



CITY OF WASHINGTON, ILLINOIS
City Council Agenda Communication

Meeting Date: April 20, 2020

Prepared By: Ray Forsythe, City Administrator

Agenda Item: Non-Union Pay Plans

Explanation: Attached are proposed pay plans for non-union employees, including Sergeants for the 2020-21 fiscal year. Please note the following:

- A general wage increase of 2.5% was reflected in the budget for non-union personnel.
- The Laborer's contractual increase for 2020-21 is 2.5%,
- The Tentative Police contract indicates an increase for 2020-21 is proposed at 2.5%.
- Department Heads without contracts will be reviewed in the next few weeks and determined on a merit basis.

Recommendation/

Committee Discussion Summary: In light of the above, I recommend approval of the attached non-union and Sergeant pay plans for the 2020-21 fiscal year.

Action Requested: Approval of pay plans.

Additional Documentation: Pay plan table

General Wage Increase Top of Range Increase															2.50%
Range	1	1A	2	2A	3	3A	4	4A	5	5A	6	6A	7	7A	
Semi-skilled	40	33,254	34,545	35,837	37,140	38,443	39,755	41,066	42,390	43,713					
	42	34,106	35,432	36,756	38,092	39,428	40,774	42,120	43,476	44,835					
	44	34,980	36,340	37,700	39,069	40,439	41,819	43,200	44,591	45,983					
	46	35,877	37,271	38,666	40,071	41,475	42,891	44,308	45,736	47,162					
	48	36,798	38,228	39,657	41,098	42,540	43,992	45,444	46,907	48,372					
Skilled Office/Field/Technical	50	37,741	39,207	40,673	42,151	43,630	45,119	46,608	48,110	49,612	51,125	52,639	54,165	55,692	
	52	38,709	40,212	41,717	43,233	44,749	46,277	47,804	49,344	50,885	52,437	53,988	55,554	57,120	
	54	39,701	41,244	42,786	44,341	45,897	47,463	49,030	50,610	52,189	53,780	55,372	56,978	58,585	
	56	40,696	42,276	43,858	45,451	47,045	48,651	50,257	51,877	53,496	55,127	56,759	58,403	60,048	
	58	41,713	43,333	44,954	46,587	48,221	49,867	51,514	53,173	54,832	56,505	58,178	59,863	61,549	
	60	42,755	44,416	46,077	47,751	49,426	51,114	52,801	54,502	56,203	57,917	59,631	61,360	63,086	
	62	43,824	45,526	47,229	48,946	50,663	52,392	54,122	55,865	57,608	59,374	61,123	62,894	64,665	
	64	44,920	46,664	48,409	50,169	51,928	53,701	55,474	57,261	59,048	60,849	62,649	64,466	66,281	
	66	46,043	47,833	49,621	51,424	53,228	55,045	56,862	58,695	60,527	62,372	64,218	66,079	67,939	
Professional, Supervisory, Manager	70	46,964	48,788	50,613	52,452	54,291	56,145	57,999	59,868	61,735	63,619	65,502	68,439	71,376	
	72	49,582	51,510	53,436	55,378	57,319	59,275	61,233	63,206	65,178	67,166	69,154	71,158	73,161	
	74	50,822	52,797	54,771	56,761	58,752	60,757	62,763	64,785	66,808	68,845	70,882	72,936	74,990	
	76	52,093	54,118	56,141	58,181	60,221	62,278	64,333	66,406	68,479	70,567	72,656	74,761	76,865	
	78	53,395	55,470	57,544	59,636	61,727	63,834	65,941	68,066	70,190	72,331	74,471	76,629	78,787	
	80	54,730	56,857	58,984	61,126	63,270	65,430	67,591	69,767	71,945	74,139	76,334	78,545	80,757	
	82	56,099	58,278	60,457	62,655	64,852	67,065	69,280	71,511	73,743	75,993	78,242	80,510	82,776	
	84	57,502	59,735	61,969	64,221	66,473	68,742	71,013	73,301	75,588	77,893	80,199	82,523	84,846	
	86	58,939	61,229	63,519	65,827	68,134	70,461	72,787	75,133	77,477	79,841	82,204	84,585	86,967	
	88	60,413	62,759	65,106	67,472	69,839	72,223	74,608	77,011	79,415	81,837	84,258	86,700	89,141	
	90	61,923	64,328	66,734	69,159	71,584	74,028	76,472	78,937	81,399	83,882	86,365	88,868	91,370	
	92	63,471	65,936	68,402	70,888	73,373	75,879	78,384	80,910	83,435	85,979	88,525	91,088	93,654	
94	65,058	67,585	70,113	72,660	75,208	77,776	80,343	82,933	85,521	88,129	90,737	93,366	95,996		
96	66,684	69,275	71,866	74,477	77,089	79,721	82,352	85,005	87,659	90,333	93,006	95,701	98,396		

	Range	1	1A	2	2A	3	3A	4	4A	5	5A	6	6A	7	7A
Year-Round Part-Time	PT32	14.76	15.63	16.49	17.35	18.22	19.10	19.97	20.87	21.75					
	PT40	16.36	17.14	17.92	18.71	19.49	20.29	21.07	21.88	22.68					
	PT48	17.95	18.65	19.35	20.04	20.76	21.45	22.17	22.88	23.60	24.31	25.04	25.77	26.49	
	PT50	18.39	19.12	19.83	20.54	21.27	21.99	22.72	23.45	24.19	24.93	25.65	26.41	27.15	
	PT51	18.71	19.63	20.61	21.13	21.67	22.21	22.75	23.90	24.50	25.11	25.74	26.38	27.05	
	PT52	18.86	19.59	20.33	21.05	21.80	22.55	23.29	24.04	24.78	25.54	26.31	27.06	27.83	
	PT54	19.57	19.93	20.68	21.43	22.18	22.93	23.70	24.46	25.23	25.99	26.76	27.53	28.32	
	PT56	19.94	20.51	21.28	22.05	22.83	23.60	24.39	25.17	25.96	26.75	27.54	28.34	29.13	
	PT58	20.30	21.08	21.88	22.68	23.48	24.27	25.07	25.88	26.69	27.50	28.32	29.14	29.95	30.55
	PT70	23.55	24.46	25.38	26.29	27.22	28.14	29.08	30.02	30.95	31.90	32.84	33.80	34.75	35.44
Range Designations	Public Works Part-Time Laborers: 1st year - \$10.96 per hour; Returning - \$11.61 per hour; 3rd year or more - \$12.33 per hour														
	46 - Custodian/Meter Reader; 50 - Office Assistant; 52 - Customer Service Specialist I; 54 - Customer Service Specialist II 56 - Pol. Admin. Specialist; 58 - Administrative Officer; Administrative Assistant; 60 - Senior Customer Service Specialist; 72 - Accounting Supervisor; Building & Zoning Supervisor; 74 - Customer Service/Human Resources Supervisor, 80 - Associate Planner; Planning & Development Coordinator; 86 - Accountant; 96 - Deputy Chief of Police; Utilities Superintendent PT40 - Part-Time Meter Reader/Custodian; Part-Time Customer Service Specialist; PT48 - Part-Time Cemetery Sexton; PT51 - Part-Time Records Clerk, Part-Time Officer/Asst. Commander/Commander; PT54 - Part-Time Administrative Assistant PT56 - Part-Time Pol. Admin. Specialist; PT58 - Part-Time Building Inspector; PT70 - Part-Time Accountant														
Sergeants	Base	After 3	After 6	After 9	After 12	After 15	After 18	After 21	After 24						
	77,813	79,301	80,789	82,279	83,023	83,767	84,511	85,255	86,007						