

Village of Hawthorn Woods
 Approved Compensation Plan
 Effective 1/1/26

Career Band	Positions	# of Positions	Approved Salary		
			Minimum	Midpoint	Maximum
1	Executive	1	\$188,800	\$229,800	\$266,500
2	Department Director	5	\$138,000	\$163,600	\$188,800
3	Assistant Director/Deputy Director	1	\$108,000	\$123,000	\$138,000
4	Superintendent	2	\$94,000	\$101,500	\$108,000
5	Manager	5	\$81,900	\$88,000	\$94,000
6	Crew Leader	2	\$73,900	\$77,900	\$84,000
7	Specialist 3/Coordinator	8	\$67,900	\$70,900	\$73,900
8	Specialist 2/Analyst	2	\$62,000	\$65,300	\$67,900
9	Specialist 1/Admin Assist.	0	\$55,900	\$59,100	\$62,000
10	Intern/Apprentice	1	\$50,700	\$53,300	\$55,900

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