

Sempra Energy
Management Pay Bands and Market Reference Ranges - For Internal Use
Effective 01/01/2014

MANAGEMENT PAY BAND ROLES	CODE	PAYBAND Min / Max	MARKET REFERENCE RANGE
Specialist/Analyst	SA1	\$44,300	\$44,300 - \$66,500
	SA2		\$49,600 - \$74,400
	SA3		\$55,000 - \$82,500
	SA4		\$60,200 - \$90,300
	SA5		\$68,000 - \$102,000
			\$112,200
Supervisor/ Team Leader	ST1	\$53,900	\$53,900 - \$80,900
	ST2		\$60,200 - \$90,300
	ST3		\$71,800 - \$107,700
	ST4		\$79,600 - \$119,400
	ST5		\$89,800 - \$134,700
	ST6		\$101,200 - \$151,800
		\$167,000	
Advisor	AD1	\$68,000	\$68,000 - \$102,000
	AD2		\$78,400 - \$117,600
	AD3		\$88,600 - \$132,900
	AD4		\$99,100 - \$148,700
	AD5		\$112,000 - \$168,000
			\$184,800
Project Manager/ Strategic Lead	PM1	\$78,400	\$78,400 - \$117,600
	PM2		\$88,600 - \$132,900
	PM3		\$99,100 - \$148,700
	PM4		\$112,000 - \$168,000
	PM5		\$123,200 - \$184,800
	PM6		\$139,500 - \$209,300
		\$230,200	
Business Manager	BM1	\$89,800	\$89,800 - \$134,700
	BM2		\$101,200 - \$151,800
	BM3		\$115,800 - \$173,700
	BM4		\$133,200 - \$199,800
	BM5		\$153,200 - \$229,800
	BM6		\$171,400 - \$257,100
		\$282,800	

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ASSOCIATE / TECHNICAL PAY BAND ROLES	MRR	PAYBAND		MARKET REFERENCE RANGE					
		Min / Max		HOURLY			ANNUAL		
		HOURLY	ANNUAL	MIN	-	MAX	MIN	-	MAX
Associate (L.A.)	AL1	\$12.16	\$25,300	\$12.16	-	\$18.27	\$25,300	-	\$38,000
	AL2			\$14.09	-	\$21.15	\$29,300	-	\$44,000
	AL3			\$16.73	-	\$25.10	\$34,800	-	\$52,200
	AL4			\$18.94	-	\$28.41	\$39,400	-	\$59,100
	AL5			\$21.35	-	\$32.02	\$44,400	-	\$66,600
	AL6			\$24.09	-	\$36.15	\$50,100	-	\$75,200
			\$39.77	\$82,700					
Associate (S.D.)	AS1	\$12.16	\$25,300	\$12.16	-	\$18.27	\$25,300	-	\$38,000
	AS2			\$14.09	-	\$21.15	\$29,300	-	\$44,000
	AS3			\$16.73	-	\$25.10	\$34,800	-	\$52,200
	AS4			\$18.94	-	\$28.41	\$39,400	-	\$59,100
	AS5			\$21.35	-	\$32.02	\$44,400	-	\$66,600
	AS6			\$24.09	-	\$36.15	\$50,100	-	\$75,200
			\$39.77	\$82,700					
Technical	TS1	\$15.19	\$31,600	\$15.19	-	\$22.79	\$31,600	-	\$47,400
	TS2			\$16.88	-	\$25.29	\$35,100	-	\$52,600
	TS3			\$18.32	-	\$27.50	\$38,100	-	\$57,200
	TS4			\$20.43	-	\$30.67	\$42,500	-	\$63,800
	TS5			\$22.26	-	\$33.41	\$46,300	-	\$69,500
	TS6			\$24.47	-	\$36.73	\$50,900	-	\$76,400
	TS7			\$26.92	-	\$40.38	\$56,000	-	\$84,000
	TS8			\$29.62	-	\$44.42	\$61,600	-	\$92,400
	TS9			\$32.55	-	\$48.85	\$67,700	-	\$101,600
			\$53.74	\$111,800					