

VILLAGE OF GRAFTON

RESOLUTION NO. 031, SERIES 2015

**A RESOLUTION TO REVISE THE CLASSIFICATION STRUCTURE FOR
NON-REPRESENTED REGULAR VILLAGE EMPLOYEES FOR 2016.**

WHEREAS, the Village of Grafton employs many Regular full-time and part-time non-represented employees; and

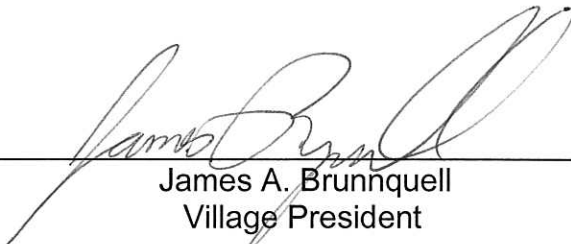
WHEREAS, the Village has included funding for pay increases in the 2016 Annual Program Budget; and

WHEREAS, the Village has implemented a systematic approach to setting the rate of pay for each position by reviewing external and internal comparables, resulting in the development of a standardized wage schedule; and

WHEREAS, the Village needs to annual review the wage schedule;


NOW, THEREFORE BE IT RESOLVED, that the Village Board of the Village of Grafton approve a two (2) percent increase in the Classification Structure for Non-represented Employees for 2016 per the attached list;

Adopted this 2nd day of November, 2015.



James A. Brunquell
Village President

Attest:



Teri J. Dylak
Interim Village Clerk

VILLAGE OF GRAFTON
CLASSIFICATION STRUCTURE FOR NON-REPRESENTED EMPLOYEES
January 1, 2016

The hourly rates are the official rates for non-salaried employees. The annual equivalents or the amount for salaried employees are shown in parentheses.

	1st Quartile	2nd Quartile	3rd Quartile	4th Quartile	
	Minimum		Midpoint		Maximum
<u>PAY GRADE 22</u>					
	(76,378)	(82,997)	(89,828)	(96,554)	(103,301)
Police Chief					
Director of Public Works / Engineer					
<u>PAY GRADE 21</u>					
	(72,898)	(79,327)	(85,713)	(92,141)	(98,570)
Police Captain					
Police Captain					
Fire Chief					
<u>PAY GRADE 20</u>					
	(69,270)	(75,380)	(81,491)	(87,601)	(93,669)
Director of Planning and Development					
Director of Administrative Services					
Utility Superintendent					
<u>PAY GRADE 19</u>					
	(65,642)	(71,392)	(77,183)	(82,912)	(88,704)
Vacant					
<u>PAY GRADE 18</u>					
	(61,908)	(67,382)	(72,814)	(78,223)	(83,718)
Building Inspector					
Public Works Superintendent					
Division Chief Fire Prevention / Public Education					

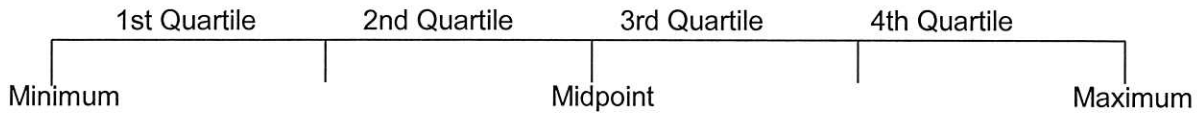
VILLAGE OF GRAFTON
CLASSIFICATION STRUCTURE FOR NON-REPRESENTED EMPLOYEES
January 1, 2016

The hourly rates are the official rates for non-salaried employees. The annual equivalents or the amount for salaried employees are shown in parentheses.

	1st Quartile	2nd Quartile	3rd Quartile	4th Quartile	
	Minimum		Midpoint		Maximum
			<u>PAY GRADE 17</u>		
	(58,153)	(63,330)	(68,422)	(73,535)	(78,648)
Library Director Director of Parks and Recreation					
			<u>PAY GRADE 16</u>		
	(54,334)	(59,129)	(63,903)	(68,697)	(73,471)
Village Clerk					
			<u>PAY GRADE 15</u>		
	(50,834)	(55,310)	(59,744)	(64,221)	(68,697)
Utility Program Coordinator					
			<u>PAY GRADE 14</u>		
	22.74/hr (47,312)	24.74/hr (51,470)	26.74/hr (55,629)	28.75/hr (59,787)	30.75/hr (63,945)
Accountant Engineering Technician II Lead Utility Operator Crewperson - Mechanic Planner I (vacant) Public Works Foreman					
			<u>PAY GRADE 13</u>		
	21.12/hr (43,938)	22.97/hr (47,778)	24.85/hr (51,682)	26.69/hr (55,522)	28.57/hr (59,426)
Senior Coordinator/Recreation Program Supervisor Utility Operator Crewperson					

VILLAGE OF GRAFTON
CLASSIFICATION STRUCTURE FOR NON-REPRESENTED EMPLOYEES
January 1, 2016

The hourly rates are the official rates for non-salaried employees. The annual equivalents or the amount for salaried employees are shown in parentheses.



PAY GRADE 12

19.60/hr (40,777)	21.33/hr (44,363)	23.05/hr (47,948)	24.77/hr (51,512)	26.49/hr (55,098)
Administrative Assistant I - Administration / Administrative Services				
Administrative Assistant I - Public Works				
Head of Youth Services				
Reference Librarian				
Telecommunicator				

PAY GRADE 11

18.16/hr (37,770)	19.76/hr (41,091)	21.35/hr (44,409)	22.95/hr (47,729)	24.54/hr (51,045)
Administrative Secretary II - Planning and Development / Administrative Services				
Administrative Secretary II - Parks and Recreation				
Assessment Technician				
Deputy Village Clerk				
Utility Clerk				

PAY GRADE 10

16.82/hr (34,978)	18.29/hr (38,035)	19.78/hr (41,142)	21.25/hr (44,197)	22.74/hr (47,305)
Head of Technical Services				

PAY GRADE 9

15.58/hr (32,397)	16.94/hr (35,243)	18.31/hr (38,087)	19.68/hr (40,931)	21.05/hr (43,777)
Office Assistant - Fire Department				
Office Assistant - Parks and Recreation				
Senior Center Assistant				
Office Assistant - Administrative Services				
Library Assistant II				
Office Assistant - Inspections / Assessing				

VILLAGE OF GRAFTON
CLASSIFICATION STRUCTURE FOR NON-REPRESENTED EMPLOYEES
January 1, 2016

The hourly rates are the official rates for non-salaried employees. The annual equivalents or the amount for salaried employees are shown in parentheses.

	1st Quartile	2nd Quartile	3rd Quartile	4th Quartile	
	Minimum		Midpoint		Maximum
			<u>PAY GRADE 8</u>		
	14.41/hr (29,972)	15.68/hr (32,608)	16.94/hr (35,243)	18.21/hr (37,876)	19.50/hr (40,564)
Vacant					
			<u>PAY GRADE 7</u>		
	13.35/hr (27,772)	14.52/hr (30,196)	15.69/hr (32,631)	16.84/hr (35,033)	18.01/hr (37,457)
Library Assistant I					
			<u>PAY GRADE 6</u>		
	12.36/hr (25,707)	13.45/hr (27,973)	14.54/hr (30,237)	15.63/hr (32,501)	16.72/hr (34,769)
Vacant					
			<u>PAY GRADE 5</u>		
	11.45/hr (23,812)	12.46/hr (25,918)	13.45/hr (27,973)	14.46/hr (30,080)	15.47/hr (32,188)
Vacant					
			<u>PAY GRADE 4</u>		
	10.41/hr (21,662)	11.32/hr (23,550)	12.23/hr (25,438)	13.15/hr (27,347)	14.06/hr (29,236)
Police Cadet (Vacant)					
			<u>PAY GRADE 3</u>		
	9.29/hr (19,333)	10.11/hr (21,019)	10.92/hr (22,704)	11.75/hr (24,443)	12.56/hr (26,127)
Library Page II					
			<u>PAY GRADE 2</u>		
	8.28/hr (17,227)	9.02/hr (18,754)	9.75/hr (20,282)	10.49/hr (21,809)	11.22/hr (23,337)
Vacant					
			<u>PAY GRADE 1</u>		
	7.33/hr (15,254)	8.05/hr (16,752)	8.71/hr (18,120)	9.37/hr (19,491)	10.00/hr (20,808)
Library Page Library Shelver/Cleaner					