

**APPENDIX A**

**Village of Orland Park Compensation Plan - Full-Time Non-Represented Employees  
Effective January 1, 2022 to December 31, 2022**

	Grade	Annual Minimum	Annual Maximum	Hourly Minimum	Hourly Maximum
<b>Communications &amp; Marketing Assistant</b>	1	46,019	59,173	22.1245	28.4486
<b>Development Services Technician</b>	1	46,019	59,173	22.1245	28.4486
<b>GIS Technician</b>	2	50,171	67,732	24.1207	32.5635
<b>Museum Curator</b>	3	53,684	72,473	25.8096	34.8428
<b>Detention Aide/Administrative Specialist</b>	5	60,060	84,084	28.8750	40.4250
<b>Executive Assistant</b>	5	60,060	84,084	28.8750	40.4250
<b>Planner I</b>	5	60,060	84,084	28.8750	40.4250
<b>Recreation Program Supervisor I</b>	5	60,060	84,084	28.8750	40.4250
<b>Senior Graphic Designer</b>	5	60,060	84,084	28.8750	40.4250
<b>Zoning Administrator</b>	5	60,060	84,084	28.8750	40.4250
<b>Animal Control Officer</b>	6	63,964	89,550	30.7519	43.0529
<b>Management Analyst</b>	6	63,964	89,550	30.7519	43.0529
<b>Recreation Financial Analyst</b>	6	63,964	89,550	30.7519	43.0529
<b>Security Systems Technician</b>	6	63,964	89,550	30.7519	43.0529
<b>Code Enforcement Officer</b>	7	68,122	95,371	32.7510	45.8514
<b>Community Services Officer Supervisor</b>	7	68,122	95,371	32.7510	45.8514
<b>Fitness Center Manager</b>	7	68,122	95,371	32.7510	45.8514
<b>General Manager - Civic Center</b>	7	68,122	95,371	32.7510	45.8514
<b>Network Systems Administrator</b>	7	68,122	95,371	32.7510	45.8514
<b>Office Support Supervisor</b>	7	68,122	95,371	32.7510	45.8514
<b>Public Improvement Technician II</b>	7	68,122	95,371	32.7510	45.8514
<b>Recreation Program Supervisor II</b>	7	68,122	95,371	32.7510	45.8514
<b>Special Events Manager</b>	7	68,122	95,371	32.7510	45.8514
<b>Support Services Assistant Manager</b>	7	68,122	95,371	32.7510	45.8514
<b>Aquatic &amp; Ice Rink Manager</b>	8	72,550	101,569	34.8798	48.8313
<b>IT Systems Analyst</b>	8	72,550	101,569	34.8798	48.8313
<b>Assistant to the Village Manager/Risk Manager</b>	8	72,550	101,569	34.8798	48.8313
<b>Code Enforcement Supervisor</b>	8	72,550	101,569	34.8798	48.8313
<b>Communications &amp; Marketing Manager</b>	8	72,550	101,569	34.8798	48.8313
<b>Financial Analyst</b>	8	72,550	101,569	34.8798	48.8313
<b>Human Resources Analyst</b>	8	72,550	101,569	34.8798	48.8313
<b>Information System Analyst - Police</b>	8	72,550	101,569	34.8798	48.8313
<b>Natural Resources &amp; Facilities Supervisor</b>	8	72,550	101,569	34.8798	48.8313
<b>Special Recreation Program Supervisor</b>	8	72,550	101,569	34.8798	48.8313
<b>Streets Supervisor</b>	8	72,550	101,569	34.8798	48.8313
<b>Utilities Supervisor</b>	8	72,550	101,569	34.8798	48.8313

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	Grade	Annual Minimum	Annual Maximum	Hourly Minimum	Hourly Maximum
<b>Economic Development Coordinator</b>	9	77,266	108,172	37.1471	52.0058
<b>Human Resources Generalist</b>	9	77,266	108,172	37.1471	52.0058
<b>IT Senior System Analyst</b>	9	77,266	108,172	37.1471	52.0058
<b>Senior Planner/Project Manager</b>	9	77,266	108,172	37.1471	52.0058
<b>Athletics Operations Manager</b>	10	82,288	115,203	39.5615	55.3861
<b>Building Division Manager</b>	10	82,288	115,203	39.5615	55.3861
<b>Fleet Manager</b>	10	82,288	115,203	39.5615	55.3861
<b>Natural Resources &amp; Facilities Operations Manager</b>	10	82,288	115,203	39.5615	55.3861
<b>Recreation Division Manager</b>	10	82,288	115,203	39.5615	55.3861
<b>Senior Engineer</b>	10	82,288	115,203	39.5615	55.3861
<b>Streets Operations Manager</b>	10	82,288	115,203	39.5615	55.3861
<b>Support Services Manager</b>	10	82,288	115,203	39.5615	55.3861
<b>Utility Operations Manager</b>	10	82,288	115,203	39.5615	55.3861
<b>Assistant Development Services Director</b>	11	94,832	132,765	45.5923	63.8293
<b>Assistant Director of Information Technology</b>	11	94,832	132,765	45.5923	63.8293
<b>Assistant Finance Director</b>	11	94,832	132,765	45.5923	63.8293
<b>Assistant Human Resources Director</b>	11	94,832	132,765	45.5923	63.8293
<b>Assistant Recreation &amp; Parks Director</b>	11	94,832	132,765	45.5923	63.8293
<b>Assistant Public Works Director</b>	11	94,832	132,765	45.5923	63.8293
<b>Village Engineer</b>	11	94,832	132,765	45.5923	63.8293
<b>Engineering Programs &amp; Services Director</b>	12	102,893	144,050	49.4678	69.2548
<b>Human Resources Director</b>	12	102,893	144,050	49.4678	69.2548
<b>Recreation &amp; Parks Director</b>	12	102,893	144,050	49.4678	69.2548
<b>Assistant Village Manager</b>	13	111,639	156,294	53.6726	75.1413
<b>Development Services Director</b>	13	111,639	156,294	53.6726	75.1413
<b>Director of Information Technology</b>	13	111,639	156,294	53.6726	75.1413
<b>Public Works Director</b>	13	111,639	156,294	53.6726	75.1413
<b>Chief of Police</b>	14	121,128	169,579	58.2346	81.5284
<b>Finance Director</b>	14	121,128	169,579	58.2346	81.5284
<b>Village Manager</b>	15	169,644	237,502	81.5596	114.1837

**APPENDIX B**

**Village of Orland Park Compensation Plan - Part -Time Non-Represented Employees  
Effective January 1, 2022 to December 31, 2022**

	Grade	Hourly	
		Minimum	Maximum
<b>Building Attendant</b>	100	\$ 12.00	\$ 14.30
<b>Complex Attendant</b>	100	\$ 12.00	\$ 14.30
<b>CPAC Cashier</b>	100	\$ 12.00	\$ 14.30
<b>Daycamp Counselor</b>	100	\$ 12.00	\$ 14.30
<b>Fitness Desk Attendant</b>	100	\$ 12.00	\$ 14.30
<b>Ice Rink Attendant</b>	100	\$ 12.00	\$ 14.30
<b>Inclusion Aide</b>	100	\$ 12.00	\$ 14.30
<b>Intern - Undergrad</b>	100	\$ 12.00	\$ 14.30
<b>Kidz Room Attendant</b>	100	\$ 12.00	\$ 14.30
<b>Learn to Swim Instructor</b>	100	\$ 12.00	\$ 14.30
<b>Lifeguard</b>	100	\$ 12.00	\$ 14.30
<b>Recreation Instructor I</b>	100	\$ 12.00	\$ 14.30
<b>Recreation Instructor I/Van Driver</b>	100	\$ 12.00	\$ 14.30
<b>Rockwall/Gym/Party Attendant</b>	100	\$ 12.00	\$ 14.30
<b>Seasonal Part-Time</b>	100	\$ 12.00	\$ 14.30
<b>Sports Central Attendant</b>	100	\$ 12.00	\$ 14.30
<b>Building Supervisor</b>	200	\$ 12.25	\$ 16.35
<b>Civic Center Attendant</b>	200	\$ 12.25	\$ 16.35
	200	\$ 12.25	\$ 16.35
<b>CPAC Asst. Cashier Manager</b>	200	\$ 12.25	\$ 16.35
<b>Recreation Instructor II</b>	200	\$ 12.25	\$ 16.35
<b>Seasonal Complex Supervisor</b>	200	\$ 12.25	\$ 16.35
<b>Sportsplex Attendant</b>	200	\$ 12.25	\$ 16.35
<b>Team Leader</b>	200	\$ 12.25	\$ 16.35
<b>Evidence Clerk</b>	300	\$ 13.28	\$ 17.37
<b>Intern - Graduate</b>	300	\$ 13.28	\$ 17.37
<b>Squad Leader</b>	300	\$ 13.28	\$ 17.37

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	Grade	Hourly	
		Minimum	Maximum
<b>Complex Attendant II</b>	350	\$ 14.30	\$ 18.39
<b>Crossing Guard</b>	350	\$ 14.30	\$ 18.39
<b>Maintenance Employee - Part Time</b>	350	\$ 14.30	\$ 18.39
<b>Seasonal Property Maintenance Inspector</b>	350	\$ 14.30	\$ 18.39
<b>Seasonal Part Time II</b>	350	\$ 14.30	\$ 18.39
<b>Aquatics Trainer</b>	400	\$ 15.32	\$ 19.41
<b>Assistant Manager - Pool</b>	400	\$ 15.32	\$ 19.41
<b>Building Supervisor - Civic Center</b>	400	\$ 15.32	\$ 19.41
<b>Clerk Typist</b>	400	\$ 15.32	\$ 19.41
<b>Clerical/Cashier</b>	400	\$ 15.32	\$ 19.41
<b>Complex Supervisor</b>	400	\$ 15.32	\$ 19.41
<b>Daycamp Assistant Site Director</b>	400	\$ 15.32	\$ 19.41
<b>Development Services Assistant</b>	400	\$ 15.32	\$ 19.41
<b>Division Secretary</b>	400	\$ 15.32	\$ 19.41
<b>Graphic Designer</b>	400	\$ 15.32	\$ 19.41
<b>Information Systems Technician I</b>	400	\$ 15.32	\$ 19.41
<b>Preschool Instructor</b>	400	\$ 15.32	\$ 19.41
<b>Program Assistant</b>	400	\$ 15.32	\$ 19.41
<b>Recreation Service Clerk</b>	400	\$ 15.32	\$ 19.41
<b>CPAC Senior Assistant Cashier Manager</b>	400	\$ 15.32	\$ 19.41
<b>Sports Camp Instructor</b>	400	\$ 15.32	\$ 19.41
<b>CPAC Cashier Manager</b>	450	\$ 15.83	\$ 21.46
<b>PACE ADA Bus Driver</b>	450	\$ 15.83	\$ 21.46
<b>Recreation Instructor II/Bus Driver</b>	450	\$ 15.83	\$ 21.46
<b>Recreation Instructor Specialist</b>	450	\$ 15.83	\$ 21.46
<b>Sports Camp Supervisor</b>	450	\$ 15.83	\$ 21.46
<b>Telecommunicator Part Time</b>	450	\$ 15.83	\$ 21.46
<b>Cashier II</b>	500	\$ 16.35	\$ 23.51
<b>Complex Manager</b>	500	\$ 16.35	\$ 23.51
<b>IT Office Coordinator</b>	500	\$ 16.35	\$ 23.51
<b>Program Coordinator</b>	500	\$ 16.35	\$ 23.51
<b>Special Events Coordinator</b>	500	\$ 16.35	\$ 23.51
<b>Sportsplex Facility Manager</b>	500	\$ 16.35	\$ 23.51
<b>Veterans Program Coordinator</b>	500	\$ 16.35	\$ 23.51
<b>Community Service Officer</b>	600	\$ 22.12	\$ 28.45
<b>Detention Aide</b>	600	\$ 22.12	\$ 28.45

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Effective January 1, 2022 to December 31, 2022**

	Grade	Hourly	
		Minimum	Maximum
<b>Information Systems Technician II</b>	600	\$ 22.12	\$ 28.45
<b>Senior Asst. Pool Manager</b>	600	\$ 22.12	\$ 28.45
<b>Administrative Assistant</b>	600	\$ 22.12	\$ 28.45
<b>Volleyball Referee</b>	600	\$ 22.12	\$ 28.45
<b>Crime Free Housing Coordinator</b>	700	\$ 24.24	\$ 30.56
<b>Management Analyst - Part Time</b>	700	\$ 24.24	\$ 30.56
<b>Senior Program Coordinator</b>	700	\$ 24.24	\$ 30.56
<b>Senior Special Recreation Coordinator</b>	700	\$ 24.24	\$ 30.56
<b>Police Officer - Part Time</b>	700	\$ 24.24	\$ 30.56
<b>Dance Instructor</b>	800	\$ 25.29	\$ 33.72
<b>Personal Trainer/Group X</b>	800	\$ 25.29	\$ 33.72
<b>Building Inspector</b>	900	\$ 28.45	\$ 42.15
<b>Code Enforcement Officer</b>	900	\$ 28.45	\$ 42.15
<b>Electrical Inspector</b>	900	\$ 28.45	\$ 42.15
<b>Plumbing Inspector</b>	900	\$ 28.45	\$ 42.15
<b>Police Officer - Supervisor</b>	900	\$ 28.45	\$ 42.15
<b>IT Senior Systems Analyst*</b>	920		\$ 50.49 (As needed)
<b>ESDA Personnel (Paid Shifts-Hrly)</b>	998		\$ 23.00
<b>Maintenance - Civic Center</b>	999		\$ 52.68 (Per Event Setup)

*\*Temporary position*