



CITY OF WASHINGTON, ILLINOIS
City Council Agenda Communication

Meeting Date: April 15, 2024

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Agenda Item: Approval of FY2025 Non-Union Pay Plan

Explanation: Attached is the proposed Non-Union Pay Plan for FY2025. The Plan provides for a 3.0% 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 Police union (PBPA) contract and negotiated for the Laborer's union contract.

Fiscal Impact: This Pay Plan is the basis for the salary increases as included in the FY2025 budget for Non-Union employees as indicated above.

Recommendation/Committee Discussion Summary: City Council has indicated approval for the 3.0% GWI during budget discussions.

Action Requested: Approval of the FY2025 Non-Union Pay Plan.

General Wage Increase 3.00%
Top of Range Increase 3.00%

	Range	1	1A	2	2A	3	3A	4	4A	5	5A	6	6A	7	7A
Semi-skilled	40	36,974	38,410	39,847	41,296	42,744	44,203	45,661	47,133	48,604					
	42	37,923	39,396	40,868	42,355	43,839	45,337	46,833	48,341	49,851					
	44	38,894	40,406	41,918	43,440	44,963	46,499	48,034	49,580	51,128					
	46	39,892	41,441	42,992	44,555	46,115	47,690	49,265	50,853	52,439					
	48	40,916	42,505	44,094	45,696	47,299	48,914	50,529	52,156	53,785					
Skilled Office/Field/Technical	50	41,964	43,594	45,224	46,867	48,512	50,168	51,823	53,493	55,163	56,846	58,528	60,225	61,924	
	52	43,040	44,711	46,385	48,070	49,756	51,455	53,153	54,866	56,578	58,304	60,029	61,770	63,511	
	54	44,143	45,859	47,573	49,302	51,032	52,773	54,516	56,273	58,028	59,798	61,568	63,353	65,140	
	56	45,250	47,007	48,765	50,536	52,309	54,095	55,880	57,682	59,481	61,295	63,109	64,937	66,767	
	58	46,380	48,181	49,984	51,800	53,617	55,447	57,278	59,122	60,968	62,827	64,687	66,561	68,436	
	60	47,538	49,386	51,233	53,094	54,956	56,833	58,709	60,600	62,492	64,398	66,303	68,225	70,145	
	62	48,727	50,620	52,513	54,422	56,331	58,255	60,178	62,115	64,054	66,017	67,962	69,931	71,901	
	64	49,946	51,885	53,826	55,782	57,739	59,709	61,681	63,668	65,655	67,657	69,659	71,679	73,697	
	66	51,195	53,185	55,173	57,178	59,184	61,203	63,225	65,262	67,299	69,351	71,404	73,472	75,541	
	Professional, Supervisory, Manager	70	52,219	54,247	56,276	58,321	60,366	62,427	64,488	66,566	68,643	70,737	72,831	76,097	79,362
72		55,130	57,273	59,415	61,574	63,733	65,908	68,084	70,278	72,470	74,682	76,891	79,120	81,347	
74		56,509	58,704	60,900	63,112	65,325	67,556	69,786	72,033	74,283	76,548	78,813	81,097	83,381	
76		57,922	60,173	62,422	64,691	66,959	69,246	71,532	73,836	76,141	78,463	80,785	83,126	85,466	
78		59,369	61,677	63,983	66,308	68,633	70,976	73,319	75,682	78,044	80,424	82,803	85,203	87,603	
80		60,854	63,218	65,583	67,966	70,349	72,751	75,153	77,574	79,995	82,435	84,875	87,334	89,793	
82		62,376	64,798	67,222	69,666	72,108	74,569	77,032	79,513	81,995	84,495	86,996	89,518	92,038	
84		63,936	66,419	68,903	71,407	73,911	76,434	78,959	81,502	84,046	86,609	89,173	91,756	94,339	
86		65,534	68,079	70,626	73,192	75,758	78,344	80,931	83,539	86,146	88,774	91,402	94,050	96,698	
88		67,172	69,781	72,391	75,022	77,653	80,304	82,955	85,627	88,301	90,993	93,686	96,400	99,115	
	90	68,852	71,525	74,200	76,898	79,593	82,311	85,029	87,769	90,507	93,268	96,028	98,811	101,594	
	92	70,573	73,314	76,056	78,819	81,583	84,369	87,155	89,963	92,771	95,599	98,430	101,280	104,133	
	94	72,337	75,147	77,958	80,790	83,623	86,479	89,333	92,212	95,090	97,989	100,889	103,813	106,736	
	96	74,145	77,026	79,907	82,810	85,714	88,641	91,566	94,517	97,467	100,440	103,412	106,409	109,405	

	Range	1	1A	2	2A	3	3A	4	4A	5	5A	6	6A	7	7A
Year-Round Part-Time	PT32	16.41	17.38	18.33	19.30	20.26	21.24	22.21	23.20	24.19					
	PT40	18.19	19.06	19.93	20.80	21.67	22.56	23.43	24.33	25.22					
	PT48	19.96	20.74	21.51	22.29	23.08	23.85	24.65	25.44	26.24	27.04	27.84	28.65	29.46	
	PT50	20.45	21.26	22.05	22.84	23.65	24.46	25.26	26.07	26.89	27.72	28.52	29.36	30.19	
	PT51	20.80	21.83	22.92	23.49	24.09	24.69	25.29	26.58	27.24	27.92	28.62	29.33	30.07	
	PT52	20.97	21.78	22.60	23.41	24.23	25.07	25.90	26.73	27.56	28.40	29.25	30.09	30.95	
	PT54	21.76	22.16	23.00	23.82	24.66	25.50	26.35	27.19	28.05	28.90	29.76	30.61	31.48	
	PT56	22.17	22.80	23.66	24.52	25.38	26.24	27.11	27.99	28.86	29.74	30.62	31.51	32.39	
	PT58	22.57	23.44	24.33	25.22	26.10	26.99	27.87	28.78	29.68	30.58	31.48	32.40	33.30	33.97
	PT70	26.18	27.19	28.22	29.24	30.26	31.29	32.34	33.38	34.41	35.47	36.52	37.58	38.64	39.41
	PT86	31.51	32.73	33.96	35.19	36.43	37.67	38.91	40.16	41.42	42.67	43.94	45.22	46.49	47.42

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;

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

	Base	After 3	After 6	After 9	After 12	After 15	After 18	After 21	After 24
Sergeants	86,518.98	88,173.72	89,828.45	91,484.95	92,312.31	93,139.69	93,967.05	94,794.42	95,630.58