

APPENDIX A

**Village of Orland Park Compensation Plan - Full-Time Non-Represented Employees
Effective January 1, 2025 to December 31, 2025**

	Grade	2025 Rates and Ranges				2024 Rates and Ranges			
		Annual		Hourly		Annual		Hourly	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Communications & Marketing Assistant	1	50,287	64,659	24.1764	31.0861	48,822	62,776	23.4721	30.1808
GIS Technician	2	54,823	74,013	26.3572	35.5832	53,226	71,857	25.5894	34.5466
Graphic Artist/Multimedia Developer & Designer	3	58,663	79,193	28.2034	38.0736	56,954	76,886	27.3817	36.9644
Heritage Sites Supervisor	3	58,663	79,193	28.2034	38.0736	56,954	76,886	27.3817	36.9644
HR Coordinator	3	58,663	79,193	28.2034	38.0736	56,954	76,886	27.3817	36.9644
Athletics Division Assistant Operations Manager	5	65,630	91,881	31.5529	44.1736	63,718	89,205	30.6337	42.8870
Detention Aide/Administrative Specialist	5	65,630	91,881	31.5529	44.1736	63,718	89,205	30.6337	42.8870
Multi-Media Coordinator	5	65,630	91,881	31.5529	44.1736	63,718	89,205	30.6337	42.8870
Recreation Program Supervisor I	5	65,630	91,881	31.5529	44.1736	63,718	89,205	30.6337	42.8870
Senior Graphic Designer	5	65,630	91,881	31.5529	44.1736	63,718	89,205	30.6337	42.8870
Animal Control Officer	6	69,895	97,854	33.6034	47.0452	67,859	95,004	32.6245	45.6750
Associate Planner	6	69,895	97,854	33.6034	47.0452	67,859	95,004	32.6245	45.6750
Deputy Village Clerk	6	69,895	97,854	33.6034	47.0452	67,859	95,004	32.6245	45.6750
Executive Assistant	6	69,895	97,854	33.6034	47.0452	67,859	95,004	32.6245	45.6750
Financial Services Analyst	6	69,895	97,854	33.6034	47.0452	67,859	95,004	32.6245	45.6750
Management Analyst	6	69,895	97,854	33.6034	47.0452	67,859	95,004	32.6245	45.6750
Recreation Financial Analyst	6	69,895	97,854	33.6034	47.0452	67,859	95,004	32.6245	45.6750
Security Systems Technician	6	69,895	97,854	33.6034	47.0452	67,859	95,004	32.6245	45.6750
Code Enforcement Officer	7	74,439	104,214	35.7880	50.1029	72,271	101,179	34.7457	48.6438
Community Services Officer Supervisor	7	74,439	104,214	35.7880	50.1029	72,271	101,179	34.7457	48.6438
Construction Project Tech	7	74,439	104,214	35.7880	50.1029	72,271	101,179	34.7457	48.6438
Fitness Center Manager	7	74,439	104,214	35.7880	50.1029	72,271	101,179	34.7457	48.6438
General Manager - Civic Center	7	74,439	104,214	35.7880	50.1029	72,271	101,179	34.7457	48.6438
Network Systems Administrator	7	74,439	104,214	35.7880	50.1029	72,271	101,179	34.7457	48.6438
Office Support Supervisor	7	74,439	104,214	35.7880	50.1029	72,271	101,179	34.7457	48.6438
Planner	7	74,439	104,214	35.7880	50.1029	72,271	101,179	34.7457	48.6438
Public Improvement Technician II	7	74,439	104,214	35.7880	50.1029	72,271	101,179	34.7457	48.6438
Recreation Program Supervisor II	7	74,439	104,214	35.7880	50.1029	72,271	101,179	34.7457	48.6438
Special Events Manager	7	74,439	104,214	35.7880	50.1029	72,271	101,179	34.7457	48.6438
Support Services Assistant Manager	7	74,439	104,214	35.7880	50.1029	72,271	101,179	34.7457	48.6438
Aquatic & Ice Rink Manager	8	79,278	110,987	38.1144	53.3591	76,969	107,754	37.0043	51.8048
Assistant to the Village Manager	8	79,278	110,987	38.1144	53.3591	76,969	107,754	37.0043	51.8048
Code Enforcement Supervisor	8	79,278	110,987	38.1144	53.3591	76,969	107,754	37.0043	51.8048
Communications and Marketing Manager	8	79,278	110,987	38.1144	53.3591	76,969	107,754	37.0043	51.8048
Financial Analyst	8	79,278	110,987	38.1144	53.3591	76,969	107,754	37.0043	51.8048
Human Resources Analyst	8	79,278	110,987	38.1144	53.3591	76,969	107,754	37.0043	51.8048
Information System Analyst - Police	8	79,278	110,987	38.1144	53.3591	76,969	107,754	37.0043	51.8048
IT Systems Analyst	8	79,278	110,987	38.1144	53.3591	76,969	107,754	37.0043	51.8048
Natural Resources & Facilities Supervisor	8	79,278	110,987	38.1144	53.3591	76,969	107,754	37.0043	51.8048
Network Security Analyst	8	79,278	110,987	38.1144	53.3591	76,969	107,754	37.0043	51.8048
Special Recreation Program Supervisor	8	79,278	110,987	38.1144	53.3591	76,969	107,754	37.0043	51.8048
Streets Supervisor	8	79,278	110,987	38.1144	53.3591	76,969	107,754	37.0043	51.8048
Utilities Supervisor	8	79,278	110,987	38.1144	53.3591	76,969	107,754	37.0043	51.8048
Financial Services Manager	9	84,431	118,203	40.5918	56.8284	81,972	114,760	39.4096	55.1731
Human Resources Generalist	9	84,431	118,203	40.5918	56.8284	81,972	114,760	39.4096	55.1731
IT Senior System Analyst	9	84,431	118,203	40.5918	56.8284	81,972	114,760	39.4096	55.1731

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Effective January 1, 2025 to December 31, 2025**

	Grade	2025 Rates and Ranges				2024 Rates and Ranges			
		Annual		Hourly		Annual		Hourly	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Athletics Operations Manager	10	89,919	125,886	43.2303	60.5221	87,300	122,219	41.9712	58.7591
Building Division Manager	10	89,919	125,886	43.2303	60.5221	87,300	122,219	41.9712	58.7591
Economic Development Manager	10	89,919	125,886	43.2303	60.5221	87,300	122,219	41.9712	58.7591
Fleet Manager	10	89,919	125,886	43.2303	60.5221	87,300	122,219	41.9712	58.7591
Natural Resources & Facilities Operations Manager	10	89,919	125,886	43.2303	60.5221	87,300	122,219	41.9712	58.7591
Recreation Division Manager	10	89,919	125,886	43.2303	60.5221	87,300	122,219	41.9712	58.7591
Senior Engineer	10	89,919	125,886	43.2303	60.5221	87,300	122,219	41.9712	58.7591
Streets Operations Manager	10	89,919	125,886	43.2303	60.5221	87,300	122,219	41.9712	58.7591
Support Services Manager	10	89,919	125,886	43.2303	60.5221	87,300	122,219	41.9712	58.7591
Utility Operations Manager	10	89,919	125,886	43.2303	60.5221	87,300	122,219	41.9712	58.7591
Assistant Development Services Director	11	103,625	145,076	49.8197	69.7481	100,607	140,850	48.3688	67.7163
Assistant Director of Information Technology	11	103,625	145,076	49.8197	69.7481	100,607	140,850	48.3688	67.7163
Assistant Finance Director	11	103,625	145,076	49.8197	69.7481	100,607	140,850	48.3688	67.7163
Assistant Recreation & Parks Director	11	103,625	145,076	49.8197	69.7481	100,607	140,850	48.3688	67.7163
Assistant Public Works Director	11	103,625	145,076	49.8197	69.7481	100,607	140,850	48.3688	67.7163
Village Engineer	11	103,625	145,076	49.8197	69.7481	100,607	140,850	48.3688	67.7163
Human Resources Director	12	112,434	157,408	54.0548	75.6769	109,159	152,823	52.4803	73.4726
Recreation & Parks Director	12	112,434	157,408	54.0548	75.6769	109,159	152,823	52.4803	73.4726
Assistant Village Manager	13	121,991	170,786	58.6495	82.1087	118,438	165,812	56.9413	79.7173
Development Services Director	13	121,991	170,786	58.6495	82.1087	118,438	165,812	56.9413	79.7173
Director of Information Technology	13	121,991	170,786	58.6495	82.1087	118,438	165,812	56.9413	79.7173
Engineering Director	13	121,991	170,786	58.6495	82.1087	118,438	165,812	56.9413	79.7173
Public Works Director	13	121,991	170,786	58.6495	82.1087	118,438	165,812	56.9413	79.7173
Chief of Police	14	132,360	197,000	63.6346	94.7115	128,505	179,906	61.7813	86.4933
Finance Director	14	132,360	197,000	63.6346	94.7115	128,505	179,906	61.7813	86.4933
Village Manager	15	185,374	259,525	89.1221	124.7716	179,975	251,966	86.5264	121.1375

APPENDIX B
Village of Orland Park Compensation Plan - Part -Time Non-Represented Employees
Effective January 1, 2025 to December 31, 2025

	Grade	2025 Hourly		2024 Hourly		% Increase	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade 100 increase:		\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00		
Building Attendant	100	\$ 15.00	\$ 17.30	\$ 14.00	\$ 16.30	7.1%	6.1%
Complex Attendant	100	\$ 15.00	\$ 17.30	\$ 14.00	\$ 16.30	7.1%	6.1%
Daycamp Counselor	100	\$ 15.00	\$ 17.30	\$ 14.00	\$ 16.30	7.1%	6.1%
Fitness Desk Attendant	100	\$ 15.00	\$ 17.30	\$ 14.00	\$ 16.30	7.1%	6.1%
Ice Rink Attendant	100	\$ 15.00	\$ 17.30	\$ 14.00	\$ 16.30	7.1%	6.1%
Inclusion Aide	100	\$ 15.00	\$ 17.30	\$ 14.00	\$ 16.30	7.1%	6.1%
Intern - Undergrad	100	\$ 15.00	\$ 17.30	\$ 14.00	\$ 16.30	7.1%	6.1%
Kidz Room Attendant	100	\$ 15.00	\$ 17.30	\$ 14.00	\$ 16.30	7.1%	6.1%
Recreation Instructor I	100	\$ 15.00	\$ 17.30	\$ 14.00	\$ 16.30	7.1%	6.1%
Recreation Instructor I/Van Driver	100	\$ 15.00	\$ 17.30	\$ 14.00	\$ 16.30	7.1%	6.1%
Rockwall/Gym/Party Attendant	100	\$ 15.00	\$ 17.30	\$ 14.00	\$ 16.30	7.1%	6.1%
Seasonal Part-Time	100	\$ 15.00	\$ 17.30	\$ 14.00	\$ 16.30	7.1%	6.1%
Sports Central Attendant	100	\$ 15.00	\$ 17.30	\$ 14.00	\$ 16.30	7.1%	6.1%
Grade 200 increase:		\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00		
Building Supervisor	200	\$ 15.25	\$ 19.35	\$ 14.25	\$ 18.35	7.0%	5.4%
Civic Center Attendant	200	\$ 15.25	\$ 19.35	\$ 14.25	\$ 18.35	7.0%	5.4%
CPAC Cashier*	200	\$ 15.25	\$ 19.35	\$ 14.25	\$ 18.35	7.0%	5.4%
Learn to Swim Instructor*	200	\$ 15.25	\$ 19.35	\$ 14.25	\$ 18.35	7.0%	5.4%
Lifeguard*	200	\$ 15.25	\$ 19.35	\$ 14.25	\$ 18.35	7.0%	5.4%
Recreation Instructor II	200	\$ 15.25	\$ 19.35	\$ 14.25	\$ 18.35	7.0%	5.4%
Seasonal Complex Supervisor	200	\$ 15.25	\$ 19.35	\$ 14.25	\$ 18.35	7.0%	5.4%
Sportsplex Attendant	200	\$ 15.25	\$ 19.35	\$ 14.25	\$ 18.35	7.0%	5.4%
Grade 300 increase:		\$ 0.90	\$ 0.90	\$ 0.90	\$ 0.90		
CPAC Asst. Cashier Manager*	300	\$ 15.98	\$ 20.07	\$ 15.08	\$ 19.17	6.0%	4.7%
Evidence Clerk	300	\$ 15.98	\$ 20.07	\$ 15.08	\$ 19.17	6.0%	4.7%
Intern - Graduate	300	\$ 15.98	\$ 20.07	\$ 15.08	\$ 19.17	6.0%	4.7%
Team Leader*	300	\$ 15.98	\$ 20.07	\$ 15.08	\$ 19.17	6.0%	4.7%
Grade 350 increase:		\$ 0.80	\$ 0.85	\$ 0.80	\$ 0.85		
Crossing Guard	350	\$ 16.70	\$ 20.94	\$ 15.90	\$ 20.09	5.0%	4.2%
Seasonal Part Time II	350	\$ 16.70	\$ 20.94	\$ 15.90	\$ 20.09	5.0%	4.2%
Seasonal Property Maintenance Inspector	350	\$ 16.70	\$ 20.94	\$ 15.90	\$ 20.09	5.0%	4.2%
Grade 400 increase:		\$ 0.70	\$ 0.80	\$ 0.70	\$ 0.80		
Aquatics Trainer	400	\$ 17.42	\$ 21.81	\$ 16.72	\$ 21.01	4.2%	3.8%
Building Supervisor - Civic Center	400	\$ 17.42	\$ 21.81	\$ 16.72	\$ 21.01	4.2%	3.8%
Clerical/Cashier	400	\$ 17.42	\$ 21.81	\$ 16.72	\$ 21.01	4.2%	3.8%
Clerk Typist	400	\$ 17.42	\$ 21.81	\$ 16.72	\$ 21.01	4.2%	3.8%
Complex Attendant II	400	\$ 17.42	\$ 21.81	\$ 16.72	\$ 21.01	4.2%	3.8%
Development Services Assistant	400	\$ 17.42	\$ 21.81	\$ 16.72	\$ 21.01	4.2%	3.8%
Division Secretary	400	\$ 17.42	\$ 21.81	\$ 16.72	\$ 21.01	4.2%	3.8%
Graphic Designer	400	\$ 17.42	\$ 21.81	\$ 16.72	\$ 21.01	4.2%	3.8%
Information Systems Technician I	400	\$ 17.42	\$ 21.81	\$ 16.72	\$ 21.01	4.2%	3.8%
Maintenance Employee - Part Time	400	\$ 17.42	\$ 21.81	\$ 16.72	\$ 21.01	4.2%	3.8%
Preschool Instructor	400	\$ 17.42	\$ 21.81	\$ 16.72	\$ 21.01	4.2%	3.8%
Program Assistant	400	\$ 17.42	\$ 21.81	\$ 16.72	\$ 21.01	4.2%	3.8%
Recreation Service Clerk	400	\$ 17.42	\$ 21.81	\$ 16.72	\$ 21.01	4.2%	3.8%
Squad Leader*	400	\$ 17.42	\$ 21.81	\$ 16.72	\$ 21.01	4.2%	3.8%
Grade 450 increase:		\$ 0.60	\$ 0.75	\$ 0.60	\$ 0.75		
Complex Supervisor	450	\$ 17.63	\$ 23.71	\$ 17.03	\$ 22.96	3.5%	3.3%
CPAC Senior Assistant Cashier Manager*	450	\$ 17.63	\$ 23.71	\$ 17.03	\$ 22.96	3.5%	3.3%
Daycamp Assistant Site Director	450	\$ 17.63	\$ 23.71	\$ 17.03	\$ 22.96	3.5%	3.3%
PACE ADA Bus Driver	450	\$ 17.63	\$ 23.71	\$ 17.03	\$ 22.96	3.5%	3.3%
Recreation Instructor II/Bus Driver	450	\$ 17.63	\$ 23.71	\$ 17.03	\$ 22.96	3.5%	3.3%
Recreation Instructor Specialist	450	\$ 17.63	\$ 23.71	\$ 17.03	\$ 22.96	3.5%	3.3%
Sports Camp Instructor	450	\$ 17.63	\$ 23.71	\$ 17.03	\$ 22.96	3.5%	3.3%
Telecommunicator Part Time	450	\$ 17.63	\$ 23.71	\$ 17.03	\$ 22.96	3.5%	3.3%
Utility Billing Clerk**	450	\$ 17.63	\$ 23.71	\$ 17.03	\$ 22.96	3.5%	3.3%

APPENDIX B
Village of Orland Park Compensation Plan - Part -Time Non-Represented Employees
Effective January 1, 2025 to December 31, 2025

		2025 Hourly		2024 Hourly		% Increase	
	Grade	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade 500 increase:		\$ 0.50	\$ 0.75	\$ 0.50	\$ 0.70		
Assistant Manager - Pool*	500	\$ 17.85	\$ 25.71	\$ 17.35	\$ 24.96	2.9%	3.0%
Cashier II	500	\$ 17.85	\$ 25.71	\$ 17.35	\$ 24.96	2.9%	3.0%
Complex Manager	500	\$ 17.85	\$ 25.71	\$ 17.35	\$ 24.96	2.9%	3.0%
CPAC Cashier Manager	500	\$ 17.85	\$ 25.71	\$ 17.35	\$ 24.96	2.9%	3.0%
IT Office Coordinator	500	\$ 17.85	\$ 25.71	\$ 17.35	\$ 24.96	2.9%	3.0%
Program Coordinator	500	\$ 17.85	\$ 25.71	\$ 17.35	\$ 24.96	2.9%	3.0%
Special Events Coordinator	500	\$ 17.85	\$ 25.71	\$ 17.35	\$ 24.96	2.9%	3.0%
Sports Camp Supervisor	500	\$ 17.85	\$ 25.71	\$ 17.35	\$ 24.96	2.9%	3.0%
Sportsplex Facility Manager	500	\$ 17.85	\$ 25.71	\$ 17.35	\$ 24.96	2.9%	3.0%
Veterans Program Coordinator	500	\$ 17.85	\$ 25.71	\$ 17.35	\$ 24.96	2.9%	3.0%
Grade 600 through 999 increase:		3%	3%	3%	3%		
Administrative Assistant	600	\$ 24.16	\$ 31.09	\$ 23.46	\$ 30.18	3.0%	3.0%
Community Service Officer	600	\$ 24.16	\$ 31.09	\$ 23.46	\$ 30.18	3.0%	3.0%
Detention Aide	600	\$ 24.16	\$ 31.09	\$ 23.46	\$ 30.18	3.0%	3.0%
Crime Analyst	600	\$ 24.16	\$ 31.09	\$ 23.46	\$ 30.18	3.0%	3.0%
Information Systems Technician II	600	\$ 24.16	\$ 31.09	\$ 23.46	\$ 30.18	3.0%	3.0%
Senior Asst. Pool Manager	600	\$ 24.16	\$ 31.09	\$ 23.46	\$ 30.18	3.0%	3.0%
Volleyball Referee	600	\$ 24.16	\$ 31.09	\$ 23.46	\$ 30.18	3.0%	3.0%
Temporary On-Call Winter Snowplow Operator	600	\$ 24.16	\$ 31.09	\$ 23.46	\$ 30.18	3.0%	3.0%
Temporary Winter Seasonal Snowplow Operator (Snowbird)	600	\$ 24.16	\$ 31.09	\$ 23.46	\$ 30.18	3.0%	3.0%
Crime Free Housing Coordinator	700	\$ 26.49	\$ 33.39	\$ 25.72	\$ 32.42	3.0%	3.0%
Management Analyst - Part Time	700	\$ 26.49	\$ 33.39	\$ 25.72	\$ 32.42	3.0%	3.0%
Police Officer - Part Time	700	\$ 26.49	\$ 33.39	\$ 25.72	\$ 32.42	3.0%	3.0%
Senior Program Coordinator	700	\$ 26.49	\$ 33.39	\$ 25.72	\$ 32.42	3.0%	3.0%
Senior Special Recreation Coordinator	700	\$ 26.49	\$ 33.39	\$ 25.72	\$ 32.42	3.0%	3.0%
Dance Instructor	800	\$ 27.63	\$ 36.84	\$ 26.83	\$ 35.77	3.0%	3.0%
Personal Trainer/Group X	800	\$ 27.63	\$ 36.84	\$ 26.83	\$ 35.77	3.0%	3.0%
Building Inspector	900	\$ 31.09	\$ 46.05	\$ 30.18	\$ 44.71	3.0%	3.0%
Code Enforcement Officer	900	\$ 31.09	\$ 46.05	\$ 30.18	\$ 44.71	3.0%	3.0%
Electrical Inspector	900	\$ 31.09	\$ 46.05	\$ 30.18	\$ 44.71	3.0%	3.0%
Plumbing Inspector	900	\$ 31.09	\$ 46.05	\$ 30.18	\$ 44.71	3.0%	3.0%
Police Officer - Supervisor	900	\$ 31.09	\$ 46.05	\$ 30.18	\$ 44.71	3.0%	3.0%
ESDA Personnel (Paid Shifts-Hrly)	998		\$ 25.13		\$ 24.40		3.0%
Maintenance - Civic Center	999		\$ 57.58 (Per Event Setup)		\$ 55.90 (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)	\$ 41.20

* 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, 2025, but will not be eligible for an additional merit increase

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Effective January 1, 2025 to December 31, 2025

			2025 Hourly		2024 Hourly		% Increase	
			Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
*Pay Plan for Centennial Park Aquatic Center								
Grade	Position	Year in position	2024	2025	\$ Change	% Change		
200	CPAC Cashier	1st Year	\$ 14.25	\$ 15.25	\$ 1.00	7.02%		
	CPAC Cashier	2nd Year	\$ 14.75	\$ 15.75	\$ 1.00	6.78%		
	CPAC Cashier	3rd Year +	\$ 16.00	\$ 16.25		1.56%		
	CPAC Cashier	4th Year +	N/A	\$ 16.75		0.00%		
200	Lifeguard	1st Year	\$ 15.00	\$ 16.00	\$ 1.00	6.67%		
	Lifeguard	2nd Year	\$ 15.50	\$ 16.50	\$ 1.00	6.45%		
	Lifeguard	3rd Year +	\$ 17.00	\$ 17.00		0.00%		
	Lifeguard	4th Year +	N/A	\$ 17.50		0.00%		
200	Learn to Swim	1st Year	\$ 14.25	\$ 15.25	\$ 1.00	7.02%		
	Learn to Swim	2nd Year	\$ 14.75	\$ 15.75	\$ 1.00	6.78%		
	Learn to Swim	3rd Year +	\$ 15.25	\$ 16.25	\$ 1.00	6.56%		
	Learn to Swim	4th Year +	N/A	\$ 16.75		0.00%		
300	CPAC Assistant Cashier Manager	1st Year	\$ 17.00	\$ 18.00	\$ 1.00	5.88%		
	CPAC Assistant Cashier Manager	2nd Year	\$ 17.50	\$ 18.50	\$ 1.00	5.71%		
	CPAC Assistant Cashier Manager	3rd Year +	\$ 19.10	\$ 19.00		-0.52%		
	CPAC Assistant Cashier Manager	4th Year +	N/A	\$ 19.68		0.00%		
450	CPAC Senior Assistant Cashier Manager	1st Year	\$ 18.50	\$ 19.50	\$ 1.00	5.41%		
	CPAC Senior Assistant Cashier Manager	2nd Year	\$ 19.00	\$ 20.00	\$ 1.00	5.26%		
	CPAC Senior Assistant Cashier Manager	3rd Year +	\$ 19.50	\$ 20.50		5.13%		
	CPAC Senior Assistant Cashier Manager	4th Year +	N/A	\$ 21.00		0.00%		
300	Team Leader	1st Year	\$ 17.50	\$ 18.50	\$ 1.00	5.71%		
	Team Leader	2nd Year	\$ 18.00	\$ 19.00	\$ 1.00	5.56%		
	Team Leader	3rd Year +	\$ 18.50	\$ 19.50		5.41%		
	Team Leader	4th Year +	N/A	\$ 20.00		0.00%		
400	Squad Leader	1st Year	\$ 19.00	\$ 20.00	\$ 1.00	5.26%		
	Squad Leader	2nd Year	\$ 19.50	\$ 20.50	\$ 1.00	5.13%		
	Squad Leader	3rd Year +	\$ 20.00	\$ 21.00		5.00%		
	Squad Leader	4th Year +	N/A	\$ 21.50		0.00%		
500	Assistant Manager - Pool	1st Year	\$ 21.00	\$ 22.00	\$ 1.00	4.76%		
	Assistant Manager - Pool	2nd Year	\$ 21.50	\$ 22.50	\$ 1.00	4.65%		
	Assistant Manager - Pool	3rd Year +	\$ 22.00	\$ 23.00		4.55%		
	Assistant Manager - Pool	4th Year +	\$ 22.00	\$ 23.50		6.82%		
Alt Rate	Private Swim Lessons	All Positions	\$ 20.00	\$ 20.00		0.00%		

Incentive Program

Lifeguard Certification

Lifeguard Certification received before May 1 \$100.00

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

Cashiers (5/13/25 through 8/11/25) \$ 100.00
 Cashier Managers (5/14/25 through 8/10/25) \$ 100.00
 Rookie Lifeguards (5/14/25 through 8/10/25) \$ 100.00
 Veteran Lifeguards (5/14/25 through 8/10/25) \$ 100.00
 Late Hire Lifeguards (6/7/25 through 8/10/25) \$ 100.00
 Leadership Team (2/23/25 through 8/10/25) \$ 100.00
 All Staff (work 8/12/2025 through 9/1/2025) \$ 50.00

Temporary schedule incentive, effective 8/12/25 through end of season

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