

DUPAGE & WILL COUNTIES, ILLINOIS | SALARY & WAGE RANGE**APPROVED BY BOARD: 12/17/2024**

			OVERTIME RATE (40+ HOURS)	JANUARY 1 - DECEMBER 31, 2025 RATE/YEAR*		
FULL-TIME POSITIONS	CLASSIF.	RATE/HOUR		MINIMUM	MIDPOINT	MAXIMUM
ADMINISTRATION/FINANCE/HUMAN RESOURCES						
Executive Director	Exempt			\$122,984	\$153,730	\$192,163
Deputy Director Stipend (2)	Exempt			\$15,000	\$19,500	\$23,215
Executive Assistant	Exempt			\$60,408	\$75,510	\$94,388
Administrative & Project Specialist	Exempt			\$54,917	\$68,646	\$82,375
Supt. of Finance & Personnel	Exempt			\$91,736	\$114,670	\$143,338
Human Resources Manager	Exempt			\$74,018	\$92,523	\$115,654
Human Resources Generalist	Exempt			\$53,702	\$67,127	\$80,552
Finance Assistant	Exempt			\$45,000	\$56,250	\$67,500
RECREATION						
Supt. of Recreation	Exempt			\$80,542	\$100,678	\$125,848
Assistant Superintendent of Recreation	Exempt			\$68,461	\$85,576	\$106,970
ARC Facility Manager	Exempt			\$62,028	\$77,535	\$96,919
Fitness Manager	Exempt			\$50,000	\$62,500	\$75,000
Athletic / Recreation Supervisor (5)	Exempt			\$51,029	\$63,786	\$76,543
Facility Maintenance Technician	Non-Exempt	\$24.04 - \$36.06	\$36.06 - \$54.09	\$50,000	\$62,500	\$75,000
Asst. Facility Maintenance Technician	Non-Exempt	\$21.63 - \$32.45	\$32.45 - \$48.68	\$45,000	\$56,250	\$67,500
RECREATION - AQUATICS						
Aquatics Facility & Risk Manager (Aquatics Supervisor)	Exempt			\$59,470	\$74,337	\$92,922
Aquatics Maintenance Supervisor	Non-Exempt	\$26.72 - \$40.08	\$40.08 - \$60.12	\$55,578	\$69,472	\$83,366
Aquatics Maintenance	Non-Exempt	\$24.04 - \$36.06	\$36.06 - \$54.09	\$50,000	\$62,500	\$75,000
MARKETING & COMMUNITY ENGAGEMENT						
Supt. of Marketing & Community Engagement	Exempt			\$75,023	\$93,779	\$117,224
Graphic Designer	Exempt			\$50,000	\$62,500	\$75,000
Customer Service Supervisor	Exempt			\$52,642	\$65,803	\$78,963
Customer Service Coordinator	Non-Exempt			\$45,000	\$56,250	\$67,500
GOLF COURSE						
General Manager / Head Golf Professional	Exempt			\$81,156	\$101,445	\$126,806
Golf Course Superintendent	Exempt			\$71,730	\$89,662	\$112,078
First Assistant Golf Professional	Exempt			\$53,864	\$67,330	\$80,796
Food & Beverage Manager	Exempt			\$61,400	\$76,750	\$92,100
Maintenance Crew Leader	Non-Exempt	\$24.04 - \$36.06	\$36.06 - \$54.09	\$50,000	\$62,500	\$75,000
PARKS, PLANNING & DEVELOPMENT						
Supt. of Parks & Operations	Exempt			\$74,044	\$92,555	\$115,694
Supt. of Planning & Development	Exempt			\$74,044	\$92,555	\$115,694
Parks Maintenance Operations Manager	Non-Exempt	\$29.89 - \$46.71	\$44.84 - \$70.06	\$62,177	\$77,721	\$97,151
Natural Resources Manager	Non-Exempt	\$29.89 - \$46.71	\$44.84 - \$70.06	\$62,177	\$77,721	\$97,151
Park Maintenance Operations Mechanic	Non-Exempt	\$24.04 - \$36.06	\$36.06 - \$54.09	\$50,000	\$62,500	\$75,000
Maintenance - Level 1 (General Laborer)	Non-Exempt	\$19.23 - \$28.85	\$28.85 - \$43.27	\$40,000	\$50,000	\$60,000
Maintenance - Level 2 (CDL/Pesticide/ PDRMAPplaygrnd)	Non-Exempt	\$21.63 - \$32.45	\$32.45 - \$48.68	\$45,000	\$56,250	\$67,500
Maintenance - Level 3 (CDL/Pest/CPO/ PDRMAPplaygrnd)	Non-Exempt	\$24.04 - \$36.06	\$36.06 - \$54.09	\$50,000	\$62,500	\$75,000
Building Attendant	Non-Exempt	\$21.63 - \$32.45	\$32.45 - \$48.68	\$45,000	\$56,250	\$67,500

* Salary Study formulated using the HR Source Salary Study provided to IPRA and its 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.

DUPAGE & WILL COUNTIES, ILLINOIS | SALARY & WAGE RANGE**APPROVED BY BOARD: 12/17/2024**

PERMANENT PART-TIME	CLASSIF.	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
SEASONAL 1 & 2 NON-EXEMPT EMPLOYEES		UNITS/WEEK	RATE / HOUR	OVERTIME RATE
WPD SEASONAL				
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	
AQUATICS SEASONAL				
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	\$1.50 - \$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	

DUPAGE & WILL COUNTIES, ILLINOIS | SALARY & WAGE RANGE**APPROVED BY BOARD: 12/17/2024**

SEASONAL 1 & 2 NON-EXEMPT EMPLOYEES	UNITS/WEEK	RATE / HOUR	OVERTIME RATE
VILLAGE GREENS SEASONAL			
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
VILLAGE GREENS SEASONAL			
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

*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.