

ORDINANCE NO. O-2023-13

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

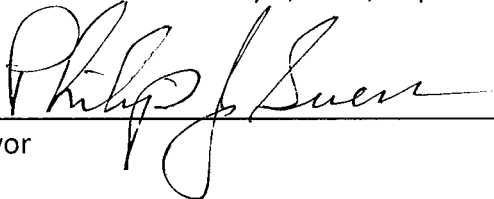
WHEREAS, the corporate authorities of the City of Wheaton deem it appropriate to amend the Pay Schedules for certain City employees.

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of the City, not in collective bargaining units, adopted by Ordinance No. O-2022-17 on April 18, 2022, are hereby repealed and rescinded in their entirety and replaced with the amended Exhibits A, B, C, D, E, and F which are attached hereto and incorporated herein as if fully set forth as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Section 2: All ordinances or parts of ordinances in conflict herewith be and are hereby repealed.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, 2023, as provided by law.



Mayor

Attest:



City Clerk

Ayes:

Roll Call Vote:

Councilwoman Bray-Parker
Councilman Brown
Mayor Suess
Councilwoman Fitch
Councilwoman Robbins
Councilman Weller
Councilman Barbier

Nays: None

Absent: None

Passed: April 17, 2023

Published: April 18, 2023

ATTACHMENT 1

Exhibit A

City of Wheaton Department Head (D) Occupation Scale

| Grade | Position Titles | Salary Scale | | |
|-----------|--|--------------|---------|---------|
| | | Min | Mid | Max |
| DA | Public Information Officer | 95,270 | 114,325 | 133,379 |
| DB | N/A | 101,938 | 122,328 | 142,714 |
| DC | Director of Building & Code Enfor. Director of Planning & Econ.Dev. | 109,073 | 130,890 | 152,706 |
| DD | Director of Engineering Director of Human Resources Director of Information Technology | 116,708 | 140,052 | 163,394 |
| DE | City Attorney | 124,878 | 149,855 | 174,831 |
| DF | Assistant City Manager Chief of Police Director of Finance Director of Public Works Fire Chief | 133,622 | 160,343 | 187,071 |
| DG | N/A | 142,974 | 171,570 | 200,164 |
| DH | N/A | 152,983 | 183,579 | 214,176 |
| DI | N/A | 163,693 | 196,431 | 229,166 |
| DJ | City Manager | 175,149 | 210,180 | 245,210 |
| DK | N/A | 187,410 | 224,892 | 262,374 |
| DL | N/A | 200,529 | 240,637 | 280,742 |

All positions FLSA exempt.

City of Wheaton
Managerial/Professional (M) Occupation Scale

| | | Salary Scale | | |
|-----------|--|--------------|---------|---------|
| | | Min | Mid | Max |
| MA | Facilities Manager (2) Development Engineer | 87,634 | 102,970 | 118,305 |
| MB | Fleet Maintenance Superintendent Forestry Superintendent Senior Project Engineer EMS Manager | 93,769 | 110,178 | 126,587 |
| MC | Assistant Director of Finance Assistant Director of IT Sewer Superintendent Street Superintendent Water Superintendent | 100,331 | 117,892 | 135,447 |
| MD | N/A | 107,355 | 126,142 | 144,930 |
| ME | (4) Assistant Fire Chief | 114,871 | 134,972 | 155,075 |
| MF | N/A | 122,911 | 144,420 | 165,932 |
| MG | (2) Deputy Police Chief | 131,515 | 154,530 | 177,546 |

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

City of Wheaton
General (G) Occupation Scale

| Grade | FLSA Status | Grade | FLSA Status |
|---|--------------------|--|--------------------|
| <u>Grade GL</u> | | <u>Grade GG</u> | |
| Electrical Services Manager | Exempt | Senior Administrative Secretary | Non-Exempt |
| Finance Analyst | Exempt | Administrative Assistant | Non-Exempt |
| Project Engineer (3) | Exempt | | |
| Systems Analyst | Exempt | <u>Grade GF</u> | |
| 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 |
| Senior Management Analyst | Exempt | Dispatcher/Assistant | Non-Exempt |
| Network Analyst | Exempt | Building Services Representative (2) | Non-Exempt |
| | | Systems Specialist - Public Safety | Exempt |
| <u>Grade GK</u> | | Systems Specialist - GIS | Exempt |
| Building Inspector | Non-Exempt | Maintenance Technician | Non-Exempt |
| City Clerk/Executive Assistant | Exempt | | |
| Code Compliance Officer | Exempt | <u>Grade GE</u> | |
| Plan Examiner (2) | Exempt | Community Service Officer (3) | Non-Exempt |
| | | Customer Service Representative | Non-Exempt |
| <u>Grade GJ</u> | | Police Services Representative (5) | Non-Exempt |
| HR Generalist | Exempt | | |
| Property Control Officer | Non-Exempt | <u>Grade GD</u> | |
| Management Analyst | Exempt | Parking Enforcement Officer (2) | Non-Exempt |
| Public Safety Analyst | Non-Exempt | | |
| | | | |
| <u>Grade GI</u> | | | |
| Staff Accountant | Exempt | <u>Grade GC</u> | |
| Staff Planner | Exempt | (No Current Incumbents) | |
| | | | |
| <u>Grade GH</u> | | <u>Grade GB</u> | |
| Municipal Producer | Exempt | Account Clerk | Non-Exempt |
| Payroll & A/P Supervisor | Non-Exempt | | |
| Public Relations Coordinator | Exempt | <u>Grade GA</u> | |
| Web/Multimedia Specialist | Exempt | (No Current Incumbents) | |
| PT Social Worker | Non-Exempt | | |
| 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 |
| GA | <i>Annual</i> | 40,461 | 41,964 | 43,521 | 45,138 | 46,881 | 48,695 | 50,574 |
| | <i>Hrly</i> | 19.45 | 20.18 | 20.92 | 21.70 | 22.54 | 23.41 | 24.31 |
| GB | <i>Annual</i> | 43,292 | 44,901 | 46,567 | 48,298 | 50,163 | 52,102 | 54,115 |
| | <i>Hrly</i> | 20.81 | 21.59 | 22.39 | 23.22 | 24.12 | 25.05 | 26.02 |
| GC | <i>Annual</i> | 46,322 | 48,043 | 49,827 | 51,678 | 53,674 | 55,750 | 57,906 |
| | <i>Hrly</i> | 22.27 | 23.10 | 23.96 | 24.85 | 25.80 | 26.80 | 27.84 |
| GD | <i>Annual</i> | 49,567 | 51,406 | 53,315 | 55,295 | 57,432 | 59,653 | 61,957 |
| | <i>Hrly</i> | 23.83 | 24.71 | 25.63 | 26.58 | 27.61 | 28.68 | 29.79 |
| GE | <i>Annual</i> | 53,036 | 55,006 | 57,048 | 59,165 | 61,451 | 63,827 | 66,293 |
| | <i>Hrly</i> | 25.50 | 26.45 | 27.43 | 28.44 | 29.54 | 30.69 | 31.87 |
| GF | <i>Annual</i> | 56,748 | 58,855 | 61,041 | 63,307 | 65,755 | 68,296 | 70,935 |
| | <i>Hrly</i> | 27.28 | 28.30 | 29.35 | 30.44 | 31.61 | 32.83 | 34.10 |

| | | Step | | | | | | | |
|-----------|---------------|--------|--------|--------|--------|--------|--------|--------|--------|
| Grade | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| GG | <i>Annual</i> | 59,422 | 61,691 | 64,046 | 66,493 | 69,032 | 71,666 | 74,404 | 77,246 |
| | <i>Hrly</i> | 28.57 | 29.66 | 30.79 | 31.97 | 33.19 | 34.45 | 35.77 | 37.14 |
| GH | <i>Annual</i> | 63,582 | 66,008 | 68,530 | 71,147 | 73,863 | 76,685 | 79,614 | 82,654 |
| | <i>Hrly</i> | 30.57 | 31.73 | 32.95 | 34.21 | 35.51 | 36.87 | 38.28 | 39.74 |
| GI | <i>Annual</i> | 68,029 | 70,629 | 73,328 | 76,127 | 79,034 | 82,052 | 85,186 | 88,440 |
| | <i>Hrly</i> | 32.71 | 33.96 | 35.25 | 36.60 | 38.00 | 39.45 | 40.95 | 42.52 |
| GJ | <i>Annual</i> | 72,793 | 75,573 | 78,460 | 81,455 | 84,566 | 87,796 | 91,148 | 94,630 |
| | <i>Hrly</i> | 35.00 | 36.33 | 37.72 | 39.16 | 40.66 | 42.21 | 43.82 | 45.50 |

| | | Step | | | | | | | | |
|-----------|---------------|--------|--------|--------|--------|--------|--------|---------|---------|---------|
| Grade | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| GK | <i>Annual</i> | 76,419 | 79,340 | 82,373 | 85,522 | 88,792 | 92,187 | 95,710 | 99,369 | 103,167 |
| | <i>Hrly</i> | 36.74 | 38.14 | 39.60 | 41.12 | 42.69 | 44.32 | 46.01 | 47.77 | 49.60 |
| GL | <i>Annual</i> | 81,767 | 84,893 | 88,138 | 91,509 | 95,007 | 98,639 | 102,411 | 106,323 | 110,389 |
| | <i>Hrly</i> | 39.31 | 40.81 | 42.37 | 43.99 | 45.68 | 47.42 | 49.24 | 51.12 | 53.07 |

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

| Performance Evaluation Score | Percent Increase Pay |
|---|---------------------------------|
| 4.50 - 5.00 | 5.0% |
| 4.00 - 4.49 | 4.5% |
| 3.50 - 3.99 | 4.0% |
| 3.01 - 3.49 | 3.5% |
| 3.00 | 3.0% |
| Below 3.0 | 0 |

City of Wheaton
Part-time/Seasonal Occupation Scale

| | |
|--|---------|
| Part-Time Cust. Services Rep. Part-Time ER Mgmt Specialist Part-Time Systems Technician Part-Time CSO Part-Time Police Services Rep Part-Time Property Maint Inspector Part-Time Admin Assistant (PW) Part-Time Building Services Rep | |
| Step 1 | \$19.36 |
| Step 2 | \$20.33 |
| Step 3 | \$21.35 |
| Step 4 | \$22.41 |
| Step 5 | \$23.54 |
| Step 6 | \$24.71 |

| | |
|----------------|---------|
| Crossing Guard | |
| Per Crossing | \$18.06 |

| | |
|---------------------------|---------|
| Part-Time Media Assistant | |
| Step 1 | \$15.47 |
| Step 2 | \$16.22 |
| Step 3 | \$17.04 |
| Step 4 | \$17.88 |
| Step 5 | \$18.79 |
| Step 6 | \$19.70 |

| | |
|-----------------|---------|
| Seasonal Worker | |
| Step 1 | \$14.00 |
| Step 2 | \$15.00 |

| | |
|---|---------|
| Part-Time Admin. Assist. Engineering Intern Part-Time Custodian | |
| Step 1 | \$14.10 |
| Step 2 | \$14.80 |
| Step 3 | \$15.55 |
| Step 4 | \$16.33 |
| Step 5 | \$17.14 |
| Step 6 | \$17.98 |