

**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 20 CTW/CLC**

**AND**

**COUNTY OF COOK**

**JOHN H. STROGER, JR. HOSPITAL/RUTH M. ROTHSTEIN CORE CENTER  
REPRESENTING ATTENDING PHYSICIANS**

**DECEMBER 1, 2012 THROUGH NOVEMBER 30, 2017**

**EFFECTIVE UPON APPROVAL BY THE COOK COUNTY BOARD OF  
COMMISSIONERS**

**APPROVED AS AMENDED  
BY THE BOARD OF COOK COUNTY COMMISSIONERS**

**OCT 05 2016**

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SIDE LETTER

SIDE LETTER

## **COLLECTIVE BARGAINING AGREEMENT**

This Collective Bargaining Agreement is made and entered into by and between Doctors Council SEIU, hereinafter referred to as the "Union," and the County of Cook and the Cook County Health and Hospitals System Board, hereinafter collectively referred to as the "County" or the "Employer."

### **ARTICLE I**

#### **RECOGNITION**

##### **Section 1.1 Representation:**

The County recognizes the Union as the sole and exclusive representative for all attending physicians who are generalists and specialists, as well as dentists, psychologists, and podiatrists (collectively "Doctors") employed by the County of Cook at the John H. Stroger, Jr. Hospital of Cook County and the Ruth M. Rothstein CORE Center (collectively "Hospital") who spend a majority of their clinical time providing direct in-patient care or specialty care who are regularly scheduled to work at least twenty (20) hours per week, but excluding all other employees represented in other bargaining units employed by the Employer, the Chief Medical Officer, all Department Chairs, all managerial and supervisory employees, all voluntary, visiting and contract physicians, and all elected officials of Cook County.

##### **Section 1.2 Dues and Committee on Political Education ("COPE") Checkoff:**

With respect to any Doctor from whom the County receives individual written authorization, signed by the Doctor, in a form agreed upon by the Union and the County, the County shall deduct from the wages of the Doctor the dues and initiation fee required as a condition of membership and shall forward such amount to the Union within thirty (30) calendar days after close of the pay period for which the deductions are made. The amounts deducted shall be set by the Union. The County shall provide a voluntary payroll deduction to the Union's COPE upon receipt of a written authorization from Doctors. Such deduction shall be remitted in a separate check on a monthly basis to the Union or COPE, as specified in writing by the Union.

##### **Section 1.3 Fair Share:**

- A. The County shall grant "Fair Share" to the Union in accordance with Sections 6(e)-(g) of the Illinois Labor Relations Act upon satisfactory demonstration to the County that the Union has more than 50% of the eligible Doctors in the bargaining unit signed up as dues paying members. Once this condition has been met, within thirty (30) days of the Union meeting said conditions or within thirty (30) days of their employment by the County all Doctors covered by this Agreement will either (1) become members of the Union and pay the Union regular Union dues and fees or (2) pay to the Union each month their fair share of the Union's costs of the collective bargaining process, contract administration and pursuing matters affecting Doctor wages, hours, and other conditions of employment.

- B. Such fair share payment by non-members shall be deducted by the County from the earnings of the non-member Doctors and remitted to the Union, provided, however, that the Union shall certify to the County the amount constituting said fair share, not exceeding the dues uniformly required of members of the Union, and shall certify that said amount constitutes the non-members' proportionate share of the Union's costs of the collective bargaining process, contract administration and pursuing matters affecting Doctor wages, hours and other conditions of employment.
- C. Upon receipt of such certification, the County shall cooperate with the Union to ascertain the names and addresses of all Doctor non-members of the Union from which earnings the fair share payments shall be deducted and their work locations.
- D. Upon the Union's receipt of notice of an objection by a non-member to the fair share amount, the Union shall deposit in an escrow account, separate from all other Union funds, 50% of all fees being collected from non-union Doctors. The Union shall furnish objectors and the County with verifications of the terms of the escrow arrangement and, upon request, the status of the fund as reported by the bank.

The escrow fund will be established and maintained by a reputable independent bank or trust company and the agreement therefore shall provide: that the escrow accounts be interest earning at the highest possible rate; that the escrowed funds be outside of the Union's control until the final disposition of the objection; and that the escrow fund will terminate and the fund therein be distributed by the terms of an ultimate award, determination, or judgment including any appeals or by the terms of a mutually agreeable settlement between the Union and an objector or group of objectors.

- E. If an ultimate decision in any proceeding under state or federal law directs that the amount of the fair share should be different than the amount fixed by the Union, the Union shall promptly adopt said determination and notify the County to change deductions from the earnings of non-members to said prescribed amount.

**Section 1.4. Religion Exemption:**

Doctors who are members of a church or religious body having a bona fide religious tenet or teaching which prohibits the payment of a fair share contribution to a union shall be required to pay an amount equal to their fair share of union dues, as described in Section 4, to a non-religious charitable organization mutually agreed upon by the Union and the affected employees as set forth in Section 6(g) of the Illinois Labor Relations Act.

**Section 1.5 Indemnification**

The Union shall indemnify and hold the County harmless against any and all claims, demands, suits, or other forms of liability that may arise out of or by reason of any action taken by the county for the purpose of complying with any provision of this Agreement. If an incorrect deduction is made, the Union shall refund any such amount directly to the involved Doctor.

**ARTICLE II**

**DECLARATION OF RIGHTS**

**Section 2.1 County Authority and Rights:**

The Union recognizes that the County has the full authority and responsibility for directing its operation and determining policy. The County reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon it and vested in it by State and Federal statutes and Constitutions, and to adopt and apply all reasonable rules, regulations and policies as it may deem necessary to carry out its statutory and constitutional responsibilities. The County's rights shall be limited only by the specific and express terms of this Agreement. The County's rights include, but are not limited to:

- A. The exclusive right to determine its policies, standards of services and to operate and manage its affairs and to direct its work force in accordance with its responsibilities. The County has all the customary and usual rights, power and functions of management.
- B. The exclusive right to hire, transfer, and promote; and the exclusive right to discipline, suspend or discharge Doctors for just cause.
- C. The right to establish reasonable work rules, make work assignments, determine schedules of work, methods, processes and procedures by which work is to be performed, place, methods, means and number of personnel needed to carry out the County's responsibilities and duties; as well as the right to determine reasonable productivity, performance and evaluation standards.
- D. The right to change existing or introduce new methods, equipment or facilities and the right to contract for goods and services.
- E. The right to make, publish, enforce reasonable rules and regulations, and to revise same; and, the County has the right to reclassify existing positions based on assigned duties and responsibilities or make changes in assigned duties and responsibilities.
- F. The right to establish standards governing the standard of care to be rendered to patients.

## ARTICLE III

### CONTINUITY OF OPERATION

#### Section 3.1 No Strike:

The Union will not cause, and will not sanction in any way, any work stoppage, strike, picketing or slowdown of any kind or for any reason, or the honoring of any picket line or other curtailment, restriction or interference with any of the County's functions or operations; and no Doctor will cause or participate in any such activities during the term of this Agreement or any extension thereof.

#### Section 3.2 Union Responsibility:

Should any activity proscribed in Section 1 of this Article occur, which the Union has not sanctioned, the Union shall immediately:

- A. Publicly disavow such action by the Doctors or other persons involved;
- B. Advise the County in writing that such action has not been caused or sanctioned by the Union;
- C. Notify the Doctors stating that it disapproved of such action and instructing all Doctors to cease such action and return to work immediately; and
- D. Take such other steps as are reasonably appropriate to bring about observance of the provisions of this Article, including compliance with reasonable requests of the County to accomplish this end.

#### Section 3.3 Discharge of Violators:

The County shall have the right to discharge or otherwise discipline any or all Doctors who violate any of the provisions of this Article. In such event, the Doctor or Doctors, or the Union on their behalf, shall have no recourse to the grievance procedure, except for the sole purpose of determining whether a Doctor or Doctors participated in the action prohibited by this Article. If it is determined that a Doctor did so participate, the disciplinary action taken by the County may not be disturbed.

#### Section 3.4 No Lock-Out:

The County agrees that it will not lock out its Doctors during the term of this Agreement or any extension thereof.

## ARTICLE IV

### HOURS OF WORK

#### Section 4.1 Normal Workweek:

The normal workweek will consist of up to fifty (50) hours per week, but as professionals in the health care industry, Attending Physicians will work such hours as are necessary to fulfill their patient care responsibilities, as well as being on-call as needed, by rotation within their department.

#### Section 4.2 Breaks:

The work day normally will include a thirty (30) minute meal period and necessary breaks which Doctors may take at their discretion, consistent with their professional judgment and responsibility provided that there will not be a disruption in patient care.

#### Section 4.3 Flex-Time:

Flex time schedules may be granted by County, if there are legitimate and compelling personal reasons for the request and the flex time is consistent with the operational needs of the Hospital. Such requests for flex time shall not be unreasonably denied. Requests for flex time must be submitted by the Doctor at least two (2) weeks in advance. Flex time privileges may be cancelled or suspended by the County for legitimate operational reasons or due to misuse by the Doctor.

#### Section 4.4 Schedules:

Doctors' schedules shall be posted for the upcoming month at least two weeks in advance of the beginning of the month. Once posted, schedules shall not be changed unless two (2) weeks' notice is provided to the affected Doctor, except when the change is necessitated by the immediate need to provide patient care or when Doctors voluntarily exchange days or agree to cover other hours in which case the agreement to the schedule change shall be placed in writing by the affected Doctors.

## ARTICLE V

### GRIEVANCE PROCEDURE

#### Section 5.1 Definition:

A grievance is a difference between the Union and the County regarding the interpretation or application of provisions of this Agreement, but does not include decisions or actions regarding credentialing, appointment, reappointment or other discipline or other decisions or actions issued or made pursuant to the processes set forth in the Medical Staff Bylaws. The Union will send copies of grievances appealed to Step 4 to the Employer officials listed in Step 3.

**Section 5.2 Grievance Procedure Steps:**

The steps and times as provided in the County's Grievance Procedure are as follows:

<b><u>Step</u></b>	<b><u>Submission Time Limit This Step (Calendar Days)</u></b>	<b><u>Submitted</u></b>	<b><u>Time Limit Meeting</u></b>	<b><u>Response</u></b>
1	30 days from the date the Grievant knew or should have known of the event(s) giving rise to the grievance	Department Chair/Designee	5 days	5 days
2	5 days	Hospital CMO/Designee	5 days	10 days
3	10 days	County Bureau Chief/Designee and System Director of Human Resources /Designee	30 days (Status report to Union if exceeded)	30 days (Status report to Union if exceeded)
4	30 days	Impartial Third Party		30 days

When a grievance relates to all or a substantial number of Doctors, or the Union's own interests, the grievance may be initiated by the Union at Step 2.

**Section 5.3 Time Limits:**

Time limits may be extended by mutual agreement in writing between the Doctor and/or the Union and the County. Neither the Union nor the County shall waive the established time limits unless by written, mutual agreement.

**Section 5.4 Stewards:**

The Union will advise the County in writing of the names of the stewards and shall notify the County promptly of any changes. Stewards will be permitted to handle and process grievances during their work hours provided that patient care will not be adversely affected. One steward will be released pursuant to this Section to handle any particular grievance. If there is a desire to train stewards or a grievance is of an unusual nature, the Union may request the release of one additional steward, and the Union's request will not be unreasonably denied.

Up to two stewards shall be allowed to attend authorized meetings with Union representatives during normal hours without loss of pay, provided that at least 14 days' advance notice of such meetings is given and that patient care will not be adversely impacted. Such meetings shall be limited to a maximum of four per year per steward. Employees shall be allowed time off with

pay to attend meetings agreed to by the Employer, required by the Employer, or mandated by this Agreement.

**Section 5.5. Union Representatives:**

Duly authorized representatives of the Union will be permitted at reasonable times to enter the facilities for purposes of handling grievances or addressing other contract administration issues with Doctors or Hospital representatives. These representatives will be identified to the Hospital COO/Designee in a manner suitable to the County, and on each occasion will first secure the approval of the Hospital COO/Designee to enter the Hospital and conduct their business so as not to interfere with the operation of the facility. The Union will not abuse this privilege, and such right of entry shall at all times be subject to general Hospital rules that are applicable to non-employees.

**Section 5.6 Impartial Arbitration:**

If the Union is not satisfied with the Step 3 answer, within thirty (30) days after receipt of the Step 3 answer, it may submit in writing to the County notice that the Union is submitting the grievance to impartial arbitration. The Union and County will make arrangements with the arbitrator to hear and decide the grievance without unreasonable delay.

Expenses for the arbitrator's services and the expenses which are common to both parties to the arbitration shall be borne equally by the County and the Union. Each party to an arbitration proceeding shall be responsible for compensating its own representatives and witnesses.

The arbitrator shall not amend, modify, nullify, ignore or add to the provisions of this Agreement. The issue or issues to be decided will be limited to those presented to the arbitrator in writing by the County and the Union. The arbitrator's decision must be based solely upon his interpretation of the meaning of this Agreement or application of the express relevant language of the Agreement. The decision of the arbitrator shall be final.

The arbitrator shall be selected on a rotating basis from the permanent panel agreed to by the parties regarding all of their mutual bargaining units. Either party shall have the authority to strike an arbitrator from the permanent panel at any time. The struck arbitrator will proceed on cases currently assigned, but will not receive any new case assignments. In the event that an arbitrator is struck from the panel, the parties shall meet as soon as possible to choose a mutually agreed upon replacement. Nothing herein shall prevent the parties, by mutual agreement, from selecting an arbitrator from outside the panel. Absent such mutual agreement, the arbitrator shall be selected from the panel in accordance with the above procedure.

**Section 5.7 Right to Union Representation:**

A Doctor shall be entitled to the presence of a Union representative at an investigatory interview if he/she requests one and if the Doctor has reasonable grounds to believe that the information obtained in the interview may be used to support disciplinary action against him/her.

## **ARTICLE VI**

### **SENIORITY**

#### **Section 6.1 Probationary Period:**

A Doctor's probationary period shall be six (6) months from his/her most recent date of hire at the Hospital. The Hospital may extend this probationary period for up to an additional six (6) months by written notice to the Doctor and to the Union. The Hospital shall meet with the Doctor to provide the reason for the extension, and the Doctor shall have the right to have a Union steward or representative present for that meeting. During the probationary period, a Doctor shall have no seniority, may be discharged for any lawful reason, and shall have no recall rights or recourse to the grievance procedure regarding any layoff, discipline or discharge. Upon completion of the probationary period, a Doctor's seniority shall be computed as the most recent date of hire at the Hospital. Any Doctor who has completed his or her probationary period as provided for in this section, and who then is transferred out of the bargaining unit to another position within Cook County Health and Hospitals System Board ("System") shall not serve an additional probationary period if he or she later transfers back into the unit.

If a Doctor who has completed his/her probationary period at another System attending physician bargaining unit is involuntarily transferred by the System to this Hospital, said Doctor will not have to go through the above probationary period. This exception shall not apply to a Doctor who joined this Hospital's staff as a result of applying for a vacant position that has arisen.

#### **Section 6.2 Definition of Seniority**

Seniority is a Doctor's length of most recent continuous employment as a Doctor at the Hospital since his/her last hiring date.

#### **Section 6.3 Return to Former Job:**

A Doctor who has been promoted, transferred or recalled to another job within the represented unit or in accordance with the provisions of this Article, may be returned by County to the former job within a reasonable period, but not to exceed thirty (30) calendar days, without loss of seniority, if the Doctor does not demonstrate the ability to satisfactorily perform the job to which he/she was promoted, transferred, or recalled. A Doctor who has accepted another position within the System, whether or not within the bargaining unit, in accordance with the provisions of this Article may ask to return to the former job within thirty (30) calendar days after commencing work in the new position without loss of seniority.

#### **Section 6.4 Return to Represented Unit:**

A Doctor who has been promoted or transferred out of the bargaining unit to another position within the System, and who is later transferred back to the unit, shall upon return to the unit be granted the seniority he/she would have had the Doctor continued to work in the bargaining unit.

**Section 6.5 Discipline:**

Doctors may only be disciplined for just cause and are entitled to Union representation in any disciplinary proceeding. A pre-disciplinary meeting for suspensions and discharges shall be held and the County shall make reasonable effort to accommodate the Union when scheduling such meetings. The County shall notify the Union and the Doctors of its intent to conduct a pre-disciplinary meeting, the reason for the meeting and the nature of the charge(s). During the pre-disciplinary meeting, the Doctor and/or the Union representative shall be given an opportunity to respond to the applicable charge(s). If the Doctor and/or the Union representative do not appear at the meeting, the County may proceed with the discipline, which shall be subject to the grievance procedure. Any verbal or written discipline less severe than a suspension shall not be used as the basis for the next step in progressive discipline if more than a year passes without the employee receiving additional discipline.

**Section 6.6 Seniority List:**

Immediately after the effective date of this Agreement, and every six months thereafter, the County will furnish the Union a list showing the name, department, address, salary, classification, and last hiring date of each Doctor. The County will furnish the Union with reports of new hires and terminations within thirty (30) days of the event.

**Section 6.7 Termination of Seniority:**

A doctor's seniority and employment relationship with the County shall terminate upon occurrence of any of the following:

- A. Resignation or retirement;
- B. Discharge for just cause;
- C. Loss of clinical privileges at the Hospital or loss of appointment or reappointment to the Hospital Medical Staff pursuant to the procedures set forth in the Medical Staff Bylaws (not subject to the grievance and arbitration procedure);
- D. Absence for three consecutive work days without the Doctor notifying either his/her immediate supervisor or the Medical Director, unless the Doctor has an explanation that is satisfactory to the County which shall not act arbitrarily in applying this paragraph;
- E. Failure to report to work upon the termination of a leave of absence or vacation unless the Doctor has an explanation that is satisfactory to the County which shall not act arbitrarily in applying this paragraph;
- F. Absence from work because of layoff for twelve (12) months or for disability or approved leave of absence for twelve (12) months in the case of all non-probationary Doctors;

- G. Failure to notify the County within nine (9) calendar days of the Doctor's intent to report to work upon recall from layoff, or failure to report for work within fourteen (14) calendar days after notice to report for work is sent by certified mail to the Doctor's last address on file with County;
- H. Engaging in gainful employment while on an authorized leave of absence, unless written permission to engage in such employment was granted in advance by the County.

**ARTICLE VII**

**HOLIDAYS**

**Section 7.1 Regular Holidays:**

All full-time Doctors shall receive eight (8) hours pay at their regular hourly rate for the holidays listed below. These holidays are not to be counted as part of a Doctor's vacation time. (Part-time Doctors regularly working at least twenty (20) hours per week shall receive holiday pay on a pro rata basis.)

New Year's Day	Columbus Day
Martin Luther King's Birthday	Labor Day
Lincoln's Birthday	Veteran's Day
Memorial Day	Thanksgiving Day
Independence Day (Fourth of July)	Christmas Day
President's Day	

**Section 7.2 Working On Holidays:**

Doctors who are scheduled to work and who do work eight hours on any of the holidays identified in Section 1 of Article VII shall receive a day off (with eight (8) hours of pay at their regular hourly rate) before the end of the fiscal year in which the Doctors worked the holiday.

**Section 7.3 Floating Holiday:**

In addition to the paid holidays in Section 1, Doctors also shall accrue one (1) floating holiday on December 1 of each year. The Doctor may request to use the floating holiday at any time and requests shall not be unreasonably denied. Any floating holiday that a Doctor has not used during the fiscal year shall be lost and not carried over. A Doctor required to work on a previously scheduled floating holiday shall receive another day off as described in Section 2.

## ARTICLE VIII

### VACATIONS

#### **Section 8.1 Eligibility:**

Vacation credit shall be earned for each month during which the Doctor is in an active pay status for eighty (80) hours. The amount of annual paid vacation is based upon the following schedule:

<i><u>Service</u></i>	<i><u>Vacation</u></i>	<i><u>Maximum Accrual</u></i>
1 Year	15 Days/120 Hours	30 Days/240 Hours
5 Years	20 Days/160 Hours	40 Days/320 Hours
10 Years	25 Days/200 Hours	50 Days/400 Hours

Doctors may use only such vacation leave as has been earned and accrued, except that use of one-half of the initial vacation allowance may be allowed after the first six (6) months of service.

#### **Section 8.2 Maximum Accrual:**

Doctors may accumulate up to the maximum accrual amounts set forth in Section 1 based upon the Doctor's years of service.

#### **Section 8.3 Vacation Preference and Scheduling:**

In order to ensure the orderly operation of the Hospital and in the interests of patient care, the County reserves the right to limit the number of Doctors within a department or team who will be permitted to be on vacation at any one time. The County, through the Department Chair in consultation with the Medical Director, further reserves the right to limit the number of consecutive vacation days if it determines that patient care will be adversely affected by the Doctor's continued absence despite any alternative coverage which has been arranged. The County will consider the Doctor's personal circumstances when considering vacation requests. Doctors are to request routine vacation or conference time off in accordance with Departmental practices but in no event will they be required to request such more than 120 days in advance.

If more Doctors wish to be off at one time than may be allowed, the Doctors within the department or team first will be given an opportunity to resolve the issue. If they cannot do so, the Department Chair shall consult with the Doctors within the department or team to attempt to obtain a resolution. If they cannot resolve the matter, the Department Chair shall decide the issue based upon seniority and the fair distribution of prime vacation times among the Doctors. Emergency vacation requests will be granted if the County determines that patient care will not be adversely affected.

The County agrees that its determinations under the above two paragraphs will not be arbitrary or capricious.

**Section 8.4 Accrued Benefits at Separation:**

Upon termination of employment, the Doctor shall be paid for all accrued but unused vacation days through the last day worked and for any compensating day that the Doctor has not taken for having worked a holiday that occurred before the termination of the Doctor's employment.

**ARTICLE IX**

**REDUCTION IN FORCE, LAYOFF, AND RECALL**

Should the County find it necessary to decrease the number of Doctors working within a specialty, the County shall give written notice to the Union at least sixty (60) days prior to the effective date of the layoff of the Doctors. During that interim period, the County will be willing to meet with the Union to discuss any alternatives to the layoff of any Doctor(s) and the justification for the layoffs, but shall have no duty to bargain regarding its decision to lay off Doctors nor the impact of that decision on the bargaining unit or members of the bargaining unit. In determining the identity of Doctors who shall be laid off or recalled, the County shall base its decision on the Doctors' education, training, experience, skill, qualifications, credentials, productivity and seniority. When all of these factors are equal the least senior Doctor shall be laid off, but will be allowed to interview for vacant positions for which he or she is qualified anywhere in the CCHHS system. Non-probationary Doctors who are laid off shall be subject to recall for twelve months. No vacancy should be filled by an external hire if there is a Doctor with recall rights who is qualified to fill that position. Doctors may refuse recall to a specialty other than that from which they were laid off.

Employees on layoff status shall retain health and dental insurance coverage for a period of two (2) months following the month in which the effective date of the layoff occurs with the Employer paying the full premium, single or family plan as appropriate.

**ARTICLE X**

**FILLING VACANCIES**

Vacant positions shall be posted on bulletin boards in the administrative or clinical areas of the departments or divisions for a period of fourteen (14) days. In determining who should fill a vacancy, the County shall consider the Doctor's education, training, experience, knowledge, skill, ability, qualifications, credentials, productivity, and seniority. The County agrees to interview all qualified applicants from the bargaining unit and to provide a written response to an applicant within 30 days after the application process closes.

**ARTICLE XI**  
**COMPENSATION**

**Section 11.1 Pay:**

The salary grades and steps applicable to the above listed bargaining unit shall be increased as follows during the term of this agreement:

- Effective the first full pay period on or after 6/1/2013: 1.00%
- Effective the first full pay period on or after 6/1/2014: 1.50%
- Effective the first full pay period on or after 6/1/2015: 2.00%
- Effective the first full pay period on or after 12/1/2015: 2.00%
- Effective the first full pay period on or after 12/1/2016: 2.25%
- Effective the first full pay period on or after 6/1/2017: 2.00%

For the period from the date of the execution of this tentative agreement through November 30, 2017, if the County enters into an agreement with any other union that contains across-the-board wage increases greater than those set forth above, then those across-the-board wage increases will be applied to the members of this bargaining unit.

The above is not a waiver or withdrawal of the Union's wage equity proposals.

**Section 11.2 New Classification:**

If the County establishes new classifications, it will notify the Union and offer the Union an opportunity to discuss the new classification and pay rate. After the County has provided this opportunity, it may assign a pay rate. If the Union believes that the rate is unreasonable, it may grieve the reasonableness of the rate.

**Section 11.3 Promotion, Reclassification and Demotion:**

**Promotions** – Doctors promoted to a higher labor grade will proceed to the lowest step of the new grade that provides them with a pay rate increase.

**Reclassifications** – A Doctor whose position is reclassified to a higher labor grade shall be placed on the step that is closest to, but at least as high as, the Doctor's current pay rate. A Doctor whose position is reclassified to a lower labor grade shall not receive a pay rate cut, but will be placed in the step that is closest to the Doctor's pay rate prior to the reclassification. If the Doctor's pay rate is above the top step of the new labor grade, the Doctor shall not receive pay increases until the top step of the new labor grade exceeds that pay rate.

**Demotions** – A Doctor who is demoted to a lower labor grade shall be placed in the same step in the lower grade.

In Promotions, Reclassifications and Demotions, the anniversary date for future step movement shall be the effective date of the Promotion, Reclassification or Demotion.

**Section 11.4 Entry Rate:**

The minimum salary rates shall be as follows:

- a) Attending Physicians: K6 or its equivalent K 542
- b) Dentists: K4 or its equivalent K507
- c) Psychologists: K2 or its equivalent K442

**Section 11.5 Part-Time Employees:**

Part-time employees who are regularly employed for twenty (20) or more hours per week shall be entitled to vacations, sick pay, holidays, hospitalization insurance, life insurance, jury pay, and bereavement pay on a pro rata basis.

The extent to which part-time employees are entitled to disability and pension benefits is governed by the provisions of the Cook County Employees Pension Plan.

**Section 11.6 Extra Duty Pay:**

When doctors work extra hours because they are approved to perform work outside of their normal responsibilities, they shall be paid hourly rates as follows:

ASC	\$75
Oak Forest Immediate Care	\$75

All other applicable extra duty rates will remain the same.

The Employer will distribute extra duty pay work equitably among doctors who volunteer for it and are qualified to perform the duties.

**Section 11.7 Newly Certified Positions:**

Upon notification from the Union to the Employer and the Cook County Bureau of Human Resources and the Cook County Health and Hospitals System Chief of Human Resources, the Employer agrees to meet with the Union within sixty (60) days thereafter to discuss the placement of newly certified bargaining unit positions on a wage scale.

## ARTICLE XII

### WELFARE BENEFITS

#### Section 12.1 Hospitalization Insurance, Doctor Contributions:

The County agrees to maintain certain health benefits as summarized in Appendix C.

#### Section 12.2 Sick Pay:

Doctors shall accumulate sick pay credits at the rate of 3.69 hours per pay period in which the Doctor is in pay status for at least 40 hours. Sick leave may be accumulated to a maximum of one hundred fifty (150) days. Up to the accumulated sick leave credits, an Doctor prevented from working because of the Doctor's illness or injury (other than occupational illness or injury) or because of an illness in the Doctor's immediate family as defined in Article XIII, Section 3.C., shall be entitled to receive sick pay at his or her regular salary for each day of absence. All Doctors employed on a part-time basis of at least forty (40) hours per pay period shall be granted sick leave with pay proportionate to the time worked per pay period.

#### Section 12.3 Disability Benefits:

Doctors incurring any occupational illness or injury will be covered by Worker's Compensation insurance benefits. Duty disability and ordinary disability benefits also will be paid to Doctors who are participants in the County Employee Pension Plan in accordance with that Plan. Duty Disability benefits are paid to the Doctor by the Retirement Board when the Doctor is disabled while performing his/her work duties. Benefits amount to seventy-five percent (75%) of the Doctor's salary at the time of injury, and begin the day after the date his/her salary stops; such benefits to be reduced by any Worker's Compensation paid the County. Ordinary disability occurs when a Doctor becomes disabled due to any cause, other than injury on the job. An eligible Doctor who has applied for such disability compensation will be entitled to receive, on the thirty-first (31st) day following disability, fifty percent (50%) of salary, less an amount equal to the sum deducted for all annuity purposes. If a Doctor receives accrued salary beyond the 31st day, disability payment will not begin until the 1st day the Doctor is in no-pay status after the 30 days have expired. The first thirty (30) consecutive days of ordinary disability are compensated for only by the use of any accumulated sick pay and/or vacation pay credits unless the Doctor and the County otherwise agree. The Doctor will not be required to use sick time and/or vacation time for any day of duty disability. All provisions of this section are subject to change to the extent required by State law.

#### Section 12.4 Life Insurance:

All Doctors shall be provided with life insurance in an amount equal to the Doctor's annual salary (rounded to the next \$1,000), at no cost to the Doctor, with the option to purchase additional insurance up to maximum of the Doctor's annual salary. No life insurance shall be offered through the County's HMO plans.

**Section 12.5 Pension Plan:**

The County Employees and Officers Annuity and Benefit Fund will be continued in effect for the duration of this Agreement and all Doctors of the County are required to become members of that Fund. The Fund will continue to provide Doctors with annual statements of their interest therein.

**Section 12.6 Dental Plan:**

All Doctors shall be eligible to participate, at no cost to them, in the dental plan as set forth in Appendix C. No dental coverage shall be offered through the County's HMO plans.

**Section 12.7 Vision Plan:**

All Doctors shall be eligible to participate, at no cost to them, in the vision plan as set forth in Appendix C. No vision coverage shall be offered through the County's HMO plans.

**Section 12.8 Hospitalization/New Hires:**

All new Doctors covered by this Agreement shall be required to enroll in the County HMO plan of their choosing, such enrollment to be effective from the date of hire through the expiration of the first full health plan year following such date of hire.

**Section 12.9 Flexible Benefits Plan:**

All Doctors shall be eligible to participate, at no cost to them, in a flexible benefits plan to be established by the County. Such plan shall include segregated IRS accounts for child care and medical expenses.

**Section 12.10 Insurance Claims:**

A dispute between a Doctor (or his/her covered dependent) and the processor of claims regarding the appropriateness of a claim or coverage shall not be subject to the grievance procedure provided for in this Agreement. Doctors shall continue to be afforded an opportunity to present appeals of such insurance disputes in person, provided it is not a Doctor who is on duty if the proceeding occurs outside of the Hospital.

**ARTICLE XIII**

**LEAVES OF ABSENCE**

**Section 13.1 Personal Leave:**

A Doctor may be granted a leave of absence without pay by the Department Chair, with the written approval of the Hospital's Chief Operating Officer. Such leave shall be intended to take care of emergency situations and shall be limited to one (1) month for every full year or continuous employment by the County and/or any of the System' Health Facilities, not to exceed

one (1) year, except for military service. A Doctor granted a leave to absence shall be eligible, when such leave expires, to receive the salary and the same or comparable position at the time the leave was granted.

### **Section 13.2 Duty to Inform:**

Doctors must inform their Department of their intention to go to leave in accordance with the notice provisions contained herein. Before their departure, they must provide the Department with a current address and telephone number and maintain current contact information while on leave. In addition, the Department may require Doctors to report in on a reasonable periodic basis. Doctors who wish to extend a leave must apply to their Department at least thirty (30) days before they are scheduled to return, unless medical circumstances preclude such notice. Doctors on a leave of at least thirty (30) days must contact their Department at least two (2) weeks before returning from leave and complete all processing, including medical examinations, before they can return.

### **Section 13.3 Family and Medical Leave:**

A doctor is entitled to a leave of absence under Family and Medical Leave if s/he has been employed at least twelve (12) months by the County and has worked at least 1,250 hours during the previous twelve (12) month period. Under Family and Medical Leave, eligible Doctors are entitled to take up to a total of twelve (12) weeks of leave in a rolling twelve (12) month time period for:

- A The birth of a child;
- B Placement of a child with the Doctor for adoption or foster care;
- C The care of a Doctor's spouse, son, daughter, or parent, who has a serious health condition; and
- D. A serious health condition that makes a Doctor unable to perform the functions of his/her position.

While a Doctor is on Family and Medical Leave, the County shall continue to pay its share of the Doctor's health insurance premium, and the Doctor is responsible for paying his/her applicable contribution. All terms in this section are used in accordance with the County's Family and Medical Leave Act ("FMLA") policy. Doctors must first use accrued sick leave as part of their Family and Medical Leave unless the leave is due to the birth or adoption of a child. To the extent that the Doctor is using vacation or sick leave, the Family and Medical Leave is paid; otherwise, it is not.

### **Section 13.4 Maternity/Paternity Leave:**

Doctors shall be granted unpaid maternity or paternity leaves of absence to cover periods of pregnancy and post-partum child care. Doctors need not exhaust all accrued vacation or sick time before going on maternity/paternity leave, but may apply such accrued time to the leave. The length of such leave, in general, shall not exceed three (3) months, but may be renewed by

the Department Chair. Upon returning from such leave, the reinstatement rights of the Doctor will be identical to those of a Doctor returning from an ordinary disability leave. Leave granted under this section counts toward a Doctor's twelve (12) weeks of Family Medical Leave.

Upon execution of the Collective Bargaining Agreement, Employees shall be eligible for paid Parental Leave pursuant to the Cook County Board Resolution 13-R-346 and the corresponding Cook County Bureau of Human Resources Parental Leave policy. Employees, except those who have applied for and been granted paid Parental Leave, shall be eligible for unpaid maternity or paternity leave pursuant to Cook County Personnel Rule 6.03(b).

**Section 13.5 Disability Leave:**

A Doctor who is receiving County disability benefits shall be granted a leave of absence without pay for the duration of the period for which disability benefits are received. During the first year while on such a leave, a Doctor will not be replaced. If at any time while the Doctor is eligible for the disability leave, the Doctor becomes able to perform their job, they will be granted the same or comparable position, at the same salary, to the extent that one is available for which they are qualified.

**Section 13.6 Military Leave:**

Doctors who enter the armed services of the United States, either voluntarily or by reason of conscription, shall be granted a leave of absence without pay and shall be entitled to be restored to the position they held prior to going on leave with the same anniversary and seniority dates. The Doctor must present a copy of military orders when requesting a leave, and must file a written request for reinstatement to a former position within sixty (60) days after termination of military service, along with a copy of military discharge papers.

A Doctor, who has at least six (6) months or more of continuous actual service and is a member of the Illinois National Guard or any of the Reserve Components of the Armed Forces of the United States, shall be entitled to a leave of absence with full pay for limited service in field training, cruises, and kindred recurring obligations. Such leave will normally be limited to eleven (11) working days in each year.

**Section 13.7 Seniority on Leave:**

A Doctor on an approved unpaid leave of absence shall retain seniority accrued prior to the leave, but shall not accrue seniority, pension, vacation or other benefit service credit during such period (except as may be otherwise provided in the County's pension plan). Nor shall such period count toward a Doctor's entitlement to automatic progression in wage scale based on length of service. Doctors who return from leave shall have their pay rates adjusted by any general increases that occurred while they were on leave.

**Section 13.8 Retention of Benefits:**

A Doctor on any unpaid leave of absence other than FMLA will be required to pay the cost of the insurance benefits in order to keep these benefits in full force and effect during the period of leave. Arrangements for payments of such costs must be made with the Hospital's Payroll Office prior to departure on the leave. If the Doctor fails to make such arrangements, the County may cancel insurance benefits, which will be reinstated upon the Doctor's return to work, subject to such waiting period and other rules and regulations as may be applicable to the insurance plan.

**ARTICLE XIV**

**ADDITIONAL BENEFITS**

**Section 14.1 Bereavement Pay:**

In the event of death in the immediate family, a Doctor will be granted up to three (3) paid, excused days off. For purposes of this section, a Doctor's immediate family includes parents, spouse, children (including stepchildren and foster children), siblings and domestic partners. The three (3) days of bereavement leave shall not include the Doctor's unpaid scheduled days off. Any additional time needed for bereavement for these relationships, or for bereavement regarding spouse's parents, grandparents, grandchildren, or other members of the Doctor's household may be taken as emergency vacation.

**Section 14.2 Jury Make-Up Pay:**

Doctors shall be granted leave with pay for any jury duty, including required reporting for jury when summoned, whether or not the Doctor is used as a juror. The Doctor shall turn over to the County any compensation which is received for responding to the jury summons or serving on the jury.

**Section 14.3 Election Day:**

If the Hospital work schedule of a Doctor who is a registered voter would prevent him/her from voting, he or she will be granted up to two hours off so that he or she may vote.

**ARTICLE XV**

**COUNTY AND UNION RELATIONS**

**Section 15.1 Labor Management Meetings:**

For the purpose of conferring on matters of mutual interest, the Union and the County agree to meet at least once each quarter, but more frequently if mutually agreed. Within five (5) days of either party making a request to meet, the parties shall schedule a mutually convenient time and location for the Labor Management Meeting. At least five (5) days prior to the scheduled meeting, the Union and the County shall each notify the other of the items that it wishes to have placed on the agenda. The Union and the County shall each designate not more than three (3)

representatives to a labor-management committee for this purpose, although the representatives designated by either party may be alternated or rotated if desired.

**Section 15.2 Union Representatives:**

Duly authorized representatives of the Union will be permitted at reasonable times to enter the facilities for purposes of handling grievances or addressing other contract administration issues with Doctors or Hospital representatives. These union representatives will be identified to the Hospital's Director/Designee in a manner suitable to the County, and on each occasion will first secure the approval of the Hospital's Director/Designee to enter the Hospital and conduct their business so as not to interfere with the operation of the facility. The Union will not abuse this privilege, and such right of entry shall at all times be subject to general Hospital rules that are applicable to non-employees.

**Section 15.3 Member Orientation:**

Within fourteen (14) days of the date on which the new Doctor begins employment, the County shall notify the Steward designated by the Union of the name and department of the newly-hired Doctor so that the Steward may meet with the newly-hired Doctor at the discretion of the Steward and Doctor consistent with their judgment and responsibility so as not to disrupt care to patients.

The County shall grant the Union thirty (30) minutes at the end of the orientation of new employees to present the benefits of union membership, at which time the Union may give the employees a copy of this Agreement.

The County and Union agree to communicate reasonable notice regarding the time and place of the orientation. A union representative designated by the Union shall be given reasonable notice of the orientation and he/she shall also be released with pay, provided that there is no interruption to patient services, for such purpose.

**Section 15.4 Union Office:**

The Hospital shall continue to provide the Union with an office within the facility which may be utilized by the Doctors as well as other bargaining units at the Hospital which are represented by the Union.

**Section 15.5 Meeting Space:**

Upon at least ten (10) days advance notice, the Hospital will provide the Union with space for a membership meeting each quarter. The Hospital will make every reasonable effort to accommodate requests for more frequent membership meetings, provided there is available space.

The Hospital will provide the Union with space for a Stewards' Meeting each month upon at least five (5) days' notice, and will make every reasonable attempt to provide the space with less notice.

Nothing in this section requires the Hospital to provide release time for Doctors to attend membership or Stewards meetings.

**Section 15.6 Bulletin Boards:**

The County will make two (2) bulletin boards available for use by the Union at the Hospital. Upon approval by Hospital Administration, which shall not be unreasonably delayed or withheld, the Union shall be permitted to post notices on these bulletin boards regarding Union meetings and Union business. There shall be no other postings by the Union or its members of materials other than as herein provided. No Doctors shall make any distributions so as to interfere with the performance of his/her duties.

**Section 15.7 Officers and Executive Board:**

One Doctor, if elected to a position as a Union officer or elected to a position on the Executive Board or Executive Council of the Local, up to once a month shall be permitted to attend meetings of the Executive Board and/or Council without loss of pay, provided that patient care will not be adversely affected. These meetings shall not occur more than once a month or last more than one day, and the Union shall provide fourteen (14) days' notice of the meeting.

**ARTICLE XVI**

**MISCELLANEOUS**

**Section 16.1 No Discrimination:**

No Doctor shall be discriminated against by the County or the Union on the basis of race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, military discharge status, political affiliation and/or belief, or activity or non-activity on behalf of the Union.

**Section 16.2 Doctor Obligation and Professional Authority:**

Doctors shall comply with assignments made by the County, but after doing so may utilize the grievance procedure if the Doctor has a dispute regarding the assignment; however the Doctor shall not be required to comply with an assignment if it would create an imminent threat of death or serious bodily injury to the Doctor or the patient.

**Section 16.3 Safety:**

The County will continue to make reasonable provisions for the safety of its Doctors during their hours of employment.

**Section 16.4 Partial Invalidity**

If any provision of this Agreement is or becomes invalid or unenforceable by reason of any Federal or State law or local ordinance now existing or hereinafter enacted, such invalidity or unenforceability shall not affect the remainder of the provisions hereof.

**Section 16.5 Evaluations:**

Doctors shall be provided with a copy of any evaluation pertaining to them that is prepared as part of the credentialing/re-credentialing process under the Medical Staff Bylaws. At the Doctor's request, the Department Chair or designee shall meet with the Doctor to discuss the evaluation. The Doctor or designee may have a Union representative or another Doctor present during the meeting, if the Department Chair consents. If the County implements any evaluation process other than that which currently exists, the County will notify the Union and, at the Union's request, shall meet with the Union to discuss the process prior to implementation.

**Section 16.6 Personnel File:**

Upon written request to the Director of Human Resources or designee, a Doctor may inspect his/her personnel file at a time mutually acceptable to the Hospital and the Doctor. Discipline, counseling's, complaints, evaluations, memoranda or correspondence regarding performance or other work-related issues that are maintained in a peer review, department chair, medical director, or credentials file also shall be made available to the Doctor, upon request, at a mutually agreeable time.

Each Doctor shall receive a copy of any formal performance evaluation, written warning, documentation of a verbal warning or other disciplinary or adverse action, before such material is placed in his/her personnel, peer review, Department Chair, Medical Director or credentials file. When a Doctor is issued discipline, the Doctor shall sign and date the disciplinary record as proof of receipt, but doing so does not mean that the Doctor agrees with the discipline. The Doctor shall have the right to respond in writing within ten (10) working days from the date such material was presented to the Doctor and to have such response placed in the file.

**Section 16.7 Physician's Statement:**

A Doctor who has been off duty for five (5) consecutive days or more for any health reason will be required to provide a physician's statement as proof of illness, and may be required to undergo examination by the County's physician before returning to work.

For health-related absences of less than five (5) consecutive days, a physician's statement or proof of illness will not be required except when the County has a reasonable basis to suspect that the individual did not have a valid health reason for the absence. If indicated by the nature of a health-related absence, examination by the County's physician may be required to make sure that the Doctor is physically fit for return to work.

**Section 16.8 Credit Union:**

The County will deduct from the wages of Doctors duly authorized deductions for the Union's Credit Union, and shall forward such amounts to the Credit Union. To the extent practicable, the County also will permit use of its premises by the Credit Union.

**Section 16.9 Distribution of Work Load:**

The County agrees that, while patient acuity, patient care and operational needs are paramount in making work assignment, workloads should be distributed equitably among the physicians in the same specialty or department when practical.

**Section 16.10 Personnel Rule Change:**

When the Employer is considering modifications in its personnel policies, it shall notify the Union at least twenty one (21) calendar days prior to any modifications and shall discuss such contemplated changes with the Union, pursuant to the provision so the Illinois Public Labor Relations Act.

**Section 16.11 Travel Reimbursement:**

The Cook County Travel Expense Reimbursement Policy shall apply to all bargaining unit members and be subject to the grievance procedure described in Article V of this Agreement.

**Section 16.12 Subcontracting**

It is the general policy of the County to continue to utilize its employees to perform work they are qualified to perform. The County may, however, subcontract where circumstances warrant.

The County will advise the Union in writing at least five (5) months in advance when such changes are contemplated and will discuss such contemplated changes with the Union, pursuant to the Illinois Public Labor Relations Act of 1984. The County will work with the Union in making every reasonable effort to place adversely affected employees into other bargaining unit positions.

**ARTICLE XVII**

**PATIENT CARE**

**Section 17.1 Establishment of Patient Care Committee:**

The Union shall establish a Patient Care Committee for purposes of evaluating staffing needs, positions and assignments, training and education and generally the improvement of care provided to patients of the Hospital. The Patient Care Committee shall consist of eight (8) members, seven of which shall be Doctors selected by the Union and one (1) member shall be a Union representative or officer, who shall serve in an ex officio capacity.

The Union may, at its discretion, allow the participation of a representative selected by management, if so requested by management, either as a voting or ex officio member. Within sixty (60) days of the appointment of the members of the Patient Care Committee, they shall convene to adopt a statement of purpose, duties and procedures consistent with this Article.

Signed and entered into this 5<sup>th</sup> day of October, 2016.

COUNTY OF COOK

By: Toni Preckwinkle  
Toni Preckwinkle, President  
Cook County Board of Commissioners

ATTEST:



\_\_\_\_\_  
David D. Orr  
Cook County Clerk

APPROVED AS AMENDED  
BY THE BOARD OF COOK COUNTY COMMISSIONERS

OCT 05 2016

COM \_\_\_\_\_

UNION:

Doctors Council SEIU

By: Dana Quartana 9-20-16  
Dana Quartana  
Regional Coordinator  
Doctors Council SEIU

**Section 17.2 Recommendations of the Committee:**

The Patient Care Committee may make recommendations to the Hospital for improvement of patient care, which recommendations shall be submitted in writing to the Chair of the relevant departments, the Medical Executive Committee, the Medical Director and Chief Operating Officer of the Hospital.

Within ninety (90) days of the Committee's submission of recommendations, the Chair of the relevant department, the Medical Executive Committee, the Medical Director and/or the Chief Operating Officer shall either implement the recommendations, offer to meet and confer with the Committee concerning the recommendations or provide the Patient Care Committee with an explanation as to why the recommendations are not implemented. The parties agree that non-acceptances and non-implementation of Committee recommendations by the Hospital shall not be grievable.

**ARTICLE XVIII**

**CONTINUING MEDICAL EDUCATION (CME) LEAVE**

Attending physicians shall receive up to ten (10) days of paid CME leave to take pre-approved professional medical education conferences or programs provided that they are job related and attendance does not impair patient care.

**ARTICLE XIX**

**EDUCATION AND SEMINARS**

The County agrees to allocate funds for education purposes in each year of this Agreement to be made available to all Local 20 bargaining unit employees. The amount allocated shall be an aggregate total of \$20,000 for all Local 20 bargaining units. Attending physician bargaining unit employee requests for such funds shall be for reimbursement for the costs of courses that qualify for Category I credit under the State of Illinois Division of Professional Regulation criteria as identified in the Fact Sheet attached as Exhibit A and as updated from time to time in the future. Employees who wish to apply for such reimbursement shall submit their request through the Union to the Cook County Director of Human Resources. An employee may request funds up to an amount no greater than four hundred dollars (\$400) in a fiscal year. Approval for reimbursement shall be offered on an equitable basis.

## **ARTICLE XX**

### **DURATION**

#### **Section 20.1 Term:**

This Agreement shall become effective in the first full pay period following Union ratification and approval by the Cook County Board of Commissioners, and shall remain in effect through November 30, 2017. It shall automatically renew itself from year to year thereafter unless either party shall give written notice to the other party not less than ninety (90) days prior to the expiration date, or any anniversary thereof, that it desires to modify or terminate this Agreement.

If such written notice is given by either party, this Agreement shall continue to remain in effect after the expiration date, until a new Agreement has been reached or either party shall give the other party five (5) consecutive days written notice of cancellation thereafter.

#### **Section 20.2 Notice:**

Any notice under this Agreement shall be given by registered or certified mail; if by the Union, then one such notice shall be addressed to the President, Board of Cook County Commissioners, Room 500, with a copy to the County's Chief, Bureau of Human Resources, Room 840, and both addressed to 118 North Clark Street, Chicago, Illinois, 60602; or if by the County, such notice shall be addressed to the Union's representative at 300 South Ashland Avenue, Suite 400, Chicago, Illinois, 60607. Either party may, by like written notice, change the address to which notice to it shall be given.

**APPENDIX A**

<b>JOB CODE</b>	<b>GRADE</b>	<b>TITLE</b>
1633	K3	Attending Physician III
1634	K4	Attending Physician IV
1650		Attending Physician Senior IV
1748		Physician Internal Medicine (Board Certified)
1760		Physician Senior Pediatrics
1635	K5	Attending Physician V
1651		Attending Physician Senior V
1636	K6	Attending Physician VI
1652		Attending Physician Senior VI
1757		Physician Senior Internal Medicine
1637	K7	Attending Physician VII
1653		Attending Physician Senior VII
1638	K8	Attending Physician VIII
1654		Attending Physician Senior VIII
1639	K9	Attending Physician IX
1655		Attending Physician Senior IX
1640	K10	Attending Physician X
1656		Attending Physician Senior X
1641	K11	Attending Physician XI
1657		Attending Physician Senior XI
1658	K12	Attending Physician Senior 12

Effective June 1, 2013

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

GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	366	31.519	2,521.52	65,560
K	367	31.677	2,534.16	65,888
K	368	31.835	2,546.80	66,217
K	369	31.995	2,559.60	66,550
K	370	32.154	2,572.32	66,880
K	371	32.316	2,585.28	67,217
K	372	32.478	2,598.24	67,554
K	373	32.640	2,611.20	67,891
K	374	32.803	2,624.24	68,230
K	375	32.967	2,637.36	68,571
K	376	33.132	2,650.56	68,915
K	377	33.298	2,663.84	69,260
K	378	33.464	2,677.12	69,605
K	379	33.631	2,690.48	69,952
K	380	33.800	2,704.00	70,304
K	381	33.968	2,717.44	70,653
K	382	34.139	2,731.12	71,009
K	383	34.310	2,744.80	71,365
K	384	34.481	2,758.48	71,720
K	385	34.653	2,772.24	72,078
K	386	34.827	2,786.16	72,440
K	387	35.002	2,800.16	72,804
K	388	35.176	2,814.08	73,166
K	389	35.352	2,828.16	73,532
K	390	35.529	2,842.32	73,900
K	391	35.707	2,856.56	74,271
K	392	35.885	2,870.80	74,641
K	393	36.064	2,885.12	75,013
K	394	36.245	2,899.60	75,390
K	395	36.426	2,914.08	75,766
K	396	36.607	2,928.56	76,143

Effective June 1, 2013

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

GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	397	36.791	2,943.28	76,525
K	398	36.975	2,958.00	76,908
K	399	37.161	2,972.88	77,295
K	400	37.346	2,987.68	77,680
K	401	37.533	3,002.64	78,069
K	402	37.720	3,017.60	78,458
K	403	37.908	3,032.64	78,849
K	404	38.098	3,047.84	79,244
K	405	38.289	3,063.12	79,641
K	406	38.481	3,078.48	80,040
K	407	38.674	3,093.92	80,442
K	408	38.867	3,109.36	80,843
K	409	39.061	3,124.88	81,247
K	410	39.256	3,140.48	81,652
K	411	39.452	3,156.16	82,060
K	412	39.649	3,171.92	82,470
K	413	39.847	3,187.76	82,882
K	414	40.047	3,203.76	83,298
K	415	40.246	3,219.68	83,712
K	416	40.447	3,235.76	84,130
K	417	40.650	3,252.00	84,552
K	418	40.853	3,268.24	84,974
K	419	41.059	3,284.72	85,403
K	420	41.265	3,301.20	85,831
K	421	41.472	3,317.76	86,262
K	422	41.679	3,334.32	86,692
K	423	41.888	3,351.04	87,127
K	424	42.097	3,367.76	87,562
K	425	42.307	3,384.56	87,999
K	426	42.518	3,401.44	88,437
K	427	42.730	3,418.40	88,878

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	428	42.943	3,435.44	89,321
K	429	43.157	3,452.56	89,767
K	430	43.373	3,469.84	90,216
K	431	43.590	3,487.20	90,667
K	432	43.807	3,504.56	91,119
K	433	44.026	3,522.08	91,574
K	434	44.245	3,539.60	92,030
K	435	44.466	3,557.28	92,489
K	436	44.688	3,575.04	92,951
K	437	44.913	3,593.04	93,419
K	438	45.138	3,611.04	93,887
K	439	45.364	3,629.12	94,357
K	440	45.590	3,647.20	94,827
K	441	45.819	3,665.52	95,304
K	442	46.048	3,683.84	95,780
K	443	46.279	3,702.32	96,260
K	444	46.511	3,720.88	96,743
K	445	46.743	3,739.44	97,225
K	446	46.976	3,758.08	97,710
K	447	47.210	3,776.80	98,197
K	448	47.447	3,795.76	98,690
K	449	47.683	3,814.64	99,181
K	450	47.922	3,833.76	99,678
K	451	48.162	3,852.96	100,177
K	452	48.403	3,872.24	100,678
K	453	48.646	3,891.68	101,184
K	454	48.889	3,911.12	101,689
K	455	49.133	3,930.64	102,197
K	456	49.379	3,950.32	102,708
K	457	49.625	3,970.00	103,220
K	458	49.874	3,989.92	103,738

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	459	50.123	4,009.84	104,256
K	460	50.374	4,029.92	104,778
K	461	50.625	4,050.00	105,300
K	462	50.879	4,070.32	105,828
K	463	51.132	4,090.56	106,355
K	464	51.389	4,111.12	106,889
K	465	51.645	4,131.60	107,422
K	466	51.904	4,152.32	107,960
K	467	52.163	4,173.04	108,499
K	468	52.423	4,193.84	109,040
K	469	52.686	4,214.88	109,587
K	470	52.949	4,235.92	110,134
K	471	53.214	4,257.12	110,685
K	472	53.480	4,278.40	111,238
K	473	53.748	4,299.84	111,796
K	474	54.017	4,321.36	112,355
K	475	54.286	4,342.88	112,915
K	476	54.558	4,364.64	113,481
K	477	54.831	4,386.48	114,048
K	478	55.106	4,408.48	114,620
K	479	55.380	4,430.40	115,190
K	480	55.657	4,452.56	115,767
K	481	55.936	4,474.88	116,347
K	482	56.216	4,497.28	116,929
K	483	56.496	4,519.68	117,512
K	484	56.779	4,542.32	118,100
K	485	57.063	4,565.04	118,691
K	486	57.348	4,587.84	119,284
K	487	57.635	4,610.80	119,881
K	488	57.924	4,633.92	120,482
K	489	58.212	4,656.96	121,081

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	490	58.504	4,680.32	121,688
K	491	58.796	4,703.68	122,296
K	492	59.090	4,727.20	122,907
K	493	59.386	4,750.88	123,523
K	494	59.683	4,774.64	124,141
K	495	59.982	4,798.56	124,763
K	496	60.282	4,822.56	125,387
K	497	60.583	4,846.64	126,013
K	498	60.886	4,870.88	126,643
K	499	61.190	4,895.20	127,275
K	500	61.497	4,919.76	127,914
K	501	61.804	4,944.32	128,552
K	502	62.113	4,969.04	129,195
K	503	62.423	4,993.84	129,840
K	504	62.735	5,018.80	130,489
K	505	63.049	5,043.92	131,142
K	506	63.364	5,069.12	131,797
K	507	63.682	5,094.56	132,459
K	508	64.000	5,120.00	133,120
K	509	64.320	5,145.60	133,786
K	510	64.641	5,171.28	134,453
K	511	64.965	5,197.20	135,127
K	512	65.289	5,223.12	135,801
K	513	65.617	5,249.36	136,483
K	514	65.944	5,275.52	137,164
K	515	66.274	5,301.92	137,850
K	516	66.605	5,328.40	138,538
K	517	66.939	5,355.12	139,233
K	518	67.273	5,381.84	139,928
K	519	67.609	5,408.72	140,627
K	520	67.948	5,435.84	141,332

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	521	68.287	5,462.96	142,037
K	522	68.630	5,490.40	142,750
K	523	68.972	5,517.76	143,462
K	524	69.317	5,545.36	144,179
K	525	69.663	5,573.04	144,899
K	526	70.011	5,600.88	145,623
K	527	70.362	5,628.96	146,353
K	528	70.713	5,657.04	147,083
K	529	71.067	5,685.36	147,819
K	530	71.422	5,713.76	148,558
K	531	71.780	5,742.40	149,302
K	532	72.138	5,771.04	150,047
K	533	72.499	5,799.92	150,798
K	534	72.861	5,828.88	151,551
K	535	73.226	5,858.08	152,310
K	536	73.593	5,887.44	153,073
K	537	73.959	5,916.72	153,835
K	538	74.329	5,946.32	154,604
K	539	74.702	5,976.16	155,380
K	540	75.075	6,006.00	156,156
K	541	75.450	6,036.00	156,936
K	542	75.827	6,066.16	157,720
K	543	76.207	6,096.56	158,511
K	544	76.588	6,127.04	159,303
K	545	76.970	6,157.60	160,098
K	546	77.355	6,188.40	160,898
K	547	77.742	6,219.36	161,703
K	548	78.131	6,250.48	162,512
K	549	78.521	6,281.68	163,324
K	550	78.914	6,313.12	164,141
K	551	79.308	6,344.64	164,961

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	552	79.705	6,376.40	165,786
K	553	80.103	6,408.24	166,614
K	554	80.504	6,440.32	167,448
K	555	80.907	6,472.56	168,287
K	556	81.312	6,504.96	169,129
K	557	81.718	6,537.44	169,973
K	558	82.126	6,570.08	170,822
K	559	82.536	6,602.88	171,675
K	560	82.949	6,635.92	172,534
K	561	83.363	6,669.04	173,395
K	562	83.781	6,702.48	174,264
K	563	84.200	6,736.00	175,136
K	564	84.621	6,769.68	176,012
K	565	85.044	6,803.52	176,892
K	566	85.469	6,837.52	177,776
K	567	85.896	6,871.68	178,664
K	568	86.327	6,906.16	179,560
K	569	86.758	6,940.64	180,457
K	570	87.192	6,975.36	181,359
K	571	87.629	7,010.32	182,268
K	572	88.066	7,045.28	183,177
K	573	88.506	7,080.48	184,092
K	574	88.950	7,116.00	185,016
K	575	89.394	7,151.52	185,940
K	576	89.841	7,187.28	186,869
K	577	90.290	7,223.20	187,803
K	578	90.740	7,259.20	188,739
K	579	91.194	7,295.52	189,684
K	580	91.650	7,332.00	190,632
K	581	92.109	7,368.72	191,587
K	582	92.570	7,405.60	192,546

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	583	93.032	7,442.56	193,507
K	584	93.498	7,479.84	194,476
K	585	93.964	7,517.12	195,445
K	586	94.434	7,554.72	196,423
K	587	94.907	7,592.56	197,407
K	588	95.381	7,630.48	198,392
K	589	95.858	7,668.64	199,385
K	590	96.337	7,706.96	200,381
K	591	96.820	7,745.60	201,386
K	592	97.303	7,784.24	202,390
K	593	97.790	7,823.20	203,403
K	594	98.278	7,862.24	204,418
K	595	98.770	7,901.60	205,442
K	596	99.264	7,941.12	206,469
K	597	99.761	7,980.88	207,503
K	598	100.260	8,020.80	208,541
K	599	100.761	8,060.88	209,583
K	600	101.265	8,101.20	210,631
K	601	101.772	8,141.76	211,686
K	602	102.281	8,182.48	212,744
K	603	102.792	8,223.36	213,807
K	604	103.306	8,264.48	214,876
K	605	103.822	8,305.76	215,950
K	606	104.341	8,347.28	217,029
K	607	104.862	8,388.96	218,113
K	608	105.386	8,430.88	219,203
K	609	105.914	8,473.12	220,301
K	610	106.443	8,515.44	221,401
K	611	106.975	8,558.00	222,508
K	612	107.510	8,600.80	223,621
K	613	108.048	8,643.84	224,740

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	614	108.588	8,687.04	225,863
K	615	109.132	8,730.56	226,995
K	616	109.677	8,774.16	228,128
K	617	110.225	8,818.00	229,268
K	618	110.776	8,862.08	230,414
K	619	111.330	8,906.40	231,566
K	620	111.887	8,950.96	232,725
K	621	112.446	8,995.68	233,888
K	622	113.009	9,040.72	235,059
K	623	113.573	9,085.84	236,232
K	624	114.141	9,131.28	237,413
K	625	114.713	9,177.04	238,603
K	626	115.285	9,222.80	239,793
K	627	115.862	9,268.96	240,993
K	628	116.442	9,315.36	242,199
K	629	117.024	9,361.92	243,410
K	630	117.608	9,408.64	244,625
K	631	118.196	9,455.68	245,848
K	632	118.788	9,503.04	247,079
K	633	119.382	9,550.56	248,315
K	634	119.979	9,598.32	249,556
K	635	120.579	9,646.32	250,804
K	636	121.182	9,694.56	252,059
K	637	121.788	9,743.04	253,319
K	638	122.397	9,791.76	254,586
K	639	123.009	9,840.72	255,859
K	640	123.624	9,889.92	257,138
K	641	124.242	9,939.36	258,423
K	642	124.863	9,989.04	259,715
K	643	125.488	10,039.04	261,015
K	644	126.116	10,089.28	262,321

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	645	126.747	10,139.76	263,634
K	646	127.380	10,190.40	264,950
K	647	128.016	10,241.28	266,273
K	648	128.656	10,292.48	267,604
K	649	129.299	10,343.92	268,942
K	650	129.946	10,395.68	270,288
K	651	130.595	10,447.60	271,638
K	652	131.247	10,499.76	272,994
K	653	131.903	10,552.24	274,358
K	654	132.563	10,605.04	275,731
K	655	133.226	10,658.08	277,110
K	656	133.893	10,711.44	278,497
K	657	134.562	10,764.96	279,889
K	658	135.235	10,818.80	281,289
K	659	135.911	10,872.88	282,695
K	660	136.590	10,927.20	284,107
K	661	137.273	10,981.84	285,528
K	662	137.960	11,036.80	286,957
K	663	138.650	11,092.00	288,392
K	664	139.343	11,147.44	289,833
K	665	140.040	11,203.20	291,283
K	666	140.740	11,259.20	292,739
K	667	141.444	11,315.52	294,204
K	668	142.151	11,372.08	295,674
K	669	142.861	11,428.88	297,151
K	670	143.577	11,486.16	298,640
K	671	144.294	11,543.52	300,132
K	672	145.015	11,601.20	301,631
K	673	145.741	11,659.28	303,141
K	674	146.469	11,717.52	304,656
K	675	147.202	11,776.16	306,180

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	676	147.938	11,835.04	307,711
K	677	148.677	11,894.16	309,248
K	678	149.421	11,953.68	310,796
K	679	150.168	12,013.44	312,349
K	680	150.919	12,073.52	313,912
K	681	151.673	12,133.84	315,480
K	682	152.432	12,194.56	317,059
K	683	153.194	12,255.52	318,644
K	684	153.959	12,316.72	320,235
K	685	154.729	12,378.32	321,836
K	686	155.503	12,440.24	323,446
K	687	156.280	12,502.40	325,062
K	688	157.061	12,564.88	326,687
K	689	157.847	12,627.76	328,322
K	690	158.637	12,690.96	329,965
K	691	159.430	12,754.40	331,614
K	692	160.226	12,818.08	333,270
K	693	161.028	12,882.24	334,938
K	694	161.832	12,946.56	336,611
K	695	162.641	13,011.28	338,293
K	696	163.455	13,076.40	339,986
K	697	164.272	13,141.76	341,686
K	698	165.095	13,207.60	343,398
K	699	165.919	13,273.52	345,112
K	700	166.749	13,339.92	346,838
K	701	167.582	13,406.56	348,571
K	702	168.420	13,473.60	350,314
K	703	169.262	13,540.96	352,065
K	704	170.108	13,608.64	353,825
K	705	170.960	13,676.80	355,597
K	706	171.814	13,745.12	357,373

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	707	172.674	13,813.92	359,162
K	708	173.537	13,882.96	360,957
K	709	174.405	13,952.40	362,762
K	710	175.277	14,022.16	364,576
K	711	176.154	14,092.32	366,400
K	712	177.035	14,162.80	368,233
K	713	177.920	14,233.60	370,074
K	714	178.808	14,304.64	371,921
K	715	179.702	14,376.16	373,780
K	716	180.601	14,448.08	375,650
K	717	181.504	14,520.32	377,528
K	718	182.412	14,592.96	379,417
K	719	183.324	14,665.92	381,314
K	720	184.240	14,739.20	383,219
K	721	185.161	14,812.88	385,135
K	722	186.087	14,886.96	387,061
K	723	187.018	14,961.44	388,997
K	724	187.953	15,036.24	390,942
K	725	188.892	15,111.36	392,895
K	726	189.837	15,186.96	394,861
K	727	190.785	15,262.80	396,833
K	728	191.739	15,339.12	398,817
K	729	192.698	15,415.84	400,812
K	730	193.661	15,492.88	402,815
K	731	194.630	15,570.40	404,830
K	732	195.603	15,648.24	406,854
K	733	196.581	15,726.48	408,888
K	734	197.563	15,805.04	410,931
K	735	198.552	15,884.16	412,988
K	736	199.545	15,963.60	415,054
K	737	200.543	16,043.44	417,129

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	738	201.546	16,123.68	419,216
K	739	202.553	16,204.24	421,310
K	740	203.566	16,285.28	423,417
K	741	204.584	16,366.72	425,535
K	742	205.607	16,448.56	427,663
K	743	206.635	16,530.80	429,801
K	744	207.667	16,613.36	431,947
K	745	208.705	16,696.40	434,106
K	746	209.749	16,779.92	436,278
K	747	210.798	16,863.84	438,460
K	748	211.853	16,948.24	440,654
K	749	212.912	17,032.96	442,857
K	750	213.977	17,118.16	445,072
K	751	215.047	17,203.76	447,298
K	752	216.123	17,289.84	449,536
K	753	217.205	17,376.40	451,786
K	754	218.290	17,463.20	454,043
K	755	219.382	17,550.56	456,315
K	756	220.480	17,638.40	458,598
K	757	221.582	17,726.56	460,891
K	758	222.690	17,815.20	463,195
K	759	223.803	17,904.24	465,510
K	760	224.922	17,993.76	467,838
K	761	226.047	18,083.76	470,178
K	762	227.177	18,174.16	472,528
K	763	228.314	18,265.12	474,893
K	764	229.454	18,356.32	477,264
K	765	230.602	18,448.16	479,652
K	766	231.755	18,540.40	482,050
K	767	232.914	18,633.12	484,461
K	768	234.079	18,726.32	486,884

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	769	235.248	18,819.84	489,316
K	770	236.425	18,914.00	491,764
K	771	237.607	19,008.56	494,223
K	772	238.795	19,103.60	496,694
K	773	239.989	19,199.12	499,177
K	774	241.189	19,295.12	501,673
K	775	242.395	19,391.60	504,182
K	776	243.607	19,488.56	506,703
K	777	244.825	19,586.00	509,236
K	778	246.049	19,683.92	511,782
K	779	247.279	19,782.32	514,340
K	780	248.516	19,881.28	516,913
K	781	249.758	19,980.64	519,497
K	782	251.007	20,080.56	522,095
K	783	252.263	20,181.04	524,707
K	784	253.523	20,281.84	527,328
K	785	254.791	20,383.28	529,965
K	786	256.064	20,485.12	532,613
K	787	257.345	20,587.60	535,278
K	788	258.632	20,690.56	537,955
K	789	259.926	20,794.08	540,646
K	790	261.225	20,898.00	543,348
K	791	262.531	21,002.48	546,064
K	792	263.843	21,107.44	548,793
K	793	265.162	21,212.96	551,537
K	794	266.487	21,318.96	554,293
K	795	267.821	21,425.68	557,068
K	796	269.160	21,532.80	559,853
K	797	270.506	21,640.48	562,652
K	798	271.858	21,748.64	565,465
K	799	273.218	21,857.44	568,293

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	800	274.584	21,966.72	571,135
K	801	275.956	22,076.48	573,988
K	802	277.336	22,186.88	576,859
K	803	278.723	22,297.84	579,744
K	804	280.116	22,409.28	582,641
K	805	281.517	22,521.36	585,555
K	806	282.925	22,634.00	588,484
K	807	284.339	22,747.12	591,425
K	808	285.761	22,860.88	594,383
K	809	287.190	22,975.20	597,355
K	810	288.627	23,090.16	600,344
K	811	290.069	23,205.52	603,344
K	812	291.520	23,321.60	606,362
K	813	292.978	23,438.24	609,394
K	814	294.442	23,555.36	612,439
K	815	295.914	23,673.12	615,501
K	816	297.393	23,791.44	618,577
K	817	298.881	23,910.48	621,672
K	818	300.376	24,030.08	624,782
K	819	301.878	24,150.24	627,906
K	820	303.388	24,271.04	631,047
K	821	304.905	24,392.40	634,202
K	822	306.430	24,514.40	637,374
K	823	307.962	24,636.96	640,561
K	824	309.501	24,760.08	643,762
K	825	311.049	24,883.92	646,982
K	826	312.604	25,008.32	650,216
K	827	314.168	25,133.44	653,469
K	828	315.738	25,259.04	656,735
K	829	317.317	25,385.36	660,019
K	830	318.903	25,512.24	663,318

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	366	31.992	2,559.36	66,543
K	367	32.152	2,572.16	66,876
K	368	32.313	2,585.04	67,211
K	369	32.475	2,598.00	67,548
K	370	32.636	2,610.88	67,883
K	371	32.801	2,624.08	68,226
K	372	32.965	2,637.20	68,567
K	373	33.130	2,650.40	68,910
K	374	33.295	2,663.60	69,254
K	375	33.462	2,676.96	69,601
K	376	33.629	2,690.32	69,948
K	377	33.797	2,703.76	70,298
K	378	33.966	2,717.28	70,649
K	379	34.135	2,730.80	71,001
K	380	34.307	2,744.56	71,359
K	381	34.478	2,758.24	71,714
K	382	34.651	2,772.08	72,074
K	383	34.825	2,786.00	72,436
K	384	34.998	2,799.84	72,796
K	385	35.173	2,813.84	73,160
K	386	35.349	2,827.92	73,526
K	387	35.527	2,842.16	73,896
K	388	35.704	2,856.32	74,264
K	389	35.882	2,870.56	74,635
K	390	36.062	2,884.96	75,009
K	391	36.243	2,899.44	75,385
K	392	36.423	2,913.84	75,760
K	393	36.605	2,928.40	76,138
K	394	36.789	2,943.12	76,521
K	395	36.972	2,957.76	76,902
K	396	37.156	2,972.48	77,284

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	397	37.343	2,987.44	77,673
K	398	37.530	3,002.40	78,062
K	399	37.718	3,017.44	78,453
K	400	37.906	3,032.48	78,844
K	401	38.096	3,047.68	79,240
K	402	38.286	3,062.88	79,635
K	403	38.477	3,078.16	80,032
K	404	38.669	3,093.52	80,432
K	405	38.863	3,109.04	80,835
K	406	39.058	3,124.64	81,241
K	407	39.254	3,140.32	81,648
K	408	39.450	3,156.00	82,056
K	409	39.647	3,171.76	82,466
K	410	39.845	3,187.60	82,878
K	411	40.044	3,203.52	83,292
K	412	40.244	3,219.52	83,708
K	413	40.445	3,235.60	84,126
K	414	40.648	3,251.84	84,548
K	415	40.850	3,268.00	84,968
K	416	41.054	3,284.32	85,392
K	417	41.260	3,300.80	85,821
K	418	41.466	3,317.28	86,249
K	419	41.675	3,334.00	86,684
K	420	41.884	3,350.72	87,119
K	421	42.094	3,367.52	87,556
K	422	42.304	3,384.32	87,992
K	423	42.516	3,401.28	88,433
K	424	42.728	3,418.24	88,874
K	425	42.942	3,435.36	89,319
K	426	43.156	3,452.48	89,764
K	427	43.371	3,469.68	90,212

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	428	43.587	3,486.96	90,661
K	429	43.804	3,504.32	91,112
K	430	44.024	3,521.92	91,570
K	431	44.244	3,539.52	92,028
K	432	44.464	3,557.12	92,485
K	433	44.686	3,574.88	92,947
K	434	44.909	3,592.72	93,411
K	435	45.133	3,610.64	93,877
K	436	45.358	3,628.64	94,345
K	437	45.587	3,646.96	94,821
K	438	45.815	3,665.20	95,295
K	439	46.044	3,683.52	95,772
K	440	46.274	3,701.92	96,250
K	441	46.506	3,720.48	96,732
K	442	46.739	3,739.12	97,217
K	443	46.973	3,757.84	97,704
K	444	47.209	3,776.72	98,195
K	445	47.444	3,795.52	98,684
K	446	47.681	3,814.48	99,176
K	447	47.918	3,833.44	99,669
K	448	48.159	3,852.72	100,171
K	449	48.398	3,871.84	100,668
K	450	48.641	3,891.28	101,173
K	451	48.884	3,910.72	101,679
K	452	49.129	3,930.32	102,188
K	453	49.376	3,950.08	102,702
K	454	49.622	3,969.76	103,214
K	455	49.870	3,989.60	103,730
K	456	50.120	4,009.60	104,250
K	457	50.369	4,029.52	104,768
K	458	50.622	4,049.76	105,294

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	459	50.875	4,070.00	105,820
K	460	51.130	4,090.40	106,350
K	461	51.384	4,110.72	106,879
K	462	51.642	4,131.36	107,415
K	463	51.899	4,151.92	107,950
K	464	52.160	4,172.80	108,493
K	465	52.420	4,193.60	109,034
K	466	52.683	4,214.64	109,581
K	467	52.945	4,235.60	110,126
K	468	53.209	4,256.72	110,675
K	469	53.476	4,278.08	111,230
K	470	53.743	4,299.44	111,785
K	471	54.012	4,320.96	112,345
K	472	54.282	4,342.56	112,907
K	473	54.554	4,364.32	113,472
K	474	54.827	4,386.16	114,040
K	475	55.100	4,408.00	114,608
K	476	55.376	4,430.08	115,182
K	477	55.653	4,452.24	115,758
K	478	55.933	4,474.64	116,341
K	479	56.211	4,496.88	116,919
K	480	56.492	4,519.36	117,503
K	481	56.775	4,542.00	118,092
K	482	57.059	4,564.72	118,683
K	483	57.343	4,587.44	119,273
K	484	57.631	4,610.48	119,872
K	485	57.919	4,633.52	120,472
K	486	58.208	4,656.64	121,073
K	487	58.500	4,680.00	121,680
K	488	58.793	4,703.44	122,289
K	489	59.085	4,726.80	122,897

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	490	59.382	4,750.56	123,515
K	491	59.678	4,774.24	124,130
K	492	59.976	4,798.08	124,750
K	493	60.277	4,822.16	125,376
K	494	60.578	4,846.24	126,002
K	495	60.882	4,870.56	126,635
K	496	61.186	4,894.88	127,267
K	497	61.492	4,919.36	127,903
K	498	61.799	4,943.92	128,542
K	499	62.108	4,968.64	129,185
K	500	62.419	4,993.52	129,832
K	501	62.731	5,018.48	130,480
K	502	63.045	5,043.60	131,134
K	503	63.359	5,068.72	131,787
K	504	63.676	5,094.08	132,446
K	505	63.995	5,119.60	133,110
K	506	64.314	5,145.12	133,773
K	507	64.637	5,170.96	134,445
K	508	64.960	5,196.80	135,117
K	509	65.285	5,222.80	135,793
K	510	65.611	5,248.88	136,471
K	511	65.939	5,275.12	137,153
K	512	66.268	5,301.44	137,837
K	513	66.601	5,328.08	138,530
K	514	66.933	5,354.64	139,221
K	515	67.268	5,381.44	139,917
K	516	67.604	5,408.32	140,616
K	517	67.943	5,435.44	141,321
K	518	68.282	5,462.56	142,027
K	519	68.623	5,489.84	142,736
K	520	68.967	5,517.36	143,451

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	521	69.311	5,544.88	144,167
K	522	69.659	5,572.72	144,891
K	523	70.007	5,600.56	145,615
K	524	70.357	5,628.56	146,343
K	525	70.708	5,656.64	147,073
K	526	71.061	5,684.88	147,807
K	527	71.417	5,713.36	148,547
K	528	71.774	5,741.92	149,290
K	529	72.133	5,770.64	150,037
K	530	72.493	5,799.44	150,785
K	531	72.857	5,828.56	151,543
K	532	73.220	5,857.60	152,298
K	533	73.586	5,886.88	153,059
K	534	73.954	5,916.32	153,824
K	535	74.324	5,945.92	154,594
K	536	74.697	5,975.76	155,370
K	537	75.068	6,005.44	156,141
K	538	75.444	6,035.52	156,924
K	539	75.823	6,065.84	157,712
K	540	76.201	6,096.08	158,498
K	541	76.582	6,126.56	159,291
K	542	76.964	6,157.12	160,085
K	543	77.350	6,188.00	160,888
K	544	77.737	6,218.96	161,693
K	545	78.125	6,250.00	162,500
K	546	78.515	6,281.20	163,311
K	547	78.908	6,312.64	164,129
K	548	79.303	6,344.24	164,950
K	549	79.699	6,375.92	165,774
K	550	80.098	6,407.84	166,604
K	551	80.498	6,439.84	167,436

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	552	80.901	6,472.08	168,274
K	553	81.305	6,504.40	169,114
K	554	81.712	6,536.96	169,961
K	555	82.121	6,569.68	170,812
K	556	82.532	6,602.56	171,667
K	557	82.944	6,635.52	172,524
K	558	83.358	6,668.64	173,385
K	559	83.774	6,701.92	174,250
K	560	84.193	6,735.44	175,121
K	561	84.613	6,769.04	175,995
K	562	85.038	6,803.04	176,879
K	563	85.463	6,837.04	177,763
K	564	85.890	6,871.20	178,651
K	565	86.320	6,905.60	179,546
K	566	86.751	6,940.08	180,442
K	567	87.184	6,974.72	181,343
K	568	87.622	7,009.76	182,254
K	569	88.059	7,044.72	183,163
K	570	88.500	7,080.00	184,080
K	571	88.943	7,115.44	185,001
K	572	89.387	7,150.96	185,925
K	573	89.834	7,186.72	186,855
K	574	90.284	7,222.72	187,791
K	575	90.735	7,258.80	188,729
K	576	91.189	7,295.12	189,673
K	577	91.644	7,331.52	190,620
K	578	92.101	7,368.08	191,570
K	579	92.562	7,404.96	192,529
K	580	93.025	7,442.00	193,492
K	581	93.491	7,479.28	194,461
K	582	93.959	7,516.72	195,435

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	583	94.427	7,554.16	196,408
K	584	94.900	7,592.00	197,392
K	585	95.373	7,629.84	198,376
K	586	95.851	7,668.08	199,370
K	587	96.331	7,706.48	200,368
K	588	96.812	7,744.96	201,369
K	589	97.296	7,783.68	202,376
K	590	97.782	7,822.56	203,387
K	591	98.272	7,861.76	204,406
K	592	98.763	7,901.04	205,427
K	593	99.257	7,940.56	206,455
K	594	99.752	7,980.16	207,484
K	595	100.252	8,020.16	208,524
K	596	100.753	8,060.24	209,566
K	597	101.257	8,100.56	210,615
K	598	101.764	8,141.12	211,669
K	599	102.272	8,181.76	212,726
K	600	102.784	8,222.72	213,791
K	601	103.299	8,263.92	214,862
K	602	103.815	8,305.20	215,935
K	603	104.334	8,346.72	217,015
K	604	104.856	8,388.48	218,100
K	605	105.379	8,430.32	219,188
K	606	105.906	8,472.48	220,284
K	607	106.435	8,514.80	221,385
K	608	106.967	8,557.36	222,491
K	609	107.503	8,600.24	223,606
K	610	108.040	8,643.20	224,723
K	611	108.580	8,686.40	225,846
K	612	109.123	8,729.84	226,976
K	613	109.669	8,773.52	228,112

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	614	110.217	8,817.36	229,251
K	615	110.769	8,861.52	230,400
K	616	111.322	8,905.76	231,550
K	617	111.878	8,950.24	232,706
K	618	112.438	8,995.04	233,871
K	619	113.000	9,040.00	235,040
K	620	113.565	9,085.20	236,215
K	621	114.133	9,130.64	237,397
K	622	114.704	9,176.32	238,584
K	623	115.277	9,222.16	239,776
K	624	115.853	9,268.24	240,974
K	625	116.434	9,314.72	242,183
K	626	117.014	9,361.12	243,389
K	627	117.600	9,408.00	244,608
K	628	118.189	9,455.12	245,833
K	629	118.779	9,502.32	247,060
K	630	119.372	9,549.76	248,294
K	631	119.969	9,597.52	249,536
K	632	120.570	9,645.60	250,786
K	633	121.173	9,693.84	252,040
K	634	121.779	9,742.32	253,300
K	635	122.388	9,791.04	254,567
K	636	123.000	9,840.00	255,840
K	637	123.615	9,889.20	257,119
K	638	124.233	9,938.64	258,405
K	639	124.854	9,988.32	259,696
K	640	125.478	10,038.24	260,994
K	641	126.106	10,088.48	262,300
K	642	126.736	10,138.88	263,611
K	643	127.370	10,189.60	264,930
K	644	128.008	10,240.64	266,257

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	645	128.648	10,291.84	267,588
K	646	129.291	10,343.28	268,925
K	647	129.936	10,394.88	270,267
K	648	130.586	10,446.88	271,619
K	649	131.238	10,499.04	272,975
K	650	131.895	10,551.60	274,342
K	651	132.554	10,604.32	275,712
K	652	133.216	10,657.28	277,089
K	653	133.882	10,710.56	278,475
K	654	134.551	10,764.08	279,866
K	655	135.224	10,817.92	281,266
K	656	135.901	10,872.08	282,674
K	657	136.580	10,926.40	284,086
K	658	137.264	10,981.12	285,509
K	659	137.950	11,036.00	286,936
K	660	138.639	11,091.12	288,369
K	661	139.332	11,146.56	289,811
K	662	140.029	11,202.32	291,260
K	663	140.730	11,258.40	292,718
K	664	141.433	11,314.64	294,181
K	665	142.141	11,371.28	295,653
K	666	142.851	11,428.08	297,130
K	667	143.566	11,485.28	298,617
K	668	144.283	11,542.64	300,109
K	669	145.004	11,600.32	301,608
K	670	145.731	11,658.48	303,120
K	671	146.458	11,716.64	304,633
K	672	147.190	11,775.20	306,155
K	673	147.927	11,834.16	307,688
K	674	148.666	11,893.28	309,225
K	675	149.410	11,952.80	310,773

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	676	150.157	12,012.56	312,327
K	677	150.907	12,072.56	313,887
K	678	151.662	12,132.96	315,457
K	679	152.421	12,193.68	317,036
K	680	153.183	12,254.64	318,621
K	681	153.948	12,315.84	320,212
K	682	154.718	12,377.44	321,813
K	683	155.492	12,439.36	323,423
K	684	156.268	12,501.44	325,037
K	685	157.050	12,564.00	326,664
K	686	157.836	12,626.88	328,299
K	687	158.624	12,689.92	329,938
K	688	159.417	12,753.36	331,587
K	689	160.215	12,817.20	333,247
K	690	161.017	12,881.36	334,915
K	691	161.821	12,945.68	336,588
K	692	162.629	13,010.32	338,268
K	693	163.443	13,075.44	339,961
K	694	164.259	13,140.72	341,659
K	695	165.081	13,206.48	343,368
K	696	165.907	13,272.56	345,087
K	697	166.736	13,338.88	346,811
K	698	167.571	13,405.68	348,548
K	699	168.408	13,472.64	350,289
K	700	169.250	13,540.00	352,040
K	701	170.096	13,607.68	353,800
K	702	170.946	13,675.68	355,568
K	703	171.801	13,744.08	357,346
K	704	172.660	13,812.80	359,133
K	705	173.524	13,881.92	360,930
K	706	174.391	13,951.28	362,733

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	707	175.264	14,021.12	364,549
K	708	176.140	14,091.20	366,371
K	709	177.021	14,161.68	368,204
K	710	177.906	14,232.48	370,044
K	711	178.796	14,303.68	371,896
K	712	179.691	14,375.28	373,757
K	713	180.589	14,447.12	375,625
K	714	181.490	14,519.20	377,499
K	715	182.398	14,591.84	379,388
K	716	183.310	14,664.80	381,285
K	717	184.227	14,738.16	383,192
K	718	185.148	14,811.84	385,108
K	719	186.074	14,885.92	387,034
K	720	187.004	14,960.32	388,968
K	721	187.938	15,035.04	390,911
K	722	188.878	15,110.24	392,866
K	723	189.823	15,185.84	394,832
K	724	190.772	15,261.76	396,806
K	725	191.725	15,338.00	398,788
K	726	192.685	15,414.80	400,785
K	727	193.647	15,491.76	402,786
K	728	194.615	15,569.20	404,799
K	729	195.588	15,647.04	406,823
K	730	196.566	15,725.28	408,857
K	731	197.549	15,803.92	410,902
K	732	198.537	15,882.96	412,957
K	733	199.530	15,962.40	415,022
K	734	200.526	16,042.08	417,094
K	735	201.530	16,122.40	419,182
K	736	202.538	16,203.04	421,279
K	737	203.551	16,284.08	423,386

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	738	204.569	16,365.52	425,504
K	739	205.591	16,447.28	427,629
K	740	206.619	16,529.52	429,768
K	741	207.653	16,612.24	431,918
K	742	208.691	16,695.28	434,077
K	743	209.735	16,778.80	436,249
K	744	210.782	16,862.56	438,427
K	745	211.836	16,946.88	440,619
K	746	212.895	17,031.60	442,822
K	747	213.960	17,116.80	445,037
K	748	215.031	17,202.48	447,264
K	749	216.106	17,288.48	449,500
K	750	217.187	17,374.96	451,749
K	751	218.273	17,461.84	454,008
K	752	219.365	17,549.20	456,279
K	753	220.463	17,637.04	458,563
K	754	221.564	17,725.12	460,853
K	755	222.673	17,813.84	463,160
K	756	223.787	17,902.96	465,477
K	757	224.906	17,992.48	467,804
K	758	226.030	18,082.40	470,142
K	759	227.160	18,172.80	472,493
K	760	228.296	18,263.68	474,856
K	761	229.438	18,355.04	477,231
K	762	230.585	18,446.80	479,617
K	763	231.739	18,539.12	482,017
K	764	232.896	18,631.68	484,424
K	765	234.061	18,724.88	486,847
K	766	235.231	18,818.48	489,280
K	767	236.408	18,912.64	491,729
K	768	237.590	19,007.20	494,187

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	769	238.777	19,102.16	496,656
K	770	239.971	19,197.68	499,140
K	771	241.171	19,293.68	501,636
K	772	242.377	19,390.16	504,144
K	773	243.589	19,487.12	506,665
K	774	244.807	19,584.56	509,199
K	775	246.031	19,682.48	511,744
K	776	247.261	19,780.88	514,303
K	777	248.497	19,879.76	516,874
K	778	249.740	19,979.20	519,459
K	779	250.988	20,079.04	522,055
K	780	252.244	20,179.52	524,668
K	781	253.504	20,280.32	527,288
K	782	254.772	20,381.76	529,926
K	783	256.047	20,483.76	532,578
K	784	257.326	20,586.08	535,238
K	785	258.613	20,689.04	537,915
K	786	259.905	20,792.40	540,602
K	787	261.205	20,896.40	543,306
K	788	262.511	21,000.88	546,023
K	789	263.825	21,106.00	548,756
K	790	265.143	21,211.44	551,497
K	791	266.469	21,317.52	554,256
K	792	267.801	21,424.08	557,026
K	793	269.139	21,531.12	559,809
K	794	270.484	21,638.72	562,607
K	795	271.838	21,747.04	565,423
K	796	273.197	21,855.76	568,250
K	797	274.564	21,965.12	571,093
K	798	275.936	22,074.88	573,947
K	799	277.316	22,185.28	576,817

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	800	278.703	22,296.24	579,702
K	801	280.095	22,407.60	582,598
K	802	281.496	22,519.68	585,512
K	803	282.904	22,632.32	588,440
K	804	284.318	22,745.44	591,381
K	805	285.740	22,859.20	594,339
K	806	287.169	22,973.52	597,312
K	807	288.604	23,088.32	600,296
K	808	290.047	23,203.76	603,298
K	809	291.498	23,319.84	606,316
K	810	292.956	23,436.48	609,348
K	811	294.420	23,553.60	612,394
K	812	295.893	23,671.44	615,457
K	813	297.373	23,789.84	618,536
K	814	298.859	23,908.72	621,627
K	815	300.353	24,028.24	624,734
K	816	301.854	24,148.32	627,856
K	817	303.364	24,269.12	630,997
K	818	304.882	24,390.56	634,155
K	819	306.406	24,512.48	637,324
K	820	307.939	24,635.12	640,513
K	821	309.479	24,758.32	643,716
K	822	311.026	24,882.08	646,934
K	823	312.581	25,006.48	650,168
K	824	314.144	25,131.52	653,420
K	825	315.715	25,257.20	656,687
K	826	317.293	25,383.44	659,969
K	827	318.881	25,510.48	663,272
K	828	320.474	25,637.92	666,586
K	829	322.077	25,766.16	669,920
K	830	323.687	25,894.96	673,269

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	366	32.632	2,610.56	67,875
K	367	32.795	2,623.60	68,214
K	368	32.959	2,636.72	68,555
K	369	33.125	2,650.00	68,900
K	370	33.289	2,663.12	69,241
K	371	33.457	2,676.56	69,591
K	372	33.624	2,689.92	69,938
K	373	33.793	2,703.44	70,289
K	374	33.961	2,716.88	70,639
K	375	34.131	2,730.48	70,992
K	376	34.302	2,744.16	71,348
K	377	34.473	2,757.84	71,704
K	378	34.645	2,771.60	72,062
K	379	34.818	2,785.44	72,421
K	380	34.993	2,799.44	72,785
K	381	35.168	2,813.44	73,149
K	382	35.344	2,827.52	73,516
K	383	35.522	2,841.76	73,886
K	384	35.698	2,855.84	74,252
K	385	35.876	2,870.08	74,622
K	386	36.056	2,884.48	74,996
K	387	36.238	2,899.04	75,375
K	388	36.418	2,913.44	75,749
K	389	36.600	2,928.00	76,128
K	390	36.783	2,942.64	76,509
K	391	36.968	2,957.44	76,893
K	392	37.151	2,972.08	77,274
K	393	37.337	2,986.96	77,661
K	394	37.525	3,002.00	78,052
K	395	37.711	3,016.88	78,439
K	396	37.899	3,031.92	78,830

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	397	38.090	3,047.20	79,227
K	398	38.281	3,062.48	79,624
K	399	38.472	3,077.76	80,022
K	400	38.664	3,093.12	80,421
K	401	38.858	3,108.64	80,825
K	402	39.052	3,124.16	81,228
K	403	39.247	3,139.76	81,634
K	404	39.442	3,155.36	82,039
K	405	39.640	3,171.20	82,451
K	406	39.839	3,187.12	82,865
K	407	40.039	3,203.12	83,281
K	408	40.239	3,219.12	83,697
K	409	40.440	3,235.20	84,115
K	410	40.642	3,251.36	84,535
K	411	40.845	3,267.60	84,958
K	412	41.049	3,283.92	85,382
K	413	41.254	3,300.32	85,808
K	414	41.461	3,316.88	86,239
K	415	41.667	3,333.36	86,667
K	416	41.875	3,350.00	87,100
K	417	42.085	3,366.80	87,537
K	418	42.295	3,383.60	87,974
K	419	42.509	3,400.72	88,419
K	420	42.722	3,417.76	88,862
K	421	42.936	3,434.88	89,307
K	422	43.150	3,452.00	89,752
K	423	43.366	3,469.28	90,201
K	424	43.583	3,486.64	90,653
K	425	43.801	3,504.08	91,106
K	426	44.019	3,521.52	91,560
K	427	44.238	3,539.04	92,015

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	428	44.459	3,556.72	92,475
K	429	44.680	3,574.40	92,934
K	430	44.904	3,592.32	93,400
K	431	45.129	3,610.32	93,868
K	432	45.353	3,628.24	94,334
K	433	45.580	3,646.40	94,806
K	434	45.807	3,664.56	95,279
K	435	46.036	3,682.88	95,755
K	436	46.265	3,701.20	96,231
K	437	46.499	3,719.92	96,718
K	438	46.731	3,738.48	97,200
K	439	46.965	3,757.20	97,687
K	440	47.199	3,775.92	98,174
K	441	47.436	3,794.88	98,667
K	442	47.674	3,813.92	99,162
K	443	47.912	3,832.96	99,657
K	444	48.153	3,852.24	100,158
K	445	48.393	3,871.44	100,657
K	446	48.635	3,890.80	101,161
K	447	48.876	3,910.08	101,662
K	448	49.122	3,929.76	102,174
K	449	49.366	3,949.28	102,681
K	450	49.614	3,969.12	103,197
K	451	49.862	3,988.96	103,713
K	452	50.112	4,008.96	104,233
K	453	50.364	4,029.12	104,757
K	454	50.614	4,049.12	105,277
K	455	50.867	4,069.36	105,803
K	456	51.122	4,089.76	106,334
K	457	51.376	4,110.08	106,862
K	458	51.634	4,130.72	107,399

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	459	51.893	4,151.44	107,937
K	460	52.153	4,172.24	108,478
K	461	52.412	4,192.96	109,017
K	462	52.675	4,214.00	109,564
K	463	52.937	4,234.96	110,109
K	464	53.203	4,256.24	110,662
K	465	53.468	4,277.44	111,213
K	466	53.737	4,298.96	111,773
K	467	54.004	4,320.32	112,328
K	468	54.273	4,341.84	112,888
K	469	54.546	4,363.68	113,456
K	470	54.818	4,385.44	114,021
K	471	55.092	4,407.36	114,591
K	472	55.368	4,429.44	115,165
K	473	55.645	4,451.60	115,742
K	474	55.924	4,473.92	116,322
K	475	56.202	4,496.16	116,900
K	476	56.484	4,518.72	117,487
K	477	56.766	4,541.28	118,073
K	478	57.052	4,564.16	118,668
K	479	57.335	4,586.80	119,257
K	480	57.622	4,609.76	119,854
K	481	57.911	4,632.88	120,455
K	482	58.200	4,656.00	121,056
K	483	58.490	4,679.20	121,659
K	484	58.784	4,702.72	122,271
K	485	59.077	4,726.16	122,880
K	486	59.372	4,749.76	123,494
K	487	59.670	4,773.60	124,114
K	488	59.969	4,797.52	124,736
K	489	60.267	4,821.36	125,355

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	490	60.570	4,845.60	125,986
K	491	60.872	4,869.76	126,614
K	492	61.176	4,894.08	127,246
K	493	61.483	4,918.64	127,885
K	494	61.790	4,943.20	128,523
K	495	62.100	4,968.00	129,168
K	496	62.410	4,992.80	129,813
K	497	62.722	5,017.76	130,462
K	498	63.035	5,042.80	131,113
K	499	63.350	5,068.00	131,768
K	500	63.667	5,093.36	132,427
K	501	63.986	5,118.88	133,091
K	502	64.306	5,144.48	133,756
K	503	64.626	5,170.08	134,422
K	504	64.950	5,196.00	135,096
K	505	65.275	5,222.00	135,772
K	506	65.600	5,248.00	136,448
K	507	65.930	5,274.40	137,134
K	508	66.259	5,300.72	137,819
K	509	66.591	5,327.28	138,509
K	510	66.923	5,353.84	139,200
K	511	67.258	5,380.64	139,897
K	512	67.593	5,407.44	140,593
K	513	67.933	5,434.64	141,301
K	514	68.272	5,461.76	142,006
K	515	68.613	5,489.04	142,715
K	516	68.956	5,516.48	143,428
K	517	69.302	5,544.16	144,148
K	518	69.648	5,571.84	144,868
K	519	69.995	5,599.60	145,590
K	520	70.346	5,627.68	146,320

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	521	70.697	5,655.76	147,050
K	522	71.052	5,684.16	147,788
K	523	71.407	5,712.56	148,527
K	524	71.764	5,741.12	149,269
K	525	72.122	5,769.76	150,014
K	526	72.482	5,798.56	150,763
K	527	72.845	5,827.60	151,518
K	528	73.209	5,856.72	152,275
K	529	73.576	5,886.08	153,038
K	530	73.943	5,915.44	153,801
K	531	74.314	5,945.12	154,573
K	532	74.684	5,974.72	155,343
K	533	75.058	6,004.64	156,121
K	534	75.433	6,034.64	156,901
K	535	75.810	6,064.80	157,685
K	536	76.191	6,095.28	158,477
K	537	76.569	6,125.52	159,264
K	538	76.953	6,156.24	160,062
K	539	77.339	6,187.12	160,865
K	540	77.725	6,218.00	161,668
K	541	78.114	6,249.12	162,477
K	542	78.503	6,280.24	163,286
K	543	78.897	6,311.76	164,106
K	544	79.292	6,343.36	164,927
K	545	79.688	6,375.04	165,751
K	546	80.085	6,406.80	166,577
K	547	80.486	6,438.88	167,411
K	548	80.889	6,471.12	168,249
K	549	81.293	6,503.44	169,089
K	550	81.700	6,536.00	169,936
K	551	82.108	6,568.64	170,785

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GRADE	STEP	HOURS	BI-WEEKLY	ANNUAL
K	552	82.519	6,601.52	171,640
K	553	82.931	6,634.48	172,496
K	554	83.346	6,667.68	173,360
K	555	83.763	6,701.04	174,227
K	556	84.183	6,734.64	175,101
K	557	84.603	6,768.24	175,974
K	558	85.025	6,802.00	176,852
K	559	85.449	6,835.92	177,734
K	560	85.877	6,870.16	178,624
K	561	86.305	6,904.40	179,514
K	562	86.739	6,939.12	180,417
K	563	87.172	6,973.76	181,318
K	564	87.608	7,008.64	182,225
K	565	88.046	7,043.68	183,136
K	566	88.486	7,078.88	184,051
K	567	88.928	7,114.24	184,970
K	568	89.374	7,149.92	185,898
K	569	89.820	7,185.60	186,826
K	570	90.270	7,221.60	187,762
K	571	90.722	7,257.76	188,702
K	572	91.175	7,294.00	189,644
K	573	91.631	7,330.48	190,592
K	574	92.090	7,367.20	191,547
K	575	92.550	7,404.00	192,504
K	576	93.013	7,441.04	193,467
K	577	93.477	7,478.16	194,432
K	578	93.943	7,515.44	195,401
K	579	94.413	7,553.04	196,379
K	580	94.886	7,590.88	197,363
K	581	95.361	7,628.88	198,351
K	582	95.838	7,667.04	199,343

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

GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	583	96.316	7,705.28	200,337
K	584	96.798	7,743.84	201,340
K	585	97.280	7,782.40	202,342
K	586	97.768	7,821.44	203,357
K	587	98.258	7,860.64	204,377
K	588	98.748	7,899.84	205,396
K	589	99.242	7,939.36	206,423
K	590	99.738	7,979.04	207,455
K	591	100.237	8,018.96	208,493
K	592	100.738	8,059.04	209,535
K	593	101.242	8,099.36	210,583
K	594	101.747	8,139.76	211,634
K	595	102.257	8,180.56	212,695
K	596	102.768	8,221.44	213,757
K	597	103.282	8,262.56	214,827
K	598	103.799	8,303.92	215,902
K	599	104.317	8,345.36	216,979
K	600	104.840	8,387.20	218,067
K	601	105.365	8,429.20	219,159
K	602	105.891	8,471.28	220,253
K	603	106.421	8,513.68	221,356
K	604	106.953	8,556.24	222,462
K	605	107.487	8,598.96	223,573
K	606	108.024	8,641.92	224,690
K	607	108.564	8,685.12	225,813
K	608	109.106	8,728.48	226,940
K	609	109.653	8,772.24	228,078
K	610	110.201	8,816.08	229,218
K	611	110.752	8,860.16	230,364
K	612	111.305	8,904.40	231,514
K	613	111.862	8,948.96	232,673

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	614	112.421	8,993.68	233,836
K	615	112.984	9,038.72	235,007
K	616	113.548	9,083.84	236,180
K	617	114.116	9,129.28	237,361
K	618	114.687	9,174.96	238,549
K	619	115.260	9,220.80	239,741
K	620	115.836	9,266.88	240,939
K	621	116.416	9,313.28	242,145
K	622	116.998	9,359.84	243,356
K	623	117.583	9,406.64	244,573
K	624	118.170	9,453.60	245,794
K	625	118.763	9,501.04	247,027
K	626	119.354	9,548.32	248,256
K	627	119.952	9,596.16	249,500
K	628	120.553	9,644.24	250,750
K	629	121.155	9,692.40	252,002
K	630	121.759	9,740.72	253,259
K	631	122.368	9,789.44	254,525
K	632	122.981	9,838.48	255,800
K	633	123.596	9,887.68	257,080
K	634	124.215	9,937.20	258,367
K	635	124.836	9,986.88	259,659
K	636	125.460	10,036.80	260,957
K	637	126.087	10,086.96	262,261
K	638	126.718	10,137.44	263,573
K	639	127.351	10,188.08	264,890
K	640	127.988	10,239.04	266,215
K	641	128.628	10,290.24	267,546
K	642	129.271	10,341.68	268,884
K	643	129.917	10,393.36	270,227
K	644	130.568	10,445.44	271,581

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	645	131.221	10,497.68	272,940
K	646	131.877	10,550.16	274,304
K	647	132.535	10,602.80	275,673
K	648	133.198	10,655.84	277,052
K	649	133.863	10,709.04	278,435
K	650	134.533	10,762.64	279,829
K	651	135.205	10,816.40	281,226
K	652	135.880	10,870.40	282,630
K	653	136.560	10,924.80	284,045
K	654	137.242	10,979.36	285,463
K	655	137.928	11,034.24	286,890
K	656	138.619	11,089.52	288,328
K	657	139.312	11,144.96	289,769
K	658	140.009	11,200.72	291,219
K	659	140.709	11,256.72	292,675
K	660	141.412	11,312.96	294,137
K	661	142.119	11,369.52	295,608
K	662	142.830	11,426.40	297,086
K	663	143.545	11,483.60	298,574
K	664	144.262	11,540.96	300,065
K	665	144.984	11,598.72	301,567
K	666	145.708	11,656.64	303,073
K	667	146.437	11,714.96	304,589
K	668	147.169	11,773.52	306,112
K	669	147.904	11,832.32	307,640
K	670	148.646	11,891.68	309,184
K	671	149.387	11,950.96	310,725
K	672	150.134	12,010.72	312,279
K	673	150.886	12,070.88	313,843
K	674	151.639	12,131.12	315,409
K	675	152.398	12,191.84	316,988

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GRADE	STEP	HOURLY	BI WEEKLY	ANNUAL
K	676	153.160	12,252.80	318,573
K	677	153.925	12,314.00	320,164
K	678	154.695	12,375.60	321,766
K	679	155.469	12,437.52	323,376
K	680	156.247	12,499.76	324,994
K	681	157.027	12,562.16	326,616
K	682	157.812	12,624.96	328,249
K	683	158.602	12,688.16	329,892
K	684	159.393	12,751.44	331,537
K	685	160.191	12,815.28	333,197
K	686	160.993	12,879.44	334,865
K	687	161.796	12,943.68	336,536
K	688	162.605	13,008.40	338,218
K	689	163.419	13,073.52	339,912
K	690	164.237	13,138.96	341,613
K	691	165.057	13,204.56	343,319
K	692	165.882	13,270.56	345,035
K	693	166.712	13,336.96	346,761
K	694	167.544	13,403.52	348,492
K	695	168.383	13,470.64	350,237
K	696	169.225	13,538.00	351,988
K	697	170.071	13,605.68	353,748
K	698	170.922	13,673.76	355,518
K	699	171.776	13,742.08	357,294
K	700	172.635	13,810.80	359,081
K	701	173.498	13,879.84	360,876
K	702	174.365	13,949.20	362,679
K	703	175.237	14,018.96	364,493
K	704	176.113	14,089.04	366,315
K	705	176.994	14,159.52	368,148
K	706	177.879	14,230.32	369,988

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	707	178.769	14,301.52	371,840
K	708	179.663	14,373.04	373,699
K	709	180.561	14,444.88	375,567
K	710	181.464	14,517.12	377,445
K	711	182.372	14,589.76	379,334
K	712	183.285	14,662.80	381,233
K	713	184.201	14,736.08	383,138
K	714	185.120	14,809.60	385,050
K	715	186.046	14,883.68	386,976
K	716	186.976	14,958.08	388,910
K	717	187.912	15,032.96	390,857
K	718	188.851	15,108.08	392,810
K	719	189.795	15,183.60	394,774
K	720	190.744	15,259.52	396,748
K	721	191.697	15,335.76	398,730
K	722	192.656	15,412.48	400,724
K	723	193.619	15,489.52	402,728
K	724	194.587	15,566.96	404,741
K	725	195.560	15,644.80	406,765
K	726	196.539	15,723.12	408,801
K	727	197.520	15,801.60	410,842
K	728	198.507	15,880.56	412,895
K	729	199.500	15,960.00	414,960
K	730	200.497	16,039.76	417,034
K	731	201.500	16,120.00	419,120
K	732	202.508	16,200.64	421,217
K	733	203.521	16,281.68	423,324
K	734	204.537	16,362.96	425,437
K	735	205.561	16,444.88	427,567
K	736	206.589	16,527.12	429,705
K	737	207.622	16,609.76	431,854

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	738	208.660	16,692.80	434,013
K	739	209.703	16,776.24	436,182
K	740	210.751	16,860.08	438,362
K	741	211.806	16,944.48	440,556
K	742	212.865	17,029.20	442,759
K	743	213.930	17,114.40	444,974
K	744	214.998	17,199.84	447,196
K	745	216.073	17,285.84	449,432
K	746	217.153	17,372.24	451,678
K	747	218.239	17,459.12	453,937
K	748	219.332	17,546.56	456,211
K	749	220.428	17,634.24	458,490
K	750	221.531	17,722.48	460,784
K	751	222.638	17,811.04	463,087
K	752	223.752	17,900.16	465,404
K	753	224.872	17,989.76	467,734
K	754	225.995	18,079.60	470,070
K	755	227.126	18,170.08	472,422
K	756	228.263	18,261.04	474,787
K	757	229.404	18,352.32	477,160
K	758	230.551	18,444.08	479,546
K	759	231.703	18,536.24	481,942
K	760	232.862	18,628.96	484,353
K	761	234.027	18,722.16	486,776
K	762	235.197	18,815.76	489,210
K	763	236.374	18,909.92	491,658
K	764	237.554	19,004.32	494,112
K	765	238.742	19,099.36	496,583
K	766	239.936	19,194.88	499,067
K	767	241.136	19,290.88	501,563
K	768	242.342	19,387.36	504,071

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	769	243.553	19,484.24	506,590
K	770	244.770	19,581.60	509,122
K	771	245.994	19,679.52	511,668
K	772	247.225	19,778.00	514,228
K	773	248.461	19,876.88	516,799
K	774	249.703	19,976.24	519,382
K	775	250.952	20,076.16	521,980
K	776	252.206	20,176.48	524,588
K	777	253.467	20,277.36	527,211
K	778	254.735	20,378.80	529,849
K	779	256.008	20,480.64	532,497
K	780	257.289	20,583.12	535,161
K	781	258.574	20,685.92	537,834
K	782	259.867	20,789.36	540,523
K	783	261.168	20,893.44	543,229
K	784	262.473	20,997.84	545,944
K	785	263.785	21,102.80	548,673
K	786	265.103	21,208.24	551,414
K	787	266.429	21,314.32	554,172
K	788	267.761	21,420.88	556,943
K	789	269.102	21,528.16	559,732
K	790	270.446	21,635.68	562,528
K	791	271.798	21,743.84	565,340
K	792	273.157	21,852.56	568,167
K	793	274.522	21,961.76	571,006
K	794	275.894	22,071.52	573,860
K	795	277.275	22,182.00	576,732
K	796	278.661	22,292.88	579,615
K	797	280.055	22,404.40	582,514
K	798	281.455	22,516.40	585,426
K	799	282.862	22,628.96	588,353

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	800	284.277	22,742.16	591,296
K	801	285.697	22,855.76	594,250
K	802	287.126	22,970.08	597,222
K	803	288.562	23,084.96	600,209
K	804	290.004	23,200.32	603,208
K	805	291.455	23,316.40	606,226
K	806	292.912	23,432.96	609,257
K	807	294.376	23,550.08	612,302
K	808	295.848	23,667.84	615,364
K	809	297.328	23,786.24	618,442
K	810	298.815	23,905.20	621,535
K	811	300.308	24,024.64	624,641
K	812	301.811	24,144.88	627,767
K	813	303.320	24,265.60	630,906
K	814	304.836	24,386.88	634,059
K	815	306.360	24,508.80	637,229
K	816	307.891	24,631.28	640,413
K	817	309.431	24,754.48	643,616
K	818	310.980	24,878.40	646,838
K	819	312.534	25,002.72	650,071
K	820	314.098	25,127.84	653,324
K	821	315.669	25,253.52	656,592
K	822	317.247	25,379.76	659,874
K	823	318.833	25,506.64	663,173
K	824	320.427	25,634.16	666,488
K	825	322.029	25,762.32	669,820
K	826	323.639	25,891.12	673,169
K	827	325.259	26,020.72	676,539
K	828	326.883	26,150.64	679,917
K	829	328.519	26,281.52	683,320
K	830	330.161	26,412.88	686,735

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GRADE	STEP	HOURLY	BIWEEKLY	ANNUAL
K	366	33.285	2,662.80	69,233
K	367	33.451	2,676.08	69,578
K	368	33.618	2,689.44	69,925
K	369	33.788	2,703.04	70,279
K	370	33.955	2,716.40	70,626
K	371	34.126	2,730.08	70,982
K	372	34.296	2,743.68	71,336
K	373	34.469	2,757.52	71,696
K	374	34.640	2,771.20	72,051
K	375	34.814	2,785.12	72,413
K	376	34.988	2,799.04	72,775
K	377	35.162	2,812.96	73,137
K	378	35.338	2,827.04	73,503
K	379	35.514	2,841.12	73,869
K	380	35.693	2,855.44	74,241
K	381	35.871	2,869.68	74,612
K	382	36.051	2,884.08	74,986
K	383	36.232	2,898.56	75,363
K	384	36.412	2,912.96	75,737
K	385	36.594	2,927.52	76,116
K	386	36.777	2,942.16	76,496
K	387	36.963	2,957.04	76,883
K	388	37.146	2,971.68	77,264
K	389	37.332	2,986.56	77,651
K	390	37.519	3,001.52	78,040
K	391	37.707	3,016.56	78,431
K	392	37.894	3,031.52	78,820
K	393	38.084	3,046.72	79,215
K	394	38.276	3,062.08	79,614
K	395	38.465	3,077.20	80,007
K	396	38.657	3,092.56	80,407

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	397	38.852	3,108.16	80,812
K	398	39.047	3,123.76	81,218
K	399	39.241	3,139.28	81,621
K	400	39.437	3,154.96	82,029
K	401	39.635	3,170.80	82,441
K	402	39.833	3,186.64	82,853
K	403	40.032	3,202.56	83,267
K	404	40.231	3,218.48	83,680
K	405	40.433	3,234.64	84,101
K	406	40.636	3,250.88	84,523
K	407	40.840	3,267.20	84,947
K	408	41.044	3,283.52	85,372
K	409	41.249	3,299.92	85,798
K	410	41.455	3,316.40	86,226
K	411	41.662	3,332.96	86,657
K	412	41.870	3,349.60	87,090
K	413	42.079	3,366.32	87,524
K	414	42.290	3,383.20	87,963
K	415	42.500	3,400.00	88,400
K	416	42.713	3,417.04	88,843
K	417	42.927	3,434.16	89,288
K	418	43.141	3,451.28	89,733
K	419	43.359	3,468.72	90,187
K	420	43.576	3,486.08	90,638
K	421	43.795	3,503.60	91,094
K	422	44.013	3,521.04	91,547
K	423	44.233	3,538.64	92,005
K	424	44.455	3,556.40	92,466
K	425	44.677	3,574.16	92,928
K	426	44.899	3,591.92	93,390
K	427	45.123	3,609.84	93,856

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	428	45.348	3,627.84	94,324
K	429	45.574	3,645.92	94,794
K	430	45.802	3,664.16	95,268
K	431	46.032	3,682.56	95,747
K	432	46.260	3,700.80	96,221
K	433	46.492	3,719.36	96,703
K	434	46.723	3,737.84	97,184
K	435	46.957	3,756.56	97,671
K	436	47.190	3,775.20	98,155
K	437	47.429	3,794.32	98,652
K	438	47.666	3,813.28	99,145
K	439	47.904	3,832.32	99,640
K	440	48.143	3,851.44	100,137
K	441	48.385	3,870.80	100,641
K	442	48.627	3,890.16	101,144
K	443	48.870	3,909.60	101,650
K	444	49.116	3,929.28	102,161
K	445	49.361	3,948.88	102,671
K	446	49.608	3,968.64	103,185
K	447	49.854	3,988.32	103,696
K	448	50.104	4,008.32	104,216
K	449	50.353	4,028.24	104,734
K	450	50.606	4,048.48	105,260
K	451	50.859	4,068.72	105,787
K	452	51.114	4,089.12	106,317
K	453	51.371	4,109.68	106,852
K	454	51.626	4,130.08	107,382
K	455	51.884	4,150.72	107,919
K	456	52.144	4,171.52	108,460
K	457	52.404	4,192.32	109,000
K	458	52.667	4,213.36	109,547

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GRADE	STEP	HOURLY	BIWEEKLY	ANNUAL
K	459	52.931	4,234.48	110,096
K	460	53.196	4,255.68	110,648
K	461	53.460	4,276.80	111,197
K	462	53.729	4,298.32	111,756
K	463	53.996	4,319.68	112,312
K	464	54.267	4,341.36	112,875
K	465	54.537	4,362.96	113,437
K	466	54.812	4,384.96	114,009
K	467	55.084	4,406.72	114,575
K	468	55.358	4,428.64	115,145
K	469	55.637	4,450.96	115,725
K	470	55.914	4,473.12	116,301
K	471	56.194	4,495.52	116,884
K	472	56.475	4,518.00	117,468
K	473	56.758	4,540.64	118,057
K	474	57.042	4,563.36	118,647
K	475	57.326	4,586.08	119,238
K	476	57.614	4,609.12	119,837
K	477	57.901	4,632.08	120,434
K	478	58.193	4,655.44	121,041
K	479	58.482	4,678.56	121,643
K	480	58.774	4,701.92	122,250
K	481	59.069	4,725.52	122,864
K	482	59.364	4,749.12	123,477
K	483	59.660	4,772.80	124,093
K	484	59.960	4,796.80	124,717
K	485	60.259	4,820.72	125,339
K	486	60.559	4,844.72	125,963
K	487	60.863	4,869.04	126,595
K	488	61.168	4,893.44	127,229
K	489	61.472	4,917.76	127,862

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	490	61.781	4,942.48	128,504
K	491	62.089	4,967.12	129,145
K	492	62.400	4,992.00	129,792
K	493	62.713	5,017.04	130,443
K	494	63.026	5,042.08	131,094
K	495	63.342	5,067.36	131,751
K	496	63.658	5,092.64	132,409
K	497	63.976	5,118.08	133,070
K	498	64.296	5,143.68	133,736
K	499	64.617	5,169.36	134,403
K	500	64.940	5,195.20	135,075
K	501	65.266	5,221.28	135,753
K	502	65.592	5,247.36	136,431
K	503	65.919	5,273.52	137,112
K	504	66.249	5,299.92	137,798
K	505	66.581	5,326.48	138,488
K	506	66.912	5,352.96	139,177
K	507	67.249	5,379.92	139,878
K	508	67.584	5,406.72	140,575
K	509	67.923	5,433.84	141,280
K	510	68.261	5,460.88	141,983
K	511	68.603	5,488.24	142,694
K	512	68.945	5,515.60	143,406
K	513	69.292	5,543.36	144,127
K	514	69.637	5,570.96	144,845
K	515	69.985	5,598.80	145,569
K	516	70.335	5,626.80	146,297
K	517	70.688	5,655.04	147,031
K	518	71.041	5,683.28	147,765
K	519	71.395	5,711.60	148,502
K	520	71.753	5,740.24	149,246

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	521	72.111	5,768.88	149,991
K	522	72.473	5,797.84	150,744
K	523	72.835	5,826.80	151,497
K	524	73.199	5,855.92	152,254
K	525	73.564	5,885.12	153,013
K	526	73.932	5,914.56	153,779
K	527	74.302	5,944.16	154,548
K	528	74.673	5,973.84	155,320
K	529	75.048	6,003.84	156,100
K	530	75.422	6,033.76	156,878
K	531	75.800	6,064.00	157,664
K	532	76.178	6,094.24	158,450
K	533	76.559	6,124.72	159,243
K	534	76.942	6,155.36	160,039
K	535	77.326	6,186.08	160,838
K	536	77.715	6,217.20	161,647
K	537	78.100	6,248.00	162,448
K	538	78.492	6,279.36	163,263
K	539	78.886	6,310.88	164,083
K	540	79.280	6,342.40	164,902
K	541	79.676	6,374.08	165,726
K	542	80.073	6,405.84	166,552
K	543	80.475	6,438.00	167,388
K	544	80.878	6,470.24	168,226
K	545	81.282	6,502.56	169,067
K	546	81.687	6,534.96	169,909
K	547	82.096	6,567.68	170,760
K	548	82.507	6,600.56	171,615
K	549	82.919	6,633.52	172,472
K	550	83.334	6,666.72	173,335
K	551	83.750	6,700.00	174,200

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	552	84.169	6,733.52	175,072
K	553	84.590	6,767.20	175,947
K	554	85.013	6,801.04	176,827
K	555	85.438	6,835.04	177,711
K	556	85.867	6,869.36	178,603
K	557	86.295	6,903.60	179,494
K	558	86.726	6,938.08	180,390
K	559	87.158	6,972.64	181,289
K	560	87.595	7,007.60	182,198
K	561	88.031	7,042.48	183,104
K	562	88.474	7,077.92	184,026
K	563	88.915	7,113.20	184,943
K	564	89.360	7,148.80	185,869
K	565	89.807	7,184.56	186,799
K	566	90.256	7,220.48	187,732
K	567	90.707	7,256.56	188,671
K	568	91.161	7,292.88	189,615
K	569	91.616	7,329.28	190,561
K	570	92.075	7,366.00	191,516
K	571	92.536	7,402.88	192,475
K	572	92.999	7,439.92	193,438
K	573	93.464	7,477.12	194,405
K	574	93.932	7,514.56	195,379
K	575	94.401	7,552.08	196,354
K	576	94.873	7,589.84	197,336
K	577	95.347	7,627.76	198,322
K	578	95.822	7,665.76	199,310
K	579	96.301	7,704.08	200,306
K	580	96.784	7,742.72	201,311
K	581	97.268	7,781.44	202,317
K	582	97.755	7,820.40	203,330

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	583	98.242	7,859.36	204,343
K	584	98.734	7,898.72	205,367
K	585	99.226	7,938.08	206,390
K	586	99.723	7,977.84	207,424
K	587	100.223	8,017.84	208,464
K	588	100.723	8,057.84	209,504
K	589	101.227	8,098.16	210,552
K	590	101.733	8,138.64	211,605
K	591	102.242	8,179.36	212,663
K	592	102.753	8,220.24	213,726
K	593	103.267	8,261.36	214,795
K	594	103.782	8,302.56	215,867
K	595	104.302	8,344.16	216,948
K	596	104.823	8,385.84	218,032
K	597	105.348	8,427.84	219,124
K	598	105.875	8,470.00	220,220
K	599	106.403	8,512.24	221,318
K	600	106.937	8,554.96	222,429
K	601	107.472	8,597.76	223,542
K	602	108.009	8,640.72	224,659
K	603	108.549	8,683.92	225,782
K	604	109.092	8,727.36	226,911
K	605	109.637	8,770.96	228,045
K	606	110.184	8,814.72	229,183
K	607	110.735	8,858.80	230,329
K	608	111.288	8,903.04	231,479
K	609	111.846	8,947.68	232,640
K	610	112.405	8,992.40	233,802
K	611	112.967	9,037.36	234,971
K	612	113.531	9,082.48	236,144
K	613	114.099	9,127.92	237,326

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	614	114.669	9,173.52	238,512
K	615	115.244	9,219.52	239,708
K	616	115.819	9,265.52	240,904
K	617	116.398	9,311.84	242,108
K	618	116.981	9,358.48	243,320
K	619	117.565	9,405.20	244,535
K	620	118.153	9,452.24	245,758
K	621	118.744	9,499.52	246,988
K	622	119.338	9,547.04	248,223
K	623	119.935	9,594.80	249,465
K	624	120.533	9,642.64	250,709
K	625	121.138	9,691.04	251,967
K	626	121.741	9,739.28	253,221
K	627	122.351	9,788.08	254,490
K	628	122.964	9,837.12	255,765
K	629	123.578	9,886.24	257,042
K	630	124.194	9,935.52	258,324
K	631	124.815	9,985.20	259,615
K	632	125.441	10,035.28	260,917
K	633	126.068	10,085.44	262,221
K	634	126.699	10,135.92	263,534
K	635	127.333	10,186.64	264,853
K	636	127.969	10,237.52	266,176
K	637	128.609	10,288.72	267,507
K	638	129.252	10,340.16	268,844
K	639	129.898	10,391.84	270,188
K	640	130.548	10,443.84	271,540
K	641	131.201	10,496.08	272,898
K	642	131.856	10,548.48	274,260
K	643	132.515	10,601.20	275,631
K	644	133.179	10,654.32	277,012

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	645	133.845	10,707.60	278,398
K	646	134.515	10,761.20	279,791
K	647	135.186	10,814.88	281,187
K	648	135.862	10,868.96	282,593
K	649	136.540	10,923.20	284,003
K	650	137.224	10,977.92	285,426
K	651	137.909	11,032.72	286,851
K	652	138.598	11,087.84	288,284
K	653	139.291	11,143.28	289,725
K	654	139.987	11,198.96	291,173
K	655	140.687	11,254.96	292,629
K	656	141.391	11,311.28	294,093
K	657	142.098	11,367.84	295,564
K	658	142.809	11,424.72	297,043
K	659	143.523	11,481.84	298,528
K	660	144.240	11,539.20	300,019
K	661	144.961	11,596.88	301,519
K	662	145.687	11,654.96	303,029
K	663	146.416	11,713.28	304,545
K	664	147.147	11,771.76	306,066
K	665	147.884	11,830.72	307,599
K	666	148.622	11,889.76	309,134
K	667	149.366	11,949.28	310,681
K	668	150.112	12,008.96	312,233
K	669	150.862	12,068.96	313,793
K	670	151.619	12,129.52	315,368
K	671	152.375	12,190.00	316,940
K	672	153.137	12,250.96	318,525
K	673	153.904	12,312.32	320,120
K	674	154.672	12,373.76	321,718
K	675	155.446	12,435.68	323,328

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	676	156.223	12,497.84	324,944
K	677	157.004	12,560.32	326,568
K	678	157.789	12,623.12	328,201
K	679	158.578	12,686.24	329,842
K	680	159.372	12,749.76	331,494
K	681	160.168	12,813.44	333,149
K	682	160.968	12,877.44	334,813
K	683	161.774	12,941.92	336,490
K	684	162.581	13,006.48	338,168
K	685	163.395	13,071.60	339,862
K	686	164.213	13,137.04	341,563
K	687	165.032	13,202.56	343,267
K	688	165.857	13,268.56	344,983
K	689	166.687	13,334.96	346,709
K	690	167.522	13,401.76	348,446
K	691	168.358	13,468.64	350,185
K	692	169.200	13,536.00	351,936
K	693	170.046	13,603.68	353,696
K	694	170.895	13,671.60	355,462
K	695	171.751	13,740.08	357,242
K	696	172.610	13,808.80	359,029
K	697	173.472	13,877.76	360,822
K	698	174.340	13,947.20	362,627
K	699	175.212	14,016.96	364,441
K	700	176.088	14,087.04	366,263
K	701	176.968	14,157.44	368,093
K	702	177.852	14,228.16	369,932
K	703	178.742	14,299.36	371,783
K	704	179.635	14,370.80	373,641
K	705	180.534	14,442.72	375,511
K	706	181.437	14,514.96	377,389

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GRADE	STEP	HOURLY	BIWEEKLY	ANNUAL
K	366	34.034	2,722.72	70,791
K	367	34.204	2,736.32	71,144
K	368	34.374	2,749.92	71,498
K	369	34.548	2,763.84	71,860
K	370	34.719	2,777.52	72,216
K	371	34.894	2,791.52	72,580
K	372	35.068	2,805.44	72,941
K	373	35.245	2,819.60	73,310
K	374	35.419	2,833.52	73,672
K	375	35.597	2,847.76	74,042
K	376	35.775	2,862.00	74,412
K	377	35.953	2,876.24	74,782
K	378	36.133	2,890.64	75,157
K	379	36.313	2,905.04	75,531
K	380	36.496	2,919.68	75,912
K	381	36.678	2,934.24	76,290
K	382	36.862	2,948.96	76,673
K	383	37.047	2,963.76	77,058
K	384	37.231	2,978.48	77,440
K	385	37.417	2,993.36	77,827
K	386	37.604	3,008.32	78,216
K	387	37.795	3,023.60	78,614
K	388	37.982	3,038.56	79,003
K	389	38.172	3,053.76	79,398
K	390	38.363	3,069.04	79,795
K	391	38.555	3,084.40	80,194
K	392	38.747	3,099.76	80,594
K	393	38.941	3,115.28	80,997
K	394	39.137	3,130.96	81,405
K	395	39.330	3,146.40	81,806

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	396	39.527	3,162.16	82,216
K	397	39.726	3,178.08	82,630
K	398	39.926	3,194.08	83,046
K	399	40.124	3,209.92	83,458
K	400	40.324	3,225.92	83,874
K	401	40.527	3,242.16	84,296
K	402	40.729	3,258.32	84,716
K	403	40.933	3,274.64	85,141
K	404	41.136	3,290.88	85,563
K	405	41.343	3,307.44	85,993
K	406	41.550	3,324.00	86,424
K	407	41.759	3,340.72	86,859
K	408	41.967	3,357.36	87,291
K	409	42.177	3,374.16	87,728
K	410	42.388	3,391.04	88,167
K	411	42.599	3,407.92	88,606
K	412	42.812	3,424.96	89,049
K	413	43.026	3,442.08	89,494
K	414	43.242	3,459.36	89,943
K	415	43.456	3,476.48	90,388
K	416	43.674	3,493.92	90,842
K	417	43.893	3,511.44	91,297
K	418	44.112	3,528.96	91,753
K	419	44.335	3,546.80	92,217
K	420	44.556	3,564.48	92,676
K	421	44.780	3,582.40	93,142
K	422	45.003	3,600.24	93,606
K	423	45.228	3,618.24	94,074
K	424	45.455	3,636.40	94,546
K	425	45.682	3,654.56	95,019

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GRADE	STEP	HOURLY	BIWEEKLY	ANNUAL
K	707	182.344	14,587.52	379,276
K	708	183.256	14,660.48	381,172
K	709	184.172	14,733.76	383,078
K	710	185.093	14,807.44	384,993
K	711	186.019	14,881.52	386,920
K	712	186.951	14,956.08	388,858
K	713	187.885	15,030.80	390,801
K	714	188.822	15,105.76	392,750
K	715	189.767	15,181.36	394,715
K	716	190.716	15,257.28	396,689
K	717	191.670	15,333.60	398,674
K	718	192.628	15,410.24	400,666
K	719	193.591	15,487.28	402,669
K	720	194.559	15,564.72	404,683
K	721	195.531	15,642.48	406,704
K	722	196.509	15,720.72	408,739
K	723	197.491	15,799.28	410,781
K	724	198.479	15,878.32	412,836
K	725	199.471	15,957.68	414,900
K	726	200.470	16,037.60	416,978
K	727	201.470	16,117.60	419,058
K	728	202.477	16,198.16	421,152
K	729	203.490	16,279.20	423,259
K	730	204.507	16,360.56	425,375
K	731	205.530	16,442.40	427,502
K	732	206.558	16,524.64	429,641
K	733	207.591	16,607.28	431,789
K	734	208.628	16,690.24	433,946
K	735	209.672	16,773.76	436,118
K	736	210.721	16,857.68	438,300
K	737	211.774	16,941.92	440,490

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	738	212.833	17,026.64	442,693
K	739	213.897	17,111.76	444,906
K	740	214.966	17,197.28	447,129
K	741	216.042	17,283.36	449,367
K	742	217.122	17,369.76	451,614
K	743	218.209	17,456.72	453,875
K	744	219.298	17,543.84	456,140
K	745	220.394	17,631.52	458,420
K	746	221.496	17,719.68	460,712
K	747	222.604	17,808.32	463,016
K	748	223.719	17,897.52	465,336
K	749	224.837	17,986.96	467,661
K	750	225.962	18,076.96	470,001
K	751	227.091	18,167.28	472,349
K	752	228.227	18,258.16	474,712
K	753	229.369	18,349.52	477,088
K	754	230.515	18,441.20	479,471
K	755	231.669	18,533.52	481,872
K	756	232.828	18,626.24	484,282
K	757	233.992	18,719.36	486,703
K	758	235.162	18,812.96	489,137
K	759	236.337	18,906.96	491,581
K	760	237.519	19,001.52	494,040
K	761	238.708	19,096.64	496,513
K	762	239.901	19,192.08	498,994
K	763	241.101	19,288.08	501,490
K	764	242.305	19,384.40	503,994
K	765	243.517	19,481.36	506,515
K	766	244.735	19,578.80	509,049
K	767	245.959	19,676.72	511,595
K	768	247.189	19,775.12	514,153

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	769	248.424	19,873.92	516,722
K	770	249.665	19,973.20	519,303
K	771	250.914	20,073.12	521,901
K	772	252.170	20,173.60	524,514
K	773	253.430	20,274.40	527,134
K	774	254.697	20,375.76	529,770
K	775	255.971	20,477.68	532,420
K	776	257.250	20,580.00	535,080
K	777	258.536	20,682.88	537,755
K	778	259.830	20,786.40	540,446
K	779	261.128	20,890.24	543,146
K	780	262.435	20,994.80	545,865
K	781	263.745	21,099.60	548,590
K	782	265.064	21,205.12	551,333
K	783	266.391	21,311.28	554,093
K	784	267.722	21,417.76	556,862
K	785	269.061	21,524.88	559,647
K	786	270.405	21,632.40	562,442
K	787	271.758	21,740.64	565,257
K	788	273.116	21,849.28	568,081
K	789	274.484	21,958.72	570,927
K	790	275.855	22,068.40	573,778
K	791	277.234	22,178.72	576,647
K	792	278.620	22,289.60	579,530
K	793	280.012	22,400.96	582,425
K	794	281.412	22,512.96	585,337
K	795	282.821	22,625.68	588,268
K	796	284.234	22,738.72	591,207
K	797	285.656	22,852.48	594,164
K	798	287.084	22,966.72	597,135
K	799	288.519	23,081.52	600,120

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	800	289.963	23,197.04	603,123
K	801	291.411	23,312.88	606,135
K	802	292.869	23,429.52	609,168
K	803	294.333	23,546.64	612,213
K	804	295.804	23,664.32	615,272
K	805	297.284	23,782.72	618,351
K	806	298.770	23,901.60	621,442
K	807	300.264	24,021.12	624,549
K	808	301.765	24,141.20	627,671
K	809	303.275	24,262.00	630,812
K	810	304.791	24,383.28	633,965
K	811	306.314	24,505.12	637,133
K	812	307.847	24,627.76	640,322
K	813	309.386	24,750.88	643,523
K	814	310.933	24,874.64	646,741
K	815	312.487	24,998.96	649,973
K	816	314.049	25,123.92	653,222
K	817	315.620	25,249.60	656,490
K	818	317.200	25,376.00	659,776
K	819	318.785	25,502.80	663,073
K	820	320.380	25,630.40	666,390
K	821	321.982	25,758.56	669,723
K	822	323.592	25,887.36	673,071
K	823	325.210	26,016.80	676,437
K	824	326.836	26,146.88	679,819
K	825	328.470	26,277.60	683,218
K	826	330.112	26,408.96	686,633
K	827	331.764	26,541.12	690,069
K	828	333.421	26,673.68	693,516
K	829	335.089	26,807.12	696,985
K	830	336.764	26,941.12	700,469

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	426	45.909	3,672.72	95,491
K	427	46.138	3,691.04	95,967
K	428	46.368	3,709.44	96,445
K	429	46.599	3,727.92	96,926
K	430	46.833	3,746.64	97,413
K	431	47.068	3,765.44	97,901
K	432	47.301	3,784.08	98,386
K	433	47.538	3,803.04	98,879
K	434	47.774	3,821.92	99,370
K	435	48.014	3,841.12	99,869
K	436	48.252	3,860.16	100,364
K	437	48.496	3,879.68	100,872
K	438	48.738	3,899.04	101,375
K	439	48.982	3,918.56	101,883
K	440	49.226	3,938.08	102,390
K	441	49.474	3,957.92	102,906
K	442	49.721	3,977.68	103,420
K	443	49.970	3,997.60	103,938
K	444	50.221	4,017.68	104,460
K	445	50.472	4,037.76	104,982
K	446	50.724	4,057.92	105,506
K	447	50.976	4,078.08	106,030
K	448	51.231	4,098.48	106,560
K	449	51.486	4,118.88	107,091
K	450	51.745	4,139.60	107,630
K	451	52.003	4,160.24	108,166
K	452	52.264	4,181.12	108,709
K	453	52.527	4,202.16	109,256
K	454	52.788	4,223.04	109,799
K	455	53.051	4,244.08	110,346

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GRADE	STEP	HOURLY	WEEKLY	ANNUAL
K	456	53.317	4,265.36	110,899
K	457	53.583	4,286.64	111,453
K	458	53.852	4,308.16	112,012
K	459	54.122	4,329.76	112,574
K	460	54.393	4,351.44	113,137
K	461	54.663	4,373.04	113,699
K	462	54.938	4,395.04	114,271
K	463	55.211	4,416.88	114,839
K	464	55.488	4,439.04	115,415
K	465	55.764	4,461.12	115,989
K	466	56.045	4,483.60	116,574
K	467	56.323	4,505.84	117,152
K	468	56.604	4,528.32	117,736
K	469	56.889	4,551.12	118,329
K	470	57.172	4,573.76	118,918
K	471	57.458	4,596.64	119,513
K	472	57.746	4,619.68	120,112
K	473	58.035	4,642.80	120,713
K	474	58.325	4,666.00	121,316
K	475	58.616	4,689.28	121,921
K	476	58.910	4,712.80	122,533
K	477	59.204	4,736.32	123,144
K	478	59.502	4,760.16	123,764
K	479	59.798	4,783.84	124,380
K	480	60.096	4,807.68	125,000
K	481	60.398	4,831.84	125,628
K	482	60.700	4,856.00	126,256
K	483	61.002	4,880.16	126,884
K	484	61.309	4,904.72	127,523
K	485	61.615	4,929.20	128,159

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GRADE	STEP	HOURLY	BIWEEKLY	ANNUAL
K	486	61.922	4,953.76	128,798
K	487	62.232	4,978.56	129,443
K	488	62.544	5,003.52	130,092
K	489	62.855	5,028.40	130,738
K	490	63.171	5,053.68	131,396
K	491	63.486	5,078.88	132,051
K	492	63.804	5,104.32	132,712
K	493	64.124	5,129.92	133,378
K	494	64.444	5,155.52	134,044
K	495	64.767	5,181.36	134,715
K	496	65.090	5,207.20	135,387
K	497	65.415	5,233.20	136,063
K	498	65.743	5,259.44	136,745
K	499	66.071	5,285.68	137,428
K	500	66.401	5,312.08	138,114
K	501	66.734	5,338.72	138,807
K	502	67.068	5,365.44	139,501
K	503	67.402	5,392.16	140,196
K	504	67.740	5,419.20	140,899
K	505	68.079	5,446.32	141,604
K	506	68.418	5,473.44	142,309
K	507	68.762	5,500.96	143,025
K	508	69.105	5,528.40	143,738
K	509	69.451	5,556.08	144,458
K	510	69.797	5,583.76	145,178
K	511	70.147	5,611.76	145,906
K	512	70.496	5,639.68	146,632
K	513	70.851	5,668.08	147,370
K	514	71.204	5,696.32	148,104
K	515	71.560	5,724.80	148,845

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	516	71.918	5,753.44	149,589
K	517	72.278	5,782.24	150,338
K	518	72.639	5,811.12	151,089
K	519	73.001	5,840.08	151,842
K	520	73.367	5,869.36	152,603
K	521	73.733	5,898.64	153,365
K	522	74.104	5,928.32	154,136
K	523	74.474	5,957.92	154,906
K	524	74.846	5,987.68	155,680
K	525	75.219	6,017.52	156,456
K	526	75.595	6,047.60	157,238
K	527	75.974	6,077.92	158,026
K	528	76.353	6,108.24	158,814
K	529	76.737	6,138.96	159,613
K	530	77.119	6,169.52	160,408
K	531	77.506	6,200.48	161,212
K	532	77.892	6,231.36	162,015
K	533	78.282	6,262.56	162,827
K	534	78.673	6,293.84	163,640
K	535	79.066	6,325.28	164,457
K	536	79.464	6,357.12	165,285
K	537	79.857	6,388.56	166,103
K	538	80.258	6,420.64	166,937
K	539	80.661	6,452.88	167,775
K	540	81.064	6,485.12	168,613
K	541	81.469	6,517.52	169,456
K	542	81.875	6,550.00	170,300
K	543	82.286	6,582.88	171,155
K	544	82.698	6,615.84	172,012
K	545	83.111	6,648.88	172,871

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GRADE	STEP	HOURLY	BIWEEKLY	ANNUAL
K	546	83.525	6,682.00	173,732
K	547	83.943	6,715.44	174,601
K	548	84.363	6,749.04	175,475
K	549	84.785	6,782.80	176,353
K	550	85.209	6,816.72	177,235
K	551	85.634	6,850.72	178,119
K	552	86.063	6,885.04	179,011
K	553	86.493	6,919.44	179,905
K	554	86.926	6,954.08	180,806
K	555	87.360	6,988.80	181,709
K	556	87.799	7,023.92	182,622
K	557	88.237	7,058.96	183,533
K	558	88.677	7,094.16	184,448
K	559	89.119	7,129.52	185,368
K	560	89.566	7,165.28	186,297
K	561	90.012	7,200.96	187,225
K	562	90.465	7,237.20	188,167
K	563	90.916	7,273.28	189,105
K	564	91.371	7,309.68	190,052
K	565	91.828	7,346.24	191,002
K	566	92.287	7,382.96	191,957
K	567	92.748	7,419.84	192,916
K	568	93.212	7,456.96	193,881
K	569	93.677	7,494.16	194,848
K	570	94.147	7,531.76	195,826
K	571	94.618	7,569.44	196,805
K	572	95.091	7,607.28	197,789
K	573	95.567	7,645.36	198,779
K	574	96.045	7,683.60	199,774
K	575	96.525	7,722.00	200,772

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	576	97.008	7,760.64	201,777
K	577	97.492	7,799.36	202,783
K	578	97.978	7,838.24	203,794
K	579	98.468	7,877.44	204,813
K	580	98.962	7,916.96	205,841
K	581	99.457	7,956.56	206,871
K	582	99.954	7,996.32	207,904
K	583	100.452	8,036.16	208,940
K	584	100.956	8,076.48	209,988
K	585	101.459	8,116.72	211,035
K	586	101.967	8,157.36	212,091
K	587	102.478	8,198.24	213,154
K	588	102.989	8,239.12	214,217
K	589	103.505	8,280.40	215,290
K	590	104.022	8,321.76	216,366
K	591	104.542	8,363.36	217,447
K	592	105.065	8,405.20	218,535
K	593	105.591	8,447.28	219,629
K	594	106.117	8,489.36	220,723
K	595	106.649	8,531.92	221,830
K	596	107.182	8,574.56	222,939
K	597	107.718	8,617.44	224,053
K	598	108.257	8,660.56	225,175
K	599	108.797	8,703.76	226,298
K	600	109.343	8,747.44	227,433
K	601	109.890	8,791.20	228,571
K	602	110.439	8,835.12	229,713
K	603	110.991	8,879.28	230,861
K	604	111.547	8,923.76	232,018
K	605	112.104	8,968.32	233,176

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	606	112.663	9,013.04	234,339
K	607	113.227	9,058.16	235,512
K	608	113.792	9,103.36	236,687
K	609	114.363	9,149.04	237,875
K	610	114.934	9,194.72	239,063
K	611	115.509	9,240.72	240,259
K	612	116.085	9,286.80	241,457
K	613	116.666	9,333.28	242,665
K	614	117.249	9,379.92	243,878
K	615	117.837	9,426.96	245,101
K	616	118.425	9,474.00	246,324
K	617	119.017	9,521.36	247,555
K	618	119.613	9,569.04	248,795
K	619	120.210	9,616.80	250,037
K	620	120.811	9,664.88	251,287
K	621	121.416	9,713.28	252,545
K	622	122.023	9,761.84	253,808
K	623	122.634	9,810.72	255,079
K	624	123.245	9,859.60	256,350
K	625	123.864	9,909.12	257,637
K	626	124.480	9,958.40	258,918
K	627	125.104	10,008.32	260,216
K	628	125.731	10,058.48	261,520
K	629	126.359	10,108.72	262,827
K	630	126.988	10,159.04	264,135
K	631	127.623	10,209.84	265,456
K	632	128.263	10,261.04	266,787
K	633	128.905	10,312.40	268,122
K	634	129.550	10,364.00	269,464
K	635	130.198	10,415.84	270,812

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	636	130.848	10,467.84	272,164
K	637	131.503	10,520.24	273,526
K	638	132.160	10,572.80	274,893
K	639	132.821	10,625.68	276,268
K	640	133.485	10,678.80	277,649
K	641	134.153	10,732.24	279,038
K	642	134.823	10,785.84	280,432
K	643	135.497	10,839.76	281,834
K	644	136.176	10,894.08	283,246
K	645	136.857	10,948.56	284,663
K	646	137.542	11,003.36	286,087
K	647	138.228	11,058.24	287,514
K	648	138.919	11,113.52	288,952
K	649	139.612	11,168.96	290,393
K	650	140.312	11,224.96	291,849
K	651	141.012	11,280.96	293,305
K	652	141.716	11,337.28	294,769
K	653	142.425	11,394.00	296,244
K	654	143.137	11,450.96	297,725
K	655	143.852	11,508.16	299,212
K	656	144.572	11,565.76	300,710
K	657	145.295	11,623.60	302,214
K	658	146.022	11,681.76	303,726
K	659	146.752	11,740.16	305,244
K	660	147.485	11,798.80	306,769
K	661	148.223	11,857.84	308,304
K	662	148.965	11,917.20	309,847
K	663	149.710	11,976.80	311,397
K	664	150.458	12,036.64	312,953
K	665	151.211	12,096.88	314,519

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	666	151.966	12,157.28	316,089
K	667	152.727	12,218.16	317,672
K	668	153.490	12,279.20	319,259
K	669	154.256	12,340.48	320,852
K	670	155.030	12,402.40	322,462
K	671	155.803	12,464.24	324,070
K	672	156.583	12,526.64	325,693
K	673	157.367	12,589.36	327,323
K	674	158.152	12,652.16	328,956
K	675	158.944	12,715.52	330,604
K	676	159.738	12,779.04	332,255
K	677	160.537	12,842.96	333,917
K	678	161.339	12,907.12	335,585
K	679	162.146	12,971.68	337,264
K	680	162.958	13,036.64	338,953
K	681	163.772	13,101.76	340,646
K	682	164.590	13,167.20	342,347
K	683	165.414	13,233.12	344,061
K	684	166.239	13,299.12	345,777
K	685	167.071	13,365.68	347,508
K	686	167.908	13,432.64	349,249
K	687	168.745	13,499.60	350,990
K	688	169.589	13,567.12	352,745
K	689	170.437	13,634.96	354,509
K	690	171.291	13,703.28	356,285
K	691	172.146	13,771.68	358,064
K	692	173.007	13,840.56	359,855
K	693	173.872	13,909.76	361,654
K	694	174.740	13,979.20	363,459
K	695	175.615	14,049.20	365,279

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	696	176.494	14,119.52	367,108
K	697	177.375	14,190.00	368,940
K	698	178.263	14,261.04	370,787
K	699	179.154	14,332.32	372,640
K	700	180.050	14,404.00	374,504
K	701	180.950	14,476.00	376,376
K	702	181.854	14,548.32	378,256
K	703	182.764	14,621.12	380,149
K	704	183.677	14,694.16	382,048
K	705	184.596	14,767.68	383,960
K	706	185.519	14,841.52	385,880
K	707	186.447	14,915.76	387,810
K	708	187.379	14,990.32	389,748
K	709	188.316	15,065.28	391,697
K	710	189.258	15,140.64	393,657
K	711	190.204	15,216.32	395,624
K	712	191.157	15,292.56	397,607
K	713	192.112	15,368.96	399,593
K	714	193.070	15,445.60	401,586
K	715	194.037	15,522.96	403,597
K	716	195.007	15,600.56	405,615
K	717	195.983	15,678.64	407,645
K	718	196.962	15,756.96	409,681
K	719	197.947	15,835.76	411,730
K	720	198.937	15,914.96	413,789
K	721	199.930	15,994.40	415,854
K	722	200.930	16,074.40	417,934
K	723	201.935	16,154.80	420,025
K	724	202.945	16,235.60	422,126
K	725	203.959	16,316.72	424,235

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	726	204.981	16,398.48	426,360
K	727	206.003	16,480.24	428,486
K	728	207.033	16,562.64	430,629
K	729	208.069	16,645.52	432,784
K	730	209.108	16,728.64	434,945
K	731	210.154	16,812.32	437,120
K	732	211.206	16,896.48	439,308
K	733	212.262	16,980.96	441,505
K	734	213.322	17,065.76	443,710
K	735	214.390	17,151.20	445,931
K	736	215.462	17,236.96	448,161
K	737	216.539	17,323.12	450,401
K	738	217.622	17,409.76	452,654
K	739	218.710	17,496.80	454,917
K	740	219.803	17,584.24	457,190
K	741	220.903	17,672.24	459,478
K	742	222.007	17,760.56	461,775
K	743	223.119	17,849.52	464,088
K	744	224.232	17,938.56	466,403
K	745	225.353	18,028.24	468,734
K	746	226.480	18,118.40	471,078
K	747	227.613	18,209.04	473,435
K	748	228.753	18,300.24	475,806
K	749	229.896	18,391.68	478,184
K	750	231.046	18,483.68	480,576
K	751	232.201	18,576.08	482,978
K	752	233.362	18,668.96	485,393
K	753	234.530	18,762.40	487,822
K	754	235.702	18,856.16	490,260
K	755	236.882	18,950.56	492,715

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	756	238.067	19,045.36	495,179
K	757	239.257	19,140.56	497,655
K	758	240.453	19,236.24	500,142
K	759	241.655	19,332.40	502,642
K	760	242.863	19,429.04	505,155
K	761	244.079	19,526.32	507,684
K	762	245.299	19,623.92	510,222
K	763	246.526	19,722.08	512,774
K	764	247.757	19,820.56	515,335
K	765	248.996	19,919.68	517,912
K	766	250.242	20,019.36	520,503
K	767	251.493	20,119.44	523,105
K	768	252.751	20,220.08	525,722
K	769	254.014	20,321.12	528,349
K	770	255.282	20,422.56	530,987
K	771	256.560	20,524.80	533,645
K	772	257.844	20,627.52	536,316
K	773	259.132	20,730.56	538,995
K	774	260.428	20,834.24	541,690
K	775	261.730	20,938.40	544,398
K	776	263.038	21,043.04	547,119
K	777	264.353	21,148.24	549,854
K	778	265.676	21,254.08	552,606
K	779	267.003	21,360.24	555,366
K	780	268.340	21,467.20	558,147
K	781	269.679	21,574.32	560,932
K	782	271.028	21,682.24	563,738
K	783	272.385	21,790.80	566,561
K	784	273.746	21,899.68	569,392
K	785	275.115	22,009.20	572,239

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	786	276.489	22,119.12	575,097
K	787	277.873	22,229.84	577,976
K	788	279.261	22,340.88	580,863
K	789	280.660	22,452.80	583,773
K	790	282.062	22,564.96	586,689
K	791	283.472	22,677.76	589,622
K	792	284.889	22,791.12	592,569
K	793	286.312	22,904.96	595,529
K	794	287.744	23,019.52	598,508
K	795	289.184	23,134.72	601,503
K	796	290.629	23,250.32	604,508
K	797	292.083	23,366.64	607,533
K	798	293.543	23,483.44	610,569
K	799	295.011	23,600.88	613,623
K	800	296.487	23,718.96	616,693
K	801	297.968	23,837.44	619,773
K	802	299.459	23,956.72	622,875
K	803	300.955	24,076.40	625,986
K	804	302.460	24,196.80	629,117
K	805	303.973	24,317.84	632,264
K	806	305.492	24,439.36	635,423
K	807	307.020	24,561.60	638,602
K	808	308.555	24,684.40	641,794
K	809	310.099	24,807.92	645,006
K	810	311.649	24,931.92	648,230
K	811	313.206	25,056.48	651,468
K	812	314.774	25,181.92	654,730
K	813	316.347	25,307.76	658,002
K	814	317.929	25,434.32	661,292
K	815	319.518	25,561.44	664,597

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	816	321.115	25,689.20	667,919
K	817	322.721	25,817.68	671,260
K	818	324.337	25,946.96	674,621
K	819	325.958	26,076.64	677,993
K	820	327.589	26,207.12	681,385
K	821	329.227	26,338.16	684,792
K	822	330.873	26,469.84	688,216
K	823	332.527	26,602.16	691,656
K	824	334.190	26,735.20	695,115
K	825	335.861	26,868.88	698,591
K	826	337.540	27,003.20	702,083
K	827	339.229	27,138.32	705,596
K	828	340.923	27,273.84	709,120
K	829	342.629	27,410.32	712,668
K	830	344.341	27,547.28	716,229

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GRADE	STEP	HOURLY	BIWEEKLY	ANNUAL
K	366	34.715	2,777.20	72,207
K	367	34.888	2,791.04	72,567
K	368	35.061	2,804.88	72,927
K	369	35.239	2,819.12	73,297
K	370	35.413	2,833.04	73,659
K	371	35.592	2,847.36	74,031
K	372	35.769	2,861.52	74,400
K	373	35.950	2,876.00	74,776
K	374	36.127	2,890.16	75,144
K	375	36.309	2,904.72	75,523
K	376	36.491	2,919.28	75,901
K	377	36.672	2,933.76	76,278
K	378	36.856	2,948.48	76,660
K	379	37.039	2,963.12	77,041
K	380	37.226	2,978.08	77,430
K	381	37.412	2,992.96	77,817
K	382	37.599	3,007.92	78,206
K	383	37.788	3,023.04	78,599
K	384	37.976	3,038.08	78,990
K	385	38.165	3,053.20	79,383
K	386	38.356	3,068.48	79,780
K	387	38.551	3,084.08	80,186
K	388	38.742	3,099.36	80,583
K	389	38.935	3,114.80	80,985
K	390	39.130	3,130.40	81,390
K	391	39.326	3,146.08	81,798
K	392	39.522	3,161.76	82,206
K	393	39.720	3,177.60	82,618
K	394	39.920	3,193.60	83,034
K	395	40.117	3,209.36	83,443

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	396	40.318	3,225.44	83,861
K	397	40.521	3,241.68	84,284
K	398	40.725	3,258.00	84,708
K	399	40.926	3,274.08	85,126
K	400	41.130	3,290.40	85,550
K	401	41.338	3,307.04	85,983
K	402	41.544	3,323.52	86,412
K	403	41.752	3,340.16	86,844
K	404	41.959	3,356.72	87,275
K	405	42.170	3,373.60	87,714
K	406	42.381	3,390.48	88,152
K	407	42.594	3,407.52	88,596
K	408	42.806	3,424.48	89,036
K	409	43.021	3,441.68	89,484
K	410	43.236	3,458.88	89,931
K	411	43.451	3,476.08	90,378
K	412	43.668	3,493.44	90,829
K	413	43.887	3,510.96	91,285
K	414	44.107	3,528.56	91,743
K	415	44.325	3,546.00	92,196
K	416	44.547	3,563.76	92,658
K	417	44.771	3,581.68	93,124
K	418	44.994	3,599.52	93,588
K	419	45.222	3,617.76	94,062
K	420	45.447	3,635.76	94,530
K	421	45.676	3,654.08	95,006
K	422	45.903	3,672.24	95,478
K	423	46.133	3,690.64	95,957
K	424	46.364	3,709.12	96,437
K	425	46.596	3,727.68	96,920

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	426	46.827	3,746.16	97,400
K	427	47.061	3,764.88	97,887
K	428	47.295	3,783.60	98,374
K	429	47.531	3,802.48	98,864
K	430	47.770	3,821.60	99,362
K	431	48.009	3,840.72	99,859
K	432	48.247	3,859.76	100,354
K	433	48.489	3,879.12	100,857
K	434	48.729	3,898.32	101,356
K	435	48.974	3,917.92	101,866
K	436	49.217	3,937.36	102,371
K	437	49.466	3,957.28	102,889
K	438	49.713	3,977.04	103,403
K	439	49.962	3,996.96	103,921
K	440	50.211	4,016.88	104,439
K	441	50.463	4,037.04	104,963
K	442	50.715	4,057.20	105,487
K	443	50.969	4,077.52	106,016
K	444	51.225	4,098.00	106,548
K	445	51.481	4,118.48	107,080
K	446	51.738	4,139.04	107,615
K	447	51.996	4,159.68	108,152
K	448	52.256	4,180.48	108,692
K	449	52.516	4,201.28	109,233
K	450	52.780	4,222.40	109,782
K	451	53.043	4,243.44	110,329
K	452	53.309	4,264.72	110,883
K	453	53.578	4,286.24	111,442
K	454	53.844	4,307.52	111,996
K	455	54.112	4,328.96	112,553

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	456	54.383	4,350.64	113,117
K	457	54.655	4,372.40	113,682
K	458	54.929	4,394.32	114,252
K	459	55.204	4,416.32	114,824
K	460	55.481	4,438.48	115,400
K	461	55.756	4,460.48	115,972
K	462	56.037	4,482.96	116,557
K	463	56.315	4,505.20	117,135
K	464	56.598	4,527.84	117,724
K	465	56.879	4,550.32	118,308
K	466	57.166	4,573.28	118,905
K	467	57.449	4,595.92	119,494
K	468	57.736	4,618.88	120,091
K	469	58.027	4,642.16	120,696
K	470	58.315	4,665.20	121,295
K	471	58.607	4,688.56	121,903
K	472	58.901	4,712.08	122,514
K	473	59.196	4,735.68	123,128
K	474	59.492	4,759.36	123,743
K	475	59.788	4,783.04	124,359
K	476	60.088	4,807.04	124,983
K	477	60.388	4,831.04	125,607
K	478	60.692	4,855.36	126,239
K	479	60.994	4,879.52	126,868
K	480	61.298	4,903.84	127,500
K	481	61.606	4,928.48	128,140
K	482	61.914	4,953.12	128,781
K	483	62.222	4,977.76	129,422
K	484	62.535	5,002.80	130,073
K	485	62.847	5,027.76	130,722

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GRADE	STEP	HOURLY	BIWEEKLY	ANNUAL
K	486	63.160	5,052.80	131,373
K	487	63.477	5,078.16	132,032
K	488	63.795	5,103.60	132,694
K	489	64.112	5,128.96	133,353
K	490	64.434	5,154.72	134,023
K	491	64.756	5,180.48	134,692
K	492	65.080	5,206.40	135,366
K	493	65.406	5,232.48	136,044
K	494	65.733	5,258.64	136,725
K	495	66.062	5,284.96	137,409
K	496	66.392	5,311.36	138,095
K	497	66.723	5,337.84	138,784
K	498	67.058	5,364.64	139,481
K	499	67.392	5,391.36	140,175
K	500	67.729	5,418.32	140,876
K	501	68.069	5,445.52	141,584
K	502	68.409	5,472.72	142,291
K	503	68.750	5,500.00	143,000
K	504	69.095	5,527.60	143,718
K	505	69.441	5,555.28	144,437
K	506	69.786	5,582.88	145,155
K	507	70.137	5,610.96	145,885
K	508	70.487	5,638.96	146,613
K	509	70.840	5,667.20	147,347
K	510	71.193	5,695.44	148,081
K	511	71.550	5,724.00	148,824
K	512	71.906	5,752.48	149,564
K	513	72.268	5,781.44	150,317
K	514	72.628	5,810.24	151,066
K	515	72.991	5,839.28	151,821

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	516	73.356	5,868.48	152,580
K	517	73.724	5,897.92	153,346
K	518	74.092	5,927.36	154,111
K	519	74.461	5,956.88	154,879
K	520	74.834	5,986.72	155,655
K	521	75.208	6,016.64	156,433
K	522	75.586	6,046.88	157,219
K	523	75.963	6,077.04	158,003
K	524	76.343	6,107.44	158,793
K	525	76.723	6,137.84	159,584
K	526	77.107	6,168.56	160,383
K	527	77.493	6,199.44	161,185
K	528	77.880	6,230.40	161,990
K	529	78.272	6,261.76	162,806
K	530	78.661	6,292.88	163,615
K	531	79.056	6,324.48	164,436
K	532	79.450	6,356.00	165,256
K	533	79.848	6,387.84	166,084
K	534	80.246	6,419.68	166,912
K	535	80.647	6,451.76	167,746
K	536	81.053	6,484.24	168,590
K	537	81.454	6,516.32	169,424
K	538	81.863	6,549.04	170,275
K	539	82.274	6,581.92	171,130
K	540	82.685	6,614.80	171,985
K	541	83.098	6,647.84	172,844
K	542	83.513	6,681.04	173,707
K	543	83.932	6,714.56	174,579
K	544	84.352	6,748.16	175,452
K	545	84.773	6,781.84	176,328

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GRADE	STEP	HOURLY	BIWEEKLY	ANNUAL
K	546	85.196	6,815.68	177,208
K	547	85.622	6,849.76	178,094
K	548	86.050	6,884.00	178,984
K	549	86.481	6,918.48	179,880
K	550	86.913	6,953.04	180,779
K	551	87.347	6,987.76	181,682
K	552	87.784	7,022.72	182,591
K	553	88.223	7,057.84	183,504
K	554	88.665	7,093.20	184,423
K	555	89.107	7,128.56	185,343
K	556	89.555	7,164.40	186,274
K	557	90.002	7,200.16	187,204
K	558	90.451	7,236.08	188,138
K	559	90.901	7,272.08	189,074
K	560	91.357	7,308.56	190,023
K	561	91.812	7,344.96	190,969
K	562	92.274	7,381.92	191,930
K	563	92.734	7,418.72	192,887
K	564	93.198	7,455.84	193,852
K	565	93.665	7,493.20	194,823
K	566	94.133	7,530.64	195,797
K	567	94.603	7,568.24	196,774
K	568	95.076	7,606.08	197,758
K	569	95.551	7,644.08	198,746
K	570	96.030	7,682.40	199,742
K	571	96.510	7,720.80	200,741
K	572	96.993	7,759.44	201,745
K	573	97.478	7,798.24	202,754
K	574	97.966	7,837.28	203,769
K	575	98.456	7,876.48	204,788

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	576	98.948	7,915.84	205,812
K	577	99.442	7,955.36	206,839
K	578	99.938	7,995.04	207,871
K	579	100.437	8,034.96	208,909
K	580	100.941	8,075.28	209,957
K	581	101.446	8,115.68	211,008
K	582	101.953	8,156.24	212,062
K	583	102.461	8,196.88	213,119
K	584	102.975	8,238.00	214,188
K	585	103.488	8,279.04	215,255
K	586	104.006	8,320.48	216,332
K	587	104.528	8,362.24	217,418
K	588	105.049	8,403.92	218,502
K	589	105.575	8,446.00	219,596
K	590	106.102	8,488.16	220,692
K	591	106.633	8,530.64	221,797
K	592	107.166	8,573.28	222,905
K	593	107.703	8,616.24	224,022
K	594	108.239	8,659.12	225,137
K	595	108.782	8,702.56	226,267
K	596	109.326	8,746.08	227,398
K	597	109.872	8,789.76	228,534
K	598	110.422	8,833.76	229,678
K	599	110.973	8,877.84	230,824
K	600	111.530	8,922.40	231,982
K	601	112.088	8,967.04	233,143
K	602	112.648	9,011.84	234,308
K	603	113.211	9,056.88	235,479
K	604	113.778	9,102.24	236,658
K	605	114.346	9,147.68	237,840

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GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	606	114.916	9,193.28	239,025
K	607	115.492	9,239.36	240,223
K	608	116.068	9,285.44	241,421
K	609	116.650	9,332.00	242,632
K	610	117.233	9,378.64	243,845
K	611	117.819	9,425.52	245,064
K	612	118.407	9,472.56	246,287
K	613	118.999	9,519.92	247,518
K	614	119.594	9,567.52	248,756
K	615	120.194	9,615.52	250,004
K	616	120.794	9,663.52	251,252
K	617	121.397	9,711.76	252,506
K	618	122.005	9,760.40	253,770
K	619	122.614	9,809.12	255,037
K	620	123.227	9,858.16	256,312
K	621	123.844	9,907.52	257,596
K	622	124.463	9,957.04	258,883
K	623	125.087	10,006.96	260,181
K	624	125.710	10,056.80	261,477
K	625	126.341	10,107.28	262,789
K	626	126.970	10,157.60	264,098
K	627	127.606	10,208.48	265,420
K	628	128.246	10,259.68	266,752
K	629	128.886	10,310.88	268,083
K	630	129.528	10,362.24	269,418
K	631	130.175	10,414.00	270,764
K	632	130.828	10,466.24	272,122
K	633	131.483	10,518.64	273,485
K	634	132.141	10,571.28	274,853
K	635	132.802	10,624.16	276,228

Effective June 1, 2017

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

GRADE	STEP	HOURLY	BIWEEKLY	ANNUAL
K	636	133.465	10,677.20	277,607
K	637	134.133	10,730.64	278,997
K	638	134.803	10,784.24	280,390
K	639	135.477	10,838.16	281,792
K	640	136.155	10,892.40	283,202
K	641	136.836	10,946.88	284,619
K	642	137.519	11,001.52	286,040
K	643	138.207	11,056.56	287,471
K	644	138.900	11,112.00	288,912
K	645	139.594	11,167.52	290,356
K	646	140.293	11,223.44	291,809
K	647	140.993	11,279.44	293,265
K	648	141.697	11,335.76	294,730
K	649	142.404	11,392.32	296,200
K	650	143.118	11,449.44	297,685
K	651	143.832	11,506.56	299,171
K	652	144.550	11,564.00	300,664
K	653	145.274	11,621.92	302,170
K	654	146.000	11,680.00	303,680
K	655	146.729	11,738.32	305,196
K	656	147.463	11,797.04	306,723
K	657	148.201	11,856.08	308,258
K	658	148.942	11,915.36	309,799
K	659	149.687	11,974.96	311,349
K	660	150.435	12,034.80	312,905
K	661	151.187	12,094.96	314,469
K	662	151.944	12,155.52	316,044
K	663	152.704	12,216.32	317,624
K	664	153.467	12,277.36	319,211
K	665	154.235	12,338.80	320,809

Effective June 1, 2017

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

GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	666	155.005	12,400.40	322,410
K	667	155.782	12,462.56	324,027
K	668	156.560	12,524.80	325,645
K	669	157.341	12,587.28	327,269
K	670	158.131	12,650.48	328,912
K	671	158.919	12,713.52	330,552
K	672	159.715	12,777.20	332,207
K	673	160.514	12,841.12	333,869
K	674	161.315	12,905.20	335,535
K	675	162.123	12,969.84	337,216
K	676	162.933	13,034.64	338,901
K	677	163.748	13,099.84	340,596
K	678	164.566	13,165.28	342,297
K	679	165.389	13,231.12	344,009
K	680	166.217	13,297.36	345,731
K	681	167.047	13,363.76	347,458
K	682	167.882	13,430.56	349,195
K	683	168.722	13,497.76	350,942
K	684	169.564	13,565.12	352,693
K	685	170.412	13,632.96	354,457
K	686	171.266	13,701.28	356,233
K	687	172.120	13,769.60	358,010
K	688	172.981	13,838.48	359,800
K	689	173.846	13,907.68	361,600
K	690	174.717	13,977.36	363,411
K	691	175.589	14,047.12	365,225
K	692	176.467	14,117.36	367,051
K	693	177.349	14,187.92	368,886
K	694	178.235	14,258.80	370,729
K	695	179.127	14,330.16	372,584

Effective June 1, 2017

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

GRADE	STEP	HOURLY	BIWEEKLY	ANNUAL
K	696	180.024	14,401.92	374,450
K	697	180.923	14,473.84	376,320
K	698	181.828	14,546.24	378,202
K	699	182.737	14,618.96	380,093
K	700	183.651	14,692.08	381,994
K	701	184.569	14,765.52	383,904
K	702	185.491	14,839.28	385,821
K	703	186.419	14,913.52	387,752
K	704	187.351	14,988.08	389,690
K	705	188.288	15,063.04	391,639
K	706	189.229	15,138.32	393,596
K	707	190.176	15,214.08	395,566
K	708	191.127	15,290.16	397,544
K	709	192.082	15,366.56	399,531
K	710	193.043	15,443.44	401,529
K	711	194.008	15,520.64	403,537
K	712	194.980	15,598.40	405,558
K	713	195.954	15,676.32	407,584
K	714	196.931	15,754.48	409,616
K	715	197.918	15,833.44	411,669
K	716	198.907	15,912.56	413,727
K	717	199.903	15,992.24	415,798
K	718	200.901	16,072.08	417,874
K	719	201.906	16,152.48	419,964
K	720	202.916	16,233.28	422,065
K	721	203.929	16,314.32	424,172
K	722	204.949	16,395.92	426,294
K	723	205.974	16,477.92	428,426
K	724	207.004	16,560.32	430,568
K	725	208.038	16,643.04	432,719

Effective June 1, 2017

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

GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	726	209.081	16,726.48	434,888
K	727	210.123	16,809.84	437,056
K	728	211.174	16,893.92	439,242
K	729	212.230	16,978.40	441,438
K	730	213.290	17,063.20	443,643
K	731	214.357	17,148.56	445,863
K	732	215.430	17,234.40	448,094
K	733	216.507	17,320.56	450,335
K	734	217.588	17,407.04	452,583
K	735	218.678	17,494.24	454,850
K	736	219.771	17,581.68	457,124
K	737	220.870	17,669.60	459,410
K	738	221.974	17,757.92	461,706
K	739	223.084	17,846.72	464,015
K	740	224.199	17,935.92	466,334
K	741	225.321	18,025.68	468,668
K	742	226.447	18,115.76	471,010
K	743	227.581	18,206.48	473,368
K	744	228.717	18,297.36	475,731
K	745	229.860	18,388.80	478,109
K	746	231.010	18,480.80	480,501
K	747	232.165	18,573.20	482,903
K	748	233.328	18,666.24	485,322
K	749	234.494	18,759.52	487,748
K	750	235.667	18,853.36	490,187
K	751	236.845	18,947.60	492,638
K	752	238.029	19,042.32	495,100
K	753	239.221	19,137.68	497,580
K	754	240.416	19,233.28	500,065
K	755	241.620	19,329.60	502,570

Effective June 1, 2017

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

GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	756	242.828	19,426.24	505,082
K	757	244.042	19,523.36	507,607
K	758	245.262	19,620.96	510,145
K	759	246.488	19,719.04	512,695
K	760	247.720	19,817.60	515,258
K	761	248.961	19,916.88	517,839
K	762	250.205	20,016.40	520,426
K	763	251.457	20,116.56	523,031
K	764	252.712	20,216.96	525,641
K	765	253.976	20,318.08	528,270
K	766	255.247	20,419.76	530,914
K	767	256.523	20,521.84	533,568
K	768	257.806	20,624.48	536,236
K	769	259.094	20,727.52	538,916
K	770	260.388	20,831.04	541,607
K	771	261.691	20,935.28	544,317
K	772	263.001	21,040.08	547,042
K	773	264.315	21,145.20	549,775
K	774	265.637	21,250.96	552,525
K	775	266.965	21,357.20	555,287
K	776	268.299	21,463.92	558,062
K	777	269.640	21,571.20	560,851
K	778	270.990	21,679.20	563,659
K	779	272.343	21,787.44	566,473
K	780	273.707	21,896.56	569,311
K	781	275.073	22,005.84	572,152
K	782	276.449	22,115.92	575,014
K	783	277.833	22,226.64	577,893
K	784	279.221	22,337.68	580,780
K	785	280.617	22,449.36	583,683

Effective June 1, 2017

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

GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	786	282.019	22,561.52	586,600
K	787	283.430	22,674.40	589,534
K	788	284.846	22,787.68	592,480
K	789	286.273	22,901.84	595,448
K	790	287.703	23,016.24	598,422
K	791	289.141	23,131.28	601,413
K	792	290.587	23,246.96	604,421
K	793	292.038	23,363.04	607,439
K	794	293.499	23,479.92	610,478
K	795	294.968	23,597.44	613,533
K	796	296.442	23,715.36	616,599
K	797	297.925	23,834.00	619,684
K	798	299.414	23,953.12	622,781
K	799	300.911	24,072.88	625,895
K	800	302.417	24,193.36	629,027
K	801	303.927	24,314.16	632,168
K	802	305.448	24,435.84	635,332
K	803	306.974	24,557.92	638,506
K	804	308.509	24,680.72	641,699
K	805	310.052	24,804.16	644,908
K	806	311.602	24,928.16	648,132
K	807	313.160	25,052.80	651,373
K	808	314.726	25,178.08	654,630
K	809	316.301	25,304.08	657,906
K	810	317.882	25,430.56	661,195
K	811	319.470	25,557.60	664,498
K	812	321.069	25,685.52	667,824
K	813	322.674	25,813.92	671,162
K	814	324.288	25,943.04	674,519
K	815	325.908	26,072.64	677,889

Effective June 1, 2017

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

GRADE	STEP	HOURLY	BIWEEKLY	ANNUAL
K	816	327.537	26,202.96	681,277
K	817	329.175	26,334.00	684,684
K	818	330.824	26,465.92	688,114
K	819	332.477	26,598.16	691,552
K	820	334.141	26,731.28	695,013
K	821	335.812	26,864.96	698,489
K	822	337.490	26,999.20	701,979
K	823	339.178	27,134.24	705,490
K	824	340.874	27,269.92	709,018
K	825	342.578	27,406.24	712,562
K	826	344.291	27,543.28	716,125
K	827	346.014	27,681.12	719,709
K	828	347.741	27,819.28	723,301
K	829	349.482	27,958.56	726,923
K	830	351.228	28,098.24	730,554

Effective June 1, 2013

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

<u>Grade</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>
PSY Hourly	46.868	49.760	51.271	52.304
Bi-Weekly	3,749.44	3,980.80	4,101.68	4,184.32
Annual	97,485	103,500	106,643	108,792

Effective June 1, 2014

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

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>
PSY Hourly	47.571	50.506	52.040	53.089
Bi-Weekly	3,805.68	4,040.48	4,163.20	4,247.12
Annual	98,947	105,052	108,243	110,425

Effective June 1, 2015

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

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>
PSY Hourly	48.522	51.516	53.081	54.151
Bi-Weekly	3,881.76	4,121.28	4,246.48	4,332.08
Annual	100,925	107,153	110,408	112,634

Effective December 1, 2015

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

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>
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

Effective December 1, 2016

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

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>
PSY Hourly	50.606	53.728	55.361	56.477
Bi-Weekly	4,048.48	4,298.24	4,428.88	4,518.16
Annual	105,260	111,754	115,150	117,472

Effective June 1, 2017

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

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>
PSY Hourly	51.618	54.803	56.468	57.607
Bi-Weekly	4,129.44	4,384.24	4,517.44	4,608.56
Annual	107,365	113,990	117,453	119,822

**APPENDIX C**

**Cook County Benefit Overview**

<b>HMO(s)</b>	<b>Benefits Effective until 11/30/2015</b>	<b>Benefits Effective 12/1/2015</b>
Classic Blue Option	In Effect	Eliminated
<i>Out of Pocket Maximum</i>	Drug Copays do not accumulate to OOP Max	All Copays accumulate to OOP Max
<i>Out of Pocket Maximum</i>	\$1,500 single / \$3,000 family	\$1,600 single / \$3,200 family
<i>Inpatient Facility</i>	\$100 copay per admit	\$100 copay per admit
<i>Preventive</i>	\$10 copay	\$0 copay (100% Covered)
<i>Other PCP / Urgent Care</i>	\$10 copay	\$15 copay
<i>Specialists</i>	\$10 copay	\$20 copay
<i>X-Ray / Diagnostic tests (performed in lab or hospital)</i>	\$0 copay	\$0 copay
<i>Accident / illness</i>	\$10 copay	\$15 copay
<i>Emergency Room</i>	\$40 copay	\$75 copay

<b>PPO</b>	<b>Benefits Effective until 11/30/2015</b>	<b>Benefits Effective 12/1/2015</b>
<i>Deductible and Out of Pocket Maximum</i>	Copay and Deductibles do not accumulate to OOP Max	Copay and Deductibles do accumulate to OOP Max
<i>Annual Deductible</i>	\$125 / \$250 (Single / Family) 2x Out of Network	\$350 / \$700 (Single / Family) 2x Out of Network
<i>Out of Pocket Maximum</i>	\$1,500/\$3,000 (Single / Family) 2x Out of Network	\$1,600/\$3,200 (Single / Family) 2x Out of Network
<i>Inpatient Facility</i>	90% In network / 60% Out of network	90% In network / 60% Out of network
<i>Preventive</i>	90% coinsurance after \$25 copay / 60% Out of network	\$0 copay (100% Covered)

<i>PCP</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of
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		network
<i>Specialists</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$35 copay / 60% Out of network
<i>X-Ray / Diagnostic tests (performed in lab or hospital)</i>	90% In network 60% Out of network	90% in network 60% Out of network
<i>Accident / Illness</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of network
<i>Emergency Room – In / Out of Network</i>	\$40 copay	\$75 copay

**Cook County Benefit Overview (Cont.)**

<b>Drug</b>	<b>Benefits Effective until 11/30/2015</b>	<b>Benefits Effective 12/1/2015</b>
<i>Prescription Drugs – Retail</i>	Generic: \$7 copay Brand Formulary: \$15 copay Brand Non-Formulary: \$25 copay Mail Order: 2 x retail	Generic: \$10 copay Brand Formulary: \$25 copay Brand Non-Formulary: \$40 copay Mail Order: 2 x retail
<i>Generic Step Therapy</i>	N/A	PBM's generic step therapy program
<i>Mandatory Maintenance Choice</i>	N/A	Mandatory mail-order for maintenance drugs

<b>Vision</b>	<b>Benefits Effective until 11/30/2015</b>	<b>Benefits Effective 12/1/2015</b>
<i>Eye Examination</i>	\$0 copay Once per 12 months	\$0 copay Once per 12 months
<i>Eyeglass Lenses*</i>	\$0 copay standard uncoated plastic Once per 12 months	\$0 copay standard uncoated plastic Once per 12 months
<i>Frames</i>	\$0 copay up to \$100 / Amount over \$100 less 10% Once per 24 months	\$0 copay up to \$100 / Amount over \$100 less 10% Once per 24 months
<i>Contact Lenses*</i>	\$0 copay up to \$100 Once per 12 months	\$0 copay up to \$100 Once per 12 months

*\*Either eyeglass lenses OR contact lenses are covered every 12 months*

**Cook County Benefit Overview (Cont.)**

<b>Dental – HMO</b>	<b>Benefits Effective until 11/30/2015</b>	<b>Benefits Effective 12/1/2015</b>
<i>Annual Deductible</i>	\$0 (None)	\$0 (None)
<i>Benefit Period Maximum</i>	None	None
<i>Preventive</i>	100% of Maximum Allowance Includes 2 exams / cleanings per benefit period; Includes fluoride treatments under age 19	Requires a Maximum Allowance Includes 2 exams / cleanings per benefit period; Includes fluoride treatments under age 19
<i>Basic Benefits</i>	Requires a copayment for each specific service; Copayments equal a discount of approximately 70%	Requires a copayment for each specific service; Copayments equal a discount of approximately 70%
<i>Major Services</i>	Requires a copayment for each specific service; Copayments equal a discount of approximately 60%	Requires a copayment for each specific service; Copayments equal a discount of approximately 60%
<i>Orthodontics</i>	Requires copayments; Copayments equal a discount of approximately 25%; Max one full course of treatment for dependent children under 19	Requires copayments; Copayments equal a discount of approximately 25%; Max one full course of treatment for dependent children under 19

<b>Dental – PPO</b>	<b>Benefits Effective until 11/30/2015</b>	<b>Benefits Effective 12/1/2015</b>
<i>Annual Deductible</i>	\$25 Individual / \$100 Family (In network) \$50 Individual / \$200 Family (Out of network)	\$25 Individual / \$100 Family (In network) \$50 Individual / \$200 Family (Out of network)

<i>Preventive (2 exams / cleanings per Benefit Period)</i>	100% of Maximum Allowance (In network) 80% of Maximum Allowance (Out of network)	100% of Maximum Allowance (In network) 80% of Maximum Allowance (Out of network)
<i>Primary Services X-Rays Space Maintainers</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Restorative Services Routine Fillings</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Emergency Services</i>	80% of Maximum Allowance (In network) 80% of Maximum Allowance (Out of network)	80% of Maximum Allowance (In network) 80% of Maximum Allowance (Out of network)
<i>Endodontics</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Periodontics</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Oral Surgery</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Prosthetics</i>	50% of Maximum Allowance (In and out	50% of Maximum Allowance (In and out

	of network)	of network)
<i>Orthodontics</i>	50% up to a lifetime max of \$1,250 (In and out of network)	50% up to a lifetime max of \$1,250 (In and out of network)

**Cook County Benefit Overview (Cont.)**

**Employee Contributions – As a Percentage of Salary (Pre-Tax)**

<b>Blue Advantage HMO</b>	<b>Effective until 11/30/2015</b>	<b>Effective 12/1/2015</b>	<b>Effective 12/1/2016</b>
Employee Only	0.50%	1.00%	1.50%
Employee + Spouse	1.00%	1.50%	2.00%
Employee + Child(ren)	0.75%	1.25%	1.75%
Employee + Family	1.25%	1.75%	2.25%

<b>PPO</b>	<b>Effective until 11/30/2015</b>	<b>Effective 12/1/2015</b>	<b>Effective 12/1/2016</b>
Employee Only	1.50%	2.00%	2.50%
Employee + Spouse	2.00%	2.50%	3.00%
Employee + Child(ren)	1.75%	2.25%	2.75%
Employee + Family	2.25%	2.75%	3.25%

<b>Dental</b>	<b>Effective until 11/30/2015</b>	<b>Effective 12/1/2015</b>	<b>Effective 12/1/2016</b>
HMO	\$0	\$0	\$0
PPO	\$0	\$0	\$0

<b>Vision</b>	<b>Effective until 11/30/2015</b>	<b>Effective 12/1/2015</b>	<b>Effective 12/1/2016</b>
Vision Plan	\$0	\$0	\$0

### **SIDE LETTER ON RECOGNITION**

The parties agree that the changes that were made to the Recognition Language of any Doctors Council SEIU Collective Bargaining Agreements in the recently concluded negotiations were only to clarify which bargaining unit the employee shall be under and not to exclude any bargaining unit employee or position from any of the bargaining units.

## SIDE LETTER

The Employer and the Union agree to explore the possibility of developing a new pay schedule for all bargaining units represented by the Union through negotiation and by mutual agreement.

The development and implementation of a new pay schedule shall be contingent on a review and amendment of all job titles. The Employer will provide a quarterly report on its progress on the review and amendment of job titles. Upon receipt of the quarterly update, the Union has thirty (30) days to provide any comments, questions, or concerns in writing to the Employer. Those comments, questions, and concerns will be addressed by the Employer in the following quarterly update.

A single pay schedule for all bargaining unit employees is the shared goal of the Employer and the Union. Any final pay schedule shall be negotiated and mutually agreed upon by the Employer and the Union. Any final pay schedule shall not decrease the current salaries of any bargaining unit employees.

The Union reserves all legal rights. By entering this agreement, the Union does not withdraw its current equity adjustment proposals. By entering this agreement, the Union does waive its rights to negotiate wages and/or terms and conditions of employment in the administration of the existing collective bargaining agreement.