



CITY OF WASHINGTON, ILLINOIS
City Council Agenda Communication

Meeting Date: April 17, 2023

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Agenda Item: Approval of FY2024 Non-Union Pay Plan

Explanation: Attached is the proposed Non-Union Pay Plan for FY2024. 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 the Laborer's union contract. The Police union (PBPA) contract expires April 30, 2023 and thus a new contract is being negotiated and the increase for FY2024 has yet to be determined. Public Works part-time employee hourly rates have been increased in accordance with the Illinois minimum wage which was increased to \$13 per hour effective January 1, 2023.

Fiscal Impact: This Pay Plan is the basis for the salary increases as included in the FY2024 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 FY2024 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	35,723	37,110	38,499	39,898	41,298	42,708	44,116	45,538	46,959				
	42	36,639	38,063	39,485	40,921	42,356	43,803	45,248	46,705	48,164				
	44	37,578	39,039	40,499	41,970	43,442	44,925	46,409	47,903	49,398				
	46	38,542	40,039	41,538	43,047	44,555	46,077	47,598	49,132	50,665				
	48	39,531	41,067	42,602	44,150	45,699	47,259	48,819	50,391	51,964				
Skilled Office/Field/Technical	50	40,544	42,119	43,694	45,281	46,870	48,470	50,070	51,683	53,297	54,922	56,548	58,187	59,828
	52	41,584	43,198	44,815	46,444	48,072	49,713	51,354	53,009	54,664	56,331	57,998	59,680	61,362
	54	42,649	44,307	45,963	47,633	49,305	50,987	52,671	54,369	56,065	57,774	59,484	61,209	62,936
	56	43,718	45,416	47,115	48,826	50,539	52,264	53,989	55,730	57,468	59,221	60,974	62,740	64,508
	58	44,810	46,551	48,293	50,047	51,802	53,570	55,340	57,121	58,905	60,701	62,498	64,309	66,120
	60	45,930	47,715	49,499	51,298	53,096	54,910	56,722	58,550	60,377	62,219	64,060	65,916	67,771
	62	47,078	48,907	50,736	52,581	54,425	56,283	58,141	60,013	61,887	63,783	65,663	67,565	69,467
	64	48,256	50,129	52,004	53,894	55,785	57,689	59,594	61,514	63,433	65,367	67,302	69,253	71,203
	66	49,463	51,385	53,306	55,243	57,181	59,132	61,085	63,054	65,022	67,004	68,987	70,986	72,985
Professional, Supervisory, Manager	70	50,452	52,411	54,372	56,348	58,323	60,315	62,306	64,314	66,320	68,343	70,367	73,522	76,677
	72	53,264	55,335	57,404	59,490	61,576	63,678	65,780	67,900	70,018	72,154	74,289	76,443	78,594
	74	54,596	56,718	58,839	60,977	63,115	65,270	67,424	69,596	71,769	73,958	76,146	78,353	80,560
	76	55,962	58,137	60,310	62,501	64,693	66,903	69,111	71,338	73,565	75,808	78,052	80,313	82,574
	78	57,360	59,590	61,818	64,064	66,311	68,574	70,838	73,121	75,403	77,703	80,001	82,320	84,638
	80	58,794	61,079	63,364	65,666	67,969	70,289	72,610	74,949	77,288	79,645	82,003	84,378	86,755
	82	60,266	62,605	64,947	67,308	69,668	72,046	74,426	76,822	79,220	81,636	84,053	86,489	88,923
	84	61,772	64,171	66,571	68,990	71,410	73,847	76,287	78,744	81,202	83,678	86,155	88,651	91,147
	86	63,317	65,776	68,236	70,715	73,194	75,693	78,192	80,713	83,231	85,770	88,309	90,867	93,426
	88	64,899	67,420	69,942	72,483	75,025	77,587	80,148	82,730	85,313	87,914	90,515	93,138	95,761
	90	66,522	69,105	71,690	74,296	76,900	79,526	82,152	84,799	87,445	90,112	92,779	95,467	98,156
	92	68,184	70,833	73,482	76,152	78,822	81,514	84,205	86,918	89,631	92,364	95,099	97,853	100,609
	94	69,890	72,604	75,320	78,056	80,794	83,552	86,310	89,092	91,872	94,674	97,475	100,300	103,125
	96	71,636	74,419	77,203	80,007	82,814	85,641	88,468	91,318	94,169	97,041	99,913	102,808	105,703

Year-Round Part-Time

Range	1	1A	2	2A	3	3A	4	4A	5	5A	6	6A	7	7A
PT32	15.86	16.79	17.71	18.64	19.58	20.52	21.46	22.42	23.37					
PT40	17.57	18.41	19.25	20.10	20.94	21.79	22.63	23.51	24.36					
PT48	19.28	20.03	20.78	21.53	22.30	23.05	23.81	24.58	25.36	26.12	26.90	27.68	28.46	
PT50	19.76	20.54	21.30	22.07	22.85	23.63	24.41	25.19	25.98	26.78	27.56	28.37	29.16	
PT51	20.10	21.09	22.14	22.69	23.28	23.86	24.44	25.68	26.32	26.98	27.65	28.34	29.06	
PT52	20.26	21.04	21.84	22.62	23.41	24.22	25.02	25.83	26.63	27.44	28.26	29.07	29.90	
PT54	21.03	21.41	22.22	23.02	23.83	24.64	25.46	26.27	27.10	27.93	28.75	29.58	30.42	
PT56	21.42	22.03	22.86	23.69	24.52	25.36	26.20	27.04	27.89	28.74	29.58	30.44	31.30	
PT58	21.81	22.65	23.51	24.36	25.22	26.07	26.93	27.80	28.67	29.55	30.42	31.31	32.18	32.82
PT70	25.29	26.27	27.27	28.25	29.24	30.23	31.24	32.25	33.25	34.27	35.28	36.31	37.33	38.08
PT86	30.44	31.63	32.81	34.00	35.19	36.40	37.59	38.80	40.02	41.23	42.45	43.69	44.91	45.82

Public Works Part-Time Laborers: 1st year - \$13.00 per hour; Returning - \$13.50 per hour; 3rd year or more - \$14.00 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; GIS Specialist; Planning & Development Coordinator; 86 - Accountant;
96 - Utilities Superintendent

PT40 - Part-Time Custodian; PT48 - Part-Time Cemetery Sexton; PT51 - Part-Time Officer/Sergeant,
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
83,591.25	85,189.99	86,788.73	88,389.17	89,188.54	89,987.92	90,787.28	91,586.65	92,394.52