

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.

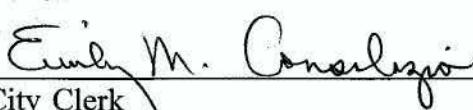
SECTION 2. All ordinances or parts of ordinances in conflict herewith be and are hereby repealed.

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****EXECUTIVE & MANAGEMENT**

		MIN	MIDPOINT	MAX		MIN	MIDPOINT	MAX	
G	1	\$18,252	\$22,815	\$27,377	E	1	\$41,773	\$55,697	\$61,267
G	2	\$19,164	\$23,956	\$28,746	E	2	\$44,906	\$59,875	\$65,862
G	3	\$20,122	\$25,153	\$30,183	E	3	\$48,274	\$64,365	\$70,801
G	4	\$21,128	\$26,410	\$31,693	E	4	\$51,894	\$69,192	\$76,112
G	5	\$22,185	\$27,731	\$33,277	E	5	\$55,787	\$74,381	\$81,820
G	6	\$23,294	\$29,118	\$34,942	E	6	\$59,971	\$79,961	\$87,957
G	7	\$24,458	\$30,573	\$36,689	E	7	\$64,469	\$85,958	\$94,553
G	8	\$25,682	\$32,102	\$38,523	E	8	\$69,304	\$92,404	\$101,645
G	9	\$26,966	\$33,708	\$40,449	E	9	\$74,501	\$99,335	\$109,269
G	10	\$28,315	\$35,393	\$43,033	E	10	\$80,089	\$106,785	\$117,463
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					

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

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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*:**

# Credit Hours	Bonus (per pay period)
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:

Rating	Bonus Payment (one-time cash payment)
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:

Rating	Bonus Payment (one-time cash payment)
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
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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
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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**

OVERALL PERFORMANCE EVALUATION SCORE	PERCENT MERIT INCREASE
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