

ORDINANCE NO. F-0745

**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.**

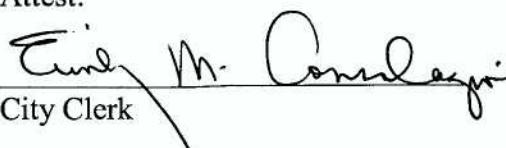
BE IT ORDAINED by the City Council of the City of Wheaton, Illinois:

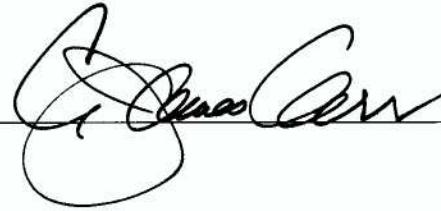
Section 1: That Exhibit A (Managerial Occupation Classification and General Occupation Classification), Exhibit B (City of Wheaton 2002-2003 Salary Schedule), Exhibit C (2002-2003 Sliding Scale Merit Increase Table), Exhibit D (2002-2003 Employee Performance Bonus Pay Program Table), and Exhibit E (2002-2003 Salary Schedule/Part-time, Temporary & Seasonal Positions) attached hereto and made a part hereof, are hereby adopted for employees whose salary schedules are not set forth in collective bargaining agreements.

Section 2: All ordinances or parts of ordinances in conflict herewith be and are hereby repealed.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, 2002, as provided by law.

Attest:


Cindy M. Conkle
City Clerk


Mayor Carr

Ayes:

Roll Call Vote:
Councilman Mork
Councilman Eckhoff
Councilman Gresk
Councilman Johnson
Mayor Carr
Councilwoman Johnson

Nays:

Councilman Mouhelis
None

Absent:

Motion Carried

Passed: August 5, 2002

Published: August 6, 2002

EXHIBIT A

MANAGERIAL OCCUPATION CLASSIFICATION

Pay Grade M10

City Manager

Pay Grade M9

(No Current Incumbents)

Pay Grade M8

(No Current Incumbents)

Pay Grade M7

Assistant City Manager
Chief of Police
Director of Public Works

Pay Grade M6

Deputy Chief of Police
Director of Finance
Fire Chief

Pay Grade M5

Division Commander
Director of Engineering
Director of Human Resources

Pay Grade M4

Assistant Director of Finance
Battalion Chief
Director of Building & Code Enforcement
Director of Planning
Water Services Manager

Pay Grade M3

Network Manager
Street Services Manager
Superintendent of Sewers

Pay Grade M2

Superintendent of Fleet Maintenance

Pay Grade M1

Media Manager
Purchasing Officer
Superintendent of Forestry

GENERAL OCCUPATION CLASSIFICATION

Page 1

Pay Grade 21

(No Current Incumbents)

Pay Grade 20

(No Current Incumbents)

Pay Grade 19

Senior Project Engineer
Watch Commander

Pay Grade 18

Budget/Financial Analyst
Database Administrator
Development Engineer
Shift Commander

Pay Grade 17

Building Inspector
City Clerk/Executive Assistant
Code Compliance Officer
Electrical Services Manager
Plan Examiner
Police Services Manager
Project Engineer
Traffic Engineer

Pay Grade 16

Engineering Technician II
GIS Analyst
HR Analyst
Management Analyst
Public Works Engineer
Social Worker
Staff Accountant
Staff Planner

Pay Grade 15

Engineering Technician/CADD Operator
Executive Assistant
Municipal Producer
Property Control Officer
Public Access Coordinator

Pay Grade 14

Payroll Services Coordinator
Planning/Research Assistant

GENERAL OCCUPATION CLASSIFICATION

Page 2

Pay Grade 13

Network Coordinator
Property Standard Inspector
Senior Administrative Secretary

Pay Grade 12

(No Current Incumbents)

Pay Grade 11

Administrative Secretary

Pay Grade 10

Account Clerk III

Pay Grade 9

(No Current Incumbents)

Pay Grade 8

Dispatcher/Assistant

Pay Grade 7

Maintenance Custodian
Parking Enforcement Officer
Public Works Assistant

Pay Grade 6

(No Current Incumbents)

Pay Grade 5

Account Clerk I

Pay Grade 4

Receptionist
Secretarial Assistant

Pay Grade 3

(No Current Incumbents)

Pay Grade 2

(No Current Incumbents)

Pay Grade 1

(No Current Incumbents)

City of Wheaton
2002-2003 Salary Schedule

General Occupation Scale

Hourly Employee **Salary Employee**

Pay Grade	Minimum	Maximum	Minimum	Maximum
G1	\$10.97	\$15.35	\$22,812.35	\$31,937.29
G2	\$11.24	\$15.73	\$23,371.11	\$32,719.55
G3	\$11.53	\$16.15	\$23,989.00	\$33,584.60
G4	\$11.86	\$16.61	\$24,674.55	\$34,544.37
G5	\$12.24	\$17.14	\$25,460.58	\$35,644.81
G6	\$12.66	\$17.72	\$26,333.90	\$36,867.46
G7	\$13.11	\$18.36	\$27,277.08	\$38,187.92
G8	\$13.60	\$19.05	\$28,295.72	\$39,614.01
G9	\$14.13	\$19.79	\$29,395.85	\$41,154.19
G10	\$14.70	\$20.59	\$30,583.99	\$42,817.59
G11	\$15.32	\$21.45	\$31,867.19	\$44,614.06
G12	\$15.99	\$22.38	\$33,253.03	\$46,554.25
G13	\$16.73	\$23.42	\$34,798.32	\$48,717.65
G14	\$17.56	\$24.58	\$36,519.93	\$51,127.90
G15	\$18.46	\$25.84	\$38,387.88	\$53,743.03
G16	\$19.99	\$27.98	\$41,574.62	\$58,204.46
G17	\$22.28	\$31.19	\$46,333.64	\$64,867.09
G18	\$24.94	\$34.91	\$51,865.02	\$72,611.03
G19	\$28.06	\$39.28	\$58,358.86	\$81,702.41
G20	\$31.72	\$44.41	\$65,984.62	\$92,378.47
G21	\$36.02	\$50.43	\$74,930.42	\$104,902.59

Managerial Occupation Scale

Pay Grade	Minimum	Maximum
M1	\$50,088.38	\$75,132.56
M2	\$52,550.23	\$78,825.34
M3	\$55,401.27	\$83,101.91
M4	\$58,580.19	\$87,870.28
M5	\$62,530.90	\$93,796.34
M6	\$67,399.03	\$101,098.54
M7	\$72,948.69	\$109,423.04
M8	\$79,276.29	\$118,914.43
M9	\$86,484.42	\$129,726.64
M10	\$94,705.62	\$142,058.44

EXHIBIT C

2002/03
Sliding Scale Merit Increase Table

<i>OVERALL PERFORMANCE EVALUATION SCORE</i>	<i>PERCENT MERIT INCREASE</i>
4.5 - 5.0	6.0%
4.1 - 4.4	5.5%
3.7 - 4.0	5.0%
3.2 - 3.6	4.5%
2.8 - 3.1	4.0%
2.5 - 2.7	3.5%
Below 2.5	No Increase

EXHIBIT D

2002/03
Employee Performance Bonus Pay Program Table

<i>OVERALL PERFORMANCE EVALUATION SCORE</i>	<i>PERCENT BONUS PAY</i>
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

EXHIBIT E

**City of Wheaton
2002/2003 Salary Schedule
Part-time, Temporary & Seasonal Positions**

Administrative Intern:

\$9.38/hour - \$11.59/hour

Auxiliary Police Officer:

Year 1: \$9.38/hour

Year 2: \$9.97/hour

Year 3: \$10.61/hour

Year 4: \$11.27/hour

Year 5 & Beyond: \$11.93/hour

Auxiliary Police Corporal:

\$13.47/hour

Auxiliary Police Sergeant:

\$14.97 /hour

Part-Time Police Services Representative (PSR):

\$12.98/hour - \$20.04/hour

Crossing Guard:

\$24.28/day

Part-Time Maintenance Custodian:

\$9.38/hour - \$11.59/hour

Seasonal Laborer:

Year 1: \$7.73/hour

Year 2: \$8.17/hour

Year 3: \$8.55/hour

Year 4: \$8.99/hour

Year 5: \$9.49/hour

Year 6 & Beyond: \$9.94/hour