

Exhibit B
Engineering Pay Plan
Effective January 1, 2026

Represents a 2% across the board increase over 2025 pay plan

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
ENG22	8 hr YR	51,402	52,430	53,478	54,548	55,639	56,752	57,887	59,045	60,225	61,430	62,659	63,912	65,190
	MO	4,283	4,369	4,457	4,546	4,637	4,729	4,824	4,920	5,019	5,119	5,222	5,326	5,432
	8 hr HR	24.71	25.21	25.71	26.23	26.75	27.28	27.83	28.39	28.95	29.53	30.12	30.73	31.34
ENG24	8 hr YR	61,242	62,466	63,716	64,990	66,290	67,616	68,968	70,347	71,754	73,189	74,653	76,146	77,669
	MO	5,103	5,206	5,310	5,416	5,524	5,635	5,747	5,862	5,980	6,099	6,221	6,346	6,472
	8 hr HR	29.44	30.03	30.63	31.25	31.87	32.51	33.16	33.82	34.50	35.19	35.89	36.61	37.34
ENG25	8 hr YR	67,234	68,578	69,950	71,349	72,776	74,231	75,716	77,230	78,775	80,350	81,957	83,597	85,268
	MO	5,603	5,715	5,829	5,946	6,065	6,186	6,310	6,436	6,565	6,696	6,830	6,966	7,106
	8 hr HR	32.32	32.97	33.63	34.30	34.99	35.69	36.40	37.13	37.87	38.63	39.40	40.19	40.99
ENG26	8 hr YR	69,251	70,636	72,048	73,489	74,959	76,458	77,987	79,547	81,138	82,761	84,416	86,104	87,826
	MO	5,771	5,886	6,004	6,124	6,247	6,372	6,499	6,629	6,762	6,897	7,035	7,175	7,319
	8 hr HR	33.29	33.96	34.64	35.33	36.04	36.76	37.49	38.24	39.01	39.79	40.58	41.40	42.22
ENG41	8 hr YR	72,021	73,461	74,930	76,429	77,957	79,517	81,107	82,729	84,384	86,071	87,793	89,549	91,340
	MO	6,002	6,122	6,244	6,369	6,496	6,626	6,759	6,894	7,032	7,173	7,316	7,462	7,612
	8 hr HR	34.63	35.32	36.02	36.74	37.48	38.23	38.99	39.77	40.57	41.38	42.21	43.05	43.91
ENG42	8 hr YR	75,987	77,506	79,056	80,638	82,250	83,895	85,573	87,285	89,030	90,811	92,627	94,480	96,369
	MO	6,332	6,459	6,588	6,720	6,854	6,991	7,131	7,274	7,419	7,568	7,719	7,873	8,031
	8 hr HR	36.53	37.26	38.01	38.77	39.54	40.33	41.14	41.96	42.80	43.66	44.53	45.42	46.33
ENG43	8 hr YR	79,967	81,566	83,197	84,861	86,558	88,290	90,055	91,856	93,694	95,567	97,479	99,428	101,417
	MO	6,664	6,797	6,933	7,072	7,213	7,357	7,505	7,655	7,808	7,964	8,123	8,286	8,451
	8 hr HR	38.45	39.21	40.00	40.80	41.61	42.45	43.30	44.16	45.04	45.95	46.86	47.80	48.76
ENG44	8 hr YR	85,092	86,794	88,530	90,300	92,106	93,948	95,827	97,744	99,699	101,693	103,727	105,801	107,917
	MO	7,091	7,233	7,377	7,525	7,676	7,829	7,986	8,145	8,308	8,474	8,644	8,817	8,993
	8 hr HR	40.91	41.73	42.56	43.41	44.28	45.17	46.07	46.99	47.93	48.89	49.87	50.87	51.88
ENG45	8 hr YR	95,299	97,205	99,149	101,132	103,155	105,218	107,322	109,469	111,658	113,891	116,169	118,492	120,862
	MO	7,942	8,100	8,262	8,428	8,596	8,768	8,944	9,122	9,305	9,491	9,681	9,874	10,072
	8 hr HR	45.82	46.73	47.67	48.62	49.59	50.59	51.60	52.63	53.68	54.76	55.85	56.97	58.11

ENG22 Engineering Technician I
ENG24 Engineering Technician II
ENG25 Engineering Technician III
ENG26 Engineering Technician IV
ENG41 Engineer I

ENG42 Engineer II
ENG43 Engineer III
ENG44 Engineer IV
ENG45 Engineer V