

VOLUME III TABLE OF CONTENTS

POSITION CLASSIFICATION AND UNION PAY PLAN

GENERAL INTENT	1
ENTRY RATE	1
APPLICABILITY OF STEP PROGRESSION AND STEP PLACEMENT	1
EXISTING RATES	2
TRANSFERS OR CHANGES OF POSITIONS	2
PROMOTIONS	2
DEMOTIONS	3
RECLASSIFICATION OF POSITIONS	3
UPGRADING OF POSITIONS	3
SALARY RATES BASED UPON FULL-TIME EMPLOYMENT	3
PREVAILING RATE POSITIONS	3
SALARY RATES BASED UPON FULL-TIME EMPLOYMENT	3
PREVAILING RATE POSITIONS	3
SALARIES AND WAGES OF EXTRA EMPLOYEES	4
CONTINUITY OF SERVICE	4
GENERAL PROVISIONS	4

UNION SALARY SCHEDULES

SCHEDULE I	5
SCHEDULE II	19
SCHEDULE III	23
SCHEDULE IV	26
SCHEDULE VI	28
SCHEDULE VII	30
SCHEDULE VIII	31
SCHEDULE IX	33
SCHEDULE X	34
SCHEDULE XII	35
SCHEDULE XIII	38
SCHEDULE XIV	41
SCHEDULE XVII	42
SCHEDULE XVIII	46

SCHEDULE XIX	47
SCHEDULE XXIV	48
SCHEDULE XXV	50
SCHEDULEXXVI	52
SCHEDULE XXVII	53
SCHEDULE XXIX	54
SCHEDULE XXX	55
SCHEDULE XXXII	56
SCHEDULE XXXIII	57
SCHEDULE XXXIV	63

POSITION CLASSIFICATION AND NON-UNION PAY PLAN

ENTRY RATE	64
APPLICABILITY OF STEP PROGRESSION AND STEP PLACEMENT	64
EXISTING RATES	64
TRANSFERS OR CHANGES OF POSITIONS	65
PROMOTIONS	65
DEMOTIONS	65
RECLASSIFICATION OF POSITIONS	66
INTERIM ASSIGNMENT	66
SALARY RATES BASED UPON FULL-TIME EMPLOYMENT	66
EQUIVALENT EARNED TIME	67
SALARIES AND WAGES OF EXTRA EMPLOYEES	67
CONTINUITY OF SERVICE	67
GENERAL PROVISIONS	67

NON UNION SALARY SCHEDULES

SCHEDULE I (GRADES 1 - 23)	68
SCHEDULE I (GRADE K)	87
SCHEDULE II (NURSES)	94
SCHEDULE V (COUNTY POLICE)	104
SCHEDULE V (JTDC)	107
SCHEDULE VII (POST GRADUATES)	109
SCHEDULE XII	110
MEDICAL TECHNOLOGISTS SCHEDULE	111
SCHEDULE XVI (ATTORNEYS)	113
SCHEDULE XVI	116

LEAVES OF ABSENCE

LEAVES OF ABSENCE WITH PAY	117
LEAVES OF ABSENCE WITHOUT PAY	122
DISABILITY PROVISIONS	123
MAINTENANCE OF RECORDS	124



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 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</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>
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**

<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 2 YEARS AT 5TH STEP</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>
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

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>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	17.340	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

Effective June 1, 2012

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 June 1, 2012

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

<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 2 YEARS AT 5TH STEP</u>	<u>AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVICE</u>	<u>AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVICE</u>	<u>AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVICE</u>
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

Effective June 1, 2013

SCHEDULE 1
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 73
OT /PT /SP 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>AFTER 2 YEARS AT 5TH 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 & 12 YRS SERVC</u>	<u>YR AT 3RD LONGEVITY RATE & 15 YRS SERVC</u>	<u>YR AT 4TH LONGEVITY RATE & 20 YRS SERVC</u>
19	Hourly	31.179	32.717	34.264	35.907	36.715	37.082	37.541	39.243	39.439	40.031
	Bi-Weekly	2,494.34	2,617.40	2,741.14	2,872.56	2,937.20	2,966.56	3,003.28	3,139.44	3,155.12	3,202.48
	Annual	64,853	68,052	71,270	74,687	76,367	77,131	78,085	81,625	82,033	83,264
20	Hourly	34.264	35.906	37.602	39.438	40.326	40.729	41.233	43.102	43.318	43.968
	Bi-Weekly	2,741.14	2,872.51	3,008.13	3,155.04	3,226.08	3,258.32	3,298.64	3,448.16	3,465.44	3,517.44
	Annual	71,270	74,685	78,211	82,031	83,878	84,716	85,765	89,652	90,101	91,453

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

Effective June 1, 2012

**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	2ND	3RD	4TH	5TH	AFTER 2	AFTER 1	AFTER 1	AFTER 1
		STEP	STEP	STEP	STEP	STEP	YEARS AT 5TH STEP	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

Effective June 1, 2012

SCHEDULE I

BUREAU OF HUMAN RESOURCES
UNION
FOP - SHERRIFF - OPR 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>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>
21 Hourly	35.139	36.823	38.562	40.447	42.363	44.424	45.083	45.533	46.914
Bi-Weekly	2,811.12	2,945.84	3,084.96	3,235.76	3,389.04	3,553.92	3,606.64	3,642.64	3,753.12
Annual	73,089	76,592	80,209	84,130	88,115	92,402	93,773	94,709	97,581

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

<u>GD</u>		<u>ENTRY</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>RATE</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>
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

SCHEDULE I

BUREAU OF HUMAN RESOURCES
UNION
FOP - SHERRIFF - OPR 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>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>
21 Hourly	35.139	36.823	38.562	40.447	42.363	44.424	45.083	45.533	46.914
Bi-Weekly	2,811.12	2,945.84	3,084.96	3,235.76	3,389.04	3,553.92	3,606.64	3,642.64	3,753.12
Annual	73,089	76,592	80,209	84,130	88,115	92,402	93,773	94,709	97,581

Effective June 1, 2012

FOP STATES ATTORNEY SUPERVISORS

<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>
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

**SCHEDULE II
BUREAU OF HUMAN REOURCES
IN HOUSE REGISTRY NURSES**

Effective	Grade		Rate
7/24/2012	RG1	Hourly	\$37.500

SCHEDULE II
BUREAU OF HUMAN RESOURCES
NURSING COMPENSATION PLAN
UNION

GD	NNOC	Min	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	AFTER 3	AFTER 5	14th
		Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	YRS AT	YRS AT	
													12th Step	13th Step	Step
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**

Effective	Grade		Rate
7/24/2012	RG1	Hourly	\$37.500

SCHEDULE II
BUREAU OF HUMAN RESOURCES
NURSING COMPENSATION PLAN
SEIU LOCAL 73: 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

SCHEDULE III

BUREAU OF HUMAN RESOURCES

COUNTY CORRECTIONAL COMPENSATION PLAN
UNIONGRADE

	<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>5TH STEP</u>	<u>8 years 6TH STEP</u>	<u>10 years 7TH STEP</u>	<u>15 years 8TH STEP</u>	<u>18 YEARS 9TH STEP</u>	<u>20 YEARS 10TH STEP</u>	<u>25 YEARS 11TH 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>	AFTER 1 YR.	AFTER 1 YR.	AFTER 1 YR.	AFTER 1 YR.	AFTER 1 YR.
								<u>AT MAXIMUM RATE AND 10 YEARS OF SERVICE</u>	<u>AT 1ST LON- GEVITY RATE AND 15 YRS. OF SERVICE</u>	<u>AT 2ND LON- GEVITY RATE AND 20 YRS. OF SERVICE</u>	<u>AT 3RD LON- GEVITY RATE AND 25 YRS. OF SERVICE</u>	<u>AT 4TH LON- GEVITY 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

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>
P2 Hourly	33.674	35.189	36.773	38.426	40.158	41.964	43.874	44.861	45.870	49.034	51.290
P2 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
P2 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 73

<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

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

<u>Job Code</u>	<u>Title</u>	<u>Grade</u>	<u>Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>
1794	Post Graduate Level Physician (H.S.A.)	J1	Hourly	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)							

Effective June 1, 2012

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	15.910	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	1,272.80	1,317.36
	Annual	29,488	29,736	29,940	30,547	31,188	31,653	32,365	33,093	34,251
CB	Hourly	14.394	14.612	14.686	14.994	15.218	15.666	16.019	16.379	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	1,310.32	1,356.24
	Annual	29,940	30,393	30,547	31,188	31,653	32,585	33,320	34,068	35,262
CC	Hourly	14.686	14.832	14.994	15.218	15.533	15.936	16.295	16.661	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	1,332.88	1,379.60
	Annual	30,547	30,851	31,188	31,653	32,309	33,147	33,894	34,655	35,870
CD	Hourly	14.686	14.832	14.994	15.218	15.533	15.936	16.295	16.661	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	1,332.88	1,379.60
	Annual	30,547	30,851	31,188	31,653	32,309	33,147	33,894	34,655	35,870
CE	Hourly	15.404	15.533	15.666	15.936	16.238	16.650	17.024	17.407	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	1,392.56	1,441.28
	Annual	32,040	32,309	32,585	33,147	33,775	34,632	35,410	36,207	37,473
CF	Hourly	15.666	15.823	15.936	16.238	16.474	16.876	17.256	17.644	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	1,411.52	1,460.88
	Annual	32,585	32,912	33,147	33,775	34,266	35,102	35,892	36,700	37,983
CG	Hourly	15.939	16.127	16.208	16.545	16.709	17.108	17.493	17.887	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	1,430.96	1,481.04
	Annual	33,153	33,544	33,713	34,414	34,755	35,585	36,385	37,205	38,507
CK	Hourly	17.867	17.992	18.132	18.408	18.723	19.081	19.510	19.949	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	1,595.92	1,651.76
	Annual	37,163	37,423	37,715	38,289	38,944	39,688	40,581	41,494	42,946

SCHEDULE VIII

Effective November 30, 2012

BUREAU OF HUMAN RESOURCES

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

<u>GRADE</u>		<u>ENTRY RATE</u>	<u>AFTER 3 MONTHS</u>	<u>AFTER 1ST YEAR</u>	<u>AFTER 2ND YEAR</u>	<u>AFTER 3RD YEAR</u>	<u>AFTER 4TH YEAR</u>	<u>AFTER 1 YR AT MAXIMUM RATE & 10 YRS. OF SERVICE</u>	<u>AFTER 1 YR AT 1ST LONGEVITY RATE & 12 YRS. OF SERVICE</u>	<u>AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS. OF SERVICE</u>	<u>AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS. OF SERVICE</u>
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

<u>GRADE</u>		<u>ENTRY RATE</u>	<u>AFTER 3 MONTHS</u>	<u>AFTER 1ST YEAR</u>	<u>AFTER 2ND YEAR</u>	<u>AFTER 3RD YEAR</u>	<u>AFTER 4TH YEAR</u>	<u>AFTER 1 YR AT MAXIMUM RATE & 10 YRS. OF SERVICE</u>	<u>AFTER 1 YR AT MAXIMUM RATE & 12 YRS. OF SERVICE</u>	<u>AFTER 1 YR AT 1ST LONGEVITY RATE & 15 YRS. OF SERVICE</u>	<u>AFTER 1 YR AT 2ND LONGEVITY RATE & 20 YRS. OF SERVICE</u>
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

Effective June 1, 2012

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

Effective November 30, 2012

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

<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>RATE & 10</u> <u>YRS SERVC</u>	<u>AFTER 1</u> <u>YR AT 1ST</u> <u>LONGEVITY</u> <u>RATE & 12</u> <u>YRS SERVC</u>	<u>AFTER 1</u> <u>YR AT 2ND</u> <u>LONGEVITY</u> <u>RATE & 15</u> <u>YRS SERVC</u>	<u>AFTER 1</u> <u>YR AT 3RD</u> <u>LONGEVITY</u> <u>RATE & 20</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

GD JOB CODES

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

GRADE		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 1 YR. AT	AFTER 1 YR. AT	AFTER 1 YR. AT	AFTER 1 YR. AT
							MAXIMUM RATE AND 5 YEARS OF SERVICE	1ST LONGEVITY RATE AND 10 YRS. OF SERVICE	2ND LONGEVITY RATE AND 15 YRS. OF SERVICE	3RD LONGEVITY RATE AND 20 YRS. OF SERVICE
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

GRADE		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 1 YR. AT	AFTER 1 YR. AT	AFTER 1 YR. AT	AFTER 1 YR. AT
							MAXIMUM RATE AND 5 YEARS OF SERVICE	1ST LONGEVITY RATE AND 10 YRS. OF SERVICE	2ND LONGEVITY RATE AND 15 YRS. OF SERVICE	3RD LONGEVITY RATE AND 20 YRS. OF SERVICE
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

Effective June 1, 2012

**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 SRVC</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

Effective June 1, 2012

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

**SCHEDULE XXIV
BUREAU OF HUMAN RESOURCES
SKILLED TRADES**

Job Code	Title	Bi-Weekly Salary	Hourly Salary	Effective Date	Annual Salary
2336	Architectural Iron Worker	\$3,512.00	43.900	06/01/14	\$91,312.00
2335	Architectural Iron Worker Foreman	\$3,792.00	47.400	06/01/14	\$98,592.00
2444	Boiler Washer	\$2,647.92	33.099	07/01/12	\$68,845.92
2390	Biomedical Electrical Technician	\$3,520.00	44.000	06/02/14	\$91,520.00
2391	Biomedical Electrical Tech Foreman	\$3,760.00	47.000	06/02/14	\$97,760.00
2307	Boilermaker / Blacksmith	\$3,478.40	43.480	07/01/14	\$90,438.40
2310	Boilermaker / Welder	\$3,478.40	43.480	07/01/14	\$90,438.40
2362	Bookbinder	\$2,200.32	27.504	06/01/12	\$57,208.32
2311	Bricklayer	\$3,406.40	42.580	06/01/14	\$88,566.40
2312	Bricklayer Foreman	\$3,747.20	46.840	06/01/14	\$97,427.20
1402	Bldg & Const. Plan Examn I	\$3,468.00	43.350	06/01/14	\$90,168.00
1404	Building & Zoning Inspector I	\$3,468.00	43.350	06/01/14	\$90,168.00
1415	Building & Zoning Inspector II	\$3,468.00	43.350	06/01/14	\$90,168.00
2317	Carpenter	\$3,468.00	43.350	06/01/14	\$90,168.00
2318	Carpenter Foreman	\$3,668.00	45.850	06/01/14	\$95,368.00
2327	Chief Electrical Inspector	\$4,000.00	50.000	06/02/14	\$104,000.00
2348	Chief Plumbing Inspector	\$4,209.60	52.620	06/02/14	\$109,449.60
4013	Chief Telecommunications Electrician	\$4,000.00	50.000	06/02/14	\$104,000.00
2328	Electrical Equipment Technician	\$3,520.00	44.000	06/02/14	\$91,520.00
2346	Electrical Equipment Technician Foreman	\$3,760.00	47.000	06/02/14	\$97,760.00
2330	Electrical Inspector	\$3,760.00	47.000	06/02/14	\$97,760.00
2329	Electrical Mechanic	\$3,520.00	44.000	06/02/14	\$91,520.00
2323	Electrical Plan Examiner	\$3,760.00	47.000	06/02/14	\$97,760.00
2324	Electrician	\$3,520.00	44.000	06/02/14	\$91,520.00
2326	Electrician Foreman	\$3,760.00	47.000	06/02/14	\$97,760.00
1411	Elevator Inspector	\$3,992.00	49.900	01/01/14	\$103,792.00
1413	Elevator Mechanic	\$3,992.00	49.900	01/01/14	\$103,792.00
2443	Fireman	\$2,647.92	33.099	07/01/12	\$68,845.92
2446	Fireman Helper	\$2,533.44	31.668	07/01/12	\$65,869.44
1412	Fire Prevention Inspector	\$3,468.00	43.350	06/01/14	\$90,168.00
2320	Glazier	\$3,240.00	40.500	06/01/14	\$84,240.00
2392	Laborer	\$3,040.00	38.000	06/01/14	\$79,040.00
2396	Laborer Foreman (Highway)	\$3,128.00	39.100	06/01/14	\$81,328.00
2395	Laborer Foreman	\$3,128.00	39.100	06/01/14	\$81,328.00
2393	Laborer I	\$3,040.00	38.000	06/01/14	\$79,040.00
2394	Laborer II	\$3,072.00	38.400	06/01/14	\$79,872.00
2321	Lather	\$3,468.00	43.350	06/01/14	\$90,168.00
2331	Machinist	\$3,548.00	44.350	07/01/14	\$92,248.00
2339	Machinist Foreman	\$3,748.00	46.850	07/01/14	\$97,448.00
2366	Maintenance Worker	\$2,774.40	34.680	06/01/14	\$72,134.40
2367	Maintenance Worker Foreman	\$2,934.40	36.680	06/01/14	\$76,294.40
2431	Marble Polisher	\$2,512.00	31.400	06/01/14	\$65,312.00
2334	Master Locksmith	\$3,512.00	43.900	06/01/14	\$91,312.00
2445	Mechanical Assistant	\$2,647.92	33.099	07/01/12	\$68,845.92
2381	Motor Vehicle Drive I	\$2,760.80	34.510	06/01/14	\$71,780.80
2382	Motor Vehicle Drive II	\$2,812.80	35.160	06/01/14	\$73,132.80
2371	Motor Vehicle Driver (Road Repairman)	\$2,760.80	34.510	06/01/14	\$71,780.80
2451	Operating Engineer I	\$3,517.60	43.970	07/01/13	\$91,457.60
2452	Operating Engineer II	\$3,702.40	46.280	07/01/13	\$96,262.40
2453	Operating Engineer III	\$4,072.80	50.910	07/01/13	\$105,892.80

**SCHEDULE XXIV
BUREAU OF HUMAN RESOURCES
SKILLED TRADES**

Job Code	Title	Bi-Weekly Salary	Hourly Salary	Effective Date	Annual Salary
2454	Operating Engineer IV	\$4,572.80	57.160	07/01/13	\$118,892.80
2354	Painter	\$3,340.00	41.750	06/01/14	\$86,840.00
2356	Painter Foreman	\$3,756.80	46.960	06/01/14	\$97,676.80
2342	Pipecoverer	\$3,876.00	48.450	06/01/14	\$100,776.00
2368	Pipecoverer Foreman	\$4,076.00	50.950	06/01/14	\$105,976.00
2388	Pipecoverer Material Handler	\$2,907.20	36.340	06/01/14	\$75,587.20
2389	Pipecoverer Pre-Apprentice	\$2,816.80	35.210	06/01/13	\$73,236.80
2361	Plasterer	\$3,700.00	46.250	07/01/13	\$96,200.00
2363	Plasterer Helper	\$3,040.00	38.000	06/01/14	\$79,040.00
2350	Plumber	\$3,732.00	46.650	06/02/14	\$97,032.00
2352	Plumber Foreman	\$3,892.00	48.650	06/02/14	\$101,192.00
2353	Plumbing Inspector	\$3,892.00	48.650	06/02/14	\$101,192.00
2349	Plumbing Plan Examiner	\$3,892.00	48.650	06/02/14	\$101,192.00
2365	Printer (Lead)	\$2,589.60	32.370	06/01/12	\$67,329.60
2343	Refrigerator Man	\$3,680.00	46.000	06/01/13	\$95,680.00
2372	Road Equipment Operator	\$3,624.00	45.300	06/01/14	\$94,224.00
2373	Road Equipment Operator (Master Mechanic)	\$3,864.00	48.300	06/01/14	\$100,464.00
2376	Road Equip. Operator (Master Mechanic) Frm	\$3,944.00	49.300	06/01/14	\$102,544.00
2359	Sign Painter (Shopman)	\$2,823.20	35.290	06/18/14	\$73,403.20
2344	Steamfitter	\$3,680.00	46.000	06/01/13	\$95,680.00
2345	Steamfitter Foreman	\$3,920.00	49.000	06/01/13	\$101,920.00
2379	Telecommunications Electrician	\$3,520.00	44.000	06/02/14	\$91,520.00
2378	Telecommunications Electrician Foreman	\$3,760.00	47.000	06/02/14	\$97,760.00
2340	Tinsmith	\$3,322.40	41.530	06/01/14	\$86,382.40
2341	Tinsmith Foreman	\$3,588.00	44.850	06/01/14	\$93,288.00
2225	Ventilating Inspector	\$3,588.00	44.850	06/01/14	\$93,288.00
1420	Zoning Plan Examiner I	\$3,468.00	43.350	06/01/14	\$90,168.00

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 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</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 4RD LONGEVITY RATE & 25 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)

GRADE		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	AFTER 2 YEARS AT 6TH STEP	AFTER 1	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	YR AT 4TH LONGEVITY RATE & 25 YRS SERVC
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 XXIX
BUREAU OF HUMAN RESOURCES
SKILLED TRADES-APPRENTICESHIP PROGRAMS

<u>Job Code</u>	<u>Title</u>	<u>Grade</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>Effective Date</u>
4009	Operating Engineer Trainee	XA2	\$13.00	\$14.00	\$15.00	\$16.00	7/1/2013

Operating Engineer Trainee

Step progression is as follows: Starting rate/first 12 months: Step 1. Second year (months 13-24): Step 2.

After 24 months: Step 3.

SCHEDULE XXX

BUREAU OF HUMAN RESOURCES

SHERIFF'S INVESTIGATOR II (INTENSIVE SUPERVISION #0671)

GRADE		1ST	2ND	3RD	4TH	5TH	AFTER 1 YR.	AFTER 1 YR.	AFTER 1 YR.	AFTER 1 YR.	AFTER 1 YR.
		STEP	STEP	STEP	STEP	STEP	AT MAXIMUM RATE AND 5 YEARS OF SERVICE	AT 1ST LON- GEVITY RATE AND 10 YRS. OF SERVICE	AT 2ND LON- GEVITY RATE AND 15 YRS. OF SERVICE	AT 3RD LON- GEVITY RATE AND 20 YRS. OF SERVICE	AT 4TH LON- GEVITY RATE AND 25 YRS. OF SERVICE
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	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							

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. EQUIVALENT EARNED TIME

Non-overtime eligible employees (employees who are exempt from the Fair Labor Standards Act) may be granted equivalent earned time (EET) in limited circumstances as authorized by the Department Head. Employees in Grade 24 or Grade 24 equivalent positions are not eligible to earn EET. EET shall not accrue until at least 45 hours have been worked in a work week and shall be accrued at straight time in no less than one-quarter hour increments only to a maximum of 120 hours at any given time. No more than 80 hours of EET may be used in a fiscal year unless otherwise approved by the Department Head. At no time is EET to be converted into cash payment.

XI. 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.

XII. 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.

XIII. 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 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

**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

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	

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 2-1, 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.

ANNIVERSARY OF EMPLOYMENT	DAYS OF VACATION	MAXIMUM ACCUMULATION
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.