

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