

Woodridge Park District
 DuPage & Will Counties, Illinois
 Proposed Salary & Wage Range
 Effective January 1, 2025 - December 31, 2025 (Revised 12/17/2024)

| Full Time Positions | Classification | Units/ Week | Rate/Hour | Overtime Rate (40+ Hours) | Based on 2023 Salary Survey | | Based on 2023 IAPD Salary Survey | | | Range Spread |
|--|----------------|----------------|---------------------|---------------------------|-------------------------------|-------------------------|--|------------|------------|-----------------|
| | | | | | January 1 - December 31, 2024 | | January 1 - December 31, 2025 Rate/Year* | | | |
| | | | | | Minimum | Maximum | Minimum | Midpoint | Maximum | |
| Administration/Finance/Human Resources | | | | | | | | | | |
| Executive Director | Exempt | 37.5 | | | \$ 122,984 - \$ 192,163 | \$ 122,984 - \$ 192,163 | \$ 122,984 | \$ 153,730 | \$ 192,163 | 56% |
| Deputy Director Stipend (2) | Exempt | 37.5 | | | \$ 14,858 - \$ 23,215 | \$ 14,858 - \$ 23,215 | \$ 15,000 | \$ 19,500 | \$ 23,215 | 55% |
| Executive Assistant | Exempt | 37.5 | | | | | \$ 60,408 | \$ 75,510 | \$ 94,388 | 56% |
| Administrative & Project Specialist | Exempt | 37.5 | | | \$ 54,917 - \$ 82,375 | \$ 54,917 - \$ 82,375 | \$ 54,917 | \$ 68,646 | \$ 82,375 | 50% |
| Superintendent of Finance & Personnel | Exempt | 37.5 | | | \$ 91,736 - \$ 143,338 | \$ 91,736 - \$ 143,338 | \$ 91,736 | \$ 114,670 | \$ 143,338 | 56% |
| Human Resources Manager | Exempt | 37.5 | | | \$ 67,581 - \$ 105,596 | \$ 67,581 - \$ 105,596 | \$ 74,018 | \$ 92,523 | \$ 115,654 | 56% |
| Human Resources Generalist | Exempt | 37.5 | | | | | \$ 53,702 | \$ 67,127 | \$ 80,552 | 50% |
| Finance Assistant | Exempt | 37.5 | | | \$ 45,000 - \$ 67,500 | \$ 45,000 - \$ 67,500 | \$ 45,000 | \$ 56,250 | \$ 67,500 | 50% |
| Recreation | | | | | | | | | | |
| Superintendent of Recreation | Exempt | 37.5 | | | \$ 80,542 - \$ 125,848 | \$ 80,542 - \$ 125,848 | \$ 80,542 | \$ 100,678 | \$ 125,848 | 56% |
| Assistant Superintendent of Recreation | Exempt | 37.5 | | | | | \$ 68,461 | \$ 85,576 | \$ 106,970 | 56% |
| ARC Facility Manager | Exempt | 37.5 | | | \$ 62,028 - \$ 96,919 | \$ 62,028 - \$ 96,919 | \$ 62,028 | \$ 77,535 | \$ 96,919 | 56% |
| Fitness Manager | Exempt | 37.5 | | | \$ 50,000 - \$ 75,000 | \$ 50,000 - \$ 75,000 | \$ 50,000 | \$ 62,500 | \$ 75,000 | 50% |
| Athletic / Recreation Supervisor (5) | Exempt | 37.5 | | | \$ 51,029 - \$ 76,543 | \$ 51,029 - \$ 76,543 | \$ 51,029 | \$ 63,786 | \$ 76,543 | 50% |
| Facility Maintenance Technician | Non-Exempt | 37.5 | \$ 24.04 - \$ 36.06 | \$ 36.06 - \$ 54.09 | \$ 50,000 - \$ 75,000 | \$ 50,000 - \$ 75,000 | \$ 50,000 | \$ 62,500 | \$ 75,000 | 50% |
| Asst. Facility Maintenance Technician | Non-Exempt | 37.5 | \$ 21.63 - \$ 32.45 | \$ 32.45 - \$ 48.68 | \$ 45,000 - \$ 67,500 | \$ 45,000 - \$ 67,500 | \$ 45,000 | \$ 56,250 | \$ 67,500 | 50% |
| Recreation - Aquatics | | | | | | | | | | |
| Aquatics Facility & Risk Manager (Aquatics Supervisor) | Exempt | 37.5 | | | \$ 59,470 - \$ 92,922 | \$ 59,470 - \$ 92,922 | \$ 59,470 | \$ 74,337 | \$ 92,922 | 56% |
| Aquatics Maintenance Supervisor | Non-Exempt | 37.5 | \$ 26.72 - \$ 40.08 | \$ 40.08 - \$ 60.12 | \$ 55,578 - \$ 83,366 | \$ 55,578 - \$ 83,366 | \$ 55,578 | \$ 69,472 | \$ 83,366 | 50% |
| Aquatics Maintenance | Non-Exempt | 37.5 | \$ 24.04 - \$ 36.06 | \$ 36.06 - \$ 54.09 | \$ 50,000 - \$ 75,000 | \$ 50,000 - \$ 75,000 | \$ 50,000 | \$ 62,500 | \$ 75,000 | 50% |
| Marketing & Community Engagement | | | | | | | | | | |
| Superintendent of Marketing & Community Engagement | Exempt | 37.5 | | | \$ 75,023 - \$ 117,224 | \$ 75,023 - \$ 117,224 | \$ 75,023 | \$ 93,779 | \$ 117,224 | 56% |
| Graphic Designer | Exempt | 37.5 | | | \$ 50,000 - \$ 75,000 | \$ 50,000 - \$ 75,000 | \$ 50,000 | \$ 62,500 | \$ 75,000 | 50% |
| Customer Service Supervisor | Exempt | 37.5 | | | \$ 52,642 - \$ 78,963 | \$ 52,642 - \$ 78,963 | \$ 52,642 | \$ 65,803 | \$ 78,963 | 50% |
| Customer Service Coordinator | Non-Exempt | 37.5 | | | \$ 45,000 - \$ 67,500 | \$ 45,000 - \$ 67,500 | \$ 45,000 | \$ 56,250 | \$ 67,500 | 50% |
| Golf Course | | | | | | | | | | |
| General Manager / Head Golf Professional | Exempt | 37.5 | | | \$ 81,156 - \$ 126,806 | \$ 81,156 - \$ 126,806 | \$ 81,156 | \$ 101,445 | \$ 126,806 | 56% |
| Golf Course Superintendent | Exempt | 37.5 | | | \$ 71,730 - \$ 112,078 | \$ 71,730 - \$ 112,078 | \$ 71,730 | \$ 89,662 | \$ 112,078 | 56% |
| First Assistant Golf Professional | Exempt | 37.5 | | | \$ 53,864 - \$ 80,796 | \$ 53,864 - \$ 80,796 | \$ 53,864 | \$ 67,330 | \$ 80,796 | 50% |
| Food & Beverage Manager | Exempt | 37.5 | | | \$ 61,400 - \$ 92,100 | \$ 61,400 - \$ 92,100 | \$ 61,400 | \$ 76,750 | \$ 92,100 | 50% |
| Maintenance Crew Leader | Non-Exempt | 37.5 | \$ 24.04 - \$ 36.06 | \$ 36.06 - \$ 54.09 | \$ 50,000 - \$ 75,000 | \$ 50,000 - \$ 75,000 | \$ 50,000 | \$ 62,500 | \$ 75,000 | 50% |
| Parks, Planning & Development | | | | | | | | | | |
| Superintendent of Parks & Operations | Exempt | 37.5 | | | \$ 74,044 - \$ 115,694 | \$ 74,044 - \$ 115,694 | \$ 74,044 | \$ 92,555 | \$ 115,694 | 56% |
| Superintendent of Planning & Development | Exempt | 37.5 | | | \$ 74,044 - \$ 115,694 | \$ 74,044 - \$ 115,694 | \$ 74,044 | \$ 92,555 | \$ 115,694 | 56% |
| Parks Maintenance Operations Manager | Non-Exempt | 37.5 | \$ 29.89 - \$ 46.71 | \$ 44.84 - \$ 70.06 | \$ 62,177 - \$ 97,151 | \$ 62,177 - \$ 97,151 | \$ 62,177 | \$ 77,721 | \$ 97,151 | 56% |
| Natural Resources Manager | Non-Exempt | 37.5 | \$ 29.89 - \$ 46.71 | \$ 44.84 - \$ 70.06 | \$ 62,177 - \$ 97,151 | \$ 62,177 - \$ 97,151 | \$ 62,177 | \$ 77,721 | \$ 97,151 | 56% |
| Park Maintenance Operations Mechanic | Non-Exempt | 37.5 | \$ 24.04 - \$ 36.06 | \$ 36.06 - \$ 54.09 | \$ 50,000 - \$ 75,000 | \$ 50,000 - \$ 75,000 | \$ 50,000 | \$ 62,500 | \$ 75,000 | 50% |
| Maintenance - Level 1 (General Laborer) | Non-Exempt | 37.5 | \$ 19.23 - \$ 28.85 | \$ 28.85 - \$ 43.27 | \$ 40,000 - \$ 60,000 | \$ 40,000 - \$ 60,000 | \$ 40,000 | \$ 50,000 | \$ 60,000 | 50% |
| Maintenance - Level 2 (CDL/Pesticide/PDRMAPlaygrnd) | Non-Exempt | 37.5 | \$ 21.63 - \$ 32.45 | \$ 32.45 - \$ 48.68 | \$ 45,000 - \$ 67,500 | \$ 45,000 - \$ 67,500 | \$ 45,000 | \$ 56,250 | \$ 67,500 | 50% |
| Maintenance - Level 3 (CDL/Pest/CPO/PDRMAPlaygrnd) | Non-Exempt | 37.5 | \$ 24.04 - \$ 36.06 | \$ 36.06 - \$ 54.09 | \$ 50,000 - \$ 75,000 | \$ 50,000 - \$ 75,000 | \$ 50,000 | \$ 62,500 | \$ 75,000 | 50% |
| Building Attendant | Non-Exempt | 37.5 | \$ 21.63 - \$ 32.45 | \$ 32.45 - \$ 48.68 | \$ 45,000 - \$ 67,500 | \$ 45,000 - \$ 67,500 | \$ 45,000 | \$ 56,250 | \$ 67,500 | 50% |

* Salary Study formulated using the HR Source Salary Study provided to IPRA and it's organizations. The scale was determined by blending the Weighted Average Wage in the \$1mm-\$2mm EAV category, \$15-\$20 million Budget Category and the West/Southwest Regions as a midpoint then a 20% spread below for the minimum and 20% above for the maximum. This methodology is recommended by HR Source in building a wage scale.

1. **Exempt** Employees - are classified as exempt from overtime and compensatory provisions of the Federal and State Wage and Hour Laws. Exempt employees are not eligible for overtime pay. Their salaries are calculated on a weekly basis.
2. **Non-Exempt** Employees - receive overtime pay or compensatory time in accordance with our overtime policy. Their salaries are calculated on an hourly basis. Non-exempt employee must utilize a time clock and/or time sheets to document hours worked.

Permanent Part Time Positions

Effective January 1, 2025 - December 31, 2025 (Revised 12/17/2024)

| Effective January 1, 2025 - December 31, 2025 | Classification | Units/ Week | Rate/Hour | Overtime Rate (40+ Hours) |
|---|----------------|----------------|---------------------|------------------------------|
| Administration/Finance/Human Resources | | | | |
| Accountant - PT2 | Non-Exempt | <20 | \$ 26.72 - \$ 40.08 | \$ 40.08 - \$ 60.12 |
| Finance Clerk - PT1 | Non-Exempt | <20 | \$ 19.45 - \$ 29.18 | \$ 29.18 - \$ 43.77 |
| Maintenance/Planning | | | | |
| Maintenance/Planning - PT1 | Non-Exempt | <20 | \$ 15.00 - \$ 22.50 | \$ 22.50 - \$ 33.75 |
| Recreation | | | | |
| Assistant Facility Manager - PT1 | Non-Exempt | <20 | \$ 15.00 - \$ 22.50 | \$ 22.50 - \$ 33.75 |
| Bus Driver - PT2 | As needed | <20 | \$ 15.00 - \$ 22.50 | \$ 22.50 - \$ 33.75 |
| Recreation Coordinator - PT1 | Non-Exempt | 20-30 | \$ 16.00 - \$ 24.00 | \$ 24.00 - \$ 36.00 |
| Fitness Attendant - PT2 | Non-Exempt | <20 | \$ 15.00 - \$ 22.50 | \$ 22.50 - \$ 33.75 |
| Fitness Guest Services - PT1 & PT2 | Non-Exempt | <20 | \$ 15.00 - \$ 22.50 | \$ 22.50 - \$ 33.75 |
| Fitness Instructors/Personal Trainers - PT2 | Non-Exempt | <20 | \$ 22.00 - \$ 33.00 | \$ 33.00 - \$ 49.50 |
| Fitness Department Meeting Rate (a) | Non-Exempt | <20 | \$ 15.00 - \$ 22.50 | \$ 22.50 - \$ 33.75 |
| Traveling Soccer Coordinator - PT2 | Non-Exempt | 5-10 | \$ 15.00 - \$ 22.50 | \$ 22.50 - \$ 33.75 |
| Totschool Instructors PT1 & 2 | Non-Exempt | 5-25 | \$ 15.00 - \$ 22.50 | \$ 22.50 - \$ 33.75 |
| Customer Service Coordinator - PT1 & 2 (4) | Non-Exempt | 20-30 | \$ 15.00 - \$ 22.50 | \$ 22.50 - \$ 33.75 |
| Golf Course | | | | |
| Assistant Golf Course Manager PT1 | Non-Exempt | 20-30 | \$ 16.00 - \$ 24.00 | \$ 24.00 - \$ 36.00 |

Recreation - Seasonal 1 & 2 Non-exempt Employees
Effective January 1, 2025 - December 31, 2025 (Revised 12/17/2024)

| Effective January 1, 2025 - December 31, 2025 | Units/Week | Rate / Hour | Overtime Rate |
|--|-----------------------|---------------------|----------------------|
| Administrative Support/Front Desk Seasonal | 1-6 | \$ 15.00 - \$ 22.50 | \$ 22.50 - \$ 33.75 |
| Scorekeeper | 1-6 | \$ 15.00 - \$ 22.50 | \$ 22.50 - \$ 33.75 |
| Kidz Squad / Club Leader | 5-25 | \$ 15.00 - \$ 22.50 | \$ 22.50 - \$ 33.75 |
| Kidz Squad / Club Site Director | 40 | \$ 16.50 - \$ 24.75 | \$ 24.75 - \$ 37.13 |
| Building Services CC Rental Seasonal | As needed | \$ 15.00 - \$ 22.50 | \$ 22.50 - \$ 33.75 |
| Camp Counselor | 40+ hours; 5-10 weeks | \$ 15.00 - \$ 22.50 | \$ 22.50 - \$ 33.75 |
| Camp Director | 1-6 | \$ 16.00 - \$ 24.00 | \$ 24.00 - \$ 36.00 |
| Camp Site Director | 40 | \$ 15.00 - \$ 22.50 | \$ 22.50 - \$ 33.75 |
| Concessionaires (ARC) | As needed | \$ 15.00 - \$ 22.50 | \$ 22.50 - \$ 33.75 |
| Facility Supervisor (Gym/Court/Turf) | As needed | \$ 15.00 - \$ 22.50 | \$ 22.50 - \$ 33.75 |
| Rope Course Attendant | As needed | \$ 15.00 - \$ 22.50 | \$ 22.50 - \$ 33.75 |
| Program Specialists | As needed | \$ 15.00 - \$ 22.50 | \$ 22.50 - \$ 33.75 |
| Program Supervisor | 1-25 | \$ 15.00 - \$ 22.50 | \$ 22.50 - \$ 33.75 |
| Special Event Assistant | As needed | \$ 15.00 - \$ 22.50 | \$ 22.50 - \$ 33.75 |

**Effective 1/1/2025 minimum wage in Illinois is \$15 per hour for anyone 18 and over. For staff under 18, those may be paid at a minimum wage rate of \$13.00*

Maintenance - Seasonal 1 & 2 Non-exempt Employees
Effective January 1, 2025 - December 31, 2025 (Revised 12/17/2024)

| Effective January 1, 2025 - December 31, 2025 | Units / Week | Rate / Hour | | | Overtime | | |
|---|--------------|-------------|---|----------|----------|---|----------|
| Aquatics/Parks/Planning Maintenance | 40 | \$ 15.00 | - | \$ 22.50 | \$ 22.50 | - | \$ 33.75 |
| Aquatics/Parks/Planning Maintenance Support Staff | 40 | \$ 15.00 | - | \$ 22.50 | \$ 22.50 | - | \$ 33.75 |
| Community Center | | | | | | | |
| Building Attendant | As needed | \$ 15.00 | - | \$ 22.50 | \$ 22.50 | - | \$ 33.75 |

Aquatics - Seasonal 1 & 2 Non-exempt Employees

Effective January 1, 2025 - December 31, 2025 (Revised 12/17/2024)

| Effective January 1, 2025 - December 31, 2025 | Units/Week | Rate / Hour | | | Overtime Rate | | |
|--|-------------------|--------------------|---|-------------|----------------------|---|----------|
| Cypress Cove Pool Manager | 40 | \$ 16.25 | - | \$ 24.38 | \$ 24.38 | - | \$ 36.57 |
| Cypress Cove Asst Pool Manager | 40 | \$ 15.25 | - | \$ 22.88 | \$ 22.88 | - | \$ 34.32 |
| Guest Services & Concession Manager | 40 | \$ 15.00 | - | \$ 22.50 | \$ 22.50 | - | \$ 33.75 |
| Assistant Guest Services & Concession Manager | 35-40 | \$ 15.00 | - | \$ 22.50 | \$ 22.50 | - | \$ 33.75 |
| Swim Team Coach / Salary* | Salary Stipend | \$ 2,000.00 | - | \$ 8,000.00 | | - | |
| Swim Team Assistant Coach / Salary | Salary Stipend | \$ 1,000.00 | - | \$ 3,500.00 | | - | |
| Coaches Assistant | 25-30 | \$ 15.00 | - | \$ 22.50 | \$ 22.50 | - | \$ 33.75 |
| Youth & Preschool Lessons / Hour (No WSI Cert) | 15-25 | \$ 15.00 | - | \$ 22.50 | \$ 22.50 | - | \$ 33.75 |
| Parent / Tot (No WSI Cert) | 2-4 | \$ 15.00 | - | \$ 22.50 | \$ 22.50 | - | \$ 33.75 |
| Instructors w/WSI Certificate (add to base) | 15-25 | \$ 1.00 | - | \$ 1.00 | \$ 1.50 | - | \$ 1.50 |
| Diving Lessons | 2 | \$ 15.00 | - | \$ 22.50 | \$ 22.50 | - | \$ 33.75 |
| Private Swim Lesson Instructor | TBD | \$ 15.00 | - | \$ 22.50 | \$ 22.50 | | 33.75 |
| Lesson Coordinator (Youth & Preschool) / Salary | \$25-\$35/day | | - | | | | |
| Support Staff | 15-20 | \$ 13.00 | - | \$ 19.50 | \$ 19.50 | - | \$ 29.25 |
| Concession Staff** | 20-30 | \$ 13.00 | - | \$ 19.50 | \$ 19.50 | - | \$ 29.25 |
| Deck Attendant | 25-30 | \$ 15.00 | - | \$ 22.50 | \$ 22.50 | - | \$ 33.75 |
| Guest Services Staff | 25-30 | \$ 15.00 | - | \$ 22.50 | \$ 22.50 | - | \$ 33.75 |
| Lifeguard | 30-40 | \$ 15.00 | - | \$ 22.50 | \$ 22.50 | - | \$ 33.75 |
| Aquatics Maintenance | 20-30 | \$ 15.00 | - | \$ 22.50 | \$ 22.50 | - | \$ 33.75 |
| Seasonal Labor | 40 | \$ 15.00 | - | \$ 22.50 | \$ 22.50 | - | \$ 33.75 |

Golf - Seasonal 1 & 2 Non-exempt Employees

Effective January 1, 2025 - December 31, 2025 (Revised 12/17/2024)

| Effective January 1, 2025 - December 31, 2025 | Units / Week | Rate / Hour | | Overtime | |
|--|---------------------|--------------------|------------|-----------------|------------|
| Golf Shop Supervisor | 24-40 | \$ 16.00 | - \$ 24.00 | \$ 24.00 | - \$ 36.00 |
| Shop Attendant | 24-40 | \$ 15.00 | - \$ 22.50 | \$ 22.50 | - \$ 33.75 |
| Golf Outings/Events Staff | | | | | |
| Golf Outings/Events Supervisor | 24-40 | \$ 16.00 | - \$ 24.00 | \$ 24.00 | - \$ 36.00 |
| Golf Outings/Events Staff | 24-40 | \$ 15.00 | - \$ 22.50 | \$ 22.50 | - \$ 33.75 |
| Restaurant | | | | | |
| Head Cook | 40 | \$ 16.00 | - \$ 24.00 | \$ 24.00 | - \$ 36.00 |
| Server - tipped wage | 24-40 | \$ 9.00 | - \$ 13.50 | \$ 13.50 | - \$ 20.25 |
| Server - nontipped wage | 24-40 | \$ 15.00 | - \$ 22.50 | \$ 22.50 | - \$ 33.75 |
| Beverage Cart Attendant | 24-40 | \$ 15.00 | - \$ 22.50 | \$ 22.50 | - \$ 33.75 |
| Kitchen Utility | 24-40 | \$ 15.00 | - \$ 22.50 | \$ 22.50 | - \$ 33.75 |
| Outside Services Staff | | | | | |
| Outside Services Supervisor | 24-40 | \$ 16.00 | - \$ 24.00 | \$ 24.00 | - \$ 36.00 |
| Outside Services Attendant | 24-40 | \$ 15.00 | - \$ 22.50 | \$ 22.50 | - \$ 33.75 |
| Starter/Ranger Supervisor | 32-40 | \$ 16.00 | - \$ 24.00 | \$ 24.00 | - \$ 36.00 |
| Starter | 20-30 | \$ 15.00 | - \$ 22.50 | \$ 22.50 | - \$ 33.75 |
| Ranger | 20-30 | \$ 15.00 | - \$ 22.50 | \$ 22.50 | - \$ 33.75 |
| Golf Maintenance | | | | | |
| Seasonal 2 (9 Month Position) | 40.00 | \$ 15.00 | - \$ 22.50 | \$ 22.50 | - \$ 33.75 |
| Seasonal 1 | 40.00 | \$ 15.00 | - \$ 22.50 | \$ 22.50 | - \$ 33.75 |