

**Engineering Management Pay Plan**  
**Effective January 1, 2026**

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
ENGM1	8 hr YR	104,728	106,823	108,959	111,138	113,361	115,627	117,940	120,299	122,705	125,159	127,662	130,215	132,820
	MO	8,727	8,902	9,080	9,262	9,447	9,636	9,828	10,025	10,225	10,430	10,639	10,851	11,068
	HR	50.35	51.36	52.38	53.43	54.50	55.59	56.70	57.84	58.99	60.17	61.38	62.60	63.86
ENGM2	8 hr YR	117,989	120,349	122,756	125,211	127,715	130,269	132,875	135,533	138,243	141,008	143,828	146,705	149,639
	MO	9,832	10,029	10,230	10,434	10,643	10,856	11,073	11,294	11,520	11,751	11,986	12,225	12,470
	HR	56.73	57.86	59.02	60.20	61.40	62.63	63.88	65.16	66.46	67.79	69.15	70.53	71.94
ENGM3	8 hr YR	121,529	123,960	126,439	128,968	131,547	134,178	136,862	139,599	142,391	145,239	148,144	151,107	154,129
	MO	10,127	10,330	10,537	10,747	10,962	11,182	11,405	11,633	11,866	12,103	12,345	12,592	12,844
	HR	58.43	59.60	60.79	62.00	63.24	64.51	65.80	67.12	68.46	69.83	71.22	72.65	74.10
ENGM4	8 hr YR	125,714	128,229	130,793	133,409	136,077	138,799	141,575	144,407	147,295	150,241	153,245	156,310	159,436
	MO	10,476	10,686	10,899	11,117	11,340	11,567	11,798	12,034	12,275	12,520	12,770	13,026	13,286
	HR	60.44	61.65	62.88	64.14	65.42	66.73	68.06	69.43	70.81	72.23	73.68	75.15	76.65

ENGM1 Senior Manager I

ENGM2 Senior Manager II

ENGM3 Senior Manager III

ENGM4 Senior Manager IV

**Step Advancements:**

- Employees will be eligible for a step increase based on their Next Step Progression Date.
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- Employees who are promoted, advance by steps, or are reclassified shall have their Next Step Progression date set 12 months from the date of promotion, step advancement, or reclassification.
- Employees will have their future step date set twelve (12) months from their hire date as shown below:
  - Employees hired between the 1st and the 15th of the month will have their step date set as the 1st of that month.
  - Employees hired between the 16th and the end of the month will have their step dates set as the 16th of that month.
- Employees on an unpaid leave of absence and not on a leave covered by FMLA or Workers Compensation will have their Next Step Progression date adjusted if the leave without pay status exceeds fifty percent (50%) of their regularly scheduled hours for the pay period.