

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
	8 hr 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
	8 hr 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
	8 hr 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
	8 hr 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.