



CITY OF WASHINGTON, ILLINOIS
City Council Agenda Communication

Meeting Date: April 21, 2025

Prepared By: Joanie Baxter, CPA – Finance Director *JB*

Agenda Item: Approval of FY2026 Non-Union Pay Plan and Management increases

Explanation: Attached is the proposed Non-Union Pay Plan for FY2026. The Plan provides for a 3.0% general wage increase (GWI) for all Non-Union employees, excluding Department Heads and including Sergeants. The Consumer Price Index (CPI) was 2.9% for 2024 and the Police union (PBPA) contract and the Laborer's union contract both included a 3% increase. The Council agreed to a 4% increase for the management team: Joanie Baxter – Finance Director; Dennis Carr – City Engineer; Jon Oliphant – Planning & Development Director; Brian Rittenhouse – Public Works Director; and Jeff Stevens – Deputy Police Chief. Elected Official salaries will be increased by the CPI of 2.9% as provided for by the Ordinance effective 5/1/2016. Base salaries for all positions are included in the Position Budgeting report in the Budget document.

Fiscal Impact: This Pay Plan is the basis for the salary increases as included in the FY2026 budget for Non-Union employees as indicated above.

Recommendation/Committee Discussion Summary: City Council has indicated approval for the increases during budget and Executive Session meetings.

Action Requested: Approval of the FY2026 Non-Union Pay Plan and Management increases.

	Range	1	1A	2	2A	3	3A	4	4A	5	5A	6	6A	7	7A
Semi-skilled	40	38,084	39,562	41,043	42,535	44,026	45,529	47,031	48,547	50,062					
	42	39,060	40,578	42,094	43,625	45,154	46,697	48,238	49,791	51,347					
	44	40,061	41,618	43,175	44,744	46,312	47,894	49,475	51,068	52,662					
	46	41,088	42,684	44,282	45,891	47,499	49,121	50,743	52,379	54,012					
	48	42,143	43,780	45,417	47,067	48,718	50,381	52,044	53,720	55,398					
Skilled Office/Field/Technical	50	43,223	44,902	46,581	48,273	49,967	51,673	53,378	55,098	56,818	58,551	60,284	62,032	63,781	
	52	44,331	46,053	47,776	49,512	51,249	52,998	54,748	56,512	58,276	60,053	61,830	63,623	65,417	
	54	45,468	47,235	49,001	50,781	52,563	54,356	56,151	57,961	59,769	61,592	63,415	65,254	67,094	
	56	46,607	48,417	50,228	52,053	53,879	55,718	57,557	59,412	61,266	63,134	65,003	66,886	68,770	
	58	47,771	49,627	51,484	53,354	55,225	57,110	58,996	60,896	62,797	64,712	66,628	68,558	70,489	
	60	48,965	50,867	52,770	54,687	56,605	58,538	60,470	62,418	64,367	66,330	68,293	70,272	72,249	
	62	50,189	52,139	54,089	56,055	58,021	60,002	61,983	63,979	65,976	67,997	70,001	72,029	74,058	
	64	51,444	53,442	55,440	57,456	59,471	61,501	63,532	65,578	67,624	69,687	71,749	73,829	75,908	
	66	52,731	54,780	56,828	58,894	60,959	63,040	65,122	67,220	69,318	71,431	73,546	75,676	77,807	
Professional, Supervisory, Manager	70	53,786	55,874	57,964	60,071	62,177	64,300	66,423	68,563	70,702	72,859	75,016	78,380	81,743	
	72	56,784	58,991	61,197	63,421	65,645	67,885	70,127	72,386	74,644	76,922	79,198	81,494	83,788	
	74	58,204	60,465	62,727	65,006	67,285	69,582	71,879	74,195	76,511	78,844	81,177	83,530	85,883	
	76	59,660	61,978	64,295	66,631	68,968	71,323	73,678	76,051	78,425	80,817	83,209	85,620	88,030	
	78	61,150	63,527	65,902	68,297	70,692	73,105	75,518	77,952	80,385	82,837	85,287	87,759	90,231	
	80	62,679	65,115	67,551	70,004	72,460	74,933	77,408	79,901	82,395	84,908	87,422	89,954	92,487	
	82	64,248	66,742	69,238	71,755	74,271	76,806	79,343	81,898	84,454	87,030	89,606	92,203	94,799	
	84	65,854	68,412	70,970	73,549	76,128	78,727	81,327	83,947	86,567	89,207	91,848	94,509	97,170	
	86	67,500	70,122	72,745	75,388	78,031	80,695	83,359	86,046	88,731	91,437	94,144	96,871	99,599	
	88	69,188	71,874	74,563	77,273	79,982	82,713	85,444	88,196	90,950	93,723	96,496	99,292	102,088	
90	70,917	73,671	76,426	79,205	81,981	84,780	87,580	90,402	93,222	96,066	98,909	101,775	104,642		
92	72,690	75,513	78,337	81,184	84,030	86,900	89,769	92,662	95,554	98,467	101,382	104,319	107,257		
94	74,508	77,401	80,297	83,214	86,132	89,073	92,013	94,978	97,942	100,929	103,916	106,927	109,939		
96	76,369	79,337	82,304	85,294	88,286	91,300	94,313	97,352	100,391	103,453	106,515	109,601	112,687		

Year-Round Part-Time

Range	1	1A	2	2A	3	3A	4	4A	5	5A	6	6A	7	7A
PT32	16.91	17.90	18.88	19.87	20.87	21.88	22.87	23.90	24.91					
PT40	18.73	19.63	20.53	21.42	22.32	23.23	24.13	25.06	25.97					
PT48	20.56	21.36	22.16	22.96	23.77	24.57	25.38	26.20	27.03	27.85	28.68	29.51	30.34	
PT50	21.06	21.90	22.71	23.53	24.36	25.19	26.02	26.85	27.70	28.55	29.38	30.24	31.09	
PT51	21.42	22.48	23.61	24.19	24.81	25.43	26.05	27.37	28.06	28.76	29.48	30.21	30.98	
PT52	21.60	22.43	23.28	24.11	24.96	25.82	26.67	27.54	28.38	29.25	30.13	30.99	31.87	
PT54	22.42	22.83	23.69	24.54	25.40	26.27	27.15	28.01	28.89	29.77	30.65	31.53	32.43	
PT56	22.83	23.49	24.37	25.25	26.14	27.03	27.93	28.82	29.73	30.63	31.54	32.45	33.37	
PT58	23.25	24.15	25.06	25.97	26.88	27.80	28.71	29.64	30.57	31.50	32.43	33.37	34.30	34.99
PT70	26.97	28.01	29.07	30.11	31.17	32.23	33.31	34.38	35.44	36.54	37.61	38.70	39.80	40.59
PT86	32.46	33.72	34.98	36.25	37.52	38.80	40.07	41.37	42.66	43.95	45.26	46.58	47.88	48.84

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 Office Assistant, 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
89,114.55	90,818.93	92,523.31	94,229.49	95,081.68	95,933.88	96,786.06	97,638.25	98,499.50