

MEMORANDUM

TO: Mayor Manier and City Council
FROM: Ray Forsythe, City Administrator
DATE: April 12, 2019
SUBJECT: Non-Union Pay Plans

Attached are proposed pay plans for non-union employees, including Sergeants for the 2019-20 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 2019-20 is 2.5%.
- Police are currently in negotiations as their contract is due to expire April 30, 2019.
- Department Heads without contracts were removed in the prior year from the non-union pay plan with increases to be determined on a merit basis.

In light of the above, I recommend approval of the attached non-union and Sergeant pay plans for the 2019-20 fiscal year.

City of Washington FY19-20 Pay Plan - 2.5% Increase
 (Excluding Department Heads and Sergeants)

General Wage Increase 2.50%
 Top of Range Increase 2.50%

Range	1	1A	2	2A	3	3A	4	4A	5	5A	6	6A	7	7A	8	8A	9	9A	10
40	32,443	33,702	34,963	36,234	37,505	38,786	40,065	41,356	42,647										
42	33,275	34,568	35,859	37,163	38,466	39,780	41,092	42,416	43,741										
44	34,127	35,454	36,780	38,116	39,452	40,799	42,147	43,504	44,862										
46	35,002	36,362	37,723	39,094	40,463	41,845	43,227	44,620	46,012										
48	35,901	37,295	38,690	40,095	41,502	42,919	44,335	45,763	47,192										
50	36,820	38,251	39,681	41,123	42,566	44,019	45,472	46,937	48,402	49,878	51,355	52,844	54,334						
52	37,765	39,231	40,699	42,179	43,658	45,148	46,638	48,141	49,644	51,158	52,671	54,199	55,727						
54	38,733	40,238	41,742	43,259	44,777	46,305	47,834	49,376	50,916	52,469	54,021	55,588	57,156						
56	39,704	41,245	42,788	44,342	45,898	47,465	49,031	50,612	52,191	53,783	55,374	56,978	58,584						
58	40,695	42,276	43,858	45,451	47,045	48,651	50,258	51,876	53,495	55,127	56,759	58,403	60,048						
60	41,712	43,333	44,954	46,587	48,220	49,867	51,513	53,173	54,833	56,505	58,177	59,863	61,548						
62	42,755	44,416	46,077	47,752	49,427	51,115	52,802	54,502	56,203	57,926	59,632	61,360	63,088						
64	43,824	45,526	47,228	48,945	50,662	52,391	54,121	55,864	57,608	59,364	61,121	62,894	64,664						
66	44,920	46,666	48,410	50,170	51,930	53,702	55,476	57,263	59,051	60,851	62,652	64,467	66,282						
70	45,819	47,598	49,378	51,173	52,967	54,776	56,584	58,407	60,230	62,067	63,905	65,770	67,635						
72	48,373	50,253	52,133	54,027	55,921	57,830	59,739	61,664	63,588	65,528	67,467	69,423	71,377						
74	49,583	51,509	53,435	55,377	57,319	59,276	61,232	63,205	65,178	67,166	69,153	71,157	73,161						
76	50,823	52,798	54,771	56,762	58,752	60,759	62,764	64,787	66,809	68,846	70,884	72,939	74,991						
78	52,092	54,117	56,141	58,181	60,221	62,277	64,332	66,406	68,478	70,567	72,655	74,760	76,866						
80	53,395	55,470	57,545	59,635	61,727	63,834	65,942	68,066	70,191	72,331	74,473	76,629	78,788						
82	54,731	56,856	58,982	61,127	63,270	65,430	67,591	69,767	71,945	74,139	76,334	78,546	80,757						
84	56,099	58,278	60,457	62,655	64,852	67,066	69,281	71,513	73,745	75,993	78,243	80,510	82,777						
86	57,502	59,735	61,970	64,221	66,473	68,742	71,011	73,300	75,588	77,893	80,199	82,522	84,846						
88	58,939	61,228	63,519	65,827	68,135	70,461	72,788	75,132	77,478	79,841	82,203	84,585	86,967						
90	60,413	62,759	65,106	67,473	69,838	72,223	74,607	77,011	79,414	81,836	84,259	86,700	89,142						
92	61,923	64,328	66,734	69,159	71,584	74,028	76,473	78,936	81,400	83,882	86,365	88,867	91,370						
94	63,471	65,937	68,403	70,888	73,374	75,879	78,394	80,910	83,435	85,979	88,524	91,089	93,654						
96	65,057	67,585	70,113	72,660	75,209	77,777	80,343	82,932	85,521	88,129	90,738	93,367	95,996						

City of Washington FY19-20 Pay Plan - 2.5% Increase
(Excluding Department Heads and Sergeants)

Range	1	1A	2	2A	3	3A	4	4A	5	5A	6	6A	7	7A	8	8A	9	9A	10
PT32	14.40	15.25	16.08	16.93	17.78	18.64	19.49	20.36	21.22										
PT40	15.96	16.72	17.49	18.25	19.01	19.79	20.56	21.35	22.12										
PT48	17.51	18.19	18.87	19.56	20.25	20.93	21.62	22.32	23.03	23.72	24.43	25.14	25.85						
PT50	17.94	18.65	19.35	20.04	20.75	21.46	22.17	22.87	23.60	24.32	25.03	25.76	26.49						
PT51	18.25	19.15	20.11	20.61	21.14	21.67	22.19	23.32	23.90	24.50	25.11	25.74	26.39						
PT52	18.40	19.11	19.83	20.54	21.26	22.00	22.72	23.46	24.18	24.92	25.67	26.40	27.15						
PT54	19.10	19.44	20.18	20.90	21.64	22.37	23.12	23.86	24.61	25.36	26.11	26.86	27.62						
PT56	19.45	20.01	20.76	21.51	22.27	23.03	23.79	24.56	25.33	26.10	26.87	27.65	28.42						
PT58	19.81	20.57	21.35	22.12	22.90	23.68	24.46	25.25	26.04	26.83	27.62	28.43	29.22	29.81					
PT70	22.97	23.86	24.76	25.65	26.56	27.46	28.37	29.29	30.19	31.12	32.04	32.97	33.90	34.58					
Public Works Part-Time Laborers: 1st year - \$10.69 per hour. Returning - \$11.33 per hour. 3rd year or more - \$12.03 per hour																			

- 46 - Custodian/Meter Reader; 50 - Office Assistant; 52 - Customer Service Specialist I; 54 - Customer Service Specialist II
- 56 - Pol. Admn. 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; Public Works Manager;
- 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
- PT58 - Part-Time Building Inspector; PT70 - Part-Time Accountant

City of Washington		
Sergeant Pay Plan - FY 19-20		
	2.50%	2.50%
	5/1/18 - 4/30/19	5/1/19 - 4/30/20
Base	74,063.12	75,914.70
After 3	75,479.63	77,366.62
After 6	76,896.14	78,818.55
After 9	78,314.15	80,272.01
After 12	79,022.41	80,997.97
After 15	79,730.67	81,723.94
After 18	80,438.92	82,449.90
After 21	81,147.17	83,175.85
After 24	81,862.96	83,909.53