

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	22.1245	28.4486
GIS Technician	2	50,171	67,732	24.1207	32.5635
Graphic Artist/Multimedia Developer & Designer	3	53,684	72,473	25.8096	34.8428
Museum Curator	3	53,684	72,473	25.8096	34.8428
Detention Aide/Administrative Specialist	5	60,060	84,084	28.8750	40.4250
Planner I	5	60,060	84,084	28.8750	40.4250
Recreation Program Supervisor I	5	60,060	84,084	28.8750	40.4250
Senior Graphic Designer	5	60,060	84,084	28.8750	40.4250
Zoning Administrator	5	60,060	84,084	28.8750	40.4250
Animal Control Officer	6	63,964	89,550	30.7519	43.0529
Deputy Village Clerk	6	63,964	89,550	30.7519	43.0529
Development Project Manager	6	63,964	89,550	30.7519	43.0529
Executive Assistant	6	63,964	89,550	30.7519	43.0529
Management Analyst	6	63,964	89,550	30.7519	43.0529
Recreation Financial Analyst	6	63,964	89,550	30.7519	43.0529
Security Systems Technician	6	63,964	89,550	30.7519	43.0529
Code Enforcement Officer	7	68,122	95,371	32.7510	45.8514
Community Services Officer Supervisor	7	68,122	95,371	32.7510	45.8514
Fitness Center Manager	7	68,122	95,371	32.7510	45.8514
General Manager - Civic Center	7	68,122	95,371	32.7510	45.8514
Network Systems Administrator	7	68,122	95,371	32.7510	45.8514
Office Support Supervisor	7	68,122	95,371	32.7510	45.8514
Public Improvement Technician II	7	68,122	95,371	32.7510	45.8514
Recreation Program Supervisor II	7	68,122	95,371	32.7510	45.8514
Special Events Manager	7	68,122	95,371	32.7510	45.8514
Support Services Assistant Manager	7	68,122	95,371	32.7510	45.8514
Aquatic & Ice Rink Manager	8	72,550	101,569	34.8798	48.8313
IT Systems Analyst	8	72,550	101,569	34.8798	48.8313
Assistant to the Village Manager	8	72,550	101,569	34.8798	48.8313
Code Enforcement Supervisor	8	72,550	101,569	34.8798	48.8313
Financial Analyst	8	72,550	101,569	34.8798	48.8313
Human Resources Analyst	8	72,550	101,569	34.8798	48.8313
Information System Analyst - Police	8	72,550	101,569	34.8798	48.8313
Natural Resources & Facilities Supervisor	8	72,550	101,569	34.8798	48.8313
Network Security Analyst	8	72,550	101,569	34.8798	48.8313
Special Recreation Program Supervisor	8	72,550	101,569	34.8798	48.8313
Streets Supervisor	8	72,550	101,569	34.8798	48.8313
Utilities Supervisor	8	72,550	101,569	34.8798	48.8313

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Effective January 1, 2022 to December 31, 2022**

	Grade	Annual Minimum	Annual Maximum	Hourly Minimum	Hourly Maximum
Finanical Services Manager	9	77,266	108,172	37.1471	52.0058
Human Resources Generalist	9	77,266	108,172	37.1471	52.0058
IT Senior System Analyst	9	77,266	108,172	37.1471	52.0058
 Athletics Operations Manager	10	82,288	115,203	39.5615	55.3861
Building Division Manager	10	82,288	115,203	39.5615	55.3861
Economic Development Manager	10	82,288	115,203	39.5615	55.3861
Fleet Manager	10	82,288	115,203	39.5615	55.3861
Natural Resources & Facilities Operations Manager	10	82,288	115,203	39.5615	55.3861
Recreation Division Manager	10	82,288	115,203	39.5615	55.3861
Senior Engineer	10	82,288	115,203	39.5615	55.3861
Streets Operations Manager	10	82,288	115,203	39.5615	55.3861
Support Services Manager	10	82,288	115,203	39.5615	55.3861
Utility Operations Manager	10	82,288	115,203	39.5615	55.3861
 Assistant Development Services Director	11	94,832	132,765	45.5923	63.8293
Assistant Director of Information Technology	11	94,832	132,765	45.5923	63.8293
Assistant Finance Director	11	94,832	132,765	45.5923	63.8293
Assistant Human Resources Director	11	94,832	132,765	45.5923	63.8293
Assistant Recreation & Parks Director	11	94,832	132,765	45.5923	63.8293
Assistant Public Works Director	11	94,832	132,765	45.5923	63.8293
Director of Communications & Marketing	11	94,832	132,765	45.5923	63.8293
Village Engineer	11	94,832	132,765	45.5923	63.8293
 Engineering Director	12	102,893	144,050	49.4678	69.2548
Human Resources Director	12	102,893	144,050	49.4678	69.2548
Recreation & Parks Director	12	102,893	144,050	49.4678	69.2548
 Assistant Village Manager	13	111,639	156,294	53.6726	75.1413
Development Services Director	13	111,639	156,294	53.6726	75.1413
Director of Information Technology	13	111,639	156,294	53.6726	75.1413
Public Works Director	13	111,639	156,294	53.6726	75.1413
 Chief of Police	14	121,128	169,579	58.2346	81.5284
Finance Director	14	121,128	169,579	58.2346	81.5284
 Village Manager	15	169,644	237,502	81.5596	114.1837

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
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
Recreation Instructor I	100	\$ 12.00	\$ 14.30
Recreation Instructor II/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
CPAC Cashier	200	\$ 12.25	\$ 16.35
Learn to Swim Instructor	200	\$ 12.25	\$ 16.35
Lifeguard	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
 CPAC Asst. Cashier Manager	300	\$ 13.28	\$ 17.37
Evidence Clerk	300	\$ 13.28	\$ 17.37
Intern - Graduate	300	\$ 13.28	\$ 17.37
Team Leader	300	\$ 13.28	\$ 17.37
 Crossing Guard	350	\$ 14.30	\$ 18.39
Seasonal Part Time II	350	\$ 14.30	\$ 18.39
Seasonal Property Maintenance Inspector	350	\$ 14.30	\$ 18.39
 Aquatics Trainer	400	\$ 15.32	\$ 19.41
Building Supervisor - Civic Center	400	\$ 15.32	\$ 19.41
Clerical/Cashier	400	\$ 15.32	\$ 19.41
Clerk Typist	400	\$ 15.32	\$ 19.41
Complex Attendant II	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
Maintenance Employee - Part Time	400	\$ 15.32	\$ 19.41
Preschool Instructor	400	\$ 15.32	\$ 19.41
Program Assistant	400	\$ 15.32	\$ 19.41

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Effective January 1, 2022 to December 31, 2022**

	Grade	Hourly	
		Minimum	Maximum
Recreation Service Clerk	400	\$ 15.32	\$ 19.41
Squad Leader	400	\$ 15.32	\$ 19.41
 Complex Supervisor	450	\$ 15.83	\$ 21.46
CPAC Senior Assistant Cashier Manager	450	\$ 15.83	\$ 21.46
Daycamp Assistant Site Director	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 Instructor	450	\$ 15.83	\$ 21.46
Telecommunicator Part Time	450	\$ 15.83	\$ 21.46
*Utility Billing Clerk	450	\$ 15.83	\$ 21.46
 Assistant Manager - Pool	500	\$ 16.35	\$ 23.51
Cashier II	500	\$ 16.35	\$ 23.51
Complex Manager	500	\$ 16.35	\$ 23.51
CPAC Cashier Manager	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
Sports Camp Supervisor	500	\$ 16.35	\$ 23.51
Sportsplex Facility Manager	500	\$ 16.35	\$ 23.51
Veterans Program Coordinator	500	\$ 16.35	\$ 23.51
 Administrative Assistant	600	\$ 22.12	\$ 28.45
Community Service Officer	600	\$ 22.12	\$ 28.45
Detention Aide	600	\$ 22.12	\$ 28.45
Information Systems Technician II	600	\$ 22.12	\$ 28.45
Senior Asst. Pool Manager	600	\$ 22.12	\$ 28.45
Volleyball Referee	600	\$ 22.12	\$ 28.45
 Crime Free Housing Coordinator	700	\$ 24.24	\$ 30.56
Management Analyst - Part Time	700	\$ 24.24	\$ 30.56
Police Officer - Part Time	700	\$ 24.24	\$ 30.56
Senior Program Coordinator	700	\$ 24.24	\$ 30.56
Senior Special Recreation Coordinator	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

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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
Police Officer - Supervisor	900	\$ 28.45	\$ 42.15
IT Senior Systems Analyst*	920		\$ 50.49 (As needed)
ESDA Personnel (Paid Shifts-Hrly)	998		\$ 23.00
Maintenance - Civic Center	999		\$ 52.68 (Per Event Setup)
Orland Square Mall Youth Supervision program**			\$ 40.00

**Temporary position*

*** Alternate Rate effective from the day after Thanksgiving
through the second weekend of January*