



CITY OF WASHINGTON, ILLINOIS
City Council Agenda Communication

Meeting Date: April 18, 2022

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Agenda Item: Approval of FY22-23 Non-Union Pay Plan

Explanation: Attached is the proposed Non-Union Pay Plan for FY22-23. The Plan provides for a 2.5% general wage increase (GWI) for all Non-Union employees, excluding Department Heads and including Sergeants, which is the same increase that is included in both the Laborer's and Police union contracts. Public Works part-time employee hourly rates have been increased in accordance with the Illinois minimum wage which was increased to \$12 per hour effective January 1, 2022.

Fiscal Impact: This Pay Plan is the basis for the salary increases as included in the FY22-23 budget for Non-Union employees as indicated above.

Recommendation/Committee Discussion Summary: City Council has indicated approval for the 2.5% GWI during budget discussions.

Action Requested: Approval of the FY22-23 Non-Union Pay Plan.

											General Wage Increase Top of Range Increase		2.50% 2.50%	
Range	1	1A	2	2A	3	3A	4	4A	5	5A	6	6A	7	7A
Semi-skilled														
	40	34,852	36,205	37,560	38,925	40,290	41,666	43,040	44,428	45,814				
	42	35,746	37,135	38,522	39,923	41,323	42,734	44,144	45,566	46,989				
	44	36,662	38,087	39,511	40,947	42,382	43,829	45,277	46,734	48,193				
	46	37,602	39,062	40,525	41,997	43,468	44,953	46,437	47,934	49,429				
	48	38,567	40,065	41,563	43,073	44,584	46,106	47,628	49,162	50,697				
Skilled Office/Field/Technical														
	50	39,555	41,092	42,628	44,177	45,727	47,288	48,848	50,423	51,997	53,583	55,169	56,768	58,369
	52	40,569	42,145	43,722	45,311	46,900	48,501	50,102	51,716	53,330	54,957	56,583	58,224	59,865
	54	41,609	43,227	44,842	46,472	48,102	49,744	51,386	53,043	54,697	56,365	58,033	59,716	61,401
	56	42,652	44,308	45,966	47,635	49,307	50,990	52,672	54,370	56,067	57,777	59,487	61,210	62,935
	58	43,717	45,415	47,115	48,826	50,539	52,264	53,990	55,728	57,468	59,221	60,974	62,741	64,507
	60	44,810	46,551	48,292	50,047	51,801	53,571	55,339	57,122	58,905	60,701	62,497	64,309	66,119
	62	45,930	47,715	49,499	51,298	53,098	54,911	56,723	58,550	60,377	62,227	64,061	65,917	67,773
	64	47,079	48,907	50,736	52,580	54,424	56,282	58,141	60,013	61,886	63,773	65,660	67,564	69,467
	66	48,256	50,132	52,006	53,896	55,786	57,690	59,595	61,516	63,436	65,370	67,305	69,255	71,205
Professional, Supervisory, Manager														
	70	49,221	51,133	53,045	54,973	56,901	58,843	60,786	62,745	64,703	66,677	68,650	71,728	74,806
	72	51,965	53,985	56,004	58,039	60,074	62,124	64,176	66,244	68,310	70,395	72,477	74,578	76,677
	74	53,265	55,334	57,404	59,489	61,575	63,678	65,780	67,898	70,019	72,154	74,289	76,442	78,595
	76	54,597	56,719	58,839	60,977	63,115	65,271	67,426	69,598	71,770	73,959	76,148	78,354	80,560
	78	55,961	58,136	60,310	62,502	64,694	66,902	69,110	71,338	73,564	75,808	78,050	80,312	82,574
	80	57,360	59,589	61,819	64,064	66,311	68,574	70,839	73,121	75,403	77,702	80,003	82,320	84,639
	82	58,796	61,078	63,363	65,666	67,969	70,289	72,610	74,948	77,288	79,645	82,002	84,379	86,755
	84	60,265	62,606	64,947	67,308	69,668	72,046	74,426	76,824	79,221	81,637	84,054	86,489	88,924
	86	61,772	64,171	66,572	68,991	71,409	73,847	76,285	78,744	81,201	83,678	86,155	88,651	91,147
	88	63,317	65,775	68,236	70,715	73,195	75,694	78,193	80,712	83,232	85,770	88,308	90,867	93,425
	90	64,900	67,420	69,941	72,483	75,024	77,586	80,148	82,731	85,312	87,914	90,516	93,139	95,762
	92	66,521	69,106	71,690	74,295	76,900	79,526	82,152	84,798	87,445	90,112	92,779	95,466	98,155
	94	68,185	70,833	73,483	76,152	78,823	81,515	84,205	86,919	89,631	92,364	95,098	97,854	100,609
96	69,889	72,604	75,320	78,056	80,794	83,553	86,310	89,091	91,872	94,674	97,476	100,301	103,125	

Year-Round Part-Time	Range	1	1A	2	2A	3	3A	4	4A	5	5A	6	6A	7	7A
	PT32	15.47	16.38	17.28	18.19	19.10	20.02	20.93	21.87	22.80					
	PT40	17.14	17.96	18.78	19.61	20.43	21.26	22.08	22.93	23.77					
	PT48	18.81	19.55	20.28	21.01	21.75	22.48	23.23	23.98	24.74	25.48	26.24	27.01	27.77	
	PT50	19.28	20.04	20.78	21.53	22.29	23.05	23.81	24.57	25.35	26.13	26.89	27.68	28.45	
	PT51	19.61	20.57	21.60	22.14	22.71	23.28	23.84	25.05	25.68	26.32	26.98	27.65	28.35	
	PT52	19.77	20.53	21.31	22.07	22.84	23.63	24.41	25.20	25.98	26.77	27.57	28.36	29.17	
	PT54	20.52	20.89	21.68	22.45	23.25	24.04	24.84	25.63	26.44	27.24	28.05	28.86	29.68	
	PT56	20.90	21.49	22.31	23.11	23.92	24.74	25.56	26.38	27.21	28.03	28.86	29.70	30.53	
	PT58	21.28	22.10	22.93	23.77	24.60	25.44	26.27	27.12	27.98	28.83	29.68	30.54	31.39	32.02
	PT70	24.68	25.63	26.60	27.56	28.53	29.50	30.48	31.47	32.44	33.44	34.42	35.42	36.42	37.15
	PT86	29.70	30.85	32.01	33.17	34.33	35.51	36.67	37.86	39.04	40.22	41.42	42.62	43.82	44.70

Public Works Part-Time Laborers: 1st year - \$12.00 per hour; Returning - \$12.50 per hour; 3rd year or more - \$13.00 per hour

Range Designations

46 - Custodian; 50 - Office Assistant; 52 - Customer Service Specialist I; 56 - Customer Service Specialist II, Police Admin. Support Specialist;
58 - Administrative Officer; Administrative Assistant; Finance Support Specialist; 60 - Senior Customer Service Specialist;
72 - Customer Service Supervisor; 80 - Planner; Planning & Development Coordinator 86 - Accountant;
96 - Deputy Chief of Police; Utilities Superintendent

PT40 - Part-Time Custodian; PT48 - Part-Time Cemetery Sexton; PT51 - Part-Time Officer/Asst. Commander/Commander,
Part-Time Records Clerk; PT54 - Part-Time Administrative Assistant; PT56 - Part-Time Pol. Admin. Support Specialist;
PT70 - Part-Time Communications Specialist; PT86 - Part-Time Accountant, Part-Time Human Resources Manager

Sergeants

Base	After 3	After 6	After 9	After 12	After 15	After 18	After 21	After 24
81,552.44	83,112.18	84,671.93	86,233.34	87,013.21	87,793.09	88,572.96	89,352.83	90,140.99