



# 2022

## Cook County Annual Appropriation Bill

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### Volume 3

Classification and Compensation Schedule



*Toni Preckwinkle*

**Toni Preckwinkle**  
Cook County Board President

The following union and non-union pay schedules will be updated with 2021 rates as board approval is received. Please refer to the Department of Budget & Management Services Current Budget Information webpage for pay schedule updates.

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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.

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\* 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 December 1, 2021

**SCHEDULE I  
BUREAU OF HUMAN RESOURCES  
AFSCME**

								After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
9	Hourly	16.860	17.579	18.325	19.104	19.919	20.764	21.333	21.869	22.964	23.883
	Bi-Weekly	1,348.81	1,406.30	1,465.98	1,528.35	1,593.55	1,661.11	1,706.66	1,749.54	1,837.15	1,910.64
	Annual	35,068	36,563	38,115	39,736	41,432	43,188	44,373	45,487	47,766	49,677
10	Hourly	18.062	18.830	19.628	20.462	21.332	22.240	22.853	23.427	24.596	25.580
	Bi-Weekly	1,444.95	1,506.42	1,570.25	1,636.99	1,706.58	1,779.17	1,828.22	1,874.18	1,967.72	2,046.43
	Annual	37,568	39,167	40,826	42,561	44,371	46,258	47,533	48,728	51,160	53,206
11	Hourly	19.376	20.203	21.059	21.952	22.885	23.860	24.516	25.132	26.388	27.443
	Bi-Weekly	1,550.11	1,616.20	1,684.74	1,756.19	1,830.82	1,908.77	1,961.30	2,010.59	2,111.04	2,195.48
	Annual	40,303	42,021	43,802	45,661	47,600	49,627	50,994	52,275	54,886	57,082
12	Hourly	20.753	21.636	22.555	23.511	24.512	25.554	26.256	26.916	28.262	29.392
	Bi-Weekly	1,660.22	1,730.86	1,804.43	1,880.92	1,960.98	2,044.29	2,100.48	2,153.26	2,260.93	2,351.37
	Annual	43,165	45,002	46,914	48,904	50,985	53,151	54,612	55,984	58,784	61,135
13	Hourly	22.225	23.168	24.155	25.181	26.250	27.366	28.120	28.826	30.266	31.477
	Bi-Weekly	1,778.04	1,853.47	1,932.40	2,014.49	2,099.99	2,189.31	2,249.56	2,306.08	2,421.30	2,518.15
	Annual	46,228	48,190	50,241	52,376	54,599	56,921	58,488	59,958	62,953	65,471
14	Hourly	23.864	24.877	25.934	27.035	28.184	29.382	30.189	30.947	32.495	33.795
	Bi-Weekly	1,909.09	1,990.13	2,074.74	2,162.76	2,254.68	2,350.58	2,415.13	2,475.79	2,599.62	2,703.60
	Annual	49,636	51,743	53,943	56,231	58,621	61,114	62,793	64,370	67,590	70,293
15	Hourly	25.688	26.779	27.917	29.103	30.341	31.629	32.501	33.319	34.984	36.383
	Bi-Weekly	2,055.01	2,142.30	2,233.32	2,328.25	2,427.31	2,530.35	2,600.11	2,665.55	2,798.72	2,910.67
	Annual	53,430	55,699	58,066	60,534	63,110	65,788	67,602	69,304	72,766	75,677
16	Hourly	27.577	28.748	29.969	31.242	32.569	33.957	34.890	35.766	37.552	39.054
	Bi-Weekly	2,206.12	2,299.83	2,397.51	2,499.34	2,605.55	2,716.55	2,791.17	2,861.24	3,004.16	3,124.32
	Annual	57,359	59,795	62,335	64,982	67,744	70,630	72,569	74,391	78,107	81,232
17	Hourly	29.596	30.850	32.162	33.528	34.955	36.440	37.442	38.382	40.300	41.912
	Bi-Weekly	2,367.71	2,467.99	2,572.98	2,682.28	2,796.37	2,915.16	2,995.39	3,070.58	3,223.96	3,352.92
	Annual	61,560	64,167	66,897	69,739	72,705	75,794	77,880	79,835	83,823	87,176
18	Hourly	31.698	33.046	34.450	35.915	37.442	39.032	40.106	41.114	43.171	44.898
	Bi-Weekly	2,535.88	2,643.71	2,756.01	2,873.18	2,995.39	3,122.55	3,208.46	3,289.09	3,453.68	3,591.83
	Annual	65,932	68,736	71,656	74,702	77,880	81,186	83,420	85,516	89,795	93,387
19	Hourly	34.772	36.251	37.790	39.394	41.072	42.815	43.994	45.097	47.354	49.248
	Bi-Weekly	2,781.75	2,900.06	3,023.24	3,151.53	3,285.76	3,425.18	3,519.53	3,607.80	3,788.30	3,939.84
	Annual	72,325	75,401	78,604	81,939	85,430	89,054	91,507	93,802	98,496	102,435
20	Hourly	38.181	39.805	41.497	43.259	45.097	47.014	48.307	49.520	51.994	54.074
	Bi-Weekly	3,054.50	3,184.42	3,319.78	3,460.74	3,607.80	3,761.10	3,864.55	3,961.59	4,159.55	4,325.93
	Annual	79,417	82,795	86,314	89,979	93,802	97,788	100,478	103,001	108,148	112,474
21	Hourly	41.960	43.743	45.603	47.540	49.559	51.668	53.090	54.419	57.139	59.425
	Bi-Weekly	3,356.81	3,499.48	3,648.23	3,803.16	3,964.75	4,133.40	4,247.17	4,353.54	4,571.15	4,754.00
	Annual	87,277	90,986	94,854	98,881	103,083	107,468	110,426	113,192	118,849	123,603
22	Hourly	46.048	48.003	50.043	52.171	54.386	56.699	58.257	59.720	62.706	65.214
	Bi-Weekly	3,683.80	3,840.27	4,003.40	4,173.68	4,350.86	4,535.91	4,660.56	4,777.56	5,016.45	5,217.11
	Annual	95,778	99,847	104,088	108,516	113,122	117,933	121,174	124,216	130,428	135,645
23	Hourly	48.298	50.350	52.489	54.720	57.045	59.470	61.104	62.640	65.772	68.403
	Bi-Weekly	3,863.82	4,028.01	4,199.10	4,377.57	4,563.60	4,757.59	4,888.32	5,011.18	5,261.76	5,472.23
	Annual	100,459	104,728	109,176	113,816	118,654	123,697	127,096	130,290	136,806	142,278

Effective June 1, 2020

**SCHEDULE I  
BUREAU OF HUMAN RESOURCES  
GENERAL**

		<div> <div>After 1 Year at 1st Longevity Rate &amp; 10 Years After 2 Years At 5th Step</div> <div>After 1 Year at 2nd Longevity Rate &amp; 15 Years Service</div> <div>After 1 Year at 3rd Longevity Rate &amp; 20 Years Service</div> </div>									
<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
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**

		<div>After 2 Years At 5th Step</div>							<div>After 1 Year at 1st Longevity Rate &amp; 10 Years Service</div>	<div>After 1 Year at 2nd Longevity Rate &amp; 15 Years Service</div>	<div>After 1 Year at 3rd Longevity Rate &amp; 20 Years Service</div>
<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	
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**

<b><u>PDM</u></b>	<b><u>Hourly</u></b>
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6/1/2019	26.255
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6/1/2020	26.780
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<b><u>PDM2</u></b>	<b><u>Hourly</u></b>
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6/1/2019	35.638
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6/1/2020	36.351
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Effective: June 1, 2020

**SCHEDULE I  
BUREAU OF HUMAN RESOURCES  
TELECOMMUNICATOR-SHERIFF - FOP**

<b><u>Grade</u></b>		<b><u>1st Step</u></b>	<b><u>2nd Step</u></b>	<b><u>3rd Step</u></b>	<b><u>4th Step</u></b>	<b><u>5th Step</u></b>	<b><u>6th Step</u></b>	<b><u>7th Step</u></b>	<b><u>8th Step</u></b>	<b><u>9th Step</u></b>
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**

								After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service	
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	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**

								After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
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 June 1, 2021

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

									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
<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>After 2 Years At 5th Step 6th Step</u>			
20	Hourly	33.028	36.698	38.259	39.885	41.579	43.347	45.189	46.431	47.596	49.976
	Bi-Weekly	2,642.25	2,935.87	3,060.75	3,190.84	3,326.36	3,467.73	3,615.11	3,714.49	3,807.71	3,998.04
	Annual	68,698	76,332	79,579	82,961	86,485	90,160	93,992	96,576	99,000	103,948



Effective June 1, 2020

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

<b><u>Grade</u></b>		<b><u>1st Step</u></b>	<b><u>2nd Step</u></b>	<b><u>3rd Step</u></b>	<b><u>4th Step</u></b>	<b><u>5th Step</u></b>	<b><u>6th Step</u></b>	<b><u>7th Step</u></b>	<b><u>8th Step</u></b>	<b><u>9th Step</u></b>
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 June 1, 2021

**SCHEDULE I  
BUREAU OF HUMAN RESOURCES  
FOP - SOCIAL SERVICE SUPERVISORS**

									After 1 Year at 1st Longevity	After 1 Year at 2nd Longevity	After 1 Year at 3rd Longevity
									Rate & 10 Years Service	Rate & 15 Years Service	Rate & 20 Years Service
<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>After 2 Years At 5th Step 6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
20	Hourly	33.028	36.698	38.259	39.885	41.579	43.347	45.189	46.431	47.596	49.976
	Bi-Weekly	2,642.25	2,935.87	3,060.75	3,190.84	3,326.36	3,467.73	3,615.11	3,714.49	3,807.71	3,998.04
	Annual	68,698	76,332	79,579	82,961	86,485	90,160	93,992	96,576	99,000	103,948

Effective June 1, 2021

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

								After 1 Year at 1st Longevity Rate & 10 Years At 5th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service	
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step
23	Hourly	45.862	46.326	48.524	50.886	53.250	55.815	58.594	59.462	60.053	61.869
	Bi-Weekly	3,669.00	3,706.05	3,881.93	4,070.88	4,260.00	4,465.19	4,687.51	4,756.94	4,804.28	4,949.55
	Annual	95,394	96,357	100,930	105,842	110,760	116,095	121,875	123,680	124,911	128,688

Effective December 1, 2018

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

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
20	Hourly	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**

										After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
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
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**

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

Effective June 1, 2020

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

									After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 12 Years Service	After 1 Year at 3rd Longevity Rate & 15 Years Service	After 1 Year at 4th Longevity Rate & 20 Years Service
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	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**

								After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service	
		After 2 Years At 5th Step									
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	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**

								After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 12 Years Service	After 1 Year at 3rd Longevity Rate & 15 Years Service	After 1 Year at 4th Longevity Rate & 20 Years Service
<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>
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, 2021

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

								After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
10	Hourly	17.324	18.062	18.830	19.628	20.462	21.332	22.240	22.853	23.308	24.475
	Bi-Weekly	1,385.92	1,444.95	1,506.42	1,570.25	1,636.99	1,706.58	1,779.17	1,828.22	1,864.68	1,957.98
	Annual	36,034	37,569	39,167	40,826	42,562	44,371	46,259	47,534	48,482	50,907
11	Hourly	18.587	19.376	20.203	21.059	21.952	22.885	23.860	24.516	25.007	26.256
	Bi-Weekly	1,486.93	1,550.11	1,616.20	1,684.74	1,756.19	1,830.82	1,908.77	1,961.30	2,000.52	2,100.48
	Annual	38,660	40,303	42,021	43,803	45,661	47,601	49,628	50,994	52,014	54,613
12	Hourly	19.905	20.753	21.636	22.555	23.511	24.512	25.554	26.256	26.780	28.121
	Bi-Weekly	1,592.41	1,660.22	1,730.86	1,804.43	1,880.92	1,960.98	2,044.29	2,100.48	2,142.38	2,249.65
	Annual	41,403	43,166	45,002	46,915	48,904	50,985	53,152	54,613	55,702	58,491
13	Hourly	21.320	22.225	23.168	24.155	25.181	26.250	27.366	28.120	28.683	30.115
	Bi-Weekly	1,705.61	1,778.04	1,853.47	1,932.40	2,014.49	2,099.99	2,189.31	2,249.56	2,294.63	2,409.20
	Annual	44,346	46,229	48,190	50,242	52,377	54,600	56,922	58,489	59,660	62,639
14	Hourly	22.890	23.864	24.877	25.934	27.035	28.184	29.382	30.189	30.793	32.334
	Bi-Weekly	1,831.22	1,909.09	1,990.13	2,074.74	2,162.76	2,254.68	2,350.58	2,415.13	2,463.45	2,586.71
	Annual	47,612	49,636	51,743	53,943	56,232	58,622	61,115	62,793	64,050	67,254
15	Hourly	24.642	25.688	26.779	27.917	29.103	30.341	31.629	32.501	33.152	34.807
	Bi-Weekly	1,971.37	2,055.01	2,142.30	2,233.32	2,328.25	2,427.31	2,530.35	2,600.11	2,652.15	2,784.59
	Annual	51,256	53,430	55,700	58,066	60,534	63,110	65,789	67,603	68,956	72,399
16	Hourly	26.452	27.577	28.748	29.969	31.242	32.569	33.957	34.890	35.587	37.366
	Bi-Weekly	2,116.15	2,206.12	2,299.83	2,397.51	2,499.34	2,605.55	2,716.55	2,791.17	2,846.95	2,989.30
	Annual	55,020	57,359	59,796	62,335	64,983	67,744	70,630	72,570	74,021	77,722



Effective June 1, 2020

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

								After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
<b>Grade</b>		<b>Entry Rate</b>	<b>1st Step</b>	<b>2nd Step</b>	<b>3rd Step</b>	<b>4th Step</b>	<b>5th Step</b>	<b>6th Step</b>	<b>7th Step</b>	<b>8th Step</b>	<b>9th Step</b>
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, 2021

**SCHEDULE I  
BUREAU OF HUMAN RESOURCES  
TEAMSTERS 700 - ENTERPRISE TECHNOLOGY**

								After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
		After 2 Years At 5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	12th Step	13th Step
<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
9	Hourly	16.173	16.908	17.731	18.587	19.443	20.368	20.949	21.159	21.782
	Bi-Weekly	1,293.84	1,352.63	1,418.48	1,486.93	1,555.47	1,629.44	1,675.89	1,692.70	1,742.55
	Annual	33,639	35,168	36,880	38,659	40,442	42,365	43,573	44,009	45,306
10	Hourly	17.324	18.133	18.987	19.906	20.861	21.838	22.253	22.488	23.155
	Bi-Weekly	1,385.92	1,450.64	1,518.93	1,592.49	1,668.90	1,747.02	1,780.23	1,799.07	1,852.42
	Annual	36,034	37,716	39,492	41,404	43,391	45,422	46,285	46,775	48,163
11	Hourly	18.586	19.443	20.368	21.320	22.374	23.508	23.978	24.199	24.943
	Bi-Weekly	1,486.85	1,555.47	1,629.44	1,705.61	1,789.89	1,880.67	1,918.27	1,935.89	1,995.41
	Annual	38,657	40,442	42,365	44,345	46,537	48,897	49,874	50,333	51,880
12	Hourly	19.906	20.861	21.838	22.891	24.066	25.180	25.673	25.930	26.719
	Bi-Weekly	1,592.49	1,668.90	1,747.02	1,831.30	1,925.25	2,014.41	2,053.87	2,074.42	2,137.51
	Annual	41,404	43,391	45,422	47,614	50,056	52,374	53,400	53,934	55,574
13	Hourly	21.320	22.374	23.508	24.642	25.759	27.049	27.587	27.851	28.693
	Bi-Weekly	1,705.61	1,789.89	1,880.67	1,971.37	2,060.69	2,163.90	2,206.93	2,228.05	2,295.44
	Annual	44,345	46,537	48,897	51,255	53,578	56,260	57,380	57,929	59,681
14	Hourly	22.891	24.066	25.180	26.452	27.705	29.021	29.619	29.915	30.817
	Bi-Weekly	1,831.30	1,925.25	2,014.41	2,116.15	2,216.44	2,321.67	2,369.50	2,393.21	2,465.39
	Annual	47,614	50,056	52,374	55,019	57,627	60,363	61,606	62,223	64,099
15	Hourly	24.642	25.759	27.049	28.387	29.815	31.216	31.846	32.170	33.131
	Bi-Weekly	1,971.37	2,060.69	2,163.90	2,270.92	2,385.17	2,497.31	2,547.65	2,573.63	2,650.45
	Annual	51,255	53,578	56,260	59,044	62,013	64,930	66,239	66,914	68,911
16	Hourly	26.452	27.705	29.021	30.407	31.874	33.352	34.040	34.369	35.406
	Bi-Weekly	2,116.15	2,216.44	2,321.67	2,432.59	2,549.92	2,668.15	2,723.20	2,749.51	2,832.50
	Annual	55,019	57,627	60,363	63,247	66,298	69,371	70,802	71,486	73,644
17	Hourly	28.387	29.815	31.216	32.669	34.283	35.979	36.682	37.032	38.153
	Bi-Weekly	2,270.92	2,385.17	2,497.31	2,613.50	2,742.61	2,878.30	2,934.57	2,962.58	3,052.23
	Annual	59,044	62,013	64,930	67,950	71,308	74,835	76,299	77,026	79,358
18	Hourly	30.407	31.874	33.352	35.010	36.625	38.432	39.220	39.591	40.815
	Bi-Weekly	2,432.59	2,549.92	2,668.15	2,800.83	2,930.02	3,074.56	3,137.57	3,167.29	3,265.21
	Annual	63,247	66,298	69,371	72,821	76,180	79,938	81,577	82,349	84,895
19	Hourly	33.352	35.010	36.625	38.432	40.250	42.178	42.820	43.238	44.548
	Bi-Weekly	2,668.15	2,800.83	2,930.02	3,074.56	3,219.99	3,374.27	3,425.58	3,459.04	3,563.87
	Annual	69,371	72,821	76,180	79,938	83,719	87,731	89,064	89,934	92,660
20	Hourly	36.625	38.432	40.250	42.178	44.170	46.327	47.006	47.461	48.894
	Bi-Weekly	2,930.02	3,074.56	3,219.99	3,374.27	3,533.58	3,706.13	3,760.45	3,796.91	3,911.49
	Annual	76,180	79,938	83,719	87,731	91,873	96,359	97,771	98,719	101,698
21	Hourly	40.250	42.178	44.170	46.327	48.524	50.885	51.640	52.154	53.738
	Bi-Weekly	3,219.99	3,374.27	3,533.58	3,706.13	3,881.93	4,070.80	4,131.21	4,172.30	4,299.05
	Annual	83,719	87,731	91,873	96,359	100,930	105,840	107,411	108,479	111,775
22	Hourly	44.170	46.327	48.524	50.885	53.251	55.815	56.635	57.198	58.913
	Bi-Weekly	3,533.58	3,706.13	3,881.93	4,070.80	4,260.08	4,465.19	4,530.80	4,575.86	4,713.01
	Annual	91,873	96,359	100,930	105,840	110,762	116,095	117,800	118,972	122,538
23	Hourly	46.327	48.524	50.885	53.251	55.815	58.594	59.461	60.053	61.869
	Bi-Weekly	3,706.13	3,881.93	4,070.80	4,260.08	4,465.19	4,687.51	4,756.86	4,804.28	4,949.55
	Annual	96,359	100,930	105,840	110,762	116,095	121,875	123,678	124,911	128,688

Effective June 1, 2019

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

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

Effective June 1, 2021

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

								After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service	
								After 2 Years At 5th Step			
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step
15	Hourly	24.642	25.688	26.779	27.917	29.103	30.341	31.629	32.501	33.152	34.807
	Bi-Weekly	1,971.37	2,055.01	2,142.30	2,233.32	2,328.25	2,427.31	2,530.35	2,600.11	2,652.15	2,784.59
	Annual	51,255	53,430	55,699	58,066	60,534	63,110	65,788	67,602	68,955	72,399

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

COOK COUNTY FISCAL YEAR 2022 • 28

Effective June 1, 2021

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

								After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service	
								After 2 Years At 5th Step			
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step
9	Hourly	16.173	16.860	17.579	18.325	19.104	19.919	20.764	21.333	21.761	22.850
	Bi-Weekly	1,293.84	1,348.81	1,406.30	1,465.98	1,528.35	1,593.55	1,661.11	1,706.66	1,740.85	1,827.97
	Annual	33,639	35,068	36,563	38,115	39,736	41,432	43,188	44,373	45,262	47,526
10	Hourly	17.324	18.062	18.830	19.628	20.462	21.332	22.240	22.853	23.308	24.475
	Bi-Weekly	1,385.92	1,444.95	1,506.42	1,570.25	1,636.99	1,706.58	1,779.17	1,828.22	1,864.68	1,957.98
	Annual	36,034	37,568	39,167	40,826	42,561	44,371	46,258	47,533	48,481	50,907
11	Hourly	18.587	19.376	20.203	21.059	21.952	22.885	23.860	24.516	25.007	26.256
	Bi-Weekly	1,486.93	1,550.11	1,616.20	1,684.74	1,756.19	1,830.82	1,908.77	1,961.30	2,000.52	2,100.48
	Annual	38,659	40,303	42,021	43,802	45,661	47,600	49,627	50,994	52,013	54,612
12	Hourly	19.905	20.753	21.636	22.555	23.511	24.512	25.554	26.256	26.780	28.121
	Bi-Weekly	1,592.41	1,660.22	1,730.86	1,804.43	1,880.92	1,960.98	2,044.29	2,100.48	2,142.38	2,249.65
	Annual	41,402	43,165	45,002	46,914	48,904	50,985	53,151	54,612	55,701	58,490
13	Hourly	21.320	22.225	23.168	24.155	25.181	26.250	27.366	28.120	28.683	30.115
	Bi-Weekly	1,705.61	1,778.04	1,853.47	1,932.40	2,014.49	2,099.99	2,189.31	2,249.56	2,294.63	2,409.20
	Annual	44,345	46,228	48,190	50,241	52,376	54,599	56,921	58,488	59,660	62,639
14	Hourly	22.890	23.864	24.877	25.934	27.035	28.184	29.382	30.189	30.793	32.334
	Bi-Weekly	1,831.22	1,909.09	1,990.13	2,074.74	2,162.76	2,254.68	2,350.58	2,415.13	2,463.45	2,586.71
	Annual	47,612	49,636	51,743	53,943	56,231	58,621	61,114	62,793	64,050	67,254
15	Hourly	24.642	25.688	26.779	27.917	29.103	30.341	31.629	32.501	33.152	34.807
	Bi-Weekly	1,971.37	2,055.01	2,142.30	2,233.32	2,328.25	2,427.31	2,530.35	2,600.11	2,652.15	2,784.59
	Annual	51,255	53,430	55,699	58,066	60,534	63,110	65,788	67,602	68,955	72,399
16	Hourly	26.452	27.577	28.748	29.969	31.242	32.569	33.957	34.890	35.587	37.366
	Bi-Weekly	2,116.15	2,206.12	2,299.83	2,397.51	2,499.34	2,605.55	2,716.55	2,791.17	2,846.95	2,989.30
	Annual	55,019	57,359	59,795	62,335	64,982	67,744	70,630	72,569	74,020	77,722
17	Hourly	28.387	29.596	30.850	32.162	33.528	34.955	36.440	37.442	38.191	40.100
	Bi-Weekly	2,270.92	2,367.71	2,467.99	2,572.98	2,682.28	2,796.37	2,915.16	2,995.39	3,055.31	3,207.97
	Annual	59,044	61,560	64,167	66,897	69,739	72,705	75,794	77,880	79,438	83,407
18	Hourly	30.407	31.698	33.046	34.450	35.915	37.442	39.032	40.106	40.910	42.957
	Bi-Weekly	2,432.59	2,535.88	2,643.71	2,756.01	2,873.18	2,995.39	3,122.55	3,208.46	3,272.77	3,436.55
	Annual	63,247	65,932	68,736	71,656	74,702	77,880	81,186	83,420	85,092	89,349
19	Hourly	33.352	34.772	36.251	37.790	39.394	41.072	42.815	43.994	44.874	47.118
	Bi-Weekly	2,668.15	2,781.75	2,900.06	3,023.24	3,151.53	3,285.76	3,425.18	3,519.53	3,589.93	3,769.47
	Annual	69,371	72,325	75,401	78,604	81,939	85,430	89,054	91,507	93,337	98,005
20	Hourly	36.625	38.181	39.805	41.497	43.259	45.097	47.014	48.307	49.273	51.737
	Bi-Weekly	2,930.02	3,054.50	3,184.42	3,319.78	3,460.74	3,607.80	3,761.10	3,864.55	3,941.85	4,138.93
	Annual	76,180	79,417	82,795	86,314	89,979	93,802	97,788	100,478	102,488	107,611
21	Hourly	40.250	41.960	43.743	45.603	47.540	49.559	51.668	53.090	54.148	56.856
	Bi-Weekly	3,219.99	3,356.81	3,499.48	3,648.23	3,803.16	3,964.75	4,133.40	4,247.17	4,331.86	4,548.50
	Annual	83,719	87,277	90,986	94,854	98,881	103,083	107,468	110,426	112,627	118,261
22	Hourly	44.170	46.048	48.003	50.043	52.171	54.386	56.699	58.257	59.421	62.395
	Bi-Weekly	3,533.58	3,683.80	3,840.27	4,003.40	4,173.68	4,350.86	4,535.91	4,660.56	4,753.69	4,991.61
	Annual	91,873	95,778	99,847	104,088	108,516	113,122	117,933	121,174	123,596	129,781
23	Hourly	46.326	48.298	50.350	52.489	54.720	57.045	59.470	61.104	62.327	65.443
	Bi-Weekly	3,706.05	3,863.82	4,028.01	4,199.10	4,377.57	4,563.60	4,757.59	4,888.32	4,986.17	5,235.45
	Annual	96,357	100,459	104,728	109,176	113,816	118,654	123,697	127,096	129,640	136,122

**SCHEDULE I**  
**BUREAU OF HUMAN RESOURCES**  
**OFFICE OF THE CHIEF JUDGE - ADULT PROBATION & SOCIAL SERVICE DEPARTMENTS ADMINISTRATIVE ASSISTANTS**  
**TEAMSTERS 700**

COOK COUNTY FISCAL YEAR 2022 • 30

Effective June 1, 2020

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

								After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
<b>Grade</b>		<b>Entry Rate</b>	<b>1st Step</b>	<b>2nd Step</b>	<b>3rd Step</b>	<b>4th Step</b>	<b>5th Step</b>	<b>6th Step</b>	<b>7th Step</b>	<b>8th Step</b>	<b>9th Step</b>
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**

									After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service	
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	15.360	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**

								After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service	
		After 2 Years At 5th Step									
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	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, 2021

**SCHEDULE I  
BUREAU OF HUMAN RESOURCES  
TEAMSTERS 700/PRINT SHOP**

								After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
<u>Grade</u>		<u>Entry Step</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
9	Hourly	16.173	16.860	17.580	18.325	19.104	19.919	20.764	21.333	21.761	22.850
	Bi-Weekly	1,293.84	1,348.81	1,406.38	1,465.98	1,528.35	1,593.55	1,661.11	1,706.66	1,740.85	1,827.97
	Annual	33,639	35,068	36,565	38,115	39,736	41,432	43,188	44,373	45,262	47,526
10	Hourly	17.324	18.062	18.830	19.628	20.462	21.332	22.240	22.853	23.308	24.475
	Bi-Weekly	1,385.92	1,444.95	1,506.42	1,570.25	1,636.99	1,706.58	1,779.17	1,828.22	1,864.68	1,957.98
	Annual	36,034	37,568	39,167	40,826	42,561	44,371	46,258	47,533	48,481	50,907
11	Hourly	18.587	19.376	20.203	21.059	21.952	22.885	23.860	24.516	25.007	26.256
	Bi-Weekly	1,486.93	1,550.11	1,616.20	1,684.74	1,756.19	1,830.82	1,908.77	1,961.30	2,000.52	2,100.48
	Annual	38,659	40,303	42,021	43,802	45,661	47,600	49,627	50,994	52,013	54,612
12	Hourly	19.905	20.753	21.636	22.555	23.511	24.512	25.554	26.256	26.780	28.121
	Bi-Weekly	1,592.41	1,660.22	1,730.86	1,804.43	1,880.92	1,960.98	2,044.29	2,100.48	2,142.38	2,249.65
	Annual	41,402	43,165	45,002	46,914	48,904	50,985	53,151	54,612	55,701	58,490
13	Hourly	21.320	22.225	23.168	24.155	25.181	26.250	27.366	28.120	28.683	30.115
	Bi-Weekly	1,705.61	1,778.04	1,853.47	1,932.40	2,014.49	2,099.99	2,189.31	2,249.56	2,294.63	2,409.20
	Annual	44,345	46,228	48,190	50,241	52,376	54,599	56,921	58,488	59,660	62,639
14	Hourly	22.890	23.864	24.877	25.934	27.035	28.184	29.382	30.189	30.793	32.334
	Bi-Weekly	1,831.22	1,909.09	1,990.13	2,074.74	2,162.76	2,254.68	2,350.58	2,415.13	2,463.45	2,586.71
	Annual	47,612	49,636	51,743	53,943	56,231	58,621	61,114	62,793	64,050	67,254
15	Hourly	24.642	25.688	26.779	27.917	29.103	30.341	31.629	32.501	33.152	34.807
	Bi-Weekly	1,971.37	2,055.01	2,142.30	2,233.32	2,328.25	2,427.31	2,530.35	2,600.11	2,652.15	2,784.59
	Annual	51,255	53,430	55,699	58,066	60,534	63,110	65,788	67,602	68,955	72,399
16	Hourly	26.452	27.577	28.748	29.969	31.245	32.569	33.957	34.890	35.587	37.366
	Bi-Weekly	2,116.15	2,206.12	2,299.83	2,397.51	2,499.58	2,605.55	2,716.55	2,791.17	2,846.95	2,989.30
	Annual	55,019	57,359	59,795	62,335	64,988	67,744	70,630	72,569	74,020	77,722
17	Hourly	28.387	29.596	30.850	32.162	33.528	34.955	36.440	37.442	38.191	40.100
	Bi-Weekly	2,270.92	2,367.71	2,467.99	2,572.98	2,682.28	2,796.37	2,915.16	2,995.39	3,055.31	3,207.97
	Annual	59,044	61,560	64,167	66,897	69,739	72,705	75,794	77,880	79,438	83,407
18	Hourly	30.407	31.698	33.046	34.450	35.915	37.442	39.032	40.106	40.910	42.957
	Bi-Weekly	2,432.59	2,535.88	2,643.71	2,756.01	2,873.18	2,995.39	3,122.55	3,208.46	3,272.77	3,436.55
	Annual	63,247	65,932	68,736	71,656	74,702	77,880	81,186	83,420	85,092	89,349
19	Hourly	33.352	34.772	36.251	37.790	39.394	41.072	42.815	43.994	44.874	47.118
	Bi-Weekly	2,668.15	2,781.75	2,900.06	3,023.24	3,151.53	3,285.76	3,425.18	3,519.53	3,589.93	3,769.47
	Annual	69,371	72,325	75,401	78,604	81,939	85,430	89,054	91,507	93,337	98,005
20	Hourly	36.625	38.181	39.805	41.497	43.259	45.097	47.014	48.307	49.273	51.737
	Bi-Weekly	2,930.02	3,054.50	3,184.42	3,319.78	3,460.74	3,607.80	3,761.10	3,864.55	3,941.85	4,138.93
	Annual	76,180	79,417	82,795	86,314	89,979	93,802	97,788	100,478	102,488	107,611
21	Hourly	40.250	41.960	43.743	45.603	47.540	49.559	51.668	53.090	54.148	56.856
	Bi-Weekly	3,219.99	3,356.81	3,499.48	3,648.23	3,803.16	3,964.75	4,133.40	4,247.17	4,331.86	4,548.50
	Annual	83,719	87,277	90,986	94,854	98,881	103,083	107,468	110,426	112,627	118,261
22	Hourly	44.170	46.048	48.003	50.043	52.171	54.386	56.699	58.257	59.421	62.395
	Bi-Weekly	3,533.58	3,683.80	3,840.27	4,003.40	4,173.68	4,350.86	4,535.91	4,660.56	4,753.69	4,991.61
	Annual	91,873	95,778	99,847	104,088	108,516	113,122	117,933	121,174	123,596	129,781
23	Hourly	46.326	48.298	50.350	52.489	54.720	57.045	59.470	61.104	62.327	65.443
	Bi-Weekly	3,706.05	3,863.82	4,028.01	4,199.10	4,377.57	4,563.60	4,757.59	4,888.32	4,986.17	5,235.45
	Annual	96,357	100,459	104,728	109,176	113,816	118,654	123,697	127,096	129,640	136,122

Effective December 1, 2021

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

<u>Grade</u>		<u>Min Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>	<u>11th Step</u>	<u>12th Step</u>	<u>13th Step</u>
PN1	Hourly	19.710	20.125	20.716	21.376	22.024	22.594	23.495	24.189	24.907	25.650	27.613	28.029	29.150
	Bi-Weekly	1,576.82	1,610.03	1,657.29	1,710.07	1,761.96	1,807.51	1,879.62	1,935.16	1,992.57	2,052.01	2,209.05	2,242.34	2,332.03
	Annual	40,997	41,861	43,089	44,461	45,810	46,995	48,869	50,314	51,807	53,351	57,435	58,301	60,633
PN2	Hourly	21.089	21.650	22.322	22.954	23.617	24.239	25.198	25.955	26.732	27.534	29.642	30.091	31.294
	Bi-Weekly	1,687.09	1,732.00	1,785.75	1,836.34	1,889.36	1,939.14	2,015.87	2,076.37	2,138.56	2,202.71	2,371.36	2,407.26	2,503.55
	Annual	43,864	45,031	46,429	47,745	49,123	50,417	52,413	53,985	55,602	57,270	61,655	62,588	65,091
PN3	Hourly	22.130	22.727	23.431	24.101	24.796	25.443	26.451	27.244	28.060	28.902	31.113	31.580	32.843
	Bi-Weekly	1,770.40	1,818.15	1,874.50	1,928.09	1,983.72	2,035.44	2,116.07	2,179.49	2,244.77	2,312.17	2,489.02	2,526.38	2,627.43
	Annual	46,030	47,272	48,736	50,130	51,576	52,921	55,017	56,666	58,364	60,116	64,714	65,686	68,313

Effective June 1, 2021

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

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>	<u>11th Step</u>	<u>N12</u>	<u>N13</u>	<u>N14</u>	<u>N15</u>	<u>N16</u>	<u>N17</u>
FA	Hourly	31,530	32,612	33,631	34,717	36,017	37,256	38,627	40,173	41,767	42,967	45,530	46,440	47,369	48,317	49,283	50,269	51,274
	Bi-Weekly	2,522.40	2,608.96	2,690.48	2,777.36	2,881.38	2,980.45	3,090.15	3,213.81	3,341.38	3,437.36	3,642.39	3,715.24	3,789.54	3,865.33	3,942.64	4,021.49	4,101.92
	Annual	65,582	67,832	69,952	72,211	74,915	77,491	80,343	83,559	86,876	89,371	94,702	96,596	98,527	100,498	102,508	104,558	106,649
FB	Hourly	33,220	34,482	35,670	37,046	38,229	39,580	40,758	42,071	43,729	45,021	47,710	48,664	49,638	50,630	51,643	52,676	53,729
	Bi-Weekly	2,657.63	2,758.53	2,853.61	2,963.72	3,058.32	3,166.39	3,260.67	3,365.66	3,498.34	3,601.71	3,816.81	3,893.14	3,971.00	4,050.43	4,131.43	4,214.06	4,298.34
	Annual	69,098	71,721	74,193	77,056	79,516	82,326	84,777	87,506	90,956	93,644	99,237	101,221	103,246	105,311	107,417	109,565	111,756
FABM	Hourly	31,845	32,938	33,967	35,064	36,377	37,628	39,013	40,574	42,185	43,397	45,985	46,905	47,843	48,800	49,776	50,771	51,787
	Bi-Weekly	2,547.62	2,635.05	2,717.39	2,805.14	2,910.20	3,010.25	3,121.05	3,245.95	3,374.79	3,471.73	3,678.81	3,752.39	3,827.44	3,903.99	3,982.06	4,061.71	4,142.94
	Annual	66,238	68,511	70,651	72,933	75,664	78,266	81,147	84,394	87,745	90,264	95,649	97,562	99,513	101,503	103,533	105,604	107,716
FBBM	Hourly	33,553	34,826	36,027	37,417	38,611	39,976	41,166	42,491	44,167	45,472	48,187	49,151	50,134	51,137	52,159	53,203	54,267
	Bi-Weekly	2,684.20	2,786.11	2,882.15	2,993.36	3,088.90	3,198.06	3,293.27	3,399.32	3,533.32	3,637.72	3,854.97	3,932.07	4,010.72	4,090.93	4,172.75	4,256.20	4,341.33
	Annual	69,789	72,438	74,935	77,826	80,311	83,149	85,625	88,381	91,866	94,580	100,229	102,233	104,278	106,364	108,491	110,661	112,874
FC	Hourly	35,782	37,240	38,326	39,595	40,855	42,085	43,426	44,707	46,388	47,744	50,566	51,572	52,599	53,646	54,714	55,804	56,915
	Bi-Weekly	2,862.57	2,979.18	3,066.12	3,167.62	3,268.42	3,366.83	3,474.07	3,576.55	3,711.04	3,819.52	4,045.24	4,125.77	4,207.91	4,291.70	4,377.16	4,464.33	4,553.24
	Annual	74,427	77,459	79,719	82,358	84,979	87,538	90,326	92,990	96,487	99,308	105,176	107,270	109,406	111,584	113,806	116,072	118,384
FD	Hourly	37,677	39,772	41,637	43,108	44,805	46,512	48,205	49,892	51,747	53,280	56,432	57,556	58,702	59,872	61,065	62,281	63,522
	Bi-Weekly	3,014.12	3,181.75	3,331.00	3,448.66	3,584.43	3,720.95	3,856.38	3,991.33	4,139.76	4,262.38	4,514.56	4,604.48	4,696.20	4,789.74	4,885.16	4,982.49	5,081.77
	Annual	78,367	82,726	86,606	89,665	93,195	96,745	100,266	103,775	107,634	110,822	117,379	119,716	122,101	124,533	127,014	129,545	132,126
FE	Hourly	40,239	41,862	43,108	44,805	46,512	48,205	49,892	51,536	53,500	55,072	58,342	59,505	60,690	61,899	63,132	64,390	65,674
	Bi-Weekly	3,219.11	3,348.95	3,448.66	3,584.43	3,720.95	3,856.38	3,991.33	4,122.89	4,279.98	4,405.76	4,667.40	4,760.37	4,855.21	4,951.93	5,050.60	5,151.24	5,253.89
	Annual	83,697	87,073	89,665	93,195	96,745	100,266	103,775	107,195	111,280	114,550	121,352	123,770	126,235	128,750	131,316	133,932	136,601
FF	Hourly	41,669	43,758	45,431	47,008	48,677	50,315	51,878	54,055	55,632	57,000	58,931	60,105	61,302	62,524	63,769	65,040	66,336
	Bi-Weekly	3,333.53	3,500.66	3,634.44	3,760.65	3,894.13	4,025.18	4,150.26	4,324.41	4,450.58	4,559.97	4,714.48	4,808.39	4,904.19	5,001.90	5,101.56	5,203.22	5,306.91
	Annual	86,672	91,017	94,495	97,777	101,247	104,655	107,907	112,435	115,715	118,559	122,576	125,018	127,509	130,049	132,641	135,284	137,980

**\*RECEIVE 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 BACHELORS OR MASTERS DEGREE**

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

6/1/2021	RG1	Hourly	\$49.634
	RG2	Hourly	\$52.800
6/1/2022	RG1	Hourly	\$50.874
	RG2	Hourly	\$54.120
6/1/2023	RG1	Hourly	\$52.146
	RG2	Hourly	\$55.473
6/1/2024	RG1	Hourly	\$53.189
	RG2	Hourly	\$56.583

Effective June 1, 2019

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

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

Effective June 1, 2021

**SCHEDULE XXXIX**  
**BUREAU OF HUMAN RESOURCES**  
**AFSCME 3692 SWORN UNITS**  
 Correctional Sergeants

								After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service	After 1 Year at 4th Longevity Rate & 25 Years Service
<u>Grade</u>		<u>Entry Rate 1</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>
19	Hourly	33.352	34.772	36.251	37.790	39.394	41.072	42.815	43.994	45.097	47.354	49.721
	Bi-Weekly	2,668.15	2,781.75	2,900.06	3,023.24	3,151.53	3,285.76	3,425.18	3,519.53	3,607.80	3,788.30	3,977.71
	Annual	69,371	72,325	75,401	78,604	81,939	85,430	89,054	91,507	93,802	98,496	103,419



Effective June 1, 2021

**SCHEDULE XXXIX  
BUREAU OF HUMAN RESOURCES  
TEAMSTERS 700  
DEPARTMENT OF CORRECTIONS**

		<div><div>After 2 Years At 5th Step</div><div>After 1 Year at 1st Longevity Rate &amp; 10 Years Service</div><div>After 1 Year at 2nd Longevity Rate &amp; 15 Years Service</div><div>After 1 Year at 3rd Longevity Rate &amp; 20 Years Service</div><div>After 1 Year at 4th Longevity Rate &amp; 25 Years Service</div></div>											
Grade		Entry Rate 1	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	
17	Hourly	28.387	29.596	30.850	32.163	33.528	34.955	36.439	37.443	38.383	40.299	42.314	
	Bi-Weekly	2,270.95	2,367.69	2,467.99	2,573.01	2,682.26	2,796.39	2,915.16	2,995.41	3,070.62	3,223.92	3,385.12	
	Annual	59,044	61,559	64,167	66,898	69,738	72,706	75,793	77,880	79,835	83,822	88,013	
18	Hourly	30.408	31.699	33.047	34.450	35.915	37.443	39.032	40.105	41.114	43.171	45.330	
	Bi-Weekly	2,432.62	2,535.91	2,643.74	2,755.97	2,873.16	2,995.41	3,122.55	3,208.44	3,289.11	3,453.68	3,626.37	
	Annual	63,248	65,933	68,737	71,655	74,702	77,880	81,186	83,419	85,516	89,795	94,285	

Effective December 1, 2019

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

									After 1 Year at Maximum Rate & 10 Years Service	After 1 Year at 1st Longevity Rate & 15 Years Service	After 1 Year at 2nd Longevity Rate & 20 Years Service	After 1 Year at 3rd Longevity Rate & 25 Years Service
<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>
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**

									After 1 Year at Maximum Rate & 10 Years Service	After 1 Year at 1st Longevity Rate & 15 Years Service	After 1 Year at 2nd Longevity Rate & 20 Years Service	After 1 Year at 3rd Longevity Rate & 25 Years Service
<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>
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**

								After 1 Year at Maximum Rate & 5 Years Of Service	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
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			
							<u>After 1 Year at Step 5 &amp; 20 Years Service</u>
<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	
K0	Hourly	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**

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

Effective June 1, 2020

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

				After 3 Months at Entry Rate	After 9 Months at 1st Step	After 1 Year at 2nd Step	After 1 Year at 3rd Step	After 1 Year at 4th Step	After 1 Year at 5th Step & 10 Years Service	After 1 Year at 6th Step & 12 Years Service	After 1 Year at 7th Step & 15 Years Service	After 1 Year at 8th Step & 20 Years Service
<b>Grade</b>		<b>Entry Rate 1</b>	<b>Entry Rate 2</b>	<b>1st Step</b>	<b>2nd Step</b>	<b>3rd Step</b>	<b>4th Step</b>	<b>5th Step</b>	<b>6th Step</b>	<b>7th Step</b>	<b>8th Step</b>	<b>9th Step</b>
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**

				After 3 Months at Entry Rate	After 9 Months at 1st Step	After 1 Year at 2nd Step	After 1 Year at 3rd Step	After 1 Year at 4th Step	After 1 Year at 6th Step & 10 Years Service	After 1 Year at 7th Step & 15 Years Service	After 1 Year at 8th Step & 20 Years Service
<b>Grade</b>		<b>Entry Rate 1</b>	<b>Entry Rate 2</b>	<b>1st Step</b>	<b>2nd Step</b>	<b>3rd Step</b>	<b>4th Step</b>	<b>5th Step</b>	<b>6th Step</b>	<b>7th Step</b>	<b>8th Step</b>
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**

				After 3 Months at Entry Rate	After 9 Months at 1st Step	After 1 Year at 2nd Step	After 1 Year at 3rd Step	After 1 Year at 4th Step	After 1 Year at 5th Step & 10 Years Service	After 1 Year at 6th Step & 12 Years Service	After 1 Year at 7th Step & 15 Years Service	After 1 Year at 8th Step & 20 Years Service
<u>Grade</u>		<u>Entry Rate 1</u>	<u>Entry Rate 2</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
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 December 1, 2021

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

		After 1 Year at Step 7 & 10 Years Service								
Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step
L1	Hourly	30.554								
	Bi-Weekly	2,444.35								
	Annual	63,553								
L2	Hourly	35.870	38.035	39.926	41.935	45.576	46.708	48.349	49.791	51.782
	Bi-Weekly	2,869.61	3,042.81	3,194.08	3,354.78	3,646.04	3,736.66	3,867.88	3,983.27	4,142.60
	Annual	74,610	79,112	83,045	87,224	94,797	97,153	100,564	103,565	107,707
L3	Hourly	43.192	45.777	48.032	51.985	53.278	54.609	56.516	58.213	60.542
	Bi-Weekly	3,455.38	3,662.12	3,842.55	4,158.82	4,262.27	4,368.72	4,521.30	4,657.06	4,843.35
	Annual	89,840	95,215	99,905	108,129	110,819	113,587	117,553	121,083	125,927
L4	Hourly	49.457	52.369	55.059	59.320	60.803	62.321	64.487	66.425	69.082
	Bi-Weekly	3,956.55	4,189.51	4,404.69	4,745.57	4,864.20	4,985.68	5,158.96	5,313.97	5,526.53
	Annual	102,870	108,927	114,521	123,384	126,469	129,628	134,132	138,163	143,689

Effective June 1, 2021

**SCHEDULE I  
BUREAU OF HUMAN RESOURCES  
DEPUTY SHERIFFS D2 & D2B  
FRATERNAL ORDER OF POLICE**

							After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 12 Years Service	After 1 Year at 3rd Longevity Rate & 15 Years Service	After 1 Year at 4th Longevity Rate & 20 Years Service	After 1 Year at 5th Longevity Rate & 25 Years Service	
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step
D2	Hourly	28.387	29.815	31.216	32.669	34.283	35.979	36.789	37.157	37.615	39.322	41.288
	Bi-Weekly	2,270.92	2,385.17	2,497.31	2,613.50	2,742.61	2,878.30	2,943.09	2,972.57	3,009.19	3,145.77	3,303.06
	Annual	59,044	62,013	64,930	67,950	71,308	74,835	76,520	77,286	78,238	81,790	85,879
D2B	Hourly	30.407	31.874	33.352	35.010	36.625	38.433	39.299	39.693	40.181	42.005	44.105
	Bi-Weekly	2,432.59	2,549.92	2,668.15	2,800.83	2,930.02	3,074.64	3,143.90	3,175.41	3,214.46	3,360.38	3,528.40
	Annual	63,247	66,298	69,371	72,821	76,180	79,940	81,741	82,560	83,575	87,369	91,738

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

		<b><u>1ST STEP</u></b>
RXG	Hourly	21.809
<b>12/1/2018</b>	Bi-Weekly	1,744.72
	Annual	45,363
RXG	Hourly	22.245
<b>9/1/2019</b>	Bi-Weekly	1,779.60
	Annual	46,269
RXG	Hourly	22.69
<b>9/1/2020</b>	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 December 1, 2021

**SCHEDULE XIII**  
**BUREAU OF HUMAN RESOURCES**  
**PROBATION SERVICES, JTDC CASEWORKERS & SOCIAL SERVICE CASEWORKERS/OCJ**  
**AFSCME**  
1767      3477      3486

									After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
							After 2 Years At 5th Step				
<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
PS1	Hourly	27.239	28.399	29.606	30.862	32.174	33.542	35.066	36.847	37.676	39.183
	Bi-Weekly	2,179.08	2,271.89	2,368.44	2,468.97	2,573.96	2,683.34	2,805.30	2,947.72	3,014.06	3,134.63
	Annual	56,655	59,069	61,579	64,193	66,922	69,766	72,937	76,641	78,365	81,500
PS2	Hourly	29.243	30.486	31.783	33.131	34.540	36.010	37.646	39.559	40.448	42.066
	Bi-Weekly	2,339.45	2,438.84	2,542.62	2,650.45	2,763.24	2,880.81	3,011.71	3,164.69	3,235.82	3,365.25
	Annual	60,825	63,409	66,108	68,911	71,844	74,901	78,304	82,281	84,131	87,497
PSB	Hourly	29.965	31.239	32.566	33.952	35.393	36.898	38.577	40.534	42.279	43.970
	Bi-Weekly	2,397.19	2,499.09	2,605.30	2,716.14	2,831.44	2,951.86	3,086.17	3,242.72	3,382.30	3,517.60
	Annual	62,326	64,976	67,737	70,620	73,617	76,748	80,240	84,310	87,940	91,457
PSC	Hourly	32.058	33.421	34.841	36.322	37.865	39.475	43.300	45.496	46.519	48.380
	Bi-Weekly	2,564.62	2,673.67	2,787.27	2,905.74	3,029.17	3,158.03	3,463.99	3,639.71	3,721.56	3,870.42
	Annual	66,679	69,515	72,469	75,548	78,758	82,108	90,063	94,631	96,760	100,630
PS3	Hourly	33.634	35.061	36.553	38.106	39.725	41.415	43.300	45.496	47.453	49.351
	Bi-Weekly	2,690.72	2,804.89	2,924.26	3,048.49	3,178.01	3,313.20	3,463.99	3,639.71	3,796.26	3,948.11
	Annual	69,958	72,927	76,031	79,260	82,628	86,143	90,063	94,631	98,703	102,651

Effective December 1, 2021

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

									After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
									After 2 Years At 5th Step		
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step
PS1	Hourly	27.239	28.399	29.606	30.862	32.174	33.542	35.066	36.663	37.487	38.986
	Bi-Weekly	2,179.08	2,271.89	2,368.44	2,468.97	2,573.96	2,683.34	2,805.30	2,933.03	2,998.96	3,118.92
	Annual	56,655	59,069	61,579	64,193	66,922	69,766	72,937	76,258	77,972	81,091
PS2	Hourly	29.243	30.486	31.783	33.131	34.540	36.010	37.646	39.361	40.246	41.856
	Bi-Weekly	2,339.45	2,438.84	2,542.62	2,650.45	2,763.24	2,880.81	3,011.71	3,148.85	3,219.66	3,348.45
	Annual	60,825	63,409	66,108	68,911	71,844	74,901	78,304	81,870	83,711	87,060
PSB	Hourly	29.965	31.239	32.566	33.952	35.393	36.898	38.577	40.332	42.068	43.750
	Bi-Weekly	2,397.19	2,499.09	2,605.30	2,716.14	2,831.44	2,951.86	3,086.17	3,226.56	3,365.42	3,500.03
	Annual	62,326	64,976	67,737	70,620	73,617	76,748	80,240	83,890	87,500	91,000



Effective June 1, 2020

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

								After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
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**

								After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 12 Years Service	After 1 Year at 3rd Longevity Rate & 15 Years Service	After 1 Year at 4th Longevity Rate & 20 Years Service	
		After 2 Years At 5th Step										
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	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, 2021

**SCHEDULE I  
BUREAU OF HUMAN RESOURCES  
FOP - STROGER HOSPITAL SECURITY AIDES AND HOSPITAL POLICE OFFICERS**

							After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service	After 1 Year at 4th Longevity Rate & 25 Years Service	
							After 2 Years At 4th Step				
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step
12	Hourly	19.905	20.861	21.838	22.890	24.067	25.182	25.673	25.930	26.718	28.054
	Bi-Weekly	1,592.37	1,668.90	1,747.01	1,831.24	1,925.33	2,014.53	2,053.87	2,074.41	2,137.44	2,244.31
	Annual	41,402	43,391	45,422	47,612	50,058	52,378	53,401	53,935	55,573	58,352
14	Hourly	22.890	24.067	25.182	26.452	27.705	29.020	29.619	29.914	30.817	32.358
	Bi-Weekly	1,831.24	1,925.33	2,014.53	2,116.15	2,216.37	2,321.64	2,369.51	2,393.12	2,465.34	2,588.61
	Annual	47,612	50,058	52,378	55,020	57,626	60,363	61,607	62,221	64,099	67,304

Effective June 1, 2020

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

								After 1 Year at Maximum Rate & 5 Years Service	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
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, 2021

**SCHEDULE XVIII  
BUREAU OF HUMAN RESOURCES  
TEAMSTERS 700 - FACILITIES MANAGEMENT**

<u>Title</u>	<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>After 1 Year &amp; 5 Years Service</u>	<u>After 1 Year at 1st Longevity Rate &amp; 10 Years Service</u>
<b>CUSTODIAL WRKR. II</b>	X05	Hourly	18.517	20.574	20.878	21.396
		Bi-Weekly	1,481.33	1,645.92	1,670.20	1,711.70
		Annual	38,514	42,794	43,425	44,504
<b>CUSTODIAL WRKR. III</b>	X06	Hourly	21.137	23.488	23.836	24.430
		Bi-Weekly	1,690.99	1,879.05	1,906.90	1,954.40
		Annual	43,966	48,855	49,579	50,814

Effective June 1, 2020

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

<u>Job Title</u>	<u>Title</u>	<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>After 1 Year &amp; 5 Years Service</u>	<u>After 1 Year at 1st Longevity Rate &amp; 10 Years Service</u>
4614	<b>COSMETOLOGIST</b>	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	<b>COOK II</b>	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	<b>CUSTODIAL WRKR. II</b>	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	<b>CUSTODIAL WRKR. III</b>	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	<b>FOOD SRVC. WORKER I</b>	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	<b>LAUNDRY WORKER II</b>	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	<b>SEAMSTER II</b>	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	<b>HOUSEKEEPER II</b>	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	<b>SUPPLY CLERK III</b>	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**

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

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

Effective December 1, 2021

**SCHEDULE XX  
BUREAU OF HUMAN RESOURCES  
CASEWORKER PUBLIC GUARDIAN  
AFSCME 3969**

							After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
Hourly	27.322	28.683	30.116	31.624	33.119	36.801	38.086	39.622	41.206
Bi-Weekly	2,185.74	2,294.63	2,409.29	2,529.95	2,649.56	2,944.07	3,046.87	3,169.72	3,296.51
Annual	56,829	59,660	62,641	65,778	68,888	76,545	79,218	82,412	85,708
Hourly	29.391	30.780	32.263	33.807	35.380	37.719	39.031	40.608	42.232
Bi-Weekly	2,351.31	2,462.39	2,581.02	2,704.53	2,830.39	3,017.55	3,122.46	3,248.65	3,378.60
Annual	61,133	64,022	67,106	70,317	73,590	78,455	81,184	84,464	87,843



## Schedule XXIV-Skilled Trades 6/1/21

Job Code	Title	Bi-Weekly Salary	Hourly Salary	Effective Date	Annual Salary
2336	Architectural Iron Worker	\$ 4,170.40	52.130	6/1/2021	\$108,430.40
2335	Architectural Iron Worker Frn	\$ 4,450.40	55.630	6/1/2021	\$115,710.40
2391	Biomedical Electrical Technician Foreman	\$ 4,320.00	54.000	6/7/2021	\$112,320.00
2390	Biomedical Electrical Technician/Journeymen	\$ 4,080.00	51.000	6/7/2021	\$106,080.00
2307	Boilermaker/Blacksmith	\$ 4,208.80	52.610	5/1/2021	\$109,428.80
2310	Boilermaker/Welder	\$ 4,208.80	52.610	5/1/2021	\$109,428.80
2311	Bricklayer	\$ 3,884.80	48.560	6/1/2021	\$101,004.80
2312	Bricklayer Foreman	\$ 4,273.60	53.420	6/1/2021	\$111,113.60
1402	Building & Construction Plan Examiner I	\$ 4,068.80	50.860	6/1/2021	\$105,788.80
1404	Building & Zoning Inspector	\$ 4,068.80	50.860	6/1/2021	\$105,788.80
1415	Building & Zoning Inspector II	\$ 4,068.80	50.860	6/1/2021	\$105,788.80
2317	Carpenter	\$ 4,068.80	50.860	6/1/2021	\$105,788.80
2318	Carpenter Foreman	\$ 4,268.80	53.360	6/1/2021	\$110,988.80
2327	Chief Electrical Inspector	\$ 4,560.00	57.000	6/7/2021	\$118,560.00
2348	Chief Plumbing Inspector	\$ 4,833.60	60.420	6/1/2021	\$125,673.60
4013	Chief Telecommunications Electrician	\$ 4,560.00	57.000	6/7/2021	\$118,560.00
2328	Electrical Equipment Technician	\$ 4,080.00	51.000	6/7/2021	\$106,080.00
2346	Electrical Equipment Technician Foreman	\$ 4,320.00	54.000	6/7/2021	\$112,320.00
2330	Electrical Inspector	\$ 4,320.00	54.000	6/7/2021	\$112,320.00
2329	Electrical Mechanic	\$ 4,080.00	51.000	6/7/2021	\$106,080.00
2323	Electrical Plan Examiner	\$ 4,080.00	51.000	6/7/2021	\$106,080.00
2324	Electrician	\$ 4,080.00	51.000	6/7/2021	\$106,080.00
2326	Electrician Foreman	\$ 4,320.00	54.000	6/7/2021	\$112,320.00
1411	Elevator Inspector	\$ 4,833.60	60.420	1/1/2021	\$125,673.60
1413	Elevator Mechanic	\$ 4,833.60	60.420	1/1/2021	\$125,673.60
1412	Fire Prevention Inspector	\$ 4,068.80	50.860	6/1/2021	\$105,788.80
2320	Glazier	\$ 3,818.40	47.730	6/1/2021	\$99,278.40
2392	Laborer	\$ 3,672.00	45.900	6/1/2021	\$95,472.00
2395	Laborer Foreman	\$ 3,760.00	47.000	6/1/2021	\$97,760.00
2396	Laborer Foreman (HWY.)	\$ 3,760.00	47.000	6/1/2021	\$97,760.00
2393	Laborer I	\$ 3,672.00	45.900	6/1/2021	\$95,472.00
2394	Laborer II	\$ 3,672.00	45.900	6/1/2021	\$95,472.00
2321	Lather	\$ 4,068.80	50.860	6/1/2021	\$105,788.80
2331	Machinist	\$ 4,054.40	50.680	7/1/2021	\$105,414.40
2339	Machinist Foreman	\$ 4,254.40	53.180	7/1/2021	\$110,614.40
2431	Marble Polisher	\$ 2,960.00	37.000	6/1/2021	\$76,960.00
2334	Master Locksmith	\$ 4,170.40	52.130	6/1/2021	\$108,430.40
2371	Motor Vehicle Driver (Road Repairman)	\$ 3,140.00	39.250	6/1/2021	\$81,640.00
2381	Motor Vehicle Driver I	\$ 3,140.00	39.250	6/1/2021	\$81,640.00
2382	Motor Vehicle Driver II	\$ 3,192.00	39.900	6/1/2021	\$82,992.00
2451	Operating Engineer I	\$ 3,986.40	49.830	7/1/2020	\$103,646.40
2452	Operating Engineer II	\$ 4,196.00	52.450	7/1/2020	\$109,096.00
2453	Operating Engineer III	\$ 4,616.00	57.700	7/1/2020	\$120,016.00
2454	Operating Engineer IV	\$ 5,182.40	64.780	7/1/2020	\$134,742.40
4009	Operating Engineer Trainee	\$ 1,140.00	14.250	7/1/2020	\$29,640.00
2354	Painter	\$ 3,944.00	49.300	6/1/2021	\$102,544.00
2356	Painter Foreman	\$ 4,436.80	55.460	6/1/2021	\$115,356.80
2342	Pipecoverer	\$ 4,144.00	51.800	6/1/2021	\$107,744.00
2368	Pipecoverer Foreman	\$ 4,392.80	54.910	6/1/2021	\$114,212.80
2388	Pipecoverer Material Handler	\$ 3,108.00	38.850	6/1/2021	\$80,808.00
2389	Pipecoverer Pre-Apprentice	\$ 2,816.80	35.210	6/1/2013	\$73,236.80
2361	Plasterer	\$ 4,040.00	50.500	6/1/2021	\$105,040.00
2363	Plasterer Helper	\$ 3,672.00	45.900	6/1/2021	\$95,472.00
2350	Plumber	\$ 4,224.00	52.800	6/1/2021	\$109,824.00
2352	Plumber Foreman	\$ 4,476.00	55.950	6/1/2021	\$116,376.00
2353	Plumbing Inspector/Foreman	\$ 4,476.00	55.950	6/1/2021	\$116,376.00
2349	Plumbing Plan Examiner/Foreman	\$ 4,476.00	55.950	6/1/2021	\$116,376.00
2343	Refrigerator Man	\$ 4,160.00	52.000	6/1/2021	\$108,160.00
2372	Road Equipment Operator	\$ 4,144.00	51.800	6/1/2021	\$107,744.00
2376	Road Equipment Operator - MM Foreman	\$ 4,464.00	55.800	6/1/2021	\$116,064.00
2373	Road Equipment Operator - Master Mechanic	\$ 4,384.00	54.800	6/1/2021	\$113,984.00
2359	Sign Painter (Shopman)	\$ 3,259.20	40.740	1/1/2021	\$84,739.20
2344	Steamfitter	\$ 4,160.00	52.000	6/1/2021	\$108,160.00
2345	Steamfitter Foreman	\$ 4,400.00	55.000	6/1/2021	\$114,400.00
2379	Telecommunications Electrician	\$ 4,080.00	51.000	6/7/2021	\$106,080.00
2378	Telecommunications Electrician Foreman	\$ 4,320.00	54.000	6/7/2021	\$112,320.00
2340	Tinsmith	\$ 3,800.00	47.500	6/1/2021	\$98,800.00
2341	Tinsmith Foreman	\$ 4,104.00	51.300	6/1/2021	\$106,704.00
2225	Ventilating Inspector	\$ 4,104.00	51.300	6/1/2021	\$106,704.00
1420	Zoning Plan Examiner I	\$ 4,068.80	50.860	6/1/2021	\$105,788.80

Effective June 1, 2020

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

								After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service	After 1 Year at 4th Longevity Rate & 25 Years Service	
								After 2 Years At 5th Step				
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	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 June 1, 2021

**SCHEDULE XXXIX**  
**BUREAU OF HUMAN RESOURCES**  
**AFSCME 2226 SWORN UNITS**  
 Correctional Lieutenants

								After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service	After 1 Year at 4th Longevity Rate & 25 Years Service
<u>Grade</u>		<u>Entry Rate 1</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>
20	Hourly	36.625	38.181	39.805	41.497	43.259	45.097	47.014	48.307	49.520	51.994	54.595
	Bi-Weekly	2,930.02	3,054.50	3,184.42	3,319.78	3,460.74	3,607.80	3,761.10	3,864.55	3,961.59	4,159.55	4,367.57
	Annual	76,180	79,417	82,795	86,314	89,979	93,802	97,788	100,478	103,000	108,148	113,556

Effective June 1, 2020

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

								After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service	After 1 Year at 4th Longevity Rate & 25 Years Service	
								After 2 Years At 6th Step				
Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step
SA1	Hourly	30.572	32.090	33.690	35.368	36.990	38.818	40.655	41.463	41.879	43.134	
	Bi-Weekly	2,445.77	2,567.21	2,695.22	2,829.47	2,959.23	3,105.47	3,252.37	3,317.04	3,350.34	3,450.72	
	Annual	63,589	66,747	70,075	73,566	76,940	80,741	84,562	86,243	87,109	89,718	
SA2	Hourly	35.368	36.990	38.818	40.655	42.610	44.611	46.792	47.478	47.942	49.379	49.875
	Bi-Weekly	2,829.47	2,959.23	3,105.47	3,252.37	3,408.77	3,568.90	3,743.36	3,798.21	3,835.33	3,950.36	3,989.98
	Annual	73,566	76,940	80,741	84,562	88,628	92,791	97,327	98,753	99,718	102,708	103,739

Effective June 1, 2020

**SCHEDULE XXVIII  
BUREAU OF HUMAN RESOURCES  
FOP - DEPUTY SERGEANTS**

								After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 3rd Year at 3rd Longevity Rate & 20 Years Service	After 4th Year at 4th Longevity Rate & 25 Years Service	
								After 2 Years At 5th Step				
Grade		Entry Step	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	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

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

September 1, 2020

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

\*Each step progression represent a 2% increase

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

**September 1, 2020**

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

\*Each step progression represent a 2% increase

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

**September 1, 2020**

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

**September 1, 2020**

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

\*Each step progression represent a 2% increase

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

September 1, 2020

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

\*Each step progression represent a 2% increase

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

**September 1, 2020**

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

\*Each step progression represent a 2% increase

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

September 1, 2020

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

\*Each step progression represent a 2% increase

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

**September 1, 2020**

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

\*Each step progression represent a 2% increase

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

**September 1, 2020**

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

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

**September 1, 2020**

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

\*Each step progression represent a 2% increase

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

September 1, 2020

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

\*Each step progression represent a 2% increase



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

**September 1, 2020**

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**

<b><u>GD</u></b>		<b><u>1ST STEP</u></b>	<b><u>2ND STEP</u></b>	<b><u>3RD STEP</u></b>	<b><u>4TH STEP</u></b>	<b><u>5TH STEP</u></b>	<b><u>6TH STEP</u></b>	<b><u>7TH STEP</u></b>	<b><u>8TH STEP</u></b>
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						

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

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

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

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

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

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

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

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

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

**EFFECTIVE: JUNE 1, 2021**

<b>Job Code</b>	<b>Title</b>	<b>Grade</b>	<b>After 1st Year at Entry</b>	<b>Bi-Weekly Salary</b>	<b>Annual Salary</b>
<b>2444</b>	<b>Boiler Washer</b>	<b>X</b>	<b>\$38.881</b>	<b>\$3,110.46</b>	<b>\$80,871.84</b>
<b>2443</b>	<b>Fireman</b>	<b>X</b>	<b>\$38.881</b>	<b>\$3,110.45</b>	<b>\$80,871.63</b>
<b>2446</b>	<b>Fireman Helper</b>	<b>X</b>	<b>\$37.200</b>	<b>\$2,975.98</b>	<b>\$77,375.48</b>
<b>2445</b>	<b>Mechanical Assistant</b>	<b>X</b>	<b>\$38.881</b>	<b>\$3,110.45</b>	<b>\$80,871.63</b>

Effective June 1, 2020

SCHEDULE XXXVI  
BUREAU OF HUMAN RESOURCES  
Physician Assistant - SEIU 73

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

## POSITION CLASSIFICATION AND NON-UNION PAY PLAN

### SALARY SCHEDULE

#### I. ENTRY RATE

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

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

#### II. APPLICABILITY OF STEP PROGRESSION AND STEP PLACEMENT

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

In general, the following rules shall apply:

- A. Step advances shall be granted upon completion of twelve consecutive months of continuous service in each step until the maximum salary is reached.
- B. Step advancement will be effective the first full pay period following the employee's anniversary date.
- C. Eligibility for longevity bonus will be given when an employee reaches the maximum step for the grade of the position. The longevity pay will be effective the first full pay period following the employee's anniversary date and is determined by the number of years of service at Cook County. The longevity bonus is based on the salary group in which an employee's rate resides and the years of service. See sample table below:

YEARS OF SERVICE CONTINUOUS WITH COUNTY ONLY					
SALARY RANGE IN 1,000s	EXAMPLE	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.

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.

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\* 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.

## 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, 2021

Grade	Step	Hourly	BiWeekly	Annual
09	101	9.651	\$772.06	\$20,073
09	102	9.845	\$787.61	\$20,478
09	103	10.044	\$803.58	\$20,893
09	104	10.245	\$819.63	\$21,311
09	105	10.452	\$836.19	\$21,741
09	106	10.663	\$853.00	\$22,178
09	107	10.877	\$870.15	\$22,623
09	108	11.096	\$887.72	\$23,081
09	109	11.319	\$905.55	\$23,544
09	110	11.548	\$923.80	\$24,019
09	111	11.782	\$942.55	\$24,507
09	112	12.018	\$961.39	\$24,996
09	113	12.261	\$980.91	\$25,504
09	114	12.508	\$1,000.67	\$26,017
09	115	12.761	\$1,020.86	\$26,542
09	116	13.018	\$1,041.39	\$27,076
09	117	13.281	\$1,062.42	\$27,623
09	118	13.550	\$1,083.97	\$28,183
09	119	13.820	\$1,105.60	\$28,745
09	120	14.099	\$1,127.90	\$29,325
09	121	14.382	\$1,150.62	\$29,916
09	122	14.671	\$1,173.69	\$30,515
09	123	14.969	\$1,197.51	\$31,136
09	124	15.269	\$1,221.50	\$31,759
09	125	15.578	\$1,246.25	\$32,403
09	126	15.892	\$1,271.35	\$33,055
09	127	16.214	\$1,297.12	\$33,725
09	128	16.539	\$1,323.13	\$34,401
09	129	16.874	\$1,349.92	\$35,098
09	130	17.215	\$1,377.20	\$35,807
09	131	17.562	\$1,404.91	\$36,527
09	132	17.916	\$1,433.30	\$37,266
09	133	18.275	\$1,462.02	\$38,012
09	134	18.644	\$1,491.50	\$38,779
09	135	19.019	\$1,521.58	\$39,561
09	136	19.403	\$1,552.25	\$40,358
09	137	19.793	\$1,583.42	\$41,169
09	138	20.191	\$1,615.35	\$41,999
09	139	20.598	\$1,647.88	\$42,845
09	140	21.013	\$1,681.08	\$43,708
09	141	21.437	\$1,714.95	\$44,588
09	142L	21.869	\$1,749.50	\$45,487

Grade	Step	Hourly	BiWeekly	Annual
10	143	14.527	\$1,162.20	\$30,217
10	144	14.820	\$1,185.59	\$30,826
10	145	15.118	\$1,209.51	\$31,447
10	146	15.422	\$1,233.76	\$32,078
10	147	15.734	\$1,258.76	\$32,728
10	148	16.052	\$1,284.19	\$33,388
10	149	16.375	\$1,310.04	\$34,061
10	150	16.707	\$1,336.56	\$34,751
10	151	17.043	\$1,363.43	\$35,450
10	152	17.386	\$1,390.88	\$36,163
10	153	17.736	\$1,418.85	\$36,890
10	154	18.094	\$1,447.48	\$37,634
10	155	18.459	\$1,476.72	\$38,395
10	156	18.833	\$1,506.62	\$39,173
10	157	19.211	\$1,536.87	\$39,958
10	158	19.597	\$1,567.79	\$40,763
10	159	19.992	\$1,599.30	\$41,582
10	160	20.393	\$1,631.49	\$42,418
10	161	20.804	\$1,664.35	\$43,273
10	162	21.224	\$1,697.89	\$44,145
10	163	21.652	\$1,732.19	\$45,037
10	164	22.088	\$1,767.08	\$45,945
10	165	22.534	\$1,802.73	\$46,871
10	166	22.988	\$1,839.06	\$47,815
10	167L	23.451	\$1,876.06	\$48,777

**Non-Union Schedule 1  
EFFECTIVE JUNE 1, 2021**

Grade	Step	Hourly	BiWeekly	Annual
11	168	15.578	\$1,246.25	\$32,403
11	169	15.892	\$1,271.35	\$33,055
11	170	16.214	\$1,297.12	\$33,725
11	171	16.539	\$1,323.13	\$34,401
11	172	16.874	\$1,349.92	\$35,098
11	173	17.215	\$1,377.20	\$35,807
11	174	17.562	\$1,404.91	\$36,527
11	175	17.916	\$1,433.30	\$37,266
11	176	18.275	\$1,462.02	\$38,012
11	177	18.644	\$1,491.50	\$38,779
11	178	19.019	\$1,521.58	\$39,561
11	179	19.403	\$1,552.25	\$40,358
11	180	19.793	\$1,583.42	\$41,169
11	181	20.191	\$1,615.35	\$41,999
11	182	20.598	\$1,647.88	\$42,845
11	183	21.013	\$1,681.08	\$43,708
11	184	21.437	\$1,714.95	\$44,588
11	185	21.869	\$1,749.50	\$45,487
11	186	22.311	\$1,784.82	\$46,405
11	187	22.760	\$1,820.80	\$47,341
11	188	23.220	\$1,857.56	\$48,297
11	189	23.686	\$1,894.82	\$49,265
11	190	24.164	\$1,933.08	\$50,260
11	191	24.652	\$1,972.11	\$51,275
11	192L	25.148	\$2,011.90	\$52,310

Grade	Step	Hourly	BiWeekly	Annual
12	193	16.707	\$1,336.56	\$34,751
12	194	17.043	\$1,363.43	\$35,450
12	195	17.386	\$1,390.88	\$36,163
12	196	17.736	\$1,418.85	\$36,890
12	197	18.094	\$1,447.48	\$37,634
12	198	18.459	\$1,476.72	\$38,395
12	199	18.833	\$1,506.62	\$39,173
12	200	19.211	\$1,536.87	\$39,958
12	201	19.597	\$1,567.79	\$40,763
12	202	19.992	\$1,599.30	\$41,582
12	203	20.393	\$1,631.49	\$42,418
12	204	20.804	\$1,664.35	\$43,273
12	205	21.224	\$1,697.89	\$44,145
12	206	21.652	\$1,732.19	\$45,037
12	207	22.088	\$1,767.08	\$45,945
12	208	22.534	\$1,802.73	\$46,871
12	209	22.988	\$1,839.06	\$47,815
12	210	23.451	\$1,876.06	\$48,777
12	211	23.924	\$1,913.91	\$49,762
12	212	24.405	\$1,952.43	\$50,763
12	213	24.898	\$1,991.79	\$51,787
12	214	25.400	\$2,032.00	\$52,832
12	215	25.913	\$2,072.98	\$53,898
12	216	26.434	\$2,114.71	\$54,983
12	217L	26.966	\$2,157.30	\$56,089

### Non-Union Schedule 1 EFFECTIVE JUNE 1, 2021

Grade	Step	Hourly	BiWeekly	Annual
13	218	17.916	\$1,433.30	\$37,266
13	219	18.275	\$1,462.02	\$38,012
13	220	18.644	\$1,491.50	\$38,779
13	221	19.019	\$1,521.58	\$39,561
13	222	19.403	\$1,552.25	\$40,358
13	223	19.793	\$1,583.42	\$41,169
13	224	20.191	\$1,615.35	\$41,999
13	225	20.598	\$1,647.88	\$42,845
13	226	21.013	\$1,681.08	\$43,708
13	227	21.437	\$1,714.95	\$44,588
13	228	21.869	\$1,749.50	\$45,487
13	229	22.311	\$1,784.82	\$46,405
13	230	22.760	\$1,820.80	\$47,341
13	231	23.220	\$1,857.56	\$48,297
13	232	23.686	\$1,894.82	\$49,265
13	233	24.164	\$1,933.08	\$50,260
13	234	24.652	\$1,972.11	\$51,275
13	235	25.148	\$2,011.90	\$52,310
13	236	25.654	\$2,052.29	\$53,359
13	237	26.171	\$2,093.68	\$54,436
13	238	26.700	\$2,136.00	\$55,537
13	239	27.238	\$2,179.01	\$56,654
13	240	27.784	\$2,222.77	\$57,791
13	241	28.345	\$2,267.63	\$58,958
13	242L	28.918	\$2,313.41	\$60,149

Grade	Step	Hourly	BiWeekly	Annual
14	243	19.211	\$1,536.87	\$39,958
14	244	19.597	\$1,567.79	\$40,763
14	245	19.992	\$1,599.30	\$41,582
14	246	20.393	\$1,631.49	\$42,418
14	247	20.804	\$1,664.35	\$43,273
14	248	21.224	\$1,697.89	\$44,145
14	249	21.652	\$1,732.19	\$45,037
14	250	22.088	\$1,767.08	\$45,945
14	251	22.534	\$1,802.73	\$46,871
14	252	22.988	\$1,839.06	\$47,815
14	253	23.451	\$1,876.06	\$48,777
14	254	23.924	\$1,913.91	\$49,762
14	255	24.405	\$1,952.43	\$50,763
14	256	24.898	\$1,991.79	\$51,787
14	257	25.400	\$2,032.00	\$52,832
14	258	25.913	\$2,072.98	\$53,898
14	259	26.434	\$2,114.71	\$54,983
14	260	26.966	\$2,157.30	\$56,089
14	261	27.510	\$2,200.80	\$57,221
14	262	28.064	\$2,245.07	\$58,372
14	263	28.630	\$2,290.44	\$59,551
14	264	29.206	\$2,336.48	\$60,748
14	265	29.795	\$2,383.61	\$61,974
14	266	30.395	\$2,431.60	\$63,222
14	267L	31.007	\$2,480.60	\$64,496

**Non-Union Schedule 1  
EFFECTIVE JUNE 1, 2021**

Grade	Step	Hourly	BiWeekly	Annual
15	268	20.702	\$1,656.16	\$43,060
15	269	21.119	\$1,689.53	\$43,928
15	270	21.546	\$1,723.65	\$44,815
15	271	21.978	\$1,758.29	\$45,716
15	272	22.421	\$1,793.69	\$46,636
15	273	22.874	\$1,829.93	\$47,578
15	274	23.335	\$1,866.77	\$48,536
15	275	23.805	\$1,904.36	\$49,513
15	276	24.285	\$1,942.80	\$50,512
15	277	24.775	\$1,982.00	\$51,532
15	278	25.274	\$2,021.87	\$52,568
15	279	25.784	\$2,062.76	\$53,632
15	280	26.301	\$2,104.07	\$54,706
15	281	26.833	\$2,146.65	\$55,813
15	282	27.372	\$2,189.81	\$56,935
15	283	27.924	\$2,233.92	\$58,081
15	284	28.487	\$2,278.94	\$59,252
15	285	29.062	\$2,324.98	\$60,450
15	286	29.646	\$2,371.71	\$61,665
15	287	30.243	\$2,419.43	\$62,906
15	288	30.853	\$2,468.27	\$64,175
15	289	31.475	\$2,518.03	\$65,468
15	290	32.110	\$2,568.80	\$66,788
15	291	32.755	\$2,620.42	\$68,131
15	292L	33.415	\$2,673.22	\$69,504

Grade	Step	Hourly	BiWeekly	Annual
16	293	22.534	\$1,802.73	\$46,871
16	294	22.988	\$1,839.06	\$47,815
16	295	23.451	\$1,876.06	\$48,777
16	296	23.924	\$1,913.91	\$49,762
16	297	24.405	\$1,952.43	\$50,763
16	298	24.898	\$1,991.79	\$51,787
16	299	25.400	\$2,032.00	\$52,832
16	300	25.913	\$2,072.98	\$53,898
16	301	26.434	\$2,114.71	\$54,983
16	302	26.966	\$2,157.30	\$56,089
16	303	27.510	\$2,200.80	\$57,221
16	304	28.064	\$2,245.07	\$58,372
16	305	28.630	\$2,290.44	\$59,551
16	306	29.206	\$2,336.48	\$60,748
16	307	29.795	\$2,383.61	\$61,974
16	308	30.395	\$2,431.60	\$63,222
16	309	31.007	\$2,480.60	\$64,496
16	310	31.634	\$2,530.70	\$65,798
16	311	32.270	\$2,581.63	\$67,123
16	312	32.919	\$2,633.60	\$68,474
16	313	33.582	\$2,686.56	\$69,851
16	314	34.260	\$2,740.80	\$71,261
16	315	34.951	\$2,796.06	\$72,698
16	316L	35.654	\$2,852.31	\$74,161

### Non-Union Schedule 1 EFFECTIVE JUNE 1, 2021

Grade	Step	Hourly	BiWeekly	Annual
17	317	23.805	\$1,904.36	\$49,513
17	318	24.285	\$1,942.80	\$50,512
17	319	24.775	\$1,982.00	\$51,532
17	320	25.274	\$2,021.87	\$52,568
17	321	25.784	\$2,062.76	\$53,632
17	322	26.301	\$2,104.07	\$54,706
17	323	26.833	\$2,146.65	\$55,813
17	324	27.372	\$2,189.81	\$56,935
17	325	27.924	\$2,233.92	\$58,081
17	326	28.487	\$2,278.94	\$59,252
17	327	29.062	\$2,324.98	\$60,450
17	328	29.646	\$2,371.71	\$61,665
17	329	30.243	\$2,419.43	\$62,906
17	330	30.853	\$2,468.27	\$64,175
17	331	31.475	\$2,518.03	\$65,468
17	332	32.110	\$2,568.80	\$66,788
17	333	32.755	\$2,620.42	\$68,131
17	334	33.415	\$2,673.22	\$69,504
17	335	34.091	\$2,727.28	\$70,910
17	336	34.778	\$2,782.19	\$72,337
17	337	35.477	\$2,838.12	\$73,791
17	338	36.193	\$2,895.49	\$75,283
17	339	36.921	\$2,953.69	\$76,796
17	340	37.666	\$3,013.33	\$78,346
17	341L	38.425	\$3,073.99	\$79,924

Grade	Step	Hourly	BiWeekly	Annual
18	342	25.526	\$2,042.15	\$53,095
18	343	26.040	\$2,083.20	\$54,164
18	344	26.565	\$2,125.19	\$55,255
18	345	27.100	\$2,168.02	\$56,369
18	346	27.648	\$2,211.78	\$57,507
18	347	28.205	\$2,256.38	\$58,666
18	348	28.772	\$2,301.75	\$59,846
18	349	29.353	\$2,348.22	\$61,054
18	350	29.943	\$2,395.45	\$62,282
18	351	30.547	\$2,443.68	\$63,535
18	352	31.163	\$2,493.02	\$64,818
18	353	31.792	\$2,543.37	\$66,128
18	354	32.431	\$2,594.48	\$67,456
18	355	33.085	\$2,646.78	\$68,816
18	356	33.751	\$2,700.08	\$70,202
18	357	34.431	\$2,754.49	\$71,617
18	358	35.125	\$2,809.99	\$73,060
18	359	35.833	\$2,866.59	\$74,531
18	360	36.556	\$2,924.55	\$76,039
18	361	37.292	\$2,983.34	\$77,567
18	362	38.043	\$3,043.41	\$79,129
18	363	38.810	\$3,104.82	\$80,725
18	364	39.594	\$3,167.51	\$82,355
18	365	40.391	\$3,231.30	\$84,014
18	366L	41.205	\$3,296.43	\$85,707

### Non-Union Schedule 1 EFFECTIVE JUNE 1, 2021

Grade	Step	Hourly	BiWeekly	Annual
19	367	27.924	\$2,233.92	\$58,081
19	368	28.487	\$2,278.94	\$59,252
19	369	29.062	\$2,324.98	\$60,450
19	370	29.646	\$2,371.71	\$61,665
19	371	30.243	\$2,419.43	\$62,906
19	372	30.853	\$2,468.27	\$64,175
19	373	31.475	\$2,518.03	\$65,468
19	374	32.110	\$2,568.80	\$66,788
19	375	32.755	\$2,620.42	\$68,131
19	376	33.415	\$2,673.22	\$69,504
19	377	34.091	\$2,727.28	\$70,910
19	378	34.778	\$2,782.19	\$72,337
19	379	35.477	\$2,838.12	\$73,791
19	380	36.193	\$2,895.49	\$75,283
19	381	36.921	\$2,953.69	\$76,796
19	382	37.666	\$3,013.33	\$78,346
19	383	38.425	\$3,073.99	\$79,924
19	384	39.200	\$3,136.00	\$81,536
19	385	39.989	\$3,199.19	\$83,179
19	386	40.796	\$3,263.65	\$84,855
19	387	41.617	\$3,329.38	\$86,564
19	388	42.456	\$3,396.46	\$88,308
19	389	43.311	\$3,464.88	\$90,087
19	390	44.183	\$3,534.66	\$91,902
19	391L	45.075	\$3,605.96	\$93,755

Grade	Step	Hourly	BiWeekly	Annual
20	392	30.700	\$2,456.02	\$63,856
20	393	31.319	\$2,505.52	\$65,143
20	394	31.949	\$2,555.96	\$66,455
20	395	32.593	\$2,607.49	\$67,795
20	396	33.250	\$2,659.95	\$69,159
20	397	33.921	\$2,713.69	\$70,556
20	398	34.603	\$2,768.26	\$71,975
20	399	35.301	\$2,824.01	\$73,425
20	400	36.012	\$2,880.95	\$74,905
20	401	36.738	\$2,938.99	\$76,413
20	402	37.480	\$2,998.38	\$77,958
20	403	38.234	\$3,058.70	\$79,527
20	404	39.005	\$3,120.37	\$81,129
20	405	39.792	\$3,183.31	\$82,766
20	406	40.594	\$3,247.52	\$84,435
20	407	41.411	\$3,312.90	\$86,136
20	408	42.245	\$3,379.64	\$87,871
20	409	43.094	\$3,447.56	\$89,636
20	410	43.965	\$3,517.17	\$91,447
20	411	44.850	\$3,588.06	\$93,290
20	412	45.754	\$3,660.28	\$95,168
20	413	46.679	\$3,734.29	\$97,091
20	414	47.620	\$3,809.56	\$99,048
20	415	48.577	\$3,886.18	\$101,041
20	416L	49.555	\$3,964.33	\$103,072

### Non-Union Schedule 1 EFFECTIVE JUNE 1, 2021

Grade	Step	Hourly	BiWeekly	Annual
21	417	33.751	\$2,700.08	\$70,202
21	418	34.431	\$2,754.49	\$71,617
21	419	35.125	\$2,809.99	\$73,060
21	420	35.833	\$2,866.59	\$74,531
21	421	36.556	\$2,924.55	\$76,039
21	422	37.292	\$2,983.34	\$77,567
21	423	38.043	\$3,043.41	\$79,129
21	424	38.810	\$3,104.82	\$80,725
21	425	39.594	\$3,167.51	\$82,355
21	426	40.391	\$3,231.30	\$84,014
21	427	41.205	\$3,296.43	\$85,707
21	428	42.035	\$3,362.83	\$87,433
21	429	42.881	\$3,430.50	\$89,193
21	430	43.747	\$3,499.69	\$90,991
21	431	44.627	\$3,570.15	\$92,824
21	432	45.525	\$3,642.04	\$94,693
21	433	46.445	\$3,715.54	\$96,604
21	434	47.383	\$3,790.64	\$98,556
21	435	48.334	\$3,866.75	\$100,536
21	436	49.307	\$3,944.57	\$102,559
21	437	50.299	\$4,023.89	\$104,621
21	438	51.315	\$4,105.16	\$106,734
21	439	52.350	\$4,188.04	\$108,889
21	440	53.403	\$4,272.26	\$111,078
21	441L	54.481	\$4,358.44	\$113,319

Grade	Step	Hourly	BiWeekly	Annual
22	442	37.107	\$2,968.56	\$77,183
22	443	37.856	\$3,028.46	\$78,740
22	444	38.617	\$3,089.37	\$80,324
22	445	39.395	\$3,151.63	\$81,942
22	446	40.188	\$3,215.07	\$83,592
22	447	41.000	\$3,279.95	\$85,279
22	448	41.824	\$3,345.93	\$86,994
22	449	42.669	\$3,413.52	\$88,751
22	450	43.528	\$3,482.28	\$90,539
22	451	44.404	\$3,552.32	\$92,360
22	452	45.300	\$3,623.96	\$94,223
22	453	46.213	\$3,697.04	\$96,122
22	454	47.147	\$3,771.71	\$98,065
22	455	48.096	\$3,847.66	\$100,039
22	456	49.063	\$3,925.05	\$102,052
22	457	50.048	\$4,003.87	\$104,100
22	458	51.059	\$4,084.71	\$106,202
22	459	52.090	\$4,167.17	\$108,346
22	460	53.138	\$4,251.06	\$110,528
22	461	54.209	\$4,336.72	\$112,755
22	462	55.303	\$4,424.24	\$115,030
22	463	56.416	\$4,513.29	\$117,345
22	464	57.552	\$4,604.19	\$119,709
22	465	58.713	\$4,697.03	\$122,123
22	466L	59.895	\$4,791.65	\$124,583



**Non-Union Schedule 1  
EFFECTIVE JUNE 1, 2021**

Grade	Step	Hourly	BiWeekly	Annual
23	467	39.005	\$3,120.37	\$81,129
23	468	39.792	\$3,183.31	\$82,766
23	469	40.594	\$3,247.52	\$84,435
23	470	41.411	\$3,312.90	\$86,136
23	471	42.245	\$3,379.64	\$87,871
23	472	43.094	\$3,447.56	\$89,636
23	473	43.965	\$3,517.17	\$91,447
23	474	44.850	\$3,588.06	\$93,290
23	475	45.754	\$3,660.28	\$95,168
23	476	46.679	\$3,734.29	\$97,091
23	477	47.620	\$3,809.56	\$99,048
23	478	48.577	\$3,886.18	\$101,041
23	479	49.555	\$3,964.33	\$103,072
23	480	50.550	\$4,044.00	\$105,144
23	481	51.571	\$4,125.69	\$107,267
23	482	52.610	\$4,208.82	\$109,429
23	483	53.670	\$4,293.64	\$111,634
23	484	54.753	\$4,380.23	\$113,886
23	485	55.857	\$4,468.51	\$116,181
23	486	56.981	\$4,558.48	\$118,520
23	487	58.129	\$4,650.31	\$120,909
23	488	59.301	\$4,744.09	\$123,347
23	489	60.497	\$4,839.72	\$125,832
23	490	61.715	\$4,937.21	\$128,368
23	491L	62.959	\$5,036.72	\$130,955

## NON-UNION SCHEDULE II: NURSES

### JUNE 1, 2021

Grade	Step	Hourly	Biweekly	Annual
FA	329	29.646	\$2,371.70	\$61,664
FA	330	30.243	\$2,419.44	\$62,905
FA	331	30.853	\$2,468.27	\$64,175
FA	332	31.475	\$2,518.03	\$65,469
FA	333	32.110	\$2,568.80	\$66,789
FA	334	32.755	\$2,620.42	\$68,131
FA	335	33.415	\$2,673.22	\$69,504
FA	336	34.091	\$2,727.28	\$70,909
FA	337	34.777	\$2,782.20	\$72,337
FA	338	35.477	\$2,838.12	\$73,791
FA	339	36.194	\$2,895.48	\$75,283
FA	340	36.921	\$2,953.69	\$76,796
FA	341	37.667	\$3,013.33	\$78,347
FA	342	38.425	\$3,073.99	\$79,924
FA	343	39.200	\$3,136.00	\$81,536
FA	344	39.990	\$3,199.19	\$83,179
FA	345	40.796	\$3,263.65	\$84,855
FA	346	41.617	\$3,329.38	\$86,564
FA	347	42.456	\$3,396.45	\$88,308
FA	348	43.311	\$3,464.88	\$90,087
FA	349	44.183	\$3,534.66	\$91,901
FA	350	45.075	\$3,605.96	\$93,755
FA	351	45.984	\$3,678.70	\$95,646
FA	352L	46.912	\$3,752.96	\$97,577
FB	338	31.008	\$2,480.60	\$64,496
FB	339	31.634	\$2,530.70	\$65,798
FB	340	32.270	\$2,581.64	\$67,123
FB	341	32.920	\$2,633.59	\$68,473
FB	342	33.582	\$2,686.56	\$69,851
FB	343	34.260	\$2,740.80	\$71,261
FB	344	34.951	\$2,796.05	\$72,697
FB	345	35.654	\$2,852.31	\$74,160
FB	346	36.373	\$2,909.85	\$75,656
FB	347	37.107	\$2,968.56	\$77,183
FB	348	37.856	\$3,028.46	\$78,740
FB	349	38.617	\$3,089.37	\$80,324
FB	350	39.395	\$3,151.63	\$81,942
FB	351	40.188	\$3,215.07	\$83,592
FB	352	40.999	\$3,279.95	\$85,279
FB	353	41.824	\$3,345.93	\$86,994
FB	354	42.669	\$3,413.52	\$88,751
FB	355	43.529	\$3,482.29	\$90,539
FB	356	44.404	\$3,552.32	\$92,360
FB	357	45.299	\$3,623.96	\$94,223
FB	359	47.146	\$3,771.72	\$98,065
FB	360L	48.096	\$3,847.66	\$100,039

Grade	Step	Hourly	Biweekly	Annual
FE	373	36.921	\$2,953.69	\$76,796
FE	374	37.667	\$3,013.33	\$78,347
FE	375	38.425	\$3,073.99	\$79,924
FE	376	39.200	\$3,136.00	\$81,536
FE	377	39.990	\$3,199.19	\$83,179
FE	378	40.796	\$3,263.65	\$84,855
FE	379	41.617	\$3,329.38	\$86,564
FE	380	42.456	\$3,396.45	\$88,308
FE	381	43.311	\$3,464.88	\$90,087
FE	382	44.183	\$3,534.66	\$91,901
FE	383	45.075	\$3,605.96	\$93,755
FE	384	45.984	\$3,678.70	\$95,646
FE	385	46.912	\$3,752.96	\$97,577
FE	386	47.856	\$3,828.49	\$99,541
FE	387	48.818	\$3,905.45	\$101,542
FE	388	49.802	\$3,984.18	\$103,589
FE	389	50.803	\$4,064.27	\$105,671
FE	390	51.829	\$4,146.30	\$107,804
FE	391	52.875	\$4,230.02	\$109,981
FE	392	53.938	\$4,315.01	\$112,190
FE	393	55.027	\$4,402.19	\$114,457
FE	394	56.135	\$4,490.81	\$116,761
FE	395	57.267	\$4,581.38	\$119,116
FE	396L	58.421	\$4,673.71	\$121,517
FF	383	38.810	\$3,104.83	\$80,725
FF	384	39.594	\$3,167.51	\$82,355
FF	385	40.391	\$3,231.29	\$84,014
FF	386	41.205	\$3,296.43	\$85,707
FF	387	42.035	\$3,362.83	\$87,434
FF	388	42.881	\$3,430.50	\$89,193
FF	389	43.746	\$3,499.69	\$90,992
FF	390	44.627	\$3,570.15	\$92,824
FF	391	45.525	\$3,642.04	\$94,693
FF	392	46.444	\$3,715.54	\$96,604
FF	393	47.383	\$3,790.64	\$98,557
FF	394	48.334	\$3,866.76	\$100,536
FF	395	49.307	\$3,944.56	\$102,559
FF	396	50.299	\$4,023.89	\$104,621
FF	397	51.314	\$4,105.16	\$106,734
FF	398	52.350	\$4,188.04	\$108,889
FF	399	53.403	\$4,272.26	\$111,079
FF	400	54.480	\$4,358.43	\$113,319
FF	401	55.579	\$4,446.29	\$115,604
FF	402	56.698	\$4,535.84	\$117,932
FF	403	57.840	\$4,627.16	\$120,306
FF	404L	59.005	\$4,720.43	\$122,731

## NON-UNION SCHEDULE II: NURSES

### JUNE 1, 2021

Grade	Step	Hourly	Biweekly	Annual
FJ	435	50.299	\$4,023.89	\$104,621
FJ	436	51.314	\$4,105.16	\$106,734
FJ	437	52.350	\$4,188.04	\$108,889
FJ	438	53.403	\$4,272.26	\$111,079
FJ	439	54.480	\$4,358.43	\$113,319
FJ	440	55.579	\$4,446.29	\$115,604
FJ	441	56.698	\$4,535.84	\$117,932
FJ	442	57.840	\$4,627.16	\$120,306
FJ	443	59.005	\$4,720.43	\$122,731
FJ	444	60.193	\$4,815.47	\$125,202
FJ	445	61.408	\$4,912.62	\$127,728
FJ	446	62.645	\$5,011.64	\$130,303
FJ	447L	63.906	\$5,112.51	\$132,925
NS1	385	39.200	\$3,136.00	\$81,536
NS1	386	39.990	\$3,199.19	\$83,179
NS1	387	40.796	\$3,263.65	\$84,855
NS1	388	41.617	\$3,329.38	\$86,564
NS1	389	42.456	\$3,396.45	\$88,308
NS1	390	43.311	\$3,464.88	\$90,087
NS1	391	44.183	\$3,534.66	\$91,901
NS1	392	45.075	\$3,605.96	\$93,755
NS1	393	45.984	\$3,678.70	\$95,646
NS1	394	46.912	\$3,752.96	\$97,577
NS1	395	47.856	\$3,828.49	\$99,541
NS1	396	48.818	\$3,905.45	\$101,542
NS1	397	49.802	\$3,984.18	\$103,589
NS1	398	50.803	\$4,064.27	\$105,671
NS1	399	51.829	\$4,146.30	\$107,804
NS1	400L	52.875	\$4,230.02	\$109,981
NS2	395	41.205	\$3,296.43	\$85,707
NS2	396	42.035	\$3,362.83	\$87,434
NS2	397	42.881	\$3,430.50	\$89,193
NS2	398	43.746	\$3,499.69	\$90,992
NS2	399	44.627	\$3,570.15	\$92,824
NS2	400	45.525	\$3,642.04	\$94,693
NS2	401	46.444	\$3,715.54	\$96,604
NS2	402	47.383	\$3,790.64	\$98,557
NS2	403	48.334	\$3,866.76	\$100,536
NS2	404	49.307	\$3,944.56	\$102,559
NS2	405	50.299	\$4,023.89	\$104,621
NS2	406	51.314	\$4,105.16	\$106,734
NS2	407	52.350	\$4,188.04	\$108,889
NS2	408L	53.403	\$4,272.26	\$111,079

Grade	Step	Hourly	Biweekly	Annual
NS3	447	53.403	\$4,272.26	\$111,079
NS3	448	54.480	\$4,358.43	\$113,319
NS3	449	55.579	\$4,446.29	\$115,604
NS3	450	56.698	\$4,535.84	\$117,932
NS3	451	57.840	\$4,627.16	\$120,306
NS3	452	59.005	\$4,720.43	\$122,731
NS3	453	60.193	\$4,815.47	\$125,202
NS3	454	61.408	\$4,912.62	\$127,728
NS3	455	62.645	\$5,011.64	\$130,303
NS3	456L	63.906	\$5,112.51	\$132,925
NS4	457	55.027	\$4,402.19	\$114,457
NS4	458	56.135	\$4,490.81	\$116,761
NS4	459	57.267	\$4,581.38	\$119,116
NS4	460	58.421	\$4,673.71	\$121,517
NS4	461	59.596	\$4,767.66	\$123,959
NS4	462	60.798	\$4,863.88	\$126,461
NS4	463	62.023	\$4,961.88	\$129,009
NS4	464	63.274	\$5,061.90	\$131,609
NS4	465	64.547	\$5,163.78	\$134,258
NS4	466	65.849	\$5,267.95	\$136,967
NS4	467	67.176	\$5,374.06	\$139,725
NS4	468	68.530	\$5,482.36	\$142,541
NS4	469	69.912	\$5,592.95	\$145,417
NS4	470L	71.319	\$5,705.56	\$148,345

## NON-UNION SCHEDULE IV: COUNTY POLICE EFFECTIVE JUNE 1, 2021

Grade	Step	Hourly	BiWeekly	Annual
P3	380	38.234	\$3,058.70	\$79,526
P3	381	39.005	\$3,120.37	\$81,130
P3	382	39.791	\$3,183.31	\$82,766
P3	383	40.594	\$3,247.51	\$84,435
P3	384	41.411	\$3,312.90	\$86,135
P3	385	42.246	\$3,379.64	\$87,871
P3	386	43.095	\$3,447.56	\$89,637
P3	387	43.965	\$3,517.18	\$91,447
P3	388	44.851	\$3,588.05	\$93,289
P3	389	45.754	\$3,660.29	\$95,167
P3	390	46.679	\$3,734.29	\$97,092
P3	391	47.620	\$3,809.56	\$99,049
P3	392	48.577	\$3,886.19	\$101,041
P3	393	49.554	\$3,964.33	\$103,073
P3	394	50.550	\$4,044.00	\$105,144
P3	395	51.571	\$4,125.69	\$107,268
P3	396	52.610	\$4,208.82	\$109,429
P3	397	53.670	\$4,293.64	\$111,635
P3	398	54.753	\$4,380.23	\$113,886
P3	399	55.856	\$4,468.51	\$116,181
P3	400	56.981	\$4,558.48	\$118,521
P3	401	58.129	\$4,650.31	\$120,908
P3	402L	59.301	\$4,744.09	\$123,346
P4	403	41.824	\$3,345.93	\$86,994
P4	404	42.669	\$3,413.52	\$88,751
P4	405	43.529	\$3,482.29	\$90,539
P4	406	44.404	\$3,552.32	\$92,360
P4	407	45.299	\$3,623.96	\$94,223
P4	408	46.213	\$3,697.03	\$96,123
P4	409	47.146	\$3,771.72	\$98,065
P4	410	48.096	\$3,847.66	\$100,039
P4	411	49.063	\$3,925.05	\$102,051
P4	412	50.048	\$4,003.87	\$104,101
P4	413	51.059	\$4,084.72	\$106,203
P4	414	52.090	\$4,167.17	\$108,346
P4	415	53.138	\$4,251.06	\$110,528
P4	416	54.209	\$4,336.72	\$112,755
P4	417	55.303	\$4,424.24	\$115,030
P4	418	56.416	\$4,513.29	\$117,345
P4	419	57.552	\$4,604.19	\$119,709
P4	420	58.713	\$4,697.03	\$122,123
P4	421	59.896	\$4,791.65	\$124,583
P4	422	61.103	\$4,888.21	\$127,093
P4	423L	62.333	\$4,986.63	\$129,652

Grade	Step	Hourly	BiWeekly	Annual
P5	424	45.075	\$3,605.96	\$93,755
P5	425	45.984	\$3,678.70	\$95,646
P5	426	46.912	\$3,752.96	\$97,577
P5	427	47.856	\$3,828.49	\$99,541
P5	428	48.818	\$3,905.45	\$101,542
P5	429	49.802	\$3,984.18	\$103,589
P5	430	50.803	\$4,064.27	\$105,671
P5	431	51.829	\$4,146.30	\$107,804
P5	432	52.875	\$4,230.02	\$109,981
P5	433	53.938	\$4,315.01	\$112,190
P5	434	55.027	\$4,402.19	\$114,457
P5	435	56.135	\$4,490.81	\$116,761
P5	436	57.267	\$4,581.38	\$119,116
P5	437	58.421	\$4,673.71	\$121,517
P5	438	59.596	\$4,767.66	\$123,959
P5	439	60.798	\$4,863.88	\$126,461
P5	440	62.023	\$4,961.88	\$129,009
P5	441	63.274	\$5,061.90	\$131,609
P5	442	64.547	\$5,163.78	\$134,258
P5	443	65.849	\$5,267.95	\$136,967
P5	444L	67.176	\$5,374.06	\$139,725
P6	445	56.416	\$4,513.29	\$117,345
P6	446	57.552	\$4,604.19	\$119,709
P6	447	58.713	\$4,697.03	\$122,123
P6	448	59.896	\$4,791.65	\$124,583
P6	449	61.103	\$4,888.21	\$127,093
P6	450	62.333	\$4,986.63	\$129,652
P6	451	63.591	\$5,087.25	\$132,268
P6	452	64.870	\$5,189.64	\$134,931
P6	453	66.180	\$5,294.39	\$137,654
P6	454	67.512	\$5,400.92	\$140,424
P6	455L	68.874	\$5,509.90	\$143,257

## NON-UNION SCHEDULE VI: DOCTORS

### EFFECTIVE JUNE 1, 2021

Grade	Step	Hourly	BiWeekly	Annual
K	386	53.138	\$4,251.06	\$110,528
K	387	54.209	\$4,336.72	\$112,755
K	388	55.302	\$4,424.16	\$115,028
K	389	56.416	\$4,513.29	\$117,345
K	390	57.552	\$4,604.19	\$119,709
K	391	58.713	\$4,697.03	\$122,123
K	392	59.895	\$4,791.56	\$124,581
K	393	61.103	\$4,888.21	\$127,093
K	394	62.333	\$4,986.63	\$129,652
K	395	63.590	\$5,087.16	\$132,266
K	396	64.870	\$5,189.64	\$134,931
K	397	66.179	\$5,294.31	\$137,652
K	398	67.512	\$5,400.92	\$140,424
K	399	68.873	\$5,509.82	\$143,255
K	400	70.259	\$5,620.74	\$146,139
K	401	71.675	\$5,734.03	\$149,085
K	402	73.120	\$5,849.60	\$152,090
K	403	74.594	\$5,967.53	\$155,156
K	404	76.097	\$6,087.75	\$158,281
K	405	77.631	\$6,210.50	\$161,473
K	406	79.194	\$6,335.53	\$164,724
K	407	80.791	\$6,463.26	\$168,045
K	408	82.418	\$6,593.45	\$171,430
K	409	84.079	\$6,726.34	\$174,885
K	410	85.772	\$6,861.76	\$178,406
K	411	87.503	\$7,000.22	\$182,006
K	412	89.265	\$7,141.22	\$185,672
K	413	91.064	\$7,285.09	\$189,412
K	414	92.898	\$7,431.83	\$193,228
K	415	94.770	\$7,581.62	\$197,122
K	416	96.681	\$7,734.44	\$201,095
K	417	97.171	\$7,773.70	\$202,116
K	418	97.187	\$7,774.93	\$202,148
K	419	97.199	\$7,775.92	\$202,174
K	420	97.693	\$7,815.44	\$203,201

Grade	Step	Hourly	BiWeekly	Annual
K	421	97.706	\$7,816.48	\$203,228
K	422	99.675	\$7,974.00	\$207,324
K	423	101.684	\$8,134.72	\$211,503
K	424	103.734	\$8,298.72	\$215,767
K	425	105.825	\$8,466.00	\$220,116
K	426	107.957	\$8,636.56	\$224,551
K	427	110.132	\$8,810.56	\$229,075
K	428	112.351	\$8,988.08	\$233,690
K	429	114.615	\$9,169.20	\$238,399
K	430	116.925	\$9,354.00	\$243,204
K	431	119.280	\$9,542.40	\$248,102
K	432	121.684	\$9,734.72	\$253,103
K	433	124.137	\$9,930.96	\$258,205
K	434	126.638	\$10,131.04	\$263,407
K	435	129.190	\$10,335.20	\$268,715
K	436	131.794	\$10,543.52	\$274,132
K	437	134.449	\$10,755.92	\$279,654
K	438	137.156	\$10,972.48	\$285,284
K	439	139.921	\$11,193.68	\$291,036
K	440	142.741	\$11,419.28	\$296,901
K	441	145.618	\$11,649.44	\$302,885
K	442	148.552	\$11,884.16	\$308,988
K	443	151.545	\$12,123.60	\$315,214
K	444	154.599	\$12,367.92	\$321,566
K	445	157.715	\$12,617.20	\$328,047
K	446	160.891	\$12,871.28	\$334,653
K	447	164.134	\$13,130.72	\$341,399
K	448	167.440	\$13,395.20	\$348,275
K	449	170.816	\$13,665.28	\$355,297
K	450	174.256	\$13,940.48	\$362,452
K	451	177.768	\$14,221.44	\$369,757
K	452	181.351	\$14,508.08	\$377,210
K	453	185.005	\$14,800.40	\$384,810
K	454	188.733	\$15,098.64	\$392,565
K	455	192.536	\$15,402.88	\$400,475

**NON-UNION SCHEDULE VI: DOCTORS  
EFFECTIVE JUNE 1, 2021**

Grade	Step	Hourly	BiWeekly	Annual
K	456	196.415	\$15,713.20	\$408,543
K	457	200.372	\$16,029.76	\$416,774
K	458	204.409	\$16,352.72	\$425,171
K	459	208.530	\$16,682.40	\$433,742
K	460	212.732	\$17,018.56	\$442,483
K	461	217.017	\$17,361.36	\$451,395
K	462	221.392	\$17,711.36	\$460,495
K	463	225.855	\$18,068.40	\$469,778
K	464	230.407	\$18,432.56	\$479,247
K	465	235.050	\$18,804.00	\$488,904
K	466	239.786	\$19,182.88	\$498,755
K	467	244.618	\$19,569.44	\$508,805
K	468	249.547	\$19,963.76	\$519,058
K	469	254.576	\$20,366.08	\$529,518
K	470	259.705	\$20,776.40	\$540,186
K	471	264.938	\$21,195.04	\$551,071
K	472	270.278	\$21,622.24	\$562,178
K	473	275.722	\$22,057.76	\$573,502
K	474	281.278	\$22,502.24	\$585,058
K	475	286.947	\$22,955.76	\$596,850
K	476	292.730	\$23,418.40	\$608,878
K	477	298.629	\$23,890.32	\$621,148
K	478	304.646	\$24,371.68	\$633,664
K	479	310.785	\$24,862.80	\$646,433
K	480	317.049	\$25,363.92	\$659,462
K	481	323.437	\$25,874.96	\$672,749
K	482L	329.955	\$26,396.40	\$686,306

**SCHEDULE XII  
PHARMACIST-NON UNION****Effective June 1, 2021**

<b>Grade</b>	<b>Hourly</b>	<b>Bi-Weekly</b>	<b>Annual</b>
RX4	70.229	\$5,618.31	\$146,076

**SCHEDULE XIV  
MEDICAL TECHNOLOGIST - NON UNION**

EFFECTIVE JUNE 1, 2021

Grade	Step	Hourly	Biweekly	Annual
T16	301	25.783	\$2,062.68	\$ 53,630
T16	302	26.301	\$2,104.07	\$ 54,706
T16	303	26.833	\$2,146.65	\$ 55,813
T16	304	27.373	\$2,189.82	\$ 56,935
T16	305	27.924	\$2,233.92	\$ 58,082
T16	306	28.487	\$2,278.95	\$ 59,253
T16	307	29.061	\$2,324.90	\$ 60,447
T16	308	29.646	\$2,371.70	\$ 61,664
T16	309	30.243	\$2,419.44	\$ 62,905
T16	310	30.852	\$2,468.18	\$ 64,173
T16	311	31.475	\$2,518.03	\$ 65,469
T16	312	32.109	\$2,568.71	\$ 66,787
T16	313	32.755	\$2,620.42	\$ 68,131
T16	314	33.415	\$2,673.22	\$ 69,504
T16	315	34.090	\$2,727.20	\$ 70,907
T16	316	34.776	\$2,782.11	\$ 72,335
T16	317	35.477	\$2,838.12	\$ 73,791
T16	318	36.191	\$2,895.32	\$ 75,278
T16	319	36.921	\$2,953.69	\$ 76,796
T16	320L	37.666	\$3,013.25	\$ 78,344
T18	321	28.630	\$2,290.43	\$ 59,551
T18	322	29.206	\$2,336.48	\$ 60,748
T18	323	29.794	\$2,383.53	\$ 61,972
T18	324	30.394	\$2,431.52	\$ 63,219
T18	325	31.006	\$2,480.52	\$ 64,493
T18	326	31.634	\$2,530.70	\$ 65,798
T18	327	32.270	\$2,581.64	\$ 67,123
T18	328	32.920	\$2,633.59	\$ 68,473
T18	329	33.582	\$2,686.56	\$ 69,851
T18	330	34.259	\$2,740.72	\$ 71,259
T18	331	34.950	\$2,795.97	\$ 72,695
T18	332	35.653	\$2,852.23	\$ 74,158
T18	333	36.372	\$2,909.76	\$ 75,654
T18	334	37.106	\$2,968.48	\$ 77,180
T18	335	37.854	\$3,028.29	\$ 78,735
T18	336	38.616	\$3,089.28	\$ 80,321
T18	337	39.395	\$3,151.63	\$ 81,942
T18	338	40.188	\$3,215.07	\$ 83,592
T18	339	40.999	\$3,279.95	\$ 85,279
T18	340	41.824	\$3,345.93	\$ 86,994
T18	341L	42.669	\$3,413.52	\$ 88,751



**SCHEDULE XV  
ASSISTANT STATE'S ATTORNEY**

**EFFECTIVE: JUNE 1, 2021**

Grade	Step	Hourly	BiWeekly	Annual
ATI	101L	21.224	\$1,697.89	\$44,145
ATN	106	33.085	\$2,646.80	\$68,817
ATN	107	33.751	\$2,700.06	\$70,202
ATN	108	34.431	\$2,754.47	\$71,616
ATN	109	35.125	\$2,810.01	\$73,060
ATN	110	35.833	\$2,866.60	\$74,532
ATN	111	36.556	\$2,924.50	\$76,037
ATN	112	37.291	\$2,983.29	\$77,565
ATN	113	38.043	\$3,043.46	\$79,130
ATN	114	38.811	\$3,104.84	\$80,726
ATN	115*	39.594	\$3,167.53	\$82,356
ATN	116	40.391	\$3,231.27	\$84,013
ATN	117	41.205	\$3,296.40	\$85,706
ATN	118	42.035	\$3,362.82	\$87,433
ATN	119	42.881	\$3,430.46	\$89,192
ATN	120L	43.747	\$3,499.72	\$90,993
AT3	101	43.965	\$3,517.18	\$91,447
AT3	102	44.850	\$3,587.98	\$93,288
AT3	103	45.754	\$3,660.33	\$95,169
AT3	104	46.679	\$3,734.31	\$97,092
AT3	105L	47.620	\$3,809.58	\$99,049
AT2	101	47.855	\$3,828.42	\$99,539
AT2	102	48.818	\$3,905.48	\$101,542
AT2	103	49.802	\$3,984.16	\$103,588
AT2	104	50.803	\$4,064.22	\$105,670
AT2	105	51.829	\$4,146.32	\$107,804
AT2	106L	52.874	\$4,229.95	\$109,979
AT1	101	53.403	\$4,272.26	\$111,079
AT1	102	54.480	\$4,358.41	\$113,319
AT1	103	55.579	\$4,446.35	\$115,605
AT1	104	56.698	\$4,535.83	\$117,932
AT1	105	57.839	\$4,627.10	\$120,305
AT1	106	59.006	\$4,720.48	\$122,733
AT1	107	60.194	\$4,815.48	\$125,203
AT1	108	61.408	\$4,912.60	\$127,728
AT1	109	62.645	\$5,011.58	\$130,301
AT1	110L	63.906	\$5,112.51	\$132,925
ATD	101	64.227	\$5,138.17	\$133,593
ATD	102	65.522	\$5,241.78	\$136,286
ATD	103	66.842	\$5,347.34	\$139,031
ATD	104L	68.188	\$5,455.02	\$141,830
ATS	101	69.565	\$5,565.20	\$144,695
ATS	102	70.964	\$5,677.10	\$147,605
ATS	103	72.394	\$5,791.51	\$150,579
ATS	104	73.855	\$5,908.44	\$153,619
ATS	105	75.342	\$6,027.39	\$156,712
ATS	106L	76.862	\$6,148.95	\$159,873

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

**SCHEDULE XVI**  
**Assistant Public Defender - Supervisors**

**Effective June 1, 2021**

<u>JOB CODE</u>	<u>GRADE</u>	<u>HOURLY SALARY RATE</u>	<u>BI-WEEKLY SALARY RATE</u>	<u>ANNUAL SALARY RATE</u>
0675	D01	55.112	\$4,408.95	\$114,633
0676	D02	58.136	\$4,650.90	\$120,924
0677	D03	59.577	\$4,766.14	\$123,920
0678	D04	60.888	\$4,871.06	\$126,648
0679	D05	61.747	\$4,939.74	\$128,433
0680	D06	62.406	\$4,992.50	\$129,805
0681	D07	67.617	\$5,409.37	\$140,644
0682	D08	69.315	\$5,545.23	\$144,176
0683	D09	71.018	\$5,681.40	\$147,716
0684	D10	69.355	\$5,548.42	\$144,259
0685	D11	77.831	\$6,226.50	\$161,889
0686	D12	84.011	\$6,720.84	\$174,742

**Schedule XXXVIII  
Non-Union IT1, IT2, IT3**

**Effective 6/1/2021**

UnionCode	Grade	Step	Hourly	Bi-Weekly	Annual
NONE	IT1	101	40.814	\$3,265.13	\$84,893
NONE	IT1	102	41.630	\$3,330.44	\$86,591
NONE	IT1	103	42.463	\$3,397.04	\$88,323
NONE	IT1	104	43.312	\$3,464.99	\$90,090
NONE	IT1	105	44.179	\$3,534.29	\$91,891
NONE	IT1	106	45.062	\$3,604.97	\$93,729
NONE	IT1	107	45.963	\$3,677.07	\$95,604
NONE	IT1	108	46.883	\$3,750.61	\$97,516
NONE	IT1	109	47.820	\$3,825.62	\$99,466
NONE	IT1	110	48.777	\$3,902.14	\$101,456
NONE	IT1	111	49.752	\$3,980.18	\$103,485
NONE	IT1	112	50.747	\$4,059.78	\$105,554
NONE	IT1	113	51.762	\$4,140.98	\$107,665
NONE	IT1	114	52.797	\$4,223.80	\$109,819
NONE	IT1	115	53.853	\$4,308.27	\$112,015
NONE	IT1	116	54.930	\$4,394.44	\$114,255
NONE	IT1	117	56.029	\$4,482.33	\$116,541
NONE	IT1	118	57.150	\$4,571.97	\$118,871
NONE	IT1	119	58.293	\$4,663.41	\$121,249
NONE	IT1	120L	59.459	\$4,756.68	\$123,674
NONE	IT2	201	48.282	\$3,862.52	\$100,426
NONE	IT2	202	49.247	\$3,939.77	\$102,434
NONE	IT2	203	50.232	\$4,018.57	\$104,483
NONE	IT2	204	51.237	\$4,098.94	\$106,572
NONE	IT2	205	52.261	\$4,180.92	\$108,704
NONE	IT2	206	53.307	\$4,264.54	\$110,878
NONE	IT2	207	54.373	\$4,349.83	\$113,095
NONE	IT2	208	55.460	\$4,436.82	\$115,357
NONE	IT2	209	56.569	\$4,525.56	\$117,665
NONE	IT2	210	57.701	\$4,616.07	\$120,018
NONE	IT2	211	58.855	\$4,708.39	\$122,418
NONE	IT2	212	60.032	\$4,802.56	\$124,867
NONE	IT2	213	61.233	\$4,898.61	\$127,364
NONE	IT2	214	62.457	\$4,996.58	\$129,911
NONE	IT2	215	63.706	\$5,096.52	\$132,509
NONE	IT2	216	64.981	\$5,198.45	\$135,160
NONE	IT2	217	66.280	\$5,302.41	\$137,863
NONE	IT2	218	67.606	\$5,408.46	\$140,620
NONE	IT2	219	68.958	\$5,516.63	\$143,432
NONE	IT2	220L	70.337	\$5,626.96	\$146,301

UnionCode	Grade	Step	Hourly	Bi-Weekly	Annual
NONE	IT3	301	58.236	\$4,658.85	\$121,130
NONE	IT3	302	59.400	\$4,752.03	\$123,553
NONE	IT3	303	60.588	\$4,847.07	\$126,024
NONE	IT3	304	61.800	\$4,944.01	\$128,544
NONE	IT3	305	63.036	\$5,042.89	\$131,115
NONE	IT3	306	64.297	\$5,143.75	\$133,737
NONE	IT3	307	65.583	\$5,246.62	\$136,412
NONE	IT3	308	66.894	\$5,351.55	\$139,140
NONE	IT3	309	68.232	\$5,458.59	\$141,923
NONE	IT3	310	69.597	\$5,567.76	\$144,762
NONE	IT3	311	70.989	\$5,679.11	\$147,657
NONE	IT3	312	72.409	\$5,792.69	\$150,610
NONE	IT3	313	73.857	\$5,908.55	\$153,622
NONE	IT3	314	75.334	\$6,026.72	\$156,695
NONE	IT3	315	76.841	\$6,147.25	\$159,829
NONE	IT3	316	78.377	\$6,270.20	\$163,025
NONE	IT3	317	79.945	\$6,395.60	\$166,286
NONE	IT3	318	81.544	\$6,523.51	\$169,611
NONE	IT3	319	83.175	\$6,653.99	\$173,004
NONE	IT3	320L	84.838	\$6,787.06	\$176,464

## 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

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
Juneteenth Day	June 17
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	

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.

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

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.

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

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.

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.

All eligible 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.

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

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.

Employees on maternity or paternity leave may use sick leave.

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).

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.

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.

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

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 eligible 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

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

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

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.

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.

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.

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.

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.

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

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.

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, 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/ domestic/civil union 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, however, that any employee requesting a leave of absence with pay must meet the following conditions:

The employee must be a delegate or alternate delegate to the convention as established in the bylaws of the organization.

The employee must register with the credentials committee at the convention headquarters.

The employee's name must appear on the official delegate-alternate rolls that are filed at the state headquarters of their organization at the close of the convention.

The employee must have attended no other veterans' convention, with a leave of absence with pay, during the fiscal year.

The employee must produce, upon returning from the convention, a registration card signed by a proper official of the convention, indicating their attendance at the event.

## H. PERSONAL DAYS

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.

Employees entitled to receive such leave shall accrue 1.24 hours of personal days per pay period. Two (2) personal days may be used for observance of religious holidays prior to accrual, to be paid back in the succeeding accrual periods. No more than four (4) personal days may be used in a fiscal year.

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.

Personal days may not be used consecutively unless approved by the department head.

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.

Personal 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 personal time in that period.

No more than eight (8) hours of personal time may be carried over to the next fiscal year.

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.

## 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:

The birth of a child and to bond with a newborn child within one year of birth;

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;

To care for the employee's spouse, child, or parent who has a serious health condition;

A serious health condition that makes the employee unable to perform the essential functions of his or her job;

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 (sexual assault or stalking) or gender violence 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.

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.

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.

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.

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.

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

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.

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.



## **Toni Preckwinkle**

President, Cook County Board of Commissioners

## **John P. Daley**

Chairman, Committee on Finance

## **Ammar M. Rizki**

Chief Financial Officer

## **Annette C.M. Guzman**

Budget Director



### **Brandon Johnson**

1st District Commissioner

### **Dennis Deer**

2nd District Commissioner

### **Bill Lowry**

3rd District Commissioner

### **Stanley Moore**

4th District Commissioner

### **Deborah Sims**

5th District Commissioner

### **Donna Miller**

6th District Commissioner

### **Alma E. Anaya**

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15th District Commissioner

### **Frank J. Aguilar**

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### **Sean M. Morrison**

17th District Commissioner

# 2022 | Cook County **Annual Appropriation Bill**

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