

Summary of Executive Pay Plan Changes for 2025

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

- Family deductible increase from \$3,200 to \$3,300.

Section B.2.C – Opt Out

- Adding language stating employees covered under a City plan by a family member do not qualify for the opt out incentive.

Section B.4 – Vision

- New section: Identifying vision upgrade plan and standalone option.

Section D. – Time Off

- Language clarification.
- Offering 40 hours of vacation to employees after 6 months.

Section E.1 – Sick Leave

- Language clarification.

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

- Name change to Executive Paid Leave.

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

- Increase in maternity leave from 10 workdays to 4 weeks.

Section H.1 – Other Benefits; Call Out Stipend

- Adding:
 - Chief Information Security Officer
 - Communications Manager
 - Video Production Manager
- Updating:
 - Public Safety Communications Manager to Public Safety Media Manager

Section H.4 – Employee Assistance Program

- Increase from three (3) to eight (8) sessions.

EXHIBIT A – Schedule of Position Grades

- Adding:
 - Assistant Project Manager Economic Development – Grade 13
 - Labor Relations Specialist – Grade 14 (move from non-exempt)
 - Workers Comp./Leave Specialist – Grade 14 (move from non-exempt)
 - Project Manager Economic Development – Grade 14 (move from non-exempt)
 - Communications Manager – Grade 15
 - Staff Attorney – Grade 15
 - Grant Writer – Grade 15 (move from non-exempt)
 - IT PMO Director – Grade 16
 - IT Project Manager III – Grade 16
 - Superintendent of Golf Operations – Grade 17
 - Superintendent of Fleet Operations – Grade 17
 - Assistant Director of Property Standards – Grade pending (16?)
- Modifications:
 - Title and Grade Change –
 - Public Safety Communication Manager to Public Safety Media Manager – Grade 15*** (grade change to include the SMP)
 - Grade Change -
 - Animal Control Manager – Grade 15 to 16
 - Director of Property Standards – Grade 16 to 17
 - Superintendent of Facilities Maintenance – Grade 16 to 17***
 - Title Change -
 - Deputy Information Security Officer to Chief Information Security Officer – Grade 18
 - Director of Data & Analytics to Chief Data Officer - Grade 18
- Police Differential Change -
 - From Commander to Deputy Chief – 4.5% to 8%

EXHIBIT A – Schedule of Salary Grades

- 4% C.O.L.A. increase