

VILLAGE OF DOWNERS GROVE
COUNCIL ACTION SUMMARY

INITIATED: Human Resources **DATE:** December 16, 2008
(Name)

RECOMMENDATION FROM: _____ **FILE REF:** _____
(Board or Department)

NATURE OF ACTION:

- Ordinance
- Resolution
- Motion
- Other

STEPS NEEDED TO IMPLEMENT ACTION:

Motion to Adopt "A RESOLUTION AMENDING THE DOWNERS GROVE COMPENSATION PLAN BY ADOPTING A REVISED PLAN EFFECTIVE JANUARY 1, 2009", as presented.

SUMMARY OF ITEM:

Adoption of the attached resolution shall authorize an amendment to the Downers Grove Compensation Plan effective January 1, 2009.

RECORD OF ACTION TAKEN:

RESOLUTION _____

**A RESOLUTION AMENDING THE DOWNERS GROVE COMPENSATION PLAN
BY ADOPTING A REVISED PLAN EFFECTIVE JANUARY 1, 2009**

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

WHEREAS, pursuant to the Classification Plan, the Village Council is to establish, and from time to time amend, a Compensation Plan for Village employees which groups positions into pay grades; and,

WHEREAS, the Village Council has previously established the Compensation Plan; and,

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

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

1. For Village employees employed as of January 1, 2009, and effective pay period beginning January 1, 2009, the Compensation Plan is hereby amended by deleting the existing Compensation Plan, and, in its place, substituting the revised Compensation Plan, effective January 1, 2009, a copy of which is attached hereto and made a part hereof by reference.

2. To the extent of any conflict with this resolution, all resolutions or parts of resolutions in conflict with the provisions of this Resolution are hereby repealed.

Mayor

Passed:

Attest: _____
Village Clerk

Village of Downers Grove Compensation Plan

Grade	Minimum	Control	Maximum	FLSA	Minimum	Control	Maximum	FLSA
2	Hourly: 12.225	14.670	16.809		Annual: 25,428	30,514	34,964	
	Hourly: OPEN							
3	Hourly: 13.680	16.416	18.810		Annual: 28,454	34,145	39,125	
	Hourly: Bus Operator			N	Annual: Planning Intern			N
	Cashier/Receptionist			N	Cable Production Assistant			N
	Management Intern			N				
4	Hourly: 15.352	18.422	21.109		Annual: 31,931	38,318	43,906	
	Hourly: Administrative Secretary I			N	Annual: Publications Technician I			N
	CSO I			N				
5	Hourly: 17.023	20.427	23.406		Annual: 35,407	42,488	48,684	
	Hourly: Accounting Specialist I			N	Annual: Records Specialist			N
	Administrative Specialist			N				
6	Hourly: 18.694	22.433	25.704		Annual: 38,884	46,661	53,465	
	Hourly: Administrative Secretary II			N	Annual: Customer Service Assistant			N
	Computer Operator			N	Deputy Village Clerk			N
	CSO II			N	Investigative Aide			N
7	Hourly: 20.365	24.438	28.002		Annual: 42,359	50,831	58,244	
	Hourly: Administrative Assistant			N	Annual: Management Analyst			N
	Assistant Community Events Coordinator			N	Municipal Media Assistant			N
	Communications Operator			N	Court/Property Control Officer			N
	Legal Secretary			N				
8	Hourly: 22.037	26.444	30.300		Annual: 45,836	55,004	63,025	
	Hourly: Administrative Specialist			N	Annual: Publications Technician II			N
	Crime Prevention Specialist			N	Staff Accountant			N
	Production Supervisor			N	Transportation Coordinator			N
	Public Relations Specialist			N				
9	Hourly: 23.708	28.449	32.598		Annual: 49,312	59,174	67,803	
	Biweekly: 1,896.600	2,275.920	2,607.825					
	Hourly: Code Enforcement Officer			N	Annual: Purchasing Assistant			E
	CSO Supervisor			N	Resource Center Coordinator			N
	Fire Inspector			N	Special Projects Coordinator			E
10	Hourly: 25.379	30.455	34.896		Annual: 52,789	63,346	72,584	
	Biweekly: 2,030.333	2,436.400	2,791.708					
	Hourly: Accounting Supervisor			E	Annual: Plumbing Inspector			N
	Inspector			N	PSRT Coordinator			N
	Counselor			E	Records/Information Supervisor			E
	Fire Marshall			N	Systems Technician			N
	GPS Technician			N	VOC Supervisor			N
	Grants Coordinator			E				
11	Biweekly: 2,164.000	2,596.800	2,975.500		Annual: 56,264	67,517	77,363	
	Biweekly: Benefits Coordinator			E	Annual: Planner			E
	Information Services Trainer			E				
12	Biweekly: 2,297.733	2,757.280	3,159.383		Annual: 59,741	71,689	82,144	
	Biweekly: GIS Specialist			E	Annual: Staff Engineer			E
	Public Safety System Administrator			E	Project Manager			E
13	Biweekly: 2,431.400	2,917.680	3,343.175		Annual: 63,216	75,860	86,923	
	Biweekly: Internet Operations Administrator			E	Annual: Systems Administrator			E
	Public Education/Information Supervisor			E	Village Forester			E
	Public Education/Information Officer			E	VOC Manager			E
	Senior Planner			E	Water Manager			E
	Street Division Manager			E				
14	Biweekly: 2,565.067	3,078.080	3,526.967		Annual: 66,692	80,030	91,701	
	Biweekly: Building Services Manager			E	Annual: Records/Information Manager			E
	Fleet Services Manager			E	Village Clerk			E
15	Hourly: 33.735	40.482	46.386		Annual: 70,169	84,203	96,482	
	Biweekly: 2,698.800	3,238.560	3,710.850					
	Hourly: Assistant Information Services Director			E	Annual: Police Sergeant			N
	Chief Building Inspector			E	Senior Staff Engineer			E
	Community Events Director			E	Staff Attorney			E
	Planning Manager			E				

Grade	Minimum	Control	Maximum	FLSA	Minimum	Control	Maximum	FLSA
16	Biweekly: 2,832.467	3,398.960	3,894.642		Annual: 73,644	88,373	101,261	
	Assistant Finance Director			E	Counseling and Social Services Director			E
	Assistant Human Resources Director/Risk Manager			E	Division Chief - Fire Prevention			E
	Budget Officer			E	Traffic Engineer Manager			E
17	Biweekly: 2,966.200	3,559.440	4,078.525		Annual: 77,121	92,545	106,042	
	Assistant Village Attorney			E	Communications Director			E
	Assistant Village Manager			E	Police Lieutenant			E
	Battalion Chief			E				
19	Biweekly: 3,233.600	3,880.320	4,446.200		Annual: 84,074	100,888	115,601	
	Assistant Public Works Director			E	Deputy Police Chief			E
	Deputy Fire Chief			E				
20	Biweekly: 3,367.267	4,040.720	4,629.992		Annual: 87,549	105,059	120,380	
	Human Resources Director			E	Information Services Director			E
22	Biweekly: 3,634.667	4,361.600	4,997.667		Annual: 94,501	113,402	129,939	
	Community Development Director			E	Police Chief			E
	Finance Director			E	Public Works Director			E
	Fire Chief			E				
23	Biweekly: 3,768.400	4,522.080	5,181.550		Annual: 97,978	117,574	134,720	
	Deputy Village Manager			E	Village Attorney			E
24	Biweekly: 3,902.000	4,682.400	5,365.250		Annual: 101,452	121,742	139,497	
	OPEN							