

APPENDIX B
Village of Orland Park Compensation Plan - Part -Time Non-Represented Employees
Effective January 1, 2026 to December 31, 2026

	Grade	2026 Hourly		2025 Hourly		% Increase	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade 100 increase:		\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00		
Building Attendant	100	\$ 16.00	\$ 18.30	\$ 15.00	\$ 17.30	6.7%	5.8%
Complex Attendant	100	\$ 16.00	\$ 18.30	\$ 15.00	\$ 17.30	6.7%	5.8%
Daycamp Counselor	100	\$ 16.00	\$ 18.30	\$ 15.00	\$ 17.30	6.7%	5.8%
Fitness Desk Attendant	100	\$ 16.00	\$ 18.30	\$ 15.00	\$ 17.30	6.7%	5.8%
Ice Rink Attendant	100	\$ 16.00	\$ 18.30	\$ 15.00	\$ 17.30	6.7%	5.8%
Inclusion Aide	100	\$ 16.00	\$ 18.30	\$ 15.00	\$ 17.30	6.7%	5.8%
Kidz Room Attendant	100	\$ 16.00	\$ 18.30	\$ 15.00	\$ 17.30	6.7%	5.8%
Recreation Instructor I	100	\$ 16.00	\$ 18.30	\$ 15.00	\$ 17.30	6.7%	5.8%
Recreation Instructor I/Van Driver	100	\$ 16.00	\$ 18.30	\$ 15.00	\$ 17.30	6.7%	5.8%
Rockwall/Gym/Party Attendant	100	\$ 16.00	\$ 18.30	\$ 15.00	\$ 17.30	6.7%	5.8%
Seasonal Part-Time	100	\$ 16.00	\$ 18.30	\$ 15.00	\$ 17.30	6.7%	5.8%
Sports Central Attendant	100	\$ 16.00	\$ 18.30	\$ 15.00	\$ 17.30	6.7%	5.8%
Grade 200 increase:		\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00		
Building Supervisor	200	\$ 16.25	\$ 20.35	\$ 15.25	\$ 19.35	6.6%	5.2%
Civic Center Attendant	200	\$ 16.25	\$ 20.35	\$ 15.25	\$ 19.35	6.6%	5.2%
CPAC Cashier*	200	\$ 16.25	\$ 20.35	\$ 15.25	\$ 19.35	6.6%	5.2%
Learn to Swim Instructor*	200	\$ 16.25	\$ 20.35	\$ 15.25	\$ 19.35	6.6%	5.2%
Lifeguard*	200	\$ 16.25	\$ 20.35	\$ 15.25	\$ 19.35	6.6%	5.2%
Recreation Instructor II	200	\$ 16.25	\$ 20.35	\$ 15.25	\$ 19.35	6.6%	5.2%
Seasonal Complex Supervisor	200	\$ 16.25	\$ 20.35	\$ 15.25	\$ 19.35	6.6%	5.2%
Sportsplex Attendant	200	\$ 16.25	\$ 20.35	\$ 15.25	\$ 19.35	6.6%	5.2%
Grade 300 increase:		\$ 1.00	\$ 1.00	\$ 0.90	\$ 0.90		
CPAC Asst. Cashier Manager*	300	\$ 16.98	\$ 21.07	\$ 15.98	\$ 20.07	6.3%	5.0%
Evidence Clerk	300	\$ 16.98	\$ 21.07	\$ 15.98	\$ 20.07	6.3%	5.0%
Team Leader*	300	\$ 16.98	\$ 21.07	\$ 15.98	\$ 20.07	6.3%	5.0%
Grade 350 increase:		\$ 1.00	\$ 1.00	\$ 0.80	\$ 0.85		
Crossing Guard	350	\$ 17.70	\$ 21.94	\$ 16.70	\$ 20.94	6.0%	4.8%
Seasonal Part Time II	350	\$ 17.70	\$ 21.94	\$ 16.70	\$ 20.94	6.0%	4.8%
Seasonal Property Maintenance Inspector	350	\$ 17.70	\$ 21.94	\$ 16.70	\$ 20.94	6.0%	4.8%
Grade 400 increase:		\$ 1.00	\$ 1.00	\$ 0.70	\$ 0.80		
Aquatics Trainer	400	\$ 18.42	\$ 22.81	\$ 17.42	\$ 21.81	5.7%	4.6%
Building Supervisor - Civic Center	400	\$ 18.42	\$ 22.81	\$ 17.42	\$ 21.81	5.7%	4.6%
Clerical/Cashier	400	\$ 18.42	\$ 22.81	\$ 17.42	\$ 21.81	5.7%	4.6%
Clerk Typist	400	\$ 18.42	\$ 22.81	\$ 17.42	\$ 21.81	5.7%	4.6%
Complex Attendant II	400	\$ 18.42	\$ 22.81	\$ 17.42	\$ 21.81	5.7%	4.6%
Development Services Assistant	400	\$ 18.42	\$ 22.81	\$ 17.42	\$ 21.81	5.7%	4.6%
Division Secretary	400	\$ 18.42	\$ 22.81	\$ 17.42	\$ 21.81	5.7%	4.6%
Graphic Designer	400	\$ 18.42	\$ 22.81	\$ 17.42	\$ 21.81	5.7%	4.6%
Information Systems Technician I	400	\$ 18.42	\$ 22.81	\$ 17.42	\$ 21.81	5.7%	4.6%
Maintenance Employee - Part Time	400	\$ 18.42	\$ 22.81	\$ 17.42	\$ 21.81	5.7%	4.6%
Preschool Instructor	400	\$ 18.42	\$ 22.81	\$ 17.42	\$ 21.81	5.7%	4.6%
Program Assistant	400	\$ 18.42	\$ 22.81	\$ 17.42	\$ 21.81	5.7%	4.6%
Recreation Service Clerk	400	\$ 18.42	\$ 22.81	\$ 17.42	\$ 21.81	5.7%	4.6%
Squad Leader*	400	\$ 18.42	\$ 22.81	\$ 17.42	\$ 21.81	5.7%	4.6%
Grade 450 increase:		\$ 1.00	\$ 1.00	\$ 0.60	\$ 0.75		
Complex Supervisor	450	\$ 18.63	\$ 24.71	\$ 17.63	\$ 23.71	5.7%	4.2%
CPAC Senior Assistant Cashier Manager*	450	\$ 18.63	\$ 24.71	\$ 17.63	\$ 23.71	5.7%	4.2%
Daycamp Assistant Site Director	450	\$ 18.63	\$ 24.71	\$ 17.63	\$ 23.71	5.7%	4.2%
PACE ADA Bus Driver	450	\$ 18.63	\$ 24.71	\$ 17.63	\$ 23.71	5.7%	4.2%
Recreation Instructor II/Bus Driver	450	\$ 18.63	\$ 24.71	\$ 17.63	\$ 23.71	5.7%	4.2%
Recreation Instructor Specialist	450	\$ 18.63	\$ 24.71	\$ 17.63	\$ 23.71	5.7%	4.2%
Sports Camp Instructor	450	\$ 18.63	\$ 24.71	\$ 17.63	\$ 23.71	5.7%	4.2%
Telecommunicator Part Time	450	\$ 18.63	\$ 24.71	\$ 17.63	\$ 23.71	5.7%	4.2%

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Grade 500 increase:		\$ 1.00	\$ 1.00	\$ 0.50	\$ 0.75		
Assistant Manager - Pool*	500	\$ 18.85	\$ 26.71	\$ 17.85	\$ 25.71	5.6%	3.9%
Cashier II	500	\$ 18.85	\$ 26.71	\$ 17.85	\$ 25.71	5.6%	3.9%
Complex Manager	500	\$ 18.85	\$ 26.71	\$ 17.85	\$ 25.71	5.6%	3.9%
CPAC Cashier Manager	500	\$ 18.85	\$ 26.71	\$ 17.85	\$ 25.71	5.6%	3.9%
Intern	500	\$ 17.85	\$ 25.71	\$ 17.85	\$ 25.71	0.0%	0.0%
Program Coordinator	500	\$ 18.85	\$ 26.71	\$ 17.85	\$ 25.71	5.6%	3.9%
Special Events Coordinator	500	\$ 18.85	\$ 26.71	\$ 17.85	\$ 25.71	5.6%	3.9%
Sports Camp Supervisor	500	\$ 18.85	\$ 26.71	\$ 17.85	\$ 25.71	5.6%	3.9%
Sportsplex Facility Manager	500	\$ 18.85	\$ 26.71	\$ 17.85	\$ 25.71	5.6%	3.9%
Veterans Program Coordinator	500	\$ 18.85	\$ 26.71	\$ 17.85	\$ 25.71	5.6%	3.9%
Grade 600 through 999 increase:		3%	3%	3%	3%		
Administrative Assistant	600	\$ 24.88	\$ 32.02	\$ 24.16	\$ 31.09	3.0%	3.0%
Community Service Officer	600	\$ 24.88	\$ 32.02	\$ 24.16	\$ 31.09	3.0%	3.0%
Detention Aide	600	\$ 24.88	\$ 32.02	\$ 24.16	\$ 31.09	3.0%	3.0%
Crime Analyst	600	\$ 24.88	\$ 32.02	\$ 24.16	\$ 31.09	3.0%	3.0%
Information Systems Technician II	600	\$ 24.88	\$ 32.02	\$ 24.16	\$ 31.09	3.0%	3.0%
Senior Asst. Pool Manager	600	\$ 24.88	\$ 32.02	\$ 24.16	\$ 31.09	3.0%	3.0%
Volleyball Referee	600	\$ 24.88	\$ 32.02	\$ 24.16	\$ 31.09	3.0%	3.0%
Temporary On-Call Winter Snowplow Operator	600	\$ 24.88	\$ 32.02	\$ 24.16	\$ 31.09	3.0%	3.0%
Temporary Winter Seasonal Snowplow Operator (Snowbird)	600	\$ 24.88	\$ 32.02	\$ 24.16	\$ 31.09	3.0%	3.0%
Crime Free Housing Coordinator	700	\$ 27.28	\$ 34.39	\$ 26.49	\$ 33.39	3.0%	3.0%
Management Analyst - Part Time	700	\$ 27.28	\$ 34.39	\$ 26.49	\$ 33.39	3.0%	3.0%
Police Officer - Part Time	700	\$ 27.28	\$ 34.39	\$ 26.49	\$ 33.39	3.0%	3.0%
Senior Program Coordinator	700	\$ 27.28	\$ 34.39	\$ 26.49	\$ 33.39	3.0%	3.0%
Senior Special Recreation Coordinator	700	\$ 27.28	\$ 34.39	\$ 26.49	\$ 33.39	3.0%	3.0%
Evidence Clerk	700	\$ 27.28	\$ 34.39	\$ 26.49	\$ 33.39	3.0%	3.0%
Dance Instructor	800	\$ 28.46	\$ 37.95	\$ 27.63	\$ 36.84	3.0%	3.0%
Personal Trainer/Group X	800	\$ 28.46	\$ 37.95	\$ 27.63	\$ 36.84	3.0%	3.0%
Building Inspector	900	\$ 32.02	\$ 47.43	\$ 31.09	\$ 46.05	3.0%	3.0%
Code Enforcement Officer	900	\$ 32.02	\$ 47.43	\$ 31.09	\$ 46.05	3.0%	3.0%
Electrical Inspector	900	\$ 32.02	\$ 47.43	\$ 31.09	\$ 46.05	3.0%	3.0%
Plumbing Inspector	900	\$ 32.02	\$ 47.43	\$ 31.09	\$ 46.05	3.0%	3.0%
Police Officer - Supervisor	900	\$ 32.02	\$ 47.43	\$ 31.09	\$ 46.05	3.0%	3.0%
Special Event On-Demand	995		\$ 20.00			New	
EMA Technician	996		\$ 21.00			New	
EMA Officer	997		\$ 25.00			New	
EMA Commander	998		\$ 30.00			New	
Maintenance - Civic Center	999		\$ 59.31 (Per Event Setup)		\$ 57.58 (Per Event Setup)		3.0%

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

**Temporary position

Alternate Rate:

	2026 Hourly	2025 Hourly	
Orland Square Mall Youth Supervision Program (Friday and Saturday only)	\$ 41.20	\$ 40.00	3.0%
Orland Square Mall Youth Supervision Program Supervisor (Friday and Saturday only)	\$ 42.44	\$ 41.20	3.0%

***Pay Plan for Centennial Park Aquatic Center**

Grade	Position	Year in position	2026	2025	\$ Change	% Change
200	CPAC Cashier	1st Year	\$ 16.25	\$ 15.25	\$ 1.00	6.56%
	CPAC Cashier	2nd Year	\$ 16.75	\$ 15.75	\$ 1.00	6.35%
	CPAC Cashier	3rd Year +	\$ 17.25	\$ 16.25	\$ 1.00	6.15%
	CPAC Cashier	4th Year +	\$ 17.75	\$ 16.75	\$ 1.00	5.97%
200	Lifeguard	1st Year	\$ 17.00	\$ 16.00	\$ 1.00	6.25%
	Lifeguard	2nd Year	\$ 17.50	\$ 16.50	\$ 1.00	6.06%
	Lifeguard	3rd Year +	\$ 18.00	\$ 17.00	\$ 1.00	5.88%
	Lifeguard	4th Year +	\$ 18.50	\$ 17.50	\$ 1.00	5.71%
200	Learn to Swim	1st Year	\$ 16.25	\$ 15.25	\$ 1.00	6.56%
	Learn to Swim	2nd Year	\$ 16.75	\$ 15.75	\$ 1.00	6.35%
	Learn to Swim	3rd Year +	\$ 17.25	\$ 16.25	\$ 1.00	6.15%
	Learn to Swim	4th Year +	\$ 17.75	\$ 16.75	\$ 1.00	5.97%
300	CPAC Assistant Cashier Manager	1st Year	\$ 19.00	\$ 18.00	\$ 1.00	5.56%
	CPAC Assistant Cashier Manager	2nd Year	\$ 19.50	\$ 18.50	\$ 1.00	5.41%
	CPAC Assistant Cashier Manager	3rd Year +	\$ 20.00	\$ 19.00	\$ 1.00	5.26%
	CPAC Assistant Cashier Manager	4th Year +	\$ 20.68	\$ 19.68	\$ 1.00	5.08%
450	CPAC Senior Assistant Cashier Manager	1st Year	\$ 20.50	\$ 19.50	\$ 1.00	5.13%
	CPAC Senior Assistant Cashier Manager	2nd Year	\$ 21.00	\$ 20.00	\$ 1.00	5.00%
	CPAC Senior Assistant Cashier Manager	3rd Year +	\$ 21.50	\$ 20.50	\$ 1.00	4.88%
	CPAC Senior Assistant Cashier Manager	4th Year +	\$ 22.00	\$ 21.00	\$ 1.00	4.76%
300	Team Leader	1st Year	\$ 19.50	\$ 18.50	\$ 1.00	5.41%
	Team Leader	2nd Year	\$ 20.00	\$ 19.00	\$ 1.00	5.26%
	Team Leader	3rd Year +	\$ 20.50	\$ 19.50	\$ 1.00	5.13%
	Team Leader	4th Year +	\$ 21.00	\$ 20.00	\$ 1.00	5.00%
400	Squad Leader	1st Year	\$ 21.00	\$ 20.00	\$ 1.00	5.00%
	Squad Leader	2nd Year	\$ 21.50	\$ 20.50	\$ 1.00	4.88%
	Squad Leader	3rd Year +	\$ 22.00	\$ 21.00	\$ 1.00	4.76%
	Squad Leader	4th Year +	\$ 22.50	\$ 21.50	\$ 1.00	4.65%
500	Assistant Manager - Pool	1st Year	\$ 23.00	\$ 22.00	\$ 1.00	4.55%
	Assistant Manager - Pool	2nd Year	\$ 23.50	\$ 22.50	\$ 1.00	4.44%
	Assistant Manager - Pool	3rd Year +	\$ 24.00	\$ 23.00	\$ 1.00	4.35%
	Assistant Manager - Pool	4th Year +	\$ 24.50	\$ 23.50	\$ 1.00	4.26%
Alt Rate	Private Swim Lessons	All Positions	\$ 21.00	\$ 20.00	\$ 1.00	5.00%

Incentive Program

Lifeguard Certification

Lifeguard Certification received before May 1 \$100.00

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

Cashiers (5/13/26 through 8/11/26) \$ 100.00
 Cashier Managers (5/13/26 through 8/11/26) \$ 100.00
 Rookie Lifeguards (5/13/26 through 8/11/26) \$ 100.00
 Veteran Lifeguards (5/13/26 through 8/11/26) \$ 100.00
 Late Hire Lifeguards (6/6/26 through 8/11/26) \$ 100.00
 Leadership Team (2/20/26 through 8/11/26) \$ 100.00
 All Staff (work 8/12/2026 through 9/1/2026) \$ 50.00

Temporary schedule incentive, effective 8/12/26 through end of season

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