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GENERAL INTENT

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

POSITION CLASSIFICATION AND UNION PAY PLAN

SALARY SCHEDULES

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

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

I. ENTRY RATE

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

II. APPLICABILITY OF STEP PROGRESSION AND STEP PLACEMENT

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

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

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

SCHEDULE II	Grades FA through FF
SCHEDULE VIII	Grades CA through CK
SCHEDULE IX	Grades DA through DK

B. Anniversary step advancement will be effective the first full pay period following the employee's anniversary date.

C. Eligibility for longevity step advancement and longevity step placement must be in conformance with the years of service requirements established in the respective salary schedules and/or collective bargaining agreements.

D. Eligibility for step placement for Trades Apprentices shall be in accordance with provisions as set forth in agreement between the County and respective trades.

III. EXISTING RATES

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

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

An employee whose salary is within the limits of the salary grade in which the position is placed, but does not correspond to one of the established steps of the salary grade, shall be eligible for an increase to the first established step above the

present salary at the time of the employee's next anniversary as required by the applicable collective bargaining agreement.

IV. TRANSFERS OR CHANGES OF POSITIONS

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

V. PROMOTIONS

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

A. The new salary does not exceed the maximum established for the grade to which the employee is promoted.

B. The new salary is not below the first step established for the grade to which the employee is promoted.

C. Years of service requirements are fulfilled concerning longevity step placement. If years of service requirements are met, the employee will be placed at the appropriate step that provides a salary increase that complies with longevity requirements not to exceed five percent (5%).

D. A previous promotion has not been given within the same fiscal year. *

E. The budget of the department to which the employee is assigned can accommodate the salary.

F. In all cases, an employee must spend at least 6 months in the job classification from which he or she is being promoted.

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

VI. DEMOTIONS

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

A. An employee demoted to a position in a lower salary grade shall have the rate of pay or salary adjusted in the new position to the same rate of pay of the new salary grade as in the grade from which the employee is demoted. The employee's anniversary date does not change.

B. An employee promoted to a position in a higher salary grade and subsequently demoted to a position in a lower salary grade, within 6 months of the promotion, shall have the salary adjusted to the step of the salary grade to which the employee would be entitled had the employee remained in the salary grade from which he or she was promoted. In such cases, the anniversary date of the employee does not change.

VII. RECLASSIFICATION OF POSITIONS

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

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

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

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

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

VIII. UPGRADING OF POSITIONS

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

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

IX. DOWNGRADING OF POSITIONS

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

X. SALARY RATES BASED UPON FULL-TIME EMPLOYMENT

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

XI. PREVAILING RATE POSITIONS

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

XII. SALARIES AND WAGES OF EXTRA EMPLOYEES

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

XIII. CONTINUITY OF SERVICE

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

XIV. GENERAL PROVISIONS

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

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

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

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

Effective June 1, 2020

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Grade		Entry Rate1	Entry Rate 2	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
9	Hourly	14.341	15.934	16.611	17.319	18.054	18.822	19.625	20.457	21.018	21.546	22.625
	Bi-Weekly	1,147.28	1,274.72	1,328.88	1,385.52	1,444.32	1,505.76	1,570.00	1,636.56	1,681.44	1,723.68	1,810.00
	Annual	29,829	33,142	34,550	36,023	37,552	39,149	40,820	42,550	43,717	44,815	47,060
10	Hourly	15.361	17.068	17.795	18.552	19.338	20.160	21.017	21.911	22.515	23.081	24.233
	Bi-Weekly	1,228.88	1,365.44	1,423.60	1,484.16	1,547.04	1,612.80	1,681.36	1,752.88	1,801.20	1,846.48	1,938.64
	Annual	31,950	35,501	37,013	38,588	40,223	41,932	43,715	45,574	46,831	48,008	50,404
11	Hourly	16.491	18.312	19.090	19.904	20.748	21.628	22.547	23.507	24.154	24.761	25.998
	Bi-Weekly	1,319.28	1,464.96	1,527.20	1,592.32	1,659.84	1,730.24	1,803.76	1,880.56	1,932.32	1,980.88	2,079.84
	Annual	34,301	38,088	39,707	41,400	43,155	44,986	46,897	48,894	50,240	51,502	54,075
12	Hourly	17.649	19.607	20.446	21.316	22.222	23.164	24.150	25.176	25.868	26.518	27.844
	Bi-Weekly	1,411.92	1,568.56	1,635.68	1,705.28	1,777.76	1,853.12	1,932.00	2,014.08	2,069.44	2,121.44	2,227.52
	Annual	36,709	40,782	42,527	44,337	46,221	48,181	50,232	52,366	53,805	55,157	57,915
13	Hourly	18.904	21.005	21.897	22.826	23.798	24.809	25.862	26.962	27.704	28.400	29.819
	Bi-Weekly	1,512.32	1,680.40	1,751.76	1,826.08	1,903.84	1,984.72	2,068.96	2,156.96	2,216.32	2,272.00	2,385.52
	Annual	39,320	43,690	45,545	47,478	49,499	51,602	53,792	56,080	57,624	59,072	62,023
14	Hourly	20.296	22.552	23.511	24.509	25.551	26.635	27.767	28.948	29.743	30.490	32.015
	Bi-Weekly	1,623.68	1,804.16	1,880.88	1,960.72	2,044.08	2,130.80	2,221.36	2,315.84	2,379.44	2,439.20	2,561.20
	Annual	42,215	46,908	48,902	50,978	53,146	55,400	57,755	60,211	61,865	63,419	66,591
15	Hourly	21.850	24.278	25.308	26.383	27.504	28.673	29.893	31.162	32.021	32.827	34.467
	Bi-Weekly	1,748.00	1,942.24	2,024.64	2,110.64	2,200.32	2,293.84	2,391.44	2,492.96	2,561.68	2,626.16	2,757.36
	Annual	45,448	50,498	52,640	54,876	57,208	59,639	62,177	64,816	66,603	68,280	71,691
16	Hourly	23.455	26.061	27.169	28.323	29.526	30.780	32.088	33.455	34.374	35.237	36.997
	Bi-Weekly	1,876.40	2,084.88	2,173.52	2,265.84	2,362.08	2,462.40	2,567.04	2,676.40	2,749.92	2,818.96	2,959.76
	Annual	48,786	54,206	56,511	58,911	61,414	64,022	66,743	69,586	71,497	73,292	76,953
17	Hourly	25.171	27.967	29.159	30.394	31.687	33.033	34.438	35.901	36.889	37.815	39.704
	Bi-Weekly	2,013.68	2,237.36	2,332.72	2,431.52	2,534.96	2,642.64	2,755.04	2,872.08	2,951.12	3,025.20	3,176.32
	Annual	52,355	58,171	60,650	63,219	65,908	68,708	71,631	74,674	76,729	78,655	82,584
18	Hourly	26.963	29.958	31.230	32.558	33.941	35.384	36.889	38.455	39.513	40.506	42.533
	Bi-Weekly	2,157.04	2,396.64	2,498.40	2,604.64	2,715.28	2,830.72	2,951.12	3,076.40	3,161.04	3,240.48	3,402.64
	Annual	56,083	62,312	64,958	67,720	70,597	73,598	76,729	79,986	82,187	84,252	88,468
19	Hourly	29.574	32.859	34.258	35.715	37.232	38.812	40.465	42.182	43.344	44.431	46.654
	Bi-Weekly	2,365.92	2,628.72	2,740.64	2,857.20	2,978.56	3,104.96	3,237.20	3,374.56	3,467.52	3,554.48	3,732.32
	Annual	61,513	68,346	71,256	74,287	77,442	80,728	84,167	87,738	90,155	92,416	97,040
20	Hourly	32.475	36.084	37.617	39.217	40.884	42.620	44.431	46.319	47.593	48.788	51.226
	Bi-Weekly	2,598.00	2,886.72	3,009.36	3,137.36	3,270.72	3,409.60	3,554.48	3,705.52	3,807.44	3,903.04	4,098.08
	Annual	67,548	75,054	78,243	81,571	85,038	88,649	92,416	96,343	98,993	101,479	106,550
21	Hourly	35.690	39.655	41.340	43.097	44.929	46.837	48.827	50.904	52.305	53.615	56.295
	Bi-Weekly	2,855.20	3,172.40	3,307.20	3,447.76	3,594.32	3,746.96	3,906.16	4,072.32	4,184.40	4,289.20	4,503.60
	Annual	74,235	82,482	85,987	89,641	93,452	97,420	101,560	105,880	108,794	111,519	117,093
22	Hourly	39.165	43.517	45.367	47.294	49.303	51.400	53.582	55.861	57.396	58.837	61.779
	Bi-Weekly	3,133.20	3,481.36	3,629.36	3,783.52	3,944.24	4,112.00	4,286.56	4,468.88	4,591.68	4,706.96	4,942.32
	Annual	81,463	90,515	94,363	98,371	102,550	106,912	111,450	116,190	119,383	122,380	128,500
23	Hourly	41.077	45.641	47.584	49.606	51.713	53.911	56.202	58.591	60.201	61.714	64.800
	Bi-Weekly	3,286.16	3,651.28	3,806.72	3,968.48	4,137.04	4,312.88	4,496.16	4,687.28	4,816.08	4,937.12	5,184.00
	Annual	85,440	94,933	98,974	103,180	107,563	112,134	116,900	121,869	125,218	128,365	134,784

Effective June 1, 2020

SCHEDULE I
BUREAU OF HUMAN RESOURCES
GENERAL

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
9	Hourly	14.341	15.934	16.658	17.469	18.312	19.156	20.069	20.639	20.846	21.460
	Bi-Weekly	1,147.28	1,274.72	1,332.64	1,397.52	1,464.96	1,532.48	1,605.52	1,651.12	1,667.68	1,716.80
	Annual	29,829	33,142	34,648	36,335	38,088	39,844	41,743	42,929	43,359	44,636
10	Hourly	15.362	17.068	17.865	18.706	19.611	20.553	21.515	21.924	22.156	22.812
	Bi-Weekly	1,228.96	1,365.44	1,429.20	1,496.48	1,568.88	1,644.24	1,721.20	1,753.92	1,772.48	1,824.96
	Annual	31,952	35,501	37,159	38,908	40,790	42,750	44,751	45,601	46,084	47,448
11	Hourly	16.480	18.312	19.156	20.069	21.005	22.043	23.159	23.624	23.841	24.573
	Bi-Weekly	1,318.40	1,464.96	1,532.48	1,605.52	1,680.40	1,763.44	1,852.72	1,889.92	1,907.28	1,965.84
	Annual	34,278	38,088	39,844	41,743	43,690	45,849	48,170	49,137	49,589	51,111
12	Hourly	17.650	19.611	20.553	21.515	22.552	23.711	24.809	25.294	25.547	26.323
	Bi-Weekly	1,412.00	1,568.88	1,644.24	1,721.20	1,804.16	1,896.88	1,984.72	2,023.52	2,043.76	2,105.84
	Annual	36,712	40,790	42,750	44,751	46,908	49,318	51,602	52,611	53,137	54,751
13	Hourly	18.904	21.005	22.043	23.159	24.278	25.378	26.648	27.179	27.439	28.269
	Bi-Weekly	1,512.32	1,680.40	1,763.44	1,852.72	1,942.24	2,030.24	2,131.84	2,174.32	2,195.12	2,261.52
	Annual	39,320	43,690	45,849	48,170	50,498	52,786	55,427	56,532	57,073	58,799
14	Hourly	20.228	22.552	23.711	24.809	26.061	27.295	28.592	29.181	29.472	30.361
	Bi-Weekly	1,618.24	1,804.16	1,896.88	1,984.72	2,084.88	2,183.60	2,287.36	2,334.48	2,357.76	2,428.88
	Annual	42,074	46,908	49,318	51,602	54,206	56,773	59,471	60,696	61,301	63,150
15	Hourly	21.850	24.278	25.378	26.648	27.967	29.372	30.755	31.375	31.695	32.640
	Bi-Weekly	1,748.00	1,942.24	2,030.24	2,131.84	2,237.36	2,349.76	2,460.40	2,510.00	2,535.60	2,611.20
	Annual	45,448	50,498	52,786	55,427	58,171	61,093	63,970	65,260	65,925	67,891
16	Hourly	23.455	26.061	27.295	28.592	29.958	31.404	32.859	33.537	33.862	34.882
	Bi-Weekly	1,876.40	2,084.88	2,183.60	2,287.36	2,396.64	2,512.32	2,628.72	2,682.96	2,708.96	2,790.56
	Annual	48,786	54,206	56,773	59,471	62,312	65,320	68,346	69,756	70,432	72,554
17	Hourly	25.171	27.967	29.372	30.755	32.186	33.776	35.447	36.140	36.486	37.589
	Bi-Weekly	2,013.68	2,237.36	2,349.76	2,460.40	2,574.88	2,702.08	2,835.76	2,891.20	2,918.88	3,007.12
	Annual	52,355	58,171	61,093	63,970	66,946	70,254	73,729	75,171	75,890	78,185
18	Hourly	26.963	29.958	31.404	32.859	34.493	36.084	37.865	38.640	39.006	40.212
	Bi-Weekly	2,157.04	2,396.64	2,512.32	2,628.72	2,759.44	2,886.72	3,029.20	3,091.20	3,120.48	3,216.96
	Annual	56,083	62,312	65,320	68,346	71,745	75,054	78,759	80,371	81,132	83,640
19	Hourly	29.574	32.859	34.493	36.084	37.865	39.655	41.556	42.187	42.599	43.890
	Bi-Weekly	2,365.92	2,628.72	2,759.44	2,886.72	3,029.20	3,172.40	3,324.48	3,374.96	3,407.92	3,511.20
	Annual	61,513	68,346	71,745	75,054	78,759	82,482	86,436	87,748	88,605	91,291
20	Hourly	32.475	36.084	37.865	39.655	41.556	43.517	45.641	46.311	46.760	48.171
	Bi-Weekly	2,598.00	2,886.72	3,029.20	3,172.40	3,324.48	3,481.36	3,651.28	3,704.88	3,740.80	3,853.68
	Annual	67,548	75,054	78,759	82,482	86,436	90,515	94,933	96,326	97,260	100,195
21	Hourly	35.690	39.655	41.556	43.517	45.641	47.807	50.134	50.877	51.384	52.943
	Bi-Weekly	2,855.20	3,172.40	3,324.48	3,481.36	3,651.28	3,824.56	4,010.72	4,070.16	4,110.72	4,235.44
	Annual	74,235	82,482	86,436	90,515	94,933	99,438	104,278	105,824	106,878	110,121
22	Hourly	39.165	43.517	45.641	47.807	50.134	52.463	54.990	55.799	56.353	58.043
	Bi-Weekly	3,133.20	3,481.36	3,651.28	3,824.56	4,010.72	4,197.04	4,399.20	4,463.92	4,508.24	4,643.44
	Annual	81,463	90,515	94,933	99,438	104,278	109,123	114,379	116,061	117,214	120,729
23	Hourly	41.077	45.641	47.807	50.134	52.463	54.990	57.728	58.583	59.166	60.955
	Bi-Weekly	3,286.16	3,651.28	3,824.56	4,010.72	4,197.04	4,399.20	4,618.24	4,686.64	4,733.28	4,876.40
	Annual	85,440	94,933	99,438	104,278	109,123	114,379	120,074	121,852	123,065	126,786

Effective June 1, 2020

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

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
14	Hourly	22.552	23.711	24.809	26.061	27.295	28.592	29.181	29.472	30.361
	Bi-Weekly	1,804.16	1,896.88	1,984.72	2,084.88	2,183.60	2,287.36	2,334.48	2,357.76	2,428.88
	Annual	46,908	49,318	51,602	54,206	56,773	59,471	60,696	61,301	63,150
15	Hourly	24.278	25.378	26.648	27.967	29.372	30.755	31.375	31.695	32.640
	Bi-Weekly	1,942.24	2,030.24	2,131.84	2,237.36	2,349.76	2,460.40	2,510.00	2,535.60	2,611.20
	Annual	50,498	52,786	55,427	58,171	61,093	63,970	65,260	65,925	67,891
16	Hourly	26.061	27.295	28.592	29.958	31.404	32.859	33.537	33.862	34.882
	Bi-Weekly	2,084.88	2,183.60	2,287.36	2,396.64	2,512.32	2,628.72	2,682.96	2,708.96	2,790.56
	Annual	54,206	56,773	59,471	62,312	65,320	68,346	69,756	70,432	72,554

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

Schedule I Chief Judge PDM Interpreters

PDM	Hourly
6/1/2019	26.255
6/1/2020	26.780

PDM2	Hourly
6/1/2019	35.638
6/1/2020	36.351

Effective: June 1, 2020

SCHEDULE I
BUREAU OF HUMAN RESOURCES
TELECOMMUNICATOR-SHERIFF - FOP

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step
18	Hourly	29.955	31.462	32.941	34.474	36.177	37.967	38.708	39.079	40.260
	Bi-Weekly	2,396.40	2,516.96	2,635.28	2,757.92	2,894.16	3,037.36	3,096.64	3,126.32	3,220.80
	Annual	62,306	65,440	68,517	71,705	75,248	78,971	80,512	81,284	83,740

Effective June 1, 2020

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

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

Effective June 1, 2020

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

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
21	Hourly	36.599	40.665	42.616	44.628	46.810	49.029	51.412	52.175	52.696	54.295
	Bi-Weekly	2,927.92	3,253.20	3,409.28	3,570.24	3,744.80	3,922.32	4,112.96	4,174.00	4,215.68	4,343.60
	Annual	76,125	84,583	88,641	92,826	97,364	101,980	106,936	108,524	109,607	112,933

Effective December 1, 2018

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

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
20	Hourly	32.540	36.156	37.694	39.296	40.965	42.706	44.521	45.745	46.893	49.237
	Bi-Weekly	2,603.20	2,892.48	3,015.52	3,143.68	3,277.20	3,416.48	3,561.68	3,659.60	3,751.44	3,938.96
	Annual	67,683	75,204	78,403	81,735	85,207	88,828	92,603	95,149	97,537	102,412

Effective June 1, 2020

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

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

Effective December 1, 2018

SCHEDULE I
BUREAU OF HUMAN RESOURCES
FOP - SOCIAL SERVICE SUPERVISORS

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
20	Hourly	32.540	36.156	37.694	39.296	40.965	42.706	44.521	45.745	46.893	49.237
	Bi-Weekly	2,603.20	2,892.48	3,015.52	3,143.68	3,277.20	3,416.48	3,561.68	3,659.60	3,751.44	3,938.96
	Annual	67,683	75,204	78,403	81,735	85,207	88,828	92,603	95,149	97,537	102,412

Effective September 1, 2020

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

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
23	Hourly	41.077	45.641	47.807	50.134	52.463	54.990	57.728	58.583	59.166	60.955
	Bi-Weekly	3,286.16	3,651.28	3,824.56	4,010.72	4,197.04	4,399.20	4,618.24	4,686.64	4,733.28	4,876.40
	Annual	85,440	94,933	99,438	104,278	109,123	114,379	120,074	121,852	123,065	126,786

Effective December 1, 2018

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

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step
20	Hourly	34.670	36.394	38.070	39.952	41.840	43.845	44.512	44.947	46.308
	Bi-Weekly	2,773.60	2,911.52	3,045.60	3,196.16	3,347.20	3,507.60	3,560.96	3,595.76	3,704.64
	Annual	72,113	75,699	79,185	83,100	87,027	91,197	92,584	93,489	96,320

Effective September 1, 2020

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

Grade		Entry Rate 1	Entry Rate 2	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
9	Hourly	14.341	15.934	16.611	17.319	18.054	18.822	19.625	20.457	21.018	21.439	22.512
	Bi-Weekly	1,147.28	1,274.72	1,328.88	1,385.52	1,444.32	1,505.76	1,570.00	1,636.56	1,681.44	1,715.12	1,800.96
	Annual	29,829	33,142	34,550	36,023	37,552	39,149	40,820	42,550	43,717	44,593	46,824
10	Hourly	15.361	17.068	17.795	18.552	19.338	20.160	21.017	21.911	22.515	22.964	24.113
	Bi-Weekly	1,228.88	1,365.44	1,423.60	1,484.16	1,547.04	1,612.80	1,681.36	1,752.88	1,801.20	1,837.12	1,929.04
	Annual	31,950	35,501	37,013	38,588	40,223	41,932	43,715	45,574	46,831	47,765	50,155
11	Hourly	16.491	18.312	19.090	19.904	20.748	21.628	22.547	23.507	24.154	24.637	25.868
	Bi-Weekly	1,319.28	1,464.96	1,527.20	1,592.32	1,659.84	1,730.24	1,803.76	1,880.56	1,932.32	1,970.96	2,069.44
	Annual	34,301	38,088	39,707	41,400	43,155	44,986	46,897	48,894	50,240	51,244	53,805
12	Hourly	17.649	19.607	20.446	21.316	22.222	23.164	24.150	25.176	25.868	26.384	27.705
	Bi-Weekly	1,411.92	1,568.56	1,635.68	1,705.28	1,777.76	1,853.12	1,932.00	2,014.08	2,069.44	2,110.72	2,216.40
	Annual	36,709	40,782	42,527	44,337	46,221	48,181	50,232	52,366	53,805	54,878	57,626
13	Hourly	18.904	21.005	21.897	22.826	23.798	24.809	25.862	26.962	27.704	28.259	29.670
	Bi-Weekly	1,512.32	1,680.40	1,751.76	1,826.08	1,903.84	1,984.72	2,068.96	2,156.96	2,216.32	2,260.72	2,373.60
	Annual	39,320	43,690	45,545	47,478	49,499	51,602	53,792	56,080	57,624	58,778	61,713
14	Hourly	20.296	22.552	23.511	24.509	25.551	26.635	27.767	28.948	29.743	30.338	31.856
	Bi-Weekly	1,623.68	1,804.16	1,880.88	1,960.72	2,044.08	2,130.80	2,221.36	2,315.84	2,379.44	2,427.04	2,548.48
	Annual	42,215	46,908	48,902	50,978	53,146	55,400	57,755	60,211	61,865	63,103	66,260
15	Hourly	21.850	24.278	25.308	26.383	27.504	28.673	29.893	31.162	32.021	32.662	34.293
	Bi-Weekly	1,748.00	1,942.24	2,024.64	2,110.64	2,200.32	2,293.84	2,391.44	2,492.96	2,561.68	2,612.96	2,743.44
	Annual	45,448	50,498	52,640	54,876	57,208	59,639	62,177	64,816	66,603	67,936	71,329
16	Hourly	23.455	26.061	27.169	28.323	29.526	30.780	32.088	33.455	34.374	35.061	36.814
	Bi-Weekly	1,876.40	2,084.88	2,173.52	2,265.84	2,362.08	2,462.40	2,567.04	2,676.40	2,749.92	2,804.88	2,945.12
	Annual	48,786	54,206	56,511	58,911	61,414	64,022	66,743	69,586	71,497	72,926	76,573
17	Hourly	25.171	27.967	29.159	30.394	31.687	33.033	34.438	35.901	36.889	37.627	39.507
	Bi-Weekly	2,013.68	2,237.36	2,332.72	2,431.52	2,534.96	2,642.64	2,755.04	2,872.08	2,951.12	3,010.16	3,160.56
	Annual	52,355	58,171	60,650	63,219	65,908	68,708	71,631	74,674	76,729	78,264	82,174
18	Hourly	26.963	29.958	31.230	32.558	33.941	35.384	36.889	38.455	39.513	40.305	42.322
	Bi-Weekly	2,157.04	2,396.64	2,498.40	2,604.64	2,715.28	2,830.72	2,951.12	3,076.40	3,161.04	3,224.40	3,385.76
	Annual	56,083	62,312	64,958	67,720	70,597	73,598	76,729	79,986	82,187	83,834	88,029
19	Hourly	29.574	32.859	34.258	35.715	37.232	38.812	40.465	42.182	43.344	44.211	46.422
	Bi-Weekly	2,365.92	2,628.72	2,740.64	2,857.20	2,978.56	3,104.96	3,237.20	3,374.56	3,467.52	3,536.88	3,713.76
	Annual	61,513	68,346	71,256	74,287	77,442	80,728	84,167	87,738	90,155	91,958	96,557
20	Hourly	32.475	36.084	37.617	39.217	40.884	42.620	44.431	46.319	47.593	48.545	50.972
	Bi-Weekly	2,598.00	2,886.72	3,009.36	3,137.36	3,270.72	3,409.60	3,554.48	3,705.52	3,807.44	3,883.60	4,077.76
	Annual	67,548	75,054	78,243	81,571	85,038	88,649	92,416	96,343	98,993	100,973	106,021
21	Hourly	35.690	39.655	41.340	43.097	44.929	46.837	48.827	50.904	52.305	53.348	56.016
	Bi-Weekly	2,855.20	3,172.40	3,307.20	3,447.76	3,594.32	3,746.96	3,906.16	4,072.32	4,184.40	4,267.84	4,481.28
	Annual	74,235	82,482	85,987	89,641	93,452	97,420	101,560	105,880	108,794	110,963	116,513
22	Hourly	39.165	43.517	45.367	47.294	49.303	51.400	53.582	55.861	57.396	58.543	61.473
	Bi-Weekly	3,133.20	3,481.36	3,629.36	3,783.52	3,944.24	4,112.00	4,286.56	4,468.88	4,591.68	4,683.44	4,917.84
	Annual	81,463	90,515	94,363	98,371	102,550	106,912	111,450	116,190	119,383	121,769	127,863
23	Hourly	41.077	45.641	47.584	49.606	51.713	53.911	56.202	58.591	60.201	61.406	64.476
	Bi-Weekly	3,286.16	3,651.28	3,806.72	3,968.48	4,137.04	4,312.88	4,496.16	4,687.28	4,816.08	4,912.48	5,158.08
	Annual	85,440	94,933	98,974	103,180	107,563	112,134	116,900	121,869	125,218	127,724	134,110

Effective September 1, 2020

SCHEDULE I
BUREAU OF HUMAN RESOURCES
PHARMACY TECHNICIANS - LOCAL 200

Grade		Entry Rate 1	Entry Rate 2	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step
10	Hourly	15.361	17.068	17.795	18.552	19.338	20.160	21.017	21.911	22.515	23.081	24.233
	Bi-Weekly	1,228.88	1,365.44	1,423.60	1,484.16	1,547.04	1,612.80	1,681.36	1,752.88	1,801.20	1,846.48	1,938.64
	Annual	31,950	35,501	37,013	38,588	40,223	41,932	43,715	45,574	46,831	48,008	50,404
13	Hourly	18.904	21.005	21.897	22.826	23.798	24.809	25.862	26.962	27.704	28.400	29.819
	Bi-Weekly	1,512.32	1,680.40	1,751.76	1,826.08	1,903.84	1,984.72	2,068.96	2,156.96	2,216.32	2,272.00	2,385.52
	Annual	39,320	43,690	45,545	47,478	49,499	51,602	53,792	56,080	57,624	59,072	62,023

Effective June 1, 2020

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

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 12 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 15 Years Service 9th Step	After 1 Year at 4th Longevity Rate & 20 Years Service 10th Step
9	Hourly	14.341	15.934	16.292	17.085	17.908	18.734	20.069	20.519	20.723	20.980	21.933
	Bi-Weekly	1,147.28	1,274.72	1,303.36	1,366.80	1,432.64	1,498.72	1,605.52	1,641.52	1,657.84	1,678.40	1,754.64
	Annual	29,829	33,142	33,887	35,536	37,248	38,966	41,743	42,679	43,103	43,638	45,620
10	Hourly	15.361	17.068	17.865	18.706	19.612	20.553	21.515	21.999	22.220	22.490	23.514
	Bi-Weekly	1,228.88	1,365.44	1,429.20	1,496.48	1,568.96	1,644.24	1,721.20	1,759.92	1,777.60	1,799.20	1,881.12
	Annual	31,950	35,501	37,159	38,908	40,792	42,750	44,751	45,757	46,217	46,779	48,909
11	Hourly	16.480	18.311	19.156	20.067	21.005	22.043	23.159	23.682	23.920	24.214	25.312
	Bi-Weekly	1,318.40	1,464.88	1,532.48	1,605.36	1,680.40	1,763.44	1,852.72	1,894.56	1,913.60	1,937.12	2,024.96
	Annual	34,278	38,086	39,844	41,739	43,690	45,849	48,170	49,258	49,753	50,365	52,648
12	Hourly	17.650	19.612	20.553	21.515	22.553	23.710	24.809	25.366	25.620	25.940	27.114
	Bi-Weekly	1,412.00	1,568.96	1,644.24	1,721.20	1,804.24	1,896.80	1,984.72	2,029.28	2,049.60	2,075.20	2,169.12
	Annual	36,712	40,792	42,750	44,751	46,910	49,316	51,602	52,761	53,289	53,955	56,397
13	Hourly	18.904	21.005	22.043	23.161	24.278	25.378	26.648	27.247	27.520	27.861	29.124
	Bi-Weekly	1,512.32	1,680.40	1,763.44	1,852.88	1,942.24	2,030.24	2,131.84	2,179.76	2,201.60	2,228.88	2,329.92
	Annual	39,320	43,690	45,849	48,174	50,498	52,786	55,427	56,673	57,241	57,950	60,577
14	Hourly	20.297	22.553	23.710	24.808	26.061	27.296	28.592	29.234	29.527	29.892	31.249
	Bi-Weekly	1,623.76	1,804.24	1,896.80	1,984.64	2,084.88	2,183.68	2,287.36	2,338.72	2,362.16	2,391.36	2,499.92
	Annual	42,217	46,910	49,316	51,600	54,206	56,775	59,471	60,806	61,416	62,175	64,997
15	Hourly	21.849	24.278	25.378	26.649	27.967	29.374	30.755	31.447	31.762	32.153	33.610
	Bi-Weekly	1,747.92	1,942.24	2,030.24	2,131.92	2,237.36	2,349.92	2,460.40	2,515.76	2,540.96	2,572.24	2,688.80
	Annual	45,445	50,498	52,786	55,429	58,171	61,097	63,970	65,409	66,064	66,878	69,908
16	Hourly	23.455	26.061	27.296	28.592	29.958	31.403	32.859	33.599	33.934	34.357	35.913
	Bi-Weekly	1,876.40	2,084.88	2,183.68	2,287.36	2,396.64	2,512.24	2,628.72	2,687.92	2,714.72	2,748.56	2,873.04
	Annual	48,786	54,206	56,775	59,471	62,312	65,318	68,346	69,885	70,582	71,462	74,699
17	Hourly	25.170	27.967	29.374	30.755	32.186	33.776	35.447	36.245	36.608	37.059	38.741
	Bi-Weekly	2,013.60	2,237.36	2,349.92	2,460.40	2,574.88	2,702.08	2,835.76	2,899.60	2,928.64	2,964.72	3,099.28
	Annual	52,353	58,171	61,097	63,970	66,946	70,254	73,729	75,389	76,144	77,082	80,581
18	Hourly	26.962	29.958	31.403	32.859	34.493	36.084	37.865	38.718	39.106	39.587	41.384
	Bi-Weekly	2,156.96	2,396.64	2,512.24	2,628.72	2,759.44	2,886.72	3,029.20	3,097.44	3,128.48	3,166.96	3,310.72
	Annual	56,080	62,312	65,318	68,346	71,745	75,054	78,759	80,533	81,340	82,340	86,078
19	Hourly	29.572	32.859	34.493	36.084	37.864	39.655	41.556	42.491	42.917	43.447	45.418
	Bi-Weekly	2,365.76	2,628.72	2,759.44	2,886.72	3,029.12	3,172.40	3,324.48	3,399.28	3,433.36	3,475.76	3,633.44
	Annual	61,509	68,346	71,745	75,054	78,757	82,482	86,436	88,381	89,267	90,369	94,469
20	Hourly	32.474	36.084	37.864	39.655	41.555	43.517	45.641	46.670	47.135	47.718	49.882
	Bi-Weekly	2,597.92	2,886.72	3,029.12	3,172.40	3,324.40	3,481.36	3,651.28	3,733.60	3,770.80	3,817.44	3,990.56
	Annual	67,545	75,054	78,757	82,482	86,434	90,515	94,933	97,073	98,040	99,253	103,754
21	Hourly	35.689	39.655	41.555	43.517	45.642	47.807	50.134	51.260	51.774	52.416	54.790
	Bi-Weekly	2,855.12	3,172.40	3,324.40	3,481.36	3,651.36	3,824.56	4,010.72	4,100.80	4,141.92	4,193.28	4,383.20
	Annual	74,233	82,482	86,434	90,515	94,935	99,438	104,278	106,620	107,689	109,025	113,963
22	Hourly	39.165	43.517	45.642	47.807	50.133	52.464	54.990	56.229	56.791	57.495	60.100
	Bi-Weekly	3,133.20	3,481.36	3,651.36	3,824.56	4,010.64	4,197.12	4,399.20	4,498.32	4,543.28	4,599.60	4,808.00
	Annual	81,463	90,515	94,935	99,438	104,276	109,125	114,379	116,956	118,125	119,589	125,008

Effective June 1, 2020

SCHEDULE I
BUREAU OF HUMAN RESOURCES
CORPORATE - SEIU LOCAL 73

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

Effective June 1, 2020

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

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 12 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 15 Years Service 9th Step	After 1 Year at 4th Longevity Rate & 20 Years Service 10th Step
19	Hourly	32.474	36.084	37.864	39.655	41.556	42.491	42.917	43.447	45.418	45.642	46.328
	Bi-Weekly	2,597.92	2,886.72	3,029.12	3,172.40	3,324.48	3,399.28	3,433.36	3,475.76	3,633.44	3,651.36	3,706.24
	Annual	67,545	75,054	78,757	82,482	86,436	88,381	89,267	90,369	94,469	94,935	96,362
20	Hourly	35.689	39.655	41.555	43.517	45.641	46.670	47.135	47.718	49.882	50.133	50.885
	Bi-Weekly	2,855.12	3,172.40	3,324.40	3,481.36	3,651.28	3,733.60	3,770.80	3,817.44	3,990.56	4,010.64	4,070.80
	Annual	74,233	82,482	86,434	90,515	94,933	97,073	98,040	99,253	103,754	104,276	105,840

Effective June 1, 2020

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

Grade		Entry Rate 1	Entry Rate 2	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
10	Hourly	15.361	17.068	17.795	18.552	19.338	20.160	21.017	21.911	22.515	22.964	24.113
	Bi-Weekly	1,228.88	1,365.44	1,423.60	1,484.16	1,547.04	1,612.80	1,681.36	1,752.88	1,801.20	1,837.12	1,929.04
	Annual	31,950	35,501	37,013	38,588	40,223	41,932	43,715	45,574	46,831	47,765	50,155
11	Hourly	16.481	18.312	19.090	19.904	20.748	21.628	22.547	23.507	24.154	24.637	25.868
	Bi-Weekly	1,318.48	1,464.96	1,527.20	1,592.32	1,659.84	1,730.24	1,803.76	1,880.56	1,932.32	1,970.96	2,069.44
	Annual	34,280	38,088	39,707	41,400	43,155	44,986	46,897	48,894	50,240	51,244	53,805
12	Hourly	17.649	19.611	20.446	21.316	22.222	23.164	24.150	25.176	25.868	26.384	27.705
	Bi-Weekly	1,411.92	1,568.88	1,635.68	1,705.28	1,777.76	1,853.12	1,932.00	2,014.08	2,069.44	2,110.72	2,216.40
	Annual	36,709	40,790	42,527	44,337	46,221	48,181	50,232	52,366	53,805	54,878	57,626
13	Hourly	18.904	21.005	21.897	22.826	23.798	24.809	25.862	26.962	27.704	28.259	29.670
	Bi-Weekly	1,512.32	1,680.40	1,751.76	1,826.08	1,903.84	1,984.72	2,068.96	2,156.96	2,216.32	2,260.72	2,373.60
	Annual	39,320	43,690	45,545	47,478	49,499	51,602	53,792	56,080	57,624	58,778	61,713
14	Hourly	20.296	22.552	23.511	24.509	25.551	26.635	27.767	28.948	29.743	30.338	31.856
	Bi-Weekly	1,623.68	1,804.16	1,880.88	1,960.72	2,044.08	2,130.80	2,221.36	2,315.84	2,379.44	2,427.04	2,548.48
	Annual	42,215	46,908	48,902	50,978	53,146	55,400	57,755	60,211	61,865	63,103	66,260
15	Hourly	21.850	24.278	25.308	26.383	27.504	28.673	29.893	31.162	32.021	32.662	34.293
	Bi-Weekly	1,748.00	1,942.24	2,024.64	2,110.64	2,200.32	2,293.84	2,391.44	2,492.96	2,561.68	2,612.96	2,743.44
	Annual	45,448	50,498	52,640	54,876	57,208	59,639	62,177	64,816	66,603	67,936	71,329
16	Hourly	23.455	26.061	27.169	28.323	29.526	30.780	32.088	33.455	34.374	35.061	36.814
	Bi-Weekly	1,876.40	2,084.88	2,173.52	2,265.84	2,362.08	2,462.40	2,567.04	2,676.40	2,749.92	2,804.88	2,945.12
	Annual	48,786	54,206	56,511	58,911	61,414	64,022	66,743	69,586	71,497	72,926	76,573

Effective June 1, 2020

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

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

Effective June 1, 2020

SCHEDULE I
BUREAU OF HUMAN RESOURCES
ENTERPRISE -TEAMSTERS 700

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

Effective June 1, 2020

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

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
14	Hourly	20.297	22.553	23.710	24.808	26.061	27.296	28.592	29.181	29.473	30.362
	Bi-Weekly	1,623.76	1,804.24	1,896.80	1,984.64	2,084.88	2,183.68	2,287.36	2,334.48	2,357.84	2,428.96
	Annual	42,217	46,910	49,316	51,600	54,206	56,775	59,471	60,696	61,303	63,152
15	Hourly	21.850	24.278	25.378	26.649	27.967	29.374	30.755	31.375	32.338	33.625
	Bi-Weekly	1,748.00	1,942.24	2,030.24	2,131.92	2,237.36	2,349.92	2,460.40	2,510.00	2,587.04	2,690.00
	Annual	45,448	50,498	52,786	55,429	58,171	61,097	63,970	65,260	67,263	69,940

Effective June 1, 2020

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

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

Effective September 1, 2020

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

Grade		Entry Rate 1	Entry Rate 2	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
18	Hourly	26.963	29.958	31.230	32.558	33.941	35.384	36.889	38.455	39.513	40.305	42.322
	Bi-Weekly	2,157.04	2,396.64	2,498.40	2,604.64	2,715.28	2,830.72	2,951.12	3,076.40	3,161.04	3,224.40	3,385.76
	Annual	56,083	62,312	64,958	67,720	70,597	73,598	76,729	79,986	82,187	83,834	88,029

Effective June 1, 2020

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

Grade		Entry Rate 1	Entry Rate 2	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
9	Hourly	14.341	15.934	16.611	17.319	18.054	18.822	19.625	20.457	21.018	21.439	22.512
	Bi-Weekly	1,147.28	1,274.72	1,328.88	1,385.52	1,444.32	1,505.76	1,570.00	1,636.56	1,681.44	1,715.12	1,800.96
	Annual	29,829	33,142	34,550	36,023	37,552	39,149	40,820	42,550	43,717	44,593	46,824
10	Hourly	15.361	17.068	17.795	18.552	19.338	20.160	21.017	21.911	22.515	22.964	24.113
	Bi-Weekly	1,228.88	1,365.44	1,423.60	1,484.16	1,547.04	1,612.80	1,681.36	1,752.88	1,801.20	1,837.12	1,929.04
	Annual	31,950	35,501	37,013	38,588	40,223	41,932	43,715	45,574	46,831	47,765	50,155
11	Hourly	16.481	18.312	19.090	19.904	20.748	21.628	22.547	23.507	24.154	24.637	25.868
	Bi-Weekly	1,318.48	1,464.96	1,527.20	1,592.32	1,659.84	1,730.24	1,803.76	1,880.56	1,932.32	1,970.96	2,069.44
	Annual	34,280	38,088	39,707	41,400	43,155	44,986	46,897	48,894	50,240	51,244	53,805
12	Hourly	17.649	19.611	20.446	21.316	22.222	23.164	24.150	25.176	25.868	26.384	27.705
	Bi-Weekly	1,411.92	1,568.88	1,635.68	1,705.28	1,777.76	1,853.12	1,932.00	2,014.08	2,069.44	2,110.72	2,216.40
	Annual	36,709	40,790	42,527	44,337	46,221	48,181	50,232	52,366	53,805	54,878	57,626
13	Hourly	18.904	21.005	21.897	22.826	23.798	24.809	25.862	26.962	27.704	28.259	29.670
	Bi-Weekly	1,512.32	1,680.40	1,751.76	1,826.08	1,903.84	1,984.72	2,068.96	2,156.96	2,216.32	2,260.72	2,373.60
	Annual	39,320	43,690	45,545	47,478	49,499	51,602	53,792	56,080	57,624	58,778	61,713
14	Hourly	20.296	22.552	23.511	24.509	25.551	26.635	27.767	28.948	29.743	30.338	31.856
	Bi-Weekly	1,623.68	1,804.16	1,880.88	1,960.72	2,044.08	2,130.80	2,221.36	2,315.84	2,379.44	2,427.04	2,548.48
	Annual	42,215	46,908	48,902	50,978	53,146	55,400	57,755	60,211	61,865	63,103	66,260
15	Hourly	21.850	24.278	25.308	26.383	27.504	28.673	29.893	31.162	32.021	32.662	34.293
	Bi-Weekly	1,748.00	1,942.24	2,024.64	2,110.64	2,200.32	2,293.84	2,391.44	2,492.96	2,561.68	2,612.96	2,743.44
	Annual	45,448	50,498	52,640	54,876	57,208	59,639	62,177	64,816	66,603	67,936	71,329
16	Hourly	23.455	26.061	27.169	28.323	29.526	30.780	32.088	33.455	34.374	35.061	36.814
	Bi-Weekly	1,876.40	2,084.88	2,173.52	2,265.84	2,362.08	2,462.40	2,567.04	2,676.40	2,749.92	2,804.88	2,945.12
	Annual	48,786	54,206	56,511	58,911	61,414	64,022	66,743	69,586	71,497	72,926	76,573
17	Hourly	25.171	27.967	29.159	30.394	31.687	33.033	34.438	35.901	36.889	37.627	39.507
	Bi-Weekly	2,013.68	2,237.36	2,332.72	2,431.52	2,534.96	2,642.64	2,755.04	2,872.08	2,951.12	3,010.16	3,160.56
	Annual	52,355	58,171	60,650	63,219	65,908	68,708	71,631	74,674	76,729	78,264	82,174
18	Hourly	26.963	29.958	31.230	32.558	33.941	35.384	36.889	38.455	39.513	40.305	42.322
	Bi-Weekly	2,157.04	2,396.64	2,498.40	2,604.64	2,715.28	2,830.72	2,951.12	3,076.40	3,161.04	3,224.40	3,385.76
	Annual	56,083	62,312	64,958	67,720	70,597	73,598	76,729	79,986	82,187	83,834	88,029
19	Hourly	29.574	32.859	34.258	35.715	37.232	38.812	40.465	42.182	43.344	44.211	46.422
	Bi-Weekly	2,365.92	2,628.72	2,740.64	2,857.20	2,978.56	3,104.96	3,237.20	3,374.56	3,467.52	3,536.88	3,713.76
	Annual	61,513	68,346	71,256	74,287	77,442	80,728	84,167	87,738	90,155	91,958	96,557
20	Hourly	32.475	36.084	37.617	39.217	40.884	42.620	44.431	46.319	47.593	48.545	50.972
	Bi-Weekly	2,598.00	2,886.72	3,009.36	3,137.36	3,270.72	3,409.60	3,554.48	3,705.52	3,807.44	3,883.60	4,077.76
	Annual	67,548	75,054	78,243	81,571	85,038	88,649	92,416	96,343	98,993	100,973	106,021
21	Hourly	35.690	39.655	41.340	43.097	44.929	46.837	48.827	50.904	52.305	53.348	56.016
	Bi-Weekly	2,855.20	3,172.40	3,307.20	3,447.76	3,594.32	3,746.96	3,906.16	4,072.32	4,184.40	4,267.84	4,481.28
	Annual	74,235	82,482	85,987	89,641	93,452	97,420	101,560	105,880	108,794	110,963	116,513

Effective June 1, 2020

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

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
9	Hourly	14.341	15.934	16.658	17.469	18.312	19.156	20.067	20.639	20.846	21.460
	Bi-Weekly	1,147.28	1,274.72	1,332.64	1,397.52	1,464.96	1,532.48	1,605.36	1,651.12	1,667.68	1,716.80
	Annual	29,829	33,142	34,648	36,335	38,088	39,844	41,739	42,929	43,359	44,636
10	Hourly	15.360	17.068	17.865	18.706	19.612	20.553	21.515	21.924	22.156	22.813
	Bi-Weekly	1,228.80	1,365.44	1,429.20	1,496.48	1,568.96	1,644.24	1,721.20	1,753.92	1,772.48	1,825.04
	Annual	31,948	35,501	37,159	38,908	40,792	42,750	44,751	45,601	46,084	47,451
11	Hourly	16.480	18.311	19.156	20.067	21.005	22.043	23.161	23.624	23.093	24.574
	Bi-Weekly	1,318.40	1,464.88	1,532.48	1,605.36	1,680.40	1,763.44	1,852.88	1,889.92	1,847.44	1,965.92
	Annual	34,278	38,086	39,844	41,739	43,690	45,849	48,174	49,137	48,033	51,113
12	Hourly	17.650	19.612	20.553	21.515	22.553	23.710	24.808	25.294	25.547	26.324
	Bi-Weekly	1,412.00	1,568.96	1,644.24	1,721.20	1,804.24	1,896.80	1,984.64	2,023.52	2,043.76	2,105.92
	Annual	36,712	40,792	42,750	44,751	46,910	49,316	51,600	52,611	53,137	54,753
13	Hourly	18.904	21.005	22.043	23.161	24.278	25.378	26.649	27.179	27.439	28.269
	Bi-Weekly	1,512.32	1,680.40	1,763.44	1,852.88	1,942.24	2,030.24	2,131.92	2,174.32	2,195.12	2,261.52
	Annual	39,320	43,690	45,849	48,174	50,498	52,786	55,429	56,532	57,073	58,799
14	Hourly	20.297	22.553	23.710	24.808	26.061	27.296	28.592	29.181	29.473	30.362
	Bi-Weekly	1,623.76	1,804.24	1,896.80	1,984.64	2,084.88	2,183.68	2,287.36	2,334.48	2,357.84	2,428.96
	Annual	42,217	46,910	49,316	51,600	54,206	56,775	59,471	60,696	61,303	63,152
15	Hourly	21.850	24.278	25.378	26.649	27.967	29.374	30.755	31.375	31.695	32.641
	Bi-Weekly	1,748.00	1,942.24	2,030.24	2,131.92	2,237.36	2,349.92	2,460.40	2,510.00	2,535.60	2,611.28
	Annual	45,448	50,498	52,786	55,429	58,171	61,097	63,970	65,260	65,925	67,893
16	Hourly	23.455	26.061	27.296	28.592	29.958	31.403	32.859	33.537	33.861	34.883
	Bi-Weekly	1,876.40	2,084.88	2,183.68	2,287.36	2,396.64	2,512.24	2,628.72	2,682.96	2,708.88	2,790.64
	Annual	48,786	54,206	56,775	59,471	62,312	65,318	68,346	69,756	70,430	72,556
17	Hourly	25.170	27.967	29.374	30.755	32.186	33.776	35.447	36.140	36.485	37.589
	Bi-Weekly	2,013.60	2,237.36	2,349.92	2,460.40	2,574.88	2,702.08	2,835.76	2,891.20	2,918.80	3,007.12
	Annual	52,353	58,171	61,097	63,970	66,946	70,254	73,729	75,171	75,888	78,185
18	Hourly	26.963	29.958	31.403	32.859	34.493	36.084	37.864	38.640	39.006	40.212
	Bi-Weekly	2,157.04	2,396.64	2,512.24	2,628.72	2,759.44	2,886.72	3,029.12	3,091.20	3,120.48	3,216.96
	Annual	56,083	62,312	65,318	68,346	71,745	75,054	78,757	80,371	81,132	83,640
19	Hourly	29.574	32.859	34.493	36.084	37.864	39.655	41.555	42.187	42.599	43.890
	Bi-Weekly	2,365.92	2,628.72	2,759.44	2,886.72	3,029.12	3,172.40	3,324.40	3,374.96	3,407.92	3,511.20
	Annual	61,513	68,346	71,745	75,054	78,757	82,482	86,434	87,748	88,605	91,291
20	Hourly	32.475	36.084	37.864	39.655	41.555	43.517	45.642	46.311	46.760	48.171
	Bi-Weekly	2,598.00	2,886.72	3,029.12	3,172.40	3,324.40	3,481.36	3,651.36	3,704.88	3,740.80	3,853.68
	Annual	67,548	75,054	78,757	82,482	86,434	90,515	94,935	96,326	97,260	100,195
21	Hourly	35.690	39.655	41.555	43.517	45.642	47.807	50.133	50.877	51.383	52.944
	Bi-Weekly	2,855.20	3,172.40	3,324.40	3,481.36	3,651.36	3,824.56	4,010.64	4,070.16	4,110.64	4,235.52
	Annual	74,235	82,482	86,434	90,515	94,935	99,438	104,276	105,824	106,876	110,123
22	Hourly	39.165	43.517	45.642	47.807	50.133	52.464	54.990	55.799	56.353	58.043
	Bi-Weekly	3,133.20	3,481.36	3,651.36	3,824.56	4,010.64	4,197.12	4,399.20	4,463.92	4,508.24	4,643.44
	Annual	81,463	90,515	94,935	99,438	104,276	109,125	114,379	116,061	117,214	120,729
23	Hourly	41.078	45.642	47.807	50.133	52.464	54.990	57.728	58.582	59.166	60.955
	Bi-Weekly	3,286.24	3,651.36	3,824.56	4,010.64	4,197.12	4,399.20	4,618.24	4,686.56	4,733.28	4,876.40
	Annual	85,442	94,935	99,438	104,276	109,125	114,379	120,074	121,850	123,065	126,786

Effective June 1, 2020

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

Grade		Entry Rate 1	Entry Rate 2	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
10	Hourly	15.360	17.068	17.795	18.552	19.338	20.160	21.017	21.911	22.515	23.081	24.233
	Bi-Weekly	1,228.80	1,365.44	1,423.60	1,484.16	1,547.04	1,612.80	1,681.36	1,752.88	1,801.20	1,846.48	1,938.64
	Annual	31,948	35,501	37,013	38,588	40,223	41,932	43,715	45,574	46,831	48,008	50,404
13	Hourly	18.904	21.005	21.897	22.826	23.798	24.809	25.862	26.962	27.704	28.400	29.819
	Bi-Weekly	1,512.32	1,680.40	1,751.76	1,826.08	1,903.84	1,984.72	2,068.96	2,156.96	2,216.32	2,272.00	2,385.52
	Annual	39,320	43,690	45,545	47,478	49,499	51,602	53,792	56,080	57,624	59,072	62,023

Effective June 1, 2020

SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS
GENERAL

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

Effective June 1, 2020

SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700/PRINT SHOP

Grade		Entry Step ´	Entry Step	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
9	Hourly	14.341	15.934	16.611	17.320	18.054	18.822	19.625	20.457	21.018	21.439	22.512
	Bi-Weekly	1,147.28	1,274.72	1,328.88	1,385.60	1,444.32	1,505.76	1,570.00	1,636.56	1,681.44	1,715.12	1,800.96
	Annual	29,829	33,142	34,550	36,025	37,552	39,149	40,820	42,550	43,717	44,593	46,824
10	Hourly	15.361	17.068	17.795	18.552	19.338	20.160	21.017	21.911	22.515	22.964	24.113
	Bi-Weekly	1,228.88	1,365.44	1,423.60	1,484.16	1,547.04	1,612.80	1,681.36	1,752.88	1,801.20	1,837.12	1,929.04
	Annual	31,950	35,501	37,013	38,588	40,223	41,932	43,715	45,574	46,831	47,765	50,155
11	Hourly	16.481	18.312	19.090	19.904	20.748	21.628	22.547	23.507	24.154	24.637	25.868
	Bi-Weekly	1,318.48	1,464.96	1,527.20	1,592.32	1,659.84	1,730.24	1,803.76	1,880.56	1,932.32	1,970.96	2,069.44
	Annual	34,280	38,088	39,707	41,400	43,155	44,986	46,897	48,894	50,240	51,244	53,805
12	Hourly	17.649	19.611	20.446	21.316	22.222	23.164	24.150	25.176	25.868	26.384	27.705
	Bi-Weekly	1,411.92	1,568.88	1,635.68	1,705.28	1,777.76	1,853.12	1,932.00	2,014.08	2,069.44	2,110.72	2,216.40
	Annual	36,709	40,790	42,527	44,337	46,221	48,181	50,232	52,366	53,805	54,878	57,626
13	Hourly	18.904	21.005	21.897	22.826	23.798	24.809	25.862	26.962	27.704	28.259	29.670
	Bi-Weekly	1,512.32	1,680.40	1,751.76	1,826.08	1,903.84	1,984.72	2,068.96	2,156.96	2,216.32	2,260.72	2,373.60
	Annual	39,320	43,690	45,545	47,478	49,499	51,602	53,792	56,080	57,624	58,778	61,713
14	Hourly	20.296	22.552	23.511	24.509	25.551	26.635	27.767	28.948	29.743	30.338	31.856
	Bi-Weekly	1,623.68	1,804.16	1,880.88	1,960.72	2,044.08	2,130.80	2,221.36	2,315.84	2,379.44	2,427.04	2,548.48
	Annual	42,215	46,908	48,902	50,978	53,146	55,400	57,755	60,211	61,865	63,103	66,260
15	Hourly	21.850	24.278	25.308	26.383	27.504	28.673	29.893	31.162	32.021	32.662	34.293
	Bi-Weekly	1,748.00	1,942.24	2,024.64	2,110.64	2,200.32	2,293.84	2,391.44	2,492.96	2,561.68	2,612.96	2,743.44
	Annual	45,448	50,498	52,640	54,876	57,208	59,639	62,177	64,816	66,603	67,936	71,329
16	Hourly	23.455	26.061	27.169	28.323	29.526	30.783	32.088	33.455	34.374	35.061	36.814
	Bi-Weekly	1,876.40	2,084.88	2,173.52	2,265.84	2,362.08	2,462.64	2,567.04	2,676.40	2,749.92	2,804.88	2,945.12
	Annual	48,786	54,206	56,511	58,911	61,414	64,028	66,743	69,586	71,497	72,926	76,573
17	Hourly	25.171	27.967	29.159	30.394	31.687	33.033	34.438	35.901	36.889	37.627	39.507
	Bi-Weekly	2,013.68	2,237.36	2,332.72	2,431.52	2,534.96	2,642.64	2,755.04	2,872.08	2,951.12	3,010.16	3,160.56
	Annual	52,355	58,171	60,650	63,219	65,908	68,708	71,631	74,674	76,729	78,264	82,174
18	Hourly	26.963	29.958	31.230	32.558	33.941	35.384	36.889	38.455	39.513	40.305	42.322
	Bi-Weekly	2,157.04	2,396.64	2,498.40	2,604.64	2,715.28	2,830.72	2,951.12	3,076.40	3,161.04	3,224.40	3,385.76
	Annual	56,083	62,312	64,958	67,720	70,597	73,598	76,729	79,986	82,187	83,834	88,029
19	Hourly	29.574	32.859	34.258	35.715	37.232	38.812	40.465	42.182	43.344	44.211	46.422
	Bi-Weekly	2,365.92	2,628.72	2,740.64	2,857.20	2,978.56	3,104.96	3,237.20	3,374.56	3,467.52	3,536.88	3,713.76
	Annual	61,513	68,346	71,256	74,287	77,442	80,728	84,167	87,738	90,155	91,958	96,557
20	Hourly	32.475	36.084	37.617	39.217	40.884	42.620	44.431	46.319	47.593	48.545	50.972
	Bi-Weekly	2,598.00	2,886.72	3,009.36	3,137.36	3,270.72	3,409.60	3,554.48	3,705.52	3,807.44	3,883.60	4,077.76
	Annual	67,548	75,054	78,243	81,571	85,038	88,649	92,416	96,343	98,993	100,973	106,021
21	Hourly	35.690	39.655	41.340	43.097	44.929	46.837	48.827	50.904	52.305	53.348	56.016
	Bi-Weekly	2,855.20	3,172.40	3,307.20	3,447.76	3,594.32	3,746.96	3,906.16	4,072.32	4,184.40	4,267.84	4,481.28
	Annual	74,235	82,482	85,987	89,641	93,452	97,420	101,560	105,880	108,794	110,963	116,513
22	Hourly	39.165	43.517	45.367	47.294	49.303	51.400	53.582	55.861	57.396	58.543	61.473
	Bi-Weekly	3,133.20	3,481.36	3,629.36	3,783.52	3,944.24	4,112.00	4,286.56	4,468.88	4,591.68	4,683.44	4,917.84
	Annual	81,463	90,515	94,363	98,371	102,550	106,912	111,450	116,190	119,383	121,769	127,863
23	Hourly	41.077	45.641	47.584	49.606	51.713	53.911	56.202	58.591	60.201	61.406	64.476
	Bi-Weekly	3,286.16	3,651.28	3,806.72	3,968.48	4,137.04	4,312.88	4,496.16	4,687.28	4,816.08	4,912.48	5,158.08
	Annual	85,440	94,933	98,974	103,180	107,563	112,134	116,900	121,869	125,218	127,724	134,110

Effective June 1, 2020

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

Grade		Min Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	12th Step	13th Step
PN1	Hourly	19.001	19.419	19.828	20.410	21.060	21.699	22.260	23.148	23.832	24.539	25.271	27.205	27.615
	Bi-Weekly	1,520.08	1,553.52	1,586.24	1,632.80	1,684.80	1,735.92	1,780.80	1,851.84	1,906.56	1,963.12	2,021.68	2,176.40	2,209.20
	Annual	39,522	40,391	41,242	42,452	43,804	45,133	46,300	48,147	49,570	51,041	52,563	56,586	57,439
PN2	Hourly	20.117	20.777	21.330	21.992	22.615	23.268	23.881	24.826	25.571	26.337	27.127	29.204	29.646
	Bi-Weekly	1,609.36	1,662.16	1,706.40	1,759.36	1,809.20	1,861.44	1,910.48	1,986.08	2,045.68	2,106.96	2,170.16	2,336.32	2,371.68
	Annual	41,843	43,216	44,366	45,743	47,039	48,397	49,672	51,638	53,187	54,780	56,424	60,744	61,663
PN3	Hourly	21.111	21.803	22.391	23.085	23.745	24.430	25.067	26.060	26.841	27.645	28.475	30.653	31.113
	Bi-Weekly	1,688.88	1,744.24	1,791.28	1,846.80	1,899.60	1,954.40	2,005.36	2,084.80	2,147.28	2,211.60	2,278.00	2,452.24	2,489.04
	Annual	43,910	45,350	46,573	48,016	49,389	50,814	52,139	54,204	55,829	57,501	59,228	63,758	64,715

Effective September 1 , 2020

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

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	After 3 Years 12th Step	After 5 Years 13th Step	14th Step
FA	Hourly	28.240	31.378	32.130	33.134	34.204	35.485	36.705	38.056	39.579	41.150	42.332	44.857	47.526	48.466	48.952
	Bi-Weekly	2,259.20	2,510.24	2,570.40	2,650.72	2,736.32	2,838.80	2,936.40	3,044.48	3,166.32	3,292.00	3,386.56	3,588.56	3,802.08	3,877.28	3,916.16
	Annual	58,739	65,266	66,830	68,918	71,144	73,808	76,346	79,156	82,324	85,592	88,050	93,302	98,854	100,809	101,820
FB	Hourly	29.754	33.060	33.972	35.143	36.499	37.664	38.995	40.156	41.449	43.083	44.356	47.005	49.806	50.791	51.300
	Bi-Weekly	2,380.32	2,644.80	2,717.76	2,811.44	2,919.92	3,013.12	3,119.60	3,212.48	3,315.92	3,446.64	3,548.48	3,760.40	3,984.48	4,063.28	4,104.00
	Annual	61,888	68,764	70,661	73,097	75,917	78,341	81,109	83,524	86,213	89,612	92,260	97,770	103,596	105,645	106,704
FC	Hourly	31.629	35.143	36.228	37.299	38.549	39.790	41.002	42.323	43.585	45.241	46.577	49.357	52.308	53.344	53.879
	Bi-Weekly	2,530.32	2,811.44	2,898.24	2,983.92	3,083.92	3,183.20	3,280.16	3,385.84	3,486.80	3,619.28	3,726.16	3,948.56	4,184.64	4,267.52	4,310.32
	Annual	65,788	73,097	75,354	77,581	80,181	82,763	85,284	88,031	90,656	94,101	96,880	102,662	108,800	110,955	112,068
FD	Hourly	33.326	37.029	38.723	40.561	42.010	43.682	45.363	47.031	48.693	50.521	52.031	55.137	58.434	59.595	60.189
	Bi-Weekly	2,666.08	2,962.32	3,097.84	3,244.88	3,360.80	3,494.56	3,629.04	3,762.48	3,895.44	4,041.68	4,162.48	4,410.96	4,674.72	4,767.60	4,815.12
	Annual	69,318	77,020	80,543	84,366	87,380	90,858	94,355	97,824	101,281	105,083	108,224	114,684	121,542	123,957	125,193
FE	Hourly	35.621	39.579	40.782	42.010	43.682	45.363	47.031	48.693	50.313	52.248	53.797	57.019	60.434	61.637	62.253
	Bi-Weekly	2,849.68	3,166.32	3,262.56	3,360.80	3,494.56	3,629.04	3,762.48	3,895.44	4,025.04	4,179.84	4,303.76	4,561.52	4,834.72	4,930.96	4,980.24
	Annual	74,091	82,324	84,826	87,380	90,858	94,355	97,824	101,281	104,651	108,675	111,897	118,599	125,702	128,204	129,486
FF	Hourly	36.902	41.002	42.650	44.298	45.852	47.496	49.110	50.650	52.795	54.349	55.696	57.599	61.051	62.262	62.884
	Bi-Weekly	2,952.16	3,280.16	3,412.00	3,543.84	3,668.16	3,799.68	3,928.80	4,052.00	4,223.60	4,347.92	4,455.68	4,607.92	4,884.08	4,980.96	5,030.72
	Annual	76,756	85,284	88,712	92,139	95,372	98,791	102,148	105,352	109,813	113,045	115,847	119,805	126,986	129,504	130,798

***RECEIVE AN ADDITIONAL FORTY DOLLARS ($40.00) PER MONTH FOR A BACHELOR'S DEGREE; AN ADDITIONAL EIGHTY DOLLARS ($80.00) PER MONTH FOR A MASTERS DEGREE FOR THOSE EMPLOYEES WHO WERE RECEIVING IT PRIOR TO DECEMBER 1, 1980.**
NOT ELIGIBLE FOR ADDITIONAL COMPENSATION FOR A BACHELOR'S OR MASTER'S DEGREE
****Effective November 30, 2012, revise Schedule II to provide that RNs can access Step 13 after three (3) years on Step 12.**
*****Effective November 30, 2012, RNs can access Step 14 after five (5) years on Step 13.**

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

RG1 9/1/2020	Hourly	$48.900
RG2 9/1/2020	Hourly	$52.020

Effective June 1, 2020

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

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10 Years Service 10th Step	12 Years Service 11th Step
RNA	Hourly	61.361	68.180	69.893	71.700	73.441	75.334	77.293	79.341	81.379	83.523	86.105	86.967
	Bi-Weekly	4,908.88	5,454.40	5,591.44	5,736.00	5,875.28	6,026.72	6,183.44	6,347.28	6,510.32	6,681.84	6,888.40	6,957.36
	Annual	127,630	141,814	145,377	149,136	152,757	156,694	160,769	165,029	169,268	173,727	179,098	180,891

Effective September 1, 2020

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

								8 Years	10 Years	15 Years	18 Years	20 Years	25 Years
Grade		**Entry Rate**	**1st Step**	**2nd Step**	**3rd Step**	**4th Step**	**5th Step**	**6th Step**	**7th Step**	**8th Step**	**9th Step**	**10th Step**	**11th Step**
CO2	Hourly	27.944	31.049	32.368	33.747	35.180	36.674	38.232	39.971	41.170	42.514	43.683	44.884
	Bi-Weekly	2,235.52	2,483.92	2,589.44	2,699.76	2,814.40	2,933.92	3,058.56	3,197.68	3,293.60	3,401.12	3,494.64	3,590.72
	Annual	58,123	64,581	67,325	70,193	73,174	76,281	79,522	83,139	85,633	88,429	90,860	93,358

Effective June 1, 2020

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

Grade		Entry Step	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 1 Year at Maximum Rate & 5 Years Service 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step	After 1 Year at 4th Longevity Rate & 25 Years Service 10th Step
CO1	Hourly	24.399	27.111	28.363	29.785	31.251	32.714	34.022	35.380	36.790	38.254	39.786
	Bi-Weekly	1,951.92	2,168.88	2,269.04	2,382.80	2,500.08	2,617.12	2,721.76	2,830.40	2,943.20	3,060.32	3,182.88
	Annual	50,749	56,390	58,995	61,952	65,002	68,045	70,765	73,590	76,523	79,568	82,754

Effective December 1, 2019

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

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	After 1 Year at Maximum Rate & 10 Years Service 7th Step	After 1 Year at 1st Longevity Rate & 15 Years Service 8th Step	After 1 Year at 2nd Longevity Rate & 20 Years Service 9th Step	After 1 Year at 3rd Longevity Rate & 25 Years Service 10th Step
P2	Hourly	33.711	37.457	40.905	42.744	44.671	46.680	48.806	49.904	51.024	54.543	58.196
	Bi-Weekly	2,696.88	2,996.56	3,272.40	3,419.52	3,573.68	3,734.40	3,904.48	3,992.32	4,081.92	4,363.44	4,655.68
	Annual	70,118	77,910	85,082	88,907	92,915	97,094	101,516	103,800	106,129	113,449	121,047

Effective December 1, 2019

SCHEDULE IV
BUREAU OF HUMAN RESOURCES
COUNTY POLICE OFFICER - FOP

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	After 1 Year at Maximum Rate & 10 Years Service 7th Step	After 1 Year at 1st Longevity Rate & 15 Years Service 8th Step	After 1 Year at 2nd Longevity Rate & 20 Years Service 9th Step	After 1 Year at 3rd Longevity Rate & 25 Years Service 10th Step
P1	Hourly	28.109	31.232	34.109	35.641	37.246	38.920	40.691	42.542	44.479	46.503	48.500
	Bi-Weekly	2,248.72	2,498.56	2,728.72	2,851.28	2,979.68	3,113.60	3,255.28	3,403.36	3,558.32	3,720.24	3,880.00
	Annual	58,466	64,962	70,946	74,133	77,471	80,953	84,637	88,487	92,516	96,726	100,879

Effective June 1, 2020

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

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 1 Year at Maximum Rate & 5 Years Of Service 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
CA3	Hourly	23.525	26.139	27.432	28.693	30.090	31.503	32.756	34.142	35.504	36.919
	Bi-Weekly	1,882.00	2,091.12	2,194.56	2,295.44	2,407.20	2,520.24	2,620.48	2,731.36	2,840.32	2,953.52
	Annual	48,932	54,369	57,058	59,681	62,587	65,526	68,132	71,015	73,848	76,791

Effective September 1, 2020

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

Provident ACHN Oak-Forest Cermak Health

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

Effective September 1, 2020

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

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

Effective June 1, 2020

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

Grade		Entry Rate 1	Entry Rate 2	After 3 Months at Entry Rate 1st Step	After 9 Months at 1st Step 2nd Step	After 1 Year at 2nd Step 3rd Step	After 1 Year at 3rd Step 4th Step	After 1 Year at 4th Step 5th Step	After 1 Year at 5th Step & 10 Years Service 6th Step	After 1 Year at 6th Step & 12 Years Service 7th Step	After 1 Year at 7th Step & 15 Years Service 8th Step	After 1 Year at 8th Step & 20 Years Service 9th Step
CA	Hourly	14.767	16.408	16.545	16.658	16.995	17.353	17.612	18.007	18.027	18.413	19.248
	Bi-Weekly	1,181.36	1,312.64	1,323.60	1,332.64	1,359.60	1,388.24	1,408.96	1,440.56	1,442.16	1,473.04	1,539.84
	Annual	30,715	34,128	34,413	34,648	35,349	36,094	36,632	37,454	37,496	38,299	40,035
CB	Hourly	14.992	16.658	16.912	16.995	17.353	17.612	18.132	18.537	18.558	18.956	19.815
	Bi-Weekly	1,199.36	1,332.64	1,352.96	1,359.60	1,388.24	1,408.96	1,450.56	1,482.96	1,484.64	1,516.48	1,585.20
	Annual	31,183	34,648	35,176	35,349	36,094	36,632	37,714	38,556	38,600	39,428	41,215
CC	Hourly	15.295	16.995	17.166	17.353	17.612	17.976	18.443	18.859	18.876	19.282	20.158
	Bi-Weekly	1,223.60	1,359.60	1,373.28	1,388.24	1,408.96	1,438.08	1,475.44	1,508.72	1,510.08	1,542.56	1,612.64
	Annual	31,813	35,349	35,705	36,094	36,632	37,390	38,361	39,226	39,262	40,106	41,928
CD	Hourly	15.295	16.995	17.166	17.353	17.612	17.976	18.443	18.859	18.876	19.282	20.158
	Bi-Weekly	1,223.60	1,359.60	1,373.28	1,388.24	1,408.96	1,438.08	1,475.44	1,508.72	1,510.08	1,542.56	1,612.64
	Annual	31,813	35,349	35,705	36,094	36,632	37,390	38,361	39,226	39,262	40,106	41,928
CE	Hourly	16.045	17.828	17.976	18.132	18.443	18.792	19.269	19.702	19.721	20.146	21.061
	Bi-Weekly	1,283.60	1,426.24	1,438.08	1,450.56	1,475.44	1,503.36	1,541.52	1,576.16	1,577.68	1,611.68	1,684.88
	Annual	33,373	37,082	37,390	37,714	38,361	39,087	40,079	40,980	41,019	41,903	43,806
CF	Hourly	16.319	18.132	18.312	18.443	18.792	19.067	19.531	19.971	19.991	20.419	21.345
	Bi-Weekly	1,305.52	1,450.56	1,464.96	1,475.44	1,503.36	1,525.36	1,562.48	1,597.68	1,599.28	1,633.52	1,707.60
	Annual	33,943	37,714	38,088	38,361	39,087	39,659	40,624	41,539	41,581	42,471	44,397
CG	Hourly	16.601	18.446	18.664	18.759	19.147	19.337	19.800	20.246	20.264	20.701	21.640
	Bi-Weekly	1,328.08	1,475.68	1,493.12	1,500.72	1,531.76	1,546.96	1,584.00	1,619.68	1,621.12	1,656.08	1,731.20
	Annual	34,530	38,367	38,821	39,018	39,825	40,220	41,184	42,111	42,149	43,058	45,011
CK	Hourly	18.611	20.679	20.822	20.983	21.305	21.669	22.083	22.580	22.601	23.087	24.135
	Bi-Weekly	1,488.88	1,654.32	1,665.76	1,678.64	1,704.40	1,733.52	1,766.64	1,806.40	1,808.08	1,846.96	1,930.80
	Annual	38,710	43,012	43,309	43,644	44,314	45,071	45,932	46,966	47,010	48,020	50,200

Effective June 1, 2020

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

Grade		Entry Rate 1	Entry Rate 2	After 3 Months at Entry Rate 1st Step	After 9 Months at 1st Step 2nd Step	After 1 Year at 2nd Step 3rd Step	After 1 Year at 3rd Step 4th Step	After 1 Year at 4th Step 5th Step	After 1 Year at 6th Step & 10 Years Service 6th Step	After 1 Year at 7th Step & 15 Years Service 7th Step	After 1 Year at 8th Step & 20 Years Service 8th Step
CA	Hourly	14.768	16.408	16.545	16.658	16.995	17.353	17.612	18.007	18.413	19.248
	Bi-Weekly	1,181.44	1,312.64	1,323.60	1,332.64	1,359.60	1,388.24	1,408.96	1,440.56	1,473.04	1,539.84
	Annual	30,717	34,128	34,413	34,648	35,349	36,094	36,632	37,454	38,299	40,035
CB	Hourly	14.992	16.658	16.912	16.995	17.353	17.612	18.132	18.537	18.956	19.815
	Bi-Weekly	1,199.36	1,332.64	1,352.96	1,359.60	1,388.24	1,408.96	1,450.56	1,482.96	1,516.48	1,585.20
	Annual	31,183	34,648	35,176	35,349	36,094	36,632	37,714	38,556	39,428	41,215
CC	Hourly	15.296	16.995	17.166	17.353	17.612	17.976	18.443	18.859	19.282	20.158
	Bi-Weekly	1,223.68	1,359.60	1,373.28	1,388.24	1,408.96	1,438.08	1,475.44	1,508.72	1,542.56	1,612.64
	Annual	31,815	35,349	35,705	36,094	36,632	37,390	38,361	39,226	40,106	41,928
CD	Hourly	15.296	16.995	17.166	17.353	17.612	17.976	18.443	18.859	19.282	20.158
	Bi-Weekly	1,223.68	1,359.60	1,373.28	1,388.24	1,408.96	1,438.08	1,475.44	1,508.72	1,542.56	1,612.64
	Annual	31,815	35,349	35,705	36,094	36,632	37,390	38,361	39,226	40,106	41,928
CE	Hourly	16.045	17.828	17.976	18.132	18.443	18.792	19.269	19.702	20.146	21.061
	Bi-Weekly	1,283.60	1,426.24	1,438.08	1,450.56	1,475.44	1,503.36	1,541.52	1,576.16	1,611.68	1,684.88
	Annual	33,373	37,082	37,390	37,714	38,361	39,087	40,079	40,980	41,903	43,806
CF	Hourly	16.318	18.132	18.312	18.443	18.792	19.067	19.531	19.971	20.419	21.345
	Bi-Weekly	1,305.44	1,450.56	1,464.96	1,475.44	1,503.36	1,525.36	1,562.48	1,597.68	1,633.52	1,707.60
	Annual	33,941	37,714	38,088	38,361	39,087	39,659	40,624	41,539	42,471	44,397
CG	Hourly	16.601	18.446	18.664	18.759	19.147	19.337	19.800	20.246	20.701	21.640
	Bi-Weekly	1,328.08	1,475.68	1,493.12	1,500.72	1,531.76	1,546.96	1,584.00	1,619.68	1,656.08	1,731.20
	Annual	34,530	38,367	38,821	39,018	39,825	40,220	41,184	42,111	43,058	45,011
CK	Hourly	18.611	20.679	20.822	20.983	21.305	21.669	22.083	22.580	23.087	24.135
	Bi-Weekly	1,488.88	1,654.32	1,665.76	1,678.64	1,704.40	1,733.52	1,766.64	1,806.40	1,846.96	1,930.80
	Annual	38,710	43,012	43,309	43,644	44,314	45,071	45,932	46,966	48,020	50,200

Effective June 1, 2020

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

Grade		Entry Rate 1	Entry Rate 2	After 3 Months at Entry Rate 1st Step	After 9 Months at 1st Step 2nd Step	After 1 Year at 2nd Step 3rd Step	After 1 Year at 3rd Step 4th Step	After 1 Year at 4th Step 5th Step	After 1 Year at 5th Step & 10 Years Service 6th Step	After 1 Year at 6th Step & 12 Years Service 7th Step	After 1 Year at 7th Step & 15 Years Service 8th Step	After 1 Year at 8th Step & 20 Years Service 9th Step
DA	Hourly	14.767	16.408	16.545	16.658	16.995	17.353	17.612	18.007	18.189	18.413	19.248
	Bi-Weekly	1,181.36	1,312.64	1,323.60	1,332.64	1,359.60	1,388.24	1,408.96	1,440.56	1,455.12	1,473.04	1,539.84
	Annual	30,715	34,128	34,413	34,648	35,349	36,094	36,632	37,454	37,833	38,299	40,035
DB	Hourly	14.991	16.658	16.912	16.995	17.353	17.612	18.132	18.537	18.724	18.956	19.815
	Bi-Weekly	1,199.28	1,332.64	1,352.96	1,359.60	1,388.24	1,408.96	1,450.56	1,482.96	1,497.92	1,516.48	1,585.20
	Annual	31,181	34,648	35,176	35,349	36,094	36,632	37,714	38,556	38,945	39,428	41,215
DC	Hourly	15.295	16.995	17.166	17.353	17.612	17.976	18.443	18.859	19.046	19.282	20.158
	Bi-Weekly	1,223.60	1,359.60	1,373.28	1,388.24	1,408.96	1,438.08	1,475.44	1,508.72	1,523.68	1,542.56	1,612.64
	Annual	31,813	35,349	35,705	36,094	36,632	37,390	38,361	39,226	39,615	40,106	41,928
DE	Hourly	16.044	17.828	17.976	18.132	18.443	18.792	19.269	19.702	19.900	20.146	21.061
	Bi-Weekly	1,283.52	1,426.24	1,438.08	1,450.56	1,475.44	1,503.36	1,541.52	1,576.16	1,592.00	1,611.68	1,684.88
	Annual	33,371	37,082	37,390	37,714	38,361	39,087	40,079	40,980	41,392	41,903	43,806
DF	Hourly	16.318	18.132	18.312	18.443	18.792	19.067	19.531	19.971	20.169	20.419	21.345
	Bi-Weekly	1,305.44	1,450.56	1,464.96	1,475.44	1,503.36	1,525.36	1,562.48	1,597.68	1,613.52	1,633.52	1,707.60
	Annual	33,941	37,714	38,088	38,361	39,087	39,659	40,624	41,539	41,951	42,471	44,397
DH	Hourly	17.443	19.382	19.531	19.698	20.028	20.363	20.822	21.290	21.505	21.769	22.759
	Bi-Weekly	1,395.44	1,550.56	1,562.48	1,575.84	1,602.24	1,629.04	1,665.76	1,703.20	1,720.40	1,741.52	1,820.72
	Annual	36,281	40,314	40,624	40,971	41,658	42,355	43,309	44,283	44,730	45,279	47,338
DJ	Hourly	17.951	19.946	20.092	20.260	20.593	20.920	21.383	21.864	22.084	22.357	23.369
	Bi-Weekly	1,436.08	1,595.68	1,607.36	1,620.80	1,647.44	1,673.60	1,710.64	1,749.12	1,766.72	1,788.56	1,869.52
	Annual	37,338	41,487	41,791	42,140	42,833	43,513	44,476	45,477	45,934	46,502	48,607
DK	Hourly	18.611	20.679	20.822	20.983	21.305	21.669	22.083	22.580	22.805	23.087	24.135
	Bi-Weekly	1,488.88	1,654.32	1,665.76	1,678.64	1,704.40	1,733.52	1,766.64	1,806.40	1,824.40	1,846.96	1,930.80
	Annual	38,710	43,012	43,309	43,644	44,314	45,071	45,932	46,966	47,434	48,020	50,200

Effective June 1, 2020

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

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	After 1 Year at Step 7 & 10 Years Service 8th Step	9th Step
L1	Hourly	28.945								
	Bi-Weekly	2,315.60								
	Annual	60,205								
L2	Hourly	33.678	35.340	37.473	39.336	41.315	44.902	46.018	47.634	49.055
	Bi-Weekly	2,694.24	2,827.20	2,997.84	3,146.88	3,305.20	3,592.16	3,681.44	3,810.72	3,924.40
	Annual	70,050	73,507	77,943	81,818	85,935	93,396	95,717	99,078	102,034
L3	Hourly	40.508	42.554	45.100	47.322	51.217	52.491	53.802	55.681	57.353
	Bi-Weekly	3,240.64	3,404.32	3,608.00	3,785.76	4,097.36	4,199.28	4,304.16	4,454.48	4,588.24
	Annual	84,256	88,512	93,808	98,429	106,531	109,181	111,908	115,816	119,294
L4	Hourly	46.400	48.726	51.595	54.245	58.443	59.904	61.400	63.534	65.443
	Bi-Weekly	3,712.00	3,898.08	4,127.60	4,339.60	4,675.44	4,792.32	4,912.00	5,082.72	5,235.44
	Annual	96,512	101,350	107,317	112,829	121,561	124,600	127,712	132,150	136,121

Effective June 1, 2020

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

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step	After 1 Year at 4th Longevity Rate & 25 Years Service 10th Step
D2	Hourly	23.843	27.806	29.096	30.525	32.069	33.576	34.916	36.328	37.762	39.266
	Bi-Weekly	1,907.44	2,224.48	2,327.68	2,442.00	2,565.52	2,686.08	2,793.28	2,906.24	3,020.96	3,141.28
	Annual	49,593	57,836	60,519	63,492	66,703	69,838	72,625	75,562	78,544	81,673
D2B	Hourly	25.025	29.096	30.525	32.069	33.576	34.916	36.328	37.762	39.266	40.826
	Bi-Weekly	2,002.00	2,327.68	2,442.00	2,565.52	2,686.08	2,793.28	2,906.24	3,020.96	3,141.28	3,266.08
	Annual	52,052	60,519	63,492	66,703	69,838	72,625	75,562	78,544	81,673	84,918

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

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

SCHEDULE XII
BUREAU OF HUMAN RESOURCES
PHARMACISTS - LOCAL 200

		1st STEP
RX1	Hourly	63.408
9/1/2019	Bi-Weekly	5,072.64
	Annual	131,888.64
RX1	Hourly	64.676
9/1/2020	Bi-Weekly	5,174.08
	Annual	134,526.08

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

		1st STEP
RX2	Hourly	63.899
9/1/2019	Bi-Weekly	5,111.92
	Annual	132,909.92
RX2	Hourly	65.177
9/1/2020	Bi-Weekly	5,214.16
	Annual	135,568.13

Effective June 1, 2020

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

1767 3477 3486

Grade		Entry Rate 1	Entry Rate 2	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
PS1	Hourly	23.168	25.743	26.836	27.979	29.168	30.406	31.699	33.046	34.548	36.302	37.119
	Bi-Weekly	1,853.44	2,059.44	2,146.88	2,238.32	2,333.44	2,432.48	2,535.92	2,643.68	2,763.84	2,904.16	2,969.52
	Annual	48,189	53,545	55,818	58,196	60,669	63,244	65,933	68,735	71,859	75,508	77,207
PS2	Hourly	24.873	27.636	28.811	30.035	31.313	32.641	34.030	35.478	37.090	38.974	39.850
	Bi-Weekly	1,989.84	2,210.88	2,304.88	2,402.80	2,505.04	2,611.28	2,722.40	2,838.24	2,967.20	3,117.92	3,188.00
	Annual	51,735	57,482	59,926	62,472	65,131	67,893	70,782	73,794	77,147	81,065	82,888
PSB	Hourly	25.489	28.320	29.522	30.777	32.085	33.450	34.870	36.353	38.007	39.935	41.654
	Bi-Weekly	2,039.12	2,265.60	2,361.76	2,462.16	2,566.80	2,676.00	2,789.60	2,908.24	3,040.56	3,194.80	3,332.32
	Annual	53,017	58,905	61,405	64,016	66,736	69,576	72,529	75,614	79,054	83,064	86,640
PSC	Hourly	27.267	30.296	31.584	32.927	34.326	35.785	37.305	38.892	42.660	44.824	45.832
	Bi-Weekly	2,181.36	2,423.68	2,526.72	2,634.16	2,746.08	2,862.80	2,984.40	3,111.36	3,412.80	3,585.92	3,666.56
	Annual	56,715	63,015	65,694	68,488	71,398	74,432	77,594	80,895	88,732	93,233	95,330
PS3	Hourly	28.608	31.786	33.137	34.543	36.013	37.543	39.138	40.803	42.660	44.824	46.752
	Bi-Weekly	2,288.64	2,542.88	2,650.96	2,763.44	2,881.04	3,003.44	3,131.04	3,264.24	3,412.80	3,585.92	3,740.16
	Annual	59,504	66,114	68,924	71,849	74,907	78,089	81,407	84,870	88,732	93,233	97,244

Effective June 1, 2020

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

Grade		Entry Rate 1	Entry Rate 2	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
PS1	Hourly	23.168	25.743	26.836	27.979	29.168	30.406	31.699	33.046	34.548	36.121	36.933
	Bi-Weekly	1,853.44	2,059.44	2,146.88	2,238.32	2,333.44	2,432.48	2,535.92	2,643.68	2,763.84	2,889.68	2,954.64
	Annual	48,189	53,545	55,818	58,196	60,669	63,244	65,933	68,735	71,859	75,131	76,820
PS2	Hourly	24.873	27.636	28.811	30.035	31.313	32.641	34.030	35.478	37.090	38.779	39.651
	Bi-Weekly	1,989.84	2,210.88	2,304.88	2,402.80	2,505.04	2,611.28	2,722.40	2,838.24	2,967.20	3,102.32	3,172.08
	Annual	51,735	57,482	59,926	62,472	65,131	67,893	70,782	73,794	77,147	80,660	82,474
PSB	Hourly	25.489	28.320	29.522	30.777	32.085	33.450	34.870	36.353	38.007	39.736	41.446
	Bi-Weekly	2,039.12	2,265.60	2,361.76	2,462.16	2,566.80	2,676.00	2,789.60	2,908.24	3,040.56	3,178.88	3,315.68
	Annual	53,017	58,905	61,405	64,016	66,736	69,576	72,529	75,614	79,054	82,650	86,207

Effective June 1, 2020

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

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
PS1	Hourly	23.168	26.836	27.979	29.168	30.406	31.699	33.046	34.548	36.121	36.933
	Bi-Weekly	1,853.44	2,146.88	2,238.32	2,333.44	2,432.48	2,535.92	2,643.68	2,763.84	2,889.68	2,954.64
	Annual	48,189	55,818	58,196	60,669	63,244	65,933	68,735	71,859	75,131	76,820
PS2	Hourly	24.873	28.811	30.035	31.313	32.641	34.030	35.478	37.090	38.779	39.651
	Bi-Weekly	1,989.84	2,304.88	2,402.80	2,505.04	2,611.28	2,722.40	2,838.24	2,967.20	3,102.32	3,172.08
	Annual	51,735	59,926	62,472	65,131	67,893	70,782	73,794	77,147	80,660	82,474
PSB	Hourly	25.489	29.522	30.777	32.085	33.450	34.870	36.353	38.007	39.736	41.446
	Bi-Weekly	2,039.12	2,361.76	2,462.16	2,566.80	2,676.00	2,789.60	2,908.24	3,040.56	3,178.88	3,315.68
	Annual	53,017	61,405	64,016	66,736	69,576	72,529	75,614	79,054	82,650	86,207
PSC	Hourly	27.267	31.584	32.927	34.326	35.785	37.305	38.892	42.660	44.601	45.604
	Bi-Weekly	2,181.36	2,526.72	2,634.16	2,746.08	2,862.80	2,984.40	3,111.36	3,412.80	3,568.08	3,648.32
	Annual	56,715	65,694	68,488	71,398	74,432	77,594	80,895	88,732	92,770	94,856

Effective June 1, 2020

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

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 12 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 15 Years Service 9th Step	After 1 Year at 4th Longevity Rate & 20 Years Service 10th Step
T16	Hourly	23.455	26.061	27.295	28.592	29.958	31.404	32.859	34.536	34.881	35.316	36.928
	Bi-Weekly	1,876.40	2,084.88	2,183.60	2,287.36	2,396.64	2,512.32	2,628.72	2,762.88	2,790.48	2,825.28	2,954.24
	Annual	48,786	54,206	56,773	59,471	62,312	65,320	68,346	71,834	72,552	73,457	76,810
T18	Hourly	26.962	29.958	31.404	32.859	34.493	36.084	37.865	39.638	40.035	40.540	42.392
	Bi-Weekly	2,156.96	2,396.64	2,512.32	2,628.72	2,759.44	2,886.72	3,029.20	3,171.04	3,202.80	3,243.20	3,391.36
	Annual	56,080	62,312	65,320	68,346	71,745	75,054	78,759	82,447	83,272	84,323	88,175

Effective June 1, 2020

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

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 1 Year at Maximum Rate & 5 Years Service 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
HS1	Hourly	18.715	20.795	21.795	22.814	23.910	25.142	26.438	27.490	28.579	28.868
	Bi-Weekly	1,497.20	1,663.60	1,743.60	1,825.12	1,912.80	2,011.36	2,115.04	2,199.20	2,286.32	2,309.44
	Annual	38,927	43,253	45,333	47,453	49,732	52,295	54,991	57,179	59,444	60,045
HSA	Hourly	17.478	19.420	20.353	21.301	22.326	23.473	24.559	25.049	25.294	25.556
	Bi-Weekly	1,398.24	1,553.60	1,628.24	1,704.08	1,786.08	1,877.84	1,964.72	2,003.92	2,023.52	2,044.48
	Annual	36,354	40,393	42,334	44,306	46,438	48,823	51,082	52,101	52,611	53,156

Effective June 1, 2020

SCHEDULE XVII
BUREAU OF HUMAN RESOURCES
STROGER HOSPITAL SERGEANTS - HOSPITAL OFFICERS
TEAMSTERS 700

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 1 Year at Maximum Rate & 5 Years Service 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
HS2	Hourly	20.815	23.129	24.314	25.444	26.725	27.993	29.438	30.611	31.831	32.142
	Bi-Weekly	1,600.56	1,850.32	1,945.12	2,035.52	2,138.00	2,239.44	2,355.04	2,448.88	2,546.48	2,571.36
	Annual	41,615	48,108	50,573	52,923	55,588	58,225	61,231	63,670	66,208	66,855
HS3	Hourly	24.052	26.725	27.993	29.321	30.720	32.205	33.881	35.234	36.645	37.745
	Bi-Weekly	1,849.44	2,138.00	2,239.44	2,345.68	2,457.60	2,576.40	2,710.48	2,818.72	2,931.60	3,019.60
	Annual	48,085	55,588	58,225	60,987	63,897	66,986	70,472	73,286	76,221	78,509

Effective June 1, 2020

SCHEDULE XVIII
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - FACILITIES MANAGEMENT

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

Effective June 1, 2020

SCHEDULE XVIII
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700
JTDC

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

Effective June 1, 2020

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

Grade	Title		Entry Rate	1st Step	After 1 Year & 5 Years Service 2nd Step	After 1st Longevity Rate & 10 Years Service 3rd Step	After 2nd Longevity Rate & 15 Years Service 4th Step	After 3rd Longevity Rate & 20 Years Service 5th Step
X09	Janitor II	Hourly	18.242	20.269	20.569	21.079	21.605	23.576
		Bi-Weekly	1,459.36	1,621.52	1,645.52	1,686.32	1,728.40	1,886.08
		Annual	37,943	42,159	42,783	43,844	44,938	49,038
X10	Janitor III	Hourly	20.825	23.141	23.483	24.069	24.665	26.916
		Bi-Weekly	1,666.00	1,851.28	1,878.64	1,925.52	1,973.20	2,153.28
		Annual	43,316	48,133	48,844	50,063	51,303	55,985
X11	Laundry Worker I	Hourly	14.991	16.658	16.911	17.327	17.755	19.374
	Janitor I	Bi-Weekly	1,199.28	1,332.64	1,352.88	1,386.16	1,420.40	1,549.92
		Annual	31,181	34,648	35,174	36,040	36,930	40,297
X12	Seamster I	Hourly	14.991	16.658	16.911	17.327	17.755	19.374
		Bi-Weekly	1,199.28	1,332.64	1,352.88	1,386.16	1,420.40	1,549.92
		Annual	31,181	34,648	35,174	36,040	36,930	40,297
X14	Elevator Operator	Hourly	17.617	19.575	19.867	20.361	20.863	22.766
		Bi-Weekly	1,409.36	1,566.00	1,589.36	1,628.88	1,669.04	1,821.28
		Annual	36,643	40,716	41,323	42,350	43,395	47,353
X15	Elevator Starter	Hourly	18.718	20.799	21.099	21.607	22.124	24.142
		Bi-Weekly	1,497.44	1,663.92	1,687.92	1,728.56	1,769.92	1,931.36
		Annual	38,933	43,261	43,885	44,942	46,017	50,215
X16	Cook II	Hourly	20.282	22.536	22.874	23.446	24.035	26.228
		Bi-Weekly	1,622.56	1,802.88	1,829.92	1,875.68	1,922.80	2,098.24
		Annual	42,186	46,874	47,577	48,767	49,992	54,554
X17	Window Washer I	Hourly	21.911	24.346	24.712	25.330	25.960	27.570
		Bi-Weekly	1,752.88	1,947.68	1,976.96	2,026.40	2,076.80	2,205.60
		Annual	45,574	50,639	51,400	52,686	53,996	57,345
X18	Window Washer II	Hourly	23.259	25.844	26.231	26.889	27.559	30.075
		Bi-Weekly	1,860.72	2,067.52	2,098.48	2,151.12	2,204.72	2,406.00
		Annual	48,378	53,755	54,560	55,929	57,322	62,556

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

Effective June 1, 2020

SCHEDULE XX
BUREAU OF HUMAN RESOURCES
CASEWORKER PUBLIC GUARDIAN
AFSCME 3969

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
PG1	Hourly	25.743	26.918	28.259	29.671	31.157	32.630	36.257	37.523	39.036
	Bi-Weekly	2,059.44	2,153.44	2,260.72	2,373.68	2,492.56	2,610.40	2,900.56	3,001.84	3,122.88
	Annual	53,545	55,989	58,778	61,715	64,806	67,870	75,414	78,047	81,194
PG2	Hourly	27.636	28.957	30.325	31.786	33.307	34.857	37.162	38.454	40.008
	Bi-Weekly	2,210.88	2,316.56	2,426.00	2,542.88	2,664.56	2,788.56	2,972.96	3,076.32	3,200.64
	Annual	57,482	60,230	63,076	66,114	69,278	72,502	77,296	79,984	83,216

Schedule XXIV-Skilled Trades 6/1/20

Job Code	Title	Bi-Weekly Salary	Hourly Salary	Effective Date	Annual Salary
2336	Architectural Iron Worker	$ 4,130.40	51.630	6/1/2020	$107,390.40
2335	Architectural Iron Worker Frm	$ 4,410.40	55.130	6/1/2020	$114,670.40
2391	Biomedical Electrical Technician Foreman	$ 4,240.00	53.000	6/1/2020	$110,240.00
2390	Biomedical Electrical Technician/Journeymen	$ 4,000.00	50.000	6/1/2020	$104,000.00
2307	Boilermaker/Blacksmith	$ 4,124.80	51.560	5/1/2020	$107,244.80
2310	Boilermaker/Welder	$ 4,124.80	51.560	5/1/2020	$107,244.80
2311	Bricklayer	$ 3,804.80	47.560	6/1/2020	$98,924.80
2312	Bricklayer Foreman	$ 4,185.60	52.320	6/1/2020	$108,825.60
1402	Building & Construction Plan Examiner I	$ 3,980.80	49.760	6/1/2020	$103,500.80
1404	Building & Zoning Inspector	$ 3,980.80	49.760	6/1/2020	$103,500.80
1415	Building & Zoning Inspector II	$ 3,980.80	49.760	6/1/2020	$103,500.80
2317	Carpenter	$ 3,980.80	49.760	6/1/2020	$103,500.80
2318	Carpenter Foreman	$ 4,180.80	52.260	6/1/2020	$108,700.80
2327	Chief Electrical Inspector	$ 4,480.00	56.000	6/1/2020	$116,480.00
2348	Chief Plumbing Inspector	$ 4,761.60	59.520	6/1/2020	$123,801.60
4013	Chief Telecommunications Electrician	$ 4,480.00	56.000	6/1/2020	$116,480.00
2328	Electrical Equipment Technician	$ 4,000.00	50.000	6/1/2020	$104,000.00
2346	Electrical Equipment Technician Foreman	$ 4,240.00	53.000	6/1/2020	$110,240.00
2330	Electrical Inspector	$ 4,240.00	53.000	6/1/2020	$110,240.00
2329	Electrical Mechanic	$ 4,000.00	50.000	6/1/2020	$104,000.00
2323	Electrical Plan Examiner	$ 4,000.00	50.000	6/1/2020	$104,000.00
2324	Electrician	$ 4,000.00	50.000	6/1/2020	$104,000.00
2326	Electrician Foreman	$ 4,240.00	53.000	6/1/2020	$110,240.00
1411	Elevator Inspector	$ 4,677.60	58.470	1/1/2020	$121,617.60
1413	Elevator Mechanic	$ 4,677.60	58.470	1/1/2020	$121,617.60
1412	Fire Prevention Inspector	$ 3,884.00	48.550	6/1/2019	$100,984.00
2320	Glazier	$ 3,708.00	46.350	6/1/2020	$96,408.00
2392	Laborer	$ 3,552.00	44.400	6/1/2020	$92,352.00
2395	Laborer Foreman	$ 3,640.00	45.500	6/1/2020	$94,640.00
2396	Laborer Foreman (HWY.)	$ 3,640.00	45.500	6/1/2020	$94,640.00
2393	Laborer I	$ 3,552.00	44.400	6/1/2020	$92,352.00
2394	Laborer II	$ 3,584.00	44.800	6/1/2020	$93,184.00
2321	Lather	$ 3,980.80	49.760	6/1/2020	$103,500.80
2331	Machinist	$ 3,974.40	49.680	7/1/2020	$103,334.40
2339	Machinist Foreman	$ 4,174.40	52.180	7/1/2020	$108,534.40
2431	Marble Polisher	$ 2,858.40	35.730	6/1/2020	$74,318.40
2334	Master Locksmith	$ 4,130.40	51.630	6/1/2020	$107,390.40
2371	Motor Vehicle Driver (Road Repairman)	$ 3,068.00	38.350	6/1/2020	$79,768.00
2381	Motor Vehicle Driver I	$ 3,068.00	38.350	6/1/2020	$79,768.00
2382	Motor Vehicle Driver II	$ 3,120.00	39.000	6/1/2020	$81,120.00
2451	Operating Engineer I	$ 3,940.80	49.260	7/1/2019	$102,460.80
2452	Operating Engineer II	$ 4,148.00	51.850	7/1/2019	$107,848.00
2453	Operating Engineer III	$ 4,563.20	57.040	7/1/2019	$118,643.20
2454	Operating Engineer IV	$ 5,123.20	64.040	7/1/2019	$133,203.20
4009	Operating Engineer Trainee	$ 1,140.00	14.250	7/1/2019	$29,640.00
2354	Painter	$ 3,864.00	48.300	6/1/2020	$100,464.00
2356	Painter Foreman	$ 4,347.20	54.340	6/1/2020	$113,027.20
2342	Pipecoverer	$ 4,100.00	51.250	6/1/2020	$106,600.00
2368	Pipecoverer Foreman	$ 4,346.40	54.330	6/1/2020	$113,006.40
2388	Pipecoverer Material Handler	$ 3,075.20	38.440	6/1/2020	$79,955.20
2389	Pipecoverer Pre-Apprentice	$ 2,816.80	35.210	6/1/2013	$73,236.80
2361	Plasterer	$ 4,000.00	50.000	6/1/2020	$104,000.00
2363	Plasterer Helper	$ 3,552.00	44.400	6/1/2020	$92,352.00
2350	Plumber	$ 4,160.00	52.000	6/1/2020	$108,160.00
2352	Plumber Foreman	$ 4,408.00	55.100	6/1/2020	$114,608.00
2353	Plumbing Inspector/Foreman	$ 4,408.00	55.100	6/1/2020	$114,608.00
2349	Plumbing Plan Examiner/Foreman	$ 4,408.00	55.100	6/1/2020	$114,608.00
2343	Refrigerator Man	$ 4,060.00	50.750	6/1/2020	$105,560.00
2372	Road Equipment Operator	$ 4,024.00	50.300	6/1/2020	$104,624.00
2376	Road Equipment Operator - MM Foreman	$ 4,344.00	54.300	6/1/2020	$112,944.00
2373	Road Equipment Operator - Master Mechanic	$ 4,264.00	53.300	6/1/2020	$110,864.00
2359	Sign Painter (Shopman)	$ 3,187.20	39.840	1/1/2020	$82,867.20
2344	Steamfitter	$ 4,060.00	50.750	6/1/2020	$105,560.00
2345	Steamfitter Foreman	$ 4,300.00	53.750	6/1/2020	$111,800.00
2379	Telecommunications Electrician	$ 4,000.00	50.000	6/1/2020	$104,000.00
2378	Telecommunications Electrician Foreman	$ 4,240.00	53.000	6/1/2020	$110,240.00
2340	Tinsmith	$ 3,720.00	46.500	6/1/2020	$96,720.00
2341	Tinsmith Foreman	$ 4,017.60	50.220	6/1/2020	$104,457.60
2225	Ventilating Inspector	$ 4,017.60	50.220	6/1/2020	$104,457.60
1420	Zoning Plan Examiner I	$ 3,980.80	49.760	6/1/2020	$103,500.80

Effective June 1, 2020

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

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step	After 1 Year at 4th Longevity Rate & 25 Years Service 10th Step
D4	Hourly	33.148	36.269	38.103	39.908	41.770	43.851	46.023	46.928	47.375	47.866	49.772
	Bi-Weekly	2,651.84	2,901.52	3,048.24	3,192.64	3,341.60	3,508.08	3,681.84	3,754.24	3,790.00	3,829.28	3,981.76
	Annual	68,947	75,439	79,254	83,008	86,881	91,210	95,727	97,610	98,540	99,561	103,525

Effective September 1, 2020

SCHEDULE XXVI
BUREAU OF HUMAN RESOURCES
COUNTY CORRECTIONAL LIEUTENANTS
AFSCME 2226

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step	After 1 Year at 4th Longevity Rate & 25 Years Service 10th Step
CO3	Hourly	33.148	36.269	38.103	39.908	41.770	43.851	46.023	46.928	47.375	47.866	49.772
	Bi-Weekly	2,651.84	2,901.52	3,048.24	3,192.64	3,341.60	3,508.08	3,681.84	3,754.24	3,790.00	3,829.28	3,981.76
	Annual	68,947	75,439	79,254	83,008	86,881	91,210	95,727	97,610	98,540	99,561	103,525

Effective June 1, 2017

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

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	After 2 Years At 6th Step 7th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 8th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 9th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 10th Step	After 1 Year at 4th Longevity Rate & 25 Years Service 11th Step
SA1	Hourly	29.385	30.844	32.382	33.995	35.554	37.311	39.076	39.853	40.253	41.459	
	Bi-Weekly	2,350.80	2,467.52	2,590.56	2,719.60	2,844.32	2,984.88	3,126.08	3,188.24	3,220.24	3,316.72	
	Annual	61,120	64,155	67,354	70,709	73,952	77,606	81,278	82,894	83,726	86,234	
SA2	Hourly	33.995	35.554	37.311	39.076	40.955	42.879	44.975	45.634	46.080	47.462	47.938
	Bi-Weekly	2,719.60	2,844.32	2,984.88	3,126.08	3,276.40	3,430.32	3,598.00	3,650.72	3,686.40	3,796.96	3,835.04
	Annual	70,709	73,952	77,606	81,278	85,186	89,188	93,548	94,918	95,846	98,720	99,711

Effective June 1, 2020

SCHEDULE XXVIII
BUREAU OF HUMAN RESOURCES
FOP - DEPUTY SERGEANTS

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

Effective June 1, 2020

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

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

September 1, 2020

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP1	526	80.222	6,417.76	166,862
K	KP1	530	81.839	6,547.12	170,225
K	KP1	534	83.488	6,679.04	173,655
K	KP1	538	85.170	6,813.60	177,154
K	KP1	542	86.887	6,950.96	180,725
K	KP1	546	88.638	7,091.04	184,367
K	KP1	550	90.424	7,233.92	188,082
K	KP1	554	92.247	7,379.76	191,874
K	KP1	558	94.105	7,528.40	195,738
K	KP1	562	96.001	7,680.08	199,682
K	KP1	566	97.936	7,834.88	203,707
K	KP1	570	99.910	7,992.80	207,813
K	KP1	574	101.924	8,153.92	212,002
K	KP1	578	103.976	8,318.08	216,270
K	KP1	582	106.072	8,485.76	220,630
K	KP1	586	108.208	8,656.64	225,073
K	KP1	590	110.388	8,831.04	229,607
K	KP1	594	112.612	9,008.96	234,233
K	KP1	598	114.883	9,190.64	238,957
K	KP1	602	117.199	9,375.92	243,774
K	KP1	606	119.558	9,564.64	248,681
K	KP1	610	121.970	9,757.60	253,698
K	KP1	614	124.426	9,954.08	258,806
K	KP1	618	126.934	10,154.72	264,023
K	KP1	622	129.491	10,359.28	269,341
K	KP1	626	132.099	10,567.92	274,766
K	KP1	630	134.761	10,780.88	280,303
K	KP1	634	137.480	10,998.40	285,958
K	KP1	638	140.249	11,219.92	291,718
K	KP1	642	143.074	11,445.92	297,594
K	KP1	646	145.961	11,676.88	303,599
K	KP1	650	148.900	11,912.00	309,712
K	KP1	654	151.898	12,151.84	315,948

*Each step progression represent a 2% increase

SCHEDULE XXXIII

September 1, 2020

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP1	658	154.959	12,396.72	322,315
K	KP1	662	158.083	12,646.64	328,813
K	KP1	666	161.267	12,901.36	335,435
K	KP1	670	164.520	13,161.60	342,202
K	KP1	674	167.832	13,426.56	349,091
K	KP1	678	171.214	13,697.12	356,125
K	KP1	682	174.665	13,973.20	363,303
K	KP1	686	178.185	14,254.80	370,625
K	KP1	690	181.775	14,542.00	378,092
K	KP1	694	185.436	14,834.88	385,707
K	KP1	698	189.174	15,133.92	393,482
K	KP1	702	192.985	15,438.80	401,409
K	KP1	706	196.874	15,749.92	409,498
K	KP1	710	200.842	16,067.36	417,751
K	KP1	714	204.887	16,390.96	426,165
K	KP1	718	209.017	16,721.36	434,755
K	KP1	722	213.229	17,058.32	443,516
K	KP1	726	217.528	17,402.24	452,458
K	KP1	730	221.907	17,752.56	461,567
K	KP1	734	226.379	18,110.32	470,868
K	KP1	738	230.941	18,475.28	480,357
K	KP1	742	235.596	18,847.68	490,040
K	KP1	746	240.343	19,227.44	499,913
K	KP1	750	245.188	19,615.04	509,991
K	KP1	754	250.128	20,010.24	520,266
K	KP1	758	255.170	20,413.60	530,754
K	KP1	762	260.313	20,825.04	541,451
K	KP1	766	265.559	21,244.72	552,363
K	KP1	770	270.908	21,672.64	563,489
K	KP1	774	276.369	22,109.52	574,848
K	KP1	778	281.938	22,555.04	586,431
K	KP1	782	287.618	23,009.44	598,245
K	KP1	786	293.412	23,472.96	610,297
K	KP1	790	299.326	23,946.08	622,598

*Each step progression represent a 2% increase

SCHEDULE XXXIII

September 1, 2020

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP1	794	305.356	24,428.48	635,140
K	KP1	798	311.510	24,920.80	647,941
K	KP1	802	317.788	25,423.04	660,999
K	KP1	806	324.191	25,935.28	674,317
K	KP1	810	330.725	26,458.00	687,908
K	KP1	814	337.389	26,991.12	701,769
K	KP1	818	344.189	27,535.12	715,913
K	KP1	822	351.125	28,090.00	730,340
K	KP1	826	358.201	28,656.08	745,058
K	KP1	830	365.418	29,233.44	760,069

*Each step progression represent a 2% increase

SCHEDULE XXXIII

September 1, 2020

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP2	527	80.624	6,449.90	167,697
K	KP2	531	82.250	6,579.99	171,079
K	KP2	535	83.905	6,712.41	174,523
K	KP2	539	85.598	6,847.83	178,044
K	KP2	543	87.323	6,985.83	181,632
K	KP2	547	89.081	7,126.49	185,289
K	KP2	551	90.876	7,270.07	189,022
K	KP2	555	92.707	7,416.55	192,831
K	KP2	559	94.573	7,565.87	196,713
K	KP2	563	96.480	7,718.44	200,680
K	KP2	567	98.425	7,874.00	204,724
K	KP2	571	100.409	8,032.72	208,851
K	KP2	575	102.434	8,194.69	213,061
K	KP2	579	104.495	8,359.57	217,349
K	KP2	583	106.600	8,528.03	221,729
K	KP2	587	108.751	8,700.07	226,202
K	KP2	591	110.941	8,875.28	230,758
K	KP2	595	113.177	9,054.14	235,408
K	KP2	599	115.456	9,236.50	240,149
K	KP2	603	117.785	9,422.78	244,992
K	KP2	607	120.158	9,612.63	249,928
K	KP2	611	122.579	9,806.31	254,965
K	KP2	615	125.050	10,003.99	260,104
K	KP2	619	127.568	10,205.41	265,340
K	KP2	623	130.141	10,411.24	270,692
K	KP2	627	132.761	10,620.90	276,143
K	KP2	631	135.434	10,834.73	281,703
K	KP2	635	138.167	11,053.38	287,388
K	KP2	639	140.950	11,276.02	293,176
K	KP2	643	143.791	11,503.25	299,085
K	KP2	647	146.689	11,735.13	305,113
K	KP2	651	149.643	11,971.43	311,258
K	KP2	655	152.657	12,212.55	317,526

*Each step progression represent a 2% increase

SCHEDULE XXXIII **September 1, 2020**

BUREAU OF HUMAN RESOURCES

SEIU LOCAL 20 HEALTH

DOCTORS COUNCIL

STROGER HOSPITAL / CORE CENTER

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP2	655	149.664	11,973.09	311,300
K	KP2	659	152.681	12,214.46	317,576
K	KP2	663	155.758	12,460.65	323,976
K	KP2	667	158.898	12,711.81	330,508
K	KP2	671	162.097	12,967.79	337,163
K	KP2	675	165.365	13,229.24	343,960
K	KP2	679	168.697	13,495.74	350,889
K	KP2	683	172.096	13,767.72	357,961
K	KP2	687	175.562	14,044.99	365,170
K	KP2	691	179.101	14,328.06	372,530
K	KP2	695	182.710	14,616.76	380,036
K	KP2	699	186.392	14,911.34	387,695
K	KP2	703	190.147	15,211.79	395,507
K	KP2	707	193.980	15,518.36	403,477
K	KP2	711	197.888	15,831.05	411,608
K	KP2	715	201.876	16,150.11	419,902
K	KP2	719	205.944	16,475.53	428,363
K	KP2	723	210.093	16,807.48	436,995
K	KP2	727	214.325	17,146.04	445,797
K	KP2	731	218.644	17,491.53	454,780
K	KP2	735	223.052	17,844.12	463,947
K	KP2	739	227.546	18,203.65	473,295
K	KP2	743	232.133	18,570.61	482,835
K	KP2	747	236.808	18,944.66	492,561
K	KP2	751	241.582	19,326.55	502,491
K	KP2	755	246.452	19,716.19	512,621
K	KP2	759	251.418	20,113.42	522,949
K	KP2	763	256.486	20,518.89	533,492
K	KP2	767	261.653	20,932.28	544,239
K	KP2	771	266.925	21,353.99	555,203
K	KP2	775	272.304	21,784.34	566,393
K	KP2	779	277.790	22,223.19	577,802
K	KP2	783	283.390	22,671.17	589,451

*Each step progression represent a 2% increase

SCHEDULE XXXIII **September 1, 2020**

BUREAU OF HUMAN RESOURCES

SEIU LOCAL 20 HEALTH

DOCTORS COUNCIL

STROGER HOSPITAL / CORE CENTER

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP2	795	306.885	24,550.78	638,320
K	KP2	799	313.068	25,045.42	651,181
K	KP2	803	319.376	25,550.06	664,302
K	KP2	807	325.812	26,064.93	677,688
K	KP2	811	332.377	26,590.13	691,344
K	KP2	815	339.075	27,125.97	705,276
K	KP2	819	345.909	27,672.73	719,491
K	KP2	823	352.881	28,230.46	733,992
K	KP2	827	359.993	28,799.44	748,785

*Each step progression represent a 2% increase

SCHEDULE XXXIII

September 1, 2020

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP3	528	81.026	6,482.11	168,534
K	KP3	532	82.660	6,612.78	171,932
K	KP3	536	84.328	6,746.20	175,401
K	KP3	540	86.025	6,882.04	178,933
K	KP3	544	87.760	7,020.79	182,540
K	KP3	548	89.526	7,162.11	186,215
K	KP3	552	91.330	7,306.44	189,968
K	KP3	556	93.173	7,453.84	193,799
K	KP3	560	95.048	7,603.83	197,700
K	KP3	564	96.963	7,757.06	201,684
K	KP3	568	98.917	7,913.37	205,747
K	KP3	572	100.912	8,072.92	209,895
K	KP3	576	102.945	8,235.64	214,127
K	KP3	580	105.019	8,401.52	218,439
K	KP3	584	107.135	8,570.82	222,841
K	KP3	588	109.293	8,743.44	227,329
K	KP3	592	111.496	8,919.64	231,910
K	KP3	596	113.743	9,099.42	236,585
K	KP3	600	116.036	9,282.86	241,354
K	KP3	604	118.375	9,469.97	246,219
K	KP3	608	120.757	9,660.57	251,174
K	KP3	612	123.191	9,855.25	256,237
K	KP3	616	125.674	10,053.93	261,403
K	KP3	620	128.205	10,256.43	266,667
K	KP3	624	130.789	10,463.09	272,041
K	KP3	628	133.427	10,674.17	277,529
K	KP3	632	136.113	10,889.08	283,116
K	KP3	636	138.857	11,108.56	288,822

*Each step progression represent a 2% increase

September 1, 2020

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP3	640	141.656	11,332.45	294,643
K	KP3	644	144.512	11,560.92	300,584
K	KP3	648	147.422	11,793.72	306,637
K	KP3	652	150.390	12,031.19	312,811
K	KP3	656	153.421	12,273.64	319,115
K	KP3	660	156.513	12,521.01	325,546
K	KP3	664	159.667	12,773.37	332,107
K	KP3	668	162.885	13,030.80	338,801
K	KP3	672	166.167	13,293.40	345,628
K	KP3	676	169.515	13,561.24	352,593
K	KP3	680	172.932	13,834.57	359,699
K	KP3	684	176.414	14,113.15	366,942
K	KP3	688	179.969	14,397.55	374,336
K	KP3	692	183.596	14,687.70	381,880
K	KP3	696	187.297	14,983.76	389,578
K	KP3	700	191.071	15,285.64	397,427
K	KP3	704	194.920	15,593.60	405,433
K	KP3	708	198.849	15,907.88	413,605
K	KP3	712	202.857	16,228.58	421,943
K	KP3	716	206.943	16,555.43	430,442
K	KP3	720	211.114	16,889.10	439,116
K	KP3	724	215.367	17,229.36	447,963
K	KP3	728	219.705	17,576.43	456,987
K	KP3	732	224.133	17,930.67	466,197
K	KP3	736	228.650	18,291.98	475,592
K	KP3	740	233.257	18,660.53	485,174
K	KP3	744	237.957	19,036.57	494,951
K	KP3	748	242.754	19,420.36	504,929
K	KP3	752	247.645	19,811.63	515,102

*Each step progression represent a 2% increase

September 1, 2020

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP3	756	252.638	20,211.06	525,487
K	KP3	760	257.728	20,618.23	536,074
K	KP3	764	262.922	21,033.73	546,877
K	KP3	768	268.221	21,457.71	557,900
K	KP3	772	273.626	21,890.10	569,142
K	KP3	776	279.138	22,331.06	580,608
K	KP3	780	284.765	22,781.18	592,311
K	KP3	784	290.502	23,240.12	604,244
K	KP3	788	296.354	23,708.30	616,416
K	KP3	792	302.327	24,186.14	628,840
K	KP3	796	308.418	24,673.46	641,510
K	KP3	800	314.635	25,170.77	654,440
K	KP3	804	320.973	25,677.82	667,624
K	KP3	808	327.441	26,195.27	681,077
K	KP3	812	334.040	26,723.22	694,804
K	KP3	816	340.769	27,261.56	708,801
K	KP3	820	347.640	27,811.22	723,092
K	KP3	824	354.645	28,371.62	737,662
K	KP3	828	361.790	28,943.18	752,522

*Each step progression represent a 2% increase

September 1, 2020

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP4	529	81.434	6,514.74	169,383
K	KP4	533	83.074	6,645.91	172,794
K	KP4	537	84.745	6,779.58	176,269
K	KP4	541	86.455	6,916.41	179,827
K	KP4	545	88.198	7,055.83	183,452
K	KP4	549	89.975	7,197.99	187,147
K	KP4	553	91.787	7,342.98	190,918
K	KP4	557	93.638	7,491.05	194,767
K	KP4	561	95.521	7,641.70	198,684
K	KP4	565	97.449	7,795.93	202,694
K	KP4	569	99.411	7,952.90	206,775
K	KP4	573	101.416	8,113.29	210,945
K	KP4	577	103.459	8,276.76	215,195
K	KP4	581	105.544	8,443.55	219,533
K	KP4	585	107.669	8,613.51	223,951
K	KP4	589	109.840	8,787.22	228,468
K	KP4	593	112.054	8,964.34	233,072
K	KP4	597	114.311	9,144.87	237,767
K	KP4	601	116.616	9,329.31	242,562
K	KP4	605	118.966	9,517.25	247,449
K	KP4	609	121.363	9,709.01	252,434
K	KP4	613	123.807	9,904.52	257,518
K	KP4	617	126.301	10,104.12	262,707
K	KP4	621	128.847	10,307.78	268,003
K	KP4	625	131.445	10,515.61	273,406
K	KP4	629	134.093	10,727.44	278,914
K	KP4	633	136.795	10,943.59	284,534
K	KP4	637	139.552	11,164.16	290,268

*Each step progression represent a 2% increase

September 1, 2020

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP4	641	142.364	11,389.13	296,118
K	KP4	645	145.234	11,618.69	302,086
K	KP4	649	148.157	11,852.57	308,166
K	KP4	653	151.143	12,091.45	314,378
K	KP4	657	154.188	12,335.07	320,712
K	KP4	661	157.295	12,583.60	327,174
K	KP4	665	160.466	12,837.29	333,770
K	KP4	669	163.698	13,095.81	340,491
K	KP4	673	166.999	13,359.90	347,357
K	KP4	677	170.363	13,629.07	354,356
K	KP4	681	173.796	13,903.66	361,495
K	KP4	685	177.297	14,183.73	368,777
K	KP4	689	180.869	14,469.55	376,209
K	KP4	693	184.514	14,761.11	383,789
K	KP4	697	188.232	15,058.58	391,523
K	KP4	701	192.026	15,362.05	399,414
K	KP4	705	195.895	15,671.59	407,461
K	KP4	709	199.842	15,987.37	415,672
K	KP4	713	203.871	16,309.64	424,050
K	KP4	717	207.979	16,638.33	432,596
K	KP4	721	212.168	16,973.42	441,309
K	KP4	725	216.443	17,315.42	450,201
K	KP4	729	220.804	17,664.33	459,272
K	KP4	733	225.254	18,020.31	468,529
K	KP4	737	229.793	18,383.45	477,970
K	KP4	741	234.424	18,753.92	487,602
K	KP4	745	239.146	19,131.71	497,425
K	KP4	749	243.968	19,517.40	507,453
K	KP4	753	248.886	19,910.84	517,682

*Each step progression represent a 2% increase

September 1, 2020

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP4	757	253.901	20,312.10	528,114
K	KP4	761	259.019	20,721.52	538,760
K	KP4	765	264.237	21,138.93	549,612
K	KP4	769	269.561	21,564.91	560,688
K	KP4	773	274.993	21,999.47	571,986
K	KP4	777	280.533	22,442.68	583,509
K	KP4	781	286.186	22,894.88	595,267
K	KP4	785	291.954	23,356.31	607,264
K	KP4	789	297.838	23,827.07	619,504
K	KP4	793	303.836	24,306.91	631,980
K	KP4	797	309.961	24,796.89	644,719
K	KP4	801	316.206	25,296.45	657,708
K	KP4	805	322.578	25,806.25	670,962
K	KP4	809	329.080	26,326.36	684,485
K	KP4	813	335.710	26,856.80	698,277
K	KP4	817	342.474	27,397.89	712,345
K	KP4	821	349.379	27,950.30	726,708
K	KP4	825	356.418	28,513.45	741,350
K	KP4	829	363.601	29,088.09	756,291

*Each step progression represent a 2% increase

Effective September 1, 2020

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

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

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

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

GD	1.1.19		1st Step	2nd Step	3rd Step
E7		Hourly	96.155	98.078	100.04
		Bi-Weekly	7,692.40	7,846.16	8,003.20
		Annual	200,002	204,002	208,081

GD	9.1.19		1st Step	2nd Step	3rd Step
E7		Hourly	98.078	100.04	102.04
		Bi-Weekly	7,846.24	8,003.20	8,163.20
		Annual	204,002	208,083	212,243

GD	9.1.20		1st Step	2nd Step	3rd Step
E7		Hourly	100.04	102.04	104.081
		Bi-Weekly	8,003.20	8,163.20	8,326.48
		Annual	208,083	212,243	216,488

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

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

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

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

EFFECTIVE:JUNE 1, 2020

ENTRY RATES

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

Job Code	Title	Grade	After 1st Year at Entry	Bi-Weekly Salary	Annual Salary
2444	Boiler Washer	X	$38.306	$3,064.49	$79,676.69
2443	Fireman	X	$38.306	$3,064.48	$79,676.48
2446	Fireman Helper	X	$36.650	$2,932.00	$76,232.00
2445	Mechanical Assistant	X	$38.306	$3,064.48	$79,676.48

Effective June 1, 2020

SCHEDULE XXXVI
BUREAU OF HUMAN RESOURCES
Physician Assistant - SEIU 73

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	AFTER 2 YEARS AT 6th Step	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 7th Step	AFTER 1 YR AT 2ND LONGEVITY RATE & 12 8th Step	AFTER 1 YR AT 3RD LONGEVITY RATE & 15 9th Step	AFTER 1 YR AT 4TH LONGEVITY RATE & 20 10th Step
22-S73-HCP	Hourly	46.334	51.481	53.025	54.616	56.254	57.942	59.680	61.471	63.315	65.215	67.171
(PA1)	Bi-Weekly	3,706.72	4,118.48	4,242.00	4,369.28	4,500.32	4,635.36	4,774.40	4,917.68	5,065.20	5,217.20	5,373.68
	Annual	96,374	107,080	110,292	113,601	117,008	120,519	124,134	127,859	131,695	135,647	139,715

POSITION CLASSIFICATION AND NON-UNION PAY PLAN

SALARY SCHEDULE

I. ENTRY RATE

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

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

II. APPLICABILITY OF STEP PROGRESSION AND STEP PLACEMENT

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

In general, the following rules shall apply:

A. Step advances shall be granted upon completion of twelve consecutive months of continuous service in each step until the maximum salary is reached.

B. Step advancement will be effective the first full pay period following the employee's anniversary date.

C. Eligibility for longevity bonus will be given when an employee reaches the maximum step for the grade of the position. The longevity pay will be effective the first full pay period following the employee's anniversary date and is determined by the number of years of service at Cook County. The longevity bonus is based on the salary group in which an employee's rate resides and the years of service. See sample table below:

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

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

III. EXISTING RATES

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

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

IV. TRANSFERS OR CHANGES OF POSITIONS

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

V. PROMOTIONS

Employees, aside from Shakman-exempt employees, who are promoted to positions in higher salary grades shall be entitled to placement in the step of the new salary grade which will provide a salary two steps above the salary step prior to the promotion, provided that:

A. The new salary does not exceed the maximum established for the grade to which the employee is promoted.

B. The new salary is not below the first step established for the grade to which the employee is promoted.

C. A previous promotion has not been given within the same fiscal year.*

D. The budget of the department to which the employee is assigned can accommodate the salary.

E. In all cases, an employee must spend at least 6 months in the job classification from which he or she is being promoted.

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

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

VI. DEMOTIONS

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

A. An employee demoted to a position in a lower salary grade shall have the salary adjusted in the new grade to the rate that is equal to 2 steps lower than the salary received in the previous position but not lower than the lowest rate of the grade for the new position. The employee's anniversary date does not change.

B. An employee promoted to a position in a higher salary grade and subsequently demoted to a position in a lower salary grade shall have the salary adjusted to the step of the salary grade to which the employee would be entitled had the employee remained in the salary grade from which he or she was promoted and never received the promotion. In such cases, the anniversary date of the employee does not change.

VII. RECLASSIFICATION OF POSITIONS

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

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

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

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

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

VIII. UPGRADING OF POSITIONS

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

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

IX. DOWNGRADING OF POSITIONS

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

X. INTERIM ASSIGNMENT

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

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

The employee shall continue to receive the interim pay for the duration of the interim assignment.

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

XI. SALARY RATES BASED UPON FULL-TIME EMPLOYMENT

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

XII. SALARIES AND WAGES OF EXTRA EMPLOYEES

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

XIII. CONTINUITY OF SERVICE

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

XIV. GENERAL PROVISIONS

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

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

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

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

Non-Union Schedule 1
EFFECTIVE JUNE 1, 2020

Grade	Step	Hourly	BiWeekly	Annual
09	101	9.508	$760.65	$19,777
09	102	9.699	$775.98	$20,176
09	103	9.896	$791.70	$20,585
09	104	10.094	$807.51	$20,996
09	105	10.298	$823.83	$21,420
09	106	10.505	$840.40	$21,850
09	107	10.716	$857.29	$22,289
09	108	10.932	$874.60	$22,740
09	109	11.152	$892.16	$23,196
09	110	11.377	$910.15	$23,664
09	111	11.608	$928.62	$24,144
09	112	11.840	$947.18	$24,627
09	113	12.080	$966.41	$25,127
09	114	12.324	$985.88	$25,633
09	115	12.573	$1,005.77	$26,150
09	116	12.825	$1,026.00	$26,676
09	117	13.085	$1,046.72	$27,215
09	118	13.350	$1,067.95	$27,766
09	119	13.616	$1,089.26	$28,320
09	120	13.890	$1,111.23	$28,892
09	121	14.170	$1,133.62	$29,474
09	122	14.454	$1,156.34	$30,065
09	123	14.748	$1,179.81	$30,675
09	124	15.043	$1,203.45	$31,290
09	125	15.348	$1,227.84	$31,924
09	126	15.657	$1,252.56	$32,567
09	127	15.974	$1,277.95	$33,227
09	128	16.295	$1,303.58	$33,893
09	129	16.625	$1,329.97	$34,579
09	130	16.961	$1,356.84	$35,278
09	131	17.302	$1,384.15	$35,988
09	132	17.651	$1,412.12	$36,715
09	133	18.005	$1,440.41	$37,450
09	134	18.368	$1,469.46	$38,206
09	135	18.738	$1,499.09	$38,976
09	136	19.116	$1,529.31	$39,762
09	137	19.500	$1,560.02	$40,560
09	138	19.893	$1,591.48	$41,378
09	139	20.294	$1,623.52	$42,212
09	140	20.703	$1,656.24	$43,062
09	141	21.120	$1,689.61	$43,929
09	142L	21.545	$1,723.65	$44,815

Grade	Step	Hourly	BiWeekly	Annual
10	143	14.313	$1,145.02	$29,771
10	144	14.601	$1,168.07	$30,371
10	145	14.895	$1,191.64	$30,983
10	146	15.194	$1,215.52	$31,604
10	147	15.502	$1,240.16	$32,244
10	148	15.815	$1,265.21	$32,895
10	149	16.133	$1,290.68	$33,558
10	150	16.460	$1,316.81	$34,237
10	151	16.791	$1,343.28	$34,926
10	152	17.129	$1,370.33	$35,629
10	153	17.474	$1,397.88	$36,345
10	154	17.827	$1,426.09	$37,078
10	155	18.187	$1,454.90	$37,828
10	156	18.555	$1,484.36	$38,594
10	157	18.927	$1,514.16	$39,368
10	158	19.308	$1,544.62	$40,160
10	159	19.696	$1,575.67	$40,967
10	160	20.092	$1,607.38	$41,791
10	161	20.497	$1,639.75	$42,634
10	162	20.910	$1,672.80	$43,493
10	163	21.332	$1,706.59	$44,371
10	164	21.762	$1,740.97	$45,266
10	165	22.201	$1,776.09	$46,178
10	166	22.648	$1,811.88	$47,109
10	167L	23.104	$1,848.33	$48,056

Non-Union Schedule 1
EFFECTIVE JUNE 1, 2020

Grade	Step	Hourly	BiWeekly	Annual
11	168	15.348	$1,227.84	$31,924
11	169	15.657	$1,252.56	$32,567
11	170	15.974	$1,277.95	$33,227
11	171	16.295	$1,303.58	$33,893
11	172	16.625	$1,329.97	$34,579
11	173	16.961	$1,356.84	$35,278
11	174	17.302	$1,384.15	$35,988
11	175	17.651	$1,412.12	$36,715
11	176	18.005	$1,440.41	$37,450
11	177	18.368	$1,469.46	$38,206
11	178	18.738	$1,499.09	$38,976
11	179	19.116	$1,529.31	$39,762
11	180	19.500	$1,560.02	$40,560
11	181	19.893	$1,591.48	$41,378
11	182	20.294	$1,623.52	$42,212
11	183	20.703	$1,656.24	$43,062
11	184	21.120	$1,689.61	$43,929
11	185	21.545	$1,723.65	$44,815
11	186	21.981	$1,758.44	$45,719
11	187	22.424	$1,793.89	$46,642
11	188	22.877	$1,830.10	$47,583
11	189	23.336	$1,866.81	$48,537
11	190	23.807	$1,904.51	$49,517
11	191	24.287	$1,942.97	$50,518
11	192L	24.777	$1,982.17	$51,537

Grade	Step	Hourly	BiWeekly	Annual
12	193	16.460	$1,316.81	$34,237
12	194	16.791	$1,343.28	$34,926
12	195	17.129	$1,370.33	$35,629
12	196	17.474	$1,397.88	$36,345
12	197	17.827	$1,426.09	$37,078
12	198	18.187	$1,454.90	$37,828
12	199	18.555	$1,484.36	$38,594
12	200	18.927	$1,514.16	$39,368
12	201	19.308	$1,544.62	$40,160
12	202	19.696	$1,575.67	$40,967
12	203	20.092	$1,607.38	$41,791
12	204	20.497	$1,639.75	$42,634
12	205	20.910	$1,672.80	$43,493
12	206	21.332	$1,706.59	$44,371
12	207	21.762	$1,740.97	$45,266
12	208	22.201	$1,776.09	$46,178
12	209	22.648	$1,811.88	$47,109
12	210	23.104	$1,848.33	$48,056
12	211	23.570	$1,885.62	$49,026
12	212	24.044	$1,923.58	$50,013
12	213	24.530	$1,962.36	$51,021
12	214	25.025	$2,001.97	$52,052
12	215	25.530	$2,042.35	$53,101
12	216	26.044	$2,083.46	$54,170
12	217L	26.568	$2,125.41	$55,261

Non-Union Schedule 1
EFFECTIVE JUNE 1, 2020

Grade	Step	Hourly	BiWeekly	Annual
13	218	17.651	$1,412.12	$36,715
13	219	18.005	$1,440.41	$37,450
13	220	18.368	$1,469.46	$38,206
13	221	18.738	$1,499.09	$38,976
13	222	19.116	$1,529.31	$39,762
13	223	19.500	$1,560.02	$40,560
13	224	19.893	$1,591.48	$41,378
13	225	20.294	$1,623.52	$42,212
13	226	20.703	$1,656.24	$43,062
13	227	21.120	$1,689.61	$43,929
13	228	21.545	$1,723.65	$44,815
13	229	21.981	$1,758.44	$45,719
13	230	22.424	$1,793.89	$46,642
13	231	22.877	$1,830.10	$47,583
13	232	23.336	$1,866.81	$48,537
13	233	23.807	$1,904.51	$49,517
13	234	24.287	$1,942.97	$50,518
13	235	24.777	$1,982.17	$51,537
13	236	25.275	$2,021.96	$52,571
13	237	25.785	$2,062.74	$53,632
13	238	26.306	$2,104.43	$54,716
13	239	26.835	$2,146.80	$55,816
13	240	27.374	$2,189.92	$56,937
13	241	27.927	$2,234.12	$58,087
13	242L	28.491	$2,279.22	$59,260

Grade	Step	Hourly	BiWeekly	Annual
14	243	18.927	$1,514.16	$39,368
14	244	19.308	$1,544.62	$40,160
14	245	19.696	$1,575.67	$40,967
14	246	20.092	$1,607.38	$41,791
14	247	20.497	$1,639.75	$42,634
14	248	20.910	$1,672.80	$43,493
14	249	21.332	$1,706.59	$44,371
14	250	21.762	$1,740.97	$45,266
14	251	22.201	$1,776.09	$46,178
14	252	22.648	$1,811.88	$47,109
14	253	23.104	$1,848.33	$48,056
14	254	23.570	$1,885.62	$49,026
14	255	24.044	$1,923.58	$50,013
14	256	24.530	$1,962.36	$51,021
14	257	25.025	$2,001.97	$52,052
14	258	25.530	$2,042.35	$53,101
14	259	26.044	$2,083.46	$54,170
14	260	26.568	$2,125.41	$55,261
14	261	27.103	$2,168.28	$56,375
14	262	27.649	$2,211.89	$57,510
14	263	28.207	$2,256.59	$58,671
14	264	28.774	$2,301.95	$59,851
14	265	29.355	$2,348.39	$61,058
14	266	29.946	$2,395.66	$62,287
14	267L	30.549	$2,443.94	$63,543

Non-Union Schedule 1
EFFECTIVE JUNE 1, 2020

Grade	Step	Hourly	BiWeekly	Annual
15	268	20.396	$1,631.68	$42,424
15	269	20.807	$1,664.56	$43,279
15	270	21.227	$1,698.18	$44,153
15	271	21.654	$1,732.31	$45,040
15	272	22.090	$1,767.18	$45,947
15	273	22.536	$1,802.89	$46,875
15	274	22.990	$1,839.18	$47,819
15	275	23.453	$1,876.22	$48,782
15	276	23.926	$1,914.09	$49,766
15	277	24.409	$1,952.71	$50,771
15	278	24.900	$1,991.99	$51,792
15	279	25.403	$2,032.28	$52,839
15	280	25.912	$2,072.98	$53,898
15	281	26.436	$2,114.93	$54,988
15	282	26.968	$2,157.45	$56,094
15	283	27.511	$2,200.91	$57,223
15	284	28.066	$2,245.26	$58,377
15	285	28.632	$2,290.62	$59,557
15	286	29.208	$2,336.66	$60,753
15	287	29.796	$2,383.68	$61,976
15	288	30.397	$2,431.79	$63,227
15	289	31.010	$2,480.81	$64,501
15	290	31.635	$2,530.83	$65,801
15	291	32.271	$2,581.69	$67,124
15	292L	32.922	$2,633.71	$68,477

Grade	Step	Hourly	BiWeekly	Annual
16	293	22.201	$1,776.09	$46,178
16	294	22.648	$1,811.88	$47,109
16	295	23.104	$1,848.33	$48,056
16	296	23.570	$1,885.62	$49,026
16	297	24.044	$1,923.58	$50,013
16	298	24.530	$1,962.36	$51,021
16	299	25.025	$2,001.97	$52,052
16	300	25.530	$2,042.35	$53,101
16	301	26.044	$2,083.46	$54,170
16	302	26.568	$2,125.41	$55,261
16	303	27.103	$2,168.28	$56,375
16	304	27.649	$2,211.89	$57,510
16	305	28.207	$2,256.59	$58,671
16	306	28.774	$2,301.95	$59,851
16	307	29.355	$2,348.39	$61,058
16	308	29.946	$2,395.66	$62,287
16	309	30.549	$2,443.94	$63,543
16	310	31.166	$2,493.30	$64,826
16	311	31.793	$2,543.48	$66,131
16	312	32.433	$2,594.68	$67,462
16	313	33.086	$2,646.86	$68,818
16	314	33.754	$2,700.30	$70,208
16	315	34.434	$2,754.73	$71,623
16	316L	35.127	$2,810.16	$73,065

Non-Union Schedule 1
EFFECTIVE JUNE 1, 2020

Grade	Step	Hourly	BiWeekly	Annual
17	317	23.453	$1,876.22	$48,782
17	318	23.926	$1,914.09	$49,766
17	319	24.409	$1,952.71	$50,771
17	320	24.900	$1,991.99	$51,792
17	321	25.403	$2,032.28	$52,839
17	322	25.912	$2,072.98	$53,898
17	323	26.436	$2,114.93	$54,988
17	324	26.968	$2,157.45	$56,094
17	325	27.511	$2,200.91	$57,223
17	326	28.066	$2,245.26	$58,377
17	327	28.632	$2,290.62	$59,557
17	328	29.208	$2,336.66	$60,753
17	329	29.796	$2,383.68	$61,976
17	330	30.397	$2,431.79	$63,227
17	331	31.010	$2,480.81	$64,501
17	332	31.635	$2,530.83	$65,801
17	333	32.271	$2,581.69	$67,124
17	334	32.922	$2,633.71	$68,477
17	335	33.588	$2,686.98	$69,862
17	336	34.264	$2,741.08	$71,268
17	337	34.952	$2,796.18	$72,701
17	338	35.658	$2,852.70	$74,170
17	339	36.375	$2,910.04	$75,662
17	340	37.110	$2,968.80	$77,189
17	341L	37.857	$3,028.56	$78,743

Grade	Step	Hourly	BiWeekly	Annual
18	342	25.149	$2,011.97	$52,311
18	343	25.655	$2,052.41	$53,363
18	344	26.172	$2,093.78	$54,438
18	345	26.700	$2,135.98	$55,536
18	346	27.239	$2,179.10	$56,657
18	347	27.788	$2,223.04	$57,799
18	348	28.347	$2,267.74	$58,961
18	349	28.919	$2,313.51	$60,151
18	350	29.500	$2,360.05	$61,361
18	351	30.095	$2,407.57	$62,596
18	352	30.702	$2,456.18	$63,860
18	353	31.322	$2,505.78	$65,150
18	354	31.952	$2,556.14	$66,459
18	355	32.596	$2,607.66	$67,799
18	356	33.252	$2,660.18	$69,164
18	357	33.922	$2,713.78	$70,559
18	358	34.606	$2,768.46	$71,980
18	359	35.303	$2,824.23	$73,430
18	360	36.016	$2,881.33	$74,915
18	361	36.740	$2,939.25	$76,420
18	362	37.481	$2,998.43	$77,960
18	363	38.237	$3,058.94	$79,532
18	364	39.009	$3,120.70	$81,138
18	365	39.794	$3,183.54	$82,772
18	366L	40.596	$3,247.71	$84,441

Non-Union Schedule 1
EFFECTIVE JUNE 1, 2020

Grade	Step	Hourly	BiWeekly	Annual
19	367	27.511	$2,200.91	$57,223
19	368	28.066	$2,245.26	$58,377
19	369	28.632	$2,290.62	$59,557
19	370	29.208	$2,336.66	$60,753
19	371	29.796	$2,383.68	$61,976
19	372	30.397	$2,431.79	$63,227
19	373	31.010	$2,480.81	$64,501
19	374	31.635	$2,530.83	$65,801
19	375	32.271	$2,581.69	$67,124
19	376	32.922	$2,633.71	$68,477
19	377	33.588	$2,686.98	$69,862
19	378	34.264	$2,741.08	$71,268
19	379	34.952	$2,796.18	$72,701
19	380	35.658	$2,852.70	$74,170
19	381	36.375	$2,910.04	$75,662
19	382	37.110	$2,968.80	$77,189
19	383	37.857	$3,028.56	$78,743
19	384	38.620	$3,089.65	$80,331
19	385	39.399	$3,151.91	$81,950
19	386	40.193	$3,215.42	$83,601
19	387	41.002	$3,280.18	$85,284
19	388	41.828	$3,346.26	$87,003
19	389	42.671	$3,413.67	$88,755
19	390	43.531	$3,482.42	$90,543
19	391L	44.409	$3,552.67	$92,369

Grade	Step	Hourly	BiWeekly	Annual
20	392	30.246	$2,419.73	$62,913
20	393	30.856	$2,468.49	$64,180
20	394	31.477	$2,518.19	$65,473
20	395	32.112	$2,568.95	$66,793
20	396	32.758	$2,620.65	$68,137
20	397	33.419	$2,673.58	$69,513
20	398	34.091	$2,727.35	$70,911
20	399	34.779	$2,782.27	$72,339
20	400	35.480	$2,838.37	$73,798
20	401	36.195	$2,895.56	$75,284
20	402	36.926	$2,954.07	$76,806
20	403	37.669	$3,013.50	$78,351
20	404	38.429	$3,074.26	$79,930
20	405	39.204	$3,136.27	$81,543
20	406	39.994	$3,199.53	$83,187
20	407	40.799	$3,263.94	$84,863
20	408	41.621	$3,329.70	$86,573
20	409	42.458	$3,396.61	$88,312
20	410	43.315	$3,465.20	$90,096
20	411	44.187	$3,535.03	$91,911
20	412	45.078	$3,606.19	$93,761
20	413	45.989	$3,679.10	$95,657
20	414	46.916	$3,753.26	$97,584
20	415	47.859	$3,828.75	$99,548
20	416L	48.822	$3,905.74	$101,549

Non-Union Schedule 1
EFFECTIVE JUNE 1, 2020

Grade	Step	Hourly	BiWeekly	Annual
21	417	33.252	$2,660.18	$69,164
21	418	33.922	$2,713.78	$70,559
21	419	34.606	$2,768.46	$71,980
21	420	35.303	$2,824.23	$73,430
21	421	36.016	$2,881.33	$74,915
21	422	36.740	$2,939.25	$76,420
21	423	37.481	$2,998.43	$77,960
21	424	38.237	$3,058.94	$79,532
21	425	39.009	$3,120.70	$81,138
21	426	39.794	$3,183.54	$82,772
21	427	40.596	$3,247.71	$84,441
21	428	41.414	$3,313.13	$86,141
21	429	42.247	$3,379.80	$87,875
21	430	43.100	$3,447.97	$89,647
21	431	43.967	$3,517.39	$91,452
21	432	44.852	$3,588.22	$93,293
21	433	45.758	$3,660.63	$95,176
21	434	46.682	$3,734.62	$97,100
21	435	47.620	$3,809.61	$99,050
21	436	48.579	$3,886.27	$101,043
21	437	49.556	$3,964.42	$103,075
21	438	50.556	$4,044.49	$105,157
21	439	51.576	$4,126.14	$107,280
21	440	52.614	$4,209.12	$109,437
21	441L	53.675	$4,294.03	$111,644

Grade	Step	Hourly	BiWeekly	Annual
22	442	36.559	$2,924.69	$76,042
22	443	37.296	$2,983.70	$77,576
22	444	38.046	$3,043.71	$79,137
22	445	38.813	$3,105.05	$80,731
22	446	39.594	$3,167.56	$82,357
22	447	40.394	$3,231.48	$84,018
22	448	41.206	$3,296.49	$85,709
22	449	42.038	$3,363.07	$87,440
22	450	42.885	$3,430.82	$89,201
22	451	43.748	$3,499.82	$90,995
22	452	44.630	$3,570.41	$92,830
22	453	45.530	$3,642.40	$94,702
22	454	46.450	$3,715.97	$96,615
22	455	47.385	$3,790.80	$98,561
22	456	48.338	$3,867.04	$100,543
22	457	49.309	$3,944.70	$102,562
22	458	50.304	$4,024.35	$104,633
22	459	51.320	$4,105.58	$106,745
22	460	52.353	$4,188.23	$108,894
22	461	53.408	$4,272.63	$111,088
22	462	54.485	$4,358.86	$113,330
22	463	55.582	$4,446.59	$115,611
22	464	56.702	$4,536.14	$117,940
22	465	57.845	$4,627.62	$120,318
22	466L	59.010	$4,720.84	$122,742

Non-Union Schedule 1
EFFECTIVE JUNE 1, 2020

Grade	Step	Hourly	BiWeekly	Annual
23	467	38.429	$3,074.26	$79,930
23	468	39.204	$3,136.27	$81,543
23	469	39.994	$3,199.53	$83,187
23	470	40.799	$3,263.94	$84,863
23	471	41.621	$3,329.70	$86,573
23	472	42.458	$3,396.61	$88,312
23	473	43.315	$3,465.20	$90,096
23	474	44.187	$3,535.03	$91,911
23	475	45.078	$3,606.19	$93,761
23	476	45.989	$3,679.10	$95,657
23	477	46.916	$3,753.26	$97,584
23	478	47.859	$3,828.75	$99,548
23	479	48.822	$3,905.74	$101,549
23	480	49.803	$3,984.23	$103,590
23	481	50.809	$4,064.72	$105,682
23	482	51.832	$4,146.62	$107,812
23	483	52.877	$4,230.18	$109,985
23	484	53.944	$4,315.50	$112,203
23	485	55.031	$4,402.47	$114,464
23	486	56.139	$4,491.11	$116,769
23	487	57.270	$4,581.59	$119,122
23	488	58.425	$4,673.98	$121,524
23	489	59.603	$4,768.19	$123,973
23	490	60.803	$4,864.25	$126,471
23	491L	62.028	$4,962.29	$129,020

NON-UNION SCHEDULE II: NURSES
JUNE 1, 2020

Grade	Step	Hourly	Biweekly	Annual
FA	329	29.208	$2,336.66	$60,753
FA	330	29.796	$2,383.68	$61,976
FA	331	30.397	$2,431.79	$63,227
FA	332	31.010	$2,480.81	$64,501
FA	333	31.635	$2,530.84	$65,802
FA	334	32.271	$2,581.69	$67,124
FA	335	32.921	$2,633.71	$68,476
FA	336	33.587	$2,686.98	$69,861
FA	337	34.263	$2,741.08	$71,268
FA	338	34.952	$2,796.18	$72,701
FA	339	35.659	$2,852.69	$74,170
FA	340	36.376	$2,910.04	$75,661
FA	341	37.110	$2,968.80	$77,189
FA	342	37.857	$3,028.56	$78,743
FA	343	38.621	$3,089.66	$80,331
FA	344	39.399	$3,151.91	$81,950
FA	345	40.193	$3,215.42	$83,601
FA	346	41.002	$3,280.17	$85,285
FA	347	41.828	$3,346.26	$87,003
FA	348	42.671	$3,413.68	$88,756
FA	349	43.530	$3,482.43	$90,543
FA	350	44.408	$3,552.67	$92,370
FA	351	45.304	$3,624.34	$94,233
FA	352L	46.219	$3,697.50	$96,135
FB	338	30.549	$2,443.94	$63,542
FB	339	31.166	$2,493.30	$64,826
FB	340	31.794	$2,543.49	$66,131
FB	341	32.433	$2,594.67	$67,462
FB	342	33.086	$2,646.86	$68,818
FB	343	33.754	$2,700.30	$70,208
FB	344	34.434	$2,754.73	$71,623
FB	345	35.127	$2,810.16	$73,064
FB	346	35.836	$2,866.84	$74,538
FB	347	36.559	$2,924.69	$76,042
FB	348	37.296	$2,983.70	$77,576
FB	349	38.046	$3,043.71	$79,136
FB	350	38.813	$3,105.05	$80,731
FB	351	39.595	$3,167.56	$82,357
FB	352	40.394	$3,231.48	$84,019
FB	353	41.206	$3,296.49	$85,709
FB	354	42.038	$3,363.07	$87,440
FB	355	42.885	$3,430.82	$89,201
FB	356	43.748	$3,499.82	$90,995
FB	357	44.630	$3,570.40	$92,830
FB	359	46.450	$3,715.98	$96,615

Grade	Step	Hourly	Biweekly	Annual
FB	360L	47.385	$3,790.80	$98,561
FE	373	36.376	$2,910.04	$75,661
FE	374	37.110	$2,968.80	$77,189
FE	375	37.857	$3,028.56	$78,743
FE	376	38.621	$3,089.66	$80,331
FE	377	39.399	$3,151.91	$81,950
FE	378	40.193	$3,215.42	$83,601
FE	379	41.002	$3,280.17	$85,285
FE	380	41.828	$3,346.26	$87,003
FE	381	42.671	$3,413.68	$88,756
FE	382	43.530	$3,482.43	$90,543
FE	383	44.408	$3,552.67	$92,370
FE	384	45.304	$3,624.34	$94,233
FE	385	46.219	$3,697.50	$96,135
FE	386	47.149	$3,771.91	$98,070
FE	387	48.097	$3,847.73	$100,041
FE	388	49.066	$3,925.30	$102,058
FE	389	50.053	$4,004.21	$104,109
FE	390	51.063	$4,085.03	$106,211
FE	391	52.094	$4,167.51	$108,355
FE	392	53.141	$4,251.24	$110,532
FE	393	54.214	$4,337.14	$112,766
FE	394	55.306	$4,424.45	$115,036
FE	395	56.421	$4,513.67	$117,355
FE	396L	57.558	$4,604.64	$119,721
FF	383	38.237	$3,058.94	$79,533
FF	384	39.009	$3,120.70	$81,138
FF	385	39.794	$3,183.54	$82,772
FF	386	40.596	$3,247.71	$84,441
FF	387	41.414	$3,313.13	$86,141
FF	388	42.248	$3,379.80	$87,875
FF	389	43.100	$3,447.97	$89,647
FF	390	43.967	$3,517.38	$91,452
FF	391	44.853	$3,588.21	$93,294
FF	392	45.758	$3,660.63	$95,176
FF	393	46.683	$3,734.62	$97,100
FF	394	47.620	$3,809.61	$99,050
FF	395	48.578	$3,886.27	$101,043
FF	396	49.555	$3,964.42	$103,075
FF	397	50.556	$4,044.49	$105,157
FF	398	51.577	$4,126.14	$107,280
FF	399	52.614	$4,209.13	$109,437
FF	400	53.675	$4,294.02	$111,645
FF	401	54.757	$4,380.58	$113,895
FF	402	55.860	$4,468.81	$116,189
FF	403	56.985	$4,558.78	$118,528
FF	404L	58.133	$4,650.67	$120,917

NON-UNION SCHEDULE II: NURSES
JUNE 1, 2020

Grade	Step	Hourly	Biweekly	Annual
FJ	435	49.555	$3,964.42	$103,075
FJ	436	50.556	$4,044.49	$105,157
FJ	437	51.577	$4,126.14	$107,280
FJ	438	52.614	$4,209.13	$109,437
FJ	439	53.675	$4,294.02	$111,645
FJ	440	54.757	$4,380.58	$113,895
FJ	441	55.860	$4,468.81	$116,189
FJ	442	56.985	$4,558.78	$118,528
FJ	443	58.133	$4,650.67	$120,917
FJ	444	59.304	$4,744.31	$123,352
FJ	445	60.500	$4,840.02	$125,841
FJ	446	61.720	$4,937.57	$128,377
FJ	447L	62.962	$5,036.95	$130,961
NS1	385	38.621	$3,089.66	$80,331
NS1	386	39.399	$3,151.91	$81,950
NS1	387	40.193	$3,215.42	$83,601
NS1	388	41.002	$3,280.17	$85,285
NS1	389	41.828	$3,346.26	$87,003
NS1	390	42.671	$3,413.68	$88,756
NS1	391	43.530	$3,482.43	$90,543
NS1	392	44.408	$3,552.67	$92,370
NS1	393	45.304	$3,624.34	$94,233
NS1	394	46.219	$3,697.50	$96,135
NS1	395	47.149	$3,771.91	$98,070
NS1	396	48.097	$3,847.73	$100,041
NS1	397	49.066	$3,925.30	$102,058
NS1	398	50.053	$4,004.21	$104,109
NS1	399	51.063	$4,085.03	$106,211
NS1	400L	52.094	$4,167.51	$108,355
NS2	395	40.596	$3,247.71	$84,441
NS2	396	41.414	$3,313.13	$86,141
NS2	397	42.248	$3,379.80	$87,875
NS2	398	43.100	$3,447.97	$89,647
NS2	399	43.967	$3,517.38	$91,452
NS2	400	44.853	$3,588.21	$93,294
NS2	401	45.758	$3,660.63	$95,176
NS2	402	46.683	$3,734.62	$97,100
NS2	403	47.620	$3,809.61	$99,050
NS2	404	48.578	$3,886.27	$101,043
NS2	405	49.555	$3,964.42	$103,075
NS2	406	50.556	$4,044.49	$105,157
NS2	407	51.577	$4,126.14	$107,280
NS2	408L	52.614	$4,209.13	$109,437
NS3	447	52.614	$4,209.13	$109,437
NS3	448	53.675	$4,294.02	$111,645
NS3	449	54.757	$4,380.58	$113,895
NS3	450	55.860	$4,468.81	$116,189

Grade	Step	Hourly	Biweekly	Annual
NS3	451	56.985	$4,558.78	$118,528
NS3	452	58.133	$4,650.67	$120,917
NS3	453	59.304	$4,744.31	$123,352
NS3	454	60.500	$4,840.02	$125,841
NS3	455	61.720	$4,937.57	$128,377
NS3	456L	62.962	$5,036.95	$130,961
NS4	457	54.214	$4,337.14	$112,766
NS4	458	55.306	$4,424.45	$115,036
NS4	459	56.421	$4,513.67	$117,355
NS4	460	57.558	$4,604.64	$119,721
NS4	461	58.715	$4,697.20	$122,127
NS4	462	59.900	$4,792.00	$124,592
NS4	463	61.107	$4,888.55	$127,102
NS4	464	62.339	$4,987.09	$129,664
NS4	465	63.593	$5,087.47	$132,274
NS4	466	64.876	$5,190.10	$134,943
NS4	467	66.183	$5,294.64	$137,661
NS4	468	67.517	$5,401.34	$140,435
NS4	469	68.879	$5,510.29	$143,268
NS4	470L	70.265	$5,621.24	$146,152

NON-UNION SCHEDULE IV: COUNTY POLICE
EFFECTIVE JUNE 1, 2020

Grade	Step	Hourly	BiWeekly	Annual
P3	380	37.669	$3,013.50	$78,351
P3	381	38.428	$3,074.26	$79,931
P3	382	39.203	$3,136.26	$81,543
P3	383	39.994	$3,199.52	$83,188
P3	384	40.799	$3,263.94	$84,863
P3	385	41.621	$3,329.70	$86,572
P3	386	42.458	$3,396.61	$88,312
P3	387	43.315	$3,465.20	$90,095
P3	388	44.188	$3,535.03	$91,911
P3	389	45.077	$3,606.19	$93,761
P3	390	45.989	$3,679.10	$95,657
P3	391	46.916	$3,753.26	$97,585
P3	392	47.859	$3,828.76	$99,548
P3	393	48.822	$3,905.74	$101,549
P3	394	49.803	$3,984.23	$103,590
P3	395	50.809	$4,064.72	$105,683
P3	396	51.833	$4,146.62	$107,812
P3	397	52.877	$4,230.18	$109,985
P3	398	53.944	$4,315.50	$112,203
P3	399	55.031	$4,402.47	$114,464
P3	400	56.139	$4,491.12	$116,769
P3	401	57.270	$4,581.59	$119,121
P3	402L	58.425	$4,673.98	$121,523
P4	403	41.206	$3,296.49	$85,709
P4	404	42.038	$3,363.07	$87,440
P4	405	42.885	$3,430.82	$89,201
P4	406	43.748	$3,499.82	$90,995
P4	407	44.630	$3,570.40	$92,830
P4	408	45.530	$3,642.40	$94,702
P4	409	46.450	$3,715.98	$96,615
P4	410	47.385	$3,790.80	$98,561
P4	411	48.338	$3,867.04	$100,543
P4	412	49.309	$3,944.70	$102,562
P4	413	50.304	$4,024.35	$104,633
P4	414	51.320	$4,105.58	$106,745
P4	415	52.353	$4,188.23	$108,894
P4	416	53.408	$4,272.63	$111,088
P4	417	54.486	$4,358.86	$113,330
P4	418	55.582	$4,446.59	$115,611
P4	419	56.702	$4,536.14	$117,940
P4	420	57.845	$4,627.62	$120,318
P4	421	59.010	$4,720.84	$122,742
P4	422	60.200	$4,815.97	$125,215
P4	423L	61.412	$4,912.94	$127,736
P5	424	44.408	$3,552.67	$92,370
P5	425	45.304	$3,624.34	$94,233
P5	426	46.219	$3,697.50	$96,135
P5	427	47.149	$3,771.91	$98,070
P5	428	48.097	$3,847.73	$100,041
P5	429	49.066	$3,925.30	$102,058
P5	430	50.053	$4,004.21	$104,109
P5	431	51.063	$4,085.03	$106,211
P5	432	52.094	$4,167.51	$108,355
P5	433	53.141	$4,251.24	$110,532
P5	434	54.214	$4,337.14	$112,766
P5	435	55.306	$4,424.45	$115,036
P5	436	56.421	$4,513.67	$117,355
P5	437	57.558	$4,604.64	$119,721
P5	438	58.715	$4,697.20	$122,127
P5	439	59.900	$4,792.00	$124,592
P5	440	61.107	$4,888.55	$127,102
P5	441	62.339	$4,987.09	$129,664
P5	442	63.593	$5,087.47	$132,274
P5	443	64.876	$5,190.10	$134,943
P5	444L	66.183	$5,294.64	$137,661
P6	445	55.582	$4,446.59	$115,611
P6	446	56.702	$4,536.14	$117,940
P6	447	57.845	$4,627.62	$120,318
P6	448	59.010	$4,720.84	$122,742
P6	449	60.200	$4,815.97	$125,215
P6	450	61.412	$4,912.94	$127,736
P6	451	62.651	$5,012.06	$130,314
P6	452	63.912	$5,112.94	$132,936
P6	453	65.202	$5,216.15	$135,620
P6	454	66.514	$5,321.10	$138,349
P6	455L	67.856	$5,428.47	$141,140

NON-UNION SCHEDULE VI: DOCTORS
EFFECTIVE JUNE 1, 2020

Grade	Step	Hourly	BiWeekly	Annual
K	386	52.353	$4,188.23	$108,894
K	387	53.408	$4,272.63	$111,088
K	388	54.485	$4,358.78	$113,328
K	389	55.582	$4,446.59	$115,611
K	390	56.702	$4,536.14	$117,940
K	391	57.845	$4,627.62	$120,318
K	392	59.009	$4,720.75	$122,740
K	393	60.200	$4,815.97	$125,215
K	394	61.412	$4,912.94	$127,736
K	395	62.650	$5,011.98	$130,312
K	396	63.912	$5,112.94	$132,936
K	397	65.201	$5,216.07	$135,618
K	398	66.514	$5,321.10	$138,349
K	399	67.855	$5,428.39	$141,138
K	400	69.221	$5,537.67	$143,980
K	401	70.616	$5,649.29	$146,882
K	402	72.039	$5,763.15	$149,842
K	403	73.492	$5,879.34	$152,863
K	404	74.972	$5,997.78	$155,942
K	405	76.484	$6,118.72	$159,087
K	406	78.024	$6,241.90	$162,289
K	407	79.597	$6,367.75	$165,561
K	408	81.200	$6,496.01	$168,896
K	409	82.837	$6,626.93	$172,300
K	410	84.504	$6,760.35	$175,769
K	411	86.210	$6,896.77	$179,316
K	412	87.946	$7,035.68	$182,928
K	413	89.718	$7,177.43	$186,613
K	414	91.525	$7,322.00	$190,372
K	415	93.370	$7,469.57	$194,209
K	416	95.252	$7,620.14	$198,124
K	417	97.171	$7,773.70	$202,116
K	418	99.130	$7,930.43	$206,191
K	419	99.143	$7,931.44	$206,217
K	420	99.647	$7,971.75	$207,265
K	421	99.660	$7,972.81	$207,293
K	422	101.669	$8,133.48	$211,470
K	423	103.718	$8,297.41	$215,733
K	424	105.809	$8,464.69	$220,082
K	425	107.942	$8,635.32	$224,518
K	426	110.116	$8,809.29	$229,042
K	427	112.335	$8,986.77	$233,657
K	428	114.598	$9,167.84	$238,364
K	429	116.907	$9,352.58	$243,167
K	430	119.264	$9,541.08	$248,068
K	431	121.666	$9,733.25	$253,064

Grade	Step	Hourly	BiWeekly	Annual
K	432	124.118	$9,929.41	$258,165
K	433	126.620	$10,129.58	$263,369
K	434	129.171	$10,333.66	$268,675
K	435	131.774	$10,541.90	$274,089
K	436	134.430	$10,754.39	$279,615
K	437	137.138	$10,971.04	$285,247
K	438	139.899	$11,191.93	$290,990
K	439	142.719	$11,417.55	$296,857
K	440	145.596	$11,647.67	$302,839
K	441	148.530	$11,882.43	$308,943
K	442	151.523	$12,121.84	$315,168
K	443	154.576	$12,366.07	$321,518
K	444	157.691	$12,615.28	$327,997
K	445	160.869	$12,869.54	$334,608
K	446	164.109	$13,128.71	$341,346
K	447	167.417	$13,393.33	$348,227
K	448	170.789	$13,663.10	$355,241
K	449	174.232	$13,938.59	$362,403
K	450	177.741	$14,219.29	$369,701
K	451	181.323	$14,505.87	$377,152
K	452	184.978	$14,798.24	$384,754
K	453	188.705	$15,096.41	$392,506
K	454	192.508	$15,400.61	$400,416
K	455	196.387	$15,710.94	$408,485
K	456	200.343	$16,027.46	$416,714
K	457	204.379	$16,350.36	$425,109
K	458	208.497	$16,679.77	$433,674
K	459	212.701	$17,016.05	$442,417
K	460	216.987	$17,358.93	$451,333
K	461	221.357	$17,708.59	$460,423
K	462	225.820	$18,065.59	$469,705
K	463	230.372	$18,429.77	$479,174
K	464	235.015	$18,801.21	$488,832
K	465	239.751	$19,180.08	$498,682
K	466	244.582	$19,566.54	$508,730
K	467	249.510	$19,960.83	$518,981
K	468	254.538	$20,363.04	$529,439
K	469	259.668	$20,773.40	$540,108
K	470	264.899	$21,191.93	$550,990
K	471	270.237	$21,618.94	$562,092
K	472	275.684	$22,054.68	$573,422
K	473	281.236	$22,498.92	$584,972
K	474	286.904	$22,952.28	$596,759
K	475	292.686	$23,414.88	$608,787
K	476	298.585	$23,886.77	$621,056
K	477	304.602	$24,368.13	$633,571
K	478	310.739	$24,859.11	$646,337

NON-UNION SCHEDULE VI: DOCTORS
EFFECTIVE JUNE 1, 2020

Grade	Step	Hourly	BiWeekly	Annual
K	479	317.001	$25,360.06	$659,362
K	480	323.390	$25,871.20	$672,651
K	481	329.906	$26,392.46	$686,204
K	482L	336.554	$26,924.33	$700,032

SCHEDULE XII
PHARMACIST-NON UNION

Effective June 1, 2020

Grade	Hourly	Bi-Weekly	Annual
RX4	69.191	$5,535.34	$143,919

SCHEDULE XIV
MEDICAL TECHNOLOGIST - NON UNION

EFFECTIVE JUNE 1, 2020

Grade	Step	Hourly	Biweekly	Annual
T16	301	25.402	$2,032.19	$ 52,837
T16	302	25.912	$2,072.98	$ 53,897
T16	303	26.437	$2,114.93	$ 54,988
T16	304	26.968	$2,157.46	$ 56,094
T16	305	27.511	$2,200.90	$ 57,223
T16	306	28.066	$2,245.27	$ 58,377
T16	307	28.632	$2,290.54	$ 59,554
T16	308	29.208	$2,336.66	$ 60,753
T16	309	29.796	$2,383.68	$ 61,976
T16	310	30.396	$2,431.71	$ 63,224
T16	311	31.010	$2,480.81	$ 64,501
T16	312	31.634	$2,530.75	$ 65,800
T16	313	32.271	$2,581.69	$ 67,124
T16	314	32.921	$2,633.71	$ 68,476
T16	315	33.586	$2,686.90	$ 69,859
T16	316	34.262	$2,741.00	$ 71,266
T16	317	34.952	$2,796.18	$ 72,701
T16	318	35.657	$2,852.53	$ 74,166
T16	319	36.376	$2,910.04	$ 75,661
T16	320L	37.109	$2,968.72	$ 77,187
T18	321	28.207	$2,256.59	$ 58,671
T18	322	28.774	$2,301.95	$ 59,851
T18	323	29.354	$2,348.31	$ 61,056
T18	324	29.945	$2,395.58	$ 62,285
T18	325	30.548	$2,443.86	$ 63,540
T18	326	31.166	$2,493.30	$ 64,826
T18	327	31.794	$2,543.49	$ 66,131
T18	328	32.433	$2,594.67	$ 67,462
T18	329	33.086	$2,646.86	$ 68,818
T18	330	33.753	$2,700.21	$ 70,206
T18	331	34.433	$2,754.65	$ 71,621
T18	332	35.126	$2,810.08	$ 73,062
T18	333	35.834	$2,866.76	$ 74,536
T18	334	36.558	$2,924.61	$ 76,040
T18	335	37.294	$2,983.53	$ 77,572
T18	336	38.045	$3,043.63	$ 79,134
T18	337	38.813	$3,105.05	$ 80,731
T18	338	39.595	$3,167.56	$ 82,357
T18	339	40.394	$3,231.48	$ 84,019
T18	340	41.206	$3,296.49	$ 85,709
T18	341L	42.038	$3,363.07	$ 87,440

SCHEDULE XV
ASSISTANT STATE'S ATTORNEY

EFFECTIVE: JUNE 1, 2020

Grade	Step	Hourly	BiWeekly	Annual
ATI	101L	20.910	$1,672.80	$43,492
ATN	106	32.596	$2,607.68	$67,799
ATN	107	33.252	$2,660.16	$69,164
ATN	108	33.922	$2,713.76	$70,557
ATN	109	34.606	$2,768.48	$71,980
ATN	110	35.303	$2,824.24	$73,430
ATN	111	36.016	$2,881.28	$74,913
ATN	112	36.740	$2,939.20	$76,419
ATN	113	37.481	$2,998.48	$77,960
ATN	114	38.237	$3,058.96	$79,532
ATN	115*	39.009	$3,120.72	$81,138
ATN	116	39.794	$3,183.52	$82,771
ATN	117	40.596	$3,247.68	$84,439
ATN	118	41.414	$3,313.12	$86,141
ATN	119	42.247	$3,379.76	$87,873
ATN	120L	43.100	$3,448.00	$89,648
AT3	101	43.315	$3,465.20	$90,095
AT3	102	44.187	$3,534.96	$91,908
AT3	103	45.078	$3,606.24	$93,762
AT3	104	45.989	$3,679.12	$95,657
AT3	105L	46.916	$3,753.28	$97,585
AT2	101	47.148	$3,771.84	$98,067
AT2	102	48.097	$3,847.76	$100,041
AT2	103	49.066	$3,925.28	$102,057
AT2	104	50.052	$4,004.16	$104,108
AT2	105	51.063	$4,085.04	$106,211
AT2	106L	52.093	$4,167.44	$108,353
AT1	101	52.614	$4,209.12	$109,437
AT1	102	53.675	$4,294.00	$111,644
AT1	103	54.758	$4,380.64	$113,896
AT1	104	55.860	$4,468.80	$116,188
AT1	105	56.984	$4,558.72	$118,526
AT1	106	58.134	$4,650.72	$120,918
AT1	107	59.304	$4,744.32	$123,352
AT1	108	60.500	$4,840.00	$125,840
AT1	109	61.719	$4,937.52	$128,375
AT1	110L	62.962	$5,036.96	$130,960
ATD	101	63.278	$5,062.24	$131,618
ATD	102	64.554	$5,164.32	$134,272
ATD	103	65.854	$5,268.32	$136,976
ATD	104L	67.180	$5,374.40	$139,734
ATS	101	68.537	$5,482.96	$142,556
ATS	102	69.915	$5,593.20	$145,423
ATS	103	71.324	$5,705.92	$148,353
ATS	104	72.764	$5,821.12	$151,349
ATS	105	74.229	$5,938.32	$154,396
ATS	106L	75.726	$6,058.08	$157,510

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

SCHEDULE XVI **Effective June 1, 2020**
Assistant Public Defender - Supervisors

JOB CODE	GRADE	HOURLY SALARY RATE	BI-WEEKLY SALARY RATE	ANNUAL SALARY RATE
0675	D01	54.297	$4,343.79	$112,939
0676	D02	57.277	$4,582.17	$119,136
0677	D03	58.696	$4,695.70	$122,088
0678	D04	59.988	$4,799.07	$124,776
0679	D05	60.834	$4,866.74	$126,535
0680	D06	61.484	$4,918.76	$127,888
0681	D07	66.618	$5,329.43	$138,565
0682	D08	68.291	$5,463.35	$142,047
0683	D09	69.968	$5,597.52	$145,535
0684	D10	68.330	$5,466.43	$142,127
0685	D11	76.681	$6,134.53	$159,498

Schedule XXXVIII
Non-Union IT1, IT2, IT3

Effective 6/1/2020

UnionCode	Grade	Step	Hourly	Bi-Weekly	Annual
NONE	IT1	101	40.211	$3,216.88	$83,639
NONE	IT1	102	41.015	$3,281.22	$85,312
NONE	IT1	103	41.836	$3,346.84	$87,018
NONE	IT1	104	42.672	$3,413.78	$88,758
NONE	IT1	105	43.526	$3,482.05	$90,533
NONE	IT1	106	44.396	$3,551.70	$92,344
NONE	IT1	107	45.284	$3,622.73	$94,191
NONE	IT1	108	46.190	$3,695.18	$96,075
NONE	IT1	109	47.114	$3,769.09	$97,996
NONE	IT1	110	48.056	$3,844.47	$99,956
NONE	IT1	111	49.017	$3,921.36	$101,955
NONE	IT1	112	49.997	$3,999.79	$103,994
NONE	IT1	113	50.997	$4,079.78	$106,074
NONE	IT1	114	52.017	$4,161.38	$108,196
NONE	IT1	115	53.058	$4,244.60	$110,360
NONE	IT1	116	54.119	$4,329.50	$112,567
NONE	IT1	117	55.201	$4,416.09	$114,818
NONE	IT1	118	56.305	$4,504.41	$117,115
NONE	IT1	119	57.431	$4,594.50	$119,457
NONE	IT1	120L	58.580	$4,686.39	$121,846
NONE	IT2	201	47.568	$3,805.44	$98,941
NONE	IT2	202	48.519	$3,881.55	$100,920
NONE	IT2	203	49.490	$3,959.18	$102,939
NONE	IT2	204	50.480	$4,038.36	$104,997
NONE	IT2	205	51.489	$4,119.13	$107,097
NONE	IT2	206	52.519	$4,201.51	$109,239
NONE	IT2	207	53.569	$4,285.54	$111,424
NONE	IT2	208	54.641	$4,371.25	$113,653
NONE	IT2	209	55.733	$4,458.68	$115,926
NONE	IT2	210	56.848	$4,547.85	$118,244
NONE	IT2	211	57.985	$4,638.81	$120,609
NONE	IT2	212	59.145	$4,731.59	$123,021
NONE	IT2	213	60.328	$4,826.22	$125,482
NONE	IT2	214	61.534	$4,922.74	$127,991
NONE	IT2	215	62.765	$5,021.20	$130,551
NONE	IT2	216	64.020	$5,121.62	$133,162
NONE	IT2	217	65.301	$5,224.05	$135,825
NONE	IT2	218	66.607	$5,328.53	$138,542
NONE	IT2	219	67.939	$5,435.11	$141,313
NONE	IT2	220L	69.298	$5,543.81	$144,139
NONE	IT3	301	57.375	$4,590.00	$119,340
NONE	IT3	302	58.523	$4,681.80	$121,727
NONE	IT3	303	59.693	$4,775.44	$124,161
NONE	IT3	304	60.887	$4,870.94	$126,645
NONE	IT3	305	62.105	$4,968.36	$129,177
NONE	IT3	306	63.347	$5,067.73	$131,761
NONE	IT3	307	64.614	$5,169.09	$134,396
NONE	IT3	308	65.906	$5,272.47	$137,084
NONE	IT3	309	67.224	$5,377.92	$139,826
NONE	IT3	310	68.568	$5,485.47	$142,622
NONE	IT3	311	69.940	$5,595.18	$145,475
NONE	IT3	312	71.339	$5,707.09	$148,384
NONE	IT3	313	72.765	$5,821.23	$151,352
NONE	IT3	314	74.221	$5,937.65	$154,379
NONE	IT3	315	75.705	$6,056.41	$157,467
NONE	IT3	316	77.219	$6,177.54	$160,616
NONE	IT3	317	78.764	$6,301.09	$163,828
NONE	IT3	318	80.339	$6,427.11	$167,105
NONE	IT3	319	81.946	$6,555.65	$170,447
NONE	IT3	320L	83.585	$6,686.76	$173,856

SEAL OF COOK COUNTY • ILLINOIS •
JANUARY 1831

LEAVES OF ABSENCE

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

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

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

I. LEAVES OF ABSENCE WITH PAY

A. DESIGNATION OF HOLIDAYS

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

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

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

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

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

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

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

B. SICK LEAVE

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

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

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

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

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

6. Employees on maternity or paternity leave may use sick leave.

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

8. The employee has the burden of establishing that an illness related absence was legitimate. Failure to provide such reasonable evidence of proof of illness may result in the denial of sick leave benefits or revocation of benefits

granted. The employee's supervisor will make the determination as to appropriateness of the sick leave. In addition to denial of sick leave benefits, where the circumstances indicate that the employee is abusing sick leave, disciplinary measures may be taken.

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

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

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

C. PARENTAL LEAVE

This Parental Leave Policy applies to all full-time non-union County employees. In order to be eligible for parental leave, an employee must apply for and be determined eligible for Family and Medical Leave (FMLA). Employees should contact their respective designated Human Resources Officer with questions pertaining to Parental Leave.

D. ORGAN DONOR LEAVE

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

E. VACATION LEAVE

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

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

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

4. Employees may use only such vacation leave as has been earned and accrued provided, however, that five (5) working days of the initial vacation allowance may be allowed after the first six (6) months of service. The heads of the County offices, departments, or institutions may establish the time when the vacation shall be taken.

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

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

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

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

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

E. BEREAVEMENT LEAVE

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

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

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

F. JURY DUTY

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

G. VETERANS' CONVENTION LEAVE

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

1. The employee must be a delegate or alternate delegate to the convention as established in the bylaws of the organization.
2. The employee must register with the credentials committee at the convention headquarters.
3. The employee's name must appear on the official delegate-alternate rolls that are filed at the state headquarters of their organization at the close of the convention.
4. The employee must have attended no other veterans' convention, with a leave of absence with pay, during the fiscal year.
5. The employee must produce, upon returning from the convention, a registration card signed by a proper official of the convention, indicating their attendance at the event.

H. PERSONAL DAYS

1. All employees, except prevailing wage trades, those in a per diem pay status, and those of the Cook County Health and Hospitals System, shall be permitted four (4) days off with pay each fiscal year. Employees may be permitted these four (4) days off with pay for personal leave for such occurrences as observance of a religious holiday or for other personal reasons. Such personal days shall not be used in increments of less than one-half (1/2) day at a time.
2. Employees entitled to receive such leave, who enter Cook County employment during the fiscal year, shall be given credit for such personal leave at the rate of one (1) day for each full fiscal quarter in pay status; except that two (2) personal days may be used for observance of religious holidays prior to accrual, to be paid back in the succeeding two (2) fiscal quarters. No more than four (4) personal days may be used in a fiscal year.
3. Personal days shall not be used as additional vacation leave. If the health of an employee warrants prolonged absence from duty, the employee will be permitted to combine personal days, sick leave, and vacation leave with approval from the designated Human Resources Officer.
4. Personal days may not be used consecutively unless approved by the department head.

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

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

1st Quarter	—	December, January, February
2nd Quarter	—	March, April, May
3rd Quarter	—	June, July, August
4th Quarter	—	September, October, November

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

7. No more than one (1) personal day may be carried over to the next fiscal year.

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

I. MILITARY SERVICE LEAVE

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

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

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

J. EMERGENCY PAID SICK LEAVE

The United States Congress passed the Family First Coronavirus Response Act ("Act"), which provides paid leave under the Emergency Paid Sick Leave provision, which provides paid sick leave to employees affected by certain circumstances of COVID-19 effective April 1, 2020 through December 31, 2020. The County thus adopts the provisions of the Act as detailed below. Healthcare Providers and Emergency Responders are exempted from the provisions of the Emergency Paid Sick Leave.

1. An eligible employee must be unable to work or telecommute due to the following COVID-19 related reasons:
    a. The employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
    b. The employee has been advised by a healthcare provider to self-isolate due to concerns related to COVID-19;
    c. The employee is experiencing COVID-19 symptoms and seeking medical diagnosis;
    d. The employee is caring for an individual described in subsections (a), (b) and (c) of this Section;
    e. The employee is caring for a child (under 18 years of age) whose school or childcare is closed or is unavailable for reason related to COVID-19; or
    f. An employee experiencing substantially similar conditions as specified by the Secretary of Health and Human Services.

2 Any full-time employee who meets the requirements of Section (a), (b) and (c) above is eligible to receive up to 80 hours of emergency paid sick leave at their regular rate of pay. Eligible part-time employees will receive emergency paid sick leave at their normal rate of pay in an amount equal to the average number of hours they work over a two-week period.

3. Any full-time employee who meets the requirements of Section (d) and (f) is eligible to receive up to 80 hours of emergency paid sick leave at a rate of two thirds (2/3) of their regular rate of pay. Eligible part-time employees will receive emergency paid sick leave at a rate of two thirds (2/3) of their regular rate of pay in an amount equal to the average number of hours they work over a two-week period.

4. Any full-time employee who meets the requirements of Section (e) is eligible to receive up to two (2) weeks of emergency paid sick leave at their regular rate of pay. Eligible part-time employees will receive an amount equal to the average number of hours they work over a two-week period.

5. Additional Emergency Paid Sick Leave is permitted under the Emergency Family and Medical Leave provisions.

6. Eligible employees may, but are not required to, provide notice of absence on the first day of absence, afterwards, eligible employees should follow their usual and customary absence notification procedures. Employees should complete and provide the Emergency Paid Sick Leave Request Form to their supervisor for approval, along with appropriate documentation.

7. Employees should contact their respective designated Human Resources Officer with questions pertaining to Emergency Paid Sick Leave.

K. EMERGENCY FAMILY AND MEDICAL LEAVE

The United States Congress passed the Family First Coronavirus Response Act ("Act"), which provides paid leave under the Emergency Family Medical Leave to employees affected by school closure and availability of childcare providers due to COVID-19 effective April 1, 2020 through December 31, 2020. The County thus adopts the provisions of the Act as detailed below. Healthcare Providers and Emergency Responders are exempted from the provisions of the Emergency Paid Sick Leave.

An employee employed by the County for at least 30 calendars days and unable to work or telecommute is eligible for leave to care for a child whose school or place of care and/or the unavailability of the child care provider, due to a public health emergency (such as COVID-19 pandemic). Healthcare Providers and Emergency Responders are exempted from the Emergency Family and Medical Leave.

Full time employees are eligible to receive Emergency FMLA leave, beyond the first 10 days, at two-thirds (2/3) of the employee's regular pay rate. Part-time employees are eligible at two-thirds of the employee's hourly pay rate by the number of hours the employee would otherwise work.

Notification and certification requirements of the County's Family and Medical Leave Policy remains in effect.

Employees should contact their respective designated Human Resources Officer with questions pertaining to Emergency FMLA Leave.

II. LEAVES OF ABSENCE WITHOUT PAY

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

A. PERSONAL LEAVE

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

B. MATERNITY/PATERNITY LEAVE

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

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

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

C. FAMILY AND MEDICAL LEAVE (FMLA)

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

1. The birth of a child and to care for the newborn child within one year of birth;
2. The placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement;
3. To care for the employee's spouse, child, or parent who has a serious health condition;
4. A serious health condition that makes the employee unable to perform the essential functions of his or her job;

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

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

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

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

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

E. FAMILY MILITARY LEAVE

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

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

III. DISABILITY PROVISIONS

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

A. ORDINARY DISABILITY

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

Employees must also inform their supervisors and department heads of their intention to apply for disability, as well as the length and terms of any benefits granted by the Fund. Employees must notify their department heads of their readiness to return to work before the termination date of their disability leave. In all cases, employees must notify their department heads within one business day after being released for duty by a physician or the expiration of benefits, whichever comes first.

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

B. DUTY-RELATED DISABILITY

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

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

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

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

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

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

IV. MAINTENANCE OF RECORDS

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

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