

ORDINANCE NO. O-2021-14

AN ORDINANCE AMENDING THE PAY SCHEDULES FOR  
OFFICERS, ASSISTANTS AND EMPLOYEES OF THE  
CITY OF WHEATON, ILLINOIS

Whereas, the corporate authorities of the City of Wheaton deem it appropriate to amend the Pay Schedules for certain City employees.

NOW THEREFORE BE IT ORDAINED by the Mayor and City Council of the City of Wheaton, Illinois, by its home rule authority as follows:

Section 1: That the Pay Schedules, Exhibits A, B, C, D, E, and F for Employees of the City, not in collective bargaining units, adopted by Ordinance No. O-2020-27 on July 20, 2020, are hereby repealed and rescinded in their entirety and replaced with the amended Exhibits A, B, C, D, E, and F which are attached hereto and incorporated herein as if fully set forth as Attachment 1.

Section 2: All ordinances or parts of ordinances in conflict herewith be and are hereby repealed.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, 2021, as provided by law.

Attest:

  
Aaron Bennett  
City Clerk

  
Philip J. Suess  
\_\_\_\_\_  
Mayor

Roll Call Vote:

Ayes: Councilwoman Bray-Parker  
Councilwoman Fitch  
Mayor Suess  
Councilwoman Robbins  
Councilman Rutledge  
Councilman Zaruba  
Councilman Barbier

Nays: None  
Absent: None  
Motion Carried Unanimously

Passed: April 19, 2021

Published: April 20, 2021

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# ATTACHMENT 1

Exhibit A

## City of Wheaton Department Head (D) Occupation Scale

<b>Grade</b>	<b>Position Titles</b>	<b>Salary Scale</b>		
		Min	Mid	Max
<b>DA</b>	Public Information Officer	90,239	108,288	126,335
<b>DB</b>	N/A	96,555	115,868	135,178
<b>DC</b>	Director of Building & Code Enfor. Director of Planning & Econ.Dev.	103,313	123,978	144,642
<b>DD</b>	Director of Engineering Director of Human Resources Director of Information Technology	110,546	132,656	154,766
<b>DE</b>	N/A	118,284	141,942	165,598
<b>DF</b>	Assistant City Manager Chief of Police Director of Finance Director of Public Works Fire Chief	126,566	151,877	177,192
<b>DG</b>	N/A	135,425	162,510	189,594
<b>DH</b>	N/A	144,904	173,885	202,866
<b>DI</b>	N/A	155,049	186,059	217,064
<b>DJ</b>	City Manager	165,901	199,081	232,261
<b>DK</b>	N/A	177,514	213,017	248,519
<b>DL</b>	N/A	189,940	227,929	265,917

All positions FLSA exempt.

**City of Wheaton**  
**Managerial/Professional (M) Occupation Scale**

<b>Grade</b>	<b>Position Titles</b>	<b>Salary Scale</b>		
		Min	Mid	Max
<b>MA</b>	Facilities Manager (2) Development Engineer	83,007	97,533	112,057
<b>MB</b>	Senior Systems Analyst Fleet Maintenance Superintendent Forestry Superintendent Senior Project Engineer EMS Manager	88,817	104,360	119,902
<b>MC</b>	Assistant Director of Finance Assistant Director of IT Admin Superintendent Sewer Superintendent Street Superintendent Water Superintendent	95,033	111,666	128,295
<b>MD</b>		N/A	101,685	119,481
<b>ME</b>	(4) Assistant Fire Chief		108,805	127,845
<b>MF</b>		N/A	116,421	136,794
<b>MG</b>	(2) Deputy Police Chief		124,570	146,370
				168,171

All positions exempt except Assistant Fire Chief which is Non-Exempt.

**City of Wheaton**  
**General (G) Occupation Scale**

Grade	FLSA Status	Grade	FLSA Status
<b>Grade GL</b>		<b>Grade GG</b>	
Electrical Services Manager	Exempt	Payroll/Accts Payable Coordinator	Non-Exempt
Finance Analyst	Exempt	Senior Administrative Secretary	Non-Exempt
Project Engineer (2)	Exempt		
Systems Analyst	Exempt		
Police Services Supervisor	Non-Exempt	Administrative Secretary (2)	Non-Exempt
Procurement Officer	Exempt	Accounts Coordinator - A/R	Non-Exempt
Systems & Data Analyst	Exempt	Accounts Coordinator - Utility Billing	Non-Exempt
Social Worker	Exempt	Accounts Coordinator - A/P	Non-Exempt
		Dispatcher/Assistant	Non-Exempt
		Building Services Representative (2)	Non-Exempt
<b>Grade GK</b>		Systems Specialist - Public Safety	Exempt
Building Inspector	Non-Exempt	Systems Specialist - GIS	Exempt
City Clerk/Executive Assistant	Exempt	Maintenance Technician	Non-Exempt
Code Compliance Officer	Exempt		
Plan Examiner (2)	Non-Exempt		
<b>Grade GJ</b>		<b>Grade GE</b>	
HR Generalist	Exempt	Community Service Officer (3)	Non-Exempt
Property Control Officer	Non-Exempt	Customer Service Representative	Non-Exempt
		Police Services Representative (5)	Non-Exempt
<b>Grade GI</b>		<b>Grade GD</b>	
Staff Accountant	Exempt	Parking Enforcement Officer (2)	Non-Exempt
Staff Planner	Exempt		
<b>Grade GH</b>		<b>Grade GC</b>	
Municipal Producer	Exempt	(No Current Incumbents)	
Public Relations Coordinator	Exempt		
Web/Multimedia Specialist	Exempt		
		<b>Grade GB</b>	
		Account Clerk	Non-Exempt
		<b>Grade GA</b>	
		(No Current Incumbents)	

Exempt Position: Not eligible for overtime pay.

Non-Exempt Position: Eligible for overtime pay.

**City of Wheaton**  
**General (G) Occupation Scale**

		Step						
Grade		1	2	3	4	5	6	7
<b>GA</b>	Annual	38,324	39,749	41,222	42,754	44,406	46,123	47,904
	Hrly	18.43	19.11	19.82	20.55	21.35	22.17	23.03
<b>GB</b>	Annual	41,006	42,529	44,108	45,747	47,514	49,351	51,259
	Hrly	19.71	20.45	21.21	21.99	22.84	23.73	24.64
<b>GC</b>	Annual	43,876	45,506	47,196	48,949	50,841	52,806	54,847
	Hrly	21.09	21.88	22.69	23.53	24.44	25.39	26.37
<b>GD</b>	Annual	46,949	48,691	50,499	52,374	54,399	56,503	58,685
	Hrly	22.57	23.41	24.28	25.18	26.15	27.16	28.21
<b>GE</b>	Annual	50,236	52,102	54,035	56,041	58,206	60,457	62,793
	Hrly	24.15	25.05	25.98	26.94	27.98	29.07	30.19
<b>GF</b>	Annual	53,751	55,748	57,817	59,964	62,283	64,689	67,189
	Hrly	25.84	26.80	27.80	28.83	29.94	31.10	32.30

		Step							
Grade		1	2	3	4	5	6	7	8
<b>GG</b>	Annual	56,284	58,433	60,664	62,981	65,386	67,883	70,475	73,167
	Hrly	27.06	28.09	29.17	30.28	31.44	32.64	33.88	35.18
<b>GH</b>	Annual	60,225	62,522	64,912	67,390	69,962	72,636	75,410	78,290
	Hrly	28.95	30.06	31.21	32.40	33.64	34.92	36.25	37.64
<b>GI</b>	Annual	64,438	66,900	69,455	72,107	74,861	77,720	80,688	83,770
	Hrly	30.98	32.16	33.39	34.67	35.99	37.37	38.79	40.27
<b>GJ</b>	Annual	68,950	71,583	74,317	77,154	80,101	83,160	86,335	89,633
	Hrly	33.15	34.41	35.73	37.09	38.51	39.98	41.51	43.09

		Step								
Grade		1	2	3	4	5	6	7	8	9
<b>GK</b>	Annual	72,383	75,151	78,023	81,006	84,103	87,318	90,655	94,122	97,719
	Hrly	34.80	36.13	37.51	38.95	40.43	41.98	43.58	45.25	46.98
<b>GL</b>	Annual	77,449	80,410	83,484	86,677	89,991	93,430	97,003	100,708	104,560
	Hrly	37.24	38.66	40.14	41.67	43.26	44.92	46.64	48.42	50.27

**Department Head  
&  
Managerial/Professional Merit Pay**

<b>Performance Evaluation Score</b>	<b>Percent Increase Pay</b>
4.50 - 5.00	4%
4.00 - 4.49	3.5%
3.50 - 3.99	3%
3.00 - 3.49	2%
Below 3.0	No Increase

**City of Wheaton**  
**Part-time/Seasonal Occupation Scale**

Part-Time Cust. Services Rep.	
Part-Time Special Projects	
PT Emergency Mgmt Specialist	
Part-Time Systems Technician	
Part-Time CSO	
Part-Time Police Services Rep	
Part-Time Property Maint Inspector	
Part-Time Admin Assistant (Admin)	
Part-Time Admin Assistant (PW)	
Part-Time Building Services Rep	
Step 1	\$18.34
Step 2	\$19.26
Step 3	\$20.22
Step 4	\$21.23
Step 5	\$22.29
Step 6	\$23.41
<b>Crossing Guard</b>	
Per Crossing	\$17.11

<b>Part-Time Media Assistant</b>	
Step 1	\$14.65
Step 2	\$15.36
Step 3	\$16.14
Step 4	\$16.94
Step 5	\$17.80
Step 6	\$18.66

<b>Seasonal Worker</b>	
Start	\$11.00
Step 1	\$12.00
Step 2	\$13.00

<b>Administrative Intern</b>	
<b>Part-Time Admin. Assist.</b>	
Step 1	\$13.36
Step 2	\$14.02
Step 3	\$14.73
Step 4	\$15.47
Step 5	\$16.24
Step 6	\$17.03