

Summary of Non-Exempt Pay Plan Changes for 2017

Section E Paid Leave of Absences -

- Victims' Economic Security and Safety Act - VESSA – **addition**
- FMLA - language regarding family care and military service - **addition**

Section F. On-The-Job-Injury

- Injury protocol - **addition**

Exhibit B-Schedule of Salary Grades

- Proposed 2.0% COLA.