

**Village of Orland Park  
Wage Increases  
2000 - 2014**

	NUMBER OF EMPLOYEES	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	1/1/2011 **	2011	2012	2013	2014^	Total 2008 thru 2013
<b>AFSCME</b>	74	3.75%	3.75%	3.75%	3.75%	3.75%	3.50%	3.50%	3.75%	3.75%	3.75%	3.75%		1.75%	2.00%	2.00%	2.05%	19.05%
<b>DCC</b>	4	3.75%	3.75%	3.75%	3.50%	3.50%	3.50%	3.50%	3.75%	3.75%	3.75%	3.75%		1.00%	2.50%	2.50%	2.50%	19.75%
<b>EXECUTIVE</b>	9				3.50%				*	3.75%	2.00%	0.00%		1.50%	1.50%	1.75%	1.75%	12.25%
<b>IBEW</b>	6	3.00%	3.75%	3.75%	3.75%	3.75%	3.50%	3.50%	3.50%	3.75%	3.75%	0.00%	3.75%	1.50%	1.50%	1.75%	2.00%	18.00%
<b>IUOE</b>	32	3.00%	3.75%	3.75%	3.75%	3.75%	3.75%	3.50%	3.75%	3.75%	3.75%	0.00%	3.75%	1.50%	1.50%	1.75%	2.00%	18.00%
<b>MAP</b>	78	3.75%	3.75%	3.75%	3.90%	3.90%	3.90%	3.90%	3.90%	3.90%	3.90%	3.90%		1.00%	2.50%	2.50%	2.50%	20.20%
<b>NON-UNION</b>	55	3.75%	3.75%	3.75%	3.75%	3.75%	3.75%	3.50%	3.50%	3.75%	3.00%	0.00%		1.50%	1.50%	2.00%	2.00%	13.75%
<b>OPPSA</b>	15	3.75%	3.75%	3.75%	3.50%	3.50%	3.50%	3.50%	3.75%	3.75%	3.75%	3.75%		1.00%	2.50%	2.50%	2.50%	19.75%
<b>TOTAL FULL TIME</b>	273																	

\*Increases were assessed individually in 2007 and differed from Director to Director

\*\*The 3.75% negotiated increases for IBEW and IUOE were deferred by agreement to January 1, 2011

^Assumed 2.0% increase @ 5/1/14 for Executive and Non-union

**Budgetary Concessions -**

**DCC** - 5 furlough days in 2010

**Executive** - Required to take 5 furlough days or purchase 6 days in 2010. No salary increase in 2010.

**IBEW** - Deferred salary increase from 5/1/2010 1/1/2011. Each member of the bargaining group took 5 furlough days or purchased 6 vacation days.

**IUOE** - Deferred salary increase from 5/1/2010 to 1/1/2011. Each member of the bargaining group took 5 furlough days or purchased 6 vacation days.

**Non-Union** - No salary increase in 2010. Each employee took 5 furlough days or purchased 6 vacation days. Two non-union positions were eliminated and those employees were laid off.

No concessions agreed to by MAP, Police Supervisors, or AFSCME.