

### **Village of Downers Grove**

## Official Village Policy Approved by Village Council

Res. or Ord. #:	Res. 2025-37	Effective Date:	4/8/25					
Category:	Human Resources							
	New Council Policy							
		5/7/24; 12/20/22;						
		4/19/22;12/15/20;						
		12/10/19; 4/9/19;						
		5/1/18; 1/10/17;						
		5/3/16; 11/18/14;						
		10/8/13; 1/1/13;						
		1/1/09; 1/1/08;						
		1/1/07; 1/1/07;						
	Y Amenda Dravieva Deliau Detado	05/1/06; 11/18/03; 05/21/02;11/13/01						
	Amends Previous Policy Dated:	03/21/02,11/13/01						
	Description of Previous Policy (if different from above):							
	Downers Grove Compensation P 52; 2003-94	lan Res. 2001-95; 2002-						

#### 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this resolution, all resolutions or parts of resolutions in conflict with the provisions of this Resolution are here by repealed.

Mayor

Passed: April 8, 2025

Village Clean

L\Legal\Council-Pol\HR Compensation Plan - 04.08.25 Final

# 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		Annual:	39,892	47,870	54,851	
4	Hourly: Administrative Assistant I	21.522	25.827	29.593	N	Annual: CSO I	44,766	53,720	61,553	N I
		23.865	28.637	32.814		***************************************	40.440	E0 E47	40.054	
5	Hourly: Accounting Specialist	23.805	25.63/	32.814	N	Annual: Document Management Tech	49,640	59,567	68,254	N
	Cashier				N	Records Specialist				N
6	Hourly:	26.209	31.450	36.037		Annual:	54,514	65,417	74,956	
	Administrative Assistant II				N	Human Resources Specialist				N
	CSO II  Data Technician				N N	Investigative Aide Utility Billing Specialist				N N
	Deputy Village Clerk				N	Outrey Ditting Speciatist				"
7	Hourly:	28.550	34.261	39.257		Annual:	59,385	71,261	81,654	
	Administrative Assistant III				N	Court/Property Control Officer	,	,	,	И
	Case Report Specialist				N	Management Fellow				N
8	Hourly:	30.895	37.074	42.480		Annual:	64,262	77,114	88,359	
	Accountant				N	Police Services Technician				N
	Administrative Specialist GIS Technician				N N	Production Coordinator Records Management Analyst				N
	Management Analyst				E	Human Resources Generalist				N
	Payroll Coordinator				N					
9	Hourly:	33.237	39.885	45.700		Annual:	69,133	82,959	95,058	
	Biweekly:	2658.96	3190.75	3656.07	_					
	Assistant to the Village Manager Code Compliance Officer				E N	Fire Inspector Public Education Specialist				N N
	CSO Supervisor				N	Public Relations Specialist				E
10	Hourly:	35.580	42,696	48.924		Annual:	74,007	88,810	101.760	
	Biweekly:	2846.45	3415.74	3913.87			,		,	
	Building Inspector				N	Social Worker				E
	Fire Inspector/Plan Reviewer Grants Coordinator				N E	Staff Engineer I Systems Technician				E E
	Plumbing Inspector				E	Training Coordinator				N
	Public Education Specialist/PIO				E					
11	Biweekly:	3,033.84	3,640.61	4,171.54		Annual:	78,880	94,656	108,460	
	Planner				E	Water Supervisor				E
	Pavement Supervisor				E	Accounting Supervisor				E
12	Biweekly:	3,221.33	3,865.60	4,429.33	_	Annual:	83,754	100,506	115,162	_
	GIS Specialist Records Supervisor				E E	Project Manager				E
13	Biweekly:	3,408.73	4,090.48	4,687.00		Annual:	99 429	106,352	121 942	
'	Development Engineer	3,400.73	4,070.40	4,007.00	E	Staff Engineer II	55,528	100,332	141,002	Ε
	Environmental Sustainability Coordinator				E	Street Manager				E
	GIS Coordinator				E	Support Services Manager				E
	IT Innovation Manager Senior Planner				E E	Systems Administrator Village Forester				E E
	Senior Project Manager				E	Water Manager				E
14	Biweekly:	3,596.12	4,315.35	4,944.67		Annual:	93,500	112,199	128,561	
	Assistant Human Resources Director		*	•	E	Fleet Services Manager	•	• * *	,	E
	Building Services Manager				E	Risk Manager				E
	Finance Manager	3 703 44	4 540 3 1	E 200 47	E	Records Manager	00.00	440.545	400.000	E
15	Biweekly: Assistant Information Technology Director	3,783.61	4,540.34	5,202.47	E	Annual: Engineering Manager	98,374	118,049	135,264	E
	Building Division Manager				E	Staff Attorney				E
	Emergency Management Coordinator				E	Stormwater Administrator				Ε
	Planning Manager				E	Transportation Manager				E
16	Biweekly:	3,971.01	4,765.21	5,460.14	E	Annual:	103,246	123,896	141,963	_ ]
	Assistant Finance Director  Division Chief - Fire Prevention				E E	Street Superintendent				E

Grade		Min	Ctrl	Max	FLSA		Min	Ctrl	Max	FLSA
17	Biweekly:	4,158.50	4,990.20	5,717.94		Annual:	108,121	129,745	148,666	
	Assistant Village Attorney				E					
18	Biweekly:	4,345.89	5,215.07	5,975.60		Annual:	112,993	135,592	155,366	
	Police Lieutenant				E	Village Clerk				E
19	Biweekly:	4,533.38	5,440.06	6,233.40		Annual:	117,868	141,442	162,068	
	Assistant Public Works Director				E					
20	Biweekly:	4,720.78	5,664.93	6,491.07		Annual:	122,740	147,289	168,768	
	Deputy Fire Chief				E	Deputy Police Chief				E
21	Biweekly:	4,908.27	5,889.92	6,748.87		Annual:	127,616	153,138	175,470	
	OPEN									
22	Biweekly:	5,095.66	6,114.80	7,006.54		Annual:	132,488	158,984	182,170	
	Communications Director				Ε	Human Resources Director				E
	Community Development Director				Ε	Information Technology Director				E
	Engineering Director				Ε	Public Works Director				E
	Finance Director				E					~=
23	Biweekly:	5,283.15	6,339.78	7,264.33		Annual:	137,362	164,835	188,872	
	Fire Chief				E	Police Chief				E
24	Biweekly:	5,470.70	6,564.84	7,522.22		Annual:	142,239	170,686	195,577	
	Deputy Village Manager			4.1	E					_