

Minimum wage in the State of Illinois was \$9.25 effective 1/1/2020 and is \$10.00 effective 7/1/2020. A link to the Illinois Department of Labor's website is included for reference on the new State of Illinois minimum wage law, pursuant to Public Act 101-0001. Please note that there is a different pay scale for 'youths' (under 18/ working less than 650 hours per calendar year) as well as tipped employees (must be paid 60% of the hourly minimum wage).

[Hourly Minimum Wage Rates by Year - Fair Labor Standards Division](#)

The table by the Illinois Department of Labor (linked above) highlights the minimum wage increase each year from now until January 1, 2025.

The Village of Orland Park does not set minimum wage and cannot opt-out of the State of Illinois mandate of increasing minimum wage; therefore, all employees the Village currently employs have been adjusted to meet the minimum State of Illinois requirement.

Cook County Minimum Wage law: In 2016, the Cook County Board of Commissioners adopted its own minimum wage Ordinance. This higher minimum wage in Cook County does not apply to all suburbs because many suburbs opted out of the Cook County Minimum Wage Ordinance, including the Village of Orland Park. Attached please find a copy of the Ordinance adopted by the Orland Park Village Board opting out of the Cook County Minimum Wage Ordinance. Even though the Village has opted-out of the Cook County Minimum Wage Ordinance, the Illinois minimum wage still applies to employers within the corporate limits of the Village of Orland Park.