

APPENDIX A

Village of Orland Park Compensation Plan - Full-Time Non-Represented Employees  
Effective January 1, 2024 to December 31, 2024

	Grade	2024 Rates and Ranges				2023 Rates and Ranges			
		Annual		Hourly		Annual		Hourly	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Communications & Marketing Assistant	1	48,822	62,776	23.4721	30.1808	47,400	60,948	22.7885	29.3019
GIS Technician	2	53,226	71,857	25.5894	34.5466	51,676	69,764	24.8442	33.5404
Graphic Artist/Multimedia Developer & Designer	3	56,954	76,886	27.3817	36.9644	55,295	74,647	26.5841	35.8880
Heritage Sites Supervisor	3	56,954	76,886	27.3817	36.9644	55,295	74,647	26.5841	35.8880
HR Coordinator	3	56,954	76,886	27.3817	36.9644	55,295	74,647	26.5841	35.8880
Detention Aide/Administrative Specialist	5	63,718	89,205	30.6337	42.8870	61,862	86,607	29.7413	41.6380
Multi-Media Coordinator	5	63,718	89,205	30.6337	42.8870	61,862	86,607	29.7413	41.6380
Recreation Program Supervisor I	5	63,718	89,205	30.6337	42.8870	61,862	86,607	29.7413	41.6380
Senior Graphic Designer	5	63,718	89,205	30.6337	42.8870	61,862	86,607	29.7413	41.6380
Animal Control Officer	6	67,859	95,004	32.6245	45.6750	65,883	92,237	31.6745	44.3447
Associate Planner	6	67,859	95,004	32.6245	45.6750	65,883	92,237	31.6745	44.3447
Deputy Village Clerk	6	67,859	95,004	32.6245	45.6750	65,883	92,237	31.6745	44.3447
Executive Assistant	6	67,859	95,004	32.6245	45.6750	65,883	92,237	31.6745	44.3447
Financial Services Analyst	6	67,859	95,004	32.6245	45.6750	65,883	92,237	31.6745	44.3447
Management Analyst	6	67,859	95,004	32.6245	45.6750	65,883	92,237	31.6745	44.3447
Recreation Financial Analyst	6	67,859	95,004	32.6245	45.6750	65,883	92,237	31.6745	44.3447
Security Systems Technician	6	67,859	95,004	32.6245	45.6750	65,883	92,237	31.6745	44.3447
Code Enforcement Officer	7	72,271	101,179	34.7457	48.6438	70,166	98,232	33.7337	47.2269
Community Services Officer Supervisor	7	72,271	101,179	34.7457	48.6438	70,166	98,232	33.7337	47.2269
Construction Project Tech	7	72,271	101,179	34.7457	48.6438	70,166	98,232	33.7337	47.2269
Fitness Center Manager	7	72,271	101,179	34.7457	48.6438	70,166	98,232	33.7337	47.2269
General Manager - Civic Center	7	72,271	101,179	34.7457	48.6438	70,166	98,232	33.7337	47.2269
Network Systems Administrator	7	72,271	101,179	34.7457	48.6438	70,166	98,232	33.7337	47.2269
Office Support Supervisor	7	72,271	101,179	34.7457	48.6438	70,166	98,232	33.7337	47.2269
Planner	7	72,271	101,179	34.7457	48.6438	70,166	98,232	33.7337	47.2269
Public Improvement Technician II	7	72,271	101,179	34.7457	48.6438	70,166	98,232	33.7337	47.2269
Recreation Program Supervisor II	7	72,271	101,179	34.7457	48.6438	70,166	98,232	33.7337	47.2269
Special Events Manager	7	72,271	101,179	34.7457	48.6438	70,166	98,232	33.7337	47.2269
Support Services Assistant Manager	7	72,271	101,179	34.7457	48.6438	70,166	98,232	33.7337	47.2269
Aquatic & Ice Rink Manager	8	76,969	107,754	37.0043	51.8048	74,727	104,616	35.9264	50.2962
Assistant to the Village Manager	8	76,969	107,754	37.0043	51.8048	74,727	104,616	35.9264	50.2962
Code Enforcement Supervisor	8	76,969	107,754	37.0043	51.8048	74,727	104,616	35.9264	50.2962
Communications and Marketing Manager	8	76,969	107,754	37.0043	51.8048	74,727	104,616	35.9264	50.2962
Financial Analyst	8	76,969	107,754	37.0043	51.8048	74,727	104,616	35.9264	50.2962
Human Resources Analyst	8	76,969	107,754	37.0043	51.8048	74,727	104,616	35.9264	50.2962
Information System Analyst - Police	8	76,969	107,754	37.0043	51.8048	74,727	104,616	35.9264	50.2962
IT Systems Analyst	8	76,969	107,754	37.0043	51.8048	74,727	104,616	35.9264	50.2962
Natural Resources & Facilities Supervisor	8	76,969	107,754	37.0043	51.8048	74,727	104,616	35.9264	50.2962
Network Security Analyst	8	76,969	107,754	37.0043	51.8048	74,727	104,616	35.9264	50.2962
Special Recreation Program Supervisor	8	76,969	107,754	37.0043	51.8048	74,727	104,616	35.9264	50.2962
Streets Supervisor	8	76,969	107,754	37.0043	51.8048	74,727	104,616	35.9264	50.2962
Utilities Supervisor	8	76,969	107,754	37.0043	51.8048	74,727	104,616	35.9264	50.2962
Financial Services Manager	9	81,972	114,760	39.4096	55.1731	79,584	111,417	38.2615	53.5659
Human Resources Generalist	9	81,972	114,760	39.4096	55.1731	79,584	111,417	38.2615	53.5659
IT Senior System Analyst	9	81,972	114,760	39.4096	55.1731	79,584	111,417	38.2615	53.5659

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		Annual		Hourly		Annual		Hourly	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
<b>Athletics Operations Manager</b>	10	87,300	122,219	41.9712	58.7591	84,757	118,659	40.7486	57.0476
<b>Building Division Manager</b>	10	87,300	122,219	41.9712	58.7591	84,757	118,659	40.7486	57.0476
<b>Economic Development Manager</b>	10	87,300	122,219	41.9712	58.7591	84,757	118,659	40.7486	57.0476
<b>Fleet Manager</b>	10	87,300	122,219	41.9712	58.7591	84,757	118,659	40.7486	57.0476
<b>Natural Resources &amp; Facilities Operations Manager</b>	10	87,300	122,219	41.9712	58.7591	84,757	118,659	40.7486	57.0476
<b>Recreation Division Manager</b>	10	87,300	122,219	41.9712	58.7591	84,757	118,659	40.7486	57.0476
<b>Senior Engineer</b>	10	87,300	122,219	41.9712	58.7591	84,757	118,659	40.7486	57.0476
<b>Streets Operations Manager</b>	10	87,300	122,219	41.9712	58.7591	84,757	118,659	40.7486	57.0476
<b>Support Services Manager</b>	10	87,300	122,219	41.9712	58.7591	84,757	118,659	40.7486	57.0476
<b>Utility Operations Manager</b>	10	87,300	122,219	41.9712	58.7591	84,757	118,659	40.7486	57.0476
<b>Assistant Development Services Director</b>	11	100,607	140,850	48.3688	67.7163	97,677	136,748	46.9601	65.7442
<b>Assistant Director of Information Technology</b>	11	100,607	140,850	48.3688	67.7163	97,677	136,748	46.9601	65.7442
<b>Assistant Finance Director</b>	11	100,607	140,850	48.3688	67.7163	97,677	136,748	46.9601	65.7442
<b>Assistant Recreation &amp; Parks Director</b>	11	100,607	140,850	48.3688	67.7163	97,677	136,748	46.9601	65.7442
<b>Assistant Public Works Director</b>	11	100,607	140,850	48.3688	67.7163	97,677	136,748	46.9601	65.7442
<b>Village Engineer</b>	11	100,607	140,850	48.3688	67.7163	97,677	136,748	46.9601	65.7442
<b>Human Resources Director</b>	12	109,159	152,823	52.4803	73.4726	105,980	148,372	50.9519	71.3327
<b>Recreation &amp; Parks Director</b>	12	109,159	152,823	52.4803	73.4726	105,980	148,372	50.9519	71.3327
<b>Assistant Village Manager</b>	13	118,438	165,812	56.9413	79.7173	114,988	160,983	55.2827	77.3957
<b>Development Services Director</b>	13	118,438	165,812	56.9413	79.7173	114,988	160,983	55.2827	77.3957
<b>Director of Information Technology</b>	13	118,438	165,812	56.9413	79.7173	114,988	160,983	55.2827	77.3957
<b>Engineering Director</b>	13	118,438	165,812	56.9413	79.7173	114,988	160,983	55.2827	77.3957
<b>Public Works Director</b>	13	118,438	165,812	56.9413	79.7173	114,988	160,983	55.2827	77.3957
<b>Chief of Police</b>	14	128,505	179,906	61.7813	86.4933	124,762	174,666	59.9817	83.9740
<b>Finance Director</b>	14	128,505	179,906	61.7813	86.4933	124,762	174,666	59.9817	83.9740
<b>Village Manager</b>	15	179,975	251,966	86.5264	121.1375	174,733	244,627	84.0063	117.6091

**APPENDIX B**  
**Village of Orland Park Compensation Plan - Part -Time Non-Represented Employees**  
**Effective January 1, 2024 to December 31, 2024**

	Grade	2024 Hourly		2023 Hourly		% Increase	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
<b>Grade 100 increase:</b>		<b>\$ 1.00</b>	<b>\$ 1.00</b>	<b>\$ 1.00</b>	<b>\$ 1.00</b>		
Building Attendant	100	\$ 14.00	\$ 16.30	\$ 13.00	\$ 15.30	7.7%	6.5%
Complex Attendant	100	\$ 14.00	\$ 16.30	\$ 13.00	\$ 15.30	7.7%	6.5%
Daycamp Counselor	100	\$ 14.00	\$ 16.30	\$ 13.00	\$ 15.30	7.7%	6.5%
Fitness Desk Attendant	100	\$ 14.00	\$ 16.30	\$ 13.00	\$ 15.30	7.7%	6.5%
Ice Rink Attendant	100	\$ 14.00	\$ 16.30	\$ 13.00	\$ 15.30	7.7%	6.5%
Inclusion Aide	100	\$ 14.00	\$ 16.30	\$ 13.00	\$ 15.30	7.7%	6.5%
Intern - Undergrad	100	\$ 14.00	\$ 16.30	\$ 13.00	\$ 15.30	7.7%	6.5%
Kidz Room Attendant	100	\$ 14.00	\$ 16.30	\$ 13.00	\$ 15.30	7.7%	6.5%
Recreation Instructor I	100	\$ 14.00	\$ 16.30	\$ 13.00	\$ 15.30	7.7%	6.5%
Recreation Instructor I/Van Driver	100	\$ 14.00	\$ 16.30	\$ 13.00	\$ 15.30	7.7%	6.5%
Rockwall/Gym/Party Attendant	100	\$ 14.00	\$ 16.30	\$ 13.00	\$ 15.30	7.7%	6.5%
Seasonal Part-Time	100	\$ 14.00	\$ 16.30	\$ 13.00	\$ 15.30	7.7%	6.5%
Sports Central Attendant	100	\$ 14.00	\$ 16.30	\$ 13.00	\$ 15.30	7.7%	6.5%
<b>Grade 200 increase:</b>		<b>\$ 1.00</b>	<b>\$ 1.00</b>	<b>\$ 1.00</b>	<b>\$ 1.00</b>		
Building Supervisor	200	\$ 14.25	\$ 18.35	\$ 13.25	\$ 17.35	7.5%	5.8%
Civic Center Attendant	200	\$ 14.25	\$ 18.35	\$ 13.25	\$ 17.35	7.5%	5.8%
CPAC Cashier*	200	\$ 14.25	\$ 18.35	\$ 13.25	\$ 17.35	7.5%	5.8%
Learn to Swim Instructor*	200	\$ 14.25	\$ 18.35	\$ 13.25	\$ 17.35	7.5%	5.8%
Lifeguard*	200	\$ 14.25	\$ 18.35	\$ 13.25	\$ 17.35	7.5%	5.8%
Recreation Instructor II	200	\$ 14.25	\$ 18.35	\$ 13.25	\$ 17.35	7.5%	5.8%
Seasonal Complex Supervisor	200	\$ 14.25	\$ 18.35	\$ 13.25	\$ 17.35	7.5%	5.8%
Sportsplex Attendant	200	\$ 14.25	\$ 18.35	\$ 13.25	\$ 17.35	7.5%	5.8%
<b>Grade 300 increase:</b>		<b>\$ 0.90</b>	<b>\$ 0.90</b>	<b>\$ 0.90</b>	<b>\$ 0.90</b>		
CPAC Asst. Cashier Manager*	300	\$ 15.08	\$ 19.17	\$ 14.18	\$ 18.27	6.3%	4.9%
Evidence Clerk	300	\$ 15.08	\$ 19.17	\$ 14.18	\$ 18.27	6.3%	4.9%
Intern - Graduate	300	\$ 15.08	\$ 19.17	\$ 14.18	\$ 18.27	6.3%	4.9%
Team Leader*	300	\$ 15.08	\$ 19.17	\$ 14.18	\$ 18.27	6.3%	4.9%
<b>Grade 350 increase:</b>		<b>\$ 0.80</b>	<b>\$ 0.85</b>	<b>\$ 0.80</b>	<b>\$ 0.85</b>		
Crossing Guard	350	\$ 15.90	\$ 20.09	\$ 15.10	\$ 19.24	5.3%	4.4%
Seasonal Part Time II	350	\$ 15.90	\$ 20.09	\$ 15.10	\$ 19.24	5.3%	4.4%
Seasonal Property Maintenance Inspector	350	\$ 15.90	\$ 20.09	\$ 15.10	\$ 19.24	5.3%	4.4%
<b>Grade 400 increase:</b>		<b>\$ 0.70</b>	<b>\$ 0.80</b>	<b>\$ 0.70</b>	<b>\$ 0.80</b>		
Aquatics Trainer	400	\$ 16.72	\$ 21.01	\$ 16.02	\$ 20.21	4.4%	4.0%
Building Supervisor - Civic Center	400	\$ 16.72	\$ 21.01	\$ 16.02	\$ 20.21	4.4%	4.0%
Clerical/Cashier	400	\$ 16.72	\$ 21.01	\$ 16.02	\$ 20.21	4.4%	4.0%
Clerk Typist	400	\$ 16.72	\$ 21.01	\$ 16.02	\$ 20.21	4.4%	4.0%
Complex Attendant II	400	\$ 16.72	\$ 21.01	\$ 16.02	\$ 20.21	4.4%	4.0%
Development Services Assistant	400	\$ 16.72	\$ 21.01	\$ 16.02	\$ 20.21	4.4%	4.0%
Division Secretary	400	\$ 16.72	\$ 21.01	\$ 16.02	\$ 20.21	4.4%	4.0%
Graphic Designer	400	\$ 16.72	\$ 21.01	\$ 16.02	\$ 20.21	4.4%	4.0%
Information Systems Technician I	400	\$ 16.72	\$ 21.01	\$ 16.02	\$ 20.21	4.4%	4.0%
Maintenance Employee - Part Time	400	\$ 16.72	\$ 21.01	\$ 16.02	\$ 20.21	4.4%	4.0%
Preschool Instructor	400	\$ 16.72	\$ 21.01	\$ 16.02	\$ 20.21	4.4%	4.0%
Program Assistant	400	\$ 16.72	\$ 21.01	\$ 16.02	\$ 20.21	4.4%	4.0%
Recreation Service Clerk	400	\$ 16.72	\$ 21.01	\$ 16.02	\$ 20.21	4.4%	4.0%
Squad Leader*	400	\$ 16.72	\$ 21.01	\$ 16.02	\$ 20.21	4.4%	4.0%
<b>Grade 450 increase:</b>		<b>\$ 0.60</b>	<b>\$ 0.75</b>	<b>\$ 0.60</b>	<b>\$ 0.75</b>		
Complex Supervisor	450	\$ 17.03	\$ 22.96	\$ 16.43	\$ 22.21	3.7%	3.4%
CPAC Senior Assistant Cashier Manager*	450	\$ 17.03	\$ 22.96	\$ 16.43	\$ 22.21	3.7%	3.4%
Daycamp Assistant Site Director	450	\$ 17.03	\$ 22.96	\$ 16.43	\$ 22.21	3.7%	3.4%
PACE ADA Bus Driver	450	\$ 17.03	\$ 22.96	\$ 16.43	\$ 22.21	3.7%	3.4%
Recreation Instructor II/Bus Driver	450	\$ 17.03	\$ 22.96	\$ 16.43	\$ 22.21	3.7%	3.4%
Recreation Instructor Specialist	450	\$ 17.03	\$ 22.96	\$ 16.43	\$ 22.21	3.7%	3.4%

**APPENDIX B**  
**Village of Orland Park Compensation Plan - Part -Time Non-Represented Employees**  
**Effective January 1, 2024 to December 31, 2024**

	Grade	2024 Hourly		2023 Hourly		% Increase	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Sports Camp Instructor	450	\$ 17.03	\$ 22.96	\$ 16.43	\$ 22.21	3.7%	3.4%
Telecommunicator Part Time	450	\$ 17.03	\$ 22.96	\$ 16.43	\$ 22.21	3.7%	3.4%
Utility Billing Clerk**	450	\$ 17.03	\$ 22.96	\$ 16.43	\$ 22.21	3.7%	3.4%

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**Effective January 1, 2024 to December 31, 2024**

	Grade	2024 Hourly		2023 Hourly		% Increase	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
<b>Grade 500 increase:</b>		<b>\$ 0.50</b>	<b>\$ 0.75</b>	<b>\$ 0.50</b>	<b>\$ 0.70</b>		
Assistant Manager - Pool*	500	\$ 17.35	\$ 24.96	\$ 16.85	\$ 24.21	3.0%	3.1%
Cashier II	500	\$ 17.35	\$ 24.96	\$ 16.85	\$ 24.21	3.0%	3.1%
Complex Manager	500	\$ 17.35	\$ 24.96	\$ 16.85	\$ 24.21	3.0%	3.1%
CPAC Cashier Manager	500	\$ 17.35	\$ 24.96	\$ 16.85	\$ 24.21	3.0%	3.1%
IT Office Coordinator	500	\$ 17.35	\$ 24.96	\$ 16.85	\$ 24.21	3.0%	3.1%
Program Coordinator	500	\$ 17.35	\$ 24.96	\$ 16.85	\$ 24.21	3.0%	3.1%
Special Events Coordinator	500	\$ 17.35	\$ 24.96	\$ 16.85	\$ 24.21	3.0%	3.1%
Sports Camp Supervisor	500	\$ 17.35	\$ 24.96	\$ 16.85	\$ 24.21	3.0%	3.1%
Sportsplex Facility Manager	500	\$ 17.35	\$ 24.96	\$ 16.85	\$ 24.21	3.0%	3.1%
Veterans Program Coordinator	500	\$ 17.35	\$ 24.96	\$ 16.85	\$ 24.21	3.0%	3.1%
<b>Grade 600 through 999 increase:</b>		<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>		
Administrative Assistant	600	\$ 23.46	\$ 30.18	\$ 22.78	\$ 29.30	3.0%	3.0%
Community Service Officer	600	\$ 23.46	\$ 30.18	\$ 22.78	\$ 29.30	3.0%	3.0%
Detention Aide	600	\$ 23.46	\$ 30.18	\$ 22.78	\$ 29.30	3.0%	3.0%
Information Systems Technician II	600	\$ 23.46	\$ 30.18	\$ 22.78	\$ 29.30	3.0%	3.0%
Senior Asst. Pool Manager	600	\$ 23.46	\$ 30.18	\$ 22.78	\$ 29.30	3.0%	3.0%
Volleyball Referee	600	\$ 23.46	\$ 30.18	\$ 22.78	\$ 29.30	3.0%	3.0%
Temporary On-Call Winter Snowplow Operator	600	\$ 23.46	\$ 30.18	\$ 22.78	\$ 29.30	3.0%	3.0%
Temporary Winter Seasonal Snowplow Operator (Snowbird)	600	\$ 23.46	\$ 30.18	\$ 22.78	\$ 29.30	3.0%	3.0%
Crime Free Housing Coordinator	700	\$ 25.72	\$ 32.42	\$ 24.97	\$ 31.48	3.0%	3.0%
Management Analyst - Part Time	700	\$ 25.72	\$ 32.42	\$ 24.97	\$ 31.48	3.0%	3.0%
Police Officer - Part Time	700	\$ 25.72	\$ 32.42	\$ 24.97	\$ 31.48	3.0%	3.0%
Senior Program Coordinator	700	\$ 25.72	\$ 32.42	\$ 24.97	\$ 31.48	3.0%	3.0%
Senior Special Recreation Coordinator	700	\$ 25.72	\$ 32.42	\$ 24.97	\$ 31.48	3.0%	3.0%
Dance Instructor	800	\$ 26.83	\$ 35.77	\$ 26.05	\$ 34.73	3.0%	3.0%
Personal Trainer/Group X	800	\$ 26.83	\$ 35.77	\$ 26.05	\$ 34.73	3.0%	3.0%
Building Inspector	900	\$ 30.18	\$ 44.71	\$ 29.30	\$ 43.41	3.0%	3.0%
Code Enforcement Officer	900	\$ 30.18	\$ 44.71	\$ 29.30	\$ 43.41	3.0%	3.0%
Electrical Inspector	900	\$ 30.18	\$ 44.71	\$ 29.30	\$ 43.41	3.0%	3.0%
Plumbing Inspector	900	\$ 30.18	\$ 44.71	\$ 29.30	\$ 43.41	3.0%	3.0%
Police Officer - Supervisor	900	\$ 30.18	\$ 44.71	\$ 29.30	\$ 43.41	3.0%	3.0%
ESDA Personnel (Paid Shifts-Hrly)	998		\$ 24.40		\$ 23.69		3.0%
Maintenance - Civic Center	999		\$ 55.90 (Per Event Setup)		\$ 54.27 (Per Event Setup)		3.0%

Alternate Rate

Orland Square Mall Youth Supervision Program (Friday and Saturday only)	\$ 40.00
Orland Square Mall Youth Supervision Program Supervisor (Friday and Saturday only)	\$ 41.00

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

\*\*Temporary position

Note: Employees in Grades 100 through 500 will receive a pay increase equal to the amount of minimum range increase for the grade of their position, effective January 1, 2024, but will not be eligible for an additional merit increase

**APPENDIX B**  
**Village of Orland Park Compensation Plan - Part -Time Non-Represented Employees**  
**Effective January 1, 2024 to December 31, 2024**

Grade	Position	Year in position	2024 Hourly		2023 Hourly		% Increase	
			Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
<b>*Pay Plan for Centennial Park Aquatic Center</b>								
Grade	Position	Year in position	2023	2024	\$ Change	% Change		
200	CPAC Cashier	1st Year	\$ 14.00	\$ 14.25	\$ 0.25	1.79%		
	CPAC Cashier	2nd Year	\$ 15.45	\$ 14.75	\$ (0.70)	-4.53%		
	CPAC Cashier	3rd Year +	-	\$ 16.00		NA		^
200	Lifeguard	1st Year	\$ 15.00	\$ 15.00	\$ -	0.00%		
	Lifeguard	2nd Year	\$ 16.48	\$ 15.50	\$ (0.98)	-5.95%		^
	Lifeguard	3rd Year +	-	\$ 17.00		NA		^
200	Learn to Swim	1st Year	\$ 14.00	\$ 14.25	\$ 0.25			^
	Learn to Swim	2nd Year		\$ 14.75	\$ 14.75			^
	Learn to Swim	3rd Year +		\$ 15.25	\$ 15.25			^
300	CPAC Assistant Cashier Manager	1st Year	\$ 17.00	\$ 17.00	\$ -	0.00%		
	CPAC Assistant Cashier Manager	2nd Year	\$ 18.54	\$ 17.50	\$ (1.04)	-5.61%		
	CPAC Assistant Cashier Manager	3rd Year +	-	\$ 19.10		NA		
450	CPAC Senior Assistant Cashier Manager	1st Year	\$ 18.50	\$ 18.50	\$ -	0.00%		
	CPAC Senior Assistant Cashier Manager	2nd Year	\$ 19.06	\$ 19.00	\$ (0.05)	-0.29%		
	CPAC Senior Assistant Cashier Manager	3rd Year +	-	\$ 19.50		NA		
300	Team Leader	1st Year	\$ 17.00	\$ 17.50	\$ 0.50	2.94%		^
	Team Leader	2nd Year	\$ 17.51	\$ 18.00	\$ 0.49	2.80%		^
	Team Leader	3rd Year +	-	\$ 18.50		NA		^
400	Squad Leader	1st Year	\$ 18.50	\$ 19.00	\$ 0.50	2.70%		^
	Squad Leader	2nd Year	\$ 19.06	\$ 19.50	\$ 0.45	2.34%		^
	Squad Leader	3rd Year +	-	\$ 20.00		NA		^
500	Assistant Manager - Pool	1st Year	\$ 20.00	\$ 21.00	\$ 1.00	5.00%		^
	Assistant Manager - Pool	2nd Year	\$ 20.60	\$ 21.50	\$ 0.90	4.37%		^
	Assistant Manager - Pool	3rd Year +	-	\$ 22.00		NA		^

^ In the pay plan for CPAC employees, positions noted with a ^ reflect a change to the previous version. These changes are necessitated by noting that 2nd year

**Incentive Program**

**Lifeguard Certification**

Lifeguard Certification received before May 1 \$100.00

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

Cashiers (5/13/24 through 8/11/24) \$ 100.00  
 Cashier Managers (5/13/24 through 8/11/24) \$ 100.00  
 Rookie Lifeguards (5/18/24 through 8/11/24) \$ 100.00  
 Veteran Lifeguards (5/20, 21, or 22 through 8/11/24) \$ 100.00  
 Late Hire Lifeguards (6/8/24 through 8/11/24) \$ 100.00  
 Leadership Team (5/13/24 through 8/11/24) \$ 100.00  
 All Staff (work 8/11/2024 through 9/2/2024) \$ 50.00

**Temporary schedule incentive, effective 8/12/24 through end of season**

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

**Alternate Rate for Special Recreation Overnight Travel**

Alternate Rate	2023	2024	Percent Increase
Support Staff	\$ 13.00	\$ 14.00	7.7%
Lead Staff	\$ 14.00	\$ 15.00	7.1%