COLLECTIVE BARGAINING EXTENSION AGREEMENT

Between

AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES UNION, COUNCIL 31, AFL-CIO (Health Facilities Locals 1111, 1178 and 1276)

And

COUNTY OF COOK

December 1, 2025 through November 30, 2027

Effective upon Approval by the Cook County Board of Commissioners

APPROVED
BY THE BOARD OF COOK COUNTY COMMISSIONERS

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Extension Agreement between
Cook County and AFSCME Council 31, on Behalf of Locals 1111, 1178 and 1276
to Extend the Current Collective Bargaining Agreement
(Cook County Health Locals)

Except as modified below: 1) the collective bargaining agreement between the Employer and the Union (collectively the "Parties") originally for the term December 1, 2020 through November 30, 2024 (the "CBAs"), as extended by the Parties through November 30, 2025; and 2) all Memoranda of Agreement and/or Understanding and Side Letters agreed to by the Parties during the term of the CBAs as extended will continue in full force and effect.

1. The term of the CBAs, as extended by the Parties, shall be extended until November 30, 2027.
2. The salary grades and steps applicable to each of the Union's bargaining units shall be increased as follows during term of this extension agreement:
    a. Effective the first full pay period on or after December 1, 2025, all employees actively employed on December 1, 2025, shall receive a one-time lump sum payment in the amount of $2500.
    b. Effective the first full pay period on or after December 1, 2025, the pay rates for all job classifications shall be increased by 2.0%.
    c. Effective the first full pay period on or after June 1, 2026, the pay rates for all job classifications shall be increased by 2.0%
    d. Effective the first full pay period on or after December 1, 2026, the pay rates for all job classifications shall be increased by 4.0%
3. In recognition of this being the second extension of the original collective bargaining agreement, and further recognition that issues often arise during the term of a collective bargaining agreement that need to be addressed, the parties hereby commit to working to address such issues during the term of this extension.
4. Extend the "Me Too" Clause Memorandum of Understanding to November 30, 2027.

EFFECTIVE DATE: upon ratification by the Cook County Board.

AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES UNION, COUNCIL 31, AFL-CIO
(Health Facilities Locals 1111, 1178 and 1276)

ARTICLE VI

Holidays

Section 6.1 Regular Holidays:

The following are regular holidays:

Martin Luther King's Birthday
Lincoln's Birthday
Presidents' Day
Casimir Pulaski Day
Memorial Day
Juneteenth
Fourth of July
Labor Day
Columbus Day
Veteran's Day Christmas Day
Thanksgiving Day
New Year's Day

The Office of the Medical Examiner will continue to observe Pulaski Day.

AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES UNION, COUNCIL 31, AFL-CIO
(Health Facilities Locals 1111, 1178 and 1276)

ARTICLE VII
Vacations

Section 7.1c Eligibility:

A. For employees in the Office of the Medical Examiner, eligibility and accrual shall be as follows

Service	Vacation
1 year	3 weeks
5 years	4 weeks
10 years	5 weeks

Employees must be in a pay status for a minimum of five (5) days in a bi-weekly pay period to accrue time in that period.

During the employees first four (4) years of service, vacation credit will accrue at the rate of 0.5770 days per pay period; during the next five (5) years at the rate of 0.7693 days per pay period and thereafter at the rate of 0.9616 days per pay period. Ini computing years of service for vacation leave, employees shall be credited with regular working time plus time of duty disability.

AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES UNION, COUNCIL 31, AFL-CIO
(Health Facilities Locals 1111, 1178 and 1276)

ARTICLE X
Leaves of Absence

Section 10.3 Parental Leave:

All full-time Employees shall be eligible for Twelve (12) Week Paid Parental Leave as a result of the birth or adoption of a child or fostering ("Parental Leave") under the following conditions. To be eligible for Parental Leave, an employee must have been a full-time employee with the County for at least twelve (12) months prior to the first date of the leave request.

Employees must meet one of the following criteria to establish a qualifying parental event:

- Birth parent; or
- Birth of a child or children to a spouse or domestic partner or civil union partner; or
- Adoption of a child or children by the employee or the employee's spouse or domestic partner or civil union partner; or
- Non-birthing biological parent; or
- Intended parent of a gestational surrogacy; or
- Foster parent placed with a foster child age 17 or younger.

Parental Leave may be combined with other accrued paid time off such as vacation, personal, and/or sick time to achieve the maximum amount of paid time off while taking FMLA leave. However, employees cannot use Parental Leave prior to the date of birth/adoption and must use Parental Leave in a continuous block of time beginning on the day of birth or adoption. An employee who qualifies for Parental Leave may be entitled to additional time off pursuant to the FMLA. Health insurance benefits for an employee receiving Parental Leave shall be maintained and administered under the same conditions as for an employee covered by FMLA.

Parental Leave shall be considered an alternative to Maternity or Paternity Leave under the applicable section, and an employee who chooses Parental Leave will not be eligible for additional Maternity or Paternity Leave.

Signed and entered into this _____ day of _____, 2025.

COUNTY OF COOK:

BY: Toni Preckwinkle

TONI PRECKWINKLE, President
Cook County Board of Commissioners

Attest:

BY: Monica Gordon

MONICA GORDON
Cook County Clerk

UNION: **American Federation of State, County, and Municipal Employees (AFSCME) Council 31 for and behalf of Locals 1111, 1178 and 1276:**

APPROVED
BY THE BOARD OF COOK COUNTY COMMISSIONERS

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APPENDIX A

County of Cook and
American Federation of State, County and
Municipal Employees, Council 31

Health Facilities Locals 1111, 1178, 1276

JOHN H. STROGER, JR. HOSPITAL and PROVIDENT HOSPITAL/ACHN (Local 1111)

Job Code	Grade	Job Classification
0141	11	Accountant I
0142	13	Accountant II
0143	15	Accountant III
0144	17	Accountant IV (Provident Hospital Only)
0147	18	Accounts Payable Supervisor
1626	12	Activities Worker II (Provident Hospital Only)
1627	14	Activities Worker II (Provident Hospital Only)
0046	12	Administrative Assistant I
0047	14	Administrative Assistant II
		Assistant Director of Occupational Therapy (Stroger Hospital)
6818	13	Bilngl Patient Care Navigator
0171	11	Bookkeeper I
0172	11	Bookkeeper II
0173	11	Bookkeeper III
		Building Custodian I (Stroger Hospital)
2420	12	Building Service Supervisors
0251	18	Business Manager I
7052	18	Business Manager 1 (CCHHS)
0253	22	Business Manager III (Provident Only)
0919	13	Business Office Supervisor
6489	13	Call Center Cust Service Rep
6467	17	Cancer Registrar
6919		Cancer Registrar Trainee
6993	13	Care Coordination Customer Service Representative
7661	13	Care Coordination Scheduler
1518	16	Caseworker (MANG Unit) (Provident Hospital Only)
1512	14	Caseworker II (Provident Hospital Only)
1513	16	Caseworker III (Provident Hospital Only)
1518	16	Caseworker Mang Unit
0231	16	Cashier Div Supervisor II
0227	10	Cashier II
0228	12	Cashier III
0910	11	Clerk
0904	11	Clerk II
0905	11	Clerk III
0906	11	Clerk IV

6711	11	Clerk IV AFSCME
0939	11	Clerk Typist
0941	11	Clerk Typist Senior
0907	11	Clerk V
7032	11	Clerk V, Bilingual
0182	11	Collector
4640	11	Collector II
6709	11	Collector AFSCME
1101	12	Computer Operator I
1102	14	Computer Operator II
1103	16	Computer Operator III
6810	12	Community Health Worker
7828	12	Community Health Worker, Healthy Start Initiative
7691	12	Community Health Worker, Adolescent Health
8855	12	Community Health Worker, Comprehensive MAT Grant
7814	12	Community Health Worker, Juvenile Justice
9304	12	Community Health Worker, Emergency Department
		Community Mobilization Coordinator
9269	14	Community Resource Navigator
2067	17	Correctional Medical Technician V
0916	13	Credit Counselor
5928	13	Customer Service and Self Pay Representative
0953	11	Data Entry Operator I
0954	11	Data Entry Operator II
6719	11	Data Entry Operator II AFSCME
0955	11	Data Entry Operator III
1122	14	Data Entry Manager
2135	13	Diet Technician (Stroger Hospital Only)
	13	Dietary Technician (Fantus Clinic)
2438	11	Elevator Operator Supervisor
1509	18	Employee Assistance Counselor "EAP" (Provident Only)
2663		Family Wellness Liaison
2664		Family Wellness Liaison Bilingual
2176	11	Food Service Supervisor (Stroger Hospital Only)
2116	11	Food Service Supervisor
2096	11	Health Advocate (Provident Hospital Only)
4003	11	Health Service Representative I
4003	11	Health Systems Analyst I
		Health Systems Analyst II
		Health Systems Analyst III
		Health Systems Analyst IV
		Health Systems Analyst V
6992	15	Home/Community Based Service Referral Coordinator
0853	14	Interpreter
6231	14	Interpreter
1220	14	Inventory Control Technician (Provident Only)

2155	11	Laundry Manager I
	PN1	Licensed Practical Nurse I
1966	PN2	Licensed Practical Nurse II
	PN3	Licensed Practical Nurse III
0956	14	Manager Analyst I
0281	16	Manager Analyst II
0282	18	Manager Analyst III
0283	20	Manager Analyst IV
1711	22	Manager Analyst V
2008	13	Medical Records Supervisor I
2009	15	Medical Records Supervisor II
1020	11	Medical Records Technician
2073	13	Medical Records Technician, Jr.
2011	14	Medical Records Technician
0951	16	Medical Records Technician III
1524	11	Medical Social Worker III
1693	11	Medical Transcriber
		Monitoring and Evaluation Coordinator
1881	11	Morgue Supervisor (Stroger Hospital)
		Occupational Therapy Supervisor (Stroger Hospital)
2055	12	Ophthal Elec & Visual Tech
6600	16	PACS Assistant
6641	18	Patient Access Quality Management Coordinator
2430	11	Parking Lot Attendant
5507	21	Pat Access Supervisor, Fin Coun
5506	21	Pat Access Supervisor, Pre-Reg
6641	18	Patient Access Qual Mgmt Coord
0923	11	Patient Account Representative
7799	14	Patient Concierge
6439	13	Patient Navigator I
	15	Patient Navigator II
1050	14	Patient Service Coordinator
2048	11	Physical Therapy Scheduler
	16	Picture Archiving and Communication System (PACS)
1135	22	Proj Leader-Data Systems
6756	13	Provider Scheduling Coordinator
6965	16	Recovery Coach
1676	11	Reproduction Technician I
1677	12	Reproduction Technician II
1985	18	Respiratory Therapist Supervisor (Stroger Hospital)
7150	11	RHS Clerk V
0911	11	Senior Clerk
6714	11	Senior Clerk AFSCME
7796	12	Service Desk Analyst I
7797	14	Service Desk Analyst II
7798	16	Service Desk Analyst III

1711	22	Site Manager
0271	11	Statistician & Information Technician I
0273	13	Statistician & Information Technician II
0934	11	Stenographer III
0935	11	Stenographer IV
0936	13	Stenographer V
1233	10	Storekeeper III
1234	12	Storekeeper IV
1235	14	Storekeeper V (Stroger Hospital Only)
	17	Substance Abuse Counselor III (Provident Hospital)
2081	17	Supv Diagnostic Radiology
1111	18	System Analyst II
1006	11	Telephone Operator
1001	11	Telephone Operator I
1002	11	Telephone Operator II
1003	11	Telephone Operator III
6723	11	Telephone Operator AFSCME
6721	11	Telephone Operator II AFSCME
6722		Telephone Operator III AFSCME
1995	12	Transportation Supervisor
0940	11	Typist III

CERMAK HEALTH SERVICES – ONLY (Local 1111) CLERICAL AND RELATED GROUP

0046	12	Administrative Assistant I
0047	14	Administrative Assistant II
0904	11	Clerk II (Sr. Clerk)
0905	11	Clerk III
0906	11	Clerk IV
0907	11	Clerk V
7032	11	Clerk V, Bilingual
0907	13	Stenographer
0936	11	Stenographer IV
1234	12	Stenographer V

JOHN H. STROGER, JR. HOSPITAL and PROVIDENT HOSPITAL/ACHN (Local 1178) CLERICAL AND RELATED GROUP

7717	13	Call Center Service Representative, Bilingual
7032	11	Clerk V, Bilingual
6517	20	Patient Access Trainer
6644	18	Pt Fin Srvs Qual Mgmt Coord

SOUTH SUBURBAN/ACHN (Local 1178)

0050	18	Administrative Assistant (Quality Department)
2420	12	Building Service Supervisor (and/or Environmental Services Supervisor)
2122	14	Chef II

0416	23	Communication Manager
1103	16	Computer Operator III
2116	11	Food Service Supervisor
6801	12	Food Service Worker IV
0244	14	Payroll Supervisor
		Printing and Duplicating Supervisor (L-RC-10-015)
		Telephone Operator III Supervisor (L-RC-11-005)
1004	14	Telephone Operator IV

SOUTH SUBURBAN/ACHN (Local 1178)
CLERICAL AND RELATED GROUP

0141	11	Accountant I
0142	13	Accountant II
0046	12	Administrative Assistant I
0047	14	Administrative Assistant II
0048	16	Administrative Assistant III
0050	18	Administrative Assistant IV
	18	Administrative Assistant V
0172	11	Bookkeeper II
0173	11	Bookkeeper III
0251	18	Business Manager I
0252	20	Business Manager II
6489	13	Call Center Representative
6488	18	Call Center Operations Analyst
1518	16	Caseworker (MANG Unit)
7053	16	Caseworker III – CCHHS
1518	16	Caseworker Mang Unit
5926	13	Cash Applicat Representative
0227	11	Cashier II
0228	12	Cashier III
0910	11	Clerk
0904	11	Clerk II
0905	11	Clerk III
0906	11	Clerk IV
0939	11	Clerk Typist
0941	11	Clerk Typist Senior
0907	11	Clerk V
	18	Coders (Physician Based)
	18	Coders (System)
8889	18	Health Information Management (HIM) Coder
0182	11	Collector
1101	12	Computer Operator I
0916	13	Credit Counselor
0954	11	Data Entry Operator II
0955	11	Data Entry Operator III
1137	23	Manager/Systems Developer

2010	11	Medical Records Technician
2073	13	Medical Records Technician, Jr.
2011	14	Medical Records Technician, Sr.
1693	13	Medical Transcriptionist
0923	11	Patient Account Representative
2048	11	Physical Therapy Scheduler
6527	11	Pre-Registration Specialist
1676	11	Reproduction Technician I
1677	12	Reproduction Technician II
		Sanitarian V
0911	11	Senior Clerk
0271	11	Statistician & Information Technician I
0273	13	Statistician & Information Technician II
0934	11	Stenographer III
0935	11	Stenographer IV
0936	13	Stenographer V
1233	11	Storekeeper III
1234	12	Storekeeper IV
1002	11	Telephone Operator II
1003	11	Telephone Operator III
1004	14	Telephone Operator IV
0940	11	Typist III

SOUTH SUBURBAN/ACHN (Local 1178)
ADMINISTRATIVE GROUP

0143	15	Accountant III
0144	17	Accountant IV
		Accountant V
2056	15	Activity Therapist I
2057	17	Activity Therapist II
1512	14	Caseworker II
1513	16	Caseworker III
6683	12	Call Ctr Document Processor
5926	13	Cash Application Assistor
5928	13	Customer Service & Self Pay Representative
0223	21	Grant Analyst
5929	13	Third Party Biller

SOUTH SUBURBAN/ACHN (1178)
PUBLIC SAFETY GROUP

2430	11	Parking Lot Attendant

SOUTH SUBURBAN/ACHN (1178)
PHARMACY GROUP

0907	11	Clerk V

4723	11	Pharmacy Technician (non-certified)	
4688	13	Pharmacy Technician ARNTE OFH	
1950	NS1	Nursing Supervisor (Oak Forest only)	

PUBLIC HEALTH AND MEDICAL EXAMINER (1276)
CLERICAL AND RELATED GROUP

0046	12	Administrative Assistant I	
0047	14	Administrative Assistant II	
	18	Administrative Assistant IV	
0258	17	Associate Data Analyst	
00174	14	Bookkeeper IV (Public Health)	
00251	18	Business Manager I (Public Health)	
0919	13	Business Office Supervisor	
7053	16	Caseworker III - CCHHS	
0905	11	Clerk III	
0906	11	Clerk IV	
4080	11	Clerk V (Public Health)	
0907	14	Clerk V	Data Analyst
	PN1	Licensed Practical Nurse I	
2011	14	Medical Records Technician	
		Medical Records Technician, Sr.	
0936	13	Stenographer V	
	14	Storekeeper V	
		Systems Analyst I	
0940	11	Typist III	

STROGER HOSPITAL – ONLY (Local 1276)
ADMINISTRATIVE GROUP

1041	11	Accountant I
0142	13	Accountant II
0143	15	Accountant III
0144	17	Accountant IV
0145	19	Accountant V
1626	12	Activities Worker II
1627	14	Activities Worker III
0050	18	Administrative Assistant IV
0174	14	Bookkeeper IV
7052	18	Business Manager 1 (CCHHS)
6683	12	Call Ctr Document Processor
1518	16	Caseworker (MANG Unit)
7744	16	Caseworker (MANG Unit), Bilingual
1512	14	Caseworker II
1513	16	Caseworker III
1518	16	Caseworker Mang Unit
7744	16	Caseworker Mang Unit, Bilingual

	19	Director of Financial Control II
0223	21	Grant Analyst
	16	Help Desk Analyst III
1137	23	Manager Systems Developer
1110	16	Systems Analyst I
1111	18	Systems Analyst II
1112	20	Systems Analyst III
1113	21	Systems Analyst IV
1114	23	Systems Analyst V

PUBLIC HEALTH – ONLY (Local 1276)
HEALTH CARE PROFESSIONALS AND TECHNICAL GROUP

		Accountant V
0919	13	Business Office Supervisor
	13	Case Investigator
	13	Case Investigator, Bilingual
1510	15	Caseworker (Ryan White Grant) @ ACHN
4084	15	Caseworker II
1513	16	Caseworker III
		Caseworker IV
6711	11	Clerk IV AFSCME
6731	11	Clerk IV Public Health AFSCME
0907	11	Clerk V
7032	11	Clerk V, Bilingual
9275	14	Community Health Promoter
9430	20	Community Mobilization Coordinator
8892	11	COVID-19 Contract Tracer
8912	11	COVID-19 Contract Tracer, Bilingual
1963	14	Dental Assistant
2094	17	Dental Hygienist
1836	K2	Dentist II
2135	13	Diet Technician
2120	14	Epidemiologist I
2119	16	Epidemiologist II
2117	18	Epidemiologist III
2114	20	Epidemiologist IV
4110	15	Epidemiologist Sr.
9698	15	Epidemiologist Senior, Bilingual
		Family Wellness Liaison
		Family Wellness Liaison, Bilingual
2096	10	Health Advocate
4082	11	Health Advocate (Public Health)
1905	12	Hearing/Vision Technician
0640	18	Investigator III
2412	11	Janitor II
		Janitor III

1842	13	Laboratory Technician III
6649	17	Lung Health Educator
9489	17	Lung Health Educator, Bilingual
2011	14	Medical Records Technician
1522	14	Medical Social Worker I
		Monitoring & Evaluation Coordinator
2112	15	Nutritionist I
7421	15	Nutritionist I – DPH
7687	15	Nutritionist I, Bilingual
1135	22	Proj Leader – Data Syst
2022	15	Public Health Educator I
2023	17	Public Health Educator II
2024	19	Public Health Educator III
9256	19	Public Health Educator III, Bilingual
2024	16	Public Health Educator Senior
0189	21	Public Health Educator V
4021	20	Public Health Emerg Resp Coord
5485	11	Public Health Janitor II
5501	13	Public Health Janitor III
2033	20	Sanitarian IV
2034	21	Sanitarian V
1905	12	Screening Hearing & Vision Technician
1235	14	Storekeeper V
0224	19	Telecommunications Analyst II
		X-Ray Technician II

6474	23	Web Developer – CCHHS
7977	23	Web Developer Full Stack

MEDICAL EXAMINER – ONLY (Local 1276)
HEALTH CARE PROFESSIONALS AND TECHNICAL GROUP

1896	12	Autopsy Technician I
4070	15	Autopsy Technician Lead Worker
		Clinical Laboratory Supervisor
8770	15	Forensic Technician
9381	17	Grief Counselor
1894	13	Intake Attendant
	18	Intake Attendant II
	18	Lab Supervisor
1891	11	Laboratory Assistant I
1841	11	Medical Laboratory Technician II
1842	13	Medical Laboratory Technician III
1857	16	Toxicologist I
1839	16	Toxicologist II

0935	11	Stenographer IV
1912	15	X-Ray Technician I

Appendix A
Licensed Practical Nurses

Job Code	Grade	Title
1965	PN1	Licensed Practical Nurse 1
1966	PN2	Licensed Practical Nurse II
5548	PN3	Licensed Practical Nurse III

Effective December 1, 2025

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
		6th Step	7th Step	8th Step	9th Step						
9	Hourly	20.030	20.884	21.770	22.696	23.664	24.668	25.344	25.981	27.282	28.373
	Bi-Weekly	1,602.40	1,670.70	1,741.61	1,815.69	1,893.15	1,973.41	2,027.53	2,078.47	2,182.55	2,269.86
	Annual	41,662	43,438	45,281	47,207	49,222	51,308	52,715	54,040	56,746	59,016
10	Hourly	21.458	22.371	23.318	24.310	25.343	26.421	27.149	27.832	29.221	30.390
	Bi-Weekly	1,716.62	1,789.65	1,865.47	1,944.76	2,027.44	2,113.68	2,171.94	2,226.54	2,337.67	2,431.18
	Annual	44,632	46,530	48,502	50,563	52,713	54,955	56,470	57,890	60,779	63,210
11	Hourly	23.019	24.001	25.019	26.080	27.188	28.345	29.126	29.858	31.349	32.603
	Bi-Weekly	1,841.54	1,920.07	2,001.49	2,086.38	2,175.03	2,267.64	2,330.05	2,388.61	2,507.93	2,608.25
	Annual	47,880	49,921	52,038	54,245	56,550	58,958	60,581	62,103	65,206	67,814
12	Hourly	24.654	25.703	26.796	27.932	29.121	30.358	31.192	31.976	33.575	34.918
	Bi-Weekly	1,972.35	2,056.28	2,143.68	2,234.55	2,329.66	2,428.64	2,495.39	2,558.10	2,686.01	2,793.45
	Annual	51,281	53,463	55,735	58,098	60,571	63,144	64,880	66,510	69,836	72,629
13	Hourly	26.404	27.524	28.696	29.915	31.185	32.512	33.406	34.246	35.957	37.395
	Bi-Weekly	2,112.33	2,201.94	2,295.71	2,393.24	2,494.82	2,600.93	2,672.51	2,739.65	2,876.53	2,991.59
	Annual	54,920	57,250	59,688	62,224	64,865	67,624	69,485	71,230	74,789	77,781
14	Hourly	28.350	29.554	30.810	32.117	33.482	34.906	35.865	36.766	38.605	40.149
	Bi-Weekly	2,268.02	2,364.30	2,464.81	2,569.38	2,678.58	2,792.51	2,869.20	2,941.26	3,088.37	3,211.91
	Annual	58,968	61,471	64,085	66,803	69,643	72,605	74,599	76,472	80,297	83,509
15	Hourly	30.517	31.813	33.165	34.575	36.046	37.576	38.612	39.584	41.561	43.224
	Bi-Weekly	2,441.37	2,545.07	2,653.21	2,765.98	2,883.67	3,006.09	3,088.95	3,166.70	3,324.91	3,457.91
	Annual	63,475	66,171	68,983	71,915	74,975	78,158	80,312	82,334	86,447	89,905
16	Hourly	32.761	34.153	35.603	37.115	38.693	40.341	41.449	42.490	44.612	46.397
	Bi-Weekly	2,620.90	2,732.22	2,848.27	2,969.24	3,095.42	3,227.29	3,315.94	3,399.19	3,568.97	3,711.73
	Annual	68,143	71,037	74,054	77,200	80,480	83,909	86,214	88,378	92,793	96,504
17	Hourly	35.161	36.650	38.209	39.832	41.526	43.291	44.482	45.598	47.876	49.791
	Bi-Weekly	2,812.87	2,932.00	3,056.73	3,186.58	3,322.11	3,463.24	3,558.55	3,647.88	3,830.10	3,983.31
	Annual	73,134	76,232	79,475	82,850	86,374	90,044	92,522	94,844	99,582	103,566
18	Hourly	37.658	39.259	40.927	42.667	44.482	46.370	47.646	48.843	51.288	53.339
	Bi-Weekly	3,012.65	3,140.75	3,274.17	3,413.37	3,558.55	3,709.62	3,811.68	3,907.47	4,103.01	4,267.13
	Annual	78,328	81,659	85,128	88,747	92,522	96,450	99,103	101,594	106,678	110,945
19	Hourly	41.309	43.066	44.895	46.801	48.794	50.864	52.266	53.576	56.257	58.507
	Bi-Weekly	3,304.75	3,445.30	3,591.64	3,744.06	3,903.52	4,069.15	4,181.24	4,286.10	4,500.55	4,680.57
	Annual	85,923	89,577	93,382	97,345	101,491	105,797	108,712	111,438	117,014	121,694
20	Hourly	45.360	47.289	49.299	51.393	53.576	55.853	57.389	58.830	61.770	64.241
	Bi-Weekly	3,628.78	3,783.13	3,943.93	4,111.40	4,286.10	4,468.23	4,591.13	4,706.41	4,941.59	5,139.25
	Annual	94,348	98,361	102,542	106,896	111,438	116,173	119,369	122,366	128,481	133,620
21	Hourly	49.849	51.968	54.177	56.477	58.877	61.382	63.071	64.651	67.882	70.598
	Bi-Weekly	3,987.92	4,157.41	4,334.14	4,518.20	4,710.17	4,910.53	5,045.68	5,172.05	5,430.58	5,647.80
	Annual	103,686	108,092	112,687	117,473	122,464	127,673	131,187	134,473	141,195	146,842
22	Hourly	54.705	57.029	59.451	61.980	64.611	67.359	69.210	70.947	74.495	77.475
	Bi-Weekly	4,376.39	4,562.28	4,756.09	4,958.38	5,168.87	5,388.71	5,536.79	5,675.80	5,959.60	6,197.99
	Annual	113,786	118,619	123,658	128,917	134,390	140,106	143,956	147,570	154,949	161,147
23	Hourly	57.378	59.816	62.357	65.008	67.770	70.651	72.592	74.417	78.138	81.263
	Bi-Weekly	4,590.26	4,785.32	4,988.57	5,200.60	5,421.61	5,652.07	5,807.38	5,953.33	6,251.03	6,501.07
	Annual	119,346	124,418	129,702	135,215	140,961	146,953	150,991	154,786	162,526	169,027

Effective June 1, 2026

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
		6th Step	7th Step	8th Step	9th Step						
9	Hourly	20.431	21.301	22.205	23.150	24.138	25.161	25.851	26.500	27.828	28.941
	Bi-Weekly	1,634.45	1,704.12	1,776.44	1,852.01	1,931.02	2,012.88	2,068.08	2,120.04	2,226.20	2,315.25
	Annual	42,495	44,307	46,187	48,152	50,206	52,334	53,770	55,120	57,881	60,196
10	Hourly	21.887	22.818	23.785	24.796	25.850	26.949	27.692	28.388	29.805	30.998
	Bi-Weekly	1,750.95	1,825.44	1,902.78	1,983.66	2,067.98	2,155.95	2,215.38	2,271.07	2,384.43	2,479.80
	Annual	45,524	47,461	49,472	51,575	53,767	56,054	57,599	59,047	61,995	64,474
11	Hourly	23.480	24.481	25.519	26.601	27.732	28.912	29.708	30.455	31.976	33.255
	Bi-Weekly	1,878.38	1,958.47	2,041.52	2,128.10	2,218.53	2,312.99	2,376.65	2,436.38	2,558.09	2,660.42
	Annual	48,837	50,920	53,079	55,330	57,681	60,137	61,792	63,345	66,510	69,170
12	Hourly	25.148	26.218	27.332	28.490	29.703	30.965	31.816	32.616	34.247	35.617
	Bi-Weekly	2,011.80	2,097.40	2,186.55	2,279.24	2,376.26	2,477.21	2,545.30	2,609.26	2,739.73	2,849.32
	Annual	52,306	54,532	56,850	59,260	61,782	64,407	66,177	67,840	71,233	74,082
13	Hourly	26.932	28.075	29.270	30.514	31.809	33.162	34.074	34.931	36.676	38.143
	Bi-Weekly	2,154.57	2,245.98	2,341.62	2,441.10	2,544.71	2,652.95	2,725.96	2,794.44	2,934.06	3,051.43
	Annual	56,018	58,395	60,882	63,468	66,162	68,976	70,874	72,655	76,285	79,337
14	Hourly	28.917	30.145	31.426	32.760	34.152	35.605	36.582	37.501	39.377	40.952
	Bi-Weekly	2,313.38	2,411.58	2,514.11	2,620.77	2,732.16	2,848.36	2,926.59	3,000.09	3,150.14	3,276.15
	Annual	60,147	62,701	65,366	68,140	71,036	74,057	76,091	78,002	81,903	85,179
15	Hourly	31.128	32.450	33.828	35.266	36.767	38.328	39.384	40.375	42.393	44.088
	Bi-Weekly	2,490.20	2,595.98	2,706.28	2,821.30	2,941.35	3,066.21	3,150.73	3,230.04	3,391.41	3,527.06
	Annual	64,745	67,495	70,363	73,353	76,474	79,721	81,919	83,981	88,176	91,703
16	Hourly	33.416	34.836	36.315	37.858	39.467	41.148	42.278	43.340	45.504	47.325
	Bi-Weekly	2,673.32	2,786.86	2,905.23	3,028.62	3,157.32	3,291.83	3,382.26	3,467.17	3,640.35	3,785.96
	Annual	69,506	72,458	75,536	78,744	82,090	85,587	87,938	90,146	94,649	98,435
17	Hourly	35.864	37.383	38.973	40.629	42.357	44.156	45.372	46.510	48.834	50.787
	Bi-Weekly	2,869.12	2,990.64	3,117.87	3,250.31	3,388.55	3,532.51	3,629.72	3,720.84	3,906.71	4,062.97
	Annual	74,597	77,756	81,064	84,508	88,102	91,845	94,372	96,741	101,574	105,637
18	Hourly	38.411	40.045	41.746	43.520	45.372	47.298	48.599	49.820	52.313	54.406
	Bi-Weekly	3,072.90	3,203.57	3,339.65	3,481.64	3,629.72	3,783.81	3,887.91	3,985.62	4,185.07	4,352.47
	Annual	79,895	83,292	86,830	90,522	94,372	98,379	101,085	103,626	108,811	113,164
19	Hourly	42.136	43.928	45.793	47.737	49.770	51.882	53.311	54.648	57.382	59.677
	Bi-Weekly	3,370.84	3,514.21	3,663.47	3,818.94	3,981.59	4,150.53	4,264.87	4,371.82	4,590.56	4,774.18
	Annual	87,641	91,369	95,250	99,292	103,521	107,913	110,886	113,667	119,354	124,128
20	Hourly	46.267	48.235	50.285	52.420	54.648	56.970	58.537	60.007	63.005	65.525
	Bi-Weekly	3,701.35	3,858.79	4,022.81	4,193.63	4,371.82	4,557.59	4,682.95	4,800.53	5,040.42	5,242.04
	Annual	96,235	100,328	104,593	109,034	113,667	118,497	121,756	124,813	131,050	136,293
21	Hourly	50.846	53.007	55.260	57.607	60.055	62.609	64.332	65.944	69.240	72.009
	Bi-Weekly	4,067.68	4,240.56	4,420.82	4,608.56	4,804.37	5,008.74	5,146.59	5,275.49	5,539.19	5,760.76
	Annual	105,759	110,254	114,941	119,822	124,913	130,227	133,811	137,162	144,018	149,779
22	Hourly	55.799	58.169	60.640	63.219	65.903	68.706	70.594	72.366	75.985	79.024
	Bi-Weekly	4,463.92	4,653.53	4,851.21	5,057.54	5,272.24	5,496.49	5,647.52	5,789.31	6,078.79	6,321.95
	Annual	116,061	120,991	126,131	131,496	137,078	142,908	146,835	150,522	158,048	164,370
23	Hourly	58.526	61.013	63.604	66.308	69.125	72.064	74.044	75.905	79.701	82.889
	Bi-Weekly	4,682.07	4,881.02	5,088.34	5,304.62	5,530.04	5,765.11	5,923.52	6,072.40	6,376.05	6,631.09
	Annual	121,733	126,906	132,296	137,919	143,781	149,892	154,011	157,882	165,777	172,408

Effective December 1, 2026

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
		6th Step	7th Step	8th Step	9th Step						
9	Hourly	21.248	22.154	23.094	24.076	25.103	26.167	26.885	27.560	28.941	30.098
	Bi-Weekly	1,699.83	1,772.28	1,847.50	1,926.09	2,008.26	2,093.40	2,150.81	2,204.84	2,315.25	2,407.86
	Annual	44,195	46,079	48,034	50,078	52,214	54,428	55,920	57,325	60,196	62,604
10	Hourly	22.762	23.731	24.736	25.788	26.884	28.027	28.800	29.524	30.998	32.237
	Bi-Weekly	1,820.99	1,898.46	1,978.89	2,063.01	2,150.70	2,242.19	2,304.00	2,361.92	2,479.80	2,578.99
	Annual	47,345	49,359	51,451	53,638	55,918	58,296	59,903	61,409	64,474	67,053
11	Hourly	24.419	25.460	26.540	27.665	28.841	30.069	30.896	31.673	33.255	34.585
	Bi-Weekly	1,953.51	2,036.81	2,123.18	2,213.23	2,307.27	2,405.51	2,471.72	2,533.83	2,660.42	2,766.83
	Annual	50,791	52,957	55,202	57,543	59,989	62,543	64,264	65,879	69,170	71,937
12	Hourly	26.153	27.266	28.425	29.630	30.891	32.204	33.089	33.920	35.617	37.041
	Bi-Weekly	2,092.27	2,181.30	2,274.01	2,370.41	2,471.31	2,576.30	2,647.11	2,713.63	2,849.32	2,963.29
	Annual	54,399	56,713	59,124	61,630	64,254	66,983	68,824	70,554	74,082	77,045
13	Hourly	28.009	29.198	30.441	31.734	33.081	34.488	35.437	36.328	38.143	39.669
	Bi-Weekly	2,240.76	2,335.82	2,435.29	2,538.75	2,646.50	2,759.07	2,835.00	2,906.22	3,051.43	3,173.48
	Annual	58,259	60,731	63,317	66,007	68,809	71,735	73,709	75,561	79,337	82,510
14	Hourly	30.074	31.351	32.683	34.070	35.518	37.029	38.046	39.001	40.952	42.590
	Bi-Weekly	2,405.92	2,508.05	2,614.68	2,725.60	2,841.44	2,962.30	3,043.65	3,120.09	3,276.15	3,407.19
	Annual	62,553	65,209	67,981	70,865	73,877	77,019	79,134	81,122	85,179	88,587
15	Hourly	32.373	33.748	35.182	36.677	38.237	39.861	40.960	41.991	44.088	45.852
	Bi-Weekly	2,589.81	2,699.82	2,814.53	2,934.15	3,059.00	3,188.86	3,276.76	3,359.24	3,527.06	3,668.15
	Annual	67,335	70,195	73,177	76,288	79,533	82,910	85,195	87,340	91,703	95,371
16	Hourly	34.753	36.229	37.768	39.372	41.045	42.794	43.969	45.073	47.325	49.218
	Bi-Weekly	2,780.25	2,898.34	3,021.44	3,149.77	3,283.62	3,423.50	3,517.55	3,605.86	3,785.96	3,937.40
	Annual	72,286	75,356	78,557	81,893	85,374	89,011	91,456	93,752	98,435	102,372
17	Hourly	37.299	38.878	40.532	42.254	44.051	45.923	47.186	48.371	50.787	52.819
	Bi-Weekly	2,983.89	3,110.27	3,242.58	3,380.32	3,524.10	3,673.81	3,774.91	3,869.67	4,062.97	4,225.49
	Annual	77,581	80,866	84,307	87,888	91,626	95,518	98,147	100,611	105,637	109,862
18	Hourly	39.948	41.646	43.415	45.261	47.186	49.190	50.543	51.813	54.406	56.582
	Bi-Weekly	3,195.82	3,331.71	3,473.24	3,620.90	3,774.91	3,935.16	4,043.43	4,145.04	4,352.47	4,526.57
	Annual	83,091	86,624	90,304	94,143	98,147	102,314	105,129	107,771	113,164	117,690
19	Hourly	43.821	45.685	47.625	49.646	51.761	53.957	55.443	56.834	59.677	62.064
	Bi-Weekly	3,505.68	3,654.77	3,810.01	3,971.69	4,140.85	4,316.55	4,435.46	4,546.70	4,774.18	4,965.15
	Annual	91,147	95,024	99,060	103,264	107,662	112,230	115,322	118,214	124,128	129,093
20	Hourly	48.118	50.164	52.297	54.517	56.834	59.249	60.878	62.407	65.525	68.147
	Bi-Weekly	3,849.41	4,013.14	4,183.73	4,361.37	4,546.70	4,739.90	4,870.27	4,992.55	5,242.04	5,451.72
	Annual	100,084	104,341	108,776	113,395	118,214	123,237	126,626	129,806	136,293	141,744
21	Hourly	52.880	55.127	57.471	59.911	62.457	65.114	66.906	68.581	72.009	74.890
	Bi-Weekly	4,230.39	4,410.19	4,597.66	4,792.91	4,996.55	5,209.09	5,352.46	5,486.51	5,760.76	5,991.19
	Annual	109,990	114,664	119,539	124,615	129,910	135,436	139,163	142,649	149,779	155,770
22	Hourly	58.031	60.496	63.066	65.748	68.539	71.454	73.418	75.261	79.024	82.185
	Bi-Weekly	4,642.48	4,839.67	5,045.26	5,259.85	5,483.13	5,716.35	5,873.43	6,020.89	6,321.95	6,574.82
	Annual	120,704	125,831	131,176	136,755	142,561	148,625	152,709	156,543	164,370	170,945
23	Hourly	60.867	63.453	66.148	68.960	71.891	74.946	77.006	78.941	82.889	86.204
	Bi-Weekly	4,869.35	5,076.26	5,291.87	5,516.80	5,751.24	5,995.71	6,160.47	6,315.29	6,631.09	6,896.33
	Annual	126,603	131,982	137,588	143,436	149,532	155,888	160,172	164,197	172,408	179,304

Effective June 1, 2025

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	22.957	23.440	24.128	24.897	25.652	26.315	27.365	28.174	29.010	29.875	32.161	32.646	33.952
	Bi-Weekly	1,836.55	1,875.23	1,930.27	1,991.75	2,052.18	2,105.24	2,189.22	2,253.91	2,320.77	2,390.00	2,572.91	2,611.69	2,716.15
	Annual	47,750	48,756	50,186	51,785	53,356	54,735	56,919	58,601	60,340	62,139	66,895	67,904	70,620
PN2	Hourly	24.562	25.216	25.999	26.735	27.507	28.232	29.349	30.230	31.135	32.069	34.525	35.047	36.449
	Bi-Weekly	1,964.98	2,017.28	2,079.89	2,138.81	2,200.57	2,258.54	2,347.92	2,418.38	2,490.82	2,565.53	2,761.97	2,803.77	2,915.92
	Annual	51,089	52,449	54,077	55,609	57,214	58,722	61,046	62,877	64,760	66,704	71,811	72,897	75,813
PN3	Hourly	25.775	26.470	27.291	28.071	28.881	29.634	30.808	31.731	32.682	33.663	36.238	36.781	38.253
	Bi-Weekly	2,062.02	2,117.63	2,183.26	2,245.68	2,310.47	2,370.71	2,464.62	2,538.49	2,614.52	2,693.02	2,899.01	2,942.51	3,060.21
	Annual	53,612	55,058	56,764	58,387	60,072	61,638	64,079	66,000	67,977	70,019	75,374	76,505	79,565

Effective December 1, 2025

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	23.416	23.909	24.611	25.395	26.165	26.842	27.913	28.737	29.590	30.473	32.805	33.299	34.631
	Bi-Weekly	1,873.28	1,912.74	1,968.88	2,031.58	2,093.23	2,147.34	2,233.01	2,298.99	2,367.19	2,437.80	2,624.37	2,663.92	2,770.48
	Annual	48,705	49,731	51,190	52,821	54,423	55,830	58,058	59,773	61,546	63,382	68,233	69,261	72,032
PN2	Hourly	25.054	25.720	26.519	27.270	28.057	28.796	29.936	30.834	31.758	32.711	35.215	35.748	37.178
	Bi-Weekly	2,004.28	2,057.63	2,121.49	2,181.59	2,244.58	2,303.72	2,394.88	2,466.74	2,540.64	2,616.85	2,817.21	2,859.84	2,974.24
	Annual	52,111	53,498	55,158	56,721	58,359	59,896	62,266	64,135	66,056	68,037	73,247	74,355	77,330
PN3	Hourly	26.291	27.000	27.837	28.632	29.458	30.227	31.424	32.366	33.335	34.336	36.962	37.517	39.018
	Bi-Weekly	2,103.26	2,159.98	2,226.93	2,290.60	2,356.68	2,418.12	2,513.92	2,589.26	2,666.82	2,746.88	2,956.99	3,001.36	3,121.42
	Annual	54,684	56,159	57,900	59,555	61,273	62,871	65,361	67,320	69,337	71,418	76,881	78,035	81,156

Effective June 1, 2026

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	23.884	24.387	25.103	25.903	26.689	27.379	28.471	29.312	30.182	31.082	33.461	33.965	35.324
	Bi-Weekly	1,910.75	1,950.99	2,008.26	2,072.22	2,135.09	2,190.29	2,277.67	2,344.97	2,414.53	2,486.56	2,676.86	2,717.20	2,825.89
	Annual	49,679	50,725	52,214	53,877	55,512	56,947	59,219	60,969	62,777	64,650	69,598	70,647	73,473
PN2	Hourly	25.555	26.235	27.049	27.815	28.618	29.372	30.535	31.451	32.393	33.365	35.919	36.463	37.922
	Bi-Weekly	2,044.37	2,098.78	2,163.92	2,225.22	2,289.47	2,349.79	2,442.77	2,516.08	2,591.45	2,669.18	2,873.55	2,917.04	3,033.72
	Annual	53,153	54,568	56,261	57,855	59,526	61,094	63,512	65,418	67,377	69,398	74,712	75,843	78,876
PN3	Hourly	26.817	27.540	28.393	29.205	30.048	30.831	32.052	33.013	34.002	35.023	37.702	38.267	39.798
	Bi-Weekly	2,145.32	2,203.18	2,271.47	2,336.41	2,403.81	2,466.49	2,564.19	2,641.04	2,720.15	2,801.82	3,016.13	3,061.39	3,183.84
	Annual	55,778	57,282	59,058	60,746	62,499	64,128	66,669	68,667	70,723	72,847	78,419	79,596	82,779

Effective December 1, 2026

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	24.840	25.363	26.107	26.939	27.756	28.474	29.610	30.485	31.389	32.325	34.799	35.324	36.737
	Bi-Weekly	1,987.18	2,029.03	2,088.59	2,155.10	2,220.49	2,277.90	2,368.77	2,438.77	2,511.12	2,586.02	2,783.93	2,825.89	2,938.92
	Annual	51,666	52,754	54,303	56,032	57,732	59,225	61,588	63,407	65,289	67,236	72,382	73,473	76,412
PN2	Hourly	26.577	27.284	28.131	28.928	29.763	30.547	31.756	32.709	33.689	34.699	37.356	37.922	39.438
	Bi-Weekly	2,126.14	2,182.73	2,250.48	2,314.23	2,381.05	2,443.78	2,540.48	2,616.72	2,695.11	2,775.95	2,988.49	3,033.72	3,155.07
	Annual	55,279	56,751	58,512	60,169	61,907	63,538	66,052	68,034	70,072	72,174	77,700	78,876	82,031
PN3	Hourly	27.889	28.641	29.529	30.373	31.250	32.064	33.335	34.334	35.362	36.424	39.210	39.798	41.390
	Bi-Weekly	2,231.14	2,291.31	2,362.33	2,429.86	2,499.96	2,565.15	2,666.76	2,746.68	2,828.96	2,913.89	3,136.77	3,183.84	3,311.20
	Annual	58,009	59,573	61,420	63,176	64,998	66,693	69,335	71,413	73,552	75,761	81,556	82,779	86,091

Memorandum of Agreement between
Cook County and AFSCME Council 31

This Memorandum of Agreement ("Agreement") is entered into by and between the County of Cook ("County"), the Office of the Chief Judge of the Circuit Court of Cook County, the State's Attorney of Cook County, the Cook County Sheriff, the Cook County Assessor, and the American Federation of State, County, and Múnicipal Employee Union, Council 31 ("AFSCME"), collectively "the parties."

1. The County, the Chief Judge of Cook County, the State's Attorney of Cook County, the Cook County Sheriff, and the Cook County Assessor are parties with AFSCME to several collective bargaining agreements that have a term from December 1, 2020 and are scheduled to expire on November 30, 2024.

2. The parties wish to extend the term of the collective bargaining agreement by one (1) year.

3. The term of that extension shall be December 1, 2024 through November 30, 2025.

4. The provisions of this memorandum of agreement shall apply to the following locals and corresponding collective bargaining agreements except where otherwise noted:

   a. Local 1111 – Cook County Health and Hospital Systems Employees
   b. Local 1178 – Cook County Health and Hospital Systems Employees
   c. Local 1276 – Cook County Health and Hospital Systems Employees & Medical Examiner
   d. Local 1767 – Cook County Public Defender, Medical Examiner, DEMRS
   e. Local 1767 – Office of the Chief Judge – Investigative Personnel and Caseworkers
   f. Local 2060 – Cook County State's Attorney's staff
   g. Local 2060 – Cook County State's Attorney's Chapter 2 - Supervisory staff
   h. Local 2226 – Cook County Sheriff's Correctional Lieutenants
   i. Local 3315 – Assistant Public Defenders
   j. Local 3477 – Office of the Chief Judge – Juvenile Probation Officers
   k. Local 3486 – Office of the Chief Judge – Adult Probation Officers
   l. Local 3692 – Cook County Sheriff's Correctional Sergeants
   m. Local 3696 – Cook County Public Defender, Revenue, Administrative Hearings
   n. Local 3696 – Office of the Chief Judge – Adult Probation
   o. Local 3835 – Cook County Assessor
   p. Local 3969 – Public Guardian

5. The Rates of Pay provision in each noted respective collective bargaining agreement shall be amended as follows:

(a) effective the first full pay period on or after June 1, 2021 the pay rates for all classifications shall be increased 1.50%; and

(b) effective the first full pay period on or after December 1, 2021, the pay rates for all job classifications shall be increased by 3.50%; and

(c) effective the first full pay period on or after June 1, 2022, the pay rates for all job classifications shall be increased by 2.50%; and

(d) effective the first full pay period on or after June 1, 2023, the pay rates for all job classifications shall be increased by 2.50%; and

(e) effective the first full pay period on or after December 1, 2023, the pay rates for all job classifications shall be increased by 1.00%; and

(f) effective the first full pay period on or after June 1, 2024, the pay rates for all job classifications shall be increased by 1.00%; and

(g) effective the first full pay period on or after June 1, 2025, the pay rates for all job classifications shall be increased by 5.00%.

EFFECTIVE DATE: *upon ratification by the Cook County Board.*

Effective December 1, 2021

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
9	Hourly	17.450	18.194	18.966	19.773	20.617	21.491	22.080	22.635	23.768	24.719
	Bi-Weekly	1,396.02	1,455.52	1,517.29	1,581.84	1,649.32	1,719.25	1,766.39	1,810.77	1,901.45	1,977.51
	Annual	36,296	37,843	39,449	41,127	42,882	44,700	45,926	47,079	49,438	51,415
10	Hourly	18.694	19.489	20.315	21.179	22.079	23.018	23.653	24.247	25.457	26.476
	Bi-Weekly	1,495.53	1,559.15	1,625.20	1,694.29	1,766.31	1,841.44	1,892.21	1,939.77	2,036.59	2,118.05
	Annual	38,883	40,538	42,255	44,051	45,924	47,877	49,197	50,434	52,951	55,069
11	Hourly	20.055	20.910	21.796	22.721	23.686	24.695	25.374	26.012	27.312	28.404
	Bi-Weekly	1,604.36	1,672.77	1,743.70	1,817.66	1,894.89	1,975.58	2,029.95	2,080.96	2,184.92	2,272.32
	Annual	41,713	43,492	45,335	47,259	49,266	51,364	52,778	54,104	56,807	59,079
12	Hourly	21.479	22.393	23.345	24.334	25.370	26.448	27.175	27.858	29.251	30.421
	Bi-Weekly	1,718.32	1,791.44	1,867.58	1,946.75	2,029.61	2,115.84	2,174.00	2,228.63	2,340.07	2,433.67
	Annual	44,676	46,577	48,556	50,615	52,770	55,012	56,523	57,944	60,841	63,275
13	Hourly	23.003	23.979	25.000	26.062	27.169	28.324	29.104	29.835	31.326	32.579
	Bi-Weekly	1,840.27	1,918.34	2,000.03	2,085.00	2,173.49	2,265.94	2,328.30	2,386.79	2,506.05	2,606.29
	Annual	47,846	49,877	52,000	54,209	56,510	58,913	60,535	62,057	65,157	67,763
14	Hourly	24.699	25.747	26.842	27.981	29.170	30.411	31.246	32.031	33.633	34.978
	Bi-Weekly	1,975.91	2,059.79	2,147.36	2,238.46	2,333.59	2,432.85	2,499.66	2,562.44	2,690.60	2,798.23
	Annual	51,373	53,554	55,831	58,199	60,673	63,253	64,991	66,623	69,956	72,754
15	Hourly	26.587	27.716	28.894	30.122	31.403	32.736	33.639	34.486	36.208	37.657
	Bi-Weekly	2,126.93	2,217.28	2,311.49	2,409.74	2,512.27	2,618.92	2,691.11	2,758.85	2,896.68	3,012.54
	Annual	55,300	57,649	60,098	62,652	65,318	68,091	69,968	71,730	75,313	78,326
16	Hourly	28.542	29.754	31.018	32.335	33.709	35.145	36.111	37.017	38.866	40.421
	Bi-Weekly	2,283.34	2,380.32	2,481.42	2,586.81	2,696.74	2,811.63	2,888.86	2,961.39	3,109.30	3,233.67
	Annual	59,366	61,887	64,517	67,257	70,115	73,102	75,109	76,995	80,841	84,075
17	Hourly	30.632	31.930	33.288	34.702	36.178	37.715	38.753	39.726	41.710	43.378
	Bi-Weekly	2,450.58	2,554.37	2,663.04	2,776.16	2,894.24	3,017.19	3,100.23	3,178.05	3,336.80	3,470.28
	Annual	63,714	66,413	69,238	72,179	75,250	78,447	80,606	82,629	86,757	90,227
18	Hourly	32.808	34.203	35.656	37.172	38.753	40.398	41.509	42.553	44.682	46.469
	Bi-Weekly	2,624.63	2,736.24	2,852.47	2,973.74	3,100.23	3,231.84	3,320.75	3,404.21	3,574.56	3,717.54
	Annual	68,240	71,142	74,164	77,317	80,606	84,027	86,339	88,509	92,938	96,655
19	Hourly	35.989	37.520	39.113	40.773	42.509	44.313	45.534	46.676	49.011	50.972
	Bi-Weekly	2,879.11	3,001.56	3,129.05	3,261.84	3,400.76	3,545.06	3,642.72	3,734.07	3,920.90	4,077.73
	Annual	74,856	78,040	81,355	84,807	88,420	92,171	94,710	97,085	101,943	106,021
20	Hourly	39.518	41.198	42.950	44.773	46.676	48.659	49.998	51.253	53.814	55.957
	Bi-Weekly	3,161.41	3,295.88	3,435.97	3,581.87	3,734.07	3,892.74	3,999.81	4,100.24	4,305.14	4,477.34
	Annual	82,196	85,692	89,335	93,128	97,085	101,211	103,995	106,606	111,933	116,411
21	Hourly	43.429	45.274	47.199	49.203	51.294	53.476	54.948	56.324	59.139	61.505
	Bi-Weekly	3,474.30	3,621.96	3,775.92	3,936.28	4,103.52	4,278.07	4,395.82	4,505.91	4,731.14	4,920.39
	Annual	90,331	94,170	98,174	102,342	106,691	111,230	114,291	117,153	123,009	127,929
22	Hourly	47.659	49.684	51.794	53.997	56.289	58.683	60.296	61.810	64.900	67.496
	Bi-Weekly	3,812.73	3,974.68	4,143.52	4,319.76	4,503.14	4,694.67	4,823.67	4,944.78	5,192.03	5,399.71
	Annual	99,131	103,341	107,731	112,314	117,081	122,060	125,415	128,563	134,992	140,392
23	Hourly	49.988	52.112	54.326	56.635	59.042	61.551	63.243	64.832	68.074	70.797
	Bi-Weekly	3,999.05	4,168.99	4,346.06	4,530.79	4,723.33	4,924.10	5,059.41	5,186.57	5,445.92	5,663.76
	Annual	103,975	108,393	112,998	117,800	122,806	128,026	131,545	134,851	141,594	147,258

Effective June 1, 2022

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
		6th Step	7th Step	8th Step	9th Step						
9	Hourly	17.887	18.649	19.440	20.267	21.132	22.028	22.632	23.200	24.362	25.337
	Bi-Weekly	1,430.92	1,491.91	1,555.23	1,621.38	1,690.56	1,762.23	1,810.55	1,856.04	1,948.99	2,026.95
	Annual	37,203	38,789	40,436	42,155	43,954	45,817	47,074	48,256	50,674	52,701
10	Hourly	19.161	19.977	20.823	21.708	22.631	23.594	24.244	24.853	26.094	27.138
	Bi-Weekly	1,532.92	1,598.13	1,665.83	1,736.64	1,810.47	1,887.48	1,939.51	1,988.27	2,087.50	2,171.00
	Annual	39,855	41,551	43,312	45,152	47,072	49,074	50,427	51,694	54,274	56,445
11	Hourly	20.556	21.432	22.341	23.289	24.278	25.312	26.009	26.662	27.994	29.114
	Bi-Weekly	1,644.47	1,714.59	1,787.30	1,863.10	1,942.27	2,024.96	2,080.70	2,132.99	2,239.55	2,329.13
	Annual	42,756	44,579	46,469	48,440	50,498	52,648	54,098	55,457	58,227	60,556
12	Hourly	22.016	22.953	23.928	24.943	26.004	27.109	27.854	28.554	29.982	31.181
	Bi-Weekly	1,761.28	1,836.23	1,914.27	1,995.42	2,080.35	2,168.74	2,228.35	2,284.34	2,398.57	2,494.51
	Annual	45,793	47,742	49,770	51,881	54,089	56,387	57,937	59,392	62,362	64,857
13	Hourly	23.578	24.579	25.625	26.714	27.848	29.032	29.831	30.581	32.109	33.393
	Bi-Weekly	1,886.27	1,966.30	2,050.03	2,137.12	2,227.83	2,322.59	2,386.51	2,446.46	2,568.70	2,671.45
	Annual	49,042	51,124	53,300	55,564	57,923	60,386	62,049	63,608	66,786	69,457
14	Hourly	25.316	26.391	27.513	28.680	29.899	31.171	32.027	32.831	34.473	35.852
	Bi-Weekly	2,025.31	2,111.28	2,201.04	2,294.42	2,391.93	2,493.67	2,562.15	2,626.50	2,757.87	2,868.18
	Annual	52,657	54,893	57,227	59,654	62,190	64,834	66,615	68,289	71,704	74,573
15	Hourly	27.251	28.409	29.616	30.875	32.188	33.555	34.460	35.348	37.114	38.598
	Bi-Weekly	2,180.11	2,272.71	2,369.28	2,469.98	2,575.07	2,684.39	2,758.39	2,827.82	2,969.09	3,087.86
	Annual	56,682	59,090	61,601	64,219	66,951	69,793	71,717	73,523	77,196	80,284
16	Hourly	29.255	30.498	31.793	33.144	34.552	36.024	37.014	37.943	39.838	41.431
	Bi-Weekly	2,340.42	2,439.83	2,543.46	2,651.48	2,764.16	2,881.92	2,961.08	3,035.42	3,187.03	3,314.52
	Annual	60,850	63,435	66,130	68,938	71,868	74,929	76,987	78,920	82,862	86,177
17	Hourly	31.398	32.728	34.120	35.570	37.082	38.658	39.722	40.719	42.753	44.463
	Bi-Weekly	2,511.85	2,618.23	2,729.61	2,845.56	2,966.59	3,092.62	3,177.73	3,257.50	3,420.22	3,557.03
	Annual	65,307	68,073	70,969	73,984	77,131	80,408	82,621	84,695	88,925	92,482
18	Hourly	33.628	35.058	36.547	38.101	39.722	41.408	42.547	43.616	45.799	47.631
	Bi-Weekly	2,690.25	2,804.65	2,923.78	3,048.09	3,177.73	3,312.63	3,403.77	3,489.31	3,663.92	3,810.48
	Annual	69,946	72,920	76,018	79,249	82,621	86,128	88,498	90,722	95,261	99,072
19	Hourly	36.889	38.457	40.091	41.792	43.572	45.421	46.672	47.843	50.236	52.246
	Bi-Weekly	2,951.09	3,076.60	3,207.28	3,343.38	3,485.78	3,633.69	3,733.78	3,827.42	4,018.92	4,179.67
	Annual	76,728	79,991	83,389	86,927	90,630	94,475	97,078	99,512	104,492	108,671
20	Hourly	40.506	42.228	44.023	45.893	47.843	49.876	51.248	52.534	55.160	57.366
	Bi-Weekly	3,240.44	3,378.27	3,521.87	3,671.42	3,827.42	3,990.06	4,099.81	4,202.75	4,412.76	4,589.27
	Annual	84,251	87,835	91,568	95,456	99,512	103,741	106,594	109,271	114,732	119,321
21	Hourly	44.514	46.406	48.379	50.434	52.576	54.813	56.321	57.732	60.618	63.042
	Bi-Weekly	3,561.15	3,712.51	3,870.32	4,034.68	4,206.11	4,385.03	4,505.71	4,618.56	4,849.42	5,043.40
	Annual	92,590	96,524	100,628	104,901	109,359	114,010	117,148	120,082	126,084	131,128
22	Hourly	48.851	50.926	53.089	55.347	57.696	60.150	61.803	63.355	66.523	69.184
	Bi-Weekly	3,908.05	4,074.05	4,247.11	4,427.75	4,615.72	4,812.04	4,944.27	5,068.40	5,321.83	5,534.70
	Annual	101,609	105,925	110,425	115,122	120,008	125,112	128,550	131,777	138,367	143,902
23	Hourly	51.238	53.415	55.684	58.051	60.518	63.090	64.824	66.453	69.776	72.567
	Bi-Weekly	4,099.03	4,273.21	4,454.72	4,644.06	4,841.41	5,047.21	5,185.90	5,316.23	5,582.07	5,805.35
	Annual	106,574	111,103	115,823	120,745	125,877	131,227	134,833	138,222	145,134	150,939

Effective June 1, 2023

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
		6th Step	7th Step	8th Step	9th Step						
9	Hourly	18.334	19.115	19.926	20.774	21.660	22.579	23.198	23.780	24.971	25.970
	Bi-Weekly	1,466.70	1,529.21	1,594.11	1,661.92	1,732.82	1,806.28	1,855.82	1,902.44	1,997.71	2,077.62
	Annual	38,133	39,759	41,446	43,209	45,053	46,963	48,251	49,463	51,940	54,018
10	Hourly	19.640	20.476	21.344	22.251	23.197	24.183	24.850	25.475	26.746	27.816
	Bi-Weekly	1,571.24	1,638.08	1,707.48	1,780.06	1,855.73	1,934.67	1,988.00	2,037.97	2,139.69	2,225.28
	Annual	40,852	42,590	44,394	46,281	48,249	50,300	51,688	52,987	55,631	57,857
11	Hourly	21.070	21.968	22.900	23.871	24.885	25.945	26.659	27.329	28.694	29.842
	Bi-Weekly	1,685.58	1,757.46	1,831.98	1,909.68	1,990.82	2,075.59	2,132.72	2,186.31	2,295.54	2,387.36
	Annual	43,825	45,694	47,631	49,651	51,761	53,965	55,450	56,843	59,683	62,070
12	Hourly	22.566	23.527	24.527	25.566	26.655	27.787	28.551	29.268	30.732	31.961
	Bi-Weekly	1,805.31	1,882.13	1,962.13	2,045.30	2,132.36	2,222.96	2,284.06	2,341.45	2,458.53	2,556.87
	Annual	46,937	48,935	51,014	53,178	55,441	57,797	59,385	60,877	63,921	66,478
13	Hourly	24.168	25.193	26.266	27.382	28.544	29.758	30.577	31.345	32.911	34.228
	Bi-Weekly	1,933.43	2,015.46	2,101.28	2,190.55	2,283.53	2,380.65	2,446.17	2,507.62	2,632.92	2,738.23
	Annual	50,268	52,402	54,632	56,954	59,371	61,896	63,600	65,198	68,455	71,193
14	Hourly	25.949	27.051	28.201	29.397	30.647	31.950	32.828	33.652	35.335	36.749
	Bi-Weekly	2,075.94	2,164.06	2,256.07	2,351.78	2,451.73	2,556.01	2,626.21	2,692.16	2,826.82	2,939.89
	Annual	53,974	56,265	58,658	61,145	63,745	66,455	68,281	69,996	73,497	76,437
15	Hourly	27.933	29.119	30.356	31.647	32.993	34.394	35.342	36.231	38.041	39.563
	Bi-Weekly	2,234.61	2,329.53	2,428.51	2,531.73	2,639.45	2,751.50	2,827.35	2,898.51	3,043.32	3,165.05
	Annual	58,099	60,567	63,141	65,824	68,625	71,538	73,510	75,361	79,126	82,291
16	Hourly	29.987	31.260	32.588	33.972	35.416	36.925	37.939	38.891	40.834	42.467
	Bi-Weekly	2,398.93	2,500.83	2,607.05	2,717.77	2,833.26	2,953.96	3,035.11	3,111.31	3,266.71	3,397.38
	Annual	62,372	65,021	67,783	70,662	73,665	76,803	78,912	80,893	84,934	88,331
17	Hourly	32.183	33.546	34.973	36.459	38.009	39.624	40.715	41.737	43.822	45.574
	Bi-Weekly	2,574.64	2,683.69	2,797.86	2,916.70	3,040.76	3,169.94	3,257.17	3,338.94	3,505.73	3,645.96
	Annual	66,940	69,775	72,743	75,834	79,060	82,418	84,686	86,812	91,149	94,795
18	Hourly	34.469	35.935	37.461	39.054	40.715	42.443	43.611	44.707	46.944	48.822
	Bi-Weekly	2,757.50	2,874.76	2,996.88	3,124.29	3,257.17	3,395.45	3,488.86	3,576.54	3,755.52	3,905.74
	Annual	71,695	74,743	77,918	81,231	84,686	88,281	90,710	92,990	97,643	101,549
19	Hourly	37.811	39.419	41.093	42.837	44.662	46.557	47.839	49.039	51.492	53.552
	Bi-Weekly	3,024.87	3,153.51	3,287.46	3,426.97	3,572.92	3,724.53	3,827.13	3,923.11	4,119.39	4,284.17
	Annual	78,646	81,991	85,473	89,100	92,896	96,837	99,505	102,000	107,104	111,388
20	Hourly	41.518	43.284	45.124	47.040	49.039	51.123	52.529	53.848	56.539	58.800
	Bi-Weekly	3,321.45	3,462.73	3,609.92	3,763.20	3,923.11	4,089.81	4,202.30	4,307.82	4,523.08	4,704.01
	Annual	86,357	90,031	93,857	97,843	102,000	106,335	109,259	112,003	117,600	122,304
21	Hourly	45.627	47.566	49.588	51.694	53.891	56.183	57.729	59.175	62.133	64.619
	Bi-Weekly	3,650.18	3,805.32	3,967.08	4,135.55	4,311.26	4,494.65	4,618.36	4,734.02	4,970.66	5,169.48
	Annual	94,905	98,937	103,144	107,523	112,093	116,861	120,077	123,084	129,236	134,406
22	Hourly	50.072	52.199	54.416	56.731	59.139	61.654	63.348	64.939	68.186	70.913
	Bi-Weekly	4,005.75	4,175.90	4,353.29	4,538.45	4,731.11	4,932.34	5,067.87	5,195.11	5,454.88	5,673.07
	Annual	104,149	108,573	113,185	118,000	123,008	128,240	131,764	135,072	141,826	147,500
23	Hourly	52.519	54.751	57.076	59.502	62.031	64.667	66.444	68.114	71.520	74.381
	Bi-Weekly	4,201.51	4,380.04	4,566.08	4,760.16	4,962.45	5,173.39	5,315.55	5,449.14	5,721.62	5,950.49
	Annual	109,238	113,881	118,718	123,763	129,023	134,508	138,204	141,677	148,762	154,713

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Effective December 1, 2023

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
		6th Step	7th Step	8th Step	9th Step						
9	Hourly	18.517	19.306	20.126	20.982	21.877	22.804	23.430	24.018	25.221	26.230
	Bi-Weekly	1,481.36	1,544.50	1,610.05	1,678.54	1,750.15	1,824.35	1,874.38	1,921.46	2,017.69	2,098.40
	Annual	38,514	40,156	41,861	43,641	45,504	47,432	48,733	49,957	52,460	54,558
10	Hourly	19.837	20.681	21.557	22.473	23.429	24.425	25.098	25.729	27.014	28.094
	Bi-Weekly	1,586.95	1,654.46	1,724.55	1,797.86	1,874.29	1,954.01	2,007.68	2,058.35	2,161.09	2,247.53
	Annual	41,260	43,016	44,838	46,743	48,731	50,803	52,205	53,517	56,188	58,435
11	Hourly	21.280	22.188	23.129	24.110	25.134	26.204	26.926	27.602	28.981	30.140
	Bi-Weekly	1,702.44	1,775.03	1,850.30	1,928.78	2,010.73	2,096.34	2,154.04	2,208.18	2,318.49	2,411.23
	Annual	44,263	46,150	48,107	50,148	52,278	54,504	56,005	57,412	60,280	62,691
12	Hourly	22.792	23.762	24.772	25.822	26.921	28.065	28.836	29.561	31.039	32.281
	Bi-Weekly	1,823.37	1,900.95	1,981.75	2,065.76	2,153.69	2,245.19	2,306.90	2,364.86	2,483.12	2,582.44
	Annual	47,407	49,424	51,525	53,710	55,996	58,375	59,979	61,486	64,560	67,143
13	Hourly	24.410	25.445	26.529	27.656	28.830	30.056	30.883	31.659	33.241	34.570
	Bi-Weekly	1,952.77	2,035.61	2,122.30	2,212.46	2,306.36	2,404.46	2,470.63	2,532.70	2,659.25	2,765.62
	Annual	50,771	52,926	55,179	57,523	59,964	62,515	64,236	65,850	69,140	71,905
14	Hourly	26.209	27.321	28.483	29.691	30.953	32.270	33.156	33.989	35.689	37.116
	Bi-Weekly	2,096.70	2,185.70	2,278.63	2,375.30	2,476.25	2,581.57	2,652.47	2,719.09	2,855.08	2,969.29
	Annual	54,513	56,827	59,244	61,757	64,382	67,120	68,964	70,696	74,232	77,201
15	Hourly	28.212	29.410	30.660	31.963	33.323	34.738	35.695	36.594	38.422	39.959
	Bi-Weekly	2,256.96	2,352.83	2,452.80	2,557.05	2,665.85	2,779.01	2,855.62	2,927.50	3,073.75	3,196.70
	Annual	58,680	61,173	63,772	66,482	69,311	72,253	74,245	76,115	79,917	83,114
16	Hourly	30.287	31.573	32.914	34.312	35.770	37.294	38.318	39.280	41.242	42.892
	Bi-Weekly	2,422.92	2,525.83	2,633.12	2,744.95	2,861.59	2,983.50	3,065.46	3,142.42	3,299.38	3,431.35
	Annual	62.995	65,671	68,461	71,368	74,401	77,571	79,701	81,702	85,783	89,214
17	Hourly	32.505	33.882	35.323	36.823	38.390	40.020	41.122	42.154	44.260	46.030
	Bi-Weekly	2,600.39	2,710.52	2,825.83	2,945.87	3,071.17	3,201.64	3,289.75	3,372.33	3,540.79	3,682.42
	Annual	67,609	70,473	73,471	76,592	79,850	83,242	85,533	87,680	92,060	95,742
18	Hourly	34.813	36.294	37.836	39.444	41.122	42.868	44.047	45.154	47.413	49.310
	Bi-Weekly	2,785.08	2,903.51	3,026.84	3,155.53	3,289.75	3,429.40	3,523.75	3,612.31	3,793.08	3,944.80
	Annual	72,412	75,491	78,698	82,043	85,533	89,164	91,618	93,919	98,619	102,564
19	Hourly	38.189	39.813	41.504	43.265	45.108	47.022	48.318	49.529	52.007	54.088
	Bi-Weekly	3,055.11	3,185.05	3,320.33	3,461.24	3,608.65	3,761.77	3,865.40	3,962.34	4,160.58	4,327.01
	Annual	79,432	82,811	86,328	89,991	93,825	97,805	100,500	103,020	108,175	112,502
20	Hourly	41.933	43.717	45.575	47.510	49.529	51.634	53.054	54.386	57.104	59.388
	Bi-Weekly	3,354.67	3,497.36	3,646.02	3,800.83	3,962.34	4,130.71	4,244.32	4,350.89	4,568.31	4,751.05
	Annual	87,221	90,931	94,796	98,821	103,020	107,398	110.352	113,123	118,776	123,527
21	Hourly	46.084	48.042	50.084	52.211	54.430	56.745	58.307	59.767	62.755	65.265
	Bi-Weekly	3,686.68	3,843.37	4,006.75	4,176.90	4,354.37	4,539.60	4,664.54	4,781.36	5,020.37	5,221.18
	Annual	95,854	99,927	104,175	108,598	113,213	118,029	121,278	124,315	130,529	135,750
22	Hourly	50.573	52.721	54.960	57.298	59.730	62.271	63.982	65.588	68.868	71.623
	Bi-Weekly	4,045.81	4,217.66	4,396.82	4,583.83	4,778.42	4,981.66	5,118.55	5,247.06	5,509.43	5,729.80
	Annual	105,191	109,659	114,317	119,180	124,238	129,522	133,082	136,422	143,245	148,975
23	Hourly	53.044	55.298	57.647	60.097	62.651	65.314	67.109	68.795	72.235	75.125
	Bi-Weekly	4,243.52	4,423.84	4,611.74	4,807.76	5,012.07	5,225.12	5,368.70	5,503.63	5,778.84	6,009.99
	Annual	110,331	115,019	119,905	125,001	130,314	135,853	139,586	143,094	150,250	156,260

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Effective June 1, 2024

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
		6th Step	7th Step	8th Step	9th Step						
9	Hourly	18.702	19.499	20.327	21.192	22.096	23.032	23.664	24.258	25.473	26.492
	Bi-Weekly	1,496.18	1,559.95	1,626.15	1,695.32	1,767.65	1,842.59	1,893.12	1,940.68	2,037.87	2,119.38
	Annual	38,900	40,558	42,280	44,078	45,959	47,907	49,221	50,457	52,984	55,104
10	Hourly	20.035	20.888	21.773	22.698	23.663	24.669	25.349	25.987	27.284	28.375
	Bi-Weekly	1,602.82	1,671.00	1,741.80	1,815.84	1,893.03	1,973.55	2,027.96	2,078.94	2,182.70	2,270.01
	Annual	41,673	43,446	45,287	47,211	49,218	51,311	52,727	54,052	56,749	59,019
11	Hourly	21.493	22.410	23.360	24.351	25.385	26.466	27.195	27.878	29.271	30.442
	Bi-Weekly	1,719.46	1,792.78	1,868.80	1,948.06	2,030.84	2,117.31	2,175.58	2,230.26	2,341.68	2,435.34
	Annual	44,706	46,612	48,588	50,649	52,801	55,049	56,565	57,986	60,883	63,318
12	Hourly	23.020	24.000	25.020	26.080	27.190	28.345	29.125	29.856	31.349	32.603
	Bi-Weekly	1,841.60	1,919.96	2,001.57	2,086.41	2,175.22	2,267.64	2,329.97	2,388.51	2,507.95	2,608.27
	Annual	47,881	49,919	52,040	54,247	56,556	58,958	60,579	62,101	65,206	67,814
13	Hourly	24.654	25.700	26.794	27.932	29.118	30.356	31.192	31.975	33.573	34.916
	Bi-Weekly	1,972.29	2,055.97	2,143.52	2,234.58	2,329.43	2,428.50	2,495.34	2,558.03	2,685.84	2,793.27
	Annual	51,279	53,455	55,731	58,098	60,564	63,140	64,878	66,509	69,831	72,624
14	Hourly	26.471	27.594	28.768	29.988	31.263	32.592	33.487	34.328	36.045	37.487
	Bi-Weekly	2,117.67	2,207.56	2,301.41	2,399.05	2,501.01	2,607.39	2,678.99	2,746.28	2,883.64	2,998.98
	Annual	55,058	57,396	59,837	62,374	65,026	67,791	69,653	71,403	74,974	77,973
15	Hourly	28.494	29.704	30.967	32.283	33.656	35.085	36.052	36.960	38.806	40.358
	Bi-Weekly	2,279.53	2,376.35	2,477.32	2,582.62	2,692.50	2,806.80	2,884.18	2,956.77	3,104.49	3,228.67
	Annual	59,267	61,784	64,410	67,147	70,005	72,976	74,988	76,876	80,716	83,945
16	Hourly	30.589	31.889	33.243	34.655	36.128	37.667	38.701	39.673	41.655	43.321
	Bi-Weekly	2,447.15	2,551.09	2,659.45	2,772.40	2,890.21	3,013.34	3,096.11	3,173.85	3,332.37	3,465.67
	Annual	63,625	66,327	69,146	72,082	75,145	78,346	80,498	82,519	86,641	90,106
17	Hourly	32.830	34.220	35.676	37.192	38.773	40.421	41.533	42.576	44.702	46.491
	Bi-Weekly	2,626.39	2,737.63	2,854.09	2,975.33	3,101.88	3,233.65	3,322.64	3,406.05	3,576.19	3,719.24
	Annual	68,285	71,178	74,205	77,358	80,649	84,075	86,389	88,557	92,981	96,700
18	Hourly	35.162	36.657	38.214	39.839	41.533	43.296	44.487	45.605	47.888	49.803
	Bi-Weekly	2,812.93	2,932.54	3,057.11	3,187.09	3,322.64	3,463.70	3,558.99	3,648.43	3,831.01	3,984.25
	Annual	73,136	76,245	79,485	82,863	86,389	90,056	92,534	94,859	99,605	103,590
19	Hourly	38.571	40.211	41.919	43.698	45.559	47.492	48.801	50.025	52.527	54.628
	Bi-Weekly	3,085.67	3,216.90	3,353.54	3,495.85	3,644.74	3,799.39	3,904.05	4,001.96	4,202.19	4,370.28
	Annual	80,227	83,639	87,191	90,891	94,763	98,784	101,505	104,050	109,257	113,627
20	Hourly	42.353	44.154	46.031	47.986	50.025	52.150	53.585	54.930	57.675	59.982
	Bi-Weekly	3,388.22	3,532.33	3,682.48	3,838.84	4,001.96	4,172.02	4,286.77	4,394.40	4,614.00	4,798.56
	Annual	88,093	91,840	95,744	99,809	104,050	108,472	111,455	114,254	119,964	124,762
21	Hourly	46.544	48.523	50.585	52.733	54.974	57.312	58.890	60.365	63.382	65.917
	Bi-Weekly	3,723.55	3,881.81	4,046.82	4,218.67	4,397.92	4,584.99	4,711.18	4,829.18	5,070.57	5,273.39
	Annual	96,812	100,926	105,217	109,684	114,346	119,209	122,490	125,558	131,834	137,107
22	Hourly	51.078	53.248	55.510	57.871	60.328	62.893	64.622	66.244	69.557	72.339
	Bi-Weekly	4,086.27	4,259.84	4,440.79	4,629.67	4,826.21	5,031.48	5,169.74	5,299.53	5,564.52	5,787.10
	Annual	106,243	110,755	115,460	120,371	125,481	130,817	134,412	137,787	144,677	150,464
23	Hourly	53.574	55.851	58.223	60.698	63.277	65.967	67.780	69.483	72.958	75.876
	Bi-Weekly	4,285.96	4,468.08	4,657.86	4,855.84	5,062.19	5,277.37	5,422.39	5,558.67	5,836.63	6,070.09
	Annual	111,434	116,170	121,104	126,251	131,617	137,211	140,982	144,525	151,752	157,822

Effective June 1, 2025

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
		6th Step	7th Step	8th Step	9th Step						
9	Hourly	19.637	20.474	21.343	22.251	23.200	24.184	24.847	25.471	26.747	27.817
	Bi-Weekly	1,570.98	1,637.94	1,707.46	1,780.09	1,856.03	1,934.72	1,987.78	2,037.71	2,139.76	2,225.35
	Annual	40,845	42,586	44,393	46,281	48,257	50,302	51,682	52,980	55,634	57,859
10	Hourly	21.037	21.932	22.861	23.833	24.846	25.903	26.617	27.286	28.648	29.794
	Bi-Weekly	1,682.96	1,754.55	1,828.89	1,906.63	1,987.68	2,072.23	2,129.36	2,182.88	2,291.83	2,383.51
	Annual	43,756	45,618	47,551	49,571	51,679	53,877	55,363	56,754	59,587	61,970
11	Hourly	22.568	23.530	24.528	25.568	26.655	27.790	28.555	29.272	30.734	31.964
	Bi-Weekly	1,805.44	1,882.42	1,962.24	2,045.47	2,132.38	2,223.17	2,284.36	2,341.77	2,458.76	2,557.11
	Annual	46,941	48,943	51,017	53,182	55,441	57,802	59,393	60,885	63,927	66,484
12	Hourly	24.171	25.199	26.271	27.384	28.550	29.763	30.581	31.349	32.917	34.233
	Bi-Weekly	1,933.68	2,015.96	2,101.64	2,190.73	2,283.99	2,381.02	2,446.47	2,507.94	2,633.35	2,738.68
	Annual	50,275	52,415	54,642	56,959	59,384	61,906	63,608	65,206	68,466	71,205
13	Hourly	25.886	26.985	28.134	29.329	30.574	31.874	32.751	33.574	35.252	36.662
	Bi-Weekly	2,070.91	2,158.77	2,250.69	2,346.31	2,445.90	2,549.93	2,620.10	2,685.93	2,820.13	2,932.94
	Annual	53,843	56,128	58,517	61,003	63,592	66,297	68,122	69,834	73,323	76,256
14	Hourly	27.794	28.974	30.206	31.488	32.826	34.222	35.162	36.045	37.848	39.362
	Bi-Weekly	2,223.55	2,317.94	2,416.48	2,519.00	2,626.06	2,737.76	2,812.94	2,883.59	3,027.82	3,148.93
	Annual	57,811	60,266	62,829	65,493	68,277	71,181	73,136	74,973	78,723	81,872
15	Hourly	29.919	31.190	32.515	33.897	35.339	36.839	37.855	38.808	40.746	42.376
	Bi-Weekly	2,393.50	2,495.17	2,601.19	2,711.75	2,827.13	2,947.14	3,028.38	3,104.61	3,259.72	3,390.10
	Annual	62,230	64,874	67,631	70,504	73,505	76,625	78,737	80,720	84,752	88,142
16	Hourly	32.119	33.483	34.905	36.388	37.934	39.550	40.636	41.657	43.737	45.487
	Bi-Weekly	2,569.51	2,678.65	2,792.42	2,911.02	3,034.72	3,164.01	3,250.92	3,332.54	3,498.99	3,638.95
	Annual	66,807	69,644	72,603	75,686	78,903	82,264	84,523	86,645	90,973	94,612
17	Hourly	34.471	35.931	37.460	39.051	40.712	42.442	43.610	44.704	46.938	48.815
	Bi-Weekly	2,757.71	2,874.51	2,996.80	3,124.09	3,256.97	3,395.34	3,488.78	3,576.35	3,755.00	3,905.20
	Annual	71,700	74,737	77,916	81,226	84,681	88,279	90,708	92,985	97,630	101,535
18	Hourly	36.920	38.490	40.125	41.831	43.610	45.461	46.712	47.886	50.282	52.293
	Bi-Weekly	2,953.58	3,079.17	3,209.97	3,346.44	3,488.78	3,636.88	3,736.94	3,830.85	4,022.56	4,183.46
	Annual	76,793	80,058	83,459	87,007	90,708	94,558	97,160	99,602	104,586	108,769
19	Hourly	40.499	42.222	44.015	45.883	47.837	49.867	51.241	52.526	55.154	57.360
	Bi-Weekly	3,239.95	3,377.74	3,521.21	3,670.64	3,826.98	3,989.36	4,099.26	4,202.06	4,412.30	4,588.79
	Annual	84,238	87,821	91,551	95,436	99,501	103,723	106,580	109,253	114,719	119,308
20	Hourly	44.470	46.362	48.333	50.385	52.526	54.758	56.264	57.677	60.559	62.981
	Bi-Weekly	3,557.63	3,708.95	3,866.60	4,030.78	4,202.06	4,380.62	4,501.11	4,614.12	4,844.70	5,038.48
	Annual	92,498	96,432	100,531	104,800	109,253	113,895	117,028	119,967	125,962	131,001
21	Hourly	48.872	50.949	53.114	55.370	57.723	60.178	61.834	63.383	66.551	69.213
	Bi-Weekly	3,909.73	4,075.90	4,249.16	4,429.61	4,617.81	4,814.24	4,946.74	5,070.64	5,324.10	5,537.06
	Annual	101,653	105,972	110,478	115,169	120,063	125,170	128,615	131,836	138,426	143,963
22	Hourly	53.632	55.910	58.285	60.764	63.344	66.038	67.853	69.556	73.034	75.956
	Bi-Weekly	4,290.58	4,472.83	4,662.83	4,861.15	5,067.52	5,283.05	5,428.22	5,564.51	5,842.75	6,076.46
	Annual	111,555	116,293	121,233	126,390	131,755	137,358	141,133	144,676	151,911	157,987
23	Hourly	56.253	58.644	61.134	63.733	66.441	69.266	71.169	72.957	76.606	79.670
	Bi-Weekly	4,500.25	4,691.49	4,890.75	5,098.63	5,315.30	5,541.24	5,693.51	5,836.60	6,128.46	6,373.60
	Annual	117,006	121,978	127,160	132,563	138,196	144,072	148,031	151,751	159,340	165,713

Effective December 1, 2021

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	20.400	20.850	21.441	22.124	22.785	23.385	24.318	25.036	25.779	26.548	28.580	29.010	30.171
	Bi-Weekly	1,632.01	1,668.38	1,715.30	1,769.92	1,823.63	1,870.77	1,945.40	2,002.89	2,062.31	2,123.83	2,286.35	2,320.82	2,413.65
	Annual	42,432	43,326	44,597	46,017	47,413	48,639	50,580	52,075	53,620	55,219	59,445	60,341	62,755
PN2	Hourly	21.827	22.408	23.103	23.758	24.444	25.088	26.080	26.863	27.668	28.498	30.630	31.144	32.390
	Bi-Weekly	1,746.14	1,792.62	1,848.25	1,900.61	1,955.49	2,007.01	2,086.43	2,149.04	2,213.41	2,279.81	2,454.38	2,491.51	2,591.17
	Annual	45,399	46,608	48,054	49,416	50,842	52,182	54,247	55,874	57,548	59,275	53,813	64,779	67,370
PN3	Hourly	22.905	23.522	24.251	24.945	25.664	26.334	27.377	28.197	29.042	29.914	32.202	32.685	33.992
	Bi-Weekly	1,832.37	1,881.78	1,940.11	1,995.58	2,053.15	2,106.88	2,190.13	2,255.77	2,323.34	2,393.10	2,576.14	2,614.80	2,719.39
	Annual	47,641	48,926	50,442	51,884	53,381	54,773	56,943	58,650	60,406	62,220	66,979	67,985	70,704

Effective June 1, 2022

SCHEDULE B
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	20.910	21.351	21.977	22.677	23.365	23.969	24.925	25.882	26.423	27.212	29.294	29.736	30.926
	Bi-Weekly	1,672.81	1,708.04	1,758.18	1,814.17	1,869.22	1,917.54	1,994.04	2,052.96	2,113.86	2,176.92	2,343.52	2,378.84	2,473.99
	Annual	43,493	44,409	45,712	47,168	48,599	49,855	51,844	53,376	54,960	56,599	60,931	61,850	64,324
PN2	Hourly	22.372	22.888	23.881	24.352	25.055	25.715	26.732	27.535	28.359	29.210	31.447	31.922	33.199
	Bi-Weekly	1,789.79	1,831.43	1,894.45	1,948.13	2,004.38	2,057.18	2,138.59	2,202.76	2,268.75	2,336.80	2,515.72	2,553.80	2,655.85
	Annual	46,534	47,773	49,256	50,651	52,113	53,486	55,603	57,271	58,988	60,757	65,408	66,388	69,054
PN3	Hourly	23.477	24.110	24.858	25.568	26.306	26.992	28.061	28.902	29.768	30.662	33.007	33.502	34.842
	Bi-Weekly	1,878.18	1,928.83	1,988.61	2,045.47	2,104.47	2,159.35	2,244.89	2,312.17	2,381.42	2,452.92	2,640.54	2,680.17	2,787.38
	Annual	48,832	50,149	51,703	53,181	54,716	56,143	58,366	60,116	61,916	63,776	68,654	69,684	72,472

Effective June 1, 2023

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

	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
Hourly	21.433	21.884	22.527	23.244	23.949	24.569	25.549	26.304	27.094	27.892	30.026	30.479	31.698
Bi-Weekly	1,714.63	1,750.75	1,802.13	1,859.53	1,915.95	1,965.48	2,043.89	2,104.29	2,166.71	2,231.34	2,402.11	2,438.31	2,535.84
Annual	44,580	45,519	46,855	48,347	49,814	51,102	53,140	54,711	56,334	58,014	62,454	63,396	65,932
Hourly	22.932	23.542	24.273	24.980	25.681	26.358	27.401	28.223	29.068	29.940	32.233	32.721	34.029
Bi-Weekly	1,834.54	1,883.37	1,941.82	1,998.83	2,054.49	2,108.61	2,192.05	2,257.83	2,325.47	2,395.22	2,578.61	2,617.64	2,722.35
Annual	47,698	48,967	50,487	51,917	53,416	54,823	56,993	58,703	60,461	62,276	67,044	68,058	70,780
Hourly	24.064	24.713	25.479	26.208	26.964	27.667	28.763	29.625	30.512	31.428	33.832	34.340	35.713
Bi-Weekly	1,925.13	1,977.05	2,038.33	2,096.60	2,157.09	2,213.33	2,301.01	2,369.97	2,440.96	2,514.25	2,706.55	2,747.17	2,857.06
Annual	50,053	51,403	52,996	54,511	56,084	57,546	59,825	61,619	63,464	65,370	70,370	71,426	74,284

Effective December 1, 2023

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

	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
Hourly	21.647	22.103	22.752	23.477	24.189	24.814	25.804	26.567	27.355	28.171	30.327	30.784	32.015
Bi-Weekly	1,731.78	1,768.25	1,820.16	1,878.12	1,935.11	1,985.14	2,064.33	2,125.33	2,188.38	2,253.66	2,426.13	2,462.69	2,561.20
Annual	45,026	45,974	47,323	48,830	50,312	51,613	53,672	55,258	56,898	58,594	63,079	64,030	66,591
Hourly	23.161	23.778	24.515	25.210	25.938	26.621	27.675	28.505	29.359	30.240	32.555	33.048	34.370
Bi-Weekly	1,852.88	1,902.20	1,961.24	2,016.80	2,075.03	2,129.70	2,213.97	2,280.41	2,348.72	2,419.17	2,604.40	2,643.82	2,749.57
Annual	48,175	49,457	50,992	52,436	53,950	55,372	57,563	59,290	61,066	62,898	67,714	68,739	71,488
Hourly	24.305	24.960	25.734	26.470	27.233	27.943	29.050	29.921	30.817	31.742	34.170	34.683	36.070
Bi-Weekly	1,944.38	1,996.82	2,058.71	2,117.57	2,178.66	2,235.46	2,324.02	2,393.67	2,465.37	2,539.39	2,733.62	2,774.64	2,885.63
Annual	50,554	51,917	53,526	55,056	56,645	58,122	60,424	62,235	64,099	66,024	71,074	72,141	75,026

Effective June 1, 2024

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

	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
Hourly	21.864	22.324	22.979	23.711	24.431	25.062	26.082	26.832	27.628	28.452	30.630	31.092	32.335
Bi-Weekly	1,749.10	1,785.94	1,838.36	1,896.90	1,954.48	2,004.99	2,084.97	2,146.58	2,210.26	2,276.19	2,450.39	2,487.32	2,586.81
Annual	45,476	46,434	47,796	49,319	50,815	52,129	54,208	55,810	57,467	59,180	63,710	64,670	67,257
Hourly	23.393	24.015	24.761	25.462	26.197	26.887	27.951	28.790	29.653	30.542	32.881	33.378	34.713
Bi-Weekly	1,871.41	1,921.22	1,980.85	2,036.96	2,095.78	2,150.99	2,236.11	2,303.22	2,372.21	2,443.37	2,630.44	2,670.26	2,777.07
Annual	48,657	49,951	51,502	52,961	54,490	55,925	58,139	59,883	61,676	63,527	68,391	69,426	72,203
Hourly	24.548	25.210	25.991	26.734	27.506	28.223	29.341	30.220	31.125	32.060	34.512	35.030	36.431
Bi-Weekly	1,963.83	2,016.79	2,079.30	2,138.75	2,200.44	2,257.82	2,347.26	2,417.61	2,490.02	2,564.78	2,760.96	2,802.39	2,914.49
Annual	51,059	52,436	54,061	55,607	57,211	58,703	61,028	62,857	64,740	66,684	71,785	72,862	75,777

Effective June 1, 2025

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

	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
Hourly	22.957	23.440	24.128	24.897	25.652	26.315	27.365	28.174	29.010	29.875	32.161	32.646	33.952
Bi-Weekly	1,836.55	1,875.23	1,930.27	1,991.75	2,052.18	2,105.24	2,189.22	2,253.91	2,320.77	2,390.00	2,572.91	2,611.69	2,716.15
Annual	47,750	48,756	50,186	51,785	53,356	54,735	56,919	58,601	60,340	62,139	66,895	67,904	70,620
Hourly	24.562	25.216	25.999	26.735	27.507	28.232	29.349	30.230	31.135	32.069	34.525	35.047	36.449
Bi-Weekly	1,964.98	2,017.28	2,079.89	2,138.81	2,200.57	2,258.54	2,347.92	2,418.38	2,490.82	2,565.53	2,761.97	2,803.77	2,915.92
Annual	51,089	52,449	54,077	55,609	57,214	58,722	61,046	62,877	64,760	66,704	71,811	72,897	75,813
Hourly	25.775	26.470	27.291	28.071	28.881	29.634	30.808	31.731	32.682	33.663	36.238	36.781	38.253
Bi-Weekly	2,062.02	2,117.63	2,183.26	2,245.68	2,310.47	2,370.71	2,464.62	2,538.49	2,614.52	2,693.02	2,899.01	2,942.51	3,060.21
Annual	53,612	55,058	56,764	58,387	60,072	61,638	64,079	66,000	67,977	70,019	75,374	76,505	79,565

COLLECTIVE BARGAINING AGREEMENT

Between

AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES UNION, COUNCIL 31, AFL-CIO (Health Facilities Locals 1111, 1178 and 1276)

And

COUNTY OF COOK

APPROVED BY THE BOARD OF
COOK COUNTY COMMISSIONERS
SEP 23 2021
COM

December 1, 2020 through November 30, 2024

Effective upon Approval by the Cook County Board of Commissioners

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COLLECTIVE BARGAINING AGREEMENT

PREAMBLE

This Agreement is made by and between AFSCME Council 31, with and on behalf of Local 1111, Local 1178 and Local 1276, hereinafter referred to as the "Union" or "AFSCME," and the COUNTY OF COOK, hereinafter referred to as the "County," or the "Employer."

ARTICLE I
Recognition

Section 1.1 Representative Unit:

The County recognizes the Union as the sole and exclusive representative for all employees of the John H. Stroger, Jr. Hospital of Cook County, Oak Forest Hospital, Provident Hospital, Cermak Health Services, Ambulatory and Community Health Network ("ACHN"), Ruth M. Rothstein CORE Center, Department of Public Health facilities and the Office of the Medical Examiner in the job classifications set forth in Appendix A of this Agreement, except those employees working less than twenty (20) hours per week and excluding all confidential employees, technicals, professionals, supervisors and all Personnel Department Employees. It is understood by the parties that the unit may be modified subsequently under the procedures of the Illinois Public Labor Relations Act.

During the term of this Agreement, the Employer may establish new and changed job classifications, provided that a major alteration of the classification structure shall not be made. The Employer may put the new and changed job classifications or duties into effect after timely notice to the Union, and discuss and set the rate of pay with the Union, using the duties, responsibilities, qualifications and grade levels of the classifications in Appendix A as a guide for determining the new rate. If the parties are unable to agree on the rate of pay for a classification, including classifications new to the bargaining unit, the Employer may put a rate into effect, and the Union, thereafter, may submit any dispute to the grievance procedure.

Section 1.2 New Employee Orientation and Employer Neutrality:

The County does not object to Union membership by its employees, and believes that certain benefits may inure from such membership. For the purpose of this Section, an employee shall be considered to be a member of the Union if he/she timely tenders the dues and initiation fee required as a condition of membership.

The Employer shall not interfere with the relationship between bargaining unit employees and the Union or otherwise discourage employees or applicants from becoming or remaining union members or from authorizing dues deductions. All inquiries about union membership shall be referred to the Union, except the Employer may communicate with employees regarding payroll procedures. The Employer shall continue to establish and make a good faith effort to implement a policy to prohibit and block the use of its email system by outside third parties to engage in the conduct prohibited by Section 10(a)(8) of the Illinois Public Labor Relations Act.

The County will grant the Union an opportunity during the orientation of new employees to present the benefits of Union membership, at which time the Union may give such employees a copy of this Agreement.

The Union shall be notified of New Employee Orientation (NEO) sessions conducted by the County. The County shall provide the Union with a minimum of one week's notice of the session. If new members of a Union bargaining unit attend the NEO session, the Union will be permitted up to one (1) hour during the NEO session to acquaint them with the collective bargaining agreement and the Union's role in administering it. This time will normally be scheduled at the end of the session, unless mutually agreed otherwise. Attendance during this phase of the NEO session will be without loss of pay (including for employees representing the Union).

The Union shall have the right to conduct union orientation for each new bargaining unit employee (and for bargaining unit employees transferring to a new position covered by a different local union) during the employee' s first two weeks of employment in the bargaining unit or new position covered by a different local union at a time mutually agreeable to the parties, unless the Employer is conducting a new employee orientation within 2 weeks of the new employee's date of hire or transfer.

Section 1.3 Dues Check-off:

A. Deductions: The Employer agrees to deduct from the pay of those employees who individually sign a written authorization the following:

1. Union membership dues, initiation fee required as a condition of membership, or a representation fee.

2. Union sponsored dental plan.

3. P.E.O.P.L.E. Deduction.

The request shall be on a form agreed to by the parties. The amounts deducted shall be set by the Union.

B. Remittance: The deductions shall be remitted to the Union along with a list of all employees covered by the Agreement, each bargaining unit employee's salary, and the amount deducted from each employee.

The Employer shall honor employees' individually authorized deduction forms, and shall make such deductions in the amounts certified by the Union for union dues, assessments, and fees; and PEOPLE contributions. Authorized deductions shall be irrevocable except in accordance with the terms under which an employee voluntarily authorized said deductions. The Employer shall forward such amount to the Union within thirty (30) calendar days after close of the pay period for which the deductions are made. The deductions shall be remitted to the Union along with a list including the name, address, social security number, each bargaining unit employee' s salary, and amount of deduction for each employee. The amounts deducted shall be set by the Union.

Should the payroll system become capable of further deductions, the Employer agrees to cooperate with reasonable requests for additional deductions.

The Union shall advise the Employer of any increase in dues, or other approved deductions in writing at least forty-five (45) days prior to its effective date. The Employer shall implement the increase in the first full pay period on or after the effective date.

The Employer shall commence dues deductions within thirty (30) days of notice of authorization from the Union. The Employer shall rely upon information provided by the Union regarding whether deductions were properly authorized, revoked, canceled, or changed. Deductions shall remain in effect until the Employer receives notice of a change from the Union. The Employer shall direct all requests from employees to changes in payroll deductions to the Union. The Union shall be responsible for initially processing and notifying the Employer of proper requests to initiate or change employee deductions.

Section 1.4 Indemnification:

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

Section 1.5 Bargaining Unit Work:

The Employer will assign bargaining unit work to bargaining unit employees only, except where the Employer finds that it is not otherwise practical to use a unit employee, the Employer may use non-unit employees to do unit work in emergencies, to train or instruct employees, to do layout, demonstration, experimental, or testing duties, to do troubleshooting or where special knowledge is required, or where employees fail to report to work because of vacations, or other absences or tardiness, or for personal reasons during the course of the day, or because all of the employees are or will be occupied with assigned duties, or to complete a rush assignment.

Section 1.6 Distribution of Workloads

It is the intention of the parties that workloads will be distributed equitably among the employees in the same job classification within a department or operating unit in consideration of patient care and operational needs. In the event an employee has concerns with the distribution of work the issue will be brought to the Employer's attention at a labor management meeting or a grievance may be submitted by the Union.

The Employer and the Union agree that quality patient care and an appropriate working environment are important considerations and the Employer, and the Union agree to discuss the Union's concerns regarding staffing levels and changes in working conditions.

ARTICLE II
Declaration of Purpose and Authority of the County

Section 2.1 Community Interest:

The parties acknowledge the interest of the general community in the medical care offered by the County and its employees, and declare their intent that this humanitarian service shall not be interrupted by reason of any dispute or disagreement among the Union, the Hospital or its employees. The purpose of this Agreement is to establish and maintain harmony and cooperation between the Hospital and the employees by setting forth the complete understanding between the County and Union with respect to wages, hours and other terms and conditions of employment of such employees, and to provide an orderly procedure for the prompt and fair disposition of any grievances that might arise, thereby assuring patients at the Hospital that, with the flexibility in the use of Hospital personnel provided herein, they will receive efficient and uninterrupted care at all times.

Section 2.2 County Authority - Locals 1111 and 1178:

For the purpose of assuring the maintenance of efficient and uninterrupted medical care, and recognizing that all functions of the Hospital are integrally related to such care, the parties agree that the County shall have full right and authority to manage all functions of the Hospital and to direct its employees, except as such rights are specifically limited by this Agreement. These rights include, but are not limited to, the right to manage the business of the Hospital; to determine standards of patient care; to develop and use new methods, procedures and equipment; to train employees; to decide whether to purchase or use its own personnel; to direct the working force; to determine the schedules and nature of work to be performed by employees, and the methods, procedures and equipment to be utilized by the employees in the performance of their work; to eliminate, consolidate and develop new classifications, operating units and departments; to achieve the highest level of employee performance and production consistent with safety, good health and sustained effort; to make and enforce reasonable rules of conduct and regulations; to hire, lay off, promote and transfer employees, to discipline or discharge employees for just cause; to utilize employees wherever and however necessary in cases of emergency, or in the interest of patient care or the efficient operation of the Hospital; and to maintain safety, efficiency and order in the Hospital. The exercise or non-exercise of rights hereby retained by the County shall not be construed as waiving any such right, or the right to exercise them in some other way in the future.

Section 2.3 County Authority - Local 1276:

The Union recognizes that the County has the full authority and responsibility for directing its operations and determining policy. The County reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon it and vested in it by the statutes of the State of Illinois, and to adopt and apply all rules, regulations and policies as it may deem necessary to carry out its statutory responsibilities; provided, however, that the County shall abide by and be limited only by the specific and express terms of this Agreement, to the extent permitted by law.

Section 2.4 County Obligation:

The Union recognizes that this Agreement does not empower the County to do anything that it is prohibited from doing by law.

Section 2.5 Union and County Meetings:

For the purpose of maintaining communications between labor and management, in order to cooperatively discuss and solve problems of mutual concern, each Local Union and the County agree to meet quarterly through designated representatives. Each Local Union and County shall designate not more than five (5) representatives to the Labor/Management Committee. The party requesting such meeting shall prepare and submit an agenda to the other party one (1) week prior to the scheduled meeting. A date and location for the meeting will be mutually agreed to by the parties.

Time and Attendance issues are appropriate for Labor/Management meetings.

Section 2.6 Union and County Meetings Respecting Health Care:

For the purpose of maintaining communications between labor and management in order to cooperatively discuss issues respecting health care coverage for all County employees, each Local Union, the County and members of bargaining units not covered by this Agreement shall meet quarterly through designated representatives. Each Local Union shall designate not more than one (1) representative to the Health Care/Management Committee. The County, through its Office of Risk Management, shall prepare and submit an agenda to the other parties at least one (1) week prior to the scheduled meeting, which agenda shall address, among other things, issues raised by each Local Union to the Office of Risk Management. The date and location for such meetings shall be established by the Office of Risk Management, taking into account the scheduling concerns of all County bargaining units.

ARTICLE III
Hours of Work and Overtime

Section 3.1 Purpose of Article:

The provisions of this Article are intended to provide the basis for calculating overtime pay, and shall not be construed as a guarantee of hours of work per day or days per week or pay in lieu thereof, or as a limitation upon the maximum hours per day or per week, which may be required.

Section 3.2 Regular Work Periods:

The regular pay period for an employee shall consist of two (2) regular work weeks. The regular work day for an employee shall consist of eight (8) consecutive hours of work, including a one (1) hour paid lunch period, or a paid forty-five (45) minute lunch and a fifteen (15) minute break, whichever is applicable, all within the twenty-four (24) hour period beginning at his/her starting time.

For Local 1178 lunch and break periods currently in effect will remain in effect.

It is understood that the Employer may establish schedules for Employees which depart from their normally scheduled workday or workweek in order to meet operational needs. In such circumstances, the Employer shall, give at least two (2) weeks advance notice of a change to the Employee and the Union. Where possible, employees shall be allowed to select hours, taking into consideration the needs of the Clinic. The normally scheduled workweek will consist of no more than forty (40) hours.

The parties agree to discuss any scheduling concerns via labor management meetings with the respected department/clinic and local union.

Requests by employees for flex time schedules shall be granted where practicable to do so. The scheduling of flex time shall be by mutual arrangement between the employee and his/her supervisor. If operational needs permit the granting of some, but not all such requests, priority shall be given to the employee who the Union and the Employer find has the greatest personal need.

Requests by employees for flex time schedules shall be in writing and shall state the basis for such request. Requests shall be submitted thirty (30) days in advance of the commencement of the requested flex schedule. The above thirty (30) day notice requirement may be waived by the employer in the event of an emergency, however the employee shall provide as much written notice as is reasonable under the circumstances. All denials of flex time shall be in writing within ten (10) working days to the employee. All denials shall be accompanied with the reason for the denial.

Section 3.2(b) Work Periods for LPNs:

An LPN who is scheduled to work and reports for work shall have the opportunity to work a full shift. The regular pay period shall consist of two (2) regular work weeks, and the regular work week shall commence with a shift beginning at or after 12:00 a.m. on Sunday.

Except for LPNs working in the ACHN, the regular workday shall consist of eight (8) consecutive hours of work, including a one (1) hour meal period or a forty-five (45) minute meal period and fifteen (15) minute break, which will be paid. The practice of scheduling ten (10) work days in each fourteen (14) day pay period will continue, and the County will also continue its present policy of not ordinarily scheduling its nursing staff for more than five (5) consecutive work days with consecutive days off. The County may also schedule LPNs in particular areas for ten (10) consecutive hours of work (including a one (1) hour meal period or a forty-five (45) minute meal period and fifteen (15) minute break, which will be paid) on eight (8) work days in a fourteen (14) day pay period, and not ordinarily scheduling such work for individual LPNs on more than four (4) consecutive work days with consecutive days off. If the County decides to implement such a schedule in any area, it will first discuss with the Union the impact of the planned schedule and any hardships which it may impose on particular nurses and bargain over the impacts pursuant to the ILPRA. Insofar as practicable, the County will accommodate preferences of LPNs for the (10) and eight (8) hour shifts if both are scheduled in the same area. Otherwise, LPNs so affected may exercise their seniority rights, or also may be assigned temporarily by the health facility to other positions, without loss of pay, until a position of the same grade and shift is available to them, based on seniority.

The County agrees to a twelve (12) hour shifts (including a one (1) hour paid meal period, or a forty-five (45) minute meal period and fifteen (15) minute break, which will be paid),. in units where the Union and management agree. LPNs working such twelve (12) hour shifts will be scheduled no more than seven (7) work days in a fourteen (14) day pay period, and will not ordinarily be scheduled for more than three (3) consecutive days in one (1) week and four (4) days in the other week.

Notwithstanding any other language in this Agreement, LPNs assigned to work in the ACHN may be scheduled to work shifts of from four (4) to twelve (12) hours, consistent with the clinic's operational needs and ACHN LPNs will have a one hour meal period or a forty-five (45) minute meal period and fifteen (15) minute break, which will be paid. LPNs assigned shifts other than eight (8) hours shall not normally be scheduled to work more than five (5) days in a work week and normally will be scheduled to work at least eighty (80) hours in the pay period. However, when a clinic changes work schedule(s), it will first seek volunteers, and if there are insufficient volunteers, the revised schedule(s) will be rotated by reverse seniority. Full-time LPNs will receive overtime premium for working beyond their scheduled shift.

Notwithstanding any other language contained in this section, LPNs working in Stroger Specialty Diagnostic Units at any time when there only is one shift, shall have a one (1) hour meal period, or a forty-five (45) minute meal period and fifteen (15) minute break which will be paid.

Notwithstanding any other language in this Agreement, a LPNs work day does not end until his/her report is complete.

Section 3.3 Overtime Pay:

An employee shall be paid one and one-half (1½) times the average of the employee's regular hourly rate (including any shift differential) for all hours worked in excess of eight (8) in any regular work day, or over eighty (80) in any regular work period. Employees shall not be laid off from their regularly scheduled hours of work to avoid payment of overtime. The County will continue its pattern of not ordinarily scheduling more than five (5) consecutive work days without consecutive days off. Hours in a pay status, with the exception of sick time, shall count as time worked in computing overtime.

In determining whether an employee is entitled to overtime pay, hours in which the employee is in pay status because of benefit (PTO) time use for FMLA shall not count as time worked in computed overtime.

Section 3.4 No Duplication of Overtime Pay:

There shall be no pyramiding or duplicating of overtime pay. Hours compensated for at overtime rates under one provision of this Agreement shall be excluded as hours worked in computing overtime pay under any other provision. The number of hours for which an employee is paid, but which are not worked on a regular holiday, as defined in this Agreement, shall be considered as hours worked for the purpose of computing overtime.

Section 3.5 Overtime Work:

Employees will be expected to perform any reasonable amounts of overtime work assigned to them. The County will attempt to assign overtime work to the employees of the bargaining unit who are immediately available when the need for overtime occurs, and who normally and customarily perform the work involved, except that in cases of emergency the County may assign the overtime work to any employees immediately available. It is the intention of the parties that overtime will be distributed equitably among the employees in the same job classification within a department or operating unit. In the event an employee for any reason does not receive a fair share of overtime, the employee shall not be entitled to payment for overtime not worked, but the County will, when the matter is called to its attention, give preference to such employee with respect to future overtime assignments for which he/she would be normally eligible until a reasonably fair balance in the overtime distribution is re-established. The County shall maintain such records as may be necessary to establish the overtime hours worked by each employee, which records shall be available for inspection by the Union.

Section 3.6 Weekend Program:

A. The County and the Union agree to a weekend program to be followed in the Acute and Sub acute Areas at Oak Forest Hospital. Except for Section B.3. below which applies to all bargaining unit employees, this section will apply only to LPNs assigned to the Acute and Sub acute Areas at Oak Forest. Current weekend practices at all other Oak Forest units and Cook county facilities will remain the same.

B. Except for LPNs who make written requests for weekend work, LPNs will be regularly scheduled to be off duty for every other weekend, in so far as practicable. Supervisors will use cyclical scheduling patterns so that each nurse is off duty every other weekend and can know in advance which weekends she can expect to be off duty provided:

1. If an LPN wants a weekend off that otherwise would have been scheduled for her to work in her cyclical pattern, she can by mutual agreement change with another LPN. The supervisor must be notified in writing prior to this change.

2. An LPN is entitled to request four optional weekend days off with her vacation that she otherwise would have been scheduled to work in her cyclical pattern.

3. LPNs are not required to make up any weekends they would have been scheduled to work when they are on vacation nor do they have to get another LPN to cover their weekend when they are on vacation. They may request their vacations to begin on a Monday following their regularly scheduled weekend off duty.

4. When the supervisor is preparing the four week schedule and an LPN is needed to work a weekend day in addition to those regularly scheduled for every other weekend, the supervisor will first seek in-house registry staff, then volunteers or staff from other units. If these fail, LPNs who otherwise would have been off duty may be scheduled to work one additional weekend day but no more than

four additional days in a fiscal year. The least senior LPN on the ward or unit will be scheduled first and not again until all other LPNs have worked one day.

C. Whenever an LPN works a weekend day other than her regularly scheduled every other weekend, she will receive time and one-half her regular hourly rate (including any shift and weekend differential) for all hours worked unless she has requested in writing to work more than every other weekend.

Section 3.7 Rotation of Duty/Floating:

A. If the absence of a scheduled LPN creates a vacancy on a shift, on-duty LPNs will have the first choice to fill the vacancy and thereafter by seniority to the most senior LPN at the location. A regularly scheduled LPN will not be floated and her scheduled position filled by an RN.

B. The County may require an LPN to float to areas in which the County may reasonably determine that the LPN possesses competence. An LPN who is requested to float will be offered professional orientation which shall include the following:
   1. Unit/division/cluster protocols regarding patients to whom the LPN is assigned;
   2. Location of equipment, supplies and medications; and
   3. Procedures, equipment and charting specific to the assigned patients;
   4. LPNs floating between adult and pediatric units will be given a review of medications and treatments for assigned patients.

   Each unit/division/cluster is responsible to keep a record of the LPN rotational turns of floating. Floating for all or part of a shift counts as a turn and turns will be rotated among the LPNs on each unit/division/cluster as equitably as practical.

   LPNs will be floated from a unit/division/cluster in the following order:
   1. Commercial Registry, if being utilized
   2. In-House Registry, if in effect
   3. LPNs working overtime from another shift or unit/division/cluster
   4. LPNs working overtime from the same shift or unit/division/cluster
   5. LPNs assigned to the unit/division/cluster

C. Temporary shortages in the ACHN clinics will be covered in the following order:
   1. Voluntary overtime by ACHN LPNs in the same cluster to be distributed as equitably as is reasonable;
   2. Voluntary overtime by ACHN LPNs in other clusters to be distributed as equitably as is reasonable; and
   3. Floating ACHN LPNs within the cluster, as follows:
      a. Volunteers will first be solicited for such reassignments. If no one volunteers, LPNs will be reassigned on a rotating basis starting with the least senior ACHN LPN in the cluster.

b. When the need is known in advance, the County will reassign the appropriate LPN as soon as is reasonable and before the beginning of the shift.
c. The reassignment will not exceed four (4) weeks, unless the LPN volunteers for an extension.
d. Reassignments will be within the cluster where the LPN is permanently assigned.
e. An LPN will not be reassigned to more than one site in a regular workday.
f. When an LPN must travel from her/his home clinic to another clinic during the course of a work day, the LPN will be reimbursed for the use of her/his personally-owned automobile on the basis of miles driven, in accordance with the Cook County Travel and Transportation Expense Reimbursement Policy, or if they do not have their car, they will be reimbursed for their cab fare to the other clinic upon providing an acceptable receipt.

4. The clusters are designated as follows:

South	South Suburban	
Segstacke	Oak Forest	Prieto
Near South	Robbins	Logan
Englewood	Wood Winston	Cicero
Woodlawn	Cottage Grove	Austin
		Palatine
		Morton East
		Children's Advocacy Center
		Austin/PATH Clinic
		Fantus*
		Specialty Care*

*Fantus and Specialty Care LPNs will only be required to float within Fantus and Specialty Care and other LPNs in the West cluster will not be required to float to Fantus or Specialty Care.

ARTICLE IV
Seniority

Section 4.1 Probationary Period:

After the date of this Agreement, the probationary period for a new employee, or an employee hired after a break in continuous service, shall be 6 months (120 days). The probationary period shall be extended for a period equal to the time required for any formal training program required of any probationary employees, and the Union shall be consulted about the instituting of any such training program which extends the probationary period. A probationary employee shall have no seniority and may be terminated at any time during the probationary period for any lawful reason, and shall have no recall rights or recourse to the grievance procedure with respect

to any such discipline or discharge. Except as provided herein, a probationary employee will be entitled to union representation. Upon completion of the probationary period, the employee's seniority shall be computed as of the date of most recent hire, where applicable. Extensions of probationary periods shall only be by mutual agreement of the Employer and the Union; provided, however, that with respect to those collective bargaining agreements providing for a one time six month extension of the probationary period at the option of the Employer (1767-Office of the Chief Judge; 3486; 3696 – Public Defender/Revenue; 3696 – Adult Probation), prior to exercising the option to extend the probationary period, the Employer shall advise the Union of, and upon request discuss, the reason(s) for doing so.

Section 4.2 Definition of Seniority:

Seniority is an employee's length of most recent continuous employment at the John H. Stroger, Jr. Hospital of Cook County, ACHN, Provident Hospital facilities, Oak Forest Hospital facility ~~a~~ Cermak, Department of Public Health, Medical Examiner, and Ruth M. Rothstein CORE Center, since his/her last hiring date as a full-time employee and as a regular part-time employee entitled to benefits pursuant to Article 5, Section 5.5. Seniority for such regular part-time employees shall be prorated.

Section 4.3 Promotion, Transfer, Layoff and Recall:

In cases of promotion and transfer, employees shall have first preference on the basis of their seniority and ability and fitness to perform the required work, as hereinafter provided in Sections 4.5, 4.6, and 4.7 of this Article provided that the employee has the ability and fitness to perform the required work.

When the qualifications are substantially equal among the candidates, seniority shall be controlling. In cases of layoff or recall for a period in excess of five (5) calendar days, employees shall be laid off in inverse order of seniority and recalled in order of seniority in accordance with this Article; provided, however, that the County may retain a less senior employee if there is no employee with greater seniority who has the ability and fitness to perform the required work. For the purposes of layoff, ties in seniority shall be broken by using the employee's Cook County I.D. number.

In cases where an employee files applications for multiple job openings and accepts an offer of promotion or transfer, all other applications filed by that employee will be considered void. Such employee cannot delay acceptance of a position while awaiting future offers and must declare his/her intent to accept an offer of promotion or transfer in writing within ten (10) days, or the offer will be considered waived.

Section 4.4 Reduction in Work Force and Layoff:

Should it become necessary to decrease the number of employees within a job classification or eliminate a position within any classification, the employees in the classification shall be laid off in inverse order of seniority. The affected employees and the Local Union shall be given notice thereof at least thirty (30) days prior to the effective date. In the event there is an elimination of positions within any classification, the positions eliminated will be identified.

If an employee works in the Medical Examiner's Office (MEO), they will exercise their rights to vacant positions or to bump within that office only. If an employee works in the CCH, they will exercise their rights to vacant positions or to bump within Cook County Health (CCH) only.

When a layoff or job elimination occurs, the affected employees shall have the following options:

a.) Select a vacancy within the appropriate office as indicated above, provided the employee meets the minimum qualifications, and has the ability and fitness to perform the job; and the vacancy is in a classification equal to or lower than the one from which the employee is laid off. Or:

b.) Bump the least senior employee in their job classification in the bargaining unit provided the employee has the ability and fitness to perform the job;

c.) Should no VACANCY OR less senior employee in the same job classification within the bargaining unit exist, bump the least senior employee in the next lower classification for which the employee meets the minimum qualifications has the ability and fitness to perform the job;

d.) Should no less senior employee in the job series exist (or in the absence of a lower classification job series), bump the least senior employee in the next lower classification for which the employee meets the minimum qualifications and has the ability and fitness to perform the job;

e.) Should no less senior employee in the next lower classification exist, select a vacancy in an AFSCME-represented vacancy under the Office of the President (excluding 3696 – Public Defenders office only), provided the employee possesses the ability and fitness to perform the job and the vacancy is in a classification equal to or lower rated than the one from which the employee is laid off.

f.) Elect Layoff.

Employees who were not initially identified for layoff, but were subsequently affected by the layoff process above. Shall be eligible to elect the following options in the displacement/layoff process:

a.) Select a vacancy within the appropriate office as indicated above, provided the employee meets the minimum qualifications, and has the ability and fitness to perform the job; and the vacancy is in a classification equal to or lower rated than the one from which the employee is laid off.

b.) Should no vacancy exist in the bargaining unit, the employee may bump a less senior employee in the next lower classification, provided the employee has the ability and fitness to perform the job;

c.) Should no less senior employee in the same job classification exist, bump the least senior employee in the next lower classification for which the employee meets the minimum qualifications and has the ability and fitness to perform the job;

d.) Should no less senior employee in the next lower job series exist (or in the absence of a lower classification job series), bump the least senior employee in the next lower classification for which the employee meets the minimum qualifications and has the ability and fitness to perform the job;

e.) Should no less senior employee in the next lower classification exist, select a vacancy in an AFSCME-represented vacancy under the Office of the President (excluding 3696-Public Defenders office only), provided the employee possesses the ability and fitness to perform the job and the vacancy is in a classification equal to or lower rated than the one from which the employee is laid off.

f.) Elect Layoff.

All layoffs. selection of vacancies and bumping rights shall be within the employee's designated local union. Employees subject to layoff or job elimination may only select a vacant position in a different local union if the selection will not affect an employee subject to layoff or within that local union.

Where the Employer is obligated to fill positions outside the laid off employee's local union jurisdiction pursuant to applicable collective bargaining agreements, such positions shall not be considered vacancies for the purposes of this paragraph.

Employees not having rights to any job in their current classification or another classification shall be considered laid off.

Employees laid off, including employees placed in a lower paying position and probationary employees, as a result of this procedure, shall be subject to recall in accordance with the recall provisions of this Agreement before hiring new employees. Employees will be recalled to the classification held by them at the time a decrease in work force is first put into effect, if a vacancy exists. Employees otherwise will be recalled to a vacancy in another classification and subsequently returned to their classification prior to the decrease in the work force, all in accordance with the seniority provisions of this Agreement.

In the event of a layoff, or pending layoff, the parties shall discuss the need for retraining employees in order for such employees to qualify for other positions.

All of the foregoing is conditioned upon the employee's ability and fitness, to perform the job.

With respect to the circumstances under which a laid off employee may refuse recall to the position from which he or she was laid off, the parties agree that a laid off employee who refuses recall to a position lower-rated that the one from which he or she was laid off retains recall rights to the classification from which he or she was laid off, subject to the termination of seniority provision in this Agreement

Section 4.5 Promotion and Shift Assignment Other Than ACHN Employees - Locals 1111 and 1276:

Employees in the same job classification and in the same department or division, but on a different shift, will first be given preferential consideration for a change in shifts in accordance with Section 4.3 of this Article. Jobs therefore will be posted electronically, if possible, and in the department or division for a period of five (5) calendar days. In assigning employees to a different regular shift, where no employee applies for the vacant shift assignment, the qualified employee in the classification and in the department or division with the least seniority shall be so assigned. In assigning employees to a different shift on a temporary basis, consideration shall be given to seniority and the employee's desires.

Jobs not filled by way of shift changes from within the clinic or administrative unit shall thereafter be posted electronically, if possible, and at each facility within the Bureau of Health for a period of fourteen (14) consecutive calendar days, with preferential consideration given in accordance with Section 4.3 of this Article to employees in the Local Union in an equal or lower paying classification within the division, within the department, then within the facility and finally throughout the Bureau of Health. Employees in higher paying classifications within the Bureau of Health in the Local Union may also make application during the fourteen (14) day posting period and will be considered for placement into a lower paying classification in accordance with Section 4.3 of this Article. In the event the job remains unfilled, it will be posted as open for general application.

The Employer in its discretion may at one or more of its facilities determine that shift assignment postings and promotional postings may be done concurrently. In the event that shift assignment postings and promotional postings are done concurrently, such posting may be removed after five (5) calendar days if the job is filled by an employee in the same job classification and in the same department or division, but on a different shift.

The posting, promotion and shift assignment procedure currently practiced at the Office of the Medical Examiner will remain in effect and, if possible, openings also will be posted electronically. All jobs will be posted for fourteen (14) consecutive calendar days.

The Employer will continue to work toward a reasonable transition to an all-electronic posting system when available. Such system shall include provisions for reasonable access for all employees.

Section 4.6 Promotion and Shift Assignment - Local 1178:

Vacant positions shall be posted electronically, if possible, and concurrently on all posted boards in the Bureau of Health for a total of fourteen (14) consecutive days. Employees in the same job classification and in the same Department (Clinic) or Division (Region), but on a different shift, will first be given preferential consideration for a change in shifts in accordance with Section 4.3 of this Article.

Jobs not filled by way of shift changes from within the clinic or administrative unit shall thereafter be posted electronically, if possible, and at each facility within the Bureau of Health

for a period of fourteen (14) consecutive calendar days, with preferential consideration given in accordance with Section 4.3 of this Article to employees in the Local Union in an equal or lower paying classification within the division, within the department, then within the facility and finally throughout the Bureau of Health. Employees in higher paying classifications within the Bureau of Health in the Local Union may also make application during the fourteen 14 day posting period and will be considered for placement into a lower paying classification in accordance with Section 4.3 of this Article. In the event the job remains unfilled, it will be posted as open for general application.

The Employer in its discretion may at one or more of its facilities determine that shift assignment postings and promotional postings may be done concurrently. In the event that shift assignment postings and promotional postings are done concurrently, such posting may be removed after five (5) calendar days if the job is filled by an employee in the same job classification and in the same department or division, but on a different shift.

In assigning employees to a different regular shift, where no employee applies for the vacant shift assignment, the qualified employee in the classification and in the Department (Clinic) or Division (Region) with the least seniority shall be so assigned. In assigning employees to a different shift on a temporary basis, consideration shall be given to seniority and the employee's desires.

The Employer will continue to work toward a reasonable transition to an all-electronic posting system when available. Such system shall include provisions for reasonable access for all employees.

Section 4.7 Promotion and Shift Assignment for ACHN Employees - Locals 1111 and 1276:

Employees in the same job classification and in the same clinic or administrative unit, but on a different shift, will first be given preferential consideration for a change in shifts in accordance with Section 4.3 of this Article. Jobs therefore will be posted in the clinic or administrative unit for a period of five (5) calendar days. In assigning employees to a different regular shift, where no employee applies for the vacant shift assignment, the qualified employee in the classification and in the clinic or administrative unit with the least seniority shall be so assigned. In assigning employees to a different shift on a temporary basis, consideration shall be given to seniority and the employee's desires.

Jobs not filled by way of shift changes from within the clinic or administrative unit shall thereafter be posted at each facility within the Bureau of Health for a period of fourteen (14) consecutive calendar days, with preferential consideration given to employees in Local Unions 1111 and 1276 in an equal or lower paying classification within the clinic or administrative unit, then the region, then the Hub facility, then ACHN and finally throughout the Bureau of Health by bargaining unit. Employees in higher paying classifications within the Bureau of Health in the Local Unions 1111 and 1276 may also make application during the fourteen (14) day posting period and will be considered for placement into a lower paying classification. In the event the job remains unfilled, it will be posted as open for general application.

The Employer in its discretion may at one or more of its facilities determine that shift assignment postings and promotional postings may be done concurrently. In the event that shift assignment postings and promotional postings are done concurrently, such posting may be removed after five (5) calendar days if the job is filled by an employee in the same job classification and in the same department or division, but on a different shift.

Section 4.8 Return to Former Job:

An employee who has been promoted to another job within the represented unit may be returned by the Employer to his/her former job or equivalent position, within ninety (90) calendar days or before completion of a formal training program, if the employee does not demonstrate the ability and fitness to satisfactorily perform the job to which promoted. An employee who has accepted another job within the represented unit may ask to return to his/her former job within ten (10) working days after commencing work on the new job. An employee who receives a new job under this procedure, and an employee who returns to his/her former classification under this procedure will not be permitted to bid again on the same job for one (1) year thereafter.

Section 4.9 Return to Represented Unit:

An employee who has been promoted or transferred out of the represented unit, and who is later transferred back to the unit, shall upon return to the represented unit be granted the seniority he/she would have had, had the employee continued to work in the classification from which promoted or transferred out of the unit.

Section 4.9(b) Return to Represented Unit for LPNs:

An LPN who has been promoted or transferred out of a represented classification and who is later transferred back to the unit, shall, upon return to the unit, be granted the seniority the LPN would have had the LPN continued to work in the unit. During the first ninety (90) calendar days in a job out of the employee unit which is represented by the Union, an LPN shall have the right to return to the represented unit.

Section 4.10 Seniority List:

On a quarterly basis and upon reasonable request by the Union , the County will furnish each Local Union a list showing the name, phone number, address, classification, department and last hiring date of each employee. The County shall post a similar list without employee addresses. The seniority list shall be posted in such reasonable locations as mutually agreed upon between the Employer and the Union. Within thirty (30) calendar days after the date of posting, an employee must notify the County of any error in his/her last hiring date as it appears on that list or it will be considered correct. The County will furnish each Local Union monthly reports of any changes to such list. After furnishing any such list an employee must notify the County of any error within ten (10) calendar days thereafter, or the information so furnished will be considered correct and binding on the employee and the Union until a subsequent list is furnished by the County as provided herein, provided that no changes in the hiring dates furnished in the original list will be permitted. At least quarterly, the County on behalf of all Local Unions covered by this Agreement, shall notify AFSCME Council 31 in writing of the following personnel transactions involving bargaining unit employees within each department

and on a work location basis: new hires, promotions, demotions, checkoff revocations, layoffs, re-employments, leaves, returns from leave, suspensions, discharges, terminations, retirements and Social Security numbers. AFSCME Council 31 shall, upon request, receive such information on computer tapes, where available.

Section 4.11 Termination of Seniority:

An employee's seniority and employment relationship with the County shall terminate upon the occurrence of one (1) of the following:

(a) resignation or retirement;

(b) discharge for just cause;

(c) absence for three (3) consecutive work days without notification to the department head or designee during such period of the reason for the absence, unless the employee has a reasonable explanation for not furnishing such notification;

(d) failure to report to work at the termination of a leave of absence or vacation, unless the employee has a reasonable explanation for such failure to report for work;

(e) absence from work because of layoff or any other reason for twenty-four (24) months for any employee with less than seven (7) years of service or for thirty-six (36) months for any employee with seven (7) or more years of service except that this provision shall not apply in the case of an employee on an approved leave of absence, or absent from work because of illness or injury covered by duty disability or ordinary disability benefits;

(f) failure to notify the County within nine (9) calendar days of the employee's intent to report to work upon recall from layoff, or failure to report for work within sixteen (16) calendar days, after notice to report for work is sent by registered or certified mail, or by telegram, to the employee's last address on file with the Personnel Office where the employee works; or

(g) engaging in gainful employment while on an authorized leave of absence, unless permission to engage in such employment was granted in advance by the County in writing.

Section 4.12 Transfer of Stewards:

Employees acting as Union stewards under Article XI, Section 11.6 of this Agreement shall not be transferred from their job classification or departments because of their activities on behalf of the Union. Any transfers of Union stewards from their job classifications or departments, other than in an emergency, will be discussed with the Union in advance of any such transfers.

Section 4.13 Vacancy and Vacancy Postings:

A vacancy for the purpose of this Article exists when an employee is transferred, resigns, retires, dies, is discharged or when new positions are created. However, the Employer retains the sole discretion to determine whether or not and when such vacancy, if any, will be filled.

A status report on posted positions vacant for more than ninety (90) days shall be provided as part of routine labor management meetings or upon written request from the Union to the department's Human Resources Unit.

Vacancy Postings: Each department will post new positions electronically, if possible, and at all work sites for a period of no less than ten (10) work days. Such posting shall state the grade, assignment, and skills required for the posted position and that the position is in a bargaining unit represented by AFSCME Council 31, followed by the Local Union number.

ARTICLE V
Rates of Pay

Section 5.1 Job Classification/Rates of Pay:

Employees in the job classifications set forth in Appendix A to this Agreement shall receive the hourly rate provided for their respective grade and length of service in the job classification. Employees will be increased to the appropriate step upon completion of the required length of service in the classification.

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

Effective upon ratification by the Board of Commissioners, all bargaining unit members shall receive a one-time $2,000 lump sum payment.

Effective upon ratification by the Board of Commissioners, all bargaining unit members eligible under the American Relief Plan (ARP), in active status shall receive a one-time $1,000 pandemic payment.

Effective the first full pay period on or after June 1, 2021 the pay rates for all classifications shall be increased 1.50%.

Effective the first full pay period on or after June 1, 2022 the pay rates for all classifications shall be increased 2.50%.

Effective December 1, 2022 employees will receive a $1,000 lump sum payment

Effective the first full pay period on or after June 1, 2023 the pay rates for all classifications shall be increased 2.50%.

Effective the first full pay period on or after December 1, 2023 the pay rates for all classifications shall be increased 1.00%.

Effective the first full pay period on or after June 1, 2024 the pay rates for all classifications shall be increased 1.00%.

Section 5.2 New, Changed or Misclassification; Job Audit/Classification Review:

A. During the term of this Agreement, the County may establish new and changed job classifications, provided that a major alteration of the classification structure shall not be made. The County may put the new and changed job classifications or duties into effect after timely notice to the Union, and discuss and set the rate of pay with the Union, using the duties, responsibilities, qualifications and grade levels of the classifications in Appendix A as a guide for determining the new rate. If the parties are unable to agree on the rate of pay, the County may put a rate into effect, and the Union, thereafter, may submit any dispute to the grievance procedure.

B. An employee also may request that his/her position be reclassified, and the request will be reviewed by the employee's Department Head; if the Department Head agrees that the request is reasonable and/or justified, the Department Head will promote the employee if possible, or include reclassification in the forth-coming departmental budget request. The County will discuss any reclassifications with the Union prior to implementation.

C. Within thirty (30) days from the effective date of this Agreement, the parties shall begin regular meetings of a joint committee that shall be established to discuss current job titles and pay grades of bargaining unit employees.

The committee shall begin meeting each year to review Union and employee-generated requests for upgrades and reclassifications. Such review shall include requests for individual desk audits, and sample desk audits to be applied to whole departments. The committee shall devote sufficient time in order to complete its discussions in a timely fashion. In any case, audits agreed upon shall be complete no later than June 1 of each year during this Agreement, the Union and respective employee(s) shall receive a copy of the audit report. During such process, there will be a free exchange of information and the parties will make reasonable attempts to review those requests which appear to have the most merit using objective and fair standards. After the review and analysis is completed, the County will submit the Committee's findings to the appropriate departments and elected officials for their review. The decision as to whether to include any or all of the upgrades and reclassifications in budget requests shall be made using objective and fair standards. In order to expedite the process, a subcommittee, by Employer, shall meet upon request by the Union.

The County acknowledges an obligation to pay employees in their proper classification and grade. In a case where an employee claims to be misclassified the parties shall

determine how to proceed. In the event a job audit concludes that an employee is misclassified, the County shall act upon the results of the audit and do so within a reasonable time.

D. When any classification is eliminated from the budget, the Union shall be notified and have an opportunity to discuss the reason for elimination and its effects on employees.

Section 5.3 Classification and Grade Changes:

If an employee is promoted, reclassified, demoted or transferred into another classification through the application of this Agreement the following rules shall apply:

A. Promotions: An employee who is promoted to a job 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 (2) steps above the salary received at the time the promotion is made, provided that:

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

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

If the new classification represents a promotion from a classification outside the represented unit to a classification within the represented unit, the employee shall be placed in the lowest step in the progression schedule for the new classification which will provide the employee an increase in pay. Subsequent increases within any new classification shall occur as of the first pay period commencing after the effective date of placement in the new classification.

In all cases of promotion, the effective date will set a new anniversary date.

B. Reclassifications:

1. An employee whose job 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 employees shall be entitled to further step advancement.

2. An employee whose job is reclassified to a higher classification shall be placed in the first step of the higher grade which provides an increase one (1) step above the salary received at the time of the reclassification. Such action will change the employee's anniversary date.

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

C. Demotions:

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

1. An employee promoted to a job in a higher salary grade after the beginning of Fiscal Year 1960 and subsequently demoted to a job in a lower salary grade, shall have the salary adjusted to the step of the salary grade to which the employee would be entitled had the employee remained in the salary grade from which the employee was promoted.

D. Transfers:

An employee transferring from one department to another in the same job classification and/or grade shall be eligible to receive the salary the employee has been receiving at the time of transfer. Such appointment shall not set a new anniversary date.

Section 5.4 Shift Differential:

(a) Employees whose schedule currently provides that they work any hours between 3:00 p.m. and 7:00 a.m. on the date this agreement is approved by the Cook County Board of Commissioners will continue to be paid a premium of $.65 per hour for all hours worked that fall between 3:00 p.m. and 7:00 a.m.

(b) Employees shall be paid a shift differential of $1.00 per hour for all hours worked if their work shift provides that they work half or more of their work hours before 7:00 a.m. or after 3:00 p.m.

(c) Employees working at Cermak shall be paid hazard pay differential of one dollar ($1.00) per hour for all hours worked.

Section 5.5 Part-Time Employees:

Regular part-time employees shall receive the hourly rate provided for the respective grade and length of service as set forth in Appendix A of this Agreement. All part-time employees shall be advanced one (1) step in grade as of the first pay period commencing after completion of the equivalent of the required service (specified in Appendix A) since their last advancement of a step or placement therein. Part-time employees regularly employed for twenty (20) or more hours a week shall be entitled to some benefits on a pro rata basis. Disability and pension benefits for all part-time employees will be determined by the provisions of the County Employees Pension Plan.

Section 5.6 Part-time LPNs:

All part-time LPNs shall be advanced one (1) step in grade as of the first pay period commencing after completion of the equivalency of one (1) year's full-time service since their last

advancement of a step or placement therein. Newly hired LPNs may be placed in the appropriate grade up to the fourth step of the salary schedule, provided that such placement is given on a uniform basis for prior experience in the position for which hired. Full-time LPNs who hereafter become part-time LPNs, or part-time LPNs who hereafter become full-time LPNs, shall be initially retained at their then present step, and thereafter shall progress from step to step under the provisions of this Agreement. Part-time LPNs shall accrue a day of vacation for each twelve (12) days paid, and shall accrue a day of sick leave for each twenty-two (22) days paid. Part-time LPNs otherwise shall receive pro rata benefits for insurance, shift differential, jury service, bereavement leave, holidays, and education and training benefits. All other provisions of this Agreement shall be equally applicable to part-time LPNs on a pro rata basis. Any understandings between the County and part-time LPNs as to particular days of the week they are to work will be put in writing and a copy given to the LPN and the Union at the time of hire or as subsequently agreed upon. If a part-time LPN's days of work thereafter are changed by the County, the LPN may accept a lay-off under the provisions of this Agreement and await an offer of the days of work to which he/she had previously agreed. LPNs requesting a change from or to full-time or part-time status shall be given preference over new hires in filling vacancies for which they are qualified; and part-time LPNs who want to work more than their present schedule number of days per pay period will be accommodated when work is available and can be fitted into the schedule. Benefits accrued prior to any such changes in status will be retained and used as specified in this Agreement.

The County will endeavor to provide part-time positions at all County facilities.

Section 5.7 - Temporary Assignment Pay

Effective December 1, 2018, an employee who is directed by the Department Head, or the Department Head's designee to and does perform, or who is held accountable for the distinguishing duties or responsibilities of a higher rated job, within an AFSCME-represented bargaining unit, for five (5) consecutive days or more shall be paid at the higher rate for all such time from the first day of the assignment. For the purpose of calculation of payment, assignments of one-half (1/2) day or more shall be considered a full day. The Employer will equitably rotate such assignments on the basis of seniority among the employees at the work location who have the ability to do the job. The Employer shall not rotate employees in order to circumvent the payment provisions of this section.

Employees paid for acting in a higher-rated job shall be paid as if they had been promoted to the higher-rated job. Employees assigned to an equal or lower-rated position shall be paid their proper permanent classification rate.

The maximum time that a position may be filled through temporary assignment shall be four (4) months, except where the regular incumbent is on a leave of absence, in which case it shall six (6) months, after which time the Employer shall either discontinue the assignment or post the position as a vacancy. The time limits may be extended by mutual agreement of the Employer and the Union.

ARTICLE VI
Holidays

Section 6.1 Regular Holidays:

The following are regular holidays:

Martin Luther King's Birthday
Lincoln's Birthday
Presidents' Day
Memorial Day
Juneteenth
Fourth of July
Labor Day
Columbus Day
Veteran's Day Christmas Day
Thanksgiving Day
New Year's Day

The Office of the Medical Examiner will continue to observe Pulaski Day.

Section 6.2 Eligibility:

To be eligible for holiday pay, an employee must satisfy each of the following requirements:

a. The employee must have worked the regularly scheduled number of hours on the last scheduled day before and the first scheduled day after the holiday, unless the employee has a reasonable explanation for failing to report.

b. The employee must have worked at least forty (40) hours during the pay period in which the holiday occurs unless the employee was on vacation or paid sick leave during such period.

Section 6.3 Working Holidays:

Because the County operates every day of the year and it is not possible for all employees to be off duty the same day, the County has the right at its sole discretion to require any employee to work on any of the holidays listed in Section 6.1 of this Article. Any employee who works on a holiday shall receive one and one-half (1½) times the employee's regular hourly rate for the hours actually worked plus holiday pay at eight (8) hours pay, including shift premium, if applicable, at the same hourly rate. It is understood that eight (8) hours of holiday time earned may be taken as compensatory time off by mutual agreement between the Department and the employee. Such time should be used within forty-five (45) days of being earned.

Section 6.4 Holidays and Vacations:

If a holiday falls within an employee's scheduled vacation, such employee, if otherwise eligible, shall be granted an additional day of vacation.

Section 6.5 Failure to Report:

An employee scheduled to work on a holiday but who fails to report shall not be eligible for a paid holiday, unless the employee has a reasonable explanation for failing to report.

Section 6.6 Holiday Pay:

Employees eligible for holiday pay shall be paid eight (8) hours pay, including shift premium, if applicable, at their hourly rate. Part-time employees regularly working twenty (20) or more hours per week shall receive holiday pay, including shift premium, on a pro rata basis.

Section 6.7 Floating Holiday:

(a) In addition to the holidays listed, an employee shall be credited with one (1) floating holiday on December 1st of each year, which must be used by the employee between December 1st and November 30th. The floating holiday may not be carried over into the next fiscal year by the employee except as provided below. The floating holiday will be scheduled in accordance with the procedures for vacation selection. Use of the floating holiday is restricted to a full day increment. Requests shall not be unreasonably denied. If the floating holiday is not used prior to the end of the fiscal year (November 30th), the employee shall be compensated in cash (at the applicable rate) or compensatory time, in accordance with current practice provided that the employee has submitted at least three (3) requests for such floating holiday by September 1st and the Employer failed to grant one (1) of the three (3) days requested.

(b) If an employee is required to work on an approved floating holiday, the employee shall receive one and one-half (1½) times the employee's regular hourly rate for the hours actually worked plus either: 1) eight (8) hours pay, including shift premium, if applicable, at the same hourly rate or; 2) eight (8) hours compensatory time. The form of compensation (cash or compensatory time), and the usage of such time, shall be in accordance with current practice of the Employer in effect on the date of this Agreement.

ARTICLE VII
Vacations

Section 7.1 Eligibility:

A. Vacation credit for employees other than those in the Cook County Department of Public Health and Medical Examiner's office shall be earned each twenty-eight (28) day period (i.e. accounting period) that an employee is in an active pay status for at least eight (80) straight-time hours. The amount of annual paid vacation will be according to the following schedule:

Service	Vacation
1 year	3 weeks
5 years	4 weeks

10 years	5 weeks

Employees employed for six (6) months shall be entitled to one (1) week vacation with pay, which shall be deducted from the three (3) weeks' vacation with pay to which they are entitled after one (1) year.

During the employee's first four (4) years of service, vacation credit will accrue at the rate of one and one quarter (1¼) days per month (1.16 days per accounting period); during the next five (5) years at the rate of one and two thirds (1 2/3) days per month (1.54 days per accounting period); and thereafter at the rate of two and one half (2½) days per month (1.93 days per accounting period). In computing years of service for vacation leave, employees shall be credited with regular working time plus the time of duty disability.

B. For Cook County Department of Public Health employees, eligibility and accrual shall be as follows:

Service	Vacation
1 year	3 weeks
5 years	4 weeks
10 years	5 weeks

Employees must be in a pay status for a minimum of five (5) days in a bi-weekly pay period to accrue time in that period.

During the employee's first four (4) years of service, vacation credit will accrue at the rate of 0.5770 days per pay period; during the next five (5) years at the rate of 0.7693 days per pay period and thereafter at the rate of 0.9616 days per pay period. In computing years of service for vacation leave, employees shall be credited with regular working time plus the time of duty disability.

C. For employees in the Office of the Medical Examiner, eligibility and accrual shall be as follows:

Service	Vacation
1 year	2 weeks
7 years	3 weeks
15 years	4 weeks

Employees must be in a pay status for a minimum of five (5) days in a bi-weekly pay period to accrue time in that period.

During the employees first six (6) years of service, vacation credit will accrue at the rate of 0.3847 days per pay period; during the next eight (8) years at the rate of 0.5770 days per pay period and thereafter at the rate of 0.7693 days per pay period. In computing years of service for vacation leave, employees shall be credited with regular working time plus the time of duty disability.

D. Vacation credit shall be earned each month that an LPN is paid for at least eighty (80) hours. The rate of accrual shall be as follows:

Title	Years of Service	Annual Vacation	Rate of Accrual
LPNs I & II	1	3 weeks	1-2/13 days per 28 day period
	2	4 weeks	1-7/13 days per 28 day period
	5	5 weeks	1-12/13 days per 28 day period

Section 7.2 Eligibility, Year:

An employee's vacation eligibility year shall be the twelve (12) month period immediately preceding the anniversary of his/her most recent date of hire. An employee must take the vacation to which entitled as of his/her most recent anniversary date during the next twenty-four (24) month period following the anniversary date. Vacations may not be carried over beyond such period, and an employee will not be compensated for vacation time not taken. Employees with more than twelve (12) months of service will be permitted to take accrued time off as it is earned.

Section 7.3 Vacation Pay:

Vacation pay shall include shift differential pay for employees who have been regularly assigned to evening or night shifts for a period of at least four (4) months prior to the time the vacation is taken. Employees so assigned to evening shifts for only a portion of their regular work week shall receive pro rata inclusion of shift premium in their vacation pay. Temporary assignments of such employees to the day shift shall not affect their right to receive such shift differential as part of their vacation pay.

Section 7.4 Vacation Preference and Scheduling:

Insofar as practicable, vacations will be granted to meet the requests of employees, and seniority will control in conflicts between employees covered by this Agreement at the time of scheduling vacation periods; except that an employee may not exercise seniority preference for vacation choice more than once in a calendar year unless other employees involved have also previously used such preference.

On February 1st and August 1st of each year, each department will post a schedule on each unit or area showing the number of employees who will be permitted to be on vacation at any one time on the unit or area during the six (6) months beginning respectively on April 1st and October 1st. By March 1st and September 1st respectively, employees will indicate their first, second and third choices. The department will schedule vacations based on seniority preference and notify employees in writing of their approved vacation time no later than ten (10) calendar days prior to April 1st and October 1st respectively. When two (2) weeks' notice is given, vacation periods may be exchanged or changed by employees when time is available on the posted schedule.

Written requests will be approved or denied in writing on a first come basis consistent with numbers of employees who will be permitted to be on vacation at one time; approval or denial will be submitted as soon as possible after the request is made, but in no case will the approval or denial be delayed for more than fifteen (15) days after the request is made. Emergency requests will be granted whenever possible. Employees who begin work on a unit or area after March 1st or September 1st will be considered for that six (6) month period to have the least seniority for vacations in the new department or unit.

Section 7.5 Accrued Benefits at Separation:

Upon termination of employment, the employee shall be paid all vacation, holiday and overtime pay accrued through the last day worked, but shall not be paid for any accumulated sick time.

Section 7.6 Prior Service Credit:

Any employee of the County of Cook who has rendered continuous service to the City of Chicago, the Chicago Park District, the Forest Preserve District, the Metropolitan Water Reclamation District of Greater Chicago and/or the Chicago Board of Education, or other County Agency, 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, in the Office of the Comptroller of Cook County, a certificate of such prior service from such former place or places of employment.

ARTICLE VIII
Welfare Benefits

Section 8.1 Hospitalization Insurance: Employee Contributions:

A. The County agrees to maintain the level of employee and dependent health benefits in accordance with Appendix C as amended below:

Item	Effective 6/1/18
Classic Blue	Eliminate
HMO OOP Maximum	$1,600/$3,200
HMO Accident/Illness	$15

HMO Urgent Care	$15
HMO Specialists	$20
HMO ER	$75 Effective 12/1/2021: $100
PPO Deductible	$350/$700
PPO OOP Maximum	$1,600/$3,200 Effective 12/1/2022 Single/Family In Network Increases to: $2,000/$4,000 Single/Family Out of Network Increases to: $4,000/$8,000
PPO Accident/Illness	90% after $25
PPO Specialist	90% after $35
PPO ER	$75 Effective 12/1/2021: $100
RX	$15/$30/$50
Generic Step Therapy	Implement
Mandatory Maintenance Choice	Implement
Healthcare Contributions	Additional 1 percent of salary increase (.50 percent increase on 12/1/15 and .50 percent increase on 12/1/16)

B. Employees who have elected to enroll in the County's PPO health benefits plan shall contribute, in aggregate, by offset against wages, the amount of their base salary set forth in Appendix C as a contribution towards premiums. Employees who have elected to enroll in the County's HMO health benefits plan shall contribute in aggregate, by offset against wages, the amount of their base salary set forth in Appendix C as a contribution towards premiums. All rules and procedures governing the calculation and collection of such contributions shall be established by the County's Department of Risk Management,

after consultation with AFSCME Council 31. All employee contributions for Health Insurance shall be made on a pre-tax basis.

C. The Employer will provide a mail order prescription Program as set forth in Appendix C.

D. Domestic partners of the same sex shall be eligible for the County's health, dental, and vision benefits in accordance with the Cook County resolution regarding Employee Domestic Partnership Benefits.

E. Children shall be eligible for health insurance benefits in accordance with applicable federal and state law.

F. Section Generic Step Therapy and Mandatory Maintenance

1. Generic Step Therapy Program:

   Generic Step Therapy Program will be included in the County's prescription drug program. Where therapeutically appropriate, Generic Step Therapy will require employees to use up to two therapeutic generic alternatives in certain drug classes before the brand will be covered. Generic Step Therapy will apply only to a new prescription fill of targeted brand. Upon introduction of any new drug or drug class to the established step therapy program, the program requirements will only apply to new prescription fills as well. Employees whose physicians supply medical evidence explaining why a generic alternative is not appropriate, which after review is approved by the Pharmacy Benefit Manager (PBM), shall be exempt from the generic step therapy requirement.

   Prior to implementation and upon request, a three month courtesy grace period can be provided to individual members for existing prescriptions.

2. Mandatory Maintenance Choice:
   After two 30-day fills of a maintenance medication obtained at a retail pharmacy, maintenance medication must be refilled in a 90-day supply through mail-order or specified retail pharmacies. Maintenance medical is a prescription drug taken continuously to manage chronic or long-term conditions as determined by the plan. The maintenance medication list is maintained by the Pharmacy Benefits Manager (PBM).

Section 8.2 Sick Pay:

Employees except those in the Office of the Medical Examiner and the Cook County Department of Public Health, shall accumulate sick pay credits at the rate of 0.93 days per accounting period, in other words every other pay period. Sick pay credit shall be earned each twenty-eight (28) day period that an employee is in active pay status for at least eighty (80) hours. Employees in the Office of the Medical Examiner and the Cook County Department of Public Health shall be granted sick leave with pay at the rate of 0.4616 days per pay period, in which an employee is in a pay status for a minimum of five (5) days in a bi-weekly pay period.

Employees may accumulate and carry over to the next fiscal year a maximum of one hundred seventy-five (175) days. An employee will not earn sick pay credit while on leave of absence without pay, or during any period the employee is absent from work because of an occupational illness or injury. Employees using sick leave benefit will be paid at the straight time hourly rate, plus shift differential when applicable. Up to the employee's accumulated sick pay credits, an employee prevented from working because of the employee's illness in the employee's immediate family, shall be entitled to receive sick pay for each day the employee otherwise would have worked. Sick time is not to be used by employees as vacations or simply to take time off with pay, but employees, shall not be disciplined for the bona fide use of sick time.

Section 8.3 Disability Benefits:

Employees incurring any occupational illness or injury will be covered by Worker's Compensation insurance benefits. Employees injured or sustaining occupational disease on duty, who are off work as result thereof for no more than five (5) consecutive work days, may be allowed to use accrued sick leave for their days off; however, they shall not be permitted to apply for such sick leave until they have returned to work. Duty disability and ordinary disability benefits also will be paid to employees who are participants in the County Employee Pension Plan. Duty Disability benefits are paid to the employee by the Retirement Board when the employee is disabled while performing his/her duties. Benefits amount to seventy-five percent (75%) of the employee's salary at the time of injury, and begin the day after the date his/her salary stops; such benefits to be reduced by any Workers' Compensation paid by the County. Ordinary disability occurs when a person becomes disabled due to any cause, other than injury on the job. An eligible employee who has applied for such disability compensation will be entitled to receive, on the thirty-first (31st) day following disability, fifty percent (50%) of salary, provided they are in no-pay status at that date. If an employee receives accrued salary beyond the thirty-first (31st) day then disability payment will not begin until the first (1st) day the employee is in no-pay status after the thirty (30) days have expired. The first thirty (30) consecutive days of ordinary disability are compensated for only by the use of any accumulated sick pay and/or vacation pay credits unless the employee and the County otherwise agree. The employee will not be required to use sick time and/or vacation time for any day of duty or ordinary disability. A disabled employee is not required to be hospitalized at any institution operated by the County except as so ordered by the Industrial Commission. Since the County is responsible for the benefits payable in respect to disability due to occupational illness or injury, the County may monitor the medical services provided for an employee disabled due to occupational illness or injury. Disability benefits paid by the Annuity and Benefit Fund are subject to statutory limits.

Effective FY19, County will offer a short-term disability product.

Section 8.4 Life Insurance:

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

Section 8.5 Pension Plan:

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

Section 8.6 Dental Plan:

All employees shall be eligible to participate, at no cost to them, in the dental plan in accordance with Appendix C. No dental coverage shall be offered through the County's HMO plans.

Section 8.7 Vision Plan:

All employees shall be eligible to participate, at no cost to them, in the vision plan in accordance with Appendix C. No vision coverage shall be offered through the County's HMO plans.

Section 8.8 Hospitalization - New Hires:

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

Section 8.9 Flexible Benefits Plan:

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

Section 8.10 Insurance Coverage:

Employees on layoff status shall retain health and dental insurance coverage for a period of four (4) months following the month in which the effective date of the layoff occurs with the Employer paying the full premium, single or family plan as appropriate.

Section 8.11 Personal Support Program (PSP):

In addition to the County's Employee Assistance Program, coverage will begin for all AFSCME bargaining unit members and their dependents under the AFSCME Personal Support Program. Effective approval of this agreement by the Cook County Board of Commissioners, the Employer agrees to pay thirty-four dollars ($34.00) per year, per AFSCME bargaining unit member to the AFSCME Benefit Plan and Trust to fund the PSP. Effective December 1, 2011, the Employer agrees to pay thirty-five dollars ($35.00) per year, per AFSCME bargaining unit member to the AFSCME Benefit Plan and Trust to fund the PSP.

The Union and Cook County share a mutual interest in improving bargaining unit members' knowledge of available employee services. The parties therefore agree to work together to

increase awareness by both bargaining unit members and supervisory employees of the opportunities for assistance offered by the PSP.

When making a supervisory referral to an employee assistance program, supervisors shall inform employees that AFSCME's PSP is an option.

ARTICLE IX
Additional Benefits

Section 9.1 Bereavement Pay:

In the event of death in the immediate family or household, an employee who has completed the probationary period will be granted as an excused absence such time as reasonably may be needed in connection therewith. For purposes of this Section, an employee's immediate family includes mother, father, husband/wife, child (including step children and foster children), brothers/sisters, grandchildren/grandparents, spouse's parents or such persons who have reared the employee. Any of the days between the date of death and date of burial (both inclusive), plus any necessary travel time, on which the employee would have worked except for such death and on which he/she is excused from his/her regularly scheduled employment, shall be paid for at the regular straight-time hourly rate (including any applicable shift premium), provided, however, that such payment shall not exceed three (3) normal days pay. Where death occurs and the funeral is to be held outside a one-hundred and fifty (150) mile radius from the Cook County Building, 118 North Clark Street, Chicago, Illinois, the employee shall be entitled to a maximum of five (5) normal days pay.

To qualify for pay as provided herein, the Employee shall have to submit one of the following as proof to the Employer for the leave to be compensated for Bereavement Leave: Letter from the Funeral Home Director, Obituary or a Certificate of Death. If an employee's vacation is interrupted by a death in the immediate family, bereavement pay as described herein shall be allowed, and such days will not be counted as vacation.

Section 9.2 Jury Make-Up Pay:

In the event an employee is summoned for jury duty, which includes required reporting for jury when summoned, whether or not the employee is used as a juror, the County shall pay the employee the difference between the amount received for each day's jury service and the employee's regular straight-time earnings for the days such employee would have been scheduled to work, but for such jury service. The employee shall notify his/her supervisor promptly upon receipt of the jury summons.

Section 9.3 Election Day:

An employee who is a registered voter will receive two (2) hours time off (without pay) during his regular work day so that he/she may vote in any general election. An employee desiring to take such time off shall arrange the exact hours of intended absence with his/her supervisor at least two (2) work days prior to the election.

Section 9.4 Education and Seminars:

Employees who attend approved seminars which are related to their job shall receive pay for the hours they otherwise would have worked. If all employees wishing to attend a particular seminar are not able to attend, selection shall be made on the basis of seniority.

Employees who desire to take a course or courses of instruction not offered by a City or suburban junior college shall submit their request through the Union to the Chief Administrative Officer of the County.

Such requests shall be paid out of available funds if the course(s) is/are related to the work the employee currently performs or to career advancement in the County.

The Employer shall pay for all reasonable costs related to attendance at courses or conferences where an employee is required to attend at the request of the Employer.

Section 9.5 School Conference and Activity Leave:

The Employer must grant an employee leave of up to a total of eight (8) hours during any school year in increments of no less than one (1) hour, no more than four (4) hours of which may be taken on any given day, to attend school conferences or classroom activities related to the employee's child in accordance with the School Visitation Rights Act, 820 ILCS 147/1 et seq.

Section 9.6 Printing of Contracts:

The Union will have this agreement printed in booklet form. Employees shall receive a copy of the printed agreement. The Union shall receive a reasonable number of extra copies. The Employer shall pay half the Union's cost of printing.

If the Employer does not reimburse the Union within sixty (60) days of its receipt of the bill, the Employer will be liable for cost of printing.

ARTICLE X
Leaves of Absence

Section 10.1 Regular Leave:

An employee may be granted a leave of absence without pay by the Department Head. Such leave shall be intended to take care of emergency situations and shall be limited to one (1) month for every full year of continuous employment by the County and/or Cook County Health Facilities, not to exceed one (1) year, except for military service.

An employee desiring a leave of absence shall make written application to his/her immediate supervisor, who will then refer the application to the Department Head. The application shall include the purpose for the leave of absence and the dates for which the leave is requested. An employee granted leave of absence shall be eligible, when such leave expires, to receive the salary and the same or comparable position at the time the leave was granted.

Absence from County service on leave without pay for periods in excess of thirty (30) calendar days, all suspensions, time after layoffs for more than thirty (30) calendar days but less than one (1) year, and all absences without leave shall be deducted in computing total continuous service and will effect a change in anniversary date.

Section 10.2 Sick Leave:

Employees absent or expecting to be absent from work due to their illness for any period of intended absence beyond the use of any accumulated vacation days, sick days or compensatory days, are required to request a leave of absence. Applications for sick leaves or any extensions thereof shall be handled in the manner specified in Section 10.1 of this Article, and shall not be denied for periods of bona fide disability.

Section 10.3 Parental Leave:

All full-time Employees shall be eligible for paid time off as a result of the birth or adoption of a child ("Parental Leave") under the following conditions. To be eligible for Parental Leave, an employee must apply for and be determined to be eligible for FMLA (Family and Medical Leave Act) leave. If an employee has FMLA coverage at the time he or she requests Parental Leave, and has utilized some or all of the allotted 480 hours of FMLA coverage, the employee will nevertheless be entitled to Parental Leave pursuant to all other provisions of this section and provided that the employee submits an FMLA certification form to support the request for Parental Leave.

Eligible employees are entitled to receive the following Parental Leave:

- Up to four (4) weeks of Parental Leave to a birth mother to recover from a non-surgical delivery; or
- Up to six (6) weeks of Parental Leave to a birth mother to recover from a surgical delivery; or
- Up to four (4) weeks of Parental Leave for the birth of a child or children to a spouse or domestic partner or civil union partner; or
- Up to four (4) weeks of Parental Leave for the adoption of a child or children by the employee or the employee's spouse or domestic partner or civil union partner.

Parental Leave shall be administered in conjunction with the Family & Medical Leave Act and may be combined with other accrued paid time off such as vacation, personal, and or sick time to achieve the maximum amount of paid time off while taking FMLA leave. However, employees cannot use Parental Leave prior to the date of birth/adoption and must use Parental Leave in a continuous block of time beginning on the day of birth or adoption. An employee who qualifies for Parental Leave may be entitled to additional time off pursuant to the FMLA. Health insurance benefits for an employee receiving Parental Leave shall be maintained and administered under the same conditions as for an employee covered by FMLA.

Parental Leave shall be considered an alternative to Maternity or Paternity Leave under Section 10.4, and an employee who chooses Parental Leave will not be eligible for additional Maternity or Paternity Leave.

Section 10.4 Maternity/Paternity Leave and Family Responsibility Leave:

Employees, except those who have applied for and been granted paid Parental Leave, shall be granted maternity or paternity leaves of absence to cover periods of pregnancy, post-partum child care and adoption with regard to an employee or an employee's domestic partner or civil union partner. The length of such leave, in general, shall not exceed six (6) months, but may be renewed by the Department Head.

Section 10.5 Family Responsibility Leave:

In addition to Maternity/Paternity Leave and/or Parental Leave, , an employee who has at least two (2) years of service and has a need to be absent from work to meet family responsibilities arising from the employee's role in his/her family or household shall, upon request and for good cause shown, be granted a leave of absence for a period not to exceed a total of six (6) months (increasing up to one (1) year for those employees who have accrued personal leave entitling them to more time under current County policy) without pay. Eligible employees are entitled to up to twelve (12) work week's unpaid leave for Family and Medical Leave Policy. Insurance coverage shall be maintained in accordance with the Family Medical Leave Act ("FMLA") leave, i.e., up to six (6) months (up to six (6) months total for FMLA and Family Responsibility Leave, combined) and meeting FMLA standards.

Section 10.6 Seniority on Leave:

An employee on an approved unpaid leave of absence shall retain seniority, but shall not accrue pension benefits during such period (except as may be otherwise provided in the County's Pension Plan). Nor shall such period count toward an employee's entitlement to automatic progression in wage scale based on length of service. Employees shall, however, receive retroactive increases for all time in which they were in pay status. An employee returning from a leave of absence under Section 10.1 or 10.2 of this Article will be entitled to return to the same or comparable position held prior to commencement of such leave, if the employee has sufficient seniority.

Section 10.7 Retention of Benefits:

An employee will not earn sick pay or vacation credits while on disability leave, except when absent from work because of an occupational illness or injury. An employee on leave of absence except for maternity or paternity leave, parental leave, workers compensation, or FMLA leave of absence must continue to pay the employee share of the cost of the County health insurance benefit provided in Article VIII in order to keep these benefits in full force and effect during the period of leave. Employees on all other unpaid leaves must pay the full cost of the health insurance benefits in order to keep these benefits in full force and effect during the period of leave. Arrangements for payment of such costs through normal deductions or otherwise must be made with the Hospital's Payroll Office prior to departure on the leave. For the failure to make such arrangements, the County may cancel insurance benefits, which will be reinstated upon the employee's return to work, subject to such waiting period and other rules and regulations as may be applicable to the insurance plan.

Section 10.8 Union Leave:

A leave of absence not to exceed one (1) year without pay, will be granted to an employee who is elected, delegated or appointed to participate in duly authorized business of the Union which requires absence from the job. Upon application within such year, such leave may he extended by mutual agreement of the Union and the County. Employees duly elected as delegates of the Union will be allowed time off, without pay, to attend National conferences and conventions of the Union, not to exceed ten (10) work days for all employees. Sick pay, vacation and insurance benefits will be provided as set forth in Section 10.4 of this Article.

Elected delegates will be permitted to attend a National and/or State AFSCME convention once every year without loss in pay for the time spent in route to and from, and attending the convention, up to two (2) days for national and/or state conventions.

Convention delegates as per the following per local:

Less than 100 - 1
Less than 200 - 2
Less than 300 - 3
Less than 400 - 4

One per additional thousand or fraction thereof.

Section 10.9 Military Leave:

An eligible employee who requires leave from employment for purposes of military service shall be entitled to compensation, benefits, restoration rights, and other guarantees provided by applicable federal or state statute or Cook County Ordinance or Resolution. An employee who has at least six (6) months or more of continuous actual service and is a member of the Illinois National Guard or any of the Reserve Components of the Armed Forces of the United States, shall be entitled to leave of absence with full pay for limited service in field training, cruises, and kindred recurring obligations. Such leave will normally be limited to eleven (11) working days in each year.

Section 10.10 Educational Leave:

Upon request, a leave of absence for a period not to exceed one (1) year may be granted to a full-time employee with at least two (2) years of service, if operational needs allow, in order that the employee may attend a recognized college, university, trade or technical school, or high school, provided that the course of instruction is logically related to the employee's employment opportunities with the County. Such leave shall not be arbitrarily or capriciously denied. Such leave may be extended for good cause and in accordance with the operational needs of the County.

Section 10.11 Use of Benefit Time:

Except where required by law, each employee covered by this Agreement shall not be required to use accumulated time prior to going on unpaid leave.

Section 10.12 Veterans' Conventions:

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

1. The employee must be a delegate or alternate delegate to the convention as established in the by-laws of the organization.

2. They must register with the credentials committee at the convention headquarters.

3. Their name must appear on the official delegate or alternate rolls that are filed at the State headquarters of their organization at the close of the convention.

4. They must have attended no other 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 attendance.

Section 10.13 Professional Conventions, Meetings or Workshops for LPNs:

Whenever the County elects to send LPNs as representatives of the Union or the County to professional meetings, workshops or conventions, special time off without loss of pay will be granted, and the County will pay the LPNs expenses in accordance with its rules and regulations governing such expenses for all employees. Subject to approval of County, LPNs will be allowed time off each year, without loss of salary, for attendance at professional conventions and meetings of allied health and educational groups. Other special time off, with or without loss of pay, may be granted to any LPN to attend appropriate meetings, workshops or conventions at the discretion of the County, which will determine if any of the expenses of the meeting will be paid by the County. It is the County's policy to encourage professional employees to enhance their professional competence through attendance at professional meetings, conventions and workshops, and funds are budgeted to allow employees to attend such meetings without loss of pay. Either the County or the Association may post notices on bulletin boards about such meetings and LPNs should request leave thereof as far in advance as possible. Such requests shall be in writing, and the County shall respond in writing within ten (10) calendar days thereafter as to time off. When more LPNs make such requests than the County is willing to approve, LPNs will be selected to attend such meetings, conventions and workshops on the basis of 1) the interest of the LPN and potential value to the County, 2) the functional role of the LPN in the meeting, and 3) the concept of equal opportunity for self-improvement. The County may disapprove requests because it concludes that 1) a particular meetings lacks significant value, 2) LPNs have used a disproportionate share of funds budgeted for this purpose, 3) it is impracticable to arrange for the LPN to be absent from his/her regular assignment, or 4) the nature of the program only merits a limited attendance.

Each LPN shall be entitled to attend at least two (2) one-day educational sessions, or one (1) educational session in excess of one (1) day in each calendar year under the terms of this Section,

with necessary expenses reimbursed by the County, in accordance with County Travel Expense Regulations. Such attendance must be approved by the Department Head and the County.

It is understood that LPNs who are approved to attend the annual national convention and/or the annual State convention will be given convention time for the length of the convention, normally five (5) days.

Section 10.14 Educational Accommodation for LPNs:

Depending upon the needs of the Hospital and the individual circumstances, the Hospital will accommodate an LPN who is presently attending school, working on nursing degree or health care related academic degree. Such accommodations will be subject to re-evaluation at the completion of each course or courses. LPNs with 3 years of service may be granted an unpaid leave not to exceed one (1) year to complete a nursing degree or a health care related academic degree. Such leave must be approved by the department head with the written approval of the Comptroller of Cook County. Such leave will be granted where staffing and operational needs allow. Employees who drop out prior to the expiration of the leave shall be required to notify the County of this fact, at which the time County, in its discretion, shall have the right to terminate the educational leave.

ARTICLE XI
Grievance Procedure

Section 11.1 Policy:

The provisions of this Article supplement and modify the provisions of the County's Grievance Procedure applicable to all employees.

Section 11.2 Definition:

A grievance is a difference between an employee or the Union and the County with respect to the interpretation or application of, or compliance with, the agreed upon provisions of this Agreement, the County's rules and regulations or disciplinary action. The Union will send copies of grievances appealed or submitted at steps three (3) and four (4) to the County's Director of Human Resources or his/her designee.

All grievances shall be in writing and contain a statement of the facts, the provision(s) of the agreement which the Employer is alleged to have violated, and the relief requested. Failure to provide all of the above shall not be grounds for denial of the grievance.

A dispute between an employee (or his/her covered dependent) and the processor of claims shall not be subject to the grievance procedure provided for in this Agreement. Employees shall continue to be afforded an opportunity to present appeals of such insurance disputes to the County in person, and may have union representation at such proceedings. The County will endeavor to resolve such disputes with the processor of claims.

Section 11.3 Representation:

Only the aggrieved employee(s) and/or representatives of the Union may present grievances. Employees may take up grievances through steps one (1) to three (3) either on their own and individually or with representation by the Union. If an employee takes up a grievance without Union representation, any resolution of the grievance shall be consistent with this Agreement and the Union representative shall have the right to be present at such resolution. A grievance relating to all or a substantial number of employees or to the Union's own interests or rights with the County may be initiated at Step three (3) by a Union representative.

Section 11.4 Grievance Procedure Steps:

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

Step	To Whom Limit This Step	Time Limits Submitted	Meeting	Response
1	30 days	Immediate Supervisor	5 days	5 days
2	5 days	Hospital Director/ Designee	5 days	10 days
3	10 days	Chief, Human Resources/ Hearing Officer	30 days	30 days
4	30 days	Impartial Third Party	30 days	30 days

Section 11.5 Time Limits:

Initial time limit for presenting a grievance shall be thirty (30) days and the same limit shall apply to hearings and decisions at step four (4). Time limits may be extended by mutual agreement in writing between the employee and/or the Union and the County.

Section 11.6 Stewards:

The Union will advise the County in writing of the names of the stewards in each department or area agreed upon with the County and shall notify the County promptly of any changes. Upon obtaining approval from their supervisor before leaving their work assignment or area, stewards will be permitted to handle and process grievances in the appropriate steps of the grievance procedure during normal hours without loss of pay, provided that such activity shall not exceed a reasonable period of time.

After giving appropriate notice to their supervisor outside the bargaining unit, employees shall be allowed two (2) days with pay to attend certified stewards training, if such attendance does not substantially interfere with the Employer's operations. Such training shall not exceed two (2) work days for each steward who has not previously attended training. The Union shall provide proof of attendance.

Section 11.7 Union Representatives:

Duly authorized business representatives of the Union will be permitted at reasonable times to enter the Hospital for purposes of handling grievances or observing conditions under which employees are working. These business representatives will be identified to the Hospital's Director/Designee or County Department Head (Local 1276) in a manner suitable to the County, and on each occasion will first secure the approval of the Hospital Director/Designee or County Department Head (Local 1276) to enter the Hospital and conduct their business so as not to interfere with the operation of the Hospital. The Union will not abuse this privilege, and such right of entry shall at all times be subject to general Hospital and medical office rules applicable to non-employees.

Section 11.8 Impartial Arbitration:

If the Union is not satisfied with the Step three (3) answer, it may within thirty (30) days after receipt of the Step three (3) answer submit in writing to the County notice that the grievance is to enter impartial arbitration. The parties will select an arbitrator from a permanent panel of arbitrators agreed upon by both parties. The Union and the County will make arrangements with the Arbitrator to hear and decide the grievance without unreasonable delay. The decision of the Arbitrator shall be binding. Expenses for the Arbitrator's services and the expenses which are common to both parties to the arbitration shall be borne equally by the County and the Union. Each party to an arbitration proceeding shall be responsible for compensating its own representatives and witnesses.

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

The Union and the Employer shall meet within thirty (30) days after the effective date of this Agreement for the purpose of selecting a permanent panel of seven (7) arbitrators. The arbitrators shall be selected on a rotating basis. Either party shall have the authority to strike an arbitrator from the permanent panel at any time. The struck arbitrator will proceed on the cases currently assigned, but will not receive any new case assignments. In the event that an arbitrator is struck from the panel, the parties shall meet as soon as possible to choose a mutually agreed upon replacement. Nothing herein shall prevent the parties, by mutual agreement, from selecting an arbitrator from outside the panel. Absent such mutual agreement, the arbitrator shall be selected from the panel in accordance with the above procedure.

If an arbitration date is postponed, the party (Union or Employer) responsible for the postponement shall also be responsible for the arbitrator's charges in connection with the postponement. In the event the grievance is resolved, the parties shall split the arbitrator's cancellation fee.

Section 11.9 Grievance Meetings:

At each step of the grievance procedure, the appropriate Employer representative shall meet in accordance with the time limits. The primary purpose of the meetings shall be for the purpose of attempting to resolve the grievance. The Employer representative shall be willing, and shall have the authority needed to engage in meaningful discussion for the purpose of resolving the grievance. There shall be no tape recording of any grievance meetings except by mutual agreement. When the meeting does not result in a resolution of the grievance, the Employer representative shall respond to the Union, in writing, within the time limits provided herein.

A Committee shall be established where the Employer and the Union shall meet to explore ways to improve the effectiveness of the Grievance Procedure. An equal number of Employer and Union representatives shall serve on said Committee. In the case of Cook County, the Committee shall not contain more than eight (8) appointees from each party and in the case of the other employers, no more than five (5) appointees from each party.

The Employer and Union representatives to this Committee shall have the authority to reach agreement on behalf of the parties they represent.

Section 11.10 Advance Step Filing:

Where the authority to resolve grievances does not exist at the preliminary steps of the grievance procedure, grievances may be filed by the Union at the appropriate advanced step. The determination of where the authority exists to resolve grievances shall be made by the Employer.

Section 11.11 Expedited Arbitration:

The parties may mutually agree that a grievance shall be submitted to expedited arbitration. If the parties agree to expedited arbitration, the following provisions of this paragraph shall apply. Immediately upon notification of the designated arbitrator, the parties shall arrange a place and date to conduct a hearing within a period of no more than thirty (30) calendar days, unless the parties agree to a longer period. If the designated arbitrator is not available to conduct a hearing within the thirty (30) calendar days and the parties do not otherwise agree to a longer period, the next panel member in the rotation shall be notified until an available arbitrator is obtained. Nothing herein precludes multiple cases being heard on the same day before the same arbitrator.

The hearing shall be conducted under the following procedures:

a. the hearing shall be informal;

b. no briefs shall be filed or transcripts made;

c. there shall be no formal rules of evidence; however, the arbitrator shall only rely on credible relevant evidence;

d. the hearing shall normally be completed within one day;

e. the arbitrator may issue a bench decision at the hearing, but in any event shall render a decision within seven (7) calendar days after the conclusion of the hearing. Such decision shall be based on the evidence before the arbitrator and shall include a brief written explanation of the basis for such conclusion. Any arbitrator who issues a bench decision shall furnish a written copy of the award to the parties within seven (7) calendar days of the close of the hearing.

The decision of the arbitrator shall be final and binding, except that it shall not be regarded as precedent or be cited in any future proceeding.

The parties further agree to increase the number of arbitrators on the panel to twelve (12).

The parties shall develop a process by which the procedure shall function as provided herein no later than sixty (60) days after the date of ratification.

ARTICLE XII
Discipline

Section 12.1 General:

It is expressly understood and agreed that the County has the sole right to establish, implement, and modify reasonable Rules and Regulations governing employee conduct.

Disciplinary action will be imposed upon an employee only for just cause. Discipline will be imposed as soon as practicable after the County is aware of the conduct or event giving rise to the discipline and after the County has had a reasonable period of time to investigate the matter.

Section 12.2 Manner of Discipline:

If the County has reason to discipline an employee, it shall normally be done in a manner that will not embarrass the employee before other employees or the public. The employer shall, in circumstances of a non-emergency nature, make reasonable effort to notify a union representative prior to removing the employee from the work site. The Employer shall notify the Union in advance of any meetings at which an employee may be disciplined.

Section 12.3 Form of Discipline:

The County and Union agree with the principles of fairness and consistency in imposing discipline. Generally, disciplinary action will include the following steps and should be timely, progressive and accompanied by counseling:

Verbal reprimand
Written reprimand
Suspension
Discharge

While counseling is not considered discipline, the Union may submit a written rebuttal to dispute or clarify any discrepancies contained within the counseling document. The written rebuttal shall be kept with the counseling document.

In determining what disciplinary action is appropriate, the County will consider factors such as the nature and gravity of the misconduct, the employee's disciplinary record and any mitigating circumstances. Certain serious misconduct may result in suspension or discharge.

Oral reprimands will be purged from an employee's records if the employee is free from the same or similar offense for twelve (12) consecutive months.

Written reprimands will be purged from an employee's record if the employee is free from the same or similar offense for eighteen (18) consecutive months. Although suspensions shall not be expunged from an employee's record despite the passage of time, the time which has elapsed since such discipline was imposed as well as any subsequent discipline will be taken into consideration in determining the current level of discipline to be administered.

Suspensions shall be capped at 30 days.

Section 12.4 Training:

The County will train supervisors in the administration of its Disciplinary Action Policy and Procedure.

Section 12.5 Representation:

Employees who are to be or may be disciplined are entitled to Union representation exclusively in any disciplinary proceedings consistent with the Cook County Disciplinary Action Policy and Procedure.

The Employer shall inform the employee of the right to Union representation prior to any meeting with the employee at which discipline is to be imposed. The employee shall be given an opportunity, if so desired, to notify the Union of said meeting.

The Employer may, but is not required to, conduct an investigatory meeting with the employee who is the subject of the investigation. If an investigatory meeting is conducted, any employee who is the subject of the investigation or reasonably believes that he/she may receive disciplinary action as a result of such meeting, shall be entitled to Union representation upon request. The Employer shall notify the Union as well as the employee of such meeting and the reason for the meeting.

Section 12.6 Representation at Security Investigations:

Employees detained by John H. Stroger, Jr. Hospital of Cook County Security, Provident Hospital Security or Oak Forest Hospital Security shall be entitled to Union representation. Before interviewing an employee, Security shall notify the Union to be present at the interview.

Section 12.7 Pre-disciplinary Meeting:

There shall be a pre-disciplinary meeting for suspensions and discharges. The Employer shall notify the union and the employee of a pre-disciplinary meeting and the reason for same and identify any witnesses whose testimony will be relied upon. During the pre-disciplinary meeting the employee and/or the union representative shall be given an opportunity to rebut or clarify the charges which gave rise to the pre-disciplinary meeting.

Section 12.8 Verbal and Written Reprimands

In cases of verbal and written reprimands, the Employer must inform the employee that he/she is receiving a verbal or written reprimand and provide the employee with the reasons for such discipline. An employee shall have the right to Union representation at the issuance of verbal and written reprimand. The Union and employee shall be given the names of witnesses and copies of pertinent documents. A copy of the verbal or the written reprimand itself shall be placed in the employee's personnel file and shall only be removed in accordance with Section 12.3 of this Agreement.

ARTICLE XIII
Continuity of Operation

Section 13.1 No Strike:

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

Section 13.2 Union Responsibility:

Should any activity prescribed in Section 13.1 of this Article occur, which the Union has or has not sanctioned, the Union shall immediately:

(a) publicly disavow such action by the employees or other persons involved;

(b) advise the County in writing that such action has not been caused or sanctioned by the Union;

(c) notify the employees stating that it disapproves of such action and instructing all employees to cease such action and return to work immediately; and

(d) take such other steps as are reasonably appropriate to bring about observance of the provisions of this Article, including compliance with reasonable requests of the County to accomplish this end.

Section 13.3 Discharge of Violators:

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

Section 13.4 No Lock-Out:

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

Section 13.5 Reservation of Rights:

In the event of any violation of this Article by the Union or the County, the offended party may pursue any legal or equitable remedy otherwise available, and it will not be a condition precedent to the pursuit of any judicial remedy that any grievance procedures provided in this Agreement be first exhausted.

ARTICLE XIV
Miscellaneous

Section 14.1 No Discrimination:

No employee shall be discriminated against on the basis of race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, political affiliation and/or beliefs, or activity or non-activity on behalf of the Union and other classifications protected under local, state and federal law. The Employer and the Union acknowledge that the County of Cook has adopted and implemented a human rights ordinance which will be complied with.

It is the policy of the County of Cook that applicants for employment are recruited, selected, and hired on the basis of individual merit and ability with respect to positions being filled and potential for promotions or transfer which may be expected to develop.

Applicants are to be recruited, selected, and hired without discrimination because of race, color, religion, national origin, political belief, sex, age, disability, marital status and/or other classifications protected under local, state and federal law.

Section 14.2 Safety:

A. General: The Employer shall endeavor to provide a safe and healthful work environment for all employees. The Employer agrees to comply with all applicable state and federal laws. The parties shall share information adequately and fully in order to assure that

health and safety issues are adequately addressed. Where there is a serious threat to the health and safety of an employee or employees and the situation necessitates a speedy resolutions, the issue shall be immediately referred to the appropriate committee as set forth in sub-section B of this Section.

B. Health and Safety Committee: The Employer and AFSCME shall establish a joint labor/management Health and Safety Committee. The parties shall also establish joint subcommittees, as needed, by work location. Issues of a County wide nature, and those not resolved in subcommittees, shall be discussed in full committee. The full committee and the subcommittees shall meet at least quarterly. Additional meetings shall be scheduled as needed to assure that issues are adequately addressed.

The committee and subcommittees shall meet for the purpose of identifying and correcting unsafe or unhealthy working conditions, including inadequate ventilation, ergonomically incorrect equipment, unsanitary conditions, inadequate personal security for employees, or inadequate lighting.

Within a reasonable period of time after the effective date of this agreement, the parties agree to meet to establish the composition and operation of the committee(s).

C. Video Display Terminals: The Employer and the Union will attempt to keep current with monitoring studies and reports on the effects, if any, of video display terminals ("VDTs") and their effect on the health and safety of the operators.

The Employer agrees that employees who operate VDT's will be granted fifteen (15) minute breaks away from the screen in the first and second half of their shifts. For those employees who already receive two (2) fifteen (15) minute breaks, this provision is not in addition to those breaks currently granted. Pregnant employees and employees who are nursing and who regularly operate VDTs may request an adjustment, temporary transfer, or other change in their assignment, if such adjustment or change can reasonably be made and is consistent with the County's operating needs. Once the employee is no longer pregnant or nursing, the employee shall be allowed to return to her original position if available.

D. Communicable Diseases: The Employer and the Union are committed to taking reasonable, necessary steps to limit and/or prevent the spread of communicable diseases in the workplace. Therefore, generally, the Employer agrees as follows:

1. To provide training and/or distribute written materials to employees regarding the protocols for preventing the spread of communicable diseases. The extent and level of training provided will vary based on the needs of the applicable entity.

2. To make professional medical counseling available to any employee who reasonably believes that she/he has become infected with TB, HIV or Hepatitis B during the course of his/her employment. The Employer shall make available to the employee who has occupational exposure during the course of his/her employment to blood or body substances, a Hepatitis B vaccine or TB screening test vaccine at no cost to the employee.

Specific concerns relating to the health and safety of employees may be referred to the applicable Health and Safety Committee or subcommittee.

Said committee(s) shall share necessary and relevant non-privileged information and shall develop a comprehensive policy/policies to be applied to specific work places. The County shall provide access to experts in the area of communicable diseases, as necessary for the committee(s) to develop and implement the policy/policies. Such experts and their participation shall be mutually agreed upon.

Section 14.3 Doctor's Statement:

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

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

Where the County's or Facility's physician has a question about the employee's ability to return to work that necessitates receipt of further information from the employee's physician or referral to a third physician for evaluation of the employee's fitness to return, the County and employee must act as expeditiously as practicable so as to avoid unnecessary delay in the employee's return to work. If the employee complies with the County's requests regarding release of information from his or her treating physician or referral to a third physician, the County agrees that upon receipt of the information from the treating physician or report from the third physician, it will promptly determine whether or not an employee is fit to return to duty and that such decision will generally be made within fourteen (14) days of receipt of the information.

Section 14.4 Voluntary Workers:

Voluntary organizations and workers perform services in the Hospital that are a valuable and necessary contribution to the welfare of patients and to the operation of the Hospital. Also, the Hospital engages in education and research which involve persons performing tasks and being taught to perform tasks which are similar or identical to work of employees of the Hospital. The Hospital shall continue to have the right to avail itself of any and all such voluntary services, and to engage in such educational and research activities. No regular employees shall be laid off because of work done by volunteers.

Section 14.5 Bulletin Boards:

The County will make bulletin boards available for the use of the Union in non-public locations. The Union will be permitted to have posted on these bulletin boards notices of a non-controversial nature, but only after submitting them to the Hospital Director/Designee for approval and posting. There shall be no distribution or posting by employees of advertising or

political material, notices or other kinds of literature on the Hospital property other than herein provided.

Section 14.6 Meeting Rooms:

The County agrees to make available conference and meeting rooms for Union meetings upon notification by a Union representative, unless to do so would interfere with the operating needs of the County.

Section 14.7 Employee Development and Training:

The Employer and the Union recognize that changes in operations resulting from technological innovations may occur during the course of this contract. If such changes occur, the Employer shall give primary consideration to the Employer's operations. In the event the affected employees do not possess the requisite skills or knowledge to perform the required work, the Employer shall endeavor to provide the necessary in-house training.

Section 14.8 Partial Invalidity:

In the event that any of the provisions of this Agreement shall be or become invalid or unenforceable, as a matter of law, such invalidity or unenforceability shall not affect the remainder of the provisions hereof. The parties agree to meet and adopt revised provisions which would be in conformity with the law.

Section 14.9 Sub-Contracting:

It is the general policy of the Employer to continue to utilize its employees to perform work they are qualified to perform. The Employer may, however, subcontract where circumstances warrant, for example for reasons of efficiency or economy.

In the event a Department intends, as part of the annual budget submission process, to propose the subcontracting of bargaining unit work, the Employer will notify the Union, in writing, of its intent to do so. Such notice shall be given no later than the commencement of the budget submission process.

In the event of a bona fide emergency that requires the temporary subcontracting of bargaining unit work, the Employer will provide the Union with as much notice as possible under the circumstances.

In all other instances, the Employer will notify the Union, in writing, at least five (5) months prior to the commencement of subcontracting of bargaining unit work.

The Employer agrees that, at least thirty (30) days prior to the issuance of public notice for bids to subcontract any work performed by bargaining unit employees, it shall meet with the Union, upon request, for the purpose of discussing the reason(s) for subcontracting and proposing alternatives to the contemplated subcontracting. The Employer shall provide the Union, upon request, reasonably available and substantially pertinent information, including a cost comparison of the expenses the Employer projects it will incur over the term of the contract if

the Employer continued to perform such services using bargaining unit employees compared to the expenses the Employer projects if a third party performed such services. Where the subcontracting is for reasons of efficiency, the Employer shall provide the Union, upon request, with information supporting the contention that the subcontracting is more efficient. The provision of information to the Union, or scheduling of meeting(s) at the request of the Union, pursuant to this paragraph shall not unreasonably delay the subcontracting process.

If the Employer subsequently decides to accept a bid, it shall notify the Union, in writing, at least thirty (30) days prior to entering into a contract, except in an emergency.

The timelines provided for in the two preceding paragraphs are concurrent and not cumulative. For example, if the Union was provided five (5) months' notice on April 1, and the Employer acts in accordance with the other provisions of this Section, and work pursuant to the contract commences September 1, the timelines have been satisfied.

In the event the subcontracting goes forward, the Employer will work with the Union in making every reasonable effort to place adversely affected employees into other bargaining unit positions.

Section 14.10 Upward Mobility Program:

A. Goals and Priorities. It is the goal of the parties to enhance the ability of employees to qualify for positions targeted in the Upward Mobility Program. The Employer and AFSCME are committed to improving career advancement opportunities for employees. It is the goal of the Employer to provide employees with training and promotional opportunities for the establishment of the Upward Mobility Program.

In order to assist the parties in achieving the goals set forth above, an Advisory Committee comprised of an equal number of representatives from the Union and the Employer shall be established. The Committee's mission shall be to develop recommendations regarding the Program, including which job classifications are appropriate for training programs, the publicity and counseling efforts necessary for implementation, and the potential providers of services. Targeted job classifications may be within any existing AFSCME bargaining unit or may be classifications which represent a bridge to career advancement outside any AFSCME bargaining unit for AFSCME.

B. Needs Assessment. The Advisory Committee shall undertake a needs assessment, based upon the goals enumerated in sub-section A, and shall make a recommendation to the parties not later than June 1st of each year of this agreement. Such requests shall include a needs request for the fiscal year commencing December 1st of each calendar year, and shall include a discussion of the value of such program. If funds are allocated by the County Board, they shall be for the purpose of establishing need training initiatives, as outlined in Section 14.1 of this Article, and are designed to supplement existing employer training and development programs.

Section 14.11 Job Opportunities/Posting - Local 1276:

The County agrees to work with a committee representing Local 1276 to develop a system of posting which would provide notice of job opportunities among the four bargaining units represented by Local 1276.

In addition, the parties would work on developing a system of preferential treatment for members of the Local, where practical.

Section 14.12 Day Care:

A Day Care Committee composed of a mutually agreed-upon equal number of Union and Employer representatives shall meet to study the feasibility of establishing day care centers for the dependents of employees of the Employer. In addition, this Committee will study the establishment of a segregated IRS Account to be used for child care expenses.

Section 14.13 Travel Reimbursement:

Employees required to use personally owned automobiles in the course of their employment shall be reimbursed in accordance with the Cook County Travel Expense Reimbursement Policy, except that the reimbursement rate shall not at any time be less than the maximum allowable business standard mileage rate set by the Internal Revenue Service. Provided, however, that the Employer will have sixty (60) days to implement any revised rates from the effective date of such rate set by the Internal Revenue Service.

Section 14.14 Call-Back Pay:

Telephone Operators called back to work by the Hospital shall be paid a minimum of two (2) hours pay.

Section 14.15 Auto Insurance:

The parties agree that the County shall explore the feasibility of making available to all employees through a payroll deduction, standard automobile insurance on a no decline basis. No later than ninety (90) days after the effective date of this Agreement the County shall report the results of its investigation to the Union. Such information shall include any proposed costs and benefits, the names of the potential carrier(s), and any problem the County believes must be overcome in order to implement the insurance, and any other relevant information. Within thirty (30) days after this information is provided to the Union, the parties shall meet to discuss the possibility of implementing any proposals offered by a carrier as well as any other options regarding this issue.

Section 14.16 Americans with Disabilities Act:

Whenever an employee (or the Union at the request of an employee) requests an accommodation under the Americans with Disabilities Act ("ADA"), or an accommodation of an employee is otherwise contemplated by the Employer, the Employer, the employee, and the Union will meet to discuss the matter.

It is the intent of the parties that any reasonable accommodations adopted by the Employer conform to the requirements of this Agreement where practicable. The Employer may take all steps necessary to comply with the ADA. Any such steps which might conflict with the terms of this Agreement shall be discussed with the Union prior to implementation. The parties shall cooperate in resolving potential conflicts between the Employer's obligation under the ADA and the rights of the Union. Neither party shall unreasonably withhold its consent to the reasonable accommodation of an employee.

Information obtained regarding the medical condition or history of an employee shall be treated in a confidential manner.

Nothing in this section shall require the County to take any action which would violate the ADA or any other applicable statute.

Section 14.17 Bilingual Pay:

Employees whose positions require the employee to be bilingual, or to use sign language, shall receive an additional one hundred dollars ($100.00) per month.

Section 14.18 Direct Deposit:

The County will continue the direct deposit program to the financial institution(s) of the employee's choice. The receiving financial institutions must be capable of receiving direct deposit.

Section 14.19 Contract Implementation:

This Agreement shall be presented to the County Board for approval within thirty (30) days of notification of union ratification.

Section 14.20 Educational Fund:

The Employer agrees to allocate funds for education purposes in each year of the Agreement to be made available to all AFSCME Council 31 bargaining unit employees. The amount allocated shall be an aggregate total of forty thousand dollars ($40,000) for all AFSCME Council 31 bargaining units. Employee requests for such funds shall be for reimbursement for the costs of courses offered through any certified educational institution, including community colleges, continuing adult education, and other training or technical institutions. Such course work shall be employment related. An employee may request funds up to an amount no greater than five hundred fifty dollars ($550.00) in a fiscal year. Approval for reimbursement shall be offered on an equitable basis.

The parties shall meet upon reasonable notice regarding this educational benefit.

Section 14.21 Personnel Records:

The Employer shall maintain personnel records in accordance with the Personnel Records Review Act, 820 ILCS 40/1 et seq..

Any information of an adverse employment nature which is unfounded, exonerated or otherwise not sustained shall not be used against an employee in any further proceedings. Information not related to an employee's discharge or other disciplinary action shall not be placed in an employee's personnel file or in a supervisor's working file. The Employer shall not knowingly place in the employee's personnel file information which is false.

Section 14.22 Mass Transit Benefit Program:

As soon as the Cook County payroll system is capable, the Employer shall provide a pre-tax payroll deduction program for transportation expenses in accordance with and to the extent permitted by law.

Section 14.23 Personnel Rule Changes:

When the Employer is considering modifications in its personnel policies or rules, it shall notify the Union at least twenty-one (21) calendar days prior to any modification, and shall discuss such contemplated changes with the Union, pursuant to the provisions of the Illinois Public Labor Relations Act prior to its effective date. The notification shall identify the specific modifications, including a redlined version, and shall include an explanation and justification of said modifications.

Section 14.24 Patient Care (LPN):

The County recognizes that, in the interest of the general public and more particularly the patients admitted to the health facilities for care, minimum standards must be established and maintained with regard to such matters as cleanliness, maintenance, and administrative services which are over and above nursing services, and are the responsibility of the County to provide. In recognition of the goal shared by the County and the Union to improve the care of patients, and the desire of the LPN to contribute toward that goal through consultation and constructive suggestions, a Nursing Care Review Committee with five (5) Union representatives of the LPNs covered by the Agreement will meet at a regular time each month with the Directors of Nursing from each health facility and/or their qualified designees. From time to time the County may combine meetings of the Committee with similar meetings of other employees. When this Committee presents proof of the existence of conditions so bad as to be a threat to the health of patients, the County will arrange a meeting as quickly as possible with the facility's administration in order to obtain corrective action. If corrective action is not undertaken within thirty (30) calendar days, a request may be submitted for an emergency investigation by the County. The Nursing Care Review Committee will have as its purpose the improvement of patient care and the implementation of professional standards accepted by the professional (including peer review) and will emphasize the common interests shared by LPNs at both staff

and administrative levels in nursing. Subjects for discussion will be submitted in advance. A sincere effort will be made to resolve problems relating to nursing service. On request of the Committee, a consultant from the Illinois Practical Nurses Association may participate to assist the Committee on professional matters. The Committee will make other rules for its own proceedings, including provision for emergency meetings. It also is understood and affirmed that professional LPNs have responsibilities to patients that may transcend some aspects of the usual employment relationship. LPNs will not be expected to ignore these responsibilities or the code of ethics of their profession. At John H. Stroger, Jr., Hospital, the Union may appoint a member of the Staffing Committee; and at Oak Forest Hospital, Provident Hospital, ACHN, CCDPH and Cermak Health Services the Union representatives on the Nursing Care Review Committee will be permitted to participate in the staffing discussions.

Section 14.25 Tuition Reimbursement for LPNs:

The County will reimburse LPNs for one hundred percent (100%) of the cost of tuition and mandatory fees for up to three (3) approved educational courses per session. Upon application by the LPN in advance, the facility will promptly approve courses leading to a nursing or nursing-related degree, a health care related degree or certification that relates to the LPNs work for the County.

Mandatory fees may include application fees, service fees, registration fees and the cost of required textbooks and materials. Payment will be made when evidence of satisfactory completion of the course(s) is submitted to the facility.

Section 14.26 Parking and Protection for LPNs:

The County will endeavor to provide adequate parking and security services for the protection of LPNs and their property. In so doing, the County will permit LPNs who work during the evening and night shift, at John H. Stroger, Jr., Hospital, to use the Stroger Garage to the extent that space is available given the total number of employees and spaces. A security officer will be on duty at the end of the evening shift and the beginning of the night shift at John H. Stroger, Jr., Hospital, Provident, JTDC and Cermak. The Union will be given notification at least two (2) months in advance of the County's intent to close any lot. All Cook County LPNs will be provided with security escorts to their cars upon request during hours of darkness at John H. Stroger, Jr., Hospital and Provident. At John H. Stroger, Jr., Hospital, the County will make available payroll deduction for parking fees. Cook County will endeavor to provide a shuttle service, to and from the parking lots at the Cook County Jail, for LPNs who work at Cermak Health Services.

When LPNs have problems or complaints about assignment of parking space, the Union may take up the matter with the Parking Coordinator. The County recognizes that parking and employee security are serious issues and present difficult problems. The County and the Union agree to establish a committee for each health facility to discuss and study specific problems in these areas. The committee shall consist of two employees from the represented unit and two (2) management representatives. The committee shall convene quarterly at the request of the Union

or more frequently if mutually agreed upon. The County recognizes that parking is a problem at the Hospital.

The County will examine the situation and attempt to remedy the problem. At all County health facilities a committee with two (2) LPNs and two (2) management representatives will be established to discuss and study specific problems.

Section 14.27 Residence Rooms and Lounges for LPNs:

LPNs who remain at the health facility beyond their regular hours so as to prevent their having sufficient time to go home, or in cases where inclement weather results in hazardous conditions, and who are expected to return to work for their next shift, may use available sleeping accommodations at the health facilities without charge. The health facility either will permit LPNs to use available lounge facilities or endeavor to provide other lounge areas for its LPNs.

Section 14.28 Non-Nursing Duties for LPNs:

It is the County's policy and intention to assign LPNs to professional nursing duties and not to routine cleaning and clerical duties that can more appropriately be performed by other employees. Example include routinely performing the following duties: cleaning of doctors' rooms and lounges, laboratories, conference rooms, sinks, utility rooms, terminal units, toilets, bathrooms or storage areas and moving beds.

Section 14.29 Information Provided to the Union:

At least once per month, the Employer on behalf of all employees covered by this agreement, shall notify AFSCME Council 31 in writing of the following personnel transactions involving bargaining unit employees within each department and on a work location basis: new hires, promotions, demotions, reclassifications, check off revocations, layoffs, reemployments, transfers, leaves, returns from leave, suspensions, discharges, terminations, resignations, retirements, and Social Security numbers. Such information shall be provided in Excel.

The Employer shall provide bargaining unit lists and employee contact information to the union at least once per month in Excel. The information must include name, address, job title, worksite location and shift, if applicable, work telephone numbers, identification number if available, date of hire, work email address, any home and personal cellular telephone numbers on file with the employer, and any personal email addresses on file with the Employer.

The Employer will provide the local union with information regarding new hires within the bargaining unit(s) within the ten (10) calendar days of the effective date of hire. Such information shall normally include name, address, job title, department, worksite location and shift, if applicable, work telephone numbers, identification number if available, date of hire, work email address, any home and personal cellular telephone numbers on file with the employer, and any personal email addresses on file with the employer.

Information provided to the Union shall be provided by electronic transmission where possible, subject to any applicable protocol. Information currently available to the Union shall continue to be provided to the Union by the Employer, provided such information is reasonably available.

Section 14.30 Privacy:

Except where required by law, the Employer shall not disclose employee personal information including home address (this includes the disclosure of county or zip code), date of birth, home and personal phone number, personal email address, information identifying an individual's union membership or membership status, dues authorization or non-authorization, and emails or other communications between a labor organization and its members. The Employer shall provide the Union with copies of any FOIA requests for such prohibited information as soon as practicable and shall provide the Union with the Employer's responses within five (5) business days. Disclosures required to process benefits or to third parties who provide services to the County or its employees shall be exempt from this provision.

Section 14.31 Recording/GPS/AVL Devices:

In order to ensure the safety of Cook County employees and to promote efficiency and economy of operations, the County may install any recording medium in any of its facilities and Global Positioning System (GPS) or Automatic Vehicle Locator (AVL) on any of its vehicles and other equipment.

The purpose of the recording medium, GPS, or AVL is to ensure the safe and efficient use of County resources and not for the sole purpose of disciplining its employees. However, the recording, GPS, or AVL may be used in support of discipline. If evidence of alleged employee misconduct obtained through the use of video, GPS or AVL equipment is used by the Employer to support employee discipline, the Union will be allowed the opportunity to view said evidence prior to the imposition of discipline, except in an emergency, and be afforded an appropriate time for rebuttal. Except where precluded by applicable confidentiality limitations, the Union customarily will be provided with a copy of the evidence.

The Union shall be allowed to review the recording medium, GPS, and/or AVL equipment.

The GPS, AVL, and/or recording medium shall not be used in a discriminatory or harassing manner.

Section 14.32 Union Access:

The Employer shall provide the Union, including its agents and employees, reasonable access to employees in bargaining unit(s) its represents. This access shall at all times be conducted in a manner so as not to impede normal operations.

Access includes the following:

A. the right to meet with one or more employees on the Employer's premises during the work day to investigate and discuss grievances and workplace-related complaints without charge to pay or leave time of employees or agents of the Union;
B. the right to conduct worksite meetings during lunch and other non-work breaks, and before and after the work day, on the Employer's premises to discuss collective bargaining negotiations, the administration of the collective bargaining agreement, other matters related to the duties of the Union as exclusive representative and internal matters involving the governance of business of the exclusive representative without charge to pay or leave time od employees or agents of the Union; and
C. the right to use the facility mailboxes and bulletin boards of the Employer to communicate with bargaining unit employees regarding collective bargaining negotiations, the administration of the collective bargaining agreement, the investigation of grievances, other workplace-related complains and issues and internal matters involving the governance or business of the Union.
D. The Employer will make a bulletin board available for the use of the Union at all work sites. The items posted shall not be political, partisan or defamatory in nature.
E. The Employer agrees to make available conference and meeting rooms for Union meetings upon notification by a Union representative, unless to do so would interfere with the operational needs of the Employer.

The Employer agrees to give good faith consideration to local union requests for space to store files, where feasible.
Nothing herein shall be interpreted in a manner that would either diminish or expand (expand as expressly set forth above) union rights of access to the extent such are the product of binding past practice(s) or by other mutual agreements; neither shall anything herein be interpreted to limit the Employer's prerogatives to mange the workforce and the workplace, except as provided for above.

ARTICLE XV
Duration

Section 15.1 Term:

This Agreement shall become effective on December 1, 2020, and shall remain in effect through November 30,2024. It shall automatically renew itself from year to year thereafter unless either party shall give written notice to the other party not less than ninety (90) calendar days prior to the expiration date, or any anniversary thereof, that it desires to modify or terminate this Agreement.

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

Section 15.2 Notice:

Any notice under this Agreement shall be given by registered or certified mail; if by the Union, then one such notice shall be addressed to the President, Board of Cook County Commissioners,

.Room 500, with a copy to the County's Chief of Human Resources, Room 840, and both addressed to 118 North Clark Street, Chicago, Illinois; or if by the County, then such notice shall be addressed to the Union's President at 205 N. Michigan Avenue, Chicago, Illinois. Either party may, by like written notice, change the address to which notice to it shall be given.

Signed and entered into this _____ day of _____, 2021.

COUNTY OF COOK:

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

Attest: Karen A. Yarbrough
KAREN A. YARBROUGH
Cook County Clerk

UNION: American Federation of State, County and Municipal Employees (AFSCME) Council 31 for and on behalf of Locals 1111, 1178 and 1276:

David W. Dow

APPROVED BY THE BOARD OF
COOK COUNTY COMMISSIONERS

SEP 23 2021

COM_____

APPENDIX A

County of Cook and
American Federation of State, County and
Municipal Employees, Council 31

Health Facilities Locals 1111, 1178, 1276

JOHN H. STROGER, JR. HOSPITAL and PROVIDENT HOSPITAL/ACHN (Local 1111)

Job Code	Grade	Job Classification
0141	11	Accountant I
0142	13	Accountant II
0143	15	Accountant III
0144	17	Accountant IV (Provident Hospital Only)
0147	18	Accounts Payable Supervisor
1626	12	Activities Worker II (Provident Hospital Only)
1627	14	Activities Worker II (Provident Hospital Only)
0046	12	Administrative Assistant I
0047	14	Administrative Assistant II
		Assistant Director of Occupational Therapy (Stroger Hospital)
6818	13	Bilngl Patient Care Navigator
0171	11	Bookkeeper I
0172	11	Bookkeeper II
0173	11	Bookkeeper III
		Building Custodian I (Stroger Hospital)
2420	12	Building Service Supervisors
0251	18	Business Manager I
7052	18	Business Manager 1 (CCHHS)
0253	22	Business Manager III (Provident Only)
0919	13	Business Office Supervisor
6489	13	Call Center Cust Service Rep6467
	17	Cancer Registrar
6919		Cancer Registrar Trainee
6993	13	Care Coordination Customer Service Representative
7661	13	Care Coordination Scheduler
1518	16	Caseworker (MANG Unit) (Provident Hospital Only)1512
	14	Caseworker II (Provident Hospital Only)
1513	16	Caseworker III (Provident Hospital Only)
1518	16	Caseworker Mang Unit
0231	16	Cashier Div Supervisor II
0227	10	Cashier II
0228	12	Cashier III
0910	11	Clerk
0904	11	Clerk II
0905	11	Clerk III
0906	11	Clerk IV

6711	11	Clerk IV AFSCME
0939	11	Clerk Typist
0941	11	Clerk Typist Senior
0907	11	Clerk V
7032	11	Clerk V, Bilingual
0182	11	Collector
4640	11	Collector II
6709	11	Collector AFSCME
1101	12	Computer Operator I
1102	14	Computer Operator II
1103	16	Computer Operator III
6810	12	Community Health Worker
7828	12	Community Health Worker, Healthy Start Initiative
7691	12	Community Health Worker, Adolescent Health
8855	12	Community Health Worker, Comprehensive MAT Grant
7814	12	Community Health Worker, Juvenile Justice
2067	17	Correctional Medical Technician V
0916	13	Credit Counselor
5928	13	Customer Service and Self Pay Representative
0953	11	Data Entry Operator I
0954	11	Data Entry Operator II
6719	11	Data Entry Operator II AFSCME
0955	11	Data Entry Operator III
1122	14	Data Entry Manager
2135	13	Diet Technician (Stroger Hospital Only)
	13	Dietary Technician (Fantus Clinic)
2438	11	Elevator Operator Supervisor
1509	18	Employee Assistance Counselor "EAP" (Provident Only)
2176	11	Food Service Supervisor (Stroger Hospital Only)
2116	11	Food Service Supervisor
2096	11	Health Advocate (Provident Hospital Only)
4003	11	Health Service Representative I
4003	11	Health Systems Analyst I
		Health Systems Analyst II
		Health Systems Analyst III
		Health Systems Analyst IV
		Health Systems Analyst V
6992	15	Home/Community Based Service Referral Coordinator
0853	14	Interpreter
6231	14	Interpreter
1220	14	Inventory Control Technician (Provident Only)
2155	11	Laundry Manager I
	PN1	Licensed Practical Nurse I
1966	PN2	Licensed Practical Nurse II
	PN3	Licensed Practical Nurse III
0956	14	Manager Analyst I

0281	16	Manager Analyst II
0282	18	Manager Analyst III
0283	20	Manager Analyst IV
1711	22	Manager Analyst V
2008	13	Medical Records Supervisor I
2009	15	Medical Records Supervisor II
1020	11	Medical Records Technician
2073	13	Medical Records Technician, Jr.
2011	14	Medical Records Technician
0951	16	Medical Records Technician III
1524	11	Medical Social Worker III
1693	11	Medical Transcriber
1881	11	Morgue Supervisor (Stroger Hospital)
		Occupational Therapy Supervisor (Stroger Hospital)
2055	12	Ophthal Elec & Visual Tech
6600	16	PACS Assistant
6641	18	Patient Access Quality Management Coordinator
2430	11	Parking Lot Attendant
5507	21	Pat Access Supervisor, Fin Coun
5506	21	Pat Access Supervisor, Pre-Reg
6641	18	Patient Access Qual Mgmt Coord
0923	11	Patient Account Representative
7799	14	Patient Concierge
6439	13	Patient Navigator I
	15	Patient Navigator II
1050	14	Patient Service Coordinator
2048	11	Physical Therapy Scheduler
	16	Picture Archiving and Communication System (PACS)
1135	22	Proj Leader-Data Systems
6756	13	Provider Scheduling Coordinator
1676	11	Reproduction Technician I
1677	12	Reproduction Technician II
1985	18	Respiratory Therapist Supervisor (Stroger Hospital)
7150	11	RHS Clerk V
0911	11	Senior Clerk
6714	11	Senior Clerk AFSCME
7796	12	Service Desk Analyst I
7797	14	Service Desk Analyst II
7798	16	Service Desk Analyst III
1711	22	Site Manager
0271	11	Statistician & Information Technician I
0273	13	Statistician & Information Technician II
0934	11	Stenographer III
0935	11	Stenographer IV
0936	13	Stenographer V
1233	10	Storekeeper III

1234	12	Storekeeper IV
1235	14	Storekeeper V (Stroger Hospital Only)
	17	Substance Abuse Counselor III (Provident Hospital)
2081	17	Supv Diagnostic Radiology
1111	18	System Analyst II
1006	11	Telephone Operator
1001	11	Telephone Operator I
1002	11	Telephone Operator II
1003	11	Telephone Operator III
6723	11	Telephone Operator AFSCME
6721	11	Telephone Operator II AFSCME
6722		Telephone Operator III AFSCME
1995	12	Transportation Supervisor
0940	11	Typist III

CERMAK HEALTH SERVICES – ONLY (Local 1111) CLERICAL AND RELATED GROUP

0046	12	Administrative Assistant I
0047	14	Administrative Assistant II
0904	11	Clerk II (Sr. Clerk)
0905	11	Clerk III
0906	11	Clerk IV
0907	11	Clerk V
7032	11	Clerk V, Bilingual
0907	13	Stenographer
0936	11	Stenographer IV
1234	12	Stenographer V

OAK FOREST HOSPITAL and SOUTH SUBURBAN/ACHN (Local 1178)

0050	18	Administrative Assistant (Quality Department)
2420	12	Building Service Supervisor (and/or Environmental Services Supervisor)
2122	14	Chef II
0416	23	Communication Manager
1103	16	Computer Operator III
2116	11	Food Service Supervisor
6801	12	Food Service Worker IV
0244	14	Payroll Supervisor
		Printing and Duplicating Supervisor (L-RC-10-015)
		Telephone Operator III Supervisor (L-RC-11-005)
1004	14	Telephone Operator IV

OAK FOREST HOSPITAL and SOUTH SUBURBAN/ACHN (Local 1178) CLERICAL AND RELATED GROUP

0141	11	Accountant I
0142	13	Accountant II

0046	12	Administrative Assistant I
0047	14	Administrative Assistant II
0048	16	Administrative Assistant III
0050	18	Administrative Assistant IV
	18	Administrative Assistant V
0172	11	Bookkeeper II
0173	11	Bookkeeper III
0251	18	Business Manager I
0252	20	Business Manager II (except for Position No. 9525328, Leonard K. Benes, Employee No. 452527 "disputed")
6489	13	Call Center Representative
1518	16	Caseworker (MANG Unit)7053
	16	Caseworker III – CCHHS
1518	16	Caseworker Mang Unit
5926	13	Cash Applicat Repesentative
0227	11	Cashier II
0228	12	Cashier III
0910	11	Clerk
0904	11	Clerk II
0905	11	Clerk III
0906	11	Clerk IV
0939	11	Clerk Typist
0941	11	Clerk Typist Senior
0907	11	Clerk V
	18	Coders (Physician Based)
	18	Coders (System)
8889	18	Health Information Management (HIM) Coder
0182	11	Collector
1101	12	Computer Operator I
0916	13	Credit Counselor
0954	11	Data Entry Operator II
0955	11	Data Entry Operator III
1137	23	Manager/Systems Developer
2010	11	Medical Records Technician
2073	13	Medical Records Technician, Jr.
2011	14	Medical Records Technician, Sr.
1693	13	Medical Transcriptionist
0923	11	Patient Account Representative
2048	11	Physical Therapy Scheduler
6527	11	Pre-Registration Specialist
1676	11	Reproduction Technician I
1677	12	Reproduction Technician II
		Sanitarian V
0911	11	Senior Clerk
0271	11	Statistician & Information Technician I
0273	13	Statistician & Information Technician II

0934	11	Stenographer III
0935	11	Stenographer IV
0936	13	Stenographer V
1233	11	Storekeeper III
1234	12	Storekeeper IV
1002	11	Telephone Operator II
1003	11	Telephone Operator III1 004
	14	Telephone Operator IV
0940	11	Typist III

OAK FOREST HOSPITAL and SOUTH SUBURBAN/ACHN (Local 1178)
ADMINISTRATIVE GROUP

0143	15	Accountant III
0144	17	Accountant IV
		Accountant V
2056	15	Activity Therapist I
2057	17	Activity Therapist II
1512	14	Caseworker II
1513	16	Caseworker III
0223	21	Grant Analyst
6683	12	Call Ctr Document Processor
5926	13	Cash Application Assistor
5929	13	Third Party Biller
5928	13	Customer Service & Self Pay Representative

OAK FOREST HOSPITAL and SOUTH SUBURBAN/ACHN (1178)
PUBLIC SAFETY GROUP

2430	11	Parking Lot Attendant

OAK FOREST HOSPITAL and SOUTH SUBURBAN/ACHN (1178)
PHARMACY GROUP

4723	11	Pharmacy Technician (non-certified)
4688	13	Pharmacy Technician ARNTE OFH
0907	11	Clerk V
1950	NS1	Nursing Supervisor (Oak Forest only)

PUBLIC HEALTH AND MEDICAL EXAMINER (1276)
CLERICAL AND RELATED GROUP

0046	12	Administrative Assistant I
0047	14	Administrative Assistant II
	18	Administrative Assistant IV
00174	14	Bookkeeper IV (Public Health)
00251	18	Business Manager I (Public Health)
0919	13	Business Office Supervisor
7053	16	Caseworker III - CCHHS
0905	11	Clerk III

0906	11	Clerk IV
4080	11	Clerk IV (Public Health)
0907	14	Clerk V
	PN1	Licensed Practical Nurse I
2011	14	Medical Records Technician
		Medical Records Technician, Sr.
0936	13	Stenographer V
	14	Storekeeper V
		Systems Analyst I
0940	11	Typist III

STROGER HOSPITAL – ONLY (Local 1276)
ADMINISTRATIVE GROUP

1041	11	Accountant I
0142	13	Accountant II
0143	15	Accountant III
0144	17	Accountant IV
0145	19	Accountant V
1626	12	Activities Worker II
1627	14	Activities Worker III
0050	18	Administrative Assistant IV
0174	14	Bookkeeper IV
7052	18	Business Manager 1 (CCHHS)
6683	12	Call Ctr Document Processor
1518	16	Caseworker (MANG Unit)
7744	16	Caseworker (MANG Unit), Bilingual
1512	14	Caseworker II
1513	16	Caseworker III
1518	16	Caseworker Mang Unit
7744	16	Caseworker Mang Unit, Bilingual
	19	Director of Financial Control II
0223	21	Grant Analyst
1137	23	Manager Systems Developer
1110	16	Systems Analyst I1111
	18	Systems Analyst II1112
	20	Systems Analyst III
1113	21	Systems Analyst IV
1114	23	Systems Analyst V

PUBLIC HEALTH – ONLY (Local 1276)
HEALTH CARE PROFESSIONALS AND TECHNICAL GROUP

		Accountant V
0919	13	Business Office Supervisor
1510	15	Caseworker (Ryan White Grant) @ ACHN
4084	15	Caseworker II
1513	16	Caseworker III

		Caseworker IV
6731	11	Clerk IV Public Health AFSCME
0907	11	Clerk V
7032	11	Clerk V, Bilingual
8892	11	COVID-19 Contract Tracer
8912	11	COVID-19 Contract Tracer, Bilingual
1963	14	Dental Assistant
2094	17	Dental Hygienist
1836	K2	Dentist II
2135	13	Diet Technician
2120	14	Epidemiologist I
2119	16	Epidemiologist II
2117	18	Epidemiologist III
2114	20	Epidemiologist IV
4110	15	Epidemiologist Sr.
2096	10	Health Advocate
4082	11	Health Advocate (Public Health)
1905	12	Hearing/Vision Technician
0640	18	Investigator III
2412	11	Janitor II
		Janitor III
6649	17	Lung Health Educator
2011	14	Medical Records Technician
1522	14	Medical Social Worker I
2112	15	Nutritionist I
7421	15	Nutritionist I – DPH
7687	15	Nutritionist I, Bilingual2022
	15	Public Health Educator I
2023	17	Public Health Educator II
2024	19	Public Health Educator III
2024	16	Public Health Educator Senior
0189	21	Public Health Educator V
4021	20	Public Health Emerg Resp Coord
5485	11	Public Health Janitor II
2033	20	Sanitarian IV
2034	21	Sanitarian V
1905	12	Screening Hearing & Vision Technician
1235	14	Storekeeper V
0224	19	Telecommunications Analyst II
		X-Ray Technician II
6649	17	Lung Health Educator
1842	13	Laboratory Technician III

MEDICAL EXAMINER – ONLY (Local 1276)
HEALTH CARE PROFESSIONALS AND TECHNICAL GROUP

1896	12	Autopsy Technician I

4070	15	Autopsy Technician Lead Worker
		Clinical Laboratory Supervisor
1894	13	Intake Attendant
	18	Intake Attendant II
	18	Lab Supervisor
1891	11	Laboratory Assistant I
1841	11	Medical Laboratory Technician II
1842	13	Medical Laboratory Technician III1857
	16	Toxicologist I
1839	16	Toxicologist II
8770	15	Forensic Technician
8892	11	Contact Tracer
1912	15	X-Ray Technician I

Appendix A
Licensed Practical Nurses

Job Code	Grade	Title
1965	PN1	Licensed Practical Nurse 1
1966	PN2	Licensed Practical Nurse II
5548	PN3	Licensed Practical Nurse III

APPENDIX B
DIVISION/DEPARTMENT
Local 1178

Administration

Hospital Director
Education & Training
Quality Management
Risk Management
Human Resource Services
Public Information

Medical Staff

Utilization Management
E.R. & Employee Health
Acute Care
Long-Term Care
Clinical Neuroservices
Pathology
Clinical Labs
Radiology
Rehabilitation
Surgery

Professional & Rehab Services

Physical Therapy
Comprehensive Rehab Unit
Psychology/Vocational Rehab
Occupational Therapy
Respiratory Therapy
Pastoral Care
Pharmacy
Patient Transportation
Dietary
Social Services
Volunteers
Speech, Language & Hearing
County Store
Therapeutic Recreation

APPENDIX B
DIVISION/DEPARTMENT
Local 1178 (cont.)

Finance

Accounting
Admitting
Billing/Patient Services
Payroll

Information & Support Services

Information Systems
Purchasing
Health Information & Records
Professional and Patient Libraries

Physical Plant

Environmental Services
Grounds/Motor Pool
Heating and Operating
Laundry
Materials Management
Public Safety
Skilled Trades
Central Supply

Nursing

Acute Vent/ICU
Acute Med/Surgery
Sub-Acute
Long-Term Care
Clinical Practice
Barbers & Beauticians
Nurse Epidemiologists

HUB HOSPITAL ACTIVITY

Ambulatory Services (SSASN)

The above is subject to change based upon the budget and reorganization.

It is understood that when a department name is found in more than one division the posting will identify the supervisor's name, budget unit number and department number.

COOK COUNTY HEALTH PLAN DESIGN/APPENDIX C
PLAN DESIGN AND PAYROLL CONTRIBUTIONS CHANGES EFFECTIVE DECEMBER 1, 2022 AND DECEMBER 1, 2023

Cook County Benefits Overview

HMO	Current	Benefits Effective 12/1/2022
Out of Pocket Maximum	All Copays accumulate to OOP Max	All Copays accumulate to OOP Max
Out of Pocket Maximum	$1,600 single / $3,200 family	$1,600 single / $3,200 family
Inpatient Facility	$100 copay per admit	$100 copay per admit
Preventive	$0 copay (100% covered)	$0 copay (100% covered)
Other PCP / Urgent Care	$15 copay	$15 copay
Specialists	$20 copay	$20 copay
X-Ray / Diagnostic tests (performed in lab or hospital)	$0 copay	$0 copay
Accident / illness	$15 copay	$15 copay
Emergency Room	$75 copay	$100 copay

PPO	Current	Benefits Effective 12/1/2022
Deductible and Out of Pocket Maximum	Copay and Deductibles do accumulate to OOP Max	Copay and Deductibles do accumulate to OOP Max
Annual Deductible	$350 single / $700 family 2x Out of Network	$350 single / $700 family 2x Out of Network
Out of Pocket Maximum	$1,600 single /$3,200 family 2x Out of Network	$2,000 single /$4,000 family 2x Out of Network
Inpatient and Outpatient Facility	90% In network / 60% Out of network	90% In network / 60% Out of network*
Preventive	$0 copay (100% covered)	$0 copay (100% covered)
PCP	90% coinsurance after $25 copay / 60% out of network	90% coinsurance after $25 copay / 60% out of network
Specialists	90% coinsurance after $35 copay / 60% out of network	90% coinsurance after $35 copay / 60% out of network
X-Ray / Diagnostic tests (performed in lab or hospital)	90% in network 60% out of network	90% in network 60% out of network
Accident / Illness	90% coinsurance after $25 copay / 60% out of network	90% coinsurance after $25 copay / 60% out of network
Emergency Room – In / Out of Network	$75 copay	$100 copay

** Effective 12/1/21, The County PPO plan will incorporate a Cook County Health tier ("Domestic Tier") wherein covered members will have lower out-of-pocket costs when choosing to access health care within CCH facilities. Facility charges will be 0% after the annual plan deductible is met. Hospital-based facility services not obtained at CCH will be paid based on their network status (in or out of network rate).*

COOK COUNTY HEALTH PLAN DESIGN/APPENDIX C
PLAN DESIGN AND PAYROLL CONTRIBUTIONS CHANGES EFFECTIVE DECEMBER 1, 2022 AND DECEMBER 1, 2023

Cook County Benefit Overview (Cont.)

Drug	**Current (No Changes 12/1/22 or 12/1/23)**
Prescription Drugs – Retail	• Generic: $10 copay • Brand Formulary: $25 copay • Brand Non-Formulary: $40 copay • Mail Order: 2 x retail
Generic Step Therapy	• PBM's generic step therapy program
Mandatory Maintenance Choice	• Mandatory mail-order for maintenance drugs

Vision	**Current (No Changes 12/1/22 or 12/1/23)**
Eye Examination	• $0 copay • Once per 12 months
*Eyeglass Lenses**	• $0 copay standard uncoated plastic • Once per 12 months
Frames	• $0 copay up to $100 / Amount over $100 less 10% • Once per 24 months
*Contact Lenses**	• $0 copay up to $100 • Once per 12 months

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

COOK COUNTY HEALTH PLAN DESIGN/APPENDIX C
PLAN DESIGN AND PAYROLL CONTRIBUTIONS CHANGES EFFECTIVE DECEMBER 1, 2022 AND DECEMBER 1, 2023

Cook County Benefit Overview (Cont.)

Dental – HMO	**Current (No Changes 12/1/22 or 12/1/23)**
Annual Deductible	$0 (None)
Benefit Period Maximum	None
Preventive	• Requires a Maximum Allowance • Includes 2 exams / cleanings per benefit period • Includes fluoride treatments under age 19
Basic Benefits	• Requires a copayment for each specific service • Copayments equal a discount of approximately 70%
Major Services	• Requires a copayment for each specific service • Copayments equal a discount of approximately 60%
Orthodontics	• Requires copayments • Copayments equal a discount of approximately 25% • Max one full course of treatment for dependent children under 19

Dental - PPO	**Current (No Changes 12/1/22 or 12/1/23)**
Annual Deductible	• $25 Individual / $100 Family (in network) • $50 Individual / $200 Family (out of network)
Preventive (2 exams/cleanings per Benefit Period)	• 100% of Maximum Allowance (in network) • 80% of Maximum Allowance (out of network)
Primary Services (X-Rays, Space Maintainers)	• 80% of Maximum Allowance (in network) • 60% of Maximum Allowance (out of network)
Restorative Services (Routine Fillings)	• 80% of Maximum Allowance (in network) • 60% of Maximum Allowance (out of network)
Emergency Services	• 80% of Maximum Allowance (in network) • 80% of Maximum Allowance (out of network)
Endodontics	• 80% of Maximum Allowance (in network) • 60% of Maximum Allowance (out of network)
Periodontics	• 80% of Maximum Allowance (in network) • 60% of Maximum Allowance (Out of network)
Oral Surgery	• 80% of Maximum Allowance (in network) • 60% of Maximum Allowance (out of network)
Prosthetics	• 50% of Maximum Allowance (in and out of network)
Orthodontics	• 50% up to a lifetime max of $1,250 (in and out of network)

COOK COUNTY HEALTH PLAN DESIGN/APPENDIX C
PLAN DESIGN AND PAYROLL CONTRIBUTIONS CHANGES EFFECTIVE DECEMBER 1, 2022 AND DECEMBER 1, 2023

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

HMO	Current	Effective 12/1/2022	Effective 12/1/2023
Employee Only	1.50%	1.75%	2.25%
Employee + Spouse	2.00%	2.50%	3.25%
Employee + Child(ren)	1.75%	2.25%	2.75%
Employee + Family	2.25%	3.00%	4.00%

PPO	Current	Effective 12/1/2022	Effective 12/1/2023
Employee Only	2.50%	2.75%	3.25%
Employee + Spouse	3.00%	3.50%	4.25%
Employee + Child(ren)	2.75%	3.25%	3.75%
Employee + Family	3.25%	4.00%	5.00%

Dental	Current (No Changes 12/1/22 or 12/1/23)
HMO	$0
PPO	$0

Vision	Current (No Changes 12/1/22 or 12/1/23)
Vision Plan	$0

Side Letter
Retiree Health Benefits

The parties agree to discuss the subject of creating a County operated health plan for County retirees.

Side Letter
Temporary Disability Benefits

The parties agree to draft a mutually acceptable letter to the County Employees' and Officers' Annuity and Benefit Fund of Cook County with regard to the temporary disability issue raised in AFSCME Economic Proposal Number 40 concerning temporary disability benefits.

Side Letter
Welfare to Work Program

1. Welfare recipients and participants in welfare to work initiatives will not displace or replace regular employees. For example, if there are ten (10) Clerk III's and five (5) welfare recipients and participants in welfare to work initiatives, and two (2) Clerk III's retire, the Employer will not replace the two (2) regular vacant positions with two (2) additional welfare recipients and participants in welfare to work initiatives raising their number to seven (7). This policy, however, does not require the Employer to fill vacancies which they desire to keep vacant.

2. Bargaining unit work that constitutes the normal duties and responsibilities of regular employees on current payroll will not be removed and reassigned to Welfare recipients and participants in welfare to work initiative. Welfare recipients and participants in welfare to work initiatives will be assigned work in a manner that will not jeopardize the job classification of the current employees.

3. Welfare recipients and participants in welfare to work initiatives will in no way interfere with the contractual procedures for filling vacancies. The contractual procedures will be used for filling bargaining unit vacancies.

4. The Union will be notified when the Employer determines to use Welfare recipients and participants in welfare to work initiatives.

The above is to be placed in a side letter between AFSCME Council 31 and the employer.

Side Letter
Grievance Procedure and Arbitration

The Employers and AFSCME Council 31 are both desirous of creating a more efficient grievance process. In furtherance of such the Employers and AFSCME Council 31 agree to maintain open communications regarding grievance and arbitration matters. The parties further agree to continue discussions in an effort to address problems in scheduling, canceling, and other related issues, as well as the implementation of awards and settlements. The parties also agree to continue discussions regarding ways to improve sharing of information and opportunities for

Side Letter
Personal Support Program

The parties share a mutual interest in improving bargaining unit members' knowledge of available employee services. The parties therefore agree to work together to increase awareness by both bargaining unit members and supervisory employees of the opportunities for assistance offered by the Personal Support Program.

Effective June 1, 2021

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
9	Hourly	16.173	16.860	17.579	18.325	19.104	19.919	20.764	21.333	21.869	22.964
	Bi-Weekly	1,293.84	1,348.81	1,406.30	1,465.98	1,528.35	1,593.55	1,661.11	1,706.66	1,749.54	1,837.15
	Annual	33,639	35,068	36,563	38,115	39,736	41,432	43,188	44,373	45,487	47,766
10	Hourly	17.324	18.062	18.830	19.628	20.462	21.332	22.240	22.853	23.427	24.596
	Bi-Weekly	1,385.92	1,444.95	1,506.42	1,570.25	1,636.99	1,706.58	1,779.17	1,828.22	1,874.18	1,967.72
	Annual	36,034	37,568	39,167	40,826	42,561	44,371	46,258	47,533	48,728	51,160
11	Hourly	18.587	19.376	20.203	21.059	21.952	22.885	23.860	24.516	25.132	26.388
	Bi-Weekly	1,486.93	1,550.11	1,616.20	1,684.74	1,756.19	1,830.82	1,908.77	1,961.30	2,010.59	2,111.04
	Annual	38,659	40,303	42,021	43,802	45,661	47,600	49,627	50,994	52,275	54,886
12	Hourly	19.901	20.753	21.636	22.555	23.511	24.512	25.554	26.256	26.916	28.262
	Bi-Weekly	1,592.09	1,660.22	1,730.86	1,804.43	1,880.92	1,960.98	2,044.29	2,100.48	2,153.26	2,260.93
	Annual	41,394	43,165	45,002	46,914	48,904	50,985	53,151	54,612	55,984	58,784
13	Hourly	21.320	22.225	23.168	24.155	25.181	26.250	27.366	28.120	28.826	30.266
	Bi-Weekly	1,705.61	1,778.04	1,853.47	1,932.40	2,014.49	2,099.99	2,189.31	2,249.56	2,306.08	2,421.30
	Annual	44,345	46,228	48,190	50,241	52,376	54,599	56,921	58,488	59,958	62,953
14	Hourly	22.890	23.864	24.877	25.934	27.035	28.184	29.382	30.189	30.947	32.495
	Bi-Weekly	1,831.22	1,909.09	1,990.13	2,074.74	2,162.76	2,254.68	2,350.58	2,415.13	2,475.79	2,599.62
	Annual	47,612	49,636	51,743	53,943	56,231	58,621	61,114	62,793	64,370	67,590
15	Hourly	24.642	25.688	26.779	27.917	29.103	30.341	31.629	32.501	33.319	34.984
	Bi-Weekly	1,971.37	2,055.01	2,142.30	2,233.32	2,328.25	2,427.31	2,530.35	2,600.11	2,665.55	2,798.72
	Annual	51,255	53,430	55,699	58,066	60,534	63,110	65,788	67,602	69,304	72,766
16	Hourly	26.452	27.577	28.748	29.969	31.242	32.569	33.957	34.890	35.766	37.552
	Bi-Weekly	2,116.15	2,206.12	2,299.83	2,397.51	2,499.34	2,605.55	2,716.55	2,791.17	2,861.24	3,004.16
	Annual	55,019	57,359	59,795	62,335	64,982	67,744	70,630	72,569	74,391	78,107
17	Hourly	28.387	29.596	30.850	32.162	33.528	34.955	36.440	37.442	38.382	40.300
	Bi-Weekly	2,270.92	2,367.71	2,467.99	2,572.98	2,682.28	2,796.37	2,915.16	2,995.39	3,070.58	3,223.96
	Annual	59,044	61,560	64,167	66,897	69,739	72,705	75,794	77,880	79,835	83,823
18	Hourly	30.407	31.698	33.046	34.450	35.915	37.442	39.032	40.106	41.114	43.171
	Bi-Weekly	2,432.59	2,535.88	2,643.71	2,756.01	2,873.18	2,995.39	3,122.55	3,208.46	3,289.09	3,453.68
	Annual	63,247	65,932	68,736	71,656	74,702	77,880	81,186	83,420	85,516	89,795
19	Hourly	33.352	34.772	36.251	37.790	39.394	41.072	42.815	43.994	45.097	47.354
	Bi-Weekly	2,668.15	2,781.75	2,900.06	3,023.24	3,151.53	3,285.76	3,425.18	3,519.53	3,607.80	3,788.30
	Annual	69,371	72,325	75,401	78,604	81,939	85,430	89,054	91,507	93,802	98,496
20	Hourly	36.625	38.181	39.805	41.497	43.259	45.097	47.014	48.307	49.520	51.994
	Bi-Weekly	2,930.02	3,054.50	3,184.42	3,319.78	3,460.74	3,607.80	3,761.10	3,864.55	3,961.59	4,159.55
	Annual	76,180	79,417	82,795	86,314	89,979	93,802	97,788	100,478	103,001	108,148
21	Hourly	40.250	41.960	43.743	45.603	47.540	49.559	51.668	53.090	54.419	57.139
	Bi-Weekly	3,219.99	3,356.81	3,499.48	3,648.23	3,803.16	3,964.75	4,133.40	4,247.17	4,353.54	4,571.15
	Annual	83,719	87,277	90,986	94,854	98,881	103,083	107,468	110,426	113,192	118,849
22	Hourly	44.170	46.048	48.003	50.043	52.171	54.386	56.699	58.257	59.720	62.706
	Bi-Weekly	3,533.58	3,683.80	3,840.27	4,003.40	4,173.68	4,350.86	4,535.91	4,660.56	4,777.56	5,016.45
	Annual	91,873	95,778	99,847	104,088	108,516	113,122	117,933	121,174	124,216	130,428
23	Hourly	46.326	48.298	50.350	52.489	54.720	57.045	59.470	61.104	62.640	65.772
	Bi-Weekly	3,706.05	3,863.82	4,028.01	4,199.10	4,377.57	4,563.60	4,757.59	4,888.32	5,011.18	5,261.76
	Annual	96,357	100,459	104,728	109,176	113,816	118,654	123,697	127,096	130,290	136,806

Effective December 1, 2021

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
		6th Step	7th Step	8th Step	9th Step						
9	Hourly	16.860	17.579	18.325	19.104	19.919	20.764	21.333	21.869	22.964	23.883
	Bi-Weekly	1,348.81	1,406.30	1,465.98	1,528.35	1,593.55	1,661.11	1,706.66	1,749.54	1,837.15	1,910.64
	Annual	35,068	36,563	38,115	39,736	41,432	43,188	44,373	45,487	47,766	49,677
10	Hourly	18.062	18.830	19.628	20.462	21.332	22.240	22.853	23.427	24.596	25.580
	Bi-Weekly	1,444.95	1,506.42	1,570.25	1,636.99	1,706.58	1,779.17	1,828.22	1,874.18	1,967.72	2,046.43
	Annual	37,568	39,167	40,826	42,561	44,371	46,258	47,533	48,728	51,160	53,206
11	Hourly	19.376	20.203	21.059	21.952	22.885	23.860	24.516	25.132	26.388	27.443
	Bi-Weekly	1,550.11	1,616.20	1,684.74	1,756.19	1,830.82	1,908.77	1,961.30	2,010.59	2,111.04	2,195.48
	Annual	40,303	42,021	43,802	45,661	47,600	49,627	50,994	52,275	54,886	57,082
12	Hourly	20.753	21.636	22.555	23.511	24.512	25.554	26.256	26.916	28.262	29.392
	Bi-Weekly	1,660.22	1,730.86	1,804.43	1,880.92	1,960.98	2,044.29	2,100.48	2,153.26	2,260.93	2,351.37
	Annual	43,165	45,002	46,914	48,904	50,985	53,151	54,612	55,984	58,784	61,135
13	Hourly	22.225	23.168	24.155	25.181	26.250	27.366	28.120	28.826	30.266	31.477
	Bi-Weekly	1,778.04	1,853.47	1,932.40	2,014.49	2,099.99	2,189.31	2,249.56	2,306.08	2,421.30	2,518.15
	Annual	46,228	48,190	50,241	52,376	54,599	56,921	58,488	59,958	62,953	65,471
14	Hourly	23.864	24.877	25.934	27.035	28.184	29.382	30.189	30.947	32.495	33.795
	Bi-Weekly	1,909.09	1,990.13	2,074.74	2,162.76	2,254.68	2,350.58	2,415.13	2,475.79	2,599.62	2,703.60
	Annual	49,636	51,743	53,943	56,231	58,621	61,114	62,793	64,370	67,590	70,293
15	Hourly	25.688	26.779	27.917	29.103	30.341	31.629	32.501	33.319	34.984	36.383
	Bi-Weekly	2,055.01	2,142.30	2,233.32	2,328.25	2,427.31	2,530.35	2,600.11	2,665.55	2,798.72	2,910.67
	Annual	53,430	55,699	58,066	60,534	63,110	65,788	67,602	69,304	72,766	75,677
16	Hourly	27.577	28.748	29.969	31.242	32.569	33.957	34.890	35.766	37.552	39.054
	Bi-Weekly	2,206.12	2,299.83	2,397.51	2,499.34	2,605.55	2,716.55	2,791.17	2,861.24	3,004.16	3,124.32
	Annual	57,359	59,795	62,335	64,982	67,744	70,630	72,569	74,391	78,107	81,232
17	Hourly	29.596	30.850	32.162	33.528	34.955	36.440	37.442	38.382	40.300	41.912
	Bi-Weekly	2,367.71	2,467.99	2,572.98	2,682.28	2,796.37	2,915.16	2,995.39	3,070.58	3,223.96	3,352.92
	Annual	61,560	64,167	66,897	69,739	72,705	75,794	77,880	79,835	83,823	87,176
18	Hourly	31.698	33.046	34.450	35.915	37.442	39.032	40.106	41.114	43.171	44.898
	Bi-Weekly	2,535.88	2,643.71	2,756.01	2,873.18	2,995.39	3,122.55	3,208.46	3,289.09	3,453.68	3,591.83
	Annual	65,932	68,736	71,656	74,702	77,880	81,186	83,420	85,516	89,795	93,387
19	Hourly	34.772	36.251	37.790	39.394	41.072	42.815	43.994	45.097	47.354	49.248
	Bi-Weekly	2,781.75	2,900.06	3,023.24	3,151.53	3,285.76	3,425.18	3,519.53	3,607.80	3,788.30	3,939.84
	Annual	72,325	75,401	78,604	81,939	85,430	89,054	91,507	93,802	98,496	102,435
20	Hourly	38.181	39.805	41.497	43.259	45.097	47.014	48.307	49.520	51.994	54.074
	Bi-Weekly	3,054.50	3,184.42	3,319.78	3,460.74	3,607.80	3,761.10	3,864.55	3,961.59	4,159.55	4,325.93
	Annual	79,417	82,795	86,314	89,979	93,802	97,788	100,478	103,001	108,148	112,474
21	Hourly	41.960	43.743	45.603	47.540	49.559	51.668	53.090	54.419	57.139	59.425
	Bi-Weekly	3,356.81	3,499.48	3,648.23	3,803.16	3,964.75	4,133.40	4,247.17	4,353.54	4,571.15	4,754.00
	Annual	87,277	90,986	94,854	98,881	103,083	107,468	110,426	113,192	118,849	123,603
22	Hourly	46.048	48.003	50.043	52.171	54.386	56.699	58.257	59.720	62.706	65.214
	Bi-Weekly	3,683.80	3,840.27	4,003.40	4,173.68	4,350.86	4,535.91	4,660.56	4,777.56	5,016.45	5,217.11
	Annual	95,778	99,847	104,088	108,516	113,122	117,933	121,174	124,216	130,428	135,645
23	Hourly	48.298	50.350	52.489	54.720	57.045	59.470	61.104	62.640	65.772	68.403
	Bi-Weekly	3,863.82	4,028.01	4,199.10	4,377.57	4,563.60	4,757.59	4,888.32	5,011.18	5,261.76	5,472.23
	Annual	100,459	104,728	109,176	113,816	118,654	123,697	127,096	130,290	136,806	142,278

Effective June 1, 2022

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
		6th Step	7th Step	8th Step	9th Step						
9	Hourly	17.282	18.018	18.783	19.582	20.417	21.283	21.867	22.416	23.538	24.480
	Bi-Weekly	1,382.53	1,441.46	1,502.63	1,566.56	1,633.39	1,702.64	1,749.33	1,793.27	1,883.08	1,958.40
	Annual	35,945	37,477	39,068	40,730	42,468	44,268	45,482	46,624	48,960	50,918
10	Hourly	18.513	19.301	20.119	20.974	21.866	22.796	23.424	24.013	25.211	26.220
	Bi-Weekly	1,481.08	1,544.08	1,609.50	1,677.92	1,749.24	1,823.65	1,873.92	1,921.03	2,016.91	2,097.59
	Annual	38,507	40,146	41,847	43,625	45,480	47,414	48,722	49,946	52,439	54,537
11	Hourly	19.861	20.708	21.586	22.501	23.457	24.456	25.129	25.761	27.048	28.130
	Bi-Weekly	1,588.86	1,656.61	1,726.86	1,800.10	1,876.59	1,956.49	2,010.34	2,060.86	2,163.81	2,250.37
	Annual	41,310	43,072	44,897	46,802	48,790	50,868	52,268	53,581	56,258	58,509
12	Hourly	21.272	22.177	23.119	24.099	25.125	26.192	26.912	27.589	28.968	30.127
	Bi-Weekly	1,701.72	1,774.13	1,849.54	1,927.94	2,010.00	2,095.40	2,152.99	2,207.09	2,317.46	2,410.15
	Annual	44,244	46,127	48,087	50,126	52,260	54,480	55,977	57,384	60,253	62,663
13	Hourly	22.781	23.748	24.759	25.811	26.906	28.051	28.823	29.547	31.023	32.264
	Bi-Weekly	1,822.49	1,899.81	1,980.71	2,064.85	2,152.49	2,244.05	2,305.80	2,363.73	2,481.84	2,581.11
	Annual	47,384	49,395	51,498	53,685	55,964	58,344	59,951	61,457	64,527	67,108
14	Hourly	24.460	25.499	26.583	27.710	28.888	30.117	30.944	31.721	33.308	34.640
	Bi-Weekly	1,956.82	2,039.88	2,126.61	2,216.83	2,311.05	2,409.34	2,475.51	2,537.68	2,664.61	2,771.19
	Annual	50,876	53,036	55,292	57,637	60,087	62,642	64,363	65,980	69,280	72,051
15	Hourly	26.330	27.448	28.614	29.831	31.100	32.420	33.314	34.152	35.859	37.293
	Bi-Weekly	2,106.38	2,195.86	2,289.16	2,386.45	2,487.99	2,593.61	2,665.11	2,732.19	2,868.69	2,983.44
	Annual	54,765	57,092	59,518	62,047	64,687	67,433	69,292	71,037	74,586	77,569
16	Hourly	28.266	29.467	30.718	32.023	33.384	34.806	35.762	36.660	38.491	40.030
	Bi-Weekly	2,261.28	2,357.32	2,457.45	2,561.82	2,670.68	2,784.46	2,860.95	2,932.78	3,079.26	3,202.43
	Annual	58,793	61,290	63,894	66,607	69,438	72,396	74,384	76,251	80,060	83,262
17	Hourly	30.336	31.621	32.966	34.367	35.828	37.351	38.378	39.342	41.307	42.959
	Bi-Weekly	2,426.90	2,529.69	2,637.31	2,749.34	2,866.27	2,988.04	3,070.27	3,147.34	3,304.56	3,436.75
	Annual	63,099	65,771	68,569	71,482	74,523	77,689	79,827	81,831	85,918	89,355
18	Hourly	32.491	33.873	35.311	36.813	38.378	40.008	41.108	42.141	44.250	46.020
	Bi-Weekly	2,599.27	2,709.80	2,824.91	2,945.01	3,070.27	3,200.61	3,288.67	3,371.31	3,540.02	3,681.62
	Annual	67,581	70,454	73,447	76,570	79,827	83,215	85,505	87,654	92,040	95,721
19	Hourly	35.641	37.157	38.735	40.379	42.099	43.885	45.094	46.225	48.538	50.479
	Bi-Weekly	2,851.29	2,972.56	3,098.82	3,230.32	3,367.90	3,510.81	3,607.52	3,697.99	3,883.01	4,038.33
	Annual	74,133	77,286	80,569	83,987	87,565	91,280	93,795	96,147	100,958	104,996
20	Hourly	39.136	40.800	42.535	44.341	46.225	48.189	49.515	50.758	53.294	55.426
	Bi-Weekly	3,130.86	3,264.03	3,402.78	3,547.26	3,697.99	3,855.13	3,961.17	4,060.63	4,263.54	4,434.08
	Annual	81,402	84,864	88,471	92,228	96,147	100,233	102,990	105,576	110,852	115,286
21	Hourly	43.009	44.837	46.743	48.728	50.798	52.959	54.417	55.780	58.568	60.911
	Bi-Weekly	3,440.73	3,586.96	3,739.44	3,898.24	4,063.87	4,236.74	4,353.35	4,462.38	4,685.43	4,872.85
	Annual	89,459	93,260	97,225	101,353	105,660	110,155	113,187	116,022	121,821	126,693
22	Hourly	47.199	49.203	51.294	53.475	55.745	58.116	59.713	61.213	64.273	66.844
	Bi-Weekly	3,775.90	3,936.28	4,103.49	4,278.02	4,459.63	4,649.31	4,777.07	4,897.00	5,141.87	5,347.54
	Annual	98,173	102,343	106,690	111,229	115,950	120,881	124,203	127,321	133,688	139,036
23	Hourly	49.505	51.609	53.801	56.088	58.471	60.957	62.632	64.206	67.416	70.113
	Bi-Weekly	3,960.42	4,128.71	4,304.07	4,487.01	4,677.69	4,876.53	5,010.53	5,136.46	5,393.30	5,609.04
	Annual	102,970	107,346	111,906	116,661	121,620	126,789	130,274	133,548	140,226	145,835

Effective June 1, 2023

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
		6th Step	7th Step	8th Step	9th Step						
9	Hourly	17.714	18.469	19.253	20.071	20.928	21.815	22.413	22.976	24.127	25.092
	Bi-Weekly	1,417.10	1,477.50	1,540.20	1,605.72	1,674.22	1,745.20	1,793.06	1,838.11	1,930.16	2,007.36
	Annual	36,844	38,414	40,045	41,748	43,530	45,375	46,619	47,790	50,184	52,191
10	Hourly	18.976	19.784	20.622	21.498	22.412	23.366	24.010	24.613	25.842	26.875
	Bi-Weekly	1,518.10	1,582.69	1,649.74	1,719.86	1,792.98	1,869.24	1,920.77	1,969.06	2,067.34	2,150.03
	Annual	39,470	41,150	42,893	44,716	46,617	48,599	49,940	51,195	53,750	55,900
11	Hourly	20.357	21.225	22.125	23.064	24.044	25.067	25.757	26.405	27.724	28.833
	Bi-Weekly	1,628.58	1,698.03	1,770.03	1,845.10	1,923.50	2,005.40	2,060.60	2,112.38	2,217.91	2,306.63
	Annual	42,343	44,148	46,020	47,972	50,010	52,140	53,575	54,921	57,665	59,971
12	Hourly	21.803	22.731	23.697	24.702	25.753	26.847	27.585	28.278	29.692	30.880
	Bi-Weekly	1,744.26	1,818.48	1,895.78	1,976.14	2,060.25	2,147.78	2,206.82	2,262.27	2,375.39	2,470.41
	Annual	45,350	47,280	49,289	51,379	53,567	55,842	57,377	58,819	61,760	64,230
13	Hourly	23.351	24.341	25.378	26.456	27.579	28.752	29.543	30.285	31.799	33.070
	Bi-Weekly	1,868.05	1,947.30	2,030.23	2,116.47	2,206.31	2,300.15	2,363.45	2,422.83	2,543.88	2,645.64
	Annual	48,568	50,630	52,785	55,028	57,363	59,803	61,449	62,993	66,140	68,786
14	Hourly	25.072	26.136	27.247	28.403	29.610	30.870	31.717	32.514	34.140	35.506
	Bi-Weekly	2,005.74	2,090.88	2,179.77	2,272.25	2,368.82	2,469.58	2,537.40	2,601.12	2,731.22	2,840.47
	Annual	52,148	54,362	56,674	59,078	61,589	64,208	65,972	67,629	71,012	73,852
15	Hourly	26.988	28.134	29.330	30.576	31.877	33.231	34.147	35.006	36.755	38.225
	Bi-Weekly	2,159.04	2,250.75	2,346.39	2,446.12	2,550.19	2,658.45	2,731.74	2,800.50	2,940.41	3,058.02
	Annual	56,134	58,519	61,006	63,598	66,305	69,119	71,024	72,813	76,450	79,508
16	Hourly	28.973	30.203	31.486	32.823	34.218	35.676	36.656	37.576	39.453	41.031
	Bi-Weekly	2,317.81	2,416.26	2,518.89	2,625.86	2,737.45	2,854.07	2,932.47	3,006.09	3,156.24	3,282.49
	Annual	60,262	62,822	65,491	68,272	71,174	74,205	76,243	78,157	82,061	85,344
17	Hourly	31.095	32.412	33.791	35.226	36.724	38.284	39.338	40.325	42.340	44.033
	Bi-Weekly	2,487.58	2,592.93	2,703.24	2,818.07	2,937.93	3,062.74	3,147.03	3,226.03	3,387.18	3,522.67
	Annual	64,676	67,416	70,283	73,269	76,386	79,631	81,823	83,876	88,066	91,589
18	Hourly	33.303	34.719	36.194	37.733	39.338	41.008	42.136	43.195	45.357	47.171
	Bi-Weekly	2,664.25	2,777.55	2,895.53	3,018.64	3,147.03	3,280.62	3,370.88	3,455.60	3,628.52	3,773.66
	Annual	69,270	72,216	75,284	78,484	81,823	85,296	87,643	89,845	94,341	98,115
19	Hourly	36.532	38.086	39.704	41.389	43.151	44.982	46.221	47.381	49.751	51.741
	Bi-Weekly	2,922.58	3,046.87	3,176.29	3,311.08	3,452.10	3,598.58	3,697.71	3,790.44	3,980.09	4,139.29
	Annual	75,986	79,218	82,583	86,087	89,754	93,562	96,140	98,551	103,482	107,621
20	Hourly	40.114	41.820	43.598	45.449	47.381	49.394	50.752	52.027	54.627	56.812
	Bi-Weekly	3,209.13	3,345.63	3,487.84	3,635.94	3,790.44	3,951.51	4,060.19	4,162.14	4,370.13	4,544.93
	Annual	83,437	86,986	90,683	94,534	98,551	102,739	105,565	108,216	113,623	118,168
21	Hourly	44.084	45.958	47.912	49.946	52.068	54.283	55.777	57.174	60.032	62.433
	Bi-Weekly	3,526.75	3,676.64	3,832.93	3,995.70	4,165.47	4,342.66	4,462.18	4,573.94	4,802.57	4,994.67
	Annual	91,695	95,592	99,656	103,887	108,302	112,909	116,016	118,922	124,866	129,861
22	Hourly	48.379	50.434	52.576	54.812	57.139	59.569	61.206	62.743	65.880	68.515
	Bi-Weekly	3,870.29	4,034.69	4,206.08	4,384.97	4,571.12	4,765.54	4,896.50	5,019.43	5,270.41	5,481.23
	Annual	100,627	104,901	109,358	114,009	118,849	123,903	127,308	130,504	137,030	142,512
23	Hourly	50.743	52.899	55.146	57.490	59.933	62.481	64.197	65.811	69.102	71.866
	Bi-Weekly	4,059.43	4,231.93	4,411.67	4,599.19	4,794.63	4,998.44	5,135.79	5,264.87	5,528.14	5,749.26
	Annual	105,544	110,030	114,704	119,578	124,660	129,959	133,531	136,886	143,732	149,481

Effective December 1, 2023

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
		6th Step	7th Step	8th Step	9th Step						
9	Hourly	17.891	18.653	19.445	20.272	21.137	22.033	22.637	23.206	24.368	25.343
	Bi-Weekly	1,431.27	1,492.27	1,555.60	1,621.78	1,690.97	1,762.65	1,810.99	1,856.49	1,949.46	2,027.44
	Annual	37,212	38,799	40,445	42,165	43,965	45,828	47,085	48,268	50,686	52,713
10	Hourly	19.166	19.981	20.828	21.713	22.636	23.599	24.250	24.859	26.100	27.144
	Bi-Weekly	1,533.29	1,598.51	1,666.24	1,737.06	1,810.91	1,887.94	1,939.98	1,988.75	2,088.01	2,171.53
	Annual	39,865	41,561	43,322	45,163	47,083	49,085	50,439	51,707	54,288	56,459
11	Hourly	20.561	21.436	22.347	23.294	24.284	25.318	26.015	26.669	28.001	29.121
	Bi-Weekly	1,644.87	1,715.01	1,787.73	1,863.55	1,942.74	2,025.45	2,081.20	2,133.50	2,240.09	2,329.69
	Annual	42,766	44,590	46,480	48,452	50,510	52,661	54,111	55,470	58,241	60,571
12	Hourly	22.021	22.958	23.934	24.949	26.011	27.116	27.861	28.561	29.989	31.189
	Bi-Weekly	1,761.71	1,836.67	1,914.73	1,995.90	2,080.86	2,169.26	2,228.89	2,284.89	2,399.15	2,495.11
	Annual	45,804	47,753	49,782	51,893	54,102	56,401	57,951	59,407	62,377	64,872
13	Hourly	23.584	24.585	25.632	26.720	27.855	29.039	29.839	30.588	32.117	33.401
	Bi-Weekly	1,886.73	1,966.78	2,050.53	2,137.64	2,228.37	2,323.15	2,387.08	2,447.05	2,569.32	2,672.09
	Annual	49,054	51,136	53,313	55,578	57,937	60,401	62,064	63,623	66,802	69,474
14	Hourly	25.322	26.397	27.520	28.687	29.906	31.178	32.035	32.839	34.482	35.861
	Bi-Weekly	2,025.80	2,111.79	2,201.57	2,294.97	2,392.51	2,494.27	2,562.77	2,627.14	2,758.54	2,868.88
	Annual	52,670	54,906	57,241	59,668	62,205	64,850	66,632	68,305	71,722	74,591
15	Hourly	27.258	28.416	29.623	30.882	32.196	33.563	34.488	35.356	37.123	38.608
	Bi-Weekly	2,180.63	2,273.26	2,369.85	2,470.58	2,575.70	2,685.04	2,759.05	2,828.50	2,969.81	3,088.60
	Annual	56,696	59,104	61,616	64,234	66,968	69,810	71,735	73,541	77,215	80,303
16	Hourly	29.262	30.505	31.801	33.152	34.560	36.033	37.022	37.952	39.848	41.441
	Bi-Weekly	2,340.99	2,440.42	2,544.07	2,652.12	2,764.83	2,882.61	2,961.80	3,036.16	3,187.80	3,315.32
	Annual	60,865	63,450	66,146	68,955	71,885	74,947	77,006	78,939	82,882	86,197
17	Hourly	31.406	32.736	34.128	35.578	37.091	38.667	39.731	40.729	42.763	44.474
	Bi-Weekly	2,512.45	2,618.86	2,730.27	2,846.25	2,967.31	3,093.37	3,178.50	3,258.29	3,421.05	3,557.89
	Annual	65,323	68,090	70,986	74,002	77,150	80,427	82,641	84,715	88,947	92,505
18	Hourly	33.636	35.067	36.556	38.110	39.731	41.418	42.557	43.627	45.810	47.642
	Bi-Weekly	2,690.90	2,805.32	2,924.49	3,048.82	3,178.50	3,313.43	3,404.59	3,490.15	3,664.81	3,811.40
	Annual	69,963	72,938	76,036	79,269	82,641	86,149	88,519	90,743	95,284	99,096
19	Hourly	36.898	38.467	40.101	41.802	43.583	45.432	46.684	47.854	50.249	52.259
	Bi-Weekly	2,951.80	3,077.34	3,208.05	3,344.19	3,486.62	3,634.56	3,734.69	3,828.35	4,019.89	4,180.68
	Annual	76,746	80,011	83,409	86,948	90,652	94,498	97,101	99,536	104,517	108,697
20	Hourly	40.515	42.239	44.034	45.904	47.854	49.888	51.260	52.547	55.173	57.380
	Bi-Weekly	3,241.23	3,379.09	3,522.72	3,672.30	3,828.35	3,991.02	4,100.80	4,203.76	4,413.83	4,590.38
	Annual	84,271	87,856	91,590	95,479	99,536	103,766	106,620	109,298	114,759	119,350
21	Hourly	44.525	46.418	48.391	50.446	52.589	54.826	56.335	57.746	60.632	63.058
	Bi-Weekly	3,562.01	3,713.40	3,871.26	4,035.66	4,207.12	4,386.09	4,506.80	4,619.68	4,850.59	5,044.62
	Annual	92,612	96,548	100,652	104,926	109,385	114,038	117,176	120,111	126,115	131,159
22	Hourly	48.862	50.938	53.102	55.360	57.710	60.165	61.818	63.370	66.539	69.201
	Bi-Weekly	3,909.00	4,075.03	4,248.14	4,428.82	4,616.83	4,813.20	4,945.46	5,069.62	5,323.12	5,536.04
	Annual	101,634	105,950	110,451	115,149	120,037	125,142	128,591	131,809	138,401	143,937
23	Hourly	51.250	53.428	55.697	58.065	60.532	63.105	64.839	66.469	69.793	72.584
	Bi-Weekly	4,100.02	4,274.24	4,455.79	4,645.18	4,842.58	5,048.43	5,187.15	5,317.52	5,583.42	5,806.75
	Annual	106,600	111,130	115,851	120,774	125,907	131,259	134,866	138,255	145,169	150,976

Effective June 1, 2024

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
		6th Step	7th Step	8th Step	9th Step						
9	Hourly	18.070	18.840	19.639	20.475	21.348	22.254	22.864	23.438	24.612	25.596
	Bi-Weekly	1,445.58	1,507.19	1,571.16	1,637.99	1,707.88	1,780.28	1,829.10	1,875.05	1,968.95	2,047.71
	Annual	37,584	39,186	40,850	42,587	44,405	46,287	47,556	48,751	51,193	53,240
10	Hourly	19.358	20.181	21.036	21.930	22.863	23.835	24.492	25.108	26.361	27.416
	Bi-Weekly	1,548.62	1,614.50	1,682.90	1,754.43	1,829.01	1,906.82	1,959.38	2,008.64	2,108.89	2,193.24
	Annual	40,263	41,977	43,755	45,614	47,554	49,576	50,944	52,224	54,830	57,024
11	Hourly	20.766	21.652	22.570	23.527	24.527	25.571	26.275	26.935	28.281	29.412
	Bi-Weekly	1,661.32	1,732.16	1,805.60	1,882.19	1,962.16	2,045.71	2,102.01	2,154.84	2,262.49	2,352.99
	Annual	43,194	45,036	46,945	48,937	51,015	53,188	54,652	56,025	58,824	61,177
12	Hourly	22.242	23.188	24.174	25.198	26.271	27.387	28.140	28.847	30.289	31.501
	Bi-Weekly	1,779.32	1,855.04	1,933.88	2,015.86	2,101.67	2,190.95	2,251.18	2,307.74	2,423.14	2,520.06
	Annual	46,262	48,231	50,280	52,412	54,643	56,965	58,530	60,001	63,001	65,521
13	Hourly	23.820	24.831	25.888	26.988	28.133	29.330	30.137	30.894	32.438	33.735
	Bi-Weekly	1,905.60	1,986.44	2,071.03	2,159.02	2,250.65	2,346.38	2,410.95	2,471.52	2,595.01	2,698.81
	Annual	49,545	51,647	53,846	56,134	58,516	61,005	62,684	64,260	67,470	70,169
14	Hourly	25.576	26.661	27.795	28.974	30.205	31.490	32.355	33.168	34.827	36.220
	Bi-Weekly	2,046.06	2,132.91	2,223.59	2,317.92	2,416.44	2,519.21	2,588.40	2,653.41	2,786.12	2,897.57
	Annual	53,197	55,455	57,813	60,265	62,827	65,499	67,298	68,988	72,439	75,336
15	Hourly	27.531	28.700	29.919	31.191	32.518	33.899	34.833	35.710	37.494	38.994
	Bi-Weekly	2,202.44	2,295.99	2,393.55	2,495.28	2,601.45	2,711.89	2,786.64	2,856.79	2,999.51	3,119.49
	Annual	57,263	59,695	62,232	64,876	67,637	70,508	72,452	74,276	77,987	81,106
16	Hourly	29.555	30.810	32.119	33.483	34.906	36.393	37.393	38.331	40.246	41.856
	Bi-Weekly	2,364.40	2,464.82	2,569.51	2,678.64	2,792.47	2,911.44	2,991.41	3,066.52	3,219.68	3,348.47
	Annual	61,474	64,084	66,807	69,644	72,604	75,697	77,776	79,728	83,711	87,059
17	Hourly	31.720	33.063	34.470	35.934	37.462	39.054	40.129	41.136	43.191	44.918
	Bi-Weekly	2,537.58	2,645.05	2,757.58	2,874.71	2,996.98	3,124.30	3,210.28	3,290.87	3,455.26	3,593.47
	Annual	65,976	68,771	71,696	74,742	77,922	81,232	83,467	85,562	89,836	93,430
18	Hourly	33.973	35.417	36.922	38.491	40.129	41.832	42.983	44.063	46.268	48.119
	Bi-Weekly	2,717.81	2,833.38	2,953.73	3,079.31	3,210.28	3,346.57	3,438.64	3,525.05	3,701.46	3,849.51
	Annual	70,663	73,667	76,797	80,061	83,467	87,010	89,405	91,651	96,237	100,087
19	Hourly	37.266	38.851	40.502	42.220	44.019	45.886	47.150	48.333	50.751	52.781
	Bi-Weekly	2,981.32	3,108.12	3,240.13	3,377.63	3,521.49	3,670.91	3,772.03	3,866.63	4,060.09	4,222.49
	Annual	77,514	80,811	84,243	87,817	91,558	95,443	98,072	100,532	105,562	109,784
20	Hourly	40.920	42.661	44.474	46.363	48.333	50.387	51.773	53.072	55.725	57.954
	Bi-Weekly	3,273.64	3,412.88	3,557.95	3,709.03	3,866.63	4,030.93	4,141.80	4,245.80	4,457.97	4,636.29
	Annual	85,114	88,734	92,506	96,434	100,532	104,804	107,686	110,391	115,907	120,543
21	Hourly	44.970	46.882	48.875	50.950	53.115	55.374	56.898	58.323	61.239	63.688
	Bi-Weekly	3,597.63	3,750.54	3,909.97	4,076.01	4,249.19	4,429.95	4,551.87	4,665.87	4,899.10	5,095.06
	Annual	93,538	97,513	101,659	105,975	110,479	115,178	118,348	121,312	127,376	132,471
22	Hourly	49.351	51.447	53.633	55.914	58.288	60.767	62.436	64.004	67.204	69.893
	Bi-Weekly	3,948.09	4,115.78	4,290.62	4,473.11	4,663.00	4,861.33	4,994.92	5,120.32	5,376.35	5,591.40
	Annual	102,650	107,010	111,556	116,301	121,237	126,394	129,867	133,127	139,785	145,376
23	Hourly	51.763	53.962	56.254	58.645	61.138	63.736	65.488	67.134	70.491	73.310
	Bi-Weekly	4,141.02	4,316.99	4,500.35	4,691.63	4,891.01	5,098.91	5,239.02	5,370.69	5,639.25	5,864.82
	Annual	107,666	112,241	117,009	121,981	127,166	132,571	136,214	139,638	146,621	152,485

Effective June 1, 2021

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	19.286	19.710	20.125	20.716	21.376	22.024	22.594	23.495	24.189	24.907	25.650	27.613	28.029
	Bi-Weekly	1,542.88	1,576.82	1,610.03	1,657.29	1,710.07	1,761.96	1,807.51	1,879.62	1,935.16	1,992.57	2,052.01	2,209.05	2,242.34
	Annual	40,115	40,997	41,861	43,089	44,461	45,810	46,995	48,869	50,314	51,807	53,351	57,435	58,301
PN2	Hourly	20.419	21.089	21.650	22.322	22.954	23.617	24.239	25.198	25.955	26.732	27.534	29.642	30.091
	Bi-Weekly	1,633.50	1,687.09	1,732.00	1,785.75	1,836.34	1,889.36	1,939.14	2,015.87	2,076.37	2,138.56	2,202.71	2,371.36	2,407.26
	Annual	42,471	43,864	45,031	46,429	47,745	49,123	50,417	52,413	53,985	55,602	57,270	61,655	62,588
PN3	Hourly	21.428	22.130	22.727	23.431	24.101	24.796	25.443	26.451	27.244	28.060	28.902	31.113	31.580
	Bi-Weekly	1,714.21	1,770.40	1,818.15	1,874.50	1,928.09	1,983.72	2,035.44	2,116.07	2,179.49	2,244.77	2,312.17	2,489.02	2,526.38
	Annual	44,589	46,030	47,272	48,736	50,130	51,576	52,921	55,017	56,666	58,364	60,116	64,714	65,686

Effective December 1, 2021

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	19.710	20.125	20.716	21.376	22.024	22.594	23.495	24.189	24.907	25.650	27.613	28.029	29.150
	Bi-Weekly	1,576.82	1,610.03	1,657.29	1,710.07	1,761.95	1,807.51	1,879.62	1,935.16	1,992.57	2,052.01	2,209.05	2,242.34	2,332.03
	Annual	40,997	41,861	43,089	44,461	45,810	46,995	48,869	50,314	51,807	53,351	57,435	58,301	60,633
PN2	Hourly	21.089	21.650	22.322	22.954	23.617	24.239	25.198	25.955	26.732	27.534	29.642	30.091	31.294
	Bi-Weekly	1,687.09	1,732.00	1,785.75	1,836.34	1,889.36	1,939.14	2,015.87	2,076.37	2,138.56	2,202.71	2,371.36	2,407.26	2,503.55
	Annual	43,864	45,031	46,429	47,745	49,123	50,417	52,413	53,985	55,602	57,270	61,655	62,588	65,091
PN3	Hourly	22.130	22.727	23.431	24.101	24.796	25.443	26.451	27.244	28.060	28.902	31.113	31.580	32.843
	Bi-Weekly	1,770.40	1,818.15	1,874.50	1,928.09	1,983.72	2,035.44	2,116.07	2,179.49	2,244.77	2,312.17	2,489.02	2,526.38	2,627.43
	Annual	46,030	47,272	48,736	50,130	51,576	52,921	55,017	56,666	58,364	60,116	64,714	65,686	68,313

Effective June 1, 2022

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

	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
Hourly	20.203	20.629	21.234	21.910	22.575	23.159	24.083	24.794	25.530	26.291	28.303	28.730	29.879
Bi-Weekly	1,616.24	1,650.28	1,698.72	1,752.82	1,806.01	1,852.70	1,926.61	1,983.54	2,042.38	2,103.31	2,264.27	2,298.40	2,390.33
Annual	42,022	42,907	44,166	45,573	46,955	48,169	50,091	51,571	53,102	54,685	58,871	59,758	62,148
Hourly	21.616	22.191	22.880	23.528	24.207	24.845	25.828	26.603	27.400	28.222	30.383	30.843	32.077
Bi-Weekly	1,729.27	1,775.30	1,830.39	1,882.25	1,936.60	1,987.62	2,066.27	2,128.27	2,192.03	2,257.78	2,430.65	2,467.44	2,566.13
Annual	44,961	46,157	47,590	48,938	50,351	51,678	53,723	55,334	56,992	58,702	63,197	64,153	66,719
Hourly	22.683	23.295	24.017	24.704	25.416	26.079	27.112	27.925	28.761	29.625	31.891	32.369	33.664
Bi-Weekly	1,814.66	1,863.60	1,921.36	1,976.30	2,033.31	2,086.33	2,168.97	2,233.98	2,300.89	2,369.97	2,551.25	2,589.53	2,693.12
Annual	47,181	48,453	49,955	51,383	52,866	54,244	56,392	58,083	59,823	61,619	66,332	67,328	70,021

Effective June 1, 2023

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

	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
Hourly	20.708	21.144	21.765	22.458	23.139	23.738	24.585	25.414	26.168	26.949	29.011	29.448	30.626
Bi-Weekly	1,656.65	1,691.54	1,741.19	1,796.64	1,851.16	1,899.02	1,974.77	2,033.13	2,093.44	2,155.89	2,320.88	2,355.86	2,450.09
Annual	43,072	43,980	45,270	46,712	48,129	49,374	51,343	52,851	54,429	56,052	60,342	61,252	63,702
Hourly	22.156	22.746	23.452	24.116	24.813	25.466	26.474	27.269	28.085	28.928	31.143	31.614	32.879
Bi-Weekly	1,772.50	1,819.68	1,876.15	1,929.30	1,985.01	2,037.31	2,117.92	2,181.48	2,246.83	2,314.22	2,491.42	2,529.12	2,630.29
Annual	46,085	47,311	48,780	50,162	51,610	52,969	55,066	56,718	58,417	60,170	64,776	65,756	68,387
Hourly	23.250	23.877	24.617	25.321	26.052	26.731	27.790	28.623	29.480	30.355	32.688	33.178	34.506
Bi-Weekly	1,860.03	1,910.19	1,969.40	2,025.70	2,084.14	2,138.48	2,223.20	2,289.83	2,358.42	2,429.22	2,615.03	2,654.27	2,760.44
Annual	48,361	49,665	51,204	52,668	54,187	55,600	57,802	59,535	61,318	63,160	67,991	69,011	71,772

Effective December 1, 2023

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

	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
Hourly	20.915	21.356	21.983	22.683	23.371	23.975	24.932	25.668	26.430	27.218	29.301	29.743	30.932
Bi-Weekly	1,673.22	1,708.46	1,758.60	1,814.61	1,869.67	1,918.01	1,994.52	2,053.46	2,114.37	2,177.45	2,344.09	2,379.41	2,474.59
Annual	43,503	44,420	45,723	47,179	48,610	49,867	51,857	53,389	54,974	56,613	60,946	61,865	64,339
Hourly	22.378	22.973	23.688	24.357	25.061	25.721	26.739	27.541	28.366	29.217	31.454	31.930	33.207
Bi-Weekly	1,790.23	1,837.88	1,894.92	1,948.60	2,004.86	2,057.68	2,139.10	2,203.30	2,269.30	2,337.37	2,516.33	2,554.41	2,656.59
Annual	46,546	47,784	49,267	50,663	52,126	53,499	55,617	57,285	59,001	60,771	65,424	66,414	69,071
Hourly	23.483	24.116	24.864	25.575	26.312	26.998	28.068	28.909	29.775	30.669	33.015	33.510	34.851
Bi-Weekly	1,878.63	1,929.29	1,989.09	2,045.96	2,104.98	2,159.87	2,245.43	2,312.72	2,382.00	2,453.52	2,641.18	2,680.82	2,788.05
Annual	48,844	50,161	51,716	53,194	54,729	56,156	58,380	60,131	61,931	63,791	68,670	69,701	72,489

Effective June 1, 2024

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

	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
Hourly	21.124	21.569	22.202	22.909	23.605	24.215	25.181	25.925	26.694	27.490	29.594	30.040	31.242
Bi-Weekly	1,689.95	1,725.54	1,776.19	1,832.76	1,888.37	1,937.19	2,014.47	2,073.99	2,135.52	2,199.22	2,367.53	2,403.21	2,499.34
Annual	43,938	44,864	46,180	47,651	49,097	50,366	52,375	53,923	55,523	57,179	61,555	62,483	64,983
Hourly	22.602	23.203	23.923	24.601	25.311	25.978	27.006	27.817	28.650	29.509	31.769	32.249	33.539
Bi-Weekly	1,808.13	1,856.25	1,913.86	1,968.08	2,024.91	2,078.26	2,160.49	2,225.33	2,291.99	2,360.74	2,541.49	2,579.96	2,683.16
Annual	47,011	48,262	49,760	51,170	52,647	54,034	56,173	57,858	59,591	61,379	66,078	67,078	69,761
Hourly	23.718	24.357	25.112	25.830	26.575	27.268	28.349	29.198	30.073	30.976	33.345	33.845	35.199
Bi-Weekly	1,897.42	1,948.59	2,008.98	2,066.42	2,126.03	2,181.47	2,267.88	2,335.85	2,405.82	2,478.05	2,667.59	2,707.62	2,815.93
Annual	49,333	50,663	52,233	53,726	55,276	56,716	58,964	60,732	62,551	64,429	69,357	70,398	73,214