

Village of Hawthorn Woods  
 Approved Compensation Plan  
 Effective 1/1/25

2025
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Career Band	Positions	# of Positions	Approved Salary		
			Minimum	Midpoint	Maximum
1	Executive		\$187,800	\$228,800	\$257,600
2	Department Director		\$137,000	\$162,600	\$187,800
3	Assistant Director/Deputy Director		\$107,000	\$122,000	\$137,000
4	Superintendent		\$92,000	\$99,500	\$107,000
5	Manager		\$80,000	\$86,000	\$92,000
5	Crew Leader		\$72,000	\$76,000	\$80,000
6	Specialist 3/Coordinator		\$66,000	\$69,000	\$72,000
7	Specialist 2/Analyst		\$60,300	\$63,500	\$66,000
8	Specialist 1/Admin Assist.		\$54,300	\$57,400	\$60,300
9	Intern/Apprentice		\$49,300	\$51,800	\$54,300

*Note: The police department salaries are covered under a collective bargaining agreement.*