

## Position

## Director of Finance

## Attachment C

Municipality	Population	Sales Tax	GFV	EAV	Salary	Range if Available or Applicable
Naperville	134,700	\$23,456,968	\$8,610,000	\$4,413,444,252	\$147,488	
Elmhurst	43,000	\$10,990,318	\$34,218,749	\$1,802,000,000	\$145,468	range - \$96,979 to \$145,469
Arlington Heights	78,549	\$9,073,072	\$67,571,100	\$3,102,768,989	\$141,359	range - \$114,219 to \$177,045
Hoffman Estates	52,520	\$5,200,000	\$39,351,056	\$1,343,231,745	\$139,608	range - \$98,800 to 140,296
Skokie	63,348	\$26,462,615	\$41,558,956	\$2,270,230,337	\$135,766	range - \$103,780 to \$135,766
Glenview*	44,500	\$13,860,000	\$47,331,120	\$2,125,000,000	\$131,592	range - \$109,660 to \$153,524
Buffalo Grove*	43,146	\$7,695,600	\$27,594,646	\$1,538,170,989	\$130,572	range - \$110,543 to \$150,600
Mount Prospect	56,265	\$11,502,755	\$30,050,838	\$1,255,360,556	\$128,750	
Tinley Park	56,703	\$10,533,399	\$43,400,000	\$1,608,000,000	\$128,475	
Palatine	68,000	\$13,232,130	\$42,717,220	\$1,678,511,650	\$128,465	
Lombard	42,322	\$10,538,100	\$26,989,528	\$1,171,702,372	\$127,264	range - \$97,668 to \$136,735
Schaumburg	75,386	\$29,968,746	\$79,252,786	\$3,959,856,016	\$120,000	range - \$102,278 to \$154,100
Wheaton*	55,000	\$6,223,000	\$24,186,020	\$1,247,981,240	\$118,944	range - \$95,155 to \$142,733
Des Plaines	56,945	\$11,004,835	\$53,035,003	\$1,777,231,482	\$117,499	range - \$105,694 to \$137,402
Carol Stream*	41,436	\$5,433,733	\$21,270,008	\$1,122,274,001	\$116,564	range - \$96,195 to \$136,932
<b>Orland Park</b>	<b>56,767</b>	<b>\$28,048,914</b>	<b>\$40,339,787</b>	<b>\$2,183,274,053</b>	<b>\$114,311</b>	
Downers Grove	50,000	\$12,000,000	\$35,666,524	\$1,511,368,313	\$109,651	range - \$94,501 to \$129,939
Bloomington	65,000	\$22,000,000			\$98,361	range - \$80,110 to \$120,166
Bolingbrook	73,316	\$23,586,122	\$55,037,790	\$2,359,429,884	\$90,000	

\* Denotes positions that are represented by the median of the range as actual salary of current incumbents were not able to be obtained at the time of this analysis.

Average Annual Salary

All	\$124,744
without OP and without those that are medians marked with "*"	\$125,582

**Position****Assistant Village Manager****Attachment C**

Municipality	Population	Sales Tax	GFV	EAV	Salary	Range if Available or Applicable
Carol Stream	41,436	\$5,433,733	\$21,270,008	\$1,122,274,001	\$173,097	
Glenview*	44,500	\$13,860,000	\$47,331,120	\$2,125,000,000	\$152,263	range - Deputy VM: \$126,886 to \$177,640
Naperville	134,700	\$23,456,968	\$8,610,000	\$4,413,444,252	\$149,399	
Mount Prospect	56,265	\$11,502,755	\$30,050,838	\$1,255,360,556	\$136,100	
Schaumburg	75,386	\$29,968,746	\$79,252,786	\$3,959,856,016	\$134,170	range - \$106,279 to \$154,100
Hoffman Estates	52,520	\$5,200,000	\$39,351,056	\$1,343,231,745	\$132,545	range - Deputy VM: \$98,800 to \$140,296
Buffalo Grove*	43,146	\$7,695,600	\$27,594,646	\$1,538,170,989	\$130,572	range - Deputy/Assistant VM: \$110,543 to \$150,600
Palatine	68,000	\$13,232,130	\$42,717,220	\$1,678,511,650	\$122,997	Deputy VM: max: \$142,200
Des Plaines*	56,945	\$11,004,835	\$53,035,003	\$1,777,231,482	\$121,548	range - \$105,694 to \$137,402
Wheaton*	55,000	\$6,223,000	\$24,186,020	\$1,247,981,240	\$118,944	range - \$95,155 to \$142,733
Tinley Park	56,703	\$10,533,399	\$43,400,000	\$1,608,000,000	\$115,803	TP has two AVM positions - \$99,892
Orland Park	<b>56,767</b>	<b>\$28,048,914</b>	<b>\$40,339,787</b>	<b>\$2,183,274,053</b>	<b>\$114,311</b>	
Skokie	63,348	\$26,462,615	\$41,558,956	\$2,270,230,337	\$114,234	range - \$87,318 to \$114,234
Arlington Heights	78,549	\$9,073,072	\$67,571,100	\$3,102,768,989	\$108,918	
Downers Grove	50,000	\$12,000,000	\$35,666,524	\$1,511,368,313	\$106,042	range - AVM: \$77,121 to \$106,042 Deputy VM: 103,690 to \$134,720

\* Denotes positions that are represented by the median of the range as actual salary of current incumbents were not able to be obtained at the time of this analysis.

Average Annual Salary

All	\$128,730
without OP and without those that are medians marked with **	\$129,331

Lombard, Elmhurst and Bolingbrook do not have this position

**Position****Director of Parks & Facilities****Attachment C**

Municipality	Population	Sales Tax	GFV	EAV	Salary	Range if Available or Applicable
Wilmette Park District	27,651			\$ 2,189,227,645	\$136,612	Superintendent of Parks and Planning. Has additional Supt of Facilities Position at \$110,323.
Highland Park Park District	31,365			\$ 1,934,132,113	\$126,611	Director of Parks: \$86,865 to \$130,298, also have Director of Planning/Projects at same rate.
Northbrook Park District	40,000		\$ 4,374,908	\$ 2,516,375,325	\$120,310	Director of Park and Property: \$75,717 to \$113,576.
Arlington Heights Park District	75,101	n/a		\$ 2,964,612,539	\$117,420	Director of Parks & Planning
Palatine Park District	83,000	n/a		\$ 2,687,203,683	\$112,818	Superintendent of Parks and Planning: \$86,843-\$112,818
Village of Orland Park	<b>56,767</b>	\$ 28,048,914	\$ 40,339,787	\$ 2,183,274,053	\$105,759	<b>Director of Parks and Building Maintenance - responsible for Village facilities, not just Park/Rec facilities</b>
Mount Prospect Park District	54,167	\$ 17,860	\$ 1,772,748	\$ 1,975,820,642	\$105,001	Director of Parks & Planning
Village of Tinley Park	56,703	\$ 10,533,399	\$ 43,400,000	\$ 1,608,000,000	\$104,302	Director of Facilities/Fleet at Village of Tinley Park
Skokie Park District	64,000	n/a	\$ 3,463,424	\$ 2,537,198,296	\$103,141	Superintendent of Parks: \$82,546 - \$123,820 - Facilities are with Supt of Recreation with range to \$140,535.
Lombard Park District*	42,322	n/a		\$ 1,171,702,372	\$101,955	Urban Landscape & Forestry Supt.
St. Charles Park District	48,500	n/a	\$ 6,843,491	\$ 2,471,651,232	\$101,274	Superintendent of Parks: \$90,000 - \$128,098
Buffalo Grove Park District	41,496	n/a	\$ 2,368,756	\$ 1,888,106,944	\$100,160	Superintendent of Park Maintenance
Downers Grove Park District	50,000	n/a		\$ 2,210,047,699	\$95,000	Director of Parks: \$72,988 to \$110,656 (person in position is new to organization in 2013)
Elmhurst Park District	42,800	n/a	\$ 3,981,482	\$ 2,045,877,551	\$93,833	Division Manager Parks. Has separate Facilities Manager position at \$79,953 that tops at \$93,833)
Elk Grove Park District	36,000	n/a	\$ 5,623,324	\$ 2,069,946,545	\$88,580	range - Director of Parks & Planning: \$71,227 to \$104,824
Tinley Park Park District*		n/a		\$ 1,608,000,000	\$73,000	Facilities Manager. TPPD also has Superintendent of Parks \$66,000
Bolingbrook Park District	71000	n/a	\$ 4,231,558	\$ 2,042,070,177		Multiple Positions do this job: Supt of Buildings, Parks and Natural Resources & Supt of Projects and Planning

Average Annual Salary - all  
without OP 105,361  
106,649

Difficult to find exact match with Park Districts as well as the number of facilities that OP Director oversees on behalf of Village - these are not just Recreation and Parks facilities.

\*EAV is for municipality where noted with asterisk.

## Position Director of Recreation

## Attachment C

Municipality	Population	Sales Tax	GFV	EAV	Salary	Range if Available or Applicable
Highland Park Park District	31,365			\$ 1,934,132,113	\$130,297	Director of Recreation Services: \$86,865 to \$130,298. Belongs to North Suburban SRA for Special Recreation Services.
Northbrook Park District	40,000		\$ 4,374,908	\$ 2,516,375,325	\$122,231	Director of Leisure Services: \$75,717 to \$113,576. Belongs to North Suburban SRA for Special Recreation Services.
Wilmette Park District	27,651			\$ 2,189,227,645	\$120,232	Superintendent of Recreation. Belongs to North Suburban SRA for Special Recreation Services.
Skokie Park District	64,000	n/a	\$ 3,463,424	\$ 2,537,198,296	\$117,357	Supt of Recreation and Facilities. \$93,690 to \$140,535. Belongs to Maine-Niles SRA for Special Recreation Services.
St. Charles Park District	48,500	n/a	\$ 6,843,491	\$ 2,471,651,232	\$109,592	Superintendent of Recreation. Belongs to Fox Valley SRA for Special Recreation Services.
Palatine Park District	83,000			\$ 2,687,203,683	\$107,474	Supt of Revenue Facilities and separate position of Supt of Recreation. Ranges: \$86,843 to 107,474. Belongs to Northwest SRA for Special Recreation Services.
Mount Prospect Park District	54,167	\$ 17,860	\$ 1,772,748	\$ 1,975,820,642	\$106,000	Director of Recreation: Belongs to Special Rec Association. Belongs to Northwest SRA for Special Recreation Services
Elk Grove Park District	36,000	n/a	\$ 5,623,324	\$ 2,069,946,545	\$105,029	Director of Leisure Services: \$72,638 to \$108,955. Belongs to Northwest SRA for Special Recreation Services.
Buffalo Grove Park District	43,146	\$ 7,695,600	\$ 27,594,646	\$ 1,538,170,989	\$101,765	Director of Recreation and Facilities: \$69,273 - \$109,497, plus have Supt of Revenue Generating Facilities \$100,300. Belongs to Northwest SRA for Special Recreation Services.
Downers Grove Park District	50,000	n/a		\$ 2,210,047,699	\$97,500	Director of Recreation: \$72,998 to \$110,656 - (person in position is new in 2013). Belongs to Southeast Association SRA for Special Recreation Services.
Orland Park	<b>56,767</b>	<b>\$ 28,048,914</b>	<b>\$ 40,339,787</b>	<b>\$ 2,183,274,053</b>	<b>\$95,913</b>	<b>Director of Recreation: Special Rec In-House, also Programming, Revenue Generating Facility Operations, Special Events</b>
Elmhurst Park District	43,000	\$ 10,990,318	\$ 34,218,749	\$ 1,802,000,000	\$93,833	Division Manager - Recreation. Has additional Division Manager of Programming and other. Belongs to SRA. Belongs to Gateway SRA for Special Recreation Services.
Des Plaines Park District	58,720	n/a	\$ 3,159,085	\$ 1,878,176,097	\$91,125	Superintendent of Recreation: \$76,101 to \$129,825. Belongs to Maine-Niles SRA for Special Recreation Services.
Tinley Park Park District	56,703			\$ 1,608,000,000	\$82,000	Superintendent of Recreation. Belongs to South Suburban SRA for Special Recreation Services.
Bolingbrook Park District	71000	n/a	\$ 4,231,558	\$ 2,042,070,177		Multiple positions do this job - Supt of Recreation, and Supt of Revenue Facilities each making \$69,250-\$103,874. Belongs to Lily-Cache SRA for Special Recreation Services.

Population, Sales Tax, GFV & EAV are for Municipalities. Many comparables are for Park Districts as noted

## Difficult to find exact match on position

- Special Recreation is most often provided by a separate Special Recreation Association, but this service in OP is completely in-house. None of these positions oversees this function except Recreation Director in Orland Park.
- Many Recreation Directors oversee programming, but do not also oversee the business lines such as Sportsplex and Aquatic Center, Recreation Director in OP oversees both.

Average Annual Salary - all  
without OP      \$105,739  
                          \$106,495

**Position****Director of Infrastructure Maintenance (many positions are Director of Public Works (DPW))****Attachment C**

Municipality	Population	Sales Tax	GFV	EAV	Salary	Range if Available or Applicable
Elmhurst	43,000	\$10,990,318	\$34,218,749	\$1,802,000,000	\$149,467	range - DPW: \$103,364 to \$155,046
Bolingbrook	73,316	\$23,586,122	\$55,037,790	\$2,359,429,884	\$146,306	
Schaumburg	75,386	\$29,968,746	\$79,252,786	\$3,959,856,016	\$143,434	range - DPWE: \$106,279 to \$154,100
Arlington Heights	78,549	\$9,073,072	\$67,571,100	\$3,102,768,989	\$142,182	range - DPW: \$106,247 to \$164,691
Des Plaines	56,945	\$11,004,835	\$53,035,003	\$1,777,231,482	\$136,154	range - DPWE: \$113,621 to \$147,707
Naperville	134,700	\$23,456,968	\$8,610,000	\$4,413,444,252	\$135,500	DPW position
Mount Prospect	56,265	\$11,502,755	\$30,050,838	\$1,255,360,556	\$134,999	DPW position
Lombard	42,322	\$10,538,100	\$26,989,528	\$1,171,702,372	\$134,398	range - DPW: \$97,668 to \$136,735
Glenview*	44,500	\$13,860,000	\$47,331,120	\$2,125,000,000	\$131,592	range - DPW: \$109,660 to \$153,524
Buffalo Grove*	43,146	\$7,695,600	\$27,594,646	\$1,538,170,989	\$130,572	range - DPW: \$110,543 to \$150,600
Moline	43,768	\$8,712,485	\$23,573,265	\$568,448,542	\$120,661	range - DPW: \$91,090 to \$138,604
Tinley Park	56,703	\$10,533,399	\$43,400,000	\$1,608,000,000	\$119,338	DPW: \$112,363
Wheaton*	55,000	\$6,223,000	\$24,186,020	\$1,247,981,240	\$118,944	range - DPW: \$95,155 to \$142,733
Palatine	68,000	\$13,232,130	\$42,717,220	\$1,678,511,650	\$117,160	DPW position MAX: \$142,000
Carol Stream*	41,436	\$5,433,733	\$21,270,008	\$1,122,274,001	\$115,587	range - DPW: \$95,389 to \$135,785
Downers Grove*	50,000	\$12,000,000	\$35,666,524	\$1,511,368,313	\$112,220	range - DPW: \$94,501 to \$129,939
Hoffman Estates	52,520	\$5,200,000	\$39,351,056	\$1,343,231,745	\$110,746	range - DPW: \$98,800 to \$140,296
Naperville	134,700	\$23,456,968	\$8,610,000	\$4,413,444,252	\$109,925	Strategic Services Manager
<b>Orland Park</b>	<b>56,767</b>	<b>\$28,048,914</b>	<b>\$40,339,787</b>	<b>\$2,183,274,053</b>	<b>\$105,759</b>	<b>Director of Infrastructure Maintenance</b>
Moline	43,768	\$8,712,485	\$23,573,265	\$568,448,542	\$91,008	range - Municipal Services GM: \$68,437 to \$104,135
Skokie	63,348	\$26,462,615	\$41,558,956	\$2,270,230,337	\$78,605	range - Capital Projects Mgr: \$60,138 to \$78,605

\* Denotes positions that are represented by the median of the range as actual salary of current incumbants were not able to be obtained at the time of this analysis.

**Difficult to determine an exact match as many include Engineering in the department**

Average Annual Salary

All	\$123,074
without OP and without those that are medians marked with **	\$124,659

## Position

## Chief of Police

## Attachment C

Municipality	Population	Sworn Employees	Sworn per 1,000 pop.	Sales Tax	GFV	EAV	Salary	Range if Available or Applicable
Naperville	134,700	170	1.26	\$23,456,968	\$8,610,000	\$4,413,444,252	\$158,753	
Schaumburg	75,386	115	1.53	\$29,968,746	\$79,252,786	\$3,959,856,016	\$143,434	range - \$130,189 to \$154,099
Skokie	63,348	108	1.70	\$26,462,615	\$41,558,956	\$2,270,230,337	\$139,836	range - \$106,893 to \$139,836
Mount Prospect	56,265	84	1.49	\$11,502,755	\$30,050,838	\$1,255,360,556	\$137,750	
Lombard	42,322	73	1.72	\$10,538,100	\$26,989,528	\$1,171,702,372	\$136,818	range - \$97,668 to 136,735
Palatine	68,000	110	1.62	\$13,232,130	\$42,717,220	\$1,678,511,650	\$136,505	max - \$142,000
Des Plaines	56,945	94	1.65	\$11,004,835	\$53,035,003	\$1,777,231,482	\$136,146	range - \$113,621 to \$147,707
Hoffman Estates	52,520	92	1.75	\$5,200,000	\$39,351,056	\$1,343,231,745	\$135,162	range - \$98,800 to \$140,296
Arlington Heights	78,549	109	1.39	\$9,073,072	\$67,571,100	\$3,102,768,989	\$134,576	range - \$114,219 to \$177,045
Elmhurst	43,000	67	1.56	\$10,990,318	\$34,218,749	\$1,802,000,000	\$132,570	range - \$96,979 to \$145,469
Glenview*	44,500	60	1.35	\$13,860,000	\$47,331,120	\$2,125,000,000	\$131,592	range - \$109,660 to \$153,524
Buffalo Grove*	43,146	65	1.51	\$7,695,600	\$27,594,646	\$1,538,170,989	\$130,572	range - \$110,543 to \$150,600
Orland Park	<b>56,767</b>	<b>99</b>	1.74	<b>\$28,048,914</b>	<b>\$40,339,787</b>	<b>\$2,183,274,053</b>	<b>\$129,902</b>	
Bolingbrook	73,366	113	1.54	\$23,586,122	\$55,037,790	\$2,359,429,884	\$129,468	
Moline	43,768	81	1.85	\$8,712,485	\$23,573,265	\$568,448,542	\$123,538	range - \$91,090 to 138,604
Tinley Park	56,703	74	1.31	\$10,533,399	\$43,400,000	\$1,608,000,000	\$121,155	
Wheaton*	55,000	66	1.20	\$6,223,000	\$24,186,020	\$1,247,981,240	\$118,944	range - \$95,155 to \$142,733
Downers Grove	50,000	74	1.48	\$12,000,000	\$35,666,524	\$1,511,368,313	\$117,289	range - \$94,501 to \$129,939
Carol Stream*	41,436	61	1.47	\$5,433,733	\$21,270,008	\$1,122,274,001	\$114,484	range - \$90,150 to \$138,818

\* Denotes positions that are represented by the median of the range as actual salary of current incumbants were not able to be obtained at the time of this analysis.

Average Annual Salary

All	\$132,026
without OP and without those that are medians marked with **	\$134,500

## Position

## Director of Development Services - Includes TED Business Group (Naperville)

## Attachment C

Municipality	Population	Sales Tax	GFV	EAV	Salary	Range if Available or Applicable
Naperville	134,700	\$23,456,968	\$8,610,000	\$4,413,444,252	\$139,695	Director of TED Business Group - best comparable
Des Plaines	56,945	\$11,004,835	\$53,035,003	\$1,777,231,482	\$132,999	range - \$105,694 to 137,402
Mount Prospect	56,265	\$11,502,755	\$30,050,838	\$1,255,360,556	\$130,600	
Hoffman Estates	52,520	\$5,200,000	\$39,351,056	\$1,343,231,745	\$128,406	range - Assistant VM for Development Services: \$98,800 to \$140,296
Downers Grove	50,000	\$12,000,000	\$35,666,524	\$1,511,368,313	\$117,291	range - \$94,501 to 129,939
<b>Orland Park</b>	<b>56,767</b>	<b>\$28,048,914</b>	<b>\$40,339,787</b>	<b>\$2,183,274,053</b>	<b>\$114,306</b>	
Bolingbrook	73,316	\$23,586,122	\$55,037,790	\$2,359,429,884	\$113,111	
Palatine	68,000	\$13,232,130	\$42,717,220	\$1,678,511,650	\$112,836	Max \$142,000
Lombard	42,322	\$10,538,100	\$26,989,528	\$1,171,702,372	\$112,300	
Schaumburg	75,386	\$29,968,746	\$79,252,786	\$3,959,856,016	\$106,069	range - \$104,204 to \$151,096
Arlington Heights	78,549	\$9,073,072	\$67,571,100	\$3,102,768,989	\$89,658	range - Business Development Coordinator: \$71,654 to \$103,348
Carol Stream*	41,436	\$5,433,733	\$21,270,008	\$1,122,274,001	\$111,586	range - \$92,087 to \$131,084
Skokie*	63,348	\$26,462,615	\$41,558,956	\$2,270,230,337	\$119,773	range - \$103,780 to 135,766

## Average Annual Salary

All	\$117,587
without OP and without those that are medians marked with "*"	\$117,860

\* Denotes positions that are represented by the median of the range as actual salary of current incumbants were not able to be obtained at the time of this analysis.

**These positions are difficult to match as only Naperville has a TED Group. Others do not generally include more than a "private development" engineering group. Engineering for projects are typically supervised in Public Works and is therefore not reflected in the duties of the position.**

**Position****Director of Human Resources****Attachment C**

Municipality	Population	Sales Tax	GFV	EAV	Salary	Range if Available or Applicable
Schaumburg	75,386	\$29,968,746	\$79,252,786	\$3,959,856,016	\$120,666	range - \$106,278 to \$154,100
Des Plaines	56,945	\$11,004,835	\$53,035,003	\$1,777,231,482	\$116,150	range - \$91,460 to \$118,899
Hoffman Estates	52,520	\$5,200,000	\$39,351,056	\$1,343,231,745	\$116,036	range - \$91,124 to \$129,396
Buffalo Grove*	43,146	\$7,695,600	\$27,594,646	\$1,538,170,989	\$115,266	range - \$97,585 to \$132,947
Glenview*	44,500	\$13,860,000	\$47,331,120	\$2,125,000,000	\$115,030	range - \$95,858 to \$134,202
Skokie	63,348	\$26,462,615	\$41,558,956	\$2,270,230,337	\$114,234	range - \$87,318 to \$114,234
Palatine	68,000	\$13,232,130	\$42,717,220	\$1,678,511,650	\$113,923	
Naperville	134,700	\$23,456,968	\$8,610,000	\$4,413,444,252	\$112,508	
Elmhurst	43,000	\$10,990,318	\$34,218,749	\$1,802,000,000	\$107,113	range - \$76,228 to \$114,342
Downers Grove	50,000	\$12,000,000	\$35,666,524	\$1,511,368,313	\$105,059	range - \$87,549 to \$120,380
Carol Stream*	41,436	\$5,433,733	\$21,270,008	\$1,122,274,001	\$102,544	range - \$84,625 to \$120,463
<b>Orland Park</b>	<b>56,767</b>	<b>\$28,048,914</b>	<b>\$40,339,787</b>	<b>\$2,183,274,053</b>	<b>\$102,526</b>	
Arlington Heights	78,549	\$9,073,072	\$67,571,100	\$3,102,768,989	\$102,000	
Wheaton*	55,000	\$6,223,000	\$24,186,020	\$1,247,981,240	\$101,958	range - \$81,566 to \$122,349
Bloomington	65,000	\$22,000,000			\$98,365	range - \$76,698 to \$115,047
Bolingbrook	73,316	\$23,586,122	\$55,037,790	\$2,359,429,884	\$95,509	
Mount Prospect	56,265	\$11,502,755	\$30,050,838	\$1,255,360,556	\$94,348	
Tinley Park	56,703	\$10,533,399	\$43,400,000	\$1,608,000,000	\$89,953	
Lombard	42,322	\$10,538,100	\$26,989,528	\$1,171,702,372	\$80,264	HR

Average Annual Salary

All	\$105,445
without OP and without those that are medians marked with **	\$105,607

\* Denotes positions that are represented by the median of the range as actual salary of current incumbants were not able to be obtained at the time of this analysis.