

COOK COUNTY
**EXECUTIVE BUDGET
RECOMMENDATION**

VOL. 3:
Classification and
Compensation Schedule

2019

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President, Cook County Board of Commissioners



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GENERAL INTENT

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

POSITION CLASSIFICATION AND UNION PAY PLAN

SALARY SCHEDULES

The salary schedules, including a range of pay for each grade, are set forth in the schedules attached hereto.

In addition, there shall be a salary grade for salaries established by state statute, and salary grades which shall be used for flat or single rates, rather than salary ranges.

I. ENTRY RATE

A new employee entering the County service shall be paid the minimum salary provided in the salary grade in which the job has been placed. An employee who is separated from the County payroll for reasons other than disability, leave of absence or termination for cause shall be eligible to receive the salary received at the time of separation if the employee returns to the position held at the time of separation within 30 calendar days from the date of separation, unless otherwise required in the relevant collective bargaining agreement.

II. APPLICABILITY OF STEP PROGRESSION AND STEP PLACEMENT

Employees compensated according to the salary schedules shall be required to work a minimum of one year at each step, except where elsewhere provided for in this section.

In general, the following rules shall apply unless otherwise required in the relevant collective bargaining agreement:

- A. Step advances shall be granted upon completion of one year of continuous service in each step until the maximum salary is reached except as provided for personnel employed at the first step of the following salary schedules and grades:

| | |
|---------------|----------------------|
| SCHEDULE II | Grades FA through FF |
| SCHEDULE VIII | Grades CA through CK |
| SCHEDULE IX | Grades DA through DK |
- B. Anniversary step advancement will be effective the first full pay period following the employee's anniversary date.
- C. Eligibility for longevity step advancement and longevity step placement must be in conformance with the years of service requirements established in the respective salary schedules.
- D. Eligibility for step placement for Trades Apprentices shall be in accordance with provisions as set forth in agreement between the County and respective trades.

III. EXISTING RATES

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

No salary shall be raised if it exceeds the maximum salary of the salary grade in which the job has been placed.

An employee whose salary is within the limits of the salary grade in which the position is placed, but does not correspond to one of the established steps of the salary grade, shall be eligible for an increase to the first established step above the present salary at the time of the employee's next anniversary as required by the applicable collective bargaining agreement.

IV. TRANSFERS OR CHANGES OF POSITIONS

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

V. PROMOTIONS

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

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

*If an employee has been given a previous promotion within the same fiscal year, the employee shall be entitled to placement in the step of the new salary grade which will provide a salary increase at least one step above the salary received immediately prior to the time the promotion is made. However, in all cases such salary will be in conformity with the provisions of (A), (B), (C), (E) and (F) above.

In all cases of promotion, the effective date will set a new anniversary date and a new probationary period unless otherwise required in the relevant collective bargaining agreement.

VI. DEMOTIONS

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

- A. An employee demoted to a position in a lower salary grade shall have the rate of pay or salary adjusted in the new position to the same rate of pay of the new salary grade as in the grade from which the employee is demoted. The employee's anniversary date does not change.

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

VII. RECLASSIFICATION OF POSITIONS

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

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

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

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

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

VIII. UPGRADING OF POSITIONS

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

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

IX. DOWNGRADING OF POSITIONS

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

X. SALARY RATES BASED UPON FULL-TIME EMPLOYMENT

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

XI. PREVAILING RATE POSITIONS

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

XII. SALARIES AND WAGES OF EXTRA EMPLOYEES

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

XIII. CONTINUITY OF SERVICE

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

XIV. GENERAL PROVISIONS

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

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

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

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

Effective December 1, 2018

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
GENERAL**

| Grade | Entry Rate | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step | After 1 | After 1 | After 1 | |
|-------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|--|
| | | | | | | | | | | | Year at | Year at | Year at | |
| | | | | | | | | | | | Longevity | Longevity | Longevity | |
| | | | | | | | | | | | Rate & 10 | Rate & 15 | Rate & 20 | |
| | | | | | | | | | | | Years At | Years | Years | |
| | | | | | | | | | | | 5th Step | Service | Service | |
| 9 | Hourly | 13.784 | 15.316 | 16.011 | 16.790 | 17.601 | 18.412 | 19.288 | 19.837 | 20.036 | 20.626 | | | |
| | Bi-Weekly | 1,102.72 | 1,225.28 | 1,280.88 | 1,343.20 | 1,408.08 | 1,472.96 | 1,543.04 | 1,586.96 | 1,602.88 | 1,650.08 | | | |
| | Annual | 28,670 | 31,857 | 33,302 | 34,923 | 36,610 | 38,296 | 40,119 | 41,260 | 41,674 | 42,902 | | | |
| 10 | Hourly | 14.766 | 16.405 | 17.172 | 17.979 | 18.849 | 19.755 | 20.679 | 21.073 | 21.296 | 21.926 | | | |
| | Bi-Weekly | 1,181.28 | 1,312.40 | 1,373.76 | 1,438.32 | 1,507.92 | 1,580.40 | 1,654.32 | 1,685.84 | 1,703.68 | 1,754.08 | | | |
| | Annual | 30,713 | 34,122 | 35,717 | 37,396 | 39,205 | 41,090 | 43,012 | 43,831 | 44,295 | 45,606 | | | |
| 11 | Hourly | 15.840 | 17.601 | 18.412 | 19.289 | 20.189 | 21.187 | 22.260 | 22.707 | 22.916 | 23.619 | | | |
| | Bi-Weekly | 1,267.20 | 1,408.08 | 1,472.96 | 1,543.12 | 1,615.12 | 1,694.96 | 1,780.80 | 1,816.56 | 1,833.28 | 1,889.52 | | | |
| | Annual | 32,947 | 36,610 | 38,296 | 40,121 | 41,993 | 44,068 | 46,300 | 47,230 | 47,665 | 49,127 | | | |
| 12 | Hourly | 16.965 | 18.850 | 19.755 | 20.679 | 21.676 | 22.790 | 23.846 | 24.312 | 24.555 | 25.301 | | | |
| | Bi-Weekly | 1,357.20 | 1,508.00 | 1,580.40 | 1,654.32 | 1,734.08 | 1,823.20 | 1,907.68 | 1,944.96 | 1,964.40 | 2,024.08 | | | |
| | Annual | 35,287 | 39,208 | 41,090 | 43,012 | 45,086 | 47,403 | 49,599 | 50,568 | 51,074 | 52,626 | | | |
| 13 | Hourly | 18.170 | 20.189 | 21.187 | 22.260 | 23.335 | 24.392 | 25.613 | 26.124 | 26.374 | 27.172 | | | |
| | Bi-Weekly | 1,453.60 | 1,615.12 | 1,694.96 | 1,780.80 | 1,866.80 | 1,951.36 | 2,049.04 | 2,089.92 | 2,109.92 | 2,173.76 | | | |
| | Annual | 37,793 | 41,993 | 44,068 | 46,300 | 48,536 | 50,735 | 53,275 | 54,337 | 54,857 | 56,517 | | | |
| 14 | Hourly | 19.442 | 21.602 | 22.790 | 23.846 | 25.049 | 26.235 | 27.481 | 28.048 | 28.327 | 29.182 | | | |
| | Bi-Weekly | 1,555.36 | 1,728.16 | 1,823.20 | 1,907.68 | 2,003.92 | 2,098.80 | 2,198.48 | 2,243.84 | 2,266.16 | 2,334.56 | | | |
| | Annual | 40,439 | 44,932 | 47,403 | 49,599 | 52,101 | 54,568 | 57,160 | 58,339 | 58,920 | 60,698 | | | |
| 15 | Hourly | 21.002 | 23.335 | 24.392 | 25.613 | 26.881 | 28.231 | 29.561 | 30.157 | 30.465 | 31.373 | | | |
| | Bi-Weekly | 1,680.16 | 1,866.80 | 1,951.36 | 2,049.04 | 2,150.48 | 2,258.48 | 2,364.88 | 2,412.56 | 2,437.20 | 2,509.84 | | | |
| | Annual | 43,684 | 48,536 | 50,735 | 53,275 | 55,912 | 58,720 | 61,486 | 62,726 | 63,367 | 65,255 | | | |
| 16 | Hourly | 22.544 | 25.049 | 26.236 | 27.481 | 28.795 | 30.183 | 31.583 | 32.234 | 32.546 | 33.528 | | | |
| | Bi-Weekly | 1,803.52 | 2,003.92 | 2,098.88 | 2,198.48 | 2,303.60 | 2,414.64 | 2,526.64 | 2,578.72 | 2,603.68 | 2,682.24 | | | |
| | Annual | 46,891 | 52,101 | 54,570 | 57,160 | 59,893 | 62,780 | 65,692 | 67,046 | 67,695 | 69,738 | | | |
| 17 | Hourly | 24.193 | 26.881 | 28.233 | 29.561 | 30.936 | 32.465 | 34.071 | 34.736 | 35.069 | 36.129 | | | |
| | Bi-Weekly | 1,935.44 | 2,150.48 | 2,258.64 | 2,364.88 | 2,474.88 | 2,597.20 | 2,725.68 | 2,778.88 | 2,805.52 | 2,890.32 | | | |
| | Annual | 50,321 | 55,912 | 58,724 | 61,486 | 64,346 | 67,527 | 70,867 | 72,250 | 72,943 | 75,148 | | | |
| 18 | Hourly | 25.916 | 28.795 | 30.183 | 31.583 | 33.154 | 34.682 | 36.395 | 37.139 | 37.491 | 38.651 | | | |
| | Bi-Weekly | 2,073.28 | 2,303.60 | 2,414.64 | 2,526.64 | 2,652.32 | 2,774.56 | 2,911.60 | 2,971.12 | 2,999.28 | 3,092.08 | | | |
| | Annual | 53,905 | 59,893 | 62,780 | 65,692 | 68,960 | 72,138 | 75,701 | 77,249 | 77,981 | 80,394 | | | |
| 19 | Hourly | 28.425 | 31.583 | 33.154 | 34.682 | 36.395 | 38.115 | 39.942 | 40.549 | 40.945 | 42.185 | | | |
| | Bi-Weekly | 2,274.00 | 2,526.64 | 2,652.32 | 2,774.56 | 2,911.60 | 3,049.20 | 3,195.36 | 3,243.92 | 3,275.60 | 3,374.80 | | | |
| | Annual | 59,124 | 65,692 | 68,960 | 72,138 | 75,701 | 79,279 | 83,079 | 84,341 | 85,165 | 87,744 | | | |
| 20 | Hourly | 31.214 | 34.682 | 36.395 | 38.115 | 39.942 | 41.827 | 43.869 | 44.513 | 44.944 | 46.300 | | | |
| | Bi-Weekly | 2,497.12 | 2,774.56 | 2,911.60 | 3,049.20 | 3,195.36 | 3,346.16 | 3,509.52 | 3,561.04 | 3,595.52 | 3,704.00 | | | |
| | Annual | 64,925 | 72,138 | 75,701 | 79,279 | 83,079 | 87,000 | 91,247 | 92,587 | 93,483 | 96,304 | | | |
| 21 | Hourly | 34.304 | 38.115 | 39.942 | 41.827 | 43.869 | 45.951 | 48.187 | 48.901 | 49.388 | 50.887 | | | |
| | Bi-Weekly | 2,744.32 | 3,049.20 | 3,195.36 | 3,346.16 | 3,509.52 | 3,676.08 | 3,854.96 | 3,912.08 | 3,951.04 | 4,070.96 | | | |
| | Annual | 71,352 | 79,279 | 83,079 | 87,000 | 91,247 | 95,578 | 100,228 | 101,714 | 102,727 | 105,844 | | | |
| 22 | Hourly | 37.644 | 41.827 | 43.869 | 45.951 | 48.187 | 50.425 | 52.855 | 53.632 | 54.165 | 55.789 | | | |
| | Bi-Weekly | 3,011.52 | 3,346.16 | 3,509.52 | 3,676.08 | 3,854.96 | 4,034.00 | 4,228.40 | 4,290.56 | 4,333.20 | 4,463.12 | | | |
| | Annual | 78,299 | 87,000 | 91,247 | 95,578 | 100,228 | 104,884 | 109,938 | 111,554 | 112,663 | 116,041 | | | |
| 23 | Hourly | 39.482 | 43.869 | 45.951 | 48.187 | 50.425 | 52.855 | 55.486 | 56.308 | 56.869 | 58.588 | | | |
| | Bi-Weekly | 3,158.56 | 3,509.52 | 3,676.08 | 3,854.96 | 4,034.00 | 4,228.40 | 4,438.88 | 4,504.64 | 4,549.52 | 4,687.04 | | | |
| | Annual | 82,122 | 91,247 | 95,578 | 100,228 | 104,884 | 109,938 | 115,410 | 117,120 | 118,287 | 121,863 | | | |

Effective June 1, 2019

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
GENERAL**

| Grade | | Entry Rate | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step | After 1 | After 1 | After 1 |
|-------|-----------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|
| | | | | | | | | | | | | Year at | Year at | Year at |
| | | | | | | | | | | | | Longevity | Longevity | Longevity |
| | | | | | | | | | | | | Rate & 10 | Rate & 15 | Rate & 20 |
| | | | | | | | | | | | | Years At | Years | Years |
| | | | | | | | | | | | | 5th Step | Service | Service |
| 9 | Hourly | 14.060 | 15.622 | 16.331 | 17.126 | 17.953 | 18.780 | 19.675 | 20.234 | 20.437 | 21.039 | | | |
| | Bi-Weekly | 1,124.80 | 1,249.76 | 1,306.48 | 1,370.08 | 1,436.24 | 1,502.40 | 1,574.00 | 1,618.72 | 1,634.96 | 1,683.12 | | | |
| | Annual | 29,244 | 32,493 | 33,968 | 35,622 | 37,342 | 39,062 | 40,924 | 42,086 | 42,508 | 43,761 | | | |
| 10 | Hourly | 15.061 | 16.733 | 17.515 | 18.339 | 19.226 | 20.150 | 21.093 | 21.494 | 21.722 | 22.365 | | | |
| | Bi-Weekly | 1,204.88 | 1,338.64 | 1,401.20 | 1,467.12 | 1,538.08 | 1,612.00 | 1,687.44 | 1,719.52 | 1,737.76 | 1,789.20 | | | |
| | Annual | 31,326 | 34,804 | 36,431 | 38,145 | 39,990 | 41,912 | 43,873 | 44,707 | 45,181 | 46,519 | | | |
| 11 | Hourly | 16.157 | 17.953 | 18.780 | 19.675 | 20.593 | 21.611 | 22.705 | 23.161 | 23.374 | 24.091 | | | |
| | Bi-Weekly | 1,292.56 | 1,436.24 | 1,502.40 | 1,574.00 | 1,647.44 | 1,728.88 | 1,816.40 | 1,852.88 | 1,869.92 | 1,927.28 | | | |
| | Annual | 33,606 | 37,342 | 39,062 | 40,924 | 42,833 | 44,950 | 47,226 | 48,174 | 48,617 | 50,109 | | | |
| 12 | Hourly | 17.304 | 19.226 | 20.150 | 21.093 | 22.110 | 23.246 | 24.323 | 24.798 | 25.046 | 25.807 | | | |
| | Bi-Weekly | 1,384.32 | 1,538.08 | 1,612.00 | 1,687.44 | 1,768.80 | 1,859.68 | 1,945.84 | 1,983.84 | 2,003.68 | 2,064.56 | | | |
| | Annual | 35,992 | 39,990 | 41,912 | 43,873 | 45,988 | 48,351 | 50,591 | 51,579 | 52,095 | 53,678 | | | |
| 13 | Hourly | 18.533 | 20.593 | 21.611 | 22.705 | 23.802 | 24.880 | 26.125 | 26.646 | 26.901 | 27.715 | | | |
| | Bi-Weekly | 1,482.64 | 1,647.44 | 1,728.88 | 1,816.40 | 1,904.16 | 1,990.40 | 2,090.00 | 2,131.68 | 2,152.08 | 2,217.20 | | | |
| | Annual | 38,548 | 42,833 | 44,950 | 47,226 | 49,508 | 51,750 | 54,340 | 55,423 | 55,954 | 57,647 | | | |
| 14 | Hourly | 19.831 | 22.110 | 23.246 | 24.323 | 25.550 | 26.760 | 28.031 | 28.609 | 28.894 | 29.766 | | | |
| | Bi-Weekly | 1,586.48 | 1,768.80 | 1,859.68 | 1,945.84 | 2,044.00 | 2,140.80 | 2,242.48 | 2,288.72 | 2,311.52 | 2,381.28 | | | |
| | Annual | 41,248 | 45,988 | 48,351 | 50,591 | 53,144 | 55,660 | 58,304 | 59,506 | 60,099 | 61,913 | | | |
| 15 | Hourly | 21.422 | 23.802 | 24.880 | 26.125 | 27.419 | 28.796 | 30.152 | 30.760 | 31.074 | 32.000 | | | |
| | Bi-Weekly | 1,713.76 | 1,904.16 | 1,990.40 | 2,090.00 | 2,193.52 | 2,303.68 | 2,412.16 | 2,460.80 | 2,485.92 | 2,560.00 | | | |
| | Annual | 44,557 | 49,508 | 51,750 | 54,340 | 57,031 | 59,895 | 62,716 | 63,980 | 64,633 | 66,560 | | | |
| 16 | Hourly | 22.995 | 25.550 | 26.760 | 28.031 | 29.371 | 30.788 | 32.215 | 32.879 | 33.198 | 34.198 | | | |
| | Bi-Weekly | 1,839.60 | 2,044.00 | 2,140.80 | 2,242.48 | 2,349.68 | 2,463.04 | 2,577.20 | 2,630.32 | 2,655.84 | 2,735.84 | | | |
| | Annual | 47,829 | 53,144 | 55,660 | 58,304 | 61,091 | 64,039 | 67,007 | 68,388 | 69,051 | 71,131 | | | |
| 17 | Hourly | 24.677 | 27.419 | 28.796 | 30.152 | 31.555 | 33.114 | 34.752 | 35.431 | 35.771 | 36.852 | | | |
| | Bi-Weekly | 1,974.16 | 2,193.52 | 2,303.68 | 2,412.16 | 2,524.40 | 2,649.12 | 2,780.16 | 2,834.48 | 2,861.68 | 2,948.16 | | | |
| | Annual | 51,328 | 57,031 | 59,895 | 62,716 | 65,634 | 68,877 | 72,284 | 73,696 | 74,403 | 76,652 | | | |
| 18 | Hourly | 26.434 | 29.371 | 30.788 | 32.215 | 33.817 | 35.376 | 37.123 | 37.882 | 38.241 | 39.424 | | | |
| | Bi-Weekly | 2,114.72 | 2,349.68 | 2,463.04 | 2,577.20 | 2,705.36 | 2,830.08 | 2,969.84 | 3,030.56 | 3,059.28 | 3,153.92 | | | |
| | Annual | 54,982 | 61,091 | 64,039 | 67,007 | 70,339 | 73,582 | 77,215 | 78,794 | 79,541 | 82,001 | | | |
| 19 | Hourly | 28.994 | 32.215 | 33.817 | 35.376 | 37.123 | 38.877 | 40.741 | 41.360 | 41.764 | 43.029 | | | |
| | Bi-Weekly | 2,319.52 | 2,577.20 | 2,705.36 | 2,830.08 | 2,969.84 | 3,110.16 | 3,259.28 | 3,308.80 | 3,341.12 | 3,442.32 | | | |
| | Annual | 60,307 | 67,007 | 70,339 | 73,582 | 77,215 | 80,864 | 84,741 | 86,028 | 86,869 | 89,500 | | | |
| 20 | Hourly | 31.838 | 35.376 | 37.123 | 38.877 | 40.741 | 42.664 | 44.746 | 45.403 | 45.843 | 47.226 | | | |
| | Bi-Weekly | 2,547.04 | 2,830.08 | 2,969.84 | 3,110.16 | 3,259.28 | 3,413.12 | 3,579.68 | 3,632.24 | 3,667.44 | 3,778.08 | | | |
| | Annual | 66,223 | 73,582 | 77,215 | 80,864 | 84,741 | 88,741 | 93,071 | 94,438 | 95,353 | 98,230 | | | |
| 21 | Hourly | 34.990 | 38.877 | 40.741 | 42.664 | 44.746 | 46.870 | 49.151 | 49.879 | 50.376 | 51.905 | | | |
| | Bi-Weekly | 2,799.20 | 3,110.16 | 3,259.28 | 3,413.12 | 3,579.68 | 3,749.60 | 3,932.08 | 3,990.32 | 4,030.08 | 4,152.40 | | | |
| | Annual | 72,779 | 80,864 | 84,741 | 88,741 | 93,071 | 97,489 | 102,234 | 103,748 | 104,782 | 107,962 | | | |
| 22 | Hourly | 38.397 | 42.664 | 44.746 | 46.870 | 49.151 | 51.434 | 53.912 | 54.705 | 55.248 | 56.905 | | | |
| | Bi-Weekly | 3,071.76 | 3,413.12 | 3,579.68 | 3,749.60 | 3,932.08 | 4,114.72 | 4,312.96 | 4,376.40 | 4,419.84 | 4,552.40 | | | |
| | Annual | 79,865 | 88,741 | 93,071 | 97,489 | 102,234 | 106,982 | 112,136 | 113,786 | 114,915 | 118,362 | | | |
| 23 | Hourly | 40.272 | 44.746 | 46.870 | 49.151 | 51.434 | 53.912 | 56.596 | 57.434 | 58.006 | 59.760 | | | |
| | Bi-Weekly | 3,221.76 | 3,579.68 | 3,749.60 | 3,932.08 | 4,114.72 | 4,312.96 | 4,527.68 | 4,594.72 | 4,640.48 | 4,780.80 | | | |
| | Annual | 83,765 | 93,071 | 97,489 | 102,234 | 106,982 | 112,136 | 117,719 | 119,462 | 120,652 | 124,300 | | | |

Effective December 1, 2018

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

| Grade | Entry Rate | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step | | After 1 | After 1 | After 1 |
|-------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-------------|-------------|-------------|
| | | | | | | | | | | | | Year at 1st | Year at 2nd | Year at 3rd |
| | | | | | | | | | | | | Longevity | Longevity | Longevity |
| | | | | | | | | | | | | Rate & 10 | Rate & 15 | Rate & 20 |
| | | | | | | | | | | | | Years | Years | Years |
| | | | | | | | | | | | | Service | Service | Service |
| | | | | | | | | | | | | After 2 | After 2 | After 2 |
| | | | | | | | | | | | | Years At | Years At | Years At |
| | | | | | | | | | | | | 5th Step | 5th Step | 5th Step |
| 9 | Hourly | 13.784 | 15.316 | 16.011 | 16.790 | 17.601 | 18.412 | 19.288 | 19.837 | 20.036 | 20.626 | | | |
| | Bi-Weekly | 1,102.72 | 1,225.28 | 1,280.88 | 1,343.20 | 1,408.08 | 1,472.96 | 1,543.04 | 1,586.96 | 1,602.88 | 1,650.08 | | | |
| | Annual | 28,670 | 31,857 | 33,302 | 34,923 | 36,610 | 38,296 | 40,119 | 41,260 | 41,674 | 42,902 | | | |
| 10 | Hourly | 14.765 | 16.405 | 17.172 | 17.979 | 18.850 | 19.755 | 20.679 | 21.073 | 21.296 | 21.927 | | | |
| | Bi-Weekly | 1,181.20 | 1,312.40 | 1,373.76 | 1,438.32 | 1,508.00 | 1,580.40 | 1,654.32 | 1,685.84 | 1,703.68 | 1,754.16 | | | |
| | Annual | 30,711 | 34,122 | 35,717 | 37,396 | 39,208 | 41,090 | 43,012 | 43,831 | 44,295 | 45,608 | | | |
| 11 | Hourly | 15.840 | 17.600 | 18.412 | 19.288 | 20.189 | 21.187 | 22.262 | 22.707 | 22.916 | 23.620 | | | |
| | Bi-Weekly | 1,267.20 | 1,408.00 | 1,472.96 | 1,543.04 | 1,615.12 | 1,694.96 | 1,780.96 | 1,816.56 | 1,833.28 | 1,889.60 | | | |
| | Annual | 32,947 | 36,608 | 38,296 | 40,119 | 41,993 | 44,068 | 46,304 | 47,230 | 47,665 | 49,129 | | | |
| 12 | Hourly | 16.965 | 18.850 | 19.755 | 20.679 | 21.677 | 22.789 | 23.845 | 24.312 | 24.555 | 25.302 | | | |
| | Bi-Weekly | 1,357.20 | 1,508.00 | 1,580.40 | 1,654.32 | 1,734.16 | 1,823.12 | 1,907.60 | 1,944.96 | 1,964.40 | 2,024.16 | | | |
| | Annual | 35,287 | 39,208 | 41,090 | 43,012 | 45,088 | 47,401 | 49,597 | 50,568 | 51,074 | 52,628 | | | |
| 13 | Hourly | 18.170 | 20.189 | 21.187 | 22.262 | 23.335 | 24.392 | 25.614 | 26.124 | 26.374 | 27.172 | | | |
| | Bi-Weekly | 1,453.60 | 1,615.12 | 1,694.96 | 1,780.96 | 1,866.80 | 1,951.36 | 2,049.12 | 2,089.92 | 2,109.92 | 2,173.76 | | | |
| | Annual | 37,793 | 41,993 | 44,068 | 46,304 | 48,536 | 50,735 | 53,277 | 54,337 | 54,857 | 56,517 | | | |
| 14 | Hourly | 19.509 | 21.677 | 22.789 | 23.845 | 25.049 | 26.236 | 27.481 | 28.048 | 28.328 | 29.183 | | | |
| | Bi-Weekly | 1,560.72 | 1,734.16 | 1,823.12 | 1,907.60 | 2,003.92 | 2,098.88 | 2,198.48 | 2,243.84 | 2,266.24 | 2,334.64 | | | |
| | Annual | 40,578 | 45,088 | 47,401 | 49,597 | 52,101 | 54,570 | 57,160 | 58,339 | 58,922 | 60,700 | | | |
| 15 | Hourly | 21.002 | 23.335 | 24.392 | 25.614 | 26.881 | 28.233 | 29.561 | 30.157 | 30.465 | 31.374 | | | |
| | Bi-Weekly | 1,680.16 | 1,866.80 | 1,951.36 | 2,049.12 | 2,150.48 | 2,258.64 | 2,364.88 | 2,412.56 | 2,437.20 | 2,509.92 | | | |
| | Annual | 43,684 | 48,536 | 50,735 | 53,277 | 55,912 | 58,724 | 61,486 | 62,726 | 63,367 | 65,257 | | | |
| 16 | Hourly | 22.544 | 25.049 | 26.236 | 27.481 | 28.795 | 30.183 | 31.583 | 32.234 | 32.546 | 33.528 | | | |
| | Bi-Weekly | 1,803.52 | 2,003.92 | 2,098.88 | 2,198.48 | 2,303.60 | 2,414.64 | 2,526.64 | 2,578.72 | 2,603.68 | 2,682.24 | | | |
| | Annual | 46,891 | 52,101 | 54,570 | 57,160 | 59,893 | 62,780 | 65,692 | 67,046 | 67,695 | 69,738 | | | |
| 17 | Hourly | 24.193 | 26.881 | 28.233 | 29.561 | 30.936 | 32.465 | 34.071 | 34.736 | 35.069 | 36.129 | | | |
| | Bi-Weekly | 1,935.44 | 2,150.48 | 2,258.64 | 2,364.88 | 2,474.88 | 2,597.20 | 2,725.68 | 2,778.88 | 2,805.52 | 2,890.32 | | | |
| | Annual | 50,321 | 55,912 | 58,724 | 61,486 | 64,346 | 67,527 | 70,867 | 72,250 | 72,943 | 75,148 | | | |
| 18 | Hourly | 25.916 | 28.795 | 30.183 | 31.583 | 33.154 | 34.682 | 36.394 | 37.139 | 37.491 | 38.651 | | | |
| | Bi-Weekly | 2,073.28 | 2,303.60 | 2,414.64 | 2,526.64 | 2,652.32 | 2,774.56 | 2,911.52 | 2,971.12 | 2,999.28 | 3,092.08 | | | |
| | Annual | 53,905 | 59,893 | 62,780 | 65,692 | 68,960 | 72,138 | 75,699 | 77,249 | 77,981 | 80,394 | | | |
| 19 | Hourly | 28.425 | 31.583 | 33.154 | 34.682 | 36.394 | 38.115 | 39.941 | 40.549 | 40.945 | 42.185 | | | |
| | Bi-Weekly | 2,274.00 | 2,526.64 | 2,652.32 | 2,774.56 | 2,911.52 | 3,049.20 | 3,195.28 | 3,243.92 | 3,275.60 | 3,374.80 | | | |
| | Annual | 59,124 | 65,692 | 68,960 | 72,138 | 75,699 | 79,279 | 83,077 | 84,341 | 85,165 | 87,744 | | | |
| 20 | Hourly | 31.214 | 34.682 | 36.394 | 38.115 | 39.941 | 41.827 | 43.870 | 44.513 | 44.944 | 46.300 | | | |
| | Bi-Weekly | 2,497.12 | 2,774.56 | 2,911.52 | 3,049.20 | 3,195.28 | 3,346.16 | 3,509.60 | 3,561.04 | 3,595.52 | 3,704.00 | | | |
| | Annual | 64,925 | 72,138 | 75,699 | 79,279 | 83,077 | 87,000 | 91,249 | 92,587 | 93,483 | 96,304 | | | |
| 21 | Hourly | 34.304 | 38.115 | 39.941 | 41.827 | 43.870 | 45.951 | 48.186 | 48.901 | 49.387 | 50.888 | | | |
| | Bi-Weekly | 2,744.32 | 3,049.20 | 3,195.28 | 3,346.16 | 3,509.60 | 3,676.08 | 3,854.88 | 3,912.08 | 3,950.96 | 4,071.04 | | | |
| | Annual | 71,352 | 79,279 | 83,077 | 87,000 | 91,249 | 95,578 | 100,226 | 101,714 | 102,724 | 105,847 | | | |
| 22 | Hourly | 37.644 | 41.827 | 43.870 | 45.951 | 48.186 | 50.426 | 52.855 | 53.631 | 54.165 | 55.788 | | | |
| | Bi-Weekly | 3,011.52 | 3,346.16 | 3,509.60 | 3,676.08 | 3,854.88 | 4,034.08 | 4,228.40 | 4,290.48 | 4,333.20 | 4,463.04 | | | |
| | Annual | 78,299 | 87,000 | 91,249 | 95,578 | 100,226 | 104,886 | 109,938 | 111,552 | 112,663 | 116,039 | | | |
| 23 | Hourly | 39.483 | 43.870 | 45.951 | 48.186 | 50.426 | 52.855 | 55.486 | 56.307 | 56.869 | 58.588 | | | |
| | Bi-Weekly | 3,158.64 | 3,509.60 | 3,676.08 | 3,854.88 | 4,034.08 | 4,228.40 | 4,438.88 | 4,504.56 | 4,549.52 | 4,687.04 | | | |
| | Annual | 82,124 | 91,249 | 95,578 | 100,226 | 104,886 | 109,938 | 115,410 | 117,118 | 118,287 | 121,863 | | | |

Effective June 1, 2019

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

| <u>Grade</u> | <u>Entry Rate</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>After 1</u> | <u>After 1</u> | <u>After 1</u> | |
|--------------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--------------------|----------------------|----------------------|----------------------|
| | | | | | | | | | | | <u>Year at 1st</u> | <u>Year at 2nd</u> | <u>Year at 3rd</u> | |
| | | | | | | | | | | | <u>Longevity</u> | <u>Rate & 10</u> | <u>Rate & 15</u> | <u>Rate & 20</u> |
| | | | | | | | | | | | <u>Years At</u> | <u>Years</u> | <u>Years</u> | <u>Years</u> |
| | | | | | | | | | | | <u>5th Step</u> | <u>Service</u> | <u>Service</u> | <u>Service</u> |
| 9 | Hourly | 14.060 | 15.622 | 16.331 | 17.126 | 17.953 | 18.780 | 19.674 | 20.234 | 21.039 | | | | |
| | Bi-Weekly | 1,124.80 | 1,249.76 | 1,306.48 | 1,370.08 | 1,436.24 | 1,502.40 | 1,573.92 | 1,618.72 | 1,683.12 | | | | |
| | Annual | 29,244 | 32,493 | 33,968 | 35,622 | 37,342 | 39,062 | 40,921 | 42,086 | 43,761 | | | | |
| 10 | Hourly | 15.060 | 16.733 | 17.515 | 18.339 | 19.227 | 20.150 | 21.093 | 21.494 | 22.366 | | | | |
| | Bi-Weekly | 1,204.80 | 1,338.64 | 1,401.20 | 1,467.12 | 1,538.16 | 1,612.00 | 1,687.44 | 1,719.52 | 1,789.28 | | | | |
| | Annual | 31,324 | 34,804 | 36,431 | 38,145 | 39,992 | 41,912 | 43,873 | 44,707 | 46,521 | | | | |
| 11 | Hourly | 16.157 | 17.952 | 18.780 | 19.674 | 20.593 | 21.611 | 22.707 | 23.161 | 24.092 | | | | |
| | Bi-Weekly | 1,292.56 | 1,436.16 | 1,502.40 | 1,573.92 | 1,647.44 | 1,728.88 | 1,816.56 | 1,852.88 | 1,927.36 | | | | |
| | Annual | 33,606 | 37,340 | 39,062 | 40,921 | 42,833 | 44,950 | 47,230 | 48,174 | 50,111 | | | | |
| 12 | Hourly | 17.304 | 19.227 | 20.150 | 21.093 | 22.111 | 23.245 | 24.322 | 24.798 | 25.808 | | | | |
| | Bi-Weekly | 1,384.32 | 1,538.16 | 1,612.00 | 1,687.44 | 1,768.88 | 1,859.60 | 1,945.76 | 1,983.84 | 2,064.64 | | | | |
| | Annual | 35,992 | 39,992 | 41,912 | 43,873 | 45,990 | 48,349 | 50,589 | 51,579 | 53,680 | | | | |
| 13 | Hourly | 18.533 | 20.593 | 21.611 | 22.707 | 23.802 | 24.880 | 26.126 | 26.646 | 27.715 | | | | |
| | Bi-Weekly | 1,482.64 | 1,647.44 | 1,728.88 | 1,816.56 | 1,904.16 | 1,990.40 | 2,090.08 | 2,131.68 | 2,217.20 | | | | |
| | Annual | 38,548 | 42,833 | 44,950 | 47,230 | 49,508 | 51,750 | 54,342 | 55,423 | 57,647 | | | | |
| 14 | Hourly | 19.899 | 22.111 | 23.245 | 24.322 | 25.550 | 26.761 | 28.031 | 28.609 | 29.767 | | | | |
| | Bi-Weekly | 1,591.92 | 1,768.88 | 1,859.60 | 1,945.76 | 2,044.00 | 2,140.88 | 2,242.48 | 2,288.72 | 2,381.36 | | | | |
| | Annual | 41,389 | 45,990 | 48,349 | 50,589 | 53,144 | 55,662 | 58,304 | 59,506 | 61,915 | | | | |
| 15 | Hourly | 21.422 | 23.802 | 24.880 | 26.126 | 27.419 | 28.798 | 30.152 | 30.760 | 32.001 | | | | |
| | Bi-Weekly | 1,713.76 | 1,904.16 | 1,990.40 | 2,090.08 | 2,193.52 | 2,303.84 | 2,412.16 | 2,460.80 | 2,560.08 | | | | |
| | Annual | 44,557 | 49,508 | 51,750 | 54,342 | 57,031 | 59,899 | 62,716 | 63,980 | 66,562 | | | | |
| 16 | Hourly | 22.995 | 25.550 | 26.761 | 28.031 | 29.371 | 30.787 | 32.215 | 32.879 | 34.199 | | | | |
| | Bi-Weekly | 1,839.60 | 2,044.00 | 2,140.88 | 2,242.48 | 2,349.68 | 2,462.96 | 2,577.20 | 2,630.32 | 2,735.92 | | | | |
| | Annual | 47,829 | 53,144 | 55,662 | 58,304 | 61,091 | 64,036 | 67,007 | 68,388 | 71,133 | | | | |
| 17 | Hourly | 24.677 | 27.419 | 28.798 | 30.152 | 31.555 | 33.114 | 34.752 | 35.431 | 36.852 | | | | |
| | Bi-Weekly | 1,974.16 | 2,193.52 | 2,303.84 | 2,412.16 | 2,524.40 | 2,649.12 | 2,780.16 | 2,834.48 | 2,948.16 | | | | |
| | Annual | 51,328 | 57,031 | 59,899 | 62,716 | 65,634 | 68,877 | 72,284 | 73,696 | 76,652 | | | | |
| 18 | Hourly | 26.434 | 29.371 | 30.787 | 32.215 | 33.817 | 35.376 | 37.122 | 37.882 | 39.424 | | | | |
| | Bi-Weekly | 2,114.72 | 2,349.68 | 2,462.96 | 2,577.20 | 2,705.36 | 2,830.08 | 2,969.76 | 3,030.56 | 3,153.92 | | | | |
| | Annual | 54,982 | 61,091 | 64,036 | 67,007 | 70,339 | 73,582 | 77,213 | 78,794 | 82,001 | | | | |
| 19 | Hourly | 28.994 | 32.215 | 33.817 | 35.376 | 37.122 | 38.877 | 40.740 | 41.360 | 43.029 | | | | |
| | Bi-Weekly | 2,319.52 | 2,577.20 | 2,705.36 | 2,830.08 | 2,969.76 | 3,110.16 | 3,259.20 | 3,308.80 | 3,442.32 | | | | |
| | Annual | 60,307 | 67,007 | 70,339 | 73,582 | 77,213 | 80,864 | 84,739 | 86,028 | 89,500 | | | | |
| 20 | Hourly | 31.838 | 35.376 | 37.122 | 38.877 | 40.740 | 42.664 | 44.747 | 45.403 | 47.226 | | | | |
| | Bi-Weekly | 2,547.04 | 2,830.08 | 2,969.76 | 3,110.16 | 3,259.20 | 3,413.12 | 3,579.76 | 3,632.24 | 3,778.08 | | | | |
| | Annual | 66,223 | 73,582 | 77,213 | 80,864 | 84,739 | 88,741 | 93,073 | 94,438 | 98,230 | | | | |
| 21 | Hourly | 34.990 | 38.877 | 40.740 | 42.664 | 44.747 | 46.870 | 49.150 | 49.879 | 51.906 | | | | |
| | Bi-Weekly | 2,799.20 | 3,110.16 | 3,259.20 | 3,413.12 | 3,579.76 | 3,749.60 | 3,932.00 | 3,990.32 | 4,152.48 | | | | |
| | Annual | 72,779 | 80,864 | 84,739 | 88,741 | 93,073 | 97,489 | 102,232 | 103,748 | 107,964 | | | | |
| 22 | Hourly | 38.397 | 42.664 | 44.747 | 46.870 | 49.150 | 51.435 | 53.912 | 54.704 | 56.904 | | | | |
| | Bi-Weekly | 3,071.76 | 3,413.12 | 3,579.76 | 3,749.60 | 3,932.00 | 4,114.80 | 4,312.96 | 4,376.32 | 4,552.32 | | | | |
| | Annual | 79,865 | 88,741 | 93,073 | 97,489 | 102,232 | 106,984 | 112,136 | 113,784 | 118,360 | | | | |
| 23 | Hourly | 40.273 | 44.747 | 46.870 | 49.150 | 51.435 | 53.912 | 56.596 | 57.433 | 59.760 | | | | |
| | Bi-Weekly | 3,221.84 | 3,579.76 | 3,749.60 | 3,932.00 | 4,114.80 | 4,312.96 | 4,527.68 | 4,594.64 | 4,780.80 | | | | |
| | Annual | 83,767 | 93,073 | 97,489 | 102,232 | 106,984 | 112,136 | 117,719 | 119,460 | 124,300 | | | | |

Effective December 1, 2018

SCHEDULE I
BUREAU OF HUMAN RESOURCES
ENTERPRISE - TEAMSTERS 700
GENERAL

| Grade | Entry Rate | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step | After 1 | After 1 | After 1 | |
|-------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-------------|-------------|-------------|--|
| | | | | | | | | | | | Year at 1st | Year at 2nd | Year at 3rd | |
| | | | | | | | | | | | Longevity | Longevity | Longevity | |
| | | | | | | | | | | | Rate & 10 | Rate & 15 | Rate & 20 | |
| | | | | | | | | | | | Years | Years | Years | |
| | | | | | | | | | | | After 2 | | | |
| | | | | | | | | | | | Years At | | | |
| | | | | | | | | | | | 5th Step | Service | Service | |
| 9 | Hourly | 13.784 | 15.316 | 16.011 | 16.790 | 17.601 | 18.412 | 19.288 | 19.837 | 20.036 | 20.626 | | | |
| | Bi-Weekly | 1,102.72 | 1,225.28 | 1,280.88 | 1,343.20 | 1,408.08 | 1,472.96 | 1,543.04 | 1,586.96 | 1,602.88 | 1,650.08 | | | |
| | Annual | 28,670 | 31,857 | 33,302 | 34,923 | 36,610 | 38,296 | 40,119 | 41,260 | 41,674 | 42,902 | | | |
| 10 | Hourly | 14.765 | 16.405 | 17.172 | 17.979 | 18.850 | 19.755 | 20.679 | 21.073 | 21.296 | 21.927 | | | |
| | Bi-Weekly | 1,181.20 | 1,312.40 | 1,373.76 | 1,438.32 | 1,508.00 | 1,580.40 | 1,654.32 | 1,685.84 | 1,703.68 | 1,754.16 | | | |
| | Annual | 30,711 | 34,122 | 35,717 | 37,396 | 39,208 | 41,090 | 43,012 | 43,831 | 44,295 | 45,608 | | | |
| 11 | Hourly | 15.840 | 17.600 | 18.412 | 19.288 | 20.189 | 21.187 | 22.262 | 22.707 | 22.916 | 23.620 | | | |
| | Bi-Weekly | 1,267.20 | 1,408.00 | 1,472.96 | 1,543.04 | 1,615.12 | 1,694.96 | 1,780.96 | 1,816.56 | 1,833.28 | 1,889.60 | | | |
| | Annual | 32,947 | 36,608 | 38,296 | 40,119 | 41,993 | 44,068 | 46,304 | 47,230 | 47,665 | 49,129 | | | |
| 12 | Hourly | 16.965 | 18.850 | 19.755 | 20.679 | 21.677 | 22.789 | 23.845 | 24.312 | 24.555 | 25.302 | | | |
| | Bi-Weekly | 1,357.20 | 1,508.00 | 1,580.40 | 1,654.32 | 1,734.16 | 1,823.12 | 1,907.60 | 1,944.96 | 1,964.40 | 2,024.16 | | | |
| | Annual | 35,287 | 39,208 | 41,090 | 43,012 | 45,088 | 47,401 | 49,597 | 50,568 | 51,074 | 52,628 | | | |
| 13 | Hourly | 18.170 | 20.189 | 21.187 | 22.262 | 23.335 | 24.392 | 25.614 | 26.124 | 26.374 | 27.172 | | | |
| | Bi-Weekly | 1,453.60 | 1,615.12 | 1,694.96 | 1,780.96 | 1,866.80 | 1,951.36 | 2,049.12 | 2,089.92 | 2,109.92 | 2,173.76 | | | |
| | Annual | 37,793 | 41,993 | 44,068 | 46,304 | 48,536 | 50,735 | 53,277 | 54,337 | 54,857 | 56,517 | | | |
| 14 | Hourly | 19.509 | 21.677 | 22.789 | 23.845 | 25.049 | 26.236 | 27.481 | 28.048 | 28.328 | 29.183 | | | |
| | Bi-Weekly | 1,560.72 | 1,734.16 | 1,823.12 | 1,907.60 | 2,003.92 | 2,098.88 | 2,198.48 | 2,243.84 | 2,266.24 | 2,334.64 | | | |
| | Annual | 40,578 | 45,088 | 47,401 | 49,597 | 52,101 | 54,570 | 57,160 | 58,339 | 58,922 | 60,700 | | | |
| 15 | Hourly | 21.002 | 23.335 | 24.392 | 25.614 | 26.881 | 28.233 | 29.561 | 30.157 | 30.465 | 31.374 | | | |
| | Bi-Weekly | 1,680.16 | 1,866.80 | 1,951.36 | 2,049.12 | 2,150.48 | 2,258.64 | 2,364.88 | 2,412.56 | 2,437.20 | 2,509.92 | | | |
| | Annual | 43,684 | 48,536 | 50,735 | 53,277 | 55,912 | 58,724 | 61,486 | 62,726 | 63,367 | 65,257 | | | |
| 16 | Hourly | 22.544 | 25.049 | 26.236 | 27.481 | 28.795 | 30.183 | 31.583 | 32.234 | 32.546 | 33.528 | | | |
| | Bi-Weekly | 1,803.52 | 2,003.92 | 2,098.88 | 2,198.48 | 2,303.60 | 2,414.64 | 2,526.64 | 2,578.72 | 2,603.68 | 2,682.24 | | | |
| | Annual | 46,891 | 52,101 | 54,570 | 57,160 | 59,893 | 62,780 | 65,692 | 67,046 | 67,695 | 69,738 | | | |
| 17 | Hourly | 24.193 | 26.881 | 28.233 | 29.561 | 30.936 | 32.465 | 34.071 | 34.736 | 35.069 | 36.129 | | | |
| | Bi-Weekly | 1,935.44 | 2,150.48 | 2,258.64 | 2,364.88 | 2,474.88 | 2,597.20 | 2,725.68 | 2,778.88 | 2,805.52 | 2,890.32 | | | |
| | Annual | 50,321 | 55,912 | 58,724 | 61,486 | 64,346 | 67,527 | 70,867 | 72,250 | 72,943 | 75,148 | | | |
| 18 | Hourly | 25.916 | 28.795 | 30.183 | 31.583 | 33.154 | 34.682 | 36.394 | 37.139 | 37.491 | 38.651 | | | |
| | Bi-Weekly | 2,073.28 | 2,303.60 | 2,414.64 | 2,526.64 | 2,652.32 | 2,774.56 | 2,911.52 | 2,971.12 | 2,999.28 | 3,092.08 | | | |
| | Annual | 53,905 | 59,893 | 62,780 | 65,692 | 68,960 | 72,138 | 75,699 | 77,249 | 77,981 | 80,394 | | | |
| 19 | Hourly | 28.425 | 31.583 | 33.154 | 34.682 | 36.394 | 38.115 | 39.941 | 40.549 | 40.945 | 42.185 | | | |
| | Bi-Weekly | 2,274.00 | 2,526.64 | 2,652.32 | 2,774.56 | 2,911.52 | 3,049.20 | 3,195.28 | 3,243.92 | 3,275.60 | 3,374.80 | | | |
| | Annual | 59,124 | 65,692 | 68,960 | 72,138 | 75,699 | 79,279 | 83,077 | 84,341 | 85,165 | 87,744 | | | |
| 20 | Hourly | 31.214 | 34.682 | 36.394 | 38.115 | 39.941 | 41.827 | 43.870 | 44.513 | 44.944 | 46.300 | | | |
| | Bi-Weekly | 2,497.12 | 2,774.56 | 2,911.52 | 3,049.20 | 3,195.28 | 3,346.16 | 3,509.60 | 3,561.04 | 3,595.52 | 3,704.00 | | | |
| | Annual | 64,925 | 72,138 | 75,699 | 79,279 | 83,077 | 87,000 | 91,249 | 92,587 | 93,483 | 96,304 | | | |
| 21 | Hourly | 34.304 | 38.115 | 39.941 | 41.827 | 43.870 | 45.951 | 48.186 | 48.901 | 49.387 | 50.888 | | | |
| | Bi-Weekly | 2,744.32 | 3,049.20 | 3,195.28 | 3,346.16 | 3,509.60 | 3,676.08 | 3,854.88 | 3,912.08 | 3,950.96 | 4,071.04 | | | |
| | Annual | 71,352 | 79,279 | 83,077 | 87,000 | 91,249 | 95,578 | 100,226 | 101,714 | 102,724 | 105,847 | | | |
| 22 | Hourly | 37.644 | 41.827 | 43.870 | 45.951 | 48.186 | 50.426 | 52.855 | 53.631 | 54.165 | 55.788 | | | |
| | Bi-Weekly | 3,011.52 | 3,346.16 | 3,509.60 | 3,676.08 | 3,854.88 | 4,034.08 | 4,228.40 | 4,290.48 | 4,333.20 | 4,463.04 | | | |
| | Annual | 78,299 | 87,000 | 91,249 | 95,578 | 100,226 | 104,886 | 109,938 | 111,552 | 112,663 | 116,039 | | | |
| 23 | Hourly | 39.483 | 43.870 | 45.951 | 48.186 | 50.426 | 52.855 | 55.486 | 56.307 | 56.869 | 58.588 | | | |
| | Bi-Weekly | 3,158.64 | 3,509.60 | 3,676.08 | 3,854.88 | 4,034.08 | 4,228.40 | 4,438.88 | 4,504.56 | 4,549.52 | 4,687.04 | | | |
| | Annual | 82,124 | 91,249 | 95,578 | 100,226 | 104,886 | 109,938 | 115,410 | 117,118 | 118,287 | 121,863 | | | |

Effective June 1, 2019

SCHEDULE I
BUREAU OF HUMAN RESOURCES
ENTERPRISE - TEAMSTERS 700
GENERAL

| | | | | | | | | After 1 Year at 1st Longevity Rate & 10 Years Service | After 1 Year at 2nd Longevity Rate & 15 Years Service | After 1 Year at 3rd Longevity Rate & 20 Years Service | |
|-------|-----------|------------|----------|----------|----------|----------|----------|--|--|--|----------|
| Grade | | Entry Rate | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step |
| 9 | Hourly | 14.060 | 15.622 | 16.331 | 17.126 | 17.953 | 18.780 | 19.674 | 20.234 | 20.437 | 21.039 |
| | Bi-Weekly | 1,124.80 | 1,249.76 | 1,306.48 | 1,370.08 | 1,436.24 | 1,502.40 | 1,573.92 | 1,618.72 | 1,634.96 | 1,683.12 |
| | Annual | 29,244 | 32,493 | 33,968 | 35,622 | 37,342 | 39,062 | 40,921 | 42,086 | 42,508 | 43,761 |
| 10 | Hourly | 15.060 | 16.733 | 17.515 | 18.339 | 19.227 | 20.150 | 21.093 | 21.494 | 21.722 | 22.366 |
| | Bi-Weekly | 1,204.80 | 1,338.64 | 1,401.20 | 1,467.12 | 1,538.16 | 1,612.00 | 1,687.44 | 1,719.52 | 1,737.76 | 1,789.28 |
| | Annual | 31,324 | 34,804 | 36,431 | 38,145 | 39,992 | 41,912 | 43,873 | 44,707 | 45,181 | 46,521 |
| 11 | Hourly | 16.157 | 17.952 | 18.780 | 19.674 | 20.593 | 21.611 | 22.707 | 23.161 | 23.374 | 24.092 |
| | Bi-Weekly | 1,292.56 | 1,436.16 | 1,502.40 | 1,573.92 | 1,647.44 | 1,728.88 | 1,816.56 | 1,852.88 | 1,869.92 | 1,927.36 |
| | Annual | 33,606 | 37,340 | 39,062 | 40,921 | 42,833 | 44,950 | 47,230 | 48,174 | 48,617 | 50,111 |
| 12 | Hourly | 17.304 | 19.227 | 20.150 | 21.093 | 22.111 | 23.245 | 24.322 | 24.798 | 25.046 | 25.808 |
| | Bi-Weekly | 1,384.32 | 1,538.16 | 1,612.00 | 1,687.44 | 1,768.88 | 1,859.60 | 1,945.76 | 1,983.84 | 2,003.68 | 2,064.64 |
| | Annual | 35,992 | 39,992 | 41,912 | 43,873 | 45,990 | 48,349 | 50,589 | 51,579 | 52,095 | 53,680 |
| 13 | Hourly | 18.533 | 20.593 | 21.611 | 22.707 | 23.802 | 24.880 | 26.126 | 26.646 | 26.901 | 27.715 |
| | Bi-Weekly | 1,482.64 | 1,647.44 | 1,728.88 | 1,816.56 | 1,904.16 | 1,990.40 | 2,090.08 | 2,131.68 | 2,152.08 | 2,217.20 |
| | Annual | 38,548 | 42,833 | 44,950 | 47,230 | 49,508 | 51,750 | 54,342 | 55,423 | 55,954 | 57,647 |
| 14 | Hourly | 19.899 | 22.111 | 23.245 | 24.322 | 25.550 | 26.761 | 28.031 | 28.609 | 28.895 | 29.767 |
| | Bi-Weekly | 1,591.92 | 1,768.88 | 1,859.60 | 1,945.76 | 2,044.00 | 2,140.88 | 2,242.48 | 2,288.72 | 2,311.60 | 2,381.36 |
| | Annual | 41,389 | 45,990 | 48,349 | 50,589 | 53,144 | 55,662 | 58,304 | 59,506 | 60,101 | 61,915 |
| 15 | Hourly | 21.422 | 23.802 | 24.880 | 26.126 | 27.419 | 28.798 | 30.152 | 30.760 | 31.074 | 32.001 |
| | Bi-Weekly | 1,713.76 | 1,904.16 | 1,990.40 | 2,090.08 | 2,193.52 | 2,303.84 | 2,412.16 | 2,460.80 | 2,485.92 | 2,560.08 |
| | Annual | 44,557 | 49,508 | 51,750 | 54,342 | 57,031 | 59,899 | 62,716 | 63,980 | 64,633 | 66,562 |
| 16 | Hourly | 22.995 | 25.550 | 26.761 | 28.031 | 29.371 | 30.787 | 32.215 | 32.879 | 33.197 | 34.199 |
| | Bi-Weekly | 1,839.60 | 2,044.00 | 2,140.88 | 2,242.48 | 2,349.68 | 2,462.96 | 2,577.20 | 2,630.32 | 2,655.76 | 2,735.92 |
| | Annual | 47,829 | 53,144 | 55,662 | 58,304 | 61,091 | 64,036 | 67,007 | 68,388 | 69,049 | 71,133 |
| 17 | Hourly | 24.677 | 27.419 | 28.798 | 30.152 | 31.555 | 33.114 | 34.752 | 35.431 | 35.770 | 36.852 |
| | Bi-Weekly | 1,974.16 | 2,193.52 | 2,303.84 | 2,412.16 | 2,524.40 | 2,649.12 | 2,780.16 | 2,834.48 | 2,861.60 | 2,948.16 |
| | Annual | 51,328 | 57,031 | 59,899 | 62,716 | 65,634 | 68,877 | 72,284 | 73,696 | 74,401 | 76,652 |
| 18 | Hourly | 26.434 | 29.371 | 30.787 | 32.215 | 33.817 | 35.376 | 37.122 | 37.882 | 38.241 | 39.424 |
| | Bi-Weekly | 2,114.72 | 2,349.68 | 2,462.96 | 2,577.20 | 2,705.36 | 2,830.08 | 2,969.76 | 3,030.56 | 3,059.28 | 3,153.92 |
| | Annual | 54,982 | 61,091 | 64,036 | 67,007 | 70,339 | 73,582 | 77,213 | 78,794 | 79,541 | 82,001 |
| 19 | Hourly | 28.994 | 32.215 | 33.817 | 35.376 | 37.122 | 38.877 | 40.740 | 41.360 | 41.764 | 43.029 |
| | Bi-Weekly | 2,319.52 | 2,577.20 | 2,705.36 | 2,830.08 | 2,969.76 | 3,110.16 | 3,259.20 | 3,308.80 | 3,341.12 | 3,442.32 |
| | Annual | 60,307 | 67,007 | 70,339 | 73,582 | 77,213 | 80,864 | 84,739 | 86,028 | 86,869 | 89,500 |
| 20 | Hourly | 31.838 | 35.376 | 37.122 | 38.877 | 40.740 | 42.664 | 44.747 | 45.403 | 45.843 | 47.226 |
| | Bi-Weekly | 2,547.04 | 2,830.08 | 2,969.76 | 3,110.16 | 3,259.20 | 3,413.12 | 3,579.76 | 3,632.24 | 3,667.44 | 3,778.08 |
| | Annual | 66,223 | 73,582 | 77,213 | 80,864 | 84,739 | 88,741 | 93,073 | 94,438 | 95,353 | 98,230 |
| 21 | Hourly | 34.990 | 38.877 | 40.740 | 42.664 | 44.747 | 46.870 | 49.150 | 49.879 | 50.375 | 51.906 |
| | Bi-Weekly | 2,799.20 | 3,110.16 | 3,259.20 | 3,413.12 | 3,579.76 | 3,749.60 | 3,932.00 | 3,990.32 | 4,030.00 | 4,152.48 |
| | Annual | 72,779 | 80,864 | 84,739 | 88,741 | 93,073 | 97,489 | 102,232 | 103,748 | 104,780 | 107,964 |
| 22 | Hourly | 38.397 | 42.664 | 44.747 | 46.870 | 49.150 | 51.435 | 53.912 | 54.704 | 55.248 | 56.904 |
| | Bi-Weekly | 3,071.76 | 3,413.12 | 3,579.76 | 3,749.60 | 3,932.00 | 4,114.80 | 4,312.96 | 4,376.32 | 4,419.84 | 4,552.32 |
| | Annual | 79,865 | 88,741 | 93,073 | 97,489 | 102,232 | 106,984 | 112,136 | 113,784 | 114,915 | 118,360 |
| 23 | Hourly | 40.273 | 44.747 | 46.870 | 49.150 | 51.435 | 53.912 | 56.596 | 57.433 | 58.006 | 59.760 |
| | Bi-Weekly | 3,221.84 | 3,579.76 | 3,749.60 | 3,932.00 | 4,114.80 | 4,312.96 | 4,527.68 | 4,594.64 | 4,640.48 | 4,780.80 |
| | Annual | 83,767 | 93,073 | 97,489 | 102,232 | 106,984 | 112,136 | 117,719 | 119,460 | 120,652 | 124,300 |

Effective December 1, 2018

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
CORPORATE - SEIU LOCAL 73**

| Grade | Entry Rate | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step | After 1 | After 1 | After 1 |
|-------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|---|---|---|
| | | | | | | | | | | | Year at 1st Longevity Rate & 10 Years Service | Year at 2nd Longevity Rate & 15 Years Service | Year at 3rd Longevity Rate & 20 Years Service |
| 9 | Hourly | 13,784 | 15,316 | 16,011 | 16,790 | 17,601 | 18,412 | 19,289 | 19,837 | 20,036 | 20,626 | | |
| | Bi-Weekly | 1,102.72 | 1,225.28 | 1,280.88 | 1,343.20 | 1,408.08 | 1,472.96 | 1,543.12 | 1,586.96 | 1,602.88 | 1,650.08 | | |
| | Annual | 28,670 | 31,857 | 33,302 | 34,923 | 36,610 | 38,296 | 40,121 | 41,260 | 41,674 | 42,902 | | |
| 10 | Hourly | 14,764 | 16,405 | 17,172 | 17,979 | 18,849 | 19,755 | 20,679 | 21,073 | 21,296 | 21,926 | | |
| | Bi-Weekly | 1,181.12 | 1,312.40 | 1,373.76 | 1,438.32 | 1,507.92 | 1,580.40 | 1,654.32 | 1,685.84 | 1,703.68 | 1,754.08 | | |
| | Annual | 30,709 | 34,122 | 35,717 | 37,396 | 39,205 | 41,090 | 43,012 | 43,831 | 44,295 | 45,606 | | |
| 11 | Hourly | 15,840 | 17,601 | 18,412 | 19,289 | 20,189 | 21,187 | 22,260 | 22,707 | 22,916 | 23,619 | | |
| | Bi-Weekly | 1,267.20 | 1,408.08 | 1,472.96 | 1,543.12 | 1,615.12 | 1,694.96 | 1,780.80 | 1,816.56 | 1,833.28 | 1,889.52 | | |
| | Annual | 32,947 | 36,610 | 38,296 | 40,121 | 41,993 | 44,068 | 46,300 | 47,230 | 47,665 | 49,127 | | |
| 12 | Hourly | 16,964 | 18,849 | 19,755 | 20,679 | 21,676 | 22,790 | 23,846 | 24,312 | 24,555 | 25,301 | | |
| | Bi-Weekly | 1,357.12 | 1,507.92 | 1,580.40 | 1,654.32 | 1,734.08 | 1,823.20 | 1,907.68 | 1,944.96 | 1,964.40 | 2,024.08 | | |
| | Annual | 35,285 | 39,205 | 41,090 | 43,012 | 45,086 | 47,403 | 49,599 | 50,568 | 51,074 | 52,626 | | |
| 13 | Hourly | 18,170 | 20,189 | 21,187 | 22,260 | 23,335 | 24,392 | 25,613 | 26,124 | 26,374 | 27,172 | | |
| | Bi-Weekly | 1,453.60 | 1,615.12 | 1,694.96 | 1,780.80 | 1,866.80 | 1,951.36 | 2,049.04 | 2,089.92 | 2,109.92 | 2,173.76 | | |
| | Annual | 37,793 | 41,993 | 44,068 | 46,300 | 48,536 | 50,735 | 53,275 | 54,337 | 54,857 | 56,517 | | |
| 14 | Hourly | 19,508 | 21,676 | 22,790 | 23,846 | 25,049 | 26,235 | 27,481 | 28,048 | 28,327 | 29,182 | | |
| | Bi-Weekly | 1,560.64 | 1,734.08 | 1,823.20 | 1,907.68 | 2,003.92 | 2,098.80 | 2,198.48 | 2,243.84 | 2,266.16 | 2,334.56 | | |
| | Annual | 40,576 | 45,086 | 47,403 | 49,599 | 52,101 | 54,568 | 57,160 | 58,339 | 58,920 | 60,698 | | |
| 15 | Hourly | 21,001 | 23,335 | 24,392 | 25,613 | 26,881 | 28,231 | 29,561 | 30,157 | 30,465 | 31,373 | | |
| | Bi-Weekly | 1,680.08 | 1,866.80 | 1,951.36 | 2,049.04 | 2,150.48 | 2,258.48 | 2,364.88 | 2,412.56 | 2,437.20 | 2,509.84 | | |
| | Annual | 43,682 | 48,536 | 50,735 | 53,275 | 55,912 | 58,720 | 61,486 | 62,726 | 63,367 | 65,255 | | |
| 16 | Hourly | 22,544 | 25,049 | 26,235 | 27,481 | 28,795 | 30,184 | 31,583 | 32,234 | 32,547 | 33,527 | | |
| | Bi-Weekly | 1,803.52 | 2,003.92 | 2,098.80 | 2,198.48 | 2,303.60 | 2,414.72 | 2,526.64 | 2,578.72 | 2,603.76 | 2,682.16 | | |
| | Annual | 46,891 | 52,101 | 54,568 | 57,160 | 59,893 | 62,782 | 65,692 | 67,046 | 67,697 | 69,736 | | |
| 17 | Hourly | 25,992 | 28,795 | 30,184 | 31,583 | 33,154 | 34,682 | 36,395 | 37,139 | 37,491 | 38,651 | | |
| | Bi-Weekly | 2,079.36 | 2,150.48 | 2,258.48 | 2,364.88 | 2,474.88 | 2,597.20 | 2,725.68 | 2,778.88 | 2,805.60 | 2,890.32 | | |
| | Annual | 54,063 | 55,912 | 58,720 | 61,486 | 64,346 | 67,527 | 70,867 | 72,250 | 72,945 | 75,148 | | |
| 18 | Hourly | 25,915 | 28,795 | 30,184 | 31,583 | 33,154 | 34,682 | 36,395 | 37,139 | 37,491 | 38,651 | | |
| | Bi-Weekly | 2,073.20 | 2,303.60 | 2,414.72 | 2,526.64 | 2,652.32 | 2,774.56 | 2,911.60 | 2,971.12 | 2,999.28 | 3,092.08 | | |
| | Annual | 53,903 | 59,893 | 62,782 | 65,692 | 68,960 | 72,138 | 75,701 | 77,249 | 77,981 | 80,394 | | |
| 19 | Hourly | 28,424 | 31,583 | 33,154 | 34,682 | 36,395 | 38,115 | 39,942 | 40,549 | 40,945 | 42,185 | | |
| | Bi-Weekly | 2,273.92 | 2,526.64 | 2,652.32 | 2,774.56 | 2,911.60 | 3,049.20 | 3,195.36 | 3,243.92 | 3,275.60 | 3,374.80 | | |
| | Annual | 59,121 | 65,692 | 68,960 | 72,138 | 75,701 | 79,279 | 83,079 | 84,341 | 85,165 | 87,744 | | |
| 20 | Hourly | 31,213 | 34,682 | 36,395 | 38,115 | 39,942 | 41,827 | 43,869 | 44,513 | 44,944 | 46,300 | | |
| | Bi-Weekly | 2,497.04 | 2,774.56 | 2,911.60 | 3,049.20 | 3,195.36 | 3,346.16 | 3,509.52 | 3,561.04 | 3,595.52 | 3,704.00 | | |
| | Annual | 64,923 | 72,138 | 75,701 | 79,279 | 83,079 | 87,000 | 91,247 | 92,587 | 93,483 | 96,304 | | |
| 21 | Hourly | 34,303 | 38,115 | 39,942 | 41,827 | 43,869 | 45,951 | 48,187 | 48,901 | 49,388 | 50,887 | | |
| | Bi-Weekly | 2,744.24 | 3,049.20 | 3,195.36 | 3,346.16 | 3,509.52 | 3,676.08 | 3,854.96 | 3,912.08 | 3,951.04 | 4,070.96 | | |
| | Annual | 71,350 | 79,279 | 83,079 | 87,000 | 91,247 | 95,578 | 100,228 | 101,714 | 102,727 | 105,844 | | |
| 22 | Hourly | 37,644 | 41,827 | 43,869 | 45,951 | 48,187 | 50,425 | 52,855 | 53,632 | 54,165 | 55,789 | | |
| | Bi-Weekly | 3,011.52 | 3,346.16 | 3,509.52 | 3,676.08 | 3,854.96 | 4,034.00 | 4,228.40 | 4,290.56 | 4,333.20 | 4,463.12 | | |
| | Annual | 78,299 | 87,000 | 91,247 | 95,578 | 100,228 | 104,884 | 109,938 | 111,554 | 112,663 | 116,041 | | |
| 23 | Hourly | 39,482 | 43,869 | 45,951 | 48,187 | 50,425 | 52,855 | 55,486 | 56,308 | 56,869 | 58,588 | | |
| | Bi-Weekly | 3,158.56 | 3,509.52 | 3,676.08 | 3,854.96 | 4,034.00 | 4,228.40 | 4,438.88 | 4,504.64 | 4,549.52 | 4,687.04 | | |
| | Annual | 82,122 | 91,247 | 95,578 | 100,228 | 104,884 | 109,938 | 115,410 | 117,120 | 118,287 | 121,863 | | |

Effective June 1, 2019

SCHEDULE I
BUREAU OF HUMAN RESOURCES
CORPORATE - SEIU LOCAL 73

| <u>Grade</u> | <u>Entry Rate</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>After 1</u> | <u>After 1</u> | <u>After 1</u> | |
|--------------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--------------------|----------------------|----------------------|----------------------|
| | | | | | | | | | | | <u>Year at 1st</u> | <u>Year at 2nd</u> | <u>Year at 3rd</u> | |
| | | | | | | | | | | | <u>After 2</u> | <u>After 2</u> | <u>After 2</u> | |
| | | | | | | | | | | | <u>Years At</u> | <u>Years</u> | <u>Years</u> | |
| | | | | | | | | | | | <u>5th Step</u> | <u>Rate & 10</u> | <u>Rate & 15</u> | <u>Rate & 20</u> |
| | | | | | | | | | | | <u>Service</u> | <u>Years</u> | <u>Years</u> | <u>Years</u> |
| 9 | Hourly | 14.060 | 15.622 | 16.331 | 17.126 | 17.953 | 18.780 | 19.675 | 20.234 | 20.437 | 21.039 | | | |
| | Bi-Weekly | 1,124.80 | 1,249.76 | 1,306.48 | 1,370.08 | 1,436.24 | 1,502.40 | 1,574.00 | 1,618.72 | 1,634.96 | 1,683.12 | | | |
| | Annual | 29,244 | 32,493 | 33,968 | 35,622 | 37,342 | 39,062 | 40,924 | 42,086 | 42,508 | 43,761 | | | |
| 10 | Hourly | 15.059 | 16.733 | 17.515 | 18.339 | 19.226 | 20.150 | 21.093 | 21.494 | 21.722 | 22.365 | | | |
| | Bi-Weekly | 1,204.72 | 1,338.64 | 1,401.20 | 1,467.12 | 1,538.08 | 1,612.00 | 1,687.44 | 1,719.52 | 1,737.76 | 1,789.20 | | | |
| | Annual | 31,322 | 34,804 | 36,431 | 38,145 | 39,990 | 41,912 | 43,873 | 44,707 | 45,181 | 46,519 | | | |
| 11 | Hourly | 16.157 | 17.953 | 18.780 | 19.675 | 20.593 | 21.611 | 22.705 | 23.161 | 23.374 | 24.091 | | | |
| | Bi-Weekly | 1,292.56 | 1,436.24 | 1,502.40 | 1,574.00 | 1,647.44 | 1,728.88 | 1,816.40 | 1,852.88 | 1,869.92 | 1,927.28 | | | |
| | Annual | 33,606 | 37,342 | 39,062 | 40,924 | 42,833 | 44,950 | 47,226 | 48,174 | 48,617 | 50,109 | | | |
| 12 | Hourly | 17.303 | 19.226 | 20.150 | 21.093 | 22.110 | 23.246 | 24.323 | 24.798 | 25.046 | 25.807 | | | |
| | Bi-Weekly | 1,384.24 | 1,538.08 | 1,612.00 | 1,687.44 | 1,768.80 | 1,859.68 | 1,945.84 | 1,983.84 | 2,003.68 | 2,064.56 | | | |
| | Annual | 35,990 | 39,990 | 41,912 | 43,873 | 45,988 | 48,351 | 50,591 | 51,579 | 52,095 | 53,678 | | | |
| 13 | Hourly | 18.533 | 20.593 | 21.611 | 22.705 | 23.802 | 24.880 | 26.125 | 26.646 | 26.901 | 27.715 | | | |
| | Bi-Weekly | 1,482.64 | 1,647.44 | 1,728.88 | 1,816.40 | 1,904.16 | 1,990.40 | 2,090.00 | 2,131.68 | 2,152.08 | 2,217.20 | | | |
| | Annual | 38,548 | 42,833 | 44,950 | 47,226 | 49,508 | 51,750 | 54,340 | 55,423 | 55,954 | 57,647 | | | |
| 14 | Hourly | 19.898 | 22.110 | 23.246 | 24.323 | 25.550 | 26.760 | 28.031 | 28.609 | 28.894 | 29.766 | | | |
| | Bi-Weekly | 1,591.84 | 1,768.80 | 1,859.68 | 1,945.84 | 2,044.00 | 2,140.80 | 2,242.48 | 2,288.72 | 2,311.52 | 2,381.28 | | | |
| | Annual | 41,387 | 45,988 | 48,351 | 50,591 | 53,144 | 55,660 | 58,304 | 59,506 | 60,099 | 61,913 | | | |
| 15 | Hourly | 21.421 | 23.802 | 24.880 | 26.125 | 27.419 | 28.796 | 30.152 | 30.760 | 31.074 | 32.000 | | | |
| | Bi-Weekly | 1,713.68 | 1,904.16 | 1,990.40 | 2,090.00 | 2,193.52 | 2,303.68 | 2,412.16 | 2,460.80 | 2,485.92 | 2,560.00 | | | |
| | Annual | 44,555 | 49,508 | 51,750 | 54,340 | 57,031 | 59,895 | 62,716 | 63,980 | 64,633 | 66,560 | | | |
| 16 | Hourly | 22.995 | 25.550 | 26.760 | 28.031 | 29.371 | 30.788 | 32.215 | 32.879 | 33.198 | 34.198 | | | |
| | Bi-Weekly | 1,839.60 | 2,044.00 | 2,140.80 | 2,242.48 | 2,349.68 | 2,463.04 | 2,577.20 | 2,630.32 | 2,655.84 | 2,735.84 | | | |
| | Annual | 47,829 | 53,144 | 55,660 | 58,304 | 61,091 | 64,039 | 67,007 | 68,388 | 69,051 | 71,131 | | | |
| 17 | Hourly | 26.512 | 27.419 | 28.796 | 30.152 | 31.555 | 33.114 | 34.752 | 35.431 | 35.771 | 36.852 | | | |
| | Bi-Weekly | 2,120.96 | 2,193.52 | 2,303.68 | 2,412.16 | 2,524.40 | 2,649.12 | 2,780.16 | 2,834.48 | 2,861.68 | 2,948.16 | | | |
| | Annual | 55,144 | 57,031 | 59,895 | 62,716 | 65,634 | 68,877 | 72,284 | 73,696 | 74,403 | 76,652 | | | |
| 18 | Hourly | 26.433 | 29.371 | 30.788 | 32.215 | 33.817 | 35.376 | 37.123 | 37.882 | 38.241 | 39.424 | | | |
| | Bi-Weekly | 2,114.64 | 2,349.68 | 2,463.04 | 2,577.20 | 2,705.36 | 2,830.08 | 2,969.84 | 3,030.56 | 3,059.28 | 3,153.92 | | | |
| | Annual | 54,980 | 61,091 | 64,039 | 67,007 | 70,339 | 73,582 | 77,215 | 78,794 | 79,541 | 82,001 | | | |
| 19 | Hourly | 28.992 | 32.215 | 33.817 | 35.376 | 37.123 | 38.877 | 40.741 | 41.360 | 41.764 | 43.029 | | | |
| | Bi-Weekly | 2,319.36 | 2,577.20 | 2,705.36 | 2,830.08 | 2,969.84 | 3,110.16 | 3,259.28 | 3,308.80 | 3,341.12 | 3,442.32 | | | |
| | Annual | 60,303 | 67,007 | 70,339 | 73,582 | 77,215 | 80,864 | 84,741 | 86,028 | 86,869 | 89,500 | | | |
| 20 | Hourly | 31.837 | 35.376 | 37.123 | 38.877 | 40.741 | 42.664 | 44.746 | 45.403 | 45.843 | 47.226 | | | |
| | Bi-Weekly | 2,546.96 | 2,830.08 | 2,969.84 | 3,110.16 | 3,259.28 | 3,413.12 | 3,579.68 | 3,632.24 | 3,667.44 | 3,778.08 | | | |
| | Annual | 66,220 | 73,582 | 77,215 | 80,864 | 84,741 | 88,741 | 93,071 | 94,438 | 95,353 | 98,230 | | | |
| 21 | Hourly | 34.989 | 38.877 | 40.741 | 42.664 | 44.746 | 46.870 | 49.151 | 49.879 | 50.376 | 51.905 | | | |
| | Bi-Weekly | 2,799.12 | 3,110.16 | 3,259.28 | 3,413.12 | 3,579.68 | 3,749.60 | 3,932.08 | 3,990.32 | 4,030.08 | 4,152.40 | | | |
| | Annual | 72,777 | 80,864 | 84,741 | 88,741 | 93,071 | 97,489 | 102,234 | 103,748 | 104,782 | 107,962 | | | |
| 22 | Hourly | 38.397 | 42.664 | 44.746 | 46.870 | 49.151 | 51.434 | 53.912 | 54.705 | 55.248 | 56.905 | | | |
| | Bi-Weekly | 3,071.76 | 3,413.12 | 3,579.68 | 3,749.60 | 3,932.08 | 4,114.72 | 4,312.96 | 4,376.40 | 4,419.84 | 4,552.40 | | | |
| | Annual | 79,865 | 88,741 | 93,071 | 97,489 | 102,234 | 106,982 | 112,136 | 113,786 | 114,915 | 118,362 | | | |
| 23 | Hourly | 40.272 | 44.746 | 46.870 | 49.151 | 51.434 | 53.912 | 56.596 | 57.434 | 58.006 | 59.760 | | | |
| | Bi-Weekly | 3,221.76 | 3,579.68 | 3,749.60 | 3,932.08 | 4,114.72 | 4,312.96 | 4,527.68 | 4,594.72 | 4,640.48 | 4,780.80 | | | |

Effective June 1, 2017

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

| <u>Grade</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> |
|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 17 Hourly | 26.881 | 28.233 | 29.561 | 30.936 | 32.465 | 34.071 | 34.736 | 35.069 | 36.129 |
| Bi-Weekly | 2,150.48 | 2,258.64 | 2,364.88 | 2,474.88 | 2,597.20 | 2,725.68 | 2,778.88 | 2,805.52 | 2,890.32 |
| Annual | 55,912 | 58,724 | 61,486 | 64,346 | 67,527 | 70,867 | 72,250 | 72,943 | 75,148 |

Effective June 1, 2017

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

| <u>Grade</u> | | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> |
|--------------|-----------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 19 | Hourly | 31.583 | 33.154 | 34.682 | 36.395 | 38.115 | 39.942 | 40.549 | 40.945 | 42.185 |
| | Bi-Weekly | 2,526.64 | 2,652.32 | 2,774.56 | 2,911.60 | 3,049.20 | 3,195.36 | 3,243.92 | 3,275.60 | 3,374.80 |
| | Annual | 65,692 | 68,960 | 72,138 | 75,701 | 79,279 | 83,079 | 84,341 | 85,165 | 87,744 |

Effective June 1, 2017

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
FOP Office Professional Review ONLY**

| <u>Grade</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | After 1 | After 1 | After 1 |
|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|---|---|---|
| | | | | | | | | | | Year at 1st Longevity Rate & 10 Years Service | Year at 2nd Longevity Rate & 15 Years Service | Year at 3rd Longevity Rate & 20 Years Service |
| 21 Hourly | 39.086 | 40.961 | 42.895 | 44.992 | 47.125 | 49.416 | 50.149 | 50.650 | 52.186 | | | |
| Bi-Weekly | 3,126.88 | 3,276.88 | 3,431.60 | 3,599.36 | 3,770.00 | 3,953.28 | 4,011.92 | 4,052.00 | 4,174.88 | | | |
| Annual | 81,298 | 85,198 | 89,221 | 93,583 | 98,020 | 102,785 | 104,309 | 105,352 | 108,546 | | | |

Effective December 1, 2018

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

Table with columns: rate, Entry Rate, 1st Step, 2nd Step, 3rd Step, 4th Step, 5th Step, 6th Step, 7th Step, 8th Step, 9th Step, 10th Step. Rows are grouped by rate (9-22) and include sub-rows for Hourly, Bi-Weekly, and Annual compensation.

Effective June 1, 2019

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

| Grade | Entry Rate | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step | 10th Step | After 1 | After 1 | After 1 | After 1 | |
|-------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|---|---|---|---|--|
| | | | | | | | | | | | | Year at 1st Longevity Rate & 10 Years Service | Year at 2nd Longevity Rate & 12 Years Service | Year at 3rd Longevity Rate & 15 Years Service | Year at 4th Longevity Rate & 20 Years Service | |
| 9 | Hourly | 14.060 | 15.622 | 15.973 | 16.750 | 17.557 | 18.367 | 19.675 | 20.117 | 20.317 | 20.569 | 21.503 | | | | |
| | Bi-Weekly | 1,124.80 | 1,249.76 | 1,277.84 | 1,340.00 | 1,404.56 | 1,469.36 | 1,574.00 | 1,609.36 | 1,625.36 | 1,645.52 | 1,720.24 | | | | |
| | Annual | 29,244 | 32,493 | 33,223 | 34,840 | 36,518 | 38,203 | 40,924 | 41,843 | 42,259 | 42,783 | 44,726 | | | | |
| 10 | Hourly | 15.060 | 16.733 | 17.515 | 18.339 | 19.227 | 20.150 | 21.093 | 21.568 | 21.784 | 22.049 | 23.053 | | | | |
| | Bi-Weekly | 1,204.80 | 1,338.64 | 1,401.20 | 1,467.12 | 1,538.16 | 1,612.00 | 1,687.44 | 1,725.44 | 1,742.72 | 1,763.92 | 1,844.24 | | | | |
| | Annual | 31,324 | 34,804 | 36,431 | 38,145 | 39,992 | 41,912 | 43,873 | 44,861 | 45,310 | 45,861 | 47,950 | | | | |
| 11 | Hourly | 16.157 | 17.952 | 18.780 | 19.674 | 20.593 | 21.611 | 22.705 | 23.218 | 23.451 | 23.739 | 24.816 | | | | |
| | Bi-Weekly | 1,292.56 | 1,436.16 | 1,502.40 | 1,573.92 | 1,647.44 | 1,728.88 | 1,816.40 | 1,857.44 | 1,876.08 | 1,899.12 | 1,985.28 | | | | |
| | Annual | 33,606 | 37,340 | 39,062 | 40,921 | 42,833 | 44,950 | 47,226 | 48,293 | 48,778 | 49,377 | 51,617 | | | | |
| 12 | Hourly | 17.304 | 19.227 | 20.150 | 21.093 | 22.111 | 23.245 | 24.323 | 24.869 | 25.118 | 25.431 | 26.582 | | | | |
| | Bi-Weekly | 1,384.32 | 1,538.16 | 1,612.00 | 1,687.44 | 1,768.88 | 1,859.60 | 1,945.84 | 1,989.52 | 2,009.44 | 2,034.48 | 2,126.56 | | | | |
| | Annual | 35,992 | 39,992 | 41,912 | 43,873 | 45,990 | 48,349 | 50,591 | 51,727 | 52,245 | 52,896 | 55,290 | | | | |
| 13 | Hourly | 18.533 | 20.593 | 21.611 | 22.707 | 23.802 | 24.880 | 26.125 | 26.713 | 26.980 | 27.315 | 28.553 | | | | |
| | Bi-Weekly | 1,482.64 | 1,647.44 | 1,728.88 | 1,816.56 | 1,904.16 | 1,990.40 | 2,090.00 | 2,137.04 | 2,158.40 | 2,185.20 | 2,284.24 | | | | |
| | Annual | 38,548 | 42,833 | 44,950 | 47,230 | 49,508 | 51,750 | 54,340 | 55,563 | 56,118 | 56,815 | 59,390 | | | | |
| 14 | Hourly | 19.899 | 22.111 | 23.245 | 24.322 | 25.550 | 26.761 | 28.031 | 28.661 | 28.948 | 29.306 | 30.636 | | | | |
| | Bi-Weekly | 1,591.92 | 1,768.88 | 1,859.60 | 1,945.76 | 2,044.00 | 2,140.88 | 2,242.48 | 2,292.88 | 2,315.84 | 2,344.48 | 2,450.88 | | | | |
| | Annual | 41,389 | 45,990 | 48,349 | 50,589 | 53,144 | 55,662 | 58,304 | 59,614 | 60,211 | 60,956 | 63,722 | | | | |
| 15 | Hourly | 21.421 | 23.802 | 24.880 | 26.126 | 27.419 | 28.798 | 30.152 | 30.830 | 31.139 | 31.523 | 32.951 | | | | |
| | Bi-Weekly | 1,713.68 | 1,904.16 | 1,990.40 | 2,090.08 | 2,193.52 | 2,303.84 | 2,412.16 | 2,466.40 | 2,491.12 | 2,521.84 | 2,636.08 | | | | |
| | Annual | 44,555 | 49,508 | 51,750 | 54,342 | 57,031 | 59,899 | 62,716 | 64,126 | 64,769 | 65,567 | 68,538 | | | | |
| 16 | Hourly | 22.995 | 25.550 | 26.761 | 28.031 | 29.371 | 30.787 | 32.215 | 32.940 | 33.269 | 33.683 | 35.209 | | | | |
| | Bi-Weekly | 1,839.60 | 2,044.00 | 2,140.88 | 2,242.48 | 2,349.68 | 2,462.96 | 2,577.20 | 2,635.20 | 2,661.52 | 2,694.64 | 2,816.72 | | | | |
| | Annual | 47,829 | 53,144 | 55,662 | 58,304 | 61,091 | 64,036 | 67,007 | 68,515 | 69,199 | 70,060 | 73,234 | | | | |
| 17 | Hourly | 24.676 | 27.419 | 28.798 | 30.152 | 31.555 | 33.114 | 34.752 | 35.534 | 35.890 | 36.332 | 37.981 | | | | |
| | Bi-Weekly | 1,974.08 | 2,193.52 | 2,303.84 | 2,412.16 | 2,524.40 | 2,649.12 | 2,780.16 | 2,842.72 | 2,871.20 | 2,906.56 | 3,038.48 | | | | |
| | Annual | 51,326 | 57,031 | 59,899 | 62,716 | 65,634 | 68,877 | 72,284 | 73,910 | 74,651 | 75,570 | 79,000 | | | | |
| 18 | Hourly | 26.433 | 29.371 | 30.787 | 32.215 | 33.817 | 35.376 | 37.123 | 37.959 | 38.339 | 38.811 | 40.573 | | | | |
| | Bi-Weekly | 2,114.64 | 2,349.68 | 2,462.96 | 2,577.20 | 2,705.36 | 2,830.08 | 2,969.84 | 3,036.72 | 3,067.12 | 3,104.88 | 3,245.84 | | | | |
| | Annual | 54,980 | 61,091 | 64,036 | 67,007 | 70,339 | 73,582 | 77,215 | 78,954 | 79,745 | 80,726 | 84,391 | | | | |
| 19 | Hourly | 28.992 | 32.215 | 33.817 | 35.376 | 37.122 | 38.877 | 40.741 | 41.658 | 42.075 | 42.595 | 44.527 | | | | |
| | Bi-Weekly | 2,319.36 | 2,577.20 | 2,705.36 | 2,830.08 | 2,969.76 | 3,110.16 | 3,259.28 | 3,332.64 | 3,366.00 | 3,407.60 | 3,562.16 | | | | |
| | Annual | 60,303 | 67,007 | 70,339 | 73,582 | 77,213 | 80,864 | 84,741 | 86,648 | 87,516 | 88,597 | 92,616 | | | | |
| 20 | Hourly | 31.837 | 35.376 | 37.122 | 38.877 | 40.740 | 42.664 | 44.746 | 45.755 | 46.211 | 46.782 | 48.904 | | | | |
| | Bi-Weekly | 2,546.96 | 2,830.08 | 2,969.76 | 3,110.16 | 3,259.20 | 3,413.12 | 3,579.68 | 3,660.40 | 3,696.88 | 3,742.56 | 3,912.32 | | | | |
| | Annual | 66,220 | 73,582 | 77,213 | 80,864 | 84,739 | 88,741 | 93,071 | 95,170 | 96,118 | 97,306 | 101,720 | | | | |
| 21 | Hourly | 34.989 | 38.877 | 40.740 | 42.664 | 44.747 | 46.870 | 49.151 | 50.255 | 50.759 | 51.388 | 53.716 | | | | |
| | Bi-Weekly | 2,799.12 | 3,110.16 | 3,259.20 | 3,413.12 | 3,579.76 | 3,749.60 | 3,932.08 | 4,020.40 | 4,060.72 | 4,111.04 | 4,297.28 | | | | |
| | Annual | 72,777 | 80,864 | 84,739 | 88,741 | 93,073 | 97,489 | 102,234 | 104,530 | 105,578 | 106,887 | 111,729 | | | | |
| 22 | Hourly | 38.397 | 42.664 | 44.747 | 46.870 | 49.150 | 51.435 | 53.912 | 55.126 | 55.677 | 56.368 | 58.922 | | | | |
| | Bi-Weekly | 3,071.76 | 3,413.12 | 3,579.76 | 3,749.60 | 3,932.00 | 4,114.80 | 4,312.96 | 4,410.08 | 4,454.16 | 4,509.44 | 4,713.76 | | | | |
| | Annual | 79,865 | 88,741 | 93,073 | 97,489 | 102,232 | 106,984 | 112,136 | 114,662 | 115,808 | 117,245 | 122,557 | | | | |

Effective December 1, 2018

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

| <u>Grade</u> | <u>Entry Rate</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>10th Step</u> | <u>After 2</u> | <u>After 1</u> | <u>After 1</u> | <u>After 1</u> | <u>After 1</u> | |
|--------------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|-----------------|----------------------|----------------------|----------------------|----------------------|------------------|
| | | | | | | | | | | | | <u>Years At</u> | <u>Year at 1st</u> | <u>Year at 2nd</u> | <u>Year at 3rd</u> | <u>Year at 4th</u> | |
| | | | | | | | | | | | | <u>5th Step</u> | <u>Longevity</u> | <u>Longevity</u> | <u>Longevity</u> | <u>Longevity</u> | <u>Longevity</u> |
| | | | | | | | | | | | | | <u>Rate & 10</u> | <u>Rate & 12</u> | <u>Rate & 15</u> | <u>Rate & 20</u> | |
| | | | | | | | | | | | | | <u>Years</u> | <u>Years</u> | <u>Years</u> | <u>Years</u> | <u>Service</u> |
| | | | | | | | | | | | | | <u>Service</u> | <u>Service</u> | <u>Service</u> | <u>Service</u> | |
| 19 | Hourly | 31.213 | 34.682 | 36.394 | 38.115 | 39.942 | 40.841 | 41.250 | 41.760 | 43.654 | 43.870 | 44.529 | | | | | |
| | Bi-Weekly | 2,497.04 | 2,774.56 | 2,911.52 | 3,049.20 | 3,195.36 | 3,267.28 | 3,300.00 | 3,340.80 | 3,492.32 | 3,509.60 | 3,562.32 | | | | | |
| | Annual | 64,923 | 72,138 | 75,699 | 79,279 | 83,079 | 84,949 | 85,800 | 86,860 | 90,800 | 91,249 | 92,620 | | | | | |
| 20 | Hourly | 34.303 | 38.115 | 39.941 | 41.827 | 43.869 | 44.858 | 45.305 | 45.865 | 47.945 | 48.186 | 48.909 | | | | | |
| | Bi-Weekly | 2,744.24 | 3,049.20 | 3,195.28 | 3,346.16 | 3,509.52 | 3,588.64 | 3,624.40 | 3,669.20 | 3,835.60 | 3,854.88 | 3,912.72 | | | | | |
| | Annual | 71,350 | 79,279 | 83,077 | 87,000 | 91,247 | 93,304 | 94,234 | 95,399 | 99,725 | 100,226 | 101,730 | | | | | |

Effective June 1, 2019

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

| Grade | Entry Rate | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step | 10th Step | After 1 | After 1 | After 1 | After 1 | |
|-------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-------------|-------------|-------------|-------------|--|
| | | | | | | | | | | | | Year at 1st | Year at 2nd | Year at 3rd | Year at 4th | |
| | | | | | | | | | | | | Longevity | Longevity | Longevity | Longevity | |
| | | | | | | | | | | | | Rate & 10 | Rate & 12 | Rate & 15 | Rate & 20 | |
| | | | | | | | | | | | | Years At | Years | Years | Years | |
| | | | | | | | | | | | | 5th Step | Service | Service | Service | |
| 19 | Hourly | 31.837 | 35.376 | 37.122 | 38.877 | 40.741 | 41.658 | 42.075 | 42.595 | 44.527 | 44.747 | 45.420 | | | | |
| | Bi-Weekly | 2,546.96 | 2,830.08 | 2,969.76 | 3,110.16 | 3,259.28 | 3,332.64 | 3,366.00 | 3,407.60 | 3,562.16 | 3,579.76 | 3,633.60 | | | | |
| | Annual | 66,220 | 73,582 | 77,213 | 80,864 | 84,741 | 86,648 | 87,516 | 88,597 | 92,616 | 93,073 | 94,473 | | | | |
| 20 | Hourly | 34.989 | 38.877 | 40.740 | 42.664 | 44.746 | 45.755 | 46.211 | 46.782 | 48.904 | 49.150 | 49.887 | | | | |
| | Bi-Weekly | 2,799.12 | 3,110.16 | 3,259.20 | 3,413.12 | 3,579.68 | 3,660.40 | 3,696.88 | 3,742.56 | 3,912.32 | 3,932.00 | 3,990.96 | | | | |
| | Annual | 72,777 | 80,864 | 84,739 | 88,741 | 93,071 | 95,170 | 96,118 | 97,306 | 101,720 | 102,232 | 103,764 | | | | |

Effective June 1, 2017

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME**

| Grade | Entry Rate | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step | After 1 | After 1 | After 1 | |
|-------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|---|---|---|--|
| | | | | | | | | | | | Year at 1st Longevity Rate & 10 Years Service | Year at 2nd Longevity Rate & 15 Years Service | Year at 3rd Longevity Rate & 20 Years Service | |
| 9 | Hourly | 15,316 | 15,966 | 16,646 | 17,353 | 18,091 | 18,863 | 19,663 | 20,202 | 20,710 | 21,746 | | | |
| | Bi-Weekly | 1,225.28 | 1,277.28 | 1,331.68 | 1,388.24 | 1,447.28 | 1,509.04 | 1,573.04 | 1,616.16 | 1,656.80 | 1,739.68 | | | |
| | Annual | 31,857 | 33,209 | 34,623 | 36,094 | 37,629 | 39,235 | 40,899 | 42,020 | 43,076 | 45,231 | | | |
| 10 | Hourly | 16,405 | 17,104 | 17,831 | 18,587 | 19,377 | 20,201 | 21,060 | 21,641 | 22,184 | 23,292 | | | |
| | Bi-Weekly | 1,312.40 | 1,368.32 | 1,426.48 | 1,486.96 | 1,550.16 | 1,616.08 | 1,684.80 | 1,731.28 | 1,774.72 | 1,863.36 | | | |
| | Annual | 34,122 | 35,576 | 37,088 | 38,660 | 40,304 | 42,018 | 43,804 | 45,013 | 46,142 | 48,447 | | | |
| 11 | Hourly | 17,601 | 18,349 | 19,131 | 19,942 | 20,788 | 21,672 | 22,594 | 23,216 | 23,799 | 24,988 | | | |
| | Bi-Weekly | 1,408.08 | 1,467.92 | 1,530.48 | 1,595.36 | 1,663.04 | 1,733.76 | 1,807.52 | 1,857.28 | 1,903.92 | 1,999.04 | | | |
| | Annual | 36,610 | 38,165 | 39,792 | 41,479 | 43,239 | 45,077 | 46,995 | 48,289 | 49,501 | 51,975 | | | |
| 12 | Hourly | 18,849 | 19,652 | 20,488 | 21,359 | 22,265 | 23,212 | 24,198 | 24,864 | 25,488 | 26,763 | | | |
| | Bi-Weekly | 1,507.92 | 1,572.16 | 1,639.04 | 1,708.72 | 1,781.20 | 1,856.96 | 1,935.84 | 1,989.12 | 2,039.04 | 2,141.04 | | | |
| | Annual | 39,205 | 40,876 | 42,615 | 44,426 | 46,311 | 48,280 | 50,331 | 51,717 | 53,015 | 55,667 | | | |
| 13 | Hourly | 20,189 | 21,047 | 21,939 | 22,874 | 23,846 | 24,858 | 25,915 | 26,628 | 27,297 | 28,661 | | | |
| | Bi-Weekly | 1,615.12 | 1,683.76 | 1,755.12 | 1,829.92 | 1,907.68 | 1,988.64 | 2,073.20 | 2,130.24 | 2,183.76 | 2,292.88 | | | |
| | Annual | 41,993 | 43,777 | 45,633 | 47,577 | 49,599 | 51,704 | 53,903 | 55,386 | 56,777 | 59,614 | | | |
| 14 | Hourly | 21,676 | 22,598 | 23,557 | 24,559 | 25,601 | 26,689 | 27,824 | 28,588 | 29,306 | 30,772 | | | |
| | Bi-Weekly | 1,734.08 | 1,807.84 | 1,884.56 | 1,964.72 | 2,048.08 | 2,135.12 | 2,225.92 | 2,287.04 | 2,344.48 | 2,461.76 | | | |
| | Annual | 45,086 | 47,003 | 48,998 | 51,082 | 53,250 | 55,513 | 57,873 | 59,463 | 60,956 | 64,005 | | | |
| 15 | Hourly | 23,335 | 24,325 | 25,359 | 26,436 | 27,560 | 28,732 | 29,952 | 30,777 | 31,552 | 33,128 | | | |
| | Bi-Weekly | 1,866.80 | 1,946.00 | 2,028.72 | 2,114.88 | 2,204.80 | 2,298.56 | 2,396.16 | 2,462.16 | 2,524.16 | 2,650.24 | | | |
| | Annual | 48,536 | 50,596 | 52,746 | 54,986 | 57,324 | 59,762 | 62,300 | 64,016 | 65,628 | 68,906 | | | |
| 16 | Hourly | 25,049 | 26,114 | 27,224 | 28,379 | 29,584 | 30,842 | 32,156 | 33,039 | 33,869 | 35,561 | | | |
| | Bi-Weekly | 2,003.92 | 2,089.12 | 2,177.92 | 2,270.32 | 2,366.72 | 2,467.36 | 2,572.48 | 2,643.12 | 2,709.52 | 2,844.88 | | | |
| | Annual | 52,101 | 54,317 | 56,625 | 59,028 | 61,534 | 64,151 | 66,884 | 68,721 | 70,447 | 73,966 | | | |
| 17 | Hourly | 26,881 | 28,026 | 29,214 | 30,457 | 31,750 | 33,101 | 34,507 | 35,457 | 36,347 | 38,162 | | | |
| | Bi-Weekly | 2,150.48 | 2,242.08 | 2,337.12 | 2,436.56 | 2,540.00 | 2,648.08 | 2,760.56 | 2,836.56 | 2,907.76 | 3,052.96 | | | |
| | Annual | 55,912 | 58,294 | 60,765 | 63,350 | 66,040 | 68,850 | 71,774 | 73,750 | 75,601 | 79,376 | | | |
| 18 | Hourly | 28,795 | 30,018 | 31,294 | 32,623 | 34,010 | 35,457 | 36,962 | 37,978 | 38,933 | 40,881 | | | |
| | Bi-Weekly | 2,303.60 | 2,401.44 | 2,503.52 | 2,609.84 | 2,720.80 | 2,836.56 | 2,956.96 | 3,038.24 | 3,114.64 | 3,270.48 | | | |
| | Annual | 59,893 | 62,437 | 65,091 | 67,855 | 70,740 | 73,750 | 76,880 | 78,994 | 80,980 | 85,032 | | | |
| 19 | Hourly | 31,583 | 32,927 | 34,328 | 35,786 | 37,305 | 38,894 | 40,544 | 41,661 | 42,706 | 44,842 | | | |
| | Bi-Weekly | 2,526.64 | 2,634.16 | 2,746.24 | 2,862.88 | 2,984.40 | 3,111.52 | 3,243.52 | 3,332.88 | 3,416.48 | 3,587.36 | | | |
| | Annual | 65,692 | 68,488 | 71,402 | 74,434 | 77,594 | 80,899 | 84,331 | 86,654 | 88,828 | 93,271 | | | |
| 20 | Hourly | 34,682 | 36,156 | 37,694 | 39,296 | 40,965 | 42,706 | 44,521 | 45,745 | 46,893 | 49,237 | | | |
| | Bi-Weekly | 2,774.56 | 2,892.48 | 3,015.52 | 3,143.68 | 3,277.20 | 3,416.48 | 3,561.68 | 3,659.60 | 3,751.44 | 3,938.96 | | | |
| | Annual | 72,138 | 75,204 | 78,403 | 81,735 | 85,207 | 88,828 | 92,603 | 95,149 | 97,537 | 102,412 | | | |
| 21 | Hourly | 38,115 | 39,734 | 41,424 | 43,184 | 45,019 | 46,931 | 48,927 | 50,274 | 51,533 | 54,109 | | | |
| | Bi-Weekly | 3,049.20 | 3,178.72 | 3,313.92 | 3,454.72 | 3,601.52 | 3,754.48 | 3,914.16 | 4,021.92 | 4,122.64 | 4,328.72 | | | |
| | Annual | 79,279 | 82,646 | 86,161 | 89,822 | 93,639 | 97,616 | 101,768 | 104,569 | 107,188 | 112,546 | | | |
| 22 | Hourly | 41,827 | 43,605 | 45,458 | 47,388 | 49,404 | 51,501 | 53,692 | 55,168 | 56,552 | 59,380 | | | |
| | Bi-Weekly | 3,346.16 | 3,488.40 | 3,636.64 | 3,791.04 | 3,952.32 | 4,120.08 | 4,295.36 | 4,413.44 | 4,524.16 | 4,750.40 | | | |
| | Annual | 87,000 | 90,698 | 94,552 | 98,567 | 102,760 | 107,122 | 111,679 | 114,749 | 117,628 | 123,510 | | | |
| 23 | Hourly | 43,869 | 45,736 | 47,679 | 49,705 | 51,818 | 54,020 | 56,316 | 57,864 | 59,318 | 62,283 | | | |
| | Bi-Weekly | 3,509.52 | 3,658.88 | 3,814.32 | 3,976.40 | 4,145.44 | 4,321.60 | 4,505.28 | 4,629.12 | 4,745.44 | 4,982.64 | | | |
| | Annual | 91,247 | 95,130 | 99,172 | 103,386 | 107,781 | 112,361 | 117,137 | 120,357 | 123,381 | 129,548 | | | |

Effective December 1, 2018

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

| Grade | | Entry Rate 1 | Entry Rate 2 | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step | After 1 | After 1 | After 1 |
|-------|-----------|--------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|---|---|---|
| | | | | | | | | | | | | | Year at 1st Longevity Rate & 10 Years Service | Year at 2nd Longevity Rate & 15 Years Service | Year at 3rd Longevity Rate & 20 Years Service |
| 9 | Hourly | 13,784 | 15,316 | 15,966 | 16,646 | 17,353 | 18,091 | 18,863 | 19,663 | 20,202 | 20,607 | 21,638 | | | |
| | Bi-Weekly | 1,102.72 | 1,225.28 | 1,277.28 | 1,331.68 | 1,388.24 | 1,447.28 | 1,509.04 | 1,573.04 | 1,616.16 | 1,648.56 | 1,731.04 | | | |
| | Annual | 28,670 | 31,857 | 33,209 | 34,623 | 36,094 | 37,629 | 39,235 | 40,899 | 42,020 | 42,862 | 45,007 | | | |
| 10 | Hourly | 14,765 | 16,405 | 17,104 | 17,831 | 18,587 | 19,377 | 20,201 | 21,060 | 21,641 | 22,073 | 23,176 | | | |
| | Bi-Weekly | 1,181.20 | 1,312.40 | 1,368.32 | 1,426.48 | 1,486.96 | 1,550.16 | 1,616.08 | 1,684.80 | 1,731.28 | 1,765.84 | 1,854.08 | | | |
| | Annual | 30,711 | 34,122 | 35,576 | 37,088 | 38,660 | 40,304 | 42,018 | 43,804 | 45,013 | 45,911 | 48,206 | | | |
| 11 | Hourly | 15,841 | 17,601 | 18,349 | 19,131 | 19,942 | 20,788 | 21,672 | 22,594 | 23,216 | 23,680 | 24,864 | | | |
| | Bi-Weekly | 1,267.28 | 1,408.08 | 1,467.92 | 1,530.48 | 1,595.36 | 1,663.04 | 1,733.76 | 1,807.52 | 1,857.28 | 1,894.40 | 1,989.12 | | | |
| | Annual | 32,949 | 36,610 | 38,165 | 39,792 | 41,479 | 43,239 | 45,077 | 46,995 | 48,289 | 49,254 | 51,717 | | | |
| 12 | Hourly | 16,964 | 18,849 | 19,652 | 20,488 | 21,359 | 22,265 | 23,212 | 24,198 | 24,864 | 25,360 | 26,629 | | | |
| | Bi-Weekly | 1,357.12 | 1,507.92 | 1,572.16 | 1,639.04 | 1,708.72 | 1,781.20 | 1,856.96 | 1,935.84 | 1,989.12 | 2,028.80 | 2,130.32 | | | |
| | Annual | 35,285 | 39,205 | 40,876 | 42,615 | 44,426 | 46,311 | 48,280 | 50,331 | 51,717 | 52,748 | 55,388 | | | |
| 13 | Hourly | 18,170 | 20,189 | 21,047 | 21,939 | 22,874 | 23,846 | 24,858 | 25,915 | 26,628 | 27,162 | 28,518 | | | |
| | Bi-Weekly | 1,453.60 | 1,615.12 | 1,683.76 | 1,755.12 | 1,829.92 | 1,907.68 | 1,988.64 | 2,073.20 | 2,130.24 | 2,172.96 | 2,281.44 | | | |
| | Annual | 37,793 | 41,993 | 43,777 | 45,633 | 47,577 | 49,599 | 51,704 | 53,903 | 55,386 | 56,496 | 59,317 | | | |
| 14 | Hourly | 19,508 | 21,676 | 22,598 | 23,557 | 24,559 | 25,601 | 26,689 | 27,824 | 28,588 | 29,160 | 30,619 | | | |
| | Bi-Weekly | 1,560.64 | 1,734.08 | 1,807.84 | 1,884.56 | 1,964.72 | 2,048.08 | 2,135.12 | 2,225.92 | 2,287.04 | 2,332.80 | 2,449.52 | | | |
| | Annual | 40,576 | 45,086 | 47,003 | 48,998 | 51,082 | 53,250 | 55,513 | 57,873 | 59,463 | 60,652 | 63,687 | | | |
| 15 | Hourly | 21,002 | 23,335 | 24,325 | 25,359 | 26,436 | 27,560 | 28,732 | 29,952 | 30,777 | 31,394 | 32,962 | | | |
| | Bi-Weekly | 1,680.16 | 1,866.80 | 1,946.00 | 2,028.72 | 2,114.88 | 2,204.80 | 2,298.56 | 2,396.16 | 2,462.16 | 2,511.52 | 2,636.96 | | | |
| | Annual | 43,684 | 48,536 | 50,596 | 52,746 | 54,986 | 57,324 | 59,762 | 62,300 | 64,016 | 65,299 | 68,560 | | | |
| 16 | Hourly | 22,544 | 25,049 | 26,114 | 27,224 | 28,379 | 29,584 | 30,842 | 32,156 | 33,039 | 33,700 | 35,384 | | | |
| | Bi-Weekly | 1,803.52 | 2,003.92 | 2,089.12 | 2,177.92 | 2,270.32 | 2,366.72 | 2,467.36 | 2,572.48 | 2,643.12 | 2,696.00 | 2,830.72 | | | |
| | Annual | 46,891 | 52,101 | 54,317 | 56,625 | 59,028 | 61,534 | 64,151 | 66,884 | 68,721 | 70,096 | 73,598 | | | |
| 17 | Hourly | 24,193 | 26,881 | 28,026 | 29,214 | 30,457 | 31,750 | 33,101 | 34,507 | 35,457 | 36,166 | 37,973 | | | |
| | Bi-Weekly | 1,935.44 | 2,150.48 | 2,242.08 | 2,337.12 | 2,436.56 | 2,540.00 | 2,648.08 | 2,760.56 | 2,836.56 | 2,893.28 | 3,037.84 | | | |
| | Annual | 50,321 | 55,912 | 58,294 | 60,765 | 63,350 | 66,040 | 68,850 | 71,774 | 73,750 | 75,225 | 78,983 | | | |
| 18 | Hourly | 25,916 | 28,795 | 30,018 | 31,294 | 32,623 | 34,010 | 35,457 | 36,962 | 37,978 | 38,740 | 40,678 | | | |
| | Bi-Weekly | 2,073.28 | 2,303.60 | 2,401.44 | 2,503.52 | 2,609.84 | 2,720.80 | 2,836.56 | 2,956.96 | 3,038.24 | 3,099.20 | 3,254.24 | | | |
| | Annual | 53,905 | 59,893 | 62,437 | 65,091 | 67,855 | 70,740 | 73,750 | 76,880 | 78,994 | 80,579 | 84,610 | | | |
| 19 | Hourly | 28,425 | 31,583 | 32,927 | 34,328 | 35,786 | 37,305 | 38,894 | 40,544 | 41,661 | 42,494 | 44,620 | | | |
| | Bi-Weekly | 2,274.00 | 2,526.64 | 2,634.16 | 2,746.24 | 2,862.88 | 2,984.40 | 3,111.52 | 3,243.52 | 3,332.88 | 3,399.52 | 3,569.60 | | | |
| | Annual | 59,124 | 65,692 | 68,488 | 71,402 | 74,434 | 77,594 | 80,899 | 84,331 | 86,654 | 88,387 | 92,809 | | | |
| 20 | Hourly | 31,214 | 34,682 | 36,156 | 37,694 | 39,296 | 40,965 | 42,706 | 44,521 | 45,745 | 46,660 | 48,993 | | | |
| | Bi-Weekly | 2,497.12 | 2,774.56 | 2,892.48 | 3,015.52 | 3,143.68 | 3,277.20 | 3,416.48 | 3,561.68 | 3,659.60 | 3,732.80 | 3,919.44 | | | |
| | Annual | 64,925 | 72,138 | 75,204 | 78,403 | 81,735 | 85,207 | 88,828 | 92,603 | 95,149 | 97,052 | 101,905 | | | |
| 21 | Hourly | 34,304 | 38,115 | 39,734 | 41,424 | 43,184 | 45,019 | 46,931 | 48,927 | 50,274 | 51,276 | 53,841 | | | |
| | Bi-Weekly | 2,744.32 | 3,049.20 | 3,178.72 | 3,313.92 | 3,454.72 | 3,601.52 | 3,754.48 | 3,914.16 | 4,021.92 | 4,102.08 | 4,307.28 | | | |
| | Annual | 71,352 | 79,279 | 82,646 | 86,161 | 89,822 | 93,639 | 97,616 | 101,768 | 104,569 | 106,654 | 111,989 | | | |
| 22 | Hourly | 37,644 | 41,827 | 43,605 | 45,458 | 47,388 | 49,404 | 51,501 | 53,692 | 55,168 | 56,270 | 59,086 | | | |
| | Bi-Weekly | 3,011.52 | 3,346.16 | 3,488.40 | 3,636.64 | 3,791.04 | 3,952.32 | 4,120.08 | 4,295.36 | 4,413.44 | 4,501.60 | 4,726.88 | | | |
| | Annual | 78,299 | 87,000 | 90,698 | 94,552 | 98,567 | 102,760 | 107,122 | 111,679 | 114,749 | 117,041 | 122,898 | | | |
| 23 | Hourly | 39,482 | 43,869 | 45,736 | 47,679 | 49,705 | 51,818 | 54,020 | 56,316 | 57,864 | 59,022 | 61,973 | | | |
| | Bi-Weekly | 3,158.56 | 3,509.52 | 3,658.88 | 3,814.32 | 3,976.40 | 4,145.44 | 4,321.60 | 4,505.28 | 4,629.12 | 4,721.76 | 4,957.84 | | | |
| | Annual | 82,122 | 91,247 | 95,130 | 99,172 | 103,386 | 107,781 | 112,361 | 117,137 | 120,357 | 122,765 | 128,903 | | | |

Effective June 1, 2019

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

| Grade | Entry Rate 1 | Entry Rate 2 | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step | After 1 | After 1 | After 1 | |
|-------|--------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|---|---|---|--|
| | | | | | | | | | | | | Year at 1st Longevity Rate & 10 Years Service | Year at 2nd Longevity Rate & 15 Years Service | Year at 3rd Longevity Rate & 20 Years Service | |
| 9 | Hourly | 14.060 | 15.622 | 16.285 | 16.979 | 17.700 | 18.453 | 19.240 | 20.056 | 20.606 | 21.019 | 22.071 | | | |
| | Bi-Weekly | 1,124.80 | 1,249.76 | 1,302.80 | 1,358.32 | 1,416.00 | 1,476.24 | 1,539.20 | 1,604.48 | 1,648.48 | 1,681.52 | 1,765.68 | | | |
| | Annual | 29,244 | 32,493 | 33,872 | 35,316 | 36,816 | 38,382 | 40,019 | 41,716 | 42,860 | 43,719 | 45,907 | | | |
| 10 | Hourly | 15.060 | 16.733 | 17.446 | 18.188 | 18.959 | 19.765 | 20.605 | 21.481 | 22.074 | 22.514 | 23.640 | | | |
| | Bi-Weekly | 1,204.80 | 1,338.64 | 1,395.68 | 1,455.04 | 1,516.72 | 1,581.20 | 1,648.40 | 1,718.48 | 1,765.92 | 1,801.12 | 1,891.20 | | | |
| | Annual | 31,324 | 34,804 | 36,287 | 37,831 | 39,434 | 41,111 | 42,858 | 44,680 | 45,913 | 46,829 | 49,171 | | | |
| 11 | Hourly | 16.158 | 17.953 | 18.716 | 19.514 | 20.341 | 21.204 | 22.105 | 23.046 | 23.680 | 24.154 | 25.361 | | | |
| | Bi-Weekly | 1,292.64 | 1,436.24 | 1,497.28 | 1,561.12 | 1,627.28 | 1,696.32 | 1,768.40 | 1,843.68 | 1,894.40 | 1,932.32 | 2,028.88 | | | |
| | Annual | 33,608 | 37,342 | 38,929 | 40,589 | 42,309 | 44,104 | 45,978 | 47,935 | 49,254 | 50,240 | 52,750 | | | |
| 12 | Hourly | 17.303 | 19.226 | 20.045 | 20.898 | 21.786 | 22.710 | 23.676 | 24.682 | 25.361 | 25.867 | 27.162 | | | |
| | Bi-Weekly | 1,384.24 | 1,538.08 | 1,603.60 | 1,671.84 | 1,742.88 | 1,816.80 | 1,894.08 | 1,974.56 | 2,028.88 | 2,069.36 | 2,172.96 | | | |
| | Annual | 35,990 | 39,990 | 41,693 | 43,467 | 45,314 | 47,236 | 49,246 | 51,338 | 52,750 | 53,803 | 56,496 | | | |
| 13 | Hourly | 18.533 | 20.593 | 21.468 | 22.378 | 23.331 | 24.323 | 25.355 | 26.433 | 27.161 | 27.705 | 29.088 | | | |
| | Bi-Weekly | 1,482.64 | 1,647.44 | 1,717.44 | 1,790.24 | 1,866.48 | 1,945.84 | 2,028.40 | 2,114.64 | 2,172.88 | 2,216.40 | 2,327.04 | | | |
| | Annual | 38,548 | 42,833 | 44,653 | 46,546 | 48,528 | 50,591 | 52,738 | 54,980 | 56,494 | 57,626 | 60,503 | | | |
| 14 | Hourly | 19.898 | 22.110 | 23.050 | 24.028 | 25.050 | 26.113 | 27.223 | 28.380 | 29.160 | 29.743 | 31.231 | | | |
| | Bi-Weekly | 1,591.84 | 1,768.80 | 1,844.00 | 1,922.24 | 2,004.00 | 2,089.04 | 2,177.84 | 2,270.40 | 2,332.80 | 2,379.44 | 2,498.48 | | | |
| | Annual | 41,387 | 45,988 | 47,944 | 49,978 | 52,104 | 54,315 | 56,623 | 59,030 | 60,652 | 61,865 | 64,960 | | | |
| 15 | Hourly | 21.422 | 23.802 | 24.812 | 25.866 | 26.965 | 28.111 | 29.307 | 30.551 | 31.393 | 32.022 | 33.621 | | | |
| | Bi-Weekly | 1,713.76 | 1,904.16 | 1,984.96 | 2,069.28 | 2,157.20 | 2,248.88 | 2,344.56 | 2,444.08 | 2,511.44 | 2,561.76 | 2,689.68 | | | |
| | Annual | 44,557 | 49,508 | 51,608 | 53,801 | 56,087 | 58,470 | 60,958 | 63,546 | 65,297 | 66,605 | 69,931 | | | |
| 16 | Hourly | 22.995 | 25.550 | 26.636 | 27.768 | 28.947 | 30.176 | 31.459 | 32.799 | 33.700 | 34.374 | 36.092 | | | |
| | Bi-Weekly | 1,839.60 | 2,044.00 | 2,130.88 | 2,221.44 | 2,315.76 | 2,414.08 | 2,516.72 | 2,623.92 | 2,696.00 | 2,749.92 | 2,887.36 | | | |
| | Annual | 47,829 | 53,144 | 55,402 | 57,757 | 60,209 | 62,766 | 65,434 | 68,221 | 70,096 | 71,497 | 75,071 | | | |
| 17 | Hourly | 24.677 | 27.419 | 28.587 | 29.798 | 31.066 | 32.385 | 33.763 | 35.197 | 36.166 | 36.889 | 38.732 | | | |
| | Bi-Weekly | 1,974.16 | 2,193.52 | 2,286.96 | 2,383.84 | 2,485.28 | 2,590.80 | 2,701.04 | 2,815.76 | 2,893.28 | 2,951.12 | 3,098.56 | | | |
| | Annual | 51,328 | 57,031 | 59,460 | 61,979 | 64,617 | 67,360 | 70,227 | 73,209 | 75,225 | 76,729 | 80,562 | | | |
| 18 | Hourly | 26.434 | 29.371 | 30.618 | 31.920 | 33.275 | 34.690 | 36.166 | 37.701 | 38.738 | 39.515 | 41.492 | | | |
| | Bi-Weekly | 2,114.72 | 2,349.68 | 2,449.44 | 2,553.60 | 2,662.00 | 2,775.20 | 2,893.28 | 3,016.08 | 3,099.04 | 3,161.20 | 3,319.36 | | | |
| | Annual | 54,982 | 61,091 | 63,685 | 66,393 | 69,212 | 72,155 | 75,225 | 78,418 | 80,575 | 82,191 | 86,303 | | | |
| 19 | Hourly | 28.994 | 32.215 | 33.586 | 35.015 | 36.502 | 38.051 | 39.672 | 41.355 | 42.494 | 43.344 | 45.512 | | | |
| | Bi-Weekly | 2,319.52 | 2,577.20 | 2,686.88 | 2,801.20 | 2,920.16 | 3,044.08 | 3,173.76 | 3,308.40 | 3,399.52 | 3,467.52 | 3,640.96 | | | |
| | Annual | 60,307 | 67,007 | 69,858 | 72,831 | 75,924 | 79,146 | 82,517 | 86,018 | 88,387 | 90,155 | 94,664 | | | |
| 20 | Hourly | 31.838 | 35.376 | 36.879 | 38.448 | 40.082 | 41.784 | 43.560 | 45.411 | 46.660 | 47.593 | 49.973 | | | |
| | Bi-Weekly | 2,547.04 | 2,830.08 | 2,950.32 | 3,075.84 | 3,206.56 | 3,342.72 | 3,484.80 | 3,632.88 | 3,732.80 | 3,807.44 | 3,997.84 | | | |
| | Annual | 66,223 | 73,582 | 76,708 | 79,971 | 83,370 | 86,910 | 90,604 | 94,454 | 97,052 | 98,993 | 103,943 | | | |
| 21 | Hourly | 34.990 | 38.877 | 40.529 | 42.252 | 44.048 | 45.919 | 47.870 | 49.906 | 51.279 | 52.302 | 54.918 | | | |
| | Bi-Weekly | 2,799.20 | 3,110.16 | 3,242.32 | 3,380.16 | 3,523.84 | 3,673.52 | 3,829.60 | 3,992.48 | 4,102.32 | 4,184.16 | 4,393.44 | | | |
| | Annual | 72,779 | 80,864 | 84,300 | 87,884 | 91,619 | 95,511 | 99,569 | 103,804 | 106,660 | 108,788 | 114,229 | | | |
| 22 | Hourly | 38.397 | 42.664 | 44.477 | 46.367 | 48.336 | 50.392 | 52.531 | 54.766 | 56.271 | 57.395 | 60.268 | | | |
| | Bi-Weekly | 3,071.76 | 3,413.12 | 3,558.16 | 3,709.36 | 3,866.88 | 4,031.36 | 4,202.48 | 4,381.28 | 4,501.68 | 4,591.60 | 4,821.44 | | | |
| | Annual | 79,865 | 88,741 | 92,512 | 96,443 | 100,538 | 104,815 | 109,264 | 113,913 | 117,043 | 119,381 | 125,357 | | | |
| 23 | Hourly | 40.272 | 44.746 | 46.651 | 48.633 | 50.699 | 52.854 | 55.100 | 57.442 | 59.021 | 60.202 | 63.212 | | | |
| | Bi-Weekly | 3,221.76 | 3,579.68 | 3,732.08 | 3,890.64 | 4,055.92 | 4,228.32 | 4,408.00 | 4,595.36 | 4,721.68 | 4,816.16 | 5,056.96 | | | |
| | Annual | 83,765 | 93,071 | 97,034 | 101,156 | 105,453 | 109,936 | 114,608 | 119,479 | 122,763 | 125,220 | 131,480 | | | |

Effective December 1, 2018

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

| <u>Grade</u> | <u>Entry Rate 1</u> | <u>Entry Rate 2</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>After 1</u> | <u>After 1</u> | <u>After 1</u> |
|--------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------------------|----------------------|----------------------|
| | | | | | | | | | | | | <u>Year at 1st</u> | <u>Year at 2nd</u> | <u>Year at 3rd</u> |
| | | | | | | | | | | | | <u>Longevity</u> | <u>Longevity</u> | <u>Longevity</u> |
| | | | | | | | | | | | | <u>Rate & 10</u> | <u>Rate & 15</u> | <u>Rate & 20</u> |
| | | | | | | | | | | | | <u>Years</u> | <u>Years</u> | <u>Years</u> |
| | | | | | | | | | | | | <u>Service</u> | <u>Service</u> | <u>Service</u> |
| | | | | | | | | | | | | <u>After 2</u> | | |
| | | | | | | | | | | | | <u>Years At</u> | | |
| | | | | | | | | | | | | <u>5th Step</u> | | |
| 10 Hourly | 14.765 | 16.405 | 17.104 | 17.831 | 18.587 | 19.377 | 20.201 | 21.060 | 21.641 | 22.073 | 23.176 | | | |
| 10 Bi-Weekly | 1,181.20 | 1,312.40 | 1,368.32 | 1,426.48 | 1,486.96 | 1,550.16 | 1,616.08 | 1,684.80 | 1,731.28 | 1,765.84 | 1,854.08 | | | |
| 10 Annual | 30,711 | 34,122 | 35,576 | 37,088 | 38,660 | 40,304 | 42,018 | 43,804 | 45,013 | 45,911 | 48,206 | | | |
| 11 Hourly | 15.841 | 17.601 | 18.349 | 19.131 | 19.942 | 20.788 | 21.672 | 22.594 | 23.216 | 23.680 | 24.864 | | | |
| 11 Bi-Weekly | 1,267.28 | 1,408.08 | 1,467.92 | 1,530.48 | 1,595.36 | 1,663.04 | 1,733.76 | 1,807.52 | 1,857.28 | 1,894.40 | 1,989.12 | | | |
| 11 Annual | 32,949 | 36,610 | 38,165 | 39,792 | 41,479 | 43,239 | 45,077 | 46,995 | 48,289 | 49,254 | 51,717 | | | |
| 12 Hourly | 16.964 | 18.849 | 19.652 | 20.488 | 21.359 | 22.265 | 23.212 | 24.198 | 24.864 | 25.360 | 26.629 | | | |
| 12 Bi-Weekly | 1,357.12 | 1,507.92 | 1,572.16 | 1,639.04 | 1,708.72 | 1,781.20 | 1,856.96 | 1,935.84 | 1,989.12 | 2,028.80 | 2,130.32 | | | |
| 12 Annual | 35,285 | 39,205 | 40,876 | 42,615 | 44,426 | 46,311 | 48,280 | 50,331 | 51,717 | 52,748 | 55,388 | | | |
| 13 Hourly | 18.170 | 20.189 | 21.047 | 21.939 | 22.874 | 23.846 | 24.858 | 25.915 | 26.628 | 27.162 | 28.518 | | | |
| 13 Bi-Weekly | 1,453.60 | 1,615.12 | 1,683.76 | 1,755.12 | 1,829.92 | 1,907.68 | 1,988.64 | 2,073.20 | 2,130.24 | 2,172.96 | 2,281.44 | | | |
| 13 Annual | 37,793 | 41,993 | 43,777 | 45,633 | 47,577 | 49,599 | 51,704 | 53,903 | 55,386 | 56,496 | 59,317 | | | |
| 14 Hourly | 19.508 | 21.676 | 22.598 | 23.557 | 24.559 | 25.601 | 26.689 | 27.824 | 28.588 | 29.160 | 30.619 | | | |
| 14 Bi-Weekly | 1,560.64 | 1,734.08 | 1,807.84 | 1,884.56 | 1,964.72 | 2,048.08 | 2,135.12 | 2,225.92 | 2,287.04 | 2,332.80 | 2,449.52 | | | |
| 14 Annual | 40,576 | 45,086 | 47,003 | 48,998 | 51,082 | 53,250 | 55,513 | 57,873 | 59,463 | 60,652 | 63,687 | | | |
| 15 Hourly | 21.002 | 23.335 | 24.325 | 25.359 | 26.436 | 27.560 | 28.732 | 29.952 | 30.777 | 31.394 | 32.962 | | | |
| 15 Bi-Weekly | 1,680.16 | 1,866.80 | 1,946.00 | 2,028.72 | 2,114.88 | 2,204.80 | 2,298.56 | 2,396.16 | 2,462.16 | 2,511.52 | 2,636.96 | | | |
| 15 Annual | 43,684 | 48,536 | 50,596 | 52,746 | 54,986 | 57,324 | 59,762 | 62,300 | 64,016 | 65,299 | 68,560 | | | |
| 16 Hourly | 22.544 | 25.049 | 26.114 | 27.224 | 28.379 | 29.584 | 30.842 | 32.156 | 33.039 | 33.700 | 35.384 | | | |
| 16 Bi-Weekly | 1,803.52 | 2,003.92 | 2,089.12 | 2,177.92 | 2,270.32 | 2,366.72 | 2,467.36 | 2,572.48 | 2,643.12 | 2,696.00 | 2,830.72 | | | |
| 16 Annual | 46,891 | 52,101 | 54,317 | 56,625 | 59,028 | 61,534 | 64,151 | 66,884 | 68,721 | 70,096 | 73,598 | | | |

Effective June 1, 2019

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

| Grade | Entry Rate 1 | Entry Rate 2 | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step | After 2 | After 1 | After 1 |
|--------------|--------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------------------|---|---|
| | | | | | | | | | | | | Years At 5th Step | Year at 1st Longevity Rate & 10 Years Service | Year at 2nd Longevity Rate & 15 Years Service |
| 10 Hourly | 15.060 | 16.733 | 17.446 | 18.188 | 18.959 | 19.765 | 20.605 | 21.481 | 22.074 | 22.514 | 23.640 | | | |
| 10 Bi-Weekly | 1,204.80 | 1,338.64 | 1,395.68 | 1,455.04 | 1,516.72 | 1,581.20 | 1,648.40 | 1,718.48 | 1,765.92 | 1,801.12 | 1,891.20 | | | |
| 10 Annual | 31,324 | 34,804 | 36,287 | 37,831 | 39,434 | 41,111 | 42,858 | 44,680 | 45,913 | 46,829 | 49,171 | | | |
| 11 Hourly | 16.158 | 17.953 | 18.716 | 19.514 | 20.341 | 21.204 | 22.105 | 23.046 | 23.680 | 24.154 | 25.361 | | | |
| 11 Bi-Weekly | 1,292.64 | 1,436.24 | 1,497.28 | 1,561.12 | 1,627.28 | 1,696.32 | 1,768.40 | 1,843.68 | 1,894.40 | 1,932.32 | 2,028.88 | | | |
| 11 Annual | 33,608 | 37,342 | 38,929 | 40,589 | 42,309 | 44,104 | 45,978 | 47,935 | 49,254 | 50,240 | 52,750 | | | |
| 12 Hourly | 17.303 | 19.226 | 20.045 | 20.898 | 21.786 | 22.710 | 23.676 | 24.682 | 25.361 | 25.867 | 27.162 | | | |
| 12 Bi-Weekly | 1,384.24 | 1,538.08 | 1,603.60 | 1,671.84 | 1,742.88 | 1,816.80 | 1,894.08 | 1,974.56 | 2,028.88 | 2,069.36 | 2,172.96 | | | |
| 12 Annual | 35,990 | 39,990 | 41,693 | 43,467 | 45,314 | 47,236 | 49,246 | 51,338 | 52,750 | 53,803 | 56,496 | | | |
| 13 Hourly | 18.533 | 20.593 | 21.468 | 22.378 | 23.331 | 24.323 | 25.355 | 26.433 | 27.161 | 27.705 | 29.088 | | | |
| 13 Bi-Weekly | 1,482.64 | 1,647.44 | 1,717.44 | 1,790.24 | 1,866.48 | 1,945.84 | 2,028.40 | 2,114.64 | 2,172.88 | 2,216.40 | 2,327.04 | | | |
| 13 Annual | 38,548 | 42,833 | 44,653 | 46,546 | 48,528 | 50,591 | 52,738 | 54,980 | 56,494 | 57,626 | 60,503 | | | |
| 14 Hourly | 19.898 | 22.110 | 23.050 | 24.028 | 25.050 | 26.113 | 27.223 | 28.380 | 29.160 | 29.743 | 31.231 | | | |
| 14 Bi-Weekly | 1,591.84 | 1,768.80 | 1,844.00 | 1,922.24 | 2,004.00 | 2,089.04 | 2,177.84 | 2,270.40 | 2,332.80 | 2,379.44 | 2,498.48 | | | |
| 14 Annual | 41,387 | 45,988 | 47,944 | 49,978 | 52,104 | 54,315 | 56,623 | 59,030 | 60,652 | 61,865 | 64,960 | | | |
| 15 Hourly | 21.422 | 23.802 | 24.812 | 25.866 | 26.965 | 28.111 | 29.307 | 30.551 | 31.393 | 32.022 | 33.621 | | | |
| 15 Bi-Weekly | 1,713.76 | 1,904.16 | 1,984.96 | 2,069.28 | 2,157.20 | 2,248.88 | 2,344.56 | 2,444.08 | 2,511.44 | 2,561.76 | 2,689.68 | | | |
| 15 Annual | 44,557 | 49,508 | 51,608 | 53,801 | 56,087 | 58,470 | 60,958 | 63,546 | 65,297 | 66,605 | 69,931 | | | |
| 16 Hourly | 22.995 | 25.550 | 26.636 | 27.768 | 28.947 | 30.176 | 31.459 | 32.799 | 33.700 | 34.374 | 36.092 | | | |
| 16 Bi-Weekly | 1,839.60 | 2,044.00 | 2,130.88 | 2,221.44 | 2,315.76 | 2,414.08 | 2,516.72 | 2,623.92 | 2,696.00 | 2,749.92 | 2,887.36 | | | |
| 16 Annual | 47,829 | 53,144 | 55,402 | 57,757 | 60,209 | 62,766 | 65,434 | 68,221 | 70,096 | 71,497 | 75,071 | | | |

Effective June 1, 2017

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
FOP STATES ATTORNEY SUPERVISOR**

| <u>Grade</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | | <u>After 2 Years At 5th Step</u> | <u>After 1</u> | <u>After 1</u> | <u>After 1</u> |
|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--|--|--|--|--|
| | | | | | | | | | | | | <u>Year at 1st Longevity Rate & 10 Years Service</u> | <u>Year at 2nd Longevity Rate & 15 Years Service</u> | <u>Year at 3rd Longevity Rate & 20 Years Service</u> |
| 22 Hourly | 41.630 | 43.665 | 45.738 | 47.959 | 50.192 | 52.607 | 53.379 | 53.910 | 55.525 | | | | | |
| Bi-Weekly | 3,330.40 | 3,493.20 | 3,659.04 | 3,836.72 | 4,015.36 | 4,208.56 | 4,270.32 | 4,312.80 | 4,442.00 | | | | | |
| Annual | 86,590 | 90,823 | 95,135 | 99,754 | 104,399 | 109,422 | 111,028 | 112,132 | 115,492 | | | | | |

Effective December 1, 2018

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

| <u>Grade</u> | <u>Entry Rate 1</u> | <u>Entry Rate 2</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>After 1</u> | <u>After 1</u> | <u>After 1</u> | | | |
|--------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--------------------|--------------------|--------------------|------------------|------------------|------------------|
| | | | | | | | | | | | | <u>Year at 1st</u> | <u>Year at 2nd</u> | <u>Year at 3rd</u> | <u>Longevity</u> | <u>Longevity</u> | <u>Longevity</u> |
| | | | | | | | | | | | | <u>After 2</u> | <u>Years At</u> | <u>5th Step</u> | <u>Service</u> | <u>Service</u> | <u>Service</u> |
| 10 | Hourly | 14.764 | 16.405 | 17.104 | 17.831 | 18.587 | 19.377 | 20.201 | 21.060 | 21.641 | 22.184 | 23.292 | | | | | |
| | Bi-Weekly | 1,181.12 | 1,312.40 | 1,368.32 | 1,426.48 | 1,486.96 | 1,550.16 | 1,616.08 | 1,684.80 | 1,731.28 | 1,774.72 | 1,863.36 | | | | | |
| | Annual | 30,709 | 34,122 | 35,576 | 37,088 | 38,660 | 40,304 | 42,018 | 43,804 | 45,013 | 46,142 | 48,447 | | | | | |
| 13 | Hourly | 18.170 | 20.189 | 21.047 | 21.939 | 22.874 | 23.846 | 24.858 | 25.915 | 26.628 | 27.297 | 28.661 | | | | | |
| | Bi-Weekly | 1,453.60 | 1,615.12 | 1,683.76 | 1,755.12 | 1,829.92 | 1,907.68 | 1,988.64 | 2,073.20 | 2,130.24 | 2,183.76 | 2,292.88 | | | | | |
| | Annual | 37,793 | 41,993 | 43,777 | 45,633 | 47,577 | 49,599 | 51,704 | 53,903 | 55,386 | 56,777 | 59,614 | | | | | |

Effective June 1, 2019

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

| <u>Grade</u> | <u>Entry Rate 1</u> | <u>Entry Rate 2</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>After 1</u> | <u>After 1</u> | <u>After 1</u> |
|--------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--------------------|--------------------|--------------------|
| | | | | | | | | | | | | <u>Year at 1st</u> | <u>Year at 2nd</u> | <u>Year at 3rd</u> |
| 10 Hourly | 15,059 | 16,733 | 17,446 | 18,188 | 18,959 | 19,765 | 20,605 | 21,481 | 22,074 | 22,628 | 23,758 | | | |
| Bi-Weekly | 1,204.72 | 1,338.64 | 1,395.68 | 1,455.04 | 1,516.72 | 1,581.20 | 1,648.40 | 1,718.48 | 1,765.92 | 1,810.24 | 1,900.64 | | | |
| Annual | 31,322 | 34,804 | 36,287 | 37,831 | 39,434 | 41,111 | 42,858 | 44,680 | 45,913 | 47,066 | 49,416 | | | |
| 13 Hourly | 18,533 | 20,593 | 21,468 | 22,378 | 23,331 | 24,323 | 25,355 | 26,433 | 27,161 | 27,843 | 29,234 | | | |
| Bi-Weekly | 1,482.64 | 1,647.44 | 1,717.44 | 1,790.24 | 1,866.48 | 1,945.84 | 2,028.40 | 2,114.64 | 2,172.88 | 2,227.44 | 2,338.72 | | | |
| Annual | 38,548 | 42,833 | 44,653 | 46,546 | 48,528 | 50,591 | 52,738 | 54,980 | 56,494 | 57,913 | 60,806 | | | |

Effective June 1, 2017

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

| Grade | Entry Step | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | After 1 | After 1 | After 1 | |
|-------|------------|----------|----------|----------|----------|----------|----------|----------|---|---|---|--|
| | | | | | | | | | Year at 1st Longevity Rate & 10 Years Service | Year at 2nd Longevity Rate & 15 Years Service | Year at 3rd Longevity Rate & 20 Years Service | |
| | | 8th Step | 9th Step | | | | | | | | | |
| 9 | Hourly | 15.316 | 15.966 | 16.646 | 17.353 | 18.091 | 18.863 | 19.663 | 20.202 | 20.607 | 21.638 | |
| | Bi-Weekly | 1,225.28 | 1,277.28 | 1,331.68 | 1,388.24 | 1,447.28 | 1,509.04 | 1,573.04 | 1,616.16 | 1,648.56 | 1,731.04 | |
| | Annual | 31,857 | 33,209 | 34,623 | 36,094 | 37,629 | 39,235 | 40,899 | 42,020 | 42,862 | 45,007 | |
| 10 | Hourly | 16.405 | 17.104 | 17.831 | 18.587 | 19.377 | 20.201 | 21.060 | 21.641 | 22.073 | 23.176 | |
| | Bi-Weekly | 1,312.40 | 1,368.32 | 1,426.48 | 1,486.96 | 1,550.16 | 1,616.08 | 1,684.80 | 1,731.28 | 1,765.84 | 1,854.08 | |
| | Annual | 34,122 | 35,576 | 37,088 | 38,660 | 40,304 | 42,018 | 43,804 | 45,013 | 45,911 | 48,206 | |
| 11 | Hourly | 17.601 | 18.349 | 19.131 | 19.942 | 20.788 | 21.672 | 22.594 | 23.216 | 23.680 | 24.864 | |
| | Bi-Weekly | 1,408.08 | 1,467.92 | 1,530.48 | 1,595.36 | 1,663.04 | 1,733.76 | 1,807.52 | 1,857.28 | 1,894.40 | 1,989.12 | |
| | Annual | 36,610 | 38,165 | 39,792 | 41,479 | 43,239 | 45,077 | 46,995 | 48,289 | 49,254 | 51,717 | |
| 12 | Hourly | 18.849 | 19.652 | 20.488 | 21.359 | 22.265 | 23.212 | 24.198 | 24.864 | 25.360 | 26.629 | |
| | Bi-Weekly | 1,507.92 | 1,572.16 | 1,639.04 | 1,708.72 | 1,781.20 | 1,856.96 | 1,935.84 | 1,989.12 | 2,028.80 | 2,130.32 | |
| | Annual | 39,205 | 40,876 | 42,615 | 44,426 | 46,311 | 48,280 | 50,331 | 51,717 | 52,748 | 55,388 | |
| 13 | Hourly | 20.189 | 21.047 | 21.939 | 22.874 | 23.846 | 24.858 | 25.915 | 26.628 | 27.162 | 28.518 | |
| | Bi-Weekly | 1,615.12 | 1,683.76 | 1,755.12 | 1,829.92 | 1,907.68 | 1,988.64 | 2,073.20 | 2,130.24 | 2,172.96 | 2,281.44 | |
| | Annual | 41,993 | 43,777 | 45,633 | 47,577 | 49,599 | 51,704 | 53,903 | 55,386 | 56,496 | 59,317 | |
| 14 | Hourly | 21.676 | 22.598 | 23.557 | 24.559 | 25.601 | 26.689 | 27.824 | 28.588 | 29.160 | 30.619 | |
| | Bi-Weekly | 1,734.08 | 1,807.84 | 1,884.56 | 1,964.72 | 2,048.08 | 2,135.12 | 2,225.92 | 2,287.04 | 2,332.80 | 2,449.52 | |
| | Annual | 45,086 | 47,003 | 48,998 | 51,082 | 53,250 | 55,513 | 57,873 | 59,463 | 60,652 | 63,687 | |
| 15 | Hourly | 23.335 | 24.325 | 25.359 | 26.436 | 27.560 | 28.732 | 29.952 | 30.777 | 31.394 | 32.962 | |
| | Bi-Weekly | 1,866.80 | 1,946.00 | 2,028.72 | 2,114.88 | 2,204.80 | 2,298.56 | 2,396.16 | 2,462.16 | 2,511.52 | 2,636.96 | |
| | Annual | 48,536 | 50,596 | 52,746 | 54,986 | 57,324 | 59,762 | 62,300 | 64,016 | 65,299 | 68,560 | |
| 16 | Hourly | 25.049 | 26.114 | 27.224 | 28.379 | 29.584 | 30.842 | 32.156 | 33.039 | 33.700 | 35.384 | |
| | Bi-Weekly | 2,003.92 | 2,089.12 | 2,177.92 | 2,270.32 | 2,366.72 | 2,467.36 | 2,572.48 | 2,643.12 | 2,696.00 | 2,830.72 | |
| | Annual | 52,101 | 54,317 | 56,625 | 59,028 | 61,534 | 64,151 | 66,884 | 68,721 | 70,096 | 73,598 | |
| 17 | Hourly | 26.881 | 28.026 | 29.214 | 30.457 | 31.750 | 33.101 | 34.507 | 35.457 | 36.166 | 37.973 | |
| | Bi-Weekly | 2,150.48 | 2,242.08 | 2,337.12 | 2,436.56 | 2,540.00 | 2,648.08 | 2,760.56 | 2,836.56 | 2,893.28 | 3,037.84 | |
| | Annual | 55,912 | 58,294 | 60,765 | 63,350 | 66,040 | 68,850 | 71,774 | 73,750 | 75,225 | 78,983 | |
| 18 | Hourly | 28.795 | 30.018 | 31.294 | 32.623 | 34.010 | 35.457 | 36.962 | 37.978 | 38.740 | 40.678 | |
| | Bi-Weekly | 2,303.60 | 2,401.44 | 2,503.52 | 2,609.84 | 2,720.80 | 2,836.56 | 2,956.96 | 3,038.24 | 3,099.20 | 3,254.24 | |
| | Annual | 59,893 | 62,437 | 65,091 | 67,855 | 70,740 | 73,750 | 76,880 | 78,994 | 80,579 | 84,610 | |
| 19 | Hourly | 31.583 | 32.927 | 34.328 | 35.786 | 37.305 | 38.894 | 40.544 | 41.661 | 42.494 | 44.620 | |
| | Bi-Weekly | 2,526.64 | 2,634.16 | 2,746.24 | 2,862.88 | 2,984.40 | 3,111.52 | 3,243.52 | 3,332.88 | 3,399.52 | 3,569.60 | |
| | Annual | 65,692 | 68,488 | 71,402 | 74,434 | 77,594 | 80,899 | 84,331 | 86,654 | 88,387 | 92,809 | |
| 20 | Hourly | 34.682 | 36.156 | 37.694 | 39.296 | 40.965 | 42.706 | 44.521 | 45.745 | 46.660 | 48.993 | |
| | Bi-Weekly | 2,774.56 | 2,892.48 | 3,015.52 | 3,143.68 | 3,277.20 | 3,416.48 | 3,561.68 | 3,659.60 | 3,732.80 | 3,919.44 | |
| | Annual | 72,138 | 75,204 | 78,403 | 81,735 | 85,207 | 88,828 | 92,603 | 95,149 | 97,052 | 101,905 | |
| 21 | Hourly | 38.115 | 39.734 | 41.424 | 43.184 | 45.019 | 46.931 | 48.927 | 50.274 | 51.276 | 53.841 | |
| | Bi-Weekly | 3,049.20 | 3,178.72 | 3,313.92 | 3,454.72 | 3,601.52 | 3,754.48 | 3,914.16 | 4,021.92 | 4,102.08 | 4,307.28 | |
| | Annual | 79,279 | 82,646 | 86,161 | 89,822 | 93,639 | 97,616 | 101,768 | 104,569 | 106,654 | 111,989 | |
| 22 | Hourly | 41.827 | 43.605 | 45.458 | 47.388 | 49.404 | 51.501 | 53.692 | 55.168 | 56.270 | 59.086 | |
| | Bi-Weekly | 3,346.16 | 3,488.40 | 3,636.64 | 3,791.04 | 3,952.32 | 4,120.08 | 4,295.36 | 4,413.44 | 4,501.60 | 4,726.88 | |
| | Annual | 87,000 | 90,698 | 94,552 | 98,567 | 102,760 | 107,122 | 111,679 | 114,749 | 117,041 | 122,898 | |
| 23 | Hourly | 43.869 | 45.736 | 47.679 | 49.705 | 51.818 | 54.020 | 56.316 | 57.864 | 59.022 | 61.973 | |
| | Bi-Weekly | 3,509.52 | 3,658.88 | 3,814.32 | 3,976.40 | 4,145.44 | 4,321.60 | 4,505.28 | 4,629.12 | 4,721.76 | 4,957.84 | |
| | Annual | 91,247 | 95,130 | 99,172 | 103,386 | 107,781 | 112,361 | 117,137 | 120,357 | 122,765 | 128,903 | |

Effective June 1, 2017

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

| <u>Grade</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> |
|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 13 Hourly | 20.189 | 21.187 | 22.262 | 23.335 | 24.392 | 25.614 | 26.124 | 26.374 | 27.172 |
| Bi-Weekly | 1,615.12 | 1,694.96 | 1,780.96 | 1,866.80 | 1,951.36 | 2,049.12 | 2,089.92 | 2,109.92 | 2,173.76 |
| Annual | 41,993 | 44,068 | 46,304 | 48,536 | 50,735 | 53,277 | 54,337 | 54,857 | 56,517 |

Effective June 1, 2017

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

| Grade | Entry Rate | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step | After 2 Years At 5th Step | After 1 | After 1 | After 1 |
|--------------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|---------------------------------|---|---|---|
| | | | | | | | | | | | | Year at 1st Longevity Rate & 10 Years Service | Year at 2nd Longevity Rate & 15 Years Service | Year at 3rd Longevity Rate & 20 Years Service |
| 9 Hourly | 15,316 | 15,966 | 16,646 | 17,353 | 18,091 | 18,863 | 19,663 | 20,202 | 20,607 | 21,638 | | | | |
| 9 Bi-Weekly | 1,225.28 | 1,277.28 | 1,331.68 | 1,388.24 | 1,447.28 | 1,509.04 | 1,573.04 | 1,616.16 | 1,648.56 | 1,731.04 | | | | |
| 9 Annual | 31,857 | 33,209 | 34,623 | 36,094 | 37,629 | 39,235 | 40,899 | 42,020 | 42,862 | 45,007 | | | | |
| 10 Hourly | 16,405 | 17,104 | 17,831 | 18,587 | 19,377 | 20,201 | 21,060 | 21,641 | 22,073 | 23,176 | | | | |
| 10 Bi-Weekly | 1,312.40 | 1,368.32 | 1,426.48 | 1,486.96 | 1,550.16 | 1,616.08 | 1,684.80 | 1,731.28 | 1,765.84 | 1,854.08 | | | | |
| 10 Annual | 34,122 | 35,576 | 37,088 | 38,660 | 40,304 | 42,018 | 43,804 | 45,013 | 45,911 | 48,206 | | | | |
| 11 Hourly | 17,601 | 18,349 | 19,131 | 19,942 | 20,788 | 21,672 | 22,594 | 23,216 | 23,680 | 24,864 | | | | |
| 11 Bi-Weekly | 1,408.08 | 1,467.92 | 1,530.48 | 1,595.36 | 1,663.04 | 1,733.76 | 1,807.52 | 1,857.28 | 1,894.40 | 1,989.12 | | | | |
| 11 Annual | 36,610 | 38,165 | 39,792 | 41,479 | 43,239 | 45,077 | 46,995 | 48,289 | 49,254 | 51,717 | | | | |
| 12 Hourly | 18,849 | 19,652 | 20,488 | 21,359 | 22,265 | 23,212 | 24,198 | 24,864 | 25,360 | 26,629 | | | | |
| 12 Bi-Weekly | 1,507.92 | 1,572.16 | 1,639.04 | 1,708.72 | 1,781.20 | 1,856.96 | 1,935.84 | 1,989.12 | 2,028.80 | 2,130.32 | | | | |
| 12 Annual | 39,205 | 40,876 | 42,615 | 44,426 | 46,311 | 48,280 | 50,331 | 51,717 | 52,748 | 55,388 | | | | |
| 13 Hourly | 20,189 | 21,047 | 21,939 | 22,874 | 23,846 | 24,858 | 25,915 | 26,628 | 27,162 | 28,518 | | | | |
| 13 Bi-Weekly | 1,615.12 | 1,683.76 | 1,755.12 | 1,829.92 | 1,907.68 | 1,988.64 | 2,073.20 | 2,130.24 | 2,172.96 | 2,281.44 | | | | |
| 13 Annual | 41,993 | 43,777 | 45,633 | 47,577 | 49,599 | 51,704 | 53,903 | 55,386 | 56,496 | 59,317 | | | | |
| 14 Hourly | 21,676 | 22,598 | 23,557 | 24,559 | 25,601 | 26,689 | 27,824 | 28,588 | 29,160 | 30,619 | | | | |
| 14 Bi-Weekly | 1,734.08 | 1,807.84 | 1,884.56 | 1,964.72 | 2,048.08 | 2,135.12 | 2,225.92 | 2,287.04 | 2,332.80 | 2,449.52 | | | | |
| 14 Annual | 45,086 | 47,003 | 48,998 | 51,082 | 53,250 | 55,513 | 57,873 | 59,463 | 60,652 | 63,687 | | | | |
| 15 Hourly | 23,335 | 24,325 | 25,359 | 26,436 | 27,560 | 28,732 | 29,952 | 30,777 | 31,394 | 32,962 | | | | |
| 15 Bi-Weekly | 1,866.80 | 1,946.00 | 2,028.72 | 2,114.88 | 2,204.80 | 2,298.56 | 2,396.16 | 2,462.16 | 2,511.52 | 2,636.96 | | | | |
| 15 Annual | 48,536 | 50,596 | 52,746 | 54,986 | 57,324 | 59,762 | 62,300 | 64,016 | 65,299 | 68,560 | | | | |
| 16 Hourly | 25,049 | 26,114 | 27,224 | 28,379 | 29,584 | 30,842 | 32,156 | 33,039 | 33,700 | 35,384 | | | | |
| 16 Bi-Weekly | 2,003.92 | 2,089.12 | 2,177.92 | 2,270.32 | 2,366.72 | 2,467.36 | 2,572.48 | 2,643.12 | 2,696.00 | 2,830.72 | | | | |
| 16 Annual | 52,101 | 54,317 | 56,625 | 59,028 | 61,534 | 64,151 | 66,884 | 68,721 | 70,096 | 73,598 | | | | |
| 17 Hourly | 26,881 | 28,026 | 29,214 | 30,457 | 31,750 | 33,101 | 34,507 | 35,457 | 36,166 | 37,973 | | | | |
| 17 Bi-Weekly | 2,150.48 | 2,242.08 | 2,337.12 | 2,436.56 | 2,540.00 | 2,648.08 | 2,760.56 | 2,836.56 | 2,893.28 | 3,037.84 | | | | |
| 17 Annual | 55,912 | 58,294 | 60,765 | 63,350 | 66,040 | 68,850 | 71,774 | 73,750 | 75,225 | 78,983 | | | | |
| 18 Hourly | 28,795 | 30,018 | 31,294 | 32,623 | 34,010 | 35,457 | 36,962 | 37,978 | 38,740 | 40,678 | | | | |
| 18 Bi-Weekly | 2,303.60 | 2,401.44 | 2,503.52 | 2,609.84 | 2,720.80 | 2,836.56 | 2,956.96 | 3,038.24 | 3,093.20 | 3,254.24 | | | | |
| 18 Annual | 59,893 | 62,437 | 65,091 | 67,855 | 70,740 | 73,750 | 76,880 | 78,994 | 80,579 | 84,610 | | | | |
| 19 Hourly | 31,583 | 32,927 | 34,328 | 35,786 | 37,305 | 38,894 | 40,544 | 41,661 | 42,494 | 44,620 | | | | |
| 19 Bi-Weekly | 2,526.64 | 2,634.16 | 2,746.24 | 2,862.88 | 2,984.40 | 3,111.52 | 3,243.52 | 3,332.88 | 3,399.52 | 3,569.60 | | | | |
| 19 Annual | 65,692 | 68,488 | 71,402 | 74,434 | 77,594 | 80,899 | 84,331 | 86,654 | 88,387 | 92,809 | | | | |
| 20 Hourly | 34,682 | 36,156 | 37,694 | 39,296 | 40,965 | 42,706 | 44,521 | 45,745 | 46,660 | 48,993 | | | | |
| 20 Bi-Weekly | 2,774.56 | 2,892.48 | 3,015.52 | 3,143.68 | 3,277.20 | 3,416.48 | 3,561.68 | 3,659.60 | 3,732.80 | 3,919.44 | | | | |
| 20 Annual | 72,138 | 75,204 | 78,403 | 81,735 | 85,207 | 88,828 | 92,603 | 95,149 | 97,052 | 101,905 | | | | |
| 21 Hourly | 38,115 | 39,734 | 41,424 | 43,184 | 45,019 | 46,931 | 48,927 | 50,274 | 51,276 | 53,841 | | | | |
| 21 Bi-Weekly | 3,049.20 | 3,178.72 | 3,313.92 | 3,454.72 | 3,601.52 | 3,754.48 | 3,914.16 | 4,021.92 | 4,102.08 | 4,307.28 | | | | |
| 21 Annual | 79,279 | 82,646 | 86,161 | 89,822 | 93,639 | 97,616 | 101,768 | 104,569 | 106,654 | 111,989 | | | | |
| 22 Hourly | 41,827 | 43,605 | 45,458 | 47,388 | 49,404 | 51,501 | 53,692 | 55,168 | 56,270 | 59,086 | | | | |
| 22 Bi-Weekly | 3,346.16 | 3,488.40 | 3,636.64 | 3,791.04 | 3,952.32 | 4,120.08 | 4,295.36 | 4,413.44 | 4,501.60 | 4,726.88 | | | | |
| 22 Annual | 87,000 | 90,698 | 94,552 | 98,567 | 102,760 | 107,122 | 111,679 | 114,749 | 117,041 | 122,898 | | | | |
| 23 Hourly | 43,869 | 45,736 | 47,679 | 49,705 | 51,818 | 54,020 | 56,316 | 57,864 | 59,022 | 61,973 | | | | |
| 23 Bi-Weekly | 3,509.52 | 3,658.88 | 3,814.32 | 3,976.40 | 4,145.44 | 4,321.60 | 4,505.28 | 4,629.12 | 4,721.76 | 4,957.84 | | | | |
| 23 Annual | 91,247 | 95,130 | 99,172 | 103,386 | 107,781 | 112,361 | 117,137 | 120,357 | 122,765 | 128,903 | | | | |

Effective June 1, 2017

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

| Grade | Min Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step | 10th Step | 11th Step | 12th Step | 13th Step |
|---------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|------------------|------------------|------------------|
| PN1 Hourly | 18,263 | 18,665 | 19,058 | 19,618 | 20,242 | 20,857 | 21,396 | 22,249 | 22,907 | 23,586 | 24,289 | 26,149 | 26,543 |
| PN1 Bi-Weekly | 1,461.04 | 1,493.20 | 1,524.64 | 1,569.44 | 1,619.36 | 1,668.56 | 1,711.68 | 1,779.92 | 1,832.56 | 1,886.88 | 1,943.12 | 2,091.92 | 2,123.44 |
| PN1 Annual | 37,987 | 38,823 | 39,640 | 40,805 | 42,103 | 43,382 | 44,503 | 46,277 | 47,646 | 49,058 | 50,521 | 54,389 | 55,209 |
| PN2 Hourly | 19,336 | 19,971 | 20,502 | 21,138 | 21,737 | 22,365 | 22,954 | 23,862 | 24,578 | 25,315 | 26,074 | 28,070 | 28,495 |
| PN2 Bi-Weekly | 1,546.88 | 1,597.68 | 1,640.16 | 1,691.04 | 1,738.96 | 1,789.20 | 1,836.32 | 1,908.96 | 1,966.24 | 2,025.20 | 2,085.92 | 2,245.60 | 2,279.60 |
| PN2 Annual | 40,218 | 41,539 | 42,644 | 43,967 | 45,212 | 46,519 | 47,744 | 49,632 | 51,122 | 52,655 | 54,233 | 58,385 | 59,269 |
| PN3 Hourly | 20,291 | 20,956 | 21,522 | 22,188 | 22,823 | 23,481 | 24,093 | 25,048 | 25,799 | 26,572 | 27,370 | 29,463 | 29,905 |
| PN3 Bi-Weekly | 1,623.28 | 1,676.48 | 1,721.76 | 1,775.04 | 1,825.84 | 1,878.48 | 1,927.44 | 2,003.84 | 2,063.92 | 2,125.76 | 2,189.60 | 2,357.04 | 2,392.40 |
| PN3 Annual | 42,205 | 43,588 | 44,765 | 46,151 | 47,471 | 48,840 | 50,113 | 52,099 | 53,661 | 55,269 | 56,929 | 61,283 | 62,202 |

Effective December 1, 2018

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

| Grade | Entry Rate | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step | 10th Step | 11th Step | After 3 | After 5 | 14th Step | |
|-------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|----------|----------|-----------|----------|
| | | | | | | | | | | | | | Years | Years | | |
| FA | Hourly | 27,144 | 30,160 | 30,882 | 31,847 | 32,875 | 34,107 | 35,279 | 36,578 | 38,042 | 39,552 | 40,688 | 43,115 | 45,680 | 46,584 | 47,051 |
| | Bi-Weekly | 2,171.52 | 2,412.80 | 2,470.56 | 2,547.76 | 2,630.00 | 2,728.56 | 2,822.32 | 2,926.24 | 3,043.36 | 3,164.16 | 3,255.04 | 3,449.20 | 3,654.40 | 3,726.72 | 3,764.08 |
| | Annual | 56,459 | 62,732 | 64,234 | 66,241 | 68,380 | 70,942 | 73,380 | 76,082 | 79,127 | 82,268 | 84,631 | 89,679 | 95,014 | 96,894 | 97,866 |
| FB | Hourly | 28,598 | 31,776 | 32,653 | 33,778 | 35,081 | 36,201 | 37,480 | 38,597 | 39,839 | 41,410 | 42,633 | 45,179 | 47,872 | 48,819 | 49,308 |
| | Bi-Weekly | 2,287.84 | 2,542.08 | 2,612.24 | 2,702.24 | 2,806.48 | 2,896.08 | 2,998.40 | 3,087.76 | 3,187.12 | 3,312.80 | 3,410.64 | 3,614.32 | 3,829.76 | 3,905.52 | 3,944.64 |
| | Annual | 59,483 | 66,094 | 67,918 | 70,258 | 72,968 | 75,298 | 77,958 | 80,281 | 82,865 | 86,132 | 88,676 | 93,972 | 99,573 | 101,543 | 102,560 |
| FC | Hourly | 30,400 | 33,778 | 34,822 | 35,851 | 37,052 | 38,245 | 39,410 | 40,679 | 41,892 | 43,484 | 44,769 | 47,440 | 50,276 | 51,273 | 51,787 |
| | Bi-Weekly | 2,432.00 | 2,702.24 | 2,785.76 | 2,868.08 | 2,964.16 | 3,059.60 | 3,152.80 | 3,254.32 | 3,351.36 | 3,478.72 | 3,581.52 | 3,795.20 | 4,022.08 | 4,101.84 | 4,142.96 |
| | Annual | 63,232 | 70,258 | 72,429 | 74,570 | 77,068 | 79,549 | 81,972 | 84,612 | 87,135 | 90,446 | 93,119 | 98,675 | 104,574 | 106,647 | 107,716 |
| FD | Hourly | 32,032 | 35,591 | 37,220 | 38,986 | 40,378 | 41,985 | 43,602 | 45,205 | 46,802 | 48,559 | 50,011 | 52,996 | 56,165 | 57,280 | 57,852 |
| | Bi-Weekly | 2,562.56 | 2,847.28 | 2,977.60 | 3,118.88 | 3,230.24 | 3,358.80 | 3,488.16 | 3,616.40 | 3,744.16 | 3,884.72 | 4,000.88 | 4,239.68 | 4,493.20 | 4,582.40 | 4,628.16 |
| | Annual | 66,626 | 74,029 | 77,417 | 81,090 | 83,986 | 87,328 | 90,692 | 94,026 | 97,348 | 101,002 | 104,022 | 110,231 | 116,823 | 119,142 | 120,332 |
| FE | Hourly | 34,238 | 38,042 | 39,198 | 40,378 | 41,985 | 43,602 | 45,205 | 46,802 | 48,359 | 50,220 | 51,708 | 54,805 | 58,087 | 59,243 | 59,835 |
| | Bi-Weekly | 2,739.04 | 3,043.36 | 3,135.84 | 3,230.24 | 3,358.80 | 3,488.16 | 3,616.40 | 3,744.16 | 3,868.72 | 4,017.60 | 4,136.64 | 4,384.40 | 4,646.96 | 4,739.44 | 4,786.80 |
| | Annual | 71,215 | 79,127 | 81,531 | 83,986 | 87,328 | 90,692 | 94,026 | 97,348 | 100,586 | 104,457 | 107,552 | 113,994 | 120,820 | 123,225 | 124,456 |
| FF | Hourly | 35,469 | 39,410 | 40,994 | 42,577 | 44,072 | 45,652 | 47,203 | 48,683 | 50,745 | 52,238 | 53,533 | 55,363 | 58,680 | 59,844 | 60,442 |
| | Bi-Weekly | 2,837.52 | 3,152.80 | 3,279.52 | 3,406.16 | 3,525.76 | 3,652.16 | 3,776.24 | 3,894.64 | 4,059.60 | 4,179.04 | 4,282.64 | 4,429.04 | 4,694.40 | 4,787.52 | 4,835.36 |
| | Annual | 73,775 | 81,972 | 85,267 | 88,560 | 91,669 | 94,956 | 98,182 | 101,260 | 105,549 | 108,655 | 111,348 | 115,155 | 122,054 | 124,475 | 125,719 |

*RECEIVE AN ADDITIONAL FORTY DOLLARS (\$40.00) PER MONTH FOR A BACHELOR'S DEGREE; AN ADDITIONAL EIGHTY DOLLARS (\$80.00) PER MONTH FOR A MASTERS DEGREE FOR THOSE EMPLOYEES WHO WERE RECEIVING IT PRIOR TO DECEMBER 1, 1980.
NOT ELIGIBLE FOR ADDITIONAL COMPENSATION FOR A BACHELOR'S OR MASTER'S DEGREE

**Effective November 30, 2012, revise Schedule II to provide that RNs can access Step 13 after three (3) years on Step 12.

***Effective November 30, 2012, RNs can access Step 14 after five (5) years on Step 13.

Effective September 1, 2019

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

| Grade | Entry Rate | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step | 10th Step | 11th Step | After 3 Years | | After 5 Years | |
|-------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|---------------|-----------|---------------|----------|
| | | | | | | | | | | | | | 12th Step | 13th Step | 14th Step | |
| FA | Hourly | 27,687 | 30,763 | 31,500 | 32,484 | 33,533 | 34,789 | 35,985 | 37,310 | 38,803 | 40,343 | 41,502 | 43,977 | 46,594 | 47,516 | 47,992 |
| | Bi-Weekly | 2,214.96 | 2,461.04 | 2,520.00 | 2,598.72 | 2,682.64 | 2,783.12 | 2,878.80 | 2,984.80 | 3,104.24 | 3,227.44 | 3,320.16 | 3,518.16 | 3,727.52 | 3,801.28 | 3,839.36 |
| | Annual | 57,588 | 63,987 | 65,520 | 67,566 | 69,748 | 72,361 | 74,848 | 77,604 | 80,710 | 83,913 | 86,324 | 91,472 | 96,915 | 98,833 | 99,823 |
| FB | Hourly | 29,171 | 32,412 | 33,306 | 34,454 | 35,783 | 36,925 | 38,230 | 39,369 | 40,636 | 42,238 | 43,486 | 46,083 | 48,829 | 49,795 | 50,294 |
| | Bi-Weekly | 2,333.68 | 2,592.96 | 2,664.48 | 2,756.32 | 2,862.64 | 2,954.00 | 3,058.40 | 3,149.52 | 3,250.88 | 3,379.04 | 3,478.88 | 3,686.64 | 3,906.32 | 3,983.60 | 4,023.52 |
| | Annual | 60,675 | 67,416 | 69,276 | 71,664 | 74,428 | 76,804 | 79,518 | 81,887 | 84,522 | 87,855 | 90,450 | 95,852 | 101,564 | 103,573 | 104,611 |
| FC | Hourly | 31,009 | 34,454 | 35,518 | 36,568 | 37,793 | 39,010 | 40,198 | 41,493 | 42,730 | 44,354 | 45,664 | 48,389 | 51,282 | 52,298 | 52,823 |
| | Bi-Weekly | 2,480.72 | 2,756.32 | 2,841.44 | 2,925.44 | 3,023.44 | 3,120.80 | 3,215.84 | 3,319.44 | 3,418.40 | 3,548.32 | 3,653.12 | 3,871.12 | 4,102.56 | 4,183.84 | 4,225.84 |
| | Annual | 64,498 | 71,664 | 73,877 | 76,061 | 78,609 | 81,140 | 83,611 | 86,305 | 88,878 | 92,256 | 94,981 | 100,649 | 106,666 | 108,779 | 109,871 |
| FD | Hourly | 32,673 | 36,303 | 37,964 | 39,766 | 41,186 | 42,825 | 44,474 | 46,109 | 47,738 | 49,530 | 51,011 | 54,056 | 57,288 | 58,426 | 59,009 |
| | Bi-Weekly | 2,613.84 | 2,904.24 | 3,037.12 | 3,181.28 | 3,294.88 | 3,426.00 | 3,557.92 | 3,688.72 | 3,819.04 | 3,962.40 | 4,080.88 | 4,324.48 | 4,583.04 | 4,674.08 | 4,720.72 |
| | Annual | 67,959 | 75,510 | 78,965 | 82,713 | 85,666 | 89,076 | 92,505 | 95,906 | 99,295 | 103,022 | 106,102 | 112,436 | 119,159 | 121,526 | 122,738 |
| FE | Hourly | 34,923 | 38,803 | 39,982 | 41,186 | 42,825 | 44,474 | 46,109 | 47,738 | 49,326 | 51,224 | 52,742 | 55,901 | 59,249 | 60,428 | 61,032 |
| | Bi-Weekly | 2,793.84 | 3,104.24 | 3,198.56 | 3,294.88 | 3,426.00 | 3,557.92 | 3,688.72 | 3,819.04 | 3,946.08 | 4,097.92 | 4,219.36 | 4,472.08 | 4,739.92 | 4,834.24 | 4,882.56 |
| | Annual | 72,639 | 80,710 | 83,162 | 85,666 | 89,076 | 92,505 | 95,906 | 99,295 | 102,598 | 106,545 | 109,703 | 116,274 | 123,237 | 125,690 | 126,946 |
| FF | Hourly | 36,178 | 40,198 | 41,814 | 43,429 | 44,953 | 46,565 | 48,147 | 49,657 | 51,760 | 53,283 | 54,604 | 56,470 | 59,854 | 61,041 | 61,651 |
| | Bi-Weekly | 2,894.24 | 3,215.84 | 3,345.12 | 3,474.32 | 3,596.24 | 3,725.20 | 3,851.76 | 3,972.56 | 4,140.80 | 4,262.64 | 4,368.32 | 4,517.60 | 4,788.32 | 4,883.28 | 4,932.08 |
| | Annual | 75,250 | 83,611 | 86,973 | 90,332 | 93,502 | 96,855 | 100,145 | 103,286 | 107,660 | 110,828 | 113,576 | 117,457 | 124,496 | 126,965 | 128,234 |

*RECEIVE AN ADDITIONAL FORTY DOLLARS (\$40.00) PER MONTH FOR A BACHELOR'S DEGREE; AN ADDITIONAL EIGHTY DOLLARS (\$80.00) PER MONTH FOR A MASTERS DEGREE FOR THOSE EMPLOYEES WHO WERE RECEIVING IT PRIOR TO DECEMBER 1, 1980.
NOT ELIGIBLE FOR ADDITIONAL COMPENSATION FOR A BACHELOR'S OR MASTER'S DEGREE

**Effective November 30, 2012, revise Schedule II to provide that RNs can access Step 13 after three (3) years on Step 12.

***Effective November 30, 2012, RNs can access Step 14 after five (5) years on Step 13.

Effective June 1, 2018

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

| | <u>Entry Rate</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>10th Step</u> | <u>11th Step</u> |
|-----------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|------------------|
| Hourly | 58.979 | 65.532 | 67.179 | 68.916 | 70.589 | 72.409 | 74.291 | 76.260 | 78.219 | 80.279 | 82.762 | 83.590 |
| Bi-Weekly | 4,718.32 | 5,242.56 | 5,374.32 | 5,513.28 | 5,647.12 | 5,792.72 | 5,943.28 | 6,100.80 | 6,257.52 | 6,422.32 | 6,620.96 | 6,687.20 |
| Annual | 122,676 | 136,306 | 139,732 | 143,345 | 146,825 | 150,610 | 154,525 | 158,620 | 162,695 | 166,980 | 172,144 | 173,867 |

Effective June 1, 2019

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

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

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

| | | |
|-----------------|--------|----------|
| RG1 5/1/2016 | Hourly | \$47.000 |
| RG2 5/1/2016 | Hourly | \$50.000 |

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

| | | |
|-----------------|--------|----------|
| RG1 9/1/2019 | Hourly | \$47.940 |
| RG2 9/1/2019 | Hourly | \$51.000 |

Effective December 1, 2018

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

| Grade | | Entry Step | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step | 10th Step |
|--------------|-----------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|
| CO1 | Hourly | 23.452 | 26.058 | 27.262 | 28.628 | 30.037 | 31.444 | 32.701 | 34.006 | 35.362 | 36.769 | 38.241 |
| | Bi-Weekly | 1,876.16 | 2,084.64 | 2,180.96 | 2,290.24 | 2,402.96 | 2,515.52 | 2,616.08 | 2,720.48 | 2,828.96 | 2,941.52 | 3,059.28 |
| | Annual | 48,780 | 54,200 | 56,704 | 59,546 | 62,476 | 65,403 | 68,018 | 70,732 | 73,552 | 76,479 | 79,541 |

Effective June 1, 2019

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

| Grade | | Entry Step | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step | 10th Step |
|--------------|-----------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|
| CO1 | Hourly | 23.921 | 26.579 | 27.807 | 29.201 | 30.638 | 32.073 | 33.355 | 34.686 | 36.069 | 37.504 | 39.006 |
| | Bi-Weekly | 1,913.68 | 2,126.32 | 2,224.56 | 2,336.08 | 2,451.04 | 2,565.84 | 2,668.40 | 2,774.88 | 2,885.52 | 3,000.32 | 3,120.48 |
| | Annual | 49,755 | 55,284 | 57,838 | 60,738 | 63,727 | 66,711 | 69,378 | 72,146 | 75,023 | 78,008 | 81,132 |

Effective June 1, 2017

**SCHEDULE III
BUREAU OF HUMAN RESOURCES
COUNTY CORRECTIONAL SERGEANTS - AFSCME 3692**

| Grade | | | | | | | | | | | | |
|--------------|-----------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|------------------|
| | | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step | 10th Step | 11th Step |
| CO2 | Hourly | 29,843 | 31,111 | 32,436 | 33,814 | 35,250 | 36,747 | 38,419 | 39,572 | 40,660 | 41,777 | 42,926 |
| | Bi-Weekly | 2,387.44 | 2,488.88 | 2,594.88 | 2,705.12 | 2,820.00 | 2,939.76 | 3,073.52 | 3,165.76 | 3,252.80 | 3,342.16 | 3,434.08 |
| | Annual | 62,073 | 64,710 | 67,466 | 70,333 | 73,320 | 76,433 | 79,911 | 82,309 | 84,572 | 86,896 | 89,286 |

Effective June 1, 2017

**SCHEDULE III
BUREAU OF HUMAN RESOURCES
COUNTY CORRECTIONAL LIEUTENANT - AFSCME 2226**

| <u>Grade</u> | <u>Entry Rate</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>10th Step</u> | <u>11th Step</u> |
|--------------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|------------------|
| CO3 Hourly | 31.009 | 32.328 | 33.701 | 35.135 | 36.626 | 38.184 | 39.806 | 41.616 | 42.867 | 44.047 | 45.255 | 46.501 |
| Bi-Weekly | 2,480.72 | 2,586.24 | 2,696.08 | 2,810.80 | 2,930.08 | 3,054.72 | 3,184.48 | 3,329.28 | 3,429.36 | 3,523.76 | 3,620.40 | 3,720.08 |
| Annual | 64,498 | 67,242 | 70,098 | 73,080 | 76,182 | 79,422 | 82,796 | 86,561 | 89,163 | 91,617 | 94,130 | 96,722 |

Effective June 1, 2017

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

| <u>Grade</u> | | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>10th Step</u> | <u>11th Step</u> |
|--------------|-----------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|------------------|
| P1 | Hourly | 31.232 | 32.639 | 34.109 | 35.641 | 37.246 | 38.920 | 40.691 | 42.542 | 44.479 | 46.503 | 47.549 |
| | Bi-Weekly | 2,498.56 | 2,611.12 | 2,728.72 | 2,851.28 | 2,979.68 | 3,113.60 | 3,255.28 | 3,403.36 | 3,558.32 | 3,720.24 | 3,803.92 |
| | Annual | 64,962 | 67,889 | 70,946 | 74,133 | 77,471 | 80,953 | 84,637 | 88,487 | 92,516 | 96,726 | 98,901 |

Effective June 1, 2017

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

| <u>Grade</u> | | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>10th Step</u> | <u>11th Step</u> | After 1 Year at Maximum Rate & 10 Years Service | After 1 Year at 1st Longevity Rate & 15 Years Service | After 1 Year at 2nd Longevity Rate & 20 Years Service | After 1 Year at 3rd Longevity Rate & 25 Years Service | After 1 Year at 4th Longevity Rate & 29 Years Service |
|--------------|-----------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|------------------|--|--|--|--|--|
| P2 | Hourly | 37.457 | 39.143 | 40.905 | 42.744 | 44.671 | 46.680 | 48.806 | 49.904 | 51.024 | 54.543 | 57.055 | | | | | |
| | Bi-Weekly | 2,996.56 | 3,131.44 | 3,272.40 | 3,419.52 | 3,573.68 | 3,734.40 | 3,904.48 | 3,992.32 | 4,081.92 | 4,363.44 | 4,564.40 | | | | | |
| | Annual | 77,910 | 81,417 | 85,082 | 88,907 | 92,915 | 97,094 | 101,516 | 103,800 | 106,129 | 113,449 | 118,674 | | | | | |

Effective June 1, 2017

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

| <u>Grade</u> | | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> |
|--------------|-----------|-----------------|-----------------|-----------------|-----------------|-----------------|--|--|--|--|
| | | | | | | | After 1 Year at Maximum Rate & 5 Years Of Service | After 1 Year at 1st Longevity Rate & 10 Years Service | After 1 Year at 2nd Longevity Rate & 15 Years Service | After 1 Year at 3rd Longevity Rate & 20 Years Service |
| CA2 | Hourly | 22.878 | 23.980 | 25.124 | 26.367 | 27.578 | 28.677 | 29.890 | 31.082 | 32.320 |
| | Bi-Weekly | 1,830.24 | 1,918.40 | 2,009.92 | 2,109.36 | 2,206.24 | 2,294.16 | 2,391.20 | 2,486.56 | 2,585.60 |
| | Annual | 47,586 | 49,878 | 52,257 | 54,843 | 57,362 | 59,648 | 62,171 | 64,650 | 67,225 |
| CA3 | Hourly | 25.124 | 26.367 | 27.578 | 28.922 | 30.279 | 31.484 | 32.817 | 34.125 | 35.485 |
| | Bi-Weekly | 2,009.92 | 2,109.36 | 2,206.24 | 2,313.76 | 2,422.32 | 2,518.72 | 2,625.36 | 2,730.00 | 2,838.80 |
| | Annual | 52,257 | 54,843 | 57,362 | 60,157 | 62,980 | 65,486 | 68,259 | 70,980 | 73,808 |

Effective June 1, 2017

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

| <u>Grade</u> | | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> |
|--------------|-----------|-----------------|-----------------|-----------------|-----------------|-----------------|
| K0 | Hourly | 36.428 | 38.201 | 39.973 | 41.924 | 43.891 |
| | Bi-Weekly | 2,914.24 | 3,056.08 | 3,197.84 | 3,353.92 | 3,511.28 |
| | Annual | 75,770 | 79,458 | 83,143 | 87,201 | 91,293 |
| K01 | Hourly | 42.735 | 44.836 | 46.954 | 49.224 | 51.505 |
| | Bi-Weekly | 3,418.80 | 3,586.88 | 3,756.32 | 3,937.92 | 4,120.40 |
| | Annual | 88,888 | 93,258 | 97,664 | 102,385 | 107,130 |
| K02 | Hourly | 50.710 | 53.232 | 55.659 | 58.371 | 61.113 |
| | Bi-Weekly | 4,056.80 | 4,258.56 | 4,452.72 | 4,669.68 | 4,889.04 |
| | Annual | 105,476 | 110,722 | 115,770 | 121,411 | 127,115 |
| K03 | Hourly | 63.059 | 66.156 | 69.191 | 72.511 | 75.894 |
| | Bi-Weekly | 5,044.72 | 5,292.48 | 5,535.28 | 5,800.88 | 6,071.52 |
| | Annual | 131,162 | 137,604 | 143,917 | 150,822 | 157,859 |
| K04 | Hourly | 69.881 | 73.265 | 76.632 | 80.365 | 84.068 |
| | Bi-Weekly | 5,590.48 | 5,861.20 | 6,130.56 | 6,429.20 | 6,725.44 |
| | Annual | 145,352 | 152,391 | 159,394 | 167,159 | 174,861 |
| K05 | Hourly | 76.632 | 80.365 | 84.068 | 88.150 | 92.248 |
| | Bi-Weekly | 6,130.56 | 6,429.20 | 6,725.44 | 7,052.00 | 7,379.84 |
| | Annual | 159,394 | 167,159 | 174,861 | 183,352 | 191,875 |
| K06 | Hourly | 83.400 | 87.466 | 91.532 | 95.978 | 100.463 |
| | Bi-Weekly | 6,672.00 | 6,997.28 | 7,322.56 | 7,678.24 | 8,037.04 |
| | Annual | 173,472 | 181,929 | 190,386 | 199,634 | 208,963 |
| K07 | Hourly | 90.170 | 94.580 | 98.945 | 103.782 | 108.633 |
| | Bi-Weekly | 7,213.60 | 7,566.40 | 7,915.60 | 8,302.56 | 8,690.64 |
| | Annual | 187,553 | 196,726 | 205,805 | 215,866 | 225,956 |
| K08 | Hourly | 96.929 | 101.660 | 106.431 | 111.627 | 116.812 |
| | Bi-Weekly | 7,754.32 | 8,132.80 | 8,514.48 | 8,930.16 | 9,344.96 |
| | Annual | 201,612 | 211,452 | 221,376 | 232,184 | 242,968 |
| K09 | Hourly | 103.692 | 108.765 | 113.838 | 119.415 | 125.015 |
| | Bi-Weekly | 8,295.36 | 8,701.20 | 9,107.04 | 9,553.20 | 10,001.20 |
| | Annual | 215,679 | 226,231 | 236,783 | 248,383 | 260,031 |
| K10 | Hourly | 110.480 | 115.870 | 121.270 | 127.235 | 133.214 |
| | Bi-Weekly | 8,838.40 | 9,269.60 | 9,701.60 | 10,178.80 | 10,657.12 |
| | Annual | 229,798 | 241,009 | 252,241 | 264,648 | 277,085 |
| K11 | Hourly | 120.608 | 126.540 | 132.433 | 138.969 | 145.486 |
| | Bi-Weekly | 9,648.64 | 10,123.20 | 10,594.64 | 11,117.52 | 11,638.88 |
| | Annual | 250,864 | 263,203 | 275,460 | 289,055 | 302,610 |

Effective June 1, 2017

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

| <u>Job Code</u> | <u>Title</u> | <u>Grade</u> | <u>Rate</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> |
|-----------------|---|--------------|--|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1794 | Post Graduate Level Physician (H.S.A.) | J1 | Hourly | 17.838 | 18.834 | 19.753 | 20.734 | 21.732 | 22.772 | 23.885 |
| | | | Bi-Weekly | 2,003.34 | 2,115.20 | 2,218.41 | 2,328.59 | 2,440.67 | 2,557.47 | 2,682.47 |
| | | | Annual | 52,086 | 54,995 | 57,678 | 60,543 | 63,457 | 66,494 | 69,744 |
| | | | <i>(Annual Salary based on 2,920 hours per year)</i> | | | | | | | |
| 1793 | Chief Resident (H.S.A.) | J2 | Hourly | 19.474 | 20.470 | 21.389 | 22.375 | 23.375 | 24.411 | 25.528 |
| | | | Bi-Weekly | 2,187.08 | 2,298.94 | 2,402.15 | 2,512.88 | 2,625.19 | 2,741.54 | 2,866.99 |
| | | | Annual | 56,864 | 59,772 | 62,455 | 65,335 | 68,255 | 71,280 | 74,541 |
| | | | <i>(Annual Salary based on 2,920 hours per year)</i> | | | | | | | |

Effective December 1, 2018

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

| Grade | Entry Rate 1 | Entry Rate 2 | After 3 | After 9 | After 1 | After 1 | After 1 | After 1 | After 1 | After 1 | After 1 | After 1 |
|--------------|--------------|--------------|-------------------------|-----------------------|---------------------|---------------------|---------------------|--|--|--|--|---------|
| | | | Months at Entry Rate | Months at 1st Step | Year at 2nd Step | Year at 3rd Step | Year at 4th Step | Year at 5th Step & 10 Years Service | Year at 6th Step & 12 Years Service | Year at 7th Step & 15 Years Service | Year at 8th Step & 20 Years Service | |
| | | | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step | |
| CA Hourly | 14.194 | 15.771 | 15.903 | 16.011 | 16.335 | 16.679 | 16.928 | 17.308 | 17.327 | 17.698 | 18.501 | |
| CA Bi-Weekly | 1,135.52 | 1,261.68 | 1,272.24 | 1,280.88 | 1,306.80 | 1,334.32 | 1,354.24 | 1,384.64 | 1,386.16 | 1,415.84 | 1,480.08 | |
| CA Annual | 29,523 | 32,803 | 33,078 | 33,302 | 33,976 | 34,692 | 35,210 | 36,000 | 36,040 | 36,811 | 38,482 | |
| CB Hourly | 14.410 | 16.011 | 16.255 | 16.335 | 16.679 | 16.928 | 17.427 | 17.818 | 17.837 | 18.220 | 19.045 | |
| CB Bi-Weekly | 1,152.80 | 1,280.88 | 1,300.40 | 1,306.80 | 1,334.32 | 1,354.24 | 1,394.16 | 1,425.44 | 1,426.96 | 1,457.60 | 1,523.60 | |
| CB Annual | 29,972 | 33,302 | 33,810 | 33,976 | 34,692 | 35,210 | 36,248 | 37,061 | 37,100 | 37,897 | 39,613 | |
| CC Hourly | 14.702 | 16.335 | 16.499 | 16.679 | 16.928 | 17.278 | 17.726 | 18.126 | 18.143 | 18.533 | 19.375 | |
| CC Bi-Weekly | 1,176.16 | 1,306.80 | 1,319.92 | 1,334.32 | 1,354.24 | 1,382.24 | 1,418.08 | 1,450.08 | 1,451.44 | 1,482.64 | 1,550.00 | |
| CC Annual | 30,580 | 33,976 | 34,317 | 34,692 | 35,210 | 35,938 | 36,870 | 37,702 | 37,737 | 38,548 | 40,300 | |
| CD Hourly | 14.702 | 16.335 | 16.499 | 16.679 | 16.928 | 17.278 | 17.726 | 18.126 | 18.143 | 18.533 | 19.375 | |
| CD Bi-Weekly | 1,176.16 | 1,306.80 | 1,319.92 | 1,334.32 | 1,354.24 | 1,382.24 | 1,418.08 | 1,450.08 | 1,451.44 | 1,482.64 | 1,550.00 | |
| CD Annual | 30,580 | 33,976 | 34,317 | 34,692 | 35,210 | 35,938 | 36,870 | 37,702 | 37,737 | 38,548 | 40,300 | |
| CE Hourly | 15.422 | 17.135 | 17.278 | 17.427 | 17.726 | 18.063 | 18.521 | 18.937 | 18.955 | 19.364 | 20.243 | |
| CE Bi-Weekly | 1,233.76 | 1,370.80 | 1,382.24 | 1,394.16 | 1,418.08 | 1,445.04 | 1,481.68 | 1,514.96 | 1,516.40 | 1,549.12 | 1,619.44 | |
| CE Annual | 32,077 | 35,640 | 35,938 | 36,248 | 36,870 | 37,571 | 38,523 | 39,388 | 39,426 | 40,277 | 42,105 | |
| CF Hourly | 15.684 | 17.427 | 17.601 | 17.726 | 18.063 | 18.326 | 18.773 | 19.195 | 19.215 | 19.626 | 20.516 | |
| CF Bi-Weekly | 1,254.72 | 1,394.16 | 1,408.08 | 1,418.08 | 1,445.04 | 1,466.08 | 1,501.84 | 1,535.60 | 1,537.20 | 1,570.08 | 1,641.28 | |
| CF Annual | 32,622 | 36,248 | 36,610 | 36,870 | 37,571 | 38,118 | 39,047 | 39,925 | 39,967 | 40,822 | 42,673 | |
| CG Hourly | 15.956 | 17.729 | 17.939 | 18.030 | 18.404 | 18.586 | 19.031 | 19.460 | 19.477 | 19.897 | 20.800 | |
| CG Bi-Weekly | 1,276.48 | 1,418.32 | 1,435.12 | 1,442.40 | 1,472.32 | 1,486.88 | 1,522.48 | 1,556.80 | 1,558.16 | 1,591.76 | 1,664.00 | |
| CG Annual | 33,188 | 36,876 | 37,313 | 37,502 | 38,280 | 38,658 | 39,584 | 40,476 | 40,512 | 41,385 | 43,264 | |
| CK Hourly | 17.888 | 19.876 | 20.014 | 20.169 | 20.477 | 20.827 | 21.225 | 21.703 | 21.724 | 22.190 | 23.198 | |
| CK Bi-Weekly | 1,431.04 | 1,590.08 | 1,601.12 | 1,613.52 | 1,638.16 | 1,666.16 | 1,698.00 | 1,736.24 | 1,737.92 | 1,775.20 | 1,855.84 | |
| CK Annual | 37,207 | 41,342 | 41,629 | 41,951 | 42,592 | 43,320 | 44,148 | 45,142 | 45,185 | 46,155 | 48,251 | |

Effective June 1, 2019

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

| Grade | Entry Rate 1 | Entry Rate 2 | After 3 | After 9 | After 1 | After 1 | After 1 | After 1 | After 1 | After 1 | After 1 |
|--------------|--------------|--------------|-------------------------|-----------------------|---------------------|---------------------|---------------------|--|--|--|--|
| | | | Months at Entry Rate | Months at 1st Step | Year at 2nd Step | Year at 3rd Step | Year at 4th Step | Year at 5th Step & 10 Years Service | Year at 6th Step & 12 Years Service | Year at 7th Step & 15 Years Service | Year at 8th Step & 20 Years Service |
| | | | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step |
| CA Hourly | 14.477 | 16.086 | 16.221 | 16.331 | 16.662 | 17.013 | 17.267 | 17.654 | 17.674 | 18.052 | 18.871 |
| CA Bi-Weekly | 1,158.16 | 1,286.88 | 1,297.68 | 1,306.48 | 1,332.96 | 1,361.04 | 1,381.36 | 1,412.32 | 1,413.92 | 1,444.16 | 1,509.68 |
| CA Annual | 30,112 | 33,458 | 33,739 | 33,968 | 34,656 | 35,387 | 35,915 | 36,720 | 36,761 | 37,548 | 39,251 |
| CB Hourly | 14.698 | 16.331 | 16.580 | 16.662 | 17.013 | 17.267 | 17.776 | 18.174 | 18.194 | 18.584 | 19.426 |
| CB Bi-Weekly | 1,175.84 | 1,306.48 | 1,326.40 | 1,332.96 | 1,361.04 | 1,381.36 | 1,422.08 | 1,453.92 | 1,455.52 | 1,486.72 | 1,554.08 |
| CB Annual | 30,571 | 33,968 | 34,486 | 34,656 | 35,387 | 35,915 | 36,974 | 37,801 | 37,843 | 38,654 | 40,406 |
| CC Hourly | 14.995 | 16.662 | 16.829 | 17.013 | 17.267 | 17.624 | 18.081 | 18.489 | 18.506 | 18.904 | 19.763 |
| CC Bi-Weekly | 1,199.60 | 1,332.96 | 1,346.32 | 1,361.04 | 1,381.36 | 1,409.92 | 1,446.48 | 1,479.12 | 1,480.48 | 1,512.32 | 1,581.04 |
| CC Annual | 31,189 | 34,656 | 35,004 | 35,387 | 35,915 | 36,657 | 37,608 | 38,457 | 38,492 | 39,320 | 41,107 |
| CD Hourly | 14.996 | 16.662 | 16.829 | 17.013 | 17.267 | 17.624 | 18.081 | 18.489 | 18.506 | 18.904 | 19.763 |
| CD Bi-Weekly | 1,199.68 | 1,332.96 | 1,346.32 | 1,361.04 | 1,381.36 | 1,409.92 | 1,446.48 | 1,479.12 | 1,480.48 | 1,512.32 | 1,581.04 |
| CD Annual | 31,191 | 34,656 | 35,004 | 35,387 | 35,915 | 36,657 | 37,608 | 38,457 | 38,492 | 39,320 | 41,107 |
| CE Hourly | 15.730 | 17.478 | 17.624 | 17.776 | 18.081 | 18.424 | 18.891 | 19.316 | 19.334 | 19.751 | 20.648 |
| CE Bi-Weekly | 1,258.40 | 1,398.24 | 1,409.92 | 1,422.08 | 1,446.48 | 1,473.92 | 1,511.28 | 1,545.28 | 1,546.72 | 1,580.08 | 1,651.84 |
| CE Annual | 32,718 | 36,354 | 36,657 | 36,974 | 37,608 | 38,321 | 39,293 | 40,177 | 40,214 | 41,082 | 42,947 |
| CF Hourly | 15.998 | 17.776 | 17.953 | 18.081 | 18.424 | 18.693 | 19.148 | 19.579 | 19.599 | 20.019 | 20.926 |
| CF Bi-Weekly | 1,279.84 | 1,422.08 | 1,436.24 | 1,446.48 | 1,473.92 | 1,495.44 | 1,531.84 | 1,566.32 | 1,567.92 | 1,601.52 | 1,674.08 |
| CF Annual | 33,275 | 36,974 | 37,342 | 37,608 | 38,321 | 38,881 | 39,827 | 40,724 | 40,765 | 41,639 | 43,526 |
| CG Hourly | 16.276 | 18.084 | 18.298 | 18.391 | 18.772 | 18.958 | 19.412 | 19.849 | 19.867 | 20.295 | 21.216 |
| CG Bi-Weekly | 1,302.08 | 1,446.72 | 1,463.84 | 1,471.28 | 1,501.76 | 1,516.64 | 1,552.96 | 1,587.92 | 1,589.36 | 1,623.60 | 1,697.28 |
| CG Annual | 33,854 | 37,614 | 38,059 | 38,253 | 39,045 | 39,432 | 40,376 | 41,285 | 41,323 | 42,213 | 44,129 |
| CK Hourly | 18.247 | 20.274 | 20.414 | 20.572 | 20.887 | 21.244 | 21.650 | 22.137 | 22.158 | 22.634 | 23.662 |
| CK Bi-Weekly | 1,459.76 | 1,621.92 | 1,633.12 | 1,645.76 | 1,670.96 | 1,699.52 | 1,732.00 | 1,770.96 | 1,772.64 | 1,810.72 | 1,892.96 |
| CK Annual | 37,953 | 42,169 | 42,461 | 42,789 | 43,444 | 44,187 | 45,032 | 46,044 | 46,088 | 47,078 | 49,216 |

Effective December 1, 2018

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

| | | | | After 3 | After 9 | After 1 | After 1 | After 1 | After 1 | After 1 | After 1 | After 1 |
|--------------|-----------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|---------|
| | | | | Months at | Months at | Year at 2nd | Year at 3rd | Year at 4th | Year at 6th | Year at 7th | Year at 8th | |
| | | | | Entry Rate | 1st Step | Step | Step | Step | Step & 10 | Step & 15 | Step & 20 | |
| | | | | | | | | | Years | Years | Years | |
| | | | | | | | | | Service | Service | Service | |
| <u>Grade</u> | | <u>Entry Rate 1</u> | <u>Entry Rate 2</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | |
| CA | Hourly | 14.194 | 15.771 | 15.903 | 16.011 | 16.335 | 16.679 | 16.928 | 17.308 | 17.698 | 18.501 | |
| | Bi-Weekly | 1,135.52 | 1,261.68 | 1,272.24 | 1,280.88 | 1,306.80 | 1,334.32 | 1,354.24 | 1,384.64 | 1,415.84 | 1,480.08 | |
| | Annual | 29,523 | 32,803 | 33,078 | 33,302 | 33,976 | 34,692 | 35,210 | 36,000 | 36,811 | 38,482 | |
| CB | Hourly | 14.410 | 16.011 | 16.255 | 16.335 | 16.679 | 16.928 | 17.427 | 17.818 | 18.220 | 19.045 | |
| | Bi-Weekly | 1,152.80 | 1,280.88 | 1,300.40 | 1,306.80 | 1,334.32 | 1,354.24 | 1,394.16 | 1,425.44 | 1,457.60 | 1,523.60 | |
| | Annual | 29,972 | 33,302 | 33,810 | 33,976 | 34,692 | 35,210 | 36,248 | 37,061 | 37,897 | 39,613 | |
| CC | Hourly | 14.702 | 16.335 | 16.499 | 16.679 | 16.928 | 17.278 | 17.726 | 18.126 | 18.533 | 19.375 | |
| | Bi-Weekly | 1,176.16 | 1,306.80 | 1,319.92 | 1,334.32 | 1,354.24 | 1,382.24 | 1,418.08 | 1,450.08 | 1,482.64 | 1,550.00 | |
| | Annual | 30,580 | 33,976 | 34,317 | 34,692 | 35,210 | 35,938 | 36,870 | 37,702 | 38,548 | 40,300 | |
| CD | Hourly | 14.702 | 16.335 | 16.499 | 16.679 | 16.928 | 17.278 | 17.726 | 18.126 | 18.533 | 19.375 | |
| | Bi-Weekly | 1,176.16 | 1,306.80 | 1,319.92 | 1,334.32 | 1,354.24 | 1,382.24 | 1,418.08 | 1,450.08 | 1,482.64 | 1,550.00 | |
| | Annual | 30,580 | 33,976 | 34,317 | 34,692 | 35,210 | 35,938 | 36,870 | 37,702 | 38,548 | 40,300 | |
| CE | Hourly | 15.422 | 17.135 | 17.278 | 17.427 | 17.726 | 18.063 | 18.521 | 18.937 | 19.364 | 20.243 | |
| | Bi-Weekly | 1,233.76 | 1,370.80 | 1,382.24 | 1,394.16 | 1,418.08 | 1,445.04 | 1,481.68 | 1,514.96 | 1,549.12 | 1,619.44 | |
| | Annual | 32,077 | 35,640 | 35,938 | 36,248 | 36,870 | 37,571 | 38,523 | 39,388 | 40,277 | 42,105 | |
| CF | Hourly | 15.684 | 17.427 | 17.601 | 17.726 | 18.063 | 18.326 | 18.773 | 19.195 | 19.626 | 20.516 | |
| | Bi-Weekly | 1,254.72 | 1,394.16 | 1,408.08 | 1,418.08 | 1,445.04 | 1,466.08 | 1,501.84 | 1,535.60 | 1,570.08 | 1,641.28 | |
| | Annual | 32,622 | 36,248 | 36,610 | 36,870 | 37,571 | 38,118 | 39,047 | 39,925 | 40,822 | 42,673 | |
| CG | Hourly | 15.956 | 17.729 | 17.939 | 18.030 | 18.404 | 18.586 | 19.031 | 19.460 | 19.897 | 20.800 | |
| | Bi-Weekly | 1,276.48 | 1,418.32 | 1,435.12 | 1,442.40 | 1,472.32 | 1,486.88 | 1,522.48 | 1,556.80 | 1,591.76 | 1,664.00 | |
| | Annual | 33,188 | 36,876 | 37,313 | 37,502 | 38,280 | 38,658 | 39,584 | 40,476 | 41,385 | 43,264 | |
| CK | Hourly | 17.888 | 19.876 | 20.014 | 20.169 | 20.477 | 20.827 | 21.225 | 21.703 | 22.190 | 23.198 | |
| | Bi-Weekly | 1,431.04 | 1,590.08 | 1,601.12 | 1,613.52 | 1,638.16 | 1,666.16 | 1,698.00 | 1,736.24 | 1,775.20 | 1,855.84 | |
| | Annual | 37,207 | 41,342 | 41,629 | 41,951 | 42,592 | 43,320 | 44,148 | 45,142 | 46,155 | 48,251 | |

Effective June 1, 2019

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

| <u>Grade</u> | | <u>Entry Rate 1</u> | <u>Entry Rate 2</u> | <table border="0"> <tr> <td></td> <td align="center">After 3</td> <td align="center">After 9</td> <td align="center">After 1</td> <td align="center">After 1</td> <td align="center">After 1</td> <td align="center">After 1</td> <td align="center">After 1</td> <td align="center">After 1</td> <td align="center">After 1</td> </tr> <tr> <td></td> <td align="center">Months at</td> <td align="center">Months at</td> <td align="center">Year at 2nd</td> <td align="center">Year at 3rd</td> <td align="center">Year at 4th</td> <td align="center">Year at 4th</td> <td align="center">Year at 4th</td> <td align="center">Year at 6th</td> <td align="center">Year at 7th</td> <td align="center">Year at 8th</td> </tr> <tr> <td></td> <td align="center">Entry Rate</td> <td align="center">1st Step</td> <td align="center">Step</td> <td align="center">Step</td> <td align="center">Step</td> <td align="center">Step</td> <td align="center">Step</td> <td align="center">Step & 10</td> <td align="center">Step & 15</td> <td align="center">Step & 20</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td align="center">Years</td> <td align="center">Years</td> <td align="center">Years</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td align="center">Service</td> <td align="center">Service</td> <td align="center">Service</td> </tr> </table> | | | | | | | | | After 3 | After 9 | After 1 | After 1 | After 1 | After 1 | After 1 | After 1 | After 1 | | Months at | Months at | Year at 2nd | Year at 3rd | Year at 4th | Year at 4th | Year at 4th | Year at 6th | Year at 7th | Year at 8th | | Entry Rate | 1st Step | Step | Step | Step | Step | Step | Step & 10 | Step & 15 | Step & 20 | | | | | | | | | Years | Years | Years | | | | | | | | | Service | Service | Service |
|--------------|-------------------|---------------------|---------------------|--|--------------------|--------------------|--------------------|----------------------|----------------------|----------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|--|------------------|------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--|-------------------|-----------------|-------------|-------------|-------------|-------------|-------------|----------------------|----------------------|----------------------|--|--|--|--|--|--|--|--|--------------|--------------|--------------|--|--|--|--|--|--|--|--|----------------|----------------|----------------|
| | | | | | After 3 | After 9 | After 1 | After 1 | After 1 | After 1 | After 1 | After 1 | After 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Months at | Months at | Year at 2nd | Year at 3rd | Year at 4th | Year at 4th | Year at 4th | Year at 6th | Year at 7th | Year at 8th | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Entry Rate | 1st Step | Step | Step | Step | Step | Step | Step & 10 | Step & 15 | Step & 20 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | Years | Years | Years | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | Service | Service | Service | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CA | Hourly | 14.478 | 16.086 | 16.221 | 16.331 | 16.662 | 17.013 | 17.267 | 17.654 | 18.052 | 18.871 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Bi-Weekly | 1,158.24 | 1,286.88 | 1,297.68 | 1,306.48 | 1,332.96 | 1,361.04 | 1,381.36 | 1,412.32 | 1,444.16 | 1,509.68 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Annual | 30,114 | 33,458 | 33,739 | 33,968 | 34,656 | 35,387 | 35,915 | 36,720 | 37,548 | 39,251 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CB | Hourly | 14.698 | 16.331 | 16.580 | 16.662 | 17.013 | 17.267 | 17.776 | 18.174 | 18.584 | 19.426 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Bi-Weekly | 1,175.84 | 1,306.48 | 1,326.40 | 1,332.96 | 1,361.04 | 1,381.36 | 1,422.08 | 1,453.92 | 1,486.72 | 1,554.08 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Annual | 30,571 | 33,968 | 34,486 | 34,656 | 35,387 | 35,915 | 36,974 | 37,801 | 38,654 | 40,406 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CC | Hourly | 14.996 | 16.662 | 16.829 | 17.013 | 17.267 | 17.624 | 18.081 | 18.489 | 18.904 | 19.763 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Bi-Weekly | 1,199.68 | 1,332.96 | 1,346.32 | 1,361.04 | 1,381.36 | 1,409.92 | 1,446.48 | 1,479.12 | 1,512.32 | 1,581.04 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Annual | 31,191 | 34,656 | 35,004 | 35,387 | 35,915 | 36,657 | 37,608 | 38,457 | 39,320 | 41,107 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CD | Hourly | 14.996 | 16.662 | 16.829 | 17.013 | 17.267 | 17.624 | 18.081 | 18.489 | 18.904 | 19.763 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Bi-Weekly | 1,199.68 | 1,332.96 | 1,346.32 | 1,361.04 | 1,381.36 | 1,409.92 | 1,446.48 | 1,479.12 | 1,512.32 | 1,581.04 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Annual | 31,191 | 34,656 | 35,004 | 35,387 | 35,915 | 36,657 | 37,608 | 38,457 | 39,320 | 41,107 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CE | Hourly | 15.730 | 17.478 | 17.624 | 17.776 | 18.081 | 18.424 | 18.891 | 19.316 | 19.751 | 20.648 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Bi-Weekly | 1,258.40 | 1,398.24 | 1,409.92 | 1,422.08 | 1,446.48 | 1,473.92 | 1,511.28 | 1,545.28 | 1,580.08 | 1,651.84 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Annual | 32,718 | 36,354 | 36,657 | 36,974 | 37,608 | 38,321 | 39,293 | 40,177 | 41,082 | 42,947 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CF | Hourly | 15.998 | 17.776 | 17.953 | 18.081 | 18.424 | 18.693 | 19.148 | 19.579 | 20.019 | 20.926 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Bi-Weekly | 1,279.84 | 1,422.08 | 1,436.24 | 1,446.48 | 1,473.92 | 1,495.44 | 1,531.84 | 1,566.32 | 1,601.52 | 1,674.08 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Annual | 33,275 | 36,974 | 37,342 | 37,608 | 38,321 | 38,881 | 39,827 | 40,724 | 41,639 | 43,526 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CG | Hourly | 16.275 | 18.084 | 18.298 | 18.391 | 18.772 | 18.958 | 19.412 | 19.849 | 20.295 | 21.216 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Bi-Weekly | 1,302.00 | 1,446.72 | 1,463.84 | 1,471.28 | 1,501.76 | 1,516.64 | 1,552.96 | 1,587.92 | 1,623.60 | 1,697.28 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Annual | 33,852 | 37,614 | 38,059 | 38,253 | 39,045 | 39,432 | 40,376 | 41,285 | 42,213 | 44,129 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CK | Hourly | 18.246 | 20.274 | 20.414 | 20.572 | 20.887 | 21.244 | 21.650 | 22.137 | 22.634 | 23.662 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Bi-Weekly | 1,459.68 | 1,621.92 | 1,633.12 | 1,645.76 | 1,670.96 | 1,699.52 | 1,732.00 | 1,770.96 | 1,810.72 | 1,892.96 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Annual | 37,951 | 42,169 | 42,461 | 42,789 | 43,444 | 44,187 | 45,032 | 46,044 | 47,078 | 49,216 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Effective December 1, 2018

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

| Grade | Entry Rate 1 | Entry Rate 2 | After 3 | After 9 | After 1 | After 1 | After 1 | After 1 | After 1 | After 1 | After 1 |
|--------------|--------------|--------------|-------------------------|-----------------------|---------------------|---------------------|---------------------|--|--|--|--|
| | | | Months at Entry Rate | Months at 1st Step | Year at 2nd Step | Year at 3rd Step | Year at 4th Step | Year at 5th Step & 10 Years Service | Year at 6th Step & 12 Years Service | Year at 7th Step & 15 Years Service | Year at 8th Step & 20 Years Service |
| | | | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step |
| DA Hourly | 14,193 | 15,771 | 15,903 | 16,011 | 16,335 | 16,679 | 16,928 | 17,308 | 17,482 | 17,698 | 18,501 |
| DA Bi-Weekly | 1,135.44 | 1,261.68 | 1,272.24 | 1,280.88 | 1,306.80 | 1,334.32 | 1,354.24 | 1,384.64 | 1,398.56 | 1,415.84 | 1,480.08 |
| DA Annual | 29,521 | 32,803 | 33,078 | 33,302 | 33,976 | 34,692 | 35,210 | 36,000 | 36,362 | 36,811 | 38,482 |
| DB Hourly | 14,409 | 16,011 | 16,255 | 16,335 | 16,679 | 16,928 | 17,427 | 17,818 | 17,997 | 18,220 | 19,045 |
| DB Bi-Weekly | 1,152.72 | 1,280.88 | 1,300.40 | 1,306.80 | 1,334.32 | 1,354.24 | 1,394.16 | 1,425.44 | 1,439.76 | 1,457.60 | 1,523.60 |
| DB Annual | 29,970 | 33,302 | 33,810 | 33,976 | 34,692 | 35,210 | 36,248 | 37,061 | 37,433 | 37,897 | 39,613 |
| DC Hourly | 14,701 | 16,335 | 16,499 | 16,679 | 16,928 | 17,278 | 17,726 | 18,126 | 18,307 | 18,533 | 19,375 |
| DC Bi-Weekly | 1,176.08 | 1,306.80 | 1,319.92 | 1,334.32 | 1,354.24 | 1,382.24 | 1,418.08 | 1,450.08 | 1,464.56 | 1,482.64 | 1,550.00 |
| DC Annual | 30,578 | 33,976 | 34,317 | 34,692 | 35,210 | 35,938 | 36,870 | 37,702 | 38,078 | 38,548 | 40,300 |
| DE Hourly | 15,421 | 17,135 | 17,278 | 17,427 | 17,726 | 18,063 | 18,521 | 18,937 | 19,127 | 19,364 | 20,243 |
| DE Bi-Weekly | 1,233.68 | 1,370.80 | 1,382.24 | 1,394.16 | 1,418.08 | 1,445.04 | 1,481.68 | 1,514.96 | 1,530.16 | 1,549.12 | 1,619.44 |
| DE Annual | 32,075 | 35,640 | 35,938 | 36,248 | 36,870 | 37,571 | 38,523 | 39,388 | 39,784 | 40,277 | 42,105 |
| DF Hourly | 15,684 | 17,427 | 17,601 | 17,726 | 18,063 | 18,326 | 18,773 | 19,195 | 19,386 | 19,626 | 20,516 |
| DF Bi-Weekly | 1,254.72 | 1,394.16 | 1,408.08 | 1,418.08 | 1,445.04 | 1,466.08 | 1,501.84 | 1,535.60 | 1,550.88 | 1,570.08 | 1,641.28 |
| DF Annual | 32,622 | 36,248 | 36,610 | 36,870 | 37,571 | 38,118 | 39,047 | 39,925 | 40,322 | 40,822 | 42,673 |
| DH Hourly | 16,766 | 18,629 | 18,773 | 18,933 | 19,250 | 19,573 | 20,014 | 20,464 | 20,670 | 20,924 | 21,875 |
| DH Bi-Weekly | 1,341.28 | 1,490.32 | 1,501.84 | 1,514.64 | 1,540.00 | 1,565.84 | 1,601.12 | 1,637.12 | 1,653.60 | 1,673.92 | 1,750.00 |
| DH Annual | 34,873 | 38,748 | 39,047 | 39,380 | 40,040 | 40,711 | 41,629 | 42,565 | 42,993 | 43,521 | 45,500 |
| DJ Hourly | 17,254 | 19,172 | 19,312 | 19,474 | 19,793 | 20,108 | 20,553 | 21,015 | 21,226 | 21,489 | 22,462 |
| DJ Bi-Weekly | 1,380.32 | 1,533.76 | 1,544.96 | 1,557.92 | 1,583.44 | 1,608.64 | 1,644.24 | 1,681.20 | 1,698.08 | 1,719.12 | 1,796.96 |
| DJ Annual | 35,888 | 39,877 | 40,168 | 40,505 | 41,169 | 41,824 | 42,750 | 43,711 | 44,150 | 44,697 | 46,720 |
| DK Hourly | 17,888 | 19,876 | 20,014 | 20,169 | 20,477 | 20,827 | 21,225 | 21,703 | 21,920 | 22,190 | 23,198 |
| DK Bi-Weekly | 1,431.04 | 1,590.08 | 1,601.12 | 1,613.52 | 1,638.16 | 1,666.16 | 1,698.00 | 1,736.24 | 1,753.60 | 1,775.20 | 1,855.84 |
| DK Annual | 37,207 | 41,342 | 41,629 | 41,951 | 42,592 | 43,320 | 44,148 | 45,142 | 45,593 | 46,155 | 48,251 |

Effective June 1, 2019

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

| Grade | Entry Rate 1 | Entry Rate 2 | After 3 | After 9 | After 1 | After 1 | After 1 | After 1 | After 1 | After 1 | After 1 | After 1 |
|--------------|--------------|--------------|------------|-----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|---------|
| | | | Months at | Months at | Year at 2nd | Year at 3rd | Year at 4th | Year at 5th | Year at 6th | Year at 7th | Year at 8th | |
| | | | Entry Rate | 1st Step | Step | Step | Step | Step | Step | Step | Step | Step |
| | | | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step | |
| DA Hourly | 14.477 | 16.086 | 16.221 | 16.331 | 16.662 | 17.013 | 17.267 | 17.654 | 17.832 | 18.052 | 18.871 | |
| DA Bi-Weekly | 1,158.16 | 1,286.88 | 1,297.68 | 1,306.48 | 1,332.96 | 1,361.04 | 1,381.36 | 1,412.32 | 1,426.56 | 1,444.16 | 1,509.68 | |
| DA Annual | 30,112 | 33,458 | 33,739 | 33,968 | 34,656 | 35,387 | 35,915 | 36,720 | 37,090 | 37,548 | 39,251 | |
| DB Hourly | 14.697 | 16.331 | 16.580 | 16.662 | 17.013 | 17.267 | 17.776 | 18.174 | 18.357 | 18.584 | 19.426 | |
| DB Bi-Weekly | 1,175.76 | 1,306.48 | 1,326.40 | 1,332.96 | 1,361.04 | 1,381.36 | 1,422.08 | 1,453.92 | 1,468.56 | 1,486.72 | 1,554.08 | |
| DB Annual | 30,569 | 33,968 | 34,486 | 34,656 | 35,387 | 35,915 | 36,974 | 37,801 | 38,182 | 38,654 | 40,406 | |
| DC Hourly | 14.995 | 16.662 | 16.829 | 17.013 | 17.267 | 17.624 | 18.081 | 18.489 | 18.673 | 18.904 | 19.763 | |
| DC Bi-Weekly | 1,199.60 | 1,332.96 | 1,346.32 | 1,361.04 | 1,381.36 | 1,409.92 | 1,446.48 | 1,479.12 | 1,493.84 | 1,512.32 | 1,581.04 | |
| DC Annual | 31,189 | 34,656 | 35,004 | 35,387 | 35,915 | 36,657 | 37,608 | 38,457 | 38,839 | 39,320 | 41,107 | |
| DE Hourly | 15.729 | 17.478 | 17.624 | 17.776 | 18.081 | 18.424 | 18.891 | 19.316 | 19.510 | 19.751 | 20.648 | |
| DE Bi-Weekly | 1,258.32 | 1,398.24 | 1,409.92 | 1,422.08 | 1,446.48 | 1,473.92 | 1,511.28 | 1,545.28 | 1,560.80 | 1,580.08 | 1,651.84 | |
| DE Annual | 32,716 | 36,354 | 36,657 | 36,974 | 37,608 | 38,321 | 39,293 | 40,177 | 40,580 | 41,082 | 42,947 | |
| DF Hourly | 15.998 | 17.776 | 17.953 | 18.081 | 18.424 | 18.693 | 19.148 | 19.579 | 19.774 | 20.019 | 20.926 | |
| DF Bi-Weekly | 1,279.84 | 1,422.08 | 1,436.24 | 1,446.48 | 1,473.92 | 1,495.44 | 1,531.84 | 1,566.32 | 1,581.92 | 1,601.52 | 1,674.08 | |
| DF Annual | 33,275 | 36,974 | 37,342 | 37,608 | 38,321 | 38,881 | 39,827 | 40,724 | 41,129 | 41,639 | 43,526 | |
| DH Hourly | 17.101 | 19.002 | 19.148 | 19.312 | 19.635 | 19.964 | 20.414 | 20.873 | 21.083 | 21.342 | 22.313 | |
| DH Bi-Weekly | 1,368.08 | 1,520.16 | 1,531.84 | 1,544.96 | 1,570.80 | 1,597.12 | 1,633.12 | 1,669.84 | 1,686.64 | 1,707.36 | 1,785.04 | |
| DH Annual | 35,570 | 39,524 | 39,827 | 40,168 | 40,840 | 41,525 | 42,461 | 43,415 | 43,852 | 44,391 | 46,411 | |
| DJ Hourly | 17.599 | 19.555 | 19.698 | 19.863 | 20.189 | 20.510 | 20.964 | 21.435 | 21.651 | 21.919 | 22.911 | |
| DJ Bi-Weekly | 1,407.92 | 1,564.40 | 1,575.84 | 1,589.04 | 1,615.12 | 1,640.80 | 1,677.12 | 1,714.80 | 1,732.08 | 1,753.52 | 1,832.88 | |
| DJ Annual | 36,605 | 40,674 | 40,971 | 41,315 | 41,993 | 42,660 | 43,605 | 44,584 | 45,034 | 45,591 | 47,654 | |
| DK Hourly | 18.246 | 20.274 | 20.414 | 20.572 | 20.887 | 21.244 | 21.650 | 22.137 | 22.358 | 22.634 | 23.662 | |
| DK Bi-Weekly | 1,459.68 | 1,621.92 | 1,633.12 | 1,645.76 | 1,670.96 | 1,699.52 | 1,732.00 | 1,770.96 | 1,788.64 | 1,810.72 | 1,892.96 | |
| DK Annual | 37,951 | 42,169 | 42,461 | 42,789 | 43,444 | 44,187 | 45,032 | 46,044 | 46,504 | 47,078 | 49,216 | |

Effective June 1, 2017

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

| | | After 1 Year at Step 7 & 10 Years Service | | | | | | | | |
|--------------|-----------|--|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| Grade | | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> |
| L1 | Hourly | 27.821 | | | | | | | | |
| | Bi-Weekly | 2,225.68 | | | | | | | | |
| | Annual | 57,867 | | | | | | | | |
| L2 | Hourly | 32.371 | 33.968 | 36.018 | 37.809 | 39.711 | 43.159 | 44.231 | 45.784 | 47.150 |
| | Bi-Weekly | 2,589.68 | 2,717.44 | 2,881.44 | 3,024.72 | 3,176.88 | 3,452.72 | 3,538.48 | 3,662.72 | 3,772.00 |
| | Annual | 67,331 | 70,653 | 74,917 | 78,642 | 82,598 | 89,770 | 92,000 | 95,230 | 98,072 |
| L3 | Hourly | 38.935 | 40.902 | 43.349 | 45.484 | 49.228 | 50.453 | 51.713 | 53.519 | 55.125 |
| | Bi-Weekly | 3,114.80 | 3,272.16 | 3,467.92 | 3,638.72 | 3,938.24 | 4,036.24 | 4,137.04 | 4,281.52 | 4,410.00 |
| | Annual | 80,984 | 85,076 | 90,165 | 94,606 | 102,394 | 104,942 | 107,563 | 111,319 | 114,660 |
| L4 | Hourly | 44.598 | 46.834 | 49.591 | 52.138 | 56.174 | 57.577 | 59.016 | 61.067 | 62.902 |
| | Bi-Weekly | 3,567.84 | 3,746.72 | 3,967.28 | 4,171.04 | 4,493.92 | 4,606.16 | 4,721.28 | 4,885.36 | 5,032.16 |
| | Annual | 92,763 | 97,414 | 103,149 | 108,447 | 116,841 | 119,760 | 122,753 | 127,019 | 130,836 |

Effective December 1, 2017

**SCHEDULE XI
BUREAU OF HUMAN RESOURCES
DEPUTY SHERIFFS D2 AND D2B
FRATERNAL ORDER OF POLICE**

| <u>Grade</u> | | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>10th Step</u> | | | | | | | | | | After 1 | After 1 | After 1 | After 1 | |
|--------------|-----------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|--|--|--|--|--|--|--|--|--|-------------|-------------|-------------|-------------|-----------|
| | | | | | | | | | | | | | | | | | | | | | Year at 1st | Year at 2nd | Year at 3rd | Year at 4th | |
| | | | | | | | | | | | | | | | | | | | | | | Longevity | Longevity | Longevity | Longevity |
| | | | | | | | | | | | | | | | | | | | | | | Rate & 10 | Rate & 15 | Rate & 20 | Rate & 25 |
| | | | | | | | | | | | | | | | | | | | | | | Years | Years | Years | Years |
| | | | | | | | | | | | | | | | | | | | | | | At 5th | At 10 | At 15 | At 20 |
| | | | | | | | | | | | | | | | | | | | | | | Service | Service | Service | Service |
| D2 | Hourly | 22.917 | 26.726 | 27.966 | 29.339 | 30.824 | 32.273 | 33.560 | 34.918 | 36.296 | 37.741 | | | | | | | | | | | | | | |
| | Bi-Weekly | 1,833.36 | 2,138.08 | 2,237.28 | 2,347.12 | 2,465.92 | 2,581.84 | 2,684.80 | 2,793.44 | 2,903.68 | 3,019.28 | | | | | | | | | | | | | | |
| | Annual | 47,667 | 55,590 | 58,169 | 61,025 | 64,113 | 67,127 | 69,804 | 72,629 | 75,495 | 78,501 | | | | | | | | | | | | | | |
| D2B | Hourly | 24.053 | 27.966 | 29.339 | 30.824 | 32.273 | 33.560 | 34.918 | 36.296 | 37.741 | 39.240 | | | | | | | | | | | | | | |
| | Bi-Weekly | 1,924.24 | 2,237.28 | 2,347.12 | 2,465.92 | 2,581.84 | 2,684.80 | 2,793.44 | 2,903.68 | 3,019.28 | 3,139.20 | | | | | | | | | | | | | | |
| | Annual | 50,030 | 58,169 | 61,025 | 64,113 | 67,127 | 69,804 | 72,629 | 75,495 | 78,501 | 81,619 | | | | | | | | | | | | | | |

Effective June 1, 2019

**SCHEDULE XI
BUREAU OF HUMAN RESOURCES
DEPUTY SHERIFFS D2 AND D2B
FRATERNAL ORDER OF POLICE**

| <u>Grade</u> | | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>10th Step</u> | | | | | | | | | | |
|--------------|-----------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|--|--|--|--|--|--|--|--|--|--|
| | | | | | | | | | | | | <u>After 2 Years At 5th Step</u> | <u>After 1 Year at 1st Longevity Rate & 10 Years Service</u> | <u>After 1 Year at 2nd Longevity Rate & 15 Years Service</u> | <u>After 1 Year at 3rd Longevity Rate & 20 Years Service</u> | <u>After 1 Year at 4th Longevity Rate & 25 Years Service</u> | | | | | |
| D2 | Hourly | 23.375 | 27.261 | 28.525 | 29.926 | 31.440 | 32.918 | 34.231 | 35.616 | 37.022 | 38.496 | | | | | | | | | | |
| | Bi-Weekly | 1,870.00 | 2,180.88 | 2,282.00 | 2,394.08 | 2,515.20 | 2,633.44 | 2,738.48 | 2,849.28 | 2,961.76 | 3,079.68 | | | | | | | | | | |
| | Annual | 48,620 | 56,702 | 59,332 | 62,246 | 65,395 | 68,469 | 71,200 | 74,081 | 77,005 | 80,071 | | | | | | | | | | |
| D2B | Hourly | 24.534 | 28.525 | 29.926 | 31.440 | 32.918 | 34.231 | 35.616 | 37.022 | 38.496 | 40.025 | | | | | | | | | | |
| | Bi-Weekly | 1,962.72 | 2,282.00 | 2,394.08 | 2,515.20 | 2,633.44 | 2,738.48 | 2,849.28 | 2,961.76 | 3,079.68 | 3,202.00 | | | | | | | | | | |
| | Annual | 51,030 | 59,332 | 62,246 | 65,395 | 68,469 | 71,200 | 74,081 | 77,005 | 80,071 | 83,252 | | | | | | | | | | |

Effective June 1, 2017

**SCHEDULE XII
BUREAU OF HUMAN RESOURCES
POST GRAD PHARMACY TECHNICIANS - LOCAL 200**

| <u>Grade</u> | | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> |
|--------------|-----------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| PA | Hourly | 16.405 | 17.172 | 17.979 | 18.849 | 19.755 | 20.679 | 20.993 | 21.399 | 21.830 |
| | Bi-Weekly | 1,312.40 | 1,373.76 | 1,438.32 | 1,507.92 | 1,580.40 | 1,654.32 | 1,679.44 | 1,711.92 | 1,746.40 |
| | Annual | 34,122 | 35,717 | 37,396 | 39,205 | 41,090 | 43,012 | 43,665 | 44,509 | 45,406 |
| PB | Hourly | 20.189 | 21.187 | 22.260 | 23.335 | 24.392 | 25.613 | 25.999 | 26.510 | 27.039 |
| | Bi-Weekly | 1,615.12 | 1,694.96 | 1,780.80 | 1,866.80 | 1,951.36 | 2,049.04 | 2,079.92 | 2,120.80 | 2,163.12 |
| | Annual | 41,993 | 44,068 | 46,300 | 48,536 | 50,735 | 53,275 | 54,077 | 55,140 | 56,241 |

**SCHEDULE XII
BUREAU OF HUMAN REOURCES
PHARMACISTS
LOCAL 200**

1st STEP

| | | |
|-----------|-----------|------------|
| RX1 | Hourly | 60.946 |
| 12/1/2016 | Bi-Weekly | 4,875.68 |
| | Annual | 126,767.68 |
| RX1 | Hourly | 62.165 |
| 6/1/2017 | Bi-Weekly | 4,973.20 |
| | Annual | 129,303.20 |

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

Effective 6/1/2017

**1ST
STEP**

| | | |
|-----------------|-----------|----------|
| RXG | Hourly | 21.809 |
| 6/1/2017 | Bi-Weekly | 1,744.72 |
| | Annual | 45,363 |

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

Effective June 1, 2017

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

| <u>Grade</u> | | <u>Entry Rate</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | | After 1 | After 1 | After 1 |
|--------------|-----------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--|----------------------|----------------------|----------------------|
| | | | | | | | | | | | | | Year at 1st | Year at 2nd | Year at 3rd |
| | | | | | | | | | | | | | Longevity | Longevity | Longevity |
| | | | | | | | | | | | | | Rate & 10 | Rate & 15 | Rate & 20 |
| | | | | | | | | | | | | | Years | Years | Years |
| | | | | | | | | | | | | | At | At | At |
| | | | | | | | | | | | | | 5th Step | 5th Step | 5th Step |
| | | | | | | | | | | | | | Service | Service | Service |
| PS1 | Hourly | 24.743 | 25.794 | 26.892 | 28.035 | 29.225 | 30.468 | 31.763 | 33.207 | 34.719 | 35.499 | | | | |
| | Bi-Weekly | 1,979.44 | 2,063.52 | 2,151.36 | 2,242.80 | 2,338.00 | 2,437.44 | 2,541.04 | 2,656.56 | 2,777.52 | 2,839.92 | | | | |
| | Annual | 51,465 | 53,651 | 55,935 | 58,312 | 60,788 | 63,373 | 66,067 | 69,070 | 72,215 | 73,837 | | | | |
| PS2 | Hourly | 26.563 | 27.692 | 28.869 | 30.097 | 31.374 | 32.709 | 34.100 | 35.650 | 37.274 | 38.112 | | | | |
| | Bi-Weekly | 2,125.04 | 2,215.36 | 2,309.52 | 2,407.76 | 2,509.92 | 2,616.72 | 2,728.00 | 2,852.00 | 2,981.92 | 3,048.96 | | | | |
| | Annual | 55,251 | 57,599 | 60,047 | 62,601 | 65,257 | 68,034 | 70,928 | 74,152 | 77,529 | 79,272 | | | | |
| PSB | Hourly | 27.221 | 28.375 | 29.582 | 30.839 | 32.151 | 33.516 | 34.941 | 36.531 | 38.193 | 39.836 | | | | |
| | Bi-Weekly | 2,177.68 | 2,270.00 | 2,366.56 | 2,467.12 | 2,572.08 | 2,681.28 | 2,795.28 | 2,922.48 | 3,055.44 | 3,186.88 | | | | |
| | Annual | 56,619 | 59,020 | 61,530 | 64,145 | 66,874 | 69,713 | 72,677 | 75,984 | 79,441 | 82,858 | | | | |

Effective June 1, 2017

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

| <u>Grade</u> | <u>Entry Rate</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>After 1</u> | <u>After 1</u> | <u>After 1</u> |
|--------------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------------------|----------------------|----------------------|
| | | | | | | | | | | | <u>Year at 1st</u> | <u>Year at 2nd</u> | <u>Year at 3rd</u> |
| | | | | | | | | | | | <u>Longevity</u> | <u>Longevity</u> | <u>Longevity</u> |
| | | | | | | | | | | | <u>Rate & 10</u> | <u>Rate & 15</u> | <u>Rate & 20</u> |
| | | | | | | | | | | | <u>Years</u> | <u>Years</u> | <u>Years</u> |
| | | | | | | | | | | | <u>Service</u> | <u>Service</u> | <u>Service</u> |
| | | | | | | | | | | | <u>After 2</u> | | |
| | | | | | | | | | | | <u>Years At</u> | | |
| | | | | | | | | | | | <u>5th Step</u> | | |
| PS1 | Hourly | 24.743 | 25.794 | 26.892 | 28.035 | 29.225 | 30.468 | 31.763 | 33.207 | 34.719 | 35.499 | | |
| | Bi-Weekly | 1,979.44 | 2,063.52 | 2,151.36 | 2,242.80 | 2,338.00 | 2,437.44 | 2,541.04 | 2,656.56 | 2,777.52 | 2,839.92 | | |
| | Annual | 51,465 | 53,651 | 55,935 | 58,312 | 60,788 | 63,373 | 66,067 | 69,070 | 72,215 | 73,837 | | |
| PS2 | Hourly | 26.563 | 27.692 | 28.869 | 30.097 | 31.374 | 32.709 | 34.100 | 35.650 | 37.274 | 38.112 | | |
| | Bi-Weekly | 2,125.04 | 2,215.36 | 2,309.52 | 2,407.76 | 2,509.92 | 2,616.72 | 2,728.00 | 2,852.00 | 2,981.92 | 3,048.96 | | |
| | Annual | 55,251 | 57,599 | 60,047 | 62,601 | 65,257 | 68,034 | 70,928 | 74,152 | 77,529 | 79,272 | | |
| PSB | Hourly | 27.221 | 28.375 | 29.582 | 30.839 | 32.151 | 33.516 | 34.941 | 36.531 | 38.193 | 39.836 | | |
| | Bi-Weekly | 2,177.68 | 2,270.00 | 2,366.56 | 2,467.12 | 2,572.08 | 2,681.28 | 2,795.28 | 2,922.48 | 3,055.44 | 3,186.88 | | |
| | Annual | 56,619 | 59,020 | 61,530 | 64,145 | 66,874 | 69,713 | 72,677 | 75,984 | 79,441 | 82,858 | | |
| PSC | Hourly | 29.120 | 30.358 | 31.648 | 32.993 | 34.395 | 35.857 | 37.381 | 41.004 | 42.869 | 43.833 | | |
| | Bi-Weekly | 2,329.60 | 2,428.64 | 2,531.84 | 2,639.44 | 2,751.60 | 2,868.56 | 2,990.48 | 3,280.32 | 3,429.52 | 3,506.64 | | |
| | Annual | 60,569 | 63,144 | 65,827 | 68,625 | 71,541 | 74,582 | 77,752 | 85,288 | 89,167 | 91,172 | | |
| PS3 | Hourly | 30.552 | 31.850 | 33.202 | 34.615 | 36.085 | 37.619 | 39.219 | 41.004 | 42.869 | 44.714 | | |
| | Bi-Weekly | 2,444.16 | 2,548.00 | 2,656.16 | 2,769.20 | 2,886.80 | 3,009.52 | 3,137.52 | 3,280.32 | 3,429.52 | 3,577.12 | | |
| | Annual | 63,548 | 66,248 | 69,060 | 71,999 | 75,056 | 78,247 | 81,575 | 85,288 | 89,167 | 93,005 | | |
| PS3W | Hourly | 31.732 | 33.031 | 34.383 | 35.795 | 37.268 | 38.800 | 40.400 | 42.184 | 44.049 | 45.893 | | |
| | Bi-Weekly | 2,538.56 | 2,642.48 | 2,750.64 | 2,863.60 | 2,981.44 | 3,104.00 | 3,232.00 | 3,374.72 | 3,523.92 | 3,671.44 | | |
| | Annual | 66,002 | 68,704 | 71,516 | 74,453 | 77,517 | 80,704 | 84,032 | 87,742 | 91,621 | 95,457 | | |

Effective June 1, 2017

**SCHEDULE XIII
BUREAU OF HUMAN RESOURCES
AFSCME- PROBATION SERVICES & JTDC CASEWORKERS**

| <u>Grade</u> | <u>Entry Rate</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>After 2</u> | <u>After 1</u> | <u>After 1</u> | <u>After 1</u> | |
|--------------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------------------|----------------------|----------------------|--|
| | | | | | | | | | | | <u>Years At</u> | <u>Year at 1st</u> | <u>Year at 2nd</u> | <u>Year at 3rd</u> | |
| | | | | | | | | | | | <u>5th Step</u> | <u>Longevity</u> | <u>Longevity</u> | <u>Longevity</u> | |
| | | | | | | | | | | | | <u>Rate & 10</u> | <u>Rate & 15</u> | <u>Rate & 20</u> | |
| | | | | | | | | | | | | <u>Years</u> | <u>Years</u> | <u>Years</u> | |
| | | | | | | | | | | | | <u>Service</u> | <u>Service</u> | <u>Service</u> | |
| PS1 | Hourly | 24.743 | 25.794 | 26.892 | 28.035 | 29.225 | 30.468 | 31.763 | 33.207 | 34.892 | 35.677 | | | | |
| | Bi-Weekly | 1,979.44 | 2,063.52 | 2,151.36 | 2,242.80 | 2,338.00 | 2,437.44 | 2,541.04 | 2,656.56 | 2,791.36 | 2,854.16 | | | | |
| | Annual | 51,465 | 53,651 | 55,935 | 58,312 | 60,788 | 63,373 | 66,067 | 69,070 | 72,575 | 74,208 | | | | |
| PS2 | Hourly | 26.563 | 27.692 | 28.869 | 30.097 | 31.374 | 32.709 | 34.100 | 35.650 | 37.461 | 38.303 | | | | |
| | Bi-Weekly | 2,125.04 | 2,215.36 | 2,309.52 | 2,407.76 | 2,509.92 | 2,616.72 | 2,728.00 | 2,852.00 | 2,996.88 | 3,064.24 | | | | |
| | Annual | 55,251 | 57,599 | 60,047 | 62,601 | 65,257 | 68,034 | 70,928 | 74,152 | 77,918 | 79,670 | | | | |
| PSB | Hourly | 27.221 | 28.375 | 29.582 | 30.839 | 32.151 | 33.516 | 34.941 | 36.531 | 38.384 | 40.036 | | | | |
| | Bi-Weekly | 2,177.68 | 2,270.00 | 2,366.56 | 2,467.12 | 2,572.08 | 2,681.28 | 2,795.28 | 2,922.48 | 3,070.72 | 3,202.88 | | | | |
| | Annual | 56,619 | 59,020 | 61,530 | 64,145 | 66,874 | 69,713 | 72,677 | 75,984 | 79,838 | 83,274 | | | | |
| PSC | Hourly | 29.120 | 30.358 | 31.648 | 32.993 | 34.395 | 35.857 | 37.381 | 41.004 | 43.083 | 44.052 | | | | |
| | Bi-Weekly | 2,329.60 | 2,428.64 | 2,531.84 | 2,639.44 | 2,751.60 | 2,868.56 | 2,990.48 | 3,280.32 | 3,446.64 | 3,524.16 | | | | |
| | Annual | 60,569 | 63,144 | 65,827 | 68,625 | 71,541 | 74,582 | 77,752 | 85,288 | 89,612 | 91,628 | | | | |
| PS3 | Hourly | 30.552 | 31.850 | 33.202 | 34.615 | 36.085 | 37.619 | 39.219 | 41.004 | 43.083 | 44.936 | | | | |
| | Bi-Weekly | 2,444.16 | 2,548.00 | 2,656.16 | 2,769.20 | 2,886.80 | 3,009.52 | 3,137.52 | 3,280.32 | 3,446.64 | 3,594.88 | | | | |
| | Annual | 63,548 | 66,248 | 69,060 | 71,999 | 75,056 | 78,247 | 81,575 | 85,288 | 89,612 | 93,466 | | | | |

Effective December 1, 2018

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

| <u>Grade</u> | <u>Entry Rate</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>10th Step</u> | <u>After 1</u> | <u>After 1</u> | <u>After 1</u> | <u>After 1</u> | |
|--------------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|----------------------|----------------------|----------------------|----------------------|--|
| | | | | | | | | | | | | <u>Year at 1st</u> | <u>Year at 2nd</u> | <u>Year at 3rd</u> | <u>Year at 4th</u> | |
| | | | | | | | | | | | | <u>Longevity</u> | <u>Longevity</u> | <u>Longevity</u> | <u>Longevity</u> | |
| | | | | | | | | | | | | <u>Rate & 10</u> | <u>Rate & 12</u> | <u>Rate & 15</u> | <u>Rate & 20</u> | |
| | | | | | | | | | | | | <u>Years</u> | <u>Years</u> | <u>Years</u> | <u>Years</u> | |
| | | | | | | | | | | | | <u>Service</u> | <u>Service</u> | <u>Service</u> | <u>Service</u> | |
| T16 | Hourly | 22,544 | 25,049 | 26,235 | 27,481 | 28,795 | 30,184 | 31,583 | 33,195 | 33,526 | 33,945 | 35,494 | | | | |
| | Bi-Weekly | 1,803.52 | 2,003.92 | 2,098.80 | 2,198.48 | 2,303.60 | 2,414.72 | 2,526.64 | 2,655.60 | 2,682.08 | 2,715.60 | 2,839.52 | | | | |
| | Annual | 46,891 | 52,101 | 54,568 | 57,160 | 59,893 | 62,782 | 65,692 | 69,045 | 69,734 | 70,605 | 73,827 | | | | |
| T18 | Hourly | 25,915 | 28,795 | 30,184 | 31,583 | 33,154 | 34,682 | 36,395 | 38,099 | 38,480 | 38,966 | 40,746 | | | | |
| | Bi-Weekly | 2,073.20 | 2,303.60 | 2,414.72 | 2,526.64 | 2,652.32 | 2,774.56 | 2,911.60 | 3,047.92 | 3,078.40 | 3,117.28 | 3,259.68 | | | | |
| | Annual | 53,903 | 59,893 | 62,782 | 65,692 | 68,960 | 72,138 | 75,701 | 79,245 | 80,038 | 81,049 | 84,751 | | | | |

Effective June 1, 2019

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

| <u>Grade</u> | <u>Entry Rate</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>10th Step</u> | <u>After 1</u> | <u>After 1</u> | <u>After 1</u> | <u>After 1</u> | |
|--------------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|----------------------|----------------------|----------------------|----------------------|--|
| | | | | | | | | | | | | <u>Year at 1st</u> | <u>Year at 2nd</u> | <u>Year at 3rd</u> | <u>Year at 4th</u> | |
| | | | | | | | | | | | | <u>Longevity</u> | <u>Longevity</u> | <u>Longevity</u> | <u>Longevity</u> | |
| | | | | | | | | | | | | <u>Rate & 10</u> | <u>Rate & 12</u> | <u>Rate & 15</u> | <u>Rate & 20</u> | |
| | | | | | | | | | | | | <u>Years</u> | <u>Years</u> | <u>Years</u> | <u>Years</u> | |
| | | | | | | | | | | | | <u>Service</u> | <u>Service</u> | <u>Service</u> | <u>Service</u> | |
| | | | | | | | | | | | | <u>After 2</u> | | | | |
| | | | | | | | | | | | | <u>Years At</u> | | | | |
| | | | | | | | | | | | | <u>5th Step</u> | | | | |
| T16 | Hourly | 22.995 | 25.550 | 26.760 | 28.031 | 29.371 | 30.788 | 32.215 | 33.859 | 34.197 | 34.624 | 36.204 | | | | |
| | Bi-Weekly | 1,839.60 | 2,044.00 | 2,140.80 | 2,242.48 | 2,349.68 | 2,463.04 | 2,577.20 | 2,708.72 | 2,735.76 | 2,769.92 | 2,896.32 | | | | |
| | Annual | 47,829 | 53,144 | 55,660 | 58,304 | 61,091 | 64,039 | 67,007 | 70,426 | 71,129 | 72,017 | 75,304 | | | | |
| T18 | Hourly | 26.433 | 29.371 | 30.788 | 32.215 | 33.817 | 35.376 | 37.123 | 38.861 | 39.250 | 39.745 | 41.561 | | | | |
| | Bi-Weekly | 2,114.64 | 2,349.68 | 2,463.04 | 2,577.20 | 2,705.36 | 2,830.08 | 2,969.84 | 3,108.88 | 3,140.00 | 3,179.60 | 3,324.88 | | | | |
| | Annual | 54,980 | 61,091 | 64,039 | 67,007 | 70,339 | 73,582 | 77,215 | 80,830 | 81,640 | 82,669 | 86,446 | | | | |

Effective June 1, 2017

**SCHEDULE XVII
BUREAU OF HUMAN RESOURCES
FOP HOSPITAL PUBLIC SAFETY OFFICERS**

| <u>Grade</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | After 1 | After 1 | After 1 |
|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|---|---|---|
| | | | | | | | | | | Year at 1st Longevity Rate & 10 Years Service | Year at 2nd Longevity Rate & 15 Years Service | Year at 3rd Longevity Rate & 20 Years Service |
| HS1 Hourly | 19.987 | 20.949 | 21.928 | 22.981 | 24.166 | 25.412 | 26.423 | 27.470 | 27.747 | | | |
| Bi-Weekly | 1,598.96 | 1,675.92 | 1,754.24 | 1,838.48 | 1,933.28 | 2,032.96 | 2,113.84 | 2,197.60 | 2,219.76 | | | |
| Annual | 41,572 | 43,573 | 45,610 | 47,800 | 50,265 | 52,856 | 54,959 | 57,137 | 57,713 | | | |

Effective December 1, 2018

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

| <u>Grade</u> | <u>Entry Rate</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>After 1</u> | <u>After 1</u> | <u>After 1</u> | <u>After 1</u> | |
|--------------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------------|--------------------|--------------------|--------------------|----------------|
| | | | | | | | | | | | <u>Year at</u> | <u>Year at 1st</u> | <u>Year at 2nd</u> | <u>Year at 3rd</u> | <u>Maximum</u> |
| | | | | | | | | | | | <u>Service</u> | <u>Service</u> | <u>Service</u> | <u>Service</u> | |
| HS2 | Hourly | 20.007 | 22.230 | 23.370 | 24.456 | 25.687 | 26.906 | 28.295 | 29.423 | 30.595 | 30.894 | | | | |
| | Bi-Weekly | 1,600.56 | 1,778.40 | 1,869.60 | 1,956.48 | 2,054.96 | 2,152.48 | 2,263.60 | 2,353.84 | 2,447.60 | 2,471.52 | | | | |
| | Annual | 41,615 | 46,238 | 48,609 | 50,868 | 53,428 | 55,964 | 58,853 | 61,199 | 63,637 | 64,259 | | | | |
| HS3 | Hourly | 23.118 | 25.687 | 26.906 | 28.182 | 29.527 | 30.955 | 32.566 | 33.867 | 35.222 | 36.279 | | | | |
| | Bi-Weekly | 1,849.44 | 2,054.96 | 2,152.48 | 2,254.56 | 2,362.16 | 2,476.40 | 2,605.28 | 2,709.36 | 2,817.76 | 2,902.32 | | | | |
| | Annual | 48,085 | 53,428 | 55,964 | 58,618 | 61,416 | 64,386 | 67,737 | 70,443 | 73,261 | 75,460 | | | | |

Effective June 1, 2019

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

| <u>Grade</u> | | <u>Entry Rate</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>After 1</u> | <u>After 1</u> | <u>After 1</u> | <u>After 1</u> | |
|--------------|-----------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------------|--------------------|--------------------|--------------------|----------------|
| | | | | | | | | | | | | <u>Year at</u> | <u>Year at 1st</u> | <u>Year at 2nd</u> | <u>Year at 3rd</u> | <u>Maximum</u> |
| | | | | | | | | | | | | <u>Service</u> | <u>Service</u> | <u>Service</u> | <u>Service</u> | |
| HS2 | Hourly | 20.407 | 22.675 | 23.837 | 24.945 | 26.201 | 27.444 | 28.861 | 30.011 | 31.207 | 31.512 | | | | | |
| | Bi-Weekly | 1,600.56 | 1,814.00 | 1,906.96 | 1,995.60 | 2,096.08 | 2,195.52 | 2,308.88 | 2,400.88 | 2,496.56 | 2,520.96 | | | | | |
| | Annual | 41,615 | 47,164 | 49,580 | 51,885 | 54,498 | 57,083 | 60,030 | 62,422 | 64,910 | 65,544 | | | | | |
| HS3 | Hourly | 23.580 | 26.201 | 27.444 | 28.746 | 30.118 | 31.574 | 33.217 | 34.544 | 35.926 | 37.005 | | | | | |
| | Bi-Weekly | 1,849.44 | 2,096.08 | 2,195.52 | 2,299.68 | 2,409.44 | 2,525.92 | 2,657.36 | 2,763.52 | 2,874.08 | 2,960.40 | | | | | |
| | Annual | 48,085 | 54,498 | 57,083 | 59,791 | 62,645 | 65,673 | 69,091 | 71,851 | 74,726 | 76,970 | | | | | |

Effective June 1, 2017

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

| Grade | | After 1 Year at Maximum Rate & 5 Years Service After 1 Year at 1st Longevity Rate & 10 Years Service After 1 Year at 2nd Longevity Rate & 15 Years Service After 1 Year at 3rd Longevity Rate & 20 Years Service | | | | | | | | |
|--------------|-----------|--|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| | | 1st Step | 2nd Step | 3rd Step | 4th Step | 5th Step | 6th Step | 7th Step | 8th Step | 9th Step |
| HS1 | Hourly | 19.987 | 20.949 | 21.928 | 22.981 | 24.166 | 25.412 | 26.423 | 27.470 | 27.747 |
| | Bi-Weekly | 1,598.96 | 1,675.92 | 1,754.24 | 1,838.48 | 1,933.28 | 2,032.96 | 2,113.84 | 2,197.60 | 2,219.76 |
| | Annual | 41,572 | 43,573 | 45,610 | 47,800 | 50,265 | 52,856 | 54,959 | 57,137 | 57,713 |
| HSA | Hourly | 18.666 | 19.563 | 20.474 | 21.459 | 22.562 | 23.605 | 24.076 | 24.312 | 24.564 |
| | Bi-Weekly | 1,493.28 | 1,565.04 | 1,637.92 | 1,716.72 | 1,804.96 | 1,888.40 | 1,926.08 | 1,944.96 | 1,965.12 |
| | Annual | 38,825 | 40,691 | 42,585 | 44,634 | 46,928 | 49,098 | 50,078 | 50,568 | 51,093 |

Effective June 1, 2017

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

| <u>Job Title</u> | <u>Title</u> | <u>Grade</u> | | <u>1st Step</u> | <u>After 1 Year & 5 Years Service</u> | <u>After 1 Year at 1st Longevity Rate & 10 Years Service</u> |
|------------------|----------------------------|--------------|-----------|-----------------|---|--|
| 4614 | COSMETOLOGIST | X03 | Hourly | 19.793 | 20.086 | 20.586 |
| | | | Bi-Weekly | 1,583.44 | 1,606.88 | 1,646.88 |
| | | | Annual | 41,169 | 41,778 | 42,818 |
| 2124 | COOK II | X04 | Hourly | 21.644 | 21.970 | 22.517 |
| | | | Bi-Weekly | 1,731.52 | 1,757.60 | 1,801.36 |
| | | | Annual | 45,019 | 45,697 | 46,835 |
| 2422 | CUSTODIAL WRKR. II | X05 | Hourly | 19.469 | 19.754 | 20.247 |
| | | | Bi-Weekly | 1,557.52 | 1,580.32 | 1,619.76 |
| | | | Annual | 40,495 | 41,088 | 42,113 |
| 2423 | CUSTODIAL WRKR. III | X06 | Hourly | 22.225 | 22.556 | 23.116 |
| | | | Bi-Weekly | 1,778.00 | 1,804.48 | 1,849.28 |
| | | | Annual | 46,228 | 46,916 | 48,081 |
| 2131 | FOOD SRVC. WORKER I | X07 | Hourly | 16.324 | 16.566 | 16.977 |
| | | | Bi-Weekly | 1,305.92 | 1,325.28 | 1,358.16 |
| | | | Annual | 33,953 | 34,457 | 35,312 |
| 2161 | LAUNDRY WORKER II | X07 | Hourly | 16.324 | 16.566 | 16.977 |
| | | | Bi-Weekly | 1,305.92 | 1,325.28 | 1,358.16 |
| | | | Annual | 33,953 | 34,457 | 35,312 |
| 2163 | SEAMSTER II | X07 | Hourly | 16.324 | 16.566 | 16.977 |
| | | | Bi-Weekly | 1,305.92 | 1,325.28 | 1,358.16 |
| | | | Annual | 33,953 | 34,457 | 35,312 |
| 2142 | HOUSEKEEPER II | X08 | Hourly | 21.843 | 22.169 | 22.722 |
| | | | Bi-Weekly | 1,747.44 | 1,773.52 | 1,817.76 |
| | | | Annual | 45,433 | 46,111 | 47,261 |
| 1253 | SUPPLY CLERK III | X13 | Hourly | 15.975 | 16.209 | 16.611 |
| | | | Bi-Weekly | 1,278.00 | 1,296.72 | 1,328.88 |
| | | | Annual | 33,228 | 33,714 | 34,550 |

Effective December 1, 2018

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

| <u>Title</u> | <u>Grade</u> | | <u>Entry Rate</u> | <u>1st Step</u> | <u>After 1 Year & 5 Years Service</u> | <u>After 1 Year at 1st Longevity Rate & 10 Years Service</u> |
|---------------------|--------------|-----------|-------------------|-----------------|---|--|
| CUSTODIAL WRKR. II | X05 | Hourly | 17.534 | 19.483 | 19.771 | 20.262 |
| | | Bi-Weekly | 1,402.72 | 1,558.64 | 1,581.68 | 1,620.96 |
| | | Annual | 36,470 | 40,525 | 41,124 | 42,145 |
| CUSTODIAL WRKR. III | X06 | Hourly | 20.017 | 22.242 | 22.573 | 23.134 |
| | | Bi-Weekly | 1,601.36 | 1,779.36 | 1,805.84 | 1,850.72 |
| | | Annual | 41,635 | 46,263 | 46,952 | 48,119 |

Effective June 1, 2019

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

| <u>Title</u> | <u>Grade</u> | | <u>Entry Rate</u> | <u>1st Step</u> | <u>After 1 Year & 5 Years Service</u> | <u>After 1 Year at 1st Longevity Rate & 10 Years Service</u> |
|---------------------|--------------|-----------|-------------------|-----------------|---|--|
| CUSTODIAL WRKR. II | X05 | Hourly | 17.885 | 19.873 | 20.166 | 20.667 |
| | | Bi-Weekly | 1,430.80 | 1,589.84 | 1,613.28 | 1,653.36 |
| | | Annual | 37,200 | 41,336 | 41,945 | 42,987 |
| CUSTODIAL WRKR. III | X06 | Hourly | 20.417 | 22.687 | 23.024 | 23.597 |
| | | Bi-Weekly | 1,633.36 | 1,814.96 | 1,841.92 | 1,887.76 |
| | | Annual | 42,467 | 47,188 | 47,890 | 49,082 |

Effective December 1, 2018

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

| <u>Grade</u> | <u>Title</u> | | <u>Entry Rate</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>After 1</u> | <u>After 1st</u> | <u>After 2nd</u> | <u>After 3rd</u> |
|--------------|-------------------------------|-----------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|---------------------|----------------------|----------------------|----------------------|
| | | | | | | | | | <u>Year & 5</u> | <u>Longevity</u> | <u>Longevity</u> | <u>Longevity</u> |
| | | | | | | | | | <u>Year & 5</u> | <u>Rate & 10</u> | <u>Rate & 15</u> | <u>Rate & 20</u> |
| | | | | | | | | | <u>Years</u> | <u>Years</u> | <u>Years</u> | <u>Years</u> |
| | | | | | | | | | <u>Service</u> | <u>Service</u> | <u>Service</u> | <u>Service</u> |
| X09 | Janitor II | Hourly | 17.533 | 19.482 | 19.771 | 20.261 | 20.766 | 22.661 | | | | |
| | | Bi-Weekly | 1,402.64 | 1,558.56 | 1,581.68 | 1,620.88 | 1,661.28 | 1,812.88 | | | | |
| | | Annual | 36,468 | 40,522 | 41,123 | 42,142 | 43,193 | 47,134 | | | | |
| X10 | Janitor III | Hourly | 20.017 | 22.242 | 22.572 | 23.134 | 23.707 | 25.871 | | | | |
| | | Bi-Weekly | 1,601.36 | 1,779.36 | 1,805.76 | 1,850.72 | 1,896.56 | 2,069.68 | | | | |
| | | Annual | 41,635 | 46,263 | 46,949 | 48,118 | 49,310 | 53,811 | | | | |
| X11 | Laundry Worker I Janitor I | Hourly | 14.409 | 16.011 | 16.254 | 16.654 | 17.066 | 18.622 | | | | |
| | | Bi-Weekly | 1,152.72 | 1,280.88 | 1,300.32 | 1,332.32 | 1,365.28 | 1,489.76 | | | | |
| | | Annual | 29,970 | 33,302 | 33,808 | 34,640 | 35,497 | 38,733 | | | | |
| X12 | Seamster I | Hourly | 14.409 | 16.011 | 16.254 | 16.654 | 17.066 | 18.622 | | | | |
| | | Bi-Weekly | 1,152.72 | 1,280.88 | 1,300.32 | 1,332.32 | 1,365.28 | 1,489.76 | | | | |
| | | Annual | 29,970 | 33,302 | 33,808 | 34,640 | 35,497 | 38,733 | | | | |
| X14 | Elevator Operator | Hourly | 16.933 | 18.815 | 19.095 | 19.571 | 20.053 | 21.882 | | | | |
| | | Bi-Weekly | 1,354.64 | 1,505.20 | 1,527.60 | 1,565.68 | 1,604.24 | 1,750.56 | | | | |
| | | Annual | 35,220 | 39,135 | 39,717 | 40,707 | 41,710 | 45,514 | | | | |
| X15 | Elevator Starter | Hourly | 17.991 | 19.991 | 20.279 | 20.768 | 21.265 | 23.205 | | | | |
| | | Bi-Weekly | 1,439.28 | 1,599.28 | 1,622.32 | 1,661.44 | 1,701.20 | 1,856.40 | | | | |
| | | Annual | 37,421 | 41,581 | 42,180 | 43,197 | 44,231 | 48,266 | | | | |
| X16 | Cook II | Hourly | 19.494 | 21.661 | 21.985 | 22.535 | 23.102 | 25.210 | | | | |
| | | Bi-Weekly | 1,559.52 | 1,732.88 | 1,758.80 | 1,802.80 | 1,848.16 | 2,016.80 | | | | |
| | | Annual | 40,547 | 45,054 | 45,728 | 46,872 | 48,052 | 52,436 | | | | |
| X17 | Window Washer I | Hourly | 21.060 | 23.401 | 23.752 | 24.346 | 24.952 | 26.499 | | | | |
| | | Bi-Weekly | 1,684.80 | 1,872.08 | 1,900.16 | 1,947.68 | 1,996.16 | 2,119.92 | | | | |
| | | Annual | 43,804 | 48,674 | 49,404 | 50,639 | 51,900 | 55,117 | | | | |
| X18 | Window Washer II | Hourly | 22.356 | 24.840 | 25.213 | 25.845 | 26.489 | 28.907 | | | | |
| | | Bi-Weekly | 1,788.48 | 1,987.20 | 2,017.04 | 2,067.60 | 2,119.12 | 2,312.56 | | | | |
| | | Annual | 46,500 | 51,667 | 52,443 | 53,757 | 55,097 | 60,126 | | | | |

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

Effective June 1, 2019

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

| <u>Grade</u> | <u>Title</u> | | <u>Entry Rate</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>After 1</u> | <u>After 1st</u> | <u>After 2nd</u> | <u>After 3rd</u> |
|--------------|-------------------------------|-----------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------------------|----------------------|----------------------|----------------------|
| | | | | | | | | | <u>Year & 5</u> | <u>Longevity</u> | <u>Longevity</u> | <u>Longevity</u> |
| | | | | | | | | | <u>Rate & 10</u> | <u>Rate & 15</u> | <u>Rate & 20</u> | <u>Rate & 20</u> |
| | | | | | | | | | <u>Years</u> | <u>Years</u> | <u>Years</u> | <u>Years</u> |
| | | | | | | | | | <u>Service</u> | <u>Service</u> | <u>Service</u> | <u>Service</u> |
| X09 | Janitor II | Hourly | 17.884 | 19.872 | 20.166 | 20.666 | 21.181 | 23.114 | | | | |
| | | Bi-Weekly | 1,430.72 | 1,589.76 | 1,613.28 | 1,653.28 | 1,694.48 | 1,849.12 | | | | |
| | | Annual | 37,198 | 41,333 | 41,945 | 42,985 | 44,056 | 48,077 | | | | |
| X10 | Janitor III | Hourly | 20.417 | 22.687 | 23.023 | 23.597 | 24.181 | 26.388 | | | | |
| | | Bi-Weekly | 1,633.36 | 1,814.96 | 1,841.84 | 1,887.76 | 1,934.48 | 2,111.04 | | | | |
| | | Annual | 42,467 | 47,188 | 47,887 | 49,081 | 50,296 | 54,887 | | | | |
| X11 | Laundry Worker I Janitor I | Hourly | 14.697 | 16.331 | 16.579 | 16.987 | 17.407 | 18.994 | | | | |
| | | Bi-Weekly | 1,175.76 | 1,306.48 | 1,326.32 | 1,358.96 | 1,392.56 | 1,519.52 | | | | |
| | | Annual | 30,569 | 33,968 | 34,484 | 35,332 | 36,206 | 39,507 | | | | |
| X12 | Seamster I | Hourly | 14.697 | 16.331 | 16.579 | 16.987 | 17.407 | 18.994 | | | | |
| | | Bi-Weekly | 1,175.76 | 1,306.48 | 1,326.32 | 1,358.96 | 1,392.56 | 1,519.52 | | | | |
| | | Annual | 30,569 | 33,968 | 34,484 | 35,332 | 36,206 | 39,507 | | | | |
| X14 | Elevator Operator | Hourly | 17.272 | 19.191 | 19.477 | 19.962 | 20.454 | 22.320 | | | | |
| | | Bi-Weekly | 1,381.76 | 1,535.28 | 1,558.16 | 1,596.96 | 1,636.32 | 1,785.60 | | | | |
| | | Annual | 35,925 | 39,917 | 40,512 | 41,520 | 42,544 | 46,425 | | | | |
| X15 | Elevator Starter | Hourly | 18.351 | 20.391 | 20.685 | 21.183 | 21.690 | 23.669 | | | | |
| | | Bi-Weekly | 1,468.08 | 1,631.28 | 1,654.80 | 1,694.64 | 1,735.20 | 1,893.52 | | | | |
| | | Annual | 38,170 | 42,413 | 43,024 | 44,060 | 45,115 | 49,231 | | | | |
| X16 | Cook II | Hourly | 19.884 | 22.094 | 22.425 | 22.986 | 23.564 | 25.714 | | | | |
| | | Bi-Weekly | 1,590.72 | 1,767.52 | 1,794.00 | 1,838.88 | 1,885.12 | 2,057.12 | | | | |
| | | Annual | 41,358 | 45,955 | 46,644 | 47,810 | 49,013 | 53,485 | | | | |
| X17 | Window Washer I | Hourly | 21.481 | 23.869 | 24.227 | 24.833 | 25.451 | 27.029 | | | | |
| | | Bi-Weekly | 1,718.48 | 1,909.52 | 1,938.16 | 1,986.64 | 2,036.08 | 2,162.32 | | | | |
| | | Annual | 44,680 | 49,647 | 50,392 | 51,652 | 52,938 | 56,220 | | | | |
| X18 | Window Washer II | Hourly | 22.803 | 25.337 | 25.717 | 26.362 | 27.019 | 29.485 | | | | |
| | | Bi-Weekly | 1,824.24 | 2,026.96 | 2,057.36 | 2,108.96 | 2,161.52 | 2,358.80 | | | | |
| | | Annual | 47,430 | 52,700 | 53,491 | 54,832 | 56,199 | 61,328 | | | | |

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

Effective June 1, 2017

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

| <u>Grade</u> | | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | | | After 1 | After 1 | After 1 | |
|--------------|-----------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--|--|---|---|---|--|
| | | | | | | | | | | | | | Year at 1st Longevity Rate & 10 Years Service | Year at 2nd Longevity Rate & 15 Years Service | Year at 3rd Longevity Rate & 20 Years Service | |
| PG1 | Hourly | 24.743 | 25.873 | 27.162 | 28.519 | 29.947 | 31.363 | 34.849 | 36.066 | 37.521 | | | | | | |
| | Bi-Weekly | 1,979.44 | 2,069.84 | 2,172.96 | 2,281.52 | 2,395.76 | 2,509.04 | 2,787.92 | 2,885.28 | 3,001.68 | | | | | | |
| | Annual | 51,465 | 53,815 | 56,496 | 59,319 | 62,289 | 65,235 | 72,485 | 75,017 | 78,043 | | | | | | |
| PG2 | Hourly | 26.563 | 27.832 | 29.147 | 30.552 | 32.014 | 33.504 | 35.719 | 36.961 | 38.455 | | | | | | |
| | Bi-Weekly | 2,125.04 | 2,226.56 | 2,331.76 | 2,444.16 | 2,561.12 | 2,680.32 | 2,857.52 | 2,956.88 | 3,076.40 | | | | | | |
| | Annual | 55,251 | 57,890 | 60,625 | 63,548 | 66,589 | 69,688 | 74,295 | 76,878 | 79,986 | | | | | | |

**SCHEDULE XXIV
BUREAU OF HUMAN RESOURCES**

| Job Code | Title | Bi-Weekly Salary | Hourly Salary | Effective Date | Annual Salary |
|----------|---|------------------|---------------|----------------|---------------|
| 2336 | Architectural Iron Worker | \$ 3,844.00 | 48.050 | 6/1/2018 | \$99,944.00 |
| 2335 | Architectural Iron Worker Frm | \$ 4,124.00 | 51.550 | 6/1/2018 | \$107,224.00 |
| 2391 | Biomedical Electrical Technician Foreman | \$ 4,108.00 | 51.350 | 6/4/2018 | \$106,808.00 |
| 2390 | Biomedical Electrical Technician/Journeymen | \$ 3,868.00 | 48.350 | 6/4/2018 | \$100,568.00 |
| 2390 | Biomedical Electrical Technician/Journeymen | \$ 3,868.00 | 48.350 | 6/4/2018 | \$100,568.00 |
| 2307 | Boilermaker/Blacksmith | \$ 3,956.80 | 49.460 | 5/1/2018 | \$102,876.80 |
| 2310 | Boilermaker/Welder | \$ 3,956.80 | 49.460 | 5/1/2018 | \$102,876.80 |
| 2311 | Bricklayer | \$ 3,695.20 | 46.190 | 6/1/2018 | \$96,075.20 |
| 2312 | Bricklayer Foreman | \$ 4,064.80 | 50.810 | 6/1/2018 | \$105,684.80 |
| 1402 | Building & Construction Plan Examiner I | \$ 3,788.00 | 47.350 | 6/1/2018 | \$98,488.00 |
| 1404 | Building & Zoning Inspector | \$ 3,788.00 | 47.350 | 6/1/2018 | \$98,488.00 |
| 1415 | Building & Zoning Inspector II | \$ 3,708.00 | 46.350 | 6/1/2017 | \$96,408.00 |
| 2317 | Carpenter | \$ 3,788.00 | 47.350 | 6/1/2018 | \$98,488.00 |
| 2318 | Carpenter Foreman | \$ 3,988.00 | 49.850 | 6/1/2018 | \$103,688.00 |
| 2327 | Chief Electrical Inspector | \$ 4,348.00 | 54.350 | 6/4/2018 | \$113,048.00 |
| 2348 | Chief Plumbing Inspector | \$ 4,600.00 | 57.500 | 6/1/2018 | \$119,600.00 |
| 4013 | Chief Telecommunications Electrician | \$ 4,348.00 | 54.350 | 6/4/2018 | \$113,048.00 |
| 2328 | Electrical Equipment Technician | \$ 3,868.00 | 48.350 | 6/4/2018 | \$100,568.00 |
| 2346 | Electrical Equipment Technician Foreman | \$ 4,108.00 | 51.350 | 6/4/2018 | \$106,808.00 |
| 2330 | Electrical Inspector | \$ 4,108.00 | 51.350 | 6/4/2018 | \$106,808.00 |
| 2329 | Electrical Mechanic | \$ 3,868.00 | 48.350 | 6/4/2018 | \$100,568.00 |
| 2323 | Electrical Plan Examiner | \$ 3,868.00 | 48.350 | 6/4/2018 | \$100,568.00 |
| 2324 | Electrician | \$ 3,868.00 | 48.350 | 6/4/2018 | \$100,568.00 |
| 2326 | Electrician Foreman | \$ 4,108.00 | 51.350 | 6/4/2018 | \$106,808.00 |
| 1411 | Elevator Inspector | \$ 4,388.00 | 54.850 | 1/1/2018 | \$114,088.00 |
| 1413 | Elevator Mechanic | \$ 4,388.00 | 54.850 | 1/1/2018 | \$114,088.00 |
| 1412 | Fire Prevention Inspector | \$ 3,788.00 | 47.350 | 6/1/2018 | \$98,488.00 |
| 2320 | Glazier | \$ 3,508.00 | 43.850 | 6/1/2018 | \$91,208.00 |
| 2392 | Laborer | \$ 3,417.60 | 42.720 | 6/1/2018 | \$88,857.60 |
| 2395 | Laborer Foreman | \$ 3,505.60 | 43.820 | 6/1/2018 | \$91,145.60 |
| 2396 | Laborer Foreman (HWY.) | \$ 3,505.60 | 43.820 | 6/1/2018 | \$91,145.60 |
| 2393 | Laborer I | \$ 3,417.60 | 42.720 | 6/1/2018 | \$88,857.60 |
| 2394 | Laborer II | \$ 3,449.60 | 43.120 | 6/1/2018 | \$89,689.60 |
| 2321 | Lather | \$ 3,788.00 | 47.350 | 6/1/2018 | \$98,488.00 |
| 2331 | Machinist | \$ 3,870.40 | 48.380 | 7/1/2018 | \$100,630.40 |
| 2339 | Machinist Foreman | \$ 4,070.40 | 50.880 | 7/1/2018 | \$105,830.40 |
| 2431 | Marble Polisher | \$ 2,772.00 | 34.650 | 6/1/2018 | \$72,072.00 |
| 2334 | Master Locksmith | \$ 3,844.00 | 48.050 | 6/1/2018 | \$99,944.00 |
| 2371 | Motor Vehicle Driver (Road Repairman) | \$ 2,916.00 | 36.450 | 6/1/2018 | \$75,816.00 |
| 2381 | Motor Vehicle Driver I | \$ 2,916.00 | 36.450 | 6/1/2018 | \$75,816.00 |
| 2382 | Motor Vehicle Driver II | \$ 2,968.00 | 37.100 | 6/1/2018 | \$77,168.00 |
| 2451 | Operating Engineer I | \$ 3,677.60 | 45.970 | 3/1/2017 | \$95,617.60 |
| 2452 | Operating Engineer II | \$ 3,871.20 | 48.390 | 3/1/2017 | \$100,651.20 |
| 2453 | Operating Engineer III | \$ 4,257.60 | 53.220 | 3/1/2017 | \$110,697.60 |
| 2454 | Operating Engineer IV | \$ 4,780.80 | 59.760 | 3/1/2017 | \$124,300.80 |
| 4009 | Operating Engineer Trainee | \$ 1,080.00 | 13.500 | 3/1/2017 | \$28,080.00 |
| 2354 | Painter | \$ 3,724.00 | 46.550 | 6/1/2018 | \$96,824.00 |
| 2356 | Painter Foreman | \$ 4,188.80 | 52.360 | 6/1/2018 | \$108,908.80 |
| 2342 | Pipecoverer | \$ 4,040.00 | 50.500 | 6/1/2018 | \$105,040.00 |
| 2368 | Pipecoverer Foreman | \$ 4,240.00 | 53.000 | 6/1/2018 | \$110,240.00 |
| 2388 | Pipecoverer Material Handler | \$ 3,030.40 | 37.880 | 6/1/2018 | \$78,790.40 |
| 2389 | Pipecoverer Pre-Apprentice | \$ 2,816.80 | 35.210 | 6/1/2013 | \$73,236.80 |
| 2361 | Plasterer | \$ 3,860.00 | 48.250 | 7/1/2018 | \$100,360.00 |

**SCHEDULE XXIV
BUREAU OF HUMAN RESOURCES**

| Job Code | Title | Bi-Weekly Salary | Hourly Salary | Effective Date | Annual Salary |
|----------|---|------------------|---------------|----------------|---------------|
| 2363 | Plasterer Helper | \$ 3,417.60 | 42.720 | 6/1/2018 | \$88,857.60 |
| 2350 | Plumber | \$ 4,020.00 | 50.250 | 6/1/2018 | \$104,520.00 |
| 2352 | Plumber Foreman | \$ 4,260.00 | 53.250 | 6/1/2018 | \$110,760.00 |
| 2353 | Plumbing Inspector/Foreman | \$ 4,260.00 | 53.250 | 6/1/2018 | \$110,760.00 |
| 2349 | Plumbing Plan Examiner/Foreman | \$ 4,260.00 | 53.250 | 6/1/2018 | \$110,760.00 |
| 2343 | Refrigerator Man | \$ 3,880.00 | 48.500 | 6/1/2018 | \$100,880.00 |
| 2372 | Road Equipment Operator | \$ 3,944.00 | 49.300 | 6/1/2018 | \$102,544.00 |
| 2376 | Road Equipment Operator - MM Foreman | \$ 4,264.00 | 53.300 | 6/1/2018 | \$110,864.00 |
| 2373 | Road Equipment Operator - Master Mechanic | \$ 4,184.00 | 52.300 | 6/1/2018 | \$108,784.00 |
| 2359 | Sign Painter (Shopman) | \$ 3,056.00 | 38.200 | 1/1/2018 | \$79,456.00 |
| 2344 | Steamfitter | \$ 3,880.00 | 48.500 | 6/1/2018 | \$100,880.00 |
| 2345 | Steamfitter Foreman | \$ 4,120.00 | 51.500 | 6/1/2018 | \$107,120.00 |
| 2379 | Telecommunications Electrician | \$ 3,868.00 | 48.350 | 6/4/2018 | \$100,568.00 |
| 2378 | Telecommunications Electrician Foreman | \$ 4,108.00 | 51.350 | 6/5/2018 | \$106,808.00 |
| 2340 | Tinsmith | \$ 3,540.00 | 44.250 | 6/1/2018 | \$92,040.00 |
| 2341 | Tinsmith Foreman | \$ 3,823.20 | 47.790 | 6/1/2018 | \$99,403.20 |
| 2225 | Ventilating Inspector | \$ 3,823.20 | 47.790 | 6/1/2018 | \$99,403.20 |
| 1420 | Zoning Plan Examiner I | \$ 3,788.00 | 47.350 | 6/1/2018 | \$98,488.00 |

Effective June 1, 2017

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

| <u>Grade</u> | | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>10th Step</u> |
|--------------|-----------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|
| IS2 | Hourly | 26.305 | 27.554 | 28.859 | 30.246 | 31.704 | 33.171 | 34.491 | 35.863 | 37.290 | 38.780 |
| | Bi-Weekly | 2,104.40 | 2,204.32 | 2,308.72 | 2,419.68 | 2,536.32 | 2,653.68 | 2,759.28 | 2,869.04 | 2,983.20 | 3,102.40 |
| | Annual | 54,714 | 57,312 | 60,026 | 62,911 | 65,944 | 68,995 | 71,741 | 74,595 | 77,563 | 80,662 |

Effective December 1, 2018

**SCHEDULE XXV
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 SHERIFF INVESTIGATORS - FUGITIVE UNIT**

| <u>Grade</u> | <u>Entry Rate</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>10th Step</u> | After 1 | After 1 | After 1 | After 1 | After 1 | |
|--------------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|---|--|--|--|--|--|
| | | | | | | | | | | | | Year at Maximum Rate & 5 Years Service | Year at 1st Longevity Rate & 10 Years Service | Year at 2nd Longevity Rate & 15 Years Service | Year at 3rd Longevity Rate & 20 Years Service | Year at 5th Longevity Rate & 25 Years Service | |
| IS2 Hourly | 24.142 | 26.824 | 28.099 | 29.431 | 30.844 | 32.333 | 33.830 | 35.176 | 36.574 | 38.029 | 39.552 | | | | | | |
| Bi-Weekly | 1,931.36 | 2,145.92 | 2,247.92 | 2,354.48 | 2,467.52 | 2,586.64 | 2,706.40 | 2,814.08 | 2,925.92 | 3,042.32 | 3,164.16 | | | | | | |
| Annual | 50,215 | 55,793 | 58,445 | 61,216 | 64,155 | 67,252 | 70,366 | 73,166 | 76,073 | 79,100 | 82,268 | | | | | | |

Effective June 1, 2019

**SCHEDULE XXV
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 SHERIFF INVESTIGATORS - FUGITIVE UNIT**

| <u>Grade</u> | <u>Entry Rate</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>10th Step</u> | After 1 | After 1 | After 1 | After 1 | After 1 | |
|--------------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|----------------|--------------------|--------------------|--------------------|--------------------|----------------|
| | | | | | | | | | | | | Year at | Year at 1st | Year at 2nd | Year at 3rd | Year at 5th | Maximum |
| | | | | | | | | | | | | Years | Years | Years | Years | Years | Years |
| | | | | | | | | | | | | Service | Service | Service | Service | Service | Service |
| IS2 Hourly | 24.625 | 27.360 | 28.661 | 30.020 | 31.461 | 32.980 | 34.507 | 35.880 | 37.305 | 38.790 | 40.343 | | | | | | |
| Bi-Weekly | 1,970.00 | 2,188.80 | 2,292.88 | 2,401.60 | 2,516.88 | 2,638.40 | 2,760.56 | 2,870.40 | 2,984.40 | 3,103.20 | 3,227.44 | | | | | | |
| Annual | 51,220 | 56,908 | 59,614 | 62,441 | 65,438 | 68,598 | 71,774 | 74,630 | 77,594 | 80,683 | 83,913 | | | | | | |

Effective June 1, 2017

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

| <u>Grade</u> | | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>10th Step</u> |
|--------------|-----------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|
| IS2 | Hourly | 26.305 | 27.554 | 28.859 | 30.246 | 31.704 | 33.171 | 34.491 | 35.863 | 37.290 | 38.780 |
| | Bi-Weekly | 2,104.40 | 2,204.32 | 2,308.72 | 2,419.68 | 2,536.32 | 2,653.68 | 2,759.28 | 2,869.04 | 2,983.20 | 3,102.40 |
| | Annual | 54,714 | 57,312 | 60,026 | 62,911 | 65,944 | 68,995 | 71,741 | 74,595 | 77,563 | 80,662 |

Effective June 1, 2017

**SCHEDULE XXVI
BUREAU OF HUMAN RESOURCES
DEPUTY SHERIFF LIEUTENANT**

| <u>Grade</u> | | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>10th Step</u> |
|--------------|-----------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|
| D4 | Hourly | 34.861 | 36.624 | 38.358 | 40.148 | 42.144 | 44.236 | 45.106 | 45.535 | 46.007 | 47.839 |
| | Bi-Weekly | 2,788.88 | 2,929.92 | 3,068.64 | 3,211.84 | 3,371.52 | 3,538.88 | 3,608.48 | 3,642.80 | 3,680.56 | 3,827.12 |
| | Annual | 72,510 | 76,177 | 79,784 | 83,507 | 87,659 | 92,010 | 93,820 | 94,712 | 95,694 | 99,505 |

Effective June 1, 2017

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

| <u>Grade</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>10th Step</u> | <u>11th Step</u> | | After 1 | After 1 | After 1 | After 1 | |
|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|------------------|----------|-------------|-------------|-------------|-------------|-----------|
| | | | | | | | | | | | | | Year at 1st | Year at 2nd | Year at 3rd | Year at 4th | Longevity |
| | | | | | | | | | | | | | After 2 | | | | |
| | | | | | | | | | | | | | Years At | Years | Years | Years | Years |
| | | | | | | | | | | | | | 6th Step | Service | Service | Service | Service |
| SA1 | Hourly | 29.385 | 30.844 | 32.382 | 33.995 | 35.554 | 37.311 | 39.076 | 39.853 | 40.253 | 41.459 | | | | | | |
| | Bi-Weekly | 2,350.80 | 2,467.52 | 2,590.56 | 2,719.60 | 2,844.32 | 2,984.88 | 3,126.08 | 3,188.24 | 3,220.24 | 3,316.72 | | | | | | |
| | Annual | 61,120 | 64,155 | 67,354 | 70,709 | 73,952 | 77,606 | 81,278 | 82,894 | 83,726 | 86,234 | | | | | | |
| SA2 | Hourly | 33.995 | 35.554 | 37.311 | 39.076 | 40.955 | 42.879 | 44.975 | 45.634 | 46.080 | 47.462 | 47.938 | | | | | |
| | Bi-Weekly | 2,719.60 | 2,844.32 | 2,984.88 | 3,126.08 | 3,276.40 | 3,430.32 | 3,598.00 | 3,650.72 | 3,686.40 | 3,796.96 | 3,835.04 | | | | | |
| | Annual | 70,709 | 73,952 | 77,606 | 81,278 | 85,186 | 89,188 | 93,548 | 94,918 | 95,846 | 98,720 | 99,711 | | | | | |

Effective December 1, 2018

**SCHEDULE XXVIII
BUREAU OF HUMAN RESOURCES
FOP - DEPUTY SERGEANT'S**

| <u>Grade</u> | <u>Entry Step</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>10th Step</u> | <u>After 2</u> | <u>After 1</u> | <u>After 1</u> | <u>After 3rd</u> | <u>After 4th</u> |
|--------------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|-----------------|----------------------|----------------------|----------------------|----------------------|
| | | | | | | | | | | | | <u>Years At</u> | <u>Year at 1st</u> | <u>Year at 2nd</u> | <u>Year at 3rd</u> | <u>Year at 4th</u> |
| | | | | | | | | | | | | <u>5th Step</u> | <u>Rate & 10</u> | <u>Rate & 15</u> | <u>Rate & 20</u> | <u>Rate & 25</u> |
| | | | | | | | | | | | | | <u>Years</u> | <u>Years</u> | <u>Years</u> | <u>Years</u> |
| | | | | | | | | | | | | | <u>Service</u> | <u>Service</u> | <u>Service</u> | <u>Service</u> |
| D3 Hourly | 26.181 | 29.090 | 30.519 | 32.075 | 33.621 | 35.150 | 36.912 | 38.384 | 39.916 | 41.493 | 43.144 | | | | | |
| Bi-Weekly | 2,094.48 | 2,327.20 | 2,441.52 | 2,566.00 | 2,689.68 | 2,812.00 | 2,952.96 | 3,070.72 | 3,193.28 | 3,319.44 | 3,451.52 | | | | | |
| Annual | 54,456 | 60,507 | 63,479 | 66,716 | 69,931 | 73,112 | 76,776 | 79,838 | 83,025 | 86,305 | 89,739 | | | | | |

Effective June 1, 2019

**SCHEDULE XXVIII
BUREAU OF HUMAN RESOURCES
FOP - DEPUTY SERGEANT'S**

| <u>Grade</u> | <u>Entry Step</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>10th Step</u> | <u>After 1</u> | <u>After 1</u> | <u>After 3rd</u> | <u>After 4th</u> |
|--------------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|----------------------|----------------------|----------------------|----------------------|
| | | | | | | | | | | | | <u>Year at 1st</u> | <u>Year at 2nd</u> | <u>Year at 3rd</u> | <u>Year at 4th</u> |
| | | | | | | | | | | | | <u>Longevity</u> | <u>Longevity</u> | <u>Longevity</u> | <u>Longevity</u> |
| | | | | | | | | | | | | <u>Rate & 10</u> | <u>Rate & 15</u> | <u>Rate & 20</u> | <u>Rate & 25</u> |
| | | | | | | | | | | | | <u>Years</u> | <u>Years</u> | <u>Years</u> | <u>Years</u> |
| | | | | | | | | | | | | <u>At</u> | <u>Service</u> | <u>Service</u> | <u>Service</u> |
| | | | | | | | | | | | | <u>5th Step</u> | <u>Service</u> | <u>Service</u> | <u>Service</u> |
| D3 Hourly | 26.705 | 29.672 | 31.129 | 32.717 | 34.293 | 35.853 | 37.650 | 39.152 | 40.714 | 42.323 | 44.007 | | | | |
| Bi-Weekly | 2,136.40 | 2,373.76 | 2,490.32 | 2,617.36 | 2,743.44 | 2,868.24 | 3,012.00 | 3,132.16 | 3,257.12 | 3,385.84 | 3,520.56 | | | | |
| Annual | 55,546 | 61,717 | 64,748 | 68,051 | 71,329 | 74,574 | 78,312 | 81,436 | 84,685 | 88,031 | 91,534 | | | | |

SCHEDULE XXIX

BUREAU OF HUMAN RESOURCES

SKILLED TRADES-APPRENTICESHIP PROGRAMS

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

Operating Engineer Trainee

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

Effective December 1, 2018

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

| <u>Grade</u> | <u>Entry Step</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>10th Step</u> | <u>After 1</u> | <u>After 1 Year</u> | <u>After 1</u> | <u>After 1</u> | <u>After 1</u> |
|--------------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|---------------------|----------------------|----------------------|----------------------|----------------------|
| | | | | | | | | | | | | <u>Year at</u> | <u>at 1st</u> | <u>Year 2nd</u> | <u>Year 3rd</u> | <u>Year 4th</u> |
| | | | | | | | | | | | | <u>Maximum</u> | <u>Longevity</u> | <u>Longevity</u> | <u>Longevity</u> | <u>Longevity</u> |
| | | | | | | | | | | | | <u>Rate & 5</u> | <u>Rate & 10</u> | <u>Rate & 15</u> | <u>Rate & 20</u> | <u>Rate & 25</u> |
| | | | | | | | | | | | | <u>Years of</u> | <u>Years of</u> | <u>Years of</u> | <u>Years of</u> | <u>Years of</u> |
| | | | | | | | | | | | | <u>Service</u> | <u>Service</u> | <u>Service</u> | <u>Service</u> | <u>Service</u> |
| CS2 Hourly | 24.132 | 26.813 | 28.087 | 29.417 | 30.831 | 32.319 | 33.808 | 35.160 | 36.560 | 38.013 | 39.531 | | | | | |
| Bi-Weekly | 1,930.56 | 2,145.04 | 2,246.96 | 2,353.36 | 2,466.48 | 2,585.52 | 2,704.64 | 2,812.80 | 2,924.80 | 3,041.04 | 3,162.48 | | | | | |
| Annual | 50,194 | 55,771 | 58,420 | 61,187 | 64,128 | 67,223 | 70,320 | 73,132 | 76,044 | 79,067 | 82,224 | | | | | |

Effective June 1, 2019

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

| <u>Grade</u> | | <u>Entry Step</u> | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>10th Step</u> |
|--------------|-----------|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|
| CS2 | Hourly | 24.615 | 27.349 | 28.649 | 30.005 | 31.448 | 32.965 | 34.484 | 35.863 | 37.291 | 38.773 | 40.322 |
| | Bi-Weekly | 1,969.20 | 2,187.92 | 2,291.92 | 2,400.40 | 2,515.84 | 2,637.20 | 2,758.72 | 2,869.04 | 2,983.28 | 3,101.84 | 3,225.76 |
| | Annual | 51,199 | 56,885 | 59,589 | 62,410 | 65,411 | 68,567 | 71,726 | 74,595 | 77,565 | 80,647 | 83,869 |

Effective June 1, 2017

**SCHEDULE XXXI
BUREAU OF HUMAN RESOURCES
DEPUTY CHIEF**

| <u>Grade</u> | | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> | <u>10th Step</u> |
|--------------|-----------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|
| DC1 | Hourly | 29.494 | 30.897 | 32.357 | 33.913 | 35.545 | 37.187 | 38.674 | 40.214 | 41.813 | 43.484 |
| | Bi-Weekly | 2,359.52 | 2,471.76 | 2,588.56 | 2,713.04 | 2,843.60 | 2,974.96 | 3,093.92 | 3,217.12 | 3,345.04 | 3,478.72 |
| | Annual | 61,347 | 64,265 | 67,302 | 70,539 | 73,933 | 77,348 | 80,441 | 83,645 | 86,971 | 90,446 |

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 |

Effective June 1, 2017

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

| KP1-KP4 Steps Represent *526-830 | | | | | |
|----------------------------------|-----------|------|---------|-----------|---------|
| OLD GRADE | NEW GRADE | STEP | HOURLY | BI-WEEKLY | ANNUAL |
| K | KP4 | 529 | 78.272 | 6,261.76 | 162,806 |
| K | KP4 | 533 | 79.848 | 6,387.84 | 166,084 |
| K | KP4 | 537 | 81.454 | 6,516.32 | 169,424 |
| K | KP4 | 541 | 83.098 | 6,647.84 | 172,844 |
| K | KP4 | 545 | 84.773 | 6,781.84 | 176,328 |
| K | KP4 | 549 | 86.481 | 6,918.48 | 179,880 |
| K | KP4 | 553 | 88.223 | 7,057.84 | 183,504 |
| K | KP4 | 557 | 90.002 | 7,200.16 | 187,204 |
| K | KP4 | 561 | 91.812 | 7,344.96 | 190,969 |
| K | KP4 | 565 | 93.665 | 7,493.20 | 194,823 |
| K | KP4 | 569 | 95.551 | 7,644.08 | 198,746 |
| K | KP4 | 573 | 97.478 | 7,798.24 | 202,754 |
| K | KP4 | 577 | 99.442 | 7,955.36 | 206,839 |
| K | KP4 | 581 | 101.446 | 8,115.68 | 211,008 |
| K | KP4 | 585 | 103.488 | 8,279.04 | 215,255 |
| K | KP4 | 589 | 105.575 | 8,446.00 | 219,596 |
| K | KP4 | 593 | 107.703 | 8,616.24 | 224,022 |
| K | KP4 | 597 | 109.872 | 8,789.76 | 228,534 |
| K | KP4 | 601 | 112.088 | 8,967.04 | 233,143 |
| K | KP4 | 605 | 114.346 | 9,147.68 | 237,840 |
| K | KP4 | 609 | 116.650 | 9,332.00 | 242,632 |
| K | KP4 | 613 | 118.999 | 9,519.92 | 247,518 |
| K | KP4 | 617 | 121.397 | 9,711.76 | 252,506 |
| K | KP4 | 621 | 123.844 | 9,907.52 | 257,596 |
| K | KP4 | 625 | 126.341 | 10,107.28 | 262,789 |
| K | KP4 | 629 | 128.886 | 10,310.88 | 268,083 |
| K | KP4 | 633 | 131.483 | 10,518.64 | 273,485 |
| K | KP4 | 637 | 134.133 | 10,730.64 | 278,997 |
| K | KP4 | 641 | 136.836 | 10,946.88 | 284,619 |

*Each step progression represent a 2% increase

Effective June 1, 2017

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

| KP1-KP4 Steps Represent *526-830 | | | | | |
|----------------------------------|-----------|------|---------|-----------|---------|
| OLD GRADE | NEW GRADE | STEP | HOURLY | BI-WEEKLY | ANNUAL |
| K | KP4 | 645 | 139.594 | 11,167.52 | 290,356 |
| K | KP4 | 649 | 142.404 | 11,392.32 | 296,200 |
| K | KP4 | 653 | 145.274 | 11,621.92 | 302,170 |
| K | KP4 | 657 | 148.201 | 11,856.08 | 308,258 |
| K | KP4 | 661 | 151.187 | 12,094.96 | 314,469 |
| K | KP4 | 665 | 154.235 | 12,338.80 | 320,809 |
| K | KP4 | 669 | 157.341 | 12,587.28 | 327,269 |
| K | KP4 | 673 | 160.514 | 12,841.12 | 333,869 |
| K | KP4 | 677 | 163.748 | 13,099.84 | 340,596 |
| K | KP4 | 681 | 167.047 | 13,363.76 | 347,458 |
| K | KP4 | 685 | 170.412 | 13,632.96 | 354,457 |
| K | KP4 | 689 | 173.846 | 13,907.68 | 361,600 |
| K | KP4 | 693 | 177.349 | 14,187.92 | 368,886 |
| K | KP4 | 697 | 180.923 | 14,473.84 | 376,320 |
| K | KP4 | 701 | 184.569 | 14,765.52 | 383,904 |
| K | KP4 | 705 | 188.288 | 15,063.04 | 391,639 |
| K | KP4 | 709 | 192.082 | 15,366.56 | 399,531 |
| K | KP4 | 713 | 195.954 | 15,676.32 | 407,584 |
| K | KP4 | 717 | 199.903 | 15,992.24 | 415,798 |
| K | KP4 | 721 | 203.929 | 16,314.32 | 424,172 |
| K | KP4 | 725 | 208.038 | 16,643.04 | 432,719 |
| K | KP4 | 729 | 212.230 | 16,978.40 | 441,438 |
| K | KP4 | 733 | 216.507 | 17,320.56 | 450,335 |
| K | KP4 | 737 | 220.870 | 17,669.60 | 459,410 |
| K | KP4 | 741 | 225.321 | 18,025.68 | 468,668 |
| K | KP4 | 745 | 229.860 | 18,388.80 | 478,109 |
| K | KP4 | 749 | 234.494 | 18,759.52 | 487,748 |
| K | KP4 | 753 | 239.221 | 19,137.68 | 497,580 |
| K | KP4 | 757 | 244.042 | 19,523.36 | 507,607 |

*Each step progression represent a 2% increase

Effective June 1, 2017

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

| KP1-KP4 Steps Represent *526-830 | | | | | |
|----------------------------------|-----------|------|---------|-----------|---------|
| OLD GRADE | NEW GRADE | STEP | HOURLY | BI-WEEKLY | ANNUAL |
| K | KP4 | 761 | 248.961 | 19,916.88 | 517,839 |
| K | KP4 | 765 | 253.976 | 20,318.08 | 528,270 |
| K | KP4 | 769 | 259.094 | 20,727.52 | 538,916 |
| K | KP4 | 773 | 264.315 | 21,145.20 | 549,775 |
| K | KP4 | 777 | 269.640 | 21,571.20 | 560,851 |
| K | KP4 | 781 | 275.073 | 22,005.84 | 572,152 |
| K | KP4 | 785 | 280.617 | 22,449.36 | 583,683 |
| K | KP4 | 789 | 286.273 | 22,901.84 | 595,448 |
| K | KP4 | 793 | 292.038 | 23,363.04 | 607,439 |
| K | KP4 | 797 | 297.925 | 23,834.00 | 619,684 |
| K | KP4 | 801 | 303.927 | 24,314.16 | 632,168 |
| K | KP4 | 805 | 310.052 | 24,804.16 | 644,908 |
| K | KP4 | 809 | 316.301 | 25,304.08 | 657,906 |
| K | KP4 | 813 | 322.674 | 25,813.92 | 671,162 |
| K | KP4 | 817 | 329.175 | 26,334.00 | 684,684 |
| K | KP4 | 821 | 335.812 | 26,864.96 | 698,489 |
| K | KP4 | 825 | 342.578 | 27,406.24 | 712,562 |
| K | KP4 | 829 | 349.482 | 27,958.56 | 726,923 |

*Each step progression represent a 2% increase

Effective June 1, 2017

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

| KP1-KP4 Steps Represent *526-830 | | | | | |
|----------------------------------|-----------|------|---------|-----------|---------|
| OLD GRADE | NEW GRADE | STEP | HOURLY | BI-WEEKLY | ANNUAL |
| K | KP3 | 528 | 77.880 | 6,230.40 | 161,990 |
| K | KP3 | 532 | 79.450 | 6,356.00 | 165,256 |
| K | KP3 | 536 | 81.053 | 6,484.24 | 168,590 |
| K | KP3 | 540 | 82.685 | 6,614.80 | 171,985 |
| K | KP3 | 544 | 84.352 | 6,748.16 | 175,452 |
| K | KP3 | 548 | 86.050 | 6,884.00 | 178,984 |
| K | KP3 | 552 | 87.784 | 7,022.72 | 182,591 |
| K | KP3 | 556 | 89.555 | 7,164.40 | 186,274 |
| K | KP3 | 560 | 91.357 | 7,308.56 | 190,023 |
| K | KP3 | 564 | 93.198 | 7,455.84 | 193,852 |
| K | KP3 | 568 | 95.076 | 7,606.08 | 197,758 |
| K | KP3 | 572 | 96.993 | 7,759.44 | 201,745 |
| K | KP3 | 576 | 98.948 | 7,915.84 | 205,812 |
| K | KP3 | 580 | 100.941 | 8,075.28 | 209,957 |
| K | KP3 | 584 | 102.975 | 8,238.00 | 214,188 |
| K | KP3 | 588 | 105.049 | 8,403.92 | 218,502 |
| K | KP3 | 592 | 107.166 | 8,573.28 | 222,905 |
| K | KP3 | 596 | 109.326 | 8,746.08 | 227,398 |
| K | KP3 | 600 | 111.530 | 8,922.40 | 231,982 |
| K | KP3 | 604 | 113.778 | 9,102.24 | 236,658 |
| K | KP3 | 608 | 116.068 | 9,285.44 | 241,421 |
| K | KP3 | 612 | 118.407 | 9,472.56 | 246,287 |
| K | KP3 | 616 | 120.794 | 9,663.52 | 251,252 |
| K | KP3 | 620 | 123.227 | 9,858.16 | 256,312 |
| K | KP3 | 624 | 125.710 | 10,056.80 | 261,477 |
| K | KP3 | 628 | 128.246 | 10,259.68 | 266,752 |
| K | KP3 | 632 | 130.828 | 10,466.24 | 272,122 |
| K | KP3 | 636 | 133.465 | 10,677.20 | 277,607 |

*Each step progression represent a 2% increase

Effective June 1, 2017

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

| KP1-KP4 Steps Represent *526-830 | | | | | |
|----------------------------------|-----------|------|---------|-----------|---------|
| OLD GRADE | NEW GRADE | STEP | HOURLY | BI-WEEKLY | ANNUAL |
| K | KP3 | 640 | 136.155 | 10,892.40 | 283,202 |
| K | KP3 | 644 | 138.900 | 11,112.00 | 288,912 |
| K | KP3 | 648 | 141.697 | 11,335.76 | 294,730 |
| K | KP3 | 652 | 144.550 | 11,564.00 | 300,664 |
| K | KP3 | 656 | 147.463 | 11,797.04 | 306,723 |
| K | KP3 | 660 | 150.435 | 12,034.80 | 312,905 |
| K | KP3 | 664 | 153.467 | 12,277.36 | 319,211 |
| K | KP3 | 668 | 156.560 | 12,524.80 | 325,645 |
| K | KP3 | 672 | 159.715 | 12,777.20 | 332,207 |
| K | KP3 | 676 | 162.933 | 13,034.64 | 338,901 |
| K | KP3 | 680 | 166.217 | 13,297.36 | 345,731 |
| K | KP3 | 684 | 169.564 | 13,565.12 | 352,693 |
| K | KP3 | 688 | 172.981 | 13,838.48 | 359,800 |
| K | KP3 | 692 | 176.467 | 14,117.36 | 367,051 |
| K | KP3 | 696 | 180.024 | 14,401.92 | 374,450 |
| K | KP3 | 700 | 183.651 | 14,692.08 | 381,994 |
| K | KP3 | 704 | 187.351 | 14,988.08 | 389,690 |
| K | KP3 | 708 | 191.127 | 15,290.16 | 397,544 |
| K | KP3 | 712 | 194.980 | 15,598.40 | 405,558 |
| K | KP3 | 716 | 198.907 | 15,912.56 | 413,727 |
| K | KP3 | 720 | 202.916 | 16,233.28 | 422,065 |
| K | KP3 | 724 | 207.004 | 16,560.32 | 430,568 |
| K | KP3 | 728 | 211.174 | 16,893.92 | 439,242 |
| K | KP3 | 732 | 215.430 | 17,234.40 | 448,094 |
| K | KP3 | 736 | 219.771 | 17,581.68 | 457,124 |
| K | KP3 | 740 | 224.199 | 17,935.92 | 466,334 |
| K | KP3 | 744 | 228.717 | 18,297.36 | 475,731 |
| K | KP3 | 748 | 233.328 | 18,666.24 | 485,322 |

*Each step progression represent a 2% increase

Effective June 1, 2017

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

| KP1-KP4 Steps Represent *526-830 | | | | | |
|----------------------------------|-----------|------|---------|-----------|---------|
| OLD GRADE | NEW GRADE | STEP | HOURLY | BI-WEEKLY | ANNUAL |
| K | KP3 | 752 | 238.029 | 19,042.32 | 495,100 |
| K | KP3 | 756 | 242.828 | 19,426.24 | 505,082 |
| K | KP3 | 760 | 247.720 | 19,817.60 | 515,258 |
| K | KP3 | 764 | 252.712 | 20,216.96 | 525,641 |
| K | KP3 | 768 | 257.806 | 20,624.48 | 536,236 |
| K | KP3 | 772 | 263.001 | 21,040.08 | 547,042 |
| K | KP3 | 776 | 268.299 | 21,463.92 | 558,062 |
| K | KP3 | 780 | 273.707 | 21,896.56 | 569,311 |
| K | KP3 | 784 | 279.221 | 22,337.68 | 580,780 |
| K | KP3 | 788 | 284.846 | 22,787.68 | 592,480 |
| K | KP3 | 792 | 290.587 | 23,246.96 | 604,421 |
| K | KP3 | 796 | 296.442 | 23,715.36 | 616,599 |
| K | KP3 | 800 | 302.417 | 24,193.36 | 629,027 |
| K | KP3 | 804 | 308.509 | 24,680.72 | 641,699 |
| K | KP3 | 808 | 314.726 | 25,178.08 | 654,630 |
| K | KP3 | 812 | 321.069 | 25,685.52 | 667,824 |
| K | KP3 | 816 | 327.537 | 26,202.96 | 681,277 |
| K | KP3 | 820 | 334.141 | 26,731.28 | 695,013 |
| K | KP3 | 824 | 340.874 | 27,269.92 | 709,018 |
| K | KP3 | 828 | 347.741 | 27,819.28 | 723,301 |

*Each step progression represent a 2% increase

Effective June 1, 2017

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

| KP1-KP4 Steps Represent *526-830 | | | | | |
|----------------------------------|-----------|------|---------|-----------|---------|
| OLD GRADE | NEW GRADE | STEP | HOURLY | BI-WEEKLY | ANNUAL |
| K | KP2 | 527 | 77.493 | 6,199.44 | 161,185 |
| K | KP2 | 531 | 79.056 | 6,324.48 | 164,436 |
| K | KP2 | 535 | 80.647 | 6,451.76 | 167,746 |
| K | KP2 | 539 | 82.274 | 6,581.92 | 171,130 |
| K | KP2 | 543 | 83.932 | 6,714.56 | 174,579 |
| K | KP2 | 547 | 85.622 | 6,849.76 | 178,094 |
| K | KP2 | 551 | 87.347 | 6,987.76 | 181,682 |
| K | KP2 | 555 | 89.107 | 7,128.56 | 185,343 |
| K | KP2 | 559 | 90.901 | 7,272.08 | 189,074 |
| K | KP2 | 563 | 92.734 | 7,418.72 | 192,887 |
| K | KP2 | 567 | 94.603 | 7,568.24 | 196,774 |
| K | KP2 | 571 | 96.510 | 7,720.80 | 200,741 |
| K | KP2 | 575 | 98.456 | 7,876.48 | 204,788 |
| K | KP2 | 579 | 100.437 | 8,034.96 | 208,909 |
| K | KP2 | 583 | 102.461 | 8,196.88 | 213,119 |
| K | KP2 | 587 | 104.528 | 8,362.24 | 217,418 |
| K | KP2 | 591 | 106.633 | 8,530.64 | 221,797 |
| K | KP2 | 595 | 108.782 | 8,702.56 | 226,267 |
| K | KP2 | 599 | 110.973 | 8,877.84 | 230,824 |
| K | KP2 | 603 | 113.211 | 9,056.88 | 235,479 |
| K | KP2 | 607 | 115.492 | 9,239.36 | 240,223 |
| K | KP2 | 611 | 117.819 | 9,425.52 | 245,064 |
| K | KP2 | 615 | 120.194 | 9,615.52 | 250,004 |
| K | KP2 | 619 | 122.614 | 9,809.12 | 255,037 |
| K | KP2 | 623 | 125.087 | 10,006.96 | 260,181 |
| K | KP2 | 627 | 127.606 | 10,208.48 | 265,420 |
| K | KP2 | 631 | 130.175 | 10,414.00 | 270,764 |
| K | KP2 | 635 | 132.802 | 10,624.16 | 276,228 |
| K | KP2 | 639 | 135.477 | 10,838.16 | 281,792 |
| K | KP2 | 643 | 138.207 | 11,056.56 | 287,471 |
| K | KP2 | 647 | 140.993 | 11,279.44 | 293,265 |
| K | KP2 | 651 | 143.832 | 11,506.56 | 299,171 |
| K | KP2 | 655 | 146.729 | 11,738.32 | 305,196 |
| K | KP2 | 659 | 149.687 | 11,974.96 | 311,349 |

*Each step progression represent a 2% increase

Effective June 1, 2017

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

| KP1-KP4 Steps Represent *526-830 | | | | | |
|----------------------------------|-----------|------|---------|-----------|---------|
| OLD GRADE | NEW GRADE | STEP | HOURLY | BI-WEEKLY | ANNUAL |
| K | KP2 | 663 | 152.704 | 12,216.32 | 317,624 |
| K | KP2 | 667 | 155.782 | 12,462.56 | 324,027 |
| K | KP2 | 671 | 158.919 | 12,713.52 | 330,552 |
| K | KP2 | 675 | 162.123 | 12,969.84 | 337,216 |
| K | KP2 | 679 | 165.389 | 13,231.12 | 344,009 |
| K | KP2 | 683 | 168.722 | 13,497.76 | 350,942 |
| K | KP2 | 687 | 172.120 | 13,769.60 | 358,010 |
| K | KP2 | 691 | 175.589 | 14,047.12 | 365,225 |
| K | KP2 | 695 | 179.127 | 14,330.16 | 372,584 |
| K | KP2 | 699 | 182.737 | 14,618.96 | 380,093 |
| K | KP2 | 703 | 186.419 | 14,913.52 | 387,752 |
| K | KP2 | 707 | 190.176 | 15,214.08 | 395,566 |
| K | KP2 | 711 | 194.008 | 15,520.64 | 403,537 |
| K | KP2 | 715 | 197.918 | 15,833.44 | 411,669 |
| K | KP2 | 719 | 201.906 | 16,152.48 | 419,964 |
| K | KP2 | 723 | 205.974 | 16,477.92 | 428,426 |
| K | KP2 | 727 | 210.123 | 16,809.84 | 437,056 |
| K | KP2 | 731 | 214.357 | 17,148.56 | 445,863 |
| K | KP2 | 735 | 218.678 | 17,494.24 | 454,850 |
| K | KP2 | 739 | 223.084 | 17,846.72 | 464,015 |
| K | KP2 | 743 | 227.581 | 18,206.48 | 473,368 |
| K | KP2 | 747 | 232.165 | 18,573.20 | 482,903 |
| K | KP2 | 751 | 236.845 | 18,947.60 | 492,638 |
| K | KP2 | 755 | 241.620 | 19,329.60 | 502,570 |
| K | KP2 | 759 | 246.488 | 19,719.04 | 512,695 |
| K | KP2 | 763 | 251.457 | 20,116.56 | 523,031 |
| K | KP2 | 767 | 256.523 | 20,521.84 | 533,568 |
| K | KP2 | 771 | 261.691 | 20,935.28 | 544,317 |
| K | KP2 | 775 | 266.965 | 21,357.20 | 555,287 |
| K | KP2 | 779 | 272.343 | 21,787.44 | 566,473 |
| K | KP2 | 783 | 277.833 | 22,226.64 | 577,893 |
| K | KP2 | 787 | 283.430 | 22,674.40 | 589,534 |
| K | KP2 | 791 | 289.141 | 23,131.28 | 601,413 |
| K | KP2 | 795 | 294.968 | 23,597.44 | 613,533 |

*Each step progression represent a 2% increase

Effective June 1, 2017

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

| KP1-KP4 Steps Represent *526-830 | | | | | |
|---|------------------|-------------|---------------|------------------|---------------|
| OLD GRADE | NEW GRADE | STEP | HOURLY | BI-WEEKLY | ANNUAL |
| K | KP2 | 799 | 300.911 | 24,072.88 | 625,895 |
| K | KP2 | 803 | 306.974 | 24,557.92 | 638,506 |
| K | KP2 | 807 | 313.160 | 25,052.80 | 651,373 |
| K | KP2 | 811 | 319.470 | 25,557.60 | 664,498 |
| K | KP2 | 815 | 325.908 | 26,072.64 | 677,889 |
| K | KP2 | 819 | 332.477 | 26,598.16 | 691,552 |
| K | KP2 | 823 | 339.178 | 27,134.24 | 705,490 |
| K | KP2 | 827 | 346.014 | 27,681.12 | 719,709 |

*Each step progression represent a 2% increase

Effective June 1, 2017

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

| KP1-KP4 Steps Represent *526-830 | | | | | |
|----------------------------------|-----------|------|---------|-----------|---------|
| OLD GRADE | NEW GRADE | STEP | HOURLY | BI-WEEKLY | ANNUAL |
| K | KP1 | 526 | 77.107 | 6,168.56 | 160,383 |
| K | KP1 | 530 | 78.661 | 6,292.88 | 163,615 |
| K | KP1 | 534 | 80.246 | 6,419.68 | 166,912 |
| K | KP1 | 538 | 81.863 | 6,549.04 | 170,275 |
| K | KP1 | 542 | 83.513 | 6,681.04 | 173,707 |
| K | KP1 | 546 | 85.196 | 6,815.68 | 177,208 |
| K | KP1 | 550 | 86.913 | 6,953.04 | 180,779 |
| K | KP1 | 554 | 88.665 | 7,093.20 | 184,423 |
| K | KP1 | 558 | 90.451 | 7,236.08 | 188,138 |
| K | KP1 | 562 | 92.274 | 7,381.92 | 191,930 |
| K | KP1 | 566 | 94.133 | 7,530.64 | 195,797 |
| K | KP1 | 570 | 96.030 | 7,682.40 | 199,742 |
| K | KP1 | 574 | 97.966 | 7,837.28 | 203,769 |
| K | KP1 | 578 | 99.938 | 7,995.04 | 207,871 |
| K | KP1 | 582 | 101.953 | 8,156.24 | 212,062 |
| K | KP1 | 586 | 104.006 | 8,320.48 | 216,332 |
| K | KP1 | 590 | 106.102 | 8,488.16 | 220,692 |
| K | KP1 | 594 | 108.239 | 8,659.12 | 225,137 |
| K | KP1 | 598 | 110.422 | 8,833.76 | 229,678 |
| K | KP1 | 602 | 112.648 | 9,011.84 | 234,308 |
| K | KP1 | 606 | 114.916 | 9,193.28 | 239,025 |
| K | KP1 | 610 | 117.233 | 9,378.64 | 243,845 |
| K | KP1 | 614 | 119.594 | 9,567.52 | 248,756 |
| K | KP1 | 618 | 122.005 | 9,760.40 | 253,770 |
| K | KP1 | 622 | 124.463 | 9,957.04 | 258,883 |
| K | KP1 | 626 | 126.970 | 10,157.60 | 264,098 |
| K | KP1 | 630 | 129.528 | 10,362.24 | 269,418 |
| K | KP1 | 634 | 132.141 | 10,571.28 | 274,853 |

*Each step progression represent a 2% increase

Effective June 1, 2017

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

| KP1-KP4 Steps Represent *526-830 | | | | | |
|----------------------------------|-----------|------|---------|-----------|---------|
| OLD GRADE | NEW GRADE | STEP | HOURLY | BI-WEEKLY | ANNUAL |
| K | KP1 | 638 | 134.803 | 10,784.24 | 280,390 |
| K | KP1 | 642 | 137.519 | 11,001.52 | 286,040 |
| K | KP1 | 646 | 140.293 | 11,223.44 | 291,809 |
| K | KP1 | 650 | 143.118 | 11,449.44 | 297,685 |
| K | KP1 | 654 | 146.000 | 11,680.00 | 303,680 |
| K | KP1 | 658 | 148.942 | 11,915.36 | 309,799 |
| K | KP1 | 662 | 151.944 | 12,155.52 | 316,044 |
| K | KP1 | 666 | 155.005 | 12,400.40 | 322,410 |
| K | KP1 | 670 | 158.131 | 12,650.48 | 328,912 |
| K | KP1 | 674 | 161.315 | 12,905.20 | 335,535 |
| K | KP1 | 678 | 164.566 | 13,165.28 | 342,297 |
| K | KP1 | 682 | 167.882 | 13,430.56 | 349,195 |
| K | KP1 | 686 | 171.266 | 13,701.28 | 356,233 |
| K | KP1 | 690 | 174.717 | 13,977.36 | 363,411 |
| K | KP1 | 694 | 178.235 | 14,258.80 | 370,729 |
| K | KP1 | 698 | 181.828 | 14,546.24 | 378,202 |
| K | KP1 | 702 | 185.491 | 14,839.28 | 385,821 |
| K | KP1 | 706 | 189.229 | 15,138.32 | 393,596 |
| K | KP1 | 710 | 193.043 | 15,443.44 | 401,529 |
| K | KP1 | 714 | 196.931 | 15,754.48 | 409,616 |
| K | KP1 | 718 | 200.901 | 16,072.08 | 417,874 |
| K | KP1 | 722 | 204.949 | 16,395.92 | 426,294 |
| K | KP1 | 726 | 209.081 | 16,726.48 | 434,888 |
| K | KP1 | 730 | 213.290 | 17,063.20 | 443,643 |
| K | KP1 | 734 | 217.588 | 17,407.04 | 452,583 |
| K | KP1 | 738 | 221.974 | 17,757.92 | 461,706 |
| K | KP1 | 742 | 226.447 | 18,115.76 | 471,010 |
| K | KP1 | 746 | 231.010 | 18,480.80 | 480,501 |

*Each step progression represent a 2% increase

Effective June 1, 2017

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

| KP1-KP4 Steps Represent *526-830 | | | | | |
|----------------------------------|-----------|------|---------|-----------|---------|
| OLD GRADE | NEW GRADE | STEP | HOURLY | BI-WEEKLY | ANNUAL |
| K | KP1 | 750 | 235.667 | 18,853.36 | 490,187 |
| K | KP1 | 754 | 240.416 | 19,233.28 | 500,065 |
| K | KP1 | 758 | 245.262 | 19,620.96 | 510,145 |
| K | KP1 | 762 | 250.205 | 20,016.40 | 520,426 |
| K | KP1 | 766 | 255.247 | 20,419.76 | 530,914 |
| K | KP1 | 770 | 260.388 | 20,831.04 | 541,607 |
| K | KP1 | 774 | 265.637 | 21,250.96 | 552,525 |
| K | KP1 | 778 | 270.990 | 21,679.20 | 563,659 |
| K | KP1 | 782 | 276.449 | 22,115.92 | 575,014 |
| K | KP1 | 786 | 282.019 | 22,561.52 | 586,600 |
| K | KP1 | 790 | 287.703 | 23,016.24 | 598,422 |
| K | KP1 | 794 | 293.499 | 23,479.92 | 610,478 |
| K | KP1 | 798 | 299.414 | 23,953.12 | 622,781 |
| K | KP1 | 802 | 305.448 | 24,435.84 | 635,332 |
| K | KP1 | 806 | 311.602 | 24,928.16 | 648,132 |
| K | KP1 | 810 | 317.882 | 25,430.56 | 661,195 |
| K | KP1 | 814 | 324.288 | 25,943.04 | 674,519 |
| K | KP1 | 818 | 330.824 | 26,465.92 | 688,114 |
| K | KP1 | 822 | 337.490 | 26,999.20 | 701,979 |
| K | KP1 | 826 | 344.291 | 27,543.28 | 716,125 |
| K | KP1 | 830 | 351.228 | 28,098.24 | 730,554 |

*Each step progression represent a 2% increase

Effective June 1, 2017

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

| DP1-DP4 Steps Represent *366-525 | | | | | |
|----------------------------------|-----------|------|--------|-----------|---------|
| OLD GRADE | NEW GRADE | STEP | HOURLY | BI-WEEKLY | ANNUAL |
| K | DP4 | 369 | 35.239 | 2,819.12 | 73,297 |
| K | DP4 | 373 | 35.950 | 2,876.00 | 74,776 |
| K | DP4 | 377 | 36.672 | 2,933.76 | 76,278 |
| K | DP4 | 381 | 37.412 | 2,992.96 | 77,817 |
| K | DP4 | 385 | 38.165 | 3,053.20 | 79,383 |
| K | DP4 | 389 | 38.935 | 3,114.80 | 80,985 |
| K | DP4 | 393 | 39.720 | 3,177.60 | 82,618 |
| K | DP4 | 397 | 40.521 | 3,241.68 | 84,284 |
| K | DP4 | 401 | 41.338 | 3,307.04 | 85,983 |
| K | DP4 | 405 | 42.170 | 3,373.60 | 87,714 |
| K | DP4 | 409 | 43.021 | 3,441.68 | 89,484 |
| K | DP4 | 413 | 43.887 | 3,510.96 | 91,285 |
| K | DP4 | 417 | 44.771 | 3,581.68 | 93,124 |
| K | DP4 | 421 | 45.676 | 3,654.08 | 95,006 |
| K | DP4 | 425 | 46.596 | 3,727.68 | 96,920 |
| K | DP4 | 429 | 47.531 | 3,802.48 | 98,864 |
| K | DP4 | 433 | 48.489 | 3,879.12 | 100,857 |
| K | DP4 | 437 | 49.466 | 3,957.28 | 102,889 |
| K | DP4 | 441 | 50.463 | 4,037.04 | 104,963 |
| K | DP4 | 445 | 51.481 | 4,118.48 | 107,080 |
| K | DP4 | 449 | 52.516 | 4,201.28 | 109,233 |
| K | DP4 | 453 | 53.578 | 4,286.24 | 111,442 |
| K | DP4 | 457 | 54.655 | 4,372.40 | 113,682 |
| K | DP4 | 461 | 55.756 | 4,460.48 | 115,972 |
| K | DP4 | 465 | 56.879 | 4,550.32 | 118,308 |
| K | DP4 | 469 | 58.027 | 4,642.16 | 120,696 |
| K | DP4 | 473 | 59.196 | 4,735.68 | 123,128 |
| K | DP4 | 477 | 60.388 | 4,831.04 | 125,607 |
| K | DP4 | 481 | 61.606 | 4,928.48 | 128,140 |

*Each step progression represent a 2% increase

Effective June 1, 2017

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

| DP1-DP4 Steps Represent *366-525 | | | | | |
|----------------------------------|-----------|------|--------|-----------|---------|
| OLD GRADE | NEW GRADE | STEP | HOURLY | BI-WEEKLY | ANNUAL |
| K | DP4 | 485 | 62.847 | 5,027.76 | 130,722 |
| K | DP4 | 489 | 64.112 | 5,128.96 | 133,353 |
| K | DP4 | 493 | 65.406 | 5,232.48 | 136,044 |
| K | DP4 | 497 | 66.723 | 5,337.84 | 138,784 |
| K | DP4 | 501 | 68.069 | 5,445.52 | 141,584 |
| K | DP4 | 505 | 69.441 | 5,555.28 | 144,437 |
| K | DP4 | 509 | 70.840 | 5,667.20 | 147,347 |
| K | DP4 | 513 | 72.268 | 5,781.44 | 150,317 |
| K | DP4 | 517 | 73.724 | 5,897.92 | 153,346 |
| K | DP4 | 521 | 75.208 | 6,016.64 | 156,433 |
| K | DP4 | 525 | 76.723 | 6,137.84 | 159,584 |

*Each step progression represent a 2% increase

EFFECTIVE JUNE 1, 2017

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

| <u>GD</u> | | <u>1ST STEP</u> | <u>2ND STEP</u> | <u>3RD STEP</u> | <u>4TH STEP</u> | <u>5TH STEP</u> | <u>6TH STEP</u> | <u>7TH STEP</u> | <u>8TH STEP</u> |
|-----------|-----------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| E1 | Hourly | 90.170 | 92.426 | 94.736 | 97.105 | 99.532 | 102.018 | 104.569 | 107.185 |
| | Bi-Weekly | 7,213.60 | 7,394.08 | 7,578.88 | 7,768.40 | 7,962.56 | 8,161.44 | 8,365.52 | 8,574.80 |
| | Annual | 187,554 | 192,246 | 197,051 | 201,978 | 207,027 | 212,197 | 217,504 | 222,945 |
| E2 | Hourly | 92.426 | 94.736 | 97.105 | 99.532 | 102.018 | 104.569 | 107.185 | |
| | Bi-Weekly | 7,394.08 | 7,578.88 | 7,768.40 | 7,962.56 | 8,161.44 | 8,365.52 | 8,574.80 | |
| | Annual | 192,246 | 197,051 | 201,978 | 207,027 | 212,197 | 217,504 | 222,945 | |
| E3 | Hourly | 94.736 | 97.105 | 99.532 | 102.018 | 104.569 | 107.185 | | |
| | Bi-Weekly | 7,578.88 | 7,768.40 | 7,962.56 | 8,161.44 | 8,365.52 | 8,574.80 | | |
| | Annual | 197,051 | 201,978 | 207,027 | 212,197 | 217,504 | 222,945 | | |
| E4 | Hourly | 97.105 | 99.532 | 102.018 | 104.569 | 107.185 | | | |
| | Bi-Weekly | 7,768.40 | 7,962.56 | 8,161.44 | 8,365.52 | 8,574.80 | | | |
| | Annual | 201,978 | 207,027 | 212,197 | 217,504 | 222,945 | | | |
| E5 | Hourly | 99.532 | 102.018 | 104.569 | 107.185 | | | | |
| | Bi-Weekly | 7,962.56 | 8,161.44 | 8,365.52 | 8,574.80 | | | | |
| | Annual | 207,027 | 212,197 | 217,504 | 222,945 | | | | |
| E6 | Hourly | 102.018 | 104.569 | 107.185 | | | | | |
| | Bi-Weekly | 8,161.44 | 8,365.52 | 8,574.80 | | | | | |
| | Annual | 212,197 | 217,504 | 222,945 | | | | | |
| E7 | Hourly | 104.569 | 107.185 | | | | | | |
| | Bi-Weekly | 8,365.52 | 8,574.80 | | | | | | |
| | Annual | 217,504 | 222,945 | | | | | | |

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

EFFECTIVE JUNE 1, 2017

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

| <u>GD</u> | | <u>1ST STEP</u> | <u>2ND STEP</u> | <u>3RD STEP</u> | <u>4TH STEP</u> | <u>5TH STEP</u> | <u>6TH STEP</u> | <u>7TH STEP</u> | <u>8TH STEP</u> |
|-----------|-----------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| E8 | Hourly | 96.929 | 99.351 | 101.836 | 104.382 | 106.991 | 109.666 | 112.408 | 115.218 |
| | Bi-Weekly | 7,754.32 | 7,948.08 | 8,146.88 | 8,350.56 | 8,559.28 | 8,773.28 | 8,992.64 | 9,217.44 |
| | Annual | 201,612 | 206,650 | 211,819 | 217,115 | 222,541 | 228,105 | 233,809 | 239,653 |
| E9 | Hourly | 99.351 | 101.836 | 104.382 | 106.991 | 109.666 | 112.408 | 115.218 | |
| | Bi-Weekly | 7,948.08 | 8,146.88 | 8,350.56 | 8,559.28 | 8,773.28 | 8,992.64 | 9,217.44 | |
| | Annual | 206,650 | 211,819 | 217,115 | 222,541 | 228,105 | 233,809 | 239,653 | |
| E10 | Hourly | 101.836 | 104.382 | 106.991 | 109.666 | 112.408 | 115.218 | | |
| | Bi-Weekly | 8,146.88 | 8,350.56 | 8,559.28 | 8,773.28 | 8,992.64 | 9,217.44 | | |
| | Annual | 211,819 | 217,115 | 222,541 | 228,105 | 233,809 | 239,653 | | |
| E11 | Hourly | 104.382 | 106.991 | 109.666 | 112.408 | 115.218 | | | |
| | Bi-Weekly | 8,350.56 | 8,559.28 | 8,773.28 | 8,992.64 | 9,217.44 | | | |
| | Annual | 217,115 | 222,541 | 228,105 | 233,809 | 239,653 | | | |
| E12 | Hourly | 106.991 | 109.666 | 112.408 | 115.218 | | | | |
| | Bi-Weekly | 8,559.28 | 8,773.28 | 8,992.64 | 9,217.44 | | | | |
| | Annual | 222,541 | 228,105 | 233,809 | 239,653 | | | | |
| E13 | Hourly | 109.666 | 112.408 | 115.218 | | | | | |
| | Bi-Weekly | 8,773.28 | 8,992.64 | 9,217.44 | | | | | |
| | Annual | 228,105 | 233,809 | 239,653 | | | | | |
| E14 | Hourly | 112.408 | 115.218 | | | | | | |
| | Bi-Weekly | 8,992.64 | 9,217.44 | | | | | | |
| | Annual | 233,809 | 239,653 | | | | | | |

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

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

EFFECTIVE: JUNE 1, 2017

| Job Code | Title | Grade | Bi-Weekly Salary | Hourly Salary | Annual Salary |
|----------|----------------------|-------|------------------|---------------|---------------|
| 2444 | Boiler Washer | X | \$2,945.52 | \$36.819 | \$76,583.52 |
| 2443 | Fireman | X | \$2,945.52 | \$36.819 | \$76,583.52 |
| 2446 | Fireman Helper | X | \$2,818.16 | \$35.227 | \$73,272.16 |
| 2445 | Mechanical Assistant | X | \$2,945.52 | \$36.819 | \$76,583.52 |

Effective May 1, 2018

SCHEDULE XXXVI
 BUREAU OF HUMAN RESOURCES
 Physician Assistant - SEIU 73

| <u>Grade</u> | | <u>1st Step</u> | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>AFTER 2 YEARS AT 6th Step</u> | <u>AFTER 1</u> | <u>AFTER 1</u> | <u>AFTER 1</u> | <u>AFTER 1</u> |
|--------------|-----------|-----------------|-----------------|-----------------|-----------------|-----------------|--|---|---|---|--|
| | | | | | | | | <u>YR AT 1ST LONGEVITY RATE & 10 7th Step</u> | <u>YR AT 2ND LONGEVITY RATE & 12 8th Step</u> | <u>YR AT 3RD LONGEVITY RATE & 15 9th Step</u> | <u>YR AT 4TH LONGEVITY RATE & 20 10th Step</u> |
| 22-S73-HCP | Hourly | 49.482 | 50.966 | 52.495 | 54.070 | 55.692 | 57.363 | 59.084 | 60.857 | 62.682 | 64.563 |
| | Bi-Weekly | 3,958.56 | 4,077.28 | 4,199.60 | 4,325.60 | 4,455.36 | 4,589.04 | 4,726.72 | 4,868.56 | 5,014.56 | 5,165.04 |
| | Annual | 102,922 | 106,009 | 109,189 | 112,465 | 115,839 | 119,315 | 122,894 | 126,582 | 130,378 | 134,291 |



POSITION CLASSIFICATION AND NON-UNION PAY PLAN

SALARY SCHEDULE

PLEASE NOTE: The following non-union salary schedules have been compressed, effective December 1, 2017:

- A. Non-Union Schedule I
- B. Non-Union Schedule II: Nurses
- C. Non-Union Schedule IV: County Police
- D. Non-Union Schedule VI: Doctors
- E. Non-Union Schedule XIV: Medical Technologists
- F. Non-Union Schedule XVI: Attorneys

The compression of these salary schedules results in a 2% difference between each step, allowing employees to advance one step at a time, and receive a 2% increase with each step increase. The previous version of these salary schedules provided a 0.5% between each step, and employees advanced four steps with each scheduled salary step increase. The newly compressed salary schedules are easier for employees to understand and create better efficiencies in salary schedule maintenance.

I. ENTRY RATE

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

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

II. APPLICABILITY OF STEP PROGRESSION AND STEP PLACEMENT

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

In general, the following rules shall apply:

- A. Step advances shall be granted upon completion of twelve consecutive months of continuous service in each step until the maximum salary is reached.
- B. Step advancement will be effective the first full pay period following the employee's anniversary date.

C. Eligibility for longevity bonus will be given when an employee reaches the maximum step for the grade of the position. The longevity pay will be effective the first full pay period following the employee's anniversary date and is determined by the number of years of service at Cook County. The longevity bonus is based on the salary group in which an employee's rate resides and the years of service. See sample table below:

| SALARY RANGE IN 1,000s | EXAMPLE | BONUS RATE | YEARS OF SERVICE CONTINOUS WITH COUNTY ONLY | | | |
|--|---------------|---------------|---|-------------|-------------|-------------|
| | | | 10 | 15 | 20 | 25 |
| 1-19.99K | \$ 10,000.00 | 2.00% | \$ 500.00 | \$ 600.00 | \$ 700.00 | \$ 800.00 |
| 20-29.99K | \$ 20,000.00 | 2.00% | \$ 500.00 | \$ 600.00 | \$ 700.00 | \$ 800.00 |
| 30K - 39.99K | \$ 30,000.00 | 2.00% | \$ 600.00 | \$ 700.00 | \$ 800.00 | \$ 900.00 |
| 40K - 49.99K | \$ 40,000.00 | 2.00% | \$ 800.00 | \$ 900.00 | \$ 1,000.00 | \$ 1,100.00 |
| 50K -59.99K | \$ 50,000.00 | 2.00% | \$ 1,000.00 | \$ 1,100.00 | \$ 1,200.00 | \$ 1,300.00 |
| 60K - 69.99K | \$ 60,000.00 | 2.00% | \$ 1,200.00 | \$ 1,300.00 | \$ 1,400.00 | \$ 1,500.00 |
| 70K - 79.99K | \$ 70,000.00 | 2.00% | \$ 1,400.00 | \$ 1,500.00 | \$ 1,600.00 | \$ 1,700.00 |
| 80K - 89.99K | \$ 80,000.00 | 2.00% | \$ 1,600.00 | \$ 1,700.00 | \$ 1,800.00 | \$ 1,900.00 |
| 90K - 99.99K | \$ 90,000.00 | 2.00% | \$ 1,800.00 | \$ 1,900.00 | \$ 2,000.00 | \$ 2,100.00 |
| 100K < | \$ 100,000.00 | 2.00% | \$ 2,000.00 | \$ 2,100.00 | \$ 2,200.00 | \$ 2,300.00 |
| Except K12, 024, and any other Executive Level Position | | | | | | |

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

III. EXISTING RATES

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

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

IV. TRANSFERS OR CHANGES OF POSITIONS

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

V. PROMOTIONS

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

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

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

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

VI. DEMOTIONS

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

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

VII. RECLASSIFICATION OF POSITIONS

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

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

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

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

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

VIII. UPGRADING OF POSITIONS

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

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

IX. DOWNGRADING OF POSITIONS

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

X. INTERIM ASSIGNMENT

An employee may be temporarily assigned to perform and be held accountable for all of the duties that distinguish a specific higher graded position. All such assignments must be pre-approved in writing by the designated Human Resources Officer and the Budget Director. An interim assignment shall be no shorter than one (1) month and no longer than six (6) months without good cause and the approval of the designated Human Resources Officer and the Budget Director but should not exceed nine (9) months.

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

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

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

XI. SALARY RATES BASED UPON FULL-TIME EMPLOYMENT

The salary rates prescribed in salary schedule I are fixed on the basis of full-time service for normal work weeks of 40 hours. The salary rates of salary schedules other than Schedule I are likewise fixed on the basis of full-time service, with designations as to the constitution of a normal work week left to the department heads involved. For positions which are exempt from the

Fair Labor Standards Act, the normal work week of 40 hours generally applies, but the compensation is intended to be appropriate for the class regardless of variations in the time that may be required to satisfactorily fulfill the responsibilities of the positions. For positions covered by the Fair Labor Standards Act, compensatory time will accrue at a rate of 1½ hours for every hour worked over forty (40) hours in a week.

XII. SALARIES AND WAGES OF EXTRA EMPLOYEES

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

XIII. CONTINUITY OF SERVICE

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

XIV. GENERAL PROVISIONS

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

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

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

All questions concerning the specific application of the provisions of this resolution shall be interpreted and resolved by the designated Human Resources Officer.

**NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2017**

| Grade | Old Step | New Step | 12/1/2017 | New BiWeekly | New Annual |
|-------|----------|----------|-----------|--------------|------------|
| 09 | 104 | 101 | 9.139 | \$731.12 | \$19,009 |
| 09 | 108 | 102 | 9.323 | \$745.84 | \$19,392 |
| 09 | 112 | 103 | 9.512 | \$760.96 | \$19,785 |
| 09 | 116 | 104 | 9.702 | \$776.16 | \$20,180 |
| 09 | 120 | 105 | 9.898 | \$791.84 | \$20,588 |
| 09 | 124 | 106 | 10.097 | \$807.76 | \$21,002 |
| 09 | 128 | 107 | 10.300 | \$824.00 | \$21,424 |
| 09 | 132 | 108 | 10.508 | \$840.64 | \$21,857 |
| 09 | 136 | 109 | 10.719 | \$857.52 | \$22,296 |
| 09 | 140 | 110 | 10.935 | \$874.80 | \$22,745 |
| 09 | 144 | 111 | 11.157 | \$892.56 | \$23,207 |
| 09 | 148 | 112 | 11.380 | \$910.40 | \$23,670 |
| 09 | 152 | 113 | 11.611 | \$928.88 | \$24,151 |
| 09 | 156 | 114 | 11.845 | \$947.60 | \$24,638 |
| 09 | 160 | 115 | 12.084 | \$966.72 | \$25,135 |
| 09 | 164 | 116 | 12.327 | \$986.16 | \$25,640 |
| 09 | 168 | 117 | 12.576 | \$1,006.08 | \$26,158 |
| 09 | 172 | 118 | 12.831 | \$1,026.48 | \$26,688 |
| 09 | 176 | 119 | 13.087 | \$1,046.96 | \$27,221 |
| 09 | 180 | 120 | 13.351 | \$1,068.08 | \$27,770 |
| 09 | 184 | 121 | 13.620 | \$1,089.60 | \$28,330 |
| 09 | 188 | 122 | 13.893 | \$1,111.44 | \$28,897 |
| 09 | 192 | 123 | 14.175 | \$1,134.00 | \$29,484 |
| 09 | 196 | 124 | 14.459 | \$1,156.72 | \$30,075 |
| 09 | 200 | 125 | 14.752 | \$1,180.16 | \$30,684 |
| 09 | 204 | 126 | 15.049 | \$1,203.92 | \$31,302 |
| 09 | 208 | 127 | 15.354 | \$1,228.32 | \$31,936 |
| 09 | 212 | 128 | 15.662 | \$1,252.96 | \$32,577 |
| 09 | 216 | 129 | 15.979 | \$1,278.32 | \$33,236 |
| 09 | 220 | 130 | 16.302 | \$1,304.16 | \$33,908 |
| 09 | 224 | 131 | 16.630 | \$1,330.40 | \$34,590 |
| 09 | 228 | 132 | 16.966 | \$1,357.28 | \$35,289 |
| 09 | 232 | 133 | 17.306 | \$1,384.48 | \$35,996 |
| 09 | 236 | 134 | 17.655 | \$1,412.40 | \$36,722 |
| 09 | 240 | 135 | 18.011 | \$1,440.88 | \$37,463 |
| 09 | 244 | 136 | 18.374 | \$1,469.92 | \$38,218 |
| 09 | 248 | 137 | 18.743 | \$1,499.44 | \$38,985 |
| 09 | 252 | 138 | 19.121 | \$1,529.68 | \$39,772 |
| 09 | 256 | 139 | 19.506 | \$1,560.48 | \$40,572 |
| 09 | 260 | 140 | 19.899 | \$1,591.92 | \$41,390 |
| 09 | 264 | 141 | 20.300 | \$1,624.00 | \$42,224 |
| 09 | 268L | 142L | 20.709 | \$1,656.72 | \$43,075 |

| Grade | Old Step | New Step | 12/1/2017 | New BiWeekly | New Annual |
|-------|----------|----------|-----------|--------------|------------|
| 10 | 186 | 143 | 13.757 | \$1,100.56 | \$28,615 |
| 10 | 190 | 144 | 14.034 | \$1,122.72 | \$29,191 |
| 10 | 194 | 145 | 14.317 | \$1,145.36 | \$29,779 |
| 10 | 198 | 146 | 14.604 | \$1,168.32 | \$30,376 |
| 10 | 202 | 147 | 14.900 | \$1,192.00 | \$30,992 |
| 10 | 206 | 148 | 15.201 | \$1,216.08 | \$31,618 |
| 10 | 210 | 149 | 15.507 | \$1,240.56 | \$32,255 |
| 10 | 214 | 150 | 15.821 | \$1,265.68 | \$32,908 |
| 10 | 218 | 151 | 16.139 | \$1,291.12 | \$33,569 |
| 10 | 222 | 152 | 16.464 | \$1,317.12 | \$34,245 |
| 10 | 226 | 153 | 16.795 | \$1,343.60 | \$34,934 |
| 10 | 230 | 154 | 17.134 | \$1,370.72 | \$35,639 |
| 10 | 234 | 155 | 17.480 | \$1,398.40 | \$36,358 |
| 10 | 238 | 156 | 17.834 | \$1,426.72 | \$37,095 |
| 10 | 242 | 157 | 18.192 | \$1,455.36 | \$37,839 |
| 10 | 246 | 158 | 18.558 | \$1,484.64 | \$38,601 |
| 10 | 250 | 159 | 18.931 | \$1,514.48 | \$39,376 |
| 10 | 254 | 160 | 19.312 | \$1,544.96 | \$40,169 |
| 10 | 258 | 161 | 19.701 | \$1,576.08 | \$40,978 |
| 10 | 262 | 162 | 20.098 | \$1,607.84 | \$41,804 |
| 10 | 266 | 163 | 20.504 | \$1,640.32 | \$42,648 |
| 10 | 270 | 164 | 20.917 | \$1,673.36 | \$43,507 |
| 10 | 274 | 165 | 21.339 | \$1,707.12 | \$44,385 |
| 10 | 278 | 166 | 21.769 | \$1,741.52 | \$45,280 |
| 10 | 282L | 167L | 22.207 | \$1,776.56 | \$46,191 |

**NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2017**

| Grade | Old Step | New Step | 12/1/2017 | New BiWeekly | New Annual |
|-------|----------|----------|-----------|--------------|------------|
| 11 | 200 | 168 | 14.752 | \$1,180.16 | \$30,684 |
| 11 | 204 | 169 | 15.049 | \$1,203.92 | \$31,302 |
| 11 | 208 | 170 | 15.354 | \$1,228.32 | \$31,936 |
| 11 | 212 | 171 | 15.662 | \$1,252.96 | \$32,577 |
| 11 | 216 | 172 | 15.979 | \$1,278.32 | \$33,236 |
| 11 | 220 | 173 | 16.302 | \$1,304.16 | \$33,908 |
| 11 | 224 | 174 | 16.630 | \$1,330.40 | \$34,590 |
| 11 | 228 | 175 | 16.966 | \$1,357.28 | \$35,289 |
| 11 | 232 | 176 | 17.306 | \$1,384.48 | \$35,996 |
| 11 | 236 | 177 | 17.655 | \$1,412.40 | \$36,722 |
| 11 | 240 | 178 | 18.011 | \$1,440.88 | \$37,463 |
| 11 | 244 | 179 | 18.374 | \$1,469.92 | \$38,218 |
| 11 | 248 | 180 | 18.743 | \$1,499.44 | \$38,985 |
| 11 | 252 | 181 | 19.121 | \$1,529.68 | \$39,772 |
| 11 | 256 | 182 | 19.506 | \$1,560.48 | \$40,572 |
| 11 | 260 | 183 | 19.899 | \$1,591.92 | \$41,390 |
| 11 | 264 | 184 | 20.300 | \$1,624.00 | \$42,224 |
| 11 | 268 | 185 | 20.709 | \$1,656.72 | \$43,075 |
| 11 | 272 | 186 | 21.127 | \$1,690.16 | \$43,944 |
| 11 | 276 | 187 | 21.553 | \$1,724.24 | \$44,830 |
| 11 | 280 | 188 | 21.988 | \$1,759.04 | \$45,735 |
| 11 | 284 | 189 | 22.429 | \$1,794.32 | \$46,652 |
| 11 | 288 | 190 | 22.882 | \$1,830.56 | \$47,595 |
| 11 | 292 | 191 | 23.344 | \$1,867.52 | \$48,556 |
| 11 | 296L | 192L | 23.815 | \$1,905.20 | \$49,535 |

| Grade | Old Step | New Step | 12/1/2017 | New BiWeekly | New Annual |
|-------|----------|----------|-----------|--------------|------------|
| 12 | 214 | 193 | 15.821 | \$1,265.68 | \$32,908 |
| 12 | 218 | 194 | 16.139 | \$1,291.12 | \$33,569 |
| 12 | 222 | 195 | 16.464 | \$1,317.12 | \$34,245 |
| 12 | 226 | 196 | 16.795 | \$1,343.60 | \$34,934 |
| 12 | 230 | 197 | 17.134 | \$1,370.72 | \$35,639 |
| 12 | 234 | 198 | 17.480 | \$1,398.40 | \$36,358 |
| 12 | 238 | 199 | 17.834 | \$1,426.72 | \$37,095 |
| 12 | 242 | 200 | 18.192 | \$1,455.36 | \$37,839 |
| 12 | 246 | 201 | 18.558 | \$1,484.64 | \$38,601 |
| 12 | 250 | 202 | 18.931 | \$1,514.48 | \$39,376 |
| 12 | 254 | 203 | 19.312 | \$1,544.96 | \$40,169 |
| 12 | 258 | 204 | 19.701 | \$1,576.08 | \$40,978 |
| 12 | 262 | 205 | 20.098 | \$1,607.84 | \$41,804 |
| 12 | 266 | 206 | 20.504 | \$1,640.32 | \$42,648 |
| 12 | 270 | 207 | 20.917 | \$1,673.36 | \$43,507 |
| 12 | 274 | 208 | 21.339 | \$1,707.12 | \$44,385 |
| 12 | 278 | 209 | 21.769 | \$1,741.52 | \$45,280 |
| 12 | 282 | 210 | 22.207 | \$1,776.56 | \$46,191 |
| 12 | 286 | 211 | 22.655 | \$1,812.40 | \$47,122 |
| 12 | 290 | 212 | 23.111 | \$1,848.88 | \$48,071 |
| 12 | 294 | 213 | 23.577 | \$1,886.16 | \$49,040 |
| 12 | 298 | 214 | 24.053 | \$1,924.24 | \$50,030 |
| 12 | 302 | 215 | 24.538 | \$1,963.04 | \$51,039 |
| 12 | 306 | 216 | 25.032 | \$2,002.56 | \$52,067 |
| 12 | 310L | 217L | 25.536 | \$2,042.88 | \$53,115 |

**NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2017**

| Grade | Old Step | New Step | 12/1/2017 | New BiWeekly | New Annual |
|-------|----------|----------|-----------|--------------|------------|
| 13 | 228 | 218 | 16.966 | \$1,357.28 | \$35,289 |
| 13 | 232 | 219 | 17.306 | \$1,384.48 | \$35,996 |
| 13 | 236 | 220 | 17.655 | \$1,412.40 | \$36,722 |
| 13 | 240 | 221 | 18.011 | \$1,440.88 | \$37,463 |
| 13 | 244 | 222 | 18.374 | \$1,469.92 | \$38,218 |
| 13 | 248 | 223 | 18.743 | \$1,499.44 | \$38,985 |
| 13 | 252 | 224 | 19.121 | \$1,529.68 | \$39,772 |
| 13 | 256 | 225 | 19.506 | \$1,560.48 | \$40,572 |
| 13 | 260 | 226 | 19.899 | \$1,591.92 | \$41,390 |
| 13 | 264 | 227 | 20.300 | \$1,624.00 | \$42,224 |
| 13 | 268 | 228 | 20.709 | \$1,656.72 | \$43,075 |
| 13 | 272 | 229 | 21.127 | \$1,690.16 | \$43,944 |
| 13 | 276 | 230 | 21.553 | \$1,724.24 | \$44,830 |
| 13 | 280 | 231 | 21.988 | \$1,759.04 | \$45,735 |
| 13 | 284 | 232 | 22.429 | \$1,794.32 | \$46,652 |
| 13 | 288 | 233 | 22.882 | \$1,830.56 | \$47,595 |
| 13 | 292 | 234 | 23.344 | \$1,867.52 | \$48,556 |
| 13 | 296 | 235 | 23.815 | \$1,905.20 | \$49,535 |
| 13 | 300 | 236 | 24.293 | \$1,943.44 | \$50,529 |
| 13 | 304 | 237 | 24.783 | \$1,982.64 | \$51,549 |
| 13 | 308 | 238 | 25.284 | \$2,022.72 | \$52,591 |
| 13 | 312 | 239 | 25.793 | \$2,063.44 | \$53,649 |
| 13 | 316 | 240 | 26.311 | \$2,104.88 | \$54,727 |
| 13 | 320 | 241 | 26.842 | \$2,147.36 | \$55,831 |
| 13 | 324L | 242L | 27.384 | \$2,190.72 | \$56,959 |

| Grade | Old Step | New Step | 12/1/2017 | New BiWeekly | New Annual |
|-------|----------|----------|-----------|--------------|------------|
| 14 | 242 | 243 | 18.192 | \$1,455.36 | \$37,839 |
| 14 | 246 | 244 | 18.558 | \$1,484.64 | \$38,601 |
| 14 | 250 | 245 | 18.931 | \$1,514.48 | \$39,376 |
| 14 | 254 | 246 | 19.312 | \$1,544.96 | \$40,169 |
| 14 | 258 | 247 | 19.701 | \$1,576.08 | \$40,978 |
| 14 | 262 | 248 | 20.098 | \$1,607.84 | \$41,804 |
| 14 | 266 | 249 | 20.504 | \$1,640.32 | \$42,648 |
| 14 | 270 | 250 | 20.917 | \$1,673.36 | \$43,507 |
| 14 | 274 | 251 | 21.339 | \$1,707.12 | \$44,385 |
| 14 | 278 | 252 | 21.769 | \$1,741.52 | \$45,280 |
| 14 | 282 | 253 | 22.207 | \$1,776.56 | \$46,191 |
| 14 | 286 | 254 | 22.655 | \$1,812.40 | \$47,122 |
| 14 | 290 | 255 | 23.111 | \$1,848.88 | \$48,071 |
| 14 | 294 | 256 | 23.577 | \$1,886.16 | \$49,040 |
| 14 | 298 | 257 | 24.053 | \$1,924.24 | \$50,030 |
| 14 | 302 | 258 | 24.538 | \$1,963.04 | \$51,039 |
| 14 | 306 | 259 | 25.032 | \$2,002.56 | \$52,067 |
| 14 | 310 | 260 | 25.536 | \$2,042.88 | \$53,115 |
| 14 | 314 | 261 | 26.051 | \$2,084.08 | \$54,186 |
| 14 | 318 | 262 | 26.575 | \$2,126.00 | \$55,276 |
| 14 | 322 | 263 | 27.112 | \$2,168.96 | \$56,393 |
| 14 | 326 | 264 | 27.657 | \$2,212.56 | \$57,527 |
| 14 | 330 | 265 | 28.215 | \$2,257.20 | \$58,687 |
| 14 | 334 | 266 | 28.783 | \$2,302.64 | \$59,869 |
| 14 | 338L | 267L | 29.363 | \$2,349.04 | \$61,075 |

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2017

| Grade | Old Step | New Step | 12/1/2017 | New BiWeekly | New Annual |
|-------|----------|----------|-----------|--------------|------------|
| 15 | 257 | 268 | 19.604 | \$1,568.32 | \$40,776 |
| 15 | 261 | 269 | 19.999 | \$1,599.92 | \$41,598 |
| 15 | 265 | 270 | 20.403 | \$1,632.24 | \$42,438 |
| 15 | 269 | 271 | 20.813 | \$1,665.04 | \$43,291 |
| 15 | 273 | 272 | 21.232 | \$1,698.56 | \$44,163 |
| 15 | 277 | 273 | 21.661 | \$1,732.88 | \$45,055 |
| 15 | 281 | 274 | 22.097 | \$1,767.76 | \$45,962 |
| 15 | 285 | 275 | 22.542 | \$1,803.36 | \$46,887 |
| 15 | 289 | 276 | 22.997 | \$1,839.76 | \$47,834 |
| 15 | 293 | 277 | 23.461 | \$1,876.88 | \$48,799 |
| 15 | 297 | 278 | 23.933 | \$1,914.64 | \$49,781 |
| 15 | 301 | 279 | 24.417 | \$1,953.36 | \$50,787 |
| 15 | 305 | 280 | 24.906 | \$1,992.48 | \$51,804 |
| 15 | 309 | 281 | 25.410 | \$2,032.80 | \$52,853 |
| 15 | 313 | 282 | 25.921 | \$2,073.68 | \$53,916 |
| 15 | 317 | 283 | 26.443 | \$2,115.44 | \$55,001 |
| 15 | 321 | 284 | 26.976 | \$2,158.08 | \$56,110 |
| 15 | 325 | 285 | 27.521 | \$2,201.68 | \$57,244 |
| 15 | 329 | 286 | 28.074 | \$2,245.92 | \$58,394 |
| 15 | 333 | 287 | 28.639 | \$2,291.12 | \$59,569 |
| 15 | 337 | 288 | 29.217 | \$2,337.36 | \$60,771 |
| 15 | 341 | 289 | 29.806 | \$2,384.48 | \$61,996 |
| 15 | 345 | 290 | 30.407 | \$2,432.56 | \$63,247 |
| 15 | 349 | 291 | 31.018 | \$2,481.44 | \$64,517 |
| 15 | 354L | 292L | 31.643 | \$2,531.44 | \$65,817 |

| Grade | Old Step | New Step | 12/1/2017 | New BiWeekly | New Annual |
|-------|----------|----------|-----------|--------------|------------|
| 16 | 274 | 293 | 21.339 | \$1,707.12 | \$44,385 |
| 16 | 278 | 294 | 21.769 | \$1,741.52 | \$45,280 |
| 16 | 282 | 295 | 22.207 | \$1,776.56 | \$46,191 |
| 16 | 286 | 296 | 22.655 | \$1,812.40 | \$47,122 |
| 16 | 290 | 297 | 23.111 | \$1,848.88 | \$48,071 |
| 16 | 294 | 298 | 23.577 | \$1,886.16 | \$49,040 |
| 16 | 298 | 299 | 24.053 | \$1,924.24 | \$50,030 |
| 16 | 302 | 300 | 24.538 | \$1,963.04 | \$51,039 |
| 16 | 306 | 301 | 25.032 | \$2,002.56 | \$52,067 |
| 16 | 310 | 302 | 25.536 | \$2,042.88 | \$53,115 |
| 16 | 314 | 303 | 26.051 | \$2,084.08 | \$54,186 |
| 16 | 318 | 304 | 26.575 | \$2,126.00 | \$55,276 |
| 16 | 322 | 305 | 27.112 | \$2,168.96 | \$56,393 |
| 16 | 326 | 306 | 27.657 | \$2,212.56 | \$57,527 |
| 16 | 330 | 307 | 28.215 | \$2,257.20 | \$58,687 |
| 16 | 334 | 308 | 28.783 | \$2,302.64 | \$59,869 |
| 16 | 338 | 309 | 29.363 | \$2,349.04 | \$61,075 |
| 16 | 342 | 310 | 29.956 | \$2,396.48 | \$62,308 |
| 16 | 346 | 311 | 30.559 | \$2,444.72 | \$63,563 |
| 16 | 350 | 312 | 31.174 | \$2,493.92 | \$64,842 |
| 16 | 354 | 313 | 31.801 | \$2,544.08 | \$66,146 |
| 16 | 358 | 314 | 32.443 | \$2,595.44 | \$67,481 |
| 16 | 362 | 315 | 33.097 | \$2,647.76 | \$68,842 |
| 16 | 366L | 316L | 33.763 | \$2,701.04 | \$70,227 |

**NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2017**

| Grade | Old Step | New Step | 12/1/2017 | New BiWeekly | New Annual |
|-------|----------|----------|-----------|--------------|------------|
| 17 | 285 | 317 | 22.542 | \$1,803.36 | \$46,887 |
| 17 | 289 | 318 | 22.997 | \$1,839.76 | \$47,834 |
| 17 | 293 | 319 | 23.461 | \$1,876.88 | \$48,799 |
| 17 | 297 | 320 | 23.933 | \$1,914.64 | \$49,781 |
| 17 | 301 | 321 | 24.417 | \$1,953.36 | \$50,787 |
| 17 | 305 | 322 | 24.906 | \$1,992.48 | \$51,804 |
| 17 | 309 | 323 | 25.410 | \$2,032.80 | \$52,853 |
| 17 | 313 | 324 | 25.921 | \$2,073.68 | \$53,916 |
| 17 | 317 | 325 | 26.443 | \$2,115.44 | \$55,001 |
| 17 | 321 | 326 | 26.976 | \$2,158.08 | \$56,110 |
| 17 | 325 | 327 | 27.521 | \$2,201.68 | \$57,244 |
| 17 | 329 | 328 | 28.074 | \$2,245.92 | \$58,394 |
| 17 | 333 | 329 | 28.639 | \$2,291.12 | \$59,569 |
| 17 | 337 | 330 | 29.217 | \$2,337.36 | \$60,771 |
| 17 | 341 | 331 | 29.806 | \$2,384.48 | \$61,996 |
| 17 | 345 | 332 | 30.407 | \$2,432.56 | \$63,247 |
| 17 | 349 | 333 | 31.018 | \$2,481.44 | \$64,517 |
| 17 | 353 | 334 | 31.643 | \$2,531.44 | \$65,817 |
| 17 | 357 | 335 | 32.283 | \$2,582.64 | \$67,149 |
| 17 | 361 | 336 | 32.933 | \$2,634.64 | \$68,501 |
| 17 | 365 | 337 | 33.595 | \$2,687.60 | \$69,878 |
| 17 | 369 | 338 | 34.274 | \$2,741.92 | \$71,290 |
| 17 | 373 | 339 | 34.963 | \$2,797.04 | \$72,723 |
| 17 | 377 | 340 | 35.669 | \$2,853.52 | \$74,192 |
| 17 | 381L | 341L | 36.387 | \$2,910.96 | \$75,685 |

| Grade | Old Step | New Step | 12/1/2017 | New BiWeekly | New Annual |
|-------|----------|----------|-----------|--------------|------------|
| 18 | 299 | 342 | 24.173 | \$1,933.84 | \$50,280 |
| 18 | 303 | 343 | 24.659 | \$1,972.72 | \$51,291 |
| 18 | 307 | 344 | 25.156 | \$2,012.48 | \$52,324 |
| 18 | 311 | 345 | 25.663 | \$2,053.04 | \$53,379 |
| 18 | 315 | 346 | 26.181 | \$2,094.48 | \$54,456 |
| 18 | 319 | 347 | 26.709 | \$2,136.72 | \$55,555 |
| 18 | 323 | 348 | 27.246 | \$2,179.68 | \$56,672 |
| 18 | 327 | 349 | 27.796 | \$2,223.68 | \$57,816 |
| 18 | 331 | 350 | 28.355 | \$2,268.40 | \$58,978 |
| 18 | 335 | 351 | 28.926 | \$2,314.08 | \$60,166 |
| 18 | 339 | 352 | 29.510 | \$2,360.80 | \$61,381 |
| 18 | 343 | 353 | 30.106 | \$2,408.48 | \$62,620 |
| 18 | 347 | 354 | 30.711 | \$2,456.88 | \$63,879 |
| 18 | 351 | 355 | 31.330 | \$2,506.40 | \$65,166 |
| 18 | 355 | 356 | 31.961 | \$2,556.88 | \$66,479 |
| 18 | 359 | 357 | 32.605 | \$2,608.40 | \$67,818 |
| 18 | 363 | 358 | 33.262 | \$2,660.96 | \$69,185 |
| 18 | 367 | 359 | 33.932 | \$2,714.56 | \$70,579 |
| 18 | 371 | 360 | 34.618 | \$2,769.44 | \$72,005 |
| 18 | 375 | 361 | 35.314 | \$2,825.12 | \$73,453 |
| 18 | 379 | 362 | 36.025 | \$2,882.00 | \$74,932 |
| 18 | 383 | 363 | 36.752 | \$2,940.16 | \$76,444 |
| 18 | 387 | 364 | 37.494 | \$2,999.52 | \$77,988 |
| 18 | 391 | 365 | 38.249 | \$3,059.92 | \$79,558 |
| 18 | 395L | 366L | 39.020 | \$3,121.60 | \$81,162 |

NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2017

| Grade | Old Step | New Step | 12/1/2017 | New BiWeekly | New Annual |
|-------|----------|----------|-----------|--------------|------------|
| 19 | 317 | 367 | 26.443 | \$2,115.44 | \$55,001 |
| 19 | 321 | 368 | 26.976 | \$2,158.08 | \$56,110 |
| 19 | 325 | 369 | 27.521 | \$2,201.68 | \$57,244 |
| 19 | 329 | 370 | 28.074 | \$2,245.92 | \$58,394 |
| 19 | 333 | 371 | 28.639 | \$2,291.12 | \$59,569 |
| 19 | 337 | 372 | 29.217 | \$2,337.36 | \$60,771 |
| 19 | 341 | 373 | 29.806 | \$2,384.48 | \$61,996 |
| 19 | 345 | 374 | 30.407 | \$2,432.56 | \$63,247 |
| 19 | 349 | 375 | 31.018 | \$2,481.44 | \$64,517 |
| 19 | 353 | 376 | 31.643 | \$2,531.44 | \$65,817 |
| 19 | 357 | 377 | 32.283 | \$2,582.64 | \$67,149 |
| 19 | 361 | 378 | 32.933 | \$2,634.64 | \$68,501 |
| 19 | 365 | 379 | 33.595 | \$2,687.60 | \$69,878 |
| 19 | 369 | 380 | 34.274 | \$2,741.92 | \$71,290 |
| 19 | 373 | 381 | 34.963 | \$2,797.04 | \$72,723 |
| 19 | 377 | 382 | 35.669 | \$2,853.52 | \$74,192 |
| 19 | 381 | 383 | 36.387 | \$2,910.96 | \$75,685 |
| 19 | 385 | 384 | 37.121 | \$2,969.68 | \$77,212 |
| 19 | 389 | 385 | 37.869 | \$3,029.52 | \$78,768 |
| 19 | 393 | 386 | 38.632 | \$3,090.56 | \$80,355 |
| 19 | 397 | 387 | 39.410 | \$3,152.80 | \$81,973 |
| 19 | 401 | 388 | 40.204 | \$3,216.32 | \$83,624 |
| 19 | 405 | 389 | 41.014 | \$3,281.12 | \$85,309 |
| 19 | 409 | 390 | 41.840 | \$3,347.20 | \$87,027 |
| 19 | 413L | 391L | 42.684 | \$3,414.72 | \$88,783 |

| Grade | Old Step | New Step | 12/1/2017 | New BiWeekly | New Annual |
|-------|----------|----------|-----------|--------------|------------|
| 20 | 336 | 392 | 29.072 | \$2,325.76 | \$60,470 |
| 20 | 340 | 393 | 29.658 | \$2,372.64 | \$61,689 |
| 20 | 344 | 394 | 30.255 | \$2,420.40 | \$62,930 |
| 20 | 348 | 395 | 30.865 | \$2,469.20 | \$64,199 |
| 20 | 352 | 396 | 31.486 | \$2,518.88 | \$65,491 |
| 20 | 356 | 397 | 32.122 | \$2,569.76 | \$66,814 |
| 20 | 360 | 398 | 32.768 | \$2,621.44 | \$68,157 |
| 20 | 364 | 399 | 33.428 | \$2,674.24 | \$69,530 |
| 20 | 368 | 400 | 34.102 | \$2,728.16 | \$70,932 |
| 20 | 372 | 401 | 34.789 | \$2,783.12 | \$72,361 |
| 20 | 376 | 402 | 35.492 | \$2,839.36 | \$73,823 |
| 20 | 380 | 403 | 36.206 | \$2,896.48 | \$75,308 |
| 20 | 384 | 404 | 36.936 | \$2,954.88 | \$76,827 |
| 20 | 388 | 405 | 37.681 | \$3,014.48 | \$78,376 |
| 20 | 392 | 406 | 38.441 | \$3,075.28 | \$79,957 |
| 20 | 396 | 407 | 39.215 | \$3,137.20 | \$81,567 |
| 20 | 400 | 408 | 40.005 | \$3,200.40 | \$83,210 |
| 20 | 404 | 409 | 40.809 | \$3,264.72 | \$84,883 |
| 20 | 408 | 410 | 41.633 | \$3,330.64 | \$86,597 |
| 20 | 412 | 411 | 42.472 | \$3,397.76 | \$88,342 |
| 20 | 416 | 412 | 43.327 | \$3,466.16 | \$90,120 |
| 20 | 420 | 413 | 44.203 | \$3,536.24 | \$91,942 |
| 20 | 424 | 414 | 45.094 | \$3,607.52 | \$93,796 |
| 20 | 428 | 415 | 46.001 | \$3,680.08 | \$95,682 |
| 20 | 432L | 416L | 46.926 | \$3,754.08 | \$97,606 |

**NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2017**

| Grade | Old Step | New Step | 12/1/2017 | New BiWeekly | New Annual |
|-------|----------|----------|-----------|--------------|------------|
| 21 | 355 | 417 | 31.961 | \$2,556.88 | \$66,479 |
| 21 | 359 | 418 | 32.605 | \$2,608.40 | \$67,818 |
| 21 | 363 | 419 | 33.262 | \$2,660.96 | \$69,185 |
| 21 | 367 | 420 | 33.932 | \$2,714.56 | \$70,579 |
| 21 | 371 | 421 | 34.618 | \$2,769.44 | \$72,005 |
| 21 | 375 | 422 | 35.314 | \$2,825.12 | \$73,453 |
| 21 | 379 | 423 | 36.025 | \$2,882.00 | \$74,932 |
| 21 | 383 | 424 | 36.752 | \$2,940.16 | \$76,444 |
| 21 | 387 | 425 | 37.494 | \$2,999.52 | \$77,988 |
| 21 | 391 | 426 | 38.249 | \$3,059.92 | \$79,558 |
| 21 | 395 | 427 | 39.020 | \$3,121.60 | \$81,162 |
| 21 | 399 | 428 | 39.806 | \$3,184.48 | \$82,796 |
| 21 | 403 | 429 | 40.607 | \$3,248.56 | \$84,463 |
| 21 | 407 | 430 | 41.426 | \$3,314.08 | \$86,166 |
| 21 | 411 | 431 | 42.260 | \$3,380.80 | \$87,901 |
| 21 | 415 | 432 | 43.111 | \$3,448.88 | \$89,671 |
| 21 | 419 | 433 | 43.981 | \$3,518.48 | \$91,480 |
| 21 | 423 | 434 | 44.870 | \$3,589.60 | \$93,330 |
| 21 | 427 | 435 | 45.771 | \$3,661.68 | \$95,204 |
| 21 | 431 | 436 | 46.692 | \$3,735.36 | \$97,119 |
| 21 | 435 | 437 | 47.631 | \$3,810.48 | \$99,072 |
| 21 | 439 | 438 | 48.593 | \$3,887.44 | \$101,073 |
| 21 | 443 | 439 | 49.574 | \$3,965.92 | \$103,114 |
| 21 | 447 | 440 | 50.571 | \$4,045.68 | \$105,188 |
| 21 | 451L | 441L | 51.591 | \$4,127.28 | \$107,309 |

| Grade | Old Step | New Step | 12/1/2017 | New BiWeekly | New Annual |
|-------|----------|----------|-----------|--------------|------------|
| 22 | 374 | 442 | 35.139 | \$2,811.12 | \$73,089 |
| 22 | 378 | 443 | 35.848 | \$2,867.84 | \$74,564 |
| 22 | 382 | 444 | 36.569 | \$2,925.52 | \$76,064 |
| 22 | 386 | 445 | 37.306 | \$2,984.48 | \$77,596 |
| 22 | 390 | 446 | 38.057 | \$3,044.56 | \$79,159 |
| 22 | 394 | 447 | 38.825 | \$3,106.00 | \$80,756 |
| 22 | 398 | 448 | 39.606 | \$3,168.48 | \$82,380 |
| 22 | 402 | 449 | 40.406 | \$3,232.48 | \$84,044 |
| 22 | 406 | 450 | 41.220 | \$3,297.60 | \$85,738 |
| 22 | 410 | 451 | 42.049 | \$3,363.92 | \$87,462 |
| 22 | 414 | 452 | 42.897 | \$3,431.76 | \$89,226 |
| 22 | 418 | 453 | 43.762 | \$3,500.96 | \$91,025 |
| 22 | 422 | 454 | 44.646 | \$3,571.68 | \$92,864 |
| 22 | 426 | 455 | 45.545 | \$3,643.60 | \$94,734 |
| 22 | 430 | 456 | 46.461 | \$3,716.88 | \$96,639 |
| 22 | 434 | 457 | 47.394 | \$3,791.52 | \$98,580 |
| 22 | 438 | 458 | 48.351 | \$3,868.08 | \$100,570 |
| 22 | 442 | 459 | 49.327 | \$3,946.16 | \$102,600 |
| 22 | 446 | 460 | 50.320 | \$4,025.60 | \$104,666 |
| 22 | 450 | 461 | 51.334 | \$4,106.72 | \$106,775 |
| 22 | 454 | 462 | 52.370 | \$4,189.60 | \$108,930 |
| 22 | 458 | 463 | 53.424 | \$4,273.92 | \$111,122 |
| 22 | 462 | 464 | 54.500 | \$4,360.00 | \$113,360 |
| 22 | 466 | 465 | 55.599 | \$4,447.92 | \$115,646 |
| 22 | 470L | 466L | 56.719 | \$4,537.52 | \$117,976 |

**NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2017**

| Grade | Old Step | New Step | 12/1/2017 | New BiWeekly | New Annual |
|--------------|-----------------|-----------------|------------------|---------------------|-------------------|
| 23 | 384 | 467 | 36.936 | \$2,954.88 | \$76,827 |
| 23 | 388 | 468 | 37.681 | \$3,014.48 | \$78,376 |
| 23 | 392 | 469 | 38.441 | \$3,075.28 | \$79,957 |
| 23 | 396 | 470 | 39.215 | \$3,137.20 | \$81,567 |
| 23 | 400 | 471 | 40.005 | \$3,200.40 | \$83,210 |
| 23 | 404 | 472 | 40.809 | \$3,264.72 | \$84,883 |
| 23 | 408 | 473 | 41.633 | \$3,330.64 | \$86,597 |
| 23 | 412 | 474 | 42.472 | \$3,397.76 | \$88,342 |
| 23 | 416 | 475 | 43.327 | \$3,466.16 | \$90,120 |
| 23 | 420 | 476 | 44.203 | \$3,536.24 | \$91,942 |
| 23 | 424 | 477 | 45.094 | \$3,607.52 | \$93,796 |
| 23 | 428 | 478 | 46.001 | \$3,680.08 | \$95,682 |
| 23 | 432 | 479 | 46.926 | \$3,754.08 | \$97,606 |
| 23 | 436 | 480 | 47.869 | \$3,829.52 | \$99,568 |
| 23 | 440 | 481 | 48.836 | \$3,906.88 | \$101,579 |
| 23 | 444 | 482 | 49.820 | \$3,985.60 | \$103,626 |
| 23 | 448 | 483 | 50.824 | \$4,065.92 | \$105,714 |
| 23 | 452 | 484 | 51.849 | \$4,147.92 | \$107,846 |
| 23 | 456 | 485 | 52.894 | \$4,231.52 | \$110,020 |
| 23 | 460 | 486 | 53.959 | \$4,316.72 | \$112,235 |
| 23 | 464 | 487 | 55.046 | \$4,403.68 | \$114,496 |
| 23 | 468 | 488 | 56.156 | \$4,492.48 | \$116,804 |
| 23 | 472 | 489 | 57.288 | \$4,583.04 | \$119,159 |
| 23 | 476 | 490 | 58.442 | \$4,675.36 | \$121,559 |
| 23 | 480L | 491L | 59.620 | \$4,769.60 | \$124,010 |

**NON-UNION SCHEDULE II: NURSES
DECEMBER 1, 2017**

| Grade | Old Step | New Step | 12/1/17 | New Biweekly | New Annual |
|-------|----------|----------|---------|--------------|------------|
| FA | 329 | 329 | 28.074 | \$2,245.92 | \$58,394 |
| FA | 333 | 330 | 28.639 | \$2,291.12 | \$59,569 |
| FA | 337 | 331 | 29.217 | \$2,337.36 | \$60,771 |
| FA | 341 | 332 | 29.806 | \$2,384.48 | \$61,996 |
| FA | 345 | 333 | 30.407 | \$2,432.56 | \$63,247 |
| FA | 349 | 334 | 31.018 | \$2,481.44 | \$64,517 |
| FA | 353 | 335 | 31.643 | \$2,531.44 | \$65,817 |
| FA | 357 | 336 | 32.283 | \$2,582.64 | \$67,149 |
| FA | 361 | 337 | 32.933 | \$2,634.64 | \$68,501 |
| FA | 365 | 338 | 33.595 | \$2,687.60 | \$69,878 |
| FA | 369 | 339 | 34.274 | \$2,741.92 | \$71,290 |
| FA | 373 | 340 | 34.963 | \$2,797.04 | \$72,723 |
| FA | 377 | 341 | 35.669 | \$2,853.52 | \$74,192 |
| FA | 381 | 342 | 36.387 | \$2,910.96 | \$75,685 |
| FA | 385 | 343 | 37.121 | \$2,969.68 | \$77,212 |
| FA | 389 | 344 | 37.869 | \$3,029.52 | \$78,768 |
| FA | 393 | 345 | 38.632 | \$3,090.56 | \$80,355 |
| FA | 397 | 346 | 39.410 | \$3,152.80 | \$81,973 |
| FA | 401 | 347 | 40.204 | \$3,216.32 | \$83,624 |
| FA | 405 | 348 | 41.014 | \$3,281.12 | \$85,309 |
| FA | 409 | 349 | 41.840 | \$3,347.20 | \$87,027 |
| FA | 413 | 350 | 42.684 | \$3,414.72 | \$88,783 |
| FA | 417 | 351 | 43.545 | \$3,483.60 | \$90,574 |
| FA | 421L | 352L | 44.424 | \$3,553.92 | \$92,402 |

| Grade | Old Step | New Step | 12/1/17 | New Biweekly | New Annual |
|-------|----------|----------|---------|--------------|------------|
| FB | 338 | 338 | 29.363 | \$2,349.04 | \$61,075 |
| FB | 342 | 339 | 29.956 | \$2,396.48 | \$62,308 |
| FB | 346 | 340 | 30.559 | \$2,444.72 | \$63,563 |
| FB | 350 | 341 | 31.174 | \$2,493.92 | \$64,842 |
| FB | 354 | 342 | 31.801 | \$2,544.08 | \$66,146 |
| FB | 358 | 343 | 32.443 | \$2,595.44 | \$67,481 |
| FB | 362 | 344 | 33.097 | \$2,647.76 | \$68,842 |
| FB | 366 | 345 | 33.763 | \$2,701.04 | \$70,227 |
| FB | 370 | 346 | 34.444 | \$2,755.52 | \$71,644 |
| FB | 374 | 347 | 35.139 | \$2,811.12 | \$73,089 |
| FB | 378 | 348 | 35.848 | \$2,867.84 | \$74,564 |
| FB | 382 | 349 | 36.569 | \$2,925.52 | \$76,064 |
| FB | 386 | 350 | 37.306 | \$2,984.48 | \$77,596 |
| FB | 390 | 351 | 38.057 | \$3,044.56 | \$79,159 |
| FB | 394 | 352 | 38.825 | \$3,106.00 | \$80,756 |
| FB | 398 | 353 | 39.606 | \$3,168.48 | \$82,380 |
| FB | 402 | 354 | 40.406 | \$3,232.48 | \$84,044 |
| FB | 406 | 355 | 41.220 | \$3,297.60 | \$85,738 |
| FB | 410 | 356 | 42.049 | \$3,363.92 | \$87,462 |
| FB | 414 | 357 | 42.897 | \$3,431.76 | \$89,226 |
| FB | 418 | 358 | 43.762 | \$3,500.96 | \$91,025 |
| FB | 422 | 359 | 44.646 | \$3,571.68 | \$92,864 |
| FB | 426L | 360L | 45.545 | \$3,643.60 | \$94,734 |

**NON-UNION SCHEDULE II: NURSES
DECEMBER 1, 2017**

| Grade | Old Step | New Step | 12/1/17 | New Biweekly | New Annual |
|-------|----------|----------|---------|--------------|------------|
| FE | 373 | 373 | 34.963 | \$2,797.04 | \$72,723 |
| FE | 377 | 374 | 35.669 | \$2,853.52 | \$74,192 |
| FE | 381 | 375 | 36.387 | \$2,910.96 | \$75,685 |
| FE | 385 | 376 | 37.121 | \$2,969.68 | \$77,212 |
| FE | 389 | 377 | 37.869 | \$3,029.52 | \$78,768 |
| FE | 393 | 378 | 38.632 | \$3,090.56 | \$80,355 |
| FE | 397 | 379 | 39.410 | \$3,152.80 | \$81,973 |
| FE | 401 | 380 | 40.204 | \$3,216.32 | \$83,624 |
| FE | 405 | 381 | 41.014 | \$3,281.12 | \$85,309 |
| FE | 409 | 382 | 41.840 | \$3,347.20 | \$87,027 |
| FE | 413 | 383 | 42.684 | \$3,414.72 | \$88,783 |
| FE | 417 | 384 | 43.545 | \$3,483.60 | \$90,574 |
| FE | 421 | 385 | 44.424 | \$3,553.92 | \$92,402 |
| FE | 425 | 386 | 45.318 | \$3,625.44 | \$94,261 |
| FE | 429 | 387 | 46.229 | \$3,698.32 | \$96,156 |
| FE | 433 | 388 | 47.161 | \$3,772.88 | \$98,095 |
| FE | 437 | 389 | 48.109 | \$3,848.72 | \$100,067 |
| FE | 441 | 390 | 49.080 | \$3,926.40 | \$102,086 |
| FE | 445 | 391 | 50.071 | \$4,005.68 | \$104,148 |
| FE | 449 | 392 | 51.077 | \$4,086.16 | \$106,240 |
| FE | 453 | 393 | 52.109 | \$4,168.72 | \$108,387 |
| FE | 457 | 394 | 53.158 | \$4,252.64 | \$110,569 |
| FE | 461 | 395 | 54.230 | \$4,338.40 | \$112,798 |
| FE | 465L | 396L | 55.323 | \$4,425.84 | \$115,072 |

| Grade | Old Step | New Step | 12/1/17 | New Biweekly | New Annual |
|-------|----------|----------|---------|--------------|------------|
| FF | 383 | 383 | 36.752 | \$2,940.16 | \$76,444 |
| FF | 387 | 384 | 37.494 | \$2,999.52 | \$77,988 |
| FF | 391 | 385 | 38.249 | \$3,059.92 | \$79,558 |
| FF | 395 | 386 | 39.020 | \$3,121.60 | \$81,162 |
| FF | 399 | 387 | 39.806 | \$3,184.48 | \$82,796 |
| FF | 403 | 388 | 40.607 | \$3,248.56 | \$84,463 |
| FF | 407 | 389 | 41.426 | \$3,314.08 | \$86,166 |
| FF | 411 | 390 | 42.260 | \$3,380.80 | \$87,901 |
| FF | 415 | 391 | 43.111 | \$3,448.88 | \$89,671 |
| FF | 419 | 392 | 43.981 | \$3,518.48 | \$91,480 |
| FF | 423 | 393 | 44.870 | \$3,589.60 | \$93,330 |
| FF | 427 | 394 | 45.771 | \$3,661.68 | \$95,204 |
| FF | 431 | 395 | 46.692 | \$3,735.36 | \$97,119 |
| FF | 435 | 396 | 47.631 | \$3,810.48 | \$99,072 |
| FF | 439 | 397 | 48.593 | \$3,887.44 | \$101,073 |
| FF | 443 | 398 | 49.574 | \$3,965.92 | \$103,114 |
| FF | 447 | 399 | 50.571 | \$4,045.68 | \$105,188 |
| FF | 451 | 400 | 51.591 | \$4,127.28 | \$107,309 |
| FF | 455 | 401 | 52.631 | \$4,210.48 | \$109,472 |
| FF | 459 | 402 | 53.691 | \$4,295.28 | \$111,677 |
| FF | 463 | 403 | 54.772 | \$4,381.76 | \$113,926 |
| FF | 467L | 404L | 55.876 | \$4,470.08 | \$116,222 |

**NON-UNION SCHEDULE II: NURSES
DECEMBER 1, 2017**

| Grade | Old Step | New Step | 12/1/17 | New Biweekly | New Annual |
|-------|----------|----------|---------|--------------|------------|
| FJ | 435 | 435 | 47.631 | \$3,810.48 | \$99,072 |
| FJ | 439 | 436 | 48.593 | \$3,887.44 | \$101,073 |
| FJ | 443 | 437 | 49.574 | \$3,965.92 | \$103,114 |
| FJ | 447 | 438 | 50.571 | \$4,045.68 | \$105,188 |
| FJ | 451 | 439 | 51.591 | \$4,127.28 | \$107,309 |
| FJ | 455 | 440 | 52.631 | \$4,210.48 | \$109,472 |
| FJ | 459 | 441 | 53.691 | \$4,295.28 | \$111,677 |
| FJ | 463 | 442 | 54.772 | \$4,381.76 | \$113,926 |
| FJ | 467 | 443 | 55.876 | \$4,470.08 | \$116,222 |
| FJ | 471 | 444 | 57.001 | \$4,560.08 | \$118,562 |
| FJ | 475 | 445 | 58.151 | \$4,652.08 | \$120,954 |
| FJ | 479 | 446 | 59.323 | \$4,745.84 | \$123,392 |
| FJ | 483L | 447L | 60.517 | \$4,841.36 | \$125,875 |

| Grade | Old Step | New Step | 12/1/17 | New Biweekly | New Annual |
|-------|----------|----------|---------|--------------|------------|
| NS1 | 385 | 385 | 37.121 | \$2,969.68 | \$77,212 |
| NS1 | 389 | 386 | 37.869 | \$3,029.52 | \$78,768 |
| NS1 | 393 | 387 | 38.632 | \$3,090.56 | \$80,355 |
| NS1 | 397 | 388 | 39.410 | \$3,152.80 | \$81,973 |
| NS1 | 401 | 389 | 40.204 | \$3,216.32 | \$83,624 |
| NS1 | 405 | 390 | 41.014 | \$3,281.12 | \$85,309 |
| NS1 | 409 | 391 | 41.840 | \$3,347.20 | \$87,027 |
| NS1 | 413 | 392 | 42.684 | \$3,414.72 | \$88,783 |
| NS1 | 417 | 393 | 43.545 | \$3,483.60 | \$90,574 |
| NS1 | 421 | 394 | 44.424 | \$3,553.92 | \$92,402 |
| NS1 | 425 | 395 | 45.318 | \$3,625.44 | \$94,261 |
| NS1 | 429 | 396 | 46.229 | \$3,698.32 | \$96,156 |
| NS1 | 433 | 397 | 47.161 | \$3,772.88 | \$98,095 |
| NS1 | 437 | 398 | 48.109 | \$3,848.72 | \$100,067 |
| NS1 | 441 | 399 | 49.080 | \$3,926.40 | \$102,086 |
| NS1 | 445L | 400L | 50.071 | \$4,005.68 | \$104,148 |

**NON-UNION SCHEDULE II: NURSES
DECEMBER 1, 2017**

| Grade | Old Step | New Step | 12/1/17 | New Biweekly | New Annual |
|-------|----------|----------|---------|--------------|------------|
| NS2 | 395 | 395 | 39.020 | \$3,121.60 | \$81,162 |
| NS2 | 399 | 396 | 39.806 | \$3,184.48 | \$82,796 |
| NS2 | 403 | 397 | 40.607 | \$3,248.56 | \$84,463 |
| NS2 | 407 | 398 | 41.426 | \$3,314.08 | \$86,166 |
| NS2 | 411 | 399 | 42.260 | \$3,380.80 | \$87,901 |
| NS2 | 415 | 400 | 43.111 | \$3,448.88 | \$89,671 |
| NS2 | 419 | 401 | 43.981 | \$3,518.48 | \$91,480 |
| NS2 | 423 | 402 | 44.870 | \$3,589.60 | \$93,330 |
| NS2 | 427 | 403 | 45.771 | \$3,661.68 | \$95,204 |
| NS2 | 431 | 404 | 46.692 | \$3,735.36 | \$97,119 |
| NS2 | 435 | 405 | 47.631 | \$3,810.48 | \$99,072 |
| NS2 | 439 | 406 | 48.593 | \$3,887.44 | \$101,073 |
| NS2 | 443 | 407 | 49.574 | \$3,965.92 | \$103,114 |
| NS2 | 447L | 408L | 50.571 | \$4,045.68 | \$105,188 |

| Grade | Old Step | New Step | 12/1/17 | New Biweekly | New Annual |
|-------|----------|----------|---------|--------------|------------|
| NS3 | 447 | 447 | 50.571 | \$4,045.68 | \$105,188 |
| NS3 | 451 | 448 | 51.591 | \$4,127.28 | \$107,309 |
| NS3 | 455 | 449 | 52.631 | \$4,210.48 | \$109,472 |
| NS3 | 459 | 450 | 53.691 | \$4,295.28 | \$111,677 |
| NS3 | 463 | 451 | 54.772 | \$4,381.76 | \$113,926 |
| NS3 | 467 | 452 | 55.876 | \$4,470.08 | \$116,222 |
| NS3 | 471 | 453 | 57.001 | \$4,560.08 | \$118,562 |
| NS3 | 475 | 454 | 58.151 | \$4,652.08 | \$120,954 |
| NS3 | 479 | 455 | 59.323 | \$4,745.84 | \$123,392 |
| NS3 | 483L | 456L | 60.517 | \$4,841.36 | \$125,875 |

**NON-UNION SCHEDULE II: NURSES
DECEMBER 1, 2017**

| Grade | Old Step | New Step | 12/1/17 | New Biweekly | New Annual |
|--------------|-----------------|-----------------|----------------|---------------------|-------------------|
| NS4 | 453 | 457 | 52.109 | \$4,168.72 | \$108,387 |
| NS4 | 457 | 458 | 53.158 | \$4,252.64 | \$110,569 |
| NS4 | 461 | 459 | 54.230 | \$4,338.40 | \$112,798 |
| NS4 | 465 | 460 | 55.323 | \$4,425.84 | \$115,072 |
| NS4 | 469 | 461 | 56.435 | \$4,514.80 | \$117,385 |
| NS4 | 473 | 462 | 57.574 | \$4,605.92 | \$119,754 |
| NS4 | 477 | 463 | 58.734 | \$4,698.72 | \$122,167 |
| NS4 | 481 | 464 | 59.918 | \$4,793.44 | \$124,629 |
| NS4 | 485 | 465 | 61.124 | \$4,889.92 | \$127,138 |
| NS4 | 489 | 466 | 62.357 | \$4,988.56 | \$129,703 |
| NS4 | 493 | 467 | 63.613 | \$5,089.04 | \$132,315 |
| NS4 | 497 | 468 | 64.895 | \$5,191.60 | \$134,982 |
| NS4 | 501 | 469 | 66.204 | \$5,296.32 | \$137,704 |
| NS4 | 505L | 470L | 67.537 | \$5,402.96 | \$140,477 |

**NON-UNION SCHEDULE IV: COUNTY POLICE
EFFECTIVE DECEMBER 1, 2017**

| Grade | Old Step | New Step | 12/1/2017 | New BiWeekly | New Annual |
|--------------|-----------------|-----------------|------------------|---------------------|-------------------|
| P3 | 380 | 380 | 36.206 | \$2,896.48 | \$75,308 |
| P3 | 384 | 381 | 36.936 | \$2,954.88 | \$76,827 |
| P3 | 388 | 382 | 37.681 | \$3,014.48 | \$78,376 |
| P3 | 392 | 383 | 38.441 | \$3,075.28 | \$79,957 |
| P3 | 396 | 384 | 39.215 | \$3,137.20 | \$81,567 |
| P3 | 400 | 385 | 40.005 | \$3,200.40 | \$83,210 |
| P3 | 404 | 386 | 40.809 | \$3,264.72 | \$84,883 |
| P3 | 408 | 387 | 41.633 | \$3,330.64 | \$86,597 |
| P3 | 412 | 388 | 42.472 | \$3,397.76 | \$88,342 |
| P3 | 416 | 389 | 43.327 | \$3,466.16 | \$90,120 |
| P3 | 420 | 390 | 44.203 | \$3,536.24 | \$91,942 |
| P3 | 424 | 391 | 45.094 | \$3,607.52 | \$93,796 |
| P3 | 428 | 392 | 46.001 | \$3,680.08 | \$95,682 |
| P3 | 432 | 393 | 46.926 | \$3,754.08 | \$97,606 |
| P3 | 436 | 394 | 47.869 | \$3,829.52 | \$99,568 |
| P3 | 440 | 395 | 48.836 | \$3,906.88 | \$101,579 |
| P3 | 444 | 396 | 49.820 | \$3,985.60 | \$103,626 |
| P3 | 448 | 397 | 50.824 | \$4,065.92 | \$105,714 |
| P3 | 452 | 398 | 51.849 | \$4,147.92 | \$107,846 |
| P3 | 456 | 399 | 52.894 | \$4,231.52 | \$110,020 |
| P3 | 460 | 400 | 53.959 | \$4,316.72 | \$112,235 |
| P3 | 464 | 401 | 55.046 | \$4,403.68 | \$114,496 |
| P3 | 468L | 402L | 56.156 | \$4,492.48 | \$116,804 |
| P4 | 398 | 403 | 39.606 | \$3,168.48 | \$82,380 |
| P4 | 402 | 404 | 40.406 | \$3,232.48 | \$84,044 |
| P4 | 406 | 405 | 41.220 | \$3,297.60 | \$85,738 |
| P4 | 410 | 406 | 42.049 | \$3,363.92 | \$87,462 |
| P4 | 414 | 407 | 42.897 | \$3,431.76 | \$89,226 |
| P4 | 418 | 408 | 43.762 | \$3,500.96 | \$91,025 |
| P4 | 422 | 409 | 44.646 | \$3,571.68 | \$92,864 |
| P4 | 426 | 410 | 45.545 | \$3,643.60 | \$94,734 |
| P4 | 430 | 411 | 46.461 | \$3,716.88 | \$96,639 |
| P4 | 434 | 412 | 47.394 | \$3,791.52 | \$98,580 |
| P4 | 438 | 413 | 48.351 | \$3,868.08 | \$100,570 |
| P4 | 442 | 414 | 49.327 | \$3,946.16 | \$102,600 |
| P4 | 446 | 415 | 50.320 | \$4,025.60 | \$104,666 |
| P4 | 450 | 416 | 51.334 | \$4,106.72 | \$106,775 |
| P4 | 454 | 417 | 52.370 | \$4,189.60 | \$108,930 |
| P4 | 458 | 418 | 53.424 | \$4,273.92 | \$111,122 |
| P4 | 462 | 419 | 54.500 | \$4,360.00 | \$113,360 |
| P4 | 466 | 420 | 55.599 | \$4,447.92 | \$115,646 |
| P4 | 470 | 421 | 56.719 | \$4,537.52 | \$117,976 |
| P4 | 474 | 422 | 57.862 | \$4,628.96 | \$120,353 |
| P4 | 478L | 423L | 59.027 | \$4,722.16 | \$122,776 |
| P5 | 413 | 424 | 42.684 | \$3,414.72 | \$88,783 |

**NON-UNION SCHEDULE IV: COUNTY POLICE
EFFECTIVE DECEMBER 1, 2017**

| | | | | | |
|----|------|------|--------|------------|-----------|
| P5 | 417 | 425 | 43.545 | \$3,483.60 | \$90,574 |
| P5 | 421 | 426 | 44.424 | \$3,553.92 | \$92,402 |
| P5 | 425 | 427 | 45.318 | \$3,625.44 | \$94,261 |
| P5 | 429 | 428 | 46.229 | \$3,698.32 | \$96,156 |
| P5 | 433 | 429 | 47.161 | \$3,772.88 | \$98,095 |
| P5 | 437 | 430 | 48.109 | \$3,848.72 | \$100,067 |
| P5 | 441 | 431 | 49.080 | \$3,926.40 | \$102,086 |
| P5 | 445 | 432 | 50.071 | \$4,005.68 | \$104,148 |
| P5 | 449 | 433 | 51.077 | \$4,086.16 | \$106,240 |
| P5 | 453 | 434 | 52.109 | \$4,168.72 | \$108,387 |
| P5 | 457 | 435 | 53.158 | \$4,252.64 | \$110,569 |
| P5 | 461 | 436 | 54.230 | \$4,338.40 | \$112,798 |
| P5 | 465 | 437 | 55.323 | \$4,425.84 | \$115,072 |
| P5 | 469 | 438 | 56.435 | \$4,514.80 | \$117,385 |
| P5 | 473 | 439 | 57.574 | \$4,605.92 | \$119,754 |
| P5 | 477 | 440 | 58.734 | \$4,698.72 | \$122,167 |
| P5 | 481 | 441 | 59.918 | \$4,793.44 | \$124,629 |
| P5 | 485 | 442 | 61.124 | \$4,889.92 | \$127,138 |
| P5 | 489 | 443 | 62.357 | \$4,988.56 | \$129,703 |
| P5 | 493L | 444L | 63.613 | \$5,089.04 | \$132,315 |
| P6 | 458 | 445 | 53.424 | \$4,273.92 | \$111,122 |
| P6 | 462 | 446 | 54.500 | \$4,360.00 | \$113,360 |
| P6 | 466 | 447 | 55.599 | \$4,447.92 | \$115,646 |
| P6 | 470 | 448 | 56.719 | \$4,537.52 | \$117,976 |
| P6 | 474 | 449 | 57.862 | \$4,628.96 | \$120,353 |
| P6 | 478 | 450 | 59.027 | \$4,722.16 | \$122,776 |
| P6 | 482 | 451 | 60.218 | \$4,817.44 | \$125,253 |
| P6 | 486 | 452 | 61.430 | \$4,914.40 | \$127,774 |
| P6 | 490 | 453 | 62.670 | \$5,013.60 | \$130,354 |
| P6 | 494 | 454 | 63.931 | \$5,114.48 | \$132,976 |
| P6 | 498L | 455L | 65.221 | \$5,217.68 | \$135,660 |

**NON-UNION SCHEDULE VI: DOCTORS
EFFECTIVE DECEMBER 1, 2017**

| Grade | Old Step | New Step | 12/1/2017 | New BiWeekly | New Annual |
|-------|----------|----------|-----------|--------------|------------|
| K | 446 | 386 | 50.320 | \$4,025.60 | \$104,666 |
| K | 450 | 387 | 51.334 | \$4,106.72 | \$106,775 |
| K | 454 | 388 | 52.369 | \$4,189.52 | \$108,928 |
| K | 458 | 389 | 53.424 | \$4,273.92 | \$111,122 |
| K | 462 | 390 | 54.500 | \$4,360.00 | \$113,360 |
| K | 466 | 391 | 55.599 | \$4,447.92 | \$115,646 |
| K | 470 | 392 | 56.718 | \$4,537.44 | \$117,973 |
| K | 474 | 393 | 57.862 | \$4,628.96 | \$120,353 |
| K | 478 | 394 | 59.027 | \$4,722.16 | \$122,776 |
| K | 482 | 395 | 60.217 | \$4,817.36 | \$125,251 |
| K | 486 | 396 | 61.430 | \$4,914.40 | \$127,774 |
| K | 490 | 397 | 62.669 | \$5,013.52 | \$130,352 |
| K | 494 | 398 | 63.931 | \$5,114.48 | \$132,976 |
| K | 498 | 399 | 65.220 | \$5,217.60 | \$135,658 |
| K | 502 | 400 | 66.533 | \$5,322.64 | \$138,389 |
| K | 506 | 401 | 67.874 | \$5,429.92 | \$141,178 |
| K | 510 | 402 | 69.242 | \$5,539.36 | \$144,023 |
| K | 514 | 403 | 70.638 | \$5,651.04 | \$146,927 |
| K | 518 | 404 | 72.061 | \$5,764.88 | \$149,887 |
| K | 522 | 405 | 73.514 | \$5,881.12 | \$152,909 |
| K | 526 | 406 | 74.994 | \$5,999.52 | \$155,988 |
| K | 530 | 407 | 76.506 | \$6,120.48 | \$159,132 |
| K | 534 | 408 | 78.047 | \$6,243.76 | \$162,338 |
| K | 538 | 409 | 79.620 | \$6,369.60 | \$165,610 |
| K | 542 | 410 | 81.223 | \$6,497.84 | \$168,944 |
| K | 546 | 411 | 82.862 | \$6,628.96 | \$172,353 |
| K | 550 | 412 | 84.531 | \$6,762.48 | \$175,824 |
| K | 554 | 413 | 86.234 | \$6,898.72 | \$179,367 |
| K | 558 | 414 | 87.971 | \$7,037.68 | \$182,980 |
| K | 562 | 415 | 89.744 | \$7,179.52 | \$186,668 |
| K | 566 | 416 | 91.553 | \$7,324.24 | \$190,430 |
| K | 570 | 417 | 93.398 | \$7,471.84 | \$194,268 |
| K | 574 | 418 | 95.281 | \$7,622.48 | \$198,184 |
| K | 578 | 419 | 97.199 | \$7,775.92 | \$202,174 |
| K | 582 | 420 | 97.693 | \$7,815.44 | \$203,201 |
| K | 586 | 421 | 97.706 | \$7,816.48 | \$203,228 |
| K | 590 | 422 | 99.675 | \$7,974.00 | \$207,324 |
| K | 594 | 423 | 101.684 | \$8,134.72 | \$211,503 |
| K | 598 | 424 | 103.734 | \$8,298.72 | \$215,767 |
| K | 602 | 425 | 105.825 | \$8,466.00 | \$220,116 |
| K | 606 | 426 | 107.957 | \$8,636.56 | \$224,551 |
| K | 610 | 427 | 110.132 | \$8,810.56 | \$229,075 |
| K | 614 | 428 | 112.351 | \$8,988.08 | \$233,690 |
| K | 618 | 429 | 114.615 | \$9,169.20 | \$238,399 |
| K | 622 | 430 | 116.925 | \$9,354.00 | \$243,204 |

**NON-UNION SCHEDULE VI: DOCTORS
EFFECTIVE DECEMBER 1, 2017**

| | | | | | |
|---|-----|-----|---------|-------------|-----------|
| K | 626 | 431 | 119.280 | \$9,542.40 | \$248,102 |
| K | 630 | 432 | 121.684 | \$9,734.72 | \$253,103 |
| K | 634 | 433 | 124.137 | \$9,930.96 | \$258,205 |
| K | 638 | 434 | 126.638 | \$10,131.04 | \$263,407 |
| K | 642 | 435 | 129.190 | \$10,335.20 | \$268,715 |
| K | 646 | 436 | 131.794 | \$10,543.52 | \$274,132 |
| K | 650 | 437 | 134.449 | \$10,755.92 | \$279,654 |
| K | 654 | 438 | 137.156 | \$10,972.48 | \$285,284 |
| K | 658 | 439 | 139.921 | \$11,193.68 | \$291,036 |
| K | 662 | 440 | 142.741 | \$11,419.28 | \$296,901 |
| K | 666 | 441 | 145.618 | \$11,649.44 | \$302,885 |
| K | 670 | 442 | 148.552 | \$11,884.16 | \$308,988 |
| K | 674 | 443 | 151.545 | \$12,123.60 | \$315,214 |
| K | 678 | 444 | 154.599 | \$12,367.92 | \$321,566 |
| K | 682 | 445 | 157.715 | \$12,617.20 | \$328,047 |
| K | 686 | 446 | 160.891 | \$12,871.28 | \$334,653 |
| K | 690 | 447 | 164.134 | \$13,130.72 | \$341,399 |
| K | 694 | 448 | 167.440 | \$13,395.20 | \$348,275 |
| K | 698 | 449 | 170.816 | \$13,665.28 | \$355,297 |
| K | 702 | 450 | 174.256 | \$13,940.48 | \$362,452 |
| K | 706 | 451 | 177.768 | \$14,221.44 | \$369,757 |
| K | 710 | 452 | 181.351 | \$14,508.08 | \$377,210 |
| K | 714 | 453 | 185.005 | \$14,800.40 | \$384,810 |
| K | 718 | 454 | 188.733 | \$15,098.64 | \$392,565 |
| K | 722 | 455 | 192.536 | \$15,402.88 | \$400,475 |
| K | 726 | 456 | 196.415 | \$15,713.20 | \$408,543 |
| K | 730 | 457 | 200.372 | \$16,029.76 | \$416,774 |
| K | 734 | 458 | 204.409 | \$16,352.72 | \$425,171 |
| K | 738 | 459 | 208.530 | \$16,682.40 | \$433,742 |
| K | 742 | 460 | 212.732 | \$17,018.56 | \$442,483 |
| K | 746 | 461 | 217.017 | \$17,361.36 | \$451,395 |
| K | 750 | 462 | 221.392 | \$17,711.36 | \$460,495 |
| K | 754 | 463 | 225.855 | \$18,068.40 | \$469,778 |
| K | 758 | 464 | 230.407 | \$18,432.56 | \$479,247 |
| K | 762 | 465 | 235.050 | \$18,804.00 | \$488,904 |
| K | 766 | 466 | 239.786 | \$19,182.88 | \$498,755 |
| K | 770 | 467 | 244.618 | \$19,569.44 | \$508,805 |
| K | 774 | 468 | 249.547 | \$19,963.76 | \$519,058 |
| K | 778 | 469 | 254.576 | \$20,366.08 | \$529,518 |
| K | 782 | 470 | 259.705 | \$20,776.40 | \$540,186 |
| K | 786 | 471 | 264.938 | \$21,195.04 | \$551,071 |
| K | 790 | 472 | 270.278 | \$21,622.24 | \$562,178 |
| K | 794 | 473 | 275.722 | \$22,057.76 | \$573,502 |
| K | 798 | 474 | 281.278 | \$22,502.24 | \$585,058 |
| K | 802 | 475 | 286.947 | \$22,955.76 | \$596,850 |
| K | 806 | 476 | 292.730 | \$23,418.40 | \$608,878 |
| K | 810 | 477 | 298.629 | \$23,890.32 | \$621,148 |

**NON-UNION SCHEDULE VI: DOCTORS
EFFECTIVE DECEMBER 1, 2017**

| | | | | | |
|----------|-----|------|---------|-------------|-----------|
| K | 814 | 478 | 304.646 | \$24,371.68 | \$633,664 |
| K | 818 | 479 | 310.785 | \$24,862.80 | \$646,433 |
| K | 822 | 480 | 317.049 | \$25,363.92 | \$659,462 |
| K | 826 | 481 | 323.437 | \$25,874.96 | \$672,749 |
| K | 830 | 482L | 329.955 | \$26,396.40 | \$686,306 |

**NON-UNION SCHEDULE XIV: MEDICAL TECHNOLOGISTS
EFFECTIVE DECEMBER 1, 2017**

| Grade | Old Step | New Step | 12/1/17 | New Biweekly | New Annual |
|--------------|-----------------|-----------------|----------------|---------------------|-------------------|
| T16 | 301 | 301 | 24.416 | \$1,953.28 | \$50,785 |
| T16 | 305 | 302 | 24.906 | \$1,992.48 | \$51,804 |
| T16 | 309 | 303 | 25.410 | \$2,032.80 | \$52,853 |
| T16 | 313 | 304 | 25.921 | \$2,073.68 | \$53,916 |
| T16 | 317 | 305 | 26.443 | \$2,115.44 | \$55,001 |
| T16 | 321 | 306 | 26.976 | \$2,158.08 | \$56,110 |
| T16 | 325 | 307 | 27.520 | \$2,201.60 | \$57,242 |
| T16 | 329 | 308 | 28.074 | \$2,245.92 | \$58,394 |
| T16 | 333 | 309 | 28.639 | \$2,291.12 | \$59,569 |
| T16 | 337 | 310 | 29.216 | \$2,337.28 | \$60,769 |
| T16 | 341 | 311 | 29.806 | \$2,384.48 | \$61,996 |
| T16 | 345 | 312 | 30.406 | \$2,432.48 | \$63,244 |
| T16 | 349 | 313 | 31.018 | \$2,481.44 | \$64,517 |
| T16 | 353 | 314 | 31.643 | \$2,531.44 | \$65,817 |
| T16 | 357 | 315 | 32.282 | \$2,582.56 | \$67,147 |
| T16 | 361 | 316 | 32.932 | \$2,634.56 | \$68,499 |
| T16 | 365 | 317 | 33.595 | \$2,687.60 | \$69,878 |
| T16 | 369 | 318 | 34.272 | \$2,741.76 | \$71,286 |
| T16 | 373 | 319 | 34.963 | \$2,797.04 | \$72,723 |
| T16 | 377L | 320L | 35.668 | \$2,853.44 | \$74,189 |
| T18 | 322 | 321 | 27.112 | \$2,168.96 | \$56,393 |
| T18 | 326 | 322 | 27.657 | \$2,212.56 | \$57,527 |
| T18 | 330 | 323 | 28.214 | \$2,257.12 | \$58,685 |
| T18 | 334 | 324 | 28.782 | \$2,302.56 | \$59,867 |
| T18 | 338 | 325 | 29.362 | \$2,348.96 | \$61,073 |
| T18 | 342 | 326 | 29.956 | \$2,396.48 | \$62,308 |
| T18 | 346 | 327 | 30.559 | \$2,444.72 | \$63,563 |
| T18 | 350 | 328 | 31.174 | \$2,493.92 | \$64,842 |
| T18 | 354 | 329 | 31.801 | \$2,544.08 | \$66,146 |
| T18 | 358 | 330 | 32.442 | \$2,595.36 | \$67,479 |
| T18 | 362 | 331 | 33.096 | \$2,647.68 | \$68,840 |
| T18 | 366 | 332 | 33.762 | \$2,700.96 | \$70,225 |
| T18 | 370 | 333 | 34.443 | \$2,755.44 | \$71,641 |
| T18 | 374 | 334 | 35.138 | \$2,811.04 | \$73,087 |
| T18 | 378 | 335 | 35.846 | \$2,867.68 | \$74,560 |
| T18 | 382 | 336 | 36.568 | \$2,925.44 | \$76,061 |
| T18 | 386 | 337 | 37.306 | \$2,984.48 | \$77,596 |
| T18 | 390 | 338 | 38.057 | \$3,044.56 | \$79,159 |
| T18 | 394 | 339 | 38.825 | \$3,106.00 | \$80,756 |
| T18 | 398 | 340 | 39.606 | \$3,168.48 | \$82,380 |
| T18 | 402L | 341L | 40.406 | \$3,232.48 | \$84,044 |

**SCHEDULE XV
ASSISTANT STATE'S ATTORNEY**

| New Grade | New Grade | Old Step | New Step | 12/1/2017 | New BiWeekly | New Annual |
|-----------|-----------|----------|----------|-----------|--------------|------------|
| NONE | ATI | 262 | 101L | 20.098 | \$1,607.84 | \$41,804 |
| NONE | ATN | 331 | 101 | 28.355 | \$2,268.40 | \$58,978 |
| NONE | ATN | 335 | 102 | 28.926 | \$2,314.08 | \$60,166 |
| NONE | ATN | 339 | 103 | 29.510 | \$2,360.80 | \$61,381 |
| NONE | ATN | 343 | 104 | 30.106 | \$2,408.48 | \$62,620 |
| NONE | ATN | 347 | 105 | 30.711 | \$2,456.88 | \$63,879 |
| NONE | ATN | 351 | 106 | 31.330 | \$2,506.40 | \$65,166 |
| NONE | ATN | 355 | 107 | 31.961 | \$2,556.88 | \$66,479 |
| NONE | ATN | 359 | 108 | 32.605 | \$2,608.40 | \$67,818 |
| NONE | ATN | 363 | 109 | 33.262 | \$2,660.96 | \$69,185 |
| NONE | ATN | 367 | 110 | 33.932 | \$2,714.56 | \$70,579 |
| NONE | ATN | 371 | 111 | 34.618 | \$2,769.44 | \$72,005 |
| NONE | ATN | 375 | 112 | 35.314 | \$2,825.12 | \$73,453 |
| NONE | ATN | 379 | 113 | 36.025 | \$2,882.00 | \$74,932 |
| NONE | ATN | 383 | 114 | 36.752 | \$2,940.16 | \$76,444 |
| NONE | ATN | 387 | 115 | 37.494 | \$2,999.52 | \$77,988 |
| NONE | ATN | 391 | 116 | 38.249 | \$3,059.92 | \$79,558 |
| NONE | ATN | 395 | 117 | 39.020 | \$3,121.60 | \$81,162 |
| NONE | ATN | 399 | 118 | 39.806 | \$3,184.48 | \$82,796 |
| NONE | ATN | 403 | 119 | 40.607 | \$3,248.56 | \$84,463 |
| NONE | ATN | 407 | 120L | 41.426 | \$3,314.08 | \$86,166 |
| NONE | AT3 | 408 | 101 | 41.633 | \$3,330.64 | \$86,597 |
| NONE | AT3 | 412 | 102 | 42.472 | \$3,397.76 | \$88,342 |
| NONE | AT3 | 416 | 103 | 43.327 | \$3,466.16 | \$90,120 |
| NONE | AT3 | 420 | 104 | 44.203 | \$3,536.24 | \$91,942 |
| NONE | AT3 | 424 | 105L | 45.094 | \$3,607.52 | \$93,796 |
| NONE | AT2 | 425 | 101 | 45.318 | \$3,625.44 | \$94,261 |
| NONE | AT2 | 429 | 102 | 46.229 | \$3,698.32 | \$96,156 |
| NONE | AT2 | 433 | 103 | 47.161 | \$3,772.88 | \$98,095 |
| NONE | AT2 | 437 | 104 | 48.109 | \$3,848.72 | \$100,067 |
| NONE | AT2 | 441 | 105 | 49.080 | \$3,926.40 | \$102,086 |
| NONE | AT2 | 445 | 106L | 50.071 | \$4,005.68 | \$104,148 |
| NONE | AT1 | 447 | 101 | 50.571 | \$4,045.68 | \$105,188 |
| NONE | AT1 | 451 | 102 | 51.591 | \$4,127.28 | \$107,309 |
| NONE | AT1 | 455 | 103 | 52.631 | \$4,210.48 | \$109,472 |
| NONE | AT1 | 459 | 104 | 53.691 | \$4,295.28 | \$111,677 |
| NONE | AT1 | 463 | 105 | 54.772 | \$4,381.76 | \$113,926 |
| NONE | AT1 | 467 | 106 | 55.876 | \$4,470.08 | \$116,222 |
| NONE | AT1 | 471 | 107 | 57.001 | \$4,560.08 | \$118,562 |
| NONE | AT1 | 475 | 108 | 58.151 | \$4,652.08 | \$120,954 |
| NONE | AT1 | 479 | 109 | 59.323 | \$4,745.84 | \$123,392 |
| NONE | AT1 | 483 | 110L | 60.517 | \$4,841.36 | \$125,875 |
| NONE | ATD | 484 | 101 | 60.821 | \$4,865.68 | \$126,508 |
| NONE | ATD | 488 | 102 | 62.047 | \$4,963.76 | \$129,058 |
| NONE | ATD | 492 | 103 | 63.297 | \$5,063.76 | \$131,658 |

**SCHEDULE XV
ASSISTANT STATE'S ATTORNEY**

| New Grade | New Grade | Old Step | New Step | 12/1/2017 | New BiWeekly | New Annual |
|------------------|------------------|-----------------|-----------------|------------------|---------------------|-------------------|
| NONE | ATD | 496 | 104L | 64.572 | \$5,165.76 | \$134,310 |
| NONE | ATS | 500 | 101 | 65.875 | \$5,270.00 | \$137,020 |
| NONE | ATS | 504 | 102 | 67.200 | \$5,376.00 | \$139,776 |
| NONE | ATS | 508 | 103 | 68.554 | \$5,484.32 | \$142,592 |
| NONE | ATS | 512 | 104 | 69.938 | \$5,595.04 | \$145,471 |
| NONE | ATS | 516 | 105 | 71.347 | \$5,707.76 | \$148,402 |
| NONE | ATS | 520 | 106L | 72.785 | \$5,822.80 | \$151,393 |

SCHEDULE XVI

Effective December 1, 2017

BUREAU OF HUMAN RESOURCES**Assistant Public Defender - Supervisors**

| <u>JOB CODE</u> | <u>GRADE</u> | <u>HOURLY SALARY RATE</u> | <u>BI-WEEKLY SALARY RATE</u> | <u>ANNUAL SALARY RATE</u> |
|-----------------|--------------|-------------------------------|----------------------------------|-------------------------------|
| 0675 | D01 | 52.189 | 4,175.12 | 108,553.12 |
| 0676 | D02 | 55.053 | 4,404.24 | 114,510.24 |
| 0677 | D03 | 56.417 | 4,513.36 | 117,347.36 |
| 0678 | D04 | 57.659 | 4,612.72 | 119,930.72 |
| 0679 | D05 | 58.472 | 4,677.76 | 121,621.76 |
| 0680 | D06 | 59.097 | 4,727.76 | 122,921.76 |
| 0681 | D07 | 64.031 | 5,122.48 | 133,184.48 |
| 0682 | D08 | 62.756 | 5,020.48 | 130,532.48 |
| 0683 | D09 | 67.252 | 5,380.16 | 139,884.16 |
| 0684 | D10 | 65.677 | 5,254.16 | 136,608.16 |
| 0685 | D11 | 73.704 | 5,896.32 | 153,304.32 |
| 0686 | D12 | 79.555 | 6,364.40 | 165,474.40 |



LEAVES OF ABSENCE

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

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

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

I. LEAVES OF ABSENCE WITH PAY

A. DESIGNATION OF HOLIDAYS

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

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

2. Employees must be on the payroll on the first day of the fiscal year in order to avail themselves of the floating holiday in that fiscal year. Employees shall lose the floating holiday if they do not use it by the end of the fiscal year in which it accrued or if they leave County service before using it.
3. All salaried employees shall be granted the above holidays, or equivalent paid days off per year.
4. Should a certain holiday fall on Saturday, the preceding Friday shall be set as the holiday; should a certain holiday fall on a Sunday, the following Monday shall be set as the holiday.
5. In addition to the above, any other day or part of a day shall be considered a holiday when so designated by the Cook County Board of Commissioners.

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

B. SICK LEAVE

1. Sick leave may be used for illness, disability incidental to pregnancy or non-job related injury to the employee; appointments with physicians, dentists, or other recognized practitioners; or for serious illness, disability, or injury in the immediate family of the employee.
2. Cook County grants sick leave because an employee is unable to perform his/her assigned duties, or because the employee's presence at work would jeopardize the health of his/her coworkers. Accordingly, sick leave shall not be used for any purpose other than to cover an absence related illness and shall not be used as additional vacation leave.
3. All eligible salaried employees, other than seasonal employees, shall be granted sick leave with pay at the rate of one working day for each month of service. Sick leave accruals will be carried out in Accordance with the biweekly payroll system. Employees must be in a pay status for a minimum of five (5) days in a pay period to accrue sick time in that period.
4. All eligible part-time employees shall be granted sick leave with pay proportionate to the time worked per pay period.
5. Sick leave may be accumulated to equal, but at no time to exceed, one hundred seventy-five (175) working days except Cook County Health and Hospitals System employees who cannot exceed one hundred fifty (150) days. Records of sick leave credit and use shall be maintained by each office or department through the Cook County Time and Attendance ("CCT") System.

Amount of leave accumulated at the time when any sick leave begins shall be available in full, and additional leave shall continue to accrue while an employee is using that already accumulated.

6. Sick leave may be used by employees on maternity or paternity leave.
7. After five (5) consecutive non-FMLA sick days, employees shall submit to their department head a doctor's certificate as proof of illness. Employees are not required to disclose medical conditions.
8. The employee has the burden of establishing that an illness related absence was legitimate. Failure to provide such reasonable evidence of proof of illness may result in the denial of sick leave benefits, or revocation of benefits granted. The determination as to appropriateness of the sick leave will be made by the employee's supervisor.

In addition to denial of sick leave benefits, where the circumstances indicate that the employee is abusing sick leave, disciplinary measures may be taken.

9. If, in the opinion of the executive head of the office, department or agency, the health of an employee warrants prolonged absence from duty, the employee will be permitted to combine his/her vacation, sick leave and personal days with approval of the designated Human Resources Officer.
10. The employee may apply for disability under the rules and regulations established by the Cook County Annuity and Benefit Fund.
11. Severance of employment prior to the use of any part of such sick leave terminates all rights to such sick leave accrual and compensation for such sick leave, except in the case of a reduction in force resulting in employees being laid off and recalled from layoff status. If an employee is recalled from layoff status in-to the same or a new position in the County Agency, as defined in Section Three of the Budget Resolution, from which the employee was laid off, the employee shall receive the full benefit of the sick leave accrual severed from the employee at the time of layoff.

C. PARENTAL LEAVE

This policy applies to all full time non-union County employees, In order to be eligible for parental leave, an employee must apply for an be determined to be eligible for Family and Medical Leave Act (FMLA) leave. If any employee has FMLA coverage at the time he/she requests parental leave, and has utilized some or all other pro-visions of this policy and provided that the employee submits and FMLA Certification form to support the re-quest for parental leave. Eligible employees should see their respective designated HR officers for more in-formation.

D. VACATION LEAVE

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

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

2. Vacation accruals will be carried out in accordance with the biweekly payroll system. Employees must be in a pay status for a minimum of five days in a pay period to accrue vacation time in that period.
3. All individuals employed on a part-time work schedule of twenty (20) hours per week or more shall be granted vacation leave with pay proportionate to the time worked per pay period.
4. Employees may use only such vacation leave as has been earned and accrued provided, however, that five (5) working days of the initial vacation allowance may be allowed after the first six (6) months of service. The heads of the County offices, departments, or institutions may establish the time when the vacation shall be taken.
5. Any employee of the County of Cook who has rendered continuous service to the City of Chicago, the Chicago Park District, the Forest Preserve District of Cook County, the Metropolitan Water Reclamation District of Greater Chicago, agencies under the State of Illinois including, without limitation, the University System, the Chicago Transit Authority and/or the Chicago Board of Education shall have the right to have the period of such service

credited and counted for the purpose of computing the number of years of service as employees of the County for vacation credit only. All discharges and resignations not followed by reinstatement within one (1) year shall interrupt continuous service, and shall result in the loss of all prior service credit. Credit for such prior service shall be established by filing, with the Chief of the Bureau of Human Resources, a certificate of such prior service from such former place or places of employment.

6. In the event an employee has not taken vacation leave as provided by reason of separation from service, or in the event of death, the employee's spouse or estate, shall be entitled to receive the employee's prevailing salary for such unused vacation periods.
7. In computing years of service for vacation leave, employees shall be credited with regular working time plus the time of duty disability.
8. Any Cook County employee who is a reemployed veteran shall be entitled to be credited with working time for each of the years absent due to military or naval service. The veteran's years of service for purposes of accrual of vacation time in the year of return to employment with Cook County, shall be the same as if employment had continued without interruption by military service.
9. Holidays recognized by the Board of Commissioners of Cook County are not to be counted as part of a vacation.

E. BEREAVEMENT LEAVE

An employee will be entitled to a maximum of three (3) days of excused leave to attend a funeral, make arrangements, or grieve the death of a member of the employee's immediate family or household, and up to a maximum of ten (10) days to attend a funeral, make arrangements, or grieve the death of a child or up to a maximum of thirty (30) days to attend the funeral, make arrangements, or grieve the death of more than one child in a 12-month period. For purposes of this section, immediate family includes mother, father, husband/wife, domestic partner, civil union partner, child (including stepchildren and foster children), brothers, sisters, grandchildren, grandparents, spouse's parents, or such persons who have reared the employee.

In all instances, employees will be paid for the first three (3) days of bereavement leave for each occurrence.

Unless impracticable, the employee must provide the Supervisor and leave coordinator with at least 48 hours' advance notice of the intention to take bereavement leave. The leave must be completed within 60 days after the date on which the employee received notification of death of the employee's child, immediate family or household member, unless otherwise approved.

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

F. JURY DUTY

Approval will be granted for leave with pay for any jury duty imposed upon any officer or employee of the County of Cook. However, any compensation, exclusive of travel allowance received, must therefore be turned over to the County of Cook by said officer or employee.

G. VETERANS' CONVENTION LEAVE

Any employee who is a delegate or alternate delegate to a national or state convention of a recognized veterans' organization may request a leave of absence for the purpose of attending said convention, provided, however, that any employee requesting a leave of absence with pay must meet the following conditions:

1. The employee must be a delegate or alternate delegate to the convention as established in the by laws of the organization.
2. The employee must register with the credentials committee at the convention headquarters. The employee must produce, upon returning from the convention, a registration card signed by a proper official of the convention, indicating attendance.
3. The employee's name must appear on the official delegate-alternate rolls that are filed at the state headquarters of their organization at the close of the convention.
4. The employee must have attended no other veterans' convention, with a leave of absence with pay, during the fiscal year.
5. The employee must produce, upon returning from the convention, a registration card signed by a proper official of the convention, indicating their attendance at the event.

H. PERSONAL DAYS

1. All employees, except trades (grade X), those in a per diem pay status, and those of the Cook County Health and Hospitals System, shall be permitted four (4) days off with pay each fiscal year. Employees may be permitted these four (4) days off with pay for personal leave for such occurrences as observance of a religious holiday or for other personal reasons. Such personal days shall not be used in increments of less than one-half (1/2) day at a time.
2. Employees entitled to receive such leave, who enter Cook County employment during the fiscal year, shall be given credit for such personal leave at the rate of one (1) day for each full fiscal quarter in pay status; except that two (2) personal days may be used for observance of religious holidays prior to accrual, to be paid back in the succeeding two (2) fiscal quarters. No more than four (4) personal days may be used in a fiscal year.
3. Personal days shall not be used as additional vacation leave. If the health of an employee warrants pro-longed absence from duty, the employee will be permitted to combine personal days, sick leave, and vacation leave with approval from the Chief, Bureau of Human Resources.
4. Personal days may not be used consecutively unless approved by the department head.

5. Personal days off shall be scheduled in advance to be consistent with operating necessities and the convenience of the employee, subject to department head approval.
6. In crediting personal days, the fiscal year shall be divided into the following fiscal quarters;

| | | |
|-------------|---|------------------------------|
| 1st Quarter | — | December, January, February |
| 2nd Quarter | — | March, April, May |
| 3rd Quarter | — | June, July, August |
| 4th Quarter | — | September, October, November |

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

7. No more than one (1) personal day may be carried over to the next fiscal year.
8. Severance of employment shall terminate all rights to accrued personal days.

I. MILITARY SERVICE LEAVE

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

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

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

J. FAMILY MILITARY SERVICE LEAVE

An eligible employee who has exhausted all vacation leave, personal leave, compensatory leave and any other leave granted to the employee, except sick and disability leave, may take up to 30 days of unpaid Family Military Leave due to the employee’s spouse or child being called to military service. The number of days of leave provided under the Illinois Family Military Leave Act will be reduced by the number of days of Qualifying Exigency Leave provided under the Family Medical Leave Act (“FMLA”) and further detailed in the County’s FMLA Policy.

Employees should contact respective Human Resources Departments/Bureaus with questions pertaining to Family Military Service Leave.

II. LEAVES OF ABSENCE WITHOUT PAY

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

A. PERSONAL LEAVE

An employee not affected by the leave of absence rules as administered under collective bargaining agreements or the Merit Board may be granted a leave of absence, without pay, by the head of a department with the written approval of the designated Human Resources Officer. Upon approval by the designated Human Resources Officer, the department shall provide the County Comptroller with the name of any employee on leave of absence. Such leave of absence shall be limited to one month for every full year of continuous employment by the County, with a maximum of one year of leave, except for military service.

If the employee wishes to continue their coverage, they must notify the Department of Risk management as soon as possible, before the end of the month in which their leave commence.

An employee granted a leave of absence shall be eligible, when such leave expires, to receive the salary he or she received at the time the leave of absence was granted.

B. MATERNITY/PATERNITY LEAVE

Cook County is committed to supporting employees and their families, particularly when parents require time off upon the birth of a child, adoption of a child or placement of a foster child. County employees have several Maternity and Paternity leave options:

Ordinary disability benefits may be available for eligible employees. Contact the Pension Board.

FMLA will run concurrently with Maternity and Paternity Leave. An Employee may use accrued benefit time as appropriate in order to be paid while on Maternity/Paternity Leave.

C. FAMILY AND MEDICAL LEAVE (FMLA)

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

1. The birth of a child and to care for the newborn child within one year of birth;
2. The placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement;
3. To care for the employee's spouse, child, or parent who has a serious health condition;

4. A serious health condition that makes the employee unable to perform the essential functions of his or her job;
5. Any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on "covered active duty";
6. Twenty-six work weeks of leave during a single 12-month period to care for a covered service member with a serious injury or illness if the eligible employee is the service member's spouse, son, daughter, parent, or next of kin (military caregiver leave);

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

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

An employee who is a victim of domestic or sexual violence (sexual assault or stalking) or who has a family or household member who is a victim of domestic or sexual violence whose interest are not adverse to the employee as it relates to the domestic or sexual violence may be eligible to take VESSA leave from the first day of employment. Employees seeking VESSA leave should notify the designated Human Resources Officer at least forty-eight (48) in advance or as soon as practicable. An employee shall be allowed up to 12 weeks of unpaid leave in any rolling 12-month period to address issues arising from domestic or sexual violence or economic exploitation.

III. DISABILITY PROVISIONS

Employees should contact the Cook County Annuity and Benefit Fund ("Fund") to obtain an application, benefit information, eligibility rules, and other documentation pertaining to ordinary or duty-related disability.

A. ORDINARY DISABILITY

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

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

An employee who is on official disability leave and returns to work within 60 calendar days after disability leave is

terminated shall be eligible to receive the salary paid at the time disability leave started, provided the budget of the department can accommodate the salary and, if not, the employee shall be eligible to have the salary received at the time disability leave started restored at the earliest possible date.

B. DUTY-RELATED DISABILITY

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

1. It is the responsibility of injured employees to report any injury, regardless of severity, as soon as possible to their supervisor. The responding supervisor should ensure that the employee is provided with the appropriate medical response to the injury. The supervisor may, depending on the nature of the injury, request outside medical response to the situation. Once the injured employee provides verbal notice, the supervisor or manager is responsible for reporting the claim to the Department of Risk Management.
2. Cook County Department of Risk Management is responsible for the administration and payment of Worker's Compensation benefits for injuries or illness sustained in the course and scope of employment with Cook County. The Department of Risk Management performs these duties in accordance with the Illinois Workers' Compensation Act.
3. The injured worker is required to cooperate with the Department of Risk Management and at a minimum, must provide written medical updates within 24 hours of any evaluation and updated medical information and work restrictions every 30 days or as otherwise requested. The work restrictions should be shared with the employing department, and the employing department should make an effort to provide modified duty as outlined in the work restrictions.
4. Any employee who is off duty and receiving supplemental temporary total disability may be eligible to receive duty disability benefits as provided under the provisions of the Cook County Employees Annuity and Disability Fund. Separate application must be made with the Fund.
5. No employee shall return to duty after having been carried on supplemental temporary total disability or on temporary total disability compensation without a physician's approval to return to work and authorization from Cook County.

IV. MAINTENANCE OF RECORDS

- A. The Cook County Bureau of Human Resources shall maintain records of leave for employees under the jurisdiction of the President of the Cook County Board of Commissioners.
- B. Respective elected officials and/or designated Human Resources Official shall maintain leave records for employees not under the jurisdiction of the President of the Cook County Board of Commissioners.



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President, Cook County Board of Commissioners

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2019

COOK COUNTY
**EXECUTIVE BUDGET
RECOMMENDATION**

Vol. 3:
Classification and Compensation Schedule

Printed internally by

