

ORDINANCE NO. F-1789

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 the Pay Plan for the employees of the City as adopted by Ordinance No. F-1636, Exhibits A-E passed on April 16, 2012; and as adopted by Ordinance No. F-1710, Exhibits A-C passed on April 15, 2013, are hereby repealed and rescinded in their entirety.

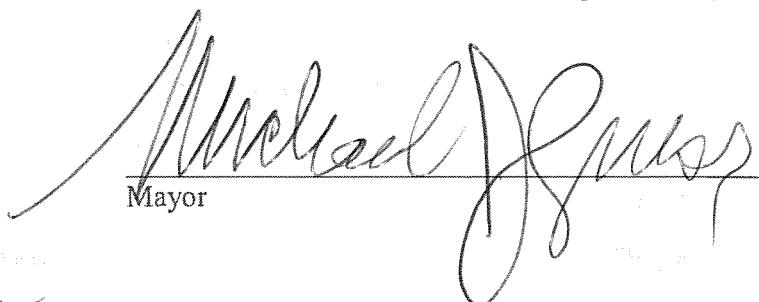
Section 2: That *Exhibit A: Department Head (DH) Occupation Salary Scale 2014/2015, Exhibit B: Managerial/Professional (M/P) Occupation Salary Scale, Exhibit C: General (G) Occupation Scale Positions, Exhibit D: General (G) Occupation Scale, Exhibit E: Department Head & Managerial/Professional Merit Pay Table, and Exhibit F: Part-time /Seasonal Occupation Scale* attached hereto and made a part hereof, are hereby adopted for employees whose pay schedules are not set forth in collective bargaining agreements.

Section 3: All ordinances or parts of ordinances in conflict herewith be and are hereby repealed.

Section 4: This ordinance shall be in full force and effect May 1, 2014, as provided by law.

Attest:

Mark Bennett
City Clerk


Michael Gresk
Mayor

Ayes: Roll Call Vote:
Councilman Rutledge

Mayor Gresk

Councilwoman Pacino Sanguinetti

Councilman Scalzo

Councilman Suess

Nays: None

Absent: Councilman Prendiville

Councilman Saline

Motion Carried Unanimously

Passed: June 2, 2014

Published: June 3, 2014

Exhibit A**City of Wheaton**
Department Head (DH) Occupation Scale**5.1.2014 - 4.30.2015**

Grade	Position Titles	Salary Scale 2014-2015		
		Min	Mid	Max
1 ("A")	Communications Manager	\$ 74,167	\$ 89,000	\$ 103,833
2 ("B")		N/A	\$ 79,358	\$ 95,230
3 ("C")	Director of Building & Code Enfor.	\$ 84,913	\$ 101,896	\$ 118,879
	Director of Planning & Econ.Dev.			
4 ("D")	Director of Engineering	\$ 90,857	\$ 109,029	\$ 127,200
	Director of Human Resources			
	Director of Information Technology			
5 ("E")		N/A	\$ 97,217	\$ 116,661
6 ("F")	Assistant City Manager	\$ 104,023	\$ 124,827	\$ 145,632
	Chief of Police			
	Director of Finance			
	Director of Public Works			
	Fire Chief			
7 ("G")		N/A	\$ 111,304	\$ 133,565
8 ("H")		N/A	\$ 119,095	\$ 142,915
9 ("I")		N/A	\$ 127,432	\$ 152,919
10 ("J")	City Manager	\$ 136,352	\$ 163,623	\$ 190,893
11 ("K")		N/A	\$ 145,897	\$ 175,076
12 ("L")		N/A	\$ 156,110	\$ 187,332
All positions FLSA exempt.				

Exhibit B

City of Wheaton
Managerial/Professional (M/P) Occupation Scale
5.1.2014 - 4.30.2015

Grade	Position Titles	Salary Scale 2014-2015		
		Min	Mid	Max
1 ("A")	Police Services Manager	\$ 72,276	\$ 84,925	\$ 97,573
	Facilities Manager			
	Development Engineer			
	Systems Analyst - GIS			
2 ("B")	Fleet Maintenance Superintendent	\$ 77,336	\$ 90,869	\$ 104,403
	Forestry Superintendent			
	Senior Project Engineer			
3 ("C")	Assistant Director of Finance	\$ 82,749	\$ 97,230	\$ 111,711
	Sewers Superintendent			
	Street Superintendent			
	Water Superintendent			
4 ("D")		N/A	\$ 88,541	\$ 104,036
5 ("E")	Police Commander	\$ 94,739	\$ 111,319	\$ 127,898
6 ("F")		N/A	\$ 101,371	\$ 119,111
7 ("G")		N/A	\$ 108,467	\$ 127,449
All positions exempt except Police Commander which is Non-Exempt.				

City of Wheaton
General (G) Occupation Scale Positions
5.1.2014 - 4.30.2015

Grade	FLSA Status	Grade	FLSA Status
<u>Grade 12 ("L")</u>			
Electrical Services Manager	Exempt	Payroll/Accts Payable Coordinator	Non-Exempt
Finance Analyst	Exempt	Senior Administrative Secretary	Non-Exempt
Project Engineer	Exempt		
Stormwater Engineer	Exempt		
Systems Analyst	Exempt		
<u>Grade 11 ("K")</u>			
Building Inspector	Non-Exempt	Administrative Secretary	Non-Exempt
City Clerk/Executive Assistant	Exempt	Accounts Coordinator - A/R	Non-Exempt
Code Compliance Officer	Exempt	Accounts Coordinator - Utility Billing	Non-Exempt
Management Analyst	Exempt	Accounts Coordinator – A/P	Non-Exempt
Plan Examiner	Non-Exempt	Dispatcher/Assistant	Non-Exempt
Procurement Officer	Non-Exempt	Permit Processor	Non-Exempt
		Systems Specialist - Network Administrator	Exempt
		Systems Specialist - Public Safety	Exempt
<u>Grade 10 ("J")</u>			
HR Generalist	Exempt	Community Service Officer	Non-Exempt
		Customer Service Representative	Non-Exempt
		Police Services Representative	Non-Exempt
<u>Grade 9 ("I")</u>			
Staff Accountant	Exempt	<u>Grade 4 ("D")</u>	
Staff Planner	Exempt	Parking Enforcement Officer	Non-Exempt
<u>Grade 8 ("H")</u>			
Executive Assistant	Non-Exempt	<u>Grade 3 ("C")</u>	
Municipal Producer	Exempt	(No Current Incumbents)	
Public Relations Coordinator	Exempt	<u>Grade 2 ("B")</u>	
Web/Multimedia Specialist	Exempt	Account Clerk	Non-Exempt
Exempt Position: Not eligible for overtime pay.		<u>Grade 1 ("A")</u>	
Non-Exempt Position: Eligible for overtime pay.		(No Current Incumbents)	

Exhibit D

**City of Wheaton
General (G) Occupation Scale
5.1.2014 - 4.30.2015**

		Step						
Grade		1	2	3	4	5	6	7
1 "A"	Annual	33,301.62	34,538.10	35,820.50	37,150.52	38,586.39	40,077.75	41,626.76
	Hrly	16.01	16.60	17.22	17.86	18.55	19.27	20.01
2 "B"	Annual	35,632.70	36,955.74	38,327.90	39,751.02	41,287.40	42,883.15	44,540.59
	Hrly	17.13	17.77	18.43	19.11	19.85	20.62	21.41
3 "C"	Annual	38,126.95	39,542.61	41,010.82	42,533.55	44,177.48	45,884.94	47,658.39
	Hrly	18.33	19.01	19.72	20.45	21.24	22.06	22.91
4 "D"	Annual	40,795.81	42,310.55	43,881.55	45,510.87	47,269.86	49,096.84	50,994.43
	Hrly	19.61	20.34	21.10	21.88	22.73	23.60	24.52
5 "E"	Annual	43,651.48	45,272.26	46,953.22	48,696.59	50,578.71	52,533.58	54,564.00
	Hrly	20.99	21.77	22.57	23.41	24.32	25.26	26.23
6 "F"	Annual	46,707.05	48,441.28	50,239.91	52,105.32	54,119.19	56,210.89	58,383.44
	Hrly	22.46	23.29	24.15	25.05	26.02	27.02	28.07

		Step							
Grade		1	2	3	4	5	6	7	8
7 "G"	Annual	48,906.75	50,774.50	52,713.58	54,726.71	56,816.72	58,986.55	61,239.25	63,577.97
	Hrly	23.51	24.41	25.34	26.31	27.32	28.36	29.44	30.57
8 "H"	Annual	52,330.22	54,328.71	56,403.53	58,557.58	60,793.89	63,115.61	65,525.99	68,028.43
	Hrly	25.16	26.12	27.12	28.15	29.23	30.34	31.50	32.71
9 "I"	Annual	55,993.34	58,131.72	60,351.77	62,656.61	65,049.46	67,533.70	70,112.81	72,790.42
	Hrly	26.92	27.95	29.02	30.12	31.27	32.47	33.71	35.00
10 "J"	Annual	59,912.87	62,200.94	64,576.40	67,042.57	69,602.92	72,261.06	75,020.71	77,885.75
	Hrly	28.80	29.90	31.05	32.23	33.46	34.74	36.07	37.45

		Step								
Grade		1	2	3	4	5	6	7	8	9
11 "K"	Annual	62,896.34	65,300.87	67,797.32	70,389.21	73,080.19	75,874.05	78,774.71	81,786.27	84,912.96
	Hrly	30.24	31.39	32.59	33.84	35.13	36.48	37.87	39.32	40.82
12 "L"	Annual	67,299.05	69,871.90	72,543.10	75,316.42	78,195.77	81,185.19	84,288.90	87,511.27	90,856.82
	Hrly	32.36	33.59	34.88	36.21	37.59	39.03	40.52	42.07	43.68

Department Head
&
Managerial /Professional Merit Pay Table
5.1.2014 – 4.30.2015

Overall Performance Evaluation Score	Percent Increase Pay
4.50 – 5.00	4.0%
4.00 – 4.49	3.5%
3.50 – 3.99	3.0%
3.00 – 3.49	2.0%
Below 3.0	No increase

Exhibit F

City of Wheaton
Part-time/Seasonal Occupation Scale
5.1.2014 - 4.30.2015

Auxiliary Police Officer

Step 1	\$ 11.89
Step 2	\$ 12.48
Step 3	\$ 13.11
Step 4	\$ 13.76
Step 5	\$ 14.45
Step 6	\$ 15.17

Auxiliary Police Corporal

Per Hour	\$ 17.07
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Auxiliary Police Sergeant

Per Hour	\$ 18.97
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Crossing Guard

Per Day	\$ 30.46
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Seasonal Worker

Start	\$ 9.00
Step 1	\$ 9.50
Step 2	\$ 10.00

Part-Time Custodian

Step 1	\$ 11.54
Step 2	\$ 12.12
Step 3	\$ 12.73
Step 4	\$ 13.36
Step 5	\$ 14.03
Step 6	\$ 14.73

Administrative Intern

Step 1	\$ 11.89
Step 2	\$ 12.48
Step 3	\$ 13.11
Step 4	\$ 13.76
Step 5	\$ 14.45
Step 6	\$ 15.17

Part-Time Systems Specialist

Step 1	\$ 13.04
Step 2	\$ 13.68
Step 3	\$ 14.37
Step 4	\$ 15.08
Step 5	\$ 15.84
Step 6	\$ 16.62

Part-Time Cust. Services Rep.

Part-Time Special Projects

Part-Time Maint. Technician

Step 1	\$ 16.32
Step 2	\$ 17.14
Step 3	\$ 18.00
Step 4	\$ 18.89
Step 5	\$ 19.84
Step 6	\$ 20.83

