



FISCAL **2024**

COOK COUNTY
APPROPRIATION BILL

VOLUME 3

Classification and Compensation Schedule



TONI PRECKWINKLE

PRESIDENT, COOK COUNTY BOARD OF
COMMISSIONERS

The following union and non-union pay schedules will be updated with the most current rates as board approval is received.

Please refer to the Department of Budget & Management Services [Current Budget Information](#) webpage for pay schedule updates.

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GENERAL INTENT

It is the intent of the Board of Commissioners of Cook County that all provisions of this resolution shall apply to all designated officers and/or employees, without regard to race, color, gender, age, religion, disability, national origin, ancestry, sexual orientation, gender identity or expression, marital status, parental status, military discharge status, source of income or housing.

POSITION CLASSIFICATION AND UNION PAY PLAN

SALARY SCHEDULES

The salary schedules, including a range of pay for each grade, are set forth in the schedules attached hereto.

In addition, there shall be a salary grade for salaries established by state statute and salary grades, which shall be used for flat or single rates, rather than salary ranges.

I. ENTRY RATE

A new employee entering the County service shall be paid the minimum salary provided in the salary grade in which the job has been placed. An employee who is separated from the County payroll for reasons other than disability, leave of absence or termination for cause shall be eligible to receive the salary received at the time of separation if the employee returns to the position held at the time of separation within 30 calendar days from the date of separation, unless otherwise required in the relevant collective bargaining agreement.

II. APPLICABILITY OF STEP PROGRESSION AND STEP PLACEMENT

Employees compensated according to the salary schedules shall be required to work a minimum of one year at each step, except where elsewhere provided for in this section.

In general, the following rules shall apply unless otherwise required in the relevant collective bargaining agreement:

- A. Step advances shall be granted upon completion of one year of continuous service in each step until the maximum salary is reached except as provided for personnel employed at the first step of the following salary schedules and grades:

SCHEDULE II	Grades FA through FF
SCHEDULE VIII	Grades CA through CK
SCHEDULE IX	Grades DA through DK
- B. Anniversary step advancement will be effective the first full pay period following the employee's anniversary date.
- C. Eligibility for longevity step advancement and longevity step placement must be in conformance with the years of service requirements established in the respective salary schedules and/or collective bargaining agreements.
- D. Eligibility for step placement for Trades Apprentices shall be in accordance with provisions as set forth in agreement between the County and respective trades.

III. EXISTING RATES

An employee whose compensation is above the maximum salary of the salary grade in which the job classification has been placed shall not have the salary reduced during the incumbency in the job classification held as of the date of this resolution unless the reduction is authorized by the Cook County Board of Commissioners pursuant to the implementation of shutdown days, a furlough program, unpaid holidays or another program established to address a budget deficit, or loss in salary resulting from unpaid leave or days.

No salary shall be raised if it exceeds the maximum salary of the salary grade in which the job has been placed.

An employee whose salary is within the limits of the salary grade in which the position is placed, but does not correspond to one of the established steps of the salary grade, shall be eligible for an increase to the first established step above the present salary at the time of the employee's next anniversary as required by the applicable collective bargaining agreement.

IV. TRANSFERS OR CHANGES OF POSITIONS

An employee transferring from one department to another in the same job classification and/or grade shall be eligible to receive the salary the employee has been receiving at the time of transfer, provided the budget of the department to which the employee has been transferred can accommodate the salary and, if not, the employee shall be eligible to have the salary received prior to the transfer restored at the earliest possible date. Such movement shall not set a new anniversary date.

V. PROMOTIONS

An employee who is promoted to a position in a higher salary grade shall be entitled to placement in the step of the new salary grade which will provide a salary of their existing grade increase at least two steps above the salary received at the time the promotion is made, provided that:

- A. The new salary does not exceed the maximum established for the grade to which the employee is promoted.
- B. The new salary is not below the first step established for the grade to which the employee is promoted.
- C. Years of service requirements are fulfilled concerning longevity step placement. If years of service requirements are met, the employee will be placed at the appropriate step that provides a salary increase that complies with longevity requirements not to exceed five percent (5%).
- D. A previous promotion has not been given within the same fiscal year.¹
- E. The budget of the department to which the employee is assigned can accommodate the salary.
- F. In all cases, an employee must spend at least 6 months in the job classification from which the employee is being promoted.

¹ If an employee has been given a previous promotion within the same fiscal year, the employee shall be entitled to placement in the step of the new salary grade, which will provide a salary increase, at least one step above the salary received immediately prior to the time the promotion is made. However, in all cases, such salary will be in conformity with the provisions of (A), (B), (C), (E), and (F) above. In all cases of promotion, the effective date will set a new anniversary date and a new probationary period unless otherwise required in the relevant collective bargaining agreement.

VI. DEMOTIONS

The following shall apply to demotions from one grade to another:

- A. An employee demoted to a position in a lower salary grade shall have the rate of pay or salary adjusted in the new position to the same rate of pay of the new salary grade as in the grade from which the employee is demoted. The employee's anniversary date does not change.
- B. An employee promoted to a position in a higher salary grade and subsequently demoted to a position in a lower salary grade, within 6 months of the promotion, shall have the salary adjusted to the step of the salary grade to which the employee would be entitled had the employee remained in the salary grade from which the employee was promoted. In such cases, the anniversary date of the employee does not change.

VII. RECLASSIFICATION OF POSITIONS

An employee whose position is reclassified to a lower classification shall continue to receive compensation at the same rate received immediately prior to reclassification. Such action shall not change the employee's anniversary date. If the salary rate received immediately prior to reclassification is less than the last step rate of the lower classification, the employee shall be entitled to further step advancement.

An employee's salary may not align to a salary rate on the new lower grade. In such cases, the employee will receive the rate of pay closest to that received immediately prior to the reclassification that does not result in a decrease in pay and will advance to the next step of the new grade that provides a salary increase upon the employee's anniversary date.

An employee whose position is reclassified to a lower grade and whose salary exceeds the maximum of the lower grade shall remain at the same salary received prior to the reclassification and be frozen at such rate until the applicable salary range of the new grade is adjusted over time and the employee is placed on a step which exceeds the frozen salary on the employee's anniversary rate.

An employee whose job is reclassified to a higher classification shall be placed in the first step of the higher grade, which is closest to, but not lower than, the employee's salary received at the time of the reclassification. Such action will change the employee's anniversary date. In all cases of reclassification, the employee shall receive at least the first step of the grade to which the position is reclassified. In no case shall an employee be paid below the minimum salary rate of the higher graded position.

An employee whose job is reclassified to a classification in the same grade shall be placed in the same step the employee was assigned to prior to such reclassification and shall retain the same salary received in the prior classification.

VIII. UPGRADING OF POSITIONS

An employee whose position is upgraded shall be placed in the first step of the new grade, which is at least the same as the salary the employee was receiving prior to being upgraded.

In all cases of upgrading, the employee shall receive at least the first step of the new grade and shall retain the anniversary date held prior to the upgrade. Upon assignment to the higher grade, employees shall be required to work a minimum of one year at each step, except where elsewhere provided in the respective Salary Schedule. In no case shall an employee be paid below the salary rate of the higher graded position.

IX. DOWNGRADING OF POSITIONS

An employee whose classification is downgraded shall be placed in the first step of the new grade, which is at least the same as the salary the employee was receiving prior to the classification being downgraded. In no case shall an employee be paid below the minimum salary rate of the lower graded position. The employee's anniversary date does not change.

X. SALARY RATES BASED UPON FULL-TIME EMPLOYMENT

The salary rates prescribed in the Salary Schedule I are fixed based on full-time service for normal work weeks of 40 hours unless otherwise defined in the applicable collective bargaining agreement. The salary rates of salary schedules other than Schedule I are likewise fixed on the basis of full-time service, with designations as to the constitution of a normal work week left to the department heads involved. For positions, which are classified as Exempt under the Fair Labor Standards Act (FLSA), the normal work week of 40 hours generally applies, but the compensation is intended to be appropriate for the class regardless of variations in the time that may be required to satisfactorily fulfill the responsibilities of the positions.

XI. PREVAILING RATE POSITIONS

A prevailing rate position is hereby defined as one for which the rate is established under the acceptable evidence of the wage prevailing in industry. Such positions are usually craft, labor, or trade positions, and are not paid under the provisions of the position classification and compensation plan schedules.

XII. SALARIES AND WAGES OF EXTRA EMPLOYEES

Titles and grades of employees on the Extra Account shall be the same as those of positions on the Regular Account unless authorized in advance by the designated Human Resources Officer. All such positions shall conform to the provisions of this resolution.

XIII. CONTINUITY OF SERVICE

Any break in County service due to leave without pay for periods in excess of 30 calendar days, all suspensions, layoffs for more than 30 calendar days but less than one year, and all absences without leave shall be deducted in computing total continuous service and will effect a change in the anniversary date. Seasonal employment of less than 120 calendar days in any calendar year shall not be credited toward continuity of service.

XIV. GENERAL PROVISIONS

All changes in pay shall be implemented the first full pay period following the effective date.

Notwithstanding these provisions as set forth, the Board of Commissioners of Cook County may in its discretion limit the amount of salary increases, step advancements, cost of living increases, or non-compounding cost of living allowances for any or all employees or provide for salary rates in excess of those prescribed. In addition, certain procedures may be in use at the Cook County Health and Hospital System (CCHHS), that are unique to the nature of its operation and may deviate somewhat from these provisions as set forth.

Any change in the job classification title terminology not involving a change in the major duties of the job will not affect the status of the employee, including eligibility for increases within a specific salary grade.

The Board of Commissioners may in its discretion adopt certain procedures in compliance with state guidelines or recommendations related to the compensation of Circuit Court probation service officers. Provisions set in this section are subject to agreed upon collective bargaining agreement. All questions concerning the specific application of the provisions of this resolution shall be interpreted and resolved by the designated Human Resources Officer.

Effective December 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME**

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>		<u>After 2</u>	<u>After 1 Year</u>	<u>After 1 Year</u>	<u>After 1 Year</u>	
												<u>Years At</u>	<u>at 1st</u>	<u>at 2nd</u>	<u>at 3rd</u>	
												<u>5th Step</u>	<u>Rate & 10</u>	<u>Rate & 15</u>	<u>Rate & 20</u>	
													<u>Years</u>	<u>Years</u>	<u>Years</u>	
													<u>Service</u>	<u>Service</u>	<u>Service</u>	
9	Hourly	18,517	19,306	20,126	20,982	21,877	22,804	23,430	24,018	25,221	26,230					
	Bi-Weekly	1,481.36	1,544.50	1,610.05	1,678.54	1,750.15	1,824.35	1,874.38	1,921.46	2,017.69	2,098.40					
	Annual	38,514	40,156	41,861	43,641	45,504	47,432	48,733	49,957	52,460	54,558					
10	Hourly	19,837	20,681	21,557	22,473	23,429	24,425	25,098	25,729	27,014	28,094					
	Bi-Weekly	1,586.95	1,654.46	1,724.55	1,797.86	1,874.29	1,954.01	2,007.88	2,058.35	2,161.09	2,247.53					
	Annual	41,260	43,016	44,838	46,743	48,731	50,803	52,205	53,517	56,188	58,435					
11	Hourly	21,280	22,188	23,129	24,110	25,134	26,204	26,926	27,602	28,981	30,140					
	Bi-Weekly	1,702.44	1,775.03	1,850.30	1,928.78	2,010.73	2,096.34	2,154.04	2,208.18	2,318.49	2,411.23					
	Annual	44,263	46,150	48,107	50,148	52,278	54,504	56,005	57,412	60,280	62,691					
12	Hourly	22,792	23,762	24,772	25,822	26,921	28,065	28,836	29,561	31,039	32,281					
	Bi-Weekly	1,823.37	1,900.95	1,981.75	2,065.76	2,153.69	2,245.19	2,306.90	2,364.86	2,483.12	2,582.44					
	Annual	47,407	49,424	51,525	53,710	55,996	58,375	59,979	61,486	64,560	67,143					
13	Hourly	24,410	25,445	26,529	27,656	28,830	30,056	30,883	31,659	33,241	34,570					
	Bi-Weekly	1,952.77	2,035.61	2,122.30	2,212.46	2,306.36	2,404.46	2,470.63	2,532.70	2,659.25	2,765.62					
	Annual	50,771	52,926	55,179	57,523	59,964	62,515	64,236	65,850	69,140	71,905					
14	Hourly	26,209	27,321	28,483	29,691	30,953	32,270	33,156	33,989	35,689	37,116					
	Bi-Weekly	2,096.70	2,185.70	2,278.63	2,375.30	2,476.25	2,581.57	2,652.47	2,719.09	2,855.08	2,969.29					
	Annual	54,513	56,827	59,244	61,757	64,382	67,120	68,964	70,696	74,232	77,201					
15	Hourly	28,212	29,410	30,660	31,963	33,323	34,738	35,695	36,594	38,422	39,959					
	Bi-Weekly	2,256.96	2,352.83	2,452.80	2,557.05	2,665.85	2,779.01	2,855.62	2,927.50	3,073.75	3,196.70					
	Annual	58,680	61,173	63,772	66,482	69,311	72,253	74,245	76,115	79,917	83,114					
16	Hourly	30,287	31,573	32,914	34,312	35,770	37,294	38,318	39,280	41,242	42,892					
	Bi-Weekly	2,422.92	2,525.83	2,633.12	2,744.95	2,861.59	2,983.50	3,065.46	3,142.42	3,299.38	3,431.35					
	Annual	62,995	65,671	68,461	71,368	74,401	77,571	79,701	81,702	85,783	89,214					
17	Hourly	32,505	33,882	35,323	36,823	38,390	40,020	41,122	42,154	44,260	46,030					
	Bi-Weekly	2,600.39	2,710.52	2,825.83	2,945.87	3,071.17	3,201.64	3,289.75	3,372.33	3,540.79	3,682.42					
	Annual	67,609	70,473	73,471	76,592	79,850	83,242	85,533	87,680	92,060	95,742					
18	Hourly	34,813	36,294	37,836	39,444	41,122	42,868	44,047	45,154	47,413	49,310					
	Bi-Weekly	2,785.08	2,903.51	3,026.84	3,155.53	3,289.75	3,429.40	3,523.75	3,612.31	3,793.08	3,944.80					
	Annual	72,412	75,491	78,698	82,043	85,533	89,164	91,618	93,919	98,619	102,564					
19	Hourly	38,189	39,813	41,504	43,265	45,108	47,022	48,318	49,529	52,007	54,088					
	Bi-Weekly	3,055.11	3,185.05	3,320.33	3,461.24	3,608.65	3,761.77	3,865.40	3,962.34	4,160.58	4,327.01					
	Annual	79,432	82,811	86,328	89,991	93,825	97,805	100,500	103,020	108,175	112,502					
20	Hourly	41,933	43,717	45,575	47,510	49,529	51,634	53,054	54,386	57,104	59,388					
	Bi-Weekly	3,354.67	3,497.36	3,646.02	3,800.83	3,962.34	4,130.71	4,244.32	4,350.89	4,568.31	4,751.05					
	Annual	87,221	90,931	94,796	98,821	103,020	107,398	110,352	113,123	118,776	123,527					
21	Hourly	46,084	48,042	50,084	52,211	54,430	56,745	58,307	59,767	62,755	65,265					
	Bi-Weekly	3,686.68	3,843.37	4,006.75	4,176.90	4,354.37	4,539.60	4,664.54	4,781.36	5,020.37	5,221.18					
	Annual	95,854	99,927	104,175	108,598	113,213	118,029	121,278	124,315	130,529	135,750					
22	Hourly	50,573	52,721	54,960	57,298	59,730	62,271	63,982	65,588	68,868	71,623					
	Bi-Weekly	4,045.81	4,217.66	4,396.82	4,583.83	4,778.42	4,981.66	5,118.55	5,247.06	5,509.43	5,729.80					
	Annual	105,191	109,659	114,317	119,180	124,238	129,522	133,082	136,422	143,245	148,975					
23	Hourly	53,044	55,298	57,647	60,097	62,651	65,314	67,109	68,795	72,235	75,125					
	Bi-Weekly	4,243.52	4,423.84	4,611.74	4,807.76	5,012.07	5,225.12	5,368.70	5,503.63	5,778.84	6,009.99					
	Annual	110,331	115,019	119,905	125,001	130,314	135,853	139,586	143,094	150,250	156,260					

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
OFFICE OF THE CHIEF JUDGE - CHICAGO NEWSPAPER GUILD
FULL TIME COURT INTERPRETERS**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>				After 1	After 1	After 1	
														Year at 1st	Year at 2nd	Year at 3rd	Longevity
														After 2	After 10	After 15	After 20
														Years At	Years	Years	Years
														5th Step	Service	Service	Service
15	Hourly	25.890	27.063	28.417	29.824	31.322	32.797	33.458	33.799	34.807							
	Bi-Weekly	2,071.17	2,165.02	2,273.36	2,385.89	2,505.75	2,623.73	2,676.62	2,703.92	2,784.54							
	Annual	53,851	56,290	59,107	62,033	65,149	68,217	69,592	70,302	72,398							
16	Hourly	27.791	29.107	30.490	31.947	33.489	35.040	35.763	36.110	37.198							
	Bi-Weekly	2,223.28	2,328.56	2,439.20	2,555.74	2,679.10	2,803.23	2,861.07	2,888.79	2,975.81							
	Annual	57,805	60,542	63,419	66,449	69,657	72,884	74,388	75,109	77,371							
17	Hourly	29.824	31.322	32.797	34.323	36.018	37.800	38.539	38.908	40.084							
	Bi-Weekly	2,385.89	2,505.75	2,623.73	2,745.81	2,881.46	3,024.01	3,083.13	3,112.65	3,206.75							
	Annual	62,033	65,149	68,217	71,391	74,918	78,624	80,161	80,929	83,375							

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
PER DIEM (PDM) COURT INTERPRETERS AND CERTIFIED COURT INTERPRETERS**

Schedule I Chief Judge PDM Interpreters

<u>PDM</u>	<u>Hourly</u>
6/1/2021	27.180
6/1/2022	27.859
12/1/2022	32.640
6/1/2023	33.456
6/1/2024	34.125

Effective June 1, 2020

**SCHEDULE 1
BUREAU OF HUMAN RESOURCES
FOP - SHERIFF INVESTIGATORS - OFFICE OF PROFESSIONAL REVIEW**

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>After 1</u>	<u>After 1</u>	<u>After 1</u>
											<u>Year at 1st</u>	<u>Year at 2nd</u>	<u>Year at 3rd</u>
											<u>Longevity</u>	<u>Longevity</u>	<u>Longevity</u>
											<u>Rate & 10</u>	<u>Rate & 15</u>	<u>Rate & 20</u>
											<u>Years</u>	<u>Years</u>	<u>Years</u>
											<u>Service</u>	<u>Service</u>	<u>Service</u>
											<u>After 2</u>		
											<u>years at</u>		
											<u>5th Step</u>		
19 Hourly	28.994	32.215	33.817	35.376	37.123	38.877	40.741	41.360	41.764	43.029			
Bi-Weekly	2,319.52	2,577.20	2,705.36	2,830.08	2,969.84	3,110.16	3,259.28	3,308.80	3,341.12	3,442.32			
Annual	60,307	67,007	70,339	73,582	77,215	80,864	84,741	86,028	86,869	89,500			

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
FOP - WEAPONS AND NON-WEAPONS
ADULT PROBATION SUPERVISORS**

<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
								After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
20	Hourly	35.915	39.906	41.603	43.371	45.213	47.135	49.138	50.489	51.756	54.343
	Bi-Weekly	2,873.17	3,192.45	3,328.25	3,469.70	3,617.07	3,770.80	3,931.05	4,039.13	4,140.49	4,347.46
	Annual	74,702	83,003	86,534	90,212	94,043	98,040	102,207	105,017	107,652	113,033

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
SHERIFF TELECOMMUNICATOR/VEHICLE MAINTENANCE WORKERS - FOP**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
17	Hourly	30.867	32.418	33.945	35.524	37.279	39.123	39.888	40.270	41.487
	Bi-Weekly	2,469.39	2,593.45	2,715.56	2,841.92	2,982.31	3,129.85	3,191.04	3,221.59	3,318.98
	Annual	64,204	67,429	70,604	73,889	77,539	81,376	82,967	83,761	86,293
18	Hourly	33.062	34.725	36.357	38.049	39.929	41.904	42.722	43.132	44.435
	Bi-Weekly	2,644.93	2,777.99	2,908.58	3,043.94	3,194.31	3,352.36	3,417.79	3,450.54	3,554.82
	Annual	68,768	72,227	75,623	79,142	83,051	87,161	88,862	89,714	92,425
19	Hourly	36.267	38.070	39.826	41.792	43.768	45.866	46.562	47.017	48.442
	Bi-Weekly	2,901.34	3,045.62	3,186.10	3,343.35	3,501.40	3,669.25	3,724.97	3,761.35	3,875.34
	Annual	75,434	79,186	82,838	86,927	91,036	95,400	96,849	97,795	100,758

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
FOP - SOCIAL SERVICE SUPERVISORS**

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
20 Hourly	35.915	39.906	41.603	43.371	45.213	47.135	49.138	50.489	51.756	54.343
Bi-Weekly	2,873.17	3,192.45	3,328.25	3,469.70	3,617.07	3,770.80	3,931.05	4,039.13	4,140.49	4,347.46
Annual	74,702	83,003	86,534	90,212	94,043	98,040	102,207	105,017	107,652	113,033

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
FOP STATES ATTORNEY INVESTIGATOR SUPERVISOR (Sergeants)**

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	After 1	After 1	After 1	
											Year at 1st Longevity Rate & 10 Years Service	Year at 2nd Longevity Rate & 15 Years Service	Year at 3rd Longevity Rate & 20 Years Service	
23	Hourly	49.871	50.374	52.765	55.333	57.904	60.693	63.715	64.659	65.302	67.277			
	Bi-Weekly	3,989.66	4,029.95	4,221.20	4,426.66	4,632.31	4,855.43	5,097.19	5,172.68	5,224.16	5,382.12			
	Annual	103,731	104,778	109,751	115,093	120,439	126,241	132,526	134,489	135,828	139,935			

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
TELECOMMUNICATOR SUPERVISOR SHERIFF - MAP 507**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
20	Hourly	38.266	40.168	42.018	44.095	46.179	48.392	49.128	49.608	51.111
	Bi-Weekly	3,061.24	3,213.47	3,361.45	3,527.63	3,694.33	3,871.37	3,930.26	3,968.67	4,088.84
	Annual	79,592	83,550	87,397	91,718	96,052	100,655	102,186	103,185	106,309

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
HEALTH AND HOSPITAL SYSTEM - LOCAL 200**

Grade		Entry Rate 1	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 2	After 1	After 1
												Years At 5th Step	Year at 1st Longevity Rate & 10 Years Service	Year at 2nd Longevity Rate & 15 Years Service
9	Hourly	17,586	18,334	19,115	19,926	20,774	21,660	22,579	23,198	23,662	24,847			
	Bi-Weekly	1,406.92	1,466.70	1,529.21	1,594.11	1,661.92	1,732.82	1,806.28	1,855.82	1,892.99	1,987.73			
	Annual	36,580	38,134	39,759	41,447	43,210	45,053	46,963	48,251	49,218	51,681			
10	Hourly	18,838	19,640	20,476	21,344	22,251	23,197	24,183	24,850	25,346	26,614			
	Bi-Weekly	1,507.05	1,571.24	1,638.08	1,707.48	1,780.06	1,855.73	1,934.67	1,988.00	2,027.64	2,129.10			
	Annual	39,183	40,852	42,590	44,394	46,282	48,249	50,301	51,688	52,719	55,357			
11	Hourly	20,211	21,070	21,968	22,900	23,871	24,885	25,945	26,659	27,192	28,551			
	Bi-Weekly	1,616.89	1,685.58	1,757.46	1,831.98	1,909.68	1,990.82	2,075.59	2,132.72	2,175.36	2,284.06			
	Annual	42,039	43,825	45,694	47,631	49,652	51,761	53,965	55,451	56,559	59,385			
12	Hourly	21,640	22,566	23,527	24,527	25,566	26,655	27,787	28,551	29,120	30,578			
	Bi-Weekly	1,731.23	1,805.31	1,882.13	1,962.13	2,045.30	2,132.36	2,222.96	2,284.06	2,329.62	2,446.26			
	Annual	45,012	46,938	48,935	51,015	53,178	55,441	57,797	59,385	60,570	63,603			
13	Hourly	23,183	24,168	25,193	26,266	27,382	28,544	29,758	30,577	31,190	32,747			
	Bi-Weekly	1,854.67	1,933.43	2,015.46	2,101.28	2,190.55	2,283.53	2,380.65	2,446.17	2,495.17	2,619.76			
	Annual	48,221	50,269	52,402	54,633	56,954	59,372	61,897	63,600	64,875	68,114			
14	Hourly	24,891	25,949	27,051	28,201	29,397	30,647	31,950	32,828	33,484	35,160			
	Bi-Weekly	1,991.27	2,075.94	2,164.06	2,256.07	2,351.78	2,451.73	2,556.01	2,626.21	2,678.74	2,812.78			
	Annual	51,773	53,974	56,266	58,658	61,146	63,745	66,456	68,281	69,647	73,132			
15	Hourly	26,796	27,933	29,119	30,356	31,647	32,993	34,394	35,342	36,049	37,849			
	Bi-Weekly	2,143.67	2,234.61	2,329.53	2,428.51	2,531.73	2,639.45	2,751.50	2,827.35	2,883.94	3,027.96			
	Annual	55,735	58,100	60,568	63,141	65,825	68,626	71,539	73,511	74,983	78,727			
16	Hourly	28,764	29,987	31,260	32,588	33,972	35,416	36,925	37,939	38,697	40,632			
	Bi-Weekly	2,301.10	2,398.93	2,500.83	2,607.05	2,717.77	2,833.26	2,953.96	3,035.11	3,095.77	3,250.55			
	Annual	59,829	62,372	65,021	67,783	70,662	73,665	76,803	78,913	80,490	84,514			
17	Hourly	30,867	32,183	33,546	34,973	36,459	38,009	39,624	40,715	41,529	43,604			
	Bi-Weekly	2,469.39	2,574.64	2,683.69	2,797.86	2,916.70	3,040.76	3,169.94	3,257.17	3,322.34	3,488.33			
	Annual	64,204	66,941	69,776	72,744	75,834	79,060	82,418	84,687	86,381	90,697			
18	Hourly	33,065	34,469	35,935	37,461	39,054	40,715	42,443	43,611	44,485	46,711			
	Bi-Weekly	2,645.19	2,757.50	2,874.76	2,996.88	3,124.29	3,257.17	3,395.45	3,488.86	3,558.80	3,736.89			
	Annual	68,775	71,695	74,744	77,919	81,231	84,687	88,282	90,710	92,529	97,159			
19	Hourly	36,267	37,811	39,419	41,093	42,837	44,662	46,557	47,839	48,796	51,236			
	Bi-Weekly	2,901.34	3,024.87	3,153.51	3,287.46	3,426.97	3,572.92	3,724.53	3,827.13	3,903.68	4,098.91			
	Annual	75,435	78,647	81,991	85,474	89,101	92,896	96,838	99,505	101,496	106,572			
20	Hourly	39,826	41,518	43,284	45,124	47,040	49,039	51,123	52,529	53,579	56,258			
	Bi-Weekly	3,186.10	3,321.45	3,462.73	3,609.92	3,763.20	3,923.11	4,089.81	4,202.30	4,286.36	4,500.66			
	Annual	82,838	86,358	90,031	93,858	97,843	102,001	106,335	109,260	111,445	117,017			
21	Hourly	43,768	45,627	47,566	49,588	51,694	53,891	56,183	57,729	58,881	61,825			
	Bi-Weekly	3,501.40	3,650.18	3,805.32	3,967.08	4,135.55	4,311.26	4,494.65	4,618.36	4,710.45	4,946.02			
	Annual	91,036	94,905	98,938	103,144	107,524	112,093	116,861	120,077	122,472	128,597			
22	Hourly	48,030	50,072	52,199	54,416	56,731	59,139	61,654	63,348	64,614	67,848			
	Bi-Weekly	3,842.40	4,005.75	4,175.90	4,353.29	4,538.45	4,731.11	4,932.34	5,067.87	5,169.15	5,427.86			
	Annual	99,903	104,150	108,573	113,186	118,000	123,009	128,241	131,765	134,398	141,124			
23	Hourly	50,374	52,519	54,751	57,076	59,502	62,031	64,667	66,444	67,774	71,163			
	Bi-Weekly	4,029.95	4,201.51	4,380.04	4,566.08	4,760.16	4,962.45	5,173.39	5,315.55	5,421.94	5,693.01			
	Annual	104,779	109,239	113,881	118,718	123,764	129,024	134,508	138,204	140,971	148,018			

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
PHARMACY TECHNICIANS - LOCAL 200**

<u>Grade</u>		<u>Entry Rate 1</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>After 1</u>	<u>After 1</u>	<u>After 1</u>
												<u>Year at 1st</u>	<u>Year at 2nd</u>	<u>Year at 3rd</u>
												<u>Longevity</u>	<u>Longevity</u>	<u>Longevity</u>
												<u>Rate & 10</u>	<u>Rate & 15</u>	<u>Rate & 20</u>
												<u>Years of</u>	<u>Years of</u>	<u>Years of</u>
												<u>Service</u>	<u>Service</u>	<u>Service</u>
												<u>After 2</u>		
												<u>Years at</u>		
												<u>5th Step</u>		
10	Hourly	18.838	19.640	20.476	21.344	22.251	23.197	24.183	24.850	25.475	26.746			
	Bi-Weekly	1,507.05	1,571.24	1,638.08	1,707.48	1,780.06	1,855.73	1,934.67	1,988.00	2,037.97	2,139.69			
	Annual	39,183	40,852	42,590	44,394	46,281	48,248	50,301	51,687	52,987	55,631			
13	Hourly	23.183	24.168	25.193	26.266	27.382	28.544	29.758	30.577	31.345	32.911			
	Bi-Weekly	1,854.67	1,933.43	2,015.46	2,101.28	2,190.55	2,283.53	2,380.65	2,446.17	2,507.62	2,632.92			
	Annual	48,221	50,269	52,401	54,633	56,954	59,371	61,896	63,600	65,198	68,455			

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
HEALTH & HOSPITAL SYSTEMS - SEIU LOCAL 73**

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	After 1	After 1	After 1	After 1
												Year at 1st	Year at 2nd	Year at 3rd	Year at 4th
												Longevity	Longevity	Longevity	Longevity
												Rate & 10	Rate & 12	Rate & 15	Rate & 20
												Years At	Years	Years	Years
												5th Step	Service	Service	Service
9	Hourly	17.586	17.982	18.857	19.765	20.677	22.150	22.647	22.872	23.330	24.496				
	Bi-Weekly	1,406.92	1,438.53	1,508.55	1,581.22	1,654.15	1,772.02	1,811.76	1,829.77	1,866.37	1,959.68				
	Annual	36,579	37,401	39,222	41,111	43,007	46,072	47,105	47,574	48,525	50,951				
10	Hourly	18.838	19.718	20.646	21.646	22.685	23.746	24.280	24.524	25.015	26.266				
	Bi-Weekly	1,507.05	1,577.42	1,651.68	1,731.67	1,814.76	1,899.70	1,942.44	1,961.95	2,001.19	2,101.25				
	Annual	39,183	41,012	42,943	45,023	47,183	49,392	50,503	51,010	52,030	54,632				
11	Hourly	20.210	21.143	22.148	23.183	24.329	25.561	26.138	26.401	26.929	28.275				
	Bi-Weekly	1,616.80	1,691.41	1,771.85	1,854.67	1,946.32	2,044.86	2,091.04	2,112.06	2,154.30	2,262.01				
	Annual	42,036	43,976	46,068	48,221	50,604	53,166	54,367	54,913	56,011	58,812				
12	Hourly	21.646	22.685	23.746	24.892	26.169	27.382	27.997	28.277	28.843	30.285				
	Bi-Weekly	1,731.67	1,814.76	1,899.70	1,991.35	2,093.51	2,190.55	2,239.73	2,262.16	2,307.40	2,422.77				
	Annual	45,023	47,183	49,392	51,775	54,431	56,954	58,233	58,816	59,992	62,992				
13	Hourly	23.183	24.329	25.563	26.796	28.010	29.412	30.073	30.374	30.982	32.531				
	Bi-Weekly	1,854.67	1,946.32	2,045.04	2,143.67	2,240.79	2,352.93	2,405.82	2,429.92	2,478.52	2,602.45				
	Annual	48,221	50,604	53,170	55,735	58,260	61,176	62,551	63,178	64,441	67,663				
14	Hourly	24.892	26.169	27.381	28.764	30.127	31.557	32.266	32.589	33.241	34.903				
	Bi-Weekly	1,991.35	2,093.51	2,190.46	2,301.10	2,410.14	2,524.58	2,581.26	2,607.13	2,659.28	2,792.24				
	Annual	51,775	54,431	56,952	59,828	62,663	65,639	67,112	67,785	69,141	72,598				
15	Hourly	26.796	28.010	29.413	30.867	32.420	33.945	34.708	35.056	35.757	37.545				
	Bi-Weekly	2,143.67	2,240.79	2,353.02	2,469.39	2,593.63	2,715.56	2,776.66	2,804.48	2,860.57	3,003.60				
	Annual	55,735	58,260	61,178	64,204	67,434	70,604	72,193	72,916	74,374	78,093				
16	Hourly	28.764	30.127	31.557	33.065	34.660	36.267	37.083	37.453	38.202	40.112				
	Bi-Weekly	2,301.10	2,410.14	2,524.58	2,645.19	2,772.78	2,901.34	2,966.68	2,996.26	3,056.18	3,208.99				
	Annual	59,828	62,663	65,639	68,774	72,092	75,434	77,133	77,902	79,460	83,433				
17	Hourly	30.867	32.420	33.945	35.524	37.279	39.123	40.004	40.405	41.213	43.273				
	Bi-Weekly	2,469.39	2,593.63	2,715.56	2,841.92	2,982.31	3,129.85	3,200.31	3,232.36	3,297.01	3,461.86				
	Annual	64,204	67,434	70,604	73,889	77,539	81,376	83,208	84,041	85,722	90,008				
18	Hourly	33.065	34.660	36.267	38.070	39.826	41.792	42.733	43.162	44.025	46.226				
	Bi-Weekly	2,645.19	2,772.78	2,901.34	3,045.62	3,186.10	3,343.35	3,418.67	3,452.93	3,521.99	3,698.09				
	Annual	68,774	72,092	75,434	79,186	82,838	86,927	88,885	89,776	91,571	96,150				
19	Hourly	36.267	38.070	39.826	41.791	43.768	45.866	46.898	47.368	48.315	50.731				
	Bi-Weekly	2,901.34	3,045.62	3,186.10	3,343.26	3,501.40	3,669.25	3,751.81	3,789.43	3,865.21	4,058.48				
	Annual	75,434	79,186	82,838	86,924	91,036	95,400	97,547	98,525	100,495	105,520				
20	Hourly	39.826	41.791	43.768	45.865	48.030	50.374	51.510	52.023	53.064	55.717				
	Bi-Weekly	3,186.10	3,343.26	3,501.40	3,669.17	3,842.40	4,029.95	4,120.80	4,161.86	4,245.10	4,457.35				
	Annual	82,838	86,924	91,036	95,398	99,902	104,778	107,140	108,208	110,372	115,891				
21	Hourly	43.768	45.865	48.030	50.375	52.765	55.333	56.576	57.143	58.286	61.201				
	Bi-Weekly	3,501.40	3,669.17	3,842.40	4,030.03	4,221.20	4,426.66	4,526.09	4,571.47	4,662.90	4,896.04				
	Annual	91,036	95,398	99,902	104,780	109,751	115,093	117,678	118,858	121,235	127,297				
22	Hourly	48.030	50.375	52.765	55.332	57.905	60.693	62.060	62.681	63.934	67.131				
	Bi-Weekly	3,842.40	4,030.03	4,221.20	4,426.57	4,632.39	4,855.43	4,964.83	5,014.45	5,114.74	5,370.48				
	Annual	99,902	104,780	109,751	115,090	120,442	126,241	129,085	130,375	132,983	139,632				

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
CORPORATE - SEIU LOCAL 73**

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 2	After 1 Year	After 1 Year	After 1 Year	
											Years At	at 1st	at 2nd	at 3rd	
											5th Step	Longevity	Longevity	Longevity	
												Rate & 10	Rate & 15	Rate & 20	
												Years	Years	Years	
												Service	Service	Service	
9	Hourly	17,586	18,386	19,281	20,211	21,143	22,150	22,779	23,008	24,158					
	Bi-Weekly	1,406.92	1,470.85	1,542.45	1,616.89	1,691.41	1,772.02	1,822.35	1,840.63	1,932.66					
	Annual	36,579	38,241	40,103	42,039	43,976	46,072	47,381	47,856	50,249					
10	Hourly	18,838	19,718	20,646	21,645	22,685	23,746	24,198	24,454	25,676					
	Bi-Weekly	1,507.05	1,577.42	1,651.68	1,731.59	1,814.76	1,899.70	1,935.82	1,956.30	2,054.12					
	Annual	39,183	41,012	42,943	45,021	47,183	49,392	50,331	50,863	53,406					
11	Hourly	20,211	21,143	22,150	23,183	24,329	25,561	26,074	26,313	27,629					
	Bi-Weekly	1,616.89	1,691.41	1,772.02	1,854.67	1,946.32	2,044.86	2,085.92	2,105.08	2,210.33					
	Annual	42,039	43,976	46,072	48,221	50,604	53,166	54,233	54,732	57,468					
12	Hourly	21,645	22,685	23,746	24,891	26,170	27,382	27,917	28,196	29,606					
	Bi-Weekly	1,731.59	1,814.76	1,899.70	1,991.27	2,093.60	2,190.55	2,233.37	2,255.71	2,368.50					
	Annual	45,021	47,183	49,392	51,772	54,433	56,954	58,067	58,648	61,580					
13	Hourly	23,183	24,329	25,561	26,796	28,010	29,412	29,998	30,285	31,799					
	Bi-Weekly	1,854.67	1,946.32	2,044.86	2,143.67	2,240.79	2,352.93	2,399.81	2,422.77	2,543.91					
	Annual	48,221	50,604	53,166	55,735	58,260	61,176	62,395	62,992	66,141					
14	Hourly	24,891	26,170	27,382	28,764	30,126	31,557	32,207	32,528	34,155					
	Bi-Weekly	1,991.27	2,093.60	2,190.55	2,301.10	2,410.06	2,524.58	2,576.58	2,602.28	2,732.39					
	Annual	51,772	54,433	56,954	59,828	62,661	65,639	66,991	67,659	71,042					
15	Hourly	26,796	28,010	29,412	30,867	32,418	33,945	34,629	34,982	36,731					
	Bi-Weekly	2,143.67	2,240.79	2,352.93	2,469.39	2,593.45	2,715.56	2,770.31	2,798.56	2,938.49					
	Annual	55,735	58,260	61,176	64,204	67,429	70,604	72,027	72,762	76,400					
16	Hourly	28,764	30,126	31,557	33,065	34,661	36,267	37,015	37,374	39,242					
	Bi-Weekly	2,301.10	2,410.06	2,524.58	2,645.19	2,772.87	2,901.34	2,961.20	2,989.90	3,139.40					
	Annual	59,828	62,661	65,639	68,774	72,094	75,434	76,991	77,737	81,624					
17	Hourly	30,867	32,418	33,945	35,524	37,279	39,123	39,888	40,270	42,283					
	Bi-Weekly	2,469.39	2,593.45	2,715.56	2,841.92	2,982.31	3,129.85	3,191.04	3,221.59	3,382.67					
	Annual	64,204	67,429	70,604	73,889	77,539	81,376	82,967	83,761	87,949					
18	Hourly	33,065	34,661	36,267	38,070	39,826	41,792	42,647	43,051	45,204					
	Bi-Weekly	2,645.19	2,772.87	2,901.34	3,045.62	3,186.10	3,343.35	3,411.78	3,444.10	3,616.30					
	Annual	68,774	72,094	75,434	79,186	82,838	86,927	88,706	89,546	94,023					
19	Hourly	36,267	38,070	39,826	41,792	43,768	45,866	46,562	47,017	49,368					
	Bi-Weekly	2,901.34	3,045.62	3,186.10	3,343.35	3,501.40	3,669.25	3,724.97	3,761.35	3,949.42					
	Annual	75,434	79,186	82,838	86,927	91,036	95,400	96,849	97,795	102,684					
20	Hourly	39,826	41,792	43,768	45,866	48,030	50,374	51,114	51,609	54,190					
	Bi-Weekly	3,186.10	3,343.35	3,501.40	3,669.25	3,842.40	4,029.95	4,089.11	4,128.75	4,335.19					
	Annual	82,838	86,927	91,036	95,400	99,902	104,778	106,316	107,347	112,714					
21	Hourly	43,768	45,866	48,030	50,374	52,765	55,333	56,153	56,713	59,549					
	Bi-Weekly	3,501.40	3,669.25	3,842.40	4,029.95	4,221.20	4,426.66	4,492.27	4,537.03	4,763.89					
	Annual	91,036	95,400	99,902	104,778	109,751	115,093	116,798	117,962	123,861					
22	Hourly	48,030	50,374	52,765	55,333	57,904	60,693	61,586	62,197	65,307					
	Bi-Weekly	3,842.40	4,029.95	4,221.20	4,426.66	4,632.31	4,855.43	4,926.86	4,975.78	5,224.57					
	Annual	99,902	104,778	109,751	115,093	120,439	126,241	128,098	129,370	135,838					
23	Hourly	50,374	52,765	55,333	57,904	60,693	63,715	64,659	65,302	68,567					
	Bi-Weekly	4,029.95	4,221.20	4,426.66	4,632.31	4,855.43	5,097.19	5,172.68	5,224.16	5,485.37					
	Annual	104,778	109,751	115,093	120,439	126,241	132,526	134,489	135,828	142,619					

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
OT/PT/SP ONLY - SEIU LOCAL 73**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>										After 1	After 1	After 1	After 1	
																					Year at 1st	Year at 2nd	Year at 3rd	Year at 4th	Longevity
19	Hourly	39.826	41.791	43.768	45.866	46.898	47.368	47.953	50.128	50.375	52.894														
	Bi-Weekly	3,186.10	3,343.26	3,501.40	3,669.25	3,751.81	3,789.43	3,836.22	4,010.26	4,030.03	4,231.54														
	Annual	82,838	86,924	91,036	95,400	97,547	98,525	99,741	104,266	104,780	110,019														
20	Hourly	43.768	45.865	48.030	50.374	51.510	52.023	52.667	55.055	55.332	58.099														
	Bi-Weekly	3,501.40	3,669.17	3,842.40	4,029.95	4,120.80	4,161.86	4,213.34	4,404.41	4,426.57	4,647.90														
	Annual	91,036	95,398	99,902	104,778	107,140	108,208	109,546	114,514	115,090	120,845														

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - CLERK OF THE CIRCUIT COURT**

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>After 2</u>	<u>After 1</u>	<u>After 1</u>	
											<u>Years At</u>	<u>Year at 1st</u>	<u>Year at 2nd</u>	<u>Year at 3rd</u>
											<u>5th Step</u>	<u>Longevity</u>	<u>Longevity</u>	<u>Longevity</u>
												<u>Rate & 10</u>	<u>Rate & 15</u>	<u>Rate & 20</u>
												<u>Years</u>	<u>Years</u>	<u>Years</u>
												<u>Service</u>	<u>Service</u>	<u>Service</u>
10	Hourly	18.838	19.640	20.476	21.344	22.251	23.197	24.183	24.850	25.346	26.614			
	Bi-Weekly	1,507.05	1,571.24	1,638.08	1,707.48	1,780.06	1,855.73	1,934.67	1,988.00	2,027.64	2,129.10			
	Annual	39,183	40,852	42,590	44,394	46,282	48,249	50,301	51,688	52,719	55,357			
11	Hourly	20.211	21.070	21.968	22.900	23.871	24.885	25.945	26.659	27.192	28.551			
	Bi-Weekly	1,616.89	1,685.58	1,757.46	1,831.98	1,909.68	1,990.82	2,075.59	2,132.72	2,175.36	2,284.06			
	Annual	42,039	43,825	45,694	47,631	49,652	51,761	53,965	55,451	56,559	59,385			
12	Hourly	21.645	22.566	23.527	24.527	25.566	26.655	27.787	28.551	29.120	30.578			
	Bi-Weekly	1,731.59	1,805.31	1,882.13	1,962.13	2,045.30	2,132.36	2,222.96	2,284.06	2,329.62	2,446.26			
	Annual	45,021	46,938	48,935	51,015	53,178	55,441	57,797	59,385	60,570	63,603			
13	Hourly	23.183	24.168	25.193	26.266	27.382	28.544	29.758	30.577	31.190	32.747			
	Bi-Weekly	1,854.67	1,933.43	2,015.46	2,101.28	2,190.55	2,283.53	2,380.65	2,446.17	2,495.17	2,619.76			
	Annual	48,221	50,269	52,402	54,633	56,954	59,372	61,897	63,600	64,875	68,114			
14	Hourly	24.891	25.949	27.051	28.201	29.397	30.647	31.950	32.828	33.484	35.160			
	Bi-Weekly	1,991.27	2,075.94	2,164.06	2,256.07	2,351.78	2,451.73	2,556.01	2,626.21	2,678.74	2,812.78			
	Annual	51,773	53,974	56,266	58,658	61,146	63,745	66,456	68,281	69,647	73,132			
15	Hourly	26.796	27.933	29.119	30.356	31.647	32.993	34.394	35.342	36.049	37.849			
	Bi-Weekly	2,143.67	2,234.61	2,329.53	2,428.51	2,531.73	2,639.45	2,751.50	2,827.35	2,883.94	3,027.96			
	Annual	55,735	58,100	60,568	63,141	65,825	68,626	71,539	73,511	74,983	78,727			
16	Hourly	28.764	29.987	31.260	32.588	33.972	35.416	36.925	37.939	38.697	40.632			
	Bi-Weekly	2,301.10	2,398.93	2,500.83	2,607.05	2,717.77	2,833.26	2,953.96	3,035.11	3,095.77	3,250.55			
	Annual	59,829	62,372	65,021	67,783	70,662	73,665	76,803	78,913	80,490	84,514			

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 -Emergency Management and Regional Security**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>		After 1	After 1	After 1	
												Year at 1st	Year at 2nd	Year at 3rd	
												Longevity	Longevity	Longevity	
												Rate & 10	Rate & 15	Rate & 20	
												Years	Years	Years	
												Service	Service	Service	
												After 2			
												Years At			
												5th Step			
9	Hourly	17.586	18.386	19.281	20.211	21.143	22.148	22.779	23.008	23.686					
	Bi-Weekly	1,406.92	1,470.85	1,542.45	1,616.89	1,691.41	1,771.85	1,822.35	1,840.63	1,894.85					
	Annual	36,579	38,241	40,103	42,039	43,976	46,068	47,381	47,856	49,265					
10	Hourly	18.838	19.718	20.646	21.646	22.685	23.746	24.198	24.454	25.179					
	Bi-Weekly	1,507.05	1,577.42	1,651.68	1,731.67	1,814.76	1,899.70	1,935.82	1,956.30	2,014.31					
	Annual	39,183	41,012	42,943	45,023	47,183	49,392	50,331	50,863	52,372					
11	Hourly	20.210	21.143	22.148	23.183	24.329	25.563	26.074	26.313	27.123					
	Bi-Weekly	1,616.80	1,691.41	1,771.85	1,854.67	1,946.32	2,045.04	2,085.92	2,105.08	2,169.80					
	Annual	42,036	43,976	46,068	48,221	50,604	53,170	54,233	54,732	56,414					
12	Hourly	21.646	22.685	23.746	24.892	26.169	27.381	27.917	28.196	29.054					
	Bi-Weekly	1,731.67	1,814.76	1,899.70	1,991.35	2,093.51	2,190.46	2,233.37	2,255.71	2,324.32					
	Annual	45,023	47,183	49,392	51,775	54,431	56,952	58,067	58,648	60,432					
13	Hourly	23.183	24.329	25.563	26.796	28.010	29.413	29.998	30.285	31.201					
	Bi-Weekly	1,854.67	1,946.32	2,045.04	2,143.67	2,240.79	2,353.02	2,399.81	2,422.77	2,496.06					
	Annual	48,221	50,604	53,170	55,735	58,260	61,178	62,395	62,992	64,897					
14	Hourly	24.892	26.169	27.381	28.764	30.127	31.557	32.207	32.530	33.511					
	Bi-Weekly	1,991.35	2,093.51	2,190.46	2,301.10	2,410.14	2,524.58	2,576.58	2,602.37	2,680.86					
	Annual	51,775	54,431	56,952	59,828	62,663	65,639	66,991	67,661	69,702					
15	Hourly	26.796	28.010	29.413	30.867	32.420	33.945	34.629	34.982	36.026					
	Bi-Weekly	2,143.67	2,240.79	2,353.02	2,469.39	2,593.63	2,715.56	2,770.31	2,798.56	2,882.09					
	Annual	55,735	58,260	61,178	64,204	67,434	70,604	72,027	72,762	74,934					
16	Hourly	28.764	30.127	31.557	33.065	34.660	36.267	37.015	37.373	38.501					
	Bi-Weekly	2,301.10	2,410.14	2,524.58	2,645.19	2,772.78	2,901.34	2,961.20	2,989.81	3,080.05					
	Annual	59,828	62,663	65,639	68,774	72,092	75,434	76,991	77,735	80,081					
17	Hourly	30.867	32.420	33.945	35.524	37.279	39.123	39.888	40.269	41.487					
	Bi-Weekly	2,469.39	2,593.63	2,715.56	2,841.92	2,982.31	3,129.85	3,191.04	3,221.50	3,318.98					
	Annual	64,204	67,434	70,604	73,889	77,539	81,376	82,967	83,759	86,293					
18	Hourly	33.065	34.660	36.267	38.070	39.826	41.791	42.647	43.051	44.382					
	Bi-Weekly	2,645.19	2,772.78	2,901.34	3,045.62	3,186.10	3,343.26	3,411.78	3,444.10	3,550.58					
	Annual	68,774	72,092	75,434	79,186	82,838	86,924	88,706	89,546	92,315					
19	Hourly	36.267	38.070	39.826	41.791	43.768	45.865	46.562	47.017	48.442					
	Bi-Weekly	2,901.34	3,045.62	3,186.10	3,343.26	3,501.40	3,669.17	3,724.97	3,761.35	3,875.34					
	Annual	75,434	79,186	82,838	86,924	91,036	95,398	96,849	97,795	100,758					
20	Hourly	39.826	41.791	43.768	45.865	48.030	50.375	51.114	51.609	53.167					
	Bi-Weekly	3,186.10	3,343.26	3,501.40	3,669.17	3,842.40	4,030.03	4,089.11	4,128.75	4,253.34					
	Annual	82,838	86,924	91,036	95,398	99,902	104,780	106,316	107,347	110,586					
21	Hourly	43.768	45.865	48.030	50.375	52.765	55.332	56.153	56.712	58.435					
	Bi-Weekly	3,501.40	3,669.17	3,842.40	4,030.03	4,221.20	4,426.57	4,492.27	4,536.95	4,674.78					
	Annual	91,036	95,398	99,902	104,780	109,751	115,090	116,798	117,960	121,544					
22	Hourly	48.030	50.375	52.765	55.332	57.905	60.693	61.585	62.197	64.061					
	Bi-Weekly	3,842.40	4,030.03	4,221.20	4,426.57	4,632.39	4,855.43	4,926.78	4,975.78	5,124.91					
	Annual	99,902	104,780	109,751	115,090	120,442	126,241	128,096	129,370	133,247					
23	Hourly	50.375	52.765	55.332	57.905	60.693	63.715	64.657	65.302	67.277					
	Bi-Weekly	4,030.03	4,221.20	4,426.57	4,632.39	4,855.43	5,097.19	5,172.59	5,224.16	5,382.12					
	Annual	104,780	109,751	115,090	120,442	126,241	132,526	134,487	135,828	139,935					

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - ENTERPRISE TECHNOLOGY**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>		<u>After 1</u>	<u>After 1</u>	<u>After 1</u>
												<u>Year at 1st</u>	<u>Year at 2nd</u>	<u>Year at 3rd</u>
												<u>Longevity</u>	<u>Longevity</u>	<u>Longevity</u>
												<u>Rate & 10</u>	<u>Rate & 15</u>	<u>Rate & 20</u>
												<u>Years</u>	<u>Years</u>	<u>Years</u>
												<u>Service</u>	<u>Service</u>	<u>Service</u>
												<u>After 2</u>		
												<u>Years At</u>		
												<u>5th Step</u>		
9	Hourly	17.586	18.386	19.281	20.211	21.143	22.148	22.779	23.008	23.686				
	Bi-Weekly	1,406.92	1,470.85	1,542.45	1,616.89	1,691.41	1,771.85	1,822.35	1,840.63	1,894.85				
	Annual	36,579	38,241	40,103	42,038	43,976	46,068	47,381	47,856	49,265				
10	Hourly	18.838	19.718	20.646	21.646	22.685	23.746	24.198	24.454	25.179				
	Bi-Weekly	1,507.05	1,577.42	1,651.68	1,731.67	1,814.76	1,899.70	1,935.82	1,956.30	2,014.31				
	Annual	39,183	41,013	42,943	45,022	47,184	49,392	50,330	50,863	52,372				
11	Hourly	20.210	21.143	22.148	23.183	24.329	25.563	26.074	26.313	27.123				
	Bi-Weekly	1,616.80	1,691.41	1,771.85	1,854.67	1,946.32	2,045.04	2,085.92	2,105.08	2,169.80				
	Annual	42,036	43,976	46,068	48,221	50,604	53,170	54,233	54,732	56,414				
12	Hourly	21.646	22.685	23.746	24.892	26.169	27.381	27.917	28.196	29.054				
	Bi-Weekly	1,731.67	1,814.76	1,899.70	1,991.35	2,093.51	2,190.46	2,233.37	2,255.71	2,324.32				
	Annual	45,022	47,184	49,392	51,775	54,430	56,951	58,067	58,648	60,431				
13	Hourly	23.183	24.329	25.563	26.796	28.010	29.413	29.998	30.285	31.201				
	Bi-Weekly	1,854.67	1,946.32	2,045.04	2,143.67	2,240.79	2,353.02	2,399.81	2,422.77	2,496.06				
	Annual	48,221	50,604	53,170	55,735	58,260	61,177	62,395	62,992	64,897				
14	Hourly	24.892	26.169	27.381	28.764	30.127	31.557	32.207	32.530	33.511				
	Bi-Weekly	1,991.35	2,093.51	2,190.46	2,301.10	2,410.14	2,524.58	2,576.58	2,602.37	2,680.86				
	Annual	51,775	54,430	56,951	59,828	62,663	65,639	66,991	67,661	69,701				
15	Hourly	26.796	28.010	29.413	30.867	32.420	33.945	34.629	34.982	36.026				
	Bi-Weekly	2,143.67	2,240.79	2,353.02	2,469.39	2,593.63	2,715.56	2,770.31	2,798.56	2,882.09				
	Annual	55,735	58,260	61,177	64,204	67,433	70,604	72,028	72,762	74,934				
16	Hourly	28.764	30.127	31.557	33.065	34.660	36.267	37.015	37.373	38.501				
	Bi-Weekly	2,301.10	2,410.14	2,524.58	2,645.19	2,772.78	2,901.34	2,961.20	2,989.81	3,080.05				
	Annual	59,828	62,663	65,639	68,774	72,092	75,434	76,990	77,734	80,081				
17	Hourly	30.867	32.420	33.945	35.524	37.279	39.123	39.888	40.269	41.487				
	Bi-Weekly	2,469.39	2,593.63	2,715.56	2,841.92	2,982.31	3,129.85	3,191.04	3,221.50	3,318.98				
	Annual	64,204	67,433	70,604	73,889	77,540	81,375	82,967	83,758	86,293				
18	Hourly	33.065	34.660	36.267	38.070	39.826	41.791	42.647	43.051	44.382				
	Bi-Weekly	2,645.19	2,772.78	2,901.34	3,045.62	3,186.10	3,343.26	3,411.78	3,444.10	3,550.58				
	Annual	68,774	72,092	75,434	79,186	82,838	86,925	88,706	89,546	92,314				
19	Hourly	36.267	38.070	39.826	41.791	43.768	45.865	46.562	47.017	48.442				
	Bi-Weekly	2,901.34	3,045.62	3,186.10	3,343.26	3,501.40	3,669.17	3,724.97	3,761.35	3,875.34				
	Annual	75,434	79,186	82,838	86,925	91,036	95,398	96,848	97,794	100,759				
20	Hourly	39.826	41.791	43.768	45.865	48.030	50.375	51.114	51.609	53.167				
	Bi-Weekly	3,186.10	3,343.26	3,501.40	3,669.17	3,842.40	4,030.03	4,089.11	4,128.75	4,253.34				
	Annual	82,838	86,925	91,036	95,398	99,902	104,781	106,316	107,347	110,586				
21	Hourly	43.768	45.865	48.030	50.375	52.765	55.332	56.153	56.712	58.435				
	Bi-Weekly	3,501.40	3,669.17	3,842.40	4,030.03	4,221.20	4,426.57	4,492.27	4,536.95	4,674.78				
	Annual	91,036	95,398	99,902	104,781	109,750	115,090	116,799	117,960	121,544				
22	Hourly	48.030	50.375	52.765	55.332	57.905	60.693	61.585	62.197	64.061				
	Bi-Weekly	3,842.40	4,030.03	4,221.20	4,426.57	4,632.39	4,855.43	4,926.78	4,975.78	5,124.91				
	Annual	99,902	104,781	109,750	115,090	120,442	126,241	128,095	129,370	133,247				
23	Hourly	50.375	52.765	55.332	57.905	60.693	63.715	64.657	65.302	67.277				
	Bi-Weekly	4,030.03	4,221.20	4,426.57	4,632.39	4,855.43	5,097.19	5,172.59	5,224.16	5,382.12				
	Annual	104,781	109,750	115,090	120,442	126,241	132,527	134,487	135,828	139,935				

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - DOC DRUG TESTING UNIT**

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>After 1</u>	<u>After 1</u>	<u>After 1</u>
											<u>Year at 1st</u>	<u>Year at 2nd</u>	<u>Year at 3rd</u>
											<u>Longevity</u>	<u>Longevity</u>	<u>Longevity</u>
											<u>Rate & 10</u>	<u>Rate & 15</u>	<u>Rate & 20</u>
											<u>Years</u>	<u>Years</u>	<u>Years</u>
											<u>Service</u>	<u>Service</u>	<u>Service</u>
15 Hourly	26.796	27.933	29.119	30.356	31.647	32.993	34.394	35.342	36.049	37.849			
Bi-Weekly	2,143.67	2,234.61	2,329.53	2,428.51	2,531.73	2,639.45	2,751.50	2,827.35	2,883.94	3,027.96			
Annual	55,735	58,099	60,567	63,141	65,824	68,625	71,538	73,510	74,981	78,726			

Effective June 1, 2023

**SCHEDULE XXXIX
BUREAU OF HUMAN RESOURCES
MAP 255
FUGITIVE UNIT**

<u>Grade</u>	<u>Entry Rate 1</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>		<u>After 2 Years At 5th Step</u>	<u>After 1 Year at 1st Longevity Rate & 10 Years Service</u>	<u>After 1 Year at 2nd Longevity Rate & 15 Years Service</u>	<u>After 1 Year at 3rd Longevity Rate & 20 Years Service</u>	<u>After 1 Year at 4th Longevity Rate & 25 Years Service</u>
18 Hourly	33.065	34.469	35.935	37.460	39.053	40.715	42.443	43.611	44.707	46.944	49.291						
Bi-Weekly	2,645.23	2,757.54	2,874.80	2,996.83	3,124.27	3,257.20	3,395.45	3,488.84	3,576.56	3,755.52	3,943.29						
Annual	68,775	71,695	74,744	77,917	81,231	84,687	88,281	90,709	92,990	97,643	102,525						

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
OFFICE OF THE CHIEF JUDGE SUPPORT STAFF
TEAMSTERS 700**

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>After 1</u>	<u>After 1</u>	<u>After 1</u>
											<u>Year at 1st</u>	<u>Year at 2nd</u>	<u>Year at 3rd</u>
											<u>Longevity</u>	<u>Longevity</u>	<u>Longevity</u>
											<u>Rate & 10</u>	<u>Rate & 15</u>	<u>Rate & 20</u>
											<u>Years</u>	<u>Years</u>	<u>Years</u>
											<u>Service</u>	<u>Service</u>	<u>Service</u>
											<u>After 2</u>		
											<u>Years At</u>		
											<u>5th Step</u>		
9	Hourly	17.586	18.334	19.115	19.926	20.774	21.660	22.579	23.198	23.662	24.847		
	Bi-Weekly	1,406.92	1,466.70	1,529.21	1,594.11	1,661.92	1,732.82	1,806.28	1,855.82	1,892.99	1,987.73		
	Annual	36,579	38,133	39,759	41,446	43,209	45,053	46,963	48,251	49,218	51,680		
10	Hourly	18.838	19.640	20.476	21.344	22.251	23.197	24.183	24.850	25.346	26.614		
	Bi-Weekly	1,507.05	1,571.24	1,638.08	1,707.48	1,780.06	1,855.73	1,934.67	1,988.00	2,027.64	2,129.10		
	Annual	39,183	40,852	42,590	44,394	46,281	48,249	50,300	51,688	52,719	55,356		
11	Hourly	20.211	21.070	21.968	22.900	23.871	24.885	25.945	26.659	27.192	28.551		
	Bi-Weekly	1,616.89	1,685.58	1,757.46	1,831.98	1,909.68	1,990.82	2,075.59	2,132.72	2,175.36	2,284.06		
	Annual	42,038	43,825	45,694	47,631	49,651	51,761	53,965	55,450	56,558	59,385		
12	Hourly	21.645	22.566	23.527	24.527	25.566	26.655	27.787	28.551	29.120	30.578		
	Bi-Weekly	1,731.59	1,805.31	1,882.13	1,962.13	2,045.30	2,132.36	2,222.96	2,284.06	2,329.62	2,446.26		
	Annual	45,020	46,937	48,935	51,014	53,178	55,441	57,797	59,385	60,569	63,602		
13	Hourly	23.183	24.168	25.193	26.266	27.382	28.544	29.758	30.577	31.190	32.747		
	Bi-Weekly	1,854.67	1,933.43	2,015.46	2,101.28	2,190.55	2,283.53	2,380.65	2,446.17	2,495.17	2,619.76		
	Annual	48,221	50,268	52,402	54,632	56,954	59,371	61,896	63,600	64,874	68,113		
14	Hourly	24.891	25.949	27.051	28.201	29.397	30.647	31.950	32.828	33.484	35.160		
	Bi-Weekly	1,991.27	2,075.94	2,164.06	2,256.07	2,351.78	2,451.73	2,556.01	2,626.21	2,678.74	2,812.78		
	Annual	51,773	53,974	56,265	58,658	61,145	63,745	66,455	68,281	69,647	73,132		
15	Hourly	26.796	27.933	29.119	30.356	31.647	32.993	34.394	35.342	36.049	37.849		
	Bi-Weekly	2,143.67	2,234.61	2,329.53	2,428.51	2,531.73	2,639.45	2,751.50	2,827.35	2,883.94	3,027.96		
	Annual	55,735	58,099	60,567	63,141	65,824	68,625	71,538	73,510	74,981	78,726		
16	Hourly	28.764	29.987	31.260	32.588	33.972	35.416	36.925	37.939	38.697	40.632		
	Bi-Weekly	2,301.10	2,398.93	2,500.83	2,607.05	2,717.77	2,833.26	2,953.96	3,035.11	3,095.77	3,250.55		
	Annual	59,828	62,372	65,021	67,783	70,662	73,665	76,803	78,912	80,489	84,514		
17	Hourly	30.867	32.183	33.546	34.973	36.459	38.009	39.624	40.715	41.529	43.604		
	Bi-Weekly	2,469.39	2,574.64	2,683.69	2,797.86	2,916.70	3,040.76	3,169.94	3,257.17	3,322.34	3,488.33		
	Annual	64,204	66,940	69,775	72,743	75,834	79,060	82,418	84,686	86,381	90,696		
18	Hourly	33.065	34.469	35.935	37.461	39.054	40.715	42.443	43.611	44.485	46.711		
	Bi-Weekly	2,645.19	2,757.50	2,874.76	2,996.88	3,124.29	3,257.17	3,395.45	3,488.86	3,558.80	3,736.89		
	Annual	68,774	71,695	74,743	77,918	81,231	84,686	88,281	90,710	92,528	97,158		
19	Hourly	36.267	37.811	39.419	41.093	42.837	44.662	46.557	47.839	48.796	51.236		
	Bi-Weekly	2,901.34	3,024.87	3,153.51	3,287.46	3,426.97	3,572.92	3,724.53	3,827.13	3,903.68	4,098.91		
	Annual	75,434	78,646	81,991	85,473	89,100	92,896	96,837	99,505	101,495	106,571		
20	Hourly	39.826	41.518	43.284	45.124	47.040	49.039	51.123	52.529	53.579	56.258		
	Bi-Weekly	3,186.10	3,321.45	3,462.73	3,609.92	3,763.20	3,923.11	4,089.81	4,202.30	4,286.36	4,500.66		
	Annual	82,838	86,357	90,031	93,857	97,843	102,000	106,335	109,259	111,445	117,016		
21	Hourly	43.768	45.627	47.566	49.588	51.694	53.891	56.183	57.729	58.881	61.825		
	Bi-Weekly	3,501.40	3,650.18	3,805.32	3,967.08	4,135.55	4,311.26	4,494.65	4,618.36	4,710.45	4,946.02		
	Annual	91,036	94,905	98,937	103,144	107,523	112,093	116,861	120,077	122,471	128,596		
22	Hourly	48.030	50.072	52.199	54.416	56.731	59.139	61.654	63.348	64.614	67.848		
	Bi-Weekly	3,842.40	4,005.75	4,175.90	4,353.29	4,538.45	4,731.11	4,932.34	5,067.87	5,169.15	5,427.86		
	Annual	99,902	104,149	108,573	113,185	118,000	123,008	128,240	131,764	134,397	141,123		
23	Hourly	50.374	52.519	54.751	57.076	59.502	62.031	64.667	66.444	67.774	71.163		
	Bi-Weekly	4,029.95	4,201.51	4,380.04	4,566.08	4,760.16	4,962.45	5,173.39	5,315.55	5,421.94	5,693.01		
	Annual	104,778	109,238	113,881	118,718	123,763	129,023	134,508	138,204	140,970	148,018		

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
OFFICE OF THE CHIEF JUDGE - ADULT PROBATION & SOCIAL SERVICE DEPARTMENTS ADMINISTRATIVE ASSISTANTS
TEAMSTERS 700**

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1	After 1	After 1	
											Year at 1st	Year at 2nd	Year at 3rd	
											After 2	After 10	After 15	After 20
											Years At	Rate & 10	Rate & 15	Rate & 20
											5th Step	Years	Years	Years
											Service	Service	Service	Service
9	Hourly	17,586	18,334	19,115	19,926	20,774	21,660	22,579	23,198	23,662	24,847			
	Bi-Weekly	1,406.92	1,466.70	1,529.21	1,594.11	1,661.92	1,732.82	1,806.28	1,855.82	1,892.99	1,987.73			
	Annual	36,579	38,133	39,759	41,446	43,209	45,053	46,963	48,251	49,218	51,680			
10	Hourly	18,838	19,640	20,476	21,344	22,251	23,197	24,183	24,850	25,346	26,614			
	Bi-Weekly	1,507.05	1,571.24	1,638.08	1,707.48	1,780.06	1,855.73	1,934.67	1,988.00	2,027.64	2,129.10			
	Annual	39,183	40,852	42,590	44,394	46,281	48,249	50,300	51,688	52,719	55,356			
11	Hourly	20,211	21,070	21,968	22,900	23,871	24,885	25,945	26,659	27,192	28,551			
	Bi-Weekly	1,616.89	1,685.58	1,757.46	1,831.98	1,909.68	1,990.82	2,075.59	2,132.72	2,175.36	2,284.06			
	Annual	42,038	43,825	45,694	47,631	49,651	51,761	53,965	55,450	56,558	59,385			
12	Hourly	21,645	22,566	23,527	24,527	25,566	26,655	27,787	28,551	29,120	30,578			
	Bi-Weekly	1,731.59	1,805.31	1,882.13	1,962.13	2,045.30	2,132.36	2,222.96	2,284.06	2,329.62	2,446.26			
	Annual	45,020	46,937	48,935	51,014	53,178	55,441	57,797	59,385	60,569	63,602			
13	Hourly	23,183	24,168	25,193	26,266	27,382	28,544	29,758	30,577	31,190	32,747			
	Bi-Weekly	1,854.67	1,933.43	2,015.46	2,101.28	2,190.55	2,283.53	2,380.65	2,446.17	2,495.17	2,619.76			
	Annual	48,221	50,268	52,402	54,632	56,954	59,371	61,896	63,600	64,874	68,113			
14	Hourly	24,891	25,949	27,051	28,201	29,397	30,647	31,950	32,828	33,484	35,160			
	Bi-Weekly	1,991.27	2,075.94	2,164.06	2,256.07	2,351.78	2,451.73	2,556.01	2,626.21	2,678.74	2,812.78			
	Annual	51,773	53,974	56,265	58,658	61,145	63,745	66,455	68,281	69,647	73,132			
15	Hourly	26,796	27,933	29,119	30,356	31,647	32,993	34,394	35,342	36,049	37,849			
	Bi-Weekly	2,143.67	2,234.61	2,329.53	2,428.51	2,531.73	2,639.45	2,751.50	2,827.35	2,883.94	3,027.96			
	Annual	55,735	58,099	60,567	63,141	65,824	68,625	71,538	73,510	74,981	78,726			
16	Hourly	28,764	29,987	31,260	32,588	33,972	35,416	36,925	37,939	38,697	40,632			
	Bi-Weekly	2,301.10	2,398.93	2,500.83	2,607.05	2,717.77	2,833.26	2,953.96	3,035.11	3,095.77	3,250.55			
	Annual	59,828	62,372	65,021	67,783	70,662	73,665	76,803	78,912	80,489	84,514			
17	Hourly	30,867	32,183	33,546	34,973	36,459	38,009	39,624	40,715	41,529	43,604			
	Bi-Weekly	2,469.39	2,574.64	2,683.69	2,797.86	2,916.70	3,040.76	3,169.94	3,257.17	3,322.34	3,488.33			
	Annual	64,204	66,940	69,775	72,743	75,834	79,060	82,418	84,686	86,381	90,696			
18	Hourly	33,065	34,469	35,935	37,461	39,054	40,715	42,443	43,611	44,485	46,711			
	Bi-Weekly	2,645.19	2,757.50	2,874.76	2,996.88	3,124.29	3,257.17	3,395.45	3,488.86	3,558.80	3,736.89			
	Annual	68,774	71,695	74,743	77,918	81,231	84,686	88,281	90,710	92,528	97,158			
19	Hourly	36,267	37,811	39,419	41,093	42,837	44,662	46,557	47,839	48,796	51,236			
	Bi-Weekly	2,901.34	3,024.87	3,153.51	3,287.46	3,426.97	3,572.92	3,724.53	3,827.13	3,903.68	4,098.91			
	Annual	75,434	78,646	81,991	85,473	89,100	92,896	96,837	99,505	101,495	106,571			
20	Hourly	39,826	41,518	43,284	45,124	47,040	49,039	51,123	52,529	53,579	56,258			
	Bi-Weekly	3,186.10	3,321.45	3,462.73	3,609.92	3,763.20	3,923.11	4,089.81	4,202.30	4,286.36	4,500.66			
	Annual	82,838	86,357	90,031	93,857	97,843	102,000	106,335	109,259	111,445	117,016			
21	Hourly	43,768	45,627	47,566	49,588	51,694	53,891	56,183	57,729	58,881	61,825			
	Bi-Weekly	3,501.40	3,650.18	3,805.32	3,967.08	4,135.55	4,311.26	4,494.65	4,618.36	4,710.45	4,946.02			
	Annual	91,036	94,905	98,937	103,144	107,523	112,093	116,861	120,077	122,471	128,596			
22	Hourly	48,030	50,072	52,199	54,416	56,731	59,139	61,654	63,348	64,614	67,848			
	Bi-Weekly	3,842.40	4,005.75	4,175.90	4,353.29	4,538.45	4,731.11	4,932.34	5,067.87	5,169.15	5,427.86			
	Annual	99,902	104,149	108,573	113,185	118,000	123,008	128,240	131,764	134,397	141,123			
23	Hourly	50,374	52,519	54,751	57,076	59,502	62,031	64,667	66,444	67,774	71,163			
	Bi-Weekly	4,029.95	4,201.51	4,380.04	4,566.08	4,760.16	4,962.45	5,173.39	5,315.55	5,421.94	5,693.01			
	Annual	104,778	109,238	113,881	118,718	123,763	129,023	134,508	138,204	140,970	148,018			

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
OFFICE OF THE CHIEF JUDGE - PSYCHOLOGISTS
TEAMSTERS 743**

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1	After 1	After 1
											Year at 1st Longevity Rate & 10 Years Service	Year at 2nd Longevity Rate & 15 Years Service	Year at 3rd Longevity Rate & 20 Years Service
9	Hourly	17,586	18,386	19,281	20,211	21,143	22,148	22,779	23,008	23,686			
	Bi-Weekly	1,406.92	1,470.85	1,542.45	1,616.89	1,691.41	1,771.85	1,822.35	1,840.63	1,894.85			
	Annual	36,580	38,242	40,104	42,039	43,977	46,068	47,381	47,856	49,266			
10	Hourly	18,838	19,718	20,646	21,646	22,685	23,746	24,198	24,454	25,179			
	Bi-Weekly	1,507.05	1,577.42	1,651.68	1,731.67	1,814.76	1,899.70	1,935.82	1,956.30	2,014.31			
	Annual	39,183	41,013	42,944	45,024	47,184	49,392	50,331	50,864	52,372			
11	Hourly	20,210	21,143	22,148	23,183	24,329	25,563	26,074	25,488	27,123			
	Bi-Weekly	1,616.80	1,691.41	1,771.85	1,854.67	1,946.32	2,045.04	2,085.92	2,039.03	2,169.80			
	Annual	42,037	43,977	46,068	48,221	50,604	53,171	54,234	53,015	56,415			
12	Hourly	21,646	22,685	23,746	24,892	26,169	27,381	27,917	28,196	29,054			
	Bi-Weekly	1,731.67	1,814.76	1,899.70	1,991.35	2,093.51	2,190.46	2,233.37	2,255.71	2,324.32			
	Annual	45,024	47,184	49,392	51,775	54,431	56,952	58,068	58,649	60,432			
13	Hourly	23,183	24,329	25,563	26,796	28,010	29,413	29,998	30,285	31,201			
	Bi-Weekly	1,854.67	1,946.32	2,045.04	2,143.67	2,240.79	2,353.02	2,399.81	2,422.77	2,496.06			
	Annual	48,221	50,604	53,171	55,735	58,261	61,178	62,395	62,992	64,897			
14	Hourly	24,892	26,169	27,381	28,764	30,127	31,557	32,207	32,530	33,511			
	Bi-Weekly	1,991.35	2,093.51	2,190.46	2,301.10	2,410.14	2,524.58	2,576.58	2,602.37	2,680.86			
	Annual	51,775	54,431	56,952	59,829	62,664	65,639	66,991	67,662	69,702			
15	Hourly	26,796	28,010	29,413	30,867	32,420	33,945	34,629	34,982	36,026			
	Bi-Weekly	2,143.67	2,240.79	2,353.02	2,469.39	2,593.63	2,715.56	2,770.31	2,798.56	2,882.09			
	Annual	55,735	58,261	61,178	64,204	67,434	70,605	72,028	72,763	74,934			
16	Hourly	28,764	30,127	31,557	33,065	34,660	36,267	37,015	37,373	38,501			
	Bi-Weekly	2,301.10	2,410.14	2,524.58	2,645.19	2,772.78	2,901.34	2,961.20	2,989.81	3,080.05			
	Annual	59,829	62,664	65,639	68,775	72,092	75,435	76,991	77,735	80,081			
17	Hourly	30,867	32,420	33,945	35,524	37,279	39,123	39,888	40,269	41,487			
	Bi-Weekly	2,469.39	2,593.63	2,715.56	2,841.92	2,982.31	3,129.85	3,191.04	3,221.50	3,318.98			
	Annual	64,204	67,434	70,605	73,890	77,540	81,376	82,967	83,759	86,294			
18	Hourly	33,065	34,660	36,267	38,070	39,826	41,791	42,647	43,051	44,382			
	Bi-Weekly	2,645.19	2,772.78	2,901.34	3,045.62	3,186.10	3,343.26	3,411.78	3,444.10	3,550.58			
	Annual	68,775	72,092	75,435	79,186	82,838	86,925	88,706	89,547	92,315			
19	Hourly	36,267	38,070	39,826	41,791	43,768	45,865	46,562	47,017	48,442			
	Bi-Weekly	2,901.34	3,045.62	3,186.10	3,343.26	3,501.40	3,669.17	3,724.97	3,761.35	3,875.34			
	Annual	75,435	79,186	82,838	86,925	91,036	95,398	96,849	97,795	100,759			
20	Hourly	39,826	41,791	43,768	45,865	48,030	50,375	51,114	51,609	53,167			
	Bi-Weekly	3,186.10	3,343.26	3,501.40	3,669.17	3,842.40	4,030.03	4,089.11	4,128.75	4,253.34			
	Annual	82,838	86,925	91,036	95,398	99,903	104,781	106,317	107,348	110,587			
21	Hourly	43,768	45,865	48,030	50,375	52,765	55,332	56,153	56,712	58,435			
	Bi-Weekly	3,501.40	3,669.17	3,842.40	4,030.03	4,221.20	4,426.57	4,492.27	4,536.95	4,674.78			
	Annual	91,036	95,398	99,903	104,781	109,751	115,091	116,799	117,961	121,544			
22	Hourly	48,030	50,375	52,765	55,332	57,905	60,693	61,586	62,197	64,063			
	Bi-Weekly	3,842.40	4,030.03	4,221.20	4,426.57	4,632.39	4,855.43	4,926.86	4,975.78	5,125.00			
	Annual	99,903	104,781	109,751	115,091	120,442	126,241	128,098	129,370	133,250			
23	Hourly	50,375	52,765	55,332	57,905	60,693	63,715	64,657	65,302	67,277			
	Bi-Weekly	4,030.03	4,221.20	4,426.57	4,632.39	4,855.43	5,097.19	5,172.59	5,224.16	5,382.12			
	Annual	104,781	109,751	115,091	120,442	126,241	132,527	134,487	135,828	139,935			

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS LOCAL 743 - HEALTH AND HOSPITAL SYSTEMS
PHARMACY TECHNICIANS**

<u>Grade</u>		<u>Entry Rate 1</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	After 1	After 1	After 1
												Year at 1st Longevity Rate & 10 Years At 5th Step	Year at 2nd Longevity Rate & 15 Years Service	Year at 3rd Longevity Rate & 20 Years Service
10	Hourly	18.838	19.640	20.476	21.344	22.251	23.197	24.183	24.850	25.475	26.746			
	Bi-Weekly	1,507.05	1,571.24	1,638.08	1,707.48	1,780.06	1,855.73	1,934.67	1,988.00	2,037.97	2,139.69			
	Annual	39,183	40,852	42,590	44,394	46,282	48,249	50,301	51,688	52,987	55,632			
13	Hourly	23.183	24.168	25.193	26.266	27.382	28.544	29.758	30.577	31.345	32.911			
	Bi-Weekly	1,854.67	1,933.43	2,015.46	2,101.28	2,190.55	2,283.53	2,380.65	2,446.17	2,507.62	2,632.92			
	Annual	48,221	50,269	52,402	54,633	56,954	59,372	61,897	63,600	65,198	68,456			

Effective June 1, 2023

**SCHEDULE XIX
BUREAU OF HUMAN RESOURCES
SERVICE EMPLOYEES - PROVIDENT HEALTH
HEALTH & HOSPITAL SYSTEMS - TEAMSTERS 743**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>		
						After 1 Year at 2nd step & 5 Years of Service	After 1 Year at Step 3, 1st Longevity Rate, & 10 Years of Service
X09	Hourly	21.311	22.558	23.877	26.136		
	Bi-Weekly	1,704.92	1,804.61	1,910.12	2,090.86		
	Annual	44,328	46,920	49,663	54,362		
X10	Hourly	24.329	25.753	27.258	29.844		
	Bi-Weekly	1,946.32	2,060.23	2,180.66	2,387.54		
	Annual	50,604	53,566	56,697	62,076		
X11	Hourly	17.514	18.537	19.621	21.478		
	Bi-Weekly	1,401.09	1,482.94	1,569.65	1,718.25		
	Annual	36,428	38,556	40,811	44,675		
X12	Hourly	17.955	19.096	20.310	22.350		
	Bi-Weekly	1,436.41	1,527.71	1,624.83	1,788.01		
	Annual	37,347	39,720	42,246	46,488		
X13	Hourly	18.816	19.993	21.243	23.354		
	Bi-Weekly	1,505.28	1,599.41	1,699.45	1,868.36		
	Annual	39,137	41,585	44,186	48,577		
X14	Hourly	19.120	20.298	21.549	23.663		
	Bi-Weekly	1,529.56	1,623.86	1,723.90	1,893.08		
	Annual	39,769	42,220	44,821	49,220		
X15	Hourly	19.435	20.615	21.867	23.995		
	Bi-Weekly	1,554.82	1,649.20	1,749.33	1,919.57		
	Annual	40,425	42,879	45,483	49,909		
X16	Hourly	20.425	21.670	22.991	25.231		
	Bi-Weekly	1,634.02	1,733.62	1,839.31	2,018.46		
	Annual	42,484	45,074	47,822	52,480		
X17	Hourly	25.595	27.096	28.685	30.584		
	Bi-Weekly	2,047.60	2,167.68	2,294.83	2,446.70		
	Annual	53,238	56,360	59,666	63,614		
X18	Hourly	27.173	28.763	30.440	33.365		
	Bi-Weekly	2,173.86	2,301.01	2,435.22	2,669.21		
	Annual	56,520	59,826	63,316	69,399		

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700/PRINT SHOP**

Grade	Entry Step	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 2 Years At 5th Step	After 1 Year	After 1 Year	After 1 Year
												at 1st Longevity Rate & 10 Years Service	at 2nd Longevity Rate & 15 Years Service	at 3rd Longevity Rate & 20 Years Service
9	Hourly	17,586	18,334	19,116	19,926	20,774	21,660	22,579	23,198	23,662	24,847			
	Bi-Weekly	1,406.92	1,466.70	1,529.30	1,594.11	1,661.92	1,732.82	1,806.28	1,855.82	1,892.99	1,987.73			
	Annual	36,579	38,133	39,761	41,446	43,209	45,053	46,963	48,251	49,218	51,680			
10	Hourly	18,838	19,640	20,476	21,344	22,251	23,197	24,183	24,850	25,346	26,614			
	Bi-Weekly	1,507.05	1,571.24	1,638.08	1,707.48	1,780.06	1,855.73	1,934.67	1,988.00	2,027.64	2,129.10			
	Annual	39,183	40,852	42,590	44,394	46,281	48,249	50,300	51,688	52,719	55,356			
11	Hourly	20,211	21,070	21,968	22,900	23,871	24,885	25,945	26,659	27,192	28,551			
	Bi-Weekly	1,616.89	1,685.58	1,757.46	1,831.98	1,909.68	1,990.82	2,075.59	2,132.72	2,175.36	2,284.06			
	Annual	42,038	43,825	45,694	47,631	49,651	51,761	53,965	55,450	56,558	59,385			
12	Hourly	21,645	22,566	23,527	24,527	25,566	26,655	27,787	28,551	29,120	30,578			
	Bi-Weekly	1,731.59	1,805.31	1,882.13	1,962.13	2,045.30	2,132.36	2,222.96	2,284.06	2,329.62	2,446.26			
	Annual	45,020	46,937	48,935	51,014	53,178	55,441	57,797	59,385	60,569	63,602			
13	Hourly	23,183	24,168	25,193	26,266	27,382	28,544	29,758	30,577	31,190	32,747			
	Bi-Weekly	1,854.67	1,933.43	2,015.46	2,101.28	2,190.55	2,283.53	2,380.65	2,446.17	2,495.17	2,619.76			
	Annual	48,221	50,268	52,402	54,632	56,954	59,371	61,896	63,600	64,874	68,113			
14	Hourly	24,891	25,949	27,051	28,201	29,397	30,647	31,950	32,828	33,484	35,160			
	Bi-Weekly	1,991.27	2,075.94	2,164.06	2,256.07	2,351.78	2,451.73	2,556.01	2,626.21	2,678.74	2,812.78			
	Annual	51,773	53,974	56,265	58,658	61,145	63,745	66,455	68,281	69,647	73,132			
15	Hourly	26,796	27,933	29,119	30,356	31,647	32,993	34,394	35,342	36,049	37,849			
	Bi-Weekly	2,143.67	2,234.61	2,329.53	2,428.51	2,531.73	2,639.45	2,751.50	2,827.35	2,883.94	3,027.96			
	Annual	55,735	58,099	60,567	63,141	65,824	68,625	71,538	73,510	74,981	78,726			
16	Hourly	28,764	29,987	31,260	32,588	33,975	35,416	36,925	37,939	38,697	40,632			
	Bi-Weekly	2,301.10	2,398.93	2,500.83	2,607.05	2,718.04	2,833.26	2,953.96	3,035.11	3,095.77	3,250.55			
	Annual	59,828	62,372	65,021	67,783	70,668	73,665	76,803	78,912	80,489	84,514			
17	Hourly	30,867	32,183	33,546	34,973	36,459	38,009	39,624	40,715	41,529	43,604			
	Bi-Weekly	2,469.39	2,574.64	2,683.69	2,797.86	2,916.70	3,040.76	3,169.94	3,257.17	3,322.34	3,488.33			
	Annual	64,204	66,940	69,775	72,743	75,834	79,060	82,418	84,686	86,381	90,696			
18	Hourly	33,065	34,469	35,935	37,461	39,054	40,715	42,443	43,611	44,485	46,711			
	Bi-Weekly	2,645.19	2,757.50	2,874.76	2,996.88	3,124.29	3,257.17	3,395.45	3,488.86	3,558.80	3,736.89			
	Annual	68,774	71,695	74,743	77,918	81,231	84,686	88,281	90,710	92,528	97,158			
19	Hourly	36,267	37,811	39,419	41,093	42,837	44,662	46,557	47,839	48,796	51,236			
	Bi-Weekly	2,901.34	3,024.87	3,153.51	3,287.46	3,426.97	3,572.92	3,724.53	3,827.13	3,903.68	4,098.91			
	Annual	75,434	78,646	81,991	85,473	89,100	92,896	96,837	99,505	101,495	106,571			
20	Hourly	39,826	41,518	43,284	45,124	47,040	49,039	51,123	52,529	53,579	56,258			
	Bi-Weekly	3,186.10	3,321.45	3,462.73	3,609.92	3,763.20	3,923.11	4,089.81	4,202.30	4,286.36	4,500.66			
	Annual	82,838	86,357	90,031	93,857	97,843	102,000	106,335	109,259	111,445	117,016			
21	Hourly	43,768	45,627	47,566	49,588	51,694	53,891	56,183	57,729	58,881	61,825			
	Bi-Weekly	3,501.40	3,650.18	3,805.32	3,967.08	4,135.55	4,311.26	4,494.65	4,618.36	4,710.45	4,946.02			
	Annual	91,036	94,905	98,937	103,144	107,523	112,093	116,861	120,077	122,471	128,596			
22	Hourly	48,030	50,072	52,199	54,416	56,731	59,139	61,654	63,348	64,614	67,848			
	Bi-Weekly	3,842.40	4,005.75	4,175.90	4,353.29	4,538.45	4,731.11	4,932.34	5,067.87	5,169.15	5,427.86			
	Annual	99,902	104,149	108,573	113,185	118,000	123,008	128,240	131,764	134,397	141,123			
23	Hourly	50,374	52,519	54,751	57,076	59,502	62,031	64,667	66,444	67,774	71,163			
	Bi-Weekly	4,029.95	4,201.51	4,380.04	4,566.08	4,760.16	4,962.45	5,173.39	5,315.55	5,421.94	5,693.01			
	Annual	104,778	109,238	113,881	118,718	123,763	129,023	134,508	138,204	140,970	148,018			

Effective December 1, 2023

**SCHEDULE II
BUREAU OF HUMAN RESOURCES
NURSING COMPENSATION PLAN - AFSCME 1111**

	<u>Min Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>	<u>11th Step</u>	<u>12th Step</u>	<u>13th Step</u>
Hourly	21.647	22.103	22.752	23.477	24.189	24.814	25.804	26.567	27.355	28.171	30.327	30.784	32.015
Bi-Weekly	1,731.78	1,768.25	1,820.16	1,878.12	1,935.11	1,985.14	2,064.33	2,125.33	2,188.38	2,253.66	2,426.13	2,462.69	2,561.20
Annual	45,026	45,974	47,323	48,830	50,312	51,613	53,672	55,258	56,898	58,594	63,079	64,030	66,591
Hourly	23.161	23.778	24.515	25.210	25.938	26.621	27.675	28.505	29.359	30.240	32.555	33.048	34.370
Bi-Weekly	1,852.88	1,902.20	1,961.24	2,016.80	2,075.03	2,129.70	2,213.97	2,280.41	2,348.72	2,419.17	2,604.40	2,643.82	2,749.57
Annual	48,175	49,457	50,992	52,436	53,950	55,372	57,563	59,290	61,066	62,898	67,714	68,739	71,488
Hourly	24.305	24.960	25.734	26.470	27.233	27.943	29.050	29.921	30.817	31.742	34.170	34.683	36.070
Bi-Weekly	1,944.38	1,996.82	2,058.71	2,117.57	2,178.66	2,235.46	2,324.02	2,393.67	2,465.37	2,539.39	2,733.62	2,774.64	2,885.63
Annual	50,554	51,917	53,526	55,056	56,645	58,122	60,424	62,235	64,099	66,024	71,074	72,141	75,026

Effective June 1, 2023

**SCHEDULE II
BUREAU OF HUMAN RESOURCES
NATIONAL NURSES ORGANIZING COMMITTEE (NNOC)**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>	<u>11th Step</u>	<u>N12</u>	<u>N13</u>	<u>N14</u>	<u>N15</u>	<u>N16</u>	<u>N17</u>
FA	Hourly	34.286	35.462	36.570	37.751	39.165	40.512	42.003	43.684	45.418	46.722	49.509	50.499	51.509	52.539	53.590	54.662	55.755
	Bi-Weekly	2,742.85	2,836.97	2,925.62	3,020.10	3,133.21	3,240.93	3,360.22	3,494.69	3,633.41	3,737.77	3,960.72	4,039.94	4,120.73	4,203.15	4,287.21	4,372.96	4,460.42
	Annual	71,314	73,761	76,066	78,522	81,463	84,264	87,365	90,861	94,468	97,182	102,978	105,038	107,139	109,281	111,467	113,696	115,970
FB	Hourly	36.124	37.495	38.788	40.284	41.570	43.039	44.320	45.748	47.551	48.956	51.880	52.917	53.976	55.055	56.156	57.279	58.425
	Bi-Weekly	2,889.90	2,999.61	3,103.01	3,222.74	3,325.60	3,443.13	3,545.64	3,659.81	3,804.08	3,916.49	4,150.38	4,233.39	4,318.06	4,404.42	4,492.51	4,582.36	4,674.01
	Annual	75,137	77,989	80,678	83,791	86,465	89,521	92,186	95,154	98,906	101,828	107,909	110,068	112,269	114,514	116,805	119,141	121,524
FABM	Hourly	34.628	35.817	36.936	38.129	39.557	40.917	42.423	44.120	45.872	47.189	50.004	51.004	52.024	53.065	54.126	55.209	56.313
	Bi-Weekly	2,770.27	2,865.34	2,954.88	3,050.30	3,164.54	3,273.34	3,393.82	3,529.64	3,669.74	3,775.15	4,000.33	4,080.34	4,161.94	4,245.18	4,330.08	4,416.69	4,505.02
	Annual	72,027	74,498	76,826	79,307	82,277	85,106	88,239	91,770	95,413	98,153	104,008	106,088	108,210	110,374	112,582	114,833	117,130
FBBM	Hourly	36.485	37.870	39.175	40.687	41.986	43.469	44.764	46.205	48.027	49.446	52.399	53.447	54.515	55.606	56.718	57.852	59.009
	Bi-Weekly	2,918.79	3,029.61	3,134.04	3,254.97	3,358.86	3,477.56	3,581.10	3,696.40	3,842.12	3,955.65	4,191.89	4,275.72	4,361.24	4,448.46	4,537.43	4,628.18	4,720.75
	Annual	75,888	78,769	81,484	84,629	87,330	90,416	93,108	96,106	99,895	102,846	108,989	111,168	113,392	115,660	117,973	120,332	122,739
FC	Hourly	38.909	40.494	41.676	43.056	44.426	45.764	47.221	48.614	50.442	51.917	54.985	56.079	57.196	58.335	59.496	60.681	61.890
	Bi-Weekly	3,112.75	3,239.55	3,334.09	3,444.46	3,554.07	3,661.08	3,777.69	3,889.13	4,035.37	4,153.34	4,398.79	4,486.35	4,575.67	4,666.78	4,759.71	4,854.49	4,951.18
	Annual	80,931	84,228	86,686	89,555	92,405	95,188	98,220	101,117	104,919	107,986	114,368	116,645	118,967	121,336	123,752	126,216	128,730
FD	Hourly	40.969	43.248	45.276	46.876	48.721	50.577	52.418	54.252	56.269	57.936	61.364	62.586	63.833	65.104	66.401	67.724	69.074
	Bi-Weekly	3,277.55	3,459.83	3,622.11	3,750.06	3,897.70	4,046.15	4,193.41	4,340.16	4,501.56	4,634.89	4,909.12	5,006.90	5,106.63	5,208.35	5,312.11	5,417.95	5,525.90
	Annual	85,216	89,955	94,174	97,501	101,340	105,199	109,028	112,844	117,040	120,507	127,637	130,179	132,772	135,417	138,114	140,866	143,673
FE	Hourly	43.756	45.521	46.876	48.721	50.577	52.418	54.252	56.040	58.175	59.885	63.441	64.705	65.994	67.309	68.650	70.018	71.413
	Bi-Weekly	3,500.45	3,641.64	3,750.06	3,897.70	4,046.15	4,193.41	4,340.16	4,483.22	4,654.04	4,790.81	5,075.32	5,176.41	5,279.54	5,384.72	5,492.01	5,601.44	5,713.06
	Annual	91,011	94,682	97,501	101,340	105,199	109,028	112,844	116,563	121,005	124,561	131,958	134,586	137,267	140,002	142,792	145,637	148,539
FF	Hourly	45.311	47.583	49.401	51.117	52.931	54.712	56.412	58.779	60.494	61.981	64.081	65.358	66.660	67.988	69.343	70.725	72.134
	Bi-Weekly	3,624.87	3,806.60	3,952.08	4,089.32	4,234.46	4,376.97	4,512.98	4,702.35	4,839.55	4,958.49	5,126.51	5,228.63	5,332.80	5,439.05	5,547.42	5,657.96	5,770.71
	Annual	94,246	98,971	102,754	106,322	110,095	113,801	117,337	122,261	125,828	128,920	133,289	135,944	138,652	141,415	144,232	147,106	150,038

***RECEIVE AN ADDITIONAL EIGHTY DOLLARS (\$80.00) PER MONTH FOR A MASTERS DEGREE FOR THOSE EMPLOYEES WHO WERE RECEIVING IT PRIOR TO DECEMBER 1, 1980. NOT ELIGIBLE FOR ADDITIONAL COMPENSATION FOR A BACHELORS OR MASTERS DEGREE**

**SCHEDULE II
BUREAU OF HUMAN RESOURCES
IN-HOUSE REGISTRY NURSES AND SPECIALTY CARE**

6/1/2021	RG1	Hourly	\$49.634
	RG2	Hourly	\$52.800
12/1/2021	RG1	Hourly	\$51.371
	RG2	Hourly	\$54.648
6/1/2022	RG1	Hourly	\$52.655
	RG2	Hourly	\$56.015
6/1/2023	RG1	Hourly	\$53.971
	RG2	Hourly	\$57.415
6/1/2024	RG1	Hourly	\$55.051
	RG2	Hourly	\$58.563
6/1/2025	RG1	Hourly	\$57.803
	RG2	Hourly	\$61.491

Effective June 1, 2023

**SCHEDULE II
BUREAU OF HUMAN RESOURCES
HEALTH & HOSPITAL SYSTEMS
NURSING GRADE - RNA
SEIU LOCAL 73**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>
RNA	Hourly	95.035	97.887	100.824	103.849	106.964	110.173
	Bi-Weekly	7,602.81	7,830.94	8,065.91	8,307.91	8,557.11	8,813.83
	Annual	197,673	203,604	209,713	216,005	222,484	229,159

Effective December 1, 2023

SCHEDULE XXXIX
BUREAU OF HUMAN RESOURCES
AFSCME 3692 SWORN UNITS
 Correctional Sergeants

<u>Grade</u>	<u>Entry Rate 1</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>	After 1 Year	After 1 Year	After 1 Year	After 1 Year
												at 1st	at 2nd	at 3rd	at 4th
												Longevity	Longevity	Longevity	Longevity
												Rate & 10	Rate & 15	Rate & 20	Rate & 25
												Years	Years	Years	Years
												Service	Service	Service	Service
												After 2			
												Years At			
												5th Step			
19 Hourly	36.630	38.189	39.813	41.504	43.266	45.109	47.022	48.317	49.529	52.007	54.607				
Bi-Weekly	2,930.38	3,055.09	3,185.08	3,320.29	3,461.24	3,608.69	3,761.78	3,865.39	3,962.30	4,160.57	4,368.59				
Annual	76,190	79,432	82,812	86,328	89,992	93,826	97,806	100,500	103,020	108,175	113,583				

Effective June 1, 2023

**SCHEDULE XXXIX
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700
DEPARTMENT OF CORRECTIONS**

Grade	Entry Rate 1	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	After 1 Year	After 1 Year	After 1 Year	After 1 Year	
												at 1st Longevity Rate & 10 Years Service	at 2nd Longevity Rate & 15 Years Service	at 3rd Longevity Rate & 20 Years Service	at 4th Longevity Rate & 25 Years Service	
17	Hourly	30.868	32.183	33.546	34.974	36.458	38.010	39.624	40.715	41.737	43.821	46.012				
	Bi-Weekly	2,469.43	2,574.62	2,683.68	2,797.88	2,916.68	3,040.78	3,169.93	3,257.20	3,338.98	3,505.69	3,680.97				
	Annual	64,205	66,940	69,776	72,745	75,834	79,060	82,418	84,687	86,813	91,148	95,705				
18	Hourly	33.065	34.469	35.935	37.460	39.053	40.715	42.443	43.611	44.707	46.944	49.291				
	Bi-Weekly	2,645.23	2,757.54	2,874.80	2,996.83	3,124.27	3,257.20	3,395.45	3,488.84	3,576.56	3,755.52	3,943.29				
	Annual	68,776	71,696	74,745	77,918	81,231	84,687	88,282	90,710	92,991	97,643	102,526				

Effective June 1, 2023

**SCHEDULE IV
BUREAU OF HUMAN RESOURCES
COUNTY POLICE SERGEANT - FOP**

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>	<u>After 1 Year</u>	<u>After 1 Year</u>	<u>After 1 Year</u>	<u>After 1</u>
												<u>at 1st</u>	<u>at 2nd</u>	<u>at 3rd</u>	<u>Year at 4th</u>
												<u>Longevity</u>	<u>Longevity</u>	<u>Longevity</u>	<u>Longevity</u>
												<u>Rate & 10</u>	<u>Rate & 15</u>	<u>Rate & 20</u>	<u>Rate & 25</u>
												<u>Years</u>	<u>Years</u>	<u>Years</u>	<u>Years</u>
												<u>Service</u>	<u>Service</u>	<u>Service</u>	<u>Service</u>
												<u>After 2 Years</u>			
												<u>At 5th Step</u>			
P2 Hourly	43.768	45.627	47.566	49.588	51.694	53.891	56.183	57.729	59.175	62.133	65.240				
Bi-Weekly	3,501.40	3,650.18	3,805.32	3,967.08	4,135.55	4,311.26	4,494.65	4,618.36	4,734.02	4,970.66	5,219.21				
Annual	91,036	94,904	98,938	103,144	107,524	112,092	116,860	120,077	123,084	129,237	135,699				

Effective June 1, 2023

**SCHEDULE V
BUREAU OF HUMAN RESOURCES
JUVENILE DETENTION COUNSELORS - TEAMSTERS 700 JTDC**

<u>Grade</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
CA3 Hourly	28.850	30.277	31.669	33.211	34.770	36.153	37.683	39.186	40.748
CA3 Bi-Weekly	2,307.99	2,422.15	2,533.50	2,656.85	2,781.61	2,892.24	3,014.62	3,134.88	3,259.82
CA3 Annual	60,007	62,975	65,870	69,077	72,321	75,198	78,380	81,506	84,755

Effective June 1, 2023

**SCHEDULE VI
BUREAU OF HUMAN RESOURCES
MEDICAL PRACTITIONER COMPENSATION PLAN
SEIU LOCAL 20 - HEALTH**

Provident ACHN Oak-Forest Cermak Health

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>After 1 Year at Step 5 & 20 Years Service</u>
K0	Hourly	41.831	43.866	45.900	48.140	50.400	
	Bi-Weekly	3,346.44	3,509.26	3,671.99	3,851.23	4,031.98	
	Annual	87,007	91,240	95,471	100,132	104,831	
K01	Hourly	49.073	51.486	53.917	56.523	59.143	
	Bi-Weekly	3,925.84	4,118.86	4,313.38	4,521.85	4,731.46	
	Annual	102,071	107,090	112,147	117,568	123,018	
K02	Hourly	58.229	61.127	63.912	67.027	70.176	
	Bi-Weekly	4,658.35	4,890.13	5,112.99	5,362.17	5,614.08	
	Annual	121,117	127,143	132,937	139,416	145,965	
K03	Hourly	72.410	75.967	79.453	83.264	87.149	
	Bi-Weekly	5,792.79	6,077.37	6,356.21	6,661.10	6,971.90	
	Annual	150,612	158,011	165,261	173,188	181,269	
K04	Hourly	80.245	84.130	87.996	92.282	96.535	105.928
	Bi-Weekly	6,419.61	6,730.41	7,039.71	7,382.57	7,722.78	8,474.27
	Annual	166,909	174,990	183,032	191,946	200,792	220,330
K05	Hourly	87.996	92.282	96.535	101.222	105.928	
	Bi-Weekly	7,039.71	7,382.57	7,722.78	8,097.77	8,474.27	
	Annual	183,032	191,946	200,792	210,542	220,330	
K06	Hourly	95.768	100.436	105.106	110.212	115.361	
	Bi-Weekly	7,661.41	8,034.90	8,408.49	8,816.95	9,228.85	
	Annual	199,196	208,907	218,620	229,240	239,950	
K07	Hourly	103.541	108.606	113.618	119.173	124.743	
	Bi-Weekly	8,283.28	8,688.48	9,089.43	9,533.83	9,979.46	
	Annual	215,365	225,900	236,325	247,879	259,465	
K08	Hourly	111.303	116.736	122.215	128.181	134.135	
	Bi-Weekly	8,904.27	9,338.87	9,777.17	10,254.51	10,730.78	
	Annual	231,511	242,810	254,206	266,617	279,000	
K09	Hourly	119.069	124.894	130.720	137.124	143.554	
	Bi-Weekly	9,525.53	9,991.56	10,457.59	10,969.88	11,484.30	
	Annual	247,663	259,780	271,897	285,216	298,591	
K10	Hourly	126.865	133.053	139.254	146.104	152.969	
	Bi-Weekly	10,149.17	10,644.25	11,140.30	11,688.35	12,237.56	
	Annual	263,878	276,750	289,647	303,897	318,176	
K11	Hourly	138.493	145.305	152.073	159.577	167.062	
	Bi-Weekly	11,079.46	11,624.43	12,165.86	12,766.19	13,364.93	
	Annual	288,065	302,235	316,312	331,920	347,488	

Effective June 1, 2023

**SCHEDULE VII
BUREAU OF HUMAN RESOURCES
POST-GRADUATE LEVEL PHYSICIANS
HOUSESTAFF ASSOCIATION OF COOK COUNTY**

<u>Job Code</u>	<u>Title</u>	<u>Grade</u>	<u>Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>
1794	Post Graduate Level Physician (H.S.A.)	J1	Hourly	20.484	21.627	22.682	23.809	24.955	26.149	27.427
			Bi-Weekly	1,638.70	1,730.17	1,814.58	1,904.73	1,996.39	2,091.92	2,194.17
			Annual	59,812	63,151	66,232	69,522	72,868	76,355	80,087
<i>(Annual Salary based on 2,920 hours per year)</i>										
1793	Chief Resident (H.S.A.)	J2	Hourly	22.361	23.506	24.561	25.693	26.842	28.031	29.314
			Bi-Weekly	1,788.89	1,880.45	1,964.86	2,055.46	2,147.37	2,242.47	2,345.16
			Annual	65,294	68,636	71,717	75,024	78,379	81,850	85,598
<i>(Annual Salary based on 2,920 hours per year)</i>										

Effective June 1, 2023

**SCHEDULE XIX
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 73 HEALTH & HOSPITAL SYSTEM
(JHS & CHS)**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>
X09	Hourly	21.311	22.558	23.877	26.136
	Bi-Weekly	1,704.92	1,804.61	1,910.12	2,090.86
	Annual	44,327	46,920	49,662	54,362
X10	Hourly	24.329	25.753	27.258	29.844
	Bi-Weekly	1,946.32	2,060.23	2,180.66	2,387.54
	Annual	50,604	53,565	56,696	62,076
X11	Hourly	17.514	18.537	19.621	21.478
	Bi-Weekly	1,401.09	1,482.94	1,569.65	1,718.25
	Annual	36,428	38,556	40,811	44,674
X12	Hourly	17.955	19.096	20.310	22.350
	Bi-Weekly	1,436.41	1,527.71	1,624.83	1,788.01
	Annual	37,346	39,720	42,246	46,488
X13	Hourly	18.816	19.993	21.243	23.354
	Bi-Weekly	1,505.28	1,599.41	1,699.45	1,868.36
	Annual	39,136	41,584	44,185	48,576
X14	Hourly	19.120	20.298	21.549	23.663
	Bi-Weekly	1,529.56	1,623.86	1,723.90	1,893.08
	Annual	39,768	42,220	44,820	49,220
X15	Hourly	19.435	20.615	21.867	23.995
	Bi-Weekly	1,554.82	1,649.20	1,749.33	1,919.57
	Annual	40,424	42,879	45,482	49,909
X16	Hourly	20.425	21.670	22.991	25.231
	Bi-Weekly	1,634.02	1,733.62	1,839.31	2,018.46
	Annual	42,484	45,073	47,821	52,479
X17	Hourly	25.595	27.096	28.685	30.584
	Bi-Weekly	2,047.60	2,167.68	2,294.83	2,446.70
	Annual	53,237	56,360	59,665	63,613
X18	Hourly	27.173	28.763	30.440	33.365
	Bi-Weekly	2,173.86	2,301.01	2,435.22	2,669.21
	Annual	56,520	59,825	63,315	69,399

Effective December 1, 2023

**SCHEDULE X
BUREAU OF HUMAN RESOURCES
ASSISTANT PUBLIC DEFENDER COMPENSATION SCHEDULE - AFSCME
LOCAL 3315**

**After 1
Year at
Step 7 & 10
Years
Service**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
L1	Hourly	33.557								
	Bi-Weekly	2,684.53								
	Annual	69,798								
L2	Hourly	39.395	41.773	43.850	46.056	50.054	51.298	53.100	54.684	56.871
	Bi-Weekly	3,151.61	3,341.83	3,507.97	3,684.45	4,004.34	4,103.87	4,247.98	4,374.70	4,549.69
	Annual	81,942	86,887	91,206	95,796	104,113	106,700	110,447	113,742	118,292
L3	Hourly	47.437	50.275	52.752	57.094	58.514	59.976	62.070	63.934	66.491
	Bi-Weekly	3,794.95	4,022.00	4,220.16	4,567.51	4,681.13	4,798.04	4,965.61	5,114.72	5,319.31
	Annual	98,668	104,572	109,723	118,755	121,709	124,749	129,105	132,982	138,302
L4	Hourly	54.317	57.515	60.469	65.149	66.778	68.445	70.824	72.952	75.870
	Bi-Weekly	4,345.36	4,601.22	4,837.55	5,211.92	5,342.21	5,475.63	5,665.94	5,836.18	6,069.63
	Annual	112,979	119,631	125,776	135,510	138,897	142,366	147,314	151,740	157,810

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
DEPUTY SHERIFFS D2 & D2B
FRATERNAL ORDER OF POLICE**

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	After 1	After 1	After 1	After 1		
											Year at 1st	Year at 2nd	Year at 3rd	Year at 4th		
											After 2	After 1	After 1	After 1		
											Years At	Longevity	Longevity	Longevity		
											4th Step	Rate & 10	Rate & 12	Rate & 15	Rate & 20	
											Years	Years	Years	Years	Years	
											Service	Service	Service	Service	Service	
D2	Hourly	30.867	32.420	33.945	35.524	37.279	39.123	40.004	40.405	40.902	42.759					
	Bi-Weekly	2,469.39	2,593.63	2,715.56	2,841.92	2,982.31	3,129.85	3,200.31	3,232.36	3,272.18	3,420.70					
	Annual	64,204	67,434	70,604	73,889	77,539	81,376	83,208	84,041	85,076	88,938					
D2B	Hourly	33.065	34.660	36.267	38.070	39.826	41.792	42.733	43.162	43.692	45.676					
	Bi-Weekly	2,645.19	2,772.78	2,901.34	3,045.62	3,186.10	3,343.35	3,418.67	3,452.93	3,495.40	3,654.07					
	Annual	68,774	72,092	75,434	79,186	82,838	86,927	88,885	89,776	90,880	95,005					

**SCHEDULE XII
BUREAU OF HUMAN RESOURCES
POST GRAD PHARMACISTS RESIDENT
LOCAL 200**

**1ST
STEP**

RXG	Hourly	23.030
6/1/2021	Bi-Weekly	1,842.43
	Annual	47,903
RXG	Hourly	23.836
12/1/2021	Bi-Weekly	1,906.91
	Annual	49,579
RXG	Hourly	24.432
6/1/2022	Bi-Weekly	1,954.59
	Annual	50,819
RXG	Hourly	25.043
6/1/2023	Bi-Weekly	2,003.45
	Annual	52,089
RXG	Hourly	25.544
6/1/2024	Bi-Weekly	2,043.52
	Annual	53,131
RXG	Hourly	26.821
6/1/2025	Bi-Weekly	2,145.70
	Annual	55,788

**SCHEDULE XII
BUREAU OF HUMAN RESOURCES
PHARMACISTS - LOCAL 200**

	<u>Grade</u>		<u>1st Step</u>	<u>After 5 Years of Service 2nd Step</u>	<u>After 10 Year of Service 3rd Step</u>
6/1/2023	RX1	Hourly	74.239	75.723	77.237
		Bi-Weekly	5,939.10	6,057.85	6,179.00
		Annual	154,416	157,504	160,653
6/1/2023	RX2	Hourly	74.814	76.310	77.836
		Bi-Weekly	5,985.10	6,104.80	6,226.90
		Annual	155,612	158,724	161,899

Effective December 1, 2023

**SCHEDULE XIII
BUREAU OF HUMAN RESOURCES
PROBATION SERVICES, JTDC CASEWORKERS & SOCIAL SERVICE CASEWORKERS/OCJ
AFSCME**

1767 3477 3486 3696

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	After 1	After 1	After 1
											Year at 1st Longevity Rate & 10 Years At 5th Step	Year at 2nd Longevity Rate & 15 Years Service	Year at 3rd Longevity Rate & 20 Years Service
PS1 Hourly	29.915	31.189	32.515	33.895	35.336	36.838	38.512	40.467	41.378	43.033			
PS1 Bi-Weekly	2,393.22	2,495.16	2,601.19	2,711.59	2,826.90	2,947.03	3,080.98	3,237.40	3,310.26	3,442.67			
PS1 Annual	62,223	64,874	67,630	70,501	73,498	76,622	80,104	84,172	86,066	89,509			
PS2 Hourly	32.117	33.481	34.906	36.386	37.935	39.549	41.346	43.446	44.423	46.199			
PS2 Bi-Weekly	2,569.35	2,678.51	2,792.48	2,910.91	3,034.78	3,163.91	3,307.67	3,475.69	3,553.81	3,695.96			
PS2 Annual	66,802	69,640	72,604	75,683	78,904	82,261	85,999	90,367	92,399	96,095			
PSB Hourly	32.909	34.309	35.767	37.288	38.871	40.524	42.368	44.517	46.434	48.291			
PSB Bi-Weekly	2,632.76	2,744.68	2,861.33	2,983.06	3,109.69	3,241.95	3,389.45	3,561.39	3,714.69	3,863.27			
PSB Annual	68,451	71,362	74,394	77,559	80,851	84,290	88,125	92,595	96,581	100,445			
PSC Hourly	35.208	36.705	38.265	39.891	41.586	43.355	47.555	49.967	51.091	53.135			
PSC Bi-Weekly	2,816.65	2,936.42	3,061.18	3,191.29	3,326.84	3,468.37	3,804.40	3,997.39	4,087.28	4,250.77			
PSC Annual	73,232	76,347	79,591	82,973	86,498	90,177	98,914	103,931	106,269	110,519			
PS3 Hourly	36.939	38.507	40.145	41.851	43.629	45.485	47.555	49.967	52.117	54.201			
PS3 Bi-Weekly	2,955.14	3,080.53	3,211.62	3,348.07	3,490.31	3,638.79	3,804.40	3,997.39	4,169.32	4,336.10			
PS3 Annual	76,833	80,093	83,502	87,049	90,748	94,608	98,914	103,931	108,402	112,738			

Effective June 1, 2023

**SCHEDULE XIII
BUREAU OF HUMAN RESOURCES
PROBATION SERVICES - AFSCME AND TEAMSTERS ONLY (previously FOP & TEAMSTERS)**

<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>After 2</u>	<u>After 1</u>	<u>After 1</u>	<u>After 1</u>
												<u>Years At</u>	<u>Year at 1st</u>	<u>Year at 2nd</u>	<u>Year at 3rd</u>
												<u>5th Step</u>	<u>Rate & 10</u>	<u>Rate & 15</u>	<u>Rate & 20</u>
													<u>Years</u>	<u>Years</u>	<u>Years</u>
													<u>Service</u>	<u>Service</u>	<u>Service</u>
PS1	Hourly	28.129	29.619	30.881	32.193	33.559	34.986	36.473	38.131	39.867	40.763				
	Bi-Weekly	2,250.30	2,369.53	2,470.45	2,575.44	2,684.75	2,798.91	2,917.85	3,050.47	3,189.36	3,261.06				
	Annual	58,507	61,607	64,231	66,961	69,803	72,771	75,864	79,312	82,923	84,787				
PS2	Hourly	30.197	31.799	33.150	34.560	36.026	37.559	39.157	40.937	42.801	43.763				
	Bi-Weekly	2,415.76	2,543.91	2,651.99	2,764.83	2,882.09	3,004.73	3,132.59	3,274.92	3,424.05	3,501.05				
	Annual	62,809	66,141	68,951	71,885	74,934	78,123	81,447	85,147	89,025	91,027				
PSB	Hourly	30.945	32.584	33.969	35.412	36.919	38.486	40.123	41.949	43.857	45.744				
	Bi-Weekly	2,475.61	2,606.69	2,717.51	2,833.00	2,953.52	3,078.90	3,209.85	3,355.89	3,508.55	3,659.54				
	Annual	64,365	67,774	70,655	73,657	76,791	80,051	83,456	87,253	91,222	95,148				
PSC	Hourly	33.105	34.860	36.342	37.886	39.496	41.174	42.925	47.084	49.226	50.333				
	Bi-Weekly	2,648.38	2,788.76	2,907.34	3,030.87	3,159.69	3,293.91	3,434.03	3,766.73	3,938.12	4,026.68				
	Annual	68,857	72,507	75,590	78,802	82,152	85,641	89,284	97,935	102,391	104,693				

Effective June 1, 2023

**SCHEDULE XIV
BUREAU OF HUMAN RESOURCES
HEALTH & HOSPITAL SYSTEMS
MEDICAL TECHNOLOGISTS - SEIU LOCAL 73**

<u>Grade</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>	After 1 Year	After 1 Year	After 1 Year	After 1 Year	
											at 1st	at 2nd	at 3rd	at 4th	
											Longevity	Longevity	Longevity	Longevity	
											Rate & 10	Rate & 12	Rate & 15	Rate & 20	
											Years	Years	Years	Years	
											Service	Service	Service	Service	
											After 2				
											Years At				
											5th Step				
T16	Hourly	28.764	30.126	31.557	33.065	34.661	36.267	38.118	38.498	38.979	40.758				
	Bi-Weekly	2,301.10	2,410.06	2,524.58	2,645.19	2,772.87	2,901.34	3,049.41	3,079.87	3,118.28	3,260.62				
	Annual	59,828	62,661	65,639	68,774	72,094	75,434	79,284	80,076	81,075	84,776				
T18	Hourly	33.065	34.661	36.267	38.070	39.826	41.792	43.749	44.187	44.744	46.788				
	Bi-Weekly	2,645.19	2,772.87	2,901.34	3,045.62	3,186.10	3,343.35	3,499.90	3,534.96	3,579.55	3,743.07				
	Annual	68,774	72,094	75,434	79,186	82,838	86,927	90,997	91,908	93,068	97,319				

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
FOP - STROGER HOSPITAL SECURITY AIDES AND HOSPITAL POLICE OFFICERS**

<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	After 1 Year	After 1 Year	After 1 Year	After 1 Year
												at 1st	at 2nd	at 3rd	at 4th
												Longevity	Longevity	Longevity	Longevity
												Rate & 10	Rate & 15	Rate & 20	Rate & 25
												Years	Years	Years	Years
												At	At	At	At
												4th	4th	4th	4th
												Step	Step	Step	Step
												Service	Service	Service	Service
12	Hourly	21.644	22.685	23.746	24.891	26.170	27.382	27.917	28.196	29.053	30.506				
	Bi-Weekly	1,731.54	1,814.76	1,899.69	1,991.28	2,093.59	2,190.59	2,233.37	2,255.71	2,324.24	2,440.46				
	Annual	45,020	47,183	49,391	51,773	54,433	56,955	58,067	58,648	60,430	63,451				
14	Hourly	24.891	26.170	27.382	28.764	30.126	31.557	32.207	32.528	33.510	35.186				
	Bi-Weekly	1,991.28	2,093.59	2,190.59	2,301.10	2,410.07	2,524.54	2,576.60	2,602.27	2,680.80	2,814.84				
	Annual	51,773	54,433	56,955	59,828	62,661	65,638	66,991	67,658	69,700	73,185				

Effective June 1, 2023

**SCHEDULE XVIII
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - FACILITIES MANAGEMENT**

<u>Title</u>	<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>After 1 Year & 5 Years Service</u>	<u>After 1 Year at 1st Longevity Rate & 10 Years Service</u>	
CUSTODIAL WRKR. II	X05	Hourly	20.135	22.372	22.702	23.266
		Bi-Weekly	1,610.80	1,789.77	1,816.17	1,861.29
		Annual	41,881	46,534	47,221	48,394
CUSTODIAL WRKR. III	X06	Hourly	22.985	25.541	25.919	26.565
		Bi-Weekly	1,838.78	2,043.27	2,073.56	2,125.21
		Annual	47,808	53,125	53,913	55,255

Effective June 1, 2023

**SCHEDULE XIX
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700
JTDC**

<u>Job Code</u>	<u>Job Title</u>	<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>		
								<u>After 1 Year at 2nd step & 5 Years of Service</u>	<u>After 1 Year at Step 3, 1st Longevity Rate, & 10 Years of Service</u>
4614	Cosmetologist	X10	Hourly	24.329	25.753	27.258	29.844		
2124	Cook II		Bi-Weekly	1,946.32	2,060.23	2,180.66	2,387.54		
2422	Custodial Worker II		Annual	50,604	53,566	56,697	62,076		
1253	Supply Clerk III	X11	Hourly	17.514	18.537	19.621	21.478		
			Bi-Weekly	1,401.09	1,482.94	1,569.65	1,718.25		
			Annual	36,428	38,556	40,811	44,675		
2163	Seamster II	X12	Hourly	17.955	19.096	20.310	22.350		
			Bi-Weekly	1,436.41	1,527.71	1,624.83	1,788.01		
			Annual	37,347	39,720	42,246	46,488		
2161	Laundry Worker II	X13	Hourly	18.816	19.993	21.243	23.354		
			Bi-Weekly	1,505.28	1,599.41	1,699.45	1,868.36		
			Annual	39,137	41,585	44,186	48,577		
2131	Food Service Worker I	X14	Hourly	19.120	20.298	21.549	23.663		
			Bi-Weekly	1,529.56	1,623.86	1,723.90	1,893.08		
			Annual	39,769	42,220	44,821	49,220		
2423	Custodial Worker III	X17	Hourly	25.595	27.096	28.685	30.584		
2142	Housekeeper II		Bi-Weekly	2,047.60	2,167.68	2,294.83	2,446.70		
			Annual	53,238	56,360	59,666	63,614		

Effective June 1, 2023

**SCHEDULE XIX
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 73 HEALTH & HOSPITAL SYSTEM
(FACILITIES MANAGEMENT &
SHERIFF SERVICE EMPLOYEES)**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	After 1	After 1
						Year at Step 3, 1st Longevity Rate, & 10 Years of Service	Year at 2nd step & 5 Years of Service
X09	Hourly	21.311	22.558	23.877	26.136		
	Bi-Weekly	1,704.92	1,804.61	1,910.12	2,090.86		
	Annual	44,327	46,920	49,662	54,362		
X10	Hourly	24.329	25.753	27.258	29.844		
	Bi-Weekly	1,946.32	2,060.23	2,180.66	2,387.54		
	Annual	50,604	53,565	56,696	62,076		
X11	Hourly	17.514	18.537	19.621	21.478		
	Bi-Weekly	1,401.09	1,482.94	1,569.65	1,718.25		
	Annual	36,428	38,556	40,811	44,674		
X12	Hourly	17.955	19.096	20.310	22.350		
	Bi-Weekly	1,436.41	1,527.71	1,624.83	1,788.01		
	Annual	37,346	39,720	42,246	46,488		
X13	Hourly	18.816	19.993	21.243	23.354		
	Bi-Weekly	1,505.28	1,599.41	1,699.45	1,868.36		
	Annual	39,136	41,584	44,185	48,576		
X14	Hourly	19.120	20.298	21.549	23.663		
	Bi-Weekly	1,529.56	1,623.86	1,723.90	1,893.08		
	Annual	39,768	42,220	44,820	49,220		
X15	Hourly	19.435	20.615	21.867	23.995		
	Bi-Weekly	1,554.82	1,649.20	1,749.33	1,919.57		
	Annual	40,424	42,879	45,482	49,909		
X16	Hourly	20.425	21.670	22.991	25.231		
	Bi-Weekly	1,634.02	1,733.62	1,839.31	2,018.46		
	Annual	42,484	45,073	47,821	52,479		
X17	Hourly	25.595	27.096	28.685	30.584		
	Bi-Weekly	2,047.60	2,167.68	2,294.83	2,446.70		
	Annual	53,237	56,360	59,665	63,613		
X18	Hourly	27.173	28.763	30.440	33.365		
	Bi-Weekly	2,173.86	2,301.01	2,435.22	2,669.21		
	Annual	56,520	59,825	63,315	69,399		

Effective December 1, 2023

**SCHEDULE XX
BUREAU OF HUMAN RESOURCES
CASEWORKER PUBLIC GUARDIAN
AFSCME 3969**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>									After 1	After 1	After 1	
																			Year at 1st	Year at 2nd	Year at 3rd	Longevity
																			After 2			
																			Years At	Rate & 10	Rate & 15	Rate & 20
																			5th Step	Years	Years	Years
																				Service	Service	Service
PG1	Hourly	30.007	31.502	33.076	34.732	36.374	40.417	41.829	43.515	45.256												
	Bi-Weekly	2,400.54	2,520.13	2,646.05	2,778.57	2,909.93	3,233.38	3,346.29	3,481.21	3,620.46												
	Annual	62,413	65,522	68,796	72,242	75,658	84,067	87,002	90,511	94,131												
PG2	Hourly	32.280	33.805	35.433	37.129	38.857	41.426	42.866	44.599	46.383												
	Bi-Weekly	2,582.37	2,704.37	2,834.66	2,970.30	3,108.53	3,314.09	3,429.31	3,567.90	3,710.61												
	Annual	67,141	70,314	73,700	77,227	80,821	86,165	89,162	92,765	96,475												

Schedule XXIV-Skilled Trades 6/1/23

Job Code	Title	Bi-Weekly Salary	Hourly Salary	Effective Date	Annual Salary
2336	Architectural Iron Worker	\$ 4,400.80	55.010	6/1/2023	\$114,420.80
2335	Architectural Iron Worker Frm	\$ 4,680.80	58.510	6/1/2023	\$121,700.80
2391	Biomedical Electrical Technician Foreman	\$ 4,669.60	58.370	6/5/2023	\$121,409.60
2390	Biomedical Electrical Technician/Journeymen	\$ 4,304.00	53.800	6/5/2023	\$111,904.00
2307	Boilermaker/Blacksmith	\$ 4,376.80	54.710	5/1/2023	\$113,796.80
2310	Boilermaker/Welder	\$ 4,376.80	54.710	5/1/2023	\$113,796.80
2311	Bricklayer	\$ 3,984.80	49.810	6/1/2022	\$103,604.80
2312	Bricklayer Foreman	\$ 4,383.20	54.790	6/1/2022	\$113,963.20
1402	Building & Constriction Plan Examiner I	\$ 4,280.80	53.510	6/1/2023	\$111,300.80
1404	Building & Zoning Inspector	\$ 4,280.80	53.510	6/1/2023	\$111,300.80
1415	Building & Zoning Inspector II	\$ 4,280.80	53.510	6/1/2023	\$111,300.80
2317	Carpenter	\$ 4,280.80	53.510	6/1/2023	\$111,300.80
2318	Carpenter Foreman	\$ 4,480.80	56.010	6/1/2023	\$116,500.80
2327	Chief Electrical Inspector	\$ 4,902.40	61.280	6/5/2023	\$127,462.40
2348	Chief Plumbing Inspector	\$ 5,202.40	65.030	6/1/2023	\$135,262.40
4013	Chief Telecommunications Electrician	\$ 4,902.40	61.280	6/5/2023	\$127,462.40
2328	Electrical Equipment Technician	\$ 4,304.00	53.800	6/5/2023	\$111,904.00
2346	Electrical Equipment Technician Foreman	\$ 4,669.60	58.370	6/5/2023	\$121,409.60
2330	Electrical Inspector	\$ 4,669.60	58.370	6/5/2023	\$121,409.60
2329	Electrical Mechanic	\$ 4,304.00	53.800	6/5/2023	\$111,904.00
2323	Electrical Plan Examiner	\$ 4,304.00	53.800	6/5/2023	\$111,904.00
2324	Electrician	\$ 4,304.00	53.800	6/5/2023	\$111,904.00
2326	Electrician Foreman	\$ 4,669.60	58.370	6/5/2023	\$121,409.60
9193	Electronics Equipment Specialist	\$ 4,254.40	53.180	12/18/2022	\$110,614.40
1411	Elevator Inspector	\$ 4,997.60	62.470	1/1/2022	\$129,937.60
1413	Elevator Mechanic	\$ 4,997.60	62.470	1/1/2022	\$129,937.60
1412	Fire Prevention Inspector	\$ 4,280.80	53.510	6/1/2023	\$111,300.80
2320	Glazier	\$ 3,900.00	48.750	6/1/2022	\$101,400.00
2392	Laborer	\$ 3,912.00	48.900	6/1/2023	\$101,712.00
2395	Laborer Foreman	\$ 4,000.00	50.000	6/1/2023	\$104,000.00
2396	Laborer Foreman (HWY.)	\$ 4,000.00	50.000	6/1/2023	\$104,000.00
2393	Laborer I	\$ 3,912.00	48.900	6/1/2023	\$101,712.00
2394	Laborer II	\$ 3,944.00	49.300	6/1/2023	\$102,544.00
2321	Lather	\$ 4,280.80	53.510	6/1/2023	\$111,300.80
2331	Machinist	\$ 4,254.40	53.180	7/1/2022	\$110,614.40
2339	Machinist Foreman	\$ 4,574.40	57.180	7/1/2022	\$118,934.40
2431	Marble Polisher	\$ 3,040.00	38.000	6/1/2022	\$79,040.00
2334	Master Locksmith	\$ 4,400.80	55.010	6/1/2023	\$114,420.80
2371	Motor Vehicle Driver (Road Repairman)	\$ 3,196.00	39.950	6/1/2022	\$83,096.00
2381	Motor Vehicle Driver I	\$ 3,196.00	39.950	6/1/2022	\$83,096.00
2382	Motor Vehicle Driver II	\$ 3,248.00	40.600	6/1/2022	\$84,448.00
2451	Operating Engineer I	\$ 4,229.60	52.870	7/1/2022	\$109,969.60
2452	Operating Engineer II	\$ 4,452.00	55.650	7/1/2022	\$115,752.00
2453	Operating Engineer III	\$ 4,897.60	61.220	7/1/2022	\$127,337.60
2454	Operating Engineer IV	\$ 5,498.40	68.730	7/1/2022	\$142,958.40
2354	Painter	\$ 4,024.00	50.300	6/1/2022	\$104,624.00
2356	Painter Foreman	\$ 4,526.40	56.580	6/1/2022	\$117,686.40
2342	Pipecoverer	\$ 4,329.60	54.120	6/1/2023	\$112,569.60
2368	Pipecoverer Foreman	\$ 4,589.60	57.370	6/1/2023	\$119,329.60
2388	Pipecoverer Material Handler	\$ 3,247.20	40.590	6/1/2023	\$84,427.20
2389	Pipecoverer Pre-Apprentice	\$ 2,816.80	35.210	6/1/2013	\$73,236.80
2361	Plasterer	\$ 4,300.00	53.750	6/1/2023	\$111,800.00
2363	Plasterer Helper	\$ 3,912.00	48.900	6/1/2023	\$101,712.00
2350	Plumber	\$ 4,544.00	56.800	6/1/2023	\$118,144.00
2352	Plumber Foreman	\$ 4,816.00	60.200	6/1/2023	\$125,216.00
2353	Plumbing Inspector/Foreman	\$ 4,816.00	60.200	6/1/2023	\$125,216.00
2349	Plumbing Plan Examiner/Foreman	\$ 4,816.00	60.200	6/1/2023	\$125,216.00
2343	Refrigerator Man	\$ 4,400.00	55.000	6/1/2023	\$114,400.00
2372	Road Equipment Operator	\$ 4,264.00	53.300	6/1/2022	\$110,864.00
2376	Road Equipment Operator - MM Foreman	\$ 4,584.00	57.300	6/1/2022	\$119,184.00
2373	Road Equipment Operator - Master Mechanic	\$ 4,504.00	56.300	6/1/2022	\$117,104.00
2359	Sign Painter (Shopman)	\$ 3,324.00	41.550	1/1/2022	\$86,424.00
2344	Steamfitter	\$ 4,400.00	55.000	6/1/2023	\$114,400.00
2345	Steamfitter Foreman	\$ 4,640.00	58.000	6/1/2023	\$120,640.00
2379	Telecommunications Electrician	\$ 4,304.00	53.800	6/5/2023	\$111,904.00
2378	Telecommunications Electrician Foreman	\$ 4,669.60	58.370	6/5/2023	\$121,409.60
2340	Tinsmith	\$ 4,092.00	51.150	6/1/2023	\$106,392.00
2341	Tinsmith Foreman	\$ 4,419.20	55.240	6/1/2023	\$114,899.20
2225	Ventilating Inspector	\$ 4,419.20	55.240	6/1/2023	\$114,899.20
1420	Zoning Plan Examiner I	\$ 4,280.80	53.510	6/1/2023	\$111,300.80

Effective June 1, 2023

**SCHEDULE XXVI
BUREAU OF HUMAN RESOURCES
SHERIFF/COURT SERVICES LIEUTENANTS
POLICE BENEVOLENT LABOR COMMITTEE (PBPA)**

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>	<u>After 1</u>	<u>After 1</u>	<u>After 1</u>	<u>After 1</u>	
												<u>Year at 1st</u>	<u>Year at 2nd</u>	<u>Year at 3rd</u>	<u>Year at 4th</u>	
												<u>Longevity</u>	<u>Longevity</u>	<u>Longevity</u>	<u>Longevity</u>	
												<u>Rate & 10</u>	<u>Rate & 15</u>	<u>Rate & 20</u>	<u>Rate & 25</u>	
												<u>Years</u>	<u>Years</u>	<u>Years</u>	<u>Years</u>	
												<u>Service</u>	<u>Service</u>	<u>Service</u>	<u>Service</u>	
												<u>After 2</u>				
												<u>Years At</u>				
												<u>5th Step</u>				
20	Hourly	39.826	41.791	43.768	45.865	48.030	50.374	51.510	52.023	52.667	55.055	57.808				
	Bi-Weekly	3,186.10	3,343.26	3,501.40	3,669.17	3,842.40	4,029.95	4,120.80	4,161.86	4,213.34	4,404.41	4,624.63				
	Annual	82,838	86,924	91,036	95,398	99,902	104,778	107,140	108,208	109,546	114,514	120,240				

Effective December 1, 2023

SCHEDULE XXXIX
BUREAU OF HUMAN RESOURCES
AFSCME 2226 SWORN UNITS
 Correctional Lieutenants

<u>Grade</u>	<u>Entry Rate 1</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>		<u>After 2 Years At 5th Step</u>	<u>After 1 Year at 1st</u>	<u>After 1 Year at 2nd</u>	<u>After 1 Year at 3rd</u>	<u>After 1 Year at 4th</u>	
														<u>Longevity Rate & 10 Years Service</u>	<u>Longevity Rate & 15 Years Service</u>	<u>Longevity Rate & 20 Years Service</u>	<u>Longevity Rate & 25 Years Service</u>	
20 Hourly	40.224	41.933	43.717	45.575	47.510	49.529	51.634	53.054	54.386	57.103	59.960							
Bi-Weekly	3,217.96	3,354.67	3,497.35	3,646.02	3,800.83	3,962.34	4,130.71	4,244.32	4,350.90	4,568.31	4,796.77							
Annual	83,666	87,221	90,931	94,796	98,821	103,020	107,398	110,352	113,122	118,776	124,715							

Effective June 1, 2023

**SCHEDULE XXVII
BUREAU OF HUMAN RESOURCES
INVESTIGATORS (STATE'S ATTORNEY)**

<u>Grade</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>	<u>11th Step</u>	After 1	After 1	After 1	After 1
												Year at 1st	Year at 2nd	Year at 3rd	Year at 4th
												Longevity	Longevity	Longevity	Longevity
												Rate & 10	Rate & 15	Rate & 20	Rate & 25
												Years At	Years	Years	Years
												6th Step	Service	Service	Service
SA1 Hourly	33.743	35.418	37.184	39.036	40.827	42.844	44.871	45.763	46.222	47.607					
SA1 Bi-Weekly	2,699.42	2,833.45	2,974.73	3,122.91	3,266.13	3,427.53	3,589.67	3,661.05	3,697.79	3,808.58					
SA1 Annual	70,184	73,669	77,343	81,195	84,919	89,115	93,331	95,187	96,142	99,023					
SA2 Hourly	39.036	40.827	42.844	44.871	47.029	49.238	51.645	52.401	52.914	54.501	55.047				
SA2 Bi-Weekly	3,122.91	3,266.13	3,427.53	3,589.67	3,762.28	3,939.03	4,131.57	4,192.11	4,233.08	4,360.04	4,403.77				
SA2 Annual	81,195	84,919	89,115	93,331	97,819	102,414	107,420	108,994	110,060	113,361	114,497				

Effective June 1, 2023

**SCHEDULE XXXI
BUREAU OF HUMAN RESOURCES
DEPUTY CHIEF**

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>	<u>After 1 Year</u>	<u>After 1 Year</u>	<u>After 1 Year</u>	<u>After 1 Year</u>	
												<u>at Maximum</u>	<u>at 1st</u>	<u>at 2nd</u>	<u>at 3rd</u>	<u>at 4th</u>
												<u>Rate & 5</u>	<u>Rate & 10</u>	<u>Rate & 15</u>	<u>Rate & 20</u>	<u>Rate & 25</u>
												<u>Years</u>	<u>Years</u>	<u>Years</u>	<u>Years</u>	<u>Years</u>
												<u>Service</u>	<u>Service</u>	<u>Service</u>	<u>Service</u>	<u>Service</u>
20 Hourly	35.843	39.826	41.792	43.768	45.866	48.030	50.374	51.114	51.609	53.167	55.825					
Bi-Weekly	2,867.43	3,186.10	3,343.35	3,501.40	3,669.25	3,842.40	4,029.95	4,089.11	4,128.75	4,253.34	4,466.00					
Annual	74,553	82,838	86,927	91,036	95,400	99,902	104,778	106,316	107,347	110,586	116,116					

Effective June 1, 2023

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
FRATERNAL ORDER OF POLICE**

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	After 1	After 1	After 1	After 1	After 1	
												Year at 1st	Year at 2nd	Year at 3rd	Year at 4th	Year at 5th	
												After 2	After 10	After 12	After 15	After 20	After 25
												Years At	Years	Years	Years	Years	Years
												4th Step	Service	Service	Service	Service	Service
												Longevity	Longevity	Longevity	Longevity	Longevity	Longevity
												Rate & 10	Rate & 12	Rate & 15	Rate & 20	Rate & 25	Rate & 25
9	Hourly	17.586	17.982	18.857	19.765	20.677	22.150	22.647	22.872	23.156	24.208	25.418					
	Bi-Weekly	1,406.92	1,438.53	1,508.55	1,581.22	1,654.15	1,772.02	1,811.76	1,829.77	1,852.46	1,936.61	2,033.44					
	Annual	36,579	37,401	39,222	41,111	43,007	46,072	47,105	47,574	48,164	50,351	52,869					
10	Hourly	18.838	19.718	20.646	21.646	22.685	23.746	24.280	24.524	24.822	25.953	27.250					
	Bi-Weekly	1,507.05	1,577.42	1,651.68	1,731.67	1,814.76	1,899.70	1,942.44	1,961.95	1,985.79	2,076.21	2,180.02					
	Annual	39,183	41,012	42,943	45,023	47,183	49,392	50,503	51,010	51,630	53,981	56,680					
11	Hourly	20.210	21.143	22.148	23.183	24.329	25.561	26.138	26.401	26.725	27.937	29.334					
	Bi-Weekly	1,616.80	1,691.41	1,771.85	1,854.67	1,946.32	2,044.86	2,091.04	2,112.06	2,138.01	2,234.96	2,346.71					
	Annual	42,036	43,976	46,068	48,221	50,604	53,166	54,367	54,913	55,588	58,109	61,014					
12	Hourly	21.646	22.685	23.746	24.892	26.169	27.382	27.997	28.277	28.630	29.926	31.422					
	Bi-Weekly	1,731.67	1,814.76	1,899.70	1,991.35	2,093.51	2,190.55	2,239.73	2,262.16	2,290.41	2,394.07	2,513.78					
	Annual	45,023	47,183	49,392	51,775	54,431	56,954	58,233	58,816	59,550	62,245	65,358					
13	Hourly	23.183	24.329	25.563	26.796	28.010	29.412	30.073	30.374	30.750	32.144	33.752					
	Bi-Weekly	1,854.67	1,946.32	2,045.04	2,143.67	2,240.79	2,352.93	2,405.82	2,429.92	2,460.03	2,571.55	2,700.13					
	Annual	48,221	50,604	53,170	55,735	58,260	61,176	62,551	63,178	63,960	66,860	70,203					
14	Hourly	24.892	26.169	27.381	28.764	30.127	31.557	32.266	32.589	32.992	34.490	36.214					
	Bi-Weekly	1,991.35	2,093.51	2,190.46	2,301.10	2,410.14	2,524.58	2,581.26	2,607.13	2,639.36	2,759.18	2,897.14					
	Annual	51,775	54,431	56,952	59,828	62,663	65,639	67,112	67,785	68,623	71,738	75,325					
15	Hourly	26.796	28.010	29.413	30.867	32.420	33.945	34.708	35.056	35.488	37.096	38.950					
	Bi-Weekly	2,143.67	2,240.79	2,353.02	2,469.39	2,593.63	2,715.56	2,776.66	2,804.48	2,839.00	2,967.65	3,116.03					
	Annual	55,735	58,260	61,178	64,204	67,434	70,604	72,193	72,916	73,814	77,158	81,016					
16	Hourly	28.764	30.127	31.557	33.065	34.660	36.267	37.083	37.453	37.920	39.637	41.619					
	Bi-Weekly	2,301.10	2,410.14	2,524.58	2,645.19	2,772.78	2,901.34	2,966.68	2,996.26	3,033.61	3,171.00	3,329.55					
	Annual	59,828	62,663	65,639	68,774	72,092	75,434	77,133	77,902	78,873	82,445	86,568					
17	Hourly	30.867	32.420	33.945	35.524	37.279	39.123	40.004	40.405	40.902	42.759	44.897					
	Bi-Weekly	2,469.39	2,593.63	2,715.56	2,841.92	2,982.31	3,129.85	3,200.31	3,232.36	3,272.18	3,420.70	3,591.73					
	Annual	64,204	67,434	70,604	73,889	77,539	81,376	83,208	84,041	85,076	88,938	93,385					
18	Hourly	33.065	34.660	36.267	38.070	39.826	41.792	42.733	43.162	43.692	45.676	47.960					
	Bi-Weekly	2,645.19	2,772.78	2,901.34	3,045.62	3,186.10	3,343.35	3,418.67	3,452.93	3,495.40	3,654.07	3,836.77					
	Annual	68,774	72,092	75,434	79,186	82,838	86,927	88,885	89,776	90,880	95,005	99,756					
19	Hourly	36.267	38.070	39.826	41.791	43.768	45.866	46.898	47.368	47.953	50.128	52.635					
	Bi-Weekly	2,901.34	3,045.62	3,186.10	3,343.26	3,501.40	3,669.25	3,751.81	3,789.43	3,836.22	4,010.26	4,210.77					
	Annual	75,434	79,186	82,838	86,924	91,036	95,400	97,547	98,525	99,741	104,266	109,479					
20	Hourly	39.826	41.791	43.768	45.865	48.030	50.374	51.510	52.023	52.667	55.055	57.808					
	Bi-Weekly	3,186.10	3,343.26	3,501.40	3,669.17	3,842.40	4,029.95	4,120.80	4,161.86	4,213.34	4,404.41	4,624.63					
	Annual	82,838	86,924	91,036	95,398	99,902	104,778	107,140	108,208	109,546	114,514	120,240					
21	Hourly	43.768	45.865	48.030	50.375	52.765	55.333	56.576	57.143	57.852	60.472	63.496					
	Bi-Weekly	3,501.40	3,669.17	3,842.40	4,030.03	4,221.20	4,426.66	4,526.09	4,571.47	4,628.16	4,837.77	5,079.66					
	Annual	91,036	95,398	99,902	104,780	109,751	115,093	117,678	118,858	120,332	125,782	132,071					
22	Hourly	48.030	50.375	52.765	55.332	57.905	60.693	62.060	62.681	63.458	66.333	69.649					
	Bi-Weekly	3,842.40	4,030.03	4,221.20	4,426.57	4,632.39	4,855.43	4,964.83	5,014.45	5,076.61	5,306.63	5,571.96					
	Annual	99,902	104,780	109,751	115,090	120,442	126,241	129,085	130,375	131,991	137,972	144,870					

Effective: June 1, 2023

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH
DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER**

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP1	526	88.542	7,083.33	184,166
K	KP1	530	90.326	7,226.11	187,878
K	KP1	534	92.146	7,371.71	191,664
K	KP1	538	94.003	7,520.22	195,525
K	KP1	542	95.898	7,671.83	199,467
K	KP1	546	97.830	7,826.44	203,487
K	KP1	550	99.802	7,984.13	207,587
K	KP1	554	101.814	8,145.10	211,772
K	KP1	558	103.864	8,309.15	216,038
K	KP1	562	105.957	8,476.56	220,390
K	KP1	566	108.093	8,647.42	224,832
K	KP1	570	110.271	8,821.72	229,364
K	KP1	574	112.494	8,999.55	233,988
K	KP1	578	114.759	9,180.73	238,698
K	KP1	582	117.072	9,365.80	243,510
K	KP1	586	119.430	9,554.40	248,414
K	KP1	590	121.836	9,746.89	253,419
K	KP1	594	124.291	9,943.26	258,524
K	KP1	598	126.797	10,143.78	263,738
K	KP1	602	129.353	10,348.28	269,055
K	KP1	606	131.957	10,556.57	274,470
K	KP1	610	134.619	10,769.54	280,008
K	KP1	614	137.330	10,986.40	285,646
K	KP1	618	140.098	11,207.84	291,403
K	KP1	622	142.920	11,433.62	297,274
K	KP1	626	145.799	11,663.90	303,261
K	KP1	630	148.737	11,898.94	309,372
K	KP1	634	151.738	12,139.02	315,614
K	KP1	638	154.794	12,383.51	321,971
K	KP1	642	157.912	12,632.95	328,456

*Each step progression represent a 2% increase

Effective: June 1, 2023

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH
DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER**

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP1	646	161.098	12,887.86	335,084
K	KP1	650	164.342	13,147.37	341,831
K	KP1	654	167.651	13,412.08	348,714
K	KP1	658	171.029	13,682.36	355,741
K	KP1	662	174.477	13,958.20	362,913
K	KP1	666	177.992	14,239.33	370,222
K	KP1	670	181.582	14,526.56	377,690
K	KP1	674	185.237	14,819.00	385,293
K	KP1	678	188.970	15,117.62	393,058
K	KP1	682	192.779	15,422.33	400,980
K	KP1	686	196.664	15,733.13	409,061
K	KP1	690	200.626	16,050.12	417,303
K	KP1	694	204.667	16,373.37	425,707
K	KP1	698	208.793	16,703.43	434,289
K	KP1	702	212.999	17,039.92	443,038
K	KP1	706	217.291	17,383.31	451,966
K	KP1	710	221.671	17,733.67	461,075
K	KP1	714	226.135	18,090.83	470,361
K	KP1	718	230.694	18,455.50	479,842
K	KP1	722	235.343	18,827.40	489,512
K	KP1	726	240.087	19,206.99	499,381
K	KP1	730	244.920	19,593.64	509,434
K	KP1	734	249.856	19,988.50	519,701
K	KP1	738	254.891	20,391.31	530,174
K	KP1	742	260.029	20,802.33	540,860
K	KP1	746	265.268	21,221.48	551,758
K	KP1	750	270.616	21,649.27	562,881
K	KP1	754	276.068	22,085.46	574,221
K	KP1	758	281.633	22,530.65	585,796
K	KP1	762	287.309	22,984.76	597,603

*Each step progression represent a 2% increase

Effective: June 1, 2023

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH
DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER**

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP1	766	293.100	23,447.96	609,647
K	KP1	770	299.003	23,920.26	621,926
K	KP1	774	305.031	24,402.45	634,463
K	KP1	778	311.177	24,894.17	647,248
K	KP1	782	317.446	25,395.70	660,288
K	KP1	786	323.841	25,907.29	673,589
K	KP1	790	330.368	26,429.48	687,166
K	KP1	794	337.024	26,961.90	701,009
K	KP1	798	343.816	27,505.28	715,137
K	KP1	802	350.745	28,059.61	729,549
K	KP1	806	357.812	28,624.97	744,249
K	KP1	810	365.024	29,201.90	759,249
K	KP1	814	372.379	29,790.31	774,548
K	KP1	818	379.884	30,390.73	790,158
K	KP1	822	387.539	31,003.15	806,081
K	KP1	826	395.349	31,627.94	822,326
K	KP1	830	403.315	32,265.18	838,894

*Each step progression represent a 2% increase

Effective: June 1, 2023

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH
DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER**

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP2	527	88.985	7,118.80	185,088
K	KP2	531	90.780	7,262.39	188,822
K	KP2	535	92.607	7,408.54	192,622
K	KP2	539	94.475	7,558.00	196,508
K	KP2	543	96.379	7,710.31	200,468
K	KP2	547	98.320	7,865.56	204,504
K	KP2	551	100.300	8,024.03	208,624
K	KP2	555	102.321	8,185.71	212,828
K	KP2	559	104.381	8,350.51	217,113
K	KP2	563	106.486	8,518.90	221,491
K	KP2	567	108.632	8,690.59	225,955
K	KP2	571	110.822	8,865.78	230,510
K	KP2	575	113.057	9,044.54	235,158
K	KP2	579	115.332	9,226.53	239,889
K	KP2	583	117.656	9,412.46	244,723
K	KP2	587	120.029	9,602.34	249,660
K	KP2	591	122.446	9,795.71	254,688
K	KP2	595	124.914	9,993.13	259,821
K	KP2	599	127.430	10,194.40	265,054
K	KP2	603	130.000	10,399.99	270,399
K	KP2	607	132.619	10,609.54	275,847
K	KP2	611	135.291	10,823.30	281,405
K	KP2	615	138.018	11,041.48	287,078
K	KP2	619	140.797	11,263.79	292,858
K	KP2	623	143.637	11,490.97	298,765
K	KP2	627	146.530	11,722.37	304,781

*Each step progression represent a 2% increase

Effective: June 1, 2023

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH
DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER**

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP2	631	149.480	11,958.37	310,917
K	KP2	635	152.496	12,199.70	317,192
K	KP2	639	155.568	12,445.43	323,581
K	KP2	643	158.703	12,696.22	330,101
K	KP2	647	161.902	12,952.15	336,756
K	KP2	651	165.162	13,212.96	343,536
K	KP2	655	168.489	13,479.08	350,456
K	KP2	659	171.885	13,750.82	357,521
K	KP2	663	175.350	14,027.97	364,727
K	KP2	667	178.884	14,310.73	372,078
K	KP2	671	182.486	14,598.90	379,571
K	KP2	675	186.165	14,893.24	387,224
K	KP2	679	189.916	15,193.26	395,024
K	KP2	683	193.743	15,499.45	402,985
K	KP2	687	197.645	15,811.60	411,101
K	KP2	691	201.628	16,130.27	419,387
K	KP2	695	205.691	16,455.29	427,837
K	KP2	699	209.836	16,786.92	436,459
K	KP2	703	214.064	17,125.16	445,254
K	KP2	707	218.379	17,470.29	454,227
K	KP2	711	222.779	17,822.31	463,380
K	KP2	715	227.269	18,181.50	472,719
K	KP2	719	231.848	18,547.85	482,244
K	KP2	723	236.519	18,921.56	491,960
K	KP2	727	241.284	19,302.70	501,870
K	KP2	731	246.146	19,691.65	511,982

*Each step progression represent a 2% increase

Effective: June 1, 2023

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH
DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER**

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP2	735	251.107	20,088.59	522,303
K	KP2	739	256.167	20,493.35	532,827
K	KP2	743	261.331	20,906.46	543,567
K	KP2	747	266.595	21,327.56	554,516
K	KP2	751	271.969	21,757.48	565,694
K	KP2	755	277.452	22,196.13	577,099
K	KP2	759	283.042	22,643.33	588,726
K	KP2	763	288.747	23,099.80	600,594
K	KP2	767	294.565	23,565.18	612,694
K	KP2	771	300.499	24,039.93	625,038
K	KP2	775	306.555	24,524.42	637,634
K	KP2	779	312.731	25,018.47	650,480
K	KP2	783	319.035	25,522.80	663,592
K	KP2	787	325.462	26,036.96	676,960
K	KP2	791	332.020	26,561.59	690,601
K	KP2	795	338.711	27,096.88	704,518
K	KP2	799	345.535	27,642.83	718,713
K	KP2	803	352.498	28,199.80	733,194
K	KP2	807	359.601	28,768.07	747,969
K	KP2	811	366.847	29,347.73	763,041
K	KP2	815	374.239	29,939.15	778,417
K	KP2	819	381.783	30,542.60	794,107
K	KP2	823	389.477	31,158.18	810,112
K	KP2	827	397.327	31,786.16	826,440

*Each step progression represent a 2% increase

Effective: June 1, 2023

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH
DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER**

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP3	528	89.429	7,154.35	186,013
K	KP3	532	91.232	7,298.58	189,763
K	KP3	536	93.073	7,445.84	193,591
K	KP3	540	94.947	7,595.76	197,489
K	KP3	544	96.861	7,748.90	201,471
K	KP3	548	98.811	7,904.88	205,526
K	KP3	552	100.802	8,064.17	209,668
K	KP3	556	102.836	8,226.86	213,898
K	KP3	560	104.905	8,392.40	218,202
K	KP3	564	107.019	8,561.52	222,599
K	KP3	568	109.176	8,734.04	227,085
K	KP3	572	111.377	8,910.15	231,663
K	KP3	576	113.622	9,089.74	236,333
K	KP3	580	115.910	9,272.82	241,093
K	KP3	584	118.246	9,459.68	245,951
K	KP3	588	120.628	9,650.20	250,905
K	KP3	592	123.058	9,844.68	255,961
K	KP3	596	125.539	10,043.10	261,120
K	KP3	600	128.070	10,245.57	266,384
K	KP3	604	130.651	10,452.08	271,754
K	KP3	608	133.281	10,662.45	277,223
K	KP3	612	135.966	10,877.32	282,810
K	KP3	616	138.707	11,096.60	288,511
K	KP3	620	141.501	11,320.10	294,322
K	KP3	624	144.352	11,548.20	300,253
K	KP3	628	147.265	11,781.17	306,310

*Each step progression represent a 2% increase

Effective: June 1, 2023

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH
DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER**

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP3	632	150.229	12,018.36	312,477
K	KP3	636	153.258	12,260.60	318,775
K	KP3	640	156.346	12,507.72	325,200
K	KP3	644	159.499	12,759.88	331,756
K	KP3	648	162.710	13,016.83	338,437
K	KP3	652	165.986	13,278.91	345,251
K	KP3	656	169.331	13,546.51	352,209
K	KP3	660	172.744	13,819.53	359,307
K	KP3	664	176.226	14,098.06	366,549
K	KP3	668	179.777	14,382.20	373,937
K	KP3	672	183.400	14,672.03	381,472
K	KP3	676	187.096	14,967.65	389,158
K	KP3	680	190.867	15,269.33	397,002
K	KP3	684	194.710	15,576.80	404,996
K	KP3	688	198.634	15,890.69	413,158
K	KP3	692	202.637	16,210.93	421,484
K	KP3	696	206.721	16,537.69	429,979
K	KP3	700	210.886	16,870.88	438,642
K	KP3	704	215.135	17,210.78	447,480
K	KP3	708	219.471	17,557.65	456,499
K	KP3	712	223.895	17,911.61	465,701
K	KP3	716	228.404	18,272.35	475,081
K	KP3	720	233.008	18,640.64	484,656
K	KP3	724	237.702	19,016.18	494,420
K	KP3	728	242.491	19,399.25	504,380
K	KP3	732	247.378	19,790.22	514,545

*Each step progression represent a 2% increase

Effective: June 1, 2023

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH
DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER**

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP3	736	252.363	20,189.00	524,914
K	KP3	740	257.447	20,595.77	535,490
K	KP3	744	262.635	21,010.82	546,281
K	KP3	748	267.930	21,434.40	557,294
K	KP3	752	273.328	21,866.25	568,522
K	KP3	756	278.839	22,307.11	579,984
K	KP3	760	284.456	22,756.50	591,669
K	KP3	764	290.189	23,215.09	603,592
K	KP3	768	296.038	23,683.04	615,759
K	KP3	772	302.003	24,160.27	628,167
K	KP3	776	308.087	24,646.97	640,821
K	KP3	780	314.297	25,143.77	653,737
K	KP3	784	320.629	25,650.30	666,907
K	KP3	788	327.088	26,167.04	680,343
K	KP3	792	333.680	26,694.43	694,055
K	KP3	796	340.404	27,232.29	708,039
K	KP3	800	347.265	27,781.18	722,310
K	KP3	804	354.260	28,340.81	736,861
K	KP3	808	361.399	28,911.93	751,710
K	KP3	812	368.683	29,494.62	766,860
K	KP3	816	376.110	30,088.80	782,308
K	KP3	820	383.693	30,695.47	798,082
K	KP3	824	391.425	31,313.98	814,163
K	KP3	828	399.310	31,944.81	830,565

*Each step progression represent a 2% increase

Effective: June 1, 2023

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH
DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER**

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP4	529	89.880	7,190.36	186,949
K	KP4	533	91.689	7,335.14	190,713
K	KP4	537	93.533	7,482.67	194,549
K	KP4	541	95.421	7,633.70	198,476
K	KP4	545	97.345	7,787.57	202,476
K	KP4	549	99.306	7,944.47	206,556
K	KP4	553	101.306	8,104.50	210,717
K	KP4	557	103.349	8,267.93	214,966
K	KP4	561	105.428	8,434.20	219,289
K	KP4	565	107.555	8,604.42	223,715
K	KP4	569	109.721	8,777.68	228,219
K	KP4	573	111.934	8,954.70	232,822
K	KP4	577	114.189	9,135.12	237,513
K	KP4	581	116.490	9,319.22	242,299
K	KP4	585	118.835	9,506.80	247,176
K	KP4	589	121.232	9,698.52	252,161
K	KP4	593	123.675	9,894.01	257,244
K	KP4	597	126.166	10,093.26	262,424
K	KP4	601	128.710	10,296.83	267,717
K	KP4	605	131.303	10,504.26	273,110
K	KP4	609	133.949	10,715.91	278,613
K	KP4	613	136.646	10,931.70	284,224
K	KP4	617	139.400	11,151.99	289,951
K	KP4	621	142.210	11,376.78	295,796
K	KP4	625	145.077	11,606.17	301,760
K	KP4	629	147.999	11,839.96	307,838

*Each step progression represent a 2% increase

Effective: June 1, 2023

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH
DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER**

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP4	633	150.982	12,078.53	314,041
K	KP4	637	154.025	12,321.97	320,371
K	KP4	641	157.128	12,570.28	326,827
K	KP4	645	160.295	12,823.64	333,414
K	KP4	649	163.522	13,081.77	340,126
K	KP4	653	166.818	13,345.42	346,981
K	KP4	657	170.179	13,614.31	353,972
K	KP4	661	173.608	13,888.61	361,103
K	KP4	665	177.108	14,168.61	368,383
K	KP4	669	180.674	14,453.94	375,802
K	KP4	673	184.318	14,745.43	383,381
K	KP4	677	188.031	15,042.52	391,105
K	KP4	681	191.820	15,345.57	398,984
K	KP4	685	195.684	15,654.70	407,022
K	KP4	689	199.627	15,970.16	415,224
K	KP4	693	203.649	16,291.95	423,590
K	KP4	697	207.753	16,620.28	432,127
K	KP4	701	211.940	16,955.21	440,835
K	KP4	705	216.211	17,296.85	449,718
K	KP4	709	220.567	17,645.38	458,779
K	KP4	713	225.014	18,001.08	468,028
K	KP4	717	229.548	18,363.85	477,460
K	KP4	721	234.171	18,733.69	487,076
K	KP4	725	238.890	19,111.16	496,890
K	KP4	729	243.703	19,496.26	506,902
K	KP4	733	248.614	19,889.16	517,118

*Each step progression represent a 2% increase

Effective: June 1, 2023

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH
DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER**

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP4	737	253.624	20,289.96	527,538
K	KP4	741	258.736	20,698.85	538,169
K	KP4	745	263.948	21,115.82	549,011
K	KP4	749	269.269	21,541.51	560,079
K	KP4	753	274.697	21,975.75	571,369
K	KP4	757	280.233	22,418.63	582,884
K	KP4	761	285.881	22,870.51	594,633
K	KP4	765	291.640	23,331.20	606,611
K	KP4	769	297.517	23,801.36	618,835
K	KP4	773	303.512	24,280.98	631,305
K	KP4	777	309.627	24,770.16	644,024
K	KP4	781	315.866	25,269.25	657,000
K	KP4	785	322.232	25,778.55	670,242
K	KP4	789	328.727	26,298.13	683,751
K	KP4	793	335.347	26,827.72	697,520
K	KP4	797	342.107	27,368.53	711,581
K	KP4	801	348.999	27,919.89	725,917
K	KP4	805	356.032	28,482.56	740,546
K	KP4	809	363.208	29,056.61	755,471
K	KP4	813	370.526	29,642.06	770,693
K	KP4	817	377.991	30,239.27	786,221
K	KP4	821	385.612	30,848.97	802,073
K	KP4	825	393.382	31,470.52	818,233
K	KP4	829	401.309	32,104.75	834,723

*Each step progression represent a 2% increase

Effective: June 1, 2023

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH
DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER**

DP4 Steps Represent *366-525					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	DP4	369	40.465	3,237.19	84,166
K	DP4	373	41.281	3,302.50	85,865
K	DP4	377	42.110	3,368.83	87,589
K	DP4	381	42.960	3,436.81	89,357
K	DP4	385	43.825	3,505.98	91,155
K	DP4	389	44.709	3,576.72	92,994
K	DP4	393	45.610	3,648.83	94,869
K	DP4	397	46.530	3,722.41	96,782
K	DP4	401	47.468	3,797.47	98,734
K	DP4	405	48.424	3,873.90	100,721
K	DP4	409	49.401	3,952.07	102,753
K	DP4	413	50.395	4,031.63	104,822
K	DP4	417	51.410	4,112.83	106,933
K	DP4	421	52.450	4,195.97	109,095
K	DP4	425	53.506	4,280.49	111,292
K	DP4	429	54.580	4,366.38	113,525
K	DP4	433	55.680	4,454.38	115,813
K	DP4	437	56.802	4,544.14	118,147
K	DP4	441	57.947	4,635.72	120,528
K	DP4	445	59.116	4,729.24	122,960
K	DP4	449	60.304	4,824.32	125,432
K	DP4	453	61.523	4,921.88	127,968
K	DP4	457	62.760	5,020.82	130,541
K	DP4	461	64.024	5,121.96	133,170
K	DP4	465	65.314	5,225.12	135,853
K	DP4	469	66.632	5,330.58	138,595
K	DP4	473	67.975	5,437.97	141,387

*Each step progression represent a 2% increase

Effective: June 1, 2023

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH
DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER**

DP4 Steps Represent *366-525					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	DP4	477	69.343	5,547.47	144,234
K	DP4	481	70.742	5,659.36	147,143
K	DP4	485	72.167	5,773.36	150,107
K	DP4	489	73.620	5,889.57	153,128
K	DP4	493	75.106	6,008.44	156,219
K	DP4	497	76.618	6,129.43	159,365
K	DP4	501	78.163	6,253.08	162,580
K	DP4	505	79.739	6,379.11	165,856
K	DP4	509	81.345	6,507.63	169,198
K	DP4	513	82.985	6,638.81	172,609
K	DP4	517	84.657	6,772.57	176,086
K	DP4	521	86.361	6,908.89	179,631
K	DP4	525	88.101	7,048.07	183,249

*Each step progression represent a 2% increase

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH DOCTORS COUNCIL
STROGER HOSPITAL/CORE CENTER**

Effective June 1, 2023

DP1-DP4 Steps Represent *366-525					
OLD GRADE	NEW GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	DP1	366	39.863	3,189.01	82,914
K	DP1	370	40.665	3,253.20	84,583
K	DP1	374	41.485	3,318.81	86,288
K	DP1	378	42.322	3,385.73	88,029
K	DP1	382	43.175	3,453.99	89,803
K	DP1	386	44.045	3,523.57	91,612
K	DP1	390	44.933	3,594.64	93,460
K	DP1	394	45.840	3,667.22	95,347
K	DP1	398	46.764	3,741.13	97,269
K	DP1	402	47.704	3,816.36	99,225
K	DP1	406	48.666	3,893.26	101,224
K	DP1	410	49.648	3,971.85	103,268
K	DP1	414	50.648	4,051.84	105,347
K	DP1	418	51.667	4,133.34	107,466
K	DP1	422	52.710	4,216.78	109,636
K	DP1	426	53.772	4,301.72	111,844
K	DP1	430	54.854	4,388.34	114,096
K	DP1	434	55.956	4,476.46	116,388
K	DP1	438	57.085	4,566.79	118,736
K	DP1	442	58.236	4,658.88	121,130
K	DP1	446	59.410	4,752.83	123,573
K	DP1	450	60.607	4,848.54	126,062
K	DP1	454	61.829	4,946.29	128,603
K	DP1	458	63.075	5,045.98	131,195
K	DP1	462	64.347	5,147.78	133,842
K	DP1	466	65.644	5,251.53	136,539
K	DP1	470	66.963	5,357.04	139,283
K	DP1	474	68.314	5,465.12	142,093
K	DP1	478	69.693	5,575.40	144,960
K	DP1	482	71.095	5,687.63	147,878
K	DP1	486	72.527	5,802.15	150,855
K	DP1	490	73.989	5,919.14	153,897
K	DP1	494	75.481	6,038.52	157,001

SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH DOCTORS COUNCIL
STROGER HOSPITAL/CORE CENTER

Effective June 1, 2023

DP1-DP4 Steps Represent *366-525					
OLD GRADE	NEW GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	DP1	498	77.002	6,160.19	160,164
K	DP1	502	78.554	6,284.34	163,392
K	DP1	506	80.135	6,410.78	166,680
K	DP1	510	81.751	6,540.04	170,041
K	DP1	514	83.398	6,671.87	173,468
K	DP1	518	85.079	6,806.35	176,964
K	DP1	522	86.796	6,943.65	180,534
K	DP2	367	40.061	3,204.90	83,327
K	DP2	371	40.870	3,269.62	85,010
K	DP2	375	41.694	3,335.49	86,722
K	DP2	379	42.531	3,402.51	88,465
K	DP2	383	43.392	3,471.38	90,255
K	DP2	387	44.268	3,541.40	92,076
K	DP2	391	45.158	3,612.66	93,929
K	DP2	395	46.067	3,685.32	95,818
K	DP2	399	46.995	3,759.58	97,749
K	DP2	403	47.944	3,835.52	99,723
K	DP2	407	48.911	3,912.86	101,734
K	DP2	411	49.894	3,991.54	103,779
K	DP2	415	50.899	4,071.89	105,869
K	DP2	419	51.928	4,154.27	108,010
K	DP2	423	52.975	4,237.97	110,187
K	DP2	427	54.040	4,323.18	112,402
K	DP2	431	55.129	4,410.33	114,668
K	DP2	435	56.237	4,498.98	116,973
K	DP2	439	57.371	4,589.66	119,331
K	DP2	443	58.527	4,682.19	121,737
K	DP2	447	59.707	4,776.58	124,191
K	DP2	451	60.909	4,872.74	126,691
K	DP2	455	62.137	4,970.92	129,244
K	DP2	459	63.390	5,071.23	131,851
K	DP2	463	64.666	5,173.30	134,505
K	DP2	467	65.969	5,277.49	137,214

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH DOCTORS COUNCIL
STROGER HOSPITAL/CORE CENTER**

Effective June 1, 2023

DP1-DP4 Steps Represent *366-525					
OLD GRADE	NEW GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	DP2	471	67.299	5,383.89	139,981
K	DP2	475	68.654	5,492.32	142,800
K	DP2	479	70.039	5,603.13	145,681
K	DP2	483	71.450	5,715.97	148,615
K	DP2	487	72.890	5,831.20	151,611
K	DP2	491	74.359	5,948.72	154,666
K	DP2	495	75.859	6,068.72	157,786
K	DP2	499	77.386	6,190.92	160,963
K	DP2	503	78.946	6,315.68	164,207
K	DP2	507	80.539	6,443.09	167,520
K	DP2	511	82.161	6,572.89	170,895
K	DP2	515	83.816	6,705.25	174,336
K	DP2	519	85.503	6,840.25	177,846
K	DP2	523	87.228	6,978.26	181,434
K	DP3	368	40.260	3,220.80	83,740
K	DP3	372	41.073	3,285.87	85,432
K	DP3	376	41.902	3,352.18	87,156
K	DP3	380	42.747	3,419.73	88,912
K	DP3	384	43.607	3,488.60	90,703
K	DP3	388	44.487	3,558.97	92,533
K	DP3	392	45.383	3,630.67	94,397
K	DP3	396	46.297	3,703.78	96,298
K	DP3	400	47.230	3,778.39	98,238
K	DP3	404	48.181	3,854.50	100,217
K	DP3	408	49.154	3,932.29	102,239
K	DP3	412	50.144	4,011.49	104,298
K	DP3	416	51.154	4,092.28	106,399
K	DP3	420	52.187	4,174.93	108,548
K	DP3	424	53.240	4,259.16	110,738
K	DP3	428	54.309	4,344.72	112,962
K	DP3	432	55.402	4,432.14	115,235
K	DP3	436	56.515	4,521.23	117,551
K	DP3	440	57.658	4,612.62	119,928

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 HEALTH DOCTORS COUNCIL
STROGER HOSPITAL/CORE CENTER**

Effective June 1, 2023

DP1-DP4 Steps Represent *366-525					
OLD GRADE	NEW GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	DP3	444	58.821	4,705.68	122,347
K	DP3	448	60.005	4,800.42	124,810
K	DP3	452	61.215	4,897.20	127,327
K	DP3	456	62.448	4,995.82	129,891
K	DP3	460	63.708	5,096.66	132,513
K	DP3	464	64.992	5,199.35	135,183
K	DP3	468	66.299	5,303.89	137,901
K	DP3	472	67.636	5,410.91	140,683
K	DP3	476	68.999	5,519.95	143,518
K	DP3	480	70.388	5,631.03	146,406
K	DP3	484	71.808	5,744.67	149,361
K	DP3	488	73.255	5,860.42	152,371
K	DP3	492	74.731	5,978.48	155,440
K	DP3	496	76.238	6,099.00	158,574
K	DP3	500	77.773	6,221.82	161,767
K	DP3	504	79.341	6,347.29	165,029
K	DP3	508	80.940	6,475.23	168,356
K	DP3	512	82.569	6,605.56	171,744
K	DP3	516	84.235	6,738.80	175,208
K	DP3	520	85.931	6,874.51	178,737
K	DP3	524	87.664	7,013.14	182,341

Effective June 1, 2023

SCHEDULE XXXIV
 BUREAU OF HUMAN RESOURCES
 ASSISTANT MEDICAL EXAMINER III
 FORENSIC BOARD CERTIFIED - SEIU 20

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>
E8	Hourly	127,425	130,417	133,479	136,621	139,840	143,141	146,523	149,990	152,833	155,732
	Bi-Weekly	10,194.01	10,433.32	10,678.32	10,929.72	11,187.18	11,451.29	11,721.80	11,999.17	12,226.61	12,458.56
	Annual	265,044	271,266	277,636	284,173	290,867	297,734	304,767	311,979	317,892	323,922
E9	Hourly	130,417	133,479	136,621	139,840	143,141	146,523	149,990	152,833	155,732	
	Bi-Weekly	10,433.32	10,678.32	10,929.72	11,187.18	11,451.29	11,721.80	11,999.17	12,226.61	12,458.56	
	Annual	271,266	277,636	284,173	290,867	297,734	304,767	311,979	317,892	323,922	
E10	Hourly	133,479	136,621	139,840	143,141	146,523	149,990	152,833	155,732		
	Bi-Weekly	10,678.32	10,929.72	11,187.18	11,451.29	11,721.80	11,999.17	12,226.61	12,458.56		
	Annual	277,636	284,173	290,867	297,734	304,767	311,979	317,892	323,922		
E11	Hourly	136,621	139,840	143,141	146,523	149,990	152,833	155,732			
	Bi-Weekly	10,929.72	11,187.18	11,451.29	11,721.80	11,999.17	12,226.61	12,458.56			
	Annual	284,173	290,867	297,734	304,767	311,979	317,892	323,922			
E12	Hourly	139,840	143,141	146,523	149,990	152,833	155,732				
	Bi-Weekly	11,187.18	11,451.29	11,721.80	11,999.17	12,226.61	12,458.56				
	Annual	290,867	297,734	304,767	311,979	317,892	323,922				
E13	Hourly	143,141	146,523	149,990	152,833	155,732					
	Bi-Weekly	11,451.29	11,721.80	11,999.17	12,226.61	12,458.56					
	Annual	297,734	304,767	311,979	317,892	323,922					
E14	Hourly	146,523	149,990	152,833	155,732						
	Bi-Weekly	11,721.80	11,999.17	12,226.61	12,458.56						
	Annual	304,767	311,979	317,892	323,922						

Job Code 5921 E8 – 0-3 years f/t experience post Forensic Board certification
 Job Code 6036 E9 – 4-6 years
 Job Code 6037 E10 – 7-9 years
 Job Code 6038 E11 – 10-12 years
 Job Code 6039 E12 – 13-15 years
 Job Code 6040 E13 – 16-19 years
 Job Code 6041 E14 – 19 years and over

SCHEDULE XXXV
BUREAU OF HUMAN RESOURCES
FIREMEN AND OILERS
SEIU LOCAL #1

EFFECTIVE: JUNE 1, 2023

Job Code	Title	Grade	Hourly	Bi-Weekly Salary	Annual Salary
2444	Boiler Washer	X	\$42.279	\$3,382.30	\$87,939.78
2443	Fireman	X	\$42.279	\$3,382.29	\$87,939.55
2446	Fireman Helper	X	\$40.451	\$3,236.07	\$84,137.86
2445	Mechanical Assistant	X	\$42.279	\$3,382.29	\$87,939.55

Effective June 1, 2023

SCHEDULE XXXVI
 BUREAU OF HUMAN RESOURCES
 Physician Assistant - SEIU 73

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>AFTER 2 YEARS AT STEP 5 6th Step</u>	<u>AFTER 1 YR AT 1ST LONGEVITY RATE & 10 7th Step</u>	<u>AFTER 1 YR AT 2ND LONGEVITY RATE & 12 8th Step</u>	<u>AFTER 1 YR AT 3RD LONGEVITY RATE & 15 9th Step</u>	<u>AFTER 1 YR AT 4TH LONGEVITY RATE & 20 10th Step</u>
22-S73-HCP (PA1)	Hourly	56.820	58.524	60.280	62.088	63.951	65.869	67.846	69.881	71.978	74.137
	Bi-Weekly	4,545.60	4,681.93	4,822.41	4,967.04	5,116.08	5,269.54	5,427.68	5,590.50	5,758.26	5,930.97
	Annual	118,185	121,730	125,382	129,142	133,018	137,008	141,119	145,353	149,714	154,205

POSITION CLASSIFICATION AND NON-UNION PAY PLAN

SALARY SCHEDULE

I. ENTRY RATE

A new employee entering the County service in a non-union classification shall be paid at least the minimum salary provided in the grade step in which the job has been placed. Advanced step hiring above the entry rate for the grade requires a written letter of justification subject to the approval of the designated Human Resources Officer.

An employee who is separated from the County payroll for reasons other than disability, leave of absence, or termination for cause shall be eligible to receive the salary received at the time of separation if the employee returns to the position held at the time of separation within 30 calendar days from the date of separation.

II. APPLICABILITY OF STEP PROGRESSION AND STEP PLACEMENT

It is the intent of this resolution that full-time employees compensated according to the salary schedules shall be required to work a minimum of twelve (12) consecutive months (twenty days of work is considered a month) at each step, except where elsewhere provided for in this resolution.

In general, the following rules shall apply:

- A. Step advances shall be granted upon completion of twelve consecutive months of continuous service in each step until the maximum salary is reached.
- B. Step advancement will be effective the first full pay period following the employee’s anniversary date.
- C. Eligibility for longevity bonus will be given when an employee reaches the maximum step for the grade of the position. The longevity pay will be effective the first full pay period following the employee’s anniversary date and is determined by the number of years of service at Cook County. The longevity bonus is based on the salary group in which an employee’s rate resides and the years of service. See sample table below:

YEARS OF SERVICE CONTINUOUS WITH COUNTY ONLY					
SALARY RANGE IN 1,000s	EXAMPLE	10	15	20	25
1-19.99K	\$ 10,000.00	\$ 500.00	\$ 600.00	\$ 700.00	\$ 800.00
20-29.99K	\$ 20,000.00	\$ 500.00	\$ 600.00	\$ 700.00	\$ 800.00
30K - 39.99K	\$ 30,000.00	\$ 600.00	\$ 700.00	\$ 800.00	\$ 900.00
40K - 49.99K	\$ 40,000.00	\$ 800.00	\$ 900.00	\$ 1,000.00	\$ 1,100.00
50K -59.99K	\$ 50,000.00	\$ 1,000.00	\$ 1,100.00	\$ 1,200.00	\$ 1,300.00
60K - 69.99K	\$ 60,000.00	\$ 1,200.00	\$ 1,300.00	\$ 1,400.00	\$ 1,500.00
70K - 79.99K	\$ 70,000.00	\$ 1,400.00	\$ 1,500.00	\$ 1,600.00	\$ 1,700.00
80K - 89.99K	\$ 80,000.00	\$ 1,600.00	\$ 1,700.00	\$ 1,800.00	\$ 1,900.00
90K - 99.99K	\$ 90,000.00	\$ 1,800.00	\$ 1,900.00	\$ 2,000.00	\$ 2,100.00
100K <	\$ 100,000.00	\$ 2,000.00	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00

- D. Advanced Step progression requires a written letter of justification subject to the approval of the designated Human Resources Officer.

III. EXISTING RATES

An employee whose compensation is above the maximum salary of the salary grade in which the job classification has been placed shall not have the salary reduced during the incumbency in the job classification held as of the date of this resolution unless the reduction is authorized by the Cook County Board of Commissioners pursuant to the implementation of shutdown days, a furlough program, unpaid holidays or another program established to address a budget deficit, or loss in salary resulting from unpaid leave or days.

No salary shall be raised without the written approval of the designated Human Resources Officer.

IV. TRANSFERS OR CHANGES OF POSITIONS

An employee transferring from one department to another in the same job classification and/or grade shall be eligible to receive the salary the employee has been receiving at the time of transfer, provided the budget of the department to which the employee has been transferred can accommodate the salary. Such movement shall not set a new anniversary date.

V. PROMOTIONS

Employees promoted to positions shall receive the salary commensurate with the position, duties and experience based on relevant market research or be entitled to placement in the step of the new salary grade which will provide a salary two steps above the salary step prior to the promotion, provided that:

- A. The new salary does not exceed the maximum established for the grade to which the employee is promoted.
- B. The new salary is not below the first step established for the grade to which the employee is promoted.
- C. A previous promotion has not been given within the same fiscal year.¹
- D. The budget of the department to which the employee is assigned can accommodate the salary.
- E. In all cases, an employee must spend at least 6 months in the job classification from which the employee is being promoted.

In all promotion cases, the effective date will set a new anniversary date and a new probationary period.

VI. DEMOTIONS

The following shall apply to demotions from one grade to a lower grade:

- A. An employee demoted to a position in a lower salary grade shall have the salary adjusted in the new grade to the rate that is equal to 2 steps lower than the salary received in the previous position but not lower than the lowest rate of the grade for the new position. The employee's anniversary date does not change.
- B. An employee promoted to a position in a higher salary grade and subsequently demoted to a position in a lower salary grade shall have the salary adjusted to the step of the salary grade to which the employee would be entitled had the employee remained in the salary grade from which the employee was promoted and never received the promotion. In such cases, the anniversary date of the employee does not change.

¹ If an employee has been given a previous promotion within the same fiscal year or has less than 6 months in the job classification from which the employee is being promoted, a written letter of justification is required for final approval by the designated Human Resources Officer.

VII. RECLASSIFICATION OF POSITIONS

An employee whose position is reclassified to a lower classification shall continue to receive compensation at the same rate received immediately prior to reclassification. Such action shall not change the employee's anniversary date. If the salary rate received immediately prior to reclassification is less than the last step rate of the lower classification, the employee shall be entitled to further step advancement.

An employee's salary may not align to a salary rate on the new lower grade. In such cases, the employee will receive the rate of pay closest to that received immediately prior to the reclassification that does not result in a decrease in pay and will advance to the next step of the new grade that provides a salary increase upon the employee's anniversary date.

An employee whose position is reclassified to a lower grade and whose salary exceeds the maximum of the lower grade shall continue to receive the salary received prior to the reclassification, not be eligible for a longevity bonus and be frozen at such rate until the applicable salary range of the new grade is adjusted over time and the employee is placed on a step which exceeds the frozen salary on the employee's anniversary rate.

An employee whose job is reclassified to a higher classification shall be placed in the first step of the higher grade which is closest to, but not lower than, the employee's salary at the time of the reclassification. Such action will change the employee's anniversary date. In all cases of reclassification, the employee shall receive at least the first step of the grade to which the position is reclassified. In no case shall an employee be paid below the minimum salary rate of the higher graded position.

An employee whose job is reclassified to a classification in the same grade shall be placed in the same step the employee was assigned to prior to such reclassification and shall retain the same salary received in the prior classification.

VIII. UPGRADING OF POSITIONS

An employee whose position is upgraded shall be placed in the first step of the new grade which is at least the same as the salary the employee was receiving prior to the classification being upgraded.

In all cases of upgrading, the employee shall receive at least the first step of the new grade and shall retain the anniversary date held prior to the upgrade. In no case shall an employee be paid below the minimum salary rate of the higher graded position.

IX. DOWNGRADING OF POSITIONS

An employee whose classification is downgraded shall be placed in the first step of the new grade which is at least the same as the salary the employee was receiving prior to the classification being downgraded. In no case shall an employee be paid below the minimum salary rate of the lower graded position. Such action shall not change the employee's anniversary date.

X. INTERIM ASSIGNMENT

An employee may be temporarily assigned to perform and be held accountable for all of the duties associated with position of a separate and distinguishable title. All such assignments must be preapproved in writing by the designated Human Resources Officer. An interim assignment shall be no shorter than one (1) month and no longer than six (6) months without good cause and the approval of the designated Human Resources Officer but should not exceed nine (9) months.

Interim Assignment Pay shall be afforded in an amount to account for an increase in the employee's current salary by 10% unless a greater increase is needed to bring the employee's current salary up to the first step of a higher graded position, if applicable. The employee's adjusted salary cannot exceed the maximum amount allowable for the higher graded position.

The employee shall continue to receive the interim pay for the duration of the interim assignment. An interim assignment will not change an employee's anniversary date.

XI. SALARY RATES BASED UPON FULL-TIME EMPLOYMENT

The salary rates prescribed in salary schedule I are fixed on the basis of full-time service for normal work weeks of 40 hours. The salary rates of salary schedules other than Schedule I are likewise fixed on the basis of full-time service, with designations as to the constitution of a normal work week left to the department heads involved. For positions which are exempt from the Fair Labor Standards Act, the normal work week of 40 hours generally applies, but the compensation is intended to be appropriate for the class regardless of variations in the time that may be required to satisfactorily fulfill the responsibilities of the positions. For positions covered by the Fair Labor Standards Act, compensatory time will accrue at a rate of 1½ hours for every hour worked over forty (40) hours in a week.

XII. SALARIES AND WAGES OF EXTRA EMPLOYEES

Titles and grades of employees on the Extra Account shall be the same as those of the Regular Account unless authorized in advance by the designated Human Resources Officer. All such positions shall conform to the provisions of these resolutions.

XIII. CONTINUITY OF SERVICE

Any break in County service due to leave without pay for periods in excess of 30 calendar days, all suspensions, layoffs for more than 30 calendar days but less than one year, and all absences without leave shall be deducted in computing total continuous service and will effect a change in the anniversary date. Seasonal employment of less than 120 calendar days in any calendar year shall not be credited toward continuity of service.

XIV. GENERAL PROVISIONS

All changes in pay shall be implemented the first full pay period following the effective date.

Notwithstanding these provisions as set forth, the Board of Commissioners of Cook County may in its discretion, limit the amount of salary increases, step advancements, cost of living increases or non-compounding cost of living allowances for any or all employees or provide for salary rates in excess of those prescribed. In addition, certain procedures may be in use at the Health and Hospitals System (CCHHS), which are unique to the nature of their operation and may deviate somewhat from these provisions as set forth.

Any change in the job classification title terminology not involving a change in the major duties of the job will not affect the status of the employee, including eligibility for increases within a specific salary grade.

All questions concerning the specific application of the provisions of this resolution shall be interpreted and resolved by the designated Human Resources Officer.

Non-Union Schedule 1
EFFECTIVE June 1, 2023

Grade	Step	Hourly	BiWeekly	Annual
09	101	10.495	\$839.56	\$21,828
09	102	10.705	\$856.40	\$22,266
09	103	10.922	\$873.79	\$22,718
09	104	11.141	\$891.26	\$23,172
09	105	11.366	\$909.27	\$23,641
09	106	11.594	\$927.55	\$24,116
09	107	11.827	\$946.20	\$24,601
09	108	12.066	\$965.29	\$25,097
09	109	12.308	\$984.65	\$25,601
09	110	12.557	\$1,004.56	\$26,118
09	111	12.811	\$1,024.91	\$26,647
09	112	13.068	\$1,045.45	\$27,181
09	113	13.333	\$1,066.61	\$27,731
09	114	13.602	\$1,088.14	\$28,291
09	115	13.876	\$1,110.11	\$28,862
09	116	14.156	\$1,132.45	\$29,443
09	117	14.442	\$1,155.32	\$30,038
09	118	14.734	\$1,178.74	\$30,647
09	119	15.028	\$1,202.25	\$31,258
09	120	15.331	\$1,226.47	\$31,888
09	121	15.639	\$1,251.15	\$32,529
09	122	15.953	\$1,276.28	\$33,183
09	123	16.278	\$1,302.21	\$33,857
09	124	16.603	\$1,328.24	\$34,534
09	125	16.940	\$1,355.17	\$35,234
09	126	17.281	\$1,382.46	\$35,943
09	127	17.631	\$1,410.47	\$36,672
09	128	17.984	\$1,438.75	\$37,407
09	129	18.349	\$1,467.93	\$38,166
09	130	18.720	\$1,497.56	\$38,936
09	131	19.097	\$1,527.73	\$39,721
09	132	19.482	\$1,558.53	\$40,521
09	133	19.872	\$1,589.78	\$41,334
09	134	20.273	\$1,621.85	\$42,168
09	135	20.682	\$1,654.54	\$43,018
09	136	21.098	\$1,687.86	\$43,884
09	137	21.523	\$1,721.82	\$44,767
09	138	21.956	\$1,756.49	\$45,668
09	139	22.399	\$1,791.88	\$46,589
09	140	22.850	\$1,828.00	\$47,527
09	141	23.310	\$1,864.84	\$48,485
09	142L	23.780	\$1,902.39	\$49,462

Grade	Step	Hourly	BiWeekly	Annual
10	143	15.797	\$1,263.76	\$32,857
10	144	16.116	\$1,289.25	\$33,520
10	145	16.440	\$1,315.18	\$34,194
10	146	16.770	\$1,341.57	\$34,880
10	147	17.110	\$1,368.77	\$35,588
10	148	17.455	\$1,396.42	\$36,306
10	149	17.806	\$1,424.52	\$37,037
10	150	18.167	\$1,453.34	\$37,786
10	151	18.533	\$1,482.61	\$38,547
10	152	18.905	\$1,512.42	\$39,322
10	153	19.286	\$1,542.86	\$40,114
10	154	19.675	\$1,574.02	\$40,924
10	155	20.073	\$1,605.82	\$41,751
10	156	20.479	\$1,638.33	\$42,596
10	157	20.890	\$1,671.20	\$43,451
10	158	21.310	\$1,704.79	\$44,324
10	159	21.739	\$1,739.11	\$45,216
10	160	22.176	\$1,774.05	\$46,125
10	161	22.623	\$1,809.81	\$47,054
10	162	23.079	\$1,846.28	\$48,003
10	163	23.545	\$1,883.57	\$48,972
10	164	24.019	\$1,921.48	\$49,958
10	165	24.504	\$1,960.30	\$50,967
10	166	24.997	\$1,999.75	\$51,993
10	167L	25.500	\$2,040.01	\$53,040

Non-Union Schedule 1
EFFECTIVE June 1, 2023

Grade	Step	Hourly	BiWeekly	Annual
11	168	16.940	\$1,355.17	\$35,234
11	169	17.281	\$1,382.46	\$35,943
11	170	17.631	\$1,410.47	\$36,672
11	171	17.984	\$1,438.75	\$37,407
11	172	18.349	\$1,467.93	\$38,166
11	173	18.720	\$1,497.56	\$38,936
11	174	19.097	\$1,527.73	\$39,721
11	175	19.482	\$1,558.53	\$40,521
11	176	19.872	\$1,589.78	\$41,334
11	177	20.273	\$1,621.85	\$42,168
11	178	20.682	\$1,654.54	\$43,018
11	179	21.098	\$1,687.86	\$43,884
11	180	21.523	\$1,721.82	\$44,767
11	181	21.956	\$1,756.49	\$45,668
11	182	22.399	\$1,791.88	\$46,589
11	183	22.850	\$1,828.00	\$47,527
11	184	23.310	\$1,864.84	\$48,485
11	185	23.780	\$1,902.39	\$49,462
11	186	24.261	\$1,940.85	\$50,462
11	187	24.749	\$1,979.94	\$51,478
11	188	25.249	\$2,019.92	\$52,517
11	189	25.756	\$2,060.45	\$53,571
11	190	26.276	\$2,102.06	\$54,653
11	191	26.806	\$2,144.48	\$55,756
11	192L	27.346	\$2,187.71	\$56,880

Grade	Step	Hourly	BiWeekly	Annual
12	193	18.167	\$1,453.34	\$37,786
12	194	18.533	\$1,482.61	\$38,547
12	195	18.905	\$1,512.42	\$39,322
12	196	19.286	\$1,542.86	\$40,114
12	197	19.675	\$1,574.02	\$40,924
12	198	20.073	\$1,605.82	\$41,751
12	199	20.479	\$1,638.33	\$42,596
12	200	20.890	\$1,671.20	\$43,451
12	201	21.310	\$1,704.79	\$44,324
12	202	21.739	\$1,739.11	\$45,216
12	203	22.176	\$1,774.05	\$46,125
12	204	22.623	\$1,809.81	\$47,054
12	205	23.079	\$1,846.28	\$48,003
12	206	23.545	\$1,883.57	\$48,972
12	207	24.019	\$1,921.48	\$49,958
12	208	24.504	\$1,960.30	\$50,967
12	209	24.997	\$1,999.75	\$51,993
12	210	25.500	\$2,040.01	\$53,040
12	211	26.015	\$2,081.17	\$54,110
12	212	26.538	\$2,123.04	\$55,199
12	213	27.074	\$2,165.91	\$56,313
12	214	27.620	\$2,209.59	\$57,449
12	215	28.177	\$2,254.18	\$58,608
12	216	28.745	\$2,299.57	\$59,788
12	217L	29.323	\$2,345.86	\$60,992

Non-Union Schedule 1
EFFECTIVE June 1, 2023

Grade	Step	Hourly	BiWeekly	Annual
13	218	19.482	\$1,558.53	\$40,521
13	219	19.872	\$1,589.78	\$41,334
13	220	20.273	\$1,621.85	\$42,168
13	221	20.682	\$1,654.54	\$43,018
13	222	21.098	\$1,687.86	\$43,884
13	223	21.523	\$1,721.82	\$44,767
13	224	21.956	\$1,756.49	\$45,668
13	225	22.399	\$1,791.88	\$46,589
13	226	22.850	\$1,828.00	\$47,527
13	227	23.310	\$1,864.84	\$48,485
13	228	23.780	\$1,902.39	\$49,462
13	229	24.261	\$1,940.85	\$50,462
13	230	24.749	\$1,979.94	\$51,478
13	231	25.249	\$2,019.92	\$52,517
13	232	25.756	\$2,060.45	\$53,571
13	233	26.276	\$2,102.06	\$54,653
13	234	26.806	\$2,144.48	\$55,756
13	235	27.346	\$2,187.71	\$56,880
13	236	27.896	\$2,231.66	\$58,023
13	237	28.459	\$2,276.69	\$59,193
13	238	29.034	\$2,322.71	\$60,390
13	239	29.618	\$2,369.46	\$61,605
13	240	30.213	\$2,417.01	\$62,842
13	241	30.823	\$2,465.82	\$64,111
13	242L	31.445	\$2,515.63	\$65,406

Grade	Step	Hourly	BiWeekly	Annual
14	243	20.890	\$1,671.20	\$43,451
14	244	21.310	\$1,704.79	\$44,324
14	245	21.739	\$1,739.11	\$45,216
14	246	22.176	\$1,774.05	\$46,125
14	247	22.623	\$1,809.81	\$47,054
14	248	23.079	\$1,846.28	\$48,003
14	249	23.545	\$1,883.57	\$48,972
14	250	24.019	\$1,921.48	\$49,958
14	251	24.504	\$1,960.30	\$50,967
14	252	24.997	\$1,999.75	\$51,993
14	253	25.500	\$2,040.01	\$53,040
14	254	26.015	\$2,081.17	\$54,110
14	255	26.538	\$2,123.04	\$55,199
14	256	27.074	\$2,165.91	\$56,313
14	257	27.620	\$2,209.59	\$57,449
14	258	28.177	\$2,254.18	\$58,608
14	259	28.745	\$2,299.57	\$59,788
14	260	29.323	\$2,345.86	\$60,992
14	261	29.914	\$2,393.14	\$62,221
14	262	30.517	\$2,441.33	\$63,474
14	263	31.132	\$2,490.59	\$64,755
14	264	31.758	\$2,540.66	\$66,057
14	265	32.399	\$2,591.91	\$67,389
14	266	33.052	\$2,644.15	\$68,747
14	267L	33.717	\$2,697.37	\$70,131

Non-Union Schedule 1
EFFECTIVE June 1, 2023

Grade	Step	Hourly	BiWeekly	Annual
15	268	22.511	\$1,800.89	\$46,823
15	269	22.965	\$1,837.19	\$47,766
15	270	23.429	\$1,874.29	\$48,731
15	271	23.899	\$1,911.94	\$49,710
15	272	24.381	\$1,950.48	\$50,712
15	273	24.873	\$1,989.84	\$51,735
15	274	25.374	\$2,029.92	\$52,777
15	275	25.885	\$2,070.81	\$53,841
15	276	26.407	\$2,112.60	\$54,927
15	277	26.940	\$2,155.20	\$56,035
15	278	27.483	\$2,198.61	\$57,163
15	279	28.038	\$2,243.01	\$58,318
15	280	28.599	\$2,287.95	\$59,486
15	281	29.178	\$2,334.24	\$60,690
15	282	29.765	\$2,381.16	\$61,910
15	283	30.365	\$2,429.17	\$63,158
15	284	30.977	\$2,478.16	\$64,432
15	285	31.602	\$2,528.15	\$65,731
15	286	32.237	\$2,578.94	\$67,052
15	287	32.886	\$2,630.91	\$68,403
15	288	33.549	\$2,683.95	\$69,782
15	289	34.226	\$2,738.08	\$71,190
15	290	34.916	\$2,793.29	\$72,625
15	291	35.617	\$2,849.40	\$74,084
15	292L	36.336	\$2,906.86	\$75,578

Grade	Step	Hourly	BiWeekly	Annual
16	293	24.504	\$1,960.30	\$50,967
16	294	24.997	\$1,999.75	\$51,993
16	295	25.500	\$2,040.01	\$53,040
16	296	26.015	\$2,081.17	\$54,110
16	297	26.538	\$2,123.04	\$55,199
16	298	27.074	\$2,165.91	\$56,313
16	299	27.620	\$2,209.59	\$57,449
16	300	28.177	\$2,254.18	\$58,608
16	301	28.745	\$2,299.57	\$59,788
16	302	29.323	\$2,345.86	\$60,992
16	303	29.914	\$2,393.14	\$62,221
16	304	30.517	\$2,441.33	\$63,474
16	305	31.132	\$2,490.59	\$64,755
16	306	31.758	\$2,540.66	\$66,057
16	307	32.399	\$2,591.91	\$67,389
16	308	33.052	\$2,644.15	\$68,747
16	309	33.717	\$2,697.37	\$70,131
16	310	34.398	\$2,751.86	\$71,548
16	311	35.091	\$2,807.25	\$72,988
16	312	35.796	\$2,863.72	\$74,456
16	313	36.517	\$2,921.36	\$75,955
16	314	37.254	\$2,980.35	\$77,489
16	315	38.005	\$3,040.42	\$79,050
16	316L	38.770	\$3,101.57	\$80,640

Non-Union Schedule 1
EFFECTIVE June 1, 2023

Grade	Step	Hourly	BiWeekly	Annual
17	317	25.885	\$2,070.81	\$53,841
17	318	26.407	\$2,112.60	\$54,927
17	319	26.940	\$2,155.20	\$56,035
17	320	27.483	\$2,198.61	\$57,163
17	321	28.038	\$2,243.01	\$58,318
17	322	28.599	\$2,287.95	\$59,486
17	323	29.178	\$2,334.24	\$60,690
17	324	29.765	\$2,381.16	\$61,910
17	325	30.365	\$2,429.17	\$63,158
17	326	30.977	\$2,478.16	\$64,432
17	327	31.602	\$2,528.15	\$65,731
17	328	32.237	\$2,578.94	\$67,052
17	329	32.886	\$2,630.91	\$68,403
17	330	33.549	\$2,683.95	\$69,782
17	331	34.226	\$2,738.08	\$71,190
17	332	34.916	\$2,793.29	\$72,625
17	333	35.617	\$2,849.40	\$74,084
17	334	36.336	\$2,906.86	\$75,578
17	335	37.071	\$2,965.67	\$77,107
17	336	37.817	\$3,025.38	\$78,659
17	337	38.577	\$3,086.17	\$80,240
17	338	39.356	\$3,148.50	\$81,860
17	339	40.148	\$3,211.81	\$83,507
17	340	40.958	\$3,276.66	\$85,193
17	341L	41.783	\$3,342.67	\$86,909

Grade	Step	Hourly	BiWeekly	Annual
18	342	27.757	\$2,220.58	\$57,735
18	343	28.316	\$2,265.25	\$58,896
18	344	28.886	\$2,310.92	\$60,083
18	345	29.468	\$2,357.48	\$61,294
18	346	30.064	\$2,405.12	\$62,533
18	347	30.670	\$2,453.57	\$63,792
18	348	31.287	\$2,502.93	\$65,076
18	349	31.918	\$2,553.45	\$66,389
18	350	32.560	\$2,604.79	\$67,724
18	351	33.216	\$2,657.30	\$69,089
18	352	33.886	\$2,710.88	\$70,482
18	353	34.571	\$2,765.64	\$71,906
18	354	35.265	\$2,821.21	\$73,351
18	355	35.977	\$2,878.13	\$74,831
18	356	36.700	\$2,936.04	\$76,337
18	357	37.440	\$2,995.21	\$77,875
18	358	38.194	\$3,055.55	\$79,444
18	359	38.964	\$3,117.16	\$81,046
18	360	39.751	\$3,180.11	\$82,682
18	361	40.551	\$3,244.05	\$84,345
18	362	41.368	\$3,309.44	\$86,045
18	363	42.202	\$3,376.18	\$87,780
18	364	43.054	\$3,444.35	\$89,553
18	365	43.921	\$3,513.70	\$91,356
18	366L	44.806	\$3,584.49	\$93,196

Non-Union Schedule 1
EFFECTIVE June 1, 2023

Grade	Step	Hourly	BiWeekly	Annual
19	367	30.365	\$2,429.17	\$63,158
19	368	30.977	\$2,478.16	\$64,432
19	369	31.602	\$2,528.15	\$65,731
19	370	32.237	\$2,578.94	\$67,052
19	371	32.886	\$2,630.91	\$68,403
19	372	33.549	\$2,683.95	\$69,782
19	373	34.226	\$2,738.08	\$71,190
19	374	34.916	\$2,793.29	\$72,625
19	375	35.617	\$2,849.40	\$74,084
19	376	36.336	\$2,906.86	\$75,578
19	377	37.071	\$2,965.67	\$77,107
19	378	37.817	\$3,025.38	\$78,659
19	379	38.577	\$3,086.17	\$80,240
19	380	39.356	\$3,148.50	\$81,860
19	381	40.148	\$3,211.81	\$83,507
19	382	40.958	\$3,276.66	\$85,193
19	383	41.783	\$3,342.67	\$86,909
19	384	42.625	\$3,410.04	\$88,661
19	385	43.484	\$3,478.76	\$90,447
19	386	44.361	\$3,548.92	\$92,271
19	387	45.254	\$3,620.33	\$94,128
19	388	46.166	\$3,693.29	\$96,025
19	389	47.096	\$3,767.68	\$97,959
19	390	48.045	\$3,843.60	\$99,933
19	391L	49.014	\$3,921.14	\$101,949

Grade	Step	Hourly	BiWeekly	Annual
20	392	33.383	\$2,670.63	\$69,436
20	393	34.056	\$2,724.48	\$70,836
20	394	34.742	\$2,779.33	\$72,262
20	395	35.442	\$2,835.35	\$73,719
20	396	36.156	\$2,892.45	\$75,203
20	397	36.885	\$2,950.81	\$76,721
20	398	37.627	\$3,010.16	\$78,264
20	399	38.386	\$3,070.86	\$79,842
20	400	39.159	\$3,132.74	\$81,451
20	401	39.948	\$3,195.87	\$83,092
20	402	40.756	\$3,260.44	\$84,771
20	403	41.575	\$3,326.01	\$86,476
20	404	42.414	\$3,393.11	\$88,220
20	405	43.269	\$3,461.55	\$90,000
20	406	44.142	\$3,531.35	\$91,815
20	407	45.030	\$3,602.41	\$93,662
20	408	45.938	\$3,675.00	\$95,550
20	409	46.861	\$3,748.85	\$97,470
20	410	47.807	\$3,824.60	\$99,439
20	411	48.770	\$3,901.60	\$101,441
20	412	49.753	\$3,980.22	\$103,485
20	413	50.758	\$4,060.65	\$105,576
20	414	51.781	\$4,142.52	\$107,705
20	415	52.823	\$4,225.83	\$109,871
20	416L	53.886	\$4,310.84	\$112,081

Non-Union Schedule 1
EFFECTIVE June 1, 2023

Grade	Step	Hourly	BiWeekly	Annual
21	417	36.700	\$2,936.04	\$76,337
21	418	37.440	\$2,995.21	\$77,875
21	419	38.194	\$3,055.55	\$79,444
21	420	38.964	\$3,117.16	\$81,046
21	421	39.751	\$3,180.11	\$82,682
21	422	40.551	\$3,244.05	\$84,345
21	423	41.368	\$3,309.44	\$86,045
21	424	42.202	\$3,376.18	\$87,780
21	425	43.054	\$3,444.35	\$89,553
21	426	43.921	\$3,513.70	\$91,356
21	427	44.806	\$3,584.49	\$93,196
21	428	45.709	\$3,656.72	\$95,074
21	429	46.629	\$3,730.30	\$96,987
21	430	47.570	\$3,805.59	\$98,945
21	431	48.527	\$3,882.15	\$100,935
21	432	49.504	\$3,960.32	\$102,968
21	433	50.504	\$4,040.30	\$105,047
21	434	51.524	\$4,121.89	\$107,169
21	435	52.558	\$4,204.66	\$109,321
21	436	53.616	\$4,289.32	\$111,522
21	437	54.695	\$4,375.60	\$113,765
21	438	55.799	\$4,463.95	\$116,062
21	439	56.925	\$4,554.01	\$118,404
21	440	58.070	\$4,645.61	\$120,785
21	441L	59.242	\$4,739.36	\$123,223

Grade	Step	Hourly	BiWeekly	Annual
22	442	40.350	\$3,228.02	\$83,928
22	443	41.164	\$3,293.14	\$85,621
22	444	41.992	\$3,359.33	\$87,342
22	445	42.838	\$3,427.06	\$89,103
22	446	43.701	\$3,496.05	\$90,897
22	447	44.583	\$3,566.66	\$92,733
22	448	45.479	\$3,638.35	\$94,597
22	449	46.398	\$3,711.84	\$96,507
22	450	47.332	\$3,786.59	\$98,451
22	451	48.285	\$3,862.78	\$100,432
22	452	49.259	\$3,940.69	\$102,457
22	453	50.252	\$4,020.12	\$104,523
22	454	51.267	\$4,101.36	\$106,635
22	455	52.299	\$4,183.95	\$108,782
22	456	53.351	\$4,268.06	\$110,969
22	457	54.423	\$4,353.80	\$113,198
22	458	55.521	\$4,441.71	\$115,484
22	459	56.643	\$4,531.41	\$117,816
22	460	57.782	\$4,622.55	\$120,186
22	461	58.947	\$4,715.77	\$122,609
22	462	60.136	\$4,810.87	\$125,082
22	463	61.346	\$4,907.69	\$127,599
22	464	62.582	\$5,006.58	\$130,171
22	465	63.844	\$5,107.54	\$132,795
22	466L	65.130	\$5,210.39	\$135,470

Non-Union Schedule 1
EFFECTIVE June 1, 2023

Grade	Step	Hourly	BiWeekly	Annual
23	467	42.414	\$3,393.11	\$88,220
23	468	43.269	\$3,461.55	\$90,000
23	469	44.142	\$3,531.35	\$91,815
23	470	45.030	\$3,602.41	\$93,662
23	471	45.938	\$3,675.00	\$95,550
23	472	46.861	\$3,748.85	\$97,470
23	473	47.807	\$3,824.60	\$99,439
23	474	48.770	\$3,901.60	\$101,441
23	475	49.753	\$3,980.22	\$103,485
23	476	50.758	\$4,060.65	\$105,576
23	477	51.781	\$4,142.52	\$107,705
23	478	52.823	\$4,225.83	\$109,871
23	479	53.886	\$4,310.84	\$112,081
23	480	54.967	\$4,397.39	\$114,332
23	481	56.079	\$4,486.29	\$116,643
23	482	57.208	\$4,576.62	\$118,992
23	483	58.361	\$4,668.84	\$121,389
23	484	59.538	\$4,763.05	\$123,839
23	485	60.738	\$4,859.06	\$126,335
23	486	61.961	\$4,956.86	\$128,878
23	487	63.209	\$5,056.74	\$131,475
23	488	64.484	\$5,158.69	\$134,126
23	489	65.784	\$5,262.72	\$136,830
23	490	67.109	\$5,368.72	\$139,586
23	491L	68.461	\$5,476.88	\$142,398

Non-Union Schedule I*

*Rates are effective upon transfer to this pay plan on a schedule approved by the Bureau of Human Resources and the Department of Budget and Management Services.

Grade	Step	Hourly	BiWeekly	Annual
09	101	\$15.800	\$1,264.00	\$32,864
09	102	\$16.202	\$1,296.15	\$33,700
09	103	\$16.587	\$1,326.92	\$34,500
09	104	\$17.019	\$1,361.54	\$35,400
09	105	\$17.452	\$1,396.15	\$36,300
09	106	\$17.885	\$1,430.77	\$37,200
09	107	\$18.317	\$1,465.38	\$38,100
09	108	\$18.798	\$1,503.85	\$39,100
09	109	\$19.279	\$1,542.31	\$40,100
09	110	\$19.760	\$1,580.77	\$41,100
09	111	\$20.240	\$1,619.23	\$42,100
09	112	\$20.769	\$1,661.54	\$43,200
09	113	\$21.298	\$1,703.85	\$44,300
09	114	\$21.827	\$1,746.15	\$45,400
09	115	\$22.356	\$1,788.46	\$46,500
09	116	\$22.933	\$1,834.62	\$47,700
09	117	\$23.510	\$1,880.77	\$48,900
09	118	\$24.087	\$1,926.92	\$50,100
09	119	\$24.712	\$1,976.92	\$51,400
09	120	\$25.337	\$2,026.92	\$52,700
09	121	\$25.962	\$2,076.92	\$54,000
09	122	\$26.635	\$2,130.77	\$55,400
09	123	\$27.308	\$2,184.62	\$56,800
09	124	\$27.981	\$2,238.46	\$58,200
09	125L	\$28.702	\$2,296.15	\$59,700

Grade	Step	Hourly	BiWeekly	Annual
10	126	\$17.019	\$1,361.54	\$35,400
10	127	\$17.452	\$1,396.15	\$36,300
10	128	\$17.885	\$1,430.77	\$37,200
10	129	\$18.317	\$1,465.38	\$38,100
10	130	\$18.798	\$1,503.85	\$39,100
10	131	\$19.279	\$1,542.31	\$40,100
10	132	\$19.760	\$1,580.77	\$41,100
10	133	\$20.240	\$1,619.23	\$42,100
10	134	\$20.769	\$1,661.54	\$43,200
10	135	\$21.298	\$1,703.85	\$44,300
10	136	\$21.827	\$1,746.15	\$45,400
10	137	\$22.356	\$1,788.46	\$46,500
10	138	\$22.933	\$1,834.62	\$47,700
10	139	\$23.510	\$1,880.77	\$48,900
10	140	\$24.087	\$1,926.92	\$50,100
10	141	\$24.712	\$1,976.92	\$51,400
10	142	\$25.337	\$2,026.92	\$52,700
10	143	\$25.962	\$2,076.92	\$54,000
10	144	\$26.635	\$2,130.77	\$55,400
10	145	\$27.308	\$2,184.62	\$56,800
10	146	\$27.981	\$2,238.46	\$58,200
10	147	\$28.702	\$2,296.15	\$59,700
10	148	\$29.423	\$2,353.85	\$61,200
10	149	\$30.144	\$2,411.54	\$62,700
10	150L	\$30.913	\$2,473.08	\$64,300

Grade	Step	Hourly	BiWeekly	Annual
11	151	\$18.317	\$1,465.38	\$38,100
11	152	\$18.798	\$1,503.85	\$39,100
11	153	\$19.279	\$1,542.31	\$40,100
11	154	\$19.760	\$1,580.77	\$41,100
11	155	\$20.240	\$1,619.23	\$42,100
11	156	\$20.769	\$1,661.54	\$43,200
11	157	\$21.298	\$1,703.85	\$44,300
11	158	\$21.827	\$1,746.15	\$45,400
11	159	\$22.356	\$1,788.46	\$46,500
11	160	\$22.933	\$1,834.62	\$47,700
11	161	\$23.510	\$1,880.77	\$48,900
11	162	\$24.087	\$1,926.92	\$50,100
11	163	\$24.712	\$1,976.92	\$51,400
11	164	\$25.337	\$2,026.92	\$52,700
11	165	\$25.962	\$2,076.92	\$54,000
11	166	\$26.635	\$2,130.77	\$55,400
11	167	\$27.308	\$2,184.62	\$56,800
11	168	\$27.981	\$2,238.46	\$58,200
11	169	\$28.702	\$2,296.15	\$59,700
11	170	\$29.423	\$2,353.85	\$61,200
11	171	\$30.144	\$2,411.54	\$62,700
11	172	\$30.913	\$2,473.08	\$64,300
11	173	\$31.683	\$2,534.62	\$65,900
11	174	\$32.452	\$2,596.15	\$67,500
11	175L	\$33.269	\$2,661.54	\$69,200

Grade	Step	Hourly	BiWeekly	Annual
12	176	\$19.760	\$1,580.77	\$41,100
12	177	\$20.240	\$1,619.23	\$42,100
12	178	\$20.769	\$1,661.54	\$43,200
12	179	\$21.298	\$1,703.85	\$44,300
12	180	\$21.827	\$1,746.15	\$45,400
12	181	\$22.356	\$1,788.46	\$46,500
12	182	\$22.933	\$1,834.62	\$47,700
12	183	\$23.510	\$1,880.77	\$48,900
12	184	\$24.087	\$1,926.92	\$50,100
12	185	\$24.712	\$1,976.92	\$51,400
12	186	\$25.337	\$2,026.92	\$52,700
12	187	\$25.962	\$2,076.92	\$54,000
12	188	\$26.635	\$2,130.77	\$55,400
12	189	\$27.308	\$2,184.62	\$56,800
12	190	\$27.981	\$2,238.46	\$58,200
12	191	\$28.702	\$2,296.15	\$59,700
12	192	\$29.423	\$2,353.85	\$61,200
12	193	\$30.144	\$2,411.54	\$62,700
12	194	\$30.913	\$2,473.08	\$64,300
12	195	\$31.683	\$2,534.62	\$65,900
12	196	\$32.452	\$2,596.15	\$67,500
12	197	\$33.269	\$2,661.54	\$69,200
12	198	\$34.087	\$2,726.92	\$70,900
12	199	\$34.952	\$2,796.15	\$72,700
12	200L	\$35.817	\$2,865.38	\$74,500

Non-Union Schedule I*

*Rates are effective upon transfer to this pay plan on a schedule approved by the Bureau of Human Resources and the Department of Budget and Management Services.

Grade	Step	Hourly	BiWeekly	Annual
13	201	\$21.298	\$1,703.85	\$44,300
13	202	\$21.827	\$1,746.15	\$45,400
13	203	\$22.356	\$1,788.46	\$46,500
13	204	\$22.933	\$1,834.62	\$47,700
13	205	\$23.510	\$1,880.77	\$48,900
13	206	\$24.087	\$1,926.92	\$50,100
13	207	\$24.712	\$1,976.92	\$51,400
13	208	\$25.337	\$2,026.92	\$52,700
13	209	\$25.962	\$2,076.92	\$54,000
13	210	\$26.635	\$2,130.77	\$55,400
13	211	\$27.308	\$2,184.62	\$56,800
13	212	\$27.981	\$2,238.46	\$58,200
13	213	\$28.702	\$2,296.15	\$59,700
13	214	\$29.423	\$2,353.85	\$61,200
13	215	\$30.144	\$2,411.54	\$62,700
13	216	\$30.913	\$2,473.08	\$64,300
13	217	\$31.683	\$2,534.62	\$65,900
13	218	\$32.452	\$2,596.15	\$67,500
13	219	\$33.269	\$2,661.54	\$69,200
13	220	\$34.087	\$2,726.92	\$70,900
13	221	\$34.952	\$2,796.15	\$72,700
13	222	\$35.817	\$2,865.38	\$74,500
13	223	\$36.731	\$2,938.46	\$76,400
13	224	\$37.644	\$3,011.54	\$78,300
13	225L	\$38.606	\$3,088.46	\$80,300

Grade	Step	Hourly	BiWeekly	Annual
14	226	\$22.933	\$1,834.62	\$47,700
14	227	\$23.510	\$1,880.77	\$48,900
14	228	\$24.087	\$1,926.92	\$50,100
14	229	\$24.712	\$1,976.92	\$51,400
14	230	\$25.337	\$2,026.92	\$52,700
14	231	\$25.962	\$2,076.92	\$54,000
14	232	\$26.635	\$2,130.77	\$55,400
14	233	\$27.308	\$2,184.62	\$56,800
14	234	\$27.981	\$2,238.46	\$58,200
14	235	\$28.702	\$2,296.15	\$59,700
14	236	\$29.423	\$2,353.85	\$61,200
14	237	\$30.144	\$2,411.54	\$62,700
14	238	\$30.913	\$2,473.08	\$64,300
14	239	\$31.683	\$2,534.62	\$65,900
14	240	\$32.452	\$2,596.15	\$67,500
14	241	\$33.269	\$2,661.54	\$69,200
14	242	\$34.087	\$2,726.92	\$70,900
14	243	\$34.952	\$2,796.15	\$72,700
14	244	\$35.817	\$2,865.38	\$74,500
14	245	\$36.731	\$2,938.46	\$76,400
14	246	\$37.644	\$3,011.54	\$78,300
14	247	\$38.606	\$3,088.46	\$80,300
14	248	\$39.567	\$3,165.38	\$82,300
14	249	\$40.577	\$3,246.15	\$84,400
14	250L	\$41.587	\$3,326.92	\$86,500

Grade	Step	Hourly	BiWeekly	Annual
15	251	\$24.712	\$1,976.92	\$51,400
15	252	\$25.337	\$2,026.92	\$52,700
15	253	\$25.962	\$2,076.92	\$54,000
15	254	\$26.635	\$2,130.77	\$55,400
15	255	\$27.308	\$2,184.62	\$56,800
15	256	\$27.981	\$2,238.46	\$58,200
15	257	\$28.702	\$2,296.15	\$59,700
15	258	\$29.423	\$2,353.85	\$61,200
15	259	\$30.144	\$2,411.54	\$62,700
15	260	\$30.913	\$2,473.08	\$64,300
15	261	\$31.683	\$2,534.62	\$65,900
15	262	\$32.452	\$2,596.15	\$67,500
15	263	\$33.269	\$2,661.54	\$69,200
15	264	\$34.087	\$2,726.92	\$70,900
15	265	\$34.952	\$2,796.15	\$72,700
15	266	\$35.817	\$2,865.38	\$74,500
15	267	\$36.731	\$2,938.46	\$76,400
15	268	\$37.644	\$3,011.54	\$78,300
15	269	\$38.606	\$3,088.46	\$80,300
15	270	\$39.567	\$3,165.38	\$82,300
15	271	\$40.577	\$3,246.15	\$84,400
15	272	\$41.587	\$3,326.92	\$86,500
15	273	\$42.644	\$3,411.54	\$88,700
15	274	\$43.702	\$3,496.15	\$90,900
15	275L	\$44.808	\$3,584.62	\$93,200

Grade	Step	Hourly	BiWeekly	Annual
16	276	\$26.635	\$2,130.77	\$55,400
16	277	\$27.308	\$2,184.62	\$56,800
16	278	\$27.981	\$2,238.46	\$58,200
16	279	\$28.702	\$2,296.15	\$59,700
16	280	\$29.423	\$2,353.85	\$61,200
16	281	\$30.144	\$2,411.54	\$62,700
16	282	\$30.913	\$2,473.08	\$64,300
16	283	\$31.683	\$2,534.62	\$65,900
16	284	\$32.452	\$2,596.15	\$67,500
16	285	\$33.269	\$2,661.54	\$69,200
16	286	\$34.087	\$2,726.92	\$70,900
16	287	\$34.952	\$2,796.15	\$72,700
16	288	\$35.817	\$2,865.38	\$74,500
16	289	\$36.731	\$2,938.46	\$76,400
16	290	\$37.644	\$3,011.54	\$78,300
16	291	\$38.606	\$3,088.46	\$80,300
16	292	\$39.567	\$3,165.38	\$82,300
16	293	\$40.577	\$3,246.15	\$84,400
16	294	\$41.587	\$3,326.92	\$86,500
16	295	\$42.644	\$3,411.54	\$88,700
16	296	\$43.702	\$3,496.15	\$90,900
16	297	\$44.808	\$3,584.62	\$93,200
16	298	\$45.913	\$3,673.08	\$95,500
16	299	\$47.067	\$3,765.38	\$97,900
16	300L	\$48.221	\$3,857.69	\$100,300

Non-Union Schedule I*

*Rates are effective upon transfer to this pay plan on a schedule approved by the Bureau of Human Resources and the Department of Budget and Management Services.

Grade	Step	Hourly	BiWeekly	Annual
17	301	\$28.702	\$2,296.15	\$59,700
17	302	\$29.423	\$2,353.85	\$61,200
17	303	\$30.144	\$2,411.54	\$62,700
17	304	\$30.913	\$2,473.08	\$64,300
17	305	\$31.683	\$2,534.62	\$65,900
17	306	\$32.452	\$2,596.15	\$67,500
17	307	\$33.269	\$2,661.54	\$69,200
17	308	\$34.087	\$2,726.92	\$70,900
17	309	\$34.952	\$2,796.15	\$72,700
17	310	\$35.817	\$2,865.38	\$74,500
17	311	\$36.731	\$2,938.46	\$76,400
17	312	\$37.644	\$3,011.54	\$78,300
17	313	\$38.606	\$3,088.46	\$80,300
17	314	\$39.567	\$3,165.38	\$82,300
17	315	\$40.577	\$3,246.15	\$84,400
17	316	\$41.587	\$3,326.92	\$86,500
17	317	\$42.644	\$3,411.54	\$88,700
17	318	\$43.702	\$3,496.15	\$90,900
17	319	\$44.808	\$3,584.62	\$93,200
17	320	\$45.913	\$3,673.08	\$95,500
17	321	\$47.067	\$3,765.38	\$97,900
17	322	\$48.221	\$3,857.69	\$100,300
17	323	\$49.423	\$3,953.85	\$102,800
17	324	\$50.673	\$4,053.85	\$105,400
17	325L	\$51.923	\$4,153.85	\$108,000

Grade	Step	Hourly	BiWeekly	Annual
18	326	\$30.913	\$2,473.08	\$64,300
18	327	\$31.683	\$2,534.62	\$65,900
18	328	\$32.452	\$2,596.15	\$67,500
18	329	\$33.269	\$2,661.54	\$69,200
18	330	\$34.087	\$2,726.92	\$70,900
18	331	\$34.952	\$2,796.15	\$72,700
18	332	\$35.817	\$2,865.38	\$74,500
18	333	\$36.731	\$2,938.46	\$76,400
18	334	\$37.644	\$3,011.54	\$78,300
18	335	\$38.606	\$3,088.46	\$80,300
18	336	\$39.567	\$3,165.38	\$82,300
18	337	\$40.577	\$3,246.15	\$84,400
18	338	\$41.587	\$3,326.92	\$86,500
18	339	\$42.644	\$3,411.54	\$88,700
18	340	\$43.702	\$3,496.15	\$90,900
18	341	\$44.808	\$3,584.62	\$93,200
18	342	\$45.913	\$3,673.08	\$95,500
18	343	\$47.067	\$3,765.38	\$97,900
18	344	\$48.221	\$3,857.69	\$100,300
18	345	\$49.423	\$3,953.85	\$102,800
18	346	\$50.673	\$4,053.85	\$105,400
18	347	\$51.923	\$4,153.85	\$108,000
18	348	\$53.221	\$4,257.69	\$110,700
18	349	\$54.567	\$4,365.38	\$113,500
18	350L	\$55.913	\$4,473.08	\$116,300

Grade	Step	Hourly	BiWeekly	Annual
19	351	\$33.317	\$2,665.38	\$69,300
19	352	\$34.135	\$2,730.77	\$71,000
19	353	\$35.000	\$2,800.00	\$72,800
19	354	\$35.865	\$2,869.23	\$74,600
19	355	\$36.779	\$2,942.31	\$76,500
19	356	\$37.692	\$3,015.38	\$78,400
19	357	\$38.654	\$3,092.31	\$80,400
19	358	\$39.615	\$3,169.23	\$82,400
19	359	\$40.625	\$3,250.00	\$84,500
19	360	\$41.635	\$3,330.77	\$86,600
19	361	\$42.692	\$3,415.38	\$88,800
19	362	\$43.750	\$3,500.00	\$91,000
19	363	\$44.856	\$3,588.46	\$93,300
19	364	\$45.962	\$3,676.92	\$95,600
19	365	\$47.115	\$3,769.23	\$98,000
19	366	\$48.317	\$3,865.38	\$100,500
19	367	\$49.519	\$3,961.54	\$103,000
19	368	\$50.769	\$4,061.54	\$105,600
19	369	\$52.019	\$4,161.54	\$108,200
19	370	\$53.317	\$4,265.38	\$110,900
19	371	\$54.663	\$4,373.08	\$113,700
19	372	\$56.010	\$4,480.77	\$116,500
19	373	\$57.404	\$4,592.31	\$119,400
19	374	\$58.846	\$4,707.69	\$122,400
19	375L	\$60.337	\$4,826.92	\$125,500

Grade	Step	Hourly	BiWeekly	Annual
20	376	\$35.913	\$2,873.08	\$74,700
20	377	\$36.827	\$2,946.15	\$76,600
20	378	\$37.740	\$3,019.23	\$78,500
20	379	\$38.702	\$3,096.15	\$80,500
20	380	\$39.663	\$3,173.08	\$82,500
20	381	\$40.673	\$3,253.85	\$84,600
20	382	\$41.683	\$3,334.62	\$86,700
20	383	\$42.740	\$3,419.23	\$88,900
20	384	\$43.798	\$3,503.85	\$91,100
20	385	\$44.904	\$3,592.31	\$93,400
20	386	\$46.010	\$3,680.77	\$95,700
20	387	\$47.163	\$3,773.08	\$98,100
20	388	\$48.365	\$3,869.23	\$100,600
20	389	\$49.567	\$3,965.38	\$103,100
20	390	\$50.817	\$4,065.38	\$105,700
20	391	\$52.067	\$4,165.38	\$108,300
20	392	\$53.365	\$4,269.23	\$111,000
20	393	\$54.712	\$4,376.92	\$113,800
20	394	\$56.058	\$4,484.62	\$116,600
20	395	\$57.452	\$4,596.15	\$119,500
20	396	\$58.894	\$4,711.54	\$122,500
20	397	\$60.385	\$4,830.77	\$125,600
20	398	\$61.875	\$4,950.00	\$128,700
20	399	\$63.413	\$5,073.08	\$131,900
20	400L	\$65.000	\$5,200.00	\$135,200

Non-Union Schedule I*

*Rates are effective upon transfer to this pay plan on a schedule approved by the Bureau of Human Resources and the Department of Budget and Management Services.

Grade	Step	Hourly	BiWeekly	Annual
21	401	\$38.702	\$3,096.15	\$80,500
21	402	\$39.663	\$3,173.08	\$82,500
21	403	\$40.673	\$3,253.85	\$84,600
21	404	\$41.683	\$3,334.62	\$86,700
21	405	\$42.740	\$3,419.23	\$88,900
21	406	\$43.798	\$3,503.85	\$91,100
21	407	\$44.904	\$3,592.31	\$93,400
21	408	\$46.010	\$3,680.77	\$95,700
21	409	\$47.163	\$3,773.08	\$98,100
21	410	\$48.365	\$3,869.23	\$100,600
21	411	\$49.567	\$3,965.38	\$103,100
21	412	\$50.817	\$4,065.38	\$105,700
21	413	\$52.067	\$4,165.38	\$108,300
21	414	\$53.365	\$4,269.23	\$111,000
21	415	\$54.712	\$4,376.92	\$113,800
21	416	\$56.058	\$4,484.62	\$116,600
21	417	\$57.452	\$4,596.15	\$119,500
21	418	\$58.894	\$4,711.54	\$122,500
21	419	\$60.385	\$4,830.77	\$125,600
21	420	\$61.875	\$4,950.00	\$128,700
21	421	\$63.413	\$5,073.08	\$131,900
21	422	\$65.000	\$5,200.00	\$135,200
21	423	\$66.635	\$5,330.77	\$138,600
21	424	\$68.317	\$5,465.38	\$142,100
21	425L	\$70.048	\$5,603.85	\$145,700

Grade	Step	Hourly	BiWeekly	Annual
22	426	\$41.683	\$3,334.62	\$86,700
22	427	\$42.740	\$3,419.23	\$88,900
22	428	\$43.798	\$3,503.85	\$91,100
22	429	\$44.904	\$3,592.31	\$93,400
22	430	\$46.010	\$3,680.77	\$95,700
22	431	\$47.163	\$3,773.08	\$98,100
22	432	\$48.365	\$3,869.23	\$100,600
22	433	\$49.567	\$3,965.38	\$103,100
22	434	\$50.817	\$4,065.38	\$105,700
22	435	\$52.067	\$4,165.38	\$108,300
22	436	\$53.365	\$4,269.23	\$111,000
22	437	\$54.712	\$4,376.92	\$113,800
22	438	\$56.058	\$4,484.62	\$116,600
22	439	\$57.452	\$4,596.15	\$119,500
22	440	\$58.894	\$4,711.54	\$122,500
22	441	\$60.385	\$4,830.77	\$125,600
22	442	\$61.875	\$4,950.00	\$128,700
22	443	\$63.413	\$5,073.08	\$131,900
22	444	\$65.000	\$5,200.00	\$135,200
22	445	\$66.635	\$5,330.77	\$138,600
22	446	\$68.317	\$5,465.38	\$142,100
22	447	\$70.048	\$5,603.85	\$145,700
22	448	\$71.779	\$5,742.31	\$149,300
22	449	\$73.558	\$5,884.62	\$153,000
22	450L	\$75.385	\$6,030.77	\$156,800

Grade	Step	Hourly	BiWeekly	Annual
23	451	\$44.904	\$3,592.31	\$93,400
23	452	\$46.010	\$3,680.77	\$95,700
23	453	\$47.163	\$3,773.08	\$98,100
23	454	\$48.365	\$3,869.23	\$100,600
23	455	\$49.567	\$3,965.38	\$103,100
23	456	\$50.817	\$4,065.38	\$105,700
23	457	\$52.067	\$4,165.38	\$108,300
23	458	\$53.365	\$4,269.23	\$111,000
23	459	\$54.712	\$4,376.92	\$113,800
23	460	\$56.058	\$4,484.62	\$116,600
23	461	\$57.452	\$4,596.15	\$119,500
23	462	\$58.894	\$4,711.54	\$122,500
23	463	\$60.385	\$4,830.77	\$125,600
23	464	\$61.875	\$4,950.00	\$128,700
23	465	\$63.413	\$5,073.08	\$131,900
23	466	\$65.000	\$5,200.00	\$135,200
23	467	\$66.635	\$5,330.77	\$138,600
23	468	\$68.317	\$5,465.38	\$142,100
23	469	\$70.048	\$5,603.85	\$145,700
23	470	\$71.779	\$5,742.31	\$149,300
23	471	\$73.558	\$5,884.62	\$153,000
23	472	\$75.385	\$6,030.77	\$156,800
23	473	\$77.260	\$6,180.77	\$160,700
23	474	\$79.183	\$6,334.62	\$164,700
23	475L	\$81.154	\$6,492.31	\$168,800

NON-UNION SCHEDULE II: NURSES
JUNE 1, 2023

Grade	Step	Hourly	Biweekly	Annual
FA	329	32.237	\$2,578.98	\$67,053
FA	330	32.886	\$2,630.89	\$68,403
FA	331	33.550	\$2,683.98	\$69,783
FA	332	34.226	\$2,738.09	\$71,190
FA	333	34.916	\$2,793.30	\$72,625
FA	334	35.618	\$2,849.43	\$74,085
FA	335	36.336	\$2,906.85	\$75,578
FA	336	37.070	\$2,965.64	\$77,106
FA	337	37.817	\$3,025.35	\$78,659
FA	338	38.577	\$3,086.16	\$80,240
FA	339	39.357	\$3,148.54	\$81,862
FA	340	40.148	\$3,211.83	\$83,507
FA	341	40.959	\$3,276.69	\$85,193
FA	342	41.783	\$3,342.65	\$86,908
FA	343	42.626	\$3,410.08	\$88,661
FA	344	43.485	\$3,478.79	\$90,448
FA	345	44.361	\$3,548.88	\$92,270
FA	346	45.254	\$3,620.35	\$94,129
FA	347	46.166	\$3,693.29	\$96,025
FA	348	47.096	\$3,767.70	\$97,960
FA	349	48.045	\$3,843.58	\$99,933
FA	350	49.014	\$3,921.11	\$101,948
FA	351	50.003	\$4,000.21	\$104,005
FA	352L	51.012	\$4,080.96	\$106,104
FB	338	33.717	\$2,697.40	\$70,132
FB	339	34.398	\$2,751.87	\$71,548
FB	340	35.091	\$2,807.27	\$72,988
FB	341	35.797	\$2,863.76	\$74,457
FB	342	36.517	\$2,921.36	\$75,955
FB	343	37.254	\$2,980.34	\$77,488
FB	344	38.005	\$3,040.42	\$79,050
FB	345	38.770	\$3,101.60	\$80,641
FB	346	39.552	\$3,164.16	\$82,268
FB	347	40.350	\$3,228.00	\$83,928
FB	348	41.164	\$3,293.13	\$85,621
FB	349	41.992	\$3,359.37	\$87,343
FB	350	42.838	\$3,427.07	\$89,103
FB	351	43.701	\$3,496.06	\$90,897
FB	352	44.583	\$3,566.61	\$92,731
FB	353	45.479	\$3,638.36	\$94,597
FB	354	46.398	\$3,711.85	\$96,508
FB	355	47.333	\$3,786.63	\$98,452
FB	356	48.285	\$3,862.78	\$100,432
FB	357	49.259	\$3,940.68	\$102,457
FB	359	51.267	\$4,101.35	\$106,635
FB	360L	52.299	\$4,183.94	\$108,782

Grade	Step	Hourly	Biweekly	Annual
FE	373	40.148	\$3,211.83	\$83,507
FE	374	40.959	\$3,276.69	\$85,193
FE	375	41.783	\$3,342.65	\$86,908
FE	376	42.626	\$3,410.08	\$88,661
FE	377	43.485	\$3,478.79	\$90,448
FE	378	44.361	\$3,548.88	\$92,270
FE	379	45.254	\$3,620.35	\$94,129
FE	380	46.166	\$3,693.29	\$96,025
FE	381	47.096	\$3,767.70	\$97,960
FE	382	48.045	\$3,843.58	\$99,933
FE	383	49.014	\$3,921.11	\$101,948
FE	384	50.003	\$4,000.21	\$104,005
FE	385	51.012	\$4,080.96	\$106,104
FE	386	52.039	\$4,163.08	\$108,240
FE	387	53.085	\$4,246.77	\$110,416
FE	388	54.155	\$4,332.39	\$112,642
FE	389	55.243	\$4,419.48	\$114,906
FE	390	56.358	\$4,508.68	\$117,225
FE	391	57.496	\$4,599.71	\$119,592
FE	392	58.652	\$4,692.13	\$121,995
FE	393	59.837	\$4,786.93	\$124,460
FE	394	61.041	\$4,883.30	\$126,965
FE	395	62.272	\$4,981.77	\$129,526
FE	396L	63.527	\$5,082.18	\$132,136
FF	383	42.202	\$3,376.18	\$87,780
FF	384	43.054	\$3,444.34	\$89,552
FF	385	43.921	\$3,513.70	\$91,356
FF	386	44.807	\$3,584.53	\$93,197
FF	387	45.709	\$3,656.73	\$95,075
FF	388	46.629	\$3,730.31	\$96,988
FF	389	47.569	\$3,805.55	\$98,944
FF	390	48.527	\$3,882.16	\$100,936
FF	391	49.504	\$3,960.34	\$102,968
FF	392	50.503	\$4,040.26	\$105,046
FF	393	51.524	\$4,121.93	\$107,170
FF	394	52.559	\$4,204.70	\$109,322
FF	395	53.616	\$4,289.31	\$111,521
FF	396	54.695	\$4,375.57	\$113,764
FF	397	55.799	\$4,463.94	\$116,062
FF	398	56.926	\$4,554.06	\$118,405
FF	399	58.071	\$4,645.64	\$120,786
FF	400	59.242	\$4,739.35	\$123,222
FF	401	60.436	\$4,834.88	\$125,706
FF	402	61.653	\$4,932.26	\$128,238
FF	403	62.895	\$5,031.56	\$130,820
FF	404L	64.162	\$5,132.98	\$133,457

NON-UNION SCHEDULE II: NURSES
JUNE 1, 2023

Grade	Step	Hourly	Biweekly	Annual
FJ	435	54.695	\$4,375.57	\$113,764
FJ	436	55.799	\$4,463.94	\$116,062
FJ	437	56.926	\$4,554.06	\$118,405
FJ	438	58.071	\$4,645.64	\$120,786
FJ	439	59.242	\$4,739.35	\$123,222
FJ	440	60.436	\$4,834.88	\$125,706
FJ	441	61.653	\$4,932.26	\$128,238
FJ	442	62.895	\$5,031.56	\$130,820
FJ	443	64.162	\$5,132.98	\$133,457
FJ	444	65.454	\$5,236.33	\$136,144
FJ	445	66.775	\$5,341.97	\$138,891
FJ	446	68.120	\$5,449.64	\$141,690
FJ	447L	69.492	\$5,559.32	\$144,542
NS1	385	42.626	\$3,410.08	\$88,661
NS1	386	43.485	\$3,478.79	\$90,448
NS1	387	44.361	\$3,548.88	\$92,270
NS1	388	45.254	\$3,620.35	\$94,129
NS1	389	46.166	\$3,693.29	\$96,025
NS1	390	47.096	\$3,767.70	\$97,960
NS1	391	48.045	\$3,843.58	\$99,933
NS1	392	49.014	\$3,921.11	\$101,948
NS1	393	50.003	\$4,000.21	\$104,005
NS1	394	51.012	\$4,080.96	\$106,104
NS1	395	52.039	\$4,163.08	\$108,240
NS1	396	53.085	\$4,246.77	\$110,416
NS1	397	54.155	\$4,332.39	\$112,642
NS1	398	55.243	\$4,419.48	\$114,906
NS1	399	56.358	\$4,508.68	\$117,225
NS1	400L	57.496	\$4,599.71	\$119,592
NS2	395	44.807	\$3,584.53	\$93,197
NS2	396	45.709	\$3,656.73	\$95,075
NS2	397	46.629	\$3,730.31	\$96,988
NS2	398	47.569	\$3,805.55	\$98,944
NS2	399	48.527	\$3,882.16	\$100,936
NS2	400	49.504	\$3,960.34	\$102,968
NS2	401	50.503	\$4,040.26	\$105,046
NS2	402	51.524	\$4,121.93	\$107,170
NS2	403	52.559	\$4,204.70	\$109,322
NS2	404	53.616	\$4,289.31	\$111,521
NS2	405	54.695	\$4,375.57	\$113,764
NS2	406	55.799	\$4,463.94	\$116,062
NS2	407	56.926	\$4,554.06	\$118,405
NS2	408L	58.071	\$4,645.64	\$120,786

Grade	Step	Hourly	Biweekly	Annual
NS3	447	58.071	\$4,645.64	\$120,786
NS3	448	59.242	\$4,739.35	\$123,222
NS3	449	60.436	\$4,834.88	\$125,706
NS3	450	61.653	\$4,932.26	\$128,238
NS3	451	62.895	\$5,031.56	\$130,820
NS3	452	64.162	\$5,132.98	\$133,457
NS3	453	65.454	\$5,236.33	\$136,144
NS3	454	66.775	\$5,341.97	\$138,891
NS3	455	68.120	\$5,449.64	\$141,690
NS3	456L	69.492	\$5,559.32	\$144,542
NS4	457	59.837	\$4,786.93	\$124,460
NS4	458	61.041	\$4,883.30	\$126,965
NS4	459	62.272	\$4,981.77	\$129,526
NS4	460	63.527	\$5,082.18	\$132,136
NS4	461	64.804	\$5,184.33	\$134,792
NS4	462	66.112	\$5,288.97	\$137,513
NS4	463	67.444	\$5,395.53	\$140,283
NS4	464	68.804	\$5,504.30	\$143,111
NS4	465	70.189	\$5,615.08	\$145,992
NS4	466	71.604	\$5,728.35	\$148,937
NS4	467	73.047	\$5,843.73	\$151,937
NS4	468	74.519	\$5,961.50	\$154,999
NS4	469	76.022	\$6,081.75	\$158,125
NS4	470L	77.553	\$6,204.21	\$161,309

NON-UNION SCHEDULE IV: COUNTY POLICE

EFFECTIVE JUNE 1, 2023

Grade	Step	Hourly	BiWeekly	Annual
P3	380	41.575	\$3,326.02	\$86,476
P3	381	42.414	\$3,393.08	\$88,220
P3	382	43.269	\$3,461.52	\$89,999
P3	383	44.142	\$3,531.34	\$91,814
P3	384	45.030	\$3,602.44	\$93,663
P3	385	45.938	\$3,675.01	\$95,550
P3	386	46.861	\$3,748.87	\$97,470
P3	387	47.807	\$3,824.57	\$99,438
P3	388	48.770	\$3,901.64	\$101,442
P3	389	49.752	\$3,980.18	\$103,484
P3	390	50.758	\$4,060.66	\$105,577
P3	391	51.781	\$4,142.51	\$107,705
P3	392	52.823	\$4,225.83	\$109,871
P3	393	53.885	\$4,310.80	\$112,080
P3	394	54.968	\$4,397.43	\$114,333
P3	395	56.078	\$4,486.26	\$116,642
P3	396	57.208	\$4,576.66	\$118,993
P3	397	58.361	\$4,668.89	\$121,391
P3	398	59.538	\$4,763.05	\$123,839
P3	399	60.738	\$4,859.04	\$126,335
P3	400	61.961	\$4,956.88	\$128,878
P3	401	63.209	\$5,056.74	\$131,475
P3	402L	64.484	\$5,158.70	\$134,126
P4	403	45.479	\$3,638.36	\$94,597
P4	404	46.398	\$3,711.85	\$96,508
P4	405	47.333	\$3,786.63	\$98,452
P4	406	48.285	\$3,862.78	\$100,432
P4	407	49.259	\$3,940.68	\$102,457
P4	408	50.252	\$4,020.14	\$104,523
P4	409	51.267	\$4,101.35	\$106,635
P4	410	52.299	\$4,183.94	\$108,782
P4	411	53.351	\$4,268.08	\$110,970
P4	412	54.422	\$4,353.79	\$113,198
P4	413	55.521	\$4,441.71	\$115,484
P4	414	56.642	\$4,531.37	\$117,815
P4	415	57.782	\$4,622.59	\$120,187
P4	416	58.947	\$4,715.74	\$122,609
P4	417	60.136	\$4,810.91	\$125,083
P4	418	61.347	\$4,907.73	\$127,601
P4	419	62.582	\$5,006.58	\$130,171
P4	420	63.844	\$5,107.54	\$132,795
P4	421	65.130	\$5,210.42	\$135,471
P4	422	66.443	\$5,315.42	\$138,201
P4	423L	67.781	\$5,422.45	\$140,983

Grade	Step	Hourly	BiWeekly	Annual
P5	424	49.014	\$3,921.11	\$101,948
P5	425	50.003	\$4,000.21	\$104,005
P5	426	51.012	\$4,080.96	\$106,104
P5	427	52.039	\$4,163.08	\$108,240
P5	428	53.085	\$4,246.77	\$110,416
P5	429	54.155	\$4,332.39	\$112,642
P5	430	55.243	\$4,419.48	\$114,906
P5	431	56.358	\$4,508.68	\$117,225
P5	432	57.496	\$4,599.71	\$119,592
P5	433	58.652	\$4,692.13	\$121,995
P5	434	59.837	\$4,786.93	\$124,460
P5	435	61.041	\$4,883.30	\$126,965
P5	436	62.272	\$4,981.77	\$129,526
P5	437	63.527	\$5,082.18	\$132,136
P5	438	64.804	\$5,184.33	\$134,792
P5	439	66.112	\$5,288.97	\$137,513
P5	440	67.444	\$5,395.53	\$140,283
P5	441	68.804	\$5,504.30	\$143,111
P5	442	70.189	\$5,615.08	\$145,992
P5	443	71.604	\$5,728.35	\$148,937
P5	444L	73.047	\$5,843.73	\$151,937
P6	445	61.347	\$4,907.73	\$127,601
P6	446	62.582	\$5,006.58	\$130,171
P6	447	63.844	\$5,107.54	\$132,795
P6	448	65.130	\$5,210.42	\$135,471
P6	449	66.443	\$5,315.42	\$138,201
P6	450	67.781	\$5,422.45	\$140,983
P6	451	69.148	\$5,531.85	\$143,828
P6	452	70.540	\$5,643.19	\$146,723
P6	453	71.964	\$5,757.10	\$149,684
P6	454	73.412	\$5,872.95	\$152,696
P6	455L	74.893	\$5,991.45	\$155,777

**NON-UNION SCHEDULE VI: DOCTORS
EFFECTIVE JUNE 1, 2023**

Grade	Step	Hourly	BiWeekly	Annual
K	386	57.782	\$4,622.59	\$120,187
K	387	58.947	\$4,715.74	\$122,609
K	388	60.135	\$4,810.82	\$125,081
K	389	61.347	\$4,907.73	\$127,601
K	390	62.582	\$5,006.58	\$130,171
K	391	63.844	\$5,107.54	\$132,796
K	392	65.129	\$5,210.33	\$135,469
K	393	66.443	\$5,315.42	\$138,201
K	394	67.781	\$5,422.45	\$140,984
K	395	69.147	\$5,531.76	\$143,826
K	396	70.540	\$5,643.19	\$146,723
K	397	71.963	\$5,757.01	\$149,682
K	398	73.412	\$5,872.95	\$152,697
K	399	74.892	\$5,991.36	\$155,775
K	400	76.400	\$6,111.97	\$158,911
K	401	77.940	\$6,235.16	\$162,114
K	402	79.510	\$6,360.83	\$165,382
K	403	81.113	\$6,489.08	\$168,716
K	404	82.747	\$6,619.80	\$172,115
K	405	84.416	\$6,753.28	\$175,585
K	406	86.115	\$6,889.23	\$179,120
K	407	87.852	\$7,028.13	\$182,731
K	408	89.621	\$7,169.69	\$186,412
K	409	91.427	\$7,314.20	\$190,169
K	410	93.268	\$7,461.45	\$193,998
K	411	95.150	\$7,612.02	\$197,912
K	412	97.067	\$7,765.34	\$201,899
K	413	99.022	\$7,921.78	\$205,966
K	414	101.017	\$8,081.35	\$210,115
K	415	103.053	\$8,244.23	\$214,350
K	416	105.130	\$8,410.41	\$218,671
K	417	105.664	\$8,453.10	\$219,781
K	418	105.680	\$8,454.43	\$219,815
K	419	105.694	\$8,455.51	\$219,843
K	420	106.231	\$8,498.49	\$220,961

Grade	Step	Hourly	BiWeekly	Annual
K	421	106.245	\$8,499.62	\$220,990
K	422	108.386	\$8,670.90	\$225,443
K	423	110.571	\$8,845.67	\$229,987
K	424	112.800	\$9,024.00	\$234,624
K	425	115.074	\$9,205.90	\$239,353
K	426	117.392	\$9,391.37	\$244,176
K	427	119.757	\$9,580.58	\$249,095
K	428	122.170	\$9,773.61	\$254,114
K	429	124.632	\$9,970.56	\$259,235
K	430	127.144	\$10,171.51	\$264,459
K	431	129.705	\$10,376.38	\$269,786
K	432	132.319	\$10,585.50	\$275,223
K	433	134.986	\$10,798.89	\$280,771
K	434	137.706	\$11,016.46	\$286,428
K	435	140.481	\$11,238.46	\$292,200
K	436	143.312	\$11,464.99	\$298,090
K	437	146.199	\$11,695.95	\$304,095
K	438	149.143	\$11,931.44	\$310,217
K	439	152.150	\$12,171.97	\$316,471
K	440	155.216	\$12,417.29	\$322,850
K	441	158.345	\$12,667.56	\$329,357
K	442	161.535	\$12,922.80	\$335,993
K	443	164.790	\$13,183.16	\$342,762
K	444	168.110	\$13,448.84	\$349,670
K	445	171.499	\$13,719.90	\$356,718
K	446	174.952	\$13,996.19	\$363,901
K	447	178.479	\$14,278.30	\$371,236
K	448	182.074	\$14,565.90	\$378,713
K	449	185.745	\$14,859.58	\$386,349
K	450	189.485	\$15,158.83	\$394,130
K	451	193.304	\$15,464.35	\$402,073
K	452	197.201	\$15,776.04	\$410,177
K	453	201.174	\$16,093.91	\$418,442
K	454	205.228	\$16,418.21	\$426,874
K	455	209.363	\$16,749.04	\$435,475

**NON-UNION SCHEDULE VI: DOCTORS
EFFECTIVE JUNE 1, 2023**

Grade	Step	Hourly	BiWeekly	Annual
K	456	213.581	\$17,086.48	\$444,249
K	457	217.884	\$17,430.71	\$453,198
K	458	222.274	\$17,781.90	\$462,329
K	459	226.755	\$18,140.39	\$471,650
K	460	231.324	\$18,505.93	\$481,154
K	461	235.984	\$18,878.69	\$490,846
K	462	240.741	\$19,259.28	\$500,741
K	463	245.594	\$19,647.52	\$510,836
K	464	250.544	\$20,043.51	\$521,131
K	465	255.593	\$20,447.41	\$531,633
K	466	260.743	\$20,859.40	\$542,344
K	467	265.997	\$21,279.75	\$553,273
K	468	271.357	\$21,708.53	\$564,422
K	469	276.825	\$22,146.01	\$575,796
K	470	282.402	\$22,592.19	\$587,397
K	471	288.093	\$23,047.42	\$599,233
K	472	293.899	\$23,511.96	\$611,311
K	473	299.819	\$23,985.54	\$623,624
K	474	305.861	\$24,468.87	\$636,191
K	475	312.025	\$24,962.02	\$649,013
K	476	318.314	\$25,465.09	\$662,092
K	477	324.728	\$25,978.26	\$675,435
K	478	331.271	\$26,501.69	\$689,044
K	479	337.947	\$27,035.73	\$702,929
K	480	344.758	\$27,580.65	\$717,097
K	481	351.704	\$28,136.35	\$731,545
K	482L	358.792	\$28,703.36	\$746,287

**SCHEDULE XII
PHARMACIST-NON UNION**

Effective June 1, 2023

Grade	Hourly	Bi-Weekly	Annual
RX4	76.367	\$6,109.33	\$158,843

**SCHEDULE XIV
MEDICAL TECHNOLOGIST - NON UNION**

EFFECTIVE JUNE 1, 2023

Grade	Step	Hourly	Biweekly	Annual
T16	301	28.037	\$2,242.95	\$ 58,317
T16	302	28.600	\$2,287.96	\$ 59,487
T16	303	29.178	\$2,334.26	\$ 60,691
T16	304	29.765	\$2,381.20	\$ 61,911
T16	305	30.364	\$2,429.15	\$ 63,158
T16	306	30.976	\$2,478.12	\$ 64,431
T16	307	31.601	\$2,528.09	\$ 65,730
T16	308	32.237	\$2,578.98	\$ 67,054
T16	309	32.886	\$2,630.89	\$ 68,403
T16	310	33.549	\$2,683.89	\$ 69,781
T16	311	34.226	\$2,738.09	\$ 71,190
T16	312	34.915	\$2,793.21	\$ 72,623
T16	313	35.618	\$2,849.43	\$ 74,085
T16	314	36.336	\$2,906.85	\$ 75,578
T16	315	37.069	\$2,965.55	\$ 77,104
T16	316	37.816	\$3,025.26	\$ 78,657
T16	317	38.577	\$3,086.16	\$ 80,240
T16	318	39.354	\$3,148.36	\$ 81,857
T16	319	40.148	\$3,211.83	\$ 83,508
T16	320L	40.957	\$3,276.60	\$ 85,192
T18	321	31.133	\$2,490.61	\$ 64,756
T18	322	31.758	\$2,540.68	\$ 66,058
T18	323	32.398	\$2,591.85	\$ 67,388
T18	324	33.050	\$2,644.02	\$ 68,745
T18	325	33.716	\$2,697.31	\$ 70,130
T18	326	34.398	\$2,751.87	\$ 71,549
T18	327	35.091	\$2,807.27	\$ 72,989
T18	328	35.797	\$2,863.76	\$ 74,458
T18	329	36.517	\$2,921.36	\$ 75,955
T18	330	37.253	\$2,980.25	\$ 77,486
T18	331	38.004	\$3,040.32	\$ 79,048
T18	332	38.769	\$3,101.51	\$ 80,639
T18	333	39.551	\$3,164.07	\$ 82,266
T18	334	40.349	\$3,227.91	\$ 83,926
T18	335	41.162	\$3,292.95	\$ 85,617
T18	336	41.991	\$3,359.28	\$ 87,341
T18	337	42.838	\$3,427.07	\$ 89,104
T18	338	43.701	\$3,496.06	\$ 90,898
T18	339	44.583	\$3,566.61	\$ 92,732
T18	340	45.479	\$3,638.36	\$ 94,597
T18	341L	46.398	\$3,711.85	\$ 96,508

**SCHEDULE XV
ASSISTANT STATE'S ATTORNEY**

EFFECTIVE: JUNE 1, 2023

Grade	Step	Hourly	BiWeekly	Annual
AT1	101L	23.079	\$1,846.28	\$48,003
ATN	106	35.976	\$2,878.12	\$74,831
ATN	107	36.700	\$2,936.04	\$76,337
ATN	108	37.440	\$2,995.20	\$77,875
ATN	109	38.195	\$3,055.59	\$79,445
ATN	110	38.964	\$3,117.14	\$81,046
ATN	111	39.751	\$3,180.09	\$82,682
ATN	112	40.550	\$3,244.02	\$84,344
ATN	113	41.368	\$3,309.45	\$86,046
ATN	114	42.202	\$3,376.20	\$87,781
ATN	115*	43.055	\$3,444.36	\$89,553
ATN	116	43.921	\$3,513.68	\$91,356
ATN	117	44.806	\$3,584.49	\$93,197
ATN	118	45.709	\$3,656.72	\$95,075
ATN	119	46.628	\$3,730.27	\$96,987
ATN	120L	47.570	\$3,805.58	\$98,945
AT3	101	47.807	\$3,824.57	\$99,439
AT3	102	48.770	\$3,901.56	\$101,441
AT3	103	49.753	\$3,980.24	\$103,486
AT3	104	50.758	\$4,060.67	\$105,578
AT3	105L	51.782	\$4,142.52	\$107,706
AT2	101	52.038	\$4,163.01	\$108,238
AT2	102	53.085	\$4,246.80	\$110,417
AT2	103	54.155	\$4,332.36	\$112,641
AT2	104	55.243	\$4,419.42	\$114,905
AT2	105	56.359	\$4,508.69	\$117,226
AT2	106L	57.495	\$4,599.64	\$119,591
AT1	101	58.070	\$4,645.64	\$120,787
AT1	102	59.242	\$4,739.32	\$123,222
AT1	103	60.437	\$4,834.95	\$125,709
AT1	104	61.653	\$4,932.25	\$128,238
AT1	105	62.894	\$5,031.49	\$130,819
AT1	106	64.163	\$5,133.04	\$133,459
AT1	107	65.454	\$5,236.34	\$136,145
AT1	108	66.774	\$5,341.95	\$138,891
AT1	109	68.120	\$5,449.58	\$141,689
AT1	110L	69.492	\$5,559.33	\$144,543
ATD	101	69.840	\$5,587.23	\$145,268
ATD	102	71.249	\$5,699.90	\$148,197
ATD	103	72.684	\$5,814.69	\$151,182
ATD	104L	74.147	\$5,931.77	\$154,226
ATS	101	75.645	\$6,051.59	\$157,341
ATS	102	77.166	\$6,173.26	\$160,505
ATS	103	78.721	\$6,297.67	\$163,739
ATS	104	80.310	\$6,424.82	\$167,045
ATS	105	81.927	\$6,554.17	\$170,408
ATS	106L	83.579	\$6,686.35	\$173,845

*After five (5) years of continuous service as an Assistant State's Attorney with Cook County, employees will move to Step 115.

**SCHEDULE XVI
Assistant Public Defender - Supervisors**

Effective June 1, 2023

<u>JOB CODE</u>	<u>GRADE</u>	<u>HOURLY SALARY RATE</u>	<u>BI-WEEKLY SALARY RATE</u>	<u>ANNUAL SALARY RATE</u>
0675	D01	59.929	\$4,794.28	\$124,651
0676	D02	63.217	\$5,057.38	\$131,492
0677	D03	64.784	\$5,182.68	\$134,750
0678	D04	66.210	\$5,296.78	\$137,716
0679	D05	70.231	\$5,618.48	\$146,080
0680	D06	67.860	\$5,428.83	\$141,150
0681	D07	76.909	\$6,152.74	\$159,971
0682	D08	78.840	\$6,307.20	\$163,987
0683	D09	80.776	\$6,462.09	\$168,014
0684	D10	75.417	\$6,033.34	\$156,867
0685	D11	84.633	\$6,770.67	\$176,038
0686	D12	91.353	\$7,308.23	\$190,014

Schedule XXXVIII
Non-Union IT1-IT5

Effective 6/1/2023

UnionCode	Grade	Step	Hourly	Bi-Weekly	Annual
NONE	IT1	101	46.655	\$3,732.42	\$97,043
NONE	IT1	102	47.588	\$3,807.07	\$98,984
NONE	IT1	103	48.540	\$3,883.21	\$100,963
NONE	IT1	104	49.511	\$3,960.87	\$102,983
NONE	IT1	105	50.501	\$4,040.09	\$105,042
NONE	IT1	106	51.511	\$4,120.89	\$107,143
NONE	IT1	107	52.541	\$4,203.31	\$109,286
NONE	IT1	108	53.592	\$4,287.37	\$111,472
NONE	IT1	109	54.664	\$4,373.12	\$113,701
NONE	IT1	110	55.757	\$4,460.58	\$115,975
NONE	IT1	111	56.872	\$4,549.80	\$118,295
NONE	IT1	112	58.010	\$4,640.79	\$120,661
NONE	IT1	113	59.170	\$4,733.61	\$123,074
NONE	IT1	114	60.354	\$4,828.28	\$125,535
NONE	IT1	115	61.561	\$4,924.85	\$128,046
NONE	IT1	116	62.792	\$5,023.34	\$130,607
NONE	IT1	117	64.048	\$5,123.81	\$133,219
NONE	IT1	118	65.329	\$5,226.29	\$135,883
NONE	IT1	119	66.635	\$5,330.81	\$138,601
NONE	IT1	120L	67.968	\$5,437.43	\$141,373
UnionCode	Grade	Step	Hourly	Bi-Weekly	Annual
NONE	IT2	201	51.321	\$4,105.66	\$106,747
NONE	IT2	202	52.347	\$4,187.77	\$108,882
NONE	IT2	203	53.394	\$4,271.53	\$111,060
NONE	IT2	204	54.462	\$4,356.96	\$113,281
NONE	IT2	205	55.551	\$4,444.10	\$115,547
NONE	IT2	206	56.662	\$4,532.98	\$117,857
NONE	IT2	207	57.795	\$4,623.64	\$120,215
NONE	IT2	208	58.951	\$4,716.11	\$122,619
NONE	IT2	209	60.130	\$4,810.43	\$125,071
NONE	IT2	210	61.333	\$4,906.64	\$127,573
NONE	IT2	211	62.560	\$5,004.78	\$130,124
NONE	IT2	212	63.811	\$5,104.87	\$132,727
NONE	IT2	213	65.087	\$5,206.97	\$135,381
NONE	IT2	214	66.389	\$5,311.11	\$138,089
NONE	IT2	215	67.717	\$5,417.33	\$140,851
NONE	IT2	216	69.071	\$5,525.68	\$143,668
NONE	IT2	217L	70.452	\$5,636.19	\$146,541
UnionCode	Grade	Step	Hourly	Bi-Weekly	Annual
NONE	IT3	301	56.453	\$4,516.23	\$117,422
NONE	IT3	302	57.582	\$4,606.55	\$119,770
NONE	IT3	303	58.734	\$4,698.68	\$122,166
NONE	IT3	304	59.908	\$4,792.65	\$124,609
NONE	IT3	305	61.106	\$4,888.51	\$127,101
NONE	IT3	306	62.328	\$4,986.28	\$129,643
NONE	IT3	307	63.575	\$5,086.00	\$132,236
NONE	IT3	308	64.847	\$5,187.72	\$134,881
NONE	IT3	309	66.143	\$5,291.48	\$137,578
NONE	IT3	310	67.466	\$5,397.31	\$140,330
NONE	IT3	311	68.816	\$5,505.25	\$143,137
NONE	IT3	312	70.192	\$5,615.36	\$145,999
NONE	IT3	313	71.596	\$5,727.67	\$148,919
NONE	IT3	314	73.028	\$5,842.22	\$151,898
NONE	IT3	315	74.488	\$5,959.06	\$154,936
NONE	IT3	316	75.978	\$6,078.24	\$158,034
NONE	IT3	317L	77.498	\$6,199.81	\$161,195

UnionCode	Grade	Step	Hourly	Bi-Weekly	Annual
NONE	IT4	401	62.098	\$4,967.85	\$129,164
NONE	IT4	402	63.340	\$5,067.20	\$131,747
NONE	IT4	403	64.607	\$5,168.55	\$134,382
NONE	IT4	404	65.899	\$5,271.92	\$137,070
NONE	IT4	405	67.217	\$5,377.36	\$139,811
NONE	IT4	406	68.561	\$5,484.91	\$142,608
NONE	IT4	407	69.933	\$5,594.60	\$145,460
NONE	IT4	408	71.331	\$5,706.50	\$148,369
NONE	IT4	409	72.758	\$5,820.63	\$151,336
NONE	IT4	410	74.213	\$5,937.04	\$154,363
NONE	IT4	411	75.697	\$6,055.78	\$157,450
NONE	IT4	412	77.211	\$6,176.89	\$160,599
NONE	IT4	413	78.755	\$6,300.43	\$163,811
NONE	IT4	414L	80.331	\$6,426.44	\$167,087
UnionCode	Grade	Step	Hourly	Bi-Weekly	Annual
NONE	IT5	501	68.308	\$5,464.63	\$142,080
NONE	IT5	502	69.674	\$5,573.93	\$144,922
NONE	IT5	503	71.068	\$5,685.40	\$147,820
NONE	IT5	504	72.489	\$5,799.11	\$150,777
NONE	IT5	505	73.939	\$5,915.09	\$153,792
NONE	IT5	506	75.417	\$6,033.40	\$156,868
NONE	IT5	507	76.926	\$6,154.06	\$160,006
NONE	IT5	508	78.464	\$6,277.15	\$163,206
NONE	IT5	509	80.034	\$6,402.69	\$166,470
NONE	IT5	510	81.634	\$6,530.74	\$169,799
NONE	IT5	511	83.267	\$6,661.36	\$173,195
NONE	IT5	512	84.932	\$6,794.58	\$176,659
NONE	IT5	513	86.631	\$6,930.48	\$180,192
NONE	IT5	514L	88.364	\$7,069.08	\$183,796

LEAVES OF ABSENCE

Pursuant to a resolution by the members of the Board of Commissioners of Cook County, approved and adopted April 6, 1967, and amended periodically, all officers and employees of the County of Cook whose salaries or rates of compensation are fixed or established by the Board of Commissioners in the Annual Appropriation Bill shall be entitled to designated holidays and leave from duty in accordance with the provisions set forth herein, or as modified by the Chief of the Cook County Bureau of Human Resources or collective bargaining agreements which stipulate otherwise, or current policies in effect for the Cook County Bureau of Health Facilities, now the Cook County Health and Hospitals System which may deviate from these provisions.

The heads of the various County offices, agencies, departments, or institutions, in order to conduct the business of Cook County in an orderly and efficient manner, shall be permitted to make rules and regulations pertaining to their own particular office, department, agency, or institution, which is not inconsistent with the provisions, set forth herein. All questions concerning the specific application of the provisions of this resolution shall be interpreted and resolved by the designated Human Resources Officer.

It is the intent of the Board of Commissioners of Cook County that all provisions of this resolution shall apply to all designated officers and/or employees, without regard to race, color, gender, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, source of income or housing.

I. LEAVES OF ABSENCE WITH PAY

A. DESIGNATION OF HOLIDAYS

The following days are hereby declared holidays, except in emergency and for necessary operations for all salaried Cook County officers and employees of Cook County offices, departments or agencies. Employees of the Cook County Health and Hospitals System will receive all the following holidays except Casimir Pulaski's Birthday.

New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
Abraham Lincoln's Birthday	February 12
George Washington's Birthday	Third Monday in February
Casimir Pulaski's Birthday	First Monday in March
Memorial Day	Last Monday in May
Juneteenth Day	June 19
Independence Day	July 4
Labor Day	First Monday in September
Columbus Day	Second Monday in October
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Christmas Day	December 25
Floating Holiday	

Employees must be on the payroll on the first day of the fiscal year in order to avail themselves of the floating holiday in that fiscal year. Employees shall lose the floating holiday if they do not use it by the end of the fiscal year in which it accrued or if they leave County service before using it.

All regular employees shall be granted the above holidays, or equivalent paid days off per year.

Should a certain holiday fall on Saturday, the preceding Friday shall be set as the holiday; should a certain holiday fall on a Sunday, the following Monday shall be set as the holiday.

In addition to the above, any other day or part of a day shall be considered a holiday when so designated by the Cook County Board of Commissioners.

Note: Holiday benefits may vary for Cook County Health and Hospital System employees.

B. SICK AND WELLNESS LEAVE

Sick leave may be used for physical illness, mental health, disability incidental to pregnancy or non-job-related injury to the employee; appointments with physicians, dentists, or other recognized practitioners; or for serious illness, disability, or injury in the immediate family of the employee.

Cook County grants sick leave because an employee is unable to perform assigned duties, or because the employee's presence at work would jeopardize the health of coworkers. Accordingly, sick leave shall not be used for any purpose other than to cover an absence related illness or mental health wellness and shall not be used as additional vacation leave.

All eligible employees shall be granted sick leave with pay at the rate of one working day for each month of service. Sick leave accruals will be carried out in accordance with the bi-weekly payroll system. Employees must be in a pay status for a minimum of five (5) days in a pay period to accrue sick time in that period.

All eligible part-time employees shall be granted sick leave with pay proportionate to the time worked per pay period.

Sick leave may be accumulated to equal, but at no time to exceed, one hundred seventy-five (175) working days except Cook County Health and Hospitals System employees who cannot exceed one hundred fifty (150) days. Each office or department through the Cook County Time and Attendance (CCT) System shall maintain records of sick leave credit and use. Amount of leave accumulated at the time when any sick leave begins shall be available in full, and additional leave shall continue to accrue while an employee is using that which have already accumulated.

Employees on maternity or paternity leave may use sick leave.

After five (5) consecutive non-FMLA sick days, employees shall submit to their department head a doctor's certificate as proof of illness. Employees are not required to disclose medical conditions to department heads (or designee).

The employee has the burden of establishing that an illness or mental health wellness related absence was legitimate. Failure to provide such reasonable evidence of proof of illness or mental health wellness related absence may result in the denial of sick leave benefits or revocation of benefits granted. The employee's supervisor will make the determination as to appropriateness of the sick leave. In addition to denial of sick or wellness leave benefits, where the circumstances indicate that the employee is abusing sick leave, disciplinary measures may be taken.

If, in the opinion of the executive head of the office, department or agency, the health of an employee warrants prolonged absence from duty, the employee will be permitted to combine vacation, sick leave and personal days with approval of the designated Human Resources Officer.

The employee may apply for disability under the rules and regulations established by the Cook County Annuity and Benefit Fund (Fund).

Severance of employment prior to the use of any part of such sick leave terminates all rights to such sick leave accrual and compensation for such sick leave, except in the case of a reduction in force resulting in employees being laid off and recalled from layoff status. If an employee is recalled from layoff status into the same or a new position in the County Agency, as defined in Section Three of the Budget Resolution, from which the employee was laid off, the employee shall receive the full benefit of the sick leave accrual severed from the employee at the time of layoff.

C. PARENTAL LEAVE

This Parental Leave Policy applies to all eligible County employees. To be eligible for 12-week paid parental leave, an employee must be determined eligible for Family and Medical Leave (FMLA) on the date the leave will start. Additionally, the employee must meet one of the following criteria to establish a qualifying parental event: 1) birth parent 2) non-birthing biological parent 3) intended parent of a gestational surrogacy 4) parent of adopted child or 5) foster parent placed with a foster child age 17 or younger. Employees should contact their respective designated Human Resources Officer with questions pertaining to Parental Leave.

D. ORGAN DONOR LEAVE

Cook County provides paid leave under the Organ Donor Leave Policy to employees for the purpose of organ or bone marrow donation. In order to be eligible for leave under this policy, employees must have been employed by the County for a period of at least 12 months. Employees should contact their respective designated Human Resources Officer with questions pertaining to the Organ Donor Leave.

E. VACATION LEAVE

All officers and employees, other than seasonal employees and certain classifications of nursing personnel, shall be granted vacation leave. Vacation accruals for employees may vary in accordance with provisions of collective bargaining agreements or existing policies.

Vacation accruals will be carried out in accordance with the biweekly payroll system. Employees must be in a pay status for a minimum of five days in a pay period to accrue vacation time in that period.

All individuals employed on a part-time work schedule of twenty (20) hours per week or more shall be granted vacation leave with pay proportionate to the time worked per pay period.

Employees may use only such vacation leave as has been earned and accrued. The heads of the County offices, departments, or institutions may establish the time when the vacation shall be taken.

Employees shall be granted vacation leave with pay for periods as follows.

Anniversary of Employment	Days of Vacation	Maximum Accumulation
1 – 4	15 vacation days	30 vacation days
5 - 9	20 vacation days	40 vacation days
10 onward	25 vacation days	50 vacation days

Any employee of the County of Cook who has rendered continuous service to the City of Chicago, the Chicago Park District, the Forest Preserves District of Cook County, the Metropolitan Water Reclamation District of Greater Chicago, agencies under the State of Illinois including, without limitation, the University System, the Regional Transportation Agency, the Chicago Transit Authority and/or the Chicago Board of Education shall have the right to have the period of such service credited and counted for the purpose of computing the number of years of service as employees of the County for vacation credit only. All discharges and resignations not followed by reinstatement within one (1) year shall interrupt continuous service and shall result in the loss of all prior service credit. Credit for such prior service shall be established by filing, with the designated Human Resources Officer, a certificate of such prior service from such former place or places of employment.

In the event an employee has not taken vacation leave as provided under this section by reason of separation from service, the employee’s unused accumulated vacation will be paid out following separation from service. In the event of death of an employee, the employee’s spouse or estate shall be entitled to receive such unused accumulated vacation.

In computing years of service for vacation leave, employees shall be credited with regular working time plus the time of duty disability.

Any Cook County employee returning from military leave in accordance with the Military Service Policy shall be entitled to be credited with working time for each of the years absent due to military or naval service. The veteran’s years of service for purposes of accrual of vacation time in the year of return to employment with Cook County shall be the same as if employment had continued without interruption by military service.

Holidays recognized by the Board of Commissioners of Cook County are not to be counted as part of a vacation.

F. BEREAVEMENT LEAVE

An employee will be entitled to a maximum of three (3) paid days of excused leave to attend a funeral, make necessary arrangements, or grieve the death of a member of the employee’s immediate family or household. In addition, an eligible employee will be entitled to a maximum of seven (7) unpaid days to attend a funeral, make necessary arrangements, or grieve the death of the employee’s immediate family or household. An eligible Employee is entitled to a maximum of 6 weeks of leave, a combination of paid and unpaid, if the employee experiences more than one event during a 12-month period. For purposes of this section, immediate family includes mother, step-parent, father, husband/wife, domestic partner, civil union partner, child (including stepchildren, adopted or foster children), brothers, sisters, grandchildren, grandparents, spouse/ domestic/ civil union partner’s parents, or such persons who have reared the employee.

In all instances, employees will be paid for the first three (3) days of bereavement leave for each occurrence for immediate family members of the employee. Unless impracticable, the employee must provide the Supervisor and designated Human Resources Officer with at least 48 hours advance notice of the intention to take bereavement leave. The leave must be completed within 60 days after the date on which the employee received notification of death of the immediate family or household member, unless otherwise approved.

Leave requested to attend the funeral of someone other than a member of an employee's immediate family or household may be granted, but time so used shall be deducted from the accumulated vacation or personal leave of the employee making the request.

To the extent an employee needs to be absent from work, a maximum of ten (10) unpaid days of Bereavement Leave shall also apply due to:

(i) a miscarriage; (ii) an unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure; (iii) a failed adoption match or an adoption that is not finalized because it is contested by another party; (iv) a failed surrogacy agreement; (v) a diagnosis that negatively impacts pregnancy or fertility; or (vi) a stillbirth.

To be eligible for unpaid bereavement leave, an employee must apply for and be determined eligible for FMLA. FMLA will run concurrently with Bereavement Leave if the underlying reason for Bereavement Leave also qualifies the employee for leave under the FMLA. However, in all instances of unpaid Bereavement Leave, Bereavement Leave time will be counted against the 12-week leave entitlement under the FMLA.

An employee may be required to provide documentation to support leaves taken under this provision.

G. JURY DUTY

Approval will be granted for leave with pay for any jury duty imposed upon any officer or employee of the County of Cook. However, said officer or employee must therefore turn over any compensation, exclusive of travel allowance received, to the County of Cook.

H. VETERANS' CONVENTION LEAVE

Any employee who is a delegate or alternate delegate to a national or state convention of a recognized veterans' organization may request a leave of absence for the purpose of attending said convention, provided, however, that any employee requesting a leave of absence with pay must meet the following conditions:

The employee must be a delegate or alternate delegate to the convention as established in the bylaws of the organization.

The employee must register with the credentials committee at the convention headquarters.

The employee's name must appear on the official delegate-alternate rolls that are filed at the state headquarters of their organization at the close of the convention.

The employee must have attended no other veterans' convention, with a leave of absence with pay, during the fiscal year.

The employee must produce, upon returning from the convention, a registration card signed by a proper official of the convention, indicating their attendance at the event.

I. PERSONAL DAYS

All employees, except non-union, prevailing wage trades, those in a per diem pay status, and those of the Cook County Health and Hospitals System, shall be permitted four (4) days off with pay each fiscal year. Employees may be permitted these four (4) days off with pay for personal leave for such occurrences as observance of a religious holiday or for other personal reasons. Such personal days shall not be used in increments of less than one-half (1/2) day at a time.

Employees entitled to receive such leave shall accrue 1.24 hours of personal days per pay period. Two (2) personal days may be used for observance of religious holidays prior to accrual, to be paid back in the succeeding accrual periods. No more than four (4) personal days may be used in a fiscal year.

Personal days shall not be used as additional vacation leave. If the health of an employee warrants prolonged absence from duty, the employee will be permitted to combine personal days, sick leave, and vacation leave with approval from the designated Human Resources Officer.

Personal days may not be used consecutively unless approved by the department head.

Personal days off shall be scheduled in advance to be consistent with operating necessities and the convenience of the employee, subject to department head approval.

Personal accruals will be carried out in accordance with the biweekly payroll system. Employees must be in a pay status for a minimum of five days in a pay period to accrue personal time in that period.

No more than eight (8) hours of personal time may be carried over to the next fiscal year.

Non-union employees who will no longer accrue personal days but will retain no more than eight (8) hours of earned personal day time may use it until the end of the first quarter of Fiscal Year 2024.

Severance of employment shall terminate all rights to accrued personal days.

J. MILITARY SERVICE LEAVE

Employees called to perform uniformed service, whether in the reserves or on active duty, and whether members of the United States Marines Corps, Army, Navy, Air Force, Coast Guard, Army National Guard, Air National Guard, Commissioned Corps of the Public Health Service, and/or any reserve component of the State of Illinois and others designated by the President of the United States in a time of war or emergency, will be provided Military leave in accordance with state and federal law.

Employees have reemployment rights upon completion of military service, subject to terms outlined in Military Service Leave Policy. The County is not required to maintain temporary positions while an employee is on Military Service Leave.

Employees should contact their respective designated Human Resource Officer with questions pertaining to Military Service Leave.

II. LEAVES OF ABSENCE WITHOUT PAY

Unless otherwise noted, during a Leave of Absence Without Pay, employees are responsible for the full cost of health insurance benefits and as invoiced by the Department of Risk Management.

A. PERSONAL LEAVE

An employee not affected by the leave of absence rules as administered under collective bargaining agreements or the Merit Board may be granted a leave of absence, without pay, by the head of a department with the written approval of the designated Human Resources Officer. Upon such approval, the department shall provide the County Comptroller with the name of any employee on leave of absence. Such leave of absence shall be limited to one month for every full year of continuous employment by the County, with a maximum of one year of leave. If the employee wishes to continue health insurance benefits, the employee must notify the Department of Risk Management as soon as possible, before the end of the month in which their leave commences. An employee granted a leave of absence shall be eligible, when such leave expires, to receive the salary the employee received at the time the leave of absence was granted, provided the budget of the department can accommodate the salary and, if not, the employee shall be eligible to have the salary received at the time personal leave started restored at the earliest possible date.

B. MATERNITY/PATERNITY LEAVE

Cook County is committed to supporting employees and their families, particularly when parents require time off upon the birth of a child or placement with the employee of a child for adoption or foster care.

FMLA may run concurrently with Maternity/Paternity Leave, however FMLA eligibility is not a precondition. An Employee may use accrued benefit time as appropriate in order to be paid while on Maternity/Paternity Leave. This leave should not exceed six (6) months.

Ordinary disability benefits may be available for eligible employees. Employees should contact the Fund with questions pertaining to Ordinary Disability Benefits.

C. FAMILY AND MEDICAL LEAVE (FMLA)

FMLA entitles eligible employees to take unpaid, job protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. Employees who have been employed by the County for at least 12 months (not necessarily consecutive) and have worked at least 1,250 hours during the prior year may be eligible for FMLA. An eligible employee may use up to a total of 12 work weeks of unpaid leave in a 12-month period for one of the following reasons:

The birth of a child and to bond with a newborn child within one year of birth;

The placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement;

To care for the employee's spouse, child, or parent who has a serious health condition;

A serious health condition that makes the employee unable to perform the essential functions of the job;

Any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent of the employee is on covered active duty (or has been notified of an impending call or order to cover active duty) in the Armed Forces;

If the employee is the service member's spouse, son, daughter, parent, or next of kin (Family Military Leave), they are eligible for twenty-six work weeks of unpaid leave during a single 12-month period to care for a covered service member with a serious injury or illness.

When the need for FMLA is foreseeable, the employee must provide the designated Human Resources Officer with at least 30 days advance notice. When the need is not foreseeable, the employee must provide the designated Human Resources Officer with notice of the intention to take leave as soon as practicable. The employee and their physician must provide sufficient certification supporting the need for the leave. The employee must use the approved FMLA for its intended purpose only. Employees are required to have a physician submit FMLA recertification documents if the type or length of leave changes.

D. THE VICTIMS' ECONOMIC SECURITY AND SAFETY ACT ("VESSA")

An employee who is a victim of domestic, sexual or gender violence or any other crime of violence, or who has a family or household member who is a victim of domestic, sexual or gender violence or any other crime of violence, whose interest are not adverse to the employee as it relates to the domestic, sexual or gender violence or any other crime of violence may be eligible to take VESSA leave from the first day of employment. Employees seeking VESSA leave should notify the designated Human Resources Officer at least forty-eight (48) hours in advance or as soon as practicable. An employee shall be allowed up to 12 weeks of unpaid leave in any rolling 12-month period to address issues arising from domestic, sexual, or gender violence or any other crime of violence. Employees should contact their designated Human Resources Officer with questions pertaining to VESSA Leave.

E. FAMILY MILITARY LEAVE

An eligible employee who has exhausted all vacation leave, personal leave, compensatory leave and any other leave granted to the employee, except sick and disability leave, may take up to 30 days of unpaid Family Military Leave due to the employee's spouse or child being called to military service. The number of days of leave provided under the Illinois Family Military Leave Act will be reduced by the number of days of Qualifying Exigency Leave provided under the Family Medical Leave Act (FMLA) and as further detailed in the offices' or agencies' FMLA Policy.

Employees should contact their respective designated Human Resources Officer with questions pertaining to Family Military Leave.

III. DISABILITY PROVISIONS

Employees should contact the Fund to obtain an application, benefit information, eligibility rules, and other documentation pertaining to ordinary or duty-related disability.

A. ORDINARY DISABILITY

Ordinary disability is the result of injury or illness due to any cause other than that incurred in the performance of an act of duty. Employees seeking ordinary disability benefits are required to use all accrued paid leave (sick, personal and vacation) before any disability payment can be made by the Fund.

Employees must also inform their supervisors and department heads of their intention to apply for disability, as well as the length and terms of any benefits granted by the Fund. Employees must notify their department heads of their readiness to

return to work before the termination date of their disability leave. In all cases, employees must notify their department heads within one business day after being released for duty by a physician or the expiration of benefits, whichever comes first.

An employee who is on official disability leave and returns to work within 60 calendar days after disability leave is terminated shall be eligible to receive the salary paid at the time disability leave started and the appropriate salaries when the employee returns, provided the budget of the department can accommodate the salary and, if not, the employee shall be eligible to have the salary received at the time disability leave started restored at the earliest possible date.

B. DUTY-RELATED DISABILITY

Duty-related disability results from injury or illness that arises out of and in the course of employment and accordance with the Illinois Worker's Compensation Act, 820 ILCS 305, et seq.

It is the responsibility of injured employees to report any injury, regardless of severity, to their supervisor as soon as, but no more than 45 days after the injury occurred. The responding supervisor should ensure that the employee is provided with the appropriate medical response to the injury. The supervisor may, depending on the nature of the injury, request outside medical response to the situation. Once the injured employee provides verbal notice, the supervisor or manager is responsible for reporting the claim to the Department of Risk Management.

Cook County Department of Risk Management is responsible for the administration and payment of Worker's Compensation benefits for injuries or illness sustained in the course and scope of employment with Cook County. The Department of Risk Management performs these duties in accordance with the Illinois Workers' Compensation Act.

The injured worker is required to cooperate with the Department of Risk Management and at a minimum, must provide written medical updates within 24 hours of any evaluation and updated medical information and work restrictions every 30 days or as otherwise requested. The work restrictions should be shared with the employing department, and the employing department should make an effort to provide modified duty as outlined in the work restrictions.

Any employee who is off duty and receiving supplemental temporary total disability may be eligible to receive duty disability benefits as provided under the provisions of the Cook County Employees Annuity and Disability Fund. Separate application must be made with the Fund.

No employee shall return to duty after having been carried on supplemental temporary total disability or on temporary total disability compensation without a physician's approval to return to work and authorization from Cook County's Department of Risk Management.

IV. MAINTENANCE OF RECORDS

The Cook County Bureau of Human Resources shall maintain records of leave for employees under the jurisdiction of the President of the Cook County Board of Commissioners.

Respective elected officials and/or designated Human Resources Officers shall maintain leave records for employees not under the jurisdiction of the President of the Cook County Board of Commissioners.

Toni Preckwinkle
President,
Cook County Board of Commissioners

John P. Daley
Chairman, Committee on Finance

Tanya S. Anthony
Chief Financial Officer

Kanako Ishida Musselwhite
Budget Director

Tara Stamps
1st District Commissioner

Dennis Deer
2nd District Commissioner

Bill Lowry
3rd District Commissioner

Stanley Moore
4th District Commissioner

Monica Gordon
5th District Commissioner

Donna Miller
6th District Commissioner

Alma E. Anaya
7th District Commissioner

Anthony Quezada
8th District Commissioner

Maggie Trevor
9th District Commissioner

Bridget Gainer
10th District Commissioner

John P. Daley
11th District Commissioner

Bridget Degnen
12th District Commissioner

Josina Morita
13th District Commissioner

Scott R. Britton
14th District Commissioner

Kevin B. Morrison
15th District Commissioner

Frank J. Aguilar
16th District Commissioner

Sean M. Morrison
17th District Commissioner

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