



Legislation Text

File #: 23-1025, Version: 1

TO: Mayor Richard C. Irvin

FROM: Alisia Lewis, Chief Human Resources Officer

DATE: December 12, 2023

SUBJECT:

A Resolution Superseding All Previous Resolutions Pertaining To and Amending Salary and Benefit Plans for Employees In the Non-Exempt Pay Plan.

PURPOSE:

To obtain City Council approval to amend the salary and benefit plan for employees in the Non-Exempt Pay Plan for 2024.

BACKGROUND:

The salary and benefit plan for employees in the City's Non-Exempt Service is submitted for approval annually after passage of the City budget.

DISCUSSION:

Changes are reflected in the attached summary as well as in the proposed budget.

The pay plan also reflects a 3.5% cost of living adjustment to all pay grades.

Attached are changes for the Non-Exempt Pay Plan and a summary of changes proposed for 2024.

Also attached is the 2023 Non-Exempt Pay Plan.

IMPACT STATEMENT:

NA.

RECOMMENDATIONS:

Place on the Finance Committee Agenda for approval to City Council.

cc: Finance Committee



CITY OF AURORA, ILLINOIS

RESOLUTION NO. _____
DATE OF PASSAGE _____

A Resolution Superseding All Previous Resolutions Pertaining To and Amending Salary and Benefit Plans for Employees In The Non-Exempt Pay Plan.

WHEREAS, the City of Aurora has a population of more than 25,000 persons and is, therefore, a home rule unit under subsection (a) of Section 6 of Article VII of the Illinois Constitution of 1970; and

WHEREAS, subject to said Section, a home rule unit may exercise any power and perform any function pertaining to its government and affairs for the protection of the public health, safety, morals, and welfare; and

WHEREAS, in furtherance of same, the City Council has, from time to time, adjusted such salaries and benefits and does so now intend in some instances to revise same, having given due consideration to all pertinent factors and budgetary limitations.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Aurora, Illinois, as follows:

- I) That the provisions of the Non-Exempt Salary and Benefit Plan as attached hereto are effective upon ratification of the 2024 City budget, beginning with Payroll No. 1, 2024 unless otherwise indicated in the plan.
- II) That all resolutions or policies providing different salaries or benefits from the attached plan will be set aside, effective Payroll No. 1, 2024, insofar as any difference or conflict may exist.
- III) That all benefits adopted hereunder are unilaterally granted by the City as voluntary benefits to qualifying employees and shall remain in effect as herein provided only until such further action of the City Council shall amend or abolish same. No property or contractual right shall vest in any employee by the term of said plans or as a result of the adoption of this resolution. Provided, however, that upon separation from employment, qualifying employees shall be entitled only to the payment of benefits in accordance with the terms of any said Plan in effect at such time of separation.
- IV) That nothing in this resolution shall be construed as applicable to the following employees:
 - 1) Persons employed in positions, which are included in a bargaining unit governed by a labor agreement signed by the City of Aurora.
 - 2) Persons employed in management and supervisory level positions which are governed by Memoranda of Agreement signed by the City of Aurora.

V) The 2024 City of Aurora budget is hereby amended with respect to salary and benefit expenditures to reflect the changes included in the 2024 pay plan.