

TO: Personnel and Policy Committee (John Frankenthal and Jay Moffat)

FROM: Sheavoun Lambillotte and Christy Powell

DATE: March 8, 2018

RE: 2018-19 Salary and Wage Proposals

Enclosed for your review are materials for the upcoming Personnel Committee Meeting scheduled for March 8, 2018 at 4:30 pm. These materials include the following:

- Revised Salary Policy
- Compensation Report (analyze results from IPRA Compensation Survey)
- 2017 Agency Accomplishments
- Organizational Chart
- Survey of Comparable District 2018-19 Salary Increases
- 2018-19 Proposed Part-Time and Seasonal Salary and Wage Ranges
- 2018-19 Proposed Full-Time Salary and Wage Ranges
- 2018-19 Proposed Full-Time Salary and Wage Recommendations.

In fiscal year 2017-18, the average merit increase was 2.48%. For fiscal year 2018-19, staff requests the committee to consider an average merit increase of 2.59% along with five professional salary adjustments and the elimination of the senior coordinator salary. The professional salary adjustments total \$22,543 and \$9,726 in FY2018-19 and FY2019-20. The elimination of the senior coordinator position reduces salaries expense in FY2018-19 by - \$19,000. In total, the proposed merit increases, professional adjustments along with the elimination of the senior coordinator position total an increase of 2.8% over the prior year.

Staff will be prepared to discuss any questions the committee may have at the meeting.



Geneva Park District

Salary Policy

**March 2018
Draft**

TABLE OF CONTENTS

1.0	Introduction
2.0	Objectives
3.0	Components
4.0	Performance Appraisal
5.0	Annual Wage & Salary Increases
6.0	Responsibilities

Appendix
GPD Salary Range

1.0 INTRODUCTION

This wage and salary policy provides a common framework from which all salaries of the district are determined.

2.0 OBJECTIVES

The Objectives of this salary policy are as follows:

1. To attract the best qualified people available to achieve the District's mission.
2. To provide equitable and consistent remuneration to employees in accordance with their assigned duties and responsibilities.
3. To motivate and stimulate employees to achieve a high level of performance.
4. To encourage the retention and productivity of qualified personnel.
5. To communicate to staff the basic parameters for setting salary.

3.0 COMPONENTS

1. The District shall maintain Job Descriptions for each full-time position which includes the employees' responsibilities, the reporting relationship and the level of education and experience required.
2. The District shall maintain a current organizational chart.
3. The District shall maintain a salary range for all full-time positions. A market analysis of park district salary ranges for similar jobs in park districts with like demographics should be completed no less than once every three years. The District must remain cognizant of the market to ensure that it remains competitive and retains qualified, experienced staff. This analysis can be completed by a number of methods, such as, utilizing IPRA's salary survey information, contacting like park districts for their salary information or contracting a private firm for a compensation study.
4. Consideration will be given to ensure salary ranges are wide enough to account for professional growth and or promotions.
5. The minimum of the salary range is the lowest salary the District will pay for the position. The maximum of the range reflects the highest salary the District will pay for the position. For new personnel hired, staff has the authority to employ a person in a position for a salary within the range upon approval of the Director. Any salaries offered outside of the range needs board approval prior to hiring.
6. Individuals whose salaries fall below a newly established or adjusted range minimum will be increased to the new minimum when resources permit. Incumbents whose salaries fall above the maximum are not entitled to receive merit increases until their salaries fall within the range as a result of adjustments to the range. However, if funding is available, employees whose salaries fall above the range may receive a cost of living adjustment (COLA) or a portion of a COLA as measured by the most current Consumer Price Index (CPI).
7. Attention will be given to the starting salary in each salary range to ensure equity across the District. Ranges will be based on the levels of accountability and responsibility related to the job description. Both experience and academic background will be considered and used as a basis for the starting salary of a new employee.

8. It is important to recognize that annual wage and salary increases for employees are contingent upon the District's overall good financial health as well as the overall health of the District's resident economy. Thus, employees may not receive annual merit or COLA increases.

4.0 PERFORMANCE APPRAISAL

1. Formal performance appraisals shall be conducted annually to assist in determining salary adjustments.
2. A standard form is to be used when evaluating performance to ensure accuracy and consistency regarding factors to be appraised and performance level definitions and measures.
3. Appraisals are to be made by the immediate supervisor having first-hand knowledge of the person being appraised, the circumstances under which they work and the nature of the work in order to obtain the most satisfactory results.
4. The performance appraisal process should include completion of the appraisal form and a performance appraisal interview to review the employee's performance to determine progress, potential and areas requiring improvement.
5. Upon establishment of the overall performance level and in conjunction with the salary increase budget and the employee's position within the salary range, a salary adjustment is recommended.

5.0 ANNUAL WAGE AND SALARY INCREASES

1. Salary Recommendations

A recommended salary adjustment must be initiated by the Executive Director. A summary of all proposed salary adjustments will be prepared each March and presented to the Personnel Policy Committee and then to the Park Board of Commissioners for approval.

2. Merit Increases

A merit increase may be awarded to those employees who meet expectations as reflected in their annual performance review conducted in January of each year for the previous year's performance. ~~Merit increases will not be awarded to those employees who have exceeded the salary range for their job position.~~

3. Cola Increases

A COLA increase may be awarded to employees who meet expectations as reflected in their annual performance review conducted in January of each year for the previous year's performance. COLA increases are tied to the annual average consumer price index as reported by the U.S. Department of Labor in January of each year for the prior year's 12 months.

4. Promotional Increases

A promotional increase is a permanent reassignment from a position evaluated in a lower salary range to another position evaluated in a higher salary range. When an employee is promoted, the new salary shall be at least at the salary range minimum of the higher salary range when resources permit.

5. Salary Adjustments for Demotions

A demotion is a permanent reassignment from a position evaluated in a higher salary range to another position evaluated in a lower salary range.

6. Downgrades

It is not the district's practice to reduce an employee's salary simply because of position re-evaluation into a lower salary range. This action is not considered a demotion and the employee's existing salary shall continue when resources permit, if approved by the Park Board of Commissioners.

7. Salary Range Adjustments

Individuals whose salaries fall below a newly established or adjusted range minimum will be increased to the new minimum when resources permit.

8. Adjustments above Salary Range Maximums

The salary range maximum does not in itself limit rewards to an employee whose performance is clearly well above position expectations. Accordingly, consideration may be given to adjusting an individual's salary above the range maximum of the salary range in which the position is classified provided that:

- a) No promotional opportunity exists for the incumbent and the individual has demonstrated, beyond doubt, truly outstanding ability in the present position.
- b) The incumbent has not received a salary adjustment in the last 12 months.
- c) All such adjustments are authorized by the Park Board of Commissioners.
- d) The salary increase will not cause the employee's salary to exceed the range maximum of the next higher salary range.
- e) A merit bonus may be issued in lieu of a salary merit increase for those salaries that exceed the range maximum and do not require a salary adjustment. A merit bonus will be awarded for that year and doesn't become part of the aggregate salary.

9. New Hires

For new personnel hired, staff has the authority to employ a person in a position for a salary within the range upon approval of the Director. Any salaries offered outside of the range needs board approval prior to hiring. Instances such as these occur when an employee's qualifications exceed those normally required. The individual may be hired at a salary above range or to a new or revised position. A tentative description and evaluation must have been prepared and the establishment of the position authorized by the Board of Commissioners.

6.0 RESPONSIBILITIES

In March of each year the Personnel & Policy Committee composed of two Board members and the Director and Superintendent of Finance & Personnel will meet to discuss the recommended salary increases for the new fiscal year. The Committee will review the list of district accomplishments along with the recommended salary ranges, and set percentages for merit and or COLA increases, if these are awarded. The committee reviews all of this information and then makes a final recommendation to the entire park district board. Below is a further outline of each's responsibilities.

1. Park Board of Commissioners

- a) Approve Salary Policy
- b) Approve overall salary structure increase percentages, salary policy ranges and total salary budget.
- c) Make disposition of salary policy exceptions.
- d) Provide annual performance evaluation for the Executive Director
- e) Approve annual salary increase for Executive Director

2. Executive Director

- a) Recommend overall salary structure increase percentages, salary ranges and total salary budget.
- b) Recommend revisions in salary budget.
- c) Forward to Park Board of commissioners recommended exceptions in district salary policy.

3. Superintendent of Finance & Personnel

- a) Develop data to support recommended overall salary structure increase percentages, total salary budget and revisions in salary policy or ranges.
- b) Advise the Executive Director regarding salary policy and the disposition of proposed exceptions.
- c) Maintain equitable relationships among all salary positions.
 - a. Provide guidance to management in the development, analysis and evaluation of positions.
 - b. Audit position relationships and organizations salary structure annually.
 - c. Complete relevant salary surveys periodically.
- d) Annually submit recommendations supported by cost information for revision of salary structure.
- e) Review all salary actions for consistency with district policies and forward exceptions according to policy.
- f) Recommend revisions in salary policy or procedures to maintain the program on a current basis.
- g) Summarize each period all salary adjustments.
- h) Communicate salary policy and range changes to appropriate management throughout the organization.



Geneva Park District

Compensation Report

March 2018

TABLE OF CONTENTS

- I. Introduction**
- II. Methodology**
- III. Results**
- IV. Summary**
- V. IPRA/GPD Comparison by Position**
- VI. IPRA/GPD Comparison by Employee**

Appendix: 2018 Park & Recreation Compensation Survey

I. Introduction

In August of 2017, the Illinois Park & Recreation Association partnered with the Management Association to conduct a salary survey of Park Districts, Special Recreation Associations and Municipal Recreation Departments. This survey was the first of its kind and was free to participants. The Geneva Park District participated in this survey in August of 2017 and the results of the survey were received in January 2018.

This survey included both full-time and part-time park and recreation positions. This report focuses on full-time positions. Part-time positions will be analyzed as well but are not included in this report.

The District has conducted previous salary surveys using data provided by Public Salary. This is a database of salary information for which the Park District pays an annual fee to have access to the data base of salary information. The results provided from the IPRA survey are very similar to the salary studies gathered in the past utilizing Public Salary.

II. Methodology

In an effort to compare like agencies with each other, the IPRA salary survey broke down salary information by agency type, budget category and Equalized Assessed Value (EAV). The Geneva Park District falls into the budget category \$10,000,000-\$15,000,000 and EAV category of \$1,000,000,000-\$2,000,000,000.

The IPRA survey reports the weighted average, along with interquartile ranges by position. In addition, based on the guidance given in the IPRA study, IPRA recommended salary ranges have been calculated. This calculation uses the median of the interquartile range, plus or minus 20%.

The IPRA survey results are compared to current GPD full-time salaries and pay ranges. There was no like job position for the Manager of Natural Areas or Park Security/Custodial. Therefore, these positions were not reported on.

III. Results

Page 5 of this report includes a summarized comparison by position between the IPRA survey and GPD. Those GPD positions that are over or under the IPRA salary range are highlighted. GPD positions which fall below the IPRA salary range include the Recreation Coordinator, Operations Supervisor/Facilities and the Facilities Specialist II/Head Custodian. Those GPD positions which are over the IPRA salary range include the Naturalist and Accounting/Payroll position. Higher salary ranges are being recommended for the Recreation Coordinator, Operations Supervisor/Facilities, and the Facilities Specialist II/Head Custodian. The Accounting/Payroll range has been adjusted slightly downward while the Naturalist position has been unchanged. The Naturalist position, while over the IPRA salary range is still well under the IPRA weighted salary average. There are other positions, although not outside of

the IPRA salary range, recommended for adjustment to bring them more in-line with the study or to make them more equitable amongst other GPD positions.

Page 6 of this report includes a summarized comparison by employee between the IPRA survey and GPD. This analysis considered the tenure of each employee. It is expected that more seasoned employees would fall closer to the 75th quartile while less seasoned employees would fall closer to the 25th quartile. Employee current salaries and years of service are included. Those employees that received promotions during their tenure show both their years of service in their current position as well as their total years of service with GPD. There were five employees that fell below market based on their tenure (<\$6k of market) and five employees that were below the recommended minimum salary range. These employees have been highlighted. Those employees that fell below the minimum salary range are being recommended for a professional adjustment. Those employees that are still within range but below market should be considered for future larger salary increases to better match market rate based on tenure.

In past years, special consideration was given to increase the Parks Maintenance Level I starting salary to be more competitive with the City of Geneva Public Works and tree/landscaping companies. At the time, the District had high turnover of entry level parks employees. Therefore, when looking at the Parks Maintenance Level I position, you will note employees are slightly above the IPRA salary survey.

IV. Summary

In conclusion, the results of the IPRA survey provide the District with a benchmark of the most current compensation data. Recommendations going forward include adjusting the salary range of the aforementioned positions as well as providing professional adjustments for those employees falling out of the new salary ranges. The results of the full IPRA survey can be found in the appendix of this document.

V.

IPRA Compensation (Based on Budget Category \$10M-\$15M)							
Job Title	Weighted Avg.	Interquartile Ranges			IPRA Salary Range(a)		Pg# in study
		25th %	Median	75th %	Min	Max	
Executive Director	\$ 145,372	\$ 133,178	\$ 143,995	\$ 160,000	\$ 115,196	\$ 172,794	10
Administrative Asst	\$ 49,150	\$ 39,790	\$ 44,782	\$ 60,424	\$ 35,826	\$ 53,738	14
Director of Finance & Human Resources	\$ 106,536	\$ 90,074	\$ 107,100	\$ 122,124	\$ 85,680	\$ 128,520	26
Director of Parks & Facilities	\$ 94,626	\$ 79,900	\$ 90,702	\$ 106,629	\$ 72,562	\$ 108,842	40
Director of Recreation	\$ 96,836	\$ 86,725	\$ 95,000	\$ 103,500	\$ 76,000	\$ 114,000	47
No Like Job							
Director of Marketing & Communications	\$ 77,919	\$ 68,323	\$ 78,943	\$ 89,291	\$ 63,154	\$ 94,732	35
Parks Manager	\$ 72,440	\$ 59,575	\$ 69,055	\$ 85,965	\$ 55,244	\$ 82,866	18
Mechanic	\$ 53,851	\$ 40,810	\$ 49,379	\$ 58,781	\$ 39,503	\$ 59,255	25
Recreation Program Manager	\$ 59,800	\$ 51,711	\$ 59,030	\$ 66,236	\$ 47,224	\$ 70,836	48
No Like Job- analyzed with Recreation Supervisor							
Recreation Supervisor	\$ 47,986	\$ 39,998	\$ 47,486	\$ 54,267	\$ 37,989	\$ 56,983	49
Facilities Manager	\$ 62,907	\$ 51,443	\$ 58,233	\$ 74,794	\$ 46,586	\$ 69,880	20
Naturalist	\$ 53,040	\$ 24,960	\$ 34,902	\$ 64,896	\$ 27,922	\$ 41,882	44
Horticulturist	\$ 51,563	\$ 46,030	\$ 51,355	\$ 71,906	\$ 41,084	\$ 61,626	43
Accounting Clerk	\$ 42,578	\$ 33,197	\$ 39,250	\$ 52,562	\$ 31,400	\$ 47,100	31
Parks Specialist I/Grounds Maintenance	\$ 36,400	\$ 29,931	\$ 35,214	\$ 42,474	\$ 28,171	\$ 42,257	46
Parks Specialist II	\$ 48,298	\$ 41,184	\$ 46,218	\$ 53,706	\$ 36,974	\$ 55,462	45
Operations Supervisor/Facilities	\$ 63,107	\$ 53,227	\$ 63,856	\$ 78,686	\$ 51,085	\$ 76,627	19
No Like Job					\$ -	\$ -	
Registration Supervisor	\$ 45,178	\$ 37,648	\$ 41,662	\$ 50,482	\$ 33,330	\$ 49,994	15
Facilities Specialist I/Custodian	\$ 29,994	\$ 22,922	\$ 29,848	\$ 36,213	\$ 23,878	\$ 35,818	23
Facilities Specialist II	\$ 50,086	\$ 40,622	\$ 51,418	\$ 57,013	\$ 41,134	\$ 61,701	22

GPD Compensation						
Job Title	Salary or Avg Salary	GPD Salary Range		Recommended Adj		
		Min	Max	Min	Max	
Executive Director	\$ 134,798	\$ 125,000	\$ 165,000			
Administrative Asst	\$ 53,090	\$ 40,000	\$ 65,000			
Supt. of Finance & Personnel	\$ 121,974	\$ 85,000	\$ 135,000			
Supt. of Parks & Properties	\$ 105,460	\$ 80,000	\$ 130,000			
Supt. of Recreation	\$ 89,858	\$ 80,000	\$ 130,000			
Manager of Natural Areas & Interpretation	\$ 65,191	\$ 45,000	\$ 70,000	\$ 55,000	\$ 70,000	
Marketing/Public Relations Supervisor	\$ 63,957	\$ 50,000	\$ 80,000	\$ 60,000	\$ 90,000	
Park Foreman	\$ 55,537	\$ 50,000	\$ 75,000			
Parks Trade Specialist	\$ 53,435	\$ 40,000	\$ 65,000			
Recreation Supervisor	\$ 50,404	\$ 40,000	\$ 62,000	\$ 45,000	\$ 70,000	
Athletic Supervisor	\$ 40,000	\$ 40,000	\$ 62,000	\$ 45,000	\$ 70,000	
Recreation Coordinator	\$ 36,437	\$ 35,000	\$ 60,000	\$ 40,000	\$ 55,000	
Facility Manager/Aquatics Manager	\$ 50,000	\$ 50,000	\$ 75,000			
Naturalist	\$ 42,025	\$ 40,000	\$ 60,000			
Horticulturist	\$ 45,011	\$ 35,000	\$ 55,000	\$ 40,000	\$ 60,000	
Accounting/Payroll	\$ 52,697	\$ 35,000	\$ 57,000	\$ 35,000	\$ 55,000	
Parks Maintenance Level I	\$ 38,380	\$ 33,000	\$ 52,000			
Parks Maintenance Level II	\$ 45,107	\$ 40,000	\$ 60,000			
Operations Supervisor/ Facilities	\$ 40,000	\$ 40,000	\$ 65,000	\$ 50,000	\$ 75,000	
Park Security/Custodial Maintenance	\$ 35,380	\$ 30,000	\$ 45,000			
Customer Service Manager	\$ 35,000	\$ 35,000	\$ 55,000			
Facilities Specialist I/Custodian	\$ 35,380	\$ 30,000	\$ 45,000			
Facilities Specialist II/ Head Custodian	\$ 36,338			\$ 40,000	\$ 60,000	

(a) IPRA salary range calculated by adjusting the Median up and down by 20%

Under the IPRA salary range
Over the IPRA salary range

V1.

Employee	Position	Years of Service in position, overall	(a) Current Salary	(b) Interquartile Range Based on Tenure	Interquartile Ranges			(a-b) Difference (under)/over	Recommended Professional Adjustments
Sheavoun Lambillotte	Executive Director	7,18	\$ 134,798	\$ 143,995	\$133,178	\$143,995	\$160,000	\$ (9,197)	
Amy McConnell	Administrative Asst	3	\$ 53,090	\$ 39,790	\$ 39,790	\$ 44,782	\$ 60,424	\$ 13,300	
Christy Powell	Supt of Finance & Personnel	12	\$ 121,974	\$ 122,124	\$ 90,074	\$107,100	\$122,124	\$ (150)	
Larry Gabriel	Supt of Parks & Prop	16,38	\$ 105,460	\$ 106,629	\$ 79,900	\$ 90,702	\$106,629	\$ (1,169)	
Nicole Vickers	Supt of Recreation	4,13	\$ 89,858	\$ 86,725	\$ 86,725	\$ 95,000	\$103,500	\$ 3,133	
Trish Burns	Manager of Natural Areas	8	\$ 65,191	-	no data				
Traci Wicks	Director of Marketing	9	\$ 63,957	\$ 78,943	\$ 68,323	\$ 78,943	\$ 89,291	\$ (14,986)	
Ken Kerfoot	Park Foreman	14,20	\$ 57,075	\$ 85,965	\$ 59,575	\$ 69,055	\$ 85,965	\$ (28,890)	
Mandy Morgan	Park Foreman	0	\$ 54,000	\$ 59,575	\$ 59,575	\$ 69,055	\$ 85,965	\$ (5,575)	
Bill Braun	Mechanic	31	\$ 53,435	\$ 58,781	\$ 40,810	\$ 49,379	\$ 58,781	\$ (5,346)	
Keith Schmerer	Athletic Supervisor	5	\$ 43,730	\$ 51,711	\$ 51,711	\$ 59,030	\$ 66,236	\$ (7,981)	
Beth Keen	Recreation Supervisor	21	\$ 59,958	\$ 66,236	\$ 51,711	\$ 59,030	\$ 66,236	\$ (6,278)	
Kelly Wales	Recreation Supervisor	4	\$ 55,729	\$ 51,711	\$ 51,711	\$ 59,030	\$ 66,236	\$ 4,018	
Sara Sielisch	Facility Mgr/Aquatics Mgr	1	\$ 42,200	\$ 51,711	\$ 51,711	\$ 59,030	\$ 66,236	\$ (9,511)	\$ 50,000 (a)
Becky Harling	Recreation Coordinator	3	\$ 37,874	\$ 39,998	\$ 39,998	\$ 47,486	\$ 54,267	\$ (2,124)	\$ 43,000 (b)
Jake Kaplan	Recreation Coordinator	0	\$ 35,000	\$ 39,998	\$ 39,998	\$ 47,486	\$ 54,267	\$ (4,998)	\$ 40,000 (c)
Joann Able	Facility Manager	3,12	\$ 50,000	\$ 51,443	\$ 51,443	\$ 58,233	\$ 74,794	\$ (1,443)	
Elliott Bortner	Facility Manager	<1,4	\$ 50,000	\$ 51,443	\$ 51,443	\$ 58,233	\$ 74,794	\$ (1,443)	
Kim Bohannon	Naturalist	4	\$ 42,025	\$ 24,960	\$ 24,960	\$ 34,902	\$ 64,896	\$ 17,065	
Rich Kator	Horticulturist	0	\$ 45,011	\$ 46,030	\$ 46,030	\$ 51,355	\$ 71,906	\$ (1,019)	
Linda Fox	Accounting/Payroll	30	\$ 55,453	\$ 52,562	\$ 33,197	\$ 39,250	\$ 52,562	\$ 2,891	
Dawn Flesvig	Accounting/Payroll	12	\$ 49,941	\$ 52,562	\$ 33,197	\$ 39,250	\$ 52,562	\$ (2,621)	
Joe Brieling	Paks Level I	13	\$ 42,786	\$ 42,474	\$ 29,931	\$ 35,214	\$ 42,474	\$ 312	
James Lane	Paks Level I	4	\$ 35,027	\$ 29,931	\$ 29,931	\$ 35,214	\$ 42,474	\$ 5,096	
Adam Hodge	Paks Level I	1	\$ 33,010	\$ 29,931	\$ 29,931	\$ 35,214	\$ 42,474	\$ 3,079	
Nick Falzone	Paks Level I	3	\$ 33,925	\$ 29,931	\$ 29,931	\$ 35,214	\$ 42,474	\$ 3,994	
Juan Santiago	Paks Level I	17	\$ 47,154	\$ 42,474	\$ 29,931	\$ 35,214	\$ 42,474	\$ 4,680	
Tom Amore	Parks Level II	8	\$ 43,493	\$ 46,218	\$ 41,184	\$ 46,218	\$ 53,706	\$ (2,725)	
Brian Cavanaugh	Parks Level II	4	\$ 40,000	\$ 41,184	\$ 41,184	\$ 46,218	\$ 53,706	\$ (1,184)	
Steve Cooper	Parks Level II	18	\$ 49,358	\$ 53,706	\$ 41,184	\$ 46,218	\$ 53,706	\$ (4,348)	
Mark Gorczyca	Parks Level II	4	\$ 41,226	\$ 41,148	\$ 41,184	\$ 46,218	\$ 53,706	\$ 78	
Larry Miller	Parks Level II	22	\$ 51,459	\$ 53,706	\$ 41,184	\$ 46,218	\$ 53,706	\$ (2,247)	
Steve Slivka	Operations Supervisor/Facilities	<1,5	\$ 40,000	\$ 53,227	\$ 53,227	\$ 63,856	\$ 78,686	\$ (13,227)	\$ 50,000 (d)
Jason Black	Security/Custodial	3	\$ 34,299	-	no data				
Ethan Peterson	Security/Custodial	0	\$ 33,010	-	no data				
Hannah Sterricker	Customer Serv Mgr	0	\$ 35,000	\$ 37,648	\$ 37,648	\$ 41,662	\$ 50,482	\$ (2,648)	
Mike Hay	Customer Serv Mgr	0	\$ 35,000	\$ 37,648	\$ 37,648	\$ 41,662	\$ 50,482	\$ (2,648)	
James Lovig	Facilities Specialist I/ Custodial	5	\$ 34,382	\$ 22,922	\$ 22,922	\$ 29,848	\$ 36,213	\$ 11,460	
Jon Foust	Facilities Specialist II/Head Custodial	1,10	\$ 36,338	\$ 40,622	\$ 40,622	\$ 51,418	\$ 57,013	\$ (4,284)	\$ 40,000 (e)
Paul Lael	Facilities Specialist I/ Custodial	11	\$ 40,123	\$ 36,213	\$ 22,922	\$ 29,848	\$ 36,213	\$ 3,910	
Peter Liutov	Facilities Specialist I/ Custodial	0	\$ 30,680	\$ 22,922	\$ 22,922	\$ 29,848	\$ 36,213	\$ 7,758	

(a) Reclass Sara Sielisch from Recreation Supervisor to Facility Manager/Aquatics Manager

(b) Professional Adjustment Becky Harling to new Recreation Coordinator minimum range based on three years experience

(c) Professional Adjustment Jake Kaplan to new Recreation Coordinator minimum range

(d) Reclass Steve Slivka from Building Maintenance Technician to Operations Supervisor/Facilities

(e) Reclass Jon Foust from Custodial Maintenance to Facilities Specialist II/Head Custodian



2018 Park & Recreation Compensation Survey



2018 Park & Recreation Compensation Survey



Published Date: January, 2018
Next Publication: January, 2019

Confidential Survey Report

This survey is provided with the understanding that the information will:

- remain strictly confidential
- be restricted to authorized personnel only
- not be used in collective bargaining or grievance proceedings
- protect, completely, organizational identity



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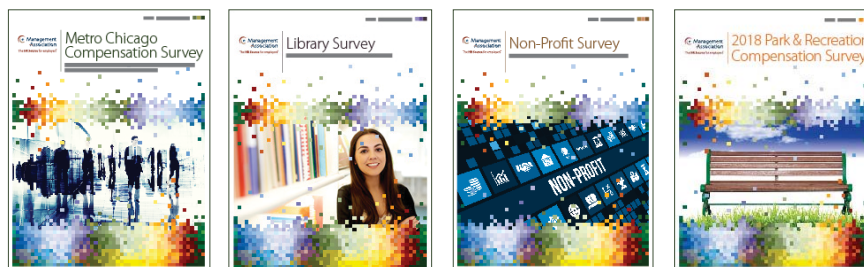
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- Non-Profit
- Park & Recreation Compensation
- Salary Budget
- Turnover

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Special thanks to



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TABLE OF CONTENTS

2018 Park and Recreation Compensation Survey

	<u>Page</u>
Introduction	3
Participant List	4
Putting the Survey to Use	5
Coverage Data	7
Projected Increases.....	8
 Job Data	
Administrative Services	10-16
Education	17
Facilities	18-25
Human Resources / Finance	26-32
Information Technology.....	33-34
Marketing / Membership.....	35-39
Parks.....	40-46
Recreation.....	47-58
Rentals.....	59-60
 Index.....	 61-62

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INTRODUCTION

2018 Park and Recreation Compensation Survey

The *2018 Park and Recreation Compensation Survey* report has been compiled using data provided by 111 participating organizations who contributed data for 7,407 employees. We wish to thank the individuals at the participating organizations who took the time to complete this survey.

Invitations to participate were sent out via email on August 29, 2017 to Management Association members and non-members throughout the Chicagoland area. The participation deadline was October 13, 2017. Responses were received through online or paper questionnaires. Compensation data was reported as of September 1, 2017.

Rates used in our calculations are straight time pay and do not include overtime, shift differentials or any other incentives or variable pay components.

Please feel free to contact the Survey Department with any questions by emailing us at surveys@hrsourc.org or contact:

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PARTICIPANT LIST

2018 Park and Recreation Compensation Survey

Addison Park District	Norridge Park District
Alsip Park District	Northbrook Park District
Arlington Heights Park District	Northern Illinois Special Recreation Association
Bartlett Park District	Northern Suburban Special Recreation Association
Belvidere Park District	Northwest Special Recreation Association
Bloomington Park District	Oak Brook Park District
Bolingbrook Park District	Oak Forest Park District
Bourbonnais Township Park District	Oak Lawn Park District
Buffalo Grove Park District	O'Fallon Parks & Recreation Department
Burr Ridge Park District	Oregon Park District
Byron Forest Preserve District	Oswegoland Park District
Canton Park District	Palatine Park District
Carol Stream Park District	Park District of Highland Park
Cary Park District	Park District of Oak Park
Champaign County Forest Preserve District	Parks, Recreation & Cultural Arts Department
Channahon Park District	Plainfield Park District
Charleston Parks and Recreation Department	Pleasant Dale Park District
City of Galesburg	Prospect Heights Park District
City of Palos Heights Parks & Recreation Department	River Forest Park District
Community Park District of La Grange Park	River Trails Park District
Crystal Lake Park District	Robert R. McCormick Foundation
Decatur Park District	Rock Island County Forest Preserve District
Deerfield Park District	Rockford Park District
DeKalb Park District	Rolling Meadows Park District
Des Plaines Park District	Roselle Park District
Downers Grove Park District	Sandwich Park District
Dundee Township Park District	Schaumburg Park District
Elk Grove Park District	SEASPAR
Elmhurst Park District	Skokie Park District
Forest Preserve District of Kane County	Springfield Park District
Foss Park District	St. Charles Park District
Fox Valley Park District	Streamwood Park District
Fox Valley Special Recreation Association	Sycamore Park District
Frankfort Park District	The City of Lake Forest
Freeport Park District	The Morton Arboretum
Geneva Park District	The Salvation Army
Glencoe Park District	Urbana Park District
Glenview Park District	Vernon Hills Park District
Grayslake Community Park District	Veterans Park District
Gurnee Park District	Warrenville Park District
Hickory Hills Park District	Washington Park District
Hoffman Estates Park District	Wauconda Park District
Homewood Flossmoor Park District	Waukegan Park District
Itasca Park District	Western DuPage Special Recreation Association
Kishwaukee Special Recreation Association	Wheaton Park District
Lemont Park District	Wheeling Park District
Lily Cache Special Recreation Association LCSRA	Wildwood Park District
Lincolnway Special Recreation Association	Winnetka Park District
Lombard Park District	Woodhaven Association
Macon County Conservation District	Woodridge Park District
Manhattan Park District	Worth Park District
McHenry County Conservation District	Zion Park District
Midlothian Park District	
Mokena Community Park District	
Mt. Prospect Park District	
Mundelein Park & Recreation District	
Naperville Park District	
New Lenox Community Park District	
Niles Park District	

PUTTING THE SURVEY TO USE

2018 Park and Recreation Compensation Survey

Compensation data in this survey is predominately reported in hourly rates. However, jobs that titled at a Manager level and above are reported in annualized rates which have been standardized to a 40-hour work week. If the survey user would prefer to reference hourly rates for those jobs, simply divide the reported annualized rates by 2080.

Breakouts for agency type, budget category and Equalized Assessed Value (EAV) are also included to provide a more specific comparison. Compensation data for each job are shown in a simple, easy-to-read format reporting the following statistical information. Statistics are displayed only for those positions with **FIVE or more** contributing organizations.

DEFINITIONS:

Base Pay						
		Interquartile Ranges			Extremes	
Average	Weighted Average	25th	Median	75th	10th	90th

1. **Average:** Calculated by dividing the sum of all rates by the number of companies responding.
2. **Weighted Average:** The average weighted by the number of employees. It is the sum of all rates divided by the number of employees reported.
3. **Interquartile Ranges, 25th and 75th Percentiles:** 25% of the rates are below the number designated by the 25th percentile. 75% of the rates are below the number designated by the 75th percentile. *At least 5 organizations are needed to show these statistics.*
4. **Interquartile Ranges, Median:** The middle value of a distribution of rates. When the values or rates are arrayed in order from lowest to highest, the median divides this distribution so that an equal number of items are on either side of it. It is not as affected by extremely high or low values as the weighted average.
5. **Extremes, 10th and 90th Percentiles:** 10% of the rates are below the number designated by the 10th percentile. 90% of the rates are below the number designated by the 90th percentile. *At least 10 organizations are needed to show these statistics.*
6. **Dominance Diffusion:** When one or more reporting organization dominate the statistic beyond the dominance threshold, a sophisticated algorithm has been used to adjust the statistic. This reduces the influence of the dominating organization's data below the dominance threshold. The value is shown in italics.

Aging Survey Data: When utilizing this survey report, all survey data should be appropriately aged. Data collected for surveys are time-sensitive, reflecting a specific point or date in time. Therefore, to accurately reflect such data, all pay rates should be aged according to projected salary increase rates provided in the demographic section of the report. Please contact us if you need help aging the data.

Creating a Pay Range: It's best practice to create a pay range for each agency position, using the data reported in this survey, as well as other sources. Once the market rate has been identified, set this value as the range Midpoint. Based on the agency's compensation philosophy, determine how far the organization would like to deviate from the compiled market rates. If no known compensation philosophy exists, best practice is as follows: Set the Maximum of the range by increasing the Midpoint by 20%. Set the Minimum of the range by decreasing the Midpoint by 20%.

Feedback: We are committed to the success of future editions of this survey. If you have any comments or suggestions, please feel free to contact us at surveys@hrsourcemag.com or 800-448-4584.

MORE INFORMATION

Please visit our website www.hrsourcemag.com for more information about membership with Management Association, in addition to our other surveys and compensation services.

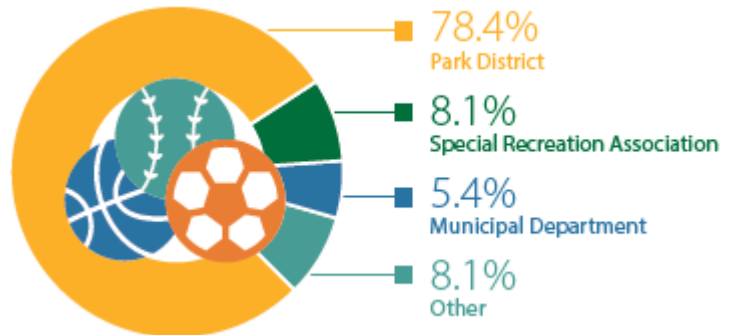
COVERAGE DATA

2018 Park and Recreation Compensation Survey

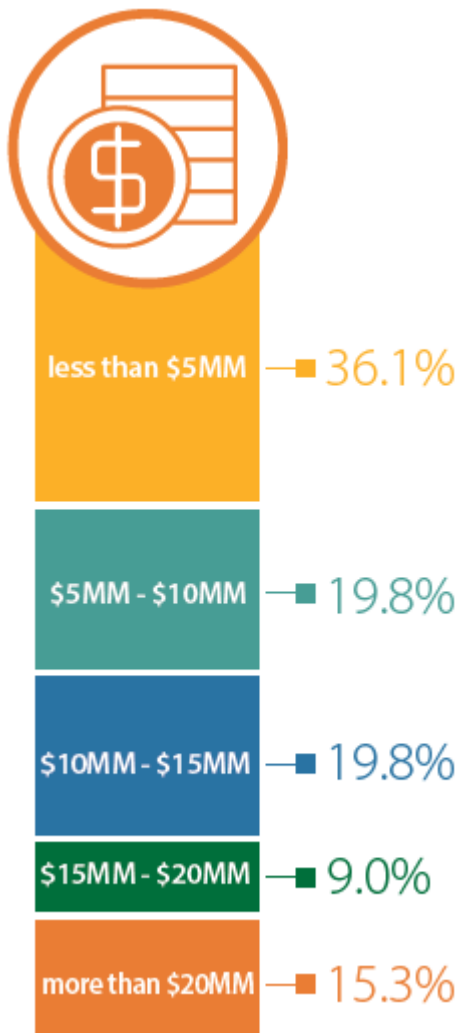
➔ **111** total participants

AGENCY TYPE:

Agency Type:	Count
Park District	87
Special Recreation Association	9
Municipal Department	6
Other:	9



OPERATING BUDGET:



Operating Budget:	Count
Less than \$5,000,000	40
\$5,000,000 - \$10,000,000	22
\$10,000,001 - \$15,000,000	22
\$15,000,001 - \$20,000,000	10
More than \$20,000,000	17

EQUALIZED ASSESSED VALUE (EAV):

Equalized Assessed Value (EAV):	Count	Percentage
\$500,000,000 or less	26	23.4%
\$500,000,001 - \$1,000,000,000	23	20.7%
\$1,000,000,001 - \$2,000,000,000	29	26.1%
\$2,000,000,001+	20	18.1%
N/A	13	11.7%

Average number of **Full-time permanent** employees: **46**

Average number of **Part-time** employees: **116**

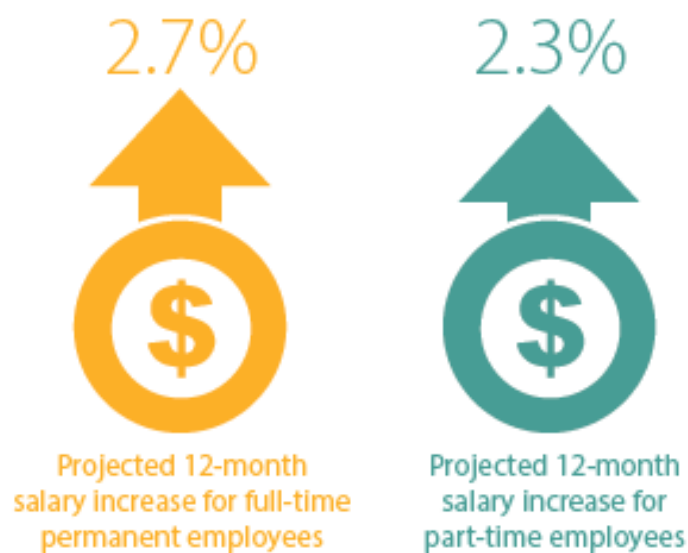
Average number of **Seasonal** employees: **182**

Are any of your key departments unionized?	Count	Percentage
Yes	22	20.0%
No	88	80.0%

PROJECTED INCREASES:

Projected 12-month increase for full-time permanent employees:	Count	Percentage
Without zeros:	108	2.8%
With zeros:	109	2.7%

Projected 12-month salary increase for part-time employees:	Count	Percentage
Without zeros:	92	2.6%
With zeros:	105	2.3%



COMPENSATION DATA

To comply with Antitrust Safe Harbor guidelines, if any one organization dominates the data in this section of the report by more than 20%, we have applied an algorithm to diffuse the impact of that organization's data.

2018 PARK AND RECREATION COMPENSATION SURVEY

EXECUTIVE DIRECTOR - 1: ADMINISTRATIVE SERVICES

Responsible for overall organization management, including leadership, strategic planning, fundraising, Board of Directors relations, budget/finance, human resources, public relations, communication and development planning. Acts as chief organization spokesperson to government agencies, community organizations and the public.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	101	103	\$127,970	\$127,643	\$101,000	\$130,000	\$154,818	\$82,640	\$171,811
Agency Type									
Park District	84	85	\$130,756	\$130,621	\$102,875	\$135,000	\$157,169	\$82,760	\$171,972
Special Recreation Association	8	8	\$117,366	\$117,366	\$101,456	\$115,475	\$135,271	-	-
Other	6	7	<i>\$119,544</i>	<i>\$118,882</i>	<i>\$98,322</i>	<i>\$103,008</i>	<i>\$163,971</i>	-	-
Budget Category									
Less than \$5,000,000	37	37	\$99,034	\$99,034	\$82,700	\$100,000	\$113,932	\$74,600	\$125,170
\$5,000,000 - \$10,000,000	22	23	\$128,836	\$127,713	\$103,008	\$132,891	\$148,050	\$94,991	\$164,588
\$10,000,001 - \$15,000,000	19	20	\$146,744	\$145,372	\$133,178	\$143,995	\$160,000	\$107,403	\$171,130
\$15,000,001 - \$20,000,000	9	9	\$149,270	\$149,270	\$138,690	\$148,235	\$162,401	-	-
More than \$20,000,000	14	14	\$163,909	\$163,909	\$153,938	\$167,829	\$178,428	\$126,674	\$184,615
Equalized Assessed Value (EAV)									
\$500,000,000 or less	24	24	\$97,207	\$97,207	\$75,543	\$93,493	\$107,000	\$72,360	\$132,655
\$500,000,001 - \$1,000,000,000	23	24	\$121,530	\$121,437	\$101,500	\$118,000	\$137,998	\$89,876	\$156,803
\$1,000,000,001 - \$2,000,000,000	28	28	\$147,268	\$147,268	\$135,294	\$143,995	\$158,935	\$124,165	\$172,219
\$2,000,000,001+	16	16	\$145,922	\$145,922	\$125,235	\$157,625	\$168,500	\$91,469	\$179,400
N/A	10	11	\$133,852	\$131,048	\$103,008	\$121,194	\$160,000	\$86,522	\$177,839

2018 PARK AND RECREATION COMPENSATION SURVEY

DEPUTY DIRECTOR - 2: ADMINISTRATIVE SERVICES

Responsible for supervising key organization functions, including staff hiring and evaluation, financial management and development, information systems and insurance. Is supervised by the executive director and is usually the second in command.

					Base Pay				
					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	14	14	\$112,691	\$112,691	\$81,535	\$119,500	\$141,643	\$67,896	\$146,522
Agency Type									
Park District	11	11	\$121,980	\$121,980	\$105,019	\$137,000	\$142,082	\$65,414	\$147,347
Budget Category									
More than \$20,000,000	6	6	\$135,188	\$135,188	\$121,000	\$139,541	\$145,833	-	-
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	5	5	\$128,488	\$128,488	\$110,760	\$137,342	\$141,789	-	-
\$2,000,000,001+	6	6	\$118,536	\$118,536	\$81,153	\$129,750	\$145,833	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

DIRECTOR OF ENTERPRISE SERVICES - 3: ADMINISTRATIVE SERVICES

Plans, organizes and directs the total operations of revenue-producing facilities including budget, and personnel. Ensures that recreational programming, services, memberships, the meet community needs, and maximizes scheduling, facility usage and revenue generation. Plans, organizes and directs the total operations of revenue-producing facilities including golf, tennis, racquet, etc.

					Base Pay				
					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	16	17	\$101,094	\$101,093	\$88,452	\$95,014	\$112,840	\$82,030	\$132,164
Agency Type									
Park District	15	16	\$102,205	\$102,135	\$91,018	\$97,914	\$113,742	\$81,341	\$132,621
Budget Category									
More than \$20,000,000	6	7	\$116,434	\$115,819	\$100,814	\$114,643	\$131,250	-	-
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	8	8	\$94,335	\$94,335	\$87,358	\$93,015	\$102,931	-	-
\$2,000,000,001+	6	7	\$108,029	\$107,751	\$92,150	\$110,000	\$115,000	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

RISK MANAGER - 4: ADMINISTRATIVE SERVICES

Manages general safety and risk management concerns for all operations, functions, grounds and facilities. Formulates, implements, monitors, and maintains procedures and records as they relate to loss prevention, safety training, accident/incident investigation, claim reporting and safety inspections.

	Base Pay							
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes
					25th	Median	75th	10th 90th
Total Responses	29	29	\$61,586	\$61,586	\$50,367	\$62,427	\$70,549	\$37,440 \$83,872
Agency Type								
Park District	28	28	\$62,005	\$62,005	\$51,418	\$62,710	\$71,274	\$37,296 \$84,063
Budget Category								
\$10,000,001 - \$15,000,000	9	9	\$57,325	\$57,325	\$36,720	\$60,465	\$75,046	- -
More than \$20,000,000	10	10	\$67,983	\$67,983	\$61,872	\$64,916	\$75,859	\$53,770 \$85,046
Equalized Assessed Value (EAV)								
\$500,000,001 - \$1,000,000,000	5	5	\$52,566	\$52,566	\$36,720	\$54,080	\$67,656	- -
\$1,000,000,001 - \$2,000,000,000	14	14	\$61,802	\$61,802	\$48,822	\$62,524	\$72,750	\$38,037 \$81,154
\$2,000,000,001+	6	6	\$68,164	\$68,164	\$61,872	\$64,235	\$75,520	- -

2018 PARK AND RECREATION COMPENSATION SURVEY

OFFICE MANAGER/ADMINISTRATIVE ASSISTANT - 5: ADMINISTRATIVE SERVICES

Responsible for managing office services, which may include copy services, word processing, mail and distribution services, records retention, office reception, janitorial services, cafeteria staff, recreation services, utility services and communication systems, such as telephones.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	72	93	\$23.41	\$22.97	\$19.23	\$22.21	\$25.32	\$17.02	\$30.17
Agency Type									
Park District	59	77	\$23.40	\$22.96	\$18.94	\$22.46	\$25.32	\$16.76	\$30.12
Special Recreation Association	5	5	\$26.54	\$26.54	\$20.45	\$26.96	\$32.43	-	-
Other	5	8	<i>\$20.26</i>	<i>\$20.26</i>	<i>\$19.61</i>	<i>\$21.14</i>	<i>\$23.21</i>	-	-
Budget Category									
Less than \$5,000,000	24	26	\$21.59	\$21.26	\$17.50	\$20.11	\$25.03	\$13.64	\$30.68
\$5,000,000 - \$10,000,000	14	18	\$22.42	\$21.99	\$19.11	\$21.62	\$23.67	\$16.13	\$29.33
\$10,000,001 - \$15,000,000	17	23	\$24.54	\$23.63	\$19.13	\$21.53	\$29.05	\$17.60	\$32.98
\$15,000,001 - \$20,000,000	8	9	<i>\$24.72</i>	<i>\$24.44</i>	<i>\$21.50</i>	<i>\$24.00</i>	<i>\$27.24</i>	-	-
More than \$20,000,000	9	17	<i>\$26.47</i>	<i>\$25.44</i>	<i>\$21.55</i>	<i>\$24.70</i>	<i>\$29.25</i>	-	-
Equalized Assessed Value (EAV)									
\$500,000,000 or less	13	14	\$21.31	\$21.00	\$17.50	\$20.50	\$23.33	\$14.66	\$29.61
\$500,000,001 - \$1,000,000,000	17	22	\$20.10	\$20.02	\$17.48	\$19.23	\$21.97	\$16.54	\$24.75
\$1,000,000,001 - \$2,000,000,000	23	28	\$26.73	\$26.06	\$22.27	\$24.87	\$29.93	\$20.16	\$33.85
\$2,000,000,001+	12	20	<i>\$22.82</i>	<i>\$22.57</i>	<i>\$19.53</i>	<i>\$22.36</i>	<i>\$25.28</i>	<i>\$16.70</i>	<i>\$28.78</i>
N/A	7	9	<i>\$25.41</i>	<i>\$25.18</i>	<i>\$20.64</i>	<i>\$23.41</i>	<i>\$31.38</i>	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

REGISTRATION SUPERVISOR - 6: ADMINISTRATIVE SERVICES

Oversees daily registration, batching, and data entry. Closes and balances daily cash reports to finance. Supervises registration clerks. Handles customer inquiries. Manages delinquent accounts.

	No. of Orgs	No. of EEs	Average	Weighted Average	Base Pay				
					Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	39	45	\$23.07	\$22.46	\$18.88	\$22.13	\$25.21	\$15.78	\$30.24
Agency Type									
Park District	37	43	\$23.22	\$22.55	\$18.85	\$22.25	\$25.33	\$15.67	\$31.06
Budget Category									
Less than \$5,000,000	5	6	<i>\$20.11</i>	<i>\$20.11</i>	<i>\$17.98</i>	<i>\$19.61</i>	<i>\$21.98</i>	-	-
\$5,000,000 - \$10,000,000	7	8	<i>\$22.74</i>	<i>\$22.24</i>	<i>\$15.45</i>	<i>\$22.45</i>	<i>\$24.23</i>	-	-
\$10,000,001 - \$15,000,000	10	10	\$21.72	\$21.72	\$18.10	\$20.03	\$24.27	\$15.66	\$32.84
\$15,000,001 - \$20,000,000	7	7	\$22.67	\$22.67	\$20.94	\$22.91	\$25.10	-	-
More than \$20,000,000	10	14	<i>\$26.44</i>	<i>\$24.69</i>	<i>\$19.26</i>	<i>\$24.92</i>	<i>\$27.73</i>	<i>\$17.00</i>	<i>\$33.31</i>
Equalized Assessed Value (EAV)									
\$500,000,000 or less	5	6	<i>\$22.80</i>	<i>\$22.80</i>	<i>\$18.63</i>	<i>\$22.32</i>	<i>\$25.06</i>	-	-
\$500,000,001 - \$1,000,000,000	6	6	\$21.67	\$21.67	\$17.56	\$19.14	\$26.27	-	-
\$1,000,000,001 - \$2,000,000,000	15	18	\$22.52	\$21.62	\$17.00	\$20.48	\$24.44	\$15.27	\$32.74
\$2,000,000,001+	11	13	<i>\$24.65</i>	<i>\$24.20</i>	<i>\$20.07</i>	<i>\$22.82</i>	<i>\$27.40</i>	<i>\$19.23</i>	<i>\$31.65</i>

2018 PARK AND RECREATION COMPENSATION SURVEY

REGISTRATION/FRONT DESK CLERK/GUEST SERVICES - 7: ADMINISTRATIVE SERVICES

Provides assistance and information to visitors and callers. Assists customers registering for programs and activities; processes POS transactions, issues receipts and reports, reconciles cash drawer. Answers visitor and member inquiries. Maintains office supplies. Prepares and sorts mail. Provides general clerical support.

	Base Pay								
					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	87	366	\$14.47	\$12.95	\$10.17	\$11.86	\$15.10	\$9.47	\$18.50
Agency Type									
Park District	70	317	\$14.24	\$12.78	\$10.15	\$11.59	\$14.37	\$9.50	\$18.26
Special Recreation Association	6	9	\$18.25	\$18.38	\$16.73	\$18.57	\$20.26	-	-
Municipal Department	6	23	\$14.20	\$13.38	\$9.00	\$10.19	\$16.29	-	-
Other	5	17	\$13.40	\$13.37	\$12.08	\$13.39	\$15.20	-	-
Budget Category									
Less than \$5,000,000	30	76	\$13.40	\$12.45	\$10.28	\$11.25	\$14.11	\$9.00	\$17.17
\$5,000,000 - \$10,000,000	17	51	\$13.95	\$12.84	\$10.16	\$11.44	\$15.11	\$9.51	\$18.03
\$10,000,001 - \$15,000,000	19	122	\$15.08	\$12.56	\$9.88	\$12.00	\$14.01	\$9.21	\$18.19
\$15,000,001 - \$20,000,000	7	25	\$14.23	\$14.56	\$11.02	\$12.11	\$13.95	-	-
More than \$20,000,000	14	92	\$16.65	\$14.68	\$10.11	\$12.12	\$17.41	\$9.50	\$20.56
Equalized Assessed Value (EAV)									
\$500,000,000 or less	22	91	\$12.54	\$11.57	\$9.79	\$10.50	\$12.90	\$9.00	\$15.42
\$500,000,001 - \$1,000,000,000	19	69	\$13.48	\$12.61	\$10.50	\$11.22	\$14.00	\$8.90	\$18.03
\$1,000,000,001 - \$2,000,000,000	24	123	\$14.58	\$12.68	\$10.17	\$12.29	\$14.02	\$9.50	\$17.72
\$2,000,000,001+	15	71	\$16.71	\$15.74	\$11.00	\$14.00	\$18.41	\$9.54	\$21.01
N/A	7	12	\$18.02	\$18.36	\$17.22	\$19.95	\$20.56	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

PRESCHOOL TEACHER - 8: EDUCATION

Develops classroom plans, supervise activities and general development of children in a preschool teaching environment. Plans individual and group activities to stimulate growth in language, social, and motor skills, such as learning to listen to instructions, playing with others, and using play equipment. Typically requires a Bachelor's Degree.

					Base Pay				
					Interquartile Ranges			Extremes	
					No. of Orgs	No. of EEs	Average	Weighted Average	25th
Total Responses	58	361	\$14.94	\$14.97	\$12.00	\$14.56	\$16.93	\$10.91	\$19.62
Agency Type									
Park District	55	348	\$14.97	\$14.97	\$12.00	\$14.53	\$16.88	\$11.00	\$19.65
Budget Category									
Less than \$5,000,000	18	60	\$14.65	\$13.62	\$11.06	\$13.00	\$15.40	\$10.00	\$17.83
\$5,000,000 - \$10,000,000	13	47	\$14.06	\$14.64	\$12.03	\$14.50	\$17.00	\$11.01	\$18.65
\$10,000,001 - \$15,000,000	12	111	\$14.91	\$15.09	\$12.00	\$14.99	\$17.34	\$10.50	\$19.55
\$15,000,001 - \$20,000,000	5	33	\$13.90	\$13.93	\$12.80	\$15.15	\$16.03	-	-
More than \$20,000,000	10	110	\$17.17	\$15.29	\$12.36	\$14.85	\$17.05	\$11.75	\$20.85
Equalized Assessed Value (EAV)									
\$500,000,000 or less	15	55	\$14.36	\$13.62	\$12.00	\$12.87	\$15.31	\$10.60	\$17.27
\$500,000,001 - \$1,000,000,000	15	65	\$14.27	\$13.85	\$11.57	\$13.00	\$16.26	\$9.92	\$18.43
\$1,000,000,001 - \$2,000,000,000	16	139	\$15.53	\$15.83	\$14.25	\$15.78	\$17.65	\$12.00	\$19.49
\$2,000,000,001+	10	98	\$15.83	\$15.04	\$11.98	\$14.85	\$16.00	\$11.23	\$20.76

2018 PARK AND RECREATION COMPENSATION SURVEY

PARKS MANAGER - 9: FACILITIES

Plans, organizes and coordinates all operations and services provided for the physical maintenance of facilities, pools, and grounds. Manages daily maintenance, repairs, budgets, and staffing. Responsible development and management of related maintenance programs, repair and replacement schedules, and accompanying records.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	45	52	\$72,725	\$72,732	\$58,037	\$70,538	\$84,476	\$49,025	\$101,224
Agency Type									
Park District	41	46	\$72,681	\$72,665	\$59,218	\$70,538	\$84,259	\$47,891	\$99,824
Budget Category									
Less than \$5,000,000	10	10	\$56,720	\$56,720	\$45,314	\$54,500	\$70,744	\$38,052	\$72,080
\$5,000,000 - \$10,000,000	8	10	\$71,623	\$71,774	\$57,194	\$69,562	\$79,696	-	-
\$10,000,001 - \$15,000,000	10	12	\$73,789	\$72,440	\$59,575	\$69,055	\$85,965	\$50,106	\$99,672
\$15,000,001 - \$20,000,000	6	7	\$70,612	\$70,347	\$63,360	\$71,136	\$74,256	-	-
More than \$20,000,000	11	13	\$88,262	\$87,551	\$72,780	\$84,585	\$102,397	\$58,919	\$116,594
Equalized Assessed Value (EAV)									
\$500,000,000 or less	8	8	\$66,370	\$66,370	\$56,500	\$70,829	\$73,550	-	-
\$500,000,001 - \$1,000,000,000	9	10	\$60,242	\$61,710	\$47,527	\$56,622	\$73,074	-	-
\$1,000,000,001 - \$2,000,000,000	13	15	\$73,718	\$71,919	\$58,577	\$69,123	\$86,570	\$50,727	\$103,772
\$2,000,000,001+	13	17	\$84,230	\$82,885	\$67,742	\$82,432	\$96,353	\$57,326	\$114,398

2018 PARK AND RECREATION COMPENSATION SURVEY

OPERATIONS SUPERVISOR - 10: FACILITIES

Coordinates, directs, and performs the maintenance, repair, and operation of Enterprise venues. Supervises and directs staff in daily activities. Conducts daily, weekly and monthly inspections of facilities.

	Base Pay								
					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	26	33	\$29.30	\$28.58	\$23.45	\$26.75	\$34.50	\$18.23	\$38.68
Agency Type									
Park District	22	25	\$30.75	\$30.84	\$25.29	\$30.77	\$37.11	\$23.57	\$39.55
Budget Category									
\$5,000,000 - \$10,000,000	8	9	\$30.02	\$29.93	\$22.02	\$30.55	\$37.61	-	-
\$10,000,001 - \$15,000,000	5	6	\$30.34	\$30.34	\$25.59	\$30.70	\$37.83	-	-
More than \$20,000,000	7	8	\$31.66	\$31.54	\$26.47	\$31.20	\$37.28	-	-
Equalized Assessed Value (EAV)									
\$500,000,001 - \$1,000,000,000	5	5	\$33.29	\$33.29	\$25.23	\$36.60	\$39.70	-	-
\$1,000,000,001 - \$2,000,000,000	8	10	\$29.56	\$30.11	\$24.01	\$30.99	\$35.78	-	-
\$2,000,000,001+	8	13	\$28.86	\$27.90	\$21.79	\$26.75	\$31.20	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

FACILITIES MANAGER - 11: FACILITIES

Responsible for managing the construction, housekeeping and maintenance of equipment, machinery, buildings and other organization facilities. Plans, budgets and schedules facility modifications, and ensures they are in compliance with government health and safety standards. Oversees and manages daily facility maintenance. Coordinates recycling programs. Supervises maintenance and technician staff.

					Base Pay				
					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	35	47	\$68,480	\$67,762	\$53,333	\$63,388	\$78,550	\$49,794	\$92,701
Agency Type									
Park District	30	42	\$67,805	\$67,194	\$53,005	\$65,096	\$78,575	\$49,280	\$92,616
Budget Category									
\$5,000,000 - \$10,000,000	8	9	\$64,302	\$63,446	\$52,999	\$60,278	\$72,665	-	-
\$10,000,001 - \$15,000,000	13	20	\$63,987	\$62,907	\$51,443	\$58,233	\$74,794	\$49,010	\$80,040
\$15,000,001 - \$20,000,000	5	7	\$68,688	\$68,688	\$63,120	\$66,804	\$79,641	-	-
More than \$20,000,000	7	9	\$85,919	\$84,759	\$70,234	\$84,705	\$97,297	-	-
Equalized Assessed Value (EAV)									
\$500,000,001 - \$1,000,000,000	8	12	\$58,588	\$59,759	\$52,020	\$57,746	\$67,570	-	-
\$1,000,000,001 - \$2,000,000,000	15	21	\$67,441	\$66,180	\$51,084	\$66,804	\$79,428	\$47,786	\$92,238
\$2,000,000,001+	6	7	\$77,362	\$77,665	\$62,005	\$77,957	\$92,634	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

FACILITIES SUPERVISOR - 12: FACILITIES

Plans and supervises facility maintenance, manages custodial operations and coordinates inventory control. Responsible for the cleanliness, indoor and outdoor appearance, mechanical efficiency and general maintenance of buildings and facilities. Supervises full and/or part time facility maintenance staff. Responsible for preventative maintenance, repairs, development of facility procedures and inspections. Position is on call.

	Base Pay								
					Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
No. of Orgs	No. of EEs	Average	Weighted Average						
Total Responses	45	56	\$26.45	\$26.25	\$21.08	\$26.56	\$30.80	\$18.40	\$34.49
Agency Type									
Park District	39	47	\$26.53	\$26.18	\$20.77	\$26.12	\$30.81	\$17.88	\$34.86
Budget Category									
Less than \$5,000,000	6	8	\$20.23	\$20.46	\$19.07	\$20.43	\$25.67	-	-
\$5,000,000 - \$10,000,000	8	8	\$25.68	\$25.68	\$21.33	\$25.27	\$30.90	-	-
\$10,000,001 - \$15,000,000	10	15	\$26.80	\$25.50	\$18.84	\$25.78	\$31.55	\$16.36	\$33.73
\$15,000,001 - \$20,000,000	8	9	\$26.43	\$26.53	\$24.27	\$26.12	\$28.47	-	-
More than \$20,000,000	13	16	\$29.52	\$29.37	\$23.86	\$28.69	\$35.07	\$19.96	\$37.74
Equalized Assessed Value (EAV)									
\$500,000,000 or less	7	8	\$22.45	\$22.26	\$17.65	\$19.91	\$28.34	-	-
\$500,000,001 - \$1,000,000,000	7	10	\$23.20	\$23.30	\$17.81	\$20.29	\$27.95	-	-
\$1,000,000,001 - \$2,000,000,000	19	25	\$27.52	\$27.56	\$23.86	\$27.73	\$31.40	\$20.64	\$34.22
\$2,000,000,001+	9	10	\$29.94	\$30.14	\$24.44	\$29.79	\$35.79	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

FACILITIES SPECIALIST II - 13: FACILITIES

Responsible for maintenance and repair of buildings and facilities to include plumbing, carpentry, painting, light construction, basic electrical, etc. Performs inspections, preventative maintenance and repair on commercial heating and air conditioning systems including HVAC units, boilers, fans and pumps.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	37	81	\$22.32	\$22.22	\$18.35	\$21.12	\$25.90	\$16.19	\$29.32
Agency Type									
Park District	36	80	\$22.55	\$22.32	\$18.58	\$21.13	\$26.24	\$16.34	\$29.35
Budget Category									
\$5,000,000 - \$10,000,000	8	10	\$23.04	\$23.04	\$19.16	\$20.41	\$29.14	-	-
\$10,000,001 - \$15,000,000	9	21	<i>\$24.08</i>	<i>\$23.96</i>	<i>\$19.53</i>	<i>\$24.72</i>	<i>\$27.41</i>	-	-
\$15,000,001 - \$20,000,000	8	18	<i>\$21.22</i>	<i>\$20.46</i>	<i>\$17.30</i>	<i>\$20.77</i>	<i>\$21.96</i>	-	-
More than \$20,000,000	10	29	<i>\$22.47</i>	<i>\$22.47</i>	<i>\$18.72</i>	<i>\$22.00</i>	<i>\$25.90</i>	<i>\$17.53</i>	<i>\$29.59</i>
Equalized Assessed Value (EAV)									
\$500,000,001 - \$1,000,000,000	7	13	<i>\$23.20</i>	<i>\$22.39</i>	<i>\$17.19</i>	<i>\$22.15</i>	<i>\$27.58</i>	-	-
\$1,000,000,001 - \$2,000,000,000	17	31	\$22.41	\$22.47	\$18.25	\$21.14	\$26.83	\$15.99	\$29.32
\$2,000,000,001+	9	29	<i>\$22.05</i>	<i>\$22.17</i>	<i>\$19.81</i>	<i>\$20.99</i>	<i>\$24.53</i>	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

FACILITIES SPECIALIST /CUSTODIAN - 14: FACILITIES

Responsible for providing a clean and safe environment. Performs custodial duties including: cleaning restrooms, locker rooms, office areas, window, floors, disposal of all waste materials and recycling, etc. May perform routine inspections, construction and/or repair of misc. items. Performs room set ups/take downs.

					Base Pay				
					Interquartile Ranges			Extremes	
					No. of Orgs	No. of EEs	Average	Weighted Average	25th
Total Responses	66	301	\$16.08	\$15.12	\$10.86	\$15.07	\$18.36	\$9.29	\$21.63
Agency Type									
Park District	62	281	\$16.05	\$14.99	\$10.86	\$15.02	\$18.03	\$9.50	\$21.22
Budget Category									
Less than \$5,000,000	14	25	\$14.37	\$14.34	\$9.92	\$11.83	\$20.07	\$9.03	\$23.61
\$5,000,000 - \$10,000,000	13	73	\$14.40	\$12.87	\$9.43	\$11.00	\$15.25	\$8.85	\$20.67
\$10,000,001 - \$15,000,000	14	68	\$16.14	\$14.42	\$11.02	\$14.35	\$17.41	\$10.50	\$19.26
\$15,000,001 - \$20,000,000	8	37	\$16.53	\$16.18	\$9.87	\$16.00	\$17.73	-	-
More than \$20,000,000	17	98	\$18.53	\$17.46	\$14.81	\$17.59	\$20.40	\$11.70	\$22.65
Equalized Assessed Value (EAV)									
\$500,000,000 or less	13	48	\$15.18	\$14.16	\$10.00	\$11.18	\$19.21	\$9.00	\$23.13
\$500,000,001 - \$1,000,000,000	15	34	\$14.53	\$13.58	\$10.75	\$12.24	\$16.01	\$10.11	\$19.13
\$1,000,000,001 - \$2,000,000,000	22	141	\$16.57	\$14.80	\$10.50	\$15.02	\$17.76	\$9.23	\$20.86
\$2,000,000,001+	12	55	\$18.06	\$17.98	\$15.10	\$18.10	\$21.25	\$13.15	\$22.66

2018 PARK AND RECREATION COMPENSATION SURVEY

TRADES SPECIALIST - 15: FACILITIES

Responsible for maintaining buildings and facilities to insure safe and efficient operations. Performs a variety of skilled and specialized trade work relating to electrical, HVAC, plumbing and carpentry.

					Base Pay				
					Interquartile Ranges			Extremes	
					No. of Orgs	No. of EEs	Average	Weighted Average	25th
Total Responses	32	70	\$25.38	\$26.15	\$22.00	\$25.61	\$28.48	\$20.47	\$35.31
Agency Type									
Park District	27	61	\$25.81	\$26.68	\$23.24	\$25.85	\$29.41	\$20.60	\$35.47
Budget Category									
\$5,000,000 - \$10,000,000	5	8	\$24.18	\$24.18	\$20.64	\$23.09	\$28.04	-	-
\$10,000,001 - \$15,000,000	8	15	\$23.04	\$23.27	\$20.51	\$25.68	\$27.01	-	-
\$15,000,001 - \$20,000,000	5	11	\$27.24	\$27.22	\$22.44	\$25.53	\$29.25	-	-
More than \$20,000,000	11	31	\$27.37	\$28.29	\$24.36	\$26.49	\$31.94	\$21.92	\$36.18
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	9	19	\$25.68	\$26.56	\$24.00	\$25.85	\$28.40	-	-
\$2,000,000,001+	12	31	\$25.45	\$27.08	\$22.60	\$25.26	\$31.81	\$19.55	\$36.18

2018 PARK AND RECREATION COMPENSATION SURVEY

MECHANIC - 16: FACILITIES

Responsible for maintaining vehicles and mechanical equipment to insure safe and efficient operations. Performs a variety of skilled and specialized trade work relating to all vehicle and machinery components.

					Base Pay				
					Interquartile Ranges			Extremes	
					No. of Orgs	No. of EEs	Average	Weighted Average	25th
Total Responses	55	89	\$25.71	\$25.40	\$20.80	\$24.44	\$28.56	\$18.54	\$33.17
Agency Type									
Park District	48	76	\$25.67	\$24.85	\$20.23	\$24.34	\$28.25	\$18.32	\$32.81
Other	6	9	\$23.94	\$24.09	\$20.92	\$24.02	\$27.51	-	-
Budget Category									
Less than \$5,000,000	5	6	\$21.77	\$21.77	\$16.40	\$20.90	\$26.29	-	-
\$5,000,000 - \$10,000,000	11	15	\$25.17	\$24.71	\$20.58	\$25.06	\$28.21	\$17.88	\$32.28
\$10,000,001 - \$15,000,000	16	31	\$25.48	\$25.89	\$19.62	\$23.74	\$28.26	\$18.54	\$40.58
\$15,000,001 - \$20,000,000	7	10	\$23.05	\$23.07	\$21.99	\$22.91	\$24.40	-	-
More than \$20,000,000	16	27	\$28.71	\$27.43	\$22.69	\$27.81	\$32.13	\$19.05	\$33.97
Equalized Assessed Value (EAV)									
\$500,000,000 or less	8	12	\$26.97	\$26.46	\$20.37	\$27.07	\$32.87	-	-
\$500,000,001 - \$1,000,000,000	8	16	\$21.35	\$21.73	\$18.54	\$19.72	\$23.27	-	-
\$1,000,000,001 - \$2,000,000,000	20	29	\$26.21	\$25.86	\$22.57	\$25.61	\$28.17	\$19.22	\$30.44
\$2,000,000,001+	14	25	\$27.30	\$27.70	\$21.35	\$26.31	\$32.41	\$19.80	\$41.21
N/A	5	7	\$24.22	\$24.22	\$21.26	\$22.69	\$28.41	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

DIRECTOR OF FINANCE/HUMAN RESOURCES - 17: HUMAN RESOURCES/FINANCE

Develops, organizes, and manages the overall financial and human resource operations. Recommends, implements, and oversees associated policies and procedures that maximize financial stewardship, effective operations, and professional development of staff. Ensures compliance of all state, federal and statutory requirements.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	66	68	\$98,206	\$98,547	\$78,152	\$98,863	\$119,356	\$66,037	\$130,373
Agency Type									
Park District	59	60	\$98,020	\$98,335	\$78,955	\$98,863	\$119,356	\$66,187	\$129,796
Budget Category									
Less than \$5,000,000	16	16	\$75,476	\$75,476	\$65,012	\$75,460	\$84,371	\$48,276	\$102,227
\$5,000,000 - \$10,000,000	16	17	\$92,556	\$93,148	\$77,000	\$84,155	\$112,699	\$66,200	\$127,878
\$10,000,001 - \$15,000,000	15	15	\$106,536	\$106,536	\$90,074	\$107,100	\$122,124	\$74,416	\$132,570
\$15,000,001 - \$20,000,000	8	8	\$103,812	\$103,812	\$93,447	\$101,994	\$117,374	-	-
More than \$20,000,000	11	12	\$124,051	\$123,460	\$111,630	\$125,528	\$134,294	\$101,286	\$141,502
Equalized Assessed Value (EAV)									
\$500,000,000 or less	11	11	\$81,370	\$81,370	\$72,000	\$77,000	\$93,000	\$51,944	\$120,130
\$500,000,001 - \$1,000,000,000	16	16	\$85,371	\$85,371	\$66,406	\$79,304	\$95,454	\$62,225	\$127,304
\$1,000,000,001 - \$2,000,000,000	22	22	\$108,359	\$108,359	\$95,737	\$108,121	\$120,815	\$79,502	\$137,135
\$2,000,000,001+	11	13	\$111,364	\$111,122	\$97,491	\$109,999	\$123,970	\$86,934	\$132,564
N/A	6	6	\$101,949	\$101,949	\$68,711	\$111,249	\$133,287	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

HUMAN RESOURCE MANAGER - 18: HUMAN RESOURCES/FINANCE

General responsibility for human resource functions, including employment, compensation and benefits, employee relations, equal employment opportunity, affirmative action, training, performance management, human resources policies and procedures personnel records. Advises organization management on human resources policy and program issues. May supervise Human Resources staff.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	41	43	\$67,958	\$68,032	\$56,605	\$65,936	\$78,351	\$45,353	\$88,739
Agency Type									
Park District	35	35	\$69,072	\$69,072	\$56,605	\$72,615	\$80,966	\$44,018	\$90,550
Budget Category									
Less than \$5,000,000	6	8	<i>\$62,887</i>	<i>\$63,153</i>	<i>\$54,168</i>	<i>\$64,154</i>	<i>\$72,739</i>	-	-
\$5,000,000 - \$10,000,000	7	7	\$56,902	\$56,902	\$42,545	\$56,650	\$64,043	-	-
\$10,000,001 - \$15,000,000	10	10	\$67,916	\$67,916	\$58,240	\$70,896	\$80,184	\$36,792	\$89,740
\$15,000,001 - \$20,000,000	7	7	\$64,354	\$64,354	\$56,382	\$57,785	\$73,000	-	-
More than \$20,000,000	11	11	\$80,093	\$80,093	\$72,615	\$80,966	\$85,000	\$48,808	\$110,140
Equalized Assessed Value (EAV)									
\$500,000,001 - \$1,000,000,000	7	7	\$49,581	\$49,581	\$42,452	\$45,000	\$61,599	-	-
\$1,000,000,001 - \$2,000,000,000	11	11	\$67,026	\$67,026	\$56,650	\$73,000	\$75,082	\$48,026	\$78,281
\$2,000,000,001+	14	16	\$77,957	\$76,904	\$58,831	\$81,408	\$88,806	\$55,223	\$105,003
N/A	6	6	\$68,515	\$68,515	\$60,374	\$64,990	\$79,903	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

HUMAN RESOURCE SPECIALIST - 19: HUMAN RESOURCES/FINANCE

Responsible for day-to-day human resource functions, including but not limited to policy implementation, compensation, benefits administration, payroll, professional development and training and legal compliance. Develop and maintain job descriptions, evaluations and personnel files.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	36	44	\$22.51	\$23.10	\$19.50	\$22.12	\$26.39	\$16.07	\$30.55
Agency Type									
Park District	30	35	\$22.48	\$22.62	\$20.25	\$21.65	\$26.25	\$15.88	\$29.07
Other	5	8	\$23.32	\$23.32	\$18.43	\$24.19	\$31.73	-	-
Budget Category									
\$5,000,000 - \$10,000,000	6	6	\$20.36	\$20.36	\$17.06	\$20.67	\$24.48	-	-
\$10,000,001 - \$15,000,000	9	10	\$24.71	\$24.65	\$21.45	\$24.75	\$28.99	-	-
\$15,000,001 - \$20,000,000	5	6	\$21.06	\$21.06	\$17.36	\$20.88	\$24.41	-	-
More than \$20,000,000	12	18	\$22.64	\$23.88	\$17.78	\$22.65	\$29.11	\$15.44	\$34.74
Equalized Assessed Value (EAV)									
\$500,000,001 - \$1,000,000,000	5	5	\$20.59	\$20.59	\$15.56	\$21.64	\$25.08	-	-
\$1,000,000,001 - \$2,000,000,000	13	13	\$23.81	\$23.81	\$18.53	\$25.55	\$28.69	\$15.37	\$29.85
\$2,000,000,001+	10	13	\$21.24	\$21.37	\$18.76	\$21.09	\$23.72	\$15.83	\$27.26
N/A	5	7	\$22.84	\$22.84	\$20.87	\$21.33	\$27.37	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

HUMAN RESOURCE ASSISTANT - 20: HUMAN RESOURCES/FINANCE

Responsible for providing administrative support for the human resources functions, including maintaining employee files, processing change-of-status forms, compiling personnel statistics and providing information to employees regarding personnel forms and records. May compile special reports such as insurance, COBRA, OSHA, etc. May screen applicants, conduct reference checks, maintain requisition logs, administer benefit programs and conduct employee orientation.

				Base Pay				
				Interquartile Ranges			Extremes	
No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	1	1						
Agency Type								
Budget Category				*** INSUFFICIENT DATA ***				
Equalized Assessed Value (EAV)								

2018 PARK AND RECREATION COMPENSATION SURVEY

FINANCE MANAGER/ACCOUNTANT - 21: HUMAN RESOURCES/FINANCE

Responsible for coordinating, administering and controlling financial operations. Provides tax, insurance and other reports required by governmental regulations. Reviews, analyzes and interprets financial and budget reports. Directs accounting operations and preparation of annual financial statements and forecasts. Oversees development of financial accounting systems, policies and procedures.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	51	55	\$71,048	\$70,051	\$56,160	\$65,939	\$81,689	\$49,165	\$93,230
Agency Type									
Park District	44	48	\$72,328	\$71,078	\$56,581	\$66,300	\$83,369	\$48,945	\$94,540
Budget Category									
Less than \$5,000,000	7	7	\$65,101	\$65,101	\$57,845	\$59,500	\$78,750	-	-
\$5,000,000 - \$10,000,000	12	14	<i>\$61,090</i>	<i>\$58,709</i>	<i>\$50,252</i>	<i>\$57,948</i>	<i>\$69,762</i>	<i>\$36,150</i>	<i>\$74,149</i>
\$10,000,001 - \$15,000,000	10	11	\$70,370	\$69,507	\$55,000	\$65,939	\$76,981	\$49,160	\$112,393
\$15,000,001 - \$20,000,000	8	8	\$65,451	\$65,451	\$51,956	\$64,533	\$75,759	-	-
More than \$20,000,000	14	15	\$86,241	\$86,072	\$75,260	\$83,406	\$93,743	\$59,637	\$116,470
Equalized Assessed Value (EAV)									
\$500,000,000 or less	5	5	\$59,660	\$59,660	\$52,580	\$57,845	\$67,648	-	-
\$500,000,001 - \$1,000,000,000	8	9	<i>\$62,362</i>	<i>\$62,235</i>	<i>\$53,128</i>	<i>\$58,240</i>	<i>\$71,129</i>	-	-
\$1,000,000,001 - \$2,000,000,000	15	17	\$74,394	\$70,628	\$57,423	\$65,125	\$91,040	\$36,150	\$97,827
\$2,000,000,001+	15	15	\$78,021	\$78,021	\$64,170	\$75,556	\$90,428	\$49,894	\$112,505
N/A	8	9	<i>\$67,506</i>	<i>\$68,895</i>	<i>\$54,880</i>	<i>\$65,939</i>	<i>\$80,219</i>	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

ACCOUNTING CLERK - 22: HUMAN RESOURCES/FINANCE

Responsible for a range of general accounting activities which may include compiling, checking and verifying records, preparing invoices and vouchers, posting ledger and general journal entries balancing accounts payable and receivable. May verify financial reports and statements. Uses automated office systems to input data, respond to inquiries and generate reports.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	66	89	\$20.98	\$20.75	\$16.62	\$20.21	\$24.62	\$14.00	\$27.58
Agency Type									
Park District	59	80	\$21.29	\$20.99	\$16.56	\$20.69	\$24.84	\$14.04	\$28.68
Other	5	7	<i>\$17.74</i>	<i>\$17.74</i>	<i>\$15.73</i>	<i>\$17.73</i>	<i>\$19.40</i>	-	-
Budget Category									
Less than \$5,000,000	12	12	\$18.27	\$18.27	\$13.41	\$16.99	\$21.19	\$11.06	\$29.11
\$5,000,000 - \$10,000,000	13	17	\$18.89	\$18.68	\$15.50	\$17.80	\$23.15	\$13.38	\$25.15
\$10,000,001 - \$15,000,000	17	25	\$22.01	\$20.47	\$15.96	\$18.87	\$25.27	\$12.84	\$30.92
\$15,000,001 - \$20,000,000	7	10	<i>\$21.13</i>	<i>\$21.01</i>	<i>\$17.62</i>	<i>\$20.78</i>	<i>\$24.30</i>	-	-
More than \$20,000,000	17	25	\$23.39	\$23.32	\$20.11	\$23.32	\$25.58	\$17.65	\$29.10
Equalized Assessed Value (EAV)									
\$500,000,000 or less	10	12	\$18.31	\$18.80	\$14.35	\$19.62	\$23.25	\$11.06	\$26.58
\$500,000,001 - \$1,000,000,000	11	15	<i>\$18.21</i>	<i>\$17.82</i>	<i>\$13.24</i>	<i>\$15.31</i>	<i>\$21.25</i>	<i>\$12.00</i>	<i>\$27.00</i>
\$1,000,000,001 - \$2,000,000,000	24	34	\$23.48	\$22.70	\$17.71	\$22.29	\$26.28	\$16.12	\$30.69
\$2,000,000,001+	16	22	\$21.13	\$21.53	\$18.54	\$21.37	\$23.57	\$15.80	\$27.11
N/A	5	6	<i>\$19.88</i>	<i>\$19.88</i>	<i>\$16.98</i>	<i>\$17.84</i>	<i>\$23.11</i>	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

PAYROLL CLERK - 23: HUMAN RESOURCES/FINANCE

Compiles and records employee time and payroll data and produces employee paychecks. Makes a variety of computations on overtime, accruals, deductions, wage garnishments, etc. Responds to employee requests. Generates federal and state tax documents, new hire reporting, and other reports.

					Base Pay				
					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	35	35	\$23.47	\$23.47	\$19.49	\$23.05	\$27.22	\$16.54	\$28.97
Agency Type									
Park District	32	32	\$23.94	\$23.94	\$20.27	\$23.92	\$27.66	\$17.08	\$29.19
Budget Category									
\$10,000,001 - \$15,000,000	12	12	\$26.61	\$26.61	\$23.23	\$24.75	\$28.45	\$19.19	\$37.79
\$15,000,001 - \$20,000,000	5	5	\$20.41	\$20.41	\$17.25	\$19.49	\$24.02	-	-
More than \$20,000,000	11	11	\$24.49	\$24.49	\$21.48	\$25.08	\$27.80	\$20.26	\$29.27
Equalized Assessed Value (EAV)									
\$500,000,001 - \$1,000,000,000	5	5	\$19.48	\$19.48	\$15.43	\$17.25	\$24.65	-	-
\$1,000,000,001 - \$2,000,000,000	16	16	\$26.39	\$26.39	\$22.43	\$26.69	\$28.62	\$18.04	\$36.63
\$2,000,000,001+	11	11	\$21.67	\$21.67	\$19.49	\$21.65	\$25.08	\$16.07	\$26.26

2018 PARK AND RECREATION COMPENSATION SURVEY

DIRECTOR OF INFORMATION TECHNOLOGY - 24: INFORMATION TECHNOLOGY

Responsible for managing all Information Systems operations including systems, application and development, database administration, desktop support, internal telecommunications and strategic systems development and planning. Provides leadership to all levels of the organization to meet their current and future information needs.

					Base Pay				
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	25	25	\$86,801	\$86,801	\$75,314	\$88,000	\$100,334	\$49,028	\$111,580
Agency Type									
Park District	23	23	\$85,449	\$85,449	\$75,748	\$88,000	\$97,691	\$49,018	\$106,832
Budget Category									
\$10,000,001 - \$15,000,000	8	8	\$79,181	\$79,181	\$55,505	\$78,872	\$101,410	-	-
More than \$20,000,000	11	11	\$98,012	\$98,012	\$88,000	\$90,000	\$107,000	\$77,078	\$131,257
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	8	8	\$83,620	\$83,620	\$78,788	\$83,622	\$99,072	-	-
\$2,000,000,001+	9	9	\$91,091	\$91,091	\$81,874	\$89,275	\$102,136	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

SYSTEMS ADMINISTRATOR - 25: INFORMATION TECHNOLOGY

Responsible for managing the information systems, including computer operations, systems programming, applications programming and networks. Analyzes the systems needs of departments within the organization, establishes priorities for feasibility studies, systems design and implementation of new or modified information processing system. Coordinates with other departments to collect system requirements, techniques and controls. Software and network emphasis.

					Base Pay				
					Interquartile Ranges			Extremes	
No. of Orgs	No. of EEs	Average	Weighted Average		25th	Median	75th	10th	90th
Total Responses	23	23	\$30.48	\$30.48	\$24.04	\$28.61	\$36.18	\$20.99	\$42.58
Agency Type									
Park District	21	21	\$30.67	\$30.67	\$25.27	\$28.61	\$36.33	\$21.18	\$43.81
Budget Category									
\$10,000,001 - \$15,000,000	6	6	\$30.96	\$30.96	\$27.36	\$28.96	\$37.13	-	-
\$15,000,001 - \$20,000,000	5	5	\$29.90	\$29.90	\$25.08	\$27.95	\$35.70	-	-
More than \$20,000,000	7	7	\$29.95	\$29.95	\$21.43	\$28.10	\$38.87	-	-
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	9	9	\$30.57	\$30.57	\$25.08	\$28.61	\$37.04	-	-
\$2,000,000,001+	9	9	\$32.26	\$32.26	\$27.31	\$29.08	\$37.52	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

DIRECTOR OF MARKETING & COMMUNICATIONS - 26: MARKETING/MEMBERSHIP

Responsible for advocacy program, marketing and community organizing activities. Directs media and public relations. Manages media partnerships. Acts as the organization spokesperson for community outreach efforts, the media and special events.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	32	32	\$82,240	\$82,240	\$68,310	\$79,342	\$94,425	\$61,433	\$105,173
Agency Type									
Park District	27	27	\$83,306	\$83,306	\$68,470	\$79,620	\$95,000	\$62,927	\$107,347
Budget Category									
\$5,000,000 - \$10,000,000	5	5	\$74,288	\$74,288	\$64,544	\$77,633	\$82,359	-	-
\$10,000,001 - \$15,000,000	8	8	\$77,919	\$77,919	\$68,323	\$78,943	\$89,291	-	-
\$15,000,001 - \$20,000,000	5	5	\$80,736	\$80,736	\$71,123	\$80,000	\$90,717	-	-
More than \$20,000,000	12	12	\$90,050	\$90,050	\$71,257	\$92,145	\$105,356	\$62,274	\$112,562
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	12	12	\$83,082	\$83,082	\$71,033	\$84,454	\$92,444	\$62,841	\$100,723
\$2,000,000,001+	11	11	\$82,607	\$82,607	\$63,525	\$85,000	\$98,507	\$55,227	\$110,574

2018 PARK AND RECREATION COMPENSATION SURVEY

COMMUNICATIONS & MARKETING MANAGER - 27: MARKETING/MEMBERSHIP

Responsible for planning and producing all publicity, advertising, marketing and promotion, develops and manages budgets for marketing activities.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	51	51	\$57,222	\$57,222	\$47,486	\$55,167	\$65,312	\$39,200	\$83,467
Agency Type									
Park District	42	42	\$56,549	\$56,549	\$45,180	\$53,250	\$65,509	\$39,300	\$82,201
Budget Category									
Less than \$5,000,000	14	14	\$47,384	\$47,384	\$39,750	\$46,363	\$53,375	\$34,289	\$64,640
\$5,000,000 - \$10,000,000	12	12	\$54,456	\$54,456	\$44,652	\$53,250	\$58,971	\$35,869	\$82,201
\$10,000,001 - \$15,000,000	11	11	\$57,679	\$57,679	\$48,217	\$59,225	\$65,312	\$44,443	\$66,185
\$15,000,001 - \$20,000,000	6	6	\$59,355	\$59,355	\$50,062	\$57,579	\$69,679	-	-
More than \$20,000,000	8	8	\$76,359	\$76,359	\$54,455	\$78,723	\$91,031	-	-
Equalized Assessed Value (EAV)									
\$500,000,000 or less	8	8	\$53,414	\$53,414	\$40,177	\$45,157	\$58,792	-	-
\$500,000,001 - \$1,000,000,000	11	11	\$50,707	\$50,707	\$42,667	\$49,274	\$55,884	\$36,121	\$71,889
\$1,000,000,001 - \$2,000,000,000	19	19	\$57,959	\$57,959	\$48,960	\$57,259	\$65,312	\$37,080	\$86,000
\$2,000,000,001+	10	10	\$66,673	\$66,673	\$57,384	\$64,640	\$73,725	\$50,180	\$90,579

2018 PARK AND RECREATION COMPENSATION SURVEY

SPONSORSHIP/COMMUNITY/PUBLIC RELATIONS MANAGER - 28: MARKETING/MEMBERSHIP

Creates and maintains a favorable public image for the organization by communicating accomplishments, programs and events. Plans communications strategies to enhance the visibility of the District through various media outlets and local organizations. Develops relationships in the community to build the District's brand and acquire sponsorship revenue and in-kind donations to support District programs and events.

	No. of Orgs	No. of EEs	Average	Weighted Average	Base Pay				
					Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	27	29	\$53,433	\$54,060	\$42,052	\$52,707	\$65,285	\$31,200	\$79,287
Agency Type									
Park District	22	24	\$53,470	\$54,224	\$40,563	\$54,280	\$65,927	\$30,888	\$75,994
Budget Category									
Less than \$5,000,000	5	5	\$43,282	\$43,282	\$39,503	\$43,848	\$46,778	-	-
\$10,000,001 - \$15,000,000	7	7	\$57,631	\$57,631	\$52,499	\$56,472	\$66,570	-	-
More than \$20,000,000	10	12	\$56,981	\$57,903	\$46,762	\$53,134	\$71,977	\$35,420	\$85,900
Equalized Assessed Value (EAV)									
\$500,000,000 or less	6	6	\$52,848	\$52,848	\$37,471	\$47,510	\$70,174	-	-
\$1,000,000,001 - \$2,000,000,000	9	9	\$54,775	\$54,775	\$42,023	\$55,000	\$67,546	-	-
\$2,000,000,001+	7	9	<i>\$52,005</i>	<i>\$53,686</i>	<i>\$44,924</i>	<i>\$53,560</i>	<i>\$65,814</i>	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

MEMBER SERVICES MANAGER - 29: MARKETING/MEMBERSHIP

Plans, develops, manages, implements and maintains operation of membership service activities. Manages recruitment and retention of members. Plans member appreciation events and membership specials.

					Base Pay				
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	17	19	\$45,253	\$44,491	\$39,000	\$42,723	\$51,599	\$28,168	\$65,560
Agency Type									
Park District	14	16	\$44,156	\$43,388	\$37,500	\$43,362	\$50,628	\$28,061	\$59,606
Budget Category									
\$10,000,001 - \$15,000,000	7	8	\$42,422	\$42,796	\$39,390	\$43,320	\$46,789	-	-
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	7	9	\$43,049	\$42,242	\$32,584	\$44,013	\$49,657	-	-
\$2,000,000,001+	6	6	\$47,619	\$47,619	\$40,947	\$42,682	\$56,140	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

GRAPHIC DESIGNER - 30: MARKETING/MEMBERSHIP

Produces graphic design artwork for advertising, catalogs, brochures, fliers, posters and other promotional materials under production schedule deadlines. Assists in website updates and maintenance. Uses software and graphic design technology to produce designs and layouts from concept to completion. Maintains digital photo library.

					Base Pay				
					Interquartile Ranges			Extremes	
No. of Orgs	No. of EEs	Average	Weighted Average		25th	Median	75th	10th	90th
Total Responses	41	44	\$22.35	\$22.44	\$18.88	\$22.75	\$25.22	\$14.89	\$29.58
Agency Type									
Park District	36	38	\$22.53	\$22.56	\$18.76	\$22.89	\$25.19	\$14.70	\$30.77
Budget Category									
\$5,000,000 - \$10,000,000	5	5	\$18.66	\$18.66	\$15.11	\$19.86	\$21.62	-	-
\$10,000,001 - \$15,000,000	13	14	\$21.94	\$21.49	\$18.31	\$22.32	\$23.97	\$15.73	\$27.86
\$15,000,001 - \$20,000,000	7	7	\$19.53	\$19.53	\$14.78	\$20.20	\$22.67	-	-
More than \$20,000,000	14	16	\$26.71	\$26.84	\$23.24	\$25.36	\$28.47	\$22.50	\$35.45
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	19	19	\$22.05	\$22.05	\$20.20	\$22.67	\$23.69	\$15.00	\$25.11
\$2,000,000,001+	10	11	\$24.68	\$25.18	\$18.76	\$25.46	\$28.56	\$15.22	\$36.81
N/A	5	5	\$21.67	\$21.67	\$19.55	\$20.60	\$24.33	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

DIRECTOR OF PARKS & FACILITIES - 31: PARKS

Responsible for overall administration, planning, personnel and operations of all operations and services for the physical maintenance of facilities, parks, major equipment, and grounds. Creates and implements the associated repair and maintenance programs, procedures for ensuring quality and efficiency, and development of best practices. Oversees capital improvement projects and special projects.

	No. of Orgs	No. of EEs	Average	Weighted Average	Base Pay				
					Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	74	78	\$92,369	\$91,914	\$75,323	\$91,425	\$106,298	\$65,281	\$123,625
Agency Type									
Park District	67	69	\$92,923	\$93,313	\$80,287	\$93,967	\$106,577	\$67,000	\$120,063
Budget Category									
Less than \$5,000,000	17	19	\$67,948	\$67,178	\$62,234	\$67,500	\$72,556	\$50,000	\$87,506
\$5,000,000 - \$10,000,000	15	15	\$91,434	\$91,434	\$84,855	\$91,520	\$98,500	\$69,876	\$112,297
\$10,000,001 - \$15,000,000	18	18	\$94,626	\$94,626	\$79,900	\$90,702	\$106,629	\$69,736	\$125,608
\$15,000,001 - \$20,000,000	9	9	\$108,074	\$108,074	\$96,022	\$108,446	\$118,325	-	-
More than \$20,000,000	15	17	\$108,848	\$108,555	\$96,880	\$107,133	\$119,427	\$90,265	\$127,897
Equalized Assessed Value (EAV)									
\$500,000,000 or less	12	12	\$78,606	\$78,606	\$68,166	\$73,675	\$88,311	\$54,594	\$108,645
\$500,000,001 - \$1,000,000,000	16	16	\$78,941	\$78,941	\$67,126	\$77,750	\$88,829	\$59,082	\$104,950
\$1,000,000,001 - \$2,000,000,000	26	26	\$99,500	\$99,500	\$91,472	\$97,659	\$106,298	\$80,281	\$119,192
\$2,000,000,001+	15	17	\$103,405	\$98,373	\$84,871	\$104,232	\$119,427	\$60,287	\$124,788
N/A	5	7	\$98,177	\$98,177	\$76,086	\$99,013	\$126,859	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

PARKS SUPERVISOR - 32: PARKS

Performs supervision of park staff, general maintenance and managerial duties. Responsible for proper upkeep of District owned turf, landscape and athletic fields.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	59	99	\$28.89	\$28.13	\$22.84	\$26.33	\$32.05	\$21.06	\$38.20
Agency Type									
Park District	52	82	\$28.50	\$28.21	\$23.04	\$26.33	\$33.00	\$20.11	\$39.00
Municipal Department	5	8	<i>\$33.76</i>	<i>\$33.76</i>	<i>\$27.26</i>	<i>\$29.85</i>	<i>\$34.80</i>	-	-
Budget Category									
Less than \$5,000,000	13	25	<i>\$23.94</i>	<i>\$23.36</i>	<i>\$21.18</i>	<i>\$23.53</i>	<i>\$26.33</i>	<i>\$16.10</i>	<i>\$29.60</i>
\$5,000,000 - \$10,000,000	11	18	<i>\$24.35</i>	<i>\$24.20</i>	<i>\$21.64</i>	<i>\$22.64</i>	<i>\$25.76</i>	<i>\$20.89</i>	<i>\$30.17</i>
\$10,000,001 - \$15,000,000	15	23	\$29.87	\$29.53	\$25.50	\$29.28	\$32.05	\$21.05	\$36.07
\$15,000,001 - \$20,000,000	6	8	<i>\$31.46</i>	<i>\$31.25</i>	<i>\$23.97</i>	<i>\$27.74</i>	<i>\$36.84</i>	-	-
More than \$20,000,000	14	25	\$34.89	\$34.03	\$28.57	\$34.61	\$40.01	\$24.16	\$41.94
Equalized Assessed Value (EAV)									
\$500,000,000 or less	12	18	<i>\$23.23</i>	<i>\$22.91</i>	<i>\$19.30</i>	<i>\$23.32</i>	<i>\$26.33</i>	<i>\$15.69</i>	<i>\$29.85</i>
\$500,000,001 - \$1,000,000,000	12	19	<i>\$24.94</i>	<i>\$24.73</i>	<i>\$22.06</i>	<i>\$24.26</i>	<i>\$27.57</i>	<i>\$19.50</i>	<i>\$30.05</i>
\$1,000,000,001 - \$2,000,000,000	18	23	\$30.95	\$30.62	\$29.13	\$30.61	\$33.83	\$22.24	\$37.59
\$2,000,000,001+	13	30	<i>\$33.17</i>	<i>\$30.59</i>	<i>\$22.83</i>	<i>\$25.93</i>	<i>\$35.87</i>	<i>\$21.84</i>	<i>\$41.49</i>

2018 PARK AND RECREATION COMPENSATION SURVEY

LANDSCAPE ARCHITECT - 33: PARKS

Interpret, design and prepare concept plans for park development. Assists in the preparation of planning concepts, development plans, construction documents, bid documents and provides oversight of construction activity and contractors. Prepares presentation drawings, graphics and sketches.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	26	30	\$36.60	\$36.25	\$31.17	\$32.78	\$41.53	\$25.85	\$49.07
Agency Type									
Park District	23	27	\$37.02	\$36.57	\$31.25	\$32.87	\$41.99	\$25.62	\$49.84
Budget Category									
\$10,000,001 - \$15,000,000	7	7	\$38.45	\$38.45	\$30.94	\$35.74	\$49.10	-	-
\$15,000,001 - \$20,000,000	5	6	<i>\$33.31</i>	<i>\$33.31</i>	<i>\$28.21</i>	<i>\$32.06</i>	<i>\$40.99</i>	-	-
More than \$20,000,000	10	13	<i>\$38.08</i>	<i>\$37.14</i>	<i>\$31.74</i>	<i>\$32.68</i>	<i>\$43.14</i>	<i>\$21.83</i>	<i>\$57.13</i>
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	9	10	\$40.55	\$40.14	\$31.89	\$38.56	\$50.02	-	-
\$2,000,000,001+	11	14	<i>\$33.95</i>	<i>\$33.82</i>	<i>\$28.50</i>	<i>\$32.19</i>	<i>\$40.49</i>	<i>\$25.30</i>	<i>\$46.54</i>

2018 PARK AND RECREATION COMPENSATION SURVEY

HORTICULTURIST - 34: PARKS

Coordinates, monitors and implements maintenance programs for garden areas. Organizes and oversees design projects and cost projections. Coordinates volunteer involvement. Works with other department to monitor and maintain plant health and maintenance of garden areas. May also maintain a specialized planted area or collection, outdoors or under glass. Requires a Bachelor's degree in Horticulture.

					Base Pay				
					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	32	48	\$24.87	\$24.31	\$19.53	\$22.54	\$28.21	\$18.01	\$32.15
Agency Type									
Park District	27	30	\$25.05	\$25.01	\$21.00	\$24.73	\$28.34	\$18.19	\$31.55
Budget Category									
\$5,000,000 - \$10,000,000	5	5	\$25.55	\$25.55	\$20.97	\$26.98	\$29.41	-	-
\$10,000,001 - \$15,000,000	7	11	\$24.52	\$24.79	\$22.13	\$24.69	\$34.57	-	-
\$15,000,001 - \$20,000,000	7	7	\$25.65	\$25.65	\$19.65	\$24.77	\$30.05	-	-
More than \$20,000,000	10	22	\$25.64	\$24.93	\$18.28	\$20.73	\$27.79	\$17.91	\$31.11
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	17	20	\$24.53	\$25.83	\$20.89	\$24.99	\$30.64	\$17.56	\$34.57
\$2,000,000,001+	8	8	\$26.90	\$26.90	\$23.08	\$26.27	\$28.28	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

NATURALIST - 35: PARKS

Plans and delivers interpretive programs and assists in maintenance and protection of Nature Center. Answers customer inquiries.

					Base Pay				
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	16	24	\$24.43	\$22.40	\$14.54	\$23.04	\$29.05	\$12.00	\$31.73
Agency Type									
Park District	13	18	\$25.58	\$23.72	\$17.14	\$24.85	\$30.19	\$12.00	\$32.17
Budget Category									
\$10,000,001 - \$15,000,000	5	8	\$25.50	\$25.50	\$12.00	\$16.78	\$31.20	-	-
More than \$20,000,000	5	6	\$26.33	\$26.33	\$20.69	\$25.79	\$30.30	-	-
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	7	11	\$23.56	\$21.73	\$12.00	\$19.47	\$30.48	-	-
\$2,000,000,001+	7	11	\$25.98	\$25.13	\$19.35	\$27.07	\$29.22	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

PARKS SPECIALIST II - 36: PARKS

Performs more advanced grounds maintenance duties and oversight of projects and/or crews performing mowing, mulching, weeding, edging, trimming, repair of park elements and light construction. Requires pesticide license and performs spraying. Responsible for maintaining tools and equipment and performing preventative maintenance on same. Performs set ups/take downs for special events.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	67	208	\$21.31	\$21.43	\$17.96	\$21.22	\$24.51	\$16.28	\$27.05
Agency Type									
Park District	58	163	\$20.67	\$20.82	\$17.61	\$20.76	\$23.79	\$16.00	\$26.16
Other	6	32	<i>\$22.89</i>	<i>\$21.80</i>	<i>\$18.73</i>	<i>\$21.02</i>	<i>\$23.78</i>	-	-
Budget Category									
Less than \$5,000,000	12	30	\$17.41	\$18.13	\$15.58	\$17.69	\$21.30	\$13.10	\$22.21
\$5,000,000 - \$10,000,000	16	47	<i>\$20.32</i>	<i>\$21.04</i>	<i>\$18.71</i>	<i>\$20.83</i>	<i>\$23.78</i>	<i>\$16.23</i>	<i>\$26.04</i>
\$10,000,001 - \$15,000,000	15	53	\$23.18	\$23.22	\$19.80	\$22.22	\$25.82	\$16.45	\$32.96
\$15,000,001 - \$20,000,000	9	36	<i>\$21.42</i>	<i>\$20.21</i>	<i>\$17.40</i>	<i>\$18.93</i>	<i>\$21.82</i>	-	-
More than \$20,000,000	15	42	\$23.53	\$23.31	\$20.93	\$22.61	\$26.13	\$17.90	\$28.29
Equalized Assessed Value (EAV)									
\$500,000,000 or less	10	18	\$18.72	\$17.95	\$14.12	\$16.82	\$21.57	\$10.88	\$26.08
\$500,000,001 - \$1,000,000,000	12	23	<i>\$19.16</i>	<i>\$19.67</i>	<i>\$17.12</i>	<i>\$19.66</i>	<i>\$21.30</i>	<i>\$15.18</i>	<i>\$25.03</i>
\$1,000,000,001 - \$2,000,000,000	27	92	\$22.45	\$22.46	\$18.40	\$21.63	\$25.79	\$16.44	\$27.67
\$2,000,000,001+	14	65	\$22.51	\$21.33	\$18.50	\$21.21	\$23.37	\$16.70	\$26.67

2018 PARK AND RECREATION COMPENSATION SURVEY

PARKS SPECIALIST I/GROUNDS MAINTENANCE - 37: PARKS

Performs general grounds maintenance including mowing, mulching, weeding, edging, trimming and repair of park elements. Responsible for maintaining tools and equipment and performing preventative maintenance on same. Performs set ups/take downs for special events.

					Base Pay				
					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	76	427	\$16.63	\$15.42	\$10.75	\$15.15	\$18.50	\$9.75	\$21.70
Agency Type									
Park District	66	365	\$16.27	\$15.21	\$10.75	\$15.00	\$18.46	\$9.75	\$21.35
Municipal Department	5	23	\$22.28	\$21.91	\$17.92	\$22.35	\$27.20	-	-
Other	5	39	\$15.77	\$15.62	\$9.50	\$15.15	\$15.65	-	-
Budget Category									
Less than \$5,000,000	19	121	\$14.28	\$12.32	\$9.50	\$10.50	\$14.00	\$9.00	\$18.01
\$5,000,000 - \$10,000,000	18	66	\$15.65	\$14.73	\$10.54	\$15.15	\$17.47	\$9.39	\$19.82
\$10,000,001 - \$15,000,000	18	104	\$18.66	\$17.50	\$14.39	\$16.93	\$20.42	\$10.93	\$24.67
\$15,000,001 - \$20,000,000	8	28	\$16.33	\$16.45	\$14.05	\$16.45	\$18.50	-	-
More than \$20,000,000	13	108	\$18.80	\$18.39	\$13.00	\$17.85	\$20.39	\$10.00	\$25.39
Equalized Assessed Value (EAV)									
\$500,000,000 or less	17	93	\$14.31	\$13.09	\$10.00	\$11.00	\$15.00	\$9.75	\$18.94
\$500,000,001 - \$1,000,000,000	17	92	\$15.86	\$14.43	\$9.75	\$12.63	\$16.24	\$9.00	\$19.10
\$1,000,000,001 - \$2,000,000,000	22	107	\$17.42	\$16.32	\$12.50	\$16.67	\$19.10	\$10.75	\$20.95
\$2,000,000,001+	16	113	\$17.84	\$16.97	\$13.53	\$17.03	\$19.32	\$9.55	\$25.27

2018 PARK AND RECREATION COMPENSATION SURVEY

DIRECTOR OF RECREATION - 38: RECREATION

Responsible for the overall administration, supervision, planning, personnel, and operation of recreational programming, activities, and related services. Leads the research and development of recreation programs that fulfill needs of patrons. Establishes procedures, and provides direction which ensure quality programming, and optimize financial and organizational success.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	78	81	\$87,362	\$87,004	\$70,514	\$84,855	\$102,965	\$63,088	\$117,595
Agency Type									
Park District	66	68	\$88,914	\$88,493	\$72,964	\$87,071	\$103,000	\$62,900	\$121,357
Special Recreation Association	8	9	<i>\$78,133</i>	<i>\$78,625</i>	<i>\$64,469</i>	<i>\$72,103</i>	<i>\$93,865</i>	-	-
Budget Category									
Less than \$5,000,000	25	25	\$71,067	\$71,067	\$62,750	\$68,000	\$77,372	\$56,121	\$92,697
\$5,000,000 - \$10,000,000	16	17	\$76,736	\$77,156	\$70,152	\$79,434	\$83,840	\$63,352	\$90,401
\$10,000,001 - \$15,000,000	15	15	\$96,836	\$96,836	\$86,725	\$95,000	\$103,500	\$80,922	\$115,318
\$15,000,001 - \$20,000,000	9	11	<i>\$96,648</i>	<i>\$94,444</i>	<i>\$81,900</i>	<i>\$101,761</i>	<i>\$103,500</i>	-	-
More than \$20,000,000	13	13	\$114,418	\$114,418	\$95,828	\$121,106	\$130,202	\$89,099	\$135,785
Equalized Assessed Value (EAV)									
\$500,000,000 or less	15	15	\$70,337	\$70,337	\$63,500	\$72,246	\$77,000	\$56,121	\$82,682
\$500,000,001 - \$1,000,000,000	15	15	\$76,886	\$76,886	\$70,725	\$80,000	\$84,855	\$54,768	\$94,170
\$1,000,000,001 - \$2,000,000,000	25	27	\$97,165	\$95,494	\$82,826	\$101,761	\$104,027	\$63,352	\$123,300
\$2,000,000,001+	16	16	\$100,928	\$100,928	\$86,726	\$97,285	\$115,627	\$75,267	\$130,109
N/A	7	8	<i>\$80,274</i>	<i>\$80,514</i>	<i>\$64,954</i>	<i>\$71,204</i>	<i>\$94,756</i>	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

RECREATION PROGRAM MANAGER - 39: RECREATION

Responsible for overall operations, management and coordination of assigned recreation program areas. Recruits, hires, trains, supervises and evaluates all staff in program areas. Responsible for brochure information and implementation of working budgets for assigned areas.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	66	204	\$55,827	\$55,296	\$46,430	\$54,181	\$63,554	\$40,247	\$72,250
Agency Type									
Park District	53	165	\$56,397	\$54,908	\$46,010	\$52,983	\$63,978	\$39,229	\$72,500
Special Recreation Association	6	19	<i>\$54,321</i>	<i>\$55,270</i>	<i>\$50,061</i>	<i>\$54,366</i>	<i>\$59,000</i>	-	-
Budget Category									
Less than \$5,000,000	18	38	\$47,665	\$47,711	\$38,451	\$49,806	\$55,200	\$33,698	\$59,454
\$5,000,000 - \$10,000,000	12	30	\$52,056	\$52,061	\$45,984	\$51,294	\$57,377	\$42,760	\$63,083
\$10,000,001 - \$15,000,000	15	53	\$60,409	\$59,800	\$51,711	\$59,030	\$66,236	\$46,258	\$78,213
\$15,000,001 - \$20,000,000	6	23	<i>\$52,891</i>	<i>\$53,800</i>	<i>\$46,020</i>	<i>\$48,371</i>	<i>\$56,055</i>	-	-
More than \$20,000,000	15	60	<i>\$65,233</i>	<i>\$60,786</i>	<i>\$50,250</i>	<i>\$62,471</i>	<i>\$69,455</i>	<i>\$39,476</i>	<i>\$77,487</i>
Equalized Assessed Value (EAV)									
\$500,000,000 or less	11	21	\$47,332	\$45,245	\$34,905	\$46,349	\$53,334	\$32,156	\$58,588
\$500,000,001 - \$1,000,000,000	11	31	\$50,414	\$49,989	\$44,079	\$51,500	\$56,650	\$38,050	\$62,666
\$1,000,000,001 - \$2,000,000,000	20	79	\$58,389	\$54,775	\$45,524	\$51,657	\$63,500	\$40,326	\$73,969
\$2,000,000,001+	18	57	\$61,807	\$62,070	\$53,578	\$62,471	\$68,614	\$47,684	\$78,307
N/A	6	16	<i>\$54,849</i>	<i>\$57,616</i>	<i>\$50,015</i>	<i>\$53,250</i>	<i>\$65,877</i>	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

RECREATION SUPERVISOR - 40: RECREATION

Oversees the organization and coordination of recreation programs for youth and/or adults. Responsible for planning, budgeting, staffing, and scheduling assigned programs, special events and services. Typically requires a Bachelor's Degree in Parks & Recreation or equivalent experience.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	83	290	\$22.25	\$22.63	\$19.09	\$22.83	\$25.86	\$16.00	\$29.42
Agency Type									
Park District	70	233	\$22.42	\$23.02	\$19.23	\$22.86	\$26.16	\$16.00	\$29.77
Special Recreation Association	8	44	<i>\$20.47</i>	<i>\$20.20</i>	<i>\$17.50</i>	<i>\$19.62</i>	<i>\$22.37</i>	-	-
Budget Category									
Less than \$5,000,000	28	75	\$20.04	\$20.06	\$17.33	\$19.91	\$22.84	\$15.14	\$25.70
\$5,000,000 - \$10,000,000	17	54	\$21.16	\$20.15	\$17.61	\$19.78	\$22.82	\$15.83	\$25.07
\$10,000,001 - \$15,000,000	19	68	\$23.17	\$23.07	\$19.23	\$22.83	\$26.09	\$15.72	\$30.39
\$15,000,001 - \$20,000,000	7	21	<i>\$22.49</i>	<i>\$22.66</i>	<i>\$18.84</i>	<i>\$22.84</i>	<i>\$24.93</i>	-	-
More than \$20,000,000	12	72	\$27.37	\$26.84	\$24.17	\$26.07	\$28.82	\$22.75	\$32.01
Equalized Assessed Value (EAV)									
\$500,000,000 or less	20	44	\$20.17	\$19.33	\$16.20	\$19.65	\$22.00	\$15.00	\$24.56
\$500,000,001 - \$1,000,000,000	18	49	\$20.83	\$20.44	\$17.24	\$19.30	\$23.71	\$15.01	\$27.25
\$1,000,000,001 - \$2,000,000,000	24	80	\$23.95	\$23.61	\$19.58	\$22.97	\$26.19	\$17.94	\$30.31
\$2,000,000,001+	13	76	\$24.39	\$25.48	\$21.73	\$25.50	\$28.82	\$19.51	\$31.66
N/A	8	41	<i>\$22.06</i>	<i>\$21.61</i>	<i>\$17.33</i>	<i>\$22.84</i>	<i>\$24.44</i>	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

AQUATICS MANAGER - 41: RECREATION

Manages operations, programs and maintenance at swimming pools. Oversees swim lessons and special events. Ensures staff are trained according to associated aquatics certification.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	53	64	\$49,378	\$47,655	\$38,444	\$47,493	\$54,545	\$26,520	\$64,000
Agency Type									
Park District	50	61	\$49,776	\$47,897	\$38,962	\$47,500	\$54,809	\$26,208	\$65,153
Budget Category									
Less than \$5,000,000	5	5	\$35,783	\$35,783	\$30,680	\$36,982	\$40,288	-	-
\$5,000,000 - \$10,000,000	8	9	\$42,496	\$42,544	\$33,821	\$41,200	\$54,224	-	-
\$10,000,001 - \$15,000,000	16	22	\$46,843	\$43,765	\$36,200	\$45,691	\$49,265	\$19,240	\$56,572
\$15,000,001 - \$20,000,000	10	13	\$46,279	\$45,884	\$38,972	\$43,284	\$50,752	\$26,104	\$70,335
More than \$20,000,000	14	15	\$63,276	\$64,186	\$52,017	\$59,007	\$73,588	\$49,649	\$90,951
Equalized Assessed Value (EAV)									
\$500,000,000 or less	5	5	\$39,456	\$39,456	\$33,540	\$36,982	\$46,609	-	-
\$500,000,001 - \$1,000,000,000	10	16	\$42,472	\$40,626	\$26,910	\$40,000	\$47,957	\$19,084	\$54,066
\$1,000,000,001 - \$2,000,000,000	23	26	\$49,359	\$48,963	\$44,965	\$50,040	\$55,405	\$26,572	\$61,243
\$2,000,000,001+	12	14	\$61,000	\$60,755	\$42,963	\$58,773	\$77,338	\$36,910	\$91,088

2018 PARK AND RECREATION COMPENSATION SURVEY

FITNESS SUPERVISOR - 42: RECREATION

The Fitness Supervisor is responsible for the planning, organization and supervision of the fitness center. Develops and promotes a broad spectrum of diverse activities, programs, events and services for all ages and interest levels of club members. Plans and promotes sales programs and the recruitment of new club members. Responsible for facility budget, staffing needs, procedures, and safety.

					Base Pay				
					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Average	Weighted Average	25th	Median	75th	10th	90th
Total Responses	42	44	\$25.25	\$25.17	\$21.55	\$24.87	\$29.18	\$18.37	\$30.42
Agency Type									
Park District	40	41	\$25.45	\$25.51	\$21.61	\$25.63	\$29.28	\$19.44	\$30.48
Budget Category									
\$5,000,000 - \$10,000,000	5	5	\$21.37	\$21.37	\$18.51	\$19.81	\$25.02	-	-
\$10,000,001 - \$15,000,000	12	13	\$23.88	\$23.55	\$20.83	\$22.60	\$27.03	\$17.97	\$30.09
\$15,000,001 - \$20,000,000	8	8	\$27.45	\$27.45	\$24.15	\$27.38	\$30.19	-	-
More than \$20,000,000	13	14	\$28.29	\$28.25	\$24.37	\$28.71	\$29.77	\$21.14	\$37.88
Equalized Assessed Value (EAV)									
\$500,000,000 or less	6	6	\$22.95	\$22.95	\$19.11	\$22.77	\$26.83	-	-
\$500,000,001 - \$1,000,000,000	6	6	\$21.04	\$21.04	\$17.14	\$21.01	\$24.80	-	-
\$1,000,000,001 - \$2,000,000,000	17	17	\$26.25	\$26.25	\$22.27	\$26.78	\$29.68	\$20.34	\$30.95
\$2,000,000,001+	12	14	\$27.29	\$26.77	\$22.58	\$27.03	\$29.75	\$18.25	\$37.88

2018 PARK AND RECREATION COMPENSATION SURVEY

GOLF COURSE MANAGER - 43: RECREATION

Manages all golf programs and services at the golf facility. This includes group and private lessons, leagues, rentals, pro shop operations, snack bar, restaurant, special events and other services. Responsible for planning, budgeting and staffing.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	37	39	\$76,913	\$76,116	\$57,925	\$76,150	\$94,921	\$47,476	\$109,491
Agency Type									
Park District	35	37	\$78,694	\$77,757	\$58,675	\$78,707	\$94,961	\$47,767	\$109,497
Budget Category									
\$5,000,000 - \$10,000,000	7	7	\$75,376	\$75,376	\$48,020	\$73,100	\$95,000	-	-
\$10,000,001 - \$15,000,000	7	7	\$68,015	\$68,015	\$57,674	\$58,650	\$83,741	-	-
\$15,000,001 - \$20,000,000	7	8	\$76,661	\$74,955	\$52,635	\$64,781	\$101,795	-	-
More than \$20,000,000	12	13	\$89,493	\$88,122	\$75,642	\$91,500	\$98,470	\$65,214	\$106,128
Equalized Assessed Value (EAV)									
\$500,000,000 or less	5	5	\$95,086	\$95,086	\$77,235	\$95,000	\$112,981	-	-
\$500,000,001 - \$1,000,000,000	6	6	\$68,155	\$68,155	\$55,948	\$65,900	\$82,660	-	-
\$1,000,000,001 - \$2,000,000,000	13	14	\$75,101	\$73,385	\$56,924	\$68,675	\$92,519	\$42,458	\$112,663
\$2,000,000,001+	12	13	\$72,966	\$72,866	\$49,988	\$72,099	\$91,356	\$45,086	\$98,932

2018 PARK AND RECREATION COMPENSATION SURVEY

GOLF COURSE SUPERINTENDENT - 44: RECREATION

Reports to Executive Director. Organizes, manages and maintains the grounds, facilities and golf course equipment. Supervises mowing, grooming, course preparation, irrigation and fertilization. Responsible for pest management, trees, landscape beds, repair and maintenance of equipment.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	35	40	\$36.65	\$35.26	\$29.53	\$35.42	\$42.36	\$25.01	\$43.12
Agency Type									
Park District	31	36	\$36.90	\$35.32	\$30.22	\$35.42	\$42.36	\$24.72	\$43.35
Budget Category									
\$5,000,000 - \$10,000,000	6	7	<i>\$35.01</i>	<i>\$34.83</i>	<i>\$29.67</i>	<i>\$34.66</i>	<i>\$39.94</i>	-	-
\$10,000,001 - \$15,000,000	7	10	<i>\$34.46</i>	<i>\$33.55</i>	<i>\$22.57</i>	<i>\$29.29</i>	<i>\$42.64</i>	-	-
\$15,000,001 - \$20,000,000	7	7	\$36.13	\$36.13	\$32.75	\$35.35	\$40.87	-	-
More than \$20,000,000	11	12	\$39.67	\$39.26	\$33.71	\$40.32	\$42.93	\$29.43	\$47.61
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	12	13	\$38.83	\$38.18	\$34.05	\$39.94	\$42.74	\$28.16	\$43.44
\$2,000,000,001+	13	14	\$37.05	\$36.89	\$29.62	\$37.57	\$42.23	\$29.34	\$47.36

2018 PARK AND RECREATION COMPENSATION SURVEY

HEAD GOLF PROFESSIONAL - 45: RECREATION

Plans, organizes, and provides general supervision for golf course and pro shop operations, including banquets. Manages flow of golf course including starters and beverage cart. Teaches group and private golf lessons.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	24	30	\$23.46	\$22.41	\$18.97	\$21.99	\$25.51	\$15.06	\$33.43
Agency Type									
Park District	20	25	\$23.36	\$22.04	\$18.81	\$21.49	\$24.56	\$13.58	\$31.78
Budget Category									
\$10,000,001 - \$15,000,000	6	9	<i>\$22.07</i>	<i>\$21.92</i>	<i>\$15.76</i>	<i>\$20.00</i>	<i>\$25.36</i>	-	-
\$15,000,001 - \$20,000,000	5	6	<i>\$27.11</i>	<i>\$27.11</i>	<i>\$22.46</i>	<i>\$24.73</i>	<i>\$30.85</i>	-	-
More than \$20,000,000	6	7	<i>\$25.85</i>	<i>\$25.60</i>	<i>\$21.17</i>	<i>\$23.30</i>	<i>\$30.00</i>	-	-
Equalized Assessed Value (EAV)									
\$1,000,000,001 - \$2,000,000,000	9	11	\$22.95	\$22.11	\$17.27	\$22.84	\$25.70	-	-
\$2,000,000,001+	7	8	<i>\$24.77</i>	<i>\$24.58</i>	<i>\$20.29</i>	<i>\$23.33</i>	<i>\$28.47</i>	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

FITNESS INSTRUCTOR - 46: RECREATION

Leads students in physical education activities. Utilizes knowledge of sports techniques and the physical capabilities of students, trains individuals or groups in calisthenics, gymnastics, yoga, dance, tennis or other specialty area. Determines type and level of difficulty of exercises, corrections needed, and prescribed movements, applying knowledge of sports, physiology, and corrective techniques.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	37	434	\$25.05	\$26.02	\$20.00	\$25.65	\$31.03	\$12.00	\$38.00
Agency Type									
Park District	35	424	\$25.40	\$26.16	\$20.25	\$25.97	\$31.21	\$12.00	\$38.00
Budget Category									
Less than \$5,000,000	7	42	\$24.67	\$23.01	\$20.00	\$22.00	\$26.67	-	-
\$5,000,000 - \$10,000,000	6	14	\$22.13	\$22.09	\$20.00	\$20.25	\$24.02	-	-
\$10,000,001 - \$15,000,000	11	103	\$24.99	\$27.82	\$22.60	\$28.87	\$37.61	\$9.35	\$40.00
\$15,000,001 - \$20,000,000	5	51	\$23.47	\$26.42	\$23.95	\$27.00	\$29.00	-	-
More than \$20,000,000	8	224	\$28.62	\$28.55	\$12.00	\$25.00	\$31.19	-	-
Equalized Assessed Value (EAV)									
\$500,000,000 or less	8	54	\$25.05	\$24.11	\$20.00	\$23.04	\$26.59	-	-
\$500,000,001 - \$1,000,000,000	5	33	\$20.11	\$19.46	\$16.08	\$25.00	\$29.56	-	-
\$1,000,000,001 - \$2,000,000,000	15	180	\$26.91	\$28.74	\$24.04	\$27.00	\$33.08	\$18.66	\$38.96
\$2,000,000,001+	8	166	\$26.00	\$31.05	\$12.00	\$25.25	\$32.00	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

LIFEGUARD - 47: RECREATION

Monitors activities and maintains order in swimming areas by enforcing rules to prevent accidents. Cautions swimmers regarding unsafe areas and activities. Rescues swimmers in danger of drowning and administers first aid.

	No. of Orgs	No. of EEs	Average	Weighted Average	Base Pay				
					Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	42	1120	<i>\$9.38</i>	<i>\$9.12</i>	<i>\$8.60</i>	<i>\$9.00</i>	<i>\$9.44</i>	<i>\$8.30</i>	<i>\$10.00</i>
Agency Type									
Park District	39	1090	<i>\$9.35</i>	<i>\$9.12</i>	<i>\$8.70</i>	<i>\$9.00</i>	<i>\$9.40</i>	<i>\$8.30</i>	<i>\$10.00</i>
Budget Category									
Less than \$5,000,000	6	105	<i>\$9.73</i>	<i>\$9.00</i>	<i>\$8.38</i>	<i>\$8.75</i>	<i>\$8.85</i>	-	-
\$5,000,000 - \$10,000,000	11	105	<i>\$9.53</i>	<i>\$9.32</i>	<i>\$8.50</i>	<i>\$9.00</i>	<i>\$9.40</i>	<i>\$8.25</i>	<i>\$10.10</i>
\$10,000,001 - \$15,000,000	11	201	<i>\$9.10</i>	<i>\$9.24</i>	<i>\$8.50</i>	<i>\$9.00</i>	<i>\$9.50</i>	<i>\$8.25</i>	<i>\$10.29</i>
\$15,000,001 - \$20,000,000	5	173	<i>\$9.05</i>	<i>\$9.04</i>	<i>\$8.45</i>	<i>\$9.00</i>	<i>\$9.21</i>	-	-
More than \$20,000,000	9	536	<i>\$9.48</i>	<i>\$9.22</i>	<i>\$8.75</i>	<i>\$9.00</i>	<i>\$9.65</i>	-	-
Equalized Assessed Value (EAV)									
\$500,000,000 or less	10	181	<i>\$9.64</i>	<i>\$8.91</i>	<i>\$8.50</i>	<i>\$8.75</i>	<i>\$9.08</i>	<i>\$8.25</i>	<i>\$9.54</i>
\$500,000,001 - \$1,000,000,000	6	143	<i>\$9.39</i>	<i>\$9.56</i>	<i>\$8.25</i>	<i>\$8.70</i>	<i>\$9.25</i>	-	-
\$1,000,000,001 - \$2,000,000,000	15	356	<i>\$9.29</i>	<i>\$9.14</i>	<i>\$8.50</i>	<i>\$9.00</i>	<i>\$9.50</i>	<i>\$8.30</i>	<i>\$10.00</i>
\$2,000,000,001+	7	409	<i>\$9.38</i>	<i>\$9.37</i>	<i>\$8.75</i>	<i>\$9.00</i>	<i>\$9.50</i>	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

CAMP COUNSELOR - 48: RECREATION

Responsible for planning, teaching, coordinating, and carrying out educational and recreational programs for children in a small group setting. Activities may include crafts, nature, songs, games, swimming, and field trips. Also responsible for the general safety of those in the group.

	No. of Orgs	No. of EEs	Average	Weighted Average	Base Pay				
					Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	49	865	\$9.80	\$9.60	\$8.75	\$9.50	\$10.00	\$8.50	\$10.75
Agency Type									
Park District	39	694	\$9.66	\$9.48	\$8.55	\$9.00	\$10.00	\$8.35	\$10.50
Budget Category									
Less than \$5,000,000	15	104	\$9.93	\$9.66	\$8.61	\$9.00	\$10.00	\$8.30	\$12.00
\$5,000,000 - \$10,000,000	13	212	\$9.77	\$9.44	\$9.81	\$10.00	\$10.00	\$8.50	\$10.00
\$10,000,001 - \$15,000,000	9	128	\$9.50	\$9.76	\$8.51	\$9.00	\$10.00	-	-
More than \$20,000,000	9	370	\$10.41	\$9.98	\$9.00	\$9.25	\$10.00	-	-
Equalized Assessed Value (EAV)									
\$500,000,000 or less	13	168	\$9.66	\$9.32	\$8.50	\$8.65	\$9.75	\$8.25	\$10.26
\$500,000,001 - \$1,000,000,000	7	77	\$9.39	\$9.87	\$8.45	\$9.00	\$10.00	-	-
\$1,000,000,001 - \$2,000,000,000	15	304	\$9.87	\$9.77	\$8.75	\$9.26	\$10.00	\$8.50	\$11.47
\$2,000,000,001+	8	156	\$9.71	\$9.65	\$9.00	\$9.25	\$10.00	-	-
N/A	6	160	\$10.49	\$10.50	\$10.00	\$10.00	\$10.00	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

RECREATION AIDE - 49: RECREATION

Assists recreation leader in conducting recreation activities in community center or other recreation facility. Sets up supplies/equipment in designated areas for scheduled group activities including parties and sporting events. Monitors participants to ensure orderly conduct. May keep attendance records, act as scorekeeper, operate equipment, monitor children during recreational trips and tours, and perform other duties as directed by recreation leaders.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	34	859	\$10.93	\$10.50	\$10.00	\$10.00	\$10.25	\$9.00	\$12.02
Agency Type									
Park District	26	341	\$11.11	\$10.76	\$9.25	\$10.25	\$11.50	\$8.75	\$14.78
Budget Category									
Less than \$5,000,000	12	93	\$11.22	\$11.10	\$9.00	\$10.00	\$12.92	\$8.75	\$16.89
\$5,000,000 - \$10,000,000	8	512	\$10.22	\$9.64	\$10.00	\$10.00	\$10.00	-	-
\$10,000,001 - \$15,000,000	7	29	\$11.13	\$10.92	\$9.50	\$10.71	\$12.91	-	-
Equalized Assessed Value (EAV)									
\$500,000,000 or less	11	70	\$10.93	\$9.98	\$8.75	\$9.17	\$10.53	\$8.50	\$12.81
\$500,000,001 - \$1,000,000,000	5	61	\$10.74	\$11.16	\$9.00	\$10.00	\$14.78	-	-
\$1,000,000,001 - \$2,000,000,000	8	68	\$11.28	\$10.76	\$9.06	\$9.45	\$11.24	-	-
\$2,000,000,001+	6	188	\$10.90	\$10.90	\$10.00	\$10.25	\$11.25	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

CONCESSIONS SUPERVISOR - 50: RENTALS

Supervises and coordinates all operational aspects of special events, concessions and weddings. Plans, organizes, implements and evaluates all concession events. Coordinates rentals of concession facilities including drafting and negotiating agreements. Oversees cash management and inventory management.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	22	26	\$14.30	\$13.94	\$10.44	\$12.00	\$16.44	\$9.18	\$21.90
Agency Type									
Park District	20	24	\$14.11	\$13.75	\$10.31	\$12.00	\$15.08	\$9.13	\$22.88
Budget Category									
Less than \$5,000,000	8	10	\$12.91	\$12.63	\$10.88	\$12.00	\$13.67	-	-
More than \$20,000,000	5	5	\$18.35	\$18.35	\$10.00	\$20.00	\$25.87	-	-
Equalized Assessed Value (EAV)									
\$500,000,000 or less	6	7	<i>\$10.94</i>	<i>\$10.98</i>	<i>\$9.25</i>	<i>\$11.00</i>	<i>\$12.00</i>	-	-
\$1,000,000,001 - \$2,000,000,000	5	6	<i>\$14.55</i>	<i>\$14.55</i>	<i>\$10.31</i>	<i>\$13.48</i>	<i>\$17.88</i>	-	-
\$2,000,000,001+	6	6	\$18.23	\$18.23	\$11.75	\$19.78	\$21.93	-	-

2018 PARK AND RECREATION COMPENSATION SURVEY

RENTAL & SPECIAL EVENTS SUPERVISOR - 51: RENTALS

Oversees all aspects of indoor rental program and special events including scheduling of rentals in the facility registration software, room setups, supplies, equipment and staffing. Develop, monitor and maintain budgets for program areas.

	Base Pay								
	No. of Orgs	No. of EEs	Average	Weighted Average	Interquartile Ranges			Extremes	
					25th	Median	75th	10th	90th
Total Responses	20	23	\$23.09	\$23.04	\$16.55	\$22.73	\$25.34	\$12.60	\$37.79
Agency Type									
Park District	18	21	\$21.42	\$21.61	\$16.03	\$22.50	\$24.90	\$11.80	\$30.98
Budget Category									
\$15,000,001 - \$20,000,000	5	6	\$25.95	\$25.95	\$21.60	\$24.79	\$33.26	-	-
More than \$20,000,000	5	5	\$27.22	\$27.22	\$22.35	\$24.90	\$33.24	-	-
Equalized Assessed Value (EAV)									
\$500,000,001 - \$1,000,000,000	5	6	\$22.37	\$22.37	\$18.00	\$20.51	\$28.37	-	-
\$1,000,000,001 - \$2,000,000,000	7	8	\$22.80	\$23.17	\$22.56	\$23.44	\$27.38	-	-

ALPHABETICAL INDEX BY JOB TITLE

2018 Park and Recreation Compensation Survey

Data reported as of September 1, 2017

Job Title	Job Code	Page
Accounting Clerk	22	31
Aquatics Manager	41	50
Camp Counselor	48	57
Communications & Marketing Manager	27	36
Concessions Supervisor	50	59
Deputy Director	2	11
Director of Enterprise Services	3	12
Director of Finance & Human Resources	17	26
Director of Information Technology	24	33
Director of Marketing & Communications	26	35
Director of Parks & Facilities	31	40
Director of Recreation	38	47
Executive Director	1	10
Facilities Manager	11	20
Facilities Specialist I/Custodian	14	23
Facilities Specialist II	13	22
Facilities Supervisor	12	21
Finance Manager/Accountant	21	30
Fitness Instructor	46	55
Fitness Supervisor	42	51
Golf Course Manager	43	52
Golf Course Superintendent	44	53
Graphic Designer	30	39
Head Golf Professional	45	54
Horticulturist	34	43
Human Resource Assistant*	20	29*
Human Resource Manager	18	27
Human Resource Specialist	19	28
Landscape Architect	33	42
Lifeguard	47	56
Mechanic	16	25
Member Services Manager	29	38
Naturalist	35	44
Office Manager/Administrative Assistant	5	14
Operations Supervisor	10	19
Parks Manager	9	18
Parks Specialist I/Grounds Maintenance	37	46
Parks Specialist II	36	45
Parks Supervisor	32	41
Payroll Clerk	23	32
Preschool Teacher	8	17
Recreation Aide	49	58
Recreation Program Manager	39	48
Recreation Supervisor	40	49
Registration Supervisor	6	15
Registration/Front Desk Clerk/Guest Services	7	16

* Insufficient Data

ALPHABETICAL INDEX BY JOB TITLE

2018 Park and Recreation Compensation Survey

Data reported as of September 1, 2017

Job Title	Job Code	Page
Rental & Special Events Supervisor	51	60
Risk Manager	4	13
Sponsorship/Community/Public Relations Manager	28	37
Systems Administrator	25	34
Trades Specialist	15	24

* Insufficient Data

GPD Goals & Accomplishments

2017

Earth Day: Continued partnership with NRC, successful event with 700 visitors, worked closely with NRC to get community involvement in electronic recycling.

Autumn Fair: Excellent visitation with over 3000, our highest to date.

Rewrote Natural Areas Plan: Assessed critical areas, developed a plan of action for each area, worked with the Natural Areas Committee to develop a quarterly plan of attack, developed excel document to keep track of work completed, and implemented a more accelerated burn plan.

Transferred our entire computer software system to RecTrac

Introduced new GPD website

Introduced new fitness only website

Successfully turned around pool and concession budget for a combined net revenue of close to \$50,000

Brought snack vending in-house and have seen increased net profit each month

Introduced new fitness center campaigns

Renamed/re-branded fitness centers

Overall 5-star audit for the pools

Increased satisfaction ratings with the pool surveys

Completed sprayground at Mill Creek Pool

Successfully separated from the school district preschool program

Implemented a successful enrichment program at preschool

Began process of implementing LED lighting at Sunset Community Center & SPRC

Completed energy audit, and identified areas of conservation

Issued \$1.59M in Limited Bond purchased by the District versus selling in the open market. This saved the District \$30,000 in bond issuance costs and created interest income instead of interest expense of \$29,459.

Implemented second year of District's participation in Health Savings Accounts

Received seventh consecutive year award in GFOA's Certificate of Achievement for Excellence in Financial Reporting

Employee "Ideas Count" program was implemented

Removal of old bridge at Good Templar Acquisition and replacement with new all metal structure, all in-house by staff, saving the District over \$50,000

Bidding and acquisition of Volt electric car, our first electric fleet vehicle

Managed the Esping, Lovett & Arbizzani park replacement projects

Completion of Bob Cox Field construction

Continued "Oaktober" tradition with the installation of two large caliper oak trees

Partnering with school district on the successful renovations of the GHS tennis courts

Island Park flood clean up and restoration, and successful evacuation and closing of Island during flood

Invasive species removal and control progress at all natural areas throughout the District

Replaced all disc golf tees with all brick tees

Successful management of acquired Peterson house

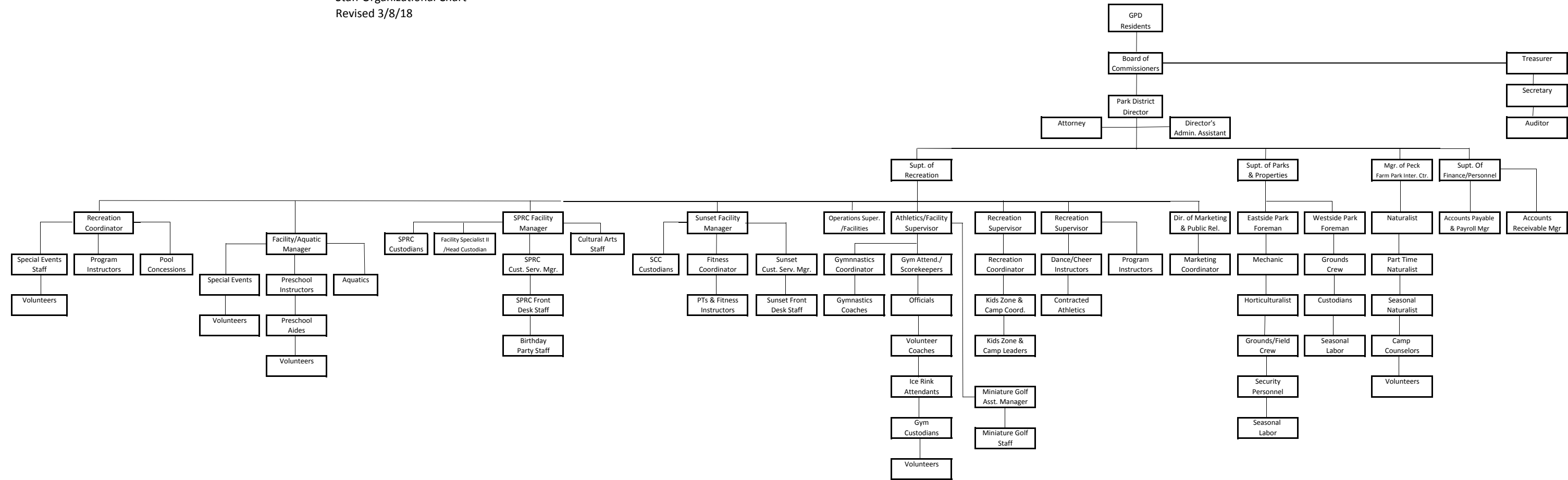
Successful GPD bike trail map creation

PFP parking lot completion and staff installation of all landscape

Resurfacing of Esping parking lot

Successful addition of 8 pollinator gardens with interpretive signage throughout the District

Geneva Park District
Staff Organizational Chart
Revised 3/8/18



District	Performance Increase 2018 or FY18/19	
Addison	3.0%	Proposed
Batavia	3.0%	
Bloomington	2-3%	
Bolingbrook	2.0%	
Buffalo Grove	3% to 3.5%	
Carol Stream	2.5%	
Champaign	3.5%	Proposed
Champaign County Forest Preserve	2%	
Deerfield	3.0%	
Des Plaines	3.0%	Proposed
Elk Grove	2.75%	
Elmhurst	0-4%	
Geneva	3.0%	Proposed
Glenview	3.0%	
Gurnee	3.0%	
Highland Park	3.0%	Proposed
Lisle	3.0%	
Medinah	1.75%	
Mount Prospect	3.0%	
Mundelein	3.0%	
Oak Park	3.2%	
Oswego	3%	
Palatine	3.0%	
Park Ridge	3.0%	
Plainfield	2.5%	
Prospect Heights	3.0%	Proposed
Rockford	2.0%	
Rolling Meadows	3.0%	Proposed
Roselle	2.5%	
St. Charles	3.5%	
Warrenville	3.0%	Proposed
Waukegan	3.0%	Proposed
WDSRA	2.5%	
West Chicago	2.5%	Proposed
Wheaton	3.0%	
Wheeling	3.0%	
Winnetka	4.0%	
Woodridge	3.0%	Proposed

Geneva Park District
Kane County Illinois
Part-Time & Seasonal Salary and Wage Ranges

Effective May 1, 2018 through April 30, 2019

ADMINISTRATIVE OFFICE STAFF	AVERAGE HOURS/WEEK	REGULAR RATE/HOUR LOW	REGULAR RATE/HOUR HIGH	OVERTIME RATE/HOUR LOW	OVERTIME RATE/HOUR HIGH	REGULAR BIWEEKLY LOW	REGULAR BIWEEKLY HIGH	REGULAR RATE/YEAR LOW	REGULAR RATE/YEAR HIGH
SCC Customer Service Assistant - Part-Time		\$9.00	\$12.25	\$13.50	\$18.38	\$0.00	\$0.00	\$0.00	\$0.00
Senior Coordinator	20	\$15.00	\$20.00	\$22.50	\$30.00	\$600.00	\$800.00	\$15,600.00	\$20,800.00
Marketing Coordinator	28	\$15.00	\$20.00	\$22.50	\$30.00	\$840.00	\$1,120.00	\$21,840.00	\$29,120.00

PARKS DEPARTMENT STAFF	AVERAGE HOURS/WEEK	REGULAR RATE/HOUR LOW	REGULAR RATE/HOUR HIGH	OVERTIME RATE/HOUR LOW	OVERTIME RATE/HOUR HIGH	REGULAR BIWEEKLY LOW	REGULAR BIWEEKLY HIGH	REGULAR RATE/YEAR LOW	REGULAR RATE/YEAR HIGH
Parks - Summer Maintenance Staff	40	\$9.00	\$14.00	\$13.50	\$21.00	\$720.00	\$1,120.00	\$18,720.00	\$29,120.00

RECREATION CUSTODIAL/MAINTENANCE STAFF	AVERAGE HOURS/WEEK	REGULAR RATE/HOUR LOW	REGULAR RATE/HOUR HIGH	OVERTIME RATE/HOUR LOW	OVERTIME RATE/HOUR HIGH	REGULAR BIWEEKLY LOW	REGULAR BIWEEKLY HIGH	REGULAR RATE/YEAR LOW	REGULAR RATE/YEAR HIGH
GCC Building Maintenance Custodian		\$9.00	\$14.00	\$13.50	\$21.00	\$0.00	\$0.00	\$0.00	\$0.00
SPRC Building Maintenance Custodian		\$9.00	\$14.00	\$13.50	\$21.00	\$0.00	\$0.00	\$0.00	\$0.00

PECK FARM PARK INTERPRETIVE CENTER STAFF	AVERAGE HOURS/WEEK	REGULAR RATE/HOUR LOW	REGULAR RATE/HOUR HIGH	OVERTIME RATE/HOUR LOW	OVERTIME RATE/HOUR HIGH	REGULAR BIWEEKLY LOW	REGULAR BIWEEKLY HIGH	REGULAR RATE/YEAR LOE	REGULAR RATE/YEAR HIGH
PFPIC Camp Counselor	40	\$10.00	\$11.00	\$15.00	\$16.50	\$800.00	\$880.00	\$20,800.00	\$22,880.00
PFPIC Lead Camp Counselor	40	\$11.00	\$11.50	\$16.50	\$17.25	\$880.00	\$920.00	\$22,880.00	\$23,920.00
PFPIC Program Assistant - Part-Time	25	\$13.00	\$14.00	\$19.50	\$21.00	\$650.00	\$700.00	\$16,900.00	\$18,200.00
PFPIC Program Assistant - Part-Time Seasonal	25	\$12.00	\$12.50	\$18.00	\$18.75	\$600.00	\$625.00	\$15,600.00	\$16,250.00

RECREATION STAFF	AVERAGE HOURS/WEEK	REGULAR RATE/HOUR LOW	REGULAR RATE/HOUR HIGH	OVERTIME RATE/HOUR LOW	OVERTIME RATE/HOUR HIGH	REGULAR BIWEEKLY LOW	REGULAR BIWEEKLY HIGH	REGULAR RATE/YEAR LOW	REGULAR RATE/YEAR HIGH
Aerobic Fitness Instructor	4	\$15.00	\$45.00	\$22.50	\$67.50	\$120.00	\$360.00	\$3,120.00	\$9,360.00
Aerobic Program Coordinator	monthly stipend	\$350.00	\$350.00	NA	NA	\$175.00	\$175.00	\$4,200.00	\$4,200.00
Athletics - Facility Attendant	15	\$8.25	\$12.00	\$12.38	\$18.00	\$247.50	\$360.00	\$6,435.00	\$9,360.00
Athletics - Field Maintenance Crew Supervisor	30	\$9.00	\$16.00	\$13.50	\$24.00	\$540.00	\$960.00	\$14,040.00	\$24,960.00
Athletics - Field Maintenance Worker	30	\$9.00	\$16.00	\$13.50	\$24.00	\$540.00	\$960.00	\$14,040.00	\$24,960.00
Athletics - Girls' Softball Coordinator	monthly stipend	\$330.00	\$330.00	NA	NA	\$165.00	\$165.00	\$3,960.00	\$3,960.00
Athletics - Girls' Softball Umpire	5	\$20.00	\$28.00	\$30.00	\$42.00	\$200.00	\$280.00	\$5,200.00	\$7,280.00
Athletics - Gymnasium Custodian	15	\$10.75	\$13.00	\$16.13	\$19.50	\$322.50	\$390.00	\$8,385.00	\$10,140.00
Athletics - Ice Rink Attendant	5	\$8.25	\$11.00	\$12.38	\$16.50	\$82.50	\$110.00	\$2,145.00	\$2,860.00
Athletics - Peck Farm Field Attendant	15	\$8.25	\$12.00	\$12.38	\$18.00	\$247.50	\$360.00	\$6,435.00	\$9,360.00
Athletics - Scorekeeper	15	\$8.25	\$12.00	\$12.38	\$18.00	\$247.50	\$360.00	\$6,435.00	\$9,360.00
Athletics - Sports Umpire and Referee	10	\$15.00	\$28.00	\$22.50	\$42.00	\$300.00	\$560.00	\$7,800.00	\$14,560.00
Athletics - Youth Sports Instructor	4	\$9.00	\$35.00	\$13.50	\$52.50	\$72.00	\$280.00	\$1,872.00	\$7,280.00
Camp - Assistant Camp Director	40	\$9.00	\$11.00	\$13.50	\$16.50	\$720.00	\$880.00	\$18,720.00	\$22,880.00
Camp Coordinator	40	\$11.00	\$15.00	\$16.50	\$22.50	\$880.00	\$1,200.00	\$22,880.00	\$31,200.00
Camp Counselor	38	\$8.50	\$11.00	\$12.75	\$16.50	\$646.00	\$836.00	\$16,796.00	\$21,736.00
Camp Director	40	\$11.00	\$15.00	\$16.50	\$22.50	\$880.00	\$1,200.00	\$22,880.00	\$31,200.00
Cultural Arts Director	show stipend	\$1,200.00	\$2,000.00	NA	NA	NA	NA	NA	NA
Gymnastics Head Coach	40	\$17.00	\$25.50	\$25.50	\$38.25	\$1,360.00	\$2,040.00	\$35,360.00	\$53,040.00
Gymnastics/Tumbling Instructor	10	\$8.50	\$22.50	\$12.75	\$33.75	\$170.00	\$450.00	\$4,420.00	\$11,700.00
Kids' Zone/KinderZone Asst. Site Coordinator	25	\$11.00	\$13.00	\$16.50	\$19.50	\$550.00	\$650.00	\$14,300.00	\$16,900.00
Kids' Zone Site Coordinator	38	\$12.00	\$17.00	\$18.00	\$25.50	\$912.00	\$1,292.00	\$23,712.00	\$33,592.00
KinderZone Site Coordinator	38	\$13.00	\$18.00	\$19.50	\$27.00	\$988.00	\$1,368.00	\$25,688.00	\$35,568.00
Kids' Zone/KinderZone Group Leader	20	\$8.25	\$11.00	\$12.38	\$16.50	\$330.00	\$440.00	\$8,580.00	\$11,440.00
Preschool Aide	22	\$9.50	\$15.00	\$14.25	\$22.50	\$418.00	\$660.00	\$10,868.00	\$17,160.00
Preschool Teacher	35	\$20.00	\$26.50	\$30.00	\$39.75	\$1,400.00	\$1,855.00	\$36,400.00	\$48,230.00
Recreation - Adult Program Instructor	1	\$15.00	\$50.00	\$22.50	\$75.00	\$30.00	\$100.00	\$780.00	\$2,600.00
Recreation - Toddler/Youth/Dance Instructor	15	\$9.50	\$26.75	\$14.25	\$40.13	\$285.00	\$802.50	\$7,410.00	\$20,865.00

STEPHEN D. PERSINGER RECREATION CENTER STAFF	AVERAGE HOURS/WEEK	REGULAR RATE/HOUR LOW	REGULAR RATE/HOUR HIGH	OVERTIME RATE/HOUR LOW	OVERTIME RATE/HOUR HIGH	REGULAR BIWEEKLY LOW	REGULAR BIWEEKLY HIGH	REGULAR RATE/YEAR LOW	REGULAR RATE/YEAR HIGH
SPRC - Sunset Personal Trainer	3	\$25.00	\$35.00	\$37.50	\$52.50	\$150.00	\$210.00	\$3,900.00	\$5,460.00
SPRC Birthday Party Host	6	\$9.00	\$10.25	\$13.50	\$15.38	\$108.00	\$123.00	\$2,808.00	\$3,198.00
SPRC Building Maintenance Custodian - PT	35	\$11.00	\$12.00	\$16.50	\$18.00	\$770.00	\$840.00	\$20,020.00	\$21,840.00
SPRC Customer Service Attendant	15	\$9.00	\$11.00	\$13.50	\$16.50	\$270.00	\$330.00	\$7,020.00	\$8,580.00
SPRC Customer Service Manager	35	\$12.00	\$13.00	\$18.00	\$19.50	\$840.00	\$910.00	\$21,840.00	\$23,660.00
SPRC Kidz Korral Attendant	15	\$8.25	\$10.00	\$12.38	\$15.00	\$247.50	\$300.00	\$6,435.00	\$7,800.00
SPRC Kidz Korral Coordinator	25	\$10.00	\$11.50	\$15.00	\$17.25	\$500.00	\$575.00	\$13,000.00	\$14,950.00

STONE CREEK MINIATURE GOLF COURSE STAFF	AVERAGE HOURS/WEEK	REGULAR RATE/HOUR LOW	REGULAR RATE/HOUR HIGH	OVERTIME RATE/HOUR LOW	OVERTIME RATE/HOUR HIGH	REGULAR BIWEEKLY LOW	REGULAR BIWEEKLY HIGH	REGULAR RATE/YEAR LOW	REGULAR RATE/YEAR HIGH
Miniature Golf Course Attendant	20	\$8.25	\$9.50	\$12.38	\$14.25	\$330.00	\$380.00	\$8,580.00	\$9,880.00
Miniature Golf Course Manager	40	\$12.00	\$15.00	\$18.00	\$22.50	\$960.00	\$1,200.00	\$24,960.00	\$31,200.00

SUNSET POOL STAFF	AVERAGE HOURS/WEEK	REGULAR RATE/HOUR LOW	REGULAR RATE/HOUR HIGH	OVERTIME RATE/HOUR LOW	OVERTIME RATE/HOUR HIGH	REGULAR BIWEEKLY LOW	REGULAR BIWEEKLY HIGH	REGULAR RATE/YEAR LOW	REGULAR RATE/YEAR HIGH
Pool Front Desk Attendant	20	\$8.25	\$9.25	\$12.38	\$13.88	\$330.00	\$370.00	\$8,580.00	\$9,620.00
Pool Front Desk Manager	40	\$10.00	\$11.50	\$15.00	\$17.25	\$800.00	\$920.00	\$20,800.00	\$23,920.00
Pool Head Guard	40	\$9.25	\$10.00	\$13.88	\$15.00	\$740.00	\$800.00	\$19,240.00	\$20,800.00
Pool Lesson Attendant	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Pool Lesson Guard	25	\$8.25	\$9.25	\$12.38	\$13.88	\$412.50	\$462.50	\$10,725.00	\$12,025.00
Pool Lifeguard	30	\$8.25	\$9.25	\$12.38	\$13.88	\$495.00	\$555.00	\$12,870.00	\$14,430.00
Pool Maintenance Worker	27	\$10.00	\$10.00	\$15.00	\$15.00	\$540.00	\$540.00	\$14,040.00	\$14,040.00
Pool Manager	40	\$10.00	\$11.50	\$15.00	\$17.25	\$800.00	\$920.00	\$20,800.00	\$23,920.00
Pool Swim Instructor	25	\$8.25	\$9.25	\$12.38	\$13.88	\$412.50	\$462.50	\$10,725.00	\$12,025.00
Pool Swim Instructor Assistant	25	\$10.00	\$11.50	\$15.00	\$17.25	\$500.00	\$575.00	\$13,000.00	\$14,950.00
Pool Swim Lesson Coordinator	25	\$11.50	\$15.00	\$17.25	\$22.50	\$575.00	\$750.00	\$14,950.00	\$19,500.00

The range of the starting salaries is established for District staff or Board Members to employ a person to a specific position for a salary or wage within the above guidelines. This is the salary range for each part-time/seasonal position at the park district. Staff has the authority to employ a person at any of these positions for a salary within the range upon approval of the Executive Director. Any salaries outside of the range need Executive Director approval for any new personnel hired for the above listed positions.

2018-2019
Full-Time Position Classification

Executive Director	\$125,000	-	\$165,000
Administrative Assistant	\$40,000	-	\$65,000
Superintendent of Finance and Personnel	\$85,000	-	\$135,000
Superintendent of Parks & Properties	\$80,000	-	\$130,000
Superintendent of Recreation	\$80,000	-	\$130,000
Manager of Natural Areas & Interpretation	\$45,000	-	\$70,000
Marketing/ Public Relations Supervisor	\$50,000	-	\$80,000
Park Foreman	\$50,000	-	\$75,000
Facility Manager/Aquatics Manager			
Facility Manager	\$50,000	-	\$75,000
Recreation Supervisor	\$45,000		\$70,000
Recreation/Aquatic Supervisor	\$40,000	-	\$62,000
Athletic Supervisor	\$40,000	-	\$62,000
Recreation Coordinator	\$35,000	-	\$60,000
Parks Trades Specialist*	\$40,000	-	\$65,000
Naturalist	\$40,000	-	\$60,000
Horticulturist	\$35,000	-	\$55,000
Accounting/ Payroll	\$35,000	-	\$57,000
Parks Maintenance Level 1	\$33,000	-	\$52,000
Parks Maintenance Level 2**	\$40,000	-	\$60,000
Operations Supervisor/Facilities***	\$50,000	-	\$75,000
Building Maintenance Technician***	\$40,000	-	\$65,000
Park Security/Custodial Maintenance	\$30,000	-	\$45,000
Customer Service Manager	\$35,000	-	\$55,000
Facilities Specialist I/ Custodian			
Custodial Maintenance	\$30,000	-	\$45,000
Facilities Specialist II/ Head Custodian	\$40,000	-	\$60,000

Guideline:

*Parks Trades Specialist includes employees who have skills in one or more of the following: carpentry, plumbing, concrete, painting, electrical, HVAC, mechanic.

**Parks Maintenance Level 2 includes employees who have skills in one or more of the following: specialized equipment operation, GIS, laser grading, sports field maintenance.

***Operations Supervisor/Facilities includes employees who have skills in one or more of the following: carpentry, plumbing, concrete, painting, electrical, HVAC, mechanic.

The range of the starting salaries is established for District staff or Board Members to employ a person to a specific position for a salary or wage within the above guidelines. This is the salary range for each full-time position at the park district. Staff has the authority to employ a person at any of these positions for a salary within the range upon approval of the Executive Director. Any salaries outside of the range need board approval for any new personnel hired for the above listed positions.

		<u>Years Served As of 1/1/2018</u>		<u>2017-2018 Total</u>	<u>2017-2018 % Increase</u>	<u>2018-2019 Proposed Salary Increase</u>	<u>2018-2019 Proposed Annual Salary</u>	<u>2018-2019 Proposed % Increase</u>	<u>Professional Salary Correction</u> (Note: if under \$5k given over one year if over \$5k given over two years)	
									FY2018-19	FY2019-20
0038	Administrative Staff: Nicole Vickers Superintendent of Recreation	13.00	\$	89,858	2.75%	\$ 3,370	\$ 93,228	3.75%		
0015	Christy Powell Superintendent of Finance & Personnel	12.00	\$	121,974	3.50%	\$ 4,269	\$ 126,244	3.50%		
0005	Larry Gabriel Superintendent of Parks & Properties	38.00	\$	105,460	3.50%	\$ 3,691	\$ 109,151	3.50%		
0048	Trish Burns Manager of Natural Areas & Interpretation	8.00	\$	65,191	3.00%	\$ 1,956	\$ 67,147	3.00%		
2374	Kim Bohannon Naturalist	4.00	\$	42,025	2.50%	\$ 1,156	\$ 43,181	2.75%		
0020	Amy McConnell	3.00	\$	53,090	3.50%	\$ 1,593	\$ 54,683	3.00%		
2091	Recreation Staff: Hannah Sterrick Customer Service Manager	0.00	\$	35,000	0.00%	\$ 1,050	\$ 36,050	3.00%		
0051	Keith Schmerer Athletic Supervisor	5.00	\$	43,730	2.00%	\$ -	\$ 43,730	0.00%	(a)	
0009	Beth Keen Recreation Supervisor	21.00	\$	59,958	2.00%	\$ 1,499	\$ 61,457	2.50%		
0054	Kelly Wales Recreation Supervisor	4.00	\$	55,729	3.00%	\$ 1,672	\$ 57,401	3.00%		
0059	Becky Harling Recreation Coordinator	3.00	\$	37,874	3.00%	\$ -	\$ 37,874	0.00%	(b) \$	42,874 \$ 43,700
1118	Sara Sielisch Facility Aquatics Mgr/Preschool	1.00	\$	42,200	3.00%	\$ -	\$ 42,200	0.00%	\$	46,100 \$ 50,000
0089	Jake Kaplan Recreation Coordinator	0.00	\$	35,000	0.00%	\$ -	\$ 35,000	0.00%	\$	40,000
2135	Elliott Bortner SPRC Manager	4.00	\$	50,000	3.25%	\$ 1,750	\$ 51,750	3.50%		
0087	Traci Wicks Marketing/ Public Relations Coordinator	9.00	\$	63,957	3.00%	\$ 1,919	\$ 65,876	3.00%		
0684	Mike Hay Customer Service Manager	0.00	\$	35,000	3.00%	\$ 1,050	\$ 36,050	3.00%		
0095	Joann Able SCC Manager	12.00	\$	50,000	0.00%	\$ 1,500	\$ 51,500	3.00%		
	TOTAL: Salaried Staff		\$	986,048	2.63%	\$ 26,474	\$ 1,012,521	2.68%		

(a) No professional adjustment or annual salary increase to Keith Schmerer currently on PIP.

(b) Becky Harling received a professional adjustment calculated 3% annually on three years of experience

		<u>Years Served As Of 1/1/2018</u>	<u>2017-2018 Rate Hourly</u>	<u>2017-2018 Total</u>	<u>2017-2018 % Increase</u>	<u>2018-2019 Proposed Hourly Rate Increase</u>	<u>2018-2019 Proposed New Hourly Rate</u>	<u>2018-2019 Proposed Annual Salary</u>	<u>2018-2019 Proposed % Increase</u>	<u>Professional Salary Correction</u> (Note: If under \$5k given over one year if over \$5k given over two years)	
										FY2018-19	FY2019-20
Parks Staff:											
#1086	Tom Amore Parks Maintenance Level 2	8.00	\$ 20.91	\$ 43,493	3.50%	\$ 0.73	\$ 21.64	\$ 45,015	3.50%		
#0011	Bill Braun Mechanic	31.00	\$ 25.69	\$ 53,435	1.50%	\$ 0.77	\$ 26.46	\$ 55,038	3.00%		
#0039	Joseph Brieling Parks Maintenance Level 1	13.00	\$ 20.57	\$ 42,786	1.75%	\$ 0.21	\$ 20.78	\$ 43,213	1.00%		
#2641	Brian Cavanaugh Parks Maintenance Level 2	4.00	\$ 19.24	\$ 40,019	PA	\$ 0.58	\$ 19.82	\$ 41,220	3.00%		
#0033	Steve Cooper Parks Maintenance Level 2	18.00	\$ 23.73	\$ 49,358	2.00%	\$ 0.71	\$ 24.44	\$ 50,839	3.00%		
#2260	Ethan Peterson Security	0.00	\$ 15.87	\$ 33,010	0.00%	\$ 0.48	\$ 16.35	\$ 34,000	3.00%		
#0055	Mark Gorczyca Parks Maintenance Level 2	4.00	\$ 19.82	\$ 41,226	3.00%	\$ 0.30	\$ 20.12	\$ 41,844	1.50%		
#0024	Ken Kerfoot Park Foreman	20.00	\$ 27.44	\$ 57,075	3.50%	\$ 1.03	\$ 28.47	\$ 59,216	3.75%		
#2659	James Lane Parks Maintenance Level 1	4.00	\$ 16.84	\$ 35,027	3.00%	\$ 0.55	\$ 17.39	\$ 36,166	3.25%		
#0117	Rich Kator Horticulturist	0.00	\$ 21.64	\$ 45,011	0.00%	\$ 0.81	\$ 22.45	\$ 46,699	3.75%		
#1272	Adam Hodge Parks Maintenance Level 1	1.00	\$ 15.87	\$ 33,010	0.00%	\$ 0.52	\$ 16.39	\$ 34,082	3.25%		
#0012	Larry Miller Parks Maintenance Level 2	22.00	\$ 24.74	\$ 51,459	3.25%	\$ 0.49	\$ 25.23	\$ 52,488	2.00%		
#2919	Nick Falzone Parks Maintenance Level 1	3.00	\$ 16.31	\$ 33,925	2.75%	\$ 0.33	\$ 16.64	\$ 34,603	2.00%		
#0235	Juan Santiago Parks Maintenance Level 1	17.00	\$ 22.67	\$ 47,154	3.25%	\$ 0.68	\$ 23.35	\$ 48,568	3.00%		
#0085	Amanda Morgan Park Foreman	0.00	\$ 25.96	\$ 53,997	0.00%	\$ 0.91	\$ 26.87	\$ 55,887	3.50%		
#0122	Jason Black Park Security/ Custodial Maintenance	3.00	\$ 16.49	\$ 34,299	3.50%	\$ 0.58	\$ 17.07	\$ 35,500	3.50%		
Maintenance Staff:											
#0053	James Lovig Facilities Specialist I/ Custodian	5.00	\$ 16.53	\$ 34,382	3.00%	\$ 0.50	\$ 17.03	\$ 35,414	3.00%		
#0116	Steve Slivka Operations Supervisor/Facilities	5.00	\$ 19.24	\$ 40,019	0.00%	\$ -	\$ 19.24	\$ 40,019	0.00%	\$ 45,000	\$ 50,000
#0086	Jon Foust Facilities Specialist II/ Head Custodian	10.00	\$ 17.47	\$ 36,338	3.00%	\$ -	\$ 17.47	\$ 36,338	0.00%	\$ 40,000	
#0495	Paul Lael Facilities Specialist I/ Custodian	11.00	\$ 19.29	\$ 40,123	3.00%	\$ 0.48	\$ 19.77	\$ 41,126	2.50%		
#0044	Peter Liutov Facilities Specialist I/ Custodian	0.00	\$ 14.75	\$ 30,680	0.00%	\$ 0.30	\$ 15.05	\$ 31,294	2.00%		
TOTAL: Parks & Maintenance Staff				\$ 875,826	2.27%	\$ 10.93		\$ 898,569	2.60%		

	<u>Years Served As Of 1/1/2018</u>	<u>2017-2018 Rate Hourly</u>	<u>2017-2018 Total</u>	<u>2017-2018 % Increase</u>	<u>2018-2019 Proposed Increase</u>	<u>2018-2019 Proposed New Hourly Rate</u>	<u>2018-2019 Proposed Salary Increase</u>	<u>2018-2019 Proposed Annual Salary</u>	<u>2018-2019 Proposed % Increase</u>	<u>Cross Checking Totals</u>
Office Staff:										
0227 Linda Fox Accounts Payable & Payroll Manager	30.00	26.66	55,453	2.00%	\$ -	\$ 26.66	-	55,453	0.00%	
0096 Dawn Flesvig Accounts Receivable Manager	12.00	\$ 24.01	49,941	3.75%	\$ 0.84	\$ 24.85	1,748	51,689	3.50%	
TOTAL: Office Staff			105,394	2.82%			1,748	107,142	1.66%	\$ 107,142
Recreation & Administrative Full Time Salaries			986,048	2.63%			26,474	1,012,521	2.68%	
Parks & Maintenance Full Time Salaries			875,826	2.27%			22,743	898,569	2.60%	
Office Staff Salaries			105,394	2.82%			1,748	107,142	1.66%	
Totals without Director:			1,967,267	2.48%			50,965	2,018,232	2.59%	\$ 2,018,232