

APPENDIX A
Village of Orland Park Compensation Plan - Full-Time Non-Represented Employees
Effective January 1, 2020 to December 31, 2020

	Grade	Annual		Hourly	
		Minimum	Maximum	Minimum	Maximum
GIS Technician	2	47,615	64,280	22.89	30.90
Museum Curator/Admin To the Trustees	3	50,948	68,780	24.49	33.07
Administrative Assistant - Police	5	57,000	79,800	27.40	38.37
Communications Manager	5	57,000	79,800	27.40	38.37
Detention Aide/Administrative Specialist	5	57,000	79,800	27.40	38.37
Executive Assistant to Mayor	5	57,000	79,800	27.40	38.37
Executive Assistant to Village Manager	5	57,000	79,800	27.40	38.37
Planner I	5	57,000	79,800	27.40	38.37
Recreation Program Supervisor I	5	57,000	79,800	27.40	38.37
Senior Graphic Designer	5	57,000	79,800	27.40	38.37
Animal Control Officer	6	60,705	84,987	29.19	40.86
Assistant to the Director - Public Works¹	6	60,705	84,987	29.19	40.86
Management Analyst	6	60,705	84,987	29.19	40.86
Recreation Financial Analyst	6	60,705	84,987	29.19	40.86
Community Services Officer Supervisor	7	64,651	90,511	31.08	43.51
Fitness Center Manager	7	64,651	90,511	31.08	43.51
General Manager - Civic Center	7	64,651	90,511	31.08	43.51
Network Systems Administrator	7	64,651	90,511	31.08	43.51
Office Support Supervisor - All	7	64,651	90,511	31.08	43.51
Public Improvement Technician II - All	7	64,651	90,511	31.08	43.51
Recreation Program Supervisor II	7	64,651	90,511	31.08	43.51
Special Events Manager	7	64,651	90,511	31.08	43.51
Support Services Assitant Manager - All	7	64,651	90,511	31.08	43.51
Aquatic & Ice Rink Manager	8	68,853	96,394	33.10	46.34
Assistant to the Village Manager	8	68,853	96,394	33.10	46.34
Financial Analyst	8	68,853	96,394	33.10	46.34
Foreman	8	68,853	96,394	33.10	46.34
Information System Analyst - Police	8	68,853	96,394	33.10	46.34
Special Recreation Program Supervisor	8	68,853	96,394	33.10	46.34
Utility Supervisor	8	68,853	96,394	33.10	46.34
Economic Development Coordinator	9	73,329	102,660	35.25	49.36
GIS Manager	9	73,329	102,660	35.25	49.36
Human Resources Generalist	9	73,329	102,660	35.25	49.36
IT Network Engineer	9	73,329	102,660	35.25	49.36
Senior Planner/Project Manager - All	9	73,329	102,660	35.25	49.36
Senior Applications System Analyst	9	73,329	102,660	35.25	49.36

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	Grade	Minimum	Maximum	Minimum	Maximum
Building Division Manager	10	78,095	109,333	37.55	52.56
Grounds Operations Manager	10	78,095	109,333	37.55	52.56
Parks Operations Manager	10	78,095	109,333	37.55	52.56
Planning Division Manager	10	78,095	109,333	37.55	52.56
Purchasing, Contract & Risk Administrator	10	78,095	109,333	37.55	52.56
Recreation Division Manager - All	10	78,095	109,333	37.55	52.56
Streets Operations Manager	10	78,095	109,333	37.55	52.56
Support Services Manager	10	78,095	109,333	37.55	52.56
Utility Operations Manager	10	78,095	109,333	37.55	52.56
V&E/Transportation Operations Manager	10	78,095	109,333	37.55	52.56
Village Engineer	10	78,095	109,333	37.55	52.56
Assistant Finance Director	11	90,000	126,000	43.27	60.58
Assistant Human Resources Director	11	90,000	126,000	43.27	60.58
Assistant Parks & Recreation Director	11	90,000	126,000	43.27	60.58
Assistant Public Works Director	11	90,000	126,000	43.27	60.58
Division Manager/Assistant Recreation Director¹	11	90,000	126,000	43.27	60.58
Director - Programs & Engineering Services	12	97,650	136,710	46.95	65.73
Human Resources Director	12	97,650	136,710	46.95	65.73
Parks & Grounds Director¹	12	97,650	136,710	46.95	65.73
Parks & Recreation Director	12	97,650	136,710	46.95	65.73
Recreation Director¹	12	97,650	136,710	46.95	65.73
Assistant Village Manager	13	105,950	148,330	50.94	71.31
Development Services Director	13	105,950	148,330	50.94	71.31
Public Works Director	13	105,950	148,330	50.94	71.31
Chief of Police	14	114,956	160,938	55.27	77.37
Chief Technology Officer	14	114,956	160,938	55.27	77.37
Finance Director	14	114,956	160,938	55.27	77.37
Village Manager	15	161,000	225,400	77.40	108.37

¹Position effective thru June 30, 2020 due to staffing reorganization as a result of Early Retirement Incentive retirements