

**ORDINANCE NO. F-0903**

**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 Managerial Occupation Pay Schedule 2004/2005), Exhibit C (City of Wheaton General Occupation Pay Schedule 2004/2005), Exhibit D (Managerial Merit Increase Table 2004/2005), Exhibit E (Part-time and Seasonal Pay Schedule 2004/2005), and Exhibit F (Bonus Pay Table) attached hereto and made a part hereof, are hereby adopted for employees whose pay 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Section 2: All ordinances or parts of ordinances in conflict herewith be and are hereby repealed.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, 2004, as provided by law.

  
\_\_\_\_\_  
Mayor

Attest:

  
\_\_\_\_\_  
City Clerk

Roll Call Vote:

Ayes: Councilman Mork  
Councilman Mouhelis  
Councilwoman Corry  
Councilman Johnson  
Mayor Carr  
Councilwoman Johnson

Nays: None  
Absent: Councilman Bolds

Motion Carried Unanimously

Passed: April 19, 2004  
Published: April 20, 2004

## 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  
Superintendent of Forestry

# General Occupation Classification

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## **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  
Purchasing Officer  
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  
Permit Processor  
Public Works Engineer  
Social Worker  
Staff Accountant  
Staff Planner

## **Pay Grade 15**

Engineering Technician/CADD Operator  
Executive Assistant  
Municipal Producer  
Property Control Officer  
Web/Multimedia Specialist

## **Pay Grade 14**

Payroll Services Coordinator  
Planning/Research Assistant

# General Occupation Classification

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## **Pay Grade 13**

Network Coordinator  
Property Standards Inspector  
Senior Administrative Secretary

## **Pay Grade 12**

(No Current Incumbents)

## **Pay Grade 11**

Administrative Secretary  
Assistant Municipal Producer

## **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)

## Exhibit B

**City of Wheaton  
Managerial Occupation Pay Schedule  
2004/2005**

<i>Pay Grade</i>	<i>Minimum</i>	<i>Maximum</i>
M10	\$99,014.73	\$148,522.10
M9	\$90,419.46	\$135,629.20
M8	\$82,883.36	\$124,325.04
M7	\$76,267.86	\$114,401.79
M6	\$70,465.69	\$105,698.52
M5	\$65,376.06	\$98,064.07
M4	\$61,245.59	\$91,868.38
M3	\$57,922.03	\$86,883.05
M2	\$54,941.27	\$82,411.79
M1	\$52,367.40	\$78,551.09

**City of Wheaton**  
**General Occupation Pay Schedule**  
**2004/2005**

Pay Grade	G21	G20	G19	G18	G17	G16	G15
Step 1	\$78,339.75	\$68,986.92	\$61,014.19	\$54,224.88	\$48,441.82	\$43,466.27	\$40,134.53
Step 2	\$80,846.63	\$71,194.50	\$62,966.64	\$55,960.07	\$49,991.96	\$44,857.19	\$41,418.83
Step 3	\$83,433.72	\$73,472.73	\$64,981.57	\$57,750.80	\$51,591.70	\$46,292.62	\$42,744.24
Step 4	\$86,103.60	\$75,823.85	\$67,060.99	\$59,598.82	\$53,242.64	\$47,773.98	\$44,112.05
Step 5	\$88,858.91	\$78,250.22	\$69,206.94	\$61,505.98	\$54,946.40	\$49,302.75	\$45,523.64
Step 6	\$92,679.85	\$81,614.98	\$72,182.83	\$64,150.74	\$57,309.09	\$51,422.76	\$47,481.15
Step 7	\$96,665.08	\$85,124.42	\$75,286.70	\$66,909.22	\$59,773.39	\$53,633.94	\$49,522.84
Step 8	\$100,821.68	\$88,784.77	\$78,524.02	\$69,786.32	\$62,343.65	\$55,940.20	\$51,652.33
Step 9	\$105,157.01	\$92,602.51	\$81,900.56	\$72,787.13	\$65,024.42	\$58,345.63	\$53,873.38
Step 10	\$109,678.76	\$96,584.42	\$85,422.28	\$75,916.98	\$67,820.47	\$60,854.49	\$56,189.93

Pay Grade	G14	G13	G12	G11	G10	G9	G8
Step 1	\$38,181.59	\$36,381.65	\$34,766.04	\$33,317.15	\$31,975.56	\$30,733.36	\$29,583.18
Step 2	\$39,403.40	\$37,545.85	\$35,878.56	\$34,383.30	\$32,998.78	\$31,716.83	\$30,529.84
Step 3	\$40,664.31	\$38,747.33	\$37,026.67	\$35,483.56	\$34,054.74	\$32,731.77	\$31,506.79
Step 4	\$41,965.56	\$39,987.24	\$38,211.52	\$36,619.04	\$35,144.49	\$33,779.18	\$32,515.01
Step 5	\$43,308.46	\$41,266.83	\$39,434.29	\$37,790.84	\$36,269.12	\$34,860.12	\$33,555.49
Step 6	\$45,170.73	\$43,041.31	\$41,129.97	\$39,415.85	\$37,828.69	\$36,359.11	\$34,998.38
Step 7	\$47,113.07	\$44,892.08	\$42,898.56	\$41,110.73	\$39,455.32	\$37,922.54	\$36,503.31
Step 8	\$49,138.93	\$46,822.44	\$44,743.19	\$42,878.49	\$41,151.90	\$39,553.21	\$38,072.95
Step 9	\$51,251.90	\$48,835.81	\$46,667.15	\$44,722.27	\$42,921.43	\$41,254.01	\$39,710.08
Step 10	\$53,455.73	\$50,935.75	\$48,673.84	\$46,645.33	\$44,767.05	\$43,027.92	\$41,417.62

Pay Grade	G7	G6	G5	G4	G3	G2	G1
Step 1	\$28,518.19	\$27,532.09	\$26,619.03	\$25,797.24	\$25,080.50	\$24,434.50	\$23,850.32
Step 2	\$29,430.77	\$28,413.12	\$27,470.84	\$26,622.75	\$25,883.08	\$25,216.40	\$24,613.52
Step 3	\$30,372.55	\$29,322.34	\$28,349.91	\$27,474.68	\$26,711.33	\$26,023.32	\$25,401.15
Step 4	\$31,344.48	\$30,260.65	\$29,257.11	\$28,353.87	\$27,566.10	\$26,856.07	\$26,214.00
Step 5	\$32,347.50	\$31,229.00	\$30,193.33	\$29,261.20	\$28,448.21	\$27,715.46	\$27,052.84
Step 6	\$33,738.44	\$32,571.84	\$31,491.65	\$30,519.43	\$29,671.48	\$28,907.23	\$28,216.11
Step 7	\$35,189.19	\$33,972.43	\$32,845.79	\$31,831.76	\$30,947.36	\$30,150.24	\$29,429.40
Step 8	\$36,702.33	\$35,433.25	\$34,258.17	\$33,200.53	\$32,278.10	\$31,446.70	\$30,694.87
Step 9	\$38,280.53	\$36,956.88	\$35,731.26	\$34,628.15	\$33,666.05	\$32,798.91	\$32,014.75
Step 10	\$39,926.59	\$38,546.02	\$37,267.71	\$36,117.16	\$35,113.69	\$34,209.26	\$33,391.38

**City of Wheaton  
Managerial Merit Increase Table  
2004/2005**

<i>Overall Performance Evaluation Score</i>	<i>Percent Merit Increase</i>
4.5 - 5.0	4.0%
4.1 - 4.4	3.5%
3.7 - 4.0	3.0%
3.2 - 3.6	2.5%
2.8 - 3.1	2.0%
2.5 - 2.7	1.5%
Below 2.5	No Increase

**City of Wheaton  
Part-time and Seasonal Pay Schedule  
2004/2005**

**Administrative Intern:**

\$9.81/hour - \$12.85/hour

**Auxiliary Police Officer:**

Year 1: \$9.81/hour

Year 2: \$10.42/hour

Year 3: \$11.09/hour

Year 4: \$11.79/hour

Year 5 & Beyond: \$12.47/hour

**Auxiliary Police Corporal:**

\$14.08/hour

**Auxiliary Police Sergeant:**

\$15.65 /hour

**Crossing Guard:**

\$25.39/day

**Part-Time Administrative Assistant:**

\$8.99/hour - \$11.77/hour

**Part-Time Assistant Municipal Producer:**

\$10.63/hour - \$13.96/hour

**Part-Time Custodian:**

\$9.81/hour - \$12.85/hour

**Part-Time Police Services Representative  
(PSR):**

\$14.65/hour - \$19.19/hour

**Part-Time Public Relations Coordinator:**

\$12.00/hour - \$15.72/hour

**Part-Time Web/Multimedia Assistant:**

\$10.63/hour - \$13.96/hour

**Seasonal Laborer:**

Year 1: \$8.08/hour

Year 2: \$8.54/hour

Year 3: \$8.94/hour

Year 4: \$9.40/hour

Year 5: \$9.92/hour

Year 6 & Beyond: \$10.39/hour



**City of Wheaton  
Bonus Pay Table  
2004/2005**

<i>Overall Performance Evaluation Score</i>	<i>Percent Bonus Pay</i>
4.6 - 5.0	1.0%
4.0 - 4.5	0.5%
Below 4.0	No Bonus Pay