

CITY OF WARRENVILLE

MEMO

To: Mayor and City Council
 From: Cristina White, Assistant City Administrator *CW*
 Subject: FY 2023 PART-TIME PAY RATES
 Date: March 18, 2022

Part-Time Starting Pay

The Illinois Minimum Wage Act (IMWA) requires an incremental annual increase to the minimum wage, reaching \$15.00 per hour by January 1, 2025. In keeping with the City's goal of attracting and retaining quality employees, staff recommends adjusting the hourly starting pay rates for some part-time positions as indicated in the table below.

Position	Starting Pay Rate			
	Current	FY 2023	FY 2024	FY 2025
AV Tech	\$15.00	\$17.00	\$18.00	\$19.00
Crossing Guard	\$12.00	\$13.00	\$14.00	\$15.00

Starting pay for the remaining part-time positions is adjusted by the annual market-based increase approved by the City Council for non-union employees. Beginning in FY 2026, the starting pay rate for these positions and the seasonal laborer position pay rate previously approved would be adjusted by the market-based increase as well.

Requested action: Recommend City Council approve the FY 2023 starting hourly rate for part-time positions, effective May 1, 2022, and direct staff to include the rate increases outlined in Assistant City Administrator White's March 18, 2022, memo in the upcoming proposed budgets.