

APPENDIX A
Village of Orland Park Compensation Plan - Full-Time Non-Represented Employees
Effective January 1, 2021 to December 31, 2021

	Grade	Annual		Hourly	
		Minimum	Maximum	Minimum	Maximum
Communications & Marketing Assistant	1	44,678	57,450	21.48	27.62
Development Services Technician	1	44,678	57,450	21.48	27.62
GIS Technician	2	48,710	65,759	23.42	31.61
Museum Curator	3	52,120	70,362	25.06	33.83
Detention Aide/Administrative Specialist	5	58,311	81,635	28.03	39.25
Executive Assistant	5	58,311	81,635	28.03	39.25
Planner I	5	58,311	81,635	28.03	39.25
Recreation Program Supervisor I	5	58,311	81,635	28.03	39.25
Senior Graphic Designer	5	58,311	81,635	28.03	39.25
Zoning Administrator	5	58,311	81,635	28.03	39.25
Animal Control Officer	6	62,101	86,942	29.86	41.80
Management Analyst	6	62,101	86,942	29.86	41.80
Recreation Financial Analyst	6	62,101	86,942	29.86	41.80
Security Systems Technician	6	62,101	86,942	29.86	41.80
Code Enforcement Officer	7	66,138	92,593	31.80	44.52
Community Services Officer Supervisor	7	66,138	92,593	31.80	44.52
Fitness Center Manager	7	66,138	92,593	31.80	44.52
General Manager - Civic Center	7	66,138	92,593	31.80	44.52
Network Systems Administrator	7	66,138	92,593	31.80	44.52
Office Support Supervisor	7	66,138	92,593	31.80	44.52
Public Improvement Technician II	7	66,138	92,593	31.80	44.52
Recreation Program Supervisor II	7	66,138	92,593	31.80	44.52
Special Events Manager	7	66,138	92,593	31.80	44.52
Support Services Assistant Manager	7	66,138	92,593	31.80	44.52
Aquatic & Ice Rink Manager	8	70,437	98,611	33.86	47.41
Assistant to the Village Manager/Risk Manager	8	70,437	98,611	33.86	47.41
Code Enforcement Supervisor	8	70,437	98,611	33.86	47.41
Communications & Marketing Manager	8	70,437	98,611	33.86	47.41
Financial Analyst	8	70,437	98,611	33.86	47.41
Human Resources Analyst	8	70,437	98,611	33.86	47.41
Information System Analyst - Police	8	70,437	98,611	33.86	47.41
Natural Resources & Facilities Supervisor	8	70,437	98,611	33.86	47.41
Special Recreation Program Supervisor	8	70,437	98,611	33.86	47.41
Streets Supervisor	8	70,437	98,611	33.86	47.41
Utilities Supervisor	8	70,437	98,611	33.86	47.41

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	Grade	Annual		Hourly	
		Minimum	Maximum	Minimum	Maximum
Economic Development Coordinator	9	75,016	105,021	36.07	50.49
Human Resources Generalist	9	75,016	105,021	36.07	50.49
IT Network Engineer	9	75,016	105,021	36.07	50.49
Senior Planner/Project Manager	9	75,016	105,021	36.07	50.49
Senior Applications System Analyst	9	75,016	105,021	36.07	50.49
 Athletics Operations Manager	10	79,891	111,848	38.41	53.77
Building Division Manager	10	79,891	111,848	38.41	53.77
Fleet Manager	10	79,891	111,848	38.41	53.77
Natural Resources & Facilities Operations Manager	10	79,891	111,848	38.41	53.77
Recreation Division Manager	10	79,891	111,848	38.41	53.77
Senior Engineer	10	79,891	111,848	38.41	53.77
Streets Operations Manager	10	79,891	111,848	38.41	53.77
Support Services Manager	10	79,891	111,848	38.41	53.77
Utility Operations Manager	10	79,891	111,848	38.41	53.77
 Assistant Development Services Director	11	92,070	128,898	44.26	61.97
Assistant Finance Director	11	92,070	128,898	44.26	61.97
Assistant Human Resources Director	11	92,070	128,898	44.26	61.97
Assistant Recreation & Parks Director	11	92,070	128,898	44.26	61.97
Assistant Public Works Director	11	92,070	128,898	44.26	61.97
Village Engineer	11	92,070	128,898	44.26	61.97
 Engineering Programs & Services Director	12	99,896	139,854	48.03	67.24
Human Resources Director	12	99,896	139,854	48.03	67.24
Recreation & Parks Director	12	99,896	139,854	48.03	67.24
 Assistant Village Manager	13	108,387	151,742	52.11	72.95
Development Services Director	13	108,387	151,742	52.11	72.95
Information Technology Director	13	108,387	151,742	52.11	72.95
Public Works Director	13	108,387	151,742	52.11	72.95
 Chief of Police	14	117,600	164,640	56.54	79.15
Finance Director	14	117,600	164,640	56.54	79.15
 Village Manager	15	164,703	230,584	79.18	110.86

APPENDIX B**Village of Orland Park Compensation Plan - Part -Time Non-Represented Employees
Effective January 1, 2021 to December 31, 2021**

	Grade	Hourly	
		Minimum	Maximum
Building Attendant	100	\$ 11.00	\$ 13.30
Complex Attendant	100	\$ 11.00	\$ 13.30
CPAC Cashier	100	\$ 11.00	\$ 13.30
Daycamp Counselor	100	\$ 11.00	\$ 13.30
Fitness Desk Attendant	100	\$ 11.00	\$ 13.30
Ice Rink Attendant	100	\$ 11.00	\$ 13.30
Inclusion Aide	100	\$ 11.00	\$ 13.30
Intern - Undergrad	100	\$ 11.00	\$ 13.30
Kidz Room Attendant	100	\$ 11.00	\$ 13.30
Learn to Swim Instructor	100	\$ 11.00	\$ 13.30
Lifeguard	100	\$ 11.00	\$ 13.30
Recreation Instructor I	100	\$ 11.00	\$ 13.30
Recreation Instructor II/Van Driver	100	\$ 11.00	\$ 13.30
Rockwall/Gym/Party Attendant	100	\$ 11.00	\$ 13.30
Seasonal Part-Time	100	\$ 11.00	\$ 13.30
Sports Central Attendant	100	\$ 11.00	\$ 13.30
Building Supervisor	200	\$ 11.25	\$ 15.35
Civic Center Attendant	200	\$ 11.25	\$ 15.35
Community Service Officer	200	\$ 11.25	\$ 15.35
CPAC Asst. Cashier Manager	200	\$ 11.25	\$ 15.35
Recreation Instructor II	200	\$ 11.25	\$ 15.35
Seasonal Complex Supervisor	200	\$ 11.25	\$ 15.35
Sportsplex Attendant	200	\$ 11.25	\$ 15.35
Team Leader	200	\$ 11.25	\$ 15.35
Evidence Clerk	300	\$ 12.28	\$ 16.37
Intern - Graduate	300	\$ 12.28	\$ 16.37
Squad Leader	300	\$ 12.28	\$ 16.37

APPENDIX B

**Village of Orland Park Compensation Plan - Part -Time Non-Represented Employees
Effective January 1, 2021 to December 31, 2021**

	Grade	Hourly	
		Minimum	Maximum
Complex Attendant II	350	\$ 13.30	\$ 17.39
Crossing Guard	350	\$ 13.30	\$ 17.39
Maintenance Employee - Part Time	350	\$ 13.30	\$ 17.39
Seasonal Property Maintenance Inspector	350	\$ 13.30	\$ 17.39
Seasonal Part Time II	350	\$ 13.30	\$ 17.39
Aquatics Trainer	400	\$ 14.32	\$ 18.41
Assistant Manager - Pool	400	\$ 14.32	\$ 18.41
Building Supervisor - Civic Center	400	\$ 14.32	\$ 18.41
Clerk Typist	400	\$ 14.32	\$ 18.41
Clerical/Cashier	400	\$ 14.32	\$ 18.41
Complex Supervisor	400	\$ 14.32	\$ 18.41
Daycamp Assistant Site Director	400	\$ 14.32	\$ 18.41
Development Services Assistant	400	\$ 14.32	\$ 18.41
Division Secretary	400	\$ 14.32	\$ 18.41
Graphic Designer	400	\$ 14.32	\$ 18.41
Information Systems Technician I	400	\$ 14.32	\$ 18.41
Preschool Instructor	400	\$ 14.32	\$ 18.41
Program Assistant	400	\$ 14.32	\$ 18.41
Recreation Service Clerk	400	\$ 14.32	\$ 18.41
CPAC Senior Assistant Cashier Manager	400	\$ 14.32	\$ 18.41
Sports Camp Instructor	400	\$ 14.32	\$ 18.41
CPAC Cashier Manager	450	\$ 14.83	\$ 20.46
PACE ADA Bus Driver	450	\$ 14.83	\$ 20.46
Recreation Instructor II/Bus Driver	450	\$ 14.83	\$ 20.46
Recreation Instructor Specialist	450	\$ 14.83	\$ 20.46
Sports Camp Supervisor	450	\$ 14.83	\$ 20.46
Telecommunicator Part Time	450	\$ 14.83	\$ 20.46
Cashier II	500	\$ 15.35	\$ 22.51
Complex Manager	500	\$ 15.35	\$ 22.51
Detention Aide	500	\$ 15.35	\$ 22.51
IT Office Coordinator	500	\$ 15.35	\$ 22.51
Program Coordinator	500	\$ 15.35	\$ 22.51
Special Events Coordinator	500	\$ 15.35	\$ 22.51
Sportsplex Facility Manager	500	\$ 15.35	\$ 22.51
Veterans Program Coordinator	500	\$ 15.35	\$ 22.51

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**Village of Orland Park Compensation Plan - Part -Time Non-Represented Employees
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	Grade	Hourly	
		Minimum	Maximum
Information Systems Technician II	600	\$ 21.48	\$ 27.62
Payroll Coordinator	600	\$ 21.48	\$ 27.62
Senior Asst. Pool Manager	600	\$ 21.48	\$ 27.62
Administrative Assistant	600	\$ 21.48	\$ 27.62
Volleyball Referee	600	\$ 21.48	\$ 27.62
Winter Seasonal Snowplowing Operator (Snowbird)	600	\$ 21.48	\$ 27.62
 Crime Free Housing Coordinator	700	\$ 23.53	\$ 29.67
 Management Analyst - Part Time	700	\$ 23.53	\$ 29.67
Senior Program Coordinator	700	\$ 23.53	\$ 29.67
Senior Special Recreation Coordinator	700	\$ 23.53	\$ 29.67
Police Officer - Part Time	700	\$ 23.53	\$ 29.67
 Dance Instructor	800	\$ 24.55	\$ 32.74
Personal Trainer/Group X	800	\$ 24.55	\$ 32.74
 Building Inspector	900	\$ 27.62	\$ 40.92
Code Enforcement Officer	900	\$ 27.62	\$ 40.92
Electrical Inspector	900	\$ 27.62	\$ 40.92
Plumbing Inspector	900	\$ 27.62	\$ 40.92
Police Officer - Supervisor	900	\$ 27.62	\$ 40.92
 Maintenance - Civic Center*	999	\$ 51.15	(Per Event Setup)