

APPENDIX A

**Village of Orland Park Compensation Plan - Full-Time Non-Represented Employees
Effective January 1, 2022 to December 31, 2022**

	Grade	Annual Minimum	Annual Maximum	Hourly Minimum	Hourly Maximum
Communications & Marketing Assistant	1	46,019	59,173	22.12	28.45
Development Services Technician	1	46,019	59,173	22.12	28.45
GIS Technician	2	50,171	67,732	24.12	32.56
Museum Curator	3	53,684	72,473	25.81	34.84
Detention Aide/Administrative Specialist	5	60,060	84,084	28.88	40.43
Executive Assistant	5	60,060	84,084	28.88	40.43
Planner I	5	60,060	84,084	28.88	40.43
Recreation Program Supervisor I	5	60,060	84,084	28.88	40.43
Senior Graphic Designer	5	60,060	84,084	28.88	40.43
Zoning Administrator	5	60,060	84,084	28.88	40.43
Animal Control Officer	6	63,964	89,550	30.75	43.05
Management Analyst	6	63,964	89,550	30.75	43.05
Recreation Financial Analyst	6	63,964	89,550	30.75	43.05
Security Systems Technician	6	63,964	89,550	30.75	43.05
Code Enforcement Officer	7	68,122	95,371	32.75	45.85
Community Services Officer Supervisor	7	68,122	95,371	32.75	45.85
Fitness Center Manager	7	68,122	95,371	32.75	45.85
General Manager - Civic Center	7	68,122	95,371	32.75	45.85
Network Systems Administrator	7	68,122	95,371	32.75	45.85
Office Support Supervisor	7	68,122	95,371	32.75	45.85
Public Improvement Technician II	7	68,122	95,371	32.75	45.85
Recreation Program Supervisor II	7	68,122	95,371	32.75	45.85
Special Events Manager	7	68,122	95,371	32.75	45.85
Support Services Assistant Manager	7	68,122	95,371	32.75	45.85
Aquatic & Ice Rink Manager	8	72,550	101,569	34.88	48.83
Systems Analyst	8	72,550	101,569	34.88	48.83
Assistant to the Village Manager/Risk Manager	8	72,550	101,569	34.88	48.83
Code Enforcement Supervisor	8	72,550	101,569	34.88	48.83
Communications & Marketing Manager	8	72,550	101,569	34.88	48.83
Financial Analyst	8	72,550	101,569	34.88	48.83
Human Resources Analyst	8	72,550	101,569	34.88	48.83
Information System Analyst - Police	8	72,550	101,569	34.88	48.83
Natural Resources & Facilities Supervisor	8	72,550	101,569	34.88	48.83
Special Recreation Program Supervisor	8	72,550	101,569	34.88	48.83
Streets Supervisor	8	72,550	101,569	34.88	48.83
Utilities Supervisor	8	72,550	101,569	34.88	48.83

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**Village of Orland Park Compensation Plan - Full-Time Non-Represented Employees
Effective January 1, 2022 to December 31, 2022**

	Grade	Annual Minimum	Annual Maximum	Hourly Minimum	Hourly Maximum
Economic Development Coordinator	9	77,266	108,172	37.15	52.01
Human Resources Generalist	9	77,266	108,172	37.15	52.01
Senior Planner/Project Manager	9	77,266	108,172	37.15	52.01
Athletics Operations Manager	10	82,288	115,203	39.56	55.39
Building Division Manager	10	82,288	115,203	39.56	55.39
Fleet Manager	10	82,288	115,203	39.56	55.39
Natural Resources & Facilities Operations Manager	10	82,288	115,203	39.56	55.39
Recreation Division Manager	10	82,288	115,203	39.56	55.39
Senior Engineer	10	82,288	115,203	39.56	55.39
Streets Operations Manager	10	82,288	115,203	39.56	55.39
Support Services Manager	10	82,288	115,203	39.56	55.39
Utility Operations Manager	10	82,288	115,203	39.56	55.39
Assistant Development Services Director	11	94,832	132,765	45.59	63.83
Assistant Director of Information Technology	11	94,832	132,765	45.59	63.83
Assistant Finance Director	11	94,832	132,765	45.59	63.83
Assistant Human Resources Director	11	94,832	132,765	45.59	63.83
Assistant Recreation & Parks Director	11	94,832	132,765	45.59	63.83
Assistant Public Works Director	11	94,832	132,765	45.59	63.83
Village Engineer	11	94,832	132,765	45.59	63.83
Engineering Programs & Services Director	12	102,893	144,050	49.47	69.25
Human Resources Director	12	102,893	144,050	49.47	69.25
Recreation & Parks Director	12	102,893	144,050	49.47	69.25
Assistant Village Manager	13	111,639	156,294	53.67	75.14
Development Services Director	13	111,639	156,294	53.67	75.14
Director of Information Technology	13	111,639	156,294	53.67	75.14
Public Works Director	13	111,639	156,294	53.67	75.14
Chief of Police	14	121,128	169,579	58.23	81.53
Finance Director	14	121,128	169,579	58.23	81.53
Village Manager	15	169,644	237,502	81.56	114.18

APPENDIX B

**Village of Orland Park Compensation Plan - Part-Time Non-Represented Employees
Effective January 1, 2022 to December 31, 2022**

	Grade	Hourly	
		Minimum	Maximum
Building Attendant	100	\$ 12.00	\$ 14.30
Complex Attendant	100	\$ 12.00	\$ 14.30
CPAC Cashier	100	\$ 12.00	\$ 14.30
Daycamp Counselor	100	\$ 12.00	\$ 14.30
Fitness Desk Attendant	100	\$ 12.00	\$ 14.30
Ice Rink Attendant	100	\$ 12.00	\$ 14.30
Inclusion Aide	100	\$ 12.00	\$ 14.30
Intern - Undergrad	100	\$ 12.00	\$ 14.30
Kidz Room Attendant	100	\$ 12.00	\$ 14.30
Learn to Swim Instructor	100	\$ 12.00	\$ 14.30
Lifeguard	100	\$ 12.00	\$ 14.30
Recreation Instructor I	100	\$ 12.00	\$ 14.30
Recreation Instructor I/Van Driver	100	\$ 12.00	\$ 14.30
Rockwall/Gym/Party Attendant	100	\$ 12.00	\$ 14.30
Seasonal Part-Time	100	\$ 12.00	\$ 14.30
Sports Central Attendant	100	\$ 12.00	\$ 14.30
 Building Supervisor	200	\$ 12.25	\$ 16.35
Civic Center Attendant	200	\$ 12.25	\$ 16.35
Community Service Officer	200	\$ 12.25	\$ 16.35
CPAC Asst. Cashier Manager	200	\$ 12.25	\$ 16.35
Recreation Instructor II	200	\$ 12.25	\$ 16.35
Seasonal Complex Supervisor	200	\$ 12.25	\$ 16.35
Sportsplex Attendant	200	\$ 12.25	\$ 16.35
Team Leader	200	\$ 12.25	\$ 16.35
 Evidence Clerk	300	\$ 13.28	\$ 17.37
Intern - Graduate	300	\$ 13.28	\$ 17.37
Squad Leader	300	\$ 13.28	\$ 17.37

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	Grade	Hourly	
		Minimum	Maximum
Complex Attendant II	350	\$ 14.30	\$ 18.39
Crossing Guard	350	\$ 14.30	\$ 18.39
Maintenance Employee - Part Time	350	\$ 14.30	\$ 18.39
Seasonal Property Maintenance Inspector	350	\$ 14.30	\$ 18.39
Seasonal Part Time II	350	\$ 14.30	\$ 18.39
Aquatics Trainer	400	\$ 15.32	\$ 19.41
Assistant Manager - Pool	400	\$ 15.32	\$ 19.41
Building Supervisor - Civic Center	400	\$ 15.32	\$ 19.41
Clerk Typist	400	\$ 15.32	\$ 19.41
Clerical/Cashier	400	\$ 15.32	\$ 19.41
Complex Supervisor	400	\$ 15.32	\$ 19.41
Daycamp Assistant Site Director	400	\$ 15.32	\$ 19.41
Development Services Assistant	400	\$ 15.32	\$ 19.41
Division Secretary	400	\$ 15.32	\$ 19.41
Graphic Designer	400	\$ 15.32	\$ 19.41
Information Systems Technician I	400	\$ 15.32	\$ 19.41
Preschool Instructor	400	\$ 15.32	\$ 19.41
Program Assistant	400	\$ 15.32	\$ 19.41
Recreation Service Clerk	400	\$ 15.32	\$ 19.41
CPAC Senior Assistant Cashier Manager	400	\$ 15.32	\$ 19.41
Sports Camp Instructor	400	\$ 15.32	\$ 19.41
CPAC Cashier Manager	450	\$ 15.83	\$ 21.46
PACE ADA Bus Driver	450	\$ 15.83	\$ 21.46
Recreation Instructor II/Bus Driver	450	\$ 15.83	\$ 21.46
Recreation Instructor Specialist	450	\$ 15.83	\$ 21.46
Sports Camp Supervisor	450	\$ 15.83	\$ 21.46
Telecommunicator Part Time	450	\$ 15.83	\$ 21.46
Cashier II	500	\$ 16.35	\$ 23.51
Complex Manager	500	\$ 16.35	\$ 23.51
Detention Aide	500	\$ 16.35	\$ 23.51
IT Office Coordinator	500	\$ 16.35	\$ 23.51
Program Coordinator	500	\$ 16.35	\$ 23.51
Special Events Coordinator	500	\$ 16.35	\$ 23.51
Sportsplex Facility Manager	500	\$ 16.35	\$ 23.51
Veterans Program Coordinator	500	\$ 16.35	\$ 23.51

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**Village of Orland Park Compensation Plan - Part-Time Non-Represented Employees
Effective January 1, 2022 to December 31, 2022**

	Grade	Hourly	
		Minimum	Maximum
Information Systems Technician II	600	\$ 22.12	\$ 28.45
Payroll Coordinator	600	\$ 22.12	\$ 28.45
Senior Asst. Pool Manager	600	\$ 22.12	\$ 28.45
Administrative Assistant	600	\$ 22.12	\$ 28.45
Volleyball Referee	600	\$ 22.12	\$ 28.45
Winter Seasonal Snowplowing Operator (Snowbird)	600	\$ 22.12	\$ 28.45
 Crime Free Housing Coordinator	700	\$ 24.24	\$ 30.56
Management Analyst - Part Time	700	\$ 24.24	\$ 30.56
Senior Program Coordinator	700	\$ 24.24	\$ 30.56
Senior Special Recreation Coordinator	700	\$ 24.24	\$ 30.56
Police Officer - Part Time	700	\$ 24.24	\$ 30.56
 Dance Instructor	800	\$ 25.29	\$ 33.72
Personal Trainer/Group X	800	\$ 25.29	\$ 33.72
 Building Inspector	900	\$ 28.45	\$ 42.15
Code Enforcement Officer	900	\$ 28.45	\$ 42.15
Electrical Inspector	900	\$ 28.45	\$ 42.15
Plumbing Inspector	900	\$ 28.45	\$ 42.15
Police Officer - Supervisor	900	\$ 28.45	\$ 42.15
 IT Telecommunications Analyst*	910		\$ 45.00
IT Senior Systems Analyst*	920		\$ 50.49
			(As needed)
 ESDA Personnel (Paid Shifts-Hrly)	998		\$ 20.60
 Maintenance - Civic Center	999		\$ 52.68
			(Per Event Setup)

**Temporary position*