

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 20 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: Urgy

Dated: 9/24/25

FOR THE COUNTY OF COOK

By: _____

Dated: _____
AFSCME COUNCIL 31, LOCAL 3835
BARGAINING TEAM

BY: Toni Preckwinkle
TONI PRECKWINKLE,

Dated

DocuSigned by:
Diane Williams
F00003142117487...

Attest:

Monica Gordon

By: MONICA GORDON
Cook County Clerk

DocuSigned by:
Pete A
B00045765AF497...
MBH/DAS

APPROVED
BY THE BOARD OF COOK COUNTY COMMISSIONERS

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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

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

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Effective June 1, 2026

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

Effective December 1, 2026

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

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

**Memorandum of Agreement between
Cook County and AFSCME Council 31**

This Memorandum of Agreement ("Agreement") is entered into by and between the County of Cook ("County"), the Office of the Chief Judge of the Circuit Court of Cook County, the State's Attorney of Cook County, the Cook County Sheriff, the Cook County Assessor, and the American Federation of State, County, and 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.

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1 Year	After 1 Year	After 1 Year					
											at 1st	at 2nd	at 3rd					
											Longevity	Longevity	Longevity					
9	Hourly Bi-Weekly Annual	17.450 1,396.02 36,296	18.194 1,455.52 37,843	18.966 1,517.29 39,449	19.773 1,581.84 41,127	20.617 1,649.32 42,882	21.491 1,719.25 44,700	22.080 1,766.39 45,926	22.635 1,810.77 47,079	23.768 1,901.45 49,438	24.719 1,977.51 51,415							
10	Hourly Bi-Weekly Annual	18.694 1,495.53 38,883	19.489 1,559.15 40,538	20.315 1,625.20 42,255	21.179 1,694.29 44,051	22.079 1,766.31 45,924	23.018 1,841.44 47,877	23.653 1,892.21 49,197	24.247 1,939.77 50,434	25.457 2,036.59 52,951	26.476 2,118.05 55,069							
11	Hourly Bi-Weekly Annual	20.055 1,604.36 41,713	20.910 1,672.77 43,492	21.796 1,743.70 45,335	22.721 1,817.66 47,259	23.686 1,894.89 49,266	24.695 1,975.58 51,364	25.374 2,029.95 52,778	26.012 2,080.96 54,104	27.312 2,184.92 56,807	28.404 2,272.32 59,079							
12	Hourly Bi-Weekly Annual	21.479 1,718.32 44,676	22.393 1,791.44 46,577	23.345 1,867.58 48,556	24.334 1,946.75 50,615	25.370 2,029.61 52,770	26.448 2,115.84 55,012	27.175 2,174.00 56,523	27.858 2,228.63 57,944	29.251 2,340.07 60,841	30.421 2,433.67 63,275							
13	Hourly Bi-Weekly Annual	23.003 1,840.27 47,846	23.979 1,918.34 49,877	25.000 2,000.03 52,000	26.062 2,085.00 54,209	27.169 2,173.49 56,510	28.324 2,265.94 58,913	29.104 2,328.30 60,535	29.835 2,386.79 62,057	31.326 2,506.05 65,157	32.579 2,606.29 67,763							
14	Hourly Bi-Weekly Annual	24.699 1,975.91 51,373	25.747 2,059.79 53,554	26.842 2,147.36 55,831	27.981 2,238.46 58,199	29.170 2,333.59 60,673	30.411 2,432.85 63,253	31.246 2,499.66 64,991	32.031 2,562.44 66,623	33.633 2,690.60 69,956	34.978 2,798.23 72,754							
15	Hourly Bi-Weekly Annual	26.587 2,126.93 55,300	27.716 2,217.28 57,649	28.894 2,311.49 60,098	30.122 2,409.74 62,652	31.403 2,512.27 65,318	32.736 2,618.92 68,091	33.639 2,691.11 69,968	34.486 2,758.85 71,730	36.208 2,896.68 75,313	37.657 3,012.54 78,326							
16	Hourly Bi-Weekly Annual	28.542 2,283.34 59,366	29.754 2,380.32 61,887	31.018 2,481.42 64,517	32.335 2,586.81 67,257	33.709 2,696.74 70,115	35.145 2,811.63 73,102	36.111 2,888.86 75,109	37.017 2,961.39 76,995	38.866 3,109.30 80,841	40.421 3,233.67 84,075							
17	Hourly Bi-Weekly Annual	30.632 2,450.58 63,714	31.930 2,554.37 66,413	33.288 2,663.04 69,238	34.702 2,776.16 72,179	36.178 2,894.24 75,250	37.715 3,017.19 78,447	38.753 3,100.23 80,606	39.726 3,178.05 82,629	41.710 3,336.80 86,757	43.378 3,470.28 90,227							
18	Hourly Bi-Weekly Annual	32.808 2,624.63 68,240	34.203 2,736.24 71,142	35.656 2,852.47 74,164	37.172 2,973.74 77,317	38.753 3,100.23 80,606	40.398 3,231.84 84,027	41.509 3,320.75 86,339	42.553 3,404.21 88,509	44.682 3,574.56 92,938	46.469 3,717.54 96,655							
19	Hourly Bi-Weekly Annual	35.989 2,879.11 74,856	37.520 3,001.56 78,040	39.113 3,129.05 81,355	40.773 3,261.84 84,807	42.509 3,400.76 88,420	44.313 3,545.06 92,171	45.534 3,642.72 94,710	46.676 3,734.07 97,085	49.011 3,920.90 101,943	50.972 4,077.73 106,021							
20	Hourly Bi-Weekly Annual	39.518 3,161.41 82,196	41.198 3,295.88 85,692	42.950 3,435.97 89,335	44.773 3,581.87 93,128	46.676 3,734.07 97,085	48.659 3,892.74 101,211	49.998 3,999.81 103,995	51.253 4,100.24 106,606	53.814 4,305.14 111,933	55.967 4,477.34 116,411							
21	Hourly Bi-Weekly Annual	43.429 3,474.30 90,331	45.274 3,621.96 94,170	47.199 3,775.92 98,174	49.203 3,936.28 102,342	51.294 4,103.52 106,691	53.476 4,278.07 111,230	54.948 4,395.82 114,291	56.324 4,505.91 117,153	59.139 4,731.14 123,009	61.505 4,920.39 127,929							
22	Hourly Bi-Weekly Annual	47.659 3,812.73 99,131	49.684 3,974.68 103,341	51.794 4,143.52 107,731	53.997 4,319.76 112,314	56.289 4,503.14 117,081	58.683 4,694.67 122,060	60.296 4,823.67 125,415	61.810 4,944.78 128,563	64.900 5,192.03 134,992	67.496 5,399.71 140,392							
23	Hourly Bi-Weekly Annual	49.988 3,999.05 103,975	52.112 4,168.99 108,393	54.326 4,346.06 112,998	56.635 4,530.79 117,800	59.042 4,723.33 122,806	61.551 4,924.10 128,026	63.243 5,059.41 131,545	64.832 5,186.57 134,851	66.074 5,445.92 141,594	70.797 5,663.76 147,258							

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Grade	Entry Rate										
		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 Bi-Weekly Annual	17.887 1,430.92 37,203	18.649 1,491.91 38,789	19.440 1,555.23 40,436	20.267 1,621.38 42,155	21.132 1,690.56 43,954	22.028 1,762.23 45,817	22.632 1,810.55 47,074	23.200 1,856.04 48,256	24.362 1,948.99 50,674	25.337 2,026.95 52,701
10	Hourly Bi-Weekly Annual	19.161 1,532.92 39,855	19.977 1,598.13 41,551	20.823 1,665.83 43,312	21.708 1,736.64 45,152	22.631 1,810.47 47,072	23.594 1,887.48 49,074	24.244 1,939.51 50,427	24.853 1,988.27 51,694	26.094 2,087.50 54,274	27.138 2,171.00 56,445
11	Hourly Bi-Weekly Annual	20.556 1,644.47 42,756	21.432 1,714.59 44,579	22.341 1,787.30 46,469	23.289 1,863.10 48,440	24.278 1,942.27 50,498	25.312 2,024.96 52,648	26.009 2,080.70 54,098	26.662 2,132.99 55,457	27.994 2,239.55 58,227	29.114 2,329.13 60,556
12	Hourly Bi-Weekly Annual	22.016 1,761.28 46,793	22.953 1,836.23 47,742	23.928 1,914.27 49,770	24.943 1,995.42 51,881	26.004 2,080.35 54,089	27.109 2,168.74 56,387	27.854 2,228.35 57,937	28.554 2,284.34 59,392	29.982 2,398.57 62,362	31.181 2,494.51 64,857
13	Hourly Bi-Weekly Annual	23.578 1,886.27 49,042	24.579 1,956.30 51,124	25.625 2,050.03 53,300	26.714 2,137.12 55,564	27.848 2,227.83 57,923	29.032 2,322.59 60,386	29.831 2,386.51 62,049	30.581 2,446.46 63,608	32.109 2,568.70 66,786	33.393 2,671.45 69,457
14	Hourly Bi-Weekly Annual	25.316 2,025.31 52,657	26.391 2,111.28 54,893	27.513 2,201.04 57,227	28.680 2,294.42 59,654	29.899 2,391.93 62,190	31.171 2,493.67 64,834	32.027 2,562.15 66,615	32.831 2,626.50 68,289	34.473 2,757.87 71,704	35.852 2,868.18 74,573
15	Hourly Bi-Weekly Annual	27.251 2,180.11 56,682	28.409 2,272.71 59,090	29.616 2,369.28 61,601	30.875 2,469.98 64,219	32.188 2,575.07 66,951	33.555 2,684.39 69,793	34.480 2,758.39 71,717	35.348 2,827.82 73,523	37.114 2,969.09 77,196	38.598 3,087.86 80,284
16	Hourly Bi-Weekly Annual	29.255 2,340.42 60,850	30.498 2,439.83 63,435	31.793 2,543.46 66,130	33.144 2,651.48 68,938	34.552 2,764.16 71,868	36.024 2,881.92 74,929	37.014 2,961.08 76,987	37.943 3,035.42 78,920	39.838 3,187.03 82,862	41.431 3,314.52 86,177
17	Hourly Bi-Weekly Annual	31.398 2,511.85 65,307	32.728 2,618.23 68,073	34.120 2,729.61 70,969	35.570 2,845.56 73,984	37.082 2,966.59 77,131	38.658 3,092.62 80,408	39.722 3,177.73 82,621	40.719 3,257.50 84,695	42.753 3,420.22 88,925	44.463 3,557.03 92,482
18	Hourly Bi-Weekly Annual	33.628 2,690.25 69,946	35.058 2,804.65 72,920	36.547 2,923.78 76,018	38.101 3,048.09 79,249	39.722 3,177.73 82,621	41.408 3,312.63 86,128	42.547 3,403.77 88,498	43.616 3,489.31 90,722	45.799 3,663.92 95,261	47.631 3,810.48 99,072
19	Hourly Bi-Weekly Annual	36.889 2,951.09 76,728	38.457 3,076.60 79,991	40.091 3,207.28 83,389	41.792 3,343.38 86,927	43.572 3,485.78 90,630	45.421 3,633.69 94,475	46.672 3,733.78 97,078	47.843 3,827.42 99,512	50.236 4,018.92 104,492	52.246 4,179.67 108,671
20	Hourly Bi-Weekly Annual	40.506 3,240.44 84,251	42.228 3,378.27 87,835	44.023 3,521.87 91,568	45.893 3,671.42 95,456	47.843 3,827.42 99,512	49.876 3,990.06 103,741	51.248 4,099.81 106,594	52.534 4,202.75 109,271	55.160 4,412.76 114,732	57.366 4,589.27 119,321
21	Hourly Bi-Weekly Annual	44.514 3,561.15 92,590	46.406 3,712.51 96,524	48.379 3,870.32 100,628	50.434 4,034.68 104,901	52.576 4,206.11 109,359	54.813 4,385.03 114,010	56.321 4,505.71 117,148	57.732 4,618.56 120,082	60.618 4,849.42 126,084	63.042 5,043.40 131,128
22	Hourly Bi-Weekly Annual	48.851 3,908.05 101,609	50.926 4,074.05 105,925	53.089 4,247.11 110,425	55.347 4,427.75 115,122	57.696 4,615.72 120,008	60.150 4,812.04 125,112	61.803 4,944.27 128,550	63.355 5,068.40 131,777	66.523 5,321.83 138,367	69.184 5,534.70 143,902
23	Hourly Bi-Weekly Annual	51.238 4,099.03 106,574	53.415 4,273.21 111,103	55.684 4,454.72 115,823	58.051 4,644.06 120,745	60.518 4,841.41 125,877	63.090 5,047.21 131,227	64.824 5,185.90 134,833	66.453 5,316.23 138,222	69.776 5,582.07 145,134	72.567 5,805.35 150,939

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Grade	Entry Rate	After 1 Year									
		at 1st Longevity	at 2nd Longevity	at 3rd Longevity	After 1 Year	After 1 Year	After 1 Year				
		After 2 Years At 5th Step	Years Service	Rate & 10 Years Service	Rate & 15 Years Service	Rate & 20 Years Service	7th Step	8th Step	9th Step		
9	Hourly Bi-Weekly Annual	18.334 1,466.70 38,133	19.115 1,529.21 39,759	19.926 1,594.11 41,446	20.774 1,661.92 43,209	21.660 1,732.82 45,053	22.579 1,806.28 46,963	23.198 1,855.82 48,251	23.780 1,902.44 49,463	24.971 1,997.71 51,940	25.970 2,077.62 54,018
10	Hourly Bi-Weekly Annual	19.640 1,571.24 40,852	20.476 1,638.08 42,590	21.344 1,707.48 44,394	22.251 1,780.06 46,281	23.197 1,855.73 48,249	24.183 1,934.67 50,300	24.850 1,988.00 51,688	25.475 2,037.97 52,987	26.746 2,139.69 55,631	27.816 2,225.28 57,857
11	Hourly Bi-Weekly Annual	21.070 1,685.58 43,825	21.968 1,757.46 45,694	22.900 1,831.98 47,631	23.871 1,909.68 49,651	24.885 1,990.82 51,761	25.945 2,075.59 53,965	26.659 2,132.72 55,450	27.329 2,186.31 56,843	28.694 2,295.54 59,683	29.842 2,387.36 62,070
12	Hourly Bi-Weekly Annual	22.566 1,805.31 46,937	23.527 1,882.13 48,935	24.527 1,962.13 51,014	25.566 2,045.30 53,178	26.655 2,132.36 55,441	27.787 2,222.96 57,797	28.551 2,284.06 59,385	29.268 2,341.45 60,877	30.732 2,458.53 63,921	31.961 2,556.87 66,478
13	Hourly Bi-Weekly Annual	24.168 1,933.43 50,268	25.193 2,015.46 52,402	26.266 2,101.28 54,632	27.382 2,190.55 56,954	28.544 2,283.53 59,371	29.758 2,380.65 61,896	30.577 2,446.17 63,600	31.345 2,507.62 65,198	32.911 2,632.92 68,455	34.228 2,738.23 71,193
14	Hourly Bi-Weekly Annual	25.949 2,075.94 53,974	27.051 2,164.06 56,265	28.201 2,256.07 58,658	29.397 2,351.78 61,145	30.647 2,451.73 63,745	31.950 2,556.01 66,455	32.828 2,626.21 68,281	33.652 2,692.16 69,996	35.335 2,826.82 73,497	36.749 2,939.89 76,437
15	Hourly Bi-Weekly Annual	27.933 2,234.61 58,099	29.119 2,329.53 60,567	30.356 2,428.51 63,141	31.647 2,531.73 65,824	32.993 2,639.45 68,625	34.394 2,751.50 71,538	35.342 2,827.35 73,510	36.231 2,898.51 75,361	38.041 3,043.32 79,126	39.563 3,165.05 82,291
16	Hourly Bi-Weekly Annual	29.987 2,398.93 62,372	31.260 2,500.83 65,021	32.588 2,607.05 67,783	33.972 2,717.77 70,662	35.416 2,833.26 73,665	36.925 2,953.96 76,803	37.939 3,035.11 78,912	38.891 3,111.31 80,893	40.834 3,266.71 84,934	42.467 3,397.38 88,331
17	Hourly Bi-Weekly Annual	32.183 2,574.64 66,940	33.546 2,683.69 69,775	34.973 2,797.86 72,743	36.459 2,916.70 75,834	38.009 3,040.76 79,060	39.624 3,169.94 82,418	40.715 3,257.17 84,686	41.737 3,338.94 86,812	43.822 3,505.73 91,149	45.574 3,645.96 94,795
18	Hourly Bi-Weekly Annual	34.469 2,757.50 71,695	35.935 2,874.76 74,743	37.461 2,996.88 77,918	39.054 3,124.29 81,231	40.715 3,257.17 84,686	42.443 3,395.45 88,281	43.611 3,488.86 90,710	44.707 3,576.54 92,990	46.944 3,755.52 97,643	48.822 3,905.74 101,549
19	Hourly Bi-Weekly Annual	37.811 3,024.87 78,646	39.419 3,153.51 81,991	41.093 3,287.46 85,473	42.837 3,426.97 89,100	44.662 3,572.92 92,896	46.557 3,724.53 96,837	47.839 3,827.13 99,505	49.039 3,923.11 102,000	51.492 4,119.39 107,104	53.552 4,284.17 111,388
20	Hourly Bi-Weekly Annual	41.518 3,321.45 86,357	43.284 3,462.73 90,031	45.124 3,609.92 93,857	47.040 3,763.20 97,843	49.039 3,923.11 102,000	51.123 4,089.81 106,335	52.529 4,202.30 109,259	53.848 4,307.82 112,003	56.539 4,523.08 117,600	58.800 4,704.01 122,304
21	Hourly Bi-Weekly Annual	45.627 3,650.18 94,905	47.566 3,805.32 98,937	49.588 3,967.08 103,144	51.694 4,135.55 107,523	53.891 4,311.26 112,093	56.183 4,494.65 116,861	57.729 4,618.36 120,077	59.175 4,734.02 123,084	62.133 4,970.66 129,236	64.619 5,169.48 134,406
22	Hourly Bi-Weekly Annual	50.072 4,005.75 104,149	52.199 4,175.90 108,573	54.416 4,353.29 113,185	56.731 4,538.45 118,000	59.139 4,731.11 123,008	61.654 4,932.34 128,240	63.348 5,067.87 131,764	64.939 5,195.11 135,072	66.186 5,454.88 141,826	70.913 5,673.07 147,500
23	Hourly Bi-Weekly Annual	52.519 4,201.51 109,238	54.751 4,380.04 113,881	57.076 4,566.08 118,718	59.502 4,760.16 123,783	62.031 4,962.45 129,023	64.667 5,173.39 134,508	66.444 5,315.55 138,204	68.114 5,449.14 141,677	71.520 5,721.62 148,762	74.381 5,950.49 154,713

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Grade	Entry Rate	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	6th Step	7th Step	8th Step	9th Step		
9	Hourly Bi-Weekly Annual	18.517 1,481.36 38,514	19.306 1,544.50 40,156	20.126 1,610.05 41,861	20.982 1,678.54 43,641	21.877 1,750.15 45,504	22.804 1,824.35 47,432	23.430 1,874.38 48,733	24.018 1,921.46 49,957	25.221 2,017.69 52,460	26.230 2,098.40 54,558
10	Hourly Bi-Weekly Annual	19.837 1,586.95 41,260	20.681 1,654.46 43,016	21.557 1,724.55 44,838	22.473 1,797.86 46,743	23.429 1,874.29 48,731	24.425 1,954.01 50,803	25.098 2,007.88 52,205	25.729 2,058.35 53,517	27.014 2,161.09 56,188	28.094 2,247.53 58,435
11	Hourly Bi-Weekly Annual	21.280 1,702.44 44,263	22.188 1,775.03 46,150	23.129 1,850.30 48,107	24.110 1,928.78 50,148	25.134 2,010.73 52,278	26.204 2,096.34 54,504	26.926 2,154.04 56,005	27.602 2,208.18 57,412	28.981 2,318.49 60,280	30.140 2,411.23 62,691
12	Hourly Bi-Weekly Annual	22.792 1,823.37 47,407	23.762 1,900.95 49,424	24.772 1,981.75 51,525	25.822 2,065.76 53,710	26.921 2,153.69 55,996	28.065 2,245.19 58,375	28.836 2,306.90 59,979	29.561 2,364.86 61,486	31.039 2,483.12 64,560	32.281 2,582.44 67,143
13	Hourly Bi-Weekly Annual	24.410 1,952.77 50,771	25.445 2,035.61 52,926	26.529 2,122.30 55,179	27.656 2,212.46 57,523	28.830 2,306.36 59,964	30.056 2,404.46 62,515	30.883 2,470.63 64,236	31.659 2,532.70 65,850	33.241 2,659.25 69,140	34.570 2,765.62 71,905
14	Hourly Bi-Weekly Annual	26.209 2,096.70 54,513	27.321 2,185.70 56,827	28.483 2,278.63 59,244	29.691 2,375.30 61,757	30.953 2,476.25 64,382	32.270 2,581.57 67,120	33.156 2,652.47 68,964	33.989 2,719.09 70,696	35.689 2,855.08 74,232	37.116 2,969.29 77,201
15	Hourly Bi-Weekly Annual	28.212 2,256.96 58,680	29.410 2,352.83 61,173	30.660 2,452.80 63,772	31.963 2,557.05 66,482	33.323 2,665.85 69,311	34.738 2,779.01 72,253	35.695 2,855.62 74,245	36.594 2,927.50 76,115	38.422 3,073.75 79,817	39.959 3,196.70 83,114
16	Hourly Bi-Weekly Annual	30.287 2,422.92 62,995	31.573 2,525.83 65,671	32.914 2,633.12 68,461	34.312 2,744.95 71,368	35.770 2,861.59 74,401	37.294 2,983.50 77,571	38.318 3,065.46 79,701	39.280 3,142.42 81,702	41.242 3,299.38 85,783	42.892 3,431.35 89,214
17	Hourly Bi-Weekly Annual	32.505 2,600.39 67,609	33.882 2,710.52 70,473	35.323 2,825.83 73,471	36.823 2,945.87 76,592	38.390 3,071.17 79,850	40.020 3,201.64 83,242	41.122 3,289.75 85,533	42.154 3,372.33 87,680	44.260 3,540.79 92,060	46.030 3,682.42 95,742
18	Hourly Bi-Weekly Annual	34.813 2,785.08 72,412	36.294 2,903.51 75,491	37.836 3,026.84 78,698	39.444 3,155.53 82,043	41.122 3,289.75 85,533	42.868 3,429.40 89,164	44.047 3,523.75 91,618	45.154 3,612.31 93,919	47.413 3,793.08 98,619	49.310 3,944.80 102,564
19	Hourly Bi-Weekly Annual	38.189 3,055.11 79,432	39.813 3,185.05 82,811	41.504 3,320.33 86,328	43.265 3,461.24 89,991	45.108 3,608.65 93,825	47.022 3,761.77 97,805	48.318 3,865.40 100,500	49.529 3,962.34 103,020	52.007 4,160.58 108,175	54.088 4,327.01 112,502
20	Hourly Bi-Weekly Annual	41.933 3,354.67 87,221	43.717 3,497.36 90,931	45.575 3,646.02 94,796	47.510 3,800.83 98,821	49.529 3,962.34 103,020	51.634 4,130.71 107,398	53.054 4,244.32 110,352	54.386 4,350.89 113,123	57.104 4,568.31 118,776	59.388 4,751.05 123,527
21	Hourly Bi-Weekly Annual	46.084 3,686.68 95,854	48.042 3,843.37 99,927	50.084 4,006.75 104,175	52.211 4,176.90 108,598	54.430 4,354.37 113,213	56.745 4,539.60 118,029	58.307 4,664.54 121,278	59.767 4,781.36 124,315	62.755 5,020.37 130,529	65.265 5,221.18 135,750
22	Hourly Bi-Weekly Annual	50.573 4,045.81 105,191	52.721 4,217.66 109,659	54.960 4,396.82 114,317	57.298 4,583.83 119,180	59.730 4,778.42 124,238	62.271 4,981.66 129,522	63.982 5,118.55 133,082	65.588 5,247.06 136,422	68.868 5,509.43 143,245	71.623 5,729.80 148,975
23	Hourly Bi-Weekly Annual	53.044 4,243.52 110,331	55.298 4,423.84 115,019	57.647 4,611.74 119,905	60.097 4,807.76 125,001	62.651 5,012.07 130,314	65.314 5,225.12 135,853	67.109 5,368.70 139,586	68.795 5,503.63 143,094	72.235 5,778.84 150,250	75.125 6,009.99 156,260

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Grade	Entry Rate										
							After 1 Year at 1st Longevity				
		After 2 Years At 5th Step					at 2nd Longevity Rate & 10 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 Bi-Weekly Annual	18.702 1,496.18 38,900	19.499 1,559.95 40,558	20.327 1,626.15 42,280	21.192 1,695.32 44,078	22.096 1,767.65 45,959	23.032 1,842.59 47,907	23.664 1,893.12 49,221	24.258 1,940.68 50,457	25.473 2,037.87 52,984	26.492 2,119.38 55,104
10	Hourly Bi-Weekly Annual	20.035 1,602.82 41,673	20.888 1,671.00 43,446	21.773 1,741.80 45,287	22.698 1,815.84 47,211	23.663 1,893.03 49,218	24.669 1,973.55 51,311	25.349 2,027.96 52,727	25.987 2,078.94 54,052	27.284 2,182.70 56,749	28.375 2,270.01 59,019
11	Hourly Bi-Weekly Annual	21.493 1,719.46 44,706	22.410 1,792.78 46,612	23.360 1,868.80 48,588	24.351 1,948.06 50,649	25.385 2,030.84 52,801	26.466 2,117.31 55,049	27.195 2,175.58 56,565	27.878 2,230.26 57,986	29.271 2,341.68 60,883	30.442 2,435.34 63,318
12	Hourly Bi-Weekly Annual	23.020 1,841.60 47,881	24.000 1,919.96 49,919	25.020 2,001.57 52,040	26.080 2,086.41 54,247	27.190 2,175.22 56,556	28.345 2,267.64 58,958	29.125 2,329.97 60,579	29.856 2,388.51 62,101	31.349 2,507.95 65,206	32.603 2,608.27 67,814
13	Hourly Bi-Weekly Annual	24.654 1,972.29 51,279	25.700 2,055.97 53,455	26.794 2,143.52 55,731	27.932 2,234.58 58,098	29.118 2,329.43 60,564	30.356 2,428.50 63,140	31.192 2,495.34 64,878	31.975 2,558.03 66,509	33.573 2,685.84 69,831	34.916 2,793.27 72,624
14	Hourly Bi-Weekly Annual	26.471 2,117.67 55,058	27.594 2,207.56 57,396	28.768 2,301.41 59,837	29.988 2,399.05 62,374	31.263 2,501.01 65,026	32.592 2,607.39 67,791	33.487 2,678.99 69,653	34.328 2,746.28 71,403	36.045 2,883.64 74,974	37.487 2,998.98 77,973
15	Hourly Bi-Weekly Annual	28.494 2,279.53 59,267	29.704 2,376.35 61,784	30.967 2,477.32 64,410	32.283 2,582.62 67,147	33.656 2,692.50 70,005	35.085 2,806.80 72,976	36.052 2,884.18 74,988	36.960 2,956.77 76,876	38.806 3,104.49 80,716	40.358 3,228.67 83,945
16	Hourly Bi-Weekly Annual	30.589 2,447.15 63,625	31.889 2,551.09 66,327	33.243 2,659.45 69,146	34.655 2,772.40 72,082	36.128 2,890.21 75,145	37.667 3,013.34 78,346	38.701 3,096.11 80,498	39.673 3,173.85 82,519	41.655 3,332.37 86,641	43.321 3,465.67 90,106
17	Hourly Bi-Weekly Annual	32.830 2,626.39 68,285	34.220 2,737.63 71,178	35.676 2,854.09 74,205	37.192 2,975.33 77,358	38.773 3,101.88 80,649	40.421 3,233.65 84,075	41.533 3,322.64 86,389	42.576 3,406.05 88,557	44.702 3,576.19 92,981	46.491 3,719.24 96,700
18	Hourly Bi-Weekly Annual	35.162 2,812.93 73,136	36.657 2,932.54 76,245	38.214 3,057.11 79,485	39.839 3,187.09 82,863	41.533 3,322.64 86,389	43.296 3,463.70 90,056	44.487 3,558.99 92,534	45.605 3,648.43 94,859	47.888 3,831.01 99,605	49.803 3,984.25 103,590
19	Hourly Bi-Weekly Annual	38.571 3,085.67 80,227	40.211 3,216.90 83,639	41.919 3,353.54 87,191	43.698 3,495.85 90,891	45.559 3,644.74 94,763	47.492 3,799.39 98,784	48.801 3,904.05 101,505	50.025 4,001.96 104,050	52.527 4,202.19 109,257	54.628 4,370.28 113,627
20	Hourly Bi-Weekly Annual	42.353 3,388.22 88,093	44.154 3,532.33 91,840	46.031 3,682.48 95,744	47.986 3,838.84 99,809	50.025 4,001.96 104,050	52.150 4,172.02 108,472	53.585 4,286.77 111,455	54.930 4,394.40 114,254	57.675 4,614.00 119,964	59.982 4,798.56 124,762
21	Hourly Bi-Weekly Annual	46.544 3,723.55 96,812	48.523 3,881.81 100,926	50.585 4,046.82 105,217	52.733 4,218.67 109,684	54.974 4,397.92 114,346	57.312 4,584.99 119,209	58.890 4,711.18 122,490	60.365 4,829.18 125,558	63.382 5,070.57 131,834	65.917 5,273.39 137,107
22	Hourly Bi-Weekly Annual	51.078 4,086.27 106,243	53.248 4,259.84 110,755	55.510 4,440.79 115,460	57.871 4,629.67 120,371	60.328 4,826.21 125,481	62.893 5,031.48 130,817	64.622 5,169.74 134,412	66.244 5,299.53 137,787	69.557 5,564.52 144,677	72.339 5,787.10 150,464
23	Hourly Bi-Weekly Annual	53.574 4,285.96 111,434	55.851 4,468.08 116,170	58.223 4,657.86 121,104	60.698 4,855.84 126,251	63.277 5,062.19 131,617	65.967 5,277.37 137,211	67.780 5,422.39 140,982	69.483 5,568.67 144,525	72.958 5,836.63 151,752	75.876 6,070.09 157,822

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	After 1 Year	After 1 Year	After 1 Year	
											at 1st Longevity	at 2nd Longevity	at 3rd Longevity	
								After 2 Years At 5th Step	Years Service	Years Service	Years Service	Rate & 10	Rate & 15	Rate & 20
9	Hourly Bi-Weekly Annual	19.637 1,570.98 40,845	20.474 1,637.94 42,586	21.343 1,707.46 44,393	22.251 1,780.09 46,281	23.200 1,856.03 48,257	24.184 1,934.72 50,302	24.847 1,987.78 51,682	25.471 2,037.71 52,980	26.747 2,139.76 55,634	27.817 2,225.35 57,859			
10	Hourly Bi-Weekly Annual	21.037 1,682.96 43,756	21.932 1,754.55 45,618	22.861 1,828.89 47,551	23.833 1,906.63 49,571	24.846 1,987.68 51,679	25.903 2,072.23 53,877	26.617 2,129.36 55,363	27.286 2,182.88 56,754	28.648 2,291.83 59,587	29.794 2,383.51 61,970			
11	Hourly Bi-Weekly Annual	22.568 1,805.44 46,941	23.530 1,882.42 48,943	24.528 1,962.24 51,017	25.568 2,045.47 53,182	26.655 2,132.38 55,441	27.790 2,223.17 57,802	28.555 2,284.36 59,393	29.272 2,341.77 60,885	30.734 2,458.76 63,927	31.964 2,557.11 66,484			
12	Hourly Bi-Weekly Annual	24.171 1,933.68 50,275	25.199 2,015.96 52,415	26.271 2,101.64 54,642	27.384 2,190.73 56,959	28.550 2,283.99 59,384	29.763 2,381.02 61,906	30.581 2,446.47 63,608	31.349 2,507.94 65,206	32.917 2,633.35 68,466	34.233 2,738.68 71,205			
13	Hourly Bi-Weekly Annual	25.886 2,070.91 53,843	26.985 2,158.77 56,128	28.134 2,250.69 58,517	29.329 2,346.31 61,003	30.574 2,445.90 63,592	31.874 2,549.93 66,297	32.751 2,620.10 68,122	33.574 2,685.93 69,834	35.252 2,820.13 73,323	36.662 2,932.94 76,256			
14	Hourly Bi-Weekly Annual	27.794 2,223.55 57,811	28.974 2,317.94 60,266	30.206 2,416.48 62,829	31.488 2,519.00 65,493	32.826 2,626.06 68,277	34.222 2,737.76 71,181	35.162 2,812.94 73,136	36.045 2,883.59 74,973	37.848 3,027.82 78,723	39.362 3,148.93 81,872			
15	Hourly Bi-Weekly Annual	29.919 2,393.50 62,230	31.190 2,495.17 64,874	32.515 2,601.19 67,631	33.897 2,711.75 70,504	35.339 2,827.13 73,505	36.839 2,947.14 76,625	37.855 3,028.38 78,737	38.808 3,104.61 80,720	40.746 3,259.72 84,752	42.376 3,390.10 88,142			
16	Hourly Bi-Weekly Annual	32.119 2,569.51 66,807	33.483 2,678.65 69,644	34.905 2,792.42 72,603	36.388 2,911.02 75,686	37.934 3,034.72 78,903	39.550 3,164.01 82,264	40.636 3,250.92 84,523	41.657 3,332.54 86,645	43.737 3,498.99 90,973	45.487 3,638.95 94,612			
17	Hourly Bi-Weekly Annual	34.471 2,757.71 71,700	35.931 2,874.51 74,737	37.460 2,996.80 77,916	39.051 3,124.09 81,226	40.712 3,256.97 84,681	42.442 3,395.34 88,279	43.610 3,488.78 90,708	44.704 3,576.35 92,985	46.938 3,755.00 97,630	48.815 3,905.20 101,535			
18	Hourly Bi-Weekly Annual	36.920 2,953.58 76,793	38.490 3,079.17 80,058	40.125 3,209.97 83,459	41.831 3,346.44 87,007	43.610 3,488.78 90,708	45.461 3,636.88 94,558	46.712 3,736.94 97,160	47.886 3,830.85 99,602	50.282 4,022.56 104,586	52.293 4,183.46 108,769			
19	Hourly Bi-Weekly Annual	40.499 3,239.95 84,238	42.222 3,377.74 87,821	44.015 3,521.21 91,551	45.883 3,670.64 95,436	47.837 3,826.98 99,501	49.867 3,989.36 103,723	51.241 4,099.26 106,580	52.526 4,202.06 109,253	55.154 4,412.30 114,719	57.360 4,588.79 119,308			
20	Hourly Bi-Weekly Annual	44.470 3,557.63 92,498	46.362 3,708.95 96,432	48.333 3,866.60 100,531	50.385 4,030.78 104,800	52.526 4,202.06 109,253	54.758 4,380.62 113,895	56.264 4,501.11 117,028	57.677 4,614.12 119,967	60.559 4,844.70 125,962	62.981 5,038.48 131,001			
21	Hourly Bi-Weekly Annual	48.872 3,909.73 101,653	50.949 4,075.90 105,972	53.114 4,249.16 110,478	55.370 4,429.61 115,169	57.723 4,617.81 120,063	60.178 4,814.24 125,170	61.834 4,946.74 128,615	63.383 5,070.64 131,836	66.551 5,324.10 138,426	69.213 5,537.06 143,963			
22	Hourly Bi-Weekly Annual	53.632 4,290.58 111,555	55.910 4,472.83 116,293	58.285 4,662.83 121,233	60.764 4,861.15 126,390	63.344 5,067.52 131,755	66.038 5,283.05 137,358	67.853 5,428.22 141,133	69.556 5,564.51 144,676	73.034 5,842.75 151,911	75.956 6,076.46 157,987			
23	Hourly Bi-Weekly Annual	56.253 4,500.25 117,006	58.644 4,691.49 121,978	61.134 4,890.75 127,160	63.733 5,098.63 132,563	66.441 5,315.30 138,198	69.266 5,541.24 144,072	71.169 5,693.51 148,031	72.957 5,836.60 151,751	76.606 6,128.46 159,340	79.670 6,373.60 165,713			

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 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 Relations Act prior to its effective date. The notification shall identify the specific modifications, including a redlined version, and shall include an explanation and justification of said modifications.

Section 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: Patrick J. Reid
Dated: 8/30/2021

By: David W. Denner
Dated: 8/26/21

FOR THE COUNTY OF COOK

AFSCME COUNCIL 31, LOCAL 3835
BARGAINING TEAM

Joni Prentwistle
By: _____
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

Grade	Entry Rate											After 1 Year	After 1 Year	After 1 Year
		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	at 1st Longevity	at 2nd Longevity	at 3rd Longevity	
									Years At 5th Step	Rate & 10 Years Service	Rate & 15 Years Service	Rate & 20 Years Service		
9	Hourly Bi-Weekly Annual	16.173 1,293.84 33,639	16,860 1,348.81 35,068	17,579 1,406.30 36,563	18,325 1,465.98 38,115	19,104 1,528.35 39,736	19,919 1,593.55 41,432	20,764 1,661.11 43,188	21,333 1,706.66 44,373	21,869 1,749.54 45,487	22,964 1,837.15 47,766			
10	Hourly Bi-Weekly Annual	17.324 1,385.92 36,034	18,062 1,444.95 37,568	18,830 1,506.42 39,167	19,628 1,570.25 40,826	20,462 1,636.99 42,561	21,332 1,706.58 44,371	22,240 1,779.17 46,258	22,853 1,828.22 47,533	23,427 1,874.18 48,728	24,596 1,967.72 51,160			
11	Hourly Bi-Weekly Annual	18.587 1,486.93 38,659	19,375 1,550.11 40,303	20,203 1,616.20 42,021	21,059 1,684.74 43,802	21,952 1,756.19 45,661	22,885 1,830.82 47,600	23,860 1,908.77 49,627	24,516 1,981.30 50,994	25,132 2,010.59 52,275	26,388 2,010.59 54,886			
12	Hourly Bi-Weekly Annual	19.901 1,592.09 41,394	20,753 1,660.22 43,165	21,636 1,730.86 45,002	22,555 1,804.43 46,914	23,511 1,880.92 48,904	24,512 1,960.98 50,985	25,554 2,044.29 53,151	26,256 2,100.48 54,612	26,916 2,153.26 55,984	28,262 2,260.93 58,784			
13	Hourly Bi-Weekly Annual	21.320 1,705.61 44,345	22,225 1,778.04 46,228	23,168 1,853.47 48,190	24,155 1,932.40 50,241	25,181 2,014.49 52,376	26,250 2,099.99 54,599	27,366 2,189.31 56,921	28,120 2,249.56 58,488	28,826 2,306.08 59,958	30,266 2,421.30 62,953			
14	Hourly Bi-Weekly Annual	22.890 1,831.22 47,612	23,864 1,909.09 49,636	24,877 1,990.13 51,743	25,934 2,074.74 53,943	27,035 2,162.78 56,231	28,184 2,254.68 58,621	29,382 2,350.58 61,114	30,189 2,415.13 62,793	30,947 2,475.79 64,370	32,495 2,599.62 67,590			
15	Hourly Bi-Weekly Annual	24.642 1,971.37 51,255	25,688 2,055.01 53,430	26,779 2,142.30 55,699	27,917 2,233.32 58,066	29,103 2,328.25 60,534	30,341 2,427.31 63,110	31,629 2,530.35 65,788	32,501 2,630.11 67,602	33,319 2,665.55 69,304	34,984 2,798.72 72,766			
16	Hourly Bi-Weekly Annual	26.452 2,116.15 55,019	27,577 2,206.12 57,359	28,748 2,299.83 59,795	29,969 2,397.51 62,335	31,242 2,499.34 64,982	32,569 2,605.55 67,744	33,957 2,716.55 70,630	34,890 2,791.17 72,569	35,766 2,861.24 74,391	37,552 3,004.16 78,107			
17	Hourly Bi-Weekly Annual	28.387 2,270.92 59,044	29,596 2,357.71 61,560	30,850 2,467.99 64,167	32,162 2,572.98 66,897	33,528 2,682.28 69,739	34,955 2,796.37 72,705	36,440 2,915.16 75,794	37,442 2,995.39 77,880	38,382 3,070.58 79,835	40,300 3,223.96 83,823			
18	Hourly Bi-Weekly Annual	30.407 2,432.59 63,247	31,698 2,535.88 65,932	33,046 2,643.71 68,736	34,450 2,756.01 71,656	35,915 2,873.18 74,702	37,442 2,995.39 77,880	39,032 3,122.55 81,186	40,106 3,208.46 83,420	41,114 3,289.09 85,516	43,171 3,453.68 89,795			
19	Hourly Bi-Weekly Annual	33.352 2,668.15 69,371	34,772 2,781.75 72,325	36,251 2,900.06 75,401	37,790 3,023.24 78,604	39,394 3,151.53 81,939	41,072 3,285.76 85,430	42,815 3,425.18 89,054	43,994 3,519.53 91,507	45,097 3,607.80 93,802	47,354 3,607.80 93,802			
20	Hourly Bi-Weekly Annual	36.625 2,930.02 76,180	38,181 3,054.50 79,417	39,805 3,184.42 82,795	41,497 3,319.78 86,314	43,259 3,460.74 89,979	45,097 3,607.80 93,802	47,014 3,761.10 97,788	48,307 3,864.55 100,478	49,520 3,961.59 103,001	51,994 4,159.55 108,148			
21	Hourly Bi-Weekly Annual	40.250 3,219.99 83,719	41,960 3,356.81 87,277	43,743 3,499.48 90,986	45,603 3,648.23 94,854	47,540 3,803.16 98,881	49,559 3,964.75 103,083	51,668 4,133.40 107,468	53,090 4,247.17 110,426	54,419 4,353.54 113,192	57,139 4,571.15 118,849			
22	Hourly Bi-Weekly Annual	44.170 3,533.58 91,873	46,048 3,683.80 95,778	48,003 3,840.27 99,847	50,043 4,003.40 104,088	52,171 4,173.68 108,516	54,386 4,350.86 113,122	56,699 4,535.91 117,933	58,257 4,660.56 121,174	59,720 4,777.56 124,216	62,706 5,016.45 130,428			
23	Hourly Bi-Weekly Annual	46.326 3,706.05 96,357	48,298 3,863.82 100,459	50,350 4,028.01 104,728	52,489 4,199.10 109,176	54,720 4,377.57 113,816	57,045 4,563.60 118,654	59,470 4,757.59 123,697	61,104 4,868.32 127,096	62,640 5,011.18 130,290	65,772 5,261.76 136,806			

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Effective December 1, 2021

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1 Year	After 1 Year	After 1 Year			
											at 1st	at 2nd	at 3rd	Longevity	Longevity	Longevity
								After 2	Years At		Rate & 10	Years	Rate & 15	Years	Rate & 20	Years
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	2,555.88	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	86,814	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	6th Step	7th Step	8th Step	9th Step	After 1 Year at 1st Longevity Rate & 10 Years Service
											After 2 Years At 5th Step
9	Hourly Bi-Weekly Annual	17.282 1,382.53 35,945	18.018 1,441.46 37,477	18.783 1,502.63 39,068	19.582 1,566.56 40,730	20.417 1,633.39 42,468	21.283 1,702.64 44,268	21.867 1,749.33 45,482	22.416 1,793.27 46,624	23.538 1,883.08 48,960	24.480 1,958.40 50,918
10	Hourly Bi-Weekly Annual	18.513 1,481.08 38,507	19.301 1,544.08 40,146	20.119 1,609.50 41,847	20.974 1,677.92 43,625	21.866 1,749.24 45,480	22.796 1,823.65 47,414	23.424 1,873.92 48,722	24.013 1,921.03 49,946	25.211 2,016.91 52,439	26.220 2,097.59 54,537
11	Hourly Bi-Weekly Annual	19.861 1,588.86 41,310	20.708 1,656.61 43,072	21.586 1,726.86 44,897	22.501 1,800.10 46,802	23.457 1,876.59 48,790	24.456 1,956.49 50,868	25.129 2,010.34 52,268	25.761 2,060.86 53,581	27.048 2,163.81 56,258	28.130 2,250.37 58,509
12	Hourly Bi-Weekly Annual	21.272 1,701.72 44,244	22.177 1,774.13 46,127	23.119 1,849.54 48,087	24.099 1,927.94 50,126	25.125 2,010.00 52,260	26.192 2,095.40 54,480	26.912 2,152.99 55,977	27.589 2,207.09 57,384	28.968 2,317.46 60,253	30.127 2,410.15 62,663
13	Hourly Bi-Weekly Annual	22.781 1,822.49 47,384	23.748 1,899.81 49,395	24.759 1,980.71 51,498	25.811 2,064.85 53,685	26.906 2,152.49 55,964	28.051 2,244.05 58,344	28.823 2,305.80 59,951	29.547 2,363.73 61,457	31.023 2,481.84 64,527	32.264 2,581.11 67,108
14	Hourly Bi-Weekly Annual	24.460 1,956.82 50,876	25.499 2,039.88 53,036	26.583 2,126.61 55,292	27.710 2,216.83 57,637	28.888 2,311.05 60,087	30.117 2,409.34 62,642	30.944 2,475.51 64,363	31.721 2,537.68 65,980	33.308 2,664.61 69,280	34.640 2,771.19 72,051
15	Hourly Bi-Weekly Annual	26.330 2,106.38 54,765	27.448 2,195.86 57,092	28.614 2,289.16 59,518	29.831 2,386.45 62,047	31.100 2,487.99 64,687	32.420 2,593.61 67,433	33.314 2,665.11 69,292	34.152 2,732.19 71,037	35.859 2,868.69 74,536	37.293 2,983.44 77,569
16	Hourly Bi-Weekly Annual	28.265 2,261.28 58,793	29.467 2,357.32 61,290	30.718 2,457.45 63,894	32.023 2,561.82 66,607	33.384 2,670.68 69,438	34.806 2,784.46 72,396	35.762 2,860.95 74,384	36.660 2,932.78 76,251	38.491 3,079.26 80,060	40.030 3,202.43 83,262
17	Hourly Bi-Weekly Annual	30.336 2,426.90 63,099	31.621 2,529.69 65,771	32.966 2,637.31 68,569	34.367 2,749.34 71,482	35.828 2,866.27 74,523	37.351 2,988.04 77,689	38.378 3,070.27 79,827	39.342 3,147.34 81,831	41.307 3,304.56 85,918	42.959 3,436.75 89,355
18	Hourly Bi-Weekly Annual	32.491 2,599.27 67,581	33.873 2,709.80 70,454	35.311 2,824.91 73,447	36.813 2,945.01 76,570	38.378 3,070.27 79,827	40.008 3,200.61 83,215	41.108 3,288.67 85,505	42.141 3,371.31 87,654	44.250 3,540.02 92,040	45.020 3,681.62 95,721
19	Hourly Bi-Weekly Annual	35.641 2,851.29 74,133	37.157 2,972.56 77,286	38.735 3,098.82 80,569	40.379 3,230.32 83,987	42.099 3,367.90 87,565	43.885 3,510.81 91,280	45.094 3,607.52 93,795	46.225 3,697.99 96,147	48.538 3,883.01 100,958	50.479 4,038.33 104,996
20	Hourly Bi-Weekly Annual	39.136 3,130.86 81,402	40.800 3,264.03 84,864	42.535 3,402.78 88,471	44.341 3,547.26 92,228	46.225 3,697.99 96,147	48.189 3,855.13 100,233	49.515 3,961.17 102,990	50.758 4,060.63 105,576	53.294 4,263.54 110,852	55.426 4,434.08 115,286
21	Hourly Bi-Weekly Annual	43.009 3,440.73 89,459	44.837 3,586.96 93,260	46.743 3,739.44 97,225	48.728 3,898.24 101,353	50.798 4,063.87 105,660	52.959 4,236.74 110,155	54.417 4,353.35 113,187	55.780 4,462.38 116,022	58.568 4,685.43 121,821	60.911 4,872.85 126,693
22	Hourly Bi-Weekly Annual	47.199 3,775.90 98,173	49.203 3,936.28 102,343	51.294 4,103.49 106,690	53.475 4,278.02 111,229	55.745 4,459.63 115,950	58.116 4,649.31 120,881	59.713 4,777.07 124,203	61.213 4,897.00 127,321	64.273 5,141.87 133,688	66.844 5,347.54 139,036
23	Hourly Bi-Weekly Annual	49.505 3,960.42 102,970	51.609 4,128.71 107,346	53.801 4,304.07 111,906	56.088 4,487.01 116,661	58.471 4,677.69 121,620	60.957 4,876.53 126,789	62.632 5,010.53 130,274	64.206 5,136.46 133,548	67.416 5,393.30 140,226	70.113 5,609.04 145,835

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Effective June 1, 2023

Grade	Entry Rate											After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service		
		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step						
9	Hourly Bi-Weekly Annual	17.714 1,417.10 36,844	18.489 1,477.50 38,414	19.253 1,540.20 40,045	20.071 1,605.72 41,748	20.928 1,674.22 43,530	21.815 1,745.20 45,375	22.413 1,793.06 46,619	22.976 1,838.11 47,790	24.127 1,930.16 50,184	25.092 2,007.36 52,191					
10	Hourly Bi-Weekly Annual	18.976 1,518.10 39,470	19.784 1,582.69 41,150	20.622 1,649.74 42,893	21.498 1,719.86 44,716	22.412 1,792.98 46,617	23.366 1,869.24 48,599	24.010 1,920.77 49,940	24.613 1,969.06 51,195	25.842 2,067.34 53,750	26.875 2,150.03 55,900					
11	Hourly Bi-Weekly Annual	20.357 1,628.58 42,343	21.225 1,698.03 44,148	22.125 1,770.03 46,020	23.064 1,845.10 47,972	24.044 1,923.50 50,010	25.067 2,005.40 52,140	25.757 2,060.60 53,575	26.405 2,112.38 54,921	27.724 2,217.91 57,665	28.833 2,306.63 59,971					
12	Hourly Bi-Weekly Annual	21.803 1,744.26 45,350	22.731 1,818.48 47,280	23.697 1,895.78 49,289	24.702 1,976.14 51,379	25.753 2,060.25 53,567	26.847 2,147.78 55,842	27.585 2,206.82 57,377	28.278 2,262.27 58,819	29.692 2,375.39 61,760	30.880 2,470.41 64,230					
13	Hourly Bi-Weekly Annual	23.351 1,868.05 48,568	24.341 1,947.30 50,630	25.378 2,030.23 52,785	26.456 2,116.47 55,028	27.579 2,206.31 57,363	28.752 2,300.15 59,803	29.543 2,363.45 61,449	30.285 2,422.83 62,993	31.799 2,543.88 66,140	33.070 2,645.64 68,786					
14	Hourly Bi-Weekly Annual	25.072 2,005.74 52,148	26.136 2,090.88 54,362	27.247 2,179.77 56,674	28.403 2,272.25 59,078	29.610 2,368.82 61,589	30.870 2,469.58 64,208	31.717 2,537.40 65,972	32.514 2,601.12 67,629	34.140 2,731.22 71,012	35.506 2,840.47 73,852					
15	Hourly Bi-Weekly Annual	26.988 2,159.04 56,134	28.134 2,250.75 58,519	29.330 2,346.39 61,006	30.576 2,446.12 63,598	31.877 2,550.19 66,305	33.231 2,658.45 69,119	34.147 2,731.74 71,024	35.006 2,800.50 72,813	36.755 2,940.41 76,450	38.225 3,058.02 79,508					
16	Hourly Bi-Weekly Annual	28.973 2,317.81 60,262	30.203 2,416.26 62,822	31.486 2,518.89 65,491	32.823 2,625.86 68,272	34.218 2,737.45 71,174	35.676 2,854.07 74,205	36.656 2,932.47 76,243	37.576 3,006.09 78,157	39.453 3,156.24 82,061	41.031 3,282.49 85,344					
17	Hourly Bi-Weekly Annual	31.095 2,487.58 64,676	32.412 2,592.93 67,416	33.791 2,703.24 70,283	35.226 2,818.07 73,269	36.724 2,937.93 76,386	38.284 3,062.74 79,631	39.338 3,147.03 81,823	40.325 3,225.03 83,876	42.340 3,325.18 88,066	44.033 3,522.67 91,589					
18	Hourly Bi-Weekly Annual	33.303 2,664.25 69,270	34.719 2,777.55 72,216	36.194 2,895.53 75,284	37.733 3,018.64 78,484	39.338 3,147.03 81,823	41.008 3,280.62 85,296	42.136 3,370.88 87,643	43.195 3,455.60 89,845	45.357 3,628.52 94,341	47.171 3,773.66 98,115					
19	Hourly Bi-Weekly Annual	36.532 2,922.58 75,986	38.086 3,046.87 79,218	39.704 3,176.29 82,583	41.389 3,311.08 86,087	43.151 3,452.10 89,754	44.982 3,598.58 93,562	46.221 3,697.71 96,140	47.381 3,790.44 98,551	49.751 3,980.09 103,482	51.741 4,139.29 107,621					
20	Hourly Bi-Weekly Annual	40.114 3,209.13 83,437	41.820 3,345.63 86,986	43.598 3,487.84 90,683	45.449 3,635.94 94,534	47.381 3,790.44 98,551	49.394 3,951.51 102,739	50.752 4,060.19 105,565	52.027 4,162.14 108,216	54.627 4,370.13 113,623	56.812 4,544.93 118,168					
21	Hourly Bi-Weekly Annual	44.084 3,526.75 91,695	45.958 3,676.64 95,592	47.912 3,832.93 99,656	49.946 3,995.70 103,887	52.068 4,165.47 108,302	54.283 4,342.66 112,909	55.777 4,462.18 116,016	57.174 4,573.94 118,922	60.032 4,802.57 124,866	62.433 4,994.67 129,861					
22	Hourly Bi-Weekly Annual	48.379 3,870.29 100,627	50.434 4,034.69 104,901	52.576 4,206.08 109,358	54.812 4,384.97 114,009	57.139 4,571.12 118,849	59.569 4,765.54 123,903	61.206 4,886.50 127,308	62.743 5,019.43 130,504	65.880 5,270.41 137,030	68.515 5,481.23 142,512					
23	Hourly Bi-Weekly Annual	50.743 4,059.43 105,544	52.899 4,231.93 110,030	55.146 4,411.67 114,704	57.490 4,599.19 119,578	59.933 4,794.63 124,660	62.481 4,998.44 129,959	64.197 5,135.79 133,531	65.811 5,264.87 136,886	69.102 5,528.14 143,732	71.866 5,749.26 149,481					

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Effective December 1, 2023

Grade	Entry Rate										After 1 Year	After 1 Year	After 1 Year	
		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	at 1st Longevity Rate & 10 Years Service	at 2nd Longevity Rate & 15 Years Service	at 3rd Longevity Rate & 20 Years Service	
9	Hourly Bi-Weekly Annual	17,891 1,431.27 37,212	18,653 1,492.27 38,799	19,445 1,555.60 40,445	20,272 1,621.78 42,165	21,137 1,690.97 43,965	22,033 1,762.65 45,828	22,637 1,810.99 47,085	23,206 1,866.49 48,268	24,368 1,949.46 50,686	25,343 2,027.44 52,713			
10	Hourly Bi-Weekly Annual	19,166 1,533.29 39,865	19,981 1,598.51 41,561	20,828 1,666.24 43,322	21,713 1,737.06 45,163	22,636 1,810.91 47,083	23,599 1,887.94 49,085	24,250 1,939.98 50,439	24,859 1,988.75 51,707	26,100 2,088.01 54,288	27,144 2,171.53 56,459			
11	Hourly Bi-Weekly Annual	20,561 1,644.87 42,766	21,438 1,715.01 44,590	22,347 1,787.73 46,480	23,294 1,863.55 48,452	24,284 1,942.74 50,510	25,318 2,025.45 52,661	26,015 2,081.20 54,111	26,669 2,133.50 55,470	28,001 2,240.09 58,241	29,121 2,329.69 60,571			
12	Hourly Bi-Weekly Annual	22,021 1,781.71 45,804	22,958 1,836.67 47,753	23,934 1,914.73 49,782	24,949 1,995.90 51,893	26,011 2,080.86 54,102	27,116 2,169.26 56,401	27,861 2,228.89 57,951	28,561 2,284.89 59,407	29,989 2,399.15 62,377	31,189 2,495.11 64,872			
13	Hourly Bi-Weekly Annual	23,584 1,886.73 49,054	24,585 1,966.78 51,136	25,632 2,050.53 53,313	26,720 2,137.64 55,578	27,855 2,228.37 57,937	29,039 2,323.15 60,401	29,839 2,387.08 62,064	30,588 2,447.05 63,623	32,117 2,569.32 66,802	33,401 2,672.09 69,474			
14	Hourly Bi-Weekly Annual	25,322 2,025.80 52,670	26,397 2,111.79 54,906	27,520 2,201.57 57,241	28,687 2,294.97 59,668	29,906 2,392.51 62,205	31,178 2,494.27 64,850	32,035 2,562.77 66,632	32,839 2,627.14 68,305	34,482 2,687.14 71,722	35,861 2,758.54 74,591			
15	Hourly Bi-Weekly Annual	27,258 2,180.63 56,696	28,416 2,273.26 59,104	29,623 2,369.85 61,616	30,882 2,470.58 64,234	32,196 2,575.70 66,968	33,563 2,685.04 69,810	34,488 2,759.05 71,735	35,356 2,828.50 73,541	37,123 2,969.81 77,215	38,608 3,088.60 80,303			
16	Hourly Bi-Weekly Annual	29,262 2,340.99 60,865	30,505 2,440.42 63,450	31,801 2,544.07 66,146	33,152 2,652.12 68,955	34,560 2,764.83 71,885	36,033 2,882.61 74,947	37,022 2,961.80 77,006	37,952 3,036.16 78,939	39,848 3,187.80 82,882	41,441 3,315.32 86,197			
17	Hourly Bi-Weekly Annual	31,406 2,512.45 65,323	32,736 2,618.86 68,090	34,128 2,730.27 70,986	35,578 2,846.25 74,002	37,091 2,967.31 77,150	38,667 3,093.37 80,427	39,731 3,178.50 82,641	40,729 3,258.29 84,715	42,763 3,421.05 88,947	44,474 3,557.89 92,505			
18	Hourly Bi-Weekly Annual	33,636 2,690.90 69,963	35,067 2,805.32 72,938	36,556 2,924.49 76,036	38,110 3,048.82 79,269	39,731 3,178.50 82,641	41,418 3,313.43 86,149	42,557 3,404.59 88,519	43,627 3,490.15 90,743	45,810 3,664.81 95,284	47,642 3,811.40 99,096			
19	Hourly Bi-Weekly Annual	36,898 2,951.80 76,746	38,467 3,077.34 80,011	40,101 3,208.05 83,409	41,802 3,344.19 86,948	43,583 3,486.62 90,652	45,432 3,634.56 94,498	46,684 3,734.69 97,101	47,854 3,828.35 99,536	50,249 4,019.89 104,517	52,259 4,180.68 108,697			
20	Hourly Bi-Weekly Annual	40,515 3,241.23 84,271	42,239 3,379.09 87,856	44,034 3,522.72 91,590	45,904 3,672.30 95,479	47,854 3,828.35 99,536	49,888 3,991.02 103,766	51,260 4,100.80 106,620	52,547 4,203.76 109,298	55,173 4,413.83 114,759	57,380 4,590.38 119,350			
21	Hourly Bi-Weekly Annual	44,525 3,562.01 92,612	46,418 3,713.40 96,548	48,391 3,871.26 100,652	50,446 4,035.66 104,926	52,589 4,207.12 109,385	54,826 4,386.09 114,038	56,335 4,506.80 117,176	57,746 4,619.68 120,111	60,632 4,850.59 126,115	63,058 5,044.62 131,159			
22	Hourly Bi-Weekly Annual	48,862 3,909.00 101,634	50,938 4,075.03 105,950	53,102 4,248.14 110,451	55,360 4,428.82 115,149	57,710 4,616.83 120,037	60,165 4,813.20 125,142	61,818 4,945.48 128,581	63,370 5,069.62 131,809	66,539 5,323.12 138,401	69,201 5,536.04 143,937			
23	Hourly Bi-Weekly Annual	51,250 4,100.02 106,600	53,428 4,274.24 111,130	55,697 4,455.79 115,851	58,065 4,645.18 120,774	60,532 4,842.58 125,907	63,105 5,048.43 131,259	64,839 5,187.15 134,866	66,469 5,317.52 138,255	69,793 5,583.42 145,169	72,584 5,806.75 150,976			

SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME

Effective June 1, 2024

Grade	Entry Rate										
		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1 Year
									at 1st	at 2nd	at 3rd
									Longevity	Longevity	Longevity
									Rate & 10	Rate & 15	Rate & 20
									Years	Years	Years
									Service	Service	Service
9	Hourly Bi-Weekly Annual	18.070 1,445.58 37,584	18,840 1,507.19 39,186	19,639 1,571.16 40,850	20,475 1,637.99 42,587	21,348 1,707.88 44,405	22,254 1,780.28 46,287	22,864 1,829.10 47,556	23,438 1,875.05 48,751	24,612 1,968.95 51,193	25,596 2,047.71 53,240
10	Hourly Bi-Weekly Annual	19.358 1,548.62 40,263	20,181 1,614.50 41,977	21,036 1,682.90 43,755	21,930 1,754.43 45,614	22,863 1,829.01 47,554	23,835 1,906.82 49,576	24,492 1,959.38 50,944	25,108 2,008.64 52,224	26,361 2,108.89 54,830	27,416 2,193.24 57,024
11	Hourly Bi-Weekly Annual	20.766 1,661.32 43,194	21,652 1,732.16 45,036	22,570 1,805.60 46,945	23,527 1,882.19 48,837	24,527 1,962.16 51,015	25,571 2,045.71 53,188	26,275 2,102.01 54,652	26,935 2,154.84 56,025	28,281 2,262.49 58,824	29,412 2,352.99 61,177
12	Hourly Bi-Weekly Annual	22.242 1,779.32 46,262	23,188 1,855.04 48,231	24,174 1,933.88 50,280	25,198 2,015.86 52,412	26,271 2,101.67 54,643	27,387 2,190.95 56,965	28,140 2,251.18 58,530	28,847 2,307.74 60,001	30,289 2,423.14 63,001	31,501 2,520.06 65,521
13	Hourly Bi-Weekly Annual	23.820 1,905.60 49,545	24,831 1,986.44 51,647	25,888 2,071.03 53,846	26,988 2,159.02 56,134	28,133 2,250.65 58,516	29,330 2,346.38 61,005	30,137 2,410.95 62,684	30,894 2,471.52 64,260	32,438 2,595.01 67,470	33,735 2,698.81 70,169
14	Hourly Bi-Weekly Annual	25.576 2,046.06 53,197	26,661 2,132.91 55,455	27,795 2,223.59 57,813	28,974 2,317.92 60,265	30,205 2,416.44 62,827	31,490 2,519.21 65,499	32,355 2,588.40 67,298	33,168 2,663.41 68,988	34,827 2,786.12 72,439	36,220 2,897.57 75,336
15	Hourly Bi-Weekly Annual	27.531 2,202.44 57,263	28,700 2,295.99 59,695	29,919 2,393.55 62,232	31,191 2,495.28 64,876	32,518 2,601.45 67,637	33,899 2,711.89 70,508	34,833 2,786.64 72,452	35,710 2,856.79 74,276	37,494 2,999.51 77,987	38,994 3,119.49 81,106
16	Hourly Bi-Weekly Annual	29.555 2,364.40 61,474	30,810 2,464.82 64,084	32,119 2,569.51 66,807	33,483 2,678.64 69,644	34,906 2,792.47 72,604	36,393 2,911.44 75,597	37,393 2,991.41 77,776	38,331 3,066.52 79,728	40,246 3,219.68 83,711	41,856 3,348.47 87,059
17	Hourly Bi-Weekly Annual	31.720 2,537.58 65,976	33,063 2,645.05 68,771	34,470 2,757.58 71,696	35,934 2,874.71 74,742	37,462 2,996.98 77,922	39,054 3,124.30 81,232	40,129 3,210.28 83,467	41,136 3,290.87 85,562	43,191 3,455.23 89,836	44,918 3,593.47 93,430
18	Hourly Bi-Weekly Annual	33.973 2,717.81 70,663	35,417 2,833.38 73,667	36,922 2,953.73 76,797	38,491 3,079.31 80,061	40,129 3,210.28 83,467	41,832 3,346.57 87,010	42,983 3,438.64 89,405	44,063 3,525.05 91,651	46,268 3,701.46 96,237	48,119 3,849.51 100,087
19	Hourly Bi-Weekly Annual	37.266 2,981.32 77,514	38,851 3,108.12 80,811	40,502 3,240.13 84,243	42,220 3,377.63 87,817	44,019 3,521.49 91,558	45,886 3,670.91 95,443	47,150 3,772.03 98,072	48,333 3,866.63 100,532	50,751 4,060.09 105,562	52,781 4,222.49 109,784
20	Hourly Bi-Weekly Annual	40.920 3,273.64 85,114	42,661 3,412.88 88,734	44,474 3,557.95 92,506	46,363 3,709.03 96,434	48,333 3,866.63 100,532	50,387 4,030.93 104,804	51,773 4,141.80 107,686	53,072 4,245.80 110,391	55,725 4,457.97 115,907	57,954 4,636.29 120,543
21	Hourly Bi-Weekly Annual	44.970 3,597.63 93,638	46,882 3,750.54 97,513	48,875 3,909.97 101,659	50,950 4,076.01 105,975	53,115 4,249.19 110,479	55,374 4,429.95 115,178	56,898 4,551.87 118,348	58,323 4,665.87 121,312	61,239 4,899.10 127,376	63,688 5,095.06 132,471
22	Hourly Bi-Weekly Annual	49.351 3,948.09 102,650	51,447 4,115.78 107,010	53,633 4,290.62 111,556	55,914 4,473.11 116,301	58,288 4,663.00 121,237	60,767 4,861.33 126,394	62,436 4,994.92 129,867	64,004 5,120.32 133,127	67,204 5,376.35 139,785	69,893 5,591.40 145,376
23	Hourly Bi-Weekly Annual	51.763 4,141.02 107,666	53,962 4,316.99 112,241	56,254 4,500.35 117,009	58,645 4,691.63 121,981	61,138 4,891.01 127,165	63,736 5,098.91 132,571	65,488 5,239.02 136,214	67,134 5,370.69 139,638	70,491 5,639.25 146,621	73,310 5,864.82 152,485

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 ill 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 ~~44~~ 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%.