

Summary of Executive 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 2, Compensation

Section G. Non-Exempt to Executive Status

- Deleted section. Clarified language in Section B. 2 Promotion

Article 4, Section B.– Benefits

Section B.2.c – Health Insurance Opt Out

- Removed outdated language

Section B.4 – Vision

- Added clarifying language

Section C. – Retiree Health Insurance

- Updated language
- Added vision and dental language to retiree section
- Updated C.2 Retiree Supplemental Coverage to Medicare-Eligible Retiree Coverage

Section F.2 – Unpaid Leaves of Absence; VESSA

- Added language per la

Section H.1 – Other Benefits; Call Out Stipend

- Deleting: Chief Equity and Engagement Officer

Section H.2 – Conferences/Seminars

- Struck “travel time to and from conferences/seminars is not compensable time.”

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

EXHIBIT A – Schedule of Position Grades

- Adding:
 - Sustainability Coordinator – Grade 13
 - HR Benefits Specialist – Grade 14
 - Downtown Economic Development Manager – Grade 15
 - Director of Fiscal Integrity and Risk Management – Grade 17
 - Zoning Administrator – Grade 17
 - Director of Sustainability – Grade 18
 - Chief of Staff (Mayors Office) – Grade 19
 - **Chief Operating Officer – Grade 21**
- Modifications:
 - Title and Grade Change –
 - Brand and Marketing Manager, Grade 15 to Director of Brand, Marketing, and Digital Strategy, Grade 17
 - Chief Data Officer – Grade 18 to Manager of Data and Analytics – Grade 17
 - Grade Change -
 - Police RMS Coordinator – Grade 13 to 14
- Deleting:
 - EDI Coordinator – Grade 15
 - Assistant Director of Property Standards – Grade 16
 - IT PMO Director – Grade 16
 - Assistant Director of Economic Development – Grade 17
 - Director of Diversity, Equity and Inclusion – Grade 17
 - Director of Innovation and Strategy – Grade 17
 - Assistant Director of Finance – Grade 18
 - Director of Cyber Technology Risk – Grade 18***
 - Chief Equity and Engagement Officer – Grade 19
 - Chief Management Officer – Grade 22

EXHIBIT A – Schedule of Salary Grades

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