

APPENDIX A
Village of Orland Park Compensation Plan - Full-Time Non-Represented Employees
Effective January 1, 2020 to December 31, 2020

	Grade	Annual		Hourly	
		Minimum	Maximum	Minimum	Maximum
GIS Technician	2	47,615	64,280	22.89	30.90
Museum Curator/Admin to the Trustees	3	50,948	68,780	24.49	33.07
Administrative Assistant - Police	5	57,000	79,800	27.40	38.37
Detention Aide/Administrative Specialist	5	57,000	79,800	27.40	38.37
Executive Assistant to Mayor	5	57,000	79,800	27.40	38.37
Executive Assistant to Village Manager	5	57,000	79,800	27.40	38.37
Planner I	5	57,000	79,800	27.40	38.37
Recreation Program Supervisor I	5	57,000	79,800	27.40	38.37
Senior Graphic Designer	5	57,000	79,800	27.40	38.37
Animal Control Officer	6	60,705	84,987	29.19	40.86
Management Analyst	6	60,705	84,987	29.19	40.86
Recreation Financial Analyst	6	60,705	84,987	29.19	40.86
Security Systems Technician	6	60,705	84,987	29.19	40.86
Community Services Officer Supervisor	7	64,651	90,511	31.08	43.51
Fitness Center Manager	7	64,651	90,511	31.08	43.51
General Manager - Civic Center	7	64,651	90,511	31.08	43.51
Network Systems Administrator	7	64,651	90,511	31.08	43.51
Office Support Supervisor - All	7	64,651	90,511	31.08	43.51
Public Improvement Technician II - All	7	64,651	90,511	31.08	43.51
Recreation Program Supervisor II	7	64,651	90,511	31.08	43.51
Special Events Manager	7	64,651	90,511	31.08	43.51
Support Services Assistant Manager - All	7	64,651	90,511	31.08	43.51
Aquatic & Ice Rink Manager	8	68,853	96,394	33.10	46.34
Assistant to the Village Manager	8	68,853	96,394	33.10	46.34
Communications Manager	8	68,853	96,394	33.10	46.34
Financial Analyst	8	68,853	96,394	33.10	46.34
Information System Analyst - Police	8	68,853	96,394	33.10	46.34
Natural Resources & Facilities Supervisor	8	68,853	96,394	33.10	46.34
Special Recreation Program Supervisor	8	68,853	96,394	33.10	46.34
Streets Supervisor	8	68,853	96,394	33.10	46.34
Utilities Supervisor	8	68,853	96,394	33.10	46.34
Economic Development Coordinator	9	73,329	102,660	35.25	49.36
GIS Manager	9	73,329	102,660	35.25	49.36
Human Resources Generalist	9	73,329	102,660	35.25	49.36
IT Network Engineer	9	73,329	102,660	35.25	49.36
Senior Planner/Project Manager - All	9	73,329	102,660	35.25	49.36
Senior Applications System Analyst	9	73,329	102,660	35.25	49.36

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	Grade	Annual		Hourly	
		Minimum	Maximum	Minimum	Maximum
Building Division Manager	10	78,095	109,333	37.55	52.56
Natural Resources & Facilities Operations Manager	10	78,095	109,333	37.55	52.56
Athletics Operations Manager	10	78,095	109,333	37.55	52.56
Planning Division Manager	10	78,095	109,333	37.55	52.56
Purchasing, Contract & Risk Administrator	10	78,095	109,333	37.55	52.56
Recreation Division Manager - All	10	78,095	109,333	37.55	52.56
Streets Operations Manager	10	78,095	109,333	37.55	52.56
Support Services Manager	10	78,095	109,333	37.55	52.56
Utility Operations Manager	10	78,095	109,333	37.55	52.56
Assistant Finance Director	11	90,000	126,000	43.27	60.58
Assistant Human Resources Director	11	90,000	126,000	43.27	60.58
Assistant Recreation & Parks Director	11	90,000	126,000	43.27	60.58
Assistant Public Works Director	11	90,000	126,000	43.27	60.58
Village Engineer	11	90,000	126,000	43.27	60.58
Engineering Programs & Services Director	12	97,650	136,710	46.95	65.73
Human Resources Director	12	97,650	136,710	46.95	65.73
Recreation & Parks Director	12	97,650	136,710	46.95	65.73
Assistant Village Manager	13	105,950	148,330	50.94	71.31
Chief Technology Officer	13	105,950	148,330	50.94	71.31
Development Services Director	13	105,950	148,330	50.94	71.31
Public Works Director	13	105,950	148,330	50.94	71.31
Chief of Police	14	114,956	160,938	55.27	77.37
Finance Director	14	114,956	160,938	55.27	77.37
Village Manager	15	161,000	225,400	77.40	108.37

¹Assistant to the Director Public Works position removed from ordinance, however, effective thru June 30, 2020 due to staffing reorganization as a result of Early Retirement Incentive retirements

APPENDIX B

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

Effective January 1, 2020 to December 31, 2020

	Grade	Hourly	
		Minimum	Maximum
After School Pals Instructor	100	\$ 10.00	\$ 13.00
Building Attendant	100	\$ 10.00	\$ 13.00
Complex Attendant	100	\$ 10.00	\$ 13.00
CPAC Cashier	100	\$ 10.00	\$ 13.00
Daycamp Counselor	100	\$ 10.00	\$ 13.00
Fitness Desk Attendant	100	\$ 10.00	\$ 13.00
Ice Rink Attendant	100	\$ 10.00	\$ 13.00
Inclusion Aide	100	\$ 10.00	\$ 13.00
Intern - Undergrad	100	\$ 10.00	\$ 13.00
Kidz Room Attendant	100	\$ 10.00	\$ 13.00
Learn to Swim Instructor	100	\$ 10.00	\$ 13.00
Lifeguard	100	\$ 10.00	\$ 13.00
Recreation Instructor I	100	\$ 10.00	\$ 13.00
Recreation Instructor I/Van Driver	100	\$ 10.00	\$ 13.00
Rockwall/Gym/Party Attendant	100	\$ 10.00	\$ 13.00
Seasonal Maintenance	100	\$ 10.00	\$ 13.00
Seasonal Part-Time	100	\$ 10.00	\$ 13.00
Sports Central Attendant	100	\$ 10.00	\$ 13.00
Building Supervisor	200	\$ 11.00	\$ 15.00
Civic Center Attendant	200	\$ 11.00	\$ 15.00
Community Service Officer	200	\$ 11.00	\$ 15.00
CPAC Asst. Cashier Manager	200	\$ 11.00	\$ 15.00
Hydrant Painters	200	\$ 11.00	\$ 15.00
Public Works Facilities Attendant	200	\$ 11.00	\$ 15.00
Recreation Instructor II	200	\$ 11.00	\$ 15.00
Seasonal Complex Supervisor	200	\$ 11.00	\$ 15.00
Sign Remover	200	\$ 11.00	\$ 15.00
Sportsplex Attendant	200	\$ 11.00	\$ 15.00
Team Leader	200	\$ 11.00	\$ 15.00
Detention Aide	300	\$ 12.00	\$ 16.00
Evidence Clerk	300	\$ 12.00	\$ 16.00
Maintenance Employee	300	\$ 12.00	\$ 16.00
Squad Leader	300	\$ 12.00	\$ 16.00
Complex Attendant II	350	\$ 13.00	\$ 17.00
Crossing Guard	350	\$ 13.00	\$ 17.00
Maintenance Employee II	350	\$ 13.00	\$ 17.00
Seasonal Property Maintenance Inspector	350	\$ 13.00	\$ 17.00
Seasonal Maintenance II	350	\$ 13.00	\$ 17.00

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

Effective January 1, 2020 to December 31, 2020

	Grade	Hourly	
		Minimum	Maximum
Aquatics Trainer	400	\$ 14.00	\$ 18.00
Assistant Manager - Pool	400	\$ 14.00	\$ 18.00
Building Supervisor - Civic Center	400	\$ 14.00	\$ 18.00
Clerk Typist/Floater	400	\$ 14.00	\$ 18.00
Clerk Typist/Police	400	\$ 14.00	\$ 18.00
Clerical/Cashier	400	\$ 14.00	\$ 18.00
Complex Supervisor	400	\$ 14.00	\$ 18.00
Daycamp Assistant Site Director	400	\$ 14.00	\$ 18.00
Development Services Assistant	400	\$ 14.00	\$ 18.00
Division Secretary	400	\$ 14.00	\$ 18.00
Graphic Designer	400	\$ 14.00	\$ 18.00
Information Systems Technician I	400	\$ 14.00	\$ 18.00
Preschool Instructor	400	\$ 14.00	\$ 18.00
Program Assistant - Clerk	400	\$ 14.00	\$ 18.00
Program Assistant - Recreation	400	\$ 14.00	\$ 18.00
Program Assistant - Veterans Programs	400	\$ 14.00	\$ 18.00
Recreation Service Clerk	400	\$ 14.00	\$ 18.00
CPAC Senior Assistant Cashier Manager	400	\$ 14.00	\$ 18.00
Sports Camp Instructor	400	\$ 14.00	\$ 18.00
CPAC Cashier Manager	450	\$ 14.50	\$ 20.00
PACE ADA Bus Driver	450	\$ 14.50	\$ 20.00
Recreation Instructor II/Bus Driver	450	\$ 14.50	\$ 20.00
Recreation Instructor Specialist	450	\$ 14.50	\$ 20.00
Sports Camp Supervisor	450	\$ 14.50	\$ 20.00
Telecommunicator Part Time	450	\$ 14.50	\$ 20.00
Complex Manager	500	\$ 15.00	\$ 22.00
IT Office Coordinator	500	\$ 15.00	\$ 22.00
Program Coordinator	500	\$ 15.00	\$ 22.00
Special Events Coordinator	500	\$ 15.00	\$ 22.00
Sportsplex Facility Manager	500	\$ 15.00	\$ 22.00
Veterans Program Coordinator	500	\$ 15.00	\$ 22.00
Human Resources Coordinator	600	\$ 21.00	\$ 27.00
Information Systems Technician II	600	\$ 21.00	\$ 27.00
Senior Asst. Pool Manager	600	\$ 21.00	\$ 27.00
Volleyball Referee	600	\$ 21.00	\$ 27.00
VMO Administrative Assistant	600	\$ 21.00	\$ 27.00
Website and Application Support Technician	600	\$ 21.00	\$ 27.00

APPENDIX B

**Village of Orland Park Compensation Plan - Part -Time Non-Represented Employees
Effective January 1, 2020 to December 31, 2020**

	Grade	Hourly	
		Minimum	Maximum
Crime Free Housing Coordinator	700	\$ 23.00	\$ 29.00
Financial Analyst - Part Time	700	\$ 23.00	\$ 29.00
Management Analyst - Part Time	700	\$ 23.00	\$ 29.00
Police Officer - Part Time	700	\$ 23.00	\$ 29.00
Senior Program Coordinator	700	\$ 23.00	\$ 29.00
Senior Special Recreation Coordinator	700	\$ 23.00	\$ 29.00
Dance Instructor	800	\$ 24.00	\$ 32.00
Personal Trainer/Group X	800	\$ 24.00	\$ 32.00
Building Inspector	900	\$ 27.00	\$ 40.00
Electrical Inspector	900	\$ 27.00	\$ 40.00
Engineer I	900	\$ 27.00	\$ 40.00
Plumbing/Property Maintenance Inspector	900	\$ 27.00	\$ 40.00
Maintenance - Civic Center*	999		\$ 50.00 (Per Event Setup)

*Senior Property Maintenance Inspector and Senior Planner/Project Manager effective through June 30, 2020