

TO: Mayor and City Council

FROM: Gary Holm

DATE: April 22, 2020

RE: Ordinance 20-34  
Amended Wages and Salaries for Non-Collectively Bargained Employees  
Manager of Electric Operations Salary Grade

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The City's Manager of Electric Operations position was created in 2012 as part of a reorganization of the Electric Division. The position was established at a salary grade #21. The salary grade was found to be competitive in the marketplace and was consistent with other Superintendents within Public Works.

Last spring, upon the retirement of our former Operations Manager, Staff recommended to lower the salary grade to #20. This decision was made in hopes of recruiting an outside candidate at the new, lower salary range. The lower salary grade (#20) was codified into the 2020 Salary and Wage Ordinance passed by Council at the end of 2019.

If you recall, we retained the services of an outside recruitment firm to try and fill the Operations Manager position. The recruitment firm did produce a small number of qualified candidates; however, none of them were deemed to be suitable for the position. One of the key feedback points we received from the recruitment firm was that our salary range was too low. Due to a lack of satisfactory candidates, the City has since terminated its contract with the recruitment firm.

Staff is now seeking authorization to return the Manager of Electric Operations to salary grade #21 in hopes of being able to recruit a quality candidate. We felt it was fiscally responsible at the time to attempt to hire someone at a lower salary; however, our efforts have not been successful and we feel a return to the historic salary grade is now necessary.

Professional staff within the Electric Division are organized as follows:

City Engineer / Engineering Manager (8 total reports) – salary grade #22

- Electric Engineering direct reports (2)
- Civil Engineering direct reports (1)
- Additional subordinates (3)
- Shared subordinates (2)

Manager of Electric Operations (17 total reports) – salary grade #20 (see attached org. chart)

- Linemen Crew Leader direct reports (2)
- Meter Crew Leader direct reports (1)
- Warehouse Operator (1)
- Additional subordinates (11)
- Shared subordinates (2)

Senior Project Electric Engineer (0 total reports) – salary grade #21

Project Electric Engineer (0 total reports) – salary grade #19

Civil/Electric Engineering Assistant (0 total reports) – salary grade #13

Elsewhere within Public Works the Superintendents for Streets, PPS, Water/Sewer and Wastewater are at salary grades 21, 21, 20, 20 respectively.

**Staff is recommending approval of Ordinance 20-34 amending the wage and salary ordinance for non-collectively bargined employees to modify the salary grade for the Manager of Electric Operations position to salary grade #21**

**CITY OF BATAVIA, ILLINOIS  
ORDINANCE 20-34**

**AN ORDINANCE AMENDING THE 2020 WAGES AND SALARIES  
FOR NON-COLLECTIVELY BARGAINED EMPLOYEES**

**ADOPTED BY THE  
MAYOR AND CITY COUNCIL  
THIS 4<sup>th</sup> DAY OF MAY 2020**

Published in pamphlet form  
by authority of the Mayor  
and City Council of the City of Batavia,  
Kane & DuPage Counties, Illinois,  
This 4<sup>th</sup> day of May, 2020

Prepared by:  
  
City of Batavia  
100 N. Island Ave.  
Batavia, IL 60510

**CITY OF BATAVIA, ILLINOIS  
ORDINANCE 20-34**

**AN ORDINANCE AMENDING THE 2020 WAGES AND SALARIES FOR  
NON-COLLECTIVELY BARGAINED EMPLOYEES**

**BE IT ORDAINED** by the City Council of the City of Batavia, Kane and DuPage Counties, Illinois, that the following rules, regulations, and wage plans are hereby established for employees of the City of Batavia, Illinois:

**SECTION 1: SALARIES AND WAGES**

1. All employees and appointed officials of the City of Batavia, Illinois, other than those represented by certified collective bargaining units, or separate contract, shall receive wages and compensation as hereafter from time to time established by separate ordinance, and such salaries or compensation shall be in accordance with the standards set forth in the wage structure, or plan marked "Exhibit A," attached hereto and made a part hereof. Employees represented by certified collective bargaining units shall receive wages and benefits according to their respective agreements.
2. For the purpose of this ordinance, full-time employees are defined as employees who work an average of 40 hours per week per year (except for employees that work a platoon schedule); all other employees are considered part-time.
3. Whenever it is necessary to determine an hourly rate for any non-sworn full-time employee within the aforesaid salary plan, such rate shall be computed on the basis of 2080 work hours per year.
4. New employees of the City shall receive the salary authorized by the City Administrator, providing such salary shall be within the salary range as set forth in "Exhibit A" and in accordance with the personnel policies of the City of Batavia, unless otherwise authorized by the City Council.

**SECTION 2: DURATION AND REVIEW**

This Ordinance shall be in effect for the calendar year 2020 and shall be subject to review at the end of calendar year 2020, unless otherwise amended.

**SECTION 3: ORDINANCES IN CONFLICT**

All ordinances or parts of ordinances in direct conflict herewith are repealed.

**SECTION 4: VALIDITY OF ORDINANCE**

If any part or parts of this Ordinance are, for any reason, held to be invalid, such decisions shall not affect the validity of the remaining portions of this Ordinance.

**CITY OF BATAVIA ORDINANCE 20-34**

---

**PRESENTED** to the City Council of the City of Batavia, Illinois, this 4<sup>th</sup> day of May 2020.

**PASSED** by the City Council of the City of Batavia, Illinois, this 4<sup>th</sup> day of May 2020.

**APPROVED** by me as Mayor of said City of Batavia, Illinois, this 4<sup>th</sup> day of May 2020.

\_\_\_\_\_  
Jeffery D. Schielke, Mayor

| Ward                  | Aldermen | Ayes                  | Nays | Absent | Abstain     | Aldermen | Ayes | Nays | Absent | Abstain |
|-----------------------|----------|-----------------------|------|--------|-------------|----------|------|------|--------|---------|
| 1                     | O'Brien  |                       |      |        |             | Baerren  |      |      |        |         |
| 2                     | Callahan |                       |      |        |             | Wolff    |      |      |        |         |
| 3                     | Meitzler |                       |      |        |             | Chanzit  |      |      |        |         |
| 4                     | Malay    |                       |      |        |             | Knopp    |      |      |        |         |
| 5                     | Uher     |                       |      |        |             | Beck     |      |      |        |         |
| 6                     | Cerone   |                       |      |        |             | Russotto |      |      |        |         |
| 7                     | McFadden |                       |      |        |             | Miller   |      |      |        |         |
| Mayor Schielke        |          |                       |      |        |             |          |      |      |        |         |
| <b>VOTE:</b>          |          | Ayes                  | Nays | Absent | Abstentions |          |      |      |        |         |
| Total holding office: |          | Mayor and 14 aldermen |      |        |             |          |      |      |        |         |

ATTEST:

\_\_\_\_\_  
Ellen Posledni, City Clerk

**CITY OF BATAVIA ORDINANCE 20-34**

**“EXHIBIT A” OF ORDINANCE NO. 20-34**

**UPDATED SCHEDULE OF WAGES AND SALARIES  
EFFECTIVE JANUARY 1, 2020  
WAGE AND SALARY ADMINISTRATION**

The pay grades and pay steps listed on Tables 1 and 2 shall apply to the all positions as described below. Employees will move up one step within their pay grade on their anniversary dates until the maximum step is attained. An exception to this procedure shall be employees whose performance places them on probation.

Table 1 – 2020 Pay Grades by Position

| <b>Pay Grade</b> | <b>Position</b>                                  |
|------------------|--|
| 3                | Receptionist                                     |
| 5                | Customer Service Representative                  |
| 6                | Finance Assistant                                |
| 7                | Administrative Assistant                         |
| 8                | Building Maintenance Worker                      |
| 8                | Evidence/Property Custodian                      |
| 8                | Warehouse Operator                               |
| 9                | Public Properties & Services Maintenance Worker* |
| 9                | Utility Billing Supervisor                       |
| 10               | Lab Technician                                   |
| 10               | Wastewater Plant Operator*                       |
| 10               | Water/ Sewer Service Maintenance Worker*         |
| 11               | GIS Analyst (E)                                  |
| 11               | IS Technician (E)                                |
| 11               | Mechanic   |
| 11               | Planner (E)                                      |
| 11               | Utility Locator/Meter Technician                 |
| 12               | Code Compliance Officer                          |
| 12               | Communication Coordinator (E)                    |
| 12               | Human Resource Specialist (E)                    |
| 13               | Assistant to City Administrator (E)              |
| 13               | Building Inspector                               |
| 13               | Building Maintenance Supervisor                  |

**CITY OF BATAVIA ORDINANCE 20-34**

| <b>Pay Grade</b> | <b>Position</b>                                 |
|------------------|---|
| 13               | Building Inspector/Code Enforcement Officer     |
| 13               | Engineering Assistant                           |
| 13               | Police Records Supervisor (E)                   |
| 13               | Public Properties & Services Crew Leader*       |
| 14               | Chief Wastewater Operator                       |
| 14               | Meter Shop Crew Leader                          |
| 14               | Sr. Engineering Assistant                       |
| 14               | Water Service Crew Leader                       |
| 15               | Civil Engineer (E)                              |
| 16               | Planning and Zoning Officer (E)                 |
| 17               | Senior Engineer (E)                             |
| 18               | Assistant Finance Director (E)                  |
| 18               | Systems Manager (E)                             |
| 19               | Fire Marshal                                    |
| 19               | Project Engineer (E)                            |
| 19               | Assistant City Engineer (E)                     |
| 19               | Building Commissioner (E)                       |
| 20               | Wastewater Superintendent (E)                   |
| 20               | Water/Sewer Superintendent (E)                  |
| 21               | Manager of Electric Operations                  |
| 21               | Fire Battalion Chief **                         |
| 21               | Information Systems Director (E)                |
| 21               | Public Properties & Services Superintendent (E) |
| 21               | Senior Project Engineer (E)                     |
| 21               | Street Superintendent (E)                       |
| 22               | City Engineer/Engineering Manager (E)           |
| 22               | Human Resources Director (E)                    |
| 23               | Community Development Director (E)              |
| 23               | Deputy Fire Chief (E)                           |
| 24               | Deputy Police Chief (E)                         |
| 25               | Fire Chief (E)                                  |
| 26               | Police Chief (E)***                             |

**CITY OF BATAVIA ORDINANCE 20-34**

| <b>Pay Grade</b> | <b>Position</b>              |
|------------------|------------------------------|
| 27               | Finance Director (E)         |
| 27               | Public Works Director (E)*** |

(E) Indicates salaried exempt employees

\* Public Properties & Services Maintenance Workers and Public Properties & Services Crew Leader shall receive, in addition to their regular salaries, an additional amount per hour for each certification as an ISA Certified Arborist and/or ISA Certified Arborist Municipal Specialist.

\* Wastewater Plant Operators shall receive, in addition to their regular salaries, an additional amount per hour for each wastewater certification they receive for levels 1, 2 and/or 3.

\* Water Service Maintenance workers shall receive an additional amount per hour for each water certification they receive for levels “A”, “B” and/or “C”.

The amounts for each level are as follows:

2020 - \$0.60 per hour for each level

\*\* Fire Battalion Chiefs are entitled to an additional holiday pay of \$3,300 per year. Newly promoted or new hired employees in this position will be entitled to the appropriate pro-rated amount of holiday pay.

\*\*\* The Police Chief and the Public Works Director shall be paid a car allowance of \$500 per month.

Public Properties & Services Maintenance Workers and Crew Leader shall receive an annual stipend for each certification:

- Pesticide Operator Certification      \$100
- Pesticide Applicator Certification      \$200

Building Maintenance Supervisor, Public Properties & Services Crew Leader, Chief Wastewater Operator, Meter Shop Crew Leader and Water Service Crew Leader shall receive an annual stipend of \$400 for completion of the Illinois Public Service Institute Program.

Employees that receive certifications for additional training or qualifications may receive an annual stipend for such certifications as approved by the City Administrator. Such amounts will not exceed \$500 per year in total.

Employees that reach a milestone anniversary will receive an annual token award in a form and manner approved by the City Administrator.



**PART-TIME AND TEMPORARY PERSONNEL**

Regular Part-Time: same hourly rate as full-time employee in same classification, except Part-Time Pay-Per-Read Meter Readers who shall be compensated on a per meter basis. The pay-per-read rate shall be as follows:

2020 - \$0.44 per meter read

Pay-Per-Read Meter Readers shall be subject to all the rules of the City's Personnel Manual but shall not be eligible for fringe benefits other than the winter clothing and boot allowance provided to other Public Works employees.

Temporary: shall be subject to current state and federal minimum wage standards or compensated in a greater amount by employment contract with the City.

**CITY OF BATAVIA ORDINANCE 20-34**

Table 2 - 2020 Pay Steps by Grade

| Pay Grade | Step A    | Step B    | Step C    | Step D    | Step E    | Step F    | Step G    |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1         | \$39,375  | \$41,542  | \$43,825  | \$46,236  | \$48,780  | \$51,463  | \$54,292  |
| 2         | \$41,147  | \$43,412  | \$45,799  | \$48,316  | \$50,975  | \$53,779  | \$56,736  |
| 3         | \$42,999  | \$45,364  | \$47,859  | \$50,493  | \$53,269  | \$56,199  | \$59,289  |
| 4         | \$44,934  | \$47,406  | \$50,013  | \$52,763  | \$55,666  | \$58,726  | \$61,956  |
| 5         | \$46,956  | \$49,537  | \$52,264  | \$55,138  | \$58,170  | \$61,371  | \$64,746  |
| 6         | \$49,070  | \$51,768  | \$54,615  | \$57,619  | \$60,789  | \$64,132  | \$67,659  |
| 7         | \$51,278  | \$54,098  | \$57,075  | \$60,212  | \$63,524  | \$67,018  | \$70,705  |
| 8         | \$53,585  | \$56,534  | \$59,643  | \$62,923  | \$66,382  | \$70,034  | \$73,885  |
| 9         | \$55,996  | \$59,077  | \$62,325  | \$65,753  | \$69,370  | \$73,185  | \$77,210  |
| 10        | \$58,517  | \$61,735  | \$65,131  | \$68,713  | \$72,492  | \$76,478  | \$80,686  |
| 11        | \$61,149  | \$64,511  | \$68,061  | \$71,805  | \$75,754  | \$79,919  | \$84,314  |
| 12        | \$63,900  | \$67,416  | \$71,125  | \$75,035  | \$79,164  | \$83,515  | \$88,109  |
| 13        | \$66,777  | \$70,450  | \$74,323  | \$78,411  | \$82,724  | \$87,276  | \$92,075  |
| 14        | \$69,781  | \$73,621  | \$77,668  | \$81,941  | \$86,446  | \$91,201  | \$96,217  |
| 15        | \$72,922  | \$76,931  | \$81,163  | \$85,627  | \$90,338  | \$95,307  | \$100,548 |
| 16        | \$76,203  | \$80,394  | \$84,815  | \$89,480  | \$94,403  | \$99,594  | \$105,072 |
| 17        | \$79,632  | \$84,012  | \$88,633  | \$93,508  | \$98,651  | \$104,076 | \$109,799 |
| 18        | \$83,216  | \$87,792  | \$92,621  | \$97,715  | \$103,089 | \$108,760 | \$114,743 |
| 19        | \$86,962  | \$91,744  | \$96,790  | \$102,113 | \$107,730 | \$113,654 | \$119,906 |
| 20        | \$90,875  | \$95,872  | \$101,145 | \$106,708 | \$112,577 | \$118,768 | \$125,301 |
| 21        | \$94,963  | \$100,187 | \$105,696 | \$111,510 | \$117,641 | \$124,112 | \$130,938 |
| 22        | \$99,236  | \$104,695 | \$110,453 | \$116,527 | \$122,935 | \$129,697 | \$136,830 |
| 23        | \$103,701 | \$109,405 | \$115,423 | \$121,772 | \$128,469 | \$135,534 | \$142,988 |
| 24        | \$108,370 | \$114,330 | \$120,618 | \$127,251 | \$134,250 | \$141,633 | \$149,423 |
| 25        | \$113,246 | \$119,474 | \$126,046 | \$132,977 | \$140,291 | \$148,007 | \$156,147 |
| 26        | \$118,342 | \$124,849 | \$131,716 | \$138,961 | \$146,605 | \$154,667 | \$163,174 |
| 27        | \$123,668 | \$130,466 | \$137,644 | \$145,214 | \$153,201 | \$161,628 | \$170,517 |

**CITY OF BATAVIA, ILLINOIS  
ORDINANCE 20-~~340~~<sup>5</sup>**

**AN ORDINANCE AMENDING THE 2020 WAGES AND SALARIES  
FOR NON-COLLECTIVELY BARGAINED EMPLOYEES**

**ADOPTED BY THE  
MAYOR AND CITY COUNCIL  
THIS ~~4<sup>th</sup>~~ <sup>21<sup>ST</sup></sup> DAY OF ~~MAY~~ JANUARY 2020**

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Published in pamphlet form  
by authority of the Mayor  
and City Council of the City of Batavia,  
Kane & DuPage Counties, Illinois,  
This ~~4<sup>th</sup>~~ <sup>21<sup>ST</sup></sup> day of ~~May~~ January, 2020

Prepared by:  
City of Batavia  
100 N. Island Ave.  
Batavia, IL 60510

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**CITY OF BATAVIA, ILLINOIS**  
**ORDINANCE 20-~~340~~5**

**AN ORDINANCE AMENDING THE 2020 WAGES AND SALARIES FOR  
NON-COLLECTIVELY BARGAINED EMPLOYEES**

**BE IT ORDAINED** by the City Council of the City of Batavia, Kane and DuPage Counties, Illinois, that the following rules, regulations, and wage plans are hereby established for employees of the City of Batavia, Illinois:

**SECTION 1: SALARIES AND WAGES**

1. All employees and appointed officials of the City of Batavia, Illinois, other than those represented by certified collective bargaining units, or separate contract, shall receive wages and compensation as hereafter from time to time established by separate ordinance, and such salaries or compensation shall be in accordance with the standards set forth in the wage structure, or plan marked "Exhibit A," attached hereto and made a part hereof. Employees represented by certified collective bargaining units shall receive wages and benefits according to their respective agreements.
2. For the purpose of this ordinance, full-time employees are defined as employees who work an average of 40 hours per week per year (except for employees that work a platoon schedule); all other employees are considered part-time.
3. Whenever it is necessary to determine an hourly rate for any non-sworn full-time employee within the aforesaid salary plan, such rate shall be computed on the basis of 2080 work hours per year.
4. New employees of the City shall receive the salary authorized by the City Administrator, providing such salary shall be within the salary range as set forth in "Exhibit A" and in accordance with the personnel policies of the City of Batavia, unless otherwise authorized by the City Council.

**SECTION 2: DURATION AND REVIEW**

This Ordinance shall be in effect for the calendar year 2020 and shall be subject to review at the end of calendar year 2020, unless otherwise amended.

**SECTION 3: ORDINANCES IN CONFLICT**

All ordinances or parts of ordinances in direct conflict herewith are repealed.

**SECTION 4: VALIDITY OF ORDINANCE**

If any part or parts of this Ordinance are, for any reason, held to be invalid, such decisions shall not affect the validity of the remaining portions of this Ordinance.

**CITY OF BATAVIA ORDINANCE 20-**

**PRESENTED** to the City Council of the City of Batavia, Illinois, this ~~4<sup>th</sup> 21<sup>st</sup>~~ day of ~~May January~~ 2020.

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**PASSED** by the City Council of the City of Batavia, Illinois, this ~~4<sup>th</sup> 21<sup>st</sup>~~ day of ~~May January~~ 2020.

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**APPROVED** by me as Mayor of said City of Batavia, Illinois, this ~~4<sup>th</sup> 21<sup>st</sup>~~ day of ~~May January~~ 2020.

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\_\_\_\_\_  
Jeffery D. Schielke, Mayor

| Ward                  | Aldermen | Ayes                  | Nays | Absent | Abstain     | Aldermen | Ayes | Nays | Absent | Abstain |
|-----------------------|----------|-----------------------|------|--------|-------------|----------|------|------|--------|---------|
| 1                     | O'Brien  |                       |      |        |             | Baerren  |      |      |        |         |
| 2                     | Callahan |                       |      |        |             | Wolff    |      |      |        |         |
| 3                     | Meitzler |                       |      |        |             | Chanzit  |      |      |        |         |
| 4                     | Malay    |                       |      |        |             | Knopp    |      |      |        |         |
| 5                     | Uher     |                       |      |        |             | Beck     |      |      |        |         |
| 6                     | Cerone   |                       |      |        |             | Russotto |      |      |        |         |
| 7                     | McFadden |                       |      |        |             | Miller   |      |      |        |         |
| Mayor Schielke        |          |                       |      |        |             |          |      |      |        |         |
| VOTE:                 |          | Ayes                  | Nays | Absent | Abstentions |          |      |      |        |         |
| Total holding office: |          | Mayor and 14 aldermen |      |        |             |          |      |      |        |         |

ATTEST:

\_\_\_\_\_  
Ellen Posledni, City Clerk

**CITY OF BATAVIA ORDINANCE 20-**

**“EXHIBIT A” OF ORDINANCE NO. 20-**  
**3405**

**UPDATED SCHEDULE OF WAGES AND SALARIES**  
**EFFECTIVE JANUARY 1, 2020**  
**WAGE AND SALARY ADMINISTRATION**

The pay grades and pay steps listed on Tables 1 and 2 shall apply to the all positions as described below. Employees will move up one step within their pay grade on their anniversary dates until the maximum step is attained. An exception to this procedure shall be employees whose performance places them on probation.

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| 8                | Warehouse Operator                               |
| 9                | Public Properties & Services Maintenance Worker* |
| 9                | Utility Billing Supervisor                       |
| 10               | Lab Technician                                   |
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| 11               | IS Technician (E)                                |
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| 11               | Planner (E)                                      |
| 11               | Utility Locator/Meter Technician                 |
| 12               | Code Compliance Officer                          |
| 12               | Communication Coordinator (E)                    |
| 12               | Human Resource Specialist (E)                    |
| 13               | Assistant to City Administrator (E)              |
| 13               | Building Inspector                               |
| 13               | Building Maintenance Supervisor                  |

**CITY OF BATAVIA ORDINANCE 20-**

| <b>Pay Grade</b> | <b>Position</b>                                 |
|------------------|---|
| 13               | Building Inspector/Code Enforcement Officer     |
| 13               | Engineering Assistant                           |
| 13               | Police Records Supervisor (E)                   |
| 13               | Public Properties & Services Crew Leader*       |
| 14               | Chief Wastewater Operator                       |
| 14               | Meter Shop Crew Leader                          |
| 14               | Sr. Engineering Assistant                       |
| 14               | Water Service Crew Leader                       |
| 15               | Civil Engineer (E)                              |
| 16               | Planning and Zoning Officer (E)                 |
| 17               | Senior Engineer (E)                             |
| 18               | Assistant Finance Director (E)                  |
| 18               | Systems Manager (E)                             |
| 19               | Fire Marshal                                    |
| 19               | Project Engineer (E)                            |
| 19               | Assistant City Engineer (E)                     |
| 19               | Building Commissioner (E)                       |
| <del>20</del>    | <del>Manager of Electric Operations (E)</del>   |
| 20               | Wastewater Superintendent (E)                   |
| 20               | Water/Sewer Superintendent (E)                  |
| <u>21</u>        | <u>Manager of Electric Operations</u>           |
| 21               | Fire Battalion Chief **                         |
| 21               | Information Systems Director (E)                |
| 21               | Public Properties & Services Superintendent (E) |
| 21               | Senior Project Engineer (E)                     |
| 21               | Street Superintendent (E)                       |
| 22               | City Engineer/Engineering Manager (E)           |
| 22               | Human Resources Director (E)                    |
| 23               | Community Development Director (E)              |
| 23               | Deputy Fire Chief (E)                           |
| 24               | Deputy Police Chief (E)                         |
| 25               | Fire Chief (E)                                  |

**CITY OF BATAVIA ORDINANCE 20-**

|    |                     |
|----|---------------------|
| 26 | Police Chief (E)*** |
|----|---------------------|



**CITY OF BATAVIA ORDINANCE 20-**

| <b>Pay Grade</b> | <b>Position</b>              |
|------------------|------------------------------|
| 27               | Finance Director (E)         |
| 27               | Public Works Director (E)*** |

(E) Indicates salaried exempt employees

\* Public Properties & Services Maintenance Workers and Public Properties & Services Crew Leader shall receive, in addition to their regular salaries, an additional amount per hour for each certification as an ISA Certified Arborist and/or ISA Certified Arborist Municipal Specialist.

\* Wastewater Plant Operators shall receive, in addition to their regular salaries, an additional amount per hour for each wastewater certification they receive for levels 1, 2 and/or 3.

\* Water Service Maintenance workers shall receive an additional amount per hour for each water certification they receive for levels "A", "B" and/or "C".

The amounts for each level are as follows:

2020 - \$0.60 per hour for each level

\*\* Fire Battalion Chiefs are entitled to an additional holiday pay of \$3,300 per year. Newly promoted or new hired employees in this position will be entitled to the appropriate pro-rated amount of holiday pay.

\*\*\* The Police Chief and the Public Works Director shall be paid a car allowance of \$500 per month.

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**CITY OF BATAVIA ORDINANCE 20-**

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**PART-TIME AND TEMPORARY PERSONNEL**

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Pay-Per-Read Meter Readers shall be subject to all the rules of the City's Personnel Manual but shall not be eligible for fringe benefits other than the winter clothing and boot allowance provided to other Public Works employees.

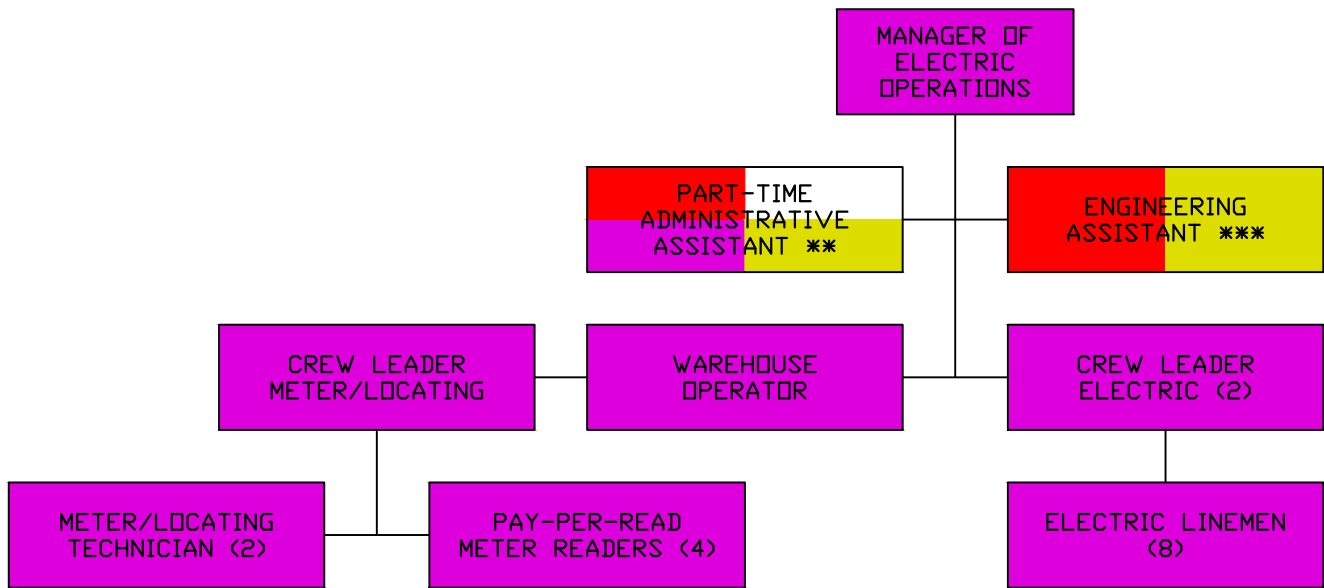
Temporary: shall be subject to current state and federal minimum wage standards or compensated in a greater amount by employment contract with the City.

**CITY OF BATAVIA ORDINANCE 20-**

Table 2 - 2020 Pay Steps by Grade

| Pay Grade | Step A    | Step B    | Step C    | Step D    | Step E    | Step F    | Step G    |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1         | \$39,375  | \$41,542  | \$43,825  | \$46,236  | \$48,780  | \$51,463  | \$54,292  |
| 2         | \$41,147  | \$43,412  | \$45,799  | \$48,316  | \$50,975  | \$53,779  | \$56,736  |
| 3         | \$42,999  | \$45,364  | \$47,859  | \$50,493  | \$53,269  | \$56,199  | \$59,289  |
| 4         | \$44,934  | \$47,406  | \$50,013  | \$52,763  | \$55,666  | \$58,726  | \$61,956  |
| 5         | \$46,956  | \$49,537  | \$52,264  | \$55,138  | \$58,170  | \$61,371  | \$64,746  |
| 6         | \$49,070  | \$51,768  | \$54,615  | \$57,619  | \$60,789  | \$64,132  | \$67,659  |
| 7         | \$51,278  | \$54,098  | \$57,075  | \$60,212  | \$63,524  | \$67,018  | \$70,705  |
| 8         | \$53,585  | \$56,534  | \$59,643  | \$62,923  | \$66,382  | \$70,034  | \$73,885  |
| 9         | \$55,996  | \$59,077  | \$62,325  | \$65,753  | \$69,370  | \$73,185  | \$77,210  |
| 10        | \$58,517  | \$61,735  | \$65,131  | \$68,713  | \$72,492  | \$76,478  | \$80,686  |
| 11        | \$61,149  | \$64,511  | \$68,061  | \$71,805  | \$75,754  | \$79,919  | \$84,314  |
| 12        | \$63,900  | \$67,416  | \$71,125  | \$75,035  | \$79,164  | \$83,515  | \$88,109  |
| 13        | \$66,777  | \$70,450  | \$74,323  | \$78,411  | \$82,724  | \$87,276  | \$92,075  |
| 14        | \$69,781  | \$73,621  | \$77,668  | \$81,941  | \$86,446  | \$91,201  | \$96,217  |
| 15        | \$72,922  | \$76,931  | \$81,163  | \$85,627  | \$90,338  | \$95,307  | \$100,548 |
| 16        | \$76,203  | \$80,394  | \$84,815  | \$89,480  | \$94,403  | \$99,594  | \$105,072 |
| 17        | \$79,632  | \$84,012  | \$88,633  | \$93,508  | \$98,651  | \$104,076 | \$109,799 |
| 18        | \$83,216  | \$87,792  | \$92,621  | \$97,715  | \$103,089 | \$108,760 | \$114,743 |
| 19        | \$86,962  | \$91,744  | \$96,790  | \$102,113 | \$107,730 | \$113,654 | \$119,906 |
| 20        | \$90,875  | \$95,872  | \$101,145 | \$106,708 | \$112,577 | \$118,768 | \$125,301 |
| 21        | \$94,963  | \$100,187 | \$105,696 | \$111,510 | \$117,641 | \$124,112 | \$130,938 |
| 22        | \$99,236  | \$104,695 | \$110,453 | \$116,527 | \$122,935 | \$129,697 | \$136,830 |
| 23        | \$103,701 | \$109,405 | \$115,423 | \$121,772 | \$128,469 | \$135,534 | \$142,988 |
| 24        | \$108,370 | \$114,330 | \$120,618 | \$127,251 | \$134,250 | \$141,633 | \$149,423 |
| 25        | \$113,246 | \$119,474 | \$126,046 | \$132,977 | \$140,291 | \$148,007 | \$156,147 |
| 26        | \$118,342 | \$124,849 | \$131,716 | \$138,961 | \$146,605 | \$154,667 | \$163,174 |
| 27        | \$123,668 | \$130,466 | \$137,644 | \$145,214 | \$153,201 | \$161,628 | \$170,517 |

# ELECTRIC OPERATIONS



\*\* PART TIME (30 HRS/WEEK) ADMINISTRATIVE ASSISTANT POSITION SHARED WITH PW DIRECTOR, ENGINEERING, AND ELECTRIC DIVISIONS  
\*\*\* FULL-TIME ENGINEERING ASSISTANT POSITION SHARED WITH ENGINEERING AND ELECTRIC DIVISIONS

AS OF 8-1-2016