

## 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 incumbants 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                                |
| <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> |  |
| 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 incumbants 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 &amp; 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> | <b>\$ 28,048,914</b> | <b>\$ 40,339,787</b> | <b>\$ 2,183,274,053</b> | <b>\$105,759</b> | <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 105,361  
without OP 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.                        |
| <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>\$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   |
| <b>Orland Park</b> | <b>56,767</b> | <b>99</b>       | <b>1.74</b>          | <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

## Attachment C

|   |           |
|---|-----------|
| Average Annual Salary   |           |
| All   | \$117,587 |
| without OP and without those that are medians marked with "§" | \$117,860 |

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.