

Information Technology 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
8 hr	YR	102,173	104,217	106,301	108,427	110,595	112,807	115,064	117,365	119,713	122,107	124,549	127,040	129,581
ITM1	MO	8,514	8,685	8,858	9,036	9,216	9,401	9,589	9,780	9,976	10,176	10,379	10,587	10,798
8 hr	HR	49.12	50.10	51.11	52.13	53.17	54.23	55.32	56.43	57.55	58.71	59.88	61.08	62.30
8 hr	YR	115,111	117,413	119,761	122,157	124,600	127,092	129,634	132,227	134,871	137,569	140,320	143,126	145,989
ITM2	MO	9,593	9,784	9,980	10,180	10,383	10,591	10,803	11,019	11,239	11,464	11,693	11,927	12,166
8 hr	HR	55.34	56.45	57.58	58.73	59.90	61.10	62.32	63.57	64.84	66.14	67.46	68.81	70.19

ITM1 Senior Manager I

ITM2 Senior Manager II

Step Advancements:

1. Employees will be eligible for a step increase based on their Next Step Progression Date.
2. Employees will be eligible for a step increase based on their Next Step Progression Date.
3. 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.
4. 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.
5. 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.