

**Village of Orland Park
Cost of Living Increase
2002 - 2014**

Attachment A

	NUMBER OF EMPLOYEES	2002	2003	2004	2005	2006	2007	2008	2009	2010	1/1/2011 **	2011	2012	2013	2014^	Total 2000 thru 2013
AFSCME	74	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%	39.00%
DCC	4	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%	38.75%
EXECUTIVE	9	3.50%	3.50%	4.00%	3.50%	3.50%	3.50%	3.75%	2.00%	0.00%		1.50%	1.50%	2.00%	TBD	32.25%
IBEW	6	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%	37.75%
IUOE	32	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%	38.25%
MAP	78	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%	40.95%
NON-UNION	55	3.75%	3.75%	3.75%	3.75%	3.50%	3.50%	3.75%	3.00%	0.00%		1.50%	1.50%	2.00%	TBD	33.75%
OPPSA	15	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%	38.75%
TOTAL FULL TIME	273															

In some years individual directors may have been eligible for market adjustments in addition to the COLA, these positions are not in a step increase structure.
Non-executive positions are in a step increase structure and are eligible for up to 5% increases between steps, in addition to the COLA.

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

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.