



CITY OF WASHINGTON, ILLINOIS

City Council Agenda Communication

Meeting Date: December 16, 2019

Prepared By: Ray Forsythe, City Administrator

Agenda Item: Department Director Pay Plan

Explanation: The City Administrator recommended a Public Works Department and City Engineer Reorganization Plan at the December 9th Committee of the Whole. As a follow up to this proposal the job descriptions for the Public Works Director and City Engineer have been revised. It is my opinion that the Department Level Pay Plan should be reinstituted. The City Council removed the pay plan effective FY 18/19. In order to recruit candidates for Department Director positions the City needs to show a progression through a pay plan. This also established internal equity for the management team.

Fiscal Impact: Determined once new City Engineer is hired and Public Works Director promoted.

Recommendation/

Committee Discussion Summary: The City Administrator recommends approving the updated pay plan. The Committee of the Whole discussed the proposed reorganization at the December 9th Committee of the Whole Meeting. The proposed revised and new job descriptions and department level pay plan will be presented to the Finance & Personnel Committee and the City Council on December 16th.

Action Requested: Approval of Pay Plan.

Additional Documentation: Pay Plan Schedule

Department Directors																			
Range	1	1A	2	2A	3	3A	4	4A	5	5A	6	6A	7	7A	8	8A	9	9A	10
98	66,599	68,327	70,055	71,792	73,529	75,277	77,024	78,779	80,536	82,303	84,070	85,846	87,622	89,408	91,193	92,989	94,785	96,590	98,396
100	68,264	70,035	71,806	73,586	75,367	77,157	78,949	80,749	82,549	84,360	86,171	87,992	89,811	91,642	93,472	95,314	97,154	99,004	100,854
102	69,970	71,785	73,600	75,425	77,252	79,086	80,922	82,768	84,614	86,470	88,325	90,192	92,057	93,933	95,810	97,696	99,583	101,479	103,376
104	71,720	73,579	75,441	77,311	79,182	81,064	82,945	84,836	86,728	88,631	90,533	92,446	94,358	96,282	98,204	100,139	102,072	104,017	105,960
106	73,513	75,420	77,327	79,243	81,161	83,089	85,018	86,957	88,896	90,846	92,796	94,757	96,717	98,689	100,660	102,642	104,623	106,617	108,608
108	75,350	77,306	79,260	81,225	83,192	85,168	87,145	89,132	91,120	93,118	95,117	97,126	99,136	101,157	103,178	105,208	107,240	109,283	111,325
110	77,235	79,238	81,242	83,256	85,271	87,297	89,322	91,360	93,397	95,446	97,494	99,554	101,614	103,685	105,757	107,839	109,921	112,015	114,108
112	79,166	81,218	83,272	85,338	87,403	89,479	91,556	93,644	95,732	97,832	99,932	102,043	104,154	106,278	108,400	110,535	112,669	114,815	116,961
114	81,143	83,249	85,353	87,470	89,586	91,715	93,843	95,985	98,125	100,276	102,429	104,593	106,757	108,933	111,108	113,297	115,484	117,684	119,883
116	83,172	85,331	87,488	89,657	91,826	94,008	96,190	98,385	100,578	102,785	104,990	107,208	109,426	111,657	113,887	116,130	118,372	120,626	122,882
118	85,252	87,407	89,563	91,731	93,897	96,078	98,257	100,449	102,640	104,844	107,048	109,264	111,480	113,708	115,936	118,176	120,416	122,669	124,920
120	87,383	89,650	91,917	94,196	96,475	98,768	101,060	103,365	105,669	107,987	110,305	112,636	114,966	117,309	119,652	122,008	124,365	126,733	131,420