

Exhibit B
AFSCME Local 2264 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

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