

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A-E passed on April 16, 2012; and as adopted by Ordinance No. F-1710, Exhibits A-C passed on April 15, 2013, are hereby repealed and rescinded in their entirety.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Section 3: All ordinances or parts of ordinances in conflict herewith be and are hereby repealed.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.



Mayor

Attest:



City Clerk

Ayes:

Roll Call Vote:

Councilman Rutledge

Mayor Gresk

Councilwoman Pacino Sanguinetti

Councilman Scalzo

Councilman Sues

Nays:

None

Absent:

Councilman Prendiville

Councilman Saline

Motion Carried Unanimously

Passed: June 2, 2014

Published: June 3, 2014

**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	\$ 111,102
3 ("C")	Director of Building & Code Enfor. Director of Planning & Econ.Dev.	\$ 84,913	\$ 101,896	\$ 118,879
4 ("D")	Director of Engineering Director of Human Resources Director of Information Technology	\$ 90,857	\$ 109,029	\$ 127,200
5 ("E")	N/A	\$ 97,217	\$ 116,661	\$ 136,104
6 ("F")	Assistant City Manager Chief of Police Director of Finance Director of Public Works Fire Chief	\$ 104,023	\$ 124,827	\$ 145,632
7 ("G")	N/A	\$ 111,304	\$ 133,565	\$ 155,826
8 ("H")	N/A	\$ 119,095	\$ 142,915	\$ 166,734
9 ("I")	N/A	\$ 127,432	\$ 152,919	\$ 178,405
10 ("J")	City Manager	\$ 136,352	\$ 163,623	\$ 190,893
11 ("K")	N/A	\$ 145,897	\$ 175,076	\$ 204,256
12 ("L")	N/A	\$ 156,110	\$ 187,332	\$ 218,554

All positions FLSA exempt.

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	\$ 119,531
5 ("E")	Police Commander	\$ 94,739	\$ 111,319	\$ 127,898
6 ("F")	N/A	\$ 101,371	\$ 119,111	\$ 136,851
7 ("G")	N/A	\$ 108,467	\$ 127,449	\$ 146,431

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>		<u>Grade 7 ("G")</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	<u>Grade 6 ("F")</u>	
Systems Analyst	Exempt	Administrative Secretary	Non-Exempt
		Accounts Coordinator - A/R	Non-Exempt
		Accounts Coordinator - Utility Billing	Non-Exempt
		Accounts Coordinator – A/P	Non-Exempt
<u>Grade 11 ("K")</u>		Dispatcher/Assistant	Non-Exempt
Building Inspector	Non-Exempt	Permit Processor	Non-Exempt
City Clerk/Executive Assistant	Exempt	Systems Specialist - Network Administrator	Exempt
Code Compliance Officer	Exempt	Systems Specialist - Public Safety	Exempt
Management Analyst	Exempt		
Plan Examiner	Non-Exempt	<u>Grade 5 ("E")</u>	
Procurement Officer	Non-Exempt	Community Service Officer	Non-Exempt
		Customer Service Representative	Non-Exempt
		Police Services Representative	Non-Exempt
<u>Grade 10 ("J")</u>			
HR Generalist	Exempt	<u>Grade 4 ("D")</u>	
		Parking Enforcement Officer	Non-Exempt
<u>Grade 9 ("I")</u>			
Staff Accountant	Exempt	<u>Grade 3 ("C")</u>	
Staff Planner	Exempt	(No Current Incumbents)	
		<u>Grade 2 ("B")</u>	
<u>Grade 8 ("H")</u>		Account Clerk	Non-Exempt
Executive Assistant	Non-Exempt		
Municipal Producer	Exempt	<u>Grade 1 ("A")</u>	
Public Relations Coordinator	Exempt	(No Current Incumbents)	
Web/Multimedia Specialist	Exempt		

Exempt Position: Not eligible for overtime pay. Non-Exempt Position: Eligible for overtime pay.
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**City of Wheaton
General (G) Occupation Scale
5.1.2014 - 4.30.2015**

		Step						
Grade		1	2	3	4	5	6	7
1 "A"	<i>Annual</i>	33,301.62	34,538.10	35,820.50	37,150.52	38,586.39	40,077.75	41,626.76
	<i>Hrly</i>	16.01	16.60	17.22	17.86	18.55	19.27	20.01
2 "B"	<i>Annual</i>	35,632.70	36,955.74	38,327.90	39,751.02	41,287.40	42,883.15	44,540.59
	<i>Hrly</i>	17.13	17.77	18.43	19.11	19.85	20.62	21.41
3 "C"	<i>Annual</i>	38,126.95	39,542.61	41,010.82	42,533.55	44,177.48	45,884.94	47,658.39
	<i>Hrly</i>	18.33	19.01	19.72	20.45	21.24	22.06	22.91
4 "D"	<i>Annual</i>	40,795.81	42,310.55	43,881.55	45,510.87	47,269.86	49,096.84	50,994.43
	<i>Hrly</i>	19.61	20.34	21.10	21.88	22.73	23.60	24.52
5 "E"	<i>Annual</i>	43,651.48	45,272.26	46,953.22	48,696.59	50,578.71	52,533.58	54,564.00
	<i>Hrly</i>	20.99	21.77	22.57	23.41	24.32	25.26	26.23
6 "F"	<i>Annual</i>	46,707.05	48,441.28	50,239.91	52,105.32	54,119.19	56,210.89	58,383.44
	<i>Hrly</i>	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"	<i>Annual</i>	48,906.75	50,774.50	52,713.58	54,726.71	56,816.72	58,986.55	61,239.25	63,577.97
	<i>Hrly</i>	23.51	24.41	25.34	26.31	27.32	28.36	29.44	30.57
8 "H"	<i>Annual</i>	52,330.22	54,328.71	56,403.53	58,557.58	60,793.89	63,115.61	65,525.99	68,028.43
	<i>Hrly</i>	25.16	26.12	27.12	28.15	29.23	30.34	31.50	32.71
9 "I"	<i>Annual</i>	55,993.34	58,131.72	60,351.77	62,656.61	65,049.46	67,533.70	70,112.81	72,790.42
	<i>Hrly</i>	26.92	27.95	29.02	30.12	31.27	32.47	33.71	35.00
10 "J"	<i>Annual</i>	59,912.87	62,200.94	64,576.40	67,042.57	69,602.92	72,261.06	75,020.71	77,885.75
	<i>Hrly</i>	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"	<i>Annual</i>	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
	<i>Hrly</i>	30.24	31.39	32.59	33.84	35.13	36.48	37.87	39.32	40.82
12 "L"	<i>Annual</i>	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
	<i>Hrly</i>	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**

<u>Overall Performance Evaluation Score</u>	<u>Percent Increase Pay</u>
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

**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

Part-Time Secretary

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

Part-Time Systems Specialist

Part-Time Media Assistant

Part-Time Facilities Maint.

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

Administrative Intern

Part-Time Admin. Assist.

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 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

