



## **December 2021 Cost of Living Adjustment** **Frequently Asked Questions**

**Q1: Who is eligible to receive the Cost of Living Adjustment (“COLA”)?**

A1: Active employees on the date of Cook County Board (“Board”) approval are eligible to receive the 3.5% COLA. On June 29, 2023, the Board approved Teamsters Local 700, AFSCME, SEIU 73 and non-union employees to receive the 3.5% COLA.

**Q2: When will eligible employees receive the COLA?**

A2: Eligible employees will receive the 3.5% COLA upon Board approval and processing of the increase. Employees whose COLA increases were approved by the Board on June 29<sup>th</sup> will see a 3.5% increase reflected on their September 15<sup>th</sup> paycheck.

**Q3: When will COLA retro payments be processed?**

A3: The County will process COLA retro payments for eligible employees after Board approval and processing prospective salary increases. Employees whose COLA increases were approved by the Board on June 29<sup>th</sup> will receive retro payments on a paycheck in the coming months. Due to the size of the employee population, we anticipate issuing retro payments by no later than the end of the current fiscal year.

**Q4: If I am currently ineligible, when will I receive the next COLA?**

A4: The next COLA of 2% is effective the first full pay period on or after June 1, 2024.

**Q5: If my collective bargaining agreement extension has not been approved, when will I receive the COLA?**

A5: Employees whose collective bargaining agreement extensions have not been approved by the Board will receive the 3.5% COLA upon Board approval and processing of the increase.

**Q6: If I am on an unpaid leave of absence, when will I receive the COLA?**

A6: Employees on an unpaid leave of absence in inactive status will receive the 3.5% COLA upon returning to active status.

**Q7: Who should I contact if I have additional questions?**

A7: Employees may contact the Cook County Bureau of Human Resources at [BHR@cookcountyil.gov](mailto:BHR@cookcountyil.gov).