

ORDINANCE NO. F-0130

**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. F-0023 entitled "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," as amended, be and hereby is amended by deleting from said Ordinance exhibit entitled City of Wheaton Salary Schedule 1996/97 and substituting in lieu thereof the following two exhibits:

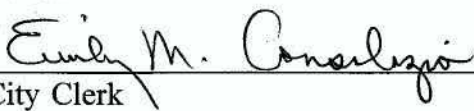
- Exhibit A - 1997/98 Salary Schedule for General Occupations, and Executive & Management positions.
- Exhibit B - Sliding Scale Merit Increase Table allowing for a merit increase range from 3.5% to 6.00% based on job performance.

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 All ordinances or parts of ordinances in conflict herewith be and are hereby repealed.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, 1997, as provided by law.

  
Mayor

Attest:

  
City Clerk

Ayes:

Roll Call Vote:  
Councilman Mork  
Councilwoman Davenport

Councilman Eckhoff  
Councilman Gerig  
Mayor Carr  
Councilman Gresk  
Councilwoman Johnson

Nays:

None

Absent:

None

Motion Carried Unanimously

Passed: April 21, 1997  
Published: April 22, 1997

## EXHIBIT A

**City of Wheaton  
1997/98 Salary Schedule****GENERAL OCCUPATIONS**

	MIN	MIDPOINT	MAX
G 1	\$18,252	\$22,815	\$27,377
G 2	\$19,164	\$23,956	\$28,746
G 3	\$20,122	\$25,153	\$30,183
G 4	\$21,128	\$26,410	\$31,693
G 5	\$22,185	\$27,731	\$33,277
G 6	\$23,294	\$29,118	\$34,942
G 7	\$24,458	\$30,573	\$36,689
G 8	\$25,682	\$32,102	\$38,523
G 9	\$26,966	\$33,708	\$40,449
G 10	\$28,315	\$35,393	\$43,033
G 11	\$29,730	\$37,162	\$44,595
G 12	\$31,216	\$39,021	\$46,825
G 13	\$32,778	\$40,971	\$49,166
G 14	\$34,416	\$43,020	\$51,625
G 15	\$36,137	\$45,171	\$54,206
G 16	\$37,944	\$47,429	\$56,916
G 17	\$39,841	\$49,802	\$59,762
G 18	\$41,833	\$52,291	\$62,750
G 19	\$43,924	\$54,906	\$65,887
G 20	\$46,121	\$57,651	\$69,181

**EXECUTIVE & MANAGEMENT**

	MIN	MIDPOINT	MAX
E 1	\$41,773	\$55,697	\$61,267
E 2	\$44,906	\$59,875	\$65,862
E 3	\$48,274	\$64,365	\$70,801
E 4	\$51,894	\$69,192	\$76,112
E 5	\$55,787	\$74,381	\$81,820
E 6	\$59,971	\$79,961	\$87,957
E 7	\$64,469	\$85,958	\$94,553
E 8	\$69,304	\$92,404	\$101,645
E 9	\$74,501	\$99,335	\$109,269
E 10	\$80,089	\$106,785	\$117,463

Ord. No. F-0130  
pg. 4

CITY OF WHEATON  
1997/98 SALARY SCHEDULE  
PART-TIME, TEMPORARY, & SEASONAL POSITIONS

**ADMINISTRATIVE INTERN:**

Year 1: \$8.27/Hour  
Year 2: \$8.69  
Year 3: \$9.13  
Year 4: \$9.58  
Year 5 & Beyond: \$10.05

**AUXILIARY POLICE OFFICER:**

Year 1: \$6.53/Hour  
Year 2: \$6.94  
Year 3: \$7.56  
Year 4 & Beyond: \$8.43

**AUXILIARY POLICE CORPORAL: \$8.59/Hour**

**AUXILIARY POLICE SERGEANT: \$8.76/Hour**

**CABLE INTERN: \$8.00/Hour**

**FINANCE CLERK:**

Year 1: \$5.69/Hour  
Year 2: \$6.46  
Year 3: \$7.17  
Year 4: \$7.79  
Year 5 & Beyond: \$8.40

**PART-TIME LABORER: \$7.73 - \$8.24/Hour**

**PART-TIME MAINTENANCE CUSTODIAN:**

Year 1: \$ 9.57/Hour  
Year 2: \$10.04  
Year 3: \$10.56  
Year 4: \$11.08  
Year 5 & beyond: \$11.64

**PART-TIME POLICE RECORDS CLERK: \$11.76/Hour**

**RECYCLING ATTENDANT & SEASONAL LABORER:**

Year 1: \$6.53/Hour  
Year 2: \$6.90  
Year 3: \$7.24  
Year 4: \$7.58  
Year 5: \$7.99  
Year 6 & Beyond: \$8.37

**CROSSING GUARD: \$20/Day**



**CITY OF WHEATON  
1997/98 SALARY SCHEDULE  
BONUS/MISCELLANEOUS PAY PRACTICES**

**POLICE & FIRE DEPARTMENTS:****Education Bonus\*:**

<b><u># Credit Hours</u></b>	<b><u>Bonus (per pay period)</u></b>
15	\$ 5
30	\$10
45	\$15
60	\$20
A.A.	\$25
B.A.	\$35

\*Education Bonus does not apply to Police or Firefighters hired after 5/1/81; please see City Personnel Manual for Education Policy information.

**POLICE DEPARTMENT:**

**Detective Pay:** \$80/Month (Does not apply to Detectives hired after 12/1/88).

**Administrative Pay:** \$150/Pay Period (Applies to Police Training & Crime Prevention positions).

**Police Lieutenant:** Range: \$40,644.83 - \$45,188.16

**Police Sergeant:** Range: \$38,764.05 - \$40,630.41

**PUBLIC WORKS DEPARTMENT:****Water Division Employees:****Certification Bonus:**

Class D = \$.10/Hour (\$208 per annum)

Class C = \$.20/Hour (\$416 per annum)

Class B = \$.30/Hour (\$624 per annum)

Class A = \$.40/Hour (\$832 per annum)

**PERFORMANCE BONUS PAYMENT:**

The performance bonus payment schedule remains in effect for fiscal year 1997/98 for employees whose salary has reached the maximum of his/her pay range and whose job performance has been satisfactory during the rating period:

<b><u>Rating</u></b>	<b><u>Bonus Payment (one-time cash payment)</u></b>
4.6 - 5.0	2.0% of salary
4.0 - 4.5	1.5% of salary
3.6 - 3.9	1.0% of salary
3.0 - 3.5	.5% of salary

**Fire Department:**

<b><u>Rating</u></b>	<b><u>Bonus Payment (one-time cash payment)</u></b>
96-111	2.0% of salary
89- 95	1.5% of salary
81- 88	1.0% of salary
75- 80	.5% of salary

**GENERAL OCCUPATIONS**

**PAY RANGES**

**PAY RANGE G20**  
**(No Current Incumbents)**

**PAY RANGE G19**  
**WATCH COMMANDER**

**PAY RANGE G18**  
**STREET SERVICES MANAGER**

**PAY RANGE G17**  
**CIVIL ENGINEER II**  
**ELECTRICAL SERVICES MANAGER**  
**SHIFT COMMANDER**  
**SUPT. OF FLEET MAINTENANCE**  
**SUPT. OF FORESTRY**  
**SUPT. OF SEWERS**

**PAY RANGE G16**  
**(No Current Incumbents)**

**PAY RANGE G15**  
**FIRE LIEUTENANT**  
**FINANCIAL ANALYST**  
**SOCIAL WORKER**  
**TRAFFIC ENGINEER**

**PAY RANGE G14**  
**CIVIL ENGINEER I**  
**PLAN EXAMINER**  
**PUBLIC WORKS SUPERVISOR**  
**SENIOR ENGINEERING TECHNICIAN**

**GENERAL OCCUPATIONS - PAY RANGES**

**Page Two**

**PAY RANGE G13**

**BUILDING INSPECTOR**

**GIS ANALYST**

**PRODUCTION MANAGER**

**PUBLIC WORKS ENGINEER**

**PAY RANGE G12**

**ADMINISTRATIVE ASSISTANT**

**ENGINEERING TECHNICIAN III**

**EXECUTIVE ASSISTANT/CITY CLERK**

**PROPERTY STANDARDS INSPECTOR**

**PUBLIC ACCESS MANAGER**

**PAY RANGE G11**

**ASSISTANT PUBLIC ACCESS MANAGER**

**ELECTRICIAN**

**MECHANIC**

**PLANNING/RESEARCH ASSISTANT**

**POLICE SERVICES SUPERVISOR**

**PAY RANGE G10**

**CUSTOMER SERVICE COORDINATOR**

**ENGINEERING TECHNICIAN II**

**FIREFIGHTER**

**MAINTENANCE SPECIALIST**

**MUNICIPAL PRODUCER**

**UTILITY TECHNICIAN**

**PAY RANGE G9**

**AUTOMOTIVE MAINTENANCE ASSISTANT**

**ENGINEERING TECHNICIAN I**

**MAINTENANCE WORKER**

**PAYROLL SERVICES COORDINATOR**

**PRODUCTION SPECIALIST**



**GENERAL OCCUPATIONS - PAY RANGES**

Page Three

**PAY RANGE G8**

ADMINISTRATIVE SECRETARY III  
COMMUNITY SERVICE OFFICER  
PRODUCTION ASSISTANT

**PAY RANGE G7**

ACCOUNT CLERK III  
ADMINISTRATIVE SECRETARY II  
POLICE SERVICES REPRESENTATIVE

**PAY RANGE G6**

ADMINISTRATIVE SECRETARY I  
EVIDENCE/METER MAINTENANCE OFFICER  
MAINTENANCE CUSTODIAN  
PLAYBACK TECHNICIAN  
WATER METER READER

**PAY RANGE G5**

DISPATCHER/CLERK  
SECRETARY

**PAY RANGE G4**

ACCOUNT CLERK II  
PARKING ENFORCEMENT OFFICER  
PUBLIC WORKS CLERK

**PAY RANGE G3**

ACCOUNT CLERK I  
SECRETARIAL ASSISTANT

**PAY RANGE G2**

(No Current Incumbents)

**PAY RANGE G1**

RECEPTIONIST



EXECUTIVE & MANAGEMENT

PAY RANGES

PAY RANGE E10  
CITY MANAGER

PAY RANGE E9  
(No Current Incumbents)

PAY RANGE E8  
ASSISTANT CITY MANAGER  
CHIEF OF POLICE

PAY RANGE E7  
DIRECTOR OF PUBLIC WORKS

PAY RANGE E6  
DEPUTY CHIEF OF POLICE  
DIRECTOR OF FINANCE  
FIRE CHIEF

PAY RANGE E5  
DIRECTOR OF ENGINEERING

PAY RANGE E4  
DIRECTOR OF PLANNING  
DIVISION COMMANDER

PAY RANGE E3  
DIRECTOR OF BUILDING & CODE ENFORCEMENT  
DIRECTOR OF ECONOMIC DEVELOPMENT  
DIRECTOR OF HUMAN RESOURCES  
WATER SERVICES MANAGER

PAY RANGE E2  
ASSISTANT DIRECTOR OF FINANCE  
BATTALION CHIEF

PAY RANGE E1  
NETWORK MANAGER  
PURCHASING OFFICER

**EXHIBIT B**

**1997/98  
Sliding Scale Merit Increase Table**

<b>OVERALL PERFORMANCE EVALUATION SCORE</b>	<b>PERCENT MERIT INCREASE</b>
4.8 - 5.0	6.0%
4.5 - 4.7	5.5%
4.1 - 4.4	5.0%
3.8 - 4.0	4.5%
3.4 - 3.7	4.0%
3.0 - 3.3	3.75%
2.5 - 2.9	3.5%
Below 2.5	No Increase