

ORDINANCE NO. F-0023

**AN ORDINANCE AMENDING AN ORDINANCE ESTABLISHING
THE COMPENSATION OF OFFICERS, ASSISTANTS AND EMPLOYEES
OF THE CITY OF WHEATON, ILLINOIS
AND PROVIDING FOR A PAY PLAN FOR EMPLOYEES OF THE CITY AND
RULES AND REGULATIONS FOR THE ADMINISTRATION THEREOF**

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF WHEATON, ILLINOIS:

Section 1. That Ordinance No. E-4076 entitled "Ordinance Amending Ordinance Establishing the Compensation of Officers, Assistants and Employees of the City of Wheaton, Illinois, and Providing for a Pay Plan for Employees of the City and Rules and Regulations for the Administration Thereof," as amended, be and hereby is amended by deleting from said Ordinance exhibit entitled City of Wheaton Salary Schedule 1995-96 and substituting in lieu thereof the following two exhibits:

- Exhibit 1 - 1996/97 Salary Schedule for Executive & Management and General Occupations positions.
- Exhibit 2 - Sliding Scale Merit Increase Table, with matrices for General Occupations, Fire Occupations and Clerical Occupations, allowing for a merit increase range from 3.25% to 6.00% based on job performance.

SECTION 2. All ordinances or parts of ordinances in conflict herewith be and are hereby repealed.

SECTION 3. This ordinance shall be in full force and effect May 1, 1996, as provided by law.



Mayor

Attest:



City Clerk

ROLL CALL VOTE:

Ayes: Councilwoman Davenport
Councilman Eckhoff

Mayor Carr
Councilman Gresk
Councilwoman Johnson
Councilman Mork
Councilwoman Culler

Nays: None

Absent: None

MOTION CARRIED UNANIMOUSLY

Passed: April 15, 1996

Published: April 16, 1996

CITY OF WHEATON, ILLINOIS

1996/97 SALARY SCHEDULE
EXECUTIVE & MANAGEMENT PAY PLAN

MIN MP MAX

E 1	\$40,556	\$54,075	\$59,483
E 2	\$43,598	\$58,131	\$63,944
E 3	\$46,868	\$62,490	\$68,739
E 4	\$50,383	\$67,177	\$73,895
E 5	\$54,162	\$72,215	\$79,437
E 6	\$58,224	\$77,632	\$85,395
E 7	\$62,591	\$83,454	\$91,799
E 8	\$67,285	\$89,713	\$98,684
E 9	\$72,331	\$96,442	\$106,086
E 10	\$77,756	\$103,675	\$114,042

F.O.P. Contractual Positions:

Crime Prevention Officer
Training Officer
Police Investigator
Police Officer

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
29,934	36,692	38,758	40,823	42,882	44,945

1996/97 SALARY SCHEDULE
GENERAL OCCUPATIONS PAY PLAN

MIN MP MAX

G 1	\$17,720	\$22,150	\$26,580
G 2	\$18,606	\$23,258	\$27,909
G 3	\$19,536	\$24,420	\$29,304
G 4	\$20,513	\$25,641	\$30,770
G 5	\$21,539	\$26,923	\$32,308
G 6	\$22,616	\$28,270	\$33,924
G 7	\$23,746	\$29,683	\$35,620
G 8	\$24,934	\$31,167	\$37,401
G 9	\$26,181	\$32,726	\$39,271
G 10	\$27,490	\$34,362	\$41,780
G 11	\$28,864	\$36,080	\$43,296
G 12	\$30,307	\$37,884	\$45,461
G 13	\$31,823	\$39,778	\$47,734
G 14	\$33,414	\$41,767	\$50,121
G 15	\$35,084	\$43,855	\$52,627
G 16	\$36,839	\$46,048	\$55,258
G 17	\$38,681	\$48,351	\$58,021
G 18	\$40,615	\$50,768	\$60,922
G 19	\$42,645	\$53,307	\$63,968
G 20	\$44,778	\$55,972	\$67,166

CITY OF WHEATON
SLIDING SCALE MERIT INCREASE TABLE

GENERAL OCCUPATIONS

<u>Eval'n Score</u>	<u>Percent Increase</u>
4.5	3.25%
4.6	3.31%
4.7	3.37%
4.8	3.43%
4.9	3.49%
5.0	3.56%
5.1	3.62%
5.2	3.68%
5.3	3.74%
5.4	3.80%
5.5	3.86%
5.6	3.92%
5.7	3.98%
5.8	4.04%
5.9	4.10%
6.0	4.17%
6.1	4.23%
6.2	4.29%
6.3	4.35%
6.4	4.41%
6.5	4.47%
6.6	4.53%
6.7	4.59%
6.8	4.65%
6.9	4.72%
7.0	4.78%
7.1	4.84%
7.2	4.90%
7.3	4.96%
7.4	5.02%
7.5	5.08%
7.6	5.14%
7.7	5.20%
7.8	5.27%
7.9	5.33%
8.0	5.39%
8.1	5.45%
8.2	5.51%
8.3	5.57%
8.4	5.63%
8.5	5.69%
8.6	5.75%
8.7	5.82%
8.8	5.88%
8.9	5.94%
9.0	6.00%

FIRE OCCUPATIONS

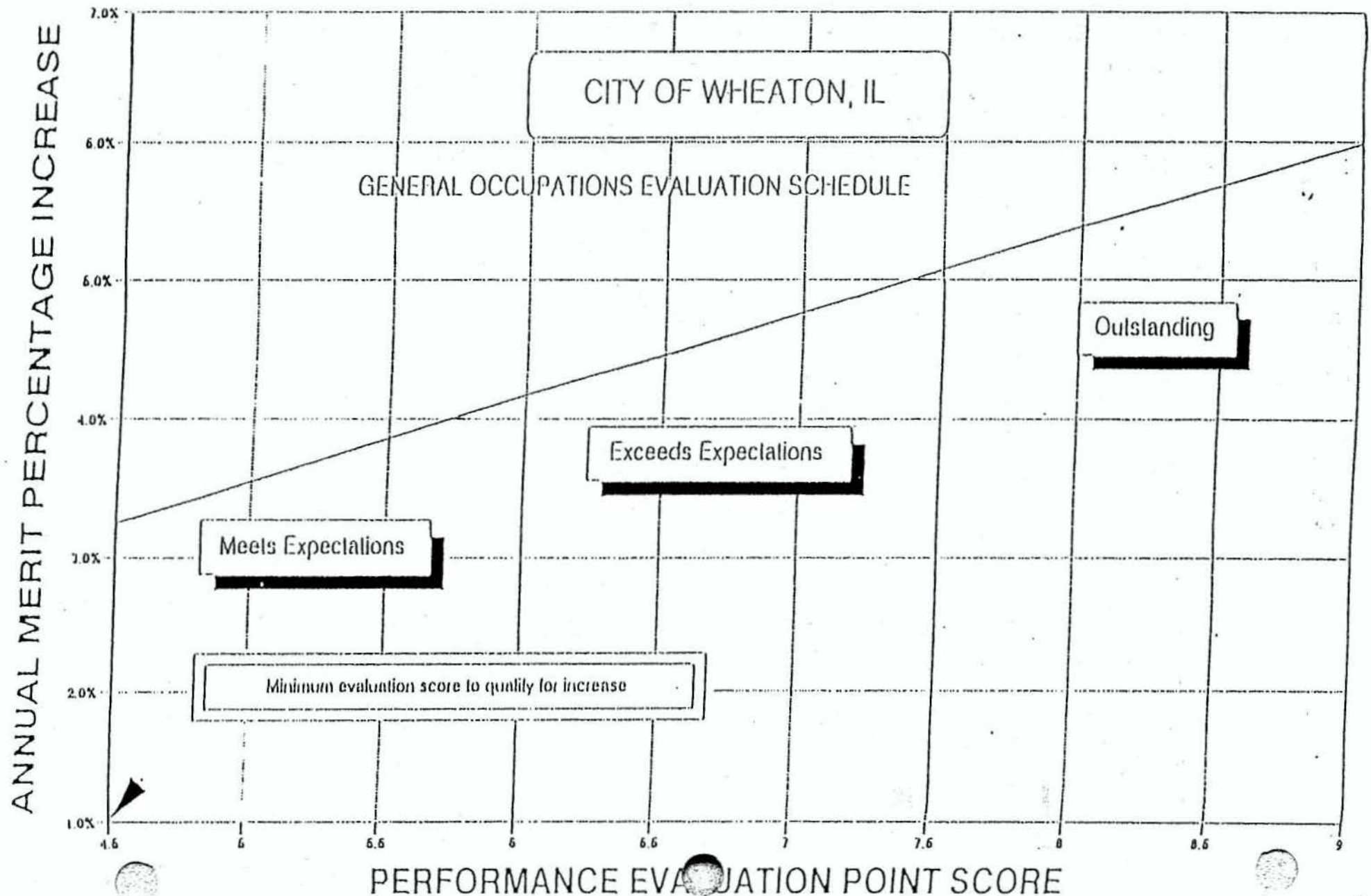
<u>Eval'n Score</u>	<u>Percent Increase</u>
80	3.25%
81	3.34%
82	3.43%
83	3.52%
84	3.60%
85	3.69%
86	3.78%
87	3.87%
88	3.96%
89	4.05%
90	4.14%
91	4.23%
92	4.31%
93	4.40%
94	4.49%
95	4.58%
96	4.67%
97	4.75%
98	4.85%
99	4.94%
100	5.02%
101	5.11%
102	5.20%
103	5.29%
104	5.38%
105	5.47%
106	5.56%
107	5.65%
108	5.73%
109	5.82%
110	5.91%
111	6.00%

CLERICAL OCCUPATIONS

<u>Eval'n Score</u>	<u>Percent Increase</u>
3.5	3.25%
3.6	3.31%
3.7	3.37%
3.8	3.43%
3.9	3.49%
4.0	3.56%
4.1	3.62%
4.2	3.68%
4.3	3.74%
4.4	3.80%
4.5	3.86%
4.6	3.92%
4.7	3.98%
4.8	4.04%
4.9	4.11%
5.0	4.17%
5.1	4.23%
5.2	4.29%
5.3	4.35%
5.4	4.41%
5.5	4.47%
5.6	4.53%
5.7	4.59%
5.8	4.66%
5.9	4.72%
6.0	4.78%
6.1	4.84%
6.2	4.90%
6.3	4.96%
6.4	5.02%
6.5	5.08%
6.6	5.14%
6.7	5.21%
6.8	5.27%
6.9	5.33%
7.0	5.39%
7.1	5.45%
7.2	5.51%
7.3	5.57%
7.4	5.63%
7.5	5.69%
7.6	5.76%
7.7	5.82%
7.8	5.88%
7.9	5.94%
8.0	6.00%

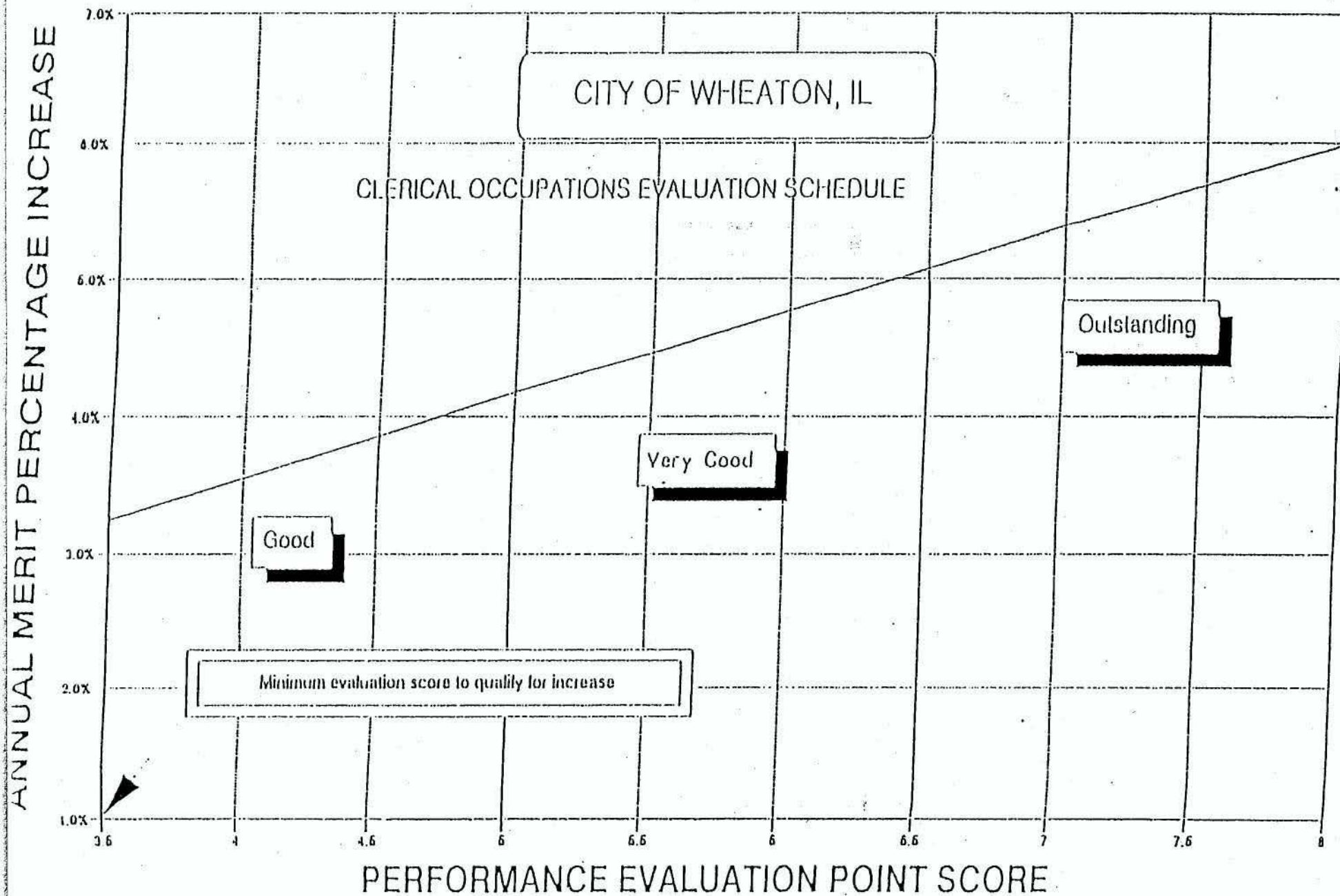
MERIT INCREASE SCALE

SLIDING SCALE MERIT INCREASE PERCENTAGE



MERIT INCREASE SCALE

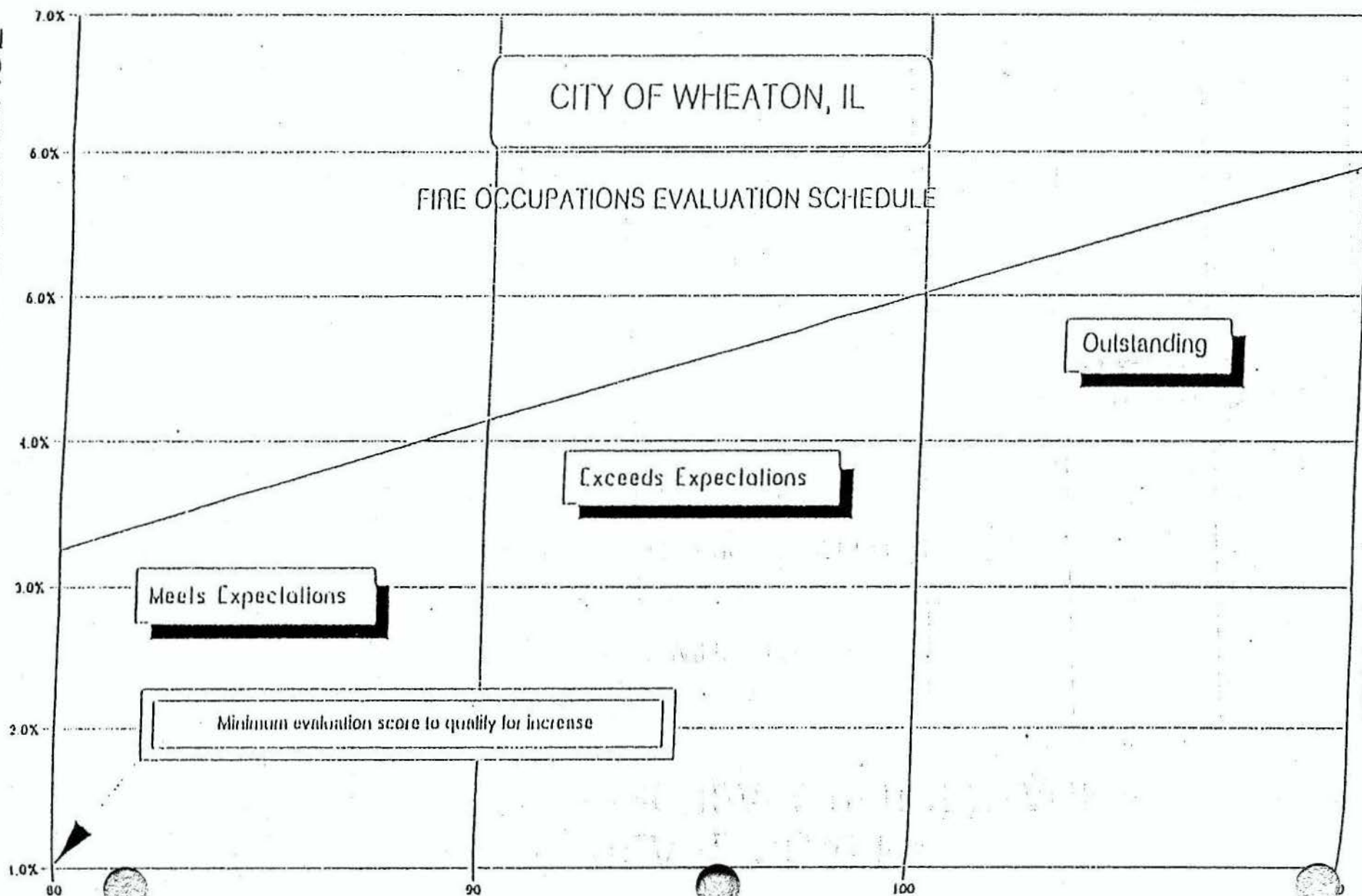
SLIDING SCALE MERIT INCREASE PERCENTAGE



MERIT INCREASE SCALE

SLIDING SCALE MERIT INCREASE PERCENTAGE

ANNUAL MERIT PERCENTAGE INCREASE



PERFORMANCE EVALUATION POINT SCORE