

All Participant Report

Data Effective 01/01/2018	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		4	4	11	13	11	7
Number of Incumbents Reported	0	17	29	80	264	249	32
Characteristics							
Percent Non-Exempt		100.0%	100.0%	98.8%	100.0%	98.8%	50.0%
Percent Bargaining Unit		16.4%	0.0%	25.0%	19.7%	0.0%	0.0%
Base Salary							
Average		\$46,331	\$52,457	\$63,188	\$74,191	\$85,351	\$101,234
10th Percentile		\$40,000	\$46,255	\$50,824	\$63,648	\$74,700	\$92,830
25th Percentile		\$43,000	\$48,000	\$56,420	\$69,129	\$81,300	\$94,595
50th Percentile		\$45,000	\$50,544	\$63,775	\$74,953	\$85,571	\$99,220
75th Percentile		\$45,510	\$57,200	\$70,262	\$81,463	\$90,771	\$105,054
90th Percentile		\$58,406	\$59,985	\$71,094	\$84,053	\$96,050	\$110,930
Salary Ranges							
Minimum (Average)		\$41,258	\$41,509	\$53,727	\$56,661	\$65,121	\$77,709
Minimum (50th Percentile)		\$40,400	\$40,329	\$53,300	\$56,880	\$63,920	\$78,000
Midpoint (Average)		\$50,989	\$54,993	\$65,146	\$71,853	\$82,885	\$99,024
Midpoint (50th Percentile)		\$51,300	\$56,600	\$68,078	\$71,100	\$79,900	\$97,656
Maximum (Average)		\$60,720	\$68,446	\$76,600	\$88,135	\$101,057	\$120,333
Maximum (50th Percentile)		\$62,200	\$68,600	\$72,400	\$88,872	\$99,000	\$117,416
Cash Incentives							
Percent Eligible		0.0%	15.3%	23.8%	17.4%	73.5%	78.1%
Percent Receiving		0.0%	15.3%	21.3%	7.2%	44.6%	37.5%
Number of Companies Offering STI		0	1	4	5	5	5
Target Bonus (Excluding \$0)							
Average				\$1,371	\$1,726	\$1,434	\$2,964
50th Percentile				\$1,213	\$1,570	\$996	\$2,422
Actual Bonus (Excluding \$0)							
Average				\$1,533	\$1,405	\$1,481	\$1,879
50th Percentile				\$1,190	\$1,520	\$1,000	\$2,145
Actual Bonus (Including \$0)							
Average				\$326	\$106	\$865	\$867
50th Percentile				\$0	\$0	\$822	\$0
Total Cash Compensation (Including \$0)							
Average				\$63,514	\$74,323	\$86,012	\$101,168
10th Percentile				\$50,824	\$62,670	\$72,582	\$94,100
25th Percentile				\$57,265	\$69,210	\$80,410	\$96,183
50th Percentile				\$63,775	\$74,923	\$86,688	\$99,341
75th Percentile				\$70,262	\$81,756	\$92,140	\$104,613
90th Percentile				\$71,094	\$84,053	\$99,213	\$112,370

Components may not sum to total figures due to rounding. No organization represents more than 35% of the total population of a job / level combination.