

# All Participant Report

Data Effective 01/01/2022	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		3	7	10	15	15	8
Number of Incumbents Reported	0	5	76	162	227	302	90
<b>Characteristics</b>							
Percent Non-Exempt			100.0%	92.6%	96.3%	93.0%	53.4%
Percent Bargaining Unit			36.3%	31.4%	26.1%	1.7%	0.0%
<b>Base Salary</b>							
Average			\$63,363	\$72,857	\$85,515	\$97,626	\$102,457
10th Percentile			\$53,600	\$60,128	\$70,700	\$85,470	\$89,861
25th Percentile			\$56,560	\$65,480	\$79,800	\$90,670	\$95,000
50th Percentile			\$63,440	\$70,533	\$88,566	\$97,582	\$101,600
75th Percentile			\$67,912	\$82,347	\$91,440	\$102,294	\$110,614
90th Percentile			\$74,216	\$86,870	\$94,488	\$108,160	\$116,441
<b>Salary Ranges</b>							
Minimum (Average)			\$53,768	\$62,398	\$63,817	\$74,673	\$81,751
Minimum (50th Percentile)			\$51,792	\$58,000	\$64,400	\$72,850	\$81,210
Midpoint (Average)			\$67,062	\$75,688	\$81,841	\$95,863	\$103,312
Midpoint (50th Percentile)			\$67,808	\$74,400	\$83,300	\$93,895	\$101,510
Maximum (Average)			\$80,382	\$88,969	\$99,940	\$117,247	\$124,888
Maximum (50th Percentile)			\$83,824	\$88,566	\$102,300	\$112,700	\$121,810
<b>Cash Incentives</b>							
Percent Eligible			13.9%	16.9%	42.4%	56.3%	44.2%
Percent Receiving			0.0%	0.7%	14.3%	10.6%	2.4%
Number of Companies Offering STI			1	4	7	7	4
<b>Target Bonus (Excluding \$0)</b>							
Average					\$1,678	\$1,973	
50th Percentile					\$1,415	\$1,774	
<b>Actual Bonus (Excluding \$0)</b>							
Average					\$1,329	\$2,487	
50th Percentile					\$1,200	\$1,500	
<b>Actual Bonus (Including \$0)</b>							
Average					\$241	\$336	
50th Percentile					\$0	\$0	
<b>Total Cash Compensation (Including \$0)</b>							
Average					\$85,674	\$98,846	
10th Percentile					\$70,562	\$84,524	
25th Percentile					\$80,330	\$92,394	
50th Percentile					\$88,566	\$98,568	
75th Percentile					\$92,770	\$104,194	
90th Percentile					\$94,279	\$109,304	

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.