



**City of Crest Hill, IL**  
**COMPENSATION STUDY**

**DRAFT FINAL REPORT**

**February 2023**



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## I. INTRODUCTION

GovHR USA, LLC (GovHR) is pleased to have had the opportunity to work with the City of Crest Hill on this 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 City 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 City 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 Crest Hill 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:

#### **Meetings & Compensation Survey**

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 the Finance Director and Employee Relations Manager/Assistant to the Finance Director to discuss Study methods and expectations, and to review the current Classification and Compensation Plan and organizational structure.
- **Determined comparable communities and collected compensation data.** GovHR, along with the City, determined a logical survey sample of “like” communities that impact the compensation market of Crest Hill. Then, GovHR designed and sent out the survey for the benchmark positions and benefits covered in the Study.

## **Salary 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 City of Crest Hill to the salary ranges of its comparable communities. Prepared comparison calculations at the 50<sup>th</sup>, 60<sup>th</sup>, 65<sup>th</sup>, 75<sup>th</sup> and 80<sup>th</sup> percentiles. Displayed data for each jurisdiction and for each position and summarized the data in table form. Based on discussions with the City and the gathered data, developed salary ranges that would establish Crest Hill as a payer at the 50<sup>th</sup> or 65<sup>th</sup> percentile of the salary data from the comparable communities.
- Based on the above data, developed, and recommended new salary schedules.

## **Draft and Final Report Preparation**

- A preliminary analysis of the data and recommended Classification and Compensation Plan was shared with the City. Feedback from City Administration was reviewed and incorporated into the recommendations.
- This draft report has been prepared by GovHR and sent electronically to the City.
- A presentation on these draft findings. After the presentation, GovHR will make any necessary changes and submit electronically a final report to the City.

## II. SALARY DATA

The City initiated this Study with the objective of assuring that its Compensation Plan is both internally equitable and externally competitive. 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 Crest Hill.

To determine which municipalities should be used for survey purposes, GovHR first considered all Illinois communities with a population between approximately 10,000 and 60,000 in Will, Grundy, Cook, Kendall, Kane, Kankakee, and DuPage Counties; and with a per capita income between approximately \$20,000 - \$45,000. Then, the following comparison criteria were applied to each community:

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

Within each of the nine (9) categories, ranges of compatibility were established. For example, the closer a community was to matching the Crest Hill's estimated population, the closer the community would be to receiving the maximum of ten (10) points. A community whose population was significantly larger or smaller than City'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 City of Crest Hill. A community with zero (0) points was therefore determined to be the least comparable to Crest Hill. A more detailed explanation of the methodology used to determine the comparable communities is included in Appendix A.

A cutoff of eighty-five (85) points was established to select the communities most similar to Crest Hill across the nine (9) categories. After applying the nine (9) criteria, twenty (20) communities achieved eighty-five (85) or more compatibility points on the comparison scale with Crest Hill. Five (5) additional communities that scores slightly under eighty-five (85) points were added to the list because they have been comparables in the past. The full list of the twenty five (25) comparables is below. Communities with an asterisk response to the salary survey or supplied GovHR with a copy of their Compensation Plan.

Bourbonnais*	Bradley	Channahon*
Chicago Ridge	Crestwood*	Evergreen Park*
Hickory Hills	Homewood*	Lemont*
Lockport*	Minooka	Montgomery*
Morris*	Norridge*	North Aurora*
Northlake	Oak Forest	Palos Heights*
Palos Hills	Schiller Park	Shorewood*
Warrenville*	Westchester	Wood Dale*
Yorkville*		

## **B. Salary Survey**

After identifying the benchmark positions, the Consultants prepared and distributed a salary survey to the twenty-five (25) comparable communities. Fifteen (15) of the communities responded to the survey or supplied GovHR with a copy of their Compensation Plan. Table 1 is a summary of the benchmark salary survey data. The detailed salary survey data for each position is contained in Appendix B.

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

- 1) The salary data is information that was available as of November – December 2022. The new recommended salary ranges for the City 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 50<sup>th</sup>, 60<sup>th</sup>, 65<sup>th</sup>, 75<sup>th</sup> and 80<sup>th</sup> 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 B 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 B, 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 Crest Hill'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.

### **III. 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. 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. Defined Increment and Open Range Merit Plan**

A Defined Increment Plan is a pay 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, he/she systematically advances through the compensation range. The performance evaluation and resulting salary increment increase occurs annually.



An Open Range Merit Plan 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 City Administration.

The City will determine the pay plan to be implemented as a result of this Study.

### **C. Pay Philosophy and Proposed Compensation Plan**

An important component in the process of developing a Compensation Plan is understanding and applying the pay philosophy of the City. GovHR worked with the City to develop a pay plan at the 50<sup>th</sup> and 65<sup>th</sup> percentiles. Crest Hill can choose which percentile they want to implement.

The Compensation Plan consists of eight (8) pay grades; one (1) being lowest and eight (8) being highest and is broken down into the following four (4) bands:

Grades 1 – 2: Administrative and Technical Staff

Grades 3 – 4: Supervisors and Advanced Technical Staff

Grades 5 – 7: Directors and Senior Managers

Grade 8: City Administrator

There is an 10% gradation between Grades 1 and 2 and Grades 5 – 7; there is a 20% gradation between Grades 3 and 4. All Grades have a 40% range spread from minimum to maximum and Grades 9 – 12 have a 40% range spread from minimum to maximum.

**Note:** Gradation refers to the relationship between the minimum compensation of one grade to the minimum compensation of the next grade (within a pay band). In this case, the starting compensation for employees in Grade 2 is 10% higher than Grade. 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 50<sup>th</sup> and 65<sup>th</sup> percentiles and Table 2 shows the compensation ranges for each grade.

#### **D. 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 City 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.

In other studies, GovHR has been asked for ideas on how to address the situation of long-term employees whose current compensation falls near the bottom (within 5 - 10%) of the proposed range. If this occurs, it illustrates that the position has been compensated at less than the market rate for someone with similar tenure. Thus, some communities elect to make additional adjustments for those employees at implementation. This program is discretionary for the City to adopt and only occurs one time, at the implementation of the new Classification and Compensation Plan. If the City wishes to consider such a program, an example is illustrated below:

<b>Service</b>	<b>Adjustment</b>
1 - 3 Years	0%
Over 3 and up to 8 Years	1%
Over 8 and up to 15 Years	2%
Over 15 Years	3%

#### **E. Future Administration of the Compensation Plan**

To maintain competitive salary levels there should be an annual review of the City's salary ranges. The twenty-five (25) communities used in the survey group for this Study have been determined to be comparable jurisdictions to the City. Therefore, Crest Hill 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 November – December 2022. 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 City 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 City review the compatibility of the municipalities after five (5) years.

### **Appreciation**

GovHR has appreciated the opportunity to work with the City of Crest Hill on this Compensation Study. A special thank you to the Finance Director and Employee Relations Manager/Assistant to the Finance Director for the significant amount of work and support dedicated to the project.

City of Crest Hill, IL  
Table 1 - Comprehensive Table

Job Title	Current Grade	New Grade	50th Percentile Salary Survey Data		65th Percentile Salary Survey Data		Current Salary	Proposed Salary Range 50th Percentile		Proposed Salary Range 65th Percentile	
City Administrator											
City Administrator*	7	8	150,519	200,692	160,188	213,584	183,600	150,000	210,000	158,000	221,200
Directors and Senior Managers											
Police Chief	6	7	114,831	155,000	117,434	161,475	151,903	110,715	155,001	113,740	159,236
Director of Public Works	6		111,574	152,670	112,618	154,807	117,300				
Director of Finance	6		111,352	151,945	112,618	153,495	132,600				
Community and Economic Development Director	6		108,142	150,250	108,847	153,230	127,000				
IT Director	6		95,171	127,580	99,676	136,661	122,400				
Deputy Police Chief or Operations	4-5	6	101,701	140,700	103,764	145,174	124,440	100,650	140,910	103,400	144,760
Deputy Police Chief of Patrol	4-5		101,553	139,369	105,085	141,685	124,440				
Assistant Public Works Director	4-5	5	91,661	128,378	94,933	129,990	94,860	91,500	128,100	94,000	131,600
City Engineer	6		88,346	123,333	91,071	128,753	107,100				
Supervisors and Advanced Technical											
Project Manager	4-5	4	81,500	112,764	83,071	113,566	-	78,600	110,040	82,800	115,920
Employee Relations Mgr./Assistant to the Finance Dir.	4-5		77,216	108,759	87,512	115,001	68,500				
Building Commissioner	4-5		81,731	111,731	84,194	114,007	85,000				
Wastewater Lead Operator	4-5	3	67,465	95,000	70,512	97,848	-	65,500	91,700	69,000	96,600
Utility Biling Supervisor*	4-5		62,131	82,841	66,621	88,828	70,460				
City Planner	6		65,000	90,000	66,361	91,358	-				
Building Inspector	1-3		60,673	81,606	61,867	86,281	-				
Administrative and Technical											
Deputy City Clerk	1-3	2	58,822	81,008	60,070	83,857	56,100	56,650	79,310	61,050	85,470
Records Supervisor	1-3		58,438	77,350	61,929	86,287	73,171				
Administrative Assistant - Mayor's Office	1-3	1	55,023	75,670	57,847	79,905	62,980	51,500	72,100	55,500	77,700
Administrative Assistant - Public Works	1-3		46,737	65,878	51,638	71,706	62,980				

\*Actual Salary data was used.

Table 2 - Proposed Pay Ranges

## 50th Percentile - Proposed Pay Ranges

Administrative and Technical <i>10% Between Each Grade and a 40% Range Spread</i>		
	Minimum	Maximum
<b>1</b>	51,500	72,100
<b>2</b>	56,650	79,310

Supervisors and Advanced Technical <i>20% Between Each Grade and a 40% Range Spread</i>		
	Minimum	Maximum
<b>3</b>	65,500	91,700
<b>4</b>	78,600	110,040

Directors and Senior Managers <i>10% Between Each Grade and a 40% Range Spread</i>		
	Minimum	Maximum
<b>5</b>	91,500	128,100
<b>6</b>	100,650	140,910
<b>7</b>	110,715	155,001

City Administrator <i>40% Range Spread</i>		
	Minimum	Maximum
<b>8</b>	150,000	210,000

## 65th Percentile - Proposed Pay Ranges

Administrative and Technical <i>10% Between Each Grade and a 40% Range Spread</i>		
	Minimum	Maximum
<b>1</b>	55,500	77,700
<b>2</b>	61,050	85,470

Supervisors and Advanced Technical <i>20% Between Each Grade and a 40% Range Spread</i>		
	Minimum	Maximum
<b>3</b>	69,000	96,600
<b>4</b>	82,800	115,920

Directors and Senior Managers <i>10% Between Each Grade and a 40% Range Spread</i>		
	Minimum	Maximum
<b>5</b>	94,000	131,600
<b>6</b>	103,400	144,760
<b>7</b>	113,740	159,236

City Administrator <i>40% Range Spread</i>		
	Minimum	Maximum
<b>8</b>	158,000	221,200

# APPENDIX A

1. Equalized Assessed Valuation: Maximum 20 Points						
\$413.10 Million						
Factor	Minimum Range			Maximum Range		Points
1.50	275.40	413.10		413.10	619.65	20
2.00	206.55	275.39		619.66	826.20	15
2.50	165.24	206.54		826.21	1,032.75	10
3.00	137.70	165.23		1,032.76	1,239.30	5
All Others						0
2. Per Capita Income: Maximum 20 Points						
25,439						
Factor	Minimum Range			Maximum Range		Points
1.50	16,959	25,439		25,439	38,159	20
2.00	12,720	16,958		38,160	50,878	15
2.50	10,176	12,719		50,879	63,598	10
3.00	8,480	10,175		63,599	76,317	5
All Others						0
3. Total Expenditures: Maximum 15 Points						
\$30.25 Million						
Factor	Minimum Range			Maximum Range		Points
1.50	20.17	30.25		30.25	45.38	15
2.00	15.13	20.16		45.39	60.50	11
2.50	12.10	15.12		60.51	75.63	7
3.00	10.08	12.09		75.64	90.75	3
All Others						0
4. Proximity to Crest Hill: Maximum 10 Points						
Factor:						Points
1 to 10 miles:						10
11 to 20 miles:						7
21 to 30 Miles:						4
31 and more miles:						2
All Others						0
5. Population: Maximum 10 Points						
20,459						
Factor	Minimum Range			Maximum Range		Points
1.50	13,639	20,459		20,459	30,689	10
2.00	10,230	13,638		30,690	40,918	7
2.50	8,184	10,229		40,919	51,148	4
3.00	6,820	8,183		51,149	61,377	2
All Others						0
6. Number of Full Time Employees: Maximum 10 Points						
67						
Factor	Minimum Range			Maximum Range		Points
1.5	45	67		67	101	10
2.0	34	44		102	134	7
2.5	27	33		135	168	4
3.0	22	26		169	201	2
All Others						0

7. State Sales Tax: Maximum 5 Points						
\$3.39		Million				
Factor	Minimum Range			Maximum Range		Points
1.50	2.26	3.39		3.39	5.09	
2.00	1.70	2.25		5.10	6.78	
2.50	1.36	1.69		6.79	8.48	
3.00	1.13	1.35		8.49	10.17	
All Others						0

8. Indebtedness: Maximum 5 Points						
\$32.09		Million				
Factor	Minimum Range			Maximum Range		Points
1.50	21.39	32.09	32.09	48.14		
2.00	16.05	21.38	48.15	64.18		
2.50	12.84	16.04	64.19	80.23		
3.00	10.70	12.83	80.24	96.27		
All Others						0
9. Property Tax Revenue: Maximum 5 Points						
\$2.44		Million				
Factor	Minimum Range			Maximum Range		Points
1.50	1.63	2.44	2.44	3.66		
2.00	1.22	1.62	3.67	4.88		
2.50	0.98	1.21	4.89	6.10		
3.00	0.81	0.97	6.11	7.32		
All Others						0

**Initial screen:**

Illinois communities with a population between approximately 10,000 and 60,000 in Will, Grundy, Cook, Kendall, Kane, Kankakee, and DuPage Counties; and with a per capita income between approximately \$20,000 - \$45,000.

**Sources:**

(1) Illinois Comptroller Website - Local Government Data: Equalized Assessed Valuation, Total Expenditures, Indebtedness, States Sales Tax and Property Tax.

(2) U.S. Census Bureau: 2020 Population and Per Capita Income - Past 12 Months in 2020 dollars.

(3) 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 Village), 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").



Municipality	EAV (millions)	Max. Points	Per Capita Income	Max. Points	Total Expe. (millions)	Max. Points	Proximity	Max Points	Population	Max. Points	Full Time Employees	Max. Points	Sales Tax (millions)	Max. Points	Debt (millions)	Max. Points	Prop. Tax (millions)	Max. Points	Total Points
Crest Hill	413.10	20	25,439	20	30.25	15	-	10	20,459	10	67	10	3.39	5	32.09	5	2.44	5	100
Montgomery	503.09	20	31,097	20	29.92	15	22.6	4	20,262	10	74	10	4.89	5	27.18	5	2.83	5	94
Bourbonnais	378.91	20	30,972	20	23.67	15	33.8	2	18,164	10	59	10	4.21	5	22.43	5	1.70	5	92
Palos Hills	394.45	20	34,564	20	22.81	15	21.2	4	18,505	10	74	10	1.65	3	42.15	5	2.22	5	92
Yorkville	623.60	15	35,449	20	33.87	15	21.2	7	21,533	10	87	10	4.45	5	45.25	5	3.42	5	92
Wood Dale	613.78	20	36,563	20	41.04	15	34.8	2	14,012	10	94	10	3.67	5	64.18	4	3.23	5	91
Channahon	601.69	20	38,475	15	30.39	15	12.7	7	13,383	7	65	10	2.39	5	25.55	5	2.19	5	89
Chicago Ridge	354.94	20	24,310	20	31.81	15	23.9	4	14,433	10	83	10	7.02	3	52.45	4	5.50	3	89
Crestwood	375.81	20	30,003	20	26.90	15	24.5	4	10,826	7	75	10	6.29	4	58.63	4	1.84	5	89
Shorewood	673.69	15	43,531	15	33.74	15	7.4	10	18,186	10	74	10	5.59	4	31.50	5	2.10	5	89
Homewood	415.21	20	33,243	20	36.69	15	27.4	4	19,463	10	111	7	6.38	4	59.97	4	6.03	3	87
Lockport	891.79	10	35,707	20	41.25	15	4.6	10	26,094	10	101	10	4.68	5	32.48	5	6.74	2	87
Morris	344.71	20	32,024	20	26.21	15	25.4	4	14,163	10	75	10	7.18	3	3.06	0	1.66	5	87
Norridge	552.43	20	36,959	20	20.79	15	39.4	2	15,251	10	66	10	4.29	5	3.84	0	2.24	5	87
Bradley	305.81	20	26,813	20	33.68	15	36.5	2	15,419	10	71	10	11.55	0	52.66	4	2.25	5	86
Evergreen Park	501.96	20	35,328	20	43.76	15	27.8	4	19,943	10	128	7	7.67	3	37.96	5	6.21	2	86
Lemont	773.98	15	45,675	15	23.70	15	12.0	7	17,629	10	66	10	3.19	5	45.08	5	3.96	4	86
Northlake	469.93	20	23,813	20	32.15	15	32.7	2	12,840	7	78	10	5.33	4	24.56	5	6.40	2	85
Oak Forest	517.06	20	35,289	20	38.53	15	24.8	4	27,478	10	124	7	2.37	5	56.71	4	9.92	0	85
Palos Heights	475.31	20	44,721	15	26.38	15	20.6	7	12,068	7	70	10	1.61	3	27.40	5	5.87	3	85
Westchester	602.14	20	43,868	15	31.92	15	28.3	4	16,892	10	92	10	2.11	4	34.58	5	6.92	2	85
Brookfield	460.69	20	38,222	15	40.25	15	27.9	4	19,476	10	93	10	2.28	5	38.63	5	8.69	0	84
Hickory Hills	289.75	20	29,712	20	17.36	11	21.9	4	14,505	10	61	10	1.89	4	1.92	0	2.20	5	84
West Chicago	772.22	15	30,245	20	34.74	15	34.0	2	25,614	10	108	7	4.17	5	36.22	5	3.66	5	84
Lyons	215.14	15	28,221	20	22.79	15	27.2	4	10,817	7	42	7	2.69	5	37.69	5	3.27	5	83
Schiller Park	401.84	20	30,168	20	35.99	15	39.0	2	11,709	7	92	10	3.36	5	58.93	4	8.14	0	83
Burbank	543.21	20	27,505	20	63.23	7	25.5	4	29,439	10	112	7	4.21	5	38.93	5	3.93	4	82
Minooka	435.77	20	34,655	20	17.85	11	14.7	7	12,758	7	40	7	3.31	5	5.10	0	1.75	5	82
Warrenville	526.08	20	39,721	15	19.98	11	24.1	4	13,553	7	72	10	2.66	5	15.55	3	3.66	5	80
Midlothian	204.14	10	29,855	20	22.82	15	26.9	4	14,325	10	81	10	2.47	5	80.65	2	5.31	3	79
North Aurora	589.91	20	40,697	15	18.50	11	24.1	4	18,261	10	64	10	6.47	4	8.96	0	2.42	5	79
Bensenville	635.90	15	27,530	20	37.49	15	34.7	2	18,813	10	110	7	6.39	4	88.00	2	5.23	3	78
Blue Island	233.76	15	23,061	20	31.80	15	30.9	4	22,558	10	116	7	1.32	2	5.02	0	3.08	5	78
Country Club Hills	212.78	15	30,318	20	32.08	15	25.5	4	16,775	10	110	7	3.37	5	92.37	2	13.06	0	78
Elmwood Park	525.42	20	31,428	20	44.18	15	37.0	2	24,521	10	121	7	1.72	4	122.40	0	11.66	0	78
River Grove	231.23	15	27,547	20	22.16	15	35.7	2	10,612	7	57	10	1.31	2	45.68	5	6.32	2	78
South Elgin	767.67	15	41,648	15	30.52	15	45.1	2	23,865	10	82	10	5.21	4	23.18	5	6.49	2	78
Lincolnwood	738.24	15	44,380	15	30.08	15	45.4	2	13,463	7	87	10	4.62	5	51.17	4	5.91	3	76
Huntley	1,023.61	10	39,735	15	28.73	15	63.6	2	27,740	10	98	10	4.19	5	19.79	4	4.50	4	75
Bellwood	275.99	20	27,244	20	45.83	11	30.2	4	18,789	10	112	7	1.13	2	124.13	0	10.80	0	74
Dolton	189.97	10	22,135	20	37.64	15	34.8	2	21,426	10	115	7	3.02	5	22.76	5	9.12	0	74
New Lenox	1,017.59	10	44,665	15	50.16	11	9.0	10	27,214	10	110	7	6.94	3	51.70	4	3.89	4	74
Bridgeview	575.47	20	26,074	20	70.91	7	23.3	4	17,027	10	114	7	0.66	0	308.21	0	3.62	5	73
Matteson	461.85	20	38,867	15	45.56	11	22.2	4	19,073	10	130	7	5.22	4	153.21	0	7.06	2	73
South Holland	362.21	20	28,649	20	48.17	11	30.3	4	21,465	10	224	0	4.74	5	14.21	3	11.09	0	73
Worth	190.04	10	28,284	20	15.67	11	22.3	4	10,970	7	43	7	1.89	4	41.08	5	2.83	5	73
Villa Park	731.20	15	34,529	20	51.63	11	27.8	4	22,263	10	137	4	6.27	4	101.49	0	4.36	4	72
Plano	249.59	15	29,648	20	13.78	7	27.5	4	11,847	7	48	10	2.12	4	3.93	0	1.43	4	71
Roselle	819.56	15	40,589	15	36.60	15	35.0	2	22,897	10	103	7	0.87	0	52.03	4	6.04	3	71
Alsip	693.23	15	30,308	20	47.66	11	26.3	4	19,063	10	133	7	7.11	3	143.57	0	13.17	0	70
Lansing	376.60	20	28,708	20	56.69	11	35.3	2	29,076	10	200	2	4.17	5	160.96	0	8.76	0	70
Richton Park	156.81	5	28,756	20	20.31	11	23.7	4	12,775	7	75	10	3.02	5	11.44	2	1.81	5	69
Carpentersville	720.89	15	26,770	20	58.51	11	54.8	2	37,983	7	167	4	7.15	3	67.94	3	11.74	0	65
Hazel Crest	152.80	5	29,372	20	23.65	15	26.1	4	13,382	7	91	10	1.37	3	10.11	0	9.21	0	64
Calumet City	426.49	20	23,688	20	51.95	11	37.4	2	36,033	7	212	0	7.22	3	355.50	0	11.47	0	63
Prospect Heights	454.19	20	39,534	15	13.68	7	46.9	2	16,058	10	42	7	1.28	2	9.65	0	0.39	0	63
Woodridge	1,377.86	0	43,098	15	44.56	15	16.5	7	34,158	7	107	7	5.85	4	72.01	3	3.47	5	63
Chicago Heights	396.30	20	21,948	20	79.00	3	26.3	4	27,480	10	222	0	3.46	5	229.25	0	18.38	0	62
Franklin Park	828.46	10	26,547	20	57.38	11	34.1	2	18,467	10	145	4	3.76	5	194.45	0	13.17	0	62
Rolling Meadows	943.92	10	37,478	20	72.69	7	41.5	2	24,200	10	157	4	4.13	5	78.18	3	12.00	0	61
Westmont	948.10	10	43,229	15	45.76	11	20.2	7	24,429	10	196	2	10.28	0	70.30	3	5.64	3	61
Hanover Park	425.06	20	26,823	20	66.58	7	38.3	2	37,470	7	199	2	12.84	0	10.70	2	12.02	0	60

Municipality	EAV (millions)	Max. Points	Per Capita Income	Max. Points	Total Expe. (millions)	Max. Points	Proximity	Max Points	Population	Max. Points	Full Time Employees	Max. Points	Sales Tax (millions)	Max. Points	Debt (millions)	Max. Points	Prop. Tax (millions)	Max. Points	Total Points
Crest Hill	413.10	20	25,439	20	30.25	15	-	10	20,459	10	67	10	3.39	5	32.09	5	2.44	5	100
Kankakee	246.35	15	20,680	20	65.86	7	38.1	2	24,052	10	216	0	7.94	3	246.71	0	5.99	3	60
Maywood	204.85	10	23,725	20	52.94	11	32.0	2	23,512	10	149	4	1.57	3	137.84	0	18.27	0	60
Park Forest	128.75	0	26,078	20	44.41	15	24.8	4	21,687	10	153	4	1.44	3	63.96	4	15.46	0	60
Algonquin	1,044.04	5	46,601	15	50.56	11	56.1	2	29,700	10	126	7	8.95	2	43.10	5	6.23	2	59
Melrose Park	752.49	15	21,881	20	92.57	0	32.9	2	24,796	10	99	10	22.04	0	218.59	0	16.77	0	57
Morton Grove	954.89	10	40,923	15	60.22	11	45.6	2	25,297	10	164	4	5.60	4	7.98	0	9.72	0	56
Glendale Heights	2,569.36	0	29,225	20	52.63	11	29.9	4	33,176	7	184	2	9.29	2	61.30	4	3.75	4	54
Homer Glen	1,024.38	10	42,934	15	12.71	7	11.1	7	24,543	10	21	0	3.87	5	0.66	0	0.00	0	54
Streamwood	859.08	10	31,692	20	67.48	7	43.1	2	39,577	7	196	2	9.23	2	17.01	4	11.41	0	54
Justice	157.21	5	27,526	20	13.08	7	23.8	4	12,600	7	10	0	0.43	0	17.58	4	1.61	4	51
Geneva	1,118.01	5	52,697	10	75.03	7	39.9	2	21,393	10	139	4	6.07	4	61.02	4	5.34	3	49
Pingree Grove	290.65	20	41,078	15	10.12	3	54.4	2	10,365	7	25	2	0.49	0	4.52	0	0.58	0	49
Carol Stream	1,381.99	0	37,658	20	50.23	11	33.3	2	39,854	7	153	4	10.18	0	1.29	0	3.98	4	48
Plainfield	1,611.01	0	45,365	15	63.95	7	9.4	10	44,762	4	136	4	8.80	2	42.90	5	7.24	0	47
Wheeling	1,143.41	5	36,999	20	90.28	3	49.5	2	39,137	7	215	0	5.47	4	41.14	5	15.41	0	46
Batavia	1,104.40	5	46,134	15	101.41	0	31.3	2	26,089	10	166	4	5.88	4	65.29	3	7.78	0	43
Niles	3,650.97	0	33,692	20	87.91	3	42.7	2	30,912	7	237	0	15.51	0	25.32	5	3.56	5	42
Addison	1,363.39	0	30,202	20	72.15	7	33.0	2	35,702	7	241	0	12.80	0	37.69	5	10.03	0	41
Bartlett	3,642.47	0	41,821	15	50.44	11	39.7	2	41,105	4	166	4	3.52	5	103.10	0	8.89	0	41
Romeoville	1,353.87	0	28,334	20	103.37	0	7.9	10	39,863	7	221	0	8.32	3	165.78	0	12.24	0	40
Bartlett	3,559.30	0	41,821	15	62.94	7	39.7	2	41,105	4	166	4	2.65	5	112.97	0	8.32	0	37
Berwyn	866.50	10	25,939	20	120.08	0	30.1	4	57,250	2	386	0	0.00	0	291.85	0	19.25	0	36
Campton Hills	490.99	20	66,605	5	3.58	0	45.2	2	10,885	7	8	0	0.24	0	0.08	0	0.00	0	34
Tinley Park	1,640.78	0	40,955	15	90.51	3	18.5	7	55,971	2	205	0	1.99	4	68.71	3	21.99	0	34
Orland Park	2,277.35	0	42,900	15	121.92	0	17.0	7	58,703	2	263	0	19.70	0	73.53	3	11.22	0	27
Lombard	1,764.08	0	41,154	15	109.87	0	27.7	4	44,476	4	222	0	12.19	0	15.98	3	11.54	0	26
Oak Lawn	1,317.10	0	33,998	20	162.71	0	25.4	4	58,362	2	312	0	13.76	0	193.03	0	14.10	0	26
Des Plaines	2,292.78	0	37,220	20	158.40	0	40.5	2	60,675	2	330	0	13.93	0	194.31	0	24.23	0	24
Elk Grove Village	2,339.70	0	41,703	15	155.86	0	38.1	2	32,812	7	302	0	12.04	0	128.35	0	14.48	0	24
St. Charles	1,611.32	0	50,467	15	155.89	0	38.9	2	33,081	7	237	0	16.28	0	157.59	0	13.45	0	24
Hoffman Estates	1,612.30	0	40,016	15	151.44	0	44.1	2	52,530	2	321	0	8.98	2	208.52	0	27.05	0	21
Mount Prospect	1,991.34	0	40,452	15	127.25	0	44.3	2	56,852	2	300	0	30.10	0	238.83	0	16.34	0	19

Municipality	EAV (millions)	Max. Points	Per Capita Income	Max. Points	Total Expe. (millions)	Max. Points	Proximity	Max Points	Population	Max. Points	Full Time Employees	Max. Points	Sales Tax (millions)	Max. Points	Debt (millions)	Max. Points	Prop. Tax (millions)	Max. Points	Total Points
Crest Hill	413.10	20	25,439	20	30.25	15	-	10	20,459	10	67	10	3.39	5	32.09	5	2.44	5	100
Montgomery	503.09	20	31,097	20	29.92	15	22.6	4	20,262	10	74	10	4.89	5	27.18	5	2.83	5	94
Bourbonnais	378.91	20	30,972	20	23.67	15	33.8	2	18,164	10	59	10	4.21	5	22.43	5	1.70	5	92
Palos Hills	394.45	20	34,564	20	22.81	15	21.2	4	18,505	10	74	10	1.65	3	42.15	5	2.22	5	92
Yorkville	623.60	15	35,449	20	33.87	15	21.2	7	21,533	10	87	10	4.45	5	45.25	5	3.42	5	92
Wood Dale	613.78	20	36,563	20	41.04	15	34.8	2	14,012	10	94	10	3.67	5	64.18	4	3.23	5	91
Channahon	601.69	20	38,475	15	30.39	15	12.7	7	13,383	7	65	10	2.39	5	25.55	5	2.19	5	89
Chicago Ridge	354.94	20	24,310	20	31.81	15	23.9	4	14,433	10	83	10	7.02	3	52.45	4	5.50	3	89
Crestwood	375.81	20	30,003	20	26.90	15	24.5	4	10,826	7	75	10	6.29	4	58.63	4	1.84	5	89
Shorewood	673.69	15	43,531	15	33.74	15	7.4	10	18,186	10	74	10	5.59	4	31.50	5	2.10	5	89
Homewood	415.21	20	33,243	20	36.69	15	27.4	4	19,463	10	111	7	6.38	4	59.97	4	6.03	3	87
Lockport	891.79	10	35,707	20	41.25	15	4.6	10	26,094	10	101	10	4.68	5	32.48	5	6.74	2	87
Morris	344.71	20	32,024	20	26.21	15	25.4	4	14,163	10	75	10	7.18	3	3.06	0	1.66	5	87
Norridge	552.43	20	36,959	20	20.79	15	39.4	2	15,251	10	66	10	4.29	5	3.84	0	2.24	5	87
Bradley	305.81	20	26,813	20	33.68	15	36.5	2	15,419	10	71	10	11.55	0	52.66	4	2.25	5	86
Evergreen Park	501.96	20	35,328	20	43.76	15	27.8	4	19,943	10	128	7	7.67	3	37.96	5	6.21	2	86
Lemont	773.98	15	45,675	15	23.70	15	12.0	7	17,629	10	66	10	3.19	5	45.08	5	3.96	4	86
Northlake	469.93	20	23,813	20	32.15	15	32.7	2	12,840	7	78	10	5.33	4	24.56	5	6.40	2	85
Oak Forest	517.06	20	35,289	20	38.53	15	24.8	4	27,478	10	124	7	2.37	5	56.71	4	9.92	0	85
Palos Heights	475.31	20	44,721	15	26.38	15	20.6	7	12,068	7	70	10	1.61	3	27.40	5	5.87	3	85
Westchester	602.14	20	43,868	15	31.92	15	28.3	4	16,892	10	92	10	2.11	4	34.58	5	6.92	2	85
Scored Less than 85 Points - but kept because they have been used as comparables in the past and scored more than 78 Points.																			
Hickory Hills	289.75	20	29,712	20	17.36	11	21.9	4	14,505	10	61	10	1.89	4	1.92	0	2.20	5	84
Schiller Park	401.84	20	30,168	20	35.99	15	39.0	2	11,709	7	92	10	3.36	5	58.93	4	8.14	0	83
Minooka	435.77	20	34,655	20	17.85	11	14.7	7	12,758	7	40	7	3.31	5	5.10	0	1.75	5	82
Warrenville	526.08	20	39,721	15	19.98	11	24.1	4	13,553	7	72	10	2.66	5	15.55	3	3.66	5	80
North Aurora	589.91	20	40,697	15	18.50	11	24.1	4	18,261	10	64	10	6.47	4	8.96	0	2.42	5	79

# APPENDIX B

City Administrator				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	Village Administrator			147,290
Channahon	Village Administrator	132,500	185,500	139,764
Crestwood	Village Services Director			175,384
Evergreen Park	Mayor			124,834
Homewood	Village Manager			160,491
Lemont	Village Administrator	127,705	181,264	181,167
Lockport	City Administrator			206,875
Montgomery	Village Administrator	133,430	197,215	173,995
Morris	n/a			
Norridge	Village Administrator			120,921
North Aurora	City Administrator			190,550
Palos Heights	City Administrator		162,980	153,400
Shorewood	Village Administrator	148,625	167,824	160,000
Warrenville	City Administrator	155,936	214,411	
Wood Dale	City Manager	114,758	196,024	191,568
Yorkville	City Administrator			183,239
Crest Hill	City Administrator			183,600
Range Data				
Average		135,492.33	186,459.71	164,962.71
50th Percentile		132,965.00	185,500.00	167,243.00
60th Percentile		133,430.00	191,814.40	175,106.20
65th Percentile		137,228.75	194,971.60	177,986.35
70th Percentile		141,027.50	196,262.20	181,374.20
75th Percentile		144,826.25	196,619.50	182,721.00
80th Percentile		148,625.00	196,976.80	186,163.40
Actual Data				
Average		148,466.44	197,955.26	
50th Percentile		150,518.70	200,691.60	
60th Percentile		157,595.58	210,127.44	
65th Percentile		160,187.72	213,583.62	
70th Percentile		163,236.78	217,649.04	
75th Percentile		164,448.90	219,265.20	
80th Percentile		167,547.06	223,396.08	

Administrative Assistant (Mayor's Office)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	Executive Administrative Assistant			54,600
Channahon	Administrative Assistant	47,500	66,500	58,865
Crestwood	n/a			
Evergreen Park	Administrative Assistant	62,000		63,860
Homewood	Executive Assistant	62,534	83,829	73,223
Lemont	Administrative Coordinator/Deputy Clerk	51,082	72,505	58,000
Lockport	Assistant to City Administrator	50,000	70,000	65,709
Montgomery	n/a			
Morris	Mayor's Secretary			67,886
Norridge	Executive Assistant			78,606
North Aurora	n/a			
Palos Heights	Administrative Assistant/Deputy Clerk		75,670	66,000
Shorewood	Executive Assistant	58,161	83,787	83,787
Warrenville	n/a			
Wood Dale	Administrative Assistant	55,023	80,376	55,036
Yorkville	n/a			
Crest Hill	Admin Assistant (Mayor's Office)			62,980
Range Data				
Average		55,185.71	76,095.29	65,961.08
50th Percentile		55,023.00	75,670.00	65,709.00
60th Percentile		56,905.80	78,493.60	66,000.00
65th Percentile		57,847.20	79,905.40	66,943.00
70th Percentile		58,928.80	81,058.20	67,886.00
75th Percentile		60,080.50	82,081.50	70,554.50
80th Percentile		61,232.20	83,104.80	73,223.00
Actual Data				
Average		59,364.98	79,153.30	
50th Percentile		59,138.10	78,850.80	
60th Percentile		59,400.00	79,200.00	
65th Percentile		60,248.70	80,331.60	
70th Percentile		61,097.40	81,463.20	
75th Percentile		63,499.05	84,665.40	
80th Percentile		65,900.70	87,867.60	

Deputy City Clerk				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	Executive Administrative Assistant			54,600
Channahon	Executive Assistant/Deputy City Clerk	60,500	84,700	72,242
Crestwood	Deputy City Clerk			38,220
Evergreen Park	Deputy Clerk/Asst Finance Director			117,725
Homewood	Executive Assistant	62,534	83,829	73,223
Lemont	Administrative Coordinator/Deputy Clerk	51,082	72,505	58,000
Lockport	Administrative (Deputy City) Clerk	41,865	63,586	63,586
Montgomery	Executive Assistant/Deputy Clerk	58,822	86,965	64,002
Morris	Deputy City Clerk			69,922
Norridge	n/a			
North Aurora	Deputy Village Clerk/Executive Assistant	54,954	78,187	63,501
Palos Heights	Administrative Assistant/Deputy Clerk		75,670	66,000
Shorewood	n/a			
Warrenville	Executive Assistant/Deputy City Clerk	66,215	91,046	
Wood Dale	Deputy City Clerk	59,962	83,862	78,312
Yorkville	Executive Assistant/City Clerk	49,578	66,929	66,480
Crest Hill	Deputy City Clerk			56,100
Range Data				
Average		56,168.05	78,727.84	68,139.40
50th Percentile		58,822.40	81,008.00	66,000.00
60th Percentile		59,734.08	83,842.20	67,168.40
65th Percentile		60,069.60	83,857.05	69,233.60
70th Percentile		60,284.80	84,113.40	70,850.00
75th Percentile		60,500.00	84,490.50	72,242.00
80th Percentile		61,313.60	85,152.96	72,830.60
Actual Data				
Average		61,325.46	81,767.28	
50th Percentile		59,400.00	79,200.00	
60th Percentile		60,451.56	80,602.08	
65th Percentile		62,310.24	83,080.32	
70th Percentile		63,765.00	85,020.00	
75th Percentile		65,017.80	86,690.40	
80th Percentile		65,547.54	87,396.72	

Deputy City Clerk (Edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	Executive Administrative Assistant			54,600
Channahon	Executive Assistant/Deputy City Clerk	60,500	84,700	72,242
Crestwood	Deputy City Clerk			38,220
Evergreen Park	Deputy Clerk/Asst Finance Director			
Homewood	Executive Assistant	62,534	83,829	73,223
Lemont	Administrative Coordinator/Deputy Clerk	51,082	72,505	58,000
Lockport	Administrative (Deputy City) Clerk	41,865	63,586	63,586
Montgomery	Executive Assistant/Deputy Clerk	58,822	86,965	64,002
Morris	Deputy City Clerk			69,922
Norridge	n/a			
North Aurora	Deputy Village Clerk/Executive Assistant	54,954	78,187	63,501
Palos Heights	Administrative Assistant/Deputy Clerk		75,670	66,000
Shorewood	n/a			
Warrenville	Executive Assistant/Deputy City Clerk	66,215	91,046	
Wood Dale	Deputy City Clerk	59,962	83,862	78,312
Yorkville	Executive Assistant/City Clerk	49,578	66,929	66,480
Crest Hill	Deputy City Clerk			56,100
Range Data				
Average		56,168.05	78,727.84	64,007.27
50th Percentile		58,822.40	81,008.00	65,000.80
60th Percentile		59,734.08	83,842.20	66,288.00
65th Percentile		60,069.60	83,857.05	66,996.30
70th Percentile		60,284.80	84,113.40	68,889.40
75th Percentile		60,500.00	84,490.50	70,502.00
80th Percentile		61,313.60	85,152.96	71,778.00
Actual Data				
Average		57,606.54	76,808.72	
50th Percentile		58,500.72	78,000.96	
60th Percentile		59,659.20	79,545.60	
65th Percentile		60,296.67	80,395.56	
70th Percentile		62,000.46	82,667.28	
75th Percentile		63,451.80	84,602.40	
80th Percentile		64,600.20	86,133.60	



Director of Finance				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	Director of Finance			91,967
Channahon	Director of Finance	107,500	150,500	121,413
Crestwood	Village Comptroller			103,500
Evergreen Park	Finance Director			120,057
Homewood	Director of Finance	113,109	151,627	151,627
Lemont	Director of Finance	107,272	152,262	135,000
Lockport	Director of Finance	120,000	145,000	141,676
Montgomery	Director of Finance	111,871	165,350	112,000
Morris	n/a			
Norridge	n/a			
North Aurora	Director of Finance	108,659	153,712	137,694
Palos Heights	Director of Finance			91,582
Shorewood	Director of Finance	112,750	143,500	132,171
Warrenville	Director of Finance	115,628	158,989	
Wood Dale	Director of Finance	110,833	157,269	157,268
Yorkville	Director of Finance	99,278	138,588	151,929
Crest Hill	Director of Finance			132,600
Range Data				
Average		110,690.00	151,679.70	127,177.43
50th Percentile		111,352.00	151,944.50	132,171.00
60th Percentile		112,222.60	152,842.00	135,538.80
65th Percentile		112,618.15	153,494.50	137,155.20
70th Percentile		112,857.70	154,779.10	139,286.80
75th Percentile		113,019.25	156,379.75	141,676.00
80th Percentile		113,612.80	157,613.00	147,646.60
Actual Data				
Average		114,459.69	152,612.91	
50th Percentile		118,953.90	158,605.20	
60th Percentile		121,984.92	162,646.56	
65th Percentile		123,439.68	164,586.24	
70th Percentile		125,358.12	167,144.16	
75th Percentile		127,508.40	170,011.20	
80th Percentile		132,881.94	177,175.92	

Employee Relations Manager/Assistant to the Finance Director				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	Human Resources Manager			70,526
Channahon	Human Resources Manager	71,000	99,400	82,125
Crestwood	Human Resource/ Finance Coordinator			88,500
Evergreen Park	Human Resources	90,000		94,500
Homewood	Assistant Finance Director	97,549	130,768	119,492
Lemont	Human Resources Manager	76,623	108,759	101,253
Lockport	Assistant Finance/HR Director	90,000	115,000	107,763
Montgomery	Human Resources Manager	77,809	115,006	86,689
Morris	n/a			
Norridge	n/a			
North Aurora	Accounting and Finance Manager	75,317	107,078	107,077
Palos Heights	n/a			
Shorewood	n/a			
Warrenville	Human Resources Generalist	66,215	91,046	
Wood Dale	Director of Admin Services	89,224	126,393	100,000
Yorkville	Senior Accounting Clerk	68,474	92,270	88,400
Crest Hill	Emp Relations Mgr./Asst to Finance Dir.			68,500
Range Data				
Average		80,221.10	109,524.44	95,120.45
50th Percentile		77,216.00	108,759.00	94,500.00
60th Percentile		82,375.00	113,751.80	100,000.00
65th Percentile		87,511.75	115,001.20	100,626.50
70th Percentile		89,456.80	115,003.60	101,253.00
75th Percentile		89,806.00	115,006.00	104,165.00
80th Percentile		90,000.00	119,560.80	107,077.00
Actual Data				
Average		85,608.41	114,144.55	
50th Percentile		85,050.00	113,400.00	
60th Percentile		90,000.00	120,000.00	
65th Percentile		90,563.85	120,751.80	
70th Percentile		91,127.70	121,503.60	
75th Percentile		93,748.50	124,998.00	
80th Percentile		96,369.30	128,492.40	

Police Chief				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	Police Chief			139,561
Channahon	Chief of Police	107,500	150,500	130,728
Crestwood	Police Chief			136,500
Evergreen Park	Police Chief			189,379
Homewood	Police Chief	113,109	151,627	151,627
Lemont	Police Chief	107,272	152,262	145,480
Lockport	Police Chief	125,000	155,000	149,200
Montgomery	Police Chief	111,870	165,350	156,558
Morris	Chief of Police			125,297
Norridge	Police Chief			150,000
North Aurora	Police Chief	118,435	167,523	167,514
Palos Heights	Police Chief			159,650
Shorewood	Police Chief	126,432	148,335	142,829
Warrenville	Police Chief	117,184	161,128	
Wood Dale	Police Chief	114,831	162,863	142,500
Yorkville	Police Chief			149,240
Crest Hill	Police Chief			151,803
Range Data				
Average		115,737.00	157,176.44	149,070.87
50th Percentile		114,831.00	155,000.00	149,200.00
60th Percentile		116,713.40	159,902.40	149,544.00
65th Percentile		117,434.20	161,475.00	150,162.70
70th Percentile		117,934.60	162,169.00	151,301.60
75th Percentile		118,435.00	162,863.00	154,092.50
80th Percentile		121,061.00	163,857.80	157,176.40
Actual Data				
Average		134,163.78	178,885.04	
50th Percentile		134,280.00	179,040.00	
60th Percentile		134,589.60	179,452.80	
65th Percentile		135,146.43	180,195.24	
70th Percentile		136,171.44	181,561.92	
75th Percentile		138,683.25	184,911.00	
80th Percentile		141,458.76	188,611.68	

Deputy Police Chief of Patrol				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	Patrol Commander			122,566
Channahon	Deputy Police Chief	100,500	140,700	122,193
Crestwood	Director of Police Operations			111,135
Evergreen Park	Deputy Police Chief			157,338
Homewood	Deputy Police Chief of Patrol	99,972	134,017	134,017
Lemont	Commander/Operations	97,056	137,760	133,443
Lockport	Deputy Police Chief of Patrol	120,000	145,000	135,271
Montgomery	Patrol Commander	92,455	136,653	137,823
Morris	Deputy Chief			109,034
Norridge	Deputy Chief			130,420
North Aurora	Deputy Police Chief of Patrol	102,606	145,870	145,871
Palos Heights	Deputy Police Chief			140,620
Shorewood	Deputy Chief	108,397	131,536	130,788
Warrenville	Deputy Chief of Police	110,676	152,180	
Wood Dale	Deputy Chief of Patrol	105,523	141,859	136,501
Yorkville	Deputy Chief	96,756	138,037	125,330
Crest Hill	Deputy Police Chief of Patrol			124,440
Range Data				
Average		103,394.10	140,361.20	131,490.00
50th Percentile		101,553.00	139,368.50	133,443.00
60th Percentile		103,772.80	141,163.60	134,518.60
65th Percentile		105,085.45	141,685.15	135,394.00
70th Percentile		106,385.20	142,801.30	136,255.00
75th Percentile		107,678.50	144,214.75	137,162.00
80th Percentile		108,852.80	145,174.00	138,382.40
Actual Data				
Average		118,341.00	157,788.00	
50th Percentile		120,098.70	160,131.60	
60th Percentile		121,066.74	161,422.32	
65th Percentile		121,854.60	162,472.80	
70th Percentile		122,629.50	163,506.00	
75th Percentile		123,445.80	164,594.40	
80th Percentile		124,544.16	166,058.88	

Deputy Police Chief of Operations				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	Deputy Police Chief of Operations			128,771
Channahon	Deputy Police Chief	100,500	140,700	1,022,193
Crestwood	Director of Police Operations			111,135
Evergreen Park	Deputy Police Chief			157,338
Homewood	Deputy Police Chief of Operations	99,972	134,017	134,017
Lemont	Commander/Administration	97,056	137,760	130,827
Lockport	Deputy Police Chief of Operations	120,000	145,000	135,271
Montgomery	Deputy Police Chief	101,701	150,318	145,912
Morris	Deputy Chief			109,034
Norridge	n/a			
North Aurora	Deputy Police Chief of Operations	102,606	145,870	150,871
Palos Heights	Deputy Police Chief			140,620
Shorewood	Deputy Chief	108,397	131,536	130,788
Warrenville	Deputy Chief of Police	110,676	152,180	
Wood Dale	n/a			
Yorkville	Deputy Chief	96,756	138,037	125,330
Crest Hill	Deputy Police Chief of Operations			124,440
Range Data				
Average		104,184.89	141,713.11	201,700.54
50th Percentile		101,701.00	140,700.00	134,017.00
60th Percentile		102,425.00	144,140.00	136,340.80
65th Percentile		103,764.20	145,174.00	139,550.20
70th Percentile		106,080.60	145,522.00	142,736.80
75th Percentile		108,397.00	145,870.00	145,912.00
80th Percentile		109,308.60	147,649.20	148,887.40
Actual Data				
Average		181,530.48	242,040.65	
50th Percentile		120,615.30	160,820.40	
60th Percentile		122,706.72	163,608.96	
65th Percentile		125,595.18	167,460.24	
70th Percentile		128,463.12	171,284.16	
75th Percentile		131,320.80	175,094.40	
80th Percentile		133,998.66	178,664.88	

Records Supervisor (Police Department)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	Records Supervisor (Police Department)			62,971
Channahon	Police Records Administrator	60,500	84,700	58,670
Crestwood	Police Department Clerk			60,800
Evergreen Park	Records Supervisor			109,081
Homewood	n/a			
Lemont	Records Manager	66,407	94,257	73,596
Lockport	Police Department Office Manager	50,000	70,000	72,622
Montgomery	Administrative Commander	92,455	136,653	137,823
Morris	Records and Technology Clerk			72,107
Norridge	n/a			
North Aurora	n/a			
Palos Heights	n/a			
Shorewood	Records Supervisor	56,375	69,700	62,687
Warrenville	Records Supervisor	66,215	91,046	
Wood Dale	n/a			
Yorkville	Records Supervisor	47,029	63,372	68,600
Crest Hill	Records Supervisor (Police Department)			73,171
Range Data				
Average		62,711.57	87,104.00	77,895.70
50th Percentile		60,500.00	84,700.00	70,353.50
60th Percentile		63,929.00	88,507.60	72,313.00
65th Percentile		65,643.50	90,411.40	72,544.75
70th Percentile		66,253.40	91,688.20	72,914.20
75th Percentile		66,311.00	92,651.50	73,352.50
80th Percentile		66,368.60	93,614.80	80,693.00
Actual Data				
Average		70,106.13	93,474.84	
50th Percentile		63,318.15	84,424.20	
60th Percentile		65,081.70	86,775.60	
65th Percentile		65,290.28	87,053.70	
70th Percentile		65,622.78	87,497.04	
75th Percentile		66,017.25	88,023.00	
80th Percentile		72,623.70	96,831.60	

## Records Supervisor (Police Department) - Edited

Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	Records Supervisor (Police Department)			62,971
Channahon	Police Records Administrator	60,500	84,700	58,670
Crestwood	Police Department Clerk			60,800
Evergreen Park	Records Supervisor			
Homewood	n/a			
Lemont	Records Manager	66,407	94,257	73,596
Lockport	Police Department Office Manager	50,000	70,000	72,622
Montgomery	Administrative Commander			
Morris	Records and Technology Clerk			72,107
Norridge	n/a			
North Aurora	n/a			
Palos Heights	n/a			
Shorewood	Records Supervisor	56,375	69,700	62,687
Warrenville	Records Supervisor	66,215	91,046	
Wood Dale	n/a			
Yorkville	Records Supervisor	47,029	63,372	68,600
Crest Hill	Records Supervisor (Police Department)			73,171
Range Data				
Average		57,754.33	78,845.83	66,506.63
50th Percentile		58,437.50	77,350.00	65,785.50
60th Percentile		60,500.00	84,700.00	69,301.40
65th Percentile		61,928.75	86,286.50	70,528.85
70th Percentile		63,357.50	87,873.00	71,756.30
75th Percentile		64,786.25	89,459.50	72,235.75
80th Percentile		66,215.00	91,046.00	72,416.00
Actual Data				
Average		59,855.96	79,807.95	
50th Percentile		59,206.95	78,942.60	
60th Percentile		62,371.26	83,161.68	
65th Percentile		63,475.97	84,634.62	
70th Percentile		64,580.67	86,107.56	
75th Percentile		65,012.18	86,682.90	
80th Percentile		65,174.40	86,899.20	

Director of Public Works				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	Director of Public Works			116,000
Channahon	Public Works Director	107,500	150,500	139,942
Crestwood	n/a			
Evergreen Park	Director of Public Works			157,437
Homewood	Director of Public Works	113,109	151,627	151,627
Lemont	Director of Public Works	102,164	145,011	136,657
Lockport	Director of Public Works/Engineering	125,000	155,000	150,711
Montgomery	Director of Public Works	111,870	165,350	143,975
Morris	Director of Public Works			106,394
Norridge	Vacant			120,000
North Aurora	Director of Public Works	108,659	153,712	153,712
Palos Heights	Director of Public Works			127,538
Shorewood	Director of Public Works	112,750	143,500	127,316
Warrenville	Director of Public Works	117,184	161,128	
Wood Dale	Director of Public Works	111,278	159,521	120,827
Yorkville	Director of Public Works	100,653	142,915	145,553
Crest Hill	Director of Public Works			117,300
Range Data				
Average		111,016.70	152,826.40	135,549.21
50th Percentile		111,574.00	152,669.50	138,299.50
60th Percentile		112,222.00	154,227.20	143,168.40
65th Percentile		112,618.00	154,806.80	144,685.10
70th Percentile		112,857.70	156,356.30	146,068.80
75th Percentile		113,019.25	158,390.75	149,421.50
80th Percentile		113,924.00	159,842.40	151,077.40
Actual Data				
Average		121,994.29	162,659.06	
50th Percentile		124,469.55	165,959.40	
60th Percentile		128,851.56	171,802.08	
65th Percentile		130,216.59	173,622.12	
70th Percentile		131,461.92	175,282.56	
75th Percentile		134,479.35	179,305.80	
80th Percentile		135,969.66	181,292.88	



Assistant Public Works Director				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	Assistant Public Works Director			95,018
Channahon	Assistant DPW Director	91,000	127,400	
Crestwood	Public Works Foreman			90,100
Evergreen Park	Assistant Director of Public Works			111,919
Homewood	Assistant Director Public Works	97,549	130,768	130,768
Lemont	Superintendent/Manager	91,948	130,510	119,890
Lockport	Asst Director of Public Works/Engineer	110,000	140,000	136,000
Montgomery	Street and Water and Sewer Supts	84,050	124,230	105,055
Morris	Superintendent of Streets			95,872
Norridge	n/a			
North Aurora	Street and Water Superintendent	91,374	129,355	129,355
Palos Heights	Foreman			107,307
Shorewood	Assistant Public Works Director	97,375	117,875	110,321
Warrenville	n/a			
Wood Dale	Assistant Director of Public Works	89,224	126,393	93,288
Yorkville	n/a			
Crest Hill	Assistant Public Works Director			94,860
Range Data				
Average		94,065.00	128,316.38	110,407.75
50th Percentile		91,661.00	128,377.50	108,814.00
60th Percentile		93,033.40	129,586.00	111,279.80
65th Percentile		94,932.85	129,990.25	113,114.65
70th Percentile		96,832.30	130,394.50	117,498.70
75th Percentile		97,418.50	130,574.50	122,256.25
80th Percentile		97,479.40	130,664.80	127,462.00
Actual Data				
Average		99,366.98	132,489.30	
50th Percentile		97,932.60	130,576.80	
60th Percentile		100,151.82	133,535.76	
65th Percentile		101,803.19	135,737.58	
70th Percentile		105,748.83	140,998.44	
75th Percentile		110,030.63	146,707.50	
80th Percentile		114,715.80	152,954.40	

City Engineer				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	n/a			
Channahon	n/a			
Crestwood	n/a			
Evergreen Park	n/a			
Homewood	Village Engineer	99,972	134,017	134,017
Lemont	Contracted			
Lockport	Program Engineer	75,000	100,000	
Montgomery	n/a			
Morris	n/a			
Norridge	n/a			
North Aurora	City Engineer	91,374	129,355	112,959
Palos Heights	n/a			
Shorewood	n/a			
Warrenville	Senior Civil Engineer	85,317	117,311	
Wood Dale	n/a			
Yorkville	n/a			
Crest Hill	City Engineer			107,100
Range Data				
Average		87,915.75	120,170.75	123,488.00
50th Percentile		88,345.50	123,333.00	123,488.00
60th Percentile		90,162.60	126,946.20	125,593.80
65th Percentile		91,071.15	128,752.80	126,646.70
70th Percentile		92,233.80	129,821.20	127,699.60
75th Percentile		93,523.50	130,520.50	128,752.50
80th Percentile		94,813.20	131,219.80	129,805.40
Actual Data				
Average		111,139.20	148,185.60	
50th Percentile		111,139.20	148,185.60	
60th Percentile		113,034.42	150,712.56	
65th Percentile		113,982.03	151,976.04	
70th Percentile		114,929.64	153,239.52	
75th Percentile		115,877.25	154,503.00	
80th Percentile		116,824.86	155,766.48	

Project Manager				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	n/a			
Channahon	Engineering Project Manager	81,500	114,100	102,739
Crestwood	n/a			
Evergreen Park	n/a			
Homewood	Project Coordinator	84,118	112,764	96,302
Lemont	n/a			
Lockport	Program Engineer	75,000	100,000	
Montgomery	n/a			
Morris	n/a			
Norridge	Superintendent of Public Works			120,530
North Aurora	Civil Engineer	67,881	96,512	
Palos Heights	n/a			
Shorewood	n/a			
Warrenville	Utility Maintenance Superintendent	86,870	119,446	
Wood Dale	n/a			
Yorkville	n/a			
Crest Hill	Project Manager			
Range Data				
Average		79,073.80	108,564.40	106,523.67
50th Percentile		81,500.00	112,764.00	102,739.00
60th Percentile		82,547.20	113,298.40	106,297.20
65th Percentile		83,070.80	113,565.60	108,076.30
70th Percentile		83,594.40	113,832.80	109,855.40
75th Percentile		84,118.00	114,100.00	111,634.50
80th Percentile		84,668.40	115,169.20	113,413.60
Actual Data				
Average		95,871.30	127,828.40	
50th Percentile		92,465.10	123,286.80	
60th Percentile		95,667.48	127,556.64	
65th Percentile		97,268.67	129,691.56	
70th Percentile		98,869.86	131,826.48	
75th Percentile		100,471.05	133,961.40	
80th Percentile		102,072.24	136,096.32	

Wastewater Lead Operator				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	n/a			
Channahon	Wastewater Utility Operator	58,500	81,900	
Crestwood	Water Operator			79,600
Evergreen Park	Water Plant Operator			88,642
Homewood	Utility Supervisor	84,118	112,764	103,040
Lemont	n/a			
Lockport	Wastewater Lead Operator			82,629
Montgomery	n/a			
Morris	Wastewater Operator			94,120
Norridge	n/a			
North Aurora	n/a			
Palos Heights	n/a			
Shorewood	n/a			
Warrenville	Utilities Crew Leader	72,543	99,747	
Wood Dale	Treatment Plant Operator	63,551	81,479	81,473
Yorkville	Sewer Foreman	67,465	95,000	
Crest Hill	Wastewater Lead Operator			
Range Data				
Average		69,235.40	94,178.00	88,250.67
50th Percentile		67,465.00	95,000.00	85,635.50
60th Percentile		69,496.20	96,898.80	88,642.00
65th Percentile		70,511.80	97,848.20	90,011.50
70th Percentile		71,527.40	98,797.60	91,381.00
75th Percentile		72,543.00	99,747.00	92,750.50
80th Percentile		74,858.00	102,350.40	94,120.00
Actual Data				
Average		79,425.60	105,900.80	
50th Percentile		77,071.95	102,762.60	
60th Percentile		79,777.80	106,370.40	
65th Percentile		81,010.35	108,013.80	
70th Percentile		82,242.90	109,657.20	
75th Percentile		83,475.45	111,300.60	
80th Percentile		84,708.00	112,944.00	

Utility Billing Supervisor				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	n/a			
Channahon	Public Works Clerk	49,500	69,300	
Crestwood	Water Department Supervisor			77,350
Evergreen Park	Utility Billing Specialist			62,000
Homewood	Finance Supervisor	69,034	92,543	69,034
Lemont	Utility Billing Supervisor	51,082	72,505	63,061
Lockport	Utility Billing Clerk II	41,865	63,585	63,585
Montgomery	n/a			
Morris	Water Department Clerk			40,515
Norridge	n/a			
North Aurora	Accounting and Finance Manager	75,317	107,078	107,077
Palos Heights	Administrative Clerk/Accounts Payable			52,000
Shorewood	n/a			
Warrenville	n/a			
Wood Dale	n/a			
Yorkville	Utility Billing Clerk	52,182	70,316	73,844
Crest Hill	Utility Billing Supervisor			70,459
Range Data				
Average		56,496.67	79,221.17	67,607.33
50th Percentile		51,632.00	71,410.50	63,585.00
60th Percentile		52,182.00	72,505.00	67,944.20
65th Percentile		56,395.00	77,514.50	69,996.00
70th Percentile		60,608.00	82,524.00	71,920.00
75th Percentile		64,821.00	87,533.50	73,844.00
80th Percentile		69,034.00	92,543.00	75,246.40
Actual Data				
Average		60,846.60	81,128.80	
50th Percentile		57,226.50	76,302.00	
60th Percentile		61,149.78	81,533.04	
65th Percentile		62,996.40	83,995.20	
70th Percentile		64,728.00	86,304.00	
75th Percentile		66,459.60	88,612.80	
80th Percentile		67,721.76	90,295.68	

Utility Billing Supervisor (Edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	n/a			
Channahon	Public Works Clerk			
Crestwood	Water Department Supervisor			77,350
Evergreen Park	Utility Billing Specialist			62,000
Homewood	Finance Supervisor	69,034	92,543	69,034
Lemont	Utility Billing Supervisor	51,082	72,505	63,061
Lockport	Utility Billing Clerk II			
Montgomery	n/a			
Morris	Water Department Clerk			
Norridge	n/a			
North Aurora	Accounting and Finance Manager	75,317	107,078	107,077
Palos Heights	Administrative Clerk/Accounts Payable			
Shorewood	n/a			
Warrenville	n/a			
Wood Dale	n/a			
Yorkville	Utility Billing Clerk			
Crest Hill	Utility Billing Supervisor			70,459
Range Data				
Average		65,144.33	90,708.67	75,704.40
50th Percentile		69,034.00	92,543.00	69,034.00
60th Percentile		70,290.60	95,450.00	72,360.40
65th Percentile		70,918.90	96,903.50	74,023.60
70th Percentile		71,547.20	98,357.00	75,686.80
75th Percentile		72,175.50	99,810.50	77,350.00
80th Percentile		72,803.80	101,264.00	83,295.40
Actual Data				
Average		68,133.96	90,845.28	
50th Percentile		62,130.60	82,840.80	
60th Percentile		65,124.36	86,832.48	
65th Percentile		66,621.24	88,828.32	
70th Percentile		68,118.12	90,824.16	
75th Percentile		69,615.00	92,820.00	
80th Percentile		74,965.86	99,954.48	

Administrative Assistant (Public Works)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	Administrative Assistant (Public Works)			51,744
Channahon	Administrative Assistant	47,500	66,500	58,865
Crestwood	n/a			
Evergreen Park	Public Works Secretary			50,155
Homewood	Administrative Secretary	56,668	75,965	75,965
Lemont	Administrative Assistant (Public Works)	45,974	65,255	53,413
Lockport	Administrative Assistant (Public Works)	40,000	55,000	50,500
Montgomery	Executive Assistant (Public Works)	58,822	86,965	61,506
Morris	Public Works Secretary			51,717
Norridge	n/a			
North Aurora	Customer Service Specialist	43,035	61,298	61,298
Palos Heights	Administrative Assistant Public Works			59,737
Shorewood	Clerk	37,440	54,080	49,192
Warrenville	n/a			
Wood Dale	Administrative Assistant Public Works	55,023	80,376	75,566
Yorkville	n/a			
Crest Hill	Administrative Assistant (Public Works)			62,979
Range Data				
Average		48,057.80	68,179.85	58,304.80
50th Percentile		46,737.00	65,877.50	56,139.00
60th Percentile		49,004.60	68,393.00	59,388.20
65th Percentile		51,637.65	71,705.75	59,971.15
70th Percentile		54,270.70	75,018.50	60,829.70
75th Percentile		55,434.25	77,067.75	61,349.90
80th Percentile		56,010.00	78,611.60	61,464.08
Actual Data				
Average		52,474.32	69,965.76	
50th Percentile		50,525.10	67,366.80	
60th Percentile		53,449.38	71,265.84	
65th Percentile		53,974.04	71,965.38	
70th Percentile		54,746.73	72,995.64	
75th Percentile		55,214.91	73,619.88	
80th Percentile		55,317.67	73,756.90	

Director of Community and Economic Development				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	n/a			
Channahon	Director of Community Development	107,500	150,500	
Crestwood	n/a			
Evergreen Park	n/a			
Homewood	Dir Community/Econ Development	105,046	140,818	120,260
Lemont	Dir Community/Econ Development	102,164	145,011	130,944
Lockport	Dir Community/Econ Development	110,000	150,000	141,432
Montgomery	Director of Community Development	111,871	165,350	127,300
Morris	n/a			
Norridge	n/a			
North Aurora	Dir Community/Econ Development	108,659	153,712	153,715
Palos Heights	Community Development Coordinator			95,249
Shorewood	Economic Development Director	107,625	133,250	111,671
Warrenville	Dir Community/Econ Development	117,184	161,128	
Wood Dale	Dir Community/Econ Development	108,880	155,603	153,400
Yorkville	Director of Community Development	101,485	143,178	181,565
Crest Hill	Comm/Econ Development Director			127,000
Range Data				
Average		108,041.40	149,855.00	135,059.56
50th Percentile		108,142.00	150,250.00	130,944.00
60th Percentile		108,747.40	151,784.80	139,334.40
65th Percentile		108,846.85	153,230.20	143,825.60
70th Percentile		109,216.00	154,279.30	148,612.80
75th Percentile		109,720.00	155,130.25	153,400.00
80th Percentile		110,374.20	156,708.00	153,526.00
Actual Data				
Average		121,553.60	162,071.47	
50th Percentile		117,849.60	157,132.80	
60th Percentile		125,400.96	167,201.28	
65th Percentile		129,443.04	172,590.72	
70th Percentile		133,751.52	178,335.36	
75th Percentile		138,060.00	184,080.00	
80th Percentile		138,173.40	184,231.20	



Director of Community and Economic Development (Edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	n/a			
Channahon	Director of Community Development	107,500	150,500	
Crestwood	n/a			
Evergreen Park	n/a			
Homewood	Dir Community/Econ Development	105,046	140,818	120,260
Lemont	Dir Community/Econ Development	102,164	145,011	130,944
Lockport	Dir Community/Econ Development	110,000	150,000	141,432
Montgomery	Director of Community Development	111,871	165,350	127,300
Morris	n/a			
Norridge	n/a			
North Aurora	Dir Community/Econ Development	108,659	153,712	153,715
Palos Heights	Community Development Coordinator			
Shorewood	Economic Development Director	107,625	133,250	111,671
Warrenville	Dir Community/Econ Development	117,184	161,128	
Wood Dale	Dir Community/Econ Development	108,880	155,603	153,400
Yorkville	Director of Community Development	101,485	143,178	181,565
Crest Hill	Comm/Econ Development Director			127,000
Range Data				
Average		108,041.40	149,855.00	140,035.88
50th Percentile		108,142.00	150,250.00	136,188.00
60th Percentile		108,747.40	151,784.80	143,825.60
65th Percentile		108,846.85	153,230.20	148,014.40
70th Percentile		109,216.00	154,279.30	152,203.20
75th Percentile		109,720.00	155,130.25	153,478.75
80th Percentile		110,374.20	156,708.00	153,589.00
Actual Data				
Average		126,032.29	168,043.05	
50th Percentile		122,569.20	163,425.60	
60th Percentile		129,443.04	172,590.72	
65th Percentile		133,212.96	177,617.28	
70th Percentile		136,982.88	182,643.84	
75th Percentile		138,130.88	184,174.50	
80th Percentile		138,230.10	184,306.80	

City Planner				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	Asst Village Administrator			103,000
Channahon	Planner	63,500	88,900	
Crestwood	n/a			
Evergreen Park	n/a			
Homewood	Planner	80,064	107,329	95,888
Lemont	Contracted			
Lockport	City Planner	65,000	90,000	84,066
Montgomery	Planner and Senior Planner	58,822	115,006	81,500
Morris	n/a			
Norridge	n/a			
North Aurora	City Planner	60,445	85,946	67,309
Palos Heights	n/a			
Shorewood	City Planner	75,663	92,604	76,554
Warrenville	Planner/GIS Technician	66,215	91,046	
Wood Dale	City Planner	61,045	83,049	72,500
Yorkville	Senior Planner	66,947	88,389	88,021
Crest Hill	City Planner			
Range Data				
Average		66,411.27	93,585.44	83,604.75
50th Percentile		65,000.00	90,000.00	82,783.00
60th Percentile		65,972.00	90,836.80	84,857.00
65th Percentile		66,361.40	91,357.60	86,241.25
70th Percentile		66,654.20	91,980.80	87,625.50
75th Percentile		66,947.00	92,604.00	89,987.75
80th Percentile		70,433.40	98,494.00	92,741.20
Actual Data				
Average		75,244.28	100,325.70	
50th Percentile		74,504.70	99,339.60	
60th Percentile		76,371.30	101,828.40	
65th Percentile		77,617.13	103,489.50	
70th Percentile		78,862.95	105,150.60	
75th Percentile		80,988.98	107,985.30	
80th Percentile		83,467.08	111,289.44	

Building Commissioner				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	Building Commissioner			86,572
Channahon	Chief Building Official	81,500	114,100	95,319
Crestwood	n/a			
Evergreen Park	Building Commissioner			77,846
Homewood	Chief Building Inspector	80,064	107,329	93,750
Lemont	Building Commissioner	81,731	116,000	110,000
Lockport	Building Inspector II	85,000	100,000	87,418
Montgomery	Chief Building Official	84,050	124,230	100,770
Morris	Zoning/Health Officer/Bldg. Inspector			89,757
Norridge	n/a			
North Aurora	Chief Building Inspector	75,317	107,078	102,688
Palos Heights	Building Commissioner		113,477	105,000
Shorewood	Chief Building Official	84,768	109,000	94,812
Warrenville	Chief Code Official	85,317	117,311	
Wood Dale	n/a			
Yorkville	Building Code Official	78,685	109,985	114,098
Crest Hill	Building Commissioner			
Range Data				
Average		81,825.78	111,851.00	96,502.50
50th Percentile		81,731.00	111,731.00	95,065.50
60th Percentile		83,586.20	113,726.20	98,589.60
65th Percentile		84,193.60	114,006.55	101,057.70
70th Percentile		84,480.80	114,670.00	102,112.60
75th Percentile		84,768.00	115,525.00	103,266.00
80th Percentile		84,860.80	116,262.20	104,537.60
Actual Data				
Average		86,852.25	115,803.00	
50th Percentile		85,558.95	114,078.60	
60th Percentile		88,730.64	118,307.52	
65th Percentile		90,951.93	121,269.24	
70th Percentile		91,901.34	122,535.12	
75th Percentile		92,939.40	123,919.20	
80th Percentile		94,083.84	125,445.12	

Building Inspector				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	Building Inspector			66,622
Channahon	Building Inspector	62,000	86,800	
Crestwood	n/a			
Evergreen Park	n/a			
Homewood	n/a			
Lemont	Building Code Inspector	56,190	79,756	67,475
Lockport	Building Inspector	65,000	80,000	74,305
Montgomery	Building Inspector	58,822	86,965	70,262
Morris	n/a			
Norridge	Code Enforcement Officer			48,343
North Aurora	n/a			
Palos Heights	Electrical and Plumbing Inspectors			66,560
Shorewood	Bldg. Inspector/Code Enforcement	60,673	80,115	65,936
Warrenville	Building Inspector	66,047	90,815	
Wood Dale	n/a			
Yorkville	Building Inspector	60,560	81,606	85,280
Crest Hill	Building Inspector			
Range Data				
Average		61,327.49	83,722.40	68,097.93
50th Percentile		60,673.00	81,606.00	67,048.50
60th Percentile		61,469.20	84,722.40	68,032.48
65th Percentile		61,867.30	86,280.60	69,008.07
70th Percentile		62,600.00	86,832.96	69,983.66
75th Percentile		63,500.00	86,882.40	71,273.05
80th Percentile		64,400.00	86,931.84	72,687.96
Actual Data				
Average		61,288.13	81,717.51	
50th Percentile		60,343.65	80,458.20	
60th Percentile		61,229.23	81,638.98	
65th Percentile		62,107.26	82,809.68	
70th Percentile		62,985.29	83,980.39	
75th Percentile		64,145.75	85,527.66	
80th Percentile		65,419.16	87,225.55	

Information Technology Director				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	n/a			
Channahon	n/a			
Crestwood	n/a			
Evergreen Park	Information Technology Director			125,235
Homewood	Information Technology Director	95,171	127,580	99,560
Lemont	Contracted			
Lockport	n/a			
Montgomery	n/a			
Morris	n/a			
Norridge	Information Technology Specialist			90,000
North Aurora	Information Technology Manager	75,317	107,078	107,077
Palos Heights	IT Coordinator			67,204
Shorewood	IT Specialist	71,750	87,125	79,842
Warrenville	n/a			
Wood Dale	Information Technology Director	110,188	157,850	153,400
Yorkville	n/a			
Crest Hill	IT Director			122,400
Range Data				
Average		88,106.50	119,908.25	103,188.29
50th Percentile		85,244.00	117,329.00	99,560.00
60th Percentile		91,200.20	123,479.60	104,070.20
65th Percentile		94,178.30	126,554.90	106,325.30
70th Percentile		96,672.70	130,607.00	110,708.60
75th Percentile		98,925.25	135,147.50	116,156.00
80th Percentile		101,177.80	139,688.00	121,603.40
Actual Data				
Average		92,869.46	123,825.94	
50th Percentile		89,604.00	119,472.00	
60th Percentile		93,663.18	124,884.24	
65th Percentile		95,692.77	127,590.36	
70th Percentile		99,637.74	132,850.32	
75th Percentile		104,540.40	139,387.20	
80th Percentile		109,443.06	145,924.08	

Information Technology Director (Edited)				
Comparable Community	Title & Position Comments	Minimum Rate:	Maximum Rate:	Actual Salary:
Bourbonnais	n/a			
Channahon	n/a			
Crestwood	n/a			
Evergreen Park	Information Technology Director			125,235
Homewood	Information Technology Director	95,171	127,580	99,560
Lemont	Contracted			
Lockport	n/a			
Montgomery	n/a			
Morris	n/a			
Norridge	Information Technology Specialist			
North Aurora	Information Technology Manager	75,317	107,078	107,077
Palos Heights	IT Coordinator			
Shorewood	IT Specialist			
Warrenville	n/a			
Wood Dale	Information Technology Director	110,188	157,850	153,400
Yorkville	n/a			
Crest Hill	IT Director			122,400
Range Data				
Average		93,558.67	130,836.00	121,318.00
50th Percentile		95,171.00	127,580.00	116,156.00
60th Percentile		98,174.40	133,634.00	121,603.40
65th Percentile		99,676.10	136,661.00	124,327.10
70th Percentile		101,177.80	139,688.00	128,051.50
75th Percentile		102,679.50	142,715.00	132,276.25
80th Percentile		104,181.20	145,742.00	136,501.00
Actual Data				
Average		109,186.20	145,581.60	
50th Percentile		104,540.40	139,387.20	
60th Percentile		109,443.06	145,924.08	
65th Percentile		111,894.39	149,192.52	
70th Percentile		115,246.35	153,661.80	
75th Percentile		119,048.63	158,731.50	
80th Percentile		122,850.90	163,801.20	