

**APPENDIX A**  
**Village of Orland Park Compensation Plan - Full-Time Non-Represented Employees**  
**Effective January 1, 2025 to December 31, 2025**

|                                                 | Grade | 2025 Rates and Ranges |         |         |         | 2024 Rates and Ranges |         |         |         |
|-------------------------------------------------|-------|-----------------------|---------|---------|---------|-----------------------|---------|---------|---------|
|                                                 |       | Annual                |         | Hourly  |         | Annual                |         | Hourly  |         |
|                                                 |       | Minimum               | Maximum | Minimum | Maximum | Minimum               | Maximum | Minimum | Maximum |
| Communications & Marketing Assistant            | 1     | 50,287                | 64,659  | 24.1764 | 31.0861 | 48,822                | 62,776  | 23.4721 | 30.1808 |
| GIS Technician                                  | 2     | 54,823                | 74,013  | 26.3572 | 35.5832 | 53,226                | 71,857  | 25.5894 | 34.5466 |
| Graphic Artist/Multimedia Developer & Designer  | 3     | 58,663                | 79,193  | 28.2034 | 38.0736 | 56,954                | 76,886  | 27.3817 | 36.9644 |
| Heritage Sites Supervisor                       | 3     | 58,663                | 79,193  | 28.2034 | 38.0736 | 56,954                | 76,886  | 27.3817 | 36.9644 |
| HR Coordinator                                  | 3     | 58,663                | 79,193  | 28.2034 | 38.0736 | 56,954                | 76,886  | 27.3817 | 36.9644 |
| Special Events Coordinator                      | 3     | 58,663                | 79,193  | 28.2034 | 38.0736 | 56,954                | 76,886  | 27.3817 | 36.9644 |
| Athletics Division Assistant Operations Manager | 5     | 65,630                | 91,881  | 31.5529 | 44.1736 | 63,718                | 89,205  | 30.6337 | 42.8870 |
| Detention Aide/Administrative Specialist        | 5     | 65,630                | 91,881  | 31.5529 | 44.1736 | 63,718                | 89,205  | 30.6337 | 42.8870 |
| Multi-Media Coordinator                         | 5     | 65,630                | 91,881  | 31.5529 | 44.1736 | 63,718                | 89,205  | 30.6337 | 42.8870 |
| Recreation Program Supervisor I                 | 5     | 65,630                | 91,881  | 31.5529 | 44.1736 | 63,718                | 89,205  | 30.6337 | 42.8870 |
| Senior Graphic Designer                         | 5     | 65,630                | 91,881  | 31.5529 | 44.1736 | 63,718                | 89,205  | 30.6337 | 42.8870 |
| Animal Control Officer                          | 6     | 69,895                | 97,854  | 33.6034 | 47.0452 | 67,859                | 95,004  | 32.6245 | 45.6750 |
| Associate Planner                               | 6     | 69,895                | 97,854  | 33.6034 | 47.0452 | 67,859                | 95,004  | 32.6245 | 45.6750 |
| Deputy Village Clerk                            | 6     | 69,895                | 97,854  | 33.6034 | 47.0452 | 67,859                | 95,004  | 32.6245 | 45.6750 |
| Executive Assistant                             | 6     | 69,895                | 97,854  | 33.6034 | 47.0452 | 67,859                | 95,004  | 32.6245 | 45.6750 |
| Financial Services Analyst                      | 6     | 69,895                | 97,854  | 33.6034 | 47.0452 | 67,859                | 95,004  | 32.6245 | 45.6750 |
| Management Analyst                              | 6     | 69,895                | 97,854  | 33.6034 | 47.0452 | 67,859                | 95,004  | 32.6245 | 45.6750 |
| Recreation Financial Analyst                    | 6     | 69,895                | 97,854  | 33.6034 | 47.0452 | 67,859                | 95,004  | 32.6245 | 45.6750 |
| Security Systems Technician                     | 6     | 69,895                | 97,854  | 33.6034 | 47.0452 | 67,859                | 95,004  | 32.6245 | 45.6750 |
| Code Enforcement Officer                        | 7     | 74,439                | 104,214 | 35.7880 | 50.1029 | 72,271                | 101,179 | 34.7457 | 48.6438 |
| Community Services Officer Supervisor           | 7     | 74,439                | 104,214 | 35.7880 | 50.1029 | 72,271                | 101,179 | 34.7457 | 48.6438 |
| Construction Project Tech                       | 7     | 74,439                | 104,214 | 35.7880 | 50.1029 | 72,271                | 101,179 | 34.7457 | 48.6438 |
| Fitness Center Manager                          | 7     | 74,439                | 104,214 | 35.7880 | 50.1029 | 72,271                | 101,179 | 34.7457 | 48.6438 |
| General Manager - Civic Center                  | 7     | 74,439                | 104,214 | 35.7880 | 50.1029 | 72,271                | 101,179 | 34.7457 | 48.6438 |
| Network Systems Administrator                   | 7     | 74,439                | 104,214 | 35.7880 | 50.1029 | 72,271                | 101,179 | 34.7457 | 48.6438 |
| Office Support Supervisor                       | 7     | 74,439                | 104,214 | 35.7880 | 50.1029 | 72,271                | 101,179 | 34.7457 | 48.6438 |
| Planner                                         | 7     | 74,439                | 104,214 | 35.7880 | 50.1029 | 72,271                | 101,179 | 34.7457 | 48.6438 |
| Public Improvement Technician II                | 7     | 74,439                | 104,214 | 35.7880 | 50.1029 | 72,271                | 101,179 | 34.7457 | 48.6438 |
| Recreation Program Supervisor II                | 7     | 74,439                | 104,214 | 35.7880 | 50.1029 | 72,271                | 101,179 | 34.7457 | 48.6438 |
| Special Events Manager                          | 7     | 74,439                | 104,214 | 35.7880 | 50.1029 | 72,271                | 101,179 | 34.7457 | 48.6438 |
| Support Services Assistant Manager              | 7     | 74,439                | 104,214 | 35.7880 | 50.1029 | 72,271                | 101,179 | 34.7457 | 48.6438 |
| Aquatic & Ice Rink Manager                      | 8     | 79,278                | 110,987 | 38.1144 | 53.3591 | 76,969                | 107,754 | 37.0043 | 51.8048 |
| Outreach Coordinator - Office of the Mayor      | 8     | 79,278                | 110,987 | 38.1144 | 53.3591 | 76,969                | 107,754 | 37.0043 | 51.8048 |
| Code Enforcement Supervisor                     | 8     | 79,278                | 110,987 | 38.1144 | 53.3591 | 76,969                | 107,754 | 37.0043 | 51.8048 |
| Communications and Marketing Manager            | 8     | 79,278                | 110,987 | 38.1144 | 53.3591 | 76,969                | 107,754 | 37.0043 | 51.8048 |
| Financial Analyst                               | 8     | 79,278                | 110,987 | 38.1144 | 53.3591 | 76,969                | 107,754 | 37.0043 | 51.8048 |
| Human Resources Analyst                         | 8     | 79,278                | 110,987 | 38.1144 | 53.3591 | 76,969                | 107,754 | 37.0043 | 51.8048 |
| Information System Analyst - Police             | 8     | 79,278                | 110,987 | 38.1144 | 53.3591 | 76,969                | 107,754 | 37.0043 | 51.8048 |
| IT Systems Analyst                              | 8     | 79,278                | 110,987 | 38.1144 | 53.3591 | 76,969                | 107,754 | 37.0043 | 51.8048 |
| Natural Resources & Facilities Supervisor       | 8     | 79,278                | 110,987 | 38.1144 | 53.3591 | 76,969                | 107,754 | 37.0043 | 51.8048 |
| Network Security Analyst                        | 8     | 79,278                | 110,987 | 38.1144 | 53.3591 | 76,969                | 107,754 | 37.0043 | 51.8048 |
| Special Recreation Program Supervisor           | 8     | 79,278                | 110,987 | 38.1144 | 53.3591 | 76,969                | 107,754 | 37.0043 | 51.8048 |
| Streets Supervisor                              | 8     | 79,278                | 110,987 | 38.1144 | 53.3591 | 76,969                | 107,754 | 37.0043 | 51.8048 |
| Utilities Supervisor                            | 8     | 79,278                | 110,987 | 38.1144 | 53.3591 | 76,969                | 107,754 | 37.0043 | 51.8048 |
| Financial Services Manager                      | 9     | 84,431                | 118,203 | 40.5918 | 56.8284 | 81,972                | 114,760 | 39.4096 | 55.1731 |
| Human Resources Generalist                      | 9     | 84,431                | 118,203 | 40.5918 | 56.8284 | 81,972                | 114,760 | 39.4096 | 55.1731 |
| IT Senior System Analyst                        | 9     | 84,431                | 118,203 | 40.5918 | 56.8284 | 81,972                | 114,760 | 39.4096 | 55.1731 |

**APPENDIX A**

**Village of Orland Park Compensation Plan - Full-Time Non-Represented Employees  
Effective January 1, 2025 to December 31, 2025**

|                                                              | Grade | 2025 Rates and Ranges |         |         |          | 2024 Rates and Ranges |         |         |          |
|--------------------------------------------------------------|-------|-----------------------|---------|---------|----------|-----------------------|---------|---------|----------|
|                                                              |       | Annual                |         | Hourly  |          | Annual                |         | Hourly  |          |
|                                                              |       | Minimum               | Maximum | Minimum | Maximum  | Minimum               | Maximum | Minimum | Maximum  |
| <b>Athletics Operations Manager</b>                          | 10    | 89,919                | 125,886 | 43.2303 | 60.5221  | 87,300                | 122,219 | 41.9712 | 58.7591  |
| <b>Building Division Manager</b>                             | 10    | 89,919                | 125,886 | 43.2303 | 60.5221  | 87,300                | 122,219 | 41.9712 | 58.7591  |
| <b>Economic Development Manager</b>                          | 10    | 89,919                | 125,886 | 43.2303 | 60.5221  | 87,300                | 122,219 | 41.9712 | 58.7591  |
| <b>Fleet Manager</b>                                         | 10    | 89,919                | 125,886 | 43.2303 | 60.5221  | 87,300                | 122,219 | 41.9712 | 58.7591  |
| <b>Natural Resources &amp; Facilities Operations Manager</b> | 10    | 89,919                | 125,886 | 43.2303 | 60.5221  | 87,300                | 122,219 | 41.9712 | 58.7591  |
| <b>Recreation Division Manager</b>                           | 10    | 89,919                | 125,886 | 43.2303 | 60.5221  | 87,300                | 122,219 | 41.9712 | 58.7591  |
| <b>Senior Engineer</b>                                       | 10    | 89,919                | 125,886 | 43.2303 | 60.5221  | 87,300                | 122,219 | 41.9712 | 58.7591  |
| <b>Streets Operations Manager</b>                            | 10    | 89,919                | 125,886 | 43.2303 | 60.5221  | 87,300                | 122,219 | 41.9712 | 58.7591  |
| <b>Support Services Manager</b>                              | 10    | 89,919                | 125,886 | 43.2303 | 60.5221  | 87,300                | 122,219 | 41.9712 | 58.7591  |
| <b>Utility Operations Manager</b>                            | 10    | 89,919                | 125,886 | 43.2303 | 60.5221  | 87,300                | 122,219 | 41.9712 | 58.7591  |
| <b>Assistant Development Services Director</b>               | 11    | 103,625               | 145,076 | 49.8197 | 69.7481  | 100,607               | 140,850 | 48.3688 | 67.7163  |
| <b>Assistant Director of Information Technology</b>          | 11    | 103,625               | 145,076 | 49.8197 | 69.7481  | 100,607               | 140,850 | 48.3688 | 67.7163  |
| <b>Assistant Finance Director</b>                            | 11    | 103,625               | 145,076 | 49.8197 | 69.7481  | 100,607               | 140,850 | 48.3688 | 67.7163  |
| <b>Assistant Recreation &amp; Parks Director</b>             | 11    | 103,625               | 145,076 | 49.8197 | 69.7481  | 100,607               | 140,850 | 48.3688 | 67.7163  |
| <b>Assistant Public Works Director</b>                       | 11    | 103,625               | 145,076 | 49.8197 | 69.7481  | 100,607               | 140,850 | 48.3688 | 67.7163  |
| <b>Village Engineer</b>                                      | 11    | 103,625               | 145,076 | 49.8197 | 69.7481  | 100,607               | 140,850 | 48.3688 | 67.7163  |
| <b>Human Resources Director</b>                              | 12    | 112,434               | 157,408 | 54.0548 | 75.6769  | 109,159               | 152,823 | 52.4803 | 73.4726  |
| <b>Recreation &amp; Parks Director</b>                       | 12    | 112,434               | 157,408 | 54.0548 | 75.6769  | 109,159               | 152,823 | 52.4803 | 73.4726  |
| <b>Assistant Village Manager</b>                             | 13    | 121,991               | 170,786 | 58.6495 | 82.1087  | 118,438               | 165,812 | 56.9413 | 79.7173  |
| <b>Development Services Director</b>                         | 13    | 121,991               | 170,786 | 58.6495 | 82.1087  | 118,438               | 165,812 | 56.9413 | 79.7173  |
| <b>Director of Information Technology</b>                    | 13    | 121,991               | 170,786 | 58.6495 | 82.1087  | 118,438               | 165,812 | 56.9413 | 79.7173  |
| <b>Engineering Director</b>                                  | 13    | 121,991               | 170,786 | 58.6495 | 82.1087  | 118,438               | 165,812 | 56.9413 | 79.7173  |
| <b>Public Works Director</b>                                 | 13    | 121,991               | 170,786 | 58.6495 | 82.1087  | 118,438               | 165,812 | 56.9413 | 79.7173  |
| <b>Chief of Police</b>                                       | 14    | 132,360               | 197,000 | 63.6346 | 94.7115  | 128,505               | 179,906 | 61.7813 | 86.4933  |
| <b>Finance Director</b>                                      | 14    | 132,360               | 197,000 | 63.6346 | 94.7115  | 128,505               | 179,906 | 61.7813 | 86.4933  |
| <b>Village Manager</b>                                       | 15    | 185,374               | 259,525 | 89.1221 | 124.7716 | 179,975               | 251,966 | 86.5264 | 121.1375 |

**APPENDIX B**  
**Village of Orland Park Compensation Plan - Part -Time Non-Represented Employees**  
**Effective January 1, 2025 to December 31, 2025**

|                                         |       | 2025 Hourly |          | 2024 Hourly |          | % Increase |         |
|-----------------------------------------|-------|-------------|----------|-------------|----------|------------|---------|
|                                         | Grade | Minimum     | Maximum  | Minimum     | Maximum  | Minimum    | Maximum |
| Grade 100 increase:                     |       | \$ 1.00     | \$ 1.00  | \$ 1.00     | \$ 1.00  |            |         |
| Building Attendant                      | 100   | \$ 15.00    | \$ 17.30 | \$ 14.00    | \$ 16.30 | 7.1%       | 6.1%    |
| Complex Attendant                       | 100   | \$ 15.00    | \$ 17.30 | \$ 14.00    | \$ 16.30 | 7.1%       | 6.1%    |
| Daycamp Counselor                       | 100   | \$ 15.00    | \$ 17.30 | \$ 14.00    | \$ 16.30 | 7.1%       | 6.1%    |
| Fitness Desk Attendant                  | 100   | \$ 15.00    | \$ 17.30 | \$ 14.00    | \$ 16.30 | 7.1%       | 6.1%    |
| Ice Rink Attendant                      | 100   | \$ 15.00    | \$ 17.30 | \$ 14.00    | \$ 16.30 | 7.1%       | 6.1%    |
| Inclusion Aide                          | 100   | \$ 15.00    | \$ 17.30 | \$ 14.00    | \$ 16.30 | 7.1%       | 6.1%    |
| Kidz Room Attendant                     | 100   | \$ 15.00    | \$ 17.30 | \$ 14.00    | \$ 16.30 | 7.1%       | 6.1%    |
| Recreation Instructor I                 | 100   | \$ 15.00    | \$ 17.30 | \$ 14.00    | \$ 16.30 | 7.1%       | 6.1%    |
| Recreation Instructor I/Van Driver      | 100   | \$ 15.00    | \$ 17.30 | \$ 14.00    | \$ 16.30 | 7.1%       | 6.1%    |
| Rockwall/Gym/Party Attendant            | 100   | \$ 15.00    | \$ 17.30 | \$ 14.00    | \$ 16.30 | 7.1%       | 6.1%    |
| Seasonal Part-Time                      | 100   | \$ 15.00    | \$ 17.30 | \$ 14.00    | \$ 16.30 | 7.1%       | 6.1%    |
| Sports Central Attendant                | 100   | \$ 15.00    | \$ 17.30 | \$ 14.00    | \$ 16.30 | 7.1%       | 6.1%    |
| Grade 200 increase:                     |       | \$ 1.00     | \$ 1.00  | \$ 1.00     | \$ 1.00  |            |         |
| Building Supervisor                     | 200   | \$ 15.25    | \$ 19.35 | \$ 14.25    | \$ 18.35 | 7.0%       | 5.4%    |
| Civic Center Attendant                  | 200   | \$ 15.25    | \$ 19.35 | \$ 14.25    | \$ 18.35 | 7.0%       | 5.4%    |
| CPAC Cashier*                           | 200   | \$ 15.25    | \$ 19.35 | \$ 14.25    | \$ 18.35 | 7.0%       | 5.4%    |
| Learn to Swim Instructor*               | 200   | \$ 15.25    | \$ 19.35 | \$ 14.25    | \$ 18.35 | 7.0%       | 5.4%    |
| Lifeguard*                              | 200   | \$ 15.25    | \$ 19.35 | \$ 14.25    | \$ 18.35 | 7.0%       | 5.4%    |
| Recreation Instructor II                | 200   | \$ 15.25    | \$ 19.35 | \$ 14.25    | \$ 18.35 | 7.0%       | 5.4%    |
| Seasonal Complex Supervisor             | 200   | \$ 15.25    | \$ 19.35 | \$ 14.25    | \$ 18.35 | 7.0%       | 5.4%    |
| Sportsplex Attendant                    | 200   | \$ 15.25    | \$ 19.35 | \$ 14.25    | \$ 18.35 | 7.0%       | 5.4%    |
| Grade 300 increase:                     |       | \$ 0.90     | \$ 0.90  | \$ 0.90     | \$ 0.90  |            |         |
| CPAC Asst. Cashier Manager*             | 300   | \$ 15.98    | \$ 20.07 | \$ 15.08    | \$ 19.17 | 6.0%       | 4.7%    |
| Evidence Clerk                          | 300   | \$ 15.98    | \$ 20.07 | \$ 15.08    | \$ 19.17 | 6.0%       | 4.7%    |
| Team Leader*                            | 300   | \$ 15.98    | \$ 20.07 | \$ 15.08    | \$ 19.17 | 6.0%       | 4.7%    |
| Grade 350 increase:                     |       | \$ 0.80     | \$ 0.85  | \$ 0.80     | \$ 0.85  |            |         |
| Crossing Guard                          | 350   | \$ 16.70    | \$ 20.94 | \$ 15.90    | \$ 20.09 | 5.0%       | 4.2%    |
| Seasonal Part Time II                   | 350   | \$ 16.70    | \$ 20.94 | \$ 15.90    | \$ 20.09 | 5.0%       | 4.2%    |
| Seasonal Property Maintenance Inspector | 350   | \$ 16.70    | \$ 20.94 | \$ 15.90    | \$ 20.09 | 5.0%       | 4.2%    |
| Grade 400 increase:                     |       | \$ 0.70     | \$ 0.80  | \$ 0.70     | \$ 0.80  |            |         |
| Aquatics Trainer                        | 400   | \$ 17.42    | \$ 21.81 | \$ 16.72    | \$ 21.01 | 4.2%       | 3.8%    |
| Building Supervisor - Civic Center      | 400   | \$ 17.42    | \$ 21.81 | \$ 16.72    | \$ 21.01 | 4.2%       | 3.8%    |
| Clerical/Cashier                        | 400   | \$ 17.42    | \$ 21.81 | \$ 16.72    | \$ 21.01 | 4.2%       | 3.8%    |
| Clerk Typist                            | 400   | \$ 17.42    | \$ 21.81 | \$ 16.72    | \$ 21.01 | 4.2%       | 3.8%    |
| Complex Attendant II                    | 400   | \$ 17.42    | \$ 21.81 | \$ 16.72    | \$ 21.01 | 4.2%       | 3.8%    |
| Development Services Assistant          | 400   | \$ 17.42    | \$ 21.81 | \$ 16.72    | \$ 21.01 | 4.2%       | 3.8%    |
| Division Secretary                      | 400   | \$ 17.42    | \$ 21.81 | \$ 16.72    | \$ 21.01 | 4.2%       | 3.8%    |
| Graphic Designer                        | 400   | \$ 17.42    | \$ 21.81 | \$ 16.72    | \$ 21.01 | 4.2%       | 3.8%    |
| Information Systems Technician I        | 400   | \$ 17.42    | \$ 21.81 | \$ 16.72    | \$ 21.01 | 4.2%       | 3.8%    |
| Maintenance Employee - Part Time        | 400   | \$ 17.42    | \$ 21.81 | \$ 16.72    | \$ 21.01 | 4.2%       | 3.8%    |
| Preschool Instructor                    | 400   | \$ 17.42    | \$ 21.81 | \$ 16.72    | \$ 21.01 | 4.2%       | 3.8%    |
| Program Assistant                       | 400   | \$ 17.42    | \$ 21.81 | \$ 16.72    | \$ 21.01 | 4.2%       | 3.8%    |
| Recreation Service Clerk                | 400   | \$ 17.42    | \$ 21.81 | \$ 16.72    | \$ 21.01 | 4.2%       | 3.8%    |
| Squad Leader*                           | 400   | \$ 17.42    | \$ 21.81 | \$ 16.72    | \$ 21.01 | 4.2%       | 3.8%    |
| Grade 450 increase:                     |       | \$ 0.60     | \$ 0.75  | \$ 0.60     | \$ 0.75  |            |         |
| Complex Supervisor                      | 450   | \$ 17.63    | \$ 23.71 | \$ 17.03    | \$ 22.96 | 3.5%       | 3.3%    |
| CPAC Senior Assistant Cashier Manager*  | 450   | \$ 17.63    | \$ 23.71 | \$ 17.03    | \$ 22.96 | 3.5%       | 3.3%    |
| Daycamp Assistant Site Director         | 450   | \$ 17.63    | \$ 23.71 | \$ 17.03    | \$ 22.96 | 3.5%       | 3.3%    |
| PACE ADA Bus Driver                     | 450   | \$ 17.63    | \$ 23.71 | \$ 17.03    | \$ 22.96 | 3.5%       | 3.3%    |
| Recreation Instructor II/Bus Driver     | 450   | \$ 17.63    | \$ 23.71 | \$ 17.03    | \$ 22.96 | 3.5%       | 3.3%    |
| Recreation Instructor Specialist        | 450   | \$ 17.63    | \$ 23.71 | \$ 17.03    | \$ 22.96 | 3.5%       | 3.3%    |
| Sports Camp Instructor                  | 450   | \$ 17.63    | \$ 23.71 | \$ 17.03    | \$ 22.96 | 3.5%       | 3.3%    |
| Telecommunicator Part Time              | 450   | \$ 17.63    | \$ 23.71 | \$ 17.03    | \$ 22.96 | 3.5%       | 3.3%    |
| Utility Billing Clerk**                 | 450   | \$ 17.63    | \$ 23.71 | \$ 17.03    | \$ 22.96 | 3.5%       | 3.3%    |

**APPENDIX B**  
**Village of Orland Park Compensation Plan - Part -Time Non-Represented Employees**  
**Effective January 1, 2025 to December 31, 2025**

|                                                        |       | 2025 Hourly |                               | 2024 Hourly |                               | % Increase |         |
|--------------------------------------------------------|-------|-------------|-------------------------------|-------------|-------------------------------|------------|---------|
|                                                        | Grade | Minimum     | Maximum                       | Minimum     | Maximum                       | Minimum    | Maximum |
| Grade 500 increase:                                    |       | \$ 0.50     | \$ 0.75                       | \$ 0.50     | \$ 0.70                       |            |         |
| Assistant Manager - Pool*                              | 500   | \$ 17.85    | \$ 25.71                      | \$ 17.35    | \$ 24.96                      | 2.9%       | 3.0%    |
| Cashier II                                             | 500   | \$ 17.85    | \$ 25.71                      | \$ 17.35    | \$ 24.96                      | 2.9%       | 3.0%    |
| Complex Manager                                        | 500   | \$ 17.85    | \$ 25.71                      | \$ 17.35    | \$ 24.96                      | 2.9%       | 3.0%    |
| CPAC Cashier Manager                                   | 500   | \$ 17.85    | \$ 25.71                      | \$ 17.35    | \$ 24.96                      | 2.9%       | 3.0%    |
| Intern                                                 | 500   | \$ 17.85    | \$ 25.71                      | \$ 17.35    | \$ 24.96                      | 2.9%       | 3.0%    |
| Program Coordinator                                    | 500   | \$ 17.85    | \$ 25.71                      | \$ 17.35    | \$ 24.96                      | 2.9%       | 3.0%    |
| Special Events Coordinator                             | 500   | \$ 17.85    | \$ 25.71                      | \$ 17.35    | \$ 24.96                      | 2.9%       | 3.0%    |
| Sports Camp Supervisor                                 | 500   | \$ 17.85    | \$ 25.71                      | \$ 17.35    | \$ 24.96                      | 2.9%       | 3.0%    |
| Sportsplex Facility Manager                            | 500   | \$ 17.85    | \$ 25.71                      | \$ 17.35    | \$ 24.96                      | 2.9%       | 3.0%    |
| Veterans Program Coordinator                           | 500   | \$ 17.85    | \$ 25.71                      | \$ 17.35    | \$ 24.96                      | 2.9%       | 3.0%    |
| Grade 600 through 999 increase:                        |       | 3%          | 3%                            | 3%          | 3%                            |            |         |
| Administrative Assistant                               | 600   | \$ 24.16    | \$ 31.09                      | \$ 23.46    | \$ 30.18                      | 3.0%       | 3.0%    |
| Community Service Officer                              | 600   | \$ 24.16    | \$ 31.09                      | \$ 23.46    | \$ 30.18                      | 3.0%       | 3.0%    |
| Detention Aide                                         | 600   | \$ 24.16    | \$ 31.09                      | \$ 23.46    | \$ 30.18                      | 3.0%       | 3.0%    |
| Crime Analyst                                          | 600   | \$ 24.16    | \$ 31.09                      | \$ 23.46    | \$ 30.18                      | 3.0%       | 3.0%    |
| Information Systems Technician II                      | 600   | \$ 24.16    | \$ 31.09                      | \$ 23.46    | \$ 30.18                      | 3.0%       | 3.0%    |
| Senior Asst. Pool Manager                              | 600   | \$ 24.16    | \$ 31.09                      | \$ 23.46    | \$ 30.18                      | 3.0%       | 3.0%    |
| Volleyball Referee                                     | 600   | \$ 24.16    | \$ 31.09                      | \$ 23.46    | \$ 30.18                      | 3.0%       | 3.0%    |
| Temporary On-Call Winter Snowplow Operator             | 600   | \$ 24.16    | \$ 31.09                      | \$ 23.46    | \$ 30.18                      | 3.0%       | 3.0%    |
| Temporary Winter Seasonal Snowplow Operator (Snowbird) | 600   | \$ 24.16    | \$ 31.09                      | \$ 23.46    | \$ 30.18                      | 3.0%       | 3.0%    |
| Crime Free Housing Coordinator                         | 700   | \$ 26.49    | \$ 33.39                      | \$ 25.72    | \$ 32.42                      | 3.0%       | 3.0%    |
| Management Analyst - Part Time                         | 700   | \$ 26.49    | \$ 33.39                      | \$ 25.72    | \$ 32.42                      | 3.0%       | 3.0%    |
| Police Officer - Part Time                             | 700   | \$ 26.49    | \$ 33.39                      | \$ 25.72    | \$ 32.42                      | 3.0%       | 3.0%    |
| Senior Program Coordinator                             | 700   | \$ 26.49    | \$ 33.39                      | \$ 25.72    | \$ 32.42                      | 3.0%       | 3.0%    |
| Senior Special Recreation Coordinator                  | 700   | \$ 26.49    | \$ 33.39                      | \$ 25.72    | \$ 32.42                      | 3.0%       | 3.0%    |
| Dance Instructor                                       | 800   | \$ 27.63    | \$ 36.84                      | \$ 26.83    | \$ 35.77                      | 3.0%       | 3.0%    |
| Personal Trainer/Group X                               | 800   | \$ 27.63    | \$ 36.84                      | \$ 26.83    | \$ 35.77                      | 3.0%       | 3.0%    |
| Building Inspector                                     | 900   | \$ 31.09    | \$ 46.05                      | \$ 30.18    | \$ 44.71                      | 3.0%       | 3.0%    |
| Code Enforcement Officer                               | 900   | \$ 31.09    | \$ 46.05                      | \$ 30.18    | \$ 44.71                      | 3.0%       | 3.0%    |
| Electrical Inspector                                   | 900   | \$ 31.09    | \$ 46.05                      | \$ 30.18    | \$ 44.71                      | 3.0%       | 3.0%    |
| Plumbing Inspector                                     | 900   | \$ 31.09    | \$ 46.05                      | \$ 30.18    | \$ 44.71                      | 3.0%       | 3.0%    |
| Police Officer - Supervisor                            | 900   | \$ 31.09    | \$ 46.05                      | \$ 30.18    | \$ 44.71                      | 3.0%       | 3.0%    |
| ESDA Personnel (Paid Shifts-Hrly)                      | 998   |             | \$ 25.13                      |             | \$ 24.40                      |            | 3.0%    |
| Maintenance - Civic Center                             | 999   |             | \$ 57.58<br>(Per Event Setup) |             | \$ 55.90<br>(Per Event Setup) |            | 3.0%    |

**Alternate Rate**

|                                                                                    |          |
|------------------------------------------------------------------------------------|----------|
| Orland Square Mall Youth Supervision Program (Friday and Saturday only)            | \$ 40.00 |
| Orland Square Mall Youth Supervision Program Supervisor (Friday and Saturday only) | \$ 41.20 |

\* See Pay Plan for Centennial Park Aquatic Center, next page

\*\*Temporary position

Note: Employees in Grades 100 through 500 will receive a pay increase equal to the amount of minimum range increase for the grade of their position, effective January 1, 2025, but will not be eligible for an additional merit increase

**APPENDIX B**  
**Village of Orland Park Compensation Plan - Part -Time Non-Represented Employees**  
**Effective January 1, 2025 to December 31, 2025**

|                                                     |                                       |                  | 2025 Hourly |          | 2024 Hourly |          | % Increase |         |
|-----------------------------------------------------|---------------------------------------|------------------|-------------|----------|-------------|----------|------------|---------|
|                                                     |                                       |                  | Minimum     | Maximum  | Minimum     | Maximum  | Minimum    | Maximum |
| <b>*Pay Plan for Centennial Park Aquatic Center</b> |                                       |                  |             |          |             |          |            |         |
| Grade                                               | Position                              | Year in position | 2024        | 2025     | \$ Change   | % Change |            |         |
| 200                                                 | CPAC Cashier                          | 1st Year         | \$ 14.25    | \$ 15.25 | \$ 1.00     | 7.02%    |            |         |
|                                                     | CPAC Cashier                          | 2nd Year         | \$ 14.75    | \$ 15.75 | \$ 1.00     | 6.78%    |            |         |
|                                                     | CPAC Cashier                          | 3rd Year +       | \$ 16.00    | \$ 16.25 |             | 1.56%    |            |         |
|                                                     | CPAC Cashier                          | 4th Year +       | N/A         | \$ 16.75 |             | 0.00%    |            |         |
| 200                                                 | Lifeguard                             | 1st Year         | \$ 15.00    | \$ 16.00 | \$ 1.00     | 6.67%    |            |         |
|                                                     | Lifeguard                             | 2nd Year         | \$ 15.50    | \$ 16.50 | \$ 1.00     | 6.45%    |            |         |
|                                                     | Lifeguard                             | 3rd Year +       | \$ 17.00    | \$ 17.00 |             | 0.00%    |            |         |
|                                                     | Lifeguard                             | 4th Year +       | N/A         | \$ 17.50 |             | 0.00%    |            |         |
| 200                                                 | Learn to Swim                         | 1st Year         | \$ 14.25    | \$ 15.25 | \$ 1.00     | 7.02%    |            |         |
|                                                     | Learn to Swim                         | 2nd Year         | \$ 14.75    | \$ 15.75 | \$ 1.00     | 6.78%    |            |         |
|                                                     | Learn to Swim                         | 3rd Year +       | \$ 15.25    | \$ 16.25 | \$ 1.00     | 6.56%    |            |         |
|                                                     | Learn to Swim                         | 4th Year +       | N/A         | \$ 16.75 |             | 0.00%    |            |         |
| 300                                                 | CPAC Assistant Cashier Manager        | 1st Year         | \$ 17.00    | \$ 18.00 | \$ 1.00     | 5.88%    |            |         |
|                                                     | CPAC Assistant Cashier Manager        | 2nd Year         | \$ 17.50    | \$ 18.50 | \$ 1.00     | 5.71%    |            |         |
|                                                     | CPAC Assistant Cashier Manager        | 3rd Year +       | \$ 19.10    | \$ 19.00 |             | -0.52%   |            |         |
|                                                     | CPAC Assistant Cashier Manager        | 4th Year +       | N/A         | \$ 19.68 |             | 0.00%    |            |         |
| 450                                                 | CPAC Senior Assistant Cashier Manager | 1st Year         | \$ 18.50    | \$ 19.50 | \$ 1.00     | 5.41%    |            |         |
|                                                     | CPAC Senior Assistant Cashier Manager | 2nd Year         | \$ 19.00    | \$ 20.00 | \$ 1.00     | 5.26%    |            |         |
|                                                     | CPAC Senior Assistant Cashier Manager | 3rd Year +       | \$ 19.50    | \$ 20.50 |             | 5.13%    |            |         |
|                                                     | CPAC Senior Assistant Cashier Manager | 4th Year +       | N/A         | \$ 21.00 |             | 0.00%    |            |         |
| 300                                                 | Team Leader                           | 1st Year         | \$ 17.50    | \$ 18.50 | \$ 1.00     | 5.71%    |            |         |
|                                                     | Team Leader                           | 2nd Year         | \$ 18.00    | \$ 19.00 | \$ 1.00     | 5.56%    |            |         |
|                                                     | Team Leader                           | 3rd Year +       | \$ 18.50    | \$ 19.50 |             | 5.41%    |            |         |
|                                                     | Team Leader                           | 4th Year +       | N/A         | \$ 20.00 |             | 0.00%    |            |         |
| 400                                                 | Squad Leader                          | 1st Year         | \$ 19.00    | \$ 20.00 | \$ 1.00     | 5.26%    |            |         |
|                                                     | Squad Leader                          | 2nd Year         | \$ 19.50    | \$ 20.50 | \$ 1.00     | 5.13%    |            |         |
|                                                     | Squad Leader                          | 3rd Year +       | \$ 20.00    | \$ 21.00 |             | 5.00%    |            |         |
|                                                     | Squad Leader                          | 4th Year +       | N/A         | \$ 21.50 |             | 0.00%    |            |         |
| 500                                                 | Assistant Manager - Pool              | 1st Year         | \$ 21.00    | \$ 22.00 | \$ 1.00     | 4.76%    |            |         |
|                                                     | Assistant Manager - Pool              | 2nd Year         | \$ 21.50    | \$ 22.50 | \$ 1.00     | 4.65%    |            |         |
|                                                     | Assistant Manager - Pool              | 3rd Year +       | \$ 22.00    | \$ 23.00 |             | 4.55%    |            |         |
|                                                     | Assistant Manager - Pool              | 4th Year +       | \$ 22.00    | \$ 23.50 |             | 6.82%    |            |         |
| Alt Rate                                            | Private Swim Lessons                  | All Positions    | \$ 20.00    | \$ 20.00 |             | 0.00%    |            |         |

**Incentive Program**

**Lifeguard Certification**

Lifeguard Certification received before May 1 \$100.00

**Longevity Incentives (must be working through the following date ranges)**

Cashiers (5/13/25 through 8/11/25) \$ 100.00  
 Cashier Managers (5/14/25 through 8/10/25) \$ 100.00  
 Rookie Lifeguards (5/14/25 through 8/10/25) \$ 100.00  
 Veteran Lifeguards (5/14/25 through 8/10/25) \$ 100.00  
 Late Hire Lifeguards (6/7/25 through 8/10/25) \$ 100.00  
 Leadership Team (2/23/25 through 8/10/25) \$ 100.00  
 All Staff (work 8/12/2025 through 9/1/2025) \$ 50.00

Lifeguards additional \$1.00 / hour  
 Cashiers additional \$1.00 / hour

Temporary schedule incentive, effective 8/12/25 through end of season

Lifeguards  
Cashiers

additional \$1.00 / hour  
additional \$1.00 / hour