

## Village of Downers Grove Classification & Compensation Plan-effective May 1, 2020

| Grade | Minimum   | Control             | Maximum             | FLSA                  | Minimum   | Control | Maximum | FLSA                  |
|-------|---|---------------------|---------------------|-----------------------|---|---------|---------|-----------------------|
| 3     | Hourly: 16.666<br>OPEN  | 19.999              | 22.916              |                       | Annual: 34,665  | 41,598  | 47,664  |                       |
| 4     | Hourly: 18.703<br>Administrative Secretary I  | 22.443              | 25.716              | N                     | Annual: 38,901<br>CSO I   | 46,682  | 53,489  | N                     |
| 5     | Hourly: 20.738<br>Accounting Specialist<br>Cashier<br>Communications Specialist   | 24.886              | 28.515              | N<br>N<br>N           | Annual: 43,136<br>Document Management Tech<br>Records Specialist  | 51,763  | 59,312  | N<br>N                |
| 6     | Hourly: 22.775<br>Administrative Secretary II<br>CSO II<br>Data Technician<br>Deputy Village Clerk  | 27.330              | 31.316              | N<br>N<br>N<br>N      | Annual: 47,372<br>Investigative Aide<br>Payroll Specialist<br>Utility Billing Specialist  | 56,846  | 65,136  | N<br>N<br>N           |
| 7     | Hourly: 24.810<br>Administrative Assistant<br>Court/Property Control Officer<br>Legal Secretary   | 29.772              | 34.114              | N<br>N<br>N           | Annual: 51,604<br>Case Records Specialist<br>Management Fellow  | 61,925  | 70,956  | N<br>N                |
| 8     | Hourly: 26.847<br>Administrative Specialist<br>GIS Technician<br>Production Coordinator   | 32.217              | 36.915              | N<br>N<br>N           | Annual: 55,843<br>Management Analyst<br>Staff Accountant  | 67,011  | 76,784  | E<br>N                |
| 9     | Hourly: 28.883<br>Biweekly: 2,310.604<br>Assistant to the Village Manager<br>Code Compliance Officer<br>CSO Supervisor                    | 34.659<br>2,772.724 | 39.714<br>3,177.080 | E<br>N<br>N           | Annual: 60,076<br>Fire Inspector<br>Public Education Specialist<br>Public Relations Specialist  | 72,091  | 82,604  | N<br>E<br>E           |
| 10    | Hourly: 30.919<br>Biweekly: 2,473.529<br>Building Inspector<br>Fire Inspector/Plan Reviewer<br>Grants Coordinator<br>Plumbing Inspector   | 37.103<br>2,968.235 | 42.514<br>3,401.102 | N<br>N<br>E<br>N      | Annual: 64,312<br>Staff Engineer I<br>Systems Technician<br>Training Coordinator  | 77,174  | 88,429  | E<br>E<br>N           |
| 11    | Biweekly: 2,636.374<br>Planner<br>Water Supervisor  | 3,163.649           | 3,625.014           | E<br>E                | Annual: 68,546<br>Public Services Coordinator   | 82,255  | 94,250  | E                     |
| 12    | Biweekly: 2,799.299<br>GIS Specialist<br>Records Supervisor   | 3,359.159           | 3,849.036           | E<br>E                | Annual: 72,782<br>Project Manager   | 87,338  | 100,075 | E                     |
| 13    | Biweekly: 2,962.144<br>Development Engineer<br>Internet Operations Administrator<br>Senior Planner<br>Staff Engineer II<br>Street Manager | 3,554.573           | 4,072.948           | E<br>E<br>E<br>E<br>E | Annual: 77,016<br>Public Safety Systems Administrator<br>Support Services Manager<br>Systems Administrator<br>Village Forester<br>Water Manager | 92,419  | 105,897 | E<br>E<br>E<br>E<br>E |
| 14    | Biweekly: 3,124.988<br>Assistant Human Resources Director<br>Assistant to the Fire Chief<br>Finance Manager<br>Building Services Manager  | 3,749.985           | 4,296.858           | E<br>E<br>E<br>E      | Annual: 81,250<br>Fleet Services Manager<br>Records Manager<br>Risk Manager   | 97,500  | 111,718 | E<br>E<br>E           |

| Grade | Minimum                                   | Control             | Maximum             | FLSA | Minimum                          | Control | Maximum | FLSA |
|-------|---|---------------------|---------------------|------|----------------------------------|---------|---------|------|
| 15    | Hourly: 41,099<br>Biweekly: 3,287.914     | 49,319<br>3,945.497 | 56,511<br>4,520.882 |      | Annual: 85,486                   | 102,583 | 117,543 |      |
|       | Assistant Information Technology Director |                     |                     | E    | Engineer Manager                 |         |         | E    |
|       | Building Division Manager                 |                     |                     | E    | Staff Attorney                   |         |         | E    |
|       | Emergency Management Coordinator          |                     |                     | E    | Stormwater Administrator         |         |         | E    |
|       | Planning Manager                          |                     |                     | E    | Traffic Engineer                 |         |         | E    |
| 16    | Biweekly: 3,450.758                       | 4,140.909           | 4,744.792           |      | Annual: 89,720                   | 107,664 | 123,365 |      |
|       | Assistant Finance Director                |                     |                     | E    | Division Chief - Fire Prevention |         |         | E    |
| 17    | Biweekly: 3,613.684                       | 4,336.421           | 4,968.816           |      | Annual: 93,956                   | 112,747 | 129,189 |      |
|       | Assistant Village Attorney                |                     |                     | E    | Communications Director          |         |         | E    |
|       | Battalion Chief                           |                     |                     | E    | Village Clerk                    |         |         | E    |
| 18    | Biweekly: 3,776.528                       | 4,531.834           | 5,192.726           |      | Annual: 98,190                   | 117,828 | 135,011 |      |
|       | Police Lieutenant                         |                     |                     | E    |                                  |         |         |      |
| 19    | Biweekly: 3,939.454                       | 4,727.345           | 5,416.749           |      | Annual: 102,426                  | 122,911 | 140,835 |      |
|       | Assistant Public Works Director           |                     |                     | E    | Deputy Police Chief              |         |         | E    |
|       | Deputy Fire Chief                         |                     |                     | E    |                                  |         |         |      |
| 20    | Biweekly: 4,102.298                       | 4,922.758           | 5,640.660           |      | Annual: 106,660                  | 127,992 | 146,657 |      |
|       | Human Resources Director                  |                     |                     | E    | Information Technology Director  |         |         | E    |
| 21    | Biweekly: 4,265.225                       | 5,118.269           | 5,864.684           |      | Annual: 110,896                  | 133,075 | 152,482 |      |
|       | OPEN                                      |                     |                     |      |                                  |         |         |      |
| 22    | Biweekly: 4,428.068                       | 5,313.682           | 6,088.594           |      | Annual: 115,130                  | 138,156 | 158,303 |      |
|       | Community Development Director            |                     |                     | E    | Police Chief                     |         |         | E    |
|       | Finance Director                          |                     |                     | E    | Public Works Director            |         |         | E    |
|       | Fire Chief                                |                     |                     | E    |                                  |         |         |      |
| 23    | Biweekly: 4,590.993                       | 5,509.192           | 6,312.616           |      | Annual: 119,366                  | 143,239 | 164,128 |      |
|       | Deputy Village Manager                    |                     |                     | E    |                                  |         |         |      |