

APPENDIX A

Village of Orland Park Compensation Plan - Full-Time Non-Represented Employees

Effective January 1, 2026 to December 31, 2026

	Grade	2026 Rates and Ranges				2025 Rates and Ranges			
		Annual		Hourly		Annual		Hourly	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Communications & Marketing Assistant	1	51,796	66,599	24.9019	32.0188	50,287	64,659	24.1764	31.0861
GIS Technician	2	56,468	76,233	27.1481	36.6505	54,823	74,013	26.3572	35.5832
Content Creator/Writer	3	60,423	81,569	29.0495	39.2159	58,663	79,193	28.2034	38.0736
Graphic Artist/Multimedia Developer & Designer	3	60,423	81,569	29.0495	39.2159	58,663	79,193	28.2034	38.0736
Heritage Sites Supervisor	3	60,423	81,569	29.0495	39.2159	58,663	79,193	28.2034	38.0736
HR Coordinator	3	60,423	81,569	29.0495	39.2159	58,663	79,193	28.2034	38.0736
Program Coordinator for Seniors, Veterans, & Sponsorships	3	60,423	81,569	29.0495	39.2159	58,663	79,193	28.2034	38.0736
Special Events Coordinator	3	60,423	81,569	29.0495	39.2159	58,663	79,193	28.2034	38.0736
Athletics Division Assistant Operations Manager	5	67,599	94,637	32.4995	45.4986	65,630	91,881	31.5529	44.1736
Clerk Office Coordinator	5	67,599	94,637	32.4995	45.4986	65,630	91,881	31.5529	44.1736
Detention Aide/Administrative Specialist	5	67,599	94,637	32.4995	45.4986	65,630	91,881	31.5529	44.1736
Multi-Media Coordinator	5	67,599	94,637	32.4995	45.4986	65,630	91,881	31.5529	44.1736
Recreation Program Supervisor I	5	67,599	94,637	32.4995	45.4986	65,630	91,881	31.5529	44.1736
Senior Graphic Designer	5	67,599	94,637	32.4995	45.4986	65,630	91,881	31.5529	44.1736
Animal Control Officer	6	71,992	100,790	34.6115	48.4567	69,895	97,854	33.6034	47.0452
Associate Planner	6	71,992	100,790	34.6115	48.4567	69,895	97,854	33.6034	47.0452
Executive Assistant	6	71,992	100,790	34.6115	48.4567	69,895	97,854	33.6034	47.0452
Financial Services Analyst	6	71,992	100,790	34.6115	48.4567	69,895	97,854	33.6034	47.0452
FOIA Clerk	6	71,992	100,790	34.6115	48.4567	69,895	97,854	33.6034	47.0452
Management Analyst	6	71,992	100,790	34.6115	48.4567	69,895	97,854	33.6034	47.0452
Recreation Financial Analyst	6	71,992	100,790	34.6115	48.4567	69,895	97,854	33.6034	47.0452
Security Systems Technician	6	71,992	100,790	34.6115	48.4567	69,895	97,854	33.6034	47.0452
Code Enforcement Officer	7	76,672	107,340	36.8615	51.6058	74,439	104,214	35.7880	50.1029
Community Services Officer Supervisor	7	76,672	107,340	36.8615	51.6058	74,439	104,214	35.7880	50.1029
Construction Project Tech	7	76,672	107,340	36.8615	51.6058	74,439	104,214	35.7880	50.1029
Deputy Village Clerk	7	76,672	107,340	36.8615	51.6058	74,439	104,214	35.7880	50.1029
Development Project Advocate	7	76,672	107,340	36.8615	51.6058	74,439	104,214	35.7880	50.1029
Emergency Management & Special Event Staffing Coordinator	7	76,672	107,340	36.8615	51.6058	74,439	104,214	35.7880	50.1029
Fitness Center Manager	7	76,672	107,340	36.8615	51.6058	74,439	104,214	35.7880	50.1029
General Manager - Civic Center	7	76,672	107,340	36.8615	51.6058	74,439	104,214	35.7880	50.1029
Network Systems Administrator	7	76,672	107,340	36.8615	51.6058	74,439	104,214	35.7880	50.1029
Office Support Supervisor	7	76,672	107,340	36.8615	51.6058	74,439	104,214	35.7880	50.1029
Planner	7	76,672	107,340	36.8615	51.6058	74,439	104,214	35.7880	50.1029
Public Improvement Technician II	7	76,672	107,340	36.8615	51.6058	74,439	104,214	35.7880	50.1029
Recreation Program Supervisor II	7	76,672	107,340	36.8615	51.6058	74,439	104,214	35.7880	50.1029
Special Events Manager	7	76,672	107,340	36.8615	51.6058	74,439	104,214	35.7880	50.1029
Strategic Performance Analyst	7	76,672	107,340	36.8615	51.6058	74,439	104,214	35.7880	50.1029
Support Services Assistant Manager	7	76,672	107,340	36.8615	51.6058	74,439	104,214	35.7880	50.1029
Aquatic & Ice Rink Manager	8	81,656	114,317	39.2577	54.9601	79,278	110,987	38.1144	53.3591
Code Enforcement Supervisor	8	81,656	114,317	39.2577	54.9601	79,278	110,987	38.1144	53.3591
Communications and Marketing Manager	8	81,656	114,317	39.2577	54.9601	79,278	110,987	38.1144	53.3591
Engineer	8	81,656	114,317	39.2577	54.9601	79,278	110,987	38.1144	53.3591
Financial Analyst	8	81,656	114,317	39.2577	54.9601	79,278	110,987	38.1144	53.3591
Human Resources Analyst	8	81,656	114,317	39.2577	54.9601	79,278	110,987	38.1144	53.3591
Information System Analyst - Police	8	81,656	114,317	39.2577	54.9601	79,278	110,987	38.1144	53.3591
IT Systems Analyst	8	81,656	114,317	39.2577	54.9601	79,278	110,987	38.1144	53.3591
Natural Resources & Facilities Supervisor	8	81,656	114,317	39.2577	54.9601	79,278	110,987	38.1144	53.3591
Network Security Analyst	8	81,656	114,317	39.2577	54.9601	79,278	110,987	38.1144	53.3591
Outreach Coordinator - Office of the Mayor	8	81,656	110,987	38.1144	53.3591	79,278	110,987	38.1144	53.3591
Quality Assurance Supervisor	8	81,656	110,987	38.1144	53.3591	79,278	110,987	38.1144	53.3591
Special Recreation Program Supervisor	8	81,656	110,987	39.2577	53.3591	79,278	110,987	38.1144	53.3591
Streets Supervisor	8	81,656	110,987	39.2577	53.3591	79,278	110,987	38.1144	53.3591
Utilities Supervisor	8	81,656	110,987	39.2577	53.3591	79,278	110,987	38.1144	53.3591
Budget Manager	9	86,964	121,749	41.8096	58.5332	84,431	118,203	40.5918	56.8284
Financial Services Manager	9	86,964	121,749	41.8096	58.5332	84,431	118,203	40.5918	56.8284
Human Resources Generalist	9	86,964	121,749	41.8096	58.5332	84,431	118,203	40.5918	56.8284
IT Senior System Analyst	9	86,964	121,749	41.8096	58.5332	84,431	118,203	40.5918	56.8284

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

	Grade	2026 Rates and Ranges				2025 Rates and Ranges			
		Annual		Hourly		Annual		Hourly	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Athletics Operations Manager	10	92,617	129,663	44.5274	62.3380	89,919	125,886	43.2303	60.5221
Building Division Manager	10	92,617	129,663	44.5274	62.3380	89,919	125,886	43.2303	60.5221
Economic Development Manager	10	92,617	129,663	44.5274	62.3380	89,919	125,886	43.2303	60.5221
Fleet Manager	10	92,617	129,663	44.5274	62.3380	89,919	125,886	43.2303	60.5221
Natural Resources & Facilities Operations Manager	10	92,617	129,663	44.5274	62.3380	89,919	125,886	43.2303	60.5221
Purchasing/Contract Administrator	10	92,617	129,663	44.5274	62.3380	89,919	125,886	43.2303	60.5221
Recreation Division Manager	10	92,617	129,663	44.5274	62.3380	89,919	125,886	43.2303	60.5221
Senior Engineer	10	92,617	129,663	44.5274	62.3380	89,919	125,886	43.2303	60.5221
Streets Operations Manager	10	92,617	129,663	44.5274	62.3380	89,919	125,886	43.2303	60.5221
Support Services Manager	10	92,617	129,663	44.5274	62.3380	89,919	125,886	43.2303	60.5221
Utility Operations Manager	10	92,617	129,663	44.5274	62.3380	89,919	125,886	43.2303	60.5221
Assistant Development Services Director	11	106,734	149,428	51.3144	71.8404	103,625	145,076	49.8197	69.7481
Assistant Director of Information Technology	11	106,734	149,428	51.3144	71.8404	103,625	145,076	49.8197	69.7481
Assistant Finance Director	11	106,734	149,428	51.3144	71.8404	103,625	145,076	49.8197	69.7481
Assistant Recreation & Parks Director	11	106,734	149,428	51.3144	71.8404	103,625	145,076	49.8197	69.7481
Assistont Public Works Director	11	106,734	149,428	51.3144	71.8404	103,625	145,076	49.8197	69.7481
Village Engineer	11	106,734	149,428	51.3144	71.8404	103,625	145,076	49.8197	69.7481
Human Resources Director	12	115,807	162,130	55.6764	77.9471	112,434	157,408	54.0548	75.6769
Recreation & Parks Director	12	115,807	162,130	55.6764	77.9471	112,434	157,408	54.0548	75.6769
Assistant Village Manager	13	125,651	175,910	60.4091	84.5721	121,991	170,786	58.6495	82.1087
Development Services Director	13	125,651	175,910	60.4091	84.5721	121,991	170,786	58.6495	82.1087
Director of Information Technology	13	125,651	175,910	60.4091	84.5721	121,991	170,786	58.6495	82.1087
Engineering Director	13	125,651	175,910	60.4091	84.5721	121,991	170,786	58.6495	82.1087
Public Works Director	13	125,651	175,910	60.4091	84.5721	121,991	170,786	58.6495	82.1087
Chief of Police	14	136,331	202,910	65.5438	97.5529	132,360	197,000	63.6346	94.7115
Finance Director	14	136,331	202,910	65.5438	97.5529	132,360	197,000	63.6346	94.7115
Village Manager	15	190,935	267,311	91.7957	128.5149	185,374	259,525	89.1221	124.7716

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%

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

		2026 Hourly		2025 Hourly		% Increase	
	Grade	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
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%
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