

Summary of Non-Exempt Pay Plan Changes for 2026

***Entire pay plan was viewed and edited for clarity. Items pointed out below showcase content changes.**

Article 1, General Provisions

Section B. - Definitions

- Modified/Updated language

Article 4, Section B.– Benefits

Section B.2.c – Health Insurance Opt Out

- Removed outdated language

Section B.4 – Vision

- Added clarifying language

Section B.6 – Part-Time Employee Coverage

- Added clarifying language

Section C. – Retiree Health Insurance

- Updated language
- Updated C.2 Retiree Supplemental Coverage to Medicare-Eligible Retiree Coverage

Section F.2 – Unpaid Leaves of Absence; VESSA

- Added language per law

Section H.4 – Employee Assistance Program

- Updated contact information and added retirees

Section H.8 – Health and Fitness

- Added this is subject to funding and budgetary constraints and a receipt deadline for payment (February 28th of immediate succeeding year)

Section H.9 – Physical Examination

- Removing physical examinations for employees

Article 5, Section C.– Other; Interns

- Removed Graduate Intern

EXHIBIT A – Schedule of Position Grades

- Adding:
 - Payroll Specialist – Grade 13
 - Police Records Manager – Grade 15
- Deleting:
 - Assistant Director of Public Art – Grade 11

- Business Compliance Officer – Grade 12
 - Translation Specialist – Grade 12
- Modifications:
 - Title Change
 - Neighborhood Outreach Specialist to Community Engagement Specialist
 - Forensic Digital Evidence Investigator to Digital Forensic Investigator

EXHIBIT A – Schedule of Salary Grades

- 2% C.O.L.A. increase