



Village of Downers Grove

Report for the Village Council Meeting

Table 1 - Council Agenda item.

Subject	Non-Union Classification & Compensation Plan
Submitted By	Mike Baker, Deputy Village Manager

Synopsis

A resolution has been prepared amending the Village's Non-Union Classification and Compensation Plan.

Strategic Plan Alignment

The goals for 2025-2027 include Exceptional Municipal Services and Steward of Financial, Environmental and Neighborhood Sustainability.

Fiscal Impact

The Fiscal Year 2026 budget includes funding in all funds with personnel costs for the recommended amendments to the plan.

Recommendation

Approval on the April 21, 2026 Consent Agenda.

Background

The Village maintains a Classification and Compensation Plan for its employees that are not otherwise represented by a collective bargaining unit. The wage and salary ranges that make up this plan have been adjusted annually in recent years. The amendment would increase all ranges by 3.5% and will address external and

internal comparability. This increase to the salary ranges, which has been reflected in the attached Compensation Plan, will take effect on the first full pay period of May. This action will not increase actual salaries for any employee, but provides the ability for employees to receive performance-based increases to base pay. Adjustments may be made by the Village Manager at any time during the year.

Attachments

Resolution

Classification and Compensation Plan



Village of Downers Grove

Official Approved Village Council Policy

Table 1 –Council Policy.

Description	Downers Grove Compensation Plan
Resolution/Ordinance	Resolution No. 2026-35
Effective Date	04/08/2026
Category	Human Resources
New Council Policy	No
Amends Previous Policies	5/7/24; 12/20/22; 4/19/22;12/15/20; 12/10/19; 4/9/19; 5/1/18; 1/10/17; 5/3/16; 11/18/14; 10/8/13; 1/1/13; 1/1/09; 1/1/08; 1/1/07; 1/1/07; 05/1/06; 11/18/03; 05/21/02;11/13/01
Previous Regulation (if different from above)	Downers Grove Compensation Plan Res. 2001-95; 2002-52; 2003-94

Resolution No. 2026-35

A Resolution Amending the Downers Grove Compensation Plan by Adopting a Revised Plan Effective the First Full Pay Period in May, 2026

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:

SECTION 1. For Village employees employed as of May 1, 2026, and effective the first full pay period of May, 2026, the Compensation Plan is hereby amended by deleting the existing Compensation Plan, and, in its place, substituting the revised Compensation Plan, effective the first full pay period of May, 2026, a copy of which is attached hereto and made a part hereof by reference.

SECTION 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.

By: Mayor

Passed:

Published:

Attest:

By: Village Clerk



Village of Downers Grove

2026 Classification & Compensation Plan

Table 1 - The table shows the grade, position title, hourly and annual salary ranges, non-exempt (N) and exempt (E) effective the first full pay period of May, 2026.

Grade	Position Title	Hourly Minimum	Hourly Control	Hourly Maximum	Annual Minimum	Annual Control	Annual Maximum	FLSA
3	OPEN	\$19.850	\$23.820	\$27.294	\$41,288	\$49,545	\$56,771	N/A
4	Administrative Assistant I	\$22.276	\$26.731	\$30.629	\$46,333	\$55,600	\$63,708	N/A
4	Community Service Officer I	\$22.276	\$26.731	\$30.629	\$46,333	\$55,600	\$63,708	N
5	Accounting Specialist	\$24.700	\$29.640	\$33.963	\$51,377	\$61,652	\$70,643	N
5	Cashier	\$24.700	\$29.640	\$33.963	\$51,377	\$61,652	\$70,643	N
5	Document Management Tech	\$24.700	\$29.640	\$33.963	\$51,377	\$61,652	\$70,643	N
5	Records Specialist	\$24.700	\$29.640	\$33.963	\$51,377	\$61,652	\$70,643	N
6	Administrative Assistant II	\$27.126	\$32.551	\$37.299	\$56,422	\$67,706	\$77,580	N
6	CSO II	\$27.126	\$32.551	\$37.299	\$56,422	\$67,706	\$77,580	N
6	Data Technician	\$27.126	\$32.551	\$37.299	\$56,422	\$67,706	\$77,580	N

Grade	Position Title	Hourly Minimum	Hourly Control	Hourly Maximum	Annual Minimum	Annual Control	Annual Maximum	FLSA
6	Deputy Village Clerk	\$27.126	\$32.551	\$37.299	\$56,422	\$67,706	\$77,580	N
6	Human Resources Specialist	\$27.126	\$32.551	\$37.299	\$56,422	\$67,706	\$77,580	N
6	Investigative Aide	\$27.126	\$32.551	\$37.299	\$56,422	\$67,706	\$77,580	N
6	Utility Billing Specialist	\$27.126	\$32.551	\$37.299	\$56,422	\$67,706	\$77,580	N
7	Administrative Assistant III	\$29.550	\$35.460	\$40.631	\$61,464	\$73,756	\$84,512	N
7	Case Report Specialist	\$29.550	\$35.460	\$40.631	\$61,464	\$73,756	\$84,512	N
7	Communications Specialist	\$29.550	\$35.460	\$40.631	\$61,464	\$73,756	\$84,512	N
7	Court/Property Control Officer	\$29.550	\$35.460	\$40.631	\$61,464	\$73,756	\$84,512	N
7	Management Fellow	\$29.550	\$35.460	\$40.631	\$61,464	\$73,756	\$84,512	N
8	Office Coordinator	\$31.976	\$38.372	\$43.967	\$66,511	\$79,813	\$91,452	N
8	GIS Technician	\$31.976	\$38.372	\$43.967	\$66,511	\$79,813	\$91,452	N
8	Management Analyst	\$31.976	\$38.372	\$43.967	\$66,511	\$79,813	\$91,452	E
8	Police Services Technician	\$31.976	\$38.372	\$43.967	\$66,511	\$79,813	\$91,452	N
8	Production Coordinator	\$31.976	\$38.372	\$43.967	\$66,511	\$79,813	\$91,452	N
8	Records Management Analyst	\$31.976	\$38.372	\$43.967	\$66,511	\$79,813	\$91,452	N
8	Human Resources Generalist	\$31.976	\$38.372	\$43.967	\$66,511	\$79,813	\$91,452	N

Grade	Position Title	Hourly Minimum	Hourly Control	Hourly Maximum	Annual Minimum	Annual Control	Annual Maximum	FLSA
9	Code Compliance Officer	\$34.400	\$41.281	\$47.300	\$71,553	\$85,863	\$98,385	N
9	CSO Supervisor	\$34.400	\$41.281	\$47.300	\$71,553	\$85,863	\$98,385	N
9	Fire Inspector	\$34.400	\$41.281	\$47.300	\$71,553	\$85,863	\$98,385	N
9	Public Education Specialist	\$34.400	\$41.281	\$47.300	\$71,553	\$85,863	\$98,385	N
9	Public Relations Specialist	\$34.400	\$41.281	\$47.300	\$71,553	\$85,863	\$98,385	E
10	Building Inspector	\$36.826	\$44.191	\$50.636	\$76,598	\$91,918	\$105,322	N
10	Fire Inspector/Plan Reviewer	\$36.826	\$44.191	\$50.636	\$76,598	\$91,918	\$105,322	N
10	Grants Coordinator	\$36.826	\$44.191	\$50.636	\$76,598	\$91,918	\$105,322	E
10	Plumbing Inspector	\$36.826	\$44.191	\$50.636	\$76,598	\$91,918	\$105,322	E
10	Project Accountant	\$36.826	\$44.191	\$50.636	\$76,598	\$91,918	\$105,322	E
10	Public Education Specialist/PIO	\$36.826	\$44.191	\$50.636	\$76,598	\$91,918	\$105,322	E
10	Social Worker	\$36.826	\$44.191	\$50.636	\$76,598	\$91,918	\$105,322	E
10	Staff Engineer I	\$36.826	\$44.191	\$50.636	\$76,598	\$91,918	\$105,322	E
10	Systems Technician	\$36.826	\$44.191	\$50.636	\$76,598	\$91,918	\$105,322	E
10	Training Coordinator	\$36.826	\$44.191	\$50.636	\$76,598	\$91,918	\$105,322	N
11	Planner	\$39.250	\$47.101	\$53.969	\$81,640	\$97,969	\$112,256	E

Grade	Position Title	Hourly Minimum	Hourly Control	Hourly Maximum	Annual Minimum	Annual Control	Annual Maximum	FLSA
11	Pavement Supervisor	\$39.250	\$47.101	\$53.969	\$81,640	\$97,969	\$112,256	E
11	Water Supervisor	\$39.250	\$47.101	\$53.969	\$81,640	\$97,969	\$112,256	E
11	Accounting Supervisor	\$39.250	\$47.101	\$53.969	\$81,640	\$97,969	\$112,256	E
12	GIS Specialist	\$41.676	\$50.011	\$57.305	\$86,686	\$104,024	\$119,193	E
12	Records Supervisor	\$41.676	\$50.011	\$57.305	\$86,686	\$104,024	\$119,193	E
12	Plan Reviewer	\$41.676	\$50.011	\$57.305	\$86,686	\$104,024	\$119,193	E
13	Assistant to the Village Manager	\$44.100	\$52.921	\$60.639	\$91,729	\$110,074	\$126,127	E
13	Development Engineer	\$44.100	\$52.921	\$60.639	\$91,729	\$110,074	\$126,127	E
13	Environmental Sustainability Coordinator	\$44.100	\$52.921	\$60.639	\$91,729	\$110,074	\$126,127	E
13	GIS Coordinator	\$44.100	\$52.921	\$60.639	\$91,729	\$110,074	\$126,127	E
13	IT Innovation Manager	\$44.100	\$52.921	\$60.639	\$91,729	\$110,074	\$126,127	E
13	Senior Planner	\$44.100	\$52.921	\$60.639	\$91,729	\$110,074	\$126,127	E
13	Senior Project Manager	\$44.100	\$52.921	\$60.639	\$91,729	\$110,074	\$126,127	E
13	Staff Engineer II	\$44.100	\$52.921	\$60.639	\$91,729	\$110,074	\$126,127	E
13	Street Manager	\$44.100	\$52.921	\$60.639	\$91,729	\$110,074	\$126,127	E
13	Support Services Manager	\$44.100	\$52.921	\$60.639	\$91,729	\$110,074	\$126,127	E

Grade	Position Title	Hourly Minimum	Hourly Control	Hourly Maximum	Annual Minimum	Annual Control	Annual Maximum	FLSA
13	Systems Administrator	\$44.100	\$52.921	\$60.639	\$91,729	\$110,074	\$126,127	E
13	Village Forester	\$44.100	\$52.921	\$60.639	\$91,729	\$110,074	\$126,127	E
13	Water Manager	\$44.100	\$52.921	\$60.639	\$91,729	\$110,074	\$126,127	E
14	Assistant Human Resources Director	\$46.525	\$55.830	\$63.971	\$96,772	\$116,126	\$133,061	E
14	Building Services Manager	\$46.525	\$55.830	\$63.971	\$96,772	\$116,126	\$133,061	E
14	Finance Manager	\$46.525	\$55.830	\$63.971	\$96,772	\$116,126	\$133,061	E
14	Fleet Services Manager	\$46.525	\$55.830	\$63.971	\$96,772	\$116,126	\$133,061	E
14	Risk Manager	\$46.525	\$55.830	\$63.971	\$96,772	\$116,126	\$133,061	E
14	Records Manager	\$46.525	\$55.830	\$63.971	\$96,772	\$116,126	\$133,061	E
15	Assistant Information Technology Director	\$48.950	\$58.740	\$67.307	\$101,817	\$122,180	\$139,999	E
15	Building Division Manager	\$48.950	\$58.740	\$67.307	\$101,817	\$122,180	\$139,999	E
15	Emergency Management Coordinator	\$48.950	\$58.740	\$67.307	\$101,817	\$122,180	\$139,999	E
15	Planning Manager	\$48.950	\$58.740	\$67.307	\$101,817	\$122,180	\$139,999	E
15	Engineering Manager	\$48.950	\$58.740	\$67.307	\$101,817	\$122,180	\$139,999	E
15	Staff Attorney	\$48.950	\$58.740	\$67.307	\$101,817	\$122,180	\$139,999	E
15	Stormwater Administrator	\$48.950	\$58.740	\$67.307	\$101,817	\$122,180	\$139,999	E

Grade	Position Title	Hourly Minimum	Hourly Control	Hourly Maximum	Annual Minimum	Annual Control	Annual Maximum	FLSA
15	Transportation Manager	\$48.950	\$58.740	\$67.307	\$101,817	\$122,180	\$139,999	E
16	Assistant Finance Director	\$51.375	\$61.650	\$70.641	\$106,860	\$128,232	\$146,932	E
16	Division Chief - Fire Prevention	\$51.375	\$61.650	\$70.641	\$106,860	\$128,232	\$146,932	E
16	Street Superintendent	\$51.375	\$61.650	\$70.641	\$106,860	\$128,232	\$146,932	E
17	Assistant Village Attorney	\$53.800	\$64.560	\$73.976	\$111,905	\$134,286	\$153,870	E
18	Village Clerk	\$56.225	\$67.470	\$77.309	\$116,948	\$140,338	\$160,804	E
19	Assistant Public Works Director	\$58.650	\$70.381	\$80.645	\$121,993	\$146,392	\$167,741	E
19	Police Lieutenant	\$58.650	\$70.381	\$80.645	\$121,993	\$146,392	\$167,741	E
20	OPEN	\$61.075	\$73.290	\$83.978	\$127,036	\$152,444	\$174,675	E
21	Deputy Fire Chief	\$63.500	\$76.201	\$87.314	\$132,082	\$158,498	\$181,612	N/A
21	Deputy Police Chief	\$63.500	\$76.201	\$87.314	\$132,082	\$158,498	\$181,612	N/A
22	Communications Director	\$65.925	\$79.110	\$90.647	\$137,125	\$164,549	\$188,546	E
22	Community Development Director	\$65.925	\$79.110	\$90.647	\$137,125	\$164,549	\$188,546	E
22	Engineering Director	\$65.925	\$79.110	\$90.647	\$137,125	\$164,549	\$188,546	E
22	Finance Director	\$65.925	\$79.110	\$90.647	\$137,125	\$164,549	\$188,546	E
22	Human Resources Director	\$65.925	\$79.110	\$90.647	\$137,125	\$164,549	\$188,546	E

Grade	Position Title	Hourly Minimum	Hourly Control	Hourly Maximum	Annual Minimum	Annual Control	Annual Maximum	FLSA
22	Information Technology Director	\$65.925	\$79.110	\$90.647	\$137,125	\$164,549	\$188,546	E
22	Public Works Director	\$65.925	\$79.110	\$90.647	\$137,125	\$164,549	\$188,546	E
23	OPEN	\$68.350	\$82.021	\$93.982	\$142,170	\$170,604	\$195,483	N/A
24	Deputy Village Manager	\$70.777	\$84.933	\$97.319	\$147,217	\$176,660	\$202,423	E
24	Fire Chief	\$70.777	\$84.933	\$97.319	\$147,217	\$176,660	\$202,423	E
24	Police Chief	\$70.777	\$84.933	\$97.319	\$147,217	\$176,660	\$202,423	E