

ORDINANCE NO. F-0903

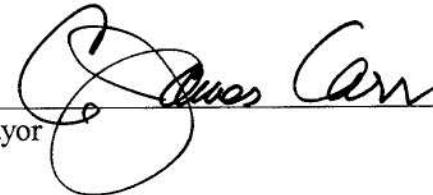
**AN ORDINANCE ESTABLISHING THE COMPENSATION
OF OFFICERS, ASSISTANTS AND EMPLOYEES OF THE
CITY OF WHEATON, ILLINOIS, AND
PROVIDING FOR A PAY PLAN FOR EMPLOYEES OF THE CITY.**

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.

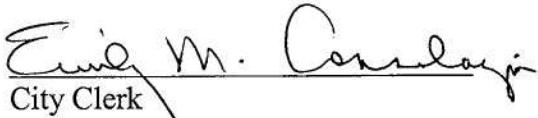
Section 2: All ordinances or parts of ordinances in conflict herewith be and are hereby repealed.

Section 3: This ordinance shall be in full force and effect May 1, 2004, as provided by law.



Mayor Carr

Attest:



Emily M. Conroy
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**

Pay Grade	Minimum	Maximum
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