APPROVED
BY THE BOARD OF COOK COUNTY COMMISSIONERS

NOV 2 0 2025

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COLLECTIVE BARGAINING EXTENSION AGREEMENT

Between

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)

(LOCAL 73)

(Representing Office of the Public Administrator)

And

COUNTY OF COOK/STATE OF ILLINOIS

(as Joint Employers)

December 1, 2025 through November 30, 2027

Effective upon Approval by the Cook County Board of Commissioner

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Extension Agreement between
County of Cook/the Office of the Public Administrator of Cook County (Employer)
and Service Employees International Union, Local 73 (Union)
to Extend the Current Collective Bargaining Agreement

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 "CBA"), 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 CBA as extended will continue in full force and effect.

1. The term of the CBA, 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 the term of this extension agreement:

   a. 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. In the event the County agrees to an Extension Agreement for the period December 1, 2025 through November 30, 2027 with greater lump-sum payments than those set forth in Paragraph 2.a. above or greater wage increases than those set forth in Paragraphs 2.b., 2.c. and 2.d. above, then the County will provide the greater lump sum payment and/or wage increase to the employees covered by this Extension Agreement.

EFFECTIVE DATE: Upon ratification by the Cook County Board.

COOK COUNTY/SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)

(LOCAL 73)

ARTICLE VII
Vacations

Effective 10/1/24

*Amend **Section 7.1 Vacation Leave** as indicated in red below:*

Section 7.1 Vacation Leave:

A. All bargaining unit employees, who have completed one year of service with Cook County/Office of the Public Administrator, including service mentioned in paragraph E, shall be granted vacation leave with pay for periods as follows:

All bargaining unit employees:

Anniversary of Employment	Days of Vacation	Maximum Accumulation
1st thru 4th	15 working days	30 working days
5th thru 9th	20 working days	40 working days
10th thru -	25 working days	50 working days

*Delete **Section 9.5 Personal Days** as indicated below in red in its entirety.*

COOK COUNTY/SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)

(LOCAL 73)

ARTICLE X
LEAVES OF ABSENCE

Section 10.8 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.

Eligible employees are entitled to receive the following Parental Leave:

- Non-birthing biological parent; or
- Intended parent of a gestational surrogacy; or
- Foster parent placed with a foster child age 17 or younger.

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

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

Signed and entered into this _____ day of _____, 2025

County of Cook:

By: _____
TONI PRECKWINKLE, President
Cook County Board of Commissioners

By: _____
Louis G. Apostol
Cook County Public Administrator

Attest: _____
MONICA GORDON
Cook County Clerk

UNION: Service Employees International Union, Local 73

By: _____
DIAN PALMER
Service Employees International Union, Local 73

APPROVED
BY THE BOARD OF COOK COUNTY COMMISSIONERS

NOV 2 0 2025

Effective December 1, 2025

SCHEDULE I
BUREAU OF HUMAN RESOURCES
CORPORATE - SEIU LOCAL 73

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
9	Hourly	19.212	20.085	21.063	22.079	23.097	24.197	24.885	25.134	26.391
	Bi-Weekly	1,536.95	1,606.78	1,685.01	1,766.32	1,847.73	1,935.80	1,990.78	2,010.74	2,111.28
	Annual	39,960	41,776	43,810	45,924	48,040	50,330	51,760	52,279	54,893
10	Hourly	20.579	21.540	22.554	23.645	24.781	25.941	26.434	26.714	28.049
	Bi-Weekly	1,646.33	1,723.20	1,804.32	1,891.62	1,982.48	2,075.27	2,114.72	2,137.10	2,243.96
	Annual	42,804	44,803	46,912	49,182	51,544	53,957	54,982	55,564	58,342
11	Hourly	22.079	23.097	24.197	25.326	26.578	27.923	28.484	28.745	30.183
	Bi-Weekly	1,766.32	1,847.73	1,935.80	2,026.08	2,126.20	2,233.85	2,278.70	2,299.63	2,414.61
	Annual	45,924	48,040	50,330	52,678	55,281	58,080	59,246	59,790	62,779
12	Hourly	23.645	24.781	25.941	27.191	28.589	29.913	30.497	30.802	32.342
	Bi-Weekly	1,891.62	1,982.48	2,075.27	2,175.30	2,287.09	2,393.00	2,439.78	2,464.19	2,587.40
	Annual	49,182	51,544	53,957	56,557	59,464	62,218	63,434	64,068	67,272
13	Hourly	25.326	26.578	27.923	29.272	30.599	32.130	32.770	33.084	34.738
	Bi-Weekly	2,026.08	2,126.20	2,233.85	2,341.78	2,447.89	2,570.39	2,621.60	2,646.68	2,779.02
	Annual	52,678	55,281	58,080	60,886	63,645	66,830	68,161	68,813	72,254
14	Hourly	27.191	28.589	29.913	31.422	32.910	34.474	35.184	35.535	37.311
	Bi-Weekly	2,175.30	2,287.09	2,393.00	2,513.77	2,632.79	2,757.90	2,814.71	2,842.78	2,984.92
	Annual	56,557	59,464	62,218	65,357	68,452	71,705	73,182	73,912	77,607
15	Hourly	29.272	30.599	32.130	33.720	35.414	37.082	37.829	38.215	40.126
	Bi-Weekly	2,341.78	2,447.89	2,570.39	2,697.61	2,833.14	2,966.54	3,026.34	3,057.20	3,210.06
	Annual	60,886	63,645	66,830	70,137	73,661	77,129	78,684	79,487	83,461
16	Hourly	31.422	32.910	34.474	36.121	37.864	39.619	40.436	40.828	42.869
	Bi-Weekly	2,513.77	2,632.79	2,757.90	2,889.66	3,029.14	3,169.48	3,234.88	3,266.23	3,429.54
	Annual	65,357	68,452	71,705	75,131	78,757	82,406	84,106	84,921	89,167
17	Hourly	33.720	35.414	37.082	38.807	40.724	42.739	43.574	43.992	46.191
	Bi-Weekly	2,697.61	2,833.14	2,966.54	3,104.57	3,257.93	3,419.11	3,485.96	3,519.33	3,695.30
	Annual	70,137	73,661	77,129	80,718	84,706	88,896	90,634	91,502	96,077
18	Hourly	36.121	37.864	39.619	41.589	43.507	45.654	46.589	47.030	49.382
	Bi-Weekly	2,889.66	3,029.14	3,169.48	3,327.09	3,480.55	3,652.34	3,727.10	3,762.40	3,950.52
	Annual	75,131	78,757	82,406	86,504	90,494	94,960	96,904	97,822	102,713
19	Hourly	39.619	41.589	43.507	45.654	47.813	50.105	50.865	51.362	53.930
	Bi-Weekly	3,169.48	3,327.09	3,480.55	3,652.34	3,825.00	4,008.37	4,069.23	4,108.97	4,314.42
	Annual	82,406	86,504	90,494	94,960	99,450	104,217	105,800	106,833	112,174
20	Hourly	43.507	45.654	47.813	50.105	52.469	55.030	55.838	56.379	59.198
	Bi-Weekly	3,480.55	3,652.34	3,825.00	4,008.37	4,197.52	4,402.39	4,467.02	4,510.33	4,735.85
	Annual	90,494	94,960	99,450	104,217	109,135	114,462	116,142	117,268	123,131
21	Hourly	47.813	50.105	52.469	55.030	57.641	60.447	61.343	61.954	65.052
	Bi-Weekly	3,825.00	4,008.37	4,197.52	4,402.39	4,611.32	4,835.78	4,907.44	4,956.35	5,204.16
	Annual	99,450	104,217	109,135	114,462	119,894	125,730	127,593	128,865	135,308
22	Hourly	52.469	55.030	57.641	60.447	63.255	66.302	67.278	67.946	71.343
	Bi-Weekly	4,197.52	4,402.39	4,611.32	4,835.78	5,060.42	5,304.17	5,382.20	5,435.64	5,707.42
	Annual	109,135	114,462	119,894	125,730	131,571	137,908	139,937	141,326	148,393
23	Hourly	55.030	57.641	60.447	63.255	66.302	69.603	70.634	71.337	74.904
	Bi-Weekly	4,402.39	4,611.32	4,835.78	5,060.42	5,304.17	5,568.27	5,650.74	5,706.97	5,992.32
	Annual	114,462	119,894	125,730	131,571	137,908	144,775	146,919	148,381	155,800

Effective June 1, 2026

SCHEDULE I
BUREAU OF HUMAN RESOURCES
CORPORATE - SEIU LOCAL 73

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
		6th Step	7th Step	8th Step	9th Step					
9	Hourly	19.596	20.486	21.484	22.521	23.559	24.681	25.382	25.637	26.919
	Bi-Weekly	1,567.68	1,638.92	1,718.71	1,801.65	1,884.68	1,974.51	2,030.59	2,050.96	2,153.51
	Annual	40,759	42,611	44,686	46,842	49,001	51,337	52,795	53,324	55,991
10	Hourly	20.991	21.971	23.005	24.118	25.277	26.460	26.963	27.248	28.610
	Bi-Weekly	1,679.25	1,757.67	1,840.41	1,929.45	2,022.13	2,116.78	2,157.02	2,179.84	2,288.84
	Annual	43,660	45,699	47,850	50,165	52,575	55,036	56,082	56,675	59,509
11	Hourly	22.521	23.559	24.681	25.833	27.109	28.482	29.053	29.320	30.786
	Bi-Weekly	1,801.65	1,884.68	1,974.51	2,066.60	2,168.73	2,278.52	2,324.27	2,345.62	2,462.91
	Annual	46,842	49,001	51,337	53,731	56,386	59,241	60,431	60,986	64,035
12	Hourly	24.118	25.277	26.460	27.735	29.160	30.511	31.107	31.418	32.989
	Bi-Weekly	1,929.45	2,022.13	2,116.78	2,218.80	2,332.83	2,440.86	2,488.58	2,513.47	2,639.14
	Annual	50,165	52,575	55,036	57,688	60,653	63,462	64,703	65,350	68,617
13	Hourly	25.833	27.109	28.482	29.858	31.211	32.772	33.425	33.745	35.432
	Bi-Weekly	2,066.60	2,168.73	2,278.52	2,388.62	2,496.84	2,621.79	2,674.04	2,699.62	2,834.60
	Annual	53,731	56,386	59,241	62,104	64,917	68,166	69,524	70,190	73,699
14	Hourly	27.735	29.160	30.511	32.051	33.568	35.163	35.888	36.245	38.058
	Bi-Weekly	2,218.80	2,332.83	2,440.86	2,564.04	2,685.45	2,813.06	2,871.01	2,899.64	3,044.62
	Annual	57,688	60,653	63,462	66,665	69,821	73,139	74,646	75,390	79,160
15	Hourly	29.858	31.211	32.772	34.395	36.122	37.823	38.586	38.979	40.928
	Bi-Weekly	2,388.62	2,496.84	2,621.79	2,751.57	2,889.80	3,025.87	3,086.87	3,118.35	3,274.27
	Annual	62,104	64,917	68,166	71,540	75,134	78,672	80,258	81,077	85,130
16	Hourly	32.051	33.568	35.163	36.843	38.621	40.411	41.245	41.644	43.727
	Bi-Weekly	2,564.04	2,685.45	2,813.06	2,947.45	3,089.72	3,232.87	3,299.58	3,331.55	3,498.13
	Annual	66,665	69,821	73,139	76,633	80,332	84,054	85,788	86,620	90,951
17	Hourly	34.395	36.122	37.823	39.583	41.539	43.594	44.446	44.871	47.115
	Bi-Weekly	2,751.57	2,889.80	3,025.87	3,166.66	3,323.09	3,487.49	3,555.68	3,589.72	3,769.20
	Annual	71,540	75,134	78,672	82,333	86,400	90,674	92,447	93,332	97,999
18	Hourly	36.843	38.621	40.411	42.420	44.377	46.567	47.521	47.971	50.369
	Bi-Weekly	2,947.45	3,089.72	3,232.87	3,393.63	3,550.17	3,725.39	3,801.64	3,837.65	4,029.53
	Annual	76,633	80,332	84,054	88,234	92,304	96,860	98,842	99,778	104,767
19	Hourly	40.411	42.420	44.377	46.567	48.769	51.107	51.883	52.389	55.009
	Bi-Weekly	3,232.87	3,393.63	3,550.17	3,725.39	3,901.50	4,088.53	4,150.62	4,191.15	4,400.71
	Annual	84,054	88,234	92,304	96,860	101,439	106,301	107,916	108,969	114,418
20	Hourly	44.377	46.567	48.769	51.107	53.518	56.131	56.955	57.507	60.382
	Bi-Weekly	3,550.17	3,725.39	3,901.50	4,088.53	4,281.47	4,490.44	4,556.36	4,600.54	4,830.56
	Annual	92,304	96,860	101,439	106,301	111,318	116,751	118,465	119,613	125,594
21	Hourly	48.769	51.107	53.518	56.131	58.794	61.656	62.570	63.193	66.353
	Bi-Weekly	3,901.50	4,088.53	4,281.47	4,490.44	4,703.55	4,932.49	5,005.59	5,055.47	5,308.25
	Annual	101,439	106,301	111,318	116,751	122,292	128,244	130,145	131,442	138,014
22	Hourly	53.518	56.131	58.794	61.656	64.520	67.628	68.623	69.304	72.770
	Bi-Weekly	4,281.47	4,490.44	4,703.55	4,932.49	5,161.63	5,410.25	5,489.85	5,544.35	5,821.57
	Annual	111,318	116,751	122,292	128,244	134,202	140,666	142,736	144,153	151,360
23	Hourly	56.131	58.794	61.656	64.520	67.628	70.995	72.047	72.764	76.402
	Bi-Weekly	4,490.44	4,703.55	4,932.49	5,161.63	5,410.25	5,679.64	5,763.76	5,821.11	6,112.17
	Annual	116,751	122,292	128,244	134,202	140,666	147,670	149,857	151,348	158,916

Effective December 1, 2026

SCHEDULE I
BUREAU OF HUMAN RESOURCES
CORPORATE - SEIU LOCAL 73

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
		6th Step	7th Step	8th Step	9th Step					
9	Hourly	20.380	21.306	22.343	23.421	24.501	25.669	26.398	26.662	27.996
	Bi-Weekly	1,630.39	1,704.47	1,787.46	1,873.71	1,960.07	2,053.49	2,111.82	2,133.00	2,239.65
	Annual	42,390	44,316	46,473	48,716	50,961	53,390	54,907	55,457	58,230
10	Hourly	21.830	22.850	23.925	25.083	26.288	27.518	28.041	28.338	29.755
	Bi-Weekly	1,746.42	1,827.98	1,914.03	2,006.63	2,103.02	2,201.45	2,243.30	2,267.04	2,380.39
	Annual	45,407	47,527	49,764	52,172	54,678	57,237	58,325	58,942	61,890
11	Hourly	23.421	24.501	25.669	26.866	28.193	29.621	30.216	30.493	32.018
	Bi-Weekly	1,873.71	1,960.07	2,053.49	2,149.26	2,255.47	2,369.67	2,417.25	2,439.45	2,561.42
	Annual	48,716	50,961	53,390	55,880	58,642	61,611	62,848	63,425	66,596
12	Hourly	25.083	26.288	27.518	28.844	30.327	31.731	32.352	32.675	34.309
	Bi-Weekly	2,006.63	2,103.02	2,201.45	2,307.56	2,426.15	2,538.50	2,588.12	2,614.01	2,744.71
	Annual	52,172	54,678	57,237	59,996	63,079	66,000	67,291	67,964	71,362
13	Hourly	26.866	28.193	29.621	31.052	32.459	34.083	34.762	35.095	36.850
	Bi-Weekly	2,149.26	2,255.47	2,369.67	2,484.16	2,596.72	2,726.67	2,781.00	2,807.60	2,947.98
	Annual	55,880	58,642	61,611	64,588	67,514	70,893	72,305	72,997	76,647
14	Hourly	28.844	30.327	31.731	33.333	34.911	36.570	37.323	37.695	39.580
	Bi-Weekly	2,307.56	2,426.15	2,538.50	2,666.60	2,792.87	2,925.58	2,985.85	3,015.62	3,166.40
	Annual	59,996	63,079	66,000	69,331	72,614	76,065	77,632	78,406	82,326
15	Hourly	31.052	32.459	34.083	35.770	37.567	39.336	40.129	40.539	42.565
	Bi-Weekly	2,484.16	2,596.72	2,726.67	2,861.63	3,005.39	3,146.90	3,210.34	3,243.08	3,405.24
	Annual	64,588	67,514	70,893	74,402	78,140	81,819	83,468	84,320	88,536
16	Hourly	33.333	34.911	36.570	38.317	40.166	42.027	42.894	43.310	45.476
	Bi-Weekly	2,666.60	2,792.87	2,925.58	3,065.35	3,213.31	3,362.18	3,431.56	3,464.81	3,638.05
	Annual	69,331	72,614	76,065	79,699	83,545	87,416	89,220	90,085	94,589
17	Hourly	35.770	37.567	39.336	41.167	43.200	45.337	46.224	46.666	49.000
	Bi-Weekly	2,861.63	3,005.39	3,146.90	3,293.32	3,456.01	3,626.99	3,697.90	3,733.31	3,919.97
	Annual	74,402	78,140	81,819	85,626	89,856	94,301	96,145	97,065	101,919
18	Hourly	38.317	40.166	42.027	44.117	46.152	48.430	49.421	49.889	52.384
	Bi-Weekly	3,065.35	3,213.31	3,362.18	3,529.38	3,692.17	3,874.41	3,953.71	3,991.16	4,190.71
	Annual	79,699	83,545	87,416	91,763	95,996	100,734	102,796	103,770	108,958
19	Hourly	42.027	44.117	46.152	48.430	50.720	53.151	53.958	54.485	57.209
	Bi-Weekly	3,362.18	3,529.38	3,692.17	3,874.41	4,057.56	4,252.08	4,316.64	4,358.80	4,576.74
	Annual	87,416	91,763	95,996	100,734	105,496	110,553	112,232	113,328	118,995
20	Hourly	46.152	48.430	50.720	53.151	55.659	58.376	59.233	59.807	62.797
	Bi-Weekly	3,692.17	3,874.41	4,057.56	4,252.08	4,452.73	4,670.06	4,738.61	4,784.56	5,023.79
	Annual	95,996	100,734	105,496	110,553	115,770	121,421	123,203	124,398	130,618
21	Hourly	50.720	53.151	55.659	58.376	61.146	64.122	65.073	65.721	69.007
	Bi-Weekly	4,057.56	4,252.08	4,452.73	4,670.06	4,891.69	5,129.79	5,205.82	5,257.69	5,520.58
	Annual	105,496	110,553	115,770	121,421	127,183	133,374	135,351	136,700	143,535
22	Hourly	55.659	58.376	61.146	64.122	67.101	70.333	71.368	72.077	75.680
	Bi-Weekly	4,452.73	4,670.06	4,891.69	5,129.79	5,368.10	5,626.66	5,709.44	5,766.13	6,054.43
	Annual	115,770	121,421	127,183	133,374	139,570	146,293	148,445	149,919	157,415
23	Hourly	58.376	61.146	64.122	67.101	70.333	73.835	74.929	75.674	79.458
	Bi-Weekly	4,670.06	4,891.69	5,129.79	5,368.10	5,626.66	5,906.82	5,994.31	6,053.96	6,356.66
	Annual	121,421	127,183	133,374	139,570	146,293	153,577	155,851	157,402	165,273

Memorandum of Agreement between
Cook County and SEIU Local 73

This Memorandum of Agreement ("Agreement") is entered into by and between the County of Cook ("County") and the Service Employees International Union, Local 73 ("SEIU"), collectively "the parties."

1. The County and SEIU are parties 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 collective bargaining agreements:

   a. Offices Under the President
   b. Cook County Health and Hospitals System – Service and Maintenance Employees
   c. Cook County Health and Hospitals System – Health Care Professionals
   d. Cook County Health and Hospitals System – Technicians and Technologists
   e. Cook County Sheriff's Office – Administrative and Clerical Staff
   f. Cook County Clerk's Office – Supervisors
   g. Cook County Clerk's Office – Administrative Staff
   h. Cook County Treasurer
   i. Public Administrator of Cook County

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 June 1, 2024, the pay rates for all job classifications shall be increased by 2.00%; and

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

EFFECTIVE DATE: upon ratification by the Cook County Board.

Effective December 1, 2021

SCHEDULE I
BUREAU OF HUMAN RESOURCES
CORPORATE - SEIU LOCAL 73

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
9	Hourly	16.739	17.500	18.352	19.237	20.124	21.083	21.682	21.899	22.994
	Bi-Weekly	1,339.12	1,399.97	1,468.13	1,538.97	1,609.91	1,686.64	1,734.55	1,751.94	1,839.54
	Annual	34,816	36,399	38,171	40,013	41,857	43,852	45,098	45,550	47,827
10	Hourly	17.930	18.768	19.651	20.602	21.591	22.602	23.032	23.275	24.439
	Bi-Weekly	1,434.43	1,501.41	1,572.09	1,648.14	1,727.31	1,808.17	1,842.54	1,862.04	1,955.14
	Annual	37,294	39,036	40,874	42,851	44,910	47,012	47,905	48,412	50,833
11	Hourly	19.237	20.124	21.083	22.066	23.157	24.329	24.818	25.046	26.298
	Bi-Weekly	1,538.97	1,609.91	1,686.64	1,765.31	1,852.54	1,946.33	1,985.41	2,003.65	2,103.82
	Annual	40,013	41,857	43,852	45,897	48,166	50,604	51,620	52,095	54,699
12	Hourly	20.602	21.591	22.602	23.691	24.909	26.062	26.572	26.838	28.180
	Bi-Weekly	1,648.14	1,727.31	1,808.17	1,895.31	1,992.72	2,085.00	2,125.76	2,147.02	2,254.37
	Annual	42,851	44,910	47,012	49,277	51,810	54,209	55,269	55,822	58,613
13	Hourly	22.066	23.157	24.329	25.505	26.660	27.994	28.552	28.825	30.267
	Bi-Weekly	1,765.31	1,852.54	1,946.33	2,040.37	2,132.81	2,239.55	2,284.17	2,306.03	2,421.33
	Annual	45,897	48,166	50,604	53,049	55,453	58,228	59,388	59,957	62,954
14	Hourly	23.691	24.909	26.062	27.378	28.674	30.037	30.655	30.961	32.509
	Bi-Weekly	1,895.31	1,992.72	2,085.00	2,190.22	2,293.92	2,402.93	2,452.43	2,476.89	2,600.73
	Annual	49,277	51,810	54,209	56,945	59,642	62,476	63,762	64,399	67,619
15	Hourly	25.505	26.660	27.994	29.380	30.856	32.309	32.960	33.296	34.961
	Bi-Weekly	2,040.37	2,132.81	2,239.55	2,350.40	2,468.49	2,584.72	2,636.82	2,663.71	2,796.90
	Annual	53,049	55,453	58,228	61,110	64,180	67,202	68,556	69,256	72,719
16	Hourly	27.378	28.674	30.037	31.472	32.991	34.619	35.231	35.573	37.352
	Bi-Weekly	2,190.22	2,293.92	2,402.93	2,517.73	2,639.25	2,761.54	2,818.51	2,845.83	2,988.12
	Annual	56,945	59,642	62,476	65,461	68,621	71,799	73,281	73,991	77,690
17	Hourly	29.380	30.856	32.309	33.812	35.483	37.238	37.966	38.329	40.246
	Bi-Weekly	2,350.40	2,468.49	2,584.72	2,704.97	2,838.60	2,979.04	3,037.28	3,066.35	3,219.68
	Annual	61,110	64,180	67,202	70,329	73,803	77,454	78,968	79,725	83,711
18	Hourly	31.472	32.991	34.619	36.236	37.907	39.778	40.592	40.977	43.026
	Bi-Weekly	2,517.73	2,639.25	2,761.54	2,898.86	3,032.57	3,182.25	3,247.38	3,278.15	3,442.05
	Annual	65,461	68,621	71,799	75,370	78,846	82,738	84,431	85,231	89,492
19	Hourly	34.519	36.236	37.907	39.778	41.659	43.656	44.318	44.751	46.989
	Bi-Weekly	2,761.54	2,898.86	3,032.57	3,182.25	3,332.69	3,492.45	3,545.48	3,580.11	3,759.11
	Annual	71,799	75,370	78,846	82,738	86,649	90,804	92,182	93,083	97,736
20	Hourly	37.907	39.778	41.659	43.656	45.716	47.947	48.651	49.123	51.579
	Bi-Weekly	3,032.57	3,182.25	3,332.69	3,492.45	3,657.26	3,835.76	3,892.07	3,929.80	4,126.30
	Annual	78,846	82,738	86,649	90,804	95,089	99,729	101,193	102,174	107,283
21	Hourly	41.659	43.656	45.716	47.947	50.222	52.667	53.448	53.980	56.679
	Bi-Weekly	3,332.69	3,492.45	3,657.26	3,835.76	4,017.80	4,213.36	4,275.80	4,318.41	4,534.34
	Annual	86,649	90,804	95,089	99,729	104,463	109,546	111,170	112,278	117,892
22	Hourly	45.716	47.947	50.222	52.667	55.114	57.768	58.618	59.200	62.160
	Bi-Weekly	3,657.26	3,835.76	4,017.80	4,213.36	4,409.10	4,621.47	4,689.46	4,736.02	4,972.82
	Annual	95,089	99,729	104,463	109,546	114,636	120,157	121,925	123,136	129,293
23	Hourly	47.947	50.222	52.667	55.114	57.768	60.645	61.543	62.155	65.233
	Bi-Weekly	3,835.76	4,017.80	4,213.36	4,409.10	4,621.47	4,851.57	4,923.43	4,972.43	5,221.05
	Annual	99,729	104,463	109,546	114,636	120,157	126,141	128,009	129,283	135,746

Effective June 1, 2022

SCHEDULE I
BUREAU OF HUMAN RESOURCES
CORPORATE - SEIU LOCAL 73

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
9	Hourly	17.158	17.937	18.810	19.718	20.627	21.610	22.224	22.447	23.569
	Bi-Weekly	1,372.60	1,434.97	1,504.83	1,577.45	1,650.16	1,728.80	1,777.91	1,795.74	1,885.52
	Annual	35,687	37,309	39,125	41,013	42,904	44,948	46,225	46,689	49,023
10	Hourly	18.379	19.237	20.142	21.117	22.131	23.167	23.608	23.857	25.050
	Bi-Weekly	1,470.29	1,538.95	1,611.39	1,689.35	1,770.50	1,853.37	1,888.60	1,908.59	2,004.01
	Annual	38,227	40,012	41,896	43,923	46,032	48,187	49,103	49,623	52,104
11	Hourly	19.718	20.627	21.610	22.618	23.736	24.937	25.438	25.672	26.955
	Bi-Weekly	1,577.45	1,650.16	1,728.80	1,809.43	1,898.85	1,994.99	2,035.04	2,053.74	2,156.42
	Annual	41,013	42,904	44,948	47,045	49,370	51,869	52,911	53,397	56,067
12	Hourly	21.117	22.131	23.187	24.284	25.532	26.714	27.236	27.509	28.884
	Bi-Weekly	1,689.35	1,770.50	1,853.37	1,942.70	2,042.54	2,137.12	2,178.90	2,200.70	2,310.73
	Annual	43,923	46,032	48,187	50,510	53,105	55,565	56,651	57,218	60,079
13	Hourly	22.618	23.736	24.937	26.142	27.327	28.694	29.266	29.546	31.023
	Bi-Weekly	1,809.43	1,898.85	1,994.99	2,091.38	2,186.14	2,295.54	2,341.28	2,363.68	2,481.86
	Annual	47,045	49,370	51,869	54,375	56,839	59,684	60,873	61,455	64,528
14	Hourly	24.284	25.532	26.714	28.062	29.391	30.788	31.422	31.735	33.322
	Bi-Weekly	1,942.70	2,042.54	2,137.12	2,244.97	2,351.27	2,463.00	2,513.74	2,538.81	2,665.75
	Annual	50,510	53,105	55,565	58,369	61,133	64,038	65,357	66,009	69,309
15	Hourly	26.142	27.327	28.694	30.115	31.627	33.117	33.784	34.129	35.835
	Bi-Weekly	2,091.38	2,186.14	2,295.54	2,409.16	2,530.19	2,649.33	2,702.74	2,730.30	2,866.82
	Annual	54,375	56,839	59,684	62,638	65,785	68,882	70,271	70,987	74,537
16	Hourly	28.062	29.391	30.788	32.258	33.815	35.382	36.112	36.462	38.285
	Bi-Weekly	2,244.97	2,351.27	2,463.00	2,580.67	2,705.24	2,830.57	2,888.98	2,916.98	3,062.82
	Annual	58,369	61,133	64,038	67,097	70,336	73,594	75,113	75,841	79,633
17	Hourly	30.115	31.627	33.117	34.658	36.370	38.169	38.915	39.298	41.252
	Bi-Weekly	2,409.16	2,530.19	2,649.33	2,772.60	2,909.57	3,053.51	3,113.21	3,143.02	3,300.17
	Annual	62,638	65,785	68,882	72,087	75,648	79,391	80,943	81,718	85,804
18	Hourly	32.258	33.815	35.382	37.142	38.855	40.773	41.607	42.001	44.101
	Bi-Weekly	2,580.67	2,705.24	2,830.57	2,971.33	3,108.39	3,261.81	3,328.57	3,360.10	3,528.10
	Annual	67,097	70,336	73,594	77,254	80,818	84,806	86,542	87,362	91,730
19	Hourly	35.382	37.142	38.855	40.773	42.700	44.747	45.426	45.870	48.164
	Bi-Weekly	2,830.57	2,971.33	3,108.39	3,261.81	3,416.00	3,579.76	3,634.12	3,669.61	3,853.09
	Annual	73,594	77,254	80,818	84,806	88,816	93,073	94,487	95,409	100,180
20	Hourly	38.855	40.773	42.700	44.747	46.859	49.146	49.867	50.351	52.868
	Bi-Weekly	3,108.39	3,261.81	3,416.00	3,579.76	3,748.69	3,931.65	3,989.37	4,028.05	4,229.45
	Annual	80,818	84,806	88,816	93,073	97,465	102,223	103,723	104,729	109,965
21	Hourly	42.700	44.747	46.859	49.146	51.478	53.984	54.784	55.330	58.096
	Bi-Weekly	3,416.00	3,579.76	3,748.69	3,931.65	4,118.24	4,318.70	4,382.70	4,426.37	4,647.69
	Annual	88,816	93,073	97,465	102,223	107,074	112,286	113,950	115,085	120,840
22	Hourly	46.859	49.146	51.478	53.984	56.492	59.213	60.084	60.680	63.714
	Bi-Weekly	3,748.69	3,931.65	4,118.24	4,318.70	4,519.32	4,737.01	4,806.70	4,854.42	5,097.14
	Annual	97,465	102,223	107,074	112,286	117,502	123,162	124,974	126,214	132,525
23	Hourly	49.146	51.478	53.984	56.492	59.213	62.161	63.081	63.709	66.895
	Bi-Weekly	3,931.65	4,118.24	4,318.70	4,519.32	4,737.01	4,972.87	5,046.52	5,096.74	5,351.58
	Annual	102,223	107,074	112,286	117,502	123,162	129,294	131,209	132,515	139,140

Effective June 1, 2023

SCHEDULE I
BUREAU OF HUMAN RESOURCES
CORPORATE - SEIU LOCAL 73

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
9	Hourly	17.586	18.386	19.281	20.211	21.143	22.150	22.779	23.008	24.158
	Bi-Weekly	1,406.92	1,470.85	1,542.45	1,616.89	1,691.41	1,772.02	1,822.35	1,840.63	1,932.66
	Annual	36,579	38,241	40,103	42,039	43,976	46,072	47,381	47,856	50,249
10	Hourly	18.838	19.718	20.646	21.645	22.685	23.746	24.198	24.454	25.676
	Bi-Weekly	1,507.05	1,577.42	1,651.68	1,731.59	1,814.76	1,899.70	1,935.82	1,956.30	2,054.12
	Annual	39,183	41,012	42,943	45,021	47,183	49,392	50,331	50,863	53,406
11	Hourly	20.211	21.143	22.150	23.183	24.329	25.561	26.074	26.313	27.629
	Bi-Weekly	1,616.89	1,691.41	1,772.02	1,854.67	1,946.32	2,044.86	2,085.92	2,105.08	2,210.33
	Annual	42,039	43,976	46,072	48,221	50,604	53,166	54,233	54,732	57,468
12	Hourly	21.645	22.685	23.746	24.891	26.170	27.382	27.917	28.196	29.606
	Bi-Weekly	1,731.59	1,814.76	1,899.70	1,991.27	2,093.60	2,190.55	2,233.37	2,255.71	2,368.50
	Annual	45,021	47,183	49,392	51,772	54,433	56,954	58,067	58,648	61,580
13	Hourly	23.183	24.329	25.561	26.796	28.010	29.412	29.998	30.285	31.799
	Bi-Weekly	1,854.67	1,946.32	2,044.86	2,143.67	2,240.79	2,352.93	2,399.81	2,422.77	2,543.91
	Annual	48,221	50,604	53,166	55,735	58,260	61,176	62,395	62,992	66,141
14	Hourly	24.891	26.170	27.382	28.764	30.126	31.557	32.207	32.528	34.155
	Bi-Weekly	1,991.27	2,093.60	2,190.55	2,301.10	2,410.06	2,524.58	2,576.58	2,602.28	2,732.39
	Annual	51,772	54,433	56,954	59,828	62,661	65,639	66,991	67,659	71,042
15	Hourly	26.796	28.010	29.412	30.867	32.418	33.945	34.629	34.982	36.731
	Bi-Weekly	2,143.67	2,240.79	2,352.93	2,469.39	2,593.45	2,715.56	2,770.31	2,798.56	2,938.49
	Annual	55,735	58,260	61,176	64,204	67,429	70,604	72,027	72,762	76,400
16	Hourly	28.764	30.126	31.557	33.065	34.661	36.267	37.015	37.374	39.242
	Bi-Weekly	2,301.10	2,410.06	2,524.58	2,645.19	2,772.87	2,901.34	2,961.20	2,989.90	3,139.40
	Annual	59,828	62,661	65,639	68,774	72,094	75,434	76,991	77,737	81,624
17	Hourly	30.867	32.418	33.945	35.524	37.279	39.123	39.886	40.270	42.283
	Bi-Weekly	2,469.39	2,593.45	2,715.56	2,841.92	2,982.31	3,129.85	3,191.04	3,221.59	3,382.67
	Annual	64,204	67,429	70,604	73,889	77,539	81,376	82,967	83,761	87,949
18	Hourly	33.065	34.661	36.267	38.070	39.826	41.792	42.647	43.051	45.204
	Bi-Weekly	2,645.19	2,772.87	2,901.34	3,045.62	3,186.10	3,343.35	3,411.78	3,444.10	3,616.30
	Annual	68,774	72,094	75,434	79,186	82,838	86,927	88,706	89,546	94,023
19	Hourly	36.267	38.070	39.826	41.792	43.768	45.866	46.562	47.017	49.368
	Bi-Weekly	2,901.34	3,045.62	3,186.10	3,343.35	3,501.40	3,669.25	3,724.97	3,761.35	3,949.42
	Annual	75,434	79,186	82,838	86,927	91,036	95,400	96,849	97,795	102,684
20	Hourly	39.826	41.792	43.768	45.866	48.030	50.374	51.114	51.609	54.190
	Bi-Weekly	3,186.10	3,343.35	3,501.40	3,669.25	3,842.40	4,029.95	4,089.11	4,128.75	4,335.19
	Annual	82,838	86,927	91,036	95,400	99,902	104,778	106,316	107,347	112,714
21	Hourly	43.768	45.866	48.030	50.374	52.765	55.333	56.153	56.713	59.549
	Bi-Weekly	3,501.40	3,669.25	3,842.40	4,029.95	4,221.20	4,426.66	4,492.27	4,537.03	4,763.89
	Annual	91,036	95,400	99,902	104,778	109,751	115,093	116,798	117,962	123,861
22	Hourly	48.030	50.374	52.765	55.333	57.904	60.693	61.586	62.197	65.307
	Bi-Weekly	3,842.40	4,029.95	4,221.20	4,426.66	4,632.31	4,855.43	4,926.86	4,975.78	5,224.57
	Annual	99,902	104,778	109,751	115,093	120,439	126,241	128,098	129,370	135,838
23	Hourly	50.374	52.765	55.333	57.904	60.693	63.715	64.659	65.302	68.567
	Bi-Weekly	4,029.95	4,221.20	4,426.66	4,632.31	4,855.43	5,097.19	5,172.68	5,224.16	5,485.37
	Annual	104,778	109,751	115,093	120,439	126,241	132,526	134,489	135,828	142,619

Effective June 1, 2024

SCHEDULE I
BUREAU OF HUMAN RESOURCES
CORPORATE - SEIU LOCAL 73

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
		6th Step	7th Step	8th Step	9th Step					
9	Hourly	17.938	18.753	19.666	20.615	21.565	22.593	23.236	23.468	24.641
	Bi-Weekly	1,435.06	1,500.26	1,573.30	1,649.23	1,725.24	1,807.47	1,858.80	1,877.44	1,971.32
	Annual	37,311	39,006	40,905	42,879	44,856	46,994	48,328	48,813	51,254
10	Hourly	19.215	20.112	21.059	22.078	23.138	24.221	24.682	24.943	26.190
	Bi-Weekly	1,537.19	1,608.97	1,684.71	1,766.22	1,851.08	1,937.70	1,974.53	1,995.43	2,095.20
	Annual	39,966	41,833	43,802	45,921	48,127	50,380	51,337	51,881	54,475
11	Hourly	20.615	21.565	22.593	23.647	24.816	26.072	26.595	26.840	28.182
	Bi-Weekly	1,649.23	1,725.24	1,807.47	1,891.76	1,985.25	2,085.76	2,127.64	2,147.18	2,254.54
	Annual	42,879	44,856	46,994	49,185	51,616	54,229	55,318	55,826	58,618
12	Hourly	22.078	23.138	24.221	25.389	26.693	27.930	28.476	28.760	30.198
	Bi-Weekly	1,766.22	1,851.06	1,937.70	2,031.09	2,135.47	2,234.36	2,278.04	2,300.83	2,415.87
	Annual	45,921	48,127	50,380	52,808	55,522	58,093	59,229	59,821	62,812
13	Hourly	23.647	24.816	26.072	27.332	28.570	30.000	30.598	30.890	32.436
	Bi-Weekly	1,891.76	1,985.25	2,085.76	2,186.54	2,285.61	2,399.99	2,447.81	2,471.23	2,594.79
	Annual	49,185	51,616	54,229	56,850	59,425	62,399	63,643	64,251	67,464
14	Hourly	25.389	26.693	27.930	29.339	30.728	32.188	32.851	33.179	34.838
	Bi-Weekly	2,031.09	2,135.47	2,234.36	2,347.12	2,458.26	2,575.07	2,628.12	2,654.32	2,787.04
	Annual	52,808	55,522	58,093	61,025	63,914	66,951	68,331	69,012	72,463
15	Hourly	27.332	28.570	30.000	31.485	33.066	34.623	35.321	35.682	37.466
	Bi-Weekly	2,186.54	2,285.61	2,399.99	2,518.78	2,645.32	2,769.87	2,825.71	2,854.53	2,997.26
	Annual	56,850	59,425	62,399	65,488	68,778	72,016	73,468	74,217	77,928
16	Hourly	29.339	30.728	32.188	33.726	35.354	36.992	37.755	38.121	40.027
	Bi-Weekly	2,347.12	2,458.26	2,575.07	2,698.09	2,828.32	2,959.37	3,020.43	3,049.70	3,202.18
	Annual	61,025	63,914	66,951	70,150	73,536	76,943	78,531	79,292	83,256
17	Hourly	31.485	33.066	34.623	36.234	38.024	39.906	40.686	41.075	43.129
	Bi-Weekly	2,518.78	2,645.32	2,769.87	2,898.75	3,041.95	3,192.45	3,254.86	3,286.02	3,450.32
	Annual	65,488	68,778	72,016	75,367	79,090	83,003	84,626	85,436	89,708
18	Hourly	33.726	35.354	36.992	38.832	40.623	42.628	43.500	43.912	46.108
	Bi-Weekly	2,698.09	2,828.32	2,959.37	3,106.53	3,249.82	3,410.22	3,480.02	3,512.98	3,688.63
	Annual	70,150	73,536	76,943	80,769	84,495	88,665	90,480	91,337	95,904
19	Hourly	36.992	38.832	40.623	42.628	44.643	46.783	47.493	47.957	50.355
	Bi-Weekly	2,959.37	3,106.53	3,249.82	3,410.22	3,571.43	3,742.64	3,799.47	3,836.57	4,028.40
	Annual	76,943	80,769	84,495	88,665	92,857	97,308	98,786	99,750	104,738
20	Hourly	40.623	42.628	44.643	46.783	48.991	51.382	52.136	52.642	55.274
	Bi-Weekly	3,249.82	3,410.22	3,571.43	3,742.64	3,919.25	4,110.55	4,170.89	4,211.33	4,421.89
	Annual	84,495	88,665	92,857	97,308	101,900	106,874	108,443	109,494	114,969
21	Hourly	44.643	46.783	48.991	51.382	53.820	56.440	57.276	57.847	60.740
	Bi-Weekly	3,571.43	3,742.64	3,919.25	4,110.55	4,305.62	4,515.20	4,582.11	4,627.77	4,859.16
	Annual	92,857	97,308	101,900	106,874	111,946	117,395	119,134	120,322	126,338
22	Hourly	48.991	51.382	53.820	56.440	59.062	61.907	62.818	63.441	66.613
	Bi-Weekly	3,919.25	4,110.55	4,305.62	4,515.20	4,724.95	4,952.54	5,025.40	5,075.30	5,329.06
	Annual	101,900	106,874	111,946	117,395	122,848	128,766	130,660	131,957	138,555
23	Hourly	51.382	53.820	56.440	59.062	61.907	64.989	65.952	66.608	69.938
	Bi-Weekly	4,110.55	4,305.62	4,515.20	4,724.95	4,952.54	5,199.13	5,276.13	5,328.64	5,595.07
	Annual	106,874	111,946	117,395	122,848	128,766	135,177	137,179	138,544	145,471

Effective June 1, 2025

SCHEDULE I
BUREAU OF HUMAN RESOURCES
CORPORATE - SEIU LOCAL 73

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
		6th Step	7th Step	8th Step	9th Step					
9	Hourly	18.835	19.691	20.650	21.646	22.644	23.723	24.397	24.641	25.874
	Bi-Weekly	1,506.81	1,575.28	1,651.97	1,731.69	1,811.50	1,897.84	1,951.74	1,971.32	2,069.88
	Annual	39,177	40,957	42,951	45,023	47,099	49,343	50,745	51,254	53,816
10	Hourly	20.176	21.118	22.112	23.182	24.295	25.432	25.916	26.190	27.499
	Bi-Weekly	1,614.05	1,689.42	1,768.95	1,854.53	1,943.61	2,034.58	2,073.26	2,095.20	2,199.96
	Annual	41,965	43,924	45,992	48,217	50,533	52,899	53,904	54,475	57,198
11	Hourly	21.646	22.644	23.723	24.829	26.056	27.376	27.925	28.182	29.591
	Bi-Weekly	1,731.69	1,811.50	1,897.84	1,986.35	2,084.51	2,190.05	2,234.02	2,254.54	2,367.27
	Annual	45,023	47,099	49,343	51,645	54,197	56,941	58,084	58,618	61,548
12	Hourly	23.182	24.295	25.432	26.658	28.028	29.326	29.899	30.198	31.708
	Bi-Weekly	1,854.53	1,943.61	2,034.58	2,132.65	2,242.25	2,346.08	2,391.94	2,415.87	2,536.66
	Annual	48,217	50,533	52,899	55,448	58,298	60,998	62,190	62,812	65,953
13	Hourly	24.829	26.056	27.376	28.698	29.999	31.500	32.128	32.435	34.057
	Bi-Weekly	1,986.35	2,084.51	2,190.05	2,295.87	2,399.89	2,519.99	2,570.20	2,594.79	2,724.53
	Annual	51,645	54,197	56,941	59,692	62,397	65,519	66,825	67,464	70,837
14	Hourly	26.658	28.028	29.326	30.806	32.265	33.798	34.494	34.838	36.580
	Bi-Weekly	2,132.65	2,242.25	2,346.08	2,464.48	2,581.17	2,703.82	2,759.52	2,787.04	2,926.39
	Annual	55,448	58,298	60,998	64,076	67,110	70,299	71,747	72,463	76,086
15	Hourly	28.698	29.999	31.500	33.059	34.720	36.355	37.087	37.466	39.339
	Bi-Weekly	2,295.87	2,399.89	2,519.99	2,644.72	2,777.58	2,908.37	2,967.00	2,997.26	3,147.12
	Annual	59,692	62,397	65,519	68,762	72,217	75,617	77,141	77,928	81,825
16	Hourly	30.806	32.265	33.798	35.412	37.122	38.842	39.643	40.027	42.029
	Bi-Weekly	2,464.48	2,581.17	2,703.82	2,833.00	2,969.74	3,107.33	3,171.45	3,202.18	3,362.29
	Annual	64,076	67,110	70,299	73,657	77,213	80,790	82,457	83,256	87,419
17	Hourly	33.059	34.720	36.355	38.046	39.926	41.901	42.720	43.129	45.285
	Bi-Weekly	2,644.72	2,777.58	2,908.37	3,043.69	3,194.05	3,352.07	3,417.60	3,450.32	3,622.84
	Annual	68,762	72,217	75,617	79,135	83,045	87,153	88,857	89,708	94,193
18	Hourly	35.412	37.122	38.842	40.773	42.654	44.759	45.675	46.108	48.413
	Bi-Weekly	2,833.00	2,969.74	3,107.33	3,261.85	3,412.31	3,580.73	3,654.02	3,688.63	3,873.06
	Annual	73,657	77,213	80,790	84,808	88,720	93,098	95,004	95,904	100,699
19	Hourly	38.842	40.773	42.654	44.759	46.875	49.122	49.868	50.355	52.873
	Bi-Weekly	3,107.33	3,261.85	3,412.31	3,580.73	3,750.00	3,929.77	3,989.44	4,028.40	4,229.82
	Annual	80,790	84,808	88,720	93,098	97,500	102,174	103,725	104,738	109,975
20	Hourly	42.654	44.759	46.875	49.122	51.440	53.951	54.743	55.274	58.037
	Bi-Weekly	3,412.31	3,580.73	3,750.00	3,929.77	4,115.21	4,316.07	4,379.43	4,421.89	4,642.99
	Annual	88,720	93,098	97,500	102,174	106,995	112,217	113,865	114,969	120,717
21	Hourly	46.875	49.122	51.440	53.951	56.511	59.262	60.140	60.740	63.777
	Bi-Weekly	3,750.00	3,929.77	4,115.21	4,316.07	4,520.90	4,740.96	4,811.22	4,859.16	5,102.12
	Annual	97,500	102,174	106,995	112,217	117,543	123,264	125,091	126,338	132,655
22	Hourly	51.440	53.951	56.511	59.262	62.015	65.002	66.858	66.613	69.944
	Bi-Weekly	4,115.21	4,316.07	4,520.90	4,740.96	4,961.20	5,200.17	5,276.67	5,329.06	5,595.51
	Annual	106,995	112,217	117,543	123,264	128,991	135,204	137,193	138,555	145,483
23	Hourly	53.951	56.511	59.262	62.015	65.002	68.239	69.249	69.936	73.435
	Bi-Weekly	4,316.07	4,520.90	4,740.96	4,961.20	5,200.17	5,459.09	5,539.94	5,595.07	5,874.83
	Annual	112,217	117,543	123,264	128,991	135,204	141,936	144,038	145,471	152,745

COLLECTIVE BARGAINING AGREEMENT

Between

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)

(LOCAL 73)

(Representing Office of the Public Administrator)

And

COUNTY OF COOK/STATE OF ILLINOIS

(as Joint Employers)

APPROVED
BY THE BOARD OF COOK COUNTY COMMISSIONERS

JUL 28 2022

COM

December 1, 2020 through November 30, 2024

Effective upon Approval by the Cook County Board of Commissioner

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COLLECTIVE BARGAINING AGREEMENT

PREAMBLE

This Collective Bargaining Agreement is entered into between the COUNTY of COOK/OFFICE OF THE PUBLIC ADMINISTRATOR (hereinafter referred to as the Office of the Public Administrator" or "County") and the Service Employees International Union 73 (hereinafter referred to as the "Union").

ARTICLE I
Recognition

Section 1.1 Representative Unit:

The County/Office of the Public Administrator recognizes the Union as the sole and exclusive representative for all employees of the County/Office of the Public Administrator in the job classifications set forth in Appendix A of this Agreement as certified by the Illinois Labor Relations Board ILLRB Case #S-RC-06-183 and L-RC-06-019.

The Appendix A lists the Cook County job titles certified to be represented by the Service Employees International Union Local 73 (SEIU Local 73), in a specific bargaining unit; and the rates of pay for each such job title. The job titles listed in Appendix A is for descriptive purposes. Its use is neither an indication nor a guarantee that any classification or title set forth therein will continue to be utilized by the County.

Section 1.2 Union Membership:

The County/Office of the Public Administrator 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 County/Office of the Public Administrator will grant the Union an opportunity during the orientation of new employees to present the benefits of Union membership, at which time the Union may give such employees a copy of this Agreement. For this purpose, the County/Office of the Public Administrator shall notify the designated Union business representative of the starting dates of new employees within thirty (30) calendar days of their start.

Section 1.3 Dues Check-off:

With respect to any employee from whom the County/Office of the Public Administrator receives individual written authorization, signed by the employee, in a form agreed upon by the Union and the County/Office of the Public Administrator, the County/Office of the Public Administrator shall deduct from the wages of the employee the dues and initiation fee required as a condition of membership in the Union, or a representation fee, and shall forward such amount to the Union within thirty (30) calendar days after close of the pay period for which the deductions are made.

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

The parties acknowledge and agree that the phase "written authorization" as provided in this Agreement include authorizations created and maintained by use of electronic records and electronic signatures consistent with State and federal law.

Section 1.4 "Fair Share":

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

B. Such fair share payment by non-members shall be deducted by the County/Office of the Public Administrator from the earnings of the non-member employees and remitted to the Union, provided, however, that the Union shall certify to the County/Office of the Public Administrator the amount constituting said fair share, not exceeding the dues uniformly required of members of the Union, and shall certify that said amount constitutes the non-members' proportionate share of the Union's costs of the collective bargaining process, contract administration and pursuing matters affecting employee wages, hours and other conditions of employment.

C. Upon receipt of such certification, the County/Office of the Public Administrator shall cooperate with the Union to ascertain the names of and addresses of all employee non-members of the Union from whose earnings the fair share payments shall be deducted and their work locations.

D. Upon the Union's receipt of notice of an objection by a non-member to the fair share amount, the Union shall deposit in an escrow account, separate from all other Union funds, fifty percent (50%) of all fees being collected from non-union employees. The Union shall furnish objectors and the County/Office of the Public Administrator with verification of the terms of the escrow arrangement and, upon request, the status of the fund as reported by the bank.

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

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

Section 1.5 Religion Exemption:

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

Section 1.6 Indemnification:

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

ARTICLE II
Employer Authority

Section 2.1 County/Office of the Public Administrator Rights:

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

Section 2.2 Union and County/Office of the Public Administrator Meetings Respecting Health Care:

For the purpose of conferring on matters of mutual interest which are not appropriate for consideration under the grievance procedure, the Union and County/Office of the Public Administrator agree to meet at least once per quarter through designated representatives at the request of either party and at mutually agreed upon times and locations. The Union and County/Office of the Public Administrator shall each designate not more than three (3) representatives per department to a labor-management committee for this purpose.

For the purpose of maintaining communications between labor and management in order to cooperatively discuss issues respecting health care coverage for all County employees, each Local Union, the County and members of bargaining units not covered by this Agreement shall meet quarterly through designated representatives. Each Local Union shall designate not more than one (1) representative to the Health Care/Management Committee. The County, through its Office of Risk

Management shall prepare and submit an agenda to the other parties at least one (1) week prior to the scheduled meeting, which agenda shall address, among other things, issues raised by each Local Union to the Office of Risk Management.

The date and location for such meetings shall be established by the Office of Risk Management, taking into account the scheduling concerns of all County bargaining units.

Section 2.3 Integrity of Bargaining Unit:

Non-Bargaining unit employees shall not be permitted to perform bargaining unit work except in emergency situations, in training situations where a supervisor, or management personnel is teaching or instructing an employee, or where bargaining unit members are unavailable through no fault of the Employer. This provision does not limit the employer's right to hire seasonal employees to assign work to them. Seasonal employees shall be defined as employees who work forty (40) hours or less per week for a maximum of six (6) months per year. Such exceptions shall not be used to avoid hiring bargaining unit employees.

Section 2.4 Labor Management Meeting on Career Development:

Labor Management meetings will be held quarterly by each department to discuss employee training and education. Department Labor Management Committees shall also make recommendations to the County concerning courses and in-service training to enhance career opportunities for employees in their departments' respective bargaining units. The County will appoint a specific management representative to this department Committee within thirty (30) calendar days of the effective date of the Agreement.

Section 2.5 Severability of Right to Re-Open:

In the event any of the provisions of this Agreement are or shall become invalid, illegal, or unenforceable by reason of any Federal or State Law, Local Ordinance, Decision of any Court, or Ruling of any Federal or State Board, Agency, or other governmental entity such invalidity, illegality, or unenforceability shall not affect the remainder of the provisions of this Agreement. If any such event occurs, at the request of either party, the Union and the Employer shall meet and negotiate in good faith for the purpose of bargaining over the effects of the invalidity, illegality, or unenforceability of the provision or provisions.

ARTICLE III
Hours of Work and Overtime

Section 3.1 Section 3.1 Purpose of Article:

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

Section 3.2 Regular Work Periods:

The regular work day for full-time employees is 8:30 a.m. until 4:30 p.m. unless pre-approved by management. If any work periods need to be changed the employer shall first meet with the Union to negotiate such changes. The length of paid lunch periods and breaks granted by each department shall remain in effect.

The regular work day for full-time employees in the Office of the Public Administrator shall consist of eight (8) consecutive hours of work, including a one (1) hour paid lunch period and two (2) fifteen (15) minute breaks. If any work periods need to be changed the employer shall first meet with the Union to negotiate such changes.

Section 3.3 Compensatory Time and/or Overtime Compensation:

A. Employees may be assigned to overtime work provided that such overtime shall be limited to either emergency conditions which cannot be deferred and which cannot be performed with the personnel available during normal work hours, or because of an abnormal peak load in the activities of the institution or department.

B. Employees who are required to work overtime will be compensated in accordance with the Fair Labor Standards Act at time and one-half of compensatory time. An employee's time spent on FMLA (paid benefit time) shall not count towards overtime.

C. When overtime work is required, and the corresponding compensatory time would work an undue hardship on efficient department operations, the Chief Administrative Officer, the Chief of the Bureau of Health Services or the Chief Financial Officer of Cook County, each for their respective departments, may authorize the payment of cash overtime if sufficient budgeted funds are available. The department head must give prior written

notification to the Chief Administrative Officer, the Chief of the Bureau of Health Services or the Chief Financial Officer of Cook County, as appropriate of the reasons requiring paid overtime, the positions affected, and the probable period of time the overtime work will be required. All such overtime will be compensated at time and one-half.

D. Each department shall record hours worked for each employee eligible for overtime payments. Department Heads are responsible for the correct computation of straight time and overtime hours due an employee.

E. Compensatory time shall be reclaimed in a minimum of one-hour increments.

Section 3.4 Flextime:

Flextime schedules may be granted if practicable to do so for legitimate and compelling personal reasons. Request for flextime schedules shall be submitted by the employee at least two (2) weeks in advance or when the situation is first known to the employee but in no event less than one (1) week before the flextime schedule becomes effective. Such request for flextime shall not be denied on a discriminatory or arbitrary manner.

Section 3.5 Overtime Work:

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

Section 3.6 Emergency Related Overtime:

If an employee covered by SEIU Local 73 agreement is called back to work after the completion of the regularly scheduled shift, the employee shall receive minimum of (3) hours compensation at one and one-half times the employee's hourly pay.

ARTICLE IV
Seniority

Section 4.1 Probationary Period:

After the date of this Agreement, the probationary period for a new employee, or an employee hired after a break in continuous service, shall be six (6) months. The probationary period shall be extended for a period equal to the time required for any formal training program required of any probationary employees, and the Union shall be consulted about the instituting of any such training program which extends the probationary period. A probationary employee shall have no seniority and may be terminated at any time during the probationary period and shall have no recall rights or recourse to the grievance procedure with respect to any such discipline or discharge. Upon completion of the probationary period, the employee's seniority shall be computed as of the date of his/her most recent hire.

Section 4.2 Definition of Seniority:

For purposes of this Article, seniority is defined as an employee's length of most recent continuous employment with Cook County/Office of the Public Administrator since his/her last hiring date as a full-time employee and as a regular part-time employee entitled to benefits pursuant to Article V. Seniority for such regular part-time employees shall be prorated.

Section 4.3 Promotion, Transfer:

In cases of promotion and transfer, employees shall have first preference in order of their department seniority, provided that the employee has the ability and qualifications to perform the required work.

Section 4.4 Reduction in Work Force, Layoff and Recall:

Should the County determine that it is necessary to decrease the number of employees within a job classification within a department, the employees in the job classification shall be laid off it in inverse order of seniority within the department provided, however, the retained employees have the ability and minimum qualifications to perform the required work. Where possible, surplus employees and the Union shall be given notice thereof at least thirty (30) days prior to the effective date.

With the exception of layoffs for five (5) days or less, and except in a bona fide emergency, each collective bargaining agreement shall provide for written notice to the Union of the layoff thirty (30) days prior to the effective date of the layoff.

To avoid layoff, each affected employee or Union representative must notify the County within five (5) working days of receipt of written notification of the layoff that the employee intends to exercise his or her seniority by bumping in accordance with the following steps in sequential order:

1. Employees identified for layoff will be listed in order of seniority. Employees then will be allowed to exercise their rights under this section in the order of seniority with the most senior employee acting first.

2. Employees subject to layoff shall be offered a vacant position as deemed available by the Office of Budget and Management Services in his/her current job classification in the SEIU bargaining unit under the Offices of the President provided they have the present ability and minimum qualifications to perform the required work.

3. If no vacancy exists, the affected employee will be allowed to bump a less senior employee within his/her current job classification throughout the Offices under the President.

4. In the event there is no employee with less seniority within the same job classification as the employee being laid off, that employee may bump the employee with the least seniority in the next lower pay grade down within the department first provided the employee being laid off has more seniority than the employee being bumped and is minimally qualified to perform the job functions immediately with reasonable orientation. Employees who accept jobs in lower job classifications to avoid layoff shall be paid in accordance with Article V Section 5.3(c) of this collective bargaining agreement.

5. If there are no bumping opportunities in the next lower pay grade down for the employee identified for lay off, the employee then will continue to the following lower pay grade sequentially in the Offices under the President until a placement opportunity arises. If there is an available position in the next lower pay grade down from the employee who is exercising bumping rights, he/she must either accept the position or be laid off. No employee may forego a bumping opportunity to take a position in a lower pay grade. The bumping process for any employee will end when the first position is available for which the employee is qualified. The employee must accept that position or accept layoff.

All employees affected by the layoff must be present at the meetings. SEIU Local 73 is authorized to and will make a selection on behalf of any absent employee or any employee who otherwise is unable to attend the meeting.

An employee who is laid off as a result of this procedure shall be subject to recall in order of seniority before a new employee is hired in the job classification previously held by him or her at the time of the reduction in force. Employees shall have their salary restored to the applicable grade and step.

For the purposes of layoff, ties in seniority shall be broken by suing the lower of the employees' Cook County Identification numbers.

Section 4.5 Promotion and Shift Assignment:

Employees in the same job classification and in the same department, but on a different shift, where applicable, will first be given preferential consideration for a change in shifts in accordance with Section 3.

Section 4.6 Return to Former Job:

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

For those collective bargaining agreements containing a provision providing for the ability of the employee who has been promoted, transferred or recalled to another job within the represented unit to be returned to the former job or status, under no circumstances shall the period in which there is an ability to return to the former job be longer than thirty (30) calendar days.

Section 4.7 Return to Represented Unit:

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

Section 4.8 Termination of Seniority:

Absence from work because of layoff or any other reason for (12) months in the case of an employee with less than one (1) year of service twenty-four (24) months in the case of an employee with one (1) or more years of service, or thirty-six (36) months in case of an employee with seven years or more of service when the absence began, 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;

An employee's seniority and employment relationship with the County/Office of the Public Administrator shall terminate upon the occurrence of any of the following:

(a) Resignation or retirement;

(b) Discharge for just cause;

(c) absence for three (3) consecutive work days without notification to the Department Head or a designee during such period of the reason for the absence, unless the employee has an explanation acceptable to the County/Office of the Public Administrator for not furnishing such notification;

(d) Failure to report to work at the termination of a leave of absence or vacation, unless the employee has an explanation acceptable to the County/Office of the Public Administrator for such failure to report to work;

(e) Absence from work because of layoff or any other reason for six (6) months in the case of an employee with less than one (1) year of service when the absence began, or twelve (12) months in the case of all other employees, except that this provision shall not apply in the case of an employee on an approved leave of absence, or absent from work because of illness or injury covered by duty disability or ordinary disability benefits;

(f) Failure to report for work upon recall from layoff within ten (10) work days after notice to report for work is sent by registered or certified mail or by telegram, to the employee's last address on file with the Personnel Department of the County/Office of the Public Administrator;

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

Section 4.9 Transfer of Stewards:

Employees acting as Union stewards under Article XI, Section 6, of this Agreement shall not be transferred from their job classifications or departments because of their activities on behalf of the Union. Any transfers of Union stewards from their job classifications or departments, other than in an emergency, will be discussed with the Union at least five (5) days in advance of any such transfers.

Section 4.10 Seniority List:

By the 10th calendar day of each month, the Union shall receive a list of all current Employees, which shall include each Employees name, address, telephone number, personal and work email addresses (if available), program/department name and code, base hourly pay rate, language preference, Employee Identification number hours worked, gross pay, and union dues. The list will be provided in an agreed upon format and transmitted electronically.

The County/Office of the Public Administrator will furnish a revised list to the designated Union business representative upon request. After furnishing any such list, an employee must notify the County/Office of the Public Administrator of any error within ten (10) calendar days thereafter, or the information so furnished will be considered correct and binding on the employee and the Union

until a subsequent list is furnished by the County/Office of the Public Administrator as provided herein.

Section 4.11 Posting:

When job openings or vacancies, including transfers, occur within the bargaining unit in a particular department, or when new classifications are created and ready to be filled, the County/Office of the Public Administrator will post a notice on all bulletin boards in the affected department where notices to employees are normally posted. These job postings will be for a period of no less than five (5) working days.

Employees in the affected department desiring to bid on such vacancies may do so, and the job will be awarded in accordance with the provisions of section 3 above. Employees shall not lose compensation for work time expended to interview within their respective departments.

ARTICLE V
Rates of Pay

Section 5.1 Job Classification/Rates of Pay:

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

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

Effective thirty (30) days after ratification by the County Board of Commissioners, a $1,200 one-time lump sum bonus paid to all employees in active status.

- Effective upon the ratification of the collective bargaining agreement by the Cook County Board of Commissioners, all bargaining unit members shall receive a one-time $2,000 payment; and

- Effective upon the ratification of the collective bargaining agreement by the Cook County Board of Commissioners, all bargaining unit members under the American Rescue Plan (ARP), shall receive a one-time $1,000 pandemic payment; and

- Effective June 1, 2021, the entry rate for all job classifications shall be restored by 10% Any current employee on that step the current entry rate shall be placed on the next step which shall be the new entry step on each scale.; and

- Effective the first full pay period on or after June 1, 2021 the pay rates for all job classifications shall be increased by 1.50%; and

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

- Effective December 1, 2022, all bargaining unit members in active status shall receive a one-time $1,000 payment; and

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

- Effective the first full pay period on or after June 1, 2024 the pay rates for all classifications shall be increased by 2.00%; and

Section 5.2 New, Changed or Misclassification:

A. During the term of this Agreement, the County/Office of the Public Administrator may establish new and changed job classifications, and change the duties of existing job classifications, provided that a major alteration of the classification structure shall not be made. In the event a new classification is placed in the bargaining unit for any reason, the County and the Union agree to meet and bargain the terms and conditions of employment for that new classification, including rates of pay, work rules, etc., within thirty (30) days of their inclusion in the bargaining unit. The County/Office of the Public Administrator may put the new and changed job classifications or duties into effect after timely notice to the Union, and discuss and set terms and conditions of employment, including the rates of pay with the Union, using the duties, responsibilities, qualifications and grade levels of the classifications in Appendix A as a guide for determining the new rate. If the parties are unable to agree on the rate of pay, the County/Office of the Public Administrator may put a rate into effect, and the Union, thereafter, may submit any dispute to the grievance procedure.

B. An employee who believes that he/she is working out of classification may request that his/her position be reclassified. If the Department Head agrees that the request is reasonable and/or justified, the Department Head will recommend to the County/Office of the Public Administrator that this reclassification be included in the forthcoming departmental budget. The County/Office of the Public Administrator will discuss any reclassification with the Union prior to implementation.

C. No later than thirty (30) days after the Board of Commissioners approves the County/Office of the Public Administrator budget, each respective department head shall inform each applicant for reclassification whether his/her reclassification has been approved or denied. The Union shall be given a copy of the County/Office of the Public Administrator Budget recommendations within a reasonable time of its submission to the County/Office of the Public Administrator Board.

Section 5.3 Classification and Grade Changes:

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

A. **Promotions**:

An employee who is promoted to a job in a higher salary grade shall be entitled to placement in the step of the new salary grade which will provide a salary increase at least two (2) steps above the salary received at the time the promotion is made, provided that:

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

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

In all cases of promotion, the effective date will set a new anniversary date for the purposes of the salary schedule only.

B. **Reclassification**:

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

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

C. **Demotions**:

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

1. An employee performing the duties of a job continuously and demoted to a job in a lower salary grade, shall have the salary adjusted in the new job to the same step of the new salary grade as was received in the salary grade of the job from which demoted.

2. An employee promoted to a job in a higher salary grade and subsequently demoted to a job in a lower salary grade, shall have the salary adjusted to the step of the

salary grade to which the employee would be entitled had the employee remained in the salary grade from which the employee was promoted.

D. **Transfers:**

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

Section 5.4 Newly Certified Positions:

Upon notification from the Union to the Employer and its human resources director, the Employer agrees to meet with the Union within 60 days thereafter to discuss the placement of newly certified bargaining unit positions on a wage scale.

Section 5.5 Part-Time Employees:

Part-time employees are SEIU Local 73 titles certified to work twenty hours or more a week; and shall receive the hourly rate provided for the respective grade and length of service as set forth in Appendix A of this Agreement. Disability and pension benefits for all part-time employees will be determined by the provisions of the County Employees Pension Plan.

ARTICLE VI
Holidays

Section 6.1 Designation of Holidays:

A. The following days are hereby declared holidays, except in emergency and for necessary operations, for all employees in the bargaining unit:

New Year's Day	January 1st
Martin Luther King's Birthday	Third Monday in January
Lincoln's Birthday	February 12th
Presidents' Day	Third Monday in February
Casimir Pulaski Day	First Monday in March
Memorial Day	Last Monday in May
Independence Day	July 4th
Juneteenth	June 19th
Labor Day	First Monday in September
Columbus Day	Second Monday in October
Veteran's Day	November 11th
Thanksgiving Day	The day approved by the Governor of the State of Illinois or by the President of the United States
Christmas Day	December 25th

It is the intent of the Board of Commissioners of Cook County/Office of the Public Administrator that all salaried Cook County/Office of the Public Administrator employees be granted thirteen (13) holidays, or equivalent paid days off per year. Should a certain holiday fall on Saturday, the preceding Friday shall be set as the holiday; should a certain holiday fall on a Sunday, the following Monday shall be set as the holiday.

However, a weekend holiday shall remain the recognized holiday for those employees regularly scheduled to work on weekends.

B. In addition to the above, any other day or part of a day shall be considered a holiday when so designated by the Board of Commissioners of Cook County/Office of the Public Administrator.

C. In addition to the foregoing paid holidays, Employees shall be credited with one (1) floating holiday on December 1st of each year. The Employee may request to use his/her floating holiday at any time during the fiscal year. Requests shall not be unreasonably withheld or denied. Management shall apply the same standard for prior notification as currently applies for personal days.

Section 6.2 Eligibility:

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

(a) The employee must have worked the regularly scheduled number of hours on the last scheduled day before and the first scheduled day after the holiday, unless the employee has an explanation acceptable to the County/Office of the Public Administrator for such for failure to report to work.

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

(c) It is understood that time off which is approved and scheduled in advance will not disqualify an employee from holiday pay.

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

Section 6.3 Holidays in Vacation:

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

ARTICLE VII
Vacations

Section 7.1 Vacation Leave:

A. All bargaining unit employees who have completed one year of service with Cook County/Office of the Public Administrator, including service mentioned in paragraph E, shall be granted vacation leave with pay for periods as follows:

All bargaining unit employees.

Anniversary of Employment	Days of Vacation	Maximum Accumulation
1st thru 6th	10 working days	20 working days
7th thru 14th	15 working days	30 working days
15th thru -	20 working days	40 working days

B. Accruals will be carried out in accordance with the bi-weekly payroll system. Employees must be in a pay status for a minimum of 5 days in a pay period to accrue time in that period.

C. All individuals employed on a part-time work schedule of twenty (20) hours per week or more shall be granted vacation leave with pay proportionate to the time worked per month.

D. Employees may use only such vacation leave as has been earned and accrued provided, however, that five (5) working days of the initial vacation allowance may be allowed after the first six (6) months of service. The heads of the County/Office of the Public Administrator offices, department, or institutions may establish the time when the vacation shall be taken.

E. Any employee of the County/Office of the Public Administrator of Cook who has rendered continuous service to the City of Chicago, the Chicago Park District, the Forest Preserve District, the Metropolitan Water Reclamation District of Greater Chicago and/or the Chicago Board of Education shall have the right to have the period as such service credited and counted for the purpose of computing the number of years of service as employees of the County/Office of the Public Administrator for vacation credit only. All discharges and resignations not followed by reinstatement within one (1) year shall interrupt continuous service and shall result in the loss of all prior service credit. Credit for such prior service shall be established by filing, in the Office of the Comptroller of Cook County/Office of the Public Administrator, a certificate of such prior service from such former place or places of employment.

F. In the event an employee has not taken vacation leave as provided by reason of separation from service, the employee, or in the event of death, the employee's spouse or estate, shall be entitled to receive the employee's prevailing salary for such unused vacation periods.

G. In computing years of service for vacation leave, employees shall be credited with regular working time plus the time of duty disability.

H. Any Cook County/Office of the Public Administrator employee who is a re-employed veteran shall be entitled to be credited with working time for each of the years absent due to military service. The veteran's years of service for purposes of accrual of vacation time in the year of return to employment with Cook County/Office of the Public Administrator, shall be the same as if employment had continued without interruption by military service.

An eligible employee who requires leave from employment for purposes of military service shall be entitled to compensation benefits, restoration rights, and any other guarantees provided by applicable federal or statute or Cook County ordinance or resolution.

I. Holidays recognized by the Board of Commissioners of Cook County/Office of the Public Administrator are not to be counted as part of a vacation.

J. Employees on the 130 Extra and Overtime Account will not receive any fringe benefits.

ARTICLE VIII
Welfare Benefits

Section 8.1 Hospitalization Insurance; Employee Contributions:

The County/Office of the Public Administrator agrees to maintain the current level of employee and dependent health benefits that are set forth in Appendix C as revised by this Agreement and specifically described in Appendix C.

Section 8.2 Sick Leave:

A. All bargaining unit employees, other than seasonal employees, shall be granted sick leave with pay at the rate of one (1) working day for each month of service. Accruals will be carried out in accordance with the bi-weekly payroll system. Employees must be in a pay status for a minimum of five (5) days in a pay period to accrue time in that period. Accrued sick leave will carry over if employees change offices or departments within the County/Office of the Public Administrator as long as there is no break in service longer than thirty (30) days.

All individuals employed on a part-time work schedule of twenty (20) hours per week or more shall be granted sick leave with pay proportionate to the time worked per month.

B. Sick leave may be accumulated to equal, but at no time to exceed, one hundred seventy-five (175) working days, at the rate of twelve (12) working days per year. Records of sick leave credit and use shall be maintained by each office, department, or institution. Severance of employment terminates all rights for the compensation hereunder.

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

C. Sick leave may be used for illness, disability incidental to pregnancy, or non-job related injury to the employee; appointments with physicians, dentists, or other recognized practitioners; or for serious illness, disability, or injury, in the immediate family of the employee. After five (5) consecutive work days of absence due to illness, employees shall submit to their Department Head a doctor's certificate as proof of illness. Accordingly, sick leave shall not be used as additional vacation leave. Sick leave may be used as maternity or paternity leave by employees.

D. An employee who has been off duty for five (5) consecutive days or more for any health reason may be required to undergo examination by the County/Office of the Public Administrator's appointed physician before returning to work.

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

Employees may take sick leave in 15-minute one half (½) or full day increments.

E. If, in the opinion of the head of the office, department or institution, the health of an employee warrants prolonged absence from duty, the employee will be permitted to combine his/her vacation, sick leave and personal days.

F. The employee may apply for disability under the rules and regulations established by the Retirement Board.

Section 8.3 <u>Disability Benefits</u>:

Employees incurring any occupational illness or injury will be covered by Workers' Compensation insurance benefits. Employees injured or sustaining occupational disease on duty, who are off work as result thereof shall be paid Total Temporary Disability Benefits pursuant to the Worker's Compensation Act.

Duty disability and ordinary disability benefits also will be paid to employees who are participants in the County/Office of the Public Administrator Employee Pension Plan. Duty disability benefits are paid to the employee by the Retirement Board when the employee is disabled while performing work duties. Benefits amount to seventy-five percent (75%) of the employee's salary at the time of injury and begin the day after the date the salary stops.

Ordinary disability occurs when a person becomes disabled due to any cause, other than injury on the job. An eligible employee who has applied for such disability compensation will be entitled to receive, on the thirty-first (31st) day following disability, fifty percent (50%) of salary. The County/Office of the Public Administrator will also contribute the 8.5% of salary normally contributed for pension purposes.

Other amounts normally deducted for annuity purposes shall continue to be deducted. The first thirty (30) consecutive days of ordinary disability are compensated for only by the use of any accumulated sick pay and/or vacation pay credits unless the employee and the Employer otherwise agree.

The employee will not be required to use sick time and/or vacation time for any day of duty disability. All of the provisions of this section are subject to change in conjunction with changes in State laws.

Section 8.4 Life Insurance:

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

Section 8.5 Pension Plan:

Pension benefits for employees covered by this Agreement shall be as mandated under 40 ILCS 5/1 - 101 et seq.

Section 8.6 Dental Plan:

All employees shall be eligible to participate in the dental plan as set forth in Appendix C as revised by this Agreement and specifically described in Appendix C. No dental coverage shall be offered through the County/Office of the Public Administrator's HMO plans.

Section 8.7 Vision Plan:

All employees shall be eligible to participate in the vision plan as set forth in Appendix C as revised by this Agreement and specifically described in Appendix C. No vision coverage shall be offered through the County/Office of the Public Administrator's HMO plans.

Section 8.8 Hospitalization - New Hires:

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

Section 8.9 Flexible Benefits Plan:

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

Section 8.10 Insurance Coverage:

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

Section 8.11 Confidentiality of Wellness Program:

Health information will be kept confidential, Personal health information may only be used and disclosed as permitted by applicable law, including the Health Insurance Portability and Accountability Act of 1996 (HIPAA). Health information may be disclosed to the screening agent, and to the employer acting as health plan sponsor for program administration purposes only as permitted by HIPAA. Program administration purposes may include offering and determining eligibility for Program incentives. The RFP for wellness vendors shall maximize the confidentiality of patient medical records and other privacy and confidentiality issues.

Section 8.12 Insurance Claims:

A dispute between an employee (or his/her covered dependent) and the processor of claims shall not be subject to the grievance procedure provided for in this Agreement. Employees shall continue to be afforded an opportunity to present appeals of such insurance disputes in person, and may have union representation at such proceedings. This Section shall not be construed to diminish the provisions of Section 8.1(A), (B), (C) or (D) of this Article.

ARTICLE IX
Additional Benefits

Section 9.1 Bereavement Leave:

Where death of a covered family member occurs and the funeral is to be held one hundred fifty (150) miles or more from the County Building located at 118 N. Clark St., Chicago IL, the employee shall be entitled to a maximum of five (5) normal day's pay.

To qualify for pay as provided herein, the employee must present satisfactory proof of death, relationship to deceased and attendance at the funeral. Any additional time needed in the event of bereavement may be taken as emergency vacation. If an employee's vacation is interrupted by death in the immediate family, bereavement pay as described herein shall be allowed and such days will not be counted as vacation.

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.

A. Excused leave with pay will be granted, up to three (3) days, to an employee for the funeral of a member of the employee's immediate family or household.

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

C. Where death of a covered family member occurs and the funeral is to be held one- hundred fifty (150) miles or more from the County Building located at 118 N. Clark Street, Chicago, Illinois, the employee shall be entitled to a maximum of five (5) normal day's pay.

D. To qualify for pay as provided herein, the employee must present satisfactory proof of death, relationship to deceased and attendance at the funeral. Any additional time needed in the event of bereavement may be taken as emergency vacation. If an employee's vacation is interrupted by death in the immediate family or household, bereavement pay as described herein shall be allowed and such days will not be counted as vacation.

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.

Section 9.2 Jury Duty:

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

Section 9.3 Family Responsibility Leave (Maternity/Paternity Leave):

Maternity/paternity benefits for employees covered by this Agreement shall be as per the County/Office of the Public Administrator policy.

Employees shall be granted maternity or paternity leaves of absence to cover periods of pregnancy and post-partum child care. The length of such leave, in general, shall not exceed six (6) months, but may be renewed by Department Head. In addition, 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 may, 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. Insurance coverage shall be maintained only in accordance

with the Family Medical Leave Act ("FMLA"), i.e. up to twelve (12) weeks and meeting FMLA standards.

Section 9.4 Election Day:

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

Section 9.5 Personal Days:

All employees, except those in a per diem or hourly pay status, shall be permitted four (4) days off with pay each fiscal year. Employees may be permitted these four (4) days off with pay for personal leave for such occurrences as observance of a religious holiday or for other personal reasons. Such personal days shall not be used in increments of less than one-half (½) day at a time.

Employees entitled to receive such leave, who enter Cook County employment during the fiscal year, shall be given credit for such personal leave at the rate of 1.24 hours per pay period; except that two (2) personal days may be used for observance of religious holidays prior to accrual, to be paid back in the succeeding two (2) fiscal quarters. No more than (5) personal days may be used in a fiscal year

Personal days shall not be used as additional vacation leave. If the health of an employee warrants prolonged absence from duty, the employee will be permitted to combine personal days, sick leave, and vacation leave.

Personal days may not be used consecutively unless approved by the Department Head. Personal days off shall be scheduled in advance to be consistent with operating necessities and the convenience of the employee, subject to Department Head approval.

Severance of employment shall terminate all rights to accrued personal days.

Section 9.6 Transfer for Medical Reasons Compassionate Transfer:

Approval of a request for a compassionate transfer will be for a period not to exceed six (6) months unless the Employer in consultation with the Union Representation approves an extension. Employees may submit a request for a temporary transfer for bona fide medical reasons, for a period not to exceed six (6) months. The Employer and the Union may consider an extension request. Transfers for medical reasons shall not be arbitrarily or capriciously denied by the Employer.

ARTICLE X
Leaves of Absence

Section 10.1 Regular Leave:

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

An employee desiring a leave of absence shall make written application to his/her immediate supervisor, who will then refer the application to the Department Head. If approved by the Department Head, the application will then be forwarded to the Cook County/Office of the Public

Administrator Comptroller for consideration. The application shall include the purpose for the leave of absence and the dates for which the leave is requested. An employee granted a leave of absence shall be eligible, when such leave expires, to receive the salary and the same or comparable position at the time the leave was granted.

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

Section 10.2 Seniority on Leave:

An employee on an approved leave of absence shall retain seniority, but shall not accrue pension benefits during such period (except as may be otherwise provided in the County/Office of the Public Administrator's Pension Plan).

Section 10.3 Union Leave:

A leave of absence not to exceed one (1) year without pay, will be granted to an employee who is elected, delegated or appointed to participate in duly authorized business of the Union which requires absence from the job. Such leave may be extended by mutual agreement. Employees duly elected as delegates of the Union will be allowed time off, without pay, to attend state and national conferences and conventions of the Union, not to exceed ten (10) work days for all employees.

Section 10.4 Military Leave:

Employees who enter the armed services of the United States shall be entitled to all the re-employment rights in accordance with State and Federal laws. An employee, who has at least six (6) months or more of continuous actual service and is a member of the Illinois National Guard or any of the Reserve Components of the Armed Forces of the United States, shall be entitled to leave

of absence with full pay for a limited service in field training, cruises, and kindred recurring obligations. Such leave will normally be limited to eleven (11) working days in each year or as extended in accordance with Cook County Policy on Military Leave.

An eligible employee who requires leave from employment for purposes of military service shall be entitled to compensation benefits, restoration rights, and any other guarantees provided by applicable federal or statute or Cook County ordinance or resolution.

Section 10.5 Veteran's Conventions:

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

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

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

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

4. They must have attended no other convention, with a leave of absence with pay, during the fiscal year.

5. The employee must produce, upon returning from the convention, a registration card signed by a proper official of the convention, indicating attendance.

Section 10.6 Approval of Leave:

No request for a leave, as defined in Sections 10.1 and 10.4 of this Article, will be considered unless approved by the Department Head and no Department Head shall grant such approval, if, in his judgment, such absence from duty at the particular time requested would interfere with the conduct of County/Office of the Public Administrator business.

Section 10.7 Retention of Benefits:

An employee will not earn sick pay or vacation credits while on a leave of absence. An employee on a leave of absence except for maternity or paternity leave will, be required to pay the cost of the insurance benefits provided in Article VIII in order to keep these benefits in full force and effect during the period of leave. Arrangements for payments of such costs through normal deductions or otherwise must be made with the entity designated for that purpose by the Employer County's payroll office prior to departure on the leave. For the failure to make such arrangements the County Employer may cancel insurance benefits, which will be reinstated upon the employee's return to work, subject to such waiting period and other rules and regulations as may be applicable to the insurance plan.

Section 10.8 Parental Leave:

Employees shall be eligible for paid Parental Leave pursuant to Cook County Board Resolution 13-R-346 and the corresponding Cook County Bureau of Human Resources Parental Leave Policy.

Employees, except those who have applied for and been granted Parental Leave, shall be eligible for unpaid maternity or paternity or family responsibility leave pursuant to Cook County Personnel rule 6.03 (b).

All Employees returning to work from a medical leave of absence of five (5) or more consecutive work days are required to provide a medical release to return to work to the Personnel Services Division prior to reporting to work. Employees should start this process five calendar days in advance of their anticipated date to return to work.

Employees in safety sensitive positions returning to work from a medical leave of absence of thirty (30) consecutive calendar days or more are required to contact the Personnel Services Division.

Section 10.9 School Conference and Activity Leave:

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

ARTICLE XI
Grievance Procedure

Section 11.1 Policy:

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

Section 11.2 Definition:

A grievance is a difference between an employee or the Union and the Employer with respect to the interpretation or application of, or compliance with, the agreed upon provisions of the Agreement, the Employer's rules and regulations or disciplinary action. The Union will send copies of grievances appealed or submitted at Steps Two and Three to the County/Office of the Public Administrator's Bureau of Human Resources.

Section 11.3 Representation:

Only the aggrieved employee(s) and/or representatives of the Union may present grievances. Employees may take up grievances through Steps One to Three either on their own and individually or with representation by the Union. If an employee takes up a grievance without Union representation, any resolution of the grievance shall be consistent with this Agreement and the Union representative shall have the right to be present at such resolution. A grievance relating

to all or a substantial number of employees or to the Union's own interests or rights with the County/Office of the Public Administrator may be initiated at Step Two by a Union representative.

Section 11.4 Grievance Procedure:

The steps and time limits as provided in the County/Office of the Public Administrator's Grievance Procedure are as follows:

Step	Submitted Time Limit this step (calendar days)	To Whom Submitted	Time Limits Meeting	Response
1	30 days	Immediate Supervisor	5 days	5 days
2	5 days	Department Head	10 days	10 days
3	10 days	Chief, Department of Human Resources/Designee	30 days	30 days
4	30 days	Impartial Third Party	30 days	30 days

Section 11.5 Time Limits:

The initial time limit for presenting a grievance shall be thirty (30) days and the same limit shall apply to hearings and decisions at Step Four. Time limits may be extended by mutual agreement in writing between the employee and/or the Union and the County/Office of the Public Administrator. Should the County/Office of the Public Administrator fail to respond to a grievance in the time limits listed above, the Union shall have the right to advance the grievance to the next step.

Section 11.6 Stewards:

The Union will advise the County/Office of the Public Administrator in writing of the names of the stewards in each department with the County/Office of the Public Administrator and shall notify the County/Office of the Public Administrator promptly of any changes. Upon notification to their supervisor before leaving their work assignment or area, stewards will be permitted to handle and process grievances referred by employees at the appropriate steps of the grievance procedure during normal hours without loss of pay, provided that such activity shall not exceed a reasonable period of time. It is understood that the assignment of individual stewards to represent employees shall be at the discretion of the Union.

All employees shall be allowed time off with pay to attend meetings agreed to by the Employer required by the Employer, or mandated by this Agreement.

Stewards shall be allowed to attend authorized meetings with Union representatives during their normal work hours without loss of pay.

Such meetings shall be limited to a maximum of four (4) per year per steward.

Section 11.7 Union Representatives:

Duly authorized business representatives of the Union will be permitted at reasonable times to enter the appropriate County/Office of the Public Administrator Department for purposes of handling grievances or observing conditions under which employees are working. These business representatives will be identified to the County/Office of the Public Administrator Department Head/Designee in a manner suitable to the County/Office of the Public Administrator on each occasion, will first secure the approval of the County/Office of the Public Administrator Department Head/Designee to enter and conduct their business so as not to interfere with the operation of the County/Office of the Public Administrator. Such permission will not be unreasonably withheld. The Union will not abuse this privilege, and such right of entry shall at all times be subject to general County/Office of the Public Administrator department rules applicable to non-employees.

Section 11.8 Impartial Arbitration:

The Union may within thirty (30) days after receipt of the Step 3 answer submit in writing to the County/Office of the Public Administrator notice that the grievance is to enter impartial arbitration. The Union and the County/Office of the Public Administrator shall select an arbitrator from a permanent panel of seven (7) arbitrators. Arbitrators will be selected to hear and decide grievances arising under this agreement on a rotating basis. Either party shall have the authority to strike an arbitrator from the permanent panel at any time. The struck arbitrator will proceed on the cases then-currently assigned but will not receive any new assignments. In the event that an arbitrator is struck from the panel, the parties shall meet as soon as possible to choose a mutually agreement, from selecting an arbitrator from outside the panel. The Union and the County/Office of the Public Administrator will make arrangements with the Arbitrator to hear and decide the grievance without unreasonable delay. The decision of the Arbitrator shall be binding.

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

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

Section 11.9 Expedited Arbitration:

The parties may mutually agree that a grievance shall be submitted to expedited arbitration. If the parties agree to expedited arbitration, the following provisions of this paragraph shall apply. Immediately upon notification of the designated arbitrator, the parties shall arrange a place and date to conduct a hearing within a period of no more than thirty (30) calendar days, unless the parties agree to a longer period.

If the designated arbitrator is not available to conduct a hearing within the thirty (30) calendar days and the parties do not otherwise agree to a longer period, the next panel member in the rotation shall be notified until an available arbitrator is obtained. Nothing herein precludes multiple cases being heard on the same day before the same arbitrator.

The hearing shall be conducted under the following procedures:

(a) The hearing shall be informal;

(b) No briefs shall be filed or transcripts made;

(c) There shall be no formal rules of evidence; however, the arbitrator shall only rely on credible relevant evidence;

(d) The hearing shall normally be completed within one (1) day;

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

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

The parties further agree to increase the arbitration panel from seven (7) arbitrators to twelve (12) arbitrators.

ARTICLE XII
Continuity of Operation

Section 12.1 No Strike:

The Union will not cause or permit its members to cause, and will not sanction in any way, any work stoppage, strike, picketing or slowdown of any kind or for any reason, or the honoring of any picket line or other curtailment, restriction or interference with any of the Employer's functions or

operations; and no employee will participate in any such activities during the term of this Agreement or any extension thereof.

Section 12.2 Union Responsibility:

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

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

(b) advise the County/Office of the Public Administrator 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 instructing all employees to cease such action and return to work immediately;

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

Section 12.3 Discharge of Violators:

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

Section 12.4 No Lock-Out:

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

Section 12.5 Reservation of Rights:

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

ARTICLE XIII
Miscellaneous

Section 13.1 No Discrimination:

The County/Office of the Public Administrator and the Union agree that neither shall discriminate in employment by reason of race, color, religion, national origin, ancestry, political belief or activity, age, sex, sexual orientation, military discharge, marital status, gender identity, disability, parental status and other classifications protected under local, state and federal law.or activity on behalf of the Union.

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

Section 13.2 Safety, Work Environment and Health:

The County/Office of the Public Administrator will maintain safe working conditions and health protection for all bargaining unit employees. The Union will cooperate toward this end and will encourage all bargaining unit employees to work in a safe manner.

A. It will be the responsibility of both bargaining unit employees and supervisors to report unsafe and unhealthy work conditions.

B. Bargaining unit employees are expected to, when they observe, or are involved in, unsafe working conditions and/or accidents, report them to their supervisor as expeditiously as possible. Supervisors shall assist bargaining unit employees in seeking medical attention and inform them of the proper method of reporting accidents.

C. Supervisors and bargaining unit employees, at all levels, have a mutual obligation to consider health, safety and well-being of all concerned in practices and procedures regarding all aspects of their work. Supervisors will also consider these factors when recommending the purchase of tools, equipment or machinery.

D. The County/Office of the Public Administrator and the Union are committed to taking reasonable, necessary steps to limit and/or prevent the spread of communicable diseases in the workplace.

E. The County/Office of the Public Administrator shall make available to any employee who has occupational exposure during the course of his/her employment to blood or body substances, a Hepatitis B vaccine, TB screening test or other appropriate vaccination at no cost to the employee. The County/Office of the Public Administrator will also make professional counseling available to any employee who reasonably believes that she/he has become infected with TB, HIV, Hepatitis B or other communicable diseases during the course of his/her employment.

Section 13.3 Voluntary and Community Service Workers:

Voluntary organizations and community service workers perform services for the County/Office of the Public Administrator that are a valuable and necessary contribution to the operation of the County/Office of the Public Administrator. Also, the County/Office of the Public Administrator engages in education and research which involves persons performing tasks and being taught to perform tasks which are similar or identical to work of employees of the bargaining unit. The County/Office of the Public Administrator shall continue to have the right to avail itself of any and all such voluntary services and community service workers and to engage in such educational and research activities. No regular employees shall be laid off because of work done by volunteers and community service workers.

Section 13.4 Bulletin Boards:

The County/Office of the Public Administrator will make bulletin boards available for the use of the Union in non-public locations. The Union will be permitted to have posted on these bulletin boards notices of a noncontroversial nature, but only after submitting them to the County/Office of the Public Administrator Department Head for approval and posting. Permission to post shall not be unreasonably denied.

There shall be no distribution or posting by employees of advertising or political material, notices or other kinds of literature on the County/Office of the Public Administrator's property other than herein provided.

Section 13.5 Partial Invalidity:

In the event any of the provisions of this Agreement shall be or become invalid or unenforceable by reason of any federal or state law or local ordinance now existing or hereinafter enacted, such invalidity or unenforceability shall not affect the remainder of the provisions hereof.

The parties agree to meet and adopt revised provisions which would be in conformity with the law.

Section 13.6 Sub-Contracting:

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

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

Section 13.7 Tuition Reimbursement:

The County/Office of the Public Administrator encourages employees to continue their education and acquire new skills through a program sponsored in conjunction with the City Colleges of Chicago and the Suburban Community Colleges. Employees making application for specific courses shall follow the Cook County/Office of the Public Administrator tuition reimbursement policy provided sufficient funds are available.

Based on available funds, an employee may request reimbursement up to an amount no greater than $300.00 in a fiscal year for employment related course-work. Applications should be made through the Cook County/Office of the Public Administrator Bureau of Human Resources.

Section 13.8 Personnel Files:

Upon written request to the Personnel Office, an employee may inspect his/her personnel file at any time mutually acceptable to the employee and Employer. Copies of materials in an employee's personnel file shall be provided to the employee upon request in accordance with applicable law.

Section 13.9 Personnel Rules 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.

Section 13.10 Direct Deposit:

The County will operate a direct deposit program to include the financial institution of the employee's choice. The receiving financial institution must be capable of receiving direct deposit.

Section 13.11 Travel Reimbursement:

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

Section 13.12 Mileage:

Employees covered by this agreement shall be reimbursed at the current allowable IRS rate. Employees shall be reimbursed for all work related traveled miles. Mileage reimbursement reports shall be submitted by the 1st day of every month and reimbursement shall occur within forty-give (45) days of submittal to the department. All other matters related to mileage are subject to Cook

County ordinance; and employees will be reimbursed in accordance with the Cook County Travel Reimbursement Policy.

Section 13.13 Post-Accident Drug and Alcohol Testing:

Employees shall submit to post-accident alcohol and drug testing if they are involved in a motor vehicle accident (1) at any time where the employee is operating a County-owned rental or leased vehicle; and (2) where the employee is operating any vehicle while conducting county business during the hours of their employment including overtime. Such testing will reinforce the Employer and the Union's commitment to the safety of the employee and the public.

Section 13.14 Dignity and Respect:

The County and the Union agree to promote a professional working atmosphere. Employees who believe they have been subjected to unprofessional or inappropriate treatment by a supervisor or co-worker may raise their concern regarding said treatment with the manager of Labor Relations who will investigate the complaint and advise the employee of any action taken which has been deemed necessary and appropriate under the circumstances.

Section 13.15 Orientation:

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

The County and the Union agree to communicate monthly regarding the time and place of the orientation. A steward designated by the Union shall be given reasonable notice of the date and time of the orientation and he/she shall also be released with pay for such purpose.

Section 13.16 CBA in Electronic Format:

The parties shall agree upon an electronic format for the collective bargaining agreement, which shall be the definitive version of the Agreement. The County shall be under no obligation to make, distribute or pay for paper copies of the Agreement.

Section 13.17 Residency:

To encourage Cook County employees to maintain a personal commitment to his or her domicile in Cook County and thereby assure all residents and taxpayers that employees share in the responsibility of investing in the future of the County, all employees hired on or after December 1, 2018, must maintain their actual residence in the County throughout their employment.

If such employee does not live within the County at the time of hire, he/she shall have six (6) months from the date of hire to establish actual residency in Cook County.

Section 13.18 Americans with Disabilities Act:

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

It is the intent of the parties that any reasonable accommodations adopted by the Employer conform to the requirements of this Agreement where practicable. The Employer may take all steps necessary to comply with the ADA. Any such steps which might conflict with the terms of this Agreement shall be discussed with the Union prior to implementation. The parties shall cooperate in resolving potential conflicts between the Employer's obligation under the ADA and the rights of the Union. Neither party shall unreasonably withhold its consent to the reasonable accommodation of an employee. The Employer agrees that it shall not apply this section in a discriminatory, arbitrary or capricious manner.

Nothing in this Section shall require the Employer to take any action which would violate the ADA or any other applicable statutes. Information obtained regarding the medical condition or history of an employee shall be treated in a confidential manner.

Section 13.19 Involuntary Temporary Transfers:

Involuntary Temporary Transfers will be filled at the discretion of management for up to a twelve (12) week period. Then the least senior employee in the job classification in which the vacancy exists shall fill the vacancy for up to sixty (60) days unless requested by a senior employee (all requests must be approved by management and requested transfers will continue until the vacancy is terminated). If not requested by a senior employee, or after the first 60-day assignment, the vacancy will be filled by rotating the next least senior employee in the unit to the vacancy every sixty (60) days. All temporary vacancies will be posted in accordance with Section 4.11 of this collective bargaining agreement.

ARTICLE XIV
Discipline

Section 14.1 General:

Disciplinary action will be imposed upon an employee only for just cause. Discipline will be imposed as soon as practicable after the Employer is aware of the conduct or event giving rise to the discipline and after the Employer has had a reasonable period of time to investigate the matter. Prior to any meeting which could lead to discipline, an employee will be advised of his/her right to Union representation at that meeting.

Section 14.2 Form of Discipline:

The Employer agrees with the principles of fairness and consistency in imposing discipline. Generally, disciplinary action will include the following steps:

Oral reprimand

Written reprimand

Suspension

Discharge

In determining what disciplinary action is appropriate, the Employer will consider the nature and gravity of the misconduct, the employee's disciplinary record and any mitigating circumstances. Certain serious misconduct may result in suspension or automatic discharge as defined in the Rules and Regulations Governing Employee Conduct.

Oral warnings and written warnings shall remain in an employee's personnel file, but will not be considered for purposes of progressive discipline after twelve (12) months, if the employee has not additional discipline for the same or similar offense. Suspensions will remain in the employee's personnel file, but will not be considered for purposes of progressive discipline after forty-eight (48) months if the employee has not received discipline during that forty-eight (48) month period. If the employee or union claim in any grievance or arbitration proceeding that the employee has a "clean" or "unblemished" record, the County will be free to use any discipline issued to the employee regardless of the provisions of this section.

Section 14.3 Training:

The Employer will train supervisors in the fair and consistent administration of this policy.

ARTICLE XV
Duration

Section 15.1 Term:

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

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

Section 15.2 Notice:

Any notice under this Agreement shall be given by registered or certified mail. If given by the Union, then such notice shall be addressed to the following individuals:

1. President
   Board of Commissioners of Cook County/Office of the Public Administrator
   118 North Clark Street, Room 537
   Chicago, IL 60602

2. Chief
   Cook County/Office of the Public Administrator Bureau of Human Resources
   118 North Clark Street, Room 834
   Chicago, IL 60602

If given by the County/Office of the Public Administrator, then such notice shall be addressed to:

President/Business Manager
SEIU Local 73
Service Employees International Union
300 S. Ashland, Suite 400
Chicago, Illinois 60607

Either party may, by like written notice, change the address to which notice to it shall be given.

Signed and entered into this 14th day of DECEMBER, 2021

County of Cook/Office of the Public Administrator:

BY:

TONI PRECKWINKLE, President
Cook County Board of Commissioners

LOUIS G. APOSTOL
Public Administrator for Cook County

Attest:

KAREN A. YARBROUH
Cook County Clerk

UNION: Service Employees International Union, Local 73

By:

DIAN PALMER
Service Employees International Union, Local 73

APPROVED
BY THE BOARD OF COOK COUNTY COMMISSIONERS

JUL 28 2022

COM

APPENDIX A
SEIU Local 73 (Office of Public Administrator)

JOB CODE	GRADE	TITLE
0907	11	Clerk IV* (upgrade to Administrative Asst. I)
0935	11	Stenographer IV* (upgrade to Administrative Asst. I)
0907	12	Clerk V* (upgrade to Administrative Asst. I)
0935	12	Stenographer IV* (upgrade to Administrative Asst. I)
1512	14	Case Worker II
0638	14	Investigator I
0048	16	Administrative Assistant III
0640	18	Investigator III
0641	20	Investigator I

***EFFECTIVE 12/1/18**

Effective June 1, 2021

SCHEDULE I
BUREAU OF HUMAN RESOURCES
CORPORATE - SEIU LOCAL 73

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
		6th Step	7th Step	8th Step	9th Step					
9	Hourly	16.173	16.908	17.731	18.587	19.443	20.370	20.949	21.159	22.217
	Bi-Weekly	1,293.84	1,352.63	1,418.48	1,486.93	1,555.47	1,629.60	1,675.89	1,692.70	1,777.33
	Annual	33,639	35,168	36,880	38,660	40,442	42,369	43,573	44,010	46,210
10	Hourly	17.324	18.133	18.987	19.905	20.861	21.838	22.253	22.466	23.613
	Bi-Weekly	1,385.92	1,450.64	1,518.93	1,592.41	1,668.90	1,747.02	1,780.23	1,799.07	1,889.02
	Annual	36,033	37,716	39,492	41,402	43,391	45,422	46,285	46,775	49,114
11	Hourly	18.587	19.443	20.370	21.320	22.374	23.506	23.976	24.199	25.409
	Bi-Weekly	1,486.93	1,555.47	1,629.60	1,705.61	1,789.89	1,880.51	1,918.27	1,935.89	2,032.68
	Annual	38,660	40,442	42,369	44,345	46,537	48,893	49,874	50,333	52,849
12	Hourly	19.905	20.861	21.838	22.890	24.067	25.181	25.673	25.930	27.227
	Bi-Weekly	1,592.41	1,668.90	1,747.02	1,831.22	1,925.33	2,014.49	2,053.87	2,074.42	2,178.14
	Annual	41,402	43,391	45,422	47,611	50,058	52,376	53,400	53,934	56,631
13	Hourly	21.320	22.374	23.506	24.642	25.759	27.048	27.587	27.851	29.243
	Bi-Weekly	1,705.61	1,789.89	1,880.51	1,971.37	2,060.69	2,163.82	2,206.93	2,228.05	2,339.45
	Annual	44,345	46,537	48,893	51,255	53,578	56,259	57,380	57,929	60,825
14	Hourly	22.890	24.067	25.181	26.452	27.704	29.021	29.619	29.914	31.410
	Bi-Weekly	1,831.22	1,925.33	2,014.49	2,116.15	2,216.35	2,321.67	2,369.50	2,393.13	2,512.76
	Annual	47,611	50,058	52,376	55,019	57,625	60,363	61,606	62,221	65,332
15	Hourly	24.642	25.759	27.048	28.387	29.813	31.216	31.846	32.170	33.779
	Bi-Weekly	1,971.37	2,060.69	2,163.82	2,270.92	2,385.01	2,497.31	2,547.65	2,573.63	2,702.32
	Annual	51,255	53,578	56,259	59,043	62,010	64,929	66,238	66,914	70,260
16	Hourly	26.452	27.704	29.021	30.407	31.875	33.352	34.040	34.370	36.088
	Bi-Weekly	2,116.15	2,216.35	2,321.67	2,432.59	2,550.00	2,668.15	2,723.20	2,749.59	2,887.07
	Annual	55,019	57,625	60,363	63,247	66,300	69,371	70,803	71,489	75,063
17	Hourly	28.387	29.813	31.216	32.669	34.283	35.979	36.682	37.033	38.885
	Bi-Weekly	2,270.92	2,385.01	2,497.31	2,613.50	2,742.61	2,878.30	2,934.57	2,962.66	3,110.80
	Annual	59,043	62,010	64,929	67,951	71,307	74,835	76,298	77,029	80,880
18	Hourly	30.407	31.875	33.352	35.010	36.625	38.433	39.220	39.591	41.571
	Bi-Weekly	2,432.59	2,550.00	2,668.15	2,800.83	2,930.02	3,074.64	3,137.57	3,167.29	3,325.65
	Annual	63,247	66,300	69,371	72,821	76,180	79,940	81,576	82,349	86,466
19	Hourly	33.352	35.010	36.625	38.433	40.250	42.179	42.820	43.238	45.400
	Bi-Weekly	2,668.15	2,800.83	2,930.02	3,074.64	3,219.99	3,374.35	3,425.58	3,459.04	3,631.99
	Annual	69,371	72,821	76,180	79,940	83,719	87,733	89,065	89,935	94,431
20	Hourly	36.625	38.433	40.250	42.179	44.170	46.326	47.006	47.461	49.834
	Bi-Weekly	2,930.02	3,074.64	3,219.99	3,374.35	3,533.58	3,706.05	3,760.45	3,796.91	3,986.76
	Annual	76,180	79,940	83,719	87,733	91,873	96,357	97,771	98,719	103,655
21	Hourly	40.250	42.179	44.170	46.326	48.524	50.886	51.640	52.155	54.762
	Bi-Weekly	3,219.99	3,374.35	3,533.58	3,706.05	3,881.93	4,070.88	4,131.21	4,172.38	4,381.00
	Annual	83,719	87,733	91,873	96,357	100,930	105,842	107,411	108,481	113,905
22	Hourly	44.170	46.326	48.524	50.886	53.250	55.815	56.636	57.198	60.058
	Bi-Weekly	3,533.58	3,706.05	3,881.93	4,070.88	4,260.00	4,465.19	4,530.88	4,575.86	4,804.66
	Annual	91,873	96,357	100,930	105,842	110,759	116,094	117,802	118,972	124,921
23	Hourly	46.326	48.524	50.886	53.250	55.816	58.594	59.462	60.053	63.056
	Bi-Weekly	3,706.05	3,881.93	4,070.88	4,260.00	4,465.19	4,687.51	4,756.94	4,804.28	5,044.49
	Annual	96,357	100,930	105,842	110,759	116,094	121,875	123,680	124,911	131,156

Effective June 1, 2022

SCHEDULE I
BUREAU OF HUMAN RESOURCES
CORPORATE - SEIU LOCAL 73

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
		6th Step	7th Step	8th Step	9th Step					
9	Hourly	16.577	17.331	18.174	19.051	19.929	20.879	21.472	21.688	22.772
	Bi-Weekly	1,326.19	1,386.45	1,453.94	1,524.11	1,594.36	1,670.34	1,717.78	1,735.01	1,821.76
	Annual	34,480	36,047	37,802	39,626	41,453	43,428	44,662	45,110	47,365
10	Hourly	17.757	18.586	19.461	20.403	21.383	22.384	22,809	23.051	24.203
	Bi-Weekly	1,420.57	1,486.90	1,556.90	1,632.22	1,710.63	1,790.69	1,824.73	1,844.04	1,936.25
	Annual	36,934	38,659	40,479	42,437	44,476	46,558	47,443	47,945	50,342
11	Hourly	19.051	19.929	20.879	21.853	22.933	24.094	24.578	24.804	26.044
	Bi-Weekly	1,524.11	1,594.35	1,670.34	1,748.25	1,834.64	1,927.52	1,966.23	1,984.29	2,083.50
	Annual	39,626	41,453	43,428	45,454	47,700	50,115	51,121	51,591	54,171
12	Hourly	20.403	21.383	22.384	23.463	24.668	25.811	26.315	26.578	27.907
	Bi-Weekly	1,632.22	1,710.63	1,790.69	1,877.00	1,973.47	2,064.85	2,105.22	2,126.28	2,232.59
	Annual	42,437	44,476	46,558	48,802	51,310	53,686	54,735	55,263	58,047
13	Hourly	21.853	22.933	24.094	25.258	26.403	27.724	28.276	28.547	29.974
	Bi-Weekly	1,748.25	1,834.64	1,927.52	2,020.66	2,112.21	2,217.91	2,262.11	2,283.75	2,397.94
	Annual	45,454	47,700	50,115	52,537	54,917	57,665	58,814	59,377	62,346
14	Hourly	23.463	24.668	25.811	27.113	28.397	29.746	30.359	30.662	32.195
	Bi-Weekly	1,877.00	1,973.47	2,064.85	2,169.06	2,271.76	2,379.71	2,428.73	2,452.95	2,575.60
	Annual	48,802	51,310	53,686	56,395	59,065	61,872	63,147	63,776	66,965
15	Hourly	25.258	26.403	27.724	29.096	30.556	31.997	32.642	32.975	34.623
	Bi-Weekly	2,020.66	2,112.21	2,217.91	2,327.69	2,444.63	2,559.74	2,611.34	2,637.97	2,769.87
	Annual	52,537	54,917	57,665	60,520	63,560	66,553	67,894	68,587	72,016
16	Hourly	27.113	28.397	29.746	31.168	32.672	34.186	34.891	35.229	36.991
	Bi-Weekly	2,169.06	2,271.76	2,379.71	2,493.40	2,613.75	2,734.85	2,791.28	2,818.33	2,959.25
	Annual	56,395	59,085	61,872	64,828	67,957	71,106	72,573	73,276	76,940
17	Hourly	29.096	30.556	31.997	33.486	35.140	36.878	37.599	37.959	39.857
	Bi-Weekly	2,327.69	2,444.63	2,559.74	2,678.84	2,811.18	2,950.25	3,007.93	3,036.73	3,188.57
	Annual	60,520	63,560	66,553	69,649	73,090	76,706	78,206	78,954	82,902
18	Hourly	31.168	32.672	34.186	35.886	37.541	39.394	40.200	40.581	42.610
	Bi-Weekly	2,493.40	2,613.75	2,734.85	2,870.85	3,003.27	3,151.50	3,216.01	3,246.47	3,408.79
	Annual	64,828	67,957	71,106	74,642	78,085	81,939	83,616	84,408	88,628
19	Hourly	34.186	35.886	37.541	39.394	41.256	43.234	43.890	44.319	46.535
	Bi-Weekly	2,734.85	2,870.85	3,003.27	3,151.50	3,300.49	3,458.71	3,511.22	3,545.51	3,722.79
	Annual	71,106	74,642	78,085	81,939	85,812	89,926	91,291	92,183	96,792
20	Hourly	37.541	39.394	41.256	43.234	45.274	47.484	48.181	48.648	51.080
	Bi-Weekly	3,003.27	3,151.50	3,300.49	3,458.71	3,621.92	3,798.70	3,854.46	3,891.83	4,086.43
	Annual	78,085	81,939	85,812	89,926	94,169	98,766	100,216	101,187	106,247
21	Hourly	41.256	43.234	45.274	47.484	49.737	52.158	52.931	53.459	56.132
	Bi-Weekly	3,300.49	3,458.71	3,621.92	3,798.70	3,978.98	4,172.65	4,234.49	4,276.69	4,490.52
	Annual	85,812	89,926	94,169	98,766	103,453	108,488	110,096	111,193	116,753
22	Hourly	45.274	47.484	49.737	52.158	54.581	57.210	58.052	58.628	61.560
	Bi-Weekly	3,621.92	3,798.70	3,978.98	4,172.65	4,366.50	4,576.82	4,644.15	4,690.26	4,924.77
	Annual	94,169	98,766	103,453	108,488	113,528	118,997	120,747	121,946	128,044
23	Hourly	47.484	49.737	52.158	54.581	57.210	60.059	60.948	61.565	64.633
	Bi-Weekly	3,798.70	3,978.98	4,172.65	4,366.50	4,576.82	4,804.70	4,875.86	4,924.39	5,170.61
	Annual	98,766	103,453	108,488	113,528	118,997	124,922	126,772	128,034	134,435

Effective June 1, 2023

SCHEDULE I
BUREAU OF HUMAN RESOURCES
CORPORATE - SEIU LOCAL 73

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 15 Years Service	After 1 Year at 3rd Longevity Rate & 20 Years Service
9	Hourly	16.992	17.764	18.629	19.528	20.428	21.401	22.009	22.230	23.341
	Bi-Weekly	1,359.34	1,421.11	1,490.29	1,562.21	1,634.21	1,712.10	1,760.73	1,778.39	1,867.31
	Annual	35,342	36,948	38,747	40,617	42,489	44,514	45,778	46,238	48,549
10	Hourly	18.201	19.051	19.948	20.913	21.917	22.943	23.379	23.627	24.808
	Bi-Weekly	1,456.08	1,524.08	1,595.82	1,673.03	1,753.39	1,835.46	1,870.35	1,890.14	1,984.65
	Annual	37,858	39,625	41,491	43,498	45,588	47,721	48,629	49,143	51,600
11	Hourly	19.528	20.428	21.401	22.399	23.506	24.696	25.192	25.424	26.695
	Bi-Weekly	1,562.21	1,634.21	1,712.10	1,791.95	1,880.50	1,975.71	2,015.38	2,033.89	2,135.59
	Annual	40,617	42,489	44,514	46,590	48,893	51,368	52,399	52,881	55,525
12	Hourly	20.913	21.917	22.943	24.049	25.285	26.456	26.973	27.243	28.605
	Bi-Weekly	1,673.03	1,753.39	1,835.46	1,923.93	2,022.80	2,116.47	2,157.85	2,179.43	2,288.41
	Annual	43,498	45,588	47,721	50,022	52,592	55,028	56,104	56,665	59,498
13	Hourly	22.399	23.506	24.696	25.890	27.063	28.417	28.983	29.261	30.724
	Bi-Weekly	1,791.95	1,880.50	1,975.71	2,071.17	2,165.02	2,273.36	2,318.66	2,340.84	2,457.88
	Annual	46,590	48,893	51,368	53,850	56,290	59,107	60,285	60,861	63,904
14	Hourly	24.049	25.285	26.456	27.791	29.107	30.490	31.118	31.428	33.000
	Bi-Weekly	1,923.93	2,022.80	2,116.47	2,223.28	2,328.56	2,439.20	2,489.45	2,514.26	2,639.99
	Annual	50,022	52,592	55,028	57,805	60,542	63,419	64,725	65,371	68,639
15	Hourly	25.890	27.063	28.417	29.824	31.322	32.797	33.458	33.799	35.489
	Bi-Weekly	2,071.17	2,165.02	2,273.36	2,385.89	2,505.75	2,623.73	2,676.62	2,703.92	2,839.12
	Annual	53,850	56,290	59,107	62,033	65,149	68,217	69,592	70,302	73,817
16	Hourly	27.791	29.107	30.490	31.947	33.489	35.040	35.763	36.110	37.916
	Bi-Weekly	2,223.26	2,328.56	2,439.20	2,555.74	2,679.10	2,803.23	2,861.07	2,888.79	3,033.23
	Annual	57,805	60,542	63,419	66,449	69,656	72,883	74,387	75,108	78,864
17	Hourly	29.824	31.322	32.797	34.323	36.018	37.800	38.539	38.908	40.854
	Bi-Weekly	2,385.89	2,505.75	2,623.73	2,745.81	2,881.46	3,024.01	3,083.13	3,112.65	3,268.28
	Annual	62,033	65,149	68,217	71,391	74,917	78,624	80,161	80,928	84,976
18	Hourly	31.947	33.489	35.040	36.783	38.479	40.379	41.205	41.595	43.675
	Bi-Weekly	2,555.74	2,679.10	2,803.23	2,942.62	3,078.35	3,230.29	3,296.41	3,327.63	3,494.01
	Annual	66,449	69,656	72,883	76,508	80,037	83,987	85,706	86,518	90,844
19	Hourly	35.040	36.783	38.479	40.379	42.287	44.315	44.988	45.427	47.698
	Bi-Weekly	2,803.23	2,942.62	3,078.35	3,230.29	3,383.00	3,545.17	3,599.00	3,634.15	3,815.86
	Annual	72,883	76,508	80,037	83,987	87,957	92,174	93,574	94,487	99,212
20	Hourly	38.479	40.379	42.287	44.315	46.406	48.671	49.385	49.864	52.357
	Bi-Weekly	3,078.35	3,230.29	3,383.00	3,545.17	3,712.47	3,893.67	3,950.83	3,989.13	4,188.59
	Annual	80,037	83,987	87,957	92,174	96,524	101,235	102,721	103,717	108,903
21	Hourly	42.287	44.315	46.406	48.671	50.981	53.462	54.254	54.795	57.535
	Bi-Weekly	3,383.00	3,545.17	3,712.47	3,893.67	4,078.45	4,276.97	4,340.36	4,383.61	4,602.79
	Annual	87,957	92,174	96,524	101,235	106,039	111,201	112,849	113,973	119,672
22	Hourly	46.406	48.671	50.981	53.462	55.946	58.640	59.503	60.094	63.099
	Bi-Weekly	3,712.47	3,893.67	4,078.45	4,276.97	4,475.66	4,691.24	4,760.25	4,807.52	5,047.89
	Annual	96,524	101,235	106,039	111,201	116,367	121,972	123,766	124,995	131,245
23	Hourly	48.671	50.981	53.462	55.946	58.640	61.560	62.472	63.094	66.248
	Bi-Weekly	3,893.67	4,078.45	4,276.97	4,475.66	4,691.24	4,924.82	4,997.76	5,047.50	5,299.87
	Annual	101,235	106,039	111,201	116,367	121,972	128,045	129,941	131,234	137,796

Effective June 1, 2024

SCHEDULE I
BUREAU OF HUMAN RESOURCES
CORPORATE - SEIU LOCAL 73

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
9	Hourly	17.332	18.119	19.001	19.918	20.836	21.829	22.449	22.674	23.808
	Bi-Weekly	1,386.53	1,449.53	1,520.10	1,593.45	1,666.90	1,746.34	1,795.94	1,813.96	1,904.65
	Annual	36,049	37,687	39,522	41,429	43,339	45,404	46,694	47,162	49,520
10	Hourly	18.565	19.432	20.347	21.331	22.356	23.402	23.847	24.099	25.304
	Bi-Weekly	1,485.21	1,554.56	1,627.74	1,706.49	1,788.46	1,872.17	1,907.76	1,927.95	2,024.35
	Annual	38,615	40,418	42,321	44,368	46,499	48,676	49,601	50,126	52,632
11	Hourly	19.918	20.836	21.829	22.847	23.976	25.190	25.696	25.932	27.229
	Bi-Weekly	1,593.45	1,666.90	1,746.34	1,827.79	1,918.11	2,015.23	2,055.69	2,074.57	2,178.30
	Annual	41,429	43,339	45,404	47,522	49,870	52,395	53,447	53,938	56,636
12	Hourly	21.331	22.356	23.402	24.530	25.791	26.985	27.513	27.788	29.177
	Bi-Weekly	1,706.49	1,788.46	1,872.17	1,962.41	2,063.26	2,158.80	2,201.01	2,223.02	2,334.17
	Annual	44,368	46,499	48,676	51,022	53,644	56,128	57,226	57,798	60,688
13	Hourly	22.847	23.976	25.190	26.407	27.604	28.985	29.563	29.846	31.338
	Bi-Weekly	1,827.79	1,918.11	2,015.23	2,112.60	2,208.32	2,318.83	2,365.03	2,387.66	2,507.04
	Annual	47,522	49,870	52,395	54,927	57,416	60,289	61,490	62,079	65,183
14	Hourly	24.530	25.791	26.985	28.347	29.689	31.100	31.741	32.057	33.660
	Bi-Weekly	1,962.41	2,063.26	2,158.80	2,267.75	2,375.13	2,487.99	2,539.24	2,564.56	2,692.79
	Annual	51,022	53,644	56,128	58,961	61,753	64,687	66,020	66,678	70,012
15	Hourly	26.407	27.604	28.985	30.420	31.948	33.453	34.127	34.476	36.199
	Bi-Weekly	2,112.60	2,208.32	2,318.83	2,433.60	2,555.86	2,676.21	2,730.16	2,753.00	2,895.90
	Annual	54,927	57,416	60,289	63,273	66,452	69,581	70,984	71,708	75,283
16	Hourly	28.347	29.689	31.100	32.586	34.159	35.741	36.479	36.832	38.674
	Bi-Weekly	2,267.75	2,375.13	2,487.99	2,606.85	2,732.68	2,859.29	2,918.29	2,946.57	3,093.90
	Annual	58,961	61,753	64,687	67,778	71,049	74,341	75,875	76,610	80,441
17	Hourly	30.420	31.948	33.453	35.009	36.739	38.556	39.310	39.666	41.671
	Bi-Weekly	2,433.60	2,555.86	2,676.21	2,800.73	2,939.09	3,084.49	3,144.79	3,174.90	3,333.65
	Annual	63,273	66,452	69,581	72,818	76,416	80,196	81,764	82,547	86,674
18	Hourly	32.586	34.159	35.741	37.518	39.249	41.186	42.029	42.427	44.549
	Bi-Weekly	2,606.85	2,732.68	2,859.29	3,001.48	3,139.92	3,294.90	3,362.34	3,394.18	3,563.89
	Annual	67,778	71,049	74,341	78,038	81,637	85,667	87,420	88,248	92,681
19	Hourly	35.741	37.518	39.249	41.186	43.133	45.201	45.887	48.335	48.652
	Bi-Weekly	2,859.29	3,001.48	3,139.92	3,294.90	3,450.66	3,616.06	3,670.98	3,706.84	3,892.16
	Annual	74,341	78,038	81,637	85,667	89,717	94,018	95,445	96,377	101,196
20	Hourly	39.249	41.186	43.133	45.201	47.334	49.644	50.373	50.861	53.404
	Bi-Weekly	3,139.92	3,294.90	3,450.66	3,616.08	3,786.72	3,971.54	4,029.84	4,068.91	4,272.36
	Annual	81,637	85,667	89,717	94,018	98,454	103,260	104,775	105,791	111,081
21	Hourly	43.133	45.201	47.334	49.644	52.000	54.531	55.340	55.891	58.686
	Bi-Weekly	3,450.66	3,616.08	3,786.72	3,971.54	4,160.02	4,362.51	4,427.16	4,471.28	4,694.84
	Annual	89,717	94,018	98,454	103,260	108,160	113,425	115,106	116,253	122,065
22	Hourly	47.334	49.644	52.000	54.531	57.065	59.813	60.693	61.296	64.361
	Bi-Weekly	3,786.72	3,971.54	4,160.02	4,362.51	4,565.17	4,785.06	4,855.46	4,903.67	5,148.85
	Annual	98,454	103,260	108,160	113,425	118,694	124,411	126,241	127,495	133,870
23	Hourly	49.644	52.000	54.531	57.065	59.813	62.791	63.721	64.356	67.573
	Bi-Weekly	3,971.54	4,160.02	4,362.51	4,565.17	4,785.06	5,023.32	5,097.71	5,148.45	5,405.87
	Annual	103,260	108,160	113,425	118,694	124,411	130,606	132,540	133,859	140,552

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

Cook County Benefits Overview

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

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

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

Cook County Benefit Overview (Cont.)

Drug	Current (No Changes 12/1/22 or 12/1/23)
Prescription Drugs – Retail	• Generic: $15 copay • Brand Formulary: $30 copay • Brand Non-Formulary: $50 copay • Mail Order: 2 x retail
Generic Step Therapy	• PBM's generic step therapy program
Mandatory Maintenance Choice	• Mandatory mail-order for maintenance drugs

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

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

Cook County Benefit Overview (Cont.)

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

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

COOK COUNTY HEALTH PLAN DESIGN/APPENDIX C – VERSION II
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