

Summary of Executive Pay Plan Changes for 2024

Article 1, Section B. – Definitions

- Language clarification for creditable service and creditable service date.

Article 3, Section B.2.b – Benefits; Value HSA (HDHP)

- Family deductible increase from \$3,000 to \$3,200.

Section D. – Time Off

- Language clarification.

Section E.2 – Paid Leaves of Absence; Extended Disability

- Leave time adjustment from 130 days to 180 days.

Section E.6 – Paid Leaves of Absence; Maternity Leave

- Adoption leave to match paternity leave. Increase from 5 days to 6 days.

Section F.1 – Unpaid Leaves of Absence – NEW SECTION

- New section to include unpaid leaves of absence, VESSA, and FMLA.
- Unpaid leave – EE's required to use PTO while on leave.
- FMLA – Language clarification.

Section H.1 – Other Benefits; Call Out Stipend

- Adding:
 - Chief Communications and Marketing Officer
 - Chief Equity and Engagement Officer
 - Public Safety Communications Manager
 - Video Services Coordinator
- Deleting:
 - IT Operations Manager
 - Director of Community Relations and Public Information
 - Telecommunications Engineer

Section H.5 – Other Benefits; Interpreters Stipend

Language change to match Non-Exempt Pay Plan: \$60/pay period.

Section H.8 – Other Benefits; Health & Fitness

Language change to include fitness machines providing live class options.

Section H.11 – Other Benefits; Commission/Board Stipend - NEW

Language addition to provide employees serving as a liaison for a commission or board that meets outside regular work hours of \$28.85 per pay period (\$750 annually).

Section H.12 – Other Benefits; Telecommuting – DELETE

Removing language. This is in employee handbook.

Article 4 – Drug & Alcohol Policy - DELETE

- Removing language. This is in employee handbook.

EXHIBIT A – Schedule of Position Grades

- Adding:
 - Brand and Marketing Manager – Grade 15
 - Video Production Manager – Grade 15
 - E.D.I. Coordinator – Grade 15
 - Manager of Revenue & Collections – Grade 16
 - Director of Community Events – Grade 16
 - Community Engagement Manager – Grade 16
 - Director of Community Services – Grade 17
- Deleting:
 - Special Events Coordinator (moved to NE PP) – Grade 13
 - Director of Community Relations and Public Information – Grade 18
- Modifications:
 - Title & grade change: Director of Communications – Grade 17 to Chief Communications and Marketing Officer – Grade 19
 - Title change: Director of Animal Control to Animal Control Manager
 - Title change: Police Public Information Officer to Public Safety Communication Manager
 - Grade change: Deputy Chief Information Officer from 17 to 18
 - GIS Manager – Included in SMP
 - Director of Cyber Technology and Risk – Included in SMP
 - Grade change: Assistant Director of Public Works from 19 to 20
 - Title change: Chief Communication and Equity Officer to Chief Equity and Engagement Officer
 - Grade change: Superintendent of Water & Sewer from 20 to 18
 - Title change: Manager of Property Standards to Director of Property Standards

EXHIBIT A – Schedule of Salary Grades

- 3.5% C.O.L.A. increase
- Increase in grades 14-22 per Hay Study