

GENERAL INTENT

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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, 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 he or she has been receiving at the time of transfer, provided the budget of the department to which he or she 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.*
- 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 he or she is being promoted.

*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 he or she 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 June 1, 2019

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCM

Grade	Entry Rate 1	Entry Rate 2	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	
												Longevity	Longevity	Longevity	
												After 2	After 2	After 2	
												Years At	Years	Years	
												5th Step	Service	Service	
9	Hourly Bi-Weekly Annual	14.060 1,124.80 29,244	15.622 1,249.76 32,493	16.285 1,302.80 33,872	16.979 1,358.32 35,316	17.700 1,416.00 36,816	18.453 1,476.24 38,382	19.240 1,539.20 40,019	20.056 1,604.48 41,716	20.606 1,648.48 42,860	21.124 1,689.92 43,937	22.181 1,774.48 46,136			
10	Hourly Bi-Weekly Annual	15.060 1,204.80 31,324	16.733 1,338.64 34,804	17.446 1,395.68 36,287	18.188 1,455.04 37,831	18.959 1,516.72 39,434	19.765 1,581.20 41,111	20.605 1,648.40 42,858	21.481 1,718.48 44,680	22.074 1,765.92 45,913	22.628 1,810.24 47,066	23.758 1,900.64 49,416			
11	Hourly Bi-Weekly Annual	16.168 1,293.44 33,629	17.953 1,436.24 37,342	18.716 1,497.28 38,929	19.514 1,561.12 40,589	20.341 1,627.28 42,309	21.204 1,696.32 44,104	22.105 1,768.40 45,978	23.046 1,843.68 47,935	23.680 1,894.40 49,254	24.275 1,942.00 50,492	25.488 2,039.04 53,015			
12	Hourly Bi-Weekly Annual	17.303 1,384.24 35,990	19.223 1,537.84 39,983	20.045 1,603.60 41,693	20.898 1,671.84 43,467	21.786 1,742.88 45,314	22.710 1,816.80 47,236	23.676 1,894.08 49,246	24.682 1,974.56 51,338	25.361 2,028.88 52,750	25.998 2,079.84 54,075	27.298 2,183.84 56,779			
13	Hourly Bi-Weekly Annual	18.533 1,482.64 38,548	20.593 1,647.44 42,833	21.468 1,717.44 44,653	22.378 1,790.24 46,546	23.331 1,866.48 48,528	24.323 1,945.84 50,591	25.355 2,028.40 52,738	26.433 2,114.64 54,980	27.161 2,172.88 56,494	27.843 2,227.44 57,913	29.234 2,338.72 60,806			
14	Hourly Bi-Weekly Annual	19.898 1,591.84 41,387	22.110 1,768.80 45,988	23.050 1,844.00 47,944	24.028 1,922.24 49,978	25.050 2,004.00 52,104	26.113 2,089.04 54,315	27.223 2,177.84 56,623	28.380 2,270.40 59,030	29.160 2,332.80 60,652	29.892 2,391.36 62,175	31.387 2,510.96 65,284			
15	Hourly Bi-Weekly Annual	21.422 1,713.76 44,557	23.802 1,904.16 49,508	24.812 1,984.96 51,608	25.866 2,069.28 53,801	26.965 2,157.20 56,087	28.111 2,248.88 58,470	29.307 2,344.56 60,958	30.551 2,444.08 63,546	31.393 2,511.44 65,297	32.183 2,574.64 66,940	33.791 2,703.28 70,285			
16	Hourly Bi-Weekly Annual	22.995 1,839.60 47,829	25.550 2,044.00 53,144	26.636 2,130.88 55,402	27.768 2,221.44 57,757	28.947 2,315.76 60,209	30.176 2,414.08 62,766	31.459 2,516.72 65,434	32.799 2,623.92 68,221	33.700 2,696.00 70,096	34.546 2,763.68 71,855	36.272 2,901.76 75,445			
17	Hourly Bi-Weekly Annual	24.677 1,974.16 51,328	27.419 2,193.52 57,031	28.587 2,286.96 59,460	29.798 2,383.84 61,979	31.066 2,485.28 64,617	32.385 2,590.80 67,360	33.763 2,701.04 70,227	35.197 2,815.76 73,209	36.166 2,893.28 75,225	37.074 2,965.92 77,113	38.925 3,114.00 80,964			
18	Hourly Bi-Weekly Annual	26.434 2,114.72 54,982	29.371 2,349.68 61,091	30.618 2,449.44 63,685	31.920 2,553.60 66,393	33.275 2,662.00 69,212	34.690 2,775.20 72,155	36.166 2,893.28 75,225	37.701 3,016.08 78,418	38.738 3,099.04 80,575	39.712 3,176.96 82,600	41.699 3,335.92 86,733			
19	Hourly Bi-Weekly Annual	28.994 2,319.52 60,307	32.215 2,577.20 67,007	33.586 2,686.88 69,858	35.015 2,801.20 72,831	36.502 2,920.16 75,924	38.051 3,044.08 79,146	39.672 3,173.76 82,517	41.355 3,308.40 86,018	42.494 3,399.52 88,387	43.560 3,484.80 90,604	45.739 3,659.12 95,137			
20	Hourly Bi-Weekly Annual	31.838 2,547.04 66,223	35.376 2,830.08 73,582	36.879 2,950.32 76,708	38.448 3,075.84 79,971	40.082 3,206.56 83,370	41.784 3,342.72 86,910	43.560 3,484.80 90,604	45.411 3,632.88 94,454	46.660 3,732.80 97,052	47.831 3,826.48 99,488	50.222 4,017.76 104,461			
21	Hourly Bi-Weekly Annual	34.990 2,799.20 72,779	38.877 3,110.16 80,864	40.529 3,242.32 84,300	42.252 3,380.16 87,884	44.048 3,523.84 91,619	45.919 3,673.52 95,511	47.870 3,829.60 99,569	49.906 3,992.48 103,804	51.279 4,102.32 106,660	52.564 4,205.12 109,333	55.191 4,415.28 114,797			
22	Hourly Bi-Weekly Annual	38.397 3,071.76 79,865	42.664 3,413.12 88,741	44.477 3,558.16 92,512	46.367 3,709.36 96,443	48.336 3,866.88 100,538	50.392 4,031.36 104,815	52.531 4,202.48 109,264	54.766 4,381.28 113,913	56.271 4,501.68 117,043	57.683 4,614.64 119,980	60.568 4,845.44 125,981			
23	Hourly Bi-Weekly Annual	40.272 3,221.76 83,765	44.746 3,579.68 93,071	46.651 3,732.08 97,034	48.633 3,890.64 101,156	50.699 4,055.92 105,453	52.854 4,228.32 109,936	55.100 4,408.00 114,608	57.442 4,595.36 119,479	59.021 4,721.68 122,763	60.504 4,840.32 125,848	63.529 5,082.32 132,140			

Effective June 1, 2020

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Grade	Entry Rate 1	Entry Rate 2	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 At 5th Step	Year at 2nd Longevity Rate & 15 Years Service	Year at 3rd Longevity Rate & 20 Years Service	
9	Hourly	14.341	15.934	16.611	17.319	18.054	18.822	19.625	20.457	21.018	21.546	22.625			
	Bi-Weekly	1,147.28	1,274.72	1,328.88	1,385.52	1,444.32	1,505.76	1,570.00	1,636.56	1,681.44	1,723.68	1,810.00			
	Annual	29,829	33,142	34,550	36,023	37,552	39,149	40,820	42,550	43,717	44,815	47,060			
10	Hourly	15.361	17.068	17.795	18.552	19.338	20.160	21.017	21.911	22.515	23.081	24.233			
	Bi-Weekly	1,228.88	1,365.44	1,423.60	1,484.16	1,547.04	1,612.80	1,681.36	1,752.88	1,801.20	1,846.48	1,938.64			
	Annual	31,950	35,501	37,013	38,588	40,223	41,932	43,715	45,574	46,831	48,008	50,404			
11	Hourly	16.491	18.312	19.090	19.904	20.748	21.628	22.547	23.507	24.154	24.761	25.998			
	Bi-Weekly	1,319.28	1,464.96	1,527.20	1,592.32	1,659.84	1,730.24	1,803.76	1,880.56	1,932.32	1,980.88	2,079.84			
	Annual	34,301	38,088	39,707	41,400	43,155	44,986	46,897	48,894	50,240	51,502	54,075			
12	Hourly	17.649	19.607	20.446	21.316	22.222	23.164	24.150	25.176	25.868	26.518	27.844			
	Bi-Weekly	1,411.92	1,568.56	1,635.68	1,705.28	1,777.76	1,853.12	1,932.00	2,014.08	2,069.44	2,121.44	2,227.52			
	Annual	36,709	40,782	42,527	44,337	46,221	48,181	50,232	52,366	53,805	55,157	57,915			
13	Hourly	18.904	21.005	21.897	22.826	23.798	24.809	25.862	26.962	27.704	28.400	29.819			
	Bi-Weekly	1,512.32	1,680.40	1,751.76	1,826.08	1,903.84	1,984.72	2,068.96	2,156.96	2,216.32	2,272.00	2,385.52			
	Annual	39,320	43,690	45,545	47,478	49,499	51,602	53,792	56,080	57,624	59,072	62,023			
14	Hourly	20.296	22.552	23.511	24.509	25.551	26.635	27.767	28.948	29.743	30.490	32.015			
	Bi-Weekly	1,623.68	1,804.16	1,880.88	1,960.72	2,044.08	2,130.80	2,221.36	2,315.84	2,379.44	2,439.20	2,561.20			
	Annual	42,215	46,908	48,902	50,978	53,146	55,400	57,755	60,211	61,865	63,419	66,591			
15	Hourly	21.850	24.278	25.308	26.383	27.504	28.673	29.893	31.162	32.021	32.827	34.467			
	Bi-Weekly	1,748.00	1,942.24	2,024.64	2,110.64	2,200.32	2,293.84	2,391.44	2,492.96	2,561.68	2,626.16	2,757.36			
	Annual	45,448	50,498	52,640	54,876	57,208	59,639	62,177	64,816	66,603	68,280	71,691			
16	Hourly	23.455	26.061	27.169	28.323	29.526	30.780	32.088	33.455	34.374	35.237	36.997			
	Bi-Weekly	1,876.40	2,084.88	2,173.52	2,265.84	2,362.08	2,462.40	2,567.04	2,676.40	2,749.92	2,818.96	2,959.76			
	Annual	48,786	54,206	56,511	58,911	61,414	64,022	66,743	69,586	71,497	73,292	76,953			
17	Hourly	25.171	27.967	29.159	30.394	31.687	33.033	34.438	35.901	36.889	37.815	39.704			
	Bi-Weekly	2,013.68	2,237.36	2,332.72	2,431.52	2,534.96	2,642.64	2,755.04	2,872.08	2,951.12	3,025.20	3,176.32			
	Annual	52,355	58,171	60,650	63,219	65,908	68,708	71,631	74,674	76,729	78,655	82,584			
18	Hourly	26.963	29.958	31.230	32.558	33.941	35.384	36.889	38.455	39.513	40.506	42.533			
	Bi-Weekly	2,157.04	2,396.64	2,498.40	2,604.64	2,715.28	2,830.72	2,951.12	3,076.40	3,161.04	3,240.48	3,402.64			
	Annual	56,083	62,312	64,958	67,720	70,597	73,598	76,729	79,986	82,187	84,252	88,468			
19	Hourly	29.574	32.859	34.258	35.715	37.232	38.812	40.465	42.182	43.344	44.431	46.654			
	Bi-Weekly	2,365.92	2,628.72	2,740.64	2,857.20	2,978.56	3,104.96	3,237.20	3,374.56	3,467.52	3,554.48	3,732.32			
	Annual	61,513	68,346	71,256	74,287	77,442	80,728	84,167	87,738	90,155	92,416	97,040			
20	Hourly	32.475	36.084	37.617	39.217	40.884	42.620	44.431	46.319	47.593	48.788	51.226			
	Bi-Weekly	2,598.00	2,886.72	3,009.36	3,137.36	3,270.72	3,409.60	3,554.48	3,705.52	3,807.44	3,903.04	4,098.08			
	Annual	67,548	75,054	78,243	81,571	85,038	88,649	92,416	96,343	98,993	101,479	106,550			
21	Hourly	35.690	39.655	41.340	43.097	44.929	46.837	48.827	50.904	52.305	53.615	56.295			
	Bi-Weekly	2,855.20	3,172.40	3,307.20	3,447.76	3,594.32	3,746.96	3,906.16	4,072.32	4,184.40	4,289.20	4,503.60			
	Annual	74,235	82,482	85,987	89,641	93,452	97,420	101,560	105,880	108,794	111,519	117,093			
22	Hourly	39.165	43.517	45.367	47.294	49.303	51.400	53.582	55.861	57.396	58.837	61.779			
	Bi-Weekly	3,133.20	3,481.36	3,629.36	3,783.52	3,944.24	4,112.00	4,286.56	4,468.88	4,591.68	4,706.96	4,942.32			
	Annual	81,463	90,515	94,363	98,371	102,550	106,912	111,450	116,190	119,383	122,380	128,500			
23	Hourly	41.077	45.641	47.584	49.606	51.713	53.911	56.202	58.591	60.201	61.714	64.800			
	Bi-Weekly	3,286.16	3,651.28	3,806.72	3,968.48	4,137.04	4,312.88	4,496.16	4,687.28	4,816.08	4,937.12	5,184.00			
	Annual	85,440	94,933	98,974	103,180	107,563	112,134	116,900	121,869	125,218	128,365	134,784			

Effective June 1, 2019

SCHEDULE I
BUREAU OF HUMAN RESOURCES
GENERAL

Grade	Entry Rate						After 1 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity		
		1st Step	2nd Step	3rd Step	4th Step	5th Step					
		After 2 Years At 5th Step									
Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	
9	Hourly Bi-Weekly Annual	14.060 1,124.80 29,244	15.622 1,249.76 32,493	16.331 1,306.48 33,968	17.126 1,370.08 35,622	17.953 1,436.24 37,342	18.780 1,502.40 39,062	19.675 1,574.00 40,924	20.234 1,618.72 42,086	20.437 1,634.96 42,508	21.039 1,683.12 43,761
10	Hourly Bi-Weekly Annual	15.061 1,204.88 31,326	16.733 1,338.64 34,804	17.515 1,401.20 36,431	18.339 1,467.12 38,145	19.226 1,538.08 39,990	20.150 1,612.00 41,912	21.093 1,687.44 43,873	21.494 1,719.52 44,707	21.722 1,737.76 45,181	22.365 1,789.20 46,519
11	Hourly Bi-Weekly Annual	16.157 1,292.56 33,606	17.953 1,436.24 37,342	18.780 1,502.40 39,062	19.675 1,574.00 40,924	20.593 1,647.44 42,833	21.611 1,728.88 44,950	22.705 1,816.40 47,226	23.161 1,852.88 48,174	23.374 1,869.92 48,617	24.091 1,927.28 50,109
12	Hourly Bi-Weekly Annual	17.304 1,384.32 35,992	19.226 1,538.08 39,990	20.150 1,612.00 41,912	21.093 1,687.44 43,873	22.110 1,768.80 45,988	23.246 1,859.68 48,351	24.323 1,945.84 50,591	24.798 1,983.84 51,579	25.046 2,003.68 52,095	25.807 2,064.56 53,678
13	Hourly Bi-Weekly Annual	18.533 1,482.64 38,548	20.593 1,647.44 42,833	21.611 1,728.88 44,950	22.705 1,816.40 47,226	23.802 1,904.16 49,508	24.880 1,990.40 51,750	26.125 2,090.00 54,340	26.646 2,090.00 55,423	26.901 2,131.68 55,954	27.715 2,152.08 57,647
14	Hourly Bi-Weekly Annual	19.831 1,586.48 41,248	22.110 1,768.80 45,988	23.246 1,859.68 48,351	24.323 1,945.84 50,591	25.550 2,044.00 53,144	26.760 2,140.80 55,660	28.031 2,242.48 58,304	28.609 2,288.72 59,506	28.894 2,311.52 60,099	29.766 2,381.28 61,913
15	Hourly Bi-Weekly Annual	21.422 1,713.76 44,557	23.802 1,904.16 49,508	24.880 1,990.40 51,750	26.125 2,090.00 54,340	27.419 2,193.52 57,031	28.796 2,303.68 59,895	30.152 2,412.16 62,716	30.760 2,460.80 63,980	31.074 2,485.92 64,633	32.000 2,560.00 66,560
16	Hourly Bi-Weekly Annual	22.995 1,839.60 47,829	25.550 2,044.00 53,144	26.760 2,140.80 55,660	28.031 2,242.48 58,304	29.371 2,349.68 61,091	30.788 2,463.04 64,039	32.215 2,577.20 67,007	32.879 2,630.32 68,388	33.198 2,655.84 69,051	34.198 2,735.84 71,131
17	Hourly Bi-Weekly Annual	24.677 1,974.16 51,328	27.419 2,193.52 57,031	28.796 2,303.68 59,895	30.152 2,412.16 62,716	31.555 2,524.40 65,634	33.114 2,649.12 68,877	34.752 2,780.16 72,284	35.431 2,834.48 73,696	35.771 2,861.68 74,403	36.852 2,948.16 76,652
18	Hourly Bi-Weekly Annual	26.434 2,114.72 54,982	29.371 2,349.68 61,091	30.788 2,463.04 64,039	32.215 2,577.20 67,007	33.817 2,705.36 70,339	35.376 2,830.08 73,582	37.123 2,969.84 77,215	37.882 3,030.56 78,794	38.241 3,059.28 79,541	39.424 3,153.92 82,001
19	Hourly Bi-Weekly Annual	28.994 2,319.52 60,307	32.215 2,577.20 67,007	33.817 2,705.36 70,339	35.376 2,830.08 73,582	37.123 2,969.84 77,215	38.877 3,110.16 80,864	40.741 3,259.28 84,741	41.360 3,308.80 84,741	41.764 3,341.12 86,028	43.029 3,442.32 88,500
20	Hourly Bi-Weekly Annual	31.838 2,547.04 66,223	35.376 2,830.08 73,582	37.123 2,969.84 77,215	38.877 3,110.16 80,864	40.741 3,259.28 84,741	42.664 3,413.12 88,741	44.746 3,579.68 93,071	45.403 3,632.24 94,438	45.843 3,667.44 95,353	47.226 3,778.08 98,230
21	Hourly Bi-Weekly Annual	34.990 2,799.20 72,779	38.877 3,110.16 80,864	40.741 3,259.28 84,741	42.664 3,413.12 88,741	44.746 3,579.68 93,071	46.870 3,749.60 97,489	49.151 3,932.08 102,234	49.879 3,990.32 102,234	50.376 4,030.08 103,748	51.905 4,152.40 107,962
22	Hourly Bi-Weekly Annual	38.397 3,071.76 79,865	42.664 3,413.12 88,741	44.746 3,579.68 93,071	46.870 3,749.60 97,489	49.151 3,932.08 102,234	51.434 4,114.72 106,982	53.912 4,312.96 112,136	54.705 4,376.40 113,786	55.248 4,419.84 114,915	56.905 4,552.40 118,362
23	Hourly Bi-Weekly Annual	40.272 3,221.76 83,765	44.746 3,579.68 93,071	46.870 3,749.60 97,489	49.151 3,932.08 102,234	51.434 4,114.72 106,982	53.912 4,312.96 112,136	56.596 4,527.68 117,719	57.434 4,594.72 119,462	58.006 4,640.48 120,652	59.760 4,780.80 124,300

Effective June 1, 2020

SCHEDULE I
BUREAU OF HUMAN RESOURCES
GENERAL

Grade	Entry Rate										
							After 1 Year at 1st After 1 Year at 2nd After 1 Year at 3rd				
							Longevity Rate & 10 Years At 5th Step Longevity Rate & 15 Years Service Longevity Rate & 20 Years Service				
Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	
9	Hourly Bi-Weekly Annual	14.341 1,147.28 29,829	15.934 1,274.72 33,142	16.658 1,332.64 34,648	17.469 1,397.52 36,335	18.312 1,464.96 38,088	19.156 1,532.48 39,844	20.069 1,605.52 41,743	20.639 1,651.12 42,929	20.846 1,667.68 43,359	21.460 1,716.80 44,636
10	Hourly Bi-Weekly Annual	15.362 1,228.96 31,952	17.068 1,365.44 35,501	17.865 1,429.20 37,159	18.706 1,496.48 38,908	19.611 1,568.88 40,790	20.553 1,644.24 42,750	21.515 1,721.20 44,751	21.924 1,753.92 45,601	22.156 1,772.48 46,084	22.812 1,824.96 47,448
11	Hourly Bi-Weekly Annual	16.480 1,318.40 34,278	18.312 1,464.96 38,088	19.156 1,532.48 39,844	20.069 1,605.52 41,743	21.005 1,680.40 43,690	22.043 1,763.44 45,849	23.159 1,852.72 48,170	23.624 1,889.92 49,137	23.841 1,907.28 49,589	24.573 1,965.84 51,111
12	Hourly Bi-Weekly Annual	17.650 1,412.00 36,712	19.611 1,568.88 40,790	20.553 1,644.24 42,750	21.515 1,721.20 44,751	22.552 1,804.16 46,908	23.711 1,896.88 49,318	24.809 1,984.72 51,602	25.294 2,023.52 52,611	25.547 2,043.76 53,137	26.323 2,105.84 54,751
13	Hourly Bi-Weekly Annual	18.904 1,512.32 39,320	21.005 1,680.40 43,690	22.043 1,763.44 45,849	23.159 1,852.72 48,170	24.278 1,942.24 50,498	25.378 2,030.24 52,786	26.648 2,131.84 55,427	27.179 2,174.32 56,532	27.439 2,195.12 57,073	28.269 2,261.52 58,799
14	Hourly Bi-Weekly Annual	20.228 1,618.24 42,074	22.552 1,804.16 46,908	23.711 1,896.88 49,318	24.809 1,984.72 51,602	26.061 2,084.88 54,206	27.295 2,183.60 56,773	28.592 2,287.36 59,471	29.181 2,334.48 60,696	29.472 2,357.76 61,301	30.361 2,428.88 63,150
15	Hourly Bi-Weekly Annual	21.850 1,748.00 45,448	24.278 1,942.24 50,498	25.378 2,030.24 52,786	26.648 2,131.84 55,427	27.967 2,237.36 58,171	29.372 2,349.76 61,093	30.755 2,460.40 63,970	31.375 2,510.00 65,260	31.695 2,535.60 65,925	32.640 2,611.20 67,891
16	Hourly Bi-Weekly Annual	23.455 1,876.40 48,786	26.061 2,084.88 54,206	27.295 2,183.60 56,773	28.592 2,287.36 59,471	29.958 2,396.64 62,312	31.404 2,512.32 65,320	32.859 2,628.72 68,346	33.537 2,682.96 69,756	33.862 2,708.96 70,432	34.882 2,790.56 72,554
17	Hourly Bi-Weekly Annual	25.171 2,013.68 52,355	27.967 2,237.36 58,171	29.372 2,349.76 61,093	30.755 2,460.40 63,970	32.186 2,574.88 66,946	33.776 2,702.08 70,254	35.447 2,835.76 73,729	36.140 2,891.20 75,171	36.486 2,918.88 75,890	37.589 3,007.12 78,185
18	Hourly Bi-Weekly Annual	26.963 2,157.04 56,083	29.958 2,396.64 62,312	31.404 2,512.32 65,320	32.859 2,628.72 68,346	34.493 2,759.44 71,745	36.084 2,886.72 75,054	37.865 3,029.20 78,759	38.640 3,091.20 80,371	39.006 3,120.48 81,132	40.212 3,216.96 83,640
19	Hourly Bi-Weekly Annual	29.574 2,365.92 61,513	32.859 2,628.72 68,346	34.493 2,759.44 71,745	36.084 2,886.72 75,054	37.865 3,029.20 78,759	39.655 3,172.40 82,482	41.556 3,324.48 86,436	42.187 3,374.96 87,748	42.599 3,407.92 88,605	43.890 3,511.20 91,291
20	Hourly Bi-Weekly Annual	32.475 2,598.00 67,548	36.084 2,886.72 75,054	37.865 3,029.20 78,759	39.655 3,172.40 82,482	41.556 3,324.48 86,436	43.517 3,481.36 90,515	45.641 3,651.28 94,933	46.311 3,704.88 94,933	46.760 3,740.80 96,326	48.171 3,853.68 97,260
21	Hourly Bi-Weekly Annual	35.690 2,855.20 74,235	39.655 3,172.40 82,482	41.556 3,324.48 86,436	43.517 3,481.36 90,515	45.641 3,651.28 94,933	47.807 3,824.56 99,438	50.134 4,010.72 104,278	50.877 4,070.16 104,278	51.384 4,110.72 105,824	52.943 4,235.44 110,121
22	Hourly Bi-Weekly Annual	39.165 3,133.20 81,463	43.517 3,481.36 90,515	45.641 3,651.28 94,933	47.807 3,824.56 99,438	50.134 4,010.72 104,278	52.463 4,197.04 109,123	54.990 4,399.20 114,379	55.799 4,463.92 116,061	56.353 4,508.24 117,214	58.043 4,643.44 120,729
23	Hourly Bi-Weekly Annual	41.077 3,286.16 85,440	45.641 3,651.28 94,933	47.807 3,824.56 99,438	50.134 4,010.72 104,278	52.463 4,197.04 109,123	54.990 4,399.20 114,379	57.728 4,618.24 120,074	58.583 4,686.64 121,852	59.166 4,733.28 123,065	60.955 4,876.40 126,786

Effective June 1, 2019

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

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	Year at 2nd	Year at 3rd
										Longevity	Longevity	Longevity
						After 2				Rate & 10	Rate & 15	Rate & 20
						Years At				Years	Years	Years
						5th Step				Service	Service	Service
14	Hourly Bi-Weekly Annual	22.110 1,768.80 45,988	23.246 1,859.68 48,351	24.323 1,945.84 50,591	25.550 2,044.00 53,144	26.760 2,140.80 55,660	28.031 2,242.48 58,304	28.609 2,288.72 59,506	28.894 2,311.52 60,099	29.766 2,381.28 61,913		
15	Hourly Bi-Weekly Annual	23.802 1,904.16 49,508	24.880 1,990.40 51,750	26.125 2,090.00 54,340	27.419 2,193.52 57,031	28.796 2,303.68 59,895	30.152 2,412.16 62,716	30.760 2,460.80 63,980	31.074 2,485.92 64,633	32.000 2,560.00 66,560		
16	Hourly Bi-Weekly Annual	25.550 2,044.00 53,144	26.760 2,140.80 55,660	28.031 2,242.48 58,304	29.371 2,349.68 61,091	30.788 2,463.04 64,039	32.215 2,577.20 67,007	32.879 2,630.32 68,388	33.198 2,655.84 69,051	34.198 2,735.84 71,131		

Effective June 1, 2020

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

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	Year at 2nd	Year at 3rd
		Years At 5th Step	Years Service	Years At 5th Step	Years Service	Years Service							
14	Hourly	22.552	23.711	24.809	26.061	27.295	28.592	29.181	29.472	30.361			
	Bi-Weekly	1,804.16	1,896.88	1,984.72	2,084.88	2,183.60	2,287.36	2,334.48	2,357.76	2,428.88			
	Annual	46,908	49,318	51,602	54,206	56,773	59,471	60,696	61,301	63,150			
15	Hourly	24.278	25.378	26.648	27.967	29.372	30.755	31.375	31.695	32.640			
	Bi-Weekly	1,942.24	2,030.24	2,131.84	2,237.36	2,349.76	2,460.40	2,510.00	2,535.60	2,611.20			
	Annual	50,498	52,786	55,427	58,171	61,093	63,970	65,260	65,925	67,891			
16	Hourly	26.061	27.295	28.592	29.958	31.404	32.859	33.537	33.862	34.882			
	Bi-Weekly	2,084.88	2,183.60	2,287.36	2,396.64	2,512.32	2,628.72	2,682.96	2,708.96	2,790.56			
	Annual	54,206	56,773	59,471	62,312	65,320	68,346	69,756	70,432	72,554			

Effective: June 1, 2019

SCHEDULE I
BUREAU OF HUMAN RESOURCES
TELECOMMUNICATOR-SHERIFF - 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>	
18	Hourly	29.368	30.845	32.295	33.798	35.468	37.223	37.949	38.313	39.471
	Bi-Weekly	2,349.44	2,467.60	2,583.60	2,703.84	2,837.44	2,977.84	3,035.92	3,065.04	3,157.68
	Annual	61,085	64,157	67,173	70,299	73,773	77,423	78,933	79,691	82,099

Effective: June 1, 2020

SCHEDULE I
BUREAU OF HUMAN RESOURCES
TELECOMMUNICATOR-SHERIFF - 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>
18	Hourly	29.955	31.462	32.941	34.474	36.177	37.967	38.708	39.079	40.260
	Bi-Weekly	2,396.40	2,516.96	2,635.28	2,757.92	2,894.16	3,037.36	3,096.64	3,126.32	3,220.80
	Annual	62,306	65,440	68,517	71,705	75,248	78,971	80,512	81,284	83,740

Effective December 1, 2019

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

Grade	Entry Rate										
							After 2 years at 5th Step		After 1 Year at 1st Longevity Rate & 10 Years Service		
		1st Step	2nd Step	3rd Step	4th Step	5th Step					
IS2	Hourly Bi-Weekly Annual	28.425 2,274.00 59,124	31.583 2,526.64 65,692	33.154 2,652.32 68,960	34.682 2,774.56 72,138	36.395 2,911.60 75,701	38.115 3,049.20 79,279	39.942 3,195.36 83,079	40.549 3,243.92 84,341	40.945 3,275.60 85,165	42.185 3,374.80 87,744

Effective June 1, 2020

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

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

Effective June 1, 2019

SCHEDULE I
BUREAU OF HUMAN RESOURCES
FOP Office Professional Review - Senior Investigators

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	After 1	After 1	After 1	
								Year at 1st	Year at 2nd	Year at 3rd	
								Longevity	Longevity	Longevity	
								After 2	After 2	After 2	
								Years At	Years	Years	
								5th Step	Service	Service	
21	Hourly	35.881	39.868	41.780	43.753	45.892	48.068	50.404	51.152	51.663	53.230
	Bi-Weekly	2,870.48	3,189.44	3,342.40	3,500.24	3,671.36	3,845.44	4,032.32	4,092.16	4,133.04	4,258.40
	Annual	74,632	82,925	86,902	91,006	95,455	99,981	104,840	106,396	107,459	110,718

Effective June 1, 2020

SCHEDULE I
BUREAU OF HUMAN RESOURCES
FOP Office Professional Review - Senior Investigators

Grade	Entry Rate										
		After 1 Year at 1st Longevity		After 1 Year at 2nd Longevity		After 1 Year at 3rd Longevity		After 2 Years At 5th Step		Rate & 10 Years Service	
		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step
21	Hourly Bi-Weekly Annual	36.599 2,927.92 76,125	40.665 3,253.20 84,583	42.616 3,409.28 88,641	44.628 3,570.24 92,826	46.810 3,744.80 97,364	49.029 3,922.32 101,980	51.412 4,112.96 106,936	52.175 4,174.00 108,524	52.696 4,215.68 109,607	54.295 4,343.60 112,933

Effective December 1, 2018

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>	After 1	After 1	After 1	
								Year at 1st	Year at 2nd	Year at 3rd	
								Longevity	Longevity	Longevity	
								After 2	After 2	After 2	
								Years At	Years	Years	
								5th Step	Service	Service	
								6th Step	7th Step	8th Step	
								9th Step			
20	Hourly Bi-Weekly Annual	32.540 2,603.20 67,683	36.156 2,892.48 75,204	37.694 3,015.52 78,403	39.296 3,143.68 81,735	40.965 3,277.20 85,207	42.706 3,416.48 88,828	44.521 3,561.68 92,603	45.745 3,659.60 95,149	46.893 3,751.44 97,537	49.237 3,938.96 102,412

Effective June 1, 2019

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

<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	27.419	28.796	30.152	31.555	33.114	34.752	35.431	35.771	36.852
	Bi-Weekly	2,193.52	2,303.68	2,412.16	2,524.40	2,649.12	2,780.16	2,834.48	2,861.68	2,948.16
	Annual	57,031	59,895	62,716	65,634	68,877	72,284	73,696	74,403	76,652
19	Hourly	32.215	33.817	35.376	37.123	38.877	40.741	41.360	41.764	43.029
	Bi-Weekly	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	67,007	70,339	73,582	77,215	80,864	84,741	86,028	86,869	89,500

Effective June 1, 2020

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

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step
17	Hourly Bi-Weekly Annual	27.967 2,237.36 58,171	29.372 2,349.76 61,093	30.755 2,460.40 63,970	32.186 2,574.88 66,946	33.776 2,702.08 70,254	35.447 2,835.76 73,729	36.140 2,891.20 75,171	36.486 2,918.88 75,890	37.589 3,007.12 78,185
19	Hourly Bi-Weekly Annual	32.859 2,628.72 68,346	34.493 2,759.44 71,745	36.084 2,886.72 75,054	37.865 3,029.20 78,759	39.655 3,172.40 82,482	41.556 3,324.48 86,436	42.187 3,374.96 87,748	42.599 3,407.92 88,605	43.890 3,511.20 91,291

Effective December 1, 2018

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>	<u>After 1 Year</u>	<u>Year at 2nd</u>	<u>Year at 3rd</u>	
		After 2 Years At 5th Step	Longevity Rate & 10 Years Service	After 1 Year at 1st Longevity Rate & 15 Years Service	Year at 2nd Longevity Rate & 20 Years Service									
20	Hourly Bi-Weekly Annual	32.540 2,603.20 67,683	36.156 2,892.48 75,204	37.694 3,015.52 78,403	39.296 3,143.68 81,735	40.965 3,277.20 85,207	42.706 3,416.48 88,828	44.521 3,561.68 92,603	45.745 3,659.60 95,149	46.893 3,751.44 97,537	49.237 3,938.96 102,412			

Effective September 1, 2019

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

Grade	Entry Step	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
											Longevity	Longevity	Longevity
							After 2				Years At	Years	Years
							5th Step	Service	Service	Service	Rate & 10	Rate & 15	Rate & 20
23	Hourly	40.272	44.746	46.870	49.151	51.434	53.912	56.596	57.434	58.006	59.760		
	Bi-Weekly	3,221.76	3,579.68	3,749.60	3,932.08	4,114.72	4,312.96	4,527.68	4,594.72	4,640.48	4,780.80		
	Annual	83,765	93,071	97,489	102,234	106,982	112,136	117,719	119,462	120,652	124,300		

Effective September 1, 2020

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

Grade	Entry Rate										
		After 1		After 1		After 1					
		Year at 1st	Year at 2nd	Year at 3rd	Longevity	Longevity	Longevity	After 2	After 10	After 15	After 20
		Years	Years	Years	Years	Years	Years	Years At	Years	Years	Years
		5th Step	Service	Service	Service	Service	Service	5th Step	10th Step	15th Step	20th Step
23	Hourly	41.077	45.641	47.807	50.134	52.463	54.990	57.728	58.583	59.166	60.955
	Bi-Weekly	3,286.16	3,651.28	3,824.56	4,010.72	4,197.04	4,399.20	4,618.24	4,686.64	4,733.28	4,876.40
	Annual	85,440	94,933	99,438	104,278	109,123	114,379	120,074	121,852	123,065	126,786

Effective December 1, 2018

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 Bi-Weekly Annual	34.670 2,773.60 72,113	36.394 2,911.52 75,699	38.070 3,045.60 79,185	39.952 3,196.16 83,100	41.840 3,347.20 87,027	43.845 3,507.60 91,197	44.512 3,560.96 92,584	44.947 3,595.76 93,489	46.308 3,704.64 96,320

Effective September 1, 2019

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

Grade	Entry Rate 1	Entry Rate 2	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	
												Longevity	Longevity	Longevity	
								After 2				Years At	Years	Years	
								5th Step				Service	Service	Service	
9	Hourly Bi-Weekly Annual	14.060 1,124.80 29,244	15.622 1,249.76 32,493	16.285 1,302.80 33,872	16.979 1,358.32 35,316	17.700 1,416.00 36,816	18.453 1,476.24 38,382	19.240 1,539.20 40,019	20.056 1,604.48 41,716	20.606 1,648.48 42,860	21.019 1,681.52 43,719	22.071 1,765.68 45,907			
10	Hourly Bi-Weekly Annual	15.060 1,204.80 31,324	16.733 1,338.64 34,804	17.446 1,395.68 36,287	18.188 1,455.04 37,831	18.959 1,516.72 39,434	19.765 1,581.20 41,111	20.605 1,648.40 42,858	21.481 1,718.48 44,680	22.074 1,765.92 45,913	22.514 1,801.12 46,829	23.640 1,891.20 49,171			
11	Hourly Bi-Weekly Annual	16.168 1,293.44 33,629	17.953 1,436.24 37,342	18.716 1,497.28 38,929	19.514 1,561.12 40,589	20.341 1,627.28 42,309	21.204 1,696.32 44,104	22.105 1,768.40 45,978	23.046 1,843.68 47,935	23.680 1,894.40 49,254	24.154 1,932.32 50,240	25.361 2,028.88 52,750			
12	Hourly Bi-Weekly Annual	17.303 1,384.24 35,990	19.223 1,537.84 39,983	20.045 1,603.60 41,693	20.898 1,671.84 43,467	21.786 1,742.88 45,314	22.710 1,816.80 47,236	23.676 1,894.08 49,246	24.682 1,974.56 51,338	25.361 2,028.88 52,750	25.867 2,069.36 53,803	27.162 2,172.96 56,496			
13	Hourly Bi-Weekly Annual	18.533 1,482.64 38,548	20.593 1,647.44 42,833	21.468 1,717.44 44,653	22.378 1,790.24 46,546	23.331 1,866.48 48,528	24.323 1,945.84 50,591	25.355 2,028.40 52,738	26.433 2,114.64 54,980	27.161 2,172.88 56,494	27.705 2,216.40 57,626	29.088 2,327.04 60,503			
14	Hourly Bi-Weekly Annual	19.898 1,591.84 41,387	22.110 1,768.80 45,988	23.050 1,844.00 47,944	24.028 1,922.24 49,978	25.050 2,004.00 52,104	26.113 2,089.04 54,315	27.223 2,177.84 56,623	28.380 2,270.40 59,030	29.160 2,332.80 60,652	29.743 2,379.44 61,865	31.231 2,498.48 64,960			
15	Hourly Bi-Weekly Annual	21.422 1,713.76 44,557	23.802 1,904.16 49,508	24.812 1,984.96 51,608	25.866 2,069.28 53,801	26.965 2,157.20 56,087	28.111 2,248.88 58,470	29.307 2,344.56 60,958	30.551 2,444.08 63,546	31.393 2,511.44 65,297	32.022 2,561.76 66,605	33.621 2,689.68 69,931			
16	Hourly Bi-Weekly Annual	22.995 1,839.60 47,829	25.550 2,044.00 53,144	26.636 2,130.88 55,402	27.768 2,221.44 57,757	28.947 2,315.76 60,209	30.176 2,414.08 62,766	31.459 2,516.72 65,434	32.799 2,623.92 68,221	33.700 2,696.00 70,096	34.374 2,749.92 71,497	36.092 2,887.36 75,071			
17	Hourly Bi-Weekly Annual	24.677 1,974.16 51,328	27.419 2,193.52 57,031	28.587 2,286.96 59,460	29.798 2,383.84 61,979	31.066 2,485.28 64,617	32.385 2,590.80 67,360	33.763 2,701.04 70,227	35.197 2,815.76 73,209	36.166 2,893.28 75,225	36.889 2,951.12 76,729	38.732 3,098.56 80,562			
18	Hourly Bi-Weekly Annual	26.434 2,114.72 54,982	29.371 2,349.68 61,091	30.618 2,449.44 63,685	31.920 2,553.60 66,393	33.275 2,662.00 69,212	34.690 2,775.20 72,155	36.166 2,893.28 75,225	37.701 3,016.08 78,418	38.738 3,099.04 80,575	39.515 3,161.20 82,191	41.492 3,319.36 86,303			
19	Hourly Bi-Weekly Annual	28.994 2,319.52 60,307	32.215 2,577.20 67,007	33.586 2,686.88 69,858	35.015 2,801.20 72,831	36.502 2,920.16 75,924	38.051 3,044.08 79,146	39.672 3,173.76 82,517	41.355 3,308.40 86,018	42.494 3,399.52 88,387	43.344 3,467.52 90,155	45.512 3,640.96 94,664			
20	Hourly Bi-Weekly Annual	31.838 2,547.04 66,223	35.376 2,830.08 73,582	36.879 2,950.32 76,708	38.448 3,075.84 79,971	40.082 3,206.56 83,370	41.784 3,342.72 86,910	43.560 3,484.80 90,604	45.411 3,632.88 94,454	46.660 3,732.80 97,052	47.593 3,807.44 98,993	49.973 3,997.84 103,943			
21	Hourly Bi-Weekly Annual	34.990 2,799.20 72,779	38.877 3,110.16 80,864	40.529 3,242.32 84,300	42.252 3,380.16 87,884	44.048 3,523.84 91,619	45.919 3,673.52 95,511	47.870 3,829.60 99,569	49.906 3,992.48 103,804	51.279 4,102.32 106,660	52.302 4,184.16 108,788	54.918 4,393.44 114,229			
22	Hourly Bi-Weekly Annual	38.397 3,071.76 79,865	42.664 3,413.12 88,741	44.477 3,558.16 92,512	46.367 3,709.36 96,443	48.336 3,866.88 100,538	50.392 4,031.36 104,815	52.531 4,202.48 109,264	54.766 4,381.28 113,913	56.271 4,501.68 117,043	57.395 4,591.60 119,381	60.268 4,821.44 125,357			
23	Hourly Bi-Weekly Annual	40.272 3,221.76 83,765	44.746 3,579.68 93,071	46.651 3,732.08 97,034	48.633 3,890.64 101,156	50.699 4,055.92 105,453	52.854 4,228.32 109,936	55.100 4,408.00 114,608	57.442 4,595.36 119,479	59.021 4,721.68 122,763	60.202 4,816.16 125,220	63.212 5,056.96 131,480			

Effective September 1, 2019

SCHEDULE I
BUREAU OF HUMAN RESOURCES
PHARMACY TECHNICIANS - LOCAL 200

<u>Grade</u>		<u>Entry Rate 1</u>	<u>Entry Rate 2</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>
10	Hourly	15.060	16.733	17.446	18.188	18.959	19.765	20.605	21.481	22.074	22.628	23.758
	Bi-Weekly	1,204.80	1,338.64	1,395.68	1,455.04	1,516.72	1,581.20	1,648.40	1,718.48	1,765.92	1,810.24	1,900.64
	Annual	31,324	34,804	36,287	37,831	39,434	41,111	42,858	44,680	45,913	47,066	49,416
13	Hourly	18.533	20.593	21.468	22.378	23.331	24.323	25.355	26.433	27.161	27.843	29.234
	Bi-Weekly	1,482.64	1,647.44	1,717.44	1,790.24	1,866.48	1,945.84	2,028.40	2,114.64	2,172.88	2,227.44	2,338.72
	Annual	38,548	42,833	44,653	46,546	48,528	50,591	52,738	54,980	56,494	57,913	60,806

Effective September 1, 2020

SCHEDULE I
BUREAU OF HUMAN RESOURCES
PHARMACY TECHNICIANS - LOCAL 200

<u>Grade</u>		<u>Entry Rate 1</u>	<u>Entry Rate 2</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>
10	Hourly	15.361	17.068	17.795	18.552	19.338	20.160	21.017	21.911	22.515	23.081	24.233
	Bi-Weekly	1,228.88	1,365.44	1,423.60	1,484.16	1,547.04	1,612.80	1,681.36	1,752.88	1,801.20	1,846.48	1,938.64
	Annual	31,950	35,501	37,013	38,588	40,223	41,932	43,715	45,574	46,831	48,008	50,404
13	Hourly	18.904	21.005	21.897	22.826	23.798	24.809	25.862	26.962	27.704	28.400	29.819
	Bi-Weekly	1,512.32	1,680.40	1,751.76	1,826.08	1,903.84	1,984.72	2,068.96	2,156.96	2,216.32	2,272.00	2,385.52
	Annual	39,320	43,690	45,545	47,478	49,499	51,602	53,792	56,080	57,624	59,072	62,023

Effective June 1, 2019

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

Grade	Entry Rate						After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 12 Years Service	After 1 Year at 3rd Longevity Rate & 15 Years Service	After 1 Year at 4th Longevity Rate & 20 Years Service	
		1st Step	2nd Step	3rd Step	4th Step	5th Step						
9	Hourly Bi-Weekly Annual	14.060 1,124.80 29,244	15.622 1,249.76 32,493	15.973 1,277.84 33,223	16.750 1,340.00 34,840	17.557 1,404.56 36,518	18.367 1,469.36 38,203	19.675 1,574.00 40,924	20.117 1,609.36 41,843	20.317 1,625.36 42,259	20.569 1,645.52 42,783	21.503 1,720.24 44,726
10	Hourly Bi-Weekly Annual	15.060 1,204.80 31,324	16.733 1,338.64 34,804	17.515 1,401.20 36,431	18.339 1,467.12 38,145	19.227 1,538.16 39,992	20.150 1,612.00 41,912	21.093 1,687.44 43,873	21.568 1,725.44 44,861	21.784 1,742.72 45,310	22.049 1,763.92 45,861	23.053 1,844.24 47,950
11	Hourly Bi-Weekly Annual	16.157 1,292.56 33,606	17.952 1,436.16 37,340	18.780 1,502.40 39,062	19.674 1,573.92 40,921	20.593 1,647.44 42,833	21.611 1,728.88 44,950	22.705 1,816.40 47,226	23.218 1,857.44 48,293	23.451 1,876.08 48,778	23.739 1,899.12 49,377	24.816 1,985.28 51,617
12	Hourly Bi-Weekly Annual	17.304 1,384.32 35,992	19.227 1,538.16 39,992	20.150 1,612.00 41,912	21.093 1,687.44 43,873	22.111 1,768.88 45,990	23.245 1,859.60 48,349	24.323 1,945.84 50,591	24.869 1,989.52 51,727	25.118 2,009.44 52,245	25.431 2,034.48 52,896	26.582 2,126.56 55,290
13	Hourly Bi-Weekly Annual	18.533 1,482.64 38,548	20.593 1,647.44 42,833	21.611 1,728.88 44,950	22.707 1,816.56 47,230	23.802 1,904.16 49,508	24.880 1,990.40 51,750	26.125 2,090.00 54,340	26.713 2,137.04 55,563	26.980 2,158.40 56,118	27.315 2,185.20 56,815	28.553 2,284.24 59,390
14	Hourly Bi-Weekly Annual	19.899 1,591.92 41,389	22.111 1,768.88 45,990	23.245 1,859.60 48,349	24.322 1,945.76 50,589	25.550 2,044.00 53,144	26.761 2,140.88 55,662	28.031 2,242.48 58,304	28.661 2,292.88 59,614	28.948 2,315.84 60,211	29.306 2,344.48 60,956	30.636 2,450.88 63,722
15	Hourly Bi-Weekly Annual	21.421 1,713.68 44,555	23.802 1,904.16 49,508	24.880 1,990.40 51,750	26.126 2,090.08 54,342	27.419 2,193.52 57,031	28.798 2,303.84 59,899	30.152 2,412.16 62,716	30.830 2,466.40 64,126	31.139 2,491.12 64,769	31.523 2,521.84 65,567	32.951 2,636.08 68,538
16	Hourly Bi-Weekly Annual	22.995 1,839.60 47,829	25.550 2,044.00 53,144	26.761 2,140.88 55,662	28.031 2,242.48 58,304	29.371 2,349.68 61,091	30.787 2,462.96 64,036	32.215 2,577.20 67,007	32.940 2,635.20 68,515	33.269 2,661.52 69,199	33.683 2,694.64 70,060	35.209 2,816.72 73,234
17	Hourly Bi-Weekly Annual	24.676 1,974.08 51,326	27.419 2,193.52 57,031	28.798 2,303.84 59,899	30.152 2,412.16 62,716	31.555 2,524.40 65,634	33.114 2,649.12 68,877	34.752 2,780.16 72,284	35.534 2,842.72 73,910	35.890 2,871.20 74,651	36.332 2,906.56 75,570	37.981 3,038.48 79,000
18	Hourly Bi-Weekly Annual	26.433 2,114.64 54,980	29.371 2,349.68 61,091	30.787 2,462.96 64,036	32.215 2,577.20 67,007	33.817 2,705.36 70,339	35.376 2,830.08 73,582	37.123 2,969.84 77,215	37.959 3,036.72 78,954	38.339 3,067.12 79,745	38.811 3,104.88 80,726	40.573 3,245.84 84,391
19	Hourly Bi-Weekly Annual	28.992 2,319.36 60,303	32.215 2,577.20 67,007	33.817 2,705.36 70,339	35.376 2,830.08 73,582	37.122 2,969.76 77,213	38.877 3,110.16 80,864	40.741 3,259.28 84,741	41.658 3,322.64 86,648	42.075 3,366.00 87,516	42.595 3,407.60 88,597	44.527 3,562.16 92,616
20	Hourly Bi-Weekly Annual	31.837 2,546.96 66,220	35.376 2,830.08 73,582	37.122 2,969.76 77,213	38.877 3,110.16 80,864	40.740 3,259.20 84,739	42.664 3,413.12 88,741	44.746 3,579.68 93,073	45.755 3,660.40 95,170	46.211 3,696.88 96,118	46.782 3,742.56 97,306	48.904 3,912.32 101,720
21	Hourly Bi-Weekly Annual	34.989 2,799.12 72,777	38.877 3,110.16 80,864	40.740 3,259.20 84,739	42.664 3,413.12 88,741	44.747 3,579.76 93,073	46.870 3,749.60 97,489	49.151 3,932.08 102,234	50.255 4,020.40 104,530	50.759 4,060.72 105,578	51.388 4,111.04 106,887	53.716 4,297.28 111,729
22	Hourly Bi-Weekly Annual	38.397 3,071.76 79,865	42.664 3,413.12 88,741	44.747 3,579.76 93,073	46.870 3,749.60 97,489	49.150 3,932.00 102,232	51.435 4,114.80 106,984	53.912 4,312.96 112,136	55.126 4,410.08 114,662	55.677 4,454.16 115,808	56.368 4,509.44 117,245	58.922 4,713.76 122,557

Effective June 1, 2020

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

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 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity	After 1 Year at 4th Longevity	
												After 2 Years At 5th Step	Years Service	Rate & 10 Years Service	Rate & 12 Years Service	Rate & 15 Years Service
9	Hourly	14.341	15.934	16.292	17.085	17.908	18.734	20.069	20.519	20.723	20.980	21.933				
	Bi-Weekly	1,147.28	1,274.72	1,303.36	1,366.80	1,432.64	1,498.72	1,605.52	1,641.52	1,657.84	1,678.40	1,754.64				
	Annual	29,829	33,142	33,887	35,536	37,248	38,966	41,743	42,679	43,103	43,638	45,620				
10	Hourly	15.361	17.068	17.865	18.706	19.612	20.553	21.515	21.999	22.220	22.490	23.514				
	Bi-Weekly	1,228.88	1,365.44	1,429.20	1,496.48	1,568.96	1,644.24	1,721.20	1,759.92	1,777.60	1,799.20	1,881.12				
	Annual	31,950	35,501	37,159	38,908	40,792	42,750	44,751	45,757	46,217	46,779	48,909				
11	Hourly	16.480	18.311	19.156	20.067	21.005	22.043	23.159	23.682	23.920	24.214	25.312				
	Bi-Weekly	1,318.40	1,464.88	1,532.48	1,605.36	1,680.40	1,763.44	1,852.72	1,894.56	1,913.60	1,937.12	2,024.96				
	Annual	34,278	38,086	39,844	41,739	43,690	45,849	48,170	49,258	49,753	50,365	52,648				
12	Hourly	17.650	19.612	20.553	21.515	22.553	23.710	24.809	25.366	25.620	25.940	27.114				
	Bi-Weekly	1,412.00	1,568.96	1,644.24	1,721.20	1,804.24	1,896.80	1,984.72	2,029.28	2,049.60	2,075.20	2,169.12				
	Annual	36,712	40,792	42,750	44,751	46,910	49,316	51,602	52,761	53,289	53,955	56,397				
13	Hourly	18.904	21.005	22.043	23.161	24.278	25.378	26.648	27.247	27.520	27.861	29.124				
	Bi-Weekly	1,512.32	1,680.40	1,763.44	1,852.88	1,942.24	2,030.24	2,131.84	2,179.76	2,201.60	2,228.88	2,329.92				
	Annual	39,320	43,690	45,849	48,174	50,498	52,786	55,427	56,673	57,241	57,950	60,577				
14	Hourly	20.297	22.553	23.710	24.808	26.061	27.296	28.592	29.234	29.527	29.892	31.249				
	Bi-Weekly	1,623.76	1,804.24	1,896.80	1,984.64	2,084.88	2,183.68	2,287.36	2,338.72	2,362.16	2,391.36	2,499.92				
	Annual	42,217	46,910	49,316	51,600	54,206	56,775	59,471	60,806	61,416	62,175	64,997				
15	Hourly	21.849	24.278	25.378	26.649	27.967	29.374	30.755	31.447	31.762	32.153	33.610				
	Bi-Weekly	1,747.92	1,942.24	2,030.24	2,131.92	2,237.36	2,349.92	2,460.40	2,515.76	2,540.96	2,572.24	2,688.80				
	Annual	45,445	50,498	52,786	55,429	58,171	61,097	63,970	65,409	66,064	66,878	69,908				
16	Hourly	23.455	26.061	27.296	28.592	29.958	31.403	32.859	33.599	33.934	34.357	35.913				
	Bi-Weekly	1,876.40	2,084.88	2,183.68	2,287.36	2,396.64	2,512.24	2,628.72	2,687.92	2,714.72	2,748.56	2,873.04				
	Annual	48,786	54,206	56,775	59,471	62,312	65,318	68,346	69,885	70,582	71,462	74,699				
17	Hourly	25.170	27.967	29.374	30.755	32.186	33.776	35.447	36.245	36.608	37.059	38.741				
	Bi-Weekly	2,013.60	2,237.36	2,349.92	2,460.40	2,574.88	2,702.08	2,835.76	2,899.60	2,928.64	2,964.72	3,099.28				
	Annual	52,353	58,171	61,097	63,970	66,946	70,254	73,729	75,389	76,144	77,082	80,581				
18	Hourly	26.962	29.958	31.403	32.859	34.493	36.084	37.865	38.718	39.106	39.587	41.384				
	Bi-Weekly	2,156.96	2,396.64	2,512.24	2,628.72	2,759.44	2,886.72	3,029.20	3,097.44	3,128.48	3,166.96	3,310.72				
	Annual	56,080	62,312	65,318	68,346	71,745	75,054	78,759	80,533	81,340	82,340	86,078				
19	Hourly	29.572	32.859	34.493	36.084	37.864	39.655	41.556	42.491	42.917	43.447	45.418				
	Bi-Weekly	2,365.76	2,628.72	2,759.44	2,886.72	3,029.12	3,172.40	3,324.48	3,399.28	3,433.36	3,475.76	3,633.44				
	Annual	61,509	68,346	71,745	75,054	78,757	82,482	86,436	88,381	89,267	90,369	94,469				
20	Hourly	32.474	36.084	37.864	39.655	41.555	43.517	45.641	46.670	47.135	47.718	49.882				
	Bi-Weekly	2,597.92	2,886.72	3,029.12	3,172.40	3,324.40	3,481.36	3,651.28	3,733.60	3,770.80	3,817.44	3,990.56				
	Annual	67,545	75,054	78,757	82,482	86,434	90,515	94,933	97,073	98,040	99,253	103,754				
21	Hourly	35.689	39.655	41.555	43.517	45.642	47.807	50.134	51.260	51.774	52.416	54.790				
	Bi-Weekly	2,855.12	3,172.40	3,324.40	3,481.36	3,651.36	3,824.56	4,010.72	4,100.80	4,141.92	4,193.28	4,383.20				
	Annual	74,233	82,482	86,434	90,515	94,935	99,438	104,276	109,125	114,379	116,956	119,589	125,008			
22	Hourly	39.165	43.517	45.642	47.807	50.133	52.464	54.990	56.229	56.791	57.495	60.100				
	Bi-Weekly	3,133.20	3,481.36	3,651.36	3,824.56	4,010.64	4,197.12	4,399.20	4,498.32	4,543.28	4,599.60	4,808.00				
	Annual	81,463	90,515	94,935	99,438	104,276	109,125	114,379	116,956	118,125	119,589	125,008				

Effective June 1, 2019

SCHEDULE I
BUREAU OF HUMAN RESOURCES
CORPORATE - SEIU LOCAL 73

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1 Year	After 1 Year	After 1 Year
											at 1st Longevity Rate & 10 Years At 5th Step	at 2nd Longevity Rate & 15 Years Service	at 3rd Longevity Rate & 20 Years Service
9	Hourly	14.060	15.622	16.331	17.126	17.953	18.780	19.675	20.234	20.437	21.039		
	Bi-Weekly	1,124.80	1,249.76	1,306.48	1,370.08	1,436.24	1,502.40	1,574.00	1,618.72	1,634.96	1,683.12		
	Annual	29,244	32,493	33,968	35,622	37,342	39,062	40,924	42,086	42,508	43,761		
10	Hourly	15.059	16.733	17.515	18.339	19.226	20.150	21.093	21.494	21.722	22.365		
	Bi-Weekly	1,204.72	1,338.64	1,401.20	1,467.12	1,538.08	1,612.00	1,687.44	1,719.52	1,737.76	1,789.20		
	Annual	31,322	34,804	36,431	38,145	39,990	41,912	43,873	44,707	45,181	46,519		
11	Hourly	16.157	17.953	18.780	19.675	20.593	21.611	22.705	23.161	23.374	24.091		
	Bi-Weekly	1,292.56	1,436.24	1,502.40	1,574.00	1,647.44	1,728.88	1,816.40	1,852.88	1,869.92	1,927.28		
	Annual	33,606	37,342	39,062	40,924	42,833	44,950	47,226	48,174	48,617	50,109		
12	Hourly	17.303	19.226	20.150	21.093	22.110	23.246	24.323	24.798	25.046	25.807		
	Bi-Weekly	1,384.24	1,538.08	1,612.00	1,687.44	1,768.80	1,859.68	1,945.84	1,983.84	2,003.68	2,064.56		
	Annual	35,990	39,990	41,912	43,873	45,988	48,351	50,591	51,579	52,095	53,678		
13	Hourly	18.533	20.593	21.611	22.705	23.802	24.880	26.125	26.646	26.901	27.715		
	Bi-Weekly	1,482.64	1,647.44	1,728.88	1,816.40	1,904.16	1,990.40	2,090.00	2,131.68	2,152.08	2,217.20		
	Annual	38,548	42,833	44,950	47,226	49,508	51,750	54,340	55,423	55,954	57,647		
14	Hourly	19.898	22.110	23.246	24.323	25.550	26.760	28.031	28.609	28.894	29.766		
	Bi-Weekly	1,591.84	1,768.80	1,859.68	1,945.84	2,044.00	2,140.80	2,242.48	2,288.72	2,311.52	2,381.28		
	Annual	41,387	45,988	48,351	50,591	53,144	55,660	58,304	59,506	60,099	61,913		
15	Hourly	21.421	23.802	24.880	26.125	27.419	28.796	30.152	30.760	31.074	32.000		
	Bi-Weekly	1,713.68	1,904.16	1,990.40	2,090.00	2,193.52	2,303.68	2,412.16	2,460.80	2,485.92	2,560.00		
	Annual	44,555	49,508	51,750	54,340	57,031	59,895	62,716	63,980	64,633	66,560		
16	Hourly	22.995	25.550	26.760	28.031	29.371	30.788	32.215	32.879	33.198	34.198		
	Bi-Weekly	1,839.60	2,044.00	2,140.80	2,242.48	2,349.68	2,463.04	2,577.20	2,630.32	2,655.84	2,735.84		
	Annual	47,829	53,144	55,660	58,304	61,091	64,039	67,007	68,388	69,051	71,131		
17	Hourly	24.677	27.419	28.796	30.152	31.555	33.114	34.752	35.431	35.771	36.852		
	Bi-Weekly	1,974.16	2,193.52	2,303.68	2,412.16	2,524.40	2,649.12	2,780.16	2,834.48	2,861.68	2,948.16		
	Annual	51,328	57,031	59,895	62,716	65,634	68,877	72,284	73,696	74,403	76,652		
18	Hourly	26.433	29.371	30.788	32.215	33.817	35.376	37.123	37.882	38.241	39.424		
	Bi-Weekly	2,114.64	2,349.68	2,463.04	2,577.20	2,705.36	2,830.08	2,969.84	3,030.56	3,059.28	3,153.92		
	Annual	54,980	61,091	64,039	67,007	70,339	73,582	77,215	78,794	79,541	82,001		
19	Hourly	28.992	32.215	33.817	35.376	37.123	38.877	40.741	41.360	41.764	43.029		
	Bi-Weekly	2,319.36	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	60,303	67,007	70,339	73,582	77,215	80,864	84,741	86,028	86,869	89,500		
20	Hourly	31.837	35.376	37.123	38.877	40.741	42.664	44.746	45.403	45.843	47.226		
	Bi-Weekly	2,546.96	2,830.08	2,969.84	3,110.16	3,259.28	3,413.12	3,579.68	3,632.24	3,667.44	3,778.08		
	Annual	66,220	73,582	77,215	80,864	84,741	88,741	93,071	94,438	95,353	98,230		
21	Hourly	34.989	38.877	40.741	42.664	44.746	46.870	49.151	49.879	50.376	51.905		
	Bi-Weekly	2,799.12	3,110.16	3,259.28	3,413.12	3,579.68	3,749.60	3,932.08	3,932.08	3,990.32	4,030.08	4,152.40	
	Annual	72,777	80,864	84,741	88,741	93,071	97,489	102,234	102,234	103,748	104,782	107,962	
22	Hourly	38.397	42.664	44.746	46.870	49.151	51.434	53.912	56.596	57.434	55.248	56.905	
	Bi-Weekly	3,071.76	3,413.12	3,579.68	3,749.60	3,932.08	4,114.72	4,312.96	4,376.40	4,419.84	4,552.40		
	Annual	79,865	88,741	93,071	97,489	102,234	106,982	112,136	113,786	114,915	118,362		
23	Hourly	40.272	44.746	46.870	49.151	51.434	53.912	56.596	57.434	58.006	59.760		
	Bi-Weekly	3,221.76	3,579.68	3,749.60	3,932.08	4,114.72	4,312.96	4,527.68	4,594.72	4,640.48	4,780.80		
	Annual	83,765	93,071	97,489	102,234	106,982	112,136	117,719	119,462	120,652	124,300		

Effective June 1, 2020

SCHEDULE I
BUREAU OF HUMAN RESOURCES
CORPORATE - SEIU LOCAL 73

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1 Year	After 1 Year	After 1 Year
											at 1st Longevity Rate & 10 Years At 5th Step	at 2nd Longevity Rate & 15 Years Service	at 3rd Longevity Rate & 20 Years Service
9	Hourly	14.341	15.934	16.658	17.469	18.312	19.156	20.069	20.639	20.846	21.460		
	Bi-Weekly	1,147.28	1,274.72	1,332.64	1,397.52	1,464.96	1,532.48	1,605.52	1,651.12	1,667.68	1,716.80		
	Annual	29,829	33,142	34,648	36,335	38,088	39,844	41,743	42,929	43,359	44,636		
10	Hourly	15.360	17.068	17.865	18.706	19.611	20.553	21.515	21.924	22.156	22.812		
	Bi-Weekly	1,228.80	1,365.44	1,429.20	1,496.48	1,568.88	1,644.24	1,721.20	1,753.92	1,772.48	1,824.96		
	Annual	31,948	35,501	37,159	38,908	40,790	42,750	44,751	45,601	46,084	47,448		
11	Hourly	16.480	18.312	19.156	20.069	21.005	22.043	23.159	23.624	23.841	24.573		
	Bi-Weekly	1,318.40	1,464.96	1,532.48	1,605.52	1,680.40	1,763.44	1,852.72	1,889.92	1,907.28	1,965.84		
	Annual	34,278	38,088	39,844	41,743	43,690	45,849	48,170	49,137	49,589	51,111		
12	Hourly	17.649	19.611	20.553	21.515	22.552	23.711	24.809	25.294	25.547	26.323		
	Bi-Weekly	1,411.92	1,568.88	1,644.24	1,721.20	1,804.16	1,896.88	1,984.72	2,023.52	2,043.76	2,105.84		
	Annual	36,709	40,790	42,750	44,751	46,908	49,318	51,602	52,611	53,137	54,751		
13	Hourly	18.904	21.005	22.043	23.159	24.278	25.378	26.648	27.179	27.439	28.269		
	Bi-Weekly	1,512.32	1,680.40	1,763.44	1,852.72	1,942.24	2,030.24	2,131.84	2,174.32	2,195.12	2,261.52		
	Annual	39,320	43,690	45,849	48,170	50,498	52,786	55,427	56,532	57,073	58,799		
14	Hourly	20.296	22.552	23.711	24.809	26.061	27.295	28.592	29.181	29.472	30.361		
	Bi-Weekly	1,623.68	1,804.16	1,896.88	1,984.72	2,084.88	2,183.60	2,287.36	2,334.48	2,357.76	2,428.88		
	Annual	42,215	46,908	49,318	51,602	54,206	56,773	59,471	60,696	61,301	63,150		
15	Hourly	21.849	24.278	25.378	26.648	27.967	29.372	30.755	31.375	31.695	32.640		
	Bi-Weekly	1,747.92	1,942.24	2,030.24	2,131.84	2,237.36	2,349.76	2,460.40	2,510.00	2,535.60	2,611.20		
	Annual	45,445	50,498	52,786	55,427	58,171	61,093	63,970	65,260	65,925	67,891		
16	Hourly	23.455	26.061	27.295	28.592	29.958	31.404	32.859	33.537	33.862	34.882		
	Bi-Weekly	1,876.40	2,084.88	2,183.60	2,287.36	2,396.64	2,512.32	2,628.72	2,682.96	2,708.96	2,790.56		
	Annual	48,786	54,206	56,773	59,471	62,312	65,320	68,346	69,756	70,432	72,554		
17	Hourly	25.170	27.967	29.372	30.755	32.186	33.776	35.447	36.140	36.486	37.589		
	Bi-Weekly	2,013.60	2,237.36	2,349.76	2,460.40	2,574.88	2,702.08	2,835.76	2,891.20	2,918.88	3,007.12		
	Annual	52,353	58,171	61,093	63,970	66,946	70,254	73,729	75,171	75,890	78,185		
18	Hourly	26.962	29.958	31.404	32.859	34.493	36.084	37.865	38.640	39.006	40.212		
	Bi-Weekly	2,156.96	2,396.64	2,512.32	2,628.72	2,759.44	2,886.72	3,029.20	3,091.20	3,120.48	3,216.96		
	Annual	56,080	62,312	65,320	68,346	71,745	75,054	78,759	80,371	81,132	83,640		
19	Hourly	29.572	32.859	34.493	36.084	37.865	39.655	41.556	42.187	42.599	43.890		
	Bi-Weekly	2,365.76	2,628.72	2,759.44	2,886.72	3,029.20	3,172.40	3,324.48	3,374.96	3,407.92	3,511.20		
	Annual	61,509	68,346	71,745	75,054	78,759	82,482	86,436	87,748	88,605	91,291		
20	Hourly	32.474	36.084	37.865	39.655	41.556	43.517	45.641	46.311	46.760	48.171		
	Bi-Weekly	2,597.92	2,886.72	3,029.20	3,172.40	3,324.48	3,481.36	3,651.28	3,704.88	3,740.80	3,853.68		
	Annual	67,545	75,054	78,759	82,482	86,436	90,515	94,933	96,326	97,260	100,195		
21	Hourly	35.689	39.655	41.556	43.517	45.641	47.807	50.134	50.877	51.384	52.943		
	Bi-Weekly	2,855.12	3,172.40	3,324.48	3,481.36	3,651.28	3,824.56	4,010.72	4,070.16	4,110.72	4,235.44		
	Annual	74,233	82,482	86,436	90,515	94,933	99,438	104,278	105,824	106,878	110,121		
22	Hourly	39.165	43.517	45.641	47.807	50.134	52.463	54.990	55.799	56.353	58.043		
	Bi-Weekly	3,133.20	3,481.36	3,651.28	3,824.56	4,010.72	4,197.04	4,399.20	4,463.92	4,508.24	4,643.44		
	Annual	81,463	90,515	94,933	99,438	104,278	109,123	114,379	116,061	117,214	120,729		
23	Hourly	41.077	45.641	47.807	50.134	52.463	54.990	57.728	58.583	59.166	60.955		
	Bi-Weekly	3,286.16	3,651.28	3,824.56	4,010.72	4,197.04	4,399.20	4,618.24	4,686.64	4,733.28	4,876.40		
	Annual	85,440	94,933	99,438	104,278	109,123	114,379	120,074	121,852	123,065	126,786		

Effective June 1, 2019

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

Grade	Entry Rate	After 1 Year at 1st Year at 2nd Year at 3rd Year at 4th										
		After 2 Years At 5th Step		After 3 Years At 6th Step		After 4 Years At 7th Step		After 5 Years At 8th Step		After 6 Years At 9th Step		
		Longevity Rate & 10 Service		Longevity Rate & 12 Service		Longevity Rate & 15 Service		Longevity Rate & 20 Service		Longevity Rate & 25 Service		
Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	
19	Hourly Bi-Weekly Annual	31.837 2,546.96 66,220	35.376 2,830.08 73,582	37.122 2,969.76 77,213	38.877 3,110.16 80,864	40.741 3,259.28 84,741	41.658 3,332.64 86,648	42.075 3,366.00 87,516	42.595 3,407.60 88,597	44.527 3,562.16 92,616	44.747 3,579.76 93,073	45.420 3,633.60 94,473
20	Hourly Bi-Weekly Annual	34.989 2,799.12 72,777	38.877 3,110.16 80,864	40.740 3,259.20 84,739	42.664 3,413.12 88,741	44.746 3,579.68 93,071	45.755 3,660.40 95,170	46.211 3,696.88 96,118	46.782 3,742.56 97,306	48.904 3,912.32 101,720	49.150 3,932.00 102,232	49.887 3,990.96 103,764

Effective June 1, 2020

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

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 Year at 1st	After 1 Year at 2nd	After 1 Year at 3rd	After 1 Year at 4th	After 2 Years At 5th Step	Longevity Rate & 10 Years Service	Longevity Rate & 12 Years Service	Longevity Rate & 15 Years Service	Longevity Rate & 20 Years Service		
19	Hourly	32.474	36.084	37.864	39.655	41.556	42.491	42.917	43.447	45.418	45.642	46.328
	Bi-Weekly	2,597.92	2,886.72	3,029.12	3,172.40	3,324.48	3,399.28	3,433.36	3,475.76	3,633.44	3,651.36	3,706.24
	Annual	67,545	75,054	78,757	82,482	86,436	88,381	89,267	90,369	94,469	94,935	96,362
20	Hourly	35.689	39.655	41.555	43.517	45.641	46.670	47.135	47.718	49.882	50.133	50.885
	Bi-Weekly	2,855.12	3,172.40	3,324.40	3,481.36	3,651.28	3,733.60	3,770.80	3,817.44	3,990.56	4,010.64	4,070.80
	Annual	74,233	82,482	86,434	90,515	94,933	97,073	98,040	99,253	103,754	104,276	105,840

Effective June 1, 2019

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

Grade	Entry Rate 1	Entry Rate 2	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
												Longevity	Longevity	Longevity
												After 2	Years At	Years
												Years	Step	Service
10	Hourly	15.060	16.733	17,446	18,188	18,959	19,765	20,605	21,481	22,074	22,514	23,640		
	Bi-Weekly	1,204.80	1,338.64	1,395.68	1,455.04	1,516.72	1,581.20	1,648.40	1,718.48	1,765.92	1,801.12	1,891.20		
	Annual	31,324	34,804	36,287	37,831	39,434	41,111	42,858	44,680	45,913	46,829	49,171		
11	Hourly	16.158	17,953	18,716	19,514	20,341	21,204	22,105	23,046	23,680	24,154	25,361		
	Bi-Weekly	1,292.64	1,436.24	1,497.28	1,561.12	1,627.28	1,696.32	1,768.40	1,843.68	1,894.40	1,932.32	2,028.88		
	Annual	33,608	37,342	38,929	40,589	42,309	44,104	45,978	47,935	49,254	50,240	52,750		
12	Hourly	17.303	19,226	20,045	20,898	21,786	22,710	23,676	24,682	25,361	25,867	27,162		
	Bi-Weekly	1,384.24	1,538.08	1,603.60	1,671.84	1,742.88	1,816.80	1,894.08	1,974.56	2,028.88	2,069.36	2,172.96		
	Annual	35,990	39,990	41,693	43,467	45,314	47,236	49,246	51,338	52,750	53,803	56,496		
13	Hourly	18.533	20,593	21,468	22,378	23,331	24,323	25,355	26,433	27,161	27,705	29,088		
	Bi-Weekly	1,482.64	1,647.44	1,717.44	1,790.24	1,866.48	1,945.84	2,028.40	2,114.64	2,172.88	2,216.40	2,327.04		
	Annual	38,548	42,833	44,653	46,546	48,528	50,591	52,738	54,980	56,494	57,626	60,503		
14	Hourly	19.898	22,110	23,050	24,028	25,050	26,113	27,223	28,380	29,160	29,743	31,231		
	Bi-Weekly	1,591.84	1,768.80	1,844.00	1,922.24	2,004.00	2,089.04	2,177.84	2,270.40	2,332.80	2,379.44	2,498.48		
	Annual	41,387	45,988	47,944	49,978	52,104	54,315	56,623	59,030	60,652	61,865	64,960		
15	Hourly	21.422	23,802	24,812	25,866	26,965	28,111	29,307	30,551	31,393	32,022	33,621		
	Bi-Weekly	1,713.76	1,904.16	1,984.96	2,069.28	2,157.20	2,248.88	2,344.56	2,444.08	2,511.44	2,561.76	2,689.68		
	Annual	44,557	49,508	51,608	53,801	56,087	58,470	60,958	63,546	65,297	66,605	69,931		
16	Hourly	22.995	25,550	26,636	27,768	28,947	30,176	31,459	32,799	33,700	34,374	36,092		
	Bi-Weekly	1,839.60	2,044.00	2,130.88	2,221.44	2,315.76	2,414.08	2,516.72	2,623.92	2,696.00	2,749.92	2,887.36		
	Annual	47,829	53,144	55,402	57,757	60,209	62,766	65,434	68,221	70,096	71,497	75,071		

Effective June 1, 2020

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

Grade		Entry Rate 1	Entry Rate 2	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
													Longevity	Longevity	Longevity
													After 2	Years At	Years
													Years	5th Step	Service
10	Hourly	15.361	17.068	17.795	18.552	19.338	20.160	21.017	21.911	22.515	22.964	24.113			
	Bi-Weekly	1,228.88	1,365.44	1,423.60	1,484.16	1,547.04	1,612.80	1,681.36	1,752.88	1,801.20	1,837.12	1,929.04			
	Annual	31,950	35,501	37,013	38,588	40,223	41,932	43,715	45,574	46,831	47,765	50,155			
11	Hourly	16.481	18.312	19.090	19.904	20.748	21.628	22.547	23.507	24.154	24.637	25.868			
	Bi-Weekly	1,318.48	1,464.96	1,527.20	1,592.32	1,659.84	1,730.24	1,803.76	1,880.56	1,932.32	1,970.96	2,069.44			
	Annual	34,280	38,088	39,707	41,400	43,155	44,986	46,897	48,894	50,240	51,244	53,805			
12	Hourly	17.649	19.611	20.446	21.316	22.222	23.164	24.150	25.176	25.868	26.384	27.705			
	Bi-Weekly	1,411.92	1,568.88	1,635.68	1,705.28	1,777.76	1,853.12	1,932.00	2,014.08	2,069.44	2,110.72	2,216.40			
	Annual	36,709	40,790	42,527	44,337	46,221	48,181	50,232	52,366	53,805	54,878	57,626			
13	Hourly	18.904	21.005	21.897	22.826	23.798	24.809	25.862	26.962	27.704	28.259	29.670			
	Bi-Weekly	1,512.32	1,680.40	1,751.76	1,826.08	1,903.84	1,984.72	2,068.96	2,156.96	2,216.32	2,260.72	2,373.60			
	Annual	39,320	43,690	45,545	47,478	49,499	51,602	53,792	56,080	57,624	58,778	61,713			
14	Hourly	20.296	22.552	23.511	24.509	25.551	26.635	27.767	28.948	29.743	30.338	31.856			
	Bi-Weekly	1,623.68	1,804.16	1,880.88	1,960.72	2,044.08	2,130.80	2,221.36	2,315.84	2,379.44	2,427.04	2,548.48			
	Annual	42,215	46,908	48,902	50,978	53,146	55,400	57,755	60,211	61,865	63,103	66,260			
15	Hourly	21.850	24.278	25.308	26.383	27.504	28.673	29.893	31.162	32.021	32.662	34.293			
	Bi-Weekly	1,748.00	1,942.24	2,024.64	2,110.64	2,200.32	2,293.84	2,391.44	2,492.96	2,561.68	2,612.96	2,743.44			
	Annual	45,448	50,498	52,640	54,876	57,208	59,639	62,177	64,816	66,603	67,936	71,329			
16	Hourly	23.455	26.061	27.169	28.323	29.526	30.780	32.088	33.455	34.374	35.061	36.814			
	Bi-Weekly	1,876.40	2,084.88	2,173.52	2,265.84	2,362.08	2,462.40	2,567.04	2,676.40	2,749.92	2,804.88	2,945.12			
	Annual	48,786	54,206	56,511	58,911	61,414	64,022	66,743	69,586	71,497	72,926	76,573			

Effective June 1, 2019

SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 -Homeland Security

Grade	Entry Rate											After 1 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity
							After 2 Years At 5th Step		After 2 Years At 10th Step		After 2 Years At 15th Step			
		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step				
9	Hourly Bi-Weekly Annual	14.060 1,124.80 29,244	15.622 1,249.76 32,493	16.331 1,306.48 33,968	17.126 1,370.08 35,622	17.953 1,436.24 37,342	18.780 1,502.40 39,062	19.674 1,573.92 40,921	20.234 1,618.72 42,086	20.437 1,634.96 42,508	21.039 1,683.12 43,761			
10	Hourly Bi-Weekly Annual	15.060 1,204.80 31,324	16.733 1,338.64 34,804	17.515 1,401.20 36,431	18.339 1,467.12 38,145	19.227 1,538.16 39,992	20.150 1,612.00 41,912	21.093 1,687.44 43,873	21.494 1,719.52 44,707	21.722 1,737.76 45,181	22.366 1,789.28 46,521			
11	Hourly Bi-Weekly Annual	16.157 1,292.56 33,606	17.952 1,436.16 37,340	18.780 1,502.40 39,062	19.674 1,573.92 40,921	20.593 1,647.44 42,833	21.611 1,728.88 44,950	22.707 1,816.56 47,230	23.161 1,852.88 48,174	23.374 1,869.92 48,617	24.092 1,927.36 50,111			
12	Hourly Bi-Weekly Annual	17.304 1,384.32 35,992	19.227 1,538.16 39,992	20.150 1,612.00 41,912	21.093 1,687.44 43,873	22.111 1,768.88 45,990	23.245 1,859.60 45,990	24.322 1,945.76 50,589	24.798 1,983.84 51,579	25.046 2,003.68 52,095	25.808 2,064.64 53,680			
13	Hourly Bi-Weekly Annual	18.533 1,482.64 38,548	20.593 1,647.44 42,833	21.611 1,728.88 44,950	22.707 1,816.56 47,230	23.802 1,904.16 49,508	24.880 1,990.40 49,508	26.126 2,090.08 51,750	26.646 2,131.68 54,342	26.901 2,152.08 55,423	27.715 2,217.20 55,954			
14	Hourly Bi-Weekly Annual	19.899 1,591.92 41,389	22.111 1,768.88 45,990	23.245 1,859.60 48,349	24.322 1,945.76 50,589	25.550 2,044.00 53,144	26.761 2,140.88 55,662	28.031 2,242.48 55,662	28.609 2,288.72 58,304	28.895 2,311.60 59,506	29.767 2,381.36 60,101			
15	Hourly Bi-Weekly Annual	21.422 1,713.76 44,557	23.802 1,904.16 49,508	24.880 1,990.40 51,750	26.126 2,090.08 54,342	27.419 2,193.52 57,031	28.798 2,303.84 59,899	30.152 2,412.16 62,716	30.760 2,460.80 63,980	31.074 2,485.92 64,633	32.001 2,560.08 66,562			
16	Hourly Bi-Weekly Annual	22.995 1,839.60 47,829	25.550 2,044.00 53,144	26.761 2,140.88 55,662	28.031 2,242.48 58,304	29.371 2,349.68 61,091	30.787 2,462.96 64,036	32.215 2,577.20 67,007	32.879 2,630.32 68,388	33.197 2,655.76 69,049	34.199 2,735.92 71,133			
17	Hourly Bi-Weekly Annual	24.677 1,974.16 51,328	27.419 2,193.52 57,031	28.798 2,303.84 59,899	30.152 2,412.16 62,716	31.555 2,524.40 65,634	33.114 2,649.12 68,877	34.752 2,780.16 72,284	35.431 2,834.48 73,696	35.770 2,861.60 74,401	36.852 2,948.16 76,652			
18	Hourly Bi-Weekly Annual	26.434 2,114.72 54,982	29.371 2,349.68 61,091	30.787 2,462.96 64,036	32.215 2,577.20 67,007	33.817 2,705.36 70,339	35.376 2,830.08 73,582	37.122 2,969.76 77,213	37.882 3,030.56 77,213	38.241 3,059.28 78,794	39.424 3,153.92 79,541			
19	Hourly Bi-Weekly Annual	28.994 2,319.52 60,307	32.215 2,577.20 67,007	33.817 2,705.36 70,339	35.376 2,830.08 73,582	37.122 2,969.76 77,213	38.877 3,110.16 80,864	40.740 3,259.20 84,739	41.360 3,308.80 86,028	41.764 3,341.12 86,869	43.029 3,442.32 89,500			
20	Hourly Bi-Weekly Annual	31.838 2,547.04 66,223	35.376 2,830.08 73,582	37.122 2,969.76 77,213	38.877 3,110.16 80,864	40.740 3,259.20 84,739	42.664 3,413.12 88,741	44.747 3,579.76 93,073	45.403 3,632.24 94,438	45.843 3,667.44 95,353	47.226 3,778.08 98,230			
21	Hourly Bi-Weekly Annual	34.990 2,799.20 72,779	38.877 3,110.16 80,864	40.740 3,259.20 84,739	42.664 3,413.12 88,741	44.747 3,579.76 93,073	46.870 3,749.60 97,489	49.150 3,932.00 102,232	49.879 3,930.32 102,232	50.375 4,030.00 103,748	51.906 4,152.48 107,964			
22	Hourly Bi-Weekly Annual	38.397 3,071.76 79,865	42.664 3,413.12 88,741	44.747 3,579.76 93,073	46.870 3,749.60 97,489	49.150 3,932.00 102,232	51.435 4,114.80 106,984	53.912 4,312.96 112,136	54.704 4,376.32 113,784	55.248 4,419.84 114,915	56.904 4,552.32 118,360			
23	Hourly Bi-Weekly Annual	40.273 3,221.84 83,767	44.747 3,579.76 93,073	46.870 3,749.60 97,489	49.150 3,932.00 102,232	51.435 4,114.80 106,984	53.912 4,312.96 112,136	56.596 4,527.68 117,719	57.433 4,594.64 119,460	58.006 4,640.48 120,652	59.760 4,780.80 124,300			

Effective June 1, 2020

SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - Homeland Security

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	
											Longevity	Longevity	Longevity	
											After 2	Years At	Years	
											5th Step	10 Years	15 Years	
											Service	Service	Service	
9	Hourly Bi-Weekly Annual	14.341 1,147.28 29,829	15.934 1,274.72 33,142	16.658 1,332.64 34,648	17.469 1,397.52 36,335	18.312 1,464.96 38,088	19.156 1,532.48 39,844	20.067 1,605.36 41,739	20.639 1,651.12 42,929	20.846 1,667.68 43,359	21.460 1,716.80 44,636	Year at 1st Longevity	Year at 2nd Longevity	Year at 3rd Longevity
10	Hourly Bi-Weekly Annual	15.361 1,228.88 31,950	17.068 1,365.44 35,501	17.865 1,429.20 37,159	18.706 1,496.48 38,908	19.612 1,568.96 40,792	20.553 1,644.24 42,750	21.515 1,721.20 44,751	21.924 1,753.92 45,601	22.156 1,772.48 46,084	22.813 1,825.04 47,451	Rate & 10 Years	Rate & 15 Years	Rate & 20 Years
11	Hourly Bi-Weekly Annual	16.480 1,318.40 34,278	18.311 1,464.88 38,086	19.156 1,532.48 39,844	20.067 1,605.36 41,739	21.005 1,680.40 43,690	22.043 1,763.44 45,849	23.161 1,852.88 48,174	23.624 1,889.92 49,137	23.841 1,907.28 49,589	24.574 1,965.92 51,113	Years at 5th Step	Years at 10th Step	Years at 15th Step
12	Hourly Bi-Weekly Annual	17.650 1,412.00 36,712	19.612 1,568.96 40,792	20.553 1,644.24 42,750	21.515 1,721.20 44,751	22.553 1,804.24 46,910	23.710 1,896.80 49,316	24.808 1,984.64 51,600	25.294 2,023.52 52,611	25.547 2,043.76 53,137	26.324 2,105.92 54,753	Years at 10th Step	Years at 15th Step	Years at 20th Step
13	Hourly Bi-Weekly Annual	18.904 1,512.32 39,320	21.005 1,680.40 43,690	22.043 1,763.44 45,849	23.161 1,852.88 48,174	24.278 1,942.24 50,498	25.378 2,030.24 52,786	26.649 2,131.92 55,429	27.179 2,174.32 56,532	27.439 2,195.12 57,073	28.269 2,261.52 58,799	Years at 15th Step	Years at 20th Step	Years at 25th Step
14	Hourly Bi-Weekly Annual	20.297 1,623.76 42,217	22.553 1,804.24 46,910	23.710 1,896.80 49,316	24.808 1,984.64 51,600	26.061 2,084.88 54,206	27.296 2,183.68 56,775	28.592 2,287.36 59,471	29.181 2,334.48 60,696	29.473 2,357.84 61,303	30.362 2,428.96 63,152	Years at 20th Step	Years at 25th Step	Years at 30th Step
15	Hourly Bi-Weekly Annual	21.850 1,748.00 45,448	24.278 1,942.24 50,498	25.378 2,030.24 52,786	26.649 2,131.92 55,429	27.967 2,237.36 58,171	29.374 2,349.92 61,097	30.755 2,460.40 63,970	31.375 2,510.00 65,260	31.695 2,535.60 65,925	32.641 2,611.28 67,893	Years at 25th Step	Years at 30th Step	Years at 35th Step
16	Hourly Bi-Weekly Annual	23.455 1,876.40 48,786	26.061 2,084.88 54,206	27.296 2,183.68 56,775	28.592 2,287.36 59,471	29.958 2,396.64 62,312	31.403 2,512.24 65,318	32.859 2,628.72 68,346	33.537 2,682.96 69,756	33.861 2,708.88 70,430	34.883 2,790.64 72,556	Years at 30th Step	Years at 35th Step	Years at 40th Step
17	Hourly Bi-Weekly Annual	25.171 2,013.68 52,355	27.967 2,237.36 58,171	29.374 2,349.92 61,097	30.755 2,460.40 63,970	32.186 2,574.88 66,946	33.776 2,702.08 70,254	35.447 2,835.76 73,729	36.140 2,891.20 75,171	36.485 2,918.80 75,888	37.589 3,007.12 78,185	Years at 35th Step	Years at 40th Step	Years at 45th Step
18	Hourly Bi-Weekly Annual	26.963 2,157.04 56,083	29.958 2,396.64 62,312	31.403 2,512.24 65,318	32.859 2,628.72 68,346	34.493 2,759.44 71,745	36.084 2,886.72 75,054	37.864 3,029.12 78,757	38.640 3,091.20 80,371	39.006 3,120.48 81,132	40.212 3,216.96 83,640	Years at 40th Step	Years at 45th Step	Years at 50th Step
19	Hourly Bi-Weekly Annual	29.574 2,365.92 61,513	32.859 2,628.72 68,346	34.493 2,759.44 71,745	36.084 2,886.72 75,054	37.864 3,029.12 78,757	39.655 3,172.40 82,482	41.555 3,324.40 86,434	42.187 3,374.96 87,748	42.599 3,407.92 88,605	43.890 3,511.20 91,291	Years at 45th Step	Years at 50th Step	Years at 55th Step
20	Hourly Bi-Weekly Annual	32.475 2,598.00 67,548	36.084 2,886.72 75,054	37.864 3,029.12 78,757	39.655 3,172.40 82,482	41.555 3,324.40 86,434	43.517 3,481.36 90,515	45.642 3,651.36 94,935	46.311 3,704.88 96,326	46.760 3,740.80 97,260	48.171 3,853.68 100,195	Years at 50th Step	Years at 55th Step	Years at 60th Step
21	Hourly Bi-Weekly Annual	35.690 2,855.20 74,235	39.655 3,172.40 82,482	41.555 3,324.40 86,434	43.517 3,481.36 90,515	45.642 3,651.36 94,935	47.807 3,824.56 99,438	50.133 4,010.64 104,276	50.877 4,070.16 105,824	51.383 4,110.64 106,876	52.944 4,235.52 110,123	Years at 55th Step	Years at 60th Step	Years at 65th Step
22	Hourly Bi-Weekly Annual	39.165 3,133.20 81,463	43.517 3,481.36 90,515	45.642 3,651.36 94,935	47.807 3,824.56 99,438	50.133 4,010.64 104,276	52.464 4,197.12 109,125	54.990 4,399.20 114,379	55.798 4,463.84 116,059	56.353 4,508.24 117,214	58.042 4,643.36 120,727	Years at 60th Step	Years at 65th Step	Years at 70th Step
23	Hourly Bi-Weekly Annual	41.078 3,286.24 85,442	45.642 3,651.36 94,935	47.807 3,824.56 99,438	50.133 4,010.64 104,276	52.464 4,197.12 109,125	54.990 4,399.20 114,379	57.728 4,618.24 120,074	58.582 4,686.56 121,850	59.166 4,733.28 123,065	60.955 4,876.40 126,786	Years at 65th Step	Years at 70th Step	Years at 75th Step

Effective June 1, 2019

SCHEDULE I
BUREAU OF HUMAN RESOURCES
ENTERPRISE - 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	
											Longevity	Longevity	Longevity	
							After 2				Rate & 10	Rate & 15	Rate & 20	
							Years At	Years	Years	Years	Service	Service	Service	
							5th Step	Service	Service	Service				
9	Hourly Bi-Weekly Annual	14.060 1,124.80 29,244	15.622 1,249.76 32,493	16.331 1,306.48 33,968	17.126 1,370.08 35,622	17.953 1,436.24 37,342	18.780 1,502.40 39,062	19.674 1,573.92 40,921	20.234 1,618.72 42,086	20.437 1,634.96 42,508	21.039 1,683.12 43,761			
10	Hourly Bi-Weekly Annual	15.060 1,204.80 31,324	16.733 1,338.64 34,804	17.515 1,401.20 36,431	18.339 1,467.12 38,145	19.227 1,538.16 39,992	20.150 1,612.00 41,912	21.093 1,687.44 43,873	21.494 1,719.52 44,707	21.722 1,737.76 45,181	22.366 1,789.28 46,521			
11	Hourly Bi-Weekly Annual	16.157 1,292.56 33,606	17.952 1,436.16 37,340	18.780 1,502.40 39,062	19.674 1,573.92 40,921	20.593 1,647.44 42,833	21.611 1,728.88 44,950	22.707 1,816.56 47,230	23.161 1,852.88 48,174	23.374 1,869.92 48,617	24.092 1,927.36 50,111			
12	Hourly Bi-Weekly Annual	17.304 1,384.32 35,992	19.227 1,538.16 39,992	20.150 1,612.00 41,912	21.093 1,687.44 43,873	22.111 1,768.88 45,990	23.245 1,859.60 48,349	24.322 1,945.76 50,589	24.798 1,983.84 51,579	25.046 2,003.68 52,095	25.808 2,064.64 53,680			
13	Hourly Bi-Weekly Annual	18.533 1,482.64 38,548	20.593 1,647.44 42,833	21.611 1,728.88 44,950	22.707 1,816.56 47,230	23.802 1,904.16 49,508	24.880 1,990.40 51,750	26.126 2,090.08 54,342	26.646 2,131.68 55,423	26.901 2,152.08 55,954	27.715 2,217.20 57,647			
14	Hourly Bi-Weekly Annual	19.899 1,591.92 41,389	22.111 1,768.88 45,990	23.245 1,859.60 48,349	24.322 1,945.76 50,589	25.550 2,044.00 53,144	26.761 2,140.88 55,662	28.031 2,242.48 58,304	28.609 2,288.72 59,506	28.895 2,311.60 60,101	29.767 2,381.36 61,915			
15	Hourly Bi-Weekly Annual	21.422 1,713.76 44,557	23.802 1,904.16 49,508	24.880 1,990.40 51,750	26.126 2,090.08 54,342	27.419 2,193.52 57,031	28.798 2,303.84 59,899	30.152 2,412.16 62,716	30.760 2,460.80 63,980	31.074 2,485.92 64,633	32.001 2,560.08 66,562			
16	Hourly Bi-Weekly Annual	22.995 1,839.60 47,829	25.550 2,044.00 53,144	26.761 2,140.88 55,662	28.031 2,242.48 58,304	29.371 2,349.68 61,091	30.787 2,462.96 64,036	32.215 2,577.20 67,007	32.879 2,630.32 68,388	33.197 2,655.76 69,049	34.199 2,735.92 71,133			
17	Hourly Bi-Weekly Annual	24.677 1,974.16 51,328	27.419 2,193.52 57,031	28.798 2,303.84 59,899	30.152 2,412.16 62,716	31.555 2,524.40 65,634	33.114 2,649.12 68,877	34.752 2,780.16 72,284	35.431 2,834.48 73,696	35.770 2,861.60 74,401	36.852 2,948.16 76,652			
18	Hourly Bi-Weekly Annual	26.434 2,114.72 54,982	29.371 2,349.68 61,091	30.787 2,462.96 64,036	32.215 2,577.20 67,007	33.817 2,705.36 70,339	35.376 2,830.08 73,582	37.122 2,969.76 77,213	37.882 3,030.56 78,794	38.241 3,059.28 79,541	39.424 3,153.92 82,001			
19	Hourly Bi-Weekly Annual	28.994 2,319.52 60,307	32.215 2,577.20 67,007	33.817 2,705.36 70,339	35.376 2,830.08 73,582	37.122 2,969.76 77,213	38.877 3,110.16 80,864	40.740 3,259.20 84,739	41.360 3,329.20 84,739	41.764 3,308.80 86,028	43.029 3,341.12 86,869			
20	Hourly Bi-Weekly Annual	31.838 2,547.04 66,223	35.376 2,830.08 73,582	37.122 2,969.76 77,213	38.877 3,110.16 80,864	40.740 3,259.20 84,739	42.664 3,413.12 88,741	44.747 3,579.76 93,073	45.403 3,632.24 93,073	45.843 3,667.44 94,438	47.226 3,778.08 95,353			
21	Hourly Bi-Weekly Annual	34.990 2,799.20 72,779	38.877 3,110.16 80,864	40.740 3,259.20 84,739	42.664 3,413.12 88,741	44.747 3,579.76 93,073	46.870 3,749.60 97,489	49.150 3,932.00 102,232	49.879 3,990.32 102,232	50.375 4,030.00 103,748	51.906 4,152.48 104,780			
22	Hourly Bi-Weekly Annual	38.397 3,071.76 79,865	42.664 3,413.12 88,741	44.747 3,579.76 93,073	46.870 3,749.60 97,489	49.150 3,932.00 102,232	51.435 4,114.80 106,984	53.912 4,312.96 112,136	54.704 4,312.96 112,136	55.248 4,419.84 113,784	56.904 4,552.32 114,915			
23	Hourly Bi-Weekly Annual	40.273 3,221.84 83,767	44.747 3,579.76 93,073	46.870 3,749.60 97,489	49.150 3,932.00 102,232	51.435 4,114.80 106,984	53.912 4,312.96 112,136	56.596 4,527.68 117,719	57.433 4,594.64 119,460	58.006 4,640.48 120,652	59.760 4,780.80 124,300			

Effective June 1, 2020

SCHEDULE I
BUREAU OF HUMAN RESOURCES
ENTERPRISE -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 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity	
											Rate & 10 Years Service	Rate & 15 Years Service	Rate & 20 Years Service	
9	Hourly Bi-Weekly Annual	14,341 1,147.28 29,829	15,934 1,274.72 33,142	16,658 1,332.64 34,648	17,469 1,397.52 36,335	18,312 1,464.96 38,088	19,156 1,532.48 39,844	20,067 1,605.36 41,739	20,639 1,651.12 42,929	20,846 1,667.68 43,359	21,460 1,716.80 44,636			
10	Hourly Bi-Weekly Annual	15,361 1,228.88 31,950	17,068 1,365.44 35,501	17,865 1,429.20 37,159	18,706 1,496.48 38,908	19,612 1,568.96 40,792	20,553 1,644.24 42,750	21,515 1,721.20 44,751	21,924 1,753.92 45,601	22,156 1,772.48 46,084	22,813 1,825.04 47,451			
11	Hourly Bi-Weekly Annual	16,480 1,318.40 34,278	18,311 1,464.88 38,086	19,156 1,532.48 39,844	20,067 1,605.36 41,739	21,005 1,680.40 43,690	22,043 1,763.44 45,849	23,161 1,852.88 48,174	23,624 1,889.92 49,137	23,841 1,907.28 49,589	24,574 1,965.92 51,113			
12	Hourly Bi-Weekly Annual	17,650 1,412.00 36,712	19,612 1,568.96 40,792	20,553 1,644.24 42,750	21,515 1,721.20 44,751	22,553 1,804.24 46,910	23,710 1,896.80 49,316	24,808 1,984.64 51,600	25,294 2,023.52 52,611	25,547 2,043.76 53,137	26,324 2,105.92 54,753			
13	Hourly Bi-Weekly Annual	18,904 1,512.32 39,320	21,005 1,680.40 43,690	22,043 1,763.44 45,849	23,161 1,852.88 48,174	24,278 1,942.24 50,498	25,378 2,030.24 52,786	26,649 2,131.92 55,429	27,179 2,174.32 56,532	27,439 2,195.12 57,073	28,269 2,261.52 58,799			
14	Hourly Bi-Weekly Annual	20,297 1,623.76 42,217	22,553 1,804.24 46,910	23,710 1,896.80 49,316	24,808 1,984.64 51,600	26,061 2,084.88 54,206	27,296 2,183.68 56,775	28,592 2,287.36 59,471	29,181 2,334.48 60,696	29,473 2,357.84 61,303	30,362 2,428.96 63,152			
15	Hourly Bi-Weekly Annual	21,850 1,748.00 45,448	24,278 1,942.24 50,498	25,378 2,030.24 52,786	26,649 2,131.92 55,429	27,967 2,237.36 58,171	29,374 2,349.92 61,097	30,755 2,460.40 63,970	31,375 2,510.00 65,260	31,695 2,535.60 65,925	32,641 2,611.28 67,893			
16	Hourly Bi-Weekly Annual	23,455 1,876.40 48,786	26,061 2,084.88 54,206	27,296 2,183.68 56,775	28,592 2,287.36 59,471	29,958 2,396.64 62,312	31,403 2,512.24 65,318	32,859 2,628.72 68,346	33,537 2,682.96 69,756	33,861 2,708.88 70,430	34,883 2,790.64 72,556			
17	Hourly Bi-Weekly Annual	25,171 2,013.68 52,355	27,967 2,237.36 58,171	29,374 2,349.92 61,097	30,755 2,460.40 63,970	32,186 2,574.88 66,946	33,776 2,702.08 70,254	35,447 2,835.76 73,729	36,140 2,891.20 75,171	36,485 2,918.80 75,888	37,589 3,007.12 78,185			
18	Hourly Bi-Weekly Annual	26,963 2,157.04 56,083	29,958 2,396.64 62,312	31,403 2,512.24 65,318	32,859 2,628.72 68,346	34,493 2,759.44 71,745	36,084 2,886.72 75,054	37,864 3,029.12 78,757	38,640 3,091.20 80,371	39,006 3,120.48 81,132	40,212 3,216.96 83,640			
19	Hourly Bi-Weekly Annual	29,574 2,365.92 61,513	32,859 2,628.72 68,346	34,493 2,759.44 71,745	36,084 2,886.72 75,054	37,864 3,029.12 78,757	39,655 3,172.40 82,482	41,555 3,324.40 86,434	42,187 3,374.96 87,748	42,599 3,407.92 88,605	43,890 3,511.20 91,291			
20	Hourly Bi-Weekly Annual	32,475 2,598.00 67,548	36,084 2,886.72 75,054	37,864 3,029.12 78,757	39,655 3,172.40 82,482	41,555 3,324.40 86,434	43,517 3,481.36 90,515	45,642 3,651.36 94,935	46,311 3,704.88 96,326	46,760 3,740.80 97,260	48,171 3,853.68 100,195			
21	Hourly Bi-Weekly Annual	35,690 2,855.20 74,235	39,655 3,172.40 82,482	41,555 3,324.40 86,434	43,517 3,481.36 90,515	45,642 3,651.36 94,935	47,807 3,824.56 99,438	50,133 4,010.64 104,276	50,877 4,070.16 105,824	51,383 4,110.64 106,876	52,944 4,235.52 110,123			
22	Hourly Bi-Weekly Annual	39,165 3,133.20 81,463	43,517 3,481.36 90,515	45,642 3,651.36 94,935	47,807 3,824.56 99,438	50,133 4,010.64 104,276	52,464 4,197.12 109,125	54,990 4,399.20 114,379	55,798 4,463.84 116,059	56,353 4,508.24 117,214	58,042 4,643.36 120,727			
23	Hourly Bi-Weekly Annual	41,078 3,286.24 85,442	45,642 3,651.36 94,935	47,807 3,824.56 99,438	50,133 4,010.64 104,276	52,464 4,197.12 109,125	54,990 4,399.20 114,379	57,728 4,618.24 120,074	58,582 4,686.56 121,850	59,166 4,733.28 123,065	60,955 4,876.40 126,786			

Effective June 1, 2019

SCHEDULE I
BUREAU OF HUMAN RESOURCES
JTDC - TEAMSTERS 700
SECURITY SPECIALISTS

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1 Year	After 1 Year	After 1 Year	
											at 1st	at 2nd	at 3rd	
											After 2 Years At	Longevity Rate & 10	Longevity Rate & 15	Longevity Rate & 20
											5th Step	Years Service	Years Service	Years Service
14	Hourly Bi-Weekly Annual	19.899 1,591.92 41,389	22.111 1,768.88 45,990	23.245 1,859.60 48,349	24.322 1,945.76 50,589	25.550 2,044.00 53,144	26.761 2,140.88 55,662	28.031 2,242.48 58,304	28.609 2,288.72 59,506	28.895 2,311.60 60,101	29.767 2,381.36 61,915			
15	Hourly Bi-Weekly Annual	21.422 1,713.76 44,557	23.802 1,904.16 49,508	24.880 1,990.40 51,750	26.126 2,090.08 54,342	27.419 2,193.52 57,031	28.798 2,303.84 59,899	30.152 2,412.16 62,716	30.760 2,460.80 63,980	31.704 2,536.32 65,944	32.966 2,637.28 68,569			

Effective June 1, 2019

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

Grade	Entry Rate 1	Entry Rate 2	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity
			After 2 Years At 5th Step	Years Service	Rate & 10	Rate & 15	Rate & 20							
15	Hourly	21.422	23.802	24.812	25.866	26.965	28.111	29.307	30.551	31.393	32.022	33.621		
	Bi-Weekly	1,713.76	1,904.16	1,984.96	2,069.28	2,157.20	2,248.88	2,344.56	2,444.08	2,511.44	2,561.76	2,689.68		
	Annual	44,557	49,508	51,608	53,801	56,087	58,470	60,958	63,546	65,297	66,605	69,931		

Effective June 1, 2020

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

Grade	Entry Rate 1	Entry Rate 2	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1 Year at 1st	After 1 Year at 2nd	After 1 Year at 3rd	
												Longevity Rate & 10 Years At 5th Step	Longevity Rate & 15 Years Service	Longevity Rate & 20 Years Service	
15	Hourly Bi-Weekly Annual	21.850 1,748.00 45,448	24.278 1,942.24 50,498	25.308 2,024.64 52,640	26.383 2,110.64 54,876	27.504 2,200.32 57,208	28.673 2,293.84 59,639	29.893 2,391.44 62,177	31.162 2,492.96 64,816	32.021 2,561.68 66,603	32.662 2,612.96 67,936	34.293 2,743.44 71,329			

Effective September 1, 2019

SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - OFFICE OF THE CHIEF JUDGE/FUGITIVE UNIT

Grade		Entry Rate 1	Entry Rate 2	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	
													Longevity	Longevity	Longevity	
									After 2					Years At	Years	Years
									5th Step					Service	Service	Service
18	Hourly	26.434	29.371	30.618	31.920	33.275	34.690	36.166	37.701	38.738	39.515	41.492				
	Bi-Weekly	2,114.72	2,349.68	2,449.44	2,553.60	2,662.00	2,775.20	2,893.28	3,016.08	3,099.04	3,161.20	3,319.36				
	Annual	54,982	61,091	63,685	66,393	69,212	72,155	75,225	78,418	80,575	82,191	86,303				

Effective September 1, 2020

SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - OFFICE OF THE CHIEF JUDGE/FUGITIVE UNIT

Grade	Entry Rate 1	Entry Rate 2	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	
												Longevity	Longevity	Longevity	
								After 2				Years At	Rate & 10	Rate & 15	Rate & 20
								5th Step				Years	Years	Years	Years
												Service	Service	Service	Service
18	Hourly	26.963	29.958	31.230	32.558	33.941	35.384	36.889	38.455	39.513	40.305	42.322			
	Bi-Weekly	2,157.04	2,396.64	2,498.40	2,604.64	2,715.28	2,830.72	2,951.12	3,076.40	3,161.04	3,224.40	3,385.76			
	Annual	56,083	62,312	64,958	67,720	70,597	73,598	76,729	79,986	82,187	83,834	88,029			

Effective June 1, 2019

SCHEDULE I
BUREAU OF HUMAN RESOURCES
OFFICE OF THE CHIEF JUDGE - TEAMSTERS 700/743

Grade	Entry Rate 1	Entry Rate 2	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
												Longevity	Longevity	Longevity
												After 2	Years At	Years
												Years	Service	Service
9	Hourly	14.060	15.622	16.285	16.979	17.700	18.453	19.240	20.056	20.806	21.019	22.071		
	Bi-Weekly	1,124.80	1,249.76	1,302.80	1,358.32	1,416.00	1,476.24	1,539.20	1,604.48	1,648.48	1,681.52	1,765.68		
	Annual	29,244	32,493	33,872	35,316	36,816	38,382	40,019	41,716	42,860	43,719	45,907		
10	Hourly	15.060	16.733	17.446	18.188	18.959	19.765	20.605	21.481	22.074	22.514	23.640		
	Bi-Weekly	1,204.80	1,338.64	1,395.68	1,455.04	1,516.72	1,581.20	1,648.40	1,718.48	1,765.92	1,801.12	1,891.20		
	Annual	31,324	34,804	36,287	37,831	39,434	41,111	42,858	44,680	45,913	46,829	49,171		
11	Hourly	16.158	17.953	18.716	19.514	20.341	21.204	22.105	23.046	23.680	24.154	25.361		
	Bi-Weekly	1,292.64	1,436.24	1,497.28	1,561.12	1,627.28	1,696.32	1,768.40	1,843.68	1,894.40	1,932.32	2,028.88		
	Annual	33,608	37,342	38,929	40,589	42,309	44,104	45,978	47,935	49,254	50,240	52,750		
12	Hourly	17.303	19.226	20.045	20.898	21.786	22.710	23.676	24.682	25.361	25.867	27.162		
	Bi-Weekly	1,384.24	1,538.08	1,603.60	1,671.84	1,742.88	1,816.80	1,894.08	1,974.56	2,028.88	2,069.36	2,172.96		
	Annual	35,990	39,990	41,693	43,467	45,314	47,236	49,246	51,338	52,750	53,803	56,496		
13	Hourly	18.533	20.593	21.468	22.378	23.331	24.323	25.355	26.433	27.161	27.705	29.088		
	Bi-Weekly	1,482.64	1,647.44	1,717.44	1,790.24	1,866.48	1,945.84	2,028.40	2,114.64	2,172.88	2,216.40	2,327.04		
	Annual	38,548	42,833	44,653	46,546	48,528	50,591	52,738	54,980	56,494	57,626	60,503		
14	Hourly	19.898	22.110	23.050	24.028	25.050	26.113	27.223	28.380	29.160	29.743	31.231		
	Bi-Weekly	1,591.84	1,768.80	1,844.00	1,922.24	2,004.00	2,089.04	2,177.84	2,270.40	2,332.80	2,379.44	2,498.48		
	Annual	41,387	45,988	47,944	49,978	52,104	54,315	56,623	59,030	60,652	61,865	64,960		
15	Hourly	21.422	23.802	24.812	25.866	26.965	28.111	29.307	30.551	31.393	32.022	33.621		
	Bi-Weekly	1,713.76	1,904.16	1,984.96	2,069.28	2,157.20	2,248.88	2,344.56	2,444.08	2,511.44	2,561.76	2,689.68		
	Annual	44,557	49,508	51,608	53,801	56,087	58,470	60,958	63,546	65,297	66,605	69,931		
16	Hourly	22.995	25.550	26.636	27.768	28.947	30.176	31.459	32.799	33.700	34.374	36.092		
	Bi-Weekly	1,839.60	2,044.00	2,130.88	2,221.44	2,315.76	2,414.08	2,516.72	2,623.92	2,696.00	2,749.92	2,887.36		
	Annual	47,829	53,144	55,402	57,757	60,209	62,766	65,434	68,221	70,096	71,497	75,071		
17	Hourly	24.677	27.419	28.587	29.798	31.066	32.385	33.763	35.197	36.166	36.889	38.732		
	Bi-Weekly	1,974.16	2,193.52	2,286.96	2,383.84	2,485.28	2,590.80	2,701.04	2,815.76	2,893.28	2,951.12	3,098.56		
	Annual	51,328	57,031	59,460	61,979	64,617	67,360	70,227	73,209	75,225	76,729	80,562		
18	Hourly	26.434	29.371	30.618	31.920	33.275	34.690	36.166	37.701	38.738	39.515	41.492		
	Bi-Weekly	2,114.72	2,349.68	2,449.44	2,553.60	2,662.00	2,775.20	2,893.28	3,016.08	3,099.04	3,161.20	3,319.36		
	Annual	54,982	61,091	63,685	66,393	69,212	72,155	75,225	78,418	80,575	82,191	86,303		
19	Hourly	28.994	32.215	33.586	35.015	36.502	38.051	39.672	41.355	42.494	43.344	45.512		
	Bi-Weekly	2,319.52	2,577.20	2,686.88	2,801.20	2,920.16	3,044.08	3,173.76	3,308.40	3,399.52	3,467.52	3,640.96		
	Annual	60,307	67,007	69,858	72,831	75,924	79,146	82,517	86,018	88,387	90,155	94,664		
20	Hourly	31.838	35.376	36.879	38.448	40.082	41.784	43.560	45.411	46.660	47.593	49.973		
	Bi-Weekly	2,547.04	2,830.08	2,950.32	3,075.84	3,206.56	3,342.72	3,484.80	3,632.88	3,732.80	3,807.44	3,997.84		
	Annual	66,223	73,582	76,708	79,971	83,370	86,910	90,604	94,454	97,052	98,993	103,943		
21	Hourly	34.990	38.877	40.529	42.252	44.048	45.919	47.870	49.906	51.279	52.302	54.918		
	Bi-Weekly	2,799.20	3,110.16	3,242.32	3,380.16	3,523.84	3,673.52	3,829.60	3,992.48	4,102.32	4,184.16	4,393.44		
	Annual	72,779	80,864	84,300	87,884	91,619	95,511	99,569	103,804	106,660	108,788	114,229		
22	Hourly	38.397	42.664	44.477	46.367	48.336	50.392	52.531	54.766	56.271	57.395	60.268		
	Bi-Weekly	3,071.76	3,413.12	3,558.16	3,709.36	3,866.88	4,031.36	4,202.48	4,381.28	4,501.68	4,591.60	4,821.44		
	Annual	79,865	88,741	92,512	96,443	100,538	104,815	109,264	113,913	117,043	119,381	125,357		
23	Hourly	40.272	44.746	46.651	48.633	50.699	52.854	55.100	57.442	59.021	60.202	63.212		
	Bi-Weekly	3,221.76	3,579.68	3,732.08	3,890.64	4,055.92	4,228.32	4,408.00	4,595.36	4,721.68	4,816.16	5,056.96		
	Annual	83,765	93,071	97,034	101,156	105,453	109,936	114,608	119,479	122,763	125,220	131,480		

Effective June 1, 2020

SCHEDULE I
BUREAU OF HUMAN RESOURCES
OFFICE OF THE CHIEF JUDGE - TEAMSTERS 700/743

Grade	Entry Rate 1	Entry Rate 2	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
												Longevity	Longevity	Longevity
												After 2	Years At	Years
												5th Step	Years	Service
9	Hourly	14,341	15,934	16,611	17,319	18,054	18,822	19,625	20,457	21,018	21,439	22,512		
	Bi-Weekly	1,147.28	1,274.72	1,328.88	1,385.52	1,444.32	1,505.76	1,570.00	1,636.56	1,681.44	1,715.12	1,800.96		
	Annual	29,829	33,142	34,550	36,023	37,552	39,149	40,820	42,550	43,717	44,593	46,824		
10	Hourly	15,361	17,068	17,795	18,552	19,338	20,160	21,017	21,911	22,515	22,964	24,113		
	Bi-Weekly	1,228.88	1,365.44	1,423.60	1,484.16	1,547.04	1,612.80	1,681.36	1,752.88	1,801.20	1,837.12	1,929.04		
	Annual	31,950	35,501	37,013	38,588	40,223	41,932	43,715	45,574	46,831	47,765	50,155		
11	Hourly	16,481	18,312	19,090	19,904	20,748	21,628	22,547	23,507	24,154	24,637	25,868		
	Bi-Weekly	1,318.48	1,464.96	1,527.20	1,592.32	1,659.84	1,730.24	1,803.76	1,880.56	1,932.32	1,970.96	2,069.44		
	Annual	34,280	38,088	39,707	41,400	43,155	44,986	46,897	48,894	50,240	51,244	53,805		
12	Hourly	17,649	19,611	20,446	21,316	22,222	23,164	24,150	25,176	25,868	26,384	27,705		
	Bi-Weekly	1,411.92	1,568.88	1,635.68	1,705.28	1,777.76	1,853.12	1,932.00	2,014.08	2,069.44	2,110.72	2,216.40		
	Annual	36,709	40,790	42,527	44,337	46,221	48,181	50,232	52,366	53,805	54,878	57,626		
13	Hourly	18,904	21,005	21,897	22,826	23,798	24,809	25,862	26,962	27,704	28,259	29,670		
	Bi-Weekly	1,512.32	1,680.40	1,751.76	1,826.08	1,903.84	1,984.72	2,068.96	2,156.96	2,216.32	2,260.72	2,373.60		
	Annual	39,320	43,690	45,545	47,478	49,499	51,602	53,792	56,080	57,624	58,778	61,713		
14	Hourly	20,296	22,552	23,511	24,509	25,551	26,635	27,767	28,948	29,743	30,338	31,856		
	Bi-Weekly	1,623.68	1,804.16	1,880.88	1,960.72	2,044.08	2,130.80	2,221.36	2,315.84	2,379.44	2,427.04	2,548.48		
	Annual	42,215	46,908	48,902	50,978	53,146	55,400	57,755	60,211	61,865	63,103	66,260		
15	Hourly	21,850	24,278	25,308	26,383	27,504	28,673	29,893	31,162	32,021	32,662	34,293		
	Bi-Weekly	1,748.00	1,942.24	2,024.64	2,110.64	2,200.32	2,293.84	2,391.44	2,492.96	2,561.68	2,612.96	2,743.44		
	Annual	45,448	50,498	52,640	54,876	57,208	59,639	62,177	64,816	66,603	67,936	71,329		
16	Hourly	23,455	26,061	27,169	28,323	29,526	30,780	32,088	33,455	34,374	35,061	36,814		
	Bi-Weekly	1,876.40	2,084.88	2,173.52	2,265.84	2,362.08	2,462.40	2,567.04	2,676.40	2,749.92	2,804.88	2,945.12		
	Annual	48,786	54,206	56,511	58,911	61,414	64,022	66,743	69,586	71,497	72,926	76,573		
17	Hourly	25,171	27,967	29,159	30,394	31,687	33,033	34,438	35,901	36,889	37,627	39,507		
	Bi-Weekly	2,013.68	2,237.36	2,332.72	2,431.52	2,534.96	2,642.64	2,755.04	2,872.08	2,951.12	3,010.16	3,160.56		
	Annual	52,355	58,171	60,650	63,219	65,908	68,708	71,631	74,674	76,729	78,264	82,174		
18	Hourly	26,963	29,958	31,230	32,558	33,941	35,384	36,889	38,455	39,513	40,305	42,322		
	Bi-Weekly	2,157.04	2,396.64	2,498.40	2,604.64	2,715.28	2,830.72	2,951.12	3,076.40	3,161.04	3,224.40	3,385.76		
	Annual	56,083	62,312	64,958	67,720	70,597	73,598	76,729	79,986	82,187	83,834	88,029		
19	Hourly	29,574	32,859	34,258	35,715	37,232	38,812	40,465	42,182	43,344	44,211	46,422		
	Bi-Weekly	2,365.92	2,628.72	2,740.64	2,857.20	2,978.56	3,104.96	3,237.20	3,374.56	3,467.52	3,536.88	3,713.76		
	Annual	61,513	68,346	71,256	74,287	77,442	80,728	84,167	87,738	90,155	91,958	96,557		
20	Hourly	32,475	36,084	37,617	39,217	40,884	42,620	44,431	46,319	47,593	48,545	50,972		
	Bi-Weekly	2,598.00	2,886.72	3,009.36	3,137.36	3,270.72	3,409.60	3,554.48	3,705.52	3,807.44	3,883.60	4,077.76		
	Annual	67,548	75,054	78,243	81,571	85,038	88,649	92,416	96,343	98,993	100,973	106,021		
21	Hourly	35,690	39,655	41,340	43,097	44,929	46,837	48,827	50,904	52,305	53,348	56,016		
	Bi-Weekly	2,855.20	3,172.40	3,307.20	3,447.76	3,594.32	3,746.96	3,906.16	4,072.32	4,184.40	4,267.84	4,481.28		
	Annual	74,235	82,482	85,987	89,641	93,452	97,420	101,560	105,880	108,794	110,963	116,513		
22	Hourly	39,165	43,517	45,367	47,294	49,303	51,400	53,582	55,861	57,396	58,543	61,473		
	Bi-Weekly	3,133.20	3,481.36	3,629.36	3,783.52	3,944.24	4,112.00	4,286.56	4,468.88	4,591.68	4,683.44	4,917.84		
	Annual	81,463	90,515	94,363	98,371	102,550	106,912	111,450	116,190	119,383	121,769	127,863		
23	Hourly	41,077	45,641	47,584	49,606	51,713	53,911	56,202	58,591	60,201	61,406	64,476		
	Bi-Weekly	3,286.16	3,651.28	3,806.72	3,968.48	4,137.04	4,312.88	4,496.16	4,687.28	4,816.08	4,912.48	5,158.08		
	Annual	85,440	94,933	98,974	103,180	107,563	112,134	116,900	121,869	125,218	127,724	134,110		

Effective June 1, 2019

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

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 Longevity	Year at 2nd Longevity	Year at 3rd Longevity	
								After 2 Years At 5th Step	Years Service	Years Service	Years Service	Rate & 10	Rate & 15	Rate & 20
9	Hourly	14.060	15.622	16.331	17.126	17.953	18.780	19.674	20.234	20.437	21.039			
	Bi-Weekly	1,124.80	1,249.76	1,306.48	1,370.08	1,436.24	1,502.40	1,573.92	1,618.72	1,634.96	1,683.12			
	Annual	29,244	32,493	33,968	35,622	37,342	39,062	40,921	42,086	42,508	43,761			
10	Hourly	14.060	15.622	16.331	17.126	17.953	18.780	19.674	20.234	20.437	21.039			
	Bi-Weekly	1,124.80	1,249.76	1,306.48	1,370.08	1,436.24	1,502.40	1,573.92	1,618.72	1,634.96	1,683.12			
	Annual	29,244	32,493	33,968	35,622	37,342	39,062	40,921	42,086	42,508	43,761			
11	Hourly	16.157	17.952	18.780	19.674	20.593	21.611	22.707	23.161	22.640	24.092			
	Bi-Weekly	1,292.56	1,436.16	1,502.40	1,573.92	1,647.44	1,728.88	1,816.56	1,852.88	1,811.20	1,927.36			
	Annual	33,606	37,340	39,062	40,921	42,833	44,950	47,230	48,174	47,091	50,111			
12	Hourly	17.304	19.227	20.150	21.093	22.111	23.245	24.322	24.798	25.046	25.808			
	Bi-Weekly	1,384.32	1,538.16	1,612.00	1,687.44	1,768.88	1,859.60	1,945.76	1,983.84	2,003.68	2,064.64			
	Annual	35,992	39,992	41,912	43,873	45,990	48,349	50,589	51,579	52,095	53,680			
13	Hourly	18.533	20.593	21.611	22.707	23.802	24.880	26.126	26.646	26.901	27.715			
	Bi-Weekly	1,482.64	1,647.44	1,728.88	1,816.56	1,904.16	1,990.40	2,090.08	2,131.68	2,152.08	2,217.20			
	Annual	38,548	42,833	44,950	47,230	49,508	51,750	54,342	55,423	55,954	57,647			
14	Hourly	19.899	22.111	23.245	24.322	25.550	26.761	28.031	28.609	28.895	29.767			
	Bi-Weekly	1,591.92	1,768.88	1,859.60	1,945.76	2,044.00	2,140.88	2,242.48	2,288.72	2,311.60	2,381.36			
	Annual	41,389	45,990	48,349	50,589	53,144	55,662	58,304	59,506	60,101	61,915			
15	Hourly	21.422	23.802	24.880	26.126	27.419	28.798	30.152	30.760	31.074	32.001			
	Bi-Weekly	1,713.76	1,904.16	1,990.40	2,090.08	2,193.52	2,303.84	2,412.16	2,460.80	2,485.92	2,560.08			
	Annual	44,557	49,508	51,750	54,342	57,031	59,899	62,716	63,980	64,633	66,562			
16	Hourly	22.995	25.550	26.761	28.031	29.371	30.787	32.215	32.879	33.197	34.199			
	Bi-Weekly	1,839.60	2,044.00	2,140.88	2,242.48	2,349.68	2,462.96	2,577.20	2,630.32	2,655.76	2,735.92			
	Annual	47,829	53,144	55,662	58,304	61,091	64,036	67,007	68,388	69,049	71,133			
17	Hourly	24.676	27.419	28.798	30.152	31.555	33.114	34.752	35.431	35.770	36.852			
	Bi-Weekly	1,974.08	2,193.52	2,303.84	2,412.16	2,524.40	2,649.12	2,780.16	2,834.48	2,861.60	2,948.16			
	Annual	51,326	57,031	59,899	62,716	65,634	68,877	72,284	73,696	74,401	76,652			
18	Hourly	26.434	29.371	30.787	32.215	33.817	35.376	37.122	37.882	38.241	39.424			
	Bi-Weekly	2,114.72	2,349.68	2,462.96	2,577.20	2,705.36	2,830.08	2,969.76	3,030.56	3,059.28	3,153.92			
	Annual	54,982	61,091	64,036	67,007	70,339	73,582	77,213	78,794	79,541	82,001			
19	Hourly	28.994	32.215	33.817	35.376	37.122	38.877	40.740	41.360	41.764	43.029			
	Bi-Weekly	2,319.52	2,577.20	2,705.36	2,830.08	2,969.76	3,110.16	3,259.20	3,308.80	3,341.12	3,442.32			
	Annual	60,307	67,007	70,339	73,582	77,213	80,864	84,739	86,028	86,869	89,500			
20	Hourly	31.838	35.376	37.122	38.877	40.740	42.664	44.747	45.403	45.843	47.226			
	Bi-Weekly	2,547.04	2,830.08	2,969.76	3,110.16	3,259.20	3,413.12	3,579.76	3,632.24	3,667.44	3,778.08			
	Annual	66,223	73,582	77,213	80,864	84,739	88,741	93,073	94,438	95,353	98,230			
21	Hourly	34.990	38.877	40.740	42.664	44.747	46.870	49.150	49.879	50.375	51.906			
	Bi-Weekly	2,799.20	3,110.16	3,259.20	3,413.12	3,579.76	3,749.60	3,932.00	3,990.32	4,030.00	4,152.48			
	Annual	72,779	80,864	84,739	88,741	93,073	97,489	102,232	102,232	104,780	107,964			
22	Hourly	38.397	42.664	44.747	46.870	49.150	51.435	53.912	54.705	55.248	56.905			
	Bi-Weekly	3,071.76	3,413.12	3,579.76	3,749.60	3,932.00	4,114.80	4,312.96	4,376.40	4,419.84	4,552.40			
	Annual	79,865	88,741	93,073	97,489	102,232	106,984	112,136	117,719	119,460	124,300			
23	Hourly	40.273	44.747	46.870	49.150	51.435	53.912	56.596	57.433	58.006	59.760			
	Bi-Weekly	3,221.84	3,579.76	3,749.60	3,932.00	4,114.80	4,312.96	4,527.68	4,594.64	4,640.48	4,780.80			
	Annual	83,767	93,073	97,489	102,232	106,984	112,136	117,719	119,460	120,652	124,300			

Effective June 1, 2020

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

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	
											Longevity	Longevity	Longevity	
							After 2				Years At	Years	Years	
							5th Step				Service	Service	Service	
9	Hourly Bi-Weekly Annual	14,341 1,147.28 29,829	15,934 1,274.72 33,142	16,658 1,332.64 34,648	17,469 1,397.52 36,335	18,312 1,464.96 38,088	19,156 1,532.48 39,844	20,067 1,605.36 41,739	20,639 1,651.12 42,929	20,846 1,667.68 43,359	21,460 1,716.80 44,636	After 1 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity
10	Hourly Bi-Weekly Annual	15,360 1,228.80 31,948	17,068 1,365.44 35,501	17,865 1,429.20 37,159	18,706 1,496.48 38,908	19,612 1,568.96 40,792	20,553 1,644.24 42,750	21,515 1,721.20 44,751	21,924 1,753.92 45,601	22,156 1,772.48 46,084	22,813 1,825.04 47,451	After 2 Years At 5th Step	Years Service	Years Service
11	Hourly Bi-Weekly Annual	16,480 1,318.40 34,278	18,311 1,464.88 38,086	19,156 1,532.48 39,844	20,067 1,605.36 41,739	21,005 1,680.40 43,690	22,043 1,763.44 45,849	23,161 1,852.88 48,174	23,624 1,889.92 49,137	23,093 1,847.44 48,033	24,574 1,965.92 51,113	After 1 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity
12	Hourly Bi-Weekly Annual	17,650 1,412.00 36,712	19,612 1,568.96 40,792	20,553 1,644.24 42,750	21,515 1,721.20 44,751	22,553 1,804.24 46,910	23,710 1,896.80 49,316	24,808 1,984.64 51,600	25,294 2,023.52 52,611	25,547 2,043.76 53,137	26,324 2,105.92 54,753	After 2 Years At 5th Step	Years Service	Years Service
13	Hourly Bi-Weekly Annual	18,904 1,512.32 39,320	21,005 1,680.40 43,690	22,043 1,763.44 45,849	23,161 1,852.88 48,174	24,278 1,942.24 50,498	25,378 2,030.24 52,786	26,649 2,131.92 55,429	27,179 2,174.32 56,532	27,439 2,195.12 57,073	28,269 2,261.52 58,799	After 1 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity
14	Hourly Bi-Weekly Annual	20,297 1,623.76 42,217	22,553 1,804.24 46,910	23,710 1,896.80 49,316	24,808 1,984.64 51,600	26,061 2,084.88 54,206	27,296 2,183.68 56,775	28,592 2,287.36 59,471	29,181 2,334.48 60,696	29,473 2,357.84 61,303	30,362 2,428.96 63,152	After 2 Years At 5th Step	Years Service	Years Service
15	Hourly Bi-Weekly Annual	21,850 1,748.00 45,448	24,278 1,942.24 50,498	25,378 2,030.24 52,786	26,649 2,131.92 55,429	27,967 2,237.36 58,171	29,374 2,349.92 61,097	30,755 2,460.40 63,970	31,375 2,510.00 65,260	31,695 2,535.60 65,925	32,641 2,611.28 67,893	After 1 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity
16	Hourly Bi-Weekly Annual	23,455 1,876.40 48,786	26,061 2,084.88 54,206	27,296 2,183.68 56,775	28,592 2,287.36 59,471	29,958 2,396.64 62,312	31,403 2,512.24 65,318	32,859 2,628.72 68,346	33,537 2,682.96 69,756	33,861 2,708.88 70,430	34,883 2,790.64 72,556	After 2 Years At 5th Step	Years Service	Years Service
17	Hourly Bi-Weekly Annual	25,170 2,013.60 52,353	27,967 2,237.36 58,171	29,374 2,349.92 61,097	30,755 2,460.40 63,970	32,186 2,574.88 66,946	33,776 2,702.08 70,254	35,447 2,835.76 73,729	36,140 2,891.20 75,171	36,485 2,918.80 75,888	37,589 3,007.12 78,185	After 2 Years At 5th Step	Years Service	Years Service
18	Hourly Bi-Weekly Annual	26,963 2,157.04 56,083	29,958 2,396.64 62,312	31,403 2,512.24 65,318	32,859 2,628.72 68,346	34,493 2,759.44 71,745	36,084 2,886.72 75,054	37,864 3,029.12 78,757	38,640 3,091.20 80,371	39,006 3,120.48 81,132	40,212 3,216.96 83,640	After 2 Years At 5th Step	Years Service	Years Service
19	Hourly Bi-Weekly Annual	29,574 2,365.92 61,513	32,859 2,628.72 68,346	34,493 2,759.44 71,745	36,084 2,886.72 75,054	37,864 3,029.12 78,757	39,655 3,172.40 82,482	41,555 3,324.40 86,434	42,187 3,374.96 86,434	42,599 3,407.92 87,748	43,890 3,511.20 88,605	After 2 Years At 5th Step	Years Service	Years Service
20	Hourly Bi-Weekly Annual	32,475 2,598.00 67,548	36,084 2,886.72 75,054	37,864 3,029.12 78,757	39,655 3,172.40 82,482	41,555 3,324.40 86,434	43,517 3,481.36 90,515	45,642 3,651.36 94,935	46,311 3,704.88 94,935	46,760 3,740.80 96,326	48,171 3,853.68 97,260	After 2 Years At 5th Step	Years Service	Years Service
21	Hourly Bi-Weekly Annual	35,690 2,855.20 74,235	39,655 3,172.40 82,482	41,555 3,324.40 86,434	43,517 3,481.36 90,515	45,642 3,651.36 94,935	47,807 3,824.56 99,438	50,133 4,010.64 104,276	50,877 4,070.16 104,276	51,383 4,110.64 105,824	52,944 4,235.52 106,876	After 2 Years At 5th Step	Years Service	Years Service
22	Hourly Bi-Weekly Annual	39,165 3,133.20 81,463	43,517 3,481.36 90,515	45,642 3,651.36 94,935	47,807 3,824.56 99,438	50,133 4,010.64 104,276	52,464 4,197.12 109,125	54,990 4,399.20 114,379	55,799 4,463.92 114,379	56,353 4,508.24 116,061	58,043 4,643.44 117,214	After 2 Years At 5th Step	Years Service	Years Service
23	Hourly Bi-Weekly Annual	41,078 3,286.24 85,442	45,642 3,651.36 94,935	47,807 3,824.56 99,438	50,133 4,010.64 104,276	52,464 4,197.12 109,125	54,990 4,399.20 114,379	57,728 4,618.24 120,074	58,582 4,686.56 121,850	59,166 4,733.28 123,065	60,955 4,876.40 126,786	After 2 Years At 5th Step	Years Service	Years Service

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

Schedule I Chief Judge PDM Interpreters

PDM **Hourly**

6/1/2011 22.240

6/1/2012 23.140

6/1/2013 23.371

6/1/2014 23.722

6/1/2015 24.196

12/1/2015 24.680

12/1/2016 25.235

6/1/2017 25.740

6/1/2019 26.255

6/1/2020 26.780

PDM2 **Hourly**

12/1/2015 33.500

12/1/2016 34.254

6/1/2017 34.939

6/1/2019 35.638

6/1/2020 36.351

Effective June 1, 2019

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

Grade	Entry Rate 1	Entry Rate 2	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	
												Longevity	Longevity	Longevity	
								After 2	Years At	Years	Years	Rate & 10	Rate & 15	Rate & 20	
								5th Step	Service	Service	Service				
10	Hourly Bi-Weekly Annual	15.059 1,204.72 31,322	16.733 1,338.64 34,804	17.446 1,395.68 36,287	18.188 1,455.04 37,831	18.959 1,516.72 39,434	19.765 1,581.20 41,111	20.605 1,648.40 42,858	21.481 1,718.48 44,680	22.074 1,765.92 45,913	22.628 1,810.24 47,066	23.758 1,900.64 49,416			
13	Hourly Bi-Weekly Annual	18.533 1,482.64 38,548	20.593 1,647.44 42,833	21.468 1,717.44 44,653	22.378 1,790.24 46,546	23.331 1,866.48 48,528	24.323 1,945.84 50,591	25.355 2,028.40 52,738	26.433 2,114.64 54,980	27.161 2,172.88 56,494	27.843 2,227.44 57,913	29.234 2,338.72 60,806			

Effective September 1, 2020

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

<u>Grade</u>		<u>Entry Rate 1</u>	<u>Entry Rate 2</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>After 2</u>	<u>Years At</u>	<u>Years</u>
													<u>Years</u>	<u>Service</u>	<u>Service</u>
													<u>Rate & 10</u>	<u>Rate & 15</u>	<u>Rate & 20</u>
													<u>Years</u>	<u>Service</u>	<u>Years</u>
10	Hourly	15.360	17.068	17.795	18.552	19.338	20.160	21.017	21.911	22.515	23.081	24.233			
	Bi-Weekly	1,228.80	1,365.44	1,423.60	1,484.16	1,547.04	1,612.80	1,681.36	1,752.88	1,801.20	1,846.48	1,938.64			
	Annual	31,948	35,501	37,013	38,588	40,223	41,932	43,715	45,574	46,831	48,008	50,404			
13	Hourly	18.904	21.005	21.897	22.826	23.798	24.809	25.862	26.962	27.704	28.400	29.819			
	Bi-Weekly	1,512.32	1,680.40	1,751.76	1,826.08	1,903.84	1,984.72	2,068.96	2,156.96	2,216.32	2,272.00	2,385.52			
	Annual	39,320	43,690	45,545	47,478	49,499	51,602	53,792	56,080	57,624	59,072	62,023			

Effective June 1, 2019

SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS
GENERAL

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity	
											After 2 Years At 5th Step	Rate & 10 Years Service	Rate & 15 Years Service	
9	Hourly Bi-Weekly Annual	14.060 1,124.80 29,244	15.622 1,249.76 32,493	16.331 1,306.48 33,968	17.126 1,370.08 35,622	17.953 1,436.24 37,342	18.780 1,502.40 39,062	19.674 1,573.92 40,921	20.234 1,618.72 42,086	20.437 1,634.96 42,508	21.039 1,683.12 43,761			
10	Hourly Bi-Weekly Annual	15.060 1,204.80 31,324	16.733 1,338.64 34,804	17.515 1,401.20 36,431	18.339 1,467.12 38,145	19.227 1,538.16 39,992	20.150 1,612.00 41,912	21.093 1,687.44 43,873	21.494 1,719.52 44,707	21.722 1,737.76 45,181	22.366 1,789.28 46,521			
11	Hourly Bi-Weekly Annual	16.157 1,292.56 33,606	17.952 1,436.16 37,340	18.780 1,502.40 39,062	19.674 1,573.92 40,921	20.593 1,647.44 42,833	21.611 1,728.88 44,950	22.707 1,816.56 47,230	23.161 1,852.88 48,174	23.374 1,869.92 48,617	24.092 1,927.36 50,111			
12	Hourly Bi-Weekly Annual	17.304 1,384.32 35,992	19.227 1,538.16 39,992	20.150 1,612.00 41,912	21.093 1,687.44 43,873	22.111 1,768.88 45,990	23.245 1,859.60 48,349	24.322 1,945.76 50,589	24.798 1,983.84 51,579	25.046 2,003.68 52,095	25.808 2,064.64 53,680			
13	Hourly Bi-Weekly Annual	18.533 1,482.64 38,548	20.593 1,647.44 42,833	21.611 1,728.88 44,950	22.707 1,816.56 47,230	23.802 1,904.16 49,508	24.880 1,990.40 51,750	26.126 2,090.08 54,342	26.646 2,131.68 55,423	26.901 2,152.08 55,954	27.715 2,217.20 57,647			
14	Hourly Bi-Weekly Annual	19.899 1,591.92 41,389	22.111 1,768.88 45,990	23.245 1,859.60 48,349	24.322 1,945.76 50,589	25.550 2,044.00 53,144	26.761 2,140.88 55,662	28.031 2,242.48 58,304	28.609 2,288.72 59,506	28.895 2,311.60 60,101	29.767 2,381.36 61,915			
15	Hourly Bi-Weekly Annual	21.422 1,713.76 44,557	23.802 1,904.16 49,508	24.880 1,990.40 51,750	26.126 2,090.08 54,342	27.419 2,193.52 57,031	28.798 2,303.84 59,899	30.152 2,412.16 62,716	30.760 2,460.80 63,980	31.074 2,485.92 64,633	32.001 2,560.08 66,562			
16	Hourly Bi-Weekly Annual	22.995 1,839.60 47,829	25.550 2,044.00 53,144	26.761 2,140.88 55,662	28.031 2,242.48 58,304	29.371 2,349.68 61,091	30.787 2,462.96 64,036	32.215 2,577.20 67,007	32.879 2,630.32 68,388	33.197 2,655.76 69,049	34.199 2,735.92 71,133			
17	Hourly Bi-Weekly Annual	24.677 1,974.16 51,328	27.419 2,193.52 57,031	28.798 2,303.84 59,899	30.152 2,412.16 62,716	31.555 2,524.40 65,634	33.114 2,649.12 68,877	34.752 2,780.16 72,284	35.431 2,834.48 73,696	35.770 2,861.60 74,401	36.852 2,948.16 76,652			
18	Hourly Bi-Weekly Annual	26.434 2,114.72 54,982	29.371 2,349.68 61,091	30.787 2,462.96 64,036	32.215 2,577.20 67,007	33.817 2,705.36 70,339	35.376 2,830.08 73,582	37.122 2,969.76 77,213	37.882 3,030.56 78,794	38.241 3,059.28 79,541	39.424 3,153.92 82,001			
19	Hourly Bi-Weekly Annual	28.994 2,319.52 60,307	32.215 2,577.20 67,007	33.817 2,705.36 70,339	35.376 2,830.08 73,582	37.122 2,969.76 77,213	38.877 3,110.16 80,864	40.740 3,259.20 84,739	41.360 3,308.80 84,739	41.764 3,341.12 86,028	43.029 3,442.32 86,869			
20	Hourly Bi-Weekly Annual	31.838 2,547.04 66,223	35.376 2,830.08 73,582	37.122 2,969.76 77,213	38.877 3,110.16 80,864	40.740 3,259.20 84,739	42.664 3,413.12 88,741	44.747 3,579.76 93,073	45.403 3,632.24 94,438	45.843 3,667.44 95,353	47.226 3,778.08 98,230			
21	Hourly Bi-Weekly Annual	34.990 2,799.20 72,779	38.877 3,110.16 80,864	40.740 3,259.20 84,739	42.664 3,413.12 88,741	44.747 3,579.76 93,073	46.870 3,749.60 97,489	49.150 3,932.00 102,232	49.879 3,990.32 103,748	50.375 4,030.00 104,780	51.906 4,152.48 107,964			
22	Hourly Bi-Weekly Annual	38.397 3,071.76 79,865	42.664 3,413.12 88,741	44.747 3,579.76 93,073	46.870 3,749.60 97,489	49.150 3,932.00 102,232	51.435 4,114.80 106,984	53.912 4,312.96 112,136	54.704 4,376.32 113,784	55.248 4,419.84 114,915	56.904 4,552.32 118,360			
23	Hourly Bi-Weekly Annual	40.273 3,221.84 83,767	44.747 3,579.76 93,073	46.870 3,749.60 97,489	49.150 3,932.00 102,232	51.435 4,114.80 106,984	53.912 4,312.96 112,136	56.596 4,527.68 117,719	57.433 4,594.64 119,460	58.006 4,640.48 120,652	59.760 4,780.80 124,300			

Effective June 1, 2020

SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS
GENERAL

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity
											After 2 Years At 5th Step	Rate & 10 Years Service	Rate & 15 Years Service
9	Hourly	14.341	15.934	16.658	17.469	18.312	19.156	20.067	20.639	20.846	21.460		
	Bi-Weekly	1,147.28	1,274.72	1,332.64	1,397.52	1,464.96	1,532.48	1,605.36	1,651.12	1,667.68	1,716.80		
	Annual	29,829	33,142	34,648	36,335	38,088	39,844	41,739	42,929	43,359	44,636		
10	Hourly	15.361	17.068	17.865	18.706	19.612	20.553	21.515	21.924	22.156	22.813		
	Bi-Weekly	1,228.88	1,365.44	1,429.20	1,496.48	1,568.96	1,644.24	1,721.20	1,753.92	1,772.48	1,825.04		
	Annual	31,950	35,501	37,159	38,908	40,792	42,750	44,751	45,601	46,084	47,451		
11	Hourly	16.480	18.311	19.156	20.067	21.005	22.043	23.161	23.624	23.841	24.574		
	Bi-Weekly	1,318.40	1,464.88	1,532.48	1,605.36	1,680.40	1,763.44	1,852.88	1,889.92	1,907.28	1,965.92		
	Annual	34,278	38,086	39,844	41,739	43,690	45,849	48,174	49,137	49,589	51,113		
12	Hourly	17.650	19.612	20.553	21.515	22.553	23.710	24.808	25.294	25.547	26.324		
	Bi-Weekly	1,412.00	1,568.96	1,644.24	1,721.20	1,804.24	1,896.80	1,984.64	2,023.52	2,043.76	2,105.92		
	Annual	36,712	40,792	42,750	44,751	46,910	49,316	51,600	52,611	53,137	54,753		
13	Hourly	18.904	21.005	22.043	23.161	24.278	25.378	26.649	27.179	27.439	28.269		
	Bi-Weekly	1,512.32	1,680.40	1,763.44	1,852.88	1,942.24	2,030.24	2,131.92	2,174.32	2,195.12	2,261.52		
	Annual	39,320	43,690	45,849	48,174	50,498	52,786	55,429	56,532	57,073	58,799		
14	Hourly	20.297	22.553	23.710	24.808	26.061	27.296	28.592	29.181	29.473	30.362		
	Bi-Weekly	1,623.76	1,804.24	1,896.80	1,984.64	2,084.88	2,183.68	2,287.36	2,334.48	2,357.84	2,428.96		
	Annual	42,217	46,910	49,316	51,600	54,206	56,775	59,471	60,696	61,303	63,152		
15	Hourly	21.850	24.278	25.378	26.649	27.967	29.374	30.755	31.375	31.695	32.641		
	Bi-Weekly	1,748.00	1,942.24	2,030.24	2,131.92	2,237.36	2,349.92	2,460.40	2,510.00	2,535.60	2,611.28		
	Annual	45,448	50,498	52,786	55,429	58,171	61,097	63,970	65,260	65,925	67,893		
16	Hourly	23.455	26.061	27.296	28.592	29.958	31.403	32.859	33.537	33.861	34.883		
	Bi-Weekly	1,876.40	2,084.88	2,183.68	2,287.36	2,396.64	2,512.24	2,628.72	2,682.96	2,708.88	2,790.64		
	Annual	48,786	54,206	56,775	59,471	62,312	65,318	68,346	69,756	70,430	72,556		
17	Hourly	25.171	27.967	29.374	30.755	32.186	33.776	35.447	36.140	36.485	37.589		
	Bi-Weekly	2,013.68	2,237.36	2,349.92	2,460.40	2,574.88	2,702.08	2,835.76	2,891.20	2,918.80	3,007.12		
	Annual	52,355	58,171	61,097	63,970	66,946	70,254	73,729	75,171	75,888	78,185		
18	Hourly	26.963	29.958	31.403	32.859	34.493	36.084	37.864	38.640	39.006	40.212		
	Bi-Weekly	2,157.04	2,396.64	2,512.24	2,628.72	2,759.44	2,886.72	3,029.12	3,091.20	3,120.48	3,216.96		
	Annual	56,083	62,312	65,318	68,346	71,745	75,054	78,757	80,371	81,132	83,640		
19	Hourly	29.574	32.859	34.493	36.084	37.864	39.655	41.555	42.187	42.599	43.890		
	Bi-Weekly	2,365.92	2,628.72	2,759.44	2,886.72	3,029.12	3,172.40	3,324.40	3,374.96	3,407.92	3,511.20		
	Annual	61,513	68,346	71,745	75,054	78,757	82,482	86,434	87,748	88,605	91,291		
20	Hourly	32.475	36.084	37.864	39.655	41.555	43.517	45.642	46.311	46.760	48.171		
	Bi-Weekly	2,598.00	2,886.72	3,029.12	3,172.40	3,324.40	3,481.36	3,651.36	3,704.88	3,740.80	3,853.68		
	Annual	67,548	75,054	78,757	82,482	86,434	90,515	94,935	96,326	97,260	100,195		
21	Hourly	35.690	39.655	41.555	43.517	45.642	47.807	50.133	50.877	51.383	52.944		
	Bi-Weekly	2,855.20	3,172.40	3,324.40	3,481.36	3,651.36	3,824.56	4,010.64	4,070.16	4,110.64	4,235.52		
	Annual	74,235	82,482	86,434	90,515	94,935	99,438	104,276	105,824	106,876	110,123		
22	Hourly	39.165	43.517	45.642	47.807	50.133	52.464	54.990	55.798	56.353	58.042		
	Bi-Weekly	3,133.20	3,481.36	3,651.36	3,824.56	4,010.64	4,197.12	4,399.20	4,463.84	4,508.24	4,643.36		
	Annual	81,463	90,515	94,935	99,438	104,276	109,125	114,379	116,059	117,214	120,727		
23	Hourly	41.078	45.642	47.807	50.133	52.464	54.990	57.728	58.582	59.166	60.955		
	Bi-Weekly	3,286.24	3,651.36	3,824.56	4,010.64	4,197.12	4,399.20	4,618.24	4,686.56	4,733.28	4,876.40		
	Annual	85,442	94,935	99,438	104,276	109,125	114,379	120,074	121,850	123,065	126,786		

Effective June 1, 2019

SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700/PRINT SHOP

Grade	Entry Step 1	Entry Step	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	
												Longevity	Longevity	Longevity	
												After 2	Years At	Years	
												Rate & 10	Years	Years	
												Rate & 15	Service	Service	
												Rate & 20	Years	Years	
9	Hourly Bi-Weekly Annual	14.060 1,124.80 29,244	15.622 1,249.76 32,493	16.285 1,302.80 33,872	16.980 1,358.40 35,318	17.700 1,416.00 36,816	18.453 1,476.24 38,382	19.240 1,539.20 40,019	20.056 1,604.48 41,716	20.606 1,648.48 42,860	21.019 1,681.52 43,719	22.071 1,765.68 45,907			
10	Hourly Bi-Weekly Annual	15.060 1,204.80 31,324	16.733 1,338.64 34,804	17.446 1,395.68 36,287	18.188 1,455.04 37,831	18.959 1,516.72 39,434	19.765 1,581.20 41,111	20.605 1,648.40 42,858	21.481 1,718.48 44,680	22.074 1,765.92 45,913	22.514 1,801.12 46,829	23.640 1,891.20 49,171			
11	Hourly Bi-Weekly Annual	16.158 1,292.64 33,608	17.953 1,436.24 37,342	18.716 1,497.28 38,929	19.514 1,561.12 40,589	20.341 1,627.28 42,309	21.204 1,696.32 44,104	22.105 1,768.40 45,978	23.046 1,843.68 47,935	23.680 1,894.40 49,254	24.154 1,932.32 50,240	25.361 2,028.88 52,750			
12	Hourly Bi-Weekly Annual	17.303 1,384.24 35,990	19.226 1,538.08 39,990	20.045 1,603.60 41,693	20.898 1,671.84 43,467	21.786 1,742.88 45,314	22.710 1,816.80 47,236	23.676 1,894.08 49,246	24.682 1,974.56 51,338	25.361 2,028.88 52,750	25.867 2,069.36 53,803	27.162 2,172.96 56,496			
13	Hourly Bi-Weekly Annual	18.533 1,482.64 38,548	20.593 1,647.44 42,833	21.468 1,717.44 44,653	22.378 1,790.24 46,546	23.331 1,866.48 48,528	24.323 1,945.84 50,591	25.355 2,028.40 52,738	26.433 2,114.64 54,980	27.161 2,172.88 56,494	27.705 2,216.40 57,626	29.088 2,327.04 60,503			
14	Hourly Bi-Weekly Annual	19.898 1,591.84 41,387	22.110 1,768.80 45,988	23.050 1,844.00 47,944	24.028 1,922.24 49,978	25.050 2,004.00 52,104	26.113 2,089.04 54,315	27.223 2,177.84 56,623	28.380 2,270.40 59,030	29.160 2,332.80 60,652	29.743 2,379.44 61,865	31.231 2,498.48 64,960			
15	Hourly Bi-Weekly Annual	21.422 1,713.76 44,557	23.802 1,904.16 49,508	24.812 1,984.96 51,608	25.866 2,069.28 53,801	26.965 2,157.20 56,087	28.111 2,248.88 58,470	29.307 2,344.56 60,958	30.551 2,444.08 63,546	31.393 2,511.44 65,297	32.022 2,561.76 66,605	33.621 2,689.68 69,931			
16	Hourly Bi-Weekly Annual	22.995 1,839.60 47,829	25.550 2,044.00 53,144	26.636 2,130.88 55,402	27.768 2,221.44 57,757	28.947 2,315.76 60,209	30.179 2,414.32 62,772	31.459 2,516.72 65,434	32.799 2,623.92 68,221	33.700 2,696.00 70,096	34.374 2,749.92 71,497	36.092 2,887.36 75,071			
17	Hourly Bi-Weekly Annual	24.677 1,974.16 51,328	27.419 2,193.52 57,031	28.587 2,286.96 59,460	29.798 2,383.84 61,979	31.066 2,485.28 64,617	32.385 2,590.80 67,360	33.763 2,701.04 70,227	35.197 2,815.76 73,209	36.166 2,893.28 75,225	36.889 2,951.12 76,729	38.732 3,098.56 80,562			
18	Hourly Bi-Weekly Annual	26.434 2,114.72 54,982	29.371 2,349.68 61,091	30.618 2,449.44 63,685	31.920 2,553.60 66,393	33.275 2,662.00 69,212	34.690 2,775.20 72,155	36.166 2,893.28 75,225	37.701 3,016.08 78,418	38.738 3,099.04 80,575	39.515 3,161.20 82,191	41.492 3,319.36 86,303			
19	Hourly Bi-Weekly Annual	28.994 2,319.52 60,307	32.215 2,577.20 67,007	33.586 2,686.88 69,858	35.015 2,801.20 72,831	36.502 2,920.16 75,924	38.051 3,044.08 79,146	39.672 3,173.76 82,517	41.355 3,308.40 86,018	42.494 3,399.52 88,387	43.344 3,467.52 90,155	45.512 3,640.96 94,664			
20	Hourly Bi-Weekly Annual	31.838 2,547.04 66,223	35.376 2,830.08 73,582	36.879 2,950.32 76,708	38.448 3,075.84 79,971	40.082 3,206.56 83,370	41.784 3,342.72 86,910	43.560 3,484.80 90,604	45.411 3,632.88 94,454	46.660 3,732.80 97,052	47.593 3,807.44 98,993	49.973 3,997.84 103,943			
21	Hourly Bi-Weekly Annual	34.990 2,799.20 72,779	38.877 3,110.16 80,864	40.529 3,242.32 84,300	42.252 3,380.16 87,884	44.048 3,523.84 91,619	45.919 3,673.52 95,511	47.87 3,829.60 99,569	49.906 3,992.48 103,804	51.279 4,102.32 106,660	52.302 4,184.16 108,788	54.918 4,393.44 114,229			
22	Hourly Bi-Weekly Annual	38.397 3,071.76 79,865	42.664 3,413.12 88,741	44.477 3,558.16 92,512	46.367 3,709.36 96,443	48.336 3,866.88 100,538	50.392 4,031.36 104,815	52.531 4,202.48 109,264	54.766 4,381.28 113,913	56.271 4,501.68 117,043	57.395 4,591.60 119,381	60.268 4,821.44 125,357			
23	Hourly Bi-Weekly Annual	40.272 3,221.76 83,765	44.746 3,579.68 93,071	46.651 3,732.08 97,034	48.633 3,890.64 101,156	50.699 4,055.92 105,453	52.854 4,228.32 109,936	55.100 4,408.00 114,608	57.442 4,595.36 119,479	59.021 4,721.68 122,763	60.202 4,816.16 125,220	63.212 5,056.96 131,480			

Effective June 1, 2019

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

<u>Grade</u>	<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>	
PN1	Hourly	18.628	19.038	19.439	20.010	20.647	21.274	21.824	22.694	23.365	24.058	24.775	26.672	27.074
	Bi-Weekly	1,490.24	1,523.04	1,555.12	1,600.80	1,651.76	1,701.92	1,745.92	1,815.52	1,869.20	1,924.64	1,982.00	2,133.76	2,165.92
	Annual	38,746	39,599	40,433	41,620	42,945	44,249	45,393	47,203	48,599	50,040	51,532	55,477	56,313
PN2	Hourly	19.723	20.370	20.912	21.561	22.172	22.812	23.413	24.339	25.070	25.821	26.595	28.631	29.065
	Bi-Weekly	1,577.84	1,629.60	1,672.96	1,724.88	1,773.76	1,824.96	1,873.04	1,947.12	2,005.60	2,065.68	2,127.60	2,290.48	2,325.20
	Annual	41,023	42,369	43,496	44,846	46,117	47,448	48,699	50,625	52,145	53,707	55,317	59,552	60,455
PN3	Hourly	20.697	21.375	21.952	22.632	23.279	23.951	24.575	25.549	26.315	27.103	27.917	30.052	30.503
	Bi-Weekly	1,655.76	1,710.00	1,756.16	1,810.56	1,862.32	1,916.08	1,966.00	2,043.92	2,105.20	2,168.24	2,233.36	2,404.16	2,440.24
	Annual	43,049	44,460	45,660	47,074	48,420	49,818	51,116	53,141	54,735	56,374	58,067	62,508	63,446

Effective September 1, 2019

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

Grade	Entry Rate															After 3 Years	After 5 Years
		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	12th Step	13th Step	14th Step		
FA	Hourly	27.687	30.763	31.500	32.484	33.533	34.789	35.985	37.310	38.803	40.343	41.502	43.977	46.594	47.516	47.992	
	Bi-Weekly	2,214.96	2,461.04	2,520.00	2,598.72	2,682.64	2,783.12	2,878.80	2,984.80	3,104.24	3,227.44	3,320.16	3,518.16	3,727.52	3,801.28	3,839.36	
	Annual	57,588	63,987	65,520	67,566	69,748	72,361	74,848	77,604	80,710	83,913	86,324	91,472	96,915	98,833	99,823	
FB	Hourly	29.171	32.412	33.306	34.454	35.783	36.925	38.230	39.369	40.636	42.238	43.486	46.083	48.829	49.795	50.294	
	Bi-Weekly	2,333.68	2,592.96	2,664.48	2,756.32	2,862.64	2,954.00	3,058.40	3,149.52	3,250.88	3,379.04	3,478.88	3,686.64	3,906.32	3,983.60	4,023.52	
	Annual	60,675	67,416	69,276	71,664	74,428	76,804	79,518	81,887	84,522	87,855	90,450	95,852	101,564	103,573	104,611	
FC	Hourly	31.009	34.454	35.518	36.568	37.793	39.010	40.198	41.493	42.730	44.354	45.664	48.389	51.282	52.298	52.823	
	Bi-Weekly	2,480.72	2,756.32	2,841.44	2,925.44	3,023.44	3,120.80	3,215.84	3,319.44	3,418.40	3,548.32	3,653.12	3,871.12	4,102.56	4,183.84	4,225.84	
	Annual	64,498	71,664	73,877	76,061	78,609	81,140	83,611	86,305	88,878	92,256	94,981	100,649	106,666	108,779	109,871	
FD	Hourly	32.673	36.303	37.964	39.766	41.186	42.825	44.474	46.109	47.738	49.530	51.011	54.056	57.288	58.426	59.009	
	Bi-Weekly	2,613.84	2,904.24	3,037.12	3,181.28	3,294.88	3,426.00	3,557.92	3,688.72	3,819.04	3,962.40	4,080.88	4,324.48	4,583.04	4,674.08	4,720.72	
	Annual	67,959	75,510	78,965	82,713	85,666	89,076	92,505	95,906	99,295	103,022	106,102	112,436	119,159	121,526	122,738	
FE	Hourly	34.923	38.803	39.982	41.186	42.825	44.474	46.109	47.738	49.326	51.224	52.742	55.901	59.249	60.428	61.032	
	Bi-Weekly	2,793.84	3,104.24	3,198.56	3,294.88	3,426.00	3,557.92	3,688.72	3,819.04	3,946.08	4,097.92	4,219.36	4,472.08	4,739.92	4,834.24	4,882.56	
	Annual	72,639	80,710	83,162	85,666	89,076	92,505	95,906	99,295	102,598	106,545	109,703	116,274	123,237	125,690	126,946	
FF	Hourly	36.178	40.198	41.814	43.429	44.953	46.565	48.147	49.657	51.760	53.283	54.604	56.470	59.854	61.041	61.651	
	Bi-Weekly	2,894.24	3,215.84	3,345.12	3,474.32	3,596.24	3,725.20	3,851.76	3,972.56	4,140.80	4,262.64	4,368.32	4,517.60	4,788.32	4,883.28	4,932.08	
	Annual	75,250	83,611	86,973	90,332	93,502	96,855	100,145	103,286	107,660	110,828	113,576	117,457	124,496	126,965	128,234	

*RECEIVE AN ADDITIONAL FORTY DOLLARS (\$40.00) PER MONTH FOR A BACHELOR'S DEGREE; 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 BACHELOR'S OR MASTER'S DEGREE

**Effective November 30, 2012, revise Schedule II to provide that RNs can access Step 13 after three (3) years on Step 12.

***Effective November 30, 2012, RNs can access Step 14 after five (5) years on Step 13.

Effective September 1, 2020

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

Grade	Entry Rate													After 3 Years	After 5 Years	
		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	12th Step	13th Step	14th Step	
FA	Hourly	28.240	31.378	32.130	33.134	34.204	35.485	36.705	38.056	39.579	41.150	42.332	44.857	47.526	48.466	48.952
	Bi-Weekly	2,259.20	2,510.24	2,570.40	2,650.72	2,736.32	2,838.80	2,936.40	3,044.48	3,166.32	3,292.00	3,386.56	3,588.56	3,802.08	3,877.28	3,916.16
	Annual	58,739	65,266	66,830	68,918	71,144	73,808	79,156	82,324	85,592	88,050	93,302	98,854	100,809	101,820	
FB	Hourly	29.754	33.060	33.972	35.143	36.499	37.664	38.995	40.156	41.449	43.083	44.356	47.005	49.806	50.791	51.300
	Bi-Weekly	2,380.32	2,644.80	2,717.76	2,811.44	2,919.92	3,013.12	3,119.60	3,212.48	3,315.92	3,446.64	3,548.48	3,760.40	3,984.48	4,063.28	4,104.00
	Annual	61,888	68,764	70,661	73,097	75,917	78,341	81,109	83,524	86,213	89,612	92,260	97,770	103,596	105,645	106,704
FC	Hourly	31.629	35.143	36.228	37.299	38.549	39.790	41.002	42.323	43.585	45.241	46.577	49.357	52.308	53.344	53.879
	Bi-Weekly	2,530.32	2,811.44	2,898.24	2,983.92	3,083.92	3,183.20	3,280.16	3,385.84	3,486.80	3,619.28	3,726.16	3,948.56	4,184.64	4,267.52	4,310.32
	Annual	65,788	73,097	75,354	77,581	80,181	82,763	85,284	88,031	90,656	94,101	96,880	102,662	108,800	110,955	112,068
FD	Hourly	33.326	37.029	38.723	40.561	42.010	43.682	45.363	47.031	48.693	50.521	52.031	55.137	58.434	59.595	60.189
	Bi-Weekly	2,666.08	2,962.32	3,097.84	3,244.88	3,360.80	3,494.56	3,629.04	3,762.48	3,895.44	4,041.68	4,162.48	4,410.96	4,674.72	4,767.60	4,815.12
	Annual	69,318	77,020	80,543	84,366	87,380	90,858	94,355	97,824	101,281	105,083	108,224	114,684	121,542	123,957	125,193
FE	Hourly	35.621	39.579	40.782	42.010	43.682	45.363	47.031	48.693	50.313	52.248	53.797	57.019	60.434	61.637	62.253
	Bi-Weekly	2,849.68	3,166.32	3,262.56	3,360.80	3,494.56	3,629.04	3,762.48	3,895.44	4,025.04	4,179.84	4,303.76	4,561.52	4,834.72	4,930.96	4,980.24
	Annual	74,091	82,324	84,826	87,380	90,858	94,355	97,824	101,281	104,651	108,675	111,897	118,599	125,702	128,204	129,486
FF	Hourly	36.902	41.002	42.650	44.298	45.852	47.496	49.110	50.650	52.795	54.349	55.696	57.599	61.051	62.262	62.884
	Bi-Weekly	2,952.16	3,280.16	3,412.00	3,543.84	3,668.16	3,799.68	3,928.80	4,052.00	4,223.60	4,347.92	4,455.68	4,607.92	4,884.08	4,980.96	5,030.72
	Annual	76,756	85,284	88,712	92,139	95,372	98,791	102,148	105,352	109,813	113,045	115,847	119,805	126,986	129,504	130,798

*RECEIVE AN ADDITIONAL FORTY DOLLARS (\$40.00) PER MONTH FOR A BACHELOR'S DEGREE; 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 BACHELOR'S OR MASTER'S DEGREE

**Effective November 30, 2012, revise Schedule II to provide that RNs can access Step 13 after three (3) years on Step 12.

***Effective November 30, 2012, RNs can access Step 14 after five (5) years on Step 13.

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

RG1	Hourly	\$47.940
9/1/2019		
RG2	Hourly	\$51.000
9/1/2019		

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

RG1	Hourly	\$48.900
9/1/2020		

RG2	Hourly	\$52.020
9/1/2020		

Effective June 1, 2019

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

Grade		Entry Rate	10 Years Service										12 Years Service	
			1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	
RNA	Hourly	60.159	66.843	68.523	70.294	72.001	73.857	75.777	77.785	79.783	81.885	84.417	85.262	
	Bi-Weekly	4,812.72	5,347.44	5,481.84	5,623.52	5,760.08	5,908.56	6,062.16	6,222.80	6,382.64	6,550.80	6,753.36	6,820.96	
	Annual	125,130	139,033	142,527	146,211	149,762	153,622	157,616	161,792	165,948	170,320	175,587	177,344	

Effective September 1, 2019

SCHEDULE III
BUREAU OF HUMAN RESOURCES
COUNTY CORRECTIONAL SERGEANTS - AFSCME 3692

Grade	Entry Rate	Years											
		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step		
CO2	Hourly Bi-Weekly Annual	27.396 2,191.68 56,983	30.440 2,435.20 63,315	31.733 2,538.64 66,004	33.085 2,646.80 68,816	34.490 2,759.20 71,739	35.955 2,876.40 74,786	37.482 2,998.56 77,962	39.187 3,134.96 81,508	40.363 3,229.04 83,955	41.473 3,317.84 86,263	42.613 3,409.04 88,635	43.785 3,502.80 91,072

Effective September 1, 2020

SCHEDULE III
BUREAU OF HUMAN RESOURCES
COUNTY CORRECTIONAL SERGEANTS - AFSCME 3692

Grade	Entry Rate	Years										
		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step
CO2 Hourly Bi-Weekly Annual	27.944 2,235.52 58,123	31.049 2,483.92 64,581	32.368 2,589.44 67,325	33.747 2,699.76 70,193	35.180 2,814.40 73,174	36.674 2,933.92 76,281	38.232 3,058.56 79,522	39.971 3,197.68 83,139	41.170 3,293.60 85,633	42.514 3,401.12 88,429	43.683 3,494.64 90,860	44.884 3,590.72 93,358

Effective September 1, 2019

SCHEDULE III
BUREAU OF HUMAN RESOURCES
COUNTY CORRECTIONAL LIEUTENANTS
AFSCME 2226

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	
		After 1 Year at Maximum Rate & 5 Years Service	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 & 18 Years Service	After 1 Year at 4th Longevity Rate & 20 Years Service	After 1 Year at 4th Longevity Rate & 25 Years Service						
CO3	Hourly	28.466	32.975	34.375	35.838	37.359	38.948	40.602	42.448	43.724	44.928	46.160	47.431
	Bi-Weekly	2,277.28	2,638.00	2,750.00	2,867.04	2,988.72	3,115.84	3,248.16	3,395.84	3,497.92	3,594.24	3,692.80	3,794.48
	Annual	59,209	68,588	71,500	74,543	77,706	81,011	84,452	88,291	90,945	93,450	96,012	98,656

Effective June 1, 2019

SCHEDULE III
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - COUNTY CORRECTIONAL OFFICERS

Grade	Entry Step	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	
		After 1 Year at Maximum	After 1 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity	After 1 Year at 4th Longevity						
		Rate & 5 Years	Rate & 10 Years	Rate & 15 Years	Rate & 20 Years	Rate & 25 Years						
CO1	Hourly	23.921	26.579	27.807	29.201	30.638	32.073	33.355	34.686	36.069	37.504	39.006
	Bi-Weekly	1,913.68	2,126.32	2,224.56	2,336.08	2,451.04	2,565.84	2,668.40	2,774.88	2,885.52	3,000.32	3,120.48
	Annual	49,755	55,284	57,838	60,738	63,727	66,711	69,378	72,146	75,023	78,008	81,132

Effective June 1, 2020

SCHEDULE III
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - COUNTY CORRECTIONAL OFFICERS

Grade	Entry Step	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	
		After 1 Year at Maximum Rate & 5 Years Service	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	After 1 Year at 4th Longevity Rate & 25 Years Service						
CO1	Hourly Bi-Weekly Annual	24.399 1,951.92 50,749	27.111 2,168.88 56,390	28.363 2,269.04 58,995	29.785 2,382.80 61,952	31.251 2,500.08 65,002	32.714 2,617.12 68,045	34.022 2,721.76 70,765	35.380 2,830.40 73,590	36.790 2,943.20 76,523	38.254 3,060.32 79,568	39.786 3,182.88 82,754

Effective December 1, 2019

SCHEDULE IV
BUREAU OF HUMAN RESOURCES
COUNTY POLICE SERGEANT - AFSCME 3958

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 Year at Maximum	After 1 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity	
												Rate & 10 Years Service	Rate & 15 Years Service	Rate & 20 Years Service	Rate & 25 Years Service	
P2	Hourly Bi-Weekly Annual	33.711 2,696.88 70,118	37.457 2,996.56 77,910	40.905 3,272.40 85,082	42.744 3,419.52 88,907	44.671 3,573.68 92,915	46.680 3,734.40 97,094	48.806 3,904.48 101,516	49.904 3,992.32 103,800	51.024 4,081.92 106,129	54.543 4,363.44 113,449	58.196 4,655.68 121,047				

Effective June 1, 2019

SCHEDULE IV
BUREAU OF HUMAN RESOURCES
COUNTY POLICE SERGEANT - AFSCME 3958

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 Year at Maximum	After 1 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity							
		Rate & 10 Years Service	Rate & 15 Years Service	Rate & 20 Years Service	Rate & 25 Years Service							
P2	Hourly Bi-Weekly Annual	33.711 2,696.88 70,118	37.457 2,996.56 77,910	40.905 3,272.40 85,082	42.744 3,419.52 88,907	44.671 3,573.68 92,915	46.680 3,734.40 97,094	48.806 3,904.48 101,516	49.904 3,992.32 103,800	51.024 4,081.92 106,129	54.543 4,363.44 113,449	57.055 4,564.40 118,674

Effective December 1, 2019

SCHEDULE IV
BUREAU OF HUMAN RESOURCES
COUNTY POLICE OFFICER - FOP

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 Year at Maximum Rate & 10 Years Service	After 1 Year at 1st Longevity Years Service	After 1 Year at 2nd Longevity Years Service	After 1 Year at 3rd Longevity Years Service							
P1	Hourly Bi-Weekly Annual	28.109 2,248.72 58,466	31.232 2,498.56 64,962	34.109 2,728.72 70,946	35.641 2,851.28 74,133	37.246 2,979.68 77,471	38.920 3,113.60 80,953	40.691 3,255.28 84,637	42.542 3,403.36 88,487	44.479 3,558.32 92,516	46.503 3,720.24 96,726	48.500 3,880.00 100,879

Effective June 1, 2019

SCHEDULE IV
BUREAU OF HUMAN RESOURCES
COUNTY POLICE OFFICER - FOP

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 Year at Maximum	After 1 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity							
		Rate & 10 Years Service	Rate & 15 Years Service	Rate & 20 Years Service	Rate & 25 Years Service							
P1	Hourly	28.109	31.232	34.109	35.641	37.246	38.920	40.691	42.542	44.479	46.503	47.549
	Bi-Weekly	2,248.72	2,498.56	2,728.72	2,851.28	2,979.68	3,113.60	3,255.28	3,403.36	3,558.32	3,720.24	3,803.92
	Annual	58,466	64,962	70,946	74,133	77,471	80,953	84,637	88,487	92,516	96,726	98,901

Effective June 1, 2019

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

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1 Year at Maximum Rate & 5 Years Of Service	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	
CA3	Hourly Bi-Weekly Annual	23.064 1,845.12 47,973	25.626 2,050.08 53,302	26.894 2,151.52 55,939	28.130 2,250.40 58,510	29.500 2,360.00 61,360	30.885 2,470.80 64,240	32.114 2,569.12 66,797	33.473 2,677.84 69,623	34.808 2,784.64 72,400	36.195 2,895.60 75,285				

Effective June 1, 2020

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

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1 Year at Maximum Rate & 5 Years Of Service	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	
CA3	Hourly Bi-Weekly Annual	23.525 1,882.00 48,932	26.139 2,091.12 54,369	27.432 2,194.56 57,058	28.693 2,295.44 59,681	30.090 2,407.20 62,587	31.503 2,520.24 65,526	32.756 2,620.48 68,132	34.142 2,731.36 71,015	35.504 2,840.32 73,848	36.919 2,953.52 76,791				

Effective September 1, 2019

SCHEDULE VI
BUREAU OF HUMAN RESOURCES
MEDICAL PRACTITIONER COMPENSATION PLAN
SEIU LOCAL 20 - HEALTH
Provident ACHN Oak-Forest Cermak Health

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 1 Year at Step 5 & 20 Years Service
K0	Hourly	37.157	38.965	40.772	42.762	44.769	
	Bi-Weekly	2,972.56	3,117.20	3,261.76	3,420.96	3,581.52	
	Annual	77,286	81,047	84,805	88,944	93,119	
K01	Hourly	43.590	45.733	47.893	50.208	52.535	
	Bi-Weekly	3,487.20	3,658.64	3,831.44	4,016.64	4,202.80	
	Annual	90,667	95,124	99,617	104,432	109,272	
K02	Hourly	51.724	54.297	56.772	59.538	62.335	
	Bi-Weekly	4,137.92	4,343.76	4,541.76	4,763.04	4,986.80	
	Annual	107,585	112,937	118,085	123,839	129,656	
K03	Hourly	64.320	67.479	70.575	73.961	77.412	
	Bi-Weekly	5,145.60	5,398.32	5,646.00	5,916.88	6,192.96	
	Annual	133,785	140,356	146,796	153,838	161,016	
K04	Hourly	71.279	74.730	78.165	81.972	85.749	94.093
	Bi-Weekly	5,702.32	5,978.40	6,253.20	6,557.76	6,859.92	7,527.44
	Annual	148,260	155,438	162,583	170,501	178,357	195,713
K05	Hourly	78.165	81.972	85.749	89.913	94.093	
	Bi-Weekly	6,253.20	6,557.76	6,859.92	7,193.04	7,527.44	
	Annual	162,583	170,501	178,357	187,019	195,713	
K06	Hourly	85.068	89.215	93.363	97.898	102.472	
	Bi-Weekly	6,805.44	7,137.20	7,469.04	7,831.84	8,197.76	
	Annual	176,941	185,567	194,195	203,627	213,141	
K07	Hourly	91.973	96.472	100.924	105.858	110.806	
	Bi-Weekly	7,357.84	7,717.76	8,073.92	8,468.64	8,864.48	
	Annual	191,303	200,661	209,921	220,184	230,476	
K08	Hourly	98.868	103.693	108.560	113.860	119.148	
	Bi-Weekly	7,909.44	8,295.44	8,684.80	9,108.80	9,531.84	
	Annual	205,645	215,681	225,804	236,828	247,827	
K09	Hourly	105.766	110.940	116.115	121.803	127.515	
	Bi-Weekly	8,461.28	8,875.20	9,289.20	9,744.24	10,201.20	
	Annual	219,993	230,755	241,519	253,350	265,231	
K10	Hourly	112.690	118.187	123.695	129.780	135.878	
	Bi-Weekly	9,015.20	9,454.96	9,895.60	10,382.40	10,870.24	
	Annual	234,395	245,828	257,285	269,942	282,626	
K11	Hourly	123.020	129.071	135.082	141.748	148.396	
	Bi-Weekly	9,841.60	10,325.68	10,806.56	11,339.84	11,871.68	
	Annual	255,881	268,467	280,970	294,835	308,663	

Effective September 1, 2020

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

Grade		Provident		ACHN Oak-Forest		Cermak Health		After 1 Year at Step 5 & 20 Years Service
		1st Step	2nd Step	3rd Step	4th Step	5th Step		
K0	Hourly	37.900	39.744	41.587	43.617	45.664		
	Bi-Weekly	3,032.00	3,179.52	3,326.96	3,489.36	3,653.12		
	Annual	78,832	82,667	86,500	90,723	94,981		
K01	Hourly	44.462	46.648	48.851	51.212	53.586		
	Bi-Weekly	3,556.96	3,731.84	3,908.08	4,096.96	4,286.88		
	Annual	92,480	97,027	101,610	106,520	111,458		
K02	Hourly	52.758	55.383	57.907	60.729	63.582		
	Bi-Weekly	4,220.64	4,430.64	4,632.56	4,858.32	5,086.56		
	Annual	109,736	115,196	120,446	126,316	132,250		
K03	Hourly	65.606	68.829	71.987	75.440	78.960		
	Bi-Weekly	5,248.48	5,506.32	5,758.96	6,035.20	6,316.80		
	Annual	136,460	143,164	149,732	156,915	164,236		
K04	Hourly	72.705	76.225	79.728	83.611	87.464	95.975	
	Bi-Weekly	5,816.40	6,098.00	6,378.24	6,688.88	6,997.12	7,678.00	
	Annual	151,226	158,548	165,834	173,910	181,925	199,628	
K05	Hourly	79.728	83.611	87.464	91.711	95.975		
	Bi-Weekly	6,378.24	6,688.88	6,997.12	7,336.88	7,678.00		
	Annual	165,834	173,910	181,925	190,758	199,628		
K06	Hourly	86.769	90.999	95.230	99.856	104.521		
	Bi-Weekly	6,941.52	7,279.92	7,618.40	7,988.48	8,361.68		
	Annual	180,479	189,277	198,078	207,700	217,403		
K07	Hourly	93.812	98.401	102.942	107.975	113.022		
	Bi-Weekly	7,504.96	7,872.08	8,235.36	8,638.00	9,041.76		
	Annual	195,128	204,674	214,119	224,588	235,085		
K08	Hourly	100.845	105.767	110.731	116.137	121.531		
	Bi-Weekly	8,067.60	8,461.36	8,858.48	9,290.96	9,722.48		
	Annual	209,757	219,995	230,320	241,564	252,784		
K09	Hourly	107.881	113.159	118.437	124.239	130.065		
	Bi-Weekly	8,630.48	9,052.72	9,474.96	9,939.12	10,405.20		
	Annual	224,392	235,370	246,348	258,417	270,535		
K10	Hourly	114.944	120.551	126.169	132.376	138.596		
	Bi-Weekly	9,195.52	9,644.08	10,093.52	10,590.08	11,087.68		
	Annual	239,083	250,746	262,431	275,342	288,279		
K11	Hourly	125.480	131.652	137.784	144.583	151.364		
	Bi-Weekly	10,038.40	10,532.16	11,022.72	11,566.64	12,109.12		
	Annual	260,998	273,836	286,590	300,732	314,837		

Effective September 1, 2019

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

Job Code	Title	Grade	Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	
1794	Post Graduate Level Physician (H.S.A.)	J1	Hourly Bi-Weekly Annual	18.195 2,043.44 53,129	19.211 2,157.54 56,096	20.148 2,262.78 58,832	21.149 2,375.20 61,755	22.167 2,489.52 64,727	23.227 2,608.57 67,822	24.363 2,736.15 71,139	
				<i>(Annual Salary based on 2,920 hours per year)</i>							
1793	Chief Resident (H.S.A.)	J2	Hourly Bi-Weekly Annual	19.863 2,230.77 57,999	20.879 2,344.87 60,966	21.817 2,450.22 63,705	22.823 2,563.20 66,643	23.843 2,677.75 69,621	24.899 2,796.35 72,705	26.039 2,924.38 76,033	
				<i>(Annual Salary based on 2,920 hours per year)</i>							

**This schedule is currently in the process of being updated and reviewed pursuant to ratified 2012-2017 collective bargaining agreements.*

Effective September 1, 2020

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

Job Code	Title	Grade	Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	
1794	Post Graduate Level Physician (H.S.A.)	J1	Hourly Bi-Weekly Annual	18.559 2,084.32 54,192	19.595 2,200.67 57,217	20.551 2,308.04 60,008	21.572 2,422.70 62,990	22.610 2,539.28 66,021	23.692 2,660.79 69,180	24.850 2,790.85 72,562	
				<i>(Annual Salary based on 2,920 hours per year)</i>							
1793	Chief Resident (H.S.A.)	J2	Hourly Bi-Weekly Annual	20.260 2,275.35 59,159	21.297 2,391.82 62,187	22.253 2,499.18 64,978	23.279 2,614.41 67,974	24.320 2,731.32 71,014	25.397 2,852.28 74,159	26.560 2,982.89 77,555	
				<i>(Annual Salary based on 2,920 hours per year)</i>							

Effective June 1, 2019

SCHEDULE VIII
BUREAU OF HUMAN RESOURCES
SERVICE EMPLOYEES - STROGER & CERMAK
HEALTH & HOSPITAL SYSTEMS - SEIU LOCAL 73

Grade	Entry Rate 1	Entry Rate 2	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1	After 1	After 1	After 1
												Months at Entry Rate	Months at 1st Step	Year at 2nd Step	Year at 3rd Step
CA	Hourly	14.477	16.086	16.221	16.331	16.662	17.013	17.267	17.654	17.674	18.052				18.871
	Bi-Weekly	1,158.16	1,286.88	1,297.68	1,306.48	1,332.96	1,361.04	1,381.36	1,412.32	1,413.92	1,444.16				1,509.68
	Annual	30,112	33,458	33,739	33,968	34,656	35,387	35,915	36,720	36,761	37,548				39,251
CB	Hourly	14.698	16.331	16.580	16.662	17.013	17.267	17.776	18.174	18.194	18.584				19.426
	Bi-Weekly	1,175.84	1,306.48	1,326.40	1,332.96	1,361.04	1,381.36	1,422.08	1,453.92	1,455.52	1,486.72				1,554.08
	Annual	30,571	33,968	34,486	34,656	35,387	35,915	36,974	37,801	37,843	38,654				40,406
CC	Hourly	14.995	16.662	16.829	17.013	17.267	17.624	18.081	18.489	18.506	18.904				19.763
	Bi-Weekly	1,199.60	1,332.96	1,346.32	1,361.04	1,381.36	1,409.92	1,446.48	1,479.12	1,480.48	1,512.32				1,581.04
	Annual	31,189	34,656	35,004	35,387	35,915	36,657	37,608	38,457	38,492	39,320				41,107
CD	Hourly	14.996	16.662	16.829	17.013	17.267	17.624	18.081	18.489	18.506	18.904				19.763
	Bi-Weekly	1,199.68	1,332.96	1,346.32	1,361.04	1,381.36	1,409.92	1,446.48	1,479.12	1,480.48	1,512.32				1,581.04
	Annual	31,191	34,656	35,004	35,387	35,915	36,657	37,608	38,457	38,492	39,320				41,107
CE	Hourly	15.730	17.478	17.624	17.776	18.081	18.424	18.891	19.316	19.334	19.751				20.648
	Bi-Weekly	1,258.40	1,398.24	1,409.92	1,422.08	1,446.48	1,473.92	1,511.28	1,545.28	1,546.72	1,580.08				1,651.84
	Annual	32,718	36,354	36,657	36,974	37,608	38,321	39,293	40,177	40,214	41,082				42,947
CF	Hourly	15.998	17.776	17.953	18.081	18.424	18.693	19.148	19.579	19.599	20.019				20.926
	Bi-Weekly	1,279.84	1,422.08	1,436.24	1,446.48	1,473.92	1,495.44	1,531.84	1,566.32	1,567.92	1,601.52				1,674.08
	Annual	33,275	36,974	37,342	37,608	38,321	38,881	39,827	40,724	40,765	41,639				43,526
CG	Hourly	16.276	18.084	18.298	18.391	18.772	18.958	19.412	19.849	19.867	20.295				21.216
	Bi-Weekly	1,302.08	1,446.72	1,463.84	1,471.28	1,501.76	1,516.64	1,552.96	1,587.92	1,589.36	1,623.60				1,697.28
	Annual	33,854	37,614	38,059	38,253	39,045	39,432	40,376	41,285	41,323	42,213				44,129
CK	Hourly	18.247	20.274	20.414	20.572	20.887	21.244	21.650	22.137	22.158	22.634				23.662
	Bi-Weekly	1,459.76	1,621.92	1,633.12	1,645.76	1,670.96	1,699.52	1,732.00	1,770.96	1,772.64	1,810.72				1,892.96
	Annual	37,953	42,169	42,461	42,789	43,444	44,187	45,032	46,044	46,088	47,078				49,216

Effective June 1, 2020

SCHEDULE VIII
BUREAU OF HUMAN RESOURCES
SERVICE EMPLOYEES - STROGER & CERMAK
HEALTH & HOSPITAL SYSTEMS - SEIU LOCAL 73

Grade	Entry Rate 1	Entry Rate 2	After 3	After 9	After 1	After 1	After 1	After 1	After 1	After 1	After 1
			Months at Entry Rate	Months at 1st Step	Year at 2nd Step	Year at 3rd Step	Year at 4th Step	Step & 10 Years Service	Step & 12 Years Service	Year at 5th Step & 15 Years Service	Year at 6th Step & 20 Years Service
1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step			
CA	Hourly	14.767	16.408	16.545	16.658	16.995	17.353	17.612	18.007	18.027	18.413
	Bi-Weekly	1,181.36	1,312.64	1,323.60	1,332.64	1,359.60	1,388.24	1,408.96	1,440.56	1,442.16	1,473.04
	Annual	30,715	34,128	34,413	34,648	35,349	36,094	36,632	37,454	37,496	38,299
CB	Hourly	14.992	16.658	16.912	16.995	17.353	17.612	18.132	18.537	18.558	18.956
	Bi-Weekly	1,199.36	1,332.64	1,352.96	1,359.60	1,388.24	1,408.96	1,450.56	1,482.96	1,484.64	1,516.48
	Annual	31,183	34,648	35,176	35,349	36,094	36,632	37,714	38,556	38,600	39,428
CC	Hourly	15.295	16.995	17.166	17.353	17.612	17.976	18.443	18.859	18.876	19.282
	Bi-Weekly	1,223.60	1,359.60	1,373.28	1,388.24	1,408.96	1,438.08	1,475.44	1,508.72	1,510.08	1,542.56
	Annual	31,813	35,349	35,705	36,094	36,632	37,390	38,361	39,226	39,262	40,106
CD	Hourly	15.295	16.995	17.166	17.353	17.612	17.976	18.443	18.859	18.876	19.282
	Bi-Weekly	1,223.60	1,359.60	1,373.28	1,388.24	1,408.96	1,438.08	1,475.44	1,508.72	1,510.08	1,542.56
	Annual	31,813	35,349	35,705	36,094	36,632	37,390	38,361	39,226	39,262	40,106
CE	Hourly	16.045	17.828	17.976	18.132	18.443	18.792	19.269	19.702	19.721	20.146
	Bi-Weekly	1,283.60	1,426.24	1,438.08	1,450.56	1,475.44	1,503.36	1,541.52	1,576.16	1,577.68	1,611.68
	Annual	33,373	37,082	37,390	37,714	38,361	39,087	40,079	40,980	41,019	41,903
CF	Hourly	16.319	18.132	18.312	18.443	18.792	19.067	19.531	19.971	19.991	20.419
	Bi-Weekly	1,305.52	1,450.56	1,464.96	1,475.44	1,503.36	1,525.36	1,562.48	1,597.68	1,599.28	1,633.52
	Annual	33,943	37,714	38,088	38,361	39,087	39,659	40,624	41,539	41,581	42,471
CG	Hourly	16.601	18.446	18.664	18.759	19.147	19.337	19.800	20.246	20.264	20.701
	Bi-Weekly	1,328.08	1,475.68	1,493.12	1,500.72	1,531.76	1,546.96	1,584.00	1,619.68	1,621.12	1,656.08
	Annual	34,530	38,367	38,821	39,018	39,825	40,220	41,184	42,111	42,149	43,058
CK	Hourly	18.611	20.679	20.822	20.983	21.305	21.669	22.083	22.580	22.601	23.087
	Bi-Weekly	1,488.88	1,654.32	1,665.76	1,678.64	1,704.40	1,733.52	1,766.64	1,806.40	1,808.08	1,846.96
	Annual	38,710	43,012	43,309	43,644	44,314	45,071	45,932	46,966	47,010	48,020

Effective June 1, 2019

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

Grade	<u>Entry Rate 1</u>	<u>Entry Rate 2</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>After 1 Year at 6th Step & 10 Years Service</u>	<u>After 1 Year at 7th Step & 15 Years Service</u>	<u>After 1 Year at 8th Step & 20 Years Service</u>
											<u>After 3 Months at Entry Rate</u>	<u>After 9 Months at 1st Step</u>	<u>After 1 Year at 2nd Step</u>
CA	Hourly	14.478	16.086	16.221	16.331	16.662	17.013	17.267	17.654	18.052	18.871		
	Bi-Weekly	1,158.24	1,286.88	1,297.68	1,306.48	1,332.96	1,361.04	1,381.36	1,412.32	1,444.16	1,509.68		
	Annual	30,114	33,458	33,739	33,968	34,656	35,387	35,915	36,720	37,548	39,251		
CB	Hourly	14.698	16.331	16.580	16.662	17.013	17.267	17.776	18.174	18.584	19.426		
	Bi-Weekly	1,175.84	1,306.48	1,326.40	1,332.96	1,361.04	1,381.36	1,422.08	1,453.92	1,486.72	1,554.08		
	Annual	30,571	33,968	34,486	34,656	35,387	35,915	36,974	37,801	38,654	40,406		
CC	Hourly	14.996	16.662	16.829	17.013	17.267	17.624	18.081	18.489	18.904	19.763		
	Bi-Weekly	1,199.68	1,332.96	1,346.32	1,361.04	1,381.36	1,409.92	1,446.48	1,479.12	1,512.32	1,581.04		
	Annual	31,191	34,656	35,004	35,387	35,915	36,657	37,608	38,457	39,320	41,107		
CD	Hourly	14.996	16.662	16.829	17.013	17.267	17.624	18.081	18.489	18.904	19.763		
	Bi-Weekly	1,199.68	1,332.96	1,346.32	1,361.04	1,381.36	1,409.92	1,446.48	1,479.12	1,512.32	1,581.04		
	Annual	31,191	34,656	35,004	35,387	35,915	36,657	37,608	38,457	39,320	41,107		
CE	Hourly	15.730	17.478	17.624	17.776	18.081	18.424	18.891	19.316	19.751	20.648		
	Bi-Weekly	1,258.40	1,398.24	1,409.92	1,422.08	1,446.48	1,473.92	1,511.28	1,545.28	1,580.08	1,651.84		
	Annual	32,718	36,354	36,657	36,974	37,608	38,321	39,293	40,177	41,082	42,947		
CF	Hourly	15.998	17.776	17.953	18.081	18.424	18.693	19.148	19.579	20.019	20.926		
	Bi-Weekly	1,279.84	1,422.08	1,436.24	1,446.48	1,473.92	1,495.44	1,531.84	1,566.32	1,601.52	1,674.08		
	Annual	33,275	36,974	37,342	37,608	38,321	38,881	39,827	40,724	41,639	43,526		
CG	Hourly	16.275	18.084	18.298	18.391	18.772	18.958	19.412	19.849	20.295	21.216		
	Bi-Weekly	1,302.00	1,446.72	1,463.84	1,471.28	1,501.76	1,516.64	1,552.96	1,587.92	1,623.60	1,697.28		
	Annual	33,852	37,614	38,059	38,253	39,045	39,432	40,376	41,285	42,213	44,129		
CK	Hourly	18.246	20.274	20.414	20.572	20.887	21.244	21.650	22.137	22.634	23.662		
	Bi-Weekly	1,459.68	1,621.92	1,633.12	1,645.76	1,670.96	1,699.52	1,732.00	1,770.96	1,810.72	1,892.96		
	Annual	37,951	42,169	42,461	42,789	43,444	44,187	45,032	46,044	47,078	49,216		

Effective June 1, 2020

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

Grade	Entry Rate 1	Entry Rate 2	After 3 Months at Entry Rate	After 9 Months at 1st Step	After 1 Year at 2nd Step	After 1 Year at 3rd Step	After 1 Year at 4th Step	After 1 Year at 6th Step	After 1 Year at 7th Step	After 1 Year at 8th Step	
								Step & 10 Years Service	Step & 15 Years Service	Step & 20 Years Service	
CA	Hourly	14.768	16.408	16.545	16.658	16.995	17.353	17.612	18.007	18.413	19.248
	Bi-Weekly	1,181.44	1,312.64	1,323.60	1,332.64	1,359.60	1,388.24	1,408.96	1,440.56	1,473.04	1,539.84
	Annual	30,717	34,128	34,413	34,648	35,349	36,094	36,632	37,454	38,299	40,035
CB	Hourly	14.992	16.658	16.912	16.995	17.353	17.612	18.132	18.537	18.956	19.815
	Bi-Weekly	1,199.36	1,332.64	1,352.96	1,359.60	1,388.24	1,408.96	1,450.56	1,482.96	1,516.48	1,585.20
	Annual	31,183	34,648	35,176	35,349	36,094	36,632	37,714	38,556	39,428	41,215
CC	Hourly	15.296	16.995	17.166	17.353	17.612	17.976	18.443	18.859	19.282	20.158
	Bi-Weekly	1,223.68	1,359.60	1,373.28	1,388.24	1,408.96	1,438.08	1,475.44	1,508.72	1,542.56	1,612.64
	Annual	31,815	35,349	35,705	36,094	36,632	37,390	38,361	39,226	40,106	41,928
CD	Hourly	15.296	16.995	17.166	17.353	17.612	17.976	18.443	18.859	19.282	20.158
	Bi-Weekly	1,223.68	1,359.60	1,373.28	1,388.24	1,408.96	1,438.08	1,475.44	1,508.72	1,542.56	1,612.64
	Annual	31,815	35,349	35,705	36,094	36,632	37,390	38,361	39,226	40,106	41,928
CE	Hourly	16.045	17.828	17.976	18.132	18.443	18.792	19.269	19.702	20.146	21.061
	Bi-Weekly	1,283.60	1,426.24	1,438.08	1,450.56	1,475.44	1,503.36	1,541.52	1,576.16	1,611.68	1,684.88
	Annual	33,373	37,082	37,390	37,714	38,361	39,087	40,079	40,980	41,903	43,806
CF	Hourly	16.318	18.132	18.312	18.443	18.792	19.067	19.531	19.971	20.419	21.345
	Bi-Weekly	1,305.44	1,450.56	1,464.96	1,475.44	1,503.36	1,525.36	1,562.48	1,597.68	1,633.52	1,707.60
	Annual	33,941	37,714	38,088	38,361	39,087	39,659	40,624	41,539	42,471	44,397
CG	Hourly	16.601	18.446	18.664	18.759	19.147	19.337	19.800	20.246	20.701	21.640
	Bi-Weekly	1,328.08	1,475.68	1,493.12	1,500.72	1,531.76	1,546.96	1,584.00	1,619.68	1,656.08	1,731.20
	Annual	34,530	38,367	38,821	39,018	39,825	40,220	41,184	42,111	43,058	45,011
CK	Hourly	18.611	20.679	20.822	20.983	21.305	21.669	22.083	22.580	23.087	24.135
	Bi-Weekly	1,488.88	1,654.32	1,665.76	1,678.64	1,704.40	1,733.52	1,766.64	1,806.40	1,846.96	1,930.80
	Annual	38,710	43,012	43,309	43,644	44,314	45,071	45,932	46,966	48,020	50,200

Effective June 1, 2019

SCHEDULE IX
BUREAU OF HUMAN RESOURCES
SERVICE EMPLOYEES - OAK FOREST
HEALTH & HOSPITAL SYSTEMS - SEIU LOCAL 73

Grade	Entry Rate 1	Entry Rate 2	After 3 Months at Entry Rate	After 9 Months at 1st Step	After 1 Year at 2nd Step	After 1 Year at 3rd Step	After 1 Year at 4th Step	After 1 Year at 5th Step & 10 Years Service	After 1 Year at 6th Step & 12 Years Service	After 1 Year at 7th Step & 15 Years Service	After 1 Year at 8th Step & 20 Years Service	
			1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	
DA	Hourly	14.477	16.086	16.221	16.331	16.662	17.013	17.267	17.654	17.832	18.052	18.871
	Bi-Weekly	1,158.16	1,286.88	1,297.68	1,306.48	1,332.96	1,361.04	1,381.36	1,412.32	1,426.56	1,444.16	1,509.68
	Annual	30,112	33,458	33,739	33,968	34,656	35,387	35,915	36,720	37,090	37,548	39,251
DB	Hourly	14.697	16.331	16.580	16.662	17.013	17.267	17.776	18.174	18.357	18.584	19.426
	Bi-Weekly	1,175.76	1,306.48	1,326.40	1,332.96	1,361.04	1,381.36	1,422.08	1,453.92	1,468.56	1,486.72	1,554.08
	Annual	30,569	33,968	34,486	34,656	35,387	35,915	36,974	37,801	38,182	38,654	40,406
DC	Hourly	14.995	16.662	16.829	17.013	17.267	17.624	18.081	18.489	18.673	18.904	19.763
	Bi-Weekly	1,199.60	1,332.96	1,346.32	1,361.04	1,381.36	1,409.92	1,446.48	1,479.12	1,493.84	1,512.32	1,581.04
	Annual	31,189	34,656	35,004	35,387	35,915	36,657	37,608	38,457	38,839	39,320	41,107
DE	Hourly	15.729	17.478	17.624	17.776	18.081	18.424	18.891	19.316	19.510	19.751	20.648
	Bi-Weekly	1,258.32	1,398.24	1,409.92	1,422.08	1,446.48	1,473.92	1,511.28	1,545.28	1,560.80	1,580.08	1,651.84
	Annual	32,716	36,354	36,657	36,974	37,608	38,321	39,293	40,177	40,580	41,082	42,947
DF	Hourly	15.998	17.776	17.953	18.081	18.424	18.693	19.148	19.579	19.774	20.019	20.926
	Bi-Weekly	1,279.84	1,422.08	1,436.24	1,446.48	1,473.92	1,495.44	1,531.84	1,566.32	1,581.92	1,601.52	1,674.08
	Annual	33,275	36,974	37,342	37,608	38,321	38,881	39,827	40,724	41,129	41,639	43,526
DH	Hourly	17.101	19.002	19.148	19.312	19.635	19.964	20.414	20.873	21.083	21.342	22.313
	Bi-Weekly	1,368.08	1,520.16	1,531.84	1,544.96	1,570.80	1,597.12	1,633.12	1,669.84	1,686.64	1,707.36	1,785.04
	Annual	35,570	39,524	39,827	40,168	40,840	41,525	42,461	43,415	43,852	44,391	46,411
DJ	Hourly	17.599	19.555	19.698	19.863	20.189	20.510	20.964	21.435	21.651	21.919	22.911
	Bi-Weekly	1,407.92	1,564.40	1,575.84	1,589.04	1,615.12	1,640.80	1,677.12	1,714.80	1,732.08	1,753.52	1,832.88
	Annual	36,605	40,674	40,971	41,315	41,993	42,660	43,605	44,584	45,034	45,591	47,654
DK	Hourly	18.246	20.274	20.414	20.572	20.887	21.244	21.650	22.137	22.358	22.634	23.662
	Bi-Weekly	1,459.68	1,621.92	1,633.12	1,645.76	1,670.96	1,699.52	1,732.00	1,770.96	1,788.64	1,810.72	1,892.96
	Annual	37,951	42,169	42,461	42,789	43,444	44,187	45,032	46,044	46,504	47,078	49,216

Effective June 1, 2020

SCHEDULE IX
BUREAU OF HUMAN RESOURCES
SERVICE EMPLOYEES - OAK FOREST
HEALTH & HOSPITAL SYSTEMS - SEIU LOCAL 73

Grade	Entry Rate 1	Entry Rate 2	After 3 Months at Entry Rate	After 9 Months at 1st Step	After 1 Year at 2nd Step	After 1 Year at 3rd Step	After 1 Year at 4th Step	After 1 Year at 5th Step & 10 Years Service	After 1 Year at 6th Step & 12 Years Service	After 1 Year at 7th Step & 15 Years Service	After 1 Year at 8th Step & 20 Years Service
			1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step
DA	Hourly	14.767	16.408	16.545	16.658	16.995	17.353	17.612	18.007	18.189	18.413
	Bi-Weekly	1,181.36	1,312.64	1,323.60	1,332.64	1,359.60	1,388.24	1,408.96	1,440.56	1,455.12	1,473.04
	Annual	30,715	34,128	34,413	34,648	35,349	36,094	36,632	37,454	37,833	38,299
DB	Hourly	14.991	16.658	16.912	16.995	17.353	17.612	18.132	18.537	18.724	18.956
	Bi-Weekly	1,199.28	1,332.64	1,352.96	1,359.60	1,388.24	1,408.96	1,450.56	1,482.96	1,497.92	1,516.48
	Annual	31,181	34,648	35,176	35,349	36,094	36,632	37,714	38,556	38,945	39,428
DC	Hourly	15.295	16.995	17.166	17.353	17.612	17.976	18.443	18.859	19.046	19.282
	Bi-Weekly	1,223.60	1,359.60	1,373.28	1,388.24	1,408.96	1,438.08	1,475.44	1,508.72	1,523.68	1,542.56
	Annual	31,813	35,349	35,705	36,094	36,632	37,390	38,361	39,226	39,615	40,106
DE	Hourly	16.044	17.828	17.976	18.132	18.443	18.792	19.269	19.702	19.900	20.146
	Bi-Weekly	1,283.52	1,426.24	1,438.08	1,450.56	1,475.44	1,503.36	1,541.52	1,576.16	1,592.00	1,611.68
	Annual	33,371	37,082	37,390	37,714	38,361	39,087	40,079	40,980	41,392	41,903
DF	Hourly	16.318	18.132	18.312	18.443	18.792	19.067	19.531	19.971	20.169	20.419
	Bi-Weekly	1,305.44	1,450.56	1,464.96	1,475.44	1,503.36	1,525.36	1,562.48	1,597.68	1,613.52	1,633.52
	Annual	33,941	37,714	38,088	38,361	39,087	39,659	40,624	41,539	41,951	42,471
DH	Hourly	17.443	19.382	19.531	19.698	20.028	20.363	20.822	21.290	21.505	21.769
	Bi-Weekly	1,395.44	1,550.56	1,562.48	1,575.84	1,602.24	1,629.04	1,665.76	1,703.20	1,720.40	1,741.52
	Annual	36,281	40,314	40,624	40,971	41,658	42,355	43,309	44,283	44,730	45,279
DJ	Hourly	17.951	19.946	20.092	20.260	20.593	20.920	21.383	21.864	22.084	22.357
	Bi-Weekly	1,436.08	1,595.68	1,607.36	1,620.80	1,647.44	1,673.60	1,710.64	1,749.12	1,766.72	1,788.56
	Annual	37,338	41,487	41,791	42,140	42,833	43,513	44,476	45,477	45,934	46,502
DK	Hourly	18.611	20.679	20.822	20.983	21.305	21.669	22.083	22.580	22.805	23.087
	Bi-Weekly	1,488.88	1,654.32	1,665.76	1,678.64	1,704.40	1,733.52	1,766.64	1,806.40	1,824.40	1,846.96
	Annual	38,710	43,012	43,309	43,644	44,314	45,071	45,932	46,966	47,434	48,020

Effective June 1, 2019

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

Grade	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1 Year at Step 7 & 10 Years Service
L1	Hourly Bi-Weekly Annual	28.377 2,270.16 59,024								
L2	Hourly Bi-Weekly Annual	33.018 2,641.44 68,677	34.647 2,771.76 72,065	36.738 2,939.04 76,415	38.565 3,085.20 80,215	40.505 3,240.40 84,250	44.022 3,521.76 91,565	45.116 3,609.28 93,841	46.700 3,736.00 97,136	48.093 3,847.44 100,033
L3	Hourly Bi-Weekly Annual	39.714 3,177.12 82,605	41.720 3,337.60 86,777	44.216 3,537.28 91,969	46.394 3,711.52 96,499	50.213 4,017.04 104,443	51.462 4,116.96 107,040	52.747 4,219.76 109,713	54.589 4,367.12 113,545	56.228 4,498.24 116,954
L4	Hourly Bi-Weekly Annual	45.490 3,639.20 94,619	47.771 3,821.68 99,363	50.583 4,046.64 105,212	53.181 4,254.48 110,616	57.297 4,583.76 119,177	58.729 4,698.32 122,156	60.196 4,815.68 125,207	62.288 4,983.04 129,559	64.160 5,132.80 133,452

Effective June 1, 2019

SCHEDULE XI
BUREAU OF HUMAN RESOURCES
DEPUTY SHERIFFS D2 AND D2B
FRATERNAL ORDER OF POLICE

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 Longevity	Year at 2nd Longevity	Year at 3rd Longevity	Year at 4th Longevity	
												After 2 Years At 5th Step	Rate & 10 Years Service	Rate & 15 Years Service	Rate & 20 Years Service	Rate & 25 Years Service
D2	Hourly Bi-Weekly Annual	23.375 1,870.00 48,620	27.261 2,180.88 56,702	28.525 2,282.00 59,332	29.926 2,394.08 62,246	31.440 2,515.20 65,395	32.918 2,633.44 68,469	34.231 2,738.48 71,200	35.616 2,849.28 74,081	37.022 2,961.76 77,005	38.496 3,079.68 80,071					
D2B	Hourly Bi-Weekly Annual	24.534 1,962.72 51,030	28.525 2,282.00 59,332	29.926 2,394.08 62,246	31.440 2,515.20 65,395	32.918 2,633.44 68,469	34.231 2,738.48 71,200	35.616 2,849.28 74,081	37.022 2,961.76 77,005	38.496 3,079.68 80,071	40.025 3,202.00 83,252					

Effective June 1, 2020

SCHEDULE XI
BUREAU OF HUMAN RESOURCES
DEPUTY SHERIFFS D2 AND D2B
FRATERNAL ORDER OF POLICE

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
											After 1	Year at 1st	Year at 2nd	Year at 3rd
											Year at 1st	Longevity	Longevity	Longevity
											After 2	Rate & 10	Rate & 15	Rate & 20
											Years At	Years	Years	Years
											5th Step	Service	Service	Service
D2	Hourly	23.843	27.806	29.096	30.525	32.069	33.576	34.916	36.328	37.762				39.266
	Bi-Weekly	1,907.44	2,224.48	2,327.68	2,442.00	2,565.52	2,686.08	2,793.28	2,906.24	3,020.96				3,141.28
	Annual	49,593	57,836	60,519	63,492	66,703	69,838	72,625	75,562	78,544				81,673
D2B	Hourly	25.025	29.096	30.525	32.069	33.576	34.916	36.328	37.762	39.266				40.826
	Bi-Weekly	2,002.00	2,327.68	2,442.00	2,565.52	2,686.08	2,793.28	2,906.24	3,020.96	3,141.28				3,266.08
	Annual	52,052	60,519	63,492	66,703	69,838	72,625	75,562	78,544	81,673				84,918

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

1ST
STEP

RXG	Hourly	21.809
12/1/2018	Bi-Weekly	1,744.72
	Annual	45,363
RXG	Hourly	22.245
9/1/2019	Bi-Weekly	1,779.60
	Annual	46,269
RXG	Hourly	22.69
9/1/2020	Bi-Weekly	1,815.20
	Annual	47,195

SCHEDULE XII
BUREAU OF HUMAN RESOURCES
PHARMACISTS - LOCAL 200

1st STEP

RX1	Hourly	62.165
12/1/2018	Bi-Weekly	4,973.20
	Annual	129,303.20
RX1	Hourly	63.408
9/1/2019	Bi-Weekly	5,072.64
	Annual	131,888.64

SCHEDULE XII
BUREAU OF HUMAN RESOURCES
PHARMACISTS - LOCAL 200

		<u>1st STEP</u>
RX1	Hourly	64.676
9/1/2020	Bi-Weekly	5,174.08
	Annual	134,526.08

SCHEDULE XII
BUREAU OF HUMAN RESOURCES
CLINICAL PHARMACISTS - RWDSU LOCAL 200

1st STEP

RX2	Hourly	62.646
12/1/2018	Bi-Weekly	5,011.68
	Annual	130,303.20
RX2	Hourly	63.899
9/1/2019	Bi-Weekly	5,111.92
	Annual	132,909.92
RX2	Hourly	65.177
9/1/2020	Bi-Weekly	5,214.16
	Annual	135,568.13

SCHEDULE XII
BUREAU OF HUMAN RESOURCES
CLINICAL PHARMACISTS - RWDSU LOCAL 200

1st STEP

RX2	Hourly	62.646
12/1/2018	Bi-Weekly	5,011.68
	Annual	130,303.20
RX2	Hourly	63.899
9/1/2019	Bi-Weekly	5,111.92
	Annual	132,909.92
RX2	Hourly	65.177
9/1/2020	Bi-Weekly	5,214.16
	Annual	135,568.13

Effective June 1, 2019

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

LOCALS: 1767 3477 3486

Grade	Entry Rate 1	Entry Rate 2	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
												Longevity	Longevity	Longevity
												After 2	Years At	Years
												Rate & 10	Years	Service
												Rate & 15	Years	Service
												Rate & 20	Years	Service
PS1	Hourly	22.714	25.238	26.310	27.430	28.596	29.810	31.077	32.398	33.871	35.590	36.391		
	Bi-Weekly	1,817.12	2,019.04	2,104.80	2,194.40	2,287.68	2,384.80	2,486.16	2,591.84	2,709.68	2,847.20	2,911.28		
	Annual	47,245	52,495	54,724	57,054	59,479	62,004	64,640	67,387	70,451	74,027	75,693		
PS2	Hourly	24.385	27.094	28.246	29.446	30.699	32.001	33.363	34.782	36.363	38.210	39.069		
	Bi-Weekly	1,950.80	2,167.52	2,259.68	2,355.68	2,455.92	2,560.08	2,669.04	2,782.56	2,909.04	3,056.80	3,125.52		
	Annual	50,720	56,355	58,751	61,247	63,853	66,562	69,395	72,346	75,635	79,476	81,263		
PSB	Hourly	24.989	27.765	28.943	30.174	31.456	32.794	34.186	35.640	37.262	39.152	40.837		
	Bi-Weekly	1,999.12	2,221.20	2,315.44	2,413.92	2,516.48	2,623.52	2,734.88	2,851.20	2,980.96	3,132.16	3,266.96		
	Annual	51,977	57,751	60,201	62,761	65,428	68,211	71,106	74,131	77,504	81,436	84,940		
PSC	Hourly	26.732	29.702	30.965	32.281	33.653	35.083	36.574	38.129	41.824	43.945	44.933		
	Bi-Weekly	2,138.56	2,376.16	2,477.20	2,582.48	2,692.24	2,806.64	2,925.92	3,050.32	3,345.92	3,515.60	3,594.64		
	Annual	55,602	61,780	64,407	67,144	69,998	72,972	76,073	79,308	86,993	91,405	93,460		
PS3	Hourly	28.047	31.163	32.487	33.866	35.307	36.807	38.371	40.003	41.824	43.945	45.835		
	Bi-Weekly	2,243.76	2,493.04	2,598.96	2,709.28	2,824.56	2,944.56	3,069.68	3,200.24	3,345.92	3,515.60	3,666.80		
	Annual	58,337	64,819	67,572	70,441	73,438	76,558	79,811	83,206	86,993	91,405	95,336		

Effective June 1, 2020

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

1767 3477 3486

Grade		Entry Rate 1	Entry Rate 2	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	After 1	After 1	After 1
										Year at 1st	Year at 2nd	Year at 3rd
										Longevity	Longevity	Longevity
										After 2	After 2	After 2
										Years At	Years At	Years At
										5th Step	6th Step	7th Step
										Years	Years	Years
										Service	Service	Service
PS1	Hourly	23.168	25.743	26.836	27.979	29.168	30.406	31.699	33.046	34.548	36.302	37.119
	Bi-Weekly	1,853.44	2,059.44	2,146.88	2,238.32	2,333.44	2,432.48	2,535.92	2,643.68	2,763.84	2,904.16	2,969.52
	Annual	48,189	53,545	55,818	58,196	60,669	63,244	65,933	68,735	71,859	75,508	77,207
PS2	Hourly	24.873	27.636	28.811	30.035	31.313	32.641	34.030	35.478	37.090	38.974	39.850
	Bi-Weekly	1,989.84	2,210.88	2,304.88	2,402.80	2,505.04	2,611.28	2,722.40	2,838.24	2,967.20	3,117.92	3,188.00
	Annual	51,735	57,482	59,926	62,472	65,131	67,893	70,782	73,794	77,147	81,065	82,888
PSB	Hourly	25.489	28.320	29.522	30.777	32.085	33.450	34.870	36.353	38.007	39.935	41.654
	Bi-Weekly	2,039.12	2,265.60	2,361.76	2,462.16	2,566.80	2,676.00	2,789.60	2,908.24	3,040.56	3,194.80	3,332.32
	Annual	53,017	58,905	61,405	64,016	66,736	69,576	72,529	75,614	79,054	83,064	86,640
PSC	Hourly	27.267	30.296	31.584	32.927	34.326	35.785	37.305	38.892	42.660	44.824	45.832
	Bi-Weekly	2,181.36	2,423.68	2,526.72	2,634.16	2,746.08	2,862.80	2,984.40	3,111.36	3,412.80	3,585.92	3,666.56
	Annual	56,715	63,015	65,694	68,488	71,398	74,432	77,594	80,895	88,732	93,233	95,330
PS3	Hourly	28.608	31.786	33.137	34.543	36.013	37.543	39.138	40.803	42.660	44.824	46.752
	Bi-Weekly	2,288.64	2,542.88	2,650.96	2,763.44	2,881.04	3,003.44	3,131.04	3,264.24	3,412.80	3,585.92	3,740.16
	Annual	59,504	66,114	68,924	71,849	74,907	78,089	81,407	84,870	88,732	93,233	97,244

Effective June 1, 2019

SCHEDULE XIII
BUREAU OF HUMAN RESOURCES
SOCIAL SERVICE CASEWORKERS - CHIEF JUDGE
AFSCME - 3696

Grade		Entry Rate 1	Entry Rate 2	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	
													Longevity	Longevity	Longevity	
														After 2	Years At	Years
														Years	Service	Service
														Rate & 10	Rate & 15	Rate & 20
PS1	Hourly	22.714	25,238	26,310	27,430	28,596	29,810	31,077	32,398	33,871	35,413	36,209				
	Bi-Weekly	1,817.12	2,019.04	2,104.80	2,194.40	2,287.68	2,384.80	2,486.16	2,591.84	2,709.68	2,833.04	2,896.72				
	Annual	47,245	52,495	54,724	57,054	59,479	62,004	64,640	67,387	70,451	73,659	75,314				
PS2	Hourly	24.385	27,094	28,246	29,446	30,699	32,001	33,363	34,782	36,363	38,019	38,874				
	Bi-Weekly	1,950.80	2,167.52	2,259.68	2,355.68	2,455.92	2,560.08	2,669.04	2,782.56	2,909.04	3,041.52	3,109.92				
	Annual	50,720	56,355	58,751	61,247	63,853	66,562	69,395	72,346	75,635	79,079	80,857				
PSB	Hourly	24.989	27,765	28,943	30,174	31,456	32,794	34,186	35,640	37,262	38,957	40,633				
	Bi-Weekly	1,999.12	2,221.20	2,315.44	2,413.92	2,516.48	2,623.52	2,734.88	2,851.20	2,980.96	3,116.56	3,250.64				
	Annual	51,977	57,751	60,201	62,761	65,428	68,211	71,106	74,131	77,504	81,030	84,516				

Effective June 1, 2020

SCHEDULE XIII
BUREAU OF HUMAN RESOURCES
SOCIAL SERVICE CASEWORKERS - CHIEF JUDGE
AFSCME - 3696

Grade		Entry Rate 1	Entry Rate 2	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity
				After 2 Years At 5th Step	Years At Service	After 2 Years At 5th Step	Years At Service	After 2 Years At 5th Step	Years At Service	After 2 Years At 5th Step	Years At Service	After 2 Years At 5th Step	Years At Service	After 2 Years At 5th Step	Years At Service
														Rate & 10	Rate & 15
PS1	Hourly	23.168	25.743	26.836	27.979	29.168	30.406	31.699	33.046	34.548	36.121	36.933			
	Bi-Weekly	1,853.44	2,059.44	2,146.88	2,238.32	2,333.44	2,432.48	2,535.92	2,643.68	2,763.84	2,889.68	2,954.64			
	Annual	48,189	53,545	55,818	58,196	60,669	63,244	65,933	68,735	71,859	75,131	76,820			
PS2	Hourly	24.873	27.636	28.811	30.035	31.313	32.641	34.030	35.478	37.090	38.779	39.651			
	Bi-Weekly	1,989.84	2,210.88	2,304.88	2,402.80	2,505.04	2,611.28	2,722.40	2,838.24	2,967.20	3,102.32	3,172.08			
	Annual	51,735	57,482	59,926	62,472	65,131	67,893	70,782	73,794	77,147	80,660	82,474			
PSB	Hourly	25.489	28.320	29.522	30.777	32.085	33.450	34.870	36.353	38.007	39.736	41.446			
	Bi-Weekly	2,039.12	2,265.60	2,361.76	2,462.16	2,566.80	2,676.00	2,789.60	2,908.24	3,040.56	3,178.88	3,315.68			
	Annual	53,017	58,905	61,405	64,016	66,736	69,576	72,529	75,614	79,054	82,650	86,207			

Effective June 1, 2019

SCHEDULE XIII
BUREAU OF HUMAN RESOURCES
PROBATION SERVICES - FOP AND TEAMSTERS ONLY

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	
								After 1 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity	
								After 2 Years At 5th Step	Rate & 10 Years Service	Rate & 15 Years Service	
PS1	Hourly Bi-Weekly Annual	22.714 1,817.12 47,245	26.310 2,104.80 54,724	27.430 2,194.40 57,054	28.596 2,287.68 59,479	29.810 2,384.80 62,004	31.077 2,486.16 64,640	32.398 2,591.84 67,387	33.871 2,709.68 70,451	35.413 2,833.04 73,659	36.209 2,896.72 75,314
PS2	Hourly Bi-Weekly Annual	24.385 1,950.80 50,720	28.246 2,259.68 58,751	29.446 2,355.68 61,247	30.699 2,455.92 63,853	32.001 2,560.08 66,562	33.363 2,669.04 69,395	34.782 2,782.56 72,346	36.363 2,909.04 75,635	38.019 3,041.52 79,079	38.874 3,109.92 80,857
PSB	Hourly Bi-Weekly Annual	24.989 1,999.12 51,977	28.943 2,315.44 60,201	30.174 2,413.92 62,761	31.456 2,516.48 65,428	32.794 2,623.52 68,211	34.186 2,734.88 71,106	35.640 2,851.20 74,131	37.262 2,980.96 77,504	38.957 3,116.56 81,030	40.633 3,250.64 84,516
PSC	Hourly Bi-Weekly Annual	26.732 2,138.56 55,602	30.965 2,477.20 64,407	32.281 2,582.48 67,144	33.653 2,692.24 69,998	35.083 2,806.64 72,972	36.574 2,925.92 76,073	38.129 3,050.32 79,308	41.824 3,345.92 86,993	43.726 3,498.08 90,950	44.710 3,576.80 92,996

Effective June 1, 2020

SCHEDULE XIII
BUREAU OF HUMAN RESOURCES
PROBATION SERVICES - FOP AND TEAMSTERS ONLY

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th 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
		After 2 Years At 5th Step											
PS1	Hourly	23.168	26.836	27.979	29.168	30.406	31.699	33.046	34.548	36.121	36.933		
	Bi-Weekly	1,853.44	2,146.88	2,238.32	2,333.44	2,432.48	2,535.92	2,643.68	2,763.84	2,889.68	2,954.64		
	Annual	48,189	55,818	58,196	60,669	63,244	65,933	68,735	71,859	75,131	76,820		
PS2	Hourly	24.873	28.811	30.035	31.313	32.641	34.030	35.478	37.090	38.779	39.651		
	Bi-Weekly	1,989.84	2,304.88	2,402.80	2,505.04	2,611.28	2,722.40	2,838.24	2,967.20	3,102.32	3,172.08		
	Annual	51,735	59,926	62,472	65,131	67,893	70,782	73,794	77,147	80,660	82,474		
PSB	Hourly	25.489	29.522	30.777	32.085	33.450	34.870	36.353	38.007	39.736	41.446		
	Bi-Weekly	2,039.12	2,361.76	2,462.16	2,566.80	2,676.00	2,789.60	2,908.24	3,040.56	3,178.88	3,315.68		
	Annual	53,017	61,405	64,016	66,736	69,576	72,529	75,614	79,054	82,650	86,207		
PSC	Hourly	27.267	31.584	32.927	34.326	35.785	37.305	38.892	42.660	44.601	45.604		
	Bi-Weekly	2,181.36	2,526.72	2,634.16	2,746.08	2,862.80	2,984.40	3,111.36	3,412.80	3,568.08	3,648.32		
	Annual	56,715	65,694	68,488	71,398	74,432	77,594	80,895	88,732	92,770	94,856		

Effective June 1, 2019

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

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	
												Year at 1st	Year at 2nd	Year at 3rd	Year at 4th	
												Longevity	Longevity	Longevity	Longevity	
												After 2	After 10	After 12	After 15	After 20
												Years At	Years	Years	Years	Years
												5th Step	Service	Service	Service	Service
T16	Hourly	22.995	25.550	26.760	28.031	29.371	30.788	32.215	33.859	34.197	34.624					36.204
	Bi-Weekly	1,839.60	2,044.00	2,140.80	2,242.48	2,349.68	2,463.04	2,577.20	2,708.72	2,735.76	2,769.92					2,896.32
	Annual	47,829	53,144	55,660	58,304	61,091	64,039	67,007	70,426	71,129	72,017					75,304
T18	Hourly	26.433	29.371	30.788	32.215	33.817	35.376	37.123	38.861	39.250	39.745					41.561
	Bi-Weekly	2,114.64	2,349.68	2,463.04	2,577.20	2,705.36	2,830.08	2,969.84	3,108.88	3,140.00	3,179.60					3,324.88
	Annual	54,980	61,091	64,039	67,007	70,339	73,582	77,215	80,830	81,640	82,669					86,446

Effective June 1, 2020

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

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 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity	After 1 Year at 4th Longevity							
		After 2 Years At 5th Step	Rate & 10 Years Service	Rate & 12 Years Service	Rate & 15 Years Service	Rate & 20 Years Service						
T16	Hourly	23.455	26.061	27.295	28.592	29.958	31.404	32.859	34.536	34.881	35.316	36.928
	Bi-Weekly	1,876.40	2,084.88	2,183.60	2,287.36	2,396.64	2,512.32	2,628.72	2,762.88	2,790.48	2,825.28	2,954.24
	Annual	48,786	54,206	56,773	59,471	62,312	65,320	68,346	71,834	72,552	73,457	76,810
T18	Hourly	26.962	29.958	31.404	32.859	34.493	36.084	37.865	39.638	40.035	40.540	42.392
	Bi-Weekly	2,156.96	2,396.64	2,512.32	2,628.72	2,759.44	2,886.72	3,029.20	3,171.04	3,202.80	3,243.20	3,391.36
	Annual	56,080	62,312	65,320	68,346	71,745	75,054	78,759	82,447	83,272	84,323	88,175

Effective June 1, 2019

SCHEDULE XVII
BUREAU OF HUMAN RESOURCES
FOP -STROGER HOSPITAL POLICE OFFICERS

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1 Year at Maximum Rate & 5 Years Service	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	
HS1	Hourly Bi-Weekly Annual	18.348 1,467.84 38,163	20.387 1,630.96 42,404	21.368 1,709.44 44,445	22.367 1,789.36 46,523	23.441 1,875.28 48,757	24.649 1,971.92 51,269	25.920 2,073.60 53,913	26.951 2,156.08 56,058	28.019 2,241.52 58,279	28.302 2,264.16 58,868				
HSA	Hourly Bi-Weekly Annual	17.135 1,370.80 35,640	19.039 1,523.12 39,601	19.954 1,596.32 41,504	20.883 1,670.64 43,436	21.888 1,751.04 45,527	23.013 1,841.04 47,867	24.077 1,926.16 50,080	24.558 1,964.64 51,080	24.798 1,983.84 51,579	25.055 2,004.40 52,114				

Effective June 1, 2020

SCHEDULE XVII
BUREAU OF HUMAN RESOURCES
FOP - STROGER HOSPITAL POLICE OFFICERS

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1 Year at Maximum Rate & 5 Years Service	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
HS1	Hourly	18.715	20.795	21.795	22.814	23.910	25.142	26.438	27.490	28.579	28.868				
	Bi-Weekly	1,497.20	1,663.60	1,743.60	1,825.12	1,912.80	2,011.36	2,115.04	2,199.20	2,286.32	2,309.44				
	Annual	38,927	43,253	45,333	47,453	49,732	52,295	54,991	57,179	59,444	60,045				
HSA	Hourly	17.478	19.420	20.353	21.301	22.326	23.473	24.559	25.049	25.294	25.556				
	Bi-Weekly	1,398.24	1,553.60	1,628.24	1,704.08	1,786.08	1,877.84	1,964.72	2,003.92	2,023.52	2,044.48				
	Annual	36,354	40,393	42,334	44,306	46,438	48,823	51,082	52,101	52,611	53,156				

Effective June 1, 2019

SCHEDULE XVII
BUREAU OF HUMAN RESOURCES
STROGER HOSPITAL SERGEANTS - HOSPITAL OFFICERS
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 Year at Maximum Rate & 5 Years Service	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	
HS2	Hourly Bi-Weekly Annual	20.407 1,600.56 41,615	22.675 1,814.00 47,164	23.837 1,906.96 49,580	24.945 1,995.60 51,885	26.201 2,096.08 54,498	27.444 2,195.52 57,083	28.861 2,308.88 60,030	30.011 2,400.88 62,422	31.207 2,496.56 64,910	31.512 2,520.96 65,544				
HS3	Hourly Bi-Weekly Annual	23.580 1,849.44 48,085	26.201 2,096.08 54,498	27.444 2,195.52 57,083	28.746 2,299.68 59,791	30.118 2,409.44 62,645	31.574 2,525.92 65,673	33.217 2,657.36 69,091	34.544 2,763.52 71,851	35.926 2,874.08 74,726	37.005 2,960.40 76,970				

Effective June 1, 2019

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</u>	
					<u>After 1 Year & 5 Years</u>	<u>Longevity Rate & 10 Years Service</u>
CUSTODIAL WRKR. II	X05	Hourly	17.885	19.873	20.166	20.667
		Bi-Weekly	1,430.80	1,589.84	1,613.28	1,653.36
		Annual	37,200	41,336	41,945	42,987
CUSTODIAL WRKR. III	X06	Hourly	20.417	22.687	23.024	23.597
		Bi-Weekly	1,633.36	1,814.96	1,841.92	1,887.76
		Annual	42,467	47,188	47,890	49,082

Effective June 1, 2020

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</u>	<u>at 1st</u>
					<u>After 1 Year</u>	<u>Longevity</u>
					<u>& 5 Years</u>	<u>Rate & 10</u>
CUSTODIAL WRKR. II	X05	Hourly	18.243	20.270	20.569	21.080
		Bi-Weekly	1,459.44	1,621.60	1,645.52	1,686.40
		Annual	37,945	42,162	42,784	43,846
CUSTODIAL WRKR. III	X06	Hourly	20.825	23.141	23.484	24.069
		Bi-Weekly	1,666.00	1,851.28	1,878.72	1,925.52
		Annual	43,316	48,133	48,847	50,064

Effective June 1, 2019

SCHEDULE XVIII
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700
JTDC

Job Title	Title	Grade				After 1 Year at 1st	After 1 Year & 5 Years Service	Longevity Rate & 10 Years Service
			Entry Rate	1st Step				
4614	COSMETOLOGIST	X03	Hourly Bi-Weekly Annual	18.170 1,453.60 37,793	20.189 1,615.12 41,993	20.488 1,639.04 42,615	20.998 1,679.84 43,675	
2124	COOK II	X04	Hourly Bi-Weekly Annual	19.870 1,589.60 41,329	22.077 1,766.16 45,920	22.409 1,792.72 46,610	22.967 1,837.36 47,771	
2422	CUSTODIAL WRKR. II	X05	Hourly Bi-Weekly Annual	17.872 1,429.76 37,173	19.858 1,588.64 41,304	20.149 1,611.92 41,909	20.652 1,652.16 42,956	
2423	CUSTODIAL WRKR. III	X06	Hourly Bi-Weekly Annual	20.403 1,632.24 42,438	22.670 1,813.60 47,153	23.007 1,840.56 47,854	23.578 1,886.24 49,042	
2131	FOOD SRVC. WORKER I	X07	Hourly Bi-Weekly Annual	14.986 1,198.88 31,170	16.650 1,332.00 34,632	16.897 1,351.76 35,145	17.317 1,385.36 36,019	
2161	LAUNDRY WORKER II	X07	Hourly Bi-Weekly Annual	14.986 1,198.88 31,170	16.650 1,332.00 34,632	16.897 1,351.76 35,145	17.317 1,385.36 36,019	
2163	SEAMSTER II	X07	Hourly Bi-Weekly Annual	14.986 1,198.88 31,170	16.650 1,332.00 34,632	16.897 1,351.76 35,145	17.317 1,385.36 36,019	
2142	HOUSEKEEPER II	X08	Hourly Bi-Weekly Annual	22.091 1,767.28 45,949	22.280 1,782.40 46,342	22.612 1,808.96 47,032	23.176 1,854.08 48,206	
1253	SUPPLY CLERK III	X13	Hourly Bi-Weekly Annual	14.666 1,173.28 30,505	16.295 1,303.60 33,893	16.533 1,322.64 34,388	16.943 1,355.44 35,241	

Effective June 1, 2020

SCHEDULE XVIII
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700
JTDC

<u>Job Title</u>	<u>Title</u>	<u>Grade</u>				<u>After 1 Year at 1st</u>	<u>After 1 Year & 5 Years</u>	<u>Longevity Rate & 10 Years</u>
			<u>Entry Rate</u>	<u>1st Step</u>	<u>Service</u>	<u>Service</u>	<u>Service</u>	<u>Service</u>
4614	COSMETOLOGIST	X03	Hourly	18.533	20.593	20.898	21.418	
			Bi-Weekly	1,482.64	1,647.44	1,671.84	1,713.44	
			Annual	38,548	42,833	43,467	44,549	
2124	COOK II	X04	Hourly	20.267	22.519	22.857	23.426	
			Bi-Weekly	1,621.36	1,801.52	1,828.56	1,874.08	
			Annual	42,155	46,839	47,542	48,726	
2422	CUSTODIAL WRKR. II	X05	Hourly	18.229	20.255	20.552	21.065	
			Bi-Weekly	1,458.32	1,620.40	1,644.16	1,685.20	
			Annual	37,916	42,130	42,748	43,815	
2423	CUSTODIAL WRKR. III	X06	Hourly	20.811	23.123	23.467	24.050	
			Bi-Weekly	1,664.88	1,849.84	1,877.36	1,924.00	
			Annual	43,286	48,095	48,811	50,024	
2131	FOOD SRVC. WORKER I	X07	Hourly	15.286	16.983	17.235	17.663	
			Bi-Weekly	1,222.88	1,358.64	1,378.80	1,413.04	
			Annual	31,794	35,324	35,848	36,739	
2161	LAUNDRY WORKER II	X07	Hourly	15.286	16.983	17.235	17.663	
			Bi-Weekly	1,222.88	1,358.64	1,378.80	1,413.04	
			Annual	31,794	35,324	35,848	36,739	
2163	SEAMSTER II	X07	Hourly	15.286	16.983	17.235	17.663	
			Bi-Weekly	1,222.88	1,358.64	1,378.80	1,413.04	
			Annual	31,794	35,324	35,848	36,739	
2142	HOUSEKEEPER II	X08	Hourly	22.533	22.726	23.064	23.640	
			Bi-Weekly	1,802.64	1,818.08	1,845.12	1,891.20	
			Annual	46,868	47,270	47,973	49,171	
1253	SUPPLY CLERK III	X13	Hourly	14.959	16.621	16.864	17.282	
			Bi-Weekly	1,196.72	1,329.68	1,349.12	1,382.56	
			Annual	31,114	34,571	35,077	35,946	

Effective June 1, 2019

SCHEDULE XIX
BUREAU OF HUMAN RESOURCES
FACILITIES MANAGEMENT / SHERIFF SERVICE EMPLOYEES
SEIU LOCAL 73

Grade	Title		Entry Rate	1st Step	2nd Step	3rd Step	After 1 Year & 5 Years Service	After 1st Longevity Rate & 10 Years Service	After 2nd Longevity Rate & 15 Years Service	After 3rd Longevity Rate & 20 Years Service
X09	Janitor II	Hourly	17.884	19.872	20.166	20.666	21.181	23.114		
		Bi-Weekly	1,430.72	1,589.76	1,613.28	1,653.28	1,694.48	1,849.12		
		Annual	37,198	41,333	41,945	42,985	44,056	48,077		
X10	Janitor III	Hourly	20.417	22.687	23.023	23.597	24.181	26.388		
		Bi-Weekly	1,633.36	1,814.96	1,841.84	1,887.76	1,934.48	2,111.04		
		Annual	42,467	47,188	47,887	49,081	50,296	54,887		
X11	Laundry Worker I Janitor I	Hourly	14.697	16.331	16.579	16.987	17.407	18.994		
		Bi-Weekly	1,175.76	1,306.48	1,326.32	1,358.96	1,392.56	1,519.52		
		Annual	30,569	33,968	34,484	35,332	36,206	39,507		
X12	Seamster I	Hourly	14.697	16.331	16.579	16.987	17.407	18.994		
		Bi-Weekly	1,175.76	1,306.48	1,326.32	1,358.96	1,392.56	1,519.52		
		Annual	30,569	33,968	34,484	35,332	36,206	39,507		
X14	Elevator Operator	Hourly	17.272	19.191	19.477	19.962	20.454	22.320		
		Bi-Weekly	1,381.76	1,535.28	1,558.16	1,596.96	1,636.32	1,785.60		
		Annual	35,925	39,917	40,512	41,520	42,544	46,425		
X15	Elevator Starter	Hourly	18.351	20.391	20.685	21.183	21.690	23.669		
		Bi-Weekly	1,468.08	1,631.28	1,654.80	1,694.64	1,735.20	1,893.52		
		Annual	38,170	42,413	43,024	44,060	45,115	49,231		
X16	Cook II	Hourly	19.884	22.094	22.425	22.986	23.564	25.714		
		Bi-Weekly	1,590.72	1,767.52	1,794.00	1,838.88	1,885.12	2,057.12		
		Annual	41,358	45,955	46,644	47,810	49,013	53,485		
X17	Window Washer I	Hourly	21.481	23.869	24.227	24.833	25.451	27.029		
		Bi-Weekly	1,718.48	1,909.52	1,938.16	1,986.64	2,036.08	2,162.32		
		Annual	44,680	49,647	50,392	51,652	52,938	56,220		
X18	Window Washer II	Hourly	22.803	25.337	25.717	26.362	27.019	29.485		
		Bi-Weekly	1,824.24	2,026.96	2,057.36	2,108.96	2,161.52	2,358.80		
		Annual	47,430	52,700	53,491	54,832	56,199	61,328		

Job Codes: 2411, 2412, 2413, 2171, 2145, 2435, 2436, 2433, & 2434

Effective June 1, 2020

SCHEDULE XIX
BUREAU OF HUMAN RESOURCES
FACILITIES MANAGEMENT / SHERIFF SERVICE EMPLOYEES
SEIU LOCAL 73

Grade	Title		Entry Rate	1st Step	2nd Step	3rd Step	After 1st	After 2nd	After 3rd
							Year & 5 Years Service	Rate & 10 Years Service	Rate & 20 Years Service
X09	Janitor II	Hourly	18.242	20.269	20.569	21.079	21.605	23.576	
		Bi-Weekly	1,459.36	1,621.52	1,645.52	1,686.32	1,728.40	1,886.08	
		Annual	37,943	42,159	42,783	43,844	44,938	49,038	
X10	Janitor III	Hourly	20.825	23.141	23.483	24.069	24.665	26.916	
		Bi-Weekly	1,666.00	1,851.28	1,878.64	1,925.52	1,973.20	2,153.28	
		Annual	43,316	48,133	48,844	50,063	51,303	55,985	
X11	Laundry Worker I Janitor I	Hourly	14.991	16.658	16.911	17.327	17.755	19.374	
		Bi-Weekly	1,199.28	1,332.64	1,352.88	1,386.16	1,420.40	1,549.92	
		Annual	31,181	34,648	35,174	36,040	36,930	40,297	
X12	Seamster I	Hourly	14.991	16.658	16.911	17.327	17.755	19.374	
		Bi-Weekly	1,199.28	1,332.64	1,352.88	1,386.16	1,420.40	1,549.92	
		Annual	31,181	34,648	35,174	36,040	36,930	40,297	
X14	Elevator Operator	Hourly	17.617	19.575	19.867	20.361	20.863	22.766	
		Bi-Weekly	1,409.36	1,566.00	1,589.36	1,628.88	1,669.04	1,821.28	
		Annual	36,643	40,716	41,323	42,350	43,395	47,353	
X15	Elevator Starter	Hourly	18.718	20.799	21.099	21.607	22.124	24.142	
		Bi-Weekly	1,497.44	1,663.92	1,687.92	1,728.56	1,769.92	1,931.36	
		Annual	38,933	43,261	43,885	44,942	46,017	50,215	
X16	Cook II	Hourly	20.282	22.536	22.874	23.446	24.035	26.228	
		Bi-Weekly	1,622.56	1,802.88	1,829.92	1,875.68	1,922.80	2,098.24	
		Annual	42,186	46,874	47,577	48,767	49,992	54,554	
X17	Window Washer I	Hourly	21.911	24.346	24.712	25.330	25.960	27.570	
		Bi-Weekly	1,752.88	1,947.68	1,976.96	2,026.40	2,076.80	2,205.60	
		Annual	45,574	50,639	51,400	52,686	53,996	57,345	
X18	Window Washer II	Hourly	23.259	25.844	26.231	26.889	27.559	30.075	
		Bi-Weekly	1,860.72	2,067.52	2,098.48	2,151.12	2,204.72	2,406.00	
		Annual	48,378	53,755	54,560	55,929	57,322	62,556	

Job Codes: 2411, 2412, 2413, 2171, 2145, 2435, 2436, 2433, & 2434

Effective June 1, 2019

SCHEDULE XX
BUREAU OF HUMAN RESOURCES
CASEWORKER PUBLIC GUARDIAN
AFSCME 3969

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	Year at 2nd	Year at 3rd	
										Longevity	Longevity	Longevity	
										After 2	Rate & 10	Rate & 15	
										Years At	Years	Years	
										5th Step	Service	Service	
PG1	Hourly Bi-Weekly Annual	25.238 2,019.04 52,495	26.390 2,111.20 54,891	27.705 2,216.40 57,626	29.089 2,327.12 60,505	30.546 2,443.68 63,535	31.990 2,559.20 66,539	35.546 2,843.68 73,935	36.787 2,942.96 76,516	38.271 3,061.68 79,603			
PG2	Hourly Bi-Weekly Annual	27.094 2,167.52 56,355	28.389 2,271.12 59,049	29.730 2,378.40 61,838	31.163 2,493.04 64,819	32.654 2,612.32 67,920	34.174 2,733.92 71,081	36.433 2,914.64 75,780	37.700 3,016.00 78,416	39.224 3,137.92 81,585			

Effective June 1, 2020

SCHEDULE XX
BUREAU OF HUMAN RESOURCES
CASEWORKER PUBLIC GUARDIAN
AFSCME 3969

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	Year at 2nd	Year at 3rd	
										Longevity	Longevity	Longevity	
										After 2	Rate & 10	Rate & 15	
										Years At	Years	Years	
										5th Step	Service	Service	
PG1	Hourly Bi-Weekly Annual	25.743 2,059.44 53,545	26.918 2,153.44 55,989	28.259 2,260.72 58,778	29.671 2,373.68 61,715	31.157 2,492.56 64,806	32.630 2,610.40 67,870	36.257 2,900.56 75,414	37.523 3,001.84 78,047	39.036 3,122.88 81,194			
PG2	Hourly Bi-Weekly Annual	27.636 2,210.88 57,482	28.957 2,316.56 60,230	30.325 2,426.00 63,076	31.786 2,542.88 66,114	33.307 2,664.56 69,278	34.857 2,788.56 72,502	37.162 2,972.96 77,296	38.454 3,076.32 79,984	40.008 3,200.64 83,216			

Schedule XXIV-Skilled Trades 6/1/19

Job Code	Title	Bi-Weekly Salary	Hourly Salary	Effective Date	Annual Salary
2336	Architectural Iron Worker	\$ 4,004.00	50.050	6/1/2019	\$104,104.00
2335	Architectural Iron Worker Frm	\$ 4,280.00	53.500	6/1/2019	\$111,280.00
2391	Biomedical Electrical Technician Foreman	\$ 4,188.00	52.350	6/3/2019	\$108,888.00
2390	Biomedical Electrical Technician/Journeymen	\$ 3,948.00	49.350	6/3/2019	\$102,648.00
2307	Boilermaker/Blacksmith	\$ 3,956.80	49.460	5/1/2018	\$102,876.80
2310	Boilermaker/Welder	\$ 3,956.80	49.460	5/1/2018	\$102,876.80
2311	Bricklayer	\$ 3,750.40	46.880	6/1/2019	\$97,510.40
2312	Bricklayer Foreman	\$ 4,125.60	51.570	6/1/2019	\$107,265.60
1402	Building & Construction Plan Examiner I	\$ 3,884.00	48.550	6/1/2019	\$100,984.00
1404	Building & Zoning Inspector	\$ 3,884.00	48.550	6/1/2019	\$100,984.00
1415	Building & Zoning Inspector II	\$ 3,884.00	48.550	6/1/2019	\$100,984.00
2317	Carpenter	\$ 3,884.00	48.550	6/1/2019	\$100,984.00
2318	Carpenter Foreman	\$ 4,084.00	51.050	6/1/2019	\$106,184.00
2327	Chief Electrical Inspector	\$ 4,428.00	55.350	6/3/2019	\$115,128.00
2348	Chief Plumbing Inspector	\$ 4,672.00	58.400	6/1/2019	\$121,472.00
4013	Chief Telecommunications Electrician	\$ 4,428.00	55.350	6/3/2019	\$115,128.00
2328	Electrical Equipment Technician	\$ 3,948.00	49.350	6/3/2019	\$102,648.00
2346	Electrical Equipment Technician Foreman	\$ 4,188.00	52.350	6/3/2019	\$108,888.00
2330	Electrical Inspector	\$ 4,188.00	52.350	6/3/2019	\$108,888.00
2329	Electrical Mechanic	\$ 3,948.00	49.350	6/3/2019	\$102,648.00
2323	Electrical Plan Examiner	\$ 3,948.00	49.350	6/3/2019	\$102,648.00
2324	Electrician	\$ 3,948.00	49.350	6/3/2019	\$102,648.00
2326	Electrician Foreman	\$ 4,188.00	52.350	6/3/2019	\$108,888.00
1411	Elevator Inspector	\$ 4,528.80	56.610	1/1/2019	\$117,748.80
1413	Elevator Mechanic	\$ 4,528.80	56.610	1/1/2019	\$117,748.80
1412	Fire Prevention Inspector	\$ 3,884.00	48.550	6/1/2019	\$100,984.00
2320	Glazier	\$ 3,588.00	44.850	6/1/2019	\$93,288.00
2392	Laborer	\$ 3,497.60	43.720	6/1/2019	\$90,937.60
2395	Laborer Foreman	\$ 3,585.60	44.820	6/1/2019	\$93,225.60
2396	Laborer Foreman (HWY.)	\$ 3,585.60	44.820	6/1/2019	\$93,225.60
2393	Laborer I	\$ 3,497.60	43.720	6/1/2019	\$90,937.60
2394	Laborer II	\$ 3,529.60	44.120	6/1/2019	\$91,769.60
2321	Lather	\$ 3,884.00	48.550	6/1/2019	\$100,984.00
2331	Machinist	\$ 3,914.40	48.930	7/1/2019	\$101,774.40
2339	Machinist Foreman	\$ 4,114.40	51.430	7/1/2019	\$106,974.40
2431	Marble Polisher	\$ 2,812.00	35.150	6/1/2019	\$73,112.00
2334	Master Locksmith	\$ 4,004.00	50.050	6/1/2019	\$104,104.00
2371	Motor Vehicle Driver (Road Repairman)	\$ 2,916.00	36.450	6/1/2018	\$75,816.00
2381	Motor Vehicle Driver I	\$ 2,916.00	36.450	6/1/2018	\$75,816.00
2382	Motor Vehicle Driver II	\$ 2,968.00	37.100	6/1/2018	\$77,168.00
2451	Operating Engineer I	\$ 3,940.80	49.260	7/1/2019	\$102,460.80
2452	Operating Engineer II	\$ 4,148.00	51.850	7/1/2019	\$107,848.00
2453	Operating Engineer III	\$ 4,563.20	57.040	7/1/2019	\$118,643.20
2454	Operating Engineer IV	\$ 5,123.20	64.040	7/1/2019	\$133,203.20
4009	Operating Engineer Trainee	\$ 1,140.00	14.250	7/1/2019	\$29,640.00
2354	Painter	\$ 3,784.00	47.300	6/1/2019	\$98,384.00
2356	Painter Foreman	\$ 4,256.80	53.210	6/1/2019	\$110,676.80
2342	Pipecoverer	\$ 4,040.00	50.500	6/1/2019	\$105,040.00
2368	Pipecoverer Foreman	\$ 4,240.00	53.000	6/1/2019	\$110,240.00
2388	Pipecoverer Material Handler	\$ 3,030.40	37.880	6/1/2019	\$78,790.40
2389	Pipecoverer Pre-Apprentice	\$ 2,816.80	35.210	6/1/2013	\$73,236.80
2361	Plasterer	\$ 3,860.00	48.250	7/1/2018	\$100,360.00
2363	Plasterer Helper	\$ 3,497.60	43.720	6/1/2019	\$90,937.60
2350	Plumber	\$ 4,080.00	51.000	6/1/2019	\$106,080.00
2352	Plumber Foreman	\$ 4,324.00	54.050	6/1/2019	\$112,424.00
2353	Plumbing Inspector/Foreman	\$ 4,260.00	53.250	6/1/2018	\$110,760.00
2349	Plumbing Plan Examiner/Foreman	\$ 4,324.00	54.050	6/1/2019	\$112,424.00
2343	Refrigerator Man	\$ 3,968.00	49.600	6/1/2019	\$103,168.00
2372	Road Equipment Operator	\$ 3,944.00	49.300	6/1/2019	\$102,544.00
2376	Road Equipment Operator - MM Foreman	\$ 4,264.00	53.300	6/1/2019	\$110,864.00
2373	Road Equipment Operator - Master Mechanic	\$ 4,184.00	52.300	6/1/2019	\$108,784.00
2359	Sign Painter (Shopman)	\$ 3,056.00	38.200	1/1/2018	\$79,456.00
2344	Steamfitter	\$ 3,968.00	49.600	6/1/2019	\$103,168.00
2345	Steamfitter Foreman	\$ 4,208.00	52.600	6/1/2019	\$109,408.00
2379	Telecommunications Electrician	\$ 3,948.00	49.350	6/3/2019	\$102,648.00
2378	Telecommunications Electrician Foreman	\$ 4,188.00	52.350	6/3/2019	\$108,888.00
2340	Tinsmith	\$ 3,640.00	45.500	6/8/2019	\$94,640.00
2341	Tinsmith Foreman	\$ 3,931.20	49.140	6/8/2019	\$102,211.20
2225	Ventilating Inspector	\$ 3,931.20	49.140	6/8/2019	\$102,211.20
1420	Zoning Plan Examiner I	\$ 3,884.00	48.550	6/1/2019	\$100,984.00

Effective June 1, 2019

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

Grade	Entry Rate											After 1	After 1	After 1	After 1	
		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	Year at 1st	Year at 2nd	Year at 3rd	Year at 4th	
												Longevity	Longevity	Longevity	Longevity	
D4	Hourly Bi-Weekly Annual	32.498 2,599.84 67,595	35.558 2,844.64 73,960	37.356 2,988.48 77,700	39.125 3,130.00 81,380	40.951 3,276.08 85,178	42.991 3,439.28 89,421	45.121 3,609.68 93,851	46.008 3,680.64 95,696	46.446 3,715.68 96,607	46.927 3,754.16 97,608	48.796 3,903.68 101,495				

Effective June 1, 2020

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

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 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity	After 1 Year at 4th Longevity	After 2 Years At 5th Step	Rate & 10 Years Service	Rate & 15 Years Service	Rate & 20 Years Service	Rate & 25 Years Service		
D4	Hourly	33.148	36.269	38.103	39.908	41.770	43.851	46.023	46.928	47.375	47.866	49.772
	Bi-Weekly	2,651.84	2,901.52	3,048.24	3,192.64	3,341.60	3,508.08	3,681.84	3,754.24	3,790.00	3,829.28	3,981.76
	Annual	68,947	75,439	79,254	83,008	86,881	91,210	95,727	97,610	98,540	99,561	103,525

Effective December 1, 2019

SCHEDULE XXVI
BUREAU OF HUMAN RESOURCES
COUNTY CORRECTIONAL LIEUTENANTS
AFSCM 2226

Grade	Entry Rate											
		After 1		After 1		After 1		After 1		After 1		
		Year at 1st	Year at 2nd	Year at 3rd	Year at 4th	Longevity	Longevity	Longevity	Longevity	Longevity	Longevity	
		After 2	After 2	After 2	After 2	Rate & 10	Rate & 15	Rate & 20	Rate & 25	Years	Years	
		Years At	Years	Years	Years	Service	Service	Service	Service	Service	Service	
		5th Step	6th Step	7th Step	8th Step							
CO3	Hourly	32.498	35.558	37.356	39.125	40.951	42.991	45.121	46.008	46.446	46.927	48.796
	Bi-Weekly	2,599.84	2,844.64	2,988.48	3,130.00	3,276.08	3,439.28	3,609.68	3,680.64	3,715.68	3,754.16	3,903.68
	Annual	67,595	73,960	77,700	81,380	85,178	89,421	93,851	95,696	96,607	97,608	101,495

Effective September 1, 2020

SCHEDULE XXVI
BUREAU OF HUMAN RESOURCES
COUNTY CORRECTIONAL LIEUTENANTS
AFSCME 2226

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 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity	After 1 Year at 4th Longevity	After 2 Years At 5th Step	Rate & 10 Years Service	Rate & 15 Years Service	Rate & 20 Years Service	Rate & 25 Years Service		
CO3	Hourly Bi-Weekly Annual	33.148 2,651.84 68,947	36.269 2,901.52 75,439	38.103 3,048.24 79,254	39.908 3,192.64 83,008	41.770 3,341.60 86,881	43.851 3,508.08 91,210	46.023 3,681.84 95,727	46.928 3,754.24 97,610	47.375 3,790.00 98,540	47.866 3,829.28 99,561	49.772 3,981.76 103,525

Effective June 1, 2017

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

Grade	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	After 1 Year at 1st	After 1 Year at 2nd	After 1 Year at 3rd	After 1 Year at 4th
													Longevity Rate & 10 Years At 6th Step	Longevity Rate & 15 Years Service	Longevity Rate & 20 Years Service
SA1	Hourly Bi-Weekly Annual	29.385 2,350.80 61,120	30.844 2,467.52 64,155	32.382 2,590.56 67,354	33.995 2,719.60 70,709	35.554 2,844.32 73,952	37.311 2,984.88 77,606	39.076 3,126.08 81,278	39.853 3,126.08 81,278	40.253 3,188.24 82,894	41.459 3,220.24 83,726				
SA2	Hourly Bi-Weekly Annual	33.995 2,719.60 70,709	35.554 2,844.32 73,952	37.311 2,984.88 77,606	39.076 3,126.08 81,278	40.955 3,276.40 85,186	42.879 3,430.32 89,188	44.975 3,598.00 93,548	45.634 3,650.72 94,918	46.080 3,686.40 95,846	47.462 3,796.96 98,720				

Effective June 1, 2019

SCHEDULE XXVIII
BUREAU OF HUMAN RESOURCES
FOP - DEPUTY SERGEANT'S

Grade	Entry Step	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	
		After 1 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 3rd Year at 3rd Longevity	After 4th Year at 4th Longevity							
		After 2 Years At 5th Step	Rate & 10 Years Service	Rate & 15 Years Service	Rate & 20 Years Service	Rate & 25 Years Service						
D3	Hourly	26.705	29.672	31.129	32.717	34.293	35.853	37.650	39.152	40.714	42.323	44.007
	Bi-Weekly	2,136.40	2,373.76	2,490.32	2,617.36	2,743.44	2,868.24	3,012.00	3,132.16	3,257.12	3,385.84	3,520.56
	Annual	55,546	61,717	64,748	68,051	71,329	74,574	78,312	81,436	84,685	88,031	91,534

Effective June 1, 2020

SCHEDULE XXVIII
BUREAU OF HUMAN RESOURCES
POP - DEPUTY SERGEANTS

Grade	Entry Step	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	After 1 Year at 1st	After 1 Year at 2nd	After 3rd Year at 3rd	After 4th Year at 4th	
												Longevity	Longevity	Longevity	Longevity	
												After 2 Years At 5th Step	Rate & 10 Years	Rate & 15 Years	Rate & 20 Years	Rate & 25 Years
D3	Hourly	27.239	30.265	31.752	33.371	34.979	36.570	38.403	39.935	41.528	43.169	44.887				
	Bi-Weekly	2,179.12	2,421.20	2,540.16	2,669.68	2,798.32	2,925.60	3,072.24	3,194.80	3,322.24	3,453.52	3,590.96				
	Annual	56,657	62,951	66,044	69,411	72,756	76,065	79,878	83,064	86,378	89,791	93,364				

Effective June 1, 2019

SCHEDULE XXX
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - SHERIFF'S INVESTIGATOR II (INTENSIVE SUPERVISION)

Grade	Entry Step	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	
		After 1 Year at Maximum Rate & 5 Years of Service	After 1 Year at 1st Longevity	After 1 Year 2nd Longevity	After 1 Year 3rd Longevity	After 1 Year 4th Longevity						
CS2	Hourly	24.615	27.349	28.649	30.005	31.448	32.965	34.484	35.863	37.291	38.773	40.322
	Bi-Weekly	1,969.20	2,187.92	2,291.92	2,400.40	2,515.84	2,637.20	2,758.72	2,869.04	2,983.28	3,101.84	3,225.76
	Annual	51,199	56,885	59,589	62,410	65,411	68,567	71,726	74,595	77,565	80,647	83,869

Effective June 1, 2020

SCHEDULE XXX
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - SHERIFF'S INVESTIGATOR II (INTENSIVE SUPERVISION)

Grade	Entry Step	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	
		After 1 Year at Maximum	After 1 Year at 1st Longevity	After 1 Year 2nd Longevity	After 1 Year 3rd Longevity	After 1 Year 4th Longevity						
		Rate & 5 Years of Service	Rate & 10 Years of Service	Rate & 15 Years of Service	Rate & 20 Years of Service	Rate & 25 Years of Service						
CS2	Hourly Bi-Weekly Annual	25.107 2,008.56 52,222	27.896 2,231.68 58,023	29.222 2,337.76 60,781	30.605 2,448.40 63,658	32.077 2,566.16 66,720	33.624 2,689.92 69,937	35.174 2,813.92 73,161	36.580 2,926.40 76,086	38.037 3,042.96 79,116	39.548 3,163.84 82,259	41.128 3,290.24 85,546

September 1, 2019

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	78.649	6,291.92	163,589
K	KP1	530	80.234	6,418.72	166,886
K	KP1	534	81.851	6,548.08	170,250
K	KP1	538	83.500	6,680.00	173,680
K	KP1	542	85.183	6,814.64	177,180
K	KP1	546	86.900	6,952.00	180,752
K	*26	550	88.651	7,092.08	184,394
K	KP1	554	90.438	7,235.40	188,111
K	KP1	558	92.260	7,380.80	191,900
K	KP1	562	94.119	7,529.52	195,767
K	KP1	566	96.016	7,681.28	199,713
K	KP1	570	97.951	7,836.08	203,738
K	KP1	574	99.925	7,994.00	207,844
K	KP1	578	101.937	8,154.96	212,028
K	KP1	582	103.992	8,319.36	216,303
K	KP1	586	106.086	8,486.88	220,658
K	KP1	590	108.224	8,657.92	225,105
K	KP1	594	110.404	8,832.32	229,640
K	KP1	598	112.630	9,010.40	234,270
K	KP1	602	114.901	9,192.08	238,994
K	KP1	606	117.214	9,377.12	243,805
K	KP1	610	119.578	9,566.24	248,722
K	KP1	614	121.986	9,758.88	253,730
K	KP1	618	124.445	9,955.60	258,845
K	KP1	622	126.952	10,156.16	264,060
K	KP1	626	129.509	10,360.72	269,378
K	KP1	630	132.119	10,569.52	274,807

*Each step progression represent a 2% increase

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	634	134.784	10,782.72	280,350
K	KP1	638	137.499	10,999.92	285,997
K	KP1	642	140.269	11,221.52	291,759
K	KP1	646	143.099	11,447.92	297,645
K	KP1	650	145.980	11,678.40	303,638
K	KP1	654	148.920	11,913.60	309,753
K	KP1	658	151.921	12,153.68	315,995
K	KP1	662	154.983	12,398.64	322,364
K	KP1	666	158.105	12,648.40	328,858
K	KP1	670	161.294	12,903.52	335,491
K	KP1	674	164.541	13,163.28	342,245
K	KP1	678	167.857	13,428.56	349,142
K	KP1	682	171.240	13,699.20	356,179
K	KP1	686	174.691	13,975.28	363,357
K	KP1	690	178.211	14,256.88	370,678
K	KP1	694	181.800	14,544.00	378,144
K	KP1	698	185.465	14,837.20	385,767
K	KP1	702	189.201	15,136.08	393,538
K	KP1	706	193.014	15,441.12	401,469
K	KP1	710	196.904	15,752.32	409,560
K	KP1	714	200.870	16,069.60	417,809
K	KP1	718	204.919	16,393.52	426,231
K	KP1	722	209.048	16,723.84	434,819
K	KP1	726	213.263	17,061.04	443,587
K	KP1	730	217.556	17,404.48	452,516
K	KP1	734	221.940	17,755.20	461,635
K	KP1	738	226.413	18,113.04	470,939
K	KP1	742	230.976	18,478.08	480,430

*Each step progression represent a 2% increase

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	746	235.630	18,850.40	490,110
K	KP1	750	240.380	19,230.40	499,990
K	KP1	754	245.224	19,617.92	510,065
K	KP1	758	250.167	20,013.36	520,347
K	KP1	762	255.209	20,416.72	530,834
K	KP1	766	260.352	20,828.16	541,532
K	KP1	770	265.596	21,247.68	552,439
K	KP1	774	270.950	21,676.00	563,576
K	KP1	778	276.410	22,112.80	574,932
K	KP1	782	281.978	22,558.24	586,514
K	KP1	786	287.659	23,012.72	598,330
K	KP1	790	293.457	23,476.56	610,390
K	KP1	794	299.369	23,949.52	622,687
K	KP1	798	305.402	24,432.16	635,236
K	KP1	802	311.557	24,924.56	648,038
K	KP1	806	317.834	25,426.72	661,094
K	KP1	810	324.240	25,939.20	674,419
K	KP1	814	330.774	26,461.92	688,009
K	KP1	818	337.440	26,995.20	701,875
K	KP1	822	344.240	27,539.20	716,019
K	KP1	826	351.177	28,094.16	730,448
K	KP1	830	358.253	28,660.24	745,166

*Each step progression represent a 2% increase

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	80.222	6,417.76	166,862
K	KP1	530	81.839	6,547.12	170,225
K	KP1	534	83.488	6,679.04	173,655
K	KP1	538	85.170	6,813.60	177,154
K	KP1	542	86.887	6,950.96	180,725
K	KP1	546	88.638	7,091.04	184,367
K	KP1	550	90.424	7,233.92	188,082
K	KP1	554	92.247	7,379.76	191,874
K	KP1	558	94.105	7,528.40	195,738
K	KP1	562	96.001	7,680.08	199,682
K	KP1	566	97.936	7,834.88	203,707
K	KP1	570	99.910	7,992.80	207,813
K	KP1	574	101.924	8,153.92	212,002
K	KP1	578	103.976	8,318.08	216,270
K	KP1	582	106.072	8,485.76	220,630
K	KP1	586	108.208	8,656.64	225,073
K	KP1	590	110.388	8,831.04	229,607
K	KP1	594	112.612	9,008.96	234,233
K	KP1	598	114.883	9,190.64	238,957
K	KP1	602	117.199	9,375.92	243,774
K	KP1	606	119.558	9,564.64	248,681
K	KP1	610	121.970	9,757.60	253,698
K	KP1	614	124.426	9,954.08	258,806
K	KP1	618	126.934	10,154.72	264,023
K	KP1	622	129.491	10,359.28	269,341
K	KP1	626	132.099	10,567.92	274,766
K	KP1	630	134.761	10,780.88	280,303
K	KP1	634	137.480	10,998.40	285,958
K	KP1	638	140.249	11,219.92	291,718
K	KP1	642	143.074	11,445.92	297,594
K	KP1	646	145.961	11,676.88	303,599
K	KP1	650	148.900	11,912.00	309,712
K	KP1	654	151.898	12,151.84	315,948

*Each step progression represent a 2% increase

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	658	154.959	12,396.72	322,315
K	KP1	662	158.083	12,646.64	328,813
K	KP1	666	161.267	12,901.36	335,435
K	KP1	670	164.520	13,161.60	342,202
K	KP1	674	167.832	13,426.56	349,091
K	KP1	678	171.214	13,697.12	356,125
K	KP1	682	174.665	13,973.20	363,303
K	KP1	686	178.185	14,254.80	370,625
K	KP1	690	181.775	14,542.00	378,092
K	KP1	694	185.436	14,834.88	385,707
K	KP1	698	189.174	15,133.92	393,482
K	KP1	702	192.985	15,438.80	401,409
K	KP1	706	196.874	15,749.92	409,498
K	KP1	710	200.842	16,067.36	417,751
K	KP1	714	204.887	16,390.96	426,165
K	KP1	718	209.017	16,721.36	434,755
K	KP1	722	213.229	17,058.32	443,516
K	KP1	726	217.528	17,402.24	452,458
K	KP1	730	221.907	17,752.56	461,567
K	KP1	734	226.379	18,110.32	470,868
K	KP1	738	230.941	18,475.28	480,357
K	KP1	742	235.596	18,847.68	490,040
K	KP1	746	240.343	19,227.44	499,913
K	KP1	750	245.188	19,615.04	509,991
K	KP1	754	250.128	20,010.24	520,266
K	KP1	758	255.170	20,413.60	530,754
K	KP1	762	260.313	20,825.04	541,451
K	KP1	766	265.559	21,244.72	552,363
K	KP1	770	270.908	21,672.64	563,489
K	KP1	774	276.369	22,109.52	574,848
K	KP1	778	281.938	22,555.04	586,431
K	KP1	782	287.618	23,009.44	598,245
K	KP1	786	293.412	23,472.96	610,297
K	KP1	790	299.326	23,946.08	622,598

*Each step progression represent a 2% increase

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	794	305.356	24,428.48	635,140
K	KP1	798	311.510	24,920.80	647,941
K	KP1	802	317.788	25,423.04	660,999
K	KP1	806	324.191	25,935.28	674,317
K	KP1	810	330.725	26,458.00	687,908
K	KP1	814	337.389	26,991.12	701,769
K	KP1	818	344.189	27,535.12	715,913
K	KP1	822	351.125	28,090.00	730,340
K	KP1	826	358.201	28,656.08	745,058
K	KP1	830	365.418	29,233.44	760,069

*Each step progression represent a 2% increase

September 1, 2019

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	79.043	6,323.43	164,409
K	KP2	531	80.637	6,450.97	167,725
K	KP2	535	82.260	6,580.80	171,101
K	KP2	539	83.919	6,713.56	174,553
K	KP2	543	85.611	6,848.85	178,071
K	KP2	547	87.334	6,986.76	181,656
K	KP2	551	89.094	7,127.52	185,316
K	KP2	555	90.889	7,271.13	189,050
K	KP2	559	92.719	7,417.52	192,855
K	KP2	563	94.589	7,567.09	196,745
K	KP2	567	96.495	7,719.60	200,709
K	KP2	571	98.440	7,875.22	204,756
K	KP2	575	100.425	8,034.01	208,884
K	KP2	579	102.446	8,195.66	213,087
K	KP2	583	104.510	8,360.82	217,381
K	KP2	587	106.619	8,529.48	221,766
K	KP2	591	108.766	8,701.25	226,233
K	KP2	595	110.958	8,876.61	230,792
K	KP2	599	113.192	9,055.40	235,440
K	KP2	603	115.475	9,238.02	240,189
K	KP2	607	117.802	9,424.15	245,027
K	KP2	611	120.175	9,614.03	249,965
K	KP2	615	122.598	9,807.83	255,004
K	KP2	619	125.066	10,005.30	260,138
K	KP2	623	127.589	10,207.10	265,385
K	KP2	627	130.158	10,412.65	270,728
K	KP2	631	132.779	10,622.28	276,179
K	KP2	635	135.458	10,836.64	281,753
K	KP2	639	138.187	11,054.92	287,428
K	KP2	643	140.971	11,277.69	293,220
K	KP2	647	143.813	11,505.03	299,130
K	KP2	651	146.709	11,736.69	305,154

*Each step progression represent a 2% increase

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	655	149.664	11,973.09	311,300
K	KP2	659	152.681	12,214.46	317,576
K	KP2	663	155.758	12,460.65	323,976
K	KP2	667	158.898	12,711.81	330,508
K	KP2	671	162.097	12,967.79	337,163
K	KP2	675	165.365	13,229.24	343,960
K	KP2	679	168.697	13,495.74	350,889
K	KP2	683	172.096	13,767.72	357,961
K	KP2	687	175.562	14,044.99	365,170
K	KP2	691	179.101	14,328.06	372,530
K	KP2	695	182.710	14,616.76	380,036
K	KP2	699	186.392	14,911.34	387,695
K	KP2	703	190.147	15,211.79	395,507
K	KP2	707	193.980	15,518.36	403,477
K	KP2	711	197.888	15,831.05	411,608
K	KP2	715	201.876	16,150.11	419,902
K	KP2	719	205.944	16,475.53	428,363
K	KP2	723	210.093	16,807.48	436,995
K	KP2	727	214.325	17,146.04	445,797
K	KP2	731	218.644	17,491.53	454,780
K	KP2	735	223.052	17,844.12	463,947
K	KP2	739	227.546	18,203.65	473,295
K	KP2	743	232.133	18,570.61	482,835
K	KP2	747	236.808	18,944.66	492,561
K	KP2	751	241.582	19,326.55	502,491
K	KP2	755	246.452	19,716.19	512,621
K	KP2	759	251.418	20,113.42	522,949
K	KP2	763	256.486	20,518.89	533,492
K	KP2	767	261.653	20,932.28	544,239
K	KP2	771	266.925	21,353.99	555,203
K	KP2	775	272.304	21,784.34	566,393
K	KP2	779	277.790	22,223.19	577,802
K	KP2	783	283.390	22,671.17	589,451

*Each step progression represent a 2% increase

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	787	289.099	23,127.89	601,325
K	KP2	791	294.924	23,593.91	613,441
K	KP2	795	300.867	24,069.39	625,804
K	KP2	799	306.929	24,554.34	638,413
K	KP2	803	313.113	25,049.08	651,276
K	KP2	807	319.423	25,553.86	664,400
K	KP2	811	325.859	26,068.75	677,788
K	KP2	815	332.426	26,594.09	691,447
K	KP2	819	339.127	27,130.12	705,383
K	KP2	823	345.962	27,676.92	719,600
K	KP2	827	352.934	28,234.74	734,103

*Each step progression represent a 2% increase

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	80.624	6,449.90	167,697
K	KP2	531	82.250	6,579.99	171,079
K	KP2	535	83.905	6,712.41	174,523
K	KP2	539	85.598	6,847.83	178,044
K	KP2	543	87.323	6,985.83	181,632
K	KP2	547	89.081	7,126.49	185,289
K	KP2	551	90.876	7,270.07	189,022
K	KP2	555	92.707	7,416.55	192,831
K	KP2	559	94.573	7,565.87	196,713
K	KP2	563	96.480	7,718.44	200,680
K	KP2	567	98.425	7,874.00	204,724
K	KP2	571	100.409	8,032.72	208,851
K	KP2	575	102.434	8,194.69	213,061
K	KP2	579	104.495	8,359.57	217,349
K	KP2	583	106.600	8,528.03	221,729
K	KP2	587	108.751	8,700.07	226,202
K	KP2	591	110.941	8,875.28	230,758
K	KP2	595	113.177	9,054.14	235,408
K	KP2	599	115.456	9,236.50	240,149
K	KP2	603	117.785	9,422.78	244,992
K	KP2	607	120.158	9,612.63	249,928
K	KP2	611	122.579	9,806.31	254,965
K	KP2	615	125.050	10,003.99	260,104
K	KP2	619	127.568	10,205.41	265,340
K	KP2	623	130.141	10,411.24	270,692
K	KP2	627	132.761	10,620.90	276,143
K	KP2	631	135.434	10,834.73	281,703
K	KP2	635	138.167	11,053.38	287,388
K	KP2	639	140.950	11,276.02	293,176
K	KP2	643	143.791	11,503.25	299,085
K	KP2	647	146.689	11,735.13	305,113
K	KP2	651	149.643	11,971.43	311,258
K	KP2	655	152.657	12,212.55	317,526

*Each step progression represent a 2% increase

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	659	155.734	12,458.75	323,927
K	KP2	663	158.873	12,709.86	330,456
K	KP2	667	162.076	12,966.05	337,118
K	KP2	671	165.339	13,227.15	343,906
K	KP2	675	168.673	13,493.82	350,840
K	KP2	679	172.071	13,765.66	357,907
K	KP2	683	175.538	14,043.07	365,120
K	KP2	687	179.074	14,325.89	372,474
K	KP2	691	182.683	14,614.62	379,980
K	KP2	695	186.364	14,909.10	387,636
K	KP2	699	190.120	15,209.57	395,449
K	KP2	703	193.950	15,516.03	403,417
K	KP2	707	197.859	15,828.73	411,547
K	KP2	711	201.846	16,147.67	419,840
K	KP2	715	205.914	16,473.11	428,300
K	KP2	719	210.063	16,805.04	436,931
K	KP2	723	214.295	17,143.63	445,734
K	KP2	727	218.612	17,488.96	454,713
K	KP2	731	223.017	17,841.36	463,876
K	KP2	735	227.513	18,201.01	473,226
K	KP2	739	232.097	18,567.73	482,761
K	KP2	743	236.775	18,942.02	492,492
K	KP2	747	241.544	19,323.56	502,412
K	KP2	751	246.414	19,713.08	512,541
K	KP2	755	251.381	20,110.52	522,874
K	KP2	759	256.446	20,515.69	533,408
K	KP2	763	261.616	20,929.27	544,161
K	KP2	767	266.887	21,350.92	555,124
K	KP2	771	272.263	21,781.07	566,307
K	KP2	775	277.750	22,220.03	577,721
K	KP2	779	283.346	22,667.65	589,359
K	KP2	783	289.057	23,124.60	601,240
K	KP2	787	294.881	23,590.45	613,351
K	KP2	791	300.822	24,065.78	625,710

*Each step progression represent a 2% increase

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	795	306.885	24,550.78	638,320
K	KP2	799	313.068	25,045.42	651,181
K	KP2	803	319.376	25,550.06	664,302
K	KP2	807	325.812	26,064.93	677,688
K	KP2	811	332.377	26,590.13	691,344
K	KP2	815	339.075	27,125.97	705,276
K	KP2	819	345.909	27,672.73	719,491
K	KP2	823	352.881	28,230.46	733,992
K	KP2	827	359.993	28,799.44	748,785

*Each step progression represent a 2% increase

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	79.438	6,355.01	165,230
K	KP3	532	81.039	6,483.12	168,561
K	KP3	536	82.674	6,613.92	171,962
K	KP3	540	84.339	6,747.10	175,425
K	KP3	544	86.039	6,883.12	178,961
K	KP3	548	87.771	7,021.68	182,564
K	KP3	552	89.540	7,163.17	186,243
K	KP3	556	91.346	7,307.69	189,999
K	KP3	560	93.184	7,454.73	193,823
K	KP3	564	95.062	7,604.96	197,729
K	KP3	568	96.978	7,758.20	201,713
K	KP3	572	98.933	7,914.63	205,780
K	KP3	576	100.927	8,074.16	209,928
K	KP3	580	102.960	8,236.79	214,156
K	KP3	584	105.035	8,402.76	218,472
K	KP3	588	107.150	8,572.00	222,872
K	KP3	592	109.309	8,744.75	227,363
K	KP3	596	111.513	8,921.00	231,946
K	KP3	600	113.761	9,100.85	236,622
K	KP3	604	116.054	9,284.28	241,391
K	KP3	608	118.389	9,471.15	246,249
K	KP3	612	120.775	9,662.01	251,213
K	KP3	616	123.210	9,856.79	256,277
K	KP3	620	125.692	10,055.32	261,438
K	KP3	624	128.224	10,257.94	266,707
K	KP3	628	130.811	10,464.87	272,087
K	KP3	632	133.445	10,675.56	277,564
K	KP3	636	136.134	10,890.74	283,159

*Each step progression represent a 2% increase

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	640	138.878	11,110.25	288,866
K	KP3	644	141.678	11,334.24	294,690
K	KP3	648	144.531	11,562.48	300,625
K	KP3	652	147.441	11,795.28	306,677
K	KP3	656	150.412	12,032.98	312,857
K	KP3	660	153.444	12,275.50	319,163
K	KP3	664	156.536	12,522.91	325,595
K	KP3	668	159.691	12,775.30	332,158
K	KP3	672	162.909	13,032.74	338,851
K	KP3	676	166.192	13,295.33	345,679
K	KP3	680	169.541	13,563.31	352,646
K	KP3	684	172.955	13,836.42	359,747
K	KP3	688	176.441	14,115.25	366,996
K	KP3	692	179.996	14,399.71	374,392
K	KP3	696	183.624	14,689.96	381,939
K	KP3	700	187.324	14,985.92	389,634
K	KP3	704	191.098	15,287.84	397,484
K	KP3	708	194.950	15,595.96	405,495
K	KP3	712	198.880	15,910.37	413,669
K	KP3	716	202.885	16,230.81	422,002
K	KP3	720	206.974	16,557.95	430,506
K	KP3	724	211.144	16,891.53	439,179
K	KP3	728	215.397	17,231.80	448,027
K	KP3	732	219.739	17,579.09	457,056
K	KP3	736	224.166	17,933.31	466,266
K	KP3	740	228.683	18,294.64	475,661
K	KP3	744	233.291	18,663.31	485,246
K	KP3	748	237.995	19,039.56	495,028
K	KP3	752	242.790	19,423.17	505,002

*Each step progression represent a 2% increase

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	756	247.685	19,814.76	515,184
K	KP3	760	252.674	20,213.95	525,563
K	KP3	764	257.766	20,621.30	536,154
K	KP3	768	262.962	21,036.97	546,961
K	KP3	772	268.261	21,460.88	557,983
K	KP3	776	273.665	21,893.20	569,223
K	KP3	780	279.181	22,334.49	580,697
K	KP3	784	284.805	22,784.43	592,396
K	KP3	788	290.543	23,243.43	604,330
K	KP3	792	296.399	23,711.90	616,509
K	KP3	796	302.371	24,189.67	628,931
K	KP3	800	308.465	24,677.23	641,608
K	KP3	804	314.679	25,174.33	654,533
K	KP3	808	321.021	25,681.64	667,723
K	KP3	812	327.490	26,199.23	681,180
K	KP3	816	334.088	26,727.02	694,903
K	KP3	820	340.824	27,265.91	708,913
K	KP3	824	347.691	27,815.32	723,198
K	KP3	828	354.696	28,375.67	737,767

*Each step progression represent a 2% increase

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	81.026	6,482.11	168,534
K	KP3	532	82.660	6,612.78	171,932
K	KP3	536	84.328	6,746.20	175,401
K	KP3	540	86.025	6,882.04	178,933
K	KP3	544	87.760	7,020.79	182,540
K	KP3	548	89.526	7,162.11	186,215
K	KP3	552	91.330	7,306.44	189,968
K	KP3	556	93.173	7,453.84	193,799
K	KP3	560	95.048	7,603.83	197,700
K	KP3	564	96.963	7,757.06	201,684
K	KP3	568	98.917	7,913.37	205,747
K	KP3	572	100.912	8,072.92	209,895
K	KP3	576	102.945	8,235.64	214,127
K	KP3	580	105.019	8,401.52	218,439
K	KP3	584	107.135	8,570.82	222,841
K	KP3	588	109.293	8,743.44	227,329
K	KP3	592	111.496	8,919.64	231,910
K	KP3	596	113.743	9,099.42	236,585
K	KP3	600	116.036	9,282.86	241,354
K	KP3	604	118.375	9,469.97	246,219
K	KP3	608	120.757	9,660.57	251,174
K	KP3	612	123.191	9,855.25	256,237
K	KP3	616	125.674	10,053.93	261,403
K	KP3	620	128.205	10,256.43	266,667
K	KP3	624	130.789	10,463.09	272,041
K	KP3	628	133.427	10,674.17	277,529
K	KP3	632	136.113	10,889.08	283,116
K	KP3	636	138.857	11,108.56	288,822

*Each step progression represent a 2% increase

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	640	141.656	11,332.45	294,643
K	KP3	644	144.512	11,560.92	300,584
K	KP3	648	147.422	11,793.72	306,637
K	KP3	652	150.390	12,031.19	312,811
K	KP3	656	153.421	12,273.64	319,115
K	KP3	660	156.513	12,521.01	325,546
K	KP3	664	159.667	12,773.37	332,107
K	KP3	668	162.885	13,030.80	338,801
K	KP3	672	166.167	13,293.40	345,628
K	KP3	676	169.515	13,561.24	352,593
K	KP3	680	172.932	13,834.57	359,699
K	KP3	684	176.414	14,113.15	366,942
K	KP3	688	179.969	14,397.55	374,336
K	KP3	692	183.596	14,687.70	381,880
K	KP3	696	187.297	14,983.76	389,578
K	KP3	700	191.071	15,285.64	397,427
K	KP3	704	194.920	15,593.60	405,433
K	KP3	708	198.849	15,907.88	413,605
K	KP3	712	202.857	16,228.58	421,943
K	KP3	716	206.943	16,555.43	430,442
K	KP3	720	211.114	16,889.10	439,116
K	KP3	724	215.367	17,229.36	447,963
K	KP3	728	219.705	17,576.43	456,987
K	KP3	732	224.133	17,930.67	466,197
K	KP3	736	228.650	18,291.98	475,592
K	KP3	740	233.257	18,660.53	485,174
K	KP3	744	237.957	19,036.57	494,951
K	KP3	748	242.754	19,420.36	504,929
K	KP3	752	247.645	19,811.63	515,102

*Each step progression represent a 2% increase

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	756	252.638	20,211.06	525,487
K	KP3	760	257.728	20,618.23	536,074
K	KP3	764	262.922	21,033.73	546,877
K	KP3	768	268.221	21,457.71	557,900
K	KP3	772	273.626	21,890.10	569,142
K	KP3	776	279.138	22,331.06	580,608
K	KP3	780	284.765	22,781.18	592,311
K	KP3	784	290.502	23,240.12	604,244
K	KP3	788	296.354	23,708.30	616,416
K	KP3	792	302.327	24,186.14	628,840
K	KP3	796	308.418	24,673.46	641,510
K	KP3	800	314.635	25,170.77	654,440
K	KP3	804	320.973	25,677.82	667,624
K	KP3	808	327.441	26,195.27	681,077
K	KP3	812	334.040	26,723.22	694,804
K	KP3	816	340.769	27,261.56	708,801
K	KP3	820	347.640	27,811.22	723,092
K	KP3	824	354.645	28,371.62	737,662
K	KP3	828	361.790	28,943.18	752,522

*Each step progression represent a 2% increase

September 1, 2019

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	79.837	6,387.00	166,062
K	KP4	533	81.445	6,515.60	169,406
K	KP4	537	83.083	6,646.65	172,812
K	KP4	541	84.760	6,780.80	176,301
K	KP4	545	86.468	6,917.48	179,855
K	KP4	549	88.211	7,056.85	183,478
K	KP4	553	89.987	7,199.00	187,174
K	KP4	557	91.802	7,344.16	190,948
K	KP4	561	93.648	7,491.86	194,788
K	KP4	565	95.538	7,643.06	198,719
K	KP4	569	97.462	7,796.96	202,721
K	KP4	573	99.428	7,954.20	206,809
K	KP4	577	101.431	8,114.47	210,976
K	KP4	581	103.475	8,277.99	215,228
K	KP4	585	105.558	8,444.62	219,560
K	KP4	589	107.687	8,614.92	223,988
K	KP4	593	109.857	8,788.56	228,502
K	KP4	597	112.069	8,965.56	233,105
K	KP4	601	114.330	9,146.38	237,806
K	KP4	605	116.633	9,330.63	242,597
K	KP4	609	118.983	9,518.64	247,485
K	KP4	613	121.379	9,710.32	252,468
K	KP4	617	123.825	9,906.00	257,556
K	KP4	621	126.321	10,105.67	262,748
K	KP4	625	128.868	10,309.43	268,045
K	KP4	629	131.464	10,517.10	273,445
K	KP4	633	134.113	10,729.01	278,955
K	KP4	637	136.816	10,945.25	284,577

*Each step progression represent a 2% increase

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	641	139.573	11,165.82	290,311
K	KP4	645	142.386	11,390.87	296,163
K	KP4	649	145.252	11,620.17	302,124
K	KP4	653	148.179	11,854.36	308,213
K	KP4	657	151.165	12,093.20	314,423
K	KP4	661	154.211	12,336.86	320,758
K	KP4	665	157.320	12,585.58	327,225
K	KP4	669	160.488	12,839.03	333,814
K	KP4	673	163.724	13,097.94	340,546
K	KP4	677	167.023	13,361.84	347,408
K	KP4	681	170.388	13,631.04	354,407
K	KP4	685	173.820	13,905.62	361,546
K	KP4	689	177.323	14,185.83	368,832
K	KP4	693	180.896	14,471.68	376,264
K	KP4	697	184.541	14,763.32	383,846
K	KP4	701	188.260	15,060.83	391,582
K	KP4	705	192.054	15,364.30	399,472
K	KP4	709	195.924	15,673.89	407,522
K	KP4	713	199.873	15,989.85	415,736
K	KP4	717	203.901	16,312.08	424,114
K	KP4	721	208.008	16,640.61	432,655
K	KP4	725	212.199	16,975.90	441,373
K	KP4	729	216.475	17,317.97	450,267
K	KP4	733	220.837	17,666.97	459,342
K	KP4	737	225.287	18,022.99	468,598
K	KP4	741	229.827	18,386.19	478,041
K	KP4	745	234.457	18,756.58	487,671
K	KP4	749	239.184	19,134.71	497,503
K	KP4	753	244.005	19,520.43	507,532

*Each step progression represent a 2% increase

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	757	248.923	19,913.83	517,759
K	KP4	761	253.940	20,315.22	528,196
K	KP4	765	259.056	20,724.44	538,835
K	KP4	769	264.276	21,142.07	549,694
K	KP4	773	269.601	21,568.10	560,771
K	KP4	777	275.033	22,002.62	572,068
K	KP4	781	280.574	22,445.96	583,595
K	KP4	785	286.229	22,898.35	595,357
K	KP4	789	291.998	23,359.88	607,357
K	KP4	793	297.879	23,830.30	619,588
K	KP4	797	303.884	24,310.68	632,078
K	KP4	801	310.006	24,800.44	644,811
K	KP4	805	316.253	25,300.24	657,806
K	KP4	809	322.627	25,810.16	671,064
K	KP4	813	329.127	26,330.20	684,585
K	KP4	817	335.759	26,860.68	698,378
K	KP4	821	342.528	27,402.26	712,459
K	KP4	825	349.430	27,954.36	726,813
K	KP4	829	356.472	28,517.73	741,461

*Each step progression represent a 2% increase

September 1, 2020

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	81.434	6,514.74	169,383
K	KP4	533	83.074	6,645.91	172,794
K	KP4	537	84.745	6,779.58	176,269
K	KP4	541	86.455	6,916.41	179,827
K	KP4	545	88.198	7,055.83	183,452
K	KP4	549	89.975	7,197.99	187,147
K	KP4	553	91.787	7,342.98	190,918
K	KP4	557	93.638	7,491.05	194,767
K	KP4	561	95.521	7,641.70	198,684
K	KP4	565	97.449	7,795.93	202,694
K	KP4	569	99.411	7,952.90	206,775
K	KP4	573	101.416	8,113.29	210,945
K	KP4	577	103.459	8,276.76	215,195
K	KP4	581	105.544	8,443.55	219,533
K	KP4	585	107.669	8,613.51	223,951
K	KP4	589	109.840	8,787.22	228,468
K	KP4	593	112.054	8,964.34	233,072
K	KP4	597	114.311	9,144.87	237,767
K	KP4	601	116.616	9,329.31	242,562
K	KP4	605	118.966	9,517.25	247,449
K	KP4	609	121.363	9,709.01	252,434
K	KP4	613	123.807	9,904.52	257,518
K	KP4	617	126.301	10,104.12	262,707
K	KP4	621	128.847	10,307.78	268,003
K	KP4	625	131.445	10,515.61	273,406
K	KP4	629	134.093	10,727.44	278,914
K	KP4	633	136.795	10,943.59	284,534
K	KP4	637	139.552	11,164.16	290,268

*Each step progression represent a 2% increase

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	641	142.364	11,389.13	296,118
K	KP4	645	145.234	11,618.69	302,086
K	KP4	649	148.157	11,852.57	308,166
K	KP4	653	151.143	12,091.45	314,378
K	KP4	657	154.188	12,335.07	320,712
K	KP4	661	157.295	12,583.60	327,174
K	KP4	665	160.466	12,837.29	333,770
K	KP4	669	163.698	13,095.81	340,491
K	KP4	673	166.999	13,359.90	347,357
K	KP4	677	170.363	13,629.07	354,356
K	KP4	681	173.796	13,903.66	361,495
K	KP4	685	177.297	14,183.73	368,777
K	KP4	689	180.869	14,469.55	376,209
K	KP4	693	184.514	14,761.11	383,789
K	KP4	697	188.232	15,058.58	391,523
K	KP4	701	192.026	15,362.05	399,414
K	KP4	705	195.895	15,671.59	407,461
K	KP4	709	199.842	15,987.37	415,672
K	KP4	713	203.871	16,309.64	424,050
K	KP4	717	207.979	16,638.33	432,596
K	KP4	721	212.168	16,973.42	441,309
K	KP4	725	216.443	17,315.42	450,201
K	KP4	729	220.804	17,664.33	459,272
K	KP4	733	225.254	18,020.31	468,529
K	KP4	737	229.793	18,383.45	477,970
K	KP4	741	234.424	18,753.92	487,602
K	KP4	745	239.146	19,131.71	497,425
K	KP4	749	243.968	19,517.40	507,453
K	KP4	753	248.886	19,910.84	517,682

*Each step progression represent a 2% increase

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	757	253.901	20,312.10	528,114
K	KP4	761	259.019	20,721.52	538,760
K	KP4	765	264.237	21,138.93	549,612
K	KP4	769	269.561	21,564.91	560,688
K	KP4	773	274.993	21,999.47	571,986
K	KP4	777	280.533	22,442.68	583,509
K	KP4	781	286.186	22,894.88	595,267
K	KP4	785	291.954	23,356.31	607,264
K	KP4	789	297.838	23,827.07	619,504
K	KP4	793	303.836	24,306.91	631,980
K	KP4	797	309.961	24,796.89	644,719
K	KP4	801	316.206	25,296.45	657,708
K	KP4	805	322.578	25,806.25	670,962
K	KP4	809	329.080	26,326.36	684,485
K	KP4	813	335.710	26,856.80	698,277
K	KP4	817	342.474	27,397.89	712,345
K	KP4	821	349.379	27,950.30	726,708
K	KP4	825	356.418	28,513.45	741,350
K	KP4	829	363.601	29,088.09	756,291

*Each step progression represent a 2% increase

Effective January 1, 2019

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

<u>GD</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>
E8	Hourly	104.140	106.563	109.050	111.594	114.202	116.877	119.620	122.429
	Bi-Weekly	8,331.23	8,525.04	8,724.00	8,927.52	9,136.16	9,350.19	9,569.57	9,794.34
	Annual	216,612	221,651	226,820	232,115	237,541	243,105	248,809	254,653
E9	Hourly	106.563	109.050	111.594	114.202	116.877	119.620	122.429	
	Bi-Weekly	8,525.04	8,724.00	8,927.52	9,136.16	9,350.19	9,569.57	9,794.34	
	Annual	221,651	226,820	232,115	237,541	243,105	248,809	254,653	
E10	Hourly	109.050	111.594	114.202	116.877	119.620	122.429		
	Bi-Weekly	8,724.00	8,927.52	9,136.16	9,350.16	9,569.57	9,794.34		
	Annual	226,820	232,115	237,541	243,105	248,809	254,653		
E11	Hourly	111.594	114.202	116.877	119.620	122.429			
	Bi-Weekly	8,927.52	9,136.16	9,350.16	9,569.57	9,794.34			
	Annual	232,115	237,541	243,105	248,809	254,653			
E12	Hourly	114.202	116.877	119.620	122.429				
	Bi-Weekly	9,136.16	9,350.16	9,569.57	9,794.34				
	Annual	237,541	243,105	248,809	254,653				
E13	Hourly	116.877	119.620	122.429					
	Bi-Weekly	9,350.16	9,569.57	9,794.34					
	Annual	243,105	248,809	254,653					
E14	Hourly	119.620	122.429						
	Bi-Weekly	9,569.57	9,794.34						
	Annual	248,809	254,653						

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

Effective September 1, 2019

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

<u>GD</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>
E8	Hourly	106.223	108.879	111.600	114.391	117.250	120.182	123.186	126.266
	Bi-Weekly	8,497.84	8,710.32	8,928.00	9,151.28	9,380.00	9,614.56	9,854.88	10,101.28
	Annual	220,943	226,468	232,128	237,933	243,880	249,978	256,226	262,633
E9	Hourly	108.879	111.600	114.391	117.250	120.182	123.186	126.266	
	Bi-Weekly	8,710.32	8,928.00	9,151.28	9,380.00	9,614.56	9,854.88	10,101.28	
	Annual	226,468	232,128	237,933	243,880	249,978	256,226	262,633	
E10	Hourly	111.600	114.391	117.250	120.182	123.186	126.266		
	Bi-Weekly	8,928.00	9,151.28	9,380.00	9,614.56	9,854.88	10,101.28		
	Annual	232,128	237,933	243,880	249,978	256,226	262,633		
E11	Hourly	114.391	117.250	120.182	123.186	126.266			
	Bi-Weekly	9,151.28	9,380.00	9,614.56	9,854.88	10,101.28			
	Annual	237,933	243,880	249,978	256,226	262,633			
E12	Hourly	117.250	120.182	123.186	126.266				
	Bi-Weekly	9,380.00	9,614.56	9,854.88	10,101.28				
	Annual	243,880	249,978	256,226	262,633				
E13	Hourly	120.182	123.186	126.266					
	Bi-Weekly	9,614.56	9,854.88	10,101.28					
	Annual	249,978	256,226	262,633					
E14	Hourly	123.186	126.266						
	Bi-Weekly	9,854.88	10,101.28						
	Annual	256,226	262,633						

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

Effective September 1, 2020

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

<u>GD</u>		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	7TH STEP	8TH STEP
E8	Hourly	108.347	111.057	113.832	116.679	119.595	122.586	125.650	128.791
	Bi-Weekly	8,667.76	8,884.56	9,106.56	9,334.32	9,567.60	9,806.88	10,052.00	10,303.28
	Annual	225,361	230,998	236,770	242,692	248,757	254,978	261,352	267,885
E9	Hourly	111.057	113.832	116.679	119.595	122.586	125.650	128.791	
	Bi-Weekly	8,884.56	9,106.56	9,334.32	9,567.60	9,806.88	10,052.00	10,303.28	
	Annual	230,998	236,770	242,692	248,757	254,978	261,352	267,885	
E10	Hourly	113.832	116.679	119.595	122.586	125.650	128.791		
	Bi-Weekly	9,106.56	9,334.32	9,567.60	9,806.88	10,052.00	10,303.28		
	Annual	236,770	242,692	248,757	254,978	261,352	267,885		
E11	Hourly	116.679	119.595	122.586	125.650	128.791			
	Bi-Weekly	9,334.32	9,567.60	9,806.88	10,052.00	10,303.28			
	Annual	242,692	248,757	254,978	261,352	267,885			
E12	Hourly	119.595	122.586	125.650	128.791				
	Bi-Weekly	9,567.60	9,806.88	10,052.00	10,303.28				
	Annual	248,757	254,978	261,352	267,885				
E13	Hourly	122.586	125.650	128.791					
	Bi-Weekly	9,806.88	10,052.00	10,303.28					
	Annual	254,978	261,352	267,885					
E14	Hourly	125.650	128.791						
	Bi-Weekly	10,052.00	10,303.28						
	Annual	261,352	267,885						

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 XXXIV
BUREAU OF HUMAN RESOURCES
ASSISTANT MEDICAL EXAMINER I
NON FORENSIC BOARD CERTIFIED - SEIU 20

<u>GD</u>	<u>1.1.19</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>
E7	Hourly		96.155	98.078	100.04
	Bi-Weekly		7,692.40	7,846.16	8,003.20
	Annual		200,002	204,002	208,081
<u>GD</u>	<u>9.1.19</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>
E7	Hourly		98.078	100.04	102.04
	Bi-Weekly		7,846.24	8,003.20	8,163.20
	Annual		204,002	208,083	212,243
<u>GD</u>	<u>9.1.20</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>
E7	Hourly		100.04	102.04	104.081
	Bi-Weekly		8,003.20	8,163.20	8,326.48
	Annual		208,083	212,243	216,488

1st Step - 1st year employed at the CCMEO Post Forensic Fellowship Training

2nd Step - 2nd year employed at the CCMEO Post Forensic Fellowship Training

3rd Step - 3rd year employed at the CCMEO Post Forensic Fellowship Training

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

EFFECTIVE: JUNE 1, 2019

Job Code	Title	Grade	1st Hourly Salary	Bi-Weekly Salary	Annual Salary
2444	Boiler Washer	X	\$37.555	\$3,004.40	\$78,114.40
2443	Fireman	X	\$37.555	\$3,004.40	\$78,114.40
2446	Fireman Helper	X	\$35.932	\$2,874.56	\$74,738.56
2445	Mechanical Assistant	X	\$37.555	\$3,004.40	\$78,114.40

ENTRY RATES

Job Code	Title	Grade	Entry Rate	Bi-Weekly Salary	Annual Salary
2444	Boiler Washer	X	\$33.780	\$2,702.40	\$70,262.40
2443	Fireman	X	\$33.780	\$2,702.40	\$70,262.40
2446	Fireman Helper	X	\$32.338	\$2,587.04	\$67,263.04
2445	Mechanical Assistant	X	\$33.780	\$2,702.40	\$70,262.40

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

EFFECTIVE: JUNE 1, 2020

Job Code	Title	Grade	Bi-Weekly Salary	Hourly Salary	Annual Salary
2444	Boiler Washer	X	\$3,064.49	\$38.306	\$79,676.69
2443	Fireman	X	\$3,064.48	\$38.306	\$79,676.48
2446	Fireman Helper	X	\$2,932.00	\$36.650	\$76,232.00
2445	Mechanical Assistant	X	\$3,064.48	\$38.306	\$79,676.48

ENTRY RATES

Job Code	Title	Grade	Entry Rate	Bi-Weekly Salary	Annual Salary
2444	Boiler Washer	X	\$34.456	\$2,756.48	\$71,668.48
2443	Fireman	X	\$34.456	\$2,756.48	\$71,668.48
2446	Fireman Helper	X	\$32.984	\$2,638.72	\$68,606.72
2445	Mechanical Assistant	X	\$34.456	\$2,756.48	\$71,668.48

Effective June 1, 2019

SCHEDULE XXXVI
BUREAU OF HUMAN RESOURCES
Physician Assistant - SEIU 73

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	AFTER 1		AFTER 1 YR AT 2ND LONGEVITY	AFTER 1 YR AT 3RD LONGEVITY	AFTER 1 YR AT 4TH LONGEVITY	AFTER 1 YR AT 20TH LONGEVITY		
							AFTER 2	YEARS AT RATE & 10						
							6th Step	7th Step						
22-S73-HCP (PA1)	Hourly Bi-Weekly Annual	45.425 3,634.00 94,484	50.472 4,037.76 104,981	51.985 4,158.80 108,128	53.545 4,283.60 111,373	55.151 4,412.08 114,714	56.806 4,544.48 118,156	58.510 4,680.80 121,700	60.266 4,821.28 125,353	62,074 4,965.92 129,113	63,936 5,114.88 132,986	65,854 5,268.32 136,976		

Effective June 1, 2020

SCHEDULE XXXVI
BUREAU OF HUMAN RESOURCES
Physician Assistant - SEIU 73

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	AFTER 1 YR AT 1ST	AFTER 1 YR AT 2ND	AFTER 1 YR AT 3RD	AFTER 1 YR AT 4TH	
		AFTER 2 YEARS AT LONGEVITY	RATE & 10 LONGEVITY	RATE & 12 LONGEVITY	RATE & 15 LONGEVITY	RATE & 20 LONGEVITY						
22-S73-HCP (PA1)	Hourly	46.334	51.481	53.025	54.616	56.254	57.942	59.680	61.471	63.315	65.215	67.171
	Bi-Weekly	3,706.72	4,118.48	4,242.00	4,369.28	4,500.32	4,635.36	4,774.40	4,917.68	5,065.20	5,217.20	5,373.68
	Annual	96,374	107,080	110,292	113,601	117,008	120,519	124,134	127,859	131,695	135,647	139,715





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	BONUS RATE	10	15	20	25
1-19.99K	\$ 10,000.00	2.00%	\$ 500.00	\$ 600.00	\$ 700.00	\$ 800.00
20-29.99K	\$ 20,000.00	2.00%	\$ 500.00	\$ 600.00	\$ 700.00	\$ 800.00
30K - 39.99K	\$ 30,000.00	2.00%	\$ 600.00	\$ 700.00	\$ 800.00	\$ 900.00
40K - 49.99K	\$ 40,000.00	2.00%	\$ 800.00	\$ 900.00	\$ 1,000.00	\$ 1,100.00
50K - 59.99K	\$ 50,000.00	2.00%	\$ 1,000.00	\$ 1,100.00	\$ 1,200.00	\$ 1,300.00
60K - 69.99K	\$ 60,000.00	2.00%	\$ 1,200.00	\$ 1,300.00	\$ 1,400.00	\$ 1,500.00
70K - 79.99K	\$ 70,000.00	2.00%	\$ 1,400.00	\$ 1,500.00	\$ 1,600.00	\$ 1,700.00
80K - 89.99K	\$ 80,000.00	2.00%	\$ 1,600.00	\$ 1,700.00	\$ 1,800.00	\$ 1,900.00
90K - 99.99K	\$ 90,000.00	2.00%	\$ 1,800.00	\$ 1,900.00	\$ 2,000.00	\$ 2,100.00
100K <	\$ 100,000.00	2.00%	\$ 2,000.00	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00
Except K12, 024, and any other Executive Level Position						

- 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 he or she has been receiving at the time of transfer, provided the budget of the department to which he or she has been transferred can accommodate the salary. Such movement shall not set a new anniversary date.

V. PROMOTIONS

Employees, aside from Shakman-exempt employees, who are promoted to positions in higher salary grades shall 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.*
- 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 he or she is being promoted.

*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 he or she is being promoted, a written letter of justification is required for final approval by the designated Human Resources Officer.

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 he or she was promoted and never received the promotion. 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 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 the duties that distinguish a specific higher graded position. 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 current salary by 10% unless a greater increase is needed to bring the employee's current salary up to the first step of the higher graded position. 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, 2019

Grade	Step	Hourly	BiWeekly	Annual
09	101	9.32	\$745.74	\$19,389
09	102	9.51	\$760.76	\$19,780
09	103	9.70	\$776.18	\$20,181
09	104	9.90	\$791.68	\$20,584
09	105	10.10	\$807.68	\$21,000
09	106	10.30	\$823.92	\$21,422
09	107	10.51	\$840.48	\$21,852
09	108	10.72	\$857.45	\$22,294
09	109	10.93	\$874.67	\$22,741
09	110	11.15	\$892.30	\$23,200
09	111	11.38	\$910.41	\$23,671
09	112	11.61	\$928.61	\$24,144
09	113	11.84	\$947.46	\$24,634
09	114	12.08	\$966.55	\$25,130
09	115	12.33	\$986.05	\$25,637
09	116	12.57	\$1,005.88	\$26,153
09	117	12.83	\$1,026.20	\$26,681
09	118	13.09	\$1,047.01	\$27,222
09	119	13.35	\$1,067.90	\$27,765
09	120	13.62	\$1,089.44	\$28,325
09	121	13.89	\$1,111.39	\$28,896
09	122	14.17	\$1,133.67	\$29,475
09	123	14.46	\$1,156.68	\$30,074
09	124	14.75	\$1,179.85	\$30,676
09	125	15.05	\$1,203.76	\$31,298
09	126	15.35	\$1,228.00	\$31,928
09	127	15.66	\$1,252.89	\$32,575
09	128	15.98	\$1,278.02	\$33,228
09	129	16.30	\$1,303.89	\$33,901
09	130	16.63	\$1,330.24	\$34,586
09	131	16.96	\$1,357.01	\$35,282
09	132	17.31	\$1,384.43	\$35,995
09	133	17.65	\$1,412.17	\$36,716
09	134	18.01	\$1,440.65	\$37,457
09	135	18.37	\$1,469.70	\$38,212
09	136	18.74	\$1,499.32	\$38,982
09	137	19.12	\$1,529.43	\$39,765
09	138	19.50	\$1,560.27	\$40,567
09	139	19.90	\$1,591.69	\$41,384
09	140	20.30	\$1,623.76	\$42,218
09	141	20.71	\$1,656.48	\$43,068
09	142L	21.12	\$1,689.85	\$43,936

Grade	Step	Hourly	BiWeekly	Annual
10	143	14.03	\$1,122.57	\$29,187
10	144	14.32	\$1,145.17	\$29,775
10	145	14.60	\$1,168.27	\$30,375
10	146	14.90	\$1,191.69	\$30,984
10	147	15.198	\$1,215.84	\$31,612
10	148	15.505	\$1,240.40	\$32,250
10	149	15.817	\$1,265.37	\$32,900
10	150	16.137	\$1,290.99	\$33,566
10	151	16.462	\$1,316.94	\$34,241
10	152	16.793	\$1,343.46	\$34,930
10	153	17.131	\$1,370.47	\$35,632
10	154	17.477	\$1,398.13	\$36,351
10	155	17.830	\$1,426.37	\$37,086
10	156	18.191	\$1,455.25	\$37,837
10	157	18.556	\$1,484.47	\$38,596
10	158	18.929	\$1,514.33	\$39,373
10	159	19.310	\$1,544.77	\$40,164
10	160	19.698	\$1,575.86	\$40,972
10	161	20.095	\$1,607.60	\$41,798
10	162	20.500	\$1,640.00	\$42,640
10	163	20.914	\$1,673.13	\$43,501
10	164	21.335	\$1,706.83	\$44,378
10	165	21.766	\$1,741.26	\$45,273
10	166	22.204	\$1,776.35	\$46,185
10	167L	22.651	\$1,812.09	\$47,114
11	168	15.047	\$1,203.76	\$31,298
11	169	15.350	\$1,228.00	\$31,928
11	170	15.661	\$1,252.89	\$32,575
11	171	15.975	\$1,278.02	\$33,228
11	172	16.299	\$1,303.89	\$33,901
11	173	16.628	\$1,330.24	\$34,586
11	174	16.963	\$1,357.01	\$35,282
11	175	17.305	\$1,384.43	\$35,995
11	176	17.652	\$1,412.17	\$36,716
11	177	18.008	\$1,440.65	\$37,457
11	178	18.371	\$1,469.70	\$38,212
11	179	18.741	\$1,499.32	\$38,982
11	180	19.118	\$1,529.43	\$39,765
11	181	19.503	\$1,560.27	\$40,567
11	182	19.896	\$1,591.69	\$41,384
11	183	20.297	\$1,623.76	\$42,218
11	184	20.706	\$1,656.48	\$43,068
11	185	21.123	\$1,689.85	\$43,936
11	186	21.550	\$1,723.96	\$44,823
11	187	21.984	\$1,758.72	\$45,727
11	188	22.428	\$1,794.22	\$46,650

Non-Union Schedule 1
EFFECTIVE JUNE 1, 2019

Grade	Step	Hourly	BiWeekly	Annual
11	189	22.878	\$1,830.21	\$47,585
11	190	23.340	\$1,867.17	\$48,546
11	191	23.811	\$1,904.87	\$49,527
11	192L	24.291	\$1,943.30	\$50,526
12	193	16.137	\$1,290.99	\$33,566
12	194	16.462	\$1,316.94	\$34,241
12	195	16.793	\$1,343.46	\$34,930
12	196	17.131	\$1,370.47	\$35,632
12	197	17.477	\$1,398.13	\$36,351
12	198	17.830	\$1,426.37	\$37,086
12	199	18.191	\$1,455.25	\$37,837
12	200	18.556	\$1,484.47	\$38,596
12	201	18.929	\$1,514.33	\$39,373
12	202	19.310	\$1,544.77	\$40,164
12	203	19.698	\$1,575.86	\$40,972
12	204	20.095	\$1,607.60	\$41,798
12	205	20.500	\$1,640.00	\$42,640
12	206	20.914	\$1,673.13	\$43,501
12	207	21.335	\$1,706.83	\$44,378
12	208	21.766	\$1,741.26	\$45,273
12	209	22.204	\$1,776.35	\$46,185
12	210	22.651	\$1,812.09	\$47,114
12	211	23.108	\$1,848.65	\$48,065
12	212	23.573	\$1,885.86	\$49,032
12	213	24.049	\$1,923.88	\$50,021
12	214	24.534	\$1,962.72	\$51,031
12	215	25.029	\$2,002.30	\$52,060
12	216	25.533	\$2,042.61	\$53,108
12	217L	26.047	\$2,083.74	\$54,177
13	218	17.305	\$1,384.43	\$35,995
13	219	17.652	\$1,412.17	\$36,716
13	220	18.008	\$1,440.65	\$37,457
13	221	18.371	\$1,469.70	\$38,212
13	222	18.741	\$1,499.32	\$38,982
13	223	19.118	\$1,529.43	\$39,765
13	224	19.503	\$1,560.27	\$40,567
13	225	19.896	\$1,591.69	\$41,384
13	226	20.297	\$1,623.76	\$42,218
13	227	20.706	\$1,656.48	\$43,068
13	228	21.123	\$1,689.85	\$43,936
13	229	21.550	\$1,723.96	\$44,823
13	230	21.984	\$1,758.72	\$45,727
13	231	22.428	\$1,794.22	\$46,650
13	232	22.878	\$1,830.21	\$47,585
13	233	23.340	\$1,867.17	\$48,546
13	234	23.811	\$1,904.87	\$49,527

Grade	Step	Hourly	BiWeekly	Annual
13	235	24.291	\$1,943.30	\$50,526
13	236	24.779	\$1,982.31	\$51,540
13	237	25.279	\$2,022.29	\$52,580
13	238	25.790	\$2,063.17	\$53,643
13	239	26.309	\$2,104.71	\$54,722
13	240	26.837	\$2,146.98	\$55,821
13	241	27.379	\$2,190.31	\$56,948
13	242L	27.932	\$2,234.53	\$58,098
14	243	18.556	\$1,484.47	\$38,596
14	244	18.929	\$1,514.33	\$39,373
14	245	19.310	\$1,544.77	\$40,164
14	246	19.698	\$1,575.86	\$40,972
14	247	20.095	\$1,607.60	\$41,798
14	248	20.500	\$1,640.00	\$42,640
14	249	20.914	\$1,673.13	\$43,501
14	250	21.335	\$1,706.83	\$44,378
14	251	21.766	\$1,741.26	\$45,273
14	252	22.204	\$1,776.35	\$46,185
14	253	22.651	\$1,812.09	\$47,114
14	254	23.108	\$1,848.65	\$48,065
14	255	23.573	\$1,885.86	\$49,032
14	256	24.049	\$1,923.88	\$50,021
14	257	24.534	\$1,962.72	\$51,031
14	258	25.029	\$2,002.30	\$52,060
14	259	25.533	\$2,042.61	\$53,108
14	260	26.047	\$2,083.74	\$54,177
14	261	26.572	\$2,125.76	\$55,270
14	262	27.107	\$2,168.52	\$56,382
14	263	27.654	\$2,212.34	\$57,521
14	264	28.210	\$2,256.81	\$58,677
14	265	28.779	\$2,302.34	\$59,861
14	266	29.359	\$2,348.69	\$61,066
14	267L	29.950	\$2,396.02	\$62,297
15	268	19.996	\$1,599.69	\$41,592
15	269	20.399	\$1,631.92	\$42,430
15	270	20.811	\$1,664.88	\$43,287
15	271	21.229	\$1,698.34	\$44,157
15	272	21.657	\$1,732.53	\$45,046
15	273	22.094	\$1,767.54	\$45,956
15	274	22.539	\$1,803.12	\$46,881
15	275	22.993	\$1,839.43	\$47,825
15	276	23.457	\$1,876.56	\$48,790
15	277	23.930	\$1,914.42	\$49,775
15	278	24.412	\$1,952.93	\$50,776
15	279	24.905	\$1,992.43	\$51,803
15	280	25.404	\$2,032.33	\$52,841

Non-Union Schedule 1
EFFECTIVE JUNE 1, 2019

Grade	Step	Hourly	BiWeekly	Annual
15	281	25.918	\$2,073.46	\$53,910
15	282	26.439	\$2,115.15	\$54,994
15	283	26.972	\$2,157.75	\$56,101
15	284	27.516	\$2,201.24	\$57,232
15	285	28.071	\$2,245.71	\$58,389
15	286	28.635	\$2,290.84	\$59,562
15	287	29.212	\$2,336.94	\$60,761
15	288	29.801	\$2,384.11	\$61,987
15	289	30.402	\$2,432.17	\$63,236
15	290	31.015	\$2,481.21	\$64,511
15	291	31.638	\$2,531.07	\$65,808
15	292L	32.276	\$2,582.07	\$67,134
16	293	21.766	\$1,741.26	\$45,273
16	294	22.204	\$1,776.35	\$46,185
16	295	22.651	\$1,812.09	\$47,114
16	296	23.108	\$1,848.65	\$48,065
16	297	23.573	\$1,885.86	\$49,032
16	298	24.049	\$1,923.88	\$50,021
16	299	24.534	\$1,962.72	\$51,031
16	300	25.029	\$2,002.30	\$52,060
16	301	25.533	\$2,042.61	\$53,108
16	302	26.047	\$2,083.74	\$54,177
16	303	26.572	\$2,125.76	\$55,270
16	304	27.107	\$2,168.52	\$56,382
16	305	27.654	\$2,212.34	\$57,521
16	306	28.210	\$2,256.81	\$58,677
16	307	28.779	\$2,302.34	\$59,861
16	308	29.359	\$2,348.69	\$61,066
16	309	29.950	\$2,396.02	\$62,297
16	310	30.555	\$2,444.41	\$63,555
16	311	31.170	\$2,493.61	\$64,834
16	312	31.797	\$2,543.80	\$66,139
16	313	32.437	\$2,594.96	\$67,469
16	314	33.092	\$2,647.35	\$68,831
16	315	33.759	\$2,700.72	\$70,219
16	316L	34.438	\$2,755.06	\$71,632
17	317	22.993	\$1,839.43	\$47,825
17	318	23.457	\$1,876.56	\$48,790
17	319	23.930	\$1,914.42	\$49,775
17	320	24.412	\$1,952.93	\$50,776
17	321	24.905	\$1,992.43	\$51,803
17	322	25.404	\$2,032.33	\$52,841
17	323	25.918	\$2,073.46	\$53,910
17	324	26.439	\$2,115.15	\$54,994
17	325	26.972	\$2,157.75	\$56,101
17	326	27.516	\$2,201.24	\$57,232

Grade	Step	Hourly	BiWeekly	Annual
17	327	28.071	\$2,245.71	\$58,389
17	328	28.635	\$2,290.84	\$59,562
17	329	29.212	\$2,336.94	\$60,761
17	330	29.801	\$2,384.11	\$61,987
17	331	30.402	\$2,432.17	\$63,236
17	332	31.015	\$2,481.21	\$64,511
17	333	31.638	\$2,531.07	\$65,808
17	334	32.276	\$2,582.07	\$67,134
17	335	32.929	\$2,634.29	\$68,492
17	336	33.592	\$2,687.33	\$69,871
17	337	34.267	\$2,741.35	\$71,275
17	338	34.959	\$2,796.76	\$72,716
17	339	35.662	\$2,852.98	\$74,178
17	340	36.382	\$2,910.59	\$75,675
17	341L	37.115	\$2,969.18	\$77,199
18	342	24.656	\$1,972.52	\$51,285
18	343	25.152	\$2,012.17	\$52,317
18	344	25.659	\$2,052.73	\$53,371
18	345	26.176	\$2,094.10	\$54,447
18	346	26.705	\$2,136.37	\$55,546
18	347	27.243	\$2,179.45	\$56,666
18	348	27.791	\$2,223.27	\$57,805
18	349	28.352	\$2,268.15	\$58,972
18	350	28.922	\$2,313.77	\$60,158
18	351	29.505	\$2,360.36	\$61,369
18	352	30.100	\$2,408.02	\$62,608
18	353	30.708	\$2,456.65	\$63,873
18	354	31.325	\$2,506.02	\$65,156
18	355	31.957	\$2,556.53	\$66,470
18	356	32.600	\$2,608.02	\$67,808
18	357	33.257	\$2,660.57	\$69,175
18	358	33.927	\$2,714.18	\$70,569
18	359	34.611	\$2,768.85	\$71,990
18	360	35.310	\$2,824.83	\$73,446
18	361	36.020	\$2,881.62	\$74,922
18	362	36.746	\$2,939.64	\$76,431
18	363	37.487	\$2,998.96	\$77,973
18	364	38.244	\$3,059.51	\$79,547
18	365	39.014	\$3,121.12	\$81,149
18	366L	39.800	\$3,184.03	\$82,785
19	367	26.972	\$2,157.75	\$56,101
19	368	27.516	\$2,201.24	\$57,232
19	369	28.071	\$2,245.71	\$58,389
19	370	28.635	\$2,290.84	\$59,562
19	371	29.212	\$2,336.94	\$60,761
19	372	29.801	\$2,384.11	\$61,987

Non-Union Schedule 1
EFFECTIVE JUNE 1, 2019

Grade	Step	Hourly	BiWeekly	Annual
19	373	30.402	\$2,432.17	\$63,236
19	374	31.015	\$2,481.21	\$64,511
19	375	31.638	\$2,531.07	\$65,808
19	376	32.276	\$2,582.07	\$67,134
19	377	32.929	\$2,634.29	\$68,492
19	378	33.592	\$2,687.33	\$69,871
19	379	34.267	\$2,741.35	\$71,275
19	380	34.959	\$2,796.76	\$72,716
19	381	35.662	\$2,852.98	\$74,178
19	382	36.382	\$2,910.59	\$75,675
19	383	37.115	\$2,969.18	\$77,199
19	384	37.863	\$3,029.07	\$78,756
19	385	38.626	\$3,090.11	\$80,343
19	386	39.405	\$3,152.37	\$81,962
19	387	40.198	\$3,215.86	\$83,612
19	388	41.008	\$3,280.65	\$85,297
19	389	41.834	\$3,346.74	\$87,015
19	390	42.677	\$3,414.14	\$88,768
19	391L	43.538	\$3,483.01	\$90,558
20	392	29.653	\$2,372.28	\$61,679
20	393	30.251	\$2,420.09	\$62,922
20	394	30.860	\$2,468.81	\$64,189
20	395	31.482	\$2,518.58	\$65,483
20	396	32.116	\$2,569.26	\$66,801
20	397	32.764	\$2,621.16	\$68,150
20	398	33.423	\$2,673.87	\$69,521
20	399	34.097	\$2,727.72	\$70,921
20	400	34.784	\$2,782.72	\$72,351
20	401	35.485	\$2,838.78	\$73,808
20	402	36.202	\$2,896.15	\$75,300
20	403	36.930	\$2,954.41	\$76,815
20	404	37.675	\$3,013.98	\$78,363
20	405	38.435	\$3,074.77	\$79,944
20	406	39.210	\$3,136.79	\$81,556
20	407	39.999	\$3,199.94	\$83,199
20	408	40.805	\$3,264.41	\$84,875
20	409	41.625	\$3,330.01	\$86,580
20	410	42.466	\$3,397.25	\$88,329
20	411	43.321	\$3,465.72	\$90,109
20	412	44.194	\$3,535.48	\$91,923
20	413	45.087	\$3,606.96	\$93,781
20	414	45.996	\$3,679.67	\$95,671
20	415	46.921	\$3,753.68	\$97,596
20	416L	47.865	\$3,829.16	\$99,558
21	417	32.600	\$2,608.02	\$67,808
21	418	33.257	\$2,660.57	\$69,175
21	419	33.927	\$2,714.18	\$70,569
21	420	34.611	\$2,768.85	\$71,990
21	421	35.310	\$2,824.83	\$73,446
21	422	36.020	\$2,881.62	\$74,922
21	423	36.746	\$2,939.64	\$76,431
21	424	37.487	\$2,998.96	\$77,973
21	425	38.244	\$3,059.51	\$79,547
21	426	39.014	\$3,121.12	\$81,149

Grade	Step	Hourly	BiWeekly	Annual
21	427	39.800	\$3,184.03	\$82,785
21	428	40.602	\$3,248.17	\$84,452
21	429	41.419	\$3,313.53	\$86,152
21	430	42.255	\$3,380.36	\$87,889
21	431	43.105	\$3,448.42	\$89,659
21	432	43.973	\$3,517.86	\$91,464
21	433	44.861	\$3,588.85	\$93,310
21	434	45.767	\$3,661.39	\$95,196
21	435	46.686	\$3,734.91	\$97,108
21	436	47.626	\$3,810.07	\$99,062
21	437	48.584	\$3,886.69	\$101,054
21	438	49.565	\$3,965.19	\$103,095
21	439	50.565	\$4,045.24	\$105,176
21	440	51.582	\$4,126.59	\$107,291
21	441L	52.623	\$4,209.83	\$109,455
22	442	35.842	\$2,867.34	\$74,551
22	443	36.565	\$2,925.20	\$76,055
22	444	37.300	\$2,984.03	\$77,585
22	445	38.052	\$3,044.17	\$79,148
22	446	38.818	\$3,105.45	\$80,742
22	447	39.602	\$3,168.12	\$82,371
22	448	40.398	\$3,231.85	\$84,028
22	449	41.214	\$3,297.13	\$85,725
22	450	42.044	\$3,363.55	\$87,452
22	451	42.890	\$3,431.20	\$89,211
22	452	43.755	\$3,500.40	\$91,010
22	453	44.637	\$3,570.98	\$92,845
22	454	45.539	\$3,643.11	\$94,721
22	455	46.456	\$3,716.47	\$96,628
22	456	47.390	\$3,791.22	\$98,572
22	457	48.342	\$3,867.35	\$100,551
22	458	49.318	\$3,945.44	\$102,581
22	459	50.314	\$4,025.08	\$104,652
22	460	51.326	\$4,106.11	\$106,759
22	461	52.361	\$4,188.85	\$108,910
22	462	53.417	\$4,273.39	\$111,108
22	463	54.492	\$4,359.40	\$113,344
22	464	55.590	\$4,447.20	\$115,627
22	465	56.711	\$4,536.88	\$117,959
22	466L	57.853	\$4,628.27	\$120,335
23	467	37.675	\$3,013.98	\$78,363
23	468	38.435	\$3,074.77	\$79,944
23	469	39.210	\$3,136.79	\$81,556
23	470	39.999	\$3,199.94	\$83,199
23	471	40.805	\$3,264.41	\$84,875
23	472	41.625	\$3,330.01	\$86,580

Non-Union Schedule 1
EFFECTIVE JUNE 1, 2019

Grade	Step	Hourly	BiWeekly	Annual
23	473	42.466	\$3,397.25	\$88,329
23	474	43.321	\$3,465.72	\$90,109
23	475	44.194	\$3,535.48	\$91,923
23	476	45.087	\$3,606.96	\$93,781
23	477	45.996	\$3,679.67	\$95,671
23	478	46.921	\$3,753.68	\$97,596
23	479	47.865	\$3,829.16	\$99,558
23	480	48.826	\$3,906.11	\$101,559
23	481	49.813	\$3,985.02	\$103,610
23	482	50.816	\$4,065.31	\$105,698
23	483	51.840	\$4,147.24	\$107,828
23	484	52.886	\$4,230.88	\$110,003
23	485	53.952	\$4,316.15	\$112,220
23	486	55.038	\$4,403.05	\$114,479
23	487	56.147	\$4,491.75	\$116,786
23	488	57.279	\$4,582.33	\$119,141
23	489	58.434	\$4,674.70	\$121,542
23	490	59.611	\$4,768.87	\$123,991
23	491L	60.812	\$4,864.99	\$126,490

NON-UNION SCHEDULE II: NURSES
JUNE 1, 2019

Grade	Step	Hourly	Biweekly	Annual
FA	329	28.635	\$2,290.84	59,562
FA	330	29.212	\$2,336.94	60,761
FA	331	29.801	\$2,384.11	61,987
FA	332	30.402	\$2,432.17	63,236
FA	333	31.015	\$2,481.21	64,511
FA	334	31.638	\$2,531.07	65,808
FA	335	32.276	\$2,582.07	67,134
FA	336	32.929	\$2,634.29	68,492
FA	337	33.592	\$2,687.33	69,871
FA	338	34.267	\$2,741.35	71,275
FA	339	34.959	\$2,796.76	72,716
FA	340	35.662	\$2,852.98	74,178
FA	341	36.382	\$2,910.59	75,675
FA	342	37.115	\$2,969.18	77,199
FA	343	37.863	\$3,029.07	78,756
FA	344	38.626	\$3,090.11	80,343
FA	345	39.405	\$3,152.37	81,962
FA	346	40.198	\$3,215.86	83,612
FA	347	41.008	\$3,280.65	85,297
FA	348	41.834	\$3,346.74	87,015
FA	349	42.677	\$3,414.14	88,768
FA	350	43.538	\$3,483.01	90,558
FA	351	44.416	\$3,553.27	92,385
FA	352L	45.312	\$3,625.00	94,250
FB	338	29.950	\$2,396.02	62,297
FB	339	30.555	\$2,444.41	63,555
FB	340	31.170	\$2,493.61	64,834
FB	341	31.797	\$2,543.80	66,139
FB	342	32.437	\$2,594.96	67,469
FB	343	33.092	\$2,647.35	68,831
FB	344	33.759	\$2,700.72	70,219
FB	345	34.438	\$2,755.06	71,632
FB	346	35.133	\$2,810.63	73,076
FB	347	35.842	\$2,867.34	74,551
FB	348	36.565	\$2,925.20	76,055
FB	349	37.300	\$2,984.03	77,585
FB	350	38.052	\$3,044.17	79,148
FB	351	38.818	\$3,105.45	80,742
FB	352	39.602	\$3,168.12	82,371
FB	353	40.398	\$3,231.85	84,028
FB	354	41.214	\$3,297.13	85,725
FB	355	42.044	\$3,363.55	87,452
FB	356	42.890	\$3,431.20	89,211
FB	357	43.755	\$3,500.40	91,010
FB	359	45.539	\$3,643.11	94,721

Grade	Step	Hourly	Biweekly	Annual
FB	360L	46.456	\$3,716.47	96,628
FE	373	35.662	\$2,852.98	74,178
FE	374	36.382	\$2,910.59	75,675
FE	375	37.115	\$2,969.18	77,199
FE	376	37.863	\$3,029.07	78,756
FE	377	38.626	\$3,090.11	80,343
FE	378	39.405	\$3,152.37	81,962
FE	379	40.198	\$3,215.86	83,612
FE	380	41.008	\$3,280.65	85,297
FE	381	41.834	\$3,346.74	87,015
FE	382	42.677	\$3,414.14	88,768
FE	383	43.538	\$3,483.01	90,558
FE	384	44.416	\$3,553.27	92,385
FE	385	45.312	\$3,625.00	94,250
FE	386	46.224	\$3,697.95	96,147
FE	387	47.154	\$3,772.29	98,079
FE	388	48.104	\$3,848.34	100,057
FE	389	49.071	\$3,925.69	102,068
FE	390	50.062	\$4,004.93	104,128
FE	391	51.072	\$4,085.79	106,231
FE	392	52.099	\$4,167.88	108,365
FE	393	53.151	\$4,252.09	110,554
FE	394	54.221	\$4,337.69	112,780
FE	395	55.315	\$4,425.17	115,054
FE	396L	56.429	\$4,514.36	117,373
FF	383	37.487	\$2,998.96	77,973
FF	384	38.244	\$3,059.51	79,547
FF	385	39.014	\$3,121.12	81,149
FF	386	39.800	\$3,184.03	82,785
FF	387	40.602	\$3,248.17	84,452
FF	388	41.419	\$3,313.53	86,152
FF	389	42.255	\$3,380.36	87,889
FF	390	43.105	\$3,448.42	89,659
FF	391	43.973	\$3,517.86	91,464
FF	392	44.861	\$3,588.85	93,310
FF	393	45.767	\$3,661.39	95,196
FF	394	46.686	\$3,734.91	97,108
FF	395	47.626	\$3,810.07	99,062
FF	396	48.584	\$3,886.69	101,054
FF	397	49.565	\$3,965.19	103,095
FF	398	50.565	\$4,045.24	105,176
FF	399	51.582	\$4,126.59	107,291
FF	400	52.623	\$4,209.83	109,455
FF	401	53.684	\$4,294.69	111,662
FF	402	54.765	\$4,381.19	113,911

NON-UNION SCHEDULE II: NURSES
JUNE 1, 2019

Grade	Step	Hourly	Biweekly	Annual
FF	403	55.867	\$4,469.40	116,204
FF	404L	56.994	\$4,559.48	118,547
FJ	435	48.584	\$3,886.69	101,054
FJ	436	49.565	\$3,965.19	103,095
FJ	437	50.565	\$4,045.24	105,176
FJ	438	51.582	\$4,126.59	107,291
FJ	439	52.623	\$4,209.83	109,455
FJ	440	53.684	\$4,294.69	111,662
FJ	441	54.765	\$4,381.19	113,911
FJ	442	55.867	\$4,469.40	116,204
FJ	443	56.994	\$4,559.48	118,547
FJ	444	58.141	\$4,651.28	120,933
FJ	445	59.314	\$4,745.12	123,373
FJ	446	60.509	\$4,840.76	125,860
FJ	447L	61.727	\$4,938.19	128,393
NS1	385	37.863	\$3,029.07	78,756
NS1	386	38.626	\$3,090.11	80,343
NS1	387	39.405	\$3,152.37	81,962
NS1	388	40.198	\$3,215.86	83,612
NS1	389	41.008	\$3,280.65	85,297
NS1	390	41.834	\$3,346.74	87,015
NS1	391	42.677	\$3,414.14	88,768
NS1	392	43.538	\$3,483.01	90,558
NS1	393	44.416	\$3,553.27	92,385
NS1	394	45.312	\$3,625.00	94,250
NS1	395	46.224	\$3,697.95	96,147
NS1	396	47.154	\$3,772.29	98,079
NS1	397	48.104	\$3,848.34	100,057
NS1	398	49.071	\$3,925.69	102,068
NS1	399	50.062	\$4,004.93	104,128
NS1	400L	51.072	\$4,085.79	106,231
NS2	395	39.800	\$3,184.03	82,785
NS2	396	40.602	\$3,248.17	84,452
NS2	397	41.419	\$3,313.53	86,152
NS2	398	42.255	\$3,380.36	87,889
NS2	399	43.105	\$3,448.42	89,659
NS2	400	43.973	\$3,517.86	91,464
NS2	401	44.861	\$3,588.85	93,310
NS2	402	45.767	\$3,661.39	95,196
NS2	403	46.686	\$3,734.91	97,108
NS2	404	47.626	\$3,810.07	99,062
NS2	405	48.584	\$3,886.69	101,054
NS2	406	49.565	\$3,965.19	103,095
NS2	407	50.565	\$4,045.24	105,176
NS2	408L	51.582	\$4,126.59	107,291

Grade	Step	Hourly	Biweekly	Annual
NS3	447	51.582	\$4,126.59	107,291
NS3	448	52.623	\$4,209.83	109,455
NS3	449	53.684	\$4,294.69	111,662
NS3	450	54.765	\$4,381.19	113,911
NS3	451	55.867	\$4,469.40	116,204
NS3	452	56.994	\$4,559.48	118,547
NS3	453	58.141	\$4,651.28	120,933
NS3	454	59.314	\$4,745.12	123,373
NS3	455	60.509	\$4,840.76	125,860
NS3	456L	61.727	\$4,938.19	128,393
NS4	457	53.151	\$4,252.09	110,554
NS4	458	54.221	\$4,337.69	112,780
NS4	459	55.315	\$4,425.17	115,054
NS4	460	56.429	\$4,514.36	117,373
NS4	461	57.564	\$4,605.10	119,732
NS4	462	58.725	\$4,698.04	122,149
NS4	463	59.909	\$4,792.69	124,610
NS4	464	61.116	\$4,889.31	127,122
NS4	465	62.346	\$4,987.72	129,681
NS4	466	63.604	\$5,088.33	132,297
NS4	467	64.885	\$5,190.82	134,961
NS4	468	66.193	\$5,295.43	137,681
NS4	469	67.528	\$5,402.25	140,458
NS4	470L	68.888	\$5,511.02	143,286

NON-UNION SCHEDULE IV: COUNTY POLICE
EFFECTIVE JUNE 1, 2019

Grade	Step	Hourly	BiWeekly	Annual
P3	380	36.930	\$2,954.41	\$76,815
P3	381	37.675	\$3,013.98	\$78,363
P3	382	38.435	\$3,074.77	\$79,944
P3	383	39.210	\$3,136.79	\$81,556
P3	384	39.999	\$3,199.94	\$83,199
P3	385	40.805	\$3,264.41	\$84,875
P3	386	41.625	\$3,330.01	\$86,580
P3	387	42.466	\$3,397.25	\$88,329
P3	388	43.321	\$3,465.72	\$90,109
P3	389	44.194	\$3,535.48	\$91,923
P3	390	45.087	\$3,606.96	\$93,781
P3	391	45.996	\$3,679.67	\$95,671
P3	392	46.921	\$3,753.68	\$97,596
P3	393	47.865	\$3,829.16	\$99,558
P3	394	48.826	\$3,906.11	\$101,559
P3	395	49.813	\$3,985.02	\$103,610
P3	396	50.816	\$4,065.31	\$105,698
P3	397	51.840	\$4,147.24	\$107,828
P3	398	52.886	\$4,230.88	\$110,003
P3	399	53.952	\$4,316.15	\$112,220
P3	400	55.038	\$4,403.05	\$114,479
P3	401	56.147	\$4,491.75	\$116,786
P3	402L	57.279	\$4,582.33	\$119,141
P4	403	40.398	\$3,231.85	\$84,028
P4	404	41.214	\$3,297.13	\$85,725
P4	405	42.044	\$3,363.55	\$87,452
P4	406	42.890	\$3,431.20	\$89,211
P4	407	43.755	\$3,500.40	\$91,010
P4	408	44.637	\$3,570.98	\$92,845
P4	409	45.539	\$3,643.11	\$94,721
P4	410	46.456	\$3,716.47	\$96,628
P4	411	47.390	\$3,791.22	\$98,572
P4	412	48.342	\$3,867.35	\$100,551
P4	413	49.318	\$3,945.44	\$102,581
P4	414	50.314	\$4,025.08	\$104,652
P4	415	51.326	\$4,106.11	\$106,759
P4	416	52.361	\$4,188.85	\$108,910
P4	417	53.417	\$4,273.39	\$111,108
P4	418	54.492	\$4,359.40	\$113,344
P4	419	55.590	\$4,447.20	\$115,627
P4	420	56.711	\$4,536.88	\$117,959
P4	421	57.853	\$4,628.27	\$120,335

Grade	Step	Hourly	BiWeekly	Annual
P4	422	59.019	\$4,721.54	\$122,760
P4	423L	60.208	\$4,816.60	\$125,232
P5	424	43.538	\$3,483.01	\$90,558
P5	425	44.416	\$3,553.27	\$92,385
P5	426	45.312	\$3,625.00	\$94,250
P5	427	46.224	\$3,697.95	\$96,147
P5	428	47.154	\$3,772.29	\$98,079
P5	429	48.104	\$3,848.34	\$100,057
P5	430	49.071	\$3,925.69	\$102,068
P5	431	50.062	\$4,004.93	\$104,128
P5	432	51.072	\$4,085.79	\$106,231
P5	433	52.099	\$4,167.88	\$108,365
P5	434	53.151	\$4,252.09	\$110,554
P5	435	54.221	\$4,337.69	\$112,780
P5	436	55.315	\$4,425.17	\$115,054
P5	437	56.429	\$4,514.36	\$117,373
P5	438	57.564	\$4,605.10	\$119,732
P5	439	58.725	\$4,698.04	\$122,149
P5	440	59.909	\$4,792.69	\$124,610
P5	441	61.116	\$4,889.31	\$127,122
P5	442	62.346	\$4,987.72	\$129,681
P5	443	63.604	\$5,088.33	\$132,297
P5	444L	64.885	\$5,190.82	\$134,961
P6	445	54.492	\$4,359.40	\$113,344
P6	446	55.590	\$4,447.20	\$115,627
P6	447	56.711	\$4,536.88	\$117,959
P6	448	57.853	\$4,628.27	\$120,335
P6	449	59.019	\$4,721.54	\$122,760
P6	450	60.208	\$4,816.60	\$125,232
P6	451	61.422	\$4,913.79	\$127,759
P6	452	62.659	\$5,012.69	\$130,330
P6	453	63.923	\$5,113.87	\$132,961
P6	454	65.210	\$5,216.77	\$135,636
P6	455L	66.525	\$5,322.03	\$138,373

NON-UNION SCHEDULE VI: DOCTORS
EFFECTIVE 6.1.19

Grade	Step	Hourly	BiWeekly	Annual
K	386	51.326	\$4,106.11	\$106,759
K	387	52.361	\$4,188.85	\$108,910
K	388	53.416	\$4,273.31	\$111,106
K	389	54.492	\$4,359.40	\$113,344
K	390	55.590	\$4,447.20	\$115,627
K	391	56.711	\$4,536.88	\$117,959
K	392	57.852	\$4,628.19	\$120,333
K	393	59.019	\$4,721.54	\$122,760
K	394	60.208	\$4,816.60	\$125,232
K	395	61.421	\$4,913.71	\$127,756
K	396	62.659	\$5,012.69	\$130,330
K	397	63.922	\$5,113.79	\$132,959
K	398	65.210	\$5,216.77	\$135,636
K	399	66.524	\$5,321.95	\$138,371
K	400	67.864	\$5,429.09	\$141,156
K	401	69.231	\$5,538.52	\$144,001
K	402	70.627	\$5,650.15	\$146,904
K	403	72.051	\$5,764.06	\$149,866
K	404	73.502	\$5,880.18	\$152,885
K	405	74.984	\$5,998.74	\$155,967
K	406	76.494	\$6,119.51	\$159,107
K	407	78.036	\$6,242.89	\$162,315
K	408	79.608	\$6,368.64	\$165,585
K	409	81.212	\$6,496.99	\$168,922
K	410	82.847	\$6,627.80	\$172,323
K	411	84.519	\$6,761.54	\$175,800
K	412	86.222	\$6,897.73	\$179,341
K	413	87.959	\$7,036.69	\$182,954
K	414	89.730	\$7,178.43	\$186,639
K	415	91.539	\$7,323.11	\$190,401
K	416	93.384	\$7,470.72	\$194,239
K	417	95.266	\$7,621.28	\$198,153
K	418	97.187	\$7,774.93	\$202,148
K	419	97.199	\$7,775.92	\$202,174
K	420	97.693	\$7,815.44	\$203,201
K	421	97.706	\$7,816.48	\$203,228
K	422	99.675	\$7,974.00	\$207,324
K	423	101.684	\$8,134.72	\$211,503
K	424	103.734	\$8,298.72	\$215,767
K	425	105.825	\$8,466.00	\$220,116
K	426	107.957	\$8,636.56	\$224,551
K	427	110.132	\$8,810.56	\$229,075
K	428	112.351	\$8,988.08	\$233,690
K	429	114.615	\$9,169.20	\$238,399
K	430	116.925	\$9,354.00	\$243,204
K	431	119.280	\$9,542.40	\$248,102

Grade	Step	Hourly	BiWeekly	Annual
K	432	121.684	\$9,734.72	\$253,103
K	433	124.137	\$9,930.96	\$258,205
K	434	126.638	\$10,131.04	\$263,407
K	435	129.190	\$10,335.20	\$268,715
K	436	131.794	\$10,543.52	\$274,132
K	437	134.449	\$10,755.92	\$279,654
K	438	137.156	\$10,972.48	\$285,284
K	439	139.921	\$11,193.68	\$291,036
K	440	142.741	\$11,419.28	\$296,901
K	441	145.618	\$11,649.44	\$302,885
K	442	148.552	\$11,884.16	\$308,988
K	443	151.545	\$12,123.60	\$315,214
K	444	154.599	\$12,367.92	\$321,566
K	445	157.715	\$12,617.20	\$328,047
K	446	160.891	\$12,871.28	\$334,653
K	447	164.134	\$13,130.72	\$341,399
K	448	167.440	\$13,395.20	\$348,275
K	449	170.816	\$13,665.28	\$355,297
K	450	174.256	\$13,940.48	\$362,452
K	451	177.768	\$14,221.44	\$369,757
K	452	181.351	\$14,508.08	\$377,210
K	453	185.005	\$14,800.40	\$384,810
K	454	188.733	\$15,098.64	\$392,565
K	455	192.536	\$15,402.88	\$400,475
K	456	196.415	\$15,713.20	\$408,543
K	457	200.372	\$16,029.76	\$416,774
K	458	204.409	\$16,352.72	\$425,171
K	459	208.530	\$16,682.40	\$433,742
K	460	212.732	\$17,018.56	\$442,483
K	461	217.017	\$17,361.36	\$451,395
K	462	221.392	\$17,711.36	\$460,495
K	463	225.855	\$18,068.40	\$469,778
K	464	230.407	\$18,432.56	\$479,247
K	465	235.050	\$18,804.00	\$488,904
K	466	239.786	\$19,182.88	\$498,755
K	467	244.618	\$19,569.44	\$508,805
K	468	249.547	\$19,963.76	\$519,058
K	469	254.576	\$20,366.08	\$529,518
K	470	259.705	\$20,776.40	\$540,186
K	471	264.938	\$21,195.04	\$551,071
K	472	270.278	\$21,622.24	\$562,178
K	473	275.722	\$22,057.76	\$573,502
K	474	281.278	\$22,502.24	\$585,058
K	475	286.947	\$22,955.76	\$596,850
K	476	292.730	\$23,418.40	\$608,878
K	477	298.629	\$23,890.32	\$621,148

NON-UNION SCHEDULE VI: DOCTORS
EFFECTIVE 6.1.19

Grade	Step	Hourly	BiWeekly	Annual
K	478	304.646	\$24,371.68	\$633,664
K	479	310.785	\$24,862.80	\$646,433
K	480	317.049	\$25,363.92	\$659,462
K	481	323.437	\$25,874.96	\$672,749
K	482L	329.955	\$26,396.40	\$686,306

**SCHEDULE XII
PHARMACIST-NON UNION**

Effective June 1, 2019

Grade	Hourly	Bi-Weekly	Annual
RX4	67.835	\$5,426.81	\$141,097

SCHEDULE XIV
MEDICAL TECHNOLOGIST - NON UNION

EFFECTIVE JUNE 1, 2019

Grade	Step	Hourly	Biweekly	Annual
T16	301	24.904	\$1,992.35	\$ 51,801
T16	302	25.404	\$2,032.33	\$ 52,841
T16	303	25.918	\$2,073.46	\$ 53,910
T16	304	26.439	\$2,115.15	\$ 54,994
T16	305	26.972	\$2,157.75	\$ 56,101
T16	306	27.516	\$2,201.24	\$ 57,232
T16	307	28.070	\$2,245.63	\$ 58,386
T16	308	28.635	\$2,290.84	\$ 59,562
T16	309	29.212	\$2,336.94	\$ 60,761
T16	310	29.800	\$2,384.03	\$ 61,985
T16	311	30.402	\$2,432.17	\$ 63,236
T16	312	31.014	\$2,481.13	\$ 64,509
T16	313	31.638	\$2,531.07	\$ 65,808
T16	314	32.276	\$2,582.07	\$ 67,134
T16	315	32.928	\$2,634.21	\$ 68,489
T16	316	33.591	\$2,687.25	\$ 69,869
T16	317	34.267	\$2,741.35	\$ 71,275
T16	318	34.957	\$2,796.60	\$ 72,711
T16	319	35.662	\$2,852.98	\$ 74,178
T16	320L	36.381	\$2,910.51	\$ 75,673
T18	321	27.654	\$2,212.34	\$ 57,521
T18	322	28.210	\$2,256.81	\$ 58,677
T18	323	28.778	\$2,302.26	\$ 59,859
T18	324	29.358	\$2,348.61	\$ 61,064
T18	325	29.949	\$2,395.94	\$ 62,294
T18	326	30.555	\$2,444.41	\$ 63,555
T18	327	31.170	\$2,493.61	\$ 64,834
T18	328	31.797	\$2,543.80	\$ 66,139
T18	329	32.437	\$2,594.96	\$ 67,469
T18	330	33.091	\$2,647.27	\$ 68,829
T18	331	33.758	\$2,700.63	\$ 70,216
T18	332	34.437	\$2,754.98	\$ 71,629
T18	333	35.132	\$2,810.55	\$ 73,074
T18	334	35.841	\$2,867.26	\$ 74,549
T18	335	36.563	\$2,925.03	\$ 76,051
T18	336	37.299	\$2,983.95	\$ 77,583
T18	337	38.052	\$3,044.17	\$ 79,148
T18	338	38.818	\$3,105.45	\$ 80,742
T18	339	39.602	\$3,168.12	\$ 82,371
T18	340	40.398	\$3,231.85	\$ 84,028
T18	341L	41.214	\$3,297.13	\$ 85,725

SCHEDULE XV
ASSISTANT STATE'S ATTORNEY

Effective: June 1, 2019

Grade	Step	Hourly	BiWeekly	Annual
ATI	101L	20.500	\$1,640.00	\$42,640
ATN	106	31.957	\$2,556.56	\$66,471
ATN	107	32.600	\$2,608.00	\$67,808
ATN	108	33.257	\$2,660.56	\$69,174
ATN	109	33.927	\$2,714.16	\$69,185
ATN	110	34.611	\$2,714.56	\$70,568
ATN	111	35.310	\$2,769.44	\$72,005
ATN	112	36.020	\$2,881.60	\$74,922
ATN	113	36.746	\$2,939.68	\$76,432
ATN	114	37.487	\$2,998.96	\$77,973
ATN	115*	38.244	\$3,059.52	\$79,548
ATN	116	39.014	\$3,121.12	\$81,149
ATN	117	39.800	\$3,184.00	\$82,784
ATN	118	40.602	\$3,248.16	\$84,452
ATN	119	41.419	\$3,313.52	\$86,152
ATN	120L	42.255	\$3,380.40	\$87,890
AT3	101	42.466	\$3,397.28	\$88,329
AT3	102	43.321	\$3,465.68	\$90,108
AT3	103	44.194	\$3,535.52	\$91,924
AT3	104	45.087	\$3,606.96	\$93,781
AT3	105L	45.996	\$3,679.68	\$95,672
AT2	101	46.224	\$3,697.92	\$96,146
AT2	102	47.154	\$3,772.32	\$98,080
AT2	103	48.104	\$3,848.32	\$100,056
AT2	104	49.071	\$3,925.68	\$102,068
AT2	105	50.062	\$4,004.96	\$104,129
AT2	106L	51.072	\$4,085.76	\$106,230
AT1	101	51.582	\$4,126.56	\$107,291
AT1	102	52.623	\$4,209.84	\$109,456
AT1	103	53.684	\$4,294.72	\$111,663
AT1	104	54.765	\$4,381.20	\$113,911
AT1	105	55.867	\$4,469.36	\$116,203
AT1	106	56.994	\$4,559.52	\$118,548
AT1	107	58.141	\$4,651.28	\$120,933
AT1	108	59.314	\$4,745.12	\$123,373
AT1	109	60.509	\$4,840.72	\$125,859
AT1	110L	61.727	\$4,938.16	\$128,392
ATD	101	62.037	\$4,962.96	\$129,037
ATD	102	63.288	\$5,063.04	\$131,639
ATD	103	64.563	\$5,165.04	\$134,291
ATD	104L	65.863	\$5,269.04	\$136,995
ATS	101	67.193	\$5,375.44	\$139,761
ATS	102	68.544	\$5,483.52	\$142,572
ATS	103	69.925	\$5,594.00	\$145,444
ATS	104	71.337	\$5,706.96	\$148,381

Grade	Step	Hourly	BiWeekly	Annual
ATS	105	72.774	\$5,821.92	\$151,370
ATS	106L	74.241	\$5,939.28	\$154,421

*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, 2019

<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	53.233	\$4,258.62	\$110,724
0676	D02	56.154	\$4,492.32	\$116,800
0677	D03	57.545	\$4,603.63	\$119,694
0678	D04	58.812	\$4,704.97	\$122,329
0679	D05	59.641	\$4,771.32	124,054
0680	D06	60.279	\$4,822.32	125,380
0681	D07	65.312	\$5,224.93	135,848
0682	D08	66.953	\$5,356.22	139,262
0683	D09	68.597	\$5,487.76	142,682
0684	D10	66.991	\$5,359.24	139,340
0685	D11	75.178	\$6,014.25	156,370
0686	D12	81.146	\$6,491.69	168,784

Schedule XXXVIII
Non-Union IT1, IT2, IT3

Eff: 12/1/2019

UnionCode	Grade	Step	Hourly	Bi-Weekly	Annual
NONE	IT1	101	39.423	\$3,153.84	\$ 82,000
NONE	IT1	102	40.211	\$3,216.92	\$ 83,640
NONE	IT1	103	41.016	\$3,281.26	\$ 85,313
NONE	IT1	104	41.836	\$3,346.88	\$ 87,019
NONE	IT1	105	42.673	\$3,413.82	\$ 88,759
NONE	IT1	106	43.526	\$3,482.09	\$ 90,534
NONE	IT1	107	44.397	\$3,551.74	\$ 92,345
NONE	IT1	108	45.285	\$3,622.77	\$ 94,192
NONE	IT1	109	46.190	\$3,695.23	\$ 96,076
NONE	IT1	110	47.114	\$3,769.13	\$ 97,997
NONE	IT1	111	48.056	\$3,844.51	\$ 99,957
NONE	IT1	112	49.018	\$3,921.40	\$ 101,956
NONE	IT1	113	49.998	\$3,999.83	\$ 103,996
NONE	IT1	114	50.998	\$4,079.83	\$ 106,076
NONE	IT1	115	52.018	\$4,161.42	\$ 108,197
NONE	IT1	116	53.058	\$4,244.65	\$ 110,361
NONE	IT1	117	54.119	\$4,329.55	\$ 112,568
NONE	IT1	118	55.202	\$4,416.14	\$ 114,820
NONE	IT1	119	56.306	\$4,504.46	\$ 117,116
NONE	IT1	120L	57.432	\$4,594.55	\$ 119,458
NONE	IT2	201	46.635	\$3,730.80	\$ 97,001
NONE	IT2	202	47.568	\$3,805.42	\$ 98,941
NONE	IT2	203	48.519	\$3,881.52	\$ 100,920
NONE	IT2	204	49.489	\$3,959.15	\$ 102,938
NONE	IT2	205	50.479	\$4,038.34	\$ 104,997
NONE	IT2	206	51.489	\$4,119.10	\$ 107,097
NONE	IT2	207	52.519	\$4,201.49	\$ 109,239
NONE	IT2	208	53.569	\$4,285.52	\$ 111,423
NONE	IT2	209	54.640	\$4,371.23	\$ 113,652
NONE	IT2	210	55.733	\$4,458.65	\$ 115,925
NONE	IT2	211	56.848	\$4,547.82	\$ 118,243
NONE	IT2	212	57.985	\$4,638.78	\$ 120,608
NONE	IT2	213	59.144	\$4,731.56	\$ 123,020
NONE	IT2	214	60.327	\$4,826.19	\$ 125,481
NONE	IT2	215	61.534	\$4,922.71	\$ 127,990
NONE	IT2	216	62.765	\$5,021.17	\$ 130,550
NONE	IT2	217	64.020	\$5,121.59	\$ 133,161
NONE	IT2	218	65.300	\$5,224.02	\$ 135,825
NONE	IT2	219	66.606	\$5,328.50	\$ 138,541
NONE	IT2	220L	67.938	\$5,435.07	\$ 141,312
NONE	IT3	301	56.250	\$4,500.00	\$ 117,000

UnionCode	Grade	Step	Hourly	Bi-Weekly	Annual
NONE	IT3	302	57.375	\$4,590.00	\$ 119,340
NONE	IT3	303	58.523	\$4,681.80	\$ 121,727
NONE	IT3	304	59.693	\$4,775.44	\$ 124,161
NONE	IT3	305	60.887	\$4,870.94	\$ 126,645
NONE	IT3	306	62.105	\$4,968.36	\$ 129,177
NONE	IT3	307	63.347	\$5,067.73	\$ 131,761
NONE	IT3	308	64.614	\$5,169.09	\$ 134,396
NONE	IT3	309	65.906	\$5,272.47	\$ 137,084
NONE	IT3	310	67.224	\$5,377.92	\$ 139,826
NONE	IT3	311	68.568	\$5,485.47	\$ 142,622
NONE	IT3	312	69.940	\$5,595.18	\$ 145,475
NONE	IT3	313	71.339	\$5,707.09	\$ 148,384
NONE	IT3	314	72.765	\$5,821.23	\$ 151,352
NONE	IT3	315	74.221	\$5,937.65	\$ 154,379
NONE	IT3	316	75.705	\$6,056.41	\$ 157,467
NONE	IT3	317	77.219	\$6,177.54	\$ 160,616
NONE	IT3	318	78.764	\$6,301.09	\$ 163,828
NONE	IT3	319	80.339	\$6,427.11	\$ 167,105
NONE	IT3	320L	81.946	\$6,555.65	\$ 170,447

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

1. 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
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	

2. 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.
3. All salaried employees shall be granted the above holidays, or equivalent paid days off per year.
4. 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.
5. 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 LEAVE

1. Sick leave may be used for illness, 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.
2. Cook County grants sick leave because an employee is unable to perform his/her assigned duties, or because the employee's presence at work would jeopardize the health of his/her coworkers. Accordingly, sick leave shall not be used for any purpose other than to cover an absence related illness and shall not be used as additional vacation leave.
3. All eligible salaried employees, other than seasonal 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.
4. All eligible part-time employees shall be granted sick leave with pay proportionate to the time worked per pay period.
5. 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 already accumulated.
6. Employees on maternity or paternity leave may use sick leave.
7. 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).
8. The employee has the burden of establishing that an illness related absence was legitimate. Failure to provide such reasonable evidence of proof of illness 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 leave benefits, where the circumstances indicate that the employee is abusing sick leave, disciplinary measures may be taken.

9. 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 his/her vacation, sick leave and personal days with approval of the designated Human Resources Officer.
10. The employee may apply for disability under the rules and regulations established by the Cook County Annuity and Benefit Fund (Fund).
11. 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 policy applies to all full-time non-union County employees. In order to be eligible for parental leave, an employee must apply for and be determined eligible for Family and Medical Leave (FMLA). Employees should contact their respective designated Human Resources Officer with questions pertaining to Parental Leave.

D. ORGAN DONOR LEAVE

Cook County provides paid leave 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

1. All officers and employees, other than seasonal employees and certain classifications of nursing personnel, who have completed one year of service with Cook County, including service mentioned in Paragraph 5 of this Section, shall be granted vacation leave with pay for periods as follows. Vacation accruals for employees of the Health and Hospitals System may vary in accordance with provisions of collective bargaining agreements or existing policies.

Note: Vacation benefits may vary for Cook County Health and Hospitals System employees.

2. 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.
3. 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.

4. Employees may use only such vacation leave as has been earned and accrued provided, however, that five (5) working days of the initial vacation allowance may be allowed after the first six (6) months of service. The heads of the County offices, departments, or institutions may establish the time when the vacation shall be taken.
5. 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.
6. 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.
7. In computing years of service for vacation leave, employees shall be credited with regular working time plus the time of duty disability.
8. Any Cook County employee who is a reemployed veteran 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.
9. Holidays recognized by the Board of Commissioners of Cook County are not to be counted as part of a vacation.

E. BEREAVEMENT LEAVE

An employee will be entitled to a maximum of three (3) days of excused leave to attend a funeral, make arrangements, or grieve the death of a member of the employee's immediate family or household, and up to a maximum of ten (10) days to attend a funeral, make arrangements, or grieve the death of a child or up to a maximum of thirty (30) days to attend the funeral, make arrangements, or grieve the death of more than one child in a 12-month period. For purposes of this section, immediate family includes mother, father, husband/wife, domestic partner, civil union partner, child (including stepchildren and foster children), brothers, sisters, grandchildren, grandparents, spouse'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. 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 employee's child, 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.

F. 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.

G. 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, how-ever, that any employee requesting a leave of absence with pay must meet the following conditions:

1. The employee must be a delegate or alternate delegate to the convention as established in the bylaws of the organization.
2. The employee must register with the credentials committee at the convention headquarters.
3. 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.
4. The employee must have attended no other veterans' convention, with a leave of absence with pay, during the fiscal year.
5. 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.

H. PERSONAL DAYS

1. All employees, except trades (grade X), 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.
2. Employees entitled to receive such leave, who enter Cook County employment during the fiscal year, shall be given credit for such personal leave at the rate of one (1) day for each full fiscal quarter in pay status; except that two (2) personal days may be used for observance of religious holidays prior to accrual, to be paid back in the succeeding two (2) fiscal quarters. No more than four (4) personal days may be used in a fiscal year.
3. 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.
4. Personal days may not be used consecutively unless approved by the department head.

5. 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.
6. In crediting personal days, the fiscal year shall be divided into the following fiscal quarters;

1st Quarter — December, January, February

2nd Quarter — March, April, May

3rd Quarter — June, July, August

4th Quarter — September, October, November

Note: Personal day benefits may vary for Cook County Health and Hospitals System employees.

7. No more than one (1) personal day may be carried over to the next fiscal year.
8. Severance of employment shall terminate all rights to accrued personal days.

I. 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 their respective offices' or agencies' Military 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 his/her 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 he or she 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 will run concurrently with Maternity/Paternity Leave. An Employee may use accrued benefit time as appropriate in order to be paid while on Maternity/Paternity Leave.

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:

1. The birth of a child and to care for the newborn child within one year of birth;
2. 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;
3. To care for the employee's spouse, child, or parent who has a serious health condition;
4. A serious health condition that makes the employee unable to perform the essential functions of his or her job;
5. 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 or sexual violence (sexual assault or stalking) or who has a family or household member who is a victim of domestic or sexual violence whose interest are not adverse to the employee as it relates to the domestic or sexual 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 or sexual violence or economic exploitation. 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, 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.

1. 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.
2. 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.
3. 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.
4. 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.
5. 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

- A. 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.
- B. 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.

