

Non-Bargaining IT Pay Plan 2026
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
8 hr	YR	83,017	84,677	86,371	88,098	89,860	91,657	93,490	95,360	97,267	99,213	101,197	103,221	105,285
IT44 - GIS Analyst	MO	6,918	7,056	7,198	7,341	7,488	7,638	7,791	7,947	8,106	8,268	8,433	8,602	8,774
8 hr	HR	39.91	40.71	41.52	42.35	43.20	44.07	44.95	45.85	46.76	47.70	48.65	49.63	50.62

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.