

Summary of Non-Exempt Pay Plan Changes for 2024

Article 1, Section B. – Definitions

- Language clarification for creditable service, creditable service date, seasonal employee, and temporary employee.

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

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

Section D.3 – Time Off; Compensatory Time Off

- Moved comp. time language from other benefits to time off section.

Section E.1.g – Paid Leaves of Absence; Sick Leave

- Language clarification.

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 G.4 – Other Benefits; Carry Over – NEW SECTION

New section to address carry over for vacation time and compensatory time in one place.

Section H.8 – Other Benefits; Health & Fitness

Language change to include fitness machines providing live class options.

Section H.15 – Other Benefits; Separation Pay

Language clarification on vacation payout.

Article 4, Section B. Seasonal Employees

- Deleting:
 - Weed Inspector
 - Seasonal Secretary
 - Snack Counter Attendant
 - Snack Counter Manager
 - Seasonal Youth Secretary
 - Teacher's Assistant
 - Instructor

Section D. Miscellaneous

- Deleting:
 - Crossing Guard

Article 5 – Drug & Alcohol Policy - DELETE

- Removing language. This is in employee handbook.

EXHIBIT A – Schedule of Position Grades

- Adding:
 - Museum Assistant – Grade 2
 - Brand & Marketing Coordinator – Grade 13
 - Social Work Coordinator – Grade 14
 - Labor Relations Specialist – Grade 14
 - Court Detention Supervisor – Grade 16 (SMP position)
- Deleting:
 - GIS Project Assistant – Grade 13 (MAP IT)
 - Support Desk Engineer I – Grade 14 (MAP IT)
 - IT Project Administrator – Grade 14 (MAP IT)
 - Network Engineer I – Grade 15 (MAP IT)
 - GIS Specialist – Grade 15 (MAP IT)
 - Telecommunications Engineer – Grade 15 (MAP IT)
 - GIS Analyst – Grade 15 (MAP IT)
 - Support Desk Engineer II – Grade 15 (MAP IT)
 - System Analyst I – Grade 15 (MAP IT)
 - Data Engineer – Grade 16 (MAP IT)
 - GIS Analyst II – Grade 16 (MAP IT)
 - Network Engineer II – Grade 16 (MAP IT)
 - System Analyst II – Grade 16 (MAP IT)
 - GIS Manager – Grade 17 (MAP IT)
 - Network Engineer III – Grade 17 (MAP IT)
 - System Analyst III – Grade 17 (MAP IT)
- Modifications:
 - Title change: GAR Curator to Museum Director
 - Title change: Digital Communication Coordinator to Communication Coordinator
 - Title & grade change: Purchasing Supervisor to MWBE/Purchasing Coordinator, grade 13 to 15
 - Emergency Dispatch Supervisor – Grade 15, including as SMP position

EXHIBIT A – Schedule of Salary Grades

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