

Sempra Energy
Management Pay Bands and Market Reference Ranges - For Internal Use
Effective 01/01/2016

MANAGEMENT PAY BAND ROLES	CODE	PAYBAND Min / Max	MARKET REFERENCE RANGE
Specialist/Analyst	SA1	\$46,100	\$46,100 - \$69,200
	SA2		\$51,700 - \$77,600
	SA3		\$57,300 - \$86,000
	SA4		\$62,700 - \$94,100
	SA5		\$70,900 - \$106,400
			\$117,000
Supervisor/ Team Leader	ST1	\$56,200	\$56,200 - \$84,300
	ST2		\$62,700 - \$94,100
	ST3		\$74,700 - \$112,100
	ST4		\$82,900 - \$124,400
	ST5		\$93,500 - \$140,300
	ST6		\$105,400 - \$158,100
		\$173,900	
Advisor	AD1	\$70,900	\$70,900 - \$106,400
	AD2		\$81,500 - \$122,300
	AD3		\$92,300 - \$138,500
	AD4		\$103,200 - \$154,800
	AD5		\$116,600 - \$174,900
			\$192,400
Project Manager/ Strategic Lead	PM1	\$81,500	\$81,500 - \$122,300
	PM2		\$92,300 - \$138,500
	PM3		\$103,200 - \$154,800
	PM4		\$116,600 - \$174,900
	PM5		\$128,300 - \$192,500
	PM6		\$145,300 - \$218,000
		\$239,800	
Business Manager	BM1	\$93,500	\$93,500 - \$140,300
	BM2		\$105,400 - \$158,100
	BM3		\$120,600 - \$180,900
	BM4		\$139,400 - \$209,100
	BM5		\$159,600 - \$239,400
	BM6		\$178,200 - \$267,300
		\$294,000	

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Associate/Technical Pay Bands and Market Reference Ranges - For Internal Use
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ASSOCIATE / TECHNICAL PAY BAND ROLES	MRR	PAYBAND		MARKET REFERENCE RANGE					
		Min / Max HOURLY	ANNUAL	MIN	-	MAX	MIN	-	MAX
Associate (L.A.)	AL1	\$12.60	\$26,200	\$12.60	-	\$18.89	\$26,200	-	\$39,300
	AL2			\$14.57	-	\$21.88	\$30,300	-	\$45,500
	AL3			\$17.31	-	\$25.96	\$36,000	-	\$54,000
	AL4			\$19.52	-	\$29.28	\$40,600	-	\$60,900
	AL5			\$21.78	-	\$32.69	\$45,300	-	\$68,000
	AL6			\$24.62	-	\$36.92	\$51,200	-	\$76,800
			\$40.61	\$84,500					
Associate (S.D.)	AS1	\$12.60	\$26,200	\$12.60	-	\$18.89	\$26,200	-	\$39,300
	AS2			\$14.57	-	\$21.88	\$30,300	-	\$45,500
	AS3			\$17.31	-	\$25.96	\$36,000	-	\$54,000
	AS4			\$19.52	-	\$29.28	\$40,600	-	\$60,900
	AS5			\$21.78	-	\$32.69	\$45,300	-	\$68,000
	AS6			\$24.62	-	\$36.92	\$51,200	-	\$76,800
			\$40.61	\$84,500					
Technical	TS1	\$15.77	\$32,800	\$15.77	-	\$23.65	\$32,800	-	\$49,200
	TS2			\$17.45	-	\$26.20	\$36,300	-	\$54,500
	TS3			\$18.99	-	\$28.51	\$39,500	-	\$59,300
	TS4			\$21.97	-	\$32.98	\$45,700	-	\$68,600
	TS5			\$23.32	-	\$35.00	\$48,500	-	\$72,800
	TS6			\$25.48	-	\$38.22	\$53,000	-	\$79,500
	TS7			\$28.03	-	\$42.07	\$58,300	-	\$87,500
	TS8			\$30.82	-	\$46.25	\$64,100	-	\$96,200
	TS9			\$33.94	-	\$50.91	\$70,600	-	\$105,900
			\$56.00	\$116,500					