

EXHIBIT B

Comprehensive Classification, Compensation, and Benefits Study Recommendations Development Plan

Benefits

- **5.1** – Healthcare plan enhancements: Maintain competitive employee-only coverage and review dependent deductibles. (Future Budget Cycle)
 - **5.2** – Health Savings Account (HSA): Introduce City contributions to align with peer averages. (Future Budget Cycle)
 - **5.3** – Paid parental leave: Develop and present a policy for City Council consideration. (December 2025/January 2026 Resolution)
 - **5.4** – Tuition reimbursement: Develop a program and policy for City Council consideration. (December 2025/January 2026 Resolution)
 - **5.5** – Life insurance: Verify per-employee cost and continue ongoing annual review. (Ongoing Annual Review)
 - **5.6** – Leave accruals: Maintain current accrual levels. (Adopted April 18, 2025)
 - **5.7** – Leave buyback: Consider addition of a leave buyback program. (Future Budget Cycle)
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Classification

- **6.1** – Reclassify positions to align with market standards and ensure title accuracy. (Adopted September 18, 2025)
 - **6.2** – Create additional levels for positions with limited progression opportunities. (Future Budget Cycle)
 - **6.3** – Update all job descriptions to ensure compliance and accuracy. (End of Calendar Year 2025)
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Compensation

- **6.4** – Adopt new step structure with 30 steps and 1.5% progression. (Adopted August 7, 2025)
 - **6.5** – Adjust range spreads for improved market alignment. (Adopted August 7, 2025)
 - **6.6** – Adjust non-civilian plan to expand longevity and align public safety pay. (Adopted September 18, 2025)
 - **6.7** – Apply “Bring-to-Minimum + 1 Step” transition methodology. (Adopted August 7, 2025)
 - **6.8** – Implement targeted adjustments for Maintenance, Utilities, and Public Safety classifications. (Adopted September 18, 2025)
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Performance Evaluations

- **6.9** – Strengthen evaluation system with mid-year check-ins and competency-based measures. (December 2025/January 2026 Resolution)
 - **6.10** – Streamline evaluation forms for consistency and ease of use. (FY 2026–27)
 - **6.11** – Tie pay progression to performance using the adopted step structure. (Operational August 7, 2025)
 - **6.12** – Integrate technology systems to support performance management and workforce development. (Future Budget Cycle)
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System Administration

- **6.14** – Conduct targeted market surveys for hard-to-fill positions and establish measurable triggers. (FY 2026–27)
- **6.15** – Conduct a comprehensive classification and compensation review every 3–5 years. (FY 2028–29)
- **6.16** – Update policies and administrative directives for salary placements and movement decisions. (December 2025/January 2026 Resolution)
- **6.17** – Adopt cost-of-living adjustment (COLA) thresholds and administrative guidelines. (December 2025/January 2026 Resolution)
- **6.18** – Establish City Manager authority for placements, promotions, demotions, and transfers within adopted guidelines. (December 2025/January 2026 Resolution)