Summary of Changes
Non-Represented Plan Effective January 1, 2027

Section 2: Definitions

- Clarified and expanded the definitions of classified and unclassified employees to better reflect hiring authority, employment status, and applicable employment protections.
- Updated the definition of Executive Employee and revised references throughout the plan to align with the current executive employee framework.
- Updated temporary employee language to align with statutory requirements regarding duration of employment.

Section 5: Annual Leave

- Clarified annual leave provisions for executive employees.
- Established a minimum annual leave balance requirement for employees electing deferred compensation leave conversions.
- Clarified annual leave accumulation provisions applicable to executive employees.

Section 7: Leaves of Absence

- Modernized bereavement leave language by expanding and updating the definition of covered family relationships.
- Added family relationship definitions that reflect gender-neutral family structures.
- Updated administrative authority and approval language for certain leave provisions.

Section 10: Salary Administration

- Updated wage adjustment provisions to reflect the approved 2027-2029 compensation structure.

Section 12: Transportation Benefits

- Added a new provision allowing eligible employees to request transit passes for qualified dependents beginning in 2028.

Section 15: Executive Employees

- Updated terminology throughout the section to align with the Council's Executive Employee framework.
- Clarified executive employee annual leave administration and accrual limits.

Appendix A: Unclassified Positions

- Reviewed and updated the list of unclassified positions to reflect current organizational structure and position designations.

Appendix B: Non-Represented Job Classifications

- Updated job classification information and salary grade assignments, as applicable.

General Updates Throughout the Plan

- Replaced outdated references to the Executive Compensation Plan with current Executive Employee terminology.
- Removed obsolete language, corrected cross-references, and clarified plan administration provisions.

Appendix C: Non-Represented Salary Grades

- Updated to include the 2027, 2028 and 2029 wage rates