Executive	E2	\$296,400	\$333,500	\$370,500
Executive	E3	\$355,700	\$400,100	\$444,600

**Engineers Salary Structure Effective 2025 July 28**

		Competent Zone		Target Zone
Compa-ratio		0.80	0.90	1.0
Career Band	Career Band/Level	Range Minimum		Target Rate*
Professional	P1E	\$85,500	\$96,200	\$106,900
Professional	P2E	\$98,400	\$110,700	\$123,000
Professional	P3E	\$113,200	\$127,400	\$141,500
Professional	P4E	\$135,800	\$152,700	\$169,700
Professional	P5E	\$163,000	\$183,300	\$203,700
Associate Management	A2E	\$141,800	\$159,500	\$177,200
Management	M2E	\$148,900	\$167,500	\$186,100
Management	M3E	\$178,600	\$201,000	\$223,300
Management	M4E	\$214,400	\$241,200	\$268,000

**Lawyers Salary Structure Effective 2025 July 28**

		Competent Zone		Target Zone
Compa-ratio		0.80	0.90	1.00
Career Band	Career Band/Level	Range Minimum		Target Rate*
Professional	P1L	\$98,200	\$110,500	\$122,800
Professional	P2L	\$113,000	\$127,100	\$141,200
Professional	P3L	\$130,000	\$146,300	\$162,500
Professional	P4L	\$156,000	\$175,500	\$195,000
Professional	P5L	\$187,100	\$210,500	\$233,900
Management	M2L	\$150,000	\$168,800	\$187,500
Management	M3L	\$180,000	\$202,500	\$225,000
Management	M4L	\$216,000	\$243,000	\$270,000

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