

ORDINANCE NO. O-2025-20

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of the City, not in collective bargaining units, adopted by Ordinance No. O-2024-13 on April 15, 2024 is hereby repealed and rescinded in its entirety and replaced with the amended Exhibits A, B, C, D, E, and F which are attached hereto and incorporated herein as if fully set forth.

Section 2: All ordinances or parts of ordinances in conflict herewith be and are hereby repealed.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, 2025, as provided by law.



Philip J. Suess
Mayor

Attest:



Andrea Rosedale
City Clerk

Roll Call Vote:

Ayes: Councilwoman Robbins
Councilman Weller
Councilman Barbier
Councilwoman Bray-Parker
Councilman Brown
Mayor Suess
Councilman Clousing

Nays: None
Absent: None
Motion Carried Unanimously

Passed: April 21, 2025
Published: April 22, 2025

EXHIBIT A

City of Wheaton Department Head (D) Scale

Grade	Position	Min	Mid	Max
DA	N/A	101,072	121,287	141,502
DB	Public Information Officer	108,146	129,778	151,405
DC	Director of Building & Code Enfor. Director of Planning & Econ.Dev.	115,716	138,861	162,006
DD	Director of Engineering Director of Human Resources Director of Information Technology	123,816	148,581	173,345
DE	City Attorney	132,483	158,981	185,478
	Assistant City Manager			
	Director of Public Works			
DF	Chief of Police Fire Chief Director of Finance	141,760	170,108	198,464
DG	N/A	151,681	182,019	212,354
DH	N/A	162,300	194,759	227,219
DI	N/A	173,662	208,394	243,122
DJ	N/A	185,816	222,980	260,143
DK	City Manager	198,823	238,588	278,353
DL	N/A	212,741	255,292	297,839
All positions FLSA exempt.				

City of Wheaton
Managerial/Professional (M) Scale

EXHIBIT B

Grade	Position	Min	Mid	Max
MA	(2) Development Engineer			
	Accounting Manager	92,971	109,241	125,510
	Enterprise Systems Analyst			
MB	Senior Project Engineer			
	Fleet Superintendent			
	Forestry Superintendent	99,480	116,888	134,296
	EMS Manager			
MC	Facilities Manager			
	Streets Superintendent	106,441	125,072	143,696
	Water Superintendent			
MD	Assistant Director of Finance			
	Assistant Public Works Director	113,893	133,824	153,756
	Assistant Director of IT			
ME	(3) Assistant Fire Chief - Operations			
	Assistant Fire Chief - Administration	121,867	143,192	164,519
MF	N/A	130,396	153,215	176,037
MG	(2) Deputy Police Chief	139,524	163,941	188,359
All positions exempt except Assistant Fire Chief Operations which is Non-Exempt.				

City of Wheaton
General (G) Occupation Scale

EXHIBIT C

Grade	Position	FLSA Status
GA	No Current Incumbents	N/A
GB	Account Clerk	Non-Exempt
GC	No Current Incumbents	N/A
GD	Parking Enforcement Officer (2)	Non-Exempt
	Community Service Officer (3)	Non-Exempt
GE	Customer Service Representative	Non-Exempt
	Police Services Representative (4)	Non-Exempt
	Administrative Coordinator (PD)	Non-Exempt
	Administrative Coordinator (PW)	Non-Exempt
	Administrative Coordinator (Water)	Non-Exempt
GF	Accounts Coordinator - A/R	Non-Exempt
	Accounts Coordinator - Utility Billing	Non-Exempt
	Accounts Coordinator - A/P	Non-Exempt
	Building Services Representative (3)	Non-Exempt
	Maintenance Technician	Non-Exempt
GG	Administrative Assistant	Non-Exempt
	Municipal Producer	Exempt
GH	Public Relations Coordinator	Exempt
	Web/Multimedia Specialist	Exempt
	Public Safety Systems Administrator	Exempt
	Senior Administrative Coordinator	Non-Exempt
GI	Payroll & A/P Supervisor	Non-Exempt
	Property Control Officer	Non-Exempt
GJ	Management Analyst	Exempt
	Public Safety Analyst	Exempt
	Staff Planner	Exempt
	Building Inspector	Non-Exempt
GK	Social Worker	Exempt
	Plan Examiner	Exempt
	Code Compliance Officer	Exempt
	HR Generalist	Exempt
	Electrical Services Manager	Exempt
	Finance Analyst	Exempt
	Police Services Supervisor	Non-Exempt
GL	Project Engineer (3)	Exempt
	Systems & Data Analyst	Exempt
	GIS Analyst	Exempt
	Network Analyst	Exempt
	Procurement Officer	Exempt
	Social Worker II	Exempt
	City Clerk/Executive Assistant	Exempt
	Exempt: Not Eligible for overtime pay	
	Non-Exempt: Eligible for overtime pay	

City of Wheaton
General Occupation (G) Pay Scale

EXHIBIT D

Grade		Step						
		1	2	3	4	5	6	7
GA	<i>Annual</i>	\$42,925	\$44,520	\$46,171	\$47,887	\$49,736	\$51,661	\$53,654
	<i>Hourly</i>	\$20.63	\$21.41	\$22.19	\$23.02	\$23.91	\$24.84	\$25.79
GB	<i>Annual</i>	\$45,928	\$47,635	\$49,403	\$51,239	\$53,218	\$55,275	\$57,411
	<i>Hourly</i>	\$22.08	\$22.90	\$23.75	\$24.63	\$25.59	\$26.58	\$27.60
GC	<i>Annual</i>	\$49,143	\$50,969	\$52,861	\$54,825	\$56,943	\$59,145	\$61,432
	<i>Hourly</i>	\$23.63	\$24.51	\$25.42	\$26.36	\$27.37	\$28.43	\$29.54
GD	<i>Annual</i>	\$52,586	\$54,537	\$56,562	\$58,662	\$60,930	\$63,286	\$65,730
	<i>Hourly</i>	\$25.28	\$26.21	\$27.19	\$28.20	\$29.29	\$30.43	\$31.60
GE	<i>Annual</i>	\$56,266	\$58,356	\$60,522	\$62,768	\$65,193	\$67,714	\$70,330
	<i>Hourly</i>	\$27.05	\$28.06	\$29.10	\$30.17	\$31.34	\$32.56	\$33.81
GF	<i>Annual</i>	\$60,204	\$62,439	\$64,758	\$67,162	\$69,759	\$72,455	\$75,255
	<i>Hourly</i>	\$28.94	\$30.02	\$31.14	\$32.29	\$33.54	\$34.83	\$36.18

Grade		Step							
		1	2	3	4	5	6	7	8
GG	<i>Annual</i>	\$63,041	\$65,448	\$67,946	\$70,542	\$73,236	\$76,030	\$78,935	\$81,950
	<i>Hourly</i>	\$30.31	\$31.47	\$32.67	\$33.92	\$35.21	\$36.55	\$37.95	\$39.40
GH	<i>Annual</i>	\$67,454	\$70,028	\$72,703	\$75,480	\$78,361	\$81,355	\$84,462	\$87,688
	<i>Hourly</i>	\$32.43	\$33.66	\$34.96	\$36.29	\$37.67	\$39.12	\$40.61	\$42.16
GI	<i>Annual</i>	\$72,172	\$74,930	\$77,794	\$80,763	\$83,847	\$87,049	\$90,374	\$93,826
	<i>Hourly</i>	\$34.70	\$36.03	\$37.40	\$38.83	\$40.31	\$41.85	\$43.44	\$45.11
GJ	<i>Annual</i>	\$77,226	\$80,175	\$83,238	\$86,416	\$89,716	\$93,143	\$96,699	\$100,393
	<i>Hourly</i>	\$37.13	\$38.54	\$40.02	\$41.54	\$43.14	\$44.78	\$46.49	\$48.27

Grade		Step								
		1	2	3	4	5	6	7	8	9
GK	<i>Annual</i>	\$81,073	\$84,172	\$87,390	\$90,730	\$94,199	\$97,801	\$101,539	\$105,421	\$109,450
	<i>Hourly</i>	\$38.98	\$40.46	\$42.01	\$43.62	\$45.29	\$47.02	\$48.81	\$50.68	\$52.62
GL	<i>Annual</i>	\$86,747	\$90,063	\$93,506	\$97,082	\$100,793	\$104,646	\$108,648	\$112,798	\$117,112
	<i>Hourly</i>	\$41.70	\$43.30	\$44.95	\$46.67	\$48.46	\$50.31	\$52.24	\$54.23	\$56.30

City of Wheaton
Part Time/Seasonal Occupation Scale

EXHIBIT E

PT Customer Service Representative	
PT Emergency Management Specialist	
PT Systems Technician	
PT Community Service Officer	
PT Property Maintenance Inspector	
PT Administrative Assistant	
PT Building Services Representative	
Step 1	\$20.54
Step 2	\$21.57
Step 3	\$22.65
Step 4	\$23.77
Step 5	\$24.97
Step 6	\$26.21

Crossing Guard	
Per Hour	\$38.32

PT Administrative Assistant	
Step 1	\$14.96
Step 2	\$15.70
Step 3	\$16.50
Step 4	\$17.32
Step 5	\$18.18
Step 6	\$19.07

Seasonal Worker	
Engineering Intern	
Step 1	\$16.48
Step 2	\$17.51
Step 3	\$18.54

PT Media Assistant	
PT Custodian	
Step 1	\$16.41
Step 2	\$17.21
Step 3	\$18.08
Step 4	\$18.97
Step 5	\$19.93
Step 6	\$20.90

EXHIBIT F

City of Wheaton
Department Head Managerial/Professional Merit Pay

Performance Evaluation Score	Percent Increase in 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	0.0%