

ORDINANCE 2014-023 Passed: July 28, 2014

**AMENDING THE MUNICIPAL CODE OF
THE CITY OF DEKALB, ILLINOIS
CHAPTER 3, "CITY ADMINISTRATION,"
SECTION 3.43, "CITY ADMINISTRATION,"
SECTION E, "MANAGEMENT PAY PLAN,"
BY PROVIDING FOR AN ANNUAL COST OF
LIVING ADJUSTMENT.**

BE IT ORDAINED BY THE CITY COUNCIL of the City of DeKalb, Illinois, as follows:

Section 1. That the Municipal Code of the City of DeKalb, Illinois Chapter 3, "City Administration," Section 3.43, "Management Pay Plan," Subsection e), be amended as shown following:

e) The Management Pay Plan provides a salary schedule as annually adopted by the City Council and shall be kept on file in the City Clerk's office. That, pursuant to Section 3.43(e) and other related sections of City Code, the City hereby adopts a new Management Pay Plan, in the form attached hereto as Exhibit "A," and a new Part Time Pay Plan, in the form attached hereto as Exhibit "B."

Section 2. That each section, paragraph, sentence, clause and provision of this Ordinance is separable and if any provision is held unconstitutional or invalid for any reason, such decision shall not affect the remainder of this Ordinance, nor any part thereof, other than that part affected by such decision.

Section 3. That except as to the amendments heretofore mentioned, all Sections of the Municipal Code of the City of DeKalb, Illinois shall remain in full force and effect.

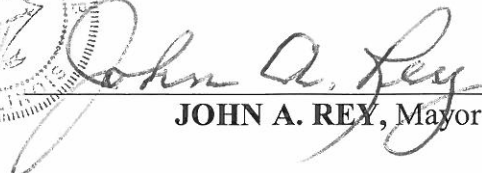
Section 4. Upon its passage and approval according to law, this Ordinance shall be in full force and effect.

PASSED BY THE CITY COUNCIL of the City of DeKalb, Illinois at a regular meeting thereof held on the 28th day of July, 2014 and approved by me as Mayor on the same day Received and filed. Second reading waived by roll call vote of 8-0. Aye: Jacobson, Finucane, Lash, Snow, Naylor, Baker, O'Leary, Rey. Passed by 8-0 roll call vote. Aye: Jacobson, Finucane, Lash, Snow, Naylor, Baker, O'Leary, Rey.

ATTEST:


ELIZABETH E. PEERBOOM, City Clerk




JOHN A. REY, Mayor

FY2015 Management Pay Plan

Steps - 16.75% First Year Increment then 2.0% Increments

Grade 1	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
		19.430	22.684	23.138	23.601	24.073	24.554	25.045	25.546	26.057	26.578	27.110	27.652
	1950 hrs	\$37,888.23	\$44,234.51	\$45,119.20	\$46,021.58	\$46,942.01	\$47,880.85	\$48,838.47	\$49,815.24	\$50,811.54	\$51,827.78	\$52,864.33	\$53,921.62

Grade 2	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
		20.741	24.215	24.700	25.194	25.698	26.212	26.736	27.270	27.816	28.372	28.940	29.518
	1950 hrs	\$40,445.40	\$47,220.01	\$48,164.41	\$49,127.69	\$50,110.25	\$51,112.45	\$52,134.70	\$53,177.40	\$54,240.94	\$55,325.76	\$56,432.28	\$57,560.92

Deputy City Clerk
Administrative Associate

Grade 3	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
		22.421	26.177	26.700	27.234	27.779	28.335	28.901	29.479	30.069	30.670	31.284	31.910
	1950 hrs	\$43,721.63	\$51,045.01	\$52,065.91	\$53,107.23	\$54,169.37	\$55,252.76	\$56,357.81	\$57,484.97	\$58,634.67	\$59,807.36	\$61,003.51	\$62,223.58

Executive Secretary
Administrative Assistant
Legal Assistant - Corporate
Legal Assistant - Liability
Neigh Program Spec/CDBG Coord.
Assistant Transportation Planner

Grade 4	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
		24.404	28.491	29.061	29.643	30.235	30.840	31.457	32.086	32.728	33.382	34.050	34.731
	1950 hrs	\$47,587.45	\$55,558.35	\$56,669.51	\$57,802.90	\$58,958.96	\$60,138.14	\$61,340.90	\$62,567.72	\$63,819.08	\$65,095.46	\$66,397.37	\$67,725.32

Transportation Planner
Executive Assistant

Grade 5	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
		26.832	31.326	31.953	32.592	33.244	33.909	34.587	35.279	35.984	36.704	37.438	38.187
	1950 hrs	\$52,322.61	\$61,086.65	\$62,308.38	\$63,554.55	\$64,825.64	\$66,122.15	\$67,444.60	\$68,793.49	\$70,169.36	\$71,572.74	\$73,004.20	\$74,464.28

Plans Examiner
Community Services Planner
Economic Development Coord.
Management Analyst

Grade 6	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
		29.673	34.643	35.336	36.043	36.764	37.499	38.249	39.014	39.794	40.590	41.402	42.230
	1950 hrs	\$57,862.38	\$67,554.33	\$68,905.42	\$70,283.52	\$71,689.19	\$73,122.98	\$74,585.44	\$76,077.15	\$77,598.69	\$79,150.66	\$80,733.68	\$82,348.35

Chief Building Inspector
Deputy I&T Director
City Planner
Chief Property Maint Inspector
Accountant

Grade 7	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
		33.097	38.641	39.414	40.202	41.006	41.826	42.663	43.516	44.386	45.274	46.180	47.103
	1950 hrs	\$64,539.70	\$75,350.10	\$76,857.10	\$78,394.24	\$79,962.13	\$81,561.37	\$83,192.60	\$84,856.45	\$86,553.58	\$88,284.65	\$90,050.34	\$91,851.35
	2080 hrs	\$68,842.34	\$80,373.44	\$81,980.91	\$83,620.52	\$85,292.93	\$86,998.79	\$88,738.77	\$90,513.54	\$92,323.82	\$94,170.29	\$96,053.70	\$97,974.77

ADPW-Airport/Airport Manager
Accounting Services Manager
Communications Coordinator
Assistant Finance Director
Oper/Maint Section Manager 2080 hrs
HR Director
Principal Planner
Project Implementation Engineer
Crime Free Housing & Insp. Coord.

Grade 8	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
		37.271	43.514	44.384	45.272	46.177	47.101	48.043	49.004	49.984	50.983	52.003	53.043
	1950 hrs	\$72,678.26	\$84,851.87	\$86,548.90	\$88,279.88	\$90,045.48	\$91,846.39	\$93,683.32	\$95,556.98	\$97,468.12	\$99,417.48	\$101,405.83	\$103,433.95
	2080 hrs	\$77,523.47	\$90,508.66	\$92,318.83	\$94,165.21	\$96,048.51	\$97,969.48	\$99,928.87	\$101,927.45	\$103,966.00	\$106,045.32	\$108,166.22	\$110,329.55

ADPW-Operations/Maintenance 2080 hrs
ADPW-Utilities 2080 hrs
IT Director
Assistant City Attorney
Police Lieutenant 2080 hrs
ED & Pol. Admin

Grade 9	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
		42.328	49.418	50.406	51.414	52.443	53.491	54.561	55.652	56.765	57.901	59.059	60.240
	1950 hrs	\$82,539.32	\$96,364.66	\$98,291.95	\$100,257.79	\$102,262.95	\$104,308.21	\$106,394.37	\$108,522.26	\$110,692.70	\$112,906.56	\$115,164.69	\$117,467.98

Police Commander
Assistant Fire Chief
ADPW-Bulding/Eng/Trans
Planning & Economic Dev Director
City Attorney
Assistant City Manager

Grade 9.5	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
		45.512	53.135	54.198	55.282	56.387	57.515	58.665	59.839	61.035	62.256	63.501	64.771
	1950 hrs	\$88,747.99	\$103,613.27	\$105,685.54	\$107,799.25	\$109,955.24	\$112,154.34	\$114,397.43	\$116,685.38	\$119,019.08	\$121,399.46	\$123,827.45	\$126,304.00

Deputy Fire Chief
Deputy Police Chief

Grade 10	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
		48.508	56.633	57.765	58.921	60.099	61.301	62.527	63.778	65.053	66.354	67.681	69.035
	1950 hrs	\$94,589.94	\$110,433.75	\$112,642.43	\$114,895.28	\$117,193.18	\$119,537.05	\$121,927.79	\$124,366.34	\$126,853.67	\$129,390.74	\$131,978.56	\$134,618.13

Fire Chief
Police Chief
Director of Public Works
Finance Director
Community Development Director

Grade 11	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
		55.745	65.082	66.384	67.712	69.066	70.447	71.856	73.293	74.759	76.254	77.779	79.335
	1950 hrs	\$108,702.94	\$126,910.68	\$129,448.90	\$132,037.88	\$134,678.63	\$137,372.21	\$140,119.65	\$142,922.04	\$145,780.48	\$148,696.09	\$151,670.02	\$154,703.42

Part Time and Seasonal Wage Schedule

REVISED: 07/01/14

PART-TIME: employees work a **part-time schedule** (portions of a day, 5 days per week, or limited full days per week, 15-20 hours per week), **for no specified length of time** (as long as position exists/employee is qualified to perform the job). **AT NO TIME MAY THEY EXCEED 999 HOURS PER ANNIVERSARY YEAR.**

PERMANENT PART-TIME POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Building Custodian Airport Line Service	10.86	11.07	11.30	11.52	11.75	11.99	12.23	12.47	12.73	12.98	13.25	13.51
School Crossing Guards	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	17.84
Public Works Maintenance (Airport, Street and Water)	13.95	14.22	14.50	14.80	15.09	15.40	15.70	16.02	16.34	16.67	17.00	17.35
Cashier/Clerk	13.95	14.22	14.50	14.80	15.09	15.40	15.70	16.02	16.34	16.67	17.00	17.35
Office Associate	16.86	17.19	17.54	17.89	18.25	18.62	18.99	19.37	19.75	20.15	20.55	20.97
Community Services Officer	15.16	15.47	15.77	16.09	16.41	16.74	17.07	17.42	17.76	18.12	18.48	18.85
Court Security Officer/Bailiff	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	25.38
Rehab. Project Specialist	15.23	15.53	15.83	16.15	16.47	16.81	17.14	17.49	17.83	18.20	18.55	18.93
Dep. Liquor Commissioner I&T Aide	16.85	17.18	17.53	17.88	18.24	18.60	18.98	19.36	19.74	20.14	20.54	20.95
Telecommunicator	18.62	18.99	19.37	19.75	20.15	20.55	20.96	21.38	21.80	22.24	22.69	23.14
Building Inspector	18.83	19.20	19.59	19.99	20.38	20.79	21.20	21.63	22.07	22.50	22.95	23.41

TEMPORARY PART-TIME: employees working a **limited/temporary** period of time with hours scheduled, as needed, by supervisor. **AT NO TIME MAY THEY EXCEED 999 HOURS PER ANNIVERSARY YEAR.**

TEMPORARY POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Intern (Management, GIS)	14.50	15.50										

SEASONAL FULL-TIME: employees work on a **full-time schedule** (40 hrs. per week, anything past eligible for overtime) for a **specified length of time** (summer only, holiday vacation, etc.), as long as position exists/employee is qualified to perform the job). **AT NO TIME MAY THEY EXCEED 999 HOURS PER ANNIVERSARY YEAR.**

SEASONAL POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Public Works Maintenance (Airport, Street and Water)	10.86	11.07	11.30	11.52	11.75	11.99	12.23	12.47	12.73	12.98	13.25	13.51
Engineering Aide Trainee	11.23	11.45	11.68	11.92	12.15	12.39	12.65	12.90	13.15	13.42	13.68	13.96

*STEP increases (2% between steps 1 - 12) will take effect on individual job anniversary date. Steps 1 - 12 will be adjusted annually on 07/01 by the Council approved COLA. Once Step 12 is attained, only the Council approved COLA adjustment will apply.