

**APPENDIX A**  
**Village of Orland Park Compensation Plan - Full-Time Non-Represented Employees**  
**Effective January 1, 2021 to December 31, 2021**

	Grade	Annual		Hourly	
		Minimum	Maximum	Minimum	Maximum
<b>Communications &amp; Marketing Assistant</b>	1	44,678	57,450	21.48	27.62
<b>Development Services Technician</b>	1	44,678	57,450	21.48	27.62
<b>GIS Technician</b>	2	48,710	65,759	23.88	32.23
<b>Museum Curator</b>	3	52,120	70,362	25.55	34.49
<b>Detention Aide/Administrative Specialist</b>	5	58,311	81,635	28.58	40.02
<b>Executive Assistant</b>	5	58,311	81,635	28.58	40.02
<b>Planner I</b>	5	58,311	81,635	28.58	40.02
<b>Recreation Program Supervisor I</b>	5	58,311	81,635	28.58	40.02
<b>Senior Graphic Designer</b>	5	58,311	81,635	28.58	40.02
<b>Animal Control Officer</b>	6	62,101	86,942	30.44	42.62
<b>Management Analyst</b>	6	62,101	86,942	30.44	42.62
<b>Recreation Financial Analyst</b>	6	62,101	86,942	30.44	42.62
<b>Security Systems Technician</b>	6	62,101	86,942	30.44	42.62
<b>Community Services Officer Supervisor</b>	7	66,138	92,593	32.42	45.39
<b>Fitness Center Manager</b>	7	66,138	92,593	32.42	45.39
<b>General Manager - Civic Center</b>	7	66,138	92,593	32.42	45.39
<b>Network Systems Administrator</b>	7	66,138	92,593	32.42	45.39
<b>Office Support Supervisor</b>	7	66,138	92,593	32.42	45.39
<b>Public Improvement Technician II</b>	7	66,138	92,593	32.42	45.39
<b>Recreation Program Supervisor II</b>	7	66,138	92,593	32.42	45.39
<b>Special Events Manager</b>	7	66,138	92,593	32.42	45.39
<b>Support Services Assistant Manager</b>	7	66,138	92,593	32.42	45.39
<b>Aquatic &amp; Ice Rink Manager</b>	8	70,437	98,611	34.53	48.34
<b>Assistant to the Village Manager/Risk Manager</b>	8	70,437	98,611	34.53	48.34
<b>Communications &amp; Marketing Manager</b>	8	70,437	98,611	34.53	48.34
<b>Financial Analyst</b>	8	70,437	98,611	34.53	48.34
<b>Human Resources Analyst</b>	8	70,437	98,611	34.53	48.34
<b>Information System Analyst - Police</b>	8	70,437	98,611	34.53	48.34
<b>Natural Resources &amp; Facilities Supervisor</b>	8	70,437	98,611	34.53	48.34
<b>Special Recreation Program Supervisor</b>	8	70,437	98,611	34.53	48.34
<b>Streets Supervisor</b>	8	70,437	98,611	34.53	48.34
<b>Utilities Supervisor</b>	8	70,437	98,611	34.53	48.34

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**Effective January 1, 2021 to December 31, 2021**

	Grade	Annual		Hourly	
		Minimum	Maximum	Minimum	Maximum
<b>Economic Development Coordinator</b>	9	75,016	105,021	36.77	51.48
<b>Human Resources Generalist</b>	9	75,016	105,021	36.77	51.48
<b>IT Network Engineer</b>	9	75,016	105,021	36.77	51.48
<b>Senior Planner/Project Manager</b>	9	75,016	105,021	36.77	51.48
<b>Senior Applications System Analyst</b>	9	75,016	105,021	36.77	51.48
 <b>Building Division Manager</b>	10	79,891	111,848	39.16	54.83
<b>Natural Resources &amp; Facilities Operations Manager</b>	10	79,891	111,848	39.16	54.83
<b>Athletics Operations Manager</b>	10	79,891	111,848	39.16	54.83
<b>Senior Engineer</b>	10	79,891	111,848	39.16	54.83
<b>Recreation Division Manager</b>	10	79,891	111,848	39.16	54.83
<b>Streets Operations Manager</b>	10	79,891	111,848	39.16	54.83
<b>Support Services Manager</b>	10	79,891	111,848	39.16	54.83
<b>Utility Operations Manager</b>	10	79,891	111,848	39.16	54.83
 <b>Assistant Development Services Director</b>	11	92,070	128,898	45.13	63.19
<b>Assistant Finance Director</b>	11	92,070	128,898	45.13	63.19
<b>Assistant Human Resources Director</b>	11	92,070	128,898	45.13	63.19
<b>Assistant Recreation &amp; Parks Director</b>	11	92,070	128,898	45.13	63.19
<b>Assistant Public Works Director</b>	11	92,070	128,898	45.13	63.19
<b>Village Engineer</b>	11	92,070	128,898	45.13	63.19
 <b>Engineering Programs &amp; Services Director</b>	12	99,896	139,854	48.97	68.56
<b>Human Resources Director</b>	12	99,896	139,854	48.97	68.56
<b>Recreation &amp; Parks Director</b>	12	99,896	139,854	48.97	68.56
 <b>Assistant Village Manager</b>	13	108,387	151,742	53.13	74.38
<b>Development Services Director</b>	13	108,387	151,742	53.13	74.38
<b>Information Technology Director</b>	13	108,387	151,742	53.13	74.38
<b>Public Works Director</b>	13	108,387	151,742	53.13	74.38
 <b>Chief of Police</b>	14	117,600	164,640	57.65	80.71
<b>Finance Director</b>	14	117,600	164,640	57.65	80.71
 <b>Village Manager</b>	15	164,703	230,584	80.74	113.03

**APPENDIX B**

**Village of Orland Park Compensation Plan - Part -Time Non-Represented Employees  
Effective January 1, 2021 to December 31, 2021**

	Grade	Hourly	
		Minimum	Maximum
<b>After School Pals Instructor</b>	100	\$ 11.00	\$ 13.30
<b>Building Attendant</b>	100	\$ 11.00	\$ 13.30
<b>Complex Attendant</b>	100	\$ 11.00	\$ 13.30
<b>CPAC Cashier</b>	100	\$ 11.00	\$ 13.30
<b>Daycamp Counselor</b>	100	\$ 11.00	\$ 13.30
<b>Fitness Desk Attendant</b>	100	\$ 11.00	\$ 13.30
<b>Ice Rink Attendant</b>	100	\$ 11.00	\$ 13.30
<b>Inclusion Aide</b>	100	\$ 11.00	\$ 13.30
<b>Intern - Undergrad</b>	100	\$ 11.00	\$ 13.30
<b>Kidz Room Attendant</b>	100	\$ 11.00	\$ 13.30
<b>Learn to Swim Instructor</b>	100	\$ 11.00	\$ 13.30
<b>Lifeguard</b>	100	\$ 11.00	\$ 13.30
<b>Recreation Instructor I</b>	100	\$ 11.00	\$ 13.30
<b>Recreation Instructor I/Van Driver</b>	100	\$ 11.00	\$ 13.30
<b>Rockwall/Gym/Party Attendant</b>	100	\$ 11.00	\$ 13.30
<b>Seasonal Maintenance</b>	100	\$ 11.00	\$ 13.30
<b>Seasonal Part-Time</b>	100	\$ 11.00	\$ 13.30
<b>Sports Central Attendant</b>	100	\$ 11.00	\$ 13.30
 <b>Building Supervisor</b>	200	\$ 11.25	\$ 15.35
<b>Civic Center Attendant</b>	200	\$ 11.25	\$ 15.35
<b>Community Service Officer</b>	200	\$ 11.25	\$ 15.35
<b>CPAC Asst. Cashier Manager</b>	200	\$ 11.25	\$ 15.35
<b>Hydrant Painters</b>	200	\$ 11.25	\$ 15.35
<b>Public Works Facilities Attendant</b>	200	\$ 11.25	\$ 15.35
<b>Recreation Instructor II</b>	200	\$ 11.25	\$ 15.35
<b>Seasonal Complex Supervisor</b>	200	\$ 11.25	\$ 15.35
<b>Sign Remover</b>	200	\$ 11.25	\$ 15.35
<b>Sportsplex Attendant</b>	200	\$ 11.25	\$ 15.35
<b>Team Leader</b>	200	\$ 11.25	\$ 15.35
 <b>Evidence Clerk</b>	300	\$ 12.28	\$ 16.37
<b>Maintenance Employee</b>	300	\$ 12.28	\$ 16.37
<b>Squad Leader</b>	300	\$ 12.28	\$ 16.37

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	Grade	Hourly	
		Minimum	Maximum
<b>Complex Attendant II</b>	350	\$ 13.30	\$ 17.39
<b>Crossing Guard</b>	350	\$ 13.30	\$ 17.39
<b>Maintenance Employee II</b>	350	\$ 13.30	\$ 17.39
<b>Seasonal Property Maintenance Inspector</b>	350	\$ 13.30	\$ 17.39
<b>Seasonal Maintenance II</b>	350	\$ 13.30	\$ 17.39
<b>Aquatics Trainer</b>	400	\$ 14.32	\$ 18.41
<b>Assistant Manager - Pool</b>	400	\$ 14.32	\$ 18.41
<b>Building Supervisor - Civic Center</b>	400	\$ 14.32	\$ 18.41
<b>Clerk Typist</b>	400	\$ 14.32	\$ 18.41
<b>Clerical/Cashier</b>	400	\$ 14.32	\$ 18.41
<b>Complex Supervisor</b>	400	\$ 14.32	\$ 18.41
<b>Daycamp Assistant Site Director</b>	400	\$ 14.32	\$ 18.41
<b>Development Services Assistant</b>	400	\$ 14.32	\$ 18.41
<b>Division Secretary</b>	400	\$ 14.32	\$ 18.41
<b>Graphic Designer</b>	400	\$ 14.32	\$ 18.41
<b>Information Systems Technician I</b>	400	\$ 14.32	\$ 18.41
<b>Preschool Instructor</b>	400	\$ 14.32	\$ 18.41
<b>Program Assistant</b>	400	\$ 14.32	\$ 18.41
<b>Recreation Service Clerk</b>	400	\$ 14.32	\$ 18.41
<b>CPAC Senior Assistant Cashier Manager</b>	400	\$ 14.32	\$ 18.41
<b>Sports Camp Instructor</b>	400	\$ 14.32	\$ 18.41
<b>CPAC Cashier Manager</b>	450	\$ 14.83	\$ 20.46
<b>PACE ADA Bus Driver</b>	450	\$ 14.83	\$ 20.46
<b>Recreation Instructor II/Bus Driver</b>	450	\$ 14.83	\$ 20.46
<b>Recreation Instructor Specialist</b>	450	\$ 14.83	\$ 20.46
<b>Sports Camp Supervisor</b>	450	\$ 14.83	\$ 20.46
<b>Telecommunicator Part Time</b>	450	\$ 14.83	\$ 20.46
<b>Cashier II</b>	500	\$ 15.35	\$ 22.51
<b>Complex Manager</b>	500	\$ 15.35	\$ 22.51
<b>Detention Aide</b>	500	\$ 15.35	\$ 22.51
<b>IT Office Coordinator</b>	500	\$ 15.35	\$ 22.51
<b>Program Coordinator</b>	500	\$ 15.35	\$ 22.51
<b>Special Events Coordinator</b>	500	\$ 15.35	\$ 22.51
<b>Sportsplex Facility Manager</b>	500	\$ 15.35	\$ 22.51
<b>Veterans Program Coordinator</b>	500	\$ 15.35	\$ 22.51

**APPENDIX B****Village of Orland Park Compensation Plan - Part -Time Non-Represented Employees  
Effective January 1, 2021 to December 31, 2021**

	Grade	Hourly	
		Minimum	Maximum
<b>Information Systems Technician II</b>	600	\$ 21.48	\$ 27.62
<b>Payroll Coordinator</b>	600	\$ 21.48	\$ 27.62
<b>Senior Asst. Pool Manager</b>	600	\$ 21.48	\$ 27.62
<b>Administrative Assistant</b>	600	\$ 21.48	\$ 27.62
<b>Volleyball Referee</b>	600	\$ 21.48	\$ 27.62
<b>Winter Seasonal Snowplowing Operator (Snowbird)</b>	600	\$ 21.48	\$ 27.62
 <b>Crime Free Housing Coordinator</b>	700	\$ 23.53	\$ 29.67
 <b>Management Analyst - Part Time</b>	700	\$ 23.53	\$ 29.67
<b>Senior Program Coordinator</b>	700	\$ 23.53	\$ 29.67
<b>Senior Special Recreation Coordinator</b>	700	\$ 23.53	\$ 29.67
<b>Police Officer - Part Time</b>	700	\$ 23.53	\$ 29.67
 <b>Dance Instructor</b>	800	\$ 24.55	\$ 32.74
<b>Personal Trainer/Group X</b>	800	\$ 24.55	\$ 32.74
 <b>Building Inspector</b>	900	\$ 27.62	\$ 40.92
<b>Electrical Inspector</b>	900	\$ 27.62	\$ 40.92
<b>Plumbing/Property Maintenance Inspector</b>	900	\$ 27.62	\$ 40.92
<b>Police Officer - Supervisor</b>	900	\$ 27.62	\$ 40.92
 <b>Maintenance - Civic Center*</b>	999	\$ 51.15 (Per Event Setup)	