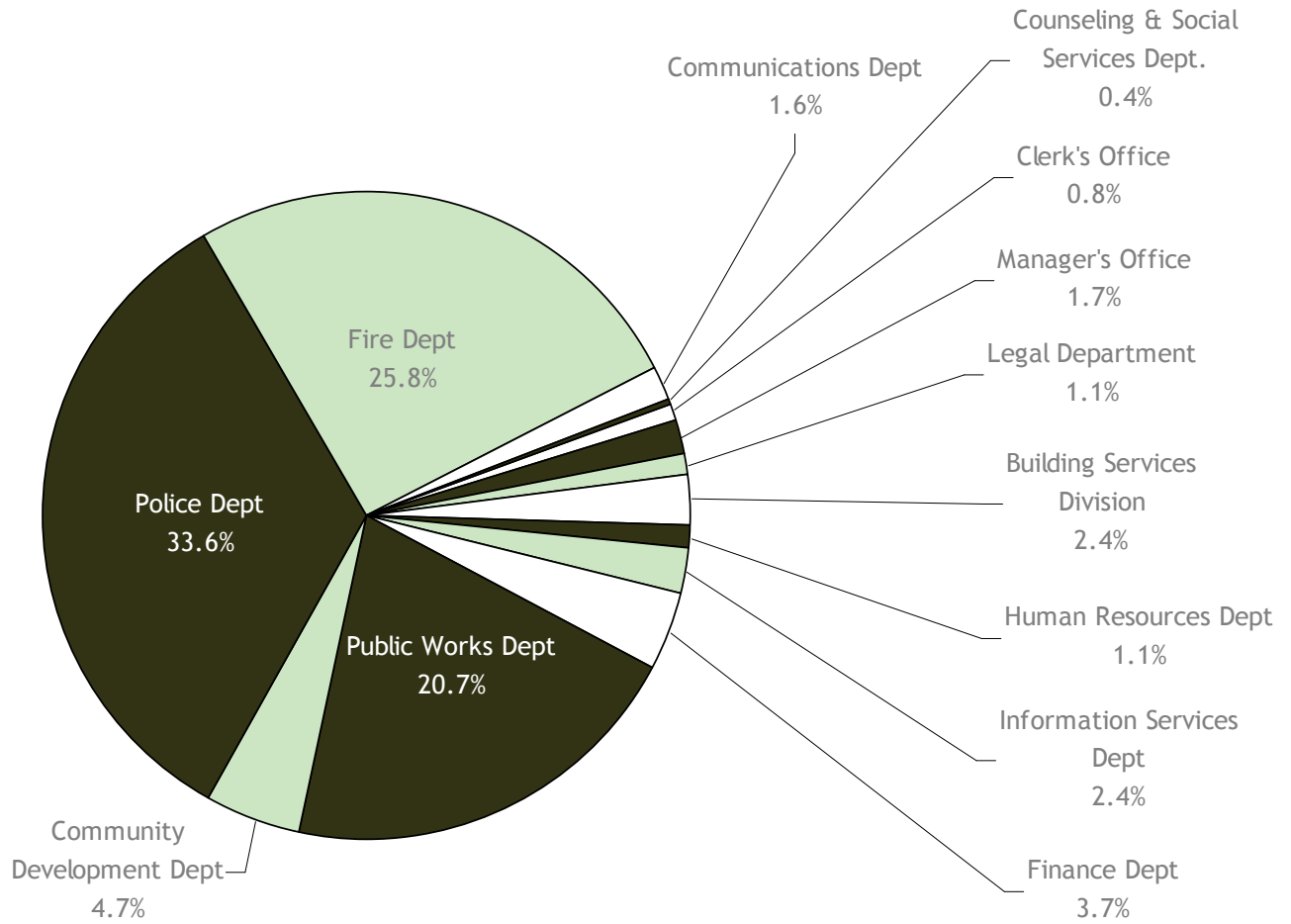


Personnel

FY11 Village Staffing by Department



Fiscal Year 2011 Adopted Budget

Departmental Staffing History (by Full Time Equivalent, FTE)

Department	2007	2008	2009	2010	Proposed	
					2011	Change
Clerk's Office	2.00	2.50	2.50	2.50	2.75	0.25
Manager's Office	7.50	7.60	6.60	4.60	5.60	1.00
Legal Department	3.00	3.75	3.75	3.00	3.50	0.50
Building Services Division	8.75	9.25	9.25	8.25	8.00	(0.25)
Human Resources Dept	4.50	4.50	4.50	3.50	3.50	-
Information Services Dept	9.00	8.75	8.00	8.00	8.00	-
Finance Dept	12.70	13.18	13.18	12.18	12.18	-
Public Works Dept	77.65	78.75	77.75	74.25	68.00	(6.25)
Community Development Dept	21.25	19.50	18.50	16.50	15.50	(1.00)
Police Dept	121.40	120.60	120.60	114.60	110.60	(4.00)
Fire Dept	90.50	91.75	88.75	85.75	85.00	(0.75)
Communications Dept	7.75	7.75	6.25	5.50	5.25	(0.25)
Counseling & Social Services Dept.	4.35	3.90	3.90	1.25	1.25	-
Community Events Dept	3.00	3.00	3.00	1.00	-	(1.00)
Total	373.35	374.78	366.53	340.88	329.13	(11.75)

Staffing Plan by Full-Time Equivalents (FTE) for All Funds

Dept	Position Title	Grade	2007	2008	2009	2010	Proposed		
							2011	Change	
Clerk's Office	Village Clerk	14	1.00	1.00	1.00	1.00	1.00	-	
	Deputy Village Clerk	6	1.00	1.00	1.00	1.00	1.00	-	
	Document Management Tech	5	-	0.50	0.50	0.50	0.75	0.25	
	Total: Clerk's Office		2.00	2.50	2.50	2.50	2.75	0.25	
Manager's Office	Village Manager	N/A	1.00	1.00	1.00	1.00	1.00	-	
	Deputy Village Manager	23	1.00	1.00	1.00	1.00	1.00	-	
	Assistant Village Manager	17	1.00	1.00	-	-	-	-	
	Emergency Management Coordinator	15	-	-	-	-	1.00	1.00	
	Management Analyst	9	2.00	2.00	2.00	1.00	1.00	-	
	Administrative Secretary II	6	1.00	1.00	1.00	-	-	-	
	Customer Service Assistant	5	1.00	1.00	1.00	1.00	1.00	-	
	Management Intern	3	0.50	0.60	0.60	0.60	0.60	-	
Total: Manager's Office		7.50	7.60	6.60	4.60	5.60	1.00		
Legal Department	Village Attorney	23	1.00	1.00	1.00	1.00	1.00	-	
	Assistant Village Attorney	17	1.00	1.00	1.00	1.00	1.00	-	
	Staff Attorney	15	-	0.75	0.75	-	-	-	
	Legal Secretary	7	1.00	1.00	1.00	1.00	1.00	-	
	Law Clerk	N/A	-	-	-	-	0.50	0.50	
	Total: Legal Department		3.00	3.75	3.75	3.00	3.50	0.50	
Building Services Division	Building Services Manager	14	1.00	1.00	1.00	1.00	1.00	-	
	Building Maintenance Technician II	Union	1.00	1.00	1.00	1.00	1.00	-	
	Building Maintenance Technician I	Union	1.00	1.00	1.00	1.00	1.00	-	
	Building Maintenance Worker II	Union	1.00	1.00	1.00	1.00	1.00	-	
	Building Maintenance Worker I	Union	4.50	5.00	5.00	4.00	4.00	-	
	Seasonal - Maintenance	N/A	0.25	0.25	0.25	0.25	-	(0.25)	
	Total: Building Services		8.75	9.25	9.25	8.25	8.00	(0.25)	
Human Resources Department	Human Resources Director	20	1.00	1.00	1.00	1.00	1.00	-	
	Asst HR Director/Risk Manager	16	1.00	1.00	1.00	1.00	1.00	-	
	Benefits Coordinator	11	1.00	1.00	1.00	1.00	1.00	-	
	Administrative Secretary II	6	1.00	1.00	1.00	-	-	-	
	Administrative Secretary I	4	0.50	0.50	0.50	0.50	0.50	-	
	Total: Human Resources		4.50	4.50	4.50	3.50	3.50	-	
Information Services Department	Information Services Director	20	1.00	1.00	1.00	1.00	1.00	-	
	Asst. Information Services Dir.	15	1.00	1.00	1.00	1.00	1.00	-	
	Systems Administrator	13	1.00	1.00	1.00	1.00	1.00	-	
	Internet Operations Administrator	13	1.00	1.00	1.00	1.00	1.00	-	
	GIS Specialist	12	1.00	1.00	1.00	1.00	1.00	-	
	Public Safety Systems Administrator	12	1.00	1.00	1.00	1.00	1.00	-	
	IS Trainer	11	-	0.50	-	-	-	-	
	GPS Technician	10	1.00	1.00	1.00	1.00	1.00	-	
	Systems Technician	10	1.00	1.00	1.00	1.00	1.00	-	
	Database Programmer	10	1.00	-	-	-	-	-	
	IS Intern	N/A	-	0.25	-	-	-	-	
	Total: Information Services		9.00	8.75	8.00	8.00	8.00	-	
Finance Department	Finance Department								
	Finance Director	22	1.00	1.00	1.00	1.00	1.00	-	
	Assistant Finance Director	16	1.00	1.00	1.00	1.00	1.00	-	
	Budget Officer	16	1.00	1.00	1.00	1.00	1.00	-	
	Accounting Supervisor	10	1.00	1.00	1.00	1.00	1.00	-	
	Grants Coordinator	10	1.00	1.00	1.00	1.00	1.00	-	
	Purchasing Assistant	9	1.00	1.00	1.00	1.00	1.00	-	
	Staff Accountant	8	1.00	1.00	1.00	1.00	1.00	-	
	Accounting Specialist I	5	4.50	5.00	5.00	4.00	4.00	-	
	Cashier	5	1.20	1.18	1.18	1.18	1.18	-	
Total: Finance		12.70	13.18	13.18	12.18	12.18	-		

Fiscal Year 2011 Adopted Budget

Dept	Position Title	Grade	Proposed					Change
			2007	2008	2009	2010	2011	
Public Works Department	Public Works Director	22	1.00	1.00	1.00	1.00	1.00	-
	Assistant Public Works Director	19	2.00	2.00	2.00	2.00	2.00	-
	Traffic Engineer Manager	16	1.00	1.00	1.00	1.00	1.00	-
	Senior Staff Engineer	15	1.00	1.00	1.00	1.00	1.00	-
	Fleet Services Manager	14	1.00	1.00	1.00	1.00	1.00	-
	Village Forester	13	1.00	1.00	1.00	1.00	1.00	-
	Street Division Manager	13	1.00	2.00	2.00	2.00	2.00	-
	Water Manager	13	1.00	1.00	1.00	1.00	1.00	-
	Staff Engineer	12	6.00	6.00	6.00	7.00	6.00	(1.00)
	Stormwater Engineer	12	2.00	-	-	-	-	-
	PSRT Coordinator	10	1.00	1.00	1.00	1.00	1.00	-
	Transportation Coordinator	8	1.00	1.00	1.00	-	-	-
	Administrative Assistant	7	1.00	1.00	-	-	0.50	0.50
	Administrative Secretary II	6	3.00	3.00	3.00	3.00	2.00	(1.00)
	Bus Operator	3	3.40	3.40	3.40	3.40	3.40	-
	Seasonal - Engineering	N/A	1.00	1.00	1.00	1.00	1.00	-
	Seasonal - Field	N/A	4.75	4.75	4.75	4.75	-	(4.75)
	Public Works Technician	Union	5.00	5.00	5.00	4.00	4.00	-
	Maintenance Worker II	Union	10.00	10.00	10.00	9.00	9.00	-
	CAD Technician	Union	1.00	1.00	1.00	1.00	1.00	-
	Assistant Village Forester	Union	1.00	1.00	1.00	1.00	1.00	-
	Fleet Maintenance Technician	Union	5.00	5.00	5.00	4.00	4.00	-
	Maintenance Worker I	Union	16.00	18.00	18.00	18.00	18.00	-
Shop Assistant	Union	0.50	0.60	0.60	0.60	0.60	-	
Parts Inventory Technician	Union	1.00	1.00	1.00	1.00	1.00	-	
Water Production Specialist	Union	1.00	1.00	1.00	1.00	1.00	-	
Materials Coordinator	Union	1.00	1.00	1.00	1.00	1.00	-	
Public Works Technician - AMR	Union	1.00	1.00	1.00	1.00	1.00	-	
Public Service Specialist	Union	3.00	3.00	3.00	2.50	2.50	-	
Total: Public Works			77.65	78.75	77.75	74.25	68.00	(6.25)
Community Development Department	Community Development Director	22	1.00	1.00	1.00	1.00	1.00	-
	Chief Building Inspector	15	1.00	1.00	1.00	1.00	1.00	-
	Planning Manager	15	-	-	1.00	1.00	1.00	-
	Senior Planner	13	1.00	1.00	-	-	-	-
	Project Manager	12	-	-	3.00	3.00	3.00	-
	Staff Engineer - Development	12	1.00	2.00	2.00	1.00	1.00	-
	Planner	11	2.00	2.00	2.00	2.00	2.00	-
	Inspector	10	2.00	3.50	1.50	1.50	1.50	-
	Plan Reviewer	10	5.00	2.00	-	-	-	-
	Code Compliance Officer	9	3.00	2.00	2.00	2.00	2.00	-
	Special Projects Coordinator	9	1.00	1.00	1.00	1.00	-	(1.00)
	Administrative Assistant	7	1.00	1.00	1.00	1.00	1.00	-
	Administrative Secretary II	6	3.00	3.00	3.00	2.00	2.00	-
Planning Intern	N/A	0.25	-	-	-	-	-	
Total: Community Development			21.25	19.50	18.50	16.50	15.50	(1.00)
Police Department	Police Chief	22	1.00	1.00	1.00	1.00	1.00	-
	Deputy Police Chief - Administration	19	1.00	1.00	1.00	1.00	1.00	-
	Deputy Police Chief - Operations	19	1.00	1.00	1.00	1.00	1.00	-
	Police Lieutenant	17	5.00	5.00	5.00	5.00	4.00	(1.00)
	Police Sergeant	15	12.00	12.00	12.00	12.00	11.00	(1.00)
	Records Manager	14	1.00	1.00	1.00	1.00	1.00	-
	Public Info & Education Supervisor	13	1.00	1.00	1.00	1.00	1.00	-
	VOC Manager	13	1.00	1.00	1.00	1.00	1.00	-
VOC Supervisor	10	1.00	1.00	1.00	1.00	1.00	-	

Dept	Position Title	Grade	2007	2008	2009	2010	Proposed	
							2011	Change
Police (cont)	Records Supervisor	10	1.00	1.00	1.00	1.00	1.00	-
	Admin Spec/Purchasing Supervisor	8	1.00	1.00	1.00	1.00	1.00	-
	Crime Prevention Specialist	8	1.00	1.00	1.00	1.00	1.00	-
	CSO Supervisor	9	1.00	1.00	1.00	1.00	1.00	-
	VOC Operator	Union	15.00	14.00	14.00	13.00	15.00	2.00
	Court/Property Control Officer	7	1.00	1.00	1.00	1.00	1.00	-
	Administrative Secretary II	6	1.00	1.00	1.00	1.00	1.00	-
	CSO II	6	3.00	3.00	3.00	3.00	2.00	(1.00)
	Investigative Aide	6	1.00	1.00	1.00	1.00	1.00	-
	Records Specialist	5	5.00	5.00	5.00	4.00	4.00	-
	CSO I	4	3.00	3.00	3.00	1.00	1.00	-
	Crossing Guard	N/A	3.40	3.60	3.60	3.60	3.60	-
	Police Officer	Union	61.00	61.00	61.00	59.00	56.00	(3.00)
Total: Police			121.40	120.60	120.60	114.60	110.60	(4.00)
Fire Department	Fire Chief	22	1.00	1.00	1.00	1.00	1.00	-
	Deputy Fire Chief - Operations	19	1.00	1.00	1.00	1.00	1.00	-
	Deputy Fire Chief - Administration	19	1.00	1.00	1.00	1.00	1.00	-
	Battalion Chief	17	3.00	3.00	3.00	3.00	3.00	-
	Battalion Chief - Training & Safety	17	1.00	1.00	1.00	1.00	1.00	-
	Battalion Chief - Support Services	17	1.00	1.00	1.00	-	-	-
	Division Chief - Fire Prevention	16	1.00	1.00	1.00	1.00	1.00	-
	Assistant to the Chief Community Educatic	13	1.00	1.00	1.00	1.00	1.00	-
	Fire Marshall	10	2.00	1.00	1.00	1.00	1.00	-
	Fire Inspector	9	-	2.00	2.00	2.00	2.00	-
	Administrative Secretary II	6	3.00	3.00	3.00	3.00	3.00	-
	Administrative Specialist	5	0.50	0.50	0.50	0.50	-	(0.50)
	Fire Intern	N/A	-	0.25	0.25	0.25	-	(0.25)
	Fire Lieutenant	Union	15.00	15.00	15.00	15.00	12.00	(3.00)
	Fire Engineer	Union	1.00	-	-	-	-	-
	Firefighter-Paramedic	Union	42.00	45.00	43.00	41.00	48.00	7.00
Firefighter	Union	17.00	15.00	14.00	14.00	10.00	(4.00)	
Total: Fire			90.50	91.75	88.75	85.75	85.00	(0.75)
Communications Department	Communications Director	17	1.00	1.00	1.00	1.00	1.00	-
	Production Supervisor	8	1.00	1.00	1.00	1.00	1.00	-
	Publications Technician II	8	0.75	0.75	0.75	0.75	0.75	-
	Public Relations Specialist	8	1.00	1.00	1.00	1.00	1.00	-
	Municipal Media Assistant	7	0.75	0.75	-	-	-	-
	Publications Technician I	5	0.75	0.75	0.75	0.75	0.50	(0.25)
	Production Assistant	3	2.50	2.50	1.75	1.00	1.00	-
	Total: Communications			7.75	7.75	6.25	5.50	5.25
Counseling & Social Svcs Department	Counseling & Social Services Dir.	16	1.00	1.00	1.00	-	-	-
	Counselor	10	0.60	1.15	1.15	-	-	-
	Resource Center Coordinator	9	0.75	0.75	0.75	0.75	0.75	-
	Resource Center Mentor	6	0.50	0.50	0.50	0.50	0.50	-
	Administrative Secretary II	6	1.00	-	-	-	-	-
	Intern Counselor	N/A	0.50	0.50	0.50	-	-	-
Total: Counseling & Social Services			4.35	3.90	3.90	1.25	1.25	-
Community Events Dept	Community Events Director	15	1.00	1.00	1.00	1.00	-	(1.00)
	Asst. Community Events Coordinator	7	2.00	2.00	2.00	-	-	-
	Total: Community Events			3.00	3.00	3.00	1.00	(1.00)
Total Village Staffing			373.35	374.78	366.53	340.88	329.13	(11.75)

Staffing Plan (Other than General Fund)

by Full Time Equivalent (FTE)

Fund	Position	2009	2010	Proposed 2011
Transportation Fund (112)	Transportation Coordinator	1.00	-	-
	Bus Operator	3.20	3.20	3.20
	Subtotal	4.20	3.20	3.20
Capital Projects Fund (220)	GPS Technician	-	0.25	0.25
	PW Technician-Engineering	1.00	1.00	1.00
	Staff Engineer	1.00	1.00	1.00
	Subtotal	2.00	2.25	2.25
Stormwater Fund (243)	Development Engineer	1.00	1.00	1.00
	GPS Technician	-	0.50	0.50
	Maint. Wkr. I	2.00	2.00	2.00
	PW Staff Engineer-Capital	1.00	1.00	1.00
	Staff Engineer	-	1.00	1.00
	Subtotal	4.00	5.50	5.50
Parking Fund (471)	Administrative Secretary	0.50	0.50	-
	CSO I	3.00	1.00	1.00
	CSO II		2.50	1.50
	Subtotal	3.50	4.00	2.50
Water Fund (481)	Accounting Specialist I	1.00	1.00	1.00
	Admin Secretary II	1.00	1.00	1.00
	Asst Director, Finance	0.25	0.25	0.25
	GPS Technician	-	0.25	0.25
	Maint. Wkr. I	6.00	6.00	6.00
	Maint. Wkr. II	3.00	3.00	3.00
	Manager, PW Water Supply	1.00	1.00	1.00
	PW Seasonal - Field	0.25	0.25	-
	PW Tech - Water, AMR	1.00	1.00	1.00
	Staff Engineer	1.00	1.00	1.00
	Water Supply Spec	1.00	1.00	1.00
	Subtotal	15.50	15.75	15.50
Fleet Maintenance Fund (531)	Fleet Services Manager	1.00	1.00	1.00
	Fleet Maintenance Technician	5.00	4.00	4.00
	Parts Inventory Technician	1.00	1.00	1.00
	Shop Assistant	0.60	0.60	0.60
	Subtotal	7.60	6.60	6.60
Risk Mgmt Fund (562)	Administrative Secretary I	0.25	0.25	0.25
	Asst HR Director/Risk Manager	1.00	1.00	1.00
	Subtotal	1.25	1.25	1.25
Health Ins. Fund (563)	Administrative Secretary I	0.25	0.25	0.25
	Benefits Coordinator	1.00	1.00	1.00
	Subtotal	1.25	1.25	1.25
Total		39.30	39.80	38.05

Fiscal Year 2011 Adopted Budget

Village of Downers Grove Compensation Plan

Grade	Minimum	Control	Maximum	FLSA	Minimum	Control	Maximum	FLSA	
3	Hourly:	13.680	16.416	18.810		Annual:	28,454	34,145	39,125
	Bus Operator				N	Planning Intern			N
	Management Intern				N	Cable Production Assistant			N
4	Hourly:	15.352	18.422	21.109		Annual:	31,931	38,318	43,906
	Administrative Secretary I				N	CSO I			N
5	Hourly:	17.023	20.427	23.406		Annual:	35,407	42,488	48,684
	Accounting Specialist I				N	Publications Technician 1			N
	Cashier				N	Records Specialist			N
	Customer Service Assistant				N	Document Management Tech			N
6	Hourly:	18.694	22.433	25.704		Annual:	38,884	46,661	53,465
	Administrative Secretary II				N	Investigative Aide			N
	CSO II				N	Resource Center Mentor			N
Deputy Village Clerk				N					
7	Hourly:	20.365	24.438	28.002		Annual:	42,359	50,831	58,244
	Administrative Assistant				N	Legal Secretary			N
	Court/Property Control Officer				N	Municipal Media Assistant			N
8	Hourly:	22.037	26.444	30.300		Annual:	45,836	55,004	63,025
	Administrative Specialist				N	Public Relations Specialist			N
	Crime Prevention Specialist				N	Publications Technician II			N
	Production Supervisor				N	Staff Accountant			N
9	Hourly:	23.708	28.449	32.598		Annual:	49,312	59,174	67,803
	Biweekly:	1,896.600	2,275.920	2,607.825					
	Code Compliance Officer				N	Management Analyst			N
	CSO Supervisor				N	Purchasing Assistant			E
Fire Inspector				N	Resource Center Coordinator			N	
10	Hourly:	25.379	30.455	34.896		Annual:	52,789	63,346	72,584
	Biweekly:	2,030.333	2,436.400	2,791.708					
	Accounting Supervisor				E	Plumbing Inspector			N
	Inspector				N	PSRT Coordinator			N
	Fire Marshall				N	Records Supervisor			E
	GPS Technician				N	Systems Technician			N
	Grants Coordinator				E	VOC Supervisor			N
11	Biweekly:	2,164.000	2,596.800	2,975.500		Annual:	56,264	67,517	77,363
	Benefits Coordinator				E	Planner			E
12	Biweekly:	2,297.733	2,757.280	3,159.383		Annual:	59,741	71,689	82,144
	GIS Specialist				E	Project Manager			E
	Staff Engineer				E	Public Safety System Administrator			E
13	Biweekly:	2,431.400	2,917.680	3,343.175		Annual:	63,216	75,860	86,923
	Internet Operations Administrator				E	Systems Administrator			E
	Public Education/Information Supervisor				E	Village Forester			E
	Assistant to the Fire Chief				E	VOC Manager			E
	Senior Planner				E	Water Manager			E
	Street Division Manager				E				
14	Biweekly:	2,565.067	3,078.080	3,526.967		Annual:	66,692	80,030	91,701
	Building Services Manager				E	Records Manager			E
	Fleet Services Manager				E	Village Clerk			E
15	Hourly:	33.735	40.482	46.386		Annual:	70,169	84,203	96,482
	Biweekly:	2,698.800	3,238.560	3,710.850					
	Assistant Information Services Director				E	Police Sergeant			N
	Chief Building Inspector				E	Senior Staff Engineer			E
	Emergency Management Coordinator				E	Staff Attorney			E
Planning Manager				E					

Grade	Minimum	Control	Maximum	FLSA	Minimum	Control	Maximum	FLSA
16	Biweekly: 2,832.467	3,398.960	3,894.642		Annual: 73,644	88,373	101,261	
	Assistant Finance Director			E	Division Chief - Fire Prevention			E
	Assistant Human Resources Director/Risk Manager			E	Traffic Engineer Manager			E
	Budget Officer			E				
17	Biweekly: 2,966.200	3,559.440	4,078.525		Annual: 77,121	92,545	106,042	
	Assistant Village Attorney			E	Communications Director			E
	Battalion Chief			E	Police Lieutenant			E
19	Biweekly: 3,233.600	3,880.320	4,446.200		Annual: 84,074	100,888	115,601	
	Assistant Public Works Director			E	Deputy Police Chief			E
	Deputy Fire Chief			E				
20	Biweekly: 3,367.267	4,040.720	4,629.992		Annual: 87,549	105,059	120,380	
	Human Resources Director			E	Information Services Director			E
22	Biweekly: 3,634.667	4,361.600	4,997.667		Annual: 94,501	113,402	129,939	
	Community Development Director			E	Police Chief			E
	Finance Director			E	Public Works Director			E
	Fire Chief			E				
23	Biweekly: 3,768.400	4,522.080	5,181.550		Annual: 97,978	117,574	134,720	
	Deputy Village Manager			E	Village Attorney			E
24	Biweekly: 3,902.000	4,682.400	5,365.250		Annual: 101,452	121,742	139,497	
	OPEN							
Contractual Wages for Police Officers (contract expires April 30, 2012)								
Step:	Starting	1	2	3	4	5	6	7
Effective May 1, 2010	56,112	59,309	63,079	66,917	70,854	74,936	79,177	84,069
Effective May 1, 2011	58,357	61,681	65,603	69,594	73,688	77,933	82,344	87,432
Contractual Wages for Fire Department Union Personnel (contract expires April 30, 2011)								
Step:		1	2	3	4	5	6	
Effective May 1, 2010	Firefighter	57,266	61,825	66,383	70,944	75,501	79,978	
	Firefighter-Paramedic	60,703	65,534	70,366	75,200	80,032	84,777	
	Fire Lieutenant	89,575	91,975	95,173				
Contractual Wages for Communication Operators Union Personnel (contract expires May 1, 2013)								
Step:	Starting	1	2	3	4	5	6	7
Effective May 1, 2010	42,359	43,630	44,939	46,512	48,837	51,767	55,391	59,822
Effective May 1, 2011	42,359	43,630	44,939	46,512	48,837	51,767	55,391	59,822
Effective May 1, 2012	42,359	43,630	44,939	46,512	48,837	51,767	55,391	59,822
Contractual Wages for Public Works Union Personnel (contract expires April 30, 2012)								
Step:		1	2	3	4	5	6	7
Effective May 1, 2009	Group 1	28,385	30,412	32,439	34,467	36,494	38,522	40,549
	Group 2	34,469	36,932	39,393	41,856	44,318	46,781	49,242
	Group 3	37,520	40,200	42,879	45,559	48,239	50,919	53,599
	Group 4	40,576	43,473	46,372	49,270	52,168	55,067	57,965
	Group 5	43,636	46,754	49,866	52,987	56,104	59,221	62,338
	Group 6	46,705	50,042	53,378	56,713	60,049	63,385	66,721
	Group 7	49,575	53,116	56,657	60,198	63,739	67,281	70,822
Effective May 1, 2010	Group 1	29,236	31,324	33,412	35,501	37,589	39,678	41,766
	Group 2	35,503	38,040	40,575	43,112	45,647	48,184	50,720
	Group 3	38,645	41,406	44,165	46,926	49,686	52,447	55,207
	Group 4	41,793	44,777	47,763	50,748	53,734	56,719	59,704
	Group 5	44,945	48,156	51,362	54,577	57,787	60,998	64,208
	Group 6	48,107	51,543	54,979	58,414	61,850	65,287	68,723
	Group 7	51,062	54,710	58,357	62,004	65,652	69,299	72,946
Effective May 1, 2011	Group 1	30,113	32,264	34,414	36,566	38,716	40,868	43,018
	Group 2	36,568	39,181	41,792	44,405	47,017	49,629	52,241
	Group 3	39,805	42,648	45,490	48,334	51,177	54,020	56,863
	Group 4	43,047	46,121	49,196	52,271	55,346	58,420	61,495
	Group 5	46,293	49,601	52,903	56,214	59,521	62,827	66,134
	Group 6	49,550	53,089	56,628	60,167	63,706	67,245	70,785
	Group 7	52,594	56,351	60,108	63,864	67,621	71,378	75,135

Public Works Union Positions

- Group 1:** Building Maintenance Worker
Shop Assistant

- Group 2:** Building Maintenance Worker II

- Group 3:** Maintenance Worker I
Building Maintenance Technician I
Parts Inventory Technician

- Group 4:** Public Services Specialist

- Group 5:** Maintenance Worker II
Fleet Maintenance Worker Technician
Building Maintenance Technician II
CAD Technician
Water Production Specialist

- Group 6:** Materials Coordinator
Public Works Specialist
Public Works Technician - Water AMR
Public Works Technician

- Group 7:** Assistant Village Forester

Part-Time Wages

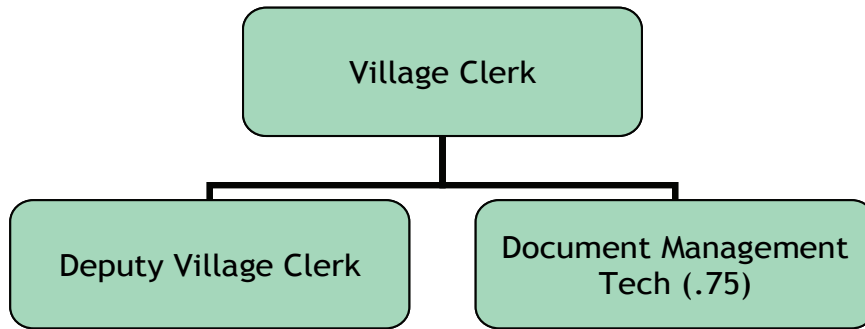
The Village of Downers Grove may establish certain part-time positions, such as Crossing Guard and seasonal hires, with hourly rates of pay ranging from a minimum of \$8.00/hour to a maximum of \$16.00/hour.

Calculation of Minimum and Maximum

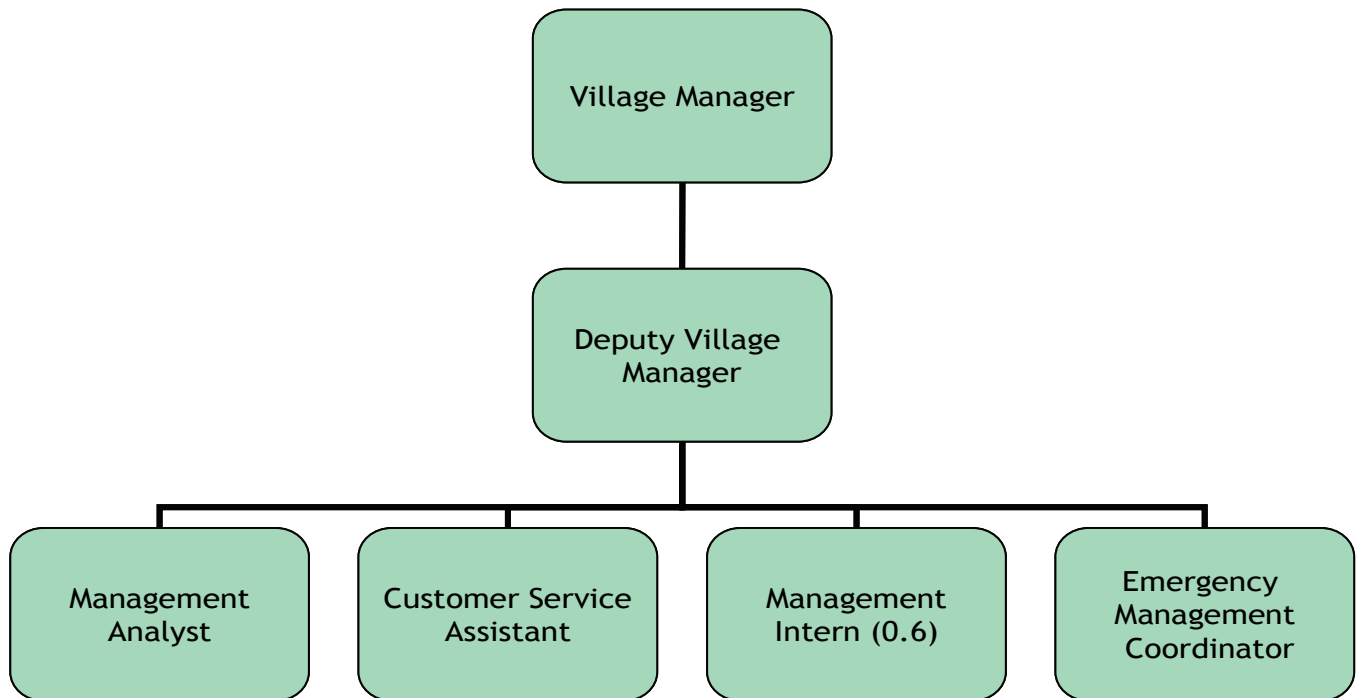
Control points are established by conducting external market analysis of comparable municipal organizations. The minimum of the range is calculated at 20% below the control point (control amount / 1.2). The maximum of the range is calculated at 37.5% above the minimum (minimum amount * 1.375).

Department Organization Charts

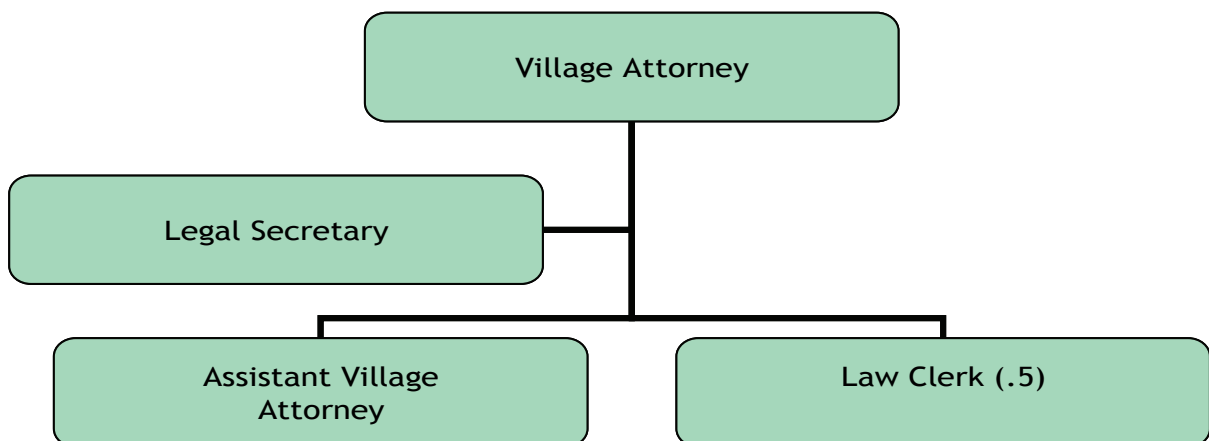
Program 111: Clerk's Office



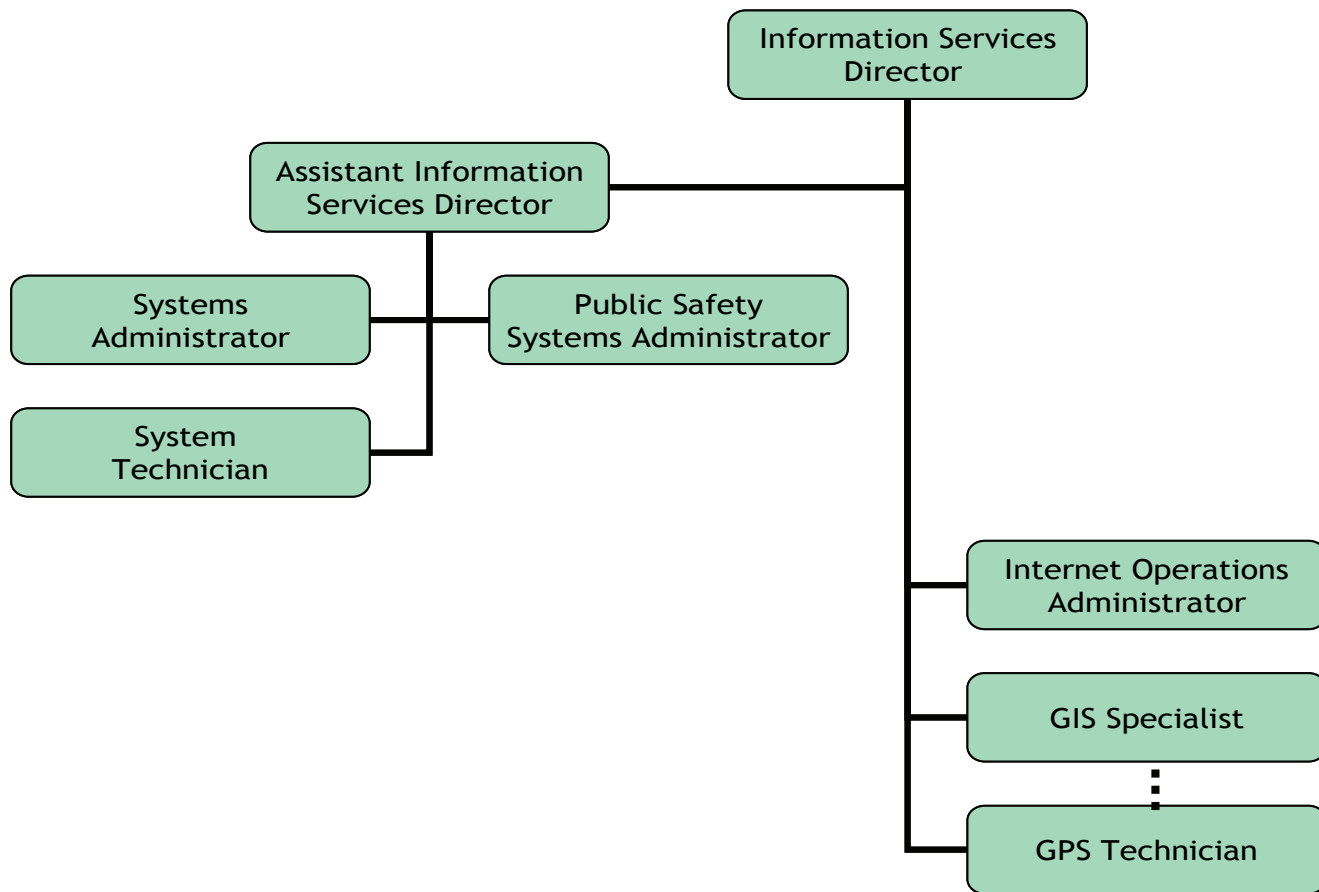
Program 121: Manager's Office



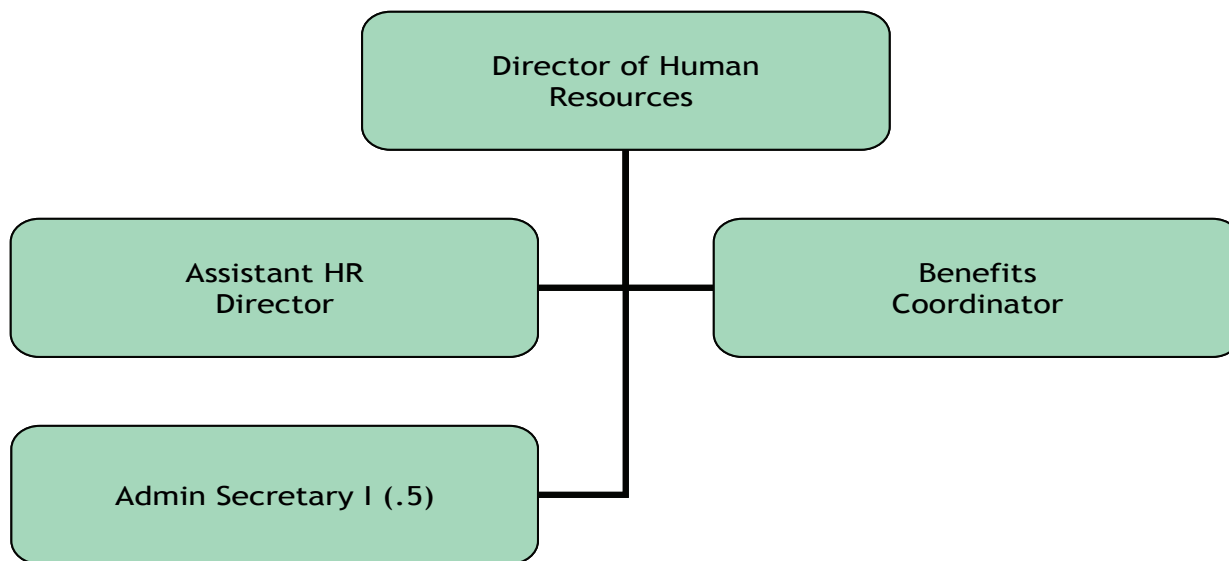
Program 131: Legal Department



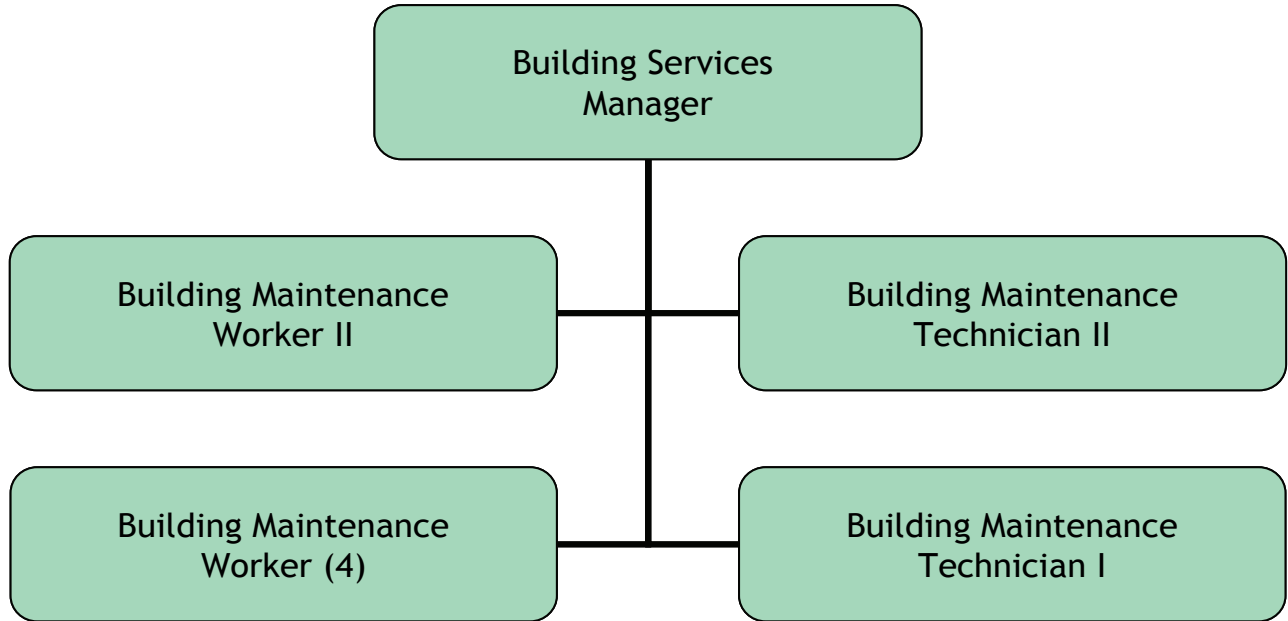
Program 171: Information Services



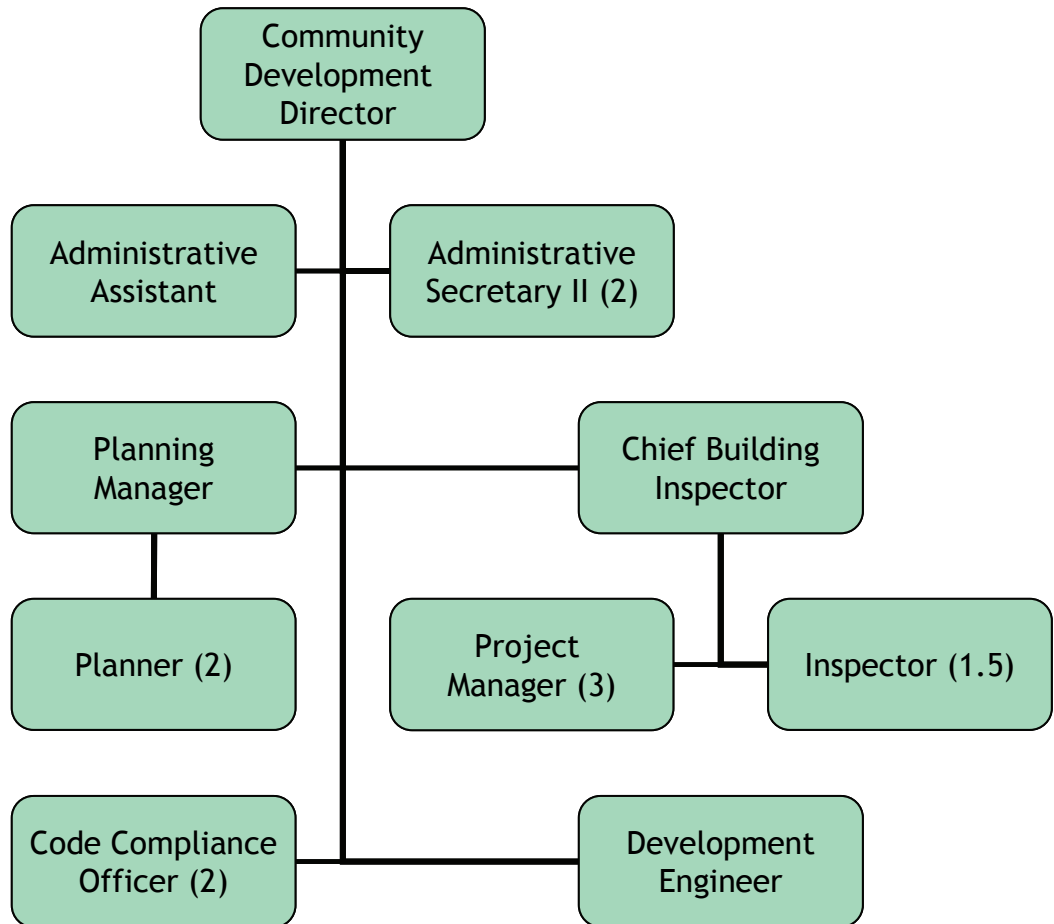
Program 151: Human Resources



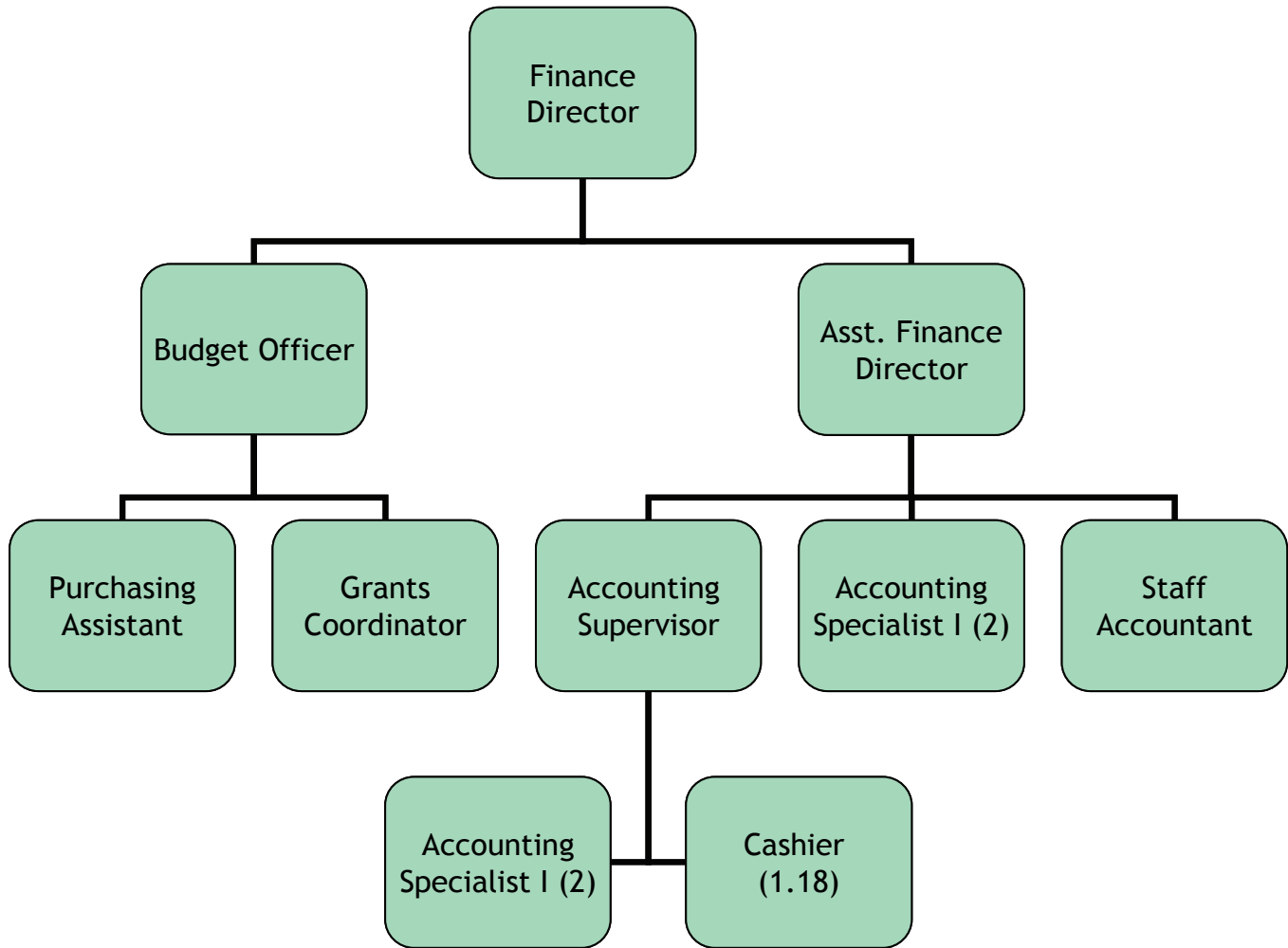
Program 142: Building Services



Program 411 - Community Development Department

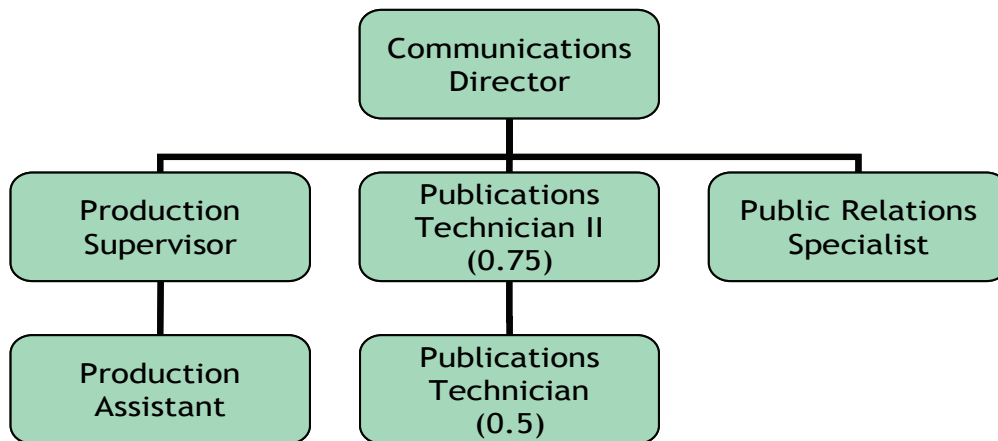


Program 261: Finance Department

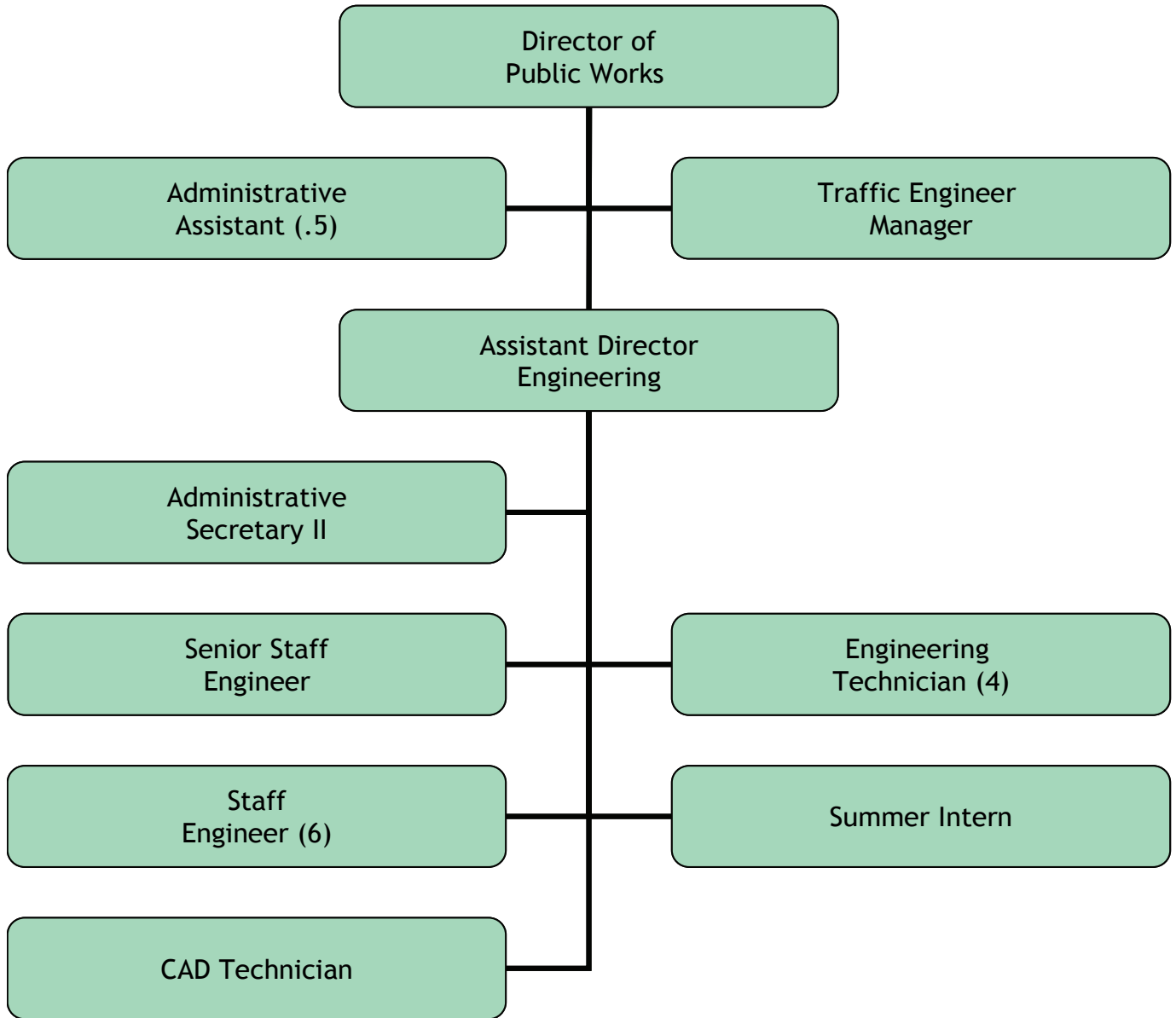


Fiscal Year 2011 Adopted Budget

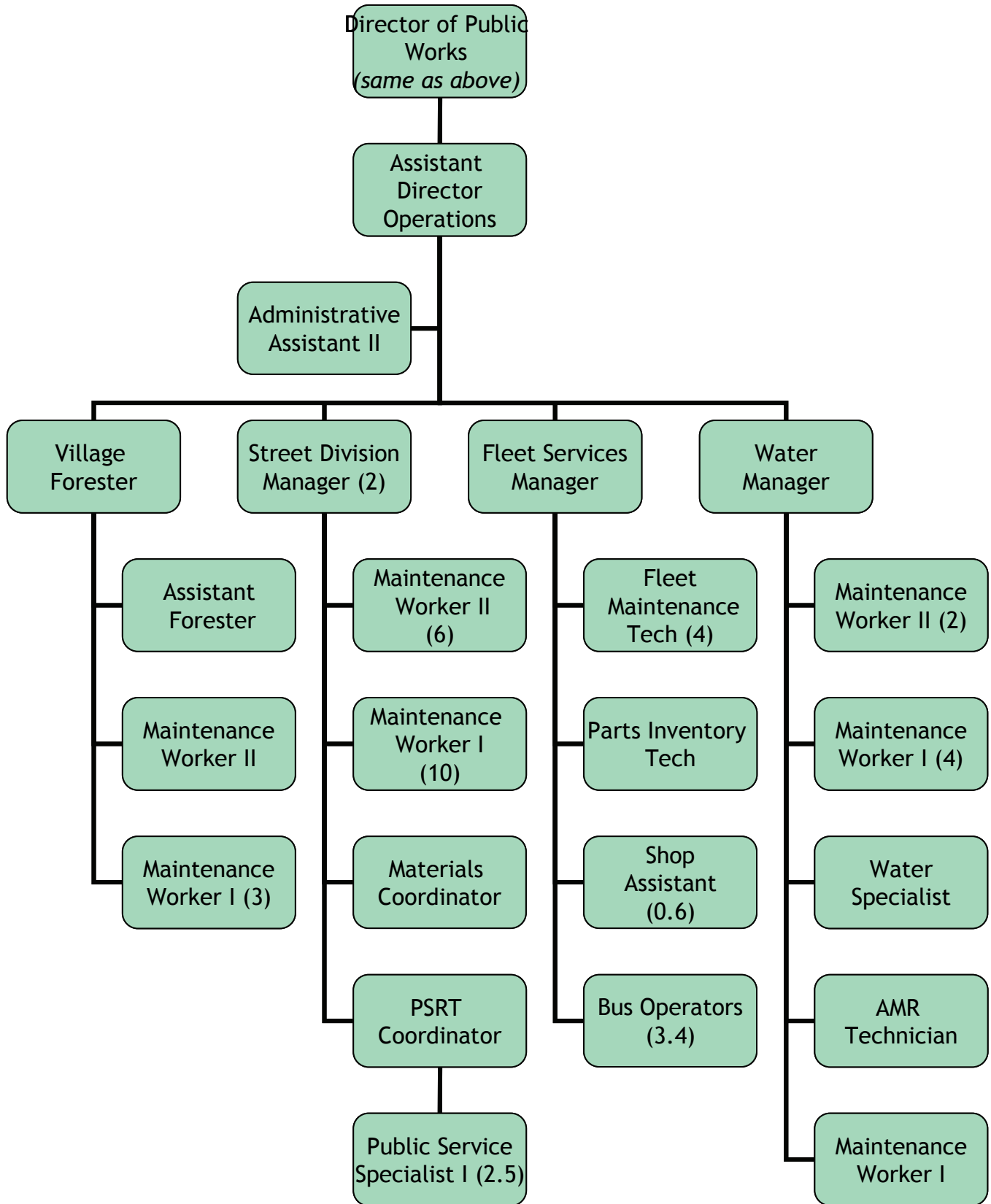
Program 840/841: Communications Department



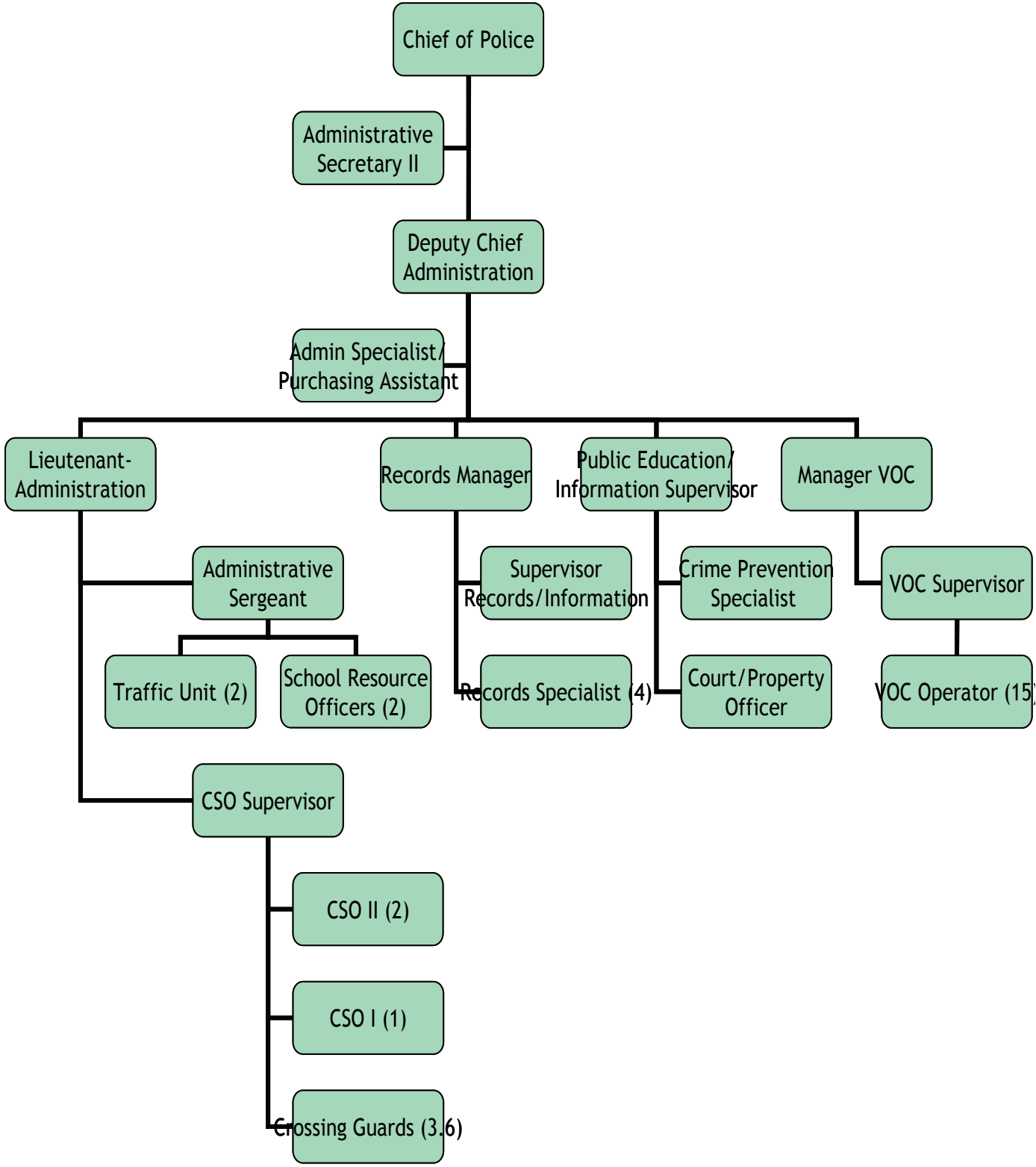
300-Level Programs: Public Works Engineering/Transportation



300-Level Programs: Public Works Operations

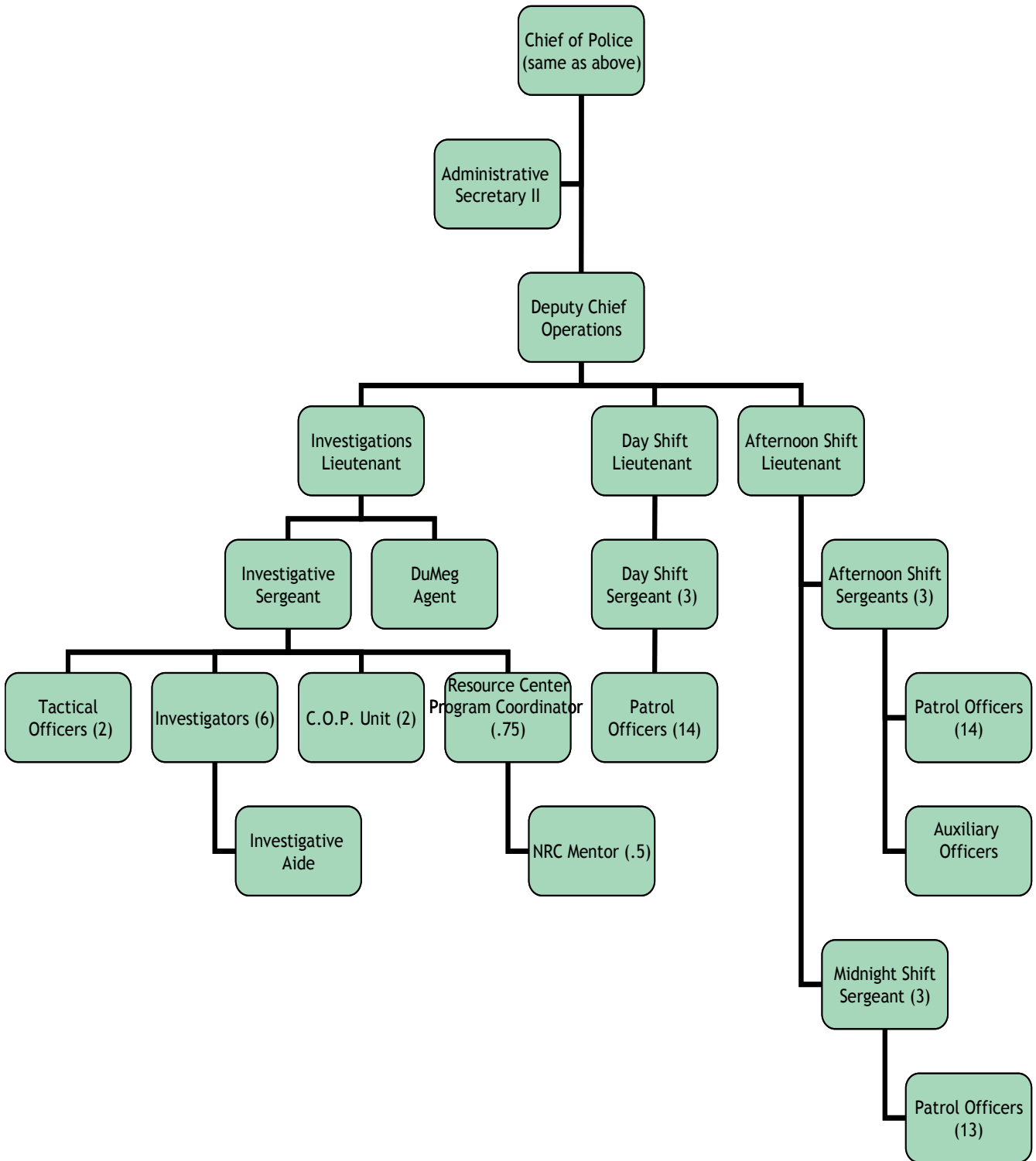


600-Level Programs - Police Department Administration

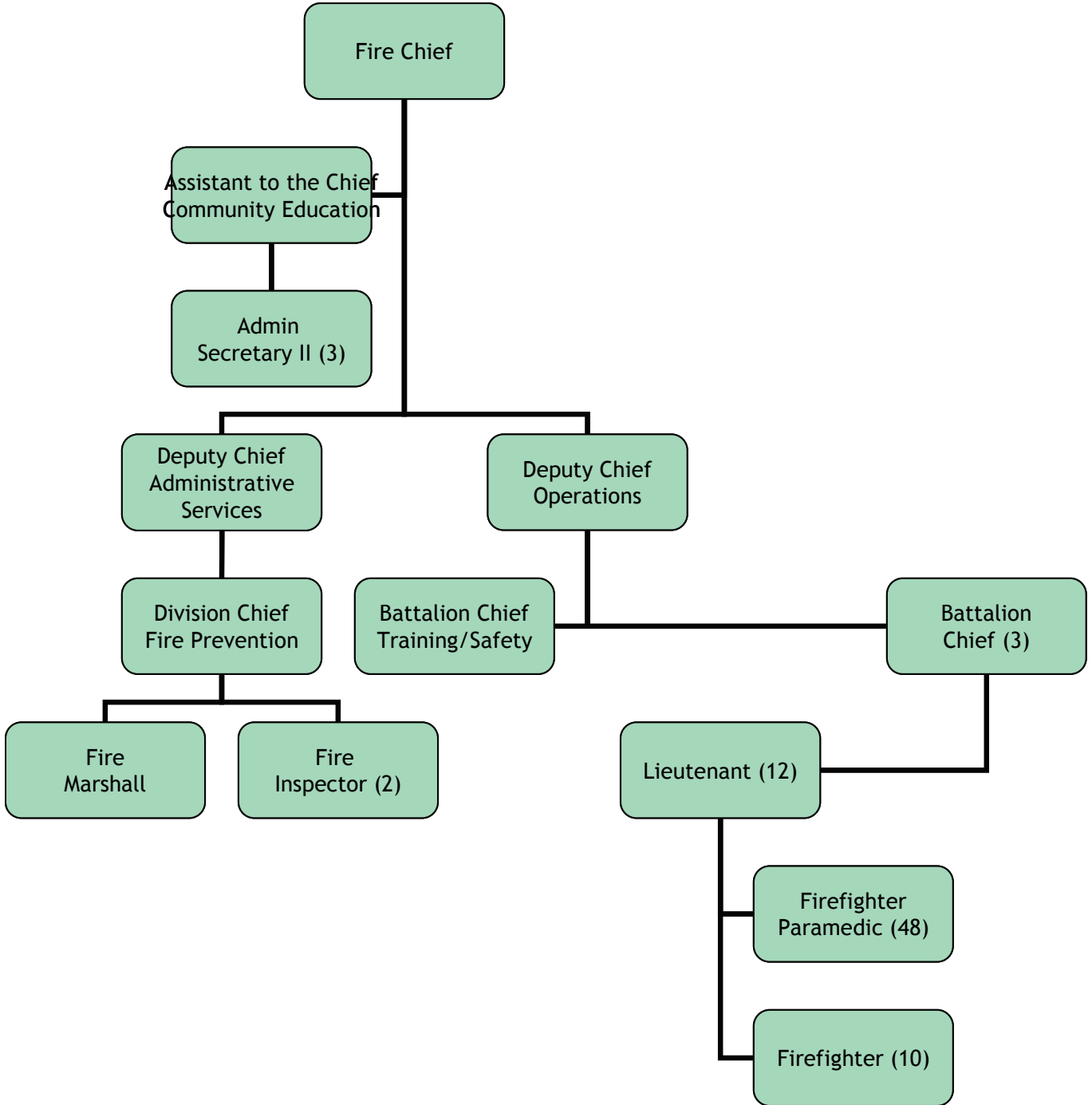


Fiscal Year 2011 Adopted Budget

600-Level Programs Police Department Operations



700-level Programs: Fire Department



Fiscal Year 2011 Adopted Budget