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**ORDINANCE NO. F-0235**

**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-0130 entitled "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 and hereby is amended by deleting from said Ordinance Exhibits A & B and substituting in lieu thereof the following two exhibits for employees not in a collective bargaining unit:

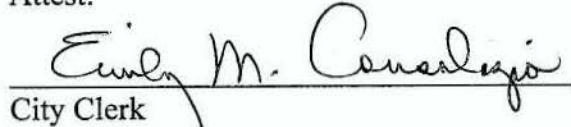
- Exhibit A - 1998/99 Salary Schedule for General Occupations, and Executive & Management positions, as well as Part-Time, Temporary & Seasonal positions.
- Exhibit B - Sliding Scale Merit Increase Table allowing for a merit increase range from 3.5% to 8.0% based on job performance, as well as the Employee Performance Bonus Pay Program Table, 0.5% to 2.0% 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 All ordinances or parts of ordinances in conflict herewith be and are hereby repealed.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, 1998, as provided by law.

  
\_\_\_\_\_  
Mayor

Attest:

  
\_\_\_\_\_  
Emily M. Cenadario  
City Clerk

ROLL CALL VOTE:

Ayes:

Councilman Johnson  
Councilwoman Johnson

Councilman Mork  
Councilwoman Davenport  
Councilman Eckhoff  
Councilman Gresk  
Mayor Carr

Nays: None

Absent: None

Motion Carried Unanimously

Passed: April 20, 1998

Published: April 21, 1998

## EXHIBIT A

**City of Wheaton**  
**1998/99 Salary Schedule**

**GENERAL OCCUPATIONS****EXECUTIVE & MANAGEMENT**

	MIN	MAX		MIN	MAX
<b>G 1</b>	\$18,252	-	\$28,198	<b>E 1</b>	\$41,773
<b>G 2</b>	\$19,164	-	\$29,608	<b>E 2</b>	\$44,906
<b>G 3</b>	\$20,122	-	\$31,088	<b>E 3</b>	\$48,274
<b>G 4</b>	\$21,128	-	\$32,644	<b>E 4</b>	\$51,894
<b>G 5</b>	\$22,185	-	\$34,275	<b>E 5</b>	\$55,787
<b>G 6</b>	\$23,294	-	\$35,990	<b>E 6</b>	\$59,971
<b>G 7</b>	\$24,458	-	\$37,790	<b>E 7</b>	\$64,469
<b>G 8</b>	\$25,682	-	\$39,679	<b>E 8</b>	\$69,304
<b>G 9</b>	\$26,966	-	\$41,662	<b>E 9</b>	\$74,501
<b>G 10</b>	\$28,315	-	\$44,324	<b>E 10</b>	\$80,089
<b>G 11</b>	\$29,730	-	\$45,933		
<b>G 12</b>	\$31,216	-	\$48,230		
<b>G 13</b>	\$32,778	-	\$50,641		
<b>G 14</b>	\$34,416	-	\$53,174		
<b>G 15</b>	\$36,137	-	\$55,832		
<b>G 16</b>	\$37,944	-	\$58,623		
<b>G 17</b>	\$39,841	-	\$61,555		
<b>G 18</b>	\$41,833	-	\$64,633		
<b>G 19</b>	\$43,924	-	\$67,864		
<b>G 20</b>	\$46,121	-	\$71,256		

EXHIBIT A

CITY OF WHEATON  
1998/99 SALARY ORDINANCE  
PART-TIME, TEMPORARY, & SEASONAL POSITIONS

Administrative Intern: \$8.50/hour - \$10.50/hour

Cable Intern: \$8.00/hour - \$10.00/hour

Finance Clerk: \$7.00/hour - \$9.00/hour

Auxiliary Police Officer:

Year 1: \$7.00/hour

Year 2: \$7.40/hour

Year 3: \$7.80/hour

Year 4 & Beyond: \$8.70/hour

Auxiliary Police Corporal: \$9.00/hour

Auxiliary Police Sergeant: \$9.25/hour

Part-Time Police Services Representative (PSR): \$11.76/hour - \$18.16/hour

Crossing Guard: \$22.00/day

Part-Time Maintenance Custodian: \$9.90/hour - \$12.25/hour

Seasonal Laborer:

Year 1: \$7.00/hour

Year 2: \$7.40/hour

Year 3: \$7.75/hour

Year 4: \$8.15/hour

Year 5: \$8.60/hour

Year 6 & Beyond: \$9.00/hour

**EXHIBIT B**

**1998/99**  
**Sliding Scale Merit Increase Table**

<b>OVERALL PERFORMANCE EVALUATION SCORE</b>	<b>PERCENT MERIT INCREASE</b>
4.8 - 5.0	8.0%
4.5 - 4.7	7.5%
4.1 - 4.4	6.5%
3.8 - 4.0	5.5%
3.4 - 3.7	4.5%
3.0 - 3.3	4.0%
2.8 - 2.9	3.75%
2.5 - 2.7	3.5%
Below 2.5	No Increase

## EXHIBIT B

1998/99

### EMPLOYEE PERFORMANCE BONUS PAY PROGRAM TABLE

<i>Overall Performance Evaluation Score</i>	Percent Bonus Pay
4.6 - 5.0	2.0%
4.0 - 4.5	1.5%
3.5 - 3.9	1.0%
3.0 - 3.4	.5%
Below 3.0	No Bonus Pay