

**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.**

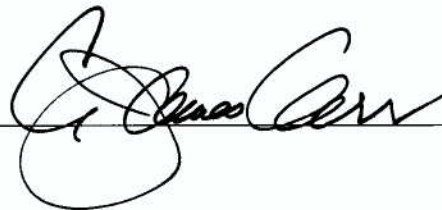
BE IT ORDAINED by the City Council of the City of Wheaton, Illinois:

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Section 2: All ordinances or parts of ordinances in conflict herewith be and are hereby repealed.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

Mayor



Attest:

  
City Clerk

Ayes:

Roll Call Vote:

Councilman Mork  
Councilman Eckhoff  
Councilman Gresk  
Councilman Johnson  
Mayor Carr  
Councilwoman Johnson

Nays:

Councilman Mouhelis

Absent:

None

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

Pay Grade	Hourly Employee		Salary Employee	
	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><b>OVERALL PERFORMANCE EVALUATION SCORE</b></i>	<i><b>PERCENT BONUS PAY</b></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