



Village of Downers Grove

Official Village Policy Approved by Village Council

Description:	Downers Grove Compensation Plan		
Res. or Ord. #:	Res. 2025-37	Effective Date:	4/8/25
Category:	Human Resources		
	☐ New Council Policy		
	☒ Amends Previous Policy Dated:		
	Description of Previous Policy (if different from above): Downers Grove Compensation Plan Res. 2001-95; 2002-52; 2003-94		

RESOLUTION NO. 2025-37

A RESOLUTION AMENDING THE DOWNERS GROVE COMPENSATION PLAN BY ADOPTING A REVISED PLAN EFFECTIVE THE FIRST FULL PAY PERIOD IN MAY, 2025

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

WHEREAS, pursuant to the 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; and,

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

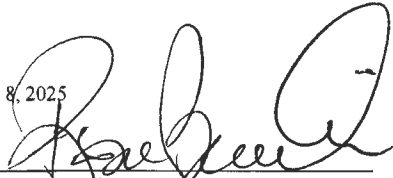
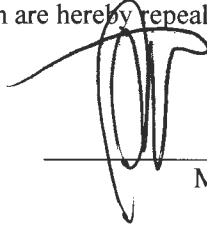
NOW, THEREFORE, BE IT RESOLVED by the Village Council of the Village of Downers Grove, DuPage County, Illinois, as follows:

1. For Village employees employed as of May 1, 2025, and effective the first full pay period of May, 2025, the Compensation Plan is hereby amended by deleting the existing Compensation Plan, and, in its place, substituting the revised Compensation Plan, effective the first full pay period of May, 2025, 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this resolution, all resolutions or parts of resolutions in conflict with the provisions of this Resolution are hereby repealed.

Passed: April 8, 2025

Attest:


Village Clerk

Mayor

2025 Village of Downers Grove Classification & Compensation Plan

Salary ranges effective May 11, 2025

Grade	Min	Ctrl	Max	FLSA	Min	Ctrl	Max	FLSA
3 Hourly: OPEN	19.179	23.014	26.371		39,892	47,870	54,851	
4 Hourly: Administrative Assistant I	21.522	25.827	29.593	N	44,766	53,720	61,553	N
5 Hourly: Accounting Specialist Cashier	23.865	28.637	32.814	N N	49,640	59,567	68,254	N N
6 Hourly: Administrative Assistant II CSO II Data Technician Deputy Village Clerk	26.209	31.450	36.037	N N N N	54,514	65,417	74,956	N N N N
7 Hourly: Administrative Assistant III Case Report Specialist	28.550	34.261	39.257	N N	59,385	71,261	81,654	N N
8 Hourly: Accountant Administrative Specialist GIS Technician Management Analyst Payroll Coordinator	30.895	37.074	42.480	N N N E N	64,262	77,114	88,359	N N N N N
9 Hourly: Biweekly: Assistant to the Village Manager Code Compliance Officer CSO Supervisor	33.237 2658.96	39.885 3190.75	45.700 3656.07	E N N	69,133	82,959	95,058	N N E
10 Hourly: Biweekly: Building Inspector Fire Inspector/Plan Reviewer Grants Coordinator Plumbing Inspector Public Education Specialist/PIO	35.580 2846.45	42.696 3415.74	48.924 3913.87	N N E E E	74,007	88,810	101,760	E E E N
11 Biweekly: Planner Pavement Supervisor	3,033.84	3,640.61	4,171.54	E E	78,880	94,656	108,460	E E
12 Biweekly: GIS Specialist Records Supervisor	3,221.33	3,865.60	4,429.33	E E	83,754	100,506	115,162	E
13 Biweekly: Development Engineer Environmental Sustainability Coordinator GIS Coordinator IT Innovation Manager Senior Planner Senior Project Manager	3,408.73	4,090.48	4,687.00	E E E E E E	88,628	106,352	121,862	E E E E E E
14 Biweekly: Assistant Human Resources Director Building Services Manager Finance Manager	3,596.12	4,315.35	4,944.67	E E E	93,500	112,199	128,561	E E E
15 Biweekly: Assistant Information Technology Director Building Division Manager Emergency Management Coordinator Planning Manager	3,783.61	4,540.34	5,202.47	E E E E	98,374	118,049	135,264	E E E E
16 Biweekly: Assistant Finance Director Division Chief - Fire Prevention	3,971.01	4,765.21	5,460.14	E E	103,246	123,896	141,963	E

Grade		Min	Ctrl	Max	FLSA		Min	Ctrl	Max	FLSA
17	Biweekly: Assistant Village Attorney	4,158.50	4,990.20	5,717.94	E	Annual:	108,121	129,745	148,666	
18	Biweekly: Police Lieutenant	4,345.89	5,215.07	5,975.60	E	Annual: Village Clerk	112,993	135,592	155,366	E
19	Biweekly: Assistant Public Works Director	4,533.38	5,440.06	6,233.40	E	Annual:	117,868	141,442	162,068	
20	Biweekly: Deputy Fire Chief	4,720.78	5,664.93	6,491.07	E	Annual: Deputy Police Chief	122,740	147,289	168,768	E
21	Biweekly: OPEN	4,908.27	5,889.92	6,748.87		Annual:	127,616	153,138	175,470	
22	Biweekly: Communications Director Community Development Director Engineering Director Finance Director	5,095.66	6,114.80	7,006.54	E E E E	Annual: Human Resources Director Information Technology Director Public Works Director	132,488	158,984	182,170	E E E
23	Biweekly: Fire Chief	5,283.15	6,339.78	7,264.33	E	Annual: Police Chief	137,362	164,835	188,872	E
24	Biweekly: Deputy Village Manager	5,470.70	6,564.84	7,522.22	E	Annual:	142,239	170,686	195,577	