

Amendments to the Compensation Plan for Non-Represented  
Confidential and Management Employees  
(Last Revised June 11, 2019)

**ARTICLE 3: APPLICABILITY**

This Compensation Plan applies to probationary and regular full-time employees in the following, non-represented classifications, as well as new job classifications created by the City which do not have a community of interest, as determined by Human Resources, with an existing employee organization and which are designated by Human Resources to be included in the non-represented group of employees:

Department Heads

Director of Administrative Services  
Director of Community Development  
Director of Public Works/City Engineer  
Police Chief

First Tier Managers

Building Official  
Police Lieutenant  
Public Work Superintendent  
Recreation Manager

Confidential Employees

Deputy City Clerk  
City Clerk  
Management Analyst (Confidential)  
Senior Management Analyst (Confidential)

Other Non-Represented Employees

Police Services Aide (Permanent, Part-Time)

Part-time employees who are scheduled to work three quarters' time (thirty (30) or more hours per workweek) or more in the classifications listed above are eligible for benefits and City benefit contributions provided in this compensation plan on a prorated basis, as further described in Section 5.04 of this Compensation Plan. Part-time employees who are scheduled to work less than thirty (30) hours per workweek are not eligible for City benefit contributions listed herein, unless such benefit contributions are otherwise required by law.