



# FY2023 COOK COUNTY EXECUTIVE BUDGET RECOMMENDATION

VOLUME 3  
Classification and Compensation Schedule

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.

## GENERAL INTENT

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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 he or she has been receiving at the time of transfer, provided the budget of the department to which he or she has been transferred can accommodate the salary and, if not, the employee shall be eligible to have the salary received prior to the transfer restored at the earliest possible date. Such movement shall not set a new anniversary date.

### V. PROMOTIONS

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

- A. The new salary does not exceed the maximum established for the grade to which the employee is promoted.
- B. The new salary is not below the first step established for the grade to which the employee is promoted.
- C. Years of service requirements are fulfilled concerning longevity step placement. If years of service requirements are met, the employee will be placed at the appropriate step that provides a salary increase that complies with longevity requirements not to exceed five percent (5%).
- D. A previous promotion has not been given within the same fiscal year. \*
- E. The budget of the department to which the employee is assigned can accommodate the salary.
- F. In all cases, an employee must spend at least 6 months in the job classification from which he or she is being promoted.

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

## VI. DEMOTIONS

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

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

## VII. RECLASSIFICATION OF POSITIONS

An employee whose position is reclassified to a lower classification shall continue to receive compensation at the same rate re-ceived 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 fur-ther 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 re-main 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 an-niversary 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 as-signed 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, 2022

**SCHEDULE I  
BUREAU OF HUMAN RESOURCES  
AFSCME**

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1	After 1	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
9	Hourly	17,282	18,018	18,783	19,582	20,417	21,283	21,867	22,416	23,538	24,480		
	Bi-Weekly	1,382.53	1,441.46	1,502.63	1,566.56	1,633.39	1,702.64	1,749.33	1,793.27	1,883.08	1,958.40		
	Annual	35,945	37,477	39,068	40,730	42,468	44,268	45,482	46,624	48,960	50,918		
10	Hourly	18,513	19,301	20,119	20,974	21,866	22,796	23,424	24,013	25,211	26,220		
	Bi-Weekly	1,481.08	1,544.08	1,609.50	1,677.92	1,749.24	1,823.65	1,873.92	1,921.03	2,016.91	2,097.59		
	Annual	38,507	40,146	41,847	43,625	45,480	47,414	48,722	49,946	52,439	54,537		
11	Hourly	19,861	20,708	21,586	22,501	23,457	24,456	25,129	25,761	27,048	28,130		
	Bi-Weekly	1,588.86	1,656.61	1,726.86	1,800.10	1,876.59	1,956.49	2,010.34	2,060.86	2,163.81	2,250.37		
	Annual	41,310	43,072	44,897	46,802	48,790	50,868	52,268	53,581	56,258	58,509		
12	Hourly	21,272	22,177	23,119	24,099	25,125	26,192	26,912	27,589	28,968	30,127		
	Bi-Weekly	1,701.72	1,774.13	1,849.54	1,927.94	2,010.00	2,095.40	2,152.99	2,207.09	2,317.46	2,410.15		
	Annual	44,244	46,127	48,087	50,126	52,260	54,480	55,977	57,384	60,253	62,663		
13	Hourly	22,781	23,748	24,759	25,811	26,906	28,051	28,823	29,547	31,023	32,264		
	Bi-Weekly	1,822.49	1,899.81	1,980.71	2,064.85	2,152.49	2,244.05	2,305.80	2,363.73	2,481.84	2,581.11		
	Annual	47,384	49,395	51,498	53,685	55,964	58,344	59,951	61,457	64,527	67,108		
14	Hourly	24,460	25,499	26,583	27,710	28,888	30,117	30,944	31,721	33,308	34,640		
	Bi-Weekly	1,956.82	2,039.88	2,126.61	2,216.83	2,311.05	2,409.34	2,475.51	2,537.68	2,664.61	2,771.19		
	Annual	50,876	53,036	55,292	57,637	60,087	62,642	64,363	65,980	69,280	72,051		
15	Hourly	26,330	27,448	28,614	29,831	31,100	32,420	33,314	34,152	35,859	37,293		
	Bi-Weekly	2,106.38	2,195.86	2,289.16	2,386.45	2,487.99	2,593.61	2,665.11	2,732.19	2,868.69	2,983.44		
	Annual	54,765	57,092	59,518	62,047	64,687	67,433	69,292	71,037	74,586	77,569		
16	Hourly	28,266	29,467	30,718	32,023	33,384	34,806	35,762	36,660	38,491	40,030		
	Bi-Weekly	2,261.28	2,357.32	2,457.45	2,561.82	2,670.68	2,784.46	2,860.95	2,932.78	3,079.26	3,202.43		
	Annual	58,793	61,290	63,894	66,607	69,438	72,396	74,384	76,251	80,060	83,262		
17	Hourly	30,336	31,621	32,966	34,367	35,828	37,351	38,378	39,342	41,307	42,959		
	Bi-Weekly	2,426.90	2,529.69	2,637.31	2,749.34	2,866.27	2,988.04	3,070.27	3,147.34	3,304.56	3,436.75		
	Annual	63,099	65,771	68,569	71,482	74,523	77,689	79,827	81,831	85,918	89,355		
18	Hourly	32,491	33,873	35,311	36,813	38,378	40,008	41,108	42,141	44,250	46,020		
	Bi-Weekly	2,599.27	2,709.80	2,824.91	2,945.01	3,070.27	3,200.61	3,288.67	3,371.31	3,540.02	3,681.62		
	Annual	67,581	70,454	73,447	76,570	79,827	83,215	85,505	87,654	92,040	95,721		
19	Hourly	35,641	37,157	38,735	40,379	42,099	43,885	45,094	46,225	48,538	50,479		
	Bi-Weekly	2,851.29	2,972.56	3,098.82	3,230.32	3,367.90	3,510.81	3,607.52	3,697.99	3,883.01	4,038.33		
	Annual	74,133	77,286	80,569	83,987	87,565	91,280	93,795	96,147	100,958	104,996		
20	Hourly	39,136	40,800	42,535	44,341	46,225	48,189	49,515	50,758	53,294	55,426		
	Bi-Weekly	3,130.86	3,264.03	3,402.78	3,547.26	3,697.99	3,855.13	3,961.17	4,060.63	4,263.54	4,434.08		
	Annual	81,402	84,864	88,471	92,228	96,147	100,233	102,990	105,576	110,852	115,286		
21	Hourly	43,009	44,837	46,743	48,728	50,798	52,959	54,417	55,780	58,568	60,911		
	Bi-Weekly	3,440.73	3,586.96	3,739.44	3,898.24	4,063.87	4,236.74	4,353.35	4,462.38	4,685.43	4,872.85		
	Annual	89,459	93,260	97,225	101,353	105,660	110,155	113,187	116,022	121,821	126,693		
22	Hourly	47,199	49,203	51,294	53,475	55,745	58,116	59,713	61,213	64,273	66,844		
	Bi-Weekly	3,775.90	3,936.28	4,103.49	4,278.02	4,459.63	4,649.31	4,777.07	4,897.00	5,141.87	5,347.54		
	Annual	98,173	102,343	106,690	111,229	115,950	120,881	124,203	127,321	133,688	139,036		
23	Hourly	49,505	51,609	53,801	56,088	58,471	60,957	62,632	64,206	67,416	70,113		
	Bi-Weekly	3,960.42	4,128.71	4,304.07	4,487.01	4,677.69	4,876.53	5,010.53	5,136.46	5,393.30	5,609.04		
	Annual	102,970	107,346	111,906	116,661	121,620	126,789	130,274	133,548	140,226	145,835		

Effective June 1, 2020

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

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

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

**Schedule I Chief Judge PDM Interpreters**

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

Effective: June 1, 2020

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

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

Effective June 1, 2020

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

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

Effective June 1, 2020

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

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



Effective June 1, 2022

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

<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>	After 1	After 1	After 1
											Year at 1st	Year at 2nd	Year at 3rd
											Longevity	Longevity	Longevity
											Rate & 10	Rate & 15	Rate & 20
											Years	Years	Years
											At	Service	Service
											5th	Step	Step
20 Hourly	33.854	37.616	39.216	40.883	42.619	44.430	46.319	47.592	48.786	51.225			
Bi-Weekly	2,708.30	3,009.26	3,137.27	3,270.61	3,409.52	3,554.42	3,705.48	3,807.36	3,902.90	4,098.00			
Annual	70,416	78,240	81,569	85,035	88,647	92,414	96,342	98,991	101,475	106,547			

Effective June 1, 2020

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

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

Effective June 1, 2022

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

<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>After 2 Years At 5th Step</u>	<u>After 1 Year at 1st Longevity Rate &amp; 10 Years Service</u>	<u>After 1 Year at 2nd Longevity Rate &amp; 15 Years Service</u>	<u>After 1 Year at 3rd Longevity Rate &amp; 20 Years Service</u>
20 Hourly	33.854	37.616	39.216	40.883	42.619	44.430	46.319	47.592	48.786	51.225	
Bi-Weekly	2,708.30	3,009.26	3,137.27	3,270.61	3,409.52	3,554.42	3,705.48	3,807.36	3,902.90	4,098.00	
Annual	70,416	78,240	81,569	85,035	88,647	92,414	96,342	98,991	101,475	106,547	

Effective June 1, 2022

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

<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>		After 1	After 1	After 1
												Year at 1st	Year at 2nd	Year at 3rd
												Longevity	Longevity	Longevity
												Rate & 10	Rate & 15	Rate & 20
												Years	Years	Years
												At	Service	Service
												5th Step	Service	Service
23	Hourly	47.009	47.484	49.737	52.158	54.581	57.210	60.059	60.948	61.555	63.416			
	Bi-Weekly	3,760.72	3,798.70	3,978.98	4,172.65	4,366.50	4,576.82	4,804.70	4,875.86	4,924.39	5,073.28			
	Annual	97,779	98,766	103,453	108,488	113,529	118,997	124,922	126,772	128,034	131,905			

Effective June 1, 2022

**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	36.070	37.863	39.607	41.565	43.529	45.615	46.309	46.762	48.178
	Bi-Weekly	2,885.58	3,029.07	3,168.57	3,325.20	3,482.34	3,649.22	3,704.73	3,740.94	3,854.21
	Annual	75,025	78,756	82,383	86,455	90,541	94,880	96,323	97,264	100,210

Effective June 1, 2022

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

Grade	Entry Rate 1	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1	After 1	After 1
											Year at 1st Longevity Rate & 10 Years At 5th Step	Year at 2nd Longevity Rate & 15 Years Service	Year at 3rd Longevity Rate & 20 Years Service
9	Hourly	16.577	17.282	18.018	18.783	19.582	20.417	21.283	21.867	22.305	23.421		
	Bi-Weekly	1,326.19	1,382.53	1,441.46	1,502.63	1,566.56	1,633.39	1,702.64	1,749.33	1,784.37	1,873.67		
	Annual	34,481	35,946	37,478	39,068	40,730	42,468	44,269	45,483	46,394	48,716		
10	Hourly	17.757	18.513	19.301	20.119	20.974	21.866	22.796	23.424	23.891	25.087		
	Bi-Weekly	1,420.57	1,481.08	1,544.08	1,609.50	1,677.92	1,749.24	1,823.65	1,873.92	1,911.29	2,006.92		
	Annual	36,935	38,508	40,146	41,847	43,626	45,480	47,415	48,722	49,694	52,180		
11	Hourly	19.051	19.861	20.708	21.586	22.501	23.457	24.456	25.129	25.632	26.912		
	Bi-Weekly	1,524.11	1,588.86	1,656.61	1,726.86	1,800.10	1,876.59	1,956.49	2,010.34	2,050.54	2,152.99		
	Annual	39,627	41,310	43,072	44,898	46,803	48,791	50,869	52,269	53,314	55,978		
12	Hourly	20.399	21.272	22.177	23.119	24.099	25.125	26.192	26.912	27.449	28.824		
	Bi-Weekly	1,631.89	1,701.72	1,774.13	1,849.54	1,927.94	2,010.00	2,095.40	2,152.99	2,195.94	2,305.89		
	Annual	42,429	44,245	46,127	48,088	50,126	52,260	54,480	55,978	57,094	59,953		
13	Hourly	21.853	22.781	23.748	24.759	25.811	26.906	28.051	28.823	29.400	30.868		
	Bi-Weekly	1,748.25	1,822.49	1,899.81	1,980.71	2,064.85	2,152.49	2,244.05	2,305.80	2,352.00	2,469.43		
	Annual	45,454	47,385	49,395	51,498	53,686	55,965	58,345	59,951	61,152	64,205		
14	Hourly	23.463	24.460	25.499	26.583	27.710	28.888	30.117	30.944	31.563	33.142		
	Bi-Weekly	1,877.00	1,956.82	2,039.88	2,126.61	2,216.83	2,311.047	2,409.34	2,475.51	2,525.03	2,651.37		
	Annual	48,802	50,877	53,037	55,292	57,638	60,087.550	62,643	64,363	65,651	68,936		
15	Hourly	25.258	26.330	27.448	28.614	29.831	31.100	32.420	33.314	33.981	35.678		
	Bi-Weekly	2,020.66	2,106.38	2,195.86	2,289.16	2,386.45	2,487.99	2,593.61	2,665.11	2,718.46	2,854.21		
	Annual	52,537	54,766	57,092	59,518	62,048	64,688	67,434	69,293	70,680	74,209		
16	Hourly	27.113	28.266	29.467	30.718	32.023	33.384	34.806	35.762	36.477	38.300		
	Bi-Weekly	2,169.06	2,261.28	2,357.32	2,457.45	2,561.82	2,670.68	2,784.46	2,860.95	2,918.13	3,064.03		
	Annual	56,395	58,793	61,290	63,894	66,607	69,438	72,396	74,385	75,871	79,665		
17	Hourly	29.096	30.336	31.621	32.966	34.367	35.828	37.351	38.378	39.146	41.102		
	Bi-Weekly	2,327.69	2,426.90	2,529.69	2,637.31	2,749.34	2,866.27	2,988.04	3,070.27	3,131.70	3,288.17		
	Annual	60,520	63,099	65,772	68,570	71,483	74,523	77,689	79,827	81,424	85,492		
18	Hourly	31.168	32.491	33.873	35.311	36.813	38.378	40.008	41.108	41.932	44.031		
	Bi-Weekly	2,493.40	2,599.27	2,709.80	2,824.91	2,945.01	3,070.27	3,200.61	3,288.67	3,354.59	3,522.46		
	Annual	64,829	67,581	70,455	73,448	76,570	79,827	83,216	85,505	87,219	91,584		
19	Hourly	34.186	35.641	37.157	38.735	40.379	42.099	43.885	45.094	45.996	48.296		
	Bi-Weekly	2,734.85	2,851.29	2,972.56	3,098.82	3,230.32	3,367.90	3,510.81	3,607.52	3,679.68	3,863.70		
	Annual	71,106	74,134	77,287	80,569	83,988	87,565	91,281	93,796	95,672	100,456		
20	Hourly	37.541	39.136	40.800	42.535	44.341	46.225	48.189	49.515	50.505	53.030		
	Bi-Weekly	3,003.27	3,130.86	3,264.03	3,402.78	3,547.26	3,697.99	3,855.13	3,961.17	4,040.40	4,242.40		
	Annual	78,085	81,402	84,865	88,472	92,229	96,148	100,233	102,990	105,050	110,302		
21	Hourly	41.256	43.009	44.837	46.743	48.728	50.798	52.959	54.417	55.502	58.278		
	Bi-Weekly	3,300.49	3,440.73	3,586.96	3,739.44	3,898.24	4,063.87	4,236.74	4,353.35	4,440.15	4,662.21		
	Annual	85,813	89,459	93,261	97,225	101,354	105,661	110,155	113,187	115,444	121,218		
22	Hourly	45.274	47.199	49.203	51.294	53.475	55.745	58.116	59.713	60.907	63.955		
	Bi-Weekly	3,621.92	3,775.90	3,936.28	4,103.49	4,278.02	4,459.63	4,649.31	4,777.07	4,872.53	5,116.40		
	Annual	94,170	98,173	102,343	106,691	111,229	115,950	120,882	124,204	126,686	133,026		
23	Hourly	47.484	49.505	51.609	53.801	56.088	58.471	60.957	62.632	63.885	67.079		
	Bi-Weekly	3,798.70	3,960.42	4,128.71	4,304.07	4,487.01	4,677.69	4,876.53	5,010.53	5,110.82	5,366.34		
	Annual	98,766	102,971	107,346	111,906	116,662	121,620	126,790	130,274	132,881	139,525		

Effective September 1, 2020

**SCHEDULE I  
BUREAU OF HUMAN RESOURCES  
PHARMACY TECHNICIANS - LOCAL 200**

<u>Grade</u>		<u>Entry Rate 1</u>	<u>Entry Rate 2</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
10	Hourly	15,361	17,068	17,795	18,552	19,338	20,160	21,017	21,911	22,515	23,081	24,233
	Bi-Weekly	1,228.88	1,365.44	1,423.60	1,484.16	1,547.04	1,612.80	1,681.36	1,752.88	1,801.20	1,846.48	1,938.64
	Annual	31,950	35,501	37,013	38,588	40,223	41,932	43,715	45,574	46,831	48,008	50,404
13	Hourly	18,904	21,005	21,897	22,826	23,798	24,809	25,862	26,962	27,704	28,400	29,819
	Bi-Weekly	1,512.32	1,680.40	1,751.76	1,826.08	1,903.84	1,984.72	2,068.96	2,156.96	2,216.32	2,272.00	2,385.52
	Annual	39,320	43,690	45,545	47,478	49,499	51,602	53,792	56,080	57,624	59,072	62,023

Effective June 1, 2022

**SCHEDULE I  
BUREAU OF HUMAN RESOURCES  
HEALTH & HOSPITAL SYSTEMS - 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>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>									After 1	After 1	After 1	After 1	
																				Year at 1st	Year at 2nd	Year at 3rd	Year at 4th	Longevity
																				Years At	Years	Years	Years	
																				5th Step	Service	Service	Service	Service
9	Hourly	16.577	16.950	17.775	18.631	19.490	20.879	21.347	21.560	21.991	23.090													
	Bi-Weekly	1,326.19	1,355.98	1,421.98	1,490.48	1,559.23	1,670.34	1,707.80	1,724.78	1,759.27	1,847.23													
	Annual	34,480	35,255	36,971	38,752	40,540	43,428	44,402	44,844	45,741	48,028													
10	Hourly	17.757	18.586	19.461	20.404	21.383	22.384	22.887	23.117	23.579	24.758													
	Bi-Weekly	1,420.57	1,486.90	1,556.90	1,632.31	1,710.63	1,790.69	1,830.98	1,849.37	1,886.36	1,980.68													
	Annual	36,934	38,659	40,479	42,439	44,476	46,558	47,605	48,083	49,045	51,497													
11	Hourly	19.050	19.929	20.877	21.853	22.933	24.094	24.638	24.886	25.383	26.653													
	Bi-Weekly	1,524.02	1,594.35	1,670.18	1,748.25	1,834.64	1,927.52	1,971.05	1,990.86	2,030.68	2,132.21													
	Annual	39,624	41,453	43,424	45,454	47,700	50,115	51,247	51,762	52,797	55,437													
12	Hourly	20.404	21.383	22.384	23.464	24.667	25.811	26.390	26.654	27.187	28.547													
	Bi-Weekly	1,632.31	1,710.63	1,790.69	1,877.09	1,973.38	2,064.85	2,111.21	2,132.35	2,175.00	2,283.75													
	Annual	42,439	44,476	46,558	48,804	51,307	53,686	54,891	55,441	56,549	59,377													
13	Hourly	21.853	22.933	24.096	25.258	26.403	27.724	28.347	28.631	29.204	30.664													
	Bi-Weekly	1,748.25	1,834.64	1,927.69	2,020.66	2,112.21	2,217.91	2,267.77	2,290.49	2,336.30	2,453.11													
	Annual	45,454	47,700	50,119	52,537	54,917	57,665	58,961	59,552	60,743	63,780													
14	Hourly	23.464	24.667	25.810	27.113	28.398	29.746	30.414	30.719	31.334	32.900													
	Bi-Weekly	1,877.09	1,973.38	2,064.77	2,169.06	2,271.85	2,379.71	2,433.15	2,457.53	2,506.68	2,632.02													
	Annual	48,804	51,307	53,684	56,395	59,067	61,872	63,261	63,895	65,173	68,432													
15	Hourly	25.258	26.403	27.725	29.096	30.560	31.997	32.717	33.044	33.705	35.391													
	Bi-Weekly	2,020.66	2,112.21	2,218.00	2,327.69	2,444.80	2,559.74	2,617.33	2,643.55	2,696.42	2,831.24													
	Annual	52,537	54,917	57,667	60,520	63,564	66,553	68,050	68,732	70,106	73,612													
16	Hourly	27.113	28.398	29.746	31.168	32.671	34.186	34.956	35.304	36.010	37.811													
	Bi-Weekly	2,169.06	2,271.85	2,379.71	2,493.40	2,613.67	2,734.85	2,796.44	2,824.33	2,880.81	3,024.85													
	Annual	56,395	59,067	61,872	64,828	67,955	71,106	72,707	73,432	74,901	78,646													
17	Hourly	29.096	30.560	31.997	33.486	35.140	36.878	37.708	38.086	38.848	40.790													
	Bi-Weekly	2,327.69	2,444.80	2,559.74	2,678.84	2,811.18	2,950.25	3,016.67	3,046.88	3,107.82	3,263.21													
	Annual	60,520	63,564	66,553	69,649	73,090	76,706	78,433	79,218	80,803	84,843													
18	Hourly	31.168	32.671	34.186	35.886	37.541	39.394	40.281	40.685	41.499	43.574													
	Bi-Weekly	2,493.40	2,613.67	2,734.85	2,870.85	3,003.27	3,151.50	3,222.50	3,254.79	3,319.89	3,485.88													
	Annual	64,828	67,955	71,106	74,642	78,085	81,939	83,784	84,624	86,317	90,632													
19	Hourly	34.186	35.886	37.541	39.393	41.256	43.234	44.207	44.650	45.543	47.820													
	Bi-Weekly	2,734.85	2,870.85	3,003.27	3,151.42	3,300.49	3,458.71	3,536.53	3,571.98	3,643.42	3,825.59													
	Annual	71,106	74,642	78,085	81,936	85,812	89,926	91,949	92,871	94,728	99,465													
20	Hourly	37.541	39.393	41.256	43.233	45.274	47.484	48.554	49.038	50.019	52.520													
	Bi-Weekly	3,003.27	3,151.42	3,300.49	3,458.62	3,621.92	3,798.70	3,884.34	3,923.05	4,001.51	4,201.58													
	Annual	78,085	81,936	85,812	89,924	94,169	98,766	100,992	101,999	104,039	109,241													
21	Hourly	41.256	43.233	45.274	47.485	49.737	52.158	53.330	53.864	54.942	57.689													
	Bi-Weekly	3,300.49	3,458.62	3,621.92	3,798.78	3,978.98	4,172.65	4,266.37	4,309.15	4,395.33	4,615.10													
	Annual	85,812	89,924	94,169	98,768	103,453	108,488	110,925	112,037	114,278	119,992													
22	Hourly	45.274	47.485	49.737	52.157	54.582	57.210	58.499	59.084	60.266	63.279													
	Bi-Weekly	3,621.92	3,798.78	3,978.98	4,172.57	4,366.58	4,576.82	4,679.94	4,726.71	4,821.25	5,062.31													
	Annual	94,169	98,768	103,453	108,486	113,531	118,997	121,678	122,894	125,352	131,620													



Effective June 1, 2022

SCHEDULE I  
BUREAU OF HUMAN RESOURCES  
CORPORATE - SEIU LOCAL 73

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 2	After 1	After 1	After 1		
											Years At	Year at 1st	Year at 2nd	Year at 3rd		
												5th Step	Longevity	Longevity	Longevity	
												Rate & 10	Rate & 15	Rate & 20		
												Years	Years	Years		
												Service	Service	Service		
9	Hourly	16.577	17.331	18.174	19.051	19.929	20.879	21.472	21.688	22.772						
	Bi-Weekly	1,326.19	1,386.45	1,453.94	1,524.11	1,594.35	1,670.34	1,717.78	1,735.01	1,821.76						
	Annual	34,480	36,047	37,802	39,626	41,453	43,428	44,662	45,110	47,365						
10	Hourly	17.757	18.586	19.461	20.403	21.383	22.384	22.809	23.051	24.203						
	Bi-Weekly	1,420.57	1,486.90	1,556.90	1,632.22	1,710.63	1,790.69	1,824.73	1,844.04	1,936.25						
	Annual	36,934	38,659	40,479	42,437	44,476	46,558	47,443	47,945	50,342						
11	Hourly	19.051	19.929	20.879	21.853	22.933	24.094	24.578	24.804	26.044						
	Bi-Weekly	1,524.11	1,594.35	1,670.34	1,748.25	1,834.64	1,927.52	1,966.23	1,984.29	2,083.50						
	Annual	39,626	41,453	43,428	45,454	47,700	50,115	51,121	51,591	54,171						
12	Hourly	20.403	21.383	22.384	23.463	24.668	25.811	26.315	26.578	27.907						
	Bi-Weekly	1,632.22	1,710.63	1,790.69	1,877.00	1,973.47	2,064.85	2,105.22	2,126.28	2,232.59						
	Annual	42,437	44,476	46,558	48,802	51,310	53,686	54,735	55,283	58,047						
13	Hourly	21.853	22.933	24.094	25.258	26.403	27.724	28.276	28.547	29.974						
	Bi-Weekly	1,748.25	1,834.64	1,927.52	2,020.66	2,112.21	2,217.91	2,262.11	2,283.75	2,397.94						
	Annual	45,454	47,700	50,115	52,537	54,917	57,665	58,814	59,377	62,346						
14	Hourly	23.463	24.668	25.811	27.113	28.397	29.746	30.359	30.662	32.195						
	Bi-Weekly	1,877.00	1,973.47	2,064.85	2,169.06	2,271.76	2,379.71	2,428.73	2,452.95	2,575.60						
	Annual	48,802	51,310	53,686	56,395	59,065	61,872	63,147	63,776	66,965						
15	Hourly	25.258	26.403	27.724	29.096	30.558	31.997	32.642	32.975	34.623						
	Bi-Weekly	2,020.66	2,112.21	2,217.91	2,327.69	2,444.63	2,559.74	2,611.34	2,637.97	2,769.87						
	Annual	52,537	54,917	57,665	60,520	63,560	66,553	67,894	68,587	72,016						
16	Hourly	27.113	28.397	29.746	31.168	32.672	34.186	34.891	35.229	36.991						
	Bi-Weekly	2,169.06	2,271.76	2,379.71	2,493.40	2,613.75	2,734.85	2,791.28	2,818.33	2,959.25						
	Annual	56,395	59,065	61,872	64,828	67,957	71,106	72,573	73,276	76,940						
17	Hourly	29.096	30.558	31.997	33.486	35.140	36.878	37.599	37.959	39.857						
	Bi-Weekly	2,327.69	2,444.63	2,559.74	2,678.84	2,811.18	2,950.25	3,007.93	3,036.73	3,188.57						
	Annual	60,520	63,560	66,553	69,649	73,090	76,706	78,206	78,954	82,902						
18	Hourly	31.168	32.672	34.186	35.886	37.541	39.394	40.200	40.581	42.610						
	Bi-Weekly	2,493.40	2,613.75	2,734.85	2,870.85	3,003.27	3,151.50	3,216.01	3,246.47	3,408.79						
	Annual	64,828	67,957	71,106	74,642	78,085	81,939	83,616	84,408	88,628						
19	Hourly	34.186	35.886	37.541	39.394	41.256	43.234	43.890	44.319	46.535						
	Bi-Weekly	2,734.85	2,870.85	3,003.27	3,151.50	3,300.49	3,458.71	3,511.22	3,545.51	3,722.79						
	Annual	71,106	74,642	78,085	81,939	85,812	89,926	91,291	92,183	96,792						
20	Hourly	37.541	39.394	41.256	43.234	45.274	47.484	48.181	48.648	51.080						
	Bi-Weekly	3,003.27	3,151.50	3,300.49	3,458.71	3,621.92	3,798.70	3,854.46	3,891.83	4,086.43						
	Annual	78,085	81,939	85,812	89,926	94,169	98,766	100,216	101,187	106,247						
21	Hourly	41.256	43.234	45.274	47.484	49.737	52.158	52.931	53.459	56.132						
	Bi-Weekly	3,300.49	3,458.71	3,621.92	3,798.70	3,978.98	4,172.65	4,234.49	4,276.69	4,490.52						
	Annual	85,812	89,926	94,169	98,766	103,453	108,488	110,096	111,193	116,753						
22	Hourly	45.274	47.484	49.737	52.158	54.581	57.210	58.052	58.628	61.560						
	Bi-Weekly	3,621.92	3,798.70	3,978.98	4,172.65	4,366.50	4,576.82	4,644.15	4,690.26	4,924.77						
	Annual	94,169	98,766	103,453	108,488	113,528	118,997	120,747	121,946	128,044						
23	Hourly	47.484	49.737	52.158	54.581	57.210	60.059	60.948	61.555	64.633						
	Bi-Weekly	3,798.70	3,978.98	4,172.65	4,366.50	4,576.82	4,804.70	4,875.86	4,924.39	5,170.61						
	Annual	98,766	103,453	108,488	113,528	118,997	124,922	126,772	128,034	134,435						

Effective June 1, 2022

**SCHEDULE I  
BUREAU OF HUMAN RESOURCES  
OT/PT/SP ONLY - 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>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>		After 1	After 1	After 1	After 1	
													Year at 1st	Year at 2nd	Year at 3rd	Year at 4th	Longevity
													After 2				
													Years At	Years	Years	Years	Years
													5th Step	Service	Service	Service	Service
19	Hourly	37.541	39.393	41.256	43.234	44.207	44.650	45.201	47.252	47.485	49.859						
	Bi-Weekly	3,003.27	3,151.42	3,300.49	3,458.71	3,536.53	3,571.98	3,616.09	3,780.14	3,798.78	3,988.72						
	Annual	78,085	81,936	85,812	89,926	91,949	92,871	94,018	98,283	98,768	103,706						
20	Hourly	41.256	43.233	45.274	47.484	48.554	49.038	49.645	51.896	52.157	54.765						
	Bi-Weekly	3,300.49	3,458.62	3,621.92	3,798.70	3,884.34	3,923.05	3,971.57	4,151.68	4,172.57	4,381.20						
	Annual	85,812	89,924	94,169	98,766	100,992	101,999	103,260	107,943	108,486	113,911						

Effective June 1, 2022

**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>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>										After 1	After 1	After 1	
																				Year at 1st	Year at 2nd	Year at 3rd	Longevity
10	Hourly	17.757	18.513	19.301	20.119	20.974	21.866	22.796	23.424	23.891	25.087												
	Bi-Weekly	1,420.57	1,481.08	1,544.08	1,609.50	1,677.92	1,749.24	1,823.65	1,873.92	1,911.29	2,006.92												
	Annual	36,935	38,508	40,146	41,847	43,626	45,480	47,415	48,722	49,694	52,180												
11	Hourly	19.051	19.861	20.708	21.586	22.501	23.457	24.456	25.129	25.632	26.912												
	Bi-Weekly	1,524.11	1,588.86	1,656.61	1,726.86	1,800.10	1,876.59	1,956.49	2,010.34	2,050.54	2,152.99												
	Annual	39,627	41,310	43,072	44,898	46,803	48,791	50,869	52,269	53,314	55,978												
12	Hourly	20.403	21.272	22.177	23.119	24.099	25.125	26.192	26.912	27.449	28.824												
	Bi-Weekly	1,632.22	1,701.72	1,774.13	1,849.54	1,927.94	2,010.00	2,095.40	2,152.99	2,195.94	2,305.89												
	Annual	42,438	44,245	46,127	48,088	50,126	52,260	54,480	55,978	57,094	59,953												
13	Hourly	21.853	22.781	23.748	24.759	25.811	26.906	28.051	28.823	29.400	30.868												
	Bi-Weekly	1,748.25	1,822.49	1,899.81	1,980.71	2,064.85	2,152.49	2,244.05	2,305.80	2,352.00	2,469.43												
	Annual	45,454	47,385	49,395	51,498	53,686	55,965	58,345	59,951	61,152	64,205												
14	Hourly	23.463	24.460	25.499	26.583	27.710	28.888	30.117	30.944	31.563	33.142												
	Bi-Weekly	1,877.00	1,956.82	2,039.88	2,126.61	2,216.83	2,311.05	2,409.34	2,475.51	2,525.03	2,651.37												
	Annual	48,802	50,877	53,037	55,292	57,638	60,087	62,643	64,363	65,651	68,936												
15	Hourly	25.258	26.330	27.448	28.614	29.831	31.100	32.420	33.314	33.981	35.678												
	Bi-Weekly	2,020.66	2,106.38	2,195.86	2,289.16	2,386.45	2,487.99	2,593.61	2,665.11	2,718.46	2,854.21												
	Annual	52,537	54,766	57,092	59,518	62,048	64,688	67,434	69,293	70,680	74,209												
16	Hourly	27.113	28.266	29.467	30.718	32.023	33.384	34.806	35.762	36.477	38.300												
	Bi-Weekly	2,169.06	2,261.28	2,357.32	2,457.45	2,561.82	2,670.68	2,784.46	2,860.95	2,918.13	3,064.03												
	Annual	56,395	58,793	61,290	63,894	66,607	69,438	72,396	74,385	75,871	79,665												

Effective June 1, 2020

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

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

Effective June 1, 2022

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

<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>After 1</u>	<u>After 1</u>	<u>After 1</u>	
												<u>Year at 1st</u>	<u>Year at 2nd</u>	<u>Year at 3rd</u>	
												<u>Longevity</u>	<u>Longevity</u>	<u>Longevity</u>	
												<u>Rate &amp; 10</u>	<u>Rate &amp; 15</u>	<u>Rate &amp; 20</u>	
												<u>Years</u>	<u>Years</u>	<u>Years</u>	
												<u>Service</u>	<u>Service</u>	<u>Service</u>	
												<u>5th Step</u>			
9	Hourly	16.577	17.331	18.174	19.051	19.929	20.877	21.472	21.688	22.326					
	Bi-Weekly	1,326.19	1,386.45	1,453.94	1,524.11	1,594.35	1,670.18	1,717.78	1,735.01	1,786.12					
	Annual	34,480	36,047	37,802	39,626	41,453	43,424	44,662	45,110	46,438					
10	Hourly	17.757	18.586	19.461	20.404	21.383	22.384	22.809	23.051	23.734					
	Bi-Weekly	1,420.57	1,486.90	1,556.90	1,632.31	1,710.63	1,790.69	1,824.73	1,844.04	1,898.73					
	Annual	36,934	38,659	40,479	42,439	44,476	46,558	47,442	47,945	49,367					
11	Hourly	19.050	19.929	20.877	21.853	22.933	24.096	24.578	24.804	25.566					
	Bi-Weekly	1,524.02	1,594.35	1,670.18	1,748.25	1,834.64	1,927.69	1,966.23	1,984.29	2,045.29					
	Annual	39,624	41,453	43,424	45,454	47,700	50,119	51,121	51,591	53,177					
12	Hourly	20.404	21.383	22.384	23.464	24.667	25.810	26.315	26.578	27.387					
	Bi-Weekly	1,632.31	1,710.63	1,790.69	1,877.09	1,973.38	2,064.77	2,105.22	2,126.28	2,190.95					
	Annual	42,439	44,476	46,558	48,804	51,307	53,683	54,735	55,282	56,964					
13	Hourly	21.853	22.933	24.096	25.258	26.403	27.725	28.276	28.547	29.410					
	Bi-Weekly	1,748.25	1,834.64	1,927.69	2,020.66	2,112.21	2,218.00	2,262.11	2,283.75	2,352.83					
	Annual	45,454	47,700	50,119	52,537	54,917	57,667	58,814	59,377	61,173					
14	Hourly	23.464	24.667	25.810	27.113	28.398	29.746	30.359	30.663	31.588					
	Bi-Weekly	1,877.09	1,973.38	2,064.77	2,169.06	2,271.85	2,379.71	2,428.73	2,453.04	2,527.03					
	Annual	48,804	51,307	53,683	56,395	59,067	61,872	63,147	63,778	65,702					
15	Hourly	25.258	26.403	27.725	29.096	30.560	31.997	32.642	32.975	33.959					
	Bi-Weekly	2,020.66	2,112.21	2,218.00	2,327.69	2,444.80	2,559.74	2,611.34	2,637.97	2,716.71					
	Annual	52,537	54,917	57,667	60,520	63,564	66,553	67,895	68,587	70,634					
16	Hourly	27.113	28.398	29.746	31.168	32.671	34.186	34.891	35.228	36.291					
	Bi-Weekly	2,169.06	2,271.85	2,379.71	2,493.40	2,613.67	2,734.85	2,791.28	2,818.25	2,903.31					
	Annual	56,395	59,067	61,872	64,828	67,955	71,105	72,572	73,274	75,485					
17	Hourly	29.096	30.560	31.997	33.486	35.140	36.878	37.599	37.958	39.107					
	Bi-Weekly	2,327.69	2,444.80	2,559.74	2,678.84	2,811.18	2,950.25	3,007.93	3,036.65	3,128.53					
	Annual	60,520	63,564	66,553	69,649	73,091	76,706	78,206	78,952	81,342					
18	Hourly	31.168	32.671	34.186	35.886	37.541	39.393	40.200	40.581	41.836					
	Bi-Weekly	2,493.40	2,613.67	2,734.85	2,870.85	3,003.27	3,151.42	3,216.01	3,246.47	3,346.84					
	Annual	64,828	67,955	71,105	74,642	78,084	81,937	83,616	84,408	87,017					
19	Hourly	34.186	35.886	37.541	39.393	41.256	43.233	43.890	44.319	45.662					
	Bi-Weekly	2,734.85	2,870.85	3,003.27	3,151.42	3,300.49	3,458.62	3,511.22	3,545.51	3,652.96					
	Annual	71,105	74,642	78,084	81,937	85,812	89,924	91,291	92,182	94,977					
20	Hourly	37.541	39.393	41.256	43.233	45.274	47.485	48.181	48.648	50.116					
	Bi-Weekly	3,003.27	3,151.42	3,300.49	3,458.62	3,621.92	3,798.78	3,854.46	3,891.83	4,009.27					
	Annual	78,084	81,937	85,812	89,924	94,170	98,768	100,215	101,187	104,240					
21	Hourly	41.256	43.233	45.274	47.485	49.737	52.157	52.931	53.458	55.082					
	Bi-Weekly	3,300.49	3,458.62	3,621.92	3,798.78	3,978.98	4,172.57	4,234.49	4,276.61	4,406.53					
	Annual	85,812	89,924	94,170	98,768	103,453	108,486	110,097	111,191	114,569					
22	Hourly	45.274	47.485	49.737	52.157	54.582	57.210	58.051	58.628	60.385					
	Bi-Weekly	3,621.92	3,798.78	3,978.98	4,172.57	4,366.58	4,576.82	4,644.07	4,690.26	4,830.84					
	Annual	94,170	98,768	103,453	108,486	113,531	118,997	120,745	121,947	125,601					
23	Hourly	47.485	49.737	52.157	54.582	57.210	60.059	60.947	61.555	63.416					
	Bi-Weekly	3,798.78	3,978.98	4,172.57	4,366.58	4,576.82	4,804.70	4,875.78	4,924.39	5,073.28					
	Annual	98,768	103,453	108,486	113,531	118,997	124,922	126,770	128,034	131,905					

Effective June 1, 2019

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

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

Effective June 1, 2022

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

<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>	After 1	After 1	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
15 Hourly	25.258	26.330	27.448	28.614	29.831	31.100	32.420	33.314	33.981	35.678			
Bi-Weekly	2,020.66	2,106.38	2,195.86	2,289.16	2,386.45	2,487.99	2,593.61	2,665.11	2,718.46	2,854.21			
Annual	52,537	54,765	57,092	59,518	62,047	64,687	67,433	69,292	70,679	74,209			

Effective September 1, 2020

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

<u>Grade</u>	<u>Entry Rate 1</u>	<u>Entry Rate 2</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>After 1</u>	<u>After 1</u>	<u>After 1</u>
												<u>Year at 1st</u>	<u>Year at 2nd</u>	<u>Year at 3rd</u>
												<u>Longevity</u>	<u>Longevity</u>	<u>Longevity</u>
												<u>Rate &amp; 10</u>	<u>Rate &amp; 15</u>	<u>Rate &amp; 20</u>
												<u>Years</u>	<u>Years</u>	<u>Years</u>
												<u>At</u>	<u>Service</u>	<u>Service</u>
												<u>5th Step</u>	<u>Service</u>	<u>Service</u>
18 Hourly	26,963	29,958	31,230	32,558	33,941	35,384	36,889	38,455	39,513	40,305	42,322			
Bi-Weekly	2,157.04	2,396.64	2,498.40	2,604.64	2,715.28	2,830.72	2,951.12	3,076.40	3,161.04	3,224.40	3,385.76			
Annual	56,083	62,312	64,958	67,720	70,597	73,598	76,729	79,986	82,187	83,834	88,029			



Effective June 1, 2022

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

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 2	After 1	After 1
											Years At 5th Step	Year at 1st Longevity Rate & 10 Years Service	Year at 2nd Longevity Rate & 15 Years Service
9	Hourly	16,577	17,282	18,018	18,783	19,582	20,417	21,283	21,867	22,305	23,421		
	Bi-Weekly	1,326.19	1,382.53	1,441.46	1,502.63	1,566.56	1,633.39	1,702.64	1,749.33	1,784.37	1,873.67		
	Annual	34,480	35,945	37,477	39,068	40,730	42,468	44,268	45,482	46,393	48,715		
10	Hourly	17,757	18,513	19,301	20,119	20,974	21,866	22,796	23,424	23,891	25,087		
	Bi-Weekly	1,420.57	1,481.08	1,544.08	1,609.50	1,677.92	1,749.24	1,823.65	1,873.92	1,911.29	2,006.92		
	Annual	36,934	38,507	40,146	41,847	43,625	45,480	47,414	48,722	49,694	52,180		
11	Hourly	19,051	19,861	20,708	21,586	22,501	23,457	24,456	25,129	25,632	26,912		
	Bi-Weekly	1,524.11	1,588.86	1,656.61	1,726.86	1,800.10	1,876.59	1,956.49	2,010.34	2,050.54	2,152.99		
	Annual	39,626	41,310	43,072	44,897	46,802	48,790	50,868	52,268	53,313	55,977		
12	Hourly	20,403	21,272	22,177	23,119	24,099	25,125	26,192	26,912	27,449	28,824		
	Bi-Weekly	1,632.22	1,701.72	1,774.13	1,849.54	1,927.94	2,010.00	2,095.40	2,152.99	2,195.94	2,305.89		
	Annual	42,437	44,244	46,127	48,087	50,126	52,260	54,480	55,977	57,094	59,953		
13	Hourly	21,853	22,781	23,748	24,759	25,811	26,906	28,051	28,823	29,400	30,868		
	Bi-Weekly	1,748.25	1,822.49	1,899.81	1,980.71	2,064.85	2,152.49	2,244.05	2,305.80	2,352.00	2,469.43		
	Annual	45,454	47,384	49,395	51,498	53,685	55,964	58,344	59,951	61,151	64,205		
14	Hourly	23,463	24,460	25,499	26,583	27,710	28,888	30,117	30,944	31,563	33,142		
	Bi-Weekly	1,877.00	1,956.82	2,039.88	2,126.61	2,216.83	2,311.05	2,409.34	2,475.51	2,525.03	2,651.37		
	Annual	48,802	50,876	53,036	55,292	57,637	60,087	62,642	64,363	65,651	68,935		
15	Hourly	25,258	26,330	27,448	28,614	29,831	31,100	32,420	33,314	33,981	35,678		
	Bi-Weekly	2,020.66	2,106.38	2,195.86	2,289.16	2,386.45	2,487.99	2,593.61	2,665.11	2,718.46	2,854.21		
	Annual	52,537	54,765	57,092	59,518	62,047	64,687	67,433	69,292	70,679	74,209		
16	Hourly	27,113	28,266	29,467	30,718	32,023	33,384	34,806	35,762	36,477	38,300		
	Bi-Weekly	2,169.06	2,261.28	2,357.32	2,457.45	2,561.82	2,670.68	2,784.46	2,860.95	2,918.13	3,064.03		
	Annual	56,395	58,793	61,290	63,894	66,607	69,438	72,396	74,384	75,870	79,665		
17	Hourly	29,096	30,336	31,621	32,966	34,367	35,828	37,351	38,378	39,146	41,102		
	Bi-Weekly	2,327.69	2,426.90	2,529.69	2,637.31	2,749.34	2,866.27	2,988.04	3,070.27	3,131.70	3,288.17		
	Annual	60,520	63,099	65,771	68,569	71,482	74,523	77,689	79,827	81,424	85,492		
18	Hourly	31,168	32,491	33,873	35,311	36,813	38,378	40,008	41,108	41,932	44,031		
	Bi-Weekly	2,493.40	2,599.27	2,709.80	2,824.91	2,945.01	3,070.27	3,200.61	3,288.67	3,354.59	3,522.46		
	Annual	64,828	67,581	70,454	73,447	76,570	79,827	83,215	85,505	87,219	91,583		
19	Hourly	34,186	35,641	37,157	38,735	40,379	42,099	43,885	45,094	45,996	48,296		
	Bi-Weekly	2,734.85	2,851.29	2,972.56	3,098.82	3,230.32	3,367.90	3,510.81	3,607.52	3,679.68	3,863.70		
	Annual	71,105	74,133	77,286	80,569	83,987	87,565	91,280	93,795	95,671	100,455		
20	Hourly	37,541	39,136	40,800	42,535	44,341	46,225	48,189	49,515	50,505	53,030		
	Bi-Weekly	3,003.27	3,130.86	3,264.03	3,402.78	3,547.26	3,697.99	3,855.13	3,961.17	4,040.40	4,242.40		
	Annual	78,084	81,402	84,864	88,471	92,228	96,147	100,233	102,990	105,050	110,302		
21	Hourly	41,256	43,009	44,837	46,743	48,728	50,798	52,959	54,417	55,502	58,278		
	Bi-Weekly	3,300.49	3,440.73	3,586.96	3,739.44	3,898.24	4,063.87	4,236.74	4,353.35	4,440.15	4,662.21		
	Annual	85,812	89,459	93,260	97,225	101,353	105,660	110,155	113,187	115,443	121,217		
22	Hourly	45,274	47,199	49,203	51,294	53,475	55,745	58,116	59,713	60,907	63,955		
	Bi-Weekly	3,621.92	3,775.90	3,936.28	4,103.49	4,278.02	4,459.63	4,649.31	4,777.07	4,872.53	5,116.40		
	Annual	94,170	98,173	102,343	106,690	111,229	115,950	120,881	124,203	126,685	133,025		
23	Hourly	47,484	49,505	51,609	53,801	56,088	58,471	60,957	62,632	63,885	67,079		
	Bi-Weekly	3,798.70	3,960.42	4,128.71	4,304.07	4,487.01	4,677.69	4,876.53	5,010.53	5,110.82	5,366.34		
	Annual	98,766	102,970	107,346	111,906	116,661	121,620	126,789	130,274	132,881	139,525		

Effective June 1, 2022

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

<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>After 1</u>	<u>After 1</u>	<u>After 1</u>
											<u>Year at 1st</u>	<u>Year at 2nd</u>	<u>Year at 3rd</u>
											<u>Longevity</u>	<u>Longevity</u>	<u>Longevity</u>
											<u>Rate &amp; 10</u>	<u>Rate &amp; 15</u>	<u>Rate &amp; 20</u>
											<u>Years</u>	<u>Years</u>	<u>Years</u>
											<u>Service</u>	<u>Service</u>	<u>Service</u>
											<u>After 2</u>		
											<u>Years At</u>		
											<u>5th Step</u>		
9	Hourly	16,577	17,282	18,018	18,783	19,582	20,417	21,283	21,867	22,305	23,421		
	Bi-Weekly	1,326.19	1,382.53	1,441.46	1,502.63	1,566.56	1,633.39	1,702.64	1,749.33	1,784.37	1,873.67		
	Annual	34,480	35,945	37,477	39,068	40,730	42,468	44,268	45,482	46,393	48,715		
10	Hourly	17,757	18,513	19,301	20,119	20,974	21,866	22,796	23,424	23,891	25,087		
	Bi-Weekly	1,420.57	1,481.08	1,544.08	1,609.50	1,677.92	1,749.24	1,823.65	1,873.92	1,911.29	2,006.92		
	Annual	36,934	38,507	40,146	41,847	43,625	45,480	47,414	48,722	49,694	52,180		
11	Hourly	19,051	19,861	20,708	21,586	22,501	23,457	24,456	25,129	25,632	26,912		
	Bi-Weekly	1,524.11	1,588.86	1,656.61	1,726.86	1,800.10	1,876.59	1,956.49	2,010.34	2,050.54	2,152.99		
	Annual	39,626	41,310	43,072	44,897	46,802	48,790	50,868	52,268	53,313	55,977		
12	Hourly	20,403	21,272	22,177	23,119	24,099	25,125	26,192	26,912	27,449	28,824		
	Bi-Weekly	1,632.22	1,701.72	1,774.13	1,849.54	1,927.94	2,010.00	2,095.40	2,152.99	2,195.94	2,305.89		
	Annual	42,437	44,244	46,127	48,087	50,126	52,260	54,480	55,977	57,094	59,953		
13	Hourly	21,853	22,781	23,748	24,759	25,811	26,906	28,051	28,823	29,400	30,868		
	Bi-Weekly	1,748.25	1,822.49	1,899.81	1,980.71	2,064.85	2,152.49	2,244.05	2,305.80	2,352.00	2,469.43		
	Annual	45,454	47,384	49,395	51,498	53,685	55,964	58,344	59,951	61,151	64,205		
14	Hourly	23,463	24,460	25,499	26,583	27,710	28,888	30,117	30,944	31,563	33,142		
	Bi-Weekly	1,877.00	1,956.82	2,039.88	2,126.61	2,216.83	2,311.05	2,409.34	2,475.51	2,525.03	2,651.37		
	Annual	48,802	50,876	53,036	55,292	57,637	60,087	62,642	64,363	65,651	68,935		
15	Hourly	25,258	26,330	27,448	28,614	29,831	31,100	32,420	33,314	33,981	35,678		
	Bi-Weekly	2,020.66	2,106.38	2,195.86	2,289.16	2,386.45	2,487.99	2,593.61	2,665.11	2,718.46	2,854.21		
	Annual	52,537	54,765	57,092	59,518	62,047	64,687	67,433	69,292	70,679	74,209		
16	Hourly	27,113	28,266	29,467	30,718	32,023	33,384	34,806	35,762	36,477	38,300		
	Bi-Weekly	2,169.06	2,261.28	2,357.32	2,457.45	2,561.82	2,670.68	2,784.46	2,860.95	2,918.13	3,064.03		
	Annual	56,395	58,793	61,290	63,894	66,607	69,438	72,396	74,384	75,870	79,665		
17	Hourly	29,096	30,336	31,621	32,966	34,367	35,828	37,351	38,378	39,146	41,102		
	Bi-Weekly	2,327.69	2,426.90	2,529.69	2,637.31	2,749.34	2,866.27	2,988.04	3,070.27	3,131.70	3,288.17		
	Annual	60,520	63,099	65,771	68,569	71,482	74,523	77,689	79,827	81,424	85,492		
18	Hourly	31,168	32,491	33,873	35,311	36,813	38,378	40,008	41,108	41,932	44,031		
	Bi-Weekly	2,493.40	2,599.27	2,709.80	2,824.91	2,945.01	3,070.27	3,200.61	3,288.67	3,354.59	3,522.46		
	Annual	64,828	67,581	70,454	73,447	76,570	79,827	83,215	85,505	87,219	91,583		
19	Hourly	34,186	35,641	37,157	38,735	40,379	42,099	43,885	45,094	45,996	48,296		
	Bi-Weekly	2,734.85	2,851.29	2,972.56	3,098.82	3,230.32	3,367.90	3,510.81	3,607.52	3,679.68	3,863.70		
	Annual	71,105	74,133	77,286	80,569	83,987	87,565	91,280	93,795	95,671	100,455		
20	Hourly	37,541	39,136	40,800	42,535	44,341	46,225	48,189	49,515	50,505	53,030		
	Bi-Weekly	3,003.27	3,130.86	3,264.03	3,402.78	3,547.26	3,697.99	3,855.13	3,961.17	4,040.40	4,242.40		
	Annual	78,084	81,402	84,864	88,471	92,228	96,147	100,233	102,990	105,050	110,302		
21	Hourly	41,256	43,009	44,837	46,743	48,728	50,798	52,959	54,417	55,502	58,278		
	Bi-Weekly	3,300.49	3,440.73	3,586.96	3,739.44	3,898.24	4,063.87	4,236.74	4,353.35	4,440.15	4,662.21		
	Annual	85,812	89,459	93,260	97,225	101,353	105,660	110,155	113,187	115,443	121,217		
22	Hourly	45,274	47,199	49,203	51,294	53,475	55,745	58,116	59,713	60,907	63,955		
	Bi-Weekly	3,621.92	3,775.90	3,936.28	4,103.49	4,278.02	4,459.63	4,649.31	4,777.07	4,872.53	5,116.40		
	Annual	94,170	98,173	102,343	106,690	111,229	115,950	120,881	124,203	126,685	133,025		
23	Hourly	47,484	49,505	51,609	53,801	56,088	58,471	60,957	62,632	63,885	67,079		
	Bi-Weekly	3,798.70	3,960.42	4,128.71	4,304.07	4,487.01	4,677.69	4,876.53	5,010.53	5,110.82	5,366.34		
	Annual	98,766	102,970	107,346	111,906	116,661	121,620	126,789	130,274	132,881	139,525		

Effective June 1, 2022

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

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1	After 1	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
9	Hourly	16.577	17.331	18.174	19.051	19.929	20.877	21.472	21.688	22.326			
	Bi-Weekly	1,326.19	1,386.45	1,453.94	1,524.11	1,594.35	1,670.18	1,717.78	1,735.01	1,786.12			
	Annual	34,481	36,048	37,803	39,627	41,453	43,425	44,662	45,110	46,439			
10	Hourly	17.757	18.586	19.461	20.404	21.383	22.384	22.809	23.051	23.734			
	Bi-Weekly	1,420.57	1,486.90	1,556.90	1,632.31	1,710.63	1,790.69	1,824.73	1,844.04	1,898.73			
	Annual	36,935	38,660	40,479	42,440	44,476	46,558	47,443	47,945	49,367			
11	Hourly	19.050	19.929	20.877	21.853	22.933	24.096	24.578	24.025	25.566			
	Bi-Weekly	1,524.02	1,594.35	1,670.18	1,748.25	1,834.64	1,927.69	1,966.23	1,922.03	2,045.29			
	Annual	39,625	41,453	43,425	45,454	47,701	50,120	51,122	49,973	53,178			
12	Hourly	20.404	21.383	22.384	23.464	24.667	25.810	26.315	26.578	27.387			
	Bi-Weekly	1,632.31	1,710.63	1,790.69	1,877.09	1,973.38	2,064.77	2,105.22	2,126.28	2,190.95			
	Annual	42,440	44,476	46,558	48,804	51,308	53,684	54,736	55,283	56,965			
13	Hourly	21.853	22.933	24.096	25.258	26.403	27.725	28.276	28.547	29.410			
	Bi-Weekly	1,748.25	1,834.64	1,927.69	2,020.66	2,112.21	2,218.00	2,262.11	2,283.75	2,352.83			
	Annual	45,454	47,701	50,120	52,537	54,917	57,668	58,815	59,377	61,174			
14	Hourly	23.464	24.667	25.810	27.113	28.398	29.746	30.359	30.663	31.588			
	Bi-Weekly	1,877.09	1,973.38	2,064.77	2,169.06	2,271.85	2,379.71	2,428.73	2,453.04	2,527.03			
	Annual	48,804	51,308	53,684	56,395	59,068	61,873	63,147	63,779	65,703			
15	Hourly	25.258	26.403	27.725	29.096	30.560	31.997	32.642	32.975	33.959			
	Bi-Weekly	2,020.66	2,112.21	2,218.00	2,327.69	2,444.80	2,559.74	2,611.34	2,637.97	2,716.71			
	Annual	52,537	54,917	57,668	60,520	63,565	66,553	67,895	68,587	70,634			
16	Hourly	27.113	28.398	29.746	31.168	32.671	34.186	34.891	35.228	36.291			
	Bi-Weekly	2,169.06	2,271.85	2,379.71	2,493.40	2,613.67	2,734.85	2,791.28	2,818.25	2,903.31			
	Annual	56,395	59,068	61,873	64,829	67,955	71,106	72,573	73,275	75,486			
17	Hourly	29.096	30.560	31.997	33.486	35.140	36.878	37.599	37.958	39.107			
	Bi-Weekly	2,327.69	2,444.80	2,559.74	2,678.84	2,811.18	2,950.25	3,007.93	3,036.65	3,128.53			
	Annual	60,520	63,565	66,553	69,650	73,091	76,707	78,206	78,953	81,342			
18	Hourly	31.168	32.671	34.186	35.886	37.541	39.393	40.200	40.581	41.836			
	Bi-Weekly	2,493.40	2,613.67	2,734.85	2,870.85	3,003.27	3,151.42	3,216.01	3,246.47	3,346.84			
	Annual	64,829	67,955	71,106	74,642	78,085	81,937	83,616	84,408	87,018			
19	Hourly	34.186	35.886	37.541	39.393	41.256	43.233	43.890	44.319	45.662			
	Bi-Weekly	2,734.85	2,870.85	3,003.27	3,151.42	3,300.49	3,458.62	3,511.22	3,545.51	3,652.96			
	Annual	71,106	74,642	78,085	81,937	85,813	89,924	91,292	92,183	94,977			
20	Hourly	37.541	39.393	41.256	43.233	45.274	47.485	48.181	48.648	50.116			
	Bi-Weekly	3,003.27	3,151.42	3,300.49	3,458.62	3,621.92	3,798.78	3,854.46	3,891.83	4,009.27			
	Annual	78,085	81,937	85,813	89,924	94,170	98,768	100,216	101,188	104,241			
21	Hourly	41.256	43.233	45.274	47.485	49.737	52.157	52.931	53.458	55.082			
	Bi-Weekly	3,300.49	3,458.62	3,621.92	3,798.78	3,978.98	4,172.57	4,234.49	4,276.61	4,406.53			
	Annual	85,813	89,924	94,170	98,768	103,453	108,487	110,097	111,192	114,570			
22	Hourly	45.274	47.485	49.737	52.157	54.582	57.210	58.052	58.628	60.386			
	Bi-Weekly	3,621.92	3,798.78	3,978.98	4,172.57	4,366.58	4,576.82	4,644.15	4,690.26	4,830.92			
	Annual	94,170	98,768	103,453	108,487	113,531	118,997	120,748	121,947	125,604			
23	Hourly	47.485	49.737	52.157	54.582	57.210	60.059	60.947	61.555	63.416			
	Bi-Weekly	3,798.78	3,978.98	4,172.57	4,366.58	4,576.82	4,804.70	4,875.78	4,924.39	5,073.28			
	Annual	98,768	103,453	108,487	113,531	118,997	124,922	126,770	128,034	131,905			

Effective June 1, 2022

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

<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>After 1</u>	<u>After 1</u>	<u>After 1</u>
											<u>Year at 1st</u>	<u>Year at 2nd</u>	<u>Year at 3rd</u>
											<u>Longevity</u>	<u>Longevity</u>	<u>Longevity</u>
											<u>Rate &amp; 10</u>	<u>Rate &amp; 15</u>	<u>Rate &amp; 20</u>
											<u>Years</u>	<u>Years</u>	<u>Years</u>
											<u>Service</u>	<u>Service</u>	<u>Service</u>
10 Hourly	17.757	18.513	19.301	20.119	20.974	21.866	22.796	23.424	24.013	25.211			
Bi-Weekly	1,420.57	1,481.08	1,544.08	1,609.50	1,677.92	1,749.24	1,823.65	1,873.92	1,921.03	2,016.91			
Annual	36,935	38,508	40,146	41,847	43,626	45,480	47,415	48,722	49,947	52,440			
13 Hourly	21.853	22.781	23.748	24.759	25.811	26.906	28.051	28.823	29.547	31.023			
Bi-Weekly	1,748.25	1,822.49	1,899.81	1,980.71	2,064.85	2,152.49	2,244.05	2,305.80	2,363.73	2,481.84			
Annual	45,454	47,385	49,395	51,498	53,686	55,965	58,345	59,951	61,457	64,528			

Effective June 1, 2020

**SCHEDULE I  
BUREAU OF HUMAN RESOURCES  
TEAMSTERS  
GENERAL**

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

Effective June 1, 2022

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

Grade	Entry Step	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1	After 1	After 1
											Year at 1st Longevity Rate & 10 Years At 5th Step	Year at 2nd Longevity Rate & 15 Years Service	Year at 3rd Longevity Rate & 20 Years Service
9	Hourly	16.577	17.282	18.019	18.783	19.582	20.417	21.283	21.867	22.305	23.421		
	Bi-Weekly	1,326.19	1,382.53	1,441.54	1,502.63	1,566.56	1,633.39	1,702.64	1,749.33	1,784.37	1,873.67		
	Annual	34,480	35,945	37,480	39,068	40,730	42,468	44,268	45,482	46,393	48,715		
10	Hourly	17.757	18.513	19.301	20.119	20.974	21.866	22.796	23.424	23.891	25.087		
	Bi-Weekly	1,420.57	1,481.08	1,544.08	1,609.50	1,677.92	1,749.24	1,823.65	1,873.92	1,911.29	2,006.92		
	Annual	36,934	38,507	40,146	41,847	43,625	45,480	47,414	48,722	49,694	52,180		
11	Hourly	19.051	19.861	20.708	21.586	22.501	23.457	24.456	25.129	25.632	26.912		
	Bi-Weekly	1,524.11	1,588.86	1,656.61	1,726.86	1,800.10	1,876.59	1,956.49	2,010.34	2,050.54	2,152.99		
	Annual	39,626	41,310	43,072	44,897	46,802	48,790	50,868	52,268	53,313	55,977		
12	Hourly	20.403	21.272	22.177	23.119	24.099	25.125	26.192	26.912	27.449	28.824		
	Bi-Weekly	1,632.22	1,701.72	1,774.13	1,849.54	1,927.94	2,010.00	2,095.40	2,152.99	2,195.94	2,305.89		
	Annual	42,437	44,244	46,127	48,087	50,126	52,260	54,480	55,977	57,094	59,953		
13	Hourly	21.853	22.781	23.748	24.759	25.811	26.906	28.051	28.823	29.400	30.868		
	Bi-Weekly	1,748.25	1,822.49	1,899.81	1,980.71	2,064.85	2,152.49	2,244.05	2,305.80	2,352.00	2,469.43		
	Annual	45,454	47,384	49,395	51,498	53,685	55,964	58,344	59,951	61,151	64,205		
14	Hourly	23.463	24.460	25.499	26.583	27.710	28.888	30.117	30.944	31.563	33.142		
	Bi-Weekly	1,877.00	1,956.82	2,039.88	2,126.61	2,216.83	2,311.05	2,409.34	2,475.51	2,525.03	2,651.37		
	Annual	48,802	50,876	53,036	55,292	57,637	60,087	62,642	64,363	65,651	68,935		
15	Hourly	25.258	26.330	27.448	28.614	29.831	31.100	32.420	33.314	33.981	35.678		
	Bi-Weekly	2,020.66	2,106.38	2,195.86	2,289.16	2,386.45	2,487.99	2,593.61	2,665.11	2,718.46	2,854.21		
	Annual	52,537	54,765	57,092	59,518	62,047	64,687	67,433	69,292	70,679	74,209		
16	Hourly	27.113	28.266	29.467	30.718	32.026	33.384	34.806	35.762	36.477	38.300		
	Bi-Weekly	2,169.06	2,261.28	2,357.32	2,457.45	2,562.07	2,670.68	2,784.46	2,860.95	2,918.13	3,064.03		
	Annual	56,395	58,793	61,290	63,894	66,613	69,438	72,396	74,384	75,870	79,665		
17	Hourly	29.096	30.336	31.621	32.966	34.367	35.828	37.351	38.378	39.146	41.102		
	Bi-Weekly	2,327.69	2,426.90	2,529.69	2,637.31	2,749.34	2,866.27	2,988.04	3,070.27	3,131.70	3,288.17		
	Annual	60,520	63,099	65,771	68,569	71,482	74,523	77,689	79,827	81,424	85,492		
18	Hourly	31.168	32.491	33.873	35.311	36.813	38.378	40.008	41.108	41.932	44.031		
	Bi-Weekly	2,493.40	2,599.27	2,709.80	2,824.91	2,945.01	3,070.27	3,200.61	3,288.67	3,354.59	3,522.46		
	Annual	64,828	67,581	70,454	73,447	76,570	79,827	83,215	85,505	87,219	91,583		
19	Hourly	34.186	35.641	37.157	38.735	40.379	42.099	43.885	45.094	45.996	48.296		
	Bi-Weekly	2,734.85	2,851.29	2,972.56	3,098.82	3,230.32	3,367.90	3,510.81	3,607.52	3,679.68	3,863.70		
	Annual	71,105	74,133	77,286	80,569	83,987	87,565	91,280	93,795	95,671	100,455		
20	Hourly	37.541	39.136	40.800	42.535	44.341	46.225	48.189	49.515	50.505	53.030		
	Bi-Weekly	3,003.27	3,130.86	3,264.03	3,402.78	3,547.26	3,697.99	3,855.13	3,961.17	4,040.40	4,242.40		
	Annual	78,084	81,402	84,864	88,471	92,228	96,147	100,233	102,990	105,050	110,302		
21	Hourly	41.256	43.009	44.837	46.743	48.728	50.798	52.959	54.417	55.502	58.278		
	Bi-Weekly	3,300.49	3,440.73	3,586.96	3,739.44	3,898.24	4,063.87	4,236.74	4,353.35	4,440.15	4,662.21		
	Annual	85,812	89,459	93,260	97,225	101,353	105,660	110,155	113,187	115,443	121,217		
22	Hourly	45.274	47.199	49.203	51.294	53.475	55.745	58.116	59.713	60.907	63.955		
	Bi-Weekly	3,621.92	3,775.90	3,936.28	4,103.49	4,278.02	4,459.63	4,649.31	4,777.07	4,872.53	5,116.40		
	Annual	94,170	98,173	102,343	106,690	111,229	115,950	120,881	124,203	126,685	133,025		
23	Hourly	47.484	49.505	51.609	53.801	56.088	58.471	60.957	62.632	63.885	67.079		
	Bi-Weekly	3,798.70	3,960.42	4,128.71	4,304.07	4,487.01	4,677.69	4,876.53	5,010.53	5,110.82	5,366.34		
	Annual	98,766	102,970	107,346	111,906	116,661	121,620	126,789	130,274	132,881	139,525		

Effective June 1, 2022

**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	20,203	20,629	21,234	21,910	22,575	23,159	24,083	24,794	25,530	26,291	28,303	28,730	29,879
	Bi-Weekly	1,616.24	1,650.28	1,698.72	1,752.82	1,806.01	1,852.70	1,926.61	1,983.54	2,042.38	2,103.31	2,264.27	2,298.40	2,390.33
	Annual	42,022	42,907	44,166	45,573	46,955	48,169	50,091	51,571	53,102	54,685	58,871	59,758	62,148
PN2	Hourly	21,616	22,191	22,880	23,528	24,207	24,845	25,828	26,603	27,400	28,222	30,383	30,843	32,077
	Bi-Weekly	1,729.27	1,775.30	1,830.39	1,882.25	1,936.60	1,987.62	2,066.27	2,128.27	2,192.03	2,257.78	2,430.65	2,467.44	2,566.13
	Annual	44,961	46,157	47,590	48,938	50,351	51,678	53,723	55,334	56,992	58,702	63,197	64,153	66,719
PN3	Hourly	22,683	23,295	24,017	24,704	25,416	26,079	27,112	27,925	28,761	29,625	31,891	32,369	33,664
	Bi-Weekly	1,814.66	1,863.60	1,921.36	1,976.30	2,033.31	2,086.33	2,168.97	2,233.98	2,300.89	2,369.97	2,551.25	2,589.53	2,693.12
	Annual	47,181	48,453	49,955	51,383	52,866	54,244	56,392	58,083	59,823	61,619	66,332	67,328	70,021

Effective June 1, 2022

**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	After 3 Years N12	After 5 Years N13	N14	N15	N16	N17
		FA	Hourly	32,318	33,427	34,472	35,585	36,918	38,187	39,593	41,177	42,811	44,041	46,668	47,601	48,553	49,525	50,515
	Bi-Weekly	2,585.46	2,674.18	2,757.74	2,846.80	2,953.42	3,054.96	3,167.40	3,294.16	3,424.91	3,523.29	3,733.45	3,808.12	3,884.28	3,961.97	4,041.20	4,122.03	4,204.47
	Annual	67,222	69,528	71,701	74,016	76,788	79,428	82,352	85,648	89,048	91,605	97,069	99,010	100,991	103,010	105,071	107,172	109,316
FB	Hourly	34,051	35,344	36,562	37,973	39,185	40,569	41,777	43,123	44,822	46,147	48,903	49,881	50,879	51,896	52,934	53,993	55,073
	Bi-Weekly	2,724.07	2,827.49	2,924.95	3,037.81	3,134.77	3,245.55	3,342.18	3,449.80	3,585.80	3,691.75	3,912.23	3,990.47	4,070.28	4,151.69	4,234.72	4,319.41	4,405.80
	Annual	70,826	73,514	76,048	78,982	81,504	84,384	86,896	89,694	93,230	95,985	101,717	103,752	105,827	107,943	110,102	112,304	114,550
FABM	Hourly	32,641	33,762	34,817	35,941	37,287	38,569	39,988	41,589	43,240	44,482	47,135	48,077	49,039	50,020	51,020	52,041	53,081
	Bi-Weekly	2,611.31	2,700.92	2,785.32	2,875.27	2,982.95	3,085.51	3,199.07	3,327.10	3,459.16	3,558.53	3,770.78	3,846.20	3,923.12	4,001.58	4,081.62	4,163.25	4,246.51
	Annual	67,894	70,224	72,418	74,757	77,556	80,223	83,175	86,504	89,938	92,521	98,040	100,001	102,001	104,041	106,121	108,244	110,409
FBBM	Hourly	34,391	35,697	36,928	38,352	39,577	40,975	42,195	43,554	45,271	46,608	49,392	50,380	51,387	52,415	53,463	54,533	55,623
	Bi-Weekly	2,751.31	2,855.76	2,954.20	3,068.19	3,166.12	3,278.01	3,375.61	3,484.30	3,621.66	3,728.67	3,951.35	4,030.38	4,110.98	4,193.20	4,277.07	4,362.61	4,449.86
	Annual	71,534	74,249	76,809	79,772	82,319	85,228	87,765	90,591	94,162	96,945	102,735	104,789	106,885	109,023	111,203	113,427	115,696
FC	Hourly	36,677	38,171	39,285	40,585	41,877	43,138	44,512	45,825	47,548	48,938	51,830	52,861	53,914	54,987	56,082	57,199	58,338
	Bi-Weekly	2,934.14	3,053.66	3,142.77	3,246.81	3,350.13	3,451.00	3,560.92	3,665.96	3,803.81	3,915.01	4,146.37	4,228.92	4,313.11	4,398.99	4,486.59	4,575.93	4,667.07
	Annual	76,288	79,395	81,712	84,417	87,103	89,726	92,584	95,315	98,899	101,790	107,806	109,952	112,141	114,374	116,651	118,974	121,344
FD	Hourly	38,618	40,766	42,678	44,186	45,926	47,675	49,410	51,139	53,041	54,612	57,843	58,995	60,170	61,369	62,591	63,838	65,110
	Bi-Weekly	3,089.47	3,261.30	3,414.27	3,534.87	3,674.04	3,813.97	3,952.78	4,091.11	4,243.25	4,368.93	4,627.43	4,719.59	4,813.60	4,909.49	5,007.29	5,107.06	5,208.81
	Annual	80,326	84,794	88,771	91,907	95,525	99,163	102,772	106,369	110,324	113,592	120,313	122,709	125,154	127,647	130,190	132,783	135,429
FE	Hourly	41,245	42,908	44,186	45,926	47,675	49,410	51,139	52,825	54,837	56,449	59,801	60,992	62,207	63,447	64,711	66,000	67,315
	Bi-Weekly	3,299.59	3,432.68	3,534.87	3,674.04	3,813.97	3,952.78	4,091.11	4,225.96	4,386.98	4,515.91	4,784.08	4,879.38	4,976.59	5,075.73	5,176.86	5,280.02	5,385.23
	Annual	85,789	89,250	91,907	95,525	99,163	102,772	106,369	109,875	114,062	117,414	124,386	126,864	129,391	131,969	134,598	137,280	140,016
FF	Hourly	42,711	44,852	46,566	48,183	49,893	51,573	53,175	55,406	57,023	58,425	60,404	61,608	62,835	64,087	65,364	66,666	67,995
	Bi-Weekly	3,416.87	3,588.17	3,725.30	3,854.67	3,991.48	4,125.81	4,254.01	4,432.52	4,561.84	4,673.96	4,832.34	4,928.60	5,026.79	5,126.94	5,229.10	5,333.30	5,439.58
	Annual	88,839	93,293	96,858	100,221	103,778	107,271	110,604	115,245	118,608	121,523	125,641	128,144	130,697	133,301	135,957	138,666	141,429

\*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

\*\*Effective November 30, 2012, revise Schedule II to provide that RNs can access Step 13 after three (3) years  
\*\*\*Effective November 30, 2012, RNs can access Step 14 after five (5) years on Step 13.



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

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

Effective June 1, 2019

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

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

Effective June 1, 2022

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

<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>	<u>After 1 Year</u>	<u>After 1 Year</u>	<u>After 1 Year</u>	<u>After 1 Year</u>	
												<u>at 1st</u>	<u>at 2nd</u>	<u>at 3rd</u>	<u>at 4th</u>	
												<u>Longevity</u>	<u>Longevity</u>	<u>Longevity</u>	<u>Longevity</u>	
												<u>Rate &amp; 10</u>	<u>Rate &amp; 15</u>	<u>Rate &amp; 20</u>	<u>Rate &amp; 25</u>	
												<u>Years At</u>	<u>Years</u>	<u>Years</u>	<u>Years</u>	
												<u>5th Step</u>	<u>Service</u>	<u>Service</u>	<u>Service</u>	
19	Hourly	34.186	35.641	37.157	38.735	40.379	42.099	43.885	45.094	46.224	48.537	50.964				
	Bi-Weekly	2,734.85	2,851.29	2,972.56	3,098.82	3,230.32	3,367.90	3,510.81	3,607.52	3,698.00	3,883.01	4,077.15				
	Annual	71,105	74,133	77,286	80,569	83,987	87,566	91,281	93,795	96,147	100,958	106,005				

Effective June 1, 2022

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

<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>									After 1 Year	After 1 Year	After 1 Year	After 1 Year			
																				at 1st	at 2nd	at 3rd	at 4th			
																					Longevity	Longevity	Longevity	Longevity		
																					Rate & 10	Rate & 15	Rate & 20	Rate & 25		
																					Years	Years	Years	Years		
																					Service	Service	Service	Service		
																					After 2					
																					Years At					
																					5th Step					
17	Hourly	29.097	30.336	31.621	32.967	34.366	35.829	37.350	38.379	39.342	41.307	43.372														
	Bi-Weekly	2,327.73	2,426.88	2,529.69	2,637.34	2,749.31	2,866.30	2,988.04	3,070.30	3,147.38	3,304.52	3,469.75														
	Annual	60,520	63,098	65,771	68,570	71,481	74,524	77,688	79,827	81,831	85,918	90,213														
18	Hourly	31.168	32.491	33.873	35.311	36.812	38.379	40.008	41.108	42.142	44.250	46.463														
	Bi-Weekly	2,493.44	2,599.30	2,709.84	2,824.87	2,944.99	3,070.30	3,200.61	3,288.65	3,371.33	3,540.02	3,717.03														
	Annual	64,829	67,581	70,455	73,447	76,570	79,827	83,216	85,505	87,654	92,040	96,642														

Effective June 1, 2022

SCHEDULE IV  
BUREAU OF HUMAN RESOURCES  
COUNTY POLICE SERGEANT - FOP

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>
P2 Hourly	41.256	43.009	44.837	46.743	48.728	50.798	52.959	54.417	55.780	58.568	61.497
Bi-Weekly	3,300.49	3,440.73	3,586.96	3,739.44	3,898.24	4,063.87	4,236.74	4,353.35	4,462.38	4,685.43	4,919.73
Annual	85,812	89,458	93,261	97,225	101,354	105,660	110,155	113,186	116,021	121,821	127,912

Effective December 1, 2019

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

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

Effective June 1, 2020

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

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

Effective September 1, 2020

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

**Provident    ACHN Oak-Forest    Cermak Health**

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



Effective June 1, 2022

**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	19.308	20.386	21.381	22.443	23.523	24.649	25.853
			Bi-Weekly	2,168.47	2,289.52	2,401.22	2,520.52	2,641.80	2,768.22	2,903.53
			Annual	56,380	59,528	62,432	65,533	68,687	71,974	75,492
			<i>(Annual Salary based on 2,920 hours per year)</i>							
1793	Chief Resident (H.S.A.)	J2	Hourly	21.078	22.157	23.151	24.219	25.302	26.422	27.632
			Bi-Weekly	2,367.22	2,488.39	2,600.09	2,719.97	2,841.60	2,967.44	3,103.33
			Annual	61,548	64,698	67,602	70,719	73,882	77,153	80,686
			<i>(Annual Salary based on 2,920 hours per year)</i>							

Effective June 1, 2022

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

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th 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
X09	Hourly	20.089	21.263	22.506	24.636	
	Bi-Weekly	1,607.09	1,701.05	1,800.51	1,970.89	
	Annual	41,784	44,227	46,813	51,243	
X10	Hourly	22.933	24.275	25.694	28.132	
	Bi-Weekly	1,834.64	1,942.01	2,055.53	2,250.54	
	Annual	47,700	50,491	53,443	58,514	
X11	Hourly	16.509	17.473	18.495	20.246	
	Bi-Weekly	1,320.69	1,397.85	1,479.58	1,619.66	
	Annual	34,338	36,343	38,469	42,110	
X12	Hourly	16.925	18.001	19.145	21.068	
	Bi-Weekly	1,353.99	1,440.05	1,531.60	1,685.41	
	Annual	35,203	37,441	39,821	43,821	
X13	Hourly	17.736	18.845	20.024	22.014	
	Bi-Weekly	1,418.91	1,507.63	1,601.93	1,761.15	
	Annual	36,891	39,198	41,649	45,789	
X14	Hourly	18.022	19.134	20.312	22.306	
	Bi-Weekly	1,441.79	1,530.68	1,624.98	1,784.45	
	Annual	37,486	39,797	42,249	46,396	
X15	Hourly	18.320	19.432	20.612	22.618	
	Bi-Weekly	1,465.60	1,554.57	1,648.95	1,809.42	
	Annual	38,105	40,419	42,872	47,045	
X16	Hourly	19.253	20.427	21.672	23.783	
	Bi-Weekly	1,540.25	1,634.14	1,733.76	1,902.64	
	Annual	40,046	42,487	45,077	49,468	
X17	Hourly	24.126	25.541	27.039	28.829	
	Bi-Weekly	1,930.10	2,043.30	2,163.15	2,306.30	
	Annual	50,182	53,126	56,242	59,963	
X18	Hourly	25.614	27.112	28.694	31.451	
	Bi-Weekly	2,049.12	2,168.97	2,295.48	2,516.04	
	Annual	53,277	56,392	59,682	65,417	

Effective June 1, 2022

**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	31.318								
L1 Bi-Weekly	2,505.46								
L1 Annual	65,142								
L2 Hourly	36.767	38.986	40.924	42.983	46.715	47.876	49.557	51.036	53.077
L2 Bi-Weekly	2,941.35	3,118.88	3,273.94	3,438.65	3,737.19	3,830.08	3,964.58	4,082.85	4,246.16
L2 Annual	76,475	81,090	85,121	89,405	97,167	99,582	103,078	106,154	110,400
L3 Hourly	44.272	46.921	49.233	53.285	54.610	55.974	57.929	59.669	62.055
L3 Bi-Weekly	3,541.77	3,753.67	3,938.61	4,262.79	4,368.83	4,477.94	4,634.33	4,773.49	4,964.43
L3 Annual	92,086	97,595	102,403	110,832	113,589	116,426	120,492	124,110	129,075
L4 Hourly	50.693	53.678	56.435	60.803	62.323	63.879	66.099	68.085	70.809
L4 Bi-Weekly	4,055.46	4,294.25	4,514.81	4,864.21	4,985.81	5,110.32	5,287.93	5,446.82	5,664.69
L4 Annual	105,442	111,650	117,384	126,469	129,631	132,868	137,486	141,617	147,282

Effective June 1, 2022

**SCHEDULE I  
BUREAU OF HUMAN RESOURCES  
DEPUTY SHERIFFS D2 & D2B  
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>
D2	Hourly	29,096	30,560	31,997	33,486	35,140	36,878	37,708	38,086	38,555	40,305	42,320
	Bi-Weekly	2,327.69	2,444.80	2,559.74	2,678.84	2,811.18	2,950.25	3,016.67	3,046.88	3,084.42	3,224.41	3,385.63
	Annual	60,520	63,564	66,553	69,649	73,091	76,706	78,433	79,218	80,194	83,834	88,026
D2B	Hourly	31,168	32,671	34,186	35,886	37,541	39,394	40,281	40,685	41,185	43,055	45,208
	Bi-Weekly	2,493.40	2,613.67	2,734.85	2,870.85	3,003.27	3,151.50	3,222.50	3,254.79	3,294.83	3,444.39	3,616.61
	Annual	64,828	67,955	71,105	74,642	78,084	81,939	83,785	84,624	85,664	89,553	94,031

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

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

**SCHEDULE XII  
BUREAU OF HUMAN RESOURCES  
PHARMACISTS - LOCAL 200**

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

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

**1st STEP**

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

Effective June 1, 2022

**SCHEDULE XIII  
BUREAU OF HUMAN RESOURCES  
PROBATION SERVICES, JTDC CASEWORKERS & SOCIAL SERVICE CASEWORKERS/OCJ  
AFSCME  
1767      3477      3486      3696**

<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>	After 1	After 1	After 1
											Year at 1st	Year at 2nd	Year at 3rd
											Longevity	Longevity	Longevity
											Rate & 10	Rate & 15	Rate & 20
											Years	Years	Years
											5th Step	Service	Service
PS1 Hourly	27.920	29.109	30.346	31.634	32.979	34.380	35.943	37.768	38.618	40.162			
PS1 Bi-Weekly	2,233.56	2,328.69	2,427.65	2,530.69	2,638.31	2,750.42	2,875.43	3,021.42	3,089.41	3,212.99			
PS1 Annual	58,072	60,546	63,119	65,797	68,595	71,510	74,760	78,557	80,324	83,537			
PS2 Hourly	29.974	31.248	32.577	33.959	35.404	36.910	38.588	40.548	41.459	43.117			
PS2 Bi-Weekly	2,397.94	2,499.81	2,606.18	2,716.71	2,832.32	2,952.83	3,087.00	3,243.81	3,316.72	3,449.38			
PS2 Annual	62,346	64,994	67,761	70,634	73,640	76,773	80,262	84,338	86,235	89,684			
PSB Hourly	30.714	32.020	33.380	34.801	36.278	37.821	39.542	41.547	43.336	45.069			
PSB Bi-Weekly	2,457.12	2,561.57	2,670.43	2,784.04	2,902.23	3,025.66	3,163.32	3,323.79	3,466.86	3,605.54			
PSB Annual	63,884	66,601	69,430	72,385	75,457	78,667	82,246	86,418	90,138	93,744			
PSC Hourly	32.859	34.256	35.712	37.230	38.811	40.462	44.382	46.634	47.682	49.590			
PSC Bi-Weekly	2,628.74	2,740.51	2,856.95	2,978.39	3,104.90	3,236.98	3,550.59	3,730.70	3,814.60	3,967.18			
PSC Annual	68,346	71,253	74,281	77,437	80,727	84,161	92,315	96,997	99,179	103,146			
PS3 Hourly	34.475	35.938	37.467	39.059	40.718	42.450	44.382	46.634	48.640	50.585			
PS3 Bi-Weekly	2,757.99	2,875.01	2,997.36	3,124.70	3,257.46	3,396.03	3,550.59	3,730.70	3,891.17	4,046.82			
PS3 Annual	71,707	74,750	77,931	81,242	84,694	88,297	92,315	96,997	101,170	105,217			



Effective June 1, 2020

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

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

Effective June 1, 2022

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

Grade	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	After 1 Year	After 1 Year	After 1 Year	After 1 Year	
											at 1st Longevity Rate & 10 Years Service	at 2nd Longevity Rate & 12 Years Service	at 3rd Longevity Rate & 15 Years Service	at 4th Longevity Rate & 20 Years Service	
T16	Hourly	27.113	28.397	29.746	31.168	32.672	34.186	35.930	36.289	36.742	38.419				
	Bi-Weekly	2,169.06	2,271.76	2,379.71	2,493.40	2,613.75	2,734.85	2,874.43	2,903.15	2,939.35	3,073.52				
	Annual	56,395	59,065	61,872	64,828	67,957	71,106	74,735	75,481	76,423	79,911				
T18	Hourly	31.168	32.672	34.186	35.886	37.541	39.394	41.238	41.651	42.177	44.104				
	Bi-Weekly	2,493.40	2,613.75	2,734.85	2,870.85	3,003.27	3,151.50	3,299.07	3,332.11	3,374.14	3,528.29				
	Annual	64,828	67,957	71,106	74,642	78,085	81,939	85,775	86,634	87,727	91,735				

Effective June 1, 2022

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

<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>	After 1 Year	After 1 Year	After 1 Year	After 1 Year	
											at 1st	at 2nd	at 3rd	at 4th	
											Longevity	Longevity	Longevity	Longevity	
											Rate & 10	Rate & 15	Rate & 20	Rate & 25	
											Years	Years	Years	Years	
											At	At	At	At	
											4th Step	4th Step	4th Step	4th Step	
											Service	Service	Service	Service	
12	Hourly	20.402	21.383	22.384	23.463	24.668	25.811	26.315	26.578	27.386	28.755				
	Bi-Weekly	1,632.18	1,710.63	1,790.68	1,877.02	1,973.46	2,064.89	2,105.22	2,126.27	2,190.87	2,300.42				
	Annual	42,437	44,476	46,558	48,803	51,310	53,687	54,736	55,283	56,963	59,811				
14	Hourly	23.463	24.668	25.811	27.113	28.397	29.746	30.359	30.662	31.587	33.167				
	Bi-Weekly	1,877.02	1,973.46	2,064.89	2,169.06	2,271.78	2,379.68	2,428.75	2,452.94	2,526.97	2,653.32				
	Annual	48,803	51,310	53,687	56,395	59,066	61,872	63,147	63,777	65,701	68,986				

Effective June 1, 2020

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

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

Effective June 1, 2022

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

<u>Title</u>	<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>After 1 Year &amp; 5 Years Service</u>	<u>After 1 Year at 1st Longevity Rate &amp; 10 Years Service</u>
CUSTODIAL WRKR. II	X05	Hourly	18.980	21.088	21.399	21.931
		Bi-Weekly	1,518.36	1,687.07	1,711.96	1,754.49
		Annual	39,477	43,864	44,511	45,617
CUSTODIAL WRKR. III	X06	Hourly	21.666	24.075	24.432	25.041
		Bi-Weekly	1,733.26	1,926.03	1,954.57	2,003.26
		Annual	45,065	50,076	50,819	52,085

Effective June 1, 2020

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

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

Effective June 1, 2022

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

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	After 1
						Year at Step 3, 1st Longevity Rate, & 10 Years of Service
X09	Hourly	20.089	21.263	22.506	24.636	
	Bi-Weekly	1,607.09	1,701.05	1,800.51	1,970.89	
	Annual	41,784	44,227	46,813	51,243	
X10	Hourly	22.933	24.275	25.694	28.132	
	Bi-Weekly	1,834.64	1,942.01	2,055.53	2,250.54	
	Annual	47,700	50,491	53,443	58,514	
X11	Hourly	16.509	17.473	18.495	20.246	
	Bi-Weekly	1,320.69	1,397.85	1,479.58	1,619.66	
	Annual	34,338	36,343	38,469	42,110	
X12	Hourly	16.925	18.001	19.145	21.068	
	Bi-Weekly	1,353.99	1,440.05	1,531.60	1,685.41	
	Annual	35,203	37,441	39,821	43,821	
X13	Hourly	17.736	18.845	20.024	22.014	
	Bi-Weekly	1,418.91	1,507.63	1,601.93	1,761.15	
	Annual	36,891	39,198	41,649	45,789	
X14	Hourly	18.022	19.134	20.312	22.306	
	Bi-Weekly	1,441.79	1,530.68	1,624.98	1,784.45	
	Annual	37,486	39,797	42,249	46,396	
X15	Hourly	18.320	19.432	20.612	22.618	
	Bi-Weekly	1,465.60	1,554.57	1,648.95	1,809.42	
	Annual	38,105	40,419	42,872	47,045	
X16	Hourly	19.253	20.427	21.672	23.783	
	Bi-Weekly	1,540.25	1,634.14	1,733.76	1,902.64	
	Annual	40,046	42,487	45,077	49,468	
X17	Hourly	24.126	25.541	27.039	28.829	
	Bi-Weekly	1,930.10	2,043.30	2,163.15	2,306.30	
	Annual	50,182	53,126	56,242	59,963	
X18	Hourly	25.614	27.112	28.694	31.451	
	Bi-Weekly	2,049.12	2,168.97	2,295.48	2,516.04	
	Annual	53,277	56,392	59,682	65,417	

Effective June 1, 2022

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

<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>				After 1	After 1	After 1
														Year at 1st	Year at 2nd	Year at 3rd
														After 2	After 1	After 1
														Years At	Years	Years
														5th Step	Service	Service
PG1	Hourly	28.005	29.400	30.869	32.415	33.947	37.721	39.038	40.612	42.237						
	Bi-Weekly	2,240.39	2,352.00	2,469.52	2,593.20	2,715.79	3,017.67	3,123.04	3,248.97	3,378.92						
	Annual	58,250	61,151	64,207	67,423	70,610	78,459	81,198	84,472	87,851						
PG2	Hourly	30.126	31.549	33.069	34.652	36.264	38.662	40.007	41.623	43.288						
	Bi-Weekly	2,410.09	2,523.95	2,645.55	2,772.14	2,901.15	3,092.99	3,200.53	3,329.87	3,463.06						
	Annual	62,662	65,623	68,783	72,075	75,429	80,417	83,213	86,576	90,039						



Schedule XXIV-Skilled Trades 6/1/21

Job Code	Title	Bi-Weekly Salary	Hourly Salary	Effective Date	Annual Salary
2336	Architectural Iron Worker	\$ 4,170.40	52.130	6/1/2021	\$108,430.40
2335	Architectural Iron Worker Frm	\$ 4,450.40	55.630	6/1/2021	\$115,710.40
2391	Biomedical Electrical Technician Foreman	\$ 4,320.00	54.000	6/7/2021	\$112,320.00
2390	Biomedical Electrical Technician/Journeymen	\$ 4,080.00	51.000	6/7/2021	\$106,080.00
2307	Boilermaker/Blacksmith	\$ 4,208.80	52.610	5/1/2021	\$109,428.80
2310	Boilermaker/Welder	\$ 4,208.80	52.610	5/1/2021	\$109,428.80
2311	Bricklayer	\$ 3,884.80	48.560	6/1/2021	\$101,004.80
2312	Bricklayer Foreman	\$ 4,273.60	53.420	6/1/2021	\$111,113.60
1402	Building & Construction Plan Examiner I	\$ 4,068.80	50.860	6/1/2021	\$105,788.80
1404	Building & Zoning Inspector	\$ 4,068.80	50.860	6/1/2021	\$105,788.80
1415	Building & Zoning Inspector II	\$ 4,068.80	50.860	6/1/2021	\$105,788.80
2317	Carpenter	\$ 4,068.80	50.860	6/1/2021	\$105,788.80
2318	Carpenter Foreman	\$ 4,268.80	53.360	6/1/2021	\$110,988.80
2327	Chief Electrical Inspector	\$ 4,560.00	57.000	6/7/2021	\$118,560.00
2348	Chief Plumbing Inspector	\$ 4,833.60	60.420	6/1/2021	\$125,673.60
4013	Chief Telecommunications Electrician	\$ 4,560.00	57.000	6/7/2021	\$118,560.00
2328	Electrical Equipment Technician	\$ 4,080.00	51.000	6/7/2021	\$106,080.00
2346	Electrical Equipment Technician Foreman	\$ 4,320.00	54.000	6/7/2021	\$112,320.00
2330	Electrical Inspector	\$ 4,320.00	54.000	6/7/2021	\$112,320.00
2329	Electrical Mechanic	\$ 4,080.00	51.000	6/7/2021	\$106,080.00
2323	Electrical Plan Examiner	\$ 4,080.00	51.000	6/7/2021	\$106,080.00
2324	Electrician	\$ 4,080.00	51.000	6/7/2021	\$106,080.00
2326	Electrician Foreman	\$ 4,320.00	54.000	6/7/2021	\$112,320.00
1411	Elevator Inspector	\$ 4,833.60	60.420	1/1/2021	\$125,673.60
1413	Elevator Mechanic	\$ 4,833.60	60.420	1/1/2021	\$125,673.60
1412	Fire Prevention Inspector	\$ 4,068.80	50.860	6/1/2021	\$105,788.80
2320	Glazier	\$ 3,818.40	47.730	6/1/2021	\$99,278.40
2392	Laborer	\$ 3,672.00	45.900	6/1/2021	\$95,472.00
2395	Laborer Foreman	\$ 3,760.00	47.000	6/1/2021	\$97,760.00
2396	Laborer Foreman (HWY.)	\$ 3,760.00	47.000	6/1/2021	\$97,760.00
2393	Laborer I	\$ 3,672.00	45.900	6/1/2021	\$95,472.00
2394	Laborer II	\$ 3,672.00	45.900	6/1/2021	\$95,472.00
2321	Lather	\$ 4,068.80	50.860	6/1/2021	\$105,788.80
2331	Machinist	\$ 4,054.40	50.680	7/1/2021	\$105,414.40
2339	Machinist Foreman	\$ 4,254.40	53.180	7/1/2021	\$110,614.40
2431	Marble Polisher	\$ 2,960.00	37.000	6/1/2021	\$76,960.00
2334	Master Locksmith	\$ 4,170.40	52.130	6/1/2021	\$108,430.40
2371	Motor Vehicle Driver (Road Repairman)	\$ 3,140.00	39.250	6/1/2021	\$81,640.00
2381	Motor Vehicle Driver I	\$ 3,140.00	39.250	6/1/2021	\$81,640.00
2382	Motor Vehicle Driver II	\$ 3,192.00	39.900	6/1/2021	\$82,992.00
2451	Operating Engineer I	\$ 4,107.20	51.340	7/1/2021	\$106,787.20
2452	Operating Engineer II	\$ 4,323.20	54.040	7/1/2021	\$112,403.20
2453	Operating Engineer III	\$ 4,755.20	59.440	7/1/2021	\$123,635.20
2454	Operating Engineer IV	\$ 5,339.20	66.740	7/1/2021	\$138,819.20
2354	Painter	\$ 3,944.00	49.300	6/1/2021	\$102,544.00
2356	Painter Foreman	\$ 4,436.80	55.460	6/1/2021	\$115,356.80
2342	Pipecoverer	\$ 4,144.00	51.800	6/1/2021	\$107,744.00
2368	Pipecoverer Foreman	\$ 4,392.80	54.910	6/1/2021	\$114,212.80
2388	Pipecoverer Material Handler	\$ 3,108.00	38.850	6/1/2021	\$80,808.00
2389	Pipecoverer Pre-Apprentice	\$ 2,816.80	35.210	6/1/2013	\$73,236.80
2361	Plasterer	\$ 4,040.00	50.500	6/1/2021	\$105,040.00
2363	Plasterer Helper	\$ 3,672.00	45.900	6/1/2021	\$95,472.00
2350	Plumber	\$ 4,224.00	52.800	6/1/2021	\$109,824.00
2352	Plumber Foreman	\$ 4,476.00	55.950	6/1/2021	\$116,376.00
2353	Plumbing Inspector/Foreman	\$ 4,476.00	55.950	6/1/2021	\$116,376.00
2349	Plumbing Plan Examiner/Foreman	\$ 4,476.00	55.950	6/1/2021	\$116,376.00
2343	Refrigerator Man	\$ 4,160.00	52.000	6/1/2021	\$108,160.00
2372	Road Equipment Operator	\$ 4,144.00	51.800	6/1/2021	\$107,744.00
2376	Road Equipment Operator - MM Foreman	\$ 4,464.00	55.800	6/1/2021	\$116,064.00
2373	Road Equipment Operator - Master Mechanic	\$ 4,384.00	54.800	6/1/2021	\$113,984.00
2359	Sign Painter (Shopman)	\$ 3,259.20	40.740	1/1/2021	\$84,739.20
2344	Steamfitter	\$ 4,160.00	52.000	6/1/2021	\$108,160.00
2345	Steamfitter Foreman	\$ 4,400.00	55.000	6/1/2021	\$114,400.00
2379	Telecommunications Electrician	\$ 4,080.00	51.000	6/7/2021	\$106,080.00
2378	Telecommunications Electrician Foreman	\$ 4,320.00	54.000	6/7/2021	\$112,320.00
2340	Tinsmith	\$ 3,800.00	47.500	6/1/2021	\$98,800.00
2341	Tinsmith Foreman	\$ 4,104.00	51.300	6/1/2021	\$106,704.00
2225	Ventilating Inspector	\$ 4,104.00	51.300	6/1/2021	\$106,704.00
1420	Zoning Plan Examiner I	\$ 4,068.80	50.860	6/1/2021	\$105,788.80

Effective June 1, 2020

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

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

Effective June 1, 2022

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

<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>										After 1 Year	After 1 Year	After 1 Year	After 1 Year	
																					at 1st	at 2nd	at 3rd	at 4th	
																						Longevity	Longevity	Longevity	Longevity
																						Rate & 10	Rate & 15	Rate & 20	Rate & 25
																						Years	Years	Years	Years
																						Service	Service	Service	Service
																						After 2			
																						Years At			
																						5th Step			
20	Hourly	37.540	39.135	40.800	42.534	44.340	46.224	48.189	49.515	50.758	53.294	55.959													
	Bi-Weekly	3,003.27	3,130.86	3,264.03	3,402.77	3,547.26	3,698.00	3,855.13	3,961.16	4,060.63	4,263.54	4,476.76													
	Annual	78,085	81,402	84,865	88,472	92,228	96,147	100,233	102,990	105,575	110,852	116,395													

Effective June 1, 2020

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

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

Effective June 1, 2022

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

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 2 Years At 4th Step	After 1	After 1	After 1	After 1	
												Year at 1st Longevity Rate & 10 Years Service	Year at 2nd Longevity Rate & 12 Years Service	Year at 3rd Longevity Rate & 15 Years Service	Year at 4th Longevity Rate & 20 Years Service	
9	Hourly	16.577	16.950	17.775	18.631	19.490	20.879	21.347	21.560	21.827	22.819					
	Bi-Weekly	1,326.19	1,355.98	1,421.98	1,490.48	1,559.23	1,670.34	1,707.80	1,724.78	1,746.17	1,825.48					
	Annual	34,480	35,255	36,971	38,752	40,539	43,428	44,402	44,843	45,400	47,462					
10	Hourly	17.757	18.586	19.461	20.404	21.383	22.384	22.887	23.117	23.398	24.463					
	Bi-Weekly	1,420.57	1,486.90	1,556.90	1,632.31	1,710.63	1,790.69	1,830.98	1,849.37	1,871.84	1,957.07					
	Annual	36,934	38,659	40,479	42,439	44,476	46,558	47,604	48,083	48,668	50,884					
11	Hourly	19.050	19.929	20.877	21.853	22.933	24.094	24.638	24.886	25.192	26.334					
	Bi-Weekly	1,524.02	1,594.35	1,670.18	1,748.25	1,834.64	1,927.52	1,971.05	1,990.86	2,015.33	2,106.72					
	Annual	39,624	41,453	43,424	45,454	47,700	50,115	51,247	51,762	52,398	54,774					
12	Hourly	20.404	21.383	22.384	23.464	24.667	25.811	26.390	26.654	26.987	28.209					
	Bi-Weekly	1,632.31	1,710.63	1,790.69	1,877.09	1,973.38	2,064.85	2,111.21	2,132.35	2,158.99	2,256.70					
	Annual	42,439	44,476	46,558	48,804	51,307	53,685	54,891	55,441	56,133	58,674					
13	Hourly	21.853	22.933	24.096	25.258	26.403	27.724	28.347	28.631	28.986	30.300					
	Bi-Weekly	1,748.25	1,834.64	1,927.69	2,020.66	2,112.21	2,217.91	2,267.77	2,290.49	2,318.87	2,423.99					
	Annual	45,454	47,700	50,119	52,537	54,917	57,665	58,961	59,552	60,290	63,023					
14	Hourly	23.464	24.667	25.810	27.113	28.398	29.746	30.414	30.719	31.099	32.511					
	Bi-Weekly	1,877.09	1,973.38	2,064.77	2,169.06	2,271.85	2,379.71	2,433.15	2,457.53	2,487.91	2,600.85					
	Annual	48,804	51,307	53,683	56,395	59,067	61,872	63,261	63,896	64,685	67,621					
15	Hourly	25.258	26.403	27.725	29.096	30.560	31.997	32.717	33.044	33.451	34.967					
	Bi-Weekly	2,020.66	2,112.21	2,218.00	2,327.69	2,444.80	2,559.74	2,617.33	2,643.55	2,676.09	2,797.36					
	Annual	52,537	54,917	57,667	60,520	63,564	66,553	68,050	68,731	69,578	72,731					
16	Hourly	27.113	28.398	29.746	31.168	32.671	34.186	34.956	35.304	35.744	37.363					
	Bi-Weekly	2,169.06	2,271.85	2,379.71	2,493.40	2,613.67	2,734.85	2,796.44	2,824.33	2,859.53	2,989.04					
	Annual	56,395	59,067	61,872	64,828	67,955	71,105	72,707	73,432	74,347	77,715					
17	Hourly	29.096	30.560	31.997	33.486	35.140	36.878	37.708	38.086	38.555	40.305					
	Bi-Weekly	2,327.69	2,444.80	2,559.74	2,678.84	2,811.18	2,950.25	3,016.67	3,046.88	3,084.42	3,224.41					
	Annual	60,520	63,564	66,553	69,649	73,091	76,706	78,433	79,218	80,194	83,834					
18	Hourly	31.168	32.671	34.186	35.886	37.541	39.394	40.281	40.685	41.185	43.055					
	Bi-Weekly	2,493.40	2,613.67	2,734.85	2,870.85	3,003.27	3,151.50	3,222.50	3,254.79	3,294.83	3,444.39					
	Annual	64,828	67,955	71,105	74,642	78,084	81,939	83,785	84,624	85,664	89,553					
19	Hourly	34.186	35.886	37.541	39.393	41.256	43.234	44.207	44.650	45.201	47.252					
	Bi-Weekly	2,734.85	2,870.85	3,003.27	3,151.42	3,300.49	3,458.71	3,536.53	3,571.98	3,616.09	3,780.14					
	Annual	71,105	74,642	78,084	81,937	85,812	89,926	91,949	92,871	94,018	98,283					
20	Hourly	37.541	39.393	41.256	43.233	45.274	47.484	48.554	49.038	49.645	51.896					
	Bi-Weekly	3,003.27	3,151.42	3,300.49	3,458.62	3,621.92	3,798.70	3,884.34	3,923.05	3,971.57	4,151.68					
	Annual	78,084	81,937	85,812	89,924	94,170	98,766	100,992	101,998	103,260	107,943					
21	Hourly	41.256	43.233	45.274	47.485	49.737	52.158	53.330	53.864	54.532	57.002					
	Bi-Weekly	3,300.49	3,458.62	3,621.92	3,798.78	3,978.98	4,172.65	4,266.37	4,309.15	4,362.58	4,560.17					
	Annual	85,812	89,924	94,170	98,768	103,453	108,488	110,925	112,037	113,427	118,564					
22	Hourly	45.274	47.485	49.737	52.157	54.582	57.210	58.499	59.084	59.816	62.527					
	Bi-Weekly	3,621.92	3,798.78	3,978.98	4,172.57	4,366.58	4,576.82	4,679.94	4,726.71	4,785.31	5,002.12					
	Annual	94,170	98,768	103,453	108,486	113,531	118,997	121,678	122,894	124,417	130,055					

**SCHEDULE XXXIII**  
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**SEIU LOCAL 20 HEALTH**  
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September 1, 2020

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

\*Each step progression represent a 2% increase

**SCHEDULE XXXIII  
BUREAU OF HUMAN RESOURCES  
SEIU LOCAL 20 HEALTH  
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**September 1, 2020**

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

\*Each step progression represent a 2% increase

**SCHEDULE XXXIII**  
**BUREAU OF HUMAN RESOURCES**  
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**STROGER HOSPITAL / CORE CENTER**

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

\*Each step progression represent a 2% increase



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

\*Each step progression represent a 2% increase

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

\*Each step progression represent a 2% increase

**SCHEDULE XXXIII  
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**September 1, 2020**

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

\*Each step progression represent a 2% increase

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

\*Each step progression represent a 2% increase

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

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**SCHEDULE XXXIII**  
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**STROGER HOSPITAL / CORE CENTER**

September 1, 2020

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

\*Each step progression represent a 2% increase

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

**September 1, 2020**

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

\*Each step progression represent a 2% increase

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

September 1, 2020

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

\*Each step progression represent a 2% increase



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

**September 1, 2020**

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

\*Each step progression represent a 2% increase

Effective June 1, 2022

SCHEDULE XXXIV  
 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	120.113	122.933	125.820	128.782	131.815	134.927	138.115	141.383	144.063	146.796
	Bi-Weekly	9,609.06	9,834.64	10,065.58	10,302.55	10,545.24	10,794.20	11,049.18	11,310.64	11,525.02	11,743.66
	Annual	249,836	255,701	261,705	267,866	274,176	280,649	287,279	294,077	299,651	305,335
E9	Hourly	122.933	125.820	128.782	131.815	134.927	138.115	141.383	144.063	146.796	
	Bi-Weekly	9,834.64	10,065.58	10,302.55	10,545.24	10,794.20	11,049.18	11,310.64	11,525.02	11,743.66	
	Annual	255,701	261,705	267,866	274,176	280,649	287,279	294,077	299,651	305,335	
E10	Hourly	125.820	128.782	131.815	134.927	138.115	141.383	144.063	146.796		
	Bi-Weekly	10,065.58	10,302.55	10,545.24	10,794.20	11,049.18	11,310.64	11,525.02	11,743.66		
	Annual	261,705	267,866	274,176	280,649	287,279	294,077	299,651	305,335		
E11	Hourly	128.782	131.815	134.927	138.115	141.383	144.063	146.796			
	Bi-Weekly	10,302.55	10,545.24	10,794.20	11,049.18	11,310.64	11,525.02	11,743.66			
	Annual	267,866	274,176	280,649	287,279	294,077	299,651	305,335			
E12	Hourly	131.815	134.927	138.115	141.383	144.063	146.796				
	Bi-Weekly	10,545.24	10,794.20	11,049.18	11,310.64	11,525.02	11,743.66				
	Annual	274,176	280,649	287,279	294,077	299,651	305,335				
E13	Hourly	134.927	138.115	141.383	144.063	146.796					
	Bi-Weekly	10,794.20	11,049.18	11,310.64	11,525.02	11,743.66					
	Annual	280,649	287,279	294,077	299,651	305,335					
E14	Hourly	138.115	141.383	144.063	146.796						
	Bi-Weekly	11,049.18	11,310.64	11,525.02	11,743.66						
	Annual	287,279	294,077	299,651	305,335						

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

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

<u>GD</u>	<u>1.1.19</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>
E7	Hourly	96.155	98.078	100.04
	Bi-Weekly	7,692.40	7,846.16	8,003.20
	Annual	200,002	204,002	208,081
<u>GD</u>	<u>9.1.19</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>
E7	Hourly	98.078	100.04	102.04
	Bi-Weekly	7,846.24	8,003.20	8,163.20
	Annual	204,002	208,083	212,243
<u>GD</u>	<u>9.1.20</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>
E7	Hourly	100.04	102.04	104.081
	Bi-Weekly	8,003.20	8,163.20	8,326.48
	Annual	208,083	212,243	216,488

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

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

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

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

EFFECTIVE: JUNE 1, 2022

Job Code	Title	Grade	After 1st Year at Entry	Bi-Weekly Salary	Annual Salary
2444	Boiler Washer	X	\$39.853	\$3,188.22	\$82,893.63
2443	Fireman	X	\$39.853	\$3,188.21	\$82,893.42
2446	Fireman Helper	X	\$38.130	\$3,050.38	\$79,309.87
2445	Mechanical Assistant	X	\$39.853	\$3,188.21	\$82,893.42

Effective June 1, 2022

SCHEDULE XXXVI  
 BUREAU OF HUMAN RESOURCES  
 Physician Assistant - SEIU 73

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	AFTER 1	AFTER 1	AFTER 1	AFTER 1
								YR AT 1ST LONGEVITY RATE & 10	YR AT 2ND LONGEVITY RATE & 12	YR AT 3RD LONGEVITY RATE & 15	YR AT 4TH LONGEVITY RATE & 20
								7th Step	8th Step	9th Step	10th Step
22-S73-HCP	Hourly	53,560	55,166	56,821	58,525	60,281	62,090	63,953	65,871	67,848	69,883
(PA1)	Bi-Weekly	4,284.76	4,413.27	4,545.69	4,682.02	4,822.51	4,967.17	5,116.23	5,269.71	5,427.84	5,590.64
	Annual	111,403	114,745	118,187	121,732	125,385	129,146	133,022	137,012	141,123	145,356

## POSITION CLASSIFICATION AND NON-UNION PAY PLAN

### SALARY SCHEDULE

#### I. ENTRY RATE

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

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

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

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

In general, the following rules shall apply:

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

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

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

### III. EXISTING RATES

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

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

### IV. TRANSFERS OR CHANGES OF POSITIONS

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

### V. PROMOTIONS

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

- A. The new salary does not exceed the maximum established for the grade to which the employee is promoted.
- B. The new salary is not below the first step established for the grade to which the employee is promoted.
- C. A previous promotion has not been given within the same fiscal year.\*
- D. The budget of the department to which the employee is assigned can accommodate the salary.
- E. In all cases, an employee must spend at least 6 months in the job classification from which he or she is being promoted.

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

### VI. DEMOTIONS

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

- A. An employee demoted to a position in a lower salary grade shall have the salary adjusted in the new grade to the rate that is equal to 2 steps lower than the salary received in the previous position but not lower than the lowest rate of the grade for the new position. The employee's anniversary date does not change.
- B. An employee promoted to a position in a higher salary grade and subsequently demoted to a position in a lower salary grade shall have the salary adjusted to the step of the salary grade to which the employee would be entitled had the employee remained in the salary grade from which he or she was promoted and never received the promotion. In such cases, the anniversary date of the employee does not change.

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

## VII. RECLASSIFICATION OF POSITIONS

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

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

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

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

An employee whose job is reclassified to a classification in the same grade shall be placed in the same step the employee was as-signed 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 1  
EFFECTIVE JUNE 1, 2022**

Grade	Step	Hourly	BiWeekly	Annual
09	101	9.892	\$791.39	\$20,576
09	102	10.091	\$807.26	\$20,989
09	103	10.296	\$823.65	\$21,415
09	104	10.501	\$840.12	\$21,843
09	105	10.714	\$857.10	\$22,284
09	106	10.929	\$874.33	\$22,733
09	107	11.149	\$891.90	\$23,189
09	108	11.374	\$909.90	\$23,657
09	109	11.602	\$928.15	\$24,132
09	110	11.836	\$946.91	\$24,620
09	111	12.076	\$966.10	\$25,119
09	112	12.318	\$985.46	\$25,622
09	113	12.568	\$1,005.41	\$26,141
09	114	12.821	\$1,025.70	\$26,668
09	115	13.080	\$1,046.41	\$27,207
09	116	13.343	\$1,067.46	\$27,754
09	117	13.613	\$1,089.03	\$28,315
09	118	13.889	\$1,111.10	\$28,889
09	119	14.166	\$1,133.26	\$29,465
09	120	14.451	\$1,156.09	\$30,058
09	121	14.742	\$1,179.36	\$30,663
09	122	15.038	\$1,203.04	\$31,279
09	123	15.344	\$1,227.49	\$31,915
09	124	15.650	\$1,252.03	\$32,553
09	125	15.968	\$1,277.41	\$33,213
09	126	16.289	\$1,303.13	\$33,881
09	127	16.619	\$1,329.53	\$34,568
09	128	16.952	\$1,356.19	\$35,261
09	129	17.296	\$1,383.70	\$35,976
09	130	17.645	\$1,411.63	\$36,702
09	131	18.001	\$1,440.07	\$37,442
09	132	18.364	\$1,469.10	\$38,197
09	133	18.732	\$1,498.56	\$38,963
09	134	19.110	\$1,528.78	\$39,748
09	135	19.495	\$1,559.60	\$40,550
09	136	19.888	\$1,591.01	\$41,366
09	137	20.288	\$1,623.01	\$42,198
09	138	20.696	\$1,655.70	\$43,048
09	139	21.113	\$1,689.06	\$43,916
09	140	21.539	\$1,723.11	\$44,801
09	141	21.973	\$1,757.83	\$45,704
09	142L	22.415	\$1,793.23	\$46,624

Grade	Step	Hourly	BiWeekly	Annual
10	143	14.891	\$1,191.24	\$30,972
10	144	15.191	\$1,215.27	\$31,597
10	145	15.496	\$1,239.72	\$32,233
10	146	15.807	\$1,264.59	\$32,879
10	147	16.128	\$1,290.23	\$33,546
10	148	16.454	\$1,316.29	\$34,224
10	149	16.785	\$1,342.78	\$34,912
10	150	17.124	\$1,369.94	\$35,619
10	151	17.469	\$1,397.53	\$36,336
10	152	17.820	\$1,425.64	\$37,067
10	153	18.179	\$1,454.33	\$37,813
10	154	18.546	\$1,483.70	\$38,576
10	155	18.921	\$1,513.67	\$39,355
10	156	19.304	\$1,544.32	\$40,152
10	157	19.691	\$1,575.30	\$40,958
10	158	20.087	\$1,606.97	\$41,781
10	159	20.491	\$1,639.31	\$42,622
10	160	20.903	\$1,672.25	\$43,479
10	161	21.324	\$1,705.96	\$44,355
10	162	21.754	\$1,740.34	\$45,249
10	163	22.194	\$1,775.49	\$46,163
10	164	22.640	\$1,811.23	\$47,092
10	165	23.098	\$1,847.82	\$48,043
10	166	23.562	\$1,885.00	\$49,010
10	167L	24.037	\$1,922.95	\$49,997

**Non-Union Schedule 1  
EFFECTIVE JUNE 1, 2022**

Grade	Step	Hourly	BiWeekly	Annual
11	168	15.968	\$1,277.41	\$33,213
11	169	16.289	\$1,303.13	\$33,881
11	170	16.619	\$1,329.53	\$34,568
11	171	16.952	\$1,356.19	\$35,261
11	172	17.296	\$1,383.70	\$35,976
11	173	17.645	\$1,411.63	\$36,702
11	174	18.001	\$1,440.07	\$37,442
11	175	18.364	\$1,469.10	\$38,197
11	176	18.732	\$1,498.56	\$38,963
11	177	19.110	\$1,528.78	\$39,748
11	178	19.495	\$1,559.60	\$40,550
11	179	19.888	\$1,591.01	\$41,366
11	180	20.288	\$1,623.01	\$42,198
11	181	20.696	\$1,655.70	\$43,048
11	182	21.113	\$1,689.06	\$43,916
11	183	21.539	\$1,723.11	\$44,801
11	184	21.973	\$1,757.83	\$45,704
11	185	22.415	\$1,793.23	\$46,624
11	186	22.868	\$1,829.48	\$47,566
11	187	23.329	\$1,866.32	\$48,524
11	188	23.800	\$1,904.02	\$49,504
11	189	24.278	\$1,942.22	\$50,498
11	190	24.768	\$1,981.44	\$51,517
11	191	25.268	\$2,021.43	\$52,557
11	192L	25.777	\$2,062.17	\$53,617

Grade	Step	Hourly	BiWeekly	Annual
12	193	17.124	\$1,369.94	\$35,619
12	194	17.469	\$1,397.53	\$36,336
12	195	17.820	\$1,425.64	\$37,067
12	196	18.179	\$1,454.33	\$37,813
12	197	18.546	\$1,483.70	\$38,576
12	198	18.921	\$1,513.67	\$39,355
12	199	19.304	\$1,544.32	\$40,152
12	200	19.691	\$1,575.30	\$40,958
12	201	20.087	\$1,606.97	\$41,781
12	202	20.491	\$1,639.31	\$42,622
12	203	20.903	\$1,672.25	\$43,479
12	204	21.324	\$1,705.96	\$44,355
12	205	21.754	\$1,740.34	\$45,249
12	206	22.194	\$1,775.49	\$46,163
12	207	22.640	\$1,811.23	\$47,092
12	208	23.098	\$1,847.82	\$48,043
12	209	23.562	\$1,885.00	\$49,010
12	210	24.037	\$1,922.95	\$49,997
12	211	24.522	\$1,961.74	\$51,005
12	212	25.015	\$2,001.22	\$52,032
12	213	25.520	\$2,041.63	\$53,082
12	214	26.035	\$2,082.80	\$54,153
12	215	26.560	\$2,124.83	\$55,246
12	216	27.095	\$2,167.61	\$56,358
12	217L	27.641	\$2,211.25	\$57,492

**Non-Union Schedule 1  
EFFECTIVE JUNE 1, 2022**

Grade	Step	Hourly	BiWeekly	Annual
13	218	18.364	\$1,469.10	\$38,197
13	219	18.732	\$1,498.56	\$38,963
13	220	19.110	\$1,528.78	\$39,748
13	221	19.495	\$1,559.60	\$40,550
13	222	19.888	\$1,591.01	\$41,366
13	223	20.288	\$1,623.01	\$42,198
13	224	20.696	\$1,655.70	\$43,048
13	225	21.113	\$1,689.06	\$43,916
13	226	21.539	\$1,723.11	\$44,801
13	227	21.973	\$1,757.83	\$45,704
13	228	22.415	\$1,793.23	\$46,624
13	229	22.868	\$1,829.48	\$47,566
13	230	23.329	\$1,866.32	\$48,524
13	231	23.800	\$1,904.02	\$49,504
13	232	24.278	\$1,942.22	\$50,498
13	233	24.768	\$1,981.44	\$51,517
13	234	25.268	\$2,021.43	\$52,557
13	235	25.777	\$2,062.17	\$53,617
13	236	26.295	\$2,103.60	\$54,694
13	237	26.826	\$2,146.05	\$55,797
13	238	27.368	\$2,189.43	\$56,925
13	239	27.919	\$2,233.49	\$58,071
13	240	28.479	\$2,278.32	\$59,236
13	241	29.054	\$2,324.33	\$60,433
13	242L	29.641	\$2,371.28	\$61,653

Grade	Step	Hourly	BiWeekly	Annual
14	243	19.691	\$1,575.30	\$40,958
14	244	20.087	\$1,606.97	\$41,781
14	245	20.491	\$1,639.31	\$42,622
14	246	20.903	\$1,672.25	\$43,479
14	247	21.324	\$1,705.96	\$44,355
14	248	21.754	\$1,740.34	\$45,249
14	249	22.194	\$1,775.49	\$46,163
14	250	22.640	\$1,811.23	\$47,092
14	251	23.098	\$1,847.82	\$48,043
14	252	23.562	\$1,885.00	\$49,010
14	253	24.037	\$1,922.95	\$49,997
14	254	24.522	\$1,961.74	\$51,005
14	255	25.015	\$2,001.22	\$52,032
14	256	25.520	\$2,041.63	\$53,082
14	257	26.035	\$2,082.80	\$54,153
14	258	26.560	\$2,124.83	\$55,246
14	259	27.095	\$2,167.61	\$56,358
14	260	27.641	\$2,211.25	\$57,492
14	261	28.198	\$2,255.82	\$58,651
14	262	28.765	\$2,301.24	\$59,832
14	263	29.346	\$2,347.68	\$61,040
14	264	29.936	\$2,394.88	\$62,267
14	265	30.540	\$2,443.18	\$63,523
14	266	31.155	\$2,492.42	\$64,803
14	267L	31.782	\$2,542.59	\$66,107

**Non-Union Schedule 1  
EFFECTIVE JUNE 1, 2022**

Grade	Step	Hourly	BiWeekly	Annual
15	268	21.219	\$1,697.55	\$44,136
15	269	21.647	\$1,731.76	\$45,026
15	270	22.084	\$1,766.74	\$45,935
15	271	22.528	\$1,802.23	\$46,858
15	272	22.982	\$1,838.56	\$47,803
15	273	23.446	\$1,875.66	\$48,767
15	274	23.918	\$1,913.44	\$49,749
15	275	24.400	\$1,951.98	\$50,752
15	276	24.892	\$1,991.37	\$51,776
15	277	25.394	\$2,031.53	\$52,820
15	278	25.906	\$2,072.45	\$53,884
15	279	26.429	\$2,114.30	\$54,972
15	280	26.958	\$2,156.66	\$56,073
15	281	27.504	\$2,200.30	\$57,208
15	282	28.057	\$2,244.53	\$58,358
15	283	28.622	\$2,289.78	\$59,534
15	284	29.199	\$2,335.96	\$60,735
15	285	29.788	\$2,383.08	\$61,960
15	286	30.387	\$2,430.96	\$63,205
15	287	30.999	\$2,479.94	\$64,478
15	288	31.624	\$2,529.94	\$65,779
15	289	32.262	\$2,580.97	\$67,105
15	290	32.913	\$2,633.01	\$68,458
15	291	33.574	\$2,685.90	\$69,833
15	292L	34.251	\$2,740.06	\$71,242

Grade	Step	Hourly	BiWeekly	Annual
16	293	23.098	\$1,847.82	\$48,043
16	294	23.562	\$1,885.00	\$49,010
16	295	24.037	\$1,922.95	\$49,997
16	296	24.522	\$1,961.74	\$51,005
16	297	25.015	\$2,001.22	\$52,032
16	298	25.520	\$2,041.63	\$53,082
16	299	26.035	\$2,082.80	\$54,153
16	300	26.560	\$2,124.83	\$55,246
16	301	27.095	\$2,167.61	\$56,358
16	302	27.641	\$2,211.25	\$57,492
16	303	28.198	\$2,255.82	\$58,651
16	304	28.765	\$2,301.24	\$59,832
16	305	29.346	\$2,347.68	\$61,040
16	306	29.936	\$2,394.88	\$62,267
16	307	30.540	\$2,443.18	\$63,523
16	308	31.155	\$2,492.42	\$64,803
16	309	31.782	\$2,542.59	\$66,107
16	310	32.424	\$2,593.95	\$67,443
16	311	33.077	\$2,646.16	\$68,800
16	312	33.742	\$2,699.39	\$70,184
16	313	34.422	\$2,753.73	\$71,597
16	314	35.117	\$2,809.33	\$73,043
16	315	35.824	\$2,865.96	\$74,515
16	316L	36.545	\$2,923.60	\$76,014

**Non-Union Schedule 1  
EFFECTIVE JUNE 1, 2022**

Grade	Step	Hourly	BiWeekly	Annual
17	317	24.400	\$1,951.98	\$50,752
17	318	24.892	\$1,991.37	\$51,776
17	319	25.394	\$2,031.53	\$52,820
17	320	25.906	\$2,072.45	\$53,884
17	321	26.429	\$2,114.30	\$54,972
17	322	26.958	\$2,156.66	\$56,073
17	323	27.504	\$2,200.30	\$57,208
17	324	28.057	\$2,244.53	\$58,358
17	325	28.622	\$2,289.78	\$59,534
17	326	29.199	\$2,335.96	\$60,735
17	327	29.788	\$2,383.08	\$61,960
17	328	30.387	\$2,430.96	\$63,205
17	329	30.999	\$2,479.94	\$64,478
17	330	31.624	\$2,529.94	\$65,779
17	331	32.262	\$2,580.97	\$67,105
17	332	32.913	\$2,633.01	\$68,458
17	333	33.574	\$2,685.90	\$69,833
17	334	34.251	\$2,740.06	\$71,242
17	335	34.944	\$2,795.49	\$72,683
17	336	35.647	\$2,851.78	\$74,146
17	337	36.364	\$2,909.08	\$75,636
17	338	37.098	\$2,967.83	\$77,164
17	339	37.844	\$3,027.51	\$78,715
17	340	38.608	\$3,088.64	\$80,305
17	341L	39.386	\$3,150.86	\$81,922

Grade	Step	Hourly	BiWeekly	Annual
18	342	26.165	\$2,093.16	\$54,422
18	343	26.691	\$2,135.27	\$55,517
18	344	27.229	\$2,178.31	\$56,636
18	345	27.778	\$2,222.20	\$57,777
18	346	28.339	\$2,267.11	\$58,945
18	347	28.910	\$2,312.78	\$60,132
18	348	29.491	\$2,359.31	\$61,342
18	349	30.087	\$2,406.93	\$62,580
18	350	30.692	\$2,455.32	\$63,838
18	351	31.310	\$2,504.82	\$65,125
18	352	31.942	\$2,555.33	\$66,439
18	353	32.587	\$2,606.94	\$67,781
18	354	33.242	\$2,659.32	\$69,142
18	355	33.912	\$2,712.98	\$70,537
18	356	34.595	\$2,767.56	\$71,957
18	357	35.292	\$2,823.34	\$73,407
18	358	36.003	\$2,880.22	\$74,886
18	359	36.729	\$2,938.29	\$76,395
18	360	37.470	\$2,997.63	\$77,938
18	361	38.224	\$3,057.90	\$79,505
18	362	38.994	\$3,119.54	\$81,108
18	363	39.781	\$3,182.44	\$82,744
18	364	40.584	\$3,246.71	\$84,414
18	365	41.401	\$3,312.08	\$86,114
18	366L	42.235	\$3,378.81	\$87,849

**Non-Union Schedule 1  
EFFECTIVE JUNE 1, 2022**

Grade	Step	Hourly	BiWeekly	Annual
19	367	28.622	\$2,289.78	\$59,534
19	368	29.199	\$2,335.96	\$60,735
19	369	29.788	\$2,383.08	\$61,960
19	370	30.387	\$2,430.96	\$63,205
19	371	30.999	\$2,479.94	\$64,478
19	372	31.624	\$2,529.94	\$65,779
19	373	32.262	\$2,580.97	\$67,105
19	374	32.913	\$2,633.01	\$68,458
19	375	33.574	\$2,685.90	\$69,833
19	376	34.251	\$2,740.06	\$71,242
19	377	34.944	\$2,795.49	\$72,683
19	378	35.647	\$2,851.78	\$74,146
19	379	36.364	\$2,909.08	\$75,636
19	380	37.098	\$2,967.83	\$77,164
19	381	37.844	\$3,027.51	\$78,715
19	382	38.608	\$3,088.64	\$80,305
19	383	39.386	\$3,150.86	\$81,922
19	384	40.180	\$3,214.36	\$83,573
19	385	40.989	\$3,279.14	\$85,258
19	386	41.816	\$3,345.27	\$86,977
19	387	42.657	\$3,412.59	\$88,727
19	388	43.517	\$3,481.36	\$90,515
19	389	44.394	\$3,551.48	\$92,338
19	390	45.288	\$3,623.05	\$94,199
19	391L	46.202	\$3,696.14	\$96,100

Grade	Step	Hourly	BiWeekly	Annual
20	392	31.467	\$2,517.38	\$65,452
20	393	32.102	\$2,568.15	\$66,772
20	394	32.748	\$2,619.85	\$68,116
20	395	33.408	\$2,672.65	\$69,489
20	396	34.081	\$2,726.47	\$70,888
20	397	34.769	\$2,781.49	\$72,319
20	398	35.468	\$2,837.43	\$73,773
20	399	36.183	\$2,894.65	\$75,261
20	400	36.912	\$2,952.97	\$76,777
20	401	37.656	\$3,012.48	\$78,325
20	402	38.417	\$3,073.35	\$79,907
20	403	39.189	\$3,135.16	\$81,514
20	404	39.980	\$3,198.40	\$83,159
20	405	40.787	\$3,262.92	\$84,836
20	406	41.609	\$3,328.72	\$86,547
20	407	42.446	\$3,395.70	\$88,288
20	408	43.302	\$3,464.12	\$90,067
20	409	44.172	\$3,533.74	\$91,877
20	410	45.064	\$3,605.13	\$93,733
20	411	45.971	\$3,677.72	\$95,621
20	412	46.898	\$3,751.83	\$97,548
20	413	47.846	\$3,827.64	\$99,519
20	414	48.810	\$3,904.81	\$101,525
20	415	49.792	\$3,983.34	\$103,567
20	416L	50.794	\$4,063.48	\$105,650

**Non-Union Schedule 1  
EFFECTIVE JUNE 1, 2022**

Grade	Step	Hourly	BiWeekly	Annual
21	417	34.595	\$2,767.56	\$71,957
21	418	35.292	\$2,823.34	\$73,407
21	419	36.003	\$2,880.22	\$74,886
21	420	36.729	\$2,938.29	\$76,395
21	421	37.470	\$2,997.63	\$77,938
21	422	38.224	\$3,057.90	\$79,505
21	423	38.994	\$3,119.54	\$81,108
21	424	39.781	\$3,182.44	\$82,744
21	425	40.584	\$3,246.71	\$84,414
21	426	41.401	\$3,312.08	\$86,114
21	427	42.235	\$3,378.81	\$87,849
21	428	43.086	\$3,446.89	\$89,619
21	429	43.953	\$3,516.25	\$91,422
21	430	44.840	\$3,587.22	\$93,268
21	431	45.742	\$3,659.38	\$95,144
21	432	46.663	\$3,733.07	\$97,060
21	433	47.606	\$3,808.46	\$99,020
21	434	48.567	\$3,885.37	\$101,020
21	435	49.542	\$3,963.39	\$103,048
21	436	50.540	\$4,043.19	\$105,123
21	437	51.556	\$4,124.52	\$107,238
21	438	52.598	\$4,207.80	\$109,403
21	439	53.659	\$4,292.70	\$111,610
21	440	54.738	\$4,379.03	\$113,855
21	441L	55.843	\$4,467.41	\$116,153

Grade	Step	Hourly	BiWeekly	Annual
22	442	38.035	\$3,042.79	\$79,113
22	443	38.802	\$3,104.17	\$80,708
22	444	39.582	\$3,166.57	\$82,331
22	445	40.380	\$3,230.41	\$83,991
22	446	41.193	\$3,295.44	\$85,681
22	447	42.025	\$3,362.00	\$87,412
22	448	42.870	\$3,429.57	\$89,169
22	449	43.736	\$3,498.85	\$90,970
22	450	44.616	\$3,569.31	\$92,802
22	451	45.514	\$3,641.13	\$94,669
22	452	46.432	\$3,714.56	\$96,579
22	453	47.368	\$3,789.44	\$98,525
22	454	48.325	\$3,866.02	\$100,516
22	455	49.298	\$3,943.86	\$102,540
22	456	50.289	\$4,023.16	\$104,602
22	457	51.300	\$4,103.97	\$106,703
22	458	52.335	\$4,186.83	\$108,858
22	459	53.392	\$4,271.39	\$111,056
22	460	54.466	\$4,357.30	\$113,290
22	461	55.565	\$4,445.17	\$115,574
22	462	56.685	\$4,534.81	\$117,905
22	463	57.826	\$4,626.08	\$120,278
22	464	58.991	\$4,719.29	\$122,702
22	465	60.181	\$4,814.46	\$125,176
22	466L	61.393	\$4,911.41	\$127,697



**Non-Union Schedule 1  
EFFECTIVE JUNE 1, 2022**

<b>Grade</b>	<b>Step</b>	<b>Hourly</b>	<b>BiWeekly</b>	<b>Annual</b>
23	467	39.980	\$3,198.40	\$83,159
23	468	40.787	\$3,262.92	\$84,836
23	469	41.609	\$3,328.72	\$86,547
23	470	42.446	\$3,395.70	\$88,288
23	471	43.302	\$3,464.12	\$90,067
23	472	44.172	\$3,533.74	\$91,877
23	473	45.064	\$3,605.13	\$93,733
23	474	45.971	\$3,677.72	\$95,621
23	475	46.898	\$3,751.83	\$97,548
23	476	47.846	\$3,827.64	\$99,519
23	477	48.810	\$3,904.81	\$101,525
23	478	49.792	\$3,983.34	\$103,567
23	479	50.794	\$4,063.48	\$105,650
23	480	51.813	\$4,145.06	\$107,772
23	481	52.861	\$4,228.85	\$109,950
23	482	53.925	\$4,314.00	\$112,164
23	483	55.012	\$4,400.94	\$114,424
23	484	56.122	\$4,489.74	\$116,733
23	485	57.253	\$4,580.23	\$119,086
23	486	58.405	\$4,672.43	\$121,483
23	487	59.582	\$4,766.58	\$123,931
23	488	60.783	\$4,862.68	\$126,430
23	489	62.009	\$4,960.73	\$128,979
23	490	63.258	\$5,060.65	\$131,577
23	491L	64.533	\$5,162.61	\$134,228

## NON-UNION SCHEDULE II: NURSES JUNE 1, 2022

Grade	Step	Hourly	Biweekly	Annual	Grade	Step	Hourly	Biweekly	Annual
FA	329	30.387	\$2,431.00	\$63,206	FE	373	37.844	\$3,027.53	\$78,716
FA	330	30.999	\$2,479.92	\$64,478	FE	374	38.608	\$3,088.67	\$80,305
FA	331	31.625	\$2,529.97	\$65,779	FE	375	39.386	\$3,150.84	\$81,922
FA	332	32.262	\$2,580.98	\$67,105	FE	376	40.180	\$3,214.40	\$83,574
FA	333	32.913	\$2,633.02	\$68,458	FE	377	40.990	\$3,279.17	\$85,258
FA	334	33.574	\$2,685.93	\$69,834	FE	378	41.816	\$3,345.24	\$86,976
FA	335	34.251	\$2,740.05	\$71,241	FE	379	42.658	\$3,412.61	\$88,728
FA	336	34.943	\$2,795.47	\$72,682	FE	380	43.517	\$3,481.36	\$90,515
FA	337	35.647	\$2,851.75	\$74,146	FE	381	44.394	\$3,551.50	\$92,339
FA	338	36.363	\$2,909.07	\$75,636	FE	382	45.288	\$3,623.03	\$94,199
FA	339	37.098	\$2,967.87	\$77,165	FE	383	46.201	\$3,696.11	\$96,099
FA	340	37.844	\$3,027.53	\$78,716	FE	384	47.133	\$3,770.67	\$98,037
FA	341	38.608	\$3,088.67	\$80,305	FE	385	48.085	\$3,846.78	\$100,016
FA	342	39.386	\$3,150.84	\$81,922	FE	386	49.052	\$3,924.20	\$102,029
FA	343	40.180	\$3,214.40	\$83,574	FE	387	50.039	\$4,003.08	\$104,080
FA	344	40.990	\$3,279.17	\$85,258	FE	388	51.047	\$4,083.79	\$106,179
FA	345	41.816	\$3,345.24	\$86,976	FE	389	52.073	\$4,165.88	\$108,313
FA	346	42.658	\$3,412.61	\$88,728	FE	390	53.124	\$4,249.96	\$110,499
FA	347	43.517	\$3,481.36	\$90,515	FE	391	54.197	\$4,335.77	\$112,730
FA	348	44.394	\$3,551.50	\$92,339	FE	392	55.286	\$4,422.88	\$114,995
FA	349	45.288	\$3,623.03	\$94,199	FE	393	56.403	\$4,512.25	\$117,318
FA	350	46.201	\$3,696.11	\$96,099	FE	394	57.539	\$4,603.08	\$119,680
FA	351	47.133	\$3,770.67	\$98,037	FE	395	58.699	\$4,695.91	\$122,094
FA	352L	48.085	\$3,846.78	\$100,016	FE	396L	59.882	\$4,790.56	\$124,554
FB	338	31.783	\$2,542.62	\$66,108	FF	383	39.781	\$3,182.45	\$82,744
FB	339	32.425	\$2,593.96	\$67,443	FF	384	40.584	\$3,246.70	\$84,414
FB	340	33.077	\$2,646.18	\$68,801	FF	385	41.401	\$3,312.08	\$86,114
FB	341	33.743	\$2,699.43	\$70,185	FF	386	42.235	\$3,378.84	\$87,850
FB	342	34.422	\$2,753.73	\$71,597	FF	387	43.086	\$3,446.90	\$89,619
FB	343	35.117	\$2,809.32	\$73,042	FF	388	43.953	\$3,516.26	\$91,423
FB	344	35.824	\$2,865.95	\$74,515	FF	389	44.840	\$3,587.18	\$93,267
FB	345	36.545	\$2,923.62	\$76,014	FF	390	45.742	\$3,659.40	\$95,144
FB	346	37.282	\$2,982.59	\$77,547	FF	391	46.664	\$3,733.09	\$97,060
FB	347	38.035	\$3,042.77	\$79,112	FF	392	47.605	\$3,808.42	\$99,019
FB	348	38.802	\$3,104.17	\$80,708	FF	393	48.568	\$3,885.41	\$101,021
FB	349	39.583	\$3,166.60	\$82,332	FF	394	49.543	\$3,963.42	\$103,049
FB	350	40.380	\$3,230.42	\$83,991	FF	395	50.540	\$4,043.18	\$105,123
FB	351	41.193	\$3,295.45	\$85,682	FF	396	51.556	\$4,124.49	\$107,237
FB	352	42.024	\$3,361.95	\$87,411	FF	397	52.597	\$4,207.79	\$109,403
FB	353	42.870	\$3,429.58	\$89,169	FF	398	53.659	\$4,292.74	\$111,611
FB	354	43.736	\$3,498.86	\$90,970	FF	399	54.738	\$4,379.07	\$113,856
FB	355	44.617	\$3,569.34	\$92,803	FF	400	55.842	\$4,467.39	\$116,152
FB	356	45.514	\$3,641.13	\$94,669	FF	401	56.968	\$4,557.45	\$118,494
FB	357	46.432	\$3,714.56	\$96,579	FF	402	58.115	\$4,649.24	\$120,880
FB	359	48.325	\$3,866.01	\$100,516	FF	403	59.286	\$4,742.84	\$123,314
FB	360L	49.298	\$3,943.86	\$102,540	FF	404L	60.481	\$4,838.44	\$125,799

**NON-UNION SCHEDULE II: NURSES  
JUNE 1, 2022**

Grade	Step	Hourly	Biweekly	Annual
FJ	435	51.556	\$4,124.49	\$107,237
FJ	436	52.597	\$4,207.79	\$109,403
FJ	437	53.659	\$4,292.74	\$111,611
FJ	438	54.738	\$4,379.07	\$113,856
FJ	439	55.842	\$4,467.39	\$116,152
FJ	440	56.968	\$4,557.45	\$118,494
FJ	441	58.115	\$4,649.24	\$120,880
FJ	442	59.286	\$4,742.84	\$123,314
FJ	443	60.481	\$4,838.44	\$125,799
FJ	444	61.698	\$4,935.86	\$128,332
FJ	445	62.943	\$5,035.44	\$130,921
FJ	446	64.212	\$5,136.93	\$133,560
FJ	447L	65.504	\$5,240.32	\$136,248
NS1	385	40.180	\$3,214.40	\$83,574
NS1	386	40.990	\$3,279.17	\$85,258
NS1	387	41.816	\$3,345.24	\$86,976
NS1	388	42.658	\$3,412.61	\$88,728
NS1	389	43.517	\$3,481.36	\$90,515
NS1	390	44.394	\$3,551.50	\$92,339
NS1	391	45.288	\$3,623.03	\$94,199
NS1	392	46.201	\$3,696.11	\$96,099
NS1	393	47.133	\$3,770.67	\$98,037
NS1	394	48.085	\$3,846.78	\$100,016
NS1	395	49.052	\$3,924.20	\$102,029
NS1	396	50.039	\$4,003.08	\$104,080
NS1	397	51.047	\$4,083.79	\$106,179
NS1	398	52.073	\$4,165.88	\$108,313
NS1	399	53.124	\$4,249.96	\$110,499
NS1	400L	54.197	\$4,335.77	\$112,730
NS2	395	42.235	\$3,378.84	\$87,850
NS2	396	43.086	\$3,446.90	\$89,619
NS2	397	43.953	\$3,516.26	\$91,423
NS2	398	44.840	\$3,587.18	\$93,267
NS2	399	45.742	\$3,659.40	\$95,144
NS2	400	46.664	\$3,733.09	\$97,060
NS2	401	47.605	\$3,808.42	\$99,019
NS2	402	48.568	\$3,885.41	\$101,021
NS2	403	49.543	\$3,963.42	\$103,049
NS2	404	50.540	\$4,043.18	\$105,123
NS2	405	51.556	\$4,124.49	\$107,237
NS2	406	52.597	\$4,207.79	\$109,403
NS2	407	53.659	\$4,292.74	\$111,611
NS2	408L	54.738	\$4,379.07	\$113,856

Grade	Step	Hourly	Biweekly	Annual
NS3	447	54.738	\$4,379.07	\$113,856
NS3	448	55.842	\$4,467.39	\$116,152
NS3	449	56.968	\$4,557.45	\$118,494
NS3	450	58.115	\$4,649.24	\$120,880
NS3	451	59.286	\$4,742.84	\$123,314
NS3	452	60.481	\$4,838.44	\$125,799
NS3	453	61.698	\$4,935.86	\$128,332
NS3	454	62.943	\$5,035.44	\$130,921
NS3	455	64.212	\$5,136.93	\$133,560
NS3	456L	65.504	\$5,240.32	\$136,248
NS4	457	56.403	\$4,512.25	\$117,318
NS4	458	57.539	\$4,603.08	\$119,680
NS4	459	58.699	\$4,695.91	\$122,094
NS4	460	59.882	\$4,790.56	\$124,554
NS4	461	61.086	\$4,886.85	\$127,058
NS4	462	62.318	\$4,985.48	\$129,622
NS4	463	63.574	\$5,085.92	\$132,234
NS4	464	64.856	\$5,188.45	\$134,900
NS4	465	66.161	\$5,292.88	\$137,615
NS4	466	67.496	\$5,399.65	\$140,391
NS4	467	68.855	\$5,508.41	\$143,219
NS4	468	70.243	\$5,619.42	\$146,105
NS4	469	71.660	\$5,732.77	\$149,052
NS4	470L	73.102	\$5,848.20	\$152,053

## NON-UNION SCHEDULE IV: COUNTY POLICE EFFECTIVE JUNE 1, 2022

Grade	Step	Hourly	BiWeekly	Annual
P3	380	39.190	\$3,135.17	\$81,514
P3	381	39.980	\$3,198.38	\$83,158
P3	382	40.786	\$3,262.89	\$84,835
P3	383	41.609	\$3,328.70	\$86,546
P3	384	42.447	\$3,395.72	\$88,289
P3	385	43.302	\$3,464.13	\$90,067
P3	386	44.172	\$3,533.75	\$91,878
P3	387	45.064	\$3,605.11	\$93,733
P3	388	45.972	\$3,677.76	\$95,622
P3	389	46.897	\$3,751.79	\$97,547
P3	390	47.846	\$3,827.65	\$99,519
P3	391	48.810	\$3,904.80	\$101,525
P3	392	49.792	\$3,983.34	\$103,567
P3	393	50.793	\$4,063.44	\$105,649
P3	394	51.814	\$4,145.10	\$107,772
P3	395	52.860	\$4,228.83	\$109,950
P3	396	53.925	\$4,314.04	\$112,165
P3	397	55.012	\$4,400.98	\$114,425
P3	398	56.122	\$4,489.73	\$116,733
P3	399	57.253	\$4,580.22	\$119,086
P3	400	58.406	\$4,672.44	\$121,484
P3	401	59.582	\$4,766.57	\$123,931
P3	402L	60.784	\$4,862.69	\$126,430
P4	403	42.870	\$3,429.58	\$89,169
P4	404	43.736	\$3,498.86	\$90,970
P4	405	44.617	\$3,569.34	\$92,803
P4	406	45.514	\$3,641.13	\$94,669
P4	407	46.432	\$3,714.56	\$96,579
P4	408	47.368	\$3,789.46	\$98,526
P4	409	48.325	\$3,866.01	\$100,516
P4	410	49.298	\$3,943.86	\$102,540
P4	411	50.290	\$4,023.17	\$104,603
P4	412	51.300	\$4,103.96	\$106,703
P4	413	52.335	\$4,186.83	\$108,858
P4	414	53.392	\$4,271.35	\$111,055
P4	415	54.467	\$4,357.33	\$113,291
P4	416	55.564	\$4,445.14	\$115,574
P4	417	56.686	\$4,534.85	\$117,906
P4	418	57.826	\$4,626.12	\$120,279
P4	419	58.991	\$4,719.29	\$122,702
P4	420	60.181	\$4,814.46	\$125,176
P4	421	61.393	\$4,911.44	\$127,697
P4	422	62.630	\$5,010.41	\$130,271
P4	423L	63.891	\$5,111.30	\$132,894

Grade	Step	Hourly	BiWeekly	Annual
P5	424	46.201	\$3,696.11	\$96,099
P5	425	47.133	\$3,770.67	\$98,037
P5	426	48.085	\$3,846.78	\$100,016
P5	427	49.052	\$3,924.20	\$102,029
P5	428	50.039	\$4,003.08	\$104,080
P5	429	51.047	\$4,083.79	\$106,179
P5	430	52.073	\$4,165.88	\$108,313
P5	431	53.124	\$4,249.96	\$110,499
P5	432	54.197	\$4,335.77	\$112,730
P5	433	55.286	\$4,422.88	\$114,995
P5	434	56.403	\$4,512.25	\$117,318
P5	435	57.539	\$4,603.08	\$119,680
P5	436	58.699	\$4,695.91	\$122,094
P5	437	59.882	\$4,790.56	\$124,554
P5	438	61.086	\$4,886.85	\$127,058
P5	439	62.318	\$4,985.48	\$129,622
P5	440	63.574	\$5,085.92	\$132,234
P5	441	64.856	\$5,188.45	\$134,900
P5	442	66.161	\$5,292.88	\$137,615
P5	443	67.496	\$5,399.65	\$140,391
P5	444L	68.855	\$5,508.41	\$143,219
P6	445	57.826	\$4,626.12	\$120,279
P6	446	58.991	\$4,719.29	\$122,702
P6	447	60.181	\$4,814.46	\$125,176
P6	448	61.393	\$4,911.44	\$127,697
P6	449	62.630	\$5,010.41	\$130,271
P6	450	63.891	\$5,111.30	\$132,894
P6	451	65.180	\$5,214.43	\$135,575
P6	452	66.492	\$5,319.38	\$138,304
P6	453	67.834	\$5,426.75	\$141,096
P6	454	69.199	\$5,535.94	\$143,935
P6	455L	70.596	\$5,647.65	\$146,839

**NON-UNION SCHEDULE VI: DOCTORS**  
**EFFECTIVE JUNE 1, 2022**

Grade	Step	Hourly	BiWeekly	Annual
K	386	54.467	\$4,357.33	\$113,291
K	387	55.564	\$4,445.14	\$115,574
K	388	56.685	\$4,534.76	\$117,904
K	389	57.826	\$4,626.12	\$120,279
K	390	58.991	\$4,719.29	\$122,702
K	391	60.181	\$4,814.46	\$125,176
K	392	61.392	\$4,911.35	\$127,695
K	393	62.630	\$5,010.41	\$130,271
K	394	63.891	\$5,111.30	\$132,894
K	395	65.179	\$5,214.34	\$135,573
K	396	66.492	\$5,319.38	\$138,304
K	397	67.833	\$5,426.66	\$141,093
K	398	69.199	\$5,535.94	\$143,935
K	399	70.595	\$5,647.56	\$146,837
K	400	72.016	\$5,761.26	\$149,793
K	401	73.467	\$5,877.38	\$152,812
K	402	74.948	\$5,995.84	\$155,892
K	403	76.459	\$6,116.72	\$159,035
K	404	77.999	\$6,239.94	\$162,238
K	405	79.572	\$6,365.76	\$165,510
K	406	81.174	\$6,493.92	\$168,842
K	407	82.811	\$6,624.85	\$172,246
K	408	84.479	\$6,758.28	\$175,715
K	409	86.181	\$6,894.49	\$179,257
K	410	87.916	\$7,033.30	\$182,866
K	411	89.690	\$7,175.23	\$186,556
K	412	91.497	\$7,319.75	\$190,313
K	413	93.340	\$7,467.22	\$194,148
K	414	95.220	\$7,617.63	\$198,058
K	415	97.139	\$7,771.16	\$202,050
K	416	99.098	\$7,927.80	\$206,123
K	417	99.601	\$7,968.04	\$207,169
K	418	99.616	\$7,969.30	\$207,202
K	419	99.629	\$7,970.32	\$207,228
K	420	100.135	\$8,010.83	\$208,281

Grade	Step	Hourly	BiWeekly	Annual
K	421	100.149	\$8,011.89	\$208,309
K	422	102.167	\$8,173.35	\$212,507
K	423	104.226	\$8,338.09	\$216,790
K	424	106.327	\$8,506.19	\$221,161
K	425	108.471	\$8,677.65	\$225,619
K	426	110.656	\$8,852.47	\$230,164
K	427	112.885	\$9,030.82	\$234,801
K	428	115.160	\$9,212.78	\$239,532
K	429	117.480	\$9,398.43	\$244,359
K	430	119.848	\$9,587.85	\$249,284
K	431	122.262	\$9,780.96	\$254,305
K	432	124.726	\$9,978.09	\$259,430
K	433	127.240	\$10,179.23	\$264,660
K	434	129.804	\$10,384.32	\$269,992
K	435	132.420	\$10,593.58	\$275,433
K	436	135.089	\$10,807.11	\$280,985
K	437	137.810	\$11,024.82	\$286,645
K	438	140.585	\$11,246.79	\$292,417
K	439	143.419	\$11,473.52	\$298,312
K	440	146.310	\$11,704.76	\$304,324
K	441	149.258	\$11,940.68	\$310,458
K	442	152.266	\$12,181.26	\$316,713
K	443	155.334	\$12,426.69	\$323,094
K	444	158.464	\$12,677.12	\$329,605
K	445	161.658	\$12,932.63	\$336,248
K	446	164.913	\$13,193.06	\$343,020
K	447	168.237	\$13,458.99	\$349,934
K	448	171.626	\$13,730.08	\$356,982
K	449	175.086	\$14,006.91	\$364,180
K	450	178.612	\$14,288.99	\$371,514
K	451	182.212	\$14,576.98	\$379,001
K	452	185.885	\$14,870.78	\$386,640
K	453	189.630	\$15,170.41	\$394,431
K	454	193.451	\$15,476.11	\$402,379
K	455	197.349	\$15,787.95	\$410,487

**NON-UNION SCHEDULE VI: DOCTORS  
EFFECTIVE JUNE 1, 2022**

<b>Grade</b>	<b>Step</b>	<b>Hourly</b>	<b>BiWeekly</b>	<b>Annual</b>
K	456	201.325	\$16,106.03	\$418,757
K	457	205.381	\$16,430.50	\$427,193
K	458	209.519	\$16,761.54	\$435,800
K	459	213.743	\$17,099.46	\$444,586
K	460	218.050	\$17,444.02	\$453,545
K	461	222.442	\$17,795.39	\$462,680
K	462	226.927	\$18,154.14	\$472,008
K	463	231.501	\$18,520.11	\$481,523
K	464	236.167	\$18,893.37	\$491,228
K	465	240.926	\$19,274.10	\$501,127
K	466	245.781	\$19,662.45	\$511,224
K	467	250.733	\$20,058.68	\$521,526
K	468	255.786	\$20,462.85	\$532,034
K	469	260.940	\$20,875.23	\$542,756
K	470	266.198	\$21,295.81	\$553,691
K	471	271.561	\$21,724.92	\$564,848
K	472	277.035	\$22,162.80	\$576,233
K	473	282.615	\$22,609.20	\$587,839
K	474	288.310	\$23,064.80	\$599,685
K	475	294.121	\$23,529.65	\$611,771
K	476	300.048	\$24,003.86	\$624,100
K	477	306.095	\$24,487.58	\$636,677
K	478	312.262	\$24,980.97	\$649,505
K	479	318.555	\$25,484.37	\$662,594
K	480	324.975	\$25,998.02	\$675,948
K	481	331.523	\$26,521.83	\$689,568
K	482L	338.204	\$27,056.31	\$703,464

**SCHEDULE XII  
PHARMACIST-NON UNION**

**Effective June 1, 2022**

<b>Grade</b>	<b>Hourly</b>	<b>Bi-Weekly</b>	<b>Annual</b>
RX4	71.985	\$5,758.77	\$149,728

**SCHEDULE XIV  
MEDICAL TECHNOLOGIST - NON UNION**

EFFECTIVE JUNE 1, 2022

<b>Grade</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Annual</b>
T16	301	26.428	\$2,114.24	\$ 54,970
T16	302	26.958	\$2,156.67	\$ 56,073
T16	303	27.504	\$2,200.32	\$ 57,208
T16	304	28.057	\$2,244.56	\$ 58,359
T16	305	28.622	\$2,289.77	\$ 59,534
T16	306	29.199	\$2,335.92	\$ 60,734
T16	307	29.788	\$2,383.03	\$ 61,959
T16	308	30.387	\$2,431.00	\$ 63,206
T16	309	30.999	\$2,479.92	\$ 64,478
T16	310	31.624	\$2,529.89	\$ 65,777
T16	311	32.262	\$2,580.98	\$ 67,105
T16	312	32.912	\$2,632.93	\$ 68,456
T16	313	33.574	\$2,685.93	\$ 69,834
T16	314	34.251	\$2,740.05	\$ 71,241
T16	315	34.942	\$2,795.38	\$ 72,680
T16	316	35.646	\$2,851.66	\$ 74,143
T16	317	36.363	\$2,909.07	\$ 75,636
T16	318	37.096	\$2,967.70	\$ 77,160
T16	319	37.844	\$3,027.53	\$ 78,716
T16	320L	38.607	\$3,088.58	\$ 80,303
T18	321	29.346	\$2,347.70	\$ 61,040
T18	322	29.936	\$2,394.89	\$ 62,267
T18	323	30.539	\$2,443.12	\$ 63,521
T18	324	31.154	\$2,492.31	\$ 64,800
T18	325	31.782	\$2,542.53	\$ 66,106
T18	326	32.425	\$2,593.96	\$ 67,443
T18	327	33.077	\$2,646.18	\$ 68,801
T18	328	33.743	\$2,699.43	\$ 70,185
T18	329	34.422	\$2,753.73	\$ 71,597
T18	330	35.115	\$2,809.23	\$ 73,040
T18	331	35.823	\$2,865.87	\$ 74,512
T18	332	36.544	\$2,923.54	\$ 76,012
T18	333	37.281	\$2,982.51	\$ 77,545
T18	334	38.034	\$3,042.69	\$ 79,110
T18	335	38.800	\$3,103.99	\$ 80,704
T18	336	39.581	\$3,166.51	\$ 82,329
T18	337	40.380	\$3,230.42	\$ 83,991
T18	338	41.193	\$3,295.45	\$ 85,682
T18	339	42.024	\$3,361.95	\$ 87,411
T18	340	42.870	\$3,429.58	\$ 89,169
T18	341L	43.736	\$3,498.86	\$ 90,970



**SCHEDULE XV  
ASSISTANT STATE'S ATTORNEY**

**EFFECTIVE: JUNE 1, 2022**

Grade	Step	Hourly	BiWeekly	Annual
ATI	101L	21.754	\$1,740.34	\$45,249
ATN	106	33.912	\$2,712.97	\$70,537
ATN	107	34.595	\$2,767.56	\$71,957
ATN	108	35.292	\$2,823.33	\$73,407
ATN	109	36.003	\$2,880.26	\$74,887
ATN	110	36.728	\$2,938.27	\$76,395
ATN	111	37.470	\$2,997.61	\$77,938
ATN	112	38.223	\$3,057.87	\$79,505
ATN	113	38.994	\$3,119.54	\$81,108
ATN	114	39.781	\$3,182.47	\$82,744
ATN	115*	40.584	\$3,246.72	\$84,415
ATN	116	41.401	\$3,312.05	\$86,113
ATN	117	42.235	\$3,378.81	\$87,849
ATN	118	43.086	\$3,446.89	\$89,619
ATN	119	43.953	\$3,516.22	\$91,422
ATN	120L	44.840	\$3,587.21	\$93,268
AT3	101	45.064	\$3,605.11	\$93,733
AT3	102	45.971	\$3,677.68	\$95,620
AT3	103	46.898	\$3,751.84	\$97,548
AT3	104	47.846	\$3,827.66	\$99,519
AT3	105L	48.810	\$3,904.82	\$101,525
AT2	101	49.052	\$3,924.13	\$102,027
AT2	102	50.039	\$4,003.11	\$104,081
AT2	103	51.047	\$4,083.76	\$106,178
AT2	104	52.073	\$4,165.83	\$108,312
AT2	105	53.125	\$4,249.97	\$110,499
AT2	106L	54.196	\$4,335.70	\$112,728
AT1	101	54.738	\$4,379.06	\$113,856
AT1	102	55.842	\$4,467.37	\$116,152
AT1	103	56.969	\$4,557.51	\$118,495
AT1	104	58.115	\$4,649.23	\$120,880
AT1	105	59.285	\$4,742.78	\$123,312
AT1	106	60.481	\$4,838.49	\$125,801
AT1	107	61.698	\$4,935.87	\$128,333
AT1	108	62.943	\$5,035.42	\$130,921
AT1	109	64.211	\$5,136.87	\$133,559
AT1	110L	65.504	\$5,240.33	\$136,249
ATD	101	65.833	\$5,266.63	\$136,932
ATD	102	67.160	\$5,372.83	\$139,694
ATD	103	68.513	\$5,481.03	\$142,507
ATD	104L	69.892	\$5,591.39	\$145,376
ATS	101	71.304	\$5,704.33	\$148,313
ATS	102	72.738	\$5,819.03	\$151,295
ATS	103	74.204	\$5,936.30	\$154,344
ATS	104	75.702	\$6,056.15	\$157,460
ATS	105	77.226	\$6,178.08	\$160,630
ATS	106L	78.783	\$6,302.67	\$163,870

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

Effective December 1, 2022

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

<u>JOB CODE</u>	<u>GRADE</u>	<u>HOURLY SALARY RATE</u>	<u>BI-WEEKLY SALARY RATE</u>	<u>ANNUAL SALARY RATE</u>
0675	D01	56.490	\$4,519.18	\$117,499
0676	D02	59.590	\$4,767.18	\$123,947
0677	D03	61.066	\$4,885.29	\$127,018
0678	D04	62.410	\$4,992.84	\$129,814
0679	D05	66.201	\$5,296.08	\$137,698
0680	D06	63.966	\$5,117.31	\$133,050
0681	D07	72.496	\$5,799.68	\$150,792
0682	D08	74.316	\$5,945.28	\$154,577
0683	D09	76.141	\$6,091.28	\$158,373
0684	D10	71.089	\$5,687.14	\$147,866
0685	D11	79.777	\$6,382.16	\$165,936
0686	D12	86.111	\$6,888.87	\$179,111

Schedule XXXVIII  
Non-Union IT1-IT5

Effective 12/1/22

UnionCode	Grade	Step	Hourly	Bi-Weekly	Annual
NONE	IT1	101	43.978	\$3,518.24	\$91,474
NONE	IT1	102	44.858	\$3,588.61	\$93,304
NONE	IT1	103	45.755	\$3,660.38	\$95,170
NONE	IT1	104	46.670	\$3,733.59	\$97,073
NONE	IT1	105	47.603	\$3,808.26	\$99,015
NONE	IT1	106	48.555	\$3,884.43	\$100,995
NONE	IT1	107	49.526	\$3,962.11	\$103,015
NONE	IT1	108	50.517	\$4,041.36	\$105,075
NONE	IT1	109	51.527	\$4,122.18	\$107,177
NONE	IT1	110	52.558	\$4,204.63	\$109,320
NONE	IT1	111	53.609	\$4,288.72	\$111,507
NONE	IT1	112	54.681	\$4,374.49	\$113,737
NONE	IT1	113	55.775	\$4,461.98	\$116,012
NONE	IT1	114	56.890	\$4,551.22	\$118,332
NONE	IT1	115	58.028	\$4,642.25	\$120,698
NONE	IT1	116	59.189	\$4,735.09	\$123,112
NONE	IT1	117	60.372	\$4,829.80	\$125,575
NONE	IT1	118	61.580	\$4,926.39	\$128,086
NONE	IT1	119	62.811	\$5,024.92	\$130,648
NONE	IT1	120L	64.068	\$5,125.42	\$133,261
UnionCode	Grade	Step	Hourly	Bi-Weekly	Annual
NONE	IT2	201	48.376	\$3,870.07	\$100,622
NONE	IT2	202	49.343	\$3,947.47	\$102,634
NONE	IT2	203	50.330	\$4,026.42	\$104,687
NONE	IT2	204	51.337	\$4,106.95	\$106,781
NONE	IT2	205	52.364	\$4,189.09	\$108,916
NONE	IT2	206	53.411	\$4,272.87	\$111,095
NONE	IT2	207	54.479	\$4,358.33	\$113,316
NONE	IT2	208	55.569	\$4,445.49	\$115,583
NONE	IT2	209	56.680	\$4,534.40	\$117,894
NONE	IT2	210	57.814	\$4,625.09	\$120,252
NONE	IT2	211	58.970	\$4,717.59	\$122,657
NONE	IT2	212	60.149	\$4,811.94	\$125,111
NONE	IT2	213	61.352	\$4,908.18	\$127,613
NONE	IT2	214	62.579	\$5,006.35	\$130,165
NONE	IT2	215	63.831	\$5,106.47	\$132,768
NONE	IT2	216	65.108	\$5,208.60	\$135,424
NONE	IT2	217L	66.410	\$5,312.78	\$138,132
UnionCode	Grade	Step	Hourly	Bi-Weekly	Annual
NONE	IT3	301	53.213	\$4,257.08	\$110,684
NONE	IT3	302	54.278	\$4,342.22	\$112,898
NONE	IT3	303	55.363	\$4,429.06	\$115,156
NONE	IT3	304	56.471	\$4,517.64	\$117,459
NONE	IT3	305	57.600	\$4,608.00	\$119,808
NONE	IT3	306	58.752	\$4,700.16	\$122,204
NONE	IT3	307	59.927	\$4,794.16	\$124,648
NONE	IT3	308	61.126	\$4,890.04	\$127,141
NONE	IT3	309	62.348	\$4,987.84	\$129,684
NONE	IT3	310	63.595	\$5,087.60	\$132,278
NONE	IT3	311	64.867	\$5,189.35	\$134,923
NONE	IT3	312	66.164	\$5,293.14	\$137,622
NONE	IT3	313	67.488	\$5,399.00	\$140,374
NONE	IT3	314	68.837	\$5,506.98	\$143,182
NONE	IT3	315	70.214	\$5,617.12	\$146,045
NONE	IT3	316	71.618	\$5,729.46	\$148,966
NONE	IT3	317L	73.051	\$5,844.05	\$151,945

UnionCode	Grade	Step	Hourly	Bi-Weekly	Annual
NONE	IT4	401	58.535	\$4,682.78	\$121,752
NONE	IT4	402	59.705	\$4,776.44	\$124,187
NONE	IT4	403	60.900	\$4,871.97	\$126,671
NONE	IT4	404	62.118	\$4,969.41	\$129,205
NONE	IT4	405	63.360	\$5,068.80	\$131,789
NONE	IT4	406	64.627	\$5,170.17	\$134,424
NONE	IT4	407	65.920	\$5,273.57	\$137,113
NONE	IT4	408	67.238	\$5,379.05	\$139,855
NONE	IT4	409	68.583	\$5,486.63	\$142,652
NONE	IT4	410	69.954	\$5,596.36	\$145,505
NONE	IT4	411	71.354	\$5,708.29	\$148,415
NONE	IT4	412	72.781	\$5,822.45	\$151,384
NONE	IT4	413	74.236	\$5,938.90	\$154,411
NONE	IT4	414L	75.721	\$6,057.68	\$157,500
UnionCode	Grade	Step	Hourly	Bi-Weekly	Annual
NONE	IT5	501	64.388	\$5,151.06	\$133,928
NONE	IT5	502	65.676	\$5,254.08	\$136,606
NONE	IT5	503	66.990	\$5,359.16	\$139,338
NONE	IT5	504	68.329	\$5,466.35	\$142,125
NONE	IT5	505	69.696	\$5,575.67	\$144,968
NONE	IT5	506	71.090	\$5,687.19	\$147,867
NONE	IT5	507	72.512	\$5,800.93	\$150,824
NONE	IT5	508	73.962	\$5,916.95	\$153,841
NONE	IT5	509	75.441	\$6,035.29	\$156,918
NONE	IT5	510	76.950	\$6,156.00	\$160,056
NONE	IT5	511	78.489	\$6,279.12	\$163,257
NONE	IT5	512	80.059	\$6,404.70	\$166,522
NONE	IT5	513	81.660	\$6,532.79	\$169,853
NONE	IT5	514L	83.293	\$6,663.45	\$173,250

## LEAVES OF ABSENCE

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

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

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

## I. LEAVES OF ABSENCE WITH PAY

### A. DESIGNATION OF HOLIDAYS

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

New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
Abraham Lincoln's Birthday	February 12
George Washington's Birthday	Third Monday in February
Casimir Pulaski's Birthday	First Monday in March
Memorial Day	Last Monday in May
Juneteenth Day	June 17
Independence Day	July 4
Labor Day	First Monday in September
Columbus Day	Second Monday in October
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Christmas Day	December 25
Floating Holiday	

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

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

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

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

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

## B. SICK LEAVE

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

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

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

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

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

Employees on maternity or paternity leave may use sick leave.

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

The employee has the burden of establishing that an illness related absence was legitimate. Failure to provide such reasonable evidence of proof of illness may result in the denial of sick leave benefits or revocation of benefits granted. The employee's supervisor will make the determination as to appropriateness of the sick leave. In addition to denial of sick leave benefits, where the circumstances indicate that the employee is abusing sick leave, disciplinary measures may be taken.

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

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

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

### C. PARENTAL LEAVE

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

### D. ORGAN DONOR LEAVE

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

### E. VACATION LEAVE

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

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

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

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

Any employee of the County of Cook who has rendered continuous service to the City of Chicago, the Chicago Park District, the Forest Preserves District of Cook County, the Metropolitan Water Reclamation District of Greater Chicago, agencies under

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

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

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

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

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

## 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. An employee will be entitled, to a maximum of ten (10) unpaid days to attend a funeral, make necessary arrangements, or grieve the death of a child or up to a maximum of six (6) unpaid weeks, for more than one child in a 12-month period. For purposes of this section, immediate family includes mother, step-parent, father, husband/wife, domestic partner, civil union partner, child (including stepchildren, adopted or foster children), brothers, sisters, grandchildren, grandparents, spouse/ domestic/civil union partner's parents, or such persons who have reared the employee.

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

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

To the extent an employee needs to be absent from work, a maximum of two (2) weeks unpaid weeks 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.

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. PERSONAL DAYS

All employees, except prevailing wage trades, those in a per diem pay status, and those of the Cook County Health and Hospitals System, shall be permitted four (4) days off with pay each fiscal year. Employees may be permitted these four (4) days off with pay for personal leave for such occurrences as observance of a religious holiday or for other personal reasons. Such personal days shall not be used in increments of less than one-half (1/2) day at a time.

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

Personal days shall not be used as additional vacation leave. If the health of an employee warrants prolonged absence from duty, the employee will be permitted to combine personal days, sick leave, and vacation leave with approval from the designated Human Resources Officer.



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

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

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

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

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

## J. MILITARY SERVICE LEAVE

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

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

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

## II. LEAVES OF ABSENCE WITHOUT PAY

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

### A. PERSONAL LEAVE

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

## B. MATERNITY/PATERNITY LEAVE

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

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

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

## C. FAMILY AND MEDICAL LEAVE (FMLA)

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

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

The placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement;

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

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

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

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

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

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

An employee who is a victim of domestic, sexual 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

### 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 de-tailed in the offices' or agencies' FMLA Policy.

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

## III. DISABILITY PROVISIONS

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

### A. ORDINARY DISABILITY

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

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

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

### B. DUTY-RELATED DISABILITY

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

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

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

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

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

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

## IV. MAINTENANCE OF RECORDS

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

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



**Toni Preckwinkle**  
President,  
Cook County Board of Commissioners

**John P. Daley**  
Chairman, Committee on Finance

**Lawrence L. Wilson**  
Interim Chief Financial Officer

**Annette C.M. Guzman**  
Budget Director

**Brandon Johnson**  
1st District Commissioner

**Dennis Deer**  
2nd District Commissioner

**Bill Lowry**  
3rd District Commissioner

**Stanley Moore**  
4th District Commissioner

**Deborah Sims**  
5th District Commissioner

**Donna Miller**  
6th District Commissioner

**Alma E. Anaya**  
7th District Commissioner

**Luis Arroyo Jr.**  
8th District Commissioner

**Peter N. Silvestri**  
9th District Commissioner

**Bridget Gainer**  
10th District Commissioner

**John P. Daley**  
11th District Commissioner

**Bridget Degnen**  
12th District Commissioner

**Larry Suffredin**  
13th District Commissioner

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14th District Commissioner

**Kevin B. Morrison**  
15th District Commissioner

**Frank J. Aguilar**  
16th District Commissioner

**Sean M. Morrison**  
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