



OFFICE OF THE CLERK OF THE CIRCUIT COURT OF COOK COUNTY

October 21, 2016

The Honorable John P. Daley  
Chairman, Finance Committee  
118 N. Clark Street, Room 567  
Chicago, Illinois 60602

Dear Chairman Daley:

Pursuant to your request, I have reviewed the Chicago Federation of Labor's FY2017 Efficiency Report. Please note that you will find, from our explanations that the increases in salary levels noted in this report, were not at the large levels indicated. In most of the cases, the budgeting methods, made it appear as if the employees received significant increases, but in actuality they did not. In some cases, there was actually a decrease in the budgeted position salary level. Listed below are our written responses to the issues raised.

1. ***Compensation Services – 3350405: A new Manager IV-CCC position (Grade 17) added, at \$73,838, at the same time that the Clerk cut a similar position in this nine-person department that earned over 15 percent less than this new position.*** This employee actually works in our Chancery Division and not Compensation Services. The manager position in Compensation Services was used to promote a manager in Chancery due to a more pressing operational need in Chancery versus Compensation Services. This manager has over 30 years of experience, and therefore, the employee's longevity also affected the salary level. . We are aware that some of our employees' positions are not in the correct business unit, and have already begun working on a project to make the corrections. (Exhibit 1)
2. ***Financial Planning & Control – 3350406: 3 out of 10 positions in this department are above Grade 17, and 40 percent of the department earns over \$70,000/year, including the top two management slots, which pay \$112,260/year.*** This Department includes highly skilled professionals needed to run this Department effectively. This Department includes the Budget Chief Deputy Clerk (CPA), the Budget/Procurement Assistant Chief Deputy Clerk (PHD, CPPO), as well as the Procurement Chief Deputy Clerk. These are the administrators of our Budget and Procurement Departments and their salaries reflect their longevity and experience gained within and outside of the Clerk's Office. Also, an employee with over 25 years of service occupies the Grade 17 position and the salary reflects that longevity. (Exhibit 2)

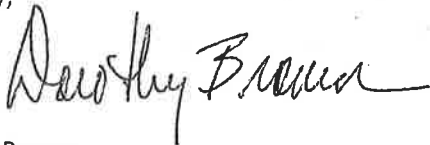
Please see reverse

3. **Records Management – 3350603: The office grew from four to seven positions, and added a new Associate Clerk of the Circuit Court at G24, paying \$118,221/year.** The Associate Clerk grade 24 position mentioned above was an existing position that was transferred from a Special Purpose Fund to the General Fund Records Management Business Unit to properly reflect the duties of the position. In FY2017, please note that there are only four (4) positions budgeted for this Office. (Exhibit 3)
4. **Traffic Division – 3351002: Procurement Analyst IV – CCC, grade 17 salary increased by 52 percent to \$73,470.** This employee, with over 20 years of service, transferred into this position in FY 2015. Due to an internal error there was a 2 year delay in processing the approved promotion. The employee received only an 11% salary increase from \$62,375 to \$69,609 for the promotion. However, due to Subsequent County approved cost of living increases, the employee's salary increased to \$73,470. This, however, does not equal to a 52% increase.(Exhibit 4)
5. **Special Projects – 5281452: Grade 22 Programmer IV, one of seven employees in this department, with a salary increase of over 42 percent to \$78,780.** This part-time position was incorrectly budgeted at a full-time salary level in FY2016, but properly budgeted at a part-time salary level in FY2015. Therefore, the FY2016 position appeared to have a significant increase, when in actuality it did not. This position has been properly reflected as a part-time position in the FY2017 Budget. (Exhibit 5)
6. **Traffic Division – 3351002: Grade 17 Procurement Analyst IV – CCC, with a salary increase of 52 percent to \$73,470, along with a grade 16 Administrative Support IV position, where salary was increased 26 percent to \$62,943.** This Grade 17 Procurement Analyst IV position has already been discussed above in response #4. The report discussed this position twice. The employee in the grade 16 Administrative Support IV position, received a missed anniversary increase at the same time as a 6% salary increase for meritorious service, for a total increase of 8% (\$54,789 to \$59,636). The \$62,943 budget request reflects subsequent cost of living increases approved by the County. This, however, does not equal the 26% increase indicated above. (Exhibit 4)
7. **District 2-Skokie – 3351102: A grade 16 Manager III – CCC position, with a salary increase of 46 percent to \$62,631.** An employee with over 17 years of service was transferred into this position in FY 2015 at a salary of \$58,169, replacing an employee that earned \$43,339. The employee that transferred into the position did not receive a promotion. Whenever an employee is transferred from one business unit to another, for operational needs, the salary request for the current budget year will reflect the new employee's projected salary. The budgeted salary level was higher for FY2016, than FY2015 because of the longevity of service of the employee and because of County approved cost of living increases. The actual salary increase for this employee was 7.7% not 46%.. (Exhibit 6)

8. ***Criminal Division – 3350902: A grade 20 Manager VII – CCC position, with a 52 percent salary increase to \$84,904.*** During the budgeting process for FY2015, we were aware that employee in this position would be retiring during FY2015 and therefore, the position would not need to be budgeted at the full salary. We therefore, working with the County Budget Department, budgeted the position at the reduced value of \$55,892 in FY 2015 to help balance the budget. The agreement with DBMS included raising the value back the following fiscal year to the full value of \$84,904. We subsequently hired someone into this position at a lesser salary of \$65,999. Therefore, in actuality this position salary level has been decreased. No one received a 52% salary increase. (Exhibit 7)
9. ***Family Law Administration – 3350801: within this five-person department, 3 out of 5 positions are grade 18 and above, and the lone grade 16 Manager III – CCC position saw a salary increase of over 40 percent to \$62,009.*** This 5 position business unit includes the Associate Clerk and part of the Clerk's management team whose salaries are in line with other managers. The employee that was transferred into the grade 16 Manager II position did receive a 13.3% salary increase from \$51,863 to \$58,752, and not a 40% increase. (Exhibit 8)
10. ***County-wide Operations Bureau – 3350701: this department of one eliminated a grade 22 Deputy General Counsel III – CCC position at \$81,250 – and replaced it with a grade 22 Chief Deputy Clerk III position at \$115,093/year.*** This position is currently budgeted for \$73,090 for FY2017. The Deputy General Counsel III position it replaced was budgeted for \$81,250 in FY 2015 a reduction of 10%. There is an even greater reduction in FY2017 of 36.5% from the FY2016 budgeted amount for the Chief Deputy Clerk III. (Exhibit 9)

Should you have any additional questions, please feel free to contact me at (312) 603-5071, or have someone from your staff contact my Chief Financial Officer, Richard Abrams, at (312) 603-5044.

Sincerely,



Dorothy Brown  
Clerk of the Circuit Court

Cc: Richard Abrams, Chief Financial Officer

PERSONAL SERVICES - SUMMARY OF POSITIONS BY BUSINESS UNIT AND JOB CODE  
DEPARTMENT 335 - CLERK OF THE CIRCUIT COURT - OFFICE OF THE CLERK

Exhibit 1

Job Code	Title	Grade	2016 Approved & Adopted		Department Request		President's Recommendation	
			FTE Pos.	Salaries	FTE Pos.	Salaries	FTE Pos.	Salaries
5534	Assistant Manager III-Finance	14	1.0	52,862	1.0	61,076	1.0	61,076
5636	Accountant II Senior - Clerk of the Circuit Court	14	1.0	61,067	2.0	126,128	2.0	126,128
5798	Administrative Support II	14	1.0	54,195	1.0	56,284	1.0	56,284
5805	Bookkeeper VI-CCC	14	1.0	50,538	1.0	52,610	1.0	52,610
0142	Accountant II	13	5.0	286,619	6.0	348,822	5.0	290,085
0551	Court Clerk I	13	1.0	51,033				
5639	Administrative Assistant I Senior (CCC)	13	1.0	54,168	1.0	56,799	1.0	56,799
0046	Administrative Assistant I	12	1.0	50,580	1.0	52,230	1.0	52,230
5532	Assistant Manager I - Court Operations	12	1.0	49,544	1.0	51,100	1.0	51,100
5635	Accountant I Senior - Clerk of the Circuit Court	12	4.0	205,432	4.0	218,266	4.0	218,266
0141	Accountant I	11	5.0	236,576	4.0	194,133	3.0	145,358
0173	Bookkeeper III	11	2.0	94,135	2.0	99,131	2.0	99,131
0907	Clerk V	11	1.0	46,301	2.0	95,632	2.0	95,632
0955	Data Entry Operator III	11	1.0	46,301	1.0	47,816	1.0	47,816
5623	Financial Room Clerk III - Clerk of the Circuit Court	11	1.0	47,229	1.0	48,771	1.0	48,771
4220	Clerk IV, Senior (Courts)	10	8.0	335,621	13.0	557,715	13.0	557,715
5627	Bookkeeper II Senior-Clerk of the Circuit Court	10	1.0	42,049	1.0	44,571	1.0	44,571
			55.0	\$2,955,554	60.0	\$3,304,756	58.0	\$3,197,244
05 Compensation Services - 3350405								
5779	Director of System Decision Support	24	1.0	52,132	1.0	58,104	1.0	58,104
5497	Chief Deputy Clerk IV	23	1.0	110,041	1.0	113,497	1.0	113,497
5733	Executive Assistant VII-CCC	23	1.0	100,591	1.0	104,148	1.0	104,148
* 5745	Manager IV-CCC	17	1.0	73,838	1.0	77,385	1.0	77,385
5744	Manager III-CCC	16	1.0	63,892	1.0	66,100	1.0	66,100
5772	Personnel Analyst III-CCC	16	1.0	61,396	1.0	63,564	1.0	63,564
5739	General Office Assistant VI - CCC	14	1.0	54,738	1.0	56,416	1.0	56,416
5654	Manager	12	1.0	40,180	1.0	41,221	1.0	41,221
5537	Time Auditor I	10	1.0	37,846	1.0	39,514	1.0	39,514
			9.0	\$594,654	9.0	\$619,949	9.0	\$619,949
06 Financial Planning & Control - 3350406								
5497	Chief Deputy Clerk IV	23	1.0	112,260	1.0	115,693	1.0	115,693
5496	Chief Deputy Clerk III	22	1.0	112,260	1.0	116,935	1.0	116,935
5486	Assistant Chief Deputy Clerk I	20	1.0	78,005	1.0	80,885	1.0	80,885
0202	Budget Analyst II	17	1.0	73,102	1.0	74,932	1.0	74,932
5745	Manager IV-CCC	17			1.0	52,248	1.0	52,248
5775	Procurement Analyst III - CCC	16	1.0	55,568	1.0	57,223	1.0	57,223
5534	Assistant Manager III-Finance	14	1.0	49,296	1.0	51,412	1.0	51,412
5739	General Office Assistant VI - CCC	14	1.0	49,792	1.0	51,395	1.0	51,395
5774	Procurement Analyst I - CCC	14	1.0	50,538	1.0	51,966	1.0	51,966
0046	Administrative Assistant I	12	1.0	49,590				
5540	Purchasing Specialist III	12	1.0	42,023	1.0	43,209	1.0	43,209
			10.0	\$672,434	10.0	\$695,898	10.0	\$695,898
05 Executive Clerk for Public Policy								
01 Executive Clerk for Public Policy - 3350501								
5727	Chief of Staff/Executive Clerk Public Policy & Human Resources	24	1.0	133,928	1.0	137,281	1.0	137,281
5497	Chief Deputy Clerk IV	23	1.0	100,591	1.0	103,671	1.0	103,671
5488	Assistant Chief Deputy Clerk III	22	1.0	87,920	1.0	91,030	1.0	91,030
5746	Manager V-CCC	18	1.0	72,018	1.0	74,622	1.0	74,622

PERSONAL SERVICES - SUMMARY OF POSITIONS BY BUSINESS UNIT AND JOB CODE  
DEPARTMENT 335 - CLERK OF THE CIRCUIT COURT - OFFICE OF THE CLERK

Exhibit 2

Job Code	Title	Grade	2016 Approved & Adopted		Department Request		President's Recommendation	
			FTE Pos.	Salaries	FTE Pos.	Salaries	FTE Pos.	Salaries
5534	Assistant Manager III-Finance	14	1.0	52,862	1.0	61,076	1.0	61,076
5636	Accountant II Senior - Clerk of the Circuit Court	14	1.0	61,067	2.0	126,128	2.0	126,128
5798	Administrative Support II	14	1.0	54,195	1.0	56,284	1.0	56,284
5805	Bookkeeper VI-CCC	14	1.0	50,538	1.0	52,610	1.0	52,610
5142	Accountant II	13	5.0	280,619	6.0	348,822	5.0	290,085
5551	Court Clerk I	13	1.0	51,033				
5639	Administrative Assistant I Senior (CCC)	13	1.0	54,168	1.0	56,799	1.0	56,799
5046	Administrative Assistant I	12	1.0	50,580	1.0	52,230	1.0	52,230
5532	Assistant Manager I - Court Operations	12	1.0	49,544	1.0	51,100	1.0	51,100
5635	Accountant I Senior - Clerk of the Circuit Court	12	4.0	205,432	4.0	218,266	4.0	218,266
5141	Accountant I	11	5.0	236,576	4.0	194,133	3.0	145,358
5173	Bookkeeper III	11	2.0	94,135	2.0	99,131	2.0	99,131
5907	Clerk V	11	1.0	46,301	2.0	95,632	2.0	95,632
5955	Data Entry Operator III	11	1.0	46,301	1.0	47,816	1.0	47,816
623	Financial Room Clerk III - Clerk of the Circuit Court	11	1.0	47,229	1.0	48,771	1.0	48,771
220	Clerk IV, Senior (Courts)	10	8.0	335,621	13.0	557,715	13.0	557,715
627	Bookkeeper II Senior-Clerk of the Circuit Court	10	1.0	42,049	1.0	44,571	1.0	44,571
			55.0	\$2,955,554	60.0	\$3,304,756	58.0	\$3,197,244
05 Compensation Services - 3350405								
779	Director of System Decision Support	24	1.0	52,132	1.0	58,104	1.0	58,104
497	Chief Deputy Clerk IV	23	1.0	110,041	1.0	113,497	1.0	113,497
733	Executive Assistant VII-CCC	23	1.0	100,591	1.0	104,148	1.0	104,148
745	Manager IV-CCC	17	1.0	73,838	1.0	77,385	1.0	77,385
744	Manager III-CCC	16	1.0	63,892	1.0	66,100	1.0	66,100
772	Personnel Analyst III-CCC	16	1.0	61,396	1.0	63,564	1.0	63,564
739	General Office Assistant VI - CCC	14	1.0	54,738	1.0	56,416	1.0	56,416
354	Manager	12	1.0	40,180	1.0	41,221	1.0	41,221
537	Time Auditor I	10	1.0	37,846	1.0	39,514	1.0	39,514
			9.0	\$594,654	9.0	\$619,949	9.0	\$619,949
06 Financial Planning & Control - 3350406								
497	Chief Deputy Clerk IV	23	1.0	112,260	1.0	115,693	1.0	115,693
496	Chief Deputy Clerk III	22	1.0	112,260	1.0	116,935	1.0	116,935
486	Assistant Chief Deputy Clerk I	20	1.0	78,005	1.0	80,885	1.0	80,885
202	Budget Analyst II	17	1.0	73,102	1.0	74,932	1.0	74,932
745	Manager IV-CCC	17			1.0	52,248	1.0	52,248
775	Procurement Analyst III - CCC	16	1.0	55,568	1.0	57,223	1.0	57,223
534	Assistant Manager III-Finance	14	1.0	49,296	1.0	51,412	1.0	51,412
739	General Office Assistant VI - CCC	14	1.0	49,792	1.0	51,395	1.0	51,395
774	Procurement Analyst I - CCC	14	1.0	50,538	1.0	51,966	1.0	51,966
546	Administrative Assistant I	12	1.0	49,590				
540	Purchasing Specialist III	12	1.0	42,023	1.0	43,209	1.0	43,209
			10.0	\$672,434	10.0	\$695,898	10.0	\$695,898
5 Executive Clerk for Public Policy								
01 Executive Clerk for Public Policy - 3350501								
27	Chief of Staff/Executive Clerk Public Policy & Human Resources	24	1.0	133,928	1.0	137,281	1.0	137,281
97	Chief Deputy Clerk IV	23	1.0	100,591	1.0	103,671	1.0	103,671
88	Assistant Chief Deputy Clerk III	22	1.0	87,920	1.0	91,030	1.0	91,030
46	Manager V-CCC	18	1.0	72,018	1.0	74,622	1.0	74,622

# Exhibit 3

## PERSONAL SERVICES - SUMMARY OF POSITIONS BY BUSINESS UNIT AND JOB CO DEPARTMENT 335 - CLERK OF THE CIRCUIT COURT - OFFICE OF THE CLERK

Job Code	Title	Grade	2016 Approved & Adopted		Department Request		President's Recommendation	
			FTE Pos.	Salaries	FTE Pos.	Salaries	FTE Pos.	Salaries
5680	Timekeeper-Administrative Assistant I-Clerk of the Circuit Court	14	1.0	48,566	1.0	49,820	1.0	49,820
5544	General Office Assistant I	10	1.0	41,195	1.0	42,845	1.0	42,845
			<b>6.0</b>	<b>\$484,218</b>	<b>6.0</b>	<b>\$499,269</b>	<b>6.0</b>	<b>\$499,269</b>
02 General Services - 3350502								
5728	Executive Clerk-Court Operations (CCC)	24	1.0	124,399	1.0	127,512	1.0	127,512
5746	Manager V-CCC	18	1.0	62,943	1.0	64,818	1.0	64,818
5745	Manager IV-CCC	17	1.0	48,323	1.0	49,535	1.0	49,535
5534	Assistant Manager III-Finance	14	1.0	45,064	1.0	46,907	1.0	46,907
0046	Administrative Assistant I	12	1.0	53,109	1.0	54,846	1.0	54,846
0907	Clerk V	11	2.0	96,817	3.0	147,794	3.0	147,794
0955	Data Entry Operator III	11	1.0	45,110				
4210	Data Entry Operator II, Sr (Courts)	10	1.0	41,473				
4220	Clerk IV, Senior (Courts)	10	1.0	33,842	1.0	36,432	1.0	36,432
			<b>10.0</b>	<b>\$551,080</b>	<b>9.0</b>	<b>\$527,844</b>	<b>9.0</b>	<b>\$527,844</b>
03 Public Information - 3350503								
0010	Associate Clerk of the Circuit Court	24	1.0	108,718	1.0	111,439	1.0	111,439
5488	Assistant Chief Deputy Clerk III	22	1.0	71,659	1.0	73,965	1.0	73,965
5737	Deputy General Counsel I - CCC	20	1.0	76,842	1.0	81,884	1.0	81,884
4220	Clerk IV, Senior (Courts)	10			1.0	33,792	1.0	33,792
5544	General Office Assistant I	10	1.0	40,783	1.0	46,191	1.0	46,191
			<b>4.0</b>	<b>\$298,002</b>	<b>5.0</b>	<b>\$347,271</b>	<b>5.0</b>	<b>\$347,271</b>
04 Human Resources - 3350504								
5793	Chief Human Resources Officer-CCC	24	1.0	120,378	1.0	123,392	1.0	123,392
5497	Chief Deputy Clerk IV	23	3.0	312,526	3.0	327,608	3.0	327,608
5488	Assistant Chief Deputy Clerk III	22	1.0	107,867	1.0	110,569	1.0	110,569
5486	Assistant Chief Deputy Clerk I	20	1.0	84,904	1.0	88,770	1.0	88,770
5804	Administrative Support VIII	20	1.0	84,904	1.0	87,433	1.0	87,433
0739	Labor Relations Analyst	16	1.0	65,835	1.0	67,587	1.0	67,587
5744	Manager III-CCC	16	1.0	66,827	1.0	68,766	1.0	68,766
5772	Personnel Analyst III-CCC	16	1.0	66,827	1.0	43,724	1.0	43,724
5771	Personnel Analyst I - CCC	14	1.0	53,927	1.0	55,576	1.0	55,576
5798	Administrative Support II	14	2.0	98,418	2.0	102,372	2.0	102,372
5532	Assistant Manager I - Court Operations	12	1.0	39,978	1.0	41,011	1.0	41,011
5545	General Office Assistant III	11	1.0	37,097	1.0	38,975	1.0	38,975
			<b>15.0</b>	<b>\$1,139,488</b>	<b>15.0</b>	<b>\$1,155,783</b>	<b>15.0</b>	<b>\$1,155,783</b>
06 Executive Clerk for Operations								
01 Executive Clerk for Operations - 3350601								
0010	Associate Clerk of the Circuit Court	24	1.0	118,211	1.0	121,171	1.0	121,171
5732	Executive Assistant VI - CCC	22	1.0	92,879	1.0	95,646	1.0	95,646
5802	Administrative Support VI	18	1.0	61,090	1.0	63,490	1.0	63,490
			<b>3.0</b>	<b>\$272,180</b>	<b>3.0</b>	<b>\$280,307</b>	<b>3.0</b>	<b>\$280,307</b>
02 Special Projects - 3350602								
5748	Manager VII-CCC	20	1.0	84,482	1.0	87,066	1.0	87,066
			<b>1.0</b>	<b>\$84,482</b>	<b>1.0</b>	<b>\$87,066</b>	<b>1.0</b>	<b>\$87,066</b>
03 Records Management - 3350603								
0010	Associate Clerk of the Circuit Court	24	1.0	118,211	1.0	121,171	1.0	121,171
0608	Court Clerk/Trainer	15	1.0	65,739				
5752	MIS Analyst I (Networks)-CCC	14	1.0	54,467	1.0	56,308	1.0	56,308
5756	MIS Technician III-CCC	14	1.0	58,407	1.0	60,101	1.0	60,101
0046	Administrative Assistant I	12	1.0	53,109				
4220	Clerk IV, Senior (Courts)	10	2.0	84,796	1.0	44,561	1.0	44,561

PERSONAL SERVICES - SUMMARY OF POSITIONS BY BUSINESS UNIT AND JOB CODE Exhibit 4  
DEPARTMENT 335 - CLERK OF THE CIRCUIT COURT - OFFICE OF THE CLERK

3351002		2016 Approved & Adopted		Department Request		President's Recommendation		
Job Code	Title	Grade	FTE Pos.	Salaries	FTE Pos.	Salaries	FTE Pos.	Salaries
5488	Assistant Chief Deputy Clerk III	22	1.0	84,482	1.0	87,066	1.0	87,066
5486	Assistant Chief Deputy Clerk I	20	1.0	79,178	1.0	82,228	1.0	82,228
5688	Courtroom Manager IV-Clerk of the Circuit Court	19	1.0	86,183	1.0	90,242	1.0	90,242
5746	Manager V-CCC	18	1.0	75,700	1.0	78,616	1.0	78,616
5802	Administrative Support VI	18	2.0	140,557	2.0	146,749	2.0	146,749
5776	Procurement Analyst IV - CCC	*17	1.0	73,470	1.0	75,309	1.0	75,309
5801	Administrative Support V	17	1.0	70,947	1.0	73,175	1.0	73,175
5684	Assistant Manager V-Clerk of the Circuit Court	16	1.0	56,123	1.0	58,507	1.0	58,507
5744	Manager III-CCC	16	1.0	63,257	1.0	64,893	1.0	64,893
5800	Administrative Support IV	*16	1.0	62,943	1.0	65,565	1.0	65,565
0608	Court Clerk/Trainer	15			1.0	67,888	1.0	67,888
5743	Manager II-CCC	15	1.0	56,968	1.0	58,530	1.0	58,530
0552	Court Clerk II	14	9.0	546,695	8.0	504,512	8.0	504,512
5534	Assistant Manager III-Finance	14	4.0	208,851	4.0	215,823	4.0	215,823
5636	Accountant II Senior - Clerk of the Circuit Court	14	1.0	61,067				
5680	Timekeeper-Administrative Assistant I-Clerk of the Circuit Court	14	1.0	58,991	1.0	61,570	1.0	61,570
5742	Manager I-CCC	14	1.0	53,126	1.0	55,384	1.0	55,384
6646	Cashier V-CCC	14			5.0	300,280	5.0	300,280
4200	Computer Operator I, Sr (Courts)	13	1.0	56,878	1.0	58,737	1.0	58,737
0551	Court Clerk I	13	27.0	1,489,103	20.0	1,156,018	20.0	1,156,018
5625	Financial Room Clerk V-Clerk of the Circuit Court	13	2.0	113,756				
5630	Cashier IV	13	3.0	170,634	2.0	111,882	2.0	111,882
5640	Warrant Clerk	13	1.0	56,878	1.0	58,737	1.0	58,737
0046	Administrative Assistant I	12	13.0	668,852	11.0	600,691	11.0	600,691
0228	Cashier III	12	2.0	101,160	2.0	108,181	2.0	108,181
1101	Computer Operator I	12	1.0	45,274	1.0	45,855	1.0	45,855
5624	Financial Room Clerk IV - Clerk of the Circuit Court	12	1.0	53,109				
5637	Data Entry Operator III Senior - Clerk of the Circuit Court	12	1.0	53,109	1.0	54,846	1.0	54,846
6587	Expungement Clerk III	12			1.0	52,076	1.0	52,076
0907	Clerk V	11	14.0	650,150	8.0	396,581	8.0	396,581
5629	Cashier II Senior-Clerk of the Circuit Court	11	2.0	95,454	1.0	48,771	1.0	48,771
6586	Expungement Clerk II	11			1.0	48,775	1.0	48,775
0227	Cashier II	10	9.0	377,311	6.0	269,444	6.0	269,444
4210	Data Entry Operator II, Sr (Courts)	10	1.0	42,005	1.0	43,375	1.0	42,946
4220	Clerk IV, Senior (Courts)	10	34.0	1,430,235	30.0	1,299,843	30.0	1,299,508
5622	Financial Room Clerk II-Clerk of the Circuit Court	10	1.0	44,022				
			142.0	\$7,331,155	120.0	\$6,547,543	120.0	\$6,546,779
11 Suburban Operations Bureau								
01 Suburban Operations Bureau Administration - 3351101								
0010	Associate Clerk of the Circuit Court	24	1.0	119,266	1.0	122,253	1.0	122,253
5486	Assistant Chief Deputy Clerk I	20	1.0	79,972	1.0	83,050	1.0	83,050
			2.0	\$199,238	2.0	\$205,303	2.0	\$205,303
02 District 2 - Skokie - 3351102								
5487	Assistant Chief Deputy Clerk II	21	1.0	77,225	1.0	79,649	1.0	79,649
5746	Manager V-CCC	18	2.0	122,584	2.0	127,279	2.0	127,279
5745	Manager IV-CCC	17	2.0	145,480	2.0	150,499	2.0	150,499



PERSONAL SERVICES - SUMMARY OF POSITIONS BY BUSINESS UNIT AND JOB CODE  
DEPARTMENT 528 - CLERK OF THE CIRCUIT COURT AUTOMATION FUND

Job Code	Title	Grade	2016 Approved & Adopted		Department Request		President's Recommendation	
			FTE Pos.	Salaries	FTE Pos.	Salaries	FTE Pos.	
0907	Clerk V	11	1.0	47,229	1.0	48,771	1.0	
4220	Clerk IV, Senior (Courts)	10	1.0	44,017	1.0	45,453	1.0	
			22.0	\$1,370,871	22.0	\$1,410,956	22.0	
04 Data Center Operations - 5280576								
5497	Chief Deputy Clerk IV	23	1.0	115,093	1.0	119,891	1.0	
5767	MIS System Programmer IV-CCC	23	2.0	197,329	2.0	204,414	2.0	
1108	Programmer IV	22	1.0	55,842	1.0	57,642	1.0	
5766	MIS System Programmer III-CCC	22	3.0	332,446	3.0	347,041	3.0	
5761	MIS Mainframes Manager-CCC	18	1.0	78,005	1.0	81,658	1.0	
4205	Computer Operator II, Sr (Courts)	15	3.0	184,518	3.0	192,969	3.0	
1102	Computer Operator II	14	1.0	56,544				
5756	MIS Technician III-CCC	14	2.0	118,575	2.0	124,346	2.0	
1101	Computer Operator I	12	2.0	94,655	2.0	99,015	2.0	
5637	Data Entry Operator III Senior - Clerk of the Circuit Court	12		1		1		
			16.0	\$1,233,008	15.0	\$1,226,977	15.0	
05 Special Projects - 5281452								
5497	Chief Deputy Clerk IV	23	1.0	102,108	1.0	105,557	1.0	
* 1108	Programmer IV	22	1.0	78,780	0.7	58,626	0.7	*
5763	MIS Analyst II (Methods)-CCC	20	1.0	74,577	1.0	76,801	1.0	
5751	MIS Analyst VII Administration - CCC	18	1.0	70,594	1.0	72,980	1.0	
5750	MIS Analyst V Administration - CCC	16	1.0	68,512	1.0	71,528	1.0	
5536	Computer Technician III	14	1.0	45,288	1.0	46,640	1.0	
5542	Data Auditor I	10	1.0	39,583	1.0	40,667	1.0	
			7.0	\$479,442	6.7	\$472,799	6.7	
Total Salaries and Positions			84.0	\$6,145,687	80.2	\$6,110,480	80.2	\$
Turnover Adjustment				(137,285)		(183,314)		
Operating Funds Total			84.0	\$6,008,402	80.2	\$5,927,166	80.2	\$



## Exhibit 6

PERSONAL SERVICES - SUMMARY OF POSITIONS BY BUSINESS UNIT AND JOB CODE  
 DEPARTMENT 335 - CLERK OF THE CIRCUIT COURT - OFFICE OF THE CLERK

Job Code	Title	Grade	2016 Approved & Adopted		Department Request		President's Recommendation	
			FTE Pos.	Salaries	FTE Pos.	Salaries	FTE Pos.	Salaries
5744	Manager III-CCC	* 16	1.0	62,631	1.0	64,250	1.0	* 64,250
0552	Court Clerk II	14	6.0	360,826	8.0	492,766	8.0	492,766
0551	Court Clerk I	13	13.0	683,540	11.0	608,992	11.0	608,58
5630	Cashier IV	13	3.0	152,159	3.0	156,251	3.0	156,25
5640	Warrant Clerk	13	1.0	56,878	1.0	58,737	1.0	58,73
0046	Administrative Assistant I	12	7.0	363,782	5.0	271,614	5.0	271,61
6587	Expungement Clerk III	12			1.0	51,214	1.0	51,21
0907	Clerk V	11	5.0	237,040	3.0	148,234	3.0	148,23
0955	Data Entry Operator III	11			2.0	97,542	2.0	97,54
6586	Expungement Clerk II	11			1.0	46,538	1.0	46,53
0227	Cashier II	10	2.0	86,316	5.0	211,922	5.0	211,92
4210	Data Entry Operator II, Sr (Courts)	10	1.0	42,004	1.0	43,468	1.0	43,46
4220	Clerk IV, Senior (Courts)	10	16.0	653,848	12.0	528,212	12.0	528,21
5622	Financial Room Clerk II-Clerk of the Circuit Court	10			2.0	88,268	2.0	88,26
			60.0	\$3,044,313	61.0	\$3,225,435	61.0	\$3,225,02
03 District 3 - Rolling Meadows - 3351103								
5497	Chief Deputy Clerk IV	23	1.0	119,182	1.0	122,167		
5731	Executive Assistant V - CCC	21	1.0	100,094	1.0	88,680	1.0	88,680
5746	Manager V-CCC	18	1.0	70,244	1.0	72,728	1.0	72,728
5745	Manager IV-CCC	17	1.0	72,740	1.0	74,564	1.0	74,564
5685	Courtroom Manager I-Clerk of the Circuit Court	16	1.0	63,892	1.0	66,074	1.0	66,074
0608	Court Clerk/Trainer	15			1.0	67,888	1.0	67,888
0552	Court Clerk II	14	10.0	606,416	7.0	441,448	7.0	441,448
6646	Cashier V-CCC	14			2.0	123,120	2.0	123,120
0551	Court Clerk I	13	10.0	544,565	17.0	947,262	17.0	947,262
5630	Cashier IV	13	2.0	113,766				
5639	Administrative Assistant I Senior (CCC)	13	1.0	54,168	1.0	55,941	1.0	55,941
5640	Warrant Clerk	13	1.0	56,878	1.0	58,737	1.0	58,737
0046	Administrative Assistant I	12	8.0	403,307	8.0	432,392	8.0	432,392
0228	Cashier III	12	1.0	50,008	2.0	103,437	2.0	103,437
5543	Data Auditor III	12	1.0	44,394	1.0	46,352	1.0	46,352
0907	Clerk V	11	5.0	242,294	4.0	201,840	4.0	201,840
0955	Data Entry Operator III	11	1.0	47,229				
5545	General Office Assistant III	11	1.0	42,023	1.0	43,876	1.0	43,876
5629	Cashier II Senior-Clerk of the Circuit Court	11	1.0	47,229				
6586	Expungement Clerk II	11			1.0	46,685	1.0	46,685
0227	Cashier II	10	6.0	244,724	4.0	174,122	4.0	174,122
4210	Data Entry Operator II, Sr (Courts)	10	7.0	297,155	3.0	135,686	3.0	135,256
4220	Clerk IV, Senior (Courts)	10	24.0	983,998	20.0	867,721	20.0	866,850
5622	Financial Room Clerk II-Clerk of the Circuit Court	10			2.0	86,750	2.0	86,750
			84.0	\$4,204,296	80.0	\$4,257,470	79.0	\$4,134,002
04 District 4 - Maywood - 3351104								
5497	Chief Deputy Clerk IV	23	1.0	117,999	1.0	121,703	1.0	121,703
5746	Manager V-CCC	18	3.0	176,689	3.0	189,025	3.0	189,025
5685	Courtroom Manager I-Clerk of the Circuit Court	16	1.0	45,288	1.0	46,747	1.0	46,747
5807	Bookkeeper VIII-CCC	16	1.0	67,831	1.0	70,931	1.0	70,931
0608	Court Clerk/Trainer	15	1.0	65,739	1.0	67,888	1.0	67,888
0638	Investigator I	14	1.0	46,201	1.0	47,395	1.0	47,395
0552	Court Clerk II	14	8.0	464,880	10.0	619,647	10.0	619,647

PERSONAL SERVICES - SUMMARY OF POSITIONS BY BUSINESS UNIT AND JOB CODE  
DEPARTMENT 335 - CLERK OF THE CIRCUIT COURT - OFFICE OF THE CLERK

Exhibit 7

Job Code	Title	Grade	2016 Approved & Adopted		Department Request		President's Recommendation	
			FTE Pos.	Salaries	FTE Pos.	Salaries	FTE Pos.	Salaries
02 Criminal Division - 3350902								
5497	Chief Deputy Clerk IV	23	1.0	113,949	1.0	119,345	1.0	119,345
5738	Deputy General Counsel III - CCC	22	1.0	102,621	1.0	107,293	1.0	107,293
5748	Manager VII-CCC	20	1.0	84,904	1.0	65,999	1.0	65,999
5687	Courtroom Manager III-Clerk of the Circuit Court	18	1.0	74,209	1.0	77,005	1.0	77,005
5746	Manager V-CCC	18	1.0	63,892	1.0	65,796	1.0	65,796
5686	Courtroom Manager II-Clerk of the Circuit Court	17	1.0	66,827	1.0	69,030	1.0	69,030
5682	Timekeeper-Administrative Assistant III-Clerk of the Circuit Court	16	1.0	67,160	1.0	69,162	1.0	69,162
5744	Manager III-CCC	16	1.0	58,114	1.0	59,986	1.0	59,986
5807	Bookkeeper VIII-CCC	16	1.0	67,831	1.0	70,931	1.0	70,931
0608	Court Clerk/Trainer	15	1.0	62,230	1.0	66,640	1.0	66,640
0552	Court Clerk II	14	5.0	301,283	6.0	378,384	6.0	378,384
5742	Manager I-CCC	14	1.0	46,665	1.0	61,076	1.0	61,076
0551	Court Clerk I	13	45.0	2,363,786	32.0	1,792,890	32.0	1,792,890
5630	Cashier IV	13			1.0	55,941	1.0	55,941
5638	Data Entry Operator IV	13	1.0	56,878	1.0	58,737	1.0	58,737
5640	Warrant Clerk	13			1.0	54,388	1.0	54,388
0046	Administrative Assistant I	12	6.0	316,125	8.0	430,312	8.0	430,312
0907	Clerk V	11	5.0	237,576	4.0	184,413	4.0	184,413
5629	Cashier II Senior-Clerk of the Circuit Court	11			1.0	48,771	1.0	48,771
6586	Expungement Clerk II	11			1.0	37,792	1.0	37,792
0227	Cashier II	10	3.0	107,446	2.0	67,584		
4210	Data Entry Operator II, Sr (Courts)	10	2.0	74,716	2.0	77,167	1.0	43,375
4220	Clerk IV, Senior (Courts)	10	14.0	572,122	13.0	546,403	13.0	546,054
5544	General Office Assistant I	10	1.0	41,813	1.0	43,424	1.0	43,424
			93.0	\$4,880,147	84.0	\$4,608,469	81.0	\$4,506,744
03 Criminal Department - 3350903								
5497	Chief Deputy Clerk IV	23	1.0	104,687	1.0	109,302	1.0	109,302
5488	Assistant Chief Deputy Clerk III	22	1.0	91,504	1.0	95,316	1.0	95,316
5748	Manager VII-CCC	20	1.0	95,221	1.0	60,470	1.0	60,470
5746	Manager V-CCC	18	1.0	65,508	1.0	69,188	1.0	69,188
5745	Manager IV-CCC	17	4.0	261,258	4.0	268,205	4.0	268,205
4804	File Manager III	16	1.0	59,289	1.0	67,461	1.0	67,461
5744	Manager III-CCC	16	6.0	368,943	6.0	364,356	6.0	364,356
5800	Administrative Support IV	16	1.0	53,927	1.0	60,611	1.0	60,611
0608	Court Clerk/Trainer	15	3.0	192,859	2.0	130,278	2.0	130,278
0552	Court Clerk II	14	7.0	427,469	5.0	315,320	5.0	315,320
5534	Assistant Manager III-Finance	14	1.0	42,231	1.0	43,660	1.0	43,660
5680	Timekeeper-Administrative Assistant I-Clerk of the Circuit Court	14	1.0	46,432	1.0	47,853	1.0	47,853
5742	Manager I-CCC	14	2.0	112,446	2.0	117,014	2.0	117,014
0142	Accountant II	13	1.0	56,878	1.0	58,737	1.0	58,737
0551	Court Clerk I	13	51.6	2,766,423	49.0	2,695,838	49.0	2,695,426
5625	Financial Room Clerk V-Clerk of the Circuit Court	13	8.0	431,026	8.0	446,836	8.0	446,836
5630	Cashier IV	13	1.0	56,878	1.0	58,741	1.0	58,159
5638	Data Entry Operator IV	13			1.0	58,737	1.0	58,737
5640	Warrant Clerk	13	6.0	341,268	6.0	352,422	5.0	293,685
0046	Administrative Assistant I	12	3.0	155,397	2.0	106,760	2.0	106,760
0228	Cashier III	12	2.0	100,892	1.0	52,230	1.0	52,230

PERSONAL SERVICES - SUMMARY OF POSITIONS BY BUSINESS UNIT AND JOB CODE  
DEPARTMENT 335 - CLERK OF THE CIRCUIT COURT - OFFICE OF THE CLERK

Exhibit 8

Job Code	Title	Grade	2016 Approved & Adopted		Department Request		President's Recommendation	
			FTE Pos.	Salaries	FTE Pos.	Salaries	FTE Pos.	Salaries
0907	Clerk V	11	7.0	340,039	5.0	248,727	5.0	248,727
0955	Data Entry Operator III	11			1.0	48,771	1.0	48,771
0227	Cashier II	10	1.0	44,022	3.0	125,260	3.0	125,260
4210	Data Entry Operator II, Sr (Courts)	10	1.0	34,112	1.0	43,362	1.0	43,362
4215	Warehouse Records Clerk I, Senior	10	1.0	40,288	1.0	43,362	1.0	43,362
4220	Clerk IV, Senior (Courts)	10	16.0	653,159	15.0	643,038	15.0	643,038
			<b>94.0</b>	<b>\$4,972,369</b>	<b>89.0</b>	<b>\$4,897,768</b>	<b>89.0</b>	<b>\$4,897,768</b>
08 Family Law Bureau								
01 Family Law Administration - 3350801								
0010	Associate Clerk of the Circuit Court	24	1.0	119,182	1.0	122,166		1
5746	Manager V-CCC	18	1.0	73,102	1.0	74,932	1.0	74,932
5802	Administrative Support VI	18	1.0	59,584	1.0	61,691	1.0	61,691
5744	Manager III-CCC	16	1.0	62,009	1.0	63,907	1.0	63,907
5680	Timekeeper-Administrative Assistant I-Clerk of the Circuit Court	14	1.0	48,323	1.0	49,613	1.0	49,613
			<b>5.0</b>	<b>\$362,200</b>	<b>5.0</b>	<b>\$372,309</b>	<b>4.0</b>	<b>\$250,144</b>
02 Domestic Relations Division - 3350802								
5497	Chief Deputy Clerk IV	23	1.0	97,136	1.0	100,185	1.0	100,185
5488	Assistant Chief Deputy Clerk III	22	1.0	104,687	1.0	108,970	1.0	108,970
5746	Manager V-CCC	18	1.0	49,053	1.0	44,693	1.0	44,693
5802	Administrative Support VI	18	1.0	79,178	1.0	82,562	1.0	82,562
5684	Assistant Manager V-Clerk of the Circuit Court	16	1.0	58,407	1.0	60,240	1.0	60,240
5744	Manager III-CCC	16	1.0	48,323	1.0	49,841	1.0	49,841
0608	Court Clerk/Trainer	15	3.0	197,217	3.0	203,666	2.0	135,776
5681	Timekeeper-Administrative Assistant II-Clerk of the Circuit Court	15	1.0	61,090	1.0	67,547	1.0	67,547
0552	Court Clerk II	14	2.0	122,134	2.0	126,128	2.0	126,128
5534	Assistant Manager III-Finance	14	1.0	46,201	1.0	54,500	1.0	54,500
6646	Cashier V-CCC	14			1.0	60,748	1.0	60,748
0551	Court Clerk I	13	31.0	1,695,976	28.0	1,602,488	28.0	1,602,488
5630	Cashier IV	13	1.0	54,793				
5639	Administrative Assistant I Senior (CCC)	13	1.0	56,878	1.0	58,737	1.0	58,737
0046	Administrative Assistant I	12			1.0	54,846	1.0	54,846
0228	Cashier III	12			1.0	51,953	1.0	51,953
5637	Data Entry Operator III Senior - Clerk of the Circuit Court	12			1.0	54,846	1.0	54,846
0907	Clerk V	11			3.0	135,108	3.0	135,108
0955	Data Entry Operator III	11	1.0	47,229	1.0	51,207	1.0	51,207
5629	Cashier II Senior-Clerk of the Circuit Court	11	1.0	47,229				
0227	Cashier II	10	3.0	128,562	3.0	123,165	3.0	123,165
4210	Data Entry Operator II, Sr (Courts)	10			3.0	132,517	3.0	132,517
4220	Clerk IV, Senior (Courts)	10	6.0	257,600	6.0	258,194	6.0	258,194
5773	Personnel Specialist I - CCC	10	1.0	45,064	1.0	46,191	1.0	46,191
			<b>58.0</b>	<b>\$3,196,757</b>	<b>63.0</b>	<b>\$3,528,332</b>	<b>62.0</b>	<b>\$3,460,442</b>
03 Juvenile Child Protection Division - 3350803								
5497	Chief Deputy Clerk IV	23	1.0	104,687	1.0	109,302	1.0	109,302
5776	Procurement Analyst IV - CCC	17	1.0	65,835	1.0	68,108	1.0	68,108
5682	Timekeeper-Administrative Assistant III-Clerk of the Circuit Court	16	1.0	67,160	1.0	69,267	1.0	69,267
0608	Court Clerk/Trainer	15	1.0	65,739	1.0	67,888	1.0	67,888
0552	Court Clerk II	14	5.0	305,335	5.0	296,898	5.0	296,898
5534	Assistant Manager III-Finance	14	1.0	56,123	1.0	57,706	1.0	57,706

**PERSONAL SERVICES - SUMMARY OF POSITIONS BY BUSINESS UNIT AND JOB CODE** Exhibit 9  
**DEPARTMENT 335 - CLERK OF THE CIRCUIT COURT - OFFICE OF THE CLERK**

Job Code	Title	Grade	2016 Approved & Adopted		Department Re...			
			FTE Pos.	Salaries	FTE Pos.	Salaries	FTE Pos.	Salaries
5238	Clerk IV, Senior (Courts)	10	2.0	84,796	1.0	44,561	1.0	44,561
			7.0	\$434,729	4.0	\$282,141	4.0	\$282,141
<b>04 Appeals - 3350604</b>								
5497	Chief Deputy Clerk IV	23	1.0	110,041	1.0	113,409	1.0	113,409
5488	Assistant Chief Deputy Clerk III	22	1.0	112,260	1.0	116,226	1.0	116,226
0046	Administrative Assistant I	12	3.0	156,798	3.0	162,926	3.0	162,926
0907	Clerk V	11	1.0	46,301	1.0	48,771	1.0	48,771
5545	General Office Assistant III	11	1.0	45,064	1.0	46,334	1.0	46,334
4210	Data Entry Operator II, Sr (Courts)	10	1.0	43,158	1.0	44,571	1.0	44,571
4220	Clerk IV, Senior (Courts)	10	4.0	162,371	2.0	87,946	2.0	87,946
5544	General Office Assistant I	10	1.0	38,799	1.0	46,191	1.0	46,191
			13.0	\$714,792	11.0	\$666,374	11.0	\$666,374
<b>05 General Counsel - 3350605</b>								
5491	General Counsel-CCC	24	1.0	116,035	1.0	118,940	1.0	118,940
5738	Deputy General Counsel III - CCC	22	1.0	78,392	1.0	83,114	1.0	83,114
5737	Deputy General Counsel I - CCC	20	1.0	79,178	1.0	87,802	1.0	87,802
			3.0	\$273,605	3.0	\$289,856	3.0	\$289,856
<b>07 County Wide Operations Bureau</b>								
<b>01 County-Wide Operations Bureau Administration - 3350701</b>								
5496	Chief Deputy Clerk III	22	1.0	115,093	1.0	73,090	1.0	73,090
			1.0	\$115,093	1.0	\$73,090	1.0	\$73,090
<b>02 Chancery Division - 3350702</b>								
5497	Chief Deputy Clerk IV	23	1.0	97,136	1.0	99,954	1.0	99,954
5487	Assistant Chief Deputy Clerk II	21	1.0	87,920	1.0	90,960	1.0	90,960
5745	Manager IV-CCC	17	1.0	70,947	1.0	73,513	1.0	73,513
5800	Administrative Support IV	16	1.0	56,123	1.0	57,750	1.0	57,750
0608	Court Clerk/Trainer	15	1.0	61,381	1.0	63,390	1.0	63,390
0552	Court Clerk II	14	3.0	183,201	3.0	189,192	3.0	189,192
5798	Administrative Support II	14	1.0	53,927	1.0	57,474	1.0	57,474
6646	Cashier V-CCC	14			1.0	60,056	1.0	60,056
0551	Court Clerk I	13	13.0	709,246	26.0	1,452,141	26.0	1,452,141
5630	Cashier IV	13	1.0	56,878				
0046	Administrative Assistant I	12	2.0	106,218	2.0	109,692	2.0	109,692
0228	Cashier III	12	1.0	53,109	1.0	52,230	1.0	52,230
1101	Computer Operator I	12	1.0	46,293	1.0	49,055	1.0	49,055
0955	Data Entry Operator III	11			4.0	192,624	4.0	192,624
5623	Financial Room Clerk III - Clerk of the Circuit Court	11	1.0	36,594	1.0	51,074	1.0	51,074
0227	Cashier II	10	3.0	118,909	4.0	156,598	4.0	156,263
4210	Data Entry Operator II, Sr (Courts)	10			5.0	209,556	5.0	209,556
4215	Warehouse Records Clerk I, Senior	10	1.0	42,004				
4220	Clerk IV, Senior (Courts)	10	10.0	417,724	16.0	634,933	16.0	634,933
			42.0	\$2,197,610	70.0	\$3,600,192	70.0	\$3,599,857
<b>03 Probate Division - 3350703</b>								
5497	Chief Deputy Clerk IV	23	1.0	117,999	1.0	121,236	1.0	121,236
5748	Manager VII-CCC	20	1.0	85,326	1.0	89,709	1.0	89,709
5746	Manager V-CCC	18	1.0	72,018	1.0	74,337	1.0	74,337
5800	Administrative Support IV	16	1.0	68,512	1.0	71,728	1.0	71,728
0608	Court Clerk/Trainer	15	1.0	60,961	1.0	67,888	1.0	67,888
0552	Court Clerk II	14	2.0	122,134	5.0	315,320	5.0	315,320
0551	Court Clerk I	13	9.0	468,134	8.0	437,234	8.0	437,234

Comparison of Annual Budgeted Average Salaries and Budgeted Average Salaries with Approved Increase Percentages  
Fiscal Years 2012-2017

Year	Budgeted Salary	FTE			FTE x Budgeted Hours		
2012	26,103,930	423.5			424 x 2080 = 879,840		
2013	28,002,694	432.3			432 x 2080 = 898,560		
2014	27,608,322	420			420 x 2080 = 873,600		
2015	27,587,574	411.2			411 x 2080 = 854,880		
2016	28,351,183	399.2			399 x 2080 = 829,920		
2017	28,492,468	390.8			391 x 2080 = 813,280		
Year	Budgeted Salary x Annual Hours = Avg Hourly Rate				Avg Hourly Rate With Cost of Living and Anniversary Increases	County Approved Increase	
2012	26,103,930 / 879,840 = 29.669				29.669		
2013	28,002,694 / 898,560 = 31.164				29.669 x 1.0575 = 31.37	2012 3.75% COLA 2013 2% Anniv	
2014	27,608,322 / 873,600 = 31.6				31.37 x 1.02 = 32.00	2% Anniv	
2015	27,587,574 / 854,880 = 32.271						
2016	28,351,183 / 829,920 = 34.161				32.0 x 1.085 = 34.72	2015 2.0% COLA 2015 4.5% COLA 2016 2% COLA	
2017	28,492,468 / 813,280 = 35.034				34.72 x 1.015 = 35.24	1.5% COLA	