



REPORT TO APC

ITEM NAME: Finance/Treasurer Office Update:
Recap of 2026 Wage Increases for All Village Personnel
PREPARED BY: John Jacobs, Finance Director/Treasurer
DATE PREPARED: 12/15/2025

After the approval of the 2026 Teamsters Union contract by the Village Board on 11/24/2025 and the adoption of the 2026 Village Budget by the Village Board on 11/10/2025, I thought that it would be appropriate to recap all of the 2026 wage increases for Village Personnel going into the new year.

The 2026 Wage Increases will be the following:

- Teamsters Union hourly employees: 3.50% increase, effective on 1/1/2026.
- Police Officer Union employees: 2.00% increase, effective on 1/1/2026; and then an additional 1% increase, effective on 7/1/2026.
- Fire Department hourly employees: 3.00% increase, effective on 1/1/2026.
- Non-Union hourly Public Works/Parks/Utilities/Miscellaneous Other Village employees: 3.00% increase, effective on 1/1/2026.
- Election Pollworkers: No increase for 2026. Maintain pay rates at 2025 level.
- Salaried/Hourly Management employees of the Village and Police Departments: Individual pay adjustments will be reviewed and assigned at each employee's anniversary date during 2026; any pay adjustment would be implemented and become effective on the employee's anniversary date.