

**Board Summary  
Winnetka Park District**

**Date:** January 9, 2014  
**To:** Committee of the Whole  
**Subject:** Employee Wage Compensation Benchmarking  
**From:** Robert Farmer, Business Manager  
Britni Purnell, Human Resource/Payroll Manager  
**Through:** Robert Smith, Acting Executive Director

**Summary:**

One of the Strategic Plan initiatives was to create a survey mechanism of similar sized organizations to determine competitive compensation packages.

Compensation and benefit information were obtained from the IPRA Website, Glencoe Park District, Glenview Park District, Park District of Highland Park, Northbrook Park District, Northfield Park District, Wilmette Park District, Arlington Heights Park District, Mundelein Park District and Waukegan Park District.

On December 12, 2013, staff presented to the Board of Commissioners (during executive session) two schedules, one to compare salary and wages and one to compare other benefits. After a brief discussion regarding the methods used, the Board selected to use the benchmark of 95% of the average wage for similar positions at neighboring park districts as the mid-range.

Staff was instructed to update the salary pay grade ranges using the results from the above benchmark selection.

**Recommendation:**

Attached is the updated pay grades table.

Staff is also recommending an annual increase to the pay grade tables based upon the current year Consumer Price Index (CPI). This will allow the salary ranges to increase at the same rate as inflation.

## GRADE RANGES

S/G	Range Min	Range Mid	Range Max
1	\$ 8.25	\$ 9.71	\$ 11.16
2	\$ 11.00	\$ 13.00	\$ 15.00
3	\$ 14.00	\$ 18.00	\$ 22.00
4	\$ 32,912.89	\$ 38,721.05	\$ 44,529.21
5	\$ 34,272.12	\$ 41,815.60	\$ 48,454.78
6	\$ 37,521.59	\$ 45,109.15	\$ 52,986.52
7	\$ 40,441.48	\$ 47,578.21	\$ 63,090.41
8	\$ 41,033.11	\$ 59,516.35	\$ 79,702.80
9	\$ 49,986.03	\$ 63,984.60	\$ 89,992.76
10	\$ 66,952.66	\$ 78,767.83	\$ 92,944.98
11	\$ 67,722.57	\$ 80,785.96	\$ 94,183.06
12	\$ 80,635.54	\$ 94,865.34	\$ 109,095.14
13	\$ 91,058.75	\$ 113,171.09	\$ 136,078.09
15	\$ 127,856.25	150.419.12	\$ 172,981.99