

APPENDIX A

COUNTY PROFILE

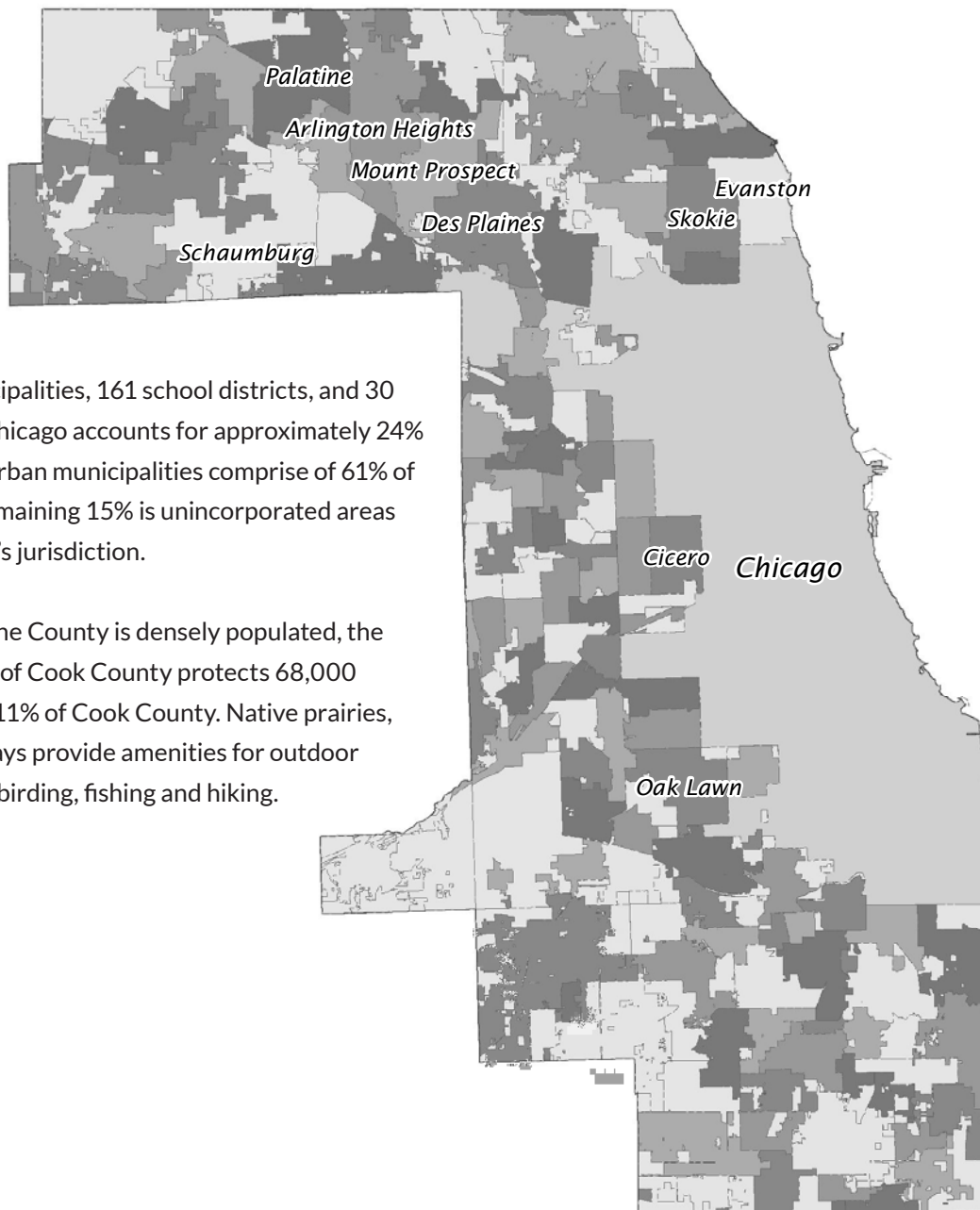
Cook County, Illinois is the Midwest's cultural and economic center. Home to 5.2 million residents, it is the second most populous county in the United States. Chicago, the County seat, is the third largest American city by population with 2.7 million people, or 52% of the County populace. There are eight other municipalities with populations over 55,000: Arlington Heights, Cicero, Des Plaines, Evanston, Oak Lawn, Palatine, Schaumburg, and Skokie.

Cook County was created under an Act of the Illinois State Legislature on January 15, 1831, and named after Daniel Pope Cook, a congressman and the first Illinois attorney general, who worked diligently for the statehood of Illinois. On May 7, 1831, Cook County elected its first officials.

GEOGRAPHY

Cook County sits on the shores of Lake Michigan in the northeast of Illinois. The County comprises 945 square miles, or 1.7% of Illinois land, and contains 240 special-purpose governments, 132 municipalities, 161 school districts, and 30 townships. The City of Chicago accounts for approximately 24% of County land, the suburban municipalities comprise of 61% of the land area, and the remaining 15% is unincorporated areas under the County Board's jurisdiction.

Though the majority of the County is densely populated, the Forest Preserve District of Cook County protects 68,000 acres of natural land, or 11% of Cook County. Native prairies, woodlands, and waterways provide amenities for outdoor activities such as biking, birding, fishing and hiking.



POPULATION

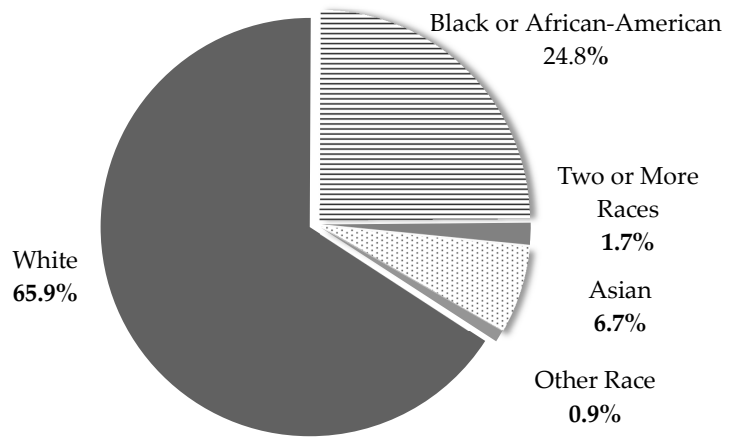
In Cook County, 51.5% of residents are female, the median age is 35.2, 23.2% of residents are under 18 years of age, and 12.4% are 65 years and over.

As of 2012, the population estimate of Cook County is 5,231,351, according to the United States Census Bureau. An average of 5,495 people resides within each square mile of the Cook County residing per square mile. Cook County is racially and ethnically diverse, with a growing Latino and Asian population. Indeed, twenty-one percent of Cook County residents are foreign-born and almost all nations are represented among its residents.

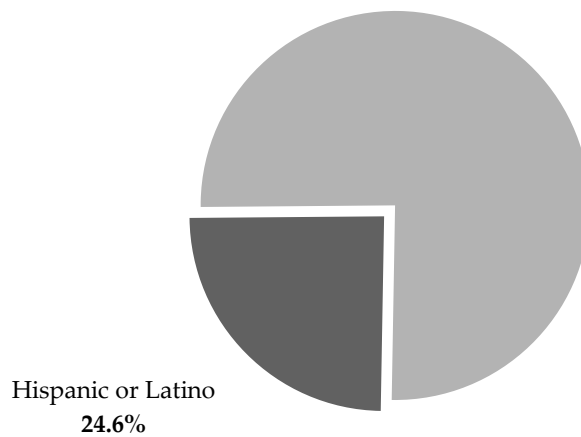
African-Americans make up 24.8% of the population, Asians 6.7%, and Whites 65.9%. The remainder self-identify as “Two or More” Races or as American Indian, Alaska Native, Native Hawaiian, or Other Pacific Islander (Other Race). Residents who identify as Hispanic or Latino of Any Race represent 24% of the population.

| GENDER | |
|--------------------|-------|
| MALE | 48.5% |
| FEMALE | 51.5% |
| AGE | |
| Under 5 Years | 6.6% |
| 5-24 Years | 27% |
| 25-64 Years | 54.3% |
| 65 Years And Older | 11.9% |
| Median Age | 35.2% |

Cook County Population by Race



Cook County Population by Hispanic or Latino Origin



ECONOMY

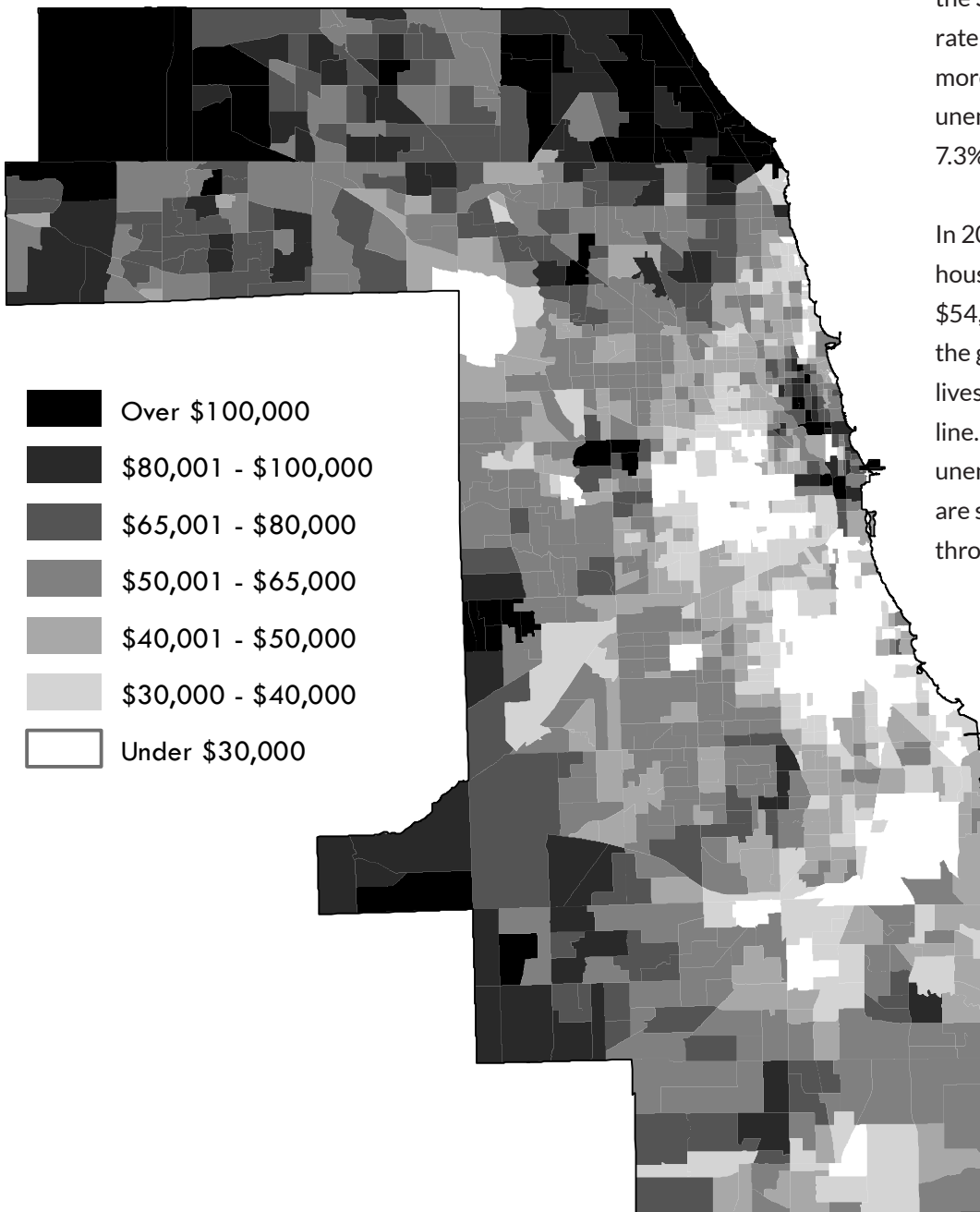
Cook County anchors one of the nation’s largest metropolitan economies, supporting an extremely productive and economically diverse industrial center. County assets include two major airports, extensive rail and road infrastructure, world-renowned colleges and universities, and countless recreational, cultural, and social resources.

The County’s industrial profile resembles that of the United States, with a slightly larger service sector. The County boasts a strong transportation network that includes O’Hare International Airport, Chicago Midway International Airport, the Illinois Port Authority, and the Illinois Tollway. Leading service sector industries in the County include health care, manufacturing, real estate, technology and professional services.

Cook County comprises 45% of Illinois economic activity with 2.6 million jobs and \$308 billion in annual output. However, the County faces significant economic challenges. In August 2013, the Cook County unemployment rate

was 10.2%, 1% more than the State’s unemployment rate of 9.2% and 2.9% more than the national unemployment rate of 7.3%.

2011 Median Household Income



In 2011, the median household income was \$54,598 and 15.8% of the general population lives below the poverty line. Low income and high unemployment areas are spread unevenly throughout the County.

GOVERNMENT

Cook County is governed by the County Board President and the seventeen-member Cook County Board of Commissioners. The commissioners serve four-year terms and are elected from single member districts. The County Board President is elected by a general countywide vote. The President and the Board of Commissioners are accountable to Cook County residents for budgeting and controlling financial resources for all Cook County governmental offices and departments.

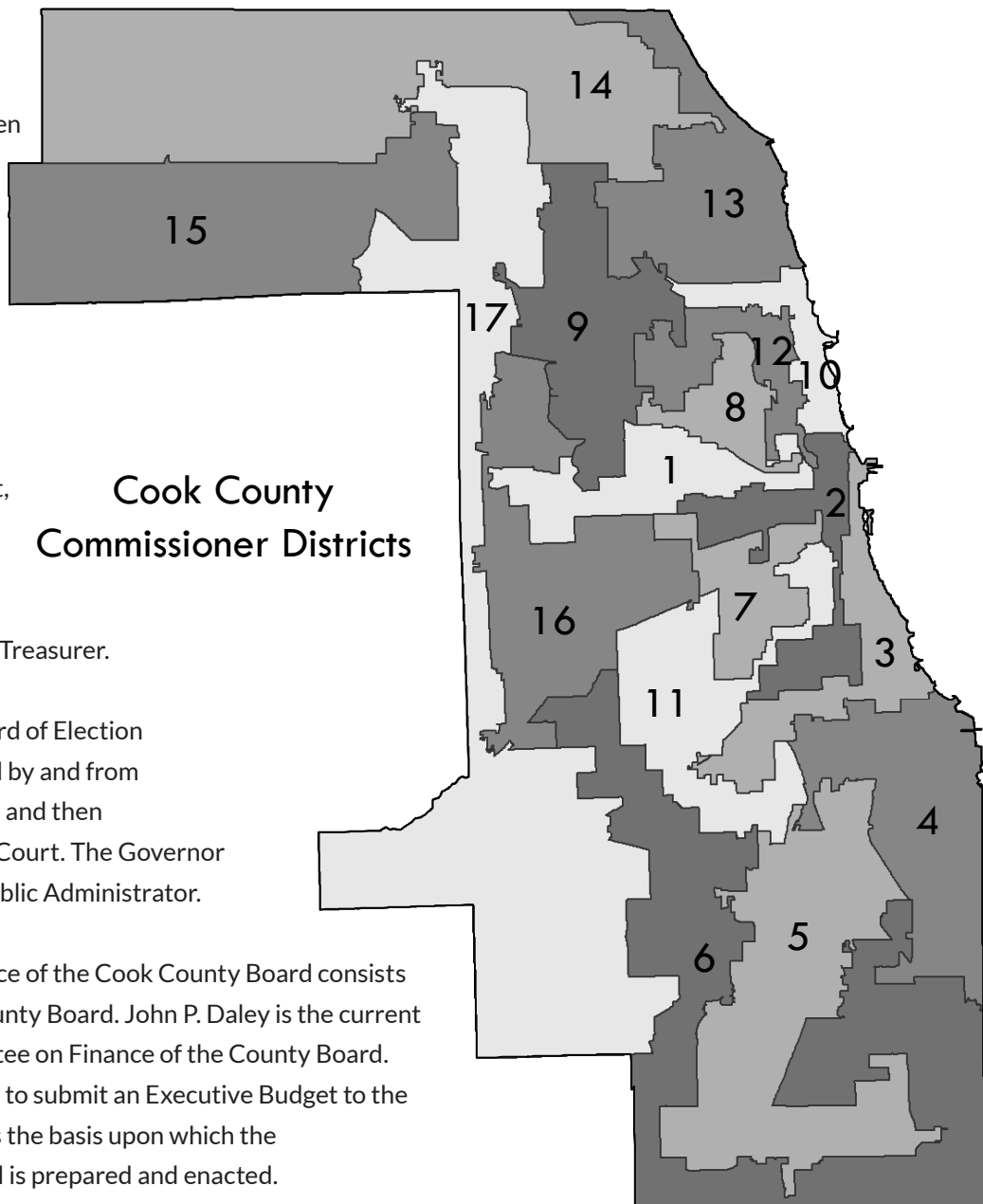
Under the Illinois Constitution, the County is a home rule unit of government and, except as limited by State law, may exercise any power and perform any function relating to its government and affairs.

Cook County Board President, Toni Preckwinkle, was elected on November 2, 2010 and took office December 6, 2010. The President is the Chief Executive Officer of the County and presides over the meetings of the County Board. The President has the power to veto County Board resolutions and ordinances and the County Board requires a two-thirds vote to override a Presidential veto.

There are thirteen additional Cook County government offices. Eleven of the offices have their own independently elected officers; the Assessor, the three commissioners of the Board of Review, the Chief Judge of the Circuit Court, the Clerk of the Circuit Court, the County Clerk, the Recorder of Deeds, the Sheriff, the State's Attorney, and the Treasurer.

The Chairman of the Board of Election Commissioners is elected by and from the three commissioners, and then appointed by the Circuit Court. The Governor of Illinois appoints the Public Administrator.

The Committee on Finance of the Cook County Board consists of all members of the County Board. John P. Daley is the current Chairman of the Committee on Finance of the County Board. The President is required to submit an Executive Budget to the Committee on Finance as the basis upon which the Annual Appropriation Bill is prepared and enacted.

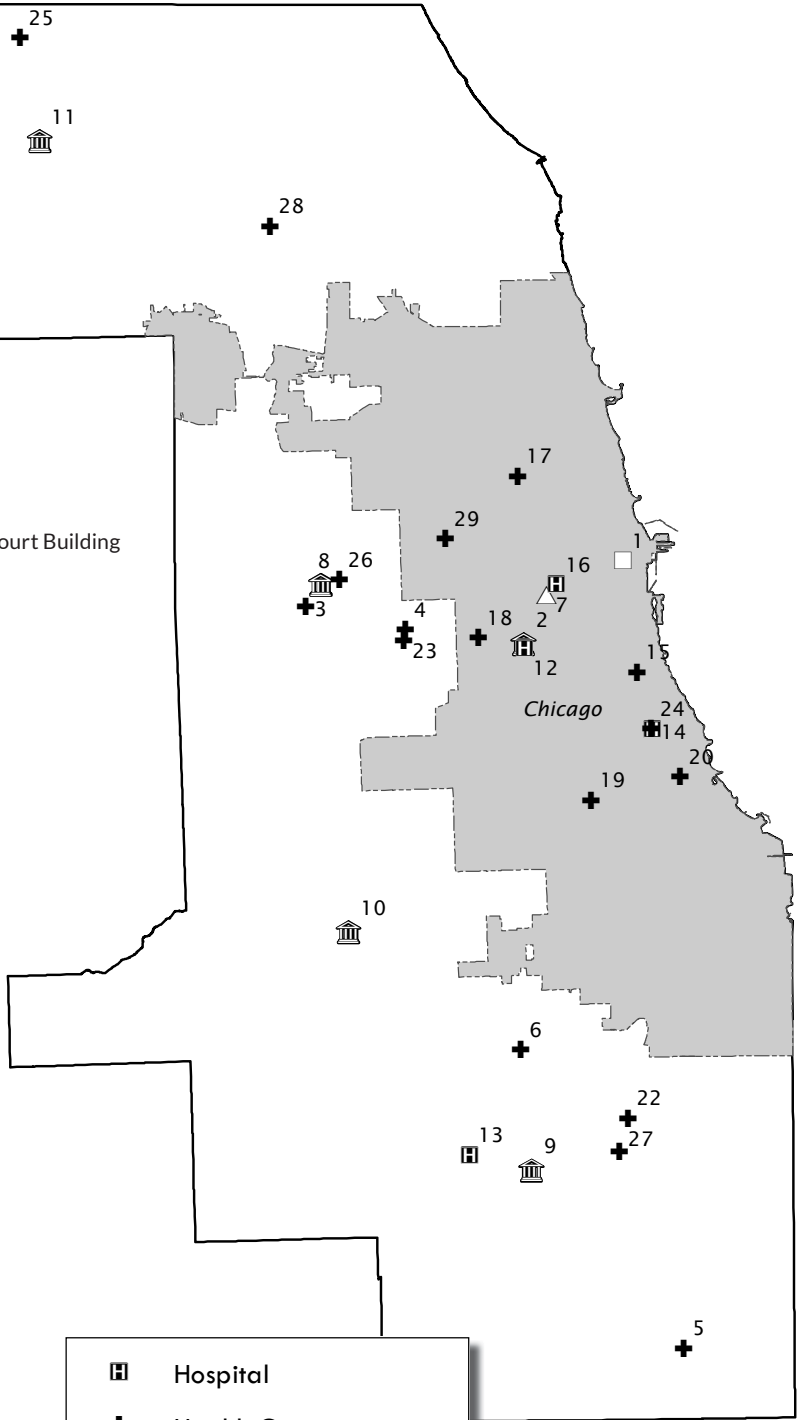


PRINCIPLE FUNCTIONS OF COOK COUNTY

County Government has principle responsibility for the provision of public health services, the public safety, and the assessment of real property and the levy, extension and collection of property taxes. The County also has responsibility for maintaining County roads, economic development, and the provision of certain general government services.

PRIMARY COOK COUNTY FACILITIES

| NUMBER | FACILITY NAME |
|--------|--|
| 1 | Cook County Building |
| 2 | Honorable George N. Leighton Criminal Court Building |
| 3 | John J. Madden Clinic |
| 4 | Cicero Health Center |
| 5 | Cottage Grove Health Center |
| 6 | Robbins Health Center |
| 7 | Juvenile Temporary Detention Center |
| 8 | Maywood Courthouse |
| 9 | Markham Courthouse |
| 10 | Bridgeview Courthouse |
| 11 | Rolling Meadows Courthouse |
| 12 | Cermak Hospital |
| 13 | Oak Forest Hospital |
| 14 | Provident Hospital |
| 15 | Near South Health Center |
| 16 | Stroger Hospital |
| 17 | Logan Square Health Center |
| 18 | Prieto Health Center |
| 19 | Englewood Health Center |
| 20 | Woodlawn Health Center |
| 21 | Cook County Jail |
| 22 | Woody Winston Health Center |
| 23 | Morton East Adolescent Health Center |
| 24 | John Sengstacke Clinic |
| 25 | Vista Health Center |
| 26 | Edward Piszczek TB Clinic |
| 27 | Harvey TB Clinic |
| 28 | Des Plaines TB Clinic |
| 29 | Westside Health Center |



| | |
|--|-------------------------|
| | Hospital |
| | Health Center |
| | Courthouse |
| | Prison/Detention Center |
| | Cook County Building |

HEALTH CARE

Cook County is responsible for providing crucial health care services to over five million residents, regardless of residents' ability to pay or citizenship status.

The Cook County Health & Hospital System (CCHHS) oversees a comprehensive, integrated system of health care throughout Chicago and suburban Cook County through its seven affiliates: two hospitals, Stroger and Provident; a growing ambulatory and community health network; the Cermak correctional health care facility; the CORE center for HIV/AIDS and infectious diseases treatment; and the Department of Public Health.

CCHHS offers a broad range of services from specialty and primary care to emergency, acute, outpatient, rehabilitative, long-term and preventative care. The health system plans to employ over 6,500 workers in 2014, making it one of the largest public health systems in the country. Operations and policy are governed by an independent board.

The system also launched a program at the end of 2012, called CountyCare, to take advantage of the expanded Medicaid eligibility for adults that will go into effect under the Affordable Care Act (ACA) in 2014.

PUBLIC SAFETY

Cook County provides for the protection of persons and property through the provision of a court system, a jail system, a police force, prosecution, and public defense.

The County operates the second largest unified court system in the world, which hears civil, criminal, and administrative cases.

The Cook County Department of Corrections is one of the largest single-site pretrial detention facilities in the United States, and the Juvenile Temporary Detention Facility was the first juvenile detention facility in the country.

The Sheriff's Police Department conducts investigations, makes arrests, and provides other police services to unincorporated Cook County, as well as coordinating with municipal police forces throughout the County.

PROPERTY AND TAXATION

Cook County administers the second largest property taxation system in the United States. There are 1.7 million taxable parcels of land, with an annual collection of over \$11 billion dollars. Tax funds are distributed to over 2,200 local government agencies including school districts, villages, cities, townships, parks and forest preserves, libraries, public health and safety agencies.

KEY FUNCTIONS OF THE SYSTEM ARE ASSESSMENT, APPEALS, BILLING, AND TAX COLLECTION.

The County assesses one third of the region each year, rotating among the northern suburbs, the southern suburbs, and the City of Chicago. The value of each property is determined by a mass appraisal system rather than on an individual basis.

Taxpayers can appeal their assessments before the tax rate is calculated and bills are sent to property owners twice per year.

APPENDIX B, SECTION 1

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 and included in Appendix A, Section 1.

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. 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.

II. 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 within 30 calendar days from the date of separation unless otherwise required in the relevant collective bargaining agreement.

III. 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 regulations as established in the respective salary schedules.
- 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.

IV. 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.

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.

V. 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 appointment shall not set a new anniversary date.

VI. 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 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.
- 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 to 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 at 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.

VII. 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 salary adjusted in the new position to the same step of the new salary grade as was received in the salary grade of the job from which 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 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.

VIII. RECLASSIFICATION OF POSITIONS

An employee whose position is reclassified to a lower classification shall be placed in the first step of the lower grade which provides a salary at least one step below the salary received at the time of the reclassification. Such action shall not change the employee's anniversary date.

An employee whose position is reclassified to a higher classification shall be placed in the first step of the higher grade which provides a salary at least one step above the 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.

IX. 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 upgrading.

X. SALARY RATES BASED UPON FULL-TIME EMPLOYMENT

The salary rates prescribed in the Salary Schedules are fixed on the basis of full-time service for normal work weeks of 40 hours unless otherwise defined in the applicable collective bargaining agreement. Overtime will accrue as defined in the applicable collective bargaining agreement.

XI. PREVAILING RATE POSITIONS

A prevailing rate (X) 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 (Account 130) shall be the same as positions on the 110 Account unless authorized in advance by the Chief, Bureau of Human Resources. All such positions shall conform to the provisions of these resolutions.

XIV. CONTINUITY OF SERVICE

Absence from 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.

XV. GENERAL PROVISIONS

All changes in pay, including reclasses and upgrades, 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 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.

All questions concerning the specific application of the provisions of this resolution shall be interpreted and resolved by the Chief, Bureau of Human Resources.

Effective June 1, 2012

**SCHEDULE I- GENERAL
BUREAU OF HUMAN RESOURCES
UNION**

| <u>GD</u> | | <u>1ST</u> | <u>2ND</u> | <u>3RD</u> | <u>4TH</u> | <u>5TH</u> | <u>AFTER 2</u> | <u>AFTER 1</u> | <u>AFTER 1</u> | <u>AFTER 1</u> |
|-----------|-----------|-------------|-------------|-------------|-------------|-------------|------------------------------------|--|--|--|
| | | <u>STEP</u> | <u>STEP</u> | <u>STEP</u> | <u>STEP</u> | <u>STEP</u> | <u>YEARS AT</u> <u>5TH STEP</u> | <u>YR AT 1ST</u> <u>LONGEVITY</u> <u>RATE & 10</u> <u>YRS SERVC</u> | <u>YR AT 2ND</u> <u>LONGEVITY</u> <u>RATE & 15</u> <u>YRS SERVC</u> | <u>YR AT 3RD</u> <u>LONGEVITY</u> <u>RATE & 20</u> <u>YRS SERVC</u> |
| 9 | Hourly | 13.769 | 14.394 | 15.094 | 15.823 | 16.552 | 17.339 | 17.833 | 18.012 | 18.543 |
| | Bi-Weekly | 1,101.52 | 1,151.52 | 1,207.52 | 1,265.84 | 1,324.16 | 1,387.12 | 1,426.64 | 1,440.96 | 1,483.44 |
| | Annual | 28,640 | 29,940 | 31,396 | 32,912 | 34,428 | 36,065 | 37,093 | 37,465 | 38,569 |
| 10 | Hourly | 14.749 | 15.437 | 16.162 | 16.945 | 17.760 | 18.590 | 18.945 | 19.145 | 19.711 |
| | Bi-Weekly | 1,179.92 | 1,234.96 | 1,292.96 | 1,355.60 | 1,420.80 | 1,487.20 | 1,515.60 | 1,531.60 | 1,576.88 |
| | Annual | 30,678 | 32,109 | 33,617 | 35,246 | 36,941 | 38,667 | 39,406 | 39,822 | 40,999 |
| 11 | Hourly | 15.823 | 16.552 | 17.340 | 18.149 | 19.047 | 20.012 | 20.413 | 20.602 | 21.233 |
| | Bi-Weekly | 1,265.84 | 1,324.16 | 1,387.20 | 1,451.92 | 1,523.76 | 1,600.96 | 1,633.04 | 1,648.16 | 1,698.64 |
| | Annual | 32,912 | 34,428 | 36,067 | 37,750 | 39,618 | 41,625 | 42,459 | 42,852 | 44,165 |
| 12 | Hourly | 16.945 | 17.760 | 18.590 | 19.485 | 20.488 | 21.437 | 21.856 | 22.074 | 22.745 |
| | Bi-Weekly | 1,355.60 | 1,420.80 | 1,487.20 | 1,558.80 | 1,639.04 | 1,714.96 | 1,748.48 | 1,765.92 | 1,819.60 |
| | Annual | 35,246 | 36,941 | 38,667 | 40,529 | 42,615 | 44,589 | 45,460 | 45,914 | 47,310 |
| 13 | Hourly | 18.149 | 19.047 | 20.012 | 20.977 | 21.928 | 23.025 | 23.484 | 23.710 | 24.427 |
| | Bi-Weekly | 1,451.92 | 1,523.76 | 1,600.96 | 1,678.16 | 1,754.24 | 1,842.00 | 1,878.72 | 1,896.80 | 1,954.16 |
| | Annual | 37,750 | 39,618 | 41,625 | 43,632 | 45,610 | 47,892 | 48,847 | 49,317 | 50,808 |
| 14 | Hourly | 19.420 | 20.488 | 21.437 | 22.519 | 23.585 | 24.704 | 25.215 | 25.465 | 26.234 |
| | Bi-Weekly | 1,553.60 | 1,639.04 | 1,714.96 | 1,801.52 | 1,886.80 | 1,976.32 | 2,017.20 | 2,037.20 | 2,098.72 |
| | Annual | 40,394 | 42,615 | 44,589 | 46,840 | 49,057 | 51,384 | 52,447 | 52,967 | 54,567 |
| 15 | Hourly | 20.977 | 21.928 | 23.025 | 24.166 | 25.379 | 26.573 | 27.110 | 27.387 | 28.204 |
| | Bi-Weekly | 1,678.16 | 1,754.24 | 1,842.00 | 1,933.28 | 2,030.32 | 2,125.84 | 2,168.80 | 2,190.96 | 2,256.32 |
| | Annual | 43,632 | 45,610 | 47,892 | 50,265 | 52,788 | 55,272 | 56,389 | 56,965 | 58,664 |
| 16 | Hourly | 22.519 | 23.586 | 24.704 | 25.886 | 27.135 | 28.393 | 28.978 | 29.258 | 30.142 |
| | Bi-Weekly | 1,801.52 | 1,886.88 | 1,976.32 | 2,070.88 | 2,170.80 | 2,271.44 | 2,318.24 | 2,340.64 | 2,411.36 |
| | Annual | 46,840 | 49,059 | 51,384 | 53,843 | 56,441 | 59,057 | 60,274 | 60,857 | 62,695 |
| 17 | Hourly | 24.166 | 25.380 | 26.573 | 27.811 | 29.186 | 30.629 | 31.228 | 31.526 | 32.480 |
| | Bi-Weekly | 1,933.28 | 2,030.40 | 2,125.84 | 2,224.88 | 2,334.88 | 2,450.32 | 2,498.24 | 2,522.08 | 2,598.40 |
| | Annual | 50,265 | 52,790 | 55,272 | 57,847 | 60,707 | 63,708 | 64,954 | 65,574 | 67,558 |
| 18 | Hourly | 25.886 | 27.136 | 28.393 | 29.805 | 31.179 | 32.718 | 33.387 | 33.703 | 34.747 |
| | Bi-Weekly | 2,070.88 | 2,170.88 | 2,271.44 | 2,384.40 | 2,494.32 | 2,617.44 | 2,670.96 | 2,696.24 | 2,779.76 |
| | Annual | 53,843 | 56,443 | 59,057 | 61,994 | 64,852 | 68,053 | 69,445 | 70,102 | 72,274 |
| 19 | Hourly | 28.393 | 29.805 | 31.179 | 32.718 | 34.264 | 35.907 | 36.453 | 36.808 | 37.923 |
| | Bi-Weekly | 2,271.44 | 2,384.40 | 2,494.32 | 2,617.44 | 2,741.12 | 2,872.56 | 2,916.24 | 2,944.64 | 3,033.84 |
| | Annual | 59,057 | 61,994 | 64,852 | 68,053 | 71,269 | 74,687 | 75,822 | 76,561 | 78,880 |
| 20 | Hourly | 31.179 | 32.718 | 34.264 | 35.907 | 37.602 | 39.438 | 40.017 | 40.404 | 41.623 |
| | Bi-Weekly | 2,494.32 | 2,617.44 | 2,741.12 | 2,872.56 | 3,008.16 | 3,155.04 | 3,201.36 | 3,232.32 | 3,329.84 |
| | Annual | 64,852 | 68,053 | 71,269 | 74,687 | 78,212 | 82,031 | 83,235 | 84,040 | 86,576 |
| 21 | Hourly | 34.264 | 35.907 | 37.602 | 39.438 | 41.309 | 43.319 | 43.961 | 44.399 | 45.746 |
| | Bi-Weekly | 2,741.12 | 2,872.56 | 3,008.16 | 3,155.04 | 3,304.72 | 3,465.52 | 3,516.88 | 3,551.92 | 3,659.68 |
| | Annual | 71,269 | 74,687 | 78,212 | 82,031 | 85,923 | 90,104 | 91,439 | 92,350 | 95,152 |

**SCHEDULE I- GENERAL
BUREAU OF HUMAN RESOURCES
UNION**

| GD | | 1ST STEP | 2ND STEP | 3RD STEP | 4TH STEP | 5TH STEP | AFTER 2 YEARS AT 5TH STEP | AFTER 1 | AFTER 1 | AFTER 1 |
|-----------|-----------|---------------------|---------------------|---------------------|---------------------|---------------------|--|--|--|--|
| | | | | | | | | YR AT 1ST LONGEVITY RATE & 10 YRS SERVC | YR AT 2ND LONGEVITY RATE & 15 YRS SERVC | YR AT 3RD LONGEVITY RATE & 20 YRS SERVC |
| 22 | Hourly | 37.602 | 39.438 | 41.309 | 43.319 | 45.331 | 47.516 | 48.214 | 48.693 | 50.152 |
| | Bi-Weekly | 3,008.17 | 3,155.08 | 3,304.73 | 3,465.50 | 3,626.52 | 3,801.32 | 3,857.09 | 3,895.44 | 4,012.14 |
| | Annual | 78,212 | 82,032 | 85,923 | 90,103 | 94,289 | 98,834 | 100,284 | 101,281 | 104,316 |
| 23 | Hourly | 39.438 | 41.309 | 43.319 | 45.331 | 47.516 | 49.880 | 50.619 | 51.124 | 52.669 |
| | Bi-Weekly | 3,155.04 | 3,304.72 | 3,465.52 | 3,626.48 | 3,801.28 | 3,990.40 | 4,049.52 | 4,089.92 | 4,213.52 |
| | Annual | 82,031 | 85,923 | 90,104 | 94,288 | 98,833 | 103,750 | 105,288 | 106,338 | 109,552 |

Effective June 1, 2012

SCHEDULE I - GENERAL

BUREAU OF HUMAN RESOURCES
SEIU LOCAL 73
CORPORATE ONLY

| GD | | 1ST STEP | 2ND STEP | 3RD STEP | 4TH STEP | 5TH STEP | AFTER 2 YEARS AT 5TH STEP | AFTER 1 | AFTER 1 | AFTER 1 |
|----|-----------|-------------|-------------|-------------|-------------|-------------|---------------------------------|--|--|--|
| | | | | | | | | YR AT 1ST LONGEVITY RATE & 10 YRS SERVC | YR AT 2ND LONGEVITY RATE & 15 YRS SERVC | YR AT 3RD LONGEVITY RATE & 20 YRS SERVC |
| 9 | Hourly | 13.769 | 14.394 | 15.094 | 15.823 | 16.552 | 17.340 | 17.833 | 18.012 | 18.543 |
| | Bi-Weekly | 1,101.52 | 1,151.52 | 1,207.52 | 1,265.84 | 1,324.16 | 1,387.20 | 1,426.64 | 1,440.96 | 1,483.44 |
| | Annual | 28,640 | 29,940 | 31,396 | 32,912 | 34,428 | 36,067 | 37,093 | 37,465 | 38,569 |
| 10 | Hourly | 14.749 | 15.437 | 16.162 | 16.945 | 17.760 | 18.590 | 18.945 | 19.145 | 19.711 |
| | Bi-Weekly | 1,179.92 | 1,234.96 | 1,292.96 | 1,355.60 | 1,420.80 | 1,487.20 | 1,515.60 | 1,531.60 | 1,576.88 |
| | Annual | 30,678 | 32,109 | 33,617 | 35,246 | 36,941 | 38,667 | 39,406 | 39,822 | 40,999 |
| 11 | Hourly | 15.823 | 16.552 | 17.340 | 18.149 | 19.047 | 20.012 | 20.413 | 20.602 | 21.233 |
| | Bi-Weekly | 1,265.84 | 1,324.16 | 1,387.20 | 1,451.92 | 1,523.76 | 1,600.96 | 1,633.04 | 1,648.16 | 1,698.64 |
| | Annual | 32,912 | 34,428 | 36,067 | 37,750 | 39,618 | 41,625 | 42,459 | 42,852 | 44,165 |
| 12 | Hourly | 16.945 | 17.760 | 18.590 | 19.485 | 20.488 | 21.437 | 21.856 | 22.074 | 22.745 |
| | Bi-Weekly | 1,355.60 | 1,420.80 | 1,487.20 | 1,558.80 | 1,639.04 | 1,714.96 | 1,748.48 | 1,765.92 | 1,819.60 |
| | Annual | 35,246 | 36,941 | 38,667 | 40,529 | 42,615 | 44,589 | 45,460 | 45,914 | 47,310 |
| 13 | Hourly | 18.149 | 19.047 | 20.012 | 20.977 | 21.928 | 23.025 | 23.484 | 23.710 | 24.427 |
| | Bi-Weekly | 1,451.92 | 1,523.76 | 1,600.96 | 1,678.16 | 1,754.24 | 1,842.00 | 1,878.72 | 1,896.80 | 1,954.16 |
| | Annual | 37,750 | 39,618 | 41,625 | 43,632 | 45,610 | 47,892 | 48,847 | 49,317 | 50,808 |
| 14 | Hourly | 19.485 | 20.488 | 21.437 | 22.519 | 23.585 | 24.704 | 25.215 | 25.465 | 26.234 |
| | Bi-Weekly | 1,558.80 | 1,639.04 | 1,714.96 | 1,801.52 | 1,886.80 | 1,976.32 | 2,017.20 | 2,037.20 | 2,098.72 |
| | Annual | 40,529 | 42,615 | 44,589 | 46,840 | 49,057 | 51,384 | 52,447 | 52,967 | 54,567 |
| 15 | Hourly | 20.977 | 21.928 | 23.025 | 24.166 | 25.379 | 26.573 | 27.110 | 27.387 | 28.204 |
| | Bi-Weekly | 1,678.16 | 1,754.24 | 1,842.00 | 1,933.28 | 2,030.32 | 2,125.84 | 2,168.80 | 2,190.96 | 2,256.32 |
| | Annual | 43,632 | 45,610 | 47,892 | 50,265 | 52,788 | 55,272 | 56,389 | 56,965 | 58,664 |
| 16 | Hourly | 22.519 | 23.585 | 24.704 | 25.886 | 27.136 | 28.393 | 28.978 | 29.259 | 30.141 |
| | Bi-Weekly | 1,801.52 | 1,886.80 | 1,976.32 | 2,070.88 | 2,170.88 | 2,271.44 | 2,318.24 | 2,340.72 | 2,411.28 |
| | Annual | 46,840 | 49,057 | 51,384 | 53,843 | 56,443 | 59,057 | 60,274 | 60,859 | 62,693 |
| 17 | Hourly | 24.166 | 25.379 | 26.573 | 27.811 | 29.186 | 30.629 | 31.228 | 31.527 | 32.480 |
| | Bi-Weekly | 1,933.28 | 2,030.32 | 2,125.84 | 2,224.88 | 2,334.88 | 2,450.32 | 2,498.24 | 2,522.16 | 2,598.40 |
| | Annual | 50,265 | 52,788 | 55,272 | 57,847 | 60,707 | 63,708 | 64,954 | 65,576 | 67,558 |
| 18 | Hourly | 25.886 | 27.136 | 28.393 | 29.805 | 31.179 | 32.718 | 33.387 | 33.703 | 34.747 |
| | Bi-Weekly | 2,070.88 | 2,170.88 | 2,271.44 | 2,384.40 | 2,494.32 | 2,617.44 | 2,670.96 | 2,696.24 | 2,779.76 |
| | Annual | 53,843 | 56,443 | 59,057 | 61,994 | 64,852 | 68,053 | 69,445 | 70,102 | 72,274 |
| 19 | Hourly | 28.393 | 29.805 | 31.179 | 32.718 | 34.264 | 35.907 | 36.453 | 36.808 | 37.923 |
| | Bi-Weekly | 2,271.44 | 2,384.40 | 2,494.32 | 2,617.44 | 2,741.12 | 2,872.56 | 2,916.24 | 2,944.64 | 3,033.84 |
| | Annual | 59,057 | 61,994 | 64,852 | 68,053 | 71,269 | 74,687 | 75,822 | 76,561 | 78,880 |
| 20 | Hourly | 31.179 | 32.718 | 34.264 | 35.907 | 37.602 | 39.438 | 40.017 | 40.404 | 41.623 |
| | Bi-Weekly | 2,494.32 | 2,617.44 | 2,741.12 | 2,872.56 | 3,008.16 | 3,155.04 | 3,201.36 | 3,232.32 | 3,329.84 |
| | Annual | 64,852 | 68,053 | 71,269 | 74,687 | 78,212 | 82,031 | 83,235 | 84,040 | 86,576 |
| 21 | Hourly | 34.264 | 35.907 | 37.602 | 39.438 | 41.309 | 43.319 | 43.961 | 44.399 | 45.746 |
| | Bi-Weekly | 2,741.12 | 2,872.56 | 3,008.16 | 3,155.04 | 3,304.72 | 3,465.52 | 3,516.88 | 3,551.92 | 3,659.68 |
| | Annual | 71,269 | 74,687 | 78,212 | 82,031 | 85,923 | 90,104 | 91,439 | 92,350 | 95,152 |
| 22 | Hourly | 37.602 | 39.438 | 41.309 | 43.319 | 45.331 | 47.516 | 48.214 | 48.693 | 50.152 |
| | Bi-Weekly | 3,008.16 | 3,155.04 | 3,304.72 | 3,465.52 | 3,626.48 | 3,801.28 | 3,857.12 | 3,895.44 | 4,012.16 |
| | Annual | 78,212 | 82,031 | 85,923 | 90,104 | 94,288 | 98,833 | 100,285 | 101,281 | 104,316 |

SCHEDULE I - GENERAL

BUREAU OF HUMAN RESOURCES
SEIU LOCAL 73
CORPORATE ONLY

| <u>GD</u> | | <u>1ST</u> | <u>2ND</u> | <u>3RD</u> | <u>4TH</u> | <u>5TH</u> | <u>AFTER 2</u> | <u>AFTER 1</u> | <u>AFTER 1</u> | <u>AFTER 1</u> |
|-----------|-----------|-------------|-------------|-------------|-------------|-------------|-----------------|----------------------|----------------------|----------------------|
| | | <u>STEP</u> | <u>STEP</u> | <u>STEP</u> | <u>STEP</u> | <u>STEP</u> | <u>YEARS AT</u> | <u>YR AT 1ST</u> | <u>YR AT 2ND</u> | <u>YR AT 3RD</u> |
| | | | | | | | <u>5TH STEP</u> | <u>LONGEVITY</u> | <u>LONGEVITY</u> | <u>LONGEVITY</u> |
| | | | | | | | | <u>RATE & 10</u> | <u>RATE & 15</u> | <u>RATE & 20</u> |
| | | | | | | | | <u>YRS SERVC</u> | <u>YRS SERVC</u> | <u>YRS SERVC</u> |
| 23 | Hourly | 39.438 | 41.309 | 43.319 | 45.331 | 47.516 | 49.880 | 50.619 | 51.124 | 52.669 |
| | Bi-Weekly | 3,155.04 | 3,304.72 | 3,465.52 | 3,626.48 | 3,801.28 | 3,990.40 | 4,049.52 | 4,089.92 | 4,213.52 |
| | Annual | 82,031 | 85,923 | 90,104 | 94,288 | 98,833 | 103,750 | 105,288 | 106,338 | 109,552 |

Effective November 30, 2012

**SCHEDULE 1
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 73
CCHHS ONLY**

| GD | | 1ST STEP | 2ND STEP | 3RD STEP | 4TH STEP | 5TH STEP | AFTER 2 YEARS AT 5TH STEP | AFTER 1 | AFTER 1 | AFTER 1 | AFTER 1 |
|-----------|-----------|---------------------|---------------------|---------------------|---------------------|---------------------|--|--|--|--|--|
| | | | | | | | | YR AT 1ST LONGEVITY RATE & 10 YRS SERVC | YR AT 2ND LONGEVITY RATE & 12 YRS SERVC | YR AT 3RD LONGEVITY RATE & 15 YRS SERVC | YR AT 4TH LONGEVITY RATE & 20 YRS SERVC |
| 9 | Hourly | 13.769 | 14.078 | 14.762 | 15.474 | 16.188 | 17.340 | 17.730 | 17.907 | 18.129 | 18.951 |
| | Bi-Weekly | 1,101.50 | 1,126.23 | 1,180.92 | 1,237.95 | 1,295.05 | 1,387.20 | 1,418.40 | 1,432.56 | 1,450.32 | 1,516.08 |
| | Annual | 28,639 | 29,282 | 30,704 | 32,187 | 33,671 | 36,067 | 36,878 | 37,247 | 37,708 | 39,418 |
| 10 | Hourly | 14.749 | 15.437 | 16.162 | 16.946 | 17.760 | 18.590 | 19.008 | 19.198 | 19.435 | 20.317 |
| | Bi-Weekly | 1,179.91 | 1,234.99 | 1,292.96 | 1,355.67 | 1,420.77 | 1,487.20 | 1,520.64 | 1,535.84 | 1,554.80 | 1,625.36 |
| | Annual | 30,678 | 32,110 | 33,617 | 35,248 | 36,940 | 38,667 | 39,537 | 39,932 | 40,425 | 42,259 |
| 11 | Hourly | 15.822 | 16.552 | 17.339 | 18.149 | 19.047 | 20.012 | 20.463 | 20.668 | 20.923 | 21.872 |
| | Bi-Weekly | 1,265.80 | 1,324.19 | 1,387.16 | 1,451.91 | 1,523.80 | 1,600.96 | 1,637.04 | 1,653.44 | 1,673.84 | 1,749.76 |
| | Annual | 32,911 | 34,429 | 36,066 | 37,750 | 39,619 | 41,625 | 42,563 | 42,989 | 43,520 | 45,494 |
| 12 | Hourly | 16.946 | 17.760 | 18.590 | 19.486 | 20.487 | 21.437 | 21.919 | 22.138 | 22.412 | 23.429 |
| | Bi-Weekly | 1,355.67 | 1,420.77 | 1,487.22 | 1,558.85 | 1,638.96 | 1,714.96 | 1,753.52 | 1,771.04 | 1,792.96 | 1,874.32 |
| | Annual | 35,248 | 36,940 | 38,668 | 40,530 | 42,613 | 44,589 | 45,592 | 46,047 | 46,617 | 48,732 |
| 13 | Hourly | 18.149 | 19.047 | 20.013 | 20.977 | 21.928 | 23.025 | 23.543 | 23.778 | 24.073 | 25.165 |
| | Bi-Weekly | 1,451.91 | 1,523.80 | 1,601.03 | 1,678.17 | 1,754.21 | 1,842.00 | 1,883.44 | 1,902.24 | 1,925.84 | 2,013.20 |
| | Annual | 37,750 | 39,619 | 41,627 | 43,632 | 45,609 | 47,892 | 48,969 | 49,458 | 50,072 | 52,343 |
| 14 | Hourly | 19.486 | 20.487 | 21.436 | 22.519 | 23.586 | 24.704 | 25.260 | 25.513 | 25.829 | 27.000 |
| | Bi-Weekly | 1,558.85 | 1,638.96 | 1,714.92 | 1,801.48 | 1,886.86 | 1,976.32 | 2,020.80 | 2,041.04 | 2,066.32 | 2,160.00 |
| | Annual | 40,530 | 42,613 | 44,588 | 46,839 | 49,058 | 51,384 | 52,541 | 53,067 | 53,724 | 56,160 |
| 15 | Hourly | 20.977 | 21.928 | 23.026 | 24.166 | 25.380 | 26.573 | 27.171 | 27.443 | 27.782 | 29.043 |
| | Bi-Weekly | 1,678.17 | 1,754.21 | 1,842.05 | 1,933.28 | 2,030.37 | 2,125.84 | 2,173.68 | 2,195.44 | 2,222.56 | 2,323.44 |
| | Annual | 43,632 | 45,609 | 47,893 | 50,265 | 52,790 | 55,272 | 56,516 | 57,081 | 57,787 | 60,409 |
| 16 | Hourly | 22.519 | 23.586 | 24.704 | 25.886 | 27.135 | 28.393 | 29.032 | 29.322 | 29.686 | 31.032 |
| | Bi-Weekly | 1,801.48 | 1,886.86 | 1,976.31 | 2,070.85 | 2,170.83 | 2,271.44 | 2,322.56 | 2,345.76 | 2,374.88 | 2,482.56 |
| | Annual | 46,839 | 49,058 | 51,384 | 53,842 | 56,441 | 59,057 | 60,387 | 60,990 | 61,747 | 64,547 |
| 17 | Hourly | 24.166 | 25.380 | 26.573 | 27.811 | 29.186 | 30.629 | 31.318 | 31.631 | 32.022 | 33.475 |
| | Bi-Weekly | 1,933.28 | 2,030.37 | 2,125.85 | 2,224.89 | 2,334.87 | 2,450.32 | 2,505.44 | 2,530.48 | 2,561.76 | 2,678.00 |
| | Annual | 50,265 | 52,790 | 55,272 | 57,847 | 60,707 | 63,708 | 65,141 | 65,792 | 66,606 | 69,628 |
| 18 | Hourly | 25.886 | 27.135 | 28.393 | 29.805 | 31.179 | 32.718 | 33.454 | 33.789 | 34.207 | 35.758 |
| | Bi-Weekly | 2,070.85 | 2,170.83 | 2,271.48 | 2,384.44 | 2,494.34 | 2,617.44 | 2,676.32 | 2,703.12 | 2,736.56 | 2,860.64 |
| | Annual | 53,842 | 56,441 | 59,058 | 61,995 | 64,853 | 68,053 | 69,584 | 70,281 | 71,151 | 74,377 |
| 19 | Hourly | 28.393 | 29.805 | 31.179 | 32.717 | 34.264 | 35.907 | 36.715 | 37.082 | 37.541 | 39.243 |
| | Bi-Weekly | 2,271.48 | 2,384.44 | 2,494.34 | 2,617.40 | 2,741.14 | 2,872.56 | 2,937.20 | 2,966.56 | 3,003.28 | 3,139.44 |
| | Annual | 59,058 | 61,995 | 64,853 | 68,052 | 71,270 | 74,687 | 76,367 | 77,131 | 78,085 | 81,625 |
| 20 | Hourly | 31.179 | 32.717 | 34.264 | 35.906 | 37.602 | 39.438 | 40.326 | 40.729 | 41.233 | 43.102 |
| | Bi-Weekly | 2,494.34 | 2,617.40 | 2,741.14 | 2,872.51 | 3,008.13 | 3,155.04 | 3,226.08 | 3,258.32 | 3,298.64 | 3,448.16 |
| | Annual | 64,853 | 68,052 | 71,270 | 74,685 | 78,211 | 82,031 | 83,878 | 84,716 | 85,765 | 89,652 |
| 21 | Hourly | 34.264 | 35.906 | 37.602 | 39.439 | 41.309 | 43.319 | 44.293 | 44.736 | 45.290 | 47.343 |
| | Bi-Weekly | 2,741.14 | 2,872.51 | 3,008.13 | 3,155.12 | 3,304.74 | 3,465.50 | 3,543.44 | 3,578.88 | 3,623.20 | 3,787.44 |
| | Annual | 71,270 | 74,685 | 78,211 | 82,033 | 85,923 | 90,103 | 92,129 | 93,051 | 94,203 | 98,473 |
| 22 | Hourly | 37.602 | 39.439 | 41.309 | 43.318 | 45.332 | 47.516 | 48.585 | 49.071 | 49.679 | 51.931 |
| | Bi-Weekly | 3,008.13 | 3,155.12 | 3,304.74 | 3,465.48 | 3,626.56 | 3,801.28 | 3,886.80 | 3,925.68 | 3,974.32 | 4,154.48 |
| | Annual | 78,211 | 82,033 | 85,923 | 90,102 | 94,291 | 98,833 | 101,057 | 102,068 | 103,332 | 108,016 |

**SCHEDULE I-AFSCME
BUREAU OF HUMAN RESOURCES
AFSCME MEMBERS ONLY**

| GD | | ENTRY RATE | 1st STEP | 2nd STEP | 3rd STEP | 4th STEP | 5th STEP | AFTER 2 YEARS AT 5TH STEP | AFTER 1 | AFTER 1 | AFTER 1 |
|----|-----------|------------|----------|----------|----------|----------|----------|---------------------------|---|---|---|
| | | | | | | | | | YR AT 1ST LONGEVITY RATE & 10 YRS SERVC | YR AT 2ND LONGEVITY RATE & 15 YRS SERVC | YR AT 3RD LONGEVITY RATE & 20 YRS SERVC |
| 9 | Hourly | 13.769 | 14.354 | 14.964 | 15.601 | 16.264 | 16.956 | 17.676 | 18.161 | 18.525 | 19.451 |
| | Bi-Weekly | 1,101.52 | 1,148.32 | 1,197.12 | 1,248.08 | 1,301.12 | 1,356.48 | 1,414.08 | 1,452.88 | 1,482.00 | 1,556.08 |
| | Annual | 28,639 | 29,856 | 31,125 | 32,450 | 33,829 | 35,268 | 36,766 | 37,774 | 38,532 | 40,458 |
| 10 | Hourly | 14.749 | 15.376 | 16.029 | 16.710 | 17.420 | 18.160 | 18.933 | 19.454 | 19.843 | 20.835 |
| | Bi-Weekly | 1,179.92 | 1,230.08 | 1,282.32 | 1,336.80 | 1,393.60 | 1,452.80 | 1,514.64 | 1,556.32 | 1,587.44 | 1,666.80 |
| | Annual | 30,677 | 31,982 | 33,340 | 34,756 | 36,233 | 37,772 | 39,380 | 40,464 | 41,273 | 43,336 |
| 11 | Hourly | 15.823 | 16.495 | 17.197 | 17.927 | 18.688 | 19.483 | 20.312 | 20.871 | 21.288 | 22.352 |
| | Bi-Weekly | 1,265.84 | 1,319.60 | 1,375.76 | 1,434.16 | 1,495.04 | 1,558.64 | 1,624.96 | 1,669.68 | 1,703.04 | 1,788.16 |
| | Annual | 32,911 | 34,309 | 35,769 | 37,288 | 38,871 | 40,524 | 42,248 | 43,411 | 44,279 | 46,492 |
| 12 | Hourly | 16.945 | 17.667 | 18.418 | 19.200 | 20.016 | 20.867 | 21.753 | 22.352 | 22.799 | 23.939 |
| | Bi-Weekly | 1,355.60 | 1,413.36 | 1,473.44 | 1,536.00 | 1,601.28 | 1,669.36 | 1,740.24 | 1,788.16 | 1,823.92 | 1,915.12 |
| | Annual | 35,245 | 36,747 | 38,309 | 39,936 | 41,633 | 43,403 | 45,246 | 46,492 | 47,421 | 49,793 |
| 13 | Hourly | 18.149 | 18.920 | 19.724 | 20.562 | 21.437 | 22.348 | 23.297 | 23.938 | 24.417 | 25.638 |
| | Bi-Weekly | 1,451.92 | 1,513.60 | 1,577.92 | 1,644.96 | 1,714.96 | 1,787.84 | 1,863.76 | 1,915.04 | 1,953.36 | 2,051.04 |
| | Annual | 37,749 | 39,353 | 41,025 | 42,768 | 44,588 | 46,483 | 48,457 | 49,791 | 50,787 | 53,327 |
| 14 | Hourly | 19.485 | 20.314 | 21.177 | 22.077 | 23.015 | 23.993 | 25.013 | 25.700 | 26.215 | 27.526 |
| | Bi-Weekly | 1,558.80 | 1,625.12 | 1,694.16 | 1,766.16 | 1,841.20 | 1,919.44 | 2,001.04 | 2,056.00 | 2,097.20 | 2,202.08 |
| | Annual | 40,528 | 42,253 | 44,048 | 45,920 | 47,871 | 49,905 | 52,027 | 53,456 | 54,527 | 57,254 |
| 15 | Hourly | 20.977 | 21.868 | 22.798 | 23.766 | 24.776 | 25.830 | 26.927 | 27.668 | 28.222 | 29.632 |
| | Bi-Weekly | 1,678.16 | 1,749.44 | 1,823.84 | 1,901.28 | 1,982.08 | 2,066.40 | 2,154.16 | 2,213.44 | 2,257.76 | 2,370.56 |
| | Annual | 43,632 | 45,485 | 47,419 | 49,433 | 51,534 | 53,726 | 56,008 | 57,549 | 58,701 | 61,634 |
| 16 | Hourly | 22.519 | 23.476 | 24.473 | 25.512 | 26.596 | 27.727 | 28.906 | 29.701 | 30.295 | 31.810 |
| | Bi-Weekly | 1,801.52 | 1,878.08 | 1,957.84 | 2,040.96 | 2,127.68 | 2,218.16 | 2,312.48 | 2,376.08 | 2,423.60 | 2,544.80 |
| | Annual | 46,839 | 48,830 | 50,903 | 53,064 | 55,319 | 57,672 | 60,124 | 61,778 | 63,013 | 66,164 |
| 17 | Hourly | 24.166 | 25.193 | 26.263 | 27.380 | 28.543 | 29.757 | 31.021 | 31.874 | 32.512 | 34.137 |
| | Bi-Weekly | 1,933.28 | 2,015.44 | 2,101.04 | 2,190.40 | 2,283.44 | 2,380.56 | 2,481.68 | 2,549.92 | 2,600.96 | 2,730.96 |
| | Annual | 50,265 | 52,401 | 54,627 | 56,950 | 59,369 | 61,894 | 64,523 | 66,297 | 67,624 | 71,004 |
| 18 | Hourly | 25.886 | 26.985 | 28.133 | 29.328 | 30.574 | 31.874 | 33.229 | 34.142 | 34.826 | 36.567 |
| | Bi-Weekly | 2,070.88 | 2,158.80 | 2,250.64 | 2,346.24 | 2,445.92 | 2,549.92 | 2,658.32 | 2,731.36 | 2,786.08 | 2,925.36 |
| | Annual | 53,842 | 56,128 | 58,516 | 61,002 | 63,593 | 66,297 | 69,116 | 71,015 | 72,438 | 76,059 |
| 19 | Hourly | 28.393 | 29.601 | 30.859 | 32.170 | 33.537 | 34.964 | 36.449 | 37.452 | 38.201 | 40.112 |
| | Bi-Weekly | 2,271.44 | 2,368.08 | 2,468.72 | 2,573.60 | 2,682.96 | 2,797.12 | 2,915.92 | 2,996.16 | 3,056.08 | 3,208.96 |
| | Annual | 59,057 | 61,570 | 64,186 | 66,913 | 69,756 | 72,725 | 75,813 | 77,900 | 79,458 | 83,432 |
| 20 | Hourly | 31.179 | 32.504 | 33.886 | 35.326 | 36.827 | 38.392 | 40.024 | 41.124 | 41.947 | 44.044 |
| | Bi-Weekly | 2,494.32 | 2,600.32 | 2,710.88 | 2,826.08 | 2,946.16 | 3,071.36 | 3,201.92 | 3,289.92 | 3,355.76 | 3,523.52 |
| | Annual | 64,852 | 67,608 | 70,482 | 73,478 | 76,600 | 79,855 | 83,249 | 85,537 | 87,249 | 91,611 |
| 21 | Hourly | 34.264 | 35.721 | 37.239 | 38.821 | 40.471 | 42.191 | 43.984 | 45.194 | 46.097 | 48.402 |
| | Bi-Weekly | 2,741.12 | 2,857.68 | 2,979.12 | 3,105.68 | 3,237.68 | 3,375.28 | 3,518.72 | 3,615.52 | 3,687.76 | 3,872.16 |
| | Annual | 71,269 | 74,299 | 77,457 | 80,747 | 84,179 | 87,757 | 91,486 | 94,003 | 95,881 | 100,676 |

Effective June 1, 2012

**SCHEDULE I-AFSCME
BUREAU OF HUMAN RESOURCES
AFSCME MEMBERS ONLY**

| <u>GD</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>AFTER 2 YEARS AT 5TH STEP</u> | <u>AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC</u> | <u>AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC</u> | <u>AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC</u> |
|-----------|-----------|-----------------------|---------------------|---------------------|---------------------|---------------------|---------------------|--|--|--|--|
| 22 | Hourly | 37.602 | 39.199 | 40.865 | 42.602 | 44.412 | 46.299 | 48.268 | 49.595 | 50.586 | 53.116 |
| | Bi-Weekly | 3,008.16 | 3,135.92 | 3,269.20 | 3,408.16 | 3,552.96 | 3,703.92 | 3,861.44 | 3,967.60 | 4,046.88 | 4,249.28 |
| | Annual | 78,212 | 81,533 | 84,999 | 88,612 | 92,376 | 96,301 | 100,397 | 103,157 | 105,218 | 110,481 |
| 23 | Hourly | 39.438 | 41.115 | 42.862 | 44.684 | 46.583 | 48.562 | 50.627 | 52.018 | 53.059 | 55.713 |
| | Bi-Weekly | 3,155.04 | 3,289.20 | 3,428.96 | 3,574.72 | 3,726.64 | 3,884.96 | 4,050.16 | 4,161.44 | 4,244.72 | 4,457.04 |
| | Annual | 82,031 | 85,519 | 89,152 | 92,942 | 96,892 | 101,008 | 105,304 | 108,197 | 110,362 | 115,883 |

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

| GD | | 1ST STEP | 2ND STEP | 3RD STEP | 4TH STEP | 5TH STEP | AFTER 2 YEARS AT 5TH STEP | AFTER 1 | AFTER 1 | AFTER 1 |
|----|------------------|-------------|-------------|-------------|-------------|-------------|---------------------------------|--|--|--|
| | | | | | | | | YR AT 1ST LONGEVITY RATE & 10 YRS SERVC | YR AT 2ND LONGEVITY RATE & 15 YRS SERVC | YR AT 3RD LONGEVITY RATE & 20 YRS SERVC |
| 9 | Hourly | 13.769 | 14.078 | 14.762 | 15.474 | 16.188 | 16.958 | 17.440 | 17.616 | 18.136 |
| | Bi-Weekly | 1,101.50 | 1,126.23 | 1,180.92 | 1,237.95 | 1,295.05 | 1,356.64 | 1,395.23 | 1,409.26 | 1,450.84 |
| | Annual | 28,639 | 29,282 | 30,704 | 32,187 | 33,671 | 35,273 | 36,276 | 36,641 | 37,722 |
| 10 | Hourly | 14.749 | 15.437 | 16.162 | 16.946 | 17.760 | 18.590 | 18.945 | 19.145 | 19.712 |
| | Bi-Weekly | 1,179.91 | 1,234.99 | 1,292.96 | 1,355.67 | 1,420.77 | 1,487.22 | 1,515.56 | 1,531.60 | 1,576.92 |
| | Annual | 30,678 | 32,110 | 33,617 | 35,248 | 36,940 | 38,668 | 39,405 | 39,822 | 41,000 |
| 11 | Hourly | 15.822 | 16.552 | 17.339 | 18.149 | 19.047 | 20.013 | 20.413 | 20.602 | 21.234 |
| | Bi-Weekly | 1,265.80 | 1,324.19 | 1,387.16 | 1,451.91 | 1,523.80 | 1,601.03 | 1,633.02 | 1,648.13 | 1,698.71 |
| | Annual | 32,911 | 34,429 | 36,066 | 37,750 | 39,619 | 41,627 | 42,459 | 42,851 | 44,166 |
| 12 | Hourly | 16.946 | 17.760 | 18.590 | 19.486 | 20.487 | 21.436 | 21.856 | 22.074 | 22.746 |
| | Bi-Weekly | 1,355.67 | 1,420.77 | 1,487.22 | 1,558.85 | 1,638.96 | 1,714.92 | 1,748.44 | 1,765.92 | 1,819.64 |
| | Annual | 35,248 | 36,940 | 38,668 | 40,530 | 42,613 | 44,588 | 45,459 | 45,914 | 47,311 |
| 13 | Hourly | 18.149 | 19.047 | 20.013 | 20.977 | 21.928 | 23.026 | 23.484 | 23.710 | 24.427 |
| | Bi-Weekly | 1,451.91 | 1,523.80 | 1,601.03 | 1,678.17 | 1,754.21 | 1,842.05 | 1,878.71 | 1,896.79 | 1,954.16 |
| | Annual | 37,750 | 39,619 | 41,627 | 43,632 | 45,609 | 47,893 | 48,847 | 49,317 | 50,808 |
| 14 | Hourly | 19.486 | 20.487 | 21.436 | 22.519 | 23.586 | 24.704 | 25.215 | 25.466 | 26.235 |
| | Bi-Weekly | 1,558.85 | 1,638.96 | 1,714.92 | 1,801.48 | 1,886.86 | 1,976.31 | 2,017.22 | 2,037.24 | 2,098.77 |
| | Annual | 40,530 | 42,613 | 44,588 | 46,839 | 49,058 | 51,384 | 52,448 | 52,968 | 54,568 |
| 15 | Hourly | 20.977 | 21.928 | 23.026 | 24.166 | 25.380 | 26.573 | 27.110 | 27.387 | 28.205 |
| | Bi-Weekly | 1,678.17 | 1,754.21 | 1,842.05 | 1,933.28 | 2,030.37 | 2,125.85 | 2,168.79 | 2,190.94 | 2,256.37 |
| | Annual | 43,632 | 45,609 | 47,893 | 50,265 | 52,790 | 55,272 | 56,389 | 56,964 | 58,666 |
| 16 | Hourly | 22.519 | 23.586 | 24.704 | 25.886 | 27.135 | 28.393 | 28.978 | 29.258 | 30.142 |
| | Bi-Weekly | 1,801.48 | 1,886.86 | 1,976.31 | 2,070.85 | 2,170.83 | 2,271.48 | 2,318.24 | 2,340.65 | 2,411.34 |
| | Annual | 46,839 | 49,058 | 51,384 | 53,842 | 56,441 | 59,058 | 60,274 | 60,857 | 62,695 |
| 17 | Hourly | 24.166 | 25.380 | 26.573 | 27.811 | 29.186 | 30.629 | 31.228 | 31.526 | 32.480 |
| | Bi-Weekly | 1,933.28 | 2,030.37 | 2,125.85 | 2,224.89 | 2,334.87 | 2,450.29 | 2,498.24 | 2,522.09 | 2,598.39 |
| | Annual | 50,265 | 52,790 | 55,272 | 57,847 | 60,707 | 63,708 | 64,954 | 65,574 | 67,558 |
| 18 | Hourly | 25.886 | 27.135 | 28.393 | 29.805 | 31.179 | 32.717 | 33.387 | 33.703 | 34.747 |
| | Bi-Weekly | 2,070.85 | 2,170.83 | 2,271.48 | 2,384.44 | 2,494.34 | 2,617.40 | 2,670.95 | 2,696.24 | 2,779.75 |
| | Annual | 53,842 | 56,441 | 59,058 | 61,995 | 64,853 | 68,052 | 69,445 | 70,102 | 72,274 |
| 19 | Hourly | 28.393 | 29.805 | 31.179 | 32.717 | 34.264 | 35.906 | 36.453 | 36.808 | 37.923 |
| | Bi-Weekly | 2,271.48 | 2,384.44 | 2,494.34 | 2,617.40 | 2,741.14 | 2,872.51 | 2,916.22 | 2,944.65 | 3,033.84 |
| | Annual | 59,058 | 61,995 | 64,853 | 68,052 | 71,270 | 74,685 | 75,822 | 76,561 | 78,880 |
| 20 | Hourly | 31.179 | 32.717 | 34.264 | 35.906 | 37.602 | 39.439 | 40.017 | 40.404 | 41.623 |
| | Bi-Weekly | 2,494.34 | 2,617.40 | 2,741.14 | 2,872.51 | 3,008.13 | 3,155.12 | 3,201.37 | 3,232.35 | 3,329.86 |
| | Annual | 64,853 | 68,052 | 71,270 | 74,685 | 78,211 | 82,033 | 83,236 | 84,041 | 86,576 |
| 21 | Hourly | 34.264 | 35.906 | 37.602 | 39.439 | 41.309 | 43.318 | 43.961 | 44.398 | 45.747 |
| | Bi-Weekly | 2,741.14 | 2,872.51 | 3,008.13 | 3,155.12 | 3,304.74 | 3,465.48 | 3,516.91 | 3,551.87 | 3,659.74 |
| | Annual | 71,270 | 74,685 | 78,211 | 82,033 | 85,923 | 90,102 | 91,440 | 92,349 | 95,153 |
| 22 | Hourly | 37.602 | 39.439 | 41.309 | 43.318 | 45.332 | 47.516 | 48.213 | 48.693 | 50.151 |
| | Bi-Weekly | 3,008.13 | 3,155.12 | 3,304.74 | 3,465.48 | 3,626.56 | 3,801.30 | 3,857.06 | 3,895.42 | 4,012.11 |
| | Annual | 78,211 | 82,033 | 85,923 | 90,102 | 94,291 | 98,834 | 100,284 | 101,281 | 104,315 |
| 23 | Hourly | 39.439 | 41.309 | 43.318 | 45.332 | 47.516 | 49.880 | 50.618 | 51.124 | 52.669 |
| | Bi-Weekly | 3,155.12 | 3,304.74 | 3,465.48 | 3,626.56 | 3,801.30 | 3,990.38 | 4,049.45 | 4,089.93 | 4,213.50 |
| | Annual | 82,033 | 85,923 | 90,102 | 94,291 | 98,834 | 103,750 | 105,286 | 106,338 | 109,551 |

Adult Probation and Social Service Administrative Support Staff

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

| GD | | ENTRY | 1st | 2nd | 3rd | 4th | 5th | AFTER 2 | AFTER 1 | AFTER 1 | AFTER 1 |
|----|-----------|----------|----------|----------|----------|----------|----------|----------|-------------------------------------|-------------------------------------|-------------------------------------|
| | | RATE | STEP | STEP | STEP | STEP | STEP | YEARS AT | YR AT 1ST LONGEVITY RATE & 10 | YR AT 2ND LONGEVITY RATE & 15 | YR AT 3RD LONGEVITY RATE & 20 |
| | | | | | | | | 5TH STEP | YRS SERV | YRS SERV | YRS SERV |
| 9 | Hourly | 13.769 | 14.354 | 14.964 | 15.601 | 16.264 | 16.956 | 17.676 | 18.161 | 18.525 | 19.451 |
| | Bi-Weekly | 1,101.52 | 1,148.32 | 1,197.12 | 1,248.08 | 1,301.12 | 1,356.48 | 1,414.08 | 1,452.88 | 1,482.00 | 1,556.08 |
| | Annual | 28,639 | 29,856 | 31,125 | 32,450 | 33,829 | 35,268 | 36,766 | 37,774 | 38,532 | 40,458 |
| 10 | Hourly | 14.749 | 15.376 | 16.029 | 16.710 | 17.420 | 18.160 | 18.933 | 19.454 | 19.843 | 20.835 |
| | Bi-Weekly | 1,179.92 | 1,230.08 | 1,282.32 | 1,336.80 | 1,393.60 | 1,452.80 | 1,514.64 | 1,556.32 | 1,587.44 | 1,666.80 |
| | Annual | 30,677 | 31,982 | 33,340 | 34,756 | 36,233 | 37,772 | 39,380 | 40,464 | 41,273 | 43,336 |
| 11 | Hourly | 15.823 | 16.495 | 17.197 | 17.927 | 18.688 | 19.483 | 20.312 | 20.871 | 21.288 | 22.352 |
| | Bi-Weekly | 1,265.84 | 1,319.60 | 1,375.76 | 1,434.16 | 1,495.04 | 1,558.64 | 1,624.96 | 1,669.68 | 1,703.04 | 1,788.16 |
| | Annual | 32,911 | 34,309 | 35,769 | 37,288 | 38,871 | 40,524 | 42,248 | 43,411 | 44,279 | 46,492 |
| 12 | Hourly | 16.945 | 17.667 | 18.418 | 19.200 | 20.016 | 20.867 | 21.753 | 22.352 | 22.799 | 23.939 |
| | Bi-Weekly | 1,355.60 | 1,413.36 | 1,473.44 | 1,536.00 | 1,601.28 | 1,669.36 | 1,740.24 | 1,788.16 | 1,823.92 | 1,915.12 |
| | Annual | 35,245 | 36,747 | 38,309 | 39,936 | 41,633 | 43,403 | 45,246 | 46,492 | 47,421 | 49,793 |
| 13 | Hourly | 18.149 | 18.920 | 19.724 | 20.562 | 21.437 | 22.348 | 23.297 | 23.938 | 24.417 | 25.638 |
| | Bi-Weekly | 1,451.92 | 1,513.60 | 1,577.92 | 1,644.96 | 1,714.96 | 1,787.84 | 1,863.76 | 1,915.04 | 1,953.36 | 2,051.04 |
| | Annual | 37,749 | 39,353 | 41,025 | 42,768 | 44,588 | 46,483 | 48,457 | 49,791 | 50,787 | 53,327 |
| 14 | Hourly | 19.485 | 20.314 | 21.177 | 22.077 | 23.015 | 23.993 | 25.013 | 25.700 | 26.215 | 27.526 |
| | Bi-Weekly | 1,558.80 | 1,625.12 | 1,694.16 | 1,766.16 | 1,841.20 | 1,919.44 | 2,001.04 | 2,056.00 | 2,097.20 | 2,202.08 |
| | Annual | 40,528 | 42,253 | 44,048 | 45,920 | 47,871 | 49,905 | 52,027 | 53,456 | 54,527 | 57,254 |
| 15 | Hourly | 20.977 | 21.868 | 22.798 | 23.766 | 24.776 | 25.830 | 26.927 | 27.668 | 28.222 | 29.632 |
| | Bi-Weekly | 1,678.16 | 1,749.44 | 1,823.84 | 1,901.28 | 1,982.08 | 2,066.40 | 2,154.16 | 2,213.44 | 2,257.76 | 2,370.56 |
| | Annual | 43,632 | 45,485 | 47,419 | 49,433 | 51,534 | 53,726 | 56,008 | 57,549 | 58,701 | 61,634 |
| 16 | Hourly | 22.519 | 23.476 | 24.473 | 25.512 | 26.596 | 27.727 | 28.906 | 29.701 | 30.295 | 31.810 |
| | Bi-Weekly | 1,801.52 | 1,878.08 | 1,957.84 | 2,040.96 | 2,127.68 | 2,218.16 | 2,312.48 | 2,376.08 | 2,423.60 | 2,544.80 |
| | Annual | 46,839 | 48,830 | 50,903 | 53,064 | 55,319 | 57,672 | 60,124 | 61,778 | 63,013 | 66,164 |
| 17 | Hourly | 24.166 | 25.193 | 26.263 | 27.380 | 28.543 | 29.757 | 31.021 | 31.874 | 32.512 | 34.137 |
| | Bi-Weekly | 1,933.28 | 2,015.44 | 2,101.04 | 2,190.40 | 2,283.44 | 2,380.56 | 2,481.68 | 2,549.92 | 2,600.96 | 2,730.96 |
| | Annual | 50,265 | 52,401 | 54,627 | 56,950 | 59,369 | 61,894 | 64,523 | 66,297 | 67,624 | 71,004 |
| 18 | Hourly | 25.886 | 26.985 | 28.133 | 29.328 | 30.574 | 31.874 | 33.229 | 34.142 | 34.826 | 36.567 |
| | Bi-Weekly | 2,070.88 | 2,158.80 | 2,250.64 | 2,346.24 | 2,445.92 | 2,549.92 | 2,658.32 | 2,731.36 | 2,786.08 | 2,925.36 |
| | Annual | 53,842 | 56,128 | 58,516 | 61,002 | 63,593 | 66,297 | 69,116 | 71,015 | 72,438 | 76,059 |
| 19 | Hourly | 28.393 | 29.601 | 30.859 | 32.170 | 33.537 | 34.964 | 36.449 | 37.452 | 38.201 | 40.112 |
| | Bi-Weekly | 2,271.44 | 2,368.08 | 2,468.72 | 2,573.60 | 2,682.96 | 2,797.12 | 2,915.92 | 2,996.16 | 3,056.08 | 3,208.96 |
| | Annual | 59,057 | 61,570 | 64,186 | 66,913 | 69,756 | 72,725 | 75,813 | 77,900 | 79,458 | 83,432 |
| 20 | Hourly | 31.179 | 32.504 | 33.886 | 35.326 | 36.827 | 38.392 | 40.024 | 41.124 | 41.947 | 44.044 |
| | Bi-Weekly | 2,494.32 | 2,600.32 | 2,710.88 | 2,826.08 | 2,946.16 | 3,071.36 | 3,201.92 | 3,289.92 | 3,355.76 | 3,523.52 |
| | Annual | 64,852 | 67,608 | 70,482 | 73,478 | 76,600 | 79,855 | 83,249 | 85,537 | 87,249 | 91,611 |
| 21 | Hourly | 34.264 | 35.721 | 37.239 | 38.821 | 40.471 | 42.191 | 43.984 | 45.194 | 46.097 | 48.402 |
| | Bi-Weekly | 2,741.12 | 2,857.68 | 2,979.12 | 3,105.68 | 3,237.68 | 3,375.28 | 3,518.72 | 3,615.52 | 3,687.76 | 3,872.16 |
| | Annual | 71,269 | 74,299 | 77,457 | 80,747 | 84,179 | 87,757 | 91,486 | 94,003 | 95,881 | 100,676 |
| 22 | Hourly | 37.602 | 39.199 | 40.865 | 42.602 | 44.412 | 46.299 | 48.268 | 49.595 | 50.586 | 53.116 |
| | Bi-Weekly | 3,008.16 | 3,135.92 | 3,269.20 | 3,408.16 | 3,552.96 | 3,703.92 | 3,861.44 | 3,967.60 | 4,046.88 | 4,249.28 |
| | Annual | 78,212 | 81,533 | 84,999 | 88,612 | 92,376 | 96,301 | 100,397 | 103,157 | 105,218 | 110,481 |
| 23 | Hourly | 39.438 | 41.115 | 42.862 | 44.684 | 46.583 | 48.562 | 50.627 | 52.018 | 53.059 | 55.713 |
| | Bi-Weekly | 3,155.04 | 3,289.20 | 3,428.96 | 3,574.72 | 3,726.64 | 3,884.96 | 4,050.16 | 4,161.44 | 4,244.72 | 4,457.04 |
| | Annual | 82,031 | 85,519 | 89,152 | 92,942 | 96,892 | 101,008 | 105,304 | 108,197 | 110,362 | 115,883 |

Effective June 1, 2012

FOP STATES ATTORNEY SUPERVISORS

| <u>GD</u> | <u>1ST</u> <u>STEP</u> | <u>2ND</u> <u>STEP</u> | <u>3RD</u> <u>STEP</u> | <u>4TH</u> <u>STEP</u> | <u>5TH</u> <u>STEP</u> | <u>AFTER 2</u> <u>YEARS AT</u> <u>5TH STEP</u> | <u>AFTER 1</u> <u>YR AT 1ST</u> <u>LONGEVITY</u> | <u>AFTER 1</u> <u>YR AT 2ND</u> <u>LONGEVITY</u> | <u>AFTER 1</u> <u>YR AT 3RD</u> <u>LONGEVITY</u> |
|-----------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|--|--|--|--|
| | | | | | | | <u>RATE & 10</u> <u>YRS SERVC</u> | <u>RATE & 15</u> <u>YRS SERVC</u> | <u>RATE & 20</u> <u>YRS SERVC</u> |
| 22 Hourly | 37.425 | 39.253 | 41.117 | 43.114 | 45.121 | 47.292 | 47.985 | 48.463 | 49.916 |
| Bi-Weekly | 2,994.00 | 3,140.24 | 3,289.36 | 3,449.12 | 3,609.68 | 3,783.36 | 3,838.80 | 3,877.04 | 3,993.28 |
| Annual | 77,844 | 81,646 | 85,523 | 89,677 | 93,852 | 98,367 | 99,809 | 100,803 | 103,825 |

Effective November 30, 2012

**SCHEDULE II
BUREAU OF HUMAN RESOURCES
NURSING COMPENSATION PLAN
UNION**

| <u>GD</u> | <u>NNOC</u> | <u>Min</u> | <u>2nd</u> | <u>3rd</u> | <u>4th</u> | <u>5th</u> | <u>6th</u> | <u>7th</u> | <u>8th</u> | <u>9th</u> | <u>10th</u> | <u>11th</u> | <u>AFTER 3</u> | <u>AFTER 5</u> | <u>14th</u> |
|-----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|------------------|------------------|-------------|
| | | <u>Step</u> | <u>Step</u> | <u>Step</u> | <u>Step</u> | <u>Step</u> | <u>Step</u> | <u>Step</u> | <u>Step</u> | <u>Step</u> | <u>Step</u> | <u>Step</u> | <u>YRS AT</u> | <u>YRS AT</u> | |
| | | | | | | | | | | | | | <u>12th Step</u> | <u>13th Step</u> | |
| FA* | Hourly | 27.113 | 27.761 | 28.630 | 29.553 | 30.660 | 31.716 | 32.883 | 34.199 | 35.555 | 36.577 | 38.759 | 41.065 | 41.878 | 42.297 |
| | Bi-weekly | 2,169.04 | 2,220.88 | 2,290.40 | 2,364.24 | 2,452.80 | 2,537.28 | 2,630.64 | 2,735.92 | 2,844.40 | 2,926.16 | 3,100.72 | 3,285.20 | 3,350.24 | 3,383.76 |
| | Annual | 56,395 | 57,743 | 59,550 | 61,470 | 63,773 | 65,969 | 68,397 | 71,134 | 73,954 | 76,080 | 80,619 | 85,415 | 87,106 | 87,978 |
| FB* | Hourly | 28.565 | 29.354 | 30.365 | 31.536 | 32.544 | 33.693 | 34.697 | 35.815 | 37.227 | 38.325 | 40.615 | 43.036 | 43.887 | 44.326 |
| | Bi-weekly | 2,285.20 | 2,348.32 | 2,429.20 | 2,522.88 | 2,603.52 | 2,695.44 | 2,775.76 | 2,865.20 | 2,978.16 | 3,066.00 | 3,249.20 | 3,442.88 | 3,510.96 | 3,546.08 |
| | Annual | 59,415 | 61,056 | 63,159 | 65,595 | 67,692 | 70,081 | 72,170 | 74,495 | 77,432 | 79,716 | 84,479 | 89,515 | 91,285 | 92,198 |
| FC* | Hourly | 30.365 | 31.304 | 32.230 | 33.308 | 34.381 | 35.429 | 36.568 | 37.659 | 39.091 | 40.246 | 42.649 | 45.196 | 46.094 | 46.555 |
| | Bi-weekly | 2,429.20 | 2,504.32 | 2,578.40 | 2,664.64 | 2,750.48 | 2,834.32 | 2,925.44 | 3,012.72 | 3,127.28 | 3,219.68 | 3,411.92 | 3,615.68 | 3,687.52 | 3,724.40 |
| | Annual | 63,159 | 65,112 | 67,038 | 69,281 | 71,512 | 73,692 | 76,061 | 78,331 | 81,309 | 83,712 | 88,710 | 94,008 | 95,876 | 96,834 |
| FD* | Hourly | 31.995 | 33.459 | 35.048 | 36.299 | 37.744 | 39.196 | 40.639 | 42.073 | 43.653 | 44.958 | 47.643 | 50.491 | 51.493 | 52.008 |
| | Bi-weekly | 2,559.60 | 2,676.72 | 2,803.84 | 2,903.92 | 3,019.52 | 3,135.68 | 3,251.12 | 3,365.84 | 3,492.24 | 3,596.64 | 3,811.44 | 4,039.28 | 4,119.44 | 4,160.64 |
| | Annual | 66,550 | 69,595 | 72,900 | 75,502 | 78,508 | 81,528 | 84,529 | 87,512 | 90,798 | 93,513 | 99,097 | 105,021 | 107,105 | 108,177 |
| FE* | Hourly | 34.199 | 35.238 | 36.299 | 37.744 | 39.196 | 40.639 | 42.073 | 43.474 | 45.147 | 46.484 | 49.269 | 52.219 | 53.257 | 53.790 |
| | Bi-weekly | 2,735.92 | 2,819.04 | 2,903.92 | 3,019.52 | 3,135.68 | 3,251.12 | 3,365.84 | 3,477.92 | 3,611.76 | 3,718.72 | 3,941.52 | 4,177.52 | 4,260.56 | 4,303.20 |
| | Annual | 71,134 | 73,295 | 75,502 | 78,508 | 81,528 | 84,529 | 87,512 | 90,426 | 93,906 | 96,687 | 102,480 | 108,616 | 110,775 | 111,883 |
| FF* | Hourly | 35.429 | 36.852 | 38.275 | 39.620 | 41.041 | 42.435 | 43.765 | 45.619 | 46.961 | 48.125 | 49.770 | 52.751 | 53.799 | 54.337 |
| | Bi-weekly | 2,834.32 | 2,948.16 | 3,062.00 | 3,169.60 | 3,283.28 | 3,394.80 | 3,501.20 | 3,649.52 | 3,756.88 | 3,850.00 | 3,981.60 | 4,220.08 | 4,303.92 | 4,346.96 |
| | Annual | 73,692 | 76,652 | 79,612 | 82,410 | 85,365 | 88,265 | 91,031 | 94,888 | 97,679 | 100,100 | 103,522 | 109,722 | 111,902 | 113,021 |

***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 REOURCES
IN HOUSE REGISTRY NURSES**

| | | |
|-----------------|--------|--------|
| RG1 1/1/2011 | Hourly | 35.788 |
| RG1 6/1/2012 | Hourly | 37.130 |

**SCHEDULE II
BUREAU OF HUMAN RESOURCES
NURSING COMPENSATION PLAN
SEIU LOCAL 20: RNA ONLY**

| RNA | | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> | <u>STEP 5</u> | <u>STEP 6</u> | <u>STEP 7</u> | <u>STEP 8</u> | <u>STEP 9</u> | <u>STEP 10</u> | <u>STEP 11</u> |
|------------|-----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------------|----------------------|
| | | | | | | | | | | | <u>10YRS SERVICE</u> | <u>12YRS SERVICE</u> |
| 6/1/2012 | Hourly | 58.911 | 60.393 | 61.953 | 63.458 | 65.094 | 66.785 | 68.555 | 70.317 | 72.169 | 74.402 | |
| | Bi-weekly | 4,712.88 | 4,831.44 | 4,956.24 | 5,076.64 | 5,207.52 | 5,342.80 | 5,484.40 | 5,625.36 | 5,773.52 | 5,952.16 | |
| | Annual | 122,535 | 125,617 | 128,862 | 131,993 | 135,396 | 138,913 | 142,594 | 146,259 | 150,112 | 154,756 | |
| 11/30/2012 | Hourly | 58.911 | 60.393 | 61.953 | 63.458 | 65.094 | 66.785 | 68.555 | 70.317 | 72.169 | 74.402 | 75.146 |
| | Bi-weekly | 4,712.88 | 4,831.44 | 4,956.24 | 5,076.64 | 5,207.52 | 5,342.80 | 5,484.40 | 5,625.36 | 5,773.52 | 5,952.16 | 6,011.68 |
| | Annual | 122,535 | 125,617 | 128,862 | 131,993 | 135,396 | 138,913 | 142,594 | 146,259 | 150,112 | 154,756 | 156,304 |

Nurse Anesthetist (#3993) SEIU Local 20

Effective June 1, 2012

SCHEDULE III

**BUREAU OF HUMAN RESOURCES
COUNTY CORRECTIONAL COMPENSATION PLAN
Teamsters Local 700**

Correctional Officers

| <u>GRADE</u> | <u>1ST STEP</u> | <u>2ND STEP</u> | <u>3RD STEP</u> | <u>4TH STEP</u> | <u>5TH STEP</u> | <u>AFTER 1 YR. AT MAXIMUM RATE AND 5 YEARS OF SERVICE</u> | <u>AFTER 1 YR. AT 1ST LON- GEVITY RATE AND 10 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 2ND LON- GEVITY RATE AND 15 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 3RD LON- GEVITY RATE AND 20 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 4TH LON- GEVITY RATE AND 25 YRS. OF SERVICE</u> |
|--------------|---------------------|---------------------|---------------------|---------------------|---------------------|---|---|---|---|---|
| CO1 | | | | | | | | | | |
| Hourly | 23.426 | 24.508 | 25.736 | 27.002 | 28.267 | 29.398 | 30.570 | 31.789 | 33.054 | 34.377 |
| Bi-Weekly | 1,874.08 | 1,960.64 | 2,058.88 | 2,160.16 | 2,261.36 | 2,351.84 | 2,445.60 | 2,543.12 | 2,644.32 | 2,750.16 |
| Annual | 48,726 | 50,977 | 53,531 | 56,164 | 58,795 | 61,148 | 63,586 | 66,121 | 68,752 | 71,504 |

Effective June 1, 2012

SCHEDULE III
BUREAU OF HUMAN RESOURCES
COUNTY CORRECTIONAL COMPENSATION PLAN
UNION

GRADE

| | <u>1ST</u> <u>STEP</u> | <u>2ND</u> <u>STEP</u> | <u>3RD</u> <u>STEP</u> | <u>4TH</u> <u>STEP</u> | <u>5TH</u> <u>STEP</u> | <u>8 years</u> <u>6TH</u> <u>STEP</u> | <u>10 years</u> <u>7TH</u> <u>STEP</u> | <u>15 years</u> <u>8TH</u> <u>STEP</u> | <u>18 YEARS</u> <u>9TH</u> <u>STEP</u> | <u>20 YEARS</u> <u>10TH</u> <u>STEP</u> | <u>25 YEARS</u> <u>11TH</u> <u>STEP</u> |
|------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---|--|--|--|---|---|
| CO2 | | | | | | | | | | | |
| Hourly | 26.829 | 27.968 | 29.158 | 30.398 | 31.689 | 33.035 | 34.539 | 35.574 | 36.553 | 37.557 | 38.589 |
| Bi-Weekly | 2,146.32 | 2,237.44 | 2,332.64 | 2,431.84 | 2,535.12 | 2,642.80 | 2,763.12 | 2,845.92 | 2,924.24 | 3,004.56 | 3,087.12 |
| Annual | 55,804 | 58,173 | 60,649 | 63,228 | 65,913 | 68,713 | 71,841 | 73,994 | 76,030 | 78,119 | 80,265 |

SCHEDULE III
BUREAU OF HUMAN RESOURCES
COUNTY CORRECTIONAL COMPENSATION PLAN

| GRADE | ENTRY RATE | 1ST STEP | 2ND STEP | 3RD STEP | 4TH STEP | 5TH STEP | AFTER 1 YR. AT MAXIMUM RATE AND 5 YEARS OF SERVICE | AFTER 1 YR. AT 1ST LONGEVITY RATE AND 10 YRS. OF SERVICE | AFTER 1 YR. AT 2ND LONGEVITY RATE AND 15 YRS. OF SERVICE | AFTER 1 YR. AT 3RD LONGEVITY RATE AND 18 YRS. OF SERVICE | AFTER 1 YR. AT 4TH LONGEVITY RATE AND 20 YRS. OF SERVICE | AFTER 1 YR. AT 4TH LONGEVITY RATE AND 25 YRS. OF SERVICE |
|------------|------------|----------|----------|----------|----------|----------|--|--|--|--|--|--|
| CO3 | | | | | | | | | | | | |
| Hourly | 27.876 | 29.062 | 30.296 | 31.584 | 32.926 | 34.326 | 35.784 | 37.412 | 38.536 | 39.597 | 40.684 | 41.804 |
| Bi-Weekly | 2,230.08 | 2,324.96 | 2,423.68 | 2,526.72 | 2,634.08 | 2,746.08 | 2,862.72 | 2,992.96 | 3,082.88 | 3,167.76 | 3,254.72 | 3,344.32 |
| Annual | 57,982 | 60,448 | 63,015 | 65,694 | 68,486 | 71,398 | 74,430 | 77,816 | 80,154 | 82,361 | 84,622 | 86,952 |

Effective June 1, 2012

SCHEDULE IV

BUREAU OF HUMAN RESOURCES

COUNTY POLICE COMPENSATION PLAN
UNION

| <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>AFTER 1 YR. AT MAXIMUM RATE AND 10 YEARS OF SERVICE</u> | <u>AFTER 1 YR. AT 1ST LONGEVITY RATE AND 15 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 2ND LONGEVITY RATE AND 20 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 3RD LONGEVITY RATE AND 25 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 4TH LONGEVITY RATE AND 29 YRS. OF SERVICE</u> |
|------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--|---|---|---|---|
| P1 Hourly | 28.077 | 29.341 | 30.662 | 32.041 | 33.483 | 34.988 | 36.580 | 38.245 | 39.985 | 41.806 | 42.746 |
| Bi-Weekly | 2,246.16 | 2,347.28 | 2,452.96 | 2,563.28 | 2,678.64 | 2,799.04 | 2,926.40 | 3,059.60 | 3,198.80 | 3,344.48 | 3,419.68 |
| Annual | 58,400 | 61,029 | 63,776 | 66,645 | 69,644 | 72,775 | 76,086 | 79,549 | 83,168 | 86,956 | 88,911 |

SCHEDULE IV

BUREAU OF HUMAN RESOURCES

COUNTY POLICE COMPENSATION PLAN
UNION

| GRADE | | 1ST | 2ND | 3RD | 4TH | 5TH | 6TH | AFTER 1 YR. AT MAXIMUM RATE AND 10 YEARS OF SERVICE | AFTER 1 YR. AT 1ST LON- GEVITY RATE AND 15 YRS. OF SERVICE | AFTER 1 YR. AT 2ND LON- GEVITY RATE AND 20 YRS. OF SERVICE | AFTER 1 YR. AT 3RD LON- GEVITY RATE AND 25 YRS. OF SERVICE | AFTER 1 YR. AT 4TH LON- GEVITY RATE AND 29 YRS. OF SERVICE |
|-------|-----------|----------|----------|----------|----------|----------|----------|---|--|--|--|--|
| | | STEP | STEP | STEP | STEP | STEP | STEP | | | | | |
| P2 | Hourly | 33.674 | 35.189 | 36.773 | 38.426 | 40.158 | 41.964 | 43.874 | 44.861 | 45.870 | 49.034 | 51.290 |
| | Bi-Weekly | 2,693.92 | 2,815.12 | 2,941.84 | 3,074.08 | 3,212.64 | 3,357.12 | 3,509.92 | 3,588.88 | 3,669.60 | 3,922.72 | 4,103.20 |
| | Annual | 70,041 | 73,193 | 76,487 | 79,926 | 83,528 | 87,285 | 91,257 | 93,310 | 95,409 | 101,990 | 106,683 |

Effective June 1, 2012

SCHEDULE VI

BUREAU OF HUMAN RESOURCES

MEDICAL PRACTITIONER COMPENSATION PLAN
SEIU LOCAL 20

| <u>GRADE</u> | | <u>1ST STEP</u> | <u>2ND STEP</u> | <u>3RD STEP</u> | <u>4TH STEP</u> | <u>5TH STEP</u> |
|--------------|-----------|---------------------|---------------------|---------------------|---------------------|---------------------|
| K0 | Hourly | 32.749 | 34.343 | 35.935 | 37.689 | 39.456 |
| | Bi-Weekly | 2,619.92 | 2,747.44 | 2,874.80 | 3,015.12 | 3,156.48 |
| | Annual | 68,117 | 71,433 | 74,744 | 78,393 | 82,068 |
| K1 | Hourly | 38.418 | 40.307 | 42.211 | 44.252 | 46.303 |
| | Bi-Weekly | 3,073.44 | 3,224.56 | 3,376.88 | 3,540.16 | 3,704.24 |
| | Annual | 79,909 | 83,838 | 87,798 | 92,044 | 96,310 |
| K2 | Hourly | 45.587 | 47.854 | 50.037 | 52.474 | 54.941 |
| | Bi-Weekly | 3,646.96 | 3,828.32 | 4,002.96 | 4,197.92 | 4,395.28 |
| | Annual | 94,820 | 99,536 | 104,076 | 109,145 | 114,277 |
| K3 | Hourly | 56.689 | 59.473 | 62.201 | 65.185 | 68.227 |
| | Bi-Weekly | 4,535.12 | 4,757.84 | 4,976.08 | 5,214.80 | 5,458.16 |
| | Annual | 117,913 | 123,703 | 129,378 | 135,584 | 141,912 |
| K4 | Hourly | 62.821 | 65.863 | 68.890 | 72.246 | 75.574 |
| | Bi-Weekly | 5,025.68 | 5,269.04 | 5,511.20 | 5,779.68 | 6,045.92 |
| | Annual | 130,667 | 136,995 | 143,291 | 150,271 | 157,193 |
| K5 | Hourly | 68.890 | 72.246 | 75.574 | 79.245 | 82.930 |
| | Bi-Weekly | 5,511.20 | 5,779.68 | 6,045.92 | 6,339.60 | 6,634.40 |
| | Annual | 143,291 | 150,271 | 157,193 | 164,829 | 172,494 |
| K6 | Hourly | 74.975 | 78.631 | 82.284 | 86.282 | 90.314 |
| | Bi-Weekly | 5,998.00 | 6,290.48 | 6,582.72 | 6,902.56 | 7,225.12 |
| | Annual | 155,948 | 163,552 | 171,150 | 179,466 | 187,853 |
| K7 | Hourly | 81.061 | 85.026 | 88.949 | 93.298 | 97.658 |
| | Bi-Weekly | 6,484.88 | 6,802.08 | 7,115.92 | 7,463.84 | 7,812.64 |
| | Annual | 168,606 | 176,854 | 185,013 | 194,059 | 203,128 |
| K8 | Hourly | 87.137 | 91.390 | 95.678 | 100.350 | 105.012 |
| | Bi-Weekly | 6,970.96 | 7,311.20 | 7,654.24 | 8,028.00 | 8,400.96 |
| | Annual | 181,244 | 190,091 | 199,010 | 208,728 | 218,424 |
| K9 | Hourly | 93.218 | 97.777 | 102.339 | 107.352 | 112.386 |
| | Bi-Weekly | 7,457.44 | 7,822.16 | 8,187.12 | 8,588.16 | 8,990.88 |
| | Annual | 193,893 | 203,376 | 212,865 | 223,292 | 233,762 |
| K10 | Hourly | 99.320 | 104.164 | 109.019 | 114.381 | 119.757 |
| | Bi-Weekly | 7,945.60 | 8,333.12 | 8,721.52 | 9,150.48 | 9,580.56 |
| | Annual | 206,585 | 216,661 | 226,759 | 237,912 | 249,094 |
| K11 | Hourly | 108.424 | 113.757 | 119.053 | 124.930 | 130.788 |
| | Bi-Weekly | 8,673.92 | 9,100.56 | 9,524.24 | 9,994.40 | 10,463.04 |
| | Annual | 225,521 | 236,614 | 247,630 | 259,854 | 272,039 |

Effective June 1, 2012

SCHEDULE VI**BUREAU OF HUMAN RESOURCES****MEDICAL PRACTITIONER COMPENSATION PLAN**

| <u>GRADE</u> | | <u>1ST STEP</u> | <u>2ND STEP</u> | <u>3RD STEP</u> | <u>4TH STEP</u> | <u>5TH STEP</u> |
|--------------|-----------|---------------------|---------------------|---------------------|---------------------|---------------------|
| K2 | Hourly | 45.587 | 47.854 | 50.037 | 52.474 | 54.941 |
| | Bi-Weekly | 3,646.96 | 3,828.32 | 4,002.96 | 4,197.92 | 4,395.28 |
| | Annual | 94,821 | 99,536 | 104,077 | 109,146 | 114,277 |

AFSCME 1276: K2 Dentist Only

Effective June 1, 2012

**SCHEDULE VII
BUREAU OF HUMAN RESOURCES
POST-GRADUATE LEVEL PHYSICIANS COMPENSATION PLAN
UNION**

| 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 | 16.036 | 16.932 | 17.758 | 18.640 | 19.536 | 20.471 | 21.473 |
| | | | Bi-Weekly | 1,801.04 | 1,901.67 | 1,994.44 | 2,093.49 | 2,194.12 | 2,299.13 | 2,411.66 |
| | | | (Bi-weekly based on 2,920 hours per year) | | | | | | | |
| 1793 | Chief Resident (H.S.A.) | J2 | Hourly | 17.507 | 18.402 | 19.230 | 20.114 | 21.015 | 21.945 | 22.948 |
| | | | Bi-Weekly | 1,966.25 | 2,066.76 | 2,159.75 | 2,259.03 | 2,360.22 | 2,464.67 | 2,577.31 |
| | | | (Bi-weekly based on 2,920 hours per year) | | | | | | | |

**SCHEDULE VIII
BUREAU OF HUMAN RESOURCES
SERVICE EMPLOYEES - HEALTH: TEAMSTERS 743**

| GRADE | ENTRY RATE | AFTER 3 MONTHS | AFTER 1ST YEAR | AFTER 2ND YEAR | AFTER 3RD YEAR | AFTER 4TH YEAR | AFTER 1 YR AT MAXIMUM RATE & 10 YRS. OF SERVICE | AFTER 1 YR AT 1ST LONGEVITY RATE & 15 YRS. OF SERVICE | AFTER 1 YR AT 2ND LONGEVITY RATE & 20 YRS. OF SERVICE |
|--------------|-------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|--|--|--|
| CA | Hourly | 14.177 | 14.296 | 14.394 | 14.686 | 14.994 | 15.218 | 15.560 | 16.467 |
| | Bi-Weekly | 1,134.16 | 1,143.68 | 1,151.52 | 1,174.88 | 1,199.52 | 1,217.44 | 1,244.80 | 1,317.36 |
| | Annual | 29,488 | 29,736 | 29,940 | 30,547 | 31,188 | 31,653 | 32,365 | 34,251 |
| CB | Hourly | 14.394 | 14.612 | 14.686 | 14.994 | 15.218 | 15.666 | 16.019 | 16.953 |
| | Bi-Weekly | 1,151.52 | 1,168.96 | 1,174.88 | 1,199.52 | 1,217.44 | 1,253.28 | 1,281.52 | 1,356.24 |
| | Annual | 29,940 | 30,393 | 30,547 | 31,188 | 31,653 | 32,585 | 33,320 | 35,262 |
| CC | Hourly | 14.686 | 14.832 | 14.994 | 15.218 | 15.533 | 15.936 | 16.295 | 17.245 |
| | Bi-Weekly | 1,174.88 | 1,186.56 | 1,199.52 | 1,217.44 | 1,242.64 | 1,274.88 | 1,303.60 | 1,379.60 |
| | Annual | 30,547 | 30,851 | 31,188 | 31,653 | 32,309 | 33,147 | 33,894 | 35,870 |
| CD | Hourly | 14.686 | 14.832 | 14.994 | 15.218 | 15.533 | 15.936 | 16.295 | 17.245 |
| | Bi-Weekly | 1,174.88 | 1,186.56 | 1,199.52 | 1,217.44 | 1,242.64 | 1,274.88 | 1,303.60 | 1,379.60 |
| | Annual | 30,547 | 30,851 | 31,188 | 31,653 | 32,309 | 33,147 | 33,894 | 35,870 |
| CE | Hourly | 15.404 | 15.533 | 15.666 | 15.936 | 16.238 | 16.650 | 17.024 | 18.016 |
| | Bi-Weekly | 1,232.32 | 1,242.64 | 1,253.28 | 1,274.88 | 1,299.04 | 1,332.00 | 1,361.92 | 1,441.28 |
| | Annual | 32,040 | 32,309 | 32,585 | 33,147 | 33,775 | 34,632 | 35,410 | 37,473 |
| CF | Hourly | 15.666 | 15.823 | 15.936 | 16.238 | 16.474 | 16.876 | 17.256 | 18.261 |
| | Bi-Weekly | 1,253.28 | 1,265.84 | 1,274.88 | 1,299.04 | 1,317.92 | 1,350.08 | 1,380.48 | 1,460.88 |
| | Annual | 32,585 | 32,912 | 33,147 | 33,775 | 34,266 | 35,102 | 35,892 | 37,983 |
| CG | Hourly | 15.939 | 16.127 | 16.208 | 16.545 | 16.709 | 17.108 | 17.493 | 18.513 |
| | Bi-Weekly | 1,275.12 | 1,290.16 | 1,296.64 | 1,323.60 | 1,336.72 | 1,368.64 | 1,399.44 | 1,481.04 |
| | Annual | 33,153 | 33,544 | 33,713 | 34,414 | 34,755 | 35,585 | 36,385 | 38,507 |
| CK | Hourly | 17.867 | 17.992 | 18.132 | 18.408 | 18.723 | 19.081 | 19.510 | 20.647 |
| | Bi-Weekly | 1,429.36 | 1,439.36 | 1,450.56 | 1,472.64 | 1,497.84 | 1,526.48 | 1,560.80 | 1,651.76 |
| | Annual | 37,163 | 37,423 | 37,715 | 38,289 | 38,944 | 39,688 | 40,581 | 42,946 |

SCHEDULE VIII

Effective November 30, 2012

BUREAU OF HUMAN RESOURCES

SERVICE EMPLOYEES -STROGER / CERMAK: SEIU LOCAL 73 HEALTH ONLY

| GRADE | | ENTRY RATE | AFTER 3 MONTHS | AFTER 1ST YEAR | AFTER 2ND YEAR | AFTER 3RD YEAR | AFTER 4TH YEAR | AFTER 1 YR AT MAXIMUM RATE & 10 YRS. OF SERVICE | AFTER 1 YR AT 1ST LONGEVITY RATE & 12 YRS. OF SERVICE | AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS. OF SERVICE | AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS. OF SERVICE |
|-------|-----------|------------|----------------|----------------|----------------|----------------|----------------|---|---|---|---|
| CA | Hourly | 14.177 | 14.296 | 14.394 | 14.686 | 14.994 | 15.218 | 15.560 | 15.576 | 15.910 | 16.632 |
| | Bi-Weekly | 1,134.16 | 1,143.68 | 1,151.52 | 1,174.88 | 1,199.52 | 1,217.44 | 1,244.80 | 1,246.08 | 1,272.80 | 1,330.56 |
| | Annual | 29,488 | 29,736 | 29,940 | 30,547 | 31,188 | 31,653 | 32,365 | 32,398 | 33,093 | 34,595 |
| CB | Hourly | 14.394 | 14.612 | 14.686 | 14.994 | 15.218 | 15.666 | 16.019 | 16.035 | 16.379 | 17.122 |
| | Bi-Weekly | 1,151.52 | 1,168.96 | 1,174.88 | 1,199.52 | 1,217.44 | 1,253.28 | 1,281.52 | 1,282.80 | 1,310.32 | 1,369.76 |
| | Annual | 29,940 | 30,393 | 30,547 | 31,188 | 31,653 | 32,585 | 33,320 | 33,353 | 34,068 | 35,614 |
| CC | Hourly | 14.686 | 14.832 | 14.994 | 15.218 | 15.533 | 15.936 | 16.295 | 16.311 | 16.661 | 17.418 |
| | Bi-Weekly | 1,174.88 | 1,186.56 | 1,199.52 | 1,217.44 | 1,242.64 | 1,274.88 | 1,303.60 | 1,304.88 | 1,332.88 | 1,393.44 |
| | Annual | 30,547 | 30,851 | 31,188 | 31,653 | 32,309 | 33,147 | 33,894 | 33,927 | 34,655 | 36,229 |
| CD | Hourly | 14.686 | 14.832 | 14.994 | 15.218 | 15.533 | 15.936 | 16.295 | 16.311 | 16.661 | 17.418 |
| | Bi-Weekly | 1,174.88 | 1,186.56 | 1,199.52 | 1,217.44 | 1,242.64 | 1,274.88 | 1,303.60 | 1,304.88 | 1,332.88 | 1,393.44 |
| | Annual | 30,547 | 30,851 | 31,188 | 31,653 | 32,309 | 33,147 | 33,894 | 33,927 | 34,655 | 36,229 |
| CE | Hourly | 15.404 | 15.533 | 15.666 | 15.936 | 16.238 | 16.650 | 17.024 | 17.041 | 17.407 | 18.197 |
| | Bi-Weekly | 1,232.32 | 1,242.64 | 1,253.28 | 1,274.88 | 1,299.04 | 1,332.00 | 1,361.92 | 1,363.28 | 1,392.56 | 1,455.76 |
| | Annual | 32,040 | 32,309 | 32,585 | 33,147 | 33,775 | 34,632 | 35,410 | 35,445 | 36,207 | 37,850 |
| CF | Hourly | 15.666 | 15.823 | 15.936 | 16.238 | 16.474 | 16.876 | 17.256 | 17.273 | 17.644 | 18.444 |
| | Bi-Weekly | 1,253.28 | 1,265.84 | 1,274.88 | 1,299.04 | 1,317.92 | 1,350.08 | 1,380.48 | 1,381.84 | 1,411.52 | 1,475.52 |
| | Annual | 32,585 | 32,912 | 33,147 | 33,775 | 34,266 | 35,102 | 35,892 | 35,928 | 36,700 | 38,364 |
| CG | Hourly | 15.939 | 16.127 | 16.208 | 16.545 | 16.709 | 17.108 | 17.493 | 17.510 | 17.887 | 18.699 |
| | Bi-Weekly | 1,275.12 | 1,290.16 | 1,296.64 | 1,323.60 | 1,336.72 | 1,368.64 | 1,399.44 | 1,400.80 | 1,430.96 | 1,495.92 |
| | Annual | 33,153 | 33,544 | 33,713 | 34,414 | 34,755 | 35,585 | 36,385 | 36,421 | 37,205 | 38,894 |
| CK | Hourly | 17.867 | 17.992 | 18.132 | 18.408 | 18.723 | 19.081 | 19.510 | 19.530 | 19.949 | 20.854 |
| | Bi-Weekly | 1,429.36 | 1,439.36 | 1,450.56 | 1,472.64 | 1,497.84 | 1,526.48 | 1,560.80 | 1,562.40 | 1,595.92 | 1,668.32 |
| | Annual | 37,163 | 37,423 | 37,715 | 38,289 | 38,944 | 39,688 | 40,581 | 40,622 | 41,494 | 43,376 |

SCHEDULE IX

Effective November 30, 2012

BUREAU OF HUMAN RESOURCES

SERVICE EMPLOYEES - OFH: SEIU LOCAL 73 HEALTH ONLY

| GRADE | | ENTRY RATE | AFTER | AFTER | AFTER | AFTER | AFTER | AFTER 1 YR | AFTER 1 YR | AFTER 1 YR | AFTER 1 YR |
|-------|-----------|------------|----------|----------|----------|----------|----------|--------------------------------------|--------------------------------------|--|--|
| | | | 3 MONTHS | 1ST YEAR | 2ND YEAR | 3RD YEAR | 4TH YEAR | AT MAXIMUM RATE & 10 YRS. OF SERVICE | AT MAXIMUM RATE & 12 YRS. OF SERVICE | AT 1ST LONGEVITY RATE & 15 YRS. OF SERVICE | AT 2ND LONGEVITY RATE & 20 YRS. OF SERVICE |
| DA | Hourly | 14.177 | 14.296 | 14.394 | 14.686 | 14.994 | 15.218 | 15.560 | 15.716 | 15.910 | 16.632 |
| | Bi-Weekly | 1,134.16 | 1,143.68 | 1,151.52 | 1,174.88 | 1,199.52 | 1,217.44 | 1,244.80 | 1,257.28 | 1,272.80 | 1,330.56 |
| | Annual | 29,488 | 29,736 | 29,940 | 30,547 | 31,188 | 31,653 | 32,365 | 32,689 | 33,093 | 34,595 |
| DB | Hourly | 14.394 | 14.612 | 14.686 | 14.994 | 15.218 | 15.666 | 16.019 | 16.179 | 16.379 | 17.122 |
| | Bi-Weekly | 1,151.52 | 1,168.96 | 1,174.88 | 1,199.52 | 1,217.44 | 1,253.28 | 1,281.52 | 1,294.32 | 1,310.32 | 1,369.76 |
| | Annual | 29,940 | 30,393 | 30,547 | 31,188 | 31,653 | 32,585 | 33,320 | 33,652 | 34,068 | 35,614 |
| DC | Hourly | 14.686 | 14.832 | 14.994 | 15.218 | 15.533 | 15.936 | 16.295 | 16.458 | 16.661 | 17.418 |
| | Bi-Weekly | 1,174.88 | 1,186.56 | 1,199.52 | 1,217.44 | 1,242.64 | 1,274.88 | 1,303.60 | 1,316.64 | 1,332.88 | 1,393.44 |
| | Annual | 30,547 | 30,851 | 31,188 | 31,653 | 32,309 | 33,147 | 33,894 | 34,233 | 34,655 | 36,229 |
| DE | Hourly | 15.404 | 15.533 | 15.666 | 15.936 | 16.238 | 16.650 | 17.024 | 17.194 | 17.407 | 18.197 |
| | Bi-Weekly | 1,232.32 | 1,242.64 | 1,253.28 | 1,274.88 | 1,299.04 | 1,332.00 | 1,361.92 | 1,375.52 | 1,392.56 | 1,455.76 |
| | Annual | 32,040 | 32,309 | 32,585 | 33,147 | 33,775 | 34,632 | 35,410 | 35,764 | 36,207 | 37,850 |
| DF | Hourly | 15.666 | 15.823 | 15.936 | 16.238 | 16.474 | 16.876 | 17.256 | 17.429 | 17.644 | 18.444 |
| | Bi-Weekly | 1,253.28 | 1,265.84 | 1,274.88 | 1,299.04 | 1,317.92 | 1,350.08 | 1,380.48 | 1,394.32 | 1,411.52 | 1,475.52 |
| | Annual | 32,585 | 32,912 | 33,147 | 33,775 | 34,266 | 35,102 | 35,892 | 36,252 | 36,700 | 38,364 |
| DH | Hourly | 16.748 | 16.876 | 17.021 | 17.306 | 17.595 | 17.992 | 18.397 | 18.581 | 18.811 | 19.665 |
| | Bi-Weekly | 1,339.84 | 1,350.08 | 1,361.68 | 1,384.48 | 1,407.60 | 1,439.36 | 1,471.76 | 1,486.48 | 1,504.88 | 1,573.20 |
| | Annual | 34,836 | 35,102 | 35,404 | 35,996 | 36,598 | 37,423 | 38,266 | 38,648 | 39,127 | 40,903 |
| DJ | Hourly | 17.236 | 17.360 | 17.507 | 17.793 | 18.076 | 18.477 | 18.893 | 19.082 | 19.318 | 20.193 |
| | Bi-Weekly | 1,378.88 | 1,388.80 | 1,400.56 | 1,423.44 | 1,446.08 | 1,478.16 | 1,511.44 | 1,526.56 | 1,545.44 | 1,615.44 |
| | Annual | 35,851 | 36,109 | 36,415 | 37,009 | 37,598 | 38,432 | 39,297 | 39,691 | 40,181 | 42,001 |
| DK | Hourly | 17.867 | 17.992 | 18.132 | 18.408 | 18.723 | 19.081 | 19.510 | 19.705 | 19.949 | 20.854 |
| | Bi-Weekly | 1,429.34 | 1,439.38 | 1,450.59 | 1,472.67 | 1,497.82 | 1,526.46 | 1,560.82 | 1,576.40 | 1,595.93 | 1,668.30 |
| | Annual | 37,163 | 37,424 | 37,715 | 38,289 | 38,943 | 39,688 | 40,581 | 40,986 | 41,494 | 43,376 |

SCHEDULE X

BUREAU OF HUMAN RESOURCES

ASSISTANT PUBLIC DEFENDER COMPENSATION SCHEDULE

RATES IN EFFECT JUNE 1, 2012, 3.75% FOR AFSCME MEMBERS ONLY

| <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>AFTER 1 YR AT STEP 7 & 10 YRS SERVC</u> | <u>9TH STEP</u> |
|-----------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|--|---------------------|
| L1 | | | | | | | | | |
| Hourly | 25.010 | | | | | | | | |
| Bi-Weekly | 2,000.80 | | | | | | | | |
| Annual | 52,020 | | | | | | | | |
| L2 | | | | | | | | | |
| Hourly | 29.100 | 30.536 | 32.379 | 33.989 | 35.698 | 38.799 | 39.763 | 41.157 | 42.175 |
| Bi-Weekly | 2,328.00 | 2,442.88 | 2,590.32 | 2,719.12 | 2,855.84 | 3,103.92 | 3,181.04 | 3,292.56 | 3,374.00 |
| Annual | 60,528 | 63,514 | 67,348 | 70,697 | 74,251 | 80,701 | 82,707 | 85,606 | 87,724 |
| L3 | | | | | | | | | |
| Hourly | 35.002 | 36.770 | 38.970 | 40.890 | 44.255 | 45.356 | 46.489 | 48.113 | 49.310 |
| Bi-Weekly | 2,800.16 | 2,941.60 | 3,117.60 | 3,271.20 | 3,540.40 | 3,628.48 | 3,719.12 | 3,849.04 | 3,944.80 |
| Annual | 72,804 | 76,481 | 81,057 | 85,051 | 92,050 | 94,340 | 96,697 | 100,075 | 102,564 |
| L4 | | | | | | | | | |
| Hourly | 40.094 | 42.103 | 44.582 | 46.871 | 50.500 | 51.761 | 53.053 | 54.898 | 56.266 |
| Bi-Weekly | 3,207.52 | 3,368.24 | 3,566.56 | 3,749.68 | 4,040.00 | 4,140.88 | 4,244.24 | 4,391.84 | 4,501.28 |
| Annual | 83,395 | 87,574 | 92,730 | 97,491 | 105,040 | 107,662 | 110,350 | 114,187 | 117,033 |

Effective June 1, 2012

**SCHEDULE XII
BUREAU OF HUMAN RESOURCES
PHARMACY COMPENSATION PLAN
TEAMSTERS 743**

| <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> | <u>9TH STEP</u> |
|------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| PA | | | | | | | | | |
| Hourly | 14.749 | 15.437 | 16.162 | 16.945 | 17.760 | 18.590 | 18.871 | 19.238 | 19.626 |
| Bi-Weekly | 1,179.92 | 1,234.96 | 1,292.96 | 1,355.60 | 1,420.80 | 1,487.20 | 1,509.68 | 1,539.04 | 1,570.08 |
| Annual | 30,678 | 32,109 | 33,617 | 35,246 | 36,941 | 38,667 | 39,252 | 40,015 | 40,822 |
| PB | | | | | | | | | |
| Hourly | 18.149 | 19.047 | 20.012 | 20.977 | 21.928 | 23.025 | 23.372 | 23.832 | 24.309 |
| Bi-Weekly | 1,451.92 | 1,523.76 | 1,600.96 | 1,678.16 | 1,754.24 | 1,842.00 | 1,869.76 | 1,906.56 | 1,944.72 |
| Annual | 37,750 | 39,618 | 41,625 | 43,632 | 45,610 | 47,892 | 48,614 | 49,571 | 50,563 |

Effective June 1, 2012

**SCHEDULE XII
BUREAU OF HUMAN RESOURCES
PHARMACY TECHNICIANS
LOCAL 200**

| <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> | <u>9TH STEP</u> |
|-----------|------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| PA | Hourly | 14.749 | 15.437 | 16.162 | 16.945 | 17.760 | 18.590 | 18.871 | 19.238 | 19.626 |
| | Bi-Weekly | 1,179.92 | 1,234.96 | 1,292.96 | 1,355.60 | 1,420.80 | 1,487.20 | 1,509.68 | 1,539.04 | 1,570.08 |
| | Annual | 30,678 | 32,109 | 33,617 | 35,246 | 36,941 | 38,667 | 39,252 | 40,015 | 40,822 |
| PB | Hourly | 18.149 | 19.047 | 20.012 | 20.977 | 21.928 | 23.025 | 23.372 | 23.832 | 24.309 |
| | Bi-Weekly | 1,451.92 | 1,523.76 | 1,600.96 | 1,678.16 | 1,754.24 | 1,842.00 | 1,869.76 | 1,906.56 | 1,944.72 |
| | Annual | 37,750 | 39,618 | 41,625 | 43,632 | 45,610 | 47,892 | 48,614 | 49,571 | 50,563 |

**SCHEDULE XII
BUREAU OF HUMAN REOURCES
PHARMACISTS
LOCAL 200**

| | | <u>1ST STEP</u> |
|-----------------|------------------|----------------------------|
| RX1 | Hourly | 49.038 |
| 12/1/2006 | Bi-Weekly | 3,923.04 |
| | Annual | 101,999.00 |
| | | |
| RX1 | Hourly | 50.264 |
| 6/1/2007 | Bi-Weekly | 4,021.12 |
| | Annual | 104,549.00 |
| | | |
| RX1 | Hourly | 51.269 |
| 12/1/2007 | Bi-Weekly | 4,101.52 |
| | Annual | 106,639.00 |
| | | |
| RX1 | Hourly | 52.679 |
| 6/1/2008 | Bi-Weekly | 4,214.32 |
| | Annual | 109,572.00 |
| | | |
| RX1 | Hourly | 53.864 |
| 1/1/2011 | Bi-Weekly | 4,309.12 |
| | Annual | 112,037.12 |
| | | |
| RX1 | Hourly | 55.884 |
| 6/1/2012 | Bi-Weekly | 4,470.72 |
| | Annual | 116,238.72 |

Effective June 1, 2012

SCHEDULE XIII

BUREAU OF HUMAN RESOURCES

SOCIAL SERVICE CASEWORKERS - MAP

| | <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>AFTER TWO YEARS AT 5TH STEP</u> | <u>AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC</u> | <u>AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC</u> | <u>AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC</u> |
|------------|-----------------------|---------------------|---------------------|---------------------|---------------------|---------------------|--|--|--|--|
| PS1 | | | | | | | | | | |
| Hourly | 22.244 | 23.189 | 24.175 | 25.202 | 26.273 | 27.390 | 28.554 | 29.853 | 31.211 | 31.914 |
| Bi-Weekly | 1,779.52 | 1,855.12 | 1,934.00 | 2,016.16 | 2,101.84 | 2,191.20 | 2,284.32 | 2,388.24 | 2,496.88 | 2,553.12 |
| Annual | 46,267 | 48,233 | 50,284 | 52,420 | 54,647 | 56,971 | 59,392 | 62,094 | 64,918 | 66,381 |
| PS2 | | | | | | | | | | |
| Hourly | 23.879 | 24.895 | 25.952 | 27.056 | 28.205 | 29.405 | 30.654 | 32.049 | 33.508 | 34.262 |
| Bi-Weekly | 1,910.32 | 1,991.60 | 2,076.16 | 2,164.48 | 2,256.40 | 2,352.40 | 2,452.32 | 2,563.92 | 2,680.64 | 2,740.96 |
| Annual | 49,668 | 51,781 | 53,980 | 56,276 | 58,666 | 61,162 | 63,760 | 66,661 | 69,696 | 71,264 |
| PSB | | | | | | | | | | |
| Hourly | 24.470 | 25.510 | 26.594 | 27.724 | 28.903 | 30.131 | 31.411 | 32.841 | 34.335 | 35.812 |
| Bi-Weekly | 1,957.60 | 2,040.80 | 2,127.52 | 2,217.92 | 2,312.24 | 2,410.48 | 2,512.88 | 2,627.28 | 2,746.80 | 2,864.96 |
| Annual | 50,897 | 53,060 | 55,315 | 57,665 | 60,118 | 62,672 | 65,334 | 68,309 | 71,416 | 74,488 |

SCHEDULE XIII

BUREAU OF HUMAN RESOURCES

PROBATION SERVICES/UNION

| | <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>AFTER TWO YEARS AT 5TH STEP</u> | <u>AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC</u> | <u>AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC</u> | <u>AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC</u> |
|------------|-----------------------|---------------------|---------------------|---------------------|---------------------|---------------------|--|--|--|--|
| PS1 | | | | | | | | | | |
| Hourly | 22.244 | 23.189 | 24.175 | 25.202 | 26.273 | 27.390 | 28.554 | 29.853 | 31.211 | 31.914 |
| Bi-Weekly | 1,779.52 | 1,855.12 | 1,934.00 | 2,016.16 | 2,101.84 | 2,191.20 | 2,284.32 | 2,388.24 | 2,496.88 | 2,553.12 |
| Annual | 46,267 | 48,233 | 50,284 | 52,420 | 54,647 | 56,971 | 59,392 | 62,094 | 64,918 | 66,381 |
| PS2 | | | | | | | | | | |
| Hourly | 23.879 | 24.895 | 25.952 | 27.056 | 28.205 | 29.405 | 30.654 | 32.049 | 33.508 | 34.262 |
| Bi-Weekly | 1,910.32 | 1,991.60 | 2,076.16 | 2,164.48 | 2,256.40 | 2,352.40 | 2,452.32 | 2,563.92 | 2,680.64 | 2,740.96 |
| Annual | 49,668 | 51,781 | 53,980 | 56,276 | 58,666 | 61,162 | 63,760 | 66,661 | 69,696 | 71,264 |
| PSB | | | | | | | | | | |
| Hourly | 24.470 | 25.510 | 26.594 | 27.724 | 28.903 | 30.131 | 31.411 | 32.841 | 34.335 | 35.812 |
| Bi-Weekly | 1,957.60 | 2,040.80 | 2,127.52 | 2,217.92 | 2,312.24 | 2,410.48 | 2,512.88 | 2,627.28 | 2,746.80 | 2,864.96 |
| Annual | 50,897 | 53,060 | 55,315 | 57,665 | 60,118 | 62,672 | 65,334 | 68,309 | 71,416 | 74,488 |
| PSC | | | | | | | | | | |
| Hourly | 26.178 | 27.291 | 28.450 | 29.660 | 30.921 | 32.235 | 33.605 | 36.861 | 38.538 | 39.405 |
| Bi-Weekly | 2,094.24 | 2,183.28 | 2,276.00 | 2,372.80 | 2,473.68 | 2,578.80 | 2,688.40 | 2,948.88 | 3,083.04 | 3,152.40 |
| Annual | 54,450 | 56,765 | 59,176 | 61,692 | 64,315 | 67,048 | 69,898 | 76,670 | 80,159 | 81,962 |
| PS3 | | | | | | | | | | |
| Hourly | 27.466 | 28.632 | 29.849 | 31.118 | 32.441 | 33.819 | 35.257 | 36.861 | 38.538 | 40.196 |
| Bi-Weekly | 2,197.28 | 2,290.56 | 2,387.92 | 2,489.44 | 2,595.28 | 2,705.52 | 2,820.56 | 2,948.88 | 3,083.04 | 3,215.68 |
| Annual | 57,129 | 59,554 | 62,085 | 64,725 | 67,477 | 70,343 | 73,334 | 76,670 | 80,159 | 83,607 |

Effective June 1, 2012

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

| | <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>AFTER TWO YEARS AT 5TH STEP</u> | <u>AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC</u> | <u>AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC</u> | <u>AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC</u> |
|-------------------|-----------------------|---------------------|---------------------|---------------------|---------------------|---------------------|--|--|--|--|
| PS1 Hourly | 22.244 | 23.189 | 24.175 | 25.202 | 26.273 | 27.390 | 28.554 | 29.853 | 31.211 | 31.914 |
| Bi-Weekly | 1,779.52 | 1,855.12 | 1,934.00 | 2,016.16 | 2,101.84 | 2,191.20 | 2,284.32 | 2,388.24 | 2,496.88 | 2,553.12 |
| Annual | 46,267 | 48,233 | 50,284 | 52,420 | 54,647 | 56,971 | 59,392 | 62,094 | 64,918 | 66,381 |
| PS2 Hourly | 23.879 | 24.895 | 25.952 | 27.056 | 28.205 | 29.405 | 30.654 | 32.049 | 33.508 | 34.262 |
| Bi-Weekly | 1,910.32 | 1,991.60 | 2,076.16 | 2,164.48 | 2,256.40 | 2,352.40 | 2,452.32 | 2,563.92 | 2,680.64 | 2,740.96 |
| Annual | 49,668 | 51,781 | 53,980 | 56,276 | 58,666 | 61,162 | 63,760 | 66,661 | 69,696 | 71,264 |
| PSB Hourly | 24.470 | 25.510 | 26.594 | 27.724 | 28.903 | 30.131 | 31.411 | 32.841 | 34.335 | 35.812 |
| Bi-Weekly | 1,957.60 | 2,040.80 | 2,127.52 | 2,217.92 | 2,312.24 | 2,410.48 | 2,512.88 | 2,627.28 | 2,746.80 | 2,864.96 |
| Annual | 50,897 | 53,060 | 55,315 | 57,665 | 60,118 | 62,672 | 65,334 | 68,309 | 71,416 | 74,488 |
| PSC Hourly | 26.178 | 27.291 | 28.450 | 29.660 | 30.921 | 32.235 | 33.605 | 36.861 | 38.538 | 39.405 |
| Bi-Weekly | 2,094.24 | 2,183.28 | 2,276.00 | 2,372.80 | 2,473.68 | 2,578.80 | 2,688.40 | 2,948.88 | 3,083.04 | 3,152.40 |
| Annual | 54,450 | 56,765 | 59,176 | 61,692 | 64,315 | 67,048 | 69,898 | 76,670 | 80,159 | 81,962 |
| PS3 Hourly | 27.466 | 28.632 | 29.849 | 31.118 | 32.441 | 33.819 | 35.257 | 36.861 | 38.538 | 40.196 |
| Bi-Weekly | 2,197.28 | 2,290.56 | 2,387.92 | 2,489.44 | 2,595.28 | 2,705.52 | 2,820.56 | 2,948.88 | 3,083.04 | 3,215.68 |
| Annual | 57,129 | 59,554 | 62,085 | 64,725 | 67,477 | 70,343 | 73,334 | 76,670 | 80,159 | 83,607 |

**SCHEDULE XIV
BUREAU OF HUMAN RESOURCES
MEDICAL TECHNOLOGISTS
SEIU LOCAL 73 - HEALTH ONLY**

| <u>GD</u> | | <u>1ST</u> | <u>2ND</u> | <u>3RD</u> | <u>4TH</u> | <u>5TH</u> | <u>AFTER 2</u> | <u>AFTER 1</u> | <u>AFTER 1</u> | <u>AFTER 1</u> | <u>AFTER 1</u> |
|-----------|-----------|-------------|-------------|-------------|-------------|-------------|-----------------|----------------------|----------------------|----------------------|----------------------|
| | | <u>STEP</u> | <u>STEP</u> | <u>STEP</u> | <u>STEP</u> | <u>STEP</u> | <u>YEARS AT</u> | <u>YR AT 1ST</u> | <u>YR AT 1ST</u> | <u>YR AT 2ND</u> | <u>YR AT 3RD</u> |
| | | | | | | | <u>5TH STEP</u> | <u>RATE & 10</u> | <u>RATE & 12</u> | <u>RATE & 15</u> | <u>RATE & 20</u> |
| | | | | | | | | <u>YRS SERVC</u> | <u>YRS SERVC</u> | <u>YRS SERVC</u> | <u>YRS SERVC</u> |
| T16 | Hourly | 22.519 | 23.585 | 24.704 | 25.886 | 27.136 | 28.393 | 29.842 | 30.140 | 30.516 | 31.909 |
| | Bi-Weekly | 1,801.52 | 1,886.80 | 1,976.32 | 2,070.88 | 2,170.88 | 2,271.44 | 2,387.36 | 2,411.20 | 2,441.28 | 2,552.72 |
| | Annual | 46,840 | 49,057 | 51,384 | 53,843 | 56,443 | 59,057 | 62,071 | 62,691 | 63,473 | 66,371 |
| T18 | Hourly | 25.886 | 27.136 | 28.393 | 29.805 | 31.179 | 32.718 | 34.250 | 34.593 | 35.029 | 36.630 |
| | Bi-Weekly | 2,070.88 | 2,170.88 | 2,271.44 | 2,384.40 | 2,494.32 | 2,617.44 | 2,740.00 | 2,767.44 | 2,802.32 | 2,930.40 |
| | Annual | 53,843 | 56,443 | 59,057 | 61,994 | 64,852 | 68,053 | 71,240 | 71,953 | 72,860 | 76,190 |

COVERS

| <u>GD</u> | <u>JOB CODES</u> |
|-----------|------------------------------------|
| T16 | 1844, 1852, 1862, 1887, 1902, 2079 |
| T18 | 1845, 1853, 1863, 1888, 1903 |

Effective June 1, 2009

SCHEDULE XVII
BUREAU OF HUMAN RESOURCES
HOSPITAL SECURITY OFFICER'S
OAK FOREST HOSPITAL PUBLIC SAFETY OFFICERS

| <u>GRADE</u> | | <u>1ST STEP</u> | <u>2ND STEP</u> | <u>3RD STEP</u> | <u>4TH STEP</u> | <u>5TH STEP</u> | <u>AFTER 1 YR. AT MAXIMUM RATE AND 5 YEARS OF SERVICE</u> | <u>AFTER 1 YR. AT 1ST LONGEVITY RATE AND 10 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 2ND LONGEVITY RATE AND 15 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 3RD LONGEVITY RATE AND 20 YRS. OF SERVICE</u> |
|--------------|-----------|---------------------|---------------------|---------------------|---------------------|---------------------|---|---|---|---|
| HS1 | Hourly | 16,681 | 17,485 | 18,301 | 19,178 | 20,169 | 21,210 | 22,052 | 22,927 | 23,157 |
| FOP | Bi-Weekly | 1,334.48 | 1,398.80 | 1,464.08 | 1,534.24 | 1,613.52 | 1,696.80 | 1,764.16 | 1,834.16 | 1,852.56 |
| JC#2459 | Annual | 34,696 | 36,369 | 38,066 | 39,890 | 41,952 | 44,117 | 45,868 | 47,688 | 48,167 |

Effective June 1, 2012

SCHEDULE XVII
BUREAU OF HUMAN RESOURCES
OAK FOREST HOSPITAL SERGEANTS / INVESTIGATORS

| <u>GRADE</u> | | <u>1ST STEP</u> | <u>2ND STEP</u> | <u>3RD STEP</u> | <u>4TH STEP</u> | <u>5TH STEP</u> | <u>AFTER 1 YR. AT MAXIMUM RATE AND 5 YEARS OF SERVICE</u> | <u>AFTER 1 YR. AT 1ST LONGEVITY RATE AND 10 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 2ND LONGEVITY RATE AND 15 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 3RD LONGEVITY RATE AND 20 YRS. OF SERVICE</u> |
|---------------|-----------|---------------------|---------------------|---------------------|---------------------|---------------------|---|---|---|---|
| HS2 | Hourly | 19.983 | 21.010 | 21.984 | 23.092 | 24.188 | 25.437 | 26.450 | 27.504 | 27.773 |
| Teamsters 700 | Bi-Weekly | 1,598.64 | 1,680.80 | 1,758.72 | 1,847.36 | 1,935.04 | 2,034.96 | 2,116.00 | 2,200.32 | 2,221.84 |
| JC#2464 | Annual | 41,564 | 43,700 | 45,726 | 48,031 | 50,311 | 52,908 | 55,016 | 57,208 | 57,767 |
| HS3 | Hourly | 23.092 | 24.188 | 25.335 | 26.545 | 27.827 | 29.275 | 30.446 | 31.663 | 32.614 |
| Teamsters 700 | Bi-Weekly | 1,847.36 | 1,935.04 | 2,026.80 | 2,123.60 | 2,226.16 | 2,342.00 | 2,435.68 | 2,533.04 | 2,609.12 |
| JC#4100 | Annual | 48,031 | 50,311 | 52,696 | 55,213 | 57,880 | 60,892 | 63,327 | 65,859 | 67,837 |

Effective June 1, 2012

**SCHEDULE XVII
BUREAU OF HUMAN RESOURCES
HOSPITAL OFFICERS
STROGER HOSPITAL SECURITY OFFICERS**

| <u>GRADE</u> | | <u>1ST STEP</u> | <u>2ND STEP</u> | <u>3RD STEP</u> | <u>4TH STEP</u> | <u>5TH STEP</u> | <u>AFTER 1 YR. AT MAXIMUM RATE AND 5 YEARS OF SERVICE</u> | <u>AFTER 1 YR. AT 1ST LONGEVITY RATE AND 10 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 2ND LONGEVITY RATE AND 15 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 3RD LONGEVITY RATE AND 20 YRS. OF SERVICE</u> |
|--------------|-----------|-----------------|-----------------|-----------------|-----------------|-----------------|---|---|---|---|
| HS1 | Hourly | 17.968 | 18.833 | 19.713 | 20.658 | 21.726 | 22.846 | 23.753 | 24.695 | 24.944 |
| FOP | Bi-Weekly | 1,437.44 | 1,506.64 | 1,577.04 | 1,652.64 | 1,738.08 | 1,827.68 | 1,900.24 | 1,975.60 | 1,995.52 |
| JC#2417 | Annual | 37,373 | 39,173 | 41,003 | 42,969 | 45,190 | 47,520 | 49,406 | 51,366 | 51,884 |
| HSA | Hourly | 16.780 | 17.586 | 18.406 | 19.291 | 20.283 | 21.221 | 21.644 | 21.856 | 22.081 |
| FOP | Bi-Weekly | 1,342.40 | 1,406.88 | 1,472.48 | 1,543.28 | 1,622.64 | 1,697.68 | 1,731.52 | 1,748.48 | 1,766.48 |
| JC#2462 | Annual | 34,902 | 36,578 | 38,284 | 40,125 | 42,188 | 44,139 | 45,019 | 45,460 | 45,928 |

**SCHEDULE XVII
BUREAU OF HUMAN RESOURCES
HOSPITAL OFFICERS
STROGER HOSPITAL SERGEANTS**

| <u>GRADE</u> | | <u>1ST STEP</u> | <u>2ND STEP</u> | <u>3RD STEP</u> | <u>4TH STEP</u> | <u>5TH STEP</u> | <u>AFTER 1 YR. AT MAXIMUM RATE AND 5 YEARS OF SERVICE</u> | <u>AFTER 1 YR. AT 1ST LONGEVITY RATE AND 10 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 2ND LONGEVITY RATE AND 15 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 3RD LONGEVITY RATE AND 20 YRS. OF SERVICE</u> |
|--------------|-----------|---------------------|---------------------|---------------------|---------------------|---------------------|---|---|---|---|
| HS2 | Hourly | 19.983 | 21.010 | 21.984 | 23.092 | 24.188 | 25.437 | 26.45 | 27.504 | 27.773 |
| MAP #270 | Bi-Weekly | 1,598.64 | 1,680.80 | 1,758.72 | 1,847.36 | 1,935.04 | 2,034.96 | 2,116.00 | 2,200.32 | 2,221.84 |
| JC#2455 | Annual | 41,564 | 43,700 | 45,726 | 48,031 | 50,311 | 52,908 | 55,016 | 57,208 | 57,767 |

Effective October 21, 2012

**SCHEDULE XVIII
TEAMSTERS 700
BUREAU OF HUMAN RESOURCES**

| <u>JOB CODE</u> | <u>TITLE</u> | <u>GRADE</u> | | <u>1ST STEP</u> | <u>AFTER 1 YR AND 5 YRS. SRVC</u> | <u>AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC</u> |
|---------------------|---------------------|--------------|-----------|---------------------|---|--|
| 4614 | COSMETOLOGIST | X03 | Hourly | 17.793 | 18.056 | 18.507 |
| | | | Bi-Weekly | 1,423.44 | 1,444.48 | 1,480.56 |
| | | | Annual | 37,009 | 37,556 | 38,494 |
| 2124 | COOK II | X04 | Hourly | 19.457 | 19.750 | 20.242 |
| | | | Bi-Weekly | 1,556.56 | 1,580.00 | 1,619.36 |
| | | | Annual | 40,470 | 41,080 | 42,103 |
| 2422 | CUSTODIAL WRKR. II | X05 | Hourly | 17.502 | 17.759 | 18.201 |
| | | | Bi-Weekly | 1,400.16 | 1,420.72 | 1,456.08 |
| | | | Annual | 36,404 | 36,938 | 37,858 |
| 2423 | CUSTODIAL WRKR. III | X06 | Hourly | 19.979 | 20.277 | 20.780 |
| | | | Bi-Weekly | 1,598.32 | 1,622.16 | 1,662.40 |
| | | | Annual | 41,556 | 42,176 | 43,222 |
| 2131 | FOOD SRVC. WORKER I | X07 | Hourly | 14.675 | 14.893 | 15.262 |
| | | | Bi-Weekly | 1,174.00 | 1,191.44 | 1,220.96 |
| | | | Annual | 30,524 | 30,977 | 31,744 |
| 2161 | LAUNDRY WORKER II | X07 | Hourly | 14.675 | 14.893 | 15.262 |
| | | | Bi-Weekly | 1,174.00 | 1,191.44 | 1,220.96 |
| | | | Annual | 30,524 | 30,977 | 31,744 |
| 2163 | SEAMSTER II | X07 | Hourly | 14.675 | 14.893 | 15.262 |
| | | | Bi-Weekly | 1,174.00 | 1,191.44 | 1,220.96 |
| | | | Annual | 30,524 | 30,977 | 31,744 |
| 2142 | HOUSEKEEPER II | X08 | Hourly | 19.637 | 19.929 | 20.427 |
| | | | Bi-Weekly | 1,570.96 | 1,594.32 | 1,634.16 |
| | | | Annual | 40,844 | 41,452 | 42,488 |
| 1253 | SUPPLY CLERK III | X13 | Hourly | 14.361 | 14.570 | 14.934 |
| | | | Bi-Weekly | 1,148.88 | 1,165.60 | 1,194.72 |
| | | | Annual | 29,870 | 30,305 | 31,062 |

SCHEDULE XIX

BUREAU OF HUMAN RESOURCES

FACILITIES MANAGEMENT SERVICE EMPLOYEES

| <u>JOB CODE</u> | <u>GRADE</u> | <u>TITLE</u> | | <u>1ST STEP</u> | <u>AFTER 1 YR AND 5 YRS SRVC</u> | <u>AT 1ST LONGEVITY RATE & 10 YRS. SRVC.</u> | <u>AT 2ND LONGEVITY RATE & 15 YRS. SRVC.</u> | <u>AT 3ND LONGEVITY RATE & 20 YRS. SRVC.</u> |
|-----------------|--------------|-------------------|-----------|-----------------|----------------------------------|--|--|--|
| 2412 | X09 | Janitor II | Hourly | 17.515 | 17.773 | 18.215 | 18.668 | 20.371 |
| | | | Bi-weekly | 1,401.20 | 1,421.84 | 1,457.20 | 1,493.44 | 1,629.68 |
| | | | Annual | 36,431 | 36,967 | 37,887 | 38,829 | 42,371 |
| 2413 | X10 | Janitor III | Hourly | 19.995 | 20.292 | 20.797 | 21.312 | 23.258 |
| | | | Bi-weekly | 1,599.60 | 1,623.36 | 1,663.76 | 1,704.96 | 1,860.64 |
| | | | Annual | 41,589 | 42,207 | 43,257 | 44,328 | 48,376 |
| 2171 | X11 | Laundry Worker I | Hourly | 14.394 | 14.611 | 14.971 | 15.342 | 16.741 |
| | | | Bi-weekly | 1,151.52 | 1,168.88 | 1,197.68 | 1,227.36 | 1,339.28 |
| | | | Annual | 29,939 | 30,390 | 31,139 | 31,911 | 34,821 |
| 2145 | X12 | Seamster I | Hourly | 14.394 | 14.611 | 14.971 | 15.342 | 16.741 |
| | | | Bi-weekly | 1,151.52 | 1,168.88 | 1,197.68 | 1,227.36 | 1,339.28 |
| | | | Annual | 29,939 | 30,390 | 31,139 | 31,911 | 34,821 |
| 2435 | X14 | Elevator Operator | Hourly | 16.914 | 17.166 | 17.593 | 18.027 | 19.672 |
| | | | Bi-weekly | 1,353.12 | 1,373.28 | 1,407.44 | 1,442.16 | 1,573.76 |
| | | | Annual | 35,181 | 35,705 | 36,593 | 37,496 | 40,917 |
| 2436 | X15 | Elevator Starter | Hourly | 17.972 | 18.231 | 18.670 | 19.116 | 20.860 |
| | | | Bi-weekly | 1,437.76 | 1,458.48 | 1,493.60 | 1,529.28 | 1,668.80 |
| | | | Annual | 37,381 | 37,920 | 38,833 | 39,761 | 43,388 |
| 1213 | X16 | Cook II (Sheriff) | Hourly | 19.473 | 19.765 | 20.258 | 20.768 | 22.663 |
| | | | Bi-weekly | 1,557.84 | 1,581.20 | 1,620.64 | 1,661.44 | 1,813.04 |
| | | | Annual | 40,503 | 41,111 | 42,136 | 43,197 | 47,139 |
| 2433 | X17 | Window Washer I | Hourly | 21.037 | 21.352 | 21.886 | 22.432 | 23.822 |
| | | | Bi-weekly | 1,682.96 | 1,708.16 | 1,750.88 | 1,794.56 | 1,905.76 |
| | | | Annual | 43,756 | 44,412 | 45,522 | 46,658 | 49,549 |
| 2434 | X18 | Window Washer II | Hourly | 22.331 | 22.666 | 23.234 | 23.814 | 25.986 |
| | | | Bi-weekly | 1,786.48 | 1,813.28 | 1,858.72 | 1,905.12 | 2,078.88 |
| | | | Annual | 46,448 | 47,145 | 48,326 | 49,533 | 54,050 |

Effective June 1, 2012

SCHEDULE XX

BUREAU OF HUMAN RESOURCES

CASEWORKER (PUBLIC GUARDIAN)
UNION

| <u>GD</u> | <u>1ST STEP</u> | <u>2ND STEP</u> | <u>3RD STEP</u> | <u>4TH STEP</u> | <u>5TH STEP</u> | <u>AFTER TWO YEARS AT 5TH STEP</u> | <u>AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC</u> | <u>AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC</u> | <u>AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC</u> |
|------------|---------------------|---------------------|---------------------|---------------------|---------------------|--|--|--|--|
| PG1 | | | | | | | | | |
| Hourly | 22.244 | 23.260 | 24.417 | 25.639 | 26.922 | 28.194 | 31.329 | 32.261 | 33.563 |
| Bi-Weekly | 1,779.52 | 1,860.80 | 1,953.36 | 2,051.12 | 2,153.76 | 2,255.52 | 2,506.32 | 2,580.88 | 2,685.04 |
| Annual | 46,267 | 48,380 | 50,787 | 53,329 | 55,997 | 58,643 | 65,164 | 67,102 | 69,811 |
| PG2 | | | | | | | | | |
| Hourly | 23.879 | 25.021 | 26.202 | 27.466 | 28.779 | 30.119 | 32.111 | 33.062 | 34.399 |
| Bi-Weekly | 1,910.32 | 2,001.68 | 2,096.16 | 2,197.28 | 2,302.32 | 2,409.52 | 2,568.88 | 2,644.96 | 2,751.92 |
| Annual | 49,668 | 52,043 | 54,500 | 57,129 | 59,860 | 62,647 | 66,790 | 68,768 | 71,549 |

**SCHEDULE 24
(SKILLED TRADES)**

| Job Code | Title | Bi-Weekly Salary | Hourly Salary | Effective Date | Annual Salary |
|-----------------|-----------------------------------|-------------------------|----------------------|-----------------------|----------------------|
| 2336 | Architectural Iron Worker | 3,216.00 | 40.200 | 06/01/10 | \$ 83,616 |
| 2335 | Architectural Iron Worker Foreman | 3,476.00 | 43.450 | 06/01/10 | \$ 90,376 |
| 2444 | Boiler Washer | 2,608.80 | 32.610 | 07/01/09 | \$ 67,829 |
| 2390 | Biomedical Electrical Technician | 3,232.00 | 40.400 | 06/07/10 | \$ 84,032 |
| 2391 | Biomedical Electrical Tech Forman | 3,440.00 | 43.000 | 06/07/10 | \$ 89,440 |
| 2307 | Boilermaker / Blacksmith | 3,310.40 | 41.380 | 07/01/10 | \$ 86,070 |
| 2310 | Boilermaker / Welder | 3,310.40 | 41.380 | 07/01/10 | \$ 86,070 |
| 2362 | Bookbinder | 2,200.32 | 27.504 | 06/01/12 | \$ 57,208 |
| 2311 | Bricklayer | 3,190.40 | 39.880 | 01/01/12 | \$ 82,950 |
| 2312 | Bricklayer Foreman | 3,509.60 | 43.870 | 01/01/12 | \$ 91,250 |
| 1402 | Bldg & Const. Plan Examn I | 3,261.60 | 40.770 | 06/01/10 | \$ 84,802 |
| 1404 | Bldg & Zoning Inspector I | 3,261.60 | 40.770 | 06/01/10 | \$ 84,802 |
| 1415 | Bldg & Zoning Inspector II | 3,261.60 | 40.770 | 06/01/10 | \$ 84,802 |
| 2317 | Carpenter | 3,261.60 | 40.770 | 06/01/09 | \$ 84,802 |
| 2318 | Carpenter Foreman | 3,461.60 | 43.270 | 06/01/09 | \$ 90,002 |
| 2327 | Chief Electrical Inspector | 3,648.00 | 45.600 | 06/07/10 | \$ 94,848 |
| 4013 | Chief Telecom, Electrician | 3,648.00 | 45.600 | 06/07/10 | \$ 94,848 |
| 2348 | Chief Plumbing Inspector | 4,070.40 | 50.880 | 06/01/12 | \$ 105,830 |
| 2328 | Electrical Equipment Technician | 3,232.00 | 40.400 | 06/07/10 | \$ 84,032 |
| 2346 | Electrical Equip. Tech Foreman | 3,440.00 | 43.000 | 06/07/10 | \$ 89,440 |
| 2330 | Electrical Inspector | 3,440.00 | 43.000 | 06/07/10 | \$ 89,440 |
| 2329 | Electrical mechanic | 3,232.00 | 40.400 | 06/07/10 | \$ 84,032 |
| 2323 | Electrical Plan Examiner | 3,440.00 | 43.000 | 06/07/10 | \$ 89,440 |
| 2324 | Electrician | 3,232.00 | 40.400 | 06/07/10 | \$ 84,032 |
| 2326 | Electrician Foreman | 3,440.00 | 43.000 | 06/07/10 | \$ 89,440 |
| 1411 | Elevator Inspector | 3,884.80 | 48.560 | 01/01/12 | \$ 101,005 |
| 1413 | Elevator Mechanic | 3,884.80 | 48.560 | 01/01/12 | \$ 101,005 |
| 2443 | Fireman | 2,608.80 | 32.610 | 07/01/09 | \$ 67,829 |
| 2446 | Fireman Helper | 2,496.00 | 31.200 | 07/01/09 | \$ 64,896 |
| 1412 | Fire Prevention Inspector | 3,261.60 | 40.770 | 06/01/10 | \$ 84,802 |
| 2320 | Glazier | 3,080.00 | 38.500 | 06/01/11 | \$ 80,080 |
| 2392 | Laborer | 2,816.00 | 35.200 | 06/01/09 | \$ 73,216 |
| 2396 | Laborer Foreman (Highway) | 2,904.00 | 36.300 | 06/01/09 | \$ 75,504 |
| 2395 | Laborer Foreman | 2,904.00 | 36.300 | 06/01/09 | \$ 75,504 |
| 2393 | Laborer I | 2,816.00 | 35.200 | 06/01/09 | \$ 73,216 |
| 2394 | Laborer II | 2,852.00 | 35.650 | 06/01/09 | \$ 74,152 |
| 2321 | Lather | 3,261.60 | 40.770 | 06/01/09 | \$ 84,802 |
| 2331 | Machinist | 3,452.80 | 43.160 | 07/01/10 | \$ 89,773 |
| 2339 | Machinist Foreman | 3,612.80 | 45.160 | 07/01/10 | \$ 93,933 |
| 2366 | Maintenance Worker | 1,913.60 | 23.920 | 06/01/04 | \$ 49,754 |
| 2367 | Maintenance Worker Foreman | 2,007.20 | 25.090 | 06/01/04 | \$ 52,187 |
| 2431 | Marble Polisher | 2,336.00 | 29.200 | 01/01/12 | \$ 60,736 |
| 2334 | Master Locksmith | 3,216.00 | 40.200 | 06/10/10 | \$ 83,616 |
| 2445 | Mechanical Assistant | 2,608.80 | 32.610 | 07/01/09 | \$ 67,829 |
| 2381 | Motor Vehicle Drive I | 2,708.00 | 33.850 | 06/01/10 | \$ 70,408 |
| 2382 | Motor Vehicle Drive II | 2,760.00 | 34.500 | 06/01/10 | \$ 71,760 |
| 2371 | Motor Vehicle Drvr (RD Repairman) | 2,708.00 | 33.850 | 06/01/10 | \$ 70,408 |

**SCHEDULE 24
(SKILLED TRADES)**

| Job Code | Title | Bi-Weekly Salary | Hourly Salary | Effective Date | Annual Salary |
|-----------------|---|-------------------------|----------------------|-----------------------|----------------------|
| 2451 | Operating Engineer I | 3,340.00 | 41.750 | 07/01/11 | \$ 86,840 |
| 2452 | Operating Engineer II | 3,515.20 | 43.940 | 07/01/11 | \$ 91,395 |
| 2453 | Operating Engineer III | 3,871.20 | 48.390 | 07/01/11 | \$ 100,651 |
| 2454 | Operating Engineer IV | 4,342.40 | 54.280 | 07/01/11 | \$ 112,902 |
| 4009 | Operating Engineer Trainee | 1,040.00 | 13.000 | 07/01/11 | \$ 27,040 |
| 2354 | Painter | 3,040.00 | 38.000 | 06/01/08 | \$ 79,040 |
| 2356 | Painter Foreman | 3,420.00 | 42.750 | 06/01/08 | \$ 88,920 |
| 2342 | Pipecoverer | 3,504.00 | 43.800 | 06/01/11 | \$ 91,104 |
| 2368 | Pipecoverer Foreman | 3,704.00 | 46.300 | 06/01/11 | \$ 96,304 |
| 2388 | Pipecoverer Material Handler | 2,628.00 | 32.850 | 06/01/11 | \$ 68,328 |
| 2389 | Pipecoverer Pre-Apprentice | 2,628.00 | 32.850 | 06/01/11 | \$ 68,328 |
| 2361 | Plasterer | 3,460.00 | 43.250 | 07/01/10 | \$ 89,960 |
| 2363 | Plasterer Helper | 2,816.00 | 35.200 | 07/01/09 | \$ 73,216 |
| 2350 | Plumber | 3,600.00 | 45.000 | 06/01/12 | \$ 93,600 |
| 2352 | Plumber Foreman | 3,760.00 | 47.000 | 06/01/12 | \$ 97,760 |
| 2353 | Plumbing Inspector | 3,760.00 | 47.000 | 06/01/12 | \$ 97,760 |
| 2349 | Plumbing Plan Examiner | 3,760.00 | 47.000 | 06/01/12 | \$ 97,760 |
| 2365 | Printer (Lead) | 2,589.60 | 32.370 | 06/01/12 | \$ 67,330 |
| 2343 | Refrigerator Man | 3,524.00 | 44.050 | 06/01/12 | \$ 91,624 |
| 2372 | Road Equipment Operator | 3,420.00 | 42.750 | 06/01/09 | \$ 88,920 |
| 2373 | Rd Equipment Operator (Master Mechanic) | 3,704.00 | 46.300 | 06/01/09 | \$ 96,304 |
| 2376 | Rd Equip. Op. (Master Mechanic) Foreman | 3,784.00 | 47.300 | 06/01/09 | \$ 98,384 |
| 2359 | Sign Painter (Shopman) | 2,607.04 | 32.588 | 06/01/12 | \$ 67,783 |
| 2344 | Steamfitter | 3,604.00 | 45.050 | 06/01/12 | \$ 93,704 |
| 2345 | Steamfitter Foreman | 3,844.00 | 48.050 | 06/01/12 | \$ 99,944 |
| 2379 | Telecommunications Electrician | 3,232.00 | 40.400 | 06/07/10 | \$ 84,032 |
| 2378 | Telecommunications Electrician Foreman | 3,440.00 | 43.000 | 06/07/10 | \$ 89,440 |
| 2340 | Tinsmith | 3,264.80 | 40.810 | 06/01/12 | \$ 84,885 |
| 2341 | Tinsmith Foreman | 3,525.60 | 44.070 | 06/01/12 | \$ 91,666 |
| 2225 | Ventilating Inspector | 3,525.60 | 44.070 | 06/01/12 | \$ 91,666 |
| 1420 | Zoning Plan Examiner I | 3,261.60 | 40.770 | 06/01/10 | \$ 84,802 |

EFFECTIVE JUNE 1, 2012

**SCHEDULE XXV
BUREAU OF HUMAN RESOURCES
SHERIFF'S INVESTIGATORS: DAY REPORTING**

| <u>GRADE</u> | <u>1ST STEP</u> | <u>2ND STEP</u> | <u>3RD STEP</u> | <u>4TH STEP</u> | <u>5TH STEP</u> | <u>AFTER 1 YR. AT MAXIMUM RATE AND 5 YEARS OF SERVICE</u> | <u>AFTER 1 YR. AT 1ST LON- GEVITY RATE AND 10 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 2ND LON- GEVITY RATE AND 15 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 3RD LON- GEVITY RATE AND 20 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 4TH LON- GEVITY RATE AND 25 YRS. OF SERVICE</u> |
|--------------|---------------------|---------------------|---------------------|---------------------|---------------------|---|---|---|---|---|
| IS2 Hourly | 23,648 | 24,771 | 25,943 | 27,190 | 28,501 | 29,820 | 31,007 | 32,241 | 33,524 | 34,862 |
| Bi-Weekly | 1,891.84 | 1,981.68 | 2,075.44 | 2,175.20 | 2,280.08 | 2,385.60 | 2,480.56 | 2,579.28 | 2,681.92 | 2,788.96 |
| Annual | 49,187 | 51,523 | 53,961 | 56,555 | 59,282 | 62,025 | 64,494 | 67,061 | 69,729 | 72,512 |

EFFECTIVE JUNE 1, 2012

**SCHEDULE XXV
BUREAU OF HUMAN RESOURCES
SHERIFF'S INVESTIGATORS (FUGITIVE UNIT)**

| <u>GRADE</u> | <u>1ST STEP</u> | <u>2ND STEP</u> | <u>3RD STEP</u> | <u>4TH STEP</u> | <u>5TH STEP</u> | <u>AFTER 1 YR. AT MAXIMUM RATE AND 5 YEARS OF SERVICE</u> | <u>AFTER 1 YR. AT 1ST LON- GEVITY RATE AND 10 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 2ND LON- GEVITY RATE AND 15 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 3RD LON- GEVITY RATE AND 20 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 4TH LON- GEVITY RATE AND 25 YRS. OF SERVICE</u> |
|--------------|---------------------|---------------------|---------------------|---------------------|---------------------|---|---|---|---|---|
| IS2 Hourly | 24.115 | 25.260 | 26.458 | 27.728 | 29.066 | 30.412 | 31.623 | 32.879 | 34.187 | 35.555 |
| Bi-Weekly | 1,929.20 | 2,020.80 | 2,116.64 | 2,218.24 | 2,325.28 | 2,432.96 | 2,529.84 | 2,630.32 | 2,734.96 | 2,844.40 |
| Annual | 50,159 | 52,540 | 55,032 | 57,674 | 60,457 | 63,256 | 65,775 | 68,388 | 71,108 | 73,954 |

**SCHEDULE XXVI
BUREAU OF HUMAN RESOURCES
DEPUTY SHERIFF LIEUTENANT
UNION**

| <u>GRADE</u> | | <u>1ST</u> | <u>2ND</u> | <u>3RD</u> | <u>4TH</u> | <u>5TH</u> | <u>AFTER 2</u> | <u>AFTER 1</u> | <u>AFTER 1</u> | <u>AFTER 1</u> | <u>AFTER 1</u> |
|--------------|-----------|-------------|-------------|-------------|-------------|-------------|------------------------------------|--|--|--|--|
| | | <u>STEP</u> | <u>STEP</u> | <u>STEP</u> | <u>STEP</u> | <u>STEP</u> | <u>YEARS AT</u> <u>5TH STEP</u> | <u>YR AT 1ST</u> <u>LONGEVITY</u> <u>RATE & 10</u> <u>YRS SERVC</u> | <u>YR AT 2ND</u> <u>LONGEVITY</u> <u>RATE & 15</u> <u>YRS SERVC</u> | <u>YR AT 3RD</u> <u>LONGEVITY</u> <u>RATE & 20</u> <u>YRS SERVC</u> | <u>YR AT 4RD</u> <u>LONGEVITY</u> <u>RATE & 25</u> <u>YRS SERVC</u> |
| D4 | Hourly | 31.339 | 32.924 | 34.483 | 36.092 | 37.887 | 39.768 | 40.550 | 40.936 | 41.358 | 43.006 |
| 2.50% | Bi-Weekly | 2,507.12 | 2,633.92 | 2,758.64 | 2,887.36 | 3,030.96 | 3,181.44 | 3,244.00 | 3,274.88 | 3,308.64 | 3,440.48 |
| | Annual | 65,185 | 68,481 | 71,724 | 75,071 | 78,804 | 82,717 | 84,344 | 85,146 | 86,024 | 89,452 |

JOB CODE #1331

Effective June 1, 2012

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

| <u>GRADE</u> | | <u>1ST STEP</u> | <u>2ND STEP</u> | <u>3RD STEP</u> | <u>4TH STEP</u> | <u>5TH STEP</u> | <u>6TH STEP</u> | <u>AFTER 2 YEARS AT 6TH STEP</u> | <u>AFTER 1</u> | <u>AFTER 1</u> | <u>AFTER 1</u> | <u>AFTER 1</u> |
|--------------|-----------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|--|--|--|--|--|
| | | | | | | | | | <u>YR AT 1ST LONGEVITY RATE & 10 YRS SERVC</u> | <u>YR AT 2ND LONGEVITY RATE & 15 YRS SERVC</u> | <u>YR AT 3RD LONGEVITY RATE & 20 YRS SERVC</u> | <u>YR AT 4TH LONGEVITY RATE & 25 YRS SERVC</u> |
| SA1 | Hourly | 26.417 | 27.728 | 29.110 | 30.560 | 31.963 | 33.542 | 35.129 | 35.827 | 36.187 | 37.271 | |
| | Bi-Weekly | 2,113.36 | 2,218.24 | 2,328.80 | 2,444.80 | 2,557.04 | 2,683.36 | 2,810.32 | 2,866.16 | 2,894.96 | 2,981.68 | |
| | Annual | 54,947 | 57,674 | 60,549 | 63,565 | 66,483 | 69,767 | 73,068 | 74,520 | 75,269 | 77,524 | |
| SA2 | Hourly | 30.560 | 31.963 | 33.542 | 35.129 | 36.817 | 38.548 | 40.431 | 41.024 | 41.425 | 42.667 | 43.095 |
| | Bi-weekly | 2,444.80 | 2,557.04 | 2,683.36 | 2,810.32 | 2,945.36 | 3,083.84 | 3,234.48 | 3,281.92 | 3,314.00 | 3,413.36 | 3,447.60 |
| | Annual | 63,565 | 66,483 | 69,767 | 73,068 | 76,579 | 80,180 | 84,096 | 85,330 | 86,164 | 88,747 | 89,638 |

SCHEDULE XXX

BUREAU OF HUMAN RESOURCES

SHERIFF'S INVESTIGATOR II (INTENSIVE SUPERVISION #0671)

| <u>GRADE</u> | | <u>1ST STEP</u> | <u>2ND STEP</u> | <u>3RD STEP</u> | <u>4TH STEP</u> | <u>5TH STEP</u> | <u>AFTER 1 YR. AT MAXIMUM RATE AND 5 YEARS OF SERVICE</u> | <u>AFTER 1 YR. AT 1ST LON- GEVITY RATE AND 10 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 2ND LON- GEVITY RATE AND 15 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 3RD LON- GEVITY RATE AND 20 YRS. OF SERVICE</u> | <u>AFTER 1 YR. AT 4TH LON- GEVITY RATE AND 25 YRS. OF SERVICE</u> |
|--------------|-----------|---------------------|---------------------|---------------------|---------------------|---------------------|---|---|---|---|---|
| CS2 | Hourly | 24.105 | 25.249 | 26.445 | 27.716 | 29.053 | 30.393 | 31.608 | 32.866 | 34.172 | 35.538 |
| | Bi-Weekly | 1,928.40 | 2,019.92 | 2,115.60 | 2,217.28 | 2,324.24 | 2,431.44 | 2,528.64 | 2,629.28 | 2,733.76 | 2,843.04 |
| | Annual | 50,138 | 52,517 | 55,005 | 57,649 | 60,430 | 63,217 | 65,744 | 68,361 | 71,077 | 73,919 |

Effective June 1, 2012

SCHEDULE XXXII

BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20PSYCHOLOGIST UNION
STROGER HOSPITAL

| | <u>1ST STEP</u> | <u>2ND STEP</u> | <u>3RD STEP</u> | <u>4TH STEP</u> |
|------------|---------------------|---------------------|---------------------|---------------------|
| PSY | | | | |
| Hourly | 46.404 | 49.267 | 50.763 | 51.786 |
| Bi-Weekly | 3,712.32 | 3,941.36 | 4,061.04 | 4,142.88 |
| Annual | 96,520 | 102,475 | 105,587 | 107,715 |

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER
EFFECTIVE JUNE 1, 2012**

| Grade | Step | Hourly | New Biweekly | New Annual |
|-------|------|--------|--------------|------------|
| K | 366 | 31.208 | \$2,496.63 | \$64,912 |
| K | 367 | 31.364 | \$2,509.11 | \$65,237 |
| K | 368 | 31.521 | \$2,521.67 | \$65,563 |
| K | 369 | 31.679 | \$2,534.31 | \$65,892 |
| K | 370 | 31.837 | \$2,546.96 | \$66,221 |
| K | 371 | 31.996 | \$2,559.69 | \$66,552 |
| K | 372 | 32.156 | \$2,572.50 | \$66,885 |
| K | 373 | 32.318 | \$2,585.40 | \$67,220 |
| K | 374 | 32.479 | \$2,598.30 | \$67,556 |
| K | 375 | 32.641 | \$2,611.29 | \$67,893 |
| K | 376 | 32.804 | \$2,624.36 | \$68,233 |
| K | 377 | 32.969 | \$2,637.51 | \$68,575 |
| K | 378 | 33.133 | \$2,650.67 | \$68,917 |
| K | 379 | 33.299 | \$2,663.91 | \$69,262 |
| K | 380 | 33.465 | \$2,677.23 | \$69,608 |
| K | 381 | 33.633 | \$2,690.64 | \$69,957 |
| K | 382 | 33.802 | \$2,704.13 | \$70,307 |
| K | 383 | 33.970 | \$2,717.63 | \$70,658 |
| K | 384 | 34.140 | \$2,731.21 | \$71,011 |
| K | 385 | 34.311 | \$2,744.87 | \$71,367 |
| K | 386 | 34.483 | \$2,758.62 | \$71,724 |
| K | 387 | 34.656 | \$2,772.45 | \$72,084 |
| K | 388 | 34.829 | \$2,786.28 | \$72,443 |
| K | 389 | 35.003 | \$2,800.20 | \$72,805 |
| K | 390 | 35.177 | \$2,814.20 | \$73,169 |
| K | 391 | 35.354 | \$2,828.29 | \$73,536 |
| K | 392 | 35.531 | \$2,842.47 | \$73,904 |
| K | 393 | 35.708 | \$2,856.63 | \$74,272 |
| K | 394 | 35.886 | \$2,870.90 | \$74,643 |
| K | 395 | 36.066 | \$2,885.24 | \$75,016 |
| K | 396 | 36.246 | \$2,899.67 | \$75,391 |
| K | 397 | 36.427 | \$2,914.18 | \$75,769 |
| K | 398 | 36.610 | \$2,928.78 | \$76,148 |
| K | 399 | 36.793 | \$2,943.46 | \$76,530 |
| K | 400 | 36.977 | \$2,958.14 | \$76,912 |

| Grade | Step | Hourly | New Biweekly | New Annual |
|-------|------|--------|--------------|------------|
| K | 401 | 37.161 | \$2,972.91 | \$77,296 |
| K | 402 | 37.347 | \$2,987.76 | \$77,682 |
| K | 403 | 37.534 | \$3,002.70 | \$78,070 |
| K | 404 | 37.721 | \$3,017.72 | \$78,461 |
| K | 405 | 37.910 | \$3,032.82 | \$78,853 |
| K | 406 | 38.100 | \$3,048.02 | \$79,248 |
| K | 407 | 38.291 | \$3,063.29 | \$79,646 |
| K | 408 | 38.482 | \$3,078.57 | \$80,043 |
| K | 409 | 38.674 | \$3,093.93 | \$80,442 |
| K | 410 | 38.867 | \$3,109.38 | \$80,844 |
| K | 411 | 39.061 | \$3,124.91 | \$81,248 |
| K | 412 | 39.257 | \$3,140.52 | \$81,654 |
| K | 413 | 39.453 | \$3,156.22 | \$82,062 |
| K | 414 | 39.650 | \$3,172.01 | \$82,472 |
| K | 415 | 39.848 | \$3,187.88 | \$82,885 |
| K | 416 | 40.048 | \$3,203.83 | \$83,300 |
| K | 417 | 40.248 | \$3,219.87 | \$83,717 |
| K | 418 | 40.450 | \$3,236.00 | \$84,136 |
| K | 419 | 40.653 | \$3,252.21 | \$84,557 |
| K | 420 | 40.856 | \$3,268.50 | \$84,981 |
| K | 421 | 41.061 | \$3,284.88 | \$85,407 |
| K | 422 | 41.267 | \$3,301.35 | \$85,835 |
| K | 423 | 41.474 | \$3,317.89 | \$86,265 |
| K | 424 | 41.681 | \$3,334.44 | \$86,696 |
| K | 425 | 41.888 | \$3,351.08 | \$87,128 |
| K | 426 | 42.097 | \$3,367.80 | \$87,563 |
| K | 427 | 42.308 | \$3,384.60 | \$88,000 |
| K | 428 | 42.519 | \$3,401.49 | \$88,439 |
| K | 429 | 42.731 | \$3,418.46 | \$88,880 |
| K | 430 | 42.944 | \$3,435.52 | \$89,324 |
| K | 431 | 43.158 | \$3,452.66 | \$89,769 |
| K | 432 | 43.374 | \$3,469.89 | \$90,217 |
| K | 433 | 43.590 | \$3,487.21 | \$90,667 |
| K | 434 | 43.808 | \$3,504.60 | \$91,120 |
| K | 435 | 44.026 | \$3,522.09 | \$91,574 |

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER
EFFECTIVE JUNE 1, 2012**

| Grade | Step | Hourly | New Biweekly | New Annual |
|-------|------|--------|--------------|------------|
| K | 436 | 44.247 | \$3,539.74 | \$92,033 |
| K | 437 | 44.468 | \$3,557.48 | \$92,494 |
| K | 438 | 44.691 | \$3,575.30 | \$92,958 |
| K | 439 | 44.915 | \$3,593.21 | \$93,423 |
| K | 440 | 45.140 | \$3,611.20 | \$93,891 |
| K | 441 | 45.366 | \$3,629.27 | \$94,361 |
| K | 442 | 45.593 | \$3,647.44 | \$94,833 |
| K | 443 | 45.821 | \$3,665.68 | \$95,308 |
| K | 444 | 46.050 | \$3,684.01 | \$95,784 |
| K | 445 | 46.280 | \$3,702.43 | \$96,263 |
| K | 446 | 46.512 | \$3,720.93 | \$96,744 |
| K | 447 | 46.744 | \$3,739.52 | \$97,227 |
| K | 448 | 46.977 | \$3,758.19 | \$97,713 |
| K | 449 | 47.212 | \$3,776.94 | \$98,201 |
| K | 450 | 47.448 | \$3,795.86 | \$98,692 |
| K | 451 | 47.686 | \$3,814.88 | \$99,187 |
| K | 452 | 47.925 | \$3,833.97 | \$99,683 |
| K | 453 | 48.164 | \$3,853.15 | \$100,182 |
| K | 454 | 48.405 | \$3,872.42 | \$100,683 |
| K | 455 | 48.647 | \$3,891.77 | \$101,186 |
| K | 456 | 48.890 | \$3,911.20 | \$101,691 |
| K | 457 | 49.134 | \$3,930.72 | \$102,199 |
| K | 458 | 49.380 | \$3,950.41 | \$102,711 |
| K | 459 | 49.627 | \$3,970.19 | \$103,225 |
| K | 460 | 49.876 | \$3,990.05 | \$103,741 |
| K | 461 | 50.125 | \$4,009.99 | \$104,260 |
| K | 462 | 50.375 | \$4,030.02 | \$104,780 |
| K | 463 | 50.627 | \$4,050.13 | \$105,303 |
| K | 464 | 50.880 | \$4,070.42 | \$105,831 |
| K | 465 | 51.135 | \$4,090.78 | \$106,360 |
| K | 466 | 51.390 | \$4,111.24 | \$106,892 |
| K | 467 | 51.647 | \$4,131.77 | \$107,426 |
| K | 468 | 51.905 | \$4,152.40 | \$107,962 |
| K | 469 | 52.165 | \$4,173.19 | \$108,503 |
| K | 470 | 52.426 | \$4,194.06 | \$109,046 |

| Grade | Step | Hourly | New Biweekly | New Annual |
|-------|------|--------|--------------|------------|
| K | 471 | 52.688 | \$4,215.02 | \$109,591 |
| K | 472 | 52.951 | \$4,236.08 | \$110,138 |
| K | 473 | 53.216 | \$4,257.29 | \$110,690 |
| K | 474 | 53.482 | \$4,278.60 | \$111,243 |
| K | 475 | 53.750 | \$4,299.98 | \$111,800 |
| K | 476 | 54.018 | \$4,321.45 | \$112,358 |
| K | 477 | 54.289 | \$4,343.09 | \$112,920 |
| K | 478 | 54.560 | \$4,364.82 | \$113,485 |
| K | 479 | 54.833 | \$4,386.63 | \$114,052 |
| K | 480 | 55.107 | \$4,408.53 | \$114,622 |
| K | 481 | 55.382 | \$4,430.59 | \$115,195 |
| K | 482 | 55.659 | \$4,452.74 | \$115,771 |
| K | 483 | 55.937 | \$4,474.98 | \$116,349 |
| K | 484 | 56.217 | \$4,497.38 | \$116,932 |
| K | 485 | 56.498 | \$4,519.87 | \$117,517 |
| K | 486 | 56.781 | \$4,542.45 | \$118,104 |
| K | 487 | 57.065 | \$4,565.19 | \$118,695 |
| K | 488 | 57.350 | \$4,588.02 | \$119,289 |
| K | 489 | 57.637 | \$4,610.94 | \$119,884 |
| K | 490 | 57.925 | \$4,634.02 | \$120,485 |
| K | 491 | 58.215 | \$4,657.19 | \$121,087 |
| K | 492 | 58.506 | \$4,680.44 | \$121,692 |
| K | 493 | 58.798 | \$4,703.87 | \$122,301 |
| K | 494 | 59.092 | \$4,727.37 | \$122,912 |
| K | 495 | 59.388 | \$4,751.05 | \$123,527 |
| K | 496 | 59.685 | \$4,774.82 | \$124,145 |
| K | 497 | 59.983 | \$4,798.66 | \$124,765 |
| K | 498 | 60.284 | \$4,822.68 | \$125,390 |
| K | 499 | 60.585 | \$4,846.78 | \$126,016 |
| K | 500 | 60.888 | \$4,871.06 | \$126,647 |
| K | 501 | 61.193 | \$4,895.41 | \$127,281 |
| K | 502 | 61.498 | \$4,919.85 | \$127,916 |
| K | 503 | 61.806 | \$4,944.47 | \$128,556 |
| K | 504 | 62.115 | \$4,969.16 | \$129,198 |
| K | 505 | 62.425 | \$4,994.03 | \$129,845 |

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER
EFFECTIVE JUNE 1, 2012**

| Grade | Step | Hourly | New Biweekly | New Annual |
|-------|------|--------|--------------|------------|
| K | 506 | 62.737 | \$5,018.98 | \$130,493 |
| K | 507 | 63.051 | \$5,044.10 | \$131,147 |
| K | 508 | 63.366 | \$5,069.31 | \$131,802 |
| K | 509 | 63.684 | \$5,094.68 | \$132,462 |
| K | 510 | 64.002 | \$5,120.14 | \$133,124 |
| K | 511 | 64.322 | \$5,145.77 | \$133,790 |
| K | 512 | 64.644 | \$5,171.49 | \$134,459 |
| K | 513 | 64.967 | \$5,197.37 | \$135,132 |
| K | 514 | 65.292 | \$5,223.34 | \$135,807 |
| K | 515 | 65.618 | \$5,249.48 | \$136,486 |
| K | 516 | 65.946 | \$5,275.70 | \$137,168 |
| K | 517 | 66.276 | \$5,302.10 | \$137,855 |
| K | 518 | 66.607 | \$5,328.58 | \$138,543 |
| K | 519 | 66.940 | \$5,355.22 | \$139,236 |
| K | 520 | 67.276 | \$5,382.04 | \$139,933 |
| K | 521 | 67.612 | \$5,408.95 | \$140,633 |
| K | 522 | 67.950 | \$5,436.02 | \$141,336 |
| K | 523 | 68.290 | \$5,463.18 | \$142,043 |
| K | 524 | 68.631 | \$5,490.49 | \$142,753 |
| K | 525 | 68.974 | \$5,517.92 | \$143,466 |
| K | 526 | 69.319 | \$5,545.50 | \$144,183 |
| K | 527 | 69.666 | \$5,573.25 | \$144,904 |
| K | 528 | 70.014 | \$5,601.09 | \$145,628 |
| K | 529 | 70.364 | \$5,629.09 | \$146,356 |
| K | 530 | 70.716 | \$5,657.27 | \$147,089 |
| K | 531 | 71.069 | \$5,685.53 | \$147,824 |
| K | 532 | 71.424 | \$5,713.96 | \$148,563 |
| K | 533 | 71.782 | \$5,742.56 | \$149,307 |
| K | 534 | 72.141 | \$5,771.24 | \$150,052 |
| K | 535 | 72.501 | \$5,800.10 | \$150,803 |
| K | 536 | 72.864 | \$5,829.12 | \$151,557 |
| K | 537 | 73.228 | \$5,858.23 | \$152,314 |
| K | 538 | 73.594 | \$5,887.51 | \$153,075 |
| K | 539 | 73.962 | \$5,916.96 | \$153,841 |
| K | 540 | 74.332 | \$5,946.58 | \$154,611 |

| Grade | Step | Hourly | New Biweekly | New Annual |
|-------|------|--------|--------------|------------|
| K | 541 | 74.704 | \$5,976.28 | \$155,383 |
| K | 542 | 75.077 | \$6,006.16 | \$156,160 |
| K | 543 | 75.453 | \$6,036.20 | \$156,941 |
| K | 544 | 75.830 | \$6,066.41 | \$157,727 |
| K | 545 | 76.209 | \$6,096.70 | \$158,514 |
| K | 546 | 76.590 | \$6,127.18 | \$159,307 |
| K | 547 | 76.973 | \$6,157.82 | \$160,103 |
| K | 548 | 77.358 | \$6,188.62 | \$160,904 |
| K | 549 | 77.745 | \$6,219.60 | \$161,710 |
| K | 550 | 78.133 | \$6,250.66 | \$162,517 |
| K | 551 | 78.524 | \$6,281.89 | \$163,329 |
| K | 552 | 78.916 | \$6,313.29 | \$164,146 |
| K | 553 | 79.311 | \$6,344.86 | \$164,966 |
| K | 554 | 79.708 | \$6,376.60 | \$165,792 |
| K | 555 | 80.106 | \$6,408.51 | \$166,621 |
| K | 556 | 80.507 | \$6,440.59 | \$167,455 |
| K | 557 | 80.909 | \$6,472.76 | \$168,292 |
| K | 558 | 81.314 | \$6,505.09 | \$169,132 |
| K | 559 | 81.720 | \$6,537.60 | \$169,978 |
| K | 560 | 82.128 | \$6,570.27 | \$170,827 |
| K | 561 | 82.539 | \$6,603.12 | \$171,681 |
| K | 562 | 82.952 | \$6,636.13 | \$172,539 |
| K | 563 | 83.366 | \$6,669.30 | \$173,402 |
| K | 564 | 83.783 | \$6,702.67 | \$174,269 |
| K | 565 | 84.202 | \$6,736.19 | \$175,141 |
| K | 566 | 84.624 | \$6,769.88 | \$176,017 |
| K | 567 | 85.047 | \$6,803.74 | \$176,897 |
| K | 568 | 85.472 | \$6,837.77 | \$177,782 |
| K | 569 | 85.900 | \$6,871.98 | \$178,671 |
| K | 570 | 86.329 | \$6,906.35 | \$179,565 |
| K | 571 | 86.761 | \$6,940.89 | \$180,463 |
| K | 572 | 87.195 | \$6,975.60 | \$181,366 |
| K | 573 | 87.631 | \$7,010.48 | \$182,272 |
| K | 574 | 88.069 | \$7,045.53 | \$183,184 |
| K | 575 | 88.509 | \$7,080.75 | \$184,100 |

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER
EFFECTIVE JUNE 1, 2012**

| Grade | Step | Hourly | New Biweekly | New Annual |
|-------|------|---------|--------------|------------|
| K | 576 | 88.952 | \$7,116.14 | \$185,020 |
| K | 577 | 89.396 | \$7,151.70 | \$185,944 |
| K | 578 | 89.843 | \$7,187.43 | \$186,873 |
| K | 579 | 90.292 | \$7,223.33 | \$187,807 |
| K | 580 | 90.744 | \$7,259.48 | \$188,747 |
| K | 581 | 91.198 | \$7,295.80 | \$189,691 |
| K | 582 | 91.654 | \$7,332.30 | \$190,640 |
| K | 583 | 92.112 | \$7,368.95 | \$191,593 |
| K | 584 | 92.572 | \$7,405.79 | \$192,551 |
| K | 585 | 93.035 | \$7,442.79 | \$193,513 |
| K | 586 | 93.500 | \$7,479.97 | \$194,479 |
| K | 587 | 93.967 | \$7,517.39 | \$195,452 |
| K | 588 | 94.437 | \$7,554.99 | \$196,430 |
| K | 589 | 94.909 | \$7,592.75 | \$197,411 |
| K | 590 | 95.384 | \$7,630.69 | \$198,398 |
| K | 591 | 95.861 | \$7,668.88 | \$199,391 |
| K | 592 | 96.341 | \$7,707.24 | \$200,388 |
| K | 593 | 96.822 | \$7,745.77 | \$201,390 |
| K | 594 | 97.306 | \$7,784.47 | \$202,396 |
| K | 595 | 97.793 | \$7,823.43 | \$203,409 |
| K | 596 | 98.282 | \$7,862.55 | \$204,426 |
| K | 597 | 98.773 | \$7,901.84 | \$205,448 |
| K | 598 | 99.267 | \$7,941.39 | \$206,476 |
| K | 599 | 99.764 | \$7,981.11 | \$207,509 |
| K | 600 | 100.262 | \$8,021.00 | \$208,546 |
| K | 601 | 100.764 | \$8,061.14 | \$209,590 |
| K | 602 | 101.268 | \$8,101.44 | \$210,638 |
| K | 603 | 101.774 | \$8,141.93 | \$211,690 |
| K | 604 | 102.283 | \$8,182.67 | \$212,749 |
| K | 605 | 102.795 | \$8,223.58 | \$213,813 |
| K | 606 | 103.308 | \$8,264.65 | \$214,881 |
| K | 607 | 103.825 | \$8,305.98 | \$215,956 |
| K | 608 | 104.344 | \$8,347.48 | \$217,035 |
| K | 609 | 104.865 | \$8,389.24 | \$218,120 |
| K | 610 | 105.390 | \$8,431.16 | \$219,210 |

| Grade | Step | Hourly | New Biweekly | New Annual |
|-------|------|---------|--------------|------------|
| K | 611 | 105.917 | \$8,473.34 | \$220,307 |
| K | 612 | 106.446 | \$8,515.68 | \$221,408 |
| K | 613 | 106.979 | \$8,558.29 | \$222,516 |
| K | 614 | 107.513 | \$8,601.07 | \$223,628 |
| K | 615 | 108.051 | \$8,644.09 | \$224,746 |
| K | 616 | 108.591 | \$8,687.29 | \$225,870 |
| K | 617 | 109.134 | \$8,730.74 | \$226,999 |
| K | 618 | 109.680 | \$8,774.37 | \$228,134 |
| K | 619 | 110.228 | \$8,818.24 | \$229,274 |
| K | 620 | 110.780 | \$8,862.37 | \$230,422 |
| K | 621 | 111.333 | \$8,906.67 | \$231,574 |
| K | 622 | 111.890 | \$8,951.23 | \$232,732 |
| K | 623 | 112.449 | \$8,995.96 | \$233,895 |
| K | 624 | 113.012 | \$9,040.93 | \$235,064 |
| K | 625 | 113.577 | \$9,086.17 | \$236,240 |
| K | 626 | 114.145 | \$9,131.57 | \$237,421 |
| K | 627 | 114.715 | \$9,177.23 | \$238,608 |
| K | 628 | 115.289 | \$9,223.15 | \$239,802 |
| K | 629 | 115.865 | \$9,269.23 | \$241,000 |
| K | 630 | 116.445 | \$9,315.57 | \$242,205 |
| K | 631 | 117.027 | \$9,362.16 | \$243,416 |
| K | 632 | 117.613 | \$9,409.01 | \$244,634 |
| K | 633 | 118.200 | \$9,456.02 | \$245,857 |
| K | 634 | 118.791 | \$9,503.29 | \$247,086 |
| K | 635 | 119.385 | \$9,550.82 | \$248,321 |
| K | 636 | 119.982 | \$9,598.60 | \$249,564 |
| K | 637 | 120.583 | \$9,646.63 | \$250,812 |
| K | 638 | 121.185 | \$9,694.84 | \$252,066 |
| K | 639 | 121.791 | \$9,743.30 | \$253,326 |
| K | 640 | 122.400 | \$9,792.01 | \$254,592 |
| K | 641 | 123.012 | \$9,840.98 | \$255,865 |
| K | 642 | 123.628 | \$9,890.20 | \$257,145 |
| K | 643 | 124.246 | \$9,939.68 | \$258,432 |
| K | 644 | 124.868 | \$9,989.41 | \$259,725 |
| K | 645 | 125.493 | \$10,039.40 | \$261,024 |

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER
EFFECTIVE JUNE 1, 2012**

| Grade | Step | Hourly | New Biweekly | New Annual |
|-------|------|---------|--------------|------------|
| K | 646 | 126.119 | \$10,089.56 | \$262,328 |
| K | 647 | 126.750 | \$10,139.97 | \$263,639 |
| K | 648 | 127.383 | \$10,190.63 | \$264,957 |
| K | 649 | 128.019 | \$10,241.56 | \$266,280 |
| K | 650 | 128.659 | \$10,292.73 | \$267,611 |
| K | 651 | 129.302 | \$10,344.16 | \$268,948 |
| K | 652 | 129.948 | \$10,395.84 | \$270,292 |
| K | 653 | 130.597 | \$10,447.78 | \$271,642 |
| K | 654 | 131.251 | \$10,500.06 | \$273,002 |
| K | 655 | 131.907 | \$10,552.59 | \$274,367 |
| K | 656 | 132.567 | \$10,605.38 | \$275,740 |
| K | 657 | 133.230 | \$10,658.42 | \$277,119 |
| K | 658 | 133.897 | \$10,711.72 | \$278,505 |
| K | 659 | 134.566 | \$10,765.27 | \$279,897 |
| K | 660 | 135.238 | \$10,819.08 | \$281,296 |
| K | 661 | 135.914 | \$10,873.14 | \$282,702 |
| K | 662 | 136.594 | \$10,927.54 | \$284,116 |
| K | 663 | 137.277 | \$10,982.19 | \$285,537 |
| K | 664 | 137.964 | \$11,037.09 | \$286,964 |
| K | 665 | 138.653 | \$11,092.27 | \$288,399 |
| K | 666 | 139.347 | \$11,147.77 | \$289,842 |
| K | 667 | 140.044 | \$11,203.53 | \$291,292 |
| K | 668 | 140.744 | \$11,259.54 | \$292,748 |
| K | 669 | 141.448 | \$11,315.81 | \$294,211 |
| K | 670 | 142.155 | \$11,372.41 | \$295,683 |
| K | 671 | 142.866 | \$11,429.28 | \$297,161 |
| K | 672 | 143.580 | \$11,486.39 | \$298,646 |
| K | 673 | 144.298 | \$11,543.85 | \$300,140 |
| K | 674 | 145.019 | \$11,601.56 | \$301,640 |
| K | 675 | 145.745 | \$11,659.61 | \$303,150 |
| K | 676 | 146.474 | \$11,717.91 | \$304,666 |
| K | 677 | 147.206 | \$11,776.47 | \$306,188 |
| K | 678 | 147.942 | \$11,835.37 | \$307,720 |
| K | 679 | 148.681 | \$11,894.52 | \$309,258 |
| K | 680 | 149.425 | \$11,954.01 | \$310,804 |

| Grade | Step | Hourly | New Biweekly | New Annual |
|-------|------|---------|--------------|------------|
| K | 681 | 150.172 | \$12,013.76 | \$312,358 |
| K | 682 | 150.923 | \$12,073.84 | \$313,920 |
| K | 683 | 151.677 | \$12,134.19 | \$315,489 |
| K | 684 | 152.436 | \$12,194.87 | \$317,067 |
| K | 685 | 153.198 | \$12,255.80 | \$318,651 |
| K | 686 | 153.963 | \$12,317.07 | \$320,244 |
| K | 687 | 154.734 | \$12,378.69 | \$321,846 |
| K | 688 | 155.507 | \$12,440.56 | \$323,454 |
| K | 689 | 156.285 | \$12,502.76 | \$325,072 |
| K | 690 | 157.066 | \$12,565.31 | \$326,698 |
| K | 691 | 157.851 | \$12,628.11 | \$328,331 |
| K | 692 | 158.641 | \$12,691.26 | \$329,973 |
| K | 693 | 159.434 | \$12,754.74 | \$331,623 |
| K | 694 | 160.231 | \$12,818.47 | \$333,280 |
| K | 695 | 161.032 | \$12,882.55 | \$334,946 |
| K | 696 | 161.837 | \$12,946.96 | \$336,621 |
| K | 697 | 162.646 | \$13,011.72 | \$338,305 |
| K | 698 | 163.460 | \$13,076.81 | \$339,997 |
| K | 699 | 164.277 | \$13,142.16 | \$341,696 |
| K | 700 | 165.098 | \$13,207.84 | \$343,404 |
| K | 701 | 165.923 | \$13,273.87 | \$345,121 |
| K | 702 | 166.753 | \$13,340.24 | \$346,846 |
| K | 703 | 167.587 | \$13,406.94 | \$348,581 |
| K | 704 | 168.425 | \$13,473.98 | \$350,323 |
| K | 705 | 169.267 | \$13,541.37 | \$352,076 |
| K | 706 | 170.114 | \$13,609.10 | \$353,837 |
| K | 707 | 170.965 | \$13,677.16 | \$355,606 |
| K | 708 | 171.820 | \$13,745.56 | \$357,385 |
| K | 709 | 172.679 | \$13,814.31 | \$359,172 |
| K | 710 | 173.542 | \$13,883.39 | \$360,968 |
| K | 711 | 174.410 | \$13,952.81 | \$362,773 |
| K | 712 | 175.282 | \$14,022.57 | \$364,587 |
| K | 713 | 176.158 | \$14,092.67 | \$366,409 |
| K | 714 | 177.039 | \$14,163.11 | \$368,241 |
| K | 715 | 177.924 | \$14,233.89 | \$370,081 |

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER
EFFECTIVE JUNE 1, 2012**

| Grade | Step | Hourly | New Biweekly | New Annual |
|-------|------|---------|--------------|------------|
| K | 716 | 178.814 | \$14,305.10 | \$371,932 |
| K | 717 | 179.708 | \$14,376.64 | \$373,793 |
| K | 718 | 180.607 | \$14,448.52 | \$375,662 |
| K | 719 | 181.509 | \$14,520.74 | \$377,539 |
| K | 720 | 182.416 | \$14,593.31 | \$379,426 |
| K | 721 | 183.329 | \$14,666.29 | \$381,324 |
| K | 722 | 184.245 | \$14,739.62 | \$383,230 |
| K | 723 | 185.166 | \$14,813.28 | \$385,145 |
| K | 724 | 186.092 | \$14,887.37 | \$387,072 |
| K | 725 | 187.023 | \$14,961.80 | \$389,007 |
| K | 726 | 187.957 | \$15,036.57 | \$390,951 |
| K | 727 | 188.897 | \$15,111.75 | \$392,906 |
| K | 728 | 189.841 | \$15,187.29 | \$394,870 |
| K | 729 | 190.791 | \$15,263.25 | \$396,845 |
| K | 730 | 191.744 | \$15,339.55 | \$398,828 |
| K | 731 | 192.703 | \$15,416.27 | \$400,823 |
| K | 732 | 193.667 | \$15,493.33 | \$402,826 |
| K | 733 | 194.635 | \$15,570.81 | \$404,841 |
| K | 734 | 195.608 | \$15,648.63 | \$406,864 |
| K | 735 | 196.586 | \$15,726.88 | \$408,899 |
| K | 736 | 197.569 | \$15,805.55 | \$410,944 |
| K | 737 | 198.557 | \$15,884.57 | \$412,999 |
| K | 738 | 199.550 | \$15,964.00 | \$415,064 |
| K | 739 | 200.548 | \$16,043.86 | \$417,140 |
| K | 740 | 201.551 | \$16,124.06 | \$419,226 |
| K | 741 | 202.559 | \$16,204.69 | \$421,322 |
| K | 742 | 203.572 | \$16,285.73 | \$423,429 |
| K | 743 | 204.589 | \$16,367.12 | \$425,545 |
| K | 744 | 205.612 | \$16,448.93 | \$427,672 |
| K | 745 | 206.640 | \$16,531.17 | \$429,810 |
| K | 746 | 207.673 | \$16,613.83 | \$431,960 |
| K | 747 | 208.711 | \$16,696.92 | \$434,120 |
| K | 748 | 209.755 | \$16,780.43 | \$436,291 |
| K | 749 | 210.805 | \$16,864.36 | \$438,473 |
| K | 750 | 211.859 | \$16,948.72 | \$440,667 |

| Grade | Step | Hourly | New Biweekly | New Annual |
|-------|------|---------|--------------|------------|
| K | 751 | 212.919 | \$17,033.50 | \$442,871 |
| K | 752 | 213.984 | \$17,118.71 | \$445,086 |
| K | 753 | 215.054 | \$17,204.34 | \$447,313 |
| K | 754 | 216.130 | \$17,290.40 | \$449,550 |
| K | 755 | 217.211 | \$17,376.87 | \$451,799 |
| K | 756 | 218.297 | \$17,463.77 | \$454,058 |
| K | 757 | 219.389 | \$17,551.11 | \$456,329 |
| K | 758 | 220.486 | \$17,638.86 | \$458,610 |
| K | 759 | 221.588 | \$17,727.04 | \$460,903 |
| K | 760 | 222.696 | \$17,815.64 | \$463,207 |
| K | 761 | 223.809 | \$17,904.75 | \$465,524 |
| K | 762 | 224.929 | \$17,994.29 | \$467,851 |
| K | 763 | 226.053 | \$18,084.25 | \$470,190 |
| K | 764 | 227.183 | \$18,174.63 | \$472,540 |
| K | 765 | 228.319 | \$18,265.52 | \$474,904 |
| K | 766 | 229.461 | \$18,356.84 | \$477,278 |
| K | 767 | 230.608 | \$18,448.67 | \$479,665 |
| K | 768 | 231.761 | \$18,540.92 | \$482,064 |
| K | 769 | 232.920 | \$18,633.59 | \$484,473 |
| K | 770 | 234.085 | \$18,726.78 | \$486,896 |
| K | 771 | 235.255 | \$18,820.39 | \$489,330 |
| K | 772 | 236.431 | \$18,914.50 | \$491,777 |
| K | 773 | 237.613 | \$19,009.05 | \$494,235 |
| K | 774 | 238.801 | \$19,104.10 | \$496,707 |
| K | 775 | 239.996 | \$19,199.66 | \$499,191 |
| K | 776 | 241.196 | \$19,295.64 | \$501,687 |
| K | 777 | 242.402 | \$19,392.14 | \$504,196 |
| K | 778 | 243.613 | \$19,489.06 | \$506,715 |
| K | 779 | 244.831 | \$19,586.49 | \$509,249 |
| K | 780 | 246.055 | \$19,684.42 | \$511,795 |
| K | 781 | 247.286 | \$19,782.87 | \$514,355 |
| K | 782 | 248.523 | \$19,881.82 | \$516,927 |
| K | 783 | 249.765 | \$19,981.20 | \$519,511 |
| K | 784 | 251.014 | \$20,081.09 | \$522,108 |
| K | 785 | 252.269 | \$20,181.49 | \$524,719 |

**SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER
EFFECTIVE JUNE 1, 2012**

| Grade | Step | Hourly | New Biweekly | New Annual |
|-------|------|---------|--------------|------------|
| K | 786 | 253.530 | \$20,282.40 | \$527,342 |
| K | 787 | 254.798 | \$20,383.82 | \$529,979 |
| K | 788 | 256.072 | \$20,485.74 | \$532,629 |
| K | 789 | 257.352 | \$20,588.18 | \$535,293 |
| K | 790 | 258.639 | \$20,691.12 | \$537,969 |
| K | 791 | 259.932 | \$20,794.57 | \$540,659 |
| K | 792 | 261.232 | \$20,898.54 | \$543,362 |
| K | 793 | 262.538 | \$21,003.01 | \$546,078 |
| K | 794 | 263.850 | \$21,107.99 | \$548,808 |
| K | 795 | 265.170 | \$21,213.57 | \$551,553 |
| K | 796 | 266.496 | \$21,319.65 | \$554,311 |
| K | 797 | 267.828 | \$21,426.24 | \$557,082 |
| K | 798 | 269.167 | \$21,533.35 | \$559,867 |
| K | 799 | 270.513 | \$21,641.04 | \$562,667 |
| K | 800 | 271.866 | \$21,749.25 | \$565,480 |
| K | 801 | 273.224 | \$21,857.96 | \$568,307 |
| K | 802 | 274.591 | \$21,967.27 | \$571,149 |
| K | 803 | 275.964 | \$22,077.09 | \$574,004 |
| K | 804 | 277.344 | \$22,187.50 | \$576,875 |
| K | 805 | 278.730 | \$22,298.43 | \$579,759 |
| K | 806 | 280.124 | \$22,409.94 | \$582,659 |
| K | 807 | 281.525 | \$22,521.97 | \$585,571 |
| K | 808 | 282.932 | \$22,634.59 | \$588,499 |
| K | 809 | 284.347 | \$22,747.80 | \$591,443 |
| K | 810 | 285.769 | \$22,861.52 | \$594,400 |
| K | 811 | 287.198 | \$22,975.84 | \$597,372 |
| K | 812 | 288.634 | \$23,090.75 | \$600,359 |
| K | 813 | 290.077 | \$23,206.17 | \$603,360 |
| K | 814 | 291.527 | \$23,322.18 | \$606,377 |
| K | 815 | 292.985 | \$23,438.79 | \$609,409 |
| K | 816 | 294.450 | \$23,555.99 | \$612,456 |
| K | 817 | 295.922 | \$23,673.79 | \$615,519 |
| K | 818 | 297.402 | \$23,792.18 | \$618,597 |
| K | 819 | 298.890 | \$23,911.16 | \$621,690 |
| K | 820 | 300.384 | \$24,030.74 | \$624,799 |

| Grade | Step | Hourly | New Biweekly | New Annual |
|-------|------|---------|--------------|------------|
| K | 821 | 301.886 | \$24,150.91 | \$627,924 |
| K | 822 | 303.396 | \$24,271.68 | \$631,064 |
| K | 823 | 304.913 | \$24,393.04 | \$634,219 |
| K | 824 | 306.437 | \$24,515.00 | \$637,390 |
| K | 825 | 307.969 | \$24,637.54 | \$640,576 |
| K | 826 | 309.510 | \$24,760.77 | \$643,780 |
| K | 827 | 311.057 | \$24,884.59 | \$646,999 |
| K | 828 | 312.613 | \$25,009.01 | \$650,234 |
| K | 829 | 314.175 | \$25,134.02 | \$653,485 |
| K | 830 | 315.746 | \$25,259.71 | \$656,752 |

Effective November 30, 2012

**SCHEDULE XXXIV
BUREAU OF HUMAN RESOURCES
ASSISTANT MEDICAL EXAMINER II
FORENSIC BOARD CERTIFIED**

| GRADE | 1ST STEP | 2ND STEP | 3RD STEP | 4TH STEP | 5TH STEP | 6TH STEP | 7TH STEP | 8TH STEP |
|----------------------|--|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| E8 | | | | | | | | |
| Hourly | 87.137 | 89.315 | 91.548 | 93.837 | 96.183 | 98.587 | 101.052 | 103.578 |
| Bi-Weekly | 6,970.96 | 7,145.20 | 7,323.84 | 7,506.96 | 7,694.64 | 7,886.96 | 8,084.16 | 8,286.24 |
| Annual | 181,244 | 185,775 | 190,419 | 195,180 | 200,060 | 205,060 | 210,188 | 215,442 |
| E9 | | | | | | | | |
| Hourly | 89.315 | 91.548 | 93.837 | 96.183 | 98.587 | 101.052 | 103.578 | |
| Bi-Weekly | 7,145.20 | 7,323.84 | 7,506.96 | 7,694.64 | 7,886.96 | 8,084.16 | 8,286.24 | |
| Annual | 185,775 | 190,419 | 195,180 | 200,060 | 205,060 | 210,188 | 215,442 | |
| E10 | | | | | | | | |
| Hourly | 91.548 | 93.837 | 96.183 | 98.587 | 101.052 | 103.578 | | |
| Bi-Weekly | 7,323.84 | 7,506.96 | 7,694.64 | 7,886.96 | 8,084.16 | 8,286.24 | | |
| Annual | 190,419 | 195,180 | 200,060 | 205,060 | 210,188 | 215,442 | | |
| E11 | | | | | | | | |
| Hourly | 93.837 | 96.183 | 98.587 | 101.052 | 103.578 | | | |
| Bi-Weekly | 7,506.96 | 7,694.64 | 7,886.96 | 8,084.16 | 8,286.24 | | | |
| Annual | 195,180 | 200,060 | 205,060 | 210,188 | 215,442 | | | |
| E12 | | | | | | | | |
| Hourly | 96.183 | 98.587 | 101.052 | 103.578 | | | | |
| Bi-Weekly | 7,694.64 | 7,886.96 | 8,084.16 | 8,286.24 | | | | |
| Annual | 200,060 | 205,060 | 210,188 | 215,442 | | | | |
| E13 | | | | | | | | |
| Hourly | 98.587 | 101.052 | 103.578 | | | | | |
| Bi-Weekly | 7,886.96 | 8,084.16 | 8,286.24 | | | | | |
| Annual | 205,060 | 210,188 | 215,442 | | | | | |
| E14 | | | | | | | | |
| Hourly | 101.052 | 103.578 | | | | | | |
| Bi-Weekly | 8,084.16 | 8,286.24 | | | | | | |
| Annual | 210,188 | 215,442 | | | | | | |
| Job Code 5921 | E8 – 1-3 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 | | | | | | | |



APPENDIX B, SECTION 2

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 salary step in which the job has been placed. Advanced step hiring above the entry rate for the grade requires a written letter of justification to the Chief, Bureau of Human Resources.

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 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 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 of the Calendar Year following the employee's anniversary date.
- C. Eligibility for longevity bonus will be given when an employee reaches the maximum step for the occupation classification of the position. The Longevity pay will be given on the anniversary day of the employee and is determined by the number of years of service at Cook County. The bonus is based on the salary group in which an employee's rate resides and the years of service. (See table)
- D. Advanced Step progression is limited to 5 steps within the grade. Any movement above 5 steps requires a written letter of justification to the Chief, Bureau of Human Resources.

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.

No salary shall be raised without written approval from the Chief, Bureau of Human Resources.

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 appointment 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 increase at least 10 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. 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 to 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 Chief, Bureau of Human Resources.

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 another:

- A. An employee demoted to a position in a lower salary grade shall have the salary adjusted in the new position to the rate that is equal to 10 steps per grade lower than the current step but not lower than the lowest rate of the grade for the new job. 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.

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 of the lower classification, the employee shall be entitled to further step advancement.

An employee whose position is reclassified to a higher classification shall be placed in the first step of the higher grade which provides a salary at least one step above the 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.

VIII. INTERIM ASSIGNMENT

An employee may be temporarily assigned to perform and be held accountable for all of the duties that distinguish a specific higher graded position. All such assignments must be pre-approved in writing by the Chief, Bureau of Human Resources and the Budget Director. 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 Chief, Bureau of Human Resources and the Budget Director but should not exceed nine (9) months.

Interim pay or differential 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 or differential pay for the duration of the interim assignment.

An interim assignment will not change an employee's anniversary date.

IX. SALARY RATES BASED UPON FULL-TIME EMPLOYMENT

The salary rates prescribed in the Salary Schedule are fixed on the basis of full-time service for normal work weeks of 40 hours. 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 1 ½ hours for every hour worked over forty (40) hours in a week.

X. SALARIES AND WAGES OF EXTRA EMPLOYEES

Titles and grades of employees on the Extra Account (Account 130) shall be the same as positions on the 110 Account unless authorized in advance by the Chief, Bureau of Human Resources. All such positions shall conform to the provisions of these resolutions.

XI. CONTINUITY OF SERVICE

Absence from 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.

XII. 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 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 Facilities, 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 Chief, Bureau of Human Resources.

**NON-UNION SCHEDULE I
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 09 | 101 | 8.323 | \$665.84 | \$17,312 |
| NONE | 09 | 102 | 8.363 | \$669.04 | \$17,395 |
| NONE | 09 | 103 | 8.405 | \$672.40 | \$17,482 |
| NONE | 09 | 104 | 8.447 | \$675.76 | \$17,570 |
| NONE | 09 | 105 | 8.490 | \$679.20 | \$17,659 |
| NONE | 09 | 106 | 8.532 | \$682.56 | \$17,747 |
| NONE | 09 | 107 | 8.575 | \$686.00 | \$17,836 |
| NONE | 09 | 108 | 8.617 | \$689.36 | \$17,923 |
| NONE | 09 | 109 | 8.661 | \$692.88 | \$18,015 |
| NONE | 09 | 110 | 8.705 | \$696.40 | \$18,106 |
| NONE | 09 | 111 | 8.748 | \$699.84 | \$18,196 |
| NONE | 09 | 112 | 8.791 | \$703.28 | \$18,285 |
| NONE | 09 | 113 | 8.834 | \$706.72 | \$18,375 |
| NONE | 09 | 114 | 8.879 | \$710.32 | \$18,468 |
| NONE | 09 | 115 | 8.924 | \$713.92 | \$18,562 |
| NONE | 09 | 116 | 8.968 | \$717.44 | \$18,653 |
| NONE | 09 | 117 | 9.013 | \$721.04 | \$18,747 |
| NONE | 09 | 118 | 9.057 | \$724.56 | \$18,839 |
| NONE | 09 | 119 | 9.103 | \$728.24 | \$18,934 |
| NONE | 09 | 120 | 9.149 | \$731.92 | \$19,030 |
| NONE | 09 | 121 | 9.194 | \$735.52 | \$19,124 |
| NONE | 09 | 122 | 9.240 | \$739.20 | \$19,219 |
| NONE | 09 | 123 | 9.287 | \$742.96 | \$19,317 |
| NONE | 09 | 124 | 9.333 | \$746.64 | \$19,413 |
| NONE | 09 | 125 | 9.380 | \$750.40 | \$19,510 |
| NONE | 09 | 126 | 9.427 | \$754.16 | \$19,608 |
| NONE | 09 | 127 | 9.473 | \$757.84 | \$19,704 |
| NONE | 09 | 128 | 9.521 | \$761.68 | \$19,804 |
| NONE | 09 | 129 | 9.569 | \$765.52 | \$19,904 |
| NONE | 09 | 130 | 9.617 | \$769.36 | \$20,003 |
| NONE | 09 | 131 | 9.664 | \$773.12 | \$20,101 |
| NONE | 09 | 132 | 9.713 | \$777.04 | \$20,203 |
| NONE | 09 | 133 | 9.762 | \$780.96 | \$20,305 |
| NONE | 09 | 134 | 9.811 | \$784.88 | \$20,407 |
| NONE | 09 | 135 | 9.859 | \$788.72 | \$20,507 |
| NONE | 09 | 136 | 9.908 | \$792.64 | \$20,609 |
| NONE | 09 | 137 | 9.958 | \$796.64 | \$20,713 |
| NONE | 09 | 138 | 10.008 | \$800.64 | \$20,817 |
| NONE | 09 | 139 | 10.058 | \$804.64 | \$20,921 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 09 | 140 | 10.107 | \$808.56 | \$21,023 |
| NONE | 09 | 141 | 10.158 | \$812.64 | \$21,129 |
| NONE | 09 | 142 | 10.210 | \$816.80 | \$21,237 |
| NONE | 09 | 143 | 10.261 | \$820.88 | \$21,343 |
| NONE | 09 | 144 | 10.312 | \$824.96 | \$21,449 |
| NONE | 09 | 145 | 10.364 | \$829.12 | \$21,557 |
| NONE | 09 | 146 | 10.415 | \$833.20 | \$21,663 |
| NONE | 09 | 147 | 10.467 | \$837.36 | \$21,771 |
| NONE | 09 | 148 | 10.519 | \$841.52 | \$21,880 |
| NONE | 09 | 149 | 10.572 | \$845.76 | \$21,990 |
| NONE | 09 | 150 | 10.625 | \$850.00 | \$22,100 |
| NONE | 09 | 151 | 10.678 | \$854.24 | \$22,210 |
| NONE | 09 | 152 | 10.732 | \$858.56 | \$22,323 |
| NONE | 09 | 153 | 10.786 | \$862.88 | \$22,435 |
| NONE | 09 | 154 | 10.840 | \$867.20 | \$22,547 |
| NONE | 09 | 155 | 10.894 | \$871.52 | \$22,660 |
| NONE | 09 | 156 | 10.948 | \$875.84 | \$22,772 |
| NONE | 09 | 157 | 11.003 | \$880.24 | \$22,886 |
| NONE | 09 | 158 | 11.059 | \$884.72 | \$23,003 |
| NONE | 09 | 159 | 11.114 | \$889.12 | \$23,117 |
| NONE | 09 | 160 | 11.169 | \$893.52 | \$23,232 |
| NONE | 09 | 161 | 11.225 | \$898.00 | \$23,348 |
| NONE | 09 | 162 | 11.281 | \$902.48 | \$23,464 |
| NONE | 09 | 163 | 11.337 | \$906.96 | \$23,581 |
| NONE | 09 | 164 | 11.394 | \$911.52 | \$23,700 |
| NONE | 09 | 165 | 11.451 | \$916.08 | \$23,818 |
| NONE | 09 | 166 | 11.508 | \$920.64 | \$23,937 |
| NONE | 09 | 167 | 11.565 | \$925.20 | \$24,055 |
| NONE | 09 | 168 | 11.624 | \$929.92 | \$24,178 |
| NONE | 09 | 169 | 11.682 | \$934.56 | \$24,299 |
| NONE | 09 | 170 | 11.740 | \$939.20 | \$24,419 |
| NONE | 09 | 171 | 11.798 | \$943.84 | \$24,540 |
| NONE | 09 | 172 | 11.859 | \$948.72 | \$24,667 |
| NONE | 09 | 173 | 11.918 | \$953.44 | \$24,789 |
| NONE | 09 | 174 | 11.977 | \$958.16 | \$24,912 |
| NONE | 09 | 175 | 12.036 | \$962.88 | \$25,035 |
| NONE | 09 | 176 | 12.097 | \$967.76 | \$25,162 |
| NONE | 09 | 177 | 12.157 | \$972.56 | \$25,287 |
| NONE | 09 | 178 | 12.218 | \$977.44 | \$25,413 |

**NON-UNION SCHEDULE I
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 09 | 179 | 12.279 | \$982.32 | \$25,540 |
| NONE | 09 | 180 | 12.341 | \$987.28 | \$25,669 |
| NONE | 09 | 181 | 12.402 | \$992.16 | \$25,796 |
| NONE | 09 | 182 | 12.463 | \$997.04 | \$25,923 |
| NONE | 09 | 183 | 12.527 | \$1,002.16 | \$26,056 |
| NONE | 09 | 184 | 12.589 | \$1,007.12 | \$26,185 |
| NONE | 09 | 185 | 12.651 | \$1,012.08 | \$26,314 |
| NONE | 09 | 186 | 12.716 | \$1,017.28 | \$26,449 |
| NONE | 09 | 187 | 12.779 | \$1,022.32 | \$26,580 |
| NONE | 09 | 188 | 12.842 | \$1,027.36 | \$26,711 |
| NONE | 09 | 189 | 12.908 | \$1,032.64 | \$26,849 |
| NONE | 09 | 190 | 12.972 | \$1,037.76 | \$26,982 |
| NONE | 09 | 191 | 13.037 | \$1,042.96 | \$27,117 |
| NONE | 09 | 192 | 13.102 | \$1,048.16 | \$27,252 |
| NONE | 09 | 193 | 13.167 | \$1,053.36 | \$27,387 |
| NONE | 09 | 194 | 13.233 | \$1,058.64 | \$27,525 |
| NONE | 09 | 195 | 13.299 | \$1,063.92 | \$27,662 |
| NONE | 09 | 196 | 13.365 | \$1,069.20 | \$27,799 |
| NONE | 09 | 197 | 13.433 | \$1,074.64 | \$27,941 |
| NONE | 09 | 198 | 13.499 | \$1,079.92 | \$28,078 |
| NONE | 09 | 199 | 13.567 | \$1,085.36 | \$28,219 |
| NONE | 09 | 200 | 13.635 | \$1,090.80 | \$28,361 |
| NONE | 09 | 201 | 13.703 | \$1,096.24 | \$28,502 |
| NONE | 09 | 202 | 13.772 | \$1,101.76 | \$28,646 |
| NONE | 09 | 203 | 13.841 | \$1,107.28 | \$28,789 |
| NONE | 09 | 204 | 13.910 | \$1,112.80 | \$28,933 |
| NONE | 09 | 205 | 13.980 | \$1,118.40 | \$29,078 |
| NONE | 09 | 206 | 14.050 | \$1,124.00 | \$29,224 |
| NONE | 09 | 207 | 14.119 | \$1,129.52 | \$29,368 |
| NONE | 09 | 208 | 14.191 | \$1,135.28 | \$29,517 |
| NONE | 09 | 209 | 14.261 | \$1,140.88 | \$29,663 |
| NONE | 09 | 210 | 14.333 | \$1,146.64 | \$29,813 |
| NONE | 09 | 211 | 14.406 | \$1,152.48 | \$29,964 |
| NONE | 09 | 212 | 14.477 | \$1,158.16 | \$30,112 |
| NONE | 09 | 213 | 14.550 | \$1,164.00 | \$30,264 |
| NONE | 09 | 214 | 14.623 | \$1,169.84 | \$30,416 |
| NONE | 09 | 215 | 14.696 | \$1,175.68 | \$30,568 |
| NONE | 09 | 216 | 14.769 | \$1,181.52 | \$30,720 |
| NONE | 09 | 217 | 14.844 | \$1,187.52 | \$30,876 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 09 | 218 | 14.917 | \$1,193.36 | \$31,027 |
| NONE | 09 | 219 | 14.992 | \$1,199.36 | \$31,183 |
| NONE | 09 | 220 | 15.068 | \$1,205.44 | \$31,341 |
| NONE | 09 | 221 | 15.142 | \$1,211.36 | \$31,495 |
| NONE | 09 | 222 | 15.218 | \$1,217.44 | \$31,653 |
| NONE | 09 | 223 | 15.294 | \$1,223.52 | \$31,812 |
| NONE | 09 | 224 | 15.371 | \$1,229.68 | \$31,972 |
| NONE | 09 | 225 | 15.447 | \$1,235.76 | \$32,130 |
| NONE | 09 | 226 | 15.524 | \$1,241.92 | \$32,290 |
| NONE | 09 | 227 | 15.602 | \$1,248.16 | \$32,452 |
| NONE | 09 | 228 | 15.681 | \$1,254.48 | \$32,616 |
| NONE | 09 | 229 | 15.759 | \$1,260.72 | \$32,779 |
| NONE | 09 | 230 | 15.837 | \$1,266.96 | \$32,941 |
| NONE | 09 | 231 | 15.917 | \$1,273.36 | \$33,107 |
| NONE | 09 | 232 | 15.996 | \$1,279.68 | \$33,272 |
| NONE | 09 | 233 | 16.076 | \$1,286.08 | \$33,438 |
| NONE | 09 | 234 | 16.157 | \$1,292.56 | \$33,607 |
| NONE | 09 | 235 | 16.237 | \$1,298.96 | \$33,773 |
| NONE | 09 | 236 | 16.319 | \$1,305.52 | \$33,944 |
| NONE | 09 | 237 | 16.401 | \$1,312.08 | \$34,114 |
| NONE | 09 | 238 | 16.483 | \$1,318.64 | \$34,285 |
| NONE | 09 | 239 | 16.565 | \$1,325.20 | \$34,455 |
| NONE | 09 | 240 | 16.648 | \$1,331.84 | \$34,628 |
| NONE | 09 | 241 | 16.731 | \$1,338.48 | \$34,800 |
| NONE | 09 | 242 | 16.815 | \$1,345.20 | \$34,975 |
| NONE | 09 | 243 | 16.898 | \$1,351.84 | \$35,148 |
| NONE | 09 | 244 | 16.983 | \$1,358.64 | \$35,325 |
| NONE | 09 | 245 | 17.068 | \$1,365.44 | \$35,501 |
| NONE | 09 | 246 | 17.153 | \$1,372.24 | \$35,678 |
| NONE | 09 | 247 | 17.239 | \$1,379.12 | \$35,857 |
| NONE | 09 | 248 | 17.324 | \$1,385.92 | \$36,034 |
| NONE | 09 | 249 | 17.411 | \$1,392.88 | \$36,215 |
| NONE | 09 | 250 | 17.498 | \$1,399.84 | \$36,396 |
| NONE | 09 | 251 | 17.586 | \$1,406.88 | \$36,579 |
| NONE | 09 | 252 | 17.674 | \$1,413.92 | \$36,762 |
| NONE | 09 | 253 | 17.762 | \$1,420.96 | \$36,945 |
| NONE | 09 | 254 | 17.851 | \$1,428.08 | \$37,130 |
| NONE | 09 | 255 | 17.939 | \$1,435.12 | \$37,313 |
| NONE | 09 | 256 | 18.030 | \$1,442.40 | \$37,502 |

**NON-UNION SCHEDULE I
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 09 | 257 | 18.120 | \$1,449.60 | \$37,690 |
| NONE | 09 | 258 | 18.210 | \$1,456.80 | \$37,877 |
| NONE | 09 | 259 | 18.302 | \$1,464.16 | \$38,068 |
| NONE | 09 | 260 | 18.393 | \$1,471.44 | \$38,257 |
| NONE | 09 | 261 | 18.485 | \$1,478.80 | \$38,449 |
| NONE | 09 | 262 | 18.577 | \$1,486.16 | \$38,640 |
| NONE | 09 | 263 | 18.671 | \$1,493.68 | \$38,836 |
| NONE | 09 | 264 | 18.764 | \$1,501.12 | \$39,029 |
| NONE | 09 | 265 | 18.858 | \$1,508.64 | \$39,225 |
| NONE | 09 | 266L | 18.952 | \$1,516.16 | \$39,420 |
| NONE | 09 | 267L | 19.046 | \$1,523.68 | \$39,616 |
| NONE | 09 | 268L | 19.142 | \$1,531.36 | \$39,815 |
| NONE | 10 | 186 | 12.716 | \$1,017.28 | \$26,449 |
| NONE | 10 | 187 | 12.779 | \$1,022.32 | \$26,580 |
| NONE | 10 | 188 | 12.842 | \$1,027.36 | \$26,711 |
| NONE | 10 | 189 | 12.908 | \$1,032.64 | \$26,849 |
| NONE | 10 | 190 | 12.972 | \$1,037.76 | \$26,982 |
| NONE | 10 | 191 | 13.037 | \$1,042.96 | \$27,117 |
| NONE | 10 | 192 | 13.102 | \$1,048.16 | \$27,252 |
| NONE | 10 | 193 | 13.167 | \$1,053.36 | \$27,387 |
| NONE | 10 | 194 | 13.233 | \$1,058.64 | \$27,525 |
| NONE | 10 | 195 | 13.299 | \$1,063.92 | \$27,662 |
| NONE | 10 | 196 | 13.365 | \$1,069.20 | \$27,799 |
| NONE | 10 | 197 | 13.433 | \$1,074.64 | \$27,941 |
| NONE | 10 | 198 | 13.499 | \$1,079.92 | \$28,078 |
| NONE | 10 | 199 | 13.567 | \$1,085.36 | \$28,219 |
| NONE | 10 | 200 | 13.635 | \$1,090.80 | \$28,361 |
| NONE | 10 | 201 | 13.703 | \$1,096.24 | \$28,502 |
| NONE | 10 | 202 | 13.772 | \$1,101.76 | \$28,646 |
| NONE | 10 | 203 | 13.841 | \$1,107.28 | \$28,789 |
| NONE | 10 | 204 | 13.910 | \$1,112.80 | \$28,933 |
| NONE | 10 | 205 | 13.980 | \$1,118.40 | \$29,078 |
| NONE | 10 | 206 | 14.050 | \$1,124.00 | \$29,224 |
| NONE | 10 | 207 | 14.119 | \$1,129.52 | \$29,368 |
| NONE | 10 | 208 | 14.191 | \$1,135.28 | \$29,517 |
| NONE | 10 | 209 | 14.261 | \$1,140.88 | \$29,663 |
| NONE | 10 | 210 | 14.333 | \$1,146.64 | \$29,813 |
| NONE | 10 | 211 | 14.406 | \$1,152.48 | \$29,964 |
| NONE | 10 | 212 | 14.477 | \$1,158.16 | \$30,112 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 10 | 213 | 14.550 | \$1,164.00 | \$30,264 |
| NONE | 10 | 214 | 14.623 | \$1,169.84 | \$30,416 |
| NONE | 10 | 215 | 14.696 | \$1,175.68 | \$30,568 |
| NONE | 10 | 216 | 14.769 | \$1,181.52 | \$30,720 |
| NONE | 10 | 217 | 14.844 | \$1,187.52 | \$30,876 |
| NONE | 10 | 218 | 14.917 | \$1,193.36 | \$31,027 |
| NONE | 10 | 219 | 14.992 | \$1,199.36 | \$31,183 |
| NONE | 10 | 220 | 15.068 | \$1,205.44 | \$31,341 |
| NONE | 10 | 221 | 15.142 | \$1,211.36 | \$31,495 |
| NONE | 10 | 222 | 15.218 | \$1,217.44 | \$31,653 |
| NONE | 10 | 223 | 15.294 | \$1,223.52 | \$31,812 |
| NONE | 10 | 224 | 15.371 | \$1,229.68 | \$31,972 |
| NONE | 10 | 225 | 15.447 | \$1,235.76 | \$32,130 |
| NONE | 10 | 226 | 15.524 | \$1,241.92 | \$32,290 |
| NONE | 10 | 227 | 15.602 | \$1,248.16 | \$32,452 |
| NONE | 10 | 228 | 15.681 | \$1,254.48 | \$32,616 |
| NONE | 10 | 229 | 15.759 | \$1,260.72 | \$32,779 |
| NONE | 10 | 230 | 15.837 | \$1,266.96 | \$32,941 |
| NONE | 10 | 231 | 15.917 | \$1,273.36 | \$33,107 |
| NONE | 10 | 232 | 15.996 | \$1,279.68 | \$33,272 |
| NONE | 10 | 233 | 16.076 | \$1,286.08 | \$33,438 |
| NONE | 10 | 234 | 16.157 | \$1,292.56 | \$33,607 |
| NONE | 10 | 235 | 16.237 | \$1,298.96 | \$33,773 |
| NONE | 10 | 236 | 16.319 | \$1,305.52 | \$33,944 |
| NONE | 10 | 237 | 16.401 | \$1,312.08 | \$34,114 |
| NONE | 10 | 238 | 16.483 | \$1,318.64 | \$34,285 |
| NONE | 10 | 239 | 16.565 | \$1,325.20 | \$34,455 |
| NONE | 10 | 240 | 16.648 | \$1,331.84 | \$34,628 |
| NONE | 10 | 241 | 16.731 | \$1,338.48 | \$34,800 |
| NONE | 10 | 242 | 16.815 | \$1,345.20 | \$34,975 |
| NONE | 10 | 243 | 16.898 | \$1,351.84 | \$35,148 |
| NONE | 10 | 244 | 16.983 | \$1,358.64 | \$35,325 |
| NONE | 10 | 245 | 17.068 | \$1,365.44 | \$35,501 |
| NONE | 10 | 246 | 17.153 | \$1,372.24 | \$35,678 |
| NONE | 10 | 247 | 17.239 | \$1,379.12 | \$35,857 |
| NONE | 10 | 248 | 17.324 | \$1,385.92 | \$36,034 |
| NONE | 10 | 249 | 17.411 | \$1,392.88 | \$36,215 |
| NONE | 10 | 250 | 17.498 | \$1,399.84 | \$36,396 |
| NONE | 10 | 251 | 17.586 | \$1,406.88 | \$36,579 |

NON-UNION SCHEDULE I EFFECTIVE JUNE 1, 2012

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 10 | 252 | 17.674 | \$1,413.92 | \$36,762 |
| NONE | 10 | 253 | 17.762 | \$1,420.96 | \$36,945 |
| NONE | 10 | 254 | 17.851 | \$1,428.08 | \$37,130 |
| NONE | 10 | 255 | 17.939 | \$1,435.12 | \$37,313 |
| NONE | 10 | 256 | 18.030 | \$1,442.40 | \$37,502 |
| NONE | 10 | 257 | 18.120 | \$1,449.60 | \$37,690 |
| NONE | 10 | 258 | 18.210 | \$1,456.80 | \$37,877 |
| NONE | 10 | 259 | 18.302 | \$1,464.16 | \$38,068 |
| NONE | 10 | 260 | 18.393 | \$1,471.44 | \$38,257 |
| NONE | 10 | 261 | 18.485 | \$1,478.80 | \$38,449 |
| NONE | 10 | 262 | 18.577 | \$1,486.16 | \$38,640 |
| NONE | 10 | 263 | 18.671 | \$1,493.68 | \$38,836 |
| NONE | 10 | 264 | 18.764 | \$1,501.12 | \$39,029 |
| NONE | 10 | 265 | 18.858 | \$1,508.64 | \$39,225 |
| NONE | 10 | 266 | 18.952 | \$1,516.16 | \$39,420 |
| NONE | 10 | 267 | 19.046 | \$1,523.68 | \$39,616 |
| NONE | 10 | 268 | 19.142 | \$1,531.36 | \$39,815 |
| NONE | 10 | 269 | 19.237 | \$1,538.96 | \$40,013 |
| NONE | 10 | 270 | 19.334 | \$1,546.72 | \$40,215 |
| NONE | 10 | 271 | 19.430 | \$1,554.40 | \$40,414 |
| NONE | 10 | 272 | 19.528 | \$1,562.24 | \$40,618 |
| NONE | 10 | 273 | 19.625 | \$1,570.00 | \$40,820 |
| NONE | 10 | 274 | 19.724 | \$1,577.92 | \$41,026 |
| NONE | 10 | 275 | 19.822 | \$1,585.76 | \$41,230 |
| NONE | 10 | 276 | 19.922 | \$1,593.76 | \$41,438 |
| NONE | 10 | 277 | 20.022 | \$1,601.76 | \$41,646 |
| NONE | 10 | 278 | 20.121 | \$1,609.68 | \$41,852 |
| NONE | 10 | 279 | 20.222 | \$1,617.76 | \$42,062 |
| NONE | 10 | 280L | 20.323 | \$1,625.84 | \$42,272 |
| NONE | 10 | 281L | 20.424 | \$1,633.92 | \$42,482 |
| NONE | 10 | 282L | 20.526 | \$1,642.08 | \$42,694 |
| NONE | 11 | 200 | 13.635 | \$1,090.80 | \$28,361 |
| NONE | 11 | 201 | 13.703 | \$1,096.24 | \$28,502 |
| NONE | 11 | 202 | 13.772 | \$1,101.76 | \$28,646 |
| NONE | 11 | 203 | 13.841 | \$1,107.28 | \$28,789 |
| NONE | 11 | 204 | 13.910 | \$1,112.80 | \$28,933 |
| NONE | 11 | 205 | 13.980 | \$1,118.40 | \$29,078 |
| NONE | 11 | 206 | 14.050 | \$1,124.00 | \$29,224 |
| NONE | 11 | 207 | 14.119 | \$1,129.52 | \$29,368 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 11 | 208 | 14.191 | \$1,135.28 | \$29,517 |
| NONE | 11 | 209 | 14.261 | \$1,140.88 | \$29,663 |
| NONE | 11 | 210 | 14.333 | \$1,146.64 | \$29,813 |
| NONE | 11 | 211 | 14.406 | \$1,152.48 | \$29,964 |
| NONE | 11 | 212 | 14.477 | \$1,158.16 | \$30,112 |
| NONE | 11 | 213 | 14.550 | \$1,164.00 | \$30,264 |
| NONE | 11 | 214 | 14.623 | \$1,169.84 | \$30,416 |
| NONE | 11 | 215 | 14.696 | \$1,175.68 | \$30,568 |
| NONE | 11 | 216 | 14.769 | \$1,181.52 | \$30,720 |
| NONE | 11 | 217 | 14.844 | \$1,187.52 | \$30,876 |
| NONE | 11 | 218 | 14.917 | \$1,193.36 | \$31,027 |
| NONE | 11 | 219 | 14.992 | \$1,199.36 | \$31,183 |
| NONE | 11 | 220 | 15.068 | \$1,205.44 | \$31,341 |
| NONE | 11 | 221 | 15.142 | \$1,211.36 | \$31,495 |
| NONE | 11 | 222 | 15.218 | \$1,217.44 | \$31,653 |
| NONE | 11 | 223 | 15.294 | \$1,223.52 | \$31,812 |
| NONE | 11 | 224 | 15.371 | \$1,229.68 | \$31,972 |
| NONE | 11 | 225 | 15.447 | \$1,235.76 | \$32,130 |
| NONE | 11 | 226 | 15.524 | \$1,241.92 | \$32,290 |
| NONE | 11 | 227 | 15.602 | \$1,248.16 | \$32,452 |
| NONE | 11 | 228 | 15.681 | \$1,254.48 | \$32,616 |
| NONE | 11 | 229 | 15.759 | \$1,260.72 | \$32,779 |
| NONE | 11 | 230 | 15.837 | \$1,266.96 | \$32,941 |
| NONE | 11 | 231 | 15.917 | \$1,273.36 | \$33,107 |
| NONE | 11 | 232 | 15.996 | \$1,279.68 | \$33,272 |
| NONE | 11 | 233 | 16.076 | \$1,286.08 | \$33,438 |
| NONE | 11 | 234 | 16.157 | \$1,292.56 | \$33,607 |
| NONE | 11 | 235 | 16.237 | \$1,298.96 | \$33,773 |
| NONE | 11 | 236 | 16.319 | \$1,305.52 | \$33,944 |
| NONE | 11 | 237 | 16.401 | \$1,312.08 | \$34,114 |
| NONE | 11 | 238 | 16.483 | \$1,318.64 | \$34,285 |
| NONE | 11 | 239 | 16.565 | \$1,325.20 | \$34,455 |
| NONE | 11 | 240 | 16.648 | \$1,331.84 | \$34,628 |
| NONE | 11 | 241 | 16.731 | \$1,338.48 | \$34,800 |
| NONE | 11 | 242 | 16.815 | \$1,345.20 | \$34,975 |
| NONE | 11 | 243 | 16.898 | \$1,351.84 | \$35,148 |
| NONE | 11 | 244 | 16.983 | \$1,358.64 | \$35,325 |
| NONE | 11 | 245 | 17.068 | \$1,365.44 | \$35,501 |
| NONE | 11 | 246 | 17.153 | \$1,372.24 | \$35,678 |

**NON-UNION SCHEDULE I
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 11 | 247 | 17.239 | \$1,379.12 | \$35,857 |
| NONE | 11 | 248 | 17.324 | \$1,385.92 | \$36,034 |
| NONE | 11 | 249 | 17.411 | \$1,392.88 | \$36,215 |
| NONE | 11 | 250 | 17.498 | \$1,399.84 | \$36,396 |
| NONE | 11 | 251 | 17.586 | \$1,406.88 | \$36,579 |
| NONE | 11 | 252 | 17.674 | \$1,413.92 | \$36,762 |
| NONE | 11 | 253 | 17.762 | \$1,420.96 | \$36,945 |
| NONE | 11 | 254 | 17.851 | \$1,428.08 | \$37,130 |
| NONE | 11 | 255 | 17.939 | \$1,435.12 | \$37,313 |
| NONE | 11 | 256 | 18.030 | \$1,442.40 | \$37,502 |
| NONE | 11 | 257 | 18.120 | \$1,449.60 | \$37,690 |
| NONE | 11 | 258 | 18.210 | \$1,456.80 | \$37,877 |
| NONE | 11 | 259 | 18.302 | \$1,464.16 | \$38,068 |
| NONE | 11 | 260 | 18.393 | \$1,471.44 | \$38,257 |
| NONE | 11 | 261 | 18.485 | \$1,478.80 | \$38,449 |
| NONE | 11 | 262 | 18.577 | \$1,486.16 | \$38,640 |
| NONE | 11 | 263 | 18.671 | \$1,493.68 | \$38,836 |
| NONE | 11 | 264 | 18.764 | \$1,501.12 | \$39,029 |
| NONE | 11 | 265 | 18.858 | \$1,508.64 | \$39,225 |
| NONE | 11 | 266 | 18.952 | \$1,516.16 | \$39,420 |
| NONE | 11 | 267 | 19.046 | \$1,523.68 | \$39,616 |
| NONE | 11 | 268 | 19.142 | \$1,531.36 | \$39,815 |
| NONE | 11 | 269 | 19.237 | \$1,538.96 | \$40,013 |
| NONE | 11 | 270 | 19.334 | \$1,546.72 | \$40,215 |
| NONE | 11 | 271 | 19.430 | \$1,554.40 | \$40,414 |
| NONE | 11 | 272 | 19.528 | \$1,562.24 | \$40,618 |
| NONE | 11 | 273 | 19.625 | \$1,570.00 | \$40,820 |
| NONE | 11 | 274 | 19.724 | \$1,577.92 | \$41,026 |
| NONE | 11 | 275 | 19.822 | \$1,585.76 | \$41,230 |
| NONE | 11 | 276 | 19.922 | \$1,593.76 | \$41,438 |
| NONE | 11 | 277 | 20.022 | \$1,601.76 | \$41,646 |
| NONE | 11 | 278 | 20.121 | \$1,609.68 | \$41,852 |
| NONE | 11 | 279 | 20.222 | \$1,617.76 | \$42,062 |
| NONE | 11 | 280 | 20.323 | \$1,625.84 | \$42,272 |
| NONE | 11 | 281 | 20.424 | \$1,633.92 | \$42,482 |
| NONE | 11 | 282 | 20.526 | \$1,642.08 | \$42,694 |
| NONE | 11 | 283 | 20.630 | \$1,650.40 | \$42,910 |
| NONE | 11 | 284 | 20.732 | \$1,658.56 | \$43,123 |
| NONE | 11 | 285 | 20.836 | \$1,666.88 | \$43,339 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 11 | 286 | 20.940 | \$1,675.20 | \$43,555 |
| NONE | 11 | 287 | 21.045 | \$1,683.60 | \$43,774 |
| NONE | 11 | 288 | 21.150 | \$1,692.00 | \$43,992 |
| NONE | 11 | 289 | 21.256 | \$1,700.48 | \$44,212 |
| NONE | 11 | 290 | 21.362 | \$1,708.96 | \$44,433 |
| NONE | 11 | 291 | 21.469 | \$1,717.52 | \$44,656 |
| NONE | 11 | 292 | 21.577 | \$1,726.16 | \$44,880 |
| NONE | 11 | 293 | 21.685 | \$1,734.80 | \$45,105 |
| NONE | 11 | 294L | 21.793 | \$1,743.44 | \$45,329 |
| NONE | 11 | 295L | 21.903 | \$1,752.24 | \$45,558 |
| NONE | 11 | 296L | 22.012 | \$1,760.96 | \$45,785 |
| NONE | 12 | 214 | 14.623 | \$1,169.84 | \$30,416 |
| NONE | 12 | 215 | 14.696 | \$1,175.68 | \$30,568 |
| NONE | 12 | 216 | 14.769 | \$1,181.52 | \$30,720 |
| NONE | 12 | 217 | 14.844 | \$1,187.52 | \$30,876 |
| NONE | 12 | 218 | 14.917 | \$1,193.36 | \$31,027 |
| NONE | 12 | 219 | 14.992 | \$1,199.36 | \$31,183 |
| NONE | 12 | 220 | 15.068 | \$1,205.44 | \$31,341 |
| NONE | 12 | 221 | 15.142 | \$1,211.36 | \$31,495 |
| NONE | 12 | 222 | 15.218 | \$1,217.44 | \$31,653 |
| NONE | 12 | 223 | 15.294 | \$1,223.52 | \$31,812 |
| NONE | 12 | 224 | 15.371 | \$1,229.68 | \$31,972 |
| NONE | 12 | 225 | 15.447 | \$1,235.76 | \$32,130 |
| NONE | 12 | 226 | 15.524 | \$1,241.92 | \$32,290 |
| NONE | 12 | 227 | 15.602 | \$1,248.16 | \$32,452 |
| NONE | 12 | 228 | 15.681 | \$1,254.48 | \$32,616 |
| NONE | 12 | 229 | 15.759 | \$1,260.72 | \$32,779 |
| NONE | 12 | 230 | 15.837 | \$1,266.96 | \$32,941 |
| NONE | 12 | 231 | 15.917 | \$1,273.36 | \$33,107 |
| NONE | 12 | 232 | 15.996 | \$1,279.68 | \$33,272 |
| NONE | 12 | 233 | 16.076 | \$1,286.08 | \$33,438 |
| NONE | 12 | 234 | 16.157 | \$1,292.56 | \$33,607 |
| NONE | 12 | 235 | 16.237 | \$1,298.96 | \$33,773 |
| NONE | 12 | 236 | 16.319 | \$1,305.52 | \$33,944 |
| NONE | 12 | 237 | 16.401 | \$1,312.08 | \$34,114 |
| NONE | 12 | 238 | 16.483 | \$1,318.64 | \$34,285 |
| NONE | 12 | 239 | 16.565 | \$1,325.20 | \$34,455 |
| NONE | 12 | 240 | 16.648 | \$1,331.84 | \$34,628 |
| NONE | 12 | 241 | 16.731 | \$1,338.48 | \$34,800 |

**NON-UNION SCHEDULE I
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 12 | 242 | 16.815 | \$1,345.20 | \$34,975 |
| NONE | 12 | 243 | 16.898 | \$1,351.84 | \$35,148 |
| NONE | 12 | 244 | 16.983 | \$1,358.64 | \$35,325 |
| NONE | 12 | 245 | 17.068 | \$1,365.44 | \$35,501 |
| NONE | 12 | 246 | 17.153 | \$1,372.24 | \$35,678 |
| NONE | 12 | 247 | 17.239 | \$1,379.12 | \$35,857 |
| NONE | 12 | 248 | 17.324 | \$1,385.92 | \$36,034 |
| NONE | 12 | 249 | 17.411 | \$1,392.88 | \$36,215 |
| NONE | 12 | 250 | 17.498 | \$1,399.84 | \$36,396 |
| NONE | 12 | 251 | 17.586 | \$1,406.88 | \$36,579 |
| NONE | 12 | 252 | 17.674 | \$1,413.92 | \$36,762 |
| NONE | 12 | 253 | 17.762 | \$1,420.96 | \$36,945 |
| NONE | 12 | 254 | 17.851 | \$1,428.08 | \$37,130 |
| NONE | 12 | 255 | 17.939 | \$1,435.12 | \$37,313 |
| NONE | 12 | 256 | 18.030 | \$1,442.40 | \$37,502 |
| NONE | 12 | 257 | 18.120 | \$1,449.60 | \$37,690 |
| NONE | 12 | 258 | 18.210 | \$1,456.80 | \$37,877 |
| NONE | 12 | 259 | 18.302 | \$1,464.16 | \$38,068 |
| NONE | 12 | 260 | 18.393 | \$1,471.44 | \$38,257 |
| NONE | 12 | 261 | 18.485 | \$1,478.80 | \$38,449 |
| NONE | 12 | 262 | 18.577 | \$1,486.16 | \$38,640 |
| NONE | 12 | 263 | 18.671 | \$1,493.68 | \$38,836 |
| NONE | 12 | 264 | 18.764 | \$1,501.12 | \$39,029 |
| NONE | 12 | 265 | 18.858 | \$1,508.64 | \$39,225 |
| NONE | 12 | 266 | 18.952 | \$1,516.16 | \$39,420 |
| NONE | 12 | 267 | 19.046 | \$1,523.68 | \$39,616 |
| NONE | 12 | 268 | 19.142 | \$1,531.36 | \$39,815 |
| NONE | 12 | 269 | 19.237 | \$1,538.96 | \$40,013 |
| NONE | 12 | 270 | 19.334 | \$1,546.72 | \$40,215 |
| NONE | 12 | 271 | 19.430 | \$1,554.40 | \$40,414 |
| NONE | 12 | 272 | 19.528 | \$1,562.24 | \$40,618 |
| NONE | 12 | 273 | 19.625 | \$1,570.00 | \$40,820 |
| NONE | 12 | 274 | 19.724 | \$1,577.92 | \$41,026 |
| NONE | 12 | 275 | 19.822 | \$1,585.76 | \$41,230 |
| NONE | 12 | 276 | 19.922 | \$1,593.76 | \$41,438 |
| NONE | 12 | 277 | 20.022 | \$1,601.76 | \$41,646 |
| NONE | 12 | 278 | 20.121 | \$1,609.68 | \$41,852 |
| NONE | 12 | 279 | 20.222 | \$1,617.76 | \$42,062 |
| NONE | 12 | 280 | 20.323 | \$1,625.84 | \$42,272 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 12 | 281 | 20.424 | \$1,633.92 | \$42,482 |
| NONE | 12 | 282 | 20.526 | \$1,642.08 | \$42,694 |
| NONE | 12 | 283 | 20.630 | \$1,650.40 | \$42,910 |
| NONE | 12 | 284 | 20.732 | \$1,658.56 | \$43,123 |
| NONE | 12 | 285 | 20.836 | \$1,666.88 | \$43,339 |
| NONE | 12 | 286 | 20.940 | \$1,675.20 | \$43,555 |
| NONE | 12 | 287 | 21.045 | \$1,683.60 | \$43,774 |
| NONE | 12 | 288 | 21.150 | \$1,692.00 | \$43,992 |
| NONE | 12 | 289 | 21.256 | \$1,700.48 | \$44,212 |
| NONE | 12 | 290 | 21.362 | \$1,708.96 | \$44,433 |
| NONE | 12 | 291 | 21.469 | \$1,717.52 | \$44,656 |
| NONE | 12 | 292 | 21.577 | \$1,726.16 | \$44,880 |
| NONE | 12 | 293 | 21.685 | \$1,734.80 | \$45,105 |
| NONE | 12 | 294 | 21.793 | \$1,743.44 | \$45,329 |
| NONE | 12 | 295 | 21.903 | \$1,752.24 | \$45,558 |
| NONE | 12 | 296 | 22.012 | \$1,760.96 | \$45,785 |
| NONE | 12 | 297 | 22.122 | \$1,769.76 | \$46,014 |
| NONE | 12 | 298 | 22.233 | \$1,778.64 | \$46,245 |
| NONE | 12 | 299 | 22.344 | \$1,787.52 | \$46,476 |
| NONE | 12 | 300 | 22.455 | \$1,796.40 | \$46,706 |
| NONE | 12 | 301 | 22.568 | \$1,805.44 | \$46,941 |
| NONE | 12 | 302 | 22.680 | \$1,814.40 | \$47,174 |
| NONE | 12 | 303 | 22.793 | \$1,823.44 | \$47,409 |
| NONE | 12 | 304 | 22.907 | \$1,832.56 | \$47,647 |
| NONE | 12 | 305 | 23.021 | \$1,841.68 | \$47,884 |
| NONE | 12 | 306 | 23.137 | \$1,850.96 | \$48,125 |
| NONE | 12 | 307 | 23.252 | \$1,860.16 | \$48,364 |
| NONE | 12 | 308L | 23.370 | \$1,869.60 | \$48,610 |
| NONE | 12 | 309L | 23.486 | \$1,878.88 | \$48,851 |
| NONE | 12 | 310L | 23.604 | \$1,888.32 | \$49,096 |
| NONE | 13 | 228 | 15.681 | \$1,254.48 | \$32,616 |
| NONE | 13 | 229 | 15.759 | \$1,260.72 | \$32,779 |
| NONE | 13 | 230 | 15.837 | \$1,266.96 | \$32,941 |
| NONE | 13 | 231 | 15.917 | \$1,273.36 | \$33,107 |
| NONE | 13 | 232 | 15.996 | \$1,279.68 | \$33,272 |
| NONE | 13 | 233 | 16.076 | \$1,286.08 | \$33,438 |
| NONE | 13 | 234 | 16.157 | \$1,292.56 | \$33,607 |
| NONE | 13 | 235 | 16.237 | \$1,298.96 | \$33,773 |
| NONE | 13 | 236 | 16.319 | \$1,305.52 | \$33,944 |

**NON-UNION SCHEDULE I
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 13 | 237 | 16.401 | \$1,312.08 | \$34,114 |
| NONE | 13 | 238 | 16.483 | \$1,318.64 | \$34,285 |
| NONE | 13 | 239 | 16.565 | \$1,325.20 | \$34,455 |
| NONE | 13 | 240 | 16.648 | \$1,331.84 | \$34,628 |
| NONE | 13 | 241 | 16.731 | \$1,338.48 | \$34,800 |
| NONE | 13 | 242 | 16.815 | \$1,345.20 | \$34,975 |
| NONE | 13 | 243 | 16.898 | \$1,351.84 | \$35,148 |
| NONE | 13 | 244 | 16.983 | \$1,358.64 | \$35,325 |
| NONE | 13 | 245 | 17.068 | \$1,365.44 | \$35,501 |
| NONE | 13 | 246 | 17.153 | \$1,372.24 | \$35,678 |
| NONE | 13 | 247 | 17.239 | \$1,379.12 | \$35,857 |
| NONE | 13 | 248 | 17.324 | \$1,385.92 | \$36,034 |
| NONE | 13 | 249 | 17.411 | \$1,392.88 | \$36,215 |
| NONE | 13 | 250 | 17.498 | \$1,399.84 | \$36,396 |
| NONE | 13 | 251 | 17.586 | \$1,406.88 | \$36,579 |
| NONE | 13 | 252 | 17.674 | \$1,413.92 | \$36,762 |
| NONE | 13 | 253 | 17.762 | \$1,420.96 | \$36,945 |
| NONE | 13 | 254 | 17.851 | \$1,428.08 | \$37,130 |
| NONE | 13 | 255 | 17.939 | \$1,435.12 | \$37,313 |
| NONE | 13 | 256 | 18.030 | \$1,442.40 | \$37,502 |
| NONE | 13 | 257 | 18.120 | \$1,449.60 | \$37,690 |
| NONE | 13 | 258 | 18.210 | \$1,456.80 | \$37,877 |
| NONE | 13 | 259 | 18.302 | \$1,464.16 | \$38,068 |
| NONE | 13 | 260 | 18.393 | \$1,471.44 | \$38,257 |
| NONE | 13 | 261 | 18.485 | \$1,478.80 | \$38,449 |
| NONE | 13 | 262 | 18.577 | \$1,486.16 | \$38,640 |
| NONE | 13 | 263 | 18.671 | \$1,493.68 | \$38,836 |
| NONE | 13 | 264 | 18.764 | \$1,501.12 | \$39,029 |
| NONE | 13 | 265 | 18.858 | \$1,508.64 | \$39,225 |
| NONE | 13 | 266 | 18.952 | \$1,516.16 | \$39,420 |
| NONE | 13 | 267 | 19.046 | \$1,523.68 | \$39,616 |
| NONE | 13 | 268 | 19.142 | \$1,531.36 | \$39,815 |
| NONE | 13 | 269 | 19.237 | \$1,538.96 | \$40,013 |
| NONE | 13 | 270 | 19.334 | \$1,546.72 | \$40,215 |
| NONE | 13 | 271 | 19.430 | \$1,554.40 | \$40,414 |
| NONE | 13 | 272 | 19.528 | \$1,562.24 | \$40,618 |
| NONE | 13 | 273 | 19.625 | \$1,570.00 | \$40,820 |
| NONE | 13 | 274 | 19.724 | \$1,577.92 | \$41,026 |
| NONE | 13 | 275 | 19.822 | \$1,585.76 | \$41,230 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 13 | 276 | 19.922 | \$1,593.76 | \$41,438 |
| NONE | 13 | 277 | 20.022 | \$1,601.76 | \$41,646 |
| NONE | 13 | 278 | 20.121 | \$1,609.68 | \$41,852 |
| NONE | 13 | 279 | 20.222 | \$1,617.76 | \$42,062 |
| NONE | 13 | 280 | 20.323 | \$1,625.84 | \$42,272 |
| NONE | 13 | 281 | 20.424 | \$1,633.92 | \$42,482 |
| NONE | 13 | 282 | 20.526 | \$1,642.08 | \$42,694 |
| NONE | 13 | 283 | 20.630 | \$1,650.40 | \$42,910 |
| NONE | 13 | 284 | 20.732 | \$1,658.56 | \$43,123 |
| NONE | 13 | 285 | 20.836 | \$1,666.88 | \$43,339 |
| NONE | 13 | 286 | 20.940 | \$1,675.20 | \$43,555 |
| NONE | 13 | 287 | 21.045 | \$1,683.60 | \$43,774 |
| NONE | 13 | 288 | 21.150 | \$1,692.00 | \$43,992 |
| NONE | 13 | 289 | 21.256 | \$1,700.48 | \$44,212 |
| NONE | 13 | 290 | 21.362 | \$1,708.96 | \$44,433 |
| NONE | 13 | 291 | 21.469 | \$1,717.52 | \$44,656 |
| NONE | 13 | 292 | 21.577 | \$1,726.16 | \$44,880 |
| NONE | 13 | 293 | 21.685 | \$1,734.80 | \$45,105 |
| NONE | 13 | 294 | 21.793 | \$1,743.44 | \$45,329 |
| NONE | 13 | 295 | 21.903 | \$1,752.24 | \$45,558 |
| NONE | 13 | 296 | 22.012 | \$1,760.96 | \$45,785 |
| NONE | 13 | 297 | 22.122 | \$1,769.76 | \$46,014 |
| NONE | 13 | 298 | 22.233 | \$1,778.64 | \$46,245 |
| NONE | 13 | 299 | 22.344 | \$1,787.52 | \$46,476 |
| NONE | 13 | 300 | 22.455 | \$1,796.40 | \$46,706 |
| NONE | 13 | 301 | 22.568 | \$1,805.44 | \$46,941 |
| NONE | 13 | 302 | 22.680 | \$1,814.40 | \$47,174 |
| NONE | 13 | 303 | 22.793 | \$1,823.44 | \$47,409 |
| NONE | 13 | 304 | 22.907 | \$1,832.56 | \$47,647 |
| NONE | 13 | 305 | 23.021 | \$1,841.68 | \$47,884 |
| NONE | 13 | 306 | 23.137 | \$1,850.96 | \$48,125 |
| NONE | 13 | 307 | 23.252 | \$1,860.16 | \$48,364 |
| NONE | 13 | 308 | 23.370 | \$1,869.60 | \$48,610 |
| NONE | 13 | 309 | 23.486 | \$1,878.88 | \$48,851 |
| NONE | 13 | 310 | 23.604 | \$1,888.32 | \$49,096 |
| NONE | 13 | 311 | 23.721 | \$1,897.68 | \$49,340 |
| NONE | 13 | 312 | 23.841 | \$1,907.28 | \$49,589 |
| NONE | 13 | 313 | 23.959 | \$1,916.72 | \$49,835 |
| NONE | 13 | 314 | 24.079 | \$1,926.32 | \$50,084 |

**NON-UNION SCHEDULE I
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 13 | 315 | 24.199 | \$1,935.92 | \$50,334 |
| NONE | 13 | 316 | 24.320 | \$1,945.60 | \$50,586 |
| NONE | 13 | 317 | 24.441 | \$1,955.28 | \$50,837 |
| NONE | 13 | 318 | 24.564 | \$1,965.12 | \$51,093 |
| NONE | 13 | 319 | 24.687 | \$1,974.96 | \$51,349 |
| NONE | 13 | 320 | 24.810 | \$1,984.80 | \$51,605 |
| NONE | 13 | 321 | 24.934 | \$1,994.72 | \$51,863 |
| NONE | 13 | 322L | 25.059 | \$2,004.72 | \$52,123 |
| NONE | 13 | 323L | 25.184 | \$2,014.72 | \$52,383 |
| NONE | 13 | 324L | 25.311 | \$2,024.88 | \$52,647 |
| NONE | 14 | 242 | 16.815 | \$1,345.20 | \$34,975 |
| NONE | 14 | 243 | 16.898 | \$1,351.84 | \$35,148 |
| NONE | 14 | 244 | 16.983 | \$1,358.64 | \$35,325 |
| NONE | 14 | 245 | 17.068 | \$1,365.44 | \$35,501 |
| NONE | 14 | 246 | 17.153 | \$1,372.24 | \$35,678 |
| NONE | 14 | 247 | 17.239 | \$1,379.12 | \$35,857 |
| NONE | 14 | 248 | 17.324 | \$1,385.92 | \$36,034 |
| NONE | 14 | 249 | 17.411 | \$1,392.88 | \$36,215 |
| NONE | 14 | 250 | 17.498 | \$1,399.84 | \$36,396 |
| NONE | 14 | 251 | 17.586 | \$1,406.88 | \$36,579 |
| NONE | 14 | 252 | 17.674 | \$1,413.92 | \$36,762 |
| NONE | 14 | 253 | 17.762 | \$1,420.96 | \$36,945 |
| NONE | 14 | 254 | 17.851 | \$1,428.08 | \$37,130 |
| NONE | 14 | 255 | 17.939 | \$1,435.12 | \$37,313 |
| NONE | 14 | 256 | 18.030 | \$1,442.40 | \$37,502 |
| NONE | 14 | 257 | 18.120 | \$1,449.60 | \$37,690 |
| NONE | 14 | 258 | 18.210 | \$1,456.80 | \$37,877 |
| NONE | 14 | 259 | 18.302 | \$1,464.16 | \$38,068 |
| NONE | 14 | 260 | 18.393 | \$1,471.44 | \$38,257 |
| NONE | 14 | 261 | 18.485 | \$1,478.80 | \$38,449 |
| NONE | 14 | 262 | 18.577 | \$1,486.16 | \$38,640 |
| NONE | 14 | 263 | 18.671 | \$1,493.68 | \$38,836 |
| NONE | 14 | 264 | 18.764 | \$1,501.12 | \$39,029 |
| NONE | 14 | 265 | 18.858 | \$1,508.64 | \$39,225 |
| NONE | 14 | 266 | 18.952 | \$1,516.16 | \$39,420 |
| NONE | 14 | 267 | 19.046 | \$1,523.68 | \$39,616 |
| NONE | 14 | 268 | 19.142 | \$1,531.36 | \$39,815 |
| NONE | 14 | 269 | 19.237 | \$1,538.96 | \$40,013 |
| NONE | 14 | 270 | 19.334 | \$1,546.72 | \$40,215 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 14 | 271 | 19.430 | \$1,554.40 | \$40,414 |
| NONE | 14 | 272 | 19.528 | \$1,562.24 | \$40,618 |
| NONE | 14 | 273 | 19.625 | \$1,570.00 | \$40,820 |
| NONE | 14 | 274 | 19.724 | \$1,577.92 | \$41,026 |
| NONE | 14 | 275 | 19.822 | \$1,585.76 | \$41,230 |
| NONE | 14 | 276 | 19.922 | \$1,593.76 | \$41,438 |
| NONE | 14 | 277 | 20.022 | \$1,601.76 | \$41,646 |
| NONE | 14 | 278 | 20.121 | \$1,609.68 | \$41,852 |
| NONE | 14 | 279 | 20.222 | \$1,617.76 | \$42,062 |
| NONE | 14 | 280 | 20.323 | \$1,625.84 | \$42,272 |
| NONE | 14 | 281 | 20.424 | \$1,633.92 | \$42,482 |
| NONE | 14 | 282 | 20.526 | \$1,642.08 | \$42,694 |
| NONE | 14 | 283 | 20.630 | \$1,650.40 | \$42,910 |
| NONE | 14 | 284 | 20.732 | \$1,658.56 | \$43,123 |
| NONE | 14 | 285 | 20.836 | \$1,666.88 | \$43,339 |
| NONE | 14 | 286 | 20.940 | \$1,675.20 | \$43,555 |
| NONE | 14 | 287 | 21.045 | \$1,683.60 | \$43,774 |
| NONE | 14 | 288 | 21.150 | \$1,692.00 | \$43,992 |
| NONE | 14 | 289 | 21.256 | \$1,700.48 | \$44,212 |
| NONE | 14 | 290 | 21.362 | \$1,708.96 | \$44,433 |
| NONE | 14 | 291 | 21.469 | \$1,717.52 | \$44,656 |
| NONE | 14 | 292 | 21.577 | \$1,726.16 | \$44,880 |
| NONE | 14 | 293 | 21.685 | \$1,734.80 | \$45,105 |
| NONE | 14 | 294 | 21.793 | \$1,743.44 | \$45,329 |
| NONE | 14 | 295 | 21.903 | \$1,752.24 | \$45,558 |
| NONE | 14 | 296 | 22.012 | \$1,760.96 | \$45,785 |
| NONE | 14 | 297 | 22.122 | \$1,769.76 | \$46,014 |
| NONE | 14 | 298 | 22.233 | \$1,778.64 | \$46,245 |
| NONE | 14 | 299 | 22.344 | \$1,787.52 | \$46,476 |
| NONE | 14 | 300 | 22.455 | \$1,796.40 | \$46,706 |
| NONE | 14 | 301 | 22.568 | \$1,805.44 | \$46,941 |
| NONE | 14 | 302 | 22.680 | \$1,814.40 | \$47,174 |
| NONE | 14 | 303 | 22.793 | \$1,823.44 | \$47,409 |
| NONE | 14 | 304 | 22.907 | \$1,832.56 | \$47,647 |
| NONE | 14 | 305 | 23.021 | \$1,841.68 | \$47,884 |
| NONE | 14 | 306 | 23.137 | \$1,850.96 | \$48,125 |
| NONE | 14 | 307 | 23.252 | \$1,860.16 | \$48,364 |
| NONE | 14 | 308 | 23.370 | \$1,869.60 | \$48,610 |
| NONE | 14 | 309 | 23.486 | \$1,878.88 | \$48,851 |

**NON-UNION SCHEDULE I
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 14 | 310 | 23.604 | \$1,888.32 | \$49,096 |
| NONE | 14 | 311 | 23.721 | \$1,897.68 | \$49,340 |
| NONE | 14 | 312 | 23.841 | \$1,907.28 | \$49,589 |
| NONE | 14 | 313 | 23.959 | \$1,916.72 | \$49,835 |
| NONE | 14 | 314 | 24.079 | \$1,926.32 | \$50,084 |
| NONE | 14 | 315 | 24.199 | \$1,935.92 | \$50,334 |
| NONE | 14 | 316 | 24.320 | \$1,945.60 | \$50,586 |
| NONE | 14 | 317 | 24.441 | \$1,955.28 | \$50,837 |
| NONE | 14 | 318 | 24.564 | \$1,965.12 | \$51,093 |
| NONE | 14 | 319 | 24.687 | \$1,974.96 | \$51,349 |
| NONE | 14 | 320 | 24.810 | \$1,984.80 | \$51,605 |
| NONE | 14 | 321 | 24.934 | \$1,994.72 | \$51,863 |
| NONE | 14 | 322 | 25.059 | \$2,004.72 | \$52,123 |
| NONE | 14 | 323 | 25.184 | \$2,014.72 | \$52,383 |
| NONE | 14 | 324 | 25.311 | \$2,024.88 | \$52,647 |
| NONE | 14 | 325 | 25.437 | \$2,034.96 | \$52,909 |
| NONE | 14 | 326 | 25.564 | \$2,045.12 | \$53,173 |
| NONE | 14 | 327 | 25.692 | \$2,055.36 | \$53,439 |
| NONE | 14 | 328 | 25.820 | \$2,065.60 | \$53,706 |
| NONE | 14 | 329 | 25.949 | \$2,075.92 | \$53,974 |
| NONE | 14 | 330 | 26.079 | \$2,086.32 | \$54,244 |
| NONE | 14 | 331 | 26.209 | \$2,096.72 | \$54,515 |
| NONE | 14 | 332 | 26.341 | \$2,107.28 | \$54,789 |
| NONE | 14 | 333 | 26.472 | \$2,117.76 | \$55,062 |
| NONE | 14 | 334 | 26.605 | \$2,128.40 | \$55,338 |
| NONE | 14 | 335 | 26.737 | \$2,138.96 | \$55,613 |
| NONE | 14 | 336L | 26.871 | \$2,149.68 | \$55,892 |
| NONE | 14 | 337L | 27.006 | \$2,160.48 | \$56,172 |
| NONE | 14 | 338L | 27.141 | \$2,171.28 | \$56,453 |
| NONE | 15 | 257 | 18.120 | \$1,449.60 | \$37,690 |
| NONE | 15 | 258 | 18.210 | \$1,456.80 | \$37,877 |
| NONE | 15 | 259 | 18.302 | \$1,464.16 | \$38,068 |
| NONE | 15 | 260 | 18.393 | \$1,471.44 | \$38,257 |
| NONE | 15 | 261 | 18.485 | \$1,478.80 | \$38,449 |
| NONE | 15 | 262 | 18.577 | \$1,486.16 | \$38,640 |
| NONE | 15 | 263 | 18.671 | \$1,493.68 | \$38,836 |
| NONE | 15 | 264 | 18.764 | \$1,501.12 | \$39,029 |
| NONE | 15 | 265 | 18.858 | \$1,508.64 | \$39,225 |
| NONE | 15 | 266 | 18.952 | \$1,516.16 | \$39,420 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 15 | 267 | 19.046 | \$1,523.68 | \$39,616 |
| NONE | 15 | 268 | 19.142 | \$1,531.36 | \$39,815 |
| NONE | 15 | 269 | 19.237 | \$1,538.96 | \$40,013 |
| NONE | 15 | 270 | 19.334 | \$1,546.72 | \$40,215 |
| NONE | 15 | 271 | 19.430 | \$1,554.40 | \$40,414 |
| NONE | 15 | 272 | 19.528 | \$1,562.24 | \$40,618 |
| NONE | 15 | 273 | 19.625 | \$1,570.00 | \$40,820 |
| NONE | 15 | 274 | 19.724 | \$1,577.92 | \$41,026 |
| NONE | 15 | 275 | 19.822 | \$1,585.76 | \$41,230 |
| NONE | 15 | 276 | 19.922 | \$1,593.76 | \$41,438 |
| NONE | 15 | 277 | 20.022 | \$1,601.76 | \$41,646 |
| NONE | 15 | 278 | 20.121 | \$1,609.68 | \$41,852 |
| NONE | 15 | 279 | 20.222 | \$1,617.76 | \$42,062 |
| NONE | 15 | 280 | 20.323 | \$1,625.84 | \$42,272 |
| NONE | 15 | 281 | 20.424 | \$1,633.92 | \$42,482 |
| NONE | 15 | 282 | 20.526 | \$1,642.08 | \$42,694 |
| NONE | 15 | 283 | 20.630 | \$1,650.40 | \$42,910 |
| NONE | 15 | 284 | 20.732 | \$1,658.56 | \$43,123 |
| NONE | 15 | 285 | 20.836 | \$1,666.88 | \$43,339 |
| NONE | 15 | 286 | 20.940 | \$1,675.20 | \$43,555 |
| NONE | 15 | 287 | 21.045 | \$1,683.60 | \$43,774 |
| NONE | 15 | 288 | 21.150 | \$1,692.00 | \$43,992 |
| NONE | 15 | 289 | 21.256 | \$1,700.48 | \$44,212 |
| NONE | 15 | 290 | 21.362 | \$1,708.96 | \$44,433 |
| NONE | 15 | 291 | 21.469 | \$1,717.52 | \$44,656 |
| NONE | 15 | 292 | 21.577 | \$1,726.16 | \$44,880 |
| NONE | 15 | 293 | 21.685 | \$1,734.80 | \$45,105 |
| NONE | 15 | 294 | 21.793 | \$1,743.44 | \$45,329 |
| NONE | 15 | 295 | 21.903 | \$1,752.24 | \$45,558 |
| NONE | 15 | 296 | 22.012 | \$1,760.96 | \$45,785 |
| NONE | 15 | 297 | 22.122 | \$1,769.76 | \$46,014 |
| NONE | 15 | 298 | 22.233 | \$1,778.64 | \$46,245 |
| NONE | 15 | 299 | 22.344 | \$1,787.52 | \$46,476 |
| NONE | 15 | 300 | 22.455 | \$1,796.40 | \$46,706 |
| NONE | 15 | 301 | 22.568 | \$1,805.44 | \$46,941 |
| NONE | 15 | 302 | 22.680 | \$1,814.40 | \$47,174 |
| NONE | 15 | 303 | 22.793 | \$1,823.44 | \$47,409 |
| NONE | 15 | 304 | 22.907 | \$1,832.56 | \$47,647 |
| NONE | 15 | 305 | 23.021 | \$1,841.68 | \$47,884 |

**NON-UNION SCHEDULE I
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 15 | 306 | 23.137 | \$1,850.96 | \$48,125 |
| NONE | 15 | 307 | 23.252 | \$1,860.16 | \$48,364 |
| NONE | 15 | 308 | 23.370 | \$1,869.60 | \$48,610 |
| NONE | 15 | 309 | 23.486 | \$1,878.88 | \$48,851 |
| NONE | 15 | 310 | 23.604 | \$1,888.32 | \$49,096 |
| NONE | 15 | 311 | 23.721 | \$1,897.68 | \$49,340 |
| NONE | 15 | 312 | 23.841 | \$1,907.28 | \$49,589 |
| NONE | 15 | 313 | 23.959 | \$1,916.72 | \$49,835 |
| NONE | 15 | 314 | 24.079 | \$1,926.32 | \$50,084 |
| NONE | 15 | 315 | 24.199 | \$1,935.92 | \$50,334 |
| NONE | 15 | 316 | 24.320 | \$1,945.60 | \$50,586 |
| NONE | 15 | 317 | 24.441 | \$1,955.28 | \$50,837 |
| NONE | 15 | 318 | 24.564 | \$1,965.12 | \$51,093 |
| NONE | 15 | 319 | 24.687 | \$1,974.96 | \$51,349 |
| NONE | 15 | 320 | 24.810 | \$1,984.80 | \$51,605 |
| NONE | 15 | 321 | 24.934 | \$1,994.72 | \$51,863 |
| NONE | 15 | 322 | 25.059 | \$2,004.72 | \$52,123 |
| NONE | 15 | 323 | 25.184 | \$2,014.72 | \$52,383 |
| NONE | 15 | 324 | 25.311 | \$2,024.88 | \$52,647 |
| NONE | 15 | 325 | 25.437 | \$2,034.96 | \$52,909 |
| NONE | 15 | 326 | 25.564 | \$2,045.12 | \$53,173 |
| NONE | 15 | 327 | 25.692 | \$2,055.36 | \$53,439 |
| NONE | 15 | 328 | 25.820 | \$2,065.60 | \$53,706 |
| NONE | 15 | 329 | 25.949 | \$2,075.92 | \$53,974 |
| NONE | 15 | 330 | 26.079 | \$2,086.32 | \$54,244 |
| NONE | 15 | 331 | 26.209 | \$2,096.72 | \$54,515 |
| NONE | 15 | 332 | 26.341 | \$2,107.28 | \$54,789 |
| NONE | 15 | 333 | 26.472 | \$2,117.76 | \$55,062 |
| NONE | 15 | 334 | 26.605 | \$2,128.40 | \$55,338 |
| NONE | 15 | 335 | 26.737 | \$2,138.96 | \$55,613 |
| NONE | 15 | 336 | 26.871 | \$2,149.68 | \$55,892 |
| NONE | 15 | 337 | 27.006 | \$2,160.48 | \$56,172 |
| NONE | 15 | 338 | 27.141 | \$2,171.28 | \$56,453 |
| NONE | 15 | 339 | 27.277 | \$2,182.16 | \$56,736 |
| NONE | 15 | 340 | 27.413 | \$2,193.04 | \$57,019 |
| NONE | 15 | 341 | 27.550 | \$2,204.00 | \$57,304 |
| NONE | 15 | 342 | 27.688 | \$2,215.04 | \$57,591 |
| NONE | 15 | 343 | 27.827 | \$2,226.16 | \$57,880 |
| NONE | 15 | 344 | 27.966 | \$2,237.28 | \$58,169 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 15 | 345 | 28.106 | \$2,248.48 | \$58,460 |
| NONE | 15 | 346 | 28.246 | \$2,259.68 | \$58,752 |
| NONE | 15 | 347 | 28.387 | \$2,270.96 | \$59,045 |
| NONE | 15 | 348 | 28.529 | \$2,282.32 | \$59,340 |
| NONE | 15 | 349 | 28.671 | \$2,293.68 | \$59,636 |
| NONE | 15 | 350 | 28.814 | \$2,305.12 | \$59,933 |
| NONE | 15 | 351L | 28.959 | \$2,316.72 | \$60,235 |
| NONE | 15 | 352L | 29.103 | \$2,328.24 | \$60,534 |
| NONE | 15 | 354L | 29.248 | \$2,339.84 | \$60,836 |
| NONE | 16 | 271 | 19.430 | \$1,554.40 | \$40,414 |
| NONE | 16 | 272 | 19.528 | \$1,562.24 | \$40,618 |
| NONE | 16 | 273 | 19.625 | \$1,570.00 | \$40,820 |
| NONE | 16 | 274 | 19.724 | \$1,577.92 | \$41,026 |
| NONE | 16 | 275 | 19.822 | \$1,585.76 | \$41,230 |
| NONE | 16 | 276 | 19.922 | \$1,593.76 | \$41,438 |
| NONE | 16 | 277 | 20.022 | \$1,601.76 | \$41,646 |
| NONE | 16 | 278 | 20.121 | \$1,609.68 | \$41,852 |
| NONE | 16 | 279 | 20.222 | \$1,617.76 | \$42,062 |
| NONE | 16 | 280 | 20.323 | \$1,625.84 | \$42,272 |
| NONE | 16 | 281 | 20.424 | \$1,633.92 | \$42,482 |
| NONE | 16 | 282 | 20.526 | \$1,642.08 | \$42,694 |
| NONE | 16 | 283 | 20.630 | \$1,650.40 | \$42,910 |
| NONE | 16 | 284 | 20.732 | \$1,658.56 | \$43,123 |
| NONE | 16 | 285 | 20.836 | \$1,666.88 | \$43,339 |
| NONE | 16 | 286 | 20.940 | \$1,675.20 | \$43,555 |
| NONE | 16 | 287 | 21.045 | \$1,683.60 | \$43,774 |
| NONE | 16 | 288 | 21.150 | \$1,692.00 | \$43,992 |
| NONE | 16 | 289 | 21.256 | \$1,700.48 | \$44,212 |
| NONE | 16 | 290 | 21.362 | \$1,708.96 | \$44,433 |
| NONE | 16 | 291 | 21.469 | \$1,717.52 | \$44,656 |
| NONE | 16 | 292 | 21.577 | \$1,726.16 | \$44,880 |
| NONE | 16 | 293 | 21.685 | \$1,734.80 | \$45,105 |
| NONE | 16 | 294 | 21.793 | \$1,743.44 | \$45,329 |
| NONE | 16 | 295 | 21.903 | \$1,752.24 | \$45,558 |
| NONE | 16 | 296 | 22.012 | \$1,760.96 | \$45,785 |
| NONE | 16 | 297 | 22.122 | \$1,769.76 | \$46,014 |
| NONE | 16 | 298 | 22.233 | \$1,778.64 | \$46,245 |
| NONE | 16 | 299 | 22.344 | \$1,787.52 | \$46,476 |
| NONE | 16 | 300 | 22.455 | \$1,796.40 | \$46,706 |

**NON-UNION SCHEDULE I
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 16 | 301 | 22.568 | \$1,805.44 | \$46,941 |
| NONE | 16 | 302 | 22.680 | \$1,814.40 | \$47,174 |
| NONE | 16 | 303 | 22.793 | \$1,823.44 | \$47,409 |
| NONE | 16 | 304 | 22.907 | \$1,832.56 | \$47,647 |
| NONE | 16 | 305 | 23.021 | \$1,841.68 | \$47,884 |
| NONE | 16 | 306 | 23.137 | \$1,850.96 | \$48,125 |
| NONE | 16 | 307 | 23.252 | \$1,860.16 | \$48,364 |
| NONE | 16 | 308 | 23.370 | \$1,869.60 | \$48,610 |
| NONE | 16 | 309 | 23.486 | \$1,878.88 | \$48,851 |
| NONE | 16 | 310 | 23.604 | \$1,888.32 | \$49,096 |
| NONE | 16 | 311 | 23.721 | \$1,897.68 | \$49,340 |
| NONE | 16 | 312 | 23.841 | \$1,907.28 | \$49,589 |
| NONE | 16 | 313 | 23.959 | \$1,916.72 | \$49,835 |
| NONE | 16 | 314 | 24.079 | \$1,926.32 | \$50,084 |
| NONE | 16 | 315 | 24.199 | \$1,935.92 | \$50,334 |
| NONE | 16 | 316 | 24.320 | \$1,945.60 | \$50,586 |
| NONE | 16 | 317 | 24.441 | \$1,955.28 | \$50,837 |
| NONE | 16 | 318 | 24.564 | \$1,965.12 | \$51,093 |
| NONE | 16 | 319 | 24.687 | \$1,974.96 | \$51,349 |
| NONE | 16 | 320 | 24.810 | \$1,984.80 | \$51,605 |
| NONE | 16 | 321 | 24.934 | \$1,994.72 | \$51,863 |
| NONE | 16 | 322 | 25.059 | \$2,004.72 | \$52,123 |
| NONE | 16 | 323 | 25.184 | \$2,014.72 | \$52,383 |
| NONE | 16 | 324 | 25.311 | \$2,024.88 | \$52,647 |
| NONE | 16 | 325 | 25.437 | \$2,034.96 | \$52,909 |
| NONE | 16 | 326 | 25.564 | \$2,045.12 | \$53,173 |
| NONE | 16 | 327 | 25.692 | \$2,055.36 | \$53,439 |
| NONE | 16 | 328 | 25.820 | \$2,065.60 | \$53,706 |
| NONE | 16 | 329 | 25.949 | \$2,075.92 | \$53,974 |
| NONE | 16 | 330 | 26.079 | \$2,086.32 | \$54,244 |
| NONE | 16 | 331 | 26.209 | \$2,096.72 | \$54,515 |
| NONE | 16 | 332 | 26.341 | \$2,107.28 | \$54,789 |
| NONE | 16 | 333 | 26.472 | \$2,117.76 | \$55,062 |
| NONE | 16 | 334 | 26.605 | \$2,128.40 | \$55,338 |
| NONE | 16 | 335 | 26.737 | \$2,138.96 | \$55,613 |
| NONE | 16 | 336 | 26.871 | \$2,149.68 | \$55,892 |
| NONE | 16 | 337 | 27.006 | \$2,160.48 | \$56,172 |
| NONE | 16 | 338 | 27.141 | \$2,171.28 | \$56,453 |
| NONE | 16 | 339 | 27.277 | \$2,182.16 | \$56,736 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 16 | 340 | 27.413 | \$2,193.04 | \$57,019 |
| NONE | 16 | 341 | 27.550 | \$2,204.00 | \$57,304 |
| NONE | 16 | 342 | 27.688 | \$2,215.04 | \$57,591 |
| NONE | 16 | 343 | 27.827 | \$2,226.16 | \$57,880 |
| NONE | 16 | 344 | 27.966 | \$2,237.28 | \$58,169 |
| NONE | 16 | 345 | 28.106 | \$2,248.48 | \$58,460 |
| NONE | 16 | 346 | 28.246 | \$2,259.68 | \$58,752 |
| NONE | 16 | 347 | 28.387 | \$2,270.96 | \$59,045 |
| NONE | 16 | 348 | 28.529 | \$2,282.32 | \$59,340 |
| NONE | 16 | 349 | 28.671 | \$2,293.68 | \$59,636 |
| NONE | 16 | 350 | 28.814 | \$2,305.12 | \$59,933 |
| NONE | 16 | 351 | 28.959 | \$2,316.72 | \$60,235 |
| NONE | 16 | 352 | 29.103 | \$2,328.24 | \$60,534 |
| NONE | 16 | 353 | 29.248 | \$2,339.84 | \$60,836 |
| NONE | 16 | 354 | 29.394 | \$2,351.52 | \$61,140 |
| NONE | 16 | 355 | 29.543 | \$2,363.44 | \$61,449 |
| NONE | 16 | 356 | 29.690 | \$2,375.20 | \$61,755 |
| NONE | 16 | 357 | 29.839 | \$2,387.12 | \$62,065 |
| NONE | 16 | 358 | 29.988 | \$2,399.04 | \$62,375 |
| NONE | 16 | 359 | 30.137 | \$2,410.96 | \$62,685 |
| NONE | 16 | 360 | 30.288 | \$2,423.04 | \$62,999 |
| NONE | 16 | 361 | 30.440 | \$2,435.20 | \$63,315 |
| NONE | 16 | 362 | 30.592 | \$2,447.36 | \$63,631 |
| NONE | 16 | 363 | 30.744 | \$2,459.52 | \$63,948 |
| NONE | 16 | 364 | 30.898 | \$2,471.84 | \$64,268 |
| NONE | 16 | 365L | 31.053 | \$2,484.24 | \$64,590 |
| NONE | 16 | 366L | 31.208 | \$2,496.64 | \$64,913 |
| NONE | 17 | 285 | 20.836 | \$1,666.88 | \$43,339 |
| NONE | 17 | 286 | 20.940 | \$1,675.20 | \$43,555 |
| NONE | 17 | 287 | 21.045 | \$1,683.60 | \$43,774 |
| NONE | 17 | 288 | 21.150 | \$1,692.00 | \$43,992 |
| NONE | 17 | 289 | 21.256 | \$1,700.48 | \$44,212 |
| NONE | 17 | 290 | 21.362 | \$1,708.96 | \$44,433 |
| NONE | 17 | 291 | 21.469 | \$1,717.52 | \$44,656 |
| NONE | 17 | 292 | 21.577 | \$1,726.16 | \$44,880 |
| NONE | 17 | 293 | 21.685 | \$1,734.80 | \$45,105 |
| NONE | 17 | 294 | 21.793 | \$1,743.44 | \$45,329 |
| NONE | 17 | 295 | 21.903 | \$1,752.24 | \$45,558 |
| NONE | 17 | 296 | 22.012 | \$1,760.96 | \$45,785 |

NON-UNION SCHEDULE I EFFECTIVE JUNE 1, 2012

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 17 | 297 | 22.122 | \$1,769.76 | \$46,014 |
| NONE | 17 | 298 | 22.233 | \$1,778.64 | \$46,245 |
| NONE | 17 | 299 | 22.344 | \$1,787.52 | \$46,476 |
| NONE | 17 | 300 | 22.455 | \$1,796.40 | \$46,706 |
| NONE | 17 | 301 | 22.568 | \$1,805.44 | \$46,941 |
| NONE | 17 | 302 | 22.680 | \$1,814.40 | \$47,174 |
| NONE | 17 | 303 | 22.793 | \$1,823.44 | \$47,409 |
| NONE | 17 | 304 | 22.907 | \$1,832.56 | \$47,647 |
| NONE | 17 | 305 | 23.021 | \$1,841.68 | \$47,884 |
| NONE | 17 | 306 | 23.137 | \$1,850.96 | \$48,125 |
| NONE | 17 | 307 | 23.252 | \$1,860.16 | \$48,364 |
| NONE | 17 | 308 | 23.370 | \$1,869.60 | \$48,610 |
| NONE | 17 | 309 | 23.486 | \$1,878.88 | \$48,851 |
| NONE | 17 | 310 | 23.604 | \$1,888.32 | \$49,096 |
| NONE | 17 | 311 | 23.721 | \$1,897.68 | \$49,340 |
| NONE | 17 | 312 | 23.841 | \$1,907.28 | \$49,589 |
| NONE | 17 | 313 | 23.959 | \$1,916.72 | \$49,835 |
| NONE | 17 | 314 | 24.079 | \$1,926.32 | \$50,084 |
| NONE | 17 | 315 | 24.199 | \$1,935.92 | \$50,334 |
| NONE | 17 | 316 | 24.320 | \$1,945.60 | \$50,586 |
| NONE | 17 | 317 | 24.441 | \$1,955.28 | \$50,837 |
| NONE | 17 | 318 | 24.564 | \$1,965.12 | \$51,093 |
| NONE | 17 | 319 | 24.687 | \$1,974.96 | \$51,349 |
| NONE | 17 | 320 | 24.810 | \$1,984.80 | \$51,605 |
| NONE | 17 | 321 | 24.934 | \$1,994.72 | \$51,863 |
| NONE | 17 | 322 | 25.059 | \$2,004.72 | \$52,123 |
| NONE | 17 | 323 | 25.184 | \$2,014.72 | \$52,383 |
| NONE | 17 | 324 | 25.311 | \$2,024.88 | \$52,647 |
| NONE | 17 | 325 | 25.437 | \$2,034.96 | \$52,909 |
| NONE | 17 | 326 | 25.564 | \$2,045.12 | \$53,173 |
| NONE | 17 | 327 | 25.692 | \$2,055.36 | \$53,439 |
| NONE | 17 | 328 | 25.820 | \$2,065.60 | \$53,706 |
| NONE | 17 | 329 | 25.949 | \$2,075.92 | \$53,974 |
| NONE | 17 | 330 | 26.079 | \$2,086.32 | \$54,244 |
| NONE | 17 | 331 | 26.209 | \$2,096.72 | \$54,515 |
| NONE | 17 | 332 | 26.341 | \$2,107.28 | \$54,789 |
| NONE | 17 | 333 | 26.472 | \$2,117.76 | \$55,062 |
| NONE | 17 | 334 | 26.605 | \$2,128.40 | \$55,338 |
| NONE | 17 | 335 | 26.737 | \$2,138.96 | \$55,613 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 17 | 336 | 26.871 | \$2,149.68 | \$55,892 |
| NONE | 17 | 337 | 27.006 | \$2,160.48 | \$56,172 |
| NONE | 17 | 338 | 27.141 | \$2,171.28 | \$56,453 |
| NONE | 17 | 339 | 27.277 | \$2,182.16 | \$56,736 |
| NONE | 17 | 340 | 27.413 | \$2,193.04 | \$57,019 |
| NONE | 17 | 341 | 27.550 | \$2,204.00 | \$57,304 |
| NONE | 17 | 342 | 27.688 | \$2,215.04 | \$57,591 |
| NONE | 17 | 343 | 27.827 | \$2,226.16 | \$57,880 |
| NONE | 17 | 344 | 27.966 | \$2,237.28 | \$58,169 |
| NONE | 17 | 345 | 28.106 | \$2,248.48 | \$58,460 |
| NONE | 17 | 346 | 28.246 | \$2,259.68 | \$58,752 |
| NONE | 17 | 347 | 28.387 | \$2,270.96 | \$59,045 |
| NONE | 17 | 348 | 28.529 | \$2,282.32 | \$59,340 |
| NONE | 17 | 349 | 28.671 | \$2,293.68 | \$59,636 |
| NONE | 17 | 350 | 28.814 | \$2,305.12 | \$59,933 |
| NONE | 17 | 351 | 28.959 | \$2,316.72 | \$60,235 |
| NONE | 17 | 352 | 29.103 | \$2,328.24 | \$60,534 |
| NONE | 17 | 353 | 29.248 | \$2,339.84 | \$60,836 |
| NONE | 17 | 354 | 29.394 | \$2,351.52 | \$61,140 |
| NONE | 17 | 355 | 29.543 | \$2,363.44 | \$61,449 |
| NONE | 17 | 356 | 29.690 | \$2,375.20 | \$61,755 |
| NONE | 17 | 357 | 29.839 | \$2,387.12 | \$62,065 |
| NONE | 17 | 358 | 29.988 | \$2,399.04 | \$62,375 |
| NONE | 17 | 359 | 30.137 | \$2,410.96 | \$62,685 |
| NONE | 17 | 360 | 30.288 | \$2,423.04 | \$62,999 |
| NONE | 17 | 361 | 30.440 | \$2,435.20 | \$63,315 |
| NONE | 17 | 362 | 30.592 | \$2,447.36 | \$63,631 |
| NONE | 17 | 363 | 30.744 | \$2,459.52 | \$63,948 |
| NONE | 17 | 364 | 30.898 | \$2,471.84 | \$64,268 |
| NONE | 17 | 365 | 31.053 | \$2,484.24 | \$64,590 |
| NONE | 17 | 366 | 31.208 | \$2,496.64 | \$64,913 |
| NONE | 17 | 367 | 31.364 | \$2,509.12 | \$65,237 |
| NONE | 17 | 368 | 31.521 | \$2,521.68 | \$65,564 |
| NONE | 17 | 369 | 31.679 | \$2,534.32 | \$65,892 |
| NONE | 17 | 370 | 31.837 | \$2,546.96 | \$66,221 |
| NONE | 17 | 371 | 31.997 | \$2,559.76 | \$66,554 |
| NONE | 17 | 372 | 32.156 | \$2,572.48 | \$66,884 |
| NONE | 17 | 373 | 32.317 | \$2,585.36 | \$67,219 |
| NONE | 17 | 374 | 32.479 | \$2,598.32 | \$67,556 |

**NON-UNION SCHEDULE I
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 17 | 375 | 32.641 | \$2,611.28 | \$67,893 |
| NONE | 17 | 376 | 32.805 | \$2,624.40 | \$68,234 |
| NONE | 17 | 377 | 32.969 | \$2,637.52 | \$68,576 |
| NONE | 17 | 378 | 33.134 | \$2,650.72 | \$68,919 |
| NONE | 17 | 379L | 33.299 | \$2,663.92 | \$69,262 |
| NONE | 17 | 380L | 33.466 | \$2,677.28 | \$69,609 |
| NONE | 17 | 381L | 33.633 | \$2,690.64 | \$69,957 |
| NONE | 18 | 299 | 22.344 | \$1,787.52 | \$46,476 |
| NONE | 18 | 300 | 22.455 | \$1,796.40 | \$46,706 |
| NONE | 18 | 301 | 22.568 | \$1,805.44 | \$46,941 |
| NONE | 18 | 302 | 22.680 | \$1,814.40 | \$47,174 |
| NONE | 18 | 303 | 22.793 | \$1,823.44 | \$47,409 |
| NONE | 18 | 304 | 22.907 | \$1,832.56 | \$47,647 |
| NONE | 18 | 305 | 23.021 | \$1,841.68 | \$47,884 |
| NONE | 18 | 306 | 23.137 | \$1,850.96 | \$48,125 |
| NONE | 18 | 307 | 23.252 | \$1,860.16 | \$48,364 |
| NONE | 18 | 308 | 23.370 | \$1,869.60 | \$48,610 |
| NONE | 18 | 309 | 23.486 | \$1,878.88 | \$48,851 |
| NONE | 18 | 310 | 23.604 | \$1,888.32 | \$49,096 |
| NONE | 18 | 311 | 23.721 | \$1,897.68 | \$49,340 |
| NONE | 18 | 312 | 23.841 | \$1,907.28 | \$49,589 |
| NONE | 18 | 313 | 23.959 | \$1,916.72 | \$49,835 |
| NONE | 18 | 314 | 24.079 | \$1,926.32 | \$50,084 |
| NONE | 18 | 315 | 24.199 | \$1,935.92 | \$50,334 |
| NONE | 18 | 316 | 24.320 | \$1,945.60 | \$50,586 |
| NONE | 18 | 317 | 24.441 | \$1,955.28 | \$50,837 |
| NONE | 18 | 318 | 24.564 | \$1,965.12 | \$51,093 |
| NONE | 18 | 319 | 24.687 | \$1,974.96 | \$51,349 |
| NONE | 18 | 320 | 24.810 | \$1,984.80 | \$51,605 |
| NONE | 18 | 321 | 24.934 | \$1,994.72 | \$51,863 |
| NONE | 18 | 322 | 25.059 | \$2,004.72 | \$52,123 |
| NONE | 18 | 323 | 25.184 | \$2,014.72 | \$52,383 |
| NONE | 18 | 324 | 25.311 | \$2,024.88 | \$52,647 |
| NONE | 18 | 325 | 25.437 | \$2,034.96 | \$52,909 |
| NONE | 18 | 326 | 25.564 | \$2,045.12 | \$53,173 |
| NONE | 18 | 327 | 25.692 | \$2,055.36 | \$53,439 |
| NONE | 18 | 328 | 25.820 | \$2,065.60 | \$53,706 |
| NONE | 18 | 329 | 25.949 | \$2,075.92 | \$53,974 |
| NONE | 18 | 330 | 26.079 | \$2,086.32 | \$54,244 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 18 | 331 | 26.209 | \$2,096.72 | \$54,515 |
| NONE | 18 | 332 | 26.341 | \$2,107.28 | \$54,789 |
| NONE | 18 | 333 | 26.472 | \$2,117.76 | \$55,062 |
| NONE | 18 | 334 | 26.605 | \$2,128.40 | \$55,338 |
| NONE | 18 | 335 | 26.737 | \$2,138.96 | \$55,613 |
| NONE | 18 | 336 | 26.871 | \$2,149.68 | \$55,892 |
| NONE | 18 | 337 | 27.006 | \$2,160.48 | \$56,172 |
| NONE | 18 | 338 | 27.141 | \$2,171.28 | \$56,453 |
| NONE | 18 | 339 | 27.277 | \$2,182.16 | \$56,736 |
| NONE | 18 | 340 | 27.413 | \$2,193.04 | \$57,019 |
| NONE | 18 | 341 | 27.550 | \$2,204.00 | \$57,304 |
| NONE | 18 | 342 | 27.688 | \$2,215.04 | \$57,591 |
| NONE | 18 | 343 | 27.827 | \$2,226.16 | \$57,880 |
| NONE | 18 | 344 | 27.966 | \$2,237.28 | \$58,169 |
| NONE | 18 | 345 | 28.106 | \$2,248.48 | \$58,460 |
| NONE | 18 | 346 | 28.246 | \$2,259.68 | \$58,752 |
| NONE | 18 | 347 | 28.387 | \$2,270.96 | \$59,045 |
| NONE | 18 | 348 | 28.529 | \$2,282.32 | \$59,340 |
| NONE | 18 | 349 | 28.671 | \$2,293.68 | \$59,636 |
| NONE | 18 | 350 | 28.814 | \$2,305.12 | \$59,933 |
| NONE | 18 | 351 | 28.959 | \$2,316.72 | \$60,235 |
| NONE | 18 | 352 | 29.103 | \$2,328.24 | \$60,534 |
| NONE | 18 | 353 | 29.248 | \$2,339.84 | \$60,836 |
| NONE | 18 | 354 | 29.394 | \$2,351.52 | \$61,140 |
| NONE | 18 | 355 | 29.543 | \$2,363.44 | \$61,449 |
| NONE | 18 | 356 | 29.690 | \$2,375.20 | \$61,755 |
| NONE | 18 | 357 | 29.839 | \$2,387.12 | \$62,065 |
| NONE | 18 | 358 | 29.988 | \$2,399.04 | \$62,375 |
| NONE | 18 | 359 | 30.137 | \$2,410.96 | \$62,685 |
| NONE | 18 | 360 | 30.288 | \$2,423.04 | \$62,999 |
| NONE | 18 | 361 | 30.440 | \$2,435.20 | \$63,315 |
| NONE | 18 | 362 | 30.592 | \$2,447.36 | \$63,631 |
| NONE | 18 | 363 | 30.744 | \$2,459.52 | \$63,948 |
| NONE | 18 | 364 | 30.898 | \$2,471.84 | \$64,268 |
| NONE | 18 | 365 | 31.053 | \$2,484.24 | \$64,590 |
| NONE | 18 | 366 | 31.208 | \$2,496.64 | \$64,913 |
| NONE | 18 | 367 | 31.364 | \$2,509.12 | \$65,237 |
| NONE | 18 | 368 | 31.521 | \$2,521.68 | \$65,564 |
| NONE | 18 | 369 | 31.679 | \$2,534.32 | \$65,892 |

**NON-UNION SCHEDULE I
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 18 | 370 | 31.837 | \$2,546.96 | \$66,221 |
| NONE | 18 | 371 | 31.997 | \$2,559.76 | \$66,554 |
| NONE | 18 | 372 | 32.156 | \$2,572.48 | \$66,884 |
| NONE | 18 | 373 | 32.317 | \$2,585.36 | \$67,219 |
| NONE | 18 | 374 | 32.479 | \$2,598.32 | \$67,556 |
| NONE | 18 | 375 | 32.641 | \$2,611.28 | \$67,893 |
| NONE | 18 | 376 | 32.805 | \$2,624.40 | \$68,234 |
| NONE | 18 | 377 | 32.969 | \$2,637.52 | \$68,576 |
| NONE | 18 | 378 | 33.134 | \$2,650.72 | \$68,919 |
| NONE | 18 | 379 | 33.299 | \$2,663.92 | \$69,262 |
| NONE | 18 | 380 | 33.466 | \$2,677.28 | \$69,609 |
| NONE | 18 | 381 | 33.633 | \$2,690.64 | \$69,957 |
| NONE | 18 | 382 | 33.802 | \$2,704.16 | \$70,308 |
| NONE | 18 | 383 | 33.970 | \$2,717.60 | \$70,658 |
| NONE | 18 | 384 | 34.140 | \$2,731.20 | \$71,011 |
| NONE | 18 | 385 | 34.311 | \$2,744.88 | \$71,367 |
| NONE | 18 | 386 | 34.482 | \$2,758.56 | \$71,723 |
| NONE | 18 | 387 | 34.656 | \$2,772.48 | \$72,084 |
| NONE | 18 | 388 | 34.829 | \$2,786.32 | \$72,444 |
| NONE | 18 | 389 | 35.002 | \$2,800.16 | \$72,804 |
| NONE | 18 | 390 | 35.177 | \$2,814.16 | \$73,168 |
| NONE | 18 | 391 | 35.354 | \$2,828.32 | \$73,536 |
| NONE | 18 | 392 | 35.531 | \$2,842.48 | \$73,904 |
| NONE | 18 | 393L | 35.708 | \$2,856.64 | \$74,273 |
| NONE | 18 | 394L | 35.886 | \$2,870.88 | \$74,643 |
| NONE | 18 | 395L | 36.066 | \$2,885.28 | \$75,017 |
| NONE | 19 | 317 | 24.441 | \$1,955.28 | \$50,837 |
| NONE | 19 | 318 | 24.564 | \$1,965.12 | \$51,093 |
| NONE | 19 | 319 | 24.687 | \$1,974.96 | \$51,349 |
| NONE | 19 | 320 | 24.810 | \$1,984.80 | \$51,605 |
| NONE | 19 | 321 | 24.934 | \$1,994.72 | \$51,863 |
| NONE | 19 | 322 | 25.059 | \$2,004.72 | \$52,123 |
| NONE | 19 | 323 | 25.184 | \$2,014.72 | \$52,383 |
| NONE | 19 | 324 | 25.311 | \$2,024.88 | \$52,647 |
| NONE | 19 | 325 | 25.437 | \$2,034.96 | \$52,909 |
| NONE | 19 | 326 | 25.564 | \$2,045.12 | \$53,173 |
| NONE | 19 | 327 | 25.692 | \$2,055.36 | \$53,439 |
| NONE | 19 | 328 | 25.820 | \$2,065.60 | \$53,706 |
| NONE | 19 | 329 | 25.949 | \$2,075.92 | \$53,974 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 19 | 330 | 26.079 | \$2,086.32 | \$54,244 |
| NONE | 19 | 331 | 26.209 | \$2,096.72 | \$54,515 |
| NONE | 19 | 332 | 26.341 | \$2,107.28 | \$54,789 |
| NONE | 19 | 333 | 26.472 | \$2,117.76 | \$55,062 |
| NONE | 19 | 334 | 26.605 | \$2,128.40 | \$55,338 |
| NONE | 19 | 335 | 26.737 | \$2,138.96 | \$55,613 |
| NONE | 19 | 336 | 26.871 | \$2,149.68 | \$55,892 |
| NONE | 19 | 337 | 27.006 | \$2,160.48 | \$56,172 |
| NONE | 19 | 338 | 27.141 | \$2,171.28 | \$56,453 |
| NONE | 19 | 339 | 27.277 | \$2,182.16 | \$56,736 |
| NONE | 19 | 340 | 27.413 | \$2,193.04 | \$57,019 |
| NONE | 19 | 341 | 27.550 | \$2,204.00 | \$57,304 |
| NONE | 19 | 342 | 27.688 | \$2,215.04 | \$57,591 |
| NONE | 19 | 343 | 27.827 | \$2,226.16 | \$57,880 |
| NONE | 19 | 344 | 27.966 | \$2,237.28 | \$58,169 |
| NONE | 19 | 345 | 28.106 | \$2,248.48 | \$58,460 |
| NONE | 19 | 346 | 28.246 | \$2,259.68 | \$58,752 |
| NONE | 19 | 347 | 28.387 | \$2,270.96 | \$59,045 |
| NONE | 19 | 348 | 28.529 | \$2,282.32 | \$59,340 |
| NONE | 19 | 349 | 28.671 | \$2,293.68 | \$59,636 |
| NONE | 19 | 350 | 28.814 | \$2,305.12 | \$59,933 |
| NONE | 19 | 351 | 28.959 | \$2,316.72 | \$60,235 |
| NONE | 19 | 352 | 29.103 | \$2,328.24 | \$60,534 |
| NONE | 19 | 353 | 29.248 | \$2,339.84 | \$60,836 |
| NONE | 19 | 354 | 29.394 | \$2,351.52 | \$61,140 |
| NONE | 19 | 355 | 29.543 | \$2,363.44 | \$61,449 |
| NONE | 19 | 356 | 29.690 | \$2,375.20 | \$61,755 |
| NONE | 19 | 357 | 29.839 | \$2,387.12 | \$62,065 |
| NONE | 19 | 358 | 29.988 | \$2,399.04 | \$62,375 |
| NONE | 19 | 359 | 30.137 | \$2,410.96 | \$62,685 |
| NONE | 19 | 360 | 30.288 | \$2,423.04 | \$62,999 |
| NONE | 19 | 361 | 30.440 | \$2,435.20 | \$63,315 |
| NONE | 19 | 362 | 30.592 | \$2,447.36 | \$63,631 |
| NONE | 19 | 363 | 30.744 | \$2,459.52 | \$63,948 |
| NONE | 19 | 364 | 30.898 | \$2,471.84 | \$64,268 |
| NONE | 19 | 365 | 31.053 | \$2,484.24 | \$64,590 |
| NONE | 19 | 366 | 31.208 | \$2,496.64 | \$64,913 |
| NONE | 19 | 367 | 31.364 | \$2,509.12 | \$65,237 |
| NONE | 19 | 368 | 31.521 | \$2,521.68 | \$65,564 |

**NON-UNION SCHEDULE I
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 19 | 369 | 31.679 | \$2,534.32 | \$65,892 |
| NONE | 19 | 370 | 31.837 | \$2,546.96 | \$66,221 |
| NONE | 19 | 371 | 31.997 | \$2,559.76 | \$66,554 |
| NONE | 19 | 372 | 32.156 | \$2,572.48 | \$66,884 |
| NONE | 19 | 373 | 32.317 | \$2,585.36 | \$67,219 |
| NONE | 19 | 374 | 32.479 | \$2,598.32 | \$67,556 |
| NONE | 19 | 375 | 32.641 | \$2,611.28 | \$67,893 |
| NONE | 19 | 376 | 32.805 | \$2,624.40 | \$68,234 |
| NONE | 19 | 377 | 32.969 | \$2,637.52 | \$68,576 |
| NONE | 19 | 378 | 33.134 | \$2,650.72 | \$68,919 |
| NONE | 19 | 379 | 33.299 | \$2,663.92 | \$69,262 |
| NONE | 19 | 380 | 33.466 | \$2,677.28 | \$69,609 |
| NONE | 19 | 381 | 33.633 | \$2,690.64 | \$69,957 |
| NONE | 19 | 382 | 33.802 | \$2,704.16 | \$70,308 |
| NONE | 19 | 383 | 33.970 | \$2,717.60 | \$70,658 |
| NONE | 19 | 384 | 34.140 | \$2,731.20 | \$71,011 |
| NONE | 19 | 385 | 34.311 | \$2,744.88 | \$71,367 |
| NONE | 19 | 386 | 34.482 | \$2,758.56 | \$71,723 |
| NONE | 19 | 387 | 34.656 | \$2,772.48 | \$72,084 |
| NONE | 19 | 388 | 34.829 | \$2,786.32 | \$72,444 |
| NONE | 19 | 389 | 35.002 | \$2,800.16 | \$72,804 |
| NONE | 19 | 390 | 35.177 | \$2,814.16 | \$73,168 |
| NONE | 19 | 391 | 35.354 | \$2,828.32 | \$73,536 |
| NONE | 19 | 392 | 35.531 | \$2,842.48 | \$73,904 |
| NONE | 19 | 393 | 35.708 | \$2,856.64 | \$74,273 |
| NONE | 19 | 394 | 35.886 | \$2,870.88 | \$74,643 |
| NONE | 19 | 395 | 36.066 | \$2,885.28 | \$75,017 |
| NONE | 19 | 396 | 36.246 | \$2,899.68 | \$75,392 |
| NONE | 19 | 397 | 36.428 | \$2,914.24 | \$75,770 |
| NONE | 19 | 398 | 36.609 | \$2,928.72 | \$76,147 |
| NONE | 19 | 399 | 36.793 | \$2,943.44 | \$76,529 |
| NONE | 19 | 400 | 36.977 | \$2,958.16 | \$76,912 |
| NONE | 19 | 401 | 37.161 | \$2,972.88 | \$77,295 |
| NONE | 19 | 402 | 37.347 | \$2,987.76 | \$77,682 |
| NONE | 19 | 403 | 37.534 | \$3,002.72 | \$78,071 |
| NONE | 19 | 404 | 37.721 | \$3,017.68 | \$78,460 |
| NONE | 19 | 405 | 37.910 | \$3,032.80 | \$78,853 |
| NONE | 19 | 406 | 38.100 | \$3,048.00 | \$79,248 |
| NONE | 19 | 407 | 38.291 | \$3,063.28 | \$79,645 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 19 | 408 | 38.482 | \$3,078.56 | \$80,043 |
| NONE | 19 | 409 | 38.674 | \$3,093.92 | \$80,442 |
| NONE | 19 | 410 | 38.867 | \$3,109.36 | \$80,843 |
| NONE | 19 | 411L | 39.061 | \$3,124.88 | \$81,247 |
| NONE | 19 | 412L | 39.257 | \$3,140.56 | \$81,655 |
| NONE | 19 | 413L | 39.453 | \$3,156.24 | \$82,062 |
| NONE | 20 | 336 | 26.871 | \$2,149.68 | \$55,892 |
| NONE | 20 | 337 | 27.006 | \$2,160.48 | \$56,172 |
| NONE | 20 | 338 | 27.141 | \$2,171.28 | \$56,453 |
| NONE | 20 | 339 | 27.277 | \$2,182.16 | \$56,736 |
| NONE | 20 | 340 | 27.413 | \$2,193.04 | \$57,019 |
| NONE | 20 | 341 | 27.550 | \$2,204.00 | \$57,304 |
| NONE | 20 | 342 | 27.688 | \$2,215.04 | \$57,591 |
| NONE | 20 | 343 | 27.827 | \$2,226.16 | \$57,880 |
| NONE | 20 | 344 | 27.966 | \$2,237.28 | \$58,169 |
| NONE | 20 | 345 | 28.106 | \$2,248.48 | \$58,460 |
| NONE | 20 | 346 | 28.246 | \$2,259.68 | \$58,752 |
| NONE | 20 | 347 | 28.387 | \$2,270.96 | \$59,045 |
| NONE | 20 | 348 | 28.529 | \$2,282.32 | \$59,340 |
| NONE | 20 | 349 | 28.671 | \$2,293.68 | \$59,636 |
| NONE | 20 | 350 | 28.814 | \$2,305.12 | \$59,933 |
| NONE | 20 | 351 | 28.959 | \$2,316.72 | \$60,235 |
| NONE | 20 | 352 | 29.103 | \$2,328.24 | \$60,534 |
| NONE | 20 | 353 | 29.248 | \$2,339.84 | \$60,836 |
| NONE | 20 | 354 | 29.394 | \$2,351.52 | \$61,140 |
| NONE | 20 | 355 | 29.543 | \$2,363.44 | \$61,449 |
| NONE | 20 | 356 | 29.690 | \$2,375.20 | \$61,755 |
| NONE | 20 | 357 | 29.839 | \$2,387.12 | \$62,065 |
| NONE | 20 | 358 | 29.988 | \$2,399.04 | \$62,375 |
| NONE | 20 | 359 | 30.137 | \$2,410.96 | \$62,685 |
| NONE | 20 | 360 | 30.288 | \$2,423.04 | \$62,999 |
| NONE | 20 | 361 | 30.440 | \$2,435.20 | \$63,315 |
| NONE | 20 | 362 | 30.592 | \$2,447.36 | \$63,631 |
| NONE | 20 | 363 | 30.744 | \$2,459.52 | \$63,948 |
| NONE | 20 | 364 | 30.898 | \$2,471.84 | \$64,268 |
| NONE | 20 | 365 | 31.053 | \$2,484.24 | \$64,590 |
| NONE | 20 | 366 | 31.208 | \$2,496.64 | \$64,913 |
| NONE | 20 | 367 | 31.364 | \$2,509.12 | \$65,237 |
| NONE | 20 | 368 | 31.521 | \$2,521.68 | \$65,564 |

**NON-UNION SCHEDULE I
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 20 | 369 | 31.679 | \$2,534.32 | \$65,892 |
| NONE | 20 | 370 | 31.837 | \$2,546.96 | \$66,221 |
| NONE | 20 | 371 | 31.997 | \$2,559.76 | \$66,554 |
| NONE | 20 | 372 | 32.156 | \$2,572.48 | \$66,884 |
| NONE | 20 | 373 | 32.317 | \$2,585.36 | \$67,219 |
| NONE | 20 | 374 | 32.479 | \$2,598.32 | \$67,556 |
| NONE | 20 | 375 | 32.641 | \$2,611.28 | \$67,893 |
| NONE | 20 | 376 | 32.805 | \$2,624.40 | \$68,234 |
| NONE | 20 | 377 | 32.969 | \$2,637.52 | \$68,576 |
| NONE | 20 | 378 | 33.134 | \$2,650.72 | \$68,919 |
| NONE | 20 | 379 | 33.299 | \$2,663.92 | \$69,262 |
| NONE | 20 | 380 | 33.466 | \$2,677.28 | \$69,609 |
| NONE | 20 | 381 | 33.633 | \$2,690.64 | \$69,957 |
| NONE | 20 | 382 | 33.802 | \$2,704.16 | \$70,308 |
| NONE | 20 | 383 | 33.970 | \$2,717.60 | \$70,658 |
| NONE | 20 | 384 | 34.140 | \$2,731.20 | \$71,011 |
| NONE | 20 | 385 | 34.311 | \$2,744.88 | \$71,367 |
| NONE | 20 | 386 | 34.482 | \$2,758.56 | \$71,723 |
| NONE | 20 | 387 | 34.656 | \$2,772.48 | \$72,084 |
| NONE | 20 | 388 | 34.829 | \$2,786.32 | \$72,444 |
| NONE | 20 | 389 | 35.002 | \$2,800.16 | \$72,804 |
| NONE | 20 | 390 | 35.177 | \$2,814.16 | \$73,168 |
| NONE | 20 | 391 | 35.354 | \$2,828.32 | \$73,536 |
| NONE | 20 | 392 | 35.531 | \$2,842.48 | \$73,904 |
| NONE | 20 | 393 | 35.708 | \$2,856.64 | \$74,273 |
| NONE | 20 | 394 | 35.886 | \$2,870.88 | \$74,643 |
| NONE | 20 | 395 | 36.066 | \$2,885.28 | \$75,017 |
| NONE | 20 | 396 | 36.246 | \$2,899.68 | \$75,392 |
| NONE | 20 | 397 | 36.428 | \$2,914.24 | \$75,770 |
| NONE | 20 | 398 | 36.609 | \$2,928.72 | \$76,147 |
| NONE | 20 | 399 | 36.793 | \$2,943.44 | \$76,529 |
| NONE | 20 | 400 | 36.977 | \$2,958.16 | \$76,912 |
| NONE | 20 | 401 | 37.161 | \$2,972.88 | \$77,295 |
| NONE | 20 | 402 | 37.347 | \$2,987.76 | \$77,682 |
| NONE | 20 | 403 | 37.534 | \$3,002.72 | \$78,071 |
| NONE | 20 | 404 | 37.721 | \$3,017.68 | \$78,460 |
| NONE | 20 | 405 | 37.910 | \$3,032.80 | \$78,853 |
| NONE | 20 | 406 | 38.100 | \$3,048.00 | \$79,248 |
| NONE | 20 | 407 | 38.291 | \$3,063.28 | \$79,645 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 20 | 408 | 38.482 | \$3,078.56 | \$80,043 |
| NONE | 20 | 409 | 38.674 | \$3,093.92 | \$80,442 |
| NONE | 20 | 410 | 38.867 | \$3,109.36 | \$80,843 |
| NONE | 20 | 411 | 39.061 | \$3,124.88 | \$81,247 |
| NONE | 20 | 412 | 39.257 | \$3,140.56 | \$81,655 |
| NONE | 20 | 413 | 39.453 | \$3,156.24 | \$82,062 |
| NONE | 20 | 414 | 39.650 | \$3,172.00 | \$82,472 |
| NONE | 20 | 415 | 39.848 | \$3,187.84 | \$82,884 |
| NONE | 20 | 416 | 40.048 | \$3,203.84 | \$83,300 |
| NONE | 20 | 417 | 40.249 | \$3,219.92 | \$83,718 |
| NONE | 20 | 418 | 40.450 | \$3,236.00 | \$84,136 |
| NONE | 20 | 419 | 40.652 | \$3,252.16 | \$84,556 |
| NONE | 20 | 420 | 40.857 | \$3,268.56 | \$84,983 |
| NONE | 20 | 421 | 41.061 | \$3,284.88 | \$85,407 |
| NONE | 20 | 422 | 41.267 | \$3,301.36 | \$85,835 |
| NONE | 20 | 423 | 41.474 | \$3,317.92 | \$86,266 |
| NONE | 20 | 424 | 41.681 | \$3,334.48 | \$86,696 |
| NONE | 20 | 425 | 41.888 | \$3,351.04 | \$87,127 |
| NONE | 20 | 426 | 42.098 | \$3,367.84 | \$87,564 |
| NONE | 20 | 427 | 42.307 | \$3,384.56 | \$87,999 |
| NONE | 20 | 428 | 42.519 | \$3,401.52 | \$88,440 |
| NONE | 20 | 429 | 42.730 | \$3,418.40 | \$88,878 |
| NONE | 20 | 430L | 42.944 | \$3,435.52 | \$89,324 |
| NONE | 20 | 431L | 43.158 | \$3,452.64 | \$89,769 |
| NONE | 20 | 432L | 43.374 | \$3,469.92 | \$90,218 |
| NONE | 21 | 355 | 29.543 | \$2,363.44 | \$61,449 |
| NONE | 21 | 356 | 29.690 | \$2,375.20 | \$61,755 |
| NONE | 21 | 357 | 29.839 | \$2,387.12 | \$62,065 |
| NONE | 21 | 358 | 29.988 | \$2,399.04 | \$62,375 |
| NONE | 21 | 359 | 30.137 | \$2,410.96 | \$62,685 |
| NONE | 21 | 360 | 30.288 | \$2,423.04 | \$62,999 |
| NONE | 21 | 361 | 30.440 | \$2,435.20 | \$63,315 |
| NONE | 21 | 362 | 30.592 | \$2,447.36 | \$63,631 |
| NONE | 21 | 363 | 30.744 | \$2,459.52 | \$63,948 |
| NONE | 21 | 364 | 30.898 | \$2,471.84 | \$64,268 |
| NONE | 21 | 365 | 31.053 | \$2,484.24 | \$64,590 |
| NONE | 21 | 366 | 31.208 | \$2,496.64 | \$64,913 |
| NONE | 21 | 367 | 31.364 | \$2,509.12 | \$65,237 |
| NONE | 21 | 368 | 31.521 | \$2,521.68 | \$65,564 |

**NON-UNION SCHEDULE I
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 21 | 369 | 31.679 | \$2,534.32 | \$65,892 |
| NONE | 21 | 370 | 31.837 | \$2,546.96 | \$66,221 |
| NONE | 21 | 371 | 31.997 | \$2,559.76 | \$66,554 |
| NONE | 21 | 372 | 32.156 | \$2,572.48 | \$66,884 |
| NONE | 21 | 373 | 32.317 | \$2,585.36 | \$67,219 |
| NONE | 21 | 374 | 32.479 | \$2,598.32 | \$67,556 |
| NONE | 21 | 375 | 32.641 | \$2,611.28 | \$67,893 |
| NONE | 21 | 376 | 32.805 | \$2,624.40 | \$68,234 |
| NONE | 21 | 377 | 32.969 | \$2,637.52 | \$68,576 |
| NONE | 21 | 378 | 33.134 | \$2,650.72 | \$68,919 |
| NONE | 21 | 379 | 33.299 | \$2,663.92 | \$69,262 |
| NONE | 21 | 380 | 33.466 | \$2,677.28 | \$69,609 |
| NONE | 21 | 381 | 33.633 | \$2,690.64 | \$69,957 |
| NONE | 21 | 382 | 33.802 | \$2,704.16 | \$70,308 |
| NONE | 21 | 383 | 33.970 | \$2,717.60 | \$70,658 |
| NONE | 21 | 384 | 34.140 | \$2,731.20 | \$71,011 |
| NONE | 21 | 385 | 34.311 | \$2,744.88 | \$71,367 |
| NONE | 21 | 386 | 34.482 | \$2,758.56 | \$71,723 |
| NONE | 21 | 387 | 34.656 | \$2,772.48 | \$72,084 |
| NONE | 21 | 388 | 34.829 | \$2,786.32 | \$72,444 |
| NONE | 21 | 389 | 35.002 | \$2,800.16 | \$72,804 |
| NONE | 21 | 390 | 35.177 | \$2,814.16 | \$73,168 |
| NONE | 21 | 391 | 35.354 | \$2,828.32 | \$73,536 |
| NONE | 21 | 392 | 35.531 | \$2,842.48 | \$73,904 |
| NONE | 21 | 393 | 35.708 | \$2,856.64 | \$74,273 |
| NONE | 21 | 394 | 35.886 | \$2,870.88 | \$74,643 |
| NONE | 21 | 395 | 36.066 | \$2,885.28 | \$75,017 |
| NONE | 21 | 396 | 36.246 | \$2,899.68 | \$75,392 |
| NONE | 21 | 397 | 36.428 | \$2,914.24 | \$75,770 |
| NONE | 21 | 398 | 36.609 | \$2,928.72 | \$76,147 |
| NONE | 21 | 399 | 36.793 | \$2,943.44 | \$76,529 |
| NONE | 21 | 400 | 36.977 | \$2,958.16 | \$76,912 |
| NONE | 21 | 401 | 37.161 | \$2,972.88 | \$77,295 |
| NONE | 21 | 402 | 37.347 | \$2,987.76 | \$77,682 |
| NONE | 21 | 403 | 37.534 | \$3,002.72 | \$78,071 |
| NONE | 21 | 404 | 37.721 | \$3,017.68 | \$78,460 |
| NONE | 21 | 405 | 37.910 | \$3,032.80 | \$78,853 |
| NONE | 21 | 406 | 38.100 | \$3,048.00 | \$79,248 |
| NONE | 21 | 407 | 38.291 | \$3,063.28 | \$79,645 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 21 | 408 | 38.482 | \$3,078.56 | \$80,043 |
| NONE | 21 | 409 | 38.674 | \$3,093.92 | \$80,442 |
| NONE | 21 | 410 | 38.867 | \$3,109.36 | \$80,843 |
| NONE | 21 | 411 | 39.061 | \$3,124.88 | \$81,247 |
| NONE | 21 | 412 | 39.257 | \$3,140.56 | \$81,655 |
| NONE | 21 | 413 | 39.453 | \$3,156.24 | \$82,062 |
| NONE | 21 | 414 | 39.650 | \$3,172.00 | \$82,472 |
| NONE | 21 | 415 | 39.848 | \$3,187.84 | \$82,884 |
| NONE | 21 | 416 | 40.048 | \$3,203.84 | \$83,300 |
| NONE | 21 | 417 | 40.249 | \$3,219.92 | \$83,718 |
| NONE | 21 | 418 | 40.450 | \$3,236.00 | \$84,136 |
| NONE | 21 | 419 | 40.652 | \$3,252.16 | \$84,556 |
| NONE | 21 | 420 | 40.857 | \$3,268.56 | \$84,983 |
| NONE | 21 | 421 | 41.061 | \$3,284.88 | \$85,407 |
| NONE | 21 | 422 | 41.267 | \$3,301.36 | \$85,835 |
| NONE | 21 | 423 | 41.474 | \$3,317.92 | \$86,266 |
| NONE | 21 | 424 | 41.681 | \$3,334.48 | \$86,696 |
| NONE | 21 | 425 | 41.888 | \$3,351.04 | \$87,127 |
| NONE | 21 | 426 | 42.098 | \$3,367.84 | \$87,564 |
| NONE | 21 | 427 | 42.307 | \$3,384.56 | \$87,999 |
| NONE | 21 | 428 | 42.519 | \$3,401.52 | \$88,440 |
| NONE | 21 | 429 | 42.730 | \$3,418.40 | \$88,878 |
| NONE | 21 | 430 | 42.944 | \$3,435.52 | \$89,324 |
| NONE | 21 | 431 | 43.158 | \$3,452.64 | \$89,769 |
| NONE | 21 | 432 | 43.374 | \$3,469.92 | \$90,218 |
| NONE | 21 | 433 | 43.591 | \$3,487.28 | \$90,669 |
| NONE | 21 | 434 | 43.807 | \$3,504.56 | \$91,119 |
| NONE | 21 | 435 | 44.026 | \$3,522.08 | \$91,574 |
| NONE | 21 | 436 | 44.246 | \$3,539.68 | \$92,032 |
| NONE | 21 | 437 | 44.468 | \$3,557.44 | \$92,493 |
| NONE | 21 | 438 | 44.691 | \$3,575.28 | \$92,957 |
| NONE | 21 | 439 | 44.915 | \$3,593.20 | \$93,423 |
| NONE | 21 | 440 | 45.140 | \$3,611.20 | \$93,891 |
| NONE | 21 | 441 | 45.366 | \$3,629.28 | \$94,361 |
| NONE | 21 | 442 | 45.593 | \$3,647.44 | \$94,833 |
| NONE | 21 | 443 | 45.821 | \$3,665.68 | \$95,308 |
| NONE | 21 | 444 | 46.050 | \$3,684.00 | \$95,784 |
| NONE | 21 | 445 | 46.281 | \$3,702.48 | \$96,264 |
| NONE | 21 | 446 | 46.511 | \$3,720.88 | \$96,743 |

NON-UNION SCHEDULE I EFFECTIVE JUNE 1, 2012

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 21 | 447 | 46.744 | \$3,739.52 | \$97,228 |
| NONE | 21 | 448 | 46.977 | \$3,758.16 | \$97,712 |
| NONE | 21 | 449L | 47.211 | \$3,776.88 | \$98,199 |
| NONE | 21 | 450L | 47.448 | \$3,795.84 | \$98,692 |
| NONE | 21 | 451L | 47.686 | \$3,814.88 | \$99,187 |
| NONE | 22 | 374 | 32.479 | \$2,598.32 | \$67,556 |
| NONE | 22 | 375 | 32.641 | \$2,611.28 | \$67,893 |
| NONE | 22 | 376 | 32.805 | \$2,624.40 | \$68,234 |
| NONE | 22 | 377 | 32.969 | \$2,637.52 | \$68,576 |
| NONE | 22 | 378 | 33.134 | \$2,650.72 | \$68,919 |
| NONE | 22 | 379 | 33.299 | \$2,663.92 | \$69,262 |
| NONE | 22 | 380 | 33.466 | \$2,677.28 | \$69,609 |
| NONE | 22 | 381 | 33.633 | \$2,690.64 | \$69,957 |
| NONE | 22 | 382 | 33.802 | \$2,704.16 | \$70,308 |
| NONE | 22 | 383 | 33.970 | \$2,717.60 | \$70,658 |
| NONE | 22 | 384 | 34.140 | \$2,731.20 | \$71,011 |
| NONE | 22 | 385 | 34.311 | \$2,744.88 | \$71,367 |
| NONE | 22 | 386 | 34.482 | \$2,758.56 | \$71,723 |
| NONE | 22 | 387 | 34.656 | \$2,772.48 | \$72,084 |
| NONE | 22 | 388 | 34.829 | \$2,786.32 | \$72,444 |
| NONE | 22 | 389 | 35.002 | \$2,800.16 | \$72,804 |
| NONE | 22 | 390 | 35.177 | \$2,814.16 | \$73,168 |
| NONE | 22 | 391 | 35.354 | \$2,828.32 | \$73,536 |
| NONE | 22 | 392 | 35.531 | \$2,842.48 | \$73,904 |
| NONE | 22 | 393 | 35.708 | \$2,856.64 | \$74,273 |
| NONE | 22 | 394 | 35.886 | \$2,870.88 | \$74,643 |
| NONE | 22 | 395 | 36.066 | \$2,885.28 | \$75,017 |
| NONE | 22 | 396 | 36.246 | \$2,899.68 | \$75,392 |
| NONE | 22 | 397 | 36.428 | \$2,914.24 | \$75,770 |
| NONE | 22 | 398 | 36.609 | \$2,928.72 | \$76,147 |
| NONE | 22 | 399 | 36.793 | \$2,943.44 | \$76,529 |
| NONE | 22 | 400 | 36.977 | \$2,958.16 | \$76,912 |
| NONE | 22 | 401 | 37.161 | \$2,972.88 | \$77,295 |
| NONE | 22 | 402 | 37.347 | \$2,987.76 | \$77,682 |
| NONE | 22 | 403 | 37.534 | \$3,002.72 | \$78,071 |
| NONE | 22 | 404 | 37.721 | \$3,017.68 | \$78,460 |
| NONE | 22 | 405 | 37.910 | \$3,032.80 | \$78,853 |
| NONE | 22 | 406 | 38.100 | \$3,048.00 | \$79,248 |
| NONE | 22 | 407 | 38.291 | \$3,063.28 | \$79,645 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 22 | 408 | 38.482 | \$3,078.56 | \$80,043 |
| NONE | 22 | 409 | 38.674 | \$3,093.92 | \$80,442 |
| NONE | 22 | 410 | 38.867 | \$3,109.36 | \$80,843 |
| NONE | 22 | 411 | 39.061 | \$3,124.88 | \$81,247 |
| NONE | 22 | 412 | 39.257 | \$3,140.56 | \$81,655 |
| NONE | 22 | 413 | 39.453 | \$3,156.24 | \$82,062 |
| NONE | 22 | 414 | 39.650 | \$3,172.00 | \$82,472 |
| NONE | 22 | 415 | 39.848 | \$3,187.84 | \$82,884 |
| NONE | 22 | 416 | 40.048 | \$3,203.84 | \$83,300 |
| NONE | 22 | 417 | 40.249 | \$3,219.92 | \$83,718 |
| NONE | 22 | 418 | 40.450 | \$3,236.00 | \$84,136 |
| NONE | 22 | 419 | 40.652 | \$3,252.16 | \$84,556 |
| NONE | 22 | 420 | 40.857 | \$3,268.56 | \$84,983 |
| NONE | 22 | 421 | 41.061 | \$3,284.88 | \$85,407 |
| NONE | 22 | 422 | 41.267 | \$3,301.36 | \$85,835 |
| NONE | 22 | 423 | 41.474 | \$3,317.92 | \$86,266 |
| NONE | 22 | 424 | 41.681 | \$3,334.48 | \$86,696 |
| NONE | 22 | 425 | 41.888 | \$3,351.04 | \$87,127 |
| NONE | 22 | 426 | 42.098 | \$3,367.84 | \$87,564 |
| NONE | 22 | 427 | 42.307 | \$3,384.56 | \$87,999 |
| NONE | 22 | 428 | 42.519 | \$3,401.52 | \$88,440 |
| NONE | 22 | 429 | 42.730 | \$3,418.40 | \$88,878 |
| NONE | 22 | 430 | 42.944 | \$3,435.52 | \$89,324 |
| NONE | 22 | 431 | 43.158 | \$3,452.64 | \$89,769 |
| NONE | 22 | 432 | 43.374 | \$3,469.92 | \$90,218 |
| NONE | 22 | 433 | 43.591 | \$3,487.28 | \$90,669 |
| NONE | 22 | 434 | 43.807 | \$3,504.56 | \$91,119 |
| NONE | 22 | 435 | 44.026 | \$3,522.08 | \$91,574 |
| NONE | 22 | 436 | 44.246 | \$3,539.68 | \$92,032 |
| NONE | 22 | 437 | 44.468 | \$3,557.44 | \$92,493 |
| NONE | 22 | 438 | 44.691 | \$3,575.28 | \$92,957 |
| NONE | 22 | 439 | 44.915 | \$3,593.20 | \$93,423 |
| NONE | 22 | 440 | 45.140 | \$3,611.20 | \$93,891 |
| NONE | 22 | 441 | 45.366 | \$3,629.28 | \$94,361 |
| NONE | 22 | 442 | 45.593 | \$3,647.44 | \$94,833 |
| NONE | 22 | 443 | 45.821 | \$3,665.68 | \$95,308 |
| NONE | 22 | 444 | 46.050 | \$3,684.00 | \$95,784 |
| NONE | 22 | 445 | 46.281 | \$3,702.48 | \$96,264 |
| NONE | 22 | 446 | 46.511 | \$3,720.88 | \$96,743 |

**NON-UNION SCHEDULE I
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 22 | 447 | 46.744 | \$3,739.52 | \$97,228 |
| NONE | 22 | 448 | 46.977 | \$3,758.16 | \$97,712 |
| NONE | 22 | 449 | 47.211 | \$3,776.88 | \$98,199 |
| NONE | 22 | 450 | 47.448 | \$3,795.84 | \$98,692 |
| NONE | 22 | 451 | 47.686 | \$3,814.88 | \$99,187 |
| NONE | 22 | 452 | 47.924 | \$3,833.92 | \$99,682 |
| NONE | 22 | 453 | 48.165 | \$3,853.20 | \$100,183 |
| NONE | 22 | 454 | 48.406 | \$3,872.48 | \$100,684 |
| NONE | 22 | 455 | 48.647 | \$3,891.76 | \$101,186 |
| NONE | 22 | 456 | 48.890 | \$3,911.20 | \$101,691 |
| NONE | 22 | 457 | 49.134 | \$3,930.72 | \$102,199 |
| NONE | 22 | 458 | 49.380 | \$3,950.40 | \$102,710 |
| NONE | 22 | 459 | 49.628 | \$3,970.24 | \$103,226 |
| NONE | 22 | 460 | 49.876 | \$3,990.08 | \$103,742 |
| NONE | 22 | 461 | 50.125 | \$4,010.00 | \$104,260 |
| NONE | 22 | 462 | 50.375 | \$4,030.00 | \$104,780 |
| NONE | 22 | 463 | 50.627 | \$4,050.16 | \$105,304 |
| NONE | 22 | 464 | 50.880 | \$4,070.40 | \$105,830 |
| NONE | 22 | 465 | 51.135 | \$4,090.80 | \$106,361 |
| NONE | 22 | 466 | 51.390 | \$4,111.20 | \$106,891 |
| NONE | 22 | 467 | 51.647 | \$4,131.76 | \$107,426 |
| NONE | 22 | 468L | 51.905 | \$4,152.40 | \$107,962 |
| NONE | 22 | 469L | 52.164 | \$4,173.12 | \$108,501 |
| NONE | 22 | 470L | 52.426 | \$4,194.08 | \$109,046 |
| NONE | 23 | 383 | 33.970 | \$2,717.60 | \$70,658 |
| NONE | 23 | 384 | 34.140 | \$2,731.20 | \$71,011 |
| NONE | 23 | 385 | 34.311 | \$2,744.88 | \$71,367 |
| NONE | 23 | 386 | 34.482 | \$2,758.56 | \$71,723 |
| NONE | 23 | 387 | 34.656 | \$2,772.48 | \$72,084 |
| NONE | 23 | 388 | 34.829 | \$2,786.32 | \$72,444 |
| NONE | 23 | 389 | 35.002 | \$2,800.16 | \$72,804 |
| NONE | 23 | 390 | 35.177 | \$2,814.16 | \$73,168 |
| NONE | 23 | 391 | 35.354 | \$2,828.32 | \$73,536 |
| NONE | 23 | 392 | 35.531 | \$2,842.48 | \$73,904 |
| NONE | 23 | 393 | 35.708 | \$2,856.64 | \$74,273 |
| NONE | 23 | 394 | 35.886 | \$2,870.88 | \$74,643 |
| NONE | 23 | 395 | 36.066 | \$2,885.28 | \$75,017 |
| NONE | 23 | 396 | 36.246 | \$2,899.68 | \$75,392 |
| NONE | 23 | 397 | 36.428 | \$2,914.24 | \$75,770 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 23 | 398 | 36.609 | \$2,928.72 | \$76,147 |
| NONE | 23 | 399 | 36.793 | \$2,943.44 | \$76,529 |
| NONE | 23 | 400 | 36.977 | \$2,958.16 | \$76,912 |
| NONE | 23 | 401 | 37.161 | \$2,972.88 | \$77,295 |
| NONE | 23 | 402 | 37.347 | \$2,987.76 | \$77,682 |
| NONE | 23 | 403 | 37.534 | \$3,002.72 | \$78,071 |
| NONE | 23 | 404 | 37.721 | \$3,017.68 | \$78,460 |
| NONE | 23 | 405 | 37.910 | \$3,032.80 | \$78,853 |
| NONE | 23 | 406 | 38.100 | \$3,048.00 | \$79,248 |
| NONE | 23 | 407 | 38.291 | \$3,063.28 | \$79,645 |
| NONE | 23 | 408 | 38.482 | \$3,078.56 | \$80,043 |
| NONE | 23 | 409 | 38.674 | \$3,093.92 | \$80,442 |
| NONE | 23 | 410 | 38.867 | \$3,109.36 | \$80,843 |
| NONE | 23 | 411 | 39.061 | \$3,124.88 | \$81,247 |
| NONE | 23 | 412 | 39.257 | \$3,140.56 | \$81,655 |
| NONE | 23 | 413 | 39.453 | \$3,156.24 | \$82,062 |
| NONE | 23 | 414 | 39.650 | \$3,172.00 | \$82,472 |
| NONE | 23 | 415 | 39.848 | \$3,187.84 | \$82,884 |
| NONE | 23 | 416 | 40.048 | \$3,203.84 | \$83,300 |
| NONE | 23 | 417 | 40.249 | \$3,219.92 | \$83,718 |
| NONE | 23 | 418 | 40.450 | \$3,236.00 | \$84,136 |
| NONE | 23 | 419 | 40.652 | \$3,252.16 | \$84,556 |
| NONE | 23 | 420 | 40.857 | \$3,268.56 | \$84,983 |
| NONE | 23 | 421 | 41.061 | \$3,284.88 | \$85,407 |
| NONE | 23 | 422 | 41.267 | \$3,301.36 | \$85,835 |
| NONE | 23 | 423 | 41.474 | \$3,317.92 | \$86,266 |
| NONE | 23 | 424 | 41.681 | \$3,334.48 | \$86,696 |
| NONE | 23 | 425 | 41.888 | \$3,351.04 | \$87,127 |
| NONE | 23 | 426 | 42.098 | \$3,367.84 | \$87,564 |
| NONE | 23 | 427 | 42.307 | \$3,384.56 | \$87,999 |
| NONE | 23 | 428 | 42.519 | \$3,401.52 | \$88,440 |
| NONE | 23 | 429 | 42.730 | \$3,418.40 | \$88,878 |
| NONE | 23 | 430 | 42.944 | \$3,435.52 | \$89,324 |
| NONE | 23 | 431 | 43.158 | \$3,452.64 | \$89,769 |
| NONE | 23 | 432 | 43.374 | \$3,469.92 | \$90,218 |
| NONE | 23 | 433 | 43.591 | \$3,487.28 | \$90,669 |
| NONE | 23 | 434 | 43.807 | \$3,504.56 | \$91,119 |
| NONE | 23 | 435 | 44.026 | \$3,522.08 | \$91,574 |
| NONE | 23 | 436 | 44.246 | \$3,539.68 | \$92,032 |

**NON-UNION SCHEDULE I
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 23 | 437 | 44.468 | \$3,557.44 | \$92,493 |
| NONE | 23 | 438 | 44.691 | \$3,575.28 | \$92,957 |
| NONE | 23 | 439 | 44.915 | \$3,593.20 | \$93,423 |
| NONE | 23 | 440 | 45.140 | \$3,611.20 | \$93,891 |
| NONE | 23 | 441 | 45.366 | \$3,629.28 | \$94,361 |
| NONE | 23 | 442 | 45.593 | \$3,647.44 | \$94,833 |
| NONE | 23 | 443 | 45.821 | \$3,665.68 | \$95,308 |
| NONE | 23 | 444 | 46.050 | \$3,684.00 | \$95,784 |
| NONE | 23 | 445 | 46.281 | \$3,702.48 | \$96,264 |
| NONE | 23 | 446 | 46.511 | \$3,720.88 | \$96,743 |
| NONE | 23 | 447 | 46.744 | \$3,739.52 | \$97,228 |
| NONE | 23 | 448 | 46.977 | \$3,758.16 | \$97,712 |
| NONE | 23 | 449 | 47.211 | \$3,776.88 | \$98,199 |
| NONE | 23 | 450 | 47.448 | \$3,795.84 | \$98,692 |
| NONE | 23 | 451 | 47.686 | \$3,814.88 | \$99,187 |
| NONE | 23 | 452 | 47.924 | \$3,833.92 | \$99,682 |
| NONE | 23 | 453 | 48.165 | \$3,853.20 | \$100,183 |
| NONE | 23 | 454 | 48.406 | \$3,872.48 | \$100,684 |
| NONE | 23 | 455 | 48.647 | \$3,891.76 | \$101,186 |
| NONE | 23 | 456 | 48.890 | \$3,911.20 | \$101,691 |
| NONE | 23 | 457 | 49.134 | \$3,930.72 | \$102,199 |
| NONE | 23 | 458 | 49.380 | \$3,950.40 | \$102,710 |
| NONE | 23 | 459 | 49.628 | \$3,970.24 | \$103,226 |
| NONE | 23 | 460 | 49.876 | \$3,990.08 | \$103,742 |
| NONE | 23 | 461 | 50.125 | \$4,010.00 | \$104,260 |
| NONE | 23 | 462 | 50.375 | \$4,030.00 | \$104,780 |
| NONE | 23 | 463 | 50.627 | \$4,050.16 | \$105,304 |
| NONE | 23 | 464 | 50.880 | \$4,070.40 | \$105,830 |
| NONE | 23 | 465 | 51.135 | \$4,090.80 | \$106,361 |
| NONE | 23 | 466 | 51.390 | \$4,111.20 | \$106,891 |
| NONE | 23 | 467 | 51.647 | \$4,131.76 | \$107,426 |
| NONE | 23 | 468 | 51.905 | \$4,152.40 | \$107,962 |
| NONE | 23 | 469 | 52.164 | \$4,173.12 | \$108,501 |
| NONE | 23 | 470 | 52.426 | \$4,194.08 | \$109,046 |
| NONE | 23 | 471 | 52.687 | \$4,214.96 | \$109,589 |
| NONE | 23 | 472 | 52.951 | \$4,236.08 | \$110,138 |
| NONE | 23 | 473 | 53.216 | \$4,257.28 | \$110,689 |
| NONE | 23 | 474 | 53.482 | \$4,278.56 | \$111,243 |
| NONE | 23 | 475 | 53.750 | \$4,300.00 | \$111,800 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | 23 | 476 | 54.018 | \$4,321.44 | \$112,357 |
| NONE | 23 | 477L | 54.288 | \$4,343.04 | \$112,919 |
| NONE | 23 | 478L | 54.560 | \$4,364.80 | \$113,485 |
| NONE | 23 | 479L | 54.833 | \$4,386.64 | \$114,053 |
| NONE | 23 | 480 | 55.107 | \$4,408.56 | \$114,623 |

**NON-UNION SCHEDULE I
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | K | 366 | 31.208 | 2,496.63 | \$64,912 |
| NONE | K | 367 | 31.364 | 2,509.11 | \$65,237 |
| NONE | K | 368 | 31.521 | 2,521.67 | \$65,563 |
| NONE | K | 369 | 31.679 | 2,534.31 | \$65,892 |
| NONE | K | 370 | 31.837 | 2,546.96 | \$66,221 |
| NONE | K | 371 | 31.996 | 2,559.69 | \$66,552 |
| NONE | K | 372 | 32.156 | 2,572.50 | \$66,885 |
| NONE | K | 373 | 32.318 | 2,585.40 | \$67,220 |
| NONE | K | 374 | 32.479 | 2,598.30 | \$67,556 |
| NONE | K | 375 | 32.641 | 2,611.29 | \$67,893 |
| NONE | K | 376 | 32.804 | 2,624.36 | \$68,233 |
| NONE | K | 377 | 32.969 | 2,637.51 | \$68,575 |
| NONE | K | 378 | 33.133 | 2,650.67 | \$68,917 |
| NONE | K | 379 | 33.299 | 2,663.91 | \$69,262 |
| NONE | K | 380 | 33.465 | 2,677.23 | \$69,608 |
| NONE | K | 381 | 33.633 | 2,690.64 | \$69,957 |
| NONE | K | 382 | 33.802 | 2,704.13 | \$70,307 |
| NONE | K | 383 | 33.970 | 2,717.63 | \$70,658 |
| NONE | K | 384 | 34.140 | 2,731.21 | \$71,011 |
| NONE | K | 385 | 34.311 | 2,744.87 | \$71,367 |
| NONE | K | 386 | 34.483 | 2,758.62 | \$71,724 |
| NONE | K | 387 | 34.656 | 2,772.45 | \$72,084 |
| NONE | K | 388 | 34.829 | 2,786.28 | \$72,443 |
| NONE | K | 389 | 35.003 | 2,800.20 | \$72,805 |
| NONE | K | 390 | 35.177 | 2,814.20 | \$73,169 |
| NONE | K | 391 | 35.354 | 2,828.29 | \$73,536 |
| NONE | K | 392 | 35.531 | 2,842.47 | \$73,904 |
| NONE | K | 393 | 35.708 | 2,856.63 | \$74,272 |
| NONE | K | 394 | 35.886 | 2,870.90 | \$74,643 |
| NONE | K | 395 | 36.066 | 2,885.24 | \$75,016 |
| NONE | K | 396 | 36.246 | 2,899.67 | \$75,391 |
| NONE | K | 397 | 36.427 | 2,914.18 | \$75,769 |
| NONE | K | 398 | 36.610 | 2,928.78 | \$76,148 |
| NONE | K | 399 | 36.793 | 2,943.46 | \$76,530 |
| NONE | K | 400 | 36.977 | 2,958.14 | \$76,912 |
| NONE | K | 401 | 37.161 | 2,972.91 | \$77,296 |
| NONE | K | 402 | 37.347 | 2,987.76 | \$77,682 |
| NONE | K | 403 | 37.534 | 3,002.70 | \$78,070 |
| NONE | K | 404 | 37.721 | 3,017.72 | \$78,461 |
| NONE | K | 405 | 37.910 | 3,032.82 | \$78,853 |
| NONE | K | 406 | 38.100 | 3,048.02 | \$79,248 |
| NONE | K | 407 | 38.291 | 3,063.29 | \$79,646 |
| NONE | K | 408 | 38.482 | 3,078.57 | \$80,043 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | K | 409 | 38.674 | 3,093.93 | \$80,442 |
| NONE | K | 410 | 38.867 | 3,109.38 | \$80,844 |
| NONE | K | 411 | 39.061 | 3,124.91 | \$81,248 |
| NONE | K | 412 | 39.257 | 3,140.52 | \$81,654 |
| NONE | K | 413 | 39.453 | 3,156.22 | \$82,062 |
| NONE | K | 414 | 39.650 | 3,172.01 | \$82,472 |
| NONE | K | 415 | 39.848 | 3,187.88 | \$82,885 |
| NONE | K | 416 | 40.048 | 3,203.83 | \$83,300 |
| NONE | K | 417 | 40.248 | 3,219.87 | \$83,717 |
| NONE | K | 418 | 40.450 | 3,236.00 | \$84,136 |
| NONE | K | 419 | 40.653 | 3,252.21 | \$84,557 |
| NONE | K | 420 | 40.856 | 3,268.50 | \$84,981 |
| NONE | K | 421 | 41.061 | 3,284.88 | \$85,407 |
| NONE | K | 422 | 41.267 | 3,301.35 | \$85,835 |
| NONE | K | 423 | 41.474 | 3,317.89 | \$86,265 |
| NONE | K | 424 | 41.681 | 3,334.44 | \$86,696 |
| NONE | K | 425 | 41.888 | 3,351.08 | \$87,128 |
| NONE | K | 426 | 42.097 | 3,367.80 | \$87,563 |
| NONE | K | 427 | 42.308 | 3,384.60 | \$88,000 |
| NONE | K | 428 | 42.519 | 3,401.49 | \$88,439 |
| NONE | K | 429 | 42.731 | 3,418.46 | \$88,880 |
| NONE | K | 430 | 42.944 | 3,435.52 | \$89,324 |
| NONE | K | 431 | 43.158 | 3,452.66 | \$89,769 |
| NONE | K | 432 | 43.374 | 3,469.89 | \$90,217 |
| NONE | K | 433 | 43.590 | 3,487.21 | \$90,667 |
| NONE | K | 434 | 43.808 | 3,504.60 | \$91,120 |
| NONE | K | 435 | 44.026 | 3,522.09 | \$91,574 |
| NONE | K | 436 | 44.247 | 3,539.74 | \$92,033 |
| NONE | K | 437 | 44.468 | 3,557.48 | \$92,494 |
| NONE | K | 438 | 44.691 | 3,575.30 | \$92,958 |
| NONE | K | 439 | 44.915 | 3,593.21 | \$93,423 |
| NONE | K | 440 | 45.140 | 3,611.20 | \$93,891 |
| NONE | K | 441 | 45.366 | 3,629.27 | \$94,361 |
| NONE | K | 442 | 45.593 | 3,647.44 | \$94,833 |
| NONE | K | 443 | 45.821 | 3,665.68 | \$95,308 |
| NONE | K | 444 | 46.050 | 3,684.01 | \$95,784 |
| NONE | K | 445 | 46.280 | 3,702.43 | \$96,263 |
| NONE | K | 446 | 46.512 | 3,720.93 | \$96,744 |
| NONE | K | 447 | 46.744 | 3,739.52 | \$97,227 |
| NONE | K | 448 | 46.977 | 3,758.19 | \$97,713 |
| NONE | K | 449 | 47.212 | 3,776.94 | \$98,201 |
| NONE | K | 450 | 47.448 | 3,795.86 | \$98,692 |
| NONE | K | 451 | 47.686 | 3,814.88 | \$99,187 |

NON-UNION SCHEDULE I EFFECTIVE JUNE 1, 2012

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | K | 452 | 47.925 | 3,833.97 | \$99,683 |
| NONE | K | 453 | 48.164 | 3,853.15 | \$100,182 |
| NONE | K | 454 | 48.405 | 3,872.42 | \$100,683 |
| NONE | K | 455 | 48.647 | 3,891.77 | \$101,186 |
| NONE | K | 456 | 48.890 | 3,911.20 | \$101,691 |
| NONE | K | 457 | 49.134 | 3,930.72 | \$102,199 |
| NONE | K | 458 | 49.380 | 3,950.41 | \$102,711 |
| NONE | K | 459 | 49.627 | 3,970.19 | \$103,225 |
| NONE | K | 460 | 49.876 | 3,990.05 | \$103,741 |
| NONE | K | 461 | 50.125 | 4,009.99 | \$104,260 |
| NONE | K | 462 | 50.375 | 4,030.02 | \$104,780 |
| NONE | K | 463 | 50.627 | 4,050.13 | \$105,303 |
| NONE | K | 464 | 50.880 | 4,070.42 | \$105,831 |
| NONE | K | 465 | 51.135 | 4,090.78 | \$106,360 |
| NONE | K | 466 | 51.390 | 4,111.24 | \$106,892 |
| NONE | K | 467 | 51.647 | 4,131.77 | \$107,426 |
| NONE | K | 468 | 51.905 | 4,152.40 | \$107,962 |
| NONE | K | 469 | 52.165 | 4,173.19 | \$108,503 |
| NONE | K | 470 | 52.426 | 4,194.06 | \$109,046 |
| NONE | K | 471 | 52.688 | 4,215.02 | \$109,591 |
| NONE | K | 472 | 52.951 | 4,236.08 | \$110,138 |
| NONE | K | 473 | 53.216 | 4,257.29 | \$110,690 |
| NONE | K | 474 | 53.482 | 4,278.60 | \$111,243 |
| NONE | K | 475 | 53.750 | 4,299.98 | \$111,800 |
| NONE | K | 476 | 54.018 | 4,321.45 | \$112,358 |
| NONE | K | 477 | 54.289 | 4,343.09 | \$112,920 |
| NONE | K | 478 | 54.560 | 4,364.82 | \$113,485 |
| NONE | K | 479 | 54.833 | 4,386.63 | \$114,052 |
| NONE | K | 480 | 55.107 | 4,408.53 | \$114,622 |
| NONE | K | 481 | 55.382 | 4,430.59 | \$115,195 |
| NONE | K | 482 | 55.659 | 4,452.74 | \$115,771 |
| NONE | K | 483 | 55.937 | 4,474.98 | \$116,349 |
| NONE | K | 484 | 56.217 | 4,497.38 | \$116,932 |
| NONE | K | 485 | 56.498 | 4,519.87 | \$117,517 |
| NONE | K | 486 | 56.781 | 4,542.45 | \$118,104 |
| NONE | K | 487 | 57.065 | 4,565.19 | \$118,695 |
| NONE | K | 488 | 57.350 | 4,588.02 | \$119,289 |
| NONE | K | 489 | 57.637 | 4,610.94 | \$119,884 |
| NONE | K | 490 | 57.925 | 4,634.02 | \$120,485 |
| NONE | K | 491 | 58.215 | 4,657.19 | \$121,087 |
| NONE | K | 492 | 58.506 | 4,680.44 | \$121,692 |
| NONE | K | 493 | 58.798 | 4,703.87 | \$122,301 |
| NONE | K | 494 | 59.092 | 4,727.37 | \$122,912 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | K | 495 | 59.388 | 4,751.05 | \$123,527 |
| NONE | K | 496 | 59.685 | 4,774.82 | \$124,145 |
| NONE | K | 497 | 59.983 | 4,798.66 | \$124,765 |
| NONE | K | 498 | 60.284 | 4,822.68 | \$125,390 |
| NONE | K | 499 | 60.585 | 4,846.78 | \$126,016 |
| NONE | K | 500 | 60.888 | 4,871.06 | \$126,647 |
| NONE | K | 501 | 61.193 | 4,895.41 | \$127,281 |
| NONE | K | 502 | 61.498 | 4,919.85 | \$127,916 |
| NONE | K | 503 | 61.806 | 4,944.47 | \$128,556 |
| NONE | K | 504 | 62.115 | 4,969.16 | \$129,198 |
| NONE | K | 505 | 62.425 | 4,994.03 | \$129,845 |
| NONE | K | 506 | 62.737 | 5,018.98 | \$130,493 |
| NONE | K | 507 | 63.051 | 5,044.10 | \$131,147 |
| NONE | K | 508 | 63.366 | 5,069.31 | \$131,802 |
| NONE | K | 509 | 63.684 | 5,094.68 | \$132,462 |
| NONE | K | 510 | 64.002 | 5,120.14 | \$133,124 |
| NONE | K | 511 | 64.322 | 5,145.77 | \$133,790 |
| NONE | K | 512 | 64.644 | 5,171.49 | \$134,459 |
| NONE | K | 513 | 64.967 | 5,197.37 | \$135,132 |
| NONE | K | 514 | 65.292 | 5,223.34 | \$135,807 |
| NONE | K | 515 | 65.618 | 5,249.48 | \$136,486 |
| NONE | K | 516 | 65.946 | 5,275.70 | \$137,168 |
| NONE | K | 517 | 66.276 | 5,302.10 | \$137,855 |
| NONE | K | 518 | 66.607 | 5,328.58 | \$138,543 |
| NONE | K | 519 | 66.940 | 5,355.22 | \$139,236 |
| NONE | K | 520 | 67.276 | 5,382.04 | \$139,933 |
| NONE | K | 521 | 67.612 | 5,408.95 | \$140,633 |
| NONE | K | 522 | 67.950 | 5,436.02 | \$141,336 |
| NONE | K | 523 | 68.290 | 5,463.18 | \$142,043 |
| NONE | K | 524 | 68.631 | 5,490.49 | \$142,753 |
| NONE | K | 525 | 68.974 | 5,517.92 | \$143,466 |
| NONE | K | 526 | 69.319 | 5,545.50 | \$144,183 |
| NONE | K | 527 | 69.666 | 5,573.25 | \$144,904 |
| NONE | K | 528 | 70.014 | 5,601.09 | \$145,628 |
| NONE | K | 529 | 70.364 | 5,629.09 | \$146,356 |
| NONE | K | 530 | 70.716 | 5,657.27 | \$147,089 |
| NONE | K | 531 | 71.069 | 5,685.53 | \$147,824 |
| NONE | K | 532 | 71.424 | 5,713.96 | \$148,563 |
| NONE | K | 533 | 71.782 | 5,742.56 | \$149,307 |
| NONE | K | 534 | 72.141 | 5,771.24 | \$150,052 |
| NONE | K | 535 | 72.501 | 5,800.10 | \$150,803 |
| NONE | K | 536 | 72.864 | 5,829.12 | \$151,557 |
| NONE | K | 537 | 73.228 | 5,858.23 | \$152,314 |

**NON-UNION SCHEDULE I
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | K | 538 | 73.594 | 5,887.51 | \$153,075 |
| NONE | K | 539 | 73.962 | 5,916.96 | \$153,841 |
| NONE | K | 540 | 74.332 | 5,946.58 | \$154,611 |
| NONE | K | 541 | 74.704 | 5,976.28 | \$155,383 |
| NONE | K | 542 | 75.077 | 6,006.16 | \$156,160 |
| NONE | K | 543 | 75.453 | 6,036.20 | \$156,941 |
| NONE | K | 544 | 75.830 | 6,066.41 | \$157,727 |
| NONE | K | 545 | 76.209 | 6,096.70 | \$158,514 |
| NONE | K | 546 | 76.590 | 6,127.18 | \$159,307 |
| NONE | K | 547 | 76.973 | 6,157.82 | \$160,103 |
| NONE | K | 548 | 77.358 | 6,188.62 | \$160,904 |
| NONE | K | 549 | 77.745 | 6,219.60 | \$161,710 |
| NONE | K | 550 | 78.133 | 6,250.66 | \$162,517 |
| NONE | K | 551 | 78.524 | 6,281.89 | \$163,329 |
| NONE | K | 552 | 78.916 | 6,313.29 | \$164,146 |
| NONE | K | 553 | 79.311 | 6,344.86 | \$164,966 |
| NONE | K | 554 | 79.708 | 6,376.60 | \$165,792 |
| NONE | K | 555 | 80.106 | 6,408.51 | \$166,621 |
| NONE | K | 556 | 80.507 | 6,440.59 | \$167,455 |
| NONE | K | 557 | 80.909 | 6,472.76 | \$168,292 |
| NONE | K | 558 | 81.314 | 6,505.09 | \$169,132 |
| NONE | K | 559 | 81.720 | 6,537.60 | \$169,978 |
| NONE | K | 560 | 82.128 | 6,570.27 | \$170,827 |
| NONE | K | 561 | 82.539 | 6,603.12 | \$171,681 |
| NONE | K | 562 | 82.952 | 6,636.13 | \$172,539 |
| NONE | K | 563 | 83.366 | 6,669.30 | \$173,402 |
| NONE | K | 564 | 83.783 | 6,702.67 | \$174,269 |
| NONE | K | 565 | 84.202 | 6,736.19 | \$175,141 |
| NONE | K | 566 | 84.624 | 6,769.88 | \$176,017 |
| NONE | K | 567 | 85.047 | 6,803.74 | \$176,897 |
| NONE | K | 568 | 85.472 | 6,837.77 | \$177,782 |
| NONE | K | 569 | 85.900 | 6,871.98 | \$178,671 |
| NONE | K | 570 | 86.329 | 6,906.35 | \$179,565 |
| NONE | K | 571 | 86.761 | 6,940.89 | \$180,463 |
| NONE | K | 572 | 87.195 | 6,975.60 | \$181,366 |
| NONE | K | 573 | 87.631 | 7,010.48 | \$182,272 |
| NONE | K | 574 | 88.069 | 7,045.53 | \$183,184 |
| NONE | K | 575 | 88.509 | 7,080.75 | \$184,100 |
| NONE | K | 576 | 88.952 | 7,116.14 | \$185,020 |
| NONE | K | 577 | 89.396 | 7,151.70 | \$185,944 |
| NONE | K | 578 | 89.843 | 7,187.43 | \$186,873 |
| NONE | K | 579 | 90.292 | 7,223.33 | \$187,807 |
| NONE | K | 580 | 90.744 | 7,259.48 | \$188,747 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|---------|--------------|------------|
| NONE | K | 581 | 91.198 | 7,295.80 | \$189,691 |
| NONE | K | 582 | 91.654 | 7,332.30 | \$190,640 |
| NONE | K | 583 | 92.112 | 7,368.95 | \$191,593 |
| NONE | K | 584 | 92.572 | 7,405.79 | \$192,551 |
| NONE | K | 585 | 93.035 | 7,442.79 | \$193,513 |
| NONE | K | 586 | 93.500 | 7,479.97 | \$194,479 |
| NONE | K | 587 | 93.967 | 7,517.39 | \$195,452 |
| NONE | K | 588 | 94.437 | 7,554.99 | \$196,430 |
| NONE | K | 589 | 94.909 | 7,592.75 | \$197,411 |
| NONE | K | 590 | 95.384 | 7,630.69 | \$198,398 |
| NONE | K | 591 | 95.861 | 7,668.88 | \$199,391 |
| NONE | K | 592 | 96.341 | 7,707.24 | \$200,388 |
| NONE | K | 593 | 96.822 | 7,745.77 | \$201,390 |
| NONE | K | 594 | 97.306 | 7,784.47 | \$202,396 |
| NONE | K | 595 | 97.793 | 7,823.43 | \$203,409 |
| NONE | K | 596 | 98.282 | 7,862.55 | \$204,426 |
| NONE | K | 597 | 98.773 | 7,901.84 | \$205,448 |
| NONE | K | 598 | 99.267 | 7,941.39 | \$206,476 |
| NONE | K | 599 | 99.764 | 7,981.11 | \$207,509 |
| NONE | K | 600 | 100.262 | 8,021.00 | \$208,546 |
| NONE | K | 601 | 100.764 | 8,061.14 | \$209,590 |
| NONE | K | 602 | 101.268 | 8,101.44 | \$210,638 |
| NONE | K | 603 | 101.774 | 8,141.93 | \$211,690 |
| NONE | K | 604 | 102.283 | 8,182.67 | \$212,749 |
| NONE | K | 605 | 102.795 | 8,223.58 | \$213,813 |
| NONE | K | 606 | 103.308 | 8,264.65 | \$214,881 |
| NONE | K | 607 | 103.825 | 8,305.98 | \$215,956 |
| NONE | K | 608 | 104.344 | 8,347.48 | \$217,035 |
| NONE | K | 609 | 104.865 | 8,389.24 | \$218,120 |
| NONE | K | 610 | 105.390 | 8,431.16 | \$219,210 |
| NONE | K | 611 | 105.917 | 8,473.34 | \$220,307 |
| NONE | K | 612 | 106.446 | 8,515.68 | \$221,408 |
| NONE | K | 613 | 106.979 | 8,558.29 | \$222,516 |
| NONE | K | 614 | 107.513 | 8,601.07 | \$223,628 |
| NONE | K | 615 | 108.051 | 8,644.09 | \$224,746 |
| NONE | K | 616 | 108.591 | 8,687.29 | \$225,870 |
| NONE | K | 617 | 109.134 | 8,730.74 | \$226,999 |
| NONE | K | 618 | 109.680 | 8,774.37 | \$228,134 |
| NONE | K | 619 | 110.228 | 8,818.24 | \$229,274 |
| NONE | K | 620 | 110.780 | 8,862.37 | \$230,422 |
| NONE | K | 621 | 111.333 | 8,906.67 | \$231,574 |
| NONE | K | 622 | 111.890 | 8,951.23 | \$232,732 |
| NONE | K | 623 | 112.449 | 8,995.96 | \$233,895 |

NON-UNION SCHEDULE I EFFECTIVE JUNE 1, 2012

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|---------|--------------|------------|
| NONE | K | 624 | 113.012 | 9,040.93 | \$235,064 |
| NONE | K | 625 | 113.577 | 9,086.17 | \$236,240 |
| NONE | K | 626 | 114.145 | 9,131.57 | \$237,421 |
| NONE | K | 627 | 114.715 | 9,177.23 | \$238,608 |
| NONE | K | 628 | 115.289 | 9,223.15 | \$239,802 |
| NONE | K | 629 | 115.865 | 9,269.23 | \$241,000 |
| NONE | K | 630 | 116.445 | 9,315.57 | \$242,205 |
| NONE | K | 631 | 117.027 | 9,362.16 | \$243,416 |
| NONE | K | 632 | 117.613 | 9,409.01 | \$244,634 |
| NONE | K | 633 | 118.200 | 9,456.02 | \$245,857 |
| NONE | K | 634 | 118.791 | 9,503.29 | \$247,086 |
| NONE | K | 635 | 119.385 | 9,550.82 | \$248,321 |
| NONE | K | 636 | 119.982 | 9,598.60 | \$249,564 |
| NONE | K | 637 | 120.583 | 9,646.63 | \$250,812 |
| NONE | K | 638 | 121.185 | 9,694.84 | \$252,066 |
| NONE | K | 639 | 121.791 | 9,743.30 | \$253,326 |
| NONE | K | 640 | 122.400 | 9,792.01 | \$254,592 |
| NONE | K | 641 | 123.012 | 9,840.98 | \$255,865 |
| NONE | K | 642 | 123.628 | 9,890.20 | \$257,145 |
| NONE | K | 643 | 124.246 | 9,939.68 | \$258,432 |
| NONE | K | 644 | 124.868 | 9,989.41 | \$259,725 |
| NONE | K | 645 | 125.493 | 10,039.40 | \$261,024 |
| NONE | K | 646 | 126.119 | 10,089.56 | \$262,328 |
| NONE | K | 647 | 126.750 | 10,139.97 | \$263,639 |
| NONE | K | 648 | 127.383 | 10,190.63 | \$264,957 |
| NONE | K | 649 | 128.019 | 10,241.56 | \$266,280 |
| NONE | K | 650 | 128.659 | 10,292.73 | \$267,611 |
| NONE | K | 651 | 129.302 | 10,344.16 | \$268,948 |
| NONE | K | 652 | 129.948 | 10,395.84 | \$270,292 |
| NONE | K | 653 | 130.597 | 10,447.78 | \$271,642 |
| NONE | K | 654 | 131.251 | 10,500.06 | \$273,002 |
| NONE | K | 655 | 131.907 | 10,552.59 | \$274,367 |
| NONE | K | 656 | 132.567 | 10,605.38 | \$275,740 |
| NONE | K | 657 | 133.230 | 10,658.42 | \$277,119 |
| NONE | K | 658 | 133.897 | 10,711.72 | \$278,505 |
| NONE | K | 659 | 134.566 | 10,765.27 | \$279,897 |
| NONE | K | 660 | 135.238 | 10,819.08 | \$281,296 |
| NONE | K | 661 | 135.914 | 10,873.14 | \$282,702 |
| NONE | K | 662 | 136.594 | 10,927.54 | \$284,116 |
| NONE | K | 663 | 137.277 | 10,982.19 | \$285,537 |
| NONE | K | 664 | 137.964 | 11,037.09 | \$286,964 |
| NONE | K | 665 | 138.653 | 11,092.27 | \$288,399 |
| NONE | K | 666 | 139.347 | 11,147.77 | \$289,842 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|---------|--------------|------------|
| NONE | K | 667 | 140.044 | 11,203.53 | \$291,292 |
| NONE | K | 668 | 140.744 | 11,259.54 | \$292,748 |
| NONE | K | 669 | 141.448 | 11,315.81 | \$294,211 |
| NONE | K | 670 | 142.155 | 11,372.41 | \$295,683 |
| NONE | K | 671 | 142.866 | 11,429.28 | \$297,161 |
| NONE | K | 672 | 143.580 | 11,486.39 | \$298,646 |
| NONE | K | 673 | 144.298 | 11,543.85 | \$300,140 |
| NONE | K | 674 | 145.019 | 11,601.56 | \$301,640 |
| NONE | K | 675 | 145.745 | 11,659.61 | \$303,150 |
| NONE | K | 676 | 146.474 | 11,717.91 | \$304,666 |
| NONE | K | 677 | 147.206 | 11,776.47 | \$306,188 |
| NONE | K | 678 | 147.942 | 11,835.37 | \$307,720 |
| NONE | K | 679 | 148.681 | 11,894.52 | \$309,258 |
| NONE | K | 680 | 149.425 | 11,954.01 | \$310,804 |
| NONE | K | 681 | 150.172 | 12,013.76 | \$312,358 |
| NONE | K | 682 | 150.923 | 12,073.84 | \$313,920 |
| NONE | K | 683 | 151.677 | 12,134.19 | \$315,489 |
| NONE | K | 684 | 152.436 | 12,194.87 | \$317,067 |
| NONE | K | 685 | 153.198 | 12,255.80 | \$318,651 |
| NONE | K | 686 | 153.963 | 12,317.07 | \$320,244 |
| NONE | K | 687 | 154.734 | 12,378.69 | \$321,846 |
| NONE | K | 688 | 155.507 | 12,440.56 | \$323,454 |
| NONE | K | 689 | 156.285 | 12,502.76 | \$325,072 |
| NONE | K | 690 | 157.066 | 12,565.31 | \$326,698 |
| NONE | K | 691 | 157.851 | 12,628.11 | \$328,331 |
| NONE | K | 692 | 158.641 | 12,691.26 | \$329,973 |
| NONE | K | 693 | 159.434 | 12,754.74 | \$331,623 |
| NONE | K | 694 | 160.231 | 12,818.47 | \$333,280 |
| NONE | K | 695 | 161.032 | 12,882.55 | \$334,946 |
| NONE | K | 696 | 161.837 | 12,946.96 | \$336,621 |
| NONE | K | 697 | 162.646 | 13,011.72 | \$338,305 |
| NONE | K | 698 | 163.460 | 13,076.81 | \$339,997 |
| NONE | K | 699 | 164.277 | 13,142.16 | \$341,696 |
| NONE | K | 700 | 165.098 | 13,207.84 | \$343,404 |
| NONE | K | 701 | 165.923 | 13,273.87 | \$345,121 |
| NONE | K | 702 | 166.753 | 13,340.24 | \$346,846 |
| NONE | K | 703 | 167.587 | 13,406.94 | \$348,581 |
| NONE | K | 704 | 168.425 | 13,473.98 | \$350,323 |
| NONE | K | 705 | 169.267 | 13,541.37 | \$352,076 |
| NONE | K | 706 | 170.114 | 13,609.10 | \$353,837 |
| NONE | K | 707 | 170.965 | 13,677.16 | \$355,606 |
| NONE | K | 708 | 171.820 | 13,745.56 | \$357,385 |
| NONE | K | 709 | 172.679 | 13,814.31 | \$359,172 |

**NON-UNION SCHEDULE I
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|---------|--------------|------------|
| NONE | K | 710 | 173.542 | 13,883.39 | \$360,968 |
| NONE | K | 711 | 174.410 | 13,952.81 | \$362,773 |
| NONE | K | 712 | 175.282 | 14,022.57 | \$364,587 |
| NONE | K | 713 | 176.158 | 14,092.67 | \$366,409 |
| NONE | K | 714 | 177.039 | 14,163.11 | \$368,241 |
| NONE | K | 715 | 177.924 | 14,233.89 | \$370,081 |
| NONE | K | 716 | 178.814 | 14,305.10 | \$371,932 |
| NONE | K | 717 | 179.708 | 14,376.64 | \$373,793 |
| NONE | K | 718 | 180.607 | 14,448.52 | \$375,662 |
| NONE | K | 719 | 181.509 | 14,520.74 | \$377,539 |
| NONE | K | 720 | 182.416 | 14,593.31 | \$379,426 |
| NONE | K | 721 | 183.329 | 14,666.29 | \$381,324 |
| NONE | K | 722 | 184.245 | 14,739.62 | \$383,230 |
| NONE | K | 723 | 185.166 | 14,813.28 | \$385,145 |
| NONE | K | 724 | 186.092 | 14,887.37 | \$387,072 |
| NONE | K | 725 | 187.023 | 14,961.80 | \$389,007 |
| NONE | K | 726 | 187.957 | 15,036.57 | \$390,951 |
| NONE | K | 727 | 188.897 | 15,111.75 | \$392,906 |
| NONE | K | 728 | 189.841 | 15,187.29 | \$394,870 |
| NONE | K | 729 | 190.791 | 15,263.25 | \$396,845 |
| NONE | K | 730 | 191.744 | 15,339.55 | \$398,828 |
| NONE | K | 731 | 192.703 | 15,416.27 | \$400,823 |
| NONE | K | 732 | 193.667 | 15,493.33 | \$402,826 |
| NONE | K | 733 | 194.635 | 15,570.81 | \$404,841 |
| NONE | K | 734 | 195.608 | 15,648.63 | \$406,864 |
| NONE | K | 735 | 196.586 | 15,726.88 | \$408,899 |
| NONE | K | 736 | 197.569 | 15,805.55 | \$410,944 |
| NONE | K | 737 | 198.557 | 15,884.57 | \$412,999 |
| NONE | K | 738 | 199.550 | 15,964.00 | \$415,064 |
| NONE | K | 739 | 200.548 | 16,043.86 | \$417,140 |
| NONE | K | 740 | 201.551 | 16,124.06 | \$419,226 |
| NONE | K | 741 | 202.559 | 16,204.69 | \$421,322 |
| NONE | K | 742 | 203.572 | 16,285.73 | \$423,429 |
| NONE | K | 743 | 204.589 | 16,367.12 | \$425,545 |
| NONE | K | 744 | 205.612 | 16,448.93 | \$427,672 |
| NONE | K | 745 | 206.640 | 16,531.17 | \$429,810 |
| NONE | K | 746 | 207.673 | 16,613.83 | \$431,960 |
| NONE | K | 747 | 208.711 | 16,696.92 | \$434,120 |
| NONE | K | 748 | 209.755 | 16,780.43 | \$436,291 |
| NONE | K | 749 | 210.805 | 16,864.36 | \$438,473 |
| NONE | K | 750 | 211.859 | 16,948.72 | \$440,667 |
| NONE | K | 751 | 212.919 | 17,033.50 | \$442,871 |
| NONE | K | 752 | 213.984 | 17,118.71 | \$445,086 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|---------|--------------|------------|
| NONE | K | 753 | 215.054 | 17,204.34 | \$447,313 |
| NONE | K | 754 | 216.130 | 17,290.40 | \$449,550 |
| NONE | K | 755 | 217.211 | 17,376.87 | \$451,799 |
| NONE | K | 756 | 218.297 | 17,463.77 | \$454,058 |
| NONE | K | 757 | 219.389 | 17,551.11 | \$456,329 |
| NONE | K | 758 | 220.486 | 17,638.86 | \$458,610 |
| NONE | K | 759 | 221.588 | 17,727.04 | \$460,903 |
| NONE | K | 760 | 222.696 | 17,815.64 | \$463,207 |
| NONE | K | 761 | 223.809 | 17,904.75 | \$465,524 |
| NONE | K | 762 | 224.929 | 17,994.29 | \$467,851 |
| NONE | K | 763 | 226.053 | 18,084.25 | \$470,190 |
| NONE | K | 764 | 227.183 | 18,174.63 | \$472,540 |
| NONE | K | 765 | 228.319 | 18,265.52 | \$474,904 |
| NONE | K | 766 | 229.461 | 18,356.84 | \$477,278 |
| NONE | K | 767 | 230.608 | 18,448.67 | \$479,665 |
| NONE | K | 768 | 231.761 | 18,540.92 | \$482,064 |
| NONE | K | 769 | 232.920 | 18,633.59 | \$484,473 |
| NONE | K | 770 | 234.085 | 18,726.78 | \$486,896 |
| NONE | K | 771 | 235.255 | 18,820.39 | \$489,330 |
| NONE | K | 772 | 236.431 | 18,914.50 | \$491,777 |
| NONE | K | 773 | 237.613 | 19,009.05 | \$494,235 |
| NONE | K | 774 | 238.801 | 19,104.10 | \$496,707 |
| NONE | K | 775 | 239.996 | 19,199.66 | \$499,191 |
| NONE | K | 776 | 241.196 | 19,295.64 | \$501,687 |
| NONE | K | 777 | 242.402 | 19,392.14 | \$504,196 |
| NONE | K | 778 | 243.613 | 19,489.06 | \$506,715 |
| NONE | K | 779 | 244.831 | 19,586.49 | \$509,249 |
| NONE | K | 780 | 246.055 | 19,684.42 | \$511,795 |
| NONE | K | 781 | 247.286 | 19,782.87 | \$514,355 |
| NONE | K | 782 | 248.523 | 19,881.82 | \$516,927 |
| NONE | K | 783 | 249.765 | 19,981.20 | \$519,511 |
| NONE | K | 784 | 251.014 | 20,081.09 | \$522,108 |
| NONE | K | 785 | 252.269 | 20,181.49 | \$524,719 |
| NONE | K | 786 | 253.530 | 20,282.40 | \$527,342 |
| NONE | K | 787 | 254.798 | 20,383.82 | \$529,979 |
| NONE | K | 788 | 256.072 | 20,485.74 | \$532,629 |
| NONE | K | 789 | 257.352 | 20,588.18 | \$535,293 |
| NONE | K | 790 | 258.639 | 20,691.12 | \$537,969 |
| NONE | K | 791 | 259.932 | 20,794.57 | \$540,659 |
| NONE | K | 792 | 261.232 | 20,898.54 | \$543,362 |
| NONE | K | 793 | 262.538 | 21,003.01 | \$546,078 |
| NONE | K | 794 | 263.850 | 21,107.99 | \$548,808 |
| NONE | K | 795 | 265.170 | 21,213.57 | \$551,553 |

**NON-UNION SCHEDULE I
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|---------|--------------|------------|
| NONE | K | 796 | 266.496 | 21,319.65 | \$554,311 |
| NONE | K | 797 | 267.828 | 21,426.24 | \$557,082 |
| NONE | K | 798 | 269.167 | 21,533.35 | \$559,867 |
| NONE | K | 799 | 270.513 | 21,641.04 | \$562,667 |
| NONE | K | 800 | 271.866 | 21,749.25 | \$565,480 |
| NONE | K | 801 | 273.224 | 21,857.96 | \$568,307 |
| NONE | K | 802 | 274.591 | 21,967.27 | \$571,149 |
| NONE | K | 803 | 275.964 | 22,077.09 | \$574,004 |
| NONE | K | 804 | 277.344 | 22,187.50 | \$576,875 |
| NONE | K | 805 | 278.730 | 22,298.43 | \$579,759 |
| NONE | K | 806 | 280.124 | 22,409.94 | \$582,659 |
| NONE | K | 807 | 281.525 | 22,521.97 | \$585,571 |
| NONE | K | 808 | 282.932 | 22,634.59 | \$588,499 |
| NONE | K | 809 | 284.347 | 22,747.80 | \$591,443 |
| NONE | K | 810 | 285.769 | 22,861.52 | \$594,400 |
| NONE | K | 811 | 287.198 | 22,975.84 | \$597,372 |
| NONE | K | 812 | 288.634 | 23,090.75 | \$600,359 |
| NONE | K | 813 | 290.077 | 23,206.17 | \$603,360 |
| NONE | K | 814 | 291.527 | 23,322.18 | \$606,377 |
| NONE | K | 815 | 292.985 | 23,438.79 | \$609,409 |
| NONE | K | 816 | 294.450 | 23,555.99 | \$612,456 |
| NONE | K | 817 | 295.922 | 23,673.79 | \$615,519 |
| NONE | K | 818 | 297.402 | 23,792.18 | \$618,597 |
| NONE | K | 819 | 298.890 | 23,911.16 | \$621,690 |
| NONE | K | 820 | 300.384 | 24,030.74 | \$624,799 |
| NONE | K | 821 | 301.886 | 24,150.91 | \$627,924 |
| NONE | K | 822 | 303.396 | 24,271.68 | \$631,064 |
| NONE | K | 823 | 304.913 | 24,393.04 | \$634,219 |
| NONE | K | 824 | 306.437 | 24,515.00 | \$637,390 |
| NONE | K | 825 | 307.969 | 24,637.54 | \$640,576 |
| NONE | K | 826 | 309.510 | 24,760.77 | \$643,780 |
| NONE | K | 827 | 311.057 | 24,884.59 | \$646,999 |
| NONE | K | 828 | 312.613 | 25,009.01 | \$650,234 |
| NONE | K | 829 | 314.175 | 25,134.02 | \$653,485 |
| NONE | K | 830 | 315.746 | 25,259.71 | \$656,752 |

**NON-UNION SCHEDULE II: NURSES
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | FA | 329 | 25.949 | \$2,075.92 | \$53,974 |
| NONE | FA | 330 | 26.079 | \$2,086.32 | \$54,244 |
| NONE | FA | 331 | 26.209 | \$2,096.72 | \$54,515 |
| NONE | FA | 332 | 26.341 | \$2,107.28 | \$54,789 |
| NONE | FA | 333 | 26.472 | \$2,117.76 | \$55,062 |
| NONE | FA | 334 | 26.605 | \$2,128.40 | \$55,338 |
| NONE | FA | 335 | 26.737 | \$2,138.96 | \$55,613 |
| NONE | FA | 336 | 26.871 | \$2,149.68 | \$55,892 |
| NONE | FA | 337 | 27.006 | \$2,160.48 | \$56,172 |
| NONE | FA | 338 | 27.141 | \$2,171.28 | \$56,453 |
| NONE | FA | 339 | 27.277 | \$2,182.16 | \$56,736 |
| NONE | FA | 340 | 27.413 | \$2,193.04 | \$57,019 |
| NONE | FA | 341 | 27.550 | \$2,204.00 | \$57,304 |
| NONE | FA | 342 | 27.688 | \$2,215.04 | \$57,591 |
| NONE | FA | 343 | 27.827 | \$2,226.16 | \$57,880 |
| NONE | FA | 344 | 27.966 | \$2,237.28 | \$58,169 |
| NONE | FA | 345 | 28.106 | \$2,248.48 | \$58,460 |
| NONE | FA | 346 | 28.246 | \$2,259.68 | \$58,752 |
| NONE | FA | 347 | 28.387 | \$2,270.96 | \$59,045 |
| NONE | FA | 348 | 28.529 | \$2,282.32 | \$59,340 |
| NONE | FA | 349 | 28.671 | \$2,293.68 | \$59,636 |
| NONE | FA | 350 | 28.814 | \$2,305.12 | \$59,933 |
| NONE | FA | 351 | 28.959 | \$2,316.72 | \$60,235 |
| NONE | FA | 352 | 29.103 | \$2,328.24 | \$60,534 |
| NONE | FA | 353 | 29.248 | \$2,339.84 | \$60,836 |
| NONE | FA | 354 | 29.394 | \$2,351.52 | \$61,140 |
| NONE | FA | 355 | 29.543 | \$2,363.44 | \$61,449 |
| NONE | FA | 356 | 29.690 | \$2,375.20 | \$61,755 |
| NONE | FA | 357 | 29.839 | \$2,387.12 | \$62,065 |
| NONE | FA | 358 | 29.988 | \$2,399.04 | \$62,375 |
| NONE | FA | 359 | 30.137 | \$2,410.96 | \$62,685 |
| NONE | FA | 360 | 30.288 | \$2,423.04 | \$62,999 |
| NONE | FA | 361 | 30.440 | \$2,435.20 | \$63,315 |
| NONE | FA | 362 | 30.592 | \$2,447.36 | \$63,631 |
| NONE | FA | 363 | 30.744 | \$2,459.52 | \$63,948 |
| NONE | FA | 364 | 30.898 | \$2,471.84 | \$64,268 |
| NONE | FA | 365 | 31.053 | \$2,484.24 | \$64,590 |
| NONE | FA | 366 | 31.208 | \$2,496.64 | \$64,913 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | FA | 367 | 31.364 | \$2,509.12 | \$65,237 |
| NONE | FA | 368 | 31.521 | \$2,521.68 | \$65,564 |
| NONE | FA | 369 | 31.679 | \$2,534.32 | \$65,892 |
| NONE | FA | 370 | 31.837 | \$2,546.96 | \$66,221 |
| NONE | FA | 371 | 31.997 | \$2,559.76 | \$66,554 |
| NONE | FA | 372 | 32.156 | \$2,572.48 | \$66,884 |
| NONE | FA | 373 | 32.317 | \$2,585.36 | \$67,219 |
| NONE | FA | 374 | 32.479 | \$2,598.32 | \$67,556 |
| NONE | FA | 375 | 32.641 | \$2,611.28 | \$67,893 |
| NONE | FA | 376 | 32.805 | \$2,624.40 | \$68,234 |
| NONE | FA | 377 | 32.969 | \$2,637.52 | \$68,576 |
| NONE | FA | 378 | 33.134 | \$2,650.72 | \$68,919 |
| NONE | FA | 379 | 33.299 | \$2,663.92 | \$69,262 |
| NONE | FA | 380 | 33.466 | \$2,677.28 | \$69,609 |
| NONE | FA | 381 | 33.633 | \$2,690.64 | \$69,957 |
| NONE | FA | 382 | 33.802 | \$2,704.16 | \$70,308 |
| NONE | FA | 383 | 33.970 | \$2,717.60 | \$70,658 |
| NONE | FA | 384 | 34.140 | \$2,731.20 | \$71,011 |
| NONE | FA | 385 | 34.311 | \$2,744.88 | \$71,367 |
| NONE | FA | 386 | 34.482 | \$2,758.56 | \$71,723 |
| NONE | FA | 387 | 34.656 | \$2,772.48 | \$72,084 |
| NONE | FA | 388 | 34.829 | \$2,786.32 | \$72,444 |
| NONE | FA | 389 | 35.002 | \$2,800.16 | \$72,804 |
| NONE | FA | 390 | 35.177 | \$2,814.16 | \$73,168 |
| NONE | FA | 391 | 35.354 | \$2,828.32 | \$73,536 |
| NONE | FA | 392 | 35.531 | \$2,842.48 | \$73,904 |
| NONE | FA | 393 | 35.708 | \$2,856.64 | \$74,273 |
| NONE | FA | 394 | 35.886 | \$2,870.88 | \$74,643 |
| NONE | FA | 395 | 36.066 | \$2,885.28 | \$75,017 |
| NONE | FA | 396 | 36.246 | \$2,899.68 | \$75,392 |
| NONE | FA | 397 | 36.428 | \$2,914.24 | \$75,770 |
| NONE | FA | 398 | 36.609 | \$2,928.72 | \$76,147 |
| NONE | FA | 399 | 36.793 | \$2,943.44 | \$76,529 |
| NONE | FA | 400 | 36.977 | \$2,958.16 | \$76,912 |
| NONE | FA | 401 | 37.161 | \$2,972.88 | \$77,295 |
| NONE | FA | 402 | 37.347 | \$2,987.76 | \$77,682 |
| NONE | FA | 403 | 37.534 | \$3,002.72 | \$78,071 |
| NONE | FA | 404 | 37.721 | \$3,017.68 | \$78,460 |

**NON-UNION SCHEDULE II: NURSES
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | FA | 405 | 37.910 | \$3,032.80 | \$78,853 |
| NONE | FA | 406 | 38.100 | \$3,048.00 | \$79,248 |
| NONE | FA | 407 | 38.291 | \$3,063.28 | \$79,645 |
| NONE | FA | 408 | 38.482 | \$3,078.56 | \$80,043 |
| NONE | FA | 409 | 38.674 | \$3,093.92 | \$80,442 |
| NONE | FA | 410 | 38.867 | \$3,109.36 | \$80,843 |
| NONE | FA | 411 | 39.061 | \$3,124.88 | \$81,247 |
| NONE | FA | 412 | 39.257 | \$3,140.56 | \$81,655 |
| NONE | FA | 413 | 39.453 | \$3,156.24 | \$82,062 |
| NONE | FA | 414 | 39.650 | \$3,172.00 | \$82,472 |
| NONE | FA | 415 | 39.848 | \$3,187.84 | \$82,884 |
| NONE | FA | 416 | 40.048 | \$3,203.84 | \$83,300 |
| NONE | FA | 417 | 40.249 | \$3,219.92 | \$83,718 |
| NONE | FA | 418 | 40.450 | \$3,236.00 | \$84,136 |
| NONE | FA | 419L | 40.652 | \$3,252.16 | \$84,556 |
| NONE | FA | 420L | 40.857 | \$3,268.56 | \$84,983 |
| NONE | FA | 421L | 41.061 | \$3,284.88 | \$85,407 |
| NONE | FB | 336 | 26.871 | \$2,149.68 | \$55,892 |
| NONE | FB | 337 | 27.006 | \$2,160.48 | \$56,172 |
| NONE | FB | 338 | 27.141 | \$2,171.28 | \$56,453 |
| NONE | FB | 339 | 27.277 | \$2,182.16 | \$56,736 |
| NONE | FB | 340 | 27.413 | \$2,193.04 | \$57,019 |
| NONE | FB | 341 | 27.550 | \$2,204.00 | \$57,304 |
| NONE | FB | 342 | 27.688 | \$2,215.04 | \$57,591 |
| NONE | FB | 343 | 27.827 | \$2,226.16 | \$57,880 |
| NONE | FB | 344 | 27.966 | \$2,237.28 | \$58,169 |
| NONE | FB | 345 | 28.106 | \$2,248.48 | \$58,460 |
| NONE | FB | 346 | 28.246 | \$2,259.68 | \$58,752 |
| NONE | FB | 347 | 28.387 | \$2,270.96 | \$59,045 |
| NONE | FB | 348 | 28.529 | \$2,282.32 | \$59,340 |
| NONE | FB | 349 | 28.671 | \$2,293.68 | \$59,636 |
| NONE | FB | 350 | 28.814 | \$2,305.12 | \$59,933 |
| NONE | FB | 351 | 28.959 | \$2,316.72 | \$60,235 |
| NONE | FB | 352 | 29.103 | \$2,328.24 | \$60,534 |
| NONE | FB | 353 | 29.248 | \$2,339.84 | \$60,836 |
| NONE | FB | 354 | 29.394 | \$2,351.52 | \$61,140 |
| NONE | FB | 355 | 29.543 | \$2,363.44 | \$61,449 |
| NONE | FB | 356 | 29.690 | \$2,375.20 | \$61,755 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | FB | 357 | 29.839 | \$2,387.12 | \$62,065 |
| NONE | FB | 358 | 29.988 | \$2,399.04 | \$62,375 |
| NONE | FB | 359 | 30.137 | \$2,410.96 | \$62,685 |
| NONE | FB | 360 | 30.288 | \$2,423.04 | \$62,999 |
| NONE | FB | 361 | 30.440 | \$2,435.20 | \$63,315 |
| NONE | FB | 362 | 30.592 | \$2,447.36 | \$63,631 |
| NONE | FB | 363 | 30.744 | \$2,459.52 | \$63,948 |
| NONE | FB | 364 | 30.898 | \$2,471.84 | \$64,268 |
| NONE | FB | 365 | 31.053 | \$2,484.24 | \$64,590 |
| NONE | FB | 366 | 31.208 | \$2,496.64 | \$64,913 |
| NONE | FB | 367 | 31.364 | \$2,509.12 | \$65,237 |
| NONE | FB | 368 | 31.521 | \$2,521.68 | \$65,564 |
| NONE | FB | 369 | 31.679 | \$2,534.32 | \$65,892 |
| NONE | FB | 370 | 31.837 | \$2,546.96 | \$66,221 |
| NONE | FB | 371 | 31.997 | \$2,559.76 | \$66,554 |
| NONE | FB | 372 | 32.156 | \$2,572.48 | \$66,884 |
| NONE | FB | 373 | 32.317 | \$2,585.36 | \$67,219 |
| NONE | FB | 374 | 32.479 | \$2,598.32 | \$67,556 |
| NONE | FB | 375 | 32.641 | \$2,611.28 | \$67,893 |
| NONE | FB | 376 | 32.805 | \$2,624.40 | \$68,234 |
| NONE | FB | 377 | 32.969 | \$2,637.52 | \$68,576 |
| NONE | FB | 378 | 33.134 | \$2,650.72 | \$68,919 |
| NONE | FB | 379 | 33.299 | \$2,663.92 | \$69,262 |
| NONE | FB | 380 | 33.466 | \$2,677.28 | \$69,609 |
| NONE | FB | 381 | 33.633 | \$2,690.64 | \$69,957 |
| NONE | FB | 382 | 33.802 | \$2,704.16 | \$70,308 |
| NONE | FB | 383 | 33.970 | \$2,717.60 | \$70,658 |
| NONE | FB | 384 | 34.140 | \$2,731.20 | \$71,011 |
| NONE | FB | 385 | 34.311 | \$2,744.88 | \$71,367 |
| NONE | FB | 386 | 34.482 | \$2,758.56 | \$71,723 |
| NONE | FB | 387 | 34.656 | \$2,772.48 | \$72,084 |
| NONE | FB | 388 | 34.829 | \$2,786.32 | \$72,444 |
| NONE | FB | 389 | 35.002 | \$2,800.16 | \$72,804 |
| NONE | FB | 390 | 35.177 | \$2,814.16 | \$73,168 |
| NONE | FB | 391 | 35.354 | \$2,828.32 | \$73,536 |
| NONE | FB | 392 | 35.531 | \$2,842.48 | \$73,904 |
| NONE | FB | 393 | 35.708 | \$2,856.64 | \$74,273 |
| NONE | FB | 394 | 35.886 | \$2,870.88 | \$74,643 |

**NON-UNION SCHEDULE II: NURSES
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | FB | 395 | 36.066 | \$2,885.28 | \$75,017 |
| NONE | FB | 396 | 36.246 | \$2,899.68 | \$75,392 |
| NONE | FB | 397 | 36.428 | \$2,914.24 | \$75,770 |
| NONE | FB | 398 | 36.609 | \$2,928.72 | \$76,147 |
| NONE | FB | 399 | 36.793 | \$2,943.44 | \$76,529 |
| NONE | FB | 400 | 36.977 | \$2,958.16 | \$76,912 |
| NONE | FB | 401 | 37.161 | \$2,972.88 | \$77,295 |
| NONE | FB | 402 | 37.347 | \$2,987.76 | \$77,682 |
| NONE | FB | 403 | 37.534 | \$3,002.72 | \$78,071 |
| NONE | FB | 404 | 37.721 | \$3,017.68 | \$78,460 |
| NONE | FB | 405 | 37.910 | \$3,032.80 | \$78,853 |
| NONE | FB | 406 | 38.100 | \$3,048.00 | \$79,248 |
| NONE | FB | 407 | 38.291 | \$3,063.28 | \$79,645 |
| NONE | FB | 408 | 38.482 | \$3,078.56 | \$80,043 |
| NONE | FB | 409 | 38.674 | \$3,093.92 | \$80,442 |
| NONE | FB | 410 | 38.867 | \$3,109.36 | \$80,843 |
| NONE | FB | 411 | 39.061 | \$3,124.88 | \$81,247 |
| NONE | FB | 412 | 39.257 | \$3,140.56 | \$81,655 |
| NONE | FB | 413 | 39.453 | \$3,156.24 | \$82,062 |
| NONE | FB | 414 | 39.650 | \$3,172.00 | \$82,472 |
| NONE | FB | 415 | 39.848 | \$3,187.84 | \$82,884 |
| NONE | FB | 416 | 40.048 | \$3,203.84 | \$83,300 |
| NONE | FB | 417 | 40.249 | \$3,219.92 | \$83,718 |
| NONE | FB | 418 | 40.450 | \$3,236.00 | \$84,136 |
| NONE | FB | 419 | 40.652 | \$3,252.16 | \$84,556 |
| NONE | FB | 420 | 40.857 | \$3,268.56 | \$84,983 |
| NONE | FB | 421 | 41.061 | \$3,284.88 | \$85,407 |
| NONE | FB | 422 | 41.267 | \$3,301.36 | \$85,835 |
| NONE | FB | 423 | 41.474 | \$3,317.92 | \$86,266 |
| NONE | FB | 424L | 41.681 | \$3,334.48 | \$86,696 |
| NONE | FB | 425L | 41.888 | \$3,351.04 | \$87,127 |
| NONE | FB | 426L | 42.098 | \$3,367.84 | \$87,564 |
| NONE | FE | 373 | 32.317 | \$2,585.36 | \$67,219 |
| NONE | FE | 374 | 32.479 | \$2,598.32 | \$67,556 |
| NONE | FE | 375 | 32.641 | \$2,611.28 | \$67,893 |
| NONE | FE | 376 | 32.805 | \$2,624.40 | \$68,234 |
| NONE | FE | 377 | 32.969 | \$2,637.52 | \$68,576 |
| NONE | FE | 378 | 33.134 | \$2,650.72 | \$68,919 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | FE | 379 | 33.299 | \$2,663.92 | \$69,262 |
| NONE | FE | 380 | 33.466 | \$2,677.28 | \$69,609 |
| NONE | FE | 381 | 33.633 | \$2,690.64 | \$69,957 |
| NONE | FE | 382 | 33.802 | \$2,704.16 | \$70,308 |
| NONE | FE | 383 | 33.970 | \$2,717.60 | \$70,658 |
| NONE | FE | 384 | 34.140 | \$2,731.20 | \$71,011 |
| NONE | FE | 385 | 34.311 | \$2,744.88 | \$71,367 |
| NONE | FE | 386 | 34.482 | \$2,758.56 | \$71,723 |
| NONE | FE | 387 | 34.656 | \$2,772.48 | \$72,084 |
| NONE | FE | 388 | 34.829 | \$2,786.32 | \$72,444 |
| NONE | FE | 389 | 35.002 | \$2,800.16 | \$72,804 |
| NONE | FE | 390 | 35.177 | \$2,814.16 | \$73,168 |
| NONE | FE | 391 | 35.354 | \$2,828.32 | \$73,536 |
| NONE | FE | 392 | 35.531 | \$2,842.48 | \$73,904 |
| NONE | FE | 393 | 35.708 | \$2,856.64 | \$74,273 |
| NONE | FE | 394 | 35.886 | \$2,870.88 | \$74,643 |
| NONE | FE | 395 | 36.066 | \$2,885.28 | \$75,017 |
| NONE | FE | 396 | 36.246 | \$2,899.68 | \$75,392 |
| NONE | FE | 397 | 36.428 | \$2,914.24 | \$75,770 |
| NONE | FE | 398 | 36.609 | \$2,928.72 | \$76,147 |
| NONE | FE | 399 | 36.793 | \$2,943.44 | \$76,529 |
| NONE | FE | 400 | 36.977 | \$2,958.16 | \$76,912 |
| NONE | FE | 401 | 37.161 | \$2,972.88 | \$77,295 |
| NONE | FE | 402 | 37.347 | \$2,987.76 | \$77,682 |
| NONE | FE | 403 | 37.534 | \$3,002.72 | \$78,071 |
| NONE | FE | 404 | 37.721 | \$3,017.68 | \$78,460 |
| NONE | FE | 405 | 37.910 | \$3,032.80 | \$78,853 |
| NONE | FE | 406 | 38.100 | \$3,048.00 | \$79,248 |
| NONE | FE | 407 | 38.291 | \$3,063.28 | \$79,645 |
| NONE | FE | 408 | 38.482 | \$3,078.56 | \$80,043 |
| NONE | FE | 409 | 38.674 | \$3,093.92 | \$80,442 |
| NONE | FE | 410 | 38.867 | \$3,109.36 | \$80,843 |
| NONE | FE | 411 | 39.061 | \$3,124.88 | \$81,247 |
| NONE | FE | 412 | 39.257 | \$3,140.56 | \$81,655 |
| NONE | FE | 413 | 39.453 | \$3,156.24 | \$82,062 |
| NONE | FE | 414 | 39.650 | \$3,172.00 | \$82,472 |
| NONE | FE | 415 | 39.848 | \$3,187.84 | \$82,884 |
| NONE | FE | 416 | 40.048 | \$3,203.84 | \$83,300 |

**NON-UNION SCHEDULE II: NURSES
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | FE | 417 | 40.249 | \$3,219.92 | \$83,718 |
| NONE | FE | 418 | 40.450 | \$3,236.00 | \$84,136 |
| NONE | FE | 419 | 40.652 | \$3,252.16 | \$84,556 |
| NONE | FE | 420 | 40.857 | \$3,268.56 | \$84,983 |
| NONE | FE | 421 | 41.061 | \$3,284.88 | \$85,407 |
| NONE | FE | 422 | 41.267 | \$3,301.36 | \$85,835 |
| NONE | FE | 423 | 41.474 | \$3,317.92 | \$86,266 |
| NONE | FE | 424 | 41.681 | \$3,334.48 | \$86,696 |
| NONE | FE | 425 | 41.888 | \$3,351.04 | \$87,127 |
| NONE | FE | 426 | 42.098 | \$3,367.84 | \$87,564 |
| NONE | FE | 427 | 42.307 | \$3,384.56 | \$87,999 |
| NONE | FE | 428 | 42.519 | \$3,401.52 | \$88,440 |
| NONE | FE | 429 | 42.730 | \$3,418.40 | \$88,878 |
| NONE | FE | 430 | 42.944 | \$3,435.52 | \$89,324 |
| NONE | FE | 431 | 43.158 | \$3,452.64 | \$89,769 |
| NONE | FE | 432 | 43.374 | \$3,469.92 | \$90,218 |
| NONE | FE | 433 | 43.591 | \$3,487.28 | \$90,669 |
| NONE | FE | 434 | 43.807 | \$3,504.56 | \$91,119 |
| NONE | FE | 435 | 44.026 | \$3,522.08 | \$91,574 |
| NONE | FE | 436 | 44.246 | \$3,539.68 | \$92,032 |
| NONE | FE | 437 | 44.468 | \$3,557.44 | \$92,493 |
| NONE | FE | 438 | 44.691 | \$3,575.28 | \$92,957 |
| NONE | FE | 439 | 44.915 | \$3,593.20 | \$93,423 |
| NONE | FE | 440 | 45.140 | \$3,611.20 | \$93,891 |
| NONE | FE | 441 | 45.366 | \$3,629.28 | \$94,361 |
| NONE | FE | 442 | 45.593 | \$3,647.44 | \$94,833 |
| NONE | FE | 443 | 45.821 | \$3,665.68 | \$95,308 |
| NONE | FE | 444 | 46.050 | \$3,684.00 | \$95,784 |
| NONE | FE | 445 | 46.281 | \$3,702.48 | \$96,264 |
| NONE | FE | 446 | 46.511 | \$3,720.88 | \$96,743 |
| NONE | FE | 447 | 46.744 | \$3,739.52 | \$97,228 |
| NONE | FE | 448 | 46.977 | \$3,758.16 | \$97,712 |
| NONE | FE | 449 | 47.211 | \$3,776.88 | \$98,199 |
| NONE | FE | 450 | 47.448 | \$3,795.84 | \$98,692 |
| NONE | FE | 451 | 47.686 | \$3,814.88 | \$99,187 |
| NONE | FE | 452 | 47.924 | \$3,833.92 | \$99,682 |
| NONE | FE | 453 | 48.165 | \$3,853.20 | \$100,183 |
| NONE | FE | 454 | 48.406 | \$3,872.48 | \$100,684 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | FE | 455 | 48.647 | \$3,891.76 | \$101,186 |
| NONE | FE | 456 | 48.890 | \$3,911.20 | \$101,691 |
| NONE | FE | 457 | 49.134 | \$3,930.72 | \$102,199 |
| NONE | FE | 458 | 49.380 | \$3,950.40 | \$102,710 |
| NONE | FE | 459 | 49.628 | \$3,970.24 | \$103,226 |
| NONE | FE | 460 | 49.876 | \$3,990.08 | \$103,742 |
| NONE | FE | 461 | 50.125 | \$4,010.00 | \$104,260 |
| NONE | FE | 462 | 50.375 | \$4,030.00 | \$104,780 |
| NONE | FE | 463L | 50.627 | \$4,050.16 | \$105,304 |
| NONE | FE | 464L | 50.880 | \$4,070.40 | \$105,830 |
| NONE | FE | 465L | 51.135 | \$4,090.80 | \$106,361 |
| NONE | FF | 380 | 33.466 | \$2,677.28 | \$69,609 |
| NONE | FF | 381 | 33.633 | \$2,690.64 | \$69,957 |
| NONE | FF | 382 | 33.802 | \$2,704.16 | \$70,308 |
| NONE | FF | 383 | 33.970 | \$2,717.60 | \$70,658 |
| NONE | FF | 384 | 34.140 | \$2,731.20 | \$71,011 |
| NONE | FF | 385 | 34.311 | \$2,744.88 | \$71,367 |
| NONE | FF | 386 | 34.482 | \$2,758.56 | \$71,723 |
| NONE | FF | 387 | 34.656 | \$2,772.48 | \$72,084 |
| NONE | FF | 388 | 34.829 | \$2,786.32 | \$72,444 |
| NONE | FF | 389 | 35.002 | \$2,800.16 | \$72,804 |
| NONE | FF | 390 | 35.177 | \$2,814.16 | \$73,168 |
| NONE | FF | 391 | 35.354 | \$2,828.32 | \$73,536 |
| NONE | FF | 392 | 35.531 | \$2,842.48 | \$73,904 |
| NONE | FF | 393 | 35.708 | \$2,856.64 | \$74,273 |
| NONE | FF | 394 | 35.886 | \$2,870.88 | \$74,643 |
| NONE | FF | 395 | 36.066 | \$2,885.28 | \$75,017 |
| NONE | FF | 396 | 36.246 | \$2,899.68 | \$75,392 |
| NONE | FF | 397 | 36.428 | \$2,914.24 | \$75,770 |
| NONE | FF | 398 | 36.609 | \$2,928.72 | \$76,147 |
| NONE | FF | 399 | 36.793 | \$2,943.44 | \$76,529 |
| NONE | FF | 400 | 36.977 | \$2,958.16 | \$76,912 |
| NONE | FF | 401 | 37.161 | \$2,972.88 | \$77,295 |
| NONE | FF | 402 | 37.347 | \$2,987.76 | \$77,682 |
| NONE | FF | 403 | 37.534 | \$3,002.72 | \$78,071 |
| NONE | FF | 404 | 37.721 | \$3,017.68 | \$78,460 |
| NONE | FF | 405 | 37.910 | \$3,032.80 | \$78,853 |
| NONE | FF | 406 | 38.100 | \$3,048.00 | \$79,248 |

**NON-UNION SCHEDULE II: NURSES
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | FF | 407 | 38.291 | \$3,063.28 | \$79,645 |
| NONE | FF | 408 | 38.482 | \$3,078.56 | \$80,043 |
| NONE | FF | 409 | 38.674 | \$3,093.92 | \$80,442 |
| NONE | FF | 410 | 38.867 | \$3,109.36 | \$80,843 |
| NONE | FF | 411 | 39.061 | \$3,124.88 | \$81,247 |
| NONE | FF | 412 | 39.257 | \$3,140.56 | \$81,655 |
| NONE | FF | 413 | 39.453 | \$3,156.24 | \$82,062 |
| NONE | FF | 414 | 39.650 | \$3,172.00 | \$82,472 |
| NONE | FF | 415 | 39.848 | \$3,187.84 | \$82,884 |
| NONE | FF | 416 | 40.048 | \$3,203.84 | \$83,300 |
| NONE | FF | 417 | 40.249 | \$3,219.92 | \$83,718 |
| NONE | FF | 418 | 40.450 | \$3,236.00 | \$84,136 |
| NONE | FF | 419 | 40.652 | \$3,252.16 | \$84,556 |
| NONE | FF | 420 | 40.857 | \$3,268.56 | \$84,983 |
| NONE | FF | 421 | 41.061 | \$3,284.88 | \$85,407 |
| NONE | FF | 422 | 41.267 | \$3,301.36 | \$85,835 |
| NONE | FF | 423 | 41.474 | \$3,317.92 | \$86,266 |
| NONE | FF | 424 | 41.681 | \$3,334.48 | \$86,696 |
| NONE | FF | 425 | 41.888 | \$3,351.04 | \$87,127 |
| NONE | FF | 426 | 42.098 | \$3,367.84 | \$87,564 |
| NONE | FF | 427 | 42.307 | \$3,384.56 | \$87,999 |
| NONE | FF | 428 | 42.519 | \$3,401.52 | \$88,440 |
| NONE | FF | 429 | 42.730 | \$3,418.40 | \$88,878 |
| NONE | FF | 430 | 42.944 | \$3,435.52 | \$89,324 |
| NONE | FF | 431 | 43.158 | \$3,452.64 | \$89,769 |
| NONE | FF | 432 | 43.374 | \$3,469.92 | \$90,218 |
| NONE | FF | 433 | 43.591 | \$3,487.28 | \$90,669 |
| NONE | FF | 434 | 43.807 | \$3,504.56 | \$91,119 |
| NONE | FF | 435 | 44.026 | \$3,522.08 | \$91,574 |
| NONE | FF | 436 | 44.246 | \$3,539.68 | \$92,032 |
| NONE | FF | 437 | 44.468 | \$3,557.44 | \$92,493 |
| NONE | FF | 438 | 44.691 | \$3,575.28 | \$92,957 |
| NONE | FF | 439 | 44.915 | \$3,593.20 | \$93,423 |
| NONE | FF | 440 | 45.140 | \$3,611.20 | \$93,891 |
| NONE | FF | 441 | 45.366 | \$3,629.28 | \$94,361 |
| NONE | FF | 442 | 45.593 | \$3,647.44 | \$94,833 |
| NONE | FF | 443 | 45.821 | \$3,665.68 | \$95,308 |
| NONE | FF | 444 | 46.050 | \$3,684.00 | \$95,784 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | FF | 445 | 46.281 | \$3,702.48 | \$96,264 |
| NONE | FF | 446 | 46.511 | \$3,720.88 | \$96,743 |
| NONE | FF | 447 | 46.744 | \$3,739.52 | \$97,228 |
| NONE | FF | 448 | 46.977 | \$3,758.16 | \$97,712 |
| NONE | FF | 449 | 47.211 | \$3,776.88 | \$98,199 |
| NONE | FF | 450 | 47.448 | \$3,795.84 | \$98,692 |
| NONE | FF | 451 | 47.686 | \$3,814.88 | \$99,187 |
| NONE | FF | 452 | 47.924 | \$3,833.92 | \$99,682 |
| NONE | FF | 453 | 48.165 | \$3,853.20 | \$100,183 |
| NONE | FF | 454 | 48.406 | \$3,872.48 | \$100,684 |
| NONE | FF | 455 | 48.647 | \$3,891.76 | \$101,186 |
| NONE | FF | 456 | 48.890 | \$3,911.20 | \$101,691 |
| NONE | FF | 457 | 49.134 | \$3,930.72 | \$102,199 |
| NONE | FF | 458 | 49.380 | \$3,950.40 | \$102,710 |
| NONE | FF | 459 | 49.628 | \$3,970.24 | \$103,226 |
| NONE | FF | 460 | 49.876 | \$3,990.08 | \$103,742 |
| NONE | FF | 461 | 50.125 | \$4,010.00 | \$104,260 |
| NONE | FF | 462 | 50.375 | \$4,030.00 | \$104,780 |
| NONE | FF | 463 | 50.627 | \$4,050.16 | \$105,304 |
| NONE | FF | 464 | 50.880 | \$4,070.40 | \$105,830 |
| NONE | FF | 465L | 51.135 | \$4,090.80 | \$106,361 |
| NONE | FF | 466L | 51.390 | \$4,111.20 | \$106,891 |
| NONE | FF | 467L | 51.647 | \$4,131.76 | \$107,426 |
| NONE | FJ | 433 | 43.591 | \$3,487.28 | \$90,669 |
| NONE | FJ | 434 | 43.807 | \$3,504.56 | \$91,119 |
| NONE | FJ | 435 | 44.026 | \$3,522.08 | \$91,574 |
| NONE | FJ | 436 | 44.246 | \$3,539.68 | \$92,032 |
| NONE | FJ | 437 | 44.468 | \$3,557.44 | \$92,493 |
| NONE | FJ | 438 | 44.691 | \$3,575.28 | \$92,957 |
| NONE | FJ | 439 | 44.915 | \$3,593.20 | \$93,423 |
| NONE | FJ | 440 | 45.140 | \$3,611.20 | \$93,891 |
| NONE | FJ | 441 | 45.366 | \$3,629.28 | \$94,361 |
| NONE | FJ | 442 | 45.593 | \$3,647.44 | \$94,833 |
| NONE | FJ | 443 | 45.821 | \$3,665.68 | \$95,308 |
| NONE | FJ | 444 | 46.050 | \$3,684.00 | \$95,784 |
| NONE | FJ | 445 | 46.281 | \$3,702.48 | \$96,264 |
| NONE | FJ | 446 | 46.511 | \$3,720.88 | \$96,743 |
| NONE | FJ | 447 | 46.744 | \$3,739.52 | \$97,228 |

**NON-UNION SCHEDULE II: NURSES
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | FJ | 448 | 46.977 | \$3,758.16 | \$97,712 |
| NONE | FJ | 449 | 47.211 | \$3,776.88 | \$98,199 |
| NONE | FJ | 450 | 47.448 | \$3,795.84 | \$98,692 |
| NONE | FJ | 451 | 47.686 | \$3,814.88 | \$99,187 |
| NONE | FJ | 452 | 47.924 | \$3,833.92 | \$99,682 |
| NONE | FJ | 453 | 48.165 | \$3,853.20 | \$100,183 |
| NONE | FJ | 454 | 48.406 | \$3,872.48 | \$100,684 |
| NONE | FJ | 455 | 48.647 | \$3,891.76 | \$101,186 |
| NONE | FJ | 456 | 48.890 | \$3,911.20 | \$101,691 |
| NONE | FJ | 457 | 49.134 | \$3,930.72 | \$102,199 |
| NONE | FJ | 458 | 49.380 | \$3,950.40 | \$102,710 |
| NONE | FJ | 459 | 49.628 | \$3,970.24 | \$103,226 |
| NONE | FJ | 460 | 49.876 | \$3,990.08 | \$103,742 |
| NONE | FJ | 461 | 50.125 | \$4,010.00 | \$104,260 |
| NONE | FJ | 462 | 50.375 | \$4,030.00 | \$104,780 |
| NONE | FJ | 463 | 50.627 | \$4,050.16 | \$105,304 |
| NONE | FJ | 464 | 50.880 | \$4,070.40 | \$105,830 |
| NONE | FJ | 465 | 51.135 | \$4,090.80 | \$106,361 |
| NONE | FJ | 466 | 51.390 | \$4,111.20 | \$106,891 |
| NONE | FJ | 467 | 51.647 | \$4,131.76 | \$107,426 |
| NONE | FJ | 468 | 51.905 | \$4,152.40 | \$107,962 |
| NONE | FJ | 469 | 52.164 | \$4,173.12 | \$108,501 |
| NONE | FJ | 470 | 52.426 | \$4,194.08 | \$109,046 |
| NONE | FJ | 471 | 52.687 | \$4,214.96 | \$109,589 |
| NONE | FJ | 472 | 52.951 | \$4,236.08 | \$110,138 |
| NONE | FJ | 473 | 53.216 | \$4,257.28 | \$110,689 |
| NONE | FJ | 474 | 53.482 | \$4,278.56 | \$111,243 |
| NONE | FJ | 475 | 53.750 | \$4,300.00 | \$111,800 |
| NONE | FJ | 476 | 54.018 | \$4,321.44 | \$112,357 |
| NONE | FJ | 477 | 54.288 | \$4,343.04 | \$112,919 |
| NONE | FJ | 478 | 54.560 | \$4,364.80 | \$113,485 |
| NONE | FJ | 479 | 54.833 | \$4,386.64 | \$114,053 |
| NONE | FJ | 480 | 55.107 | \$4,408.56 | \$114,623 |
| NONE | FJ | 481L | 55.383 | \$4,430.64 | \$115,197 |
| NONE | FJ | 482L | 55.660 | \$4,452.80 | \$115,773 |
| NONE | FJ | 483L | 55.937 | \$4,474.96 | \$116,349 |
| NONE | NS1 | 383 | 33.970 | \$2,717.60 | \$70,658 |
| NONE | NS1 | 384 | 34.140 | \$2,731.20 | \$71,011 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | NS1 | 385 | 34.311 | \$2,744.88 | \$71,367 |
| NONE | NS1 | 386 | 34.482 | \$2,758.56 | \$71,723 |
| NONE | NS1 | 387 | 34.656 | \$2,772.48 | \$72,084 |
| NONE | NS1 | 388 | 34.829 | \$2,786.32 | \$72,444 |
| NONE | NS1 | 389 | 35.002 | \$2,800.16 | \$72,804 |
| NONE | NS1 | 390 | 35.177 | \$2,814.16 | \$73,168 |
| NONE | NS1 | 391 | 35.354 | \$2,828.32 | \$73,536 |
| NONE | NS1 | 392 | 35.531 | \$2,842.48 | \$73,904 |
| NONE | NS1 | 393 | 35.708 | \$2,856.64 | \$74,273 |
| NONE | NS1 | 394 | 35.886 | \$2,870.88 | \$74,643 |
| NONE | NS1 | 395 | 36.066 | \$2,885.28 | \$75,017 |
| NONE | NS1 | 396 | 36.246 | \$2,899.68 | \$75,392 |
| NONE | NS1 | 397 | 36.428 | \$2,914.24 | \$75,770 |
| NONE | NS1 | 398 | 36.609 | \$2,928.72 | \$76,147 |
| NONE | NS1 | 399 | 36.793 | \$2,943.44 | \$76,529 |
| NONE | NS1 | 400 | 36.977 | \$2,958.16 | \$76,912 |
| NONE | NS1 | 401 | 37.161 | \$2,972.88 | \$77,295 |
| NONE | NS1 | 402 | 37.347 | \$2,987.76 | \$77,682 |
| NONE | NS1 | 403 | 37.534 | \$3,002.72 | \$78,071 |
| NONE | NS1 | 404 | 37.721 | \$3,017.68 | \$78,460 |
| NONE | NS1 | 405 | 37.910 | \$3,032.80 | \$78,853 |
| NONE | NS1 | 406 | 38.100 | \$3,048.00 | \$79,248 |
| NONE | NS1 | 407 | 38.291 | \$3,063.28 | \$79,645 |
| NONE | NS1 | 408 | 38.482 | \$3,078.56 | \$80,043 |
| NONE | NS1 | 409 | 38.674 | \$3,093.92 | \$80,442 |
| NONE | NS1 | 410 | 38.867 | \$3,109.36 | \$80,843 |
| NONE | NS1 | 411 | 39.061 | \$3,124.88 | \$81,247 |
| NONE | NS1 | 412 | 39.257 | \$3,140.56 | \$81,655 |
| NONE | NS1 | 413 | 39.453 | \$3,156.24 | \$82,062 |
| NONE | NS1 | 414 | 39.650 | \$3,172.00 | \$82,472 |
| NONE | NS1 | 415 | 39.848 | \$3,187.84 | \$82,884 |
| NONE | NS1 | 416 | 40.048 | \$3,203.84 | \$83,300 |
| NONE | NS1 | 417 | 40.249 | \$3,219.92 | \$83,718 |
| NONE | NS1 | 418 | 40.450 | \$3,236.00 | \$84,136 |
| NONE | NS1 | 419 | 40.652 | \$3,252.16 | \$84,556 |
| NONE | NS1 | 420 | 40.857 | \$3,268.56 | \$84,983 |
| NONE | NS1 | 421 | 41.061 | \$3,284.88 | \$85,407 |
| NONE | NS1 | 422 | 41.267 | \$3,301.36 | \$85,835 |

**NON-UNION SCHEDULE II: NURSES
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | NS1 | 423 | 41.474 | \$3,317.92 | \$86,266 |
| NONE | NS1 | 424 | 41.681 | \$3,334.48 | \$86,696 |
| NONE | NS1 | 425 | 41.888 | \$3,351.04 | \$87,127 |
| NONE | NS1 | 426 | 42.098 | \$3,367.84 | \$87,564 |
| NONE | NS1 | 427 | 42.307 | \$3,384.56 | \$87,999 |
| NONE | NS1 | 428 | 42.519 | \$3,401.52 | \$88,440 |
| NONE | NS1 | 429 | 42.730 | \$3,418.40 | \$88,878 |
| NONE | NS1 | 430 | 42.944 | \$3,435.52 | \$89,324 |
| NONE | NS1 | 431 | 43.158 | \$3,452.64 | \$89,769 |
| NONE | NS1 | 432 | 43.374 | \$3,469.92 | \$90,218 |
| NONE | NS1 | 433 | 43.591 | \$3,487.28 | \$90,669 |
| NONE | NS1 | 434 | 43.807 | \$3,504.56 | \$91,119 |
| NONE | NS1 | 435 | 44.026 | \$3,522.08 | \$91,574 |
| NONE | NS1 | 436 | 44.246 | \$3,539.68 | \$92,032 |
| NONE | NS1 | 437 | 44.468 | \$3,557.44 | \$92,493 |
| NONE | NS1 | 438 | 44.691 | \$3,575.28 | \$92,957 |
| NONE | NS1 | 439 | 44.915 | \$3,593.20 | \$93,423 |
| NONE | NS1 | 440 | 45.140 | \$3,611.20 | \$93,891 |
| NONE | NS1 | 441 | 45.366 | \$3,629.28 | \$94,361 |
| NONE | NS1 | 442 | 45.593 | \$3,647.44 | \$94,833 |
| NONE | NS1 | 443L | 45.821 | \$3,665.68 | \$95,308 |
| NONE | NS1 | 444L | 46.050 | \$3,684.00 | \$95,784 |
| NONE | NS1 | 445L | 46.281 | \$3,702.48 | \$96,264 |
| NONE | NS2 | 395 | 36.066 | \$2,885.28 | \$75,017 |
| NONE | NS2 | 396 | 36.246 | \$2,899.68 | \$75,392 |
| NONE | NS2 | 397 | 36.428 | \$2,914.24 | \$75,770 |
| NONE | NS2 | 398 | 36.609 | \$2,928.72 | \$76,147 |
| NONE | NS2 | 399 | 36.793 | \$2,943.44 | \$76,529 |
| NONE | NS2 | 400 | 36.977 | \$2,958.16 | \$76,912 |
| NONE | NS2 | 401 | 37.161 | \$2,972.88 | \$77,295 |
| NONE | NS2 | 402 | 37.347 | \$2,987.76 | \$77,682 |
| NONE | NS2 | 403 | 37.534 | \$3,002.72 | \$78,071 |
| NONE | NS2 | 404 | 37.721 | \$3,017.68 | \$78,460 |
| NONE | NS2 | 405 | 37.910 | \$3,032.80 | \$78,853 |
| NONE | NS2 | 406 | 38.100 | \$3,048.00 | \$79,248 |
| NONE | NS2 | 407 | 38.291 | \$3,063.28 | \$79,645 |
| NONE | NS2 | 408 | 38.482 | \$3,078.56 | \$80,043 |
| NONE | NS2 | 409 | 38.674 | \$3,093.92 | \$80,442 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | NS2 | 410 | 38.867 | \$3,109.36 | \$80,843 |
| NONE | NS2 | 411 | 39.061 | \$3,124.88 | \$81,247 |
| NONE | NS2 | 412 | 39.257 | \$3,140.56 | \$81,655 |
| NONE | NS2 | 413 | 39.453 | \$3,156.24 | \$82,062 |
| NONE | NS2 | 414 | 39.650 | \$3,172.00 | \$82,472 |
| NONE | NS2 | 415 | 39.848 | \$3,187.84 | \$82,884 |
| NONE | NS2 | 416 | 40.048 | \$3,203.84 | \$83,300 |
| NONE | NS2 | 417 | 40.249 | \$3,219.92 | \$83,718 |
| NONE | NS2 | 418 | 40.450 | \$3,236.00 | \$84,136 |
| NONE | NS2 | 419 | 40.652 | \$3,252.16 | \$84,556 |
| NONE | NS2 | 420 | 40.857 | \$3,268.56 | \$84,983 |
| NONE | NS2 | 421 | 41.061 | \$3,284.88 | \$85,407 |
| NONE | NS2 | 422 | 41.267 | \$3,301.36 | \$85,835 |
| NONE | NS2 | 423 | 41.474 | \$3,317.92 | \$86,266 |
| NONE | NS2 | 424 | 41.681 | \$3,334.48 | \$86,696 |
| NONE | NS2 | 425 | 41.888 | \$3,351.04 | \$87,127 |
| NONE | NS2 | 426 | 42.098 | \$3,367.84 | \$87,564 |
| NONE | NS2 | 427 | 42.307 | \$3,384.56 | \$87,999 |
| NONE | NS2 | 428 | 42.519 | \$3,401.52 | \$88,440 |
| NONE | NS2 | 429 | 42.730 | \$3,418.40 | \$88,878 |
| NONE | NS2 | 430 | 42.944 | \$3,435.52 | \$89,324 |
| NONE | NS2 | 431 | 43.158 | \$3,452.64 | \$89,769 |
| NONE | NS2 | 432 | 43.374 | \$3,469.92 | \$90,218 |
| NONE | NS2 | 433 | 43.591 | \$3,487.28 | \$90,669 |
| NONE | NS2 | 434 | 43.807 | \$3,504.56 | \$91,119 |
| NONE | NS2 | 435 | 44.026 | \$3,522.08 | \$91,574 |
| NONE | NS2 | 436 | 44.246 | \$3,539.68 | \$92,032 |
| NONE | NS2 | 437 | 44.468 | \$3,557.44 | \$92,493 |
| NONE | NS2 | 438 | 44.691 | \$3,575.28 | \$92,957 |
| NONE | NS2 | 439 | 44.915 | \$3,593.20 | \$93,423 |
| NONE | NS2 | 440 | 45.140 | \$3,611.20 | \$93,891 |
| NONE | NS2 | 441 | 45.366 | \$3,629.28 | \$94,361 |
| NONE | NS2 | 442 | 45.593 | \$3,647.44 | \$94,833 |
| NONE | NS2 | 443 | 45.821 | \$3,665.68 | \$95,308 |
| NONE | NS2 | 444 | 46.050 | \$3,684.00 | \$95,784 |
| NONE | NS2 | 445L | 46.281 | \$3,702.48 | \$96,264 |
| NONE | NS2 | 446L | 46.511 | \$3,720.88 | \$96,743 |
| NONE | NS2 | 447L | 46.744 | \$3,739.52 | \$97,228 |

**NON-UNION SCHEDULE II: NURSES
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | NS3 | 445 | 46.281 | \$3,702.48 | \$96,264 |
| NONE | NS3 | 446 | 46.511 | \$3,720.88 | \$96,743 |
| NONE | NS3 | 447 | 46.744 | \$3,739.52 | \$97,228 |
| NONE | NS3 | 448 | 46.977 | \$3,758.16 | \$97,712 |
| NONE | NS3 | 449 | 47.211 | \$3,776.88 | \$98,199 |
| NONE | NS3 | 450 | 47.448 | \$3,795.84 | \$98,692 |
| NONE | NS3 | 451 | 47.686 | \$3,814.88 | \$99,187 |
| NONE | NS3 | 452 | 47.924 | \$3,833.92 | \$99,682 |
| NONE | NS3 | 453 | 48.165 | \$3,853.20 | \$100,183 |
| NONE | NS3 | 454 | 48.406 | \$3,872.48 | \$100,684 |
| NONE | NS3 | 455 | 48.647 | \$3,891.76 | \$101,186 |
| NONE | NS3 | 456 | 48.890 | \$3,911.20 | \$101,691 |
| NONE | NS3 | 457 | 49.134 | \$3,930.72 | \$102,199 |
| NONE | NS3 | 458 | 49.380 | \$3,950.40 | \$102,710 |
| NONE | NS3 | 459 | 49.628 | \$3,970.24 | \$103,226 |
| NONE | NS3 | 460 | 49.876 | \$3,990.08 | \$103,742 |
| NONE | NS3 | 461 | 50.125 | \$4,010.00 | \$104,260 |
| NONE | NS3 | 462 | 50.375 | \$4,030.00 | \$104,780 |
| NONE | NS3 | 463 | 50.627 | \$4,050.16 | \$105,304 |
| NONE | NS3 | 464 | 50.880 | \$4,070.40 | \$105,830 |
| NONE | NS3 | 465 | 51.135 | \$4,090.80 | \$106,361 |
| NONE | NS3 | 466 | 51.390 | \$4,111.20 | \$106,891 |
| NONE | NS3 | 467 | 51.647 | \$4,131.76 | \$107,426 |
| NONE | NS3 | 468 | 51.905 | \$4,152.40 | \$107,962 |
| NONE | NS3 | 469 | 52.164 | \$4,173.12 | \$108,501 |
| NONE | NS3 | 470 | 52.426 | \$4,194.08 | \$109,046 |
| NONE | NS3 | 471 | 52.687 | \$4,214.96 | \$109,589 |
| NONE | NS3 | 472 | 52.951 | \$4,236.08 | \$110,138 |
| NONE | NS3 | 473 | 53.216 | \$4,257.28 | \$110,689 |
| NONE | NS3 | 474 | 53.482 | \$4,278.56 | \$111,243 |
| NONE | NS3 | 475 | 53.750 | \$4,300.00 | \$111,800 |
| NONE | NS3 | 476 | 54.018 | \$4,321.44 | \$112,357 |
| NONE | NS3 | 477 | 54.288 | \$4,343.04 | \$112,919 |
| NONE | NS3 | 478 | 54.560 | \$4,364.80 | \$113,485 |
| NONE | NS3 | 479 | 54.833 | \$4,386.64 | \$114,053 |
| NONE | NS3 | 480 | 55.107 | \$4,408.56 | \$114,623 |
| NONE | NS3 | 481L | 55.383 | \$4,430.64 | \$115,197 |
| NONE | NS3 | 482L | 55.660 | \$4,452.80 | \$115,773 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | NS3 | 483L | 55.937 | \$4,474.96 | \$116,349 |
| NONE | NS4 | 453 | 48.165 | \$3,853.20 | \$100,183 |
| NONE | NS4 | 454 | 48.406 | \$3,872.48 | \$100,684 |
| NONE | NS4 | 455 | 48.647 | \$3,891.76 | \$101,186 |
| NONE | NS4 | 456 | 48.890 | \$3,911.20 | \$101,691 |
| NONE | NS4 | 457 | 49.134 | \$3,930.72 | \$102,199 |
| NONE | NS4 | 458 | 49.380 | \$3,950.40 | \$102,710 |
| NONE | NS4 | 459 | 49.628 | \$3,970.24 | \$103,226 |
| NONE | NS4 | 460 | 49.876 | \$3,990.08 | \$103,742 |
| NONE | NS4 | 461 | 50.125 | \$4,010.00 | \$104,260 |
| NONE | NS4 | 462 | 50.375 | \$4,030.00 | \$104,780 |
| NONE | NS4 | 463 | 50.627 | \$4,050.16 | \$105,304 |
| NONE | NS4 | 464 | 50.880 | \$4,070.40 | \$105,830 |
| NONE | NS4 | 465 | 51.135 | \$4,090.80 | \$106,361 |
| NONE | NS4 | 466 | 51.390 | \$4,111.20 | \$106,891 |
| NONE | NS4 | 467 | 51.647 | \$4,131.76 | \$107,426 |
| NONE | NS4 | 468 | 51.905 | \$4,152.40 | \$107,962 |
| NONE | NS4 | 469 | 52.164 | \$4,173.12 | \$108,501 |
| NONE | NS4 | 470 | 52.426 | \$4,194.08 | \$109,046 |
| NONE | NS4 | 471 | 52.687 | \$4,214.96 | \$109,589 |
| NONE | NS4 | 472 | 52.951 | \$4,236.08 | \$110,138 |
| NONE | NS4 | 473 | 53.216 | \$4,257.28 | \$110,689 |
| NONE | NS4 | 474 | 53.482 | \$4,278.56 | \$111,243 |
| NONE | NS4 | 475 | 53.750 | \$4,300.00 | \$111,800 |
| NONE | NS4 | 476 | 54.018 | \$4,321.44 | \$112,357 |
| NONE | NS4 | 477 | 54.288 | \$4,343.04 | \$112,919 |
| NONE | NS4 | 478 | 54.560 | \$4,364.80 | \$113,485 |
| NONE | NS4 | 479 | 54.833 | \$4,386.64 | \$114,053 |
| NONE | NS4 | 480 | 55.107 | \$4,408.56 | \$114,623 |
| NONE | NS4 | 481 | 55.383 | \$4,430.64 | \$115,197 |
| NONE | NS4 | 482 | 55.660 | \$4,452.80 | \$115,773 |
| NONE | NS4 | 483 | 55.937 | \$4,474.96 | \$116,349 |
| NONE | NS4 | 484 | 56.217 | \$4,497.36 | \$116,931 |
| NONE | NS4 | 485 | 56.498 | \$4,519.84 | \$117,516 |
| NONE | NS4 | 486 | 56.780 | \$4,542.40 | \$118,102 |
| NONE | NS4 | 487 | 57.065 | \$4,565.20 | \$118,695 |
| NONE | NS4 | 488 | 57.350 | \$4,588.00 | \$119,288 |
| NONE | NS4 | 489 | 57.636 | \$4,610.88 | \$119,883 |

**NON-UNION SCHEDULE II: NURSES
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | NS4 | 490 | 57.926 | \$4,634.08 | \$120,486 |
| NONE | NS4 | 491 | 58.215 | \$4,657.20 | \$121,087 |
| NONE | NS4 | 492 | 58.506 | \$4,680.48 | \$121,692 |
| NONE | NS4 | 493 | 58.798 | \$4,703.84 | \$122,300 |
| NONE | NS4 | 494 | 59.092 | \$4,727.36 | \$122,911 |
| NONE | NS4 | 495 | 59.389 | \$4,751.12 | \$123,529 |
| NONE | NS4 | 496 | 59.685 | \$4,774.80 | \$124,145 |
| NONE | NS4 | 497 | 59.983 | \$4,798.64 | \$124,765 |
| NONE | NS4 | 498 | 60.284 | \$4,822.72 | \$125,391 |
| NONE | NS4 | 499 | 60.585 | \$4,846.80 | \$126,017 |
| NONE | NS4 | 500 | 60.888 | \$4,871.04 | \$126,647 |
| NONE | NS4 | 501 | 61.193 | \$4,895.44 | \$127,281 |
| NONE | NS4 | 502 | 61.498 | \$4,919.84 | \$127,916 |
| NONE | NS4 | 503L | 61.806 | \$4,944.48 | \$128,556 |
| NONE | NS4 | 504L | 62.114 | \$4,969.12 | \$129,197 |
| NONE | NS4 | 505L | 62.425 | \$4,994.00 | \$129,844 |
| NONE | PN1 | 228 | 15.681 | \$1,209.12 | \$31,437 |
| NONE | PN1 | 229 | 15.759 | \$1,215.12 | \$31,593 |
| NONE | PN1 | 230 | 15.837 | \$1,221.20 | \$31,751 |
| NONE | PN1 | 231 | 15.917 | \$1,227.36 | \$31,911 |
| NONE | PN1 | 232 | 15.996 | \$1,233.44 | \$32,069 |
| NONE | PN1 | 233 | 16.076 | \$1,239.60 | \$32,230 |
| NONE | PN1 | 234 | 16.157 | \$1,245.84 | \$32,392 |
| NONE | PN1 | 235 | 16.237 | \$1,252.00 | \$32,552 |
| NONE | PN1 | 236 | 16.319 | \$1,258.32 | \$32,716 |
| NONE | PN1 | 237 | 16.401 | \$1,264.64 | \$32,881 |
| NONE | PN1 | 238 | 16.483 | \$1,270.96 | \$33,045 |
| NONE | PN1 | 239 | 16.565 | \$1,277.28 | \$33,209 |
| NONE | PN1 | 240 | 16.648 | \$1,283.68 | \$33,376 |
| NONE | PN1 | 241 | 16.731 | \$1,290.08 | \$33,542 |
| NONE | PN1 | 242 | 16.815 | \$1,296.56 | \$33,711 |
| NONE | PN1 | 243 | 16.898 | \$1,302.96 | \$33,877 |
| NONE | PN1 | 244 | 16.983 | \$1,309.52 | \$34,048 |
| NONE | PN1 | 245 | 17.068 | \$1,316.08 | \$34,218 |
| NONE | PN1 | 246 | 17.153 | \$1,322.64 | \$34,389 |
| NONE | PN1 | 247 | 17.239 | \$1,329.28 | \$34,561 |
| NONE | PN1 | 248 | 17.324 | \$1,335.84 | \$34,732 |
| NONE | PN1 | 249 | 17.411 | \$1,342.56 | \$34,907 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | PN1 | 250 | 17.498 | \$1,349.28 | \$35,081 |
| NONE | PN1 | 251 | 17.586 | \$1,356.00 | \$35,256 |
| NONE | PN1 | 252 | 17.674 | \$1,362.80 | \$35,433 |
| NONE | PN1 | 253 | 17.762 | \$1,369.60 | \$35,610 |
| NONE | PN1 | 254 | 17.851 | \$1,376.48 | \$35,788 |
| NONE | PN1 | 255 | 17.939 | \$1,383.28 | \$35,965 |
| NONE | PN1 | 256 | 18.030 | \$1,390.24 | \$36,146 |
| NONE | PN1 | 257 | 18.120 | \$1,397.20 | \$36,327 |
| NONE | PN1 | 258 | 18.210 | \$1,404.16 | \$36,508 |
| NONE | PN1 | 259 | 18.302 | \$1,411.20 | \$36,691 |
| NONE | PN1 | 260 | 18.393 | \$1,418.24 | \$36,874 |
| NONE | PN1 | 261 | 18.485 | \$1,425.36 | \$37,059 |
| NONE | PN1 | 262 | 18.577 | \$1,432.48 | \$37,244 |
| NONE | PN1 | 263 | 18.671 | \$1,439.68 | \$37,432 |
| NONE | PN1 | 264 | 18.764 | \$1,446.88 | \$37,619 |
| NONE | PN1 | 265 | 18.858 | \$1,454.08 | \$37,806 |
| NONE | PN1 | 266 | 18.952 | \$1,461.36 | \$37,995 |
| NONE | PN1 | 267 | 19.046 | \$1,468.64 | \$38,185 |
| NONE | PN1 | 268 | 19.142 | \$1,476.00 | \$38,376 |
| NONE | PN1 | 269 | 19.237 | \$1,483.36 | \$38,567 |
| NONE | PN1 | 270 | 19.334 | \$1,490.80 | \$38,761 |
| NONE | PN1 | 271 | 19.430 | \$1,498.24 | \$38,954 |
| NONE | PN1 | 272 | 19.528 | \$1,505.76 | \$39,150 |
| NONE | PN1 | 273 | 19.625 | \$1,513.28 | \$39,345 |
| NONE | PN1 | 274 | 19.724 | \$1,520.88 | \$39,543 |
| NONE | PN1 | 275 | 19.822 | \$1,528.48 | \$39,740 |
| NONE | PN1 | 276 | 19.922 | \$1,536.16 | \$39,940 |
| NONE | PN1 | 277 | 20.022 | \$1,543.84 | \$40,140 |
| NONE | PN1 | 278 | 20.121 | \$1,551.52 | \$40,340 |
| NONE | PN1 | 279 | 20.222 | \$1,559.28 | \$40,541 |
| NONE | PN1 | 280 | 20.323 | \$1,567.04 | \$40,743 |
| NONE | PN1 | 281 | 20.424 | \$1,574.88 | \$40,947 |
| NONE | PN1 | 282 | 20.526 | \$1,582.72 | \$41,151 |
| NONE | PN1 | 283 | 20.630 | \$1,590.72 | \$41,359 |
| NONE | PN1 | 284 | 20.732 | \$1,598.64 | \$41,565 |
| NONE | PN1 | 285 | 20.836 | \$1,606.64 | \$41,773 |
| NONE | PN1 | 286 | 20.940 | \$1,614.64 | \$41,981 |
| NONE | PN1 | 287 | 21.045 | \$1,622.72 | \$42,191 |

**NON-UNION SCHEDULE II: NURSES
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | PN1 | 288 | 21.150 | \$1,630.88 | \$42,403 |
| NONE | PN1 | 289 | 21.256 | \$1,639.04 | \$42,615 |
| NONE | PN1 | 290 | 21.362 | \$1,647.20 | \$42,827 |
| NONE | PN1 | 291 | 21.469 | \$1,655.44 | \$43,041 |
| NONE | PN1 | 292 | 21.577 | \$1,663.76 | \$43,258 |
| NONE | PN1 | 293 | 21.685 | \$1,672.08 | \$43,474 |
| NONE | PN1 | 294 | 21.793 | \$1,680.40 | \$43,690 |
| NONE | PN1 | 295 | 21.903 | \$1,688.88 | \$43,911 |
| NONE | PN1 | 296 | 22.012 | \$1,697.28 | \$44,129 |
| NONE | PN1 | 297 | 22.122 | \$1,705.76 | \$44,350 |
| NONE | PN1 | 298 | 22.233 | \$1,714.32 | \$44,572 |
| NONE | PN1 | 299 | 22.344 | \$1,722.88 | \$44,795 |
| NONE | PN1 | 300 | 22.455 | \$1,731.44 | \$45,017 |
| NONE | PN1 | 301 | 22.568 | \$1,740.16 | \$45,244 |
| NONE | PN1 | 302 | 22.680 | \$1,748.80 | \$45,469 |
| NONE | PN1 | 303 | 22.793 | \$1,757.52 | \$45,696 |
| NONE | PN1 | 304 | 22.907 | \$1,766.32 | \$45,924 |
| NONE | PN1 | 305L | 23.021 | \$1,775.12 | \$46,153 |
| NONE | PN1 | 306L | 23.137 | \$1,784.08 | \$46,386 |
| NONE | PN1 | 307L | 23.252 | \$1,792.96 | \$46,617 |

**NON-UNION SCHEDULE II: CORRECTIONS
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|--------------|
| NONE | CO5 | 357 | 29.839 | \$2,387.12 | \$62,065.120 |
| NONE | CO5 | 358 | 29.988 | \$2,399.04 | \$62,375.040 |
| NONE | CO5 | 359 | 30.137 | \$2,410.96 | \$62,684.960 |
| NONE | CO5 | 360 | 30.288 | \$2,423.04 | \$62,999.040 |
| NONE | CO5 | 361 | 30.440 | \$2,435.20 | \$63,315.200 |
| NONE | CO5 | 362 | 30.592 | \$2,447.36 | \$63,631.360 |
| NONE | CO5 | 363 | 30.744 | \$2,459.52 | \$63,947.520 |
| NONE | CO5 | 364 | 30.898 | \$2,471.84 | \$64,267.840 |
| NONE | CO5 | 365 | 31.053 | \$2,484.24 | \$64,590.240 |
| NONE | CO5 | 366 | 31.208 | \$2,496.64 | \$64,912.640 |
| NONE | CO5 | 367 | 31.364 | \$2,509.12 | \$65,237.120 |
| NONE | CO5 | 368 | 31.521 | \$2,521.68 | \$65,563.680 |
| NONE | CO5 | 369 | 31.679 | \$2,534.32 | \$65,892.320 |
| NONE | CO5 | 370 | 31.837 | \$2,546.96 | \$66,220.960 |
| NONE | CO5 | 371 | 31.997 | \$2,559.76 | \$66,553.760 |
| NONE | CO5 | 372 | 32.156 | \$2,572.48 | \$66,884.480 |
| NONE | CO5 | 373 | 32.317 | \$2,585.36 | \$67,219.360 |
| NONE | CO5 | 374 | 32.479 | \$2,598.32 | \$67,556.320 |
| NONE | CO5 | 375 | 32.641 | \$2,611.28 | \$67,893.280 |
| NONE | CO5 | 376 | 32.805 | \$2,624.40 | \$68,234.400 |
| NONE | CO5 | 377 | 32.969 | \$2,637.52 | \$68,575.520 |
| NONE | CO5 | 378 | 33.134 | \$2,650.72 | \$68,918.720 |
| NONE | CO5 | 379 | 33.299 | \$2,663.92 | \$69,261.920 |
| NONE | CO5 | 380 | 33.466 | \$2,677.28 | \$69,609.280 |
| NONE | CO5 | 381 | 33.633 | \$2,690.64 | \$69,956.640 |
| NONE | CO5 | 382 | 33.802 | \$2,704.16 | \$70,308.160 |
| NONE | CO5 | 383 | 33.970 | \$2,717.60 | \$70,657.600 |
| NONE | CO5 | 384 | 34.140 | \$2,731.20 | \$71,011.200 |
| NONE | CO5 | 385 | 34.311 | \$2,744.88 | \$71,366.880 |
| NONE | CO5 | 386 | 34.482 | \$2,758.56 | \$71,722.560 |
| NONE | CO5 | 387 | 34.656 | \$2,772.48 | \$72,084.480 |
| NONE | CO5 | 388 | 34.829 | \$2,786.32 | \$72,444.320 |
| NONE | CO5 | 389 | 35.002 | \$2,800.16 | \$72,804.160 |
| NONE | CO5 | 390 | 35.177 | \$2,814.16 | \$73,168.160 |
| NONE | CO5 | 391 | 35.354 | \$2,828.32 | \$73,536.320 |
| NONE | CO5 | 392 | 35.531 | \$2,842.48 | \$73,904.480 |
| NONE | CO5 | 393 | 35.708 | \$2,856.64 | \$74,272.640 |
| NONE | CO5 | 394 | 35.886 | \$2,870.88 | \$74,642.880 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|--------------|
| NONE | CO5 | 395 | 36.066 | \$2,885.28 | \$75,017.280 |
| NONE | CO5 | 396 | 36.246 | \$2,899.68 | \$75,391.680 |
| NONE | CO5 | 397 | 36.428 | \$2,914.24 | \$75,770.240 |
| NONE | CO5 | 398 | 36.609 | \$2,928.72 | \$76,146.720 |
| NONE | CO5 | 399 | 36.793 | \$2,943.44 | \$76,529.440 |
| NONE | CO5 | 400 | 36.977 | \$2,958.16 | \$76,912.160 |
| NONE | CO5 | 401 | 37.161 | \$2,972.88 | \$77,294.880 |
| NONE | CO5 | 402 | 37.347 | \$2,987.76 | \$77,681.760 |
| NONE | CO5 | 403 | 37.534 | \$3,002.72 | \$78,070.720 |
| NONE | CO5 | 404 | 37.721 | \$3,017.68 | \$78,459.680 |
| NONE | CO5 | 405 | 37.910 | \$3,032.80 | \$78,852.800 |
| NONE | CO5 | 406 | 38.100 | \$3,048.00 | \$79,248.000 |
| NONE | CO5 | 407 | 38.291 | \$3,063.28 | \$79,645.280 |
| NONE | CO5 | 408 | 38.482 | \$3,078.56 | \$80,042.560 |
| NONE | CO5 | 409 | 38.674 | \$3,093.92 | \$80,441.920 |
| NONE | CO5 | 410 | 38.867 | \$3,109.36 | \$80,843.360 |
| NONE | CO5 | 411 | 39.061 | \$3,124.88 | \$81,246.880 |
| NONE | CO5 | 412 | 39.257 | \$3,140.56 | \$81,654.560 |
| NONE | CO5 | 413 | 39.453 | \$3,156.24 | \$82,062.240 |
| NONE | CO5 | 414 | 39.650 | \$3,172.00 | \$82,472.000 |
| NONE | CO5 | 415 | 39.848 | \$3,187.84 | \$82,883.840 |
| NONE | CO5 | 416 | 40.048 | \$3,203.84 | \$83,299.840 |
| NONE | CO5 | 417 | 40.249 | \$3,219.92 | \$83,717.920 |
| NONE | CO5 | 418 | 40.450 | \$3,236.00 | \$84,136.000 |
| NONE | CO5 | 419 | 40.652 | \$3,252.16 | \$84,556.160 |
| NONE | CO5 | 420 | 40.857 | \$3,268.56 | \$84,982.560 |
| NONE | CO5 | 421 | 41.061 | \$3,284.88 | \$85,406.880 |
| NONE | CO5 | 422 | 41.267 | \$3,301.36 | \$85,835.360 |
| NONE | CO5 | 423 | 41.474 | \$3,317.92 | \$86,265.920 |
| NONE | CO5 | 424 | 41.681 | \$3,334.48 | \$86,696.480 |
| NONE | CO5 | 425 | 41.888 | \$3,351.04 | \$87,127.040 |
| NONE | CO5 | 426 | 42.098 | \$3,367.84 | \$87,563.840 |
| NONE | CO5 | 427 | 42.307 | \$3,384.56 | \$87,998.560 |
| NONE | CO5 | 428 | 42.519 | \$3,401.52 | \$88,439.520 |
| NONE | CO5 | 429 | 42.730 | \$3,418.40 | \$88,878.400 |
| NONE | CO5 | 430 | 42.944 | \$3,435.52 | \$89,323.520 |
| NONE | CO5 | 431 | 43.158 | \$3,452.64 | \$89,768.640 |
| NONE | CO5 | 432 | 43.374 | \$3,469.92 | \$90,217.920 |

**NON-UNION SCHEDULE II: CORRECTIONS
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|--------------|
| NONE | CO5 | 433 | 43.591 | \$3,487.28 | \$90,669.280 |
| NONE | CO5 | 434 | 43.807 | \$3,504.56 | \$91,118.560 |
| NONE | CO5 | 435 | 44.026 | \$3,522.08 | \$91,574.080 |
| NONE | CO5 | 436 | 44.246 | \$3,539.68 | \$92,031.680 |
| NONE | CO5 | 437 | 44.468 | \$3,557.44 | \$92,493.440 |
| NONE | CO5 | 438 | 44.691 | \$3,575.28 | \$92,957.280 |
| NONE | CO5 | 439 | 44.915 | \$3,593.20 | \$93,423.200 |
| NONE | CO5 | 440 | 45.140 | \$3,611.20 | \$93,891.200 |
| NONE | CO5 | 441 | 45.366 | \$3,629.28 | \$94,361.280 |
| NONE | CO5 | 442 | 45.593 | \$3,647.44 | \$94,833.440 |
| NONE | CO5 | 443 | 45.821 | \$3,665.68 | \$95,307.680 |
| NONE | CO5 | 444 | 46.050 | \$3,684.00 | \$95,784.000 |
| NONE | CO5 | 445 | 46.281 | \$3,702.48 | \$96,264.480 |
| NONE | CO5 | 446 | 46.511 | \$3,720.88 | \$96,742.880 |
| NONE | CO5 | 447 | 46.744 | \$3,739.52 | \$97,227.520 |
| NONE | CO5 | 448 | 46.977 | \$3,758.16 | \$97,712.160 |
| NONE | CO5 | 449 | 47.211 | \$3,776.88 | \$98,198.880 |
| NONE | CO5 | 449L | 47.211 | \$3,776.88 | \$98,198.880 |
| NONE | CO5 | 450 | 47.448 | \$3,795.84 | \$98,691.840 |
| NONE | CO5 | 450L | 47.448 | \$3,795.84 | \$98,691.840 |
| NONE | CO5 | 451L | 47.686 | \$3,814.88 | \$99,186.880 |

**NON-UNION SCHEDULE V: COUNTY POLICE
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | P3 | 377 | 32.969 | \$2,637.52 | \$68,576 |
| NONE | P3 | 378 | 33.134 | \$2,650.72 | \$68,919 |
| NONE | P3 | 379 | 33.299 | \$2,663.92 | \$69,262 |
| NONE | P3 | 380 | 33.466 | \$2,677.28 | \$69,609 |
| NONE | P3 | 381 | 33.633 | \$2,690.64 | \$69,957 |
| NONE | P3 | 382 | 33.802 | \$2,704.16 | \$70,308 |
| NONE | P3 | 383 | 33.970 | \$2,717.60 | \$70,658 |
| NONE | P3 | 384 | 34.140 | \$2,731.20 | \$71,011 |
| NONE | P3 | 385 | 34.311 | \$2,744.88 | \$71,367 |
| NONE | P3 | 386 | 34.482 | \$2,758.56 | \$71,723 |
| NONE | P3 | 387 | 34.656 | \$2,772.48 | \$72,084 |
| NONE | P3 | 388 | 34.829 | \$2,786.32 | \$72,444 |
| NONE | P3 | 389 | 35.002 | \$2,800.16 | \$72,804 |
| NONE | P3 | 390 | 35.177 | \$2,814.16 | \$73,168 |
| NONE | P3 | 391 | 35.354 | \$2,828.32 | \$73,536 |
| NONE | P3 | 392 | 35.531 | \$2,842.48 | \$73,904 |
| NONE | P3 | 393 | 35.708 | \$2,856.64 | \$74,273 |
| NONE | P3 | 394 | 35.886 | \$2,870.88 | \$74,643 |
| NONE | P3 | 395 | 36.066 | \$2,885.28 | \$75,017 |
| NONE | P3 | 396 | 36.246 | \$2,899.68 | \$75,392 |
| NONE | P3 | 397 | 36.428 | \$2,914.24 | \$75,770 |
| NONE | P3 | 398 | 36.609 | \$2,928.72 | \$76,147 |
| NONE | P3 | 399 | 36.793 | \$2,943.44 | \$76,529 |
| NONE | P3 | 400 | 36.977 | \$2,958.16 | \$76,912 |
| NONE | P3 | 401 | 37.161 | \$2,972.88 | \$77,295 |
| NONE | P3 | 402 | 37.347 | \$2,987.76 | \$77,682 |
| NONE | P3 | 403 | 37.534 | \$3,002.72 | \$78,071 |
| NONE | P3 | 404 | 37.721 | \$3,017.68 | \$78,460 |
| NONE | P3 | 405 | 37.910 | \$3,032.80 | \$78,853 |
| NONE | P3 | 406 | 38.100 | \$3,048.00 | \$79,248 |
| NONE | P3 | 407 | 38.291 | \$3,063.28 | \$79,645 |
| NONE | P3 | 408 | 38.482 | \$3,078.56 | \$80,043 |
| NONE | P3 | 409 | 38.674 | \$3,093.92 | \$80,442 |
| NONE | P3 | 410 | 38.867 | \$3,109.36 | \$80,843 |
| NONE | P3 | 411 | 39.061 | \$3,124.88 | \$81,247 |
| NONE | P3 | 412 | 39.257 | \$3,140.56 | \$81,655 |
| NONE | P3 | 413 | 39.453 | \$3,156.24 | \$82,062 |
| NONE | P3 | 414 | 39.650 | \$3,172.00 | \$82,472 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | P3 | 415 | 39.848 | \$3,187.84 | \$82,884 |
| NONE | P3 | 416 | 40.048 | \$3,203.84 | \$83,300 |
| NONE | P3 | 417 | 40.249 | \$3,219.92 | \$83,718 |
| NONE | P3 | 418 | 40.450 | \$3,236.00 | \$84,136 |
| NONE | P3 | 419 | 40.652 | \$3,252.16 | \$84,556 |
| NONE | P3 | 420 | 40.857 | \$3,268.56 | \$84,983 |
| NONE | P3 | 421 | 41.061 | \$3,284.88 | \$85,407 |
| NONE | P3 | 422 | 41.267 | \$3,301.36 | \$85,835 |
| NONE | P3 | 423 | 41.474 | \$3,317.92 | \$86,266 |
| NONE | P3 | 424 | 41.681 | \$3,334.48 | \$86,696 |
| NONE | P3 | 425 | 41.888 | \$3,351.04 | \$87,127 |
| NONE | P3 | 426 | 42.098 | \$3,367.84 | \$87,564 |
| NONE | P3 | 427 | 42.307 | \$3,384.56 | \$87,999 |
| NONE | P3 | 428 | 42.519 | \$3,401.52 | \$88,440 |
| NONE | P3 | 429 | 42.730 | \$3,418.40 | \$88,878 |
| NONE | P3 | 430 | 42.944 | \$3,435.52 | \$89,324 |
| NONE | P3 | 431 | 43.158 | \$3,452.64 | \$89,769 |
| NONE | P3 | 432 | 43.374 | \$3,469.92 | \$90,218 |
| NONE | P3 | 433 | 43.591 | \$3,487.28 | \$90,669 |
| NONE | P3 | 434 | 43.807 | \$3,504.56 | \$91,119 |
| NONE | P3 | 435 | 44.026 | \$3,522.08 | \$91,574 |
| NONE | P3 | 436 | 44.246 | \$3,539.68 | \$92,032 |
| NONE | P3 | 437 | 44.468 | \$3,557.44 | \$92,493 |
| NONE | P3 | 438 | 44.691 | \$3,575.28 | \$92,957 |
| NONE | P3 | 439 | 44.915 | \$3,593.20 | \$93,423 |
| NONE | P3 | 440 | 45.140 | \$3,611.20 | \$93,891 |
| NONE | P3 | 441 | 45.366 | \$3,629.28 | \$94,361 |
| NONE | P3 | 442 | 45.593 | \$3,647.44 | \$94,833 |
| NONE | P3 | 443 | 45.821 | \$3,665.68 | \$95,308 |
| NONE | P3 | 444 | 46.050 | \$3,684.00 | \$95,784 |
| NONE | P3 | 445 | 46.281 | \$3,702.48 | \$96,264 |
| NONE | P3 | 446 | 46.511 | \$3,720.88 | \$96,743 |
| NONE | P3 | 447 | 46.744 | \$3,739.52 | \$97,228 |
| NONE | P3 | 448 | 46.977 | \$3,758.16 | \$97,712 |
| NONE | P3 | 449 | 47.211 | \$3,776.88 | \$98,199 |
| NONE | P3 | 450 | 47.448 | \$3,795.84 | \$98,692 |
| NONE | P3 | 451 | 47.686 | \$3,814.88 | \$99,187 |
| NONE | P3 | 452 | 47.924 | \$3,833.92 | \$99,682 |

**NON-UNION SCHEDULE V: COUNTY POLICE
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | P3 | 453 | 48.165 | \$3,853.20 | \$100,183 |
| NONE | P3 | 454 | 48.406 | \$3,872.48 | \$100,684 |
| NONE | P3 | 455 | 48.647 | \$3,891.76 | \$101,186 |
| NONE | P3 | 456 | 48.890 | \$3,911.20 | \$101,691 |
| NONE | P3 | 457 | 49.134 | \$3,930.72 | \$102,199 |
| NONE | P3 | 458 | 49.380 | \$3,950.40 | \$102,710 |
| NONE | P3 | 459 | 49.628 | \$3,970.24 | \$103,226 |
| NONE | P3 | 460 | 49.876 | \$3,990.08 | \$103,742 |
| NONE | P3 | 461 | 50.125 | \$4,010.00 | \$104,260 |
| NONE | P3 | 462 | 50.375 | \$4,030.00 | \$104,780 |
| NONE | P3 | 463 | 50.627 | \$4,050.16 | \$105,304 |
| NONE | P3 | 464 | 50.880 | \$4,070.40 | \$105,830 |
| NONE | P3 | 465 | 51.135 | \$4,090.80 | \$106,361 |
| NONE | P3 | 466L | 51.390 | \$4,111.20 | \$106,891 |
| NONE | P3 | 467L | 51.647 | \$4,131.76 | \$107,426 |
| NONE | P3 | 468L | 51.905 | \$4,152.40 | \$107,962 |
| NONE | P4 | 395 | 36.066 | \$2,885.28 | \$75,017 |
| NONE | P4 | 396 | 36.246 | \$2,899.68 | \$75,392 |
| NONE | P4 | 397 | 36.428 | \$2,914.24 | \$75,770 |
| NONE | P4 | 398 | 36.609 | \$2,928.72 | \$76,147 |
| NONE | P4 | 399 | 36.793 | \$2,943.44 | \$76,529 |
| NONE | P4 | 400 | 36.977 | \$2,958.16 | \$76,912 |
| NONE | P4 | 401 | 37.161 | \$2,972.88 | \$77,295 |
| NONE | P4 | 402 | 37.347 | \$2,987.76 | \$77,682 |
| NONE | P4 | 403 | 37.534 | \$3,002.72 | \$78,071 |
| NONE | P4 | 404 | 37.721 | \$3,017.68 | \$78,460 |
| NONE | P4 | 405 | 37.910 | \$3,032.80 | \$78,853 |
| NONE | P4 | 406 | 38.100 | \$3,048.00 | \$79,248 |
| NONE | P4 | 407 | 38.291 | \$3,063.28 | \$79,645 |
| NONE | P4 | 408 | 38.482 | \$3,078.56 | \$80,043 |
| NONE | P4 | 409 | 38.674 | \$3,093.92 | \$80,442 |
| NONE | P4 | 410 | 38.867 | \$3,109.36 | \$80,843 |
| NONE | P4 | 411 | 39.061 | \$3,124.88 | \$81,247 |
| NONE | P4 | 412 | 39.257 | \$3,140.56 | \$81,655 |
| NONE | P4 | 413 | 39.453 | \$3,156.24 | \$82,062 |
| NONE | P4 | 414 | 39.650 | \$3,172.00 | \$82,472 |
| NONE | P4 | 415 | 39.848 | \$3,187.84 | \$82,884 |
| NONE | P4 | 416 | 40.048 | \$3,203.84 | \$83,300 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | P4 | 417 | 40.249 | \$3,219.92 | \$83,718 |
| NONE | P4 | 418 | 40.450 | \$3,236.00 | \$84,136 |
| NONE | P4 | 419 | 40.652 | \$3,252.16 | \$84,556 |
| NONE | P4 | 420 | 40.857 | \$3,268.56 | \$84,983 |
| NONE | P4 | 421 | 41.061 | \$3,284.88 | \$85,407 |
| NONE | P4 | 422 | 41.267 | \$3,301.36 | \$85,835 |
| NONE | P4 | 423 | 41.474 | \$3,317.92 | \$86,266 |
| NONE | P4 | 424 | 41.681 | \$3,334.48 | \$86,696 |
| NONE | P4 | 425 | 41.888 | \$3,351.04 | \$87,127 |
| NONE | P4 | 426 | 42.098 | \$3,367.84 | \$87,564 |
| NONE | P4 | 427 | 42.307 | \$3,384.56 | \$87,999 |
| NONE | P4 | 428 | 42.519 | \$3,401.52 | \$88,440 |
| NONE | P4 | 429 | 42.730 | \$3,418.40 | \$88,878 |
| NONE | P4 | 430 | 42.944 | \$3,435.52 | \$89,324 |
| NONE | P4 | 431 | 43.158 | \$3,452.64 | \$89,769 |
| NONE | P4 | 432 | 43.374 | \$3,469.92 | \$90,218 |
| NONE | P4 | 433 | 43.591 | \$3,487.28 | \$90,669 |
| NONE | P4 | 434 | 43.807 | \$3,504.56 | \$91,119 |
| NONE | P4 | 435 | 44.026 | \$3,522.08 | \$91,574 |
| NONE | P4 | 436 | 44.246 | \$3,539.68 | \$92,032 |
| NONE | P4 | 437 | 44.468 | \$3,557.44 | \$92,493 |
| NONE | P4 | 438 | 44.691 | \$3,575.28 | \$92,957 |
| NONE | P4 | 439 | 44.915 | \$3,593.20 | \$93,423 |
| NONE | P4 | 440 | 45.140 | \$3,611.20 | \$93,891 |
| NONE | P4 | 441 | 45.366 | \$3,629.28 | \$94,361 |
| NONE | P4 | 442 | 45.593 | \$3,647.44 | \$94,833 |
| NONE | P4 | 443 | 45.821 | \$3,665.68 | \$95,308 |
| NONE | P4 | 444 | 46.050 | \$3,684.00 | \$95,784 |
| NONE | P4 | 445 | 46.281 | \$3,702.48 | \$96,264 |
| NONE | P4 | 446 | 46.511 | \$3,720.88 | \$96,743 |
| NONE | P4 | 447 | 46.744 | \$3,739.52 | \$97,228 |
| NONE | P4 | 448 | 46.977 | \$3,758.16 | \$97,712 |
| NONE | P4 | 449 | 47.211 | \$3,776.88 | \$98,199 |
| NONE | P4 | 450 | 47.448 | \$3,795.84 | \$98,692 |
| NONE | P4 | 451 | 47.686 | \$3,814.88 | \$99,187 |
| NONE | P4 | 452 | 47.924 | \$3,833.92 | \$99,682 |
| NONE | P4 | 453 | 48.165 | \$3,853.20 | \$100,183 |
| NONE | P4 | 454 | 48.406 | \$3,872.48 | \$100,684 |

**NON-UNION SCHEDULE V: COUNTY POLICE
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | P4 | 455 | 48.647 | \$3,891.76 | \$101,186 |
| NONE | P4 | 456 | 48.890 | \$3,911.20 | \$101,691 |
| NONE | P4 | 457 | 49.134 | \$3,930.72 | \$102,199 |
| NONE | P4 | 458 | 49.380 | \$3,950.40 | \$102,710 |
| NONE | P4 | 459 | 49.628 | \$3,970.24 | \$103,226 |
| NONE | P4 | 460 | 49.876 | \$3,990.08 | \$103,742 |
| NONE | P4 | 461 | 50.125 | \$4,010.00 | \$104,260 |
| NONE | P4 | 462 | 50.375 | \$4,030.00 | \$104,780 |
| NONE | P4 | 463 | 50.627 | \$4,050.16 | \$105,304 |
| NONE | P4 | 464 | 50.880 | \$4,070.40 | \$105,830 |
| NONE | P4 | 465 | 51.135 | \$4,090.80 | \$106,361 |
| NONE | P4 | 466 | 51.390 | \$4,111.20 | \$106,891 |
| NONE | P4 | 467 | 51.647 | \$4,131.76 | \$107,426 |
| NONE | P4 | 468 | 51.905 | \$4,152.40 | \$107,962 |
| NONE | P4 | 469 | 52.164 | \$4,173.12 | \$108,501 |
| NONE | P4 | 470 | 52.426 | \$4,194.08 | \$109,046 |
| NONE | P4 | 471 | 52.687 | \$4,214.96 | \$109,589 |
| NONE | P4 | 472 | 52.951 | \$4,236.08 | \$110,138 |
| NONE | P4 | 473 | 53.216 | \$4,257.28 | \$110,689 |
| NONE | P4 | 474 | 53.482 | \$4,278.56 | \$111,243 |
| NONE | P4 | 475 | 53.750 | \$4,300.00 | \$111,800 |
| NONE | P4 | 476 | 54.018 | \$4,321.44 | \$112,357 |
| NONE | P4 | 477 | 54.288 | \$4,343.04 | \$112,919 |
| NONE | P4 | 478 | 54.560 | \$4,364.80 | \$113,485 |
| NONE | P5 | 411 | 39.061 | \$3,124.88 | \$81,247 |
| NONE | P5 | 412 | 39.257 | \$3,140.56 | \$81,655 |
| NONE | P5 | 413 | 39.453 | \$3,156.24 | \$82,062 |
| NONE | P5 | 414 | 39.650 | \$3,172.00 | \$82,472 |
| NONE | P5 | 415 | 39.848 | \$3,187.84 | \$82,884 |
| NONE | P5 | 416 | 40.048 | \$3,203.84 | \$83,300 |
| NONE | P5 | 417 | 40.249 | \$3,219.92 | \$83,718 |
| NONE | P5 | 418 | 40.450 | \$3,236.00 | \$84,136 |
| NONE | P5 | 419 | 40.652 | \$3,252.16 | \$84,556 |
| NONE | P5 | 420 | 40.857 | \$3,268.56 | \$84,983 |
| NONE | P5 | 421 | 41.061 | \$3,284.88 | \$85,407 |
| NONE | P5 | 422 | 41.267 | \$3,301.36 | \$85,835 |
| NONE | P5 | 423 | 41.474 | \$3,317.92 | \$86,266 |
| NONE | P5 | 424 | 41.681 | \$3,334.48 | \$86,696 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | P5 | 425 | 41.888 | \$3,351.04 | \$87,127 |
| NONE | P5 | 426 | 42.098 | \$3,367.84 | \$87,564 |
| NONE | P5 | 427 | 42.307 | \$3,384.56 | \$87,999 |
| NONE | P5 | 428 | 42.519 | \$3,401.52 | \$88,440 |
| NONE | P5 | 429 | 42.730 | \$3,418.40 | \$88,878 |
| NONE | P5 | 430 | 42.944 | \$3,435.52 | \$89,324 |
| NONE | P5 | 431 | 43.158 | \$3,452.64 | \$89,769 |
| NONE | P5 | 432 | 43.374 | \$3,469.92 | \$90,218 |
| NONE | P5 | 433 | 43.591 | \$3,487.28 | \$90,669 |
| NONE | P5 | 434 | 43.807 | \$3,504.56 | \$91,119 |
| NONE | P5 | 435 | 44.026 | \$3,522.08 | \$91,574 |
| NONE | P5 | 436 | 44.246 | \$3,539.68 | \$92,032 |
| NONE | P5 | 437 | 44.468 | \$3,557.44 | \$92,493 |
| NONE | P5 | 438 | 44.691 | \$3,575.28 | \$92,957 |
| NONE | P5 | 439 | 44.915 | \$3,593.20 | \$93,423 |
| NONE | P5 | 440 | 45.140 | \$3,611.20 | \$93,891 |
| NONE | P5 | 441 | 45.366 | \$3,629.28 | \$94,361 |
| NONE | P5 | 442 | 45.593 | \$3,647.44 | \$94,833 |
| NONE | P5 | 443 | 45.821 | \$3,665.68 | \$95,308 |
| NONE | P5 | 444 | 46.050 | \$3,684.00 | \$95,784 |
| NONE | P5 | 445 | 46.281 | \$3,702.48 | \$96,264 |
| NONE | P5 | 446 | 46.511 | \$3,720.88 | \$96,743 |
| NONE | P5 | 447 | 46.744 | \$3,739.52 | \$97,228 |
| NONE | P5 | 448 | 46.977 | \$3,758.16 | \$97,712 |
| NONE | P5 | 449 | 47.211 | \$3,776.88 | \$98,199 |
| NONE | P5 | 450 | 47.448 | \$3,795.84 | \$98,692 |
| NONE | P5 | 451 | 47.686 | \$3,814.88 | \$99,187 |
| NONE | P5 | 452 | 47.924 | \$3,833.92 | \$99,682 |
| NONE | P5 | 453 | 48.165 | \$3,853.20 | \$100,183 |
| NONE | P5 | 454 | 48.406 | \$3,872.48 | \$100,684 |
| NONE | P5 | 455 | 48.647 | \$3,891.76 | \$101,186 |
| NONE | P5 | 456 | 48.890 | \$3,911.20 | \$101,691 |
| NONE | P5 | 457 | 49.134 | \$3,930.72 | \$102,199 |
| NONE | P5 | 458 | 49.380 | \$3,950.40 | \$102,710 |
| NONE | P5 | 459 | 49.628 | \$3,970.24 | \$103,226 |
| NONE | P5 | 460 | 49.876 | \$3,990.08 | \$103,742 |
| NONE | P5 | 461 | 50.125 | \$4,010.00 | \$104,260 |
| NONE | P5 | 462 | 50.375 | \$4,030.00 | \$104,780 |

**NON-UNION SCHEDULE V: COUNTY POLICE
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | P5 | 463 | 50.627 | \$4,050.16 | \$105,304 |
| NONE | P5 | 464 | 50.880 | \$4,070.40 | \$105,830 |
| NONE | P5 | 465 | 51.135 | \$4,090.80 | \$106,361 |
| NONE | P5 | 466 | 51.390 | \$4,111.20 | \$106,891 |
| NONE | P5 | 467 | 51.647 | \$4,131.76 | \$107,426 |
| NONE | P5 | 468 | 51.905 | \$4,152.40 | \$107,962 |
| NONE | P5 | 469 | 52.164 | \$4,173.12 | \$108,501 |
| NONE | P5 | 470 | 52.426 | \$4,194.08 | \$109,046 |
| NONE | P5 | 471 | 52.687 | \$4,214.96 | \$109,589 |
| NONE | P5 | 472 | 52.951 | \$4,236.08 | \$110,138 |
| NONE | P5 | 473 | 53.216 | \$4,257.28 | \$110,689 |
| NONE | P5 | 474 | 53.482 | \$4,278.56 | \$111,243 |
| NONE | P5 | 475 | 53.750 | \$4,300.00 | \$111,800 |
| NONE | P5 | 476 | 54.018 | \$4,321.44 | \$112,357 |
| NONE | P5 | 477 | 54.288 | \$4,343.04 | \$112,919 |
| NONE | P5 | 478 | 54.560 | \$4,364.80 | \$113,485 |
| NONE | P5 | 479 | 54.833 | \$4,386.64 | \$114,053 |
| NONE | P5 | 480 | 55.107 | \$4,408.56 | \$114,623 |
| NONE | P5 | 481 | 55.383 | \$4,430.64 | \$115,197 |
| NONE | P5 | 482 | 55.660 | \$4,452.80 | \$115,773 |
| NONE | P5 | 483 | 55.937 | \$4,474.96 | \$116,349 |
| NONE | P5 | 484 | 56.217 | \$4,497.36 | \$116,931 |
| NONE | P5 | 485 | 56.498 | \$4,519.84 | \$117,516 |
| NONE | P5 | 486 | 56.780 | \$4,542.40 | \$118,102 |
| NONE | P5 | 487 | 57.065 | \$4,565.20 | \$118,695 |
| NONE | P5 | 488 | 57.350 | \$4,588.00 | \$119,288 |
| NONE | P5 | 489 | 57.636 | \$4,610.88 | \$119,883 |
| NONE | P5 | 490 | 57.926 | \$4,634.08 | \$120,486 |
| NONE | P5 | 491L | 58.215 | \$4,657.20 | \$121,087 |
| NONE | P5 | 492L | 58.506 | \$4,680.48 | \$121,692 |
| NONE | P5 | 493L | 58.798 | \$4,703.84 | \$122,300 |
| NONE | P6 | 458 | 49.380 | \$3,950.40 | \$102,710 |
| NONE | P6 | 459 | 49.628 | \$3,970.24 | \$103,226 |
| NONE | P6 | 460 | 49.876 | \$3,990.08 | \$103,742 |
| NONE | P6 | 461 | 50.125 | \$4,010.00 | \$104,260 |
| NONE | P6 | 462 | 50.375 | \$4,030.00 | \$104,780 |
| NONE | P6 | 463 | 50.627 | \$4,050.16 | \$105,304 |
| NONE | P6 | 464 | 50.880 | \$4,070.40 | \$105,830 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | P6 | 465 | 51.135 | \$4,090.80 | \$106,361 |
| NONE | P6 | 466 | 51.390 | \$4,111.20 | \$106,891 |
| NONE | P6 | 467 | 51.647 | \$4,131.76 | \$107,426 |
| NONE | P6 | 468 | 51.905 | \$4,152.40 | \$107,962 |
| NONE | P6 | 469 | 52.164 | \$4,173.12 | \$108,501 |
| NONE | P6 | 470 | 52.426 | \$4,194.08 | \$109,046 |
| NONE | P6 | 471 | 52.687 | \$4,214.96 | \$109,589 |
| NONE | P6 | 472 | 52.951 | \$4,236.08 | \$110,138 |
| NONE | P6 | 473 | 53.216 | \$4,257.28 | \$110,689 |
| NONE | P6 | 474 | 53.482 | \$4,278.56 | \$111,243 |
| NONE | P6 | 475 | 53.750 | \$4,300.00 | \$111,800 |
| NONE | P6 | 476 | 54.018 | \$4,321.44 | \$112,357 |
| NONE | P6 | 477 | 54.288 | \$4,343.04 | \$112,919 |
| NONE | P6 | 478 | 54.560 | \$4,364.80 | \$113,485 |
| NONE | P6 | 479 | 54.833 | \$4,386.64 | \$114,053 |
| NONE | P6 | 480 | 55.107 | \$4,408.56 | \$114,623 |
| NONE | P6 | 481 | 55.383 | \$4,430.64 | \$115,197 |
| NONE | P6 | 482 | 55.660 | \$4,452.80 | \$115,773 |
| NONE | P6 | 483 | 55.937 | \$4,474.96 | \$116,349 |
| NONE | P6 | 484 | 56.217 | \$4,497.36 | \$116,931 |
| NONE | P6 | 485 | 56.498 | \$4,519.84 | \$117,516 |
| NONE | P6 | 486 | 56.780 | \$4,542.40 | \$118,102 |
| NONE | P6 | 487 | 57.065 | \$4,565.20 | \$118,695 |
| NONE | P6 | 488 | 57.350 | \$4,588.00 | \$119,288 |
| NONE | P6 | 489 | 57.636 | \$4,610.88 | \$119,883 |
| NONE | P6 | 490 | 57.926 | \$4,634.08 | \$120,486 |
| NONE | P6 | 491 | 58.215 | \$4,657.20 | \$121,087 |
| NONE | P6 | 492 | 58.506 | \$4,680.48 | \$121,692 |
| NONE | P6 | 493 | 58.798 | \$4,703.84 | \$122,300 |
| NONE | P6 | 494 | 59.092 | \$4,727.36 | \$122,911 |
| NONE | P6 | 495 | 59.389 | \$4,751.12 | \$123,529 |
| NONE | P6 | 496 | 59.685 | \$4,774.80 | \$124,145 |
| NONE | P6 | 497 | 59.983 | \$4,798.64 | \$124,765 |
| NONE | P6 | 498 | 60.284 | \$4,822.72 | \$125,391 |

**NON-UNION SCHEDULE V: JTDC
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|--------------|
| NONE | CA4 | 315 | 24.199 | \$1,935.92 | \$50,333.920 |
| NONE | CA4 | 316 | 24.320 | \$1,945.60 | \$50,585.600 |
| NONE | CA4 | 317 | 24.441 | \$1,955.28 | \$50,837.280 |
| NONE | CA4 | 318 | 24.564 | \$1,965.12 | \$51,093.120 |
| NONE | CA4 | 319 | 24.687 | \$1,974.96 | \$51,348.960 |
| NONE | CA4 | 320 | 24.810 | \$1,984.80 | \$51,604.800 |
| NONE | CA4 | 321 | 24.934 | \$1,994.72 | \$51,862.720 |
| NONE | CA4 | 322 | 25.059 | \$2,004.72 | \$52,122.720 |
| NONE | CA4 | 323 | 25.184 | \$2,014.72 | \$52,382.720 |
| NONE | CA4 | 324 | 25.311 | \$2,024.88 | \$52,646.880 |
| NONE | CA4 | 325 | 25.437 | \$2,034.96 | \$52,908.960 |
| NONE | CA4 | 326 | 25.564 | \$2,045.12 | \$53,173.120 |
| NONE | CA4 | 327 | 25.692 | \$2,055.36 | \$53,439.360 |
| NONE | CA4 | 328 | 25.820 | \$2,065.60 | \$53,705.600 |
| NONE | CA4 | 329 | 25.949 | \$2,075.92 | \$53,973.920 |
| NONE | CA4 | 330 | 26.079 | \$2,086.32 | \$54,244.320 |
| NONE | CA4 | 331 | 26.209 | \$2,096.72 | \$54,514.720 |
| NONE | CA4 | 332 | 26.341 | \$2,107.28 | \$54,789.280 |
| NONE | CA4 | 333 | 26.472 | \$2,117.76 | \$55,061.760 |
| NONE | CA4 | 334 | 26.605 | \$2,128.40 | \$55,338.400 |
| NONE | CA4 | 335 | 26.737 | \$2,138.96 | \$55,612.960 |
| NONE | CA4 | 336 | 26.871 | \$2,149.68 | \$55,891.680 |
| NONE | CA4 | 337 | 27.006 | \$2,160.48 | \$56,172.480 |
| NONE | CA4 | 338 | 27.141 | \$2,171.28 | \$56,453.280 |
| NONE | CA4 | 339 | 27.277 | \$2,182.16 | \$56,736.160 |
| NONE | CA4 | 340 | 27.413 | \$2,193.04 | \$57,019.040 |
| NONE | CA4 | 341 | 27.550 | \$2,204.00 | \$57,304.000 |
| NONE | CA4 | 342 | 27.688 | \$2,215.04 | \$57,591.040 |
| NONE | CA4 | 343 | 27.827 | \$2,226.16 | \$57,880.160 |
| NONE | CA4 | 344 | 27.966 | \$2,237.28 | \$58,169.280 |
| NONE | CA4 | 345 | 28.106 | \$2,248.48 | \$58,460.480 |
| NONE | CA4 | 346 | 28.246 | \$2,259.68 | \$58,751.680 |
| NONE | CA4 | 347 | 28.387 | \$2,270.96 | \$59,044.960 |
| NONE | CA4 | 348 | 28.529 | \$2,282.32 | \$59,340.320 |
| NONE | CA4 | 349 | 28.671 | \$2,293.68 | \$59,635.680 |
| NONE | CA4 | 350 | 28.814 | \$2,305.12 | \$59,933.120 |
| NONE | CA4 | 351 | 28.959 | \$2,316.72 | \$60,234.720 |
| NONE | CA4 | 352 | 29.103 | \$2,328.24 | \$60,534.240 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|--------------|
| NONE | CA4 | 353 | 29.248 | \$2,339.84 | \$60,835.840 |
| NONE | CA4 | 354 | 29.394 | \$2,351.52 | \$61,139.520 |
| NONE | CA4 | 355 | 29.543 | \$2,363.44 | \$61,449.440 |
| NONE | CA4 | 356 | 29.690 | \$2,375.20 | \$61,755.200 |
| NONE | CA4 | 357 | 29.839 | \$2,387.12 | \$62,065.120 |
| NONE | CA4 | 358 | 29.988 | \$2,399.04 | \$62,375.040 |
| NONE | CA4 | 359 | 30.137 | \$2,410.96 | \$62,684.960 |
| NONE | CA4 | 360 | 30.288 | \$2,423.04 | \$62,999.040 |
| NONE | CA4 | 361 | 30.440 | \$2,435.20 | \$63,315.200 |
| NONE | CA4 | 362 | 30.592 | \$2,447.36 | \$63,631.360 |
| NONE | CA4 | 363 | 30.744 | \$2,459.52 | \$63,947.520 |
| NONE | CA4 | 364 | 30.898 | \$2,471.84 | \$64,267.840 |
| NONE | CA4 | 365 | 31.053 | \$2,484.24 | \$64,590.240 |
| NONE | CA4 | 366 | 31.208 | \$2,496.64 | \$64,912.640 |
| NONE | CA4 | 367 | 31.364 | \$2,509.12 | \$65,237.120 |
| NONE | CA4 | 368 | 31.521 | \$2,521.68 | \$65,563.680 |
| NONE | CA4 | 369 | 31.679 | \$2,534.32 | \$65,892.320 |
| NONE | CA4 | 370 | 31.837 | \$2,546.96 | \$66,220.960 |
| NONE | CA4 | 371 | 31.997 | \$2,559.76 | \$66,553.760 |
| NONE | CA4 | 372 | 32.156 | \$2,572.48 | \$66,884.480 |
| NONE | CA4 | 373 | 32.317 | \$2,585.36 | \$67,219.360 |
| NONE | CA4 | 374 | 32.479 | \$2,598.32 | \$67,556.320 |
| NONE | CA4 | 375 | 32.641 | \$2,611.28 | \$67,893.280 |
| NONE | CA4 | 376 | 32.805 | \$2,624.40 | \$68,234.400 |
| NONE | CA4 | 377 | 32.969 | \$2,637.52 | \$68,575.520 |
| NONE | CA4 | 378 | 33.134 | \$2,650.72 | \$68,918.720 |
| NONE | CA4 | 379 | 33.299 | \$2,663.92 | \$69,261.920 |
| NONE | CA4 | 380 | 33.466 | \$2,677.28 | \$69,609.280 |
| NONE | CA4 | 381 | 33.633 | \$2,690.64 | \$69,956.640 |
| NONE | CA4 | 382 | 33.802 | \$2,704.16 | \$70,308.160 |
| NONE | CA4 | 383 | 33.970 | \$2,717.60 | \$70,657.600 |
| NONE | CA4 | 384 | 34.140 | \$2,731.20 | \$71,011.200 |
| NONE | CA4 | 385 | 34.311 | \$2,744.88 | \$71,366.880 |
| NONE | CA4 | 386 | 34.482 | \$2,758.56 | \$71,722.560 |
| NONE | CA4 | 387L | 34.656 | \$2,772.48 | \$72,084.480 |
| NONE | CA4 | 388L | 34.829 | \$2,786.32 | \$72,444.320 |
| NONE | CA4 | 389L | 35.002 | \$2,800.16 | \$72,804.160 |
| NONE | CA4 | 315 | 24.199 | \$1,935.920 | \$50,333.920 |

**NON-UNION SCHEDULE V: JTDC
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|--------------|
| NONE | CA4 | 316 | 24.320 | \$1,945.600 | \$50,585.600 |
| NONE | CA4 | 317 | 24.441 | \$1,955.280 | \$50,837.280 |
| NONE | CA4 | 318 | 24.564 | \$1,965.120 | \$51,093.120 |
| NONE | CA4 | 319 | 24.687 | \$1,974.960 | \$51,348.960 |
| NONE | CA4 | 320 | 24.810 | \$1,984.800 | \$51,604.800 |
| NONE | CA4 | 321 | 24.934 | \$1,994.720 | \$51,862.720 |
| NONE | CA4 | 322 | 25.059 | \$2,004.720 | \$52,122.720 |
| NONE | CA4 | 323 | 25.184 | \$2,014.720 | \$52,382.720 |
| NONE | CA4 | 324 | 25.311 | \$2,024.880 | \$52,646.880 |
| NONE | CA4 | 325 | 25.437 | \$2,034.960 | \$52,908.960 |
| NONE | CA4 | 326 | 25.564 | \$2,045.120 | \$53,173.120 |
| NONE | CA4 | 327 | 25.692 | \$2,055.360 | \$53,439.360 |
| NONE | CA4 | 328 | 25.820 | \$2,065.600 | \$53,705.600 |
| NONE | CA4 | 329 | 25.949 | \$2,075.920 | \$53,973.920 |
| NONE | CA4 | 330 | 26.079 | \$2,086.320 | \$54,244.320 |
| NONE | CA4 | 331 | 26.209 | \$2,096.720 | \$54,514.720 |
| NONE | CA4 | 332 | 26.341 | \$2,107.280 | \$54,789.280 |
| NONE | CA4 | 333 | 26.472 | \$2,117.760 | \$55,061.760 |
| NONE | CA4 | 334 | 26.605 | \$2,128.400 | \$55,338.400 |
| NONE | CA4 | 335 | 26.737 | \$2,138.960 | \$55,612.960 |
| NONE | CA4 | 336 | 26.871 | \$2,149.680 | \$55,891.680 |
| NONE | CA4 | 337 | 27.006 | \$2,160.480 | \$56,172.480 |
| NONE | CA4 | 338 | 27.141 | \$2,171.280 | \$56,453.280 |
| NONE | CA4 | 339 | 27.277 | \$2,182.160 | \$56,736.160 |
| NONE | CA4 | 340 | 27.413 | \$2,193.040 | \$57,019.040 |
| NONE | CA4 | 341 | 27.550 | \$2,204.000 | \$57,304.000 |
| NONE | CA4 | 342 | 27.688 | \$2,215.040 | \$57,591.040 |
| NONE | CA4 | 343 | 27.827 | \$2,226.160 | \$57,880.160 |
| NONE | CA4 | 344 | 27.966 | \$2,237.280 | \$58,169.280 |
| NONE | CA4 | 345 | 28.106 | \$2,248.480 | \$58,460.480 |
| NONE | CA4 | 346 | 28.246 | \$2,259.680 | \$58,751.680 |
| NONE | CA4 | 347 | 28.387 | \$2,270.960 | \$59,044.960 |
| NONE | CA4 | 348 | 28.529 | \$2,282.320 | \$59,340.320 |
| NONE | CA4 | 349 | 28.671 | \$2,293.680 | \$59,635.680 |
| NONE | CA4 | 350 | 28.814 | \$2,305.120 | \$59,933.120 |
| NONE | CA4 | 351 | 28.959 | \$2,316.720 | \$60,234.720 |
| NONE | CA4 | 352 | 29.103 | \$2,328.240 | \$60,534.240 |
| NONE | CA4 | 353 | 29.248 | \$2,339.840 | \$60,835.840 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|--------------|
| NONE | CA4 | 354 | 29.394 | \$2,351.520 | \$61,139.520 |
| NONE | CA4 | 355 | 29.543 | \$2,363.440 | \$61,449.440 |
| NONE | CA4 | 356 | 29.690 | \$2,375.200 | \$61,755.200 |
| NONE | CA4 | 357 | 29.839 | \$2,387.120 | \$62,065.120 |
| NONE | CA4 | 358 | 29.988 | \$2,399.040 | \$62,375.040 |
| NONE | CA4 | 359 | 30.137 | \$2,410.960 | \$62,684.960 |
| NONE | CA4 | 360 | 30.288 | \$2,423.040 | \$62,999.040 |
| NONE | CA4 | 361 | 30.440 | \$2,435.200 | \$63,315.200 |
| NONE | CA4 | 362 | 30.592 | \$2,447.360 | \$63,631.360 |
| NONE | CA4 | 363 | 30.744 | \$2,459.520 | \$63,947.520 |
| NONE | CA4 | 364 | 30.898 | \$2,471.840 | \$64,267.840 |
| NONE | CA4 | 365 | 31.053 | \$2,484.240 | \$64,590.240 |
| NONE | CA4 | 366 | 31.208 | \$2,496.640 | \$64,912.640 |
| NONE | CA4 | 367 | 31.364 | \$2,509.120 | \$65,237.120 |
| NONE | CA4 | 368 | 31.521 | \$2,521.680 | \$65,563.680 |
| NONE | CA4 | 369 | 31.679 | \$2,534.320 | \$65,892.320 |
| NONE | CA4 | 370 | 31.837 | \$2,546.960 | \$66,220.960 |
| NONE | CA4 | 371 | 31.997 | \$2,559.760 | \$66,553.760 |
| NONE | CA4 | 372 | 32.156 | \$2,572.480 | \$66,884.480 |
| NONE | CA4 | 373 | 32.317 | \$2,585.360 | \$67,219.360 |
| NONE | CA4 | 374 | 32.479 | \$2,598.320 | \$67,556.320 |
| NONE | CA4 | 375 | 32.641 | \$2,611.280 | \$67,893.280 |
| NONE | CA4 | 376 | 32.805 | \$2,624.400 | \$68,234.400 |
| NONE | CA4 | 377 | 32.969 | \$2,637.520 | \$68,575.520 |
| NONE | CA4 | 378 | 33.134 | \$2,650.720 | \$68,918.720 |
| NONE | CA4 | 379 | 33.299 | \$2,663.920 | \$69,261.920 |
| NONE | CA4 | 380 | 33.466 | \$2,677.280 | \$69,609.280 |
| NONE | CA4 | 381 | 33.633 | \$2,690.640 | \$69,956.640 |
| NONE | CA4 | 382 | 33.802 | \$2,704.160 | \$70,308.160 |
| NONE | CA4 | 383 | 33.970 | \$2,717.600 | \$70,657.600 |
| NONE | CA4 | 384 | 34.140 | \$2,731.200 | \$71,011.200 |
| NONE | CA4 | 385 | 34.311 | \$2,744.880 | \$71,366.880 |
| NONE | CA4 | 386 | 34.482 | \$2,758.560 | \$71,722.560 |
| NONE | CA4 | 387L | 34.656 | \$2,772.480 | \$72,084.480 |
| NONE | CA4 | 388L | 34.829 | \$2,786.320 | \$72,444.320 |
| NONE | CA4 | 389L | 35.002 | \$2,800.160 | \$72,804.160 |

**NON-UNION SCHEDULE VII: POST GRADUATES
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | J1 | 224 | 15.371 | \$1,229.68 | \$31,972 |
| NONE | J1 | 225 | 15.447 | \$1,235.76 | \$32,130 |
| NONE | J1 | 226 | 15.524 | \$1,241.92 | \$32,290 |
| NONE | J1 | 227 | 15.602 | \$1,248.16 | \$32,452 |
| NONE | J1 | 228 | 15.681 | \$1,254.48 | \$32,616 |
| NONE | J1 | 229 | 15.759 | \$1,260.72 | \$32,779 |
| NONE | J1 | 230 | 15.837 | \$1,266.96 | \$32,941 |
| NONE | J1 | 231 | 15.917 | \$1,273.36 | \$33,107 |
| NONE | J1 | 232 | 15.996 | \$1,279.68 | \$33,272 |
| NONE | J1 | 233 | 16.076 | \$1,286.08 | \$33,438 |
| NONE | J1 | 234 | 16.157 | \$1,292.56 | \$33,607 |
| NONE | J1 | 235 | 16.237 | \$1,298.96 | \$33,773 |
| NONE | J1 | 236 | 16.319 | \$1,305.52 | \$33,944 |
| NONE | J1 | 237 | 16.401 | \$1,312.08 | \$34,114 |
| NONE | J1 | 238 | 16.483 | \$1,318.64 | \$34,285 |
| NONE | J1 | 239 | 16.565 | \$1,325.20 | \$34,455 |
| NONE | J1 | 240 | 16.648 | \$1,331.84 | \$34,628 |
| NONE | J1 | 241 | 16.731 | \$1,338.48 | \$34,800 |
| NONE | J1 | 242 | 16.815 | \$1,345.20 | \$34,975 |
| NONE | J1 | 243 | 16.898 | \$1,351.84 | \$35,148 |
| NONE | J1 | 244 | 16.983 | \$1,358.64 | \$35,325 |
| NONE | J1 | 245 | 17.068 | \$1,365.44 | \$35,501 |
| NONE | J1 | 246 | 17.153 | \$1,372.24 | \$35,678 |
| NONE | J1 | 247 | 17.239 | \$1,379.12 | \$35,857 |
| NONE | J1 | 248 | 17.324 | \$1,385.92 | \$36,034 |
| NONE | J1 | 249 | 17.411 | \$1,392.88 | \$36,215 |
| NONE | J1 | 250 | 17.498 | \$1,399.84 | \$36,396 |
| NONE | J1 | 251 | 17.586 | \$1,406.88 | \$36,579 |
| NONE | J1 | 252 | 17.674 | \$1,413.92 | \$36,762 |
| NONE | J1 | 253 | 17.762 | \$1,420.96 | \$36,945 |
| NONE | J1 | 254 | 17.851 | \$1,428.08 | \$37,130 |
| NONE | J1 | 255 | 17.939 | \$1,435.12 | \$37,313 |
| NONE | J1 | 256 | 18.030 | \$1,442.40 | \$37,502 |
| NONE | J1 | 257 | 18.120 | \$1,449.60 | \$37,690 |
| NONE | J1 | 258 | 18.210 | \$1,456.80 | \$37,877 |
| NONE | J1 | 259 | 18.302 | \$1,464.16 | \$38,068 |
| NONE | J1 | 260 | 18.393 | \$1,471.44 | \$38,257 |
| NONE | J1 | 261 | 18.485 | \$1,478.80 | \$38,449 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | J1 | 262 | 18.577 | \$1,486.16 | \$38,640 |
| NONE | J1 | 263 | 18.671 | \$1,493.68 | \$38,836 |
| NONE | J1 | 264 | 18.764 | \$1,501.12 | \$39,029 |
| NONE | J1 | 265 | 18.858 | \$1,508.64 | \$39,225 |
| NONE | J1 | 266 | 18.952 | \$1,516.16 | \$39,420 |
| NONE | J1 | 267 | 19.046 | \$1,523.68 | \$39,616 |
| NONE | J1 | 268 | 19.142 | \$1,531.36 | \$39,815 |
| NONE | J1 | 269 | 19.237 | \$1,538.96 | \$40,013 |
| NONE | J1 | 270 | 19.334 | \$1,546.72 | \$40,215 |
| NONE | J1 | 271 | 19.430 | \$1,554.40 | \$40,414 |
| NONE | J1 | 272 | 19.528 | \$1,562.24 | \$40,618 |
| NONE | J1 | 273 | 19.625 | \$1,570.00 | \$40,820 |
| NONE | J1 | 274 | 19.724 | \$1,577.92 | \$41,026 |
| NONE | J1 | 275 | 19.822 | \$1,585.76 | \$41,230 |
| NONE | J1 | 276 | 19.922 | \$1,593.76 | \$41,438 |
| NONE | J1 | 277 | 20.022 | \$1,601.76 | \$41,646 |
| NONE | J1 | 278 | 20.121 | \$1,609.68 | \$41,852 |
| NONE | J1 | 279 | 20.222 | \$1,617.76 | \$42,062 |
| NONE | J1 | 280 | 20.323 | \$1,625.84 | \$42,272 |
| NONE | J1 | 281 | 20.424 | \$1,633.92 | \$42,482 |
| NONE | J1 | 282 | 20.526 | \$1,642.08 | \$42,694 |
| NONE | J1 | 283 | 20.630 | \$1,650.40 | \$42,910 |
| NONE | J1 | 284 | 20.732 | \$1,658.56 | \$43,123 |
| NONE | J1 | 285 | 20.836 | \$1,666.88 | \$43,339 |
| NONE | J1 | 286 | 20.940 | \$1,675.20 | \$43,555 |
| NONE | J1 | 287 | 21.045 | \$1,683.60 | \$43,774 |
| NONE | J1 | 288 | 21.150 | \$1,692.00 | \$43,992 |
| NONE | J1 | 289 | 21.256 | \$1,700.48 | \$44,212 |
| NONE | J1 | 290 | 21.362 | \$1,708.96 | \$44,433 |
| NONE | J1 | 291 | 21.469 | \$1,717.52 | \$44,656 |
| NONE | J1 | 292L | 21.577 | \$1,726.16 | \$44,880 |
| NONE | J1 | 293L | 21.685 | \$1,734.80 | \$45,105 |
| NONE | J1 | 294L | 21.793 | \$1,743.44 | \$45,329 |

**SCHEDULE XII
BUREAU OF HUMAN REOURCES
PHARMACIST - NONUNION**

Effective 6/1/2012

**1ST
STEP**

| | | |
|-----------------|-----------|------------|
| RX4 | Hourly | 61.471 |
| 6/1/2012 | Bi-Weekly | 4,917.68 |
| | Annual | 127,859.68 |
| | | |
| RXG | Hourly | 19.618 |
| 6/1/2012 | Bi-Weekly | 1,569.44 |
| | Annual | 57,284.56 |

**MEDICAL TECHNOLOGISTS NON-UNION SCHEDULE
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | T16 | 300 | 22.455 | \$1,796.40 | \$46,706 |
| NONE | T16 | 301 | 22.568 | \$1,805.44 | \$46,941 |
| NONE | T16 | 302 | 22.680 | \$1,814.40 | \$47,174 |
| NONE | T16 | 303 | 22.793 | \$1,823.44 | \$47,409 |
| NONE | T16 | 304 | 22.907 | \$1,832.56 | \$47,647 |
| NONE | T16 | 305 | 23.021 | \$1,841.68 | \$47,884 |
| NONE | T16 | 306 | 23.137 | \$1,850.96 | \$48,125 |
| NONE | T16 | 307 | 23.252 | \$1,860.16 | \$48,364 |
| NONE | T16 | 308 | 23.370 | \$1,869.60 | \$48,610 |
| NONE | T16 | 309 | 23.486 | \$1,878.88 | \$48,851 |
| NONE | T16 | 310 | 23.604 | \$1,888.32 | \$49,096 |
| NONE | T16 | 311 | 23.721 | \$1,897.68 | \$49,340 |
| NONE | T16 | 312 | 23.841 | \$1,907.28 | \$49,589 |
| NONE | T16 | 313 | 23.959 | \$1,916.72 | \$49,835 |
| NONE | T16 | 314 | 24.079 | \$1,926.32 | \$50,084 |
| NONE | T16 | 315 | 24.199 | \$1,935.92 | \$50,334 |
| NONE | T16 | 316 | 24.320 | \$1,945.60 | \$50,586 |
| NONE | T16 | 317 | 24.441 | \$1,955.28 | \$50,837 |
| NONE | T16 | 318 | 24.564 | \$1,965.12 | \$51,093 |
| NONE | T16 | 319 | 24.687 | \$1,974.96 | \$51,349 |
| NONE | T16 | 320 | 24.810 | \$1,984.80 | \$51,605 |
| NONE | T16 | 321 | 24.934 | \$1,994.72 | \$51,863 |
| NONE | T16 | 322 | 25.059 | \$2,004.72 | \$52,123 |
| NONE | T16 | 323 | 25.184 | \$2,014.72 | \$52,383 |
| NONE | T16 | 324 | 25.311 | \$2,024.88 | \$52,647 |
| NONE | T16 | 325 | 25.437 | \$2,034.96 | \$52,909 |
| NONE | T16 | 326 | 25.564 | \$2,045.12 | \$53,173 |
| NONE | T16 | 327 | 25.692 | \$2,055.36 | \$53,439 |
| NONE | T16 | 328 | 25.820 | \$2,065.60 | \$53,706 |
| NONE | T16 | 329 | 25.949 | \$2,075.92 | \$53,974 |
| NONE | T16 | 330 | 26.079 | \$2,086.32 | \$54,244 |
| NONE | T16 | 331 | 26.209 | \$2,096.72 | \$54,515 |
| NONE | T16 | 332 | 26.341 | \$2,107.28 | \$54,789 |
| NONE | T16 | 333 | 26.472 | \$2,117.76 | \$55,062 |
| NONE | T16 | 334 | 26.605 | \$2,128.40 | \$55,338 |
| NONE | T16 | 335 | 26.737 | \$2,138.96 | \$55,613 |
| NONE | T16 | 336 | 26.871 | \$2,149.68 | \$55,892 |
| NONE | T16 | 337 | 27.006 | \$2,160.48 | \$56,172 |
| NONE | T16 | 338 | 27.141 | \$2,171.28 | \$56,453 |
| NONE | T16 | 339 | 27.277 | \$2,182.16 | \$56,736 |
| NONE | T16 | 340 | 27.413 | \$2,193.04 | \$57,019 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | T16 | 341 | 27.550 | \$2,204.00 | \$57,304 |
| NONE | T16 | 342 | 27.688 | \$2,215.04 | \$57,591 |
| NONE | T16 | 343 | 27.827 | \$2,226.16 | \$57,880 |
| NONE | T16 | 344 | 27.966 | \$2,237.28 | \$58,169 |
| NONE | T16 | 345 | 28.106 | \$2,248.48 | \$58,460 |
| NONE | T16 | 346 | 28.246 | \$2,259.68 | \$58,752 |
| NONE | T16 | 347 | 28.387 | \$2,270.96 | \$59,045 |
| NONE | T16 | 348 | 28.529 | \$2,282.32 | \$59,340 |
| NONE | T16 | 349 | 28.671 | \$2,293.68 | \$59,636 |
| NONE | T16 | 350 | 28.814 | \$2,305.12 | \$59,933 |
| NONE | T16 | 351 | 28.959 | \$2,316.72 | \$60,235 |
| NONE | T16 | 352 | 29.103 | \$2,328.24 | \$60,534 |
| NONE | T16 | 353 | 29.248 | \$2,339.84 | \$60,836 |
| NONE | T16 | 354 | 29.394 | \$2,351.52 | \$61,140 |
| NONE | T16 | 355 | 29.543 | \$2,363.44 | \$61,449 |
| NONE | T16 | 356 | 29.690 | \$2,375.20 | \$61,755 |
| NONE | T16 | 357 | 29.839 | \$2,387.12 | \$62,065 |
| NONE | T16 | 358 | 29.988 | \$2,399.04 | \$62,375 |
| NONE | T16 | 359 | 30.137 | \$2,410.96 | \$62,685 |
| NONE | T16 | 360 | 30.288 | \$2,423.04 | \$62,999 |
| NONE | T16 | 361 | 30.440 | \$2,435.20 | \$63,315 |
| NONE | T16 | 362 | 30.592 | \$2,447.36 | \$63,631 |
| NONE | T16 | 363 | 30.744 | \$2,459.52 | \$63,948 |
| NONE | T16 | 364 | 30.898 | \$2,471.84 | \$64,268 |
| NONE | T16 | 365 | 31.053 | \$2,484.24 | \$64,590 |
| NONE | T16 | 366 | 31.208 | \$2,496.64 | \$64,913 |
| NONE | T16 | 367 | 31.364 | \$2,509.12 | \$65,237 |
| NONE | T16 | 368 | 31.521 | \$2,521.68 | \$65,564 |
| NONE | T16 | 369 | 31.679 | \$2,534.32 | \$65,892 |
| NONE | T16 | 370 | 31.837 | \$2,546.96 | \$66,221 |
| NONE | T16 | 371 | 31.997 | \$2,559.76 | \$66,554 |
| NONE | T16 | 372 | 32.156 | \$2,572.48 | \$66,884 |
| NONE | T16 | 373 | 32.317 | \$2,585.36 | \$67,219 |
| NONE | T16 | 374 | 32.479 | \$2,598.32 | \$67,556 |
| NONE | T16 | 375L | 32.641 | \$2,611.28 | \$67,893 |
| NONE | T16 | 376L | 32.805 | \$2,624.40 | \$68,234 |
| NONE | T16 | 377L | 32.969 | \$2,637.52 | \$68,576 |

**MEDICAL TECHNOLOGISTS NON-UNION SCHEDULE
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | T18 | 322 | 25.059 | \$2,004.72 | \$52,123 |
| NONE | T18 | 323 | 25.184 | \$2,014.72 | \$52,383 |
| NONE | T18 | 324 | 25.311 | \$2,024.88 | \$52,647 |
| NONE | T18 | 325 | 25.437 | \$2,034.96 | \$52,909 |
| NONE | T18 | 326 | 25.564 | \$2,045.12 | \$53,173 |
| NONE | T18 | 327 | 25.692 | \$2,055.36 | \$53,439 |
| NONE | T18 | 328 | 25.820 | \$2,065.60 | \$53,706 |
| NONE | T18 | 329 | 25.949 | \$2,075.92 | \$53,974 |
| NONE | T18 | 330 | 26.079 | \$2,086.32 | \$54,244 |
| NONE | T18 | 331 | 26.209 | \$2,096.72 | \$54,515 |
| NONE | T18 | 332 | 26.341 | \$2,107.28 | \$54,789 |
| NONE | T18 | 333 | 26.472 | \$2,117.76 | \$55,062 |
| NONE | T18 | 334 | 26.605 | \$2,128.40 | \$55,338 |
| NONE | T18 | 335 | 26.737 | \$2,138.96 | \$55,613 |
| NONE | T18 | 336 | 26.871 | \$2,149.68 | \$55,892 |
| NONE | T18 | 337 | 27.006 | \$2,160.48 | \$56,172 |
| NONE | T18 | 338 | 27.141 | \$2,171.28 | \$56,453 |
| NONE | T18 | 339 | 27.277 | \$2,182.16 | \$56,736 |
| NONE | T18 | 340 | 27.413 | \$2,193.04 | \$57,019 |
| NONE | T18 | 341 | 27.550 | \$2,204.00 | \$57,304 |
| NONE | T18 | 342 | 27.688 | \$2,215.04 | \$57,591 |
| NONE | T18 | 343 | 27.827 | \$2,226.16 | \$57,880 |
| NONE | T18 | 344 | 27.966 | \$2,237.28 | \$58,169 |
| NONE | T18 | 345 | 28.106 | \$2,248.48 | \$58,460 |
| NONE | T18 | 346 | 28.246 | \$2,259.68 | \$58,752 |
| NONE | T18 | 347 | 28.387 | \$2,270.96 | \$59,045 |
| NONE | T18 | 348 | 28.529 | \$2,282.32 | \$59,340 |
| NONE | T18 | 349 | 28.671 | \$2,293.68 | \$59,636 |
| NONE | T18 | 350 | 28.814 | \$2,305.12 | \$59,933 |
| NONE | T18 | 351 | 28.959 | \$2,316.72 | \$60,235 |
| NONE | T18 | 352 | 29.103 | \$2,328.24 | \$60,534 |
| NONE | T18 | 353 | 29.248 | \$2,339.84 | \$60,836 |
| NONE | T18 | 354 | 29.394 | \$2,351.52 | \$61,140 |
| NONE | T18 | 355 | 29.543 | \$2,363.44 | \$61,449 |
| NONE | T18 | 356 | 29.690 | \$2,375.20 | \$61,755 |
| NONE | T18 | 357 | 29.839 | \$2,387.12 | \$62,065 |
| NONE | T18 | 358 | 29.988 | \$2,399.04 | \$62,375 |
| NONE | T18 | 359 | 30.137 | \$2,410.96 | \$62,685 |
| NONE | T18 | 360 | 30.288 | \$2,423.04 | \$62,999 |
| NONE | T18 | 361 | 30.440 | \$2,435.20 | \$63,315 |
| NONE | T18 | 362 | 30.592 | \$2,447.36 | \$63,631 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | T18 | 363 | 30.744 | \$2,459.52 | \$63,948 |
| NONE | T18 | 364 | 30.898 | \$2,471.84 | \$64,268 |
| NONE | T18 | 365 | 31.053 | \$2,484.24 | \$64,590 |
| NONE | T18 | 366 | 31.208 | \$2,496.64 | \$64,913 |
| NONE | T18 | 367 | 31.364 | \$2,509.12 | \$65,237 |
| NONE | T18 | 368 | 31.521 | \$2,521.68 | \$65,564 |
| NONE | T18 | 369 | 31.679 | \$2,534.32 | \$65,892 |
| NONE | T18 | 370 | 31.837 | \$2,546.96 | \$66,221 |
| NONE | T18 | 371 | 31.997 | \$2,559.76 | \$66,554 |
| NONE | T18 | 372 | 32.156 | \$2,572.48 | \$66,884 |
| NONE | T18 | 373 | 32.317 | \$2,585.36 | \$67,219 |
| NONE | T18 | 374 | 32.479 | \$2,598.32 | \$67,556 |
| NONE | T18 | 375 | 32.641 | \$2,611.28 | \$67,893 |
| NONE | T18 | 376 | 32.805 | \$2,624.40 | \$68,234 |
| NONE | T18 | 377 | 32.969 | \$2,637.52 | \$68,576 |
| NONE | T18 | 378 | 33.134 | \$2,650.72 | \$68,919 |
| NONE | T18 | 379 | 33.299 | \$2,663.92 | \$69,262 |
| NONE | T18 | 380 | 33.466 | \$2,677.28 | \$69,609 |
| NONE | T18 | 381 | 33.633 | \$2,690.64 | \$69,957 |
| NONE | T18 | 382 | 33.802 | \$2,704.16 | \$70,308 |
| NONE | T18 | 383 | 33.970 | \$2,717.60 | \$70,658 |
| NONE | T18 | 384 | 34.140 | \$2,731.20 | \$71,011 |
| NONE | T18 | 385 | 34.311 | \$2,744.88 | \$71,367 |
| NONE | T18 | 386 | 34.482 | \$2,758.56 | \$71,723 |
| NONE | T18 | 387 | 34.656 | \$2,772.48 | \$72,084 |
| NONE | T18 | 388 | 34.829 | \$2,786.32 | \$72,444 |
| NONE | T18 | 389 | 35.002 | \$2,800.16 | \$72,804 |
| NONE | T18 | 390 | 35.177 | \$2,814.16 | \$73,168 |
| NONE | T18 | 391 | 35.354 | \$2,828.32 | \$73,536 |
| NONE | T18 | 392 | 35.531 | \$2,842.48 | \$73,904 |
| NONE | T18 | 393 | 35.708 | \$2,856.64 | \$74,273 |
| NONE | T18 | 394 | 35.886 | \$2,870.88 | \$74,643 |
| NONE | T18 | 395 | 36.066 | \$2,885.28 | \$75,017 |
| NONE | T18 | 396 | 36.246 | \$2,899.68 | \$75,392 |
| NONE | T18 | 397 | 36.428 | \$2,914.24 | \$75,770 |
| NONE | T18 | 398 | 36.609 | \$2,928.72 | \$76,147 |
| NONE | T18 | 399 | 36.793 | \$2,943.44 | \$76,529 |
| NONE | T18 | 400L | 36.977 | \$2,958.16 | \$76,912 |
| NONE | T18 | 401L | 37.161 | \$2,972.88 | \$77,295 |
| NONE | T18 | 402L | 37.347 | \$2,987.76 | \$77,682 |

**NON-UNION SCHEDULE XVI: ATTORNEYS
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | AT | 262 | 18.577 | 1,486.16 | 38,640 |
| NONE | AT | 330 | 26.079 | 2,086.32 | 54,244 |
| NONE | AT | 331 | 26.209 | 2,096.72 | 54,515 |
| NONE | AT | 332 | 26.341 | 2,107.28 | 54,789 |
| NONE | AT | 333 | 26.472 | 2,117.76 | 55,062 |
| NONE | AT | 334 | 26.605 | 2,128.40 | 55,338 |
| NONE | AT | 335 | 26.737 | 2,138.96 | 55,613 |
| NONE | AT | 336 | 26.871 | 2,149.68 | 55,892 |
| NONE | AT | 337 | 27.006 | 2,160.48 | 56,172 |
| NONE | AT | 338 | 27.141 | 2,171.28 | 56,453 |
| NONE | AT | 339 | 27.277 | 2,182.16 | 56,736 |
| NONE | AT | 340 | 27.413 | 2,193.04 | 57,019 |
| NONE | AT | 341 | 27.550 | 2,204.00 | 57,304 |
| NONE | AT | 342 | 27.688 | 2,215.04 | 57,591 |
| NONE | AT | 343 | 27.827 | 2,226.16 | 57,880 |
| NONE | AT | 344 | 27.966 | 2,237.28 | 58,169 |
| NONE | AT | 345 | 28.106 | 2,248.48 | 58,460 |
| NONE | AT | 346 | 28.246 | 2,259.68 | 58,752 |
| NONE | AT | 347 | 28.387 | 2,270.96 | 59,045 |
| NONE | AT | 348 | 28.529 | 2,282.32 | 59,340 |
| NONE | AT | 349 | 28.671 | 2,293.68 | 59,636 |
| NONE | AT | 350 | 28.814 | 2,305.12 | 59,933 |
| NONE | AT | 351 | 28.959 | 2,316.72 | 60,235 |
| NONE | AT | 352 | 29.103 | 2,328.24 | 60,534 |
| NONE | AT | 353 | 29.248 | 2,339.84 | 60,836 |
| NONE | AT | 354 | 29.394 | 2,351.52 | 61,140 |
| NONE | AT | 355 | 29.543 | 2,363.44 | 61,449 |
| NONE | AT | 356 | 29.690 | 2,375.20 | 61,755 |
| NONE | AT | 357 | 29.839 | 2,387.12 | 62,065 |
| NONE | AT | 358 | 29.988 | 2,399.04 | 62,375 |
| NONE | AT | 359 | 30.137 | 2,410.96 | 62,685 |
| NONE | AT | 360 | 30.288 | 2,423.04 | 62,999 |
| NONE | AT | 361 | 30.440 | 2,435.20 | 63,315 |
| NONE | AT | 362 | 30.592 | 2,447.36 | 63,631 |
| NONE | AT | 363 | 30.744 | 2,459.52 | 63,948 |
| NONE | AT | 364 | 30.898 | 2,471.84 | 64,268 |
| NONE | AT | 365 | 31.053 | 2,484.24 | 64,590 |
| NONE | AT | 366 | 31.208 | 2,496.64 | 64,913 |
| NONE | AT | 367 | 31.364 | 2,509.12 | 65,237 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | AT | 368 | 31.521 | 2,521.68 | 65,564 |
| NONE | AT | 369 | 31.679 | 2,534.32 | 65,892 |
| NONE | AT | 370 | 31.837 | 2,546.96 | 66,221 |
| NONE | AT | 371 | 31.997 | 2,559.76 | 66,554 |
| NONE | AT | 372 | 32.156 | 2,572.48 | 66,884 |
| NONE | AT | 373 | 32.317 | 2,585.36 | 67,219 |
| NONE | AT | 374 | 32.479 | 2,598.32 | 67,556 |
| NONE | AT | 375 | 32.641 | 2,611.28 | 67,893 |
| NONE | AT | 376 | 32.805 | 2,624.40 | 68,234 |
| NONE | AT | 377 | 32.969 | 2,637.52 | 68,576 |
| NONE | AT | 378 | 33.134 | 2,650.72 | 68,919 |
| NONE | AT | 379 | 33.299 | 2,663.92 | 69,262 |
| NONE | AT | 380 | 33.466 | 2,677.28 | 69,609 |
| NONE | AT | 381 | 33.633 | 2,690.64 | 69,957 |
| NONE | AT | 382 | 33.802 | 2,704.16 | 70,308 |
| NONE | AT | 383 | 33.970 | 2,717.60 | 70,658 |
| NONE | AT | 384 | 34.140 | 2,731.20 | 71,011 |
| NONE | AT | 385 | 34.311 | 2,744.88 | 71,367 |
| NONE | AT | 386 | 34.482 | 2,758.56 | 71,723 |
| NONE | AT | 387 | 34.656 | 2,772.48 | 72,084 |
| NONE | AT | 388 | 34.829 | 2,786.32 | 72,444 |
| NONE | AT | 389 | 35.002 | 2,800.16 | 72,804 |
| NONE | AT | 390 | 35.177 | 2,814.16 | 73,168 |
| NONE | AT | 391 | 35.354 | 2,828.32 | 73,536 |
| NONE | AT | 392 | 35.531 | 2,842.48 | 73,904 |
| NONE | AT | 393 | 35.708 | 2,856.64 | 74,273 |
| NONE | AT | 394 | 35.886 | 2,870.88 | 74,643 |
| NONE | AT | 395 | 36.066 | 2,885.28 | 75,017 |
| NONE | AT | 396 | 36.246 | 2,899.68 | 75,392 |
| NONE | AT | 397 | 36.428 | 2,914.24 | 75,770 |
| NONE | AT | 398 | 36.609 | 2,928.72 | 76,147 |
| NONE | AT | 399 | 36.793 | 2,943.44 | 76,529 |
| NONE | AT | 400 | 36.977 | 2,958.16 | 76,912 |
| NONE | AT | 401 | 37.161 | 2,972.88 | 77,295 |
| NONE | AT | 402 | 37.347 | 2,987.76 | 77,682 |
| NONE | AT | 403 | 37.534 | 3,002.72 | 78,071 |
| NONE | AT | 404 | 37.721 | 3,017.68 | 78,460 |
| NONE | AT | 405 | 37.910 | 3,032.80 | 78,853 |
| NONE | AT | 406 | 38.100 | 3,048.00 | 79,248 |

**NON-UNION SCHEDULE XVI: ATTORNEYS
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | AT | 407 | 38.291 | 3,063.28 | 79,645 |
| NONE | AT | 408 | 38.482 | 3,078.56 | 80,043 |
| NONE | AT | 409 | 38.674 | 3,093.92 | 80,442 |
| NONE | AT | 410 | 38.867 | 3,109.36 | 80,843 |
| NONE | AT | 411 | 39.061 | 3,124.88 | 81,247 |
| NONE | AT | 412 | 39.257 | 3,140.56 | 81,655 |
| NONE | AT | 413 | 39.453 | 3,156.24 | 82,062 |
| NONE | AT | 414 | 39.650 | 3,172.00 | 82,472 |
| NONE | AT | 415 | 39.848 | 3,187.84 | 82,884 |
| NONE | AT | 416 | 40.048 | 3,203.84 | 83,300 |
| NONE | AT | 417 | 40.249 | 3,219.92 | 83,718 |
| NONE | AT | 418 | 40.450 | 3,236.00 | 84,136 |
| NONE | AT | 419 | 40.652 | 3,252.16 | 84,556 |
| NONE | AT | 420 | 40.857 | 3,268.56 | 84,983 |
| NONE | AT | 421 | 41.061 | 3,284.88 | 85,407 |
| NONE | AT | 422 | 41.267 | 3,301.36 | 85,835 |
| NONE | AT | 423 | 41.474 | 3,317.92 | 86,266 |
| NONE | AT | 424 | 41.681 | 3,334.48 | 86,696 |
| NONE | AT | 425 | 41.888 | 3,351.04 | 87,127 |
| NONE | AT | 426 | 42.098 | 3,367.84 | 87,564 |
| NONE | AT | 427 | 42.307 | 3,384.56 | 87,999 |
| NONE | AT | 428 | 42.519 | 3,401.52 | 88,440 |
| NONE | AT | 429 | 42.730 | 3,418.40 | 88,878 |
| NONE | AT | 430 | 42.944 | 3,435.52 | 89,324 |
| NONE | AT | 431 | 43.158 | 3,452.64 | 89,769 |
| NONE | AT | 432 | 43.374 | 3,469.92 | 90,218 |
| NONE | AT | 433 | 43.591 | 3,487.28 | 90,669 |
| NONE | AT | 434 | 43.807 | 3,504.56 | 91,119 |
| NONE | AT | 435 | 44.026 | 3,522.08 | 91,574 |
| NONE | AT | 436 | 44.246 | 3,539.68 | 92,032 |
| NONE | AT | 437 | 44.468 | 3,557.44 | 92,493 |
| NONE | AT | 438 | 44.691 | 3,575.28 | 92,957 |
| NONE | AT | 439 | 44.915 | 3,593.20 | 93,423 |
| NONE | AT | 440 | 45.140 | 3,611.20 | 93,891 |
| NONE | AT | 441 | 45.366 | 3,629.28 | 94,361 |
| NONE | AT | 442 | 45.593 | 3,647.44 | 94,833 |
| NONE | AT | 443 | 45.821 | 3,665.68 | 95,308 |
| NONE | AT | 444 | 46.050 | 3,684.00 | 95,784 |
| NONE | AT | 445 | 46.281 | 3,702.48 | 96,264 |

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | AT | 446 | 46.511 | 3,720.88 | 96,743 |
| NONE | AT | 447 | 46.744 | 3,739.52 | 97,228 |
| NONE | AT | 448 | 46.977 | 3,758.16 | 97,712 |
| NONE | AT | 449 | 47.211 | 3,776.88 | 98,199 |
| NONE | AT | 450 | 47.448 | 3,795.84 | 98,692 |
| NONE | AT | 451 | 47.686 | 3,814.88 | 99,187 |
| NONE | AT | 452 | 47.924 | 3,833.92 | 99,682 |
| NONE | AT | 453 | 48.165 | 3,853.20 | 100,183 |
| NONE | AT | 454 | 48.406 | 3,872.48 | 100,684 |
| NONE | AT | 455 | 48.647 | 3,891.76 | 101,186 |
| NONE | AT | 456 | 48.890 | 3,911.20 | 101,691 |
| NONE | AT | 457 | 49.134 | 3,930.72 | 102,199 |
| NONE | AT | 458 | 49.380 | 3,950.40 | 102,710 |
| NONE | AT | 459 | 49.628 | 3,970.24 | 103,226 |
| NONE | AT | 460 | 49.876 | 3,990.08 | 103,742 |
| NONE | AT | 461 | 50.125 | 4,010.00 | 104,260 |
| NONE | AT | 462 | 50.375 | 4,030.00 | 104,780 |
| NONE | AT | 463 | 50.627 | 4,050.16 | 105,304 |
| NONE | AT | 464 | 50.880 | 4,070.40 | 105,830 |
| NONE | AT | 465 | 51.135 | 4,090.80 | 106,361 |
| NONE | AT | 466 | 51.390 | 4,111.20 | 106,891 |
| NONE | AT | 467 | 51.647 | 4,131.76 | 107,426 |
| NONE | AT | 468 | 51.905 | 4,152.40 | 107,962 |
| NONE | AT | 469 | 52.164 | 4,173.12 | 108,501 |
| NONE | AT | 470 | 52.426 | 4,194.08 | 109,046 |
| NONE | AT | 471 | 52.687 | 4,214.96 | 109,589 |
| NONE | AT | 472 | 52.951 | 4,236.08 | 110,138 |
| NONE | AT | 473 | 53.216 | 4,257.28 | 110,689 |
| NONE | AT | 474 | 53.482 | 4,278.56 | 111,243 |
| NONE | AT | 475 | 53.750 | 4,300.00 | 111,800 |
| NONE | AT | 476 | 54.018 | 4,321.44 | 112,357 |
| NONE | AT | 477 | 54.288 | 4,343.04 | 112,919 |
| NONE | AT | 478 | 54.560 | 4,364.80 | 113,485 |
| NONE | AT | 479 | 54.833 | 4,386.64 | 114,053 |
| NONE | AT | 480 | 55.107 | 4,408.56 | 114,623 |
| NONE | AT | 481 | 55.383 | 4,430.64 | 115,197 |
| NONE | AT | 482 | 55.660 | 4,452.80 | 115,773 |
| NONE | AT | 483 | 55.937 | 4,474.96 | 116,349 |
| NONE | AT | 484 | 56.217 | 4,497.36 | 116,931 |

**NON-UNION SCHEDULE XVI: ATTORNEYS
EFFECTIVE JUNE 1, 2012**

| Union Code | Grade | Step | Hourly | New Biweekly | New Annual |
|------------|-------|------|--------|--------------|------------|
| NONE | AT | 485 | 56.498 | 4,519.84 | 117,516 |
| NONE | AT | 486 | 56.780 | 4,542.40 | 118,102 |
| NONE | AT | 487 | 57.065 | 4,565.20 | 118,695 |
| NONE | AT | 488 | 57.350 | 4,588.00 | 119,288 |
| NONE | AT | 489 | 57.636 | 4,610.88 | 119,883 |
| NONE | AT | 490 | 57.926 | 4,634.08 | 120,486 |
| NONE | AT | 491 | 58.215 | 4,657.20 | 121,087 |
| NONE | AT | 492 | 58.506 | 4,680.48 | 121,692 |
| NONE | AT | 493 | 58.798 | 4,703.84 | 122,300 |
| NONE | AT | 494 | 59.092 | 4,727.36 | 122,911 |
| NONE | AT | 495 | 59.389 | 4,751.12 | 123,529 |
| NONE | AT | 496 | 59.685 | 4,774.80 | 124,145 |
| NONE | AT | 497 | 59.983 | 4,798.64 | 124,765 |
| NONE | AT | 498 | 60.284 | 4,822.72 | 125,391 |
| NONE | AT | 499 | 60.585 | 4,846.80 | 126,017 |
| NONE | AT | 500 | 60.888 | 4,871.04 | 126,647 |
| NONE | AT | 501 | 61.193 | 4,895.44 | 127,281 |
| NONE | AT | 502 | 61.498 | 4,919.84 | 127,916 |
| NONE | AT | 503 | 61.806 | 4,944.48 | 128,556 |
| NONE | AT | 504 | 62.114 | 4,969.12 | 129,197 |
| NONE | AT | 505 | 62.425 | 4,994.00 | 129,844 |
| NONE | AT | 506 | 62.738 | 5,019.04 | 130,495 |
| NONE | AT | 507 | 63.051 | 5,044.08 | 131,146 |
| NONE | AT | 508 | 63.366 | 5,069.28 | 131,801 |
| NONE | AT | 509 | 63.684 | 5,094.72 | 132,463 |
| NONE | AT | 510 | 64.001 | 5,120.08 | 133,122 |
| NONE | AT | 511 | 64.322 | 5,145.76 | 133,790 |
| NONE | AT | 512 | 64.644 | 5,171.52 | 134,460 |
| NONE | AT | 513 | 64.967 | 5,197.36 | 135,131 |
| NONE | AT | 514 | 65.292 | 5,223.36 | 135,807 |
| NONE | AT | 515 | 65.619 | 5,249.52 | 136,488 |
| NONE | AT | 516 | 65.947 | 5,275.76 | 137,170 |
| NONE | AT | 517 | 66.277 | 5,302.16 | 137,856 |
| NONE | AT | 518 | 66.608 | 5,328.64 | 138,545 |
| NONE | AT | 519 | 66.941 | 5,355.28 | 139,237 |
| NONE | AT | 520 | 67.276 | 5,382.08 | 139,934 |

Effective June 1, 2012

SCHEDULE XVI

BUREAU OF HUMAN RESOURCES

Assistant Public Defender - Supervisors

| <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 | 48.239 | 3,859.12 | 100,337 |
| 0676 | D02 | 50.885 | 4,070.80 | 105,840 |
| 0677 | D03 | 52.146 | 4,171.68 | 108,463 |
| 0678 | D04 | 53.295 | 4,263.60 | 110,853 |
| 0679 | D05 | 54.046 | 4,323.68 | 112,415 |
| 0680 | D06 | 54.624 | 4,369.92 | 113,617 |
| 0681 | D07 | 56.698 | 4,535.84 | 117,931 |
| 0682 | D08 | 58.007 | 4,640.56 | 120,654 |
| 0683 | D09 | 62.162 | 4,972.96 | 129,296 |
| 0684 | D10 | 60.705 | 4,856.40 | 126,266 |
| 0685 | D11 | 68.125 | 5,450.00 | 141,700 |
| 0686 | D12 | 73.533 | 5,882.64 | 152,948 |

D09-12 no increase for 6/1/12

APPENDIX C

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 collective bargaining agreements which stipulate otherwise, or current policies in effect for the Cook County Bureau of Health Facilities 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 are 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 Chief, Bureau of Human Resources.

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 County officers and employees in the County offices, departments, or institutions. Employees of the Cook County Health and Hospital System receive all of 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* | |

*The floating holiday may be taken by the employee with the advance approval of the department head/designee. The floating holiday shall be credited to employees on December 1 and used prior to November 30 of each fiscal year. Employees shall not be entitled to accrue the floating holiday beyond the end of the fiscal year. Use of the floating holiday is restricted to a full day increment.

2. All salaried employees shall be granted the above holidays, or equivalent paid days off per year.
3. 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.
4. 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 biweekly 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 individuals employed on a part-time work schedule of twenty (20) hours per week or more 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 Hospital System employees who cannot exceed one hundred fifty (150) days. Records of sick leave credit and use shall be maintained by each office, department, or institution. Severance of employment terminates all rights for the compensation thereunder. 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. Sick leave may be used as maternity or paternity leave by employees. After five (5) consecutive non FMLA sick days, employees shall submit to their department head a doctor's certificate as proof of illness. The department shall notify the Chief, Bureau of Human Resources if an employee has fourteen consecutive non-FMLA sick days.
7. 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 determination as to appropriateness of the sick leave will be made by the employee's supervisor. In addition to denial of sick leave benefits, where the circumstances indicate that the employee is abusing sick leave, disciplinary measures may be taken.

8. If, in the opinion of the executive head of the office, department or institution, 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 from the Chief, Bureau of Human Resources.
9. The employee may apply for disability under the rules and regulations established by the retirement board.

C. 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 Appendix A, Section 2-I, Paragraph C-5, shall be granted vacation leave with pay for periods as follows. Vacation accruals for employees of the health facilities may vary in accordance with provisions of collective bargaining agreements or existing policies.

| <u>ANNIVERSARY OF EMPLOYMENT</u> | <u>DAYS OF VACATION</u> | <u>MAXIMUM ACCUMULATION</u> |
|---|------------------------------------|--|
| 1st through 6th Years | 10 Working Days | 20 Working Days |
| 7th through 14th Years | 15 Working Days | 30 Working Days |
| 15 Years | 20 Working Days | 40 Working Days |

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 Preserve District, the Metropolitan Water Reclamation District of Greater Chicago, agencies under the State of Illinois including, without limitation, the University System, 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 Chief of the Bureau of Human Resources, 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 by reason of separation from service, the employee, or in the event of death, the employee's spouse or estate, shall be entitled to receive the employee's prevailing salary for such unused vacation periods.
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.

D. BEREAVEMENT LEAVE

Excused leave with pay will be granted up to three (3) days to an employee for the funeral of a member of the employee's immediate family or household. For purposes of this section, immediate family includes mother, father, husband/wife, domestic partner, child (including stepchildren and foster children), brothers sisters, grandchildren, grandparents, spouse's parents or such persons who have reared the employee.

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.

E. 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, any compensation must therefore be turned over to the County of Cook by said officer or employee.

F. 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, providing, however, that any employee requesting a leave of absence with pay must meet the following conditions:

- The employee must be a delegate or alternate delegate to the convention as established in the by laws of the organization.
- The employee must register with the credentials committee at the convention headquarters.
- The employee's name must appear on the official delegate-alternate rolls that are filed at the state headquarters of their organization at the close of the convention.

- The employee must have attended no other veterans' convention, with a leave of absence with pay, during the fiscal year.
- The employee must produce, upon returning from the convention, a registration card signed by a proper official of the convention, indicating attendance.

G. 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 Chief, Bureau of Human Resources.
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. Severance of employment shall terminate all rights to accrued personal days.

II. LEAVES OF ABSENCE WITHOUT PAY

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 Chief, Bureau of Human Resources. Upon approval by the Chief, Bureau of Human Resources, 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, except for military service. During a personal leave, the employee may request to maintain insurance benefits; however the employee on personal leave will be required to pay the full cost of such insurance benefits on a monthly basis in order to maintain such insurance benefits. The County shall not pay any insurance benefits and is authorized to terminate such insurance benefits following notice to the employee on personal leave of the employees failure to pay the costs of such insurance benefits on a monthly basis. 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.

B. MATERNITY/PATERNITY ABSENCE

Cook County is committed to supporting employees and their families, particularly when parents require time off to handle the added responsibilities of a new child. Upon the birth of a child or placement of a child for adoption or foster care, County employees have several leave options available including:

- Paid Parental Leave (available to non-union employees only)
- Paid leave using accrued sick, vacation or compensatory time;
- Unpaid parental leave;
- Ordinary disability benefits for partially paid leave for eligible employees;

FMLA will run concurrently with maternity/paternity leave. Employees are not required to use all accrued sick or vacation time before going on any parental leave or pregnancy disability.

The County shall continue to pay its share of health insurance during maternity/paternity leave. Disability benefits may also be available to qualified individuals through the County Employees' Annuity & Benefit Fund.

C. FAMILY AND MEDICAL LEAVE (FMLA)

Employees who have been employed by the County for at least 12 months 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:

- Birth of a child or placement of a child for adoption or foster care;
- Care of employee's spouse, child or parent who has a serious health condition;
- A serious health condition that renders an employee unable to perform the functions of his/her job.

In addition, pursuant to the provisions of the National Defense Authorization Act for FY 2008 (NDAA), a spouse, son, daughter, parent, or next of kin may take up to 26 workweeks of unpaid leave to care for a member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the

temporary disability retired list, for a serious injury or illness.

Employees must provide their supervisors with at least 30 days notice of an intention to take FMLA, or as much notice as possible in an emergency. Employees must complete an FMLA packet, including a physician's certification and submit it to their supervisor. The supervisor shall send the FMLA packet to the Chief, Bureau of Human Resources for approval. The County shall pay its share of an employee's health insurance costs for the duration of FMLA leave. FMLA leave is subject to additional rules and restrictions.

D. MILITARY LEAVE

A leave of absence for training, activation or entry into service shall be granted to an employee who is a member for a reserve force or National Guard of the United States for a period actively spent in military service, in accordance with State and Federal law. Employees should notify their appropriate supervisor, complete the military affidavit and provide a copy of their military orders to both their department and the Bureau of Human Resources. Benefits shall be continued as mandated by State and Federal legislation.

III. DISABILITY PROVISIONS

A. ORDINARY DISABILITY

With the exception noted in Section II.B. above, an employee is required to use all accrued paid leave (sick, personal and vacation) before any disability payment can be made.

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

1. Temporary total disability is granted by Cook County because an employee has been injured in an accident which has arisen out of and was in the course of employment. As a form of compensation for the first three (3) working days following such injury, an employee who does not participate in the Cook County Employees' Annuity and Benefit Fund shall be entitled to seventy-five percent (75%) of the base wage rate paid at the time of the accident as supplemental temporary total disability. Any employee (annuity and benefit fund participants included) who is absent as a result of any injury on duty for a period of nine (9) days or less shall be eligible for supplemental temporary total disability.
2. Any employee who is off duty on supplemental temporary total disability shall not be eligible to receive duty disability leave as provided for by the Cook County Annuity and Benefit Fund for the period in which the employee is shown to be on supplemental temporary total disability.
3. Any employee who is injured in an accident arising out of and in the course of his/her employment will not be eligible to substitute sick leave, vacation leave, or personal days in place of supplemental temporary total disability or substitute for temporary total compensation as defined in the workers' compensation act.

4. Any period for which an employee is shown to be carried on supplemental temporary total disability or on temporary total disability compensation is subject to review by the Cook County Injury Compensation Committee. The Committee is authorized to require a physical examination of any employee injured in the course of employment to determine eligibility for supplemental temporary total disability or for temporary total disability compensation benefits. Any employee who fails to submit to such physical examination will immediately have supplemental temporary total disability or temporary total disability compensation benefits terminated.
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.

IV. MAINTENANCE OF RECORDS

- A. For employees under the jurisdiction of the President, records of leave shall be maintained by the Bureau of Human Resources.
- B. For employees not under the jurisdiction of the President, records of leave shall be maintained by the elected official and/or executive department head.

APPENDIX D**GLOSSARY OF TERMS**

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| ACCRUAL | An accounting method that measures the performance and positions of a company by recognizing economic events regardless of when cash transactions occur. |
| ADMINISTRATION | A functional grouping of County departments that provide select services to other County departments and offices, and to the general public. |
| ANNUAL APPROPRIATION BILL | An Ordinance approved by the Cook County Board of Commissioners establishing the budget for Cook County government for the fiscal year. |
| ANNUAL BUDGET | The financial plan for maintaining Cook County government for one 12-month period. |
| APPROPRIATION | The legal authorization granted by the Cook County Board of Commissioners to make expenditures and to incur obligations for specific purposes. An appropriation is usually limited in amount and as to the time when it may be expended. |
| ASSESSED VALUATION | The estimated value of all land and property in Cook County. The valuation is used as the basis for computing the Property Tax Levy. |
| BALANCED BUDGET | A situation in financial planning or the budgeting process where total revenues are equal to or greater than total expenses. |
| BOND | A written promise to pay a specified sum of money (called the face value or principal amount) at a specified date or dates in the future, called the maturity date(s), together with periodic interest at a specified rate. |
| BONDED DEBT | The portion of indebtedness represented by outstanding bonds. |
| BUDGET | The plan is an estimate of proposed expenditures and the proposed means of financing them. |
| BUDGETARY ACCOUNTS | Accounts used to enter the formally adopted annual operating budget into the General Ledger as part of the management control technique of formal budgetary integration. |
| BUDGETARY CONTROL | The management of a government in accordance with an approved budget to monitor and control expenditures within the limitations of approved appropriations and available revenues. |
| BUREAU | Organizational unit in which departments with related missions report to single executive such as Bureau Chief. Cook County has a Bureau of Administration, Bureau of Economic Development, Bureau of Finance, Bureau of Human Resources, and Bureau of Technology. |

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| BUSINESS UNIT (COST CENTER) | The division of the County which may require an income statement or balance sheet. This is where all accounting transactions are recorded. For the purpose of recording expenses, these divisions were previously called sub-activities or cost centers. |
| CAPITAL BUDGET | The estimate of capital project costs. It sets forth each project and equipment purchase, and specifies the resources estimated to be available to finance the projected expenditures. |
| CAPITAL EQUIPMENT | Equipment items that have physical substance, valued at \$1,000 or more with a useful life of three years or more and depreciable, such as: institutional equipment, office furnishings and equipment, computer equipment, vehicles, automotive equipment, telecommunications equipment, and other equipment. |
| CAPITAL EXPENDITURES | Expenditures resulting in the acquisition of, or addition, to the County's general fixed assets. |
| CAPITAL IMPROVEMENT | Improvements or additions to fixed County assets and the acquisition of new County assets. Capital Improvements are detailed in a separate section of the budget and are financed through the direct issuance of general obligation bonds. |
| CHARGEBACK | A transaction used for the financing of goods or services provided by one department to other departments or agencies of a government, or to other governments on a cost-reimbursement basis. |
| CHART OF ACCOUNTS | <p>A chart detailing the system (numbered and descriptive) of general ledger accounts used to designate funds, expenditures, revenues, and balance sheet accounts.</p> <p>Operating Accounts – Provide funding for the purchase of goods and services deemed necessary throughout the fiscal year excluding purchases categorized as Capital Outlay (See Object Classification).</p> <p>Capital Accounts (New/Replacement) – These funds provide financing for the purchase of capital equipment. Capital Equipment is defined as durable goods with a useful life of three or more years. Equipment not recommended for bonding is eligible for funding from equipment notes.</p> <p>Major Capital Accounts – These funds provide funding for certain projects with requirements and with a depreciable life of at least three (3) years.</p> <p>Major Lease of Capital Accounts - These funds provide funding for projects that would benefit from lease financing arrangements. Projects include the lease of the mainframe computer, mainframe printers, and large capacity document printers.</p> |

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| COMPREHENSIVE ANNUAL FINANCIAL REPORT (CAFR) | The official annual report stating the financial position and result of operations of Cook County for the fiscal year. It incorporates an opinion on the Report's general-purpose financial statements by an independent certified public accounting firm. |
| COST-OF-LIVING-ALLOWANCE (COLA) | A periodic adjustment to salaries and wages to allow for inflation. |
| DEBT | An obligation resulting from the borrowing of money or from the purchase of goods and services. |
| DEBT SERVICE REQUIREMENTS | The amount of money required to pay interest on outstanding debt, serial maturities of principal for serial bonds and required contributions to accumulate monies for future retirement of term bonds. |
| DEPARTMENT | A unit of Cook County government. |
| DEPRECIATION | A method of allocating the cost of a tangible asset over its useful life. Businesses depreciate long-term assets for both tax and accounting purposes. |
| DERIVATIVES | A security whose price is dependent upon or derived from one or more underlying assets. The derivative itself is merely a contract between two or more parties. Its value is determined by fluctuations in the underlying asset. The most common underlying assets include stocks, bonds, commodities, currencies, interest rates and market indexes. Most derivatives are characterized by high leverage. |
| EMPLOYEE EXPENSES | A sub-category of the Personal Services object classification. Employee expenses consist of expenditures that are related to employees, but not considered salary or fringe benefits. An example of an employee expense would be the cost of a training program or professional seminar. |
| ENCUMBRANCES | Financial commitments related to unperformed contracts for goods or services. Used in budgeting, encumbrances are not GAAP expenditures or liabilities, but represent the estimated amount of expenditures ultimately to result if unperformed contracts in process are completed. |
| ENTERPRISE FUND | Budget and accounting units created for particular self-sustaining operations, to separate the revenue and financial control of such operations from the County's General Fund. |
| EQUALIZED ASSESSED | The assessed value of real property, as determined by the Cook County Assessor, multiplied by an annual equalization factor determined for the County by the Illinois Department of Revenue. The Assessed Valuation is the basis for levying property taxes. |
| EXPENDITURE | Any use of financial resources by Cook County for the provision or acquisition of goods and services for operations, debt service, capital outlay, transfers, or other financial uses. |
| FISCAL YEAR | A 12-month period for which the Annual Appropriation Bill is enacted. For Cook County, the fiscal year begins on December 1 and ends on November 30 of the succeeding year. |

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| FRINGE BENEFITS | Personnel costs (hospitalization insurance, dental insurance, vision insurance, life insurance, employer match of employee's Medicare contribution, and pension) supplemental to an employee's salary or wages which are paid wholly or in part by the County. |
| FULL TIME EQUIVALENT (FTE) | A position converted to the decimal equivalent of a full-time position based on 2,080 hours per year. A full-time position would be 1.0 FTE while a part-time position scheduled for a 20-hour week would be 0.5 FTE. |
| FUNCTION | Specific (or like group) activities or organizational units directed at attaining specific purposes or objectives. The principal functions of Cook County are health care, courts, and corrections. |
| FUND (COMPANY) | An independent, self-balancing account used to record revenue and expenditures within the budget. For Cook County, the major funds are the General Fund, comprised of Corporate and Public Safety, the Health Enterprise Fund, special purpose funds, and grant funds. |
| FUND BALANCE | The difference between assets and liabilities of governmental funds. |
| GENERAL FUNDS | The funds used to account for all financial resources, except those required, or chosen, to be accounted for in special purpose funds. The General Fund consists of the Corporate and Public Safety funds. |
| GENERAL OBLIGATION DEBT | Debt backed by the full faith and credit of Cook County government. |
| GENERAL PUBLIC | The individuals that Cook County serves. |
| GRANTS | Contributions or gifts of cash or other assets from another government, public or private foundation, or department to be used or expended for a specified purpose, activity, or facility. |
| GROSS BONDED DEBT | The total amount of direct debt of a government represented by outstanding bonds before deduction of any assets available and earmarked for their retirement. |
| HOME RULE COUNTY | A county that has authority to exercise any power and perform any function pertaining to its government and affairs including; but not limited to, the power to regulate for the protection of the public health, safety, morals, and welfare; to license; to tax; and to incur debt. |
| INFRASTRUCTURE | Public domain fixed assets such as roads, bridges, curbs and gutters, streets and sidewalks, drainage systems, lighting systems, and similar assets that are immovable. |
| INSURANCE | The transfer of risk of loss from one party (the insured) to another party (the insurer) in which the insurer promises to pay the insured (or others on the insured's behalf) an amount of money for economic losses sustained from specific events. |
| INTERGOVERNMENTAL REVENUES | Revenues from other governments (federal, state, and local) in the form of grants, entitlements, or shared revenues. |
| INVESTMENTS | Securities and real estate held for income in the form of interest, dividends, rentals, or lease payments. |

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| LEASE-PURCHASE AGREEMENTS | Contractual agreements that are termed leases; but that in substance, are purchase contracts. |
| LEVEL OF SERVICE | Used generally to define the existing or current services, programs, activities, and/or facilities provided by a government to its citizens. Level of service in any given department or office may be increased, decreased or remain constant depending upon needs, alternatives, productivity and available resources. To continue a given level of services into future years assumes that objectives, goals, quantity and quality of the service will remain unchanged. |
| LINE-ITEM BUDGET | The presentation of the County's budget in a form which lists each spending unit's approved budget by specific line-item of expense along with the dollar amount budgeted. |
| LONG-TERM DEBT | Any obligation of the County with a remaining maturity term of more than one year. |
| MAJOR CAPITAL EQUIPMENT | Certain equipment items involved in projects with funding requirements and with a depreciable life of greater than three (3) years. |
| NON-RECURRING REVENUES | Revenues accruing to the County that are unique and occur at one time only, or follow a sporadic, unpredictable pattern. |
| OBJECT CLASSIFICATION | <p>The categorization of expenditures grouped by similarity of purpose. For Cook County, the following object classifications are used:</p> <p>Personal Services - Include expenditures for salaries and wages, fringe benefits, and other costs directly related to the support of employees. All budgetary accounts 100 through 199 are included in this object classification.</p> <p>Contractual Services - Include expenditures for routine office/ department activities; such as, printing, transportation, communications and other purchased services. Also, included in this classification are all professional and technical services contracted by Cook County. All budgetary accounts 200 through 299 are included in this object classification.</p> <p>Supplies and Materials - Include expenditures for necessary supplies for each department. All budgetary accounts 300 through 399 are included in this object classification.</p> <p>Operation and Maintenance - Includes expenditures for routine operation and maintenance, such as utility costs and repair of equipment. All budgetary accounts 400 through 499 are included in this object classification.</p> <p>Capital Outlay - Includes expenditures for the acquisition of fixed assets including land, buildings and equipment. All budgetary accounts 500 through 599 are included in this object classification.</p> <p>Rental and Leasing - Includes expenditures for the rental and leasing of office, automotive, medical equipment, and facilities. All budgetary accounts 600 through 699 are included in this object classification.</p> |

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| | <p>Contingency and Special Purpose Appropriations - Include various unanticipated and estimated expenditures, and reserves. All budgetary accounts 800 through 899 are included in this object classification.</p> |
| OBJECT ACCOUNT | <p>The numeric system that uniquely distinguishes each account in the County's Chart of Accounts.</p> |
| OFFICE | <p>A unit of Cook County government. Offices are generally managed by elected County officials. However, the term is also used to designate some non-elective units of County government.</p> |
| OPERATING BUDGET | <p>The primary means by which most of the financing, acquisition, spending, and service delivery activities of a government are controlled. The Operating Budget excludes capital improvements.</p> |
| PERFORMANCE-BASED BUDGETING | <p>Performance-based budgeting uses statements of missions, goals and objectives to explain why the money is being spent. It is a way to allocate resources to achieve specific objectives based on program goals and measured results.</p> |
| RESERVED FUND BALANCE | <p>Those portions of fund balance that are not appropriate for expenditure or that are legally segregated for specific future use.</p> |
| REVENUE | <p>The amount of monies collected from taxes, fines, fees, and reimbursements from others for the purpose of financing governmental operations and services.</p> |
| REVISED REQUEST | <p>A modification to a department's initial request, as deemed necessary, by a department; in conjunction with Budget and Management Services.</p> |
| RISK MANAGEMENT | <p>Use of the various ways and means to avoid accidental loss, or to reduce its consequences if it does occur.</p> |
| SPECIAL PURPOSE FUNDS | <p>These funds are used to account for the proceeds from special revenue sources, and the expenditures for specified or restricted purposes.</p> |
| TAX EXTENSION | <p>The final actual sum of money allocated to Cook County Government generated through property taxes.</p> |
| TAX LEVY | <p>The total dollar amount of the Cook County Annual Appropriation Bill that is to be covered by property taxes.</p> |
| TAX RATE | <p>The rate calculated to generate the revenue required from the tax levy. For Cook County, the rate is determined by dividing the final tax extension by the total Equalized Assessed Valuation of County property.</p> |
| TURNOVER ADJUSTMENT | <p>Amount used to adjust the authorized spending limit for a budgetary unit based on its projected salaries, as authorized and directed in the Resolution of the Annual Appropriation Bill.</p> |

APPENDIX E

DEPARTMENT DIRECTORY

The Department of Administrative Hearings is an independent entity that hears cases relating to violations of the County Ordinance and, beginning in 2013, cases related to violations of the Cook County Human Rights Ordinance.

The Office of Adoption and Child Custody Advocacy conducts investigations and social studies involving independent adoptions, custody/visitation, probate and domestic violence as ordered by the Circuit Court of Cook County or by courts in other jurisdictions.

The Adult Probation Department under the Chief Judge provides the courts with quality information and offers viable, cost-effective sentencing options. Through a balance of enforcement and treatment strategies, the department holds offenders accountable and affords them opportunities to become productive, law-abiding citizens.

Ambulatory and Community Health Network provides quality primary and specialty care services to children and adults in ambulatory settings in their own communities.

Animal Control provides health protection to the residents of Cook County through preparation, education, rabies vaccination and stray animal control.

The County Assessor is responsible for ascertaining the value for taxing purposes of 1.8 million parcels of real property in Cook County, maintaining fair and equitable real property assessments and maximizing services for Cook County citizens in the processing and understanding of their assessments.

The County Auditor audits County fee offices and information systems, works with external auditors on the County's annual audit and performs special audits as directed by the President and the County Board of Commissioners.

The Board of Elections is responsible for providing a fair and equitable electoral system for all citizens; promoting convenient voter registration; encouraging voter turnout; and maintaining state-of-the-art equipment and registration records.

The Board of Review provides a fair, efficient, cost-effective, and citizen-focused review process to adjudicate real estate assessment appeals and perform duties in a prompt manner pursuant to the Illinois Property Tax Code.

Budget and Management Services prepares the Annual Appropriation Bill of Cook County and coordinates the development of annual and long-term budgetary projections. The Department coordinates budgetary and central reporting for all grants awarded to County departments or agencies and the County's capital equipment program. In addition, it monitors the ongoing implementation of the annual appropriation and provides ongoing performance management services to County departments.

Building and Zoning prescribes, mandates, and enforces provisions of the Cook County Building Code and Cook County Zoning Ordinance while also governing the erection, construction, alteration, demolition, relocation and/or inspections of all buildings and structures within zoning districts of unincorporated Cook County.

Capital Planning and Policy is responsible for implementing and monitoring the County's capital improvement program and reviewing policy as it pertains to capital construction in the County.

Cermak Health Services of Cook County provides quality, timely, effective and cost-efficient clinical services and early disease detection to the detainees at the Cook County Department of Corrections in accordance with acceptable community, accreditation and regulatory standards.

Health Services – JTDC provides quality, timely, effective and cost-efficient clinical services and early disease detection to the detainees at the Juvenile Temporary Detention Center in accordance with acceptable community, accreditation and regulatory standards.

The Chief Administrative Officer coordinates the activities of nine Cook County departments: Animal Control, Environmental Control, Transportation and Highways, Motor Fuel Tax – Illinois First, Law Library, Medical Examiner, Office of Adoption Child Custody Advocacy, Zoning Board of Appeals and Industrial Engineers.

The Chief Financial Officer coordinates and supervises all the financial activities of the County and monitors the expenditures of each budgetary unit. The Chief Financial Officer is also responsible for the strategic direction and management of the eight departments comprising the Bureau of Finance.

The Chief Information Officer strategically plans and implements the County's information technology and information security initiatives. The Chief Information Officer oversees the three departments comprising the Bureau of Technology.

The Chief Judge administers the Circuit Court of Cook County by providing administrative support and legal research for judges; supervising approximately 2,100 non-judicial employees; reviewing and addressing the Court's space requirements; providing conciliation services in domestic relations proceedings; summoning jurors; drafting court rules and general orders; and educating the public about the Circuit Court. The Chief Judge also administers the Court's fiscal operations by representing the Court before the Cook County Board of Commissioners and preparing grant applications, budgets and compliance reports.

The Chief Procurement Officer solicits bids and enters into contracts for commodities and services as specified by Cook County agencies. In addition, the Office processes vendor invoices to the Comptroller for payment upon receipt of goods or services for all County departments except those in the health system.

The County Clerk is the official custodian of Cook County records and books. As the Clerk of the County Board of Commissioners, the office keeps all minutes and agendas of Board proceedings. Vital Statistics is responsible for the safekeeping of all birth, death and marriage records generated within Cook County and for issuing all marriage applications and licenses, certifying notary publics and registering businesses operating under an assumed name. The office is also charged with issuing tax extension rates, permanent real estate tax numbers and new tax codes.

The Ethics Division follows State and County laws by receiving and administering statements filed under the Illinois Governmental Ethics Act, the Illinois Campaign Financing Act and the Cook County Lobbyist Registration Ordinance.

The Clerk of the Circuit Court keeps records for all judicial matters brought to the Circuit Court. The Clerk is responsible for attending all sessions of the courts, preserving all files and papers associated with judicial proceedings, maintaining a complete record of all determinations made in the Circuit Court, and performing all other administrative duties required by law or by the rules and orders of the Circuit Court.

The Comptroller reviews and discharges all debts or credits in which the County is financially concerned. The Comptroller maintains a record of all budgetary appropriations, expenditures, encumbrances and revenues made or received during each fiscal year.

Contract Compliance is responsible for the day to day operation of the Cook County Minority- and Women-Owned Business Enterprise General Ordinance. The Office monitors contractor activities for compliance, coordinates the County's minority- and female-owned business programs, and educates potential vendors.

The Department of Corrections under the Sheriff has the statutory responsibility for the detention of persons awaiting trial and those persons convicted of crimes and sentenced for up to one year of incarceration. Additionally, the department coordinates the Day Reporting Center, Pre Release Center, Electronic Monitoring Program, Impact Incarceration, and the Sheriff's Work Alternative Program, all of which are designed to reduce overcrowding at the Cook County Jail and to reduce recidivism. The various programs provide substance abuse counseling, vocational skills training, GED services, family counseling and health education to male and female nonviolent offenders. It also targets the fastest growing population within the Cook County Department of Corrections – women. The department consolidates, coordinates, and strategically plans the intervention, supervision, and service plans for all females within the Sheriff's jurisdiction.

The Court Services Division under the Sheriff executes all court orders issued by the Circuit Court of Cook County; maintains decorum and security in the courtrooms of all divisions of the Circuit Court; and is responsible for the apprehension of defendants who fail to respond to court orders. Court Services also supervises the Child Support Enforcement Division of the Sheriff's Office and coordinates the Sheriff's Preventive Programs section.

Economic Development strives to improve the quality of life for the residents of Cook County by implementing programs which ensure affordable housing, infrastructure improvements, and economic growth through effective, coordinated, and strategic planning.

The Employee Appeals Board is charged with hearing all appeals of any career service employee, not represented by a union, for disciplinary action relating to discharge, demotion or suspension for period of more than ten days to assure fair and equitable treatment of employees in a professional manner.

Enterprise Resource Planning (ERP) is responsible for the implementation, maintenance, improvement, and support of the County's integrated financial, procurement, human resource and payroll information systems. The new system will improve Countywide business operations.

Environmental Control protects the health and welfare of the people of Cook County through the preservation, protection and improvement of the environment.

Facilities Management maintains, operates, and repairs County properties and operating equipment. It also provides the personnel and supervision needed to remodel, rehabilitate, construct, and install the facilities, offices, and equipment needed to keep the County functioning.

Forensic Clinical Services gathers psychosocial histories of defendants and performs psychiatric, psychological and brain-wave examinations. Results and recommendations based on these studies are reported to the appropriate judges of the Circuit Court. The examining clinicians also provide direct testimony in court on issues of fitness to stand trial, questions of sanity at the time of offense and fitness for custody of children.

Health System Administration administers all operational, planning and policy matters of the health care institutions, programs and agencies under the jurisdiction of the Cook County Board of Commissioners.

The Department of Homeland Security and Emergency Management (DHSEM) provides a Countywide homeland security and emergency management system that responds, coordinates and communicates with all county departments and local governments, state and federal governments, and private entities. DHSEM ensures an appropriate County strategy is in place for detecting, preparing for, preventing, protecting against, responding to, and recovering from terrorist threats, attacks or natural disasters within Cook County.

The Human Resources Department oversees the County's personnel functions. The Department is charged with attracting and retaining motivated, competent County employees; providing the President and other County executives with the necessary flexibility and management control to assure the delivery of quality public service; and establishing and enforcing equitable hiring and promotion procedures for County employees and applicants for employment.

Human Rights and Ethics implements the activities of the Cook County Commission on Human Rights and the Cook County Board of Ethics. The department investigates and adjudicates complaints filed under the Ethics Ordinance, and engages in activities designed to prevent discrimination, improve human relations, and encourage ethical conduct in County government. The department works with Administrative Hearings to hear cases related to violations of the Cook County Human Rights Ordinance.

The Office of the Independent Inspector General investigates citizen complaints relative to the performance of County employees with respect to any fraud, corruption or deceit in operating procedures.

IT Solutions and Services maintains the County's data communications network, administers and maintains the County's voice communications system, and provides information technology support to all Cook County agencies.

The John H. Stroger, Jr. Hospital of Cook County provides a full range of inpatient services in a variety of medical specialties to all adult and pediatric patients who are residents of Cook County, including services for chronic disease, burns, and a Level 1 Trauma Center and Emergency Services.

The Judiciary of the Chief Judge administers the largest unified court system in the nation. Through the efforts of 450 judges and associate judges, the Court disposes of approximately 2.5 million cases annually. The judges of the Court are assigned to the County Department, the Municipal Department, or the Juvenile Justice and Child Protection Department.

The Justice Advisory Council is empowered by Illinois Statute (55 ILCS 5/5-18001 et. seq.) and Cook County Ordinance (Chapter 5, Section 161-163) to devise means to improve the administration of justice in and with relation to the County, and to formulate all recommendations concerning legislation and other measures designed to bring about such improvement.

The Juvenile Probation and Court Services Department under the Chief Judge serves the welfare of children and their families within a sound framework of public safety. The department is committed to providing the guidance, structure and services needed by every child under its supervision. In partnership with the community, the Department promotes the healing and recovery of neglected children, and directs delinquent children toward reforming their behavior and making responsible decisions.

The Juvenile Temporary Detention Center provides the children in its custody with a safe, caring environment, programs, and a structure that enhances personal development and improves their opportunity for success upon return to the community.

The Land Bank Authority will use available resources to facilitate the return of vacant, abandoned and tax-delinquent properties to productive use, thereby combating community deterioration, creating economic growth and stabilizing the housing and job market. The Land Bank will acquire, hold, and transfer interest in real property throughout Cook County as approved by the Board of Directors for the following purposes: to promote redevelopment and reuse of vacant, abandoned, and tax-delinquent properties; support targeted efforts to stabilize neighborhoods; stimulate residential, commercial and industrial development; all in ways that are consistent with goals and priorities established by County ordinance, local government partners and other community stakeholders.

The Cook County Law Library provides professional library services at seven branch locations, offering one of the largest and broadest collections of law books in the nation including statutes, case law and digests for all fifty states, as well as numerous Illinois practice manuals.

Managed Care, as part of the Health and Hospitals System, provides comprehensive medical care to enrollees in CountyCare, the County's Medicaid expansion program offered through the Affordable Care Act. Managed Care coordinates and manages patient care through a Primary Care Medical Home model, and creates and implements all aspects of CountyCare.

The Medical Examiner's Office determines the cause and manner of death of those decedents whose death falls under the jurisdiction of this office.

Oak Forest Hospital of Cook County is responsible for the delivery of quality care and for creating an affordable coordinated system of care for disabled and older patients.

Planning and Development is committed to developing sustainable communities by: fostering economic opportunities and business development; preserving and expanding the supply of safe, decent, and affordable housing; facilitating infrastructure improvements; promoting fair housing; and supporting programs that address the problems of homelessness.

The President of the Cook County Board of Commissioners is the Chief Executive Officer of Cook County. As such, the President directs the administrative functions of the County.

Provident Hospital of Cook County continuously improves the quality and availability of comprehensive primary health care services to residents of Cook County for the purpose of enhancing access to inpatient obstetrical, medical, surgical and diagnostic services, offering unique teaching, training and research opportunities, and providing comprehensive emergency services.

The Public Administrator provides comprehensive investigative and estate administrative services for decedents dying in Cook County with unknown heirs.

The Public Defender is appointed by the court to act as attorney, without fee, for all persons who are held in custody or charged with criminal offense and who the court finds are unable to employ counsel.

The Public Guardian renders guardianship to adults with disabilities, acts as Guardian ad Litem and/or attorney for minors whose parents are charged with abuse and neglect, and acts as Guardian ad Litem for minors whose parents are involved in disputed proceedings.

Public Health is responsible for protecting and promoting the health of the citizens of suburban Cook County.

The Recorder of Deeds records, stores, and provides information that is accurate, legible, timely, and easily retrievable for public and private use. The office creates public records of land transactions, federal and State tax liens, articles of incorporation, and Uniform Commercial Code filings.

The Department of Revenue is responsible for the administration, collection and enforcement of all Cook County home-rule taxes.

Risk Management plans, directs, and coordinates a comprehensive risk management program that minimizes the County's potential exposure to loss.

The Ruth M. Rothstein CORE Center is a specialized health care facility operating as a joint venture with Rush Medical Center to provide a comprehensive range of outpatient care to individuals and families affected by HIV/AIDS and other infectious diseases.

The Secretary to the Board of Commissioners provides legislative support and information for the Cook County Board of Commissioners, the President, all elected officials, agencies, departments and members of the public so those entities can present items for consideration and provide information regarding the proceedings and policies of the Board so the legislative process will be efficient, effective, open and transparent.

The Sheriff's Administration and Human Resources streamlines all administrative and human resource functions to ensure that the Sheriff's operational departments are provided with the necessary resources to carry out the operations of the Sheriff's Office and the mission of the Sheriff in an effective and efficient matter. This Bureau is comprised of the Legal Department, Labor Affairs, the Office of Professional Review, the Sheriff's Inspection Unit, the Office of Policy & Accountability, the Vehicles Department, the Department of Support Services, the Training Institute, the Office of Professional Organizational Development, the Office of Peer Support, Employee Relations, Risk Management and the Department of Personnel.

The Sheriff's Information and Technology partners with all functional areas of the Sheriff's Office to understand needs, promote the integration of technology, and provide reliable, predictable and stable technology services. In addition, the Department provides project transparency through clear governance processes and predictability.

The Sheriff's Office directs and administers six departments: Administration and Human Resources, Court Services, Information and Technology, Police Department, Merit Board, and the Department of Corrections. The Office manages the Sheriff's finances and grants, asset forfeiture, vehicle services, and the Department's training academy.

The Sheriff's Merit Board adopts rules and regulations for governing the Sheriff's departments and conducts promotional exams for the Police Department and the Department of Corrections. The Board investigates all disciplinary problems within the Sheriff's budgetary units.

The Sheriff's Police Department is responsible for the preservation of peace, the suppression of crime, and the enforcement of regulatory ordinances. The Police have sole responsibility for patrolling unincorporated areas of Cook County, coordinating activities, and providing assistance to other police agencies throughout the County.

Social Service is a community corrections and court services department under the Chief Judge mandated by the Court to direct adult felony and misdemeanor offenders in satisfying court-ordered conditions and penalties. Staff craft and employ offender-specific strategies to achieve the sentencing objective of the court, which the Illinois Constitution defines as restoring the offender to useful citizenship. In partnership with the Court and the community, the department increases public safety by redirecting offenders toward noncriminal behavior in the home, school, workplace, and community.

The State's Attorney works to preserve public safety; ensure the fair and efficient administration of justice; improve the delivery of services to the citizens of Cook County in the prosecution of criminal offenses; provide assistance to victims and witnesses; and vigorously represent Cook County and its officers in all civil proceedings.

Technology Policy and Planning partners with Cook County departments to design, deploy, and manage software applications and websites that are easy-to-use for residents and cost-effective for the County. The department develops the County's strategic technology plan, implements and manages technological solutions, and identifies opportunities for cross-agency collaboration to generate a greater return on information technology investments.

Transportation and Highways is responsible for maintaining the highways in order to provide safe, efficient, comfortable and economical movement of people and goods and create a system of roads and highways that supports the development of the regional economy.

The County Treasurer is responsible for the collection of real estate tax revenues and the distribution of those funds to taxing agencies throughout Cook County. The Office also serves as the County's banker responsible for the safekeeping and prudent investment of public funds.

The Veterans' Assistance Commission promotes and protects the rights of veterans and their immediate family members through education, communications, and technology.

The Zoning Board of Appeals considers and hears all zoning appeals pertaining to land uses in unincorporated Cook County. The Board conducts public hearings for Map Amendments and Special Use applications in the townships in which a property is located to decide a just and lawful determination of issues involved.

APPENDIX F

CHART OF ACCOUNTS FISCAL YEAR 2014

BUREAU OF FINANCE DEPARTMENT OF BUDGET AND MANAGEMENT SERVICES

CLASSIFICATION DESCRIPTIONS AND CODING DEFINITIONS BY OBJECT AND PURPOSE OF APPROPRIATIONS

STATEMENT OF PURPOSE

This Chart of Accounts offers a detailed description of classifications and coding by object and purpose of accounts as a guideline for appropriate account usage in budgeting functions throughout Cook County. New object account numbers have been included next to each account for easy reference.

100 Personal Services

This category includes accounts from which payment is made for personal services rendered to the County by an officer or employee of the County, any amount required or authorized to be deducted from salary for specific benefit programs, retirement or tax, or any amount directly related to authorized reimbursable employee expenses. All persons paid from accounts in this series will receive a W-2 form for federal and state income tax purposes.

108 / 501010 Furlough Day Adjustment

Amount used to adjust the authorized spending limit in the 110-Salaries and Wages account through planned unpaid time-off for a department based on its General Fund, as authorized and directed in the Resolution of the Annual Appropriation Bill.

109 / 501010 Turnover Adjustment

Amount used to adjust the authorized spending limit for a department based on its General Fund, as authorized and directed in the Resolution of the Annual Appropriation Bill.

110 / 501010 Salaries and Wages of Regular Employees

Amounts paid to permanent County employees appointed to positions indicated in the approved and adopted budget. This amount includes gross salary for personal services, including authorized amounts which are components of the base salary.

115 / 501170 Appropriation Adjustment for Personal Services

Amount calculated by the DBMS to provide provisional funding for compensation and benefits affected by pending wage settlements.

119 / 501190 Scheduled Salary Adjustment

Amount calculated by the DBMS to provide appropriate funding for positions reflecting salary increases authorized by Salary Schedule Resolution for a fiscal year. Amounts in this account reflect certain "step" increases and cost-of-living adjustments.

120 / 501210 Overtime Compensation

Amounts paid to employees for authorized work performed in addition to the normal work period for which an employee is compensated as provided by County policy or agreement.

121 / 501230 Premium Pay Based Upon Collective Bargaining Agreements

Amounts paid to employees in addition to base salary, or a portion of base salary, for particular components of their position as provided for in collective bargaining agreements.

124 / 501250 Employee Health Insurance Allotment

Payment to employees who waive County health insurance coverage.

126 / 501270 Salaries and Wages of Replacements for Employees on Authorized L.O.A.

Amounts paid to temporary replacement employees to distinguish the salaries and wages of these employees from those of "regular" employees. Funds for expenses incurred under this account are to be transferred from the 110 account.

129 / 501300 Salaries and Wages of Seasonal Work Employees

This account represents amounts paid to employees who work during certain seasons of the year and is restricted to the appointment of Student Administrative Aide (Job Code 0079), Student Project Engineer (Job Code 0812), Student Law Clerk (Job Code 0501), Apprentice Painter (Job Code 4008), and Apprentice Operating Engineer (Job Code 4009).

130 / 501320 Salaries and Wages of Extra Employees

Amounts paid to employees appointed to positions authorized during a fiscal year for new programs or emergencies. The appointment of employees paid from this account should not extend beyond the fiscal year when future period funding expires.

131 / 501340 Salaries and Wages of Extra Employees for Special Activities

Amounts paid to employees appointed to added positions for special activities. Purpose for which funding is requested must be specified in the appropriation request.

132 / 501355 Salaries and Wages of Employees per Court Order.

Amounts paid to employees appointed to positions for the duration of a court order.

133 / 501360 Per Diem Personnel

Amounts paid to employees appointed for specific or special purposes and whose services are required on a daily basis as needed. Typical examples are medical professionals (service physicians and consultants), in-house registry participants, special examiners, crossing guards, technicians, engineers and snow removal personnel. Physicians appointed at less than 25% time or on a per session/service basis are to be paid from this account. For independent registry services, use account 275.

136 / 501400 Differential Pay

Additional amounts paid to employees as provided by policy or union agreement for specific reasons related to the position to which they are appointed and which are not part of the base wage or salary.

155 / 501420 Medical Practitioners As Required

Amounts paid to physicians and other medical practitioners appointed at less than full-time status. Medical practitioners appointed at less than 25% time, or on a per session/service basis, are considered consultants and funds for their compensation should be requested from account 133 as employees or account 272 as non-employee consultants billing for services rendered.

169 / 501490 Reclassification of Position Adjustments

Amounts appropriated for position reclassifications that have been approved in a fiscal year. These amounts are estimated by the Department of Budget & Management Services upon consultation with the Department of Human Resources.

170 / 501510 Mandatory Medicare Costs

Payments mandated by Federal law to be paid by the County to match the Medicare (FICA) tax deducted from eligible employees. This amount is calculated by the DBMS.

172 / 501540 Workers' Compensation

Amounts contributed to the Self Insurance Fund for payments of temporary total disability benefits to employees for work-related injury, payments to medical providers, and amounts contributed to the Self Insurance Fund for payments of awards or settlements mandated by the Industrial Commission of the State of Illinois. This amount is calculated by DBMS.

174 / 501570 Pension

Payments made to the Annuity and Benefit Fund of Cook County on behalf of participant employees. This account is typically used by grants.

175 / 501590 Life Insurance Program

Payments made to carriers for life insurance coverage on behalf of eligible County employees. This amount is calculated by the DBMS.

176 / 501610 Health Insurance

Payments made to providers of health care insurance coverage on behalf of eligible County employees. This amount is calculated by the DBMS.

177 / 501640 Dental Insurance Plan

Payments made to carriers for dental insurance coverage on behalf of eligible County employees. This amount is calculated by the DBMS.

178 / 501660 Unemployment Compensation

Payments made to the State of Illinois to reimburse the cost of unemployment benefits made to eligible former County employees. This amount is calculated by the DBMS.

179 / 501690 Vision Care Insurance

Payments made to carriers for vision care insurance coverage on behalf of eligible County employees. This amount is calculated by the DBMS.

182 / 501750 Employee Tuition Refund

Payments made to qualifying employees to reimburse the expense of tuition as provided by County policy or union agreement.

183 / 501770 Seminars for Professional Employees

Payment of costs related to the attendance of County employees at authorized professional seminars and meetings.

185 / 501810 Professional and Technical Membership Fees

Payment of membership and association fees or dues for County employees as authorized.

186 / 501860 Training Programs for Staff Personnel

Payment to special instructors and charges related to training materials, rental of facilities, ancillary services and equipment for training of County employees.

189 / 501950 Allowances Per Collective Bargaining Agreement

Payment of allowances authorized by policy or union agreements. These costs are typically for uniforms, personal support programs and similar negotiated obligations.

190 / 501970 Transportation and Other Travel Expenses for Employees

Expenditures associated with the travel expense of employees to other County facilities, work locations, training, seminars and meetings. These costs may include reimbursement for automobile usage, public transportation or private carriers, and are paid at a rate determined by the Bureau of Administration.

200 Contractual Services

This category includes accounts funded for payment of services that by their nature can be performed only by persons or firms with specialized skills and knowledge. Although a product may or may not result from the transaction, the primary reason for the purchase is the service provided. Included are services that support the various policy-making and managerial activities of the County, professional services supporting various County facilities, and services that are not regarded as professional but that require basic scientific knowledge or specialized skills. Expenditures related to routine building service functions are appropriately charged to these accounts. Excluded are expenditures for operation, maintenance and repair of equipment or facilities; any items related to capital building projects; and all capital equipment purchases. All persons paid for services rendered from accounts in this series will receive a 1099 form for federal and state income tax purposes. No payment will be made via payroll.

213 / 520010 Ambulance and Patient Transportation Service

Expenditures for transport provided by specially equipped vehicles for escorted transfer of the medically disabled between facilities for appointments, treatment, specialized care, or tests.

214 / 520030 Armored Car Service

Expenditures for transport provided by specially equipped vehicles to transfer currency from various County facilities to depositories.

215 / 520050 Scavenger Services

Expenditures for transport of disposable waste and obsolete materials and equipment from County facilities.

217 / 520100 Transportation for Specific Activities and Purposes

Expenditures for transport of persons involved in special activities or projects which are sponsored by or are the responsibility of the County. Expenditures for transport not specified in other accounts in this category. This includes transportation expenses for non-employees traveling on the County's business for consulting, interviewing and recruitment activities or legal matters. Purpose for which funding is requested should be specified in the appropriation request.

220 / 520150 Communication Services

This account is used for expenditures for telecommunication services as determined by central services. Also, this account is used to pay for expenditures related to IP Addresses for Transmittal of Election Results.

For IP Addresses for Transmittal of Election Results

222 / 520190 Laundry and Linen Services

Expenditures for the management and operation of the linen delivery and laundry function at County facilities. The cost of the service may include charges for management, pick-up and delivery of linen, replacement of linen and transportation related costs. For charges related to laundry supplies, refer to supply account 330.

223 / 520210 Food Services

Expenditures for management of the food service function at County facilities. The cost of the food is included only if the service and the food are part of the same contract. For charges related to food and dietary supplies, refer to supply account 310.

224 / 520240 Cable Casting

Expenditures for cable transmission of programs or data.

225 / 520260 Postage

Expenditures for postage stamps and service for general office and institutional use, including postage meter setting payments, stamped envelopes, stamped post cards, postal permit deposits, overnight/express mail, postal registry, and other U.S. Postal Services. For charges related to parcel delivery and courier service, refer to account 228.

228 / 520280 Delivery Services

Expenditures for private courier or parcel delivery, such as Federal Express, United Parcel Service, etc. For charges related to the U.S. Postal Service, refer to account 225.

231 / 520330 Boarding and Lodging of Prisoners

Expenditures for lodging and meals of prisoners in the custody of the County.

232 / 520350 Boarding and Lodging of Non-Employees

Expenditures for lodging and meals of non-employees participating in County programs and activities such as recruitment, interviewing and legal matters.

233 / 520370 Boarding and Lodging of Jurors

Expenditures for lodging and meals of jurors serving the Circuit Court of Cook County.

235 / 520390 Contractual Maintenance Services

Expenditures for services rendered such as janitorial, cleaning of buildings, carpet cleaning, control of vermin, window washing, snow removal, lawn care, mowing and grounds maintenance services. Excluded are building and site reconstruction or reconditioning activities typically provided by trades such as painters, tuckpointers, glaziers and similar trades (refer to account 461) or the services of landscapers, cement contractors, pavers and similar providers of grounds improvement services (refer to account 490).

Working Capital – Contractual Maintenance Services

Expenditures for services rendered such as janitorial, security services, snow removal, lawn care, mowing and grounds maintenance services funded by working capital. Excluded are building and site reconstruction or reconditioning activities typically provided by trades such as painters, tuckpointers, glaziers and similar trades (refer to account 461) or the services of landscapers, cement contractors, pavers and similar providers of grounds improvement services (refer to account 490). Purpose for which working capital funding is requested should be specified in the appropriation request.

237 / 520470 Services for Minors or the Indigent

Expenditures for housing, food and other services for minors, veterans, and the indigent as required by County programs or the courts.

240 / 520490 External Graphics and Reproduction Services

(Formerly Printing and Publishing) Expenditures for "external" printing and publishing of media used for daily County operations and special events such as bound volumes of County Board proceedings, ballots, displays, brochures, and business materials, including business cards, stamps, seals, and labels.

Expenditures for internal reproduction services and print advertising should not be charged to this account (refer to accounts 241 and 245, respectively).

241 / 520491 Internal Graphics and Reproduction Services

Chargebacks for the printing and publishing of media used for daily County operations and special events such as bound volumes of County Board proceedings, ballots, displays, brochures, and business materials, including business cards, stamps, seals, and labels. Expenditures for external reproduction services and print advertising should not be charged to this account (refer to accounts 240 and 245, respectively).

- 242 / 520550 Surveys, Operations and Reports**
Expenditures for professional surveyors, providers of operational functions and non-employee staff submitting reports.
- 244 / 520570 Collection Services**
Cost of payments to businesses or individuals who perform collection services for unpaid billings or delinquent accounts related to charges for services provided by the County.
- 245 / 520610 Advertising For Specific Purposes**
Expenditures for media advertising and publicizing for specific purposes such as employment, property sales, approved budget, bids, legal notices and similar purposes. Purpose for which funding is requested should be specified in the appropriation request.
- 246 / 520650 Imaging of Records**
Expenditures for microfilming or imaging County records. This includes the cost of document preparation, transfer and microfilm/image processing.
- 249 / 520670 Purchased Services Not Otherwise Classified**
Cost of purchased services not specified in other accounts in this category. Services for which funding is requested should be specified in the appropriation request.
- 250 / 520730 Premiums on Fidelity, Surety Bonds and Public Liability**
Premium cost paid to insurance companies to provide bonding services and liability insurance coverage to the County.
- 258 / 520790 Excess Liability Insurance**
Payments for Cook County insurance coverage protection designed to limit the financial impact of catastrophic liability claims. Payments for professional services necessary to effectively manage the County's liability program.
- 259 / 520810 Premiums for Insurance on Equipment**
Premium cost paid to insurance companies to provide insurance coverage against losses of certain capital equipment.
- 260 / 520830 Professional and Managerial Services**
Charges for services that by their nature can only be performed by persons or firms with specialized skills and knowledge. Included in this account are the services of architects, engineers, auditors and professional non-medical consultants. Also included are charges for consultant, technical and special services (e.g., court interpreters, data processors and security services). Purposes for which funding is requested should be specified in the appropriation request.
- 261 / 520890 Legal Fees Regarding Labor Matters**
Charges for the services of law firms or attorneys to represent or advise the County in matters relating to labor law, statutory compliance and union negotiation.
- 262 / 520910 Legal Fees in Connection with Issuance of Tax Notes**
Charges for the services of law firms or attorneys to represent or advise the County in matters related to the issuance of Tax Notes.
- 263 / 520930 Legal Fees**
Charges for the services of law firms or attorneys for purposes not specified in other accounts in this category. Purpose for which funding is requested should be specified in the appropriation request.
- 264 / 520960 Expert Witnesses**
Expenditures relating to the transport, service, compensation and boarding of expert witnesses for purposes of testimony or deposition in legal matters.
- 265 / 520980 Independent Financial Audits and Reports**
Professional Services related to independent County-wide audit and other financial reports.
- 266 / 520985 Professional and Managerial Services for Capital Projects**
Charges funded by capital for the services that by their nature can only be performed by persons or firms with specialized skills and knowledge, such as the advisory services for the ERP (Lawson) system. Included in this account are the services of architects, engineers, auditors and professional non-medical consultants. Also included are charges for consultant, technical and special services (e.g., court interpreters, data processors and security services). Purpose for which capital funding is requested should be specified in the appropriation request.

- 267 / 521010 Juror or Election Judge Fees**
Expenditures for the compensation of jurors serving the Circuit Court of Cook County or election judges.
- 268 / 521030 Court Reporting, Stenographic, Transcribing, or Interpreter Services**
Charges for the provision of court reporting, stenographic or transcribing services to the courts or other County departments.
- 272 / 521050 Medical Consultation Services**
Charges for the services of physicians or other medical practitioners as needed by the health facilities or other departments of the County. Services may be to consult in a certain specialty or to supplement existing staff and are paid as invoiced. Compensation for such services will not be made via payroll but as a contractual service via a 29A form. Individuals receiving compensation through this account will receive a 1099 form for federal and state income tax purposes.
- 273 / 521080 Laboratory Test for Indigent Defendants**
Charges for professional laboratories or scientific professionals for performing or analyzing specimens as authorized for indigent defendants.
- 274 / 521100 Hospital Billings for Prisoners in Police Custody**
Charges for medical services provided by health care facilities to prisoners in police custody.
- 275 / 521120 Registry Services**
Charges for the services of professionals who are required to be registered, licensed or certified in their specialty and whose services are obtained through businesses established as professional registries to provide services as needed. Typical classifications are registered and licensed practical nurses, registered therapists and registered technologists. Charges are billed for services rendered. Compensation for such services will not be made via payroll but as a contractual service via a 29A form. Individuals receiving compensation through this account will receive a 1099 form for federal and state income tax purposes. For in-house registry services, use account 133.
- 276 / 521160 Managed Care Capitation**
Fee paid to service providers for managed care enrollees.
- 277 / 521180 Managed Care Out-of-Network Services**
Payment for services provided to managed care plan enrollees by out-of-network providers.
- 278 / 521200 Laboratory Related Services**
Charges for the services of professional laboratories or scientific professionals for the purpose of performing or analyzing tests of a scientific nature. Charges may include the costs related to providing samples, reporting results and processing materials.
- 279 / 521213 Expenses for the Cook County Board of Health Directors**
Laboratory Related Services
- 289 / 521220 Technical Services for the Cook County Board of Commissioner**
Charges for consultant, technical and special services (e.g., court interpreters, data processors and security services) not specified in other accounts in this category. Purposes for which funding is requested should be specified in the appropriation request.
- 290 / 521262 Impersonal Services Not Otherwise Classified**
Charges for services not specified in other accounts in this category which are not professional, managerial or technical in nature, and are not transportation services or purchased services. Services for which funding is requested should be specified in the appropriation request.
- 291 / 521266 Confiscated Vehicles in Accordance with Illinois Revised Statutes**
Costs, other than personnel, related to the confiscation of vehicles mandated as a responsibility of the County by State of Illinois Statute.
- 292 / 521270 Revolving Fund Not Otherwise Classified**
Special funds established by the Bureau of Finance within specific departments of the County where a particular service is provided with the cost recovered from the user. Purpose of the revolving fund should be specified in the appropriation request.
- 295 / 521290 Special Program Expenses**
Special funds established within a department or the general operating budget to which charges for special programs established by the County are made. Specify special program for which funding is requested in the appropriation request.

298 / 521310 Special or Cooperative Programs

For all 298 county-wide except costs of special or cooperative programs established by the County as self-sustaining or as a cooperative program with private or other governmental agencies.

300 Supplies and Materials

This category includes expenditures in connection with current operations to purchase articles of a consumable nature which show material change or depreciation with use. These items may also lose their identity through fabrication or incorporation into different or more complex units or substances. These accounts should not be used for outside services relating to operation, maintenance and repair of equipment or facilities but solely for the purchase of consumable supplies and materials. Items of equipment with a unit cost of less than \$500 are considered supplies and not capital equipment.

310 / 530010 Food Supplies

Expenditures for the acquisition of all fresh, frozen, canned or otherwise preserved foods and beverages commonly associated with food service, including delivery cost. Also included are cost of items allied with food service, such as dietary sets, paper and plastic serving ware, utensils, paper products and other items not for consumption.

320 / 530100 Wearing Apparel

Cost of all uniforms, protective clothing and specialized wearing apparel, including shoes, for employees and non-employees. Material for fabrication of wearing apparel should not be charged to this account (refer to account 390).

330 / 530160 Household, Laundry, Cleaning and Personal Care Supplies

Charges for household paper products, linen, bedding, laundry, cleaning and similar supplies. Also included are consumable personal care items for detainees and inmates at County detention and correctional facilities. For expenditures related to laundry and linen cleaning, refer to account 222.

333 / 530270 Institutional Supplies

Charges for industrial, electrical and shop supplies, such as hardware, all tools and electronic equipment (excluding computer related items) under \$1000 in unit value, lumber, paints, non-scientific chemicals, pipe stock, telephone/communication supplies, fasteners and similar commodities used in facilities and institutions. Supplies used in the operation, maintenance and repair of equipment, vehicles and facilities should not be charged to this account (refer to appropriate 400 series account).

335 / 530490 Miscellaneous Dietary Supplies

Cost of items allied with food service, such as dietary sets, paper and plastic serving ware, utensils, paper products and other items not for consumption.

337 / 530560 Formula and Tube Feed Products

Charges for formula used in tube feeding and similar institutional feeding products.

343 / 530580 Road Materials for Maintenance

Charges for road maintenance materials, such as salts, chemicals, patching materials and fillers. Materials for resurfacing should not be charged to this account.

350 / 530600 Office Supplies

Charges for office machine supplies, writing supplies, art supplies, markers, chair pads, calendars and other items commonly considered stationer supplies. Also included are such items as bottled drinking water and coffee service (including delivery, supplies, and use of cooler or coffee maker). Items considered office equipment and furnishing should not be charged to this account unless the unit cost is less than \$1,000.

353 / 530640 Books, Periodicals, Publications, Archives and Data Services

Charges for the acquisition of vital records, books, periodicals, publications and on-line data services for facility or institutional use.

354 / 530680 Data Services for PTAB

Charges for the acquisition of documents and other miscellaneous fees for PTAB.

355 / 530700 Photographic and Reproduction Supplies

Charges for supplies directly related to copier, photographic and printing operations. Included in this account are film, developers, papers, inks, toners, solvents and similar products. Excluded are computer printer-related supplies (refer to account 388).

360 / 530790 Medical, Dental, and Laboratory Supplies

Charges for consumable supplies used in medical, dental and laboratory functions. Items such as utensils, disposable personal care items (health facilities only), oxygen, gases, reagents, solutions, therapy supplies, dentistry supplies and general laboratory supplies should be charged to this account. Excluded are pharmaceutical, surgical, radiological, blood products, and clinical laboratory supplies; refer to the following accounts in the 360 series.

361 / 530910 Pharmaceutical Supplies

Charges for all drugs, such as controlled substances, agents, liquids (including I.V. solutions), enzymes, vitamins and unclassified therapeutic substances which are prescribed in a medical service facility. Excluded from this account are AZT and related HIV drug therapy pharmaceuticals (refer to account 364).

362 / 531200 Surgical Supplies

Charges for surgical instruments, applicators, bandages, trays, packs, kits and similar surgical supplies.

364 / 531400 AZT and Related Drug Therapy

Charges for AZT and other HIV-related drug therapy pharmaceuticals.

365 / 531420 Clinical Laboratory Supplies

Charges for laboratory supplies used in a clinical setting, including biological and chemical supplies, reagents, solutions, glassware, tubing and other similar supplies.

367 / 531500 X-ray (Radiology)Supplies

Charges for supplies used in diagnostic and therapeutic radiology, including nuclear medicine. Radiological film, isotopes and allied chemicals are included in this account. Replacement parts for radiological equipment should not be charged to this account unless the unit cost is less than \$1000.

368 / 531570 Blood/Blood Derivatives

Charges for whole blood, platelets, frozen plasma and other blood derivative supplies.

376 / 531630 Maint. Supplies for Election Equipment

Replacement parts and supplies for touch screen and optical scan voting equipment.

388 / 531650 Computer Operation Supplies

Charges for all data processing supplies, including cut and continuous feed papers, forms, diskettes, connectors, cables, toner cartridges for computer printers, and other computer supplies. Software and other computer equipment should not be charged to this account unless the unit cost is less than \$1000.

390 / 531680 Supplies and Materials Not Otherwise Classified

Charges for supplies and materials not specified in other accounts in this category.

391 / 531880 Miscellaneous Supplies and Materials**397 / 531920 Office Expense - Secretary to the Board of Commissioners**

Charges for supplies and materials specifically designated for the Office of the Secretary, Board of Commissioners.

398 / 531940 Office Expenses - Chairman, Committee on Finance

Charges for supplies and materials specifically designated for the Office of the Chairman, Cook County Committee on Finance.

400 Operations and Maintenance

This category includes all accounts to which charges are made for the operation and maintenance of facilities, office equipment, automotive equipment, road repair equipment and all other plant or institutional equipment. Charges may include contractual maintenance, emergency repairs, cost of heating, public water supply, natural and propane gas for heating, electricity, remodeling, maintenance work done by the Department of Facilities Management and site improvements. Cost of parts and charges from providers of repair and maintenance service are included in this group of accounts. Generally, expenditures made for operation and maintenance are related to a capital item such as a vehicle or building. They are necessary for either the basic operation of the capital item, such as gasoline for cars, or to preserve the value of the capital item, such as tuckpointing of facilities.

401 / 540010 Fuel Oil/Heat

Charges for bulk oil products for use as fuel in power or heating plants including related delivery costs. Motor fuel for vehicles should not be charged to this account (refer to account 445).

402 / 540030 Water and Sewer

Charges made by governmental agencies or private businesses to provide public water service to County facilities. The cost of delivered bottled drinking water or water purchased for other special chemical or clinical uses should not be charged to this account (refer to account 350).

410 / 540050 Electricity

Charges made by utility companies to provide electric service to County facilities. The cost of special wiring or equipment installed and maintained by these companies should be charged to appropriate accounts in the same manner as such services or equipment would be charged if provided by any other contractor or vendor.

422 / 540070 Gas

Charges made by utility companies to provide natural or propane gas to County facilities for heating and cooling purposes. The cost of special piping or equipment installed and maintained by these companies should be charged to appropriate accounts in the same manner as such services or equipment would be charged if provided by any other contractor or vendor.

429 / 540090 Utilities

Charges made for utilities such as electricity, water and gas when such utilities are grouped for accounting or billing purposes at County facilities.

430 / 540110 Moving Expenses & Minor Remodeling of County Facilities

Charges related to the minor remodeling of County facilities at the request of the department and performed by the Department of Facilities Management. Also included are moving expenses for relocation of County facilities, equipment, or materials.

440 / 540130 Maintenance and Repair of Office Equipment

Charges for maintenance and repair of office equipment, such as copiers, typewriters, facsimile machines and similar office equipment. The costs may include any charges for usage, parts, labor, travel, etc. as billed by the vendor or provider of the maintenance or repair service. Charges for accessories, non-replacement parts or upgrades purchased from any supplier or vendor, which include or exclude installation, should not be charged to this account, but to the appropriate supply or equipment account.

441 / 540170 Maintenance and Repair of Data Processing Equipment and Software

Charges for maintenance and repair of data processing equipment, such as mainframe and personal computers, peripherals, software and similar equipment. The costs may include any charges for usage, parts, labor, travel, etc. as billed by the vendor or provider of the maintenance or repair service. Charges for accessories, non-replacement parts or upgrades purchased from any supplier or vendor, which include or exclude installation, should not be charged to this account, but to the appropriate supply or equipment account.

County Wide Contract for Maintenance of Data Processing Equipment

Charges for Countywide contracts for maintenance and repair of data processing equipment, such as mainframe and personal computers, peripherals, software and similar equipment. The costs may include any charges for usage, parts, labor, travel, etc. as billed by the vendor or provider of the maintenance or repair service. Charges for accessories, non-replacement parts or upgrades purchased from any supplier or vendor, which include or exclude installation, should not be charged to this account, but to the appropriate supply or equipment account.

441 / 540174 Working Capital-Maint. & Repair of Data Processing Equipment & Software

Charges funded by working capital for Countywide contracts for maintenance and repair of data processing equipment, such as mainframe and personal computers, peripherals, software and similar equipment. The costs may include any charges for usage, parts, labor, travel, etc. as billed by the vendor or provider of the maintenance or repair service. Charges for accessories, non-replacement parts or upgrades purchased from any supplier or vendor, which include or exclude installation, should not be charged to this account, but to the appropriate supply or equipment account. Purpose for which working capital funding is requested should be specified in the appropriation request.

442 / 540200 Maintenance and Repair of Medical, Dental and Laboratory Equipment

Charges for maintenance and repair of medical, dental and laboratory equipment, such as X-ray machines, EKG machines, scopes, respirators, dental drills, electronic test analyzers, microscopes and similar equipment used in medical, dental or clinical laboratory facilities. The costs may include any charges for usage, parts, labor, travel, etc. as billed by the vendor or provider of the maintenance or repair service. Charges for accessories, non-replacement parts or upgrades purchased from any supplier or vendor, which include or exclude installation, should not be charged to this account, but to the appropriate supply or equipment account.

443 / 540173 County Wide HRMS Maintenance Contract**444 / 540250 Maintenance and Repair of Automotive Equipment**

Charges for maintenance and repair of all automotive equipment, including automobiles, trucks, hauling and other motorized road equipment. The costs may include any charges for replacement parts, oil, filters, tires, labor or other items included in billing for the commodity or service. Charges for accessories, non-replacement parts or upgrades purchased from the manufacturer or other vendor, which include or exclude installation, should not be charged to this account, but to the appropriate supply or equipment account. Charges related to the operation of the vehicle that are consumable, such as fuel, should be charged to account 445-Operation of Automotive Equipment.

445 / 540290 Operation of Automotive Equipment

Charges related to the operation of a vehicle that are consumable, i.e., fuel. Charges for the maintenance and repair of automotive equipment, such as replacement parts, oil, filters, tires, towing and the labor costs related to the provision of such maintenance and repair should be charged to account 444-Maintenance and Repair of Automotive Equipment.

449 / 540310 Op., Maint. and Repair of Institutional Equipment

Charges for the maintenance and repair of equipment not specified in other accounts in this category. Purpose for which funding is requested should be specified in the appropriation request.

Working Capital – OP. Maint. And Repair of Institutional Equipment

Charges for maintenance and repair of buildings and equipment that are provided by the Department of Facilities not specified in other accounts in this category. Purpose for which working capital funding is requested should be specified in the appropriation request.

450 / 540350 Maintenance and Repair of Plant Equipment

Charges for maintaining and repairing plant equipment such as boilers, furnaces, air conditioning units, elevators, generators, sump pumps and other similar equipment.

Working Capital - Maintenance and Repair of Plant Equipment

Charges funded by working capital for repair and maintenance of plant equipment such as boilers, furnaces, air conditioning units, elevators, generators, sump pumps and other similar equipment. Purpose for which working capital funding is requested should be specified in the appropriation request.

461 / 540370 Maintenance of Facilities

Charges for reconstructing or reconditioning facilities of the County by contracted or purchased services. Typical examples are the services of painting contractors, glaziers, tuckpointers and similar trades. Charges for labor, materials and other directly related costs are included in this account.

470 / 540390 Operating Costs for the Richard J. Daley Center

Specific costs related to operation of the Richard J. Daley Center in compliance with the Public Building Commission of Chicago agreement.

472 / 540402 Operating Costs for the Cook County Adm. Bldg. - 69 W. Washington

Specific costs related to operation of the Cook County administration building in compliance with building management contract.

480 / 540410 Maintenance by the Department of Facilities Management

Expenditures for maintenance services provided by the Department of Facilities Management. Typically these are the services of electricians, carpenters, painters, plumbers and other trades providing services to various facilities of the County.

490 / 540430 Site Improvements

Expenditures for services that result in grounds improvement at a facility as provided by the Department of Facilities Management or outside contractor. This includes the services of landscapers, cement contractors, pavers and similar providers of grounds improvement services. Improvements to buildings are not included in this category. For charges related to routine maintenance services such as snow removal, lawn care and mowing, refer to account 235.

500 Capital Equipment and Improvements

This category includes those accounts to which expenditures are charged for capital equipment and improvements to buildings. Items funded in this series of accounts are considered durable and are generally expected to be useful for five or more years and cost more than \$500 per unit. Certain equipment, although not expected to be useful for five or more years, is also considered capital in nature and should be charged to accounts in this series. Typical capital equipment items are automobiles, trucks, road building vehicles, computers, computer peripherals, computer software, office machines, office furnishings and durable equipment, parts or accessories. Included in this category are accounts established for capital equipment obligations and reimbursement for capital equipment purchased in prior years. For additional detail and restrictions, see the Capital Equipment New/Replacement Policy.

510 / 560410 Fixed Plant Equipment

Charges for fixtures, equipment, and installed machinery having a functional purpose for the operation of a structure. Typical types of equipment include elevators, boilers, central heating and cooling systems, generators, lighting or plumbing fixtures and similar stationary property.

521 / 560420 Institutional Equipment

Charges for the acquisition, at delivered price including transportation and assembling/installation costs, of such equipment as power-driven kitchen or laundry machines, stoves, refrigerators, implements, power tools and other portable machinery valued at over \$1000 per unit. In general, equipment other than fixed equipment which is necessary for the functioning of a particular facility, which is considered durable and retains specific identity, can be charged to this account.

530 / 560510 Office Furnishings and Equipment

Charges for the acquisition, at delivered price including transportation and assembly/installation costs, of such equipment and furnishings as typewriters, cash registers, copiers, microfilm machines, desks, chairs, tables, file cabinets, floor covering (carpeting, tile, etc.), draperies and other furnishings suitable for office or institutional use. Certain items individually under \$1000 (such as a conference room set of chairs and table) may be grouped and purchased through this account. Excluded from this account are charges for medical, telecommunications, and computer equipment, for which separate accounts have been established (refer to accounts 540, 570, and 579). For individual items under \$1000 in unit value, refer to account 350.

540 / 560430 Medical, Dental and Laboratory Equipment

Charges for the acquisition, at delivered price including transportation and assembling/installation costs, of such equipment as EKG machines, X-ray machines, scopes, respirators, dental drills, test analyzers, microscopes and all other similar equipment for use in a medical, dental or laboratory facility.

549 / 560610 Vehicle Purchase

Charges for the acquisition, at delivered price including transportation and all factory or dealer installed accessories or modifications and preparation costs, of such items as automobiles, trucks, buses and all other motorized vehicles. Charges for Lease Purchase Plan Vehicles are excluded from this account (refer to account 584).

550 / 560620 Automotive Equipment

Charges for the acquisition of equipment and parts for use in the operation and repair of motorized vehicles. Typical items are battery chargers, timing apparatus, wheel balancers, emergency lights, light bars and similar automotive accessories and equipment.

560 / 560300 Real Property Acquisition or Easements

Charges for the purchase of buildings, land and easements as authorized and approved by the Board of Commissioners. Costs associated with the completion of the purchase process are also included in this account.

564 / 560310 Improvements to Buildings

For land or buildings, improvements are the expenses of permanently upgrading your property rather than maintaining or repairing it. Included with this account should be all permanently attached fixtures, machinery, and other components that cannot be removed without damage resulting to the building. In

570 / 560440 Telecommunications Equipment

Charges for telephone instruments, switchboards, answering devices, facsimile machines, data terminals, interconnection equipment and all radio base, mobile, portable or paging equipment, including transmission and receiving antennae. Cost may include delivery, setup or installation charges as approved.

579 / 560450 Computer Equipment

Charges for the acquisition of durable equipment for electronic data processing use, including transportation and assembling/installation costs, such as mainframe computers, personal computers, peripherals, software and similar equipment. Certain items under \$1000 per unit (such as monitor, CPU and keyboard) should be grouped together and purchased as "desktop set". Expenditures for "proprietary software", which remains the property of the supplier and is leased by agreement, should not be charged to this account (refer to account 630).

580 / 565000 Construction in Progress

Funds allocated for payment over a period defined by the Bureau of Finance for capital improvement programs. The allocation is established by the Bureau of Finance and controlled by the Department of Budget & Management Services.

582 / 560460 Lease Purchase Plan Equipment

Charges for the acquisition and retention of durable equipment obtained through Lease Purchase Plan Agreements which usually have predetermined duration and cost. Generally, these agreements include maintenance and a replacement option. For inclusion in this account, the County must hold title to the equipment at the end of the lease.

583 / 565310 Alterations and Remodeling by the Department of Facilities Management

Charges to County departments for major alterations and remodeling of County-owned facilities as completed by the Department of Facilities Management. These charges include the cost of materials and labor needed to complete the project. This account is restricted for use in Construction Bond Funds only.

584 / 560630 Lease Purchase Plan Vehicles

Charges for the acquisition and retention of motorized vehicles obtained through Lease Purchase Plan Agreements which have a predetermined duration and may contain special maintenance and replacement options. For inclusion in this account, the County must hold title to the vehicle at the end of the lease.

585 / 561000 Infrastructure

Funds allocated for payment over a period defined by the Bureau of Finance for capital improvement programs. The allocation is established by the Bureau of Finance and controlled by the Department of Budget & Management Services.

590 / 567020 Equipment or Improvements Not Otherwise Classified

Charges for durable equipment not included in other Capital Outlay accounts described. Purpose for which funding is requested should be specified in the appropriation request.

599 / 567510 Reimbursement for Capital Equipment

Funds allocated for payment over a period defined by the Bureau of Finance for capital equipment purchases made in prior years by special purpose fund departments. The allocation is established by the Bureau of Finance and controlled by the Department of Budget & Management Services.

600 Rental and Leasing

This category includes accounts from which payments are made for rental or leasing of automotive, institutional, medical and office equipment, and rental of offices or other facilities as required by various departments of the County. Rental or lease agreements may include the cost of maintenance and utilities or other stipulated cost. Appropriate agencies of the County should be consulted before entering into negotiations for rentals or leases.

630 / 550010 Rental of Office Equipment

Charges for the rental or lease of typewriters, computers, proprietary software, copiers and other office equipment. Costs may include delivery, maintenance, parts or upgrades as stipulated in the rental or lease agreement. All rented or leased office equipment remains the property of the lessor.

634 / 550060 Rental of Automotive Equipment

Charges for the rental or lease of automobiles, trucks, buses and other automotive equipment. Costs may include delivery, maintenance, parts or other provisions as stipulated in the rental or lease agreement. All rented or leased automotive equipment remains the property of the lessor. Charges for vehicles obtained through Lease Purchase Plan Agreements should not be charged to this account (refer to account 584).

637 / 550080 Rental of Medical Equipment

Charges for the rental or lease of radiography, patient care or clinical laboratory equipment. Costs may include delivery, maintenance, parts or upgrades as stipulated in the rental or lease agreement. All rented or leased medical equipment remains the property of the lessor.

638 / 550100 Rental of Institutional Equipment

Charges for the rental or lease of durable equipment which is considered necessary to the function of an institution, such as refrigeration units and kitchen or laundry equipment. Costs may include delivery, maintenance, parts or upgrades as stipulated in the rental or lease agreement. All rented or leased institutional equipment remains the property of the lessor. Charges for institutional equipment obtained through Lease Purchase Plan Agreements should not be charged to this account (refer to account 582).

660 / 550130 Rental of Facilities

Charges for the rental or lease of office space, polling places, receiving and repair stations, and parking or storage space as requested and authorized for County business. Costs may include security deposits, maintenance, utilities or other assessments as stipulated in the rental or lease agreement. Negotiations for leasing of facilities should be conducted through the appropriate agencies of the County to assure minimum cost and maximum protection from liability.

690 / 550162 Rental and Leasing Not Otherwise Classified

Charges for the rental or lease of equipment or facilities not specified in other accounts in this category. Excluded from this account are any agreements that require the purchase of equipment or vehicles.

800 Contingency and Special Purposes

This category includes accounts established to provide funds for general expenses, special programs and other expenses which fluctuate each fiscal year and require contingent funding. These accounts are established by the Bureau of Finance as authorized.

810 / 580340 Contingency Fund - For Confidential Investigation

Special County contingency funds for special investigative purposes at the request of the President and the Board of Commissioners. The President of said Board shall report all expenditures made, and all unexpended funds shall be returned to the County Treasurer at the end of the fiscal year.

811 / 580360 Contingency Fund for the Use of the State's Attorney

Special contingency funds for the use of the State's Attorney. The State's Attorney shall report all expenditures made to the County Board, and unexpended funds shall be returned to the County Treasurer at the end of the fiscal year.

814 / 580380 Appropriation Adjustments

Funds approved to adjust appropriations as authorized.

814 / 580381 Appropriation Adjustment (Excluding DOJ Depts.)

Funds approved to adjust appropriations as authorized - Excluding DOJ Departments.

817 / 580400 Reimbursement for Special Purposes Programs - Health Insurance

Amounts allocated for transfer to designated fund for reimbursement of expenses incurred.

818 / 580033 Reimbursement to Designated Fund

Amounts allocated for transfer to designated fund for reimbursement of expenses incurred or to supplement available resources, including grant matching funds. Specify recipient fund in the appropriation request.

819 / 580420 Appropriation Transfer for Reimbursement from Designated Fund

Amounts designated as transfer from a designated fund for reimbursement of expenses incurred or to supplement available resources.

820 / 580440 Short-Term Financing Expenses

Expenses incurred related to the issuance of short-term debt, such as tax anticipation notes, tender notes and letters of credit. Interest expense related to the short-term financing instrument should not be charged to this account (see account 821).

821 / 580432 Interest on Tax Anticipation Notes

Interest paid to financial institutions for funds made available on a short-term basis in anticipation of repayment by the County when revenues from taxes are received.

- 824 / 580436 Allowance for Delinquent Taxes**
An allowance for that portion of the property tax levy which is anticipated to be delinquent in the year due. This amount is determined by the DBMS. In FY 1993 and subsequent years, this appropriation was made as a subsection of the Budget Resolution.
- 826 / 580010 Reserve for Claims**
Funds appropriated to be used for the payment of awards or settlements as a result of litigation arising out of liability. Such appropriation represents annual contributions to the Cook County Self Insurance Fund.
- 827 / 580452 Reserve for Flexible Spending Account Program**
Contingent funds reserved to pay the cost of Flexible Spending Account charges incurred or not recovered.
- 828 / 580456 Reserve for County Health Insurance Program**
Contingent funds reserved to pay the cost of medical treatment or to reimburse insurance carriers for benefits assigned on behalf of employees and eligible dependents.
- 829 / 580040 Contingency Expenses - Fees of Counsel and Expert Witnesses For Indigent**
Expenses for attorneys and expert witnesses for the indigent as authorized upon request of the Office of the Public Defender.
- 830 / 580060 Fees, Costs and Expenses by Order of Appellate Court**
Expenses for implementing orders of the Appellate Court as a result of litigation.
- 831 / 580080 Federal Court Fines As Levied by the United States District Court**
Costs of fines levied by the United States District Court as a result of litigation.
- 834 / 580100 Reimbursement of Estates of Heirs' Deposit Account**
Funds for distribution to heirs after an estate is settled.
- 845 / 580120 Self-Insurance Settlements - Workers' Compensation**
Amounts paid to settle Workers' Compensation claims against the County and paid from the County Self-Insurance Fund.
- 846 / 580140 Self-Insurance Settlements**
Amounts paid to settle claims against the County and paid from the County Self-Insurance Fund.
- 847 / 580160 Grant Disbursements**
Funds disbursed to other agencies or individuals from a grant administered by the County.
- 852 / 580180 Expenditures Related to the Re-Districting Process**
Costs associated with the mandated redistricting of Cook County.
- 853 / 580200 Expenses Related to External Borrowing**
Expenses for the Cook County Board of Health Directors
- 880 / 580220 Institutional Memberships & Fees**
Charges for membership of various County institutions in professional organizations related to their function or service or for licensure or certification by professional organizations as desired or required by the County agency.
- 881 / 580240 County Government Public Programs and Events**
Costs for County-sponsored public programs and events, such as County Awareness Day and similar activities.
- 883 / 580260 Cook County Administration**
Reimbursement for administrative services provided by offices in the County Corporate Fund.
- 889 / 580280 Contingency (As Mandated by Law)**
Contingency funds for purposes and in amounts as mandated.
- 890 / 580300 General and Contingent Expenses**
General County contingency funds for miscellaneous expenses and purposes not otherwise provided for; the Comptroller shall render a final account to the County Board and return any surplus remaining to the County Treasurer.

