



Village of Oak Park, IL

CLASSIFICATION AND COMPENSATION STUDY

DRAFT FINAL REPORT

February 2024



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I. INTRODUCTION

GovHR USA, LLC (GovHR) is pleased to have had the opportunity to work with the Village of Oak Park on this Classification and Compensation Study. Human resource management is a significant concern as governmental services continue to increase in cost and complexity, and the resources to fund local governments are constrained. Day-to-day operations present challenging administrative problems in planning, organizing, and directing human resource functions in order to achieve maximum efficiency and effectiveness in the delivery of municipal services. A properly developed and administered Classification and Compensation Plan forms the foundation for meeting these challenges. It helps to ensure that the Village can not only recruit the best and brightest employees but can also retain those employees, even in a competitive marketplace. By retaining qualified, experienced employees the Village avoids the costs of re-recruitments and lost productivity, while maximizing the benefits of the investments it has made in employees and the institutional and community knowledge acquired by those employees over their tenures.

GovHR understands the high expectations that have been established in Oak Park for service delivery and competitiveness in recruiting and retaining excellent employees. These factors have been taken into consideration in the analysis and reflected in the Study results.

A. Scope of Work

The scope of work called for GovHR to carry out the following:

Job Evaluation Analysis and Job Classification System

Below is a list of tasks included in this component of the Study (listed in the order that the work was performed):

- **Study preparation and project meetings.** Met with Village Administration to discuss Study methods and expectations, and to review the current Classification and Compensation Plan and organizational structure. Determined problem areas, answered questions, and reviewed the scope and schedule of work.
- **Material distribution.** Prepared a memorandum of explanation, which was distributed to employees. Held meetings with employees to discuss the Job Analysis Questionnaire (JAQ) and to explain the scope and purpose of the Study. Employees were allowed about ten (10) days to complete the questionnaire. The completed questionnaires were then reviewed by each employee's Supervisor and/or Department Head and Village Administration. The JAQs were returned to GovHR within approximately three (3) weeks of distribution.

- **Determined comparable communities and collected compensation data.** GovHR, along with the Village, determined a logical survey sample of “like” communities that impact the compensation market of Oak Park. Then, GovHR designed, and the Village sent out, the survey for the benchmark positions and benefits covered in the Study.
- **Job Evaluation Analysis and Establishment of a Classification Plan.** Upon return of the JAQs by the Village, GovHR performed the following:
 - Read each JAQ and corresponding Job Description in its entirety.
 - Conducted virtual interviews with at least one (1) employee in each position covered by the Study to further understand the scope of duties and responsibilities of the position.
 - Applied a measurement system of Job Evaluation Factors to all positions, which formed the basis for internal rankings (equity) of positions.
 - Upon completion of the Job Evaluation measurements, a new Classification Plan was developed.

Salary and Benefit Survey

The following tasks were included in this component of the Study:

- Tabulated, summarized, and analyzed comparative compensation information obtained from the comparable communities. Prepared pay tabulations that compared the salary ranges of the Village of Oak Park to the salary ranges of its comparable communities. Prepared comparison calculations at the 50th, 60th, 65th, 75th and 80th percentiles. Displayed data for each jurisdiction and for each position and summarized the data in table form. Based on discussions with the Village and the gathered data, developed salary ranges that would establish Oak Park as a payer at the 50th percentile of the salary data from the comparable communities.
- Based on the above data, developed, and recommended new salary schedules.
- Analyzed and summarized the benefit information.

Draft and Final Report Preparation

- A preliminary analysis of the data and recommended Classification and Compensation Plan was shared with the Village. Feedback from Village Administration was reviewed and incorporated into the recommendations.
- This draft report has been prepared by GovHR and sent electronically to the Village.
- A presentation of these draft findings will be conducted for the Village Board.
- Once the presentation is made and review comments are returned by the Village a final report will be prepared and transmitted electronically.

II. EXECUTIVE SUMMARY

A Classification and Compensation Study encompasses a significant amount of information that can be time consuming to condense and organize into an abbreviated format. Therefore, GovHR has compiled this Executive Summary in order to provide a quick synopsis regarding the major components, findings and recommendations of this Study. The purpose of a well-designed Classification and Compensation Study is twofold. First, it establishes internal equity (ranking) among employees across Departments in the Village. Second, it assures external equity/competitiveness by comparing the compensation of Oak Park employees against market data.

A. Internal Equity - Classification Plan Development

The Study developed a new Classification Plan for eighty-eight (88) positions in the Village. To complete this task, the Consultant completed a Job Evaluation. The Job Evaluation included the completion of a questionnaire by all employees covered in the Study and interviews with at least one (1) employee working in each position covered by the Study (see Appendix A). Upon the completion of those tasks, the Consultants assigned a numerical value to each position so that like positions within the organization would be grouped together in a classification to produce an internal equity hierarchy. Nine (9) factors were used for the evaluation of Oak Park's positions:

- 1) Preparation and Training
- 2) Experience Required
- 3) Decision Making and Independent Judgment
- 4) Responsibility for Policy Development
- 5) Planning of Work
- 6) Contact with Others
- 7) Work of Others (Supervision Exercised)
- 8) Working Conditions
- 9) Use of Technology/Specialized Equipment

The product of this internal ranking is shown in Table 1, which lists the Village's positions with their numerical Job Evaluation score, also known as a Classification Plan. The higher the Job Evaluation Score, the higher the position is within the Classification Plan.

B. External Equity – Market Competitiveness

The next component of the Classification and Compensation Study involved establishing external competitiveness. A group of communities comparable to the Village was established. The Consultants started with Illinois communities with a population between approximately 20,000 and 100,000 and with a per capita income greater than \$35,000 in the following counties: DuPage, Dekalb, Cook, Kane, Kendall, Lake, McHenry, and Will. After that, a specific set of comparison criteria (e.g., equalized assessed valuation, total expenditures, full time employees, etc.) was applied to each community (see Appendix B). Based on the results of this analysis, twenty-three (23) communities with a total compatibility score of seventy-five (75) or greater were deemed to be most comparable to the Village. The full list of the twenty-three (23) chosen comparable is listed below.

Arlington Heights	Hoffman Estates	Schaumburg
Buffalo Grove	Lombard	Skokie
Des Plaines	Mount Prospect*	St. Charles
Downers Grove	Niles	Tinley Park
Elk Grove Village*	Oak Lawn	Wheaton
Elmhurst	Orland Park*	Wheeling
Evanston	Palatine	Wilmette*
Glenview	Park Ridge	

*The communities with an asterisk did not respond to the survey.

Salary Data

GovHR then prepared, and the Village distributed, a salary survey to the twenty-three (23) comparable communities. Nineteen (19) of the communities responded to the survey either by directly responding to the survey or supplying GovHR with a copy of their most recent Compensation Plan. The salary summary results can be found in Table 1 and the detailed salary data can be found in Appendix C. To provide external competitiveness for the Village's salaries, the salary ranges derived from this data collection were used to help establish the proposed Compensation Plan. In some cases where there was not enough salary range data, actual salaries were used. The recommended pay ranges are contained within Table 2 of the report.

Proposed Classification and Compensation Plan

The goal of this Study was to recommend a Classification and Compensation Plan that is internally equitable and externally competitive. To accomplish this, a Compensation Plan was developed using the 50th percentile comparison of the salary ranges that were acquired through the salary survey. The resulting Classification and Compensation Plan consists of eleven (11) pay grades; one (1) being lowest and eleven (11) being highest and is broken down into five (5) bands: Grade 1; Grades 2 – 4; Grades 5 – 8; and Grades 9 – 11.

All proposed pay ranges are open ranges. There is a 7% gradation between the grades in Band A and Band B and a 10% gradation between the grades in Band C. All grades have a 45% range spread from minimum to maximum in year 1 and then a 40% spread in year 2. The maximums in both year 1 and year 2 stay the same but the minimums increase to accommodate for the reduced range spread.

Future Administration of the Classification and Compensation Plan

Within the body of this report, GovHR has outlined how the Village can maintain the Classification and Compensation Plan. GovHR will supply the Village with a User's Manual and all associated documents to maintain the Classification and Compensation Plan and the steps to ensure the Village remains competitive with the market in the years to come.

III. JOB EVALUATION

GovHR's approach to Job Evaluation involves a quantitative point and factor comparison method, which cross-compares all positions in the organization against numerous factors such as educational requirements, experience, work conditions, etc. Therefore, all jobs in each organizational unit (e.g., Police, Administration, Finance, etc.) may be compared against each other, based upon the same factors.

In conducting the Job Evaluation exercise, it must be emphasized that the position, and not the incumbent's qualifications, performance, or years of service in the position, is evaluated. An incumbent employee may feel they should be placed in a higher level (i.e., receive more points) because the individual performs well, has a long tenure with the organization, and/or has additional education or skills not required to perform that job, or may feel they do more tasks than a similar employee in another Department, but these are not valid determinants for a position.

Before reviewing the results of the evaluation of the positions, it is important to note that the purpose of a Job Evaluation is to identify whether a job is more or less advanced than, or equal to, other jobs in the organization, based on nine (9) objective factors. While these factor definitions are guidelines, they are constructed to allow limited flexibility of interpretation while at the same time providing a strict framework and structure for comparison. The nine (9) factors used for the evaluation of Oak Park's positions are as follows:

- 1) Preparation and Training
- 2) Experience Required
- 3) Decision Making and Independent Judgment
- 4) Responsibility for Policy Development
- 5) Planning of Work
- 6) Contact with Others
- 7) Work of Others (Supervision Exercised)
- 8) Working Conditions
- 9) Use of Technology/Specialized Equipment

As part of the Job Evaluation process, the duties, responsibilities, and qualification requirements for each position were reviewed via a thorough reading of the incumbent's current job description and a Job Analysis Questionnaire (JAQ) completed by each employee (Appendix A). In addition, GovHR conducted interviews with at least one (1) employee in each of the positions covered by the Study. Points were then assigned to each factor by selecting the description that best fit the appropriate level of compliance. In

other words, a position that requires a master's degree would receive more points under the "Preparation and Training" factor than positions that did not require this advanced degree. Points for each factor were then totaled for each position. Using this method, the positions were found to fall into distinguishable Job Factor Analysis (JFA) scores. Table 1 contains the Classification Plan, including the Position Title, the Skill Level, and the proposed Grade for the evaluated positions.

A. Determination of Fair Labor Standards Act Designation

The Fair Labor Standards Act (FLSA) imposes certain minimum wage and overtime pay requirements on employers for jobs that are covered under the Act. Most jobs, including the majority of public-sector jobs, are covered under the Act and entitled to overtime pay. But certain positions, mostly office jobs, are "exempt" from coverage under the Act and therefore not entitled to overtime pay.

Employers often misclassify employees as exempt (and therefore not entitled to overtime pay) because of a misunderstanding of the law or unfamiliarity with the rules. An incorrect determination regarding whether certain positions within an organization are entitled to overtime pay can subject an employer to back pay, penalties and expensive fines if the employees file a complaint with the Department of Labor and if the Department decides to file a lawsuit against the employer. Thus, it is very important to make the proper determination regarding the status of each job within the organization, and whether that job is entitled to the rights and protections afforded to workers under the FLSA.

Before any determination can be made, it is important to become familiar with the many rules, regulations and exceptions contained in the Fair Labor Standards Act. These rules can be complex, and the determination regarding whether a particular position is covered by the Act is not always clear-cut. GovHR began its analysis by having employees complete a questionnaire that has been specifically designed to elicit responses from the employees regarding the types of duties they are required to perform on a regular basis (see Appendix A). The answers provided were generally sufficient for GovHR to determine if the position was or was not exempt under the Act. GovHR also gathered additional information during the employee interviews, including concrete examples of the types of policies the employees had been involved in formulating, or whether the employees had significant input or sole discretion on things such as hiring, firing and discipline of other employees in their departments.

It is important to note that the FLSA provides certain minimum standards that the employer must provide, and that cannot be waived or reduced by the nonexempt employee either individually or through a collective bargaining agreement. The employer can, of course, choose to also apply minimum wage and

overtime pay requirements to otherwise exempt employees, or to exceed the minimum requirements for some or all of its employees by agreement.

As a result of a review of the positions covered by the Study, GovHR recommends further review by the Village of the following positions to determine if the FLSA assignment is correct:

Automotive Parts Supervisor	Crime Analyst
Budget and Revenue Analyst	Farmers Market Manager
Building Maintenance Contract Coordinator	Parking Facilities Supervisor
Civil Engineer I	Police Commander/Liaison Coordinator
Collective Impact Manager	Police Records Supervisor
Communications/Social Media Manager	Sustainability Coordinator
Water Meter Supervisor	

IV. THE CLASSIFICATION PLAN

A Classification Plan provides for a systematic arrangement of positions into classifications. A position, often referred to as a job (e.g., Office Assistant), contains a specific set of duties and responsibilities and that is the objective of the classification process – not the person currently holding that job. A classification is a grouping of positions which have similar levels of knowledge, skills and abilities needed to perform the job. The positions are also similar in nature of work, level of work difficulty and responsibilities. Positions allocated to the same classification are sufficiently similar with respect to the types of factors enumerated above to permit them to be compensated at the same general level of pay. The positions do not have to be identical, they can be in different departments, dealing with different subject matters and performing different duties.

It is this arrangement of positions and resulting classification structure that forms the basis for the Classification Plan. As noted in the previous section, a Job Evaluation and Classification Plan is not intended to assess individual performance. To that end, a position that belongs in a certain classification is not entitled to be placed in a higher classification simply because the individual performs with a high degree of success and efficiency, nor is it placed in a lower classification simply because the incumbent performs with low competence or productivity. Variations in individual performance are not recognized by differences in classifications, instead they are management issues. Similarly, there is a tendency in some work forces to use the Classification Plan to reward longevity, even though the duties and

responsibilities of individual positions may not have changed over time. Longevity is not a classification factor and the Classification Plan should not be used in this manner.

As an assessment of duties performed and of responsibilities exercised, a Classification Plan is an exceedingly useful managerial tool. It provides the fundamental rationale for the Compensation Plan and helps management identify positions which have taken on (or in some cases reduced) duties and responsibilities. Through proper maintenance of the Classification Plan, employees are assured of management's continuing concern about the nature of work that they carry out and its reward in the form of appropriate pay levels and relationships. The Classification Plan also provides the basis for recruitment, screening, and selection of employees in direct relationship to job content. Promotional ladders as well as opportunities for lateral career development are also evidenced by the logical grouping of allied occupational classifications and hierarchies.

V. SALARY AND BENEFIT DATA

The Village initiated this Study with the objective of assuring that its Compensation Plan is both internally equitable and externally competitive. The Job Evaluation System (outlined in Section III) is performed to address the issue of internal equity. To achieve external competitiveness, a market survey of comparable jurisdictions was conducted. The following explains the labor market review and collection of salary data.

A. Selection of Comparable Jurisdictions for Data Purposes

Selecting jurisdictions for the comparison group is an important element in a Classification and Compensation Study. When selecting jurisdictions to serve as comparables, it is important to use particular criteria to evaluate the other jurisdictions to assure that those chosen as comparables will be the most similar to Oak Park.

To determine which municipalities should be used for survey purposes, GovHR first considered all Illinois communities with a population between approximately 20,000 and 100,000 and with a per capita income greater than \$35,000 in the following counties: DuPage, Dekalb, Cook, Kane, Kendall, Lake, McHenry, and Will.

<u>Criterion</u>	<u>Total Possible Points</u>
1. Equalized Assessed Value	20
2. Per Capita Income	15
3. Population	15
4. Total Expenditures	10
5. Number of Full Time Employees	10
6. State Sales Tax	10
7. Property Tax Revenue	10
8. Proximity	10
	100

The eight (8) categories listed above were selected to mirror important criteria that reflected the following:

- 1) Similar Financial Conditions: 62.5 of the criteria involved financial benchmarks.
- 2) Population: 12.5% of the criteria involved a population comparison.
- 3) Staff Size: 12.5% of the criteria involved the number of full-time employees.
- 4) Proximity: 12.5% of the criteria involved the proximity of the communities to Oak Park.

Within each of the eight (8) categories, ranges of compatibility were established. For example, the closer a community was to matching the Oak Park’s estimated population, the closer the community would be to receiving the maximum of fifteen (15) points. A community whose population was significantly larger or smaller than the Village’s population would receive fewer or even zero (0) points. Thus, a municipality achieving a total of one hundred (100) points would be considered most comparable to the Village of Oak Park. A community with zero (0) points was therefore determined to be the least comparable to Oak Park. A more detailed explanation of the methodology used to determine the comparable communities is included in Appendix B.

A cutoff of seventy-five (75) points was established to select the communities most similar to Oak Park across the eight (8) categories. After applying the eight (8) criteria, twenty-three (23) communities achieved seventy-five (75) or more compatibility points on the comparison scale with Oak Park. The full list of the twenty-three (23) comparables is below:

Arlington Heights	Hoffman Estates	Schaumburg
Buffalo Grove	Lombard	Skokie
Des Plaines	Mount Prospect*	St. Charles
Downers Grove	Niles	Tinley Park
Elk Grove Village*	Oak Lawn	Wheaton
Elmhurst	Orland Park*	Wheeling
Evanston	Palatine	Wilmette*
Glenview	Park Ridge	

*The communities identified with an asterisk responded to the survey.

B. Salary Survey

After identifying the benchmark positions, the Consultants then prepared, and the Village distributed, a salary survey to the twenty-three (23) comparable communities. Nineteen (19) of the communities responded to the survey or supplied GovHR with a copy of their Compensation Plan/Union Contracts. Table 1 is a summary of the benchmark salary survey data. The detailed salary survey data for each position is contained in Appendix C.

It is important to make a few of observations regarding Table 1 and Appendix C.

- 1) The salary data is information that was available as of August – September 2023. The new recommended salary ranges for the Village were developed using this salary data from the comparable communities.
- 2) Some of the comparable municipalities provided salary range minimums and maximums for comparison purposes, while others (those that don't utilize salary ranges as part of their pay plans) provided actual salaries for surveyed positions. The salary range minimums and maximums were analyzed to determine the 50th, 60th, 65th, 75th and 80th percentiles to identify wage ranges for "average" and "above average" payers. Any actual salaries provided by the comparable municipalities were only analyzed in a few instances when there was not enough salary range information. Salary ranges are a better gauge of market salaries than an actual salary and are thus preferred to conduct analysis.
- 3) Data contained within Appendix C has been thoroughly reviewed. If the Consultants determined the data was not relevant, it was removed. Thus, if a specific position within the salary survey has two worksheets associated with it in Appendix C, then data was removed. The second data sheet

will have the word "Edited" after the title of the position surveyed. If a specific data point was removed, it is highlighted on the first and second worksheets and then removed on the second worksheet associated with the position.

C. Appraisal and Use of Salary Data

While comparing Oak Park's current salaries to those paid by other employers in the comparable communities, it must be noted that variations in compensation may be due to several factors, including:

- 1) Organizational size and economic conditions can have an impact on positions. In smaller organizations, employees are often asked to "wear many hats" and therefore take on more duties and responsibilities than would normally be required of a certain position. In addition, the economic downturn forced organizations to "do more with less", compelling staff to take on more duties and responsibilities than they have in the past. Therefore, it becomes increasingly harder to compare "like" positions within organizations.
- 2) Some employers place a different relative worth on certain groups of employees. For example, some employers are forced to place a higher value on certain employees or groups of employees because of the market, and therefore, pay them more. Overall, the policies and value judgments of different employers in compensating the same kind of work can vary widely. There is rarely a single prevailing rate for any particular kind of work, even within the same labor market.
- 3) It can be difficult to make exact comparisons among the different employers of the duties and responsibilities of ostensibly similar jobs.

Nevertheless, comparative salary data is widely recognized as a good measure of the appropriate compensation rates with respect to the prevailing market. This data is also useful as an indication of prevailing opinions concerning the compensation relationships that should exist among different classifications of work. Of equal importance, however, are the internal relationships for the various positions that were accomplished in the Job Evaluation portion of this Study.

D. The Benefits Survey and Findings

The benefits portion of the survey collected data related to the following benefits: health insurance, dental insurance, vision insurance, life insurance, deferred compensation, and paid time off.

A review of the benefits offered in Oak Park versus the comparable communities shows that the Village's benefits are competitive with the other communities surveyed. A summary including some differences is provided below:

Health Insurance: In Oak Park, employees are offered an HMO, PPO or HSA Plan and the Village covers between 83% and 87% of the premium costs for employee only and family coverage, depending on the plan. This is consistent with the average of 86.2% of the comparable communities. The Village also offers an HSA plan for employees and contributes to that plan on behalf of the employees. Only three (3) of the sixteen (16) respondents make similar contributions on behalf of the employee.

Dental and Vision Insurance: Most of the comparable communities offer dental and vision insurance. However, the contributions from the employer vary significantly. For instance, some communities cover 88% of dental but 0% for vision. In Oak Park, dental and vision premiums are 100% employee paid.

Life Insurance: Most comparable communities, including Oak Park, offer a life insurance policy to employees that is paid for by the municipality up to a certain amount. The value of that coverage varies from \$10,000 up to an amount equal to one time the employee's salary.

Paid Time Off: Oak Park is above the average for Sick Time that is granted, as well as for the number of paid Holidays that are observed. For example, the number of Sick Days granted in Oak Park ranges from (15) fifteen to (30) thirty days per year, based on years of service; whereas the average of the comparable communities is 11.1 days per year accrued. Vacation accruals were compared at milestone years of service, and Oak Park is slightly below at each milestone. For example, at fifteen (15) years of service, the average annual Vacation accrual is 17.9 days, and Oak Park's accrual is 15 days.

Appendix D contains tables summarizing the detailed data related to the benefits survey.

VI. COMPENSATION PLAN DEVELOPMENT AND RECOMMENDATIONS

A. Development of the Compensation Plan

A basic element in any human resources management program is adequate and equitable employee compensation. A Compensation Plan of this nature is essential if qualified employees are to be recruited and retained. To achieve this goal, there must be a reasonable and widely accepted model of Job Factors upon which the Compensation Plan rests. Application of this model was the purpose of the Job Evaluation aspect of this Study. The Plan presented in this report is designed to accomplish the Study goals by:

- 1) Providing for equal compensation for work of equivalent job content and responsibility.
- 2) Facilitating adjustments to compensation levels based on changing economic and employment conditions that impact these interrelationships.
- 3) Establishing compensation ranges that compare favorably with those of other equivalent jurisdictions within the appropriate labor market.

In preparing this Plan, the Study only looked at base compensation. The compensation associated with longevity or other fringe benefits was not analyzed or factored into the Compensation Plan.

B. Compensation Plan Options for the Village's Consideration

One of the purposes of this Study was to provide an updated Compensation Plan that relates to the external market and is internally equitable. Below is a detailed explanation of three (3) different Compensation Plans:

- 1) **Defined Increment Plan:** This is a Compensation Plan that has salary ranges with a minimum and a maximum with defined percentage increments (e.g., 3%) in between. If an employee has a satisfactory performance evaluation, they systematically advance through the compensation range. The performance evaluation and resulting salary increment increase occurs annually.
- 2) **Open Range Merit Plan:** This is a Compensation Plan that also has salary ranges with minimums and maximums, but without defined percentage increments in between. Employees are advanced through the compensation range based on an annual satisfactory performance evaluation, with the percentage of their increase determined annually by Village Administration.
- 3) **Blended Merit Plan:** This is a Compensation Plan that uses techniques from both a Defined Increment Plan and an Open Range Merit Plan.

In considering which Plan to use, it is important to understand that employees at various levels of responsibility may react differently toward, and be motivated differently by, the Compensation Plan they work under. Management personnel that are goal-oriented may have a higher acceptance of the Open Range Merit Plan, and thus tend to be more comfortable with this method of compensation. Mid to lower-level positions may want the assurance of a defined salary increase based on satisfactory performance. Possible advantages and disadvantages of each Plan are summarized below.

Defined Increment Plan

Advantages

Village: A Defined Increment Plan has the advantage of creating financial predictability because it is easier for management to predict and plan for salary increases on an annual basis.

Employees: Employees like a Defined Increment Plan because it offers security and predictability for advancement through the range. Another advantage of this Plan is that it offers a high degree of internal equity and fairness – the expectation that fellow workers in this Plan are all being treated the same.

Disadvantages

Village: The Village may feel that a Defined Increment Plan simply rewards compensation increases on a routine basis. However, by tying the increase to a satisfactory performance evaluation, the Village can be assured that only employees with acceptable performance will receive a salary increase.

Employees: Employees may feel unmotivated to perform at an above average or at a superior level, knowing their salary increase amount is pre-determined. One way to remove this negative notion is to allow an employee with a superior performance evaluation to get a two (2) increment increase. This, however, would be the exception and not the rule. Most employees would be considered “average” performers and receive a one (1) increment increase.

Open Range Merit Plan

Advantages

Village: The Open Range Merit Plan tends to motivate employees to perform at a higher level, thereby achieving greater production/benefit for the Village. This Plan also enables the supervising authority to reward high-performing employees with a salary increase greater than a defined increment.

Employees: Employees who are high performers like working under this Plan as they can earn a higher percentage salary increase.

Disadvantages

Village: Anticipating the cost of merit increases has less financial predictability, as it is not always possible to know how many employees will be high performers in any given year. However, the Village can fund a “merit increase pool” for all Open Range Merit Plan employees to receive an average percentage (i.e., a 2-3% increase), knowing that some employees will receive less (or no) increase and some employees will earn more.

Employees: An Open Range Merit Plan can create a perceived inequity regarding how individuals are granted salary increases. It is incumbent upon management to use an equitable performance evaluation system when implementing this Plan. It is also incumbent on management to ensure that the performance evaluation system is applied fairly and that supervisors receive appropriate training on conducting the evaluation and using the evaluation tool properly.

Blended Merit Plan

There are positives and negatives for both Defined Increment and Open Range Merit Plans. However, it is also possible to design a pragmatic salary system that uses elements of both Defined Increment and Open Range Merit Plans. It is becoming increasingly common for organizations to have a Blended Merit Plan for various levels of positions that reflects the particular circumstances and culture of the organization. A Plan of this type is customizable to the needs of the organization. It is also the preferred Plan for organizations that are transitioning from a Defined Increment Plan to an Open Range Merit Plan. The following is one example of a Blended Merit Plan:

Exempt: All exempt employees are in an Open Range Merit Plan.

Non-exempt: Non-exempt employees are in a Blended Merit Plan. In this Plan, salary ranges begin at the minimum with, for example, three (3) defined increments and then transition into an open range. The initial increment of the assigned range is intended as the normal hiring/promoting rate. Increments two (2) and three (3) would be awarded upon successful completion of the employee's initial evaluation period and/or after another period that is set by the Village (e.g., increment two (2) after the initial evaluation and increment three (3) after an additional year of employment.) After

that, the employee may advance through the open range as a result of a successful performance evaluation.

C. Recommendation: Open Range Merit Plan

GovHR is recommending that the Village adopt an Open Range Merit Plan. An Open Range Merit Plan has salary ranges with minimums and maximums, but without defined percentage increments in between. Employees are advanced through the ranges based on an annual satisfactory performance evaluation, with the percentage of their increase determined by their supervisor and Village Administration.

The Open Range Merit Plan also allows maximum flexibility for the Village relative to recruitment and funding as employees can be hired within the range and the increases provided annually for meritorious performance can fluctuate based on available funding. Given Oak Park's goal to recruit, reward and retain motivated, high-performing employees, the Open Range Merit Plan has been selected for recommendation.

D. Proposed Compensation Plan and Structure

An important component in the process of developing a Compensation Plan is understanding and applying the pay philosophy of the Village. GovHR worked with the Village on developing a pay plan of compensating employees at a rate at the 50th percentile.

The next step in this process is to combine the skill levels included in Table 1 with the proposed salary ranges in Table 2. The resulting Classification and Compensation Plan consists of eleven (11) pay grades; one (1) being lowest and eleven (11) being highest and is broken down into five (5) bands: Grade 1; Grades 2 – 4; Grades 5 – 8; and Grades 9 – 11.

All proposed pay ranges are open ranges. There is a 7% gradation between the grades in Band A and Band B and a 10% gradation between the grades in Band C. All grades have a 45% range spread from minimum to maximum in year 1 and a 40% range spread in year 2. The maximums are similar in year 1 and year 2 but the minimums are increased to accommodate for the reduced range spread. This structure allows the Village to implement the plan over two (2) while still maintaining the 50th percentile.

Note: Gradation refers to the relationship between the minimum compensation of one grade to the minimum compensation of the next grade. In this case, the starting compensation for employees in Grade 3 is 7% higher than Grade 2 and so on. The gradation will vary depending upon the relationship between the salary data for the grade, the number of grades in the compensation band and the established compensation range.

Table 1 combines all of the classification and compensation data at the 50th percentile.

Implementation and Administration of the Compensation Plan

Implementation of the Compensation Plan, as it affects individual employees, should be under the following pattern of adjustments:

- 1) Employees whose present compensation is below the minimum compensation of the range for their classification should be raised to the minimum of the range.
- 2) The compensation of employees whose present compensation is within the range for their classification should be slotted into the new Compensation Plan at their current pay rate.
- 3) The compensation of employees whose present compensation is above the maximum compensation of the range should be held at their present rate, without a reduction in compensation, until such time that further market analysis indicates commensurate alignment with the marketplace. However, the Village can consider lump sum increases for these employees, which does not impact base compensation levels, until the ranges adjust to include the individual employee compensation rates.

Employee Advancement through the Ranges

To implement the new Compensation Plan, GovHR recommends that the starting salary of the range (minimum) is the normal hiring/promoting rate. Exceptions to this starting point should be limited to hiring situations involving:

- 1) Applicants with exceptional background and qualifications.
- 2) A promotion in which the employee's current compensation is higher than the minimum of the new range.
- 3) In the case of a labor market situation where it is impossible to recruit qualified candidates at the minimum.

In these cases, employees may be appointed to their positions anywhere within the defined range (generally up to the midpoint), depending on their experience and qualifications, and based on the provisions of the Village's policies (if applicable). Employees should not be hired below the minimum of their compensation range.

Salary advancement between the hiring rate and the top of the range (maximum) is done throughout the employee's tenure with the organization. Advancement through the range would be done on an annual basis and be dependent on a satisfactory performance evaluation. Incumbents progressing through the range should understand that standards of performance would become more exacting or controlling as compensation levels advance. Typical movement through the range could be in increments of 1% to 3%, depending on the employee's performance evaluation and goal attainment, as well as the financial resources of the Village.

The Village may also wish to provide a merit bonus for exemplary performance after an employee reaches the maximum compensation for the range. If this option is exercised, then an employee would be eligible to receive a payment after a successful performance evaluation each year. This payment should not be worked into the base salary. It can be in the form of a lump sum payment that is a set amount calculated each year and the same for all employees, such as \$500 for meeting expectations and \$1,000 for exceeding expectations. Another option is to calculate a percentage of the employee's base compensation and provide a lump sum payment equivalent to that amount, such as 1% for meeting expectations and 2% for exceeding expectations. It is recommended that the Village set aside a "merit pool" every year, to fund increases for employees in this Plan. This money would then serve as the pool for merit payments, knowing that some employees will be high performers, getting a higher percentage, and some employees will be lower performers, getting a lower percentage.

Again, it should also be noted that the implementation and use of a formal performance evaluation process for all staff members is a key component to the success of this Plan. Equally, if not more important, is that supervisors are adequately trained to perform the formal performance evaluation process.

E. Future Administration of the Compensation Plan

To maintain competitive salary levels there should be an annual review of the Village's salary ranges. The twenty-three (23) communities used in the survey group for this Study have been determined to be comparable jurisdictions to the Village. Therefore, Oak Park can continue to use these jurisdictions as a comparable salary survey group for annual salary comparison purposes, until it is determined that they are no longer valid comparables. As mentioned earlier, the salary levels for these comparables are current as of August 2023 – September 2023. It is GovHR's recommendation that an annual survey of these communities be conducted to determine the percentage increase each organization in the comparable group is granting, either as an annual across-the-board increase to their employees or as a general adjustment to their compensation ranges. The Village may wish to provide an across-the-board increase to all employees based on the information received from the comparable communities. If this is the case, then the increases would be granted separately from any merit increase that would be awarded as a result of a successful performance evaluation.

It is the further recommendation of GovHR that the compensation ranges for each grade be increased by the average percentage increase of the comparable group, even if an across-the-board increase is not given to all employees. Employees would continue to advance through the compensation ranges (provided that the employee is not at the maximum of the compensation range) by virtue of a merit increase granted for satisfactory or above satisfactory performance of their job duties. Finally, it is recommended that the Village review the compatibility of the municipalities after five (5) years.

F. Future Administration of the Classification Plan

The administration of a Classification Plan is an ongoing process. It must be recognized that it is not static and is not intended to affix positions permanently into classifications. Instead, the Plan must be administered continually to adapt it to changing conditions.

Three (3) specific types of changes in the Plan itself are possible: abolition of a position, creation of a position, or a revision of a position.

- 1) When a position in a classification is eliminated or when a position has significantly changed work duties and responsibilities to the extent that the position becomes inappropriate or inaccurate, the position should be abolished.

- 2) New positions should be created when new work situations arise that are not covered by the established positions. However, caution should be exercised in this respect, particularly to assure that new positions are justified, are not merely duplicating established positions, cannot be accommodated through changes in existing positions, and reflect substantially permanent rather than temporary situations.
- 3) The adjustment or revision of a position should be done when there are substantial changes to the requirements of the position or to the nature and complexities of the duties being performed. In this instance, a position may need to be re-scored and move up or down into a new classification.

All changes should be thoroughly evaluated for their effect on employee morale and the integrity of the classification relationships established in the Classification and Compensation Plan. Village Administration has been provided with the Job Analysis Questionnaire as well as the Job Factor Scoring Sheet, enabling the Village to grade a newly created or revised position. GovHR provides scoring assistance in such cases free of charge for one (1) year after the delivery of this report.

Appreciation

GovHR has appreciated the opportunity to work with the Village of Oak Park on this Classification and Compensation Study. A special thank you to the employees for all of the information provided to allow for the analysis and to the Human Resources Director and Assistant Human Resources Director for their significant amount of work and support dedicated to the project.

Village of Oak Park, IL
 Table 1 - Comprehensive Table

Position:	Skill Level	New Grade	50th Percentile Salary Survey Data		Current Salary Range		Proposed Salary Range 50th Percentile	
	745 - 795	11						
Assistant Village Manager/Human Resources Director		11	124,001	172,952	120,000	165,000	134,310	194,750
Assistant Village Manager/Neighbor Services Director		11						
Chief Financial Officer/Treasurer		11	133,990	192,268	130,000	190,000		
Deputy Village Manager		11	140,820	199,387	130,000	190,000		
Development Services Director		11			130,000	190,000		
Fire Chief		11	135,624	192,268	130,000	190,000		
Police Chief		11	135,624	192,268	130,000	190,000		
Village Attorney		11	131,770	195,700	130,000	190,000		
Public Works Director		11	139,834	194,847	130,000	190,000		
Village Attorney		11	133,336	196,287	130,000	190,000		
	690 - 740	10						
Assistant Public Works Director/Village Engineer		10	117,850	169,265	120,000	165,000	122,100	177,045
Deputy Director of Development Services		10						
Deputy Fire Chief - EMS/Administration		10	123,362	171,886	120,000	165,000		
Deputy Fire Chief - Operations		10			120,000	165,000		
Deputy Police Chief		10	124,634	173,254	120,000	165,000		
Deputy Public Works Director		10			120,000	165,000		
Information Technology Director		10	121,032	170,933	120,000	165,000		
Public Health Director		10	131,611	192,726	120,000	165,000		
	650 - 685	9						
Assistant Director of Development Services		9			115,000	160,000	111,000	160,950
Assistant Village Attorney		9			65,000	92,500		
Assistant Village Engineer/Traffic Engineer		9						
Chief Communications Officer		9	94,306	133,379	85,000	120,000		
Chief Diversity Equity and Inclusion Officer		9			115,000	160,000		
Chief Sustainability Officer		9			100,000	135,000		
Director of Adjudication		9			115,000	160,000		
Fire Battalion Chief		9	111,601	155,075	115,000	160,000		
Police Commander		9	135,269	180,359	115,000	160,000		
	610 - 645	8						
Deputy Chief Financial Officer		8	108,500	151,791	115,000	160,000	98,126	142,283
Forestry Superintendent		8			82,500	108,750		
Permit Processing Manager/Chief Building Official		8			100,000	135,000		
Parking & Mobility Services Manager		8			85,000	120,000		
Planning & Urban Design Manager/Village Planner		8	90,003	125,795	100,000	135,000		
Police Commander, Administrative		8			75,000	105,000		
Streets Superintendent		8	101,557	138,864	85,000	120,000		
Water & Sewer Superintendent		8	99,269	138,864	82,500	108,750		
	570 - 605	7						
Building Maintenance Superintendent		7	97,896	138,421			91,706	132,974
Emergency Preparedness and Response Coordinator		7			65,000	92,500		
Fleet Services Superintendent		7	99,269	132,309	82,500	108,750		
Information Technology Operations Manager		7			85,000	120,000		

Village of Oak Park, IL
 Table 1 - Comprehensive Table

Position:	Skill Level	New Grade	50th Percentile Salary Survey Data		Current Salary Range		Proposed Salary Range 50th Percentile	
Neighborhood Partnerships Administrator		7			85,000	120,000		
	530 - 565	6						
Assistant Human Resources Director		6			100,000	135,000	85,707	124,275
Civil Engineer II		6	81,954	113,545	82,500	108,750		
Environmental Health Manager		6	89,763	121,182	65,000	92,500		
Environmental Services Manager		6			75,000	105,000		
Fire Marshal		6			75,000	105,000		
Grants Manager		6			65,000	92,500		
Neighborhood Code Compliance Manager		6			65,000	92,500		
Neighborhood Programs Manager		6			82,500	108,750		
Senior Accountant		6			65,000	92,500		
Streets Supervisor		6	86,004	121,586	65,000	92,500		
Public Health Education Manager		6			82,500	108,750		
Public Health Nurse		6	74,921	103,187	75,000	105,000		
Water & Sewer Supervisor		6	86,847	121,586	75,000	105,000		
	490 - 525	5						
Assistant to the Village Manager		5					80,100	116,145
Collective Impact Manager		5			75,000	105,000		
IT Operations Specialist		5	90,824	126,134	64,002	95,992		
Permit Services Supervisor		5	77,947	104,669	65,000	92,500		
Sustainability Coordinator		5			75,000	105,000		
Water Meter Supervisor		5			60,000	85,500		
	450 - 485	4						
Communications & Social Media Manager		4			55,000	80,000	71,842	104,172
Housing Programs Coordinator		4			75,000	105,000		
Human Resources Generalist		4	72,011	95,418	65,000	92,500		
Management Analyst		4			75,000	105,000		
Media Production Manager		4			60,000	85,500		
Parking Facilities Supervisor		4			60,000	85,500		
Payroll Accountant		4	70,918	99,085	60,000	85,500		
	410 - 445	3						
Automotive Parts Supervisor		3			50,000	75,000	67,143	97,357
Budget & Revenue Analyst		3	69,533	97,434	60,000	85,500		
Building Maintenance Contract Coordinator		3			65,000	92,500		
Business Intelligence Officer		3			60,000	89,992		
Civil Engineer I		3						
Community Health Advisor		3			75,000	105,000		
Deputy Village Clerk		3	70,918	103,167	55,000	80,000		
Executive Coordinator of the Office of the Village Manager		3			65,000	92,500		
Farmers Market Manager		3			50,000	75,000		
Police Records Supervisor		3			60,000	85,500		
	370 - 405	2						
Communications & Social Media Coordinator		2	68,490	98,116	48,006	66,664	62,750	90,988
Executive Coordinator		2			55,994	85,342		

Village of Oak Park, IL
 Table 1 - Comprehensive Table

Position:	Skill Level	New Grade	50th Percentile Salary Survey Data		Current Salary Range		Proposed Salary Range 50th Percentile	
Fire Inspector		2	74,259	105,691	55,994	85,342		
Human Resources Coordinator		2			52,494	80,000		
Office Coordinator		2			52,494	80,000		
Paralegal		2			64,002	95,992		
Parking Enforcement Supervisor		2			50,000	75,000		
Welcome Center Coordinator		2			52,494	80,000		
	Up to	365						
Adjudication Hearing Clerk		1			48,006	66,664		
Court Liaison Officer		1			50,000	75,000		
Crime Analyst		1			50,000	75,000		
Research Assistant		1			48,006	66,664	47,300	68,585

Table 2 - Proposed Pay Ranges

50th Percentile - Proposed Pay Ranges Year 1		
45% Range Spread		
Grade	Minimum	Maximum
1	47,300	68,585

50th Percentile - Proposed Pay Ranges Year 2		
40% Range Spread		
Grade	Minimum	Maximum
1	49,000	68,600

45% Range Spread and 7% Gradation		
Grade	Minimum	Maximum
2	62,750	90,988
3	67,143	97,357
4	71,842	104,172

40% Range Spread and 7% Gradation		
Grade	Minimum	Maximum
2	65,000	91,000
3	69,550	97,370
4	74,419	104,186

45% Range Spread and 7% Gradation		
Grade	Minimum	Maximum
5	80,100	116,145
6	85,707	124,275
7	91,706	132,974
8	98,126	142,283

40% Range Spread and 7% Gradation		
Grade	Minimum	Maximum
5	83,000	116,200
6	88,810	124,334
7	95,027	133,037
8	101,679	142,350

45% Range Spread and 10% Gradation		
Grade	Minimum	Maximum
9	111,000	160,950
10	122,100	177,045
11	134,310	194,750

40% Range Spread and 10% Gradation		
Grade	Minimum	Maximum
9	115,000	161,000
10	126,500	177,100
11	139,150	194,810

APPENDIX A

EMPLOYEE JOB ANALYSIS QUESTIONNAIRE (JAQ)

Village of Oak Park, IL

NAME:	DATE:
YEARS OF EXPERIENCE WITH EMPLOYER:	JOB TITLE:
YEARS OF EXPERIENCE ON THIS JOB:	YOUR JOB IS: FULL TIME <input type="checkbox"/> PART TIME <input type="checkbox"/>
YOUR YEARS OF EXPERIENCE IN THIS FIELD:	YOUR EDUCATION: <input type="checkbox"/> High Sch. <input type="checkbox"/> Assoc. Deg. <input type="checkbox"/> Bach. Deg. <input type="checkbox"/> Mas. Deg.
NAME OF IMMEDIATE SUPERVISOR:	HIS/HER TITLE:

INSTRUCTIONS

The purpose of this questionnaire is to obtain additional information about your job that may not be included in your current job description. Please answer each question thoughtfully and frankly. After you have finished your portion of the questionnaire, give it to your immediate supervisor, who will complete his/her section.

General Summary: In three or four sentences, please summarize the major purpose or primary function of your job.

Please indicate if you have reviewed your current job description.

If you have any changes to your current job description, please mark them on the JD and attach it to this JAQ, or indicate changes here:

If you do not have a job description available to review, please list your job duties. Try to place your duties in order of importance and group “like” tasks together (e.g., “clerical duties including word processing, opening mail, filing, etc.” or “front desk responsibilities including greeting visitors, answering telephones and routing calls, etc.”). Job duties:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

- 8.
- 9.
- 10.
- 11.
- 12.
- 13.
- 14.
- 15.

Feel free to add more numbers/duties if necessary.

FACTOR 1. Education & Training: In your opinion, what kind of education and training is necessary to perform your job?

- LEVEL 1: Level of knowledge that is below what is normally attained through high school graduation.
- LEVEL 2: High school diploma (GED) or equivalent.
- LEVEL 3: High school, plus elementary technical training, acquired on the job or through one year or less of technical or business school.
- LEVEL 4: Extensive technical or specialized training such as would be acquired by an Associate’s Degree or two years of technical or business school.
- LEVEL 5: Completion of four-year college degree program.
- LEVEL 6: Additional professional level of education beyond a four-year college program, such as a CPA or Professional Engineer (P.E.) training.
- LEVEL 7: Completion of graduate coursework equal to a Master’s Degree or higher.

What specific degree/coursework is NECESSARY?

What specific degree/coursework is PREFERRED?

If a specific certificate or license is mandated by an outside agency to perform your duties, name the certificate or license:

What special skills, knowledge, and abilities are required to perform your job? Please list:

FACTOR 2. Years of Experience: How much previous work experience do you feel is necessary to perform your job?

- | | | | | |
|---|---------------------------------------|---------------------------------------|--|---|
| LEVEL 1: | LEVEL 2: | LEVEL 3: | LEVEL 4: | LEVEL 5: |
| <input type="checkbox"/> Less Than 1 Year | <input type="checkbox"/> 1 to 3 Years | <input type="checkbox"/> 4 to 6 Years | <input type="checkbox"/> 7 to 10 Years | <input type="checkbox"/> More than 10 Years |

What is the minimum number of years required?

What specific experience is necessary?

FACTOR 3. Independent Judgment and Decision Making

Part 1: How much discretion do you have in making decisions with or without the input or direction of your supervisor?

- LITTLE: Little discretion or independent judgment exercised.
- SOME: Some discretion or judgment exercised, but supervisor is normally available.
- OFTEN: Job often requires making decisions in absence of specific policies and/or guidance from supervisors, but some direct guidance is received from supervisors.
- HIGH: High level of discretion with decisions restricted only by Departmental policies and little direct guidance from supervisors.
- VERY HIGH: Very high level of discretion with decisions only restricted by the broadest policies of the Organization.

Part 2: If you make an erroneous decision, what impact would this decision have on your work unit, department, and/or the Organization?

- MINOR: Some inconvenience and delays but minor costs in terms of time, money, or public/employee good will.
- MODERATE: Moderate costs in time, money, or public/employee good will would be incurred. Delays in important projects/schedules likely.
- SERIOUS: Important goals would not be achieved and the financial, employee, or public relations posture of the Organization would be seriously affected.
- CRITICAL: Critical goals and objectives of the Organization would be adversely and very seriously affected. Error could likely result in critical financial loss, property damage, or bodily harm/loss of life.

FACTOR 4. Responsibility for Policy Development: Does your job require you to participate in the development of policies for your unit/division/department/the Organization?

- LEVEL 1: Position involves only the execution of policies or use of existing procedures.
- LEVEL 2: May provide some input to supervisor when policies and procedures are updated.
- LEVEL 3: Position involves some development of policies/procedures for the Department and/or the interpretation or explanation of departmental policies for others in the organization or residents.
- LEVEL 4: Position involves significant or primary responsibility for the development of policies and procedures for a division or organizational component of a department, as well as the interpretation, execution and recommendation of changes to department policies.
- LEVEL 5: Position involves significant or primary responsibility for the development of policies and procedures for an entire department, plus occasional participation in the development of policies which affect other departments in the organization.
- LEVEL 6: Position involves the primary responsibility for the development of departmental policies and procedures and regular participation in the development of policies that affect other departments and occasionally involves participation in the development of organization-wide policies.

Give some examples of the types of policies you've written or been a part of creating:

FACTOR 5. Planning: How much latitude do you have to set your own daily work schedule and priorities for a given workday?

- LEVEL 1: Position requires that my daily work load and activities are assigned to me by my supervisor.
- LEVEL 2: Position requires that I plan my own daily work load and work independently according to established procedures or standards.
- LEVEL 3: Position requires that I plan my own daily work load and those of others in the department (first-level supervision).
- LEVEL 4: Position requires an above average ability to analyze data and develop departmental plans, including plans where a number of difficult, technical and/or administrative problems must be addressed (Manager/Division level planning).
- LEVEL 5: Position requires a high level of analytical ability to develop plans for a department or complex situation, including plans that involve integrating/involving/impacting other departments (Department Head level planning).

FACTOR 6. Contacts with Others: In the course of performing your job, what contacts with people in your department, other departments within the organization, and/or people from outside the organization are you required to make?

- LEVEL 1: Position involves interaction with fellow workers on routine matters with relatively little public contact.
- LEVEL 2: Position involves frequent internal and external contact, but generally on routine matters such as furnishing or obtaining information.
- LEVEL 3: Position involves frequent internal contact and regular contact with outsiders generally on routine matters, including contacts with irate outsiders which require some public relations skill for taking complaints for others to follow up upon.
- LEVEL 4: Position involves frequent internal and external contacts which require public relations skills in handling complaints. Contacts involve non-routine problems and require in-depth discussion and/or persuasion in order to resolve the problem. Handles more difficult contacts that are referred by front line employees.
- LEVEL 5: Position involves frequent internal and external contacts which require skill in dealing with, and influencing others, and initiating changes in policy/procedures to address the issue so as to avoid having to deal with the issue again in the future.
- LEVEL 6: Position involves frequent internal and external contacts in which I act as the spokesperson for the department and am authorized to make commitments of significant resources on behalf of the department.
- LEVEL 7: Position involves frequent internal and external contacts where I represent the entire organization and am authorized to make commitments in matters of broad or critical interest to the entire organization.

With which internal individuals or groups do you have the most contact?

With which external individuals or groups do you have the most contact?

FACTOR 7. Supervision Given:

Do you supervise or assign work to other employees? Yes No

If yes:

- LEVEL 1: Position is regularly responsible for assigning work to an employee or employees, without acting in a supervisory role. To whom does this position assign work?

- LEVEL 2: Position is responsible for the supervision of one full time or several part time employees.
- LEVEL 3: Position is responsible for the supervision of two to five full time (or full time equivalent) employees.
- LEVEL 4: Position is responsible for the supervision of six to 15 full time (or full time equivalent) employees.
- LEVEL 5: Position is responsible for direct and/or indirect supervision of 16 to 29 full time (or full time equivalent) employees.
- LEVEL 6: Position is responsible for direct and/or indirect supervision of 30 to 50 full time (or full time equivalent) employees.
- LEVEL 7: Position is responsible for direct and/or indirect supervision of more than 51 full time (or full time equivalent) employees.

Actual number of full-time (or full-time equivalent) employees supervised:

FACTOR 8. Physical Demands: Please describe any physical demands required to perform your job.

Demand	No	Yes	How often? (Rarely, Occasionally or Daily)
Lifting to 20 pounds	<input type="checkbox"/>	<input type="checkbox"/>	
Lifting 20-50 pounds	<input type="checkbox"/>	<input type="checkbox"/>	
Lifting 50+ pounds	<input type="checkbox"/>	<input type="checkbox"/>	
Climbing	<input type="checkbox"/>	<input type="checkbox"/>	
Walking	<input type="checkbox"/>	<input type="checkbox"/>	
Kneeling	<input type="checkbox"/>	<input type="checkbox"/>	
Crouching	<input type="checkbox"/>	<input type="checkbox"/>	
Crawling	<input type="checkbox"/>	<input type="checkbox"/>	
Bending	<input type="checkbox"/>	<input type="checkbox"/>	
Sitting	<input type="checkbox"/>	<input type="checkbox"/>	
Prolonged Standing	<input type="checkbox"/>	<input type="checkbox"/>	
Prolonged Visual Concentration	<input type="checkbox"/>	<input type="checkbox"/>	

Unpleasant or Hazardous Conditions: Please describe any unpleasant or hazardous conditions you are exposed to in performing your job and how often you are exposed to those conditions. Include only those conditions which are directly related to your work rather than specific work area conditions.

Condition	No	Yes	How Often? (Rarely, Occasionally or Daily)
Lighting-dimness or brightness	<input type="checkbox"/>	<input type="checkbox"/>	
Dust	<input type="checkbox"/>	<input type="checkbox"/>	
Heat	<input type="checkbox"/>	<input type="checkbox"/>	
Cold	<input type="checkbox"/>	<input type="checkbox"/>	
Odors	<input type="checkbox"/>	<input type="checkbox"/>	
Noise	<input type="checkbox"/>	<input type="checkbox"/>	
Vibration	<input type="checkbox"/>	<input type="checkbox"/>	
Wetness/Humidity	<input type="checkbox"/>	<input type="checkbox"/>	
Toxic Agents	<input type="checkbox"/>	<input type="checkbox"/>	
Electrical Currents	<input type="checkbox"/>	<input type="checkbox"/>	
Heavy Machinery	<input type="checkbox"/>	<input type="checkbox"/>	
Violence	<input type="checkbox"/>	<input type="checkbox"/>	
Disease	<input type="checkbox"/>	<input type="checkbox"/>	
Smoke	<input type="checkbox"/>	<input type="checkbox"/>	
Other	<input type="checkbox"/>	<input type="checkbox"/>	

FACTOR 9. Use of Technology/Specialized Equipment: Please check the level of technology or specialized equipment use needed for you to perform your job.

- LEVEL 1: Position has no responsibility for, or use of, technology.
- LEVEL 2: Position has some basic use of computers for data entry and some use of the telephone, copier, etc.
- LEVEL 3: Position has daily use of computers for data entry and use of the telephone, fax machine, copier, etc. Position has daily use of light equipment such as push mowers, weed whackers, pole saws, custodial equipment, etc.
- LEVEL 4: Position has daily use of computers, the Internet, Smartphones, etc. to create databases, spreadsheets, or reports. Position designs and creates customized reports, presentations, and/or documents using advanced software skills.
- LEVEL 5A: Position provides routine consultation and technology support for everyday computer programming and/or software requests/questions to others in the organization; is an applications super user; or uses specialized software such as GIS, SCADA or telecommunications software.
- LEVEL 5B: Position uses, troubleshoots, and/or repairs various pieces of specialized equipment such as HVAC, lighting, gas flares, blowers, engines, heavy equipment, diagnostic equipment, large vehicles (vacuum trucks, street sweepers, fire apparatus) and/or medical or public safety equipment.
- LEVEL 6: Position is responsible for advanced computer programming, system security, maintenance, training, and purchasing of items such as computers, printers, scanners, etc., for the computer system for the organization (IT personnel).
- LEVEL 7: Position is responsible for the overall direction and supervision of the staff that are responsible for the computer and technology needs of the organization, including responsibility for developing technology policies for the organization (IT personnel).

10. FLSA EXEMPT OR NON-EXEMPT DETERMINATION

Do you receive overtime or comp time for hours worked beyond your normal work week? Yes No

Is your position considered any one of the following: Executive, Administrative, Professional, or Computer? If so, please answer the questions in the applicable sections below. If not, please skip to Question 11.

Please answer for only one category:

A. Executive	No	Yes	Unsure
Are you paid the equivalent of at least \$684 per week on a salary basis?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is your primary duty managing the department or unit of a local government?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Percent of time spent managing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you customarily direct the work of two or more other employees (or the equivalent of two or more, e.g., 4 part-timers)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you have the ability to hire and fire, or do your recommendations carry significant weight even if you are unauthorized to make the final decision?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B. Administrative

No Yes Unsure

Are you paid the equivalent of at least \$684 per week on a salary basis?

Is this a "staff" position where your primary duty is performing office or non-manual work directly related to the management or general operations of the organization, division or unit?

Do you exercise discretion and independent judgment with respect to matters of significance, have the authority to formulate/interpret policy, and have a high level of operational responsibility?

C. Professional

No Yes Unsure

Are you paid the equivalent of at least \$684 per week on a salary basis?

Does your primary duty include the performance of work that requires advanced knowledge in a field of science or learning that is customarily acquired by a prolonged course of specialized instruction?

Is a specialized advanced degree a prerequisite for your job?
If yes, what is the degree or certification?

D. Computer

No Yes Unsure

Are you paid the equivalent of at least \$684 per week on a salary basis?

Do your primary duties involve:
The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications; OR

The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on or related to user or system design specifications; OR

The design, documentation, testing, creation or modification of computer programs related to organizational operating systems; OR

A combination of the aforementioned duties, the performance of which requires the same level of skills?

11. Comments/Additional Information: Feel free to add additional information below. If using a printed copy of this form, use the back of the form to add your comments.

Type your name and the date below, then save this form as a Word document with the file name of "JobTitle.LastName.FirstName" and email it to your supervisor. If using a printed copy of this form, sign and date it and then deliver to your supervisor.

EMPLOYEE'S SIGNATURE OR TYPED NAME

DATE

THIS SECTION TO BE COMPLETED BY IMMEDIATE SUPERVISOR AND/OR DEPARTMENT HEAD

Please provide your comments below. If using a printed copy of the form and additional space is needed, please use the back of this form or attach an additional sheet. **Please do not mark in employee’s portion of the questionnaire.**

- 1. Do you agree with the employee’s answers to all of the above questions? If not, please explain.
- 2. List any job duties or assignments which the employee performs which are in addition to those listed on the job description or this form.
- 3. How long has this employee worked for you?
- 4. Additional comments from the employee’s immediate supervisor:

Type your name and the date below, then email this form to your Department Head (if applicable) or to Human Resources. If using a printed copy of this form, sign, and date it before forwarding.

SUPERVISOR’S SIGNATURE OR TYPED NAME

DATE

If Supervisor isn’t Department Head, Department Head should review this form as well.

- I have read the above and substantially concur.
- I have read the above and have the following comments:

Type your name and the date below, and then email this form to the Human Resources. If using a printed copy of this form, sign, and date it before forwarding.

DEPARTMENT HEAD SIGNATURE OR TYPED NAME

DATE

IMPORTANT DATES:

July 17th to July 31st

Employees complete and submit the JAQs to their Supervisors. Please save file as follows: JobTitle.LastName.FirstName.

July 31st to August 4th:

Supervisors and Department Heads review and then submit the JAQs to Human Resources.

August 7th to August 11th

Human Resources/Village Administration reviews and then submits the JAQs to GovHR USA.

August 21st to August 25th

GovHR meets virtually one-on-one with employees to expand upon the information entered on their JAQ.

APPENDIX B

1. Equalized Assessed Valuation: Maximum 20 Points						
2,028.68 Million						
Factor	Minimum Range		Maximum Range			Points
1.50	1,352.45	2,028.68	2,028.68	3,043.02		20
2.00	1,014.34	1,352.44	3,043.03	4,057.36		15
2.50	811.47	1,014.33	4,057.37	5,071.70		10
3.00	676.23	811.46	5,071.71	6,086.05		5
All Others						0
2. Per Capita Income: Maximum 15 Points						
60,973						
Factor	Minimum Range		Maximum Range			Points
1.50	40,649	60,973	60,973	91,460		15
2.00	30,487	40,648	91,461	121,946		11
2.50	24,389	30,486	121,947	152,433		7
3.00	20,324	24,388	152,434	182,919		3
All Others						0
3. Population: Maximum 15 Points						
54,583						
Factor	Minimum Range		Maximum Range			Points
1.50	36,389	54,583	54,583	81,875		15
2.00	27,292	36,388	81,876	109,166		11
2.50	21,833	27,291	109,167	136,458		7
3.00	18,194	21,832	136,459	163,749		3
All Others						0
4. Total Expenditures: Maximum 10 Points						
134.29 Million						
Factor	Minimum Range		Maximum Range			Points
1.50	89.53	134.29	134.29	201.43		10
2.00	67.14	89.52	201.44	268.58		7
2.50	53.72	67.13	268.59	335.72		4
3.00	44.76	53.71	335.73	402.87		2
All Others						0
5. Number of Full Time Employees: Maximum 10 Points						
343						
Factor	Minimum Range		Maximum Range			Points
1.50	229	343	343	515		10
2.00	172	228	516	686		7
2.50	137	171	687	858		4
3.00	114	136	859	1,029		2
All Others						0
6. State Sales Tax: Maximum 10 Points						
7.79 Million						
	Minimum Range		Maximum Range			Points
1.50	5.19	7.79	7.79	11.69		10
2.00	3.90	5.18	11.70	15.58		7
2.50	3.12	3.89	15.59	19.48		4
3.00	2.60	3.11	19.49	23.38		2
All Others						0

7. Property Tax Revenue: Maximum 10 Points						
31.03 Million						
Factor	Minimum Range			Maximum Range		Points
1.50	20.69	31.03		31.03	46.55	10
2.00	15.52	20.68		46.56	62.07	7
2.50	12.41	15.51		62.08	77.59	4
3.00	10.34	12.40		77.60	93.10	2
All Others						0

8. Proximity to Oak Park: Maximum 10 Points						
						Points
	0.00	to	9.90	Miles		10
	10.00	to	19.90	Miles		7
	20.00	to	29.90	Miles		4
	All Others					2

Initial screen:
 Illinois communities with a population between approximately 20,000 and 100,000 and with a per capita income greater than \$35,000 in the following counties: DuPage, Dekalb, Cook, Kane, Kendall, Lake, McHenry, and Will.

Sources:
 Illinois Comptroller Website - Local Government Warehouse
<https://illinoiscomptroller.gov/constituent-services/local-government/local-government->
 2022 State Equalized Valuation: <https://eequal.bsasoftware.com/ReportViewerPage.aspx>
 US Census Bureau: Population and Per Capita Income
 Google Maps: Proximity

Note:
 Each of the eight criterion contain ranges to assess comparability with the City's data. For example, each of the four ranges for the City's population is developed using a factor of .5 percent (+/-). To determine the population range that will receive a score of 15 (most similar to the City), the City's population is multiplied by 1.5 (maximum range) and divided by 1.5 (minimum range). The City's population is then multiplied and divided by 2.0, 2.5 and 3.0 to determine ranges of decreasing similarity (and subsequently decreasing "comparability points").

Village of Oak Park, IL
Criteria Comparisons - Sorted by Rank 2023

Municipality	EAV (million)	Max. Points	Per Capita Income	Max. Points	Population	Max. Points	Total Expend. (million)	Max Points	Total Employees	Max. Points	State Sales Tax (million)	Max. Points	Property Tax (million)	Max. Points	Proximity (miles)	Max. Points	Total Points
Oak Park	2,028.68	20	60,973	15	54,583	15	134.29	10	343	10	7.79	10	31.03	10	0.0	10	100
Hoffman Estates	1,612.30	20	41,166	15	52,530	15	151.44	10	321	10	8.98	10	27.05	10	28.5	4	94
Palatine	1,895.63	20	45,557	15	67,908	15	123.14	10	328	10	14.46	7	21.64	10	25.0	4	91
Des Plaines	2,292.78	20	38,455	11	60,675	15	158.40	10	330	10	13.93	7	24.23	10	13.6	7	90
Downers Grove	2,897.70	20	57,209	15	50,247	15	118.00	10	315	10	15.88	4	15.77	7	15.3	7	88
Wheaton	2,346.38	20	55,339	15	53,970	15	107.98	10	232	10	7.38	10	13.91	4	21.7	4	88
Arlington Heights	3,387.80	15	53,880	15	77,676	15	161.05	10	403	10	15.16	7	25.94	10	21.7	4	86
Elmhurst	2,866.45	20	63,417	15	45,786	15	116.25	10	274	10	15.41	7	12.41	2	10.3	7	86
Evanston	3,461.65	15	57,626	15	78,110	15	243.40	7	665	7	9.32	10	31.95	10	17.7	7	86
Mount Prospect	1,991.34	20	43,389	15	56,852	15	127.25	10	300	10	30.10	2	16.34	7	18.9	7	86
Buffalo Grove	1,784.66	20	55,906	15	43,212	15	85.63	7	207	7	9.14	10	16.52	7	28.8	4	85
Elk Grove Village	2,339.70	20	42,410	15	30,812	11	131.96	10	298	10	14.31	7	15.30	4	18.9	7	84
Lombard	1,764.08	20	43,304	15	44,476	15	109.87	10	222	7	12.19	7	11.54	2	14.2	7	83
Glenview	2,770.39	20	70,217	15	48,705	15	176.46	10	269	10	21.73	2	12.25	2	15.2	7	81
Orland Park	2,277.35	20	45,338	15	58,703	15	121.92	10	263	10	19.70	2	11.22	2	19.9	7	81
Wilmette	2,068.22	20	97,355	11	28,170	11	77.70	7	375	10	4.47	7	16.19	7	17.4	7	80
Oak Lawn	1,317.10	15	36,279	11	58,362	15	162.71	10	312	10	13.76	7	14.10	4	14.8	7	79
Tinley Park	1,640.78	20	44,349	15	55,971	15	92.81	10	215	7	2.48	0	23.98	10	33.3	2	79
Park Ridge	1,792.34	20	63,056	15	39,656	15	68.31	7	226	7	4.04	7	9.22	0	12.4	7	78
Skokie	2,630.03	20	39,196	11	67,824	15	270.01	4	429	10	16.92	4	16.05	7	13.0	7	78
Niles	1,362.03	20	35,908	11	30,912	11	99.62	10	237	10	17.81	4	6.75	0	9.6	10	76
St. Charles	1,611.32	20	55,477	15	33,081	11	155.89	10	237	10	16.28	4	13.45	4	34.9	2	76
Wheeling	1,143.41	15	37,119	11	39,137	15	90.28	10	215	7	5.47	10	15.41	4	24.4	4	76
Schaumburg	3,913.12	15	44,170	15	78,723	15	237.90	7	495	10	38.75	2	18.94	7	23.5	4	75
Northbrook	2,859.97	20	78,195	15	35,222	11	103.45	10	321	10	15.71	4	9.64	0	23.4	4	74
Highland Park	2,299.64	20	93,309	11	30,176	11	88.16	7	230	10	11.43	10	5.22	0	25.1	4	73
Bolingbrook	2,372.87	20	38,896	11	73,922	15	133.47	10	309	10	21.40	2	10.21	0	24.0	4	72
Crystal Lake	1,290.65	15	41,507	15	40,269	15	77.98	7	255	10	13.85	7	4.95	0	47.7	2	71
Plainfield	1,611.01	20	48,106	15	44,762	15	63.95	4	136	2	8.80	10	7.24	0	33.5	2	68
Carol Stream	1,381.99	20	39,693	11	39,854	15	50.23	2	153	4	10.18	10	3.98	0	26.8	4	66
Batavia	1,186.12	15	50,976	15	26,098	7	99.07	10	166	4	6.30	10	8.02	0	35.2	2	63
Glen Ellyn	1,557.26	20	69,566	15	28,846	11	56.55	4	120	2	4.67	7	7.98	0	20.5	4	63
Mundelein	946.98	10	40,663	15	31,560	11	69.24	7	188	7	10.66	10	9.20	0	36.5	2	62
Woodridge	1,377.86	20	44,630	15	34,158	11	44.56	0	107	0	5.85	10	3.47	0	22.1	4	60
Bartlett	3,642.47	15	44,559	15	41,105	15	50.44	2	166	4	3.52	4	8.89	0	27.6	4	59
Algonquin	1,044.44	15	49,226	15	29,700	11	50.56	2	126	2	8.95	10	6.23	0	41.8	2	57
Morton Grove	954.89	10	41,004	15	25,297	7	60.22	4	164	4	5.60	10	9.72	0	12.4	7	57
Geneva	1,118.01	15	60,161	15	21,393	3	75.03	7	139	4	6.07	10	5.34	0	37.8	2	56
Gurnee	1,190.07	15	50,422	15	30,706	11	65.40	4	216	7	20.26	2	0.00	0	40.2	2	56
Oswego	1,054.40	15	42,024	15	34,585	11	39.94	0	116	2	10.80	10	1.62	0	39.9	2	55
Lisle	1,134.58	15	54,867	15	24,223	7	31.95	0	89	0	5.78	10	4.91	0	18.9	7	54
Libertyville	1,276.67	15	76,019	15	20,579	3	54.92	4	152	4	9.20	10	7.35	0	34.5	2	53
Rolling Meadows	943.92	10	39,717	11	24,200	7	72.69	7	157	4	4.13	7	12.00	2	24.0	4	52
Bloomington	955.21	10	50,374	15	22,382	7	36.17	0	119	2	9.23	10	3.07	0	18.7	7	51
New Lenox	1,017.59	15	45,362	15	27,214	7	50.16	2	110	0	6.94	10	3.89	0	38.8	2	51
Huntley	1,023.61	15	41,008	15	27,740	11	28.73	0	98	0	4.19	7	4.50	0	46.9	2	50
Westmont	967.12	10	44,543	15	24,429	7	49.14	2	127	2	11.82	7	5.94	0	16.1	7	50
Darien	987.93	10	51,388	15	22,011	7	26.19	0	65	0	7.12	10	2.29	0	18.7	7	49
Homer Glen	1,065.85	15	45,912	15	24,543	7	12.54	0	37	0	4.63	7	1.50	0	35.4	2	46
Villa Park	731.20	5	38,268	11	22,263	7	51.63	2	137	2	6.27	10	4.36	0	11.6	7	44
Vernon Hills	1,273.09	15	53,484	15	26,850	7	40.36	0	100	0	17.78	4	0.00	0	32.7	2	43
McHenry	782.13	5	42,492	15	27,135	7	45.91	2	155	4	12.81	7	4.84	0	49.6	2	42
Frankfort	1,000.15	10	53,589	15	20,296	3	31.39	0	88	0	10.99	10	4.02	0	44.4	2	40
South Elgin	767.67	5	46,005	15	23,865	7	30.52	0	82	0	5.21	10	6.49	0	32.0	2	39

Village of Oak Park, IL
 Criteria Comparisons - Sorted by Rank 2023

Municipality	EAV (million)	Max. Points	Per Capita Income	Max. Points	Population	Max. Points	Total Expend. (million)	Max Points	Total Employees	Max. Points	State Sales Tax (million)	Max. Points	Property Tax (million)	Max. Points	Proximity (miles)	Max. Points	Total Points
Oak Park	2,028.68	20	60,973	15	54,583	15	134.29	10	343	10	7.79	10	31.03	10	0.0	10	100
Lockport	891.79	10	39,118	11	26,094	7	41.25	0	101	0	4.68	7	6.74	0	33.2	2	37
Roselle	819.56	10	43,768	15	22,897	7	36.60	0	103	0	0.87	0	6.04	0	20.0	4	36
Woodstock	544.58	0	36,391	11	25,630	7	40.14	0	146	4	5.48	10	1.61	0	57.4	2	34
Lake in the Hills	789.34	5	40,505	11	28,982	11	27.55	0	109	0	3.88	4	5.67	0	41.3	2	33
Oak Forest	517.06	0	37,068	11	27,478	11	43.17	0	124	2	2.73	2	10.25	0	32.1	2	28
Yorkville	623.60	0	39,765	11	21,533	3	33.87	0	87	0	4.45	7	3.42	0	46.7	2	23
Grayslake	649.07	0	50,354	15	21,248	3	25.88	0	51	0	1.08	0	2.67	0	44.1	2	20

Village of Oak Park, IL
 Top Comparables 75+ Points 2023

Municipality	EAV (million)	Max. Points	Per Capita Income	Max. Points	Population	Max. Points	Total Expend. (million)	Max Points	Total Employees	Max. Points	State Sales Tax (million)	Max. Points	Property Tax (million)	Max. Points	Proximity (miles)	Max. Points	Total Points
Oak Park	2,028.68	20	60,973	15	54,583	15	134.29	10	343	10	7.79	10	31.03	10	0.0	10	100
Hoffman Estates	1,612.30	20	41,166	15	52,530	15	151.44	10	321	10	8.98	10	27.05	10	28.5	4	94
Palatine	1,895.63	20	45,557	15	67,908	15	123.14	10	328	10	14.46	7	21.64	10	25.0	4	91
Des Plaines	2,292.78	20	38,455	11	60,675	15	158.40	10	330	10	13.93	7	24.23	10	13.6	7	90
Downers Grove	2,897.70	20	57,209	15	50,247	15	118.00	10	315	10	15.88	4	15.77	7	15.3	7	88
Wheaton	2,346.38	20	55,339	15	53,970	15	107.98	10	232	10	7.38	10	13.91	4	21.7	4	88
Arlington Heights	3,387.80	15	53,880	15	77,676	15	161.05	10	403	10	15.16	7	25.94	10	21.7	4	86
Elmhurst	2,866.45	20	63,417	15	45,786	15	116.25	10	274	10	15.41	7	12.41	2	10.3	7	86
Evanston	3,461.65	15	57,626	15	78,110	15	243.40	7	665	7	9.32	10	31.95	10	17.7	7	86
Mount Prospect	1,991.34	20	43,389	15	56,852	15	127.25	10	300	10	30.10	2	16.34	7	18.9	7	86
Buffalo Grove	1,784.66	20	55,906	15	43,212	15	85.63	7	207	7	9.14	10	16.52	7	28.8	4	85
Elk Grove Village	2,339.70	20	42,410	15	30,812	11	131.96	10	298	10	14.31	7	15.30	4	18.9	7	84
Lombard	1,764.08	20	43,304	15	44,476	15	109.87	10	222	7	12.19	7	11.54	2	14.2	7	83
Glenview	2,770.39	20	70,217	15	48,705	15	176.46	10	269	10	21.73	2	12.25	2	15.2	7	81
Orland Park	2,277.35	20	45,338	15	58,703	15	121.92	10	263	10	19.70	2	11.22	2	19.9	7	81
Wilmette	2,068.22	20	97,355	11	28,170	11	77.70	7	375	10	4.47	7	16.19	7	17.4	7	80
Oak Lawn	1,317.10	15	36,279	11	58,362	15	162.71	10	312	10	13.76	7	14.10	4	14.8	7	79
Tinley Park	1,640.78	20	44,349	15	55,971	15	92.81	10	215	7	2.48	0	23.98	10	33.3	2	79
Park Ridge	1,792.34	20	63,056	15	39,656	15	68.31	7	226	7	4.04	7	9.22	0	12.4	7	78
Skokie	2,630.03	20	39,196	11	67,824	15	270.01	4	429	10	16.92	4	16.05	7	13.0	7	78
Niles	1,362.03	20	35,908	11	30,912	11	99.62	10	237	10	17.81	4	6.75	0	9.6	10	76
St. Charles	1,611.32	20	55,477	15	33,081	11	155.89	10	237	10	16.28	4	13.45	4	34.9	2	76
Wheeling	1,143.41	15	37,719	11	39,137	15	90.28	10	215	7	5.47	10	15.41	4	24.4	4	76
Schaumburg	3,913.12	15	44,170	15	78,723	15	237.90	7	495	10	38.75	2	18.94	7	23.5	4	75

APPENDIX C

Deputy Village Manager				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Assistant Village Manager	144,598	209,666	178,803
Buffalo Grove	Deputy Village Manager	143,990	214,594	214,594
Des Plaines	n/a			
Downers Grove	Deputy Village Manager			158,829
Elmhurst	Assistant City Manager	137,650	220,240	
Evanston	Deputy City Manager	162,696	244,044	214,240
Glenview	Deputy Village Manager	145,662	203,926	205,499
Hoffman Estates	Deputy Village Manager	144,345	204,970	204,970
Lombard	Deputy Village Manager	125,320	175,446	158,432
Niles	Deputy Village Manager	135,037	189,051	140,763
Oak Lawn	Assistant Village Manager			145,550
Palatine	Deputy Village Manager			170,300
Park Ridge	n/a			
Schaumburg	Assistant Village Manager	132,602	192,268	192,268
Skokie	Assistant Village Manager	148,944	194,847	190,094
St. Charles	n/a			
Tinley Park	Assistant Village Manager	123,963	167,350	
Wheaton	Assistant City Manager	133,622	187,071	170,500
Wheeling	n/a			
Oak Park, IL	Deputy Village Manager	130,000	190,000	
Range Data				
Average		139,869.08	200,289.42	180,372.46
50th Percentile		140,820.00	199,386.50	178,803.00
60th Percentile		144,203.00	204,552.40	190,528.80
65th Percentile		144,382.95	205,674.40	191,833.20
70th Percentile		144,522.10	208,257.20	197,348.80
75th Percentile		144,864.00	210,898.00	204,970.00
80th Percentile		145,449.20	213,608.40	205,287.40
Actual Data				
Average		162,335.22	216,446.95	
50th Percentile		160,922.70	214,563.60	
60th Percentile		171,475.92	228,634.56	
65th Percentile		172,649.88	230,199.84	
70th Percentile		177,613.92	236,818.56	
75th Percentile		184,473.00	245,964.00	
80th Percentile		184,758.66	246,344.88	

Assistant Village Manager/Human Resource Director				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Director of Human Services	131,452	190,605	176,941
Buffalo Grove	Director of Human Resources	116,197	174,038	174,038
Des Plaines	Assistant City Mgr./Director of Finance	151,020	206,936	208,436
Downers Grove	Director of Human Resources			134,139
Elmhurst	Human Resources Director	102,384	163,816	
Evanston	Human Resources Division Manager	109,398	164,098	143,222
Glenview	Director of Admin. Services	145,662	203,926	165,375
Hoffman Estates	Assistant Village Manager	125,240	177,841	130,000
Lombard	Asst. Vlg. Mgr./Human Resources Dir.	114,411	161,091	144,151
Niles	Director of Human Resources	122,761	171,865	133,000
Oak Lawn	Human Resources Director			128,125
Palatine	HR Director			160,087
Park Ridge	Administrative Services Manager	143,004	200,206	139,196
Schaumburg	Director of Human Resources	132,602	192,268	153,639
Skokie	Human Resources Director	127,795	167,180	167,180
St. Charles	Director of Human Resources	125,305	175,427	189,893
Tinley Park	Human Resources Director	118,060	159,381	
Wheaton	Director of Human Resources	116,708	163,394	143,399
Wheeling	Assistant Village Manager			186,265
Oak Park, IL	Asst Village Mgr./Human Resource Dir	120,000	165,000	146,414
Range Data				
Average		125,466.60	178,138.13	157,475.65
50th Percentile		125,240.00	174,038.00	153,639.00
60th Percentile		126,301.00	176,392.60	163,259.80
65th Percentile		128,160.70	179,117.40	166,097.00
70th Percentile		130,720.60	188,052.20	168,551.60
75th Percentile		132,027.00	191,436.50	174,038.00
80th Percentile		134,682.40	193,855.60	176,360.40
Actual Data				
Average		141,728.08	188,970.78	
50th Percentile		138,275.10	184,366.80	
60th Percentile		146,933.82	195,911.76	
65th Percentile		149,487.30	199,316.40	
70th Percentile		151,696.44	202,261.92	
75th Percentile		156,634.20	208,845.60	
80th Percentile		158,724.36	211,632.48	

Assistant Village Manager/Human Resource Director (edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Director of Human Services	131,452	190,605	176,941
Buffalo Grove	Director of Human Resources	116,197	174,038	174,038
Des Plaines	Assistant City Mgr./Director of Finance			
Downers Grove	Director of Human Resources			134,139
Elmhurst	Human Resources Director	102,384	163,816	
Evanston	Human Resources Division Manager	109,398	164,098	143,222
Glenview	Director of Admin. Services	145,662	203,926	165,375
Hoffman Estates	Assistant Village Manager	125,240	177,841	130,000
Lombard	Asst. Vlg. Mgr./Human Resources Dir.	114,411	161,091	144,151
Niles	Director of Human Resources	122,761	171,865	133,000
Oak Lawn	Human Resources Director			128,125
Palatine	HR Director			160,087
Park Ridge	Administrative Services Manager	143,004	200,206	139,196
Schaumburg	Director of Human Resources	132,602	192,268	153,639
Skokie	Human Resources Director	127,795	167,180	167,180
St. Charles	Director of Human Resources	125,305	175,427	189,893
Tinley Park	Human Resources Director	118,060	159,381	
Wheaton	Director of Human Resources	116,708	163,394	143,399
Wheeling	Assistant Village Manager			186,265
Oak Park, IL	Asst Village Mgr./Human Resource Dir	120,000	165,000	146,414
Range Data				
Average		123,641.36	176,081.14	154,290.63
50th Percentile		124,000.50	172,951.50	148,895.00
60th Percentile		125,292.00	175,149.20	160,087.00
65th Percentile		126,425.50	176,513.30	164,053.00
70th Percentile		128,160.70	179,117.40	166,277.50
75th Percentile		130,537.75	187,414.00	168,894.50
80th Percentile		131,912.00	191,270.20	174,038.00
Actual Data				
Average		138,861.56	185,148.75	
50th Percentile		134,005.50	178,674.00	
60th Percentile		144,078.30	192,104.40	
65th Percentile		147,647.70	196,863.60	
70th Percentile		149,649.75	199,533.00	
75th Percentile		152,005.05	202,673.40	
80th Percentile		156,634.20	208,845.60	

Human Resources Generalist				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Part-Time Human Resources Generalist	50,047	75,070	50,047
Buffalo Grove	Human Resources Manager	81,954	122,140	91,002
Des Plaines	Human Resource Generalist	64,642	88,577	65,975
Downers Grove	Human Resources Generalist			65,000
Elmhurst	Human Resources Generalist	65,873	82,336	
Evanston	Human Resources Generalist	75,404	113,106	99,926
Glenview	Human Resources Generalist	66,627	93,278	72,800
Hoffman Estates	Human Resources Generalist	65,878	95,418	81,182
Lombard	Human resources Generalist	60,899	85,259	80,124
Niles	Human Resources Generalist	72,011	100,816	78,660
Oak Lawn	HR Generalist/Chief Examiner			71,400
Palatine	n/a			
Park Ridge	Human Resources Generalist	78,958	110,541	91,807
Schaumburg	n/a			
Skokie	Human Resources Specialist	65,861	86,159	86,159
St. Charles	Benefits Coordinator	83,933	117,505	95,693
Tinley Park	Human Resources Generalist	82,142	114,999	80,100
Wheaton	Human Resources Generalist	72,794	94,630	87,797
Wheeling	Human Resources Coordinator	73,611	103,815	103,815
Oak Park, IL	Human Resources Generalist	65,000	92,500	
Range Data				
Average		70,708.93	98,909.93	81,342.94
50th Percentile		72,011.00	95,418.00	80,653.00
60th Percentile		73,120.80	102,015.60	86,159.00
65th Percentile		73,790.30	104,487.60	87,387.50
70th Percentile		75,045.40	109,195.80	89,399.50
75th Percentile		77,181.00	111,823.50	91,203.25
80th Percentile		79,557.20	113,484.60	91,807.00
Actual Data				
Average		73,208.64	97,611.53	
50th Percentile		72,587.70	96,783.60	
60th Percentile		77,543.10	103,390.80	
65th Percentile		78,648.75	104,865.00	
70th Percentile		80,459.55	107,279.40	
75th Percentile		82,082.93	109,443.90	
80th Percentile		82,626.30	110,168.40	

Human Resources Generalist (edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Part-Time Human Resources Generalist			
Buffalo Grove	Human Resources Manager			
Des Plaines	Human Resource Generalist	64,642	88,577	65,975
Downers Grove	Human Resources Generalist			65,000
Elmhurst	Human Resources Generalist	65,873	82,336	
Evanston	Human Resources Generalist	75,404	113,106	99,926
Glenview	Human Resources Generalist	66,627	93,278	72,800
Hoffman Estates	Human Resources Generalist	65,878	95,418	81,182
Lombard	Human resources Generalist	60,899	85,259	80,124
Niles	Human Resources Generalist	72,011	100,816	78,660
Oak Lawn	HR Generalist/Chief Examiner			71,400
Palatine	n/a			
Park Ridge	Human Resources Generalist	78,958	110,541	91,807
Schaumburg	n/a			
Skokie	Human Resources Specialist	65,861	86,159	86,159
St. Charles	Benefits Coordinator	83,933	117,505	95,693
Tinley Park	Human Resources Generalist	82,142	114,999	80,100
Wheaton	Human Resources Generalist	72,794	94,630	87,797
Wheeling	Human Resources Coordinator	73,611	103,815	103,815
Oak Park, IL	Human Resources Generalist	65,000	92,500	
Range Data				
Average		71,433.31	98,956.85	82,888.43
50th Percentile		72,011.00	95,418.00	80,653.00
60th Percentile		72,957.40	101,415.80	85,163.60
65th Percentile		73,447.60	103,215.20	86,896.10
70th Percentile		74,328.20	106,505.40	88,198.00
75th Percentile		75,404.00	110,541.00	90,804.50
80th Percentile		77,536.40	112,080.00	93,361.40
Actual Data				
Average		74,599.59	99,466.11	
50th Percentile		72,587.70	96,783.60	
60th Percentile		76,647.24	102,196.32	
65th Percentile		78,206.49	104,275.32	
70th Percentile		79,378.20	105,837.60	
75th Percentile		81,724.05	108,965.40	
80th Percentile		84,025.26	112,033.68	

Village Attorney				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	n/a			
Buffalo Grove	n/a			
Des Plaines	n/a			
Downers Grove	Village Attorney			189,968
Elmhurst	n/a			
Evanston	City Attorney	131,770	197,655	182,050
Glenview	n/a			
Hoffman Estates	Assistant Corporation Counsel	136,990	195,700	136,990
Lombard	n/a			
Niles	Village Attorney-Part-time			114,578
Oak Lawn	n/a			
Palatine	n/a Contracted out			
Park Ridge	n/a Contracted out			
Schaumburg	n/a			
Skokie	Corporation Counsel			221,605
St. Charles	n/a			
Tinley Park	n/a			
Wheaton	Village Attorney	121,243	169,749	150,000
Wheeling	n/a			
Oak Park, IL	Village Attorney	130,000	190,000	190,000
Range Data				
Average		130,001.00	187,701.33	169,313.00
50th Percentile		131,770.00	195,700.00	166,025.00
60th Percentile		132,814.00	196,091.00	182,050.00
65th Percentile		133,336.00	196,286.50	184,029.50
70th Percentile		133,858.00	196,482.00	186,009.00
75th Percentile		134,380.00	196,677.50	187,988.50
80th Percentile		134,902.00	196,873.00	189,968.00
Actual Data				
Average		152,381.70	203,175.60	
50th Percentile		149,422.50	199,230.00	
60th Percentile		163,845.00	218,460.00	
65th Percentile		165,626.55	220,835.40	
70th Percentile		167,408.10	223,210.80	
75th Percentile		169,189.65	225,586.20	
80th Percentile		170,971.20	227,961.60	

Village Attorney (edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	n/a			
Buffalo Grove	n/a			
Des Plaines	n/a			
Downers Grove	Village Attorney			189,968
Elmhurst	n/a			
Evanston	City Attorney	131,770	197,655	182,050
Glenview	n/a			
Hoffman Estates	Assistant Corporation Counsel	136,990	195,700	136,990
Lombard	n/a			
Niles	Village Attorney-Part-time			
Oak Lawn	n/a			
Palatine	n/a Contracted out			
Park Ridge	n/a Contracted out			
Schaumburg	n/a			
Skokie	Corporation Counsel			221,605
St. Charles	n/a			
Tinley Park	n/a			
Wheaton	Village Attorney	121,243	169,749	150,000
Wheeling	n/a			
Oak Park, IL	Village Attorney	130,000	190,000	190,000
Range Data				
Average		130,001.00	187,701.33	178,435.50
50th Percentile		131,770.00	195,700.00	182,050.00
60th Percentile		132,814.00	196,091.00	185,217.20
65th Percentile		133,336.00	196,286.50	186,800.80
70th Percentile		133,858.00	196,482.00	188,384.40
75th Percentile		134,380.00	196,677.50	189,968.00
80th Percentile		134,902.00	196,873.00	196,295.40
Actual Data				
Average		160,591.95	214,122.60	
50th Percentile		163,845.00	218,460.00	
60th Percentile		166,695.48	222,260.64	
65th Percentile		168,120.72	224,160.96	
70th Percentile		169,545.96	226,061.28	
75th Percentile		170,971.20	227,961.60	
80th Percentile		176,665.86	235,554.48	

Management Analyst				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Management Analyst II	89,763	121,182	
Buffalo Grove	Management Analyst	70,918	105,691	96,787
Des Plaines	Management Analyst	71,107	97,434	79,244
Downers Grove	Management Analyst			61,797
Elmhurst	Human Resources Specialist	58,419	87,653	
Evanston	Management Analyst	75,404	113,106	90,525
Glenview	Management Analyst	61,692	86,369	78,000
Hoffman Estates	Management Analyst	65,295	92,719	
Lombard	Management Analyst	73,057	102,279	95,518
Niles	Management Analyst	66,677	93,348	
Oak Lawn	n/a			
Palatine	Management Analyst	58,750	85,103	72,322
Park Ridge	n/a			
Schaumburg	Management Analyst	69,533	100,826	74,762
Skokie	Management Analyst	68,858	90,079	79,712
St. Charles	n/a			
Tinley Park	Management Analyst	65,207	91,290	
Wheaton	Senior Management Analyst	81,765	110,386	98,634
Wheeling	n/a			
Oak Park, IL	Management Analyst	75,000	105,000	
Range Data				
Average		69,746.07	98,390.36	82,730.10
50th Percentile		69,195.50	95,391.00	79,478.00
60th Percentile		70,641.00	100,147.60	84,037.20
65th Percentile		71,003.05	101,479.85	88,903.05
70th Percentile		71,302.00	102,620.20	92,022.90
75th Percentile		72,569.50	104,838.00	94,269.75
80th Percentile		73,995.80	107,569.00	95,771.80
Actual Data				
Average		74,457.09	99,276.12	
50th Percentile		71,530.20	95,373.60	
60th Percentile		75,633.48	100,844.64	
65th Percentile		80,012.75	106,683.66	
70th Percentile		82,820.61	110,427.48	
75th Percentile		84,842.78	113,123.70	
80th Percentile		86,194.62	114,926.16	

Management Analyst (edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Management Analyst II	89,763	121,182	
Buffalo Grove	Management Analyst	70,918	105,691	96,787
Des Plaines	Management Analyst	71,107	97,434	79,244
Downers Grove	Management Analyst			61,797
Elmhurst	Human Resources Specialist			
Evanston	Management Analyst	75,404	113,106	90,525
Glenview	Management Analyst	61,692	86,369	78,000
Hoffman Estates	Management Analyst	65,295	92,719	
Lombard	Management Analyst	73,057	102,279	95,518
Niles	Management Analyst	66,677	93,348	
Oak Lawn	n/a			
Palatine	Management Analyst	58,750	85,103	72,322
Park Ridge	n/a			
Schaumburg	Management Analyst	69,533	100,826	74,762
Skokie	Management Analyst	68,858	90,079	79,712
St. Charles	n/a			
Tinley Park	Management Analyst	65,207	91,290	
Wheaton	Senior Management Analyst	81,765	110,386	98,634
Wheeling	n/a			
Oak Park, IL	Management Analyst	75,000	105,000	
Range Data				
Average		70,617.38	99,216.31	82,730.10
50th Percentile		69,533.00	97,434.00	79,478.00
60th Percentile		70,955.80	101,116.60	84,037.20
65th Percentile		71,069.20	101,988.40	88,903.05
70th Percentile		71,887.00	103,643.80	92,022.90
75th Percentile		73,057.00	105,691.00	94,269.75
80th Percentile		74,465.20	108,508.00	95,771.80
Actual Data				
Average		74,457.09	99,276.12	
50th Percentile		71,530.20	95,373.60	
60th Percentile		75,633.48	100,844.64	
65th Percentile		80,012.75	106,683.66	
70th Percentile		82,820.61	110,427.48	
75th Percentile		84,842.78	113,123.70	
80th Percentile		86,194.62	114,926.16	

Chief Financial Officer				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Finance Director/Treasurer (open range)	144,598	209,666	209,666
Buffalo Grove	Director of Finance	135,624	202,128	200,121
Des Plaines	n/a			
Downers Grove	Finance Director			139,048
Elmhurst	Finance Director	113,760	182,018	
Evanston	Chief Financial Officer	131,770	197,655	169,310
Glenview	n/a			
Hoffman Estates	Finance Director	133,990	189,956	189,956
Lombard	Director of Finance	125,320	175,446	170,021
Niles	Finance Director	135,037	189,051	174,878
Oak Lawn	Finance Director			141,450
Palatine	Finance Director			189,011
Park Ridge	Finance Director	143,004	200,206	154,994
Schaumburg	Director of Finance	132,602	192,268	177,532
Skokie	Chief Financial Officer	148,944	194,847	194,847
St. Charles	Director of Finance	140,967	197,354	176,706
Tinley Park	Finance Director	130,161	175,717	
Wheaton	Director of Finance	133,622	187,071	175,800
Wheeling	Finance Director			186,265
Oak Park, IL	Chief Financial Officer	130,000	190,000	168,960
Range Data				
Average		134,569.15	191,798.69	176,640.33
50th Percentile		133,990.00	192,268.00	176,706.00
60th Percentile		135,154.40	195,348.40	181,025.20
65th Percentile		135,506.60	196,852.60	186,539.60
70th Percentile		137,761.20	197,474.40	188,461.80
75th Percentile		140,967.00	197,655.00	189,483.50
80th Percentile		142,189.20	199,185.60	190,934.20
Actual Data				
Average		158,976.30	211,968.40	
50th Percentile		159,035.40	212,047.20	
60th Percentile		162,922.68	217,230.24	
65th Percentile		167,885.64	223,847.52	
70th Percentile		169,615.62	226,154.16	
75th Percentile		170,535.15	227,380.20	
80th Percentile		171,840.78	229,121.04	

Deputy Chief Financial Officer				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Assistant Finance Director	115,679	156,165	156,165
Buffalo Grove	Deputy Director of Finance	107,821	160,688	160,688
Des Plaines	Assistant Director of Finance	111,005	152,104	125,777
Downers Grove	Assistant Finance Director			110,084
Elmhurst	Assistant Director Finance	98,680	157,887	
Evanston	Accounting Manager	90,824	136,236	111,008
Glenview	n/a			
Hoffman Estates	Assistant Finance Director	101,253	143,779	109,025
Lombard	Assistant Director of Finance	96,978	135,769	108,000
Niles	Assistant Finance Director	96,067	134,494	130,320
Oak Lawn	n/a			
Palatine	Assistant Finance Director	108,500	150,000	146,579
Park Ridge	Assistant Finance Director	113,519	158,927	120,000
Schaumburg	Asst. Director of Finance	121,137	175,661	137,551
Skokie	Assistant Finance Director	112,930	147,734	147,734
St. Charles	Assistant Director of Finance	111,382	155,935	160,613
Tinley Park	Assistant Finance Director	112,438	151,791	
Wheaton	Assistant Director of Finance	100,311	135,447	118,560
Wheeling	Deputy Finance Director			170,000
Oak Park, IL	Deputy Chief Financial Officer	115,000	160,000	125,062
Range Data				
Average		106,568.27	150,174.47	134,140.27
50th Percentile		108,500.00	151,791.00	130,320.00
60th Percentile		111,155.80	153,636.40	141,162.20
65th Percentile		111,487.60	155,958.00	146,694.50
70th Percentile		112,226.80	156,119.00	147,503.00
75th Percentile		112,684.00	157,026.00	151,949.50
80th Percentile		113,047.80	158,095.00	157,054.60
Actual Data				
Average		120,726.24	160,968.32	
50th Percentile		117,288.00	156,384.00	
60th Percentile		127,045.98	169,394.64	
65th Percentile		132,025.05	176,033.40	
70th Percentile		132,752.70	177,003.60	
75th Percentile		136,754.55	182,339.40	
80th Percentile		141,349.14	188,465.52	

Payroll Accountant				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Payroll Coordinator	83,501	112,729	105,063
Buffalo Grove	Accountant	70,918	105,691	92,835
Des Plaines	Payroll/Accounting Specialist	71,107	97,434	77,204
Downers Grove	Payroll & Benefits Coordinator			70,221
Elmhurst	Accountant	73,310	109,965	
Evanston	Payroll Manager	90,824	136,236	127,308
Glenview	n/a			
Hoffman Estates	Payroll Coordinator	60,442	87,544	87,544
Lombard	n/a			
Niles	n/a			
Oak Lawn	Payroll Administrator			80,000
Palatine	n/a			
Park Ridge	Senior Accountant	78,958	110,541	78,958
Schaumburg	Payroll Coordinator	58,068	84,195	76,439
Skokie	Administrative Assistant	65,862	86,159	86,159
St. Charles	Payroll & A/P Coordinator	67,059	93,891	92,373
Tinley Park	Payroll Specialist	76,057	106,480	80,500
Wheaton	Payroll and A/P Coordinator	63,586	82,659	80,267
Wheeling	Payroll Coordinator	70,381	99,085	99,085
Oak Park, IL	Finance Office Mgr/Payroll Accountant	60,000	85,500	72,223
Range Data				
Average		71,544.08	100,969.92	88,139.71
50th Percentile		70,918.00	99,085.00	83,329.50
60th Percentile		71,547.60	105,848.80	87,267.00
65th Percentile		72,869.40	106,322.20	89,717.05
70th Percentile		74,408.80	107,874.00	92,419.20
75th Percentile		76,057.00	109,965.00	92,719.50
80th Percentile		77,797.60	110,310.60	95,335.00
Actual Data				
Average		79,325.74	105,767.66	
50th Percentile		74,996.55	99,995.40	
60th Percentile		78,540.30	104,720.40	
65th Percentile		80,745.35	107,660.46	
70th Percentile		83,177.28	110,903.04	
75th Percentile		83,447.55	111,263.40	
80th Percentile		85,801.50	114,402.00	

Finance Coordinator				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Purchasing Coordinator	83,501	112,729	85,000
Buffalo Grove	Finance Coordinator	53,102	77,967	75,715
Des Plaines	Finance Services Manager	86,040	117,895	86,275
Downers Grove	Finance Manager			89,606
Elmhurst	Central Stores Coordinator	56,550	84,813	
Evanston	n/a			
Glenview	n/a			
Hoffman Estates	n/a			
Lombard	n/a			
Niles	n/a			
Oak Lawn	Finance Division Manager			90,000
Palatine	n/a			
Park Ridge	Senior Admin. Assistant	56,855	79,597	58,195
Schaumburg	n/a			
Skokie	n/a			
St. Charles	n/a			
Tinley Park	Staff Accountant	65,207	91,290	
Wheaton	Account Coordinator	68,030	88,440	70,928
Wheeling	Financial Services Coordinator	63,274	84,800	84,800
Oak Park, IL	Finance Coordinator			64,233
Range Data				
Average		66,569.88	92,191.38	80,064.88
50th Percentile		64,240.50	86,626.50	84,900.00
60th Percentile		65,771.60	89,010.00	85,255.00
65th Percentile		66,759.65	90,007.50	85,701.25
70th Percentile		67,747.70	91,005.00	86,147.50
75th Percentile		71,897.75	96,649.75	87,107.75
80th Percentile		77,312.60	104,153.40	88,273.60
Actual Data				
Average		72,058.39	96,077.85	
50th Percentile		76,410.00	101,880.00	
60th Percentile		76,729.50	102,306.00	
65th Percentile		77,131.13	102,841.50	
70th Percentile		77,532.75	103,377.00	
75th Percentile		78,396.98	104,529.30	
80th Percentile		79,446.24	105,928.32	

Finance Coordinator (edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Purchasing Coordinator	83,501	112,729	85,000
Buffalo Grove	Finance Coordinator	53,102	77,967	75,715
Des Plaines	Finance Services Manager			
Downers Grove	Finance Manager			
Elmhurst	Central Stores Coordinator	56,550	84,813	
Evanston	n/a			
Glenview	n/a			
Hoffman Estates	n/a			
Lombard	n/a			
Niles	n/a			
Oak Lawn	Finance Division Manager			
Palatine	n/a			
Park Ridge	Senior Admin. Assistant	56,855	79,597	58,195
Schaumburg	n/a			
Skokie	n/a			
St. Charles	n/a			
Tinley Park	Staff Accountant	65,207	91,290	
Wheaton	Account Coordinator	68,030	88,440	70,928
Wheeling	Financial Services Coordinator	63,274	84,800	84,800
Oak Park, IL	Finance Coordinator			64,233
Range Data				
Average		63,788.43	88,519.43	74,927.60
50th Percentile		63,274.00	84,813.00	75,715.00
60th Percentile		64,433.80	86,989.20	79,349.00
65th Percentile		65,013.70	88,077.30	81,166.00
70th Percentile		65,771.60	89,010.00	82,983.00
75th Percentile		66,618.50	89,865.00	84,800.00
80th Percentile		67,465.40	90,720.00	84,840.00
Actual Data				
Average		67,434.84	89,913.12	
50th Percentile		68,143.50	90,858.00	
60th Percentile		71,414.10	95,218.80	
65th Percentile		73,049.40	97,399.20	
70th Percentile		74,684.70	99,579.60	
75th Percentile		76,320.00	101,760.00	
80th Percentile		76,356.00	101,808.00	

Deputy Village Clerk				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Village Clerk	77,676	104,862	104,862
Buffalo Grove	Administrative Services Manager	70,918	105,691	90,549
Des Plaines	n/a			
Downers Grove	Deputy Village Clerk			60,778
Elmhurst	Deputy City Clerk	55,311	82,943	
Evanston	Deputy City Clerk	65,208	91,299	66,495
Glenview	Deputy Village Clerk	81,685	114,359	112,275
Hoffman Estates	Deputy Village Clerk	53,860	78,010	56,599
Lombard	Business Administrator	61,349	85,888	61,314
Niles	Deputy Village Clerk	61,738	86,433	72,450
Oak Lawn	Village Clerk			57,000
Palatine	n/a			
Park Ridge	Dep. City Clrk/Communications Coord.	74,495	104,293	76,700
Schaumburg	n/a			
Skokie	Deputy Village Clerk			83,650
St. Charles	City Records Division Manager	94,306	132,028	98,498
Tinley Park	Deputy Village Clerk	82,142	114,999	101,976
Wheaton	Deputy Village Clerk/Executive Secty.	76,419	103,167	79,331
Wheeling	Deputy Village Clerk	63,274	84,800	84,800
Oak Park, IL	Deputy Village Clerk	55,000	80,000	65,000
Range Data				
Average		70,644.69	99,136.31	80,485.13
50th Percentile		70,918.00	103,167.00	79,331.00
60th Percentile		74,879.80	104,406.80	84,110.00
65th Percentile		76,034.20	104,748.20	85,374.90
70th Percentile		76,921.80	105,193.60	89,399.20
75th Percentile		77,676.00	105,691.00	94,523.50
80th Percentile		80,081.40	110,891.80	99,193.60
Actual Data				
Average		72,436.62	96,582.16	
50th Percentile		71,397.90	95,197.20	
60th Percentile		75,699.00	100,932.00	
65th Percentile		76,837.41	102,449.88	
70th Percentile		80,459.28	107,279.04	
75th Percentile		85,071.15	113,428.20	
80th Percentile		89,274.24	119,032.32	

Executive Secretary				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Administrative Assistant			76,885
Buffalo Grove	Administrative Assistant	53,102	77,967	75,269
Des Plaines	Executive Assistant	64,642	88,577	
Downers Grove	Legal Secretary			74,364
Elmhurst	Administrative Assistant II	55,311	82,943	
Evanston	Administrative Lead	65,208	91,299	87,945
Glenview	n/a			
Hoffman Estates	n/a			
Lombard	Executive Coordinator	57,115	79,960	77,514
Niles	Exec. Asst. to Mayor/Vlg. Mgr.	61,738	86,433	70,358
Oak Lawn	Office Manager			71,750
Palatine	n/a			
Park Ridge	Senior Admin. Asst.	56,855	79,597	60,319
Schaumburg	Executive Secretary	63,789	92,510	90,452
Skokie	Administrative Assistant	65,862	86,159	86,159
St. Charles	Sr. Admin. Assistant	60,970	85,357	
Tinley Park	Executive Assistant	65,207	91,290	
Wheaton	Village Clerk/Executive Secretary	76,419	103,167	79,331
Wheeling	Executive Coordinator	66,438	89,042	89,042
Oak Park, IL	Executive Coordinator	65,000	92,500	86,341
Range Data				
Average		62,512.00	87,253.92	78,282.33
50th Percentile		63,789.00	86,433.00	77,199.50
60th Percentile		64,755.00	88,670.00	78,604.20
65th Percentile		65,094.00	88,949.00	80,355.20
70th Percentile		65,207.40	89,941.20	84,110.60
75th Percentile		65,208.00	91,290.00	86,605.50
80th Percentile		65,600.40	91,295.40	87,587.80
Actual Data				
Average		70,454.10	93,938.80	
50th Percentile		69,479.55	92,639.40	
60th Percentile		70,743.78	94,325.04	
65th Percentile		72,319.68	96,426.24	
70th Percentile		75,699.54	100,932.72	
75th Percentile		77,944.95	103,926.60	
80th Percentile		78,829.02	105,105.36	

Chief Communications Officer				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Communications/Outreach Coord	89,763	121,182	93,600
Buffalo Grove	Director of Communications	107,821	160,688	129,027
Des Plaines	Director of Media Services	111,005	152,104	121,800
Downers Grove	Director of Marketing & Media			137,272
Elmhurst	Communications Manager	73,310	109,965	
Evanston	Communications Manager	90,824	136,236	106,780
Glenview	Community Engagement Manager	108,532	151,945	147,000
Hoffman Estates	n/a			
Lombard	Communications & Mktg. Coord.	68,358	95,701	70,000
Niles	Communications & Multimedia Coord.	79,529	111,340	82,313
Oak Lawn	n/a			
Palatine	n/a			
Park Ridge	n/a			
Schaumburg	Dir. of Communications & Outreach	126,858	183,976	148,998
Skokie	Dir Comm/Community Engagement	107,478	140,601	107,478
St. Charles	Communications Division Manager	94,306	132,028	102,263
Tinley Park	Business Retention & Mktg. Specialist	65,207	91,290	
Wheaton	Public Information Officer	95,270	133,379	103,940
Wheeling	n/a			
Oak Park, IL	Chief Communications Officer	85,000	120,000	102,500
Range Data				
Average		93,712.38	132,341.15	112,539.25
50th Percentile		94,306.00	133,379.00	107,129.00
60th Percentile		97,711.60	137,109.00	116,071.20
65th Percentile		105,036.40	139,728.00	122,884.05
70th Percentile		107,615.20	145,138.60	126,858.90
75th Percentile		107,821.00	151,945.00	131,088.25
80th Percentile		108,247.60	152,040.40	135,623.00
Actual Data				
Average		101,285.33	135,047.10	
50th Percentile		96,416.10	128,554.80	
60th Percentile		104,464.08	139,285.44	
65th Percentile		110,595.65	147,460.86	
70th Percentile		114,173.01	152,230.68	
75th Percentile		117,979.43	157,305.90	
80th Percentile		122,060.70	162,747.60	

Communications Assistant/Social Media Coordinator				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	n/a			
Buffalo Grove	Communications Coordinator	53,102	77,967	54,174
Des Plaines	Media Specialist	71,107	97,434	71,107
Downers Grove	Public Relations Specialist			86,572
Elmhurst	Museum Mktg. & Commun. Specialist	65,873	98,797	
Evanston	Community Engagement Coord.	75,407	113,100	90,061
Glenview	Digital Media Coordinator	61,692	86,369	80,000
Hoffman Estates	Communications Manager	101,253	143,779	105,000
Lombard	n/a			
Niles	Community Engagement & Mktg. Super.	84,698	118,578	96,000
Oak Lawn	n/a			
Palatine	n/a			
Park Ridge	n/a			
Schaumburg	Communications Specialist	63,789	92,510	78,746
Skokie	Communications Manager	83,908	109,768	92,509
St. Charles	n/a			
Tinley Park	n/a			
Wheaton	PR Coordinator	63,586	82,659	69,077
Wheeling	n/a			
Oak Park, IL	Communication Asst/Social Media Coord	48,006	66,664	79,938
Range Data				
Average		72,441.50	102,096.10	82,324.60
50th Percentile		68,490.00	98,115.50	83,286.00
60th Percentile		72,827.00	103,185.40	87,967.60
65th Percentile		74,762.00	108,122.35	89,537.65
70th Percentile		77,957.30	110,767.60	90,795.40
75th Percentile		81,782.75	112,267.00	91,897.00
80th Percentile		84,066.00	114,195.60	93,207.20
Actual Data				
Average		74,092.14	98,789.52	
50th Percentile		74,957.40	99,943.20	
60th Percentile		79,170.84	105,561.12	
65th Percentile		80,583.89	107,445.18	
70th Percentile		81,715.86	108,954.48	
75th Percentile		82,707.30	110,276.40	
80th Percentile		83,886.48	111,848.64	

Information Technology Director				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	IT Manager	119,503	173,279	124,490
Buffalo Grove	n/a Contracted out			
Des Plaines	Director of Information Technology	129,476	177,414	145,553
Downers Grove	Director of Information Services			143,196
Elmhurst	Information Technology Director	102,384	163,816	
Evanston	Chief Information Security Officer	131,770	197,655	135,686
Glenview	Information Technology Manager	108,532	151,945	118,000
Hoffman Estates	Information Technology Director	120,375	170,933	130,000
Lombard	IT Manager	114,411	161,091	143,745
Niles	Information Technology Director	122,761	171,865	161,646
Oak Lawn	Information Technology Director			130,000
Palatine	n/a			
Park Ridge	n/a Contracted out			
Schaumburg	Director of Information Technology	126,858	183,976	181,734
Skokie	Information Technology Director	121,032	158,332	158,332
St. Charles	Director of Information Systems	140,967	197,354	191,234
Tinley Park	Information Technology Director	123,963	167,350	
Wheaton	Information Technology Director	116,708	163,394	140,000
Wheeling	Information Technology Director			161,604
Oak Park, IL	Information Technology Director	120,000	165,000	147,192
Range Data				
Average		121,441.54	172,184.92	147,515.71
50th Percentile		121,032.00	170,933.00	143,470.50
60th Percentile		123,001.40	172,147.80	145,191.40
65th Percentile		123,722.60	172,996.20	151,303.55
70th Percentile		125,121.00	174,933.00	158,659.20
75th Percentile		126,858.00	177,414.00	160,786.00
80th Percentile		128,428.80	181,351.20	161,620.80
Actual Data				
Average		132,764.14	177,018.86	
50th Percentile		129,123.45	172,164.60	
60th Percentile		130,672.26	174,229.68	
65th Percentile		136,173.20	181,564.26	
70th Percentile		142,793.28	190,391.04	
75th Percentile		144,707.40	192,943.20	
80th Percentile		145,458.72	193,944.96	

Information Technology (IT) Operations Specialist				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Network/Systems Admin.	105,161	141,967	112
Buffalo Grove	n/a			
Des Plaines	Information Technology Manager	111,005	152,104	137,047
Downers Grove	Asst. Director Info. Services			123,188
Elmhurst	IT Project Manager	73,310	109,965	
Evanston	IT Services Delivery Manager	90,824	136,236	125,792
Glenview	n/a			
Hoffman Estates	Information Technology Specialist I	73,834	106,942	74,672
Lombard	n/a			
Niles	Systems Engineer	96,067	134,494	130,320
Oak Lawn	Support Specialist - IT			87,000
Palatine	n/a			
Park Ridge	n/a			
Schaumburg	n/a			
Skokie	Network Administrator	96,418	126,134	126,134
St. Charles	Network & Infrastructure Manager	111,382	155,935	142,364
Tinley Park	Systems Administrator	82,142	114,999	
Wheaton	Information Technology System Tech.	81,767	110,389	
Wheeling	IS Administrator	85,692	119,009	119,009
Oak Park, IL	IT Operations Specialist	64,002	95,992	
Range Data				
Average		91,600.18	128,015.82	106,563.80
50th Percentile		90,824.00	126,134.00	124,490.00
60th Percentile		96,067.00	134,494.00	125,928.80
65th Percentile		96,242.50	135,365.00	126,082.70
70th Percentile		96,418.00	136,236.00	127,389.80
75th Percentile		100,789.50	139,101.50	129,273.50
80th Percentile		105,161.00	141,967.00	131,665.40
Actual Data				
Average		95,907.42	127,876.56	
50th Percentile		112,041.00	149,388.00	
60th Percentile		113,335.92	151,114.56	
65th Percentile		113,474.43	151,299.24	
70th Percentile		114,650.82	152,867.76	
75th Percentile		116,346.15	155,128.20	
80th Percentile		118,498.86	157,998.48	

Public Health Director				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Health and Human Svcs. Director	131,452	190,605	171,252
Buffalo Grove	n/a			
Des Plaines	n/a			
Downers Grove	n/a			
Elmhurst	n/a			
Evanston	Health Department Director	131,770	197,655	166,213
Glenview	n/a			
Hoffman Estates	Health and Human Services Director	115,510	164,024	149,171
Lombard	n/a			
Niles	n/a			
Oak Lawn	n/a			
Palatine	n/a			
Park Ridge	n/a			
Schaumburg	n/a			
Skokie	Director Health and Human Services	148,944	194,847	190,094
St. Charles	n/a			
Tinley Park	n/a			
Wheaton	n/a			
Wheeling	n/a			
Oak Park, IL	Public Health Director	120,000	165,000	149,653
Range Data				
Average		131,919.00	186,782.75	169,182.50
50th Percentile		131,611.00	192,726.00	168,732.50
60th Percentile		131,706.40	193,998.60	170,244.20
65th Percentile		131,754.10	194,634.90	171,000.05
70th Percentile		133,487.40	195,127.80	173,136.20
75th Percentile		136,063.50	195,549.00	175,962.50
80th Percentile		138,639.60	195,970.20	178,788.80
Actual Data				
Average		152,264.25	203,019.00	
50th Percentile		151,859.25	202,479.00	
60th Percentile		153,219.78	204,293.04	
65th Percentile		153,900.05	205,200.06	
70th Percentile		155,822.58	207,763.44	
75th Percentile		158,366.25	211,155.00	
80th Percentile		160,909.92	214,546.56	

Environmental Health Supervisor				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Environmental Health Practitioner	89,763	121,182	121,182
Buffalo Grove	n/a			
Des Plaines	n/a			
Downers Grove	n/a			
Elmhurst	n/a			
Evanston	Public Health Manager	90,824	136,236	119,707
Glenview	n/a			
Hoffman Estates	n/a			
Lombard	n/a			
Niles	n/a			
Oak Lawn	n/a			
Palatine	n/a			
Park Ridge	n/a			
Schaumburg	Health Supervisor	86,718	125,770	107,662
Skokie	Environmental Health Supervisor	90,859	118,861	100,173
St. Charles	n/a			
Tinley Park	n/a			
Wheaton	n/a			
Wheeling	Health Officer	85,692	119,009	119,009
Oak Park, IL	Environmental Health Supervisor	65,000	92,500	82,389
Range Data				
Average		88,771.20	124,211.60	113,546.60
50th Percentile		89,763.00	121,182.00	119,009.00
60th Percentile		90,187.40	123,017.20	119,288.20
65th Percentile		90,399.60	123,934.80	119,427.80
70th Percentile		90,611.80	124,852.40	119,567.40
75th Percentile		90,824.00	125,770.00	119,707.00
80th Percentile		90,831.00	127,863.20	120,002.00
Actual Data				
Average		102,191.94	136,255.92	
50th Percentile		107,108.10	142,810.80	
60th Percentile		107,359.38	143,145.84	
65th Percentile		107,485.02	143,313.36	
70th Percentile		107,610.66	143,480.88	
75th Percentile		107,736.30	143,648.40	
80th Percentile		108,001.80	144,002.40	

Public Health Nurse				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Community Health Nurse	53,955	97,418	53,955
Buffalo Grove	n/a			
Des Plaines	n/a			
Downers Grove	n/a			
Elmhurst	n/a			
Evanston	n/a			
Glenview	n/a			
Hoffman Estates	Community Health Nurse	73,834	106,942	86,736
Lombard	n/a			
Niles	n/a			
Oak Lawn	n/a			
Palatine	n/a			
Park Ridge	n/a			
Schaumburg	Nursing & Senior Svcs. Supervisor	80,997	117,454	104,625
Skokie	Public Health Nurse	76,007	99,431	83,797
St. Charles	n/a			
Tinley Park	n/a			
Wheaton	n/a			
Wheeling	n/a			
Oak Park, IL	Public Health Nurse			90,000
Range Data				
Average		71,198.25	105,311.25	82,278.25
50th Percentile		74,920.50	103,186.50	85,266.50
60th Percentile		75,572.40	105,439.80	86,148.20
65th Percentile		75,898.35	106,566.45	86,589.05
70th Percentile		76,506.00	107,993.20	88,524.90
75th Percentile		77,254.50	109,570.00	91,208.25
80th Percentile		78,003.00	111,146.80	93,891.60
Actual Data				
Average		74,050.43	98,733.90	
50th Percentile		76,739.85	102,319.80	
60th Percentile		77,533.38	103,377.84	
65th Percentile		77,930.15	103,906.86	
70th Percentile		79,672.41	106,229.88	
75th Percentile		82,087.43	109,449.90	
80th Percentile		84,502.44	112,669.92	

Fire Chief				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Fire Chief (open range/exempt)	144,598	209,666	174,715
Buffalo Grove	Fire Chief	135,624	202,128	202,128
Des Plaines	Fire Chief	139,834	191,608	170,336
Downers Grove	Fire Chief			162,841
Elmhurst	Fire Chief	113,760	182,018	
Evanston	Fire Chief	144,618	216,926	191,419
Glenview	Fire Chief	145,662	203,926	188,478
Hoffman Estates	Fire Chief	133,773	189,956	189,209
Lombard	Fire Chief	125,320	175,446	165,041
Niles	Fire Chief	135,037	189,051	179,785
Oak Lawn	Fire Chief			164,000
Palatine	n/a			
Park Ridge	Fire Chief	143,004	200,206	169,030
Schaumburg	Fire Chief	132,602	192,268	183,485
Skokie	Fire Chief	148,944	194,846	194,846
St. Charles	Fire Chief	140,967	197,354	203,275
Tinley Park	Fire Service Administrator	130,161	175,717	
Wheaton	Fire Chief	133,622	187,071	162,000
Wheeling	Fire Chief			186,265
Oak Park, IL	Fire Chief	130,000	190,000	166,051
Range Data				
Average		136,501.73	193,879.13	180,428.31
50th Percentile		135,624.00	192,268.00	181,635.00
60th Percentile		140,287.20	195,849.20	186,265.00
65th Percentile		141,170.70	197,639.20	187,924.75
70th Percentile		142,596.60	199,635.60	188,843.50
75th Percentile		143,801.00	201,167.00	189,761.50
80th Percentile		144,602.00	202,487.60	191,419.00
Actual Data				
Average		162,385.48	216,513.98	
50th Percentile		163,471.50	217,962.00	
60th Percentile		167,638.50	223,518.00	
65th Percentile		169,132.28	225,509.70	
70th Percentile		169,959.15	226,612.20	
75th Percentile		170,785.35	227,713.80	
80th Percentile		172,277.10	229,702.80	

Deputy Fire Chief				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Deputy Fire Chief (open range/exempt)	119,503	173,279	166,745
Buffalo Grove	Deputy Fire Chief	116,197	174,038	168,906
Des Plaines	Deputy Fire Chief	129,476	177,414	153,975
Downers Grove	Deputy Chief			145,014
Elmhurst	Deputy Fire Chief	98,680	157,887	
Evanston	Deputy Fire Chief	120,064	180,096	174,822
Glenview	Deputy Fire Chief	134,830	188,761	169,888
Hoffman Estates	Deputy Fire Chief	155,192	163,048	159,070
Lombard	Deputy Fire Chief	139,790	163,088	152,646
Niles	Deputy Fire Chief	122,761	171,865	160,223
Oak Lawn	Assistant Chief			140,660
Palatine	n/a			
Park Ridge	Deputy Fire Chief	132,407	185,370	155,015
Schaumburg	Deputy Fire Chief	109,672	159,030	146,053
Skokie	Deputy Fire Chief	131,409	171,907	171,907
St. Charles	Deputy Fire Chief	125,305	175,427	173,377
Tinley Park	Deputy Fire Service Administrator	123,963	167,350	114,852
Wheaton	Assist. Chief -Administration	114,871	155,075	127,397
Wheeling	Deputy Fire Chief	116,711	164,760	164,760
Oak Park, IL	Deputy Fire Chief	120,000	165,000	153,595
Range Data				
Average		124,426.94	170,524.69	155,606.47
50th Percentile		123,362.00	171,886.00	159,070.00
60th Percentile		125,305.00	173,279.00	162,945.20
65th Percentile		128,433.25	173,848.25	165,554.00
70th Percentile		130,442.50	174,732.50	167,177.20
75th Percentile		131,658.50	175,923.75	168,906.00
80th Percentile		132,407.00	177,414.00	169,691.60
Actual Data				
Average		140,045.82	186,727.76	
50th Percentile		143,163.00	190,884.00	
60th Percentile		146,650.68	195,534.24	
65th Percentile		148,998.60	198,664.80	
70th Percentile		150,459.48	200,612.64	
75th Percentile		152,015.40	202,687.20	
80th Percentile		152,722.44	203,629.92	

Fire Battalion Chief - Operations				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Fire Battalion Chief - Operations	115,679	156,165	144,076
Buffalo Grove	Battalion Chief	107,821	160,688	155,457
Des Plaines	Battalion Chief	111,005	152,104	144,902
Downers Grove	Battalion Chief			130,727
Elmhurst	Battalion Chief	89,703	143,524	
Evanston	Fire Division Chief	144,758	155,212	155,212
Glenview	Fire Battalion Chief	125,423	175,592	
Hoffman Estates	Fire Battalion Chief - Operations	142,978	149,118	148,098
Lombard	Fire Battalion Chief-Operations	102,728	141,862	148,929
Niles	District Chief	111,601	156,241	
Oak Lawn	Fire Battalion Chief - Operations			151,321
Palatine	n/a			
Park Ridge	Fire Battalion Chief	113,519	158,927	144,671
Schaumburg	Fire Battallion Chief - Operations	103,928	150,715	145,133
Skokie	Fire Captain	114,197	149,391	146,414
St. Charles	Battalion Chief	111,382	155,935	156,884
Tinley Park	n/a			
Wheaton	Asst. Chief Operations	114,871	155,075	127,397
Wheeling	Battalion Chief	106,465	150,299	150,299
Oak Park, IL	Fire Battalion Chief	115,000	160,000	147,138
Range Data				
Average		114,403.87	154,056.53	146,394.29
50th Percentile		111,601.00	155,075.00	147,256.00
60th Percentile		113,790.20	155,501.20	148,762.80
65th Percentile		114,264.40	155,958.00	149,545.50
70th Percentile		114,736.20	156,119.00	150,401.20
75th Percentile		115,275.00	156,203.00	151,065.50
80th Percentile		117,627.80	156,778.20	152,877.40
Actual Data				
Average		131,754.86	175,673.14	
50th Percentile		132,530.40	176,707.20	
60th Percentile		133,886.52	178,515.36	
65th Percentile		134,590.95	179,454.60	
70th Percentile		135,361.08	180,481.44	
75th Percentile		135,958.95	181,278.60	
80th Percentile		137,589.66	183,452.88	

Fire Inspector				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	n/a			
Buffalo Grove	Deputy Fire Marshall	70,918	105,691	105,691
Des Plaines	Fire Inspector			109,891
Downers Grove	Fire Inspector/Plan Review			84,604
Elmhurst	n/a			
Evanston	Fire Plan Reviewer	82,758	124,137	114,056
Glenview	Fire Inspector	74,259	103,963	
Hoffman Estates	Fire Inspector	68,865	99,744	72,134
Lombard	n/a			
Niles	n/a			
Oak Lawn	Bureau Chief	131,893	146,105	
Palatine	n/a			
Park Ridge	Fire Lieutenant - Fire Marshall			130,568
Schaumburg	Fire Inspector	63,263	93,097	59,488
Skokie	n/a			
St. Charles	n/a			
Tinley Park	Fire Inspector I	76,057	106,480	
Wheaton	n/a			
Wheeling	n/a			
Oak Park, IL	Fire Inspector	55,994	85,342	
Range Data				
Average		81,144.71	111,316.71	96,633.14
50th Percentile		74,259.00	105,691.00	105,691.00
60th Percentile		75,337.80	106,164.40	108,211.00
65th Percentile		75,877.20	106,401.10	109,471.00
70th Percentile		77,397.20	110,011.40	110,724.00
75th Percentile		79,407.50	115,308.50	111,973.50
80th Percentile		81,417.80	120,605.60	113,223.00
Actual Data				
Average		86,969.83	115,959.77	
50th Percentile		95,121.90	126,829.20	
60th Percentile		97,389.90	129,853.20	
65th Percentile		98,523.90	131,365.20	
70th Percentile		99,651.60	132,868.80	
75th Percentile		100,776.15	134,368.20	
80th Percentile		101,900.70	135,867.60	

Fire Inspector (edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	n/a			
Buffalo Grove	Deputy Fire Marshall	70,918	105,691	105,691
Des Plaines	Fire Inspector			109,891
Downers Grove	Fire Inspector/Plan Review			84,604
Elmhurst	n/a			
Evanston	Fire Plan Reviewer	82,758	124,137	114,056
Glenview	Fire Inspector	74,259	103,963	
Hoffman Estates	Fire Inspector	68,865	99,744	72,134
Lombard	n/a			
Niles	n/a			
Oak Lawn	Bureau Chief	131,893	146,105	
Palatine	n/a			
Park Ridge	Fire Lieutenant - Fire Marshall			
Schaumburg	Fire Inspector	63,263	93,097	59,488
Skokie	n/a			
St. Charles	n/a			
Tinley Park	Fire Inspector I	76,057	106,480	
Wheaton	n/a			
Wheeling	n/a			
Oak Park, IL	Fire Inspector (edited)	55,994	85,342	
Range Data				
Average		81,144.71	111,316.71	90,977.33
50th Percentile		74,259.00	105,691.00	95,147.50
60th Percentile		75,337.80	106,164.40	105,691.00
65th Percentile		75,877.20	106,401.10	106,741.00
70th Percentile		77,397.20	110,011.40	107,791.00
75th Percentile		79,407.50	115,308.50	108,841.00
80th Percentile		81,417.80	120,605.60	109,891.00
Actual Data				
Average		81,879.60	109,172.80	
50th Percentile		85,632.75	114,177.00	
60th Percentile		95,121.90	126,829.20	
65th Percentile		96,066.90	128,089.20	
70th Percentile		97,011.90	129,349.20	
75th Percentile		97,956.90	130,609.20	
80th Percentile		98,901.90	131,869.20	

Police Chief				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Police Chief	144,598	209,666	201,477
Buffalo Grove	Police Chief	135,624	202,128	189,438
Des Plaines	Police Chief	139,834	191,608	171,175
Downers Grove	Police Chief			165,375
Elmhurst	Police Chief	113,760	182,018	
Evanston	Police Chief	144,618	216,926	194,781
Glenview	Police Chief	145,662	203,926	197,649
Hoffman Estates	Police Chief	133,772	189,956	189,209
Lombard	Police Chief	125,320	175,446	166,655
Niles	Police Chief	135,037	189,051	179,262
Oak Lawn	Police Chief			180,000
Palatine	n/a			
Park Ridge	Police Chief	143,004	200,206	
Schaumburg	Chief of Police	132,607	192,268	192,268
Skokie	Police Chief	148,944	194,847	194,847
St. Charles	Chief of Police	140,967	197,354	203,275
Tinley Park	Police Chief	130,161	175,717	
Wheaton	Police Chief	133,622	187,071	189,000
Wheeling	Police Chief			186,265
Oak Park, IL	Police Chief	130,000	190,000	185,400
Range Data				
Average		136,502.00	193,879.20	186,711.73
50th Percentile		135,624.00	192,268.00	189,209.00
60th Percentile		140,287.20	195,849.80	190,570.00
65th Percentile		141,170.70	197,639.20	192,519.30
70th Percentile		142,596.60	199,635.60	194,278.40
75th Percentile		143,801.00	201,167.00	194,814.00
80th Percentile		144,602.00	202,487.60	195,407.40
Actual Data				
Average		168,040.56	224,054.08	
50th Percentile		170,288.10	227,050.80	
60th Percentile		171,513.00	228,684.00	
65th Percentile		173,267.37	231,023.16	
70th Percentile		174,850.56	233,134.08	
75th Percentile		175,332.60	233,776.80	
80th Percentile		175,866.66	234,488.88	

Deputy Police Chief				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Deputy Police Chief	119,503	173,279	168,217
Buffalo Grove	Deputy Police Chief	116,197	174,038	160,688
Des Plaines	Deputy Police Chief	129,476	177,414	
Downers Grove	Deputy Chief			150,026
Elmhurst	Deputy Police Chief	98,680	157,887	
Evanston	Deputy Police Chief	120,064	180,096	169,719
Glenview	Deputy Police Chief	134,830	188,761	175,525
Hoffman Estates	Assistant Police Chief	158,065	166,209	166,209
Lombard	Deputy Police Chief	139,790	163,088	152,679
Niles	Deputy Police Chief	122,761	171,865	
Oak Lawn	Division Chief			150,000
Palatine	n/a			
Park Ridge	Deputy Police Chief	132,407	185,370	153,527
Schaumburg	Deputy Police Chief	109,672	159,030	158,640
Skokie	Deputy Police Chief	132,419	173,228	171,116
St. Charles	Deputy Chief of Police	125,305	175,427	171,747
Tinley Park	Deputy Police Chief	123,963	167,350	
Wheaton	Deputy Police Chief	131,515	177,546	189,000
Wheeling	Deputy Police Chief	116,711	164,760	164,760
Oak Park, IL	Deputy Police Chief	120,000	165,000	160,000
Range Data				
Average		125,709.88	172,209.25	164,418.07
50th Percentile		124,634.00	173,253.50	165,484.50
60th Percentile		129,476.00	174,038.00	167,815.40
65th Percentile		131,005.25	175,079.75	168,892.90
70th Percentile		131,961.00	176,420.50	169,858.70
75th Percentile		132,410.00	177,447.00	170,766.75
80th Percentile		132,419.00	177,546.00	171,368.40
Actual Data				
Average		147,976.26	197,301.69	
50th Percentile		148,936.05	198,581.40	
60th Percentile		151,033.86	201,378.48	
65th Percentile		152,003.61	202,671.48	
70th Percentile		152,872.83	203,830.44	
75th Percentile		153,690.08	204,920.10	
80th Percentile		154,231.56	205,642.08	

Police Commander				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Police Commander	115,679	156,165	151,585
Buffalo Grove	Police Lieutenant	102,575	152,872	151,966
Des Plaines	Commander	111,005	152,104	
Downers Grove	Police Lieutenant			139,310
Elmhurst	Commander	89,703	143,524	
Evanston	Police Commander	109,398	164,098	161,233
Glenview	Police Commander	125,423	175,592	
Hoffman Estates	Police Commander	147,267	149,118	147,548
Lombard	Police Lieutenant	131,622	143,470	141,338
Niles	Police Commander	111,601	156,241	
Oak Lawn	Police Commander	139,004	146,249	
Palatine	n/a			
Park Ridge	Police Commander	113,519	158,927	
Schaumburg	Police Commander	103,928	150,715	150,253
Skokie	Police Commander	117,886	154,217	152,396
St. Charles	Police Commander	111,382	155,935	153,145
Tinley Park	Police Commander	118,060	159,381	
Wheaton	Lieutenant	135,428	144,373	140,174
Wheeling	Police Commander	106,465	150,299	150,299
Oak Park, IL	Police Commander	115,000	160,000	
Range Data				
Average		117,055.59	153,722.35	149,022.45
50th Percentile		113,519.00	152,872.00	150,299.00
60th Percentile		117,003.20	155,247.80	151,585.00
65th Percentile		117,955.60	156,027.00	151,775.50
70th Percentile		119,532.60	156,180.20	151,966.00
75th Percentile		125,423.00	156,241.00	152,181.00
80th Percentile		130,382.20	158,389.80	152,396.00
Actual Data				
Average		134,120.21	178,826.95	
50th Percentile		135,269.10	180,358.80	
60th Percentile		136,426.50	181,902.00	
65th Percentile		136,597.95	182,130.60	
70th Percentile		136,769.40	182,359.20	
75th Percentile		136,962.90	182,617.20	
80th Percentile		137,156.40	182,875.20	

Public Works Director				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Public Works Director	144,598	209,666	189,448
Buffalo Grove	Deputy Village Mgr./Dir. Of PW	143,990	214,594	205,175
Des Plaines	Dir. of PW & Engineering	139,834	191,608	186,017
Downers Grove	Director of Public Works			159,085
Elmhurst	Public Works Director	125,676	201,080	
Evanston	Director of Public Works Agency	144,618	216,926	194,781
Glenview	Public Works Director	145,662	203,926	185,000
Hoffman Estates	Public Works Director	133,772	189,956	189,955
Lombard	Public Works Director	125,320	175,446	169,606
Niles	Public Works Director	135,037	189,051	173,802
Oak Lawn	Public Works Director			141,750
Palatine	n/a			
Park Ridge	Public Works Director	146,004	200,206	146,475
Schaumburg	Dir. of Engineering/Public Works	132,602	192,268	173,603
Skokie	Public Works Director	148,944	194,847	194,847
St. Charles	Director of Public Works	140,967	197,354	203,275
Tinley Park	Public Works Director	130,161	175,717	
Wheaton	Public Works Director	133,622	187,071	165,250
Wheeling	Public Works Director			172,536
Oak Park, IL	Public Works Director	130,000	190,000	156,291
Range Data				
Average		138,053.80	195,981.07	178,162.81
50th Percentile		139,834.00	194,847.00	179,401.00
60th Percentile		142,176.20	198,494.80	186,017.00
65th Percentile		144,050.80	200,293.40	188,590.25
70th Percentile		144,476.40	200,905.20	189,701.50
75th Percentile		144,608.00	202,503.00	191,161.50
80th Percentile		144,826.80	205,074.00	194,781.00
Actual Data				
Average		160,346.53	213,795.38	
50th Percentile		161,460.90	215,281.20	
60th Percentile		167,415.30	223,220.40	
65th Percentile		169,731.23	226,308.30	
70th Percentile		170,731.35	227,641.80	
75th Percentile		172,045.35	229,393.80	
80th Percentile		175,302.90	233,737.20	

Assistant Public Works Director/Village Engineer				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Asst. Dir. Public Works	119,503	173,279	165,243
Buffalo Grove	Dep. Dir. PW/Village Engineer	116,197	174,037	168,066
Des Plaines	Asst. Director of Public Works	129,476	177,414	162,140
Downers Grove	Asst. Dir PW/Engineering			123,750
Elmhurst	Assistant Public Works Director	98,680	157,887	
Evanston	Capital Planning Bureau Chief	120,064	180,096	171,239
Glenview	Public Works Supt.	134,830	188,761	144,860
Hoffman Estates	Assistant Director of Public Works	101,253	143,779	143,779
Lombard	Asst. PW Dir./Vlg. Engr.	101,924	142,694	143,420
Niles	n/a			
Oak Lawn	Asst. PW Director			125,000
Palatine	n/a			
Park Ridge	n/a			
Schaumburg	Asst. Dir. Engineering/Public Works	121,137	175,661	155,941
Skokie	Asst. to Public Works Director	99,794	130,550	130,550
St. Charles	Asst. Director of Public Works	125,305	175,427	180,689
Tinley Park	Asst. Public Works Director	112,438	151,791	
Wheaton	Director of Engineering	133,622	165,250	133,622
Wheeling	Assistant Public Works Director	101,687	143,553	143,553
Oak Park, IL	Asst Public Works Director/Village Eng	120,000	165,000	144,320
Range Data				
Average		115,422.14	162,869.93	149,418.00
50th Percentile		117,850.00	169,264.50	144,319.50
60th Percentile		119,951.80	173,885.40	153,724.80
65th Percentile		120,546.85	174,662.50	158,730.55
70th Percentile		121,553.80	175,450.40	162,450.30
75th Percentile		124,263.00	175,602.50	164,467.25
80th Percentile		126,973.40	176,362.20	166,372.20
Actual Data				
Average		134,476.20	179,301.60	
50th Percentile		129,887.55	173,183.40	
60th Percentile		138,352.32	184,469.76	
65th Percentile		142,857.50	190,476.66	
70th Percentile		146,205.27	194,940.36	
75th Percentile		148,020.53	197,360.70	
80th Percentile		149,734.98	199,646.64	

Village Engineer				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Village Engineer	119,503	173,279	162,318
Buffalo Grove	n/a			
Des Plaines	Asst. Director of Engineering	119,885	164,273	154,893
Downers Grove	Staff Engineer II			93,655
Elmhurst	City Engineer	98,680	128,284	
Evanston	Civil Engineer III	94,640	119,683	118,165
Glenview	Engineering Division Manager	108,532	151,945	132,326
Hoffman Estates	Director of Engineering	112,143	159,660	140,000
Lombard	n/a			
Niles	Village Engineer	122,761	171,865	137,655
Oak Lawn	n/a			
Palatine	n/a			
Park Ridge	City Engineer	122,593	171,630	
Schaumburg	Engineering Division Manager	109,672	159,030	147,074
Skokie	Engineering Director	127,795	167,180	163,102
St. Charles	n/a			
Tinley Park	Village Engineer	97,585	132,715	
Wheaton	Director of Engineering	133,622	187,071	132,387
Wheeling	Village Engineer	106,465	150,299	
Oak Park, IL	Village Engineer	120,000	165,000	144,320
Range Data				
Average		113,375.08	156,685.69	138,157.50
50th Percentile		112,143.00	159,660.00	138,827.50
60th Percentile		119,579.40	164,854.40	142,829.60
65th Percentile		119,808.60	166,598.60	146,012.90
70th Percentile		120,968.20	168,960.00	149,419.70
75th Percentile		122,593.00	171,630.00	152,938.25
80th Percentile		122,693.80	171,771.00	156,378.00
Actual Data				
Average		124,341.75	165,789.00	
50th Percentile		124,944.75	166,593.00	
60th Percentile		128,546.64	171,395.52	
65th Percentile		131,411.61	175,215.48	
70th Percentile		134,477.73	179,303.64	
75th Percentile		137,644.43	183,525.90	
80th Percentile		140,740.20	187,653.60	

Traffic Engineer/Assistant Village Engineer				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Senior Civil Engineer	105,161	141,967	141,967
Buffalo Grove	Assistant Village Engineer	102,575	152,872	134,950
Des Plaines	n/a			
Downers Grove	Asst. Director of Operations			128,750
Elmhurst	n/a			
Evanston	Traffic Engineering Technician	65,239	83,545	83,545
Glenview	Development Center Manager	98,838	138,374	118,110
Hoffman Estates	Senior Traffic Engineer	79,332	112,652	99,442
Lombard	n/a			
Niles	n/a			
Oak Lawn	n/a			
Palatine	n/a			
Park Ridge	Senior Civil Engineer	94,673	132,543	96,751
Schaumburg	n/a			
Skokie	Transportation Engineer	90,859	118,861	100,173
St. Charles	Public Works Manager - Engineering	99,965	139,950	
Tinley Park	n/a			
Wheaton	n/a			
Wheeling	n/a			
Oak Park, IL	Traffic Engineer/Assistant Village Engineer			
Range Data				
Average		92,080.25	127,595.50	112,961.00
50th Percentile		96,755.50	135,458.50	109,141.50
60th Percentile		99,063.40	138,689.20	120,238.00
65th Percentile		99,457.85	139,240.80	123,962.00
70th Percentile		99,852.30	139,792.40	127,686.00
75th Percentile		100,617.50	140,454.25	130,300.00
80th Percentile		101,531.00	141,160.20	132,470.00
Actual Data				
Average		101,664.90	135,553.20	
50th Percentile		98,227.35	130,969.80	
60th Percentile		108,214.20	144,285.60	
65th Percentile		111,565.80	148,754.40	
70th Percentile		114,917.40	153,223.20	
75th Percentile		117,270.00	156,360.00	
80th Percentile		119,223.00	158,964.00	

Civil Engineer I				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Civil Engineer I	83,501	112,729	84,913
Buffalo Grove	Civil Engineer I	81,954	122,140	100,549
Des Plaines	n/a			
Downers Grove	Technician-Engineering			89,045
Elmhurst	Civil Engineer II	73,310	109,965	
Evanston	Civil Engineer II	83,841	106,625	106,625
Glenview	Engineering Project Manager	81,685	114,359	114,083
Hoffman Estates	Civil Engineer I	75,921	107,808	
Lombard	Civil Engineer I	73,057	102,279	86,085
Niles	Civil Engineer II	96,067	134,494	
Oak Lawn	Community Dvlp. Unit Mgr.			118,000
Palatine	n/a			
Park Ridge	Civil Engineer	67,757	94,817	80,808
Schaumburg	Civil Engineer	75,254	109,140	86,982
Skokie	Civil Engineer	90,859	118,861	118,861
St. Charles	Civil Engineer II	88,968	124,555	123,178
Tinley Park	Engineering Project Manager	82,142	114,999	
Wheaton	Development Engineer	87,634	118,305	106,000
Wheeling	Civil Engineer I	80,467	113,545	82,832
Oak Park, IL	Civil Engineer I	65,000	92,500	
Range Data				
Average		81,494.47	113,641.40	99,843.15
50th Percentile		81,954.00	113,545.00	100,549.00
60th Percentile		82,685.60	114,615.00	106,125.00
65th Percentile		83,535.00	115,329.60	106,500.00
70th Percentile		83,773.00	117,643.80	109,608.20
75th Percentile		85,737.50	118,583.00	114,083.00
80th Percentile		87,900.80	119,516.80	116,433.20
Actual Data				
Average		89,858.84	119,811.78	
50th Percentile		90,494.10	120,658.80	
60th Percentile		95,512.50	127,350.00	
65th Percentile		95,850.00	127,800.00	
70th Percentile		98,647.38	131,529.84	
75th Percentile		102,674.70	136,899.60	
80th Percentile		104,789.88	139,719.84	

Civil Engineer I (edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Civil Engineer I	83,501	112,729	84,913
Buffalo Grove	Civil Engineer I	81,954	122,140	100,549
Des Plaines	n/a			
Downers Grove	Technician-Engineering			89,045
Elmhurst	Civil Engineer II	73,310	109,965	
Evanston	Civil Engineer II	83,841	106,625	106,625
Glenview	Engineering Project Manager	81,685	114,359	114,083
Hoffman Estates	Civil Engineer I	75,921	107,808	
Lombard	Civil Engineer I	73,057	102,279	86,085
Niles	Civil Engineer II	96,067	134,494	
Oak Lawn	Community Dvlp. Unit Mgr.			
Palatine	n/a			
Park Ridge	Civil Engineer	67,757	94,817	80,808
Schaumburg	Civil Engineer	75,254	109,140	86,982
Skokie	Civil Engineer	90,859	118,861	118,861
St. Charles	Civil Engineer II	88,968	124,555	123,178
Tinley Park	Engineering Project Manager	82,142	114,999	
Wheaton	Development Engineer	87,634	118,305	106,000
Wheeling	Civil Engineer I	80,467	113,545	82,832
Oak Park, IL	Civil Engineer I (edited)	65,000	92,500	
Range Data				
Average		81,494.47	113,641.40	98,330.08
50th Percentile		81,954.00	113,545.00	94,797.00
60th Percentile		82,685.60	114,615.00	103,819.60
65th Percentile		83,535.00	115,329.60	106,093.75
70th Percentile		83,773.00	117,643.80	106,437.50
75th Percentile		85,737.50	118,583.00	108,489.50
80th Percentile		87,900.80	119,516.80	112,591.40
Actual Data				
Average		88,497.08	117,996.10	
50th Percentile		85,317.30	113,756.40	
60th Percentile		93,437.64	124,583.52	
65th Percentile		95,484.38	127,312.50	
70th Percentile		95,793.75	127,725.00	
75th Percentile		97,640.55	130,187.40	
80th Percentile		101,332.26	135,109.68	

Building Maintenance Superintendent				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Supt. of Maintenance	115,679	156,165	126,300
Buffalo Grove	Supt. of Building Maintenance	102,575	152,872	148,364
Des Plaines	Superintendent (Public Works)	102,782	140,836	
Downers Grove	Building Division Manager			106,558
Elmhurst	Building Maintenance Supervisor	64,412	103,058	
Evanston	Facilities & Fleet Div. Manager	109,398	164,098	143,208
Glenview	Public Works Supervisor	81,685	114,359	109,353
Hoffman Estates	Supt. Of Facilities and Arena	91,837	130,408	130,408
Lombard	Facilities Maintenance Supervisor	57,115	79,960	63,000
Niles	Fleet & Facilities Supt.	111,601	156,241	
Oak Lawn	n/a			
Palatine	n/a			
Park Ridge	n/a			
Schaumburg	Facilities Division Manager	98,207	142,400	
Skokie	Senior Maintenance Technician	80,640	105,493	105,493
St. Charles	PW Division Mgr. - Public Svcs.	99,965	139,950	
Tinley Park	Fleet & Facilities Superintendent	97,585	132,715	
Wheaton	Dir. of Bldg. & Code Enforcement	100,331	135,447	
Wheeling	Fleet & Facilities Superintendent	96,945	136,892	132,952
Oak Park, IL	Building Maintenance Superintendent			99,787
Range Data				
Average		94,050.47	132,726.27	118,404.00
50th Percentile		98,207.00	136,892.00	126,300.00
60th Percentile		100,111.40	140,304.40	129,586.40
65th Percentile		100,555.40	140,992.40	130,916.80
70th Percentile		102,126.20	142,087.20	131,934.40
75th Percentile		102,678.50	147,636.00	132,952.00
80th Percentile		104,105.20	153,530.60	137,054.40
Actual Data				
Average		106,563.60	142,084.80	
50th Percentile		113,670.00	151,560.00	
60th Percentile		116,627.76	155,503.68	
65th Percentile		117,825.12	157,100.16	
70th Percentile		118,740.96	158,321.28	
75th Percentile		119,656.80	159,542.40	
80th Percentile		123,348.96	164,465.28	

Building Maintenance Superintendent (edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Supt. of Maintenance	115,679	156,165	126,300
Buffalo Grove	Supt. of Building Maintenance	102,575	152,872	148,364
Des Plaines	Superintendent (Public Works)	102,782	140,836	
Downers Grove	Building Division Manager			106,558
Elmhurst	Building Maintenance Supervisor	64,412	103,058	
Evanston	Facilities & Fleet Div. Manager	109,398	164,098	143,208
Glenview	Public Works Supervisor	81,685	114,359	109,353
Hoffman Estates	Supt. Of Facilities and Arena	91,837	130,408	130,408
Lombard	Facilities Maintenance Supervisor	57,115	79,960	63,000
Niles	Fleet & Facilities Supt.	111,601	156,241	
Oak Lawn	n/a			
Palatine	n/a			
Park Ridge	n/a			
Schaumburg	Facilities Division Manager	98,207	142,400	
Skokie	Senior Maintenance Technician	80,640	105,493	105,493
St. Charles	PW Division Mgr. - Public Svcs.	99,965	139,950	
Tinley Park	Fleet & Facilities Superintendent	97,585	132,715	
Wheaton	Dir. of Bldg. & Code Enforcement			
Wheeling	Fleet & Facilities Superintendent	96,945	136,892	132,952
Oak Park, IL	Building Maintenance Superintendent			99,787
Range Data				
Average		93,601.86	132,531.93	118,404.00
50th Percentile		97,896.00	138,421.00	126,300.00
60th Percentile		99,613.40	140,658.80	129,586.40
65th Percentile		101,139.50	141,539.80	130,916.80
70th Percentile		102,595.70	143,447.20	131,934.40
75th Percentile		102,730.25	150,254.00	132,952.00
80th Percentile		105,428.40	154,189.20	137,054.40
Actual Data				
Average		106,563.60	142,084.80	
50th Percentile		113,670.00	151,560.00	
60th Percentile		116,627.76	155,503.68	
65th Percentile		117,825.12	157,100.16	
70th Percentile		118,740.96	158,321.28	
75th Percentile		119,656.80	159,542.40	
80th Percentile		123,348.96	164,465.28	

Fleet Services Superintendent				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Supt. of Utilities	115,679	156,165	136,167
Buffalo Grove	n/a			
Des Plaines	Superintendent	102,782	140,836	
Downers Grove	n/a			
Elmhurst	Fleet Manager	80,732	129,171	
Evanston	Facilities & Fleet Mgt. Supervisor	82,756	124,134	111,458
Glenview	Public Works Supervisor	81,685	114,359	107,334
Hoffman Estates	Fleet Service Supervisor	105,766	116,802	116,802
Lombard	Fleet Maint. Operations Supervisor	88,667	124,134	90,709
Niles	n/a			
Oak Lawn	Equip. Maint. Unit Manager			118,000
Palatine	n/a			
Park Ridge	n/a			
Schaumburg	Fleet Division Manager	98,207	142,400	121,208
Skokie	Superintendent	115,753	151,427	127,618
St. Charles	n/a			
Tinley Park	n/a			
Wheaton	Fleet Services Superintendent	100,331	135,447	111,727
Wheeling	n/a			
Oak Park, IL	Fleet Services Superintendent	82,500	108,750	108,711
Range Data				
Average		97,235.80	133,487.50	115,669.22
50th Percentile		99,269.00	132,309.00	116,802.00
60th Percentile		101,311.40	137,602.60	117,760.40
65th Percentile		102,414.35	140,027.65	118,641.60
70th Percentile		103,677.20	141,305.20	119,924.80
75th Percentile		105,020.00	142,009.00	121,208.00
80th Percentile		107,748.60	144,205.40	123,772.00
Actual Data				
Average		104,102.30	138,803.07	
50th Percentile		105,121.80	140,162.40	
60th Percentile		105,984.36	141,312.48	
65th Percentile		106,777.44	142,369.92	
70th Percentile		107,932.32	143,909.76	
75th Percentile		109,087.20	145,449.60	
80th Percentile		111,394.80	148,526.40	

Streets Superintendent				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	n/a			
Buffalo Grove	n/a			
Des Plaines	Superintendent	102,782	140,836	
Downers Grove	Manager, Street/Field Svcs.			110,983
Elmhurst	Superintendent Streets Maintenance	80,732	104,951	
Evanston	Public Services Bureau Chief	120,064	180,096	156,539
Glenview	Public Works Supervisor	81,685	114,359	109,838
Hoffman Estates	Streets & Traffic Supervisor	105,766	116,802	116,802
Lombard	PW Operations Supt.	96,471	135,061	145,932
Niles	Streets Superintendent	111,601	156,241	139,180
Oak Lawn	n/a			
Palatine	n/a			
Park Ridge	Public Works Supt.	113,519	158,927	126,591
Schaumburg	Superintendent - Field	98,207	142,400	120,000
Skokie	Superintendent	115,753	151,427	151,427
St. Charles	Public Works Manager-Public Services	105,962	148,348	
Tinley Park	Street Superintendent	97,585	132,715	
Wheaton	Streets Supt.	100,331	135,447	110,629
Wheeling	Streets & Forestry Supt.	96,945	136,892	136,892
Oak Park, IL	Streets Superintendent	85,000	120,000	95,275
Range Data				
Average		101,957.36	139,607.29	129,528.45
50th Percentile		101,556.50	138,864.00	126,591.00
60th Percentile		105,169.20	142,087.20	136,892.00
65th Percentile		105,854.20	145,076.60	138,036.00
70th Percentile		106,525.90	148,655.90	139,180.00
75th Percentile		110,191.25	150,657.25	142,556.00
80th Percentile		112,368.20	153,352.60	145,932.00
Actual Data				
Average		116,575.61	155,434.15	
50th Percentile		113,931.90	151,909.20	
60th Percentile		123,202.80	164,270.40	
65th Percentile		124,232.40	165,643.20	
70th Percentile		125,262.00	167,016.00	
75th Percentile		128,300.40	171,067.20	
80th Percentile		131,338.80	175,118.40	

Streets Supervisor				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	n/a			
Buffalo Grove	Public Works Manager-Streets	81,954	122,140	122,140
Des Plaines	Foreman	94,643	129,684	
Downers Grove	Pavement Supervisor			86,206
Elmhurst	Asst. Supt. Streets Maintenance	70,852	113,363	
Evanston	Streets Supervisor	82,756	124,134	123,763
Glenview	Public Works Supervisor	81,685	114,359	107,813
Hoffman Estates	n/a			
Lombard	Streets & Electrical Supervisor	88,667	124,134	116,263
Niles	Streets Supervisor	107,301	121,222	121,222
Oak Lawn	Crew Chief - Streets	72,901	108,678	
Palatine	n/a			
Park Ridge	PW Supervisor - Streets	86,857	121,586	97,412
Schaumburg	Foreman	86,004	124,731	121,687
Skokie	Supervisor	88,619	115,930	115,930
St. Charles	Public Works Division Mgr.-Public Svcs.	99,965	139,950	
Tinley Park	Foreman	88,713	124,199	
Wheaton	Streets Supervisor	82,118	104,874	96,255
Wheeling	Foreman Streets/Forestry	80,467	113,545	113,545
Oak Park, IL	Streets Supervisor	65,000	92,500	77,250
Range Data				
Average		86,233.47	120,168.60	111,112.36
50th Percentile		86,004.00	121,586.00	115,930.00
60th Percentile		87,561.80	122,937.60	116,263.00
65th Percentile		88,623.80	124,134.00	118,742.50
70th Percentile		88,657.40	124,134.00	121,222.00
75th Percentile		88,690.00	124,166.50	121,454.50
80th Percentile		89,899.00	124,305.40	121,687.00
Actual Data				
Average		100,001.13	133,334.84	
50th Percentile		104,337.00	139,116.00	
60th Percentile		104,636.70	139,515.60	
65th Percentile		106,868.25	142,491.00	
70th Percentile		109,099.80	145,466.40	
75th Percentile		109,309.05	145,745.40	
80th Percentile		109,518.30	146,024.40	

Water and Sewer Superintendent				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	n/a			
Buffalo Grove	Supt. of Utilities	102,575	152,872	102,575
Des Plaines	Superintendent (Public Works)	102,782	140,836	
Downers Grove	Stormwater Administrator			120,212
Elmhurst	Supt. Prod/Treatment, Supt. Dist/Collect	80,732	129,171	
Evanston	Water Production Bureau Chief	120,064	180,096	165,472
Glenview	Public Works Supervisor	81,685	114,359	107,813
Hoffman Estates	Water and Sewer Superintendent	91,837	130,408	130,408
Lombard	PW Utilities Supt.	96,471	135,061	126,934
Niles	Utilities Superintendent	111,601	156,241	137,700
Oak Lawn	n/a			
Palatine	n/a			
Park Ridge	n/a			
Schaumburg	Superintendent - Utility	98,207	142,400	142,400
Skokie	Superintendent	115,753	151,427	127,618
St. Charles	Public Works Manager-Env. Services	111,382	155,935	
Tinley Park	Water & Sewer Superintendent	97,585	132,715	
Wheaton	Water Supt./Sewer Supt. (2 separate pos	100,331	135,447	120,573
Wheeling	Utility Superintendent	96,945	136,892	136,892
Oak Park, IL	Water and Sewer Superintendent	82,500	108,750	96,601
Range Data				
Average		100,567.86	142,418.57	128,963.36
50th Percentile		99,269.00	138,864.00	127,618.00
60th Percentile		102,126.20	142,087.20	130,408.00
65th Percentile		102,668.15	146,462.15	133,650.00
70th Percentile		103,642.00	151,571.50	136,892.00
75th Percentile		109,232.00	152,510.75	137,296.00
80th Percentile		111,469.60	154,097.20	137,700.00
Actual Data				
Average		116,067.03	154,756.04	
50th Percentile		114,856.20	153,141.60	
60th Percentile		117,367.20	156,489.60	
65th Percentile		120,285.00	160,380.00	
70th Percentile		123,202.80	164,270.40	
75th Percentile		123,566.40	164,755.20	
80th Percentile		123,930.00	165,240.00	

Water and Sewer Supervisor				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Water Services Supervisor	89,763	121,182	121,182
Buffalo Grove	Public Works Mgr.-Water & Sewer	81,954	122,140	122,140
Des Plaines	Foreman	94,643	129,684	
Downers Grove	Water Supervisor			97,889
Elmhurst	Asst. Supt. Distribution/Collection	70,852	113,363	
Evanston	Sr. Sewer Supv, Water Distribution Supv	82,756	124,134	111,361
Glenview	Public Works Supervisor	81,685	114,359	
Hoffman Estates	n/a			
Lombard	Water Treatment & WW Pumping Sup.	88,667	124,134	117,899
Niles	Water & Sewer Supervisor	107,301	121,222	121,222
Oak Lawn	Crew Chief - Water	70,901	108,678	
Palatine	n/a			
Park Ridge	PW Supervisor - Water and Sewer	86,847	121,586	97,586
Schaumburg	Foreman	86,004	124,731	112,095
Skokie	Supervisor	88,619	115,930	102,587
St. Charles	Public Works Division Mgr.-Env. Svcs.	99,965	139,950	
Tinley Park	Foreman	88,713	124,199	
Wheaton	n/a			
Wheeling	Utilities Foreman	80,467	113,545	113,545
Oak Park, IL	Water and Sewer Supervisor	75,000	105,000	84,975
Range Data				
Average		86,609.13	121,255.80	111,750.60
50th Percentile		86,847.00	121,586.00	112,820.00
60th Percentile		88,638.20	122,937.60	115,286.60
65th Percentile		88,671.60	124,134.00	117,245.90
70th Percentile		88,703.80	124,134.00	118,883.90
75th Percentile		89,238.00	124,166.50	120,361.25
80th Percentile		90,739.00	124,305.40	121,190.00
Actual Data				
Average		100,575.54	134,100.72	
50th Percentile		101,538.00	135,384.00	
60th Percentile		103,757.94	138,343.92	
65th Percentile		105,521.31	140,695.08	
70th Percentile		106,995.51	142,660.68	
75th Percentile		108,325.13	144,433.50	
80th Percentile		109,071.00	145,428.00	

Village Planner				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Director of Planning/Community Dev	131,452	190,605	190,605
Buffalo Grove	Associate Planner	70,918	105,691	95,657
Des Plaines	Plan Coordinator	86,040	117,895	91,350
Downers Grove	Planning Manager			106,579
Elmhurst	City Planner	90,003	135,005	
Evanston	Planning Manager	90,824	136,236	125,526
Glenview	Village Planner	89,852	125,795	
Hoffman Estates	Director of Planning & Transportation	112,437	159,660	140,000
Lombard	Senior Planner	71,400	101,738	71,068
Niles	n/a			
Oak Lawn	n/a			
Palatine	n/a			
Park Ridge	n/a			
Schaumburg	Asst. Dir. Of CDD - Planning Mgr.	109,672	159,030	139,627
Skokie	Planning Manager	90,859	118,861	100,173
St. Charles	Planner	73,774	103,283	82,113
Tinley Park	Planning Manager	97,585	132,715	
Wheaton	n/a			
Wheeling	Village Planner	85,692	119,009	119,009
Oak Park, IL	Village Planner	100,000	135,000	120,000
Range Data				
Average		92,346.77	131,194.08	114,700.64
50th Percentile		90,003.00	125,795.00	106,579.00
60th Percentile		90,831.00	133,173.00	119,009.00
65th Percentile		90,852.00	134,547.00	122,267.50
70th Percentile		93,549.40	135,497.40	125,526.00
75th Percentile		97,585.00	136,236.00	132,576.50
80th Percentile		104,837.20	149,912.40	139,627.00
Actual Data				
Average		103,230.57	137,640.76	
50th Percentile		95,921.10	127,894.80	
60th Percentile		107,108.10	142,810.80	
65th Percentile		110,040.75	146,721.00	
70th Percentile		112,973.40	150,631.20	
75th Percentile		119,318.85	159,091.80	
80th Percentile		125,664.30	167,552.40	

Permits Services Supervisor				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Arlington Heights	Plan Reviewer	77,676	104,862	104,862
Buffalo Grove	Permit Coordinator	60,759	90,549	77,967
Des Plaines	Code Enforcement & Permit Coord.	78,217	107,177	105,093
Downers Grove	Building Division Manager			106,558
Elmhurst	Code Enforcement Officer II	68,326	102,489	
Evanston	Permit Desk Supervisor	82,756	124,134	97,391
Glenview	Permits Services Supervisor	89,852	125,795	117,500
Hoffman Estates	n/a			
Lombard	Plan Reviewer	69,299	98,569	
Niles	n/a			
Oak Lawn	Bldg. Dept. - Asst. Unit Mgr.			90,000
Palatine	n/a			
Park Ridge	Deputy Building Official	86,847	121,586	
Schaumburg	Permits Supervisor	58,068	84,195	68,346
Skokie	Zoning Admin./Permits Supervisor	79,862	104,475	104,475
St. Charles	Asst. Dir. of Community Dvlpt.	99,965	139,950	123,600
Tinley Park	Senior Bldg. Permit Technician	65,207	91,290	
Wheaton	Dir. of Bldg. & Code Enforcement	109,073	152,706	116,500
Wheeling	Cust. Svc. Supervisor-Permits & Dvlp.	73,611	103,815	92,509
Oak Park, IL	Permits Services Supervisor	65,000	92,500	77,595
Range Data				
Average		78,537.00	110,828.00	100,400.08
50th Percentile		77,946.50	104,668.50	104,668.50
60th Percentile		79,533.00	106,714.00	105,000.60
65th Percentile		81,164.30	113,661.05	105,312.75
70th Percentile		83,165.10	121,840.80	106,118.50
75th Percentile		85,824.25	123,497.00	109,043.50
80th Percentile		88,049.00	124,798.40	114,511.60
Actual Data				
Average		90,360.08	120,480.10	
50th Percentile		94,201.65	125,602.20	
60th Percentile		94,500.54	126,000.72	
65th Percentile		94,781.48	126,375.30	
70th Percentile		95,506.65	127,342.20	
75th Percentile		98,139.15	130,852.20	
80th Percentile		103,060.44	137,413.92	

APPENDIX D

Village of Oak Park, IL
Benefit Survey Data 2023

Comparable Community	Health - Type of Plan				Do you offer an HSA?	Health - Other If yes, do you make contributions on behalf of the employee?	Health - Employee Only		Health - Family	
	HMO	PPO	HSA	Other			Employer Percentage	Employer Percentage		
Arlington Heights	x	x	x		Yes	No, only what the ee contributes.	86%	86%		
Buffalo Grove	x	x			No	n/a	85%	85%		
Des Plaines		x			No	Village Offers FSA and RHS with a sick leave buy-out program. Also gives opt-out incentive for med. Ins.				
Evanston	x	x			No	FSA available to all staff.	90%	90%		
Glenview	x	x			No	n/a	85%	85%		
Hoffman Estates	x	x	x		Yes	Single: \$2068, Family: \$4766	90%	90%		
Lombard	x	x		x		High Deductible PPO Plan. Employer pays first half of Deductible (\$1,000 single/employer pays \$500 and \$2,000 family/employer pays \$1,000).	90%	90%		
Niles	x	x	x	x	Yes	\$1,000 contribution for single; \$2,000 contribution for family.	85%	85%		
Oak Lawn	x	x			No		85%	85%		
Palatine	x	x	x							
Park Ridge	x	x			No	FSA option	87%	87%		
Schaumburg	x	x			No	n/a	The Village of Schaumburg has a defined contribution, Section 125 cafeteria plan where the village provides			
Skokie	x	x			No	n/a	85%	85%		
Tinley Park	x	x			No	n/a	88%	88%		
Wheaton	x	x	x		No	n/a	80%	80%		
Wheeling	x	x			No	Note: Only to grandfathered employees and to some CBA agreements.	85%	85%		
<i>Average:</i>							86.2%	86.2%		
<i>Oak Park, IL</i>	x	x	x		Yes	<i>Employee Only: \$75.00 per month, Employee +1: \$150.00 per month & Employee + Family \$200.00 per month.</i>	84%	84%		

	Dental - Employee Only	Dental - Family
Comparable Community	Employer Percentage	Employer Percentage
Arlington Heights	100%	55%
Buffalo Grove	100%	100%
Des Plaines	EE pays \$2.25 semi-monthly	EE pays \$8.79 semi-monthly
Evanston	0%	0%
Glenview	85%	85%
Hoffman Estates	0%	0%
Lombard	0%	0%
Niles	85%	85%
Oak Lawn	85%	85%
Palatine		
Park Ridge	87%	87%
Schaumburg	See prev. comment	See prev. comment
Skokie	85%	85%
Tinley Park	88%	88%
Wheaton	80%	80%
Wheeling	0%	0%
<i>Average:</i>	<i>61.2%</i>	<i>57.7%</i>
<i>Oak Park, IL</i>	<i>0%</i>	<i>0%</i>

	Vision - Employee Only	Vision - Family
Comparable Community	Employer Percentage	Employer Percentage
Arlington Heights	0%	0%
Buffalo Grove	100%	100%
Des Plaines	EE pays \$0.43 semi-monthly	EE pays \$1.29 semi-monthly
Evanston	100%	100%
Glenview	0%	0%
Hoffman Estates	0%	0%
Lombard	n/a (Vision discount plan only)	n/a
Niles	0%	0%
Oak Lawn	Employer pays \$11.39 - Employee pays \$1.50	Same as employee only.
Palatine		
Park Ridge	0%	0%
Schaumburg	See prev. comment	See prev. comment
Skokie	Incl. w/medical plan	Incl. w/medical plan
Tinley Park	0%	0%
Wheaton	80%	80%
Wheeling	Incl. in medical plan	Inc. in medical plan
<i>Average:</i>	<i>31.1%</i>	<i>31.1%</i>
<i>Oak Park, IL</i>	<i>0%</i>	<i>0%</i>

Life Insurance - Employee		
Comparable Community	Employer Percentage	Amount of Employee Coverage
Arlington Heights	n/a	n/a
Buffalo Grove	100%	1X Base Salary
Des Plaines	100%	Non-Union Mgt, IAFF Officers & MAP #241 ees-\$100K/MAP #240, IAFF, AFSCME, MECCA (PWP) & Non-Union Non-Mgt. ees-\$70K
Evanston	City covers 100% term life for Exempt staff and FOP/IAFF staff. City covers first \$5,000 of term life coverage for others.	Total not provided
Glenview	100%	\$50k
Hoffman Estates	n/a	n/a
Lombard	100%	\$100,000 policy for all FT ees
Niles	100%	50K for everyone but fire. Fire ees get \$75K.
Oak Lawn	100%	Either \$45k or \$50K
Palatine		
Park Ridge	100%	Dept. Heads-2x salary max of \$300k/Fire Union-\$40k, Non-union, Sgts.-1x up to \$300k/IUOE-\$50k, Police Union-1x up to \$100k
Schaumburg	100%	\$50k
Skokie	85%	Amount not provided
Tinley Park	100%	\$50k: Most ees, \$55K: Prof. ees, \$60K: Sr. Supes, \$65K for Directors
Wheaton	100%	\$20K
Wheeling	100%	1x salary for Fire and Non-Union ees, Police: \$50k, PW: \$10K
<i>Average:</i>		
<i>Oak Park, IL</i>	<i>100%</i>	<i>\$50K</i>

	Deferred Compensation
Comparable Community	Does your agency offer any deferred compensation programs? If yes, do you make any contributions on behalf of the employee, and how much?
Arlington Heights	n/a
Buffalo Grove	RHS: Up to 2 days of sick time converted to RHS contribution at end of year; upon separation or retirement, any earned but unused sick time is converted to RHS contribution
Des Plaines	457 Plan and Roth IRA-Employee Contributions only
Evanston	Yes, but no employer match
Glenview	Yes, but no employer match
Hoffman Estates	Village Manager-6% of salary
Lombard	via MissionSquare and Nationwide. No contributions.
Niles	OFFER 457B PLANS THROUGH NATIONWIDE, MISSION SQUARE, AND NPPFA BUT NO EMPLOYER CONTRIBUTIONS MADE ON BEHALF OF EMPLOYEE
Oak Lawn	Village offers 457 and 457 Roth - no Employer contributions.
Palatine	Depends on position
Park Ridge	Nationwide and MissionSquare-No employer contributions
Schaumburg	the village offers 457 plans through MissionSquare and NPPFA. All deferred compensation plans are employee contributions only.
Skokie	Yes, but no contributions made by employer
Tinley Park	Vlg. Offers 2 457(b) plans, with no Village contributions.
Wheaton	Village offer 457 Deferred but no contributions
Wheeling	Yes. Village Manager \$22,500, Fire Chief \$18,626.50, Police Chief \$27,939.75
Average:	
Oak Park, IL	Nationwide and MissionSquare-Employer does not contribute

Comparable Community	Sick Leave	Personal Days	Holidays
	Number of sick days granted to employees per year	Number of personal days granted to employees per year	Number of holidays granted per year
Arlington Heights	12	n/a	10
Buffalo Grove	10	5 Mgmt Days/year for: Deputy Village Manager, Department Directors, Village Engineer, Head Golf Professional. 3 Mgmt Days/year for: Deputy Department Directors, Asst to Village Manager, Building Maintenance Supt, Utilities Supt	11
Des Plaines	12	Mgt: 3/Non-mgt. does not accrue this leave until 4 yrs. of continuous f-t employment.	11
Evanston	12	3	10
Glenview	5	5	7
Hoffman Estates	12	4	8
Lombard	12	2	10
Niles	10	2	10
Oak Lawn	12	0 days Personal/Wellness for Police employees under FOP and MAP309 4 days Personal/Wellness for Detention Aids.	14
Palatine	Depends on CBAs	Depends on CBAs	Depends on CBAs
Park Ridge	12	0	8
Schaumburg	12	6	9
Skokie	12	3	10
Tinley Park	10		
Wheaton	Tier 2 full-time ee's earn 2/3 paid sick leave day for each full month of service, to a maximum of 75 days; then accumulate at 1/2 day per month to a max of 100 days.	2	9
Wheeling	12	3	9
<i>Average:</i>	<i>11.1</i>	<i>3.0</i>	<i>9.7</i>
<i>Oak Park, IL</i>	<i>1-5 years of service accrue 15 days, 6-10 years of service accrue 20 days, 11-15 years of service accrue 25 days, 16 or more years of service accrue 30 sick days.</i>	<i>1.5 days</i>	<i>11.5</i>

Comparable Community	Vacation					
	At (1) Year of Service	At (5) Years of Service	At (10) Years of Service	At (15) Years of Service	At (20) Years of Service	At (25) Years of Services
Arlington Heights	10	15	17	20	22	25
Buffalo Grove	10	14	15	20	22	25
Des Plaines	Non-Mgt. 10, Mgt. starts with 15					
Evanston	10	15	20	20	25	25
Glenview	10	13	15	20	20	25
Hoffman Estates	10	15	15	20	25	25
Lombard	10	15	20	20	25	25
Niles	10	15	15	20	25	25
Oak Lawn	12	16	20	24	24	24
Palatine						
Park Ridge	20	20	25	26	26	26
Schaumburg	10	15	20	25	25	25
Skokie	10	10	15	20	25	30
Tinley Park						
Wheaton	10	15	20	20	20	20
Wheeling	10	10	15	20	20	25
<i>Average:</i>	<i>10.9</i>	<i>14.5</i>	<i>17.9</i>	<i>21.1</i>	<i>23.3</i>	<i>24.8</i>
<i>Oak Park, IL</i>	<i>10</i>	<i>10</i>	<i>15</i>	<i>20</i>	<i>20</i>	<i>25</i>