

COLLECTIVE BARGAINING EXTENSION AGREEMENT

BETWEEN

**AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES,
COUNCIL 31, LOCAL 3835, AFL-CIO**

AND THE

COOK COUNTY ASSESSOR'S OFFICE

AND

COUNTY OF COOK

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

NOV 2 n 2025

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December 1, 2025 through November 30, 2027

Effective upon Approval by the Cook County Board of Commissioners

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**Extension Agreement between
Cook County, the Cook County Assessor
and AFSCME Council 31, on Behalf of AFSCME Local 3835
to Extend the Current Collective Bargaining Agreement
(Assessor)**

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.

**COOK COUNTY/AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, COUNCIL 31, LOCAL 3835, AFL-CIO
(Representing employees of the Cook County Assessor's Office)**

**ARTICLE X
BENEFIT DAYS AND VACATION**

Section 10.3 Personal Days:

Remove Section 10.3 Personal Days.

**COOK COUNTY/AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, COUNCIL 31, LOCAL 3835, AFL-CIO
(Representing employees of the Cook County Assessor's Office)**

**ARTICLE X
BENEFIT DAYS AND VACATION**

Section 10.4: Vacation:

A. An employee's vacation allowance is determined based on his/her continuous service and accrues by a specific amount each payroll period up to a maximum accumulation as follows:

<u>Years of Continuous Service</u>	<u>Accrual Amount Per Payroll Period</u>	<u>Total Accrual Per Year</u>	<u>Maximum Accumulation</u>
1 to 4	0.5770 Days	15 Work Days	30 Work Days
5 to 9	0.7693 Days	20 Work Days	40 Work Days
10+	0.9616 Days	25 Work Days	50 Work Days

A new employee or an employee hired after a break in continuous service begins to accrue vacation on his/her date of hire and may request to use such vacation as it accrues. An employee must be in paid status for a minimum of five (5) work days per payroll period to accrue vacation during such period.

**COOK COUNTY/AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, COUNCIL 31, LOCAL 3835, AFL-CIO
(Representing employees of the Cook County Assessor's Office)**

**ARTICLE XI
LEAVES OF ABSENCE**

Section 11.6: 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.

IN WITNESS WHEREOF, the parties to this agreement affix their signatures below

FOR THE COOK COUNTY ASSESSOR'S FOR AFSCME COUNCIL 31, LOCAL 3835
OFFICE

By: [Signature]

By: _____

Dated: 9/24/25

Dated: _____

FOR THE COUNTY OF COOK

AFSCME COUNCIL 31, LOCAL 3835
BARGAINING TEAM

BY: Toni Preckwinkle
TONI PRECKWINKLE,

DocuSigned by:
Diane Williams
F022B14217437...

Dated _____

DocuSigned by:
[Signature]
BEE824576BAP497...
[Signature]

Attest:

Monica Gordon

By: _____
MONICA GORDON
Cook County Clerk

APPROVED
BY THE BOARD OF COOK COUNTY COMMISSIONERS

NOV 20 2025

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APPENDIX A

Bargaining Unit Positions

Job Code	Grade	Title
4895	9	Freedom Of Information Junior Specialist I
4896		Receptionist I
4883		Support Staff I
4897		Supply Assistant I
4898		Taxpayer Information Junior Specialist I
4899	10	Freedom Of Information Junior Specialist II
4900		Receptionist II
4901		Support Staff II
4902		Taxpayer Information Junior Specialist II
4903	11	Freedom Of Information Junior Specialist III
4904		Freedom of Information Specialist I
4905		Receptionist III
4906		Residential Junior Analyst
4907		Residential Permit Analyst I
4908		Supply Assistant II
4909	11	Support Staff III
4910		Taxpayer Information Junior Specialist III
4911		Taxpayer Information Specialist I
4912		Technical Review Specialist I
4913	12	Administrative Assistant (Correspondence)
4914		Freedom Of Information Junior Specialist IV
4915		Freedom of Information Specialist II
4916		Receptionist IV
4917		Residential Permit Analyst II
4918		Support Staff IV
4919		Taxpayer Information Junior Specialist IV
4920	12	Taxpayer Information Specialist II
4921		Technical Review Specialist II
4922	13	Administrative Assistant I (Assessor)
4923		Division Junior Analyst I
4924		Exempt Department Coordinator

Job Code	Grade	Title
4925		Freedom of Information Specialist III
4926		I/C Valuations Junior Analyst
4927		Liaison to Foreign Language Community
4928		Liaison to Religious Institutions
4929		Receptionist V
4930		Records Management Specialist I
4931		Residential Field Inspector
4932		Residential Junior Analyst I
4933		Residential Junior Field Inspector I
4934		Residential Permit Analyst III
4935		Senior Support Staff I
4936		Supply Coordinator
4937		Support Staff V
4938		Taxpayer Information Senior Specialist I
4939		Taxpayer Information Specialist III
4940		Taxpayer Information Senior Specialist / Group Leader I
4941		Technical Review Specialist III
8832	13	Permit Specialist
4942	14	Administrative Assistant II (Assessor)
4943		Automation Coordinator
4944	14	Division Analyst I
4945		Division Junior Analyst II
4946		Exempt Analyst I
4947		Freedom of Information Specialist IV
4884		I/C Valuations Junior Analyst I
4948		Industrial Commercial Junior Field Inspector I
4949		Junior Programmer I
4950		Receptionist VI
4951		Records Management Specialist II
4885		Residential Analyst I
4952		Residential Field Inspector I
4953		Residential Field Workflow Coordinator
4954		Residential Junior Analyst II
4955		Residential Junior Field Inspector II

Job Code	Grade	Title
4956		Residential Modeling Junior Analyst I
4957		Residential Permit Analyst IV
4958		Senior Support Staff II
4959		Specific Properties Analyst I
4960	14	Support Staff VI
2618	14	Certificate of Error Specialist
4886	14	Taxpayer Information Senior Specialist II
4961		Taxpayer Information Senior Specialist / Group Leader II
4962		Taxpayer Information Specialist IV
4963		Technical Review Residential Analyst I
4964		Technical Review Specialist IV
4965		Van Driver
8831	14	Community Outreach Liaison
4966	15	Administrative Assistant III (Assessor)
4967		Division Analyst II
1422	15	Freedom of Information Specialist
2619	15	Communications Coordinator
2760	15	Community Outreach Coordinator (Assessor)
4968		Division Junior Analyst III
4969		Exempt Analyst II
4970		I/C Valuations Junior Analyst II
4971		Industrial Commercial Junior Field Inspector II
4972		Landmarks Analyst
4973		Junior Programmer II
4974	15	Records Management Specialist III
4975		Residential Analyst II
4976		Residential Field Inspector II
4977	15	Residential Junior Analyst III
4978		Residential Junior Field Inspector III
4979		Residential Modeling Junior Analyst II
4980		Senior Support Staff III
4981		Specific Properties Analyst II
4982		Taxpayer Advocate Analyst I
4983		Taxpayer Information Specialist

Job Code	Grade	Title
4984		Taxpayer Information Senior Specialist III
4985		Taxpayer Information Senior Specialist / Group Leader III
4986		Technical Review Residential Analyst II
7645	15	Assessment By Legal Specialist
9364	15	Erroneous Exemption Specialist (Finance)
9389	15	Erroneous Exemption Specialist (Finance)
4987	16	Administrative Assistant IV (Assessor)
4988		Affordable Housing Specialist
4989		Automation Analyst I
4990		Division Analyst III
4887		Division Senior Analyst I
4991		Exempt Analyst III
4992		I/C Valuations Analyst I
4993	16	I/C Valuations Junior Analyst III
4994		I/C Valuations Support Staff Group Leader
4995		Industrial Commercial Field Inspector I
4996		Industrial Commercial Junior Field Inspector III
4997		Junior Programmer III
4998		Records Management Specialist IV
4999		Research Analyst I
5000		Residential Analyst III
4888	16	Residential Field Inspector III
4889		Residential Group Leader I
5001		Residential Modeling Junior Analyst III
5002		Residential Modeling Senior Analyst I
4890		Residential Permit Group Leader
5003		Residential Senior Analyst I
5004		Residential Senior Field Inspector I
5005		Senior Support Staff IV
4891		Specific Properties Analyst III
5006		Specific Properties Senior Analyst I
4892		Taxpayer Advocate Analyst II
5007		Taxpayer Information Senior Specialist / Group Leader IV
5008		Taxpayer Information Senior Specialist IV

Job Code	Grade	Title
5009		Technical Review Industrial and Commercial Analyst I
4893		Technical Review Residential Analyst III
5010		Technical Review Support Staff Group Leader
6597	16	Residential Junior Analyst IV
8827	16	Taxpayer Resolution Specialist II
8829	16	Incentive Senior Analyst I
5011	17	Administrative Assistant V (Assessor)
5012		Automation Analyst II
5013		Division Analyst IV
5014		Division Senior Analyst II
5015		Exempt Analyst IV
5016		I/C Valuations Analyst II
5017		I/C Valuations Junior Analyst IV
5018		Industrial Commercial Field Inspector II
5019		Industrial Commercial Junior Field Inspector IV
5020		Programmer I (Assessor)
5021		Junior Programmer IV
5022		Records Management Specialist V
5023		Research Analyst II
5024		Residential Analyst IV
5025		Residential Field Inspector IV
5026		Residential Group Leader II
5027		Residential Modeling Junior Analyst IV
5028		Residential Modeling Senior Analyst II
5029		Residential Senior Analyst II
5030		Residential Senior Field Inspector II
5031		Senior Support Staff V
5032		Specific Properties Analyst IV
5033		Specific Properties Senior Analyst II
5034		Systems Analyst I (Assessor)
5035		Taxpayer Advocate Analyst III
5036		Technical Review Industrial and Commercial Analyst II
5037		Technical Review Residential Analyst IV
5038		Township Assessor Liaison

Job Code	Grade	Title
5039	18	Automation Analyst III
0640	18	Investigator III
5040		Division Senior Analyst III
5041		I/C Valuations Analyst III
5042		I/C Valuations Group Leader I
5043	18	Industrial Commercial Field Inspector III
5044		Industrial/Commercial Group Leader/ Senior Field Inspector I
5045		Payroll Coordinator
5046	18	Programmer II (Assessor)
5047		Research Analyst III
5048		Residential Group Leader III
5049		Residential Modeling Senior Analyst III
5050		Residential Senior Analyst III
5051	18	Residential Senior Field Inspector III
5052		Specific Properties Senior Analyst III
5053		Support Staff
5054		Systems Analyst II (Assessor)
5055		Taxpayer Advocate Analyst IV
5056		Taxpayer Information Senior Specialist
5057	18	Technical Review Industrial and Commercial Analyst III
5058		Technical Review Verification Specialist
8828	18	Incentive Senior Analyst III
9924	18	Taxpayer Information Group Leader
5059	19	Automation Analyst IV
5060		Division Senior Analyst IV
5061	19	GIS Analyst I
5062		I/C Valuations Analyst IV
5063		I/C Valuations Group Leader II
5064		I/C Valuations Senior Analyst I
5065		Industrial Commercial Field Inspector IV
5066		Industrial/Commercial Group Leader/ Senior Field Inspector II
5067		Programmer III (Assessor)
5068		Research Analyst IV
5069		Research Senior Analyst I

Job Code	Grade	Title
5070		Residential Group Leader IV
5071		Residential Modeling Senior Analyst IV
5072		Residential Senior Analyst IV
5073		Residential Senior Field Inspector IV
5074		Senior Programmer I
5075		Senior Systems Analyst I
5076		Special Projects Coordinator
5077		Specific Properties Senior Analyst IV
5078		Systems Analyst III (Assessor)
5079		Technical Review Industrial and Commercial Analyst IV
5080	19	Web Developer
9107	19	Junior Data Scientist
9288	19	Exempt Analyst Group Leader
5081	20	2nd Pass Coordinator & C/E Specialist
5082		Automation Analyst V
5083		Condominium Valuation Group Leader
5084		Division Senior Analyst V
5085		GIS Analyst II
5086		I/C Valuations Analyst V
5087	20	I/C Valuations Group Leader III
5088		I/C Valuations Senior Analyst II
5089		Industrial Commercial Field Inspector V
5090	20	Industrial/Commercial Group Leader/ Senior Field Inspector III
5091		Programmer IV (Assessor)
5092		Records Coordinator
5093		Research Analyst V
5094		Research Senior Analyst II
5095	20	Residential Group Leader V
5096		Residential Modeling Senior Analyst V
5097		Residential Senior Analyst V
5098		Residential Senior Field Inspector V
5099		Senior Programmer II
5100		Senior Systems Analyst II
5101		Specific Properties Senior Analyst V

Job Code	Grade	Title
5102		Systems Analyst IV (Assessor)
5103		Technical Review Industrial and Commercial Analyst V
5104	21	GIS Analyst III
5105		Group Leader of Application Development
5106		I/C Valuations Group Leader IV
5107		I/C Valuations Senior Analyst III
5108		Industrial/Commercial Group Leader/ Senior Field Inspector IV
5109		Program Developer
5110		Research Senior Analyst III
5111	21	Senior Programmer III
5112		Senior Systems Analyst III
5113	22	Communications Specialist/Spokesperson
5114		GIS Analyst IV
5115		I/C Valuations Senior Analyst IV
5116		Industrial/Commercial Group Leader/ Senior Field Inspector V
5117	22	Research Senior Analyst IV
5118		Senior Programmer IV
5119		Senior Systems Analyst IV
5120	23	GIS Analyst V
5121		I/C Valuations Senior Analyst V
5122		Research Senior Analyst V
5123		Senior Programmer V
5124		Senior Systems Analyst V

Effective December 1, 2025

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME**

								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
<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
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

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME**

Effective June 1, 2026

								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
<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
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**

									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
							After 2 Years At 5th Step				
<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
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

**Memorandum of Agreement between
Cook County and AFSCME Council 81**

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 Municipal 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**

									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
									After 2 Years At 5th Step		
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	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	55,967
	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**

								After 1 Year	After 1 Year	After 1 Year	
								at 1st	at 2nd	at 3rd	
								Longevity	Longevity	Longevity	
								Rate & 10	Rate & 15	Rate & 20	
								Years	Years	Years	
								Service	Service	Service	
								After 2			
								Years At			
								5th Step			
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	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	1,956.30	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	34.480	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	36.899	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

								After 1 Year	After 1 Year	After 1 Year	
								at 1st	at 2nd	at 3rd	
								Longevity	Longevity	Longevity	
								Rate & 10	Rate & 15	Rate & 20	
								Years	Years	Years	
								Service	Service	Service	
								After 2			
								Years At			
								5th Step			
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	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	54,016
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**

								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
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	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	2,007.88	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

Effective June 1, 2024

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME**

		<div> <div>After 2 Years At 5th Step</div> <div>After 1 Year at 1st Longevity Rate & 10 Years Service</div> <div>After 1 Year at 2nd Longevity Rate & 15 Years Service</div> <div>After 1 Year at 3rd Longevity Rate & 20 Years Service</div> </div>								
<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
9	Hourly	18.702	19.499	20.327	21.192	22.096	23.032	23.664	24.258	25.473
	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
	Annual	38,900	40,558	42,280	44,078	45,959	47,907	49,221	50,457	52,984
10	Hourly	20.035	20.888	21.773	22.698	23.663	24.669	25.349	25.987	27.284
	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
	Annual	41,673	43,446	45,287	47,211	49,218	51,311	52,727	54,052	56,749
11	Hourly	21.493	22.410	23.360	24.351	25.385	26.466	27.195	27.878	29.271
	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
	Annual	44,706	46,612	48,588	50,649	52,801	55,049	56,565	57,986	60,883
12	Hourly	23.020	24.000	25.020	26.080	27.190	28.345	29.125	29.856	31.349
	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
	Annual	47,881	49,919	52,040	54,247	56,556	58,958	60,579	62,101	65,206
13	Hourly	24.654	25.700	26.794	27.932	29.118	30.356	31.192	31.975	33.573
	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
	Annual	51,279	53,455	55,731	58,098	60,564	63,140	64,878	66,509	69,831
14	Hourly	26.471	27.594	28.768	29.988	31.263	32.592	33.487	34.328	36.045
	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
	Annual	55,058	57,396	59,837	62,374	65,026	67,791	69,653	71,403	74,974
15	Hourly	28.494	29.704	30.967	32.283	33.656	35.085	36.052	36.960	38.806
	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
	Annual	59,267	61,784	64,410	67,147	70,005	72,976	74,988	76,876	80,716
16	Hourly	30.589	31.889	33.243	34.655	36.128	37.667	38.701	39.673	41.655
	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
	Annual	63,625	66,327	69,146	72,082	75,145	78,346	80,498	82,519	86,641
17	Hourly	32.830	34.220	35.676	37.192	38.773	40.421	41.533	42.576	44.702
	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
	Annual	68,285	71,178	74,205	77,358	80,649	84,075	86,389	88,557	92,981
18	Hourly	35.162	36.657	38.214	39.839	41.533	43.296	44.487	45.605	47.888
	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
	Annual	73,136	76,245	79,485	82,863	86,389	90,056	92,534	94,859	99,605
19	Hourly	38.571	40.211	41.919	43.698	45.559	47.492	48.801	50.025	52.527
	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
	Annual	80,227	83,639	87,191	90,891	94,763	98,784	101,505	104,050	109,257
20	Hourly	42.353	44.154	46.031	47.986	50.025	52.150	53.585	54.930	57.675
	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
	Annual	88,093	91,840	95,744	99,809	104,050	108,472	111,455	114,254	119,964
21	Hourly	46.544	48.523	50.585	52.733	54.974	57.312	58.890	60.365	63.382
	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
	Annual	96,812	100,926	105,217	109,684	114,346	119,209	122,490	125,558	131,834
22	Hourly	51.078	53.248	55.510	57.871	60.328	62.893	64.622	66.244	69.557
	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
	Annual	106,243	110,755	115,460	120,371	125,481	130,817	134,412	137,787	144,677
23	Hourly	53.574	55.851	58.223	60.698	63.277	65.967	67.780	69.483	72.958
	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
	Annual	111,434	116,170	121,104	126,251	131,617	137,211	140,982	144,525	151,752

Effective June 1, 2025

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME**

		<div> <div>After 2 Years At 5th Step</div> <div>After 1 Year at 1st Longevity Rate & 10 Years Service</div> <div>After 1 Year at 2nd Longevity Rate & 15 Years Service</div> <div>After 1 Year at 3rd Longevity Rate & 20 Years Service</div> </div>								
<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
9	Hourly	19.637	20.474	21.343	22.251	23.200	24.184	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	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	57,859
10	Hourly	21.037	21.932	22.861	23.833	24.846	25.903	26.617	27.286	28.648
	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
	Annual	43,756	45,618	47,551	49,571	51,679	53,877	55,363	56,754	59,587
11	Hourly	22.568	23.530	24.528	25.568	26.655	27.790	28.555	29.272	30.734
	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
	Annual	46,941	48,943	51,017	53,182	55,441	57,802	59,393	60,885	63,927
12	Hourly	24.171	25.199	26.271	27.384	28.550	29.763	30.581	31.349	32.917
	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
	Annual	50,275	52,415	54,642	56,959	59,384	61,906	63,608	65,206	68,466
13	Hourly	25.886	26.985	28.134	29.329	30.574	31.874	32.751	33.574	35.252
	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
	Annual	53,843	56,128	58,517	61,003	63,592	66,297	68,122	69,834	73,323
14	Hourly	27.794	28.974	30.206	31.488	32.826	34.222	35.162	36.045	37.848
	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
	Annual	57,811	60,266	62,829	65,493	68,277	71,181	73,136	74,973	78,723
15	Hourly	29.919	31.190	32.515	33.897	35.339	36.839	37.855	38.808	40.746
	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
	Annual	62,230	64,874	67,631	70,504	73,505	76,625	78,737	80,720	84,752
16	Hourly	32.119	33.483	34.905	36.388	37.934	39.550	40.636	41.657	43.737
	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
	Annual	66,807	69,644	72,603	75,686	78,903	82,264	84,523	86,645	90,973
17	Hourly	34.471	35.931	37.460	39.051	40.712	42.442	43.610	44.704	46.938
	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
	Annual	71,700	74,737	77,916	81,226	84,681	88,279	90,708	92,985	97,630
18	Hourly	36.920	38.490	40.125	41.831	43.610	45.461	46.712	47.886	50.282
	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
	Annual	76,793	80,058	83,459	87,007	90,708	94,558	97,160	99,602	104,586
19	Hourly	40.499	42.222	44.015	45.883	47.837	49.867	51.241	52.526	55.154
	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
	Annual	84,238	87,821	91,551	95,436	99,501	103,723	106,580	109,253	114,719
20	Hourly	44.470	46.362	48.333	50.385	52.526	54.758	56.264	57.677	60.559
	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
	Annual	92,498	96,432	100,531	104,800	109,253	113,895	117,028	119,967	125,962
21	Hourly	48.872	50.949	53.114	55.370	57.723	60.178	61.834	63.383	66.551
	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
	Annual	101,653	105,972	110,478	115,169	120,063	125,170	128,615	131,836	138,426
22	Hourly	53.632	55.910	58.285	60.764	63.344	66.038	67.853	69.556	73.034
	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
	Annual	111,555	116,293	121,233	126,390	131,755	137,358	141,133	144,676	151,911
23	Hourly	56.253	58.644	61.134	63.733	66.441	69.266	71.169	72.957	76.606
	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
	Annual	117,006	121,978	127,160	132,563	138,198	144,072	148,031	151,751	159,340

AGREEMENT
BETWEEN
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES,
COUNCIL 31, LOCAL 3835, AFL-CIO
AND THE
COOK COUNTY ASSESSOR'S OFFICE
AND
COUNTY OF COOK

December 1, 2020 through November 30, 2024

Effective upon Approval by the Cook County Board of Commissioners

APPROVED BY THE BOARD OF
COOK COUNTY COMMISSIONERS

SEP 23 2021

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PREAMBLE

This collective bargaining agreement (hereinafter referred to as "this Agreement") is entered into between the Cook County Assessor's Office ("Assessor's Office") and the County of Cook ("Cook County") as the joint employer of the employees covered by this Agreement (hereinafter collectively referred to as "the Employer") and the American Federation of State, County and Municipal Employees, Council 31 ("AFSCME"), for and on behalf of AFSCME Local 3835, AFL-CIO (hereinafter referred to as "the Union").

ARTICLE 1 RECOGNITION

Section 1.1: Representative Unit

The Employer recognizes the Union as the sole and exclusive representative for all employees of the Assessor's Office in the job classifications set forth in Appendix A of this Agreement, excluding all confidential employees, supervisors and managers.

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: Bargaining Unit Work

The Employer shall assign bargaining unit work to unit employees only, except where the Employer finds that the use of a unit employee is not otherwise practical. The Employer may use non-unit employees to perform unit work in emergencies; to train or instruct employees; to perform layout, demonstration, experimental or testing duties; to perform troubleshooting or where special knowledge is required; when unit employees are not available due to vacations or other absences or tardiness or because they are or will be occupied with other assignments; or to complete rush assignments. When non-unit employees perform unit work in completing their own work, such work will not be considered an inappropriate assignment of unit work.

Section 1.3: Employer Neutrality and New Employee Orientation

The Employer 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.

During the orientation of new employees who are covered by this Agreement, the Employer shall provide the Union with an opportunity to present the benefits of Union membership to such employees and distribute copies of this Agreement to them. The terms and conditions for Union membership shall be governed by the Union's constitution and by-laws. The Employer recognizes an employee's legal right to choose whether or not to become a member of the Union and shall not discriminate against any employee based on his/her decision to exercise or refrain from exercising this right.

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 1.4: Dues Checkoff and Other Voluntary Union Deductions

A. 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

B. The Union is solely responsible for establishing the amount of each deduction listed in subsection (A). The Union shall advise the Employer in writing of any increase or decrease in the amount of a deduction at least forty-five (45) calendar days prior to the effective date of the increase or decrease. The Employer shall implement the increase or decrease during the first full payroll period on or after such effective date.

C. The deductions authorized by this Section shall be remitted to the Union by the Employer accompanied by a list of the employees from whom deductions were made and the amount deducted from each employee. If an incorrect amount is deducted by the Employer, the Union shall refund the incorrect amount directly to the affected employee.

D. An employee may terminate any of the deductions listed in subsection (A) by submitting a written revocation of his/her authorization for such deductions to both the Employer and the Union.

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 1.5: Indemnification

The Union shall indemnify and hold harmless the Employer and its officers, employees and agents from and against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of any action taken by the Employer for the purpose of complying with this Agreement or in reliance on any list, notice, certification, affidavit or assignment furnished by the Union under this Agreement.

Section 1.6: Labor-Management Committee

For the purpose of conferring on matters of mutual interest that are not appropriately addressed through the grievance and arbitration procedure, the Union and the Employer agree to establish a labor-management committee that will meet upon the request of either party at mutually agreeable times and locations. Such matters of mutual interest include, but are not limited to, health and safety, training and education, the effectiveness and efficiency of the grievance and arbitration procedure, audits of positions and regradings. The Union and the Employer shall each designate no more than five (5) representatives to serve on the labor-management committee. The employee representatives designated by the Union shall be permitted to attend such meetings without loss of compensation. A request to attend such meetings shall be submitted to the employer's immediate supervisor and management designee no later than one (1) business day prior to each meeting. Prior to each meeting, the parties will cooperatively establish an agenda that includes the topics of discussion proposed by both parties. An agenda must be provided no later than one (1) business day prior to each meeting.

The parties agree that time and attendance issues are appropriate for Labor/Management meetings.

Section 1.7: Meeting Rooms

Upon reasonable notice, the Employer will grant the Union access to available conference or break rooms for Union meetings to be held during non-work time, unless the granting of such access interferes with the Employer's conduct of business. The Union's use of such facilities is subject to the Employer's rules and regulations regarding the use of its conference and break rooms.

Section 1.8: Union Stewards

A. The Union shall designate a reasonable number of Union stewards from among the employees in the bargaining unit whose duties will include the processing of grievances, assisting employees in the exercise of their rights under this Agreement and other duties as determined by the Union.

B. The Union shall notify the Assessor's Office in writing of the names of such Union stewards as soon as they are designated with prompt written notice of any changes in such designees thereafter.

C. A Union steward shall request permission from his/her immediate supervisor to be relieved from his/her work assignments for a mutually agreeable reasonable period to handle and process grievances at the appropriate steps of the grievance and arbitration procedure, local bargaining meetings, disciplinary meetings, and labor management meetings, and such permission will be granted as long as the Union steward's absence from his/her work assignments does not interfere with the Employer's operations. The policy and procedure established by this subsection shall similarly apply to employees who desire to meet with Union stewards during the work day.

D. Union stewards shall not be permanently reassigned or transferred based on their activities on behalf of the Union. Any permanent reassignment or transfer of a Union steward will be discussed with the Union prior to its implementation.

E. After giving appropriate notice to their supervisor outside the bargaining unit, employees shall be allowed two 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.

F. The Employer shall accommodate local union requests for an area within which to secure Union literature and other Union documents. The parties agree to continue communication via labor management meetings to discuss the feasibility of a local Union office.

G. On a quarterly basis, three (3) Local Executive Board Members/Union Stewards may be allowed paid time to visit outlying branch court locations to meet with union employees. Travel time shall be incorporated in this release time request. Such Local Executive Board Members/Union Stewards shall request permission from his/her immediate supervisor to be relieved from his/her work assignments for a mutually agreeable reasonable period to conduct such activity.

Section 1.9: AFSCME Representatives

The Union's representatives who intend to visit the Assessor's Office will provide sufficient notice by email or telephone to the Employer's Chief Legal Counsel or his/her designee of not less than twenty-four (24) hours, except in cases of emergency or in regard to meetings with representatives of the Assessor's Office at which the Union representative(s) will be in attendance. The Union's representatives shall be permitted to conduct Union business within the Assessor's Office, provided that the conduct of such business does not interfere with the Employer's

operations or the employees' performance of work assignments. AFSCME representatives are expected to comply with any and all rules and regulations governing visitors to the Assessor's Office.

Section 1.10: 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 on a work location basis: new hires, promotions, demotions, reclassification, 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 (10) calendar days of the effective date of the 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.

Section 1.11: Bulletin Boards

The Employer shall provide the Union with bulletin boards in non-public locations for the purpose of posting official notices and materials. Any notices or materials posted on such bulletin boards shall be signed by a Union steward or AFSCME representative and shall not be controversial, promotional, politically partisan, defamatory or obscene.

ARTICLE 2 EQUAL EMPLOYMENT OPPORTUNITY

Section 2.1: Prohibition of 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 beliefs or participation or non-participation in Union activities and other classifications protected under local, state and federal law.

Section 2.2: Accommodations Under Americans with Disabilities Act

A. Whenever an employee or the Union on behalf of an employee requests an accommodation under the federal Americans with Disabilities Act ("ADA") or an accommodation

for an employee is otherwise contemplated by the Employer, the Employer, the Union and the affected employee shall meet to discuss the matter.

B. Any reasonable accommodation adopted by the Employer pursuant to its obligations under the ADA shall conform to the requirements of this Agreement whenever practical. Any reasonable accommodation that may conflict with the terms of this Agreement shall be discussed with the Union prior to its implementation. The parties shall cooperate in resolving potential conflicts between the Employer's obligations under the ADA, any rights of the Union and the rights of the affected employee. Neither the Employer nor the Union shall unreasonably withhold its consent to the reasonable accommodation of an employee.

C. No provision in this Section requires the Employer to take any action that would violate the ADA or any other applicable statute or ordinance nor prevents the Employer from taking all actions necessary to comply with the applicable law.

ARTICLE 3 EMPLOYER AUTHORITY

Section 3.1: Management Rights

The Employer retains the exclusive right, authority and responsibility to manage its operations, develop its policies, determine the scope of its operations, adopt a budget and decide the manner in which it exercises its constitutional and statutory functions and otherwise fulfills its legal responsibilities. Except as may be restrained or limited by a specific and express provision of this Agreement, the Employer shall not be required to bargain collectively over matters of inherent managerial policy, including, but not limited to, the following areas of discretion: the functions of the Employer; the standards of services offered by the Employer; the Employer's overall budget; the Employer's organizational structure, including the creation, modification or elimination of departments, divisions, offices, sections and positions and the allocation or reallocation of the work to be performed therein; the decision to eliminate, subcontract, relocate or transfer work; the implementation of new technologies and methods of operation; the retention of consultants, specialists and other skilled professionals on a contract or project basis; the size and composition of the work force; the selection, examination and classification of new employees; the educational or training programs provided to employees; the direction and scheduling of employees; the assignment of work to employees whether on a straight-time or overtime basis; production and quality standards; the development and implementation of rules, regulations, policies and procedures governing employee conduct, job performance and other conditions of employment; and the evaluation, transfer, promotion, demotion, layoff, recall, discipline and discharge of employees. The Employer shall, however, be required to bargain collectively regarding matters of inherent managerial policy that directly impact the wages, hours and other terms and conditions of employment of employees in the bargaining unit.

Section 3.2: Employer Obligation

No provision in this Agreement shall be construed to modify, eliminate or detract from the constitutional and statutory responsibilities and obligations of the Employer.

Section 3.3: Subcontracting

The general policy of the Employer is 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 and 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 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 proceeding 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 3.4: Internal Policies and Procedures

This Agreement shall be construed consistently with any internal policies and procedures of the Assessor's Office regarding the subjects addressed herein. If this Agreement is silent on

any such subject, then the internal policies and procedures shall govern. If this Agreement conflicts with any such subject, then the provisions of this Agreement shall govern.

ARTICLE 4 SENIORITY

Section 4.1: Probationary Period

A new employee or a former employee who is re-hired after a break in continuous service shall serve a six (6) month probationary period. A probationary employee who is absent during the probationary period shall have his/her probationary period extended by the number of days he/she was absent from work. A probationary employee shall work under the provisions of this Agreement without any seniority, but may be disciplined or discharged at any time without recourse to the grievance and arbitration procedure. Except as provided herein, a probationary employee will be entitled to union representation. If a probationary employee's employment continues beyond the probationary period, his/her seniority shall be calculated based on his/her date of hire as a probationary employee with the Employer. 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: Definitions of Seniority and Continuous Service

A. An employee's seniority is defined as the length of his/her continuous full-time employment with the Assessor's Office in a bargaining unit position as measured from the anniversary date of his/her most recent date of hire as a full-time employee with the Assessor's Office to the present date. An employee's seniority shall be utilized in scheduling, filling vacancies, layoffs and recalls and for other preferential or competitive purposes as provided by this Agreement.

B. An employee's continuous service is defined as the length of his/her continuous full-time employment with Cook County across all positions as measured from the anniversary date of his/her most recent date of hire as a full-time employee with Cook County to the present date. An employee's continuous service shall be utilized in calculating his/her vacation allowance, determining his/her eligibility for certain leaves of absence and verifying his/her entitlement to other fringe benefits that are based on overall length of continuous service.

C. If two (2) employees have the same anniversary date, the employee with the lower Cook County employee number shall be considered to be the more senior employee.

Section 4.3: Adjustment of Anniversary Date

The following periods of absence shall be deducted in computing an employee's seniority and continuous service and shall result in the adjustment of an employee's anniversary date forwards by the number of days necessary to account for the period of absence:

- A. Unpaid leaves of absence in excess of thirty (30) calendar days, unless otherwise required by law;
- B. Suspensions; and
- C. Absence from employment as a result of a layoff (1) for more than thirty (30) calendar days and no more than twelve (12) months for an employee with fewer than twelve (12) months of seniority or (2) for more than thirty (30) calendar days and no more than twenty-four (24) months for an employee with twelve (12) or more months of seniority.

Section 4.4: Termination of Seniority and Continuous Service

An employee shall lose his/her seniority and suffer a break in continuous service in the following circumstances:

- A. Resignation;
- B. Retirement;
- C. Discharge for just cause;
- D. Absence for three (3) consecutive work days without notification to the Employer, unless the employee has an explanation for his/her failure to report the absence that is acceptable to the Employer;
- E. Failure to return to work following a vacation or leave of absence, unless the employee has an explanation for his/her failure to return that is acceptable to the Employer;
- F. Absence from employment as a result of a layoff or any other reason for twenty-four (24) months for any employee with ~~fewer~~ 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.
- G. Failure to contact the Employer within ten (10) business days after the date on which a notice of recall was sent by the Employer to the most recent address on record provided by the employee; and

- H. Engaging in gainful employment while on a leave of absence, unless the employee obtained advance approval for such employment from the Employer in writing.

Section 4.5: Seniority List

A. On a quarterly basis and upon reasonable request by the Union, the Employer shall submit either electronically or in print a seniority list to the Union that contains the following information regarding each bargaining unit member: name; address; position; department, work location; probationary status; Cook County employee number; and anniversary dates for seniority and continuous service purposes. The Employer shall simultaneously post a seniority list either electronically or in print for review by bargaining unit members that contains the following information regarding each bargaining unit member: name and anniversary dates for seniority and continuous service purposes. Within thirty (30) calendar days of the submission of the seniority list to the Union and the posting of such list for review by bargaining unit members, the Union or any bargaining unit member shall notify the Employer of any errors in the seniority list. Absent any notification from the Union or any bargaining unit member, the seniority list shall be considered accurate and binding on the Union and the bargaining unit members.

B. After the initial seniority list is established, the Employer shall submit either electronically or in print a seniority list to the Union and post such list either electronically or in print for review by bargaining unit members in January and July of each calendar year, and the seniority list shall be verified by the Union and the bargaining unit members in accordance with the procedure outlined in this Section.

Section 4.6: Return to Represented Unit

An employee who is transferred or promoted to a position outside of the bargaining unit and who later returns to a position in the bargaining unit shall upon his/her return be credited with the seniority that he/she had accrued prior to the transfer or promotion, regardless of whether the employee has returned to his/her previous position.

ARTICLE 5 HOURS OF WORK AND OVERTIME

Section 5.1: Purpose of Article

The purpose of this Article is to define the regular work period in order to facilitate the establishment of work schedules and the calculation of overtime compensation or compensatory time off. This Article is not intended to create nor shall it be interpreted or construed as creating a minimum guarantee or limitation of the number of hours to be worked per day, per work week or during any defined period or any obligation to compensate employees in lieu of such hours.

Section 5.2: Regular Work Period

The regular work period for an employee shall be five (5) consecutive eight- (8-) hour work days scheduled on Monday through Friday for a total of forty (40) hours of work per work week. The regular work day for an employee shall begin at his/her scheduled starting time and shall end eight (8) consecutive hours thereafter.

Section 5.3: Meal Periods and Breaks

An employee is entitled to one (1) fifteen- (15-) minute break in the morning, a one- (1-) hour meal period midday and one (1) fifteen- (15-) minute break in the afternoon without loss of compensation. The meal period and breaks shall be scheduled by the Employer on a departmental basis in accordance with operational needs.

Section 5.4: Changes in Work Schedules

A. The Employer may grant an employee's request for a modified or flexible work schedule on a case-by-case basis depending on the bases for the request, the needs of the department and other factors pertinent to the establishment of a modified or flexible work schedule.

B. The Employer may modify work schedules to accommodate temporary or seasonal operational needs and shall provide the affected employees and the Union with as much notice as is possible prior to implementing the modified work schedule.

C. If the Employer intends to implement a permanent shift change for one (1) or more employees or decides to establish a new shift, the Employer shall provide the affected employees and the Union with at least thirty (30) calendar days' notice prior to implementing the modified work schedule. The Employer shall initially offer the modified work schedule to affected employees based on seniority. If the modified work schedule is not fully staffed through this process, then the Employer shall assign affected employees to the modified work schedule in inverse order of seniority.

Section 5.5: Overtime Compensation

A. An employee shall be paid his/her regular hourly rate multiplied by one and one half (1.5) (i.e., time-and-one-half) for any approved hours actually worked over forty (40) in a work week, unless such employee is not eligible for overtime compensation under federal or state law.

B. Before any work is offered or assigned to employees on an overtime basis, the Employer may assign such work to employees who are qualified and available to work on a straight-time basis. In the event the work is to be offered or assigned on an overtime basis, the Employer shall distribute such overtime opportunities as equally as practical among the employees who generally perform the type of work required. An employee is required to work overtime when assigned, unless he/she is excused by the Employer for demonstrable good cause.

C. The Employer shall maintain records of overtime distribution that will be available to the Union upon request.

D. For the sole purpose of this Section, in determining whether an employee has worked forty (40) hours in a work week, an employee who is absent with approval during the work week and who remains in paid status during the period of approved absence shall be considered as working during such period of absence. Effective December 1, 2018, 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 toward the applicable threshold of hours worked.

E. No duplicating or pyramiding of overtime or other premium compensation is permitted; weekly overtime compensation or other premium compensation shall not be paid for the same hours worked.

F. The exclusive remedy for any mis-assignment of overtime shall be the assignment of future overtime in such a manner that corrects the inequity.

Section 5.6: Compensatory Time Off

A. In lieu of overtime compensation, the Employer may grant to an employee who is eligible for overtime compensation under federal or state law compensatory time off at a rate of one and one half (1.5) hours for any approved overtime hours actually worked in excess of forty (40) in a work week in accordance with federal and state law.

B. An employee may accumulate up to 240 hours of compensatory time off (i.e., the equivalent of 160 approved overtime hours worked); any approved overtime hours worked in excess of this limit will be compensated for in accordance with Section 5.5. When an employee's accrued compensatory time approaches the maximum number of 240 hours, the employee's supervisor will advise the employee of the 240-hour maximum and will request the employee to take steps to reduce the accrued compensatory time. If the employee does not use accrued compensatory time voluntarily, the supervisor may order the employee to use compensatory time at specified times. This provision overrides and replaces any handbook provisions concerning requirements to exhaust or reduce compensatory time, or to pair vacation and compensatory time (time for time), in order to use vacation time.

C. Any employee who requests to use compensatory time off shall be permitted by the Employer to use such time within a reasonable period after the employee's request, provided that the use of such time does not unduly disrupt the operations of the Employer.

D. An employee shall be paid for any unused compensatory time off in accordance with federal and state law upon his/her separation from employment.

ARTICLE 6 FILLING VACANCIES

Section 6.1: Definition of Recognized Vacancy

For the purpose of this Article, a vacancy in a bargaining unit position will be recognized by the Employer when (a) the incumbent employee is transferred, is promoted, is demoted, is suspended for more than thirty (30) calendar days, is discharged, resigns, retires, dies or is on a leave of absence such that the Employer may fill the position prior to the employee's return; and (b) the Employer decides that the vacancy should be filled on a permanent basis.]

Section 6.2: Temporary Assignment to Recognized Vacancy

The Employer may assign an employee to a recognized vacancy on an interim basis pending the outcome of the selection process established by this Article.

Section 6.3: Job Postings

The Employer shall post a recognized bargaining unit vacancy for at least ten (10) business days. The posting may be published either electronically or in print and shall identify the position, the position's salary grade and the qualifications, criteria for successful job performance in the position as established by the Employer and that the position is in a bargaining unit represented by AFSCME Council 31, followed by the Local Union number.

The Employer may also advertise the recognized bargaining unit vacancy externally to solicit a representative pool of candidates. All internal candidate(s) who meet the minimum qualifications for a bargaining unit vacancy for which he/she fully completes the application process shall receive an interview for that vacancy. In the event a position is assigned to a branch office, the Employer shall provide notice to employees in that position of the assignment, taking into consideration any unique and essential skills or certifications required by that position, and shall reassign employees on a voluntary basis, or if no volunteers, on the basis of reverse seniority.

Section 6.4: Selection Process

A. The Employer shall select the most qualified candidate to fill a recognized vacancy based on the candidate's relevant and job-related qualifications, skills and abilities and performance evaluations and disciplinary record if applicable. If two (2) candidates' qualifications are relatively equal, then the Employer shall offer the position to an internal candidate before an external candidate or to the more senior of two (2) internal candidates.

B. The Employer shall ensure that the methods employed to evaluate each candidate during the selection process are as standardized and quantifiable as possible and documented as appropriate for both objective and subjective criteria.

C. The Employer will acknowledge receipt to an employee who applies to fill a recognized vacancy, and provide written notice to the employee should the employee not be the successful candidate. The Employer will provide the Union with the name of each candidate selected no later than two (2) business days after the candidate's selection is approved by Cook County, and upon request, will provide the list of bargaining unit applicants to the Union after the approval.

D. If the Union believes that the Employer violated Section 6.4(A), the following expedited dispute resolution procedure shall exclusively apply:

1. The Union shall file a written request for review of the Employer's decision with either the Chief Deputy Assessor or the Director of Human Resources for the Assessor's Office within three (3) business days of the date of the notification required by subsection (C).
2. The Chief Deputy Assessor, the Director of Human Resources or their designee will meet with the Union to discuss its concerns within three (3) business days of the filing of the written request for review.

3. If the dispute remains unresolved, the Union may file a written demand for arbitration with the Chief Legal Counsel for the Assessor's Office and shall file such demand within three (3) business days of the meeting required by paragraph (2).
4. Within three (3) business days of the filing of the written demand for arbitration, the parties shall mutually select an arbitrator who is able to resolve the dispute on an expedited basis.
5. The sole issue before the arbitrator shall be whether the Employer selected the most qualified candidate pursuant to the standard set forth in subsection (A). In deciding this issue, the arbitrator shall give considerable weight to the hiring requirements as set forth in the job description and job posting at issue.
6. The arbitrator shall issue an abbreviated written final opinion and order (including a remedy if any) within five (5) business days of the close of the hearing and shall issue a full written final opinion and order thereafter.
7. The arbitrator's award shall be binding on both the Employer and the Union, provided that the arbitrator does not exceed his/her authority as defined in paragraph (5).
8. The parties shall share equally the fees and expenses of the arbitrator and any other arbitration costs common to both parties. Each party shall be responsible for compensating its own attorneys and representatives.
9. The established time limits in this expedited dispute resolution procedure may only be extended by mutual written agreement.

Section 6.5: Return to Prior Position

An employee who is awarded a recognized vacancy within the bargaining unit through the procedure established by this Article shall be subject to a ninety- (90-) calendar day evaluation period. During this evaluation period, the Employer has the right to return the employee to his/her prior position or a comparable position.

Section 6.6: Exclusions from Procedure for Filling Vacancies

The procedure established by this Article does not apply to vacancies that will be filled through the following processes: recalls from layoff; demotions; appointments resulting from court, administrative or arbitral proceedings or settlements; or reassignments pursuant to the ADA.

ARTICLE 7 EDUCATION AND TRAINING

Section 7.1: Cross-Training

An employee may submit a request for cross-training in a specific job function to his/her department head, and each department head shall maintain a record of such requests. When a department head decides to cross-train employees for a specific job function, he/she shall consider cross-training those employees who have requested such cross-training with due consideration given to the employees' seniority, but retains the right to select any employee for cross-training who is qualified for such cross-training and who best serves the Employer's operational needs.

Section 7.2: Educational Benefits

The Employer agrees to allocate funds for educational purposes in each year of this Agreement to be made available to all AFSCME bargaining unit employees employed by Cook County. The amount allocated shall be an aggregate total of \$40,000.00 for all such bargaining unit employees. 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 centers and other training or technical institutions. Such coursework shall be employment-related. An employee may request funds up to an amount no greater than \$550.00 in a fiscal year. Approval for reimbursement shall be offered on an equitable basis. The educational benefits provided by this Section are intended to supplement existing educational benefits.

Section 7.3: Training

It shall be the policy of the Employer to provide job related training consistent with the need for employees to maintain and improve the skills and knowledge required in the job classification to which an employee is assigned. Upon request, the Employer will provide a reasonable allowance of time for an employee to attend any job related training opportunity consistent with its operational needs.

ARTICLE 8 DISCIPLINARY ACTION POLICY AND PROCEDURE

Section 8.1: Authority To Discipline

Employees who are to be or may be disciplined shall be informed of their right to Union representation exclusively prior to the commencement of in any disciplinary proceedings. The employee shall be given an opportunity, if so desired, to notify the Union of said meeting. In addition, the Employer shall notify the Union in advance of the meeting so that the Union has the opportunity to be present. Disciplinary meetings shall be scheduled by mutual agreement of the parties.

Section 8.2: Timing and Manner of Discipline

The Employer shall discipline employees only for just cause and as soon as practical after learning of the conduct or event that prompted the discipline and after having the opportunity to conduct a thorough investigation regarding such conduct or event. The investigation may or may not include an investigatory interview with the employee at issue. Any and all meetings with employees that are conducted as part of an investigation or that involve the issuance of a disciplinary penalty shall be conducted in a private setting.

Section 8.3: Disciplinary Penalties

A. The Employer's decision to discipline an employee will be based on fair and objective principles and will employ a method of progressive discipline when progressive discipline is appropriate. An employee may be disciplined through the following types of disciplinary action, which are not exclusive:

Verbal Reprimand
Written Reprimand
Suspension
Discharge

B. To determine the appropriate type and level of disciplinary penalty, the Employer will consider the following factors: the nature and severity of the conduct or event; the employee's qualifications, performance evaluations, disciplinary record, seniority and other job-related factors; the attitude and cooperation of the employee throughout the disciplinary process; whether progressive discipline is appropriate given the conduct or event; and any mitigating circumstances.

C. The parties agree suspensions shall be capped at thirty (30) days.

Section 8.4: Suspension Pending Investigation

The Employer may temporarily suspend an employee pending the results of a disciplinary investigation when the employee is reasonably believed to be dangerous or violent or when the allegations at issue are serious or may create a disruptive work environment. Prior to suspending the employee, the Employer shall conduct an emergency pre-suspension meeting during which the employee will be presented with the allegations against him/her and provided with an opportunity to respond to the allegations and offer evidence in contradiction or mitigation of such allegations. If the employee is discharged as a result of the disciplinary investigation or resigns prior to the conclusion of the disciplinary investigation, the employee shall not be entitled to wages and benefits retroactive to the effective date of the suspension, unless the employee is reinstated and awarded such wages and benefits pursuant to the grievance and arbitration procedure.

Section 8.5: Right to Union Representation

An employee who reasonably believes he/she may be disciplined as a result of an investigatory interview has a right to Union representation upon request during the investigatory interview and shall be advised of this right by the Employer prior to the commencement of such

investigatory interview. An employee who requests Union representation will be provided a sufficient period to arrange for such representation.

Section 8.6: Retention and Use of Prior Disciplinary Records

A. The Employer shall retain an employee's disciplinary record for the duration of his/her employment and as required by law thereafter.

B. Unless otherwise required by law, the Employer may consider an employee's prior disciplinary record in future disciplinary proceedings and when evaluating his/her qualifications for transfer or promotion subject to the following conditions:

1. A verbal reprimand shall be considered expunged from an employee's disciplinary record after twelve (12) months have passed following its issuance, provided that the employee has not been disciplined based on similar conduct or events within such twelve- (12-) month period;
2. A written reprimand shall be considered expunged from an employee's disciplinary record after eighteen (18) months have passed following its issuance, provided that the employee has not been disciplined based on similar conduct or events within such eighteen- (18-) month period; and
3. Suspensions may be considered in all future disciplinary proceedings and when evaluating an employee's qualifications for transfer or promotion with appropriate weight given to the passage of time between disciplinary actions, the relevance or similarity of the prior conduct or event and other appropriate factors relating to its evidentiary or probative value.

Section 8.7: Training

The Employer will train its department heads, managers and supervisors in the administration of this Article.

Section 8.8: Pre-disciplinary Meeting

There shall be a pre-disciplinary meeting for suspensions and discharges. 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.

A. Representation: The employee is entitled to have a Union representative present at the pre-disciplinary meeting if the employee so requests. If the employee does not request Union representation, a Union representative shall nevertheless be allowed to be present as a non-active participant.

B. Extensions: Reasonable requests for extensions of time, not to exceed two (2) business days, shall be allowed by the Employer.

C. Notices: The Employer will notify the employee of the date of the Pre-Disciplinary meeting. Not less than two (2) working days prior to the meeting date, the Employer will provide the Union with the date, time and location of the meeting, the reason(s) for the contemplated disciplinary action, and the names of relevant witnesses. Upon timely request, the Employer will provide the Union with copies of relevant documents prior to the meeting.

ARTICLE 9 LAYOFF AND RECALL

Section 9.1: Definition of Layoff

A layoff is defined as the termination of an employee's employment with a right of recall for a period of twenty-four (24) months following the effective date of the layoff for an employee with fewer than seven (7) years of seniority or for a period of thirty-six (36) months following the effective date of the layoff for an employee with more than seven (7) years of seniority.

Section 9.2: Implementation of Layoff

A. If the layoff requires the elimination of positions within the bargaining unit, the Employer will notify the Union of the number and type of positions to be eliminated.

B. The Employer initially will terminate the employment of any probationary or contract employees who are employed in the positions to be eliminated. The Employer will then lay off non-probationary employees in the positions to be eliminated in inverse order of seniority in such positions, unless the application of this provision would result in the layoff of a less senior employee who possesses a unique and essential skill or certification not possessed by a more senior employee.

C. The Union and the affected employees shall be provided with at least thirty (30) calendar days' notice prior to the effective date of the layoff or as much notice as is practicable under the circumstances.

D. At the time of the layoff, the Employer shall reassign employees who are scheduled for layoff to existing vacancies for which they are qualified after orientation and without specialized training based on seniority. If all employees who are scheduled for layoff are not reassigned through this process, the remaining employees shall have the following rights:

1. **Bumping Into Lower Classification**

- a. An employee subject to layoff may bump a less senior employee in the next lower classification in a job series within the employee's Department for which the employee meets the minimum qualifications of the position and has the then present ability to perform the required work after orientation and without specialized training, unless the application of this provision would result in the layoff of a less senior employee who possesses a unique and essential skill or certification not possessed by a more senior employee.

- b. An employee subject to layoff who cannot bump pursuant to subsection 1(a) above may bump a less senior employee in the second lower classification in a job series within the employee's Department for which the employee meets the minimum qualifications of the position and has the then present ability to perform the required work after orientation and without specialized training, unless the application of this provision would result in the layoff of a less senior employee who possesses a unique and essential skill or certification not possessed by a more senior employee.

2. Bumping Into a Previously Held Title

- a. An employee subject to layoff who cannot bump pursuant to Subsections 1(a) or (b) above may bump a less senior employee in the job title which the employee most recently held within his/her current Department, even if not in his/her job series, for which the employee meets the minimum qualifications of the position and has the then present ability to perform the required work after orientation and without specialized training, unless the application of this provision would result in the layoff of a less senior employee who possesses a unique and essential skill or certification not possessed by a more senior employee.
- b. An employee subject to layoff who cannot bump pursuant to subsection 2(a) above may bump a less senior employee in any other job title within his/her current Department that he/she held for one (1) or more years within the current Department, even if not in their job series, for which the employee meets the minimum qualifications of the position and has the then present ability to perform the required work after orientation and without specialized training, unless the application of this provision would result in the layoff of a less senior employee who possesses a unique and essential skill or certification not possessed by a more senior employee.

The parties shall discuss the need for outplacement programs for employees who are not reassigned and laid off.

E. After a layoff of employees, the Employer may reassign remaining employees to other work locations, departments, divisions, offices or sections to rebalance the work force. The Employer shall initially offer reassignments to the remaining employees who are qualified for the positions after orientation and without specialized training based on seniority. If the work force is not fully rebalanced through this process, then the Employer shall transfer or reassign such employees in inverse order of seniority.

Section 9.3: Recalls from Layoffs

A. An employee who has been laid off shall notify the Employer in writing of any change in his/her address within five (5) business days of such change.

B. An employee who has been laid off shall have a recall right for the period defined in Section 9.1 to vacancies in his/her position at the time of the layoff or vacancies in other

positions for which he/she is qualified after orientation and without specialized training. If more than one (1) employee has a recall right to a vacancy, then the Employer shall recall the most senior employee.

C. The Employer will notify an employee of his/her obligation to return to work by sending a notice of recall by certified mail to the most recent address on record provided by the employee. The sending of such notice to the most recent address on record fully and completely satisfies the Employer's obligation to notify the employee of the recall. The Employer will simultaneously provide a copy of the notice of recall to the Union.

D. An employee shall lose all recall rights if he/she (1) fails to contact the Employer within ten (10) business days after the date on which the notice of recall was sent by the Employer to the most recent address on record provided by the employee; (2) is unqualified; or (3) declines the offer of recall to the employee's former position, or a position at the same grade and salary as the employee's former position. An employee who declines an offer of recall due to documented temporary medical incapacity will retain his/her right of recall for the remainder of the period defined in Section 9.1. An employee who declines an offer of recall because the offer of recall is to a position lower in grade and salary compared to the employee's previously held position will retain his/her right of recall for the remainder of the period defined in Section 9.1, but will be placed at the bottom of the recall list when the offer of recall is declined.

E. Vacancies in Offices Under the President, in AFSCME represented classifications, to be made available to laid off employees (Local 3696 excluded), such vacancies will be offered in seniority order, 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. This does not impact existing collective bargaining agreement to the extent it provides for broader application. Effective upon ratification.

F. 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 than 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.

ARTICLE 10 BENEFIT DAYS AND VACATION

Section 10.1: Holidays

A. The Cook County Board of Commissioners has recognized the following paid holidays for all employees, except in emergencies and for necessary operations:

- | | |
|---------------------------------------|-------------------------|
| 1. New Year's Day | January 1 |
| 2. Martin Luther King, Jr.'s Birthday | Third Monday in January |
| 3. Lincoln's Birthday | February 12 |

4.	Washington's Birthday	Third Monday in February
5.	Casimir Pulaski Day	First Monday in March
6.	Memorial Day	Last Monday in May
7.	Juneteenth	June 19
8.	Independence Day	July 4
9.	Labor Day	First Monday in September
10.	Columbus Day	Second Monday in October
11.	Veteran's Day	November 11
12.	Thanksgiving Day	Fourth Thursday in November
13.	Christmas Day	December 25

B. In addition to the thirteen (13) holidays listed in subsection (A), any other day or part of a day shall be considered a holiday when recognized as a holiday by the Cook County Board of Commissioners.

C. If a holiday falls on a Saturday, the preceding Friday shall be recognized as the holiday. If a holiday falls on a Sunday, the following Monday shall be recognized as the holiday.

D. Except as provided in subsection (A), an employee shall not be required to work on a recognized holiday and shall be paid holiday pay in the amount of eight (8) hours at his/her straight-time hourly rate, provided that the employee if scheduled works his/her regular work day on both the work day preceding and the work day following the recognized holiday.

E. An employee who is required to work on a recognized holiday shall be paid the holiday pay described in subsection (D) if eligible for such pay and time-and-one-half for the hours worked on the holiday. If the employee is not eligible for holiday pay, then the employee shall only be paid his/her straight-time hourly rate for the hours worked on the holiday, unless such hours worked constitute overtime under this Agreement.

F. If a recognized holiday occurs during an employee's vacation, the employee shall not be charged a vacation day for the day of the recognized holiday.

G. Any employee who schedules and is approved for an absence from the Office either the day before or the day after a holiday and the employee decides to come to work on the scheduled day off then the employee will be sent home.

Section 10.2: Floating Holiday

A. Each employee shall be granted one (1) floating holiday on December 1 of each calendar year to be used by the employee between December 1 and November 30 of each year.

B. An employee may only schedule a floating holiday in the increment of one (1) eight- (8-) hour work day.

C. Except in emergencies and for necessary operations, an employee shall not be required to work on a scheduled floating holiday and shall be paid holiday pay in accordance with Section 10.1(D). An employee who is required to work on a scheduled floating holiday shall reschedule his/her floating holiday at a later date and shall receive his/her straight-time hourly rate for the hours worked, unless such hours worked constitute overtime under this Agreement.

D. The carryover of a floating holiday will be allowed to the extent consistent with Cook County ordinances and Assessor's Office policies.

Section 10.3: Personal Days

A. An employee accrues personal days by an amount of 1.2308 hours per payroll period up to a maximum of four (4) personal days each year.

B. An employee may schedule a personal day in increments of either one (1) eight- (8-) hour work day or two (2) four- (4-) hour work periods.

C. Except in emergencies and for necessary operations, an employee shall not be required to work on a scheduled personal day and shall be paid his/her straight-time hourly rate for the hours used as a personal day. An employee who is required to work on a scheduled personal day shall reschedule his/her personal day at a later date and shall receive his/her straight-time hourly rate for the hours worked, unless such hours worked constitute overtime under this Agreement.

D. The carryover of personal days will be allowed to the extent consistent with Cook County ordinances and Assessor's Office policies.

Section 10.4: Vacation

A. An employee's vacation allowance is determined based on his/her continuous service and accrues by a specific amount each payroll period up to a maximum accumulation as follows:

<u>Years of Continuous Service</u>	<u>Accrual Amount Per Payroll Period</u>	<u>Total Accrual Per Year</u>	<u>Maximum Accumulation</u>
1 to 6	.3847 Days	10 Work Days	20 Work Days
7 to 14	.5770 Days	15 Work Days	30 Work Days
15+	.7693 Days	20 Work Days	40 Work Days

A new employee or an employee hired after a break in continuous service begins to accrue vacation on his/her date of hire and may request to use such vacation as it accrues. An employee must be in paid status for a minimum of five (5) work days per payroll period to accrue vacation during such period.

B. For the sole purpose of this Section, an employee (1) 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 and/or (2) who received duty disability benefits while on a leave of absence from employment with the Employer shall have the right to have such period or periods of continuous service or absence credited and counted for the purpose of computing the employee's years of full-time continuous service with the Employer, unless an alternate policy is established by Cook County ordinance.

C. The Employer may establish reasonable controls on the number of employees who are permitted to schedule vacation during a particular period in each work location, department, division, office or section based on the Employer's operational needs, and such controls may include periods during which employees are not permitted to schedule any vacation (e.g., the period between the date on which tax bills are mailed and the due date for tax payments). If the Employer establishes additional dates where it will limit the number of blocked vacation requests, it will provide the Union with five (5) days' advance notice of these additional dates such that the Union will have the opportunity to bargain over the impact this may have on bargaining unit employees.

D. An employee must request and receive approval from the Assessor's Office prior to utilizing any vacation. If the employee's request is to use fewer than five (5) days of vacation, then he/she should submit a written request for such vacation to his/her immediate supervisor (and all other persons as designated by their immediate supervisor) no later than one (1) business day prior to the vacation. If the employee's request is to use five (5) or more days of vacation, then he/she should submit a written request for such vacation to his/her immediate supervisor no earlier than six (6) months and no later than ten (10) business days prior to the anticipated vacation.

A written request for Vacation Time may be submitted even though the employee has not accrued sufficient Vacation Time at the time the request is submitted. If the employee fails to have the requested Vacation Time when the vacation is taken, the employee shall have the option to use accrued Time Due or Personal Time in order to add to the accrued Vacation Time in the amount necessary to complete the length of time originally requested. Should the employee not have sufficient accrued Time Due or Personal Time to satisfy the entire vacation as originally requested, then the employee may 1) choose to shorten the period of the vacation accordingly; or 2) take the vacation as originally requested, without pay for any day or days for which the employee does not have Vacation Time, Time Due or Personal Time, with attendance points assessed.

E. Within the parameters established by subsection (C), the Employer shall generally grant or deny vacation requests in the order in which they are received and shall respond to such requests within five (5) business days of their submission if submitted more than three (3) months prior to the anticipated vacation and within two (2) business days of their submission for all other vacation requests. In the event of a conflict in requests for particular vacation periods, the Employer will grant the vacation request of the more senior employee, unless compelling reasons exist for granting the request of a less senior employee.

F. If an employee's vacation is interrupted by a death in the immediate family, any days within the vacation that qualify as bereavement leave shall not be charged as vacation days.

G. An employee who is separated from employment for reasons other than a discharge for just cause shall be paid for any earned unused vacation at the employee's regular hourly rate at the time of separation. In the event of an employee's death, the employee's spouse or estate shall be entitled to receive the same compensation for the employee's earned unused vacation.

H. Approved requests for Vacation Time, Personal Leave or 8 hours of Time Due must be rescinded in writing to the employee's immediate supervisor at least one (1) business day prior to the first day of the absence from the Office. Any employee who schedules and is approved for an absence from the Office, but nevertheless decides to come to work on the scheduled day off will be sent home, except for situations outside the employee's control (e.g., a doctor canceling an appointment the afternoon before the scheduled day off).

ARTICLE 11 LEAVES OF ABSENCE

Section 11.1: General Provisions

A. An employee may request a leave of absence by submitting such request in writing on an appropriate form if applicable to his/her immediate supervisor (and all other persons as designated by their immediate supervisor) and by otherwise complying with any procedure governing the type of leave requested. The written request shall state the type of leave, the purpose of the leave and the period of leave requested with beginning and ending dates and shall provide any additional information or certifications necessary to process the leave request.

B. The Employer may deny an employee's request for a leave of absence if the employee's absence from employment during the period requested would interfere with the conduct of the Employer's business, unless the employee has the unconditional right to such leave under federal or state law.

C. An employee who is on an unpaid leave of absence shall be required to utilize any accumulated compensatory time off during the period of unpaid leave prior to utilizing any other form of elective time. If an employee exhausts his/her accumulated compensatory time off, then he/she will have the option of utilizing other forms of available elective time, including vacation days, a floating holiday and personal days. An employee on disability leave, 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 [XIV] 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 effect during the period of leave. Arrangements for payment of such costs through normal deductions or otherwise must be made with the Employer'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 or other rules and regulations as may be applicable to the insurance plan.

D. An employee who has been absent from work for five (5) or more consecutive work days for any personal or familial health reason will be required to provide a diagnostic report from

a physician or practitioner as proof of the personal or familial illness or injury and shall comply with all other applicable return to work requirements established by the Cook County Human Resources Department. For health-related absences of less than five (5) consecutive work days, the Employer may require the employee to provide a diagnostic report from a physician or practitioner as proof of the personal or familial illness or injury when the circumstances suggest that the employee did not have a valid health reason for the absence. The Employer may require any employee to submit to a medical examination in accordance with federal and state law or Cook County policy.

E. Upon return from a leave of absence, an employee who has not suffered a break in continuous service shall be reinstated as follows:

1. The employee shall be assigned either (a) to the same position he/she held at the time the leave began or to an equivalent position as required by law or (b) to the same position he/she held at the time the leave began if available, a comparable position if available or any vacant position for which he/she is qualified after orientation and without specialized training in this order of priority;
2. The employee may have his/her anniversary date adjusted to account for the period of absence in accordance with Section 4.3; and
3. The employee will be entitled to the compensation and benefits that he/she received at the time the leave began with a retroactive adjustment for any wage increases implemented while the employee was in paid status and without automatic progression on the salary schedule while the employee was in unpaid status.

F. Depending on the type and length of leave of absence at issue, an employee on leave shall be required to contribute towards the cost of his/her health care coverage to maintain such coverage during the leave as required by Cook County policy. Arrangements for the payment of such costs through payroll deductions or otherwise must be made with the Employer prior to the beginning of the leave. If an employee fails to pay such costs, the Employer may cancel insurance benefits during the leave and then reinstate them upon the return from leave, subject to any waiting period and other rules and regulations as may be applicable to the insurance plan.

G. The effect of a leave of absence on an employee's pension benefits shall be determined by the rules and regulations established by the County Employees' Annuity and Benefits Fund of Cook County.

Section 11.2: Regular Leave

An employee who is not affected by the leave of absence rules of Cook County may be granted an unpaid leave of absence in emergency situations by the Assessor's Office with the written approval of the Cook County Comptroller. Such leave shall be limited to one (1) month of leave for every full year of continuous service with Cook County up to a maximum of twelve (12) months.

Section 11.3: Family and Medical Leave Act Leave

A. Employees who are eligible for leave under the federal Family and Medical Leave Act ("FMLA") shall be entitled to twelve (12) or more work weeks of unpaid leave within a defined twelve- (12-) month period for the following purposes:

1. Because of the birth of a child of the employee and to care for such child;
2. Because of the placement of a child with the employee for adoption or foster care;
3. To care for the spouse or a child or parent of the employee if such spouse, child or parent has a serious health condition;
4. Because of a serious health condition that renders the employee unable to perform the functions of his/her position;
5. To care for an injured service member of the U.S. Armed Forces who is the employee's spouse, child, parent or next of kin; or
6. Because of a qualifying exigency arising out of the fact that the employee's spouse, child or parent is on active duty or has been notified of any impending call or order to active duty in the U.S. Armed Forces in support of a contingency operation.

B. An employee who is on a leave of absence that otherwise qualifies as leave under the FMLA (e.g., family responsibility leave, sick leave or maternity and paternity leave) shall have the periods of absence on such other leave charged to the employee's FMLA leave entitlement.

Section 11.4: Sick Leave

A. An employee accrues paid sick leave by an amount of .4616 days per payroll period up to a maximum of twelve (12) work days per year. An employee must be in paid status for a minimum of five (5) work days per payroll period to accrue paid sick leave during such period. An employee may accumulate no more than 175 work days of paid sick leave.

B. An employee may only use paid sick leave for non-occupational personal illness or injury and disability incidental to the employee's pregnancy; appointments with physicians, dentists or other recognized practitioners; maternity or paternity leave; or for leave related to a serious illness, disability or injury in the immediate family of the employee. Paid sick leave shall not be used for vacation purposes under any circumstances.

C. The Employer shall maintain a record of each employee's accumulation and use of paid sick leave.

D. The employee's separation from employment terminates all rights to accumulated paid sick leave.

Section 11.5: Maternity and Paternity 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 regards 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 11.6: 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.
- 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 Family Responsibility Leave, and an employee who chooses Parental Leave will not be eligible for additional leave pursuant to the Family Responsibility Leave provision in this Agreement.

Section 11.7: Family Responsibility Leave

In addition to Maternity and Paternity Leave (Article 11 Section 5) and/or Parental Leave (Article 11 Section 6), 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 weeks 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. ~~and up to an additional three (3) months for Family Responsibility Leave. Under no circumstances shall such coverage extend more than six (6) months.~~

Section 11.8: Educational Leave

An unpaid leave of absence for a period not to exceed twelve (12) months may be granted to an employee who has at least two (2) years of seniority for the purpose of attending a recognized college, university, trade, technical or high school, provided that the course of instruction is logically related to the employee's employment opportunities with the Employer. Such leave shall not be arbitrarily or capriciously denied and may be extended for good cause.

Section 11.9: Union Leave

A. An unpaid leave of absence not to exceed twelve (12) months will be granted to an employee who is elected, delegated or appointed to participate in duly authorized business of the Union that requires a full-time absence from employment with the Employer. Such leave may be extended by mutual agreement of the parties.

B. Employees duly elected as delegates of the Union may be allowed unpaid leave to attend national conferences and conventions of the Union not to exceed ten (10) work days for all employees.

C. Elected delegates will be permitted to attend a state AFSCME convention once every other year without loss of compensation for two (2) work days, including travel time. The Union will be entitled to three (3) delegates for the state AFSCME convention. Approval of delegates to attend the state AFSCME convention under this provision is subject to the legitimate operational needs of the Employer.

Section 11.10: Military Leave

An eligible employee who requires leave from employment for purposes of military service shall be entitled to the compensation, benefits, restoration rights and other guarantees provided by the federal Uniformed Services Employment and Reemployment Rights Act, the Illinois Military Leave of Absence Act, the Local Government Employees Benefits Continuation Act, the Illinois Public Employee Armed Services Rights Act and any other applicable federal or state statute or local ordinance.

Section 11.11: Veterans' Conventions

An employee who is a delegate or an alternate delegate to a national or state convention of a recognized veterans' organization may request a leave of absence for the purpose of attending such convention, provided that an employee requesting such leave without loss of compensation must satisfy the following conditions: (A) the employee must be a delegate or an alternate delegate to the convention as established in the by-laws of the organization; (B) the employee must register with the credentials committee at the convention headquarters; (C) the employee's name must appear on the official delegate-alternate rolls that are filed in the state headquarters of his/her organization at the close of the convention; (D) the employee must have attended no other convention with a paid leave of absence during the fiscal year; and (E) upon returning from the convention, the employee must produce a registration card signed by a proper official of the convention indicating attendance.

Section 11.12: Jury Duty

An employee will be provided leave without loss of compensation for the purpose of responding to a summons for jury duty and for the duration of service on a jury, provided that the employee remits his/her jury compensation less any travel allowance to the Employer.

Section 11.13: Bereavement Leave

A. An employee will be granted leave without loss of compensation for up to three (3) work days to attend the funeral of a member of the employee's immediate family or household. Where death occurs in the immediate family and the funeral is to be held outside a one hundred 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.

B. For the purpose of this Section, the employee's immediate family shall include his/her mother, father, spouse, child (including step child and foster child), brother, sister, grandchild, grandparent, spouse's parent or such persons who have reared the employee.

C. 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 11.14: Other Leaves of Absence

An employee will be entitled to any other leaves of absence established by the Employer's policies or provided by federal or state statute or local ordinance, including, but not limited to, leave under the Illinois Family Military Leave Act, the Illinois School Visitation Rights Act and the Illinois Victims' Economic Security and Safety Act, in accordance with the terms and conditions established for such leave by such policies, statutes or ordinances.

ARTICLE 12 HEALTH AND SAFETY

The Employer shall endeavor to provide a healthy and safe work environment for all employees. Employees are equally responsible for promoting a healthy and safe work environment and for performing their assigned duties in accordance with applicable health and safety rules and regulations. Any employee who witnesses or is involved in a workplace accident or injury or who observes potentially unhealthy or unsafe working conditions shall immediately report such information to his/her immediate supervisor.

ARTICLE 13 GENERAL PROVISIONS

Section 13.1: Direct Deposit

The Employer will maintain a direct deposit program whereby an employee may elect to have his/her paycheck directly deposited into a bank account of his/her choice, provided that the bank is capable of receiving direct deposit.

Section 13.2: Personnel Records

The Employer shall maintain personnel records for employees and shall permit employees to inspect their personnel records in accordance with the Illinois Personnel Record Review Act. An employee who desires to inspect his/her personnel record shall submit a written request for such inspection to the Deputy of Human Resources, with a copy to his/her immediate supervisor.

Any information of an adverse employment nature which is unfounded, exonerated or otherwise not sustained shall not be used against an employee in any future proceedings. Information not related to an employee's qualifications for employment, promotion, transfer, additional compensation, 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 13.3: Substitution of Elective Time for Unapproved Absences

If an employee is permitted to utilize compensatory time off or other elective time (e.g., vacation days, a floating holiday or personal days) in lieu of being docked for an unapproved absence, the employee's use of compensatory time off or other elective time shall not prevent the Employer from recording the unapproved absence as an attendance violation and disciplining the employee if warranted pursuant to the Employer's attendance policy.

Section 13.4: Non-Disclosure of Employee Personal Information

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 13.5: Recording/GPS/AVL Devices:

Use of video cameras, GPS, or other medium in support of discipline when medium supports any allegations of employee misconduct (to be included in all collective bargaining agreements).

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 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 13.6 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 Relations11 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 13.7 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 of 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 complaints 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 manage the workforce and the workplace, except as provided for above.

ARTICLE 14 HEALTH AND WELFARE BENEFITS

Except as may be agreed upon by the parties in writing, the health and welfare benefits currently offered in Appendix C (attached) to employees in the bargaining unit shall remain unchanged and in effect through November 30, 2020 and shall thereafter remain unchanged and in effect during the period in which Cook County negotiates successor collective bargaining agreements with all other AFSCME bargaining unit employees. In the event that such negotiations result in modifications of or amendments to Cook County's current health and welfare benefits, the agreed-upon modifications and amendments shall be applicable to employees in the bargaining unit on the same terms, conditions and effective dates as are applicable to all other AFSCME bargaining unit employees, including, but not limited to, the following benefit plans, policies and procedures: employee health care contributions; the AFSCME Personal Support Program; the

dental plan; the vision plan; hospitalization benefits for new hires; the flexible benefits plan; life insurance; insurance claim disputes; benefits for part-time employees; health care benefits for domestic partners; insurance benefits for laid off employees; hospitalization insurance; disability benefits; the pension plan; tax shelters; and a mass transit benefit program. Children will be eligible for health insurance benefits in accordance with applicable state and federal law.

Effective Fiscal Year 2019, County will offer a short-term disability product.

Personal Support Program

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 (PSP). 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 acceptable option.

ARTICLE 15 RATES OF PAY

Section 15.1: General Wage Increases

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

Effective the first full pay period after upon ratification, all bargaining unit members shall receive a one-time \$2,000 lump sum payment.

Effective the first full pay period after upon ratification, all bargaining unit members eligible under the American Relief Plan (ARP), 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%.

B. Effective the first full payroll period after December 1, 2008, any percentage wage increases or economic benefits and enhancements (including, but not limited to, bonuses, stipends, premium pay, allowances, reimbursements, paid leave, benefit days, vacation and educational benefits) agreed upon between and among Cook County and all other AFSCME bargaining unit employees effective on or after such date shall be applicable to employees in the bargaining unit on the same terms, conditions and effective dates as are applicable to such bargaining unit employees.

C. 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 result of the audit and do so within a reasonable time.

Section 15.2: Bilingual Pay

An employee who is bilingual or proficient in sign language and who is designated by the Employer as an employee who is required to provide interpretive assistance upon request shall receive an additional \$100.00 per month.

Section 15.3: 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.

Section 15.3: Travel Reimbursement

An employee who is required to use a personally owned automobile during the course of his/her employment shall be reimbursed in accordance with the Cook County Travel Expense Reimbursement Policy.

Section 15.4: Classification Review Committee/Job Audits

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 completed no later than June 1st of each year. 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.

Section 15.5: Job Audits

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.

ARTICLE 16 GRIEVANCE AND ARBITRATION PROCEDURE

Section 16.1: Grievance Defined

A grievance is defined as a dispute between the Union or an employee and the Employer with respect to the interpretation of, application of or compliance with the provisions of this Agreement.

Section 16.2: Right to Union Representation

Employees may pursue grievances through Steps One and Two of the grievance procedure either individually or with representation by the Union. If an employee pursues a grievance without Union representation, a Union representative shall be permitted to attend grievance conferences, and any resolution of the grievance shall be consistent with this Agreement. Union stewards and employees shall be released from their job duties without loss of compensation to participate in grievance conferences conducted pursuant to the grievance procedure or to attend arbitration hearings as either a party or a witness.

Section 16.3: Grievance Procedure

Prior to filing a grievance, the Union or the employee shall sincerely and earnestly attempt to resolve the dispute on an informal basis with the employee's immediate supervisor before the dispute is formalized as a grievance. If this attempt to resolve the dispute is unsuccessful, then the following procedure shall apply:

Step One: A grievance shall be filed by the Union or the employee with the deputy, director or manager to whom the employee's immediate supervisor directly reports (hereinafter referred to as the "senior executive") within fifteen (15) business days following the date of the events or circumstances that form the basis for the grievance or the date on which such events or circumstances become known to the Union or the employee, whichever is earlier. All grievances shall be submitted on a form to be agreed upon by the parties and shall describe the facts that form the basis for the grievance, the specific provisions of the Agreement allegedly violated and the specific relief requested. Failure to identify a specific provision of the Agreement or specific remedy shall not prejudice either party. Within ten (10) business days of the filing of the grievance, the Union and/or the employee and the senior executive shall meet to discuss the basis for the grievance and explore a resolution to the dispute if appropriate. Within ten (10) business days following the meeting, the senior executive shall communicate his/her Step One Decision and the rationale for such decision in writing to the Union and the employee.

Step Two: If the Step One response is not satisfactory, the Union or the employee may pursue the grievance by submitting it to the Chief Deputy Assessor or his/her designee within ten (10) business days from the date the Step One Decision is provided to the Union or the date upon which the Step One Decision is due, whichever is earlier. Within ten (10) business days of the submission of the grievance, the Union and/or the employee and the Chief Deputy Assessor or his/her designee shall meet to discuss the basis for the grievance and explore a resolution to the dispute if appropriate. Within ten (10) business days following the meeting, the Chief Deputy Assessor or his/her designee shall communicate his/her Step Two Decision and the rationale for such decision in writing to the Union and the employee.

Step Three: If the Step Two response is not satisfactory, the Union only may appeal the grievance to arbitration by filing a demand for arbitration in writing with the Chief Legal Counsel for the Assessor's Office within thirty (30) calendar days following the date of the Step Two response. A grievance filed by the Employer may be initiated at Step Three and appealed directly to arbitration by filing a demand for arbitration with the Union.

Section 16.4: Advanced Step Filing

If a grievance is based on the action or inaction of an authority above the senior executive as defined in Section 16.3, then the grievance may be filed directly with the Chief Deputy Assessor or his/her designee at Step Two.

Section 16.5: Arbitration

A. Within ten (10) business days of the filing of a demand for arbitration or the conclusion of any mediation, whichever is later, the parties shall attempt to select a mutually agreeable arbitrator. If the parties are unable to agree on an arbitrator, the parties shall request a panel of arbitrators from the Federal Mediation and Conciliation Service or any other appropriate and agreed-upon agency and shall select an arbitrator through an alternate striking process with the party who appealed the grievance to arbitration initially striking a name from the panel. After alternate striking by the parties, the name of the arbitrator that remains on the panel shall be the arbitrator. If the arbitrator selected is not available, then the parties will meet to determine the most efficient course of action to select an arbitrator.

B. The parties shall schedule a hearing with the arbitrator within ten (10) business days following the arbitrator's appointment.

C. The arbitrator shall not have the authority to amend, modify, nullify, ignore, disregard, add to or subtract from the provisions of this Agreement. The arbitrator shall only consider and decide the specific issue or issues appealed to arbitration and shall have no authority to decide any other issues. The arbitrator's decision shall be based upon his/her interpretation or application of the terms of this Agreement in light of the facts presented during the arbitration.

D. Within sixty (60) calendar days of the adjournment of the hearing, the arbitrator shall issue a decision and opinion in writing. The arbitrator's decision shall be final and binding on the Union, the employee and the Employer, provided that the arbitrator does not exceed his/her authority as defined in this Agreement.

E. The Employer and the Union shall share equally the fees and expenses of the arbitrator and any other arbitration costs that are common to the parties. If an arbitration hearing date is postponed, the party responsible for the postponement shall be responsible for any charges submitted by the arbitrator. If the parties settle the grievance and cancel the arbitration hearing, the parties shall share equally any cancellation charges submitted by the arbitrator. Each party shall be responsible for compensating its own attorneys and representatives.

Section 16.6: Time Limits

The established time limits for processing grievances and demanding arbitration are essential to the efficiency and effectiveness of the grievance and arbitration procedure and may only be extended by mutual agreement of the parties. If the Employer neither meets with the Union or the employee nor responds to the grievance within the established time limits, the grievance may be advanced to Step Two by the Union or the employee or to Step Three by only the Union as the case may be. If the Union or the employee fails to file a Step One Grievance, Step Two Grievance or Demand for Arbitration within the established time limits, then the grievance shall be dismissed as untimely.

ARTICLE 17 CONTINUITY OF OPERATION

Section 17.1: Strike Prohibition

The Union will not cause, call, institute, participate in, sanction, ratify, encourage or permit its members to cause, call, institute, participate in or encourage in any way any work stoppage, strike, sympathy strike, picketing, slow down or any other concerted refusal to perform work for any reason or to honor any picket line or other curtailment, restriction or interference with any of the Employer's functions or operations. No employee will participate in any such action during the term of this Agreement or any extension thereof.

Section 17.2: Union Responsibility

If any action prohibited by this Article occurs, the Union shall immediately comply as follows:

- A. Publicly disavow such action by the employees or other persons involved;
- B. Advise the Employer 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. Engage in such other measures as are reasonably appropriate to conform with the provisions of this Article, including compliance with reasonable requests by the Employer to accomplish this end.

Section 17.3: Discharge of Violators

Any employee who engages in any action prohibited by this Article shall be subject to immediate discharge. In such circumstances, the employee or the Union on his/her behalf shall have no recourse to the grievance and arbitration procedure, except for the sole purpose of determining whether an employee in fact participated in the action prohibited by this Article. If an arbitrator concludes that the employee in fact participated in such action, the Employer's decision to discharge the employee may not be denied.

Section 17.4: Lock Out Prohibition

The Employer shall not lock out employees during the term of this Agreement or any extension thereof.

Section 17.5: Reservation of Rights

In the event of any violation of this Article by the Employer or the Union, the affected party may pursue any legal or equitable remedy otherwise available, and the exhaustion of the grievance and arbitration procedure shall not be a condition precedent to the pursuit of any legal or equitable remedy.

ARTICLE 18 LEGALITY CLAUSES

Section 18.1: Complete Agreement

During the negotiations for this Agreement, each party had an unlimited right to submit demands and proposals with respect to any subject of collective bargaining. The agreements reached by the parties after the exercise of this right are set forth fully in this Agreement. For the duration of this Agreement, the Employer shall not be obligated to bargain collectively with respect to any issue that has been or may have been a subject of collective bargaining during these negotiations, regardless of whether such issue was raised or could have been raised or whether such issue is covered or excluded by the terms of this Agreement. This Agreement supersedes and cancels all prior practices and understandings between the parties, whether oral or written, unless expressly stated herein, including the neutrality agreement fully executed by the parties on December 12, 2006.

Section 18.2: Savings and Severability

No provision of this Agreement is intended to violate any federal, state or local laws, regulations and rules. If any provision of this Agreement is determined to be unlawful or unenforceable by a court of competent jurisdiction or by virtue of any subsequently enacted legislation, the remaining provisions of this Agreement shall remain in full force and effect. In such circumstances, upon the request of either party, the parties shall meet promptly to negotiate a substitute provision for any provision declared or rendered unlawful or unenforceable.

Section 18.3: Amendments to Agreement

The provisions of this Agreement may only be modified or amended during its term or any extension thereof through a written agreement executed by both parties.

ARTICLE 19 DURATION AND TERMINATION

This Agreement shall become effective on December 17, 2020 and shall remain in effect through November 30, 2024. This Agreement shall automatically renew itself from year to year thereafter, unless either party submits a written notice to the other party not less than sixty (60)

calendar days prior to the expiration date or any anniversary thereof that it desires to modify or terminate this Agreement. In the event such notice is submitted by either party, this Agreement shall remain in effect after the expiration date until a successor collective bargaining agreement has been reached or until either party submits written notice of cancellation to the other party at least five (5) business days prior to the effective date of the cancellation. Any notice submitted pursuant to this Article shall be delivered by registered or certified mail to the following addresses as appropriate:

Cook County Assessor's Office
118 North Clark Street, Room 300
Chicago, Illinois 60602

Office of the President
Cook County Board of Commissioners
118 North Clark Street, Room 537
Chicago, Illinois 60602

AFSCME Council 31
29 North Wacker Drive, Suite 800
Chicago, Illinois 60606

Any notice of a change in address shall be delivered in the same fashion to the above addresses as appropriate.

IN WITNESS WHEREOF, the parties to this Agreement affix their signatures below.
FOR THE COOK COUNTY ASSESSOR'S OFFICE FOR AFSCME COUNCIL 31, LOCAL 3835

By: [Signature]
Dated: 8/30/2021

By: [Signature]
Dated: 8/26/21

FOR THE COUNTY OF COOK

AFSCME COUNCIL 31, LOCAL 3835
BARGAINING TEAM

By: [Signature]
Dated: 9-30-2021

APPROVED BY THE BOARD OF
COOK COUNTY COMMISSIONERS

SEP 23 2021

COM _____

**APPENDIX A
BARGAINING UNIT POSITIONS**

Job Code	Grade	Title
4895	9	Freedom Of Information Junior Specialist I
4896		Receptionist I
4883		Support Staff I
4897		Supply Assistant I
4898		Taxpayer Information Junior Specialist I
4899	10	Freedom Of Information Junior Specialist II
4900		Receptionist II
4901		Support Staff II
4902		Taxpayer Information Junior Specialist II
4903	11	Freedom Of Information Junior Specialist III
4904		Freedom of Information Specialist I
4905		Receptionist III
4906		Residential Junior Analyst
4907		Residential Permit Analyst I
4908		Supply Assistant II
4909		Support Staff III
4910		Taxpayer Information Junior Specialist III
4911		Taxpayer Information Specialist I
4912		Technical Review Specialist I
4913	12	Administrative Assistant (Correspondence)
4914		Freedom Of Information Junior Specialist IV
4915		Freedom of Information Specialist II
4916		Receptionist IV
4917		Residential Permit Analyst II
4918		Support Staff IV
4919		Taxpayer Information Junior Specialist IV
4920		Taxpayer Information Specialist II
4921		Technical Review Specialist II
4922	13	Administrative Assistant I (Assessor)
4923		Division Junior Analyst I
4924		Exempt Department Coordinator

Job Code	Grade	Title
4925		Freedom of Information Specialist III
4926		I/C Valuations Junior Analyst
4927		Liaison to Foreign Language Community
4928		Liaison to Religious Institutions
4929		Receptionist V
4930		Records Management Specialist I
4931		Residential Field Inspector
4932		Residential Junior Analyst I
4933		Residential Junior Field Inspector I
4934		Residential Permit Analyst III
4935		Senior Support Staff I
4936		Supply Coordinator
4937		Support Staff V
4938		Taxpayer Information Senior Specialist I
4939		Taxpayer Information Specialist III
4940		Taxpayer Information Senior Specialist / Group Leader I
4941		Technical Review Specialist III
4942	14	Administrative Assistant II (Assessor)
4943		Automation Coordinator
4944		Division Analyst I
4945		Division Junior Analyst II
4946		Exempt Analyst I
4947		Freedom of Information Specialist IV
4884		I/C Valuations Junior Analyst I
4948		Industrial Commercial Junior Field Inspector I
4949		Junior Programmer I
4950		Receptionist VI
4951		Records Management Specialist II
4885		Residential Analyst I
4952		Residential Field Inspector I
4953		Residential Field Workflow Coordinator
4954		Residential Junior Analyst II
4955		Residential Junior Field Inspector II
4956		Residential Modeling Junior Analyst I

Job Code	Grade	Title
4957		Residential Permit Analyst IV
4958		Senior Support Staff II
4959		Specific Properties Analyst I
4960		Support Staff VI
4886		Taxpayer Information Senior Specialist II
4961		Taxpayer Information Senior Specialist / Group Leader II
4962		Taxpayer Information Specialist IV
4963		Technical Review Residential Analyst I
4964		Technical Review Specialist IV
4965		Van Driver
4966	15	Administrative Assistant III (Assessor)
4967		Division Analyst II
4968		Division Junior Analyst III
4969		Exempt Analyst II
4970		I/C Valuations Junior Analyst II
4971		Industrial Commercial Junior Field Inspector II
4972		Landmarks Analyst
4973		Junior Programmer II
4974		Records Management Specialist III
4975		Residential Analyst II
4976		Residential Field Inspector II
4977		Residential Junior Analyst III
4978		Residential Junior Field Inspector III
4979		Residential Modeling Junior Analyst II
4980		Senior Support Staff III
4981		Specific Properties Analyst II
4982		Taxpayer Advocate Analyst I
4983		Taxpayer Information Specialist
4984		Taxpayer Information Senior Specialist III
4985		Taxpayer Information Senior Specialist / Group Leader III
4986		Technical Review Residential Analyst II
4987	16	Administrative Assistant IV (Assessor)
4988		Affordable Housing Specialist
4989		Automation Analyst I

Job Code	Grade	Title
4990		Division Analyst III
4887		Division Senior Analyst I
4991		Exempt Analyst III
4992		I/C Valuations Analyst I
4993		I/C Valuations Junior Analyst III
4994		I/C Valuations Support Staff Group Leader
4995		Industrial Commercial Field Inspector I
4996		Industrial Commercial Junior Field Inspector III
4997		Junior Programmer III
4998		Records Management Specialist IV
4999		Research Analyst I
5000		Residential Analyst III
4888		Residential Field Inspector III
4889		Residential Group Leader I
5001		Residential Modeling Junior Analyst III
5002		Residential Modeling Senior Analyst I
4890		Residential Permit Group Leader
5003		Residential Senior Analyst I
5004		Residential Senior Field Inspector I
5005		Senior Support Staff IV
4891		Specific Properties Analyst III
5006		Specific Properties Senior Analyst I
4892		Taxpayer Advocate Analyst II
5007		Taxpayer Information Senior Specialist / Group Leader IV
5008		Taxpayer Information Senior Specialist IV
5009		Technical Review Industrial and Commercial Analyst I
4893		Technical Review Residential Analyst III
5010		Technical Review Support Staff Group Leader
5011	17	Administrative Assistant V (Assessor)
5012		Automation Analyst II
5013		Division Analyst IV
5014		Division Senior Analyst II
5015		Exempt Analyst IV
5016		I/C Valuations Analyst II

Job Code	Grade	Title
5017		I/C Valuations Junior Analyst IV
5018		Industrial Commercial Field Inspector II
5019		Industrial Commercial Junior Field Inspector IV
5020		Programmer I (Assessor)
5021		Junior Programmer IV
5022		Records Management Specialist V
5023		Research Analyst II
5024		Residential Analyst IV
5025		Residential Field Inspector IV
5026		Residential Group Leader II
5027		Residential Modeling Junior Analyst IV
5028		Residential Modeling Senior Analyst II
5029		Residential Senior Analyst II
5030		Residential Senior Field Inspector II
5031		Senior Support Staff V
5032		Specific Properties Analyst IV
5033		Specific Properties Senior Analyst II
5034		Systems Analyst I (Assessor)
5035		Taxpayer Advocate Analyst III
5036		Technical Review Industrial and Commercial Analyst II
5037		Technical Review Residential Analyst IV
5038		Township Assessor Liaison
5039	18	Automation Analyst III
5040		Division Senior Analyst III
5041		I/C Valuations Analyst III
5042		I/C Valuations Group Leader I
5043		Industrial Commercial Field Inspector III
5044		Industrial/Commercial Group Leader/ Senior Field Inspector I
5045		Payroll Coordinator
5046		Programmer II (Assessor)
5047		Research Analyst III
5048		Residential Group Leader III
5049		Residential Modeling Senior Analyst III
5050		Residential Senior Analyst III

Job Code	Grade	Title
5051		Residential Senior Field Inspector III
5052		Specific Properties Senior Analyst III
5053		Support Staff
5054		Systems Analyst II (Assessor)
5055		Taxpayer Advocate Analyst IV
5056		Taxpayer Information Senior Specialist
5057		Technical Review Industrial and Commercial Analyst III
5058		Technical Review Verification Specialist
5059	19	Automation Analyst IV
5060		Division Senior Analyst IV
5061		GIS Analyst I
5062		I/C Valuations Analyst IV
5063		I/C Valuations Group Leader II
5064		I/C Valuations Senior Analyst I
5065		Industrial Commercial Field Inspector IV
5066		Industrial/Commercial Group Leader/ Senior Field Inspector II
5067		Programmer III (Assessor)
5068		Research Analyst IV
5069		Research Senior Analyst I
5070		Residential Group Leader IV
5071		Residential Modeling Senior Analyst IV
5072		Residential Senior Analyst IV
5073		Residential Senior Field Inspector IV
5074		Senior Programmer I
5075		Senior Systems Analyst I
5076		Special Projects Coordinator
5077		Specific Properties Senior Analyst IV
5078		Systems Analyst III (Assessor)
5079		Technical Review Industrial and Commercial Analyst IV
5080		Web Developer
5081	20	2nd Pass Coordinator & C/E Specialist
5082		Automation Analyst V
5083		Condominium Valuation Group Leader
5084		Division Senior Analyst V

Job Code	Grade	Title
5085		GIS Analyst II
5086		I/C Valuations Analyst V
5087		I/C Valuations Group Leader III
5088		I/C Valuations Senior Analyst II
5089		Industrial Commercial Field Inspector V
5090		Industrial/Commercial Group Leader/ Senior Field Inspector III
5091		Programmer IV (Assessor)
5092		Records Coordinator
5093		Research Analyst V
5094		Research Senior Analyst II
5095		Residential Group Leader V
5096		Residential Modeling Senior Analyst V
5097		Residential Senior Analyst V
5098		Residential Senior Field Inspector V
5099		Senior Programmer II
5100		Senior Systems Analyst II
5101		Specific Properties Senior Analyst V
5102		Systems Analyst IV (Assessor)
5103		Technical Review Industrial and Commercial Analyst V
5104	21	GIS Analyst III
5105		Group Leader of Application Development
5106		I/C Valuations Group Leader IV
5107		I/C Valuations Senior Analyst III
5108		Industrial/Commercial Group Leader/ Senior Field Inspector IV
5109		Program Developer
5110		Research Senior Analyst III
5111		Senior Programmer III
5112		Senior Systems Analyst III
5113	22	Communications Specialist/Spokesperson
5114		GIS Analyst IV
5115		I/C Valuations Senior Analyst IV
5116		Industrial/Commercial Group Leader/ Senior Field Inspector V
5117		Research Senior Analyst IV
5118		Senior Programmer IV

Job Code	Grade	Title
5119		Senior Systems Analyst IV
5120	23	GIS Analyst V
5121		I/C Valuations Senior Analyst V
5122		Research Senior Analyst V
5123		Senior Programmer V
5124		Senior Systems Analyst V
		Total titles in bargaining unit = 241

AFSCME Local 3835

Assessor's Office

March 23, 2018

Job Title Series

**I/C Valuation Group Leader
I/C Valuation Sr. Analyst
I/C Valuation Jr. Analyst**

**Research Sr. Analyst
Research Analyst**

**Condominium Valuation Group Leader/Residential Group Leader
Residential Modeling Sr. Analyst
Residential Modeling Jr. Analyst
Residential Jr. Analyst**

**Tech. Review Support Staff Group Leader
Records Management Specialist
Sr. Support Staff
Tech. Review Specialist
Receptionist
Support Staff
Supply Assistant**

**Taxpayer Advocate Analyst
Taxpayer Information Sr. Specialist Group Leader
Taxpayer Information Sr. Specialist
Taxpayer Information Specialist/ Freedom of Information Specialist
Taxpayer Information Jr. Specialist**

**Communication Specialist/Spokesperson
Liaison to Foreign Language Community/Liaison to Religious Institutions**

Specific Properties Sr. Analyst
Specific Properties Analyst

Division Analyst
Division Jr. Analyst

Resident Sr. Field Inspector
Resident Field Inspector
Resident Jr. Field Inspector

Industrial Commercial Group Leader Sr. Field Inspector
Industrial Commercial Field Inspector
Industrial Commercial Jr. Inspector

Tech. Review Industrial Commercial Analyst
Tech. Review Residential Analyst

Second Pass Coordinator and C/E Specialist

Sr. Programmer

Programmer

Exempt Analyst

Investigator

Erroneous Exemption Specialist

Residential Field Workflow Coordinator

Non-Active Job Titles as of March 19, 2018

Administrative Assistant
Exempt Department Coordinator
Jr. Programmer
Automation Coordinator
Supply Coordinator
Landmarks Analyst
Affordable Housing Specialist
Automation Analyst
Division Sr. Analyst
I/C Valuations Support Staff Group Leader
Residential Permit Group Leader
Residential Sr. Analyst
Residential Analyst
Systems Analyst
Township Assessor Liaison
Payroll Coordinator
GIS Analyst
I/C Valuation Analyst
Special Projects Coordinator
Web Developer
Records Coordinator
Sr. Systems Analyst
Group Leader of Application Development
Program Developer
Van Driver

The Employer and the Union agree to meet to discuss the job series placement, if any, of the non-active job titles listed above in the event any such titles once again become active during the term of this Agreement. The Employer and the Union agree to meet within the sixty (60) day period after such titles once again become active job titles.

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Effective June 1, 2021

<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	After 1 Year	After 1 Year	After 1 Year
									at 1st Longevity Rate & 10 Years Service	at 2nd Longevity Rate & 15 Years Service	at 3rd Longevity Rate & 20 Years Service
								After 2 Years At 5th Step	7th Step	8th Step	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	2,254.88	2,350.58	2,415.13	2,475.79	2,599.62
	Annual	47,612	49,836	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	2,357.71	2,447.99	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	48.328	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

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME**

Effective December 1, 2021

								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
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	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

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME**

Effective June 1, 2022

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2	After 1 Year	After 1 Year	After 1 Year
								Years At	at 1st	at 2nd	at 3rd
								5th Step	Longevity	Longevity	Longevity
								6th Step	Rate & 10	Rate & 15	Rate & 20
								7th Step	Years	Years	Years
								8th Step	Service	Service	Service
								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	24.769	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

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME**

Effective June 1, 2023

								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
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	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	40.326	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

									After 1 Year	After 1 Year	After 1 Year	
									at 1st	at 2nd	at 3rd	
									Longevity	Longevity	Longevity	
									Rate & 10	Rate & 15	Rate & 20	
									Years	Years	Years	
									Service	Service	Service	
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	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	
	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	25,343
	Annual	37,212	38,799	40,445	42,165	43,965	45,828		47,085	48,268	50,686	2,027.44
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	21.438	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		2,228.69	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		2,387.06	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		34.468	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	91,690	95,479	99,536	103,766		106,620	109,298	114,769	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		128,581	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	131,269		134,866	138,255	145,169	150,976

Effective June 1, 2024

									After 1 Year	After 1 Year	After 1 Year
									at 1st	at 2nd	at 3rd
									Longevity	Longevity	Longevity
									Rate & 10	Rate & 15	Rate & 20
									Years	Years	Years
									Service	Service	Service
									After 2		
									Years At		
									5th Step		
Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	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	2,158.02	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	57,253	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	2,537.68	2,645.05	2,757.58	2,874.71	2,996.98	3,124.30	3,210.28	3,290.87	3,455.25	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	42.963	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	111,566	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	127,165	132,571	136,214	139,638	146,621	152,485

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

PPO	Current	Benefits Effective 12/1/2022
<i>Deductible and Out of Pocket Maximum</i>	Copay and Deductibles do accumulate to OOP Max	Copay and Deductibles do accumulate to OOP Max
<i>Annual Deductible</i>	\$350 single / \$700 family 2x Out of Network	\$350 single / \$700 family 2x Out of Network
<i>Out of Pocket Maximum</i>	\$1,600 single / \$3,200 family 2x Out of Network	\$2,000 single / \$4,000 family 2x Out of Network
<i>Inpatient and Outpatient Facility</i>	90% In network / 60% Out of network	90% In network / 60% Out of network*
<i>Preventive</i>	\$0 copay (100% covered)	\$0 copay (100% covered)
<i>PCP</i>	90% coinsurance after \$25 copay / 60% out of network	90% coinsurance after \$25 copay / 60% out of network
<i>Specialists</i>	90% coinsurance after \$35 copay / 60% out of network	90% coinsurance after \$35 copay / 60% out of network
<i>X-Ray / Diagnostic tests (performed in lab or hospital)</i>	90% in network 60% out of network	90% in network 60% out of network
<i>Accident / Illness</i>	90% coinsurance after \$25 copay / 60% out of network	90% coinsurance after \$25 copay / 60% out of network
<i>Emergency Room – In / Out of Network</i>	\$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)
<i>Prescription Drugs – Retail</i>	<ul style="list-style-type: none"> • Generic: \$10 copay • Brand Formulary: \$25 copay • Brand Non-Formulary: \$40 copay • Mail Order: 2 x retail
<i>Generic Step Therapy</i>	<ul style="list-style-type: none"> • PBM's generic step therapy program
<i>Mandatory Maintenance Choice</i>	<ul style="list-style-type: none"> • Mandatory mail-order for maintenance drugs

Vision	Current (No Changes 12/1/22 or 12/1/23)
<i>Eye Examination</i>	<ul style="list-style-type: none"> • \$0 copay • Once per 12 months
<i>Eyeglass Lenses*</i>	<ul style="list-style-type: none"> • \$0 copay standard uncoated plastic • Once per 12 months
<i>Frames</i>	<ul style="list-style-type: none"> • \$0 copay up to \$100 / Amount over \$100 less 10% • Once per 24 months
<i>Contact Lenses*</i>	<ul style="list-style-type: none"> • \$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)
<i>Annual Deductible</i>	\$0 (None)
<i>Benefit Period Maximum</i>	None
<i>Preventive</i>	<ul style="list-style-type: none"> • Requires a Maximum Allowance • Includes 2 exams / cleanings per benefit period • Includes fluoride treatments under age 19
<i>Basic Benefits</i>	<ul style="list-style-type: none"> • Requires a copayment for each specific service • Copayments equal a discount of approximately 70%
<i>Major Services</i>	<ul style="list-style-type: none"> • Requires a copayment for each specific service • Copayments equal a discount of approximately 60%
<i>Orthodontics</i>	<ul style="list-style-type: none"> • 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)
<i>Annual Deductible</i>	<ul style="list-style-type: none"> • \$25 Individual / \$100 Family (in network) • \$50 Individual / \$200 Family (out of network)
<i>Preventive</i> <i>(2 exams/cleanings per Benefit Period)</i>	<ul style="list-style-type: none"> • 100% of Maximum Allowance (in network) • 80% of Maximum Allowance (out of network)
<i>Primary Services</i> <i>(X-Rays, Space Maintainers)</i>	<ul style="list-style-type: none"> • 80% of Maximum Allowance (in network) • 60% of Maximum Allowance (out of network)
<i>Restorative Services</i> <i>(Routine Fillings)</i>	<ul style="list-style-type: none"> • 80% of Maximum Allowance (in network) • 60% of Maximum Allowance (out of network)
<i>Emergency Services</i>	<ul style="list-style-type: none"> • 80% of Maximum Allowance (in network) • 80% of Maximum Allowance (out of network)
<i>Endodontics</i>	<ul style="list-style-type: none"> • 80% of Maximum Allowance (in network) • 60% of Maximum Allowance (out of network)
<i>Periodontics</i>	<ul style="list-style-type: none"> • 80% of Maximum Allowance (in network) • 60% of Maximum Allowance (Out of network)
<i>Oral Surgery</i>	<ul style="list-style-type: none"> • 80% of Maximum Allowance (in network) • 60% of Maximum Allowance (out of network)
<i>Prosthetics</i>	<ul style="list-style-type: none"> • 50% of Maximum Allowance (in and out of network)
<i>Orthodontics</i>	<ul style="list-style-type: none"> • 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

Employees may not use time not yet posted in the Timetracker. Employees may only use the various types of leave only after the leave is posted and appears in Timetracker. If an employee requests time off, but has an insufficient amount of the requested leave in Timetracker, the employee's supervisor will substitute an alternate type of leave for requested time off, if available to the employee. The supervisor will use leave in the following order: Personal Leave, and then Time Due. The Floating Holiday, a full eight (8) hours of Time Due and Vacation Time, even if available, cannot be substituted by the supervisor, as these must be requested at least one (1) day in advance. The supervisor cannot substitute leave the day before or after a paid holiday. Further, Sick Leave may only be used for illness or injury and shall not be used for vacation purposes under any circumstances and therefore can only be used when an employee requests Sick Leave. If the employee does not have any other leave, nor enough of the type of leave requested, the employee will be docked for the deficient amount and may accrue points as described below.

EXAMPLE: An employee was scheduled to begin work at 9:00 a.m. He telephones his supervisor before 10:00 a.m. to report that he is ill and requests to use one-half Sick Leave and one-half Personal Leave. The employee has 0.3 days of Sick Leave and 0.7 days of Personal Leave in the Timetracker. The employee also has seven (7) hours of Time Due. The supervisor will use 0.5 days of Personal Leave and four (4) hours of Time Due. No points will be assessed in this circumstance.

EXAMPLE: An employee was scheduled to begin work at 8:30 a.m. She telephones her supervisor before 9:30 a.m. to request a Personal Day. The employee has 0.7 days of Personal Leave and eight (8) hours of Time Due in the Timetracker. The supervisor will use 0.5 days of Personal Leave and four (4) hours of Time Due. No points will be assessed in this circumstance.

EXAMPLE: An employee was scheduled to begin work at 9:00 a.m. He telephones his supervisor before 10:00 a.m. to report that he is ill and requests to use one-half Sick Leave and one-half Personal Leave. The employee has 0.7 days of Sick Leave and 0.2 days of Personal Leave in the Timetracker. The employee has no Time Due. The supervisor will use 0.5 days of Sick Leave and dock the employee four (4) hours. Points may be assessed in this circumstance.

EXAMPLE: An employee was scheduled to begin work at 8:30 a.m. She telephones her supervisor before 9:30 a.m. to report that she is will and requests to use one-half Sick Leave and one-half Personal Leave. The employee has 0.3 days of Sick Leave, 0.2 days of Personal Leave and eight (8) hours of Time Due in the Timetracker. Because the supervisor cannot substitute eight (8) hours of Time Due, the employee will be docked for eight (8) hours. Points may be assessed in this circumstance.

Side Letter

Benefit Time Increments

It is the Employer's intent to maintain the benefit time increments currently in effect at the Public Defenders' Office. In the event the Employer desires to change or revise the increments currently in effect at the Public Defender's Office for legitimate operational needs, it shall notify AFSCME Council 31 in writing, and upon request negotiate (within the meaning of the Illinois Public Labor Relations Act) such change(s) or revision(s).

MEMORANDUM OF UNDERSTANDING
Between
AFSCME COUNCIL 31, Local 3835
And
COOK COUNTY ASSESSOR'S OFFICE
And
COUNTY OF COOK

The parties agree that employees subject to layoff will have the broadest possible rights to other positions for which they meet the minimum qualifications within the parameters of the tentative agreement regarding Article 9 dated January 31, 2018, and that such rights will include the ability to bump within job series.

The parties shall continue to meet for the purpose of reaching agreement on the job series which, where possible, will encompass general groupings of job titles that involve similar minimum qualifications and/or categories of work, within thirty (30) days of the date of this agreement.

Side Letter

Me Too Clause

For the period from the date of the execution of this tentative agreement through November 30, ~~2012~~ 2024 only, If the County enters into an agreement with any other union for a non-interest arbitration eligible bargaining unit that contains across-the-board wage increases greater than those set forth in the parties' tentative agreement regarding general increases, or agrees to a lower rate of employee contribution to health insurance (either in employee contribution to premiums or through plan design changes that are more favorable to employees) for a non-interest arbitration eligible bargaining unit, then upon demand by the union, those wage increases or health insurance changes will be applied to the members of this bargaining unit.

SIDE LETTER

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 ~~41~~ 40 concerning temporary disability benefits.

Transmitting a Communication dated, November 20, 2025 from

VELISHA L. HADDOX, Chief, Bureau of Human Resources

Transmitting herewith an Extension Agreement for your consideration and approval.

Submitting a Proposed Resolution sponsored by:

TONI PRECKWINKLE, President, Cook County Board of Commissioners

APPROVAL OF AN EXTENSION AGREEMENT EXTENDING THE TERM OF A COLLECTIVE BARGAINING AGREEMENT NEGOTIATED BETWEEN THE COUNTY OF COOK/COOK COUNTY ASSESSOR'S OFFICE AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME), COUNCIL 31, AFL-CIO, LOCAL 3835, REPRESENTING ADMINISTRATIVE STAFF

WHEREAS, the Illinois Public Employee Labor Relations Act (5 ILCS 315/1 et seq.) has established regulations regarding collective bargaining with a union; and

WHEREAS, the Collective Bargaining Agreement between the County of Cook/Cook County Assessor's Office and American Federation of State, County and the Municipal Employees (AFSCME), Council 31, AFL-CIO, Local 3835, representing Administrative Staff will expire November 30, 2025; and an Extension Agreement has been entered into between the County of Cook/Cook County Assessor's Office and the American Federation of State, County and Municipal Employees (AFSCME), Council 31, AFL-CIO, Local 3835, representing Administrative Staff to extend the term of the Collective Bargaining Agreement for the period of December 1, 2025 through November 30, 2027;

WHEREAS, salary adjustments and general wage increases are reflected in the salary schedules included in the collective bargaining agreement negotiated between County of Cook/Cook County Assessor and the American Federation of State, County, and Municipal Employees (AFSCME), Council 31, Local 3835, representing Administrative Staff; and

The Rates of Pay provision in the extended collective bargaining agreement shall be amended as follows:

- (a) All employees actively employed on December 1, 2025, shall receive a one-time lump sum payment in the amount of \$2,500.
- (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%.