

**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
<b>GIS Technician</b>	2	47,615	64,280	22.89	30.90
<b>Museum Curator/Admin To the Trustees</b>	3	50,948	68,780	24.49	33.07
<b>Administrative Assistant - Police</b>	5	57,000	79,800	27.40	38.37
<b>Communications Manager</b>	5	57,000	79,800	27.40	38.37
<b>Detention Aide/Administrative Specialist</b>	5	57,000	79,800	27.40	38.37
<b>Executive Assistant to Mayor</b>	5	57,000	79,800	27.40	38.37
<b>Executive Assistant to Village Manager</b>	5	57,000	79,800	27.40	38.37
<b>Planner I</b>	5	57,000	79,800	27.40	38.37
<b>Recreation Program Supervisor I</b>	5	57,000	79,800	27.40	38.37
<b>Senior Graphic Designer</b>	5	57,000	79,800	27.40	38.37
<b>Animal Control Officer</b>	6	60,705	84,987	29.19	40.86
<b>Assistant to the Director - Public Works<sup>1</sup></b>	6	60,705	84,987	29.19	40.86
<b>Management Analyst</b>	6	60,705	84,987	29.19	40.86
<b>Recreation Financial Analyst</b>	6	60,705	84,987	29.19	40.86
<b>Community Services Officer Supervisor</b>	7	64,651	90,511	31.08	43.51
<b>Fitness Center Manager</b>	7	64,651	90,511	31.08	43.51
<b>General Manager - Civic Center</b>	7	64,651	90,511	31.08	43.51
<b>Network Systems Administrator</b>	7	64,651	90,511	31.08	43.51
<b>Office Support Supervisor - All</b>	7	64,651	90,511	31.08	43.51
<b>Public Improvement Technician II - All</b>	7	64,651	90,511	31.08	43.51
<b>Recreation Program Supervisor II</b>	7	64,651	90,511	31.08	43.51
<b>Special Events Manager</b>	7	64,651	90,511	31.08	43.51
<b>Support Services Assitant Manager - All</b>	7	64,651	90,511	31.08	43.51
<b>Aquatic &amp; Ice Rink Manager</b>	8	68,853	96,394	33.10	46.34
<b>Assistant to the Village Manager</b>	8	68,853	96,394	33.10	46.34
<b>Financial Analyst</b>	8	68,853	96,394	33.10	46.34
<b>Foreman</b>	8	68,853	96,394	33.10	46.34
<b>Information System Analyst - Police</b>	8	68,853	96,394	33.10	46.34
<b>Special Recreation Program Supervisor</b>	8	68,853	96,394	33.10	46.34
<b>Utility Supervisor</b>	8	68,853	96,394	33.10	46.34
<b>Economic Development Coordinator</b>	9	73,329	102,660	35.25	49.36
<b>GIS Manager</b>	9	73,329	102,660	35.25	49.36
<b>Human Resources Generalist</b>	9	73,329	102,660	35.25	49.36
<b>IT Network Engineer</b>	9	73,329	102,660	35.25	49.36
<b>Senior Planner/Project Manager - All</b>	9	73,329	102,660	35.25	49.36
<b>Senior Applications System Analyst</b>	9	73,329	102,660	35.25	49.36

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<b>Building Division Manager</b>	10	78,095	109,333	37.55	52.56
<b>Grounds Operations Manager</b>	10	78,095	109,333	37.55	52.56
<b>Parks Operations Manager</b>	10	78,095	109,333	37.55	52.56
<b>Planning Division Manager</b>	10	78,095	109,333	37.55	52.56
<b>Purchasing, Contract &amp; Risk Administrator</b>	10	78,095	109,333	37.55	52.56
<b>Recreation Division Manager - All</b>	10	78,095	109,333	37.55	52.56
<b>Streets Operations Manager</b>	10	78,095	109,333	37.55	52.56
<b>Support Services Manager</b>	10	78,095	109,333	37.55	52.56
<b>Utility Operations Manager</b>	10	78,095	109,333	37.55	52.56
<b>V&amp;E/Transportation Operations Manager</b>	10	78,095	109,333	37.55	52.56
<b>Village Engineer</b>	10	78,095	109,333	37.55	52.56
<b>Assistant Finance Director</b>	11	90,000	126,000	43.27	60.58
<b>Assistant Human Resources Director</b>	11	90,000	126,000	43.27	60.58
<b>Assistant Parks &amp; Recreation Director</b>	11	90,000	126,000	43.27	60.58
<b>Assistant Public Works Director</b>	11	90,000	126,000	43.27	60.58
<b>Division Manager/Assistant Recreation Director<sup>1</sup></b>	11	90,000	126,000	43.27	60.58
<b>Director - Programs &amp; Engineering Services</b>	12	97,650	136,710	46.95	65.73
<b>Human Resources Director</b>	12	97,650	136,710	46.95	65.73
<b>Parks &amp; Grounds Director<sup>1</sup></b>	12	97,650	136,710	46.95	65.73
<b>Parks &amp; Recreation Director</b>	12	97,650	136,710	46.95	65.73
<b>Recreation Director<sup>1</sup></b>	12	97,650	136,710	46.95	65.73
<b>Assistant Village Manager</b>	13	105,950	148,330	50.94	71.31
<b>Development Services Director</b>	13	105,950	148,330	50.94	71.31
<b>Public Works Director</b>	13	105,950	148,330	50.94	71.31
<b>Chief of Police</b>	14	114,956	160,938	55.27	77.37
<b>Chief Technology Officer</b>	14	114,956	160,938	55.27	77.37
<b>Finance Director</b>	14	114,956	160,938	55.27	77.37
<b>Village Manager</b>	15	161,000	225,400	77.40	108.37

<sup>1</sup>Position effective thru June 30, 2020 due to staffing reorganization as a result of Early Retirement Incentive retirements