

RESOLUTION 2019-26

**A RESOLUTION AMENDING THE DOWNERS GROVE COMPENSATION PLAN
BY ADOPTING A REVISED PLAN EFFECTIVE MAY 1, 2019**

WHEREAS, on November 29, 1993, the Village Council adopted Resolution 93-51 entitled "A Resolution Establishing the Village of Downers Grove Classification Plan"; and,

WHEREAS, on April 17, 2001, the Village Council adopted Resolution 2001-33 entitled "A Resolution Amending the Village of Downers Grove Employee Classification Plan" (hereinafter referred to as the "Classification Plan"),

WHEREAS, pursuant to the Employee Classification Plan, the Village Council is to establish, and from time to time amend, a Compensation Plan for Village employees which groups positions into pay grades; and,

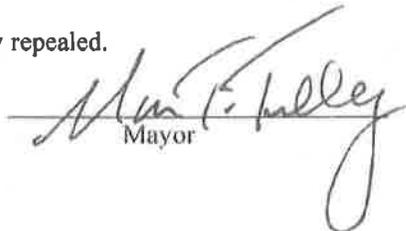
WHEREAS, the Village Council has previously established the Compensation Plan dated May 1, 2018; and,

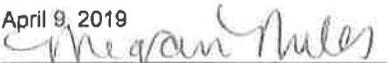
WHEREAS, the Village Council has determined that it is necessary and desirable to further amend the Compensation Plan as provided herein.

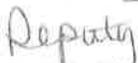
NOW, THEREFORE, BE IT RESOLVED by the Village Council of the Village of Downers Grove, DuPage County, Illinois, as follows:

1. For Village employees employed as of May 1, 2019, and effective the first pay period of May, 2019, the Compensation Plan is hereby amended by deleting the existing Compensation Plan, and, in its place, substituting the revised Compensation Plan, a copy of which is attached hereto and made a part hereof by reference.

2. To the extent of any conflict with this resolution, all resolutions or parts of resolutions in conflict with the provisions of this Resolution are hereby repealed.


Mayor

Passed: April 9, 2019
Attest: 
Village Clerk


Deputy
Downers Grove Comp-Plan-19

Village of Downers Grove Compensation Plan

Effective as of the start of the first full pay period in May 2019

Grade	Minimum	Control	Maximum	FLSA	Minimum	Control	Maximum	FLSA
3	Hourly: 16.259 OPEN	19.511	22.357	N	Annual: 33,820	40,584	46,502	
4	Hourly: 18.246 Administrative Secretary I	21.896	25.089	N	Annual: 37,953 CSO I	45,543	52,185	N
5	Hourly: 20.233 Accounting Specialist Cashier Communications Specialist	24.279	27.820	N N N	Annual: 42,084 Document Management Tech Records Specialist	50,500	57,865	N N
6	Hourly: 22.220 Administrative Secretary II CSO II Data Technician Deputy Village Clerk	26.663	30.552	N N N N	Annual: 46,217 Investigative Aide Payroll Specialist Utility Billing Specialist	55,460	63,548	N N N
7	Hourly: 24.205 Administrative Assistant Court/Property Control Officer Legal Secretary	29.046	33.281	N N N	Annual: 50,346 Case Records Specialist Management Fellow	60,415	69,225	N N
8	Hourly: 26.193 Administrative Specialist GIS Technician Production Coordinator	31.431	36.015	N N N	Annual: 54,481 Management Analyst Staff Accountant	65,377	74,911	N N
9	Hourly: 28.178 Biweekly: 2,254.248 Assistant to the Village Manager Code Compliance Officer CSO Supervisor	33.814 2,705.097	38.745 3,099.590	E N N	Annual: 58,610 Fire Inspector Public Education Specialist Public Relations Specialist	70,333	80,589	N E E
10	Hourly: 30.165 Biweekly: 2,413.199 Building Inspector Fire Inspector/Plan Reviewer Grants Coordinator Plumbing Inspector	36.198 2,895.839	41.477 3,318.149	N N E N	Annual: 62,743 Staff Engineer I Systems Technician Training Coordinator	75,292	86,272	E N E
11	Biweekly: 2,572.072 Planner Water Supervisor	3,086.486	3,536.599	E E	Annual: 66,874 Public Services Coordinator	80,249	91,952	E
12	Biweekly: 2,731.024 GIS Specialist Project Manager	3,277.228	3,755.157	E E	Annual: 71,007 Records Supervisor	85,208	97,634	E
13	Biweekly: 2,889.896 Development Engineer Internet Operations Administrator Public Safety Systems Administrator Senior Planner Staff Engineer II	3,467.876	3,973.608	E E E E E	Annual: 75,137 Street Manager Support Services Manager Systems Administrator Village Forester Water Manager	90,165	103,314	E E E E E
14	Biweekly: 3,048.769 Assistant Human Resources Director Assistant to the Fire Chief Building Services Manager	3,658.522	4,192.057	E E E	Annual: 79,268 Finance Manager Fleet Services Manager Risk Manager	95,122	108,993	E E E
15	Hourly: 40.097 Biweekly: 3,207.721 Assistant Information Technology Director Building Division Manager Emergency Management Coordinator Planning Manager	48.116 3,849.265	55.133 4,410.616	E E E E	Annual: 83,401 Engineer Manager Staff Attorney Stormwater Administrator Traffic Engineer	100,081	114,676	E E E E

Grade		Minimum	Control	Maximum	FLSA		Minimum	Control	Maximum	FLSA
16	Biweekly: Assistant Finance Director Budget Officer	3,366.593	4,039.912	4,629.065	E E	Annual: Division Chief - Fire Prevention	87,531	105,038	120,356	E
17	Biweekly: Assistant Village Attorney Battalion Chief	3,525.545	4,230.654	4,847.625	E E	Annual: Communications Director Village Clerk	91,664	109,997	126,038	E E
18	Biweekly: Police Lieutenant	3,684.418	4,421.301	5,066.074	E	Annual: Police Lieutenant	95,795	114,954	131,718	
19	Biweekly: Assistant Public Works Director Deputy Fire Chief	3,843.370	4,612.044	5,284.634	E E	Annual: Deputy Police Chief	99,928	119,913	137,400	E
20	Biweekly: Human Resources Director	4,002.242	4,802.690	5,503.083	E	Annual: Information Technology Director	104,058	124,870	143,080	E
21	Biweekly: OPEN	4,161.195	4,993.434	5,721.643		Annual: OPEN	108,191	129,829	148,763	
22	Biweekly: Community Development Director Finance Director Fire Chief	4,320.066	5,184.080	5,940.091	E E E	Annual: Police Chief Public Works Director	112,322	134,786	154,442	E E
23	Biweekly: Deputy Village Manager	4,479.018	5,374.821	6,158.650	E	Annual: Deputy Village Manager	116,454	139,745	160,125	

Part-Time Wages: The Village of Downers Grove may establish certain part-time positions, such as Crossing Guard and seasonal hires, with hourly rates of pay ranging from a minimum of \$8.25/hour to a maximum of \$18.00/hour.

Calculation of Minimum and Maximum

Control points are established by conducting external market analysis of comparable municipal organizations. The minimum of the range is calculated at 20% below the control point (control amount / 1.2). The maximum of the range is calculated at 37.5% above the minimum (minimum amount * 1.375).