



FISCAL 2025 COUNTY EXECUTIVE APPROPRIATION BILL

VOLUME 3 | Classification and Compensation Schedule

TONI PRECKWINKLE

PRESIDENT, COOK COUNTY BOARD
OF COMMISSIONERS

The following union and non-union pay schedules will be updated with the most current 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 or expression, 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 the employee has been receiving at the time of transfer, provided the budget of the department to which the employee 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.¹
- 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 the employee is being promoted.

VI. DEMOTIONS

¹ 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

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 the employee was promoted. In such cases, the anniversary date of the employee does not change.

VII. RECLASSIFICATION OF POSITIONS

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

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

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

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

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

VIII. UPGRADING OF POSITIONS

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

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

IX. DOWNGRADING OF POSITIONS

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

X. SALARY RATES BASED UPON FULL-TIME EMPLOYMENT

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

XI. PREVAILING RATE POSITIONS

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

XII. SALARIES AND WAGES OF EXTRA EMPLOYEES

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

XIII. CONTINUITY OF SERVICE

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

XIV. GENERAL PROVISIONS

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

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

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

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

Effective June 1, 2024

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME**

									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	18.702	19.499	20.327	21.192	22.096	23.032	23.664	24.258	25.473	26.492
	Bi-Weekly	1,496.18	1,559.95	1,626.15	1,695.32	1,767.65	1,842.59	1,893.12	1,940.68	2,037.87	2,119.38
	Annual	38,900	40,558	42,280	44,078	45,959	47,907	49,221	50,457	52,984	55,104
10	Hourly	20.035	20.888	21.773	22.698	23.663	24.669	25.349	25.987	27.284	28.375
	Bi-Weekly	1,602.82	1,671.00	1,741.80	1,815.84	1,893.03	1,973.55	2,027.96	2,078.94	2,182.70	2,270.01
	Annual	41,673	43,446	45,287	47,211	49,218	51,311	52,727	54,052	56,749	59,019
11	Hourly	21.493	22.410	23.360	24.351	25.385	26.466	27.195	27.878	29.271	30.442
	Bi-Weekly	1,719.46	1,792.78	1,868.80	1,948.06	2,030.84	2,117.31	2,175.58	2,230.26	2,341.68	2,435.34
	Annual	44,706	46,612	48,588	50,649	52,801	55,049	56,565	57,986	60,883	63,318
12	Hourly	23.020	24.000	25.020	26.080	27.190	28.345	29.125	29.856	31.349	32.603
	Bi-Weekly	1,841.60	1,919.96	2,001.57	2,086.41	2,175.22	2,267.64	2,329.97	2,388.51	2,507.95	2,608.27
	Annual	47,881	49,919	52,040	54,247	56,556	58,958	60,579	62,101	65,206	67,814
13	Hourly	24.654	25.700	26.794	27.932	29.118	30.356	31.192	31.975	33.573	34.916
	Bi-Weekly	1,972.29	2,055.97	2,143.52	2,234.58	2,329.43	2,428.50	2,495.34	2,558.03	2,685.84	2,793.27
	Annual	51,279	53,455	55,731	58,098	60,564	63,140	64,878	66,509	69,831	72,624
14	Hourly	26.471	27.594	28.768	29.988	31.263	32.592	33.487	34.328	36.045	37.487
	Bi-Weekly	2,117.67	2,207.56	2,301.41	2,399.05	2,501.01	2,607.39	2,678.99	2,746.28	2,883.64	2,998.98
	Annual	55,058	57,396	59,837	62,374	65,026	67,791	69,653	71,403	74,974	77,973
15	Hourly	28.494	29.704	30.967	32.283	33.656	35.085	36.052	36.960	38.806	40.358
	Bi-Weekly	2,279.53	2,376.35	2,477.32	2,582.62	2,692.50	2,806.80	2,884.18	2,956.77	3,104.49	3,228.67
	Annual	59,267	61,784	64,410	67,147	70,005	72,976	74,988	76,876	80,716	83,945
16	Hourly	30.589	31.889	33.243	34.655	36.128	37.667	38.701	39.673	41.655	43.321
	Bi-Weekly	2,447.15	2,551.09	2,659.45	2,772.40	2,890.21	3,013.34	3,096.11	3,173.85	3,332.37	3,465.67
	Annual	63,625	66,327	69,146	72,082	75,145	78,346	80,498	82,519	86,641	90,106
17	Hourly	32.830	34.220	35.676	37.192	38.773	40.421	41.533	42.576	44.702	46.491
	Bi-Weekly	2,626.39	2,737.63	2,854.09	2,975.33	3,101.88	3,233.65	3,322.64	3,406.05	3,576.19	3,719.24
	Annual	68,285	71,178	74,205	77,358	80,649	84,075	86,389	88,557	92,981	96,700
18	Hourly	35.162	36.657	38.214	39.839	41.533	43.296	44.487	45.605	47.888	49.803
	Bi-Weekly	2,812.93	2,932.54	3,057.11	3,187.09	3,322.64	3,463.70	3,558.99	3,648.43	3,831.01	3,984.25
	Annual	73,136	76,245	79,485	82,863	86,389	90,056	92,534	94,859	99,605	103,590
19	Hourly	38.571	40.211	41.919	43.698	45.559	47.492	48.801	50.025	52.527	54.628
	Bi-Weekly	3,085.67	3,216.90	3,353.54	3,495.85	3,644.74	3,799.39	3,904.05	4,001.96	4,202.19	4,370.28
	Annual	80,227	83,639	87,191	90,891	94,763	98,784	101,505	104,050	109,257	113,627
20	Hourly	42.353	44.154	46.031	47.986	50.025	52.150	53.585	54.930	57.675	59.982
	Bi-Weekly	3,388.22	3,532.33	3,682.48	3,838.84	4,001.96	4,172.02	4,286.77	4,394.40	4,614.00	4,798.56
	Annual	88,093	91,840	95,744	99,809	104,050	108,472	111,455	114,254	119,964	124,762
21	Hourly	46.544	48.523	50.585	52.733	54.974	57.312	58.890	60.365	63.382	65.917
	Bi-Weekly	3,723.55	3,881.81	4,046.82	4,218.67	4,397.92	4,584.99	4,711.18	4,829.18	5,070.57	5,273.39
	Annual	96,812	100,926	105,217	109,684	114,346	119,209	122,490	125,558	131,834	137,107
22	Hourly	51.078	53.248	55.510	57.871	60.328	62.893	64.622	66.244	69.557	72.339
	Bi-Weekly	4,086.27	4,259.84	4,440.79	4,629.67	4,826.21	5,031.48	5,169.74	5,299.53	5,564.52	5,787.10
	Annual	106,243	110,755	115,460	120,371	125,481	130,817	134,412	137,787	144,677	150,464
23	Hourly	53.574	55.851	58.223	60.698	63.277	65.967	67.780	69.483	72.958	75.876
	Bi-Weekly	4,285.96	4,468.08	4,657.86	4,855.84	5,062.19	5,277.37	5,422.39	5,558.67	5,836.63	6,070.09
	Annual	111,434	116,170	121,104	126,251	131,617	137,211	140,982	144,525	151,752	157,822

Effective June 1, 2024

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

							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		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step
15	Hourly	27.332	28.570	30.000	31.485	33.066	34.623	35.321	35.682	36.746
	Bi-Weekly	2,186.54	2,285.61	2,399.99	2,518.78	2,645.32	2,769.87	2,825.71	2,854.53	2,939.64
	Annual	56,850	59,425	62,399	65,488	68,778	72,016	73,468	74,217	76,430
16	Hourly	29.339	30.728	32.188	33.726	35.354	36.992	37.755	38.121	39.270
	Bi-Weekly	2,347.12	2,458.26	2,575.07	2,698.09	2,828.32	2,959.37	3,020.43	3,049.70	3,141.56
	Annual	61,025	63,914	66,951	70,150	73,536	76,943	78,531	79,292	81,680
17	Hourly	31.485	33.066	34.623	36.234	38.024	39.906	40.686	41.075	42.317
	Bi-Weekly	2,518.78	2,645.32	2,769.87	2,898.75	3,041.95	3,192.45	3,254.86	3,286.02	3,385.36
	Annual	65,488	68,778	72,016	75,367	79,090	83,003	84,626	85,436	88,019

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

Schedule I Chief Judge PDM Interpreters

<u>PDM</u>	<u>Hourly</u>
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6/1/2021	27.180
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12/1/2021	28.131
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6/1/2022	28.835
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12/1/2022	33.782
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6/1/2023	34.627
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6/1/2024	35.319
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6/1/2025	37.085
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<u>PDM2</u>	<u>Hourly</u>
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6/1/2021	36.896
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12/1/2021	38.187
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6/1/2022	39.142
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12/1/2022	41.400
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Effective June 1, 2024

**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	
								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
19	Hourly	33.294	36.992	38.832	40.623	42.628	44.643	46.783	47.493	47.957	49.411
	Bi-Weekly	2,663.51	2,959.37	3,106.53	3,249.82	3,410.22	3,571.43	3,742.64	3,799.47	3,836.57	3,952.85
	Annual	69,251	76,943	80,769	84,495	88,665	92,857	97,308	98,786	99,750	102,773

Effective June 1, 2024

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

								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
21	Hourly	41.202	45.780	47.976	50.241	52.698	55.196	57.879	58.738	59.324	61.124
	Bi-Weekly	3,296.20	3,662.39	3,838.11	4,019.31	4,215.83	4,415.68	4,630.30	4,699.01	4,745.94	4,889.95
	Annual	85,701	95,222	99,790	104,502	109,611	114,807	120,387	122,174	123,394	127,138

Effective June 1, 2024

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

									After 1 Year at 1st Longevity Rate & 10 Years Service	Year at 2nd Longevity Rate & 15 Years Service	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>
20	Hourly	36.633	40.704	42.435	44.239	46.118	48.078	50.121	51.499	52.791	55.430
	Bi-Weekly	2,930.64	3,256.30	3,394.82	3,539.10	3,689.41	3,846.21	4,009.68	4,119.91	4,223.30	4,434.41
	Annual	76,196	84,663	88,265	92,016	95,924	100,001	104,251	107,117	109,805	115,294

Effective June 1, 2024

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

<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>
17	Hourly	31.485	33.066	34.623	36.234	38.024	39.906	40.686	41.075	42.317
	Bi-Weekly	2,518.78	2,645.32	2,769.87	2,898.75	3,041.95	3,192.45	3,254.86	3,286.02	3,385.36
	Annual	65,488	68,778	72,016	75,367	79,090	83,003	84,626	85,436	88,019
18	Hourly	33.723	35.419	37.084	38.810	40.727	42.743	43.577	43.994	45.324
	Bi-Weekly	2,697.82	2,833.55	2,966.75	3,104.82	3,258.19	3,419.41	3,486.14	3,519.55	3,625.92
	Annual	70,143	73,672	77,135	80,725	84,713	88,904	90,639	91,508	94,273
19	Hourly	36.992	38.832	40.623	42.628	44.643	46.783	47.493	47.957	49.411
	Bi-Weekly	2,959.37	3,106.53	3,249.82	3,410.22	3,571.43	3,742.64	3,799.47	3,836.57	3,952.85
	Annual	76,943	80,769	84,495	88,665	92,857	97,308	98,786	99,750	102,773

Effective June 1, 2024

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

								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>
20	Hourly	36.633	40.704	42.435	44.239	46.118	48.078	50.121	51.499	52.791	55.430
	Bi-Weekly	2,930.64	3,256.30	3,394.82	3,539.10	3,689.41	3,846.21	4,009.68	4,119.91	4,223.30	4,434.41
	Annual	76,196	84,663	88,265	92,016	95,924	100,001	104,251	107,117	109,805	115,294

Effective June 1, 2024

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

									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>
23	Hourly	50.868	51.382	53.820	56.440	59.062	61.907	64.989	65.952	66.608	68.622
	Bi-Weekly	4,069.45	4,110.55	4,305.62	4,515.20	4,724.95	4,952.54	5,199.13	5,276.13	5,328.64	5,489.76
	Annual	105,805	106,874	111,946	117,395	122,848	128,766	135,177	137,179	138,544	142,733

Effective June 1, 2024

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
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		
<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>
18	Hourly	30.354	33.726	35.354	36.992	38.832	40.623	42.628	43.500	43.912	45.270
	Bi-Weekly	2,428.36	2,698.09	2,828.32	2,959.37	3,106.53	3,249.82	3,410.22	3,480.02	3,512.98	3,621.60
	Annual	63,137	70,150	73,536	76,943	80,769	84,495	88,665	90,480	91,337	94,161

Effective June 1, 2024

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	39.031	40.972	42.859	44.977	47.103	49.360	50.111	50.601	52.133
	Bi-Weekly	3,122.47	3,277.74	3,428.68	3,598.18	3,768.22	3,948.79	4,008.86	4,048.04	4,170.62
	Annual	81,184	85,221	89,145	93,552	97,973	102,668	104,230	105,249	108,436

Effective June 1, 2024

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

								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 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>
9	Hourly	17.938	18.700	19.497	20.325	21.189	22.093	23.030	23.662	24.136	25.344
	Bi-Weekly	1,435.06	1,496.03	1,559.79	1,625.99	1,695.16	1,767.48	1,842.41	1,892.93	1,930.85	2,027.49
	Annual	37,311	38,897	40,555	42,276	44,074	45,954	47,903	49,216	50,202	52,715
10	Hourly	19.215	20.033	20.886	21.770	22.696	23.661	24.667	25.347	25.852	27.146
	Bi-Weekly	1,537.19	1,602.66	1,670.84	1,741.63	1,815.66	1,892.84	1,973.36	2,027.76	2,068.20	2,171.68
	Annual	39,967	41,669	43,442	45,282	47,207	49,214	51,307	52,722	53,773	56,464
11	Hourly	20.615	21.491	22.408	23.358	24.348	25.383	26.464	27.192	27.736	29.122
	Bi-Weekly	1,649.23	1,719.29	1,792.61	1,868.62	1,947.87	2,030.64	2,117.10	2,175.37	2,218.87	2,329.74
	Annual	42,880	44,702	46,608	48,584	50,645	52,797	55,045	56,560	57,691	60,573
12	Hourly	22.073	23.018	23.997	25.017	26.078	27.188	28.343	29.122	29.703	31.190
	Bi-Weekly	1,765.86	1,841.42	1,919.77	2,001.37	2,086.21	2,175.01	2,267.41	2,329.74	2,376.21	2,495.18
	Annual	45,912	47,877	49,914	52,036	54,241	56,550	58,953	60,573	61,781	64,875
13	Hourly	23.647	24.651	25.697	26.791	27.930	29.115	30.353	31.189	31.813	33.402
	Bi-Weekly	1,891.76	1,972.10	2,055.77	2,143.31	2,234.36	2,329.20	2,428.27	2,495.09	2,545.08	2,672.16
	Annual	49,186	51,275	53,450	55,726	58,093	60,559	63,135	64,872	66,172	69,476
14	Hourly	25.389	26.468	27.592	28.765	29.985	31.260	32.589	33.484	34.154	35.863
	Bi-Weekly	2,031.09	2,117.46	2,207.34	2,301.19	2,398.82	2,500.77	2,607.13	2,678.73	2,732.32	2,869.03
	Annual	52,808	55,054	57,391	59,831	62,369	65,020	67,785	69,647	71,040	74,595
15	Hourly	27.332	28.491	29.702	30.964	32.280	33.653	35.082	36.049	36.770	38.606
	Bi-Weekly	2,186.54	2,279.30	2,376.12	2,477.08	2,582.36	2,692.24	2,806.53	2,883.89	2,941.62	3,088.52
	Annual	56,850	59,262	61,779	64,404	67,141	69,998	72,970	74,981	76,482	80,301
16	Hourly	29.339	30.586	31.886	33.240	34.652	36.124	37.663	38.698	39.471	41.445
	Bi-Weekly	2,347.12	2,446.91	2,550.84	2,659.19	2,772.13	2,889.93	3,013.04	3,095.81	3,157.68	3,315.56
	Annual	61,025	63,620	66,322	69,139	72,075	75,138	78,339	80,491	82,100	86,205
17	Hourly	31.485	32.827	34.217	35.673	37.188	38.770	40.417	41.529	42.360	44.476
	Bi-Weekly	2,518.78	2,626.13	2,737.36	2,853.81	2,975.04	3,101.57	3,233.34	3,322.32	3,388.78	3,558.10
	Annual	65,488	68,279	71,171	74,199	77,351	80,641	84,067	86,380	88,108	92,511
18	Hourly	33.726	35.158	36.653	38.210	39.835	41.529	43.292	44.483	45.375	47.645
	Bi-Weekly	2,698.09	2,812.65	2,932.26	3,056.81	3,186.77	3,322.32	3,463.36	3,558.64	3,629.97	3,811.63
	Annual	70,150	73,129	76,239	79,477	82,856	86,380	90,047	92,525	94,379	99,102
19	Hourly	36.992	38.567	40.207	41.915	43.694	45.555	47.488	48.796	49.772	52.261
	Bi-Weekly	2,959.37	3,085.36	3,216.58	3,353.21	3,495.51	3,644.38	3,799.02	3,903.67	3,981.76	4,180.88
	Annual	76,944	80,219	83,631	87,183	90,883	94,754	98,774	101,495	103,526	108,703
20	Hourly	40.623	42.349	44.150	46.026	47.981	50.020	52.145	53.579	54.651	57.383
	Bi-Weekly	3,249.82	3,387.88	3,531.98	3,682.12	3,838.47	4,001.57	4,171.61	4,286.35	4,372.09	4,590.67
	Annual	84,495	88,085	91,832	95,735	99,800	104,041	108,462	111,445	113,674	119,357
21	Hourly	44.643	46.540	48.518	50.580	52.728	54.969	57.307	58.884	60.058	63.062
	Bi-Weekly	3,571.43	3,723.19	3,881.43	4,046.42	4,218.26	4,397.48	4,584.54	4,710.72	4,804.66	5,044.94
	Annual	92,857	96,803	100,917	105,207	109,675	114,335	119,198	122,479	124,921	131,169
22	Hourly	48.991	51.073	53.243	55.504	57.865	60.322	62.887	64.615	65.907	69.205
	Bi-Weekly	3,919.25	4,085.87	4,259.42	4,440.35	4,629.22	4,825.73	5,030.98	5,169.23	5,272.53	5,536.42
	Annual	101,901	106,233	110,745	115,449	120,360	125,469	130,806	134,400	137,086	143,947
23	Hourly	51.382	53.569	55.846	58.218	60.692	63.271	65.961	67.773	69.130	72.586
	Bi-Weekly	4,110.55	4,285.54	4,467.64	4,657.41	4,855.36	5,061.70	5,276.86	5,421.86	5,530.38	5,806.87
	Annual	106,874	111,424	116,159	121,093	126,239	131,604	137,198	140,968	143,790	150,979

Effective June 1, 2024

SCHEDULE I
BUREAU OF HUMAN RESOURCES
PHARMACY TECHNICIANS - LOCAL 200

BUREAU OF HUMAN RESOURCES PHARMACY TECHNICIANS - LOCAL 200								After 1 Year at 1st Longevity Rate & 10 Years of Service	After 1 Year at 2nd Longevity Rate & 15 Years of Service	After 1 Year at 3rd Longevity Rate & 20 Years of Service	
		After 2 Years at 5th Step									
Grade		Entry Rate 1	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step
10	Hourly	19.215	20.033	20.886	21.770	22.696	23.661	24.667	25.347	25.984	27.281
	Bi-Weekly	1,537.19	1,602.66	1,670.84	1,741.63	1,815.66	1,892.84	1,973.36	2,027.76	2,078.73	2,182.49
	Annual	39,966	41,669	43,441	45,282	47,207	49,213	51,307	52,721	54,047	56,744
13	Hourly	23.647	24.651	25.697	26.791	27.930	29.115	30.353	31.189	31.972	33.570
	Bi-Weekly	1,891.76	1,972.10	2,055.77	2,143.31	2,234.36	2,329.20	2,428.27	2,495.09	2,557.78	2,685.58
	Annual	49,185	51,274	53,449	55,726	58,093	60,559	63,134	64,872	66,502	69,824

Effective June 1, 2024

**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
		After 2 Years At 5th Step	6th Step	7th Step	8th Step	9th Step	10th 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>	<u>10th Step</u>
9	Hourly	17.938	18.341	19.234	20.161	21.090	22.593	23.100	23.330	23.796	24.986
	Bi-Weekly	1,435.06	1,467.30	1,538.72	1,612.84	1,687.23	1,807.47	1,847.99	1,866.37	1,903.69	1,998.88
	Annual	37,311	38,149	40,006	41,933	43,868	46,994	48,047	48,525	49,496	51,970
10	Hourly	19.215	20.112	21.059	22.079	23.138	24.221	24.766	25.015	25.515	26.791
	Bi-Weekly	1,537.19	1,608.97	1,684.71	1,766.31	1,851.06	1,937.70	1,981.29	2,001.19	2,041.21	2,143.27
	Annual	39,966	41,833	43,802	45,923	48,127	50,380	51,513	52,030	53,071	55,725
11	Hourly	20.614	21.565	22.591	23.647	24.816	26.072	26.661	26.929	27.467	28.841
	Bi-Weekly	1,649.14	1,725.24	1,807.29	1,891.76	1,985.25	2,085.76	2,132.86	2,154.30	2,197.38	2,307.25
	Annual	42,877	44,856	46,989	49,185	51,616	54,229	55,454	56,011	57,131	59,988
12	Hourly	22.079	23.138	24.221	25.390	26.692	27.930	28.557	28.843	29.419	30.890
	Bi-Weekly	1,766.31	1,851.06	1,937.70	2,031.18	2,135.38	2,234.36	2,284.53	2,307.40	2,353.55	2,471.23
	Annual	45,923	48,127	50,380	52,810	55,519	58,093	59,397	59,992	61,192	64,251
13	Hourly	23.647	24.816	26.074	27.332	28.570	30.000	30.674	30.982	31.601	33.181
	Bi-Weekly	1,891.76	1,985.25	2,085.94	2,186.54	2,285.61	2,399.99	2,453.93	2,478.52	2,528.09	2,654.50
	Annual	49,185	51,616	54,234	56,850	59,425	62,399	63,802	64,441	65,730	69,016
14	Hourly	25.390	26.692	27.928	29.339	30.729	32.188	32.911	33.241	33.906	35.601
	Bi-Weekly	2,031.18	2,135.38	2,234.27	2,347.12	2,458.35	2,575.07	2,632.89	2,659.28	2,712.46	2,848.09
	Annual	52,810	55,519	58,091	61,025	63,917	66,951	68,455	69,141	70,524	74,050
15	Hourly	27.332	28.570	30.001	31.485	33.069	34.623	35.402	35.757	36.472	38.296
	Bi-Weekly	2,186.54	2,285.61	2,400.08	2,518.78	2,645.50	2,769.87	2,832.20	2,860.57	2,917.78	3,063.67
	Annual	56,850	59,425	62,402	65,488	68,782	72,016	73,637	74,374	75,862	79,655
16	Hourly	29.339	30.729	32.188	33.726	35.353	36.992	37.825	38.202	38.966	40.915
	Bi-Weekly	2,347.12	2,458.35	2,575.07	2,698.09	2,828.23	2,959.37	3,026.01	3,056.18	3,117.31	3,273.17
	Annual	61,025	63,917	66,951	70,150	73,534	76,943	78,676	79,460	81,049	85,102
17	Hourly	31.485	33.069	34.623	36.234	38.024	39.906	40.804	41.213	42.037	44.139
	Bi-Weekly	2,518.78	2,645.50	2,769.87	2,898.75	3,041.95	3,192.45	3,264.32	3,297.01	3,362.95	3,531.10
	Annual	65,488	68,782	72,016	75,367	79,090	83,003	84,872	85,722	87,436	91,808
18	Hourly	33.726	35.353	36.992	38.832	40.623	42.628	43.588	44.025	44.905	47.151
	Bi-Weekly	2,698.09	2,828.23	2,959.37	3,106.53	3,249.82	3,410.22	3,487.04	3,521.99	3,592.43	3,772.05
	Annual	70,150	73,534	76,943	80,769	84,495	88,665	90,663	91,571	93,403	98,073
19	Hourly	36.992	38.832	40.623	42.627	44.643	46.783	47.836	48.315	49.281	51.746
	Bi-Weekly	2,959.37	3,106.53	3,249.82	3,410.13	3,571.43	3,742.64	3,826.85	3,865.21	3,942.52	4,139.65
	Annual	76,943	80,769	84,495	88,663	92,857	97,308	99,498	100,495	102,505	107,630
20	Hourly	40.623	42.627	44.643	46.782	48.991	51.382	52.540	53.064	54.125	56.831
	Bi-Weekly	3,249.82	3,410.13	3,571.43	3,742.55	3,919.25	4,110.55	4,203.22	4,245.10	4,330.00	4,546.50
	Annual	84,495	88,663	92,857	97,306	101,900	106,874	109,283	110,372	112,580	118,209
21	Hourly	44.643	46.782	48.991	51.383	53.820	56.440	57.708	58.286	59.452	62.425
	Bi-Weekly	3,571.43	3,742.55	3,919.25	4,110.64	4,305.62	4,515.20	4,616.61	4,662.90	4,756.16	4,993.96
	Annual	92,857	97,306	101,900	106,876	111,946	117,395	120,031	121,235	123,660	129,843
22	Hourly	48.991	51.383	53.820	56.439	59.063	61.907	63.302	63.934	65.213	68.474
	Bi-Weekly	3,919.25	4,110.64	4,305.62	4,515.11	4,725.04	4,952.54	5,064.13	5,114.74	5,217.04	5,477.89
	Annual	101,900	106,876	111,946	117,392	122,851	128,766	131,667	132,983	135,642	142,425

Effective June 1, 2024

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
CORPORATE - 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 & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
<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	17.938	18.753	19.666	20.615	21.565	22.593	23.235	23.468	24.641
	Bi-Weekly	1,435.06	1,500.26	1,573.30	1,649.23	1,725.24	1,807.47	1,858.80	1,877.44	1,971.32
	Annual	37,311	39,006	40,905	42,879	44,856	46,994	48,328	48,813	51,254
10	Hourly	19.215	20.112	21.059	22.078	23.138	24.221	24.682	24.943	26.190
	Bi-Weekly	1,537.19	1,608.97	1,684.71	1,766.22	1,851.06	1,937.70	1,974.53	1,995.43	2,095.20
	Annual	39,966	41,833	43,802	45,921	48,127	50,380	51,337	51,881	54,475
11	Hourly	20.615	21.565	22.593	23.647	24.816	26.072	26.595	26.840	28.182
	Bi-Weekly	1,649.23	1,725.24	1,807.47	1,891.76	1,985.25	2,085.76	2,127.64	2,147.18	2,254.54
	Annual	42,879	44,856	46,994	49,185	51,616	54,229	55,318	55,826	58,618
12	Hourly	22.078	23.138	24.221	25.389	26.693	27.930	28.476	28.760	30.198
	Bi-Weekly	1,766.22	1,851.06	1,937.70	2,031.09	2,135.47	2,234.36	2,278.04	2,300.83	2,415.87
	Annual	45,921	48,127	50,380	52,808	55,522	58,093	59,229	59,821	62,812
13	Hourly	23.647	24.816	26.072	27.332	28.570	30.000	30.598	30.890	32.435
	Bi-Weekly	1,891.76	1,985.25	2,085.76	2,186.54	2,285.61	2,399.99	2,447.81	2,471.23	2,594.79
	Annual	49,185	51,616	54,229	56,850	59,425	62,399	63,643	64,251	67,464
14	Hourly	25.389	26.693	27.930	29.339	30.728	32.188	32.851	33.179	34.838
	Bi-Weekly	2,031.09	2,135.47	2,234.36	2,347.12	2,458.26	2,575.07	2,628.12	2,654.32	2,787.04
	Annual	52,808	55,522	58,093	61,025	63,914	66,951	68,331	69,012	72,463
15	Hourly	27.332	28.570	30.000	31.485	33.066	34.623	35.321	35.682	37.466
	Bi-Weekly	2,186.54	2,285.61	2,399.99	2,518.78	2,645.32	2,769.87	2,825.71	2,854.53	2,997.26
	Annual	56,850	59,425	62,399	65,488	68,778	72,016	73,468	74,217	77,928
16	Hourly	29.339	30.728	32.188	33.726	35.354	36.992	37.755	38.121	40.027
	Bi-Weekly	2,347.12	2,458.26	2,575.07	2,698.09	2,828.32	2,959.37	3,020.43	3,049.70	3,202.18
	Annual	61,025	63,914	66,951	70,150	73,536	76,943	78,531	79,292	83,256
17	Hourly	31.485	33.066	34.623	36.234	38.024	39.906	40.686	41.075	43.129
	Bi-Weekly	2,518.78	2,645.32	2,769.87	2,898.75	3,041.95	3,192.45	3,254.86	3,286.02	3,450.32
	Annual	65,488	68,778	72,016	75,367	79,090	83,003	84,626	85,436	89,708
18	Hourly	33.726	35.354	36.992	38.832	40.623	42.628	43.500	43.912	46.108
	Bi-Weekly	2,698.09	2,828.32	2,959.37	3,106.53	3,249.82	3,410.22	3,480.02	3,512.98	3,688.63
	Annual	70,150	73,536	76,943	80,769	84,495	88,665	90,480	91,337	95,904
19	Hourly	36.992	38.832	40.623	42.628	44.643	46.783	47.493	47.957	50.355
	Bi-Weekly	2,959.37	3,106.53	3,249.82	3,410.22	3,571.43	3,742.64	3,799.47	3,836.57	4,028.40
	Annual	76,943	80,769	84,495	88,665	92,857	97,308	98,786	99,750	104,738
20	Hourly	40.623	42.628	44.643	46.783	48.991	51.382	52.136	52.642	55.274
	Bi-Weekly	3,249.82	3,410.22	3,571.43	3,742.64	3,919.25	4,110.55	4,170.89	4,211.33	4,421.89
	Annual	84,495	88,665	92,857	97,308	101,900	106,874	108,443	109,494	114,969
21	Hourly	44.643	46.783	48.991	51.382	53.820	56.440	57.276	57.847	60.740
	Bi-Weekly	3,571.43	3,742.64	3,919.25	4,110.55	4,305.62	4,515.20	4,582.11	4,627.77	4,859.16
	Annual	92,857	97,308	101,900	106,874	111,946	117,395	119,134	120,322	126,338
22	Hourly	48.991	51.382	53.820	56.440	59.062	61.907	62.818	63.441	66.613
	Bi-Weekly	3,919.25	4,110.55	4,305.62	4,515.20	4,724.95	4,952.54	5,025.40	5,075.30	5,329.06
	Annual	101,900	106,874	111,946	117,395	122,848	128,766	130,660	131,957	138,555
23	Hourly	51.382	53.820	56.440	59.062	61.907	64.989	65.952	66.608	69.938
	Bi-Weekly	4,110.55	4,305.62	4,515.20	4,724.95	4,952.54	5,199.13	5,276.13	5,328.64	5,595.07
	Annual	106,874	111,946	117,395	122,848	128,766	135,177	137,179	138,544	145,471

Effective June 1, 2024

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
OT/PT/SP ONLY - 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	6th Step	7th Step	8th Step	9th Step	10th 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>	<u>10th Step</u>
19	Hourly	40.623	42.627	44.643	46.783	47.836	48.315	48.912	51.131	51.383	53.952
	Bi-Weekly	3,249.82	3,410.13	3,571.43	3,742.64	3,826.85	3,865.21	3,912.95	4,090.46	4,110.64	4,316.17
	Annual	84,495	88,663	92,857	97,308	99,498	100,495	101,736	106,351	106,876	112,220
20	Hourly	44.643	46.782	48.991	51.382	52.540	53.064	53.720	56.156	56.439	59.261
	Bi-Weekly	3,571.43	3,742.55	3,919.25	4,110.55	4,203.22	4,245.10	4,297.61	4,492.50	4,515.11	4,740.86
	Annual	92,857	97,306	101,900	106,874	109,283	110,372	111,737	116,805	117,392	123,262

Effective June 1, 2024

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

<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>	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
								6th Step	7th Step	8th Step	9th Step
10	Hourly	19.215	20.033	20.886	21.770	22.696	23.661	24.667	25.347	25.852	27.146
	Bi-Weekly	1,537.19	1,602.66	1,670.84	1,741.63	1,815.66	1,892.84	1,973.36	2,027.76	2,068.20	2,171.68
	Annual	39,967	41,669	43,442	45,282	47,207	49,214	51,307	52,722	53,773	56,464
11	Hourly	20.615	21.491	22.408	23.358	24.348	25.383	26.464	27.192	27.736	29.122
	Bi-Weekly	1,649.23	1,719.29	1,792.61	1,868.62	1,947.87	2,030.64	2,117.10	2,175.37	2,218.87	2,329.74
	Annual	42,880	44,702	46,608	48,584	50,645	52,797	55,045	56,560	57,691	60,573
12	Hourly	22.078	23.018	23.997	25.017	26.078	27.188	28.343	29.122	29.703	31.190
	Bi-Weekly	1,766.22	1,841.42	1,919.77	2,001.37	2,086.21	2,175.01	2,267.41	2,329.74	2,376.21	2,495.18
	Annual	45,922	47,877	49,914	52,036	54,241	56,550	58,953	60,573	61,781	64,875
13	Hourly	23.647	24.651	25.697	26.791	27.930	29.115	30.353	31.189	31.813	33.402
	Bi-Weekly	1,891.76	1,972.10	2,055.77	2,143.31	2,234.36	2,329.20	2,428.27	2,495.09	2,545.08	2,672.16
	Annual	49,186	51,275	53,450	55,726	58,093	60,559	63,135	64,872	66,172	69,476
14	Hourly	25.389	26.468	27.592	28.765	29.985	31.260	32.589	33.484	34.154	35.863
	Bi-Weekly	2,031.09	2,117.46	2,207.34	2,301.19	2,398.82	2,500.77	2,607.13	2,678.73	2,732.32	2,869.03
	Annual	52,808	55,054	57,391	59,831	62,369	65,020	67,785	69,647	71,040	74,595
15	Hourly	27.332	28.491	29.702	30.964	32.280	33.653	35.082	36.049	36.770	38.606
	Bi-Weekly	2,186.54	2,279.30	2,376.12	2,477.08	2,582.36	2,692.24	2,806.53	2,883.89	2,941.62	3,088.52
	Annual	56,850	59,262	61,779	64,404	67,141	69,998	72,970	74,981	76,482	80,301
16	Hourly	29.339	30.586	31.886	33.240	34.652	36.124	37.663	38.698	39.471	41.445
	Bi-Weekly	2,347.12	2,446.91	2,550.84	2,659.19	2,772.13	2,889.93	3,013.04	3,095.81	3,157.68	3,315.56
	Annual	61,025	63,620	66,322	69,139	72,075	75,138	78,339	80,491	82,100	86,205

Effective June 1, 2024

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

								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		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step
9	Hourly	17.938	18.753	19.666	20.615	21.565	22.591	23.235	23.468	24.159
	Bi-Weekly	1,435.06	1,500.26	1,573.30	1,649.23	1,725.24	1,807.29	1,858.80	1,877.44	1,932.74
	Annual	37,311	39,006	40,905	42,879	44,856	46,989	48,328	48,813	50,251
10	Hourly	19.215	20.112	21.059	22.079	23.138	24.221	24.682	24.943	25.682
	Bi-Weekly	1,537.19	1,608.97	1,684.71	1,766.31	1,851.06	1,937.70	1,974.53	1,995.43	2,054.60
	Annual	39,966	41,833	43,802	45,923	48,127	50,380	51,337	51,881	53,419
11	Hourly	20.614	21.565	22.591	23.647	24.816	26.074	26.595	26.840	27.665
	Bi-Weekly	1,649.14	1,725.24	1,807.29	1,891.76	1,985.25	2,085.94	2,127.64	2,147.18	2,213.20
	Annual	42,877	44,856	46,989	49,185	51,616	54,234	55,318	55,826	57,543
12	Hourly	22.079	23.138	24.221	25.390	26.692	27.928	28.476	28.760	29.635
	Bi-Weekly	1,766.31	1,851.06	1,937.70	2,031.18	2,135.38	2,234.27	2,278.04	2,300.83	2,370.81
	Annual	45,923	48,127	50,380	52,810	55,519	58,091	59,229	59,821	61,640
13	Hourly	23.647	24.816	26.074	27.332	28.570	30.001	30.598	30.890	31.825
	Bi-Weekly	1,891.76	1,985.25	2,085.94	2,186.54	2,285.61	2,400.08	2,447.81	2,471.23	2,545.98
	Annual	49,185	51,616	54,234	56,850	59,425	62,402	63,643	64,251	66,195
14	Hourly	25.390	26.692	27.928	29.339	30.729	32.188	32.851	33.180	34.181
	Bi-Weekly	2,031.18	2,135.38	2,234.27	2,347.12	2,458.35	2,575.07	2,628.12	2,654.41	2,734.48
	Annual	52,810	55,519	58,091	61,025	63,917	66,951	68,331	69,014	71,096
15	Hourly	27.332	28.570	30.001	31.485	33.069	34.623	35.321	35.682	36.747
	Bi-Weekly	2,186.54	2,285.61	2,400.08	2,518.78	2,645.50	2,769.87	2,825.71	2,854.53	2,939.73
	Annual	56,850	59,425	62,402	65,488	68,782	72,016	73,468	74,217	76,433
16	Hourly	29.339	30.729	32.188	33.726	35.353	36.992	37.755	38.120	39.271
	Bi-Weekly	2,347.12	2,458.35	2,575.07	2,698.09	2,828.23	2,959.37	3,020.43	3,049.61	3,141.65
	Annual	61,025	63,917	66,951	70,150	73,534	76,943	78,531	79,289	81,682
17	Hourly	31.485	33.069	34.623	36.234	38.024	39.906	40.686	41.074	42.317
	Bi-Weekly	2,518.78	2,645.50	2,769.87	2,898.75	3,041.95	3,192.45	3,254.86	3,285.93	3,385.36
	Annual	65,488	68,782	72,016	75,367	79,090	83,003	84,626	85,434	88,019
18	Hourly	33.726	35.353	36.992	38.832	40.623	42.627	43.500	43.912	45.270
	Bi-Weekly	2,698.09	2,828.23	2,959.37	3,106.53	3,249.82	3,410.13	3,480.02	3,512.98	3,621.60
	Annual	70,150	73,534	76,943	80,769	84,495	88,663	90,480	91,337	94,161
19	Hourly	36.992	38.832	40.623	42.627	44.643	46.782	47.493	47.957	49.411
	Bi-Weekly	2,959.37	3,106.53	3,249.82	3,410.13	3,571.43	3,742.55	3,799.47	3,836.57	3,952.85
	Annual	76,943	80,769	84,495	88,663	92,857	97,306	98,786	99,750	102,773
20	Hourly	40.623	42.627	44.643	46.782	48.991	51.383	52.136	52.642	54.230
	Bi-Weekly	3,249.82	3,410.13	3,571.43	3,742.55	3,919.25	4,110.64	4,170.89	4,211.33	4,338.40
	Annual	84,495	88,663	92,857	97,306	101,900	106,876	108,443	109,494	112,798
21	Hourly	44.643	46.782	48.991	51.383	53.820	56.439	57.276	57.846	59.603
	Bi-Weekly	3,571.43	3,742.55	3,919.25	4,110.64	4,305.62	4,515.11	4,582.11	4,627.68	4,768.27
	Annual	92,857	97,306	101,900	106,876	111,946	117,392	119,134	120,319	123,975
22	Hourly	48.991	51.383	53.820	56.439	59.063	61.907	62.816	63.441	65.343
	Bi-Weekly	3,919.25	4,110.64	4,305.62	4,515.11	4,725.04	4,952.54	5,025.31	5,075.30	5,227.41
	Annual	101,900	106,876	111,946	117,392	122,851	128,766	130,658	131,957	135,912
23	Hourly	51.383	53.820	56.439	59.063	61.907	64.989	65.951	66.608	68.622
	Bi-Weekly	4,110.64	4,305.62	4,515.11	4,725.04	4,952.54	5,199.13	5,276.04	5,328.64	5,489.76
	Annual	106,876	111,946	117,392	122,851	128,766	135,177	137,177	138,544	142,733

Effective June 1, 2024

**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		
<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	17.938	18.753	19.666	20.615	21.565	22.591	23.235	23.468	24.159
	Bi-Weekly	1,435.06	1,500.26	1,573.30	1,649.23	1,725.24	1,807.29	1,858.80	1,877.44	1,932.74
	Annual	37,311	39,006	40,905	42,879	44,856	46,989	48,329	48,813	50,250
10	Hourly	19.215	20.112	21.059	22.079	23.138	24.221	24.682	24.943	25.682
	Bi-Weekly	1,537.19	1,608.97	1,684.71	1,766.31	1,851.06	1,937.70	1,974.53	1,995.43	2,054.60
	Annual	39,966	41,833	43,802	45,923	48,127	50,380	51,337	51,881	53,419
11	Hourly	20.614	21.565	22.591	23.647	24.816	26.074	26.595	26.840	27.665
	Bi-Weekly	1,649.14	1,725.24	1,807.29	1,891.76	1,985.25	2,085.94	2,127.64	2,147.18	2,213.20
	Annual	42,877	44,856	46,989	49,185	51,616	54,233	55,318	55,826	57,542
12	Hourly	22.079	23.138	24.221	25.390	26.692	27.928	28.476	28.760	29.635
	Bi-Weekly	1,766.31	1,851.06	1,937.70	2,031.18	2,135.38	2,234.27	2,278.04	2,300.83	2,370.81
	Annual	45,923	48,127	50,380	52,810	55,519	58,090	59,229	59,821	61,640
13	Hourly	23.647	24.816	26.074	27.332	28.570	30.001	30.598	30.890	31.825
	Bi-Weekly	1,891.76	1,985.25	2,085.94	2,186.54	2,285.61	2,400.08	2,447.81	2,471.23	2,545.98
	Annual	49,185	51,616	54,233	56,850	59,426	62,401	63,643	64,252	66,195
14	Hourly	25.390	26.692	27.928	29.339	30.729	32.188	32.851	33.180	34.181
	Bi-Weekly	2,031.18	2,135.38	2,234.27	2,347.12	2,458.35	2,575.07	2,628.12	2,654.41	2,734.48
	Annual	52,810	55,519	58,090	61,024	63,916	66,951	68,330	69,014	71,095
15	Hourly	27.332	28.570	30.001	31.485	33.069	34.623	35.321	35.682	36.747
	Bi-Weekly	2,186.54	2,285.61	2,400.08	2,518.78	2,645.50	2,769.87	2,825.71	2,854.53	2,939.73
	Annual	56,850	59,426	62,401	65,488	68,782	72,016	73,469	74,217	76,433
16	Hourly	29.339	30.729	32.188	33.726	35.353	36.992	37.755	38.120	39.271
	Bi-Weekly	2,347.12	2,458.35	2,575.07	2,698.09	2,828.23	2,959.37	3,020.43	3,049.61	3,141.65
	Annual	61,024	63,916	66,951	70,150	73,534	76,943	78,530	79,289	81,682
17	Hourly	31.485	33.069	34.623	36.234	38.024	39.906	40.686	41.074	42.317
	Bi-Weekly	2,518.78	2,645.50	2,769.87	2,898.75	3,041.95	3,192.45	3,254.86	3,285.93	3,385.36
	Annual	65,488	68,782	72,016	75,367	79,091	83,003	84,626	85,433	88,019
18	Hourly	33.726	35.353	36.992	38.832	40.623	42.627	43.500	43.912	45.270
	Bi-Weekly	2,698.09	2,828.23	2,959.37	3,106.53	3,249.82	3,410.13	3,480.02	3,512.98	3,621.60
	Annual	70,150	73,534	76,943	80,769	84,494	88,663	90,480	91,337	94,160
19	Hourly	36.992	38.832	40.623	42.627	44.643	46.782	47.493	47.957	49.411
	Bi-Weekly	2,959.37	3,106.53	3,249.82	3,410.13	3,571.43	3,742.55	3,799.47	3,836.57	3,952.85
	Annual	76,943	80,769	84,494	88,663	92,857	97,306	98,785	99,750	102,774
20	Hourly	40.623	42.627	44.643	46.782	48.991	51.383	52.136	52.642	54.230
	Bi-Weekly	3,249.82	3,410.13	3,571.43	3,742.55	3,919.25	4,110.64	4,170.89	4,211.33	4,338.40
	Annual	84,494	88,663	92,857	97,306	101,900	106,876	108,442	109,494	112,798
21	Hourly	44.643	46.782	48.991	51.383	53.820	56.439	57.276	57.846	59.603
	Bi-Weekly	3,571.43	3,742.55	3,919.25	4,110.64	4,305.62	4,515.11	4,582.11	4,627.68	4,768.27
	Annual	92,857	97,306	101,900	106,876	111,946	117,392	119,135	120,319	123,974
22	Hourly	48.991	51.383	53.820	56.439	59.063	61.907	62.816	63.441	65.343
	Bi-Weekly	3,919.25	4,110.64	4,305.62	4,515.11	4,725.04	4,952.54	5,025.31	5,075.30	5,227.41
	Annual	101,900	106,876	111,946	117,392	122,851	128,766	130,657	131,957	135,912
23	Hourly	51.383	53.820	56.439	59.063	61.907	64.989	65.951	66.608	68.622
	Bi-Weekly	4,110.64	4,305.62	4,515.11	4,725.04	4,952.54	5,199.13	5,276.04	5,328.64	5,489.76
	Annual	106,876	111,946	117,392	122,851	128,766	135,177	137,177	138,544	142,733

Effective June 1, 2024

**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		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step
14	Hourly	25.390	26.692	27.928	29.339	30.729	32.188	32.851	33.180	34.181
	Bi-Weekly	2,031.18	2,135.38	2,234.27	2,347.12	2,458.35	2,575.07	2,628.12	2,654.41	2,734.48
	Annual	52,810	55,519	58,091	61,025	63,917	66,951	68,331	69,014	71,096
15	Hourly	27.332	28.570	30.001	31.485	33.069	34.623	35.321	36.406	37.854
	Bi-Weekly	2,186.54	2,285.61	2,400.08	2,518.78	2,645.50	2,769.87	2,825.71	2,912.44	3,028.35
	Annual	56,850	59,425	62,402	65,488	68,782	72,016	73,468	75,723	78,737
16	Hourly	29.423	30.756	32.296	33.893	35.598	37.272	38.023	39.191	40.750
	Bi-Weekly	2,353.81	2,460.46	2,583.68	2,711.47	2,847.88	2,981.77	3,041.88	3,135.24	3,260.02
	Annual	61,199	63,971	67,175	70,498	74,044	77,526	79,088	81,516	84,760

Effective June 1, 2024

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

								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>
15	Hourly	27.332	28.491	29.702	30.964	32.280	33.653	35.082	36.049	36.770	38.606
	Bi-Weekly	2,186.54	2,279.30	2,376.12	2,477.08	2,582.36	2,692.24	2,806.53	2,883.89	2,941.62	3,088.52
	Annual	56,850	59,261	61,778	64,404	67,141	69,998	72,969	74,980	76,481	80,301

Effective June 1, 2024

**SCHEDULE XXXIX
BUREAU OF HUMAN RESOURCES
MAP 255
FUGITIVE 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 1 Year at 4th Longevity Rate & 25 Years Service	
								After 2 Years At 5th Step				
Grade		Entry Rate 1	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step
18	Hourly	33.727	35.159	36.654	38.210	39.834	41.529	43.292	44.483	45.601	47.883	50.277
	Bi-Weekly	2,698.13	2,812.69	2,932.29	3,056.77	3,186.76	3,322.35	3,463.36	3,558.62	3,648.10	3,830.63	4,022.16
	Annual	70,151	73,129	76,239	79,475	82,855	86,381	90,047	92,524	94,850	99,596	104,576

Effective June 1, 2024

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

								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	17.938	18.700	19.497	20.325	21.189	22.093	23.030	23.662	24.136	25.344
	Bi-Weekly	1,435.06	1,496.03	1,559.79	1,625.99	1,695.16	1,767.48	1,842.41	1,892.93	1,930.85	2,027.49
	Annual	37,311	38,896	40,554	42,275	44,073	45,954	47,902	49,216	50,202	52,714
10	Hourly	19.215	20.033	20.886	21.770	22.696	23.661	24.667	25.347	25.852	27.146
	Bi-Weekly	1,537.19	1,602.66	1,670.84	1,741.63	1,815.66	1,892.84	1,973.36	2,027.76	2,068.20	2,171.68
	Annual	39,966	41,669	43,442	45,282	47,206	49,214	51,306	52,721	53,773	56,464
11	Hourly	20.615	21.491	22.408	23.358	24.348	25.383	26.464	27.192	27.736	29.122
	Bi-Weekly	1,649.23	1,719.29	1,792.61	1,868.62	1,947.87	2,030.64	2,117.10	2,175.37	2,218.87	2,329.74
	Annual	42,879	44,701	46,607	48,583	50,644	52,796	55,044	56,559	57,690	60,573
12	Hourly	22.078	23.018	23.997	25.017	26.078	27.188	28.343	29.122	29.703	31.190
	Bi-Weekly	1,766.22	1,841.42	1,919.77	2,001.37	2,086.21	2,175.01	2,267.41	2,329.74	2,376.21	2,495.18
	Annual	45,921	47,876	49,914	52,035	54,241	56,550	58,953	60,573	61,781	64,874
13	Hourly	23.647	24.651	25.697	26.791	27.930	29.115	30.353	31.189	31.813	33.402
	Bi-Weekly	1,891.76	1,972.10	2,055.77	2,143.31	2,234.36	2,329.20	2,428.27	2,495.09	2,545.08	2,672.16
	Annual	49,185	51,274	53,450	55,725	58,093	60,558	63,134	64,872	66,171	69,475
14	Hourly	25.389	26.468	27.592	28.765	29.985	31.260	32.589	33.484	34.154	35.863
	Bi-Weekly	2,031.09	2,117.46	2,207.34	2,301.19	2,398.82	2,500.77	2,607.13	2,678.73	2,732.32	2,869.03
	Annual	52,808	55,053	57,390	59,831	62,368	65,020	67,784	69,647	71,040	74,594
15	Hourly	27.332	28.491	29.702	30.964	32.280	33.653	35.082	36.049	36.770	38.606
	Bi-Weekly	2,186.54	2,279.30	2,376.12	2,477.08	2,582.36	2,692.24	2,806.53	2,883.89	2,941.62	3,088.52
	Annual	56,850	59,261	61,778	64,404	67,141	69,998	72,969	74,980	76,481	80,301
16	Hourly	29.339	30.586	31.886	33.240	34.652	36.124	37.663	38.698	39.471	41.445
	Bi-Weekly	2,347.12	2,446.91	2,550.84	2,659.19	2,772.13	2,889.93	3,013.04	3,095.81	3,157.68	3,315.56
	Annual	61,024	63,619	66,321	69,139	72,075	75,138	78,339	80,490	82,099	86,205
17	Hourly	31.485	32.827	34.217	35.673	37.188	38.770	40.417	41.529	42.360	44.476
	Bi-Weekly	2,518.78	2,626.13	2,737.36	2,853.81	2,975.04	3,101.57	3,233.34	3,322.32	3,388.78	3,558.10
	Annual	65,488	68,279	71,171	74,198	77,350	80,641	84,067	86,380	88,108	92,510
18	Hourly	33.726	35.158	36.653	38.210	39.835	41.529	43.292	44.483	45.375	47.645
	Bi-Weekly	2,698.09	2,812.65	2,932.26	3,056.81	3,186.77	3,322.32	3,463.36	3,558.64	3,629.97	3,811.63
	Annual	70,150	73,129	76,238	79,477	82,855	86,380	90,047	92,525	94,379	99,101
19	Hourly	36.992	38.567	40.207	41.915	43.694	45.555	47.488	48.796	49.772	52.261
	Bi-Weekly	2,959.37	3,085.36	3,216.58	3,353.21	3,495.51	3,644.38	3,799.02	3,903.67	3,981.76	4,180.88
	Annual	76,943	80,219	83,631	87,183	90,882	94,754	98,774	101,495	103,525	108,702
20	Hourly	40.623	42.349	44.150	46.026	47.981	50.020	52.145	53.579	54.651	57.383
	Bi-Weekly	3,249.82	3,387.88	3,531.98	3,682.12	3,838.47	4,001.57	4,171.61	4,286.35	4,372.09	4,590.67
	Annual	84,494	88,085	91,831	95,734	99,799	104,040	108,461	111,445	113,674	119,357
21	Hourly	44.643	46.540	48.518	50.580	52.728	54.969	57.307	58.884	60.058	63.062
	Bi-Weekly	3,571.43	3,723.19	3,881.43	4,046.42	4,218.26	4,397.48	4,584.54	4,710.72	4,804.66	5,044.94
	Annual	92,857	96,803	100,916	105,207	109,674	114,334	119,198	122,478	124,920	131,168
22	Hourly	48.991	51.073	53.243	55.504	57.865	60.322	62.887	64.615	65.907	69.205
	Bi-Weekly	3,919.25	4,085.87	4,259.42	4,440.35	4,629.22	4,825.73	5,030.98	5,169.23	5,272.53	5,536.42
	Annual	101,900	106,232	110,744	115,449	120,360	125,468	130,805	134,399	137,085	143,946
23	Hourly	51.382	53.569	55.846	58.218	60.692	63.271	65.961	67.773	69.130	72.586
	Bi-Weekly	4,110.55	4,285.54	4,467.64	4,657.41	4,855.36	5,061.70	5,276.86	5,421.86	5,530.38	5,806.87
	Annual	106,874	111,423	116,158	121,092	126,238	131,604	137,198	140,968	143,789	150,979

Effective June 1, 2024

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

								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	17.938	18.700	19.497	20.325	21.189	22.093	23.030	23.662	24.136	25.344
	Bi-Weekly	1,435.06	1,496.03	1,559.79	1,625.99	1,695.16	1,767.48	1,842.41	1,892.93	1,930.85	2,027.49
	Annual	37,311	38,896	40,554	42,275	44,073	45,954	47,902	49,216	50,202	52,714
10	Hourly	19.215	20.033	20.886	21.770	22.696	23.661	24.667	25.347	25.852	27.146
	Bi-Weekly	1,537.19	1,602.66	1,670.84	1,741.63	1,815.66	1,892.84	1,973.36	2,027.76	2,068.20	2,171.68
	Annual	39,966	41,669	43,442	45,282	47,206	49,214	51,306	52,721	53,773	56,464
11	Hourly	20.615	21.491	22.408	23.358	24.348	25.383	26.464	27.192	27.736	29.122
	Bi-Weekly	1,649.23	1,719.29	1,792.61	1,868.62	1,947.87	2,030.64	2,117.10	2,175.37	2,218.87	2,329.74
	Annual	42,879	44,701	46,607	48,583	50,644	52,796	55,044	56,559	57,690	60,573
12	Hourly	22.078	23.018	23.997	25.017	26.078	27.188	28.343	29.122	29.703	31.190
	Bi-Weekly	1,766.22	1,841.42	1,919.77	2,001.37	2,086.21	2,175.01	2,267.41	2,329.74	2,376.21	2,495.18
	Annual	45,921	47,876	49,914	52,035	54,241	56,550	58,953	60,573	61,781	64,874
13	Hourly	23.647	24.651	25.697	26.791	27.930	29.115	30.353	31.189	31.813	33.402
	Bi-Weekly	1,891.76	1,972.10	2,055.77	2,143.31	2,234.36	2,329.20	2,428.27	2,495.09	2,545.08	2,672.16
	Annual	49,185	51,274	53,450	55,725	58,093	60,558	63,134	64,872	66,171	69,475
14	Hourly	25.389	26.468	27.592	28.765	29.985	31.260	32.589	33.484	34.154	35.863
	Bi-Weekly	2,031.09	2,117.46	2,207.34	2,301.19	2,398.82	2,500.77	2,607.13	2,678.73	2,732.32	2,869.03
	Annual	52,808	55,053	57,390	59,831	62,368	65,020	67,784	69,647	71,040	74,594
15	Hourly	27.332	28.491	29.702	30.964	32.280	33.653	35.082	36.049	36.770	38.606
	Bi-Weekly	2,186.54	2,279.30	2,376.12	2,477.08	2,582.36	2,692.24	2,806.53	2,883.89	2,941.62	3,088.52
	Annual	56,850	59,261	61,778	64,404	67,141	69,998	72,969	74,980	76,481	80,301
16	Hourly	29.339	30.586	31.886	33.240	34.652	36.124	37.663	38.698	39.471	41.445
	Bi-Weekly	2,347.12	2,446.91	2,550.84	2,659.19	2,772.13	2,889.93	3,013.04	3,095.81	3,157.68	3,315.56
	Annual	61,024	63,619	66,321	69,139	72,075	75,138	78,339	80,490	82,099	86,205
17	Hourly	31.485	32.827	34.217	35.673	37.188	38.770	40.417	41.529	42.360	44.476
	Bi-Weekly	2,518.78	2,626.13	2,737.36	2,853.81	2,975.04	3,101.57	3,233.34	3,322.32	3,388.78	3,558.10
	Annual	65,488	68,279	71,171	74,198	77,350	80,641	84,067	86,380	88,108	92,510
18	Hourly	33.726	35.158	36.653	38.210	39.835	41.529	43.292	44.483	45.375	47.645
	Bi-Weekly	2,698.09	2,812.65	2,932.26	3,056.81	3,186.77	3,322.32	3,463.36	3,558.64	3,629.97	3,811.63
	Annual	70,150	73,129	76,238	79,477	82,855	86,380	90,047	92,525	94,379	99,101
19	Hourly	36.992	38.567	40.207	41.915	43.694	45.555	47.488	48.796	49.772	52.261
	Bi-Weekly	2,959.37	3,085.36	3,216.58	3,353.21	3,495.51	3,644.38	3,799.02	3,903.67	3,981.76	4,180.88
	Annual	76,943	80,219	83,631	87,183	90,882	94,754	98,774	101,495	103,525	108,702
20	Hourly	40.623	42.349	44.150	46.026	47.981	50.020	52.145	53.579	54.651	57.383
	Bi-Weekly	3,249.82	3,387.88	3,531.98	3,682.12	3,838.47	4,001.57	4,171.61	4,286.35	4,372.09	4,590.67
	Annual	84,494	88,085	91,831	95,734	99,799	104,040	108,461	111,445	113,674	119,357
21	Hourly	44.643	46.540	48.518	50.580	52.728	54.969	57.307	58.884	60.058	63.062
	Bi-Weekly	3,571.43	3,723.19	3,881.43	4,046.42	4,218.26	4,397.48	4,584.54	4,710.72	4,804.66	5,044.94
	Annual	92,857	96,803	100,916	105,207	109,674	114,334	119,198	122,478	124,920	131,168
22	Hourly	48.991	51.073	53.243	55.504	57.865	60.322	62.887	64.615	65.907	69.205
	Bi-Weekly	3,919.25	4,085.87	4,259.42	4,440.35	4,629.22	4,825.73	5,030.98	5,169.23	5,272.53	5,536.42
	Annual	101,900	106,232	110,744	115,449	120,360	125,468	130,805	134,399	137,085	143,946
23	Hourly	51.382	53.569	55.846	58.218	60.692	63.271	65.961	67.773	69.130	72.586
	Bi-Weekly	4,110.55	4,285.54	4,467.64	4,657.41	4,855.36	5,061.70	5,276.86	5,421.86	5,530.38	5,806.87
	Annual	106,874	111,423	116,158	121,092	126,238	131,604	137,198	140,968	143,789	150,979

Effective June 1, 2024

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

							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		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step
9	Hourly	17.938	18.753	19.666	20.615	21.565	22.591	23.235	23.468	24.159
	Bi-Weekly	1,435.06	1,500.26	1,573.30	1,649.23	1,725.24	1,807.29	1,858.80	1,877.44	1,932.74
	Annual	37,311	39,007	40,906	42,880	44,856	46,989	48,329	48,814	50,255
10	Hourly	19.215	20.112	21.059	22.079	23.138	24.221	24.682	24.943	25.682
	Bi-Weekly	1,537.19	1,608.97	1,684.71	1,766.31	1,851.06	1,937.70	1,974.53	1,995.43	2,054.60
	Annual	39,967	41,833	43,802	45,924	48,127	50,380	51,338	51,881	53,420
11	Hourly	20.614	21.565	22.591	23.647	24.816	26.074	26.595	25.998	27.665
	Bi-Weekly	1,649.14	1,725.24	1,807.29	1,891.76	1,985.25	2,085.94	2,127.64	2,079.81	2,213.20
	Annual	42,878	44,856	46,989	49,186	51,616	54,234	55,319	54,075	57,543
12	Hourly	22.079	23.138	24.221	25.390	26.692	27.928	28.476	28.760	29.635
	Bi-Weekly	1,766.31	1,851.06	1,937.70	2,031.18	2,135.38	2,234.27	2,278.04	2,300.83	2,370.81
	Annual	45,924	48,127	50,380	52,811	55,520	58,091	59,229	59,822	61,641
13	Hourly	23.647	24.816	26.074	27.332	28.570	30.001	30.598	30.890	31.825
	Bi-Weekly	1,891.76	1,985.25	2,085.94	2,186.54	2,285.61	2,400.08	2,447.81	2,471.23	2,545.98
	Annual	49,186	51,616	54,234	56,850	59,426	62,402	63,643	64,252	66,195
14	Hourly	25.390	26.692	27.928	29.339	30.729	32.188	32.851	33.180	34.181
	Bi-Weekly	2,031.18	2,135.38	2,234.27	2,347.12	2,458.35	2,575.07	2,628.12	2,654.41	2,734.48
	Annual	52,811	55,520	58,091	61,025	63,917	66,952	68,331	69,015	71,096
15	Hourly	27.332	28.570	30.001	31.485	33.069	34.623	35.321	35.682	36.747
	Bi-Weekly	2,186.54	2,285.61	2,400.08	2,518.78	2,645.50	2,769.87	2,825.71	2,854.53	2,939.73
	Annual	56,850	59,426	62,402	65,488	68,783	72,017	73,469	74,218	76,433
16	Hourly	29.339	30.729	32.188	33.726	35.353	36.992	37.755	38.120	39.271
	Bi-Weekly	2,347.12	2,458.35	2,575.07	2,698.09	2,828.23	2,959.37	3,020.43	3,049.61	3,141.65
	Annual	61,025	63,917	66,952	70,150	73,534	76,944	78,531	79,290	81,683
17	Hourly	31.485	33.069	34.623	36.234	38.024	39.906	40.686	41.074	42.317
	Bi-Weekly	2,518.78	2,645.50	2,769.87	2,898.75	3,041.95	3,192.45	3,254.86	3,285.93	3,385.36
	Annual	65,488	68,783	72,017	75,368	79,091	83,004	84,626	85,434	88,019
18	Hourly	33.726	35.353	36.992	38.832	40.623	42.627	43.500	43.912	45.270
	Bi-Weekly	2,698.09	2,828.23	2,959.37	3,106.53	3,249.82	3,410.13	3,480.02	3,512.98	3,621.60
	Annual	70,150	73,534	76,944	80,770	84,495	88,663	90,480	91,337	94,161
19	Hourly	36.992	38.832	40.623	42.627	44.643	46.782	47.493	47.957	49.411
	Bi-Weekly	2,959.37	3,106.53	3,249.82	3,410.13	3,571.43	3,742.55	3,799.47	3,836.57	3,952.85
	Annual	76,944	80,770	84,495	88,663	92,857	97,306	98,786	99,751	102,774
20	Hourly	40.623	42.627	44.643	46.782	48.991	51.383	52.136	52.642	54.230
	Bi-Weekly	3,249.82	3,410.13	3,571.43	3,742.55	3,919.25	4,110.64	4,170.89	4,211.33	4,338.40
	Annual	84,495	88,663	92,857	97,306	101,901	106,877	108,443	109,494	112,798
21	Hourly	44.643	46.782	48.991	51.383	53.820	56.439	57.276	57.846	59.603
	Bi-Weekly	3,571.43	3,742.55	3,919.25	4,110.64	4,305.62	4,515.11	4,582.11	4,627.68	4,768.27
	Annual	92,857	97,306	101,901	106,877	111,946	117,393	119,135	120,320	123,975
22	Hourly	48.991	51.383	53.820	56.439	59.063	61.907	62.818	63.441	65.344
	Bi-Weekly	3,919.25	4,110.64	4,305.62	4,515.11	4,725.04	4,952.54	5,025.40	5,075.30	5,227.50
	Annual	101,901	106,877	111,946	117,393	122,851	128,766	130,660	131,958	135,915
23	Hourly	51.383	53.820	56.439	59.063	61.907	64.989	65.951	66.608	68.622
	Bi-Weekly	4,110.64	4,305.62	4,515.11	4,725.04	4,952.54	5,199.13	5,276.04	5,328.64	5,489.76
	Annual	106,877	111,946	117,393	122,851	128,766	135,177	137,177	138,545	142,734

Effective June 1, 2024

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

								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 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>
10	Hourly	19.215	20.033	20.886	21.770	22.696	23.661	24.667	25.347	25.984	27.281
	Bi-Weekly	1,537.19	1,602.66	1,670.84	1,741.63	1,815.66	1,892.84	1,973.36	2,027.76	2,078.73	2,182.49
	Annual	39,967	41,669	43,442	45,282	47,207	49,214	51,307	52,722	54,047	56,745
13	Hourly	23.647	24.651	25.697	26.791	27.930	29.115	30.353	31.189	31.972	33.570
	Bi-Weekly	1,891.76	1,972.10	2,055.77	2,143.31	2,234.36	2,329.20	2,428.27	2,495.09	2,557.78	2,685.58
	Annual	49,186	51,275	53,450	55,726	58,093	60,559	63,135	64,872	66,502	69,825

Effective June 1, 2024

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

		After 1 Year at 2nd step & 5 Years of Service			After 1 Year at Step 3, 1st Longevity Rate, & 10 Years of Service
<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>
X09	Hourly	21.738	23.009	24.354	26.659
	Bi-Weekly	1,739.02	1,840.70	1,948.32	2,132.68
	Annual	45,214	47,858	50,656	55,450
X10	Hourly	24.816	26.268	27.803	30.441
	Bi-Weekly	1,985.25	2,101.43	2,224.28	2,435.29
	Annual	51,616	54,637	57,831	63,318
X11	Hourly	17.864	18.908	20.013	21.908
	Bi-Weekly	1,429.11	1,512.60	1,601.04	1,752.62
	Annual	37,157	39,328	41,627	45,568
X12	Hourly	18.314	19.478	20.717	22.797
	Bi-Weekly	1,465.14	1,558.26	1,657.33	1,823.77
	Annual	38,094	40,515	43,091	47,418
X13	Hourly	19.192	20.392	21.668	23.822
	Bi-Weekly	1,535.39	1,631.39	1,733.43	1,905.72
	Annual	39,920	42,416	45,069	49,549
X14	Hourly	19.502	20.704	21.980	24.137
	Bi-Weekly	1,560.15	1,656.34	1,758.38	1,930.94
	Annual	40,564	43,065	45,718	50,204
X15	Hourly	19.824	21.027	22.304	24.475
	Bi-Weekly	1,585.91	1,682.19	1,784.32	1,957.96
	Annual	41,234	43,737	46,392	50,907
X16	Hourly	20.834	22.104	23.451	25.735
	Bi-Weekly	1,666.70	1,768.29	1,876.09	2,058.83
	Annual	43,334	45,975	48,778	53,530
X17	Hourly	26.107	27.638	29.259	31.195
	Bi-Weekly	2,088.55	2,211.04	2,340.73	2,495.63
	Annual	54,302	57,487	60,859	64,886
X18	Hourly	27.717	29.338	31.049	34.032
	Bi-Weekly	2,217.34	2,347.03	2,483.93	2,722.59
	Annual	57,651	61,023	64,582	70,787

Effective June 1, 2024

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

								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 Step	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step
9	Hourly	17.938	18.700	19.499	20.325	21.189	22.093	23.030	23.662	24.136	25.344
	Bi-Weekly	1,435.06	1,496.03	1,559.88	1,625.99	1,695.16	1,767.48	1,842.41	1,892.93	1,930.85	2,027.49
	Annual	37,311	38,896	40,556	42,275	44,073	45,954	47,902	49,216	50,202	52,714
10	Hourly	19.215	20.033	20.886	21.770	22.696	23.661	24.667	25.347	25.852	27.146
	Bi-Weekly	1,537.19	1,602.66	1,670.84	1,741.63	1,815.66	1,892.84	1,973.36	2,027.76	2,068.20	2,171.68
	Annual	39,966	41,669	43,442	45,282	47,206	49,214	51,306	52,721	53,773	56,464
11	Hourly	20.615	21.491	22.408	23.358	24.348	25.383	26.464	27.192	27.736	29.122
	Bi-Weekly	1,649.23	1,719.29	1,792.61	1,868.62	1,947.87	2,030.64	2,117.10	2,175.37	2,218.87	2,329.74
	Annual	42,879	44,701	46,607	48,583	50,644	52,796	55,044	56,559	57,690	60,573
12	Hourly	22.078	23.018	23.997	25.017	26.078	27.188	28.343	29.122	29.703	31.190
	Bi-Weekly	1,766.22	1,841.42	1,919.77	2,001.37	2,086.21	2,175.01	2,267.41	2,329.74	2,376.21	2,495.18
	Annual	45,921	47,876	49,914	52,035	54,241	56,550	58,953	60,573	61,781	64,874
13	Hourly	23.647	24.651	25.697	26.791	27.930	29.115	30.353	31.189	31.813	33.402
	Bi-Weekly	1,891.76	1,972.10	2,055.77	2,143.31	2,234.36	2,329.20	2,428.27	2,495.09	2,545.08	2,672.16
	Annual	49,185	51,274	53,450	55,725	58,093	60,558	63,134	64,872	66,171	69,475
14	Hourly	25.389	26.468	27.592	28.765	29.985	31.260	32.589	33.484	34.154	35.863
	Bi-Weekly	2,031.09	2,117.46	2,207.34	2,301.19	2,398.82	2,500.77	2,607.13	2,678.73	2,732.32	2,869.03
	Annual	52,808	55,053	57,390	59,831	62,368	65,020	67,784	69,647	71,040	74,594
15	Hourly	27.332	28.491	29.702	30.964	32.280	33.653	35.082	36.049	36.770	38.606
	Bi-Weekly	2,186.54	2,279.30	2,376.12	2,477.08	2,582.36	2,692.24	2,806.53	2,883.89	2,941.62	3,088.52
	Annual	56,850	59,261	61,778	64,404	67,141	69,998	72,969	74,980	76,481	80,301
16	Hourly	29.339	30.586	31.886	33.240	34.655	36.124	37.663	38.698	39.471	41.445
	Bi-Weekly	2,347.12	2,446.91	2,550.84	2,659.19	2,772.40	2,889.93	3,013.04	3,095.81	3,157.68	3,315.56
	Annual	61,024	63,619	66,321	69,139	72,082	75,138	78,339	80,490	82,099	86,205
17	Hourly	31.485	32.827	34.217	35.673	37.188	38.770	40.417	41.529	42.360	44.476
	Bi-Weekly	2,518.78	2,626.13	2,737.36	2,853.81	2,975.04	3,101.57	3,233.34	3,322.32	3,388.78	3,558.10
	Annual	65,488	68,279	71,171	74,198	77,350	80,641	84,067	86,380	88,108	92,510
18	Hourly	33.726	35.158	36.653	38.210	39.835	41.529	43.292	44.483	45.375	47.645
	Bi-Weekly	2,698.09	2,812.65	2,932.26	3,056.81	3,186.77	3,322.32	3,463.36	3,558.64	3,629.97	3,811.63
	Annual	70,150	73,129	76,238	79,477	82,855	86,380	90,047	92,525	94,379	99,101
19	Hourly	36.992	38.567	40.207	41.915	43.694	45.555	47.488	48.796	49.772	52.261
	Bi-Weekly	2,959.37	3,085.36	3,216.58	3,353.21	3,495.51	3,644.38	3,799.02	3,903.67	3,981.76	4,180.88
	Annual	76,943	80,219	83,631	87,183	90,882	94,754	98,774	101,495	103,525	108,702
20	Hourly	40.623	42.349	44.150	46.026	47.981	50.020	52.145	53.579	54.651	57.383
	Bi-Weekly	3,249.82	3,387.88	3,531.98	3,682.12	3,838.47	4,001.57	4,171.61	4,286.35	4,372.09	4,590.67
	Annual	84,494	88,085	91,831	95,734	99,799	104,040	108,461	111,445	113,674	119,357
21	Hourly	44.643	46.540	48.518	50.580	52.728	54.969	57.307	58.884	60.058	63.062
	Bi-Weekly	3,571.43	3,723.19	3,881.43	4,046.42	4,218.26	4,397.48	4,584.54	4,710.72	4,804.66	5,044.94
	Annual	92,857	96,803	100,916	105,207	109,674	114,334	119,198	122,478	124,920	131,168
22	Hourly	48.991	51.073	53.243	55.504	57.865	60.322	62.887	64.615	65.907	69.205
	Bi-Weekly	3,919.25	4,085.87	4,259.42	4,440.35	4,629.22	4,825.73	5,030.98	5,169.23	5,272.53	5,536.42
	Annual	101,900	106,232	110,744	115,449	120,360	125,468	130,805	134,399	137,085	143,946
23	Hourly	51.382	53.569	55.846	58.218	60.692	63.271	65.961	67.773	69.130	72.586
	Bi-Weekly	4,110.55	4,285.54	4,467.64	4,657.41	4,855.36	5,061.70	5,276.86	5,421.86	5,530.38	5,806.87
	Annual	106,874	111,423	116,158	121,092	126,238	131,604	137,198	140,968	143,789	150,979

Effective June 1, 2024

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	21.864	22.324	22.979	23.711	24.431	25.062	26.062	26.832	27.628	28.452	30.630	31.092	32.335
PN1 Bi-Weekly	1,749.10	1,785.94	1,838.36	1,896.90	1,954.46	2,004.99	2,084.97	2,146.58	2,210.26	2,276.19	2,450.39	2,487.32	2,586.81
PN1 Annual	45,476	46,434	47,796	49,319	50,815	52,129	54,208	55,810	57,467	59,180	63,710	64,670	67,257
PN2 Hourly	23.393	24.015	24.761	25.462	26.197	26.887	27.951	28.790	29.653	30.542	32.881	33.378	34.713
PN2 Bi-Weekly	1,871.41	1,921.22	1,980.85	2,036.96	2,095.78	2,150.99	2,236.11	2,303.22	2,372.21	2,443.37	2,630.44	2,670.26	2,777.07
PN2 Annual	48,657	49,951	51,502	52,961	54,490	55,925	58,139	59,883	61,676	63,527	68,391	69,426	72,203
PN3 Hourly	24.548	25.210	25.991	26.734	27.506	28.223	29.341	30.220	31.125	32.060	34.512	35.030	36.431
PN3 Bi-Weekly	1,963.83	2,016.79	2,079.30	2,138.75	2,200.44	2,257.82	2,347.26	2,417.61	2,490.02	2,564.78	2,760.96	2,802.39	2,914.49
PN3 Annual	51,059	52,436	54,061	55,607	57,211	58,703	61,028	62,857	64,740	66,684	71,785	72,862	75,777

Effective June 1, 2024

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

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	N12	N13	N14	N15	N16	N17
FA	Hourly	34,971	36,171	37,302	38,506	39,948	41,322	42,843	44,557	46,326	47,657	50,499	51,509	52,539	53,590	54,662	55,755	56,870
	Bi-Weekly	2,797.70	2,893.71	2,984.13	3,080.50	3,195.87	3,305.75	3,427.42	3,564.59	3,706.07	3,812.53	4,039.94	4,120.73	4,203.15	4,287.21	4,372.96	4,460.42	4,549.62
	Annual	72,740	75,236	77,587	80,092	83,092	85,949	89,112	92,679	96,357	99,125	105,038	107,139	109,281	111,467	113,696	115,970	118,290
FB	Hourly	36,846	38,245	39,563	41,090	42,401	43,900	45,207	46,663	48,502	49,935	52,917	53,976	55,055	56,156	57,279	58,425	59,594
	Bi-Weekly	2,947.69	3,059.61	3,165.07	3,287.19	3,392.12	3,511.99	3,616.55	3,733.00	3,880.17	3,994.81	4,233.39	4,318.06	4,404.42	4,492.51	4,582.36	4,674.01	4,767.49
	Annual	76,640	79,549	82,291	85,467	88,195	91,311	94,030	97,058	100,884	103,865	110,068	112,269	114,514	116,805	119,141	121,524	123,954
FABM	Hourly	35,321	36,533	37,675	38,891	40,348	41,735	43,271	45,003	46,789	48,133	51,004	52,024	53,065	54,126	55,209	56,313	57,439
	Bi-Weekly	2,825.68	2,922.65	3,013.97	3,111.30	3,227.83	3,338.80	3,461.69	3,600.23	3,743.14	3,850.65	4,080.34	4,161.94	4,245.18	4,330.08	4,416.69	4,505.02	4,595.12
	Annual	73,467	75,988	78,363	80,893	83,923	86,808	90,004	93,606	97,321	100,116	106,088	108,210	110,374	112,582	114,833	117,130	119,473
FBBM	Hourly	37,215	38,628	39,959	41,501	42,825	44,339	45,659	47,129	48,987	50,435	53,447	54,515	55,606	56,718	57,852	59,009	60,190
	Bi-Weekly	2,977.17	3,090.20	3,196.72	3,320.07	3,426.04	3,547.11	3,652.72	3,770.33	3,918.97	4,034.76	4,275.72	4,361.24	4,448.46	4,537.43	4,628.18	4,720.75	4,815.16
	Annual	77,406	80,345	83,114	86,321	89,076	92,224	94,970	98,028	101,893	104,903	111,168	113,392	115,660	117,973	120,332	122,739	125,194
FC	Hourly	39,688	41,304	42,510	43,917	45,314	46,679	48,166	49,586	51,451	52,955	56,085	57,201	58,340	59,501	60,686	61,895	63,127
	Bi-Weekly	3,175.01	3,304.34	3,400.77	3,513.35	3,625.15	3,734.31	3,853.25	3,966.91	4,116.08	4,236.40	4,486.76	4,576.08	4,667.19	4,760.11	4,854.90	4,951.58	5,050.20
	Annual	82,550	85,912	88,420	91,347	94,253	97,091	100,184	103,139	107,017	110,146	116,655	118,978	121,346	123,762	126,227	128,741	131,305
FD	Hourly	41,789	44,113	46,182	47,813	49,696	51,588	53,466	55,337	57,395	59,095	62,591	63,838	65,110	66,407	67,729	69,079	70,455
	Bi-Weekly	3,343.10	3,529.02	3,694.56	3,825.06	3,975.66	4,127.07	4,277.28	4,426.96	4,591.59	4,727.59	5,007.31	5,107.04	5,208.76	5,312.52	5,418.35	5,526.31	5,636.42
	Annual	86,920	91,754	96,058	99,451	103,367	107,303	111,209	115,101	119,381	122,917	130,189	132,782	135,427	138,125	140,877	143,683	146,546
FE	Hourly	44,631	46,431	47,813	49,696	51,588	53,466	55,337	57,161	59,339	61,083	64,710	65,999	67,314	68,655	70,023	71,418	72,842
	Bi-Weekly	3,570.46	3,714.47	3,825.06	3,975.66	4,127.07	4,277.28	4,426.96	4,572.88	4,747.12	4,886.63	5,176.82	5,279.94	5,385.13	5,492.41	5,601.85	5,713.47	5,827.32
	Annual	92,831	96,576	99,451	103,367	107,303	111,209	115,101	118,894	123,425	127,052	134,597	137,278	140,013	142,802	145,647	148,550	151,510
FF	Hourly	46,217	48,534	50,389	52,139	53,989	55,806	57,540	59,955	61,704	63,221	65,363	66,665	67,993	69,348	70,730	72,139	73,577
	Bi-Weekly	3,697.37	3,882.74	4,031.12	4,171.11	4,319.15	4,464.50	4,603.24	4,796.39	4,936.34	5,057.66	5,229.04	5,333.21	5,439.45	5,547.83	5,658.37	5,771.12	5,886.13
	Annual	96,131	100,951	104,809	108,448	112,297	116,077	119,684	124,706	128,344	131,499	135,955	138,663	141,425	144,243	147,117	150,049	153,039

***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
12/1/2021	RG1	Hourly	\$51.371
	RG2	Hourly	\$54.648
6/1/2022	RG1	Hourly	\$52.655
	RG2	Hourly	\$56.015
6/1/2023	RG1	Hourly	\$53.971
	RG2	Hourly	\$57.415
6/1/2024	RG1	Hourly	\$55.051
	RG2	Hourly	\$58.563
6/1/2025	RG1	Hourly	\$57.803
	RG2	Hourly	\$61.491

Effective June 1, 2024

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

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>
RNA	Hourly	96.936	99.844	102.840	105.926	109.103	112.376
	Bi-Weekly	7,754.87	7,987.56	8,227.23	8,474.07	8,728.26	8,990.10
	Annual	201,626	207,676	213,907	220,325	226,934	233,742

Effective June 1, 2024

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	36.996	38.571	40.212	41.919	43.698	45.560	47.493	48.801	50.024	52.527	55.153
	Bi-Weekly	2,959.68	3,085.64	3,216.93	3,353.50	3,495.85	3,644.78	3,799.40	3,904.04	4,001.92	4,202.17	4,412.28
	Annual	76,952	80,227	83,640	87,191	90,892	94,764	98,784	101,505	104,050	109,256	114,719

Effective June 1, 2024

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

								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>
17	Hourly	31.485	32.826	34.217	35.673	37.188	38.770	40.417	41.529	42.572	44.697	46.932
	Bi-Weekly	2,518.81	2,626.11	2,737.36	2,853.84	2,975.01	3,101.60	3,233.33	3,322.35	3,405.76	3,575.80	3,754.59
	Annual	65,489	68,279	71,171	74,200	77,350	80,642	84,067	86,381	88,550	92,971	97,619
18	Hourly	33.727	35.159	36.654	38.210	39.834	41.529	43.292	44.483	45.601	47.883	50.277
	Bi-Weekly	2,698.13	2,812.69	2,932.29	3,056.77	3,186.76	3,322.35	3,463.36	3,558.62	3,648.10	3,830.63	4,022.16
	Annual	70,151	73,130	76,240	79,476	82,856	86,381	90,047	92,524	94,850	99,596	104,576

Effective June 1, 2024

**SCHEDULE IV
BUREAU OF HUMAN RESOURCES
COUNTY POLICE SERGEANT - FOP**

									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
P2	Hourly	44.643	46.540	48.518	50.580	52.728	54.969	57.307	58.884	60.359	63.376	66.545
	Bi-Weekly	3,571.43	3,723.19	3,881.43	4,046.42	4,218.26	4,397.48	4,584.54	4,710.72	4,828.70	5,070.07	5,323.60
	Annual	92,857	96,802	100,917	105,206	109,674	114,334	119,198	122,478	125,546	131,821	138,413

Effective June 1, 2024

**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>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	29.427	30.882	32.302	33.875	35.466	36.876	38.436	39.970	41.563
	Bi-Weekly	2,354.15	2,470.60	2,584.16	2,709.98	2,837.24	2,950.09	3,074.92	3,197.58	3,325.02
	Annual	61,207	64,235	67,188	70,459	73,768	76,702	79,947	83,137	86,450

Effective June 1, 2024

**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 & 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	42.667	44.743	46.818	49.103	51.408	
	Bi-Weekly	3,413.37	3,579.45	3,745.43	3,928.26	4,112.62	
	Annual	88,747	93,065	97,381	102,134	106,928	
K01	Hourly	50.055	52.515	54.996	57.654	60.326	
	Bi-Weekly	4,004.36	4,201.24	4,399.65	4,612.28	4,826.09	
	Annual	104,113	109,232	114,390	119,919	125,478	
K02	Hourly	59.394	62.349	65.191	68.368	71.579	
	Bi-Weekly	4,751.52	4,987.93	5,215.25	5,469.41	5,726.36	
	Annual	123,539	129,686	135,596	142,204	148,885	
K03	Hourly	73.858	77.486	81.042	84.929	88.892	
	Bi-Weekly	5,908.64	6,198.92	6,483.33	6,794.32	7,111.34	
	Annual	153,624	161,171	168,566	176,652	184,894	
K04	Hourly	81.850	85.813	89.756	94.128	98.465	108.047
	Bi-Weekly	6,548.00	6,865.02	7,180.51	7,530.22	7,877.23	8,643.75
	Annual	170,247	178,490	186,693	195,785	204,808	224,737
K05	Hourly	89.756	94.128	98.465	103.247	108.047	
	Bi-Weekly	7,180.51	7,530.22	7,877.23	8,259.73	8,643.75	
	Annual	186,693	195,785	204,808	214,752	224,737	
K06	Hourly	97.683	102.445	107.208	112.416	117.668	
	Bi-Weekly	7,814.64	8,195.60	8,576.66	8,993.29	9,413.43	
	Annual	203,180	213,085	222,993	233,825	244,749	
K07	Hourly	105.612	110.778	115.890	121.556	127.238	
	Bi-Weekly	8,448.95	8,862.25	9,271.22	9,724.50	10,179.05	
	Annual	219,672	230,418	241,051	252,837	264,655	
K08	Hourly	113.529	119.071	124.659	130.745	136.817	
	Bi-Weekly	9,082.36	9,525.65	9,972.72	10,459.60	10,945.39	
	Annual	236,141	247,666	259,290	271,949	284,580	
K09	Hourly	121.450	127.392	133.334	139.866	146.425	
	Bi-Weekly	9,716.04	10,191.39	10,666.74	11,189.28	11,713.99	
	Annual	252,617	264,976	277,335	290,921	304,563	
K10	Hourly	129.402	135.714	142.039	149.027	156.029	
	Bi-Weekly	10,352.15	10,857.13	11,363.10	11,922.12	12,482.31	
	Annual	269,155	282,285	295,440	309,975	324,540	
K11	Hourly	141.263	148.211	155.115	162.769	170.403	
	Bi-Weekly	11,301.05	11,856.92	12,409.18	13,021.51	13,632.23	
	Annual	293,827	308,279	322,638	338,559	354,437	

Effective June 1, 2024

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

<u>Job Code</u>	<u>Title</u>	<u>Grade</u>	<u>Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>
1794	Post Graduate Level Physician (H.S.A.)	J1	Hourly	20.893	22.060	23.136	24.285	25.454	26.672	27.976
			Bi-Weekly	1,671.47	1,764.78	1,850.88	1,942.83	2,036.31	2,133.76	2,238.05
			Annual	61,008	64,414	67,556	70,913	74,325	77,882	81,688
				<i>(Annual Salary based on 2,920 hours per year)</i>						
1793	Chief Resident (H.S.A.)	J2	Hourly	22.808	23.976	25.052	26.207	27.379	28.591	29.901
			Bi-Weekly	1,824.67	1,918.06	2,004.16	2,096.57	2,190.32	2,287.32	2,392.06
			Annual	66,600	70,009	73,151	76,524	79,946	83,487	87,310
				<i>(Annual Salary based on 2,920 hours per year)</i>						

Effective June 1, 2024

SCHEDULE XIX
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 73 HEALTH & HOSPITAL SYSTEM
(JHS & CHS)

		After 1 Year at Step 3, 1st Longevity Rate, & 10 Years of Service			
		After 1 Year at 2nd step & 5 Years of Service			
<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>
X09	Hourly	21.738	23.009	24.354	26.659
	Bi-Weekly	1,739.02	1,840.70	1,948.32	2,132.68
	Annual	45,214	47,858	50,656	55,449
X10	Hourly	24.816	26.268	27.803	30.441
	Bi-Weekly	1,985.25	2,101.43	2,224.28	2,435.29
	Annual	51,616	54,636	57,830	63,317
X11	Hourly	17.864	18.908	20.013	21.908
	Bi-Weekly	1,429.11	1,512.60	1,601.04	1,752.62
	Annual	37,156	39,327	41,627	45,567
X12	Hourly	18.314	19.478	20.717	22.797
	Bi-Weekly	1,465.14	1,558.26	1,657.33	1,823.77
	Annual	38,093	40,515	43,090	47,418
X13	Hourly	19.192	20.392	21.668	23.822
	Bi-Weekly	1,535.39	1,631.39	1,733.43	1,905.72
	Annual	39,919	42,416	45,068	49,548
X14	Hourly	19.502	20.704	21.980	24.137
	Bi-Weekly	1,560.15	1,656.34	1,758.38	1,930.94
	Annual	40,563	43,065	45,717	50,204
X15	Hourly	19.824	21.027	22.304	24.475
	Bi-Weekly	1,585.91	1,682.19	1,784.32	1,957.96
	Annual	41,233	43,737	46,391	50,907
X16	Hourly	20.834	22.104	23.451	25.735
	Bi-Weekly	1,666.70	1,768.29	1,876.09	2,058.83
	Annual	43,334	45,975	48,778	53,529
X17	Hourly	26.107	27.638	29.259	31.195
	Bi-Weekly	2,088.55	2,211.04	2,340.73	2,495.63
	Annual	54,302	57,487	60,859	64,886
X18	Hourly	27.717	29.338	31.049	34.032
	Bi-Weekly	2,217.34	2,347.03	2,483.93	2,722.59
	Annual	57,650	61,022	64,582	70,787

Effective June 1, 2024

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

**After 1
Year at
Step 7 & 10
Years
Service**

<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>
L1	Hourly	33.892								
	Bi-Weekly	2,711.37								
	Annual	70,495.6								
L2	Hourly	39.789	42.191	44.288	46.516	50.555	51.811	53.631	55.231	57.440
	Bi-Weekly	3,183.12	3,375.25	3,543.05	3,721.30	4,044.39	4,144.91	4,290.46	4,418.45	4,595.19
	Annual	82,761.0	87,755.4	92,118.3	96,753.6	105,153.8	107,767.0	111,551.2	114,879.3	119,474.5
L3	Hourly	47.911	50.778	53.279	57.665	59.099	60.575	62.691	64.573	67.156
	Bi-Weekly	3,832.90	4,062.22	4,262.36	4,613.19	4,727.94	4,846.02	5,015.26	5,165.86	5,372.50
	Annual	99,655.0	105,617.7	110,820.5	119,942.4	122,926.1	125,996.4	130,396.3	134,312.2	139,684.7
L4	Hourly	54.860	58.090	61.074	65.801	67.445	69.130	71.532	73.682	76.629
	Bi-Weekly	4,388.82	4,647.23	4,885.92	5,264.04	5,395.64	5,530.38	5,722.60	5,894.54	6,130.32
	Annual	114,109.2	120,827.4	127,033.3	136,864.6	140,286.2	143,790.0	148,786.7	153,257.6	159,387.9

Effective June 1, 2024

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	
After 2 Years At 4th 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>	<u>10th Step</u>	
D2	Hourly	31.485	33.069	34.623	36.234	38.024	39.906	40.804	41.213	41.720	43.614	45.795
	Bi-Weekly	2,518.78	2,645.50	2,769.87	2,898.75	3,041.95	3,192.45	3,264.32	3,297.01	3,337.63	3,489.11	3,663.57
	Annual	65,488	68,782	72,016	75,367	79,090	83,003	84,872	85,722	86,778	90,716	95,252
D2B	Hourly	33.726	35.353	36.992	38.832	40.623	42.628	43.588	44.025	44.566	46.589	48.919
	Bi-Weekly	2,698.09	2,828.23	2,959.37	3,106.53	3,249.82	3,410.22	3,487.04	3,521.99	3,565.31	3,727.15	3,913.51
	Annual	70,150	73,534	76,943	80,769	84,495	88,665	90,663	91,571	92,697	96,905	101,751

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

**1ST
STEP**

RXG 6/1/2021	Hourly	23.030
	Bi-Weekly	1,842.43
	Annual	47,903
RXG 12/1/2021	Hourly	23.836
	Bi-Weekly	1,906.91
	Annual	49,579
RXG 6/1/2022	Hourly	24.432
	Bi-Weekly	1,954.59
	Annual	50,819
RXG 6/1/2023	Hourly	25.043
	Bi-Weekly	2,003.45
	Annual	52,089
RXG 6/1/2024	Hourly	25.544
	Bi-Weekly	2,043.52
	Annual	53,131
RXG 6/1/2025	Hourly	26.821
	Bi-Weekly	2,145.70
	Annual	55,788

SCHEDULE XII
BUREAU OF HUMAN RESOURCES
PHARMACISTS - LOCAL 200

	<u>Grade</u>		<u>1st Step</u>	<u>After 5 Years of Service 2nd Step</u>	<u>After 10 Year of Service 3rd Step</u>
6/1/2024	RX1	Hourly	75.723	77.238	78.782
		Bi-Weekly	6,057.88	6,179.01	6,302.58
		Annual	157,504	160,654	163,867
6/1/2024	RX2	Hourly	76.310	77.836	79.393
		Bi-Weekly	6,104.80	6,226.90	6,351.43
		Annual	158,724	161,899	165,137

Effective June 1, 2024

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

AFSCME

1767 3477 3486 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		
<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	30.214	31.501	32.840	34.234	35.690	37.206	38.897	40.872	41.792	43.464
	Bi-Weekly	2,417.16	2,520.11	2,627.20	2,738.71	2,855.17	2,976.50	3,111.79	3,269.77	3,343.36	3,477.09
	Annual	62,845	65,522	68,307	71,206	74,233	77,388	80,905	85,014	86,927	90,404
PS2	Hourly	32.438	33.816	35.255	36.750	38.314	39.944	41.759	43.881	44.867	46.661
	Bi-Weekly	2,595.05	2,705.29	2,820.41	2,940.02	3,065.13	3,195.55	3,340.75	3,510.44	3,589.34	3,732.92
	Annual	67,470	70,337	73,330	76,440	79,693	83,084	86,859	91,270	93,323	97,056
PSB	Hourly	33.239	34.652	36.124	37.661	39.260	40.930	42.792	44.963	46.898	48.774
	Bi-Weekly	2,659.09	2,772.13	2,889.94	3,012.89	3,140.79	3,274.37	3,423.34	3,597.00	3,751.83	3,901.91
	Annual	69,135	72,075	75,138	78,335	81,660	85,133	89,006	93,521	97,547	101,449
PSC	Hourly	35.560	37.072	38.647	40.290	42.001	43.788	48.031	50.467	51.602	53.666
	Bi-Weekly	2,844.81	2,965.78	3,091.79	3,223.20	3,360.11	3,503.06	3,842.45	4,037.36	4,128.15	4,293.28
	Annual	73,964	77,110	80,386	83,802	87,362	91,079	99,903	104,970	107,331	111,625
PS3	Hourly	37.309	38.892	40.547	42.269	44.065	45.940	48.031	50.467	52.638	54.743
	Bi-Weekly	2,984.70	3,111.34	3,243.74	3,381.55	3,525.21	3,675.18	3,842.45	4,037.36	4,211.02	4,379.46
	Annual	77,601	80,894	84,337	87,920	91,656	95,554	99,903	104,970	109,486	113,866

Effective June 1, 2024

SCHEDULE XIII
BUREAU OF HUMAN RESOURCES
PROBATION SERVICES - AFSCME AND TEAMSTERS ONLY (previously FOP & TEAMSTERS)

									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	28.691	30.211	31.498	32.837	34.231	35.686	37.203	38.894	40.664	41.579
	Bi-Weekly	2,295.31	2,416.92	2,519.86	2,626.94	2,738.44	2,854.89	2,976.21	3,111.48	3,253.15	3,326.28
	Annual	59,678	62,839	65,516	68,300	71,199	74,227	77,381	80,898	84,581	86,483
PS2	Hourly	30.801	32.435	33.813	35.252	36.747	38.310	39.940	41.755	43.657	44.638
	Bi-Weekly	2,464.08	2,594.79	2,705.03	2,820.13	2,939.73	3,064.83	3,195.24	3,340.42	3,492.54	3,571.07
	Annual	64,065	67,464	70,330	73,323	76,433	79,685	83,076	86,850	90,805	92,847
PSB	Hourly	31.564	33.235	34.648	36.121	37.657	39.256	40.926	42.788	44.734	46.659
	Bi-Weekly	2,525.12	2,658.83	2,771.86	2,889.66	3,012.59	3,140.48	3,274.04	3,423.01	3,578.73	3,732.73
	Annual	65,653	69,129	72,068	75,131	78,327	81,652	85,125	88,998	93,046	97,051
PSC	Hourly	33.767	35.557	37.069	38.644	40.286	41.997	43.784	48.026	50.211	51.340
	Bi-Weekly	2,701.34	2,844.54	2,965.49	3,091.49	3,222.89	3,359.78	3,502.71	3,842.07	4,016.88	4,107.21
	Annual	70,234	73,957	77,102	80,378	83,795	87,354	91,070	99,893	104,438	106,787

Effective June 1, 2024

**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					
<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>
T16	Hourly	29.339	30.728	32.188	33.726	35.354	36.992	38.880	39.268	39.758	41.573
	Bi-Weekly	2,347.12	2,458.26	2,575.07	2,698.09	2,828.32	2,959.37	3,110.40	3,141.47	3,180.65	3,325.83
	Annual	61,025	63,914	66,951	70,150	73,536	76,943	80,870	81,678	82,696	86,471
T18	Hourly	33.726	35.354	36.992	38.832	40.623	42.628	44.624	45.071	45.639	47.724
	Bi-Weekly	2,698.09	2,828.32	2,959.37	3,106.53	3,249.82	3,410.22	3,569.90	3,605.65	3,651.14	3,817.93
	Annual	70,150	73,536	76,943	80,769	84,495	88,665	92,817	93,747	94,929	99,266

Effective June 1, 2024

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	22.077	23.138	24.221	25.389	26.693	27.930	28.475	28.760	29.634	31.116
	Bi-Weekly	1,766.17	1,851.06	1,937.68	2,031.11	2,135.47	2,234.40	2,278.04	2,300.82	2,370.73	2,489.27
	Annual	45,920	48,127	50,379	52,808	55,522	58,094	59,229	59,821	61,638	64,720
14	Hourly	25.389	26.693	27.930	29.339	30.728	32.188	32.852	33.179	34.180	35.889
	Bi-Weekly	2,031.11	2,135.47	2,234.40	2,347.12	2,458.28	2,575.03	2,628.13	2,654.31	2,734.42	2,871.14
	Annual	52,808	55,522	58,094	61,025	63,915	66,950	68,331	69,012	71,094	74,649

Effective June 1, 2024

**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 & 5 Years Service</u>	<u>After 1 Year at 1st Longevity Rate & 10 Years Service</u>
CUSTODIAL WRKR. II	X05	Hourly	20.538	22.820	23.156	23.731
		Bi-Weekly	1,643.01	1,825.57	1,852.50	1,898.52
		Annual	42,718	47,465	48,165	49,361
CUSTODIAL WRKR. III	X06	Hourly	23.444	26.052	26.438	27.096
		Bi-Weekly	1,875.55	2,084.14	2,115.03	2,167.72
		Annual	48,764	54,188	54,991	56,361

Effective June 1, 2024

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

<u>Job Code</u>	<u>Job Title</u>	<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	After 1 Year at Step 3, 1st Longevity Rate, & 10 Years of Service
							After 1 Year at 2nd step & 5 Years of Service
4614	Cosmetologist	X10	Hourly	24.816	26.268	27.803	30.441
2124	Cook II		Bi-Weekly	1,985.25	2,101.43	2,224.28	2,435.29
2422	Custodial Worker II		Annual	51,616	54,637	57,831	63,318
1253	Supply Clerk III	X11	Hourly	17.864	18.908	20.013	21.908
			Bi-Weekly	1,429.11	1,512.60	1,601.04	1,752.62
			Annual	37,157	39,328	41,627	45,568
2163	Seamster II	X12	Hourly	18.314	19.478	20.717	22.797
			Bi-Weekly	1,465.14	1,558.26	1,657.33	1,823.77
			Annual	38,094	40,515	43,091	47,418
2161	Laundry Worker II	X13	Hourly	19.192	20.392	21.668	23.822
			Bi-Weekly	1,535.39	1,631.39	1,733.43	1,905.72
			Annual	39,920	42,416	45,069	49,549
2131	Food Service Worker I	X14	Hourly	19.502	20.704	21.980	24.137
			Bi-Weekly	1,560.15	1,656.34	1,758.38	1,930.94
			Annual	40,564	43,065	45,718	50,204
2423	Custodial Worker III	X17	Hourly	26.107	27.638	29.259	31.195
2142	Housekeeper II		Bi-Weekly	2,088.55	2,211.04	2,340.73	2,495.63
			Annual	54,302	57,487	60,859	64,886

Effective June 1, 2024

**SCHEDULE XIX
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 73 HEALTH & HOSPITAL SYSTEM
(FACILITIES MANAGEMENT &
SHERIFF SERVICE EMPLOYEES)**

					After 1 Year at Step 3, 1st Longevity Rate, & 10 Years of Service
					After 1 Year at 2nd step & 5 Years of Service
<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>
X09	Hourly	21.738	23.009	24.354	26.659
	Bi-Weekly	1,739.02	1,840.70	1,948.32	2,132.68
	Annual	45,214	47,858	50,656	55,449
X10	Hourly	24.816	26.268	27.803	30.441
	Bi-Weekly	1,985.25	2,101.43	2,224.28	2,435.29
	Annual	51,616	54,636	57,830	63,317
X11	Hourly	17.864	18.908	20.013	21.908
	Bi-Weekly	1,429.11	1,512.60	1,601.04	1,752.62
	Annual	37,156	39,327	41,627	45,567
X12	Hourly	18.314	19.478	20.717	22.797
	Bi-Weekly	1,465.14	1,558.26	1,657.33	1,823.77
	Annual	38,093	40,515	43,090	47,418
X13	Hourly	19.192	20.392	21.668	23.822
	Bi-Weekly	1,535.39	1,631.39	1,733.43	1,905.72
	Annual	39,919	42,416	45,068	49,548
X14	Hourly	19.502	20.704	21.980	24.137
	Bi-Weekly	1,560.15	1,656.34	1,758.38	1,930.94
	Annual	40,563	43,065	45,717	50,204
X15	Hourly	19.824	21.027	22.304	24.475
	Bi-Weekly	1,585.91	1,682.19	1,784.32	1,957.96
	Annual	41,233	43,737	46,391	50,907
X16	Hourly	20.834	22.104	23.451	25.735
	Bi-Weekly	1,666.70	1,768.29	1,876.09	2,058.83
	Annual	43,334	45,975	48,778	53,529
X17	Hourly	26.107	27.638	29.259	31.195
	Bi-Weekly	2,088.55	2,211.04	2,340.73	2,495.63
	Annual	54,302	57,487	60,859	64,886
X18	Hourly	27.717	29.338	31.049	34.032
	Bi-Weekly	2,217.34	2,347.03	2,483.93	2,722.59
	Annual	57,650	61,022	64,582	70,787

Effective June 1, 2024

**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
								After 2 Years At 5th 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>
PG1	Hourly	30.307	31.817	33.406	35.079	36.738	40.821	42.247	43.950	45.708
	Bi-Weekly	2,424.54	2,545.33	2,672.51	2,806.35	2,939.03	3,265.72	3,379.75	3,516.03	3,656.67
	Annual	63,038	66,178	69,484	72,965	76,414	84,908	87,873	91,416	95,072
PG2	Hourly	32.602	34.143	35.788	37.500	39.245	41.840	43.295	45.045	46.846
	Bi-Weekly	2,608.20	2,731.41	2,863.01	3,000.01	3,139.62	3,347.23	3,463.61	3,603.58	3,747.72
	Annual	67,812	71,017	74,437	78,000	81,629	87,027	90,053	93,692	97,440

Schedule XXIV-Skilled Trades 6/1/24

Job Code	Title	Bi-Weekly Salary	Hourly Salary	Effective Date	Annual Salary
2336	Architectural Iron Worker	\$ 4,600.80	57.510	6/1/2024	\$119,620.80
2335	Architectural Iron Worker Frm	\$ 4,920.80	61.510	6/1/2024	\$127,940.80
2391	Biomedical Electrical Technician Foreman	\$ 4,888.80	61.110	6/3/2024	\$127,108.80
2390	Biomedical Electrical Technician/Journeymen	\$ 4,444.00	55.550	6/3/2024	\$115,544.00
2307	Boilermaker/Blacksmith	\$ 4,460.80	55.760	5/1/2024	\$115,980.80
2310	Boilermaker/Welder	\$ 4,460.80	55.760	5/1/2024	\$115,980.80
2311	Bricklayer	\$ 4,164.80	52.060	6/1/2024	\$108,284.80
2312	Bricklayer Foreman	\$ 4,581.60	57.270	6/1/2024	\$119,121.60
1402	Building & Construction Plan Examiner I	\$ 4,408.80	55.110	6/1/2024	\$114,628.80
1404	Building & Zoning Inspector	\$ 4,408.80	55.110	6/1/2024	\$114,628.80
1415	Building & Zoning Inspector II	\$ 4,408.80	55.110	6/1/2024	\$114,628.80
2317	Carpenter	\$ 4,408.80	55.110	6/1/2024	\$114,628.80
2318	Carpenter Foreman	\$ 4,608.80	57.610	6/1/2024	\$119,828.80
2327	Chief Electrical Inspector	\$ 5,110.40	63.880	6/3/2024	\$132,870.40
2348	Chief Plumbing Inspector	\$ 5,363.20	67.040	6/1/2024	\$139,443.20
4013	Chief Telecommunications Electrician	\$ 5,110.40	63.880	6/3/2024	\$132,870.40
2328	Electrical Equipment Technician	\$ 4,444.00	55.550	6/3/2024	\$115,544.00
2346	Electrical Equipment Technician Foreman	\$ 4,888.80	61.110	6/3/2024	\$127,108.80
2330	Electrical Inspector	\$ 4,888.80	61.110	6/3/2024	\$127,108.80
2329	Electrical Mechanic	\$ 4,444.00	55.550	6/3/2024	\$115,544.00
2323	Electrical Plan Examiner	\$ 4,444.00	55.550	6/3/2024	\$115,544.00
2324	Electrician	\$ 4,444.00	55.550	6/3/2024	\$115,544.00
2326	Electrician Foreman	\$ 4,888.80	61.110	6/3/2024	\$127,108.80
9193	Electronics Equipment Specialist	\$ 4,254.40	53.180	12/18/2022	\$110,614.40
1411	Elevator Inspector	\$ 5,427.20	67.840	1/1/2024	\$141,107.20
1413	Elevator Mechanic	\$ 5,427.20	67.840	1/1/2024	\$141,107.20
1412	Fire Prevention Inspector	\$ 4,408.80	55.110	6/1/2024	\$114,628.80
2320	Glazier	\$ 4,124.00	51.550	6/1/2024	\$107,224.00
7760	Glazier Foreman	\$ 4,140.00	51.750	7/1/2023	\$107,640.00
2392	Laborer	\$ 4,012.00	50.150	6/1/2024	\$104,312.00
2395	Laborer Foreman	\$ 4,100.00	51.250	6/1/2024	\$106,600.00
2396	Laborer Foreman (HWY.)	\$ 4,100.00	51.250	6/1/2024	\$106,600.00
2393	Laborer I	\$ 4,012.00	50.150	6/1/2024	\$104,312.00
2394	Laborer II	\$ 4,044.00	50.550	6/1/2024	\$105,144.00
2321	Lather	\$ 4,408.80	55.110	6/1/2024	\$114,628.80
2331	Machinist	\$ 4,671.20	58.390	7/1/2024	\$121,451.20
2339	Machinist Foreman	\$ 4,991.20	62.390	7/1/2024	\$129,771.20
2431	Marble Polisher	\$ 3,160.00	39.500	6/1/2024	\$82,160.00
2334	Master Locksmith	\$ 4,600.80	57.510	6/1/2024	\$119,620.80
2371	Motor Vehicle Driver (Road Repairman)	\$ 3,778.40	47.230	7/1/2024	\$98,238.40
2381	Motor Vehicle Driver I	\$ 3,778.40	47.230	7/1/2024	\$98,238.40
2382	Motor Vehicle Driver II	\$ 3,830.40	47.880	7/1/2024	\$99,590.40
2451	Operating Engineer I	\$ 4,534.40	56.680	7/1/2024	\$117,894.40
2452	Operating Engineer II	\$ 4,772.80	59.660	7/1/2024	\$124,092.80
2453	Operating Engineer III	\$ 5,250.40	65.630	7/1/2024	\$136,510.40
2454	Operating Engineer IV	\$ 5,894.40	73.680	7/1/2024	\$153,254.40
2354	Painter	\$ 4,244.00	53.050	6/1/2024	\$110,344.00
2356	Painter Foreman	\$ 4,774.40	59.680	6/1/2024	\$124,134.40
2342	Pipecoverer	\$ 4,401.60	55.020	6/1/2024	\$114,441.60
2368	Pipecoverer Foreman	\$ 4,665.60	58.320	6/1/2024	\$121,305.60
2388	Pipecoverer Material Handler	\$ 3,301.60	41.270	6/1/2024	\$85,841.60
2389	Pipecoverer Pre-Apprentice	\$ 2,816.80	35.210	6/1/2013	\$73,236.80
2361	Plasterer	\$ 4,400.00	55.000	6/1/2024	\$114,400.00
2363	Plasterer Helper	\$ 4,012.00	50.150	6/1/2024	\$104,312.00
2350	Plumber	\$ 4,684.00	58.550	6/1/2024	\$121,784.00
2352	Plumber Foreman	\$ 4,964.00	62.050	6/1/2024	\$129,064.00
2353	Plumbing Inspector/Foreman	\$ 4,964.00	62.050	6/1/2024	\$129,064.00
2349	Plumbing Plan Examiner/Foreman	\$ 4,824.00	60.300	6/1/2024	\$125,424.00
2343	Refrigerator Man	\$ 4,560.00	57.000	6/1/2024	\$118,560.00
2372	Road Equipment Operator	\$ 4,720.00	59.000	6/1/2024	\$122,720.00
2376	Road Equipment Operator - MM Foreman	\$ 5,040.00	63.000	6/1/2024	\$131,040.00
2373	Road Equipment Operator - Master Mechanic	\$ 4,960.00	62.000	6/1/2024	\$128,960.00
2359	Sign Painter (Shopman)	\$ 3,639.20	45.490	1/1/2024	\$94,619.20
9261	Sprinkler Fitter	\$ 5,028.00	62.850	7/1/2024	\$130,728.00
2344	Steamfitter	\$ 4,560.00	57.000	6/1/2024	\$118,560.00
2345	Steamfitter Foreman	\$ 4,800.00	60.000	6/1/2024	\$124,800.00
2379	Telecommunications Electrician	\$ 4,444.00	55.550	6/3/2024	\$115,544.00
2378	Telecommunications Electrician Foreman	\$ 4,888.80	61.110	6/3/2024	\$127,108.80
2340	Tinsmith	\$ 4,244.00	53.050	6/1/2024	\$110,344.00
2341	Tinsmith Foreman	\$ 4,583.20	57.290	6/1/2024	\$119,163.20
2225	Ventilating Inspector	\$ 4,583.20	57.290	6/1/2024	\$119,163.20
1420	Zoning Plan Examiner I	\$ 4,408.80	55.110	6/1/2024	\$114,628.80

Effective June 1, 2024

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
20	Hourly	40.623	42.627	44.643	46.782	48.991	51.382	52.540	53.064	53.720	56.156	58.964
	Bi-Weekly	3,249.82	3,410.13	3,571.43	3,742.55	3,919.25	4,110.55	4,203.22	4,245.10	4,297.61	4,492.50	4,717.13
	Annual	84,495	88,663	92,857	97,306	101,900	106,874	109,283	110,372	111,737	116,805	122,645

Effective June 1, 2024

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

								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 1	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step
20	Hourly	40.626	42.352	44.154	46.031	47.985	50.024	52.150	53.585	54.930	57.675	60.559
	Bi-Weekly	3,250.14	3,388.21	3,532.33	3,682.48	3,838.84	4,001.96	4,172.01	4,286.77	4,394.41	4,614.00	4,844.74
	Annual	84,503	88,094	91,841	95,744	99,810	104,051	108,472	111,456	114,253	119,964	125,962

Effective June 1, 2024

**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	34.418	36.126	37.928	39.817	41.643	43.701	45.768	46.678	47.147	48.559	
	Bi-Weekly	2,753.41	2,890.12	3,034.23	3,185.37	3,331.45	3,496.08	3,661.46	3,734.27	3,771.75	3,884.75	
	Annual	71,588	75,143	78,889	82,819	86,617	90,898	95,198	97,091	98,065	101,003	
SA2	Hourly	39.817	41.643	43.701	45.768	47.969	50.223	52.678	53.449	53.972	55.591	56.148
	Bi-Weekly	3,185.37	3,331.45	3,496.08	3,661.46	3,837.53	4,017.81	4,214.21	4,275.96	4,317.75	4,447.24	4,491.84
	Annual	82,819	86,617	90,898	95,198	99,775	104,463	109,569	111,174	112,261	115,628	116,787

Effective June 1, 2024

SCHEDULE XXXI
BUREAU OF HUMAN RESOURCES
DEPUTY CHIEF

After 1 After 1 After 1 After 1 After 1
Year at Year at 1st Year at Year at Year at
Maximum Longevity Longevity Longevity Longevity
Rate & 5 Rate & 10 Rate & 15 Rate & 20 Rate & 25
Years Years Years Years Years
Service Service Service Service Service

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step
20	Hourly	36.560	40.623	42.628	44.643	46.783	48.991	51.382	52.136	52.642	54.230	56.942
	Bi-Weekly	2,924.78	3,249.82	3,410.22	3,571.43	3,742.64	3,919.25	4,110.55	4,170.89	4,211.33	4,338.40	4,555.32
	Annual	76,044	84,495	88,665	92,857	97,308	101,900	106,874	108,443	109,494	112,798	118,438

Effective June 1, 2024

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
FRATERNAL ORDER OF POLICE**

<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>
							After 2 Years At 4th 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	After 1 Year at 5th Longevity Rate & 25 Years Service
9	Hourly	17.938	18.341	19.234	20.161	21.090	22.593	23.100	23.330	23.619	24.692	25.926
	Bi-Weekly	1,435.06	1,467.30	1,538.72	1,612.84	1,687.23	1,807.47	1,847.99	1,866.37	1,889.51	1,975.34	2,074.11
	Annual	37,311	38,149	40,006	41,933	43,868	46,994	48,047	48,525	49,127	51,358	53,926
10	Hourly	19.215	20.112	21.059	22.079	23.138	24.221	24.766	25.015	25.319	26.472	27.795
	Bi-Weekly	1,537.19	1,608.97	1,684.71	1,766.31	1,851.06	1,937.70	1,981.29	2,001.19	2,025.51	2,117.73	2,223.62
	Annual	39,966	41,833	43,802	45,923	48,127	50,380	51,513	52,030	52,663	55,061	57,814
11	Hourly	20.614	21.565	22.591	23.647	24.816	26.072	26.661	26.929	27.260	28.496	29.921
	Bi-Weekly	1,649.14	1,725.24	1,807.29	1,891.76	1,985.25	2,085.76	2,132.86	2,154.30	2,180.77	2,279.66	2,393.65
	Annual	42,877	44,856	46,989	49,185	51,616	54,229	55,454	56,011	56,700	59,271	62,234
12	Hourly	22.079	23.138	24.221	25.390	26.692	27.930	28.557	28.843	29.203	30.524	32.051
	Bi-Weekly	1,766.31	1,851.06	1,937.70	2,031.18	2,135.38	2,234.36	2,284.53	2,307.40	2,336.22	2,441.96	2,564.05
	Annual	45,923	48,127	50,380	52,810	55,519	58,093	59,397	59,992	60,741	63,490	66,665
13	Hourly	23.647	24.816	26.074	27.332	28.570	30.000	30.674	30.982	31.365	32.787	34.427
	Bi-Weekly	1,891.76	1,985.25	2,085.94	2,186.54	2,285.61	2,399.99	2,453.93	2,478.52	2,509.23	2,622.98	2,754.13
	Annual	49,185	51,616	54,234	56,850	59,425	62,399	63,802	64,441	65,240	68,197	71,607
14	Hourly	25.390	26.692	27.928	29.339	30.729	32.188	32.911	33.241	33.652	35.180	36.939
	Bi-Weekly	2,031.18	2,135.38	2,234.27	2,347.12	2,458.35	2,575.07	2,632.89	2,659.28	2,692.15	2,814.36	2,955.08
	Annual	52,810	55,519	58,091	61,025	63,917	66,951	68,455	69,141	69,995	73,173	76,832
15	Hourly	27.332	28.570	30.001	31.485	33.069	34.623	35.402	35.757	36.197	37.838	39.729
	Bi-Weekly	2,186.54	2,285.61	2,400.08	2,518.78	2,645.50	2,769.87	2,832.20	2,860.57	2,895.78	3,027.00	3,178.35
	Annual	56,850	59,425	62,402	65,488	68,782	72,016	73,637	74,374	75,290	78,702	82,637
16	Hourly	29.339	30.729	32.188	33.726	35.353	36.992	37.825	38.202	38.678	40.430	42.452
	Bi-Weekly	2,347.12	2,458.35	2,575.07	2,698.09	2,828.23	2,959.37	3,026.01	3,056.18	3,094.28	3,234.42	3,396.14
	Annual	61,025	63,917	66,951	70,150	73,534	76,943	78,676	79,460	80,451	84,094	88,299
17	Hourly	31.485	33.069	34.623	36.234	38.024	39.906	40.804	41.213	41.720	43.614	45.795
	Bi-Weekly	2,518.78	2,645.50	2,769.87	2,898.75	3,041.95	3,192.45	3,264.32	3,297.01	3,337.63	3,489.11	3,663.57
	Annual	65,488	68,782	72,016	75,367	79,090	83,003	84,872	85,722	86,778	90,716	95,252
18	Hourly	33.726	35.353	36.992	38.832	40.623	42.628	43.588	44.025	44.566	46.589	48.919
	Bi-Weekly	2,698.09	2,828.23	2,959.37	3,106.53	3,249.82	3,410.22	3,487.04	3,521.99	3,565.31	3,727.15	3,913.51
	Annual	70,150	73,534	76,943	80,769	84,495	88,665	90,663	91,571	92,697	96,905	101,751
19	Hourly	36.992	38.832	40.623	42.627	44.643	46.783	47.836	48.315	48.912	51.131	53.687
	Bi-Weekly	2,959.37	3,106.53	3,249.82	3,410.13	3,571.43	3,742.64	3,826.85	3,865.21	3,912.95	4,090.46	4,294.98
	Annual	76,943	80,769	84,495	88,663	92,857	97,308	99,498	100,495	101,736	106,351	111,669
20	Hourly	40.623	42.627	44.643	46.782	48.991	51.382	52.540	53.064	53.720	56.156	58.964
	Bi-Weekly	3,249.82	3,410.13	3,571.43	3,742.55	3,919.25	4,110.55	4,203.22	4,245.10	4,297.61	4,492.50	4,717.13
	Annual	84,495	88,663	92,857	97,306	101,900	106,874	109,283	110,372	111,737	116,805	122,645
21	Hourly	44.643	46.782	48.991	51.383	53.820	56.440	57.708	58.286	59.009	61.682	64.766
	Bi-Weekly	3,571.43	3,742.55	3,919.25	4,110.64	4,305.62	4,515.20	4,616.61	4,662.90	4,720.72	4,934.53	5,181.25
	Annual	92,857	97,306	101,900	106,876	111,946	117,395	120,031	121,235	122,738	128,297	134,712
22	Hourly	48.991	51.383	53.820	56.439	59.063	61.907	63.302	63.934	64.727	67.659	71.042
	Bi-Weekly	3,919.25	4,110.64	4,305.62	4,515.11	4,725.04	4,952.54	5,064.13	5,114.74	5,178.15	5,412.76	5,683.40
	Annual	101,900	106,876	111,946	117,392	122,851	128,766	131,667	132,983	134,631	140,731	147,768

Effective June 1, 2024

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
STROGER HOSPITAL SERGEANTS / INVESTIGATORS
TEAMSTERS 700**

							After 2 Years At 4th 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</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>
16	Hourly	29.339	30.728	32.188	33.727	35.354	36.992	37.755	38.121	39.269	41.233
	Bi-Weekly	2,347.12	2,458.28	2,575.03	2,698.13	2,828.30	2,959.39	3,020.39	3,049.69	3,141.56	3,298.64
	Annual	61,025	63,915	66,951	70,151	73,536	76,944	78,530	79,292	81,681	85,765
18	Hourly	33.727	35.354	36.992	38.832	40.622	42.628	43.500	43.912	45.270	47.534
	Bi-Weekly	2,698.13	2,828.30	2,959.39	3,106.56	3,249.77	3,410.26	3,479.98	3,512.96	3,621.64	3,802.72
	Annual	70,151	73,536	76,944	80,771	84,494	88,667	90,480	91,337	94,163	98,871

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP1	526	90.312	7,225.00	187,849
K	KP1	530	92.133	7,370.63	191,636
K	KP1	534	93.989	7,519.14	195,497
K	KP1	538	95.883	7,670.63	199,436
K	KP1	542	97.816	7,825.27	203,456
K	KP1	546	99.787	7,982.97	207,557
K	KP1	550	101.798	8,143.82	211,739
K	KP1	554	103.850	8,308.00	216,008
K	KP1	558	105.942	8,475.34	220,358
K	KP1	562	108.076	8,646.10	224,798
K	KP1	566	110.255	8,820.37	229,329
K	KP1	570	112.477	8,998.15	233,951
K	KP1	574	114.744	9,179.54	238,667
K	KP1	578	117.054	9,364.34	243,472
K	KP1	582	119.414	9,553.12	248,381
K	KP1	586	121.819	9,745.49	253,382
K	KP1	590	124.273	9,941.83	258,487
K	KP1	594	126.777	10,142.12	263,695
K	KP1	598	129.333	10,346.66	269,013
K	KP1	602	131.941	10,555.24	274,436
K	KP1	606	134.596	10,767.70	279,960
K	KP1	610	137.312	10,984.93	285,608
K	KP1	614	140.077	11,206.12	291,359
K	KP1	618	142.900	11,432.00	297,232
K	KP1	622	145.779	11,662.29	303,219
K	KP1	626	148.715	11,897.17	309,326
K	KP1	630	151.712	12,136.92	315,559
K	KP1	634	154.773	12,381.80	321,926
K	KP1	638	157.890	12,631.18	328,410
K	KP1	642	161.070	12,885.61	335,025
K	KP1	646	164.320	13,145.62	341,786
K	KP1	650	167.629	13,410.32	348,668
K	KP1	654	171.004	13,680.32	355,688

*Each step progression represent 2% increase Page 1 of 3

Effective: June 1, 2024

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP1	658	174.450	13,956.00	362,856
K	KP1	662	177.967	14,237.36	370,171
K	KP1	666	181.551	14,524.12	377,627
K	KP1	670	185.214	14,817.09	385,244
K	KP1	674	188.942	15,115.38	392,999
K	KP1	678	192.750	15,419.97	400,919
K	KP1	682	196.635	15,730.78	409,000
K	KP1	686	200.597	16,047.80	417,242
K	KP1	690	204.639	16,371.12	425,649
K	KP1	694	208.761	16,700.84	434,221
K	KP1	698	212.969	17,037.49	442,974
K	KP1	702	217.259	17,380.72	451,898
K	KP1	706	221.637	17,730.98	461,005
K	KP1	710	226.104	18,088.34	470,296
K	KP1	714	230.658	18,452.65	479,768
K	KP1	718	235.308	18,824.61	489,439
K	KP1	722	240.049	19,203.95	499,302
K	KP1	726	244.889	19,591.13	509,369
K	KP1	730	249.819	19,985.51	519,623
K	KP1	734	254.853	20,388.27	530,095
K	KP1	738	259.989	20,799.14	540,777
K	KP1	742	265.230	21,218.38	551,677
K	KP1	746	270.574	21,645.91	562,793
K	KP1	750	276.028	22,082.26	574,138
K	KP1	754	281.590	22,527.17	585,706
K	KP1	758	287.266	22,981.26	597,512
K	KP1	762	293.056	23,444.45	609,555
K	KP1	766	298.962	23,916.92	621,839
K	KP1	770	304.983	24,398.67	634,365
K	KP1	774	311.131	24,890.50	647,152
K	KP1	778	317.401	25,392.06	660,193
K	KP1	782	323.795	25,903.61	673,493
K	KP1	786	330.318	26,425.44	687,061
K	KP1	790	336.976	26,958.07	700,909

*Each step progression represent 2% increase Page 2 of 3

Effective: June 1, 2024

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP1	794	343.764	27,501.14	715,029
K	KP1	798	350.692	28,055.39	729,440
K	KP1	802	357.760	28,620.80	744,140
K	KP1	806	364.968	29,197.47	759,134
K	KP1	810	372.324	29,785.94	774,434
K	KP1	814	379.826	30,386.12	790,039
K	KP1	818	387.482	30,998.54	805,962
K	KP1	822	395.290	31,623.22	822,203
K	KP1	826	403.256	32,260.50	838,772
K	KP1	830	411.381	32,910.48	855,672

*Each step progression represent 2% increase Page 3 of 3

Effective: June 1, 2024

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP2	527	90.765	7,261.18	188,790
K	KP2	531	92.595	7,407.63	192,598
K	KP2	535	94.459	7,556.71	196,474
K	KP2	539	96.365	7,709.16	200,438
K	KP2	543	98.306	7,864.52	204,477
K	KP2	547	100.286	8,022.87	208,594
K	KP2	551	102.306	8,184.51	212,797
K	KP2	555	104.368	8,349.42	217,084
K	KP2	559	106.469	8,517.52	221,455
K	KP2	563	108.616	8,689.28	225,921
K	KP2	567	110.805	8,864.40	230,474
K	KP2	571	113.039	9,043.09	235,120
K	KP2	575	115.318	9,225.43	239,861
K	KP2	579	117.638	9,411.06	244,687
K	KP2	583	120.009	9,600.71	249,618
K	KP2	587	122.430	9,794.39	254,654
K	KP2	591	124.895	9,991.63	259,782
K	KP2	595	127.412	10,192.99	265,017
K	KP2	599	129.979	10,398.29	270,355
K	KP2	603	132.600	10,607.99	275,807
K	KP2	607	135.272	10,821.73	281,364
K	KP2	611	137.997	11,039.77	287,033
K	KP2	615	140.779	11,262.31	292,820
K	KP2	619	143.613	11,489.06	298,715
K	KP2	623	146.510	11,720.79	304,740
K	KP2	627	149.460	11,956.82	310,877
K	KP2	631	152.469	12,197.54	317,136
K	KP2	635	155.546	12,443.69	323,535
K	KP2	639	158.679	12,694.34	330,052
K	KP2	643	161.877	12,950.15	336,703
K	KP2	647	165.140	13,211.20	343,491
K	KP2	651	168.465	13,477.21	350,407
K	KP2	655	171.858	13,748.67	357,465

*Each step progression represent a 2% increase

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Effective: June 1, 2024

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP2	659	175.323	14,025.83	364,671
K	KP2	663	178.857	14,308.53	372,021
K	KP2	667	182.462	14,596.94	379,520
K	KP2	671	186.136	14,890.88	387,162
K	KP2	675	189.889	15,191.10	394,968
K	KP2	679	193.714	15,497.13	402,925
K	KP2	683	197.618	15,809.43	411,045
K	KP2	687	201.598	16,127.83	419,323
K	KP2	691	205.661	16,452.88	427,774
K	KP2	695	209.805	16,784.39	436,394
K	KP2	699	214.033	17,122.66	445,189
K	KP2	703	218.346	17,467.66	454,159
K	KP2	707	222.746	17,819.70	463,312
K	KP2	711	227.235	18,178.76	472,647
K	KP2	715	231.814	18,545.13	482,173
K	KP2	719	236.485	18,918.81	491,889
K	KP2	723	241.250	19,299.99	501,799
K	KP2	727	246.109	19,688.75	511,907
K	KP2	731	251.069	20,085.48	522,222
K	KP2	735	256.130	20,490.37	532,749
K	KP2	739	261.290	20,903.21	543,483
K	KP2	743	266.557	21,324.59	554,439
K	KP2	747	271.926	21,754.11	565,606
K	KP2	751	277.408	22,192.63	577,008
K	KP2	755	283.001	22,640.06	588,641
K	KP2	759	288.702	23,096.19	600,501
K	KP2	763	294.522	23,561.79	612,606
K	KP2	767	300.456	24,036.48	624,948
K	KP2	771	306.509	24,520.73	637,539
K	KP2	775	312.686	25,014.91	650,387
K	KP2	779	318.985	25,518.83	663,489
K	KP2	783	325.416	26,033.25	676,864
K	KP2	787	331.971	26,557.70	690,500

*Each step progression represent a 2% increase

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Effective: June 1, 2024

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP2	791	338.660	27,092.83	704,413
K	KP2	795	345.485	27,638.82	718,609
K	KP2	799	352.446	28,195.69	733,087
K	KP2	803	359.547	28,763.80	747,858
K	KP2	807	366.793	29,343.43	762,929
K	KP2	811	374.184	29,934.69	778,301
K	KP2	815	381.724	30,537.93	793,986
K	KP2	819	389.418	31,153.46	809,989
K	KP2	823	397.267	31,781.35	826,315
K	KP2	827	405.274	32,421.89	842,969

Effective: June 1, 2024

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP3	528	91.218	7,297.44	189,733
K	KP3	532	93.057	7,444.55	193,558
K	KP3	536	94.934	7,594.75	197,463
K	KP3	540	96.846	7,747.67	201,439
K	KP3	544	98.798	7,903.87	205,500
K	KP3	548	100.787	8,062.98	209,637
K	KP3	552	102.818	8,225.46	213,861
K	KP3	556	104.893	8,391.40	218,176
K	KP3	560	107.003	8,560.25	222,566
K	KP3	564	109.159	8,732.75	227,051
K	KP3	568	111.359	8,908.72	231,626
K	KP3	572	113.604	9,088.35	236,297
K	KP3	576	115.894	9,271.54	241,059
K	KP3	580	118.229	9,458.28	245,915
K	KP3	584	120.611	9,648.87	250,870
K	KP3	588	123.040	9,843.21	255,923
K	KP3	592	125.520	10,041.57	261,080
K	KP3	596	128.050	10,243.96	266,343
K	KP3	600	130.631	10,450.48	271,712
K	KP3	604	133.264	10,661.12	277,189
K	KP3	608	135.946	10,875.70	282,768
K	KP3	612	138.686	11,094.86	288,466
K	KP3	616	141.482	11,318.53	294,281
K	KP3	620	144.331	11,546.50	300,209
K	KP3	624	147.240	11,779.16	306,258
K	KP3	628	150.210	12,016.79	312,436
K	KP3	632	153.234	12,258.73	318,726

*Each step progression represent 2% increase

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP3	636	156.323	12,505.82	325,151
K	KP3	640	159.473	12,757.87	331,704
K	KP3	644	162.689	13,015.08	338,392
K	KP3	648	165.965	13,277.16	345,206
K	KP3	652	169.306	13,544.49	352,156
K	KP3	656	172.718	13,817.44	359,253
K	KP3	660	176.199	14,095.92	366,493
K	KP3	664	179.750	14,380.02	373,880
K	KP3	668	183.373	14,669.84	381,415
K	KP3	672	187.068	14,965.47	389,102
K	KP3	676	190.837	15,267.00	396,941
K	KP3	680	194.684	15,574.71	404,942
K	KP3	684	198.604	15,888.33	413,096
K	KP3	688	202.606	16,208.51	421,421
K	KP3	692	206.689	16,535.15	429,913
K	KP3	696	210.856	16,868.44	438,579
K	KP3	700	215.104	17,208.30	447,415
K	KP3	704	219.437	17,554.99	456,429
K	KP3	708	223.860	17,908.81	465,628
K	KP3	712	228.373	18,269.84	475,015
K	KP3	716	232.973	18,637.80	484,582
K	KP3	720	237.668	19,013.45	494,349
K	KP3	724	242.456	19,396.50	504,308
K	KP3	728	247.340	19,787.23	514,468
K	KP3	732	252.325	20,186.02	524,836
K	KP3	736	257.410	20,592.78	535,412
K	KP3	740	262.596	21,007.69	546,199

*Each step progression represent 2% increase

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP3	744	267.888	21,431.03	557,206
K	KP3	748	273.289	21,863.09	568,440
K	KP3	752	278.795	22,303.58	579,892
K	KP3	756	284.416	22,753.25	591,584
K	KP3	760	290.145	23,211.63	603,502
K	KP3	764	295.992	23,679.39	615,664
K	KP3	768	301.959	24,156.70	628,074
K	KP3	772	308.043	24,643.48	640,730
K	KP3	776	314.249	25,139.91	653,637
K	KP3	780	320.583	25,646.64	666,812
K	KP3	784	327.041	26,163.31	680,246
K	KP3	788	333.630	26,690.38	693,949
K	KP3	792	340.354	27,228.32	707,936
K	KP3	796	347.212	27,776.94	722,200
K	KP3	800	354.210	28,336.80	736,756
K	KP3	804	361.345	28,907.63	751,598
K	KP3	808	368.627	29,490.17	766,744
K	KP3	812	376.056	30,084.51	782,197
K	KP3	816	383.632	30,690.57	797,954
K	KP3	820	391.367	31,309.37	814,043
K	KP3	824	399.253	31,940.26	830,446
K	KP3	828	407.296	32,583.71	847,176

*Each step progression represent a 2% increase Page 3 of 3

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP4	529	91.677	7,334.17	190,688
K	KP4	533	93.523	7,481.84	194,527
K	KP4	537	95.404	7,632.33	198,440
K	KP4	541	97.330	7,786.37	202,445
K	KP4	545	99.292	7,943.32	206,526
K	KP4	549	101.292	8,103.36	210,687
K	KP4	553	103.332	8,266.59	214,931
K	KP4	557	105.416	8,433.29	219,265
K	KP4	561	107.536	8,602.88	223,674
K	KP4	565	109.706	8,776.51	228,189
K	KP4	569	111.915	8,953.23	232,784
K	KP4	573	114.172	9,133.79	237,478
K	KP4	577	116.473	9,317.82	242,263
K	KP4	581	118.820	9,505.60	247,145
K	KP4	585	121.212	9,696.94	252,120
K	KP4	589	123.656	9,892.49	257,204
K	KP4	593	126.149	10,091.89	262,389
K	KP4	597	128.689	10,295.13	267,673
K	KP4	601	131.285	10,502.77	273,071
K	KP4	605	133.929	10,714.34	278,572
K	KP4	609	136.628	10,930.23	284,186
K	KP4	613	139.379	11,150.34	289,908
K	KP4	617	142.188	11,375.03	295,750
K	KP4	621	145.054	11,604.32	301,712
K	KP4	625	147.979	11,838.29	307,795
K	KP4	629	150.959	12,076.76	313,995
K	KP4	633	154.001	12,320.10	320,322
K	KP4	637	157.105	12,568.41	326,778

*Each step progression represent a 2% increase Page 1 of 3

Effective: June 1, 2024

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP4	641	160.271	12,821.68	333,363
K	KP4	645	163.501	13,080.11	340,082
K	KP4	649	166.793	13,343.41	346,928
K	KP4	653	170.154	13,612.33	353,920
K	KP4	657	173.582	13,886.59	361,051
K	KP4	661	177.080	14,166.39	368,326
K	KP4	665	180.650	14,451.99	375,751
K	KP4	669	184.288	14,743.02	383,318
K	KP4	673	188.004	15,040.34	391,048
K	KP4	677	191.792	15,343.37	398,927
K	KP4	681	195.656	15,652.49	406,964
K	KP4	685	199.597	15,967.79	415,162
K	KP4	689	203.619	16,289.56	423,528
K	KP4	693	207.722	16,617.79	432,062
K	KP4	697	211.909	16,952.68	440,769
K	KP4	701	216.179	17,294.32	449,652
K	KP4	705	220.535	17,642.79	458,712
K	KP4	709	224.979	17,998.29	467,955
K	KP4	713	229.514	18,361.10	477,388
K	KP4	717	234.139	18,731.13	487,009
K	KP4	721	238.855	19,108.37	496,817
K	KP4	725	243.667	19,493.39	506,828
K	KP4	729	248.577	19,886.18	517,040
K	KP4	733	253.587	20,286.94	527,460
K	KP4	737	258.697	20,695.76	538,089
K	KP4	741	263.910	21,112.82	548,933
K	KP4	745	269.227	21,538.13	559,991
K	KP4	749	274.654	21,972.34	571,280

*Each step progression represent a 2% increase Page 2 of 3

Effective: June 1, 2024

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

KP1-KP4 Steps Represent *526-830					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	KP4	753	280.191	22,415.27	582,796
K	KP4	757	285.838	22,867.00	594,542
K	KP4	761	291.599	23,327.92	606,525
K	KP4	765	297.473	23,797.83	618,743
K	KP4	769	303.467	24,277.39	631,212
K	KP4	773	309.583	24,766.60	643,931
K	KP4	777	315.820	25,265.56	656,904
K	KP4	781	322.183	25,774.64	670,140
K	KP4	785	328.676	26,294.12	683,647
K	KP4	789	335.301	26,824.09	697,426
K	KP4	793	342.053	27,364.28	711,471
K	KP4	797	348.949	27,915.90	725,813
K	KP4	801	355.979	28,478.29	740,435
K	KP4	805	363.153	29,052.21	755,357
K	KP4	809	370.472	29,637.75	770,581
K	KP4	813	377.936	30,234.90	786,107
K	KP4	817	385.551	30,844.06	801,945
K	KP4	821	393.324	31,465.95	818,114
K	KP4	825	401.249	32,099.93	834,598
K	KP4	829	409.336	32,746.84	851,417

*Each step progression represent a 2% increase Page 3 of 3

Effective: June 1, 2024

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

DP4 Steps Represent *366-525					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	DP4	369	41.274	3,301.93	85,850
K	DP4	373	42.107	3,368.55	87,582
K	DP4	377	42.953	3,436.21	89,341
K	DP4	381	43.819	3,505.55	91,144
K	DP4	385	44.701	3,576.10	92,978
K	DP4	389	45.603	3,648.25	94,854
K	DP4	393	46.523	3,721.81	96,766
K	DP4	397	47.461	3,796.86	98,718
K	DP4	401	48.418	3,873.42	100,708
K	DP4	405	49.392	3,951.37	102,735
K	DP4	409	50.389	4,031.11	104,808
K	DP4	413	51.403	4,112.26	106,918
K	DP4	417	52.439	4,195.09	109,072
K	DP4	421	53.499	4,279.89	111,277
K	DP4	425	54.576	4,366.10	113,518
K	DP4	429	55.671	4,453.71	115,796
K	DP4	433	56.793	4,543.47	118,130
K	DP4	437	57.938	4,635.02	120,510
K	DP4	441	59.105	4,728.44	122,939
K	DP4	445	60.298	4,823.83	125,419
K	DP4	449	61.510	4,920.81	127,940
K	DP4	453	62.754	5,020.32	130,528
K	DP4	457	64.015	5,121.23	133,152
K	DP4	461	65.305	5,224.40	135,834
K	DP4	465	66.620	5,329.62	138,570
K	DP4	469	67.965	5,437.19	141,367
K	DP4	473	69.334	5,546.73	144,214
K	DP4	477	70.730	5,658.42	147,118

*Each step progression represent a 2% increase Page 1 of 2

Effective: June 1, 2024

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

DP4 Steps Represent *366-525					
OLD GRADE	CURRENT GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	DP4	481	72.157	5,772.55	150,086
K	DP4	485	73.610	5,888.83	153,109
K	DP4	489	75.092	6,007.36	156,191
K	DP4	493	76.608	6,128.61	159,343
K	DP4	497	78.150	6,252.02	162,552
K	DP4	501	79.727	6,378.14	165,831
K	DP4	505	81.334	6,506.70	169,174
K	DP4	509	82.972	6,637.78	172,582
K	DP4	513	84.645	6,771.59	176,061
K	DP4	517	86.350	6,908.02	179,608
K	DP4	521	88.088	7,047.07	183,223
K	DP4	525	89.863	7,189.03	186,914

*Each step progression represent a 2% increase Page 2 of 2

Effective June 1, 2024

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

DP1-DP4 Steps Represent *366-525					
OLD GRADE	NEW GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	DP1	366	40.660	3,252.79	84,572
K	DP1	370	41.478	3,318.26	86,274
K	DP1	374	42.315	3,385.18	88,014
K	DP1	378	43.168	3,453.45	89,789
K	DP1	382	44.038	3,523.07	91,599
K	DP1	386	44.925	3,594.04	93,444
K	DP1	390	45.832	3,666.54	95,329
K	DP1	394	46.757	3,740.57	97,254
K	DP1	398	47.699	3,815.95	99,214
K	DP1	402	48.659	3,892.68	101,209
K	DP1	406	49.639	3,971.13	103,249
K	DP1	410	50.641	4,051.28	105,333
K	DP1	414	51.661	4,132.88	107,454
K	DP1	418	52.700	4,216.01	109,616
K	DP1	422	53.764	4,301.12	111,829
K	DP1	426	54.847	4,387.76	114,081
K	DP1	430	55.951	4,476.11	116,378
K	DP1	434	57.075	4,565.99	118,715
K	DP1	438	58.227	4,658.13	121,111
K	DP1	442	59.401	4,752.06	123,553
K	DP1	446	60.599	4,847.89	126,045
K	DP1	450	61.819	4,945.52	128,583
K	DP1	454	63.065	5,045.21	131,175
K	DP1	458	64.336	5,146.90	133,819
K	DP1	462	65.634	5,250.74	136,519
K	DP1	466	66.957	5,356.56	139,270
K	DP1	470	68.302	5,464.19	142,068
K	DP1	474	69.680	5,574.42	144,934

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

DP1-DP4 Steps Represent *366-525					
OLD GRADE	NEW GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	DP1	478	71.086	5,686.91	147,859
K	DP1	482	72.517	5,801.38	150,835
K	DP1	486	73.977	5,918.19	153,872
K	DP1	490	75.469	6,037.52	156,975
K	DP1	494	76.991	6,159.29	160,141
K	DP1	498	78.542	6,283.39	163,368
K	DP1	502	80.125	6,410.02	166,660
K	DP1	506	81.737	6,538.99	170,013
K	DP1	510	83.386	6,670.84	173,441
K	DP1	514	85.066	6,805.31	176,937
K	DP1	518	86.781	6,942.47	180,504
K	DP1	522	88.531	7,082.52	184,145

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

DP1-DP4 Steps Represent *366-525					
OLD GRADE	NEW GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	DP2	367	40.863	3,269.00	84,994
K	DP2	371	41.688	3,335.02	86,710
K	DP2	375	42.528	3,402.20	88,457
K	DP2	379	43.382	3,470.56	90,234
K	DP2	383	44.260	3,540.81	92,061
K	DP2	387	45.153	3,612.23	93,917
K	DP2	391	46.061	3,684.91	95,807
K	DP2	395	46.988	3,759.03	97,734
K	DP2	399	47.935	3,834.77	99,704
K	DP2	403	48.903	3,912.23	101,717
K	DP2	407	49.889	3,991.12	103,769
K	DP2	411	50.892	4,071.37	105,855
K	DP2	415	51.917	4,153.32	107,986
K	DP2	419	52.967	4,237.35	110,171
K	DP2	423	54.034	4,322.73	112,391
K	DP2	427	55.121	4,409.64	114,650
K	DP2	431	56.232	4,498.53	116,961
K	DP2	435	57.362	4,588.96	119,312
K	DP2	439	58.518	4,681.45	121,717
K	DP2	443	59.698	4,775.84	124,171
K	DP2	447	60.901	4,872.11	126,674
K	DP2	451	62.127	4,970.19	129,225
K	DP2	455	63.379	5,070.34	131,828
K	DP2	459	64.658	5,172.65	134,488
K	DP2	463	65.960	5,276.77	137,195
K	DP2	467	67.288	5,383.04	139,959
K	DP2	471	68.645	5,491.56	142,780
K	DP2	475	70.027	5,602.16	145,656

Effective June 1, 2024

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

DP1-DP4 Steps Represent *366-525					
OLD GRADE	NEW GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	DP2	479	71.440	5,715.19	148,594
K	DP2	483	72.879	5,830.29	151,587
K	DP2	487	74.348	5,947.82	154,643
K	DP2	491	75.846	6,067.69	157,760
K	DP2	495	77.376	6,190.09	160,942
K	DP2	499	78.934	6,314.74	164,183
K	DP2	503	80.525	6,441.99	167,491
K	DP2	507	82.149	6,571.95	170,870
K	DP2	511	83.804	6,704.35	174,313
K	DP2	515	85.492	6,839.35	177,823
K	DP2	519	87.213	6,977.06	181,403
K	DP2	523	88.973	7,117.82	185,063

Effective June 1, 2024

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

DP1-DP4 Steps Represent *366-525					
OLD GRADE	NEW GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	DP3	368	41.065	3,285.21	85,415
K	DP3	372	41.895	3,351.59	87,141
K	DP3	376	42.740	3,419.23	88,899
K	DP3	380	43.602	3,488.12	90,691
K	DP3	384	44.480	3,558.37	92,517
K	DP3	388	45.377	3,630.15	94,383
K	DP3	392	46.291	3,703.28	96,285
K	DP3	396	47.223	3,777.85	98,224
K	DP3	400	48.174	3,853.96	100,202
K	DP3	404	49.145	3,931.59	102,221
K	DP3	408	50.137	4,010.94	104,284
K	DP3	412	51.147	4,091.72	106,384
K	DP3	416	52.177	4,174.13	108,527
K	DP3	420	53.230	4,258.43	110,719
K	DP3	424	54.304	4,344.35	112,953
K	DP3	428	55.395	4,431.62	115,222
K	DP3	432	56.510	4,520.78	117,540
K	DP3	436	57.646	4,611.65	119,902
K	DP3	440	58.811	4,704.87	122,326
K	DP3	444	59.997	4,799.79	124,794
K	DP3	448	61.205	4,896.43	127,307
K	DP3	452	62.439	4,995.14	129,873
K	DP3	456	63.697	5,095.74	132,489
K	DP3	460	64.982	5,198.59	135,163
K	DP3	464	66.292	5,303.33	137,886
K	DP3	468	67.625	5,409.97	140,659
K	DP3	472	68.989	5,519.12	143,497
K	DP3	476	70.379	5,630.35	146,389

Effective June 1, 2024

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

DP1-DP4 Steps Represent *366-525					
OLD GRADE	NEW GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	DP3	480	71.796	5,743.65	149,334
K	DP3	484	73.245	5,859.56	152,348
K	DP3	488	74.720	5,977.63	155,418
K	DP3	492	76.226	6,098.05	158,549
K	DP3	496	77.762	6,220.98	161,745
K	DP3	500	79.328	6,346.26	165,002
K	DP3	504	80.928	6,474.24	168,330
K	DP3	508	82.559	6,604.74	171,723
K	DP3	512	84.221	6,737.67	175,179
K	DP3	516	85.920	6,873.57	178,712
K	DP3	520	87.650	7,012.00	182,312
K	DP3	524	89.417	7,153.40	185,988

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

<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>
E8	Hourly	129.974	133.025	136.149	139.354	142.637	146.004	149.453	152.989	155.889	158.847
	Bi-Weekly	10,397.89	10,641.99	10,891.89	11,148.31	11,410.92	11,680.32	11,956.24	12,239.16	12,471.14	12,707.73
	Annual	270,345	276,692	283,189	289,856	296,684	303,688	310,862	318,218	324,250	330,401
E9	Hourly	133.025	136.149	139.354	142.637	146.004	149.453	152.989	155.889	158.847	
	Bi-Weekly	10,641.99	10,891.89	11,148.31	11,410.92	11,680.32	11,956.24	12,239.16	12,471.14	12,707.73	
	Annual	276,692	283,189	289,856	296,684	303,688	310,862	318,218	324,250	330,401	
E10	Hourly	136.149	139.354	142.637	146.004	149.453	152.989	155.889	158.847		
	Bi-Weekly	10,891.89	11,148.31	11,410.92	11,680.32	11,956.24	12,239.16	12,471.14	12,707.73		
	Annual	283,189	289,856	296,684	303,688	310,862	318,218	324,250	330,401		
E11	Hourly	139.354	142.637	146.004	149.453	152.989	155.889	158.847			
	Bi-Weekly	11,148.31	11,410.92	11,680.32	11,956.24	12,239.16	12,471.14	12,707.73			
	Annual	289,856	296,684	303,688	310,862	318,218	324,250	330,401			
E12	Hourly	142.637	146.004	149.453	152.989	155.889	158.847				
	Bi-Weekly	11,410.92	11,680.32	11,956.24	12,239.16	12,471.14	12,707.73				
	Annual	296,684	303,688	310,862	318,218	324,250	330,401				
E13	Hourly	146.004	149.453	152.989	155.889	158.847					
	Bi-Weekly	11,680.32	11,956.24	12,239.16	12,471.14	12,707.73					
	Annual	303,688	310,862	318,218	324,250	330,401					
E14	Hourly	149.453	152.989	155.889	158.847						
	Bi-Weekly	11,956.24	12,239.16	12,471.14	12,707.73						
	Annual	310,862	318,218	324,250	330,401						
Job Code 5921	E8 – 0-3 years f/t experience post Forensic Board certification										
Job Code 6036	E9 – 4-6 years										
Job Code 6037	E10 – 7-9 years										
Job Code 6038	E11 – 10-12 years										
Job Code 6039	E12 – 13-15 years										
Job Code 6040	E13 – 16-19 years										
Job Code 6041	E14 – 19 years and over										

EFFECTIVE: JUNE 1, 2024

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

Job Code	Title	Grade	Hourly	Bi-Weekly Salary	Annual Salary
2444	Boiler Washer	X	\$43.124	\$3,449.95	\$89,698.58
2443	Fireman	X	\$43.124	\$3,449.94	\$89,698.35
2446	Fireman Helper	X	\$41.260	\$3,300.79	\$85,820.61
2445	Mechanical Assistant	X	\$43.124	\$3,449.94	\$89,698.35

Effective June 1, 2024

**SCHEDULE XXXVI
BUREAU OF HUMAN RESOURCES
Physician Assistant - SEIU 73**

							AFTER 2 YEARS AT STEP 5	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>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	57.956	59.695	61.486	63.330	65.230	67.187	69.203	71.279	73.418	75.620
	Bi-Weekly	4,636.51	4,775.57	4,918.86	5,066.38	5,218.40	5,374.93	5,536.24	5,702.31	5,873.43	6,049.59
	Annual	120,549	124,164	127,890	131,725	135,678	139,748	143,942	148,260	152,709	157,289



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. No other step progression is permitted under this resolution.

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 the employee has been receiving at the time of transfer, provided the budget of the department to which the employee has been transferred can accommodate the salary. Such movement shall not set a new anniversary date.

V. PROMOTIONS

Employees promoted to positions shall receive the salary commensurate with the position, duties and experience based on relevant market research or 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.¹
- 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 the employee 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 the employee was promoted and never received the promotion. In such cases, the anniversary date of the employee does not change.

¹If 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 the employee 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 of the duties associated with position of a separate and distinguishable title. 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 the employee's current salary by 10% unless a greater increase is needed to bring the employee's current salary up to the first step of a higher graded position, if applicable. 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 I				
EFFECTIVE JUNE 1, 2024				
Grade	Step	Hourly	BiWeekly	Annual
09	101	\$16.116	\$1,289.28	\$33,521
09	102	\$16.526	\$1,322.08	\$34,374
09	103	\$16.918	\$1,353.46	\$35,190
09	104	\$17.360	\$1,388.77	\$36,108
09	105	\$17.801	\$1,424.08	\$37,026
09	106	\$18.242	\$1,459.38	\$37,944
09	107	\$18.684	\$1,494.69	\$38,862
09	108	\$19.174	\$1,533.92	\$39,882
09	109	\$19.664	\$1,573.15	\$40,902
09	110	\$20.155	\$1,612.38	\$41,922
09	111	\$20.645	\$1,651.62	\$42,942
09	112	\$21.185	\$1,694.77	\$44,064
09	113	\$21.724	\$1,737.92	\$45,186
09	114	\$22.263	\$1,781.08	\$46,308
09	115	\$22.803	\$1,824.23	\$47,430
09	116	\$23.391	\$1,871.31	\$48,654
09	117	\$23.980	\$1,918.38	\$49,878
09	118	\$24.568	\$1,965.46	\$51,102
09	119	\$25.206	\$2,016.46	\$52,428
09	120	\$25.843	\$2,067.46	\$53,754
09	121	\$26.481	\$2,118.46	\$55,080
09	122	\$27.167	\$2,173.38	\$56,508
09	123	\$27.854	\$2,228.31	\$57,936
09	124	\$28.540	\$2,283.23	\$59,364
09	125L	\$29.276	\$2,342.08	\$60,894

Non-Union Schedule I				
EFFECTIVE JUNE 1, 2024				
Grade	Step	Hourly	BiWeekly	Annual
10	126	\$17.360	\$1,388.77	\$36,108
10	127	\$17.801	\$1,424.08	\$37,026
10	128	\$18.242	\$1,459.38	\$37,944
10	129	\$18.684	\$1,494.69	\$38,862
10	130	\$19.174	\$1,533.92	\$39,882
10	131	\$19.664	\$1,573.15	\$40,902
10	132	\$20.155	\$1,612.38	\$41,922
10	133	\$20.645	\$1,651.62	\$42,942
10	134	\$21.185	\$1,694.77	\$44,064
10	135	\$21.724	\$1,737.92	\$45,186
10	136	\$22.263	\$1,781.08	\$46,308
10	137	\$22.803	\$1,824.23	\$47,430
10	138	\$23.391	\$1,871.31	\$48,654
10	139	\$23.980	\$1,918.38	\$49,878
10	140	\$24.568	\$1,965.46	\$51,102
10	141	\$25.206	\$2,016.46	\$52,428
10	142	\$25.843	\$2,067.46	\$53,754
10	143	\$26.481	\$2,118.46	\$55,080
10	144	\$27.167	\$2,173.38	\$56,508
10	145	\$27.854	\$2,228.31	\$57,936
10	146	\$28.540	\$2,283.23	\$59,364
10	147	\$29.276	\$2,342.08	\$60,894
10	148	\$30.012	\$2,400.92	\$62,424
10	149	\$30.747	\$2,459.77	\$63,954
10	150L	\$31.532	\$2,522.54	\$65,586

Non-Union Schedule I				
EFFECTIVE JUNE 1, 2024				
Grade	Step	Hourly	BiWeekly	Annual
11	151	\$18.684	\$1,494.69	\$38,862
11	152	\$19.174	\$1,533.92	\$39,882
11	153	\$19.664	\$1,573.15	\$40,902
11	154	\$20.155	\$1,612.38	\$41,922
11	155	\$20.645	\$1,651.62	\$42,942
11	156	\$21.185	\$1,694.77	\$44,064
11	157	\$21.724	\$1,737.92	\$45,186
11	158	\$22.263	\$1,781.08	\$46,308
11	159	\$22.803	\$1,824.23	\$47,430
11	160	\$23.391	\$1,871.31	\$48,654
11	161	\$23.980	\$1,918.38	\$49,878
11	162	\$24.568	\$1,965.46	\$51,102
11	163	\$25.206	\$2,016.46	\$52,428
11	164	\$25.843	\$2,067.46	\$53,754
11	165	\$26.481	\$2,118.46	\$55,080
11	166	\$27.167	\$2,173.38	\$56,508
11	167	\$27.854	\$2,228.31	\$57,936
11	168	\$28.540	\$2,283.23	\$59,364
11	169	\$29.276	\$2,342.08	\$60,894
11	170	\$30.012	\$2,400.92	\$62,424
11	171	\$30.747	\$2,459.77	\$63,954
11	172	\$31.532	\$2,522.54	\$65,586
11	173	\$32.316	\$2,585.31	\$67,218
11	174	\$33.101	\$2,648.08	\$68,850
11	175L	\$33.935	\$2,714.77	\$70,584

Non-Union Schedule I				
EFFECTIVE JUNE 1, 2024				
Grade	Step	Hourly	BiWeekly	Annual
12	176	\$20.155	\$1,612.38	\$41,922
12	177	\$20.645	\$1,651.62	\$42,942
12	178	\$21.185	\$1,694.77	\$44,064
12	179	\$21.724	\$1,737.92	\$45,186
12	180	\$22.263	\$1,781.08	\$46,308
12	181	\$22.803	\$1,824.23	\$47,430
12	182	\$23.391	\$1,871.31	\$48,654
12	183	\$23.980	\$1,918.38	\$49,878
12	184	\$24.568	\$1,965.46	\$51,102
12	185	\$25.206	\$2,016.46	\$52,428
12	186	\$25.843	\$2,067.46	\$53,754
12	187	\$26.481	\$2,118.46	\$55,080
12	188	\$27.167	\$2,173.38	\$56,508
12	189	\$27.854	\$2,228.31	\$57,936
12	190	\$28.540	\$2,283.23	\$59,364
12	191	\$29.276	\$2,342.08	\$60,894
12	192	\$30.012	\$2,400.92	\$62,424
12	193	\$30.747	\$2,459.77	\$63,954
12	194	\$31.532	\$2,522.54	\$65,586
12	195	\$32.316	\$2,585.31	\$67,218
12	196	\$33.101	\$2,648.08	\$68,850
12	197	\$33.935	\$2,714.77	\$70,584
12	198	\$34.768	\$2,781.46	\$72,318
12	199	\$35.651	\$2,852.08	\$74,154
12	200L	\$36.534	\$2,922.69	\$75,990

Non-Union Schedule I				
EFFECTIVE JUNE 1, 2024				
Grade	Step	Hourly	BiWeekly	Annual
13	201	\$21.724	\$1,737.92	\$45,186
13	202	\$22.263	\$1,781.08	\$46,308
13	203	\$22.803	\$1,824.23	\$47,430
13	204	\$23.391	\$1,871.31	\$48,654
13	205	\$23.980	\$1,918.38	\$49,878
13	206	\$24.568	\$1,965.46	\$51,102
13	207	\$25.206	\$2,016.46	\$52,428
13	208	\$25.843	\$2,067.46	\$53,754
13	209	\$26.481	\$2,118.46	\$55,080
13	210	\$27.167	\$2,173.38	\$56,508
13	211	\$27.854	\$2,228.31	\$57,936
13	212	\$28.540	\$2,283.23	\$59,364
13	213	\$29.276	\$2,342.08	\$60,894
13	214	\$30.012	\$2,400.92	\$62,424
13	215	\$30.747	\$2,459.77	\$63,954
13	216	\$31.532	\$2,522.54	\$65,586
13	217	\$32.316	\$2,585.31	\$67,218
13	218	\$33.101	\$2,648.08	\$68,850
13	219	\$33.935	\$2,714.77	\$70,584
13	220	\$34.768	\$2,781.46	\$72,318
13	221	\$35.651	\$2,852.08	\$74,154
13	222	\$36.534	\$2,922.69	\$75,990
13	223	\$37.465	\$2,997.23	\$77,928
13	224	\$38.397	\$3,071.77	\$79,866
13	225L	\$39.378	\$3,150.23	\$81,906

Non-Union Schedule I				
EFFECTIVE JUNE 1, 2024				
Grade	Step	Hourly	BiWeekly	Annual
14	226	\$23.391	\$1,871.31	\$48,654
14	227	\$23.980	\$1,918.38	\$49,878
14	228	\$24.568	\$1,965.46	\$51,102
14	229	\$25.206	\$2,016.46	\$52,428
14	230	\$25.843	\$2,067.46	\$53,754
14	231	\$26.481	\$2,118.46	\$55,080
14	232	\$27.167	\$2,173.38	\$56,508
14	233	\$27.854	\$2,228.31	\$57,936
14	234	\$28.540	\$2,283.23	\$59,364
14	235	\$29.276	\$2,342.08	\$60,894
14	236	\$30.012	\$2,400.92	\$62,424
14	237	\$30.747	\$2,459.77	\$63,954
14	238	\$31.532	\$2,522.54	\$65,586
14	239	\$32.316	\$2,585.31	\$67,218
14	240	\$33.101	\$2,648.08	\$68,850
14	241	\$33.935	\$2,714.77	\$70,584
14	242	\$34.768	\$2,781.46	\$72,318
14	243	\$35.651	\$2,852.08	\$74,154
14	244	\$36.534	\$2,922.69	\$75,990
14	245	\$37.465	\$2,997.23	\$77,928
14	246	\$38.397	\$3,071.77	\$79,866
14	247	\$39.378	\$3,150.23	\$81,906
14	248	\$40.359	\$3,228.69	\$83,946
14	249	\$41.388	\$3,311.08	\$86,088
14	250L	\$42.418	\$3,393.46	\$88,230

Non-Union Schedule I				
EFFECTIVE JUNE 1, 2024				
Grade	Step	Hourly	BiWeekly	Annual
15	251	\$25.206	\$2,016.46	\$52,428
15	252	\$25.843	\$2,067.46	\$53,754
15	253	\$26.481	\$2,118.46	\$55,080
15	254	\$27.167	\$2,173.38	\$56,508
15	255	\$27.854	\$2,228.31	\$57,936
15	256	\$28.540	\$2,283.23	\$59,364
15	257	\$29.276	\$2,342.08	\$60,894
15	258	\$30.012	\$2,400.92	\$62,424
15	259	\$30.747	\$2,459.77	\$63,954
15	260	\$31.532	\$2,522.54	\$65,586
15	261	\$32.316	\$2,585.31	\$67,218
15	262	\$33.101	\$2,648.08	\$68,850
15	263	\$33.935	\$2,714.77	\$70,584
15	264	\$34.768	\$2,781.46	\$72,318
15	265	\$35.651	\$2,852.08	\$74,154
15	266	\$36.534	\$2,922.69	\$75,990
15	267	\$37.465	\$2,997.23	\$77,928
15	268	\$38.397	\$3,071.77	\$79,866
15	269	\$39.378	\$3,150.23	\$81,906
15	270	\$40.359	\$3,228.69	\$83,946
15	271	\$41.388	\$3,311.08	\$86,088
15	272	\$42.418	\$3,393.46	\$88,230
15	273	\$43.497	\$3,479.77	\$90,474
15	274	\$44.576	\$3,566.08	\$92,718
15	275L	\$45.704	\$3,656.31	\$95,064

Non-Union Schedule I				
EFFECTIVE JUNE 1, 2024				
Grade	Step	Hourly	BiWeekly	Annual
16	276	\$27.167	\$2,173.38	\$56,508
16	277	\$27.854	\$2,228.31	\$57,936
16	278	\$28.540	\$2,283.23	\$59,364
16	279	\$29.276	\$2,342.08	\$60,894
16	280	\$30.012	\$2,400.92	\$62,424
16	281	\$30.747	\$2,459.77	\$63,954
16	282	\$31.532	\$2,522.54	\$65,586
16	283	\$32.316	\$2,585.31	\$67,218
16	284	\$33.101	\$2,648.08	\$68,850
16	285	\$33.935	\$2,714.77	\$70,584
16	286	\$34.768	\$2,781.46	\$72,318
16	287	\$35.651	\$2,852.08	\$74,154
16	288	\$36.534	\$2,922.69	\$75,990
16	289	\$37.465	\$2,997.23	\$77,928
16	290	\$38.397	\$3,071.77	\$79,866
16	291	\$39.378	\$3,150.23	\$81,906
16	292	\$40.359	\$3,228.69	\$83,946
16	293	\$41.388	\$3,311.08	\$86,088
16	294	\$42.418	\$3,393.46	\$88,230
16	295	\$43.497	\$3,479.77	\$90,474
16	296	\$44.576	\$3,566.08	\$92,718
16	297	\$45.704	\$3,656.31	\$95,064
16	298	\$46.832	\$3,746.54	\$97,410
16	299	\$48.009	\$3,840.69	\$99,858
16	300L	\$49.186	\$3,934.85	\$102,306

Non-Union Schedule I				
EFFECTIVE JUNE 1, 2024				
Grade	Step	Hourly	BiWeekly	Annual
17	301	\$29.276	\$2,342.08	\$60,894
17	302	\$30.012	\$2,400.92	\$62,424
17	303	\$30.747	\$2,459.77	\$63,954
17	304	\$31.532	\$2,522.54	\$65,586
17	305	\$32.316	\$2,585.31	\$67,218
17	306	\$33.101	\$2,648.08	\$68,850
17	307	\$33.935	\$2,714.77	\$70,584
17	308	\$34.768	\$2,781.46	\$72,318
17	309	\$35.651	\$2,852.08	\$74,154
17	310	\$36.534	\$2,922.69	\$75,990
17	311	\$37.465	\$2,997.23	\$77,928
17	312	\$38.397	\$3,071.77	\$79,866
17	313	\$39.378	\$3,150.23	\$81,906
17	314	\$40.359	\$3,228.69	\$83,946
17	315	\$41.388	\$3,311.08	\$86,088
17	316	\$42.418	\$3,393.46	\$88,230
17	317	\$43.497	\$3,479.77	\$90,474
17	318	\$44.576	\$3,566.08	\$92,718
17	319	\$45.704	\$3,656.31	\$95,064
17	320	\$46.832	\$3,746.54	\$97,410
17	321	\$48.009	\$3,840.69	\$99,858
17	322	\$49.186	\$3,934.85	\$102,306
17	323	\$50.412	\$4,032.92	\$104,856
17	324	\$51.687	\$4,134.92	\$107,508
17	325L	\$52.962	\$4,236.92	\$110,160

Non-Union Schedule I				
EFFECTIVE JUNE 1, 2024				
Grade	Step	Hourly	BiWeekly	Annual
18	326	\$31.532	\$2,522.54	\$65,586
18	327	\$32.316	\$2,585.31	\$67,218
18	328	\$33.101	\$2,648.08	\$68,850
18	329	\$33.935	\$2,714.77	\$70,584
18	330	\$34.768	\$2,781.46	\$72,318
18	331	\$35.651	\$2,852.08	\$74,154
18	332	\$36.534	\$2,922.69	\$75,990
18	333	\$37.465	\$2,997.23	\$77,928
18	334	\$38.397	\$3,071.77	\$79,866
18	335	\$39.378	\$3,150.23	\$81,906
18	336	\$40.359	\$3,228.69	\$83,946
18	337	\$41.388	\$3,311.08	\$86,088
18	338	\$42.418	\$3,393.46	\$88,230
18	339	\$43.497	\$3,479.77	\$90,474
18	340	\$44.576	\$3,566.08	\$92,718
18	341	\$45.704	\$3,656.31	\$95,064
18	342	\$46.832	\$3,746.54	\$97,410
18	343	\$48.009	\$3,840.69	\$99,858
18	344	\$49.186	\$3,934.85	\$102,306
18	345	\$50.412	\$4,032.92	\$104,856
18	346	\$51.687	\$4,134.92	\$107,508
18	347	\$52.962	\$4,236.92	\$110,160
18	348	\$54.286	\$4,342.85	\$112,914
18	349	\$55.659	\$4,452.69	\$115,770
18	350L	\$57.032	\$4,562.54	\$118,626

Non-Union Schedule I				
EFFECTIVE JUNE 1, 2024				
Grade	Step	Hourly	BiWeekly	Annual
19	351	\$33.984	\$2,718.69	\$70,686
19	352	\$34.817	\$2,785.38	\$72,420
19	353	\$35.700	\$2,856.00	\$74,256
19	354	\$36.583	\$2,926.62	\$76,092
19	355	\$37.514	\$3,001.15	\$78,030
19	356	\$38.446	\$3,075.69	\$79,968
19	357	\$39.427	\$3,154.15	\$82,008
19	358	\$40.408	\$3,232.62	\$84,048
19	359	\$41.438	\$3,315.00	\$86,190
19	360	\$42.467	\$3,397.38	\$88,332
19	361	\$43.546	\$3,483.69	\$90,576
19	362	\$44.625	\$3,570.00	\$92,820
19	363	\$45.753	\$3,660.23	\$95,166
19	364	\$46.881	\$3,750.46	\$97,512
19	365	\$48.058	\$3,844.62	\$99,960
19	366	\$49.284	\$3,942.69	\$102,510
19	367	\$50.510	\$4,040.77	\$105,060
19	368	\$51.785	\$4,142.77	\$107,712
19	369	\$53.060	\$4,244.77	\$110,364
19	370	\$54.384	\$4,350.69	\$113,118
19	371	\$55.757	\$4,460.54	\$115,974
19	372	\$57.130	\$4,570.38	\$118,830
19	373	\$58.552	\$4,684.15	\$121,788
19	374	\$60.023	\$4,801.85	\$124,848
19	375L	\$61.543	\$4,923.46	\$128,010

Non-Union Schedule I				
EFFECTIVE JUNE 1, 2024				
Grade	Step	Hourly	BiWeekly	Annual
20	376	\$36.632	\$2,930.54	\$76,194
20	377	\$37.563	\$3,005.08	\$78,132
20	378	\$38.495	\$3,079.62	\$80,070
20	379	\$39.476	\$3,158.08	\$82,110
20	380	\$40.457	\$3,236.54	\$84,150
20	381	\$41.487	\$3,318.92	\$86,292
20	382	\$42.516	\$3,401.31	\$88,434
20	383	\$43.595	\$3,487.62	\$90,678
20	384	\$44.674	\$3,573.92	\$92,922
20	385	\$45.802	\$3,664.15	\$95,268
20	386	\$46.930	\$3,754.38	\$97,614
20	387	\$48.107	\$3,848.54	\$100,062
20	388	\$49.333	\$3,946.62	\$102,612
20	389	\$50.559	\$4,044.69	\$105,162
20	390	\$51.834	\$4,146.69	\$107,814
20	391	\$53.109	\$4,248.69	\$110,466
20	392	\$54.433	\$4,354.62	\$113,220
20	393	\$55.806	\$4,464.46	\$116,076
20	394	\$57.179	\$4,574.31	\$118,932
20	395	\$58.601	\$4,688.08	\$121,890
20	396	\$60.072	\$4,805.77	\$124,950
20	397	\$61.592	\$4,927.38	\$128,112
20	398	\$63.113	\$5,049.00	\$131,274
20	399	\$64.682	\$5,174.54	\$134,538
20	400L	\$66.300	\$5,304.00	\$137,904

Non-Union Schedule I				
EFFECTIVE JUNE 1, 2024				
Grade	Step	Hourly	BiWeekly	Annual
21	401	\$39.476	\$3,158.08	\$82,110
21	402	\$40.457	\$3,236.54	\$84,150
21	403	\$41.487	\$3,318.92	\$86,292
21	404	\$42.516	\$3,401.31	\$88,434
21	405	\$43.595	\$3,487.62	\$90,678
21	406	\$44.674	\$3,573.92	\$92,922
21	407	\$45.802	\$3,664.15	\$95,268
21	408	\$46.930	\$3,754.38	\$97,614
21	409	\$48.107	\$3,848.54	\$100,062
21	410	\$49.333	\$3,946.62	\$102,612
21	411	\$50.559	\$4,044.69	\$105,162
21	412	\$51.834	\$4,146.69	\$107,814
21	413	\$53.109	\$4,248.69	\$110,466
21	414	\$54.433	\$4,354.62	\$113,220
21	415	\$55.806	\$4,464.46	\$116,076
21	416	\$57.179	\$4,574.31	\$118,932
21	417	\$58.601	\$4,688.08	\$121,890
21	418	\$60.072	\$4,805.77	\$124,950
21	419	\$61.592	\$4,927.38	\$128,112
21	420	\$63.113	\$5,049.00	\$131,274
21	421	\$64.682	\$5,174.54	\$134,538
21	422	\$66.300	\$5,304.00	\$137,904
21	423	\$67.967	\$5,437.38	\$141,372
21	424	\$69.684	\$5,574.69	\$144,942
21	425L	\$71.449	\$5,715.92	\$148,614

Non-Union Schedule I				
EFFECTIVE JUNE 1, 2024				
Grade	Step	Hourly	BiWeekly	Annual
22	426	\$42.516	\$3,401.31	\$88,434
22	427	\$43.595	\$3,487.62	\$90,678
22	428	\$44.674	\$3,573.92	\$92,922
22	429	\$45.802	\$3,664.15	\$95,268
22	430	\$46.930	\$3,754.38	\$97,614
22	431	\$48.107	\$3,848.54	\$100,062
22	432	\$49.333	\$3,946.62	\$102,612
22	433	\$50.559	\$4,044.69	\$105,162
22	434	\$51.834	\$4,146.69	\$107,814
22	435	\$53.109	\$4,248.69	\$110,466
22	436	\$54.433	\$4,354.62	\$113,220
22	437	\$55.806	\$4,464.46	\$116,076
22	438	\$57.179	\$4,574.31	\$118,932
22	439	\$58.601	\$4,688.08	\$121,890
22	440	\$60.072	\$4,805.77	\$124,950
22	441	\$61.592	\$4,927.38	\$128,112
22	442	\$63.113	\$5,049.00	\$131,274
22	443	\$64.682	\$5,174.54	\$134,538
22	444	\$66.300	\$5,304.00	\$137,904
22	445	\$67.967	\$5,437.38	\$141,372
22	446	\$69.684	\$5,574.69	\$144,942
22	447	\$71.449	\$5,715.92	\$148,614
22	448	\$73.214	\$5,857.15	\$152,286
22	449	\$75.029	\$6,002.31	\$156,060
22	450L	\$76.892	\$6,151.38	\$159,936

Non-Union Schedule I				
EFFECTIVE JUNE 1, 2024				
Grade	Step	Hourly	BiWeekly	Annual
23	451	\$45.802	\$3,664.15	\$95,268
23	452	\$46.930	\$3,754.38	\$97,614
23	453	\$48.107	\$3,848.54	\$100,062
23	454	\$49.333	\$3,946.62	\$102,612
23	455	\$50.559	\$4,044.69	\$105,162
23	456	\$51.834	\$4,146.69	\$107,814
23	457	\$53.109	\$4,248.69	\$110,466
23	458	\$54.433	\$4,354.62	\$113,220
23	459	\$55.806	\$4,464.46	\$116,076
23	460	\$57.179	\$4,574.31	\$118,932
23	461	\$58.601	\$4,688.08	\$121,890
23	462	\$60.072	\$4,805.77	\$124,950
23	463	\$61.592	\$4,927.38	\$128,112
23	464	\$63.113	\$5,049.00	\$131,274
23	465	\$64.682	\$5,174.54	\$134,538
23	466	\$66.300	\$5,304.00	\$137,904
23	467	\$67.967	\$5,437.38	\$141,372
23	468	\$69.684	\$5,574.69	\$144,942
23	469	\$71.449	\$5,715.92	\$148,614
23	470	\$73.214	\$5,857.15	\$152,286
23	471	\$75.029	\$6,002.31	\$156,060
23	472	\$76.892	\$6,151.38	\$159,936
23	473	\$78.805	\$6,304.38	\$163,914
23	474	\$80.766	\$6,461.31	\$167,994
23	475L	\$82.777	\$6,622.15	\$172,176

NON-UNION SCHEDULE II: NURSES

JUNE 1, 2024

Grade	Step	Hourly	Biweekly	Annual
FA	329	32.882	\$2,630.56	\$68,394
FA	330	33.544	\$2,683.51	\$69,771
FA	331	34.221	\$2,737.66	\$71,179
FA	332	34.911	\$2,792.85	\$72,614
FA	333	35.615	\$2,849.17	\$74,078
FA	334	36.330	\$2,906.42	\$75,566
FA	335	37.062	\$2,964.98	\$77,089
FA	336	37.812	\$3,024.95	\$78,648
FA	337	38.573	\$3,085.86	\$80,232
FA	338	39.349	\$3,147.89	\$81,845
FA	339	40.144	\$3,211.51	\$83,499
FA	340	40.951	\$3,276.07	\$85,177
FA	341	41.778	\$3,342.22	\$86,897
FA	342	42.619	\$3,409.50	\$88,647
FA	343	43.478	\$3,478.28	\$90,435
FA	344	44.355	\$3,548.37	\$92,257
FA	345	45.248	\$3,619.86	\$94,116
FA	346	46.159	\$3,692.76	\$96,011
FA	347	47.089	\$3,767.16	\$97,946
FA	348	48.038	\$3,843.06	\$99,919
FA	349	49.006	\$3,920.45	\$101,931
FA	350	49.994	\$3,999.54	\$103,987
FA	351	51.003	\$4,080.21	\$106,085
FA	352L	52.032	\$4,162.58	\$108,227
FB	338	34.392	\$2,751.34	\$71,534
FB	339	35.086	\$2,806.91	\$72,979
FB	340	35.793	\$2,863.41	\$74,448
FB	341	36.513	\$2,921.04	\$75,946
FB	342	37.247	\$2,979.79	\$77,474
FB	343	37.999	\$3,039.94	\$79,038
FB	344	38.765	\$3,101.22	\$80,631
FB	345	39.545	\$3,163.63	\$82,254
FB	346	40.343	\$3,227.44	\$83,913
FB	347	41.157	\$3,292.56	\$85,606
FB	348	41.987	\$3,359.00	\$87,333
FB	349	42.832	\$3,426.56	\$89,090
FB	350	43.695	\$3,495.61	\$90,885
FB	351	44.575	\$3,565.98	\$92,715
FB	352	45.474	\$3,637.94	\$94,586
FB	353	46.389	\$3,711.13	\$96,489
FB	354	47.326	\$3,786.09	\$98,438
FB	355	48.279	\$3,862.36	\$100,421
FB	356	49.250	\$3,940.04	\$102,440

NON-UNION SCHEDULE II: NURSES

JUNE 1, 2024

Grade	Step	Hourly	Biweekly	Annual
FB	357	50.244	\$4,019.50	\$104,506
FB	359	52.292	\$4,183.38	\$108,767
FB	360L	53.345	\$4,267.62	\$110,958
FE	373	40.951	\$3,276.07	\$85,177
FE	374	41.778	\$3,342.22	\$86,897
FE	375	42.619	\$3,409.50	\$88,647
FE	376	43.478	\$3,478.28	\$90,435
FE	377	44.355	\$3,548.37	\$92,257
FE	378	45.248	\$3,619.86	\$94,116
FE	379	46.159	\$3,692.76	\$96,011
FE	380	47.089	\$3,767.16	\$97,946
FE	381	48.038	\$3,843.06	\$99,919
FE	382	49.006	\$3,920.45	\$101,931
FE	383	49.994	\$3,999.54	\$103,987
FE	384	51.003	\$4,080.21	\$106,085
FE	385	52.032	\$4,162.58	\$108,227
FE	386	53.079	\$4,246.35	\$110,404
FE	387	54.146	\$4,331.71	\$112,624
FE	388	55.238	\$4,419.04	\$114,894
FE	389	56.348	\$4,507.87	\$117,204
FE	390	57.486	\$4,598.85	\$119,570
FE	391	58.646	\$4,691.71	\$121,984
FE	392	59.825	\$4,785.97	\$124,435
FE	393	61.033	\$4,882.67	\$126,949
FE	394	62.262	\$4,980.96	\$129,505
FE	395	63.518	\$5,081.41	\$132,116
FE	396L	64.798	\$5,183.83	\$134,779
FF	383	43.046	\$3,443.70	\$89,536
FF	384	43.915	\$3,513.23	\$91,343
FF	385	44.800	\$3,583.97	\$93,183
FF	386	45.703	\$3,656.22	\$95,061
FF	387	46.623	\$3,729.87	\$96,976
FF	388	47.562	\$3,804.92	\$98,927
FF	389	48.521	\$3,881.66	\$100,923
FF	390	49.498	\$3,959.81	\$102,955
FF	391	50.494	\$4,039.55	\$105,028
FF	392	51.513	\$4,121.07	\$107,147
FF	393	52.555	\$4,204.37	\$109,313
FF	394	53.610	\$4,288.79	\$111,508
FF	395	54.689	\$4,375.09	\$113,752
FF	396	55.788	\$4,463.08	\$116,039
FF	397	56.915	\$4,553.22	\$118,383
FF	398	58.064	\$4,645.14	\$120,773

NON-UNION SCHEDULE II: NURSES

JUNE 1, 2024

Grade	Step	Hourly	Biweekly	Annual
FF	399	59.232	\$4,738.56	\$123,202
FF	400	60.427	\$4,834.13	\$125,687
FF	401	61.645	\$4,931.58	\$128,221
FF	402	62.886	\$5,030.91	\$130,803
FF	403	64.152	\$5,132.20	\$133,437
FF	404L	65.446	\$5,235.64	\$136,126
FJ	435	55.788	\$4,463.08	\$116,039
FJ	436	56.915	\$4,553.22	\$118,383
FJ	437	58.064	\$4,645.14	\$120,773
FJ	438	59.232	\$4,738.56	\$123,202
FJ	439	60.427	\$4,834.13	\$125,687
FJ	440	61.645	\$4,931.58	\$128,221
FJ	441	62.886	\$5,030.91	\$130,803
FJ	442	64.152	\$5,132.20	\$133,437
FJ	443	65.446	\$5,235.64	\$136,126
FJ	444	66.763	\$5,341.06	\$138,867
FJ	445	68.110	\$5,448.81	\$141,669
FJ	446	69.483	\$5,558.63	\$144,524
FJ	447L	70.881	\$5,670.51	\$147,433
NS1	385	43.478	\$3,478.28	\$90,435
NS1	386	44.355	\$3,548.37	\$92,257
NS1	387	45.248	\$3,619.86	\$94,116
NS1	388	46.159	\$3,692.76	\$96,011
NS1	389	47.089	\$3,767.16	\$97,946
NS1	390	48.038	\$3,843.06	\$99,919
NS1	391	49.006	\$3,920.45	\$101,931
NS1	392	49.994	\$3,999.54	\$103,987
NS1	393	51.003	\$4,080.21	\$106,085
NS1	394	52.032	\$4,162.58	\$108,227
NS1	395	53.079	\$4,246.35	\$110,404
NS1	396	54.146	\$4,331.71	\$112,624
NS1	397	55.238	\$4,419.04	\$114,894
NS1	398	56.348	\$4,507.87	\$117,204
NS1	399	57.486	\$4,598.85	\$119,570
NS1	400L	58.646	\$4,691.71	\$121,984
NS2	395	45.703	\$3,656.22	\$95,061
NS2	396	46.623	\$3,729.87	\$96,976
NS2	397	47.562	\$3,804.92	\$98,927
NS2	398	48.521	\$3,881.66	\$100,923
NS2	399	49.498	\$3,959.81	\$102,955
NS2	400	50.494	\$4,039.55	\$105,028
NS2	401	51.513	\$4,121.07	\$107,147
NS2	402	52.555	\$4,204.37	\$109,313

NON-UNION SCHEDULE II: NURSES

JUNE 1, 2024

Grade	Step	Hourly	Biweekly	Annual
NS2	403	53.610	\$4,288.79	\$111,508
NS2	404	54.689	\$4,375.09	\$113,752
NS2	405	55.788	\$4,463.08	\$116,039
NS2	406	56.915	\$4,553.22	\$118,383
NS2	407	58.064	\$4,645.14	\$120,773
NS2	408L	59.232	\$4,738.56	\$123,202
NS3	447	59.232	\$4,738.56	\$123,202
NS3	448	60.427	\$4,834.13	\$125,687
NS3	449	61.645	\$4,931.58	\$128,221
NS3	450	62.886	\$5,030.91	\$130,803
NS3	451	64.152	\$5,132.20	\$133,437
NS3	452	65.446	\$5,235.64	\$136,126
NS3	453	66.763	\$5,341.06	\$138,867
NS3	454	68.110	\$5,448.81	\$141,669
NS3	455	69.483	\$5,558.63	\$144,524
NS3	456L	70.881	\$5,670.51	\$147,433
NS4	457	61.033	\$4,882.67	\$126,949
NS4	458	62.262	\$4,980.96	\$129,505
NS4	459	63.518	\$5,081.41	\$132,116
NS4	460	64.798	\$5,183.83	\$134,779
NS4	461	66.100	\$5,288.02	\$137,488
NS4	462	67.434	\$5,394.75	\$140,263
NS4	463	68.793	\$5,503.44	\$143,089
NS4	464	70.180	\$5,614.38	\$145,973
NS4	465	71.592	\$5,727.39	\$148,912
NS4	466	73.036	\$5,842.92	\$151,915
NS4	467	74.508	\$5,960.61	\$154,975
NS4	468	76.009	\$6,080.73	\$158,099
NS4	469	77.542	\$6,203.39	\$161,288
NS4	470L	79.104	\$6,328.29	\$164,535

**NON-UNION SCHEDULE IV: COUNTY POLICE
EFFECTIVE JUNE 1, 2024**

Grade	Step	Hourly	BiWeekly	Annual
P3	380	42.407	\$3,392.54	\$88,206
P3	381	43.262	\$3,460.94	\$89,984
P3	382	44.134	\$3,530.75	\$91,799
P3	383	45.025	\$3,601.96	\$93,651
P3	384	45.931	\$3,674.49	\$95,536
P3	385	46.856	\$3,748.51	\$97,461
P3	386	47.798	\$3,823.85	\$99,420
P3	387	48.763	\$3,901.06	\$101,427
P3	388	49.746	\$3,979.67	\$103,471
P3	389	50.747	\$4,059.79	\$105,554
P3	390	51.773	\$4,141.87	\$107,688
P3	391	52.817	\$4,225.36	\$109,859
P3	392	53.879	\$4,310.34	\$112,068
P3	393	54.963	\$4,397.02	\$114,322
P3	394	56.067	\$4,485.38	\$116,619
P3	395	57.200	\$4,575.99	\$118,975
P3	396	58.352	\$4,668.19	\$121,372
P3	397	59.528	\$4,762.26	\$123,818
P3	398	60.729	\$4,858.31	\$126,315
P3	399	61.953	\$4,956.23	\$128,861
P3	400	63.200	\$5,056.02	\$131,456
P3	401	64.473	\$5,157.87	\$134,104
P3	402L	65.773	\$5,261.88	\$136,808
P4	403	46.389	\$3,711.13	\$96,489
P4	404	47.326	\$3,786.09	\$98,438
P4	405	48.279	\$3,862.36	\$100,421
P4	406	49.250	\$3,940.04	\$102,440
P4	407	50.244	\$4,019.50	\$104,506
P4	408	51.257	\$4,100.55	\$106,614
P4	409	52.292	\$4,183.38	\$108,767
P4	410	53.345	\$4,267.62	\$110,958
P4	411	54.418	\$4,353.45	\$113,189
P4	412	55.511	\$4,440.87	\$115,462
P4	413	56.632	\$4,530.54	\$117,794
P4	414	57.775	\$4,621.99	\$120,171
P4	415	58.938	\$4,715.04	\$122,591
P4	416	60.126	\$4,810.05	\$125,061
P4	417	61.339	\$4,907.13	\$127,585
P4	418	62.574	\$5,005.89	\$130,153
P4	419	63.834	\$5,106.71	\$132,774
P4	420	65.121	\$5,209.69	\$135,451
P4	421	66.433	\$5,314.63	\$138,180
P4	422	67.772	\$5,421.73	\$140,965

NON-UNION SCHEDULE IV: COUNTY POLICE

EFFECTIVE JUNE 1, 2024

Grade	Step	Hourly	BiWeekly	Annual
P4	423L	69.136	\$5,530.89	\$143,803
P5	424	49.994	\$3,999.54	\$103,987
P5	425	51.003	\$4,080.21	\$106,085
P5	426	52.032	\$4,162.58	\$108,227
P5	427	53.079	\$4,246.35	\$110,404
P5	428	54.146	\$4,331.71	\$112,624
P5	429	55.238	\$4,419.04	\$114,894
P5	430	56.348	\$4,507.87	\$117,204
P5	431	57.486	\$4,598.85	\$119,570
P5	432	58.646	\$4,691.71	\$121,984
P5	433	59.825	\$4,785.97	\$124,435
P5	434	61.033	\$4,882.67	\$126,949
P5	435	62.262	\$4,980.96	\$129,505
P5	436	63.518	\$5,081.41	\$132,116
P5	437	64.798	\$5,183.83	\$134,779
P5	438	66.100	\$5,288.02	\$137,488
P5	439	67.434	\$5,394.75	\$140,263
P5	440	68.793	\$5,503.44	\$143,089
P5	441	70.180	\$5,614.38	\$145,973
P5	442	71.592	\$5,727.39	\$148,912
P5	443	73.036	\$5,842.92	\$151,915
P5	444L	74.508	\$5,960.61	\$154,975
P6	445	62.574	\$5,005.89	\$130,153
P6	446	63.834	\$5,106.71	\$132,774
P6	447	65.121	\$5,209.69	\$135,451
P6	448	66.433	\$5,314.63	\$138,180
P6	449	67.772	\$5,421.73	\$140,965
P6	450	69.136	\$5,530.89	\$143,803
P6	451	70.531	\$5,642.49	\$146,704
P6	452	71.951	\$5,756.06	\$149,657
P6	453	73.403	\$5,872.25	\$152,678
P6	454	74.880	\$5,990.40	\$155,750
P6	455L	76.391	\$6,111.28	\$158,893

**NON-UNION SCHEDULE VI: DOCTORS
EFFECTIVE JUNE 1, 2024**

Grade	Step	Hourly	BiWeekly	Annual
K	386	58.938	\$4,715.04	\$122,591
K	387	60.126	\$4,810.05	\$125,061
K	388	61.338	\$4,907.03	\$127,583
K	389	62.574	\$5,005.89	\$130,153
K	390	63.834	\$5,106.71	\$132,774
K	391	65.121	\$5,209.69	\$135,452
K	392	66.432	\$5,314.54	\$138,178
K	393	67.772	\$5,421.73	\$140,965
K	394	69.136	\$5,530.89	\$143,803
K	395	70.530	\$5,642.40	\$146,702
K	396	71.951	\$5,756.06	\$149,658
K	397	73.402	\$5,872.15	\$152,676
K	398	74.880	\$5,990.40	\$155,751
K	399	76.390	\$6,111.18	\$158,891
K	400	77.928	\$6,234.21	\$162,090
K	401	79.498	\$6,359.87	\$165,357
K	402	81.101	\$6,488.05	\$168,689
K	403	82.736	\$6,618.86	\$172,090
K	404	84.402	\$6,752.19	\$175,557
K	405	86.104	\$6,888.34	\$179,097
K	406	87.838	\$7,027.02	\$182,703
K	407	89.609	\$7,168.70	\$186,386
K	408	91.414	\$7,313.09	\$190,140
K	409	93.256	\$7,460.48	\$193,972
K	410	95.134	\$7,610.68	\$197,878
K	411	97.053	\$7,764.26	\$201,871
K	412	99.008	\$7,920.65	\$205,937
K	413	101.003	\$8,080.22	\$210,086
K	414	103.037	\$8,242.98	\$214,317
K	415	105.114	\$8,409.11	\$218,637
K	416	107.233	\$8,578.62	\$223,044
K	417	107.777	\$8,622.16	\$224,176
K	418	107.794	\$8,623.52	\$224,212
K	419	107.808	\$8,624.62	\$224,240
K	420	108.356	\$8,668.45	\$225,380
K	421	108.370	\$8,669.61	\$225,410
K	422	110.554	\$8,844.32	\$229,952
K	423	112.782	\$9,022.58	\$234,587
K	424	115.056	\$9,204.48	\$239,317
K	425	117.375	\$9,390.02	\$244,141
K	426	119.740	\$9,579.20	\$249,059
K	427	122.152	\$9,772.19	\$254,077
K	428	124.614	\$9,969.08	\$259,196

NON-UNION SCHEDULE VI: DOCTORS

EFFECTIVE JUNE 1, 2024

Grade	Step	Hourly	BiWeekly	Annual
K	429	127.125	\$10,169.97	\$264,419
K	430	129.687	\$10,374.94	\$269,748
K	431	132.299	\$10,583.90	\$275,181
K	432	134.965	\$10,797.21	\$280,728
K	433	137.686	\$11,014.87	\$286,387
K	434	140.460	\$11,236.79	\$292,157
K	435	143.290	\$11,463.23	\$298,044
K	436	146.179	\$11,694.29	\$304,052
K	437	149.123	\$11,929.87	\$310,177
K	438	152.126	\$12,170.07	\$316,422
K	439	155.193	\$12,415.41	\$322,801
K	440	158.320	\$12,665.64	\$329,307
K	441	161.511	\$12,920.92	\$335,944
K	442	164.766	\$13,181.25	\$342,713
K	443	168.085	\$13,446.83	\$349,618
K	444	171.473	\$13,717.81	\$356,663
K	445	174.929	\$13,994.30	\$363,852
K	446	178.451	\$14,276.11	\$371,179
K	447	182.048	\$14,563.87	\$378,661
K	448	185.715	\$14,857.22	\$386,288
K	449	189.460	\$15,156.77	\$394,076
K	450	193.275	\$15,462.01	\$402,012
K	451	197.170	\$15,773.64	\$410,115
K	452	201.145	\$16,091.56	\$418,381
K	453	205.197	\$16,415.79	\$426,810
K	454	209.332	\$16,746.58	\$435,411
K	455	213.550	\$17,084.02	\$444,185
K	456	217.853	\$17,428.21	\$453,134
K	457	222.242	\$17,779.33	\$462,262
K	458	226.719	\$18,137.53	\$471,576
K	459	231.290	\$18,503.20	\$481,083
K	460	235.951	\$18,876.05	\$490,777
K	461	240.703	\$19,256.26	\$500,663
K	462	245.556	\$19,644.46	\$510,756
K	463	250.506	\$20,040.47	\$521,052
K	464	255.555	\$20,444.38	\$531,554
K	465	260.704	\$20,856.36	\$542,265
K	466	265.957	\$21,276.59	\$553,191
K	467	271.317	\$21,705.34	\$564,339
K	468	276.784	\$22,142.70	\$575,710
K	469	282.362	\$22,588.93	\$587,312
K	470	288.050	\$23,044.04	\$599,145
K	471	293.855	\$23,508.37	\$611,218

NON-UNION SCHEDULE VI: DOCTORS
EFFECTIVE JUNE 1, 2024

Grade	Step	Hourly	BiWeekly	Annual
K	472	299.777	\$23,982.20	\$623,537
K	473	305.816	\$24,465.25	\$636,097
K	474	311.978	\$24,958.24	\$648,914
K	475	318.266	\$25,461.26	\$661,993
K	476	324.680	\$25,974.40	\$675,334
K	477	331.223	\$26,497.82	\$688,943
K	478	337.897	\$27,031.72	\$702,825
K	479	344.706	\$27,576.45	\$716,988
K	480	351.653	\$28,132.26	\$731,439
K	481	358.738	\$28,699.08	\$746,176
K	482L	365.968	\$29,277.43	\$761,213

SCHEDULE XII
PHARMACIST-NON UNION
Effective June 1, 2024

Grade	Hourly	Bi-Weekly	Annual
RX4	77.894	\$6,231.52	\$162,019

**SCHEDULE XIV
MEDICAL TECHNOLOGIST - NON UNION
EFFECTIVE JUNE 1, 2024**

Grade	Step	Hourly	Biweekly	Annual
T16	301	28.598	\$2,287.81	\$ 59,483
T16	302	29.171	\$2,333.72	\$ 60,677
T16	303	29.762	\$2,380.94	\$ 61,905
T16	304	30.360	\$2,428.83	\$ 63,149
T16	305	30.972	\$2,477.74	\$ 64,421
T16	306	31.596	\$2,527.68	\$ 65,720
T16	307	32.233	\$2,578.65	\$ 67,045
T16	308	32.882	\$2,630.56	\$ 68,395
T16	309	33.544	\$2,683.51	\$ 69,771
T16	310	34.220	\$2,737.57	\$ 71,177
T16	311	34.911	\$2,792.85	\$ 72,614
T16	312	35.613	\$2,849.08	\$ 74,076
T16	313	36.330	\$2,906.42	\$ 75,567
T16	314	37.062	\$2,964.98	\$ 77,090
T16	315	37.811	\$3,024.86	\$ 78,646
T16	316	38.572	\$3,085.76	\$ 80,230
T16	317	39.349	\$3,147.89	\$ 81,845
T16	318	40.142	\$3,211.32	\$ 83,494
T16	319	40.951	\$3,276.07	\$ 85,178
T16	320L	41.777	\$3,342.13	\$ 86,895
T18	321	31.755	\$2,540.42	\$ 66,051
T18	322	32.394	\$2,591.49	\$ 67,379
T18	323	33.046	\$2,643.68	\$ 68,736
T18	324	33.711	\$2,696.90	\$ 70,120
T18	325	34.391	\$2,751.25	\$ 71,533
T18	326	35.086	\$2,806.91	\$ 72,980
T18	327	35.793	\$2,863.41	\$ 74,449
T18	328	36.513	\$2,921.04	\$ 75,947
T18	329	37.247	\$2,979.79	\$ 77,474
T18	330	37.998	\$3,039.85	\$ 79,036
T18	331	38.764	\$3,101.13	\$ 80,629
T18	332	39.544	\$3,163.54	\$ 82,252
T18	333	40.342	\$3,227.35	\$ 83,911
T18	334	41.156	\$3,292.47	\$ 85,604
T18	335	41.985	\$3,358.81	\$ 87,329
T18	336	42.831	\$3,426.46	\$ 89,088
T18	337	43.695	\$3,495.61	\$ 90,886
T18	338	44.575	\$3,565.98	\$ 92,716
T18	339	45.474	\$3,637.94	\$ 94,587
T18	340	46.389	\$3,711.13	\$ 96,489
T18	341L	47.326	\$3,786.09	\$ 98,438

SCHEDULE XV
ASSISTANT STATE'S ATTORNEY
EFFECTIVE DECEMBER 1, 2024

Grade	Step	Hourly	BiWeekly	Annual
AYB	101L	26.987	\$ 2,158.96	\$56,132
AYN	101	42.517	\$ 3,401.33	\$88,434
AYN	102	43.595	\$ 3,487.58	\$90,677
AYN	103	44.674	\$ 3,573.92	\$92,921
AYN	104	45.802	\$ 3,664.17	\$95,268
AYN	105	46.930	\$ 3,754.42	\$97,614
AYN	106	48.106	\$ 3,848.50	\$100,061
AYN	107	49.332	\$ 3,946.58	\$102,611
AYN	108	50.558	\$ 4,044.67	\$105,161
AYN	109	51.833	\$ 4,146.67	\$107,813
AYN	110	53.108	\$ 4,248.67	\$110,465
AYN	111	54.432	\$ 4,354.58	\$113,219
AYN	112	55.806	\$ 4,464.50	\$116,076
AYN	113	57.179	\$ 4,574.33	\$118,932
AYN	114	58.601	\$ 4,688.08	\$121,890
AYN	115	60.072	\$ 4,805.75	\$124,949
AYN	116	61.593	\$ 4,927.42	\$128,112
AYN	117	63.113	\$ 5,049.00	\$131,274
AYN	118	64.681	\$ 5,174.50	\$134,537
AYN	119	66.300	\$ 5,304.00	\$137,904
AYN	120	67.968	\$ 5,437.42	\$141,372
AYN	121	69.683	\$ 5,574.67	\$144,941
AYN	122	71.449	\$ 5,715.92	\$148,613
AYN	123	73.215	\$ 5,857.17	\$152,286
AYN	124L	75.029	\$ 6,002.33	\$156,060
AYR	101	46.930	\$ 3,754.42	\$97,614
AYR	102	48.106	\$ 3,848.50	\$100,061
AYR	103L	49.332	\$ 3,946.58	\$102,611
AY3	101	50.558	\$ 4,044.67	\$105,161
AY3	102	51.833	\$ 4,146.67	\$107,813
AY3	103	53.108	\$ 4,248.67	\$110,465
AY3	104	54.432	\$ 4,354.58	\$113,219
AY3	105L	55.806	\$ 4,464.50	\$116,076
AY2	101	57.179	\$ 4,574.33	\$118,932
AY2	102	58.601	\$ 4,688.08	\$121,890
AY2	103	60.072	\$ 4,805.75	\$124,949
AY2	104	61.593	\$ 4,927.42	\$128,112
AY2	105L	63.113	\$ 5,049.00	\$131,274
AY1	101	64.681	\$ 5,174.50	\$134,537
AY1	102	66.300	\$ 5,304.00	\$137,904
AY1	103	67.968	\$ 5,437.42	\$141,372
AY1	104	69.683	\$ 5,574.67	\$144,941
AY1	105	71.449	\$ 5,715.92	\$148,613
AY1	106	73.215	\$ 5,857.17	\$152,286
AY1	107	75.029	\$ 6,002.33	\$156,060
AY1	108L	76.893	\$ 6,151.42	\$159,936

**SCHEDULE XV
ASSISTANT STATE'S ATTORNEY
EFFECTIVE DECEMBER 1, 2024**

Grade	Step	Hourly	BiWeekly	Annual
AYS	101	78.805	\$ 6,304.42	\$163,914
AYS	102	80.767	\$ 6,461.33	\$167,994
AYS	103	82.777	\$ 6,622.17	\$172,176
AYS	104L	84.847	\$ 6,787.72	\$176,480
AYX	101	86.968	\$ 6,957.41	\$180,892
AYX	102	89.142	\$ 7,131.35	\$185,415
AYX	103	91.370	\$ 7,309.63	\$190,050
AYX	104	93.655	\$ 7,492.37	\$194,801
AYX	105	95.996	\$ 7,679.68	\$199,671
AYX	106L	98.396	\$ 7,871.67	\$204,663

SCHEDULE XVI
Assistant Public Defender - Supervisors
Effective June 1, 2024

<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	61.127	\$4,890.17	\$127,144
0676	D02	64.482	\$5,158.53	\$134,122
0677	D03	66.079	\$5,286.33	\$137,445
0678	D04	67.534	\$5,402.71	\$140,470
0679	D05	71.636	\$5,730.85	\$149,002
0680	D06	69.218	\$5,537.41	\$143,973
0681	D07	78.447	\$6,275.79	\$163,171
0682	D08	80.417	\$6,433.34	\$167,267
0683	D09	82.392	\$6,591.33	\$171,375
0684	D10	76.925	\$6,154.01	\$160,004
0685	D11	86.326	\$6,906.09	\$179,558
0686	D12	93.180	\$7,454.39	\$193,814

**Schedule XXXVIII
Non-Union IT1-IT5**

Effective 6/1/2024

UnionCode	Grade	Step	Hourly	Bi-Weekly	Annual
NONE	IT1	101	47.588	\$3,807.07	\$98,984
NONE	IT1	102	48.540	\$3,883.21	\$100,963
NONE	IT1	103	49.511	\$3,960.87	\$102,983
NONE	IT1	104	50.501	\$4,040.09	\$105,042
NONE	IT1	105	51.511	\$4,120.89	\$107,143
NONE	IT1	106	52.541	\$4,203.31	\$109,286
NONE	IT1	107	53.592	\$4,287.37	\$111,472
NONE	IT1	108	54.664	\$4,373.12	\$113,701
NONE	IT1	109	55.757	\$4,460.58	\$115,975
NONE	IT1	110	56.872	\$4,549.80	\$118,295
NONE	IT1	111	58.010	\$4,640.79	\$120,661
NONE	IT1	112	59.170	\$4,733.61	\$123,074
NONE	IT1	113	60.354	\$4,828.28	\$125,535
NONE	IT1	114	61.561	\$4,924.85	\$128,046
NONE	IT1	115	62.792	\$5,023.34	\$130,607
NONE	IT1	116	64.048	\$5,123.81	\$133,219
NONE	IT1	117	65.329	\$5,226.29	\$135,883
NONE	IT1	118	66.635	\$5,330.81	\$138,601
NONE	IT1	119	67.968	\$5,437.43	\$141,373
NONE	IT1	120L	69.327	\$5,546.18	\$144,201
UnionCode	Grade	Step	Hourly	Bi-Weekly	Annual
NONE	IT2	201	52.347	\$4,187.77	\$108,882
NONE	IT2	202	53.394	\$4,271.53	\$111,060
NONE	IT2	203	54.462	\$4,356.96	\$113,281
NONE	IT2	204	55.551	\$4,444.10	\$115,547
NONE	IT2	205	56.662	\$4,532.98	\$117,857
NONE	IT2	206	57.795	\$4,623.64	\$120,215
NONE	IT2	207	58.951	\$4,716.11	\$122,619
NONE	IT2	208	60.130	\$4,810.43	\$125,071
NONE	IT2	209	61.333	\$4,906.64	\$127,573
NONE	IT2	210	62.560	\$5,004.78	\$130,124
NONE	IT2	211	63.811	\$5,104.87	\$132,727
NONE	IT2	212	65.087	\$5,206.97	\$135,381
NONE	IT2	213	66.389	\$5,311.11	\$138,089
NONE	IT2	214	67.717	\$5,417.33	\$140,851
NONE	IT2	215	69.071	\$5,525.68	\$143,668
NONE	IT2	216	70.452	\$5,636.19	\$146,541
NONE	IT2	217L	71.861	\$5,748.91	\$149,472

Schedule XXXVIII
Non-Union IT1-IT5

Effective 6/1/2024

UnionCode	Grade	Step	Hourly	Bi-Weekly	Annual
NONE	IT3	301	57.582	\$4,606.55	\$119,770
NONE	IT3	302	58.734	\$4,698.68	\$122,166
NONE	IT3	303	59.908	\$4,792.65	\$124,609
NONE	IT3	304	61.106	\$4,888.51	\$127,101
NONE	IT3	305	62.328	\$4,986.28	\$129,643
NONE	IT3	306	63.575	\$5,086.00	\$132,236
NONE	IT3	307	64.847	\$5,187.72	\$134,881
NONE	IT3	308	66.143	\$5,291.48	\$137,578
NONE	IT3	309	67.466	\$5,397.31	\$140,330
NONE	IT3	310	68.816	\$5,505.25	\$143,137
NONE	IT3	311	70.192	\$5,615.36	\$145,999
NONE	IT3	312	71.596	\$5,727.67	\$148,919
NONE	IT3	313	73.028	\$5,842.22	\$151,898
NONE	IT3	314	74.488	\$5,959.06	\$154,936
NONE	IT3	315	75.978	\$6,078.24	\$158,034
NONE	IT3	316	77.498	\$6,199.81	\$161,195
NONE	IT3	317L	79.048	\$6,323.81	\$164,419
UnionCode	Grade	Step	Hourly	Bi-Weekly	Annual
NONE	IT4	401	63.340	\$5,067.20	\$131,747
NONE	IT4	402	64.607	\$5,168.55	\$134,382
NONE	IT4	403	65.899	\$5,271.92	\$137,070
NONE	IT4	404	67.217	\$5,377.36	\$139,811
NONE	IT4	405	68.561	\$5,484.91	\$142,608
NONE	IT4	406	69.933	\$5,594.60	\$145,460
NONE	IT4	407	71.331	\$5,706.50	\$148,369
NONE	IT4	408	72.758	\$5,820.63	\$151,336
NONE	IT4	409	74.213	\$5,937.04	\$154,363
NONE	IT4	410	75.697	\$6,055.78	\$157,450
NONE	IT4	411	77.211	\$6,176.89	\$160,599
NONE	IT4	412	78.755	\$6,300.43	\$163,811
NONE	IT4	413	80.331	\$6,426.44	\$167,087
NONE	IT4	414L	81.937	\$6,554.97	\$170,429

**Schedule XXXVIII
Non-Union IT1-IT5**

Effective 6/1/2024

UnionCode	Grade	Step	Hourly	Bi-Weekly	Annual
NONE	IT5	501	69.674	\$5,573.93	\$144,922
NONE	IT5	502	71.068	\$5,685.40	\$147,820
NONE	IT5	503	72.489	\$5,799.11	\$150,777
NONE	IT5	504	73.939	\$5,915.09	\$153,792
NONE	IT5	505	75.417	\$6,033.40	\$156,868
NONE	IT5	506	76.926	\$6,154.06	\$160,006
NONE	IT5	507	78.464	\$6,277.15	\$163,206
NONE	IT5	508	80.034	\$6,402.69	\$166,470
NONE	IT5	509	81.634	\$6,530.74	\$169,799
NONE	IT5	510	83.267	\$6,661.36	\$173,195
NONE	IT5	511	84.932	\$6,794.58	\$176,659
NONE	IT5	512	86.631	\$6,930.48	\$180,192
NONE	IT5	513	88.364	\$7,069.08	\$183,796
NONE	IT5	514L	90.131	\$7,210.47	\$187,472



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.

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 19
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.

B. SICK AND WELLNESS LEAVE

Sick leave may be used for physical illness, mental health, 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 assigned duties, or because the employee's presence at work would jeopardize the health of coworkers. Accordingly, sick leave shall not be used for any purpose other than to cover an absence related illness or mental health wellness 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 or mental health wellness related absence was legitimate. Failure to provide such reasonable evidence of proof of illness or mental health wellness related absence 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 or wellness 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 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. To be eligible for 12-week paid parental leave, an employee must be determined eligible for Family and Medical Leave (FMLA) on the date the leave will start. Additionally, the employee must meet one of the following criteria to establish a qualifying parental event: 1) birth parent 2) non-birthing parent 3) intended parent of a gestational surrogacy 4) parent of adopted child or 5) foster parent placed with a foster child aged 17 or younger. 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, bone marrow or blood 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, shall be granted vacation leave under this policy, that may be taken for any reason. Vacation accruals for employees may vary in accordance with provisions of collective bargaining agreements or existing policies. Vacation leave is earned on a pro rata basis as each employee renders service over the course of the year except as otherwise provided herein.

Vacation accruals will be carried out in accordance with the biweekly payroll system. Employees earning vacation on an accrual basis 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. The heads of the County offices, departments, or institutions may establish the time when the vacation shall be taken.

Employees shall be granted vacation leave with pay for periods as follows.

Anniversary of Employment	Days of Vacation	Maximum Accumulation
1 – 4	15 vacation days	30 vacation days
5 - 9	20 vacation days	40 vacation days
10 onward	25 vacation days	50 vacation days

Newly hired FLSA exempt employees will be advanced five (5) working days of vacation upon hire, such time to be subtracted from the total first year vacation allowance. Upon separation from service, the FLSA exempt employee's vacation days shall be prorated as of the date of separation and the employee shall be compensated only for vacation time earned but unused prior to the effective date of separation, including advanced time.

Employees hired into Executive-level Positions will be entitled to twenty-five (25) days of paid vacation per year. Vacation days shall accrue beginning on December 1st for each year.

An Executive-Level Position is a Position that is principally responsible for leading a separately elected office, independent agency, or appointed agency, is a Bureau Chief, Department Head, or equivalent within such office or agency. For purposes of this definition, the Assessor's Office, Board of Review, County Clerk's Office, Office of the Chief Judge, Office of the Clerk of the Circuit Court, Offices Under the Cook County Board President, Sheriff's Office, Public Administrator's Office, State's Attorney's Office, and Treasurer's Office are considered separately elected offices. Independent and appointed agencies are Cook County Health, Cook County Land Bank Authority, Office of the Independent Inspector General, Public Defender and Veterans Assistance Commission of Cook County.

Newly hired employees into Executive-level Positions shall have a prorated bank of days depending on their date of hire, as follows:

- Employees hired into Executive-level Positions from December 1st – May 31st shall receive twenty-five (25) vacation days
- Employees hired into Executive-level positions from June 1st – November 30th shall receive twelve and a half (12.5) vacation days.

Executive-level employees may retain a maximum of no more than fifty (50) days of vacation.

Upon initial policy implementation or hiring an employee into an Executive-level Position, if the initial vacation allotment causes the vacation bank to exceed the maximum accumulation, any accumulated time above the maximum may be paid to the employee.

Upon separation from service, the Executive-level employee's vacation will be prorated as of the date of separation and the employee shall be compensated only for earned, but unused vacation time as of the date of separation.

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 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.

F. BEREAVEMENT LEAVE

An employee will be entitled to a maximum of three (3) paid days of excused leave to attend a funeral, make necessary arrangements, or grieve the death of a member of the employee's immediate family or household. In addition, an eligible employee will be entitled to a maximum of seven (7) unpaid days to attend a funeral, make necessary arrangements, or grieve the death of the employee's immediate family or household. An eligible Employee is entitled to a maximum of 6 weeks of leave, a combination of paid and unpaid, if the employee experiences more than one event during a 12-month period. For purposes of this section, immediate family includes mother, stepparent, 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 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.

To the extent an employee needs to be absent from work, a maximum of ten (10) unpaid days of Bereavement Leave shall also apply due to:

(i) a miscarriage; (ii) an unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure; (iii) a failed adoption match or an adoption that is not finalized because it is contested by another party; (iv) a failed surrogacy agreement; (v) a diagnosis that negatively impacts pregnancy or fertility; or (vi) a stillbirth.

To be eligible for unpaid bereavement leave, an employee must apply for and be determined eligible for FMLA. FMLA will run

concurrently with Bereavement Leave if the underlying reason for Bereavement Leave also qualifies the employee for leave under the FMLA. However, in all instances of unpaid Bereavement Leave, Bereavement Leave time will be counted against the 12-week leave entitlement under the FMLA.

Alternatively, an eligible employee, who has worked for the County for a minimum period of two (2) weeks, may use a maximum of twelve (12) weeks of unpaid leave under the Child Extended Bereavement Leave Act (CEBLA) if the employee experiences loss of a child due to suicide or homicide. Leave under the CEBLA may be taken in a single continuous period or intermittently in increments of no less than 4 hours, but leave must be completed within one (1) year after the employee provides notification of the loss. If an employee takes unpaid leave under the CEBLA, they cannot also seek additional unpaid leave relating to the same bereavement. The use of leave under the CEBLA does not extend the maximum period of leave to which an eligible employee is entitled under FMLA or under any other paid or unpaid leave provided under federal, State, or local law, a collective bargaining agreement, or an employment benefits program or plan.

An employee may be required to provide documentation to support leaves taken under this provision.

G. 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.

H. 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.

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 the 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 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 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 the employee 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 may run concurrently with Maternity/Paternity Leave, however FMLA eligibility is not a precondition. 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 the 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 or gender violence or any other crime of violence, or who has a family or household member who is a victim of domestic, sexual or gender violence or any other crime of violence, whose interest are not adverse to the employee as it relates to the domestic, sexual or gender violence or any other crime of 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 or any other crime of 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

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Chairman, Committee on Finance

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Chief Financial Officer

Kanako Ishida Musselwhite
Budget Director

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1st District Commissioner

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2nd District Commissioner

Bill Lowry
3rd District Commissioner

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8th District Commissioner

Maggie Trevor
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