



MEMORANDUM

DATE: March 13, 2014
TO: Shawn Hamilton, City Manager
FROM: Emily Reilly, Administrative Intern
RE: Comparable Salary Policy Information

Here is the information that Council has requested for each position.

Department: Community Preservation & Development

Position: Zoning Coordinator

The current Zoning Coordinator brings to the City of Park Ridge 14 years of municipal planning and zoning experience. In looking at the historical data for what Park Ridge has paid this position, the FY14 salary (\$60,000) is lower than what the position was paid (\$61,646) in 2003. The prior Zoning Coordinator retired from the City with 10 years of experience in 2012. Viewing the FY15 salary (\$64,000) of the position amongst the comparable communities data, the FY15 salary is \$4,693 more than the average minimum (\$59,307) and \$13,713 less than the average of actuals (\$77,570). The position's FY15 salary falls below the midpoint (\$71,254) of Park Ridge's salary schedule.

Historical Data

Year	Salary
<i>Budgeted FY15</i>	<i>\$64,000</i>
FY14	\$60,000
05/01/2012	\$77,650
05/01/2011	\$76,881
05/01/2008	\$74,642
05/01/2007	\$71,771
05/01/2006	\$69,010
05/01/2005	\$66,356
06/15/2004	\$63,804
05/01/2003	\$61,646

Min	Mid	Max	Actual	Comparable Communities	Notes
\$76,228		\$114,342	\$115,998	Elmhurst	Planning/Zoning Administrator
\$66,097	\$76,012	\$85,926	\$85,926	Des Plaines	Code Enforcement & Permitting Coordinator
\$62,837	\$79,165	\$95,472	\$78,666	Glen Ellyn	Building & Zoning Official
\$59,379	\$71,254	\$83,129	\$64,000	Park Ridge	Zoning Coordinator
\$59,266		\$78,081		Wilmette	Zoning Enforcement Officer
\$58,423		\$81,794		Wheaton	Code Enforcement Officer
\$51,041	\$59,973	\$68,906	\$56,530	Lombard	Code Enforcement Coordinator
\$50,298	\$60,357	\$69,160		Downers Grove	Code Compliance Officer
\$50,191	\$61,946	\$72,697	\$85,047	Hoffman Estates	Code Enforcement Officer
				Roselle	Unknown comparable position.*
				Bartlett	Unknown comparable position.*
				Buffalo Grove	Unknown comparable position.*
				Wheeling	Unknown comparable position.*
				Elmwood Park	N/A
				Carol Stream	Unknown comparable position.*
				Niles	Unknown comparable position.*
			\$56,822	Mount Prospect	Housing Code Inspector
\$533,760		\$749,507			

Average of Actuals:

\$77,570

Park Ridge Actual:

\$64,000

Average of Minimum:

\$59,307

Average of Maximum:

\$83,279

*Other municipalities combine other duties in position. (Smaller demand)

Position: Building Administrator

The current Building Administrator brings to the City of Park Ridge 13 years of municipal experience and an additional 18 years' of experience in the construction field. The prior Building Administrator left the City for another opportunity after 8 years. In looking at the historical data for what Park Ridge has previously paid this position, the FY14 salary (\$70,000) is lower than what the position was paid (\$70,380) in 2004. Viewing the FY15 salary (\$75,000) of the position amongst the comparable communities data, the FY15 salary is \$4,064 above the average minimum (\$70,936) and \$16,064 less than the average of actuals (\$91,064). The position's salary for FY15 falls at the mid-point of Park Ridge's Salary Schedule.

Historical Data

Year	Salary
<i>Budgeted FY15</i>	\$75,000
FY14	\$70,000
05/01/2012	\$84,004
05/01/2011	\$83,173
05/01/2008	\$80,751
05/01/2007	\$77,645
05/01/2006	\$74,658
05/01/2005	\$71,787
11/18/2004	\$70,380
06/15/2004	\$68,000

Min	Mid	Max	Actual	Comparable Communities	Notes
\$84,355	\$95,298	\$107,661	\$105,550	Niles	Assistant Community Development Director
\$76,425	\$95,734	\$115,042	\$117,361	Buffalo Grove	Deputy Building Commissioner
\$76,413		\$114,619		Wheaton	Director of Building & Code Enforcement
\$76,228	\$95,285	\$114,342	\$114,803	Elmhurst	Building Commissioner
\$73,770	\$86,680	\$99,590	\$81,530	Lombard	Building Official
\$68,070	\$80,797	\$96,224		Wheeling	Superintendent of Building Service
\$68,026	\$81,631	\$93,535		Downers Grove	Building Services Manager
\$68,006		\$95,517		Bartlett	Assistant Building Department Director
\$63,817		\$90,843		Carol Stream	Building Maintenance Supervisor
\$62,837	\$79,165	\$95,472	\$78,666	Glen Ellyn	Building & Zoning Official
\$62,349	\$74,816	\$87,289	\$75,000	Park Ridge	Building Administrator
				Roselle	Unknown comparable position.*
				Wilmette	Unknown comparable position.*
				Elmwood Park	N/A
			\$74,312	Hoffman Estates	Building Official
				Des Plaines	Unknown comparable position.*
			\$89,721	Mt. Prospect	Building Commissioner
			\$82,630	Schaumburg	Building Supervisor
\$780,296		\$1,110,134			

Average of Actuals:	\$91,064
Park Ridge Actual:	\$75,000
Average of Minimum:	\$70,936
Average of Maximum:	\$100,921

*Other municipalities combine other duties in position. (Smaller demand)

Department: Public Works**Position: City Engineer**

The current City Engineer is a Professional Engineer registered with the State of Illinois and has 10 years' experience with the City of Park Ridge. In addition, the City Engineer brings 5 years of private consulting experience. The City Engineer's FY14 salary is \$96,282. Viewing the FY15 salary (\$101,096) of the position amongst the comparable communities data, the current salary is \$24,946 above the average minimum (\$76,150) and \$646 less than the average of actuals (\$100,450). This position's budgeted salary for FY15 falls between the mid and max points in the position's Salary Schedule.

Min	Mid	Max	Actual	Comparable Communities	Notes
\$98,320		\$127,816		Des Plaines	
\$88,573		\$113,044		Niles	
\$87,642		\$124,758		Carol Stream	Engineering Services Director
\$81,747	\$98,583	\$115,692	\$102,545	Hoffman Estates	Assistant Public Works Director
\$81,566		\$122,349		Wheaton	Director of Engineering
\$79,573	\$95,486	\$111,403	\$101,096	Park Ridge	
\$78,477	\$93,153	\$110,788		Wheeling	Engineering & Capital Projects
\$77,956		\$109,504		Bartlett	
\$70,587		\$92,995		Wilmette	
\$69,368	\$87,422	\$105,477	\$98,072	Glen Ellyn	
\$68,484	\$85,786	\$103,088		Buffalo Grove	
\$67,385	\$88,659	\$109,932		Naperville	Engineering Manager/Deputy City Engineer
\$66,651	\$83,314	\$99,977	\$96,650	Elmhurst	
\$65,136		\$90,995	\$90,995	Roselle	
\$60,782	\$71,419	\$82,056		Lombard	
				Elmwood Park	N/A
				Downers Grove	Unknown comparable position.*
			\$113,340	Mt. Prospect	Village Engineer
\$1,142,247		\$1,619,874			

Average of Actuals:	\$100,450
Park Ridge Actual:	\$101,096
Average of Minimum:	\$76,150
Average of Maximum:	\$107,992

Position: Senior Civil Engineer

The Senior Civil Engineer is a Professional Engineer registered with the State of Illinois, and has 5 years' experience with the City of Park Ridge. In addition, the Senior Civil Engineer has 12 years of experience with private consulting firms. The Senior Civil Engineer salary for FY14 is \$66,813. Viewing the FY15 salary (\$70,152) position amongst the comparable communities data, the current salary is \$1,480 above the average minimum (\$68,672) and \$14,823 less than the average of actuals (\$84,975). This position's budgeted salary for FY15 falls between the minimum and mid-point of the position's Salary Schedule. By way of comparison for this position in all sectors, the median salary for Park Ridge's zip code is \$75,649 (www.salary.com).

Min	Mid	Max	Actual	Comparable Communities	Notes
\$77,956		\$109,504		Bartlett	
\$76,513		\$97,652		Niles	
\$75,745		\$107,822		Carol Stream	Assistant Village Engineer
\$71,205		\$96,340		Des Plaines	
\$70,587		\$92,995		Wilmette	Civil Engineer I
\$69,368	\$87,422	\$105,477	\$98,072	Glen Ellyn	Civil Engineer
\$68,484	\$85,786	\$103,088		Buffalo Grove	Civil Engineer II
\$68,070	\$73,707	\$87,630		Wheeling	Civil Engineer II
\$66,651	\$83,314	\$99,977	\$96,650	Elmhurst	Civil Engineer
\$65,136		\$90,995	\$90,995	Roselle	
\$62,349	\$74,816	\$87,289	\$70,152	Park Ridge	Park Ridge's Civil Engineer is a Sr. Civil Engineer.
\$60,782	\$71,419	\$82,056		Lombard	This is a "civil engineer 1"
\$59,892	\$72,469	\$85,047	\$69,004	Hoffman Estates	
				Wheaton	Unknown comparable position.*
				Elmwood Park	N/A
				Downers Grove	Unknown comparable position.*
				Mt. Prospect	Unknown comparable position.*
\$892,738		\$1,245,872			

Average of Actuals:	\$84,975
Park Ridge Actual:	\$70,152
Average of Minimum:	\$68,672
Average of Maximum:	\$95,836

*Other municipalities combine other duties in position. (Smaller demand)