COOK COUNTY

EXECUTIVE BUDGET RECOMMENDATION

CLASSIFICATON & COMPENSATION SCHEDULE

FISCAL YEAR 2016, VOL. 3

TONI PRECKWINKLE

PRESIDENT

Cook County Board of Commissioners

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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 and included in Appendix A, Section 1.

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. GENERAL INTENT

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

II. 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 within 30 calendar days from the date of separation unless otherwise required in the relevant collective bargaining agreement.

III. 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 regulations as established in the respective salary schedules.

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.

IV. 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.

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.

V. 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 appointment shall not set a new anniversary date.

VI. 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 increase at least two steps above the salary received at the time the promotion is made, provided that:

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

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

C. Years of service requirements are fulfilled concerning longevity step placement.

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 to which he or she is being promoted.

If an employee has been given a previous promotion within the same fiscal year, the employee shall be entitled to placement in the step of the new salary grade which will provide a salary increase at least one step above the salary received at 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.

VII. 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 salary adjusted in the new position to the same step of the new salary grade as was received in the salary grade of the job from which 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 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.

VIII. RECLASSIFICATION OF POSITIONS

An employee whose position is reclassified to a lower classification shall be placed in the first step of the lower grade which provides a salary at least one step below the salary received at the time of the reclassification. Such action shall not change the employee's anniversary date.

An employee whose position is reclassified to a higher classification shall be placed in the first step of the higher grade which provides a salary at least one step above the salary received at the time of the reclassification. Such action will change the employee's anniversary date.

In all cases of reclassification, the employee shall receive at least the first step of the grade to which the position is reclassified.

IX. 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 upgrading.

X. SALARY RATES BASED UPON FULL-TIME EMPLOYMENT

The salary rates prescribed in the Salary Schedules are fixed on the basis of full-time service for normal work weeks of 40 hours unless otherwise defined in the applicable collective bargaining agreement. Overtime will accrue as defined in the applicable collective bargaining agreement.

XI. PREVAILING RATE POSITIONS

A prevailing rate (X) 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 (Account 130) shall be the same as positions on the 110 Account unless authorized in advance by the Chief, Bureau of Human Resources. All such positions shall conform to the provisions of these resolutions.

XIV. CONTINUITY OF SERVICE

Absence from 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.

XV. GENERAL PROVISIONS

All changes in pay, including reclasses and upgrades, 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 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.

All questions concerning the specific application of the provisions of this resolution shall be interpreted and resolved by the Chief, Bureau of Human Resources.

Effective December 1, 2015

SCHEDULE I
BUREAU OF HUMAN RESOURCES
GENERAL - TEAMSTERS 700

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
9	Hourly	14.686	15.015	15.746	16.504	17.266	18.088	18.601	18.788	19.343
	Bi-Weekly	1,174.88	1,201.20	1,259.68	1,320.32	1,381.28	1,447.04	1,488.08	1,503.04	1,547.44
	Annual	30,546	31,231	32,751	34,328	35,913	37,623	38,690	39,079	40,233
10	Hourly	15.729	16.465	17.238	18.073	18.942	19.828	20.205	20.419	21.024
	Bi-Weekly	1,258.32	1,317.20	1,379.04	1,445.84	1,515.36	1,586.24	1,616.40	1,633.52	1,681.92
	Annual	32,716	34,247	35,855	37,591	39,399	41,242	42,026	42,471	43,729
11	Hourly	16.875	17.654	18.494	19.357	20.315	21.345	21.772	21.973	22.647
	Bi-Weekly	1,350.00	1,412.32	1,479.52	1,548.56	1,625.20	1,707.60	1,741.76	1,757.84	1,811.76
	Annual	35,100	36,720	38,467	40,262	42,255	44,397	45,285	45,703	47,105
12	Hourly	18.073	18.942	19.828	20.784	21.850	22.863	23.311	23.544	24.260
	Bi-Weekly	1,445.84	1,515.36	1,586.24	1,662.72	1,748.00	1,829.04	1,864.88	1,883.52	1,940.80
	Annual	37,591	39,399	41,242	43,230	45,448	47,555	48,486	48,971	50,460
13	Hourly	19.357	20.315	21.345	22.374	23.388	24.559	25.048	25.288	26.053
	Bi-Weekly	1,548.56	1,625.20	1,707.60	1,789.92	1,871.04	1,964.72	2,003.84	2,023.04	2,084.24
	Annual	40,262	42,255	44,397	46,537	48,647	51,082	52,099	52,599	54,190
14	Hourly	20.784	21.850	22.863	24.018	25.156	26.349	26.893	27.162	27.981
	Bi-Weekly	1,662.72	1,748.00	1,829.04	1,921.44	2,012.48	2,107.92	2,151.44	2,172.96	2,238.48
	Annual	43,230	45,448	47,555	49,957	52,324	54,805	55,937	56,496	58,200
15	Hourly	22.374	23.388	24.559	25.774	27.070	28.343	28.915	29.211	30.082
	Bi-Weekly	1,789.92	1,871.04	1,964.72	2,061.92	2,165.60	2,267.44	2,313.20	2,336.88	2,406.56
	Annual	46,537	48,647	51,082	53,609	56,305	58,953	60,143	60,758	62,570
16	Hourly	24.018	25.156	26.349	27.609	28.940	30.283	30.907	31.206	32.148
	Bi-Weekly	1,921.44	2,012.48	2,107.92	2,208.72	2,315.20	2,422.64	2,472.56	2,496.48	2,571.84
	Annual	49,957	52,324	54,805	57,426	60,195	62,988	64,286	64,908	66,867
17	Hourly	25.774	27.070	28.343	29.662	31.128	32.668	33.306	33.624	34.642
	Bi-Weekly	2,061.92	2,165.60	2,267.44	2,372.96	2,490.24	2,613.44	2,664.48	2,689.92	2,771.36
	Annual	53,609	56,305	58,953	61,696	64,746	67,949	69,276	69,937	72,055
18	Hourly	27.609	28.940	30.283	31.789	33.254	34.895	35.610	35.947	37.059
	Bi-Weekly	2,208.72	2,315.20	2,422.64	2,543.12	2,660.32	2,791.60	2,848.80	2,875.76	2,964.72
	Annual	57,426	60,195	62,988	66,121	69,168	72,581	74,068	74,769	77,082
19	Hourly	30.283	31.789	33.254	34.895	36.546	38.296	38.879	39.259	40.448
	Bi-Weekly	2,422.64	2,543.12	2,660.32	2,791.60	2,923.68	3,063.68	3,110.32	3,140.72	3,235.84
	Annual	62,988	66,121	69,168	72,581	76,015	79,655	80,868	81,658	84,131
20	Hourly	33.254	34.895	36.546	38.296	40.105	42.064	42.680	43.093	44.393
	Bi-Weekly	2,660.32	2,791.60	2,923.68	3,063.68	3,208.40	3,365.12	3,414.40	3,447.44	3,551.44
	Annual	69,168	72,581	76,015	79,655	83,418	87,493	88,774	89,633	92,337
21	Hourly	36.546	38.296	40.105	42.064	44.059	46.201	46.887	47.354	48.792
	Bi-Weekly	2,923.68	3,063.68	3,208.40	3,365.12	3,524.72	3,696.08	3,750.96	3,788.32	3,903.36
	Annual	76,015	79,655	83,418	87,493	91,642	96,098	97,524	98,496	101,487
22	Hourly	40.105	42.064	44.059	46.201	48.349	50.679	51.422	51.934	53.490
	Bi-Weekly	3,208.40	3,365.12	3,524.72	3,696.08	3,867.92	4,054.32	4,113.76	4,154.72	4,279.20
	Annual	83,418	87,493	91,642	96,098	100,565	105,412	106,957	108,022	111,259
23	Hourly	42.064	44.059	46.201	48.349	50.679	53.201	53.988	54.527	56.175
	Bi-Weekly	3,365.12	3,524.72	3,696.08	3,867.92	4,054.32	4,256.08	4,319.04	4,362.16	4,494.00
	Annual	87,493	91,642	96,098	100,565	105,412	110,658	112,295	113,416	116,844

CLASSIFICATION & COMPENSATION

Effective December 1, 2015

SCHEDULE I
BUREAU OF HUMAN RESOURCES
CORPORATE - SEIU LOCAL 73

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
9	Hourly	14.686	15.352	16.099	16.876	17.654	18.495	19.020	19.211	19.777
	Bi-Weekly	1,174.88	1,228.16	1,287.92	1,350.08	1,412.32	1,479.60	1,521.60	1,536.88	1,582.16
	Annual	30,546	31,932	33,485	35,102	36,720	38,469	39,561	39,958	41,136
10	Hourly	15.729	16.465	17.238	18.072	18.942	19.828	20.205	20.419	21.023
	Bi-Weekly	1,258.32	1,317.20	1,379.04	1,445.76	1,515.36	1,586.24	1,616.40	1,633.52	1,681.84
	Annual	32,716	34,247	35,855	37,589	39,399	41,242	42,026	42,471	43,727
11	Hourly	16.876	17.654	18.495	19.357	20.315	21.344	21.772	21.973	22.646
	Bi-Weekly	1,350.08	1,412.32	1,479.60	1,548.56	1,625.20	1,707.52	1,741.76	1,757.84	1,811.68
	Annual	35,102	36,720	38,469	40,262	42,255	44,395	45,285	45,703	47,103
12	Hourly	18.072	18.942	19.828	20.783	21.851	22.864	23.311	23.544	24.259
	Bi-Weekly	1,445.76	1,515.36	1,586.24	1,662.64	1,748.08	1,829.12	1,864.88	1,883.52	1,940.72
	Annual	37,589	39,399	41,242	43,228	45,450	47,557	48,486	48,971	50,458
13	Hourly	19.357	20.315	21.344	22.374	23.388	24.558	25.048	25.288	26.053
	Bi-Weekly	1,548.56	1,625.20	1,707.52	1,789.92	1,871.04	1,964.64	2,003.84	2,023.04	2,084.24
	Annual	40,262	42,255	44,395	46,537	48,647	51,080	52,099	52,599	54,190
14	Hourly	20.783	21.851	22.864	24.018	25.155	26.349	26.893	27.161	27.980
	Bi-Weekly	1,662.64	1,748.08	1,829.12	1,921.44	2,012.40	2,107.92	2,151.44	2,172.88	2,238.40
	Annual	43,228	45,450	47,557	49,957	52,322	54,805	55,937	56,494	58,198
15	Hourly	22.374	23.388	24.558	25.774	27.068	28.343	28.915	29.211	30.081
	Bi-Weekly	1,789.92	1,871.04	1,964.64	2,061.92	2,165.44	2,267.44	2,313.20	2,336.88	2,406.48
	Annual	46,537	48,647	51,080	53,609	56,301	58,953	60,143	60,758	62,568
16	Hourly	24.018	25.155	26.349	27.609	28.941	30.283	30.907	31.207	32.147
	Bi-Weekly	1,921.44	2,012.40	2,107.92	2,208.72	2,315.28	2,422.64	2,472.56	2,496.56	2,571.76
	Annual	49,957	52,322	54,805	57,426	60,197	62,988	64,286	64,910	66,865
17	Hourly	25.774	27.068	28.343	29.662	31.128	32.668	33.306	33.625	34.642
	Bi-Weekly	2,061.92	2,165.44	2,267.44	2,372.96	2,490.24	2,613.44	2,664.48	2,690.00	2,771.36
	Annual	53,609	56,301	58,953	61,696	64,746	67,949	69,276	69,940	72,055
18	Hourly	27.609	28.941	30.283	31.789	33.254	34.896	35.610	35.947	37.059
	Bi-Weekly	2,208.72	2,315.28	2,422.64	2,543.12	2,660.32	2,791.68	2,848.80	2,875.76	2,964.72
	Annual	57,426	60,197	62,988	66,121	69,168	72,583	74,068	74,769	77,082
19	Hourly	30.283	31.789	33.254	34.896	36.546	38.297	38.879	39.259	40.448
	Bi-Weekly	2,422.64	2,543.12	2,660.32	2,791.68	2,923.68	3,063.76	3,110.32	3,140.72	3,235.84
	Annual	62,988	66,121	69,168	72,583	76,015	79,657	80,868	81,658	84,131
20	Hourly	33.254	34.896	36.546	38.297	40.105	42.063	42.680	43.093	44.393
	Bi-Weekly	2,660.32	2,791.68	2,923.68	3,063.76	3,208.40	3,365.04	3,414.40	3,447.44	3,551.44
	Annual	69,168	72,583	76,015	79,657	83,418	87,491	88,774	89,633	92,337
21	Hourly	36.546	38.297	40.105	42.063	44.059	46.202	46.887	47.355	48.791
	Bi-Weekly	2,923.68	3,063.76	3,208.40	3,365.04	3,524.72	3,696.16	3,750.96	3,788.40	3,903.28
	Annual	76,015	79,657	83,418	87,491	91,642	96,100	97,524	98,498	101,485
22	Hourly	40.105	42.063	44.059	46.202	48.348	50.679	51.423	51.934	53.491
	Bi-Weekly	3,208.40	3,365.04	3,524.72	3,696.16	3,867.84	4,054.32	4,113.84	4,154.72	4,279.28
	Annual	83,418	87,491	91,642	96,100	100,563	105,412	106,959	108,022	111,261
23	Hourly	42.063	44.059	46.202	48.348	50.679	53.201	53.989	54.527	56.175
	Bi-Weekly	3,365.04	3,524.72	3,696.16	3,867.84	4,054.32	4,256.08	4,319.12	4,362.16	4,494.00
	Annual	87,491	91,642	96,100	100,563	105,412	110,658	112,297	113,416	116,844

SCHEDULE I - MAP 261
BUREAU OF HUMAN RESOURCES
UNION

June 1, 2012

GD		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	7TH STEP	8TH STEP	9TH STEP
17	Hourly	24.166	25.380	26.573	27.811	29.186	30.629	31.228	31.526	32.480
	Bi-Weekly	1,933.28	2,030.40	2,125.84	2,224.88	2,334.88	2,450.32	2,498.24	2,522.08	2,598.40
	Annual	50,265	52,790	55,272	57,847	60,707	63,708	64,954	65,574	67,558

JOB CODE 4733

CLASSIFICATION & COMPENSATION

Effective June 1, 2012

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

GD		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 2 YEARS AT 5TH STEP	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVICE	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVICE	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVICE
19	Hourly	28.393	29.805	31.179	32.718	34.264	35.907	36.453	36.808	37.923
	Bi-Weekly	2,271.44	2,384.40	2,494.32	2,617.44	2,741.12	2,872.56	2,916.24	2,944.64	3,033.84
	Annual	59,057	61,994	64,852	68,053	71,269	74,687	75,822	76,561	78,880

Effective June 1, 2012

SCHEDULE I

BUREAU OF HUMAN RESOURCES
UNION
FOP - SHERRIFF - OPR ONLY

GD		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 2 YEARS AT 5TH STEP	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC
21	Hourly	35.139	36.823	38.562	40.447	42.363	44.424	45.083	45.533	46.914
	Bi-Weekly	2,811.12	2,945.84	3,084.96	3,235.76	3,389.04	3,553.92	3,606.64	3,642.64	3,753.12
	Annual	73,089	76,592	80,209	84,130	88,115	92,402	93,773	94,709	97,581

CLASSIFICATION & COMPENSATION

Effective December 1, 2015

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

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 12 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 15 Years Service 9th Step	After 1 Year at 4th Longevity Rate & 20 Years Service 10th Step
9	Hourly	14.686	15.015	15.746	16.504	17.266	18.495	18.911	19.098	19.336	20.213
	Bi-Weekly	1,174.88	1,201.20	1,259.68	1,320.32	1,381.28	1,479.60	1,512.88	1,527.84	1,546.88	1,617.04
	Annual	30,546	31,231	32,751	34,328	35,913	38,469	39,334	39,723	40,218	42,043
10	Hourly	15.729	16.465	17.238	18.073	18.942	19.828	20.274	20.477	20.727	21.670
	Bi-Weekly	1,258.32	1,317.20	1,379.04	1,445.84	1,515.36	1,586.24	1,621.92	1,638.16	1,658.16	1,733.60
	Annual	32,716	34,247	35,855	37,591	39,399	41,242	42,169	42,592	43,112	45,073
11	Hourly	16.875	17.654	18.494	19.357	20.315	21.344	21.826	22.044	22.316	23.327
	Bi-Weekly	1,350.00	1,412.32	1,479.52	1,548.56	1,625.20	1,707.52	1,746.08	1,763.52	1,785.28	1,866.16
	Annual	35,100	36,720	38,467	40,262	42,255	44,395	45,398	45,851	46,417	48,520
12	Hourly	18.073	18.942	19.828	20.784	21.850	22.864	23.377	23.611	23.905	24.988
	Bi-Weekly	1,445.84	1,515.36	1,586.24	1,662.72	1,748.00	1,829.12	1,870.16	1,888.88	1,912.40	1,999.04
	Annual	37,591	39,399	41,242	43,230	45,448	47,557	48,624	49,110	49,722	51,975
13	Hourly	19.357	20.315	21.345	22.374	23.388	24.558	25.110	25.361	25.676	26.840
	Bi-Weekly	1,548.56	1,625.20	1,707.60	1,789.92	1,871.04	1,964.64	2,008.80	2,028.88	2,054.08	2,147.20
	Annual	40,262	42,255	44,397	46,537	48,647	51,080	52,228	52,750	53,406	55,827
14	Hourly	20.784	21.850	22.863	24.018	25.156	26.349	26.942	27.212	27.548	28.798
	Bi-Weekly	1,662.72	1,748.00	1,829.04	1,921.44	2,012.48	2,107.92	2,155.36	2,176.96	2,203.84	2,303.84
	Annual	43,230	45,448	47,555	49,957	52,324	54,805	56,039	56,600	57,299	59,899
15	Hourly	22.374	23.388	24.559	25.774	27.070	28.343	28.980	29.270	29.632	30.975
	Bi-Weekly	1,789.92	1,871.04	1,964.72	2,061.92	2,165.60	2,267.44	2,318.40	2,341.60	2,370.56	2,478.00
	Annual	46,537	48,647	51,082	53,609	56,305	58,953	60,278	60,881	61,634	64,428
16	Hourly	24.018	25.156	26.349	27.609	28.940	30.283	30.964	31.273	31.663	33.097
	Bi-Weekly	1,921.44	2,012.48	2,107.92	2,208.72	2,315.20	2,422.64	2,477.12	2,501.84	2,533.04	2,647.76
	Annual	49,957	52,324	54,805	57,426	60,195	62,988	64,405	65,047	65,859	68,841
17	Hourly	25.774	27.070	28.343	29.662	31.128	32.668	33.402	33.737	34.154	35.703
	Bi-Weekly	2,061.92	2,165.60	2,267.44	2,372.96	2,490.24	2,613.44	2,672.16	2,698.96	2,732.32	2,856.24
	Annual	53,609	56,305	58,953	61,696	64,746	67,949	69,476	70,172	71,040	74,262
18	Hourly	27.609	28.940	30.283	31.789	33.254	34.896	35.682	36.039	36.483	38.139
	Bi-Weekly	2,208.72	2,315.20	2,422.64	2,543.12	2,660.32	2,791.68	2,854.56	2,883.12	2,918.64	3,051.12
	Annual	57,426	60,195	62,988	66,121	69,168	72,583	74,218	74,961	75,884	79,329
19	Hourly	30.283	31.789	33.254	34.895	36.546	38.297	39.159	39.551	40.040	41.856
	Bi-Weekly	2,422.64	2,543.12	2,660.32	2,791.60	2,923.68	3,063.76	3,132.72	3,164.08	3,203.20	3,348.48
	Annual	62,988	66,121	69,168	72,581	76,015	79,657	81,450	82,266	83,283	87,060
20	Hourly	33.254	34.895	36.546	38.296	40.105	42.063	43.010	43.440	43.977	45.971
	Bi-Weekly	2,660.32	2,791.60	2,923.68	3,063.68	3,208.40	3,365.04	3,440.80	3,475.20	3,518.16	3,677.68
	Annual	69,168	72,581	76,015	79,655	83,418	87,491	89,460	90,355	91,472	95,619
21	Hourly	36.546	38.296	40.105	42.064	44.059	46.202	47.241	47.714	48.305	50.494
	Bi-Weekly	2,923.68	3,063.68	3,208.40	3,365.12	3,524.72	3,696.16	3,779.28	3,817.12	3,864.40	4,039.52
	Annual	76,015	79,655	83,418	87,493	91,642	96,100	98,261	99,245	100,474	105,027
22	Hourly	40.105	42.064	44.059	46.201	48.349	50.679	51.819	52.337	52.987	55.388
	Bi-Weekly	3,208.40	3,365.12	3,524.72	3,696.08	3,867.92	4,054.32	4,145.52	4,186.96	4,238.96	4,431.04
	Annual	83,418	87,493	91,642	96,098	100,565	105,412	107,783	108,860	110,212	115,207

Effective December 1, 2015

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

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 12 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 15 Years Service 9th Step	After 1 Year at 4th Longevity Rate & 20 Years Service 10th Step
19	Hourly	33.254	34.895	36.546	38.297	39.159	39.551	40.040	41.856	42.064	42.695
	Bi-Weekly	2,660.32	2,791.60	2,923.68	3,063.76	3,132.72	3,164.08	3,203.20	3,348.48	3,365.12	3,415.60
	Annual	69,168	72,581	76,015	79,657	81,450	82,266	83,283	87,060	87,493	88,805
20	Hourly	36.546	38.296	40.105	42.063	43.010	43.440	43.977	45.971	46.201	46.895
	Bi-Weekly	2,923.68	3,063.68	3,208.40	3,365.04	3,440.80	3,475.20	3,518.16	3,677.68	3,696.08	3,751.60
	Annual	76,015	79,655	83,418	87,491	89,460	90,355	91,472	95,619	96,098	97,541

CLASSIFICATION & COMPENSATION

Effective June 1, 2012

SCHEDULE I-AFSCME
BUREAU OF HUMAN RESOURCES
AFSCME MEMBERS ONLY

GD		ENTRY RATE	1st STEP	2nd STEP	3rd STEP	4th STEP	5th STEP	AFTER 2 YEARS AT 5TH STEP	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC
9	Hourly	13.769	14.354	14.964	15.601	16.264	16.956	17.676	18.161	18.525	19.451
	Bi-Weekly	1,101.52	1,148.32	1,197.12	1,248.08	1,301.12	1,356.48	1,414.08	1,452.88	1,482.00	1,556.08
	Annual	28,639	29,856	31,125	32,450	33,829	35,268	36,766	37,774	38,532	40,458
10	Hourly	14.749	15.376	16.029	16.710	17.420	18.160	18.933	19.454	19.843	20.835
	Bi-Weekly	1,179.92	1,230.08	1,282.32	1,336.80	1,393.60	1,452.80	1,514.64	1,556.32	1,587.44	1,666.80
	Annual	30,677	31,982	33,340	34,756	36,233	37,772	39,380	40,464	41,273	43,336
11	Hourly	15.823	16.495	17.197	17.927	18.688	19.483	20.312	20.871	21.288	22.352
	Bi-Weekly	1,265.84	1,319.60	1,375.76	1,434.16	1,495.04	1,558.64	1,624.96	1,669.68	1,703.04	1,788.16
	Annual	32,911	34,309	35,769	37,288	38,871	40,524	42,248	43,411	44,279	46,492
12	Hourly	16.945	17.667	18.418	19.200	20.016	20.867	21.753	22.352	22.799	23.939
	Bi-Weekly	1,355.60	1,413.36	1,473.44	1,536.00	1,601.28	1,669.36	1,740.24	1,788.16	1,823.92	1,915.12
	Annual	35,245	36,747	38,309	39,936	41,633	43,403	45,246	46,492	47,421	49,793
13	Hourly	18.149	18.920	19.724	20.562	21.437	22.348	23.297	23.938	24.417	25.638
	Bi-Weekly	1,451.92	1,513.60	1,577.92	1,644.96	1,714.96	1,787.84	1,863.76	1,915.04	1,953.36	2,051.04
	Annual	37,749	39,353	41,025	42,768	44,588	46,483	48,457	49,791	50,787	53,327
14	Hourly	19.485	20.314	21.177	22.077	23.015	23.993	25.013	25.700	26.215	27.526
	Bi-Weekly	1,558.80	1,625.12	1,694.16	1,766.16	1,841.20	1,919.44	2,001.04	2,056.00	2,097.20	2,202.08
	Annual	40,528	42,253	44,048	45,920	47,871	49,905	52,027	53,456	54,527	57,254
15	Hourly	20.977	21.868	22.798	23.766	24.776	25.830	26.927	27.668	28.222	29.632
	Bi-Weekly	1,678.16	1,749.44	1,823.84	1,901.28	1,982.08	2,066.40	2,154.16	2,213.44	2,257.76	2,370.56
	Annual	43,632	45,485	47,419	49,433	51,534	53,726	56,008	57,549	58,701	61,634
16	Hourly	22.519	23.476	24.473	25.512	26.596	27.727	28.906	29.701	30.295	31.810
	Bi-Weekly	1,801.52	1,878.08	1,957.84	2,040.96	2,127.68	2,218.16	2,312.48	2,376.08	2,423.60	2,544.80
	Annual	46,839	48,830	50,903	53,064	55,319	57,672	60,124	61,778	63,013	66,164
17	Hourly	24.166	25.193	26.263	27.380	28.543	29.757	31.021	31.874	32.512	34.137
	Bi-Weekly	1,933.28	2,015.44	2,101.04	2,190.40	2,283.44	2,380.56	2,481.68	2,549.92	2,600.96	2,730.96
	Annual	50,265	52,401	54,627	56,950	59,369	61,894	64,523	66,297	67,624	71,004
18	Hourly	25.886	26.985	28.133	29.328	30.574	31.874	33.229	34.142	34.826	36.567
	Bi-Weekly	2,070.88	2,158.80	2,250.64	2,346.24	2,445.92	2,549.92	2,658.32	2,731.36	2,786.08	2,925.36
	Annual	53,842	56,128	58,516	61,002	63,593	66,297	69,116	71,015	72,438	76,059
19	Hourly	28.393	29.601	30.859	32.170	33.537	34.964	36.449	37.452	38.201	40.112
	Bi-Weekly	2,271.44	2,368.08	2,468.72	2,573.60	2,682.96	2,797.12	2,915.92	2,996.16	3,056.08	3,208.96
	Annual	59,057	61,570	64,186	66,913	69,756	72,725	75,813	77,900	79,458	83,432
20	Hourly	31.179	32.504	33.886	35.326	36.827	38.392	40.024	41.124	41.947	44.044
	Bi-Weekly	2,494.32	2,600.32	2,710.88	2,826.08	2,946.16	3,071.36	3,201.92	3,289.92	3,355.76	3,523.52
	Annual	64,852	67,608	70,482	73,478	76,600	79,855	83,249	85,537	87,249	91,611
21	Hourly	34.264	35.721	37.239	38.821	40.471	42.191	43.984	45.194	46.097	48.402
	Bi-Weekly	2,741.12	2,857.68	2,979.12	3,105.68	3,237.68	3,375.28	3,518.72	3,615.52	3,687.76	3,872.16
	Annual	71,269	74,299	77,457	80,747	84,179	87,757	91,486	94,003	95,881	100,676

* This schedule is currently in the process of being updated and reviewed pursuant to ratified 2012- 2017 collective bargaining agreements.

Effective June 1, 2012

SCHEDULE I-AFSCME
BUREAU OF HUMAN RESOURCES
AFSCME MEMBERS ONLY

GD		ENTRY RATE	1st STEP	2nd STEP	3rd STEP	4th STEP	5th STEP	AFTER 2 YEARS AT 5TH STEP	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC
22	Hourly	37.602	39.199	40.865	42.602	44.412	46.299	48.268	49.595	50.586	53.116
	Bi-Weekly	3,008.16	3,135.92	3,269.20	3,408.16	3,552.96	3,703.92	3,861.44	3,967.60	4,046.88	4,249.28
	Annual	78,212	81,533	84,999	88,612	92,376	96,301	100,397	103,157	105,218	110,481
23	Hourly	39.438	41.115	42.862	44.684	46.583	48.562	50.627	52.018	53.059	55.713
	Bi-Weekly	3,155.04	3,289.20	3,428.96	3,574.72	3,726.64	3,884.96	4,050.16	4,161.44	4,244.72	4,457.04
	Annual	82,031	85,519	89,152	92,942	96,892	101,008	105,304	108,197	110,362	115,883

* This schedule is currently in the process of being updated and reviewed pursuant to ratified 2012- 2017 collective bargaining agreements.

CLASSIFICATION & COMPENSATION

Effective June 1, 2012

SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700
OFFIE OF THE CHIEF JUDGE

GD		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 2 YEARS AT 5TH STEP	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC
9	Hourly	13.769	14.078	14.762	15.474	16.188	16.958	17.440	17.616	18.136
	Bi-Weekly	1,101.50	1,126.23	1,180.92	1,237.95	1,295.05	1,356.64	1,395.23	1,409.26	1,450.84
	Annual	28,639	29,282	30,704	32,187	33,671	35,273	36,276	36,641	37,722
10	Hourly	14.749	15.437	16.162	16.946	17.760	18.590	18.945	19.145	19.712
	Bi-Weekly	1,179.91	1,234.99	1,292.96	1,355.67	1,420.77	1,487.22	1,515.56	1,531.60	1,576.92
	Annual	30,678	32,110	33,617	35,248	36,940	38,668	39,405	39,822	41,000
11	Hourly	15.822	16.552	17.339	18.149	19.047	20.013	20.413	20.602	21.234
	Bi-Weekly	1,265.80	1,324.19	1,387.16	1,451.91	1,523.80	1,601.03	1,633.02	1,648.13	1,698.71
	Annual	32,911	34,429	36,066	37,750	39,619	41,627	42,459	42,851	44,166
12	Hourly	16.946	17.760	18.590	19.486	20.487	21.436	21.856	22.074	22.746
	Bi-Weekly	1,355.67	1,420.77	1,487.22	1,558.85	1,638.96	1,714.92	1,748.44	1,765.92	1,819.64
	Annual	35,248	36,940	38,668	40,530	42,613	44,588	45,459	45,914	47,311
13	Hourly	18.149	19.047	20.013	20.977	21.928	23.026	23.484	23.710	24.427
	Bi-Weekly	1,451.91	1,523.80	1,601.03	1,678.17	1,754.21	1,842.05	1,878.71	1,896.79	1,954.16
	Annual	37,750	39,619	41,627	43,632	45,609	47,893	48,847	49,317	50,808
14	Hourly	19.486	20.487	21.436	22.519	23.586	24.704	25.215	25.466	26.235
	Bi-Weekly	1,558.85	1,638.96	1,714.92	1,801.48	1,886.86	1,976.31	2,017.22	2,037.24	2,098.77
	Annual	40,530	42,613	44,588	46,839	49,058	51,384	52,448	52,968	54,568
15	Hourly	20.977	21.928	23.026	24.166	25.380	26.573	27.110	27.387	28.205
	Bi-Weekly	1,678.17	1,754.21	1,842.05	1,933.28	2,030.37	2,125.85	2,168.79	2,190.94	2,256.37
	Annual	43,632	45,609	47,893	50,265	52,790	55,272	56,389	56,964	58,666
16	Hourly	22.519	23.586	24.704	25.886	27.135	28.393	28.978	29.258	30.142
	Bi-Weekly	1,801.48	1,886.86	1,976.31	2,070.85	2,170.83	2,271.48	2,318.24	2,340.65	2,411.34
	Annual	46,839	49,058	51,384	53,842	56,441	59,058	60,274	60,857	62,695
17	Hourly	24.166	25.380	26.573	27.811	29.186	30.629	31.228	31.526	32.480
	Bi-Weekly	1,933.28	2,030.37	2,125.85	2,224.89	2,334.87	2,450.29	2,498.24	2,522.09	2,598.39
	Annual	50,265	52,790	55,272	57,847	60,707	63,708	64,954	65,574	67,558
18	Hourly	25.886	27.135	28.393	29.805	31.179	32.717	33.387	33.703	34.747
	Bi-Weekly	2,070.85	2,170.83	2,271.48	2,384.44	2,494.34	2,617.40	2,670.95	2,696.24	2,779.75
	Annual	53,842	56,441	59,058	61,995	64,853	68,052	69,445	70,102	72,274
19	Hourly	28.393	29.805	31.179	32.717	34.264	35.906	36.453	36.808	37.923
	Bi-Weekly	2,271.48	2,384.44	2,494.34	2,617.40	2,741.14	2,872.51	2,916.22	2,944.65	3,033.84
	Annual	59,058	61,995	64,853	68,052	71,270	74,685	75,822	76,561	78,880
20	Hourly	31.179	32.717	34.264	35.906	37.602	39.439	40.017	40.404	41.623
	Bi-Weekly	2,494.34	2,617.40	2,741.14	2,872.51	3,008.13	3,155.12	3,201.37	3,232.35	3,329.86
	Annual	64,853	68,052	71,270	74,685	78,211	82,033	83,236	84,041	86,576
21	Hourly	34.264	35.906	37.602	39.439	41.309	43.318	43.961	44.398	45.747
	Bi-Weekly	2,741.14	2,872.51	3,008.13	3,155.12	3,304.74	3,465.48	3,516.91	3,551.87	3,659.74
	Annual	71,270	74,685	78,211	82,033	85,923	90,102	91,440	92,349	95,153
22	Hourly	37.602	39.439	41.309	43.318	45.332	47.516	48.213	48.693	50.151
	Bi-Weekly	3,008.13	3,155.12	3,304.74	3,465.48	3,626.56	3,801.30	3,857.06	3,895.42	4,012.11
	Annual	78,211	82,033	85,923	90,102	94,291	98,834	100,284	101,281	104,315
23	Hourly	39.439	41.309	43.318	45.332	47.516	49.880	50.618	51.124	52.669
	Bi-Weekly	3,155.12	3,304.74	3,465.48	3,626.56	3,801.30	3,990.38	4,049.45	4,089.93	4,213.50
	Annual	82,033	85,923	90,102	94,291	98,834	103,750	105,286	106,338	109,551

Adult Probation and Social Service Administrative Support Staff

* This schedule is currently in the process of being updated and reviewed pursuant to ratified 2012- 2017 collective bargaining agreements.

Effective December 1, 2015

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

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
10	Hourly	15.729	16.400	17.096	17.822	18.579	19.369	20.193	20.750	21.164	22.222
	Bi-Weekly	1,258.32	1,312.00	1,367.68	1,425.76	1,486.32	1,549.52	1,615.44	1,660.00	1,693.12	1,777.76
	Annual	32,716	34,112	35,559	37,069	38,644	40,287	42,001	43,160	44,021	46,221
11	Hourly	16.876	17.593	18.343	19.121	19.932	20.779	21.664	22.260	22.705	23.840
	Bi-Weekly	1,350.08	1,407.44	1,467.44	1,529.68	1,594.56	1,662.32	1,733.12	1,780.80	1,816.40	1,907.20
	Annual	35,102	36,593	38,153	39,771	41,458	43,220	45,061	46,300	47,226	49,587
12	Hourly	18.072	18.843	19.644	20.479	21.348	22.256	23.202	23.840	24.316	25.533
	Bi-Weekly	1,445.76	1,507.44	1,571.52	1,638.32	1,707.84	1,780.48	1,856.16	1,907.20	1,945.28	2,042.64
	Annual	37,589	39,193	40,859	42,596	44,403	46,292	48,260	49,587	50,577	53,108
13	Hourly	19.357	20.180	21.036	21.932	22.864	23.835	24.848	25.532	26.043	27.344
	Bi-Weekly	1,548.56	1,614.40	1,682.88	1,754.56	1,829.12	1,906.80	1,987.84	2,042.56	2,083.44	2,187.52
	Annual	40,262	41,974	43,754	45,618	47,557	49,576	51,683	53,106	54,169	56,875
14	Hourly	20.783	21.667	22.587	23.547	24.547	25.590	26.678	27.410	27.959	29.358
	Bi-Weekly	1,662.64	1,733.36	1,806.96	1,883.76	1,963.76	2,047.20	2,134.24	2,192.80	2,236.72	2,348.64
	Annual	43,228	45,067	46,980	48,977	51,057	53,227	55,490	57,012	58,154	61,064
15	Hourly	22.374	23.323	24.315	25.348	26.425	27.549	28.719	29.510	30.101	31.605
	Bi-Weekly	1,789.92	1,865.84	1,945.20	2,027.84	2,114.00	2,203.92	2,297.52	2,360.80	2,408.08	2,528.40
	Annual	46,537	48,511	50,575	52,723	54,964	57,301	59,735	61,380	62,610	65,738
16	Hourly	24.018	25.039	26.103	27.211	28.366	29.572	30.831	31.678	32.312	33.927
	Bi-Weekly	1,921.44	2,003.12	2,088.24	2,176.88	2,269.28	2,365.76	2,466.48	2,534.24	2,584.96	2,714.16
	Annual	49,957	52,081	54,294	56,598	59,001	61,509	64,128	65,890	67,208	70,568

CLASSIFICATION & COMPENSATION

Effective June 1, 2012

FOP STATES ATTORNEY SUPERVISORS

GD		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 2 YEARS AT 5TH STEP	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC
22	Hourly	37.425	39.253	41.117	43.114	45.121	47.292	47.985	48.463	49.916
	Bi-Weekly	2,994.00	3,140.24	3,289.36	3,449.12	3,609.68	3,783.36	3,838.80	3,877.04	3,993.28
	Annual	77,844	81,646	85,523	89,677	93,852	98,367	99,809	100,803	103,825

* This schedule is currently in the process of being updated and reviewed pursuant to ratified 2012- 2017 collective bargaining agreements.

Effective December 1, 2015

SCHEDULE I
BUREAU OF HUMAN RESOURCES
COMMUNICATION WORKERS OF AMERICA, LOCAL 4250/CTU NO. 16

Grade		Entry Step	1rst Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
9	Hourly	14.686	15.309	15.961	16.639	17.346	18.086	18.853	19.370	19.758	20.747
	Bi-Weekly	1,174.88	1,224.72	1,276.88	1,331.12	1,387.68	1,446.88	1,508.24	1,549.60	1,580.64	1,659.76
	Annual	30,546	31,842	33,198	34,609	36,079	37,618	39,214	40,289	41,096	43,153
10	Hourly	15.729	16.400	17.096	17.822	18.579	19.369	20.193	20.750	21.164	22.222
	Bi-Weekly	1,258.32	1,312.00	1,367.68	1,425.76	1,486.32	1,549.52	1,615.44	1,660.00	1,693.12	1,777.76
	Annual	32,716	34,112	35,559	37,069	38,644	40,287	42,001	43,160	44,021	46,221
11	Hourly	16.876	17.593	18.343	19.121	19.932	20.779	21.664	22.260	22.705	23.840
	Bi-Weekly	1,350.08	1,407.44	1,467.44	1,529.68	1,594.56	1,662.32	1,733.12	1,780.80	1,816.40	1,907.20
	Annual	35,102	36,593	38,153	39,771	41,458	43,220	45,061	46,300	47,226	49,587
12	Hourly	18.072	18.843	19.644	20.479	21.348	22.256	23.202	23.840	24.316	25.533
	Bi-Weekly	1,445.76	1,507.44	1,571.52	1,638.32	1,707.84	1,780.48	1,856.16	1,907.20	1,945.28	2,042.64
	Annual	37,589	39,193	40,859	42,596	44,403	46,292	48,260	49,587	50,577	53,108
13	Hourly	19.357	20.180	21.036	21.932	22.864	23.835	24.848	25.532	26.043	27.344
	Bi-Weekly	1,548.56	1,614.40	1,682.88	1,754.56	1,829.12	1,906.80	1,987.84	2,042.56	2,083.44	2,187.52
	Annual	40,262	41,974	43,754	45,618	47,557	49,576	51,683	53,106	54,169	56,875
14	Hourly	20.783	21.667	22.587	23.547	24.547	25.590	26.678	27.410	27.959	29.358
	Bi-Weekly	1,662.64	1,733.36	1,806.96	1,883.76	1,963.76	2,047.20	2,134.24	2,192.80	2,236.72	2,348.64
	Annual	43,228	45,067	46,980	48,977	51,057	53,227	55,490	57,012	58,154	61,064
15	Hourly	22.374	23.323	24.315	25.348	26.425	27.549	28.719	29.510	30.101	31.605
	Bi-Weekly	1,789.92	1,865.84	1,945.20	2,027.84	2,114.00	2,203.92	2,297.52	2,360.80	2,408.08	2,528.40
	Annual	46,537	48,511	50,575	52,723	54,964	57,301	59,735	61,380	62,610	65,738
16	Hourly	24.018	25.039	26.103	27.211	28.366	29.572	30.831	31.678	32.312	33.927
	Bi-Weekly	1,921.44	2,003.12	2,088.24	2,176.88	2,269.28	2,365.76	2,466.48	2,534.24	2,584.96	2,714.16
	Annual	49,957	52,081	54,294	56,598	59,001	61,509	64,128	65,890	67,208	70,568
17	Hourly	25.774	26.871	28.011	29.203	30.442	31.738	33.086	33.997	34.677	36.409
	Bi-Weekly	2,061.92	2,149.68	2,240.88	2,336.24	2,435.36	2,539.04	2,646.88	2,719.76	2,774.16	2,912.72
	Annual	53,609	55,891	58,262	60,742	63,319	66,015	68,818	70,713	72,128	75,730
18	Hourly	27.609	28.781	30.005	31.279	32.609	33.997	35.440	36.414	37.144	39.002
	Bi-Weekly	2,208.72	2,302.48	2,400.40	2,502.32	2,608.72	2,719.76	2,835.20	2,913.12	2,971.52	3,120.16
	Annual	57,426	59,864	62,410	65,060	67,826	70,713	73,715	75,741	77,259	81,124
19	Hourly	30.283	31.571	32.914	34.312	35.769	37.292	38.874	39.945	40.744	42.782
	Bi-Weekly	2,422.64	2,525.68	2,633.12	2,744.96	2,861.52	2,983.36	3,109.92	3,195.60	3,259.52	3,422.56
	Annual	62,988	65,667	68,461	71,368	74,399	77,567	80,857	83,085	84,747	88,986
20	Hourly	33.254	34.667	36.142	37.677	39.278	40.948	42.688	43.861	44.738	46.975
	Bi-Weekly	2,660.32	2,773.36	2,891.36	3,014.16	3,142.24	3,275.84	3,415.04	3,508.88	3,579.04	3,758.00
	Annual	69,168	72,107	75,175	78,368	81,698	85,171	88,791	91,230	93,055	97,708
21	Hourly	36.546	38.098	39.718	41.405	43.165	44.999	46.912	48.203	49.165	51.623
	Bi-Weekly	2,923.68	3,047.84	3,177.44	3,312.40	3,453.20	3,599.92	3,752.96	3,856.24	3,933.20	4,129.84
	Annual	76,015	79,243	82,613	86,122	89,783	93,597	97,576	100,262	102,263	107,375
22	Hourly	40.105	41.809	43.586	45.437	47.369	49.380	51.481	52.896	53.953	56.652
	Bi-Weekly	3,208.40	3,344.72	3,486.88	3,634.96	3,789.52	3,950.40	4,118.48	4,231.68	4,316.24	4,532.16
	Annual	83,418	86,962	90,658	94,508	98,527	102,710	107,080	110,023	112,222	117,836
23	Hourly	42.063	43.852	45.715	47.658	49.684	51.796	53.997	55.481	56.592	59.421
	Bi-Weekly	3,365.04	3,508.16	3,657.20	3,812.64	3,974.72	4,143.68	4,319.76	4,438.48	4,527.36	4,753.68
	Annual	87,491	91,212	95,087	99,128	103,342	107,735	112,313	115,400	117,711	123,595

Effective December 1, 2015

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

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
10	Hourly	15.729	16.400	17.096	17.822	18.579	19.369	20.193	20.750	21.164	22.222
	Bi-Weekly	1,258.32	1,312.00	1,367.68	1,425.76	1,486.32	1,549.52	1,615.44	1,660.00	1,693.12	1,777.76
	Annual	32,716	34,112	35,559	37,069	38,644	40,287	42,001	43,160	44,021	46,221
13	Hourly	19.357	20.180	21.036	21.932	22.864	23.835	24.848	25.532	26.043	27.344
	Bi-Weekly	1,548.56	1,614.40	1,682.88	1,754.56	1,829.12	1,906.80	1,987.84	2,042.56	2,083.44	2,187.52
	Annual	40,262	41,974	43,754	45,618	47,557	49,576	51,683	53,106	54,169	56,875

Effective June 1, 2012

SCHEDULE II
BUREAU OF HUMAN RESOURCES
NURSING COMPENSATION PLAN
AFSCME 1111

	GD	Min Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	12th Step	Step 13***
PN1	Hourly	16.418	16.779	17.133	17.636	18.196	18.750	19.235	20.002	20.593	21.204	21.835	23.507	23.742
	Bi-weekly	1,313.44	1,342.32	1,370.64	1,410.88	1,455.68	1,500.00	1,538.80	1,600.16	1,647.44	1,696.32	1,746.80	1,880.56	1,899.36
	Annual	34,149	34,900	35,636	36,682	37,847	39,000	40,008	41,604	42,833	44,104	45,416	48,894	49,383
PN2	Hourly	17.383	17.953	18.432	19.003	19.541	20.106	20.635	21.450	22.095	22.757	23.440	25.235	25.488
	Bi-weekly	1,390.64	1,436.24	1,474.56	1,520.24	1,563.28	1,608.48	1,650.80	1,716.00	1,767.60	1,820.56	1,875.20	2,018.80	2,039.04
	Annual	36,156	37,342	38,338	39,526	40,645	41,820	42,920	44,616	45,957	47,334	48,755	52,488	53,015
PN3	Hourly	18.242	18.840	19.348	19.947	20.517	21.109	21.659	22.518	23.192	23.887	24.605	26.486	26.751
	Bi-weekly	1,459.36	1,507.20	1,547.84	1,595.76	1,641.36	1,688.72	1,732.72	1,801.44	1,855.36	1,910.96	1,968.40	2,118.88	2,140.08
	Annual	37,943	39,187	40,243	41,489	42,675	43,906	45,050	46,837	48,239	49,684	51,178	55,090	55,642

* This schedule is currently in the process of being updated and reviewed pursuant to ratified 2012- 2017 collective bargaining agreements.

CLASSIFICATION & COMPENSATION

Effective December 1, 2015

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

Grade		1rst Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	After 3 Years 12th Step	After 5 Years 13th Step	14th Step
FA	Hourly	28.918	29.610	30.536	31.521	32.702	33.826	35.072	36.475	37.923	39.012	41.340	43.799	44.666	45.113
	Bi-Weekly	2,313.44	2,368.80	2,442.88	2,521.68	2,616.16	2,706.08	2,805.76	2,918.00	3,033.84	3,120.96	3,307.20	3,503.92	3,573.28	3,609.04
	Annual	60,149	61,588	63,514	65,563	68,020	70,358	72,949	75,868	78,879	81,144	85,987	91,101	92,905	93,835
FB	Hourly	30.467	31.309	32.387	33.636	34.710	35.936	37.007	38.199	39.705	40.877	43.318	45.900	46.809	47.277
	Bi-Weekly	2,437.36	2,504.72	2,590.96	2,690.88	2,776.80	2,874.88	2,960.56	3,055.92	3,176.40	3,270.16	3,465.44	3,672.00	3,744.72	3,782.16
	Annual	63,371	65,122	67,364	69,962	72,196	74,746	76,974	79,453	82,586	85,024	90,101	95,472	97,362	98,336
FC	Hourly	32.387	33.388	34.375	35.526	36.670	37.787	39.003	40.167	41.693	42.925	45.487	48.205	49.162	49.655
	Bi-Weekly	2,590.96	2,671.04	2,750.00	2,842.08	2,933.60	3,022.96	3,120.24	3,213.36	3,335.44	3,434.00	3,638.96	3,856.40	3,932.96	3,972.40
	Annual	67,364	69,447	71,500	73,894	76,273	78,596	81,126	83,547	86,721	89,284	94,612	100,266	102,256	103,282
FD	Hourly	34.125	35.687	37.381	38.715	40.256	41.806	43.344	44.874	46.559	47.951	50.814	53.852	54.921	55.470
	Bi-Weekly	2,730.00	2,854.96	2,990.48	3,097.20	3,220.48	3,344.48	3,467.52	3,589.92	3,724.72	3,836.08	4,065.12	4,308.16	4,393.68	4,437.60
	Annual	70,980	74,228	77,752	80,527	83,732	86,956	90,155	93,337	96,842	99,738	105,693	112,012	114,235	115,377
FE	Hourly	36.475	37.583	38.715	40.256	41.806	43.344	44.874	46.368	48.152	49.578	52.548	55.695	56.803	57.371
	Bi-Weekly	2,918.00	3,006.64	3,097.20	3,220.48	3,344.48	3,467.52	3,589.92	3,709.44	3,852.16	3,966.24	4,203.84	4,455.60	4,544.24	4,589.68
	Annual	75,868	78,172	80,527	83,732	86,956	90,155	93,337	96,445	100,156	103,122	109,299	115,845	118,150	119,331
FF	Hourly	37.787	39.306	40.823	42.257	43.772	45.259	46.678	48.655	50.087	51.328	53.083	56.263	57.380	57.953
	Bi-Weekly	3,022.96	3,144.48	3,265.84	3,380.56	3,501.76	3,620.72	3,734.24	3,892.40	4,006.96	4,106.24	4,246.64	4,501.04	4,590.40	4,636.24
	Annual	78,596	81,756	84,911	87,894	91,045	94,138	97,090	101,202	104,180	106,762	110,412	117,027	119,350	120,542

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

Effective December 1, 2015

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

	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10 Years Service 10th Step	12 Years Service 11th Step
Hourly	62.833	64.413	66.078	67.682	69.427	71.231	73.120	74.998	76.973	79.354	80.148
Bi-Weekly	5,026.64	5,153.04	5,286.24	5,414.56	5,554.16	5,698.48	5,849.60	5,999.84	6,157.84	6,348.32	6,411.84
Annual	130,692	133,979	137,442	140,778	144,408	148,160	152,089	155,995	160,103	165,056	166,707

SCHEDULE II
BUREAU OF HUMAN REOURCES
IN HOUSE REGISTRY NURSES

Effective	Grade		Rate
7/24/2012	RG1	Hourly	$37.500

Effective December 1, 2015

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

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 1 Year at Maximum Rate & 5 Years Service 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step	After 1 Year at 4th Longevity Rate & 25 Years Service 10th Step
CO1	Hourly	24.985	26.139	27.449	28.800	30.149	31.355	32.605	33.906	35.255	36.666
	Bi-Weekly	1,998.80	2,091.12	2,195.92	2,304.00	2,411.92	2,508.40	2,608.40	2,712.48	2,820.40	2,933.28
	Annual	51,968	54,369	57,093	59,904	62,709	65,218	67,818	70,524	73,330	76,265

CLASSIFICATION & COMPENSATION

Effective June 1, 2012

SCHEDULE III

BUREAU OF HUMAN RESOURCES

COUNTY CORRECTIONAL COMPENSATION PLAN
UNION

GRADE

	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	8 years 6TH STEP	10 years 7TH STEP	15 years 8TH STEP	18 YEARS 9TH STEP	20 YEARS 10TH STEP	25 YEARS 11TH STEP
CO2											
Hourly	26.829	27.968	29.158	30.398	31.689	33.035	34.539	35.574	36.553	37.557	38.589
Bi-Weekly	2,146.32	2,237.44	2,332.64	2,431.84	2,535.12	2,642.80	2,763.12	2,845.92	2,924.24	3,004.56	3,087.12
Annual	55,804	58,173	60,649	63,228	65,913	68,713	71,841	73,994	76,030	78,119	80,265

Effective June 1, 2012

SCHEDULE III
BUREAU OF HUMAN RESOURCES

COUNTY CORRECTIONAL COMPENSATION PLAN

GRADE	ENTRY RATE	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 1 YR. AT MAXIMUM RATE AND 5 YEARS OF SERVICE	AFTER 1 YR. AT 1ST LON-GEVITY RATE AND 10 YRS. OF SERVICE	AFTER 1 YR. AT 2ND LON-GEVITY RATE AND 15 YRS. OF SERVICE	AFTER 1 YR. AT 3RD LON-GEVITY RATE AND 18 YRS. OF SERVICE	AFTER 1 YR. AT 4TH LON-GEVITY RATE AND 20 YRS. OF SERVICE	AFTER 1 YR. AT 4TH LON-GEVITY RATE AND 25 YRS. OF SERVICE
CO3												
Hourly	27.876	29.062	30.296	31.584	32.926	34.326	35.784	37.412	38.536	39.597	40.684	41.804
Bi-Weekly	2,230.08	2,324.96	2,423.68	2,526.72	2,634.08	2,746.08	2,862.72	2,992.96	3,082.88	3,167.76	3,254.72	3,344.32
Annual	57,982	60,448	63,015	65,694	68,486	71,398	74,430	77,816	80,154	82,361	84,622	86,952

CLASSIFICATION & COMPENSATION

Effective June 1, 2012

SCHEDULE IV

BUREAU OF HUMAN RESOURCES

COUNTY POLICE COMPENSATION PLAN
UNION

GRADE		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	AFTER 1 YR. AT MAXIMUM RATE AND 10 YEARS OF SERVICE	AFTER 1 YR. AT 1ST LONGEVITY RATE AND 15 YRS. OF SERVICE	AFTER 1 YR. AT 2ND LONGEVITY RATE AND 20 YRS. OF SERVICE	AFTER 1 YR. AT 3RD LONGEVITY RATE AND 25 YRS. OF SERVICE	AFTER 1 YR. AT 4TH LONGEVITY RATE AND 29 YRS. OF SERVICE
P1	Hourly	28.077	29.341	30.662	32.041	33.483	34.988	36.580	38.245	39.985	41.806	42.746
	Bi-Weekly	2,246.16	2,347.28	2,452.96	2,563.28	2,678.64	2,799.04	2,926.40	3,059.60	3,198.80	3,344.48	3,419.68
	Annual	58,400	61,029	63,776	66,645	69,644	72,775	76,086	79,549	83,168	86,956	88,911

Effective June 1, 2012

SCHEDULE IV

BUREAU OF HUMAN RESOURCES

COUNTY POLICE COMPENSATION PLAN
UNION

GRADE		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	AFTER 1 YR. AT MAXIMUM RATE AND 10 YEARS OF SERVICE	AFTER 1 YR. AT 1ST LON-GEVITY RATE AND 15 YRS. OF SERVICE	AFTER 1 YR. AT 2ND LON-GEVITY RATE AND 20 YRS. OF SERVICE	AFTER 1 YR. AT 3RD LON-GEVITY RATE AND 25 YRS. OF SERVICE	AFTER 1 YR. AT 4TH LON-GEVITY RATE AND 29 YRS. OF SERVICE
P2	Hourly	33.674	35.189	36.773	38.426	40.158	41.964	43.874	44.861	45.870	49.034	51.290
	Bi-Weekly	2,693.92	2,815.12	2,941.84	3,074.08	3,212.64	3,357.12	3,509.92	3,588.88	3,669.60	3,922.72	4,103.20
	Annual	70,041	73,193	76,487	79,926	83,528	87,285	91,257	93,310	95,409	101,990	106,683

CLASSIFICATION & COMPENSATION

Effective October 21, 2012

SCHEDULE V
BUREAU OF HUMAN RESOURCES
JUVENILE DETENTION COUNSELORS
UNION

GRADE		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 1 YR. AT MAXIMUM RATE AND 5 YEARS OF SERVICE	AFTER 1 YR. AT 1ST LON-GEVITY RATE AND 10 YRS. OF SERVICE	AFTER 1 YR. AT 2ND LON-GEVITY RATE AND 15 YRS. OF SERVICE	AFTER 1 YR. AT 3RD LON-GEVITY RATE AND 20 YRS. OF SERVICE
CA2	Hourly	20.565	21.557	22.586	23.703	24.792	25.779	26.870	27.943	29.054
	Bi-Weekly	1,645.20	1,724.56	1,806.88	1,896.24	1,983.36	2,062.32	2,149.60	2,235.44	2,324.32
	Annual	42,775	44,838	46,978	49,302	51,567	53,620	55,889	58,121	60,432
CA3	Hourly	22.586	23.703	24.792	26.000	27.221	28.304	29.502	30.677	31.900
	Bi-Weekly	1,806.88	1,896.24	1,983.36	2,080.00	2,177.68	2,264.32	2,360.16	2,454.16	2,552.00
	Annual	46,978	49,302	51,567	54,080	56,619	58,872	61,364	63,808	66,352

Effective December 1, 2015

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

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step
K0	Hourly	34.928	36.628	38.327	40.198	42.083
	Bi-Weekly	2,794.24	2,930.24	3,066.16	3,215.84	3,366.64
	Annual	72,650	76,186	79,720	83,611	87,532
K01	Hourly	40.975	42.990	45.020	47.197	49.384
	Bi-Weekly	3,278.00	3,439.20	3,601.60	3,775.76	3,950.72
	Annual	85,228	89,419	93,641	98,169	102,718
K02	Hourly	48.622	51.040	53.367	55.967	58.597
	Bi-Weekly	3,889.76	4,083.20	4,269.36	4,477.36	4,687.76
	Annual	101,133	106,163	111,003	116,411	121,881
K03	Hourly	60.463	63.432	66.341	69.525	72.769
	Bi-Weekly	4,837.04	5,074.56	5,307.28	5,562.00	5,821.52
	Annual	125,763	131,938	137,989	144,612	151,359
K04	Hourly	67.003	70.247	73.476	77.055	80.606
	Bi-Weekly	5,360.24	5,619.76	5,878.08	6,164.40	6,448.48
	Annual	139,366	146,113	152,830	160,274	167,660
K05	Hourly	73.476	77.055	80.606	84.520	88.449
	Bi-Weekly	5,878.08	6,164.40	6,448.48	6,761.60	7,075.92
	Annual	152,830	160,274	167,660	175,801	183,973
K06	Hourly	79.966	83.864	87.762	92.025	96.326
	Bi-Weekly	6,397.28	6,709.12	7,020.96	7,362.00	7,706.08
	Annual	166,329	174,437	182,544	191,412	200,358
K07	Hourly	86.457	90.685	94.870	99.508	104.159
	Bi-Weekly	6,916.56	7,254.80	7,589.60	7,960.64	8,332.72
	Annual	179,830	188,624	197,329	206,976	216,650
K08	Hourly	92.937	97.474	102.048	107.030	112.002
	Bi-Weekly	7,434.96	7,797.92	8,163.84	8,562.40	8,960.16
	Annual	193,308	202,745	212,259	222,622	232,964
K09	Hourly	99.422	104.286	109.150	114.498	119.867
	Bi-Weekly	7,953.76	8,342.88	8,732.00	9,159.84	9,589.36
	Annual	206,797	216,914	227,032	238,155	249,323
K10	Hourly	105.931	111.098	116.276	121.995	127.728
	Bi-Weekly	8,474.48	8,887.84	9,302.08	9,759.60	10,218.24
	Annual	220,336	231,083	241,854	253,749	265,674
K11	Hourly	115.641	121.329	126.979	133.246	139.494
	Bi-Weekly	9,251.28	9,706.32	10,158.32	10,659.68	11,159.52
	Annual	240,533	252,364	264,116	277,151	290,147

Effective June 1, 2012

SCHEDULE VI

BUREAU OF HUMAN RESOURCES

MEDICAL PRACTITIONER COMPENSATION PLAN

GRADE		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
K2	Hourly	45.587	47.854	50.037	52.474	54.941
	Bi-Weekly	3,646.96	3,828.32	4,002.96	4,197.92	4,395.28
	Annual	94,821	99,536	104,077	109,146	114,277

AFSCME 1276: K2 Dentist Only

* This schedule is currently in the process of being updated and reviewed pursuant to ratified 2012- 2017 collective bargaining agreements.

Effective June 1, 2012

SCHEDULE VII
BUREAU OF HUMAN RESOURCES
POST-GRADUATE LEVEL PHYSICIANS COMPENSATION PLAN
UNION

Job Code	Title	Grade	Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
1794	Post Graduate Level Physician	J1	Hourly	16.036	16.932	17.758	18.640	19.536	20.471	21.473
	(H.S.A.)		Bi-Weekly	1,801.04	1,901.67	1,994.44	2,093.49	2,194.12	2,299.13	2,411.66
		(Bi-weekly based on 2,920 hours per year)								
1793	Chief Resident	J2	Hourly	17.507	18.402	19.230	20.114	21.015	21.945	22.948
	(H.S.A.)		Bi-Weekly	1,966.25	2,066.76	2,159.75	2,259.03	2,360.22	2,464.67	2,577.31
		(Bi-weekly based on 2,920 hours per year)								

* This schedule is currently in the process of being updated and reviewed pursuant to ratified 2012- 2017 collective bargaining agreements.

Effective December 1, 2015

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

Grade		Entry Rate	After 3 Months at Entry Rate 1st Step	After 9 Months at 1st Step 2nd Step	After 1 Year at 2nd Step 3rd Step	After 1 Year at 3rd Step 4th Step	After 1 Year at 4th Step 5th Step	After 1 Year at 6th Step & 10 Years Service 6th Step	After 1 Year at 7th Step & 15 Years Service 7th Step	After 1 Year at 8th Step & 20 Years Service 8th Step
CA	Hourly	15.122	15.248	15.352	15.663	15.992	16.231	16.596	16.969	17.739
	Bi-Weekly	1,209.76	1,219.84	1,228.16	1,253.04	1,279.36	1,298.48	1,327.68	1,357.52	1,419.12
	Annual	31,453	31,715	31,932	32,579	33,263	33,760	34,519	35,295	36,897
CB	Hourly	15.352	15.585	15.663	15.992	16.231	16.709	17.085	17.470	18.261
	Bi-Weekly	1,228.16	1,246.80	1,253.04	1,279.36	1,298.48	1,336.72	1,366.80	1,397.60	1,460.88
	Annual	31,932	32,416	32,579	33,263	33,760	34,754	35,536	36,337	37,982
CC	Hourly	15.663	15.819	15.992	16.231	16.566	16.996	17.380	17.770	18.577
	Bi-Weekly	1,253.04	1,265.52	1,279.36	1,298.48	1,325.28	1,359.68	1,390.40	1,421.60	1,486.16
	Annual	32,579	32,903	33,263	33,760	34,457	35,351	36,150	36,961	38,640
CD	Hourly	15.663	15.819	15.992	16.231	16.566	16.996	17.380	17.770	18.577
	Bi-Weekly	1,253.04	1,265.52	1,279.36	1,298.48	1,325.28	1,359.68	1,390.40	1,421.60	1,486.16
	Annual	32,579	32,903	33,263	33,760	34,457	35,351	36,150	36,961	38,640
CE	Hourly	16.429	16.566	16.709	16.996	17.319	17.758	18.157	18.566	19.409
	Bi-Weekly	1,314.32	1,325.28	1,336.72	1,359.68	1,385.52	1,420.64	1,452.56	1,485.28	1,552.72
	Annual	34,172	34,457	34,754	35,351	36,023	36,936	37,766	38,617	40,370
CF	Hourly	16.709	16.876	16.996	17.319	17.572	18.000	18.405	18.818	19.671
	Bi-Weekly	1,336.72	1,350.08	1,359.68	1,385.52	1,405.76	1,440.00	1,472.40	1,505.44	1,573.68
	Annual	34,754	35,102	35,351	36,023	36,549	37,440	38,282	39,141	40,915
CG	Hourly	16.999	17.200	17.287	17.646	17.821	18.247	18.658	19.078	19.943
	Bi-Weekly	1,359.92	1,376.00	1,382.96	1,411.68	1,425.68	1,459.76	1,492.64	1,526.24	1,595.44
	Annual	35,357	35,776	35,956	36,703	37,067	37,953	38,808	39,682	41,481
CK	Hourly	19.057	19.190	19.339	19.633	19.970	20.351	20.809	21.276	22.243
	Bi-Weekly	1,524.56	1,535.20	1,547.12	1,570.64	1,597.60	1,628.08	1,664.72	1,702.08	1,779.44
	Annual	39,638	39,915	40,225	40,836	41,537	42,330	43,282	44,254	46,265

Effective December 1, 2015

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

Grade		Entry Rate	After 3 Months at Entry Rate 1st Step	After 9 Months at 1st Step 2nd Step	After 1 Year at 2nd Step 3rd Step	After 1 Year at 3rd Step 4th Step	After 1 Year at 4th Step 5th Step	After 1 Year at 5th Step & 10 Years Service 6th Step	After 1 Year at 6th Step & 12 Years Service 7th Step	After 1 Year at 7th Step & 15 Years Service 8th Step	After 1 Year at 8th Step & 20 Years Service 9th Step
CA	Hourly	15.122	15.248	15.352	15.663	15.992	16.231	16.596	16.613	16.969	17.739
	Bi-Weekly	1,209.76	1,219.84	1,228.16	1,253.04	1,279.36	1,298.48	1,327.68	1,329.04	1,357.52	1,419.12
	Annual	31,453	31,715	31,932	32,579	33,263	33,760	34,519	34,555	35,295	36,897
CB	Hourly	15.352	15.585	15.663	15.992	16.231	16.709	17.085	17.102	17.470	18.261
	Bi-Weekly	1,228.16	1,246.80	1,253.04	1,279.36	1,298.48	1,336.72	1,366.80	1,368.16	1,397.60	1,460.88
	Annual	31,932	32,416	32,579	33,263	33,760	34,754	35,536	35,572	36,337	37,982
CC	Hourly	15.663	15.819	15.992	16.231	16.566	16.996	17.380	17.396	17.770	18.577
	Bi-Weekly	1,253.04	1,265.52	1,279.36	1,298.48	1,325.28	1,359.68	1,390.40	1,391.68	1,421.60	1,486.16
	Annual	32,579	32,903	33,263	33,760	34,457	35,351	36,150	36,183	36,961	38,640
CD	Hourly	15.663	15.819	15.992	16.231	16.566	16.996	17.380	17.396	17.770	18.577
	Bi-Weekly	1,253.04	1,265.52	1,279.36	1,298.48	1,325.28	1,359.68	1,390.40	1,391.68	1,421.60	1,486.16
	Annual	32,579	32,903	33,263	33,760	34,457	35,351	36,150	36,183	36,961	38,640
CE	Hourly	16.429	16.566	16.709	16.996	17.319	17.758	18.157	18.174	18.566	19.409
	Bi-Weekly	1,314.32	1,325.28	1,336.72	1,359.68	1,385.52	1,420.64	1,452.56	1,453.92	1,485.28	1,552.72
	Annual	34,172	34,457	34,754	35,351	36,023	36,936	37,766	37,801	38,617	40,370
CF	Hourly	16.709	16.876	16.996	17.319	17.572	18.000	18.405	18.423	18.818	19.671
	Bi-Weekly	1,336.72	1,350.08	1,359.68	1,385.52	1,405.76	1,440.00	1,472.40	1,473.84	1,505.44	1,573.68
	Annual	34,754	35,102	35,351	36,023	36,549	37,440	38,282	38,319	39,141	40,915
CG	Hourly	16.999	17.200	17.287	17.646	17.821	18.247	18.658	18.675	19.078	19.943
	Bi-Weekly	1,359.92	1,376.00	1,382.96	1,411.68	1,425.68	1,459.76	1,492.64	1,494.00	1,526.24	1,595.44
	Annual	35,357	35,776	35,956	36,703	37,067	37,953	38,808	38,844	39,682	41,481
CK	Hourly	19.057	19.190	19.339	19.633	19.970	20.351	20.809	20.829	21.276	22.243
	Bi-Weekly	1,524.56	1,535.20	1,547.12	1,570.64	1,597.60	1,628.08	1,664.72	1,666.32	1,702.08	1,779.44
	Annual	39,638	39,915	40,225	40,836	41,537	42,330	43,282	43,324	44,254	46,265

Effective December 1, 2015

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

Grade		Entry Rate	After 3 Months at Entry Rate 1st Step	After 9 Months at 1st Step 2nd Step	After 1 Year at 2nd Step 3rd Step	After 1 Year at 3rd Step 4th Step	After 1 Year at 4th Step 5th Step	After 1 Year at 5th Step & 10 Years Service 6th Step	After 1 Year at 6th Step & 12 Years Service 7th Step	After 1 Year at 7th Step & 15 Years Service 8th Step	After 1 Year at 8th Step & 20 Years Service 9th Step
DA	Hourly	15.122	15.248	15.352	15.663	15.992	16.231	16.596	16.762	16.969	17.739
	Bi-Weekly	1,209.76	1,219.84	1,228.16	1,253.04	1,279.36	1,298.48	1,327.68	1,340.96	1,357.52	1,419.12
	Annual	31,453	31,715	31,932	32,579	33,263	33,760	34,519	34,864	35,295	36,897
DB	Hourly	15.352	15.585	15.663	15.992	16.231	16.709	17.085	17.256	17.470	18.261
	Bi-Weekly	1,228.16	1,246.80	1,253.04	1,279.36	1,298.48	1,336.72	1,366.80	1,380.48	1,397.60	1,460.88
	Annual	31,932	32,416	32,579	33,263	33,760	34,754	35,536	35,892	36,337	37,982
DC	Hourly	15.663	15.819	15.992	16.231	16.566	16.996	17.380	17.553	17.770	18.577
	Bi-Weekly	1,253.04	1,265.52	1,279.36	1,298.48	1,325.28	1,359.68	1,390.40	1,404.24	1,421.60	1,486.16
	Annual	32,579	32,903	33,263	33,760	34,457	35,351	36,150	36,510	36,961	38,640
DE	Hourly	16.429	16.566	16.709	16.996	17.319	17.758	18.157	18.339	18.566	19.409
	Bi-Weekly	1,314.32	1,325.28	1,336.72	1,359.68	1,385.52	1,420.64	1,452.56	1,467.12	1,485.28	1,552.72
	Annual	34,172	34,457	34,754	35,351	36,023	36,936	37,766	38,145	38,617	40,370
DF	Hourly	16.709	16.876	16.996	17.319	17.572	18.000	18.405	18.588	18.818	19.671
	Bi-Weekly	1,336.72	1,350.08	1,359.68	1,385.52	1,405.76	1,440.00	1,472.40	1,487.04	1,505.44	1,573.68
	Annual	34,754	35,102	35,351	36,023	36,549	37,440	38,282	38,663	39,141	40,915
DH	Hourly	17.862	18.000	18.154	18.458	18.767	19.190	19.622	19.819	20.063	20.974
	Bi-Weekly	1,428.96	1,440.00	1,452.32	1,476.64	1,501.36	1,535.20	1,569.76	1,585.52	1,605.04	1,677.92
	Annual	37,152	37,440	37,760	38,392	39,035	39,915	40,813	41,223	41,731	43,625
DJ	Hourly	18.382	18.516	18.672	18.978	19.280	19.707	20.150	20.352	20.604	21.537
	Bi-Weekly	1,470.56	1,481.28	1,493.76	1,518.24	1,542.40	1,576.56	1,612.00	1,628.16	1,648.32	1,722.96
	Annual	38,234	38,513	38,837	39,474	40,102	40,990	41,912	42,332	42,856	44,796
DK	Hourly	19.057	19.190	19.339	19.633	19.970	20.351	20.809	21.017	21.276	22.243
	Bi-Weekly	1,524.56	1,535.20	1,547.12	1,570.64	1,597.60	1,628.08	1,664.72	1,681.36	1,702.08	1,779.44
	Annual	39,638	39,915	40,225	40,836	41,537	42,330	43,282	43,715	44,254	46,265

Effective June 1, 2012

SCHEDULE X

BUREAU OF HUMAN RESOURCES

ASSISTANT PUBLIC DEFENDER COMPENSATION SCHEDULE

RATES IN EFFECT JUNE 1, 2012, 3.75% FOR AFSCME MEMBERS ONLY

GD	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	7TH STEP	AFTER 1 YR AT STEP 7 & 10 YRS SERVC	9TH STEP
L1									
Hourly	25.010								
Bi-Weekly	2,000.80								
Annual	52,020								
L2									
Hourly	29.100	30.536	32.379	33.989	35.698	38.799	39.763	41.157	42.175
Bi-Weekly	2,328.00	2,442.88	2,590.32	2,719.12	2,855.84	3,103.92	3,181.04	3,292.56	3,374.00
Annual	60,528	63,514	67,348	70,697	74,251	80,701	82,707	85,606	87,724
L3									
Hourly	35.002	36.770	38.970	40.890	44.255	45.356	46.489	48.113	49.310
Bi-Weekly	2,800.16	2,941.60	3,117.60	3,271.20	3,540.40	3,628.48	3,719.12	3,849.04	3,944.80
Annual	72,804	76,481	81,057	85,051	92,050	94,340	96,697	100,075	102,564
L4									
Hourly	40.094	42.103	44.582	46.871	50.500	51.761	53.053	54.898	56.266
Bi-Weekly	3,207.52	3,368.24	3,566.56	3,749.68	4,040.00	4,140.88	4,244.24	4,391.84	4,501.28
Annual	83,395	87,574	92,730	97,491	105,040	107,662	110,350	114,187	117,033

* This schedule is currently in the process of being updated and reviewed pursuant to ratified 2012- 2017 collective bargaining agreements.

CLASSIFICATION & COMPENSATION

EFFECTIVE DATE JUNE 1, 2012

SCHEDULE XI
BUREAU OF HUMAN RESOURCES
DEPUTY SHERIFF'S COURT SERVICES D2 & D2B

GRADE		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 2 YEARS AT 5TH STEP	AFTER 1 YR AT 1ST LONGEVITY & 10 YRS SERVICE	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVICE	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVICE	AFTER 1 YR AT 4TH LONGEVITY RATE & 25 YRS SERVICE
D2B	Hourly	24.026	25.142	26.374	27.710	29.012	30.169	31.390	32.630	33.928	35.276
	Bi-Weekly	1,922.08	2,011.36	2,109.92	2,216.80	2,320.96	2,413.52	2,511.20	2,610.40	2,714.24	2,822.08
	Annual	49,974	52,295	54,858	57,636	60,344	62,751	65,290	67,870	70,569	73,374
D2	Hourly	22.891	24.026	25.142	26.374	27.710	29.012	30.169	31.390	32.630	33.928
	Bi-Weekly	1,831.28	1,922.08	2,011.36	2,109.92	2,216.80	2,320.96	2,413.52	2,511.20	2,610.40	2,714.24
	Annual	47,613	49,974	52,295	54,858	57,636	60,344	62,751	65,290	67,870	70,569

GRADE D2=DEPUTY SHERIFF II (JOB CODE #1333)
GRADE D2B=DEPUTY SHERIFF D2B (JOB CODE #1339)

* This schedule is currently in the process of being updated and reviewed pursuant to ratified 2012- 2017 collective bargaining agreements.

Effective June 1, 2012

SCHEDULE XII
BUREAU OF HUMAN RESOURCES
PHARMACY TECHNICIANS
LOCAL 200

GD		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	7TH STEP	8TH STEP	9TH STEP
PA	Hourly	14.749	15.437	16.162	16.945	17.760	18.590	18.871	19.238	19.626
	Bi-Weekly	1,179.92	1,234.96	1,292.96	1,355.60	1,420.80	1,487.20	1,509.68	1,539.04	1,570.08
	Annual	30,678	32,109	33,617	35,246	36,941	38,667	39,252	40,015	40,822
PB	Hourly	18.149	19.047	20.012	20.977	21.928	23.025	23.372	23.832	24.309
	Bi-Weekly	1,451.92	1,523.76	1,600.96	1,678.16	1,754.24	1,842.00	1,869.76	1,906.56	1,944.72
	Annual	37,750	39,618	41,625	43,632	45,610	47,892	48,614	49,571	50,563

SCHEDULE XII
BUREAU OF HUMAN REOURCES
PHARMACISTS
LOCAL 200

		1ST STEP
RX1	Hourly	49.038
12/1/2006	Bi-Weekly	3,923.04
	Annual	101,999.00
RX1	Hourly	50.264
6/1/2007	Bi-Weekly	4,021.12
	Annual	104,549.00
RX1	Hourly	51.269
12/1/2007	Bi-Weekly	4,101.52
	Annual	106,639.00
RX1	Hourly	52.679
6/1/2008	Bi-Weekly	4,214.32
	Annual	109,572.00
RX1	**Hourly**	**53.864**
1/1/2011	**Bi-Weekly**	**4,309.12**
	Annual	**112,037.12**
RX1	**Hourly**	**55.884**
6/1/2012	**Bi-Weekly**	**4,470.72**
	Annual	**116,238.72**

Effective June 1, 2012

SCHEDULE XIII

BUREAU OF HUMAN RESOURCES

SOCIAL SERVICE CASEWORKERS - MAP

	Entry Rate	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER TWO YEARS AT 5TH STEP	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC
PS1										
Hourly	22.244	23.189	24.175	25.202	26.273	27.390	28.554	29.853	31.211	31.914
Bi-Weekly	1,779.52	1,855.12	1,934.00	2,016.16	2,101.84	2,191.20	2,284.32	2,388.24	2,496.88	2,553.12
Annual	46,267	48,233	50,284	52,420	54,647	56,971	59,392	62,094	64,918	66,381
PS2										
Hourly	23.879	24.895	25.952	27.056	28.205	29.405	30.654	32.049	33.508	34.262
Bi-Weekly	1,910.32	1,991.60	2,076.16	2,164.48	2,256.40	2,352.40	2,452.32	2,563.92	2,680.64	2,740.96
Annual	49,668	51,781	53,980	56,276	58,666	61,162	63,760	66,661	69,696	71,264
PSB										
Hourly	24.470	25.510	26.594	27.724	28.903	30.131	31.411	32.841	34.335	35.812
Bi-Weekly	1,957.60	2,040.80	2,127.52	2,217.92	2,312.24	2,410.48	2,512.88	2,627.28	2,746.80	2,864.96
Annual	50,897	53,060	55,315	57,665	60,118	62,672	65,334	68,309	71,416	74,488

* This schedule is currently in the process of being updated and reviewed pursuant to ratified 2012- 2017 collective bargaining agreements.

CLASSIFICATION & COMPENSATION

Effective June 1, 2012

SCHEDULE XIII

BUREAU OF HUMAN RESOURCES

PROBATION SERVICES/UNION

	Entry Rate	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER TWO YEARS AT 5TH STEP	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC
PS1										
Hourly	22.244	23.189	24.175	25.202	26.273	27.390	28.554	29.853	31.211	31.914
Bi-Weekly	1,779.52	1,855.12	1,934.00	2,016.16	2,101.84	2,191.20	2,284.32	2,388.24	2,496.88	2,553.12
Annual	46,267	48,233	50,284	52,420	54,647	56,971	59,392	62,094	64,918	66,381
PS2										
Hourly	23.879	24.895	25.952	27.056	28.205	29.405	30.654	32.049	33.508	34.262
Bi-Weekly	1,910.32	1,991.60	2,076.16	2,164.48	2,256.40	2,352.40	2,452.32	2,563.92	2,680.64	2,740.96
Annual	49,668	51,781	53,980	56,276	58,666	61,162	63,760	66,661	69,696	71,264
PSB										
Hourly	24.470	25.510	26.594	27.724	28.903	30.131	31.411	32.841	34.335	35.812
Bi-Weekly	1,957.60	2,040.80	2,127.52	2,217.92	2,312.24	2,410.48	2,512.88	2,627.28	2,746.80	2,864.96
Annual	50,897	53,060	55,315	57,665	60,118	62,672	65,334	68,309	71,416	74,488
PSC										
Hourly	26.178	27.291	28.450	29.660	30.921	32.235	33.605	36.861	38.538	39.405
Bi-Weekly	2,094.24	2,183.28	2,276.00	2,372.80	2,473.68	2,578.80	2,688.40	2,948.88	3,083.04	3,152.40
Annual	54,450	56,765	59,176	61,692	64,315	67,048	69,898	76,670	80,159	81,962
PS3										
Hourly	27.466	28.632	29.849	31.118	32.441	33.819	35.257	36.861	38.538	40.196
Bi-Weekly	2,197.28	2,290.56	2,387.92	2,489.44	2,595.28	2,705.52	2,820.56	2,948.88	3,083.04	3,215.68
Annual	57,129	59,554	62,085	64,725	67,477	70,343	73,334	76,670	80,159	83,607

* This schedule is currently in the process of being updated and reviewed pursuant to ratified 2012- 2017 collective bargaining agreements.

Effective June 1, 2012

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

		Entry Rate	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER TWO YEARS AT 5TH STEP	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC
PS1	Hourly	22.244	23.189	24.175	25.202	26.273	27.390	28.554	29.853	31.211	31.914
	Bi-Weekly	1,779.52	1,855.12	1,934.00	2,016.16	2,101.84	2,191.20	2,284.32	2,388.24	2,496.88	2,553.12
	Annual	46,267	48,233	50,284	52,420	54,647	56,971	59,392	62,094	64,918	66,381
PS2	Hourly	23.879	24.895	25.952	27.056	28.205	29.405	30.654	32.049	33.508	34.262
	Bi-Weekly	1,910.32	1,991.60	2,076.16	2,164.48	2,256.40	2,352.40	2,452.32	2,563.92	2,680.64	2,740.96
	Annual	49,668	51,781	53,980	56,276	58,666	61,162	63,760	66,661	69,696	71,264
PSB	Hourly	24.470	25.510	26.594	27.724	28.903	30.131	31.411	32.841	34.335	35.812
	Bi-Weekly	1,957.60	2,040.80	2,127.52	2,217.92	2,312.24	2,410.48	2,512.88	2,627.28	2,746.80	2,864.96
	Annual	50,897	53,060	55,315	57,665	60,118	62,672	65,334	68,309	71,416	74,488
PSC	Hourly	26.178	27.291	28.450	29.660	30.921	32.235	33.605	36.861	38.538	39.405
	Bi-Weekly	2,094.24	2,183.28	2,276.00	2,372.80	2,473.68	2,578.80	2,688.40	2,948.88	3,083.04	3,152.40
	Annual	54,450	56,765	59,176	61,692	64,315	67,048	69,898	76,670	80,159	81,962
PS3	Hourly	27.466	28.632	29.849	31.118	32.441	33.819	35.257	36.861	38.538	40.196
	Bi-Weekly	2,197.28	2,290.56	2,387.92	2,489.44	2,595.28	2,705.52	2,820.56	2,948.88	3,083.04	3,215.68
	Annual	57,129	59,554	62,085	64,725	67,477	70,343	73,334	76,670	80,159	83,607

* This schedule is currently in the process of being updated and reviewed pursuant to ratified 2012- 2017 collective bargaining agreements.

Effective December 1, 2015

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	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 12 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 15 Years Service 9th Step	After 1 Year at 4th Longevity Rate & 20 Years Service 10th Step
T16	Hourly	24.018	25.155	26.349	27.609	28.941	30.283	31.828	32.146	32.547	34.032
	Bi-Weekly	1,921.44	2,012.40	2,107.92	2,208.72	2,315.28	2,422.64	2,546.24	2,571.68	2,603.76	2,722.56
	Annual	49,957	52,322	54,805	57,426	60,197	62,988	66,202	66,863	67,697	70,786
T18	Hourly	27.609	28.941	30.283	31.789	33.254	34.896	36.530	36.895	37.361	39.068
	Bi-Weekly	2,208.72	2,315.28	2,422.64	2,543.12	2,660.32	2,791.68	2,922.40	2,951.60	2,988.88	3,125.44
	Annual	57,426	60,197	62,988	66,121	69,168	72,583	75,982	76,741	77,710	81,261

Effectived June 1, 2012

SCHEDULE XVII
BUREAU OF HUMAN RESOURCES
HOSPITAL SECURITY OFFICER'S
OAK FOREST HOSPITAL PUBLIC SAFETY OFFICERS

GRADE		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 1 YR. AT MAXIMUM RATE AND 5 YEARS OF SERVICE	AFTER 1 YR. AT 1ST LONGEVITY RATE AND 10 YRS. OF SERVICE	AFTER 1 YR. AT 2ND LONGEVITY RATE AND 15 YRS. OF SERVICE	AFTER 1 YR. AT 3RD LONGEVITY RATE AND 20 YRS. OF
HS1	Hourly	17.968	18.833	19.713	20.658	21.726	22.846	23.753	24.695	24.944
FOP	Bi-Weekly	1,437.44	1,506.64	1,577.04	1,652.64	1,738.08	1,827.68	1,900.24	1,975.60	1,995.52
JC#2459	Annual	37,373	39,173	41,003	42,969	45,190	47,520	49,406	51,366	51,884

Effective December 1, 2015

SCHEDULE XVII
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - OAK FOREST HEALTH CENTER SERGEANTS / INVESTIGATORS

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 1 Year at Maximum Rate & 5 Years Service 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
HS2	Hourly	21.314	22.408	23.448	24.629	25.798	27.130	28.211	29.335	29.622
	Bi-Weekly	1,705.12	1,792.64	1,875.84	1,970.32	2,063.84	2,170.40	2,256.88	2,346.80	2,369.76
	Annual	44,333	46,608	48,771	51,228	53,659	56,430	58,678	61,016	61,613
HS3	Hourly	24.629	25.798	27.021	28.311	29.680	31.224	32.472	33.771	34.785
	Bi-Weekly	1,970.32	2,063.84	2,161.68	2,264.88	2,374.40	2,497.92	2,597.76	2,701.68	2,782.80
	Annual	51,228	53,659	56,203	58,886	61,734	64,945	67,541	70,243	72,352

Effective June 1, 2012

SCHEDULE XVII
BUREAU OF HUMAN RESOURCES
HOSPITAL OFFICERS
STROGER HOSPITAL SECURITY OFFICERS

GRADE		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 1 YR. AT MAXIMUM RATE AND 5 YEARS OF SERVICE	AFTER 1 YR. AT 1ST LONGEVITY RATE AND 10 YRS. OF SERVICE	AFTER 1 YR. AT 2ND LONGEVITY RATE AND 15 YRS. OF SERVICE	AFTER 1 YR. AT 3RD LONGEVITY RATE AND 20 YRS. OF SERVICE
HS1	Hourly	17.968	18.833	19.713	20.658	21.726	22.846	23.753	24.695	24.944
FOP	Bi-Weekly	1,437.44	1,506.64	1,577.04	1,652.64	1,738.08	1,827.68	1,900.24	1,975.60	1,995.52
JC#2417	Annual	37,373	39,173	41,003	42,969	45,190	47,520	49,406	51,366	51,884
HSA	Hourly	16.780	17.586	18.406	19.291	20.283	21.221	21.644	21.856	22.081
FOP	Bi-Weekly	1,342.40	1,406.88	1,472.48	1,543.28	1,622.64	1,697.68	1,731.52	1,748.48	1,766.48
JC#2462	Annual	34,902	36,578	38,284	40,125	42,188	44,139	45,019	45,460	45,928

CLASSIFICATION & COMPENSATION

Effective June 1, 2012

SCHEDULE XVII
BUREAU OF HUMAN RESOURCES
HOSPITAL OFFICERS
STROGER HOSPITAL SERGEANTS

GRADE		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 1 YR. AT MAXIMUM RATE AND 5 YEARS OF SERVICE	AFTER 1 YR. AT 1ST LONGEVITY RATE AND 10 YRS. OF SERVICE	AFTER 1 YR. AT 2ND LONGEVITY RATE AND 15 YRS. OF SERVICE	AFTER 1 YR. AT 3RD LONGEVITY RATE AND 20 YRS. OF SERVICE
HS2	Hourly	19.983	21.010	21.984	23.092	24.188	25.437	26.45	27.504	27.773
MAP #270	Bi-Weekly	1,598.64	1,680.80	1,758.72	1,847.36	1,935.04	2,034.96	2,116.00	2,200.32	2,221.84
JC#2455	Annual	41,564	43,700	45,726	48,031	50,311	52,908	55,016	57,208	57,767

* This schedule is currently in the process of being updated and reviewed pursuant to ratified 2012- 2017 collective bargaining agreements.

Effective October 21, 2012

SCHEDULE XVIII
TEAMSTERS 700
BUREAU OF HUMAN RESOURCES

JOB CODE	TITLE	GRADE		1ST STEP	AFTER 1 YR AND 5 YRS. SRVC	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC
4614	COSMETOLOGIST	X03	Hourly	17.793	18.056	18.507
			Bi-Weekly	1,423.44	1,444.48	1,480.56
			Annual	37,009	37,556	38,494
2124	COOK II	X04	Hourly	19.457	19.750	20.242
			Bi-Weekly	1,556.56	1,580.00	1,619.36
			Annual	40,470	41,080	42,103
2422	CUSTODIAL WRKR. II	X05	Hourly	17.502	17.759	18.201
			Bi-Weekly	1,400.16	1,420.72	1,456.08
			Annual	36,404	36,938	37,858
2423	CUSTODIAL WRKR. III	X06	Hourly	19.979	20.277	20.780
			Bi-Weekly	1,598.32	1,622.16	1,662.40
			Annual	41,556	42,176	43,222
2131	FOOD SRVC. WORKER I	X07	Hourly	14.675	14.893	15.262
			Bi-Weekly	1,174.00	1,191.44	1,220.96
			Annual	30,524	30,977	31,744
2161	LAUNDRY WORKER II	X07	Hourly	14.675	14.893	15.262
			Bi-Weekly	1,174.00	1,191.44	1,220.96
			Annual	30,524	30,977	31,744
2163	SEAMSTER II	X07	Hourly	14.675	14.893	15.262
			Bi-Weekly	1,174.00	1,191.44	1,220.96
			Annual	30,524	30,977	31,744
2142	HOUSEKEEPER II	X08	Hourly	19.637	19.929	20.427
			Bi-Weekly	1,570.96	1,594.32	1,634.16
			Annual	40,844	41,452	42,488
1253	SUPPLY CLERK III	X13	Hourly	14.361	14.570	14.934
			Bi-Weekly	1,148.88	1,165.60	1,194.72
			Annual	29,870	30,305	31,062

EFFECTIVE DECEMBER 1, 2015

SCHEDULE XVIII
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700

GRADE	TITLE		1ST STEP	AFTER 1 YEAR & 5 YEARS SRVC	AFTER 1 YEAR AT 1ST LONGEVITY RATE & 10 YEARS SERVC
X05	Custodial Wrkr. II	Hourly	18.681	18.956	19.428
		Bi-Weekly	1,494.48	1,516.48	1,554.24
		Annual	38,856	39,428	40,410
X06	Custodial Wrkr. III	Hourly	21.326	21.643	22.181
		Bi-Weekly	1,706.08	1,731.44	1,774.48
		Annual	44,358	45,017	46,136

Effective December 1, 2015

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

Grade	Title		1st Step	After 1 Year & 5 Years Service 2nd Step	After 1st Longevity Rate & 10 Years Service 3rd Step	After 2nd Longevity Rate & 15 Years Service 4th Step	After 3rd Longevity Rate & 20 Years Service 5th Step
X09	Janitor II	Hourly	18.680	18.956	19.427	19.911	21.728
		Bi-Weekly	1,494.40	1,516.48	1,554.16	1,592.88	1,738.24
		Annual	38,854	39,428	40,408	41,414	45,194
X10	Janitor III	Hourly	21.326	21.642	22.181	22.731	24.806
		Bi-Weekly	1,706.08	1,731.36	1,774.48	1,818.48	1,984.48
		Annual	44,358	45,015	46,136	47,280	51,596
X11	Laundry Worker I	Hourly	15.352	15.584	15.968	16.363	17.855
	Janitor I	Bi-Weekly	1,228.16	1,246.72	1,277.44	1,309.04	1,428.40
		Annual	31,932	32,414	33,213	34,035	37,138
X12	Seamster I	Hourly	15.352	15.584	15.968	16.363	17.855
		Bi-Weekly	1,228.16	1,246.72	1,277.44	1,309.04	1,428.40
		Annual	31,932	32,414	33,213	34,035	37,138
X14	Elevator Operator	Hourly	18.040	18.309	18.765	19.227	20.981
		Bi-Weekly	1,443.20	1,464.72	1,501.20	1,538.16	1,678.48
		Annual	37,523	38,082	39,031	39,992	43,640
X15	Elevator Starter	Hourly	19.168	19.444	19.913	20.389	22.249
		Bi-Weekly	1,533.44	1,555.52	1,593.04	1,631.12	1,779.92
		Annual	39,869	40,443	41,419	42,409	46,277
X16	Cook II	Hourly	20.769	21.080	21.607	22.151	24.172
		Bi-Weekly	1,661.52	1,686.40	1,728.56	1,772.08	1,933.76
		Annual	43,199	43,846	44,942	46,074	50,277
X17	Window Washer I	Hourly	22.437	22.774	23.344	23.925	25.407
		Bi-Weekly	1,794.96	1,821.92	1,867.52	1,914.00	2,032.56
		Annual	46,668	47,369	48,555	49,764	52,846
X18	Window Washer II	Hourly	23.817	24.175	24.780	25.399	27.716
		Bi-Weekly	1,905.36	1,934.00	1,982.40	2,031.92	2,217.28
		Annual	49,539	50,284	51,542	52,829	57,649

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

CLASSIFICATION & COMPENSATION

Effective June 1, 2012

SCHEDULE XX

BUREAU OF HUMAN RESOURCES

CASEWORKER (PUBLIC GUARDIAN)
UNION

GD	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER TWO YEARS AT 5TH STEP	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC
PG1									
Hourly	22.244	23.260	24.417	25.639	26.922	28.194	31.329	32.261	33.563
Bi-Weekly	1,779.52	1,860.80	1,953.36	2,051.12	2,153.76	2,255.52	2,506.32	2,580.88	2,685.04
Annual	46,267	48,380	50,787	53,329	55,997	58,643	65,164	67,102	69,811
PG2									
Hourly	23.879	25.021	26.202	27.466	28.779	30.119	32.111	33.062	34.399
Bi-Weekly	1,910.32	2,001.68	2,096.16	2,197.28	2,302.32	2,409.52	2,568.88	2,644.96	2,751.92
Annual	49,668	52,043	54,500	57,129	59,860	62,647	66,790	68,768	71,549

* This schedule is currently in the process of being updated and reviewed pursuant to ratified 2012- 2017 collective bargaining agreements.

SCHEDULE XXIV
BUREAU OF HUMAN RESOURCES
SKILLED TRADES

Job Code	Title	Bi-Weekly Salary	Hourly Salary	Effective Date	Annual Salary
2336	Architectural Iron Worker	3,512.00	43.900	06/01/14	$91,312
2335	Architectural Iron Worker Foreman	3,792.00	47.400	06/01/14	$98,592
2444	Boiler Washer	2,647.92	33.099	07/01/12	$68,846
2390	Biomedical Electrical Technician	3,520.00	44.000	06/02/14	$91,520
2391	Biomedical Electrical Tech Foreman	3,760.00	47.000	06/02/14	$97,760
2307	Boilermaker / Blacksmith	3,478.40	43.480	07/01/14	$90,439
2310	Boilermaker / Welder	3,478.40	43.480	07/01/14	$90,439
2362	Bookbinder	2,200.32	27.504	06/01/12	$57,209
2311	Bricklayer	3,406.40	42.580	06/01/14	$88,567
2312	Bricklayer Foreman	3,747.20	46.840	06/01/14	$97,428
1402	Bldg & Const. Plan Examn I	3,468.00	43.350	06/01/14	$90,168
1404	Building & Zoning Inspector I	3,468.00	43.350	06/01/14	$90,168
1415	Building & Zoning Inspector II	3,468.00	43.350	06/01/14	$90,168
2317	Carpenter	3,468.00	43.350	06/01/14	$90,168
2318	Carpenter Foreman	3,668.00	45.850	06/01/14	$95,368
2327	Chief Electrical Inspector	4,000.00	50.000	06/02/14	$104,000
2348	Chief Plumbing Inspector	4,209.60	52.620	06/02/14	$109,450
4013	Chief Telecommunications Electrician	4,000.00	50.000	06/02/14	$104,000
2328	Electrical Equipment Technician	3,520.00	44.000	06/02/14	$91,520
2346	Electrical Equipment Technician Foreman	3,760.00	47.000	06/02/14	$97,760
2330	Electrical Inspector	3,760.00	47.000	06/02/14	$97,760
2329	Electrical Mechanic	3,520.00	44.000	06/02/14	$91,520
2323	Electrical Plan Examiner	3,760.00	47.000	06/02/14	$97,760
2324	Electrician	3,520.00	44.000	06/02/14	$91,520
2326	Electrician Foreman	3,760.00	47.000	06/02/14	$97,760
1411	Elevator Inspector	3,992.00	49.900	01/01/14	$103,792
1413	Elevator Mechanic	3,992.00	49.900	01/01/14	$103,792
2443	Fireman	2,647.92	33.099	07/01/12	$68,846
2446	Fireman Helper	2,533.44	31.668	07/01/12	$65,870
1412	Fire Prevention Inspector	3,468.00	43.350	06/01/14	$90,168
2320	Glazier	3,240.00	40.500	06/01/14	$84,240
2392	Laborer	3,040.00	38.000	06/01/14	$79,040
2396	Laborer Foreman (Highway)	3,128.00	39.100	06/01/14	$81,328
2395	Laborer Foreman	3,128.00	39.100	06/01/14	$81,328
2393	Laborer I	3,040.00	38.000	06/01/14	$79,040
2394	Laborer II	3,072.00	38.400	06/01/14	$79,872
2321	Lather	3,468.00	43.350	06/01/14	$90,168
2331	Machinist	3,548.00	44.350	07/01/14	$92,248
2339	Machinist Foreman	3,748.00	46.850	07/01/14	$97,448
2366	Maintenance Worker	2,774.40	34.680	06/01/14	$72,135
2367	Maintenance Worker Foreman	2,934.40	36.680	06/01/14	$76,295
2431	Marble Polisher	2,512.00	31.400	06/01/14	$65,312
2334	Master Locksmith	3,512.00	43.900	06/01/14	$91,312

SCHEDULE XXIV
BUREAU OF HUMAN RESOURCES
SKILLED TRADES

Job Code	Title	Bi-Weekly Salary	Hourly Salary	Effective Date	Annual Salary
2445	Mechanical Assistant	2,647.92	33.099	07/01/12	$68,846
2381	Motor Vehicle Drive I	2,760.80	34.510	06/01/14	$71,781
2382	Motor Vehicle Drive II	2,812.80	35.160	06/01/14	$73,133
2371	Motor Vehicle Driver (Road Repairman)	2,760.80	34.510	06/01/14	$71,781
2451	Operating Engineer I	3,605.60	45.070	07/01/14	$93,746
2452	Operating Engineer II	3,795.20	47.440	07/01/14	$98,676
2453	Operating Engineer III	4,174.40	52.180	07/01/14	$108,535
2454	Operating Engineer IV	4,687.20	58.590	07/01/14	$121,868
2354	Painter	3,340.00	41.750	06/01/14	$86,840
2356	Painter Foreman	3,756.80	46.960	06/01/14	$97,677
2342	Pipecoverer	3,876.00	48.450	06/01/14	$100,776
2368	Pipecoverer Foreman	4,076.00	50.950	06/01/14	$105,976
2388	Pipecoverer Material Handler	2,907.20	36.340	06/01/14	$75,588
2389	Pipecoverer Pre-Apprentice	2,816.80	35.210	06/01/13	$73,237
2361	Plasterer	3,700.00	46.250	07/01/13	$96,200
2363	Plasterer Helper	3,040.00	38.000	06/01/14	$79,040
2350	Plumber	3,732.00	46.650	06/02/14	$97,032
2352	Plumber Foreman	3,892.00	48.650	06/02/14	$101,192
2353	Plumbing Inspector	3,892.00	48.650	06/02/14	$101,192
2349	Plumbing Plan Examiner	3,892.00	48.650	06/02/14	$101,192
2365	Printer (Lead)	2,589.60	32.370	06/01/12	$67,330
2343	Refrigerator Man	3,680.00	46.000	06/01/13	$95,680
2372	Road Equipment Operator	3,624.00	45.300	06/01/14	$94,224
2373	Road Equipment Operator (Master Mechanic)	3,864.00	48.300	06/01/14	$100,464
2376	Road Equip. Operator (Master Mechanic) Frm	3,944.00	49.300	06/01/14	$102,544
2359	Sign Painter (Shopman)	2,823.20	35.290	06/18/14	$73,404
2344	Steamfitter	3,680.00	46.000	06/01/13	$95,680
2345	Steamfitter Foreman	3,920.00	49.000	06/01/13	$101,920
2379	Telecommunications Electrician	3,520.00	44.000	06/02/14	$91,520
2378	Telecommunications Electrician Foreman	3,760.00	47.000	06/02/14	$97,760
2340	Tinsmith	3,322.40	41.530	06/01/14	$86,383
2341	Tinsmith Foreman	3,588.00	44.850	06/01/14	$93,288
2225	Ventilating Inspector	3,588.00	44.850	06/01/14	$93,288
1420	Zoning Plan Examiner I	3,468.00	43.350	06/01/14	$90,168

EFFECTIVE JUNE 1, 2012

SCHEDULE XXV
BUREAU OF HUMAN RESOURCES
SHERIFF'S INVESTIGATORS: DAY REPORTING

GRADE		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 1 YR. AT MAXIMUM RATE AND 5 YEARS OF SERVICE	AFTER 1 YR. AT 1ST LONGEVITY RATE AND 10 YRS. OF SERVICE	AFTER 1 YR. AT 2ND LONGEVITY RATE AND 15 YRS. OF SERVICE	AFTER 1 YR. AT 3RD LONGEVITY RATE AND 20 YRS. OF SERVICE	AFTER 1 YR. AT 4TH LONGEVITY RATE AND 25 YRS. OF SERVICE
IS2	Hourly	23.648	24.771	25.943	27.190	28.501	29.820	31.007	32.241	33.524	34.862
	Bi-Weekly	1,891.84	1,981.68	2,075.44	2,175.20	2,280.08	2,385.60	2,480.56	2,579.28	2,681.92	2,788.96
	Annual	49,187	51,523	53,961	56,555	59,282	62,025	64,494	67,061	69,729	72,512

EFFECTIVE JUNE 1, 2012

SCHEDULE XXV
BUREAU OF HUMAN RESOURCES
SHERIFF'S INVESTIGATORS (FUGITIVE UNIT)

GRADE		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 1 YR. AT MAXIMUM RATE AND 5 YEARS OF SERVICE	AFTER 1 YR. AT 1ST LONGEVITY RATE AND 10 YRS. OF SERVICE	AFTER 1 YR. AT 2ND LONGEVITY RATE AND 15 YRS. OF SERVICE	AFTER 1 YR. AT 3RD LONGEVITY RATE AND 20 YRS. OF SERVICE	AFTER 1 YR. AT 4TH LONGEVITY RATE AND 25 YRS. OF SERVICE
IS2	Hourly	24.115	25.260	26.458	27.728	29.066	30.412	31.623	32.879	34.187	35.555
	Bi-Weekly	1,929.20	2,020.80	2,116.64	2,218.24	2,325.28	2,432.96	2,529.84	2,630.32	2,734.96	2,844.40
	Annual	50,159	52,540	55,032	57,674	60,457	63,256	65,775	68,388	71,108	73,954

EFFECTIVE JUNE 1, 2012

SCHEDULE XXV

BUREAU OF HUMAN RESOURCES

SHERIFF INVESTIGATORS: OFFICE OF PROFESSIONAL REGULATION

GRADE		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 1 YR. AT MAXIMUM RATE AND 5 YEARS OF SERVICE	AFTER 1 YR. AT 1ST LON-GEVITY RATE AND 10 YRS. OF SERVICE	AFTER 1 YR. AT 2ND LON-GEVITY RATE AND 15 YRS. OF SERVICE	AFTER 1 YR. AT 3RD LON-GEVITY RATE AND 20 YRS. OF SERVICE	AFTER 1 YR. AT 4TH LON-GEVITY RATE AND 25 YRS. OF SERVICE
IS2	Hourly	23.648	24.771	25.943	27.190	28.501	29.820	31.007	32.241	33.524	34.862
	Bi-Weekly	1,891.84	1,981.68	2,075.44	2,175.20	2,280.08	2,385.60	2,480.56	2,579.28	2,681.92	2,788.96
	Annual	49,187	51,523	53,961	56,555	59,282	62,025	64,494	67,061	69,729	72,512

CLASSIFICATION & COMPENSATION

EFFECTIVE 6/1/2012

SCHEDULE XXVI
BUREAU OF HUMAN RESOURCES
DEPUTY SHERIFF LIEUTENANT
UNION

GRADE		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 2 YEARS AT 5TH STEP	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC	AFTER 1 YR AT 4RD LONGEVITY RATE & 25 YRS SERVC
D4	Hourly	31.339	32.924	34.483	36.092	37.887	39.768	40.550	40.936	41.358	43.006
2.50%	Bi-Weekly	2,507.12	2,633.92	2,758.64	2,887.36	3,030.96	3,181.44	3,244.00	3,274.88	3,308.64	3,440.48
	Annual	65,185	68,481	71,724	75,071	78,804	82,717	84,344	85,146	86,024	89,452

JOB CODE #1331

Effective June 1, 2012

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

GRADE		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	AFTER 2 YEARS AT 6TH STEP	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC	AFTER 1 YR AT 4TH LONGEVITY RATE & 25 YRS SERVC
SA1	Hourly	26.417	27.728	29.110	30.560	31.963	33.542	35.129	35.827	36.187	37.271	
	Bi-Weekly	2,113.36	2,218.24	2,328.80	2,444.80	2,557.04	2,683.36	2,810.32	2,866.16	2,894.96	2,981.68	
	Annual	54,947	57,674	60,549	63,565	66,483	69,767	73,068	74,520	75,269	77,524	
SA2	Hourly	30.560	31.963	33.542	35.129	36.817	38.548	40.431	41.024	41.425	42.667	43.095
	Bi-weekly	2,444.80	2,557.04	2,683.36	2,810.32	2,945.36	3,083.84	3,234.48	3,281.92	3,314.00	3,413.36	3,447.60
	Annual	63,565	66,483	69,767	73,068	76,579	80,180	84,096	85,330	86,164	88,747	89,638

SCHEDULE XXVIII
DEPUTY SERGEANT'S (D3)
UNION

GD		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 2 YEARS AT 5TH STEP	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SRV	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SRV	AFTER 3RD YR AT 3RD LONGEVITY RATE & 20 YRS SRV	AFTER 4TH YR AT 4TH LONGEVITY RATE & 25 YRS SRV
D3											
Effective: 06/01/11											
1.00%	Hourly	25.013	26.242	27.580	28.910	30.224	31.739	33.004	34.322	35.677	37.097
	Bi-Weekly	2,001.04	2,099.36	2,206.40	2,312.80	2,417.92	2,539.12	2,640.32	2,745.76	2,854.16	2,967.76
	Annual	52,027	54,583	57,366	60,133	62,866	66,017	68,648	71,390	74,208	77,162
Effective: 12/01/11											
2.00%	Hourly	25.513	26.767	28.132	29.488	30.828	32.374	33.664	35.008	36.391	37.839
	Bi-Weekly	2,041.04	2,141.36	2,250.56	2,359.04	2,466.24	2,589.92	2,693.12	2,800.64	2,911.28	3,027.12
	Annual	53,067	55,675	58,515	61,335	64,122	67,338	70,021	72,817	75,693	78,705
Effective: 06/01/12											
2.50%	Hourly	26.151	27.436	28.835	30.225	31.599	33.183	34.506	35.883	37.301	38.785
	Bi-Weekly	2,092.08	2,194.88	2,306.80	2,418.00	2,527.92	2,654.64	2,760.48	2,870.64	2,984.08	3,102.80
	Annual	54,394	57,067	59,977	62,868	65,726	69,021	71,772	74,637	77,586	80,673

Job Code:1341

SCHEDULE XXIX

BUREAU OF HUMAN RESOURCES

SKILLED TRADES-APPRENTICESHIP PROGRAMS

Job Code	Title	Grade	1st Step	2nd Step	3rd Step	4th Step	Effective Date
4009	Operating Engineer Trainee	XA2	$13.50	$14.50	$15.75	$17.00	7/1/2014

Operating Engineer Trainee
Step progression is as follows: Starting rate/first 12 months: Step 1. Second year (months 13-24): Step 2.
After 24 months: Step 3.

Effective December 1, 2015

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

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 1 Year at Maximum Rate & 5 Years of Service 6th Step	After 1 Year at 1st Longevity Rate & 10 Years of Service 7th Step	After 1 Year 2nd Longevity Rate & 15 Years of Service 8th Step	After 1 Year 3rd Longevity Rate & 20 Years of Service 9th Step	After 1 Year 4th Longevity Rate & 25 Years of Service 10th Step
CS2	Hourly	25.709	26.930	28.205	29.561	30.988	32.416	33.712	35.054	36.448	37.903
	Bi-Weekly	2,056.72	2,154.40	2,256.40	2,364.88	2,479.04	2,593.28	2,696.96	2,804.32	2,915.84	3,032.24
	Annual	53,474	56,014	58,666	61,486	64,455	67,425	70,120	72,912	75,811	78,838

Effective June 1, 2012

SCHEDULE XXXI

BUREAU OF HUMAN RESOURCES

DEPUTY CHIEF

GRADE		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 1 YR. AT MAXIMUM RATE AND 5 YEARS OF SERVICE	AFTER 1 YR. AT 1ST LONGEVITY RATE AND 10 YRS. OF SERVICE	AFTER 1 YR. AT 2ND LONGEVITY RATE AND 15 YRS. OF SERVICE	AFTER 1 YR. AT 3RD LONGEVITY RATE AND 20 YRS. OF SERVICE	AFTER 1 YR. AT 4TH LONGEVITY RATE AND 25 YRS. OF SERVICE
DC1	Hourly	26.514	27.775	29.089	30.486	31.954	33.432	34.767	36.150	37.589	39.091
	Bi-Weekly	2,121.12	2,222.00	2,327.12	2,438.88	2,556.32	2,674.56	2,781.36	2,892.00	3,007.12	3,127.28
	Annual	55,149	57,772	60,505	63,410	66,464	69,538	72,315	75,192	78,185	81,309

Effective December 1, 2015

SCHEDULE XXXII
BUREAU OF HUMAN RESOURCES
PSYCHOLOGIST UNION
STROGER HOSPITAL
SEIU LOCAL 20 HEALTH

Grade		Entry Rate	1st Step	2nd Step	3rd Step
PSY	Hourly	49.492	52.546	54.143	55.234
	Bi-Weekly	3,959.36	4,203.68	4,331.44	4,418.72
	Annual	102,943	109,295	112,617	114,886

SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER
EFFECTIVE DECEMBER 1, 2015

Grade	Step	Hourly	New Biweekly	New Annual
K	366	33.263	$2,661.04	$69,187
K	367	33.429	$2,674.32	$69,532
K	368	33.597	$2,687.76	$69,882
K	369	33.766	$2,701.28	$70,233
K	370	33.934	$2,714.72	$70,583
K	371	34.105	$2,728.40	$70,938
K	372	34.275	$2,742.00	$71,292
K	373	34.446	$2,755.68	$71,648
K	374	34.619	$2,769.52	$72,008
K	375	34.792	$2,783.36	$72,367
K	376	34.966	$2,797.28	$72,729
K	377	35.141	$2,811.28	$73,093
K	378	35.316	$2,825.28	$73,457
K	379	35.492	$2,839.36	$73,823
K	380	35.670	$2,853.60	$74,194
K	381	35.848	$2,867.84	$74,564
K	382	36.028	$2,882.24	$74,938
K	383	36.209	$2,896.72	$75,315
K	384	36.390	$2,911.20	$75,691
K	385	36.571	$2,925.68	$76,068
K	386	36.755	$2,940.40	$76,450
K	387	36.938	$2,955.04	$76,831
K	388	37.123	$2,969.84	$77,216
K	389	37.309	$2,984.72	$77,603
K	390	37.495	$2,999.60	$77,990
K	391	37.683	$3,014.64	$78,381
K	392	37.872	$3,029.76	$78,774
K	393	38.060	$3,044.80	$79,165
K	394	38.251	$3,060.08	$79,562
K	395	38.442	$3,075.36	$79,959
K	396	38.634	$3,090.72	$80,359
K	397	38.827	$3,106.16	$80,760
K	398	39.021	$3,121.68	$81,164
K	399	39.218	$3,137.44	$81,573
K	400	39.413	$3,153.04	$81,979
K	401	39.610	$3,168.80	$82,389

Grade	Step	Hourly	New Biweekly	New Annual
K	402	39.809	$3,184.72	$82,803
K	403	40.006	$3,200.48	$83,212
K	404	40.206	$3,216.48	$83,628
K	405	40.408	$3,232.64	$84,049
K	406	40.611	$3,248.88	$84,471
K	407	40.814	$3,265.12	$84,893
K	408	41.018	$3,281.44	$85,317
K	409	41.222	$3,297.76	$85,742
K	410	41.428	$3,314.24	$86,170
K	411	41.635	$3,330.80	$86,601
K	412	41.843	$3,347.44	$87,033
K	413	42.052	$3,364.16	$87,468
K	414	42.263	$3,381.04	$87,907
K	415	42.474	$3,397.92	$88,346
K	416	42.686	$3,414.88	$88,787
K	417	42.900	$3,432.00	$89,232
K	418	43.114	$3,449.12	$89,677
K	419	43.331	$3,466.48	$90,128
K	420	43.549	$3,483.92	$90,582
K	421	43.767	$3,501.36	$91,035
K	422	43.985	$3,518.80	$91,489
K	423	44.206	$3,536.48	$91,948
K	424	44.427	$3,554.16	$92,408
K	425	44.648	$3,571.84	$92,868
K	426	44.871	$3,589.68	$93,332
K	427	45.095	$3,607.60	$93,798
K	428	45.320	$3,625.60	$94,266
K	429	45.546	$3,643.68	$94,736
K	430	45.774	$3,661.92	$95,210
K	431	46.002	$3,680.16	$95,684
K	432	46.232	$3,698.56	$96,163
K	433	46.463	$3,717.04	$96,643
K	434	46.694	$3,735.52	$97,124
K	435	46.927	$3,754.16	$97,608
K	436	47.162	$3,772.96	$98,097
K	437	47.398	$3,791.84	$98,588

SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER
EFFECTIVE DECEMBER 1, 2015

Grade	Step	Hourly	New Biweekly	New Annual
K	438	47.636	$3,810.88	$99,083
K	439	47.875	$3,830.00	$99,580
K	440	48.113	$3,849.04	$100,075
K	441	48.354	$3,868.32	$100,576
K	442	48.597	$3,887.76	$101,082
K	443	48.841	$3,907.28	$101,589
K	444	49.084	$3,926.72	$102,095
K	445	49.330	$3,946.40	$102,606
K	446	49.576	$3,966.08	$103,118
K	447	49.823	$3,985.84	$103,632
K	448	50.073	$4,005.84	$104,152
K	449	50.322	$4,025.76	$104,670
K	450	50.575	$4,046.00	$105,196
K	451	50.828	$4,066.24	$105,722
K	452	51.083	$4,086.64	$106,253
K	453	51.338	$4,107.04	$106,783
K	454	51.595	$4,127.60	$107,318
K	455	51.853	$4,148.24	$107,854
K	456	52.112	$4,168.96	$108,393
K	457	52.372	$4,189.76	$108,934
K	458	52.634	$4,210.72	$109,479
K	459	52.897	$4,231.76	$110,026
K	460	53.161	$4,252.88	$110,575
K	461	53.428	$4,274.24	$111,130
K	462	53.695	$4,295.60	$111,686
K	463	53.962	$4,316.96	$112,241
K	464	54.233	$4,338.64	$112,805
K	465	54.504	$4,360.32	$113,368
K	466	54.777	$4,382.16	$113,936
K	467	55.050	$4,404.00	$114,504
K	468	55.325	$4,426.00	$115,076
K	469	55.601	$4,448.08	$115,650
K	470	55.880	$4,470.40	$116,230
K	471	56.159	$4,492.72	$116,811
K	472	56.440	$4,515.20	$117,395
K	473	56.723	$4,537.84	$117,984

Grade	Step	Hourly	New Biweekly	New Annual
K	474	57.007	$4,560.56	$118,575
K	475	57.291	$4,583.28	$119,165
K	476	57.578	$4,606.24	$119,762
K	477	57.866	$4,629.28	$120,361
K	478	58.155	$4,652.40	$120,962
K	479	58.445	$4,675.60	$121,566
K	480	58.738	$4,699.04	$122,175
K	481	59.031	$4,722.48	$122,784
K	482	59.327	$4,746.16	$123,400
K	483	59.623	$4,769.84	$124,016
K	484	59.922	$4,793.76	$124,638
K	485	60.221	$4,817.68	$125,260
K	486	60.522	$4,841.76	$125,886
K	487	60.825	$4,866.00	$126,516
K	488	61.130	$4,890.40	$127,150
K	489	61.435	$4,914.80	$127,785
K	490	61.743	$4,939.44	$128,425
K	491	62.051	$4,964.08	$129,066
K	492	62.361	$4,988.88	$129,711
K	493	62.673	$5,013.84	$130,360
K	494	62.986	$5,038.88	$131,011
K	495	63.301	$5,064.08	$131,666
K	496	63.618	$5,089.44	$132,325
K	497	63.936	$5,114.88	$132,987
K	498	64.256	$5,140.48	$133,652
K	499	64.576	$5,166.08	$134,318
K	500	64.901	$5,192.08	$134,994
K	501	65.225	$5,218.00	$135,668
K	502	65.550	$5,244.00	$136,344
K	503	65.878	$5,270.24	$137,026
K	504	66.207	$5,296.56	$137,711
K	505	66.539	$5,323.12	$138,401
K	506	66.871	$5,349.68	$139,092
K	507	67.206	$5,376.48	$139,788
K	508	67.541	$5,403.28	$140,485
K	509	67.880	$5,430.40	$141,190

SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER
EFFECTIVE DECEMBER 1, 2015

Grade	Step	Hourly	New Biweekly	New Annual
K	510	68.219	$5,457.52	$141,896
K	511	68.560	$5,484.80	$142,605
K	512	68.903	$5,512.24	$143,318
K	513	69.249	$5,539.92	$144,038
K	514	69.594	$5,567.52	$144,756
K	515	69.942	$5,595.36	$145,479
K	516	70.292	$5,623.36	$146,207
K	517	70.643	$5,651.44	$146,937
K	518	70.996	$5,679.68	$147,672
K	519	71.351	$5,708.08	$148,410
K	520	71.708	$5,736.64	$149,153
K	521	72.066	$5,765.28	$149,897
K	522	72.428	$5,794.24	$150,650
K	523	72.789	$5,823.12	$151,401
K	524	73.153	$5,852.24	$152,158
K	525	73.519	$5,881.52	$152,920
K	526	73.886	$5,910.88	$153,683
K	527	74.256	$5,940.48	$154,452
K	528	74.627	$5,970.16	$155,224
K	529	75.000	$6,000.00	$156,000
K	530	75.375	$6,030.00	$156,780
K	531	75.752	$6,060.16	$157,564
K	532	76.131	$6,090.48	$158,352
K	533	76.511	$6,120.88	$159,143
K	534	76.894	$6,151.52	$159,940
K	535	77.279	$6,182.32	$160,740
K	536	77.666	$6,213.28	$161,545
K	537	78.052	$6,244.16	$162,348
K	538	78.443	$6,275.44	$163,161
K	539	78.836	$6,306.88	$163,979
K	540	79.231	$6,338.48	$164,800
K	541	79.626	$6,370.08	$165,622
K	542	80.023	$6,401.84	$166,448
K	543	80.424	$6,433.92	$167,282
K	544	80.827	$6,466.16	$168,120
K	545	81.230	$6,498.40	$168,958

Grade	Step	Hourly	New Biweekly	New Annual
K	546	81.637	$6,530.96	$169,805
K	547	82.045	$6,563.60	$170,654
K	548	82.455	$6,596.40	$171,506
K	549	82.867	$6,629.36	$172,363
K	550	83.282	$6,662.56	$173,227
K	551	83.698	$6,695.84	$174,092
K	552	84.116	$6,729.28	$174,961
K	553	84.537	$6,762.96	$175,837
K	554	84.960	$6,796.80	$176,717
K	555	85.385	$6,830.80	$177,601
K	556	85.813	$6,865.04	$178,491
K	557	86.241	$6,899.28	$179,381
K	558	86.671	$6,933.68	$180,276
K	559	87.104	$6,968.32	$181,176
K	560	87.540	$7,003.20	$182,083
K	561	87.977	$7,038.16	$182,992
K	562	88.418	$7,073.44	$183,909
K	563	88.859	$7,108.72	$184,827
K	564	89.304	$7,144.32	$185,752
K	565	89.751	$7,180.08	$186,682
K	566	90.200	$7,216.00	$187,616
K	567	90.650	$7,252.00	$188,552
K	568	91.104	$7,288.32	$189,496
K	569	91.559	$7,324.72	$190,443
K	570	92.018	$7,361.44	$191,397
K	571	92.478	$7,398.24	$192,354
K	572	92.940	$7,435.20	$193,315
K	573	93.404	$7,472.32	$194,280
K	574	93.873	$7,509.84	$195,256
K	575	94.342	$7,547.36	$196,231
K	576	94.813	$7,585.04	$197,211
K	577	95.287	$7,622.96	$198,197
K	578	95.763	$7,661.04	$199,187
K	579	96.241	$7,699.28	$200,181
K	580	96.723	$7,737.84	$201,184
K	581	97.207	$7,776.56	$202,191

SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER
EFFECTIVE DECEMBER 1, 2015

Grade	Step	Hourly	New Biweekly	New Annual
K	582	97.693	$7,815.44	$203,201
K	583	98.181	$7,854.48	$204,216
K	584	98.673	$7,893.84	$205,240
K	585	99.165	$7,933.20	$206,263
K	586	99.660	$7,972.80	$207,293
K	587	100.160	$8,012.80	$208,333
K	588	100.661	$8,052.88	$209,375
K	589	101.164	$8,093.12	$210,421
K	590	101.669	$8,133.52	$211,472
K	591	102.179	$8,174.32	$212,532
K	592	102.689	$8,215.12	$213,593
K	593	103.203	$8,256.24	$214,662
K	594	103.718	$8,297.44	$215,733
K	595	104.237	$8,338.96	$216,813
K	596	104.758	$8,380.64	$217,897
K	597	105.282	$8,422.56	$218,987
K	598	105.809	$8,464.72	$220,083
K	599	106.337	$8,506.96	$221,181
K	600	106.869	$8,549.52	$222,288
K	601	107.404	$8,592.32	$223,400
K	602	107.942	$8,635.36	$224,519
K	603	108.481	$8,678.48	$225,640
K	604	109.024	$8,721.92	$226,770
K	605	109.568	$8,765.44	$227,901
K	606	110.116	$8,809.28	$229,041
K	607	110.666	$8,853.28	$230,185
K	608	111.219	$8,897.52	$231,336
K	609	111.776	$8,942.08	$232,494
K	610	112.335	$8,986.80	$233,657
K	611	112.896	$9,031.68	$234,824
K	612	113.461	$9,076.88	$235,999
K	613	114.028	$9,122.24	$237,178
K	614	114.598	$9,167.84	$238,364
K	615	115.171	$9,213.68	$239,556
K	616	115.748	$9,259.84	$240,756
K	617	116.326	$9,306.08	$241,958

Grade	Step	Hourly	New Biweekly	New Annual
K	618	116.907	$9,352.56	$243,167
K	619	117.492	$9,399.36	$244,383
K	620	118.079	$9,446.32	$245,604
K	621	118.670	$9,493.60	$246,834
K	622	119.264	$9,541.12	$248,069
K	623	119.859	$9,588.72	$249,307
K	624	120.458	$9,636.64	$250,553
K	625	121.062	$9,684.96	$251,809
K	626	121.666	$9,733.28	$253,065
K	627	122.275	$9,782.00	$254,332
K	628	122.887	$9,830.96	$255,605
K	629	123.501	$9,880.08	$256,882
K	630	124.118	$9,929.44	$258,165
K	631	124.738	$9,979.04	$259,455
K	632	125.363	$10,029.04	$260,755
K	633	125.989	$10,079.12	$262,057
K	634	126.620	$10,129.60	$263,370
K	635	127.252	$10,180.16	$264,684
K	636	127.889	$10,231.12	$266,009
K	637	128.528	$10,282.24	$267,338
K	638	129.171	$10,333.68	$268,676
K	639	129.817	$10,385.36	$270,019
K	640	130.466	$10,437.28	$271,369
K	641	131.119	$10,489.52	$272,728
K	642	131.774	$10,541.92	$274,090
K	643	132.434	$10,594.72	$275,463
K	644	133.096	$10,647.68	$276,840
K	645	133.762	$10,700.96	$278,225
K	646	134.430	$10,754.40	$279,614
K	647	135.102	$10,808.16	$281,012
K	648	135.776	$10,862.08	$282,414
K	649	136.456	$10,916.48	$283,828
K	650	137.138	$10,971.04	$285,247
K	651	137.823	$11,025.84	$286,672
K	652	138.512	$11,080.96	$288,105
K	653	139.203	$11,136.24	$289,542

SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER
EFFECTIVE DECEMBER 1, 2015

Grade	Step	Hourly	New Biweekly	New Annual
K	654	139.899	$11,191.92	$290,990
K	655	140.600	$11,248.00	$292,448
K	656	141.304	$11,304.32	$293,912
K	657	142.010	$11,360.80	$295,381
K	658	142.719	$11,417.52	$296,856
K	659	143.432	$11,474.56	$298,339
K	660	144.150	$11,532.00	$299,832
K	661	144.871	$11,589.68	$301,332
K	662	145.596	$11,647.68	$302,840
K	663	146.323	$11,705.84	$304,352
K	664	147.054	$11,764.32	$305,872
K	665	147.790	$11,823.20	$307,403
K	666	148.530	$11,882.40	$308,942
K	667	149.273	$11,941.84	$310,488
K	668	150.019	$12,001.52	$312,040
K	669	150.768	$12,061.44	$313,597
K	670	151.523	$12,121.84	$315,168
K	671	152.280	$12,182.40	$316,742
K	672	153.041	$12,243.28	$318,325
K	673	153.807	$12,304.56	$319,919
K	674	154.576	$12,366.08	$321,518
K	675	155.350	$12,428.00	$323,128
K	676	156.125	$12,490.00	$324,740
K	677	156.906	$12,552.48	$326,364
K	678	157.691	$12,615.28	$327,997
K	679	158.479	$12,678.32	$329,636
K	680	159.272	$12,741.76	$331,286
K	681	160.068	$12,805.44	$332,941
K	682	160.869	$12,869.52	$334,608
K	683	161.672	$12,933.76	$336,278
K	684	162.481	$12,998.48	$337,960
K	685	163.293	$13,063.44	$339,649
K	686	164.109	$13,128.72	$341,347
K	687	164.930	$13,194.40	$343,054
K	688	165.754	$13,260.32	$344,768
K	689	166.583	$13,326.64	$346,493

Grade	Step	Hourly	New Biweekly	New Annual
K	690	167.417	$13,393.36	$348,227
K	691	168.253	$13,460.24	$349,966
K	692	169.095	$13,527.60	$351,718
K	693	169.941	$13,595.28	$353,477
K	694	170.789	$13,663.12	$355,241
K	695	171.643	$13,731.44	$357,017
K	696	172.502	$13,800.16	$358,804
K	697	173.364	$13,869.12	$360,597
K	698	174.232	$13,938.56	$362,403
K	699	175.101	$14,008.08	$364,210
K	700	175.978	$14,078.24	$366,034
K	701	176.858	$14,148.64	$367,865
K	702	177.741	$14,219.28	$369,701
K	703	178.630	$14,290.40	$371,550
K	704	179.523	$14,361.84	$373,408
K	705	180.422	$14,433.76	$375,278
K	706	181.323	$14,505.84	$377,152
K	707	182.230	$14,578.40	$379,038
K	708	183.142	$14,651.36	$380,935
K	709	184.058	$14,724.64	$382,841
K	710	184.978	$14,798.24	$384,754
K	711	185.903	$14,872.24	$386,678
K	712	186.833	$14,946.64	$388,613
K	713	187.767	$15,021.36	$390,555
K	714	188.705	$15,096.40	$392,506
K	715	189.649	$15,171.92	$394,470
K	716	190.597	$15,247.76	$396,442
K	717	191.550	$15,324.00	$398,424
K	718	192.508	$15,400.64	$400,417
K	719	193.471	$15,477.68	$402,420
K	720	194.438	$15,555.04	$404,431
K	721	195.410	$15,632.80	$406,453
K	722	196.387	$15,710.96	$408,485
K	723	197.368	$15,789.44	$410,525
K	724	198.355	$15,868.40	$412,578
K	725	199.347	$15,947.76	$414,642

SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER
EFFECTIVE DECEMBER 1, 2015

Grade	Step	Hourly	New Biweekly	New Annual
K	726	200.343	$16,027.44	$416,713
K	727	201.344	$16,107.52	$418,796
K	728	202.352	$16,188.16	$420,892
K	729	203.364	$16,269.12	$422,997
K	730	204.379	$16,350.32	$425,108
K	731	205.403	$16,432.24	$427,238
K	732	206.429	$16,514.32	$429,372
K	733	207.462	$16,596.96	$431,521
K	734	208.497	$16,679.76	$433,674
K	735	209.541	$16,763.28	$435,845
K	736	210.589	$16,847.12	$438,025
K	737	211.642	$16,931.36	$440,215
K	738	212.701	$17,016.08	$442,418
K	739	213.764	$17,101.12	$444,629
K	740	214.832	$17,186.56	$446,851
K	741	215.906	$17,272.48	$449,084
K	742	216.987	$17,358.96	$451,333
K	743	218.072	$17,445.76	$453,590
K	744	219.160	$17,532.80	$455,853
K	745	220.257	$17,620.56	$458,135
K	746	221.357	$17,708.56	$460,423
K	747	222.465	$17,797.20	$462,727
K	748	223.578	$17,886.24	$465,042
K	749	224.696	$17,975.68	$467,368
K	750	225.820	$18,065.60	$469,706
K	751	226.949	$18,155.92	$472,054
K	752	228.084	$18,246.72	$474,415
K	753	229.226	$18,338.08	$476,790
K	754	230.372	$18,429.76	$479,174
K	755	231.524	$18,521.92	$481,570
K	756	232.682	$18,614.56	$483,979
K	757	233.845	$18,707.60	$486,398
K	758	235.015	$18,801.20	$488,831
K	759	236.189	$18,895.12	$491,273
K	760	237.370	$18,989.60	$493,730
K	761	238.558	$19,084.64	$496,201

Grade	Step	Hourly	New Biweekly	New Annual
K	762	239.751	$19,180.08	$498,682
K	763	240.950	$19,276.00	$501,176
K	764	242.153	$19,372.24	$503,678
K	765	243.365	$19,469.20	$506,199
K	766	244.582	$19,566.56	$508,731
K	767	245.805	$19,664.40	$511,274
K	768	247.034	$19,762.72	$513,831
K	769	248.268	$19,861.44	$516,397
K	770	249.510	$19,960.80	$518,981
K	771	250.757	$20,060.56	$521,575
K	772	252.011	$20,160.88	$524,183
K	773	253.272	$20,261.76	$526,806
K	774	254.538	$20,363.04	$529,439
K	775	255.811	$20,464.88	$532,087
K	776	257.090	$20,567.20	$534,747
K	777	258.375	$20,670.00	$537,420
K	778	259.668	$20,773.44	$540,109
K	779	260.965	$20,877.20	$542,807
K	780	262.270	$20,981.60	$545,522
K	781	263.581	$21,086.48	$548,248
K	782	264.899	$21,191.92	$550,990
K	783	266.224	$21,297.92	$553,746
K	784	267.555	$21,404.40	$556,514
K	785	268.892	$21,511.36	$559,295
K	786	270.237	$21,618.96	$562,093
K	787	271.588	$21,727.04	$564,903
K	788	272.946	$21,835.68	$567,728
K	789	274.312	$21,944.96	$570,569
K	790	275.684	$22,054.72	$573,423
K	791	277.062	$22,164.96	$576,289
K	792	278.446	$22,275.68	$579,168
K	793	279.838	$22,387.04	$582,063
K	794	281.236	$22,498.88	$584,971
K	795	282.644	$22,611.52	$587,900
K	796	284.057	$22,724.56	$590,839
K	797	285.478	$22,838.24	$593,794

SCHEDULE XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 DOCTORS COUNCIL
STROGER HOSPITAL / CORE CENTER
EFFECTIVE DECEMBER 1, 2015

Grade	Step	Hourly	New Biweekly	New Annual
K	798	286.904	$22,952.32	$596,760
K	799	288.340	$23,067.20	$599,747
K	800	289.781	$23,182.48	$602,744
K	801	291.229	$23,298.32	$605,756
K	802	292.686	$23,414.88	$608,787
K	803	294.149	$23,531.92	$611,830
K	804	295.619	$23,649.52	$614,888
K	805	297.098	$23,767.84	$617,964
K	806	298.585	$23,886.80	$621,057
K	807	300.077	$24,006.16	$624,160
K	808	301.577	$24,126.16	$627,280
K	809	303.086	$24,246.88	$630,419
K	810	304.602	$24,368.16	$633,572
K	811	306.123	$24,489.84	$636,736
K	812	307.655	$24,612.40	$639,922
K	813	309.193	$24,735.44	$643,121
K	814	310.739	$24,859.12	$646,337
K	815	312.291	$24,983.28	$649,565
K	816	313.853	$25,108.24	$652,814
K	817	315.423	$25,233.84	$656,080
K	818	317.001	$25,360.08	$659,362
K	819	318.586	$25,486.88	$662,659
K	820	320.179	$25,614.32	$665,972
K	821	321.780	$25,742.40	$669,302
K	822	323.390	$25,871.20	$672,651
K	823	325.007	$26,000.56	$676,015
K	824	326.632	$26,130.56	$679,395
K	825	328.265	$26,261.20	$682,791
K	826	329.906	$26,392.48	$686,204
K	827	331.556	$26,524.48	$689,636
K	828	333.214	$26,657.12	$693,085
K	829	334.879	$26,790.32	$696,548
K	830	336.554	$26,924.32	$700,032

EFFECTIVE DECEMBER 1, 2015

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

Grade		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	7TH STEP	8TH STEP
E1	Hourly	86.457	88.620	90.834	93.106	95.433	97.817	100.263	102.771
	Bi-Weekly	6,916.56	7,089.60	7,266.72	7,448.48	7,634.64	7,825.36	8,021.04	8,221.68
	Annual	179,831	184,330	188,935	193,660	198,501	203,459	208,547	213,764
E2	Hourly	88.620	90.834	93.106	95.433	97.817	100.263	102.771	
	Bi-Weekly	7,089.60	7,266.72	7,448.48	7,634.64	7,825.36	8,021.04	8,221.68	
	Annual	184,330	188,935	193,660	198,501	203,459	208,547	213,764	
E3	Hourly	90.834	93.106	95.433	97.817	100.263	102.771		
	Bi-Weekly	7,266.72	7,448.48	7,634.64	7,825.36	8,021.04	8,221.68		
	Annual	188,935	193,660	198,501	203,459	208,547	213,764		
E4	Hourly	93.106	95.433	97.817	100.263	102.771			
	Bi-Weekly	7,448.48	7,634.64	7,825.36	8,021.04	8,221.68			
	Annual	193,660	198,501	203,459	208,547	213,764			
E5	Hourly	95.433	97.817	100.263	102.771				
	Bi-Weekly	7,634.64	7,825.36	8,021.04	8,221.68				
	Annual	198,501	203,459	208,547	213,764				
E6	Hourly	97.817	100.263	102.771					
	Bi-Weekly	7,825.36	8,021.04	8,221.68					
	Annual	203,459	208,547	213,764					
E7	Hourly	100.263	102.771						
	Bi-Weekly	8,021.04	8,221.68						
	Annual	208,547	213,764						

Job Code 1743 E1 – 0-3 years f/t experience post Forensic Fellowship Training
Job Code 6030 E2 – 4-6 years
Job Code 6031 E3 – 7-9 years
Job Code 6032 E4 – 10-12 years
Job Code 6033 E5 – 13-15 years
Job Code 6034 E6 – 16-19 years
Job Code 6035 E7 – 19 years and over

EFFECTIVE DECEMBER 1, 2015

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

Grade		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	7TH STEP	8TH STEP
E8	Hourly	92.937	95.260	97.642	100.083	102.585	105.150	107.779	110.473
	Bi-Weekly	7,434.96	7,620.80	7,811.36	8,006.64	8,206.80	8,412.00	8,622.32	8,837.84
	Annual	193,309	198,141	203,095	208,173	213,377	218,712	224,180	229,784
E9	Hourly	95.260	97.642	100.083	102.585	105.150	107.779	110.473	
	Bi-Weekly	7,620.80	7,811.36	8,006.64	8,206.80	8,412.00	8,622.32	8,837.84	
	Annual	198,141	203,095	208,173	213,377	218,712	224,180	229,784	
E10	Hourly	97.642	100.083	102.585	105.150	107.779	110.473		
	Bi-Weekly	7,811.36	8,006.64	8,206.80	8,412.00	8,622.32	8,837.84		
	Annual	203,095	208,173	213,377	218,712	224,180	229,784		
E11	Hourly	100.083	102.585	105.150	107.779	110.473			
	Bi-Weekly	8,006.64	8,206.80	8,412.00	8,622.32	8,837.84			
	Annual	208,173	213,377	218,712	224,180	229,784			
E12	Hourly	102.585	105.150	107.779	110.473				
	Bi-Weekly	8,206.80	8,412.00	8,622.32	8,837.84				
	Annual	213,377	218,712	224,180	229,784				
E13	Hourly	105.150	107.779	110.473					
	Bi-Weekly	8,412.00	8,622.32	8,837.84					
	Annual	218,712	224,180	229,784					
E14	Hourly	107.779	110.473						
	Bi-Weekly	8,622.32	8,837.84						
	Annual	224,180	229,784						

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

EFFECTIVE: DECEMBER 1, 2015

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

Job Code	Title	Grade	Hourly Salary	Bi-Weekly Salary	Annual Salary
2444	Boiler Washer	X	35.303	$2,824.24	$73,430
2443	Fireman	X	35.303	$2,824.24	$73,430
2446	Fireman Helper	X	33.776	$2,702.08	$70,254
2445	Mechanical Assistant	X	35.303	$2,824.24	$73,430

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 salary step in which the job has been placed. Advanced step hiring above the entry rate for the grade requires a written letter of justification to the Chief, Bureau of Human Resources.

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 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 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 of the Calendar Year following the employee's anniversary date.

C. Eligibility for longevity bonus will be given when an employee reaches the maximum step for the occupation classification of the position. The Longevity pay will be given on the anniversary day of the employee and is determined by the number of years of service at Cook County. The bonus is based on the salary group in which an employee's rate resides and the years of service. (See table)

			YEARS OF SERVICE CONTINOUS WITH COUNTY ONLY			
SALARY RANGE IN 1,000s	EXAMPLE	EVALUATION BONUS	10	15	20	25
1-19.99K	$ 10,000.00	2.00%	$ 500.00	$ 600.00	$ 700.00	$ 800.00
20-29.99K	$ 20,000.00	2.00%	$ 500.00	$ 600.00	$ 700.00	$ 800.00
30K - 39.99K	$ 30,000.00	2.00%	$ 600.00	$ 700.00	$ 800.00	$ 900.00
40K - 49.99K	$ 40,000.00	2.00%	$ 800.00	$ 900.00	$ 1,000.00	$ 1,100.00
50K -59.99K	$ 50,000.00	2.00%	$ 1,000.00	$ 1,100.00	$ 1,200.00	$ 1,300.00
60K - 69.99K	$ 60,000.00	2.00%	$ 1,200.00	$ 1,300.00	$ 1,400.00	$ 1,500.00
70K - 79.99K	$ 70,000.00	2.00%	$ 1,400.00	$ 1,500.00	$ 1,600.00	$ 1,700.00
80K - 89.99K	$ 80,000.00	2.00%	$ 1,600.00	$ 1,700.00	$ 1,800.00	$ 1,900.00
90K - 99.99K	$ 90,000.00	2.00%	$ 1,800.00	$ 1,900.00	$ 2,000.00	$ 2,100.00
100K <	$ 100,000.00	2.00%	$ 2,000.00	$ 2,100.00	$ 2,200.00	$ 2,300.00
EXCEPT K12, 024, AND ANY OTHER EXECUTIVE LEVEL POSITION						

D. Advanced Step progression is limited to 5 steps within the grade. Any movement above 5 steps requires a written letter of justification to the Chief, Bureau of Human Resources.

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.

No salary shall be raised without written approval from the Chief, Bureau of Human Resources.

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 appointment 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 increase at least 10 steps above the salary received at the time the promotion is made, provided that:

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

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

C. 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 to which he or she is being promoted.

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

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 another:

A. An employee demoted to a position in a lower salary grade shall have the salary adjusted in the new position to the rate that is equal to 10 steps per grade lower than the current step but not lower than the lowest rate of the grade for the new job. 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.

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 of the lower classification, the employee shall be entitled to further step advancement.

An employee whose position is reclassified to a higher classification shall be entitled to placement in the step of the new salary grade which will provide a salary increase of at least 10 steps above the salary received at the time of the reclassification, so long as the new salary is not below the first step or does not exceed the maximum established for the grade. Such action will change the employee's anniversary date.

VIII. INTERIM ASSIGNMENT

An employee may be temporarily assigned to perform and be held accountable for all of the duties that distinguish a specific higher graded position. All such assignments must be pre-approved in writing by the Chief, Bureau of Human Resources and the Budget Director. 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 Chief, Bureau of Human Resources and the Budget Director but should not exceed nine (9) months.

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

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

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

IX. SALARY RATES BASED UPON FULL-TIME EMPLOYMENT

The salary rates prescribed in the Salary Schedule are fixed on the basis of full-time service for normal work weeks of 40 hours. 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.

X. SALARIES AND WAGES OF EXTRA EMPLOYEES

Titles and grades of employees on the Extra Account (Account 130) shall be the same as positions on the 110 Account unless authorized in advance by the Chief, Bureau of Human Resources. All such positions shall conform to the provisions of these resolutions.

XI. CONTINUITY OF SERVICE

Absence from 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.

XII. 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 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 Facilities, 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 Chief, Bureau of Human Resources.

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	09	101	8.872	$709.76	$18,454
NONE	09	102	8.914	$713.12	$18,541
NONE	09	103	8.959	$716.72	$18,635
NONE	09	104	9.004	$720.32	$18,728
NONE	09	105	9.049	$723.92	$18,822
NONE	09	106	9.094	$727.52	$18,916
NONE	09	107	9.140	$731.20	$19,011
NONE	09	108	9.185	$734.80	$19,105
NONE	09	109	9.232	$738.56	$19,203
NONE	09	110	9.279	$742.32	$19,300
NONE	09	111	9.325	$746.00	$19,396
NONE	09	112	9.371	$749.68	$19,492
NONE	09	113	9.417	$753.36	$19,587
NONE	09	114	9.465	$757.20	$19,687
NONE	09	115	9.513	$761.04	$19,787
NONE	09	116	9.559	$764.72	$19,883
NONE	09	117	9.607	$768.56	$19,983
NONE	09	118	9.654	$772.32	$20,080
NONE	09	119	9.703	$776.24	$20,182
NONE	09	120	9.752	$780.16	$20,284
NONE	09	121	9.800	$784.00	$20,384
NONE	09	122	9.849	$787.92	$20,486
NONE	09	123	9.899	$791.92	$20,590
NONE	09	124	9.948	$795.84	$20,692
NONE	09	125	9.998	$799.84	$20,796
NONE	09	126	10.048	$803.84	$20,900
NONE	09	127	10.097	$807.76	$21,002
NONE	09	128	10.148	$811.84	$21,108
NONE	09	129	10.200	$816.00	$21,216
NONE	09	130	10.251	$820.08	$21,322
NONE	09	131	10.301	$824.08	$21,426
NONE	09	132	10.353	$828.24	$21,534
NONE	09	133	10.405	$832.40	$21,642
NONE	09	134	10.457	$836.56	$21,751
NONE	09	135	10.509	$840.72	$21,859
NONE	09	136	10.561	$844.88	$21,967
NONE	09	137	10.614	$849.12	$22,077
NONE	09	138	10.667	$853.36	$22,187
NONE	09	139	10.721	$857.68	$22,300

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	09	140	10.773	$861.84	$22,408
NONE	09	141	10.827	$866.16	$22,520
NONE	09	142	10.882	$870.56	$22,635
NONE	09	143	10.937	$874.96	$22,749
NONE	09	144	10.992	$879.36	$22,863
NONE	09	145	11.047	$883.76	$22,978
NONE	09	146	11.102	$888.16	$23,092
NONE	09	147	11.157	$892.56	$23,207
NONE	09	148	11.212	$896.96	$23,321
NONE	09	149	11.269	$901.52	$23,440
NONE	09	150	11.325	$906.00	$23,556
NONE	09	151	11.382	$910.56	$23,675
NONE	09	152	11.439	$915.12	$23,793
NONE	09	153	11.496	$919.68	$23,912
NONE	09	154	11.555	$924.40	$24,034
NONE	09	155	11.612	$928.96	$24,153
NONE	09	156	11.670	$933.60	$24,274
NONE	09	157	11.728	$938.24	$24,394
NONE	09	158	11.788	$943.04	$24,519
NONE	09	159	11.846	$947.68	$24,640
NONE	09	160	11.905	$952.40	$24,762
NONE	09	161	11.965	$957.20	$24,887
NONE	09	162	12.025	$962.00	$25,012
NONE	09	163	12.084	$966.72	$25,135
NONE	09	164	12.145	$971.60	$25,262
NONE	09	165	12.205	$976.40	$25,386
NONE	09	166	12.267	$981.36	$25,515
NONE	09	167	12.327	$986.16	$25,640
NONE	09	168	12.390	$991.20	$25,771
NONE	09	169	12.452	$996.16	$25,900
NONE	09	170	12.513	$1,001.04	$26,027
NONE	09	171	12.576	$1,006.08	$26,158
NONE	09	172	12.641	$1,011.28	$26,293
NONE	09	173	12.703	$1,016.24	$26,422
NONE	09	174	12.766	$1,021.28	$26,553
NONE	09	175	12.830	$1,026.40	$26,686
NONE	09	176	12.894	$1,031.52	$26,820
NONE	09	177	12.958	$1,036.64	$26,953
NONE	09	178	13.023	$1,041.84	$27,088

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	09	179	13.089	$1,047.12	$27,225
NONE	09	180	13.154	$1,052.32	$27,360
NONE	09	181	13.219	$1,057.52	$27,496
NONE	09	182	13.284	$1,062.72	$27,631
NONE	09	183	13.353	$1,068.24	$27,774
NONE	09	184	13.419	$1,073.52	$27,912
NONE	09	185	13.484	$1,078.72	$28,047
NONE	09	186	13.554	$1,084.32	$28,192
NONE	09	187	13.621	$1,089.68	$28,332
NONE	09	188	13.688	$1,095.04	$28,471
NONE	09	189	13.759	$1,100.72	$28,619
NONE	09	190	13.827	$1,106.16	$28,760
NONE	09	191	13.896	$1,111.68	$28,904
NONE	09	192	13.966	$1,117.28	$29,049
NONE	09	193	14.035	$1,122.80	$29,193
NONE	09	194	14.105	$1,128.40	$29,338
NONE	09	195	14.175	$1,134.00	$29,484
NONE	09	196	14.245	$1,139.60	$29,630
NONE	09	197	14.318	$1,145.44	$29,781
NONE	09	198	14.388	$1,151.04	$29,927
NONE	09	199	14.462	$1,156.96	$30,081
NONE	09	200	14.534	$1,162.72	$30,231
NONE	09	201	14.606	$1,168.48	$30,380
NONE	09	202	14.680	$1,174.40	$30,534
NONE	09	203	14.753	$1,180.24	$30,686
NONE	09	204	14.827	$1,186.16	$30,840
NONE	09	205	14.901	$1,192.08	$30,994
NONE	09	206	14.976	$1,198.08	$31,150
NONE	09	207	15.049	$1,203.92	$31,302
NONE	09	208	15.127	$1,210.16	$31,464
NONE	09	209	15.201	$1,216.08	$31,618
NONE	09	210	15.278	$1,222.24	$31,778
NONE	09	211	15.355	$1,228.40	$31,938
NONE	09	212	15.431	$1,234.48	$32,096
NONE	09	213	15.509	$1,240.72	$32,259
NONE	09	214	15.587	$1,246.96	$32,421
NONE	09	215	15.664	$1,253.12	$32,581
NONE	09	216	15.743	$1,259.44	$32,745
NONE	09	217	15.822	$1,265.76	$32,910

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	09	218	15.900	$1,272.00	$33,072
NONE	09	219	15.980	$1,278.40	$33,238
NONE	09	220	16.061	$1,284.88	$33,407
NONE	09	221	16.139	$1,291.12	$33,569
NONE	09	222	16.221	$1,297.68	$33,740
NONE	09	223	16.302	$1,304.16	$33,908
NONE	09	224	16.384	$1,310.72	$34,079
NONE	09	225	16.465	$1,317.20	$34,247
NONE	09	226	16.547	$1,323.76	$34,418
NONE	09	227	16.630	$1,330.40	$34,590
NONE	09	228	16.715	$1,337.20	$34,767
NONE	09	229	16.797	$1,343.76	$34,938
NONE	09	230	16.881	$1,350.48	$35,112
NONE	09	231	16.966	$1,357.28	$35,289
NONE	09	232	17.050	$1,364.00	$35,464
NONE	09	233	17.135	$1,370.80	$35,641
NONE	09	234	17.222	$1,377.76	$35,822
NONE	09	235	17.307	$1,384.56	$35,999
NONE	09	236	17.394	$1,391.52	$36,180
NONE	09	237	17.482	$1,398.56	$36,363
NONE	09	238	17.570	$1,405.60	$36,546
NONE	09	239	17.656	$1,412.48	$36,724
NONE	09	240	17.745	$1,419.60	$36,910
NONE	09	241	17.834	$1,426.72	$37,095
NONE	09	242	17.923	$1,433.84	$37,280
NONE	09	243	18.011	$1,440.88	$37,463
NONE	09	244	18.102	$1,448.16	$37,652
NONE	09	245	18.193	$1,455.44	$37,841
NONE	09	246	18.284	$1,462.72	$38,031
NONE	09	247	18.375	$1,470.00	$38,220
NONE	09	248	18.466	$1,477.28	$38,409
NONE	09	249	18.558	$1,484.64	$38,601
NONE	09	250	18.651	$1,492.08	$38,794
NONE	09	251	18.745	$1,499.60	$38,990
NONE	09	252	18.838	$1,507.04	$39,183
NONE	09	253	18.932	$1,514.56	$39,379
NONE	09	254	19.027	$1,522.16	$39,576
NONE	09	255	19.121	$1,529.68	$39,772
NONE	09	256	19.218	$1,537.44	$39,973

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	09	257	19.314	$1,545.12	$40,173
NONE	09	258	19.410	$1,552.80	$40,373
NONE	09	259	19.509	$1,560.72	$40,579
NONE	09	260	19.605	$1,568.40	$40,778
NONE	09	261	19.703	$1,576.24	$40,982
NONE	09	262	19.801	$1,584.08	$41,186
NONE	09	263	19.901	$1,592.08	$41,394
NONE	09	264	20.000	$1,600.00	$41,600
NONE	09	265L	20.101	$1,608.08	$41,810
NONE	09	266L	20.201	$1,616.08	$42,018
NONE	09	267L	20.301	$1,624.08	$42,226
NONE	09	268L	20.403	$1,632.24	$42,438
NONE	10	186	13.554	$1,084.32	$28,192
NONE	10	187	13.621	$1,089.68	$28,332
NONE	10	188	13.688	$1,095.04	$28,471
NONE	10	189	13.759	$1,100.72	$28,619
NONE	10	190	13.827	$1,106.16	$28,760
NONE	10	191	13.896	$1,111.68	$28,904
NONE	10	192	13.966	$1,117.28	$29,049
NONE	10	193	14.035	$1,122.80	$29,193
NONE	10	194	14.105	$1,128.40	$29,338
NONE	10	195	14.175	$1,134.00	$29,484
NONE	10	196	14.245	$1,139.60	$29,630
NONE	10	197	14.318	$1,145.44	$29,781
NONE	10	198	14.388	$1,151.04	$29,927
NONE	10	199	14.462	$1,156.96	$30,081
NONE	10	200	14.534	$1,162.72	$30,231
NONE	10	201	14.606	$1,168.48	$30,380
NONE	10	202	14.680	$1,174.40	$30,534
NONE	10	203	14.753	$1,180.24	$30,686
NONE	10	204	14.827	$1,186.16	$30,840
NONE	10	205	14.901	$1,192.08	$30,994
NONE	10	206	14.976	$1,198.08	$31,150
NONE	10	207	15.049	$1,203.92	$31,302
NONE	10	208	15.127	$1,210.16	$31,464
NONE	10	209	15.201	$1,216.08	$31,618
NONE	10	210	15.278	$1,222.24	$31,778
NONE	10	211	15.355	$1,228.40	$31,938
NONE	10	212	15.431	$1,234.48	$32,096

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	10	213	15.509	$1,240.72	$32,259
NONE	10	214	15.587	$1,246.96	$32,421
NONE	10	215	15.664	$1,253.12	$32,581
NONE	10	216	15.743	$1,259.44	$32,745
NONE	10	217	15.822	$1,265.76	$32,910
NONE	10	218	15.900	$1,272.00	$33,072
NONE	10	219	15.980	$1,278.40	$33,238
NONE	10	220	16.061	$1,284.88	$33,407
NONE	10	221	16.139	$1,291.12	$33,569
NONE	10	222	16.221	$1,297.68	$33,740
NONE	10	223	16.302	$1,304.16	$33,908
NONE	10	224	16.384	$1,310.72	$34,079
NONE	10	225	16.465	$1,317.20	$34,247
NONE	10	226	16.547	$1,323.76	$34,418
NONE	10	227	16.630	$1,330.40	$34,590
NONE	10	228	16.715	$1,337.20	$34,767
NONE	10	229	16.797	$1,343.76	$34,938
NONE	10	230	16.881	$1,350.48	$35,112
NONE	10	231	16.966	$1,357.28	$35,289
NONE	10	232	17.050	$1,364.00	$35,464
NONE	10	233	17.135	$1,370.80	$35,641
NONE	10	234	17.222	$1,377.76	$35,822
NONE	10	235	17.307	$1,384.56	$35,999
NONE	10	236	17.394	$1,391.52	$36,180
NONE	10	237	17.482	$1,398.56	$36,363
NONE	10	238	17.570	$1,405.60	$36,546
NONE	10	239	17.656	$1,412.48	$36,724
NONE	10	240	17.745	$1,419.60	$36,910
NONE	10	241	17.834	$1,426.72	$37,095
NONE	10	242	17.923	$1,433.84	$37,280
NONE	10	243	18.011	$1,440.88	$37,463
NONE	10	244	18.102	$1,448.16	$37,652
NONE	10	245	18.193	$1,455.44	$37,841
NONE	10	246	18.284	$1,462.72	$38,031
NONE	10	247	18.375	$1,470.00	$38,220
NONE	10	248	18.466	$1,477.28	$38,409
NONE	10	249	18.558	$1,484.64	$38,601
NONE	10	250	18.651	$1,492.08	$38,794
NONE	10	251	18.745	$1,499.60	$38,990

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	10	252	18.838	$1,507.04	$39,183
NONE	10	253	18.932	$1,514.56	$39,379
NONE	10	254	19.027	$1,522.16	$39,576
NONE	10	255	19.121	$1,529.68	$39,772
NONE	10	256	19.218	$1,537.44	$39,973
NONE	10	257	19.314	$1,545.12	$40,173
NONE	10	258	19.410	$1,552.80	$40,373
NONE	10	259	19.509	$1,560.72	$40,579
NONE	10	260	19.605	$1,568.40	$40,778
NONE	10	261	19.703	$1,576.24	$40,982
NONE	10	262	19.801	$1,584.08	$41,186
NONE	10	263	19.901	$1,592.08	$41,394
NONE	10	264	20.000	$1,600.00	$41,600
NONE	10	265	20.101	$1,608.08	$41,810
NONE	10	266	20.201	$1,616.08	$42,018
NONE	10	267	20.301	$1,624.08	$42,226
NONE	10	268	20.403	$1,632.24	$42,438
NONE	10	269	20.505	$1,640.40	$42,650
NONE	10	270	20.608	$1,648.64	$42,865
NONE	10	271	20.710	$1,656.80	$43,077
NONE	10	272	20.815	$1,665.20	$43,295
NONE	10	273	20.918	$1,673.44	$43,509
NONE	10	274	21.024	$1,681.92	$43,730
NONE	10	275	21.128	$1,690.24	$43,946
NONE	10	276	21.234	$1,698.72	$44,167
NONE	10	277	21.341	$1,707.28	$44,389
NONE	10	278	21.447	$1,715.76	$44,610
NONE	10	279L	21.555	$1,724.40	$44,834
NONE	10	280L	21.663	$1,733.04	$45,059
NONE	10	281L	21.770	$1,741.60	$45,282
NONE	10	282L	21.879	$1,750.32	$45,508
NONE	11	200	14.534	$1,162.72	$30,231
NONE	11	201	14.606	$1,168.48	$30,380
NONE	11	202	14.680	$1,174.40	$30,534
NONE	11	203	14.753	$1,180.24	$30,686
NONE	11	204	14.827	$1,186.16	$30,840
NONE	11	205	14.901	$1,192.08	$30,994
NONE	11	206	14.976	$1,198.08	$31,150
NONE	11	207	15.049	$1,203.92	$31,302

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	11	208	15.127	$1,210.16	$31,464
NONE	11	209	15.201	$1,216.08	$31,618
NONE	11	210	15.278	$1,222.24	$31,778
NONE	11	211	15.355	$1,228.40	$31,938
NONE	11	212	15.431	$1,234.48	$32,096
NONE	11	213	15.509	$1,240.72	$32,259
NONE	11	214	15.587	$1,246.96	$32,421
NONE	11	215	15.664	$1,253.12	$32,581
NONE	11	216	15.743	$1,259.44	$32,745
NONE	11	217	15.822	$1,265.76	$32,910
NONE	11	218	15.900	$1,272.00	$33,072
NONE	11	219	15.980	$1,278.40	$33,238
NONE	11	220	16.061	$1,284.88	$33,407
NONE	11	221	16.139	$1,291.12	$33,569
NONE	11	222	16.221	$1,297.68	$33,740
NONE	11	223	16.302	$1,304.16	$33,908
NONE	11	224	16.384	$1,310.72	$34,079
NONE	11	225	16.465	$1,317.20	$34,247
NONE	11	226	16.547	$1,323.76	$34,418
NONE	11	227	16.630	$1,330.40	$34,590
NONE	11	228	16.715	$1,337.20	$34,767
NONE	11	229	16.797	$1,343.76	$34,938
NONE	11	230	16.881	$1,350.48	$35,112
NONE	11	231	16.966	$1,357.28	$35,289
NONE	11	232	17.050	$1,364.00	$35,464
NONE	11	233	17.135	$1,370.80	$35,641
NONE	11	234	17.222	$1,377.76	$35,822
NONE	11	235	17.307	$1,384.56	$35,999
NONE	11	236	17.394	$1,391.52	$36,180
NONE	11	237	17.482	$1,398.56	$36,363
NONE	11	238	17.570	$1,405.60	$36,546
NONE	11	239	17.656	$1,412.48	$36,724
NONE	11	240	17.745	$1,419.60	$36,910
NONE	11	241	17.834	$1,426.72	$37,095
NONE	11	242	17.923	$1,433.84	$37,280
NONE	11	243	18.011	$1,440.88	$37,463
NONE	11	244	18.102	$1,448.16	$37,652
NONE	11	245	18.193	$1,455.44	$37,841
NONE	11	246	18.284	$1,462.72	$38,031

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	11	247	18.375	$1,470.00	$38,220
NONE	11	248	18.466	$1,477.28	$38,409
NONE	11	249	18.558	$1,484.64	$38,601
NONE	11	250	18.651	$1,492.08	$38,794
NONE	11	251	18.745	$1,499.60	$38,990
NONE	11	252	18.838	$1,507.04	$39,183
NONE	11	253	18.932	$1,514.56	$39,379
NONE	11	254	19.027	$1,522.16	$39,576
NONE	11	255	19.121	$1,529.68	$39,772
NONE	11	256	19.218	$1,537.44	$39,973
NONE	11	257	19.314	$1,545.12	$40,173
NONE	11	258	19.410	$1,552.80	$40,373
NONE	11	259	19.509	$1,560.72	$40,579
NONE	11	260	19.605	$1,568.40	$40,778
NONE	11	261	19.703	$1,576.24	$40,982
NONE	11	262	19.801	$1,584.08	$41,186
NONE	11	263	19.901	$1,592.08	$41,394
NONE	11	264	20.000	$1,600.00	$41,600
NONE	11	265	20.101	$1,608.08	$41,810
NONE	11	266	20.201	$1,616.08	$42,018
NONE	11	267	20.301	$1,624.08	$42,226
NONE	11	268	20.403	$1,632.24	$42,438
NONE	11	269	20.505	$1,640.40	$42,650
NONE	11	270	20.608	$1,648.64	$42,865
NONE	11	271	20.710	$1,656.80	$43,077
NONE	11	272	20.815	$1,665.20	$43,295
NONE	11	273	20.918	$1,673.44	$43,509
NONE	11	274	21.024	$1,681.92	$43,730
NONE	11	275	21.128	$1,690.24	$43,946
NONE	11	276	21.234	$1,698.72	$44,167
NONE	11	277	21.341	$1,707.28	$44,389
NONE	11	278	21.447	$1,715.76	$44,610
NONE	11	279	21.555	$1,724.40	$44,834
NONE	11	280	21.663	$1,733.04	$45,059
NONE	11	281	21.770	$1,741.60	$45,282
NONE	11	282	21.879	$1,750.32	$45,508
NONE	11	283	21.989	$1,759.12	$45,737
NONE	11	284	22.098	$1,767.84	$45,964
NONE	11	285	22.209	$1,776.72	$46,195

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	11	286	22.320	$1,785.60	$46,426
NONE	11	287	22.432	$1,794.56	$46,659
NONE	11	288	22.544	$1,803.52	$46,892
NONE	11	289	22.657	$1,812.56	$47,127
NONE	11	290	22.769	$1,821.52	$47,360
NONE	11	291	22.884	$1,830.72	$47,599
NONE	11	292	22.999	$1,839.92	$47,838
NONE	11	293L	23.114	$1,849.12	$48,077
NONE	11	294L	23.229	$1,858.32	$48,316
NONE	11	295L	23.347	$1,867.76	$48,562
NONE	11	296L	23.463	$1,877.04	$48,803
NONE	12	214	15.587	$1,246.96	$32,421
NONE	12	215	15.664	$1,253.12	$32,581
NONE	12	216	15.743	$1,259.44	$32,745
NONE	12	217	15.822	$1,265.76	$32,910
NONE	12	218	15.900	$1,272.00	$33,072
NONE	12	219	15.980	$1,278.40	$33,238
NONE	12	220	16.061	$1,284.88	$33,407
NONE	12	221	16.139	$1,291.12	$33,569
NONE	12	222	16.221	$1,297.68	$33,740
NONE	12	223	16.302	$1,304.16	$33,908
NONE	12	224	16.384	$1,310.72	$34,079
NONE	12	225	16.465	$1,317.20	$34,247
NONE	12	226	16.547	$1,323.76	$34,418
NONE	12	227	16.630	$1,330.40	$34,590
NONE	12	228	16.715	$1,337.20	$34,767
NONE	12	229	16.797	$1,343.76	$34,938
NONE	12	230	16.881	$1,350.48	$35,112
NONE	12	231	16.966	$1,357.28	$35,289
NONE	12	232	17.050	$1,364.00	$35,464
NONE	12	233	17.135	$1,370.80	$35,641
NONE	12	234	17.222	$1,377.76	$35,822
NONE	12	235	17.307	$1,384.56	$35,999
NONE	12	236	17.394	$1,391.52	$36,180
NONE	12	237	17.482	$1,398.56	$36,363
NONE	12	238	17.570	$1,405.60	$36,546
NONE	12	239	17.656	$1,412.48	$36,724
NONE	12	240	17.745	$1,419.60	$36,910
NONE	12	241	17.834	$1,426.72	$37,095

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	12	242	17.923	$1,433.84	$37,280
NONE	12	243	18.011	$1,440.88	$37,463
NONE	12	244	18.102	$1,448.16	$37,652
NONE	12	245	18.193	$1,455.44	$37,841
NONE	12	246	18.284	$1,462.72	$38,031
NONE	12	247	18.375	$1,470.00	$38,220
NONE	12	248	18.466	$1,477.28	$38,409
NONE	12	249	18.558	$1,484.64	$38,601
NONE	12	250	18.651	$1,492.08	$38,794
NONE	12	251	18.745	$1,499.60	$38,990
NONE	12	252	18.838	$1,507.04	$39,183
NONE	12	253	18.932	$1,514.56	$39,379
NONE	12	254	19.027	$1,522.16	$39,576
NONE	12	255	19.121	$1,529.68	$39,772
NONE	12	256	19.218	$1,537.44	$39,973
NONE	12	257	19.314	$1,545.12	$40,173
NONE	12	258	19.410	$1,552.80	$40,373
NONE	12	259	19.509	$1,560.72	$40,579
NONE	12	260	19.605	$1,568.40	$40,778
NONE	12	261	19.703	$1,576.24	$40,982
NONE	12	262	19.801	$1,584.08	$41,186
NONE	12	263	19.901	$1,592.08	$41,394
NONE	12	264	20.000	$1,600.00	$41,600
NONE	12	265	20.101	$1,608.08	$41,810
NONE	12	266	20.201	$1,616.08	$42,018
NONE	12	267	20.301	$1,624.08	$42,226
NONE	12	268	20.403	$1,632.24	$42,438
NONE	12	269	20.505	$1,640.40	$42,650
NONE	12	270	20.608	$1,648.64	$42,865
NONE	12	271	20.710	$1,656.80	$43,077
NONE	12	272	20.815	$1,665.20	$43,295
NONE	12	273	20.918	$1,673.44	$43,509
NONE	12	274	21.024	$1,681.92	$43,730
NONE	12	275	21.128	$1,690.24	$43,946
NONE	12	276	21.234	$1,698.72	$44,167
NONE	12	277	21.341	$1,707.28	$44,389
NONE	12	278	21.447	$1,715.76	$44,610
NONE	12	279	21.555	$1,724.40	$44,834
NONE	12	280	21.663	$1,733.04	$45,059

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	12	281	21.770	$1,741.60	$45,282
NONE	12	282	21.879	$1,750.32	$45,508
NONE	12	283	21.989	$1,759.12	$45,737
NONE	12	284	22.098	$1,767.84	$45,964
NONE	12	285	22.209	$1,776.72	$46,195
NONE	12	286	22.320	$1,785.60	$46,426
NONE	12	287	22.432	$1,794.56	$46,659
NONE	12	288	22.544	$1,803.52	$46,892
NONE	12	289	22.657	$1,812.56	$47,127
NONE	12	290	22.769	$1,821.52	$47,360
NONE	12	291	22.884	$1,830.72	$47,599
NONE	12	292	22.999	$1,839.92	$47,838
NONE	12	293	23.114	$1,849.12	$48,077
NONE	12	294	23.229	$1,858.32	$48,316
NONE	12	295	23.347	$1,867.76	$48,562
NONE	12	296	23.463	$1,877.04	$48,803
NONE	12	297	23.579	$1,886.32	$49,044
NONE	12	298	23.698	$1,895.84	$49,292
NONE	12	299	23.816	$1,905.28	$49,537
NONE	12	300	23.934	$1,914.72	$49,783
NONE	12	301	24.056	$1,924.48	$50,036
NONE	12	302	24.175	$1,934.00	$50,284
NONE	12	303	24.295	$1,943.60	$50,534
NONE	12	304	24.417	$1,953.36	$50,787
NONE	12	305	24.538	$1,963.04	$51,039
NONE	12	306	24.662	$1,972.96	$51,297
NONE	12	307L	24.784	$1,982.72	$51,551
NONE	12	308L	24.910	$1,992.80	$51,813
NONE	12	309L	25.034	$2,002.72	$52,071
NONE	12	310L	25.159	$2,012.72	$52,331
NONE	13	228	16.715	$1,337.20	$34,767
NONE	13	229	16.797	$1,343.76	$34,938
NONE	13	230	16.881	$1,350.48	$35,112
NONE	13	231	16.966	$1,357.28	$35,289
NONE	13	232	17.050	$1,364.00	$35,464
NONE	13	233	17.135	$1,370.80	$35,641
NONE	13	234	17.222	$1,377.76	$35,822
NONE	13	235	17.307	$1,384.56	$35,999
NONE	13	236	17.394	$1,391.52	$36,180

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	13	237	17.482	$1,398.56	$36,363
NONE	13	238	17.570	$1,405.60	$36,546
NONE	13	239	17.656	$1,412.48	$36,724
NONE	13	240	17.745	$1,419.60	$36,910
NONE	13	241	17.834	$1,426.72	$37,095
NONE	13	242	17.923	$1,433.84	$37,280
NONE	13	243	18.011	$1,440.88	$37,463
NONE	13	244	18.102	$1,448.16	$37,652
NONE	13	245	18.193	$1,455.44	$37,841
NONE	13	246	18.284	$1,462.72	$38,031
NONE	13	247	18.375	$1,470.00	$38,220
NONE	13	248	18.466	$1,477.28	$38,409
NONE	13	249	18.558	$1,484.64	$38,601
NONE	13	250	18.651	$1,492.08	$38,794
NONE	13	251	18.745	$1,499.60	$38,990
NONE	13	252	18.838	$1,507.04	$39,183
NONE	13	253	18.932	$1,514.56	$39,379
NONE	13	254	19.027	$1,522.16	$39,576
NONE	13	255	19.121	$1,529.68	$39,772
NONE	13	256	19.218	$1,537.44	$39,973
NONE	13	257	19.314	$1,545.12	$40,173
NONE	13	258	19.410	$1,552.80	$40,373
NONE	13	259	19.509	$1,560.72	$40,579
NONE	13	260	19.605	$1,568.40	$40,778
NONE	13	261	19.703	$1,576.24	$40,982
NONE	13	262	19.801	$1,584.08	$41,186
NONE	13	263	19.901	$1,592.08	$41,394
NONE	13	264	20.000	$1,600.00	$41,600
NONE	13	265	20.101	$1,608.08	$41,810
NONE	13	266	20.201	$1,616.08	$42,018
NONE	13	267	20.301	$1,624.08	$42,226
NONE	13	268	20.403	$1,632.24	$42,438
NONE	13	269	20.505	$1,640.40	$42,650
NONE	13	270	20.608	$1,648.64	$42,865
NONE	13	271	20.710	$1,656.80	$43,077
NONE	13	272	20.815	$1,665.20	$43,295
NONE	13	273	20.918	$1,673.44	$43,509
NONE	13	274	21.024	$1,681.92	$43,730
NONE	13	275	21.128	$1,690.24	$43,946

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	13	276	21.234	$1,698.72	$44,167
NONE	13	277	21.341	$1,707.28	$44,389
NONE	13	278	21.447	$1,715.76	$44,610
NONE	13	279	21.555	$1,724.40	$44,834
NONE	13	280	21.663	$1,733.04	$45,059
NONE	13	281	21.770	$1,741.60	$45,282
NONE	13	282	21.879	$1,750.32	$45,508
NONE	13	283	21.989	$1,759.12	$45,737
NONE	13	284	22.098	$1,767.84	$45,964
NONE	13	285	22.209	$1,776.72	$46,195
NONE	13	286	22.320	$1,785.60	$46,426
NONE	13	287	22.432	$1,794.56	$46,659
NONE	13	288	22.544	$1,803.52	$46,892
NONE	13	289	22.657	$1,812.56	$47,127
NONE	13	290	22.769	$1,821.52	$47,360
NONE	13	291	22.884	$1,830.72	$47,599
NONE	13	292	22.999	$1,839.92	$47,838
NONE	13	293	23.114	$1,849.12	$48,077
NONE	13	294	23.229	$1,858.32	$48,316
NONE	13	295	23.347	$1,867.76	$48,562
NONE	13	296	23.463	$1,877.04	$48,803
NONE	13	297	23.579	$1,886.32	$49,044
NONE	13	298	23.698	$1,895.84	$49,292
NONE	13	299	23.816	$1,905.28	$49,537
NONE	13	300	23.934	$1,914.72	$49,783
NONE	13	301	24.056	$1,924.48	$50,036
NONE	13	302	24.175	$1,934.00	$50,284
NONE	13	303	24.295	$1,943.60	$50,534
NONE	13	304	24.417	$1,953.36	$50,787
NONE	13	305	24.538	$1,963.04	$51,039
NONE	13	306	24.662	$1,972.96	$51,297
NONE	13	307	24.784	$1,982.72	$51,551
NONE	13	308	24.910	$1,992.80	$51,813
NONE	13	309	25.034	$2,002.72	$52,071
NONE	13	310	25.159	$2,012.72	$52,331
NONE	13	311	25.284	$2,022.72	$52,591
NONE	13	312	25.412	$2,032.96	$52,857
NONE	13	313	25.538	$2,043.04	$53,119
NONE	13	314	25.666	$2,053.28	$53,385

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	13	315	25.794	$2,063.52	$53,652
NONE	13	316	25.922	$2,073.76	$53,918
NONE	13	317	26.052	$2,084.16	$54,188
NONE	13	318	26.182	$2,094.56	$54,459
NONE	13	319	26.314	$2,105.12	$54,733
NONE	13	320	26.445	$2,115.60	$55,006
NONE	13	321L	26.577	$2,126.16	$55,280
NONE	13	322L	26.711	$2,136.88	$55,559
NONE	13	323L	26.843	$2,147.44	$55,833
NONE	13	324L	26.979	$2,158.32	$56,116
NONE	14	242	17.923	$1,433.84	$37,280
NONE	14	243	18.011	$1,440.88	$37,463
NONE	14	244	18.102	$1,448.16	$37,652
NONE	14	245	18.193	$1,455.44	$37,841
NONE	14	246	18.284	$1,462.72	$38,031
NONE	14	247	18.375	$1,470.00	$38,220
NONE	14	248	18.466	$1,477.28	$38,409
NONE	14	249	18.558	$1,484.64	$38,601
NONE	14	250	18.651	$1,492.08	$38,794
NONE	14	251	18.745	$1,499.60	$38,990
NONE	14	252	18.838	$1,507.04	$39,183
NONE	14	253	18.932	$1,514.56	$39,379
NONE	14	254	19.027	$1,522.16	$39,576
NONE	14	255	19.121	$1,529.68	$39,772
NONE	14	256	19.218	$1,537.44	$39,973
NONE	14	257	19.314	$1,545.12	$40,173
NONE	14	258	19.410	$1,552.80	$40,373
NONE	14	259	19.509	$1,560.72	$40,579
NONE	14	260	19.605	$1,568.40	$40,778
NONE	14	261	19.703	$1,576.24	$40,982
NONE	14	262	19.801	$1,584.08	$41,186
NONE	14	263	19.901	$1,592.08	$41,394
NONE	14	264	20.000	$1,600.00	$41,600
NONE	14	265	20.101	$1,608.08	$41,810
NONE	14	266	20.201	$1,616.08	$42,018
NONE	14	267	20.301	$1,624.08	$42,226
NONE	14	268	20.403	$1,632.24	$42,438
NONE	14	269	20.505	$1,640.40	$42,650
NONE	14	270	20.608	$1,648.64	$42,865

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	14	271	20.710	$1,656.80	$43,077
NONE	14	272	20.815	$1,665.20	$43,295
NONE	14	273	20.918	$1,673.44	$43,509
NONE	14	274	21.024	$1,681.92	$43,730
NONE	14	275	21.128	$1,690.24	$43,946
NONE	14	276	21.234	$1,698.72	$44,167
NONE	14	277	21.341	$1,707.28	$44,389
NONE	14	278	21.447	$1,715.76	$44,610
NONE	14	279	21.555	$1,724.40	$44,834
NONE	14	280	21.663	$1,733.04	$45,059
NONE	14	281	21.770	$1,741.60	$45,282
NONE	14	282	21.879	$1,750.32	$45,508
NONE	14	283	21.989	$1,759.12	$45,737
NONE	14	284	22.098	$1,767.84	$45,964
NONE	14	285	22.209	$1,776.72	$46,195
NONE	14	286	22.320	$1,785.60	$46,426
NONE	14	287	22.432	$1,794.56	$46,659
NONE	14	288	22.544	$1,803.52	$46,892
NONE	14	289	22.657	$1,812.56	$47,127
NONE	14	290	22.769	$1,821.52	$47,360
NONE	14	291	22.884	$1,830.72	$47,599
NONE	14	292	22.999	$1,839.92	$47,838
NONE	14	293	23.114	$1,849.12	$48,077
NONE	14	294	23.229	$1,858.32	$48,316
NONE	14	295	23.347	$1,867.76	$48,562
NONE	14	296	23.463	$1,877.04	$48,803
NONE	14	297	23.579	$1,886.32	$49,044
NONE	14	298	23.698	$1,895.84	$49,292
NONE	14	299	23.816	$1,905.28	$49,537
NONE	14	300	23.934	$1,914.72	$49,783
NONE	14	301	24.056	$1,924.48	$50,036
NONE	14	302	24.175	$1,934.00	$50,284
NONE	14	303	24.295	$1,943.60	$50,534
NONE	14	304	24.417	$1,953.36	$50,787
NONE	14	305	24.538	$1,963.04	$51,039
NONE	14	306	24.662	$1,972.96	$51,297
NONE	14	307	24.784	$1,982.72	$51,551
NONE	14	308	24.910	$1,992.80	$51,813
NONE	14	309	25.034	$2,002.72	$52,071

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	14	310	25.159	$2,012.72	$52,331
NONE	14	311	25.284	$2,022.72	$52,591
NONE	14	312	25.412	$2,032.96	$52,857
NONE	14	313	25.538	$2,043.04	$53,119
NONE	14	314	25.666	$2,053.28	$53,385
NONE	14	315	25.794	$2,063.52	$53,652
NONE	14	316	25.922	$2,073.76	$53,918
NONE	14	317	26.052	$2,084.16	$54,188
NONE	14	318	26.182	$2,094.56	$54,459
NONE	14	319	26.314	$2,105.12	$54,733
NONE	14	320	26.445	$2,115.60	$55,006
NONE	14	321	26.577	$2,126.16	$55,280
NONE	14	322	26.711	$2,136.88	$55,559
NONE	14	323	26.843	$2,147.44	$55,833
NONE	14	324	26.979	$2,158.32	$56,116
NONE	14	325	27.114	$2,169.12	$56,397
NONE	14	326	27.248	$2,179.84	$56,676
NONE	14	327	27.385	$2,190.80	$56,961
NONE	14	328	27.522	$2,201.76	$57,246
NONE	14	329	27.659	$2,212.72	$57,531
NONE	14	330	27.798	$2,223.84	$57,820
NONE	14	331	27.936	$2,234.88	$58,107
NONE	14	332	28.077	$2,246.16	$58,400
NONE	14	333	28.216	$2,257.28	$58,689
NONE	14	334	28.358	$2,268.64	$58,985
NONE	14	335L	28.499	$2,279.92	$59,278
NONE	14	336L	28.642	$2,291.36	$59,575
NONE	14	337L	28.785	$2,302.80	$59,873
NONE	14	338L	28.929	$2,314.32	$60,172
NONE	15	257	19.314	$1,545.12	$40,173
NONE	15	258	19.410	$1,552.80	$40,373
NONE	15	259	19.509	$1,560.72	$40,579
NONE	15	260	19.605	$1,568.40	$40,778
NONE	15	261	19.703	$1,576.24	$40,982
NONE	15	262	19.801	$1,584.08	$41,186
NONE	15	263	19.901	$1,592.08	$41,394
NONE	15	264	20.000	$1,600.00	$41,600
NONE	15	265	20.101	$1,608.08	$41,810
NONE	15	266	20.201	$1,616.08	$42,018

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	15	267	20.301	$1,624.08	$42,226
NONE	15	268	20.403	$1,632.24	$42,438
NONE	15	269	20.505	$1,640.40	$42,650
NONE	15	270	20.608	$1,648.64	$42,865
NONE	15	271	20.710	$1,656.80	$43,077
NONE	15	272	20.815	$1,665.20	$43,295
NONE	15	273	20.918	$1,673.44	$43,509
NONE	15	274	21.024	$1,681.92	$43,730
NONE	15	275	21.128	$1,690.24	$43,946
NONE	15	276	21.234	$1,698.72	$44,167
NONE	15	277	21.341	$1,707.28	$44,389
NONE	15	278	21.447	$1,715.76	$44,610
NONE	15	279	21.555	$1,724.40	$44,834
NONE	15	280	21.663	$1,733.04	$45,059
NONE	15	281	21.770	$1,741.60	$45,282
NONE	15	282	21.879	$1,750.32	$45,508
NONE	15	283	21.989	$1,759.12	$45,737
NONE	15	284	22.098	$1,767.84	$45,964
NONE	15	285	22.209	$1,776.72	$46,195
NONE	15	286	22.320	$1,785.60	$46,426
NONE	15	287	22.432	$1,794.56	$46,659
NONE	15	288	22.544	$1,803.52	$46,892
NONE	15	289	22.657	$1,812.56	$47,127
NONE	15	290	22.769	$1,821.52	$47,360
NONE	15	291	22.884	$1,830.72	$47,599
NONE	15	292	22.999	$1,839.92	$47,838
NONE	15	293	23.114	$1,849.12	$48,077
NONE	15	294	23.229	$1,858.32	$48,316
NONE	15	295	23.347	$1,867.76	$48,562
NONE	15	296	23.463	$1,877.04	$48,803
NONE	15	297	23.579	$1,886.32	$49,044
NONE	15	298	23.698	$1,895.84	$49,292
NONE	15	299	23.816	$1,905.28	$49,537
NONE	15	300	23.934	$1,914.72	$49,783
NONE	15	301	24.056	$1,924.48	$50,036
NONE	15	302	24.175	$1,934.00	$50,284
NONE	15	303	24.295	$1,943.60	$50,534
NONE	15	304	24.417	$1,953.36	$50,787
NONE	15	305	24.538	$1,963.04	$51,039

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	15	306	24.662	$1,972.96	$51,297
NONE	15	307	24.784	$1,982.72	$51,551
NONE	15	308	24.910	$1,992.80	$51,813
NONE	15	309	25.034	$2,002.72	$52,071
NONE	15	310	25.159	$2,012.72	$52,331
NONE	15	311	25.284	$2,022.72	$52,591
NONE	15	312	25.412	$2,032.96	$52,857
NONE	15	313	25.538	$2,043.04	$53,119
NONE	15	314	25.666	$2,053.28	$53,385
NONE	15	315	25.794	$2,063.52	$53,652
NONE	15	316	25.922	$2,073.76	$53,918
NONE	15	317	26.052	$2,084.16	$54,188
NONE	15	318	26.182	$2,094.56	$54,459
NONE	15	319	26.314	$2,105.12	$54,733
NONE	15	320	26.445	$2,115.60	$55,006
NONE	15	321	26.577	$2,126.16	$55,280
NONE	15	322	26.711	$2,136.88	$55,559
NONE	15	323	26.843	$2,147.44	$55,833
NONE	15	324	26.979	$2,158.32	$56,116
NONE	15	325	27.114	$2,169.12	$56,397
NONE	15	326	27.248	$2,179.84	$56,676
NONE	15	327	27.385	$2,190.80	$56,961
NONE	15	328	27.522	$2,201.76	$57,246
NONE	15	329	27.659	$2,212.72	$57,531
NONE	15	330	27.798	$2,223.84	$57,820
NONE	15	331	27.936	$2,234.88	$58,107
NONE	15	332	28.077	$2,246.16	$58,400
NONE	15	333	28.216	$2,257.28	$58,689
NONE	15	334	28.358	$2,268.64	$58,985
NONE	15	335	28.499	$2,279.92	$59,278
NONE	15	336	28.642	$2,291.36	$59,575
NONE	15	337	28.785	$2,302.80	$59,873
NONE	15	338	28.929	$2,314.32	$60,172
NONE	15	339	29.074	$2,325.92	$60,474
NONE	15	340	29.220	$2,337.60	$60,778
NONE	15	341	29.366	$2,349.28	$61,081
NONE	15	342	29.513	$2,361.04	$61,387
NONE	15	343	29.661	$2,372.88	$61,695
NONE	15	344	29.808	$2,384.64	$62,001

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	15	345	29.958	$2,396.64	$62,313
NONE	15	346	30.107	$2,408.56	$62,623
NONE	15	347	30.257	$2,420.56	$62,935
NONE	15	348	30.409	$2,432.72	$63,251
NONE	15	349	30.560	$2,444.80	$63,565
NONE	15	350L	30.713	$2,457.04	$63,883
NONE	15	351L	30.867	$2,469.36	$64,203
NONE	15	352L	31.021	$2,481.68	$64,524
NONE	15	353L	31.175	$2,494.00	$64,844
NONE	16	271	20.710	$1,656.80	$43,077
NONE	16	272	20.815	$1,665.20	$43,295
NONE	16	273	20.918	$1,673.44	$43,509
NONE	16	274	21.024	$1,681.92	$43,730
NONE	16	275	21.128	$1,690.24	$43,946
NONE	16	276	21.234	$1,698.72	$44,167
NONE	16	277	21.341	$1,707.28	$44,389
NONE	16	278	21.447	$1,715.76	$44,610
NONE	16	279	21.555	$1,724.40	$44,834
NONE	16	280	21.663	$1,733.04	$45,059
NONE	16	281	21.770	$1,741.60	$45,282
NONE	16	282	21.879	$1,750.32	$45,508
NONE	16	283	21.989	$1,759.12	$45,737
NONE	16	284	22.098	$1,767.84	$45,964
NONE	16	285	22.209	$1,776.72	$46,195
NONE	16	286	22.320	$1,785.60	$46,426
NONE	16	287	22.432	$1,794.56	$46,659
NONE	16	288	22.544	$1,803.52	$46,892
NONE	16	289	22.657	$1,812.56	$47,127
NONE	16	290	22.769	$1,821.52	$47,360
NONE	16	291	22.884	$1,830.72	$47,599
NONE	16	292	22.999	$1,839.92	$47,838
NONE	16	293	23.114	$1,849.12	$48,077
NONE	16	294	23.229	$1,858.32	$48,316
NONE	16	295	23.347	$1,867.76	$48,562
NONE	16	296	23.463	$1,877.04	$48,803
NONE	16	297	23.579	$1,886.32	$49,044
NONE	16	298	23.698	$1,895.84	$49,292
NONE	16	299	23.816	$1,905.28	$49,537
NONE	16	300	23.934	$1,914.72	$49,783

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	16	301	24.056	$1,924.48	$50,036
NONE	16	302	24.175	$1,934.00	$50,284
NONE	16	303	24.295	$1,943.60	$50,534
NONE	16	304	24.417	$1,953.36	$50,787
NONE	16	305	24.538	$1,963.04	$51,039
NONE	16	306	24.662	$1,972.96	$51,297
NONE	16	307	24.784	$1,982.72	$51,551
NONE	16	308	24.910	$1,992.80	$51,813
NONE	16	309	25.034	$2,002.72	$52,071
NONE	16	310	25.159	$2,012.72	$52,331
NONE	16	311	25.284	$2,022.72	$52,591
NONE	16	312	25.412	$2,032.96	$52,857
NONE	16	313	25.538	$2,043.04	$53,119
NONE	16	314	25.666	$2,053.28	$53,385
NONE	16	315	25.794	$2,063.52	$53,652
NONE	16	316	25.922	$2,073.76	$53,918
NONE	16	317	26.052	$2,084.16	$54,188
NONE	16	318	26.182	$2,094.56	$54,459
NONE	16	319	26.314	$2,105.12	$54,733
NONE	16	320	26.445	$2,115.60	$55,006
NONE	16	321	26.577	$2,126.16	$55,280
NONE	16	322	26.711	$2,136.88	$55,559
NONE	16	323	26.843	$2,147.44	$55,833
NONE	16	324	26.979	$2,158.32	$56,116
NONE	16	325	27.114	$2,169.12	$56,397
NONE	16	326	27.248	$2,179.84	$56,676
NONE	16	327	27.385	$2,190.80	$56,961
NONE	16	328	27.522	$2,201.76	$57,246
NONE	16	329	27.659	$2,212.72	$57,531
NONE	16	330	27.798	$2,223.84	$57,820
NONE	16	331	27.936	$2,234.88	$58,107
NONE	16	332	28.077	$2,246.16	$58,400
NONE	16	333	28.216	$2,257.28	$58,689
NONE	16	334	28.358	$2,268.64	$58,985
NONE	16	335	28.499	$2,279.92	$59,278
NONE	16	336	28.642	$2,291.36	$59,575
NONE	16	337	28.785	$2,302.80	$59,873
NONE	16	338	28.929	$2,314.32	$60,172
NONE	16	339	29.074	$2,325.92	$60,474

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	16	340	29.220	$2,337.60	$60,778
NONE	16	341	29.366	$2,349.28	$61,081
NONE	16	342	29.513	$2,361.04	$61,387
NONE	16	343	29.661	$2,372.88	$61,695
NONE	16	344	29.808	$2,384.64	$62,001
NONE	16	345	29.958	$2,396.64	$62,313
NONE	16	346	30.107	$2,408.56	$62,623
NONE	16	347	30.257	$2,420.56	$62,935
NONE	16	348	30.409	$2,432.72	$63,251
NONE	16	349	30.560	$2,444.80	$63,565
NONE	16	350	30.713	$2,457.04	$63,883
NONE	16	351	30.867	$2,469.36	$64,203
NONE	16	352	31.021	$2,481.68	$64,524
NONE	16	353	31.175	$2,494.00	$64,844
NONE	16	354	31.331	$2,506.48	$65,168
NONE	16	355	31.489	$2,519.12	$65,497
NONE	16	356	31.647	$2,531.76	$65,826
NONE	16	357	31.806	$2,544.48	$66,156
NONE	16	358	31.964	$2,557.12	$66,485
NONE	16	359	32.123	$2,569.84	$66,816
NONE	16	360	32.284	$2,582.72	$67,151
NONE	16	361	32.446	$2,595.68	$67,488
NONE	16	362	32.608	$2,608.64	$67,825
NONE	16	363L	32.770	$2,621.60	$68,162
NONE	16	364L	32.934	$2,634.72	$68,503
NONE	16	365L	33.099	$2,647.92	$68,846
NONE	16	366L	33.264	$2,661.12	$69,189
NONE	17	285	22.209	$1,776.72	$46,195
NONE	17	286	22.320	$1,785.60	$46,426
NONE	17	287	22.432	$1,794.56	$46,659
NONE	17	288	22.544	$1,803.52	$46,892
NONE	17	289	22.657	$1,812.56	$47,127
NONE	17	290	22.769	$1,821.52	$47,360
NONE	17	291	22.884	$1,830.72	$47,599
NONE	17	292	22.999	$1,839.92	$47,838
NONE	17	293	23.114	$1,849.12	$48,077
NONE	17	294	23.229	$1,858.32	$48,316
NONE	17	295	23.347	$1,867.76	$48,562
NONE	17	296	23.463	$1,877.04	$48,803

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	17	297	23.579	$1,886.32	$49,044
NONE	17	298	23.698	$1,895.84	$49,292
NONE	17	299	23.816	$1,905.28	$49,537
NONE	17	300	23.934	$1,914.72	$49,783
NONE	17	301	24.056	$1,924.48	$50,036
NONE	17	302	24.175	$1,934.00	$50,284
NONE	17	303	24.295	$1,943.60	$50,534
NONE	17	304	24.417	$1,953.36	$50,787
NONE	17	305	24.538	$1,963.04	$51,039
NONE	17	306	24.662	$1,972.96	$51,297
NONE	17	307	24.784	$1,982.72	$51,551
NONE	17	308	24.910	$1,992.80	$51,813
NONE	17	309	25.034	$2,002.72	$52,071
NONE	17	310	25.159	$2,012.72	$52,331
NONE	17	311	25.284	$2,022.72	$52,591
NONE	17	312	25.412	$2,032.96	$52,857
NONE	17	313	25.538	$2,043.04	$53,119
NONE	17	314	25.666	$2,053.28	$53,385
NONE	17	315	25.794	$2,063.52	$53,652
NONE	17	316	25.922	$2,073.76	$53,918
NONE	17	317	26.052	$2,084.16	$54,188
NONE	17	318	26.182	$2,094.56	$54,459
NONE	17	319	26.314	$2,105.12	$54,733
NONE	17	320	26.445	$2,115.60	$55,006
NONE	17	321	26.577	$2,126.16	$55,280
NONE	17	322	26.711	$2,136.88	$55,559
NONE	17	323	26.843	$2,147.44	$55,833
NONE	17	324	26.979	$2,158.32	$56,116
NONE	17	325	27.114	$2,169.12	$56,397
NONE	17	326	27.248	$2,179.84	$56,676
NONE	17	327	27.385	$2,190.80	$56,961
NONE	17	328	27.522	$2,201.76	$57,246
NONE	17	329	27.659	$2,212.72	$57,531
NONE	17	330	27.798	$2,223.84	$57,820
NONE	17	331	27.936	$2,234.88	$58,107
NONE	17	332	28.077	$2,246.16	$58,400
NONE	17	333	28.216	$2,257.28	$58,689
NONE	17	334	28.358	$2,268.64	$58,985
NONE	17	335	28.499	$2,279.92	$59,278

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	17	336	28.642	$2,291.36	$59,575
NONE	17	337	28.785	$2,302.80	$59,873
NONE	17	338	28.929	$2,314.32	$60,172
NONE	17	339	29.074	$2,325.92	$60,474
NONE	17	340	29.220	$2,337.60	$60,778
NONE	17	341	29.366	$2,349.28	$61,081
NONE	17	342	29.513	$2,361.04	$61,387
NONE	17	343	29.661	$2,372.88	$61,695
NONE	17	344	29.808	$2,384.64	$62,001
NONE	17	345	29.958	$2,396.64	$62,313
NONE	17	346	30.107	$2,408.56	$62,623
NONE	17	347	30.257	$2,420.56	$62,935
NONE	17	348	30.409	$2,432.72	$63,251
NONE	17	349	30.560	$2,444.80	$63,565
NONE	17	350	30.713	$2,457.04	$63,883
NONE	17	351	30.867	$2,469.36	$64,203
NONE	17	352	31.021	$2,481.68	$64,524
NONE	17	353	31.175	$2,494.00	$64,844
NONE	17	354	31.331	$2,506.48	$65,168
NONE	17	355	31.489	$2,519.12	$65,497
NONE	17	356	31.647	$2,531.76	$65,826
NONE	17	357	31.806	$2,544.48	$66,156
NONE	17	358	31.964	$2,557.12	$66,485
NONE	17	359	32.123	$2,569.84	$66,816
NONE	17	360	32.284	$2,582.72	$67,151
NONE	17	361	32.446	$2,595.68	$67,488
NONE	17	362	32.608	$2,608.64	$67,825
NONE	17	363	32.770	$2,621.60	$68,162
NONE	17	364	32.934	$2,634.72	$68,503
NONE	17	365	33.099	$2,647.92	$68,846
NONE	17	366	33.264	$2,661.12	$69,189
NONE	17	367	33.431	$2,674.48	$69,536
NONE	17	368	33.598	$2,687.84	$69,884
NONE	17	369	33.767	$2,701.36	$70,235
NONE	17	370	33.935	$2,714.80	$70,585
NONE	17	371	34.106	$2,728.48	$70,940
NONE	17	372	34.275	$2,742.00	$71,292
NONE	17	373	34.446	$2,755.68	$71,648
NONE	17	374	34.620	$2,769.60	$72,010

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	17	375	34.792	$2,783.36	$72,367
NONE	17	376	34.967	$2,797.36	$72,731
NONE	17	377	35.142	$2,811.36	$73,095
NONE	17	378L	35.318	$2,825.44	$73,461
NONE	17	379L	35.493	$2,839.44	$73,825
NONE	17	380L	35.671	$2,853.68	$74,196
NONE	17	381L	35.849	$2,867.92	$74,566
NONE	18	299	23.816	$1,905.28	$49,537
NONE	18	300	23.934	$1,914.72	$49,783
NONE	18	301	24.056	$1,924.48	$50,036
NONE	18	302	24.175	$1,934.00	$50,284
NONE	18	303	24.295	$1,943.60	$50,534
NONE	18	304	24.417	$1,953.36	$50,787
NONE	18	305	24.538	$1,963.04	$51,039
NONE	18	306	24.662	$1,972.96	$51,297
NONE	18	307	24.784	$1,982.72	$51,551
NONE	18	308	24.910	$1,992.80	$51,813
NONE	18	309	25.034	$2,002.72	$52,071
NONE	18	310	25.159	$2,012.72	$52,331
NONE	18	311	25.284	$2,022.72	$52,591
NONE	18	312	25.412	$2,032.96	$52,857
NONE	18	313	25.538	$2,043.04	$53,119
NONE	18	314	25.666	$2,053.28	$53,385
NONE	18	315	25.794	$2,063.52	$53,652
NONE	18	316	25.922	$2,073.76	$53,918
NONE	18	317	26.052	$2,084.16	$54,188
NONE	18	318	26.182	$2,094.56	$54,459
NONE	18	319	26.314	$2,105.12	$54,733
NONE	18	320	26.445	$2,115.60	$55,006
NONE	18	321	26.577	$2,126.16	$55,280
NONE	18	322	26.711	$2,136.88	$55,559
NONE	18	323	26.843	$2,147.44	$55,833
NONE	18	324	26.979	$2,158.32	$56,116
NONE	18	325	27.114	$2,169.12	$56,397
NONE	18	326	27.248	$2,179.84	$56,676
NONE	18	327	27.385	$2,190.80	$56,961
NONE	18	328	27.522	$2,201.76	$57,246
NONE	18	329	27.659	$2,212.72	$57,531
NONE	18	330	27.798	$2,223.84	$57,820

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	18	331	27.936	$2,234.88	$58,107
NONE	18	332	28.077	$2,246.16	$58,400
NONE	18	333	28.216	$2,257.28	$58,689
NONE	18	334	28.358	$2,268.64	$58,985
NONE	18	335	28.499	$2,279.92	$59,278
NONE	18	336	28.642	$2,291.36	$59,575
NONE	18	337	28.785	$2,302.80	$59,873
NONE	18	338	28.929	$2,314.32	$60,172
NONE	18	339	29.074	$2,325.92	$60,474
NONE	18	340	29.220	$2,337.60	$60,778
NONE	18	341	29.366	$2,349.28	$61,081
NONE	18	342	29.513	$2,361.04	$61,387
NONE	18	343	29.661	$2,372.88	$61,695
NONE	18	344	29.808	$2,384.64	$62,001
NONE	18	345	29.958	$2,396.64	$62,313
NONE	18	346	30.107	$2,408.56	$62,623
NONE	18	347	30.257	$2,420.56	$62,935
NONE	18	348	30.409	$2,432.72	$63,251
NONE	18	349	30.560	$2,444.80	$63,565
NONE	18	350	30.713	$2,457.04	$63,883
NONE	18	351	30.867	$2,469.36	$64,203
NONE	18	352	31.021	$2,481.68	$64,524
NONE	18	353	31.175	$2,494.00	$64,844
NONE	18	354	31.331	$2,506.48	$65,168
NONE	18	355	31.489	$2,519.12	$65,497
NONE	18	356	31.647	$2,531.76	$65,826
NONE	18	357	31.806	$2,544.48	$66,156
NONE	18	358	31.964	$2,557.12	$66,485
NONE	18	359	32.123	$2,569.84	$66,816
NONE	18	360	32.284	$2,582.72	$67,151
NONE	18	361	32.446	$2,595.68	$67,488
NONE	18	362	32.608	$2,608.64	$67,825
NONE	18	363	32.770	$2,621.60	$68,162
NONE	18	364	32.934	$2,634.72	$68,503
NONE	18	365	33.099	$2,647.92	$68,846
NONE	18	366	33.264	$2,661.12	$69,189
NONE	18	367	33.431	$2,674.48	$69,536
NONE	18	368	33.598	$2,687.84	$69,884
NONE	18	369	33.767	$2,701.36	$70,235

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	18	370	33.935	$2,714.80	$70,585
NONE	18	371	34.106	$2,728.48	$70,940
NONE	18	372	34.275	$2,742.00	$71,292
NONE	18	373	34.446	$2,755.68	$71,648
NONE	18	374	34.620	$2,769.60	$72,010
NONE	18	375	34.792	$2,783.36	$72,367
NONE	18	376	34.967	$2,797.36	$72,731
NONE	18	377	35.142	$2,811.36	$73,095
NONE	18	378	35.318	$2,825.44	$73,461
NONE	18	379	35.493	$2,839.44	$73,825
NONE	18	380	35.671	$2,853.68	$74,196
NONE	18	381	35.849	$2,867.92	$74,566
NONE	18	382	36.029	$2,882.32	$74,940
NONE	18	383	36.209	$2,896.72	$75,315
NONE	18	384	36.390	$2,911.20	$75,691
NONE	18	385	36.572	$2,925.76	$76,070
NONE	18	386	36.755	$2,940.40	$76,450
NONE	18	387	36.940	$2,955.20	$76,835
NONE	18	388	37.124	$2,969.92	$77,218
NONE	18	389	37.309	$2,984.72	$77,603
NONE	18	390	37.495	$2,999.60	$77,990
NONE	18	391	37.684	$3,014.72	$78,383
NONE	18	392L	37.873	$3,029.84	$78,776
NONE	18	393L	38.061	$3,044.88	$79,167
NONE	18	394L	38.251	$3,060.08	$79,562
NONE	18	395L	38.443	$3,075.44	$79,961
NONE	19	317	26.052	$2,084.16	$54,188
NONE	19	318	26.182	$2,094.56	$54,459
NONE	19	319	26.314	$2,105.12	$54,733
NONE	19	320	26.445	$2,115.60	$55,006
NONE	19	321	26.577	$2,126.16	$55,280
NONE	19	322	26.711	$2,136.88	$55,559
NONE	19	323	26.843	$2,147.44	$55,833
NONE	19	324	26.979	$2,158.32	$56,116
NONE	19	325	27.114	$2,169.12	$56,397
NONE	19	326	27.248	$2,179.84	$56,676
NONE	19	327	27.385	$2,190.80	$56,961
NONE	19	328	27.522	$2,201.76	$57,246
NONE	19	329	27.659	$2,212.72	$57,531

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	19	330	27.798	$2,223.84	$57,820
NONE	19	331	27.936	$2,234.88	$58,107
NONE	19	332	28.077	$2,246.16	$58,400
NONE	19	333	28.216	$2,257.28	$58,689
NONE	19	334	28.358	$2,268.64	$58,985
NONE	19	335	28.499	$2,279.92	$59,278
NONE	19	336	28.642	$2,291.36	$59,575
NONE	19	337	28.785	$2,302.80	$59,873
NONE	19	338	28.929	$2,314.32	$60,172
NONE	19	339	29.074	$2,325.92	$60,474
NONE	19	340	29.220	$2,337.60	$60,778
NONE	19	341	29.366	$2,349.28	$61,081
NONE	19	342	29.513	$2,361.04	$61,387
NONE	19	343	29.661	$2,372.88	$61,695
NONE	19	344	29.808	$2,384.64	$62,001
NONE	19	345	29.958	$2,396.64	$62,313
NONE	19	346	30.107	$2,408.56	$62,623
NONE	19	347	30.257	$2,420.56	$62,935
NONE	19	348	30.409	$2,432.72	$63,251
NONE	19	349	30.560	$2,444.80	$63,565
NONE	19	350	30.713	$2,457.04	$63,883
NONE	19	351	30.867	$2,469.36	$64,203
NONE	19	352	31.021	$2,481.68	$64,524
NONE	19	353	31.175	$2,494.00	$64,844
NONE	19	354	31.331	$2,506.48	$65,168
NONE	19	355	31.489	$2,519.12	$65,497
NONE	19	356	31.647	$2,531.76	$65,826
NONE	19	357	31.806	$2,544.48	$66,156
NONE	19	358	31.964	$2,557.12	$66,485
NONE	19	359	32.123	$2,569.84	$66,816
NONE	19	360	32.284	$2,582.72	$67,151
NONE	19	361	32.446	$2,595.68	$67,488
NONE	19	362	32.608	$2,608.64	$67,825
NONE	19	363	32.770	$2,621.60	$68,162
NONE	19	364	32.934	$2,634.72	$68,503
NONE	19	365	33.099	$2,647.92	$68,846
NONE	19	366	33.264	$2,661.12	$69,189
NONE	19	367	33.431	$2,674.48	$69,536
NONE	19	368	33.598	$2,687.84	$69,884

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	19	369	33.767	$2,701.36	$70,235
NONE	19	370	33.935	$2,714.80	$70,585
NONE	19	371	34.106	$2,728.48	$70,940
NONE	19	372	34.275	$2,742.00	$71,292
NONE	19	373	34.446	$2,755.68	$71,648
NONE	19	374	34.620	$2,769.60	$72,010
NONE	19	375	34.792	$2,783.36	$72,367
NONE	19	376	34.967	$2,797.36	$72,731
NONE	19	377	35.142	$2,811.36	$73,095
NONE	19	378	35.318	$2,825.44	$73,461
NONE	19	379	35.493	$2,839.44	$73,825
NONE	19	380	35.671	$2,853.68	$74,196
NONE	19	381	35.849	$2,867.92	$74,566
NONE	19	382	36.029	$2,882.32	$74,940
NONE	19	383	36.209	$2,896.72	$75,315
NONE	19	384	36.390	$2,911.20	$75,691
NONE	19	385	36.572	$2,925.76	$76,070
NONE	19	386	36.755	$2,940.40	$76,450
NONE	19	387	36.940	$2,955.20	$76,835
NONE	19	388	37.124	$2,969.92	$77,218
NONE	19	389	37.309	$2,984.72	$77,603
NONE	19	390	37.495	$2,999.60	$77,990
NONE	19	391	37.684	$3,014.72	$78,383
NONE	19	392	37.873	$3,029.84	$78,776
NONE	19	393	38.061	$3,044.88	$79,167
NONE	19	394	38.251	$3,060.08	$79,562
NONE	19	395	38.443	$3,075.44	$79,961
NONE	19	396	38.635	$3,090.80	$80,361
NONE	19	397	38.828	$3,106.24	$80,762
NONE	19	398	39.021	$3,121.68	$81,164
NONE	19	399	39.218	$3,137.44	$81,573
NONE	19	400	39.414	$3,153.12	$81,981
NONE	19	401	39.610	$3,168.80	$82,389
NONE	19	402	39.809	$3,184.72	$82,803
NONE	19	403	40.007	$3,200.56	$83,215
NONE	19	404	40.206	$3,216.48	$83,628
NONE	19	405	40.408	$3,232.64	$84,049
NONE	19	406	40.611	$3,248.88	$84,471
NONE	19	407	40.814	$3,265.12	$84,893

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	19	408	41.018	$3,281.44	$85,317
NONE	19	409	41.222	$3,297.76	$85,742
NONE	19	410L	41.428	$3,314.24	$86,170
NONE	19	411L	41.635	$3,330.80	$86,601
NONE	19	412L	41.844	$3,347.52	$87,036
NONE	19	413L	42.053	$3,364.24	$87,470
NONE	20	336	28.642	$2,291.36	$59,575
NONE	20	337	28.785	$2,302.80	$59,873
NONE	20	338	28.929	$2,314.32	$60,172
NONE	20	339	29.074	$2,325.92	$60,474
NONE	20	340	29.220	$2,337.60	$60,778
NONE	20	341	29.366	$2,349.28	$61,081
NONE	20	342	29.513	$2,361.04	$61,387
NONE	20	343	29.661	$2,372.88	$61,695
NONE	20	344	29.808	$2,384.64	$62,001
NONE	20	345	29.958	$2,396.64	$62,313
NONE	20	346	30.107	$2,408.56	$62,623
NONE	20	347	30.257	$2,420.56	$62,935
NONE	20	348	30.409	$2,432.72	$63,251
NONE	20	349	30.560	$2,444.80	$63,565
NONE	20	350	30.713	$2,457.04	$63,883
NONE	20	351	30.867	$2,469.36	$64,203
NONE	20	352	31.021	$2,481.68	$64,524
NONE	20	353	31.175	$2,494.00	$64,844
NONE	20	354	31.331	$2,506.48	$65,168
NONE	20	355	31.489	$2,519.12	$65,497
NONE	20	356	31.647	$2,531.76	$65,826
NONE	20	357	31.806	$2,544.48	$66,156
NONE	20	358	31.964	$2,557.12	$66,485
NONE	20	359	32.123	$2,569.84	$66,816
NONE	20	360	32.284	$2,582.72	$67,151
NONE	20	361	32.446	$2,595.68	$67,488
NONE	20	362	32.608	$2,608.64	$67,825
NONE	20	363	32.770	$2,621.60	$68,162
NONE	20	364	32.934	$2,634.72	$68,503
NONE	20	365	33.099	$2,647.92	$68,846
NONE	20	366	33.264	$2,661.12	$69,189
NONE	20	367	33.431	$2,674.48	$69,536
NONE	20	368	33.598	$2,687.84	$69,884

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	20	369	33.767	$2,701.36	$70,235
NONE	20	370	33.935	$2,714.80	$70,585
NONE	20	371	34.106	$2,728.48	$70,940
NONE	20	372	34.275	$2,742.00	$71,292
NONE	20	373	34.446	$2,755.68	$71,648
NONE	20	374	34.620	$2,769.60	$72,010
NONE	20	375	34.792	$2,783.36	$72,367
NONE	20	376	34.967	$2,797.36	$72,731
NONE	20	377	35.142	$2,811.36	$73,095
NONE	20	378	35.318	$2,825.44	$73,461
NONE	20	379	35.493	$2,839.44	$73,825
NONE	20	380	35.671	$2,853.68	$74,196
NONE	20	381	35.849	$2,867.92	$74,566
NONE	20	382	36.029	$2,882.32	$74,940
NONE	20	383	36.209	$2,896.72	$75,315
NONE	20	384	36.390	$2,911.20	$75,691
NONE	20	385	36.572	$2,925.76	$76,070
NONE	20	386	36.755	$2,940.40	$76,450
NONE	20	387	36.940	$2,955.20	$76,835
NONE	20	388	37.124	$2,969.92	$77,218
NONE	20	389	37.309	$2,984.72	$77,603
NONE	20	390	37.495	$2,999.60	$77,990
NONE	20	391	37.684	$3,014.72	$78,383
NONE	20	392	37.873	$3,029.84	$78,776
NONE	20	393	38.061	$3,044.88	$79,167
NONE	20	394	38.251	$3,060.08	$79,562
NONE	20	395	38.443	$3,075.44	$79,961
NONE	20	396	38.635	$3,090.80	$80,361
NONE	20	397	38.828	$3,106.24	$80,762
NONE	20	398	39.021	$3,121.68	$81,164
NONE	20	399	39.218	$3,137.44	$81,573
NONE	20	400	39.414	$3,153.12	$81,981
NONE	20	401	39.610	$3,168.80	$82,389
NONE	20	402	39.809	$3,184.72	$82,803
NONE	20	403	40.007	$3,200.56	$83,215
NONE	20	404	40.206	$3,216.48	$83,628
NONE	20	405	40.408	$3,232.64	$84,049
NONE	20	406	40.611	$3,248.88	$84,471
NONE	20	407	40.814	$3,265.12	$84,893

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	20	408	41.018	$3,281.44	$85,317
NONE	20	409	41.222	$3,297.76	$85,742
NONE	20	410	41.428	$3,314.24	$86,170
NONE	20	411	41.635	$3,330.80	$86,601
NONE	20	412	41.844	$3,347.52	$87,036
NONE	20	413	42.053	$3,364.24	$87,470
NONE	20	414	42.263	$3,381.04	$87,907
NONE	20	415	42.474	$3,397.92	$88,346
NONE	20	416	42.687	$3,414.96	$88,789
NONE	20	417	42.901	$3,432.08	$89,234
NONE	20	418	43.115	$3,449.20	$89,679
NONE	20	419	43.331	$3,466.48	$90,128
NONE	20	420	43.550	$3,484.00	$90,584
NONE	20	421	43.767	$3,501.36	$91,035
NONE	20	422	43.986	$3,518.88	$91,491
NONE	20	423	44.207	$3,536.56	$91,951
NONE	20	424	44.428	$3,554.24	$92,410
NONE	20	425	44.648	$3,571.84	$92,868
NONE	20	426	44.872	$3,589.76	$93,334
NONE	20	427	45.095	$3,607.60	$93,798
NONE	20	428	45.321	$3,625.68	$94,268
NONE	20	429L	45.546	$3,643.68	$94,736
NONE	20	430L	45.774	$3,661.92	$95,210
NONE	20	431L	46.002	$3,680.16	$95,684
NONE	20	432L	46.233	$3,698.64	$96,165
NONE	21	355	31.489	$2,519.12	$65,497
NONE	21	356	31.647	$2,531.76	$65,826
NONE	21	357	31.806	$2,544.48	$66,156
NONE	21	358	31.964	$2,557.12	$66,485
NONE	21	359	32.123	$2,569.84	$66,816
NONE	21	360	32.284	$2,582.72	$67,151
NONE	21	361	32.446	$2,595.68	$67,488
NONE	21	362	32.608	$2,608.64	$67,825
NONE	21	363	32.770	$2,621.60	$68,162
NONE	21	364	32.934	$2,634.72	$68,503
NONE	21	365	33.099	$2,647.92	$68,846
NONE	21	366	33.264	$2,661.12	$69,189
NONE	21	367	33.431	$2,674.48	$69,536
NONE	21	368	33.598	$2,687.84	$69,884

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	21	369	33.767	$2,701.36	$70,235
NONE	21	370	33.935	$2,714.80	$70,585
NONE	21	371	34.106	$2,728.48	$70,940
NONE	21	372	34.275	$2,742.00	$71,292
NONE	21	373	34.446	$2,755.68	$71,648
NONE	21	374	34.620	$2,769.60	$72,010
NONE	21	375	34.792	$2,783.36	$72,367
NONE	21	376	34.967	$2,797.36	$72,731
NONE	21	377	35.142	$2,811.36	$73,095
NONE	21	378	35.318	$2,825.44	$73,461
NONE	21	379	35.493	$2,839.44	$73,825
NONE	21	380	35.671	$2,853.68	$74,196
NONE	21	381	35.849	$2,867.92	$74,566
NONE	21	382	36.029	$2,882.32	$74,940
NONE	21	383	36.209	$2,896.72	$75,315
NONE	21	384	36.390	$2,911.20	$75,691
NONE	21	385	36.572	$2,925.76	$76,070
NONE	21	386	36.755	$2,940.40	$76,450
NONE	21	387	36.940	$2,955.20	$76,835
NONE	21	388	37.124	$2,969.92	$77,218
NONE	21	389	37.309	$2,984.72	$77,603
NONE	21	390	37.495	$2,999.60	$77,990
NONE	21	391	37.684	$3,014.72	$78,383
NONE	21	392	37.873	$3,029.84	$78,776
NONE	21	393	38.061	$3,044.88	$79,167
NONE	21	394	38.251	$3,060.08	$79,562
NONE	21	395	38.443	$3,075.44	$79,961
NONE	21	396	38.635	$3,090.80	$80,361
NONE	21	397	38.828	$3,106.24	$80,762
NONE	21	398	39.021	$3,121.68	$81,164
NONE	21	399	39.218	$3,137.44	$81,573
NONE	21	400	39.414	$3,153.12	$81,981
NONE	21	401	39.610	$3,168.80	$82,389
NONE	21	402	39.809	$3,184.72	$82,803
NONE	21	403	40.007	$3,200.56	$83,215
NONE	21	404	40.206	$3,216.48	$83,628
NONE	21	405	40.408	$3,232.64	$84,049
NONE	21	406	40.611	$3,248.88	$84,471
NONE	21	407	40.814	$3,265.12	$84,893

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	21	408	41.018	$3,281.44	$85,317
NONE	21	409	41.222	$3,297.76	$85,742
NONE	21	410	41.428	$3,314.24	$86,170
NONE	21	411	41.635	$3,330.80	$86,601
NONE	21	412	41.844	$3,347.52	$87,036
NONE	21	413	42.053	$3,364.24	$87,470
NONE	21	414	42.263	$3,381.04	$87,907
NONE	21	415	42.474	$3,397.92	$88,346
NONE	21	416	42.687	$3,414.96	$88,789
NONE	21	417	42.901	$3,432.08	$89,234
NONE	21	418	43.115	$3,449.20	$89,679
NONE	21	419	43.331	$3,466.48	$90,128
NONE	21	420	43.550	$3,484.00	$90,584
NONE	21	421	43.767	$3,501.36	$91,035
NONE	21	422	43.986	$3,518.88	$91,491
NONE	21	423	44.207	$3,536.56	$91,951
NONE	21	424	44.428	$3,554.24	$92,410
NONE	21	425	44.648	$3,571.84	$92,868
NONE	21	426	44.872	$3,589.76	$93,334
NONE	21	427	45.095	$3,607.60	$93,798
NONE	21	428	45.321	$3,625.68	$94,268
NONE	21	429	45.546	$3,643.68	$94,736
NONE	21	430	45.774	$3,661.92	$95,210
NONE	21	431	46.002	$3,680.16	$95,684
NONE	21	432	46.233	$3,698.64	$96,165
NONE	21	433	46.464	$3,717.12	$96,645
NONE	21	434	46.694	$3,735.52	$97,124
NONE	21	435	46.927	$3,754.16	$97,608
NONE	21	436	47.162	$3,772.96	$98,097
NONE	21	437	47.398	$3,791.84	$98,588
NONE	21	438	47.636	$3,810.88	$99,083
NONE	21	439	47.875	$3,830.00	$99,580
NONE	21	440	48.114	$3,849.12	$100,077
NONE	21	441	48.355	$3,868.40	$100,578
NONE	21	442	48.598	$3,887.84	$101,084
NONE	21	443	48.841	$3,907.28	$101,589
NONE	21	444	49.084	$3,926.72	$102,095
NONE	21	445	49.331	$3,946.48	$102,608
NONE	21	446	49.576	$3,966.08	$103,118

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	21	447	49.824	$3,985.92	$103,634
NONE	21	448L	50.073	$4,005.84	$104,152
NONE	21	449L	50.322	$4,025.76	$104,670
NONE	21	450L	50.575	$4,046.00	$105,196
NONE	21	451L	50.829	$4,066.32	$105,724
NONE	22	374	34.620	$2,769.60	$72,010
NONE	22	375	34.792	$2,783.36	$72,367
NONE	22	376	34.967	$2,797.36	$72,731
NONE	22	377	35.142	$2,811.36	$73,095
NONE	22	378	35.318	$2,825.44	$73,461
NONE	22	379	35.493	$2,839.44	$73,825
NONE	22	380	35.671	$2,853.68	$74,196
NONE	22	381	35.849	$2,867.92	$74,566
NONE	22	382	36.029	$2,882.32	$74,940
NONE	22	383	36.209	$2,896.72	$75,315
NONE	22	384	36.390	$2,911.20	$75,691
NONE	22	385	36.572	$2,925.76	$76,070
NONE	22	386	36.755	$2,940.40	$76,450
NONE	22	387	36.940	$2,955.20	$76,835
NONE	22	388	37.124	$2,969.92	$77,218
NONE	22	389	37.309	$2,984.72	$77,603
NONE	22	390	37.495	$2,999.60	$77,990
NONE	22	391	37.684	$3,014.72	$78,383
NONE	22	392	37.873	$3,029.84	$78,776
NONE	22	393	38.061	$3,044.88	$79,167
NONE	22	394	38.251	$3,060.08	$79,562
NONE	22	395	38.443	$3,075.44	$79,961
NONE	22	396	38.635	$3,090.80	$80,361
NONE	22	397	38.828	$3,106.24	$80,762
NONE	22	398	39.021	$3,121.68	$81,164
NONE	22	399	39.218	$3,137.44	$81,573
NONE	22	400	39.414	$3,153.12	$81,981
NONE	22	401	39.610	$3,168.80	$82,389
NONE	22	402	39.809	$3,184.72	$82,803
NONE	22	403	40.007	$3,200.56	$83,215
NONE	22	404	40.206	$3,216.48	$83,628
NONE	22	405	40.408	$3,232.64	$84,049
NONE	22	406	40.611	$3,248.88	$84,471
NONE	22	407	40.814	$3,265.12	$84,893

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	22	408	41.018	$3,281.44	$85,317
NONE	22	409	41.222	$3,297.76	$85,742
NONE	22	410	41.428	$3,314.24	$86,170
NONE	22	411	41.635	$3,330.80	$86,601
NONE	22	412	41.844	$3,347.52	$87,036
NONE	22	413	42.053	$3,364.24	$87,470
NONE	22	414	42.263	$3,381.04	$87,907
NONE	22	415	42.474	$3,397.92	$88,346
NONE	22	416	42.687	$3,414.96	$88,789
NONE	22	417	42.901	$3,432.08	$89,234
NONE	22	418	43.115	$3,449.20	$89,679
NONE	22	419	43.331	$3,466.48	$90,128
NONE	22	420	43.550	$3,484.00	$90,584
NONE	22	421	43.767	$3,501.36	$91,035
NONE	22	422	43.986	$3,518.88	$91,491
NONE	22	423	44.207	$3,536.56	$91,951
NONE	22	424	44.428	$3,554.24	$92,410
NONE	22	425	44.648	$3,571.84	$92,868
NONE	22	426	44.872	$3,589.76	$93,334
NONE	22	427	45.095	$3,607.60	$93,798
NONE	22	428	45.321	$3,625.68	$94,268
NONE	22	429	45.546	$3,643.68	$94,736
NONE	22	430	45.774	$3,661.92	$95,210
NONE	22	431	46.002	$3,680.16	$95,684
NONE	22	432	46.233	$3,698.64	$96,165
NONE	22	433	46.464	$3,717.12	$96,645
NONE	22	434	46.694	$3,735.52	$97,124
NONE	22	435	46.927	$3,754.16	$97,608
NONE	22	436	47.162	$3,772.96	$98,097
NONE	22	437	47.398	$3,791.84	$98,588
NONE	22	438	47.636	$3,810.88	$99,083
NONE	22	439	47.875	$3,830.00	$99,580
NONE	22	440	48.114	$3,849.12	$100,077
NONE	22	441	48.355	$3,868.40	$100,578
NONE	22	442	48.598	$3,887.84	$101,084
NONE	22	443	48.841	$3,907.28	$101,589
NONE	22	444	49.084	$3,926.72	$102,095
NONE	22	445	49.331	$3,946.48	$102,608
NONE	22	446	49.576	$3,966.08	$103,118

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	22	447	49.824	$3,985.92	$103,634
NONE	22	448	50.073	$4,005.84	$104,152
NONE	22	449	50.322	$4,025.76	$104,670
NONE	22	450	50.575	$4,046.00	$105,196
NONE	22	451	50.829	$4,066.32	$105,724
NONE	22	452	51.083	$4,086.64	$106,253
NONE	22	453	51.339	$4,107.12	$106,785
NONE	22	454	51.596	$4,127.68	$107,320
NONE	22	455	51.853	$4,148.24	$107,854
NONE	22	456	52.112	$4,168.96	$108,393
NONE	22	457	52.372	$4,189.76	$108,934
NONE	22	458	52.634	$4,210.72	$109,479
NONE	22	459	52.898	$4,231.84	$110,028
NONE	22	460	53.162	$4,252.96	$110,577
NONE	22	461	53.429	$4,274.32	$111,132
NONE	22	462	53.695	$4,295.60	$111,686
NONE	22	463	53.963	$4,317.04	$112,243
NONE	22	464	54.233	$4,338.64	$112,805
NONE	22	465	54.505	$4,360.40	$113,370
NONE	22	466	54.777	$4,382.16	$113,936
NONE	22	467L	55.050	$4,404.00	$114,504
NONE	22	468L	55.326	$4,426.08	$115,078
NONE	22	469L	55.601	$4,448.08	$115,650
NONE	22	470L	55.881	$4,470.48	$116,232
NONE	23	383	36.209	$2,896.72	$75,315
NONE	23	384	36.390	$2,911.20	$75,691
NONE	23	385	36.572	$2,925.76	$76,070
NONE	23	386	36.755	$2,940.40	$76,450
NONE	23	387	36.940	$2,955.20	$76,835
NONE	23	388	37.124	$2,969.92	$77,218
NONE	23	389	37.309	$2,984.72	$77,603
NONE	23	390	37.495	$2,999.60	$77,990
NONE	23	391	37.684	$3,014.72	$78,383
NONE	23	392	37.873	$3,029.84	$78,776
NONE	23	393	38.061	$3,044.88	$79,167
NONE	23	394	38.251	$3,060.08	$79,562
NONE	23	395	38.443	$3,075.44	$79,961
NONE	23	396	38.635	$3,090.80	$80,361
NONE	23	397	38.828	$3,106.24	$80,762

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	23	398	39.021	$3,121.68	$81,164
NONE	23	399	39.218	$3,137.44	$81,573
NONE	23	400	39.414	$3,153.12	$81,981
NONE	23	401	39.610	$3,168.80	$82,389
NONE	23	402	39.809	$3,184.72	$82,803
NONE	23	403	40.007	$3,200.56	$83,215
NONE	23	404	40.206	$3,216.48	$83,628
NONE	23	405	40.408	$3,232.64	$84,049
NONE	23	406	40.611	$3,248.88	$84,471
NONE	23	407	40.814	$3,265.12	$84,893
NONE	23	408	41.018	$3,281.44	$85,317
NONE	23	409	41.222	$3,297.76	$85,742
NONE	23	410	41.428	$3,314.24	$86,170
NONE	23	411	41.635	$3,330.80	$86,601
NONE	23	412	41.844	$3,347.52	$87,036
NONE	23	413	42.053	$3,364.24	$87,470
NONE	23	414	42.263	$3,381.04	$87,907
NONE	23	415	42.474	$3,397.92	$88,346
NONE	23	416	42.687	$3,414.96	$88,789
NONE	23	417	42.901	$3,432.08	$89,234
NONE	23	418	43.115	$3,449.20	$89,679
NONE	23	419	43.331	$3,466.48	$90,128
NONE	23	420	43.550	$3,484.00	$90,584
NONE	23	421	43.767	$3,501.36	$91,035
NONE	23	422	43.986	$3,518.88	$91,491
NONE	23	423	44.207	$3,536.56	$91,951
NONE	23	424	44.428	$3,554.24	$92,410
NONE	23	425	44.648	$3,571.84	$92,868
NONE	23	426	44.872	$3,589.76	$93,334
NONE	23	427	45.095	$3,607.60	$93,798
NONE	23	428	45.321	$3,625.68	$94,268
NONE	23	429	45.546	$3,643.68	$94,736
NONE	23	430	45.774	$3,661.92	$95,210
NONE	23	431	46.002	$3,680.16	$95,684
NONE	23	432	46.233	$3,698.64	$96,165
NONE	23	433	46.464	$3,717.12	$96,645
NONE	23	434	46.694	$3,735.52	$97,124
NONE	23	435	46.927	$3,754.16	$97,608
NONE	23	436	47.162	$3,772.96	$98,097

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	23	437	47.398	$3,791.84	$98,588
NONE	23	438	47.636	$3,810.88	$99,083
NONE	23	439	47.875	$3,830.00	$99,580
NONE	23	440	48.114	$3,849.12	$100,077
NONE	23	441	48.355	$3,868.40	$100,578
NONE	23	442	48.598	$3,887.84	$101,084
NONE	23	443	48.841	$3,907.28	$101,589
NONE	23	444	49.084	$3,926.72	$102,095
NONE	23	445	49.331	$3,946.48	$102,608
NONE	23	446	49.576	$3,966.08	$103,118
NONE	23	447	49.824	$3,985.92	$103,634
NONE	23	448	50.073	$4,005.84	$104,152
NONE	23	449	50.322	$4,025.76	$104,670
NONE	23	450	50.575	$4,046.00	$105,196
NONE	23	451	50.829	$4,066.32	$105,724
NONE	23	452	51.083	$4,086.64	$106,253
NONE	23	453	51.339	$4,107.12	$106,785
NONE	23	454	51.596	$4,127.68	$107,320
NONE	23	455	51.853	$4,148.24	$107,854
NONE	23	456	52.112	$4,168.96	$108,393
NONE	23	457	52.372	$4,189.76	$108,934
NONE	23	458	52.634	$4,210.72	$109,479
NONE	23	459	52.898	$4,231.84	$110,028
NONE	23	460	53.162	$4,252.96	$110,577
NONE	23	461	53.429	$4,274.32	$111,132
NONE	23	462	53.695	$4,295.60	$111,686
NONE	23	463	53.963	$4,317.04	$112,243
NONE	23	464	54.233	$4,338.64	$112,805
NONE	23	465	54.505	$4,360.40	$113,370
NONE	23	466	54.777	$4,382.16	$113,936
NONE	23	467	55.050	$4,404.00	$114,504
NONE	23	468	55.326	$4,426.08	$115,078
NONE	23	469	55.601	$4,448.08	$115,650
NONE	23	470	55.881	$4,470.48	$116,232
NONE	23	471	56.159	$4,492.72	$116,811
NONE	23	472	56.441	$4,515.28	$117,397
NONE	23	473	56.723	$4,537.84	$117,984
NONE	23	474	57.007	$4,560.56	$118,575
NONE	23	475	57.292	$4,583.36	$119,167

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	23	476	57.578	$4,606.24	$119,762
NONE	23	477L	57.866	$4,629.28	$120,361
NONE	23	478L	58.155	$4,652.40	$120,962
NONE	23	479L	58.446	$4,675.68	$121,568
NONE	23	480L	58.739	$4,699.12	$122,177

NON-UNION SCHEDULE II: NURSES
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	FA	329	27.659	$2,212.72	$ 57,531
NONE	FA	330	27.798	$2,223.84	$ 57,820
NONE	FA	331	27.936	$2,234.88	$ 58,107
NONE	FA	332	28.077	$2,246.16	$ 58,400
NONE	FA	333	28.216	$2,257.28	$ 58,689
NONE	FA	334	28.358	$2,268.64	$ 58,985
NONE	FA	335	28.499	$2,279.92	$ 59,278
NONE	FA	336	28.642	$2,291.36	$ 59,575
NONE	FA	337	28.785	$2,302.80	$ 59,873
NONE	FA	338	28.929	$2,314.32	$ 60,172
NONE	FA	339	29.074	$2,325.92	$ 60,474
NONE	FA	340	29.220	$2,337.60	$ 60,778
NONE	FA	341	29.366	$2,349.28	$ 61,081
NONE	FA	342	29.513	$2,361.04	$ 61,387
NONE	FA	343	29.661	$2,372.88	$ 61,695
NONE	FA	344	29.808	$2,384.64	$ 62,001
NONE	FA	345	29.958	$2,396.64	$ 62,313
NONE	FA	346	30.107	$2,408.56	$ 62,623
NONE	FA	347	30.257	$2,420.56	$ 62,935
NONE	FA	348	30.409	$2,432.72	$ 63,251
NONE	FA	349	30.560	$2,444.80	$ 63,565
NONE	FA	350	30.713	$2,457.04	$ 63,883
NONE	FA	351	30.867	$2,469.36	$ 64,203
NONE	FA	352	31.021	$2,481.68	$ 64,524
NONE	FA	353	31.175	$2,494.00	$ 64,844
NONE	FA	354	31.331	$2,506.48	$ 65,168
NONE	FA	355	31.489	$2,519.12	$ 65,497
NONE	FA	356	31.647	$2,531.76	$ 65,826
NONE	FA	357	31.806	$2,544.48	$ 66,156
NONE	FA	358	31.964	$2,557.12	$ 66,485
NONE	FA	359	32.123	$2,569.84	$ 66,816
NONE	FA	360	32.284	$2,582.72	$ 67,151
NONE	FA	361	32.446	$2,595.68	$ 67,488
NONE	FA	362	32.608	$2,608.64	$ 67,825
NONE	FA	363	32.770	$2,621.60	$ 68,162
NONE	FA	364	32.934	$2,634.72	$ 68,503
NONE	FA	365	33.099	$2,647.92	$ 68,846
NONE	FA	366	33.264	$2,661.12	$ 69,189
NONE	FA	367	33.431	$2,674.48	$ 69,536
NONE	FA	368	33.598	$2,687.84	$ 69,884

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	FA	369	33.767	$2,701.36	$ 70,235
NONE	FA	370	33.935	$2,714.80	$ 70,585
NONE	FA	371	34.106	$2,728.48	$ 70,940
NONE	FA	372	34.275	$2,742.00	$ 71,292
NONE	FA	373	34.446	$2,755.68	$ 71,648
NONE	FA	374	34.620	$2,769.60	$ 72,010
NONE	FA	375	34.792	$2,783.36	$ 72,367
NONE	FA	376	34.967	$2,797.36	$ 72,731
NONE	FA	377	35.142	$2,811.36	$ 73,095
NONE	FA	378	35.318	$2,825.44	$ 73,461
NONE	FA	379	35.493	$2,839.44	$ 73,825
NONE	FA	380	35.671	$2,853.68	$ 74,196
NONE	FA	381	35.849	$2,867.92	$ 74,566
NONE	FA	382	36.029	$2,882.32	$ 74,940
NONE	FA	383	36.209	$2,896.72	$ 75,315
NONE	FA	384	36.390	$2,911.20	$ 75,691
NONE	FA	385	36.572	$2,925.76	$ 76,070
NONE	FA	386	36.755	$2,940.40	$ 76,450
NONE	FA	387	36.940	$2,955.20	$ 76,835
NONE	FA	388	37.124	$2,969.92	$ 77,218
NONE	FA	389	37.309	$2,984.72	$ 77,603
NONE	FA	390	37.495	$2,999.60	$ 77,990
NONE	FA	391	37.684	$3,014.72	$ 78,383
NONE	FA	392	37.873	$3,029.84	$ 78,776
NONE	FA	393	38.061	$3,044.88	$ 79,167
NONE	FA	394	38.251	$3,060.08	$ 79,562
NONE	FA	395	38.443	$3,075.44	$ 79,961
NONE	FA	396	38.635	$3,090.80	$ 80,361
NONE	FA	397	38.828	$3,106.24	$ 80,762
NONE	FA	398	39.021	$3,121.68	$ 81,164
NONE	FA	399	39.218	$3,137.44	$ 81,573
NONE	FA	400	39.414	$3,153.12	$ 81,981
NONE	FA	401	39.610	$3,168.80	$ 82,389
NONE	FA	402	39.809	$3,184.72	$ 82,803
NONE	FA	403	40.007	$3,200.56	$ 83,215
NONE	FA	404	40.206	$3,216.48	$ 83,628
NONE	FA	405	40.408	$3,232.64	$ 84,049
NONE	FA	406	40.611	$3,248.88	$ 84,471
NONE	FA	407	40.814	$3,265.12	$ 84,893
NONE	FA	408	41.018	$3,281.44	$ 85,317

NON-UNION SCHEDULE II: NURSES
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	FA	409	41.222	$3,297.76	$ 85,742
NONE	FA	410	41.428	$3,314.24	$ 86,170
NONE	FA	411	41.635	$3,330.80	$ 86,601
NONE	FA	412	41.844	$3,347.52	$ 87,036
NONE	FA	413	42.053	$3,364.24	$ 87,470
NONE	FA	414	42.263	$3,381.04	$ 87,907
NONE	FA	415	42.474	$3,397.92	$ 88,346
NONE	FA	416	42.687	$3,414.96	$ 88,789
NONE	FA	417	42.901	$3,432.08	$ 89,234
NONE	FA	418L	43.115	$3,449.20	$ 89,679
NONE	FA	419L	43.331	$3,466.48	$ 90,128
NONE	FA	420L	43.550	$3,484.00	$ 90,584
NONE	FA	421L	43.767	$3,501.36	$ 91,035
NONE	FB	336	28.642	$2,291.36	$ 59,575
NONE	FB	337	28.785	$2,302.80	$ 59,873
NONE	FB	338	28.929	$2,314.32	$ 60,172
NONE	FB	339	29.074	$2,325.92	$ 60,474
NONE	FB	340	29.220	$2,337.60	$ 60,778
NONE	FB	341	29.366	$2,349.28	$ 61,081
NONE	FB	342	29.513	$2,361.04	$ 61,387
NONE	FB	343	29.661	$2,372.88	$ 61,695
NONE	FB	344	29.808	$2,384.64	$ 62,001
NONE	FB	345	29.958	$2,396.64	$ 62,313
NONE	FB	346	30.107	$2,408.56	$ 62,623
NONE	FB	347	30.257	$2,420.56	$ 62,935
NONE	FB	348	30.409	$2,432.72	$ 63,251
NONE	FB	349	30.560	$2,444.80	$ 63,565
NONE	FB	350	30.713	$2,457.04	$ 63,883
NONE	FB	351	30.867	$2,469.36	$ 64,203
NONE	FB	352	31.021	$2,481.68	$ 64,524
NONE	FB	353	31.175	$2,494.00	$ 64,844
NONE	FB	354	31.331	$2,506.48	$ 65,168
NONE	FB	355	31.489	$2,519.12	$ 65,497
NONE	FB	356	31.647	$2,531.76	$ 65,826
NONE	FB	357	31.806	$2,544.48	$ 66,156
NONE	FB	358	31.964	$2,557.12	$ 66,485
NONE	FB	359	32.123	$2,569.84	$ 66,816
NONE	FB	360	32.284	$2,582.72	$ 67,151
NONE	FB	361	32.446	$2,595.68	$ 67,488
NONE	FB	362	32.608	$2,608.64	$ 67,825

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	FB	363	32.770	$2,621.60	$ 68,162
NONE	FB	364	32.934	$2,634.72	$ 68,503
NONE	FB	365	33.099	$2,647.92	$ 68,846
NONE	FB	366	33.264	$2,661.12	$ 69,189
NONE	FB	367	33.431	$2,674.48	$ 69,536
NONE	FB	368	33.598	$2,687.84	$ 69,884
NONE	FB	369	33.767	$2,701.36	$ 70,235
NONE	FB	370	33.935	$2,714.80	$ 70,585
NONE	FB	371	34.106	$2,728.48	$ 70,940
NONE	FB	372	34.275	$2,742.00	$ 71,292
NONE	FB	373	34.446	$2,755.68	$ 71,648
NONE	FB	374	34.620	$2,769.60	$ 72,010
NONE	FB	375	34.792	$2,783.36	$ 72,367
NONE	FB	376	34.967	$2,797.36	$ 72,731
NONE	FB	377	35.142	$2,811.36	$ 73,095
NONE	FB	378	35.318	$2,825.44	$ 73,461
NONE	FB	379	35.493	$2,839.44	$ 73,825
NONE	FB	380	35.671	$2,853.68	$ 74,196
NONE	FB	381	35.849	$2,867.92	$ 74,566
NONE	FB	382	36.029	$2,882.32	$ 74,940
NONE	FB	383	36.209	$2,896.72	$ 75,315
NONE	FB	384	36.390	$2,911.20	$ 75,691
NONE	FB	385	36.572	$2,925.76	$ 76,070
NONE	FB	386	36.755	$2,940.40	$ 76,450
NONE	FB	387	36.940	$2,955.20	$ 76,835
NONE	FB	388	37.124	$2,969.92	$ 77,218
NONE	FB	389	37.309	$2,984.72	$ 77,603
NONE	FB	390	37.495	$2,999.60	$ 77,990
NONE	FB	391	37.684	$3,014.72	$ 78,383
NONE	FB	392	37.873	$3,029.84	$ 78,776
NONE	FB	393	38.061	$3,044.88	$ 79,167
NONE	FB	394	38.251	$3,060.08	$ 79,562
NONE	FB	395	38.443	$3,075.44	$ 79,961
NONE	FB	396	38.635	$3,090.80	$ 80,361
NONE	FB	397	38.828	$3,106.24	$ 80,762
NONE	FB	398	39.021	$3,121.68	$ 81,164
NONE	FB	399	39.218	$3,137.44	$ 81,573
NONE	FB	400	39.414	$3,153.12	$ 81,981
NONE	FB	401	39.610	$3,168.80	$ 82,389
NONE	FB	402	39.809	$3,184.72	$ 82,803

NON-UNION SCHEDULE II: NURSES
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	FB	403	40.007	$3,200.56	$ 83,215
NONE	FB	404	40.206	$3,216.48	$ 83,628
NONE	FB	405	40.408	$3,232.64	$ 84,049
NONE	FB	406	40.611	$3,248.88	$ 84,471
NONE	FB	407	40.814	$3,265.12	$ 84,893
NONE	FB	408	41.018	$3,281.44	$ 85,317
NONE	FB	409	41.222	$3,297.76	$ 85,742
NONE	FB	410	41.428	$3,314.24	$ 86,170
NONE	FB	411	41.635	$3,330.80	$ 86,601
NONE	FB	412	41.844	$3,347.52	$ 87,036
NONE	FB	413	42.053	$3,364.24	$ 87,470
NONE	FB	414	42.263	$3,381.04	$ 87,907
NONE	FB	415	42.474	$3,397.92	$ 88,346
NONE	FB	416	42.687	$3,414.96	$ 88,789
NONE	FB	417	42.901	$3,432.08	$ 89,234
NONE	FB	418	43.115	$3,449.20	$ 89,679
NONE	FB	419	43.331	$3,466.48	$ 90,128
NONE	FB	420	43.550	$3,484.00	$ 90,584
NONE	FB	421	43.767	$3,501.36	$ 91,035
NONE	FB	422	43.986	$3,518.88	$ 91,491
NONE	FB	423L	44.207	$3,536.56	$ 91,951
NONE	FB	424L	44.428	$3,554.24	$ 92,410
NONE	FB	425L	44.648	$3,571.84	$ 92,868
NONE	FB	426L	44.872	$3,589.76	$ 93,334
NONE	FE	373	34.446	$2,755.68	$ 71,648
NONE	FE	374	34.620	$2,769.60	$ 72,010
NONE	FE	375	34.792	$2,783.36	$ 72,367
NONE	FE	376	34.967	$2,797.36	$ 72,731
NONE	FE	377	35.142	$2,811.36	$ 73,095
NONE	FE	378	35.318	$2,825.44	$ 73,461
NONE	FE	379	35.493	$2,839.44	$ 73,825
NONE	FE	380	35.671	$2,853.68	$ 74,196
NONE	FE	381	35.849	$2,867.92	$ 74,566
NONE	FE	382	36.029	$2,882.32	$ 74,940
NONE	FE	383	36.209	$2,896.72	$ 75,315
NONE	FE	384	36.390	$2,911.20	$ 75,691
NONE	FE	385	36.572	$2,925.76	$ 76,070
NONE	FE	386	36.755	$2,940.40	$ 76,450
NONE	FE	387	36.940	$2,955.20	$ 76,835
NONE	FE	388	37.124	$2,969.92	$ 77,218

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	FE	389	37.309	$2,984.72	$ 77,603
NONE	FE	390	37.495	$2,999.60	$ 77,990
NONE	FE	391	37.684	$3,014.72	$ 78,383
NONE	FE	392	37.873	$3,029.84	$ 78,776
NONE	FE	393	38.061	$3,044.88	$ 79,167
NONE	FE	394	38.251	$3,060.08	$ 79,562
NONE	FE	395	38.443	$3,075.44	$ 79,961
NONE	FE	396	38.635	$3,090.80	$ 80,361
NONE	FE	397	38.828	$3,106.24	$ 80,762
NONE	FE	398	39.021	$3,121.68	$ 81,164
NONE	FE	399	39.218	$3,137.44	$ 81,573
NONE	FE	400	39.414	$3,153.12	$ 81,981
NONE	FE	401	39.610	$3,168.80	$ 82,389
NONE	FE	402	39.809	$3,184.72	$ 82,803
NONE	FE	403	40.007	$3,200.56	$ 83,215
NONE	FE	404	40.206	$3,216.48	$ 83,628
NONE	FE	405	40.408	$3,232.64	$ 84,049
NONE	FE	406	40.611	$3,248.88	$ 84,471
NONE	FE	407	40.814	$3,265.12	$ 84,893
NONE	FE	408	41.018	$3,281.44	$ 85,317
NONE	FE	409	41.222	$3,297.76	$ 85,742
NONE	FE	410	41.428	$3,314.24	$ 86,170
NONE	FE	411	41.635	$3,330.80	$ 86,601
NONE	FE	412	41.844	$3,347.52	$ 87,036
NONE	FE	413	42.053	$3,364.24	$ 87,470
NONE	FE	414	42.263	$3,381.04	$ 87,907
NONE	FE	415	42.474	$3,397.92	$ 88,346
NONE	FE	416	42.687	$3,414.96	$ 88,789
NONE	FE	417	42.901	$3,432.08	$ 89,234
NONE	FE	418	43.115	$3,449.20	$ 89,679
NONE	FE	419	43.331	$3,466.48	$ 90,128
NONE	FE	420	43.550	$3,484.00	$ 90,584
NONE	FE	421	43.767	$3,501.36	$ 91,035
NONE	FE	422	43.986	$3,518.88	$ 91,491
NONE	FE	423	44.207	$3,536.56	$ 91,951
NONE	FE	424	44.428	$3,554.24	$ 92,410
NONE	FE	425	44.648	$3,571.84	$ 92,868
NONE	FE	426	44.872	$3,589.76	$ 93,334
NONE	FE	427	45.095	$3,607.60	$ 93,798
NONE	FE	428	45.321	$3,625.68	$ 94,268

NON-UNION SCHEDULE II: NURSES
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	FE	429	45.546	$3,643.68	$ 94,736
NONE	FE	430	45.774	$3,661.92	$ 95,210
NONE	FE	431	46.002	$3,680.16	$ 95,684
NONE	FE	432	46.233	$3,698.64	$ 96,165
NONE	FE	433	46.464	$3,717.12	$ 96,645
NONE	FE	434	46.694	$3,735.52	$ 97,124
NONE	FE	435	46.927	$3,754.16	$ 97,608
NONE	FE	436	47.162	$3,772.96	$ 98,097
NONE	FE	437	47.398	$3,791.84	$ 98,588
NONE	FE	438	47.636	$3,810.88	$ 99,083
NONE	FE	439	47.875	$3,830.00	$ 99,580
NONE	FE	440	48.114	$3,849.12	$100,077
NONE	FE	441	48.355	$3,868.40	$100,578
NONE	FE	442	48.598	$3,887.84	$101,084
NONE	FE	443	48.841	$3,907.28	$101,589
NONE	FE	444	49.084	$3,926.72	$102,095
NONE	FE	445	49.331	$3,946.48	$102,608
NONE	FE	446	49.576	$3,966.08	$103,118
NONE	FE	447	49.824	$3,985.92	$103,634
NONE	FE	448	50.073	$4,005.84	$104,152
NONE	FE	449	50.322	$4,025.76	$104,670
NONE	FE	450	50.575	$4,046.00	$105,196
NONE	FE	451	50.829	$4,066.32	$105,724
NONE	FE	452	51.083	$4,086.64	$106,253
NONE	FE	453	51.339	$4,107.12	$106,785
NONE	FE	454	51.596	$4,127.68	$107,320
NONE	FE	455	51.853	$4,148.24	$107,854
NONE	FE	456	52.112	$4,168.96	$108,393
NONE	FE	457	52.372	$4,189.76	$108,934
NONE	FE	458	52.634	$4,210.72	$109,479
NONE	FE	459	52.898	$4,231.84	$110,028
NONE	FE	460	53.162	$4,252.96	$110,577
NONE	FE	461	53.429	$4,274.32	$111,132
NONE	FE	462L	53.695	$4,295.60	$111,686
NONE	FE	463L	53.963	$4,317.04	$112,243
NONE	FE	464L	54.233	$4,338.64	$112,805
NONE	FE	465L	54.505	$4,360.40	$113,370
NONE	FF	380	35.671	$2,853.68	$ 74,196
NONE	FF	381	35.849	$2,867.92	$ 74,566
NONE	FF	382	36.029	$2,882.32	$ 74,940

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	FF	383	36.209	$2,896.72	$ 75,315
NONE	FF	384	36.390	$2,911.20	$ 75,691
NONE	FF	385	36.572	$2,925.76	$ 76,070
NONE	FF	386	36.755	$2,940.40	$ 76,450
NONE	FF	387	36.940	$2,955.20	$ 76,835
NONE	FF	388	37.124	$2,969.92	$ 77,218
NONE	FF	389	37.309	$2,984.72	$ 77,603
NONE	FF	390	37.495	$2,999.60	$ 77,990
NONE	FF	391	37.684	$3,014.72	$ 78,383
NONE	FF	392	37.873	$3,029.84	$ 78,776
NONE	FF	393	38.061	$3,044.88	$ 79,167
NONE	FF	394	38.251	$3,060.08	$ 79,562
NONE	FF	395	38.443	$3,075.44	$ 79,961
NONE	FF	396	38.635	$3,090.80	$ 80,361
NONE	FF	397	38.828	$3,106.24	$ 80,762
NONE	FF	398	39.021	$3,121.68	$ 81,164
NONE	FF	399	39.218	$3,137.44	$ 81,573
NONE	FF	400	39.414	$3,153.12	$ 81,981
NONE	FF	401	39.610	$3,168.80	$ 82,389
NONE	FF	402	39.809	$3,184.72	$ 82,803
NONE	FF	403	40.007	$3,200.56	$ 83,215
NONE	FF	404	40.206	$3,216.48	$ 83,628
NONE	FF	405	40.408	$3,232.64	$ 84,049
NONE	FF	406	40.611	$3,248.88	$ 84,471
NONE	FF	407	40.814	$3,265.12	$ 84,893
NONE	FF	408	41.018	$3,281.44	$ 85,317
NONE	FF	409	41.222	$3,297.76	$ 85,742
NONE	FF	410	41.428	$3,314.24	$ 86,170
NONE	FF	411	41.635	$3,330.80	$ 86,601
NONE	FF	412	41.844	$3,347.52	$ 87,036
NONE	FF	413	42.053	$3,364.24	$ 87,470
NONE	FF	414	42.263	$3,381.04	$ 87,907
NONE	FF	415	42.474	$3,397.92	$ 88,346
NONE	FF	416	42.687	$3,414.96	$ 88,789
NONE	FF	417	42.901	$3,432.08	$ 89,234
NONE	FF	418	43.115	$3,449.20	$ 89,679
NONE	FF	419	43.331	$3,466.48	$ 90,128
NONE	FF	420	43.550	$3,484.00	$ 90,584
NONE	FF	421	43.767	$3,501.36	$ 91,035
NONE	FF	422	43.986	$3,518.88	$ 91,491

NON-UNION SCHEDULE II: NURSES
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	FF	423	44.207	$3,536.56	$ 91,951
NONE	FF	424	44.428	$3,554.24	$ 92,410
NONE	FF	425	44.648	$3,571.84	$ 92,868
NONE	FF	426	44.872	$3,589.76	$ 93,334
NONE	FF	427	45.095	$3,607.60	$ 93,798
NONE	FF	428	45.321	$3,625.68	$ 94,268
NONE	FF	429	45.546	$3,643.68	$ 94,736
NONE	FF	430	45.774	$3,661.92	$ 95,210
NONE	FF	431	46.002	$3,680.16	$ 95,684
NONE	FF	432	46.233	$3,698.64	$ 96,165
NONE	FF	433	46.464	$3,717.12	$ 96,645
NONE	FF	434	46.694	$3,735.52	$ 97,124
NONE	FF	435	46.927	$3,754.16	$ 97,608
NONE	FF	436	47.162	$3,772.96	$ 98,097
NONE	FF	437	47.398	$3,791.84	$ 98,588
NONE	FF	438	47.636	$3,810.88	$ 99,083
NONE	FF	439	47.875	$3,830.00	$ 99,580
NONE	FF	440	48.114	$3,849.12	$100,077
NONE	FF	441	48.355	$3,868.40	$100,578
NONE	FF	442	48.598	$3,887.84	$101,084
NONE	FF	443	48.841	$3,907.28	$101,589
NONE	FF	444	49.084	$3,926.72	$102,095
NONE	FF	445	49.331	$3,946.48	$102,608
NONE	FF	446	49.576	$3,966.08	$103,118
NONE	FF	447	49.824	$3,985.92	$103,634
NONE	FF	448	50.073	$4,005.84	$104,152
NONE	FF	449	50.322	$4,025.76	$104,670
NONE	FF	450	50.575	$4,046.00	$105,196
NONE	FF	451	50.829	$4,066.32	$105,724
NONE	FF	452	51.083	$4,086.64	$106,253
NONE	FF	453	51.339	$4,107.12	$106,785
NONE	FF	454	51.596	$4,127.68	$107,320
NONE	FF	455	51.853	$4,148.24	$107,854
NONE	FF	456	52.112	$4,168.96	$108,393
NONE	FF	457	52.372	$4,189.76	$108,934
NONE	FF	458	52.634	$4,210.72	$109,479
NONE	FF	459	52.898	$4,231.84	$110,028
NONE	FF	460	53.162	$4,252.96	$110,577
NONE	FF	461	53.429	$4,274.32	$111,132
NONE	FF	462	53.695	$4,295.60	$111,686

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	FF	463	53.963	$4,317.04	$112,243
NONE	FF	464L	54.233	$4,338.64	$112,805
NONE	FF	465L	54.505	$4,360.40	$113,370
NONE	FF	466L	54.777	$4,382.16	$113,936
NONE	FF	467L	55.050	$4,404.00	$114,504
NONE	FJ	433	46.464	$3,717.12	$ 96,645
NONE	FJ	434	46.694	$3,735.52	$ 97,124
NONE	FJ	435	46.927	$3,754.16	$ 97,608
NONE	FJ	436	47.162	$3,772.96	$ 98,097
NONE	FJ	437	47.398	$3,791.84	$ 98,588
NONE	FJ	438	47.636	$3,810.88	$ 99,083
NONE	FJ	439	47.875	$3,830.00	$ 99,580
NONE	FJ	440	48.114	$3,849.12	$100,077
NONE	FJ	441	48.355	$3,868.40	$100,578
NONE	FJ	442	48.598	$3,887.84	$101,084
NONE	FJ	443	48.841	$3,907.28	$101,589
NONE	FJ	444	49.084	$3,926.72	$102,095
NONE	FJ	445	49.331	$3,946.48	$102,608
NONE	FJ	446	49.576	$3,966.08	$103,118
NONE	FJ	447	49.824	$3,985.92	$103,634
NONE	FJ	448	50.073	$4,005.84	$104,152
NONE	FJ	449	50.322	$4,025.76	$104,670
NONE	FJ	450	50.575	$4,046.00	$105,196
NONE	FJ	451	50.829	$4,066.32	$105,724
NONE	FJ	452	51.083	$4,086.64	$106,253
NONE	FJ	453	51.339	$4,107.12	$106,785
NONE	FJ	454	51.596	$4,127.68	$107,320
NONE	FJ	455	51.853	$4,148.24	$107,854
NONE	FJ	456	52.112	$4,168.96	$108,393
NONE	FJ	457	52.372	$4,189.76	$108,934
NONE	FJ	458	52.634	$4,210.72	$109,479
NONE	FJ	459	52.898	$4,231.84	$110,028
NONE	FJ	460	53.162	$4,252.96	$110,577
NONE	FJ	461	53.429	$4,274.32	$111,132
NONE	FJ	462	53.695	$4,295.60	$111,686
NONE	FJ	463	53.963	$4,317.04	$112,243
NONE	FJ	464	54.233	$4,338.64	$112,805
NONE	FJ	465	54.505	$4,360.40	$113,370
NONE	FJ	466	54.777	$4,382.16	$113,936
NONE	FJ	467	55.050	$4,404.00	$114,504

NON-UNION SCHEDULE II: NURSES
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	FJ	468	55.326	$4,426.08	$115,078
NONE	FJ	469	55.601	$4,448.08	$115,650
NONE	FJ	470	55.881	$4,470.48	$116,232
NONE	FJ	471	56.159	$4,492.72	$116,811
NONE	FJ	472	56.441	$4,515.28	$117,397
NONE	FJ	473	56.723	$4,537.84	$117,984
NONE	FJ	474	57.007	$4,560.56	$118,575
NONE	FJ	475	57.292	$4,583.36	$119,167
NONE	FJ	476	57.578	$4,606.24	$119,762
NONE	FJ	477	57.866	$4,629.28	$120,361
NONE	FJ	478	58.155	$4,652.40	$120,962
NONE	FJ	479	58.446	$4,675.68	$121,568
NONE	FJ	480L	58.739	$4,699.12	$122,177
NONE	FJ	481L	59.033	$4,722.64	$122,789
NONE	FJ	482L	59.328	$4,746.24	$123,402
NONE	FJ	483L	59.623	$4,769.84	$124,016
NONE	NS1	383	36.209	$2,896.72	$ 75,315
NONE	NS1	384	36.390	$2,911.20	$ 75,691
NONE	NS1	385	36.572	$2,925.76	$ 76,070
NONE	NS1	386	36.755	$2,940.40	$ 76,450
NONE	NS1	387	36.940	$2,955.20	$ 76,835
NONE	NS1	388	37.124	$2,969.92	$ 77,218
NONE	NS1	389	37.309	$2,984.72	$ 77,603
NONE	NS1	390	37.495	$2,999.60	$ 77,990
NONE	NS1	391	37.684	$3,014.72	$ 78,383
NONE	NS1	392	37.873	$3,029.84	$ 78,776
NONE	NS1	393	38.061	$3,044.88	$ 79,167
NONE	NS1	394	38.251	$3,060.08	$ 79,562
NONE	NS1	395	38.443	$3,075.44	$ 79,961
NONE	NS1	396	38.635	$3,090.80	$ 80,361
NONE	NS1	397	38.828	$3,106.24	$ 80,762
NONE	NS1	398	39.021	$3,121.68	$ 81,164
NONE	NS1	399	39.218	$3,137.44	$ 81,573
NONE	NS1	400	39.414	$3,153.12	$ 81,981
NONE	NS1	401	39.610	$3,168.80	$ 82,389
NONE	NS1	402	39.809	$3,184.72	$ 82,803
NONE	NS1	403	40.007	$3,200.56	$ 83,215
NONE	NS1	404	40.206	$3,216.48	$ 83,628
NONE	NS1	405	40.408	$3,232.64	$ 84,049
NONE	NS1	406	40.611	$3,248.88	$ 84,471

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	NS1	407	40.814	$3,265.12	$ 84,893
NONE	NS1	408	41.018	$3,281.44	$ 85,317
NONE	NS1	409	41.222	$3,297.76	$ 85,742
NONE	NS1	410	41.428	$3,314.24	$ 86,170
NONE	NS1	411	41.635	$3,330.80	$ 86,601
NONE	NS1	412	41.844	$3,347.52	$ 87,036
NONE	NS1	413	42.053	$3,364.24	$ 87,470
NONE	NS1	414	42.263	$3,381.04	$ 87,907
NONE	NS1	415	42.474	$3,397.92	$ 88,346
NONE	NS1	416	42.687	$3,414.96	$ 88,789
NONE	NS1	417	42.901	$3,432.08	$ 89,234
NONE	NS1	418	43.115	$3,449.20	$ 89,679
NONE	NS1	419	43.331	$3,466.48	$ 90,128
NONE	NS1	420	43.550	$3,484.00	$ 90,584
NONE	NS1	421	43.767	$3,501.36	$ 91,035
NONE	NS1	422	43.986	$3,518.88	$ 91,491
NONE	NS1	423	44.207	$3,536.56	$ 91,951
NONE	NS1	424	44.428	$3,554.24	$ 92,410
NONE	NS1	425	44.648	$3,571.84	$ 92,868
NONE	NS1	426	44.872	$3,589.76	$ 93,334
NONE	NS1	427	45.095	$3,607.60	$ 93,798
NONE	NS1	428	45.321	$3,625.68	$ 94,268
NONE	NS1	429	45.546	$3,643.68	$ 94,736
NONE	NS1	430	45.774	$3,661.92	$ 95,210
NONE	NS1	431	46.002	$3,680.16	$ 95,684
NONE	NS1	432	46.233	$3,698.64	$ 96,165
NONE	NS1	433	46.464	$3,717.12	$ 96,645
NONE	NS1	434	46.694	$3,735.52	$ 97,124
NONE	NS1	435	46.927	$3,754.16	$ 97,608
NONE	NS1	436	47.162	$3,772.96	$ 98,097
NONE	NS1	437	47.398	$3,791.84	$ 98,588
NONE	NS1	438	47.636	$3,810.88	$ 99,083
NONE	NS1	439	47.875	$3,830.00	$ 99,580
NONE	NS1	440	48.114	$3,849.12	$100,077
NONE	NS1	441	48.355	$3,868.40	$100,578
NONE	NS1	442L	48.598	$3,887.84	$101,084
NONE	NS1	443L	48.841	$3,907.28	$101,589
NONE	NS1	444L	49.084	$3,926.72	$102,095
NONE	NS1	445L	49.331	$3,946.48	$102,608
NONE	NS2	395	38.443	$3,075.44	$ 79,961

NON-UNION SCHEDULE II: NURSES
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	NS2	396	38.635	$3,090.80	$ 80,361
NONE	NS2	397	38.828	$3,106.24	$ 80,762
NONE	NS2	398	39.021	$3,121.68	$ 81,164
NONE	NS2	399	39.218	$3,137.44	$ 81,573
NONE	NS2	400	39.414	$3,153.12	$ 81,981
NONE	NS2	401	39.610	$3,168.80	$ 82,389
NONE	NS2	402	39.809	$3,184.72	$ 82,803
NONE	NS2	403	40.007	$3,200.56	$ 83,215
NONE	NS2	404	40.206	$3,216.48	$ 83,628
NONE	NS2	405	40.408	$3,232.64	$ 84,049
NONE	NS2	406	40.611	$3,248.88	$ 84,471
NONE	NS2	407	40.814	$3,265.12	$ 84,893
NONE	NS2	408	41.018	$3,281.44	$ 85,317
NONE	NS2	409	41.222	$3,297.76	$ 85,742
NONE	NS2	410	41.428	$3,314.24	$ 86,170
NONE	NS2	411	41.635	$3,330.80	$ 86,601
NONE	NS2	412	41.844	$3,347.52	$ 87,036
NONE	NS2	413	42.053	$3,364.24	$ 87,470
NONE	NS2	414	42.263	$3,381.04	$ 87,907
NONE	NS2	415	42.474	$3,397.92	$ 88,346
NONE	NS2	416	42.687	$3,414.96	$ 88,789
NONE	NS2	417	42.901	$3,432.08	$ 89,234
NONE	NS2	418	43.115	$3,449.20	$ 89,679
NONE	NS2	419	43.331	$3,466.48	$ 90,128
NONE	NS2	420	43.550	$3,484.00	$ 90,584
NONE	NS2	421	43.767	$3,501.36	$ 91,035
NONE	NS2	422	43.986	$3,518.88	$ 91,491
NONE	NS2	423	44.207	$3,536.56	$ 91,951
NONE	NS2	424	44.428	$3,554.24	$ 92,410
NONE	NS2	425	44.648	$3,571.84	$ 92,868
NONE	NS2	426	44.872	$3,589.76	$ 93,334
NONE	NS2	427	45.095	$3,607.60	$ 93,798
NONE	NS2	428	45.321	$3,625.68	$ 94,268
NONE	NS2	429	45.546	$3,643.68	$ 94,736
NONE	NS2	430	45.774	$3,661.92	$ 95,210
NONE	NS2	431	46.002	$3,680.16	$ 95,684
NONE	NS2	432	46.233	$3,698.64	$ 96,165
NONE	NS2	433	46.464	$3,717.12	$ 96,645
NONE	NS2	434	46.694	$3,735.52	$ 97,124
NONE	NS2	435	46.927	$3,754.16	$ 97,608

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	NS2	436	47.162	$3,772.96	$ 98,097
NONE	NS2	437	47.398	$3,791.84	$ 98,588
NONE	NS2	438	47.636	$3,810.88	$ 99,083
NONE	NS2	439	47.875	$3,830.00	$ 99,580
NONE	NS2	440	48.114	$3,849.12	$100,077
NONE	NS2	441	48.355	$3,868.40	$100,578
NONE	NS2	442	48.598	$3,887.84	$101,084
NONE	NS2	443	48.841	$3,907.28	$101,589
NONE	NS2	444L	49.084	$3,926.72	$102,095
NONE	NS2	445L	49.331	$3,946.48	$102,608
NONE	NS2	446L	49.576	$3,966.08	$103,118
NONE	NS2	447L	49.824	$3,985.92	$103,634
NONE	NS3	445	49.331	$3,946.48	$102,608
NONE	NS3	446	49.576	$3,966.08	$103,118
NONE	NS3	447	49.824	$3,985.92	$103,634
NONE	NS3	448	50.073	$4,005.84	$104,152
NONE	NS3	449	50.322	$4,025.76	$104,670
NONE	NS3	450	50.575	$4,046.00	$105,196
NONE	NS3	451	50.829	$4,066.32	$105,724
NONE	NS3	452	51.083	$4,086.64	$106,253
NONE	NS3	453	51.339	$4,107.12	$106,785
NONE	NS3	454	51.596	$4,127.68	$107,320
NONE	NS3	455	51.853	$4,148.24	$107,854
NONE	NS3	456	52.112	$4,168.96	$108,393
NONE	NS3	457	52.372	$4,189.76	$108,934
NONE	NS3	458	52.634	$4,210.72	$109,479
NONE	NS3	459	52.898	$4,231.84	$110,028
NONE	NS3	460	53.162	$4,252.96	$110,577
NONE	NS3	461	53.429	$4,274.32	$111,132
NONE	NS3	462	53.695	$4,295.60	$111,686
NONE	NS3	463	53.963	$4,317.04	$112,243
NONE	NS3	464	54.233	$4,338.64	$112,805
NONE	NS3	465	54.505	$4,360.40	$113,370
NONE	NS3	466	54.777	$4,382.16	$113,936
NONE	NS3	467	55.050	$4,404.00	$114,504
NONE	NS3	468	55.326	$4,426.08	$115,078
NONE	NS3	469	55.601	$4,448.08	$115,650
NONE	NS3	470	55.881	$4,470.48	$116,232
NONE	NS3	471	56.159	$4,492.72	$116,811
NONE	NS3	472	56.441	$4,515.28	$117,397

NON-UNION SCHEDULE II: NURSES
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	NS3	473	56.723	$4,537.84	$117,984
NONE	NS3	474	57.007	$4,560.56	$118,575
NONE	NS3	475	57.292	$4,583.36	$119,167
NONE	NS3	476	57.578	$4,606.24	$119,762
NONE	NS3	477	57.866	$4,629.28	$120,361
NONE	NS3	478	58.155	$4,652.40	$120,962
NONE	NS3	479	58.446	$4,675.68	$121,568
NONE	NS3	480L	58.739	$4,699.12	$122,177
NONE	NS3	481L	59.033	$4,722.64	$122,789
NONE	NS3	482L	59.328	$4,746.24	$123,402
NONE	NS3	483L	59.623	$4,769.84	$124,016
NONE	NS4	453	51.339	$4,107.12	$106,785
NONE	NS4	454	51.596	$4,127.68	$107,320
NONE	NS4	455	51.853	$4,148.24	$107,854
NONE	NS4	456	52.112	$4,168.96	$108,393
NONE	NS4	457	52.372	$4,189.76	$108,934
NONE	NS4	458	52.634	$4,210.72	$109,479
NONE	NS4	459	52.898	$4,231.84	$110,028
NONE	NS4	460	53.162	$4,252.96	$110,577
NONE	NS4	461	53.429	$4,274.32	$111,132
NONE	NS4	462	53.695	$4,295.60	$111,686
NONE	NS4	463	53.963	$4,317.04	$112,243
NONE	NS4	464	54.233	$4,338.64	$112,805
NONE	NS4	465	54.505	$4,360.40	$113,370
NONE	NS4	466	54.777	$4,382.16	$113,936
NONE	NS4	467	55.050	$4,404.00	$114,504
NONE	NS4	468	55.326	$4,426.08	$115,078
NONE	NS4	469	55.601	$4,448.08	$115,650
NONE	NS4	470	55.881	$4,470.48	$116,232
NONE	NS4	471	56.159	$4,492.72	$116,811
NONE	NS4	472	56.441	$4,515.28	$117,397
NONE	NS4	473	56.723	$4,537.84	$117,984
NONE	NS4	474	57.007	$4,560.56	$118,575
NONE	NS4	475	57.292	$4,583.36	$119,167
NONE	NS4	476	57.578	$4,606.24	$119,762
NONE	NS4	477	57.866	$4,629.28	$120,361
NONE	NS4	478	58.155	$4,652.40	$120,962
NONE	NS4	479	58.446	$4,675.68	$121,568
NONE	NS4	480	58.739	$4,699.12	$122,177
NONE	NS4	481	59.033	$4,722.64	$122,789

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	NS4	482	59.328	$4,746.24	$123,402
NONE	NS4	483	59.623	$4,769.84	$124,016
NONE	NS4	484	59.922	$4,793.76	$124,638
NONE	NS4	485	60.221	$4,817.68	$125,260
NONE	NS4	486	60.522	$4,841.76	$125,886
NONE	NS4	487	60.826	$4,866.08	$126,518
NONE	NS4	488	61.130	$4,890.40	$127,150
NONE	NS4	489	61.435	$4,914.80	$127,785
NONE	NS4	490	61.744	$4,939.52	$128,428
NONE	NS4	491	62.052	$4,964.16	$129,068
NONE	NS4	492	62.362	$4,988.96	$129,713
NONE	NS4	493	62.673	$5,013.84	$130,360
NONE	NS4	494	62.986	$5,038.88	$131,011
NONE	NS4	495	63.303	$5,064.24	$131,670
NONE	NS4	496	63.618	$5,089.44	$132,325
NONE	NS4	497	63.936	$5,114.88	$132,987
NONE	NS4	498	64.257	$5,140.56	$133,655
NONE	NS4	499	64.577	$5,166.16	$134,320
NONE	NS4	500	64.901	$5,192.08	$134,994
NONE	NS4	501	65.226	$5,218.08	$135,670
NONE	NS4	502L	65.550	$5,244.00	$136,344
NONE	NS4	503L	65.879	$5,270.32	$137,028
NONE	NS4	504L	66.207	$5,296.56	$137,711
NONE	NS4	505L	66.539	$5,323.12	$138,401
NONE	PN1	228	16.715	$1,337.20	$ 34,767
NONE	PN1	229	16.797	$1,343.76	$ 34,938
NONE	PN1	230	16.881	$1,350.48	$ 35,112
NONE	PN1	231	16.966	$1,357.28	$ 35,289
NONE	PN1	232	17.050	$1,364.00	$ 35,464
NONE	PN1	233	17.135	$1,370.80	$ 35,641
NONE	PN1	234	17.222	$1,377.76	$ 35,822
NONE	PN1	235	17.307	$1,384.56	$ 35,999
NONE	PN1	236	17.394	$1,391.52	$ 36,180
NONE	PN1	237	17.482	$1,398.56	$ 36,363
NONE	PN1	238	17.570	$1,405.60	$ 36,546
NONE	PN1	239	17.656	$1,412.48	$ 36,724
NONE	PN1	240	17.745	$1,419.60	$ 36,910
NONE	PN1	241	17.834	$1,426.72	$ 37,095
NONE	PN1	242	17.923	$1,433.84	$ 37,280
NONE	PN1	243	18.011	$1,440.88	$ 37,463

NON-UNION SCHEDULE II: NURSES
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	PN1	244	18.102	$1,448.16	$ 37,652
NONE	PN1	245	18.193	$1,455.44	$ 37,841
NONE	PN1	246	18.284	$1,462.72	$ 38,031
NONE	PN1	247	18.375	$1,470.00	$ 38,220
NONE	PN1	248	18.466	$1,477.28	$ 38,409
NONE	PN1	249	18.558	$1,484.64	$ 38,601
NONE	PN1	250	18.651	$1,492.08	$ 38,794
NONE	PN1	251	18.745	$1,499.60	$ 38,990
NONE	PN1	252	18.838	$1,507.04	$ 39,183
NONE	PN1	253	18.932	$1,514.56	$ 39,379
NONE	PN1	254	19.027	$1,522.16	$ 39,576
NONE	PN1	255	19.121	$1,529.68	$ 39,772
NONE	PN1	256	19.218	$1,537.44	$ 39,973
NONE	PN1	257	19.314	$1,545.12	$ 40,173
NONE	PN1	258	19.410	$1,552.80	$ 40,373
NONE	PN1	259	19.509	$1,560.72	$ 40,579
NONE	PN1	260	19.605	$1,568.40	$ 40,778
NONE	PN1	261	19.703	$1,576.24	$ 40,982
NONE	PN1	262	19.801	$1,584.08	$ 41,186
NONE	PN1	263	19.901	$1,592.08	$ 41,394
NONE	PN1	264	20.000	$1,600.00	$ 41,600
NONE	PN1	265	20.101	$1,608.08	$ 41,810
NONE	PN1	266	20.201	$1,616.08	$ 42,018
NONE	PN1	267	20.301	$1,624.08	$ 42,226
NONE	PN1	268	20.403	$1,632.24	$ 42,438
NONE	PN1	269	20.505	$1,640.40	$ 42,650
NONE	PN1	270	20.608	$1,648.64	$ 42,865
NONE	PN1	271	20.710	$1,656.80	$ 43,077
NONE	PN1	272	20.815	$1,665.20	$ 43,295
NONE	PN1	273	20.918	$1,673.44	$ 43,509
NONE	PN1	274	21.024	$1,681.92	$ 43,730
NONE	PN1	275	21.128	$1,690.24	$ 43,946
NONE	PN1	276	21.234	$1,698.72	$ 44,167
NONE	PN1	277	21.341	$1,707.28	$ 44,389
NONE	PN1	278	21.447	$1,715.76	$ 44,610
NONE	PN1	279	21.555	$1,724.40	$ 44,834
NONE	PN1	280	21.663	$1,733.04	$ 45,059
NONE	PN1	281	21.770	$1,741.60	$ 45,282
NONE	PN1	282	21.879	$1,750.32	$ 45,508
NONE	PN1	283	21.989	$1,759.12	$ 45,737

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	PN1	284	22.098	$1,767.84	$ 45,964
NONE	PN1	285	22.209	$1,776.72	$ 46,195
NONE	PN1	286	22.320	$1,785.60	$ 46,426
NONE	PN1	287	22.432	$1,794.56	$ 46,659
NONE	PN1	288	22.544	$1,803.52	$ 46,892
NONE	PN1	289	22.657	$1,812.56	$ 47,127
NONE	PN1	290	22.769	$1,821.52	$ 47,360
NONE	PN1	291	22.884	$1,830.72	$ 47,599
NONE	PN1	292	22.999	$1,839.92	$ 47,838
NONE	PN1	293	23.114	$1,849.12	$ 48,077
NONE	PN1	294	23.229	$1,858.32	$ 48,316
NONE	PN1	295	23.347	$1,867.76	$ 48,562
NONE	PN1	296	23.463	$1,877.04	$ 48,803
NONE	PN1	297	23.579	$1,886.32	$ 49,044
NONE	PN1	298	23.698	$1,895.84	$ 49,292
NONE	PN1	299	23.816	$1,905.28	$ 49,537
NONE	PN1	300	23.934	$1,914.72	$ 49,783
NONE	PN1	301	24.056	$1,924.48	$ 50,036
NONE	PN1	302	24.175	$1,934.00	$ 50,284
NONE	PN1	303	24.295	$1,943.60	$ 50,534
NONE	PN1	304L	24.417	$1,953.36	$ 50,787
NONE	PN1	305L	24.538	$1,963.04	$ 51,039
NONE	PN1	306L	24.662	$1,972.96	$ 51,297
NONE	PN1	307L	24.784	$1,982.72	$ 51,551

NON-UNION SCHEDULE IV: COUNTY POLICE
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	P3	377	35.142	$2,811.36	$73,095
NONE	P3	378	35.318	$2,825.44	$73,461
NONE	P3	379	35.493	$2,839.44	$73,825
NONE	P3	380	35.671	$2,853.68	$74,196
NONE	P3	381	35.849	$2,867.92	$74,566
NONE	P3	382	36.029	$2,882.32	$74,940
NONE	P3	383	36.209	$2,896.72	$75,315
NONE	P3	384	36.390	$2,911.20	$75,691
NONE	P3	385	36.572	$2,925.76	$76,070
NONE	P3	386	36.755	$2,940.40	$76,450
NONE	P3	387	36.940	$2,955.20	$76,835
NONE	P3	388	37.124	$2,969.92	$77,218
NONE	P3	389	37.309	$2,984.72	$77,603
NONE	P3	390	37.495	$2,999.60	$77,990
NONE	P3	391	37.684	$3,014.72	$78,383
NONE	P3	392	37.873	$3,029.84	$78,776
NONE	P3	393	38.061	$3,044.88	$79,167
NONE	P3	394	38.251	$3,060.08	$79,562
NONE	P3	395	38.443	$3,075.44	$79,961
NONE	P3	396	38.635	$3,090.80	$80,361
NONE	P3	397	38.828	$3,106.24	$80,762
NONE	P3	398	39.021	$3,121.68	$81,164
NONE	P3	399	39.218	$3,137.44	$81,573
NONE	P3	400	39.414	$3,153.12	$81,981
NONE	P3	401	39.610	$3,168.80	$82,389
NONE	P3	402	39.809	$3,184.72	$82,803
NONE	P3	403	40.007	$3,200.56	$83,215
NONE	P3	404	40.206	$3,216.48	$83,628
NONE	P3	405	40.408	$3,232.64	$84,049
NONE	P3	406	40.611	$3,248.88	$84,471
NONE	P3	407	40.814	$3,265.12	$84,893
NONE	P3	408	41.018	$3,281.44	$85,317
NONE	P3	409	41.222	$3,297.76	$85,742
NONE	P3	410	41.428	$3,314.24	$86,170
NONE	P3	411	41.635	$3,330.80	$86,601
NONE	P3	412	41.844	$3,347.52	$87,036
NONE	P3	413	42.053	$3,364.24	$87,470
NONE	P3	414	42.263	$3,381.04	$87,907
NONE	P3	415	42.474	$3,397.92	$88,346

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	P3	416	42.687	$3,414.96	$88,789
NONE	P3	417	42.901	$3,432.08	$89,234
NONE	P3	418	43.115	$3,449.20	$89,679
NONE	P3	419	43.331	$3,466.48	$90,128
NONE	P3	420	43.550	$3,484.00	$90,584
NONE	P3	421	43.767	$3,501.36	$91,035
NONE	P3	422	43.986	$3,518.88	$91,491
NONE	P3	423	44.207	$3,536.56	$91,951
NONE	P3	424	44.428	$3,554.24	$92,410
NONE	P3	425	44.648	$3,571.84	$92,868
NONE	P3	426	44.872	$3,589.76	$93,334
NONE	P3	427	45.095	$3,607.60	$93,798
NONE	P3	428	45.321	$3,625.68	$94,268
NONE	P3	429	45.546	$3,643.68	$94,736
NONE	P3	430	45.774	$3,661.92	$95,210
NONE	P3	431	46.002	$3,680.16	$95,684
NONE	P3	432	46.233	$3,698.64	$96,165
NONE	P3	433	46.464	$3,717.12	$96,645
NONE	P3	434	46.694	$3,735.52	$97,124
NONE	P3	435	46.927	$3,754.16	$97,608
NONE	P3	436	47.162	$3,772.96	$98,097
NONE	P3	437	47.398	$3,791.84	$98,588
NONE	P3	438	47.636	$3,810.88	$99,083
NONE	P3	439	47.875	$3,830.00	$99,580
NONE	P3	440	48.114	$3,849.12	$100,077
NONE	P3	441	48.355	$3,868.40	$100,578
NONE	P3	442	48.598	$3,887.84	$101,084
NONE	P3	443	48.841	$3,907.28	$101,589
NONE	P3	444	49.084	$3,926.72	$102,095
NONE	P3	445	49.331	$3,946.48	$102,608
NONE	P3	446	49.576	$3,966.08	$103,118
NONE	P3	447	49.824	$3,985.92	$103,634
NONE	P3	448	50.073	$4,005.84	$104,152
NONE	P3	449	50.322	$4,025.76	$104,670
NONE	P3	450	50.575	$4,046.00	$105,196
NONE	P3	451	50.829	$4,066.32	$105,724
NONE	P3	452	51.083	$4,086.64	$106,253
NONE	P3	453	51.339	$4,107.12	$106,785
NONE	P3	454	51.596	$4,127.68	$107,320

NON-UNION SCHEDULE IV: COUNTY POLICE
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	P3	455	51.853	$4,148.24	$107,854
NONE	P3	456	52.112	$4,168.96	$108,393
NONE	P3	457	52.372	$4,189.76	$108,934
NONE	P3	458	52.634	$4,210.72	$109,479
NONE	P3	459	52.898	$4,231.84	$110,028
NONE	P3	460	53.162	$4,252.96	$110,577
NONE	P3	461	53.429	$4,274.32	$111,132
NONE	P3	462	53.695	$4,295.60	$111,686
NONE	P3	463	53.963	$4,317.04	$112,243
NONE	P3	464	54.233	$4,338.64	$112,805
NONE	P3	465	54.505	$4,360.40	$113,370
NONE	P3	466L	54.777	$4,382.16	$113,936
NONE	P3	467L	55.050	$4,404.00	$114,504
NONE	P3	468L	55.326	$4,426.08	$115,078
NONE	P4	395	38.443	$3,075.44	$79,961
NONE	P4	396	38.635	$3,090.80	$80,361
NONE	P4	397	38.828	$3,106.24	$80,762
NONE	P4	398	39.021	$3,121.68	$81,164
NONE	P4	399	39.218	$3,137.44	$81,573
NONE	P4	400	39.414	$3,153.12	$81,981
NONE	P4	401	39.610	$3,168.80	$82,389
NONE	P4	402	39.809	$3,184.72	$82,803
NONE	P4	403	40.007	$3,200.56	$83,215
NONE	P4	404	40.206	$3,216.48	$83,628
NONE	P4	405	40.408	$3,232.64	$84,049
NONE	P4	406	40.611	$3,248.88	$84,471
NONE	P4	407	40.814	$3,265.12	$84,893
NONE	P4	408	41.018	$3,281.44	$85,317
NONE	P4	409	41.222	$3,297.76	$85,742
NONE	P4	410	41.428	$3,314.24	$86,170
NONE	P4	411	41.635	$3,330.80	$86,601
NONE	P4	412	41.844	$3,347.52	$87,036
NONE	P4	413	42.053	$3,364.24	$87,470
NONE	P4	414	42.263	$3,381.04	$87,907
NONE	P4	415	42.474	$3,397.92	$88,346
NONE	P4	416	42.687	$3,414.96	$88,789
NONE	P4	417	42.901	$3,432.08	$89,234
NONE	P4	418	43.115	$3,449.20	$89,679
NONE	P4	419	43.331	$3,466.48	$90,128

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	P4	420	43.550	$3,484.00	$90,584
NONE	P4	421	43.767	$3,501.36	$91,035
NONE	P4	422	43.986	$3,518.88	$91,491
NONE	P4	423	44.207	$3,536.56	$91,951
NONE	P4	424	44.428	$3,554.24	$92,410
NONE	P4	425	44.648	$3,571.84	$92,868
NONE	P4	426	44.872	$3,589.76	$93,334
NONE	P4	427	45.095	$3,607.60	$93,798
NONE	P4	428	45.321	$3,625.68	$94,268
NONE	P4	429	45.546	$3,643.68	$94,736
NONE	P4	430	45.774	$3,661.92	$95,210
NONE	P4	431	46.002	$3,680.16	$95,684
NONE	P4	432	46.233	$3,698.64	$96,165
NONE	P4	433	46.464	$3,717.12	$96,645
NONE	P4	434	46.694	$3,735.52	$97,124
NONE	P4	435	46.927	$3,754.16	$97,608
NONE	P4	436	47.162	$3,772.96	$98,097
NONE	P4	437	47.398	$3,791.84	$98,588
NONE	P4	438	47.636	$3,810.88	$99,083
NONE	P4	439	47.875	$3,830.00	$99,580
NONE	P4	440	48.114	$3,849.12	$100,077
NONE	P4	441	48.355	$3,868.40	$100,578
NONE	P4	442	48.598	$3,887.84	$101,084
NONE	P4	443	48.841	$3,907.28	$101,589
NONE	P4	444	49.084	$3,926.72	$102,095
NONE	P4	445	49.331	$3,946.48	$102,608
NONE	P4	446	49.576	$3,966.08	$103,118
NONE	P4	447	49.824	$3,985.92	$103,634
NONE	P4	448	50.073	$4,005.84	$104,152
NONE	P4	449	50.322	$4,025.76	$104,670
NONE	P4	450	50.575	$4,046.00	$105,196
NONE	P4	451	50.829	$4,066.32	$105,724
NONE	P4	452	51.083	$4,086.64	$106,253
NONE	P4	453	51.339	$4,107.12	$106,785
NONE	P4	454	51.596	$4,127.68	$107,320
NONE	P4	455	51.853	$4,148.24	$107,854
NONE	P4	456	52.112	$4,168.96	$108,393
NONE	P4	457	52.372	$4,189.76	$108,934
NONE	P4	458	52.634	$4,210.72	$109,479

NON-UNION SCHEDULE IV: COUNTY POLICE
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	P4	459	52.898	$4,231.84	$110,028
NONE	P4	460	53.162	$4,252.96	$110,577
NONE	P4	461	53.429	$4,274.32	$111,132
NONE	P4	462	53.695	$4,295.60	$111,686
NONE	P4	463	53.963	$4,317.04	$112,243
NONE	P4	464	54.233	$4,338.64	$112,805
NONE	P4	465	54.505	$4,360.40	$113,370
NONE	P4	466	54.777	$4,382.16	$113,936
NONE	P4	467	55.050	$4,404.00	$114,504
NONE	P4	468	55.326	$4,426.08	$115,078
NONE	P4	469	55.601	$4,448.08	$115,650
NONE	P4	470	55.881	$4,470.48	$116,232
NONE	P4	471	56.159	$4,492.72	$116,811
NONE	P4	472	56.441	$4,515.28	$117,397
NONE	P4	473	56.723	$4,537.84	$117,984
NONE	P4	474	57.007	$4,560.56	$118,575
NONE	P4	475	57.292	$4,583.36	$119,167
NONE	P4	476	57.578	$4,606.24	$119,762
NONE	P4	477	57.866	$4,629.28	$120,361
NONE	P4	478	58.155	$4,652.40	$120,962
NONE	P5	411	41.635	$3,330.80	$86,601
NONE	P5	412	41.844	$3,347.52	$87,036
NONE	P5	413	42.053	$3,364.24	$87,470
NONE	P5	414	42.263	$3,381.04	$87,907
NONE	P5	415	42.474	$3,397.92	$88,346
NONE	P5	416	42.687	$3,414.96	$88,789
NONE	P5	417	42.901	$3,432.08	$89,234
NONE	P5	418	43.115	$3,449.20	$89,679
NONE	P5	419	43.331	$3,466.48	$90,128
NONE	P5	420	43.550	$3,484.00	$90,584
NONE	P5	421	43.767	$3,501.36	$91,035
NONE	P5	422	43.986	$3,518.88	$91,491
NONE	P5	423	44.207	$3,536.56	$91,951
NONE	P5	424	44.428	$3,554.24	$92,410
NONE	P5	425	44.648	$3,571.84	$92,868
NONE	P5	426	44.872	$3,589.76	$93,334
NONE	P5	427	45.095	$3,607.60	$93,798
NONE	P5	428	45.321	$3,625.68	$94,268
NONE	P5	429	45.546	$3,643.68	$94,736

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	P5	430	45.774	$3,661.92	$95,210
NONE	P5	431	46.002	$3,680.16	$95,684
NONE	P5	432	46.233	$3,698.64	$96,165
NONE	P5	433	46.464	$3,717.12	$96,645
NONE	P5	434	46.694	$3,735.52	$97,124
NONE	P5	435	46.927	$3,754.16	$97,608
NONE	P5	436	47.162	$3,772.96	$98,097
NONE	P5	437	47.398	$3,791.84	$98,588
NONE	P5	438	47.636	$3,810.88	$99,083
NONE	P5	439	47.875	$3,830.00	$99,580
NONE	P5	440	48.114	$3,849.12	$100,077
NONE	P5	441	48.355	$3,868.40	$100,578
NONE	P5	442	48.598	$3,887.84	$101,084
NONE	P5	443	48.841	$3,907.28	$101,589
NONE	P5	444	49.084	$3,926.72	$102,095
NONE	P5	445	49.331	$3,946.48	$102,608
NONE	P5	446	49.576	$3,966.08	$103,118
NONE	P5	447	49.824	$3,985.92	$103,634
NONE	P5	448	50.073	$4,005.84	$104,152
NONE	P5	449	50.322	$4,025.76	$104,670
NONE	P5	450	50.575	$4,046.00	$105,196
NONE	P5	451	50.829	$4,066.32	$105,724
NONE	P5	452	51.083	$4,086.64	$106,253
NONE	P5	453	51.339	$4,107.12	$106,785
NONE	P5	454	51.596	$4,127.68	$107,320
NONE	P5	455	51.853	$4,148.24	$107,854
NONE	P5	456	52.112	$4,168.96	$108,393
NONE	P5	457	52.372	$4,189.76	$108,934
NONE	P5	458	52.634	$4,210.72	$109,479
NONE	P5	459	52.898	$4,231.84	$110,028
NONE	P5	460	53.162	$4,252.96	$110,577
NONE	P5	461	53.429	$4,274.32	$111,132
NONE	P5	462	53.695	$4,295.60	$111,686
NONE	P5	463	53.963	$4,317.04	$112,243
NONE	P5	464	54.233	$4,338.64	$112,805
NONE	P5	465	54.505	$4,360.40	$113,370
NONE	P5	466	54.777	$4,382.16	$113,936
NONE	P5	467	55.050	$4,404.00	$114,504
NONE	P5	468	55.326	$4,426.08	$115,078

NON-UNION SCHEDULE IV: COUNTY POLICE
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	P5	469	55.601	$4,448.08	$115,650
NONE	P5	470	55.881	$4,470.48	$116,232
NONE	P5	471	56.159	$4,492.72	$116,811
NONE	P5	472	56.441	$4,515.28	$117,397
NONE	P5	473	56.723	$4,537.84	$117,984
NONE	P5	474	57.007	$4,560.56	$118,575
NONE	P5	475	57.292	$4,583.36	$119,167
NONE	P5	476	57.578	$4,606.24	$119,762
NONE	P5	477	57.866	$4,629.28	$120,361
NONE	P5	478	58.155	$4,652.40	$120,962
NONE	P5	479	58.446	$4,675.68	$121,568
NONE	P5	480	58.739	$4,699.12	$122,177
NONE	P5	481	59.033	$4,722.64	$122,789
NONE	P5	482	59.328	$4,746.24	$123,402
NONE	P5	483	59.623	$4,769.84	$124,016
NONE	P5	484	59.922	$4,793.76	$124,638
NONE	P5	485	60.221	$4,817.68	$125,260
NONE	P5	486	60.522	$4,841.76	$125,886
NONE	P5	487	60.826	$4,866.08	$126,518
NONE	P5	488	61.130	$4,890.40	$127,150
NONE	P5	489	61.435	$4,914.80	$127,785
NONE	P5	490	61.744	$4,939.52	$128,428
NONE	P5	491L	62.052	$4,964.16	$129,068
NONE	P5	492L	62.362	$4,988.96	$129,713
NONE	P5	493L	62.673	$5,013.84	$130,360
NONE	P6	458	52.634	$4,210.72	$109,479
NONE	P6	459	52.898	$4,231.84	$110,028
NONE	P6	460	53.162	$4,252.96	$110,577
NONE	P6	461	53.429	$4,274.32	$111,132
NONE	P6	462	53.695	$4,295.60	$111,686
NONE	P6	463	53.963	$4,317.04	$112,243
NONE	P6	464	54.233	$4,338.64	$112,805
NONE	P6	465	54.505	$4,360.40	$113,370
NONE	P6	466	54.777	$4,382.16	$113,936
NONE	P6	467	55.050	$4,404.00	$114,504
NONE	P6	468	55.326	$4,426.08	$115,078
NONE	P6	469	55.601	$4,448.08	$115,650
NONE	P6	470	55.881	$4,470.48	$116,232
NONE	P6	471	56.159	$4,492.72	$116,811

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	P6	472	56.441	$4,515.28	$117,397
NONE	P6	473	56.723	$4,537.84	$117,984
NONE	P6	474	57.007	$4,560.56	$118,575
NONE	P6	475	57.292	$4,583.36	$119,167
NONE	P6	476	57.578	$4,606.24	$119,762
NONE	P6	477	57.866	$4,629.28	$120,361
NONE	P6	478	58.155	$4,652.40	$120,962
NONE	P6	479	58.446	$4,675.68	$121,568
NONE	P6	480	58.739	$4,699.12	$122,177
NONE	P6	481	59.033	$4,722.64	$122,789
NONE	P6	482	59.328	$4,746.24	$123,402
NONE	P6	483	59.623	$4,769.84	$124,016
NONE	P6	484	59.922	$4,793.76	$124,638
NONE	P6	485	60.221	$4,817.68	$125,260
NONE	P6	486	60.522	$4,841.76	$125,886
NONE	P6	487	60.826	$4,866.08	$126,518
NONE	P6	488	61.130	$4,890.40	$127,150
NONE	P6	489	61.435	$4,914.80	$127,785
NONE	P6	490	61.744	$4,939.52	$128,428
NONE	P6	491	62.052	$4,964.16	$129,068
NONE	P6	492	62.362	$4,988.96	$129,713
NONE	P6	493	62.673	$5,013.84	$130,360
NONE	P6	494	62.986	$5,038.88	$131,011
NONE	P6	495	63.303	$5,064.24	$131,670
NONE	P6	496	63.618	$5,089.44	$132,325
NONE	P6	497	63.936	$5,114.88	$132,987
NONE	P6	498	64.257	$5,140.56	$133,655

NON-UNION SCHEDULE VI: DOCTORS
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Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	K	366	33.263	$2,661.04	$69,187
NONE	K	367	33.429	$2,674.32	$69,532
NONE	K	368	33.597	$2,687.76	$69,882
NONE	K	369	33.766	$2,701.28	$70,233
NONE	K	370	33.934	$2,714.72	$70,583
NONE	K	371	34.105	$2,728.40	$70,938
NONE	K	372	34.275	$2,742.00	$71,292
NONE	K	373	34.446	$2,755.68	$71,648
NONE	K	374	34.619	$2,769.52	$72,008
NONE	K	375	34.792	$2,783.36	$72,367
NONE	K	376	34.966	$2,797.28	$72,729
NONE	K	377	35.141	$2,811.28	$73,093
NONE	K	378	35.316	$2,825.28	$73,457
NONE	K	379	35.492	$2,839.36	$73,823
NONE	K	380	35.670	$2,853.60	$74,194
NONE	K	381	35.848	$2,867.84	$74,564
NONE	K	382	36.028	$2,882.24	$74,938
NONE	K	383	36.209	$2,896.72	$75,315
NONE	K	384	36.390	$2,911.20	$75,691
NONE	K	385	36.571	$2,925.68	$76,068
NONE	K	386	36.755	$2,940.40	$76,450
NONE	K	387	36.938	$2,955.04	$76,831
NONE	K	388	37.123	$2,969.84	$77,216
NONE	K	389	37.309	$2,984.72	$77,603
NONE	K	390	37.495	$2,999.60	$77,990
NONE	K	391	37.683	$3,014.64	$78,381
NONE	K	392	37.872	$3,029.76	$78,774
NONE	K	393	38.060	$3,044.80	$79,165
NONE	K	394	38.251	$3,060.08	$79,562
NONE	K	395	38.442	$3,075.36	$79,959
NONE	K	396	38.634	$3,090.72	$80,359
NONE	K	397	38.827	$3,106.16	$80,760
NONE	K	398	39.021	$3,121.68	$81,164
NONE	K	399	39.218	$3,137.44	$81,573
NONE	K	400	39.413	$3,153.04	$81,979
NONE	K	401	39.610	$3,168.80	$82,389
NONE	K	402	39.809	$3,184.72	$82,803
NONE	K	403	40.006	$3,200.48	$83,212
NONE	K	404	40.206	$3,216.48	$83,628
NONE	K	405	40.408	$3,232.64	$84,049
NONE	K	406	40.611	$3,248.88	$84,471
NONE	K	407	40.814	$3,265.12	$84,893
NONE	K	408	41.018	$3,281.44	$85,317

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	K	409	41.222	$3,297.76	$85,742
NONE	K	410	41.428	$3,314.24	$86,170
NONE	K	411	41.635	$3,330.80	$86,601
NONE	K	412	41.843	$3,347.44	$87,033
NONE	K	413	42.052	$3,364.16	$87,468
NONE	K	414	42.263	$3,381.04	$87,907
NONE	K	415	42.474	$3,397.92	$88,346
NONE	K	416	42.686	$3,414.88	$88,787
NONE	K	417	42.900	$3,432.00	$89,232
NONE	K	418	43.114	$3,449.12	$89,677
NONE	K	419	43.331	$3,466.48	$90,128
NONE	K	420	43.549	$3,483.92	$90,582
NONE	K	421	43.767	$3,501.36	$91,035
NONE	K	422	43.985	$3,518.80	$91,489
NONE	K	423	44.206	$3,536.48	$91,948
NONE	K	424	44.427	$3,554.16	$92,408
NONE	K	425	44.648	$3,571.84	$92,868
NONE	K	426	44.871	$3,589.68	$93,332
NONE	K	427	45.095	$3,607.60	$93,798
NONE	K	428	45.320	$3,625.60	$94,266
NONE	K	429	45.546	$3,643.68	$94,736
NONE	K	430	45.774	$3,661.92	$95,210
NONE	K	431	46.002	$3,680.16	$95,684
NONE	K	432	46.232	$3,698.56	$96,163
NONE	K	433	46.463	$3,717.04	$96,643
NONE	K	434	46.694	$3,735.52	$97,124
NONE	K	435	46.927	$3,754.16	$97,608
NONE	K	436	47.162	$3,772.96	$98,097
NONE	K	437	47.398	$3,791.84	$98,588
NONE	K	438	47.636	$3,810.88	$99,083
NONE	K	439	47.875	$3,830.00	$99,580
NONE	K	440	48.113	$3,849.04	$100,075
NONE	K	441	48.354	$3,868.32	$100,576
NONE	K	442	48.597	$3,887.76	$101,082
NONE	K	443	48.841	$3,907.28	$101,589
NONE	K	444	49.084	$3,926.72	$102,095
NONE	K	445	49.330	$3,946.40	$102,606
NONE	K	446	49.576	$3,966.08	$103,118
NONE	K	447	49.823	$3,985.84	$103,632
NONE	K	448	50.073	$4,005.84	$104,152
NONE	K	449	50.322	$4,025.76	$104,670
NONE	K	450	50.575	$4,046.00	$105,196
NONE	K	451	50.828	$4,066.24	$105,722

NON-UNION SCHEDULE VI: DOCTORS
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	K	452	51.083	$4,086.64	$106,253
NONE	K	453	51.338	$4,107.04	$106,783
NONE	K	454	51.595	$4,127.60	$107,318
NONE	K	455	51.853	$4,148.24	$107,854
NONE	K	456	52.112	$4,168.96	$108,393
NONE	K	457	52.372	$4,189.76	$108,934
NONE	K	458	52.634	$4,210.72	$109,479
NONE	K	459	52.897	$4,231.76	$110,026
NONE	K	460	53.161	$4,252.88	$110,575
NONE	K	461	53.428	$4,274.24	$111,130
NONE	K	462	53.695	$4,295.60	$111,686
NONE	K	463	53.962	$4,316.96	$112,241
NONE	K	464	54.233	$4,338.64	$112,805
NONE	K	465	54.504	$4,360.32	$113,368
NONE	K	466	54.777	$4,382.16	$113,936
NONE	K	467	55.050	$4,404.00	$114,504
NONE	K	468	55.325	$4,426.00	$115,076
NONE	K	469	55.601	$4,448.08	$115,650
NONE	K	470	55.880	$4,470.40	$116,230
NONE	K	471	56.159	$4,492.72	$116,811
NONE	K	472	56.440	$4,515.20	$117,395
NONE	K	473	56.723	$4,537.84	$117,984
NONE	K	474	57.007	$4,560.56	$118,575
NONE	K	475	57.291	$4,583.28	$119,165
NONE	K	476	57.578	$4,606.24	$119,762
NONE	K	477	57.866	$4,629.28	$120,361
NONE	K	478	58.155	$4,652.40	$120,962
NONE	K	479	58.445	$4,675.60	$121,566
NONE	K	480	58.738	$4,699.04	$122,175
NONE	K	481	59.031	$4,722.48	$122,784
NONE	K	482	59.327	$4,746.16	$123,400
NONE	K	483	59.623	$4,769.84	$124,016
NONE	K	484	59.922	$4,793.76	$124,638
NONE	K	485	60.221	$4,817.68	$125,260
NONE	K	486	60.522	$4,841.76	$125,886
NONE	K	487	60.825	$4,866.00	$126,516
NONE	K	488	61.130	$4,890.40	$127,150
NONE	K	489	61.435	$4,914.80	$127,785
NONE	K	490	61.743	$4,939.44	$128,425
NONE	K	491	62.051	$4,964.08	$129,066
NONE	K	492	62.361	$4,988.88	$129,711
NONE	K	493	62.673	$5,013.84	$130,360
NONE	K	494	62.986	$5,038.88	$131,011

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	K	495	63.301	$5,064.08	$131,666
NONE	K	496	63.618	$5,089.44	$132,325
NONE	K	497	63.936	$5,114.88	$132,987
NONE	K	498	64.256	$5,140.48	$133,652
NONE	K	499	64.576	$5,166.08	$134,318
NONE	K	500	64.901	$5,192.08	$134,994
NONE	K	501	65.225	$5,218.00	$135,668
NONE	K	502	65.550	$5,244.00	$136,344
NONE	K	503	65.878	$5,270.24	$137,026
NONE	K	504	66.207	$5,296.56	$137,711
NONE	K	505	66.539	$5,323.12	$138,401
NONE	K	506	66.871	$5,349.68	$139,092
NONE	K	507	67.206	$5,376.48	$139,788
NONE	K	508	67.541	$5,403.28	$140,485
NONE	K	509	67.880	$5,430.40	$141,190
NONE	K	510	68.219	$5,457.52	$141,896
NONE	K	511	68.560	$5,484.80	$142,605
NONE	K	512	68.903	$5,512.24	$143,318
NONE	K	513	69.249	$5,539.92	$144,038
NONE	K	514	69.594	$5,567.52	$144,756
NONE	K	515	69.942	$5,595.36	$145,479
NONE	K	516	70.292	$5,623.36	$146,207
NONE	K	517	70.643	$5,651.44	$146,937
NONE	K	518	70.996	$5,679.68	$147,672
NONE	K	519	71.351	$5,708.08	$148,410
NONE	K	520	71.708	$5,736.64	$149,153
NONE	K	521	72.066	$5,765.28	$149,897
NONE	K	522	72.428	$5,794.24	$150,650
NONE	K	523	72.789	$5,823.12	$151,401
NONE	K	524	73.153	$5,852.24	$152,158
NONE	K	525	73.519	$5,881.52	$152,920
NONE	K	526	73.886	$5,910.88	$153,683
NONE	K	527	74.256	$5,940.48	$154,452
NONE	K	528	74.627	$5,970.16	$155,224
NONE	K	529	75.000	$6,000.00	$156,000
NONE	K	530	75.375	$6,030.00	$156,780
NONE	K	531	75.752	$6,060.16	$157,564
NONE	K	532	76.131	$6,090.48	$158,352
NONE	K	533	76.511	$6,120.88	$159,143
NONE	K	534	76.894	$6,151.52	$159,940
NONE	K	535	77.279	$6,182.32	$160,740
NONE	K	536	77.666	$6,213.28	$161,545
NONE	K	537	78.052	$6,244.16	$162,348

NON-UNION SCHEDULE VI: DOCTORS
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	K	538	78.443	$6,275.44	$163,161
NONE	K	539	78.836	$6,306.88	$163,979
NONE	K	540	79.231	$6,338.48	$164,800
NONE	K	541	79.626	$6,370.08	$165,622
NONE	K	542	80.023	$6,401.84	$166,448
NONE	K	543	80.424	$6,433.92	$167,282
NONE	K	544	80.827	$6,466.16	$168,120
NONE	K	545	81.230	$6,498.40	$168,958
NONE	K	546	81.637	$6,530.96	$169,805
NONE	K	547	82.045	$6,563.60	$170,654
NONE	K	548	82.455	$6,596.40	$171,506
NONE	K	549	82.867	$6,629.36	$172,363
NONE	K	550	83.282	$6,662.56	$173,227
NONE	K	551	83.698	$6,695.84	$174,092
NONE	K	552	84.116	$6,729.28	$174,961
NONE	K	553	84.537	$6,762.96	$175,837
NONE	K	554	84.960	$6,796.80	$176,717
NONE	K	555	85.385	$6,830.80	$177,601
NONE	K	556	85.813	$6,865.04	$178,491
NONE	K	557	86.241	$6,899.28	$179,381
NONE	K	558	86.671	$6,933.68	$180,276
NONE	K	559	87.104	$6,968.32	$181,176
NONE	K	560	87.540	$7,003.20	$182,083
NONE	K	561	87.977	$7,038.16	$182,992
NONE	K	562	88.418	$7,073.44	$183,909
NONE	K	563	88.859	$7,108.72	$184,827
NONE	K	564	89.304	$7,144.32	$185,752
NONE	K	565	89.751	$7,180.08	$186,682
NONE	K	566	90.200	$7,216.00	$187,616
NONE	K	567	90.650	$7,252.00	$188,552
NONE	K	568	91.104	$7,288.32	$189,496
NONE	K	569	91.559	$7,324.72	$190,443
NONE	K	570	92.018	$7,361.44	$191,397
NONE	K	571	92.478	$7,398.24	$192,354
NONE	K	572	92.940	$7,435.20	$193,315
NONE	K	573	93.404	$7,472.32	$194,280
NONE	K	574	93.873	$7,509.84	$195,256
NONE	K	575	94.342	$7,547.36	$196,231
NONE	K	576	94.813	$7,585.04	$197,211
NONE	K	577	95.287	$7,622.96	$198,197
NONE	K	578	95.763	$7,661.04	$199,187
NONE	K	579	96.241	$7,699.28	$200,181
NONE	K	580	96.723	$7,737.84	$201,184

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	K	581	97.207	$7,776.56	$202,191
NONE	K	582	97.693	$7,815.44	$203,201
NONE	K	583	98.181	$7,854.48	$204,216
NONE	K	584	98.673	$7,893.84	$205,240
NONE	K	585	99.165	$7,933.20	$206,263
NONE	K	586	99.660	$7,972.80	$207,293
NONE	K	587	100.160	$8,012.80	$208,333
NONE	K	588	100.661	$8,052.88	$209,375
NONE	K	589	101.164	$8,093.12	$210,421
NONE	K	590	101.669	$8,133.52	$211,472
NONE	K	591	102.179	$8,174.32	$212,532
NONE	K	592	102.689	$8,215.12	$213,593
NONE	K	593	103.203	$8,256.24	$214,662
NONE	K	594	103.718	$8,297.44	$215,733
NONE	K	595	104.237	$8,338.96	$216,813
NONE	K	596	104.758	$8,380.64	$217,897
NONE	K	597	105.282	$8,422.56	$218,987
NONE	K	598	105.809	$8,464.72	$220,083
NONE	K	599	106.337	$8,506.96	$221,181
NONE	K	600	106.869	$8,549.52	$222,288
NONE	K	601	107.404	$8,592.32	$223,400
NONE	K	602	107.942	$8,635.36	$224,519
NONE	K	603	108.481	$8,678.48	$225,640
NONE	K	604	109.024	$8,721.92	$226,770
NONE	K	605	109.568	$8,765.44	$227,901
NONE	K	606	110.116	$8,809.28	$229,041
NONE	K	607	110.666	$8,853.28	$230,185
NONE	K	608	111.219	$8,897.52	$231,336
NONE	K	609	111.776	$8,942.08	$232,494
NONE	K	610	112.335	$8,986.80	$233,657
NONE	K	611	112.896	$9,031.68	$234,824
NONE	K	612	113.461	$9,076.88	$235,999
NONE	K	613	114.028	$9,122.24	$237,178
NONE	K	614	114.598	$9,167.84	$238,364
NONE	K	615	115.171	$9,213.68	$239,556
NONE	K	616	115.748	$9,259.84	$240,756
NONE	K	617	116.326	$9,306.08	$241,958
NONE	K	618	116.907	$9,352.56	$243,167
NONE	K	619	117.492	$9,399.36	$244,383
NONE	K	620	118.079	$9,446.32	$245,604
NONE	K	621	118.670	$9,493.60	$246,834
NONE	K	622	119.264	$9,541.12	$248,069
NONE	K	623	119.859	$9,588.72	$249,307

NON-UNION SCHEDULE VI: DOCTORS
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	K	624	120.458	$9,636.64	$250,553
NONE	K	625	121.062	$9,684.96	$251,809
NONE	K	626	121.666	$9,733.28	$253,065
NONE	K	627	122.275	$9,782.00	$254,332
NONE	K	628	122.887	$9,830.96	$255,605
NONE	K	629	123.501	$9,880.08	$256,882
NONE	K	630	124.118	$9,929.44	$258,165
NONE	K	631	124.738	$9,979.04	$259,455
NONE	K	632	125.363	$10,029.04	$260,755
NONE	K	633	125.989	$10,079.12	$262,057
NONE	K	634	126.620	$10,129.60	$263,370
NONE	K	635	127.252	$10,180.16	$264,684
NONE	K	636	127.889	$10,231.12	$266,009
NONE	K	637	128.528	$10,282.24	$267,338
NONE	K	638	129.171	$10,333.68	$268,676
NONE	K	639	129.817	$10,385.36	$270,019
NONE	K	640	130.466	$10,437.28	$271,369
NONE	K	641	131.119	$10,489.52	$272,728
NONE	K	642	131.774	$10,541.92	$274,090
NONE	K	643	132.434	$10,594.72	$275,463
NONE	K	644	133.096	$10,647.68	$276,840
NONE	K	645	133.762	$10,700.96	$278,225
NONE	K	646	134.430	$10,754.40	$279,614
NONE	K	647	135.102	$10,808.16	$281,012
NONE	K	648	135.776	$10,862.08	$282,414
NONE	K	649	136.456	$10,916.48	$283,828
NONE	K	650	137.138	$10,971.04	$285,247
NONE	K	651	137.823	$11,025.84	$286,672
NONE	K	652	138.512	$11,080.96	$288,105
NONE	K	653	139.203	$11,136.24	$289,542
NONE	K	654	139.899	$11,191.92	$290,990
NONE	K	655	140.600	$11,248.00	$292,448
NONE	K	656	141.304	$11,304.32	$293,912
NONE	K	657	142.010	$11,360.80	$295,381
NONE	K	658	142.719	$11,417.52	$296,856
NONE	K	659	143.432	$11,474.56	$298,339
NONE	K	660	144.150	$11,532.00	$299,832
NONE	K	661	144.871	$11,589.68	$301,332
NONE	K	662	145.596	$11,647.68	$302,840
NONE	K	663	146.323	$11,705.84	$304,352
NONE	K	664	147.054	$11,764.32	$305,872
NONE	K	665	147.790	$11,823.20	$307,403
NONE	K	666	148.530	$11,882.40	$308,942

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	K	667	149.273	$11,941.84	$310,488
NONE	K	668	150.019	$12,001.52	$312,040
NONE	K	669	150.768	$12,061.44	$313,597
NONE	K	670	151.523	$12,121.84	$315,168
NONE	K	671	152.280	$12,182.40	$316,742
NONE	K	672	153.041	$12,243.28	$318,325
NONE	K	673	153.807	$12,304.56	$319,919
NONE	K	674	154.576	$12,366.08	$321,518
NONE	K	675	155.350	$12,428.00	$323,128
NONE	K	676	156.125	$12,490.00	$324,740
NONE	K	677	156.906	$12,552.48	$326,364
NONE	K	678	157.691	$12,615.28	$327,997
NONE	K	679	158.479	$12,678.32	$329,636
NONE	K	680	159.272	$12,741.76	$331,286
NONE	K	681	160.068	$12,805.44	$332,941
NONE	K	682	160.869	$12,869.52	$334,608
NONE	K	683	161.672	$12,933.76	$336,278
NONE	K	684	162.481	$12,998.48	$337,960
NONE	K	685	163.293	$13,063.44	$339,649
NONE	K	686	164.109	$13,128.72	$341,347
NONE	K	687	164.930	$13,194.40	$343,054
NONE	K	688	165.754	$13,260.32	$344,768
NONE	K	689	166.583	$13,326.64	$346,493
NONE	K	690	167.417	$13,393.36	$348,227
NONE	K	691	168.253	$13,460.24	$349,966
NONE	K	692	169.095	$13,527.60	$351,718
NONE	K	693	169.941	$13,595.28	$353,477
NONE	K	694	170.789	$13,663.12	$355,241
NONE	K	695	171.643	$13,731.44	$357,017
NONE	K	696	172.502	$13,800.16	$358,804
NONE	K	697	173.364	$13,869.12	$360,597
NONE	K	698	174.232	$13,938.56	$362,403
NONE	K	699	175.101	$14,008.08	$364,210
NONE	K	700	175.978	$14,078.24	$366,034
NONE	K	701	176.858	$14,148.64	$367,865
NONE	K	702	177.741	$14,219.28	$369,701
NONE	K	703	178.630	$14,290.40	$371,550
NONE	K	704	179.523	$14,361.84	$373,408
NONE	K	705	180.422	$14,433.76	$375,278
NONE	K	706	181.323	$14,505.84	$377,152
NONE	K	707	182.230	$14,578.40	$379,038
NONE	K	708	183.142	$14,651.36	$380,935
NONE	K	709	184.058	$14,724.64	$382,841

NON-UNION SCHEDULE VI: DOCTORS
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	K	710	184.978	$14,798.24	$384,754
NONE	K	711	185.903	$14,872.24	$386,678
NONE	K	712	186.833	$14,946.64	$388,613
NONE	K	713	187.767	$15,021.36	$390,555
NONE	K	714	188.705	$15,096.40	$392,506
NONE	K	715	189.649	$15,171.92	$394,470
NONE	K	716	190.597	$15,247.76	$396,442
NONE	K	717	191.550	$15,324.00	$398,424
NONE	K	718	192.508	$15,400.64	$400,417
NONE	K	719	193.471	$15,477.68	$402,420
NONE	K	720	194.438	$15,555.04	$404,431
NONE	K	721	195.410	$15,632.80	$406,453
NONE	K	722	196.387	$15,710.96	$408,485
NONE	K	723	197.368	$15,789.44	$410,525
NONE	K	724	198.355	$15,868.40	$412,578
NONE	K	725	199.347	$15,947.76	$414,642
NONE	K	726	200.343	$16,027.44	$416,713
NONE	K	727	201.344	$16,107.52	$418,796
NONE	K	728	202.352	$16,188.16	$420,892
NONE	K	729	203.364	$16,269.12	$422,997
NONE	K	730	204.379	$16,350.32	$425,108
NONE	K	731	205.403	$16,432.24	$427,238
NONE	K	732	206.429	$16,514.32	$429,372
NONE	K	733	207.462	$16,596.96	$431,521
NONE	K	734	208.497	$16,679.76	$433,674
NONE	K	735	209.541	$16,763.28	$435,845
NONE	K	736	210.589	$16,847.12	$438,025
NONE	K	737	211.642	$16,931.36	$440,215
NONE	K	738	212.701	$17,016.08	$442,418
NONE	K	739	213.764	$17,101.12	$444,629
NONE	K	740	214.832	$17,186.56	$446,851
NONE	K	741	215.906	$17,272.48	$449,084
NONE	K	742	216.987	$17,358.96	$451,333
NONE	K	743	218.072	$17,445.76	$453,590
NONE	K	744	219.160	$17,532.80	$455,853
NONE	K	745	220.257	$17,620.56	$458,135
NONE	K	746	221.357	$17,708.56	$460,423
NONE	K	747	222.465	$17,797.20	$462,727
NONE	K	748	223.578	$17,886.24	$465,042
NONE	K	749	224.696	$17,975.68	$467,368
NONE	K	750	225.820	$18,065.60	$469,706
NONE	K	751	226.949	$18,155.92	$472,054
NONE	K	752	228.084	$18,246.72	$474,415

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	K	753	229.226	$18,338.08	$476,790
NONE	K	754	230.372	$18,429.76	$479,174
NONE	K	755	231.524	$18,521.92	$481,570
NONE	K	756	232.682	$18,614.56	$483,979
NONE	K	757	233.845	$18,707.60	$486,398
NONE	K	758	235.015	$18,801.20	$488,831
NONE	K	759	236.189	$18,895.12	$491,273
NONE	K	760	237.370	$18,989.60	$493,730
NONE	K	761	238.558	$19,084.64	$496,201
NONE	K	762	239.751	$19,180.08	$498,682
NONE	K	763	240.950	$19,276.00	$501,176
NONE	K	764	242.153	$19,372.24	$503,678
NONE	K	765	243.365	$19,469.20	$506,199
NONE	K	766	244.582	$19,566.56	$508,731
NONE	K	767	245.805	$19,664.40	$511,274
NONE	K	768	247.034	$19,762.72	$513,831
NONE	K	769	248.268	$19,861.44	$516,397
NONE	K	770	249.510	$19,960.80	$518,981
NONE	K	771	250.757	$20,060.56	$521,575
NONE	K	772	252.011	$20,160.88	$524,183
NONE	K	773	253.272	$20,261.76	$526,806
NONE	K	774	254.538	$20,363.04	$529,439
NONE	K	775	255.811	$20,464.88	$532,087
NONE	K	776	257.090	$20,567.20	$534,747
NONE	K	777	258.375	$20,670.00	$537,420
NONE	K	778	259.668	$20,773.44	$540,109
NONE	K	779	260.965	$20,877.20	$542,807
NONE	K	780	262.270	$20,981.60	$545,522
NONE	K	781	263.581	$21,086.48	$548,248
NONE	K	782	264.899	$21,191.92	$550,990
NONE	K	783	266.224	$21,297.92	$553,746
NONE	K	784	267.555	$21,404.40	$556,514
NONE	K	785	268.892	$21,511.36	$559,295
NONE	K	786	270.237	$21,618.96	$562,093
NONE	K	787	271.588	$21,727.04	$564,903
NONE	K	788	272.946	$21,835.68	$567,728
NONE	K	789	274.312	$21,944.96	$570,569
NONE	K	790	275.684	$22,054.72	$573,423
NONE	K	791	277.062	$22,164.96	$576,289
NONE	K	792	278.446	$22,275.68	$579,168
NONE	K	793	279.838	$22,387.04	$582,063
NONE	K	794	281.236	$22,498.88	$584,971
NONE	K	795	282.644	$22,611.52	$587,900

NON-UNION SCHEDULE VI: DOCTORS
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Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	K	796	284.057	$22,724.56	$590,839
NONE	K	797	285.478	$22,838.24	$593,794
NONE	K	798	286.904	$22,952.32	$596,760
NONE	K	799	288.340	$23,067.20	$599,747
NONE	K	800	289.781	$23,182.48	$602,744
NONE	K	801	291.229	$23,298.32	$605,756
NONE	K	802	292.686	$23,414.88	$608,787
NONE	K	803	294.149	$23,531.92	$611,830
NONE	K	804	295.619	$23,649.52	$614,888
NONE	K	805	297.098	$23,767.84	$617,964
NONE	K	806	298.585	$23,886.80	$621,057
NONE	K	807	300.077	$24,006.16	$624,160
NONE	K	808	301.577	$24,126.16	$627,280
NONE	K	809	303.086	$24,246.88	$630,419
NONE	K	810	304.602	$24,368.16	$633,572
NONE	K	811	306.123	$24,489.84	$636,736
NONE	K	812	307.655	$24,612.40	$639,922
NONE	K	813	309.193	$24,735.44	$643,121
NONE	K	814	310.739	$24,859.12	$646,337
NONE	K	815	312.291	$24,983.28	$649,565
NONE	K	816	313.853	$25,108.24	$652,814
NONE	K	817	315.423	$25,233.84	$656,080
NONE	K	818	317.001	$25,360.08	$659,362
NONE	K	819	318.586	$25,486.88	$662,659
NONE	K	820	320.179	$25,614.32	$665,972
NONE	K	821	321.780	$25,742.40	$669,302
NONE	K	822	323.390	$25,871.20	$672,651
NONE	K	823	325.007	$26,000.56	$676,015
NONE	K	824	326.632	$26,130.56	$679,395
NONE	K	825	328.265	$26,261.20	$682,791
NONE	K	826	329.906	$26,392.48	$686,204
NONE	K	827	331.556	$26,524.48	$689,636
NONE	K	828	333.214	$26,657.12	$693,085
NONE	K	829	334.879	$26,790.32	$696,548
NONE	K	830	336.554	$26,924.32	$700,032

NON-UNION SCHEDULE VII: POST GRADUATES
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	J1	224	16.384	$1,310.72	$34,079
NONE	J1	225	16.465	$1,317.20	$34,247
NONE	J1	226	16.547	$1,323.76	$34,418
NONE	J1	227	16.630	$1,330.40	$34,590
NONE	J1	228	16.715	$1,337.20	$34,767
NONE	J1	229	16.797	$1,343.76	$34,938
NONE	J1	230	16.881	$1,350.48	$35,112
NONE	J1	231	16.966	$1,357.28	$35,289
NONE	J1	232	17.050	$1,364.00	$35,464
NONE	J1	233	17.135	$1,370.80	$35,641
NONE	J1	234	17.222	$1,377.76	$35,822
NONE	J1	235	17.307	$1,384.56	$35,999
NONE	J1	236	17.394	$1,391.52	$36,180
NONE	J1	237	17.482	$1,398.56	$36,363
NONE	J1	238	17.570	$1,405.60	$36,546
NONE	J1	239	17.656	$1,412.48	$36,724
NONE	J1	240	17.745	$1,419.60	$36,910
NONE	J1	241	17.834	$1,426.72	$37,095
NONE	J1	242	17.923	$1,433.84	$37,280
NONE	J1	243	18.011	$1,440.88	$37,463
NONE	J1	244	18.102	$1,448.16	$37,652
NONE	J1	245	18.193	$1,455.44	$37,841
NONE	J1	246	18.284	$1,462.72	$38,031
NONE	J1	247	18.375	$1,470.00	$38,220
NONE	J1	248	18.466	$1,477.28	$38,409
NONE	J1	249	18.558	$1,484.64	$38,601
NONE	J1	250	18.651	$1,492.08	$38,794
NONE	J1	251	18.745	$1,499.60	$38,990
NONE	J1	252	18.838	$1,507.04	$39,183
NONE	J1	253	18.932	$1,514.56	$39,379
NONE	J1	254	19.027	$1,522.16	$39,576
NONE	J1	255	19.121	$1,529.68	$39,772
NONE	J1	256	19.218	$1,537.44	$39,973
NONE	J1	257	19.314	$1,545.12	$40,173
NONE	J1	258	19.410	$1,552.80	$40,373
NONE	J1	259	19.509	$1,560.72	$40,579
NONE	J1	260	19.605	$1,568.40	$40,778
NONE	J1	261	19.703	$1,576.24	$40,982
NONE	J1	262	19.801	$1,584.08	$41,186

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	J1	263	19.901	$1,592.08	$41,394
NONE	J1	264	20.000	$1,600.00	$41,600
NONE	J1	265	20.101	$1,608.08	$41,810
NONE	J1	266	20.201	$1,616.08	$42,018
NONE	J1	267	20.301	$1,624.08	$42,226
NONE	J1	268	20.403	$1,632.24	$42,438
NONE	J1	269	20.505	$1,640.40	$42,650
NONE	J1	270	20.608	$1,648.64	$42,865
NONE	J1	271	20.710	$1,656.80	$43,077
NONE	J1	272	20.815	$1,665.20	$43,295
NONE	J1	273	20.918	$1,673.44	$43,509
NONE	J1	274	21.024	$1,681.92	$43,730
NONE	J1	275	21.128	$1,690.24	$43,946
NONE	J1	276	21.234	$1,698.72	$44,167
NONE	J1	277	21.341	$1,707.28	$44,389
NONE	J1	278	21.447	$1,715.76	$44,610
NONE	J1	279	21.555	$1,724.40	$44,834
NONE	J1	280	21.663	$1,733.04	$45,059
NONE	J1	281	21.770	$1,741.60	$45,282
NONE	J1	282	21.879	$1,750.32	$45,508
NONE	J1	283	21.989	$1,759.12	$45,737
NONE	J1	284	22.098	$1,767.84	$45,964
NONE	J1	285	22.209	$1,776.72	$46,195
NONE	J1	286	22.320	$1,785.60	$46,426
NONE	J1	287	22.432	$1,794.56	$46,659
NONE	J1	288	22.544	$1,803.52	$46,892
NONE	J1	289	22.657	$1,812.56	$47,127
NONE	J1	290	22.769	$1,821.52	$47,360
NONE	J1	291	22.884	$1,830.72	$47,599
NONE	J1	292L	22.999	$1,839.92	$47,838
NONE	J1	293L	23.114	$1,849.12	$48,077
NONE	J1	294L	23.229	$1,858.32	$48,316

SCHEDULE XII
BUREAU OF HUMAN REOURCES
PHARMACIST - NONUNION

		1ST STEP
RXG	Hourly	20.911
12/1/2015	Bi-Weekly	1,672.88
	Annual	43,495.00
RX4	Hourly	65.522
12/1/2015	Bi-Weekly	5,241.76
	Annual	136,285.76

NON-UNION SCHEDULE XIV: MEDICAL TECHNOLOGISTS
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	T16	300	23.933	$1,914.64	$49,781
NONE	T16	301	24.055	$1,924.40	$50,034
NONE	T16	302	24.174	$1,933.92	$50,282
NONE	T16	303	24.295	$1,943.60	$50,534
NONE	T16	304	24.416	$1,953.28	$50,785
NONE	T16	305	24.538	$1,963.04	$51,039
NONE	T16	306	24.662	$1,972.96	$51,297
NONE	T16	307	24.784	$1,982.72	$51,551
NONE	T16	308	24.909	$1,992.72	$51,811
NONE	T16	309	25.034	$2,002.72	$52,071
NONE	T16	310	25.158	$2,012.64	$52,329
NONE	T16	311	25.284	$2,022.72	$52,591
NONE	T16	312	25.411	$2,032.88	$52,855
NONE	T16	313	25.538	$2,043.04	$53,119
NONE	T16	314	25.666	$2,053.28	$53,385
NONE	T16	315	25.793	$2,063.44	$53,649
NONE	T16	316	25.921	$2,073.68	$53,916
NONE	T16	317	26.052	$2,084.16	$54,188
NONE	T16	318	26.181	$2,094.48	$54,456
NONE	T16	319	26.313	$2,105.04	$54,731
NONE	T16	320	26.444	$2,115.52	$55,004
NONE	T16	321	26.577	$2,126.16	$55,280
NONE	T16	322	26.711	$2,136.88	$55,559
NONE	T16	323	26.843	$2,147.44	$55,833
NONE	T16	324	26.978	$2,158.24	$56,114
NONE	T16	325	27.113	$2,169.04	$56,395
NONE	T16	326	27.248	$2,179.84	$56,676
NONE	T16	327	27.384	$2,190.72	$56,959
NONE	T16	328	27.521	$2,201.68	$57,244
NONE	T16	329	27.659	$2,212.72	$57,531
NONE	T16	330	27.797	$2,223.76	$57,818
NONE	T16	331	27.936	$2,234.88	$58,107
NONE	T16	332	28.076	$2,246.08	$58,398
NONE	T16	333	28.216	$2,257.28	$58,689
NONE	T16	334	28.357	$2,268.56	$58,983
NONE	T16	335	28.499	$2,279.92	$59,278
NONE	T16	336	28.642	$2,291.36	$59,575
NONE	T16	337	28.784	$2,302.72	$59,871
NONE	T16	338	28.928	$2,314.24	$60,170
NONE	T16	339	29.073	$2,325.84	$60,472
NONE	T16	340	29.220	$2,337.60	$60,778
NONE	T16	341	29.366	$2,349.28	$61,081
NONE	T16	342	29.513	$2,361.04	$61,387

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	T16	343	29.660	$2,372.80	$61,693
NONE	T16	344	29.807	$2,384.56	$61,999
NONE	T16	345	29.957	$2,396.56	$62,311
NONE	T16	346	30.107	$2,408.56	$62,623
NONE	T16	347	30.257	$2,420.56	$62,935
NONE	T16	348	30.409	$2,432.72	$63,251
NONE	T16	349	30.560	$2,444.80	$63,565
NONE	T16	350	30.713	$2,457.04	$63,883
NONE	T16	351	30.866	$2,469.28	$64,201
NONE	T16	352	31.021	$2,481.68	$64,524
NONE	T16	353	31.175	$2,494.00	$64,844
NONE	T16	354	31.331	$2,506.48	$65,168
NONE	T16	355	31.488	$2,519.04	$65,495
NONE	T16	356	31.646	$2,531.68	$65,824
NONE	T16	357	31.805	$2,544.40	$66,154
NONE	T16	358	31.963	$2,557.04	$66,483
NONE	T16	359	32.123	$2,569.84	$66,816
NONE	T16	360	32.284	$2,582.72	$67,151
NONE	T16	361	32.445	$2,595.60	$67,486
NONE	T16	362	32.607	$2,608.56	$67,823
NONE	T16	363	32.770	$2,621.60	$68,162
NONE	T16	364	32.934	$2,634.72	$68,503
NONE	T16	365	33.099	$2,647.92	$68,846
NONE	T16	366	33.263	$2,661.04	$69,187
NONE	T16	367	33.429	$2,674.32	$69,532
NONE	T16	368	33.597	$2,687.76	$69,882
NONE	T16	369	33.766	$2,701.28	$70,233
NONE	T16	370	33.934	$2,714.72	$70,583
NONE	T16	371	34.105	$2,728.40	$70,938
NONE	T16	372	34.275	$2,742.00	$71,292
NONE	T16	373	34.446	$2,755.68	$71,648
NONE	T16	374L	34.619	$2,769.52	$72,008
NONE	T16	375L	34.792	$2,783.36	$72,367
NONE	T16	376L	34.966	$2,797.28	$72,729
NONE	T16	377L	35.141	$2,811.28	$73,093

NON-UNION SCHEDULE XIV: MEDICAL TECHNOLOGISTS
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	T18	322	26.711	$2,136.88	$55,559
NONE	T18	323	26.843	$2,147.44	$55,833
NONE	T18	324	26.978	$2,158.24	$56,114
NONE	T18	325	27.113	$2,169.04	$56,395
NONE	T18	326	27.248	$2,179.84	$56,676
NONE	T18	327	27.384	$2,190.72	$56,959
NONE	T18	328	27.521	$2,201.68	$57,244
NONE	T18	329	27.659	$2,212.72	$57,531
NONE	T18	330	27.797	$2,223.76	$57,818
NONE	T18	331	27.936	$2,234.88	$58,107
NONE	T18	332	28.076	$2,246.08	$58,398
NONE	T18	333	28.216	$2,257.28	$58,689
NONE	T18	334	28.357	$2,268.56	$58,983
NONE	T18	335	28.499	$2,279.92	$59,278
NONE	T18	336	28.642	$2,291.36	$59,575
NONE	T18	337	28.784	$2,302.72	$59,871
NONE	T18	338	28.928	$2,314.24	$60,170
NONE	T18	339	29.073	$2,325.84	$60,472
NONE	T18	340	29.220	$2,337.60	$60,778
NONE	T18	341	29.366	$2,349.28	$61,081
NONE	T18	342	29.513	$2,361.04	$61,387
NONE	T18	343	29.660	$2,372.80	$61,693
NONE	T18	344	29.807	$2,384.56	$61,999
NONE	T18	345	29.957	$2,396.56	$62,311
NONE	T18	346	30.107	$2,408.56	$62,623
NONE	T18	347	30.257	$2,420.56	$62,935
NONE	T18	348	30.409	$2,432.72	$63,251
NONE	T18	349	30.560	$2,444.80	$63,565
NONE	T18	350	30.713	$2,457.04	$63,883
NONE	T18	351	30.866	$2,469.28	$64,201
NONE	T18	352	31.021	$2,481.68	$64,524
NONE	T18	353	31.175	$2,494.00	$64,844
NONE	T18	354	31.331	$2,506.48	$65,168
NONE	T18	355	31.488	$2,519.04	$65,495
NONE	T18	356	31.646	$2,531.68	$65,824
NONE	T18	357	31.805	$2,544.40	$66,154
NONE	T18	358	31.963	$2,557.04	$66,483
NONE	T18	359	32.123	$2,569.84	$66,816
NONE	T18	360	32.284	$2,582.72	$67,151
NONE	T18	361	32.445	$2,595.60	$67,486
NONE	T18	362	32.607	$2,608.56	$67,823
NONE	T18	363	32.770	$2,621.60	$68,162
NONE	T18	364	32.934	$2,634.72	$68,503
NONE	T18	365	33.099	$2,647.92	$68,846
NONE	T18	366	33.263	$2,661.04	$69,187
NONE	T18	367	33.429	$2,674.32	$69,532
NONE	T18	368	33.597	$2,687.76	$69,882
NONE	T18	369	33.766	$2,701.28	$70,233
NONE	T18	370	33.934	$2,714.72	$70,583
NONE	T18	371	34.105	$2,728.40	$70,938
NONE	T18	372	34.275	$2,742.00	$71,292
NONE	T18	373	34.446	$2,755.68	$71,648
NONE	T18	374	34.619	$2,769.52	$72,008
NONE	T18	375	34.792	$2,783.36	$72,367
NONE	T18	376	34.966	$2,797.28	$72,729
NONE	T18	377	35.141	$2,811.28	$73,093
NONE	T18	378	35.316	$2,825.28	$73,457
NONE	T18	379	35.492	$2,839.36	$73,823
NONE	T18	380	35.670	$2,853.60	$74,194
NONE	T18	381	35.848	$2,867.84	$74,564
NONE	T18	382	36.028	$2,882.24	$74,938
NONE	T18	383	36.209	$2,896.72	$75,315
NONE	T18	384	36.390	$2,911.20	$75,691
NONE	T18	385	36.571	$2,925.68	$76,068
NONE	T18	386	36.755	$2,940.40	$76,450
NONE	T18	387	36.938	$2,955.04	$76,831
NONE	T18	388	37.123	$2,969.84	$77,216
NONE	T18	389	37.309	$2,984.72	$77,603
NONE	T18	390	37.495	$2,999.60	$77,990
NONE	T18	391	37.683	$3,014.64	$78,381
NONE	T18	392	37.872	$3,029.76	$78,774
NONE	T18	393	38.061	$3,044.88	$79,167
NONE	T18	394	38.251	$3,060.08	$79,562
NONE	T18	395	38.442	$3,075.36	$79,959
NONE	T18	396	38.634	$3,090.72	$80,359
NONE	T18	397	38.827	$3,106.16	$80,760
NONE	T18	398	39.021	$3,121.68	$81,164
NONE	T18	399L	39.218	$3,137.44	$81,573
NONE	T18	400L	39.413	$3,153.04	$81,979
NONE	T18	401L	39.610	$3,168.80	$82,389
NONE	T18	402L	39.809	$3,184.72	$82,803

NON-UNION SCHEDULE XVI: ATTORNEYS
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	AT	262	19.801	$1,584.08	$41,186
NONE	AT	330	27.798	$2,223.84	$57,820
NONE	AT	331	27.936	$2,234.88	$58,107
NONE	AT	332	28.077	$2,246.16	$58,400
NONE	AT	333	28.216	$2,257.28	$58,689
NONE	AT	334	28.358	$2,268.64	$58,985
NONE	AT	335	28.499	$2,279.92	$59,278
NONE	AT	336	28.642	$2,291.36	$59,575
NONE	AT	337	28.785	$2,302.80	$59,873
NONE	AT	338	28.929	$2,314.32	$60,172
NONE	AT	339	29.074	$2,325.92	$60,474
NONE	AT	340	29.220	$2,337.60	$60,778
NONE	AT	341	29.366	$2,349.28	$61,081
NONE	AT	342	29.513	$2,361.04	$61,387
NONE	AT	343	29.661	$2,372.88	$61,695
NONE	AT	344	29.808	$2,384.64	$62,001
NONE	AT	345	29.958	$2,396.64	$62,313
NONE	AT	346	30.107	$2,408.56	$62,623
NONE	AT	347	30.257	$2,420.56	$62,935
NONE	AT	348	30.409	$2,432.72	$63,251
NONE	AT	349	30.560	$2,444.80	$63,565
NONE	AT	350	30.713	$2,457.04	$63,883
NONE	AT	351	30.867	$2,469.36	$64,203
NONE	AT	352	31.021	$2,481.68	$64,524
NONE	AT	353	31.175	$2,494.00	$64,844
NONE	AT	354	31.331	$2,506.48	$65,168
NONE	AT	355	31.489	$2,519.12	$65,497
NONE	AT	356	31.647	$2,531.76	$65,826
NONE	AT	357	31.806	$2,544.48	$66,156
NONE	AT	358	31.964	$2,557.12	$66,485
NONE	AT	359	32.123	$2,569.84	$66,816
NONE	AT	360	32.284	$2,582.72	$67,151
NONE	AT	361	32.446	$2,595.68	$67,488
NONE	AT	362	32.608	$2,608.64	$67,825
NONE	AT	363	32.770	$2,621.60	$68,162
NONE	AT	364	32.934	$2,634.72	$68,503
NONE	AT	365	33.099	$2,647.92	$68,846
NONE	AT	366	33.264	$2,661.12	$69,189
NONE	AT	367	33.431	$2,674.48	$69,536
NONE	AT	368	33.598	$2,687.84	$69,884

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	AT	369	33.767	$2,701.36	$70,235
NONE	AT	370	33.935	$2,714.80	$70,585
NONE	AT	371	34.106	$2,728.48	$70,940
NONE	AT	372	34.275	$2,742.00	$71,292
NONE	AT	373	34.446	$2,755.68	$71,648
NONE	AT	374	34.620	$2,769.60	$72,010
NONE	AT	375	34.792	$2,783.36	$72,367
NONE	AT	376	34.967	$2,797.36	$72,731
NONE	AT	377	35.142	$2,811.36	$73,095
NONE	AT	378	35.318	$2,825.44	$73,461
NONE	AT	379	35.493	$2,839.44	$73,825
NONE	AT	380	35.671	$2,853.68	$74,196
NONE	AT	381	35.849	$2,867.92	$74,566
NONE	AT	382	36.029	$2,882.32	$74,940
NONE	AT	383	36.209	$2,896.72	$75,315
NONE	AT	384	36.390	$2,911.20	$75,691
NONE	AT	385	36.572	$2,925.76	$76,070
NONE	AT	386	36.755	$2,940.40	$76,450
NONE	AT	387	36.940	$2,955.20	$76,835
NONE	AT	388	37.124	$2,969.92	$77,218
NONE	AT	389	37.309	$2,984.72	$77,603
NONE	AT	390	37.495	$2,999.60	$77,990
NONE	AT	391	37.684	$3,014.72	$78,383
NONE	AT	392	37.873	$3,029.84	$78,776
NONE	AT	393	38.061	$3,044.88	$79,167
NONE	AT	394	38.251	$3,060.08	$79,562
NONE	AT	395	38.443	$3,075.44	$79,961
NONE	AT	396	38.635	$3,090.80	$80,361
NONE	AT	397	38.828	$3,106.24	$80,762
NONE	AT	398	39.021	$3,121.68	$81,164
NONE	AT	399	39.218	$3,137.44	$81,573
NONE	AT	400	39.414	$3,153.12	$81,981
NONE	AT	401	39.610	$3,168.80	$82,389
NONE	AT	402	39.809	$3,184.72	$82,803
NONE	AT	403	40.007	$3,200.56	$83,215
NONE	AT	404	40.206	$3,216.48	$83,628
NONE	AT	405	40.408	$3,232.64	$84,049
NONE	AT	406	40.611	$3,248.88	$84,471
NONE	AT	407	40.814	$3,265.12	$84,893
NONE	AT	408	41.018	$3,281.44	$85,317

NON-UNION SCHEDULE XVI: ATTORNEYS
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	AT	409	41.222	$3,297.76	$85,742
NONE	AT	410	41.428	$3,314.24	$86,170
NONE	AT	411	41.635	$3,330.80	$86,601
NONE	AT	412	41.844	$3,347.52	$87,036
NONE	AT	413	42.053	$3,364.24	$87,470
NONE	AT	414	42.263	$3,381.04	$87,907
NONE	AT	415	42.474	$3,397.92	$88,346
NONE	AT	416	42.687	$3,414.96	$88,789
NONE	AT	417	42.901	$3,432.08	$89,234
NONE	AT	418	43.115	$3,449.20	$89,679
NONE	AT	419	43.331	$3,466.48	$90,128
NONE	AT	420	43.550	$3,484.00	$90,584
NONE	AT	421	43.767	$3,501.36	$91,035
NONE	AT	422	43.986	$3,518.88	$91,491
NONE	AT	423	44.207	$3,536.56	$91,951
NONE	AT	424	44.428	$3,554.24	$92,410
NONE	AT	425	44.648	$3,571.84	$92,868
NONE	AT	426	44.872	$3,589.76	$93,334
NONE	AT	427	45.095	$3,607.60	$93,798
NONE	AT	428	45.321	$3,625.68	$94,268
NONE	AT	429	45.546	$3,643.68	$94,736
NONE	AT	430	45.774	$3,661.92	$95,210
NONE	AT	431	46.002	$3,680.16	$95,684
NONE	AT	432	46.233	$3,698.64	$96,165
NONE	AT	433	46.464	$3,717.12	$96,645
NONE	AT	434	46.694	$3,735.52	$97,124
NONE	AT	435	46.927	$3,754.16	$97,608
NONE	AT	436	47.162	$3,772.96	$98,097
NONE	AT	437	47.398	$3,791.84	$98,588
NONE	AT	438	47.636	$3,810.88	$99,083
NONE	AT	439	47.875	$3,830.00	$99,580
NONE	AT	440	48.114	$3,849.12	$100,077
NONE	AT	441	48.355	$3,868.40	$100,578
NONE	AT	442	48.598	$3,887.84	$101,084
NONE	AT	443	48.841	$3,907.28	$101,589
NONE	AT	444	49.084	$3,926.72	$102,095
NONE	AT	445	49.331	$3,946.48	$102,608
NONE	AT	446	49.576	$3,966.08	$103,118
NONE	AT	447	49.824	$3,985.92	$103,634
NONE	AT	448	50.073	$4,005.84	$104,152

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	AT	449	50.322	$4,025.76	$104,670
NONE	AT	450	50.575	$4,046.00	$105,196
NONE	AT	451	50.829	$4,066.32	$105,724
NONE	AT	452	51.083	$4,086.64	$106,253
NONE	AT	453	51.339	$4,107.12	$106,785
NONE	AT	454	51.596	$4,127.68	$107,320
NONE	AT	455	51.853	$4,148.24	$107,854
NONE	AT	456	52.112	$4,168.96	$108,393
NONE	AT	457	52.372	$4,189.76	$108,934
NONE	AT	458	52.634	$4,210.72	$109,479
NONE	AT	459	52.898	$4,231.84	$110,028
NONE	AT	460	53.162	$4,252.96	$110,577
NONE	AT	461	53.429	$4,274.32	$111,132
NONE	AT	462	53.695	$4,295.60	$111,686
NONE	AT	463	53.963	$4,317.04	$112,243
NONE	AT	464	54.233	$4,338.64	$112,805
NONE	AT	465	54.505	$4,360.40	$113,370
NONE	AT	466	54.777	$4,382.16	$113,936
NONE	AT	467	55.050	$4,404.00	$114,504
NONE	AT	468	55.326	$4,426.08	$115,078
NONE	AT	469	55.601	$4,448.08	$115,650
NONE	AT	470	55.881	$4,470.48	$116,232
NONE	AT	471	56.159	$4,492.72	$116,811
NONE	AT	472	56.441	$4,515.28	$117,397
NONE	AT	473	56.723	$4,537.84	$117,984
NONE	AT	474	57.007	$4,560.56	$118,575
NONE	AT	475	57.292	$4,583.36	$119,167
NONE	AT	476	57.578	$4,606.24	$119,762
NONE	AT	477	57.866	$4,629.28	$120,361
NONE	AT	478	58.155	$4,652.40	$120,962
NONE	AT	479	58.446	$4,675.68	$121,568
NONE	AT	480	58.739	$4,699.12	$122,177
NONE	AT	481	59.033	$4,722.64	$122,789
NONE	AT	482	59.328	$4,746.24	$123,402
NONE	AT	483	59.623	$4,769.84	$124,016
NONE	AT	484	59.922	$4,793.76	$124,638
NONE	AT	485	60.221	$4,817.68	$125,260
NONE	AT	486	60.522	$4,841.76	$125,886
NONE	AT	487	60.826	$4,866.08	$126,518
NONE	AT	488	61.130	$4,890.40	$127,150

NON-UNION SCHEDULE XVI: ATTORNEYS
EFFECTIVE DECEMBER 1, 2015

Union Code	Grade	Step	Hourly	New Biweekly	New Annual
NONE	AT	489	61.435	$4,914.80	$127,785
NONE	AT	490	61.744	$4,939.52	$128,428
NONE	AT	491	62.052	$4,964.16	$129,068
NONE	AT	492	62.362	$4,988.96	$129,713
NONE	AT	493	62.673	$5,013.84	$130,360
NONE	AT	494	62.986	$5,038.88	$131,011
NONE	AT	495	63.303	$5,064.24	$131,670
NONE	AT	496	63.618	$5,089.44	$132,325
NONE	AT	497	63.936	$5,114.88	$132,987
NONE	AT	498	64.257	$5,140.56	$133,655
NONE	AT	499	64.577	$5,166.16	$134,320
NONE	AT	500	64.901	$5,192.08	$134,994
NONE	AT	501	65.226	$5,218.08	$135,670
NONE	AT	502	65.550	$5,244.00	$136,344
NONE	AT	503	65.879	$5,270.32	$137,028
NONE	AT	504	66.207	$5,296.56	$137,711
NONE	AT	505	66.539	$5,323.12	$138,401
NONE	AT	506	66.872	$5,349.76	$139,094
NONE	AT	507	67.206	$5,376.48	$139,788
NONE	AT	508	67.541	$5,403.28	$140,485
NONE	AT	509	67.881	$5,430.48	$141,192
NONE	AT	510	68.219	$5,457.52	$141,896
NONE	AT	511	68.560	$5,484.80	$142,605
NONE	AT	512	68.904	$5,512.32	$143,320
NONE	AT	513	69.249	$5,539.92	$144,038
NONE	AT	514	69.595	$5,567.60	$144,758
NONE	AT	515	69.943	$5,595.44	$145,481
NONE	AT	516	70.293	$5,623.44	$146,209
NONE	AT	517	70.644	$5,651.52	$146,940
NONE	AT	518	70.997	$5,679.76	$147,674
NONE	AT	519	71.352	$5,708.16	$148,412
NONE	AT	520	71.71	$5,736.72	$149,155

Effective December 1, 2015

SCHEDULE XVI

BUREAU OF HUMAN RESOURCES

Assistant Public Defender - Supervisors

JOB CODE	GRADE	HOURLY SALARY RATE	BI-WEEKLY SALARY RATE	ANNUAL SALARY RATE
0675	D01	51.418	4,113.44	106,949
0676	D02	54.239	4,339.12	112,817
0677	D03	55.583	4,446.64	115,613
0678	D04	56.807	4,544.56	118,159
0679	D05	57.608	4,608.64	119,825
0680	D06	58.224	4,657.92	121,106
0681	D07	60.434	4,834.72	125,703
0682	D08	61.829	4,946.32	128,604
0683	D09	66.258	5,300.64	137,817
0684	D10	64.706	5,176.48	134,588
0685	D11	72.615	5,809.20	151,039
0686	D12	78.379	6,270.32	163,028

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 collective bargaining agreements which stipulate otherwise, or current policies in effect for the Cook County Bureau of Health Facilities 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 are 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 Chief, Bureau of Human Resources.

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

I. LEAVES OF ABSENCE WITH PAY

A. DESIGNATION OF HOLIDAYS

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

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

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

3. 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.

4. In addition to the above, any other day or part of a day shall be considered a holiday when so designated by the Cook County Board of Commissioners.
   Note: Holiday benefits may vary for Cook County Health and Hospital System employees.

B. SICK LEAVE

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

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

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

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

5. Sick leave may be accumulated to equal, but at no time to exceed, one hundred seventy-five (175) working days, except Cook County Health and Hospital System employees who cannot exceed one hundred fifty (150) days. Records of sick leave credit and use shall be maintained by each office, department, or institution. Severance of employment terminates all rights for the compensation thereunder. 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 already accumulated.

6. Sick leave may be used as maternity or paternity leave by employees. After five (5) consecutive non FMLA sick days, employees shall submit to their department head a doctor's certificate as proof of illness. The department shall notify the Chief, Bureau of Human Resources if an employee has fourteen consecutive non-FMLA sick days.

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

8. If, in the opinion of the executive head of the office, department or institution, 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 from the Chief, Bureau of Human Resources.

9. The employee may apply for disability under the rules and regulations established by the retirement board.

C. VACATION LEAVE

1. All officers and employees, other than seasonal employees and certain classifications of nursing personnel, who have completed one year of service with Cook County, including service mentioned in Appendix A, Section 2-I, Paragraph C-5, shall be granted vacation leave with pay for periods as follows. Vacation accruals for employees of the health facilities may vary in accordance with provisions of collective bargaining agreements or existing policies.

ANNIVERSARY OF EMPLOYMENT	DAYS OF VACATION	MAXIMUM ACCUMULATION
1st through 6th Years	10 Working Days	20 Working Days
7th through 14th Years	15 Working Days	30 Working Days
15 Years	20 Working Days	40 Working Days

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

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

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

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

5. Any employee of the County of Cook who has rendered continuous service to the City of Chicago, the Chicago Park District, the Forest Preserve District, the Metropolitan Water Reclamation District of Greater Chicago, agencies under the State of Illinois including, without limitation, the University System, 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 Chief of the Bureau of Human Resources, a certificate of such prior service from such former place or places of employment.

6. In the event an employee has not taken vacation leave as provided by reason of separation from service, the employee, or in the event of death, the employee's spouse or estate, shall be entitled to receive the employee's prevailing salary for such unused vacation periods.

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

8. Any Cook County employee who is a reemployed veteran shall be entitled to be credited with working time for each of the years absent due to military or naval service. The veteran's years of service for purposes of accrual of vacation time in the year of return to employment with Cook County, shall be the same as if employment had continued without interruption by military service.

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

D. BEREAVEMENT LEAVE

Excused leave with pay will be granted up to three (3) days to an employee for the funeral of a member of the employee's immediate family or household. For purposes of this section, immediate family includes mother, father, husband/wife, domestic partner, child (including stepchildren and foster children),brothers sisters, grandchildren, grandparents, spouse's parents or such persons who have reared the employee.

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.

E. 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, any compensation must therefore be turned over to the County of Cook by said officer or employee.

F. 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, providing, 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 by laws 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 attendance.

G. PERSONAL DAYS

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

2. Employees entitled to receive such leave, who enter Cook County employment during the fiscal year, shall be given credit for such personal leave at the rate of one (1) day for each full fiscal quarter in pay status; except that two (2) personal days may be used for observance of religious holidays prior to accrual, to be paid back in the succeeding two (2) fiscal quarters. No more than four (4) personal days may be used in a fiscal year.

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

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

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

6. In crediting personal days, the fiscal year shall be divided into the following fiscal quarters;
   1st Quarter — December, January, February
   2nd Quarter — March, April, May
   3rd Quarter — June, July, August
   4th Quarter — September, October, November

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

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

II. LEAVES OF ABSENCE WITHOUT PAY

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 Chief, Bureau of Human Resources. Upon approval by the Chief, Bureau of Human Resources, 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, except for military service. During a personal leave, the employee may request to maintain insurance benefits; however the employee on personal leave will be required to pay the full cost of such insurance benefits on a monthly basis in order to maintain such insurance benefits. The County shall not pay any insurance benefits and is authorized to terminate such insurance benefits following notice to the employee on personal leave of the employees failure to pay the costs of such insurance benefits on a monthly basis. 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.

B. MATERNITY/PATERNITY ABSENCE

Cook County is committed to supporting employees and their families, particularly when parents require time off to handle the added responsibilities of a new child. Upon the birth of a child or placement of a child for adoption or foster care, County employees have several leave options available including:

- Paid Parental Leave (available to non-union employees only)
- Paid leave using accrued sick, vacation or compensatory time;
- Unpaid parental leave;
- Ordinary disability benefits for partially paid leave for eligible employees;

FMLA will run concurrently with maternity/paternity leave. Employees are not required to use all accrued sick or vacation time before going on any parental leave or pregnancy disability.

The County shall continue to pay its share of health insurance during maternity/paternity leave. Disability benefits may also be available to qualified individuals through the County Employees' Annuity & Benefit Fund.

C. FAMILY AND MEDICAL LEAVE (FMLA)

Employees who have been employed by the County for at least 12 months 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:

- Birth of a child or placement of a child for adoption or foster care;
- Care of employee's spouse, child or parent who has a serious health condition;
- A serious health condition that renders an employee unable to perform the functions of his/her job.

In addition, pursuant to the provisions of the National Defense Authorization Act for FY 2008 (NDAA), a spouse, son, daughter, parent, or next of kin may take up to 26 workweeks of unpaid leave to care for a member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing

medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness.

Employees must provide their supervisors with at least 30 days notice of an intention to take FMLA, or as much notice as possible in an emergency. Employees must complete an FMLA packet, including a physician's certification and submit it to their supervisor. The supervisor shall send the FMLA packet to the Chief, Bureau of Human Resources for approval. The County shall pay its share of an employee's health insurance costs for the duration of FMLA leave. FMLA leave is subject to additional rules and restrictions.

D. MILITARY LEAVE

A leave of absence for training, activation or entry into service shall be granted to an employee who is a member for a reserve force or National Guard of the United States fo a period actively spent in military service, in accordance with State and Federal law. Employees should notify their appropriate supervisor, complete the military affidavit and provide a copy of their military orders to both their department and the Bureau of Human Resources. Benefits shall be continued as mandated by State and Federal legislation.

III. DISABILITY PROVISIONS

A. ORDINARY DISABILITY

With the exception noted in Section II.B. above, an employee is required to use all accrued paid leave (sick, personal and vacation) before any disability payment can be made.

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, 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

1. Temporary total disability is granted by Cook County because an employee has been injured in an accident which has arisen out of and was in the course of employment. As a form of compensation for the first three (3) working days following such injury, an employee who does not participate in the Cook County Employees' Annuity and Benefit Fund shall be entitled to seventy-five percent (75%) of the base wage rate paid at the time of the accident as supplemental temporary total disability. Any employee (annuity and benefit fund participants included) who is absent as a result of any injury on duty for a period of nine (9) days or less shall be eligible for supplemental temporary total disability.

2. Any employee who is off duty on supplemental temporary total disability shall not be eligible to receive duty disability leave as provided for by the Cook County Annuity and Benefit Fund for the period in which the employee is shown to be on supplemental temporary total disability.

3. Any employee who is injured in an accident arising out of and in the course of his/her employment will not be eligible to substitute sick leave, vacation leave, or personal days in place of supplemental temporary total disability or substitute for temporary total compensation as defined in the workers' compensation act.

4. Any period for which an employee is shown to be carried on supplemental temporary total disability or on temporary total disability compensation is subject to review by the Cook County Injury Compensation Committee. The Committee is authorized to require a physical examination of any employee injured in the course of employment to determine eligibility for supplemental temporary total disability or for temporary total disability compensation benefits. Any employee who fails to submit to such physical examination will immediately have supplemental temporary total disability or temporary total disability compensation benefits terminated.

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

IV. MAINTENANCE OF RECORDS

A. For employees under the jurisdiction of the President, records of leave shall be maintained by the Bureau of Human Resources.

B. For employees not under the jurisdiction of the President, records of leave shall be maintained by the elected official and/or executive department head.

SEAL OF COOK COUNTY • ILLINOIS •
JANUARY 1831

TONI PRECKWINKLE
PRESIDENT
Cook County
Board of Commissioners

JOHN P. DALEY
Chairman, Committee on Finance

Luis Arroyo Jr.
Richard R. Boykin
Jerry Butler
John P. Daley
John A. Fritchey
Bridget Gainer
Jesus G. Garcia
Gregg Goslin
Stanley Moore
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Deborah Sims
Robert B. Steele
Larry Suffredin
Jeffrey R. Tobolski

IVAN SAMSTEIN
Chief Financial Officer

TANYA ANTHONY
Budget Director

LAWRENCE WILSON
Comptroller, CPA